

LAMPIRAN

Lampiran 1 Surat pengajuan Penelitian



UNIVERSITAS SALI AL-AITAAM FAKULTAS EKONOMI DAN BISNIS PROGRAM STUDI MANAJEMEN

Jl. Aceng Sali Al-Aitaam No. 1 Ciganitri, Bojongsoang, Kab. Bandung
Tlp : 022-8750 0756 Hp : 0812 1472 8863, 0896 7013 8689, email : prodimanajemen.unisal@gmail.com

Nomor : 039/MJM/TA/IV/2026

Lamp : -

Perihal : **Pengantar Penelitian Tugas Akhir (Skripsi)**

Kepada Yth,
Bapak/Ibu Pimpinan
Kasepuhan Sinarresmi
Sinarresmi, kec. Cisolak, Kab Sukabumi, Jawa Barat. 43366

Dengan hormat,

Sehubungan dengan pelaksanaan **Tri Dharma Perguruan Tinggi**, khususnya bidang pendidikan dan penelitian, bersama ini kami menerangkan bahwa mahasiswa berikut:

Nama : **Krisna Wiganda**
NIM : **2261201060**
Program Studi : **Manajemen**
Fakultas : **Ekonomi dan Bisnis**
Universitas : **Universitas Sali Al-Aitaam**

adalah benar mahasiswa aktif dan sedang menyusun **Tugas Akhir (Skripsi)** sebagai salah satu syarat untuk menyelesaikan studi pada Program Studi Manajemen.

Adapun judul penelitian yang diajukan adalah: **"Pengaruh Gaya Kepemimpinan Kepala Adat Terhadap Pengembangan Sumber Daya Manusia di Kasepuhan Sinarresmi Sukabumi"**.

Sehubungan dengan hal tersebut, kami mohon kiranya Bapak/Ibu **berkenan memberikan izin dan kesempatan** kepada mahasiswa yang bersangkutan untuk melaksanakan kegiatan penelitian di **Kasepuhan Sinarresmi**, sesuai dengan ketentuan dan kebijakan yang berlaku di instansi Bapak/Ibu.

Demikian surat pengantar ini kami sampaikan. Atas perhatian dan kerja sama yang baik, kami ucapkan terima kasih.

Bandung, 16 April 2026

Ketua Program Studi Manajemen



Yesi Suhartini, S.E., M.M.
NIDN. 0427078703

Tembusan:

1. Rektor dan Wakil Rektor I, II dan III Universitas Sali Al-Aitaam
2. Dekan Fakultas Ekonomi dan Bisnis Universitas Sali Al-Aitaam

Lampiran 2 Surat Balasan Penelitian



UNIVERSITAS SALI AL-AITAAM

FAKULTAS EKONOMI DAN BISNIS

PROGRAM STUDI MANAJEMEN

Jl. Aceng Sali Al-Aitaam No. 1 Ciganitri, Bojongsoang, Kab. Bandung
Tlp : 022-8750 0756 Hp : 0812 1472 8863, 0896 7013 8689, email : prodmanajemen.unisal@gmail.com

Nomor : 039/MJM/TA/IV/2026
Lamp : -
Perihal : Pengantar Penelitian Tugas Akhir (Skripsi)

Kepada Yth,
Bapak/Ibu Pimpinan
Kasepuhan Sinarresmi
Sinarresmi, kec. Cisolok, Kab Sukabumi, Jawa Barat 43366

Dengan hormat,

Sehubungan dengan pelaksanaan Tri Dharma Perguruan Tinggi, khususnya bidang pendidikan dan penelitian, bersama ini kami menerangkan bahwa mahasiswa berikut:

Nama : Krisna Wiganda
NIM : 2261201060
Program Studi : Manajemen
Fakultas : Ekonomi dan Bisnis
Universitas : Universitas Sali Al-Aitaam

adalah benar mahasiswa aktif dan sedang menyusun Tugas Akhir (Skripsi) sebagai salah satu syarat untuk menyelesaikan studi pada Program Studi Manajemen.

Adapun judul penelitian yang diajukan adalah: "Pengaruh Gaya Kepemimpinan Kepala Adat Terhadap Pengembangan Sumber Daya Manusia di Kasepuhan Sinarresmi Sukabumi".

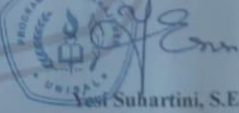
Sehubungan dengan hal tersebut, kami mohon kiranya Bapak/Ibu berkenan memberikan izin dan kesempatan kepada mahasiswa yang bersangkutan untuk melaksanakan kegiatan penelitian di Kasepuhan Sinarresmi, sesuai dengan ketentuan dan kebijakan yang berlaku di instansi Bapak/Ibu.

Demikian surat pengantar ini kami sampaikan. Atas perhatian dan kerja sama yang baik, kami ucapkan terima kasih.

Bandung, 16 April 2026
Ketua Program Studi Manajemen



Sinarresmi 28 April 2026
Ardiansap Nugroho.


 Yosi Suhartini, S.E., M.M.
NIDN. 0427078703

Tembusan:

1. Rektor dan Wakil Rektor I, II dan III Universitas Sali Al-Aitaam
2. Dekan Fakultas Ekonomi dan Bisnis Universitas Sali Al-Aitaam

PROD MANAJEMEN

Lampiran 3 Kartu Bimbingan



UNIVERSITAS SALI AL-AITAAAM

Surat Keputusan Nomor : 541/EJO/2021 Tanggal 7 Desember 2021

Program Studi :

Akuntansi Persejajaran Program Sarjana Terapan - Akuntansi Lembaga Keuangan Syariah Program Sarjana Terapan - Bisnis Digital
Program Sarjana Terapan - Kebidanan Program Diploma Tiga Menuju Kebidanan Program Sarjana - Hukum Program Sarjana
Ilmu Komunikasi Program Sarjana - Perencanaan Wilayah dan Kota Program Sarjana - Agroteknologi Program Sarjana
Manajemen Program Sarjana - Pendidikan Biologi Program Sarjana - Teknik Industri Program Sarjana
Kewirausahaan Program Sarjana - Pendidikan Kependidikan Olahraga Program Sarjana

Jl. Aceng Sali Al-Aitaaam No.1 Ciganitri Telp. 022-8750 4223 Bojongsong Kabupaten Bandung

KARTU BIMBINGAN SKRIPSI / TUGAS AKHIR

Form. 3

Nama : Krisna Wiganda

NIM : 2261201060

Program Studi : Manajemen

Judul Skripsi : Pengaruh gaya kepemimpinan prima kepala adat terhadap pengembangan SDM

Pembimbing : Lizka Nuristamara S.E., M.M.

No.	Tanggal	Materi / Saran / Perbaikan	Paraf Pembimbing
	16/4-26	konsultasi judul dan observasi	<i>[Signature]</i>
	17/4-26	Revisi Latar belakang, Identifikasi, rumusan, tujuan	<i>[Signature]</i>
	22/4-26	Tambahan penjelasan latar, Identifikasi + bab 1	<i>[Signature]</i>
	8/5-26	Bab 1 ok, Bab 2: revisi tabel, penulisan	<i>[Signature]</i>
	3/5-26	Bab 2 ok lanjut Bab 3	<i>[Signature]</i>
	4/5-26	Bab 3 Acc, lanjut SEMPRO	<i>[Signature]</i>
	6/7-26	Bab 4 ok, lanjut Bab 5	<i>[Signature]</i>

Catatan:

1. Kartu bimbingan dibawa saat bimbingan

2. Kartu bimbingan diisi oleh Dosen Pembimbing

Pelaksanaan Ujian	Tanggal
Seminar Proposal	
Sidang Akhir Skripsi	
Yudisium Kelulusan	

Kab. Bandung, .../...../20.....

Pembimbing,

(.....)

Lampiran 4 Tabulasi Data

[illegible]

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Lampiran 5 Olah Data

Correlations

		x1	x2	x3	x4	x5	x6	x7	x8	x9	total_x
x1	Pearson Correlation	1	.757**	.689**	.761**	.620**	.717**	.573**	.587**	.729**	.862**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
x2	Pearson Correlation	.757**	1	.725**	.743**	.660**	.653**	.581**	.526**	.662**	.841**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
x3	Pearson Correlation	.689**	.725**	1	.818**	.731**	.646**	.631**	.582**	.628**	.863**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
x4	Pearson Correlation	.761**	.743**	.818**	1	.704**	.679**	.571**	.593**	.648**	.875**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
x5	Pearson Correlation	.620**	.660**	.731**	.704**	1	.624**	.676**	.664**	.664**	.839**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
x6	Pearson Correlation	.717**	.653**	.646**	.679**	.624**	1	.634**	.614**	.731**	.838**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
x7	Pearson Correlation	.573**	.581**	.631**	.571**	.676**	.634**	1	.630**	.659**	.784**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
x8	Pearson Correlation	.587**	.526**	.582**	.593**	.664**	.614**	.630**	1	.656**	.773**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	133	133	133	133	133	133	133	133	133	133
x9	Pearson Correlation	.729**	.662**	.628**	.648**	.664**	.731**	.659**	.656**	1	.842**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	133	133	133	133	133	133	133	133	133	133
total_x	Pearson Correlation	.862**	.841**	.863**	.875**	.839**	.838**	.784**	.773**	.842**	1

Correlations

		y1	y2	y3	y4	y5	y6	y7	y8	y9	total_y
y1	Pearson Correlation	1	.695**	.636**	.650**	.586**	.554**	.624**	.701**	.619**	.819**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
y2	Pearson Correlation	.695**	1	.773**	.752**	.671**	.553**	.620**	.688**	.667**	.863**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
y3	Pearson Correlation	.636**	.773**	1	.760**	.675**	.578**	.612**	.660**	.623**	.845**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
y4	Pearson Correlation	.650**	.752**	.760**	1	.649**	.657**	.667**	.650**	.681**	.866**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
y5	Pearson Correlation	.586**	.671**	.675**	.649**	1	.611**	.582**	.618**	.643**	.803**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
y6	Pearson Correlation	.554**	.553**	.578**	.657**	.611**	1	.562**	.552**	.605**	.754**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
y7	Pearson Correlation	.624**	.620**	.612**	.667**	.582**	.562**	1	.716**	.682**	.818**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	133	133	133	133	133	133	133	133	133	133
y8	Pearson Correlation	.701**	.688**	.660**	.650**	.618**	.552**	.716**	1	.682**	.849**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	133	133	133	133	133	133	133	133	133	133
y9	Pearson Correlation	.619**	.667**	.623**	.681**	.643**	.605**	.682**	.682**	1	.831**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	133	133	133	133	133	133	133	133	133	133
total_y	Pearson Correlation	.819**	.863**	.845**	.866**	.803**	.754**	.818**	.849**	.831**	1

Case Processing Summary

	N	%
Cases Valid	133	100.0
Excluded ^a	0	.0
Total	133	100.0

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

Case Processing Summary

	N	%
Cases Valid	133	100.0
Excluded ^a	0	.0
Total	133	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.945	9

Reliability Statistics

Cronbach's Alpha	N of Items
.942	9

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Pengembangan SDM ^b		Enter

a. Dependent Variable: Gaya Kepemimpinan

b. All requested variables entered.

Model Summary^b

				Adjusted R	Std. Error of	
ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6515.289	1	6515.289	656.425	.000 ^b
	Residual	1300.229	131	9.925		
	Total	7815.519	132			

a. Dependent Variable: Gaya Kepemimpinan

b. Predictors: (Constant), Pengembangan SDM

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.767	1.105		2.503	.014
	Pengembangan SDM	.893	.035	.913	25.621	.000

a. Dependent Variable: Gaya Kepemimpinan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10.81	42.96	30.20	7.026	133
Residual	-9.031	9.901	.000	3.139	133
Std. Predicted Value	-2.761	1.816	.000	1.000	133
Std. Residual	-2.867	3.143	.000	.996	133

a. Dependent Variable: Gaya Kepemimpinan

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		133
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.13850654
Most Extreme Differences	Absolute	.100
	Positive	.100
	Negative	-.094
Kolmogorov-Smirnov Z		1.158
Asymp. Sig. (2-tailed)		.137

a. Test distribution is Normal.

b. Calculated from data.

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Pengembangan SDM * Gaya Kepemimpinan	133	100.0%	0	0.0%	133	100.0%

Pengembangan SDM

Gaya Kepemimpinan	Mean	N	Std. Deviation
9	9.00	1	.
11	15.00	2	5.657
14	16.50	2	2.121
15	14.50	4	3.512
16	15.67	3	1.528
17	16.33	3	1.528
18	17.00	1	.
19	19.00	1	.
20	19.00	1	.
22	24.50	2	9.192
23	24.00	1	.
24	27.00	2	2.828
25	30.00	3	4.583
26	27.40	5	1.517
27	28.57	7	3.552
28	28.80	5	3.271
29	29.50	10	3.440
30	32.08	12	3.554
31	30.50	6	4.930
32	32.00	7	2.160
33	33.67	6	4.412
34	34.50	4	4.655
35	33.17	6	5.307

36	35.95	21	1.071
37	35.00	3	2.000
38	39.00	3	2.000
39	41.00	1	.
40	40.67	3	1.155
41	37.00	2	.000
42	45.00	1	.
45	44.20	5	1.789
Total	30.71	133	7.865

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Pengembangan SDM * Gaya Kepemimpinan	Between Groups	(Combined)	7067.593	30	235.586	21.894	.000
		Linearity	6806.748	1	6806.748	632.580	.000
		Deviation from Linearity	260.845	29	8.995	.836	.703
	Within Groups		1097.550	102	10.760		
Total			8165.143	132			

Measures of Association

	R	R Squared	Eta	Eta Squared
Pengembangan SDM * Gaya Kepemimpinan	.913	.834	.930	.866

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Gaya Kepemimpinan ^b	.	Enter

a. Dependent Variable: ABS_Res

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.063 ^a	.004	-.004	2.17651

a. Predictors: (Constant), Gaya Kepemimpinan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.437	1	2.437	.514	.475 ^b
	Residual	620.573	131	4.737		
	Total	623.010	132			

a. Dependent Variable: ABS_Res

b. Predictors: (Constant), Gaya Kepemimpinan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.790	.767		3.637	.000
	Gaya Kepemimpinan	-.018	.025	-.063	-.717	.475

a. Dependent Variable: ABS_Res

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Gaya Kepemimpinan ^b		Enter

a. Dependent Variable: Pengembangan SDM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.913 ^a	.834	.832	3.220

a. Predictors: (Constant), Gaya Kepemimpinan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6806.748	1	6806.748	656.425	.000 ^b
	Residual	1358.395	131	10.369		
	Total	8165.143	132			

a. Dependent Variable: Pengembangan SDM

b. Predictors: (Constant), Gaya Kepemimpinan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.528	1.135		2.227	.028
	Gaya Kepemimpinan	.933	.036	.913	25.621	.000

a. Dependent Variable: Pengembangan SDM

Statistics

		Jenis Kelamin	Usia
N	Valid	133	133
	Missing	0	0

Jenis Kelamin


		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	66	49.6	49.6	49.6
	Perempuan	67	50.4	50.4	100.0
	Total	133	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17-20	22	16.5	16.5	16.5
	21-25	55	41.4	41.4	57.9
	26-30	35	26.3	26.3	84.2
	31-35	20	15.0	15.0	99.2
	52 tahun	1	.8	.8	100.0
	Total	133	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
total_x	133	9	45	30.20	7.695
total_y	133	9	45	30.71	7.865
Valid N (listwise)	133				

Statistics

		total_x	total_y
N	Valid	133	133
	Missing	0	0
Mean		30.20	30.71
Median		31.00	32.00
Mode		36	36
Std. Deviation		7.695	7.865
Minimum		9	9
Maximum		45	45

total_x

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9	1	.8	.8	.8
	11	2	1.5	1.5	2.3
	14	2	1.5	1.5	3.8
	15	4	3.0	3.0	6.8
	16	3	2.3	2.3	9.0
	17	3	2.3	2.3	11.3
	18	1	.8	.8	12.0
	19	1	.8	.8	12.8
	20	1	.8	.8	13.5
	22	2	1.5	1.5	15.0
	23	1	.8	.8	15.8
	24	2	1.5	1.5	17.3
	25	3	2.3	2.3	19.5
	26	5	3.8	3.8	23.3
	27	7	5.3	5.3	28.6
	28	5	3.8	3.8	32.3
	29	10	7.5	7.5	39.8
	30	12	9.0	9.0	48.9
	31	6	4.5	4.5	53.4
	32	7	5.3	5.3	58.6
	33	6	4.5	4.5	63.2
	34	4	3.0	3.0	66.2
	35	6	4.5	4.5	70.7
	36	21	15.8	15.8	86.5
	37	3	2.3	2.3	88.7
	38	3	2.3	2.3	91.0
	39	1	.8	.8	91.7
	40	3	2.3	2.3	94.0
	41	2	1.5	1.5	95.5
	42	1	.8	.8	96.2
	45	5	3.8	3.8	100.0
Total		133	100.0	100.0	

total_y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9	1	.8	.8	.8
	11	2	1.5	1.5	2.3
	12	1	.8	.8	3.0
	14	1	.8	.8	3.8
	15	2	1.5	1.5	5.3
	16	2	1.5	1.5	6.8
	17	3	2.3	2.3	9.0
	18	4	3.0	3.0	12.0
	19	3	2.3	2.3	14.3
	22	1	.8	.8	15.0
	23	1	.8	.8	15.8
	24	2	1.5	1.5	17.3
	25	4	3.0	3.0	20.3
	26	4	3.0	3.0	23.3
	27	7	5.3	5.3	28.6
	28	4	3.0	3.0	31.6
	29	8	6.0	6.0	37.6
	30	7	5.3	5.3	42.9
	31	6	4.5	4.5	47.4
	32	4	3.0	3.0	50.4
	33	7	5.3	5.3	55.6
	34	6	4.5	4.5	60.2
	35	8	6.0	6.0	66.2
	36	21	15.8	15.8	82.0
	37	7	5.3	5.3	87.2
	38	3	2.3	2.3	89.5
	39	2	1.5	1.5	91.0
	40	3	2.3	2.3	93.2
	41	3	2.3	2.3	95.5
	42	1	.8	.8	96.2
	45	5	3.8	3.8	100.0
Total		133	100.0	100.0	

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Gaya Kepemimpinan ^b	.	Enter

a. Dependent Variable: Pengembangan SDM

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.913 ^a	.834	.832	3.220

a. Predictors: (Constant), Gaya Kepemimpinan

b. Dependent Variable: Pengembangan SDM

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6806.748	1	6806.748	656.425	.000 ^b
	Residual	1358.395	131	10.369		
	Total	8165.143	132			

a. Dependent Variable: Pengembangan SDM

b. Predictors: (Constant), Gaya Kepemimpinan

Coefficients^a

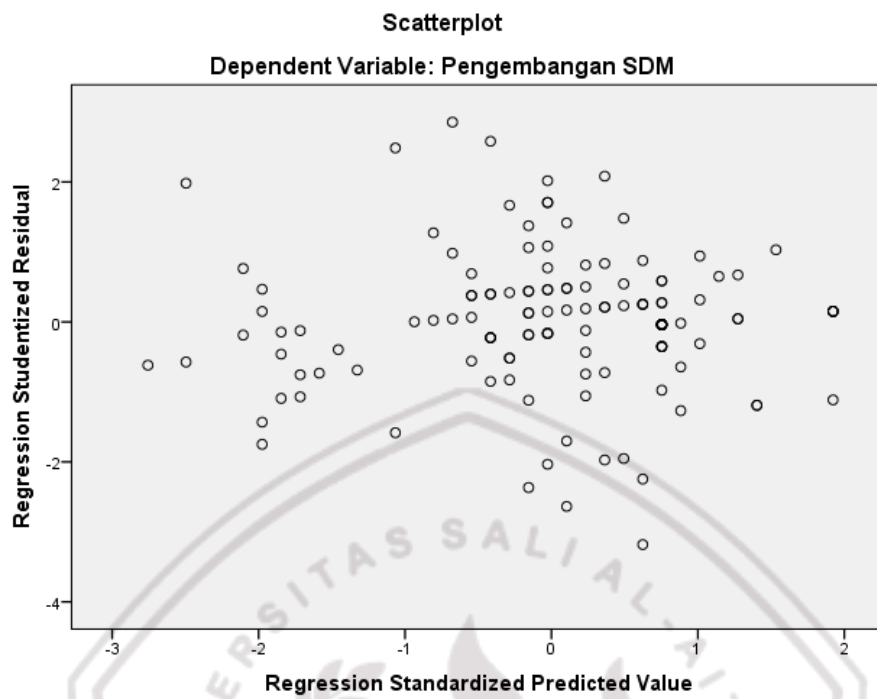
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.528	1.135		2.227	.028
	Gaya Kepemimpinan	.933	.036	.913	25.621	.000

a. Dependent Variable: Pengembangan SDM

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10.93	44.52	30.71	7.181	133
Std. Predicted Value	-2.756	1.923	.000	1.000	133
Standard Error of Predicted Value	.279	.821	.376	.122	133
Adjusted Predicted Value	11.06	44.65	30.72	7.177	133
Residual	-10.191	9.141	.000	3.208	133
Std. Residual	-3.165	2.839	.000	.996	133
Stud. Residual	-3.181	2.855	-.001	1.003	133
Deleted Residual	-10.299	9.243	-.004	3.253	133
Stud. Deleted Residual	-3.299	2.936	-.001	1.016	133
Mahal. Distance	.001	7.593	.992	1.480	133
Cook's Distance	.000	.114	.007	.014	133
Centered Leverage Value	.000	.058	.008	.011	133

a. Dependent Variable: Pengembangan SDM



Lampiran 6 Dokumentasi



