

DAFTAR PUSTAKA

- Agustian, Ginanjar Ary. (2000). *Rahasia Sukses Membangun Kecerdasan Emosi dan Spiritual ESQ (Emotional Spiritual Quotient)* Jakarta: Penerbit Arga.
- ASEAN Development Educational Project. (1986). *The ASEAN Model for Training Design and Evaluation, Vocational & Industrial Training Board.* Singapore.
- Atmodiwirio, Soebagio, (2002) *Manajemen Pelatihan*, Jakarta: Ardadizya Jaya.
- Arikunto, S. (2003). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: PT Rineka Cipta.
- Engkoswara. (1997). *Dasar-dasar Administrasi Pendidikan*. Jakarta: Departemen Pendidikan dan Kebudayaan
- Craig, Robert, L. (1976). *Training Development Handbook A Guide to Human Resouce Development*. New York: Second Edition. McGraw-Hill. Book Campany.
- Flippo Edwin, Masud (1990). *Manajemen Personalia* (edisi keenam), Jakarta: Erlangga.
- Fattah, Nanang, (2000) *Landasan Manajemen Pendidikan*, Bandung: Remaja Rosda Karya.
- Fraenkel Jack R and Wallen Norman E, (1990) *How to Design and Evaluate Research in Education*, New York, McGraw-Hill Inc.
- Gibson James L and Ivancevich John M, Wahid Djoerban (1989) *Organisasi dan Manajemen : Perilaku Struktur Proses*, Jakarta: Erlangga.
- Hamel, Gary & Prahalad. CK. (1994). *Compeeting For The Future*. Boston: Harvard Business School Press, Massachusetts.
- Hasibuan, Malayu S.P. (1997). *Manajemen Sumber-daya Manusia*. Jakarta : Gunung Agung.
- _____ (2001). *Manajemen, Dasar, Pengertian, dan Masalah*, Jakarta: Bumi Aksara.
- Mitchell Terence R and Larson Jr, (1987), *People in Organization : An Introduction to Organization Behavior*, Singapore: McGraw-Hill Book Co.
- Morrissey, (1996). *Pedoman Pemikiran Strategis: Membangun Landasan Perencanaan*. Jakarta: Prenhallindo.
- Mustopadjaja. AR. (2003) *Good Governance manajemen Sumber Daya Aparatur*. Jakarta LAN RI.
- _____ (2003) *Kebijakan Serta Sistem Penyelenggaraan Pendidikan dan Pelatihan PNS*. Jakarta LAN RI

- Kasim, Azhar (1998). *Reformasi Kepegawaian Negeri Sipil Republik Indonesia*. STIA LAN Jakarta.
- Keputusan Menteri Pendayagunaan Aparatur Negara No.01/KEP/ M.PAN/1/2001 tentang Widyaiswara dan Angka Kredit.
- Keputusan Menpan No.68 Tahun 1985 tentang Jabatan Fungsional Widyaiswara dan Angka Kredit
- Keputusan Menpan No.01/KEP/M.PAN/1/2001 tentang Widyaiswara dan Angka Kredit
- Kristiadi, (1997) *Dimensi Praktis Manajemen Pembangunan di Indonesia*, Jakarta: STIA LAN PRES.
- Kumar Ranjit, (1993) *Writing a Research Proposal, Pert Western Australia, National Key Centre for School Science and Mathematics* Curtin University of Technology.
- Koentjaraningrat. (1997) *Metode-metode Penelitian Masyarakat*. Jakarta: PT Gramedia Pustaka Utama.
- Kusmiadi Racmat, (1995) *Teori dan Teknik Perencanaan*, Bandung: Ilham Jaya.
- Lee. Hahn-Been & Samote, Abelardo. (1970). *Administrative Reform in Asia*. Manila: Eastern Regional Organization for Public Administration.
- Lee, Soo Sung. (1997). "Vision and Leadership in the Management of National Policy for the Age of Globalization." A. Paper Presented at ASPA's 58th National Convergence, Philadelphia, 26-30 Juli 1997.
- Lembaga Administrasi Negara RI. (1992). *Pengembangan Sumberdaya Aparatur Melalui Pendidikan dan Pelatihan Pegawai Negeri*. Jakarta.
- Lembaga Administrasi Negara RI. (1996). *Manajemen Pembangunan No.25 Tahun VI, Menata Aspek Perburuhan Menuju Terciptanya Daya Saing Industri Di Era Liberalisasi*
- Lunandi. AG (1993). *Pendidikan orang Dewasa (Sebuah uraian Praktis untuk Pembimbing penatar, Pelatih dan penyuluh lapangan)* Jakarta: PT Guamedia Pustaka Utama
- Moekijat. 1988. *Manajemen Tenaga Kerja dan Hubungan Kerja*. Bandung. Pionir Jaya.
- Nawawi, H. dan Martini H. (2003). *Administrasi Personil untuk Meningkatkan Produktivitas Kerja*. Jakarta: Bumi Aksara.
- Nazir, Moh. (2004). *Metoda Penelitian*. Ghalia, Jakarta.
- Ohmae, Kanichi. (1995). *The End of The National State: The Rise of Regional Economies*. New York: The Free Press.
- Rianto Yatim, (1996), *Metodologi Penelitian Pendidikan : Suatu Tinjauan Dasar*, Surabaya: SIC Surabaya.

- Riduwan (2003). *Skala Pengukuran Variabel-variabel Penelitian*. Bandung: CV Alfabeta.
- _____ (2003). *Dasar-Dasar Statistika*. CV Alfabeta. Bandung.
- _____ (2006). *Metode & Teknik Menyusun Tesis*. Bandung: CV Alfabeta.
- _____ (2007). *Rumus dan Data untuk Penelitian*. Bandung: CV Alfabeta.
- _____ (2007). *Cara Menggunakan dan Memaknai Analisis Jalur (Path Analysis)*. Bandung: CV Alfabeta.
- Sanusi, Achmad dan Supriadi Dedi (2001). *"Inovasi Kependidikan (MKP 705)"* Bandung PPS
- _____ (1989) *Kajutan selekta Pembahasan masalah-masalah Sosial*, Bandung : PPS IKIP Bandung
- _____ (1998) *Pendidikan Alternatif*. Bandung Grafindo media Pratama
- Satori Djam'an, (1997), *Analisis Stakeholder Pembangunan Pendidikan dan Kebudayaan*, Jakarta, Depdikbud, Biro Perencanaan, Sekretariat Jenderal
- Sarwono Wirawan Sarlito, (1997), *Psikologi Sosial : Individu dan Teori-teori Psikologi Sosial*, Jakarta: PT. Balai Pustaka (Persero).
- Schuler, Randall S. (1987). *Personnel and Human Resources Management: Third Edition*. New York: West Publishing Company.
- Simamora, Henry. (1997). *Manajemen Sumber-daya Manusia*. Yogyakarta: Sekolah Tinggi Ilmu Ekonomi YKPN.
- Stewart Jim, Justinus Agus Budi Satrio, (1997), *Mengelola Perubahan Melalui Pelatihan dan Pengembangan*, Jakarta: PT. Gramedia Pustaka Utama.
- Syamsudin Abin, (1997) *Analisis Posisi Pembangunan Pendidikan dan Kebudayaan*, Jakarta: Depdikbud, Biro Perencanaan, Sekretariat Jenderal
- Sudjana, (2000). *Teknik Analisis Regresi dan Korelasi*, Bandung: Tarsito.
- Surakhmad, Winarno. (1994). *Pengantar Penelitian Ilmiah*. Bandung: Tarsito.
- Suryadi, Ace, (1999), *Pendidikan, Investasi SDM, dan Pembangunan*, Jakarta: Balai Pustaka.
- Sutisna Oteng, (1989) *Administrasi Pendidikan : Dasar Teoritis Untuk Praktek Profesional*, (edisi kelima), Bandung: Angkasa.
- Singarimbun. M. dan Effendi. (2003). *Metode Penelitian Survei*. (Jakarta: LP3ES).
- Sugiyono (2006). *Metode Penelitian Administrasi*. Bandung: CV Alfabeta.
- Suparman Atwi (1993) *Desain Instruksional*. Jakarta: Pusat Antar Universitas.
- Surat Keputusan Kepala LAN No 194 Tahun 2000 tentang Pedoman Akreditasi dan Sertifikasi Lembaga Diklat.
- Terry, George R. (1964). *Principles of Management*. Homewood, Illionis, Rcihard D. Irwin, Inc.



- Tilaar, (1998), *Beberapa Agenda Reformasi Pendidikan Dalam Perspektif Era 21*, Magelang: Tera Indonesia.
- Tilaar, H.A.R. (1994). *Manajemen Pendidikan Nasional, Kajian Pendidikan Masa Depan*. Bandung: PT Remaja Rosdakarya.
- Umar Husein, (1998) *Riset Sumber-daya Manusia dalam Organisasi*, Jakarta: PT. Gramedia Pustaka Utama.
- Undang-undang tentang Pendidikan Nasional (UU RI) No. 20 Tahun 2003, Jakarta: Sinar Grafika
- Undang-Undang No.43 Tahun 1999 tentang Kepegawaian Negara
- PERHAPI Jakarta (1999). *Visi dan Misi Ahli Pertambangan Indonesia di Era Reformasi dan Globalisasi*.
- Pranoto, Juni (2003). *Perspektif Jabatan Fungsional Widyaiswara Dalam Pendidikan Dan Pelatihan Pegawai Negeri Sipil*. Jakarta: LANRI
- Peraturan Pemerintah Nomor 101 Tahun 1999 tentang Pendidikan dan Pelatihan Jabatan Pegawai Negeri Sipil.
- Peraturan Pemerintah Republik Indonesia Nomor 14 Tahun 1994 tentang *Pendidikan dan Pelatihan bagi Pegawai Negeri Sipil*.
- Pinchot, Clifford, and Elizabeth Pinchot. (1993). *The End of Bureaucracy and the Rise of the Intelligent Organization*. San Fransisco: Berrett-Kohler Publishers.
- Werther, W.B. & K. Davis. (1996). *Human Resources & Personnel Management* 5th ed. McGraw-Hill International Ed.



LAMPIRAN 1

HASIL UJI VALIDITAS DAN RELIABILITAS ITEM

HASIL UJI VALIDITAS DAN RELIABILITAS ITEM

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| No.1 | 100.30 | 953.789 | .996 | .994 |
| No.2 | 100.20 | 959.511 | .971 | .994 |
| No.3 | 100.20 | 954.844 | .949 | .994 |
| No.4 | 100.20 | 959.511 | .971 | .994 |
| No.5 | 100.10 | 968.544 | .804 | .994 |
| No.6 | 100.10 | 980.989 | .796 | .994 |
| No.7 | 100.30 | 953.789 | .996 | .994 |
| No.8 | 100.00 | 972.667 | .815 | .994 |
| No.9 | 100.20 | 959.511 | .971 | .994 |
| No.10 | 100.40 | 959.600 | .949 | .994 |
| No.11 | 100.20 | 967.289 | .955 | .994 |
| No.12 | 100.50 | 963.833 | .844 | .994 |
| No.13 | 100.50 | 962.944 | .785 | .995 |
| No.14 | 100.20 | 959.511 | .971 | .994 |
| No.15 | 100.50 | 964.056 | .934 | .994 |
| No.16 | 100.40 | 959.156 | .956 | .994 |
| No.17 | 100.10 | 980.989 | .796 | .994 |
| No.18 | 100.40 | 948.267 | .949 | .994 |
| No.19 | 100.50 | 964.722 | .831 | .994 |
| No.20 | 100.20 | 967.289 | .955 | .994 |
| No.21 | 100.20 | 954.844 | .949 | .994 |
| No.22 | 100.10 | 965.433 | .853 | .994 |
| No.23 | 100.40 | 958.711 | .963 | .994 |
| No.24 | 100.10 | 965.433 | .853 | .994 |
| No.25 | 100.40 | 948.267 | .949 | .994 |
| No.26 | 100.30 | 953.789 | .996 | .994 |
| No.27 | 100.30 | 953.789 | .996 | .994 |
| No.28 | 100.30 | 953.789 | .996 | .994 |
| No.29 | 100.00 | 972.667 | .815 | .994 |
| No.30 | 100.30 | 953.789 | .996 | .994 |
| No.31 | 100.30 | 953.789 | .996 | .994 |
| No.32 | 100.40 | 959.600 | .949 | .994 |
| No.33 | 100.20 | 985.956 | .729 | .995 |

Reliability Statistics

| | | | |
|--------------------------------|----------------|------------|-----------------|
| Cronbach's Alpha | Part 1 | Value | .988 |
| | | N of Items | 17 ^a |
| | Part 2 | Value | .989 |
| | | N of Items | 16 ^b |
| Total N of Items | | | 33 |
| Correlation Between Forms | | | .997 |
| Spearman-Brown Coefficient | Equal Length | | .999 |
| | Unequal Length | | .999 |
| Guttman Split-Half Coefficient | | | .999 |

a. The items are: No.1, No.2, No.3, No.4, No.5, No.6, No.7, No.8, No.9, No.10, No.11, No.12, No.13, No.14, No.15, No.16, No.17.

b. The items are: No.17, No.18, No.19, No.20, No.21, No.22, No.23, No.24, No.25, No.26, No.27, No.28, No.29, No.30, No.31, No.32, No.33.



LAMPIRAN 2

ANGKET PENELITIAN

ANGKET PENELITIAN

**KONTRIBUSI WIDYAIKWARA, MATERI/BAHAN AJAR,
PELAYANAN DAN FASILITAS TERHADAP HASIL
PENDIDIKAN DAN PELATIHAN PADA PUSDIKLAT
TEKNOLOGI MINERAL DAN BATUBARA**

WAWAN SUPRIATNA

NIM:989547

PENGANTAR

Kepada

Yth. Bapak/Ibu/Sdr

Peserta Diklat pada Pusdiklat Teknologi Mineral dan Batubara

di

Bandung

Dengan hormat,

Dalam rangka penelitian, bersama ini saya mohon bantuan Bapak/Ibu/Sdr Peserta sebagai responden dalam penelitian ini (angket terlampir). Bersama ini saya mohon angket ini diisi oleh Bapak/Ibu/Sdr untuk menjawab seluruh pernyataan yang telah disediakan. Sehubungan tersebut jawaban responden diharapkan objektif karena tidak akan mempengaruhi status dan jabatan responden, hanya jawaban yang objektif dan realistislah yang saya butuhkan.

Penelitian ini bertujuan ingin mengetahui “Kontribusi Widyaiswara, Materi/Bahan Ajar, Pelayanan dan Fasilitas terhadap Hasil Pendidikan dan Pelatihan pada Pusdiklat Teknologi Mineral dan Batubara Bandung” sebagai umpan balik bagi studi administrasi pendidikan.

Demikianlah pengantar ini dibuat, atas perhatiannya serta bantuannya diucapkan terima kasih.

Bandung, Januari 2004

Hormat saya,

Wawan Supriatna
NIM:989547

PETUNJUK PENGISIAN ANGKET

1. Mohon angket diisi oleh Bapak/Ibu/Sdr untuk menjawab seluruh pernyataan yang telah disediakan.
2. Berilah tanda silang (x) pada kolom yang tersedia dan pilih sesuai keadaan yang sebenarnya.
3. Dalam menjawab pernyataan-pernyataan ini, tidak ada jawaban yang salah. Oleh sebab itu, usahakan agar tidak ada jawaban yang dikosongkan.
4. Saya mengucapkan terima kasih kepada Bapak/Ibu/Sdr atas partisipasi guna mensukseskan penelitian ini.

Bagian 1 : Identitas Responden

1. Jenis Kelamin : P / L
2. Pekerjaan :
3. Jabatan :
4. Pendidikan Terakhir :
5. Unit Organisasi :

Bagian 2 : Penilaian Reaksi terhadap komponen dan pencapaian tujuan Program Diklat

1. Widyaiswara (X₁)

Bagaimana penilaian Bapak/Ibu/Sdr terhadap Penceramah/instruktur/widyaiswara Pusdiklat Teknologi Mineral dan Batubara dalam proses belajar mengajar

| No. | Pertanyaan | Alternatif Jawaban | | | |
|-----|---|--------------------|------|-------|--------|
| | | Baik Sekali | Baik | Cukup | Kurang |
| 1. | Kemampuan/penguasaan substansi mata pelajaran yang diberikan | | | | |
| 2. | Metode pengajaran/ penyajian yang ditetapkan dalam pelajaran Diklat | | | | |
| 3. | Kesempatan tanya jawab/ diskusi selama pelajaran berlangsung | | | | |
| 4. | Kejelasan dalam memberikan pengarahan sebelum berdiskusi dan atau seminar | | | | |



2. Materi/Bahan Ajar Diklat (X₂)

Berdasarkan pengamatan Bapak/Ibu/Sdr, sejauhmana materi/bahan ajar yang diberikan pada program Diklat yang telah diikuti memenuhi harapan ?

| No. | Pertanyaan | Alternatif Jawaban | | | |
|-----|---|--------------------|------|-------|--------|
| | | Baik Sekali | Baik | Cukup | Kurang |
| 1. | Penentuan jumlah mata pelajaran | | | | |
| 2. | Komposisi mata pelajaran yang diberikan | | | | |
| 3. | Urutan logis mata pelajaran yang diberikan | | | | |
| 4. | Ruang lingkup/kedalaman isi materi pelajaran | | | | |
| 5. | Kesesuaian topik-topik diskusi/studi kasus yang diberikan | | | | |
| 6. | Kelengkapan bahan pelajaran | | | | |

3. Pelayanan Penyelenggara Diklat (X₃)

Berdasarkan penilaian Bapak/Ibu/Sdr, bagaimana kualitas pelayanan yang diberikan dalam proses penyelenggara Diklat ?

| No. | Pertanyaan | Alternatif Jawaban | | | |
|-----|--|--------------------|------|-------|--------|
| | | Baik Sekali | Baik | Cukup | Kurang |
| 1. | Pelayanan administratif/ kesekretariatan | | | | |
| 2. | Pelayanan akademis | | | | |
| 3. | Sikap penyelenggara Diklat | | | | |

4. Fasilitas (X₄)

Menurut pendapat Bapak/Ibu/Sdr, bagaimana kuantitas dan kualitas dan sarana dan prasarana Diklat yang disediakan oleh Pusdiklat Teknologi Mineral dan Batubara dalam penyelenggaraan Diklat ?

| No. | Pertanyaan | Alternatif Jawaban | | | |
|-----|--|--------------------|------|-------|--------|
| | | Baik Sekali | Baik | Cukup | Kurang |
| 1. | Luas ruangan kuliah | | | | |
| 2. | Meja kursi dan susunannya | | | | |
| 3. | Ruang diskusi dan alat bantu belajar | | | | |
| 4. | Sarana praktikum | | | | |
| 5. | Ruang tidur termasuk fasilitas belajar | | | | |
| 6. | Sarana komunikasi | | | | |
| 7. | Sarana ibadah | | | | |
| 8. | Sarana parkir kendaraan | | | | |
| 9. | Keamanan dan ketertiban Asrama/Wisma | | | | |
| 10. | Fasilitas penerangan kamar | | | | |
| 11. | Fasilitas ruang tamu | | | | |
| 12. | Sarana transportasi | | | | |
| 13. | Fasilitas kesehatan | | | | |
| 14. | Penyediaan konsumsi | | | | |
| 15. | Fasilitas olah raga dan rekreasi | | | | |
| 16. | Fasilitas kamar mandi dan toilet | | | | |

5. Hasil Diklat (Y)

Menurut pendapat Bapak/Ibu/Sdr sejauh mana hasil Diklat program yang telah Bapak

| No. | Pertanyaan | Alternatif Jawaban | | |
|-----|---|--------------------|----------|----------------|
| | | Sangat Tercapai | Tercapai | Tidak Tercapai |
| 1. | Pencapaian program Diklat terhadap tujuan yang telah ditetapkan | | | |
| 2. | Peningkatan pengetahuan dan kemampuan | | | |
| 3. | Peningkatan keahlian dan keterampilan | | | |
| 4. | Peningkatan motivasi dan perubahan sikap | | | |

LAMPIRAN 3
TABULASI DATA

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------|------|------|------|------|------|------|------|------|------|-------|------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|------|------|------|------|------|----|----|
| 540 | 4 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 1 | 3 | 2 | 46 | 3 | 3 | 3 | 3 | 3 | 12 |
| 541 | 4 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 1 | 2 | 2 | 48 | 2 | 3 | 3 | 3 | 3 | 11 | |
| 542 | 4 | 4 | 4 | 4 | 3 | 15 | 4 | 3 | 4 | 3 | 4 | 3 | 21 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 1 | 2 | 1 | 38 | 2 | 3 | 3 | 3 | 3 | 11 | |
| 543 | 4 | 4 | 4 | 4 | 3 | 15 | 4 | 3 | 4 | 3 | 4 | 3 | 21 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 37 | 2 | 3 | 3 | 3 | 3 | 11 | |
| 544 | 4 | 4 | 4 | 4 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 34 | 2 | 3 | 3 | 3 | 3 | 11 | |
| 545 | 4 | 4 | 4 | 4 | 3 | 15 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 33 | 2 | 2 | 2 | 2 | 2 | 8 | |
| 546 | 4 | 3 | 4 | 3 | 14 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 1 | 2 | 1 | 2 | 1 | 28 | 2 | 2 | 2 | 2 | 2 | 8 | | |
| 547 | 4 | 3 | 4 | 3 | 14 | 3 | 3 | 3 | 3 | 3 | 3 | 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | 1 | 2 | 3 | 1 | 1 | 1 | 2 | 1 | 23 | 2 | 2 | 2 | 2 | 2 | 8 | | |
| 548 | 4 | 3 | 4 | 3 | 14 | 3 | 3 | 3 | 2 | 2 | 3 | 18 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 20 | 2 | 3 | 2 | 2 | 2 | 8 | | |
| 549 | 4 | 3 | 3 | 3 | 13 | 3 | 2 | 3 | 2 | 2 | 3 | 15 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 28 | 2 | 3 | 3 | 3 | 3 | 11 | | |
| 550 | 4 | 3 | 3 | 3 | 13 | 3 | 2 | 2 | 2 | 2 | 2 | 13 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 28 | 2 | 3 | 3 | 3 | 3 | 11 | | |
| 551 | 4 | 2 | 3 | 3 | 12 | 3 | 2 | 2 | 2 | 2 | 2 | 13 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 | 2 | 3 | 3 | 3 | 3 | 11 | | |
| 552 | 4 | 2 | 3 | 3 | 12 | 3 | 2 | 2 | 2 | 2 | 2 | 12 | 3 | 3 | 3 | 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 | 2 | 3 | 3 | 3 | 3 | 11 | | |
| 553 | 3 | 2 | 3 | 3 | 11 | 2 | 2 | 2 | 2 | 2 | 2 | 12 | 3 | 3 | 3 | 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 | 2 | 3 | 3 | 3 | 3 | 11 | | |
| 554 | 3 | 2 | 3 | 2 | 10 | 2 | 2 | 2 | 2 | 2 | 2 | 12 | 2 | 3 | 3 | 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 | 2 | 3 | 3 | 3 | 3 | 11 | | |
| 555 | 3 | 2 | 3 | 2 | 10 | 2 | 2 | 2 | 2 | 2 | 2 | 11 | 2 | 3 | 3 | 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 | 3 | 3 | 3 | 3 | 3 | 12 | | |
| 556 | 3 | 2 | 3 | 2 | 10 | 2 | 1 | 2 | 2 | 2 | 2 | 10 | 2 | 3 | 3 | 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 | 3 | 3 | 3 | 3 | 3 | 12 | | |
| 557 | 2 | 2 | 3 | 2 | 9 | 2 | 1 | 1 | 1 | 1 | 2 | 8 | 2 | 2 | 2 | 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 | 2 | 3 | 3 | 3 | 3 | 10 | | |
| 558 | 2 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 1 | 1 | 2 | 7 | 2 | 2 | 2 | 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 | 2 | 3 | 3 | 3 | 3 | 11 | | |
| 559 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 2 | 2 | 2 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 | 3 | 3 | 3 | 3 | 3 | 12 | | |
| 560 | 4 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 4 | 24 | 1 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 | 2 | 3 | 3 | 3 | 3 | 11 | | |
| 561 | 4 | 4 | 4 | 4 | 3 | 15 | 3 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 61 | 2 | 3 | 3 | 3 | 3 | 11 | | | |
| 562 | 4 | 4 | 4 | 3 | 15 | 3 | 3 | 4 | 4 | 3 | 2 | 19 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 | 2 | 3 | 3 | 3 | 3 | 11 | | | |
| 563 | 4 | 4 | 3 | 3 | 14 | 3 | 3 | 4 | 4 | 4 | 3 | 19 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 58 | 2 | 3 | 3 | 3 | 3 | 11 | | | |
| 564 | 3 | 3 | 3 | 3 | 12 | 2 | 3 | 3 | 4 | 3 | 2 | 17 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 | 2 | 2 | 3 | 3 | 3 | 10 | | | |
| 565 | 3 | 3 | 3 | 3 | 12 | 2 | 2 | 2 | 4 | 3 | 2 | 15 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 | 2 | 2 | 3 | 3 | 3 | 10 | | | |
| 566 | 3 | 3 | 2 | 3 | 11 | 2 | 2 | 2 | 3 | 3 | 2 | 14 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 51 | 2 | 2 | 3 | 3 | 3 | 10 | | | |
| 567 | 3 | 2 | 2 | 2 | 9 | 2 | 2 | 2 | 3 | 3 | 2 | 14 | 3 | 3 | 4 | 10 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 | 2 | 2 | 3 | 3 | 3 | 10 | | | |
| 568 | 2 | 2 | 2 | 2 | 8 | 2 | 2 | 2 | 2 | 2 | 2 | 13 | 2 | 2 | 2 | 7 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 47 | 2 | 2 | 2 | 2 | 2 | 8 | | | |
| 569 | 2 | 2 | 2 | 2 | 8 | 2 | 2 | 2 | 2 | 2 | 1 | 11 | 2 | 2 | 2 | 6 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 | 1 | 2 | 3 | 2 | 2 | 8 | | | |
| 570 | 2 | 2 | 2 | 2 | 8 | 2 | 2 | 2 | 2 | 1 | 8 | 2 | 2 | 2 | 6 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 38 | 3 | 3 | 3 | 3 | 3 | 12 | | | |
| 571 | 2 | 1 | 1 | 2 | 6 | 1 | 1 | 2 | 2 | 1 | 1 | 8 | 2 | 2 | 2 | 6 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 35 | 3 | 1 | 2 | 2 | 2 | 8 | | | |
| 572 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 2 | 2 | 2 | 6 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 33 | 3 | 2 | 3 | 2 | 3 | 11 | | | |
| 573 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 1 | 2 | 1 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 32 | 2 | 3 | 2 | 3 | 2 | 10 | | | |
| 574 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 28 | 2 | 2 | 2 | 2 | 2 | 8 | | | |
| 575 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 27 | 2 | 2 | 2 | 2 | 2 | 8 | | | |
| 576 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 27 | 2 | 2 | 2 | 2 | 2 | 8 | | | |
| 577 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 26 | 2 | 3 | 3 | 3 | 3 | 11 | | | |
| 578 | 4 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 24 | 2 | 3 | 3 | 3 | 3 | 11 | | | |
| Jumlah | 2015 | 1905 | 1904 | 1741 | 7165 | 1756 | 1778 | 1687 | 1816 | 10606 | 1661 | 10606 | 1784 | 1909 | 1946 | 5639 | 2070 | 1995 | 1929 | 1827 | 1965 | 1623 | 1521 | 1754 | 1817 | 1883 | 1860 | 1720 | 1606 | 1496 | 1850 | 1441 | 27807 | 1325 | 1486 | 1575 | 1530 | 8926 | | |

LAMPIRAN 4

ANALISIS DATA KORELASI

ANALISIS DATA KORELASI

| NOMOR RESPONDEN | VARIABEL | | | | |
|--------------------|----------|----|----|----|----|
| | X1 | X2 | X3 | X4 | Y |
| 1 | 16 | 24 | 12 | 64 | 12 |
| 2 | 16 | 24 | 12 | 64 | 12 |
| 3 | 16 | 24 | 12 | 63 | 12 |
| 4 | 16 | 23 | 12 | 60 | 11 |
| 5 | 15 | 23 | 12 | 59 | 11 |
| 6 | 15 | 23 | 12 | 59 | 11 |
| 7 | 15 | 23 | 12 | 58 | 11 |
| 8 | 15 | 23 | 12 | 56 | 11 |
| 9 | 15 | 22 | 12 | 54 | 11 |
| 10 | 15 | 22 | 12 | 52 | 11 |
| 11 | 14 | 22 | 12 | 51 | 11 |
| 12 | 14 | 20 | 12 | 50 | 11 |
| 13 | 14 | 20 | 11 | 50 | 11 |
| 14 | 12 | 19 | 11 | 47 | 11 |
| 15 | 12 | 18 | 11 | 45 | 11 |
| 16 | 12 | 18 | 11 | 45 | 10 |
| 17 | 12 | 17 | 11 | 43 | 10 |
| 18 | 12 | 16 | 11 | 40 | 10 |
| 19 | 12 | 16 | 10 | 39 | 9 |
| 20 | 12 | 16 | 9 | 38 | 9 |
| 21 | 12 | 15 | 9 | 38 | 10 |
| 22 | 12 | 14 | 9 | 38 | 11 |
| 23 | 12 | 13 | 9 | 36 | 9 |
| 24 | 11 | 12 | 7 | 34 | 9 |
| 25 | 11 | 12 | 7 | 31 | 10 |
| 26 | 10 | 12 | 6 | 29 | 5 |
| 27 | 9 | 12 | 6 | 28 | 5 |
| 28 | 8 | 11 | 5 | 28 | 5 |
| 29 | 8 | 11 | 5 | 23 | 5 |
| 30 | 7 | 10 | 5 | 22 | 5 |
| 31 | 16 | 24 | 12 | 64 | 12 |
| 32 | 16 | 24 | 12 | 64 | 12 |
| 33 | 16 | 24 | 12 | 64 | 12 |
| 34 | 16 | 24 | 12 | 64 | 11 |
| 35 | 16 | 22 | 12 | 61 | 11 |
| 36 | 15 | 19 | 12 | 60 | 11 |
| 37 | 15 | 18 | 12 | 55 | 11 |
| 38 | 15 | 17 | 11 | 50 | 11 |
| 39 | 14 | 15 | 11 | 47 | 11 |
| 40 | 13 | 14 | 11 | 42 | 11 |
| 41 | 10 | 13 | 11 | 38 | 10 |
| 42 | 9 | 12 | 8 | 36 | 8 |
| 43 | 9 | 12 | 8 | 34 | 8 |
| 44 | 8 | 12 | 8 | 27 | 6 |
| 45 | 7 | 10 | 6 | 26 | 6 |
| 46 | 6 | 6 | 5 | 24 | 8 |
| 47 | 16 | 24 | 12 | 64 | 11 |
| 48 | 16 | 24 | 12 | 64 | 11 |
| 49 | 16 | 24 | 12 | 64 | 11 |
| 50 | 16 | 23 | 12 | 64 | 11 |
| 51 | 15 | 23 | 12 | 63 | 11 |
| 52 | 15 | 23 | 12 | 62 | 11 |
| 53 | 15 | 21 | 12 | 59 | 11 |

| | | | | | |
|-----|----|----|----|----|----|
| 54 | 15 | 20 | 12 | 58 | 11 |
| 55 | 15 | 19 | 11 | 55 | 11 |
| 56 | 15 | 18 | 11 | 54 | 11 |
| 57 | 15 | 18 | 11 | 50 | 11 |
| 58 | 15 | 18 | 11 | 47 | 11 |
| 59 | 14 | 17 | 10 | 45 | 11 |
| 60 | 14 | 15 | 10 | 43 | 10 |
| 61 | 13 | 13 | 10 | 37 | 8 |
| 62 | 13 | 12 | 10 | 36 | 7 |
| 63 | 13 | 12 | 9 | 32 | 6 |
| 64 | 11 | 12 | 9 | 29 | 6 |
| 65 | 10 | 12 | 8 | 28 | 5 |
| 66 | 9 | 12 | 8 | 27 | 4 |
| 67 | 9 | 12 | 7 | 26 | 5 |
| 68 | 8 | 10 | 7 | 23 | 6 |
| 69 | 8 | 10 | 6 | 22 | 6 |
| 70 | 8 | 10 | 6 | 20 | 8 |
| 71 | 16 | 24 | 12 | 64 | 11 |
| 72 | 16 | 24 | 12 | 64 | 12 |
| 73 | 16 | 23 | 12 | 64 | 12 |
| 74 | 16 | 23 | 12 | 61 | 12 |
| 75 | 16 | 22 | 12 | 58 | 12 |
| 76 | 15 | 22 | 12 | 55 | 11 |
| 77 | 15 | 20 | 12 | 53 | 11 |
| 78 | 15 | 18 | 11 | 53 | 11 |
| 79 | 15 | 18 | 10 | 53 | 11 |
| 80 | 15 | 18 | 9 | 50 | 11 |
| 81 | 15 | 18 | 9 | 47 | 11 |
| 82 | 15 | 18 | 9 | 41 | 11 |
| 83 | 15 | 17 | 9 | 37 | 9 |
| 84 | 14 | 17 | 9 | 36 | 9 |
| 85 | 14 | 16 | 9 | 33 | 8 |
| 86 | 14 | 15 | 8 | 31 | 8 |
| 87 | 12 | 13 | 6 | 30 | 6 |
| 88 | 16 | 24 | 12 | 64 | 12 |
| 89 | 15 | 24 | 12 | 64 | 12 |
| 90 | 15 | 24 | 12 | 64 | 12 |
| 91 | 15 | 24 | 12 | 64 | 12 |
| 92 | 15 | 24 | 12 | 64 | 12 |
| 93 | 15 | 24 | 12 | 64 | 12 |
| 94 | 15 | 24 | 12 | 64 | 12 |
| 95 | 15 | 24 | 12 | 63 | 12 |
| 96 | 15 | 24 | 12 | 62 | 12 |
| 97 | 15 | 24 | 12 | 62 | 12 |
| 98 | 15 | 24 | 12 | 60 | 12 |
| 99 | 15 | 24 | 12 | 59 | 12 |
| 100 | 15 | 24 | 12 | 59 | 11 |
| 101 | 15 | 24 | 12 | 58 | 11 |
| 102 | 14 | 23 | 12 | 56 | 10 |
| 103 | 14 | 23 | 12 | 52 | 10 |
| 104 | 14 | 22 | 12 | 51 | 10 |
| 105 | 14 | 22 | 12 | 50 | 10 |
| 106 | 13 | 20 | 12 | 50 | 10 |
| 107 | 13 | 20 | 11 | 50 | 10 |
| 108 | 13 | 19 | 11 | 48 | 8 |
| 109 | 13 | 19 | 11 | 46 | 8 |
| 110 | 12 | 19 | 11 | 41 | 7 |
| 111 | 12 | 17 | 11 | 41 | 6 |

| | | | | | |
|-----|----|----|----|----|----|
| 112 | 12 | 16 | 11 | 41 | 12 |
| 113 | 12 | 16 | 11 | 40 | 12 |
| 114 | 11 | 16 | 11 | 38 | 11 |
| 115 | 11 | 16 | 11 | 37 | 11 |
| 116 | 11 | 15 | 9 | 36 | 11 |
| 117 | 11 | 14 | 8 | 34 | 8 |
| 118 | 11 | 13 | 8 | 31 | 8 |
| 119 | 10 | 13 | 7 | 31 | 8 |
| 120 | 10 | 13 | 7 | 31 | 7 |
| 121 | 10 | 13 | 6 | 30 | 7 |
| 122 | 10 | 12 | 6 | 29 | 6 |
| 123 | 8 | 12 | 6 | 26 | 5 |
| 124 | 8 | 12 | 6 | 26 | 5 |
| 125 | 8 | 12 | 6 | 23 | 5 |
| 126 | 8 | 12 | 6 | 22 | 5 |
| 127 | 7 | 11 | 6 | 22 | 5 |
| 128 | 7 | 10 | 6 | 22 | 7 |
| 129 | 6 | 10 | 5 | 21 | 6 |
| 130 | 16 | 24 | 12 | 64 | 12 |
| 131 | 16 | 24 | 12 | 64 | 12 |
| 132 | 16 | 24 | 12 | 64 | 12 |
| 133 | 16 | 24 | 12 | 64 | 10 |
| 134 | 16 | 24 | 12 | 64 | 10 |
| 135 | 16 | 24 | 12 | 64 | 10 |
| 136 | 16 | 23 | 12 | 63 | 10 |
| 137 | 16 | 22 | 12 | 63 | 10 |
| 138 | 16 | 21 | 12 | 63 | 10 |
| 139 | 15 | 21 | 12 | 62 | 11 |
| 140 | 15 | 19 | 12 | 60 | 12 |
| 141 | 15 | 19 | 12 | 57 | 12 |
| 142 | 15 | 18 | 12 | 54 | 12 |
| 143 | 15 | 18 | 11 | 53 | 12 |
| 144 | 15 | 18 | 10 | 52 | 12 |
| 145 | 15 | 17 | 10 | 49 | 12 |
| 146 | 15 | 17 | 10 | 46 | 11 |
| 147 | 15 | 16 | 10 | 45 | 11 |
| 148 | 14 | 14 | 9 | 44 | 11 |
| 149 | 13 | 14 | 8 | 42 | 11 |
| 150 | 13 | 14 | 7 | 42 | 10 |
| 151 | 12 | 14 | 7 | 39 | 10 |
| 152 | 12 | 13 | 6 | 36 | 9 |
| 153 | 11 | 12 | 6 | 32 | 9 |
| 154 | 10 | 12 | 6 | 31 | 9 |
| 155 | 9 | 11 | 6 | 29 | 9 |
| 156 | 9 | 11 | 6 | 26 | 9 |
| 157 | 8 | 11 | 6 | 25 | 4 |
| 158 | 8 | 10 | 6 | 25 | 8 |
| 159 | 8 | 10 | 6 | 25 | 8 |
| 160 | 16 | 24 | 12 | 64 | 10 |
| 161 | 16 | 24 | 12 | 64 | 12 |
| 162 | 16 | 24 | 12 | 64 | 12 |
| 163 | 16 | 24 | 12 | 64 | 12 |
| 164 | 16 | 24 | 12 | 64 | 11 |
| 165 | 16 | 24 | 12 | 64 | 10 |
| 166 | 16 | 24 | 12 | 64 | 12 |
| 167 | 16 | 23 | 11 | 64 | 12 |
| 168 | 16 | 23 | 10 | 63 | 12 |
| 169 | 16 | 23 | 10 | 63 | 11 |

| | | | | | |
|-----|----|----|----|----|----|
| 170 | 16 | 22 | 10 | 62 | 11 |
| 171 | 15 | 21 | 10 | 60 | 11 |
| 172 | 15 | 21 | 10 | 60 | 11 |
| 173 | 15 | 21 | 10 | 57 | 11 |
| 174 | 14 | 19 | 10 | 55 | 11 |
| 175 | 14 | 19 | 10 | 55 | 11 |
| 176 | 14 | 18 | 8 | 54 | 11 |
| 177 | 14 | 17 | 7 | 52 | 11 |
| 178 | 14 | 17 | 7 | 49 | 9 |
| 179 | 14 | 16 | 7 | 46 | 9 |
| 180 | 13 | 16 | 7 | 45 | 9 |
| 181 | 13 | 14 | 7 | 44 | 8 |
| 182 | 13 | 13 | 6 | 44 | 8 |
| 183 | 13 | 13 | 5 | 41 | 7 |
| 184 | 11 | 13 | 5 | 38 | 8 |
| 185 | 11 | 12 | 4 | 34 | 5 |
| 186 | 10 | 11 | 4 | 32 | 6 |
| 187 | 9 | 10 | 4 | 31 | 5 |
| 188 | 9 | 10 | 4 | 29 | 6 |
| 189 | 9 | 10 | 4 | 29 | 6 |
| 190 | 15 | 24 | 12 | 60 | 10 |
| 191 | 15 | 22 | 12 | 56 | 12 |
| 192 | 15 | 21 | 12 | 56 | 12 |
| 193 | 15 | 20 | 12 | 55 | 12 |
| 194 | 15 | 17 | 12 | 52 | 11 |
| 195 | 15 | 16 | 12 | 49 | 11 |
| 196 | 15 | 16 | 12 | 46 | 11 |
| 197 | 15 | 15 | 11 | 43 | 11 |
| 198 | 15 | 14 | 9 | 42 | 11 |
| 199 | 15 | 14 | 9 | 42 | 11 |
| 200 | 15 | 14 | 9 | 41 | 11 |
| 201 | 14 | 14 | 7 | 39 | 11 |
| 202 | 13 | 13 | 6 | 39 | 11 |
| 203 | 13 | 13 | 6 | 39 | 11 |
| 204 | 12 | 13 | 6 | 36 | 11 |
| 205 | 11 | 12 | 6 | 33 | 11 |
| 206 | 10 | 12 | 6 | 31 | 10 |
| 207 | 9 | 12 | 6 | 31 | 10 |
| 208 | 8 | 12 | 6 | 29 | 10 |
| 209 | 8 | 12 | 6 | 29 | 9 |
| 210 | 8 | 12 | 6 | 29 | 9 |
| 211 | 8 | 12 | 6 | 28 | 8 |
| 212 | 8 | 11 | 6 | 28 | 8 |
| 213 | 8 | 11 | 6 | 26 | 8 |
| 214 | 16 | 24 | 12 | 64 | 11 |
| 215 | 16 | 24 | 12 | 64 | 11 |
| 216 | 16 | 24 | 12 | 63 | 12 |
| 217 | 16 | 24 | 12 | 62 | 12 |
| 218 | 16 | 24 | 12 | 61 | 12 |
| 219 | 16 | 24 | 12 | 61 | 12 |
| 220 | 15 | 24 | 12 | 63 | 12 |
| 221 | 15 | 24 | 12 | 59 | 12 |
| 222 | 15 | 23 | 9 | 57 | 11 |
| 223 | 15 | 23 | 9 | 54 | 11 |
| 224 | 15 | 21 | 9 | 53 | 11 |
| 225 | 13 | 20 | 9 | 51 | 11 |
| 226 | 13 | 20 | 9 | 50 | 11 |
| 227 | 12 | 19 | 9 | 47 | 11 |

| | | | | | |
|-----|----|----|----|----|----|
| 228 | 12 | 19 | 9 | 46 | 11 |
| 229 | 12 | 18 | 9 | 43 | 11 |
| 230 | 12 | 16 | 6 | 39 | 11 |
| 231 | 12 | 16 | 6 | 36 | 11 |
| 232 | 11 | 14 | 6 | 37 | 10 |
| 233 | 8 | 14 | 6 | 35 | 10 |
| 234 | 8 | 13 | 6 | 31 | 8 |
| 235 | 8 | 13 | 6 | 31 | 7 |
| 236 | 8 | 12 | 6 | 29 | 4 |
| 237 | 8 | 11 | 4 | 27 | 5 |
| 238 | 7 | 7 | 4 | 27 | 5 |
| 239 | 16 | 24 | 12 | 64 | 10 |
| 240 | 16 | 24 | 12 | 63 | 10 |
| 241 | 16 | 24 | 12 | 61 | 12 |
| 242 | 16 | 24 | 12 | 59 | 12 |
| 243 | 16 | 24 | 12 | 59 | 12 |
| 244 | 16 | 24 | 12 | 58 | 12 |
| 245 | 15 | 23 | 12 | 57 | 12 |
| 246 | 15 | 22 | 12 | 57 | 12 |
| 247 | 15 | 20 | 11 | 54 | 12 |
| 248 | 15 | 19 | 10 | 52 | 12 |
| 249 | 15 | 18 | 10 | 51 | 12 |
| 250 | 15 | 18 | 9 | 49 | 12 |
| 251 | 15 | 18 | 8 | 47 | 11 |
| 252 | 15 | 17 | 8 | 40 | 10 |
| 253 | 13 | 15 | 8 | 37 | 9 |
| 254 | 12 | 15 | 8 | 36 | 9 |
| 255 | 12 | 14 | 8 | 36 | 9 |
| 256 | 12 | 13 | 6 | 35 | 8 |
| 257 | 11 | 12 | 6 | 32 | 7 |
| 258 | 11 | 11 | 6 | 29 | 6 |
| 259 | 8 | 11 | 5 | 23 | 6 |
| 260 | 8 | 11 | 5 | 23 | 6 |
| 261 | 8 | 11 | 5 | 23 | 6 |
| 262 | 8 | 10 | 5 | 23 | 6 |
| 263 | 7 | 9 | 4 | 23 | 7 |
| 264 | 16 | 24 | 12 | 64 | 9 |
| 265 | 16 | 24 | 12 | 64 | 10 |
| 266 | 16 | 24 | 12 | 64 | 12 |
| 267 | 16 | 24 | 12 | 64 | 12 |
| 268 | 16 | 24 | 12 | 64 | 12 |
| 269 | 16 | 24 | 12 | 64 | 12 |
| 270 | 16 | 24 | 12 | 64 | 12 |
| 271 | 16 | 23 | 12 | 63 | 12 |
| 272 | 15 | 21 | 12 | 62 | 12 |
| 273 | 14 | 19 | 10 | 56 | 12 |
| 274 | 13 | 18 | 9 | 54 | 12 |
| 275 | 13 | 18 | 9 | 51 | 12 |
| 276 | 12 | 18 | 9 | 50 | 12 |
| 277 | 12 | 18 | 9 | 48 | 11 |
| 278 | 12 | 18 | 9 | 47 | 11 |
| 279 | 12 | 17 | 8 | 44 | 11 |
| 280 | 11 | 16 | 8 | 40 | 10 |
| 281 | 11 | 14 | 8 | 39 | 9 |
| 282 | 9 | 13 | 6 | 38 | 9 |
| 283 | 9 | 12 | 6 | 33 | 8 |
| 284 | 8 | 12 | 6 | 28 | 6 |
| 285 | 7 | 12 | 5 | 27 | 6 |

| | | | | | |
|-----|----|----|----|----|----|
| 286 | 7 | 11 | 5 | 27 | 6 |
| 287 | 7 | 11 | 5 | 26 | 6 |
| 288 | 7 | 10 | 5 | 23 | 8 |
| 289 | 16 | 24 | 12 | 64 | 12 |
| 290 | 16 | 24 | 12 | 64 | 12 |
| 291 | 16 | 24 | 12 | 64 | 12 |
| 292 | 16 | 24 | 12 | 64 | 12 |
| 293 | 16 | 24 | 12 | 64 | 12 |
| 294 | 16 | 24 | 12 | 63 | 12 |
| 295 | 16 | 24 | 12 | 62 | 11 |
| 296 | 16 | 24 | 12 | 60 | 11 |
| 297 | 16 | 23 | 12 | 59 | 11 |
| 298 | 15 | 20 | 12 | 59 | 11 |
| 299 | 15 | 19 | 11 | 57 | 11 |
| 300 | 14 | 18 | 10 | 56 | 12 |
| 301 | 13 | 18 | 10 | 54 | 12 |
| 302 | 13 | 18 | 9 | 52 | 12 |
| 303 | 13 | 18 | 9 | 50 | 11 |
| 304 | 13 | 18 | 8 | 49 | 11 |
| 305 | 13 | 15 | 8 | 47 | 11 |
| 306 | 13 | 13 | 8 | 46 | 10 |
| 307 | 13 | 12 | 8 | 43 | 10 |
| 308 | 12 | 12 | 7 | 42 | 9 |
| 309 | 11 | 12 | 6 | 39 | 9 |
| 310 | 11 | 12 | 6 | 34 | 9 |
| 311 | 11 | 12 | 6 | 30 | 6 |
| 312 | 11 | 12 | 6 | 28 | 5 |
| 313 | 10 | 11 | 5 | 20 | 5 |
| 314 | 16 | 24 | 12 | 64 | 8 |
| 315 | 16 | 24 | 12 | 63 | 12 |
| 316 | 16 | 24 | 12 | 63 | 12 |
| 317 | 16 | 24 | 12 | 63 | 12 |
| 318 | 16 | 24 | 12 | 62 | 12 |
| 319 | 16 | 24 | 12 | 61 | 12 |
| 320 | 15 | 22 | 12 | 60 | 12 |
| 321 | 15 | 22 | 11 | 58 | 12 |
| 322 | 15 | 21 | 11 | 57 | 12 |
| 323 | 15 | 18 | 11 | 56 | 12 |
| 324 | 14 | 17 | 11 | 52 | 11 |
| 325 | 13 | 17 | 11 | 51 | 11 |
| 326 | 12 | 16 | 9 | 51 | 9 |
| 327 | 11 | 14 | 9 | 47 | 9 |
| 328 | 16 | 24 | 12 | 46 | 12 |
| 329 | 16 | 24 | 12 | 42 | 12 |
| 330 | 16 | 24 | 12 | 39 | 11 |
| 331 | 16 | 24 | 12 | 38 | 11 |
| 332 | 15 | 24 | 12 | 29 | 10 |
| 333 | 14 | 24 | 12 | 23 | 9 |
| 334 | 14 | 23 | 12 | 63 | 11 |
| 335 | 14 | 21 | 12 | 62 | 12 |
| 336 | 14 | 21 | 12 | 59 | 12 |
| 337 | 14 | 19 | 12 | 56 | 12 |
| 338 | 14 | 18 | 12 | 55 | 12 |
| 339 | 13 | 18 | 11 | 52 | 12 |
| 340 | 13 | 18 | 11 | 47 | 12 |
| 341 | 13 | 18 | 11 | 45 | 11 |
| 342 | 12 | 17 | 10 | 44 | 11 |
| 343 | 11 | 17 | 9 | 43 | 11 |



| | | | | | |
|-----|----|----|----|----|----|
| 344 | 10 | 16 | 8 | 41 | 10 |
| 345 | 10 | 13 | 8 | 39 | 10 |
| 346 | 8 | 11 | 7 | 38 | 10 |
| 347 | 8 | 11 | 6 | 28 | 10 |
| 348 | 16 | 24 | 12 | 64 | 12 |
| 349 | 15 | 24 | 12 | 64 | 12 |
| 350 | 15 | 24 | 12 | 64 | 12 |
| 351 | 15 | 24 | 12 | 63 | 12 |
| 352 | 15 | 24 | 12 | 63 | 12 |
| 353 | 15 | 22 | 12 | 62 | 12 |
| 354 | 15 | 22 | 12 | 61 | 11 |
| 355 | 15 | 21 | 12 | 53 | 12 |
| 356 | 14 | 20 | 12 | 51 | 12 |
| 357 | 14 | 19 | 11 | 49 | 12 |
| 358 | 13 | 16 | 10 | 44 | 11 |
| 359 | 11 | 15 | 10 | 33 | 9 |
| 360 | 10 | 12 | 9 | 26 | 6 |
| 361 | 9 | 12 | 8 | 64 | 12 |
| 362 | 16 | 24 | 12 | 64 | 12 |
| 363 | 16 | 24 | 12 | 64 | 12 |
| 364 | 15 | 24 | 12 | 64 | 12 |
| 365 | 15 | 24 | 12 | 64 | 12 |
| 366 | 15 | 23 | 12 | 64 | 12 |
| 367 | 14 | 23 | 11 | 62 | 12 |
| 368 | 13 | 22 | 10 | 60 | 12 |
| 369 | 12 | 21 | 10 | 59 | 12 |
| 370 | 12 | 18 | 10 | 59 | 12 |
| 371 | 10 | 18 | 8 | 56 | 12 |
| 372 | 8 | 17 | 7 | 49 | 11 |
| 373 | 7 | 13 | 6 | 49 | 10 |
| 374 | 7 | 13 | 6 | 46 | 9 |
| 375 | 16 | 24 | 5 | 44 | 12 |
| 376 | 16 | 24 | 4 | 44 | 12 |
| 377 | 16 | 24 | 12 | 36 | 11 |
| 378 | 16 | 24 | 12 | 31 | 10 |
| 379 | 16 | 24 | 12 | 29 | 10 |
| 380 | 16 | 24 | 12 | 28 | 10 |
| 381 | 15 | 22 | 12 | 63 | 12 |
| 382 | 15 | 20 | 12 | 62 | 12 |
| 383 | 15 | 19 | 12 | 61 | 12 |
| 384 | 15 | 18 | 12 | 60 | 12 |
| 385 | 13 | 18 | 12 | 58 | 12 |
| 386 | 12 | 18 | 12 | 53 | 12 |
| 387 | 12 | 16 | 11 | 50 | 12 |
| 388 | 10 | 15 | 11 | 44 | 11 |
| 389 | 10 | 14 | 11 | 43 | 11 |
| 390 | 9 | 13 | 11 | 42 | 11 |
| 391 | 8 | 12 | 10 | 39 | 10 |
| 392 | 8 | 11 | 10 | 36 | 9 |
| 393 | 7 | 10 | 8 | 34 | 12 |
| 394 | 7 | 10 | 7 | 30 | 8 |
| 395 | 16 | 24 | 7 | 24 | 11 |
| 396 | 16 | 24 | 7 | 22 | 11 |
| 397 | 16 | 24 | 12 | 19 | 11 |
| 398 | 16 | 24 | 12 | 18 | 11 |
| 399 | 16 | 24 | 12 | 17 | 11 |
| 400 | 16 | 24 | 12 | 16 | 11 |
| 401 | 16 | 24 | 12 | 64 | 12 |

| | | | | | |
|-----|----|----|----|----|----|
| 402 | 16 | 24 | 12 | 64 | 12 |
| 403 | 16 | 24 | 12 | 64 | 12 |
| 404 | 16 | 24 | 12 | 64 | 12 |
| 405 | 16 | 23 | 12 | 63 | 12 |
| 406 | 16 | 23 | 12 | 63 | 12 |
| 407 | 16 | 23 | 12 | 63 | 12 |
| 408 | 16 | 23 | 12 | 63 | 12 |
| 409 | 16 | 23 | 12 | 62 | 12 |
| 410 | 16 | 22 | 12 | 54 | 12 |
| 411 | 15 | 20 | 12 | 50 | 12 |
| 412 | 14 | 20 | 12 | 49 | 12 |
| 413 | 13 | 17 | 11 | 40 | 10 |
| 414 | 13 | 16 | 11 | 34 | 10 |
| 415 | 16 | 24 | 8 | 32 | 10 |
| 416 | 16 | 24 | 8 | 31 | 10 |
| 417 | 15 | 23 | 11 | 64 | 12 |
| 418 | 15 | 23 | 11 | 64 | 12 |
| 419 | 15 | 22 | 11 | 64 | 12 |
| 420 | 15 | 22 | 10 | 63 | 12 |
| 421 | 15 | 21 | 10 | 63 | 12 |
| 422 | 15 | 19 | 9 | 61 | 12 |
| 423 | 14 | 17 | 9 | 60 | 12 |
| 424 | 14 | 17 | 9 | 59 | 12 |
| 425 | 13 | 17 | 9 | 54 | 11 |
| 426 | 13 | 17 | 9 | 52 | 11 |
| 427 | 12 | 17 | 9 | 50 | 10 |
| 428 | 12 | 16 | 9 | 40 | 9 |
| 429 | 12 | 15 | 8 | 32 | 8 |
| 430 | 12 | 15 | 8 | 64 | 11 |
| 431 | 11 | 12 | 8 | 64 | 12 |
| 432 | 11 | 11 | 6 | 64 | 12 |
| 433 | 9 | 9 | 6 | 64 | 11 |
| 434 | 7 | 8 | 5 | 63 | 11 |
| 435 | 16 | 24 | 5 | 59 | 12 |
| 436 | 16 | 24 | 4 | 59 | 12 |
| 437 | 16 | 24 | 12 | 57 | 12 |
| 438 | 16 | 24 | 12 | 57 | 11 |
| 439 | 16 | 24 | 12 | 54 | 11 |
| 440 | 15 | 24 | 12 | 53 | 12 |
| 441 | 15 | 24 | 12 | 52 | 12 |
| 442 | 15 | 22 | 12 | 47 | 12 |
| 443 | 15 | 21 | 12 | 44 | 12 |
| 444 | 14 | 20 | 12 | 41 | 11 |
| 445 | 14 | 18 | 12 | 38 | 10 |
| 446 | 13 | 17 | 12 | 34 | 9 |
| 447 | 13 | 16 | 12 | 32 | 9 |
| 448 | 13 | 16 | 11 | 31 | 10 |
| 449 | 12 | 15 | 10 | 28 | 8 |
| 450 | 10 | 13 | 10 | 24 | 5 |
| 451 | 9 | 12 | 8 | 21 | 4 |
| 452 | 9 | 12 | 8 | 64 | 11 |
| 453 | 16 | 24 | 8 | 64 | 12 |
| 454 | 16 | 24 | 7 | 61 | 12 |
| 455 | 16 | 24 | 12 | 56 | 12 |
| 456 | 16 | 24 | 12 | 51 | 12 |
| 457 | 15 | 24 | 12 | 46 | 12 |
| 458 | 15 | 24 | 12 | 40 | 11 |
| 459 | 15 | 24 | 12 | 39 | 11 |

| | | | | | |
|-----|----|----|----|----|----|
| 460 | 15 | 23 | 12 | 36 | 8 |
| 461 | 15 | 23 | 12 | 33 | 8 |
| 462 | 15 | 23 | 12 | 31 | 8 |
| 463 | 14 | 23 | 12 | 29 | 11 |
| 464 | 14 | 22 | 12 | 24 | 11 |
| 465 | 14 | 22 | 12 | 64 | 11 |
| 466 | 14 | 21 | 12 | 64 | 12 |
| 467 | 14 | 20 | 12 | 64 | 12 |
| 468 | 14 | 20 | 11 | 64 | 12 |
| 469 | 12 | 19 | 11 | 64 | 12 |
| 470 | 12 | 19 | 11 | 64 | 12 |
| 471 | 12 | 18 | 10 | 64 | 11 |
| 472 | 12 | 18 | 9 | 62 | 12 |
| 473 | 12 | 17 | 9 | 61 | 12 |
| 474 | 12 | 16 | 9 | 59 | 12 |
| 475 | 12 | 16 | 9 | 57 | 12 |
| 476 | 12 | 16 | 9 | 53 | 8 |
| 477 | 12 | 14 | 9 | 51 | 11 |
| 478 | 10 | 12 | 9 | 50 | 10 |
| 479 | 9 | 12 | 7 | 47 | 8 |
| 480 | 9 | 12 | 7 | 46 | 9 |
| 481 | 8 | 12 | 6 | 45 | 11 |
| 482 | 8 | 10 | 6 | 44 | 11 |
| 483 | 7 | 8 | 6 | 42 | 11 |
| 484 | 16 | 24 | 5 | 37 | 11 |
| 485 | 16 | 24 | 4 | 33 | 8 |
| 486 | 15 | 23 | 12 | 31 | 10 |
| 487 | 15 | 21 | 12 | 31 | 10 |
| 488 | 14 | 20 | 12 | 31 | 10 |
| 489 | 13 | 19 | 12 | 31 | 11 |
| 490 | 12 | 18 | 12 | 31 | 11 |
| 491 | 12 | 18 | 12 | 31 | 11 |
| 492 | 12 | 16 | 12 | 30 | 9 |
| 493 | 11 | 14 | 12 | 64 | 12 |
| 494 | 11 | 13 | 12 | 60 | 12 |
| 495 | 11 | 12 | 12 | 57 | 12 |
| 496 | 10 | 12 | 11 | 55 | 8 |
| 497 | 10 | 10 | 10 | 53 | 8 |
| 498 | 9 | 9 | 9 | 53 | 8 |
| 499 | 8 | 8 | 8 | 49 | 11 |
| 500 | 16 | 24 | 6 | 46 | 12 |
| 501 | 16 | 24 | 6 | 43 | 12 |
| 502 | 16 | 24 | 12 | 41 | 12 |
| 503 | 15 | 22 | 12 | 38 | 11 |
| 504 | 15 | 21 | 12 | 36 | 11 |
| 505 | 15 | 21 | 12 | 33 | 11 |
| 506 | 15 | 21 | 12 | 30 | 8 |
| 507 | 15 | 20 | 12 | 64 | 11 |
| 508 | 15 | 17 | 12 | 64 | 12 |
| 509 | 12 | 16 | 12 | 64 | 12 |
| 510 | 12 | 13 | 12 | 62 | 12 |
| 511 | 10 | 12 | 11 | 61 | 11 |
| 512 | 8 | 12 | 9 | 60 | 12 |
| 513 | 16 | 24 | 9 | 57 | 12 |
| 514 | 15 | 24 | 9 | 57 | 12 |
| 515 | 15 | 24 | 12 | 55 | 11 |
| 516 | 15 | 23 | 12 | 51 | 11 |
| 517 | 15 | 23 | 12 | 47 | 11 |

| | | | | | |
|-----|----|----|----|----|----|
| 518 | 15 | 23 | 12 | 41 | 11 |
| 519 | 15 | 21 | 12 | 35 | 11 |
| 520 | 15 | 21 | 12 | 29 | 11 |
| 521 | 15 | 21 | 12 | 27 | 8 |
| 522 | 14 | 19 | 12 | 23 | 8 |
| 523 | 13 | 18 | 11 | 64 | 11 |
| 524 | 13 | 18 | 11 | 64 | 11 |
| 525 | 12 | 17 | 11 | 64 | 11 |
| 526 | 12 | 17 | 11 | 62 | 11 |
| 527 | 11 | 15 | 11 | 62 | 10 |
| 528 | 10 | 15 | 11 | 62 | 10 |
| 529 | 9 | 13 | 9 | 60 | 9 |
| 530 | 9 | 13 | 8 | 58 | 8 |
| 531 | 9 | 13 | 7 | 57 | 8 |
| 532 | 8 | 13 | 7 | 54 | 7 |
| 533 | 8 | 12 | 6 | 53 | 7 |
| 534 | 8 | 11 | 6 | 50 | 7 |
| 535 | 7 | 11 | 6 | 49 | 7 |
| 536 | 6 | 10 | 6 | 49 | 7 |
| 537 | 16 | 24 | 6 | 49 | 10 |
| 538 | 16 | 24 | 6 | 48 | 10 |
| 539 | 16 | 24 | 12 | 48 | 10 |
| 540 | 15 | 24 | 12 | 46 | 12 |
| 541 | 15 | 23 | 12 | 40 | 11 |
| 542 | 15 | 21 | 12 | 39 | 11 |
| 543 | 15 | 21 | 12 | 37 | 11 |
| 544 | 15 | 18 | 12 | 34 | 11 |
| 545 | 15 | 18 | 12 | 33 | 8 |
| 546 | 14 | 18 | 12 | 28 | 8 |
| 547 | 14 | 18 | 11 | 23 | 8 |
| 548 | 14 | 16 | 11 | 20 | 9 |
| 549 | 13 | 15 | 11 | 20 | 11 |
| 550 | 13 | 13 | 11 | 20 | 11 |
| 551 | 12 | 13 | 11 | 64 | 11 |
| 552 | 12 | 12 | 9 | 64 | 11 |
| 553 | 11 | 12 | 9 | 64 | 11 |
| 554 | 10 | 12 | 8 | 64 | 12 |
| 555 | 10 | 11 | 8 | 64 | 12 |
| 556 | 10 | 10 | 8 | 64 | 12 |
| 557 | 9 | 8 | 7 | 63 | 12 |
| 558 | 5 | 7 | 7 | 62 | 10 |
| 559 | 15 | 24 | 6 | 62 | 11 |
| 560 | 15 | 24 | 4 | 61 | 11 |
| 561 | 15 | 21 | 12 | 60 | 11 |
| 562 | 15 | 19 | 12 | 58 | 11 |
| 563 | 14 | 19 | 12 | 55 | 10 |
| 564 | 12 | 17 | 12 | 52 | 10 |
| 565 | 12 | 15 | 12 | 51 | 10 |
| 566 | 11 | 14 | 12 | 48 | 10 |
| 567 | 9 | 14 | 10 | 47 | 8 |
| 568 | 8 | 13 | 7 | 47 | 8 |
| 569 | 8 | 11 | 6 | 42 | 8 |
| 570 | 8 | 11 | 6 | 39 | 12 |
| 571 | 6 | 8 | 6 | 35 | 8 |
| 572 | 16 | 24 | 6 | 33 | 11 |
| 573 | 16 | 24 | 4 | 32 | 10 |
| 574 | 16 | 24 | 12 | 28 | 8 |
| 575 | 16 | 23 | 12 | 27 | 8 |

| | | | | | |
|--------|------|-------|------|-------|-------------|
| 576 | 16 | 23 | 12 | 27 | 8 |
| 577 | 16 | 23 | 12 | 26 | 11 |
| 578 | 15 | 22 | 12 | 24 | 11 |
| Jumlah | 7565 | 10506 | 5639 | 27507 | 5926 |

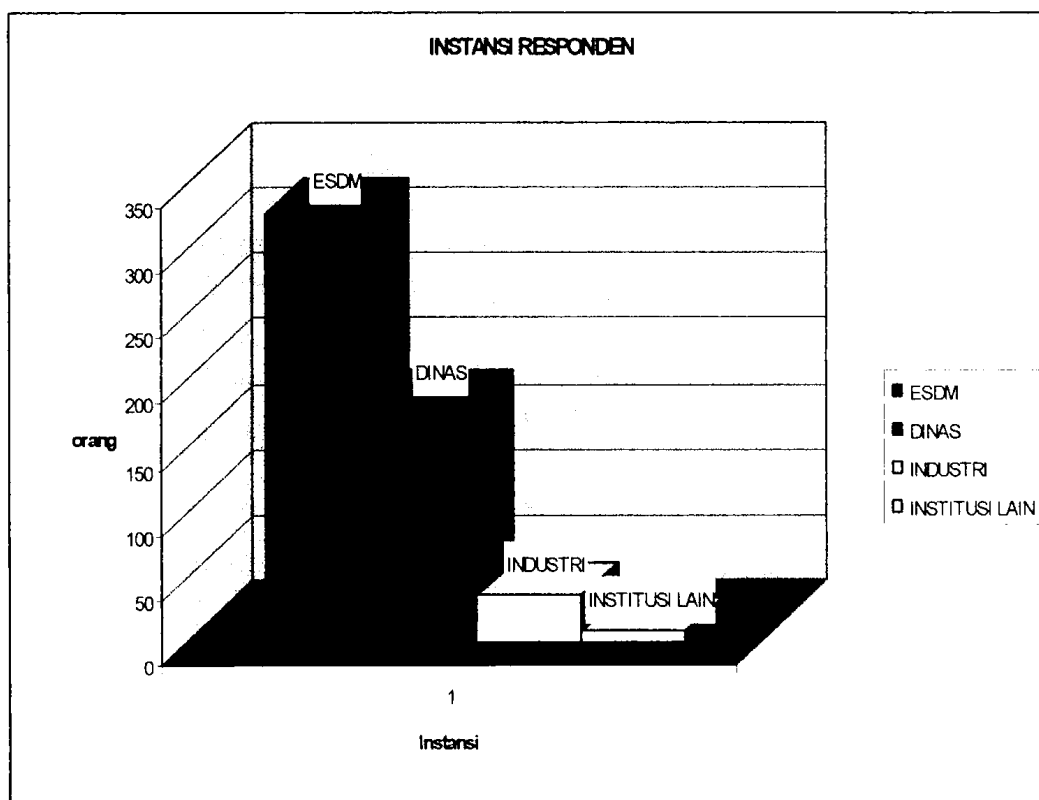
| | |
|------|----------|
| rx1y | 0.63117 |
| rx2y | 0.608878 |
| rx3y | 0.587381 |
| rx4y | 0.687997 |

LAMPIRAN 5

PROFIL RESPONDEN

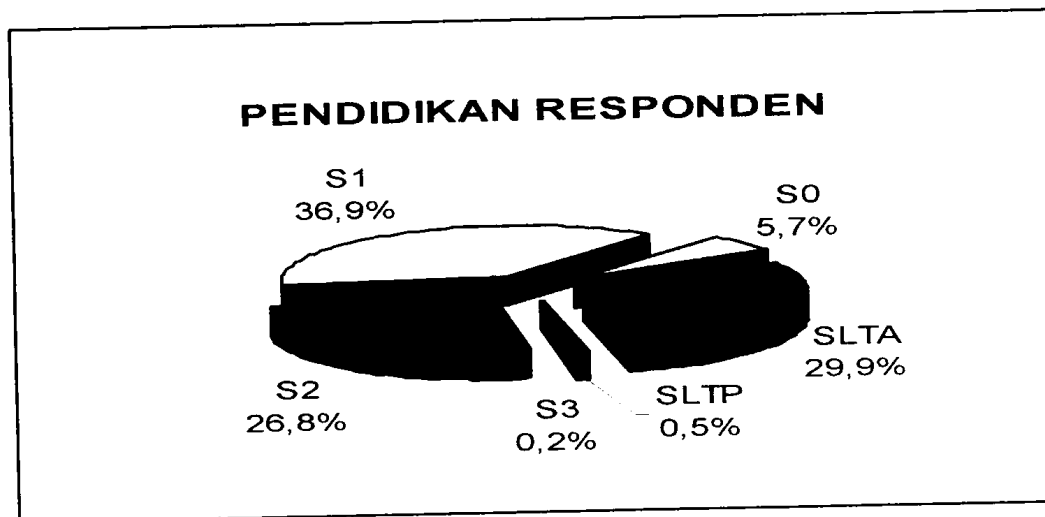
PROFIL RESPONDEN

Responden yang diamati melalui angket adalah para alumni Diklat yang berasal dari Aparatur di lingkungan Departemen Energi dan Sumber-daya Mineral sebanyak 325 orang, Aparatur Dinas Pertambangan Daerah 180 orang, Industri 35 orang dan institusi/Lembaga Pendidikan 8 orang, sehingga keseluruhan berjumlah sebanyak 578 orang responden, yang telah mengikuti 27 jenis program Diklat di Pusdiklat TMB. Secara grafis, keadaan responden menurut asal instansi, disajikan pada Gambar 17.



Gambar 17
Keadaan Responden Menurut Asal Instansi

Berdasarkan latar belakang pendidikan, responden dalam penelitian tesis ini terdiri dari Doktor (S3) 0,2 %, Magister (S2) 26,8 %, Sarjana (S1) 36,9 %, Sarjana Muda/Diploma (S0), 5,7 %, SLTA 29,9 %, SLTP 0,5 %, yang secara grafis disajikan pada Gambar 18.



Gambar 18
Keadaan Responden Menurut Strata Pendidikan

Bertitik tolak dari uraian tersebut dapat disimpulkan bahwa profil responden alumni Diklat pada umumnya adalah sebagian besar berpendidikan sarjana. Dalam konteks penelitian ini, kondisi responden tersebut diharapkan dapat memberikan respons yang obyektif atas pertanyaan-pertanyaan yang diajukan dalam angket.

LAMPIRAN 6
RIWAYAT HIDUP PENULIS



RIWAYAT HIDUP PENULIS

I. DATA PERORANGAN

- | | | | |
|-----|-----------------------|---|---------------------------------------|
| 1. | Nama Lengkap | : | Wawan Supriatna |
| 2. | Tempat, tanggal lahir | : | Bandung, 8 Maret 1962 |
| 3. | Jenis Kelamin | : | Laki-laki |
| 4. | NIM | : | 989547 |
| 5. | Pekerjaan | : | Pegawai Negeri Sipil |
| 6. | NIP | : | 100009281 |
| 7. | Pangkat/Golongan | : | Penata Tingkat I / III d. |
| 8. | Golongan Darah | : | A |
| 9. | Agama | : | Islam |
| 10. | Status Pernikahan | : | Nikah |
| 11. | Alamat Kantor | : | Jl. Jenderal Sudirman No. 623 Bandung |
| 12. | Alamat Rumah | : | Jl. Mutiara X No 2 Permata Cimahi |
| 13. | Telepon Rumah | : | (022) 6623686 |

II. RIWAYAT PENDIDIKAN

1. Pendidikan Formal

- | | | | |
|----|--------------------------|---|------------|
| a. | Sekolah Dasar | : | Tahun 1974 |
| b. | Sekolah Menengah Pertama | : | Tahun 1977 |
| c. | Sekolah Lanjutan Atas | : | Tahun 1980 |
| d. | Perguruan Tinggi | : | Tahun 1989 |

2. Pendidikan Non Formal/Penjenjangan

- a. General English Course II for 50 hours Tahun 1988
- b. General English Course III for 100 hours Tahun 1991
- c. *Management of Training* 110 hours Tahun 1995
- d. *Job Description and Job Aids Course* Tahun 1995
- e. Diklat Manajemen Unit Swadana Tahun 1995
- f. Penataran Pengadaan Barang dan Jasa Tahun 1996
- g. *Training Needs Analysis* Tahun 1996
- h. Lokakarya Pengenalan Tipe Kepribadian dan Antisipasi Pengembangan Diri Tahun 1997
- i. Diklat Analisis Kompetensi dan Pengembangan Program Diklat Tahun 1997
- j. Penataran Peningkatan Pelaksanaan Pengawasan Melekat Tahun 1997



- k. Pelatihan Outbound "*Team in Harmoni Building*" Tahun 1999
- l. Lokakarya Rancang Bangun Program Diklat Teknik Pertambangan Tahun 1999
- m. *Training Course for Mining Safety Technology* in Japan Tahun 2001
- n. Diklat Teknik Analisis Manajemen Tahun 2002
- o. Sosialisasi KEPPRES 80 Tahun 2003
- p. Workshoup Analisis Efektivitas Pelatihan (*Return on Training Invesment*) Tahun 2005
- q. Bimbingan Teknis dan Ujian Sertifikasi Pengadaan Barang/Jasa Pemerintah Tahun 2005

III. RIWAYAT PEKERJAAN/JABATAN

1. Tahun 1981-1985, Foreman Avionic Electric & Instrmen pada PT. Nurtanio - Bandung
2. Tahun 1986-1992, Staf pada Pusat Pengembangan Teknologi Mineral- Bandung
3. Tahun 1993-2001, Kepala Sub Bagian Penyusunan Program dan Laporan pada Pusat Pengembangan Tenaga Pertambangan- Bandung
4. Tahun 2001 – sekarang, Kepalan Sub Bidang Perencanaan pada Pusat Pendidikan dan Pelatihan Teknologi Mineral dan Batubara- Bandung.

Demikian Riwayat Hidup ini dibuat dengan sebenarnya.

Bandung, 25 Juni 2007

Wawan Supriatna
NIM. 989547