

## Lampiran I

Bandar Lampung, Mei 2022

### Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Irfan Andryansyah

NPM : 1712110091

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Perawat RSUD AKA Medika Sribhawono, 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 MOTIVASI INTRINSIK DAN GAYA KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KEPUASAN KERJA PERAWAT RSUD AKA MEDIKA SRIBHAWONO”** 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,

Irfan Andryansyah  
1712110091



## DAFTAR PERNYATAAN

<b>MOTIVASI INTRINSIK</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<b><i>Prestasi</i></b>						
<b>1</b>	Perusahaan peduli atas pencapaian prestasi kerja					
<b>2</b>	Perusahaan memberikan imbalan atas prestasi yang dicapai					
<b>3</b>	Perusahaan memberikan fasilitas bagi karyawan yang berprestasi					
<b><i>Pengakuan</i></b>						
<b>4</b>	Selalu bekerja keras untuk memperoleh pengakuan atas hasil kerja yang dilakukan					
<b>5</b>	Keterampilan dalam bekerja mendapat pengakuan dari rekan-rekan kerja					
<b>6</b>	Perusahaan akan memberikan pujian kepada karyawan yang berprestasi					
<b><i>Pekerjaan</i></b>						
<b>7</b>	Berusaha untuk meningkatkan kualitas penyelesaian pekerjaan					
<b>8</b>	Dilibatkan dalam pembuatan keputusan oleh atasan					
<b>9</b>	Melaksanakan pekerjaan dengan rasa yang menyenangkan					
<b><i>Tanggung Jawab</i></b>						
<b>10</b>	Memeriksa ulang pekerjaan yang telah selesai sebagai bentuk rasa tanggung jawab terhadap pekerjaan					
<b>11</b>	Selalu bekerja sesuai dengan aturan yang diberikan perusahaan					
<b>12</b>	Selalu melaporkan pekerjaan setiap saat kepada atasan					
<b><i>Pengembangan</i></b>						
<b>13</b>	Perusahaan memberikan pelatihan-pelatihan kepada pegawai untuk meningkatkan kemampuan dan keterampilan					
<b>14</b>	Diberikannya kesempatan oleh atasan dalam memberikan ide dan pendapat demi meningkatkan keterampilan kerja					
<b>15</b>	Mendapat kesempatan untuk belajar hal-hal baru di perusahaan					

<b>GAYA KEPEMIMPINAN TRANSFORMASIONAL</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<i><b>Ideal</b></i>						
1	Pemimpin memberikan petunjuk bagaimana menyelesaikan suatu pekerjaan					
2	Pemimpin menunjukkan sikap disiplin dalam bekerja					
3	Pemimpin menanamkan rasa bangga selama bergabung bersamanya					
<i><b>Inspirasional</b></i>						
4	Pimpinan memberikan keyakinan bahwa tujuan akan tercapai					
5	Pimpinan menyampaikan visi dan misi yang jelas kepada karyawan					
6	Pemimpin menumbuhkan rasa percaya diri dalam melakukan pekerjaan					
<i><b>Intelektual</b></i>						
7	Pimpinan memanfaatkan teknologi dalam menyelesaikan pekerjaan					
8	Pimpinan memberikan saran kepada karyawan terkait dengan pekerjaan					
9	Pemimpin mendorong suntuik selalu inovatif dalam menyelesaikan pekerjaan					
<i><b>Individual</b></i>						
10	Pimpinan mengadakan program baru untuk pengembangan karyawan					
11	Pemimpin bersedia mendengarkan kesulitan dan keluhan yang dialami					
12	Pimpinan menjalin hubungan dengan baik pada karyawan					

<b>KEPUASAN KERJA</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS</b>	<b>TS</b>	<b>CS</b>	<b>S</b>	<b>SS</b>
<i><b>Pekerjaan</b></i>						
1	Pekerjaan yang diberikan perusahaan menambah kemampuan dan keterampilan					
2	Pekerjaan didukung dengan fasilitas yang memadai					
3	Banga terhadap pekerjaan yang dimiliki saat ini					
<i><b>Supervisi</b></i>						
4	Atasan secara obyektif menilai prestasi kerja					
5	Atasan memberikan catatan kepada karyawan dalam menyelesaikan tugas pekerjaan					

6	Atasan mengawasi langsung karyawan yang sedang bekerja					
<b>Manajemen</b>						
7	Pihak manajemen mengatur jadwal pekerjaan dengan baik					
8	Pihak manajemen memanfaatkan teknologi dalam mengelola administrasi karyawan					
9	Pihak manajemen melibatkan karyawan dalam membuat kebijakan pekerjaan					
<b>Kesempatan</b>						
10	Keadailan kebijakan promosi karyawan sudah ditetapkan dengan baik					
11	Frekuensi waktu untuk promosi jabatan dirasakan sudah tepat					
12	Promosi jabatan dilakukan berdasarkan prestasi kerja					
<b>Gaji</b>						
13	Gaji yang diberikan sudah sesuai dengan UMR yang ditetapkan pemerintah					
14	Gaji yang diberikan sesuai dengan keterampilan yang dimiliki					
15	Sistem pemberian gaji di tempat bekerja sudah sesuai					
<b>Rekan Kerja</b>						
16	Sesama rekan kerja saling memberi nasihat dan dukungan apabila menghadapi kesulitan dalam pekerjaan					
17	Setiap tugas dapat saya selesaikan dengan baik bila ada dukungan dari rekan kerja					
18	Seluruh rekan kerja bertanggung jawab terhadap hasil pekerjaan di perusahaan					
<b>Kondisi Pekerjaan</b>						
19	Peralatan pekerjaan yang ada dalam kondisi baik					
20	Suasana kekeluargaan dalam pekerjaan terbina dengan baik					
21	Nyaman dengan kondisi ruang pekerjaan\					

## Lampiran II

### Motivasi Intrinsik

No	MI1	MI2	MI3	MI4	MI5	MI6	MI7	MI8	MI9	MI10	MI11	MI12	MI13	MI14	MI15	Total_MI
1	3	4	4	4	4	4	4	4	3	3	3	3	3	4	4	54
2	3	2	4	4	3	3	1	3	2	3	2	2	2	4	4	42
3	2	2	3	4	3	2	1	2	1	1	2	2	2	4	3	34
4	3	3	4	4	3	3	3	3	4	4	3	2	2	4	4	49
5	3	3	4	3	4	4	3	4	3	3	3	3	4	3	4	51
6	4	5	5	5	5	4	5	4	4	3	4	4	4	5	5	66
7	4	4	5	5	5	4	4	4	4	5	4	4	4	5	5	66
8	4	4	5	5	5	5	5	5	4	4	4	4	3	5	5	67
9	4	4	5	5	5	4	4	4	4	3	4	5	5	5	5	66
10	3	3	5	5	4	5	3	5	2	3	3	3	3	4	5	57
11	4	4	5	5	5	4	4	4	3	3	3	3	3	4	4	58
12	4	4	4	5	5	5	4	5	4	3	3	3	3	4	5	63
13	3	3	4	5	4	4	4	4	4	5	3	3	4	3	4	58
14	4	3	5	5	4	5	4	5	4	3	3	4	3	5	5	62
15	4	4	5	4	5	4	4	4	4	3	4	4	4	5	5	64
16	4	4	5	5	5	4	5	5	5	4	4	4	4	4	5	67
17	4	4	4	5	4	5	3	5	4	3	4	4	4	4	5	62
18	3	4	5	4	4	4	2	4	2	4	4	4	4	4	4	56
19	3	4	4	4	4	4	4	4	3	3	3	4	4	4	4	56
20	5	4	4	4	4	4	5	4	5	2	2	2	2	2	2	51
21	1	4	4	4	4	4	5	4	5	1	1	1	1	1	4	44
22	1	4	4	4	3	4	2	4	2	3	3	4	4	4	3	49
23	1	2	2	4	2	4	4	4	4	2	2	4	4	4	4	47

24	1	2	2	4	2	4	4	4	4	2	2	4	4	4	4	47
25	4	4	4	5	4	4	3	4	3	3	3	3	4	4	4	56
26	4	3	5	5	4	5	3	5	3	4	3	3	3	5	4	59
27	4	4	5	5	4	5	3	5	3	4	4	4	4	5	4	63
28	2	3	4	5	5	4	4	4	4	3	4	3	3	4	4	56
29	3	3	4	3	4	4	3	4	3	3	3	3	4	3	4	51
30	4	5	5	5	5	3	5	4	4	3	4	4	4	5	5	65
31	1	2	2	4	2	4	4	4	4	2	2	4	4	4	4	47
32	3	4	4	4	4	4	4	4	3	3	3	3	3	4	4	54
33	3	2	4	4	3	3	1	3	2	3	2	2	2	4	4	42
34	2	2	3	4	3	2	1	2	1	1	2	2	2	4	3	34
35	3	3	4	4	3	3	3	3	4	4	3	2	2	4	4	49
36	3	3	4	3	4	4	3	4	3	3	3	3	4	3	4	51
37	4	5	5	5	5	4	5	4	4	3	4	4	4	5	5	66
38	4	4	5	5	5	4	4	4	4	5	4	4	4	5	5	66
39	4	4	5	5	5	5	5	5	4	4	4	4	3	5	5	67
40	4	4	5	5	5	4	4	4	4	3	4	5	5	5	5	66
41	3	3	5	5	4	5	3	5	2	3	3	3	4	5	4	57
42	4	4	5	5	5	4	4	4	3	3	3	3	3	4	4	58
43	4	4	5	5	5	4	5	5	5	4	4	4	4	4	5	67
44	4	4	4	5	4	5	3	5	4	3	4	4	4	5	4	62
45	3	4	5	4	4	4	2	4	2	4	4	4	4	4	4	56

### Gaya Kepemimpinan Transformasional

No	KT1	KT2	KT3	KT4	KT5	KT6	KT7	KT8	KT9	KT10	KT11	KT12	Total_KT
1	3	4	4	4	4	4	3	4	4	4	4	3	45
2	3	2	4	4	3	3	3	2	4	4	3	3	38
3	2	2	3	4	3	2	2	2	3	4	2	2	31
4	3	3	4	4	3	3	3	3	4	4	3	4	41
5	3	3	4	3	4	4	3	3	4	3	4	3	41
6	4	5	5	5	5	4	4	5	5	5	4	4	55
7	4	4	5	5	5	4	4	4	5	5	4	4	53
8	4	4	5	5	5	5	4	4	5	4	5	4	54
9	4	4	5	5	5	4	4	4	5	5	4	4	53
10	3	3	5	5	4	5	3	3	5	5	5	2	48
11	4	4	5	5	5	4	4	4	5	5	4	3	52
12	4	4	4	5	5	5	4	4	4	5	5	4	53
13	3	3	4	5	4	4	3	3	4	5	4	5	47
14	4	3	5	5	4	5	4	3	5	5	5	4	52
15	4	4	5	4	5	4	4	4	5	4	4	4	51
16	4	4	4	4	4	4	4	4	4	4	4	4	48
17	4	4	4	5	4	5	4	4	4	5	5	4	52
18	3	4	5	4	4	4	3	4	5	4	4	2	46
19	3	4	4	4	4	4	3	4	4	4	4	3	45
20	5	4	4	4	4	4	5	4	4	4	4	5	51
21	1	4	4	4	4	4	1	4	4	4	4	5	43
22	1	4	4	4	3	4	1	4	4	4	4	2	39
23	1	2	2	4	2	4	1	2	2	4	4	4	32
24	1	2	2	4	2	4	1	2	2	4	4	4	32



25	4	4	4	5	4	4	4	4	4	5	4	3	49
26	4	3	4	4	4	5	4	3	5	4	5	3	48
27	4	4	5	5	4	5	4	4	5	5	5	3	53
28	2	3	4	5	5	4	2	3	4	5	4	4	45
29	3	3	4	3	4	4	3	3	4	3	4	3	41
30	4	5	5	5	5	3	4	5	5	5	4	4	54
31	1	2	2	4	2	4	1	2	2	4	4	4	32
32	3	4	4	4	4	4	3	4	4	4	4	3	45
33	3	2	4	4	3	3	3	2	4	4	3	2	37
34	2	2	3	4	3	2	2	2	3	4	3	2	32
35	3	3	4	4	3	3	3	3	4	4	3	4	41
36	3	3	4	3	4	4	3	3	4	3	4	3	41
37	4	5	5	5	5	4	4	5	5	5	4	4	55
38	4	4	5	5	5	4	4	4	5	5	4	4	53
39	4	4	5	5	5	5	4	4	5	5	5	4	55
40	4	4	5	5	5	4	4	4	5	5	4	4	53
41	3	3	5	5	4	5	3	3	5	5	5	2	48
42	4	4	5	5	5	4	4	4	5	5	4	3	52
43	4	4	5	5	5	4	4	4	5	5	5	5	55
44	4	4	4	5	4	5	4	4	4	5	5	4	52
45	3	4	5	4	4	4	3	4	5	4	4	2	46

## Kepuasan Kerja

No	K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K13	K14	K15	K16	K17	K18	K19	K20	K21	Total_K	
1	3	4	4	4	4	4	4	4	3	4	4	4	3	3	3	3	3	3	3	3	3	3	73
2	2	4	3	3	1	4	4	3	3	2	4	3	1	3	2	3	3	2	3	4	4	4	61
3	3	4	3	3	2	3	4	3	2	2	3	2	1	2	1	1	2	2	2	4	3	3	52
4	2	4	3	3	3	4	4	3	3	3	4	3	3	3	4	4	3	2	2	4	4	4	68
5	4	3	4	4	3	4	3	4	3	3	4	4	3	4	3	3	3	3	4	3	4	4	73
6	4	5	5	4	5	5	5	5	4	5	5	4	5	4	4	3	4	4	4	5	5	5	94
7	4	5	5	4	4	5	5	5	4	4	5	4	4	4	4	5	4	4	4	5	5	5	93
8	3	5	5	5	5	5	5	5	4	4	5	5	5	5	4	4	4	4	3	5	5	5	95
9	5	5	5	4	4	5	5	5	4	4	5	4	4	4	4	3	4	5	5	5	5	5	94
10	4	5	4	5	3	4	5	4	3	3	5	5	3	5	2	3	3	3	4	5	4	4	82
11	3	4	5	4	4	4	5	5	4	4	5	4	4	4	3	3	3	3	3	4	4	4	82
12	4	5	5	5	4	5	5	5	4	4	4	5	4	5	4	3	3	3	4	5	5	5	91
13	3	4	4	4	4	5	5	4	3	3	4	4	4	4	5	3	3	4	3	4	5	5	82
14	3	5	4	5	4	5	5	4	4	3	5	5	4	5	4	3	3	4	3	5	5	5	88
15	5	5	5	4	4	5	4	5	4	4	5	4	4	4	4	3	4	4	5	5	5	5	92
16	4	4	4	4	4	4	3	3	4	4	3	4	4	3	3	3	3	4	4	4	3	3	76
17	4	5	4	5	3	4	5	4	4	4	4	5	3	5	4	3	4	3	4	3	3	3	83
18	4	4	4	4	2	4	4	4	3	4	5	4	2	4	2	4	4	4	4	4	4	4	78
19	4	4	4	4	4	4	4	4	3	4	4	4	4	4	3	3	3	4	4	4	4	4	80
20	2	2	4	4	5	4	4	4	5	4	4	4	5	4	5	3	3	3	3	3	3	3	78
21	2	3	4	5	5	4	4	4	1	4	4	4	5	4	5	2	2	2	2	2	4	4	72
22	4	4	3	4	2	3	4	3	1	4	4	4	2	4	2	3	3	4	4	4	3	3	69
23	4	4	2	4	4	4	4	2	1	2	2	4	4	4	4	2	2	4	4	4	4	4	69

24	4	4	2	4	4	4	4	2	1	2	2	4	4	4	4	2	2	4	4	4	4	69
25	4	4	4	4	3	4	5	4	4	4	4	4	3	4	3	3	3	3	4	4	4	79
26	3	5	4	5	3	4	5	4	4	3	5	5	3	5	3	4	3	3	3	5	4	83
27	4	5	4	5	3	4	5	4	4	4	5	5	3	5	3	4	4	4	4	5	4	88
28	3	4	5	4	4	4	5	5	2	3	4	4	4	4	4	3	4	3	3	4	4	80
29	4	3	4	4	3	4	3	4	3	3	4	4	3	4	3	3	3	3	4	3	4	73
30	4	5	5	3	5	5	5	5	4	5	5	3	5	4	4	3	4	4	4	5	5	92
31	4	4	2	4	4	4	4	2	1	2	2	4	4	4	4	2	2	4	4	4	4	69
32	3	4	4	4	4	4	4	4	3	4	4	4	4	4	3	3	3	3	3	4	4	77
33	2	4	3	3	1	4	4	3	3	2	4	3	1	3	2	3	2	2	3	4	4	60
34	3	4	3	3	3	3	4	3	2	2	3	2	1	2	1	1	2	2	3	4	3	54
35	2	4	3	3	3	4	4	3	3	3	4	3	3	3	4	4	3	2	2	4	4	68
36	4	3	4	4	3	4	3	4	3	3	4	4	3	4	3	3	3	3	4	3	4	73
37	4	5	5	4	5	5	5	5	4	5	5	4	5	4	4	3	4	4	4	5	5	94
38	4	5	5	4	4	5	5	5	4	4	5	4	4	4	4	5	4	4	4	5	5	93
39	3	5	5	5	5	5	5	5	4	4	5	5	5	5	4	4	4	4	3	5	5	95
40	5	5	5	4	4	5	5	5	4	4	5	4	4	4	4	3	4	5	5	5	5	94
41	4	5	4	5	3	4	5	4	3	3	5	5	3	5	2	3	3	3	4	5	4	82
42	3	4	5	4	4	4	5	5	4	4	5	4	4	4	3	3	3	3	3	4	4	82
43	4	4	5	4	5	5	5	5	4	4	5	4	5	5	5	4	4	4	4	4	5	94
44	4	5	4	5	3	4	5	4	4	4	4	5	3	5	4	3	4	4	4	5	4	87
45	4	4	4	4	2	4	4	4	3	4	5	4	2	4	2	4	4	4	4	4	4	78

### Lampiran III (Hasil Uji Deskriptif)

#### Karakteristik Responden

##### Jenis\_Kelamin

	Frequenc y	Percent	Valid Percent	Cumulative Percent
Laki-Laki	17	37.8	37.8	37.8
Valid Perempuan	28	62.2	62.2	100.0
Total	45	100.0	100.0	

##### Usia

	Frequenc y	Percent	Valid Percent	Cumulative Percent
> 35 tahun	7	15.6	15.6	15.6
Valid 17 – 22 tahun	10	22.2	22.2	37.8
23 – 28 tahun	12	26.7	26.7	64.4
29 – 34 tahun	16	35.6	35.6	100.0
Total	45	100.0	100.0	

#### Motivasi Intrinsik

##### MI1

	Frequenc y	Percent	Valid Percent	Cumulative Percent
1	5	11.1	11.1	11.1
2	3	6.7	6.7	17.8
Valid 3	15	33.3	33.3	51.1
4	21	46.7	46.7	97.8
5	1	2.2	2.2	100.0
Total	45	100.0	100.0	

##### MI2

	Frequenc y	Percent	Valid Percent	Cumulative Percent
2	7	15.6	15.6	15.6
3	11	24.4	24.4	40.0
Valid 4	24	53.3	53.3	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**MI3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.7	6.7	6.7
3	2	4.4	4.4	11.1
Valid 4	19	42.2	42.2	53.3
5	21	46.7	46.7	100.0
Total	45	100.0	100.0	

**MI4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.7	6.7	6.7
Valid 4	18	40.0	40.0	46.7
5	24	53.3	53.3	100.0
Total	45	100.0	100.0	

**MI5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.7	6.7	6.7
3	7	15.6	15.6	22.2
Valid 4	19	42.2	42.2	64.4
5	16	35.6	35.6	100.0
Total	45	100.0	100.0	

**MI6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.4	4.4	4.4
3	5	11.1	11.1	15.6
Valid 4	28	62.2	62.2	77.8
5	10	22.2	22.2	100.0
Total	45	100.0	100.0	

**MI7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	8.9	8.9	8.9
2	3	6.7	6.7	15.6

	3	12	26.7	26.7	42.2
	4	17	37.8	37.8	80.0
	5	9	20.0	20.0	100.0
	Total	45	100.0	100.0	

**MI8**

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	4.4	4.4	4.4
	3	8.9	8.9	13.3
Valid	4	60.0	60.0	73.3
	5	26.7	26.7	100.0
	Total	45	100.0	

**MI9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.4	4.4	4.4
2	7	15.6	15.6	20.0
3	11	24.4	24.4	44.4
4	20	44.4	44.4	88.9
5	5	11.1	11.1	100.0
Total	45	100.0	100.0	

**MI10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.7	6.7	6.7
2	4	8.9	8.9	15.6
3	26	57.8	57.8	73.3
4	10	22.2	22.2	95.6
5	2	4.4	4.4	100.0
Total	45	100.0	100.0	

**MI11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	8	17.8	17.8	20.0
3	18	40.0	40.0	60.0
4	18	40.0	40.0	100.0
Total	45	100.0	100.0	

**MI12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	7	15.6	15.6	17.8
3	13	28.9	28.9	46.7
4	22	48.9	48.9	95.6
5	2	4.4	4.4	100.0
Total	45	100.0	100.0	

**MI13**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	7	15.6	15.6	17.8
3	10	22.2	22.2	40.0
4	24	53.3	53.3	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

#### MI14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.2	2.2	2.2
2	1	2.2	2.2	4.4
3	3	6.7	6.7	11.1
4	22	48.9	48.9	60.0
5	18	40.0	40.0	100.0
Total	45	100.0	100.0	

#### MI15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.2	2.2	2.2
3	3	6.7	6.7	8.9
4	26	57.8	57.8	66.7
5	15	33.3	33.3	100.0
Total	45	100.0	100.0	

### Gaya Kepemimpinan Transformasional

#### KT1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	11.1	11.1	11.1
2	3	6.7	6.7	17.8
3	15	33.3	33.3	51.1
4	21	46.7	46.7	97.8
5	1	2.2	2.2	100.0
Total	45	100.0	100.0	

#### KT2



	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	15.6	15.6	15.6
3	11	24.4	24.4	40.0
Valid 4	24	53.3	53.3	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

### KT3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.7	6.7	6.7
3	2	4.4	4.4	11.1
Valid 4	21	46.7	46.7	57.8
5	19	42.2	42.2	100.0
Total	45	100.0	100.0	

### KT4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.7	6.7	6.7
Valid 4	20	44.4	44.4	51.1
5	22	48.9	48.9	100.0
Total	45	100.0	100.0	

### KT5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.7	6.7	6.7
3	7	15.6	15.6	22.2
Valid 4	20	44.4	44.4	66.7
5	15	33.3	33.3	100.0
Total	45	100.0	100.0	

### KT6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.4	4.4	4.4
Valid 3	5	11.1	11.1	15.6
4	28	62.2	62.2	77.8

5	10	22.2	22.2	100.0
Total	45	100.0	100.0	

**KT7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	11.1	11.1	11.1
2	3	6.7	6.7	17.8
Valid 3	15	33.3	33.3	51.1
4	21	46.7	46.7	97.8
5	1	2.2	2.2	100.0
Total	45	100.0	100.0	

**KT8**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	15.6	15.6	15.6
3	11	24.4	24.4	40.0
Valid 4	24	53.3	53.3	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**KT9**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
	2	3	6.7	6.7
	3	2	4.4	11.1
Valid	4	20	44.4	55.6
	5	20	44.4	100.0
Total	45	100.0	100.0	

**KT10**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
	3	3	6.7	6.7
Valid	4	21	46.7	53.3
	5	21	46.7	100.0
Total	45	100.0	100.0	

**KT11**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
	2	1	2.2	2.2
	3	5	11.1	13.3
Valid	4	28	62.2	75.6
	5	11	24.4	100.0
Total	45	100.0	100.0	

**KT12**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
	2	8	17.8	17.8
	3	12	26.7	44.4
Valid	4	21	46.7	91.1
	5	4	8.9	100.0
Total	45	100.0	100.0	

**Kepuasan Kerja****K1**

	Frequenc y	Percent	Valid Percent	Cumulative Percent
Valid	2	6	13.3	13.3
	3	12	26.7	40.0

4	24	53.3	53.3	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**K2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.2	2.2	2.2
3	4	8.9	8.9	11.1
Valid 4	22	48.9	48.9	60.0
5	18	40.0	40.0	100.0
Total	45	100.0	100.0	

**K3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.7	6.7	6.7
3	7	15.6	15.6	22.2
Valid 4	20	44.4	44.4	66.7
5	15	33.3	33.3	100.0
Total	45	100.0	100.0	

**K4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	15.6	15.6	15.6
Valid 4	27	60.0	60.0	75.6
5	11	24.4	24.4	100.0
Total	45	100.0	100.0	

**K5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4.4	4.4	4.4
2	4	8.9	8.9	13.3
Valid 3	13	28.9	28.9	42.2
4	18	40.0	40.0	82.2
5	8	17.8	17.8	100.0
Total	45	100.0	100.0	

**K6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.7	6.7	6.7
4	28	62.2	62.2	68.9

5	14	31.1	31.1	100.0
Total	45	100.0	100.0	

**K7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	8.9	8.9	8.9
4	18	40.0	40.0	48.9
5	23	51.1	51.1	100.0
Total	45	100.0	100.0	

**K8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6.7	6.7	6.7
3	8	17.8	17.8	24.4
4	19	42.2	42.2	66.7
5	15	33.3	33.3	100.0
Total	45	100.0	100.0	

**K9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	11.1	11.1	11.1
2	3	6.7	6.7	17.8
3	15	33.3	33.3	51.1
4	21	46.7	46.7	97.8
5	1	2.2	2.2	100.0
Total	45	100.0	100.0	

**K10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	15.6	15.6	15.6
3	11	24.4	24.4	40.0
4	24	53.3	53.3	93.3
5	3	6.7	6.7	100.0
Total	45	100.0	100.0	

**K11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	6.7	6.7	6.7
3	3	6.7	6.7	13.3

4	19	42.2	42.2	55.6
5	20	44.4	44.4	100.0
Total	45	100.0	100.0	



**K12**

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	4.4	4.4	4.4
	3	11.1	11.1	15.6
Valid	4	62.2	62.2	77.8
	5	22.2	22.2	100.0
Total	45	100.0	100.0	

**K13**

	Frequency	Percent	Valid Percent	Cumulative Percent
	1	8.9	8.9	8.9
	2	6.7	6.7	15.6
Valid	3	28.9	28.9	44.4
	4	37.8	37.8	82.2
	5	17.8	17.8	100.0
Total	45	100.0	100.0	

**K14**

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	4.4	4.4	4.4
	3	13.3	13.3	17.8
Valid	4	57.8	57.8	75.6
	5	24.4	24.4	100.0
Total	45	100.0	100.0	

**K15**

	Frequency	Percent	Valid Percent	Cumulative Percent
	1	4.4	4.4	4.4
	2	15.6	15.6	20.0
Valid	3	26.7	26.7	46.7
	4	44.4	44.4	91.1
	5	8.9	8.9	100.0
Total	45	100.0	100.0	

**K16**

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	1	2	4.4	4.4	4.4
	2	4	8.9	8.9	13.3
	3	28	62.2	62.2	75.6
	4	9	20.0	20.0	95.6
	5	2	4.4	4.4	100.0
	Total	45	100.0	100.0	

**K17**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	15.6	15.6
	3	21	46.7	62.2
	4	17	37.8	100.0
	Total	45	100.0	100.0

**K18**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	15.6	15.6
	3	15	33.3	48.9
	4	21	46.7	95.6
	5	2	4.4	100.0
	Total	45	100.0	100.0

**K19**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	8.9	8.9
	3	14	31.1	40.0
	4	24	53.3	93.3
	5	3	6.7	100.0
	Total	45	100.0	100.0

**K20**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2
	3	6	13.3	15.6
	4	21	46.7	62.2
	5	17	37.8	100.0

Total	45	100.0	100.0
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**K21**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	15.6	15.6	15.6
4	24	53.3	53.3	68.9
5	14	31.1	31.1	100.0
Total	45	100.0	100.0	









	Sig. (2-tailed)	.135	.015	.124	.175	.031	.003	.128	.001	.422	.035	.000	.000		.000	.002	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.414*	.219	.384*	.656*	.311*	.325*	.038	.332*	-.058	.462*	.638*	.610*	.504*	1	.550*	.589*
MI14	Sig. (2-tailed)	.005	.149	.009	.000	.038	.029	.802	.026	.707	.001	.000	.000	.000		.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.391*	.398*	.487*	.506*	.584*	.318*	.516*	.421*	.485*	.508*	.598*	.582*	.455*	.550*	1	.746*
MI15	Sig. (2-tailed)	.008	.007	.001	.000	.000	.033	.000	.004	.001	.000	.000	.000	.002	.000		.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.714*	.751*	.726*	.686*	.803*	.638*	.651*	.735*	.532*	.655*	.848*	.711*	.606*	.589*	.746*	1
Motivasi Intrinsic	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	45	45	45	45	45	45	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).





KT5	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.725**	.767**	.827*	.548*	1	.357*	.725**	.767**	.819*	.511*	.419*	.262		.885**
	Sig. (2-tailed)	.000	.000	.000	.000		.016	.000	.000	.000	.000	.004	.082		.000
KT6	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.332*	.354*	.332*	.384*	.357*	1	.332*	.354*	.366*	.336*	.937*	.195		.568**
	Sig. (2-tailed)	.026	.017	.026	.009	.016		.026	.017	.013	.024	.000	.200		.000
KT7	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	1.000*	.605**	.713*	.458*	.725*	.332*	1	.605**	.728*	.433*	.371*	.233		.844**
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.026		.000	.000	.003	.012	.124		.000
KT8	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.605**	1.000*	.695*	.447*	.767*	.354*	.605**	1	.673*	.428*	.402*	.279		.830**
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.017	.000		.000	.003	.006	.063		.000
KT9	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.728**	.673**	.984*	.478*	.819*	.366*	.728**	.673**	1	.448*	.404*	-.018		.835**

	Sig. (2-tailed)	.000	.000	.000	.001	.000	.013	.000	.000		.002	.006	.905	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
KT10	Pearson Correlation	.433**	.428**	.470*	.971*	.511*	.336*	.433**	.428**	.448*	1	.407*	.271	.658**
	Sig. (2-tailed)	.003	.003	.001	.000	.000	.024	.003	.003	.002		.005	.071	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
KT11	Pearson Correlation	.371*	.402**	.370*	.455*	.419*	.937*	.371*	.402**	.404*	.407*	1	.233	.622**
	Sig. (2-tailed)	.012	.006	.012	.002	.004	.000	.012	.006	.006	.005		.123	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
KT12	Pearson Correlation	.233	.279	-.004	.292	.262	.195	.233	.279	-.018	.271	.233	1	.370*
	Sig. (2-tailed)	.124	.063	.979	.052	.082	.200	.124	.063	.905	.071	.123		.012
	N	45	45	45	45	45	45	45	45	45	45	45	45	45
Gaya Kepemimpinan Transformasional	Pearson Correlation	.844**	.830**	.836*	.693*	.885*	.568*	.844**	.830**	.835*	.658*	.622*	.370*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.012	
	N	45	45	45	45	45	45	45	45	45	45	45	45	45

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













Kepuasan Kerja	Sig. (2-tailed)	.044	.000	.000	.236	.002	.000	.000	.000	.010	.023	.000	.069	.000	.002	.000	.003	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
	Pearson Correlation	.486**	.600**	.819**	.543**	.618**	.837**	.660**	.815**	.677**	.747**	.700**	.646**	.711**	.717**	.561**	.570**	.800**	.693**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	45	45	45	45	45	45	45	45	45	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).

## Lampiran V (Hasil Uji Reliabilitas)

### Case Processing Summary

	N	%
Valid	45	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	45	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.917	15

### Case Processing Summary

	N	%
Valid	45	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	45	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.922	12

### Case Processing Summary

	N	%
Valid	45	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	45	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.934	21

**Lampiran VI (Hasil Uji Normalitas)**

**One-Sample Kolmogorov-Smirnov Test**

		Motivasi Intrinsik	Gaya Kepemimpinan Transformasional	Kepuasan Kerja
N		45	45	45
Normal Parameters <sup>a,b</sup>	Mean	56.18	46.42	79.76
	Std. Deviation	8.866	7.285	11.362
Most Extreme Differences	Absolute	.122	.157	.105
	Positive	.111	.119	.090
	Negative	-.122	-.157	-.105
Kolmogorov-Smirnov Z		.819	1.056	.708
Asymp. Sig. (2-tailed)		.514	.215	.698

a. Test distribution is Normal.

b. Calculated from data.

**Lampiran VII (Hasil Uji Linearitas)**

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja * Motivasi Intrinsik	(Combined)		5364.561	16	335.285	29.732	.000
	Between Groups	Linearity	5195.414	1	5195.414	460.718	.000
		Deviation from Linearity	169.147	15	11.276	1.000	.482
	Within Groups		315.750	28	11.277		
	Total		5680.311	44			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja * Gaya Kepemimpinan Transformasional	(Combined)		5254.528	16	328.408	21.596	.000
	Between Groups	Linearity	4793.766	1	4793.766	315.244	.000
		Deviation from Linearity	460.762	15	30.717	2.020	.052
	Within Groups		425.783	28	15.207		
	Total		5680.311	44			

**Lampiran VIII (Hasil Uji Multikolinearitas)**

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	8.905	3.077		2.894	.006		
1 Motivasi Intrinsik	.894	.126	.697	7.081	.000	.175	5.724
1 Gaya Kepemimpinan Transformasional	.445	.154	.285	2.897	.006	.175	5.724

a. Dependent Variable: Kepuasan Kerja

**Lampiran IX (Hasil Uji Regresi Berganda)**

**Variables Entered/Removed<sup>a</sup>**

Mode	Variables Entered	Variables Removed	Method
1	Gaya Kepemimpinan Transformasional, Motivasi Intrinsik <sup>b</sup>		Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

**Model Summary**

Mode	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.964 <sup>a</sup>	.929	.925	3.102

a. Predictors: (Constant), Gaya Kepemimpinan Transformasional, Motivasi Intrinsik

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5276.180	2	2638.090	274.168	.000 <sup>b</sup>
	Residual	404.131	42	9.622		
	Total	5680.311	44			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Gaya Kepemimpinan Transformasional, Motivasi Intrinsik

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.905	3.077		2.894	.006
	Motivasi Intrinsik	.894	.126	.697	7.081	.000

Gaya Kepemimpinan Transformasional	.445	.154	.285	2.897	.006
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a. Dependent Variable: Kepuasan Kerja