

Lampiran I

Bandar Lampung, April 2022

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Jhontry Togar Malau

NPM : 1812110219

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada pegawai Kecamatan Seputih Mataram, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH KEPEMIMPINAN DAN KOMPETENSI TERHADAP KINERJA KARYAWAN CV HANIF MITRA LAMPUNG”**, Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Jhontry Togar Malau
NPM. 1812110219

PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH KEPEMIMPINAN DAN KOMPETENSI TERHADAP KINERJA KARYAWAN CV HANIF MITRA LAMPUNG

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

SS = Sangat Setuju
Setuju

S = Setuju

CS = Cukup

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden : (boleh tidak diisi)

2. Jenis Kelamin : Laki – Laki Perempuan

3. Usia : 17 – 22 tahun 29 – 34 tahun
 23 – 28 tahun > 35 tahun

DAFTAR PERNYATAAN

KEPEMIMPINAN						
No	Pernyataan	STS	TS	CS	S	SS
INTELEGENSI						
1	Pemimpin mampu mengambil keputusan dengan cepat dan tepat dalam menangani masalah					
2	Pemimpin mengelola perencanaan secara tepat waktu					
KEWIBAWAAN						
3	Pemimpin mampu bersikap tegas untuk menentukan keputusan					
4	Pemimpin selalu melakukan pengawasan kepada pegawai yang bekerja					
KETELADANAN						
5	Pemimpin bersikap konsisten antara pembicaraan dan perilaku					
6	Pemimpinan selalu masuk kerja tepat waktu					
KEJELASAN PENGARAHAN						
7	Pimpinan memberikan informasi yang jelas terkait jadwal pelaksanaan pekerjaan					
8	Pemimpin memberikan tugas dengan jelas kepada bawahan					
KELANCARAN HUBUNGAN KOMUNIKASI						
9	Pimpinan dapat membangun semangat kerja pegawai dalam bekerja					
10	Pemimpin mengkoordinasikan kegiatan bekerja kepada bawahan					

KOMPETENSI						
No	Pernyataan	STS	TS	CS	S	SS
KNOWLEDGE						
1	Saya Memiliki pengetahuan dalam menggunakan peralatan pekerjaan					
2	Saya memiliki pengetahuan yang cukup mengenai tugas dan tanggu jawab pekerjaan					
SKILL						
3	Ketrampilan yang saya miliki sesuai dengan bidang pekerjaan					
4	Saya mampu memecahkan masalah yang terjadi dalam pekerjaan					
MOTIVES						
5	Saya menyelesaikan pekerjaan tanpa perintah langsung pimpinan					
6	Saya memiliki cara tertentu dalam menyelesaikan pekerjaan					
TRAITS						
7	Saya ampu bekerja sama dengan Tim dalam menyelesaikan tugas pekerjaan					
8	Saya dapat bekerja secara mandiri dalam menyelesaikan tugas pekerjaan					
SELF CONCEPT						
9	Saya selalu mematuhi norma dan aturan yang berlaku di perusahaan					
10	Saya memiliki kepercayaan diri untuk beradaptasi dalam lingkungan pekerjaan					

KINERJA						
No	Pernyataan	STS	TS	CS	S	SS
KUALITAS						
1	Saya mampu menyelesaikan suatu pekerjaan dengan rapi					
2	Saya selalu bekerja sesuai dengan standar mutu yang telah ditetapkan oleh instansi					
KUANTITAS						
3	Saya dapat memenuhi target pekerjaan yang ditetapkan instansi					
4	Seluruh tugas pekerjaan selama ini telah terselesaikan dengan baik					
WAKTU						
5	Saya mampu menyelesaikan pekerjaan dengan tepat waktu					
6	Saya tidak pernah menunda – nunda waktu dalam menyelesaikan pekerjaan					
EFEKTIVITAS						
7	Saya mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat dan teliti					
8	Saya miliki keterampilan yang sesuai dengan tugas pekerjaan					
KEMANDIRIAN						
9	Saya dapat mengatasi permasalahan saat bekerja					
10	Saya berinisiatif menyelesaikan pekerjaan tanpa perintah pimpinan					

Lampiran II (Hasil Jawaban Responden)

No	KE1	KE2	KE3	KE4	KE5	KE6	KE7	KE8	KE9	KE10	KE
1	3	3	4	4	4	3	4	4	4	4	37
2	3	2	3	5	4	2	3	4	5	4	35
3	2	3	3	4	3	3	3	4	4	4	33
4	3	4	4	3	3	4	4	4	4	3	36
5	4	3	5	3	3	3	5	3	4	3	36
6	3	3	3	5	3	3	3	5	3	3	34
7	3	2	3	5	2	2	3	5	4	5	34
8	2	2	3	4	5	2	3	3	3	4	31
9	3	3	4	5	4	3	4	5	5	4	40
10	3	4	4	5	5	4	4	5	5	5	44
11	4	3	3	3	3	3	3	4	5	5	36
12	3	4	3	3	5	4	3	3	3	3	34
13	3	4	3	4	5	4	3	4	5	5	40
14	3	3	4	5	5	3	4	3	4	4	38
15	4	3	4	4	5	4	3	5	4	3	39
16	3	3	4	2	2	3	4	4	3	2	30
17	3	4	3	5	1	4	3	5	4	1	33
18	3	3	4	3	3	3	4	3	4	3	33
19	4	3	4	5	3	3	4	3	3	3	35
20	3	4	3	5	5	4	4	5	5	5	43
21	3	4	2	1	5	4	5	4	4	4	36
22	2	3	3	1	2	3	3	3	5	5	30
23	4	3	2	4	5	3	4	4	4	5	38
24	4	4	3	4	4	4	3	5	3	4	38
25	1	3	2	4	3	3	2	4	4	4	30
26	3	3	3	4	5	3	3	4	4	3	35
27	3	2	2	2	5	2	2	4	3	5	30
28	3	3	4	3	3	3	4	4	4	3	34
29	5	3	3	5	5	3	3	4	4	5	40
30	3	3	5	5	5	3	5	5	5	5	44
31	2	5	5	3	3	5	5	3	4	3	38
32	1	2	2	5	5	2	2	3	5	3	30
33	3	3	3	4	3	3	3	4	2	1	29
34	3	2	3	3	3	2	3	4	2	1	26

No	KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	KO
1	4	3	4	5	3	3	4	4	3	5	38
2	4	2	3	4	3	2	3	4	3	4	32
3	2	3	3	5	4	3	3	2	2	5	32
4	4	4	4	4	3	4	4	4	3	4	38
5	4	4	5	5	4	4	5	4	4	5	44
6	3	3	3	4	3	3	3	3	3	4	32
7	3	2	3	4	2	2	3	3	3	4	29
8	1	2	3	3	3	2	3	1	2	3	23
9	4	3	4	4	3	3	4	4	3	4	36
10	3	4	4	3	2	4	4	3	3	3	33
11	3	3	3	4	3	3	3	3	4	4	33
12	4	4	4	5	3	4	4	4	4	5	41
13	3	4	3	4	2	4	3	3	3	4	33
14	4	3	4	4	4	3	4	4	3	4	37
15	4	4	4	4	4	4	4	4	4	4	40
16	5	3	4	5	4	3	4	5	3	5	41
17	5	5	5	4	3	5	5	5	3	4	44
18	4	4	5	5	4	4	4	4	3	5	42
19	4	4	4	4	4	4	4	4	4	4	40
20	4	4	4	4	4	4	2	2	4	4	36
21	3	4	2	5	4	4	5	3	3	5	38
22	2	3	3	5	3	3	3	3	3	5	33
23	4	3	4	3	4	3	4	4	4	3	36
24	3	4	3	4	4	4	3	3	4	4	36
25	3	3	2	4	3	3	2	3	1	4	28
26	3	3	3	5	4	3	3	3	3	5	35
27	3	2	2	3	2	2	2	3	3	3	25
28	3	3	4	5	3	3	4	3	3	5	36
29	2	3	3	4	4	3	3	2	5	4	33
30	3	5	5	5	2	5	5	3	3	5	41
31	3	5	5	5	4	5	5	3	2	5	42
32	4	2	2	4	2	2	2	4	1	4	27
33	4	4	3	5	4	4	3	4	3	5	39
34	3	2	3	5	4	2	3	3	3	5	33

No	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK
1	3	3	4	4	3	3	2	2	2	2	28
2	3	2	3	4	3	2	3	4	3	5	32
3	2	3	3	2	2	3	3	2	2	3	25
4	3	4	4	4	3	4	4	4	3	4	37
5	4	4	5	4	4	4	5	4	4	4	42
6	3	3	3	3	3	3	3	3	3	3	30
7	3	2	3	3	3	2	3	3	3	2	27
8	2	2	3	1	2	2	3	5	5	5	30
9	3	3	4	4	3	3	4	4	3	3	34
10	3	4	4	3	3	4	4	3	3	4	35
11	4	3	3	3	4	3	3	3	4	3	33
12	4	4	4	4	4	4	4	4	4	4	40
13	3	4	3	3	3	4	3	3	3	4	33
14	3	3	4	4	3	3	4	4	3	3	34
15	4	4	4	4	4	4	4	4	4	4	40
16	3	3	4	5	3	3	4	5	3	3	36
17	3	4	3	3	3	4	3	3	3	4	33
18	3	3	4	4	3	3	4	4	3	3	34
19	4	4	3	3	4	3	3	4	3	2	33
20	4	4	3	4	3	3	3	3	5	4	36
21	3	4	2	3	3	4	5	3	3	4	34
22	3	3	3	2	2	3	3	3	3	3	28
23	4	3	4	4	4	3	4	4	4	3	37
24	4	4	3	3	4	4	3	3	4	4	36
25	1	3	2	3	5	3	2	3	1	3	26
26	3	3	3	3	3	3	3	3	3	3	30
27	3	2	2	3	3	2	2	3	3	2	25
28	3	3	4	3	3	3	4	3	3	3	32
29	5	3	3	2	1	3	3	2	5	3	30
30	3	5	5	3	3	5	5	3	3	5	40
31	2	5	5	3	2	5	5	3	2	5	37
32	1	2	2	4	1	2	2	4	2	5	25
33	3	4	3	4	3	4	3	4	3	4	35
34	3	2	3	3	3	2	3	3	3	2	27

Lampiran III (Hasil Uji Frekuensi)

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	25	73.5	73.5	73.5
Valid Perempuan	9	26.5	26.5	100.0
Total	34	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 35 tahun	6	17.6	17.6	17.6
Valid 17 – 22 tahun	13	38.2	38.2	55.9
Valid 23 – 28 tahun	8	23.5	23.5	79.4
Valid 29 – 34 tahun	7	20.6	20.6	100.0
Total	34	100.0	100.0	

KE1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	5.9	5.9	5.9
Valid 2	4	11.8	11.8	17.6
Valid 3	21	61.8	61.8	79.4
Valid 4	6	17.6	17.6	97.1
Valid 5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

KE2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	17.6	17.6	17.6
Valid 3	19	55.9	55.9	73.5
Valid 4	8	23.5	23.5	97.1
Valid 5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

KE3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	14.7	14.7	14.7
Valid 3	16	47.1	47.1	61.8
Valid 4	10	29.4	29.4	91.2
Valid 5	3	8.8	8.8	100.0
Total	34	100.0	100.0	

KE4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	5.9	5.9	5.9
2	2	5.9	5.9	11.8
3	8	23.5	23.5	35.3
4	10	29.4	29.4	64.7
5	12	35.3	35.3	100.0
Total	34	100.0	100.0	

KE5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	3	8.8	8.8	11.8
3	12	35.3	35.3	47.1
4	4	11.8	11.8	58.8
5	14	41.2	41.2	100.0
Total	34	100.0	100.0	

KE6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	17.6	17.6	17.6
3	18	52.9	52.9	70.6
4	9	26.5	26.5	97.1
5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

KE7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	8.8	8.8	8.8
3	16	47.1	47.1	55.9
4	11	32.4	32.4	88.2
5	4	11.8	11.8	100.0
Total	34	100.0	100.0	

KE8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	26.5	26.5	26.5
4	16	47.1	47.1	73.5
5	9	26.5	26.5	100.0
Total	34	100.0	100.0	

KE9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	5.9	5.9	5.9
3	7	20.6	20.6	26.5
4	16	47.1	47.1	73.5
5	9	26.5	26.5	100.0
Total	34	100.0	100.0	

KE10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	8.8	8.8	8.8
2	1	2.9	2.9	11.8
3	11	32.4	32.4	44.1
4	9	26.5	26.5	70.6
5	10	29.4	29.4	100.0
Total	34	100.0	100.0	

KO1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	3	8.8	8.8	11.8
3	14	41.2	41.2	52.9
4	14	41.2	41.2	94.1
5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

KO2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	17.6	17.6	17.6
3	13	38.2	38.2	55.9
4	12	35.3	35.3	91.2
5	3	8.8	8.8	100.0
Total	34	100.0	100.0	

KO3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	11.8	11.8	11.8
3	13	38.2	38.2	50.0
4	12	35.3	35.3	85.3
5	5	14.7	14.7	100.0
Total	34	100.0	100.0	

KO4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	11.8	11.8	11.8
Valid 4	16	47.1	47.1	58.8
Valid 5	14	41.2	41.2	100.0
Total	34	100.0	100.0	

KO5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	17.6	17.6	17.6
Valid 3	12	35.3	35.3	52.9
Valid 4	16	47.1	47.1	100.0
Total	34	100.0	100.0	

KO6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	17.6	17.6	17.6
Valid 3	13	38.2	38.2	55.9
Valid 4	12	35.3	35.3	91.2
Valid 5	3	8.8	8.8	100.0
Total	34	100.0	100.0	

KO7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	11.8	11.8	11.8
Valid 3	13	38.2	38.2	50.0
Valid 4	12	35.3	35.3	85.3
Valid 5	5	14.7	14.7	100.0
Total	34	100.0	100.0	

KO8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
Valid 2	3	8.8	8.8	11.8
Valid 3	15	44.1	44.1	55.9
Valid 4	13	38.2	38.2	94.1
Valid 5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

KO9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	5.9	5.9	5.9
Valid 2	3	8.8	8.8	14.7
Valid 3	20	58.8	58.8	73.5
Valid 4	8	23.5	23.5	97.1
Valid 5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

KO10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	11.8	11.8	11.8
Valid 4	16	47.1	47.1	58.8
Valid 5	14	41.2	41.2	100.0
Total	34	100.0	100.0	

KK1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	8.8	8.8	8.8
Valid 2	3	8.8	8.8	17.6
Valid 3	19	55.9	55.9	73.5
Valid 4	8	23.5	23.5	97.1
Valid 5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

KK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	20.6	20.6	20.6
Valid 3	13	38.2	38.2	58.8
Valid 4	12	35.3	35.3	94.1
Valid 5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

KK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	14.7	14.7	14.7
Valid 3	16	47.1	47.1	61.8
Valid 4	10	29.4	29.4	91.2
Valid 5	3	8.8	8.8	100.0
Total	34	100.0	100.0	

KK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.9	2.9	2.9
2	4	11.8	11.8	14.7
3	16	47.1	47.1	61.8
4	12	35.3	35.3	97.1
5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

KK5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	5.9	5.9	5.9
2	5	14.7	14.7	20.6
3	19	55.9	55.9	76.5
4	7	20.6	20.6	97.1
5	1	2.9	2.9	100.0
Total	34	100.0	100.0	

KK6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	20.6	20.6	20.6
3	15	44.1	44.1	64.7
4	10	29.4	29.4	94.1
5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

KK7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	11.8	11.8	11.8
3	16	47.1	47.1	58.8
4	10	29.4	29.4	88.2
5	4	11.8	11.8	100.0
Total	34	100.0	100.0	

KK8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	8.8	8.8	8.8
3	17	50.0	50.0	58.8
4	12	35.3	35.3	94.1
5	2	5.9	5.9	100.0
Total	34	100.0	100.0	

KK9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.9	2.9	2.9
2	4	11.8	11.8	14.7
3	20	58.8	58.8	73.5
4	6	17.6	17.6	91.2
5	3	8.8	8.8	100.0
Total	34	100.0	100.0	

KK10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14.7	14.7	14.7
3	13	38.2	38.2	52.9
4	11	32.4	32.4	85.3
5	5	14.7	14.7	100.0
Total	34	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

Correlations

		KE1	KE2	KE3	KE4	KE5	KE6	KE7	KE8	KE9	KE10	Kepemimpinan
KE1	Pearson Correlation	1	.102	.220	.095	.126	.150	.270	.251	-.131	.093	.424*
	Sig. (2-tailed)		.567	.211	.591	.476	.398	.123	.152	.461	.603	.012
	N	34	34	34	34	34	34	34	34	34	34	34
KE2	Pearson Correlation	.102	1	.281	-	-.006	.973**	.459**	.113	.158	-.020	.503**
	Sig. (2-tailed)	.567		.107	.509	.972	.000	.006	.526	.372	.909	.002
	N	34	34	34	34	34	34	34	34	34	34	34
KE3	Pearson Correlation	.220	.281	1	.091	-.176	.308	.689**	-.049	.112	-.153	.411*
	Sig. (2-tailed)	.211	.107		.610	.321	.076	.000	.785	.529	.388	.016
	N	34	34	34	34	34	34	34	34	34	34	34
KE4	Pearson Correlation	.095	-.117	.091	1	.194	-.109	-.131	.387*	.203	.084	.419*
	Sig. (2-tailed)	.591	.509	.610		.272	.540	.459	.024	.250	.638	.014
	N	34	34	34	34	34	34	34	34	34	34	34
KE5	Pearson Correlation	.126	-.006	-.176	.194	1	.036	.009	.000	.200	.462**	.482**
	Sig. (2-tailed)	.476	.972	.321	.272		.841	.959	1.000	.257	.006	.004
	N	34	34	34	34	34	34	34	34	34	34	34
KE6	Pearson Correlation	.150	.973**	.308	-	.036	1	.427*	.165	.158	-.042	.527**
	Sig. (2-tailed)	.398	.000	.076	.540	.841		.012	.350	.373	.814	.001
	N	34	34	34	34	34	34	34	34	34	34	34
KE7	Pearson Correlation	.270	.459**	.689**	-	.009	.427*	1	-.050	.170	.020	.518**
	Sig. (2-tailed)	.123	.006	.000	.459	.959	.012		.780	.336	.912	.002
	N	34	34	34	34	34	34	34	34	34	34	34
KE8	Pearson Correlation	.251	.113	-.049	.387*	.000	.165	-.050	1	.145	.136	.412*
	Sig. (2-tailed)	.152	.526	.785	.024	1.000	.350	.780		.414	.442	.015
	N	34	34	34	34	34	34	34	34	34	34	34
KE9	Pearson Correlation	-	.158	.112	.203	.200	.158	.170	.145	1	.601**	.574**
	Sig. (2-tailed)	.131	.461	.372	.529	.250	.257	.373	.336	.414		.000
	N	34	34	34	34	34	34	34	34	34	34	34
KE10	Pearson Correlation	.093	-.020	-.153	.084	.462**	-.042	.020	.136	.601**	1	.542**
	Sig. (2-tailed)	.603	.909	.388	.638	.006	.814	.912	.442	.000		.001
	N	34	34	34	34	34	34	34	34	34	34	34
Kepemimpinan	Pearson Correlation	.424*	.503**	.411*	.419*	.482**	.527**	.518**	.412*	.574**	.542**	1
	Sig. (2-tailed)	.012	.002	.016	.014	.004	.001	.002	.015	.000	.001	
	N	34	34	34	34	34	34	34	34	34	34	34

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

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

Correlations

		KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	Kompetensi
KO1	Pearson Correlation	1	.298	.441**	.114	.148	.298	.322	.896**	.165	.114	.616**
	Sig. (2-tailed)		.087	.009	.519	.402	.087	.063	.000	.352	.519	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO2	Pearson Correlation	.298	1	.637**	.278	.202	1.000**	.637**	.233	.245	.278	.781**
	Sig. (2-tailed)	.087		.000	.112	.253	.000	.000	.185	.162	.112	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO3	Pearson Correlation	.441**	.637**	1	.236	.210	.637**	.736**	.385*	.302	.236	.785**
	Sig. (2-tailed)	.009	.000		.180	.234	.000	.000	.025	.082	.180	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO4	Pearson Correlation	.114	.278	.236	1	.358*	.278	.336	.183	-	1.000**	.542**
	Sig. (2-tailed)	.519	.112	.180		.038	.112	.052	.299	.789	.000	.001
	N	34	34	34	34	34	34	34	34	34	34	34
KO5	Pearson Correlation	.148	.202	.210	.358*	1	.202	.210	.069	.342*	.358*	.466**
	Sig. (2-tailed)	.402	.253	.234	.038		.253	.234	.698	.048	.038	.005
	N	34	34	34	34	34	34	34	34	34	34	34
KO6	Pearson Correlation	.298	1.000**	.637**	.278	.202	1	.637**	.233	.245	.278	.781**
	Sig. (2-tailed)	.087	.000	.000	.112	.253		.000	.185	.162	.112	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO7	Pearson Correlation	.322	.637**	.736**	.336	.210	.637**	1	.425*	.221	.336	.785**
	Sig. (2-tailed)	.063	.000	.000	.052	.234	.000		.012	.210	.052	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO8	Pearson Correlation	.896**	.233	.385*	.183	.069	.233	.425*	1	.084	.183	.595**
	Sig. (2-tailed)	.000	.185	.025	.299	.698	.185	.012		.639	.299	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KO9	Pearson Correlation	.165	.245	.302	-.048	.342*	.245	.221	.084	1	-.048	.408*
	Sig. (2-tailed)	.352	.162	.082	.789	.048	.162	.210	.639		.789	.017
	N	34	34	34	34	34	34	34	34	34	34	34
KO10	Pearson Correlation	.114	.278	.236	1.000**	.358*	.278	.336	.183	-	1	.542**
	Sig. (2-tailed)	.519	.112	.180	.000	.038	.112	.052	.299	.789		.001
	N	34	34	34	34	34	34	34	34	34	34	34
Kompetensi	Pearson Correlation	.616**	.781**	.785**	.542**	.466**	.781**	.785**	.595**	.408*	.542**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.005	.000	.000	.000	.017	.001	
	N	34	34	34	34	34	34	34	34	34	34	34

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

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

Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	Kinerja
KK1	Pearson Correlation	1	.339*	.345*	.236	.314	.270	.336	.073	.764**	-.089	.601**
	Sig. (2-tailed)		.050	.046	.179	.070	.123	.052	.680	.000	.616	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KK2	Pearson Correlation	.339*	1	.545**	.209	.288	.961**	.626**	-.021	.097	.444**	.751**
	Sig. (2-tailed)	.050		.001	.235	.099	.000	.000	.906	.584	.008	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KK3	Pearson Correlation	.345*	.545**	1	.369*	.169	.584**	.817**	.330	.209	.303	.770**
	Sig. (2-tailed)	.046	.001		.032	.340	.000	.000	.056	.235	.082	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KK4	Pearson Correlation	.236	.209	.369*	1	.391*	.191	.333	.548**	-.018	.129	.545**
	Sig. (2-tailed)	.179	.235	.032		.022	.280	.054	.001	.922	.467	.001
	N	34	34	34	34	34	34	34	34	34	34	34
KK5	Pearson Correlation	.314	.288	.169	.391*	1	.252	.166	.240	.041	-.153	.441**
	Sig. (2-tailed)	.070	.099	.340	.022		.150	.349	.171	.818	.388	.009
	N	34	34	34	34	34	34	34	34	34	34	34
KK6	Pearson Correlation	.270	.961**	.584**	.191	.252	1	.675**	-.033	.032	.491**	.740**
	Sig. (2-tailed)	.123	.000	.000	.280	.150		.000	.854	.859	.003	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KK7	Pearson Correlation	.336	.626**	.817**	.333	.166	.675**	1	.270	.184	.358*	.788**
	Sig. (2-tailed)	.052	.000	.000	.054	.349	.000		.122	.297	.037	.000
	N	34	34	34	34	34	34	34	34	34	34	34
KK8	Pearson Correlation	.073	-.021	.330	.548**	.240	-.033	.270	1	.222	.304	.465**
	Sig. (2-tailed)	.680	.906	.056	.001	.171	.854	.122		.207	.081	.006
	N	34	34	34	34	34	34	34	34	34	34	34
KK9	Pearson Correlation	.764**	.097	.209	-.018	.041	.032	.184	.222	1	.157	.453**
	Sig. (2-tailed)	.000	.584	.235	.922	.818	.859	.297	.207		.376	.007
	N	34	34	34	34	34	34	34	34	34	34	34
KK10	Pearson Correlation	-.089	.444**	.303	.129	-.153	.491**	.358*	.304	.157	1	.493**
	Sig. (2-tailed)	.616	.008	.082	.467	.388	.003	.037	.081	.376		.003
	N	34	34	34	34	34	34	34	34	34	34	34
Kinerja	Pearson Correlation	.601**	.751**	.770**	.545**	.441**	.740**	.788**	.465**	.453**	.493**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.009	.000	.000	.006	.007	.003	
	N	34	34	34	34	34	34	34	34	34	34	34

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

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

Lampiran V (Hasil Uji Reliabilitas)

Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded ^a	0	.0
	Total	34	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.613	10

Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded ^a	0	.0
	Total	34	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.836	10

Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded ^a	0	.0
	Total	34	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.807	10

Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Kepemimpinan	Kompetensi	Kinerja
N		34	34	34
Normal Parameters ^{a,b}	Mean	35.26	35.47	32.50
	Std. Deviation	4.378	5.241	5.160
Most Extreme Differences	Absolute	.091	.107	.127
	Positive	.091	.093	.074
	Negative	-.067	-.107	-.127
Kolmogorov-Smirnov Z		.532	.623	.740
Asymp. Sig. (2-tailed)		.939	.832	.645

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VII (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Kepemimpinan	(Combined)		570.250	13	43.865	2.846	.017
	Between Groups	Linearity	188.693	1	188.693	12.243	.002
		Deviation from Linearity	381.557	12	31.796	2.063	.073
	Within Groups		308.250	20	15.413		
	Total		878.500	33			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Kompetensi	(Combined)		520.333	15	34.689	1.743	.130
	Between Groups	Linearity	369.831	1	369.831	18.586	.000
		Deviation from Linearity	150.502	14	10.750	.540	.877
	Within Groups		358.167	18	19.898		
	Total		878.500	33			

Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.402	6.099		.066	.948	
	Kepemimpinan	.354	.156	.300	2.272	.030	.916
	Kompetensi	.553	.130	.562	4.248	.000	.916

a. Dependent Variable: Kinerja

Lampiran IX (Hasil Uji Regresi Berganda)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kompetensi, Kepemimpinan ^b	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.710 ^a	.504	.472	3.750

a. Predictors: (Constant), Kompetensi, Kepemimpinan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.402	6.099		.066	.948
	Kepemimpinan	.354	.156	.300	2.272	.030
	Kompetensi	.553	.130	.562	4.248	.000

a. Dependent Variable: Kinerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	442.461	2	221.230	15.728	.000 ^b
	Residual	436.039	31	14.066		
	Total	878.500	33			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kompetensi, Kepemimpinan