

## BAB V

### SIMPULAN DAN SARAN

#### 5.1 Simpulan

Berdasarkan hasil penelitian, maka dapat diambil kesimpulan sebagai berikut:

1. Hasil koefisien regresi melalui uji t, menghasilkan nilai t hitung masing-masing variabel bebas lebih besar dari nilai t tabelnya, yang menunjukkan bahwa secara individual variabel perencanaan karir dan pengembangan karir memiliki pengaruh yang signifikan terhadap kinerja pegawai Dinas Pariwisata dan Ekonomi Kreatif Kabupaten Bone Bolango.
2. Hasil koefisien regresi melalui uji F, dimana nilai F hitung lebih besar nilai F tabelnya, yang menunjukkan bahwa secara bersama-sama variabel perencanaan karir dan pengembangan karir memiliki pengaruh yang signifikan terhadap kinerja pegawai Dinas Pariwisata dan Ekonomi Kreatif Kabupaten Bone Bolango.
3. Uji determinasi penelitian menunjukkan bahwa sebesar 76,5% kinerja pegawai di Dinas Pariwisata dan Ekonomi Kreatif Kabupaten Bone Bolango dipengaruhi oleh perencanaan karir dan pengembangan karir pegawai. Adapun sisanya sebesar 23,5% dipengaruhi oleh variabel-variabel lain yang tidak diteliti.

## 5.2 Saran

Berdasarkan hasil penelitian, peneliti menyarankan:

1. Agar Dinas Pariwisata dan Ekonomi Kreatif Kabupaten Bone Bolango serta institusi pemerintahan (publik) lainnya dapat mempertimbangkan setiap kebijakan mengenai pengelolaan sumberdaya manusianya dengan melihat perencanaan karir dan pengembangan karir sebagai faktor yang dapat meningkatkan kinerja pegawai.
2. Agar penelitian ini dapat berguna sebagai bahan informasi dan referensi, baik bagi organisasi, akademisi, dan pihak lainnya yang membahas manajemen sumberdaya manusia khususnya menyangkut perencanaan dan pengembangan karir pegawai.
3. Agar penelitian ini dapat dijadikan acuan/ referensi bagi pihak lain untuk dapat menambah faktor atau variabel lainnya dan menguji pengaruhnya terhadap kinerja pegawai di institusi pemerintahan.

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## **LAPORAN PENELITIAN /JURNAL/SKRIPSI**

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Negeri Gorontalo.

## **INTERNET**

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## CURRICULUM VITAE

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 Jurusan : Manajemen  
 Fakultas : Ekonomi  
 Angkatan : 2014



### II. RIWAYAT PENDIDIKAN

1. Pendidikan Formal
  - a. Sdn Moutong 2008
  - b. Madrasah Tsanawiyah Al-Huda 2011
  - c. Madrasah Aliyah Negeri Gorontalo 2014
  - d. Studi Tingka Strata Satu (S1) Pada Universitas Negeri  
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Studi S1 Manajemen.
2. Pendidikan Non Formal
  - a. Peserta Masa Orientasi Mahasiswa Baru (MOMB) Badan  
Eksekutif Mahasiswa (BEM) di Universitas Negeri Gorontalo  
Tahun 2014.

- b. Peserta Masa Orientasi Mahasiswa Baru (Momb) Badan Eksekutif Mahasiswa - Fakultas Ekonomi Dan Bisnis Di Universitas Negeri Gorontalo – BEM FEB Tahun 2014.
- c. Peserta Pelatihan Komputer dan Internet Pada Pusat Teknologi Informasi dan Komunikasi Universitas Negeri Gorontalo Tahun 2014.
- d. Peserta Magang (Praktek Kerja Lapangan) di Kantor Badan Perencanaan,Pembangunan Daerah (BAPPEDA) Kota Gorontalo Tahun 2017.
- e. Peserta Kuliah Kerja Nyata (KKN) PPM di Desa Ilodulunga,Kemacatan Anggrek,Kabupaten Gorontalo Utara Tahun 2017.
- f. Peserta Ujian Kompetitif Life Skill Tahun 2018.





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<b>VARIABEL KINERJA PEGAWAI (Y)</b>																								
<b>re sp</b>	<b>kuisisioner (nomor)</b>																							<b>tot al</b>
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<b>35</b>	4	4	4	3	4	3	3	3	2	4	4	4	3	4	3	3	3	4	3	4	4	3	3	<b>79</b>
<b>36</b>	4	4	4	4	3	3	4	4	4	4	4	4	4	3	3	4	4	4	3	4	3	3	4	<b>85</b>
<b>37</b>	4	4	4	5	4	4	4	4	4	4	4	4	5	4	4	4	4	5	4	4	4	4	4	<b>95</b>
<b>38</b>	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	3	4	4	4	<b>92</b>
<b>39</b>	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	3	4	4	4	<b>92</b>
<b>40</b>	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	<b>114</b>
<b>41</b>	5	5	5	4	5	5	5	5	4	5	5	5	4	5	5	5	5	4	5	4	5	5	5	<b>110</b>
<b>42</b>	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	3	4	4	4	<b>92</b>

<b>43</b>	5	5	5	4	5	5	5	5	4	5	5	5	4	5	5	5	5	3	5	4	5	5	5	<b>109</b>
<b>44</b>	4	4	4	5	5	4	3	4	4	4	4	4	5	5	4	3	4	4	4	4	5	4	3	<b>94</b>
<b>45</b>	4	4	4	5	4	5	5	5	4	4	4	4	5	4	5	5	5	4	4	4	4	5	5	<b>102</b>
<b>46</b>	4	4	4	2	4	3	4	4	5	3	3	5	3	3	4	3	5	3	3	5	3	3	5	<b>85</b>
<b>total</b>	<b>184</b>	<b>187</b>	<b>188</b>	<b>185</b>	<b>189</b>	<b>172</b>	<b>181</b>	<b>186</b>	<b>179</b>	<b>181</b>	<b>190</b>	<b>180</b>	<b>183</b>	<b>179</b>	<b>180</b>	<b>183</b>	<b>180</b>	<b>181</b>	<b>184</b>	<b>184</b>	<b>186</b>	<b>174</b>	<b>188</b>	<b>4194</b>

## 2. Frekuensi jawaban responden

**Frekuensi jawaban variabel X1****prk1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	6	13.0	13.0	17.4
	4	34	73.9	73.9	91.3
	5	4	8.7	8.7	100.0
	Total	46	100.0	100.0	

**prk2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	10	21.7	21.7	26.1
	4	27	58.7	58.7	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

**prk3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	3	6.5	6.5	8.7
	4	34	73.9	73.9	82.6
	5	8	17.4	17.4	100.0
	Total	46	100.0	100.0	

**prk4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	1	2.2	2.2	4.3
	4	30	65.2	65.2	69.6
	5	14	30.4	30.4	100.0
	Total	46	100.0	100.0	

**prk5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.5	6.5	6.5
	3	2	4.3	4.3	10.9
	4	34	73.9	73.9	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

**prk6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	12	26.1	26.1	30.4
	4	25	54.3	54.3	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

**prk7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	8.7	8.7	8.7
	3	11	23.9	23.9	32.6
	4	23	50.0	50.0	82.6
	5	8	17.4	17.4	100.0
	Total	46	100.0	100.0	

**prk8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.5	6.5	6.5
	3	9	19.6	19.6	26.1
	4	25	54.3	54.3	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**prk9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.5	6.5	6.5
	3	7	15.2	15.2	21.7
	4	28	60.9	60.9	82.6
	5	8	17.4	17.4	100.0
	Total	46	100.0	100.0	

**prk10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	5	10.9	10.9	13.0
	4	32	69.6	69.6	82.6
	5	8	17.4	17.4	100.0
	Total	46	100.0	100.0	



**prk11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	10	21.7	21.7	26.1
	4	29	63.0	63.0	89.1
	5	5	10.9	10.9	100.0
	Total	46	100.0	100.0	

**prk12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	9	19.6	19.6	23.9
	4	29	63.0	63.0	87.0
	5	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

**prk13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	8	17.4	17.4	19.6
	4	30	65.2	65.2	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

**prk14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.5	6.5	6.5
	3	8	17.4	17.4	23.9
	4	26	56.5	56.5	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**prk15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	19.6	19.6	19.6
	4	27	58.7	58.7	78.3
	5	10	21.7	21.7	100.0
	Total	46	100.0	100.0	

**prk16**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	11	23.9	23.9	28.3
	4	28	60.9	60.9	89.1
	5	5	10.9	10.9	100.0

**prk11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	10	21.7	21.7	26.1
	4	29	63.0	63.0	89.1
	5	5	10.9	10.9	100.0
	Total	46	100.0	100.0	

**prk17**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	7	15.2	15.2	19.6
	4	31	67.4	67.4	87.0
	5	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

**prk18**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	6	13.0	13.0	15.2
	4	30	65.2	65.2	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**prk19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	6	13.0	13.0	15.2
	4	32	69.6	69.6	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

## Frekuensi jawaban variabel X2

**pk1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	4	8.7	8.7	13.0
	4	26	56.5	56.5	69.6
	5	14	30.4	30.4	100.0
	Total	46	100.0	100.0	

**pk2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	3	6.5	6.5	10.9
	4	28	60.9	60.9	71.7
	5	13	28.3	28.3	100.0
	Total	46	100.0	100.0	

**pk3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.5	6.5	6.5
	3	8	17.4	17.4	23.9
	4	27	58.7	58.7	82.6
	5	8	17.4	17.4	100.0
	Total	46	100.0	100.0	

**pk4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.2	2.2	2.2
	4	33	71.7	71.7	73.9
	5	12	26.1	26.1	100.0
	Total	46	100.0	100.0	

**pk5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	4	33	71.7	71.7	73.9
	5	12	26.1	26.1	100.0
	Total	46	100.0	100.0	

**pk6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	1	2.2	2.2	4.3
	4	35	76.1	76.1	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**pk7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	17.4	17.4	17.4
	4	24	52.2	52.2	69.6
	5	14	30.4	30.4	100.0
	Total	46	100.0	100.0	

**pk8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	4	8.7	8.7	10.9
	4	26	56.5	56.5	67.4
	5	15	32.6	32.6	100.0
	Total	46	100.0	100.0	

**pk9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	6	13.0	13.0	15.2
	4	25	54.3	54.3	69.6
	5	14	30.4	30.4	100.0
	Total	46	100.0	100.0	

**pk10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	4	8.7	8.7	13.0
	4	26	56.5	56.5	69.6
	5	14	30.4	30.4	100.0
	Total	46	100.0	100.0	

**pk11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	5	10.9	10.9	15.2
	4	23	50.0	50.0	65.2
	5	16	34.8	34.8	100.0
	Total	46	100.0	100.0	

**pk12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	10	21.7	21.7	23.9
	4	29	63.0	63.0	87.0
	5	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

**pk13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	9	19.6	19.6	21.7
	4	26	56.5	56.5	78.3
	5	10	21.7	21.7	100.0
	Total	46	100.0	100.0	

**pk14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	17.4	17.4	17.4
	4	32	69.6	69.6	87.0
	5	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

**pk15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	13.0	13.0	13.0
	4	35	76.1	76.1	89.1
	5	5	10.9	10.9	100.0
	Total	46	100.0	100.0	

**pk16**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	13.0	13.0	13.0
	4	29	63.0	63.0	76.1
	5	11	23.9	23.9	100.0
	Total	46	100.0	100.0	

**pk17**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	21.7	21.7	21.7
	4	30	65.2	65.2	87.0
	5	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

**pk18**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	26.1	26.1	26.1
	4	25	54.3	54.3	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**pk19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	21.7	21.7	21.7
	4	29	63.0	63.0	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

**pk20**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	15.2	15.2	15.2
	4	28	60.9	60.9	76.1
	5	11	23.9	23.9	100.0
	Total	46	100.0	100.0	

**pk21**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	4	8.7	8.7	13.0
	4	30	65.2	65.2	78.3
	5	10	21.7	21.7	100.0
	Total	46	100.0	100.0	

**Frekuensi jawaban variabel Y****kp1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	19.6	19.6	19.6
	4	28	60.9	60.9	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**kp2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	6	13.0	13.0	15.2
	4	28	60.9	60.9	76.1
	5	11	23.9	23.9	100.0
	Total	46	100.0	100.0	

**kp3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	13.0	13.0	13.0
	4	30	65.2	65.2	78.3
	5	10	21.7	21.7	100.0
	Total	46	100.0	100.0	

**kp4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	8	17.4	17.4	19.6
	4	26	56.5	56.5	76.1
	5	11	23.9	23.9	100.0
	Total	46	100.0	100.0	

**kp5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	8.7	8.7	8.7
	4	33	71.7	71.7	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**kp6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	37.0	37.0	37.0
	4	24	52.2	52.2	89.1
	5	5	10.9	10.9	100.0
	Total	46	100.0	100.0	

**kp7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	23.9	23.9	23.9
	4	27	58.7	58.7	82.6
	5	8	17.4	17.4	100.0
	Total	46	100.0	100.0	

**kp8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	13.0	13.0	13.0
	4	32	69.6	69.6	82.6
	5	8	17.4	17.4	100.0
	Total	46	100.0	100.0	

kp9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	7	15.2	15.2	17.4
	4	34	73.9	73.9	91.3
	5	4	8.7	8.7	100.0
	Total	46	100.0	100.0	

kp10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	17.4	17.4	17.4
	4	33	71.7	71.7	89.1
	5	5	10.9	10.9	100.0
	Total	46	100.0	100.0	

kp11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	8.7	8.7	8.7
	4	32	69.6	69.6	78.3
	5	10	21.7	21.7	100.0
	Total	46	100.0	100.0	

kp12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	19.6	19.6	19.6
	4	32	69.6	69.6	89.1
	5	5	10.9	10.9	100.0
	Total	46	100.0	100.0	

kp13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	21.7	21.7	21.7
	4	27	58.7	58.7	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

kp14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	21.7	21.7	21.7
	4	31	67.4	67.4	89.1
	5	5	10.9	10.9	100.0
	Total	46	100.0	100.0	



**kp15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	19.6	19.6	19.6
	4	32	69.6	69.6	89.1
	5	5	10.9	10.9	100.0
	Total	46	100.0	100.0	

**kp16**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	21.7	21.7	21.7
	4	27	58.7	58.7	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**kp17**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	23.9	23.9	23.9
	4	28	60.9	60.9	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

**kp18**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	23.9	23.9	23.9
	4	27	58.7	58.7	82.6
	5	8	17.4	17.4	100.0
	Total	46	100.0	100.0	

**kp19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	19.6	19.6	19.6
	4	28	60.9	60.9	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**kp20**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	28.3	28.3	28.3
	4	30	65.2	65.2	93.5
	5	3	6.5	6.5	100.0
	Total	46	100.0	100.0	

kp21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	13.0	13.0	13.0
	4	32	69.6	69.6	82.6
	5	8	17.4	17.4	100.0
Total		46	100.0	100.0	

kp22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	16	34.8	34.8	34.8
	4	24	52.2	52.2	87.0
	5	6	13.0	13.0	100.0
Total		46	100.0	100.0	

kp23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	13.0	13.0	13.0
	4	30	65.2	65.2	78.3
	5	10	21.7	21.7	100.0
Total		46	100.0	100.0	

### 3. Uji reliabilitas dan validitas

#### Reliability dan validitas (Y)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.918	.919	23

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
kp1	87.1739	62.814	.594	.	.914
kp2	87.1087	63.477	.483	.	.916
kp3	87.0870	63.459	.571	.	.914
kp4	87.1522	62.976	.501	.	.916
kp5	87.0652	64.373	.535	.	.915
kp6	87.4348	61.762	.687	.	.912
kp7	87.2391	61.875	.676	.	.912
kp8	87.1304	63.538	.600	.	.914
kp9	87.2826	65.629	.350	.	.918
kp10	87.2391	63.830	.593	.	.914
kp11	87.0435	64.131	.547	.	.915
kp12	87.2609	64.019	.550	.	.915

kp13	87.1957	63.316	.525	.915
kp14	87.2826	63.452	.598	.914
kp15	87.2609	62.864	.687	.912
kp16	87.1957	63.094	.548	.915
kp17	87.2609	61.975	.690	.912
kp18	87.2391	64.986	.361	.918
kp19	87.1739	62.902	.585	.914
kp20	87.3913	65.799	.341	.918
kp21	87.1304	64.783	.456	.916
kp22	87.3913	61.755	.668	.912
kp23	87.0870	64.170	.492	.916

## Reliability dan validitas (X2)

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.893	.895	21

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
pk1	81.1304	54.960	.465	.890	
pk2	81.1304	56.338	.355	.893	
pk3	81.3913	55.488	.396	.892	
pk4	81.0217	56.688	.521	.888	
pk5	81.0435	55.954	.534	.888	
pk6	81.1304	56.916	.425	.890	
pk7	81.1304	55.094	.502	.888	
pk8	81.0652	55.529	.458	.890	
pk9	81.1304	52.871	.699	.882	
pk10	81.1304	53.671	.588	.886	
pk11	81.1087	52.410	.671	.883	
pk12	81.3913	55.266	.514	.888	
pk13	81.2826	55.985	.392	.892	
pk14	81.3043	57.061	.395	.891	
pk15	81.2826	57.141	.442	.890	
pk16	81.1522	56.043	.472	.889	
pk17	81.3478	55.521	.548	.887	
pk18	81.3261	54.447	.576	.886	
pk19	81.3261	55.114	.573	.886	
pk20	81.1739	54.502	.626	.885	
pk21	81.2174	55.107	.491	.889	

## Reliability dan validitas (X1)

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.843	.847	19

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
prk1	70.6522	39.787	.660	.584	.826
prk2	70.6739	40.314	.483	.616	.833
prk3	70.4565	41.898	.417	.827	.836
prk4	70.2826	42.163	.357	.708	.838
prk5	70.5435	42.031	.319	.835	.840
prk6	70.7174	41.141	.377	.535	.838
prk7	70.7609	40.142	.415	.500	.837
prk8	70.6522	40.232	.434	.744	.835
prk9	70.6304	40.816	.400	.594	.837
prk10	70.5000	41.322	.459	.703	.834
prk11	70.7174	41.852	.337	.807	.840
prk12	70.6739	41.069	.421	.835	.836
prk13	70.5870	42.114	.332	.600	.840
prk14	70.6304	41.794	.282	.565	.843
prk15	70.5000	41.767	.373	.642	.838
prk16	70.7391	39.842	.568	.630	.829
prk17	70.6304	40.105	.558	.773	.830
prk18	70.5000	40.967	.473	.384	.834
prk19	70.5435	40.254	.602	.797	.828

## 4. Uji normalitas

**NPar Tests**

		One-Sample Kolmogorov-Smirnov Test		
		Perencanaan Karir	Pengembangan Karir	Kinerja Pegawai
N		46	46	46
Normal Parameters <sup>a</sup>	Mean	74.5217	85.2609	91.1739
	Std. Deviation	6.73214	7.79012	8.31680
Most Extreme Differences	Absolute	.137	.067	.156
	Positive	.068	.064	.156
	Negative	-.137	-.067	-.072
Kolmogorov-Smirnov Z		.926	.452	1.059
Asymp. Sig. (2-tailed)		.357	.987	.212
a. Test distribution is Normal.				

## 5. Uji regresi dan hipotesis

**Regresi dan Hipotesis**

		Correlations		
		Kinerja Pegawai	Perencanaan Karir	Pengembangan Karir
Pearson Correlation	Kinerja Pegawai	1.000	.420	.864
	Perencanaan Karir	.420	1.000	.335
	Pengembangan Karir	.864	.335	1.000
Sig. (1-tailed)	Kinerja Pegawai	.	.002	.000
	Perencanaan Karir	.002	.	.011
	Pengembangan Karir	.000	.011	.
N	Kinerja Pegawai	46	46	46
	Perencanaan Karir	46	46	46
	Pengembangan Karir	46	46	46

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.875 <sup>a</sup>	.765	.754	4.12307	.765	70.049	2	43	.000	1.233

a. Predictors: (Constant), Pengembangan Karir, Perencanaan Karir

b. Dependent Variable: Kinerja Pegawai

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2381.621	2	1190.810	70.049	.000 <sup>a</sup>
	Residual	730.988	43	17.000		
	Total	3112.609	45			

a. Predictors: (Constant), Pengembangan Karir, Perencanaan Karir

b. Dependent Variable: Kinerja Pegawai

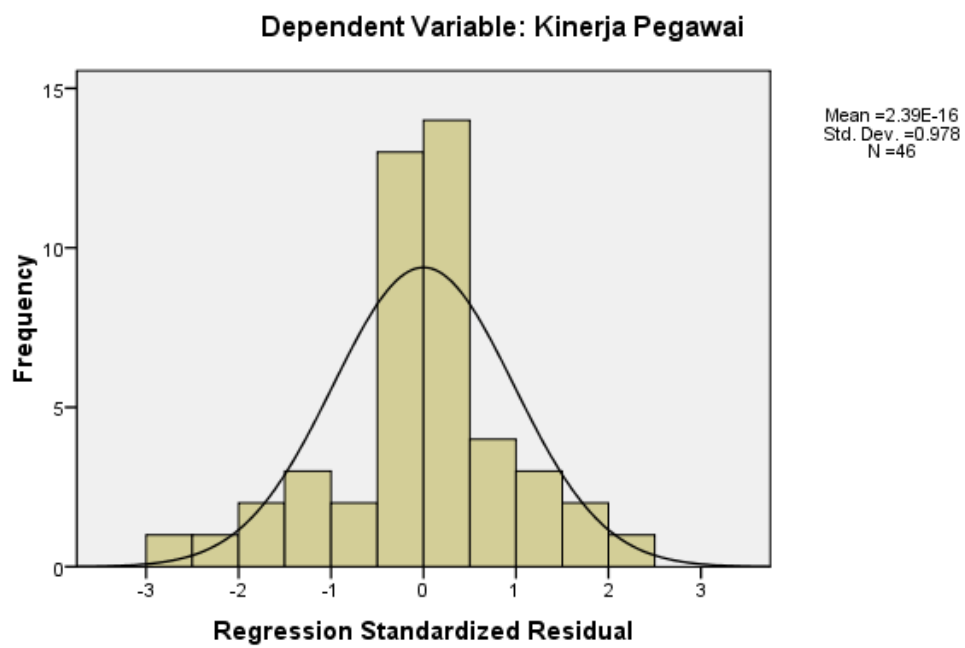
**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	3.486	8.303		.420	.677					
	Perencanaan Karir	.182	.097	.147	1.880	.067	.420	.276	.139	.888	1.126
	Pengembangan Karir	.869	.084	.814	10.381	.000	.864	.845	.767	.888	1.126

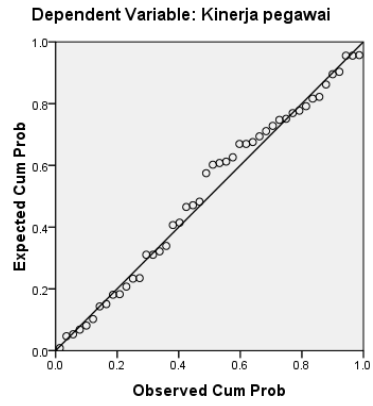
a. Dependent Variable: Kinerja Pegawai

## Charts

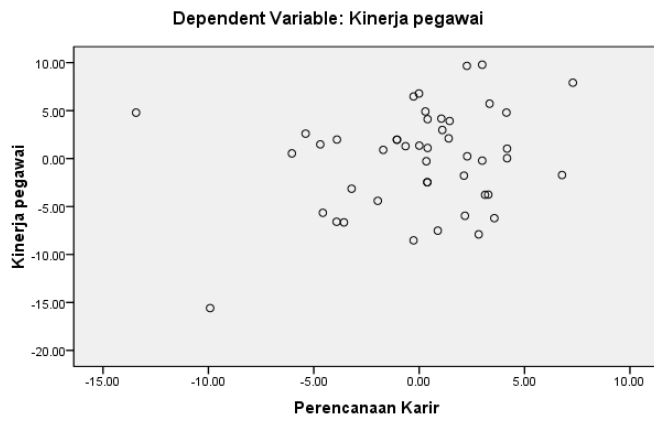
### Histogram



Normal P-P Plot of Regression Standardized Residual



Partial Regression Plot



Partial Regression Plot

