

## LAMPIRAN

### Lampiran 1. Kuesioner Penelitian

#### VARIABEL INDEPENDEN (X)

Pernyataan	SS	S	N	KS	STS
<b>Pemanfaatan Teknologi Informasi(X<sub>1</sub>)</b>					
<b>Indikator Intensitas pemanfaatan</b>					
1. Dengan pemanfaatan teknologi informasi dapat meningkatkan pelayanan kepada masyarakat.					
2. Dengan pemanfaatan teknologi informasi dapat mempercepat dalam pembuatan berkas maupun laporan kantor.					
3. Dengan pemanfaatan teknologi informasi dapat dengan cepat memberikan pelayanan kepada masyarakat.					
4. Dengan pemanfaatan teknologi informasi dapat dengan mudah menyelesaikan segala pekerjaan di kantor.					
5. Dengan pemanfaatan teknologi informasi dapat meminimalisir tingkat kesalahan					
<b>Indikator Frekuensi pemanfaatan</b>					
6. Pemanfaatan Teknologi informasi dapat					

<p>mempercepat penyelesaian pekerjaan</p> <p>7. Dengan pemanfaatan teknologi informasi dapat menyelesaikan pekerjaan dengan jumlah yang banyak</p> <p>8. Dengan pemanfaatan teknologi informasi dapat lebih fleksibel dalam menyelesaikan pekerjaan kantor</p> <p><b>Indikator jumlah aplikasi atau perangkat lunak yang digunakan</b></p> <p>9. Dalam menyelesaikan pekerjaan diperlukan beberapa perangkat/aplikasi pada computer</p> <p>10. Para karyawan diharuskan menguasai beberapa perangkat/aplikasi computer yang ditetapkan guna memperlancar menyelesaikan pekerjaan.</p> <p>11. Beberapa perangkat/aplikasi pada computer memiliki fungsi masing-masing dalam menyelesaikan pekerjaan di kantor.</p>					
<p><b>Computer Anxiety (X<sub>2</sub>)</b></p> <p><b>Indikator Fear</b></p> <p>1. Saya takut menggunakan komputer karena takut membuat kesalahan yang tidak dapat saya perbaiki.</p>					

<p>2. Saya merasa ragu dengan kemampuan saya untuk mengintepretasikan komputer.</p>					
<p>3. Saya menghindar dari komputer karena asing (<i>unfamiliar</i>) bagi saya.</p>					
<p>4. Saya takut kalau saya melakukan kesalahan yang menyebabkan sebagian informasi besar di komputer rusak/hilang karena menekan tombol yang sala.</p>					
<p>5. Saya takut menggunakan computer karena saya kurang mampu memahami bahasa pemrograman komputer</p>					
<p><b>Indikator Anticipation</b></p>					
<p>6. Saya yakin bahwa dengan waktu dan latihan saya akan merasa nyaman bekerja dengan komputer</p>					
<p>7. Saya berusaha mencari informasi dari teman kerja, buku, maupun internet untuk mengatasikesulitan saya dalam mengoperasikan computer</p>					
<p>8. Saya selalu belajar terlebih dahulu sebelum mengoperasikan computer dalam bekerja.</p>					
<p>9. Saya berusaha keras belajar dari berbagai sumber untuk dapat mengoperasikan</p>					

computer dengan tepat.					
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**VARIABEL DEPENDEN (Y)**

Pernyataan	SS	S	N	KS	STS
<b>Kinerja Karyawan (Y)</b>					
<b>Indikator Kuantitas Kerja</b>					
1. Saya dapat menyelesaikan pekerjaan dengan tepat waktu.					
2. Kuantitas kerja saya selalu sesuai dengan target yang ditetapkan					
3. Saya dapat memberikan pelayanan kepada masyarakat lebih cepat					
4. Saya cenderung menyelesaikan pekerjaan di awal daripada terjadi penumpukan kerja					
5. Sebagian waktu saya di kantor untuk bekerja					
<b>Indikator Kualitas Kerja</b>					
6. Saya memiliki pengetahuan atas pekerjaan yang saya lakukan					
7. Saya mempunyai tanggung jawab dan komitmen dalam bekerja					
8. Kualitas hasil kerja saya sesuai dengan cara kerja yang ditetapkan					
9. Saya tidak pernah melakukan kesalahan					

dalam bekerja					
10. Kualitas kerja saya sesuai dengan harapan kantor					
<b>Indikator Kemandirian</b>					
11. Saya dapat menyelesaikan pekerjaan sendiri tanpa bergantung kepada orang lain.					
12. Saya dapat bekerja secara mandiri					
13. Walaupun harus bekerja secara tim work, tetapi saya tidak pernah merepotkan anggota lain.					
14. Ketika mengalami kesulitan dalam bekerja saya berusaha untuk dapat menyelesaikan sendiri					
<b>Inisiatif (Initiative)</b>					
15. Saya selalu menyelesaikan pekerjaan sesuai dengan yang sudah ditetapkan tanpa diperintah oleh atasan.					
16. Ketika mengalami kesulitan dalam bekerja, saya selalu berinisiatif sendiri untuk menyelesaikan permasalahan tersebut					
17. Saya selalu melakukan berbagai upaya agar dapat menyelesaikan pekerjaan dengan maksimal.					

<p>18. Saya memiliki tanggung jawab dan komitmen dalam bekerja</p>					
<p><b>Adaptabilitas (<i>Adaptability</i>)</b></p>					
<p>19. Saya mampu beradaptasi dengan baik di lingkungan kerja</p>					
<p>20. Saya mampu menyesuaikan kinerja saya dengan pegawai lain</p>					
<p>21. Saya mampu menyesuaikan kemampuan saya dalam bekerja untuk memenuhi target yang telah ditetapkan</p>					
<p>22. Saya dapat dengan mudah menyelesaikan pekerjaan walaupun terdapat peralatan maupun sistem baru.</p>					
<p><b>Kerjasama (<i>Cooperation</i>)</b></p>					
<p>23. Saya dapat bekerja sama dengan pegawai lain dalam bekerja</p>					
<p>24. Kerjasama merupakan hal yang sangat penting dalam bekerja</p>					
<p>25. Dalam menyelesaikan pekerjaan saya sering bekerja sama dengan pegawai lain</p>					
<p>26. Untuk menghasilkan pekerjaan yang maksimal dibutuhkan kerjasama antar pegawai</p>					

## VARIABEL MODERATING

Pernyataan	SS	S	N	KS	STS
<p><b>Keahlian (Z)</b></p> <p>Indikator <i>Magnitude</i></p> <ol style="list-style-type: none"> <li>1. Saya bisa memahami istilah yang berkaitan dengan hardware dan software komputer</li> <li>2. Saya dapat mengoperasikan berbagai aplikasi pada komputer</li> <li>3. Setiap orang dapat belajar menggunakan komputer jika mereka sabar dan termotivasi</li> <li>4. Saya dapat menyelesaikan pekerjaan saya dengan cepat menggunakan komputer</li> </ol> <p>Indikator <i>Strength</i></p> <ol style="list-style-type: none"> <li>5. Saya bisa menggunakan komputer untuk mengakses internet walaupun tidak ada orang lain di sekitar saya yang memberitahu cara menggunakannya</li> <li>6. Saya yakin bahwa dengan waktu dan latihan, saya akan merasa nyaman bekerja dengan komputer</li> <li>7. Saya merasa percaya/yakin bahwa saya dapat mempelajari keterampilan komputer</li> </ol>					

Indikator <i>Generalibility</i>					
8. Sering menggunakan komputer membuat pengetahuan saya semakin bertambah.					
9. Saya dapat mengoperasikan hardware dan software komputer secara tepat					
10. Saya sanggup mengatasi masalah yang muncul pada komputer baik hardware maupun softwerenya ketika saya bekerja					
11. Saya tidak pernah mengalami kesalahan dalam mengoperasikan komputer					





**LAMPIRAN 2. HASIL ANGKET**

**HASIL ANGKET PEMANFAATAN TEKNOLOGI INFORMASI (X1)**

No	Pemanfaatan Teknologi Informasi (X1)											Jumlah
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	
<b>1</b>	5	5	3	5	3	5	5	5	4	5	5	<b>50</b>
<b>2</b>	5	5	5	4	5	4	4	5	5	5	5	<b>52</b>
<b>3</b>	4	4	3	3	3	3	3	3	4	4	3	<b>37</b>
<b>4</b>	3	4	4	3	4	3	5	3	3	3	3	<b>38</b>
<b>5</b>	5	3	3	4	3	4	4	4	3	5	4	<b>42</b>
<b>6</b>	4	4	4	5	4	5	5	4	4	4	4	<b>47</b>
<b>7</b>	5	5	3	2	3	2	5	5	5	5	5	<b>45</b>
<b>8</b>	5	5	4	3	4	3	4	2	2	5	2	<b>39</b>
<b>9</b>	4	3	4	5	4	5	5	4	3	4	4	<b>45</b>

<b>10</b>	5	3	4	5	4	5	5	5	5	5	5	<b>51</b>
<b>11</b>	5	4	4	5	4	5	4	5	5	5	5	<b>51</b>
<b>12</b>	4	5	4	3	4	3	2	5	5	4	5	<b>44</b>
<b>13</b>	5	5	2	5	2	5	5	5	3	2	5	<b>44</b>
<b>14</b>	5	5	4	5	4	5	5	5	5	5	5	<b>53</b>
<b>15</b>	5	5	4	3	4	3	5	5	5	5	5	<b>49</b>
<b>16</b>	3	4	4	5	4	5	5	4	3	5	4	<b>46</b>
<b>17</b>	5	5	5	4	5	4	5	5	5	5	5	<b>53</b>
<b>18</b>	5	4	5	4	5	4	4	4	4	5	4	<b>48</b>
<b>19</b>	4	4	5	3	5	3	2	4	4	4	4	<b>42</b>
<b>20</b>	2	2	3	3	3	3	3	2	3	2	2	<b>28</b>
<b>21</b>	3	3	3	4	3	4	4	3	3	3	3	<b>36</b>
<b>22</b>	4	4	4	5	4	5	5	4	4	4	4	<b>47</b>
<b>23</b>	5	5	5	5	5	5	5	5	5	5	5	<b>55</b>

<b>24</b>	5	5	3	3	3	3	3	5	5	5	5	<b>45</b>
<b>25</b>	5	3	3	5	3	5	5	3	3	3	3	<b>41</b>
<b>26</b>	5	5	3	5	3	5	5	5	5	5	5	<b>51</b>
<b>27</b>	5	5	3	4	3	4	4	4	5	5	4	<b>46</b>
<b>28</b>	4	5	5	4	5	4	4	4	4	4	4	<b>47</b>
<b>29</b>	4	4	4	2	4	2	2	4	4	4	4	<b>38</b>
<b>30</b>	2	3	5	5	5	5	4	4	2	2	4	<b>41</b>
<b>31</b>	4	5	2	5	2	5	5	5	5	4	5	<b>47</b>
<b>32</b>	5	5	3	4	3	4	5	5	5	5	5	<b>49</b>
<b>33</b>	5	5	5	5	5	5	5	5	5	5	5	<b>55</b>
<b>34</b>	5	5	4	4	4	4	4	5	5	5	5	<b>50</b>
<b>35</b>	4	4	2	3	2	3	5	4	4	4	4	<b>39</b>
<b>36</b>	3	3	4	5	4	5	5	3	3	5	3	<b>43</b>
<b>37</b>	5	5	5	5	5	5	5	5	5	5	5	<b>55</b>

<b>38</b>	5	5	5	3	5	3	5	5	5	5	5	<b>51</b>
<b>39</b>	3	3	4	5	4	5	5	5	3	5	5	<b>47</b>
<b>40</b>	5	5	4	5	4	5	5	5	5	5	5	<b>53</b>
<b>41</b>	5	5	2	4	2	4	4	5	5	5	5	<b>46</b>
<b>42</b>	4	4	5	4	5	4	4	4	4	4	4	<b>46</b>
<b>43</b>	4	4	4	3	4	3	5	4	4	4	4	<b>43</b>
<b>44</b>	5	3	4	5	4	5	5	3	3	5	3	<b>45</b>
<b>45</b>	5	5	5	4	5	4	4	5	5	5	5	<b>52</b>
<b>Jumlah</b>	<b>197</b>	<b>192</b>	<b>173</b>	<b>185</b>	<b>173</b>	<b>185</b>	<b>197</b>	<b>193</b>	<b>186</b>	<b>198</b>	<b>193</b>	<b>2072</b>

**HASIL ANGKET *COMPUTER ANXIETY (X2)***

No	<i>Computer Anxiety (X2)</i>									Jumlah
	X <sub>2.1</sub>	X <sub>2.2</sub>	X <sub>2.3</sub>	X <sub>2.4</sub>	X <sub>2.5</sub>	X <sub>2.6</sub>	X <sub>2.7</sub>	X <sub>2.8</sub>	X <sub>2.9</sub>	
<b>1</b>	5	4	5	5	3	5	5	4	5	<b>41</b>
<b>2</b>	5	5	5	4	5	4	4	5	5	<b>42</b>
<b>3</b>	3	4	4	4	3	3	3	4	3	<b>31</b>
<b>4</b>	3	3	3	4	4	3	5	3	3	<b>31</b>
<b>5</b>	4	3	4	3	3	4	4	3	4	<b>32</b>
<b>6</b>	4	4	4	4	4	5	4	4	4	<b>37</b>
<b>7</b>	5	5	5	5	3	2	5	4	5	<b>39</b>
<b>8</b>	4	2	5	5	4	4	4	3	4	<b>35</b>
<b>9</b>	3	3	4	3	4	5	3	3	3	<b>31</b>
<b>10</b>	5	5	5	3	4	4	5	4	5	<b>40</b>

<b>11</b>	4	5	5	4	4	5	4	5	4	<b>40</b>
<b>12</b>	5	5	4	5	4	3	2	4	5	<b>37</b>
<b>13</b>	4	3	2	4	2	5	5	5	4	<b>34</b>
<b>14</b>	5	5	5	5	4	5	5	5	5	<b>44</b>
<b>15</b>	5	5	5	5	4	3	5	3	5	<b>40</b>
<b>16</b>	4	3	5	4	4	5	4	5	4	<b>38</b>
<b>17</b>	5	5	5	5	5	4	5	4	5	<b>43</b>
<b>18</b>	4	4	5	4	5	4	4	4	4	<b>38</b>
<b>19</b>	4	4	4	4	5	3	5	3	4	<b>36</b>
<b>20</b>	2	3	2	3	3	3	3	3	2	<b>24</b>
<b>21</b>	3	5	3	5	3	5	4	4	3	<b>35</b>
<b>22</b>	4	4	5	4	5	5	5	5	4	<b>41</b>
<b>23</b>	5	5	5	5	5	5	5	5	5	<b>45</b>

<b>24</b>	5	5	5	5	3	3	3	3	5	<b>37</b>
<b>25</b>	3	3	3	3	3	5	5	5	3	<b>33</b>
<b>26</b>	5	5	5	5	3	5	5	5	5	<b>43</b>
<b>27</b>	5	5	5	5	3	4	4	3	5	<b>39</b>
<b>28</b>	5	4	5	3	5	5	4	5	5	<b>41</b>
<b>29</b>	4	4	4	4	3	2	2	5	4	<b>32</b>
<b>30</b>	2	2	2	5	5	5	4	3	2	<b>30</b>
<b>31</b>	4	5	4	4	2	5	5	3	4	<b>36</b>
<b>32</b>	5	5	5	5	3	4	5	5	5	<b>42</b>
<b>33</b>	5	5	5	5	5	5	5	5	5	<b>45</b>
<b>34</b>	5	5	5	5	4	4	4	5	5	<b>42</b>
<b>35</b>	5	4	4	5	2	3	5	5	5	<b>38</b>
<b>36</b>	3	3	5	5	4	5	5	5	3	<b>38</b>

<b>37</b>	5	5	5	5	5	5	5	5	5	<b>45</b>
<b>38</b>	5	5	5	5	5	3	5	3	5	<b>41</b>
<b>39</b>	5	3	5	3	4	5	5	5	5	<b>40</b>
<b>40</b>	5	2	5	2	4	2	5	3	5	<b>33</b>
<b>41</b>	5	5	5	5	2	4	4	4	5	<b>39</b>
<b>42</b>	4	4	4	4	5	4	4	4	4	<b>37</b>
<b>43</b>	4	4	4	4	4	3	5	3	4	<b>35</b>
<b>44</b>	5	3	5	3	4	5	5	5	5	<b>40</b>
<b>45</b>	5	5	5	5	4	5	5	5	5	<b>44</b>
<b>Jumlah</b>	<b>194</b>	<b>185</b>	<b>199</b>	<b>192</b>	<b>172</b>	<b>185</b>	<b>197</b>	<b>186</b>	<b>194</b>	<b>1704</b>



### HASIL ANGKET KEAHLIAN (Z)

No	Keahlian (Z)											Jumlah
	Z1.1	Z1.2	Z1.3	Z1.4	Z1.5	Z1.6	Z1.7	Z1.8	Z1.9	Z1.10	Z1.11	
<b>1</b>	4	5	5	5	5	4	4	3	3	5	5	<b>48</b>
<b>2</b>	5	5	5	5	5	5	5	5	5	5	5	<b>55</b>
<b>3</b>	4	4	3	3	4	5	3	3	4	4	3	<b>40</b>
<b>4</b>	3	3	3	3	3	2	4	4	2	4	3	<b>34</b>
<b>5</b>	3	5	4	4	4	3	3	3	2	3	2	<b>36</b>
<b>6</b>	4	4	5	5	5	2	2	4	3	4	4	<b>42</b>
<b>7</b>	5	5	2	5	2	4	3	4	5	3	3	<b>41</b>
<b>8</b>	2	2	3	4	3	5	3	4	4	5	2	<b>37</b>
<b>9</b>	2	4	2	5	3	2	4	4	2	3	4	<b>35</b>
<b>10</b>	5	5	5	4	4	4	5	4	3	3	4	<b>46</b>
<b>11</b>	5	5	5	4	5	5	5	2	5	4	5	<b>50</b>

<b>12</b>	5	4	4	5	4	4	5	4	4	5	5	<b>49</b>
<b>13</b>	5	5	5	5	5	5	5	4	3	4	2	<b>48</b>
<b>14</b>	5	5	5	5	5	3	4	4	5	5	5	<b>51</b>
<b>15</b>	5	5	3	3	4	5	5	5	4	5	5	<b>49</b>
<b>16</b>	3	5	5	5	5	4	4	2	3	3	4	<b>43</b>
<b>17</b>	5	5	4	5	4	5	4	5	5	5	5	<b>52</b>
<b>18</b>	4	5	5	4	4	5	5	3	5	4	4	<b>48</b>
<b>19</b>	4	4	2	4	5	3	3	5	4	4	4	<b>42</b>
<b>20</b>	3	2	3	3	2	2	2	4	2	3	2	<b>28</b>
<b>21</b>	3	3	4	4	4	5	5	5	5	3	3	<b>44</b>
<b>22</b>	4	4	5	5	5	5	5	5	5	4	4	<b>51</b>
<b>23</b>	5	5	5	5	5	5	5	5	5	5	5	<b>55</b>
<b>24</b>	5	5	3	5	3	2	5	3	2	5	5	<b>43</b>
<b>25</b>	3	3	5	5	2	5	5	3	2	3	3	<b>39</b>

<b>26</b>	5	5	5	5	5	4	5	5	4	5	5	<b>53</b>
<b>27</b>	5	5	4	4	5	4	4	4	2	4	5	<b>46</b>
<b>28</b>	4	4	4	4	4	5	3	5	5	3	4	<b>45</b>
<b>29</b>	4	4	2	2	3	4	5	2	5	4	5	<b>40</b>
<b>30</b>	2	2	4	4	5	5	5	3	4	5	2	<b>41</b>
<b>31</b>	5	4	5	5	5	5	5	5	5	4	4	<b>52</b>
<b>32</b>	5	5	5	5	5	5	5	4	4	5	5	<b>53</b>
<b>33</b>	5	5	5	5	5	5	5	5	5	5	5	<b>55</b>
<b>34</b>	5	5	4	4	4	3	3	4	5	5	5	<b>47</b>
<b>35</b>	4	4	3	3	3	5	5	5	5	4	5	<b>46</b>
<b>36</b>	4	5	5	5	5	5	5	5	5	5	5	<b>54</b>
<b>37</b>	5	5	5	5	5	3	3	4	5	5	5	<b>50</b>
<b>38</b>	5	5	5	5	5	5	5	4	5	5	5	<b>54</b>
<b>39</b>	3	5	5	5	5	5	5	2	4	3	5	<b>47</b>

<b>40</b>	5	5	5	5	5	4	4	5	4	5	5	<b>52</b>
<b>41</b>	5	5	4	4	4	4	4	4	3	5	5	<b>47</b>
<b>42</b>	4	4	4	4	4	5	3	4	5	4	4	<b>45</b>
<b>43</b>	4	4	3	3	3	5	5	5	4	4	4	<b>44</b>
<b>44</b>	3	5	5	5	5	4	4	3	3	3	5	<b>45</b>
<b>45</b>	5	5	4	4	4	5	3	4	5	5	5	<b>49</b>
<b>Jumlah</b>	<b>188</b>	<b>198</b>	<b>186</b>	<b>196</b>	<b>189</b>	<b>189</b>	<b>189</b>	<b>179</b>	<b>179</b>	<b>189</b>	<b>189</b>	<b>2071</b>



### HASIL ANGKET KINERJA KARYAWAN (Y)

No	Kinerja Karyawan (Y)													
	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1.14
<b>1</b>	5	5	5	5	5	5	5	5	4	4	5	5	5	5
<b>2</b>	5	5	5	5	5	5	5	5	5	5	5	5	5	5
<b>3</b>	4	4	4	4	4	4	4	4	4	4	4	4	4	4
<b>4</b>	3	3	4	4	3	3	3	4	3	4	3	3	3	3
<b>5</b>	3	5	3	3	3	3	5	3	5	3	3	5	3	3
<b>6</b>	4	4	4	4	4	4	4	4	4	4	4	4	4	4
<b>7</b>	5	4	5	5	3	3	5	5	3	5	5	3	5	5
<b>8</b>	2	5	5	5	2	2	5	5	5	5	2	5	2	2
<b>9</b>	3	4	3	3	3	3	4	3	4	3	3	4	3	3
<b>10</b>	5	5	3	3	5	5	5	3	5	3	5	5	5	5
<b>11</b>	5	5	4	4	5	5	5	4	5	4	5	5	5	5

<b>12</b>	5	4	5	5	5	3	4	3	4	5	5	4	3	5
<b>13</b>	4	5	5	5	3	3	5	4	5	3	5	3	3	4
<b>14</b>	5	5	5	5	5	3	5	5	5	5	5	5	5	5
<b>15</b>	3	5	5	3	5	5	5	5	5	5	5	5	5	3
<b>16</b>	3	5	4	4	5	3	5	4	5	4	5	5	5	3
<b>17</b>	5	5	5	5	5	4	5	5	4	5	4	5	5	5
<b>18</b>	4	5	4	4	4	5	5	4	5	5	5	5	4	4
<b>19</b>	4	4	4	4	4	4	4	4	4	4	4	4	4	4
<b>20</b>	2	2	2	5	5	5	2	2	2	2	4	2	2	2
<b>21</b>	3	4	3	5	5	5	5	3	5	3	5	5	5	3
<b>22</b>	4	5	5	4	5	5	5	4	4	5	5	4	4	4
<b>23</b>	5	5	5	5	5	5	5	5	5	5	5	5	5	5
<b>24</b>	5	4	5	4	3	5	4	5	4	5	4	4	3	5
<b>25</b>	3	5	3	3	3	3	5	3	5	4	4	5	4	3

<b>26</b>	5	5	5	5	5	5	5	5	5	4	4	4	5	5
<b>27</b>	5	5	5	5	3	5	4	5	3	5	3	5	5	5
<b>28</b>	4	4	5	5	4	4	5	5	4	5	5	4	4	4
<b>29</b>	4	4	4	4	4	4	3	4	4	3	4	3	4	4
<b>30</b>	2	2	4	3	5	5	5	5	2	3	5	2	5	2
<b>31</b>	4	4	5	5	4	4	4	4	4	5	4	4	4	4
<b>32</b>	5	5	3	3	3	5	5	3	5	4	5	4	5	5
<b>33</b>	5	5	5	5	5	5	5	5	5	5	5	5	5	5
<b>34</b>	4	4	5	5	4	5	4	4	5	5	3	3	5	4
<b>35</b>	4	4	4	4	4	4	4	4	4	4	5	4	5	4
<b>36</b>	3	3	5	3	5	5	3	5	5	5	3	5	5	3
<b>37</b>	5	5	5	5	5	5	5	5	5	5	5	5	5	5
<b>38</b>	5	5	5	5	5	5	4	5	5	4	5	5	5	5
<b>39</b>	5	3	5	5	5	5	3	5	3	5	3	5	5	5

<b>40</b>	5	5	5	5	5	5	5	5	5	5	5	5	5	5	
<b>41</b>	3	5	3	5	5	3	5	5	3	5	4	5	5	3	
<b>42</b>	4	4	4	4	4	4	4	4	4	5	4	5	4	4	
<b>43</b>	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
<b>44</b>	5	5	5	3	5	5	5	5	5	5	5	5	3	3	5
<b>45</b>	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5
<b>Jumlah</b>	<b>185</b>	<b>198</b>	<b>196</b>	<b>194</b>	<b>193</b>	<b>192</b>	<b>201</b>	<b>193</b>	<b>194</b>	<b>195</b>	<b>195</b>	<b>193</b>	<b>194</b>	<b>185</b>	





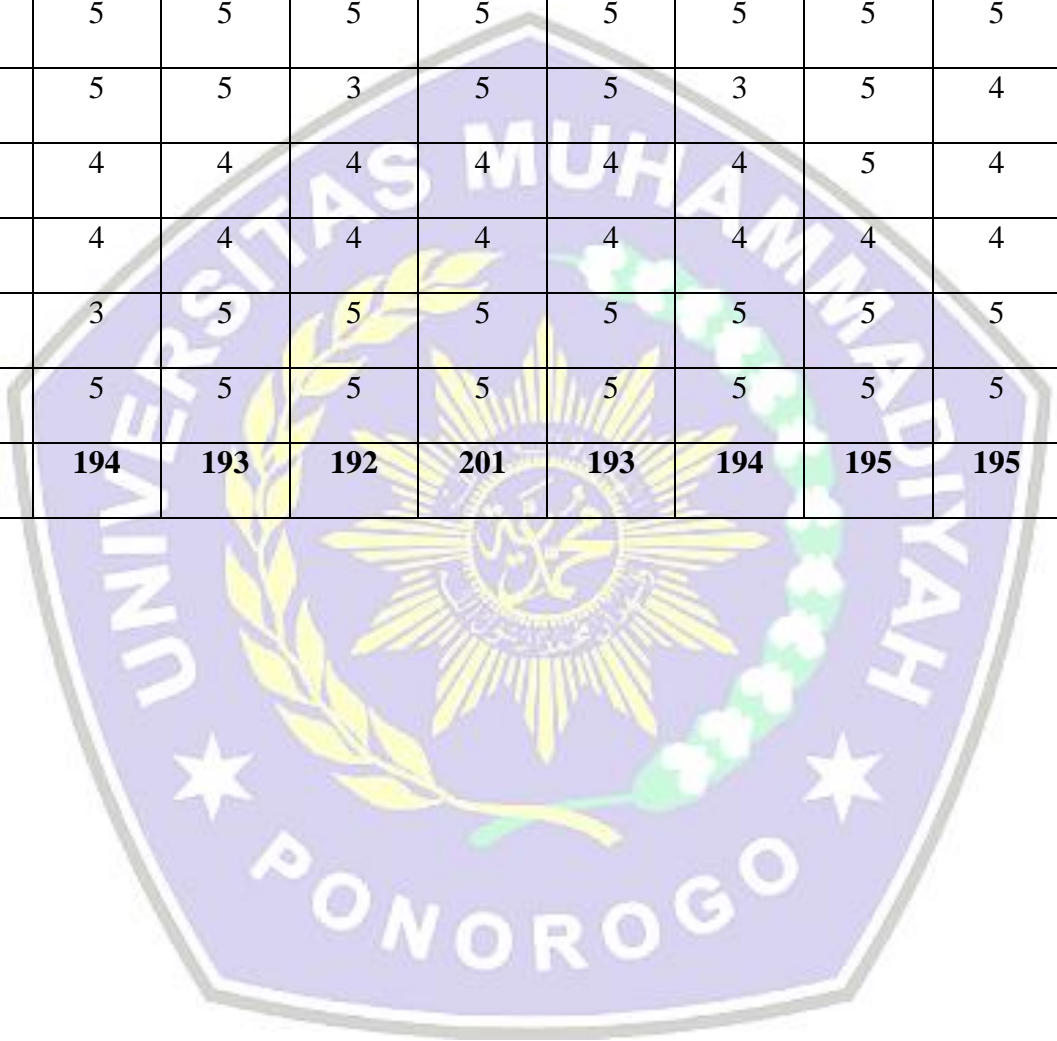
Lanjutan

No	Kinerja Karyawan (Y)												Jumlah
	Y1.15	Y1.16	Y1.17	Y1.18	Y1.19	Y1.20	Y1.21	Y1.22	Y1.23	Y1.24	Y1.25	Y1.26	
<b>1</b>	5	5	5	5	5	5	5	4	4	5	5	5	<b>126</b>
<b>2</b>	5	5	5	5	5	5	5	5	5	5	5	5	<b>130</b>
<b>3</b>	4	4	4	4	4	4	4	4	4	4	4	3	<b>103</b>
<b>4</b>	3	4	4	3	3	3	4	3	4	3	3	3	<b>86</b>
<b>5</b>	5	3	3	3	3	5	3	5	3	3	5	4	<b>95</b>
<b>6</b>	4	4	4	4	4	4	4	4	4	4	4	4	<b>104</b>
<b>7</b>	4	5	5	3	3	5	5	3	5	5	3	5	<b>112</b>
<b>8</b>	5	5	5	2	2	5	5	5	5	2	5	2	<b>100</b>
<b>9</b>	4	3	3	3	3	4	3	4	3	3	4	4	<b>87</b>
<b>10</b>	5	3	3	5	5	5	3	5	3	5	5	5	<b>114</b>
<b>11</b>	5	4	4	5	5	5	4	5	4	5	5	5	<b>122</b>

<b>12</b>	4	5	5	5	3	4	3	4	5	5	4	3	<b>110</b>
<b>13</b>	5	5	5	3	3	5	4	5	3	5	3	4	<b>107</b>
<b>14</b>	5	5	5	5	3	5	5	5	5	5	5	5	<b>126</b>
<b>15</b>	5	5	3	5	5	5	5	5	5	5	5	3	<b>120</b>
<b>16</b>	5	4	4	5	3	5	4	5	4	5	5	4	<b>113</b>
<b>17</b>	5	5	5	5	4	5	5	4	5	4	5	5	<b>124</b>
<b>18</b>	5	4	4	4	5	5	4	5	5	5	5	4	<b>118</b>
<b>19</b>	4	4	4	4	4	4	4	4	4	4	4	4	<b>104</b>
<b>20</b>	2	2	5	5	5	2	2	2	2	4	2	5	<b>77</b>
<b>21</b>	4	3	5	5	5	5	3	5	3	5	5	3	<b>110</b>
<b>22</b>	5	5	4	5	5	5	4	4	5	5	4	5	<b>119</b>
<b>23</b>	5	5	5	5	5	5	5	5	5	5	5	5	<b>130</b>
<b>24</b>	4	5	4	3	5	4	5	4	5	4	4	4	<b>111</b>
<b>25</b>	5	3	3	3	3	5	3	5	4	4	5	3	<b>99</b>

<b>26</b>	5	5	5	5	5	5	5	5	4	4	4	5	<b>124</b>
<b>27</b>	5	5	5	3	5	4	5	3	5	3	5	4	<b>115</b>
<b>28</b>	4	5	5	4	4	5	5	4	5	5	4	4	<b>116</b>
<b>29</b>	4	4	4	4	4	3	4	4	3	4	3	3	<b>97</b>
<b>30</b>	2	4	3	5	5	5	5	2	3	5	2	4	<b>95</b>
<b>31</b>	4	5	5	4	4	4	4	4	5	4	4	4	<b>110</b>
<b>32</b>	5	3	3	3	5	5	3	5	4	5	4	5	<b>110</b>
<b>33</b>	5	5	5	5	5	5	5	5	5	5	5	5	<b>130</b>
<b>34</b>	4	5	5	4	5	4	4	5	5	3	3	3	<b>110</b>
<b>35</b>	4	4	4	4	4	4	4	4	4	5	4	4	<b>107</b>
<b>36</b>	3	5	3	5	5	3	5	5	5	3	5	5	<b>110</b>
<b>37</b>	5	5	5	5	5	5	5	5	5	5	5	5	<b>130</b>
<b>38</b>	5	5	5	5	5	4	5	5	4	5	5	5	<b>126</b>
<b>39</b>	3	5	5	5	5	3	5	3	5	3	5	5	<b>114</b>

<b>40</b>	5	5	5	5	5	5	5	5	5	5	5	5	5	<b>130</b>
<b>41</b>	5	3	5	5	3	5	5	3	5	4	5	5	<b>112</b>	
<b>42</b>	4	4	4	4	4	4	4	4	5	4	5	5	<b>109</b>	
<b>43</b>	4	4	4	4	4	4	4	4	4	4	4	4	<b>104</b>	
<b>44</b>	5	5	3	5	5	5	5	5	5	5	3	3	<b>118</b>	
<b>45</b>	5	5	5	5	5	5	5	5	5	5	4	4	<b>127</b>	
<b>Jumlah</b>	<b>198</b>	<b>196</b>	<b>194</b>	<b>193</b>	<b>192</b>	<b>201</b>	<b>193</b>	<b>194</b>	<b>195</b>	<b>195</b>	<b>193</b>	<b>189</b>	<b>5041</b>	



LAMPIRAN 3. UJI VALIDITAS

Correlations (X1)



Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7
X1.1	Pearson Correlation	1	,626**	-,010	,060	-,010	,060	,196
	Sig. (2-tailed)		,000	,947	,697	,947	,697	,197
	N	45	45	45	45	45	45	45
X1.2	Pearson Correlation	,626**	1	,053	-,122	,053	-,122	,073
	Sig. (2-tailed)	,000		,730	,425	,730	,425	,633
	N	45	45	45	45	45	45	45
X1.3	Pearson Correlation	-,010	,053	1	,073	1,000**	,073	-,065
	Sig. (2-tailed)	,947	,730		,635	,000	,635	,671
	N	45	45	45	45	45	45	45
X1.4	Pearson Correlation	,060	-,122	,073	1	,073	1,000**	,552**
	Sig. (2-tailed)	,697	,425	,635		,635	,000	,000
	N	45	45	45	45	45	45	45
X1.5	Pearson Correlation	-,010	,053	1,000**	,073	1	,073	-,065
	Sig. (2-tailed)	,947	,730	,000	,635		,635	,671
	N	45	45	45	45	45	45	45
X1.6	Pearson Correlation	,060	-,122	,073	1,000**	,073	1	,552**
	Sig. (2-tailed)	,697	,425	,635	,000	,635		,000
	N	45	45	45	45	45	45	45
X1.7	Pearson Correlation	,196	,073	-,065	,552**	-,065	,552**	1
	Sig. (2-tailed)	,197	,633	,671	,000	,671	,000	
	N	45	45	45	45	45	45	45
X1.8	Pearson Correlation	,519**	,622**	,085	,211	,085	,211	,209
	Sig. (2-tailed)	,000	,000	,578	,163	,578	,163	,168
	N	45	45	45	45	45	45	45
X1.9	Pearson Correlation	,608**	,680**	,076	-,069	,076	-,069	,020

	Sig. (2-tailed)	,000	,000	,619	,654	,619	,654	,897
	N	45	45	45	45	45	45	45
X1.10	Pearson Correlation	,630**	,450**	,215	,082	,215	,082	,208
	Sig. (2-tailed)	,000	,002	,157	,592	,157	,592	,171
	N	45	45	45	45	45	45	45
X1.11	Pearson Correlation	,519**	,622**	,085	,211	,085	,211	,209
	Sig. (2-tailed)	,000	,000	,578	,163	,578	,163	,168
	N	45	45	45	45	45	45	45
Persepsi Kemanfaatan Teknologi Informasi	Pearson Correlation	,642**	,600**	,413**	,488**	,413**	,488**	,450**
	Sig. (2-tailed)	,000	,000	,005	,001	,005	,001	,002
	N	45	45	45	45	45	45	45

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



Lanjutan

**Correlations**

		X1.8	X1.9	X1.10	X1.11	Persepsi Kemanfaatan Teknologi Informasi
X1.1	Pearson Correlation	,519**	,608**	,630**	,519**	,642**
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	45	45	45	45	45
X1.2	Pearson Correlation	,622**	,680**	,450**	,622**	,600**
	Sig. (2-tailed)	,000	,000	,002	,000	,000
	N	45	45	45	45	45
X1.3	Pearson Correlation	,085	,076	,215	,085	,413**
	Sig. (2-tailed)	,578	,619	,157	,578	,005
	N	45	45	45	45	45
X1.4	Pearson Correlation	,211	-,069	,082	,211	,488**
	Sig. (2-tailed)	,163	,654	,592	,163	,001
	N	45	45	45	45	45
X1.5	Pearson Correlation	,085	,076	,215	,085	,413**
	Sig. (2-tailed)	,578	,619	,157	,578	,005

	N	45	45	45	45	45
X1.6	Pearson Correlation	,211	-,069	,082	,211	,488**
	Sig. (2-tailed)	,163	,654	,592	,163	,001
	N	45	45	45	45	45
X1.7	Pearson Correlation	,209	,020	,208	,209	,450**
	Sig. (2-tailed)	,168	,897	,171	,168	,002
	N	45	45	45	45	45
X1.8	Pearson Correlation	1	,755**	,465**	1,000**	,795**
	Sig. (2-tailed)		,000	,001	,000	,000
	N	45	45	45	45	45
X1.9	Pearson Correlation	,755**	1	,558**	,755**	,675**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	45	45	45	45	45
X1.10	Pearson Correlation	,465**	,558**	1	,465**	,674**
	Sig. (2-tailed)	,001	,000		,001	,000
	N	45	45	45	45	45
X1.11	Pearson Correlation	1,000**	,755**	,465**	1	,795**
	Sig. (2-tailed)	,000	,000	,001		,000
	N	45	45	45	45	45
Persepsi Kemanfaatan Teknologi Informasi	Pearson Correlation	,795**	,675**	,674**	,795**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	45	45	45	45	45

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



## Correlations (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	Computer Anxiety
X2.1	Pearson Correlation	1	,567**	,761**	,257	,069	-,068	,303*	,303*	1,000**	,795**
	Sig. (2-tailed)		,000	,000	,089	,652	,659	,043	,043	,000	,000
	N	45	45	45	45	45	45	45	45	45	45
X2.2	Pearson Correlation	,567**	1	,438**	,544**	-,003	-,013	,059	,222	,567**	,653**
	Sig. (2-tailed)	,000		,003	,000	,986	,932	,702	,143	,000	,000
	N	45	45	45	45	45	45	45	45	45	45
X2.3	Pearson Correlation	,761**	,438**	1	,211	,283	,049	,239	,278	,761**	,767**
	Sig. (2-tailed)	,000	,003		,164	,060	,749	,114	,065	,000	,000
	N	45	45	45	45	45	45	45	45	45	45
X2.4	Pearson Correlation	,257	,544**	,211	1	-,025	,046	,080	,106	,257	,469**
	Sig. (2-tailed)	,089	,000	,164		,870	,764	,600	,487	,089	,001
	N	45	45	45	45	45	45	45	45	45	45
X2.5	Pearson Correlation	,069	-,003	,283	-,025	1	,146	,117	,058	,069	,338*
	Sig. (2-tailed)	,652	,986	,060	,870		,340	,444	,706	,652	,023
	N	45	45	45	45	45	45	45	45	45	45
X2.6	Pearson Correlation	-,068	-,013	,049	,046	,146	1	,281	,462**	-,068	,365*
	Sig. (2-tailed)	,659	,932	,749	,764	,340		,062	,001	,659	,014
	N	45	45	45	45	45	45	45	45	45	45
X2.7	Pearson Correlation	,303*	,059	,239	,080	,117	,281	1	,180	,303*	,480**
	Sig. (2-tailed)	,043	,702	,114	,600	,444	,062		,237	,043	,001
	N	45	45	45	45	45	45	45	45	45	45
X2.8	Pearson Correlation	,303*	,222	,278	,106	,058	,462**	,180	1	,303*	,559**
	Sig. (2-tailed)	,043	,143	,065	,487	,706	,001	,237		,043	,000
	N	45	45	45	45	45	45	45	45	45	45
X2.9	Pearson Correlation	1,000**	,567**	,761**	,257	,069	-,068	,303*	,303*	1	,795**



	Sig. (2-tailed)	,000	,000	,000	,089	,652	,659	,043	,043		,000
	N	45	45	45	45	45	45	45	45	45	45
Computer Anxiety	Pearson Correlation	,795**	,653**	,767**	,469**	,338*	,365*	,480**	,559**	,795**	1
	Sig. (2-tailed)	,000	,000	,000	,001	,023	,014	,001	,000	,000	
	N	45	45	45	45	45	45	45	45	45	45

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

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



## Correlations (Z)

		Z1.1	Z1.2	Z1.3	Z1.4	Z1.5	Z1.6	Z1.7
Z1.1	Pearson Correlation	1	,687**	,279	,211	,311*	,146	,186
	Sig. (2-tailed)		,000	,064	,164	,038	,338	,222
	N	45	45	45	45	45	45	45
Z1.2	Pearson Correlation	,687**	1	,393**	,401**	,471**	,084	,200
	Sig. (2-tailed)	,000		,008	,006	,001	,584	,187
	N	45	45	45	45	45	45	45
Z1.3	Pearson Correlation	,279	,393**	1	,611**	,684**	,320*	,304*
	Sig. (2-tailed)	,064	,008		,000	,000	,032	,042
	N	45	45	45	45	45	45	45
Z1.4	Pearson Correlation	,211	,401**	,611**	1	,474**	,022	,144
	Sig. (2-tailed)	,164	,006	,000		,001	,887	,345
	N	45	45	45	45	45	45	45
Z1.5	Pearson Correlation	,311*	,471**	,684**	,474**	1	,237	,209
	Sig. (2-tailed)	,038	,001	,000	,001		,117	,168
	N	45	45	45	45	45	45	45
Z1.6	Pearson Correlation	,146	,084	,320*	,022	,237	1	,493**

	Sig. (2-tailed)	,338	,584	,032	,887	,117		,001
	N	45	45	45	45	45	45	45
Z1.7	Pearson Correlation	,186	,200	,304*	,144	,209	,493**	1
	Sig. (2-tailed)	,222	,187	,042	,345	,168	,001	
	N	45	45	45	45	45	45	45
Z1.8	Pearson Correlation	,331*	-,016	-,021	,101	,082	,145	,031
	Sig. (2-tailed)	,026	,915	,893	,509	,593	,343	,841
	N	45	45	45	45	45	45	45
Z1.9	Pearson Correlation	,385**	,192	,163	,034	,284	,573**	,177
	Sig. (2-tailed)	,009	,206	,284	,823	,058	,000	,246
	N	45	45	45	45	45	45	45
Z1.10	Pearson Correlation	,505**	,232	,187	,167	,361*	,140	,183
	Sig. (2-tailed)	,000	,125	,218	,273	,015	,359	,228
	N	45	45	45	45	45	45	45
Z1.11	Pearson Correlation	,603**	,676**	,277	,241	,400**	,089	,307*
	Sig. (2-tailed)	,000	,000	,065	,111	,006	,561	,040
	N	45	45	45	45	45	45	45
Keahlian	Pearson Correlation	,711**	,656**	,641**	,499**	,688**	,525**	,502**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000
	N	45	45	45	45	45	45	45

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

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

### Lanjutan Correlations

		Z1.8	Z1.9	Z1.10	Z1.11	Keahlian
Z1.1	Pearson Correlation	,331*	,385**	,505**	,603**	,711**
	Sig. (2-tailed)	,026	,009	,000	,000	,000
	N	45	45	45	45	45
Z1.2	Pearson Correlation	-,016	,192	,232	,676**	,656**
	Sig. (2-tailed)	,915	,206	,125	,000	,000
	N	45	45	45	45	45

Z1.3	Pearson Correlation	-,021	,163	,187	,277	,641**
	Sig. (2-tailed)	,893	,284	,218	,065	,000
	N	45	45	45	45	45
Z1.4	Pearson Correlation	,101	,034	,167	,241	,499**
	Sig. (2-tailed)	,509	,823	,273	,111	,000
	N	45	45	45	45	45
Z1.5	Pearson Correlation	,082	,284	,361*	,400**	,688**
	Sig. (2-tailed)	,593	,058	,015	,006	,000
	N	45	45	45	45	45
Z1.6	Pearson Correlation	,145	,573**	,140	,089	,525**
	Sig. (2-tailed)	,343	,000	,359	,561	,000
	N	45	45	45	45	45
Z1.7	Pearson Correlation	,031	,177	,183	,307*	,502**
	Sig. (2-tailed)	,841	,246	,228	,040	,000
	N	45	45	45	45	45
Z1.8	Pearson Correlation	1	,324*	,302*	,121	,369*
	Sig. (2-tailed)		,030	,044	,428	,013
	N	45	45	45	45	45
Z1.9	Pearson Correlation	,324*	1	,354*	,357*	,618**
	Sig. (2-tailed)	,030		,017	,016	,000
	N	45	45	45	45	45
Z1.10	Pearson Correlation	,302*	,354*	1	,463**	,587**
	Sig. (2-tailed)	,044	,017		,001	,000
	N	45	45	45	45	45
Z1.11	Pearson Correlation	,121	,357*	,463**	1	,698**
	Sig. (2-tailed)	,428	,016	,001		,000
	N	45	45	45	45	45
Keahlian	Pearson Correlation	,369*	,618**	,587**	,698**	1
	Sig. (2-tailed)	,013	,000	,000	,000	
	N	45	45	45	45	45

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

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

## Correlations (Y)

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7
Y1.1	Pearson Correlation	1	,469**	,520**	,342*	,261	,391**	,240
	Sig. (2-tailed)		,001	,000	,021	,084	,008	,112
	N	45	45	45	45	45	45	45
Y1.2	Pearson Correlation	,469**	1	,257	,120	,026	-,025	,728**
	Sig. (2-tailed)	,001		,088	,430	,866	,869	,000
	N	45	45	45	45	45	45	45
Y1.3	Pearson Correlation	,520**	,257	1	,450**	,169	,177	,200
	Sig. (2-tailed)	,000	,088		,002	,266	,246	,187
	N	45	45	45	45	45	45	45
Y1.4	Pearson Correlation	,342*	,120	,450**	1	,196	,009	,018
	Sig. (2-tailed)	,021	,430	,002		,196	,955	,908
	N	45	45	45	45	45	45	45
Y1.5	Pearson Correlation	,261	,026	,169	,196	1	,545**	,101
	Sig. (2-tailed)	,084	,866	,266	,196		,000	,508
	N	45	45	45	45	45	45	45
Y1.6	Pearson Correlation	,391**	-,025	,177	,009	,545**	1	-,020
	Sig. (2-tailed)	,008	,869	,246	,955	,000		,895
	N	45	45	45	45	45	45	45
Y1.7	Pearson Correlation	,240	,728**	,200	,018	,101	-,020	1
	Sig. (2-tailed)	,112	,000	,187	,908	,508	,895	
	N	45	45	45	45	45	45	45
Y1.8	Pearson Correlation	,365*	,234	,785**	,350*	,232	,205	,292
	Sig. (2-tailed)	,014	,121	,000	,018	,125	,177	,051
	N	45	45	45	45	45	45	45
Y1.9	Pearson Correlation	,292	,709**	,227	-,080	,091	,098	,512**
	Sig. (2-tailed)	,052	,000	,134	,603	,552	,520	,000
	N	45	45	45	45	45	45	45
Y1.10	Pearson Correlation	,440**	,340*	,719**	,324*	,116	,093	,255

	Sig. (2-tailed)	,002	,022	,000	,030	,448	,544	,091
	N	45	45	45	45	45	45	45
Y1.11	Pearson Correlation	,411**	,306*	,122	,081	,528**	,340*	,509**
	Sig. (2-tailed)	,005	,041	,426	,597	,000	,022	,000
	N	45	45	45	45	45	45	45
Y1.12	Pearson Correlation	,261	,608**	,138	,097	,188	,045	,378*
	Sig. (2-tailed)	,084	,000	,366	,524	,217	,769	,011
	N	45	45	45	45	45	45	45
Y1.13	Pearson Correlation	,433**	,262	,244	,148	,522**	,462**	,349*
	Sig. (2-tailed)	,003	,082	,106	,332	,000	,001	,019
	N	45	45	45	45	45	45	45
Y1.14	Pearson Correlation	1,000**	,469**	,520**	,342*	,261	,391**	,240
	Sig. (2-tailed)	,000	,001	,000	,021	,084	,008	,112
	N	45	45	45	45	45	45	45
Y1.15	Pearson Correlation	,469**	1,000**	,257	,120	,026	-,025	,728**
	Sig. (2-tailed)	,001	,000	,088	,430	,866	,869	,000
	N	45	45	45	45	45	45	45
Y1.16	Pearson Correlation	,520**	,257	1,000**	,450**	,169	,177	,200
	Sig. (2-tailed)	,000	,088	,000	,002	,266	,246	,187
	N	45	45	45	45	45	45	45
Y1.17	Pearson Correlation	,342*	,120	,450**	1,000**	,196	,009	,018
	Sig. (2-tailed)	,021	,430	,002	,000	,196	,955	,908
	N	45	45	45	45	45	45	45
Y1.18	Pearson Correlation	,261	,026	,169	,196	1,000**	,545**	,101
	Sig. (2-tailed)	,084	,866	,266	,196	,000	,000	,508
	N	45	45	45	45	45	45	45
Y1.19	Pearson Correlation	,391**	-,025	,177	,009	,545**	1,000**	-,020
	Sig. (2-tailed)	,008	,869	,246	,955	,000	,000	,895
	N	45	45	45	45	45	45	45
Y1.20	Pearson Correlation	,240	,728**	,200	,018	,101	-,020	1,000**
	Sig. (2-tailed)	,112	,000	,187	,908	,508	,895	,000
	N	45	45	45	45	45	45	45
Y1.21	Pearson Correlation	,365*	,234	,785**	,350*	,232	,205	,292
	Sig. (2-tailed)	,014	,121	,000	,018	,125	,177	,051

	N	45	45	45	45	45	45	45
Y1.22	Pearson Correlation	,292	,709**	,227	-,080	,091	,098	,512**
	Sig. (2-tailed)	,052	,000	,134	,603	,552	,520	,000
	N	45	45	45	45	45	45	45
Y1.23	Pearson Correlation	,440**	,340*	,719**	,324*	,116	,093	,255
	Sig. (2-tailed)	,002	,022	,000	,030	,448	,544	,091
	N	45	45	45	45	45	45	45
Y1.24	Pearson Correlation	,411**	,306*	,122	,081	,528**	,340*	,509**
	Sig. (2-tailed)	,005	,041	,426	,597	,000	,022	,000
	N	45	45	45	45	45	45	45
Y1.25	Pearson Correlation	,261	,608**	,138	,097	,188	,045	,378*
	Sig. (2-tailed)	,084	,000	,366	,524	,217	,769	,011
	N	45	45	45	45	45	45	45
Y1.26	Pearson Correlation	,450**	,113	,059	,211	,447**	,382**	,100
	Sig. (2-tailed)	,002	,458	,703	,164	,002	,010	,514
	N	45	45	45	45	45	45	45
Kinerja Karyawan	Pearson Correlation	,736**	,654**	,653**	,407**	,535**	,454**	,578**
	Sig. (2-tailed)	,000	,000	,000	,005	,000	,002	,000
	N	45	45	45	45	45	45	45

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		Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1.14
Y1.1	Pearson Correlation	,365*	,292	,440**	,411**	,261	,433**	1,000**
	Sig. (2-tailed)	,014	,052	,002	,005	,084	,003	,000
	N	45	45	45	45	45	45	45
Y1.2	Pearson Correlation	,234	,709**	,340*	,306*	,608**	,262	,469**
	Sig. (2-tailed)	,121	,000	,022	,041	,000	,082	,001
	N	45	45	45	45	45	45	45
Y1.3	Pearson Correlation	,785**	,227	,719**	,122	,138	,244	,520**
	Sig. (2-tailed)	,000	,134	,000	,426	,366	,106	,000
	N	45	45	45	45	45	45	45
Y1.4	Pearson Correlation	,350*	-,080	,324*	,081	,097	,148	,342*

	Sig. (2-tailed)	,018	,603	,030	,597	,524	,332	,021
	N	45	45	45	45	45	45	45
Y1.5	Pearson Correlation	,232	,091	,116	,528**	,188	,522**	,261
	Sig. (2-tailed)	,125	,552	,448	,000	,217	,000	,084
	N	45	45	45	45	45	45	45
Y1.6	Pearson Correlation	,205	,098	,093	,340*	,045	,462**	,391**
	Sig. (2-tailed)	,177	,520	,544	,022	,769	,001	,008
	N	45	45	45	45	45	45	45
Y1.7	Pearson Correlation	,292	,512**	,255	,509**	,378*	,349*	,240
	Sig. (2-tailed)	,051	,000	,091	,000	,011	,019	,112
	N	45	45	45	45	45	45	45
Y1.8	Pearson Correlation	1	,064	,664**	,090	,232	,432**	,365*
	Sig. (2-tailed)		,675	,000	,556	,125	,003	,014
	N	45	45	45	45	45	45	45
Y1.9	Pearson Correlation	,064	1	,206	,238	,523**	,198	,292
	Sig. (2-tailed)	,675		,176	,115	,000	,193	,052
	N	45	45	45	45	45	45	45
Y1.10	Pearson Correlation	,664**	,206	1	,033	,401**	,285	,440**
	Sig. (2-tailed)	,000	,176		,828	,006	,057	,002
	N	45	45	45	45	45	45	45
Y1.11	Pearson Correlation	,090	,238	,033	1	,021	,408**	,411**
	Sig. (2-tailed)	,556	,115	,828		,891	,005	,005
	N	45	45	45	45	45	45	45
Y1.12	Pearson Correlation	,232	,523**	,401**	,021	1	,405**	,261
	Sig. (2-tailed)	,125	,000	,006	,891		,006	,084
	N	45	45	45	45	45	45	45
Y1.13	Pearson Correlation	,432**	,198	,285	,408**	,405**	1	,433**
	Sig. (2-tailed)	,003	,193	,057	,005	,006		,003
	N	45	45	45	45	45	45	45
Y1.14	Pearson Correlation	,365*	,292	,440**	,411**	,261	,433**	1
	Sig. (2-tailed)	,014	,052	,002	,005	,084	,003	
	N	45	45	45	45	45	45	45

Y1.15	Pearson Correlation	,234	,709**	,340*	,306*	,608**	,262	,469**
	Sig. (2-tailed)	,121	,000	,022	,041	,000	,082	,001
	N	45	45	45	45	45	45	45
Y1.16	Pearson Correlation	,785**	,227	,719**	,122	,138	,244	,520**
	Sig. (2-tailed)	,000	,134	,000	,426	,366	,106	,000
	N	45	45	45	45	45	45	45
Y1.17	Pearson Correlation	,350*	-,080	,324*	,081	,097	,148	,342*
	Sig. (2-tailed)	,018	,603	,030	,597	,524	,332	,021
	N	45	45	45	45	45	45	45
Y1.18	Pearson Correlation	,232	,091	,116	,528**	,188	,522**	,261
	Sig. (2-tailed)	,125	,552	,448	,000	,217	,000	,084
	N	45	45	45	45	45	45	45
Y1.19	Pearson Correlation	,205	,098	,093	,340*	,045	,462**	,391**
	Sig. (2-tailed)	,177	,520	,544	,022	,769	,001	,008
	N	45	45	45	45	45	45	45
Y1.20	Pearson Correlation	,292	,512**	,255	,509**	,378*	,349*	,240
	Sig. (2-tailed)	,051	,000	,091	,000	,011	,019	,112
	N	45	45	45	45	45	45	45
Y1.21	Pearson Correlation	1,000**	,064	,664**	,090	,232	,432**	,365*
	Sig. (2-tailed)	,000	,675	,000	,556	,125	,003	,014
	N	45	45	45	45	45	45	45
Y1.22	Pearson Correlation	,064	1,000**	,206	,238	,523**	,198	,292
	Sig. (2-tailed)	,675	,000	,176	,115	,000	,193	,052
	N	45	45	45	45	45	45	45
Y1.23	Pearson Correlation	,664**	,206	1,000**	,033	,401**	,285	,440**
	Sig. (2-tailed)	,000	,176	,000	,828	,006	,057	,002
	N	45	45	45	45	45	45	45
Y1.24	Pearson Correlation	,090	,238	,033	1,000**	,021	,408**	,411**
	Sig. (2-tailed)	,556	,115	,828	,000	,891	,005	,005
	N	45	45	45	45	45	45	45
Y1.25	Pearson Correlation	,232	,523**	,401**	,021	1,000**	,405**	,261
	Sig. (2-tailed)	,125	,000	,006	,891	,000	,006	,084
	N	45	45	45	45	45	45	45
Y1.26	Pearson Correlation	,212	-,057	,098	,327*	,261	,486**	,450**



	Sig. (2-tailed)	,162	,709	,522	,028	,084	,001	,002
	N	45	45	45	45	45	45	45
Kinerja Karyawan	Pearson Correlation	,641**	,525**	,635**	,541**	,564**	,660**	,736**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000
	N	45	45	45	45	45	45	45

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		Y1.15	Y1.16	Y1.17	Y1.18	Y1.19	Y1.20	Y1.21
Y1.1	Pearson Correlation	,469**	,520**	,342*	,261	,391**	,240	,365*
	Sig. (2-tailed)	,001	,000	,021	,084	,008	,112	,014
	N	45	45	45	45	45	45	45
Y1.2	Pearson Correlation	1,000**	,257	,120	,026	-,025	,728**	,234
	Sig. (2-tailed)	,000	,088	,430	,866	,869	,000	,121
	N	45	45	45	45	45	45	45
Y1.3	Pearson Correlation	,257	1,000**	,450**	,169	,177	,200	,785**
	Sig. (2-tailed)	,088	,000	,002	,266	,246	,187	,000
	N	45	45	45	45	45	45	45
Y1.4	Pearson Correlation	,120	,450**	1,000**	,196	,009	,018	,350*
	Sig. (2-tailed)	,430	,002	,000	,196	,955	,908	,018
	N	45	45	45	45	45	45	45
Y1.5	Pearson Correlation	,026	,169	,196	1,000**	,545**	,101	,232
	Sig. (2-tailed)	,866	,266	,196	,000	,000	,508	,125
	N	45	45	45	45	45	45	45
Y1.6	Pearson Correlation	-,025	,177	,009	,545**	1,000**	-,020	,205
	Sig. (2-tailed)	,869	,246	,955	,000	,000	,895	,177
	N	45	45	45	45	45	45	45
Y1.7	Pearson Correlation	,728**	,200	,018	,101	-,020	1,000**	,292
	Sig. (2-tailed)	,000	,187	,908	,508	,895	,000	,051
	N	45	45	45	45	45	45	45
Y1.8	Pearson Correlation	,234	,785**	,350*	,232	,205	,292	1,000**
	Sig. (2-tailed)	,121	,000	,018	,125	,177	,051	,000
	N	45	45	45	45	45	45	45
Y1.9	Pearson Correlation	,709**	,227	-,080	,091	,098	,512**	,064

	Sig. (2-tailed)	,000	,134	,603	,552	,520	,000	,675
	N	45	45	45	45	45	45	45
Y1.10	Pearson Correlation	,340*	,719**	,324*	,116	,093	,255	,664**
	Sig. (2-tailed)	,022	,000	,030	,448	,544	,091	,000
	N	45	45	45	45	45	45	45
Y1.11	Pearson Correlation	,306*	,122	,081	,528**	,340*	,509**	,090
	Sig. (2-tailed)	,041	,426	,597	,000	,022	,000	,556
	N	45	45	45	45	45	45	45
Y1.12	Pearson Correlation	,608**	,138	,097	,188	,045	,378*	,232
	Sig. (2-tailed)	,000	,366	,524	,217	,769	,011	,125
	N	45	45	45	45	45	45	45
Y1.13	Pearson Correlation	,262	,244	,148	,522**	,462**	,349*	,432**
	Sig. (2-tailed)	,082	,106	,332	,000	,001	,019	,003
	N	45	45	45	45	45	45	45
Y1.14	Pearson Correlation	,469**	,520**	,342*	,261	,391**	,240	,365*
	Sig. (2-tailed)	,001	,000	,021	,084	,008	,112	,014
	N	45	45	45	45	45	45	45
Y1.15	Pearson Correlation	1	,257	,120	,026	-,025	,728**	,234
	Sig. (2-tailed)		,088	,430	,866	,869	,000	,121
	N	45	45	45	45	45	45	45
Y1.16	Pearson Correlation	,257	1	,450**	,169	,177	,200	,785**
	Sig. (2-tailed)	,088		,002	,266	,246	,187	,000
	N	45	45	45	45	45	45	45
Y1.17	Pearson Correlation	,120	,450**	1	,196	,009	,018	,350*
	Sig. (2-tailed)	,430	,002		,196	,955	,908	,018
	N	45	45	45	45	45	45	45
Y1.18	Pearson Correlation	,026	,169	,196	1	,545**	,101	,232
	Sig. (2-tailed)	,866	,266	,196		,000	,508	,125
	N	45	45	45	45	45	45	45
Y1.19	Pearson Correlation	-,025	,177	,009	,545**	1	-,020	,205
	Sig. (2-tailed)	,869	,246	,955	,000		,895	,177
	N	45	45	45	45	45	45	45
Y1.20	Pearson Correlation	,728**	,200	,018	,101	-,020	1	,292

	Sig. (2-tailed)	,000	,187	,908	,508	,895		,051
	N	45	45	45	45	45	45	45
Y1.21	Pearson Correlation	,234	,785**	,350*	,232	,205	,292	1
	Sig. (2-tailed)	,121	,000	,018	,125	,177	,051	
	N	45	45	45	45	45	45	45
Y1.22	Pearson Correlation	,709**	,227	-,080	,091	,098	,512**	,064
	Sig. (2-tailed)	,000	,134	,603	,552	,520	,000	,675
	N	45	45	45	45	45	45	45
Y1.23	Pearson Correlation	,340*	,719**	,324*	,116	,093	,255	,664**
	Sig. (2-tailed)	,022	,000	,030	,448	,544	,091	,000
	N	45	45	45	45	45	45	45
Y1.24	Pearson Correlation	,306*	,122	,081	,528**	,340*	,509**	,090
	Sig. (2-tailed)	,041	,426	,597	,000	,022	,000	,556
	N	45	45	45	45	45	45	45
Y1.25	Pearson Correlation	,608**	,138	,097	,188	,045	,378*	,232
	Sig. (2-tailed)	,000	,366	,524	,217	,769	,011	,125
	N	45	45	45	45	45	45	45
Y1.26	Pearson Correlation	,113	,059	,211	,447**	,382**	,100	,212
	Sig. (2-tailed)	,458	,703	,164	,002	,010	,514	,162
	N	45	45	45	45	45	45	45
Kinerja Karyawan	Pearson Correlation	,654**	,653**	,407**	,535**	,454**	,578**	,641**
	Sig. (2-tailed)	,000	,000	,005	,000	,002	,000	,000
	N	45	45	45	45	45	45	45



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		Y1.22	Y1.23	Y1.24	Y1.25	Y1.26	Kinerja Karyawan
Y1.1	Pearson Correlation	,292	,440**	,411**	,261	,450**	,736**
	Sig. (2-tailed)	,052	,002	,005	,084	,002	,000
	N	45	45	45	45	45	45
Y1.2	Pearson Correlation	,709**	,340*	,306*	,608**	,113	,654**
	Sig. (2-tailed)	,000	,022	,041	,000	,458	,000
	N	45	45	45	45	45	45
Y1.3	Pearson Correlation	,227	,719**	,122	,138	,059	,653**
	Sig. (2-tailed)	,134	,000	,426	,366	,703	,000
	N	45	45	45	45	45	45
Y1.4	Pearson Correlation	-,080	,324*	,081	,097	,211	,407**
	Sig. (2-tailed)	,603	,030	,597	,524	,164	,005
	N	45	45	45	45	45	45
Y1.5	Pearson Correlation	,091	,116	,528**	,188	,447**	,535**
	Sig. (2-tailed)	,552	,448	,000	,217	,002	,000
	N	45	45	45	45	45	45
Y1.6	Pearson Correlation	,098	,093	,340*	,045	,382**	,454**
	Sig. (2-tailed)	,520	,544	,022	,769	,010	,002
	N	45	45	45	45	45	45
Y1.7	Pearson Correlation	,512**	,255	,509**	,378*	,100	,578**
	Sig. (2-tailed)	,000	,091	,000	,011	,514	,000
	N	45	45	45	45	45	45
Y1.8	Pearson Correlation	,064	,664**	,090	,232	,212	,641**
	Sig. (2-tailed)	,675	,000	,556	,125	,162	,000
	N	45	45	45	45	45	45
Y1.9	Pearson Correlation	1,000**	,206	,238	,523**	-,057	,525**
	Sig. (2-tailed)	,000	,176	,115	,000	,709	,000
	N	45	45	45	45	45	45
Y1.10	Pearson Correlation	,206	1,000**	,033	,401**	,098	,635**
	Sig. (2-tailed)	,176	,000	,828	,006	,522	,000
	N	45	45	45	45	45	45

Y1.11	Pearson Correlation	,238	,033	1,000**	,021	,327*	,541**
	Sig. (2-tailed)	,115	,828	,000	,891	,028	,000
	N	45	45	45	45	45	45
Y1.12	Pearson Correlation	,523**	,401**	,021	1,000**	,261	,564**
	Sig. (2-tailed)	,000	,006	,891	,000	,084	,000
	N	45	45	45	45	45	45
Y1.13	Pearson Correlation	,198	,285	,408**	,405**	,486**	,660**
	Sig. (2-tailed)	,193	,057	,005	,006	,001	,000
	N	45	45	45	45	45	45
Y1.14	Pearson Correlation	,292	,440**	,411**	,261	,450**	,736**
	Sig. (2-tailed)	,052	,002	,005	,084	,002	,000
	N	45	45	45	45	45	45
Y1.15	Pearson Correlation	,709**	,340*	,306*	,608**	,113	,654**
	Sig. (2-tailed)	,000	,022	,041	,000	,458	,000
	N	45	45	45	45	45	45
Y1.16	Pearson Correlation	,227	,719**	,122	,138	,059	,653**
	Sig. (2-tailed)	,134	,000	,426	,366	,703	,000
	N	45	45	45	45	45	45
Y1.17	Pearson Correlation	-,080	,324*	,081	,097	,211	,407**
	Sig. (2-tailed)	,603	,030	,597	,524	,164	,005
	N	45	45	45	45	45	45
Y1.18	Pearson Correlation	,091	,116	,528**	,188	,447**	,535**
	Sig. (2-tailed)	,552	,448	,000	,217	,002	,000
	N	45	45	45	45	45	45
Y1.19	Pearson Correlation	,098	,093	,340*	,045	,382**	,454**
	Sig. (2-tailed)	,520	,544	,022	,769	,010	,002
	N	45	45	45	45	45	45
Y1.20	Pearson Correlation	,512**	,255	,509**	,378*	,100	,578**
	Sig. (2-tailed)	,000	,091	,000	,011	,514	,000
	N	45	45	45	45	45	45
Y1.21	Pearson Correlation	,064	,664**	,090	,232	,212	,641**
	Sig. (2-tailed)	,675	,000	,556	,125	,162	,000
	N	45	45	45	45	45	45
Y1.22	Pearson Correlation	1	,206	,238	,523**	-,057	,525**

	Sig. (2-tailed)		,176	,115	,000	,709	,000
	N	45	45	45	45	45	45
Y1.23	Pearson Correlation	,206	1	,033	,401**	,098	,635**
	Sig. (2-tailed)	,176		,828	,006	,522	,000
	N	45	45	45	45	45	45
Y1.24	Pearson Correlation	,238	,033	1	,021	,327*	,541**
	Sig. (2-tailed)	,115	,828		,891	,028	,000
	N	45	45	45	45	45	45
Y1.25	Pearson Correlation	,523**	,401**	,021	1	,261	,564**
	Sig. (2-tailed)	,000	,006	,891		,084	,000
	N	45	45	45	45	45	45
Y1.26	Pearson Correlation	-,057	,098	,327*	,261	1	,456**
	Sig. (2-tailed)	,709	,522	,028	,084		,002
	N	45	45	45	45	45	45
Kinerja Karyawan	Pearson Correlation	,525**	,635**	,541**	,564**	,456**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,002	
	N	45	45	45	45	45	45



## LAMPIRAN 4. UJI RELIABILITAS

### Reliability (X1)

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
X1.1	41,6667	27,636	,541	.	,782
X1.2	41,7778	28,040	,490	.	,787
X1.3	42,2000	29,709	,367	.	,809
X1.4	41,9333	28,882	,350	.	,801
X1.5	42,2000	29,709	,367	.	,809
X1.6	41,9333	28,882	,350	.	,801
X1.7	41,6667	29,455	,315	.	,804
X1.8	41,7556	26,053	,728	.	,762
X1.9	41,9111	26,810	,570	.	,778
X1.10	41,6444	27,143	,576	.	,778
X1.11	41,7556	26,053	,728	.	,762

### Reliability (X2)

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
X2.1	33,5556	16,071	,708	.	,680
X2.2	33,7556	16,780	,504	.	,713
X2.3	33,4444	16,207	,668	.	,686
X2.4	33,6000	18,836	,312	.	,744
X2.5	34,0444	19,725	,344	.	,772
X2.6	33,7556	19,416	,364	.	,771
X2.7	33,4889	18,756	,325	.	,742
X2.8	33,7333	18,018	,411	.	,729
X2.9	33,5556	16,071	,708	.	,680

### Reliability (Z)

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
Z1.1	41,8444	31,134	,620	,710	,783
Z1.2	41,6222	32,240	,562	,750	,790
Z1.3	41,8889	31,646	,529	,662	,792
Z1.4	41,6667	34,364	,393	,493	,805
Z1.5	41,8222	31,513	,594	,603	,786
Z1.6	41,8222	33,013	,388	,597	,807
Z1.7	41,8222	33,695	,376	,386	,807
Z1.8	42,0444	35,271	,328	,321	,821
Z1.9	42,0444	31,362	,487	,553	,797
Z1.10	41,8222	33,422	,490	,455	,797
Z1.11	41,8222	30,786	,596	,629	,785

## Reliability (Y)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	107,9111	143,037	,699	,913
Y1.2	107,6222	147,240	,615	,915
Y1.3	107,6667	146,955	,613	,915
Y1.4	107,7111	152,437	,353	,919
Y1.5	107,7333	148,973	,483	,917
Y1.6	107,7556	150,553	,396	,919
Y1.7	107,5556	149,480	,536	,916
Y1.8	107,7333	147,427	,600	,915
Y1.9	107,7111	149,437	,474	,917
Y1.10	107,6889	147,401	,593	,915
Y1.11	107,6889	149,356	,492	,917
Y1.12	107,7333	148,336	,514	,917
Y1.13	107,7111	145,756	,617	,915
Y1.14	107,9111	143,037	,699	,913
Y1.15	107,6222	147,240	,615	,915
Y1.16	107,6667	146,955	,613	,915
Y1.17	107,7111	152,437	,353	,919
Y1.18	107,7333	148,973	,483	,917
Y1.19	107,7556	150,553	,396	,919
Y1.20	107,5556	149,480	,536	,916
Y1.21	107,7333	147,427	,600	,915
Y1.22	107,7111	149,437	,474	,917
Y1.23	107,6889	147,401	,593	,915
Y1.24	107,6889	149,356	,492	,917
Y1.25	107,7333	148,336	,514	,917
Y1.26	107,8222	150,968	,401	,919





## Lampiran 5. Hasil Uji Hipotesis

### Hipotesis 1

**Pengaruh persepsi kemanfaatan teknologi informasi terhadap kinerja karyawan dengan keahlian sebagai variabel moderasi pada kantor kecamatan barat magetan.**

### Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	42,070	,509		82,263	,000					
Zscore: Persepsi Kemanfaatan Teknologi Informasi	3,294	,568	,519	5,682	,000	,865	,547	,243	,352	2,839
Zscore: Keahlian	4,270	,657	,581	6,439	,000	,881	,667	,333	,364	2,746
Skor_Nilai_Mutlak	1,713	,767	,306	2,271	,002	,215	,267	,103	,441	2,063

a. Dependent Variable: Kinerja Karyawan

### Hipotesis 2

**Pengaruh *computer anxiety* terhadap kinerja karyawan dengan keahlian sebagai variabel moderasi pada kantor kecamatan barat magetan**

### Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	34,235	,527		64,876	,000					
Zscore: Computer Anxiety	4,396	,618	,387	4,729	,000	,863	,594	,281	,320	3,126
Zscore: Keahlian	4,235	,722	,513	4,483	,000	,881	,574	,266	,317	3,156
Skor_Nilai_Mutlak	2,522	,854	,293	2,044	,040	,108	,220	,086	,449	3,178

a. Dependent Variable: Kinerja Karyawan

### Hipotesis 3

**Pengaruh persepsi kemanfaatan teknologi informasi terhadap kinerja karyawan pada kantor kecamatan barat magetan**

### Regression

**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)	13,041	4,204		3,102	,003					
	Persepsi Kemanfaatan Teknologi Informasi	1,026	,091	,865	11,319	,000	,865	,865	,865	1,000	1,000

a. Dependent Variable: Kinerja Karyawan

### Hipotesis 4

**Pengaruh *computer anxiety* terhadap kinerja karyawan pada kantor kecamatan barat magetan**

**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)	12,436	4,309		2,886	,006					
	Computer Anxiety	1,263	,113	,863	11,181	,000	,863	,863	,863	1,000	1,000

a. Dependent Variable: Kinerja Karyawan

## LAMPIRAN 6. UJI T

### Uji t 1 (hipotesis 1)

**Pengaruh persepsi kemanfaatan teknologi informasi terhadap kinerja karyawan dengan keahlian sebagai variabel moderasi pada kantor kecamatan barat magetan.**

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error				Beta	Zero-order	Partial	Part	Tolerance
1 (Constant)	42,070	,509		82,263	,000					
Zscore: Persepsi Kemanfaatan Teknologi Informasi	3,294	,568	,519	5,682	,000	,865	,547	,243	,352	2,839
Zscore: Keahlian	4,270	,657	,581	6,439	,000	,881	,667	,333	,364	2,746
Skor_Nilai_Mutlak	1,713	,767	,306	2,271	,002	,215	,267	,103	,441	2,063

a. Dependent Variable: Kinerja Karyawan

### Uji t 2 (hipotesis 2)

**Pengaruh *computer anxiety* terhadap kinerja karyawan dengan keahlian sebagai variabel moderasi pada kantor kecamatan barat magetan**

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error				Beta	Zero-order	Partial	Part	Tolerance
1 (Constant)	34,235	,527		64,876	,000					
Zscore: Computer Anxiety	4,396	,618	,387	4,729	,000	,863	,594	,281	,320	3,126
Zscore: Keahlian	4,235	,722	,513	4,483	,000	,881	,574	,266	,317	3,156
Skor_Nilai_Mutlak	2,522	,854	,293	2,044	,040	,108	,220	,086	,449	3,178

a. Dependent Variable: Kinerja Karyawan

**Uji t 3 (hipotesis 3)**

**Pengaruh persepsi kemanfaatan teknologi informasi terhadap kinerja karyawan pada kantor kecamatan barat magetan**

**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)	13,041	4,204		3,102	,003					
	Persepsi Kemanfaatan Teknologi Informasi	1,026	,091	,865	11,319	,000	,865	,865	,865	1,000	1,000

a. Dependent Variable: Kinerja Karyawan

**Uji t 4 (hipotesis 4)**

**Pengaruh *computer anxiety* terhadap kinerja karyawan Pada kantor kecamatan barat magetan**

**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)	12,436	4,309		2,886	,006					
	Computer Anxiety	1,263	,113	,863	11,181	,000	,863	,863	,863	1,000	1,000

a. Dependent Variable: Kinerja Karyawan

**LAMPIRAN 7. ANALISIS KOEFISIEN DETERMINASI ( $R^2$ )**

**Analisis koefisien determinasi ( $r^2$ ) 1 (hipotesis 1)**

**Pengaruh persepsi kemanfaatan teknologi informasi terhadap kinerja karyawan dengan keahlian sebagai variabel moderasi pada kantor kecamatan barat magetan.**

**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	,926 <sup>a</sup>	,857	,850	2,62992	,862	85,459	3	41	,000	1,579

a. Predictors: (Constant), Skor\_Nilai\_Mutlak, Zscore: Keahlian, Zscore: Persepsi Kemanfaatan Teknologi Informasi

b. Dependent Variable: Kinerja Karyawan

**Analisis koefisien determinasi ( $r^2$ ) 2 (hipotesis 2)**

**Pengaruh *computer anxiety* terhadap kinerja karyawan dengan keahlian sebagai variabel moderasi pada kantor kecamatan barat magetan**

**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	,928 <sup>a</sup>	,861	,858	2,69416	,855	80,788	3	41	,000	1,638

a. Predictors: (Constant), Skor\_Nilai\_Mutlak, Zscore: Computer Anxiety, Zscore: Keahlian

b. Dependent Variable: Kinerja Karyawan

**Analisis koefisien determinasi ( $r^2$ ) 3 (hipotesis 3)**

**Pengaruh persepsi kemanfaatan teknologi informasi terhadap kinerja karyawan pada kantor kecamatan barat magetan**

**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	,865 <sup>a</sup>	,749	,743	3,46683	,749	128,130	1	43	,000	1,431

a. Predictors: (Constant), Persepsi Kemanfaatan Teknologi Informasi

b. Dependent Variable: Kinerja Karyawan

**Analisis koefisien determinasi ( $r^2$ ) 3 (hipotesis 3)**

**Pengaruh *computer anxiety* terhadap kinerja karyawan pada kantor kecamatan barat magetan**

**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	,863 <sup>a</sup>	,744	,738	3,49879	,744	125,019	1	43	,000	1,878

a. Predictors: (Constant), Computer Anxiety

b. Dependent Variable: Kinerja Karyawan