

LAMPIRAN

Lampiran 2 Kuesioner Penelitian



FAKULTAS EKONOMI DAN BISNIS UNIVERSITAS SILIWANGI

KUESIONER PENELITIAN

PENGARUH PELATIHAN DAN PERSEPS DUKUNGAN ORGANISASI
TERHADAP KINERJA PEGAWAI DENGAN KOMPETENSI SEBAGAI
VARIABEL INTERVENING

(Survey Pada Pegawai Kantor BKPSDM Kota Tasikmalaya)

Bersama kuesioner ini, saya Muhammad Rifqi Gunawan mahasiswa Jurusan Manajemen Fakultas Ekonomi Universitas Siliwangi sedang menyusun Skripsi sebagai salah satu syarat untuk memperoleh gelar Sarjana Manajemen, maka sangat diperlukan pendapat berupa jawaban kuesioner dari Bapak/Ibu untuk melengkapi penelitian ini. Jawaban Bapak/Ibu selanjutnya akan akan diolah untuk menghasilkan hasil penelitian dengan judul **“Pengaruh Pelatihan dan Persepsi Dukungan Organisasi Terhadap Kinerja Pegawai Dengan Kompetensi Sebagai Variabel Intervening”**. Besar harapan saya, kiranya Bapak/Ibu bersedia mengisi kuesioner ini dengan sejujur-sejujurnya. Atas bantuan Bapak/Ibu, saya ucapkan terimakasih dan selamat mengisi kuesioer ini.

Petunjuk Pengisian Kuesioener:

1. Sebelum Bapak/Ibu mengisi kuesioner, bacalah baik-baik setiap item seluruh jawaban.
2. Pilihlah salah satu jawaban dari setiap instrumen sesuai dengan alternatif jawaban yang disediakan.
3. Alternatif jawaban yang disediakan diantaranya yaitu:
 - Sangat Tidak Setuju (STS)
 - Tidak Setuju (TS)
 - Netral (N)
 - Setuju (S)
 - Sangat Setuju (SS)
4. Mohon mengisi kuesioner sampai dengan tenggat waktu yang telah ditetapkan dan kerahasiaan jawaban dapat terjamin.

5. Terimakasih atas partisipasi Bapak/Ibu

Identitas Responden

1. Jabatan :
2. Jenis Kelamin : ☐ Perempuan ☐ Laki-laki
3. Pendidikan terakhir : ☐ SMA/ sederajat ☐ D3 ☐ S1/D4 ☐ S2 ☐ Yang lain: __
4. Umur : ☐ 21-30 ☐ 31-40 ☐ 41-50 ☐ 51-60 ☐ Yang lain: __

No	Pernyataan	STS	TS	N	S	SS
Pelatihan (X1)						
1	Merasa mampu menguasai materi pelatihan yang diberikan.					
2	Merasa bersemangat dalam mengikuti kegiatan pelatihan.					
3	Pelatihan dapat meningkatkan kemampuan dalam melaksanakan pekerjaan.					
4	Materi pelatihan meningkatkan pengetahuan.					
5	Setelah mengikuti pelatihan, dapat menyelesaikan pekerjaan dengan cepat dan tepat.					
Persepsi Dukungan Organisasi (X2)						
1	Menerima penghargaan atas pencapaian oleh pimpinan.					
2	Merasa instansi memberikan kesempatan untuk mengikuti kegiatan pengembangan.					
3	Rekan kerja memberikan dukungan terhadap pekerjaan.					
4	Lingkungan kerja memberikan rasa nyaman.					
5	Instansi menunjukkan kepedulian terhadap kesejahteraan pegawai.					
Kinerja Pegawai (Y)						
1	Mampu melaksanakan pekerjaan sesuai dengan aturan yang berlaku.					
2	Mampu menyelesaikan pekerjaan sesuai dengan target yang diberikan.					
3	Mampu menyelesaikan pekerjaan dengan tepat waktu.					
4	Mampu berinisiatif dalam melakukan pekerjaan.					

5	Pimpinan memberikan perhatian terhadap pegawainya.					
Kompetensi (Z)						
1	Memiliki pengetahuan dasar dalam melakukan pekerjaan.					
2	Menguasai keahlian dasar dalam melakukan pekerjaan.					
3	Menguasai keterampilan teknis dalam bidang pekerjaan saya.					
4	Menjalin hubungan baik antar rekan kerja.					
5	Selalu berpikir inovatif dan kreatif guna kepentingan instansi.					

Lampiran 3 Tabulasi Data

X1.1	X1.2	X1.3	X1.4	X1.5	Jumlah	X2.1	X2.2	X2.3	X2.4	X2.5	Jumlah
5	4	4	5	4	22	5	4	4	4	4	21
3	3	2	3	4	23	5	4	4	4	4	21
5	4	5	4	4	22	4	4	3	3	3	17
4	5	5	5	5	24	5	5	5	5	4	24
4	4	3	5	4	23	5	5	4	4	5	23
5	3	3	3	3	25	5	4	5	5	5	24
5	5	4	4	5	23	4	4	3	4	4	19
5	5	4	4	4	22	4	4	4	4	3	19
5	4	4	5	5	23	5	4	4	4	4	21
5	5	4	5	4	23	3	4	4	3	4	18
4	4	4	5	5	22	4	3	4	4	4	19
4	5	5	5	4	23	4	4	4	4	4	20
4	4	4	4	3	18	4	5	5	4	5	23
5	5	4	4	4	22	4	4	4	5	4	21
5	4	4	5	4	22	3	4	4	5	4	20
5	4	5	5	4	23	4	4	4	5	5	22
4	4	5	5	4	22	4	4	4	3	3	18
5	5	4	4	4	22	4	4	3	4	3	18
4	5	4	5	4	22	5	5	4	4	5	23
5	5	5	4	4	23	5	5	4	4	5	23
5	5	5	4	5	24	3	4	4	4	3	18
5	5	4	5	5	24	4	4	5	5	5	23
5	4	5	5	4	23	4	4	3	4	5	20
4	4	4	5	4	21	4	4	3	5	3	19
5	4	5	4	4	22	4	5	4	5	4	22
5	5	5	4	4	23	5	5	5	4	4	23
4	4	5	4	4	21	5	4	5	4	4	22
4	5	5	4	5	23	5	5	3	4	4	21
4	5	4	4	5	22	3	4	4	4	5	20
5	5	4	5	5	24	4	4	4	3	4	19
4	5	4	5	5	23	4	4	3	5	4	20
4	5	5	5	5	23	4	4	3	5	4	20
4	4	4	4	4	21	4	4	4	3	4	19
5	4	5	4	4	22	4	4	4	4	4	20
5	4	4	4	4	21	5	4	4	4	4	21
5	4	5	4	4	22	5	4	4	3	4	20
5	5	5	5	4	24	4	3	4	4	3	18
4	4	4	3	4	18	4	4	4	4	4	20
4	4	4	4	3	19	4	4	4	4	4	20
4	4	3	4	5	19	4	4	5	5	5	23
4	3	2	4	4	18	4	4	4	3	5	20

5	4	5	5	5	25	4	3	5	4	4	20
5	5	5	4	4	23	4	3	2	4	5	18
3	4	3	4	3	23	5	5	4	4	3	21
4	4	4	4	4	20	3	5	5	4	4	21
4	3	5	4	4	22	4	3	3	3	5	18
5	5	5	4	2	23	3	5	4	4	4	20
5	5	4	4	5	23	3	3	2	2	2	12
5	3	5	4	5	23	4	4	3	2	3	16
5	5	5	4	5	23	5	4	4	4	4	21
4	5	4	5	5	23	3	2	5	4	4	18

Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Jumlah	Z1.1	Z1.2	Z1.3	Z1.4	Z1.5	Jumlah
3	3	4	3	3	16	5	5	5	4	4	23
3	4	3	4	3	17	4	4	4	4	3	19
3	4	4	4	4	19	5	4	4	3	4	20
2	5	2	5	4	18	4	4	3	4	4	19
5	3	3	4	3	18	4	5	4	4	5	22
3	4	5	4	4	20	3	5	4	4	4	20
4	3	4	5	3	19	4	4	5	5	4	22
5	2	5	4	4	20	4	4	4	5	5	22
4	4	5	4	3	20	5	5	4	5	5	24
2	4	5	4	4	19	5	5	4	4	5	23
5	5	2	4	3	19	3	3	4	4	4	18
4	5	5	4	4	22	4	4	4	3	5	20
3	4	5	5	3	20	4	3	4	3	3	17
4	4	4	5	4	21	5	4	5	4	5	23
3	3	3	2	2	13	5	4	4	4	4	21
5	4	4	3	1	17	4	5	5	4	5	23
4	3	3	2	2	14	4	5	3	4	4	20
4	4	4	4	3	19	3	4	3	5	4	19
4	4	4	5	3	20	2	2	3	3	3	13
2	4	4	4	3	17	4	3	4	4	3	18
5	3	5	2	3	18	4	3	3	4	5	19
3	5	2	3	4	17	5	5	4	4	4	22
4	5	2	3	4	18	3	3	3	4	4	17
4	4	4	2	4	18	5	4	5	5	5	24
4	4	3	5	4	20	5	5	5	3	1	19
4	4	4	2	4	18	5	5	5	5	5	25
3	4	2	3	4	16	4	5	5	4	4	22
5	3	2	4	5	19	4	3	5	3	4	19
5	4	4	3	5	21	4	4	3	2	4	17
3	4	4	4	5	20	4	4	4	4	4	20
4	3	4	4	5	20	5	4	4	4	4	21
2	3	5	5	4	19	5	5	4	3	2	19

3	2	4	5	4	18	5	5	5	5	5	25
4	3	3	4	4	18	4	5	5	5	2	21
3	4	4	1	4	16	4	4	3	4	4	19
4	4	4	5	5	22	2	3	3	3	2	13
3	4	4	5	5	21	4	4	5	5	5	23
3	5	3	4	5	20	4	3	5	4	5	21
4	3	4	4	4	19	4	4	5	4	4	21
3	4	4	4	5	20	4	4	4	5	4	21
4	3	3	3	4	17	5	4	3	4	3	19
4	4	2	3	4	17	5	5	4	5	4	23
3	3	5	4	4	19	5	5	4	4	4	22
4	2	5	4	5	20	4	4	5	4	4	21
3	3	3	4	5	18	4	4	4	4	5	21
3	4	4	2	5	18	4	3	2	2	2	13
3	4	3	3	4	17	5	3	4	4	5	21
5	3	3	4	4	19	5	4	5	4	5	23
3	4	4	4	3	18	5	2	3	5	4	19
4	3	4	2	5	18	5	4	2	2	2	15
3	4	3	5	5	20	5	5	4	4	4	22

Lampiran 4 Uji Validitas

Variabel X1

		Correlations					
		X1.1	X1.2	X1.3	X1.4	X1.5	Jmlh X1
X1.1	Pearson Correlation	1	.253	.439**	.078	.072	.363**
	Sig. (2-tailed)		.073	.001	.585	.618	.009
	N	51	51	51	51	51	51
X1.2	Pearson Correlation	.253	1	.355*	.310*	.276*	.336*
	Sig. (2-tailed)	.073		.011	.027	.050	.016
	N	51	51	51	51	51	51
X1.3	Pearson Correlation	.439**	.355*	1	.233	.114	.316*
	Sig. (2-tailed)	.001	.011		.099	.425	.024
	N	51	51	51	51	51	51
X1.4	Pearson Correlation	.078	.310*	.233	1	.320*	.317*
	Sig. (2-tailed)	.585	.027	.099		.022	.023
	N	51	51	51	51	51	51
X1.5	Pearson Correlation	.072	.276*	.114	.320*	1	.285*
	Sig. (2-tailed)	.618	.050	.425	.022		.043
	N	51	51	51	51	51	51

Jmlh_X1	Pearson Correlation	.363**	.336*	.316*	.317*	.285*	1
	Sig. (2-tailed)	.009	.016	.024	.023	.043	
	N	51	51	51	51	51	51

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

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

Variabel X2

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	Jmlh X2
X2.1	Pearson Correlation	1	.354*	.144	.129	.198	.562**
	Sig. (2-tailed)		.011	.314	.368	.164	.000
	N	51	51	51	51	51	51
X2.2	Pearson Correlation	.354*	1	.218	.213	.167	.600**
	Sig. (2-tailed)	.011		.124	.133	.241	.000
	N	51	51	51	51	51	51
X2.3	Pearson Correlation	.144	.218	1	.326*	.304*	.654**
	Sig. (2-tailed)	.314	.124		.019	.030	.000
	N	51	51	51	51	51	51
X2.4	Pearson Correlation	.129	.213	.326*	1	.342*	.658**
	Sig. (2-tailed)	.368	.133	.019		.014	.000
	N	51	51	51	51	51	51
X2.5	Pearson Correlation	.198	.167	.304*	.342*	1	.653**
	Sig. (2-tailed)	.164	.241	.030	.014		.000
	N	51	51	51	51	51	51
Jmlh_X2	Pearson Correlation	.562**	.600**	.654**	.658**	.653**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51

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

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

Variabel Y

		Correlations					
		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Jmlh_Y1
Y1.1	Pearson Correlation	1	.315*	.506**	-.005	.159	.557**
	Sig. (2-tailed)		.025	.000	.974	.266	.000
	N	51	51	51	51	51	51
Y1.2	Pearson Correlation	.315*	1	.337*	.303*	.290*	.675**
	Sig. (2-tailed)	.025		.016	.030	.039	.000
	N	51	51	51	51	51	51
Y1.3	Pearson Correlation	.506**	.337*	1	.096	.218	.638**
	Sig. (2-tailed)	.000	.016		.504	.124	.000
	N	51	51	51	51	51	51
Y1.4	Pearson Correlation	-.005	.303*	.096	1	.451**	.639**
	Sig. (2-tailed)	.974	.030	.504		.001	.000
	N	51	51	51	51	51	51
Y1.5	Pearson Correlation	.159	.290*	.218	.451**	1	.693**
	Sig. (2-tailed)	.266	.039	.124	.001		.000
	N	51	51	51	51	51	51
Jmlh_Y1	Pearson Correlation	.557**	.675**	.638**	.639**	.693**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51

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

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

Variabel Z

		Correlations					
		Z1.1	Z1.2	Z1.3	Z1.4	Z1.5	Jmlh_Z1
Z1.1	Pearson Correlation	1	.443**	.271	.147	.169	.588**
	Sig. (2-tailed)		.001	.054	.305	.236	.000
	N	51	51	51	51	51	51
Z1.2	Pearson Correlation	.443**	1	.371**	.243	.099	.632**
	Sig. (2-tailed)	.001		.007	.085	.491	.000
	N	51	51	51	51	51	51
Z1.3	Pearson Correlation	.271	.371**	1	.420**	.336*	.720**
	Sig. (2-tailed)	.054	.007		.002	.016	.000
	N	51	51	51	51	51	51

Z1.4	Pearson Correlation	.147	.243	.420**	1	.499**	.699**
	Sig. (2-tailed)	.305	.085	.002		.000	.000
	N	51	51	51	51	51	51
Z1.5	Pearson Correlation	.169	.099	.336*	.499**	1	.672**
	Sig. (2-tailed)	.236	.491	.016	.000		.000
	N	51	51	51	51	51	51
Jmlh_Z1	Pearson Correlation	.588**	.632**	.720**	.699**	.672**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51

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

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

Lampiran 5 Uji Reliabilitas

Variabel X1

Reliability Statistics

Cronbach's	
Alpha	N of Items
.619	5

Variabel X2

Reliability Statistics

Cronbach's	
Alpha	N of Items
.612	5

Variabel Y

Reliability Statistics

Cronbach's	
Alpha	N of Items
.635	5

Variabel Z

Reliability Statistics

Cronbach's	
Alpha	N of Items
.677	5

Lampiran 6 Data MSI

Succesive Interval					
x1.1	x1.2	x1.3	x1.4	x1.5	Jumlah
3.883	2.270	2.728	3.974	3.093	15.948
1.000	1.000	1.000	1.000	3.093	7.093
3.883	2.270	4.073	2.508	3.093	15.827
2.407	3.642	4.073	3.974	4.519	18.615
2.407	2.270	1.728	3.974	3.093	13.472
3.883	1.000	1.728	1.000	1.830	9.442
3.883	3.642	2.728	2.508	4.519	17.281
3.883	3.642	2.728	2.508	3.093	15.855
3.883	2.270	2.728	3.974	4.519	17.374
3.883	3.642	2.728	3.974	3.093	17.321
2.407	2.270	2.728	3.974	4.519	15.898
2.407	3.642	4.073	3.974	3.093	17.189
2.407	2.270	2.728	2.508	1.830	11.742
3.883	3.642	2.728	2.508	3.093	15.855
3.883	2.270	2.728	3.974	3.093	15.948
3.883	2.270	4.073	3.974	3.093	17.294
2.407	2.270	4.073	3.974	3.093	15.817
3.883	3.642	2.728	2.508	3.093	15.855
2.407	3.642	2.728	3.974	3.093	15.844
3.883	3.642	4.073	2.508	3.093	17.200
3.883	3.642	4.073	2.508	4.519	18.626
3.883	3.642	2.728	3.974	4.519	18.747
3.883	2.270	4.073	3.974	3.093	17.294
2.407	2.270	2.728	3.974	3.093	14.472
3.883	2.270	4.073	2.508	3.093	15.827
3.883	3.642	4.073	2.508	3.093	17.200
2.407	2.270	4.073	2.508	3.093	14.351
2.407	3.642	4.073	2.508	4.519	17.149
2.407	3.642	2.728	2.508	4.519	15.804
3.883	3.642	2.728	3.974	4.519	18.747
2.407	3.642	2.728	3.974	4.519	17.270
2.407	3.642	4.073	3.974	4.519	18.615
2.407	2.270	2.728	2.508	3.093	13.005
3.883	2.270	4.073	2.508	3.093	15.827
3.883	2.270	2.728	2.508	3.093	14.482
3.883	2.270	4.073	2.508	3.093	15.827
3.883	3.642	4.073	3.974	3.093	18.666
2.407	2.270	2.728	1.000	3.093	11.498
2.407	2.270	2.728	2.508	1.830	11.742
2.407	2.270	1.728	2.508	4.519	13.432
2.407	1.000	1.000	2.508	3.093	10.007
3.883	2.270	4.073	3.974	4.519	18.720

3.883	3.642	4.073	2.508	3.093	17.200
1.000	2.270	1.728	2.508	1.830	9.336
2.407	2.270	2.728	2.508	3.093	13.005
2.407	1.000	4.073	2.508	3.093	13.081
3.883	3.642	4.073	2.508	1.000	15.107
3.883	3.642	2.728	2.508	4.519	17.281
3.883	1.000	4.073	2.508	4.519	15.983
3.883	3.642	4.073	2.508	4.519	18.626
2.407	3.642	2.728	3.974	4.519	17.270

Successive Interval

X2.1	X2.2	X2.3	X2.4	X2.5	Jumlah
3.703	3.315	3.217	3.135	3.347	16.717
3.703	3.315	3.217	3.135	3.347	16.717
2.341	3.315	2.026	1.939	2.130	11.752
3.703	4.785	4.573	4.520	3.347	20.928
3.703	4.785	3.217	3.135	4.688	19.527
3.703	3.315	4.573	4.520	4.688	20.798
2.341	3.315	2.026	3.135	3.347	14.165
2.341	3.315	3.217	3.135	2.130	14.138
3.703	3.315	3.217	3.135	3.347	16.717
1.000	3.315	3.217	1.939	3.347	12.818
2.341	1.966	3.217	3.135	3.347	14.006
2.341	3.315	3.217	3.135	3.347	15.355
2.341	4.785	4.573	3.135	4.688	19.522
2.341	3.315	3.217	4.520	3.347	16.740
1.000	3.315	3.217	4.520	3.347	15.399
2.341	3.315	3.217	4.520	4.688	18.080
2.341	3.315	3.217	1.939	2.130	12.942
2.341	3.315	2.026	3.135	2.130	12.948
3.703	4.785	3.217	3.135	4.688	19.527
3.703	4.785	3.217	3.135	4.688	19.527
1.000	3.315	3.217	3.135	2.130	12.797
2.341	3.315	4.573	4.520	4.688	19.436
2.341	3.315	2.026	3.135	4.688	15.505
2.341	3.315	2.026	4.520	2.130	14.332
2.341	4.785	3.217	4.520	3.347	18.210
3.703	4.785	4.573	3.135	3.347	19.543
3.703	3.315	4.573	3.135	3.347	18.073
3.703	4.785	2.026	3.135	3.347	16.997
1.000	3.315	3.217	3.135	4.688	15.354
2.341	3.315	3.217	1.939	3.347	14.159
2.341	3.315	2.026	4.520	3.347	15.549
2.341	3.315	2.026	4.520	3.347	15.549
2.341	3.315	3.217	1.939	3.347	14.159

2.341	3.315	3.217	3.135	3.347	15.355
3.703	3.315	3.217	3.135	3.347	16.717
3.703	3.315	3.217	1.939	3.347	15.521
2.341	1.966	3.217	3.135	2.130	12.789
2.341	3.315	3.217	3.135	3.347	15.355
2.341	3.315	3.217	3.135	3.347	15.355
2.341	3.315	4.573	4.520	4.688	19.436
2.341	3.315	3.217	1.939	4.688	15.500
2.341	1.966	4.573	3.135	3.347	15.363
2.341	1.966	1.000	3.135	4.688	13.130
3.703	4.785	3.217	3.135	2.130	16.970
1.000	4.785	4.573	3.135	3.347	16.841
2.341	1.966	2.026	1.939	4.688	12.961
1.000	4.785	3.217	3.135	3.347	15.484
1.000	1.966	1.000	1.000	1.000	5.966
2.341	3.315	2.026	1.000	2.130	10.813
3.703	3.315	3.217	3.135	3.347	16.717
1.000	1.000	4.573	3.135	3.347	13.055

Succesive Interval

Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Jumlah
2.480	2.426	2.302	2.069	2.916	12.194
2.480	2.426	1.000	3.151	2.916	11.975
2.480	2.426	2.302	3.151	2.916	13.276
2.480	3.848	3.653	4.559	2.916	17.456
3.939	3.848	3.653	3.151	2.916	17.508
3.939	2.426	3.653	3.151	4.293	17.462
2.480	3.848	2.302	4.559	4.293	17.482
3.939	3.848	3.653	3.151	2.916	17.508
2.480	2.426	3.653	3.151	2.916	14.627
3.939	2.426	3.653	3.151	2.916	16.086
3.939	3.848	3.653	3.151	2.916	17.508
3.939	3.848	3.653	3.151	2.916	17.508
2.480	2.426	3.653	4.559	4.293	17.410
2.480	2.426	2.302	4.559	2.916	14.684
1.000	1.000	1.000	1.651	1.000	5.651
3.939	2.426	2.302	2.069	2.916	13.652
2.480	1.000	1.000	1.651	1.000	7.132
2.480	2.426	2.302	3.151	1.787	12.147
2.480	2.426	2.302	4.559	1.787	13.555
3.939	3.848	2.302	3.151	1.787	15.028
3.939	3.848	3.653	3.151	1.787	16.379
3.939	3.848	3.653	3.151	2.916	17.508
2.480	3.848	2.302	3.151	2.916	14.698
2.480	2.426	2.302	3.151	2.916	13.276

2.480	2.426	1.000	4.559	2.916	13.382
2.480	2.426	2.302	3.151	2.916	13.276
1.000	2.426	2.302	3.151	2.916	11.796
3.939	3.848	3.653	3.151	4.293	18.884
3.939	2.426	2.302	3.151	4.293	16.111
2.480	2.426	2.302	3.151	4.293	14.653
2.480	2.426	2.302	3.151	4.293	14.653
3.939	2.426	3.653	4.559	2.916	17.493
3.939	2.426	2.302	4.559	2.916	16.142
2.480	1.000	1.000	3.151	2.916	10.548
3.939	2.426	3.653	1.000	2.916	13.934
2.480	2.426	2.302	4.559	4.293	16.060
2.480	3.848	2.302	4.559	4.293	17.482
2.480	3.848	1.000	3.151	4.293	14.773
2.480	1.000	2.302	3.151	2.916	11.850
1.000	2.426	2.302	3.151	4.293	13.172
2.480	2.426	1.000	4.559	2.916	13.382
2.480	2.426	3.653	4.559	2.916	16.034
2.480	1.000	3.653	3.151	2.916	13.201
3.939	2.426	3.653	3.151	4.293	17.462
3.939	2.426	3.653	4.559	4.293	18.869
3.939	2.426	2.302	4.559	4.293	17.518
3.939	2.426	2.302	2.069	2.916	13.652
3.939	1.000	2.302	3.151	2.916	13.309
2.480	2.426	2.302	3.151	1.787	12.147
2.480	3.848	2.302	4.559	4.293	17.482
3.939	3.848	2.302	4.559	4.293	18.940

Successive Interval

z1.1	z1.2	z1.3	z1.4	z1.5	Jumlah
4.107	4.253	4.293	2.967	3.297	18.917
2.755	3.032	3.084	2.967	2.454	14.293
4.107	3.032	3.084	1.875	3.297	15.396
2.755	3.032	2.067	2.967	3.297	14.117
2.755	4.253	3.084	2.967	4.559	17.618
1.728	4.253	3.084	2.967	3.297	15.330
2.755	3.032	4.293	4.301	3.297	17.677
2.755	3.032	3.084	4.301	4.559	17.731
4.107	4.253	3.084	4.301	4.559	20.304
4.107	4.253	3.084	2.967	4.559	18.971
1.728	2.026	3.084	2.967	3.297	13.103
2.755	3.032	3.084	1.875	4.559	15.305
2.755	2.026	3.084	1.875	2.454	12.195
4.107	3.032	4.293	2.967	4.559	18.958
4.107	3.032	3.084	2.967	3.297	16.488

2.755	4.253	4.293	2.967	4.559	18.826
2.755	4.253	2.067	2.967	3.297	15.338
1.728	3.032	2.067	4.301	3.297	14.425
1.000	1.000	2.067	1.875	2.454	8.397
2.755	2.026	3.084	2.967	2.454	13.287
2.755	2.026	2.067	2.967	4.559	14.374
4.107	4.253	3.084	2.967	3.297	17.709
1.728	2.026	2.067	2.967	3.297	12.085
4.107	3.032	4.293	4.301	4.559	20.292
4.107	4.253	4.293	1.875	1.000	15.529
4.107	4.253	4.293	4.301	4.559	21.513
2.755	4.253	4.293	2.967	3.297	17.564
2.755	2.026	4.293	1.875	3.297	14.246
2.755	3.032	2.067	1.000	3.297	12.151
2.755	3.032	3.084	2.967	3.297	15.135
4.107	3.032	3.084	2.967	3.297	16.488
4.107	4.253	3.084	1.875	1.902	15.222
4.107	4.253	4.293	4.301	4.559	21.513
2.755	4.253	4.293	4.301	1.902	17.503
2.755	3.032	2.067	2.967	3.297	14.117
1.000	2.026	2.067	1.875	1.902	8.871
2.755	3.032	4.293	4.301	4.559	18.939
2.755	2.026	4.293	2.967	4.559	16.599
2.755	3.032	4.293	2.967	3.297	16.343
2.755	3.032	3.084	4.301	3.297	16.469
4.107	3.032	2.067	2.967	2.454	14.628
4.107	4.253	3.084	4.301	3.297	19.042
4.107	4.253	3.084	2.967	3.297	17.709
2.755	3.032	4.293	2.967	3.297	16.343
2.755	3.032	3.084	2.967	4.559	16.397
2.755	2.026	1.000	1.000	1.902	8.683
4.107	2.026	3.084	2.967	4.559	16.744
4.107	3.032	4.293	2.967	4.559	18.958
4.107	1.000	2.067	4.301	3.297	14.772
4.107	3.032	1.000	1.000	1.902	11.041
4.107	4.253	3.084	2.967	3.297	17.709

Lampiran 7 Uji Normalitas

X1,X2→Y

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.74040132
Most Extreme Differences	Absolute	.098
	Positive	.066
	Negative	-.098
Test Statistic		.098
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

Z→Y

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.77810502
Most Extreme Differences	Absolute	.104
	Positive	.082
	Negative	-.104
Test Statistic		.104
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

X1,X2→ Z

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.98204015
Most Extreme Differences	Absolute	.102

	Positive	.069
	Negative	-.102
Test Statistic		.102
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

X1,X2,Z→Y

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.71775905
Most Extreme Differences	Absolute	.076
	Positive	.065
	Negative	-.076
Test Statistic		.076
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 8 Uji Multikolinieritas

X1,X2→Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.346	.534		4.390	.000		
	Pelatihan	.462	.023	.578	19.777	.000	.957	1.045
	Persepsi							
	Dukungan	.553	.024	.681	23.299	.000	.957	1.045
	Organisasi							

a. Dependent Variable: Kinerja

Z→Y

Coefficients^a

Model		Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Collinearity Statistics
-------	--	-----------------------------	---------------------------	---	------	-------------------------

		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.844	1.691		4.046	.000		
	Kompetensi	.535	.100	.609	5.368	.000	1.000	1.000

a. Dependent Variable: Kinerja

X1,X2→Z

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.115	2.709		2.626	.012		
	Pelatihan	.211	.119	.235	1.782	.001	.957	1.045
	Persepsi							
	Dukungan	.333	.120	.361	2.768	.008	.957	1.045
	Organisasi							

a. Dependent Variable: Kompetensi

X1,X2,Z→Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.568	.567		6.291	.000		
	Pelatihan	.426	.024	.525	17.782	.000	.950	1.053
	Persepsi Dukungan							
	Organisasi	.496	.025	.608	19.542	.000	.948	1.055
	Kompetensi	.172	.028	.193	6.081	.000	.979	1.021

a. Dependent Variable: Kinerja

Lampiran 9 Uji Heteroskedastisitas

X1,X2→Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.184	2.135		1.492	.142

Pelatihan	-.059	.089	-.098	-.664	.510
Dukungan Organisasi	-.007	.086	-.011	-.076	.940

a. Dependent Variable: ABRESID

Z→Y

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.975	1.301		1.518	.135
Kompetensi	.013	.080	.023	.160	.874

a. Dependent Variable: ABRESID_2

X1,X2→Z

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.347	2.326		-.149	.882
Pelatihan	.109	.097	.163	1.123	.267
Persepsi Dukungan Organisasi	.064	.094	.099	.682	.498

a. Dependent Variable: ABRESID_3

X1,X2,Z→Y

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.204	2.539		1.262	.213
Pelatihan	-.070	.091	-.114	-.767	.447
Persepsi Dukungan Organisasi	-.018	.088	-.030	-.204	.839
Kompetensi	.018	.081	.032	.222	.825

a. Dependent Variable: ABRESID_4

Lampiran 10 Uji Linieritas

X1,X2 → Y

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Pelatihan	Between Groups (Combined)	297.122	34	8.739	1.465	.210
	Linearity	4.453	1	4.453	.747	.400
	Deviation from Linearity	292.669	33	8.869	1.487	.201
	Within Groups	95.427	16	5.964		
	Total	392.549	50			

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Persepsi Dukungan Organisasi	Between Groups (Combined)	321.144	38	8.451	1.420	.262
	Linearity	9.207	1	9.207	1.547	.237
	Deviation from Linearity	311.937	37	8.431	1.417	.264
	Within Groups	71.405	12	5.950		
	Total	392.549	50			

 $Z \rightarrow Y$

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Kompetensi	Between Groups (Combined)	307.183	43	7.144	.586	.867
	Linearity	6.655	1	6.655	.546	.484
	Deviation from Linearity	300.528	42	7.155	.587	.866
	Within Groups	85.365	7	12.195		
	Total	392.549	50			

 $X1, X2 \rightarrow Z$

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Kompetensi * Pelatihan	Between Groups (Combined)	308.219	34	9.065	.995	.525
	Linearity	5.090	1	5.090	.559	.466
	Deviation from Linearity	303.129	33	9.186	1.008	.512
	Within Groups	84.330	16	5.271		
	Total	392.549	50			

	Within Groups	145.738	16	9.109		
	Total	453.957	50			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kompetensi * Persepsi Dukungan Organisasi	Between Groups	(Combined)	329.297	38	8.666	.834	.681
		Linearity	6.165	1	6.165	.593	.456
		Deviation from Linearity	323.133	37	8.733	.841	.674
	Within Groups		124.660	12	10.388		
	Total		453.957	50			

X1,X2,Z → Y

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Pelatihan	Between Groups	(Combined)	297.122	34	8.739	1.465	.210
		Linearity	4.453	1	4.453	.747	.400
		Deviation from Linearity	292.669	33	8.869	1.487	.201
	Within Groups		95.427	16	5.964		
	Total		392.549	50			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Persepsi Dukungan Organisasi	Between Groups	(Combined)	321.144	38	8.451	1.420	.262
		Linearity	9.207	1	9.207	1.547	.237
		Deviation from Linearity	311.937	37	8.431	1.417	.264
	Within Groups		71.405	12	5.950		
	Total		392.549	50			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Kompetensi	Between Groups	(Combined)	307.183	43	7.144	.586	.867
		Linearity	6.655	1	6.655	.546	.484

	Deviation from Linearity	300.528	42	7.155	.587	.866
	Within Groups	85.365	7	12.195		
	Total	392.549	50			

Lampiran 11 Persamaan Regresi $X_1, X_2 \rightarrow Y$

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Persepsi Dukungan Organisasi, Pelatihan ^b		Enter

a. Dependent Variable: Kinerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.980 ^a	.961	.959	.288

a. Predictors: (Constant), Persepsi Dukungan Organisasi, Pelatihan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	97.637	2	48.819	587.683	.000 ^b
	Residual	3.987	48	.083		
	Total	101.625	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Persepsi Dukungan Organisasi, Pelatihan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.346	.534		4.390	.000
	Pelatihan	.462	.023	.578	19.777	.000
	Persepsi Dukungan Organisasi	.553	.024	.681	23.299	.000

a. Dependent Variable: Kinerja

Lampiran 12 Persamaan Regresi $Z \rightarrow Y$

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kompetensi ^b	.	Enter

a. Dependent Variable: Kinerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.609 ^a	.370	.357	1.143

a. Predictors: (Constant), Kompetensi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37.635	1	37.635	28.819	.000 ^b
	Residual	63.990	49	1.306		
	Total	101.625	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kompetensi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.844	1.691		4.046	.000
	Kompetensi	.535	.100	.609	5.368	.000

a. Dependent Variable: Kinerja

Lampiran 13 Persamaan Regresi $X_1, X_2 \rightarrow Z$

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Persepsi Dukungan Organisasi, Pelatihan ^b	.	Enter

a. Dependent Variable: Kompetensi

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.468 ^a	.219	.186	1.462

a. Predictors: (Constant), Persepsi Dukungan Organisasi, Pelatihan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	28.756	2	14.378	6.730	.003 ^b
	Residual	102.539	48	2.136		
	Total	131.294	50			

a. Dependent Variable: Kompetensi

b. Predictors: (Constant), Persepsi Dukungan Organisasi, Pelatihan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.115	2.709		2.626	.012
	Pelatihan	.211	.119	.232	1.782	.001
	Persepsi Dukungan Organisasi	.333	.120	.361	2.768	.008

a. Dependent Variable: Kompetensi

Lampiran 14 Persamaan Regresi $X_1, X_2, Z \rightarrow Y$

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kompetensi, Pelatihan, Persepsi Dukungan Organisasi ^b		Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.981 ^a	.963	.961	.286

a. Predictors: (Constant), Kompetensi, Pelatihan, Persepsi Dukungan Organisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	100.663	3	33.554	410.018	.000 ^b
	Residual	3.846	47	.082		
	Total	104.509	50			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kompetensi, Pelatihan, Persepsi Dukungan Organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.568	.567		6.291	.000
	Pelatihan	.426	.024	.525	17.782	.000
	Persepsi Dukungan Organisasi	.496	.025	.602	19.542	.000
	Kompetensi	.172	.028	.193	6.081	.000

a. Dependent Variable: Kinerja

Lampiran 15 Surat Izin Penelitian



PEMERINTAH KOTA TASIKMALAYA
BADAN KEPEGAWAIAN DAN
PENGEMBANGAN SUMBER DAYA MANUSIA
 Jl. Letnan Harun No. 1 Telp./Fax. (0265) 7292522
 e-mail : bkpsdm@tasikmalayakota.go.id
 TASIKMALAYA
 Kode Pos 46134

Nomor : 800/1656/BKPSDM
 Sifat : Biasa
 Lampiran : -
 Perihal : Izin Penelitian

Tasikmalaya, 6 November 2023

Kepada,
 Yth. Dekan Bidang Akademik dan
 Kemahasiswaan Universitas
 Siliwangi
 di
 TASIKMALAYA

Disampaikan dengan hormat, menindaklanjuti surat dari Dekan Bidang Akademik dan Kemahasiswaan Universitas Siliwangi Nomor : 486/UN58.11/KM.SPL/2023, tanggal 1 November 2023, perihal Permohonan Izin Penelitian.

Berkenaan hal tersebut kami menerima mahasiswa a.n **MUHAMMAD RIFQI GUNAWAN, NPM : 203402163**, Program Studi Manajemen untuk melaksanakan penelitian pada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kota Tasikmalaya dengan judul skripsi "Pengaruh Pelatihan dan Dukungan Organisasi Terhadap Kinerja Pegawai dengan Pengembangan Kompetensi Sebagai Variabel Intervening".

Demikian kami sampaikan dan untuk menjadi bahan lebih lanjut.



Ditandatangani secara elektronik oleh,
 KEPALA BADAN KEPEGAWAIAN DAN
 PENGEMBANGAN SUMBER DAYA MANUSIA,
 GUN GUN PAHLAGUNARA, S.I.P
 Pembina Utama Muda (IV/c)



Dokumen ini telah ditandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan oleh Balai Sertifikasi Elektronik (BSrE), Badan Siber dan Sandi Negara. Dokumen digital yang asli dapat diperoleh dengan memindai QRCode disamping.

Lampiran 16 Lembar Revisi Naskah Skripsi

LEMBAR REVISI

UJIAN NASKAH SKRIPSI (UNS)

Yang bertanda tangan dibawah ini tim penguji pada Ujian Naskah Skripsi menyatakan bahwa :

Nama : Muhammad Rifqi Gunawan
 NIM : 203402163
 Jurusan : Manajemen
 Tanggal UNS : 30 Juli 2024
 Judul : Pengaruh Pelatihan dan Persepsi Dukungan Organisasi Terhadap Kinerja Dengan Kompetensi Sebagai Variabel Intervening (Survey pada pegawai Kantor BKPSDM Kota Tasikmalaya)

No	Nama Dosen	Masukan	Tindak Lanjut Revisi
1	Dian Kurniawan, S.E., M.Si	- Kesimpulan di pelatihan lihat kembali - Cari satuan regresi	<i>Gusti Tia</i>
2	Adhitya Rahmat Taufiq, S.E., M.Si	- Jenis penelitian - Ulas kembali pembahasan lebih dalam	<i>Adhitya</i>
3	Gusti Tia Ardiani, S.E., M.M		<i>Gusti Tia</i>
4	Vivi Indah Bintari S.E., M.M	<i>Vivi Indah</i>	<i>Vivi Indah</i>

Tasikmalaya, 31 Juli 2024
 Mengetahui,
Ketua Jurusan Manajemen

R. Lucky Rudi Rinandivana
R. Lucky Rudi Rinandivana, S.E., M.Si
 NIDN. 0410047901

Lampiran 17 Lembar Rekomendasi Penguji

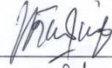
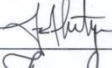
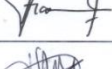
LEMBAR REKOMENDASI PENGUJI

UJIAN NASKAH SKRIPSI (UNS)

Yang bertanda tangan dibawah ini tim penguji pada Ujian Naskah Skripsi menyatakan bahwa :

Nama : Muhammad Rifqi Gunawan
 NIM : 203402163
 Jurusan : Manajemen
 Tanggal UNS : 30 Juli 2024
 Judul : Pengaruh Pelatihan dan Persepsi Dukungan Organisasi Terhadap Kinerja Dengan Kompetensi Sebagai Variabel Intervening (Survey pada pegawai Kantor BKPSDM Kota Tasikmalaya)

Telah menyelesaikan perbaikan Naskah Skripsi yang diajukan sesuai dengan hal-hal yang telah di rekomendasikan oleh tim penguji pada waktu Ujian Naskah Skripsi. Demikian surat keterangan ini dibuat untuk dapat dipergunakan sebagaimana mestinya.

No	Nama Dosen	Status	Tanda Tangan	Tanggal Revisi
1	Dian Kurniawan, S.E., M.Si	Penguji I		05/08/2024
2	Adhitya Rahmat Taufiq, S.E., M.Si	Penguji II		5/8 2024.
3	Gusti Tia Ardiani, S.E., M.M	Pembimbing I		9/8 2024
4	Vivi Indah Bintari S.E., M.M	Pembimbing II		6/8/24

Tasikmalaya, 31 Juli 2024
 Mengetahui,
Ketua Jurusan Manajemen


R. Lucky Rudi Rinandiyana, S.E., M.Si
 NIDN. 0410047901