

Lampiran I

Angket / Kuisoner Penelitian

KUISONER

Identitas Responden

Nama :

Jenis Kelamin :

Usia :

Tingkat Pendidikan :

Jabatan :

Lama Bekerja :

Petunjuk Isian :

Berilah tanda centang (√) pada kotak alternatif jawaban yang dianggap paling

sesuai dengan pikiran anda.

1. Kinerja Pegawai (Y)

NO	PERNYATAAN	STS	TS	S	SS
1	Saya selalu berusaha mencapai target kerja yang telah ditetapkan oleh lembaga				
2	Pengetahuan teknis dan dasar teknis yang saya miliki memberikan kemudahan bagi untuk menyelesaikan beban kerja sesuai standar lembaga				
3	Ketrampilan , pengetahuan dan semangat kerja yang saya miliki meningkatkan kemampuan saya dalam menggunakan berbagai fasilitas yang ada di lembaga				

4	Saya selalu mencapai Standar kerja yang telah ditetapkan lembaga				
5	Seluruh tugas pekerjaan dapat saya kerjakan dan hasilnya sesuai dengan waktu yang telah direncanakan				
6	Saya selalu merencanakan pekerjaan sebelum melakukan kerja agar lebih efektif dan baik				
7	Saya selalu masuk dan pulang kerja tepat pada waktunya				
8	Karyawan yang sering absen menghambat operasional dalam kantor				
9	Saya tidak pernah meninggalkan tempat kerja tanpa ijin				
10	Saya selalu memaksimalkan waktu kerja saya di tempat kerja				

2. Variabel Pelatihan (X1)

NO	PERNYATAAN	STS	TS	S	SS
1	Pelatih memiliki kemampuan dalam menyampaikan materi dengan terarah dan efektif.				
2	Pelatih dapat mengembangkan materi pelatihan dengan baik sehingga lebih mudah dimengerti peserta pelatihan				
3	Peserta diberikan modul atau bahan untuk mempelajari isi materi pelatih				
4	Peserta diberikan kesempatan untuk melakukan umpan balik dalam pelatihan				
5	Materi yang diberikan dalam pelatihan sesuai dengan kebutuhan pekerjaan				

6	Materi yang diberikan sudah sangat lengkap dan tersusun secara sempurna				
7	Metode pelatihan yang saya dapat sangat efektif dan efisien				
8	Metode yang digunakan mempermudah saya dalam memahami pelatihan				
9	Pelatihan yang diselenggarakan membantu saya untuk meningkatkan pengetahuan dan keterampilan dalam pekerjaan				
10	Pelatihan yang diselenggarakan memiliki sasaran yang jelas dan bermanfaat				

3. Variabel Pengembangan SDM (X2)

NO	PERNYATAAN	STS	TS	S	SS
1	Saya memiliki dorongan dalam diri untuk membantu pekerjaan rekan - rekan				
2	Saya memiliki dorongan dalam diri untuk bekerja dengan baik dan semaksimal mungkin				
3	Saya memiliki kepercayaan diri yang tinggi dalam menyelesaikan setiap pekerjaan				
4	Saya bisa berkomunikasi yang baik dengan pihak manapun ,baik didalam maupun diluar kantor				
5	Saya dapat mengoperasikan fasilitas kantor seperti komputer dan alat digital lainnya dengan tepat dan mudah				
6	Saya memiliki keterampilan yang sesuai dengan bidang pekerjaan saya untuk mencapai target kerja				

Lampiran II

Hasil Olah Data

LAMPIRAN HASIL OLAH DATA IPOX

A. UJI INSTRUMEN PENELITIAN

1. UJI VALIDITAS

UJI VALIDITAS VARIABEL PELATIHAN (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
X1.1	Pearson Correlation	1	.504**	.421**	.128	.205	.069	.147	.112	.337**	.273*	.566**
	Sig. (2-tailed)		.000	.000	.291	.089	.571	.226	.356	.004	.022	.000
	N	70	70	70	70	70	70	70	70	70	70	70
X1.2	Pearson Correlation	.504**	1	.256*	.090	.235*	.052	.345**	.120	.172	.179	.497**
	Sig. (2-tailed)	.000		.032	.459	.050	.672	.003	.323	.155	.138	.000
	N	70	70	70	70	70	70	70	70	70	70	70
X1.3	Pearson Correlation	.421**	.256*	1	.469**	.367**	-.230	.263*	.115	.319**	.470**	.613**
	Sig. (2-tailed)	.000	.032		.000	.002	.055	.028	.343	.007	.000	.000
	N	70	70	70	70	70	70	70	70	70	70	70
X1.4	Pearson Correlation	.128	.090	.469**	1	.395**	-.034	.319**	.412**	.229	.202	.582**
	Sig. (2-tailed)	.291	.459	.000		.001	.779	.007	.000	.056	.094	.000
	N	70	70	70	70	70	70	70	70	70	70	70
X1.5	Pearson Correlation	.205	.235*	.367**	.395**	1	-.001	.363**	.125	.441**	.129	.576**
	Sig. (2-tailed)	.089	.050	.002	.001		.994	.002	.301	.000	.285	.000
	N	70	70	70	70	70	70	70	70	70	70	70
X1.6	Pearson Correlation	.069	.052	-.230	-.034	-.001	1	.433**	.137	.058	.013	.281*
	Sig. (2-tailed)	.571	.672	.055	.779	.994		.000	.258	.634	.914	.018
	N	70	70	70	70	70	70	70	70	70	70	70
X1.7	Pearson Correlation	.147	.345**	.263*	.319**	.363**	.433**	1	.461**	.376**	.292*	.719**
	Sig. (2-tailed)	.226	.003	.028	.007	.002	.000		.000	.001	.014	.000
	N	70	70	70	70	70	70	70	70	70	70	70
X1.8	Pearson Correlation	.112	.120	.115	.412**	.125	.137	.461**	1	.414**	.225	.573**
	Sig. (2-tailed)	.356	.323	.343	.000	.301	.258	.000		.000	.061	.000
	N	70	70	70	70	70	70	70	70	70	70	70
X1.9	Pearson Correlation	.337**	.172	.319**	.229	.441**	.058	.376**	.414**	1	.238*	.650**
	Sig. (2-tailed)	.004	.155	.007	.056	.000	.634	.001	.000		.047	.000
	N	70	70	70	70	70	70	70	70	70	70	70
X1.10	Pearson Correlation	.273*	.179	.470**	.202	.129	.013	.292*	.225	.238*	1	.532**
	Sig. (2-tailed)	.022	.138	.000	.094	.285	.914	.014	.061	.047		.000
	N	70	70	70	70	70	70	70	70	70	70	70
TOTAL	Pearson Correlation	.566**	.497**	.613**	.582**	.576**	.281*	.719**	.573**	.650**	.532**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.018	.000	.000	.000	.000	
	N	70	70	70	70	70	70	70	70	70	70	70

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

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

UJI VALIDITAS VARIABEL PENGEMBANGAN SDM (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TOTAL
X2.1	Pearson Correlation	1	.545**	.164	-.074	-.074	-.074	.501**
	Sig. (2-tailed)		.000	.175	.543	.543	.543	.000
	N	70	70	70	70	70	70	70
X2.2	Pearson Correlation	.545**	1	.310**	-.035	-.080	-.035	.557**
	Sig. (2-tailed)	.000		.009	.774	.509	.774	.000
	N	70	70	70	70	70	70	70
X2.3	Pearson Correlation	.164	.310**	1	-.143	-.106	-.180	.402**
	Sig. (2-tailed)	.175	.009		.236	.380	.135	.001
	N	70	70	70	70	70	70	70
X2.4	Pearson Correlation	-.074	-.035	-.143	1	.949**	.949**	.676**
	Sig. (2-tailed)	.543	.774	.236		.000	.000	.000
	N	70	70	70	70	70	70	70
X2.5	Pearson Correlation	-.074	-.080	-.106	.949**	1	.846**	.649**
	Sig. (2-tailed)	.543	.509	.380	.000		.000	.000
	N	70	70	70	70	70	70	70
X2.6	Pearson Correlation	-.074	-.035	-.180	.949**	.846**	1	.636**
	Sig. (2-tailed)	.543	.774	.135	.000	.000		.000
	N	70	70	70	70	70	70	70
TOTAL	Pearson Correlation	.501**	.557**	.402**	.676**	.649**	.636**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	
	N	70	70	70	70	70	70	70

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

UJI VALIDITAS VARIABEL KINERJA (Y)

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	TOTAL
Y1.1	Pearson Correlation	1	.873**	.450**	.111	-.079	-.053	-.108	-.048	.027	-.048	.499**
	Sig. (2-tailed)		.000	.000	.359	.518	.666	.372	.693	.827	.693	.000
	N	70	70	70	70	70	70	70	70	70	70	70
Y1.2	Pearson Correlation	.873**	1	.472**	.209	-.087	-.058	-.046	-.092	.030	.024	.535**
	Sig. (2-tailed)	.000		.000	.083	.472	.631	.704	.447	.808	.841	.000
	N	70	70	70	70	70	70	70	70	70	70	70
Y1.3	Pearson Correlation	.450**	.472**	1	.445**	-.101	-.113	-.060	-.069	-.063	-.220	.426**
	Sig. (2-tailed)	.000	.000		.000	.408	.350	.624	.570	.606	.067	.000
	N	70	70	70	70	70	70	70	70	70	70	70
Y1.4	Pearson Correlation	.111	.209	.445**	1	-.051	-.094	.023	-.053	-.163	-.053	.329**
	Sig. (2-tailed)	.359	.083	.000		.676	.441	.851	.660	.177	.660	.005
	N	70	70	70	70	70	70	70	70	70	70	70
Y1.5	Pearson Correlation	-.079	-.087	-.101	-.051	1	.847**	.413**	.923**	.846**	.615**	.687**
	Sig. (2-tailed)	.518	.472	.408	.676		.000	.000	.000	.000	.000	.000
	N	70	70	70	70	70	70	70	70	70	70	70
Y1.6	Pearson Correlation	-.053	-.058	-.113	-.094	.847**	1	.367**	.770**	.847**	.616**	.655**
	Sig. (2-tailed)	.666	.631	.350	.441	.000		.002	.000	.000	.000	.000
	N	70	70	70	70	70	70	70	70	70	70	70
Y1.7	Pearson Correlation	-.108	-.046	-.060	.023	.413**	.367**	1	.341**	.365**	.341**	.424**
	Sig. (2-tailed)	.372	.704	.624	.851	.000	.002		.004	.002	.004	.000
	N	70	70	70	70	70	70	70	70	70	70	70
Y1.8	Pearson Correlation	-.048	-.092	-.069	-.053	.923**	.770**	.341**	1	.769**	.538**	.650**
	Sig. (2-tailed)	.693	.447	.570	.660	.000	.000	.004		.000	.000	.000
	N	70	70	70	70	70	70	70	70	70	70	70
Y1.9	Pearson Correlation	.027	.030	-.063	-.163	.846**	.847**	.365**	.769**	1	.666**	.696**
	Sig. (2-tailed)	.827	.808	.606	.177	.000	.000	.002	.000		.000	.000
	N	70	70	70	70	70	70	70	70	70	70	70
Y1.10	Pearson Correlation	-.048	.024	-.220	-.053	.615**	.616**	.341**	.538**	.666**	1	.550**
	Sig. (2-tailed)	.693	.841	.067	.660	.000	.000	.004	.000	.000		.000
	N	70	70	70	70	70	70	70	70	70	70	70
TOTAL	Pearson Correlation	.499**	.535**	.426**	.329**	.687**	.655**	.424**	.650**	.696**	.550**	1
	Sig. (2-tailed)	.000	.000	.000	.005	.000	.000	.000	.000	.000	.000	
	N	70	70	70	70	70	70	70	70	70	70	70

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

2. UJI RELIABILITAS

UJI RELIABILITAS VARIABEL PELATIHAN (X1)

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.754	10

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	28.09	12.369	.415	.734
X1.2	27.96	13.259	.381	.739
X1.3	28.09	12.166	.477	.725
X1.4	28.21	12.316	.438	.731
X1.5	28.13	12.577	.447	.730
X1.6	28.11	13.987	.094	.780
X1.7	28.46	11.556	.609	.704
X1.8	28.26	12.339	.424	.733
X1.9	27.93	11.893	.519	.718
X1.10	27.96	12.824	.397	.737

UJI RELIABILITAS VARIABEL PENGEMBANGAN SDM (X2)

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.544	6

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	16.59	3.145	.187	.552
X2.2	16.56	3.062	.296	.495
X2.3	16.61	3.400	.038	.638
X2.4	16.20	2.887	.488	.414
X2.5	16.20	2.945	.452	.430
X2.6	16.20	2.974	.434	.438

UJI RELIABILITAS VARIABEL KINERJA (Y)

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

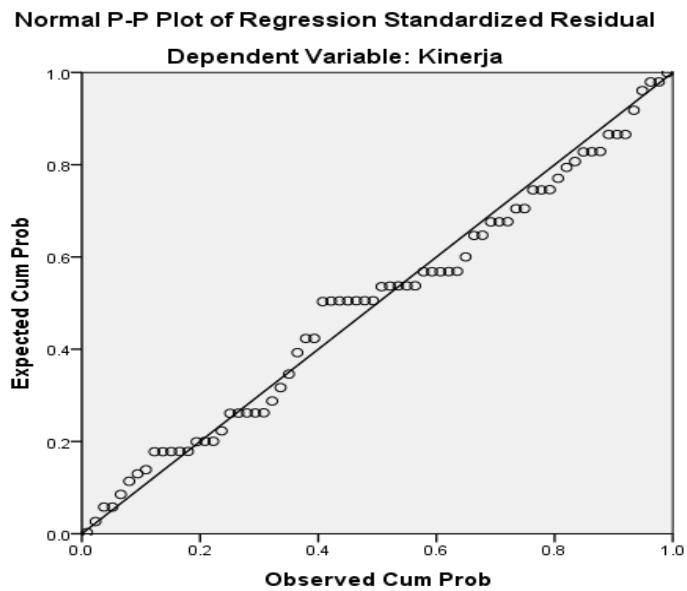
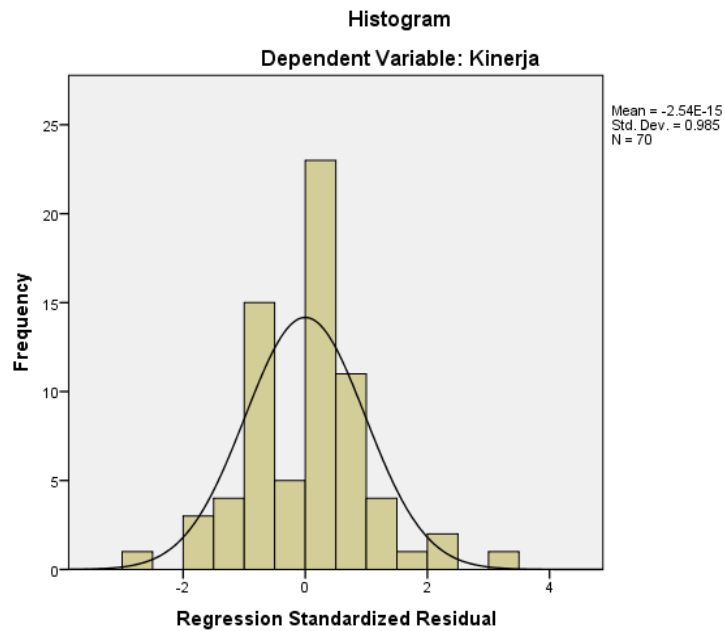
Cronbach's Alpha	N of Items
.708	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	30.2571	8.745	.288	.705
Y1.2	30.2571	8.716	.355	.689
Y1.3	30.2143	9.185	.221	.715
Y1.4	30.3143	9.639	.112	.735
Y1.5	29.9143	8.572	.586	.654
Y1.6	29.8857	8.682	.546	.660
Y1.7	29.9143	9.442	.269	.701
Y1.8	29.9000	8.700	.540	.661
Y1.9	29.9143	8.543	.596	.652
Y1.10	29.9000	9.048	.421	.679

B. Uji Asumsi Klasik

1. Uji Normalitas



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		70
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.51632395
Most Extreme Differences	Absolute	.103
	Positive	.073
	Negative	-.103
Test Statistic		.103
Asymp. Sig. (2-tailed)		.062 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

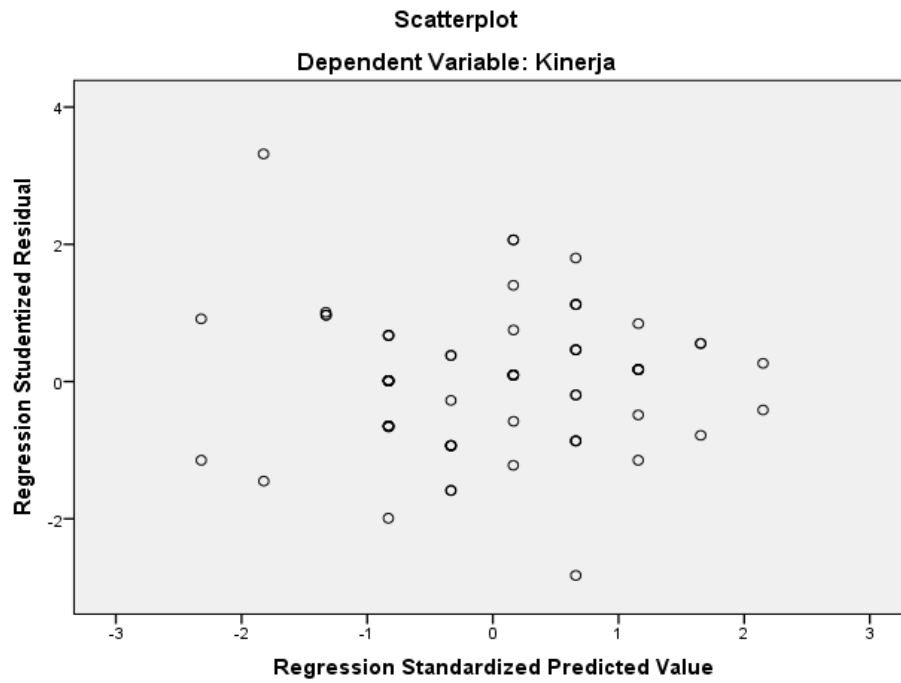
2. UJI MULTIKOLINEARITAS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.104	1.982		2.576	.012		
	Pelatihan	-.001	.053	-.001	-.011	.991	.812	1.231
	Pengembangan SDM	1.439	.102	.886	14.083	.000	.812	1.231

a. Dependent Variable: Kinerja

3. UJI HETEROSKEDASTISITAS



4. UJI AUTOKORELASI

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.886 ^a	.785	.778	1.53879	2.072

a. Predictors: (Constant), Pengembangan SDM, Pelatihan

b. Dependent Variable: Kinerja

5. UJI LINEARITAS

HUBUNGAN PELATIHAN (X_i) TERHADAP KINERJA (Y)

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kinerja * Pelatihan	70	100.0%	0	0.0%	70	100.0%

Report

Kinerja

Pelatihan	Mean	N	Std. Deviation
20.00	31.0000	1	.
22.00	26.0000	1	.
24.00	27.5000	2	3.53553
25.00	33.5000	2	.70711
26.00	31.6667	3	.57735
28.00	32.2000	5	2.16795
29.00	35.0000	8	3.16228
30.00	33.5000	8	3.46410
31.00	33.0000	4	2.94392
32.00	32.8889	9	2.75882
33.00	32.6000	5	2.60768
34.00	33.6250	8	3.20435
35.00	34.1667	6	3.25064
37.00	36.8333	6	3.54495
38.00	34.0000	2	.00000
Total	33.3857	70	3.26729

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Pelatihan	Between Groups	(Combined)	248.488	14	17.749	2.000	.035
		Linearity	108.312	1	108.312	12.205	.001
		Deviation from Linearity	140.177	13	10.783	1.215	.294
	Within Groups		488.097	55	8.874		
	Total		736.586	69			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja * Pelatihan	.383	.147	.581	.337

HUBUNGAN PENGEMBANGAN SDM (X2) TERHADAP KINERJA (Y)

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kinerja * Pengembangan SDM	70	100.0%	0	0.0%	70	100.0%

Report

Kinerja

Pengembangan SDM	Mean	N	Std. Deviation
15.00	26.5000	2	2.12132
16.00	29.5000	2	4.94975
17.00	31.0000	3	.00000
18.00	30.6875	16	1.01448
19.00	31.3000	10	1.05935
20.00	34.5455	11	1.57249
21.00	35.3846	13	1.85016
22.00	36.7500	8	.88641
23.00	38.3333	3	1.15470
24.00	39.5000	2	.70711
Total	33.3857	70	3.26729

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Pengembangan SDM	Between Groups	(Combined)	607.577	9	67.509	31.397	.000
		Linearity	577.938	1	577.938	268.791	.000
		Deviation from Linearity	29.639	8	3.705	1.723	.112
	Within Groups	129.008	60	2.150			
Total			736.586	69			

Measures of Association

	R	R Squared	Eta	Eta Squared
Kinerja * Pengembangan SDM	.886	.785	.908	.825

C. ANALISIS INFERENSIAL

1. ANALISIS REGRESI LINEAR SEDERHANA

ANALISIS PENGARUH PELATIHAN (X1) TERHADAP KINERJA (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pelatihan ^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	.383 ^a	.147	.135	3.03963

a. Predictors: (Constant), Pelatihan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	108.312	1	108.312	11.723	.001 ^b
	Residual	628.274	68	9.239		
	Total	736.586	69			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Pelatihan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.298	2.969		7.848	.000
	Pelatihan	.323	.094	.383	3.424	.001

a. Dependent Variable: Kinerja

ANALISIS PENGARUH PENGEMBANGAN SDM (X2) TERHADAP KINERJA (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pengembangan SDM ^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	.886 ^a	.785	.781	1.52743

a. Predictors: (Constant), Pengembangan SDM

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	577.938	1	577.938	247.717	.000 ^b
	Residual	158.648	68	2.333		
	Total	736.586	69			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Pengembangan SDM

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.096	1.807		2.821	.006
	Pengembangan SDM	1.438	.091	.886	15.739	.000

a. Dependent Variable: Kinerja

2. ANALISIS REGRESI LINEAR BERGANDA

ANALISIS PENGARUH PELATIHAN (X1) DAN PENGEMBANGAN SDM (X2) TERHADAP KINERJA (Y)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pengembangan SDM, Pelatihan ^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	.886 ^a	.785	.778	1.53879

a. Predictors: (Constant), Pengembangan SDM, Pelatihan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	577.938	2	288.969	122.037	.000 ^b
	Residual	158.647	67	2.368		
	Total	736.586	69			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Pengembangan SDM, Pelatihan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.104	1.982		2.576	.012
	Pelatihan	-.001	.053	-.001	-.011	.991
	Pengembangan SDM	1.439	.102	.886	14.083	.000

a. Dependent Variable: Kinerja

Lampiran III

Tabulasi Data

Pelatihan (X1)										TOTAL
X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
3	4	3	4	4	2	2	3	4	2	31
3	3	3	3	3	4	4	4	4	3	34
2	3	3	3	2	3	2	2	3	3	26
4	4	4	3	3	4	4	3	2	3	34
3	3	4	2	3	3	2	2	4	4	30
4	3	3	3	4	3	2	3	4	3	32
4	4	3	3	3	3	3	3	4	4	34
4	3	3	3	2	3	2	4	4	4	32
4	4	2	2	4	4	3	2	3	4	32
3	3	3	3	4	4	3	2	4	3	32
4	4	4	3	3	3	3	3	4	4	35
4	4	4	4	3	3	4	4	3	4	37
4	3	4	3	3	4	3	3	4	3	34
4	4	4	3	3	3	3	3	3	4	34
4	4	4	3	3	2	3	4	4	4	35
4	4	4	3	3	3	4	4	4	4	37
3	3	3	2	3	2	3	3	3	3	28
2	3	4	4	4	4	4	4	4	4	37
4	4	3	3	3	3	3	3	4	3	33
2	3	3	3	2	2	2	3	3	2	25
3	3	3	3	3	2	3	3	4	3	30
3	3	3	3	3	3	3	3	3	3	30
3	3	3	3	3	3	3	3	3	4	31
4	4	3	4	3	4	3	4	4	4	37
2	4	2	2	2	3	3	2	3	3	26
4	4	4	4	4	4	4	3	4	3	38
3	3	4	3	3	2	2	2	2	4	28
3	3	3	2	3	3	2	3	3	3	28
4	4	3	3	3	2	2	2	3	3	29
3	3	3	4	3	3	2	3	3	3	30
3	3	3	3	3	3	3	3	4	3	31
3	3	4	3	4	2	2	2	3	3	29
3	3	4	3	3	2	2	2	3	4	29
3	3	4	4	3	3	3	3	3	3	32
3	3	4	4	3	3	3	3	3	3	32
3	3	3	4	4	2	2	2	3	3	29
3	3	3	3	4	3	3	2	3	2	29
3	3	4	3	4	3	3	3	4	3	33
3	3	4	3	3	2	2	2	3	4	29
3	3	3	3	3	3	3	3	4	3	31
1	3	1	3	2	4	3	3	1	3	24
3	1	2	3	1	4	1	2	2	3	22
4	4	4	4	4	4	4	3	3	4	38
4	4	3	2	3	4	3	1	3	3	30
2	3	3	2	3	4	3	2	3	4	29
3	3	3	3	4	3	3	3	3	4	32
3	3	3	3	3	2	2	3	3	3	28
3	3	2	2	2	3	2	3	2	3	25
3	4	3	3	3	2	2	4	3	3	30
3	3	3	3	3	2	2	3	3	3	28
3	3	3	3	4	3	3	4	4	4	34
3	4	4	3	3	3	3	3	3	4	33
3	3	4	3	3	2	2	3	3	4	30
3	3	3	3	3	3	3	2	3	3	29
3	3	3	3	3	3	3	4	4	3	32
3	3	3	4	3	4	4	4	4	3	35
4	4	4	4	4	4	3	3	4	3	37
1	3	3	4	4	4	4	4	4	4	35
4	4	3	2	3	4	3	3	4	3	33
3	3	3	4	4	3	3	3	3	3	32
3	3	3	3	3	4	4	4	4	4	35
4	4	3	3	3	4	2	3	4	4	34
4	3	2	1	3	4	3	3	4	3	30
4	4	3	4	3	4	3	4	2	3	34
2	3	2	1	2	4	1	2	1	2	20
4	3	4	4	3	4	3	4	4	4	37
2	3	1	2	3	4	2	3	3	1	24
3	3	3	4	4	3	3	4	4	4	35
2	3	2	2	2	3	3	3	3	3	26
3	3	3	3	4	3	3	4	4	3	33

Pengembangan SDM (X2)						Total
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
3	4	3	4	4	3	21
3	3	3	4	4	4	21
2	3	3	3	3	3	17
4	4	3	3	3	3	20
3	4	2	3	2	4	18
3	3	3	2	3	2	16
3	3	3	3	3	3	18
3	3	3	4	4	4	21
3	2	2	4	4	4	19
3	3	3	3	3	3	18
3	4	3	3	3	3	19
3	4	4	4	4	4	23
3	4	3	4	4	4	22
3	4	3	3	3	3	19
3	4	3	3	3	3	19
3	3	3	4	4	4	21
3	3	3	4	4	4	21
3	2	4	3	3	3	18
3	3	3	3	3	3	18
3	3	3	4	4	4	21
3	3	3	4	4	4	21
3	2	3	3	3	3	17
3	3	3	3	3	3	18
3	3	4	4	4	4	22
3	2	2	4	4	4	19
3	4	4	3	3	3	20
3	3	4	3	3	3	19
3	3	2	4	4	4	20
3	3	3	4	4	4	21
3	3	3	3	3	3	18
3	3	4	3	3	3	19
3	3	2	4	4	4	20
3	3	4	4	4	4	22
3	3	4	3	3	3	19
3	3	4	3	3	3	19
3	3	3	4	4	4	21
3	3	3	3	3	3	18
3	3	4	3	3	3	19
3	3	2	4	4	4	20
3	3	4	4	4	4	21
3	3	3	3	3	3	18
3	3	3	4	4	4	20
3	3	3	4	4	4	21
3	3	3	3	3	3	18
3	3	2	4	4	4	20
3	3	3	3	3	3	18
3	3	3	3	3	3	18
3	4	3	4	4	4	22
3	4	3	4	4	4	22
3	3	4	3	3	3	19
3	3	3	3	3	3	18
3	3	4	4	4	4	22
3	4	4	4	4	4	23
3	3	4	3	3	3	19
3	3	2	3	3	3	17
3	3	4	4	4	4	22
3	3	3	4	4	4	21
3	4	3	3	3	3	19
3	2	1	3	3	3	15
3	4	4	4	4	4	23
3	3	1	4	4	4	19
3	4	4	3	3	3	20
3	2	2	3	3	3	16
3	3	4	4	4	4	22
3	2	2	4	4	4	19
3	3	3	3	3	3	18

