

Lampiran 1 : Kartu Bimbingan Skripsi



UNIVERSITAS PGRI ADI BUANA SURABAYA
FAKULTAS EKONOMI DAN BISNIS
 Kampus : Jl. Dukuh Menanggal XII/4, Telp- Fax. 031-8281183 Surabaya 60234
 Website : <http://www.unipasby.ac.id>

KARTU BIMBINGAN SKRIPSI

| | |
|------------------------|---|
| Nama | : NUR ANWALINA RAHMAWATI |
| Prodi / PM | : MANAJEMEN / 191500170 |
| Judul Skripsi | : PENGARUH SELF EFFICACY, PENGALAMAN KERJA, DAN PELATIHAN TERHADAP PENGEMBANGAN KARIR PADA PEGAWAI DI UPT. BALAI PELATIHAN KERJA SURABAYA |
| Dosen Pembimbing | : TOMY SUSILO WIBOWO, SE., M.Pd, M.Si |
| Periode Kepembimbingan | : 17 September 2022 s/d 17 Maret 2023 |

URAIAN KEGIATAN KEPEMBIMBINGAN :

| NO | TANGGAL | MATERI BIMBINGAN | KET. | TANDA TANGAN |
|-----|------------|---------------------------|------|--------------|
| 1. | 27-09-2022 | Diskusi konsep penelitian | | |
| 2. | 10-10-2022 | Bab I revisi | | |
| 3. | 00-10-2022 | Bab I Acc layout bab I | | |
| 4. | 27-10-2022 | Bab II revisi | | |
| 5. | 05-11-2022 | Bab II Acc layout bab II | | |
| 6. | 10-11-2022 | Bab III revisi | | |
| 7. | 10-11-2022 | Bab III Acc | | |
| 8. | 22-11-2022 | Persiapan ujian proposal | | |
| 9. | 03-01-2023 | Kuestener penelitian | | |
| 10. | 13-02-2023 | Bab IV revisi | | |
| 11. | 20-02-2023 | Bab IV Acc | | |
| 12. | 20-02-2023 | Bab V Acc | | |
| 13. | 20-02-2023 | Artikel penelitian | | |

Bimbingan selesai pada tanggal :

Dosen Pembimbing,

Tomy Susilo



Mahasiswa,

NUR ANWALINA RAHMAWATI

Lampiran 2 : Berita Acara Bimbingan Skripsi



UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI dan BISNIS

Kampus : Jl. DukuhMenanggal XII/4, Telp- Fax. 031-8281183 Surabaya 60234
Website : <http://www.unipasby.ac.id>

BERITA ACARA BIMBINGAN REVISI SKRIPSI

Nama : Nur Anwarulina Dahmazurabi
NIM/Program Studi : 19100170 / Manajemen
Judul Skripsi : Pengaruh Self Efficacy, Pengalaman kerja, dan Pelatihan terhadap Pengembangan karir pada Pegawai di UPT. Balai Pelatihan Kerja Surabaya
Tanggal Ujian Skripsi : _____
Penguji : 1. Dr. Hoerchodah, S.E., MM
2. Jr. Aripriatomo

| No | Tanggal | Materi Konsultasi | Paraf Penguji |
|----|---------|----------------------------|---------------|
| 1 | | Lampiran file ad | |
| 2 | | Dalam membuat hasil | |
| 3 | | Regresi hrs pakai Asumsi | |
| 4 | | hal 77 si pakekan Jg valid | |
| 5 | | | |
| 6 | | | |
| 7 | | | |
| 8 | | | |

Penguji I,

Dr. Hoerchodah S.E., M.M

Surabaya, 31 Maret 2023

Penguji II,

Dr. Aripriatomo, S.E., M.Si



UNIVERSITAS PGRI ADI BUANA SURABAYA
FAKULTAS EKONOMI dan BISNIS

Kampus : Jl. DukuhMenanggal XII/4, Telp- Fax. 031-8281183 Surabaya 60234
Website : <http://www.unipasby.ac.id>

BERITA ACARA
BIMBINGAN REVISI SKRIPSI


Nama : Nur Awwalina Pahmawati
NIM/Program Studi : 191500170 / Manajemen
Judul Skripsi : Pengaruh Self Efficacy, Pengalaman kerja, dan pelatihan terhadap pengembangan karir pada pegawai di UPT. Bakti Pelitikan kerja Surabaya
Tanggal Ujian Skripsi : 31 Maret 2023
Penguji : 1. Dr. Noerchidah, S.E., M.M
2. Tri Anprabowo, S.E., M.Si

| No | Tanggal | Materi Konsultasi | Paraf Penguji |
|----|---------|---|---------------|
| 1 | | Bab 1. tambahkan penelitian terdahulu yg terkait dg Var yg diteliti | |
| 2 | | | |
| 3 | | Bab 2 : tambahkan penelitian terdahulu tgg perbedaannya. Selain itu jumlah penelitian min 10. | |
| 4 | | | |
| 5 | | | |
| 6 | | Bab 4 : Pembahasan : kaitkan dg hasil free | |
| 7 | | distribusi, koef. determinasi | |
| 8 | | Bab 5 : Lihat distribusi free. | |

Penguji I,


Dr. Noerchidah

Surabaya, 31 Maret 2023
Penguji II,


Tri Anprabowo

Lampiran 3 : Surat Izin Penelitian



UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI DAN BISNIS

Kampus : Jl. Dukuh Menanggal XII/4, Telp- Fax. 031-8281183 Surabaya 60234

Website : <http://www.fe.unipasby.ac.id>

Nomor : 21101 /01/FEB/2/2022
Lampiran : -
Perihal : Ijin Penelitian dan Pengambilan Data

Kepada Yth:
Bapak/Ibu Pimpinan
UPT. Pelatihan Kerja Surabaya
Jl. Dukuh Menanggal III No.29, Dukuh Menanggal, Kec. Gayungan
di-
Surabaya

Sesuai Kurikulum Fakultas Ekonomi dan Bisnis Universitas PGRI Adi Buana Surabaya, maka mahasiswa wajib menulis Skripsi/Tugas Akhir dalam bentuk Laporan Penelitian dan Artikel Ilmiah. Berkaitan dengan hal tersebut mohon perkenan Bapak/Ibu untuk memberikan ijin penelitian kepada mahasiswa kami yang tersebut dibawah ini :

Nama : Nur Awwalina Rahmawati
NIM : 191500170
Prodi : Manajemen
Judul : Pengaruh Self Efficacy, Pengalaman Kerja, Dan Pelatihan Terhadap Pengembangan Karir

Demikian atas perkenan serta kebijaksanaan Bapak/Ibu kami sampaikan terima kasih.

Surabaya, 14 Oktober 2022



Agus Wibowo, SE., M.Pd., M.SM
NPP : 0709494/DY

Lampiran 4 : Surat Balasan Izin Penelitian



**PEMERINTAH PROVINSI JAWA TIMUR
DINAS TENAGA KERJA DAN TRANSMIGRASI
UPT BALAI LATIHAN KERJA SURABAYA**

Jl. Dukuh Menanggal III/29, Telp. 031-8290071, Fax. 031-8287532

E-mail : uptpelatihankerjasurabaya@yahoo.co.id

SURABAYA – JAWA TIMUR

Surabaya, 18 Oktober 2022

Kepada

Nomor : 070 / ~~1040~~ /108.7.08/2022 Yth . Dekan Fakultas Ekonomi dan Bisnis
Sifat : segera Bpk. Tony Susilo, S.E., M.Pd., M.SM.
Lampiran : - Universitas PGRI Adi Buana Surabaya
Perihal : Ijin penelitian dan Jl. Dukuh Menanggal XII / 4
pengambilan data di -

SURABAYA

Menindak lanjuti surat dari Universitas PGRI Adi Buana Surabaya
Nomor : 221101/01/FEB/X/2022 tanggal 14 Oktober 2022, tentang ijin
penelitian dan pengambilan data, maka bersama ini disampaikan bahwa
kami bersedia dijadikan tempat untuk melakukan penelitian dan pengambilan
data mahasiswa Fakultas Ekonomi dan Bisnis atas nama :

Nama : Nur Awwalina Rahmawati
NIM : 191500170
Program Studi : Manajemen
Judul Skripsi : Pengaruh Self Efficacy, Pengalaman Kerja, Dan
Pelatihan Terhadap Pengembangan Karir
No Telepon / HP : 083854951791

di UPT Balai Latihan kerja Surabaya yang akan dilaksanakan dengan
menyesuaikan jadwal dari mahasiswi tersebut.

Demikian atas perhatian dan kerjasamanya disampaikan terima
kasih.

An. Plt Kepala UPT Balai Latihan Kerja Surabaya

KEPALA SUB BAGIAN TATA USAHA
ARIK ANDRAWATI, S.E.
Penata Tingkat I
NIP. 19650111 198602 2 005

Tembusan disampaikan Kepada Yth :

1. Plt. Kepala UPT Balai Latihan Kerja Surabaya
(sebagai laporan)
2. Arsip

Lampiran 5 : Kuesioner Penelitian

KUESIONER PENELITIAN

PENGARUH *SELF EFFICACY*, PENGALAMAN KERJA, DAN PELATIHAN TERHADAP PENGEMBANGAN KARIR PADA PEGAWAI DI UPT. BALAI PELATIHAN KERJA SURABAYA

Dengan ini, saya mohon kesediaan Bapak/ibu untuk mengisi daftar kuesioner yang diberikan. Informasi yang Bapak/Ibu berikan merupakan bantuan yang sangat berarti bagi saya dalam menyelesaikan penelitian ini. Atas bantuan dan kerjasama Bapak/Ibu, saya ucapkan terima kasih.

Identitas Responden :

1. Umur :
2. Lama bekerja :
3. Jenis kelamin :
 - a. Laki-laki
 - b. Perempuan
4. Pendidikan terakhir :

Petunjuk Pengisian

1. Jawablah pertanyaan ini dengan benar.
2. Bacalah terlebih dahulu pernyataan ini dengan cermat sebelum anda memulai untuk menjawabnya.
3. Pilihlah salah satu jawaban yang tersedia dengan memberi tanda (√) pada salah satu jawaban yang anda anggap sesuai. Berilah tanda (√) pada kolom yang paling sesuai dengan pilihan anda.
4. Setiap responden diharapkan memilih hanya 1 jawaban.

Keterangan Skor Penelitian :

- 5 = Sangat Setuju (SS)
- 4 = Setuju (S)
- 3 = Ragu-Ragu (RR)
- 2 = Tidak Setuju (TS)
- 1 = Sangat Tidak Setuju (STS)

1. *Self Efficacy* (Keyakinan Diri) (X_1)

| No. | Pernyataan | SS | S | RR | TS | STS |
|-----|--|----|---|----|----|-----|
| | Yakin dapat menyelesaikan tugas tertentu ($X_{1.1}$) | | | | | |
| 1. | Merasa dapat menyelesaikan tugas - tugas dalam bekerja | | | | | |
| 2. | Setiap pegawai akan saling membantu untuk menyelesaikan tugas | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|-----|--|----|---|----|----|-----|
| | Yakin dapat memotivasi diri untuk melakukan tindakan yang diperlukan untuk menyelesaikan tugas ($X_{1.2}$) | | | | | |
| 3. | Bersemangat dalam bekerja untuk menyelesaikan tugas dengan tepat waktu | | | | | |
| 4. | Instansi menyediakan informasi untuk menambah semangat dan pengetahuan kerja pegawai | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|-----|--|----|---|----|----|-----|
| | Yakin bahwa diri mampu berusaha dengan keras, gigih dan tekun (X_{1.3}) | | | | | |
| 5. | Selalu berusaha keras untuk mencapai hasil kerja yang baik | | | | | |
| 6. | Instansi memberikan kesempatan bagi pegawai untuk saling berinteraksi antar pegawai agar lebih keras, gigih, dan tekun dalam bekerja | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|-----|--|----|---|----|----|-----|
| | Yakin bahwa diri mampu bertahan menghadapi hambatan dan kesulitan (X_{1.4}) | | | | | |
| 7. | Mampu mempertahankan dan meraih tujuan dalam menghadapi hambatan dan kesulitan | | | | | |
| 8. | Pihak instansi selalu memberikan tanggapan bila terdapat keluhan dari pegawai | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|-----|--|----|---|----|----|-----|
| | Yakin dapat menyelesaikan permasalahan di berbagai situasi ($X_{1.5}$) | | | | | |
| 9. | Pada situasi apapun yakin dapat menyelesaikan pekerjaan dengan maksimal | | | | | |
| 10. | Dapat menemukan solusi ketika mengalami hambatan dalam bekerja | | | | | |

2. Pengalaman Kerja (X_2)

| No. | Pernyataan | SS | S | RR | TS | STS |
|-----|---|----|---|----|----|-----|
| | Lamanya waktu masa kerja ($X_{2.1}$) | | | | | |
| 11. | Lama waktu bekerja di instansi ini memudahkan dalam bekerja | | | | | |
| 12. | Kurangnya pengalaman kerja, sering kali tidak dapat menyelesaikan pekerjaan dengan baik | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|--------------------------------------|---|----|---|----|----|-----|
| Pengetahuan (X_{2.2}) | | | | | | |
| 13. | Memiliki pengetahuan tentang pekerjaan yang diberikan oleh instansi | | | | | |
| 14. | Memahami dan menguasai teori dari pekerjaan yang saya lakukan | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|-------------------------------------|--|----|---|----|----|-----|
| Kerampilan (X_{2.3}) | | | | | | |
| 15. | Keterampilan yang dimiliki saat ini masih dibawah keterampilan karyawan yang lain | | | | | |
| 16. | Bekerja tanpa menunggu perintah terlebih dahulu adalah suatu tindakan untuk menciptakan peluang baru | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|--|---|----|---|----|----|-----|
| Penguasaan terhadap pekerjaan dan peralatan (X_{2.4}) | | | | | | |
| 17. | Sudah menguasai pekerjaan dan peralatan kerja yang disediakan oleh instansi | | | | | |

| | | | | | | |
|-----|--|--|--|--|--|--|
| 18. | Pengalaman kerja yang dimiliki sebelumnya, membantu untuk memahami prosedur kerja yang berlaku di instansi ini | | | | | |
|-----|--|--|--|--|--|--|

3. Pelatihan (X₃)

| No. | Pernyataan | SS | S | RR | TS | STS |
|--|--|----|---|----|----|-----|
| Instruktur, pada saat mengikuti pelatihan | | | | | | |
| 19. | Instruktur menguasai materi pelatihan, sehingga mampu menjelaskan materi dengan baik | | | | | |
| 20. | Instruktur ahli dalam menyampaikan materi saat pelatihan | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|--|--|----|---|----|----|-----|
| Peserta pelatihan tentunya harus diseleksi berdasarkan persyaratan tertentu dan kualifikasi yang sesuai (X_{3.2}) | | | | | | |
| 21. | Selalu bersemangat untuk mengikuti pelatihan | | | | | |
| 22. | Berpartisipasi aktif dalam pelaksanaan program pelatihan | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|-------------------------|---|----|---|----|----|-----|
| Materi Pelatihan | | | | | | |
| 23. | Materi yang diberikan lengkap dan dapat dengan mudah dipahami | | | | | |
| 24. | Materi pelatihan sesuai dengan kebutuhan, sehingga mampu menunjang pekerjaan yang dilakukan | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|--|---|----|---|----|----|-----|
| Tujuan pelatihan(X_{3,5}) | | | | | | |
| 25. | Setelah mengikuti pelatihan, mampu menyelesaikan pekerjaan dengan lebih mudah dan cepat | | | | | |
| 26. | Pelatihan memotivasi pegawai agar dapat bekerja lebih baik lagi | | | | | |

4. Pengembangan Karir (Y)

| No. | Pernyataan | SS | S | RR | TS | STS |
|--|---|----|---|----|----|-----|
| Kebutuhan karir (Y_{1,1}) | | | | | | |
| 27. | Merasa puas terhadap jenjang karir di instansi saya bekerja | | | | | |
| 28. | Lamanya waktu bekerja dijadikan pertimbangan | | | | | |

| | | | | | | |
|--|---|--|--|--|--|--|
| | instansi dalam melakukan pengembangan karir | | | | | |
|--|---|--|--|--|--|--|

| No. | Pernyataan | SS | S | RR | TS | STS |
|--|---|----|---|----|----|-----|
| Perlakuan yang adil dalam berkarir(Y_{1,2}) | | | | | | |
| 29. | Merasa instansi adil dalam pengembangan karir | | | | | |
| 30. | Instansi adil dalam posisi bekerja sudah sesuai dengan pendidikan pegawai | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|--|--|----|---|----|----|-----|
| Informasi karir (Y_{1,3}) | | | | | | |
| 31. | Pemimpin selalu membuka akses kepada karyawan untuk mengembangkan karir | | | | | |
| 32. | Pemberian informasi mengenai jenjang karir secara menyeluruh kepada para pegawai | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|----------------------------------|--|----|---|----|----|-----|
| Promosi (Y_{1.4}) | | | | | | |
| 33. | Mendapatkan promosi jabatan karena prestasi kerja yang baik | | | | | |
| 34. | Instansi memberikan kesempatan untuk seleksi para pegawai dalam promosi jabatan yang sesuai dengan posisi kemampuan mereka | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|---------------------------------|--|----|---|----|----|-----|
| Mutasi (Y_{1.5}) | | | | | | |
| 35. | Apakah mempunyai keinginan untuk berniat pindah kerja ke tempat lain | | | | | |
| 36. | Anda merasa segala perubahan, sesuai dengan kemampuan yang anda miliki | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|--|---|----|---|----|----|-----|
| Pengembangan tenaga kerja (Y_{1.6}) | | | | | | |
| 37. | Instansi memberikan kesempatan serta peluang untuk tumbuh melalui | | | | | |

| | | | | | | |
|-----|---|--|--|--|--|--|
| | program pelatihan atau kursus | | | | | |
| 38. | Penilaian dilakukan instansi dalam pengembangan karir pegawai | | | | | |

| No. | Pernyataan | SS | S | RR | TS | STS |
|--|---|----|---|----|----|-----|
| Pengembangan tenaga kerja (Y_{1,6}) | | | | | | |
| 39. | Instansi memberikan kesempatan serta peluang untuk tumbuh melalui program pelatihan atau kursus | | | | | |
| 40. | Penilaian dilakukan instansi dalam pengembangan karir pegawai | | | | | |

Lampiran 1: Tabulasi Data Jawaban Responden

VARIABEL SELF EFFICACY (X1)

| <i>Self Efficacy_X1</i> | | | | | | | | | | | |
|-------------------------|------|------|------|------|------|------|------|------|------|-------|-------|
| No. Resp | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total |
| Resp__1 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| Resp__2 | 3 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 45 |
| Resp__3 | 2 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 1 | 5 | 39 |
| Resp__4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 33 |
| Resp__5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| Resp__6 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 44 |
| Resp__7 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| Resp__8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 42 |
| Resp__9 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 39 |
| Resp__10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| Resp__11 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| Resp__12 | 2 | 4 | 5 | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 39 |
| Resp__13 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 44 |
| Resp__14 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| Resp__15 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |

| | | | | | | | | | | | |
|----------|---|---|---|---|---|---|---|---|---|---|----|
| Resp__35 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| Resp__36 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| Resp__37 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| Resp__38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 47 |
| Resp__39 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| Resp__40 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 45 |
| Resp__41 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| Resp__42 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 44 |
| Resp__43 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 44 |
| Resp__44 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 41 |
| Resp__45 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 43 |
| Resp__46 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| Resp__47 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| Resp__48 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| Resp__49 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| Resp__50 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 42 |
| Resp__51 | 4 | 1 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 41 |
| Resp__52 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 44 |
| Resp__53 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |

| | | | | | | | | | | | |
|----------|---|---|---|---|---|---|---|---|---|---|----|
| Resp__54 | 2 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| Resp__55 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 1 | 2 | 39 |
| Resp__56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp__57 | 2 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 41 |
| Resp__58 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| Resp__59 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| Resp__60 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| Resp__61 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |

VARIABEL PENGALAMAN KERJA (X2)

| Pengalaman Kerja_X2 | | | | | | | | | |
|---------------------|------|------|------|------|------|------|------|------|-------|
| No. Resp | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total |
| Resp_1 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 2 | 28 |
| Resp_2 | 2 | 4 | 4 | 3 | 5 | 5 | 5 | 2 | 30 |
| Resp_3 | 2 | 5 | 5 | 2 | 4 | 4 | 1 | 2 | 25 |
| Resp_4 | 2 | 5 | 4 | 3 | 4 | 3 | 4 | 2 | 27 |
| Resp_5 | 2 | 5 | 2 | 4 | 4 | 2 | 5 | 2 | 26 |
| Resp_6 | 2 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 30 |
| Resp_7 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 34 |
| Resp_8 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 30 |
| Resp_9 | 3 | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 29 |
| Resp_10 | 3 | 4 | 5 | 4 | 4 | 2 | 5 | 3 | 30 |
| Resp_11 | 3 | 3 | 2 | 4 | 4 | 5 | 5 | 4 | 30 |
| Resp_12 | 4 | 4 | 3 | 2 | 4 | 5 | 5 | 4 | 31 |
| Resp_13 | 4 | 3 | 3 | 3 | 5 | 3 | 2 | 4 | 27 |
| Resp_14 | 5 | 2 | 3 | 4 | 1 | 4 | 3 | 4 | 26 |
| Resp_15 | 5 | 3 | 2 | 3 | 4 | 2 | 4 | 4 | 27 |
| Resp_16 | 5 | 4 | 2 | 3 | 5 | 3 | 4 | 5 | 31 |
| Resp_17 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 33 |
| Resp_18 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 37 |
| Resp_19 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 35 |

| | | | | | | | | | |
|----------|---|---|---|---|---|---|---|---|----|
| Resp__20 | 5 | 5 | 4 | 4 | 5 | 2 | 4 | 5 | 34 |
| Resp__21 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 2 | 32 |
| Resp__22 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 32 |
| Resp__23 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 30 |
| Resp__24 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| Resp__25 | 3 | 3 | 4 | 2 | 4 | 5 | 4 | 2 | 27 |
| Resp__26 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 26 |
| Resp__27 | 4 | 3 | 2 | 2 | 4 | 5 | 4 | 3 | 27 |
| Resp__28 | 4 | 3 | 4 | 3 | 2 | 3 | 5 | 3 | 27 |
| Resp__29 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 32 |
| Resp__30 | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 4 | 33 |
| Resp__31 | 5 | 3 | 5 | 4 | 4 | 5 | 2 | 4 | 32 |
| Resp__32 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| Resp__33 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| Resp__34 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 33 |
| Resp__35 | 4 | 5 | 5 | 2 | 5 | 5 | 1 | 3 | 30 |
| Resp__36 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 34 |
| Resp__37 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 30 |
| Resp__38 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 25 |
| Resp__39 | 3 | 4 | 4 | 1 | 4 | 4 | 3 | 4 | 27 |
| Resp__40 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 29 |
| Resp__41 | 3 | 3 | 5 | 4 | 5 | 4 | 2 | 3 | 29 |

| | | | | | | | | | |
|----------|---|---|---|---|---|---|---|---|----|
| Resp__42 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 27 |
| Resp__43 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 31 |
| Resp__44 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 33 |
| Resp__45 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp__46 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| Resp__47 | 4 | 3 | 4 | 4 | 4 | 2 | 1 | 4 | 26 |
| Resp__48 | 3 | 5 | 4 | 1 | 5 | 3 | 4 | 4 | 29 |
| Resp__49 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 29 |
| Resp__50 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 3 | 29 |
| Resp__51 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 27 |
| Resp__52 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 2 | 25 |
| Resp__53 | 3 | 3 | 5 | 4 | 1 | 4 | 4 | 2 | 26 |
| Resp__54 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 29 |
| Resp__55 | 1 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 23 |
| Resp__56 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 5 | 33 |
| Resp__57 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 31 |
| Resp__58 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| Resp__59 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 30 |
| Resp__60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Resp__61 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 33 |

| | | | | | | | | | | | |
|----------|---|---|---|---|---|---|---|---|---|---|----|
| Resp__42 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 3 | 33 |
| Resp__43 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 35 |
| Resp__44 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 2 | 34 |
| Resp__45 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 35 |
| Resp__46 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| Resp__47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp__48 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 34 |
| Resp__49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp__50 | 3 | 5 | 5 | 1 | 5 | 5 | 1 | 3 | 5 | 1 | 34 |
| Resp__51 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 41 |
| Resp__52 | 3 | 2 | 2 | 4 | 2 | 2 | 4 | 3 | 2 | 4 | 28 |
| Resp__53 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| Resp__54 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| Resp__55 | 4 | 2 | 2 | 1 | 2 | 2 | 1 | 4 | 2 | 1 | 21 |
| Resp__56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp__57 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| Resp__58 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 44 |
| Resp__59 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| Resp__60 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| Resp__61 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 44 |

VARIABEL PENGEMBANGAN KARIR (Y)

| Pengembangan Karir | | | | | | | | | | | | | |
|--------------------|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| No. Resp | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.11 | Y1.12 | Total |
| Resp_1 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 51 |
| Resp_2 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 54 |
| Resp_3 | 2 | 5 | 1 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 46 |
| Resp_4 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 43 |
| Resp_5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| Resp_6 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |
| Resp_7 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |
| Resp_8 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 52 |
| Resp_9 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 50 |
| Resp_10 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 |
| Resp_11 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 52 |
| Resp_12 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 46 |
| Resp_13 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 44 |
| Resp_14 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| Resp_15 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 44 |

| | | | | | | | | | | | | | |
|----------|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Resp__16 | 3 | 2 | 3 | 4 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 44 |
| Resp__17 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 53 |
| Resp__18 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 57 |
| Resp__19 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 49 |
| Resp__20 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 49 |
| Resp__21 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 54 |
| Resp__22 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 41 |
| Resp__23 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 50 |
| Resp__24 | 3 | 5 | 5 | 5 | 2 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 49 |
| Resp__25 | 2 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 50 |
| Resp__26 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 53 |
| Resp__27 | 2 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 46 |
| Resp__28 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 48 |
| Resp__29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 49 |
| Resp__30 | 3 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 51 |
| Resp__31 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 52 |
| Resp__32 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 47 |
| Resp__33 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 44 |

| | | | | | | | | | | | | | |
|----------|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Resp__34 | 4 | 4 | 4 | 1 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 43 |
| Resp__35 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 3 | 50 |
| Resp__36 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 53 |
| Resp__37 | 5 | 4 | 4 | 1 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 49 |
| Resp__38 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 2 | 3 | 4 | 5 | 44 |
| Resp__39 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 44 |
| Resp__40 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 49 |
| Resp__41 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| Resp__42 | 2 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 52 |
| Resp__43 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 50 |
| Resp__44 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 46 |
| Resp__45 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 47 |
| Resp__46 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 55 |
| Resp__47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 47 |
| Resp__48 | 1 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 2 | 4 | 5 | 5 | 44 |
| Resp__49 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 51 |
| Resp__50 | 3 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |
| Resp__51 | 3 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 46 |

Lampiran 2 : Rekapitulasi Data

REKAPITULASI X DAN Y

| Responden | X1 | X2 | X3 | Y |
|------------------|-----------|-----------|-----------|----------|
| Resp_1 | 46 | 28 | 42 | 51 |
| Resp_2 | 45 | 30 | 48 | 54 |
| Resp_3 | 39 | 25 | 35 | 46 |
| Resp_4 | 33 | 27 | 35 | 43 |
| Resp_5 | 45 | 26 | 45 | 51 |
| Resp_6 | 44 | 30 | 45 | 52 |
| Resp_7 | 47 | 34 | 45 | 52 |
| Resp_8 | 42 | 30 | 45 | 52 |
| Resp_9 | 39 | 29 | 45 | 50 |
| Resp_10 | 41 | 30 | 45 | 51 |
| Resp_11 | 47 | 30 | 45 | 52 |
| Resp_12 | 39 | 31 | 38 | 46 |
| Resp_13 | 44 | 27 | 41 | 44 |
| Resp_14 | 44 | 26 | 40 | 47 |
| Resp_15 | 43 | 27 | 37 | 44 |
| Resp_16 | 39 | 31 | 26 | 44 |
| Resp_17 | 49 | 33 | 44 | 53 |
| Resp_18 | 45 | 37 | 49 | 57 |
| Resp_19 | 41 | 35 | 40 | 49 |
| Resp_20 | 45 | 34 | 40 | 49 |
| Resp_21 | 49 | 32 | 48 | 54 |
| Resp_22 | 40 | 32 | 32 | 41 |
| Resp_23 | 42 | 30 | 37 | 50 |
| Resp_24 | 44 | 29 | 46 | 49 |
| Resp_25 | 49 | 27 | 44 | 50 |

| | | | | |
|---------|----|----|----|----|
| Resp_26 | 47 | 26 | 46 | 53 |
| Resp_27 | 46 | 27 | 36 | 46 |
| Resp_28 | 43 | 27 | 38 | 48 |
| Resp_29 | 41 | 32 | 40 | 49 |
| Resp_30 | 44 | 33 | 46 | 51 |
| Resp_31 | 48 | 32 | 43 | 52 |
| Resp_32 | 41 | 33 | 40 | 47 |
| Resp_33 | 40 | 34 | 40 | 44 |
| Resp_34 | 40 | 33 | 40 | 43 |
| Resp_35 | 45 | 30 | 44 | 50 |
| Resp_36 | 48 | 34 | 48 | 53 |
| Resp_37 | 43 | 30 | 42 | 49 |
| Resp_38 | 47 | 25 | 35 | 44 |
| Resp_39 | 44 | 27 | 34 | 44 |
| Resp_40 | 45 | 29 | 35 | 49 |
| Resp_41 | 45 | 29 | 40 | 47 |
| Resp_42 | 44 | 27 | 33 | 52 |
| Resp_43 | 44 | 31 | 35 | 50 |
| Resp_44 | 41 | 33 | 34 | 46 |
| Resp_45 | 43 | 32 | 35 | 47 |
| Resp_46 | 45 | 30 | 43 | 55 |
| Resp_47 | 42 | 26 | 40 | 47 |
| Resp_48 | 41 | 29 | 34 | 44 |
| Resp_49 | 46 | 29 | 40 | 51 |
| Resp_50 | 42 | 29 | 34 | 53 |
| Resp_51 | 41 | 27 | 41 | 46 |
| Resp_52 | 44 | 25 | 28 | 42 |
| Resp_53 | 45 | 26 | 45 | 48 |
| Resp_54 | 42 | 29 | 38 | 42 |

| | | | | |
|---------|----|----|----|----|
| Resp_55 | 39 | 23 | 21 | 41 |
| Resp_56 | 40 | 33 | 40 | 48 |
| Resp_57 | 41 | 31 | 42 | 48 |
| Resp_58 | 41 | 36 | 44 | 56 |
| Resp_59 | 45 | 30 | 40 | 52 |
| Resp_60 | 38 | 32 | 46 | 43 |
| Resp_61 | 44 | 33 | 44 | 50 |

Lampiran 3 : Output Data SPSS

TABEL FREKUENSI JAWABAN RESPONDEN

SELF EFFICACY X1

X1.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 6 | 9.8 | 9.8 | 9.8 |
| <u>Ragu-Ragu</u> | 10 | 16.4 | 16.4 | 26.2 |
| <u>Setuju</u> | 34 | 55.7 | 55.7 | 82.0 |
| <u>Sangat Setuju</u> | 11 | 18.0 | 18.0 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X1.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 1 | 1.6 | 1.6 | 1.6 |
| <u>Ragu-Ragu</u> | 5 | 8.2 | 8.2 | 9.8 |
| <u>Setuju</u> | 30 | 49.2 | 49.2 | 59.0 |
| <u>Sangat Setuju</u> | 25 | 41.0 | 41.0 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X1.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Ragu-Ragu</u> | 1 | 1.6 | 1.6 | 1.6 |
| <u>Setuju</u> | 27 | 44.3 | 44.3 | 45.9 |
| <u>Sangat Setuju</u> | 33 | 54.1 | 54.1 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X1.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid <u>Setuju</u> | 28 | 45.9 | 45.9 | 45.9 |
| <u>Sangat Setuju</u> | 33 | 54.1 | 54.1 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X1.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| Ragu-Ragu | 4 | 6.6 | 6.6 | 9.8 |
| <u>Setuju</u> | 31 | 50.8 | 50.8 | 60.7 |
| <u>Sangat Setuju</u> | 24 | 39.3 | 39.3 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X1.6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Ragu-Ragu | 2 | 3.3 | 3.3 | 3.3 |
| <u>Setuju</u> | 25 | 41.0 | 41.0 | 44.3 |
| <u>Sangat Setuju</u> | 34 | 55.7 | 55.7 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X1.7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Ragu-Ragu | 1 | 1.6 | 1.6 | 1.6 |
| <u>Setuju</u> | 27 | 44.3 | 44.3 | 45.9 |
| <u>Sangat Setuju</u> | 33 | 54.1 | 54.1 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X1.8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Ragu-Ragu</u> | 1 | 1.6 | 1.6 | 1.6 |
| <u>Setuju</u> | 27 | 44.3 | 44.3 | 45.9 |
| <u>Sangat Setuju</u> | 33 | 54.1 | 54.1 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X1.9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Tidak Setuju</u> | 1 | 1.6 | 1.6 | 6.6 |
| <u>Ragu-Ragu</u> | 7 | 11.5 | 11.5 | 18.0 |
| <u>Setuju</u> | 26 | 42.6 | 42.6 | 60.7 |
| <u>Sangat Setuju</u> | 24 | 39.3 | 39.3 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X1.10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Ragu-Ragu</u> | 3 | 4.9 | 4.9 | 9.8 |
| <u>Setuju</u> | 39 | 63.9 | 63.9 | 73.8 |
| <u>Sangat Setuju</u> | 16 | 26.2 | 26.2 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

PENGALAMAN KERJA X2

X2.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 1 | 1.6 | 1.6 | 1.6 |
| <u>Tidak Setuju</u> | 6 | 9.8 | 9.8 | 11.5 |
| Ragu-Ragu | 18 | 29.5 | 29.5 | 41.0 |
| <u>Setuju</u> | 25 | 41.0 | 41.0 | 82.0 |
| <u>Sangat Setuju</u> | 11 | 18.0 | 18.0 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X2.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| Ragu-Ragu | 23 | 37.7 | 37.7 | 41.0 |
| <u>Setuju</u> | 17 | 27.9 | 27.9 | 68.9 |
| <u>Sangat Setuju</u> | 19 | 31.1 | 31.1 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X2.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 6 | 9.8 | 9.8 | 9.8 |
| Ragu-Ragu | 8 | 13.1 | 13.1 | 23.0 |
| <u>Setuju</u> | 32 | 52.5 | 52.5 | 75.4 |
| <u>Sangat Setuju</u> | 15 | 24.6 | 24.6 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X2.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| <u>Tidak Setuju</u> | 6 | 9.8 | 9.8 | 13.1 |
| <u>Ragu-Ragu</u> | 17 | 27.9 | 27.9 | 41.0 |
| <u>Setuju</u> | 31 | 50.8 | 50.8 | 91.8 |
| <u>Sangat Setuju</u> | 5 | 8.2 | 8.2 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X2.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| <u>Tidak Setuju</u> | 1 | 1.6 | 1.6 | 4.9 |
| <u>Ragu-Ragu</u> | 4 | 6.6 | 6.6 | 11.5 |
| <u>Setuju</u> | 40 | 65.6 | 65.6 | 77.0 |
| <u>Sangat Setuju</u> | 14 | 23.0 | 23.0 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X2.6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 6 | 9.8 | 9.8 | 9.8 |
| <u>Ragu-Ragu</u> | 15 | 24.6 | 24.6 | 34.4 |
| <u>Setuju</u> | 26 | 42.6 | 42.6 | 77.0 |
| <u>Sangat Setuju</u> | 14 | 23.0 | 23.0 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X2.7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Tidak Setuju</u> | 6 | 9.8 | 9.8 | 14.8 |
| <u>Ragu-Ragu</u> | 12 | 19.7 | 19.7 | 34.4 |
| <u>Setuju</u> | 28 | 45.9 | 45.9 | 80.3 |
| <u>Sangat Setuju</u> | 12 | 19.7 | 19.7 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X2.8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 14 | 23.0 | 23.0 | 23.0 |
| <u>Ragu-Ragu</u> | 17 | 27.9 | 27.9 | 50.8 |
| <u>Setuju</u> | 18 | 29.5 | 29.5 | 80.3 |
| <u>Sangat Setuju</u> | 12 | 19.7 | 19.7 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

PELATIHAN X3

X3.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| <u>Tidak Setuju</u> | 6 | 9.8 | 9.8 | 13.1 |
| <u>Ragu-Ragu</u> | 19 | 31.1 | 31.1 | 44.3 |
| <u>Setuju</u> | 33 | 54.1 | 54.1 | 98.4 |
| <u>Sangat Setuju</u> | 1 | 1.6 | 1.6 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X3.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Ragu-Ragu</u> | 3 | 4.9 | 4.9 | 9.8 |
| <u>Setuju</u> | 41 | 67.2 | 67.2 | 77.0 |
| <u>Sangat Setuju</u> | 14 | 23.0 | 23.0 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X3.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Ragu-Ragu</u> | 3 | 4.9 | 4.9 | 9.8 |
| <u>Setuju</u> | 41 | 67.2 | 67.2 | 77.0 |
| <u>Sangat Setuju</u> | 14 | 23.0 | 23.0 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X3.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Tidak Setuju</u> | 1 | 1.6 | 1.6 | 6.6 |
| <u>Ragu-Ragu</u> | 7 | 11.5 | 11.5 | 18.0 |
| <u>Setuju</u> | 30 | 49.2 | 49.2 | 67.2 |
| <u>Sangat Setuju</u> | 20 | 32.8 | 32.8 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X3.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------|-----------|---------|---------------|--------------------|
| Valid | <u>Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| | Ragu-Ragu | 4 | 6.6 | 6.6 | 9.8 |
| | <u>Setuju</u> | 31 | 50.8 | 50.8 | 60.7 |
| | <u>Sangat Setuju</u> | 24 | 39.3 | 39.3 | 100.0 |
| | Total | 61 | 100.0 | 100.0 | |

X3.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------|-----------|---------|---------------|--------------------|
| Valid | <u>Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| | Ragu-Ragu | 3 | 4.9 | 4.9 | 9.8 |
| | <u>Setuju</u> | 40 | 65.6 | 65.6 | 75.4 |
| | <u>Sangat Setuju</u> | 15 | 24.6 | 24.6 | 100.0 |
| | Total | 61 | 100.0 | 100.0 | |

X3.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------------------------|-----------|---------|---------------|--------------------|
| Valid | <u>Sangat Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| | <u>Tidak Setuju</u> | 1 | 1.6 | 1.6 | 6.6 |
| | Ragu-Ragu | 7 | 11.5 | 11.5 | 18.0 |
| | <u>Setuju</u> | 28 | 45.9 | 45.9 | 63.9 |
| | <u>Sangat Setuju</u> | 22 | 36.1 | 36.1 | 100.0 |
| | Total | 61 | 100.0 | 100.0 | |

X3.8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| <u>Tidak Setuju</u> | 4 | 6.6 | 6.6 | 9.8 |
| <u>Ragu-Ragu</u> | 13 | 21.3 | 21.3 | 31.1 |
| <u>Setuju</u> | 26 | 42.6 | 42.6 | 73.8 |
| <u>Sangat Setuju</u> | 16 | 26.2 | 26.2 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X3.9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Ragu-Ragu</u> | 3 | 4.9 | 4.9 | 9.8 |
| <u>Setuju</u> | 41 | 67.2 | 67.2 | 77.0 |
| <u>Sangat Setuju</u> | 14 | 23.0 | 23.0 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

X3.10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Tidak Setuju</u> | 1 | 1.6 | 1.6 | 6.6 |
| <u>Ragu-Ragu</u> | 7 | 11.5 | 11.5 | 18.0 |
| <u>Setuju</u> | 27 | 44.3 | 44.3 | 62.3 |
| <u>Sangat Setuju</u> | 23 | 37.7 | 37.7 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

PENGEMBANGAN KARIR Y

Y1.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| <u>Tidak Setuju</u> | 6 | 9.8 | 9.8 | 13.1 |
| Ragu-Ragu | 17 | 27.9 | 27.9 | 41.0 |
| <u>Setuju</u> | 33 | 54.1 | 54.1 | 95.1 |
| <u>Sangat Setuju</u> | 3 | 4.9 | 4.9 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| Ragu-Ragu | 3 | 4.9 | 4.9 | 9.8 |
| <u>Setuju</u> | 40 | 65.6 | 65.6 | 75.4 |
| <u>Sangat Setuju</u> | 15 | 24.6 | 24.6 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Tidak Setuju</u> | 1 | 1.6 | 1.6 | 6.6 |
| Ragu-Ragu | 7 | 11.5 | 11.5 | 18.0 |
| <u>Setuju</u> | 27 | 44.3 | 44.3 | 62.3 |
| <u>Sangat Setuju</u> | 23 | 37.7 | 37.7 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| <u>Tidak Setuju</u> | 1 | 1.6 | 1.6 | 4.9 |
| Ragu-Ragu | 7 | 11.5 | 11.5 | 16.4 |
| <u>Setuju</u> | 28 | 45.9 | 45.9 | 62.3 |
| <u>Sangat Setuju</u> | 23 | 37.7 | 37.7 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 2 | 3.3 | 3.3 | 3.3 |
| Ragu-Ragu | 10 | 16.4 | 16.4 | 19.7 |
| <u>Setuju</u> | 29 | 47.5 | 47.5 | 67.2 |
| <u>Sangat Setuju</u> | 20 | 32.8 | 32.8 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid Ragu-Ragu | 8 | 13.1 | 13.1 | 13.1 |
| <u>Setuju</u> | 36 | 59.0 | 59.0 | 72.1 |
| <u>Sangat Setuju</u> | 17 | 27.9 | 27.9 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Ragu-Ragu</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Setuju</u> | 38 | 62.3 | 62.3 | 67.2 |
| <u>Sangat Setuju</u> | 20 | 32.8 | 32.8 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Ragu-Ragu</u> | 3 | 4.9 | 4.9 | 9.8 |
| <u>Setuju</u> | 42 | 68.9 | 68.9 | 78.7 |
| <u>Sangat Setuju</u> | 13 | 21.3 | 21.3 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Sangat Tidak Setuju</u> | 1 | 1.6 | 1.6 | 1.6 |
| <u>Tidak Setuju</u> | 5 | 8.2 | 8.2 | 9.8 |
| <u>Ragu-Ragu</u> | 16 | 26.2 | 26.2 | 36.1 |
| <u>Setuju</u> | 32 | 52.5 | 52.5 | 88.5 |
| <u>Sangat Setuju</u> | 7 | 11.5 | 11.5 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Tidak Setuju</u> | 1 | 1.6 | 1.6 | 1.6 |
| <u>Ragu-Ragu</u> | 9 | 14.8 | 14.8 | 16.4 |
| <u>Setuju</u> | 35 | 57.4 | 57.4 | 73.8 |
| <u>Sangat Setuju</u> | 16 | 26.2 | 26.2 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Ragu-Ragu</u> | 5 | 8.2 | 8.2 | 8.2 |
| <u>Setuju</u> | 37 | 60.7 | 60.7 | 68.9 |
| <u>Sangat Setuju</u> | 19 | 31.1 | 31.1 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

Y1.12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------------------|-----------|---------|---------------|--------------------|
| Valid <u>Ragu-Ragu</u> | 3 | 4.9 | 4.9 | 4.9 |
| <u>Setuju</u> | 42 | 68.9 | 68.9 | 73.8 |
| <u>Sangat Setuju</u> | 16 | 26.2 | 26.2 | 100.0 |
| Total | 61 | 100.0 | 100.0 | |

| | | | | | | | | | | | | |
|------|---------------------|-------|--------|--------|--------|--------|--------|--------|--------|-------|--------|--------|
| X1.4 | Pearson Correlation | -.080 | .430** | .662** | 1 | .289* | .568** | .228 | .105 | -.008 | .010 | .587** |
| | Sig. (2-tailed) | .539 | .001 | .000 | | .024 | .000 | .077 | .423 | .951 | .939 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X1.5 | Pearson Correlation | .321* | .138 | .026 | .289* | 1 | .510** | .282* | .111 | .010 | -.092 | .550** |
| | Sig. (2-tailed) | .012 | .290 | .843 | .024 | | .000 | .027 | .393 | .941 | .483 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X1.6 | Pearson Correlation | -.008 | .120 | .287* | .568** | .510** | 1 | .672** | .507** | -.063 | .097 | .675** |
| | Sig. (2-tailed) | .951 | .356 | .025 | .000 | .000 | | .000 | .000 | .632 | .459 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X1.7 | Pearson Correlation | -.155 | .045 | .129 | .228 | .282* | .672** | 1 | .768** | -.066 | .234 | .553** |
| | Sig. (2-tailed) | .232 | .733 | .323 | .077 | .027 | .000 | | .000 | .613 | .070 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X1.8 | Pearson Correlation | -.045 | .003 | -.046 | .105 | .111 | .507** | .768** | 1 | -.097 | .014 | .393** |
| | Sig. (2-tailed) | .730 | .979 | .726 | .423 | .393 | .000 | .000 | | .458 | .912 | .002 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X1.9 | Pearson Correlation | .079 | .029 | -.066 | -.008 | .010 | -.063 | -.066 | -.097 | 1 | .356** | .386** |

| | | | | | | | | | | | | |
|--------------|---------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | .543 | .825 | .613 | .951 | .941 | .632 | .613 | .458 | .005 | .002 | |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | |
| X1.10 | Pearson Correlation | -.131 | .126 | .014 | .010 | -.092 | .097 | .234 | .014 | .356** | 1 | .382** |
| | Sig. (2-tailed) | .313 | .334 | .912 | .939 | .483 | .459 | .070 | .912 | .005 | | .002 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Total_X 1 | Pearson Correlation | .288* | .528** | .403** | .587** | .550** | .675** | .553** | .393** | .386** | .382** | 1 |
| | Sig. (2-tailed) | .025 | .000 | .001 | .000 | .000 | .000 | .000 | .002 | .002 | .002 | |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |

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

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

Pengalaman Kerja X2

Correlations

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | Total_X2 |
|-------|---------------------|-------|--------|-------|-------|--------|-------|---------|--------|----------|
| X2.11 | Pearson Correlation | 1 | -.037 | -.036 | .120 | .123 | -.013 | -.076 | .616** | .540** |
| | Sig. (2-tailed) | | .779 | .783 | .358 | .344 | .920 | .563 | .000 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X2.12 | Pearson Correlation | -.037 | 1 | .217 | .001 | .368** | -.095 | .074 | -.023 | .434** |
| | Sig. (2-tailed) | .779 | | .094 | .992 | .004 | .467 | .572 | .859 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X2.13 | Pearson Correlation | -.036 | .217 | 1 | .095 | .097 | .143 | -.333** | -.048 | .305* |
| | Sig. (2-tailed) | .783 | .094 | | .467 | .459 | .270 | .009 | .711 | .017 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X2.14 | Pearson Correlation | .120 | .001 | .095 | 1 | -.203 | -.008 | .185 | .187 | .434** |
| | Sig. (2-tailed) | .358 | .992 | .467 | | .116 | .952 | .154 | .148 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X2.15 | Pearson Correlation | .123 | .368** | .097 | -.203 | 1 | .010 | -.064 | .098 | .396** |

| | | | | | | | | | | |
|----------|---------------------|--------|--------|---------|--------|--------|-------|-------|--------|--------|
| | Sig. (2-tailed) | .344 | .004 | .459 | .116 | | .942 | .626 | .452 | .002 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X2.16 | Pearson Correlation | -.013 | -.095 | .143 | -.008 | .010 | 1 | -.025 | -.052 | .282* |
| | Sig. (2-tailed) | .920 | .467 | .270 | .952 | .942 | | .847 | .689 | .028 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X2.17 | Pearson Correlation | -.076 | .074 | -.333** | .185 | -.064 | -.025 | 1 | -.005 | .278* |
| | Sig. (2-tailed) | .563 | .572 | .009 | .154 | .626 | .847 | | .967 | .030 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X2.18 | Pearson Correlation | .616** | -.023 | -.048 | .187 | .098 | -.052 | -.005 | 1 | .581** |
| | Sig. (2-tailed) | .000 | .859 | .711 | .148 | .452 | .689 | .967 | | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Total_X2 | Pearson Correlation | .540** | .434** | .305* | .434** | .396** | .282* | .278* | .581** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .017 | .000 | .002 | .028 | .030 | .000 | |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |

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

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

Pelatihan X3

Correlations

| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Total_X3 |
|-------|---------------------|-------|---------|---------|--------|--------|--------|--------|--------|--------|--------|----------|
| X3.19 | Pearson Correlation | 1 | -.148 | -.148 | .127 | -.015 | -.100 | .129 | .712** | -.119 | .140 | .280* |
| | Sig. (2-tailed) | | .255 | .255 | .329 | .906 | .444 | .322 | .000 | .363 | .282 | .029 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X3.20 | Pearson Correlation | -.148 | 1 | 1.000** | .291* | .786** | .949** | .307* | .022 | .965** | .302* | .728** |
| | Sig. (2-tailed) | .255 | | .000 | .023 | .000 | .000 | .016 | .869 | .000 | .018 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X3.21 | Pearson Correlation | -.148 | 1.000** | 1 | .291* | .786** | .949** | .307* | .022 | .965** | .302* | .728** |
| | Sig. (2-tailed) | .255 | .000 | | .023 | .000 | .000 | .016 | .869 | .000 | .018 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X3.22 | Pearson Correlation | .127 | .291* | .291* | 1 | .430** | .286* | .984** | .141 | .291* | .976** | .769** |
| | Sig. (2-tailed) | .329 | .023 | .023 | | .001 | .025 | .000 | .280 | .023 | .000 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| X3.23 | Pearson Correlation | -.015 | .786** | .786** | .430** | 1 | .799** | .458** | .293* | .752** | .449** | .804** |

| | | | | | | | | | | | | |
|---------|---------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----|
| Total_X | Pearson Correlation | .280* | .728** | .728** | .769** | .804** | .743** | .787** | .422** | .719** | .793** | 1 |
| 3 | Sig. (2-tailed) | .029 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |

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

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

PENGEMBANGAN KARIR Y

Correlations

| | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 | Y1.10 | Y1.11 | Y1.12 | Total_Y |
|-------|---------------------|-------|-------|-------|------|-------|-------|-------|--------|-------|-------|-------|-------|---------|
| Y1.29 | Pearson Correlation | 1 | -.023 | .165 | .046 | .125 | -.222 | -.072 | -.082 | .010 | .045 | .142 | -.044 | .262* |
| | Sig. (2-tailed) | | .858 | .205 | .726 | .336 | .085 | .579 | .530 | .937 | .730 | .276 | .739 | .042 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.30 | Pearson Correlation | -.023 | 1 | .320* | .135 | .314* | .308* | .014 | .967** | -.107 | .052 | .187 | .079 | .595** |
| | Sig. (2-tailed) | .858 | | .012 | .301 | .014 | .016 | .914 | .000 | .414 | .691 | .149 | .546 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.31 | Pearson Correlation | .165 | .320* | 1 | .222 | .179 | .007 | .078 | .309* | -.120 | -.130 | .024 | .062 | .468** |
| | Sig. (2-tailed) | .205 | .012 | | .085 | .168 | .958 | .548 | .015 | .357 | .318 | .854 | .637 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.32 | Pearson Correlation | .046 | .135 | .222 | 1 | .326* | .196 | .058 | .146 | .230 | .035 | -.026 | .080 | .521** |
| | Sig. (2-tailed) | .726 | .301 | .085 | | .010 | .129 | .657 | .263 | .075 | .788 | .844 | .541 | .000 |

| | | | | | | | | | | | | | | |
|-------|---------------------|-------|--------|-------|-------|--------|--------|-------|--------|-------|-------|--------|--------|--------|
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.33 | Pearson Correlation | .125 | .314* | .179 | .326* | 1 | .407** | -.026 | .329** | .053 | .077 | .130 | .070 | .582** |
| | Sig. (2-tailed) | .336 | .014 | .168 | .010 | | .001 | .844 | .010 | .683 | .557 | .318 | .593 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.34 | Pearson Correlation | -.222 | .308* | .007 | .196 | .407** | 1 | -.073 | .328** | -.023 | .049 | .222 | .004 | .381** |
| | Sig. (2-tailed) | .085 | .016 | .958 | .129 | .001 | | .579 | .010 | .858 | .710 | .085 | .974 | .002 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.35 | Pearson Correlation | -.072 | .014 | .078 | .058 | -.026 | -.073 | 1 | .039 | .110 | .289* | .210 | .138 | .277* |
| | Sig. (2-tailed) | .579 | .914 | .548 | .657 | .844 | .579 | | .763 | .397 | .024 | .104 | .289 | .031 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.36 | Pearson Correlation | -.082 | .967** | .309* | .146 | .329** | .328** | .039 | 1 | -.102 | .095 | .170 | .054 | .595** |
| | Sig. (2-tailed) | .530 | .000 | .015 | .263 | .010 | .010 | .763 | | .435 | .467 | .190 | .679 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.37 | Pearson Correlation | .010 | -.107 | -.120 | .230 | .053 | -.023 | .110 | -.102 | 1 | .276* | .035 | -.086 | .273* |
| | Sig. (2-tailed) | .937 | .414 | .357 | .075 | .683 | .858 | .397 | .435 | | .031 | .791 | .508 | .033 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.38 | Pearson Correlation | .045 | .052 | -.130 | .035 | .077 | .049 | .289* | .095 | .276* | 1 | .609** | .415** | .459** |

| | | | | | | | | | | | | | | |
|---------|---------------------|-------|--------|--------|--------|--------|--------|-------|--------|-------|--------|--------|--------|--------|
| | Sig. (2-tailed) | .730 | .691 | .318 | .788 | .557 | .710 | .024 | .467 | .031 | | .000 | .001 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.39 | Pearson Correlation | .142 | .187 | .024 | -.026 | .130 | .222 | .210 | .170 | .035 | .609** | 1 | .654** | .539** |
| | Sig. (2-tailed) | .276 | .149 | .854 | .844 | .318 | .085 | .104 | .190 | .791 | .000 | | .000 | .000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Y1.40 | Pearson Correlation | -.044 | .079 | .062 | .080 | .070 | .004 | .138 | .054 | -.086 | .415** | .654** | 1 | .369** |
| | Sig. (2-tailed) | .739 | .546 | .637 | .541 | .593 | .974 | .289 | .679 | .508 | .001 | .000 | | .003 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |
| Total_Y | Pearson Correlation | .262* | .595** | .468** | .521** | .582** | .381** | .277* | .595** | .273* | .459** | .539** | .369** | 1 |
| | Sig. (2-tailed) | .042 | .000 | .000 | .000 | .000 | .002 | .031 | .000 | .033 | .000 | .000 | .003 | |
| | N | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 | 61 |

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

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

UJI RELIABILITAS

SELF EFFICACY X1

Reliability Statistics

| Cronbach's Alpha | N of Items |
|---------------------|------------|
| .689 | 10 |

PENGALAMAN KERJA X2

Reliability Statistics

| Cronbach's Alpha | N of Items |
|---------------------|------------|
| .631 | 8 |

PELATIHAN X3

Reliability Statistics

| Cronbach's Alpha | N of Items |
|---------------------|------------|
| .859 | 10 |

PENGEMBANGAN KARIR Y

Reliability Statistics

| Cronbach's Alpha | N of Items |
|---------------------|------------|
| .612 | 12 |

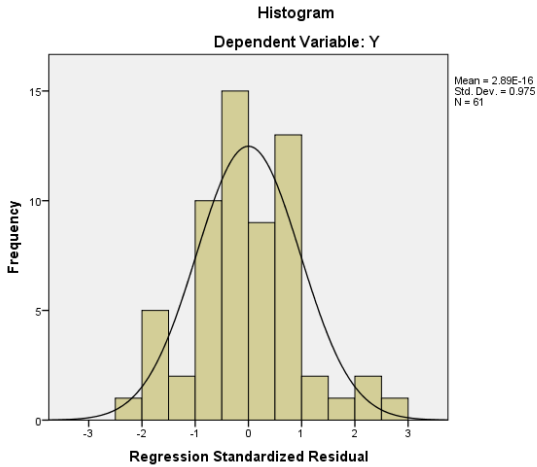
UJI ASUMSI KLASIK

UJI NORMALITAS

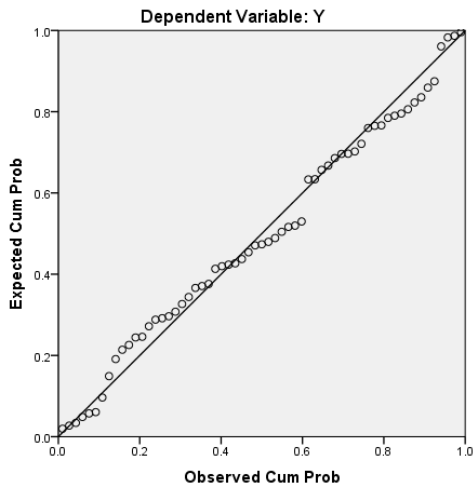
One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|----------------------------|
| N | | 61 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.61064789 |
| Most Extreme Differences | Absolute | .076 |
| | Positive | .076 |
| | Negative | -.060 |
| Test Statistic | | .076 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.



Normal P-P Plot of Regression Standardized Residual



UJI MULTIKOLINEARITAS

Coefficientsa

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|--------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF |
| | | | | | | | | | | |
| 1 (Constant) | 8.993 | 5.987 | | 1.502 | .139 | | | | | |
| X1 | .456 | .125 | .362 | 3.662 | .001 | .538 | .436 | .324 | .800 | 1.250 |
| X2 | .262 | .125 | .205 | 2.092 | .041 | .370 | .267 | .185 | .818 | 1.223 |
| X3 | .300 | .075 | .430 | 4.013 | .000 | .659 | .469 | .355 | .680 | 1.471 |

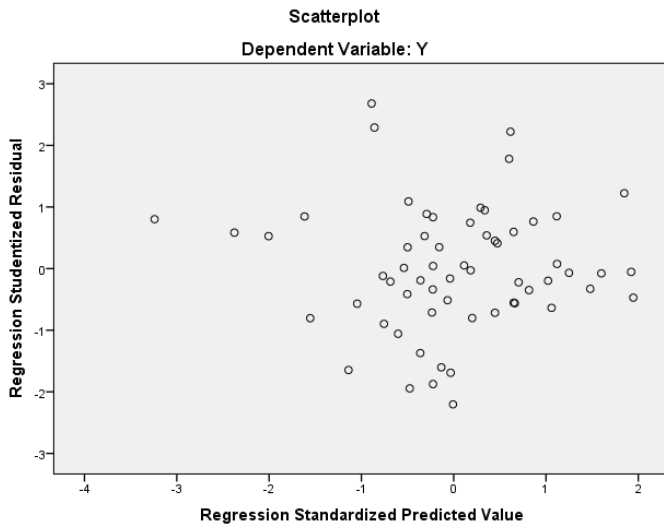
a. Dependent Variable: Y

Coefficients^a

| Model | Collinearity Statistics | |
|------------|-------------------------|-------|
| | Tolerance | VIF |
| 1 | | |
| (Constant) | | |
| X1 | .800 | 1.250 |
| X2 | .818 | 1.223 |
| X3 | .680 | 1.471 |

a. Dependent Variable: Y

UJI HETEROSKEDASTISITAS



UJI AUTOKORELASI

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .744 ^a | .554 | .531 | 2.678 | 1.794 |

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

KOEFISIEN DETERMINASI

Model Summary^b

| Model | R | R Square | Adjusted R Square |
|-------|-------------------|----------|-------------------|
| 1 | .744 ^a | .554 | .531 |

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

REGRESI LINIER BERGANDA

Coefficients^a

| Model | | Unstandardized Coefficients | |
|-------|------------|-----------------------------|------------|
| | | B | Std. Error |
| 1 | (Constant) | 8.993 | 5.987 |
| | X1 | .456 | .125 |
| | X2 | .262 | .125 |
| | X3 | .300 | .075 |

UJI HIPOTESIS

UJI T

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 8.993 | 5.987 | | 1.502 | .139 |
| | X1 | .456 | .125 | .362 | 3.662 | .001 |
| | X2 | .262 | .125 | .205 | 2.092 | .041 |
| | X3 | .300 | .075 | .430 | 4.013 | .000 |

a. Dependent Variable: Y

UJI F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 508.219 | 3 | 169.406 | 23.613 | .000 ^b |
| | Residual | 408.929 | 57 | 7.174 | | |
| | Total | 917.148 | 60 | | | |

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1