

## **KUESIONER**

### **PENGARUH PELATIHAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA TERHADAP KINERJA KARYAWAN PADA PT.PLN (PERSERO) UP3T FLORES BAGIAN TIMUR KOTA**

**Kepada :**

Yth.Bapak/Ibu/Sdr/i

Di Tempat.

Saatini saya sedang melakukan penelitian untuk penulisan skripsi dalam rangka penyelesaian studi pada Fakultas Ekonomi Program Studi Manajemen Universitas Flores. Penelitian ini mengenai “Pengaruh Pelatihan dan Pengembangan Sumber Daya Manusia Terhadap Kinerja Karyawan Pada PT PLN (Pesero) UP3T Flores Bagian Timur”.

Sehubungan dengan hal tersebut di atas, saya memohon kesediaan bapak/ibu/saudara/i agar meluangkan waktu sejenak untuk mengisi kuesioner ini. Data kuesioner ini akan digabungkan dengan data lain untuk memperoleh hasil yang diinginkan dalam penelitian ini. Atas segala bantuan dan kesediaannya saya ucapkan terima kasih.

Ende, Juni 2020

Vinsesius Wadan Geraj

## 1. PROFIL RESPONDEN

Nama :

Usia : 18-30 Tahun  31-40 Tahun  41-50 Tahun   
>51 Tahun

JenisKelamin :Laki-laki Perempuan

## 2. PETUNJUK PENGISIAN KUESIONER

Kuesioner di bawah ini memuat sejumlah pernyataan. Silahkan bapak/ibu/saudara/i tunjukkan seberapa besar tingkat persetujuan atau ketidak setujuannya terhadap setiap pernyataan dengan memberi tanda (√) pada kotak jawaban yang dipilih.Selamat mengisi kuesioner berikut dan terima kasih atas waktunya.

### Keterangan :

**5 = Sangat Setuju (SS)**

**4 = Setuju (S)**

**3 = Kurang Setuju (KS)**

**2 = Tidak Setuju (TS)**

**1 = Sangat Tidak Setuju (STS)**

PELATIHAN (X1)						
No	PERNYATAAN	Pilihan Jawaban				
		S	S	K	T	S
		S		S	S	T
						S
1	Materi Pelatihan yang diberikan sesuai dengan kebutuhan pekerjaan					
2	Kesesuaian materi pelatihan dengan pekerjaan					
3	Tingkat ketepatan metode pelatihan yang digunakan.					
4.	Metode pelatihan yang diberikan perusahaan menarik.					
5.	Pelatihan dipandu oleh instruktur yang sesuai					
6.	Instruktur bekerja secara profesional dalam pelatihan					
7.	Pelatih yang diberikan perusahaan dapat menarik saudara/i untuk mengikuti pelatihan					
8.	Saya berpartisipasi aktif dalam pelaksanaan program pelatihan					
9.	Saya menguasai berbagai materi pelatihan yang diberikan dengan .					
10.	Pelatihan memotivasi karyawan agar dapat bekerja lebih baik lagi					
11.	Pelatihan dan dukungan selama ini menggunakan fasilitas yang baik.					
12.	Tingkat kenyamanan dan suasana pelaksanaan pelatihan					
13.	Perusahaan memberikan sosialisasi terhadap pelatihan yang akan anda dapatkan					

<b>2. PENGEMBANGAN SDM (X2)</b>					
1.	Perusahaan memberikan pelatihan untuk meningkatkan kemampuan SDM				
2.	Perusahaan memberikan pelatihan untuk meningkatkan kemampuan tanggung jawab SDM dalam mengemban tugas				
3	Perusahaan memberikan tanggung jawab yang lebih tinggi dalam meningkatkan kemampuan SDM				
4.	Perusahaan memberikan kesempatan karyawan bagi dalam meningkatkan karier				
<b>3. KINERJA (Y)</b>					
1	Saya teliti dalam melaksanakan pekerjaan				
2.	Pekerjaanyang dilakukan sesuai dengan mekanisme kerja yang telah ditentukan.				
3.	Saya menyelesaikan tugas yang diberikan tepat waktu				
4.	Kecakapan kerja dalam melaksanakan tugas sangat baik				
5.	Kemampuan mengerjakan pekerjaan sesuai target yang di tentukan perusahaan				
6	Saya mengetahui deskripsi pekerjaan dengan baik				
7	Saya memiliki tingkat kuantitas kerja yang sangat maksimal dalam bekerja.				
8	Saya hadir tepat waktu dikantor sesuai dengan jam yang ditentukan				
9	Saya bersedia melewati batas (lembur) jika pekerjaan belum selesai				
10	Saya selalu masuk dan pulang kerja sesuai waktu yang telah ditentukan				

Pelatih anX1 .1	Pelatih anX1.2	Pelatih anX1.3	Pelatih anX1.4	Pelatih anX1.5	Pelatih anX1.6	Pelatih anX1.7	Pelatih anX1.8	Pelatih anX1.9	Pelatih anX1.1 0	Pelatih anX1 .11	Pelatih anX1.1 2	Pelatih anX1.1 3	Pengemb anganSD MX2.1	Pengemb anganSD MX2.2	Pengemba nganSDM X2.3	Pengemba nganSDM X2.4	KinerjaY 1.1	Kinerja Y1.2	Kinerja Y1.3	KinerjaY 1.4	KinerjaY 1.5	KinerjaY 1.6	KinerjaY 1.7	KinerjaY 1.8	KinerjaY 1.9	KinerjaY 1.10
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PelatihanX1.5 PelatihanX1.6 PelatihanX1.7 PelatihanX1.8 PelatihanX1.9
PelatihanX1.10 PelatihanX1.11 PelatihanX1.12 PelatihanX1.13
  /PRINT=TWOTAIL NOSIG
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## Correlations

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Correlations					
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PelatihanX1.1	Pearson Correlation	1	,533**	,577**	,927**
	Sig. (2-tailed)		,000	,000	,000
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PelatihanX1.2	Pearson Correlation	,533**	1	,699**	,485**
	Sig. (2-tailed)	,000		,000	,000
	N	100	100	100	100
PelatihanX1.3	Pearson Correlation	,577**	,699**	1	,527**
	Sig. (2-tailed)	,000	,000		,000
	N	100	100	100	100
PelatihanX1.4	Pearson Correlation	,927**	,485**	,527**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	100	100	100	100
PelatihanX1.5	Pearson Correlation	,363**	,518**	,373**	,290**
	Sig. (2-tailed)	,008	,000	,000	,003
	N	100	100	100	100
PelatihanX1.6	Pearson Correlation	,740**	,280**	,345**	,692**
	Sig. (2-tailed)	,000	,005	,000	,000
	N	100	100	100	100
PelatihanX1.7	Pearson Correlation	,803**	,361**	,511**	,749**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
PelatihanX1.8	Pearson Correlation	,498**	,967**	,662**	,454**
	Sig. (2-tailed)	,000	,000	,000	,000



	N	100	100	100	100
PelatihanX1.9	Pearson Correlation	,581**	,642**	,966**	,497**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
PelatihanX1.10	Pearson Correlation	,828**	,431**	,462**	,773**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
PelatihanX1.11	Pearson Correlation	,791**	,330**	,402**	,737**
	Sig. (2-tailed)	,000	,001	,000	,000
	N	100	100	100	100
PelatihanX1.12	Pearson Correlation	,514**	,624**	,961**	,472**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
PelatihanX1.13	Pearson Correlation	,791**	,330**	,402**	,737**
	Sig. (2-tailed)	,000	,001	,000	,000
	N	100	100	100	100

Correlations					
		PelatihanX1.5	PelatihanX1.6	PelatihanX1.7	PelatihanX1.8
PelatihanX1.1	Pearson Correlation	,363**	,740**	,803**	,498**
	Sig. (2-tailed)	,008	,000	,000	,000
	N	100	100	100	100
PelatihanX1.2	Pearson Correlation	,518**	,280**	,361**	,967**
	Sig. (2-tailed)	,000	,005	,000	,000
	N	100	100	100	100
PelatihanX1.3	Pearson Correlation	,373**	,345**	,511**	,662**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
PelatihanX1.4	Pearson Correlation	,290**	,692**	,749**	,454**
	Sig. (2-tailed)	,003	,000	,000	,000
	N	100	100	100	100
PelatihanX1.5	Pearson Correlation	1	,351**	,092	,490**
	Sig. (2-tailed)		,000	,362	,000
	N	100	100	100	100
PelatihanX1.6	Pearson Correlation	,351**	1	,536**	,247**
	Sig. (2-tailed)	,000		,000	,013
	N	100	100	100	100
PelatihanX1.7	Pearson Correlation	,092	,536**	1	,326**
	Sig. (2-tailed)	,362	,000		,001
	N	100	100	100	100
PelatihanX1.8	Pearson Correlation	,490**	,247**	,326**	1
	Sig. (2-tailed)	,000	,013	,001	
	N	100	100	100	100
PelatihanX1.9	Pearson Correlation	,325**	,358**	,516**	,608**
	Sig. (2-tailed)	,001	,000	,000	,000
	N	100	100	100	100
PelatihanX1.10	Pearson Correlation	,137	,548**	,710**	,398**
	Sig. (2-tailed)	,175	,000	,000	,000
	N	100	100	100	100
PelatihanX1.11	Pearson Correlation	,389**	,948**	,582**	,295**
	Sig. (2-tailed)	,000	,000	,000	,003
	N	100	100	100	100
PelatihanX1.12	Pearson Correlation	,316**	,319**	,528**	,586**
	Sig. (2-tailed)	,001	,001	,000	,000
	N	100	100	100	100
PelatihanX1.13	Pearson Correlation	,389**	,948**	,582**	,295**
	Sig. (2-tailed)	,000	,000	,000	,003
	N	100	100	100	100

Correlations					
		PelatihanX1.9	PelatihanX1.10	PelatihanX1.11	PelatihanX1.12
PelatihanX1.1	Pearson Correlation	,581**	,828**	,791**	,514**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
PelatihanX1.2	Pearson Correlation	,642**	,431**	,330**	,624**
	Sig. (2-tailed)	,000	,000	,001	,000
	N	100	100	100	100
PelatihanX1.3	Pearson Correlation	,966**	,462**	,402**	,961**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
PelatihanX1.4	Pearson Correlation	,497**	,773**	,737**	,472**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
PelatihanX1.5	Pearson Correlation	,325**	,137	,389**	,316**
	Sig. (2-tailed)	,001	,175	,000	,001
	N	100	100	100	100
PelatihanX1.6	Pearson Correlation	,358**	,548**	,948**	,319**
	Sig. (2-tailed)	,000	,000	,000	,001
	N	100	100	100	100
PelatihanX1.7	Pearson Correlation	,516**	,710**	,582**	,528**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
PelatihanX1.8	Pearson Correlation	,608**	,398**	,295**	,586**
	Sig. (2-tailed)	,000	,000	,003	,000
	N	100	100	100	100
PelatihanX1.9	Pearson Correlation	1	,474**	,411**	,933**
	Sig. (2-tailed)		,000	,000	,000
	N	100	100	100	100
PelatihanX1.10	Pearson Correlation	,474**	1	,596**	,394**
	Sig. (2-tailed)	,000		,000	,000
	N	100	100	100	100
PelatihanX1.11	Pearson Correlation	,411**	,596**	1	,379**
	Sig. (2-tailed)	,000	,000		,000
	N	100	100	100	100
PelatihanX1.12	Pearson Correlation	,933**	,394**	,379**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	100	100	100	100
PelatihanX1.13	Pearson Correlation	,411**	,596**	1,000**	,379**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100

Correlations		
		PelatihanX1.13
PelatihanX1.1	Pearson Correlation	,791**
	Sig. (2-tailed)	,000
	N	100
PelatihanX1.2	Pearson Correlation	,330**
	Sig. (2-tailed)	,001
	N	100
PelatihanX1.3	Pearson Correlation	,402**
	Sig. (2-tailed)	,000
	N	100
PelatihanX1.4	Pearson Correlation	,737**
	Sig. (2-tailed)	,000
	N	100
PelatihanX1.5	Pearson Correlation	,389**
	Sig. (2-tailed)	,000
	N	100
PelatihanX1.6	Pearson Correlation	,948**
	Sig. (2-tailed)	,000
	N	100

PelatihanX1.7	Pearson Correlation	,582**
	Sig. (2-tailed)	,000
	N	100
PelatihanX1.8	Pearson Correlation	,295**
	Sig. (2-tailed)	,003
	N	100
PelatihanX1.9	Pearson Correlation	,411**
	Sig. (2-tailed)	,000
	N	100
PelatihanX1.10	Pearson Correlation	,596**
	Sig. (2-tailed)	,000
	N	100
PelatihanX1.11	Pearson Correlation	1,000**
	Sig. (2-tailed)	,000
	N	100
PelatihanX1.12	Pearson Correlation	,379**
	Sig. (2-tailed)	,000
	N	100
PelatihanX1.13	Pearson Correlation	1
	Sig. (2-tailed)	
	N	100

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

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

## CORRELATIONS

/VARIABLES=PengembanganSDMX2.1 PengembanganSDMX2.2 PengembanganSDMX2.3  
 PengembanganSDMX2.4  
 /PRINT=TWOTAIL NOSIG  
 /MISSING=PAIRWISE.

**Correlations**

Notes		
Output Created	24-OCT-2020 08:49:14	
Comments		
Input	Data	D:\Prpopsal Vinsen Baru\vinsesusius wadan jadi\Data Mentah Vinsen.sav
	Active Dataset	DataSet3
	Filter	<none>
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	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=PengembanganSDMX2.1 PengembanganSDMX2.2 PengembanganSDMX2.3 PengembanganSDMX2.4 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,06

[DataSet3] D:\Prpopsal Vinsen Baru\vinsesusius wadan jadi\Data Mentah Vinsen.sav

Correlations				
		PengembanganSDMX2.1	PengembanganSDMX2.2	PengembanganSDMX2.3
PengembanganSDMX2.1	Pearson Correlation	1	,375**	,317*
	Sig. (2-tailed)		,000	,030
	N	100	100	100
PengembanganSDMX2.2	Pearson Correlation	,375**	1	,789**
	Sig. (2-tailed)	,000		,000
	N	100	100	100
PengembanganSDMX2.3	Pearson Correlation	,317*	,789**	1
	Sig. (2-tailed)	,030	,000	
	N	100	100	100
PengembanganSDMX2.4	Pearson Correlation	,402**	,342**	,179
	Sig. (2-tailed)	,000	,001	,075
	N	100	100	100

Correlations		
		PengembanganSDMX2.4
PengembanganSDMX2.1	Pearson Correlation	,402**
	Sig. (2-tailed)	,000
	N	100
PengembanganSDMX2.2	Pearson Correlation	,342**
	Sig. (2-tailed)	,001
	N	100
PengembanganSDMX2.3	Pearson Correlation	,179
	Sig. (2-tailed)	,075
	N	100
PengembanganSDMX2.4	Pearson Correlation	1
	Sig. (2-tailed)	
	N	100

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

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

## CORRELATIONS

```

/VARIABLES=KinerjaY1.1 KinerjaY1.2 KinerjaY1.3 KinerjaY1.4 KinerjaY1.5
KinerjaY1.6 KinerjaY1.7 KinerjaY1.8 KinerjaY1.9 KinerjaY1.10
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

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**Correlations**

Notes		
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Comments		
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	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=KinerjaY1.1 KinerjaY1.2 KinerjaY1.3 KinerjaY1.4 KinerjaY1.5 KinerjaY1.6 KinerjaY1.7 KinerjaY1.8 KinerjaY1.9 KinerjaY1.10 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,08

[DataSet3] D:\Prpopsal Vinsen Baru\vinsesus wadan jadi\Data Mentah Vinsen.sav

Correlations					
		KinerjaY1.1	KinerjaY1.2	KinerjaY1.3	KinerjaY1.4
KinerjaY1.1	Pearson Correlation	1	,438	,438	,386
	Sig. (2-tailed)		,000	,000	,000
	N	100	100	100	100
KinerjaY1.2	Pearson Correlation	,438	1	,680	,352
	Sig. (2-tailed)	,000		,000	,000
	N	100	100	100	100
KinerjaY1.3	Pearson Correlation	,438	,680	1	,352
	Sig. (2-tailed)	,000	,000		,000
	N	100	100	100	100
KinerjaY1.4	Pearson Correlation	,386	,352	,352	1
	Sig. (2-tailed)	,000	,000	,000	
	N	100	100	100	100
KinerjaY1.5	Pearson Correlation	,523	,811	,811	,325
	Sig. (2-tailed)	,000	,000	,000	,001
	N	100	100	100	100
KinerjaY1.6	Pearson Correlation	,438	1,000	1,000	,352
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
KinerjaY1.7	Pearson Correlation	,461	,438	,438	,386
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
KinerjaY1.8	Pearson Correlation	,438	1,000	1,000	,352
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
KinerjaY1.9	Pearson Correlation	,438	1,000	1,000	,352

	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
KinerjaY1.10	Pearson Correlation	,830**	,294**	,294**	,320**
	Sig. (2-tailed)	,000	,003	,003	,001
	N	100	100	100	100

Correlations					
		KinerjaY1.5	KinerjaY1.6	KinerjaY1.7	KinerjaY1.8
KinerjaY1.1	Pearson Correlation	,523**	,438**	,461**	,438**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
KinerjaY1.2	Pearson Correlation	,811**	1,000**	,438**	1,000**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
KinerjaY1.3	Pearson Correlation	,811**	1,000**	,438**	1,000**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
KinerjaY1.4	Pearson Correlation	,325**	,352**	,386**	,352**
	Sig. (2-tailed)	,001	,000	,000	,000
	N	100	100	100	100
KinerjaY1.5	Pearson Correlation	1	,811**	,523**	,811**
	Sig. (2-tailed)		,000	,000	,000
	N	100	100	100	100
KinerjaY1.6	Pearson Correlation	,811**	1	,438**	1,000**
	Sig. (2-tailed)	,000		,000	,000
	N	100	100	100	100
KinerjaY1.7	Pearson Correlation	,523**	,438**	1	,438**
	Sig. (2-tailed)	,000	,000		,000
	N	100	100	100	100
KinerjaY1.8	Pearson Correlation	,811**	1,000**	,438**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	100	100	100	100
KinerjaY1.9	Pearson Correlation	,811**	1,000**	,438**	1,000**
	Sig. (2-tailed)	,000	,000	,000	,000
	N	100	100	100	100
KinerjaY1.10	Pearson Correlation	,365**	,294**	,830**	,294**
	Sig. (2-tailed)	,000	,003	,000	,003
	N	100	100	100	100

Correlations			
		KinerjaY1.9	KinerjaY1.10
KinerjaY1.1	Pearson Correlation	,438**	,830**
	Sig. (2-tailed)	,000	,000
	N	100	100
KinerjaY1.2	Pearson Correlation	1,000**	,294**
	Sig. (2-tailed)	,000	,003
	N	100	100
KinerjaY1.3	Pearson Correlation	1,000**	,294**
	Sig. (2-tailed)	,000	,003
	N	100	100
KinerjaY1.4	Pearson Correlation	,352**	,320**
	Sig. (2-tailed)	,000	,001
	N	100	100
KinerjaY1.5	Pearson Correlation	,811**	,365**
	Sig. (2-tailed)	,000	,000
	N	100	100
KinerjaY1.6	Pearson Correlation	1,000**	,294**
	Sig. (2-tailed)	,000	,003
	N	100	100
KinerjaY1.7	Pearson Correlation	,438**	,830**
	Sig. (2-tailed)	,000	,000
	N	100	100

KinerjaY1.8	Pearson Correlation	1,000**	,294**
	Sig. (2-tailed)	,000	,003
	N	100	100
KinerjaY1.9	Pearson Correlation	1	,294**
	Sig. (2-tailed)		,003
	N	100	100
KinerjaY1.10	Pearson Correlation	,294**	1
	Sig. (2-tailed)	,003	
	N	100	100

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

RELIABILITY

```
/VARIABLES=PelatihanX1.1 PelatihanX1.2 PelatihanX1.3 PelatihanX1.4  
PelatihanX1.5 PelatihanX1.6 PelatihanX1.7 PelatihanX1.8 PelatihanX1.9  
PelatihanX1.10 PelatihanX1.11 PelatihanX1.12 PelatihanX1.13  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
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## Reliability

Notes		
Output Created	24-OCT-2020 08:56:26	
Comments		
Input	Data	D:\Prpopsal Vinsen Baru\vinsesusius wadan jadi\Data Mentah Vinsen.sav
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	Filter	<none>
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	Split File	<none>
	N of Rows in Working Data File	100
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=PelatihanX1.1 PelatihanX1.2 PelatihanX1.3 PelatihanX1.4 PelatihanX1.5 PelatihanX1.6 PelatihanX1.7 PelatihanX1.8 PelatihanX1.9 PelatihanX1.10 PelatihanX1.11 PelatihanX1.12 PelatihanX1.13 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

[DataSet3] D:\Prpopsal Vinsen Baru\vinsesusius wadan jadi\Data Mentah Vinsen.sav

## Scale: ALL VARIABLES

Case Processing Summary			
		N	%
Cases	Valid	100	100,0
	Excluded <sup>a</sup>	0	,0
	Total	100	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,936	13



Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PelatihanX1.1	49,62	47,228	,876	,925
PelatihanX1.2	49,38	48,804	,681	,932
PelatihanX1.3	49,32	48,785	,756	,929
PelatihanX1.4	49,64	46,778	,813	,927
PelatihanX1.5	49,60	50,586	,420	,942
PelatihanX1.6	49,68	48,826	,694	,931
PelatihanX1.7	49,68	49,189	,685	,931
PelatihanX1.8	49,38	49,248	,638	,933
PelatihanX1.9	49,36	48,516	,732	,930
PelatihanX1.10	49,58	48,731	,694	,931
PelatihanX1.11	49,70	48,333	,760	,929
PelatihanX1.12	49,28	49,537	,699	,931
PelatihanX1.13	49,70	48,333	,760	,929

RELIABILITY

```

/VARIABLES=PengembanganSDMX2.1 PengembanganSDMX2.2 PengembanganSDMX2.3
PengembanganSDMX2.4
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

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**Reliability**

Notes		
Output Created		24-OCT-2020 08:57:32
Comments		
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	Split File	<none>
	N of Rows in Working Data File	100
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=PengembanganSDMX2.1 PengembanganSDMX2.2 PengembanganSDMX2.3 PengembanganSDMX2.4 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,02

[DataSet3] D:\Prpopsal Vinsen Baru\vinsesusius wadan jadi\Data Mentah Vinsen.sav

## Scale: ALL VARIABLES

Case Processing Summary			
		N	%
Cases	Valid	100	100,0
	Excluded <sup>a</sup>	0	,0
	Total	100	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,706	4

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PengembanganSDMX2.1	11,94	3,774	,421	,683
PengembanganSDMX2.2	12,30	3,162	,517	,705
PengembanganSDMX2.3	12,38	3,349	,501	,638
PengembanganSDMX2.4	12,16	3,570	,378	,718

### RELIABILITY

```

/VARIABLES=KinerjaY1.1 KinerjaY1.2 KinerjaY1.3 KinerjaY1.4 KinerjaY1.5
KinerjaY1.6 KinerjaY1.7 KinerjaY1.8 KinerjaY1.9 KinerjaY1.10
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

### Reliability

Notes		
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Comments		
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	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=KinerjaY1.1 KinerjaY1.2 KinerjaY1.3 KinerjaY1.4 KinerjaY1.5 KinerjaY1.6 KinerjaY1.7 KinerjaY1.8 KinerjaY1.9 KinerjaY1.10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,05

[DataSet3] D:\Prpopsal Vinsen Baru\vinsesus wadan jadi\Data Mentah Vinsen.sav

## Scale: ALL VARIABLES

Case Processing Summary			
		N	%
Cases	Valid	100	100,0
	Excluded <sup>a</sup>	0	,0
	Total	100	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
,933	10

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KinerjaY1.1	36,44	31,037	,677	,929
KinerjaY1.2	36,86	29,253	,884	,918
KinerjaY1.3	36,86	29,253	,884	,918
KinerjaY1.4	36,90	31,404	,421	,947
KinerjaY1.5	36,82	30,371	,800	,923
KinerjaY1.6	36,86	29,253	,884	,918
KinerjaY1.7	36,44	31,037	,677	,929
KinerjaY1.8	36,86	29,253	,884	,918
KinerjaY1.9	36,86	29,253	,884	,918
KinerjaY1.10	36,48	31,808	,509	,937

Your license will expire in 11 days.

Warning # 849 in column 23. Text: in\_ID  
 The LOCALE subcommand of the SET command has an invalid parameter. It could not be mapped to a valid backend locale.  
 GET

```
FILE='D:\Prpopsal Vinsen Baru\vinsesius wadan jadi\Data Mentah Vinsen.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT KinerjaY
  /METHOD=ENTER PelatihanX1 PengembanganSDMX2
  /RESIDUALS DURBIN
  /SAVE PRED SRESID.
```

## Regression

Notes		
Output Created	24-OCT-2020 10:55:49	
Comments		
Input	Data	D:\Prpopsal Vinsen Baru\vinsesius wadan jadi\Data Mentah tahap 1 Vinsen.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax	REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KinerjaY /METHOD=ENTER PelatihanX1 PengembanganSDMX2 /RESIDUALS DURBIN /SAVE PRED SRESID.	
Resources	Processor Time	00:00:00,08
	Elapsed Time	00:00:00,22
	Memory Required	1684 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	PRE_2	Unstandardized Predicted Value
	SRE_2	Studentized Residual

[DataSet2] D:\Prpopsal Vinsen Baru\vinsesius wadan jadi\Data Mentah tahap 1 Vinsen.sav

Variables Entered/Removed <sup>a</sup>			
Model	Variables Entered	Variables Removed	Method
1	PengembanganSDMX2, PelatihanX1 <sup>b</sup>	.	Enter

- a. Dependent Variable: KinerjaY  
 b. All requested variables entered.

Model Summary <sup>b</sup>						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	,725 <sup>a</sup>	,475	,460	,683	,275	18,411

Model Summary <sup>b</sup>				
Model	Change Statistics			
	df1	df2	Sig. F Change	
1	2	97	,000	2,012

- a. Predictors: (Constant), PengembanganSDMX2, PelatihanX1  
b. Dependent Variable: KinerjaY

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	17,181	2	8,590	18,411	,000 <sup>b</sup>
	Residual	45,259	97	,467		
	Total	62,440	99			

- a. Dependent Variable: KinerjaY  
b. Predictors: (Constant), PengembanganSDMX2, PelatihanX1

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,782	,464		3,838	,000
	PelatihanX1	,289	,095	,086	2,942	,001
	PengembanganSDMX2	,510	,095	,490	5,372	,000

Coefficients <sup>a</sup>				
Model		Collinearity Statistics		
		Tolerance	VIF	
1	(Constant)			
	PelatihanX1	,896	1,116	
	PengembanganSDMX2	,896	1,116	

- a. Dependent Variable: KinerjaY

Collinearity Diagnostics <sup>a</sup>						
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	PelatihanX1	PengembanganSDMX2
1	1	2,963	1,000	,00	,00	,00
	2	,022	11,482	,02	,84	,45
	3	,014	14,416	,97	,16	,54

- a. Dependent Variable: KinerjaY

Residuals Statistics <sup>a</sup>					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,58	4,78	4,34	,417	100
Std. Predicted Value	-1,826	1,051	,000	1,000	100
Standard Error of Predicted Value	,075	,194	,115	,030	100
Adjusted Predicted Value	3,56	4,86	4,34	,418	100
Residual	-2,778	1,242	,000	,676	100
Std. Residual	-4,067	1,818	,000	,990	100
Stud. Residual	-4,130	1,896	,001	1,005	100
Deleted Residual	-2,865	1,351	,001	,698	100
Stud. Deleted Residual	-4,526	1,922	-,008	1,041	100
Mahal. Distance	,204	6,971	1,980	1,479	100
Cook's Distance	,000	,178	,011	,028	100
Centered Leverage Value	,002	,070	,020	,015	100

a. Dependent Variable: KinerjaY

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT KinerjaY
  /METHOD=ENTER PelatihanX1
  /RESIDUALS DURBIN
  /SAVE PRED SRESID.

```

## Regression

Notes		
Output Created		24-OCT-2020 10:59:02
Comments		
Input	Data	D:\Prpopsal Vinsen Baru\vinsesus wadan jadi\Data Mentah tahap 1 Vinsen.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION   /MISSING LISTWISE   /STATISTICS COEFF OUTS R ANOVA   COLLIN TOL CHANGE   /CRITERIA=PIN(.05) POUT(.10)   /NOORIGIN   /DEPENDENT KinerjaY   /METHOD=ENTER PelatihanX1   /RESIDUALS DURBIN   /SAVE PRED SRESID.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,11
	Memory Required	1460 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	PRE_3	Unstandardized Predicted Value
	SRE_3	Studentized Residual

[DataSet2] D:\Prpopsal Vinsen Baru\vinsesus wadan jadi\Data Mentah tahap 1 Vinsen.sav

Variables Entered/Removed <sup>a</sup>			
Model	Variables Entered	Variables Removed	Method
1	PelatihanX1 <sup>b</sup>	.	Enter

- a. Dependent Variable: KinerjaY  
 b. All requested variables entered.

Model Summary <sup>b</sup>						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	,644 <sup>a</sup>	,460	,450	,774	,060	6,205

Model Summary <sup>b</sup>				
Model	Change Statistics			
	df1	df2	Sig. F Change	
1	1	98	,014	1,904

- a. Predictors: (Constant), PelatihanX1  
 b. Dependent Variable: KinerjaY

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,718	1	3,718	6,205	,004 <sup>b</sup>
	Residual	58,722	98	,599		
	Total	62,440	99			

- a. Dependent Variable: KinerjaY  
 b. Predictors: (Constant), PelatihanX1

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,332	,412		8,087	,000
	PelatihanX1	,353	,102	,244	2,491	,004

Coefficients <sup>a</sup>			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	PelatihanX1	1,000	1,000

- a. Dependent Variable: KinerjaY

Collinearity Diagnostics <sup>a</sup>					
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	PelatihanX1
1	1	1,982	1,000	,01	,01
	2	,018	10,550	,99	,99

a. Dependent Variable: KinerjaY

Residuals Statistics <sup>a</sup>					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	4,09	4,60	4,34	,194	100
Std. Predicted Value	-1,281	1,333	,000	1,000	100
Standard Error of Predicted Value	,077	,129	,107	,025	100
Adjusted Predicted Value	4,07	4,67	4,34	,195	100
Residual	-2,598	,908	,000	,770	100
Std. Residual	-3,357	1,173	,000	,995	100
Stud. Residual	-3,405	1,189	,000	1,006	100
Deleted Residual	-2,673	,933	,000	,787	100
Stud. Deleted Residual	-3,607	1,192	-,005	1,022	100
Mahal. Distance	,001	1,777	,990	,848	100
Cook's Distance	,000	,167	,011	,024	100
Centered Leverage Value	,000	,018	,010	,009	100

a. Dependent Variable: KinerjaY

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT KinerjaY
  /METHOD=ENTER PengembanganSDMX2
  /RESIDUALS DURBIN
  /SAVE PRED SRESID.

```

## Regression

Notes		
Output Created	24-OCT-2020 11:01:44	
Comments		
Input	Data	D:\Prpopsal Vinsen Baru\vinsesus wadan jadi\Data Mentah tahap 1 Vinsen.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.



Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KinerjaY /METHOD=ENTER PengembanganSDMX2 /RESIDUALS DURBIN /SAVE PRED SRESID.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,08
	Memory Required	1500 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	PRE_4	Unstandardized Predicted Value
	SRE_4	Studentized Residual

[DataSet2] D:\Prpoposal Vinsen Baru\vinsesus wadan jadi\Data Mentah tahap 1 Vinsen.sav

Variables Entered/Removed <sup>a</sup>			
Model	Variables Entered	Variables Removed	Method
1	PengembanganSDMX2 <sup>b</sup>		Enter

- a. Dependent Variable: KinerjaY  
b. All requested variables entered.

Model Summary <sup>b</sup>						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	,718 <sup>a</sup>	,469	,461	,683	,269	35,976

Model Summary <sup>b</sup>				
Model	Change Statistics			
	df1	df2	Sig. F Change	
1	1	98	,000	
			2,259	

- a. Predictors: (Constant), PengembanganSDMX2  
b. Dependent Variable: KinerjaY

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16,767	1	16,767	35,976	,000 <sup>b</sup>
	Residual	45,673	98	,466		
	Total	62,440	99			

- a. Dependent Variable: KinerjaY  
b. Predictors: (Constant), PengembanganSDMX2

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,012	,394		5,108	,000
	PengembanganSDMX2	,539	,090	,518	5,998	,000

Coefficients <sup>a</sup>			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	PengembanganSDMX2	1,000	1,000

a. Dependent Variable: KinerjaY

Collinearity Diagnostics <sup>a</sup>					
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	PengembanganSDMX2
1	1	1,985	1,000	,01	,01
	2	,015	11,456	,99	,99

a. Dependent Variable: KinerjaY

Residuals Statistics <sup>a</sup>					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3,63	4,71	4,34	,412	100
Std. Predicted Value	-1,728	,890	,000	1,000	100
Standard Error of Predicted Value	,074	,137	,094	,022	100
Adjusted Predicted Value	3,57	4,76	4,34	,411	100
Residual	-2,706	1,371	,000	,679	100
Std. Residual	-3,964	2,009	,000	,995	100
Stud. Residual	-4,001	2,050	,000	1,005	100
Deleted Residual	-2,756	1,429	,000	,693	100
Stud. Deleted Residual	-4,351	2,085	-,008	1,037	100
Mahal. Distance	,176	2,986	,990	,979	100
Cook's Distance	,000	,147	,010	,023	100
Centered Leverage Value	,002	,030	,010	,010	100

a. Dependent Variable: KinerjaY

NPAR TESTS

/K-S(NORMAL)=PelatihanX1 PengembanganSDMX2 KinerjaY  
/MISSING ANALYSIS.

### NPar Tests

		Notes
Output Created		24-OCT-2020 11:03:42
Comments		
Input	Data	D:\Prpopsal Vinsen Baru\vinsesus wadan jadi\Data Mentah tahap 1 Vinsen.sav
	Active Dataset	DataSet2
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPAR TESTS /K-S(NORMAL)=PelatihanX1 PengembanganSDMX2 KinerjaY /MISSING ANALYSIS.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Number of Cases Allowed <sup>a</sup>	131072

a. Based on availability of workspace memory.

[DataSet2] D:\Prpopsal Vinsen Baru\vinsesus wadan jadi\Data Mentah tahap 1 Vinsen.sav

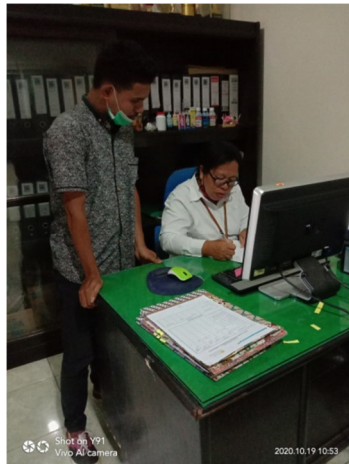
One-Sample Kolmogorov-Smirnov Test				
		PelatihanX1	PengembanganSDMX2	KinerjaY
N		100	100	100
Normal Parameters <sup>a,b</sup>	Mean	3,98	4,32	4,34
	Std. Deviation	,765	,764	,794
Most Extreme Differences	Absolute	,210	,313	,317
	Positive	,210	,187	,203
	Negative	-,210	-,313	-,317
Kolmogorov-Smirnov Z		2,104	3,133	3,170
Asymp. Sig. (2-tailed)		,100	,120	,230


a. Test distribution is Normal.

b. Calculated from data.

Your license will expire in 11 days.

# DOKUMENTASI



	<b>PENJAMINAN MUTU UNIVERSITAS FLORES DOKUMEN LEVEL STANDAR OPERATING PROCEDURE (SOP)</b>	No Dok: SOP LP2M -0 7 SOP-UPM/31/002/2018
		Revisi :
JUDUL	<b>SURAT KETERANGAN DETEKSI PLAGIASI</b>	Tanggal Dikeluarkan: 25 Pebruari 2021
AREA	FAKULTAS	Halaman: 5

**SURAT KETERANGAN DETEKSI PLAGIASI SKRIPSI**

Yang bertanda tangan dibawah ini, Ketua Gugus Penjamin Mutu Fakultas Ekonomi menyatakan bahwa Skripsi:

N a m a Mahasiswa : Vinsensius Wadan Geraj

NIM : 2016410291

Judul : Pengaruh Pelatihan dan Pengembangan Sumber Daya Manusia Terhadap Kinerja Karyawan Pada PT. PLN (Persero) UP3 Flores Bagian Barat di Ende

Program Studi : Manajemen

Fakultas : Ekonomi

Telah dideteksi tingkat plagiasinya 13,81%, dan dinyatakan disetujui/ tidak disetujui sesuai ketentuan yang berlaku di Universitas Flores (rincian hasil terlampir).

Demikian surat ini dibuat untuk digunakan sebagaimana mestinya



Ende, 25 Pebruari 2021

Ketua

Gabriel Tamisi, SE., M.Si

NIDN. 0827067101

Tembusan:

1. Ketua Program Studi Manajemen
2. Pembimbing skripsi.

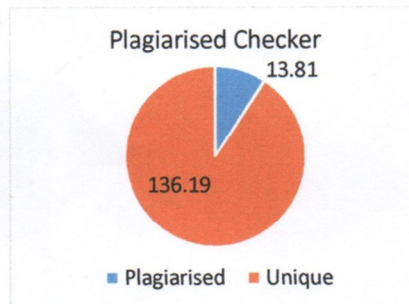


**Kodecek: YL/49/21/20.VWG**

### Plagiarism Checker Report

Part	Plagiarised	Unique	Not Identified
1	25.27	74.73	0
2	12.62	87.38	0
3	8.60	91.4	0
4	8.75	91.25	0
5	0	100	0
6	0	100	0
<b>Total Plagiasi</b>	<b>13.81</b>	<b>136.19</b>	<b>0</b>

**Grafik Persentase Plagiasi**



Ende, 21 Desember 2020  
 Kepala Bidang Klinik Riset



Santy Permata Sari, S.AB., MM.  
 NIDN: 0829069001

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Plagiarism Checker  
 OSX Versoin : Version 10.15.6 (Build 19G2021)  
 Device Type : MacBook Air yulius  
 Build Versoin : 3.1.9  
 This information will help us to find your issue.



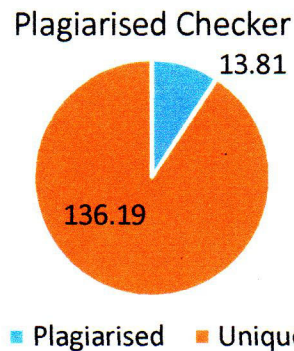
**Plagiarism Checker**

**Kodecek: YL/49/21/20.VWG**

## Plagiarism Checker Report

Part	Plagiarised	Unique	Not Identified
1	25.27	74.73	0
2	12.62	87.38	0
3	8.60	91.4	0
4	8.75	91.25	0
5	0	100	0
6	0	100	0
<b>Total Plagiasi</b>	<b>13.81</b>	<b>136.19</b>	<b>0</b>

**Grafik Persentase Plagiasi**



Ende, 21 Desember 2020  
 Kepala Bidang Klinik Riset



Santy Permata Sari, S.AB., MM.  
 NIDN: 0829069001

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Plagiarism Checker  
**OSX Versoin** : Version 10.15.6 (Build 19G2021)  
**Device Type** : MacBook Air yulius  
**Build Versoin** : 3.1.9  
 This information will help us to find your issue.



**Plagiarism Checker**





**UNIVERSITAS FLORES**  
**FAKULTAS EKONOMI**

**TERAKREDITASI BAN-PT**

No. 1710/SK/BAN-PT/Akred /S/VIII/2016, 26 Agustus 2016 (Prodi S1 Manajemen)  
No. 1562/SK/BAN-PT/Akred/S/VIII /2016, 11 Agustus 2016 (Prodi Ekon. Pembangunan)  
No. 028/SK/BAN-PT/Akred/ S/X/2016, 02 September 2016 (Prodi S1- Akuntansi)  
Kampus I Jl. Sam Ratulangi, No.XX, Kelurahan Paupire, Kecamatan Ende Tengah  
Kabupaten Ende- Flores NTT kode Pos 86318, Telp.(0381) 21536

---

Nomor : 334/115/F5/31/N/IX/2020  
Lampiran : 1 (satu) Proposal  
Perihal : Izin Untuk Mengadakan Penelitian

1 September 2020

Kepada Yang Terhormat  
Pimpinan PT. PLN (Persero) UP3T Flores Bagian Timur Kabupaten Sikka  
Di - Maumere

Dengan hormat,

Dalam rangka menyelesaikan studi di Fakultas Ekonomi Universitas Flores Ende, para mahasiswa diwajibkan menyusun Skripsi dari bidangnya masing-masing. Untuk itu kami mohon dengan hormat bantuan dan kesediaan Bapak agar dapat mengijinkan mahasiswa kami tersebut di bawah ini :

Nama : VINSENSIUS WADAN GERAJ  
Nim : 2016410291  
Prog.Studi : MANAJEMEN

Untuk mengadakan penelitian guna mendapatkan data-data yang diperlukan dalam rangka penulisan tugas akhir dengan Judul penelitian "Pengaruh Pelatihan dan Pengembangan Sumber Daya Manusia Terhadap Kinerja Karyawan Pada PT. PLN (Persero) Bagian Timur Kota Maumere, Kabupaten Sikka".

Kerahasiaan data akan dipegang teguh dan hanya khusus digunakan untuk kepentingan ilmiah.

Demikian permohonan kami, atas bantuan dan kesediaan Bapak kami ucapkan terima kasih.



Iriany Dewi Soleiman, SE., M.Sc.  
NIDN. 0826037001

Tembusan :

1. Ketua Program Studi Manajemen FE Univ. Flores;
2. Mahasiswa Ybs.





UIW NTT  
UP3 FLORES BAGIAN BARAT

Nomor : 0502/KLH.02.01/B20010000/2020  
Lampiran : -  
Sifat : Segera  
Hal : Ijin Pra Penelitian Skripsi

28 September 2020

Kepada

Yth. Ketua Program Studi  
Manajemen  
Universitas Flores Ende

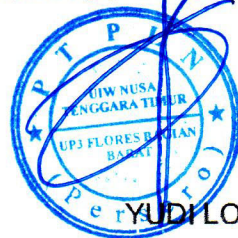
Sehubungan dengan surat Saudara Nomor : 388/115/31/41/F11/N/IX/2020 Tanggal 23 September 2020 Perihal Ijin Pra Penelitian Skripsi, maka bersama ini kami sampaikan bahwa pada prinsipnya kami mengizinkan mahasiswa Universitas Flores Ende atas nama :

No.	Nama	NIM	Program Studi
1.	Vinsensius Wadan Geraj	2016410291	Manajemen Fakultas Ekonomi

Untuk melakukan Pra Penelitian Skripsi di PT. PLN (Persero) UP3 Flores Bagian Barat dengan judul skripsi "Pengaruh Pelatihan dan Pengembangan Sumber Daya Manusia Terhadap Kinerja Karyawan Pada PT. PLN (Persero) UP3 Flores Bagian Barat".

Demikian disampaikan, atas perhatiannya kami ucapkan terima kasih.

MANAGER UNIT PELAKSANA PELAYANAN  
PELANGGAN FLORES BAGIAN BARAT,



YUDI LORDIANTO

**SURAT KETERANGAN**

NOMOR : 0018.SK/STH.01.04/B20010000/2020

Yang bertanda tangan di bawah ini :

Nama : Yudi Lordianto  
Jabatan : Manager

Dengan ini menerangkan bahwa :

Nama : Vinsensius Wadan Geraj  
Nim : 2016410291  
Program Studi : Manajemen Fakultas Ekonomi  
Universitas : Universitas Flores - Ende

Memang benar telah melaksanakan Pra Penelitian Skripsi di PT PLN (Persero) Unit Pelaksana Pelayanan Pelanggan Flores Bagian Barat.

Demikian Surat Keterangan ini dibuat dengan sebenar-benarnya untuk dapat dipergunakan sebagaimana mestinya.

Ende, 19 Oktober 2020

MANAGER  
  
YUDI LORDIANTO



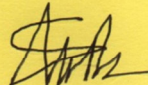
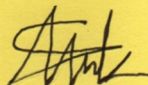


**UNIVERSITAS FLORES**  
**FAKULTAS EKONOMI**  
PRODI MANAJEMEN  
KARTU BIMBINGAN SKRIPSI

- 1 Nama Mahasiswa : VINSENSIUS WADAN GERAJ  
2 NIM : 2016410291  
3 Bidang Kajian Skripsi :  
4 Judul skripsi : PENGARUH PELATIHAN DAN PENGEMBANGAN SUMBER  
DAYA MANUSIA TERHADAP KINERJA KARYAWAN PADA  
PT. PLN (Persero) UP3 FFLORES BAGIAN BARAT DI ENDE  
5 Tanggal Pengajuan Skripsi :  
6 Nama Pembimbing : 1. Dr. Rafael Oktavianus Byre, SE.,M.Sc  
2. Santy Permata Sary, S.AB.,MM  
7 Keterangan Konsultasi :

No	Tanggal Konsultasi	Keterangan	Paraf	
			Pembimbing 1	Pembimbing 2
1	23 Maret 2020	ACC Judul		
2.	18 Juli 2020	konsultasi proposal Bab I		
3	21 Juli 2020	konsultasi proposal Bab II		
4	26 Juni 2020	konsultasi proposal Bab I, II, III dan daftar pustaka  Acc proposal	 	
5	5 Juli 2020	konsul proposal Bab I, II, III dan daftar pustaka		
6	9 Juli 2020	konsul proposal Bab I, II, III dan daftar pustaka  Acc proposal		
7	12 Des. 2020	konsul skripsi		
8	14 Des 2020	Perbaiki bab I, III  Acc skripsi		



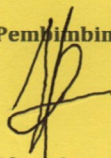
No	Tanggal Konsultasi	Keterangan	Paraf	
			Pembimbing 1	Pembimbing 2
9	10 Jan 2021	konsul skripsi		
10	13 Jan 2021	Revisi skripsi Acc skripsi		

8. Tanggal Selesai Penulisan Skripsi :

9. Telah dievaluasi dan Diuji dengan Nilai :

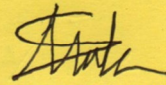
\* Coret yang tidak perlu

Pembimbing I



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Pembimbing II



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Mengetahui  
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