

Lampiran I

PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH PELATIHAN KERJA, GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN GAYA KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA KARYAWAN PT. ASINDO TECH 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

CS = Cukup Setuju

CS = Cukup Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No.

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

| PELATIHAN | | | | | | |
|--------------------------|--|------------|-----------|-----------|----------|-----------|
| No | Pernyataan | STS | TS | CS | S | SS |
| <i>Instruktur</i> | | | | | | |
| 1 | Kualifikasi instruktur yang diberikan perusahaan dapat menarik saudara/i untuk mengikuti pelatihan | | | | | |
| 2 | Instruktur bekerja secara profesional dalam pelatihan | | | | | |
| <i>Peserta</i> | | | | | | |
| 3 | Peserta menguasai berbagai materi pelatihan yang diberikan dengan cepat. | | | | | |
| 4 | Peserta aktif dalam pelaksanaan program pelatihan | | | | | |
| <i>Materi</i> | | | | | | |
| 5 | Materi pelatihan sesuai dengan pekerjaan | | | | | |
| 6 | Materi pelatihan yang diberikan sesuai dengan kebutuhan perusahaan | | | | | |
| <i>Metode</i> | | | | | | |
| 7 | Metode pelatihan yang digunakan sesuai dengan penyampaian materi | | | | | |
| 8 | Metode pelatihan yang diberikan perusahaan menarik | | | | | |
| <i>Tujuan</i> | | | | | | |
| 9 | Pelatihan memotivasi karyawan agar dapat bekerja lebih baik | | | | | |
| 10 | Pelatihan yang diadakan dapat meningkatkan ketrampilan kerja | | | | | |

| GAYA KEPEMIMPINAN TRANSFORMASIONAL | | | | | | |
|---|---|-----|----|----|---|----|
| No | Pernyataan | STS | TS | CS | S | SS |
| Karismatik (Charismatic) | | | | | | |
| 1 | Prilaku pemimpin yang baik bisa di jadikan contoh untuk para karyawan | | | | | |
| 2 | Keputusan pemimpin mutlak dan harus dikerjakan. | | | | | |
| Motivasi yang Menginspirasi (Inspirational Motivation) | | | | | | |
| 3 | Mampu mengartikulasikan pengharapan atas prestasi kerja. | | | | | |
| 4 | Membangkitkan semangat untuk terus optimis dan antusias dalam berkerja. | | | | | |
| Stimulasi Intelektual (Intellectual stimulation) | | | | | | |
| 5 | Memberikan pengetahuan dalam menyelesaikan pekerjaan dengan cepat dan tepat | | | | | |
| 6 | Memiliki ide ide dan metode pembelajaran yang sangat kreatif. | | | | | |
| Perhatian secara Individual (Individualized consideration) | | | | | | |
| 7 | Melakukan gatering ketika karyawan dapat menyelesaikan target yang ditentukan perusahaan. | | | | | |
| 8 | Diberikan kebebasan dalam memberikan tanggapan terhadap perintah dan bersedia menerima masukan. | | | | | |

| MOTIVASI | | | | | | |
|-----------------------------------|--|-----|----|----|---|----|
| No | Pernyataan | STS | TS | CS | S | SS |
| Kebutuhan Psikologi | | | | | | |
| 1 | Perusahaan memberikan tempat tinggal yang layak | | | | | |
| 2 | Perusahaan memberikan fasilitas yang diinginkan karyawan | | | | | |
| Kebutuhan Rasa Aman | | | | | | |
| 3 | Perusahaan memberikan jaminan kecelakaan kerja | | | | | |
| 4 | Perusahaan memberikan promosi jabatan bagi karyawan yang berprestasi | | | | | |
| Kebutuhan Sosial | | | | | | |
| 5 | Atasan memberikan apresiasi terhadap hasil kerja karyawan | | | | | |
| 6 | Perusahaan memberikan promosi jabatan bagi karyawan yang berprestasi | | | | | |
| Kebutuhan Penghargaan | | | | | | |
| 7 | Atasan memberikan apresiasi terhadap hasil kerja karyawan | | | | | |
| 8 | Perusahaan memberikan promosi jabatan bagi karyawan yang berprestasi | | | | | |
| Keburuhan Aktualisasi Diri | | | | | | |
| 9 | Atasan memberikan apresiasi terhadap hasil kerja karyawan | | | | | |
| 10 | Perusahaan memberikan promosi jabatan bagi karyawan yang berprestasi | | | | | |

| KINERJA | | | | | | |
|------------------------|---|-----|----|----|---|----|
| No | Pernyataan | STS | TS | CS | S | SS |
| Kualitas kerja | | | | | | |
| 1 | Karyawan teliti dalam menyelesaikan pekerjaan | | | | | |
| 2 | Hasil kerja karyawan mendapatkan nilai yang positif | | | | | |
| Produktivitas | | | | | | |
| 3 | Target yang di capai perusahaan sudah dapat di capai karyawan | | | | | |
| 4 | Melaksanakan pekerjaan secara maksimal demi tercapainya target perusahaan | | | | | |
| Pengetahuan | | | | | | |
| 5 | Keterampilan memudahkan karyawan dalam menyelesaikan pekerjaan | | | | | |
| 6 | Karyawan mudah dalam menyelesaikan pekerjaan dikarenakan keterampilan yang dimiliki | | | | | |
| Bisa diandalkan | | | | | | |
| 7 | Meningkatkan potensi diri hasil kerja sesuai dengan ketentuan perusahaan | | | | | |
| 8 | Perusahaan memeberikan peluang untuk meningkatkan keahlian dalam bekerja | | | | | |
| Kehadiran | | | | | | |
| 9 | Tepat waktu dalam menyelesaikan pekerjaan | | | | | |
| 10 | Memaksimalkan waktu istirahat se efisien mungkin | | | | | |

| GKT1 | GKT2 | GKT3 | GKT4 | GKT5 | GKT6 | GKT7 | GKT8 | TOTAL GKT |
|------|------|------|------|------|------|------|------|-----------|
| 4 | 2 | 4 | 4 | 5 | 3 | 3 | 3 | 28 |
| 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 27 |
| 3 | 2 | 3 | 4 | 5 | 4 | 2 | 2 | 25 |
| 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 27 |
| 4 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 35 |
| 4 | 3 | 1 | 4 | 4 | 3 | 3 | 5 | 27 |
| 4 | 2 | 1 | 4 | 4 | 2 | 2 | 2 | 21 |
| 3 | 2 | 1 | 2 | 2 | 2 | 2 | 4 | 18 |
| 4 | 2 | 1 | 2 | 2 | 2 | 2 | 4 | 19 |
| 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 30 |
| 5 | 3 | 3 | 2 | 4 | 3 | 5 | 2 | 27 |
| 5 | 3 | 2 | 2 | 3 | 4 | 5 | 2 | 26 |
| 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 30 |
| 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 26 |
| 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 5 | 2 | 4 | 4 | 5 | 3 | 5 | 4 | 32 |
| 5 | 3 | 4 | 4 | 5 | 1 | 4 | 4 | 30 |
| 5 | 3 | 3 | 3 | 5 | 1 | 4 | 2 | 26 |
| 4 | 2 | 4 | 4 | 5 | 1 | 2 | 3 | 25 |
| 5 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 30 |
| 5 | 1 | 3 | 3 | 4 | 3 | 3 | 5 | 27 |
| 5 | 2 | 4 | 3 | 5 | 3 | 4 | 4 | 30 |
| 3 | 2 | 4 | 4 | 5 | 4 | 3 | 4 | 29 |
| 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 4 | 2 | 4 | 3 | 5 | 4 | 5 | 3 | 30 |
| 5 | 2 | 4 | 4 | 5 | 4 | 3 | 3 | 30 |
| 4 | 2 | 2 | 3 | 4 | 5 | 5 | 4 | 29 |
| 3 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 29 |
| 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 34 |
| 4 | 4 | 1 | 2 | 2 | 3 | 5 | 4 | 25 |
| 5 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 32 |
| 4 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 27 |
| 4 | 4 | 2 | 2 | 3 | 3 | 4 | 2 | 24 |
| 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 32 |

| M01 | M02 | M03 | M04 | M05 | M06 | M07 | M08 | M09 | M010 | TOTAL MO |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|----------|
| 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 2 | 37 |
| 4 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 2 | 36 |
| 3 | 3 | 4 | 3 | 3 | 5 | 4 | 1 | 3 | 2 | 31 |
| 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 36 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 33 |
| 4 | 3 | 2 | 3 | 2 | 4 | 2 | 2 | 4 | 3 | 29 |
| 4 | 2 | 2 | 5 | 3 | 4 | 2 | 5 | 4 | 2 | 33 |
| 3 | 2 | 2 | 5 | 4 | 3 | 2 | 4 | 3 | 2 | 30 |
| 4 | 2 | 4 | 5 | 4 | 4 | 2 | 3 | 4 | 2 | 34 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 46 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 46 |
| 5 | 5 | 4 | 5 | 5 | 5 | 2 | 3 | 5 | 3 | 42 |
| 5 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 44 |
| 3 | 3 | 4 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | 33 |
| 5 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 43 |
| 5 | 3 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 43 |
| 5 | 3 | 3 | 5 | 5 | 5 | 3 | 2 | 5 | 2 | 39 |
| 5 | 3 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 3 | 40 |
| 5 | 2 | 2 | 4 | 4 | 5 | 4 | 3 | 5 | 3 | 37 |
| 4 | 2 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 36 |
| 5 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 41 |
| 5 | 4 | 4 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 43 |
| 5 | 2 | 2 | 5 | 5 | 5 | 3 | 3 | 5 | 2 | 37 |
| 3 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 2 | 35 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 44 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 40 |
| 5 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 2 | 40 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 40 |
| 3 | 5 | 5 | 5 | 3 | 3 | 5 | 3 | 3 | 3 | 38 |
| 5 | 3 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 42 |
| 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 45 |
| 3 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 4 | 4 | 37 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 34 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |

| K1 | K2 | K3 | K4 | K5 | K6 | K7 | K8 | K9 | K10 | TOTAL K |
|----|----|----|----|----|----|----|----|----|-----|---------|
| 5 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 5 | 36 |
| 5 | 3 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 36 |
| 5 | 2 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 5 | 36 |
| 4 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 33 |
| 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 4 | 42 |
| 4 | 3 | 4 | 3 | 3 | 4 | 3 | 1 | 4 | 4 | 33 |
| 4 | 2 | 5 | 5 | 2 | 4 | 2 | 1 | 4 | 4 | 33 |
| 3 | 2 | 3 | 4 | 2 | 3 | 2 | 1 | 2 | 2 | 24 |
| 4 | 2 | 4 | 3 | 2 | 4 | 2 | 1 | 2 | 2 | 26 |
| 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 40 |
| 5 | 5 | 5 | 4 | 3 | 5 | 3 | 3 | 2 | 4 | 39 |
| 5 | 5 | 5 | 3 | 4 | 5 | 3 | 2 | 2 | 3 | 37 |
| 5 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 41 |
| 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 31 |
| 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 44 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 5 | 3 | 4 | 2 | 3 | 5 | 2 | 4 | 4 | 5 | 37 |
| 5 | 3 | 3 | 3 | 1 | 5 | 3 | 4 | 4 | 5 | 36 |
| 5 | 2 | 3 | 3 | 1 | 5 | 3 | 3 | 3 | 5 | 33 |
| 4 | 4 | 2 | 4 | 1 | 4 | 2 | 4 | 4 | 5 | 34 |
| 5 | 3 | 3 | 4 | 2 | 5 | 3 | 4 | 4 | 4 | 37 |
| 5 | 4 | 4 | 4 | 3 | 5 | 1 | 3 | 3 | 4 | 36 |
| 5 | 2 | 5 | 3 | 3 | 5 | 2 | 4 | 3 | 5 | 37 |
| 3 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 37 |
| 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 43 |
| 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 5 | 39 |
| 5 | 3 | 4 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 41 |
| 4 | 4 | 5 | 4 | 5 | 4 | 2 | 2 | 3 | 4 | 37 |
| 3 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 37 |
| 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 44 |
| 4 | 5 | 5 | 4 | 3 | 4 | 4 | 1 | 2 | 2 | 34 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 42 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 39 |
| 4 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 2 | 3 | 32 |
| 5 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 42 |

Lampiran III

Hasil Uji Karakteristik Responden

| | | USIA | | | |
|-------|-------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 17-22 TAHUN | 4 | 11.4 | 11.4 | 11.4 |
| | 23-28 TAHUN | 22 | 62.9 | 62.9 | 74.3 |
| | 29-34 TAHUN | 9 | 25.7 | 25.7 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

| | | JENIS KELAMIN | | | |
|-------|-----------|---------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | LAKI-LAKI | 24 | 68.6 | 68.6 | 68.6 |
| | PEREMPUAN | 11 | 31.4 | 31.4 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

| | | PEL1 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 2.9 | 2.9 | 2.9 |
| | 2 | 3 | 8.6 | 8.6 | 11.4 |
| | 3 | 5 | 14.3 | 14.3 | 25.7 |
| | 4 | 13 | 37.1 | 37.1 | 62.9 |
| | 5 | 13 | 37.1 | 37.1 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

| | | PEL2 | | | |
|-------|---|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 17.1 | 17.1 | 17.1 |
| | 3 | 10 | 28.6 | 28.6 | 45.7 |
| | 4 | 10 | 28.6 | 28.6 | 74.3 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 5 | 9 | 25.7 | 25.7 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

PEL3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2.9 | 2.9 | 2.9 |
| | 3 | 4 | 11.4 | 11.4 | 14.3 |
| | 4 | 15 | 42.9 | 42.9 | 57.1 |
| | 5 | 15 | 42.9 | 42.9 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

PEL4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 4 | 11.4 | 11.4 | 11.4 |
| | 3 | 11 | 31.4 | 31.4 | 42.9 |
| | 4 | 15 | 42.9 | 42.9 | 85.7 |
| | 5 | 5 | 14.3 | 14.3 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

PEL5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 3 | 8.6 | 8.6 | 8.6 |
| | 2 | 4 | 11.4 | 11.4 | 20.0 |
| | 3 | 12 | 34.3 | 34.3 | 54.3 |
| | 4 | 13 | 37.1 | 37.1 | 91.4 |
| | 5 | 3 | 8.6 | 8.6 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

PEL6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 5 | 14.3 | 14.3 | 14.3 |
| | 3 | 7 | 20.0 | 20.0 | 34.3 |
| | 4 | 13 | 37.1 | 37.1 | 71.4 |
| | 5 | 10 | 28.6 | 28.6 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

PEL7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 6 | 17.1 | 17.1 | 17.1 |
| | 3 | 10 | 28.6 | 28.6 | 45.7 |
| | 4 | 10 | 28.6 | 28.6 | 74.3 |
| | 5 | 9 | 25.7 | 25.7 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

PEL8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 2.9 | 2.9 | 2.9 |
| | 2 | 4 | 11.4 | 11.4 | 14.3 |
| | 3 | 9 | 25.7 | 25.7 | 40.0 |
| | 4 | 12 | 34.3 | 34.3 | 74.3 |
| | 5 | 9 | 25.7 | 25.7 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

PEL9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 2.9 | 2.9 | 2.9 |
| | 3 | 13 | 37.1 | 37.1 | 40.0 |
| | 4 | 11 | 31.4 | 31.4 | 71.4 |
| | 5 | 10 | 28.6 | 28.6 | 100.0 |

| | | | |
|-------|----|-------|-------|
| Total | 35 | 100.0 | 100.0 |
|-------|----|-------|-------|

PEL10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 2.9 | 2.9 | 2.9 |
| | 2 | 1 | 2.9 | 2.9 | 5.7 |
| | 3 | 9 | 25.7 | 25.7 | 31.4 |
| | 4 | 13 | 37.1 | 37.1 | 68.6 |
| | 5 | 11 | 31.4 | 31.4 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

GKT1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 14.3 | 14.3 | 14.3 |
| | 4 | 13 | 37.1 | 37.1 | 51.4 |
| | 5 | 17 | 48.6 | 48.6 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

GKT2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 2.9 | 2.9 | 2.9 |
| | 2 | 13 | 37.1 | 37.1 | 40.0 |
| | 3 | 14 | 40.0 | 40.0 | 80.0 |
| | 4 | 6 | 17.1 | 17.1 | 97.1 |
| | 5 | 1 | 2.9 | 2.9 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

GKT3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 5 | 14.3 | 14.3 | 14.3 |
| | 2 | 3 | 8.6 | 8.6 | 22.9 |
| | 3 | 12 | 34.3 | 34.3 | 57.1 |
| | 4 | 14 | 40.0 | 40.0 | 97.1 |
| | 5 | 1 | 2.9 | 2.9 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

GKT4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 7 | 20.0 | 20.0 | 20.0 |
| | 3 | 9 | 25.7 | 25.7 | 45.7 |
| | 4 | 17 | 48.6 | 48.6 | 94.3 |
| | 5 | 2 | 5.7 | 5.7 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

GKT5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 8.6 | 8.6 | 8.6 |
| | 3 | 2 | 5.7 | 5.7 | 14.3 |
| | 4 | 17 | 48.6 | 48.6 | 62.9 |
| | 5 | 13 | 37.1 | 37.1 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

GKT6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 3 | 8.6 | 8.6 | 8.6 |
| | 2 | 4 | 11.4 | 11.4 | 20.0 |
| | 3 | 12 | 34.3 | 34.3 | 54.3 |
| | 4 | 13 | 37.1 | 37.1 | 91.4 |
| | 5 | 3 | 8.6 | 8.6 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

GKT7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 5 | 14.3 | 14.3 | 14.3 |
| | 3 | 7 | 20.0 | 20.0 | 34.3 |
| | 4 | 13 | 37.1 | 37.1 | 71.4 |
| | 5 | 10 | 28.6 | 28.6 | 100.0 |

| | | | |
|-------|----|-------|-------|
| Total | 35 | 100.0 | 100.0 |
|-------|----|-------|-------|

GKT8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 7 | 20.0 | 20.0 | 20.0 |
| | 3 | 11 | 31.4 | 31.4 | 51.4 |
| | 4 | 14 | 40.0 | 40.0 | 91.4 |
| | 5 | 3 | 8.6 | 8.6 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

MO1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 7 | 20.0 | 20.0 | 20.0 |
| | 4 | 11 | 31.4 | 31.4 | 51.4 |
| | 5 | 17 | 48.6 | 48.6 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

MO2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 6 | 17.1 | 17.1 | 17.1 |
| | 3 | 11 | 31.4 | 31.4 | 48.6 |
| | 4 | 12 | 34.3 | 34.3 | 82.9 |
| | 5 | 6 | 17.1 | 17.1 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

MO3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 7 | 20.0 | 20.0 | 20.0 |
| | 3 | 9 | 25.7 | 25.7 | 45.7 |
| | 4 | 13 | 37.1 | 37.1 | 82.9 |
| | 5 | 6 | 17.1 | 17.1 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

MO4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 6 | 17.1 | 17.1 | 17.1 |
| | 4 | 9 | 25.7 | 25.7 | 42.9 |
| | 5 | 20 | 57.1 | 57.1 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

MO5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5.7 | 5.7 | 5.7 |
| | 3 | 5 | 14.3 | 14.3 | 20.0 |
| | 4 | 16 | 45.7 | 45.7 | 65.7 |
| | 5 | 12 | 34.3 | 34.3 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

MO6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 4 | 11.4 | 11.4 | 11.4 |
| | 4 | 11 | 31.4 | 31.4 | 42.9 |
| | 5 | 20 | 57.1 | 57.1 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

MO7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 2.9 | 2.9 | 2.9 |
| | 2 | 5 | 14.3 | 14.3 | 17.1 |
| | 3 | 9 | 25.7 | 25.7 | 42.9 |
| | 4 | 15 | 42.9 | 42.9 | 85.7 |
| | 5 | 5 | 14.3 | 14.3 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

MO8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 2.9 | 2.9 | 2.9 |
| | 2 | 5 | 14.3 | 14.3 | 17.1 |
| | 3 | 11 | 31.4 | 31.4 | 48.6 |
| | 4 | 12 | 34.3 | 34.3 | 82.9 |
| | 5 | 6 | 17.1 | 17.1 | 100.0 |
| | Total | | 35 | 100.0 | 100.0 |

MO9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 14.3 | 14.3 | 14.3 |
| | 4 | 13 | 37.1 | 37.1 | 51.4 |
| | 5 | 17 | 48.6 | 48.6 | 100.0 |
| | Total | | 35 | 100.0 | 100.0 |

MO10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 13 | 37.1 | 37.1 | 37.1 |
| | 3 | 14 | 40.0 | 40.0 | 77.1 |
| | 4 | 6 | 17.1 | 17.1 | 94.3 |
| | 5 | 2 | 5.7 | 5.7 | 100.0 |
| | Total | | 35 | 100.0 | 100.0 |

K1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 4 | 11.4 | 11.4 | 11.4 |
| | 4 | 11 | 31.4 | 31.4 | 42.9 |
| | 5 | 20 | 57.1 | 57.1 | 100.0 |
| | Total | | 35 | 100.0 | 100.0 |

K2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 6 | 17.1 | 17.1 | 17.1 |
| | 3 | 10 | 28.6 | 28.6 | 45.7 |
| | 4 | 10 | 28.6 | 28.6 | 74.3 |
| | 5 | 9 | 25.7 | 25.7 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

K3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5.7 | 5.7 | 5.7 |
| | 3 | 6 | 17.1 | 17.1 | 22.9 |
| | 4 | 14 | 40.0 | 40.0 | 62.9 |
| | 5 | 13 | 37.1 | 37.1 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

K4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 5.7 | 5.7 | 5.7 |
| | 3 | 11 | 31.4 | 31.4 | 37.1 |
| | 4 | 17 | 48.6 | 48.6 | 85.7 |
| | 5 | 5 | 14.3 | 14.3 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

K5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 3 | 8.6 | 8.6 | 8.6 |
| | 2 | 4 | 11.4 | 11.4 | 20.0 |
| | 3 | 12 | 34.3 | 34.3 | 54.3 |
| | 4 | 13 | 37.1 | 37.1 | 91.4 |
| | 5 | 3 | 8.6 | 8.6 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

K6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 14.3 | 14.3 | 14.3 |
| | 4 | 13 | 37.1 | 37.1 | 51.4 |
| | 5 | 17 | 48.6 | 48.6 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

K7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 1 | 2.9 | 2.9 | 2.9 |
| | 2 | 13 | 37.1 | 37.1 | 40.0 |
| | 3 | 14 | 40.0 | 40.0 | 80.0 |
| | 4 | 6 | 17.1 | 17.1 | 97.1 |
| | 5 | 1 | 2.9 | 2.9 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

K8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 5 | 14.3 | 14.3 | 14.3 |
| | 2 | 3 | 8.6 | 8.6 | 22.9 |
| | 3 | 12 | 34.3 | 34.3 | 57.1 |
| | 4 | 14 | 40.0 | 40.0 | 97.1 |
| | 5 | 1 | 2.9 | 2.9 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

K9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 7 | 20.0 | 20.0 | 20.0 |
| | 3 | 9 | 25.7 | 25.7 | 45.7 |
| | 4 | 17 | 48.6 | 48.6 | 94.3 |
| | 5 | 2 | 5.7 | 5.7 | 100.0 |
| | Total | 35 | 100.0 | 100.0 | |

| | | | | | | | | | | | | |
|-----------------|---------------------|-------|--------|--------|-------|--------|--------|--------|--------|--------|--------|--------|
| PEL6 | Pearson Correlation | -.005 | .689** | .214 | .007 | .480** | 1 | .689** | .341* | .523** | .392* | .681** |
| | Sig. (2-tailed) | .976 | .000 | .218 | .970 | .004 | | .000 | .045 | .001 | .020 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| PEL7 | Pearson Correlation | .042 | 1.000* | .297 | .309 | .555** | .689** | 1 | .487** | .510** | .336* | .820** |
| | Sig. (2-tailed) | .810 | .000 | .083 | .071 | .001 | .000 | | .003 | .002 | .048 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| PEL8 | Pearson Correlation | .145 | .487** | .518** | .111 | .558** | .341* | .487** | 1 | .603** | .307 | .707** |
| | Sig. (2-tailed) | .406 | .003 | .001 | .524 | .000 | .045 | .003 | | .000 | .073 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| PEL9 | Pearson Correlation | .183 | .510** | .312 | .114 | .542** | .523** | .510** | .603** | 1 | .360* | .719** |
| | Sig. (2-tailed) | .293 | .002 | .068 | .515 | .001 | .001 | .002 | .000 | | .033 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| PEL10 | Pearson Correlation | .110 | .336* | .299 | -.007 | .471** | .392* | .336* | .307 | .360* | 1 | .559** |
| | Sig. (2-tailed) | .531 | .048 | .081 | .969 | .004 | .020 | .048 | .073 | .033 | | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL PELATIHAN | Pearson Correlation | .366* | .820** | .602** | .381* | .793** | .681** | .820** | .707** | .719** | .559** | 1 |
| | Sig. (2-tailed) | .031 | .000 | .000 | .024 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |

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

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

Correlations

| | | GKT1 | GKT2 | GKT3 | GKT4 | GKT5 | GKT6 | GKT7 | GKT8 | TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL |
|---|---------------------|--------|--------|--------|--------|--------|--------|--------|-------|--|
| GKT1 | Pearson Correlation | 1 | .252 | .295 | .193 | .244 | -.079 | .373* | .113 | .511** |
| | Sig. (2-tailed) | | .144 | .085 | .266 | .158 | .651 | .028 | .517 | .002 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT2 | Pearson Correlation | .252 | 1 | -.043 | -.085 | -.154 | .184 | .484** | -.089 | .350* |
| | Sig. (2-tailed) | .144 | | .805 | .629 | .376 | .289 | .003 | .610 | .039 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT3 | Pearson Correlation | .295 | -.043 | 1 | .573** | .751** | .182 | .252 | .115 | .746** |
| | Sig. (2-tailed) | .085 | .805 | | .000 | .000 | .295 | .144 | .512 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT4 | Pearson Correlation | .193 | -.085 | .573** | 1 | .683** | .044 | -.137 | .249 | .576** |
| | Sig. (2-tailed) | .266 | .629 | .000 | | .000 | .803 | .433 | .149 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT5 | Pearson Correlation | .244 | -.154 | .751** | .683** | 1 | .054 | .065 | -.031 | .608** |
| | Sig. (2-tailed) | .158 | .376 | .000 | .000 | | .759 | .709 | .857 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT6 | Pearson Correlation | -.079 | .184 | .182 | .044 | .054 | 1 | .480** | .080 | .503** |
| | Sig. (2-tailed) | .651 | .289 | .295 | .803 | .759 | | .004 | .646 | .002 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT7 | Pearson Correlation | .373* | .484** | .252 | -.137 | .065 | .480** | 1 | .051 | .619** |
| | Sig. (2-tailed) | .028 | .003 | .144 | .433 | .709 | .004 | | .773 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT8 | Pearson Correlation | .113 | -.089 | .115 | .249 | -.031 | .080 | .051 | 1 | .341* |
| | Sig. (2-tailed) | .517 | .610 | .512 | .149 | .857 | .646 | .773 | | .045 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL GAYA KEPEMIMPINAN TRANSFORMASIO | Pearson Correlation | .511** | .350* | .746** | .576** | .608** | .503** | .619** | .341* | 1 |
| | Sig. (2-tailed) | .002 | .039 | .000 | .000 | .000 | .002 | .000 | .045 | |

| | | | | | | | | | | | | |
|---------------|---------------------|--------|--------|-------|-------|--------|--------|-------|--------|--------|--------|--------|
| K7 | Pearson Correlation | .106 | .429* | .252 | .043 | .184 | .252 | 1 | -.043 | -.085 | -.154 | .378* |
| | Sig. (2-tailed) | .543 | .010 | .144 | .806 | .289 | .144 | | .805 | .629 | .376 | .025 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K8 | Pearson Correlation | .369* | .256 | -.159 | -.005 | .182 | .295 | -.043 | 1 | .573** | .751** | .643** |
| | Sig. (2-tailed) | .029 | .137 | .361 | .978 | .295 | .085 | .805 | | .000 | .000 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K9 | Pearson Correlation | .314 | .006 | -.271 | .085 | .044 | .193 | -.085 | .573** | 1 | .683** | .485** |
| | Sig. (2-tailed) | .066 | .971 | .115 | .629 | .803 | .266 | .629 | .000 | | .000 | .003 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K10 | Pearson Correlation | .368* | .027 | -.167 | .018 | .054 | .244 | -.154 | .751** | .683** | 1 | .545** |
| | Sig. (2-tailed) | .029 | .877 | .338 | .917 | .759 | .158 | .376 | .000 | .000 | | .001 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL KINERJA | Pearson Correlation | .549** | .638** | .412* | .383* | .580** | .562** | .378* | .643** | .485** | .545** | 1 |
| | Sig. (2-tailed) | .001 | .000 | .014 | .023 | .000 | .000 | .025 | .000 | .003 | .001 | |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |

** . 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

Pelatihan Kerja

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .845 | 10 |

Gaya Kepemimpinan Transformasional

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .643 | 8 |

Motivasi Kerja

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .713 | 10 |

Kinerja

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .698 | 10 |

Lampiran VI
Hasil Uji Lineritas

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|-----------------|---------------|-----------------------------|-------------------|----|----------------|--------|------|
| TOTAL KINERJA * | Between | (Combined) | 526.076 | 18 | 29.226 | 2.100 | .071 |
| TOTAL PELATIHAN | Groups | Linearity | 272.160 | 1 | 272.160 | 19.556 | .000 |
| | | Deviation from Linearity | 253.916 | 17 | 14.936 | 1.073 | .446 |
| | Within Groups | | 222.667 | 16 | 13.917 | | |
| | Total | | 748.743 | 34 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------------------------------------|---------------|-----------------------------|-------------------|----|----------------|---------|------|
| TOTAL KINERJA * | Between | (Combined) | 647.314 | 13 | 49.793 | 10.309 | .000 |
| TOTAL GAYA | Groups | Linearity | 602.931 | 1 | 602.931 | 124.832 | .000 |
| KEPEMIMPINAN TRANSFORMASIONA L | | Deviation from Linearity | 44.383 | 12 | 3.699 | .766 | .677 |
| | Within Groups | | 101.429 | 21 | 4.830 | | |
| | Total | | 748.743 | 34 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|-------------------------|---------------|-----------------------------|-------------------|----|----------------|--------|------|
| TOTAL KINERJA * | Between | (Combined) | 526.076 | 16 | 32.880 | 2.658 | .024 |
| TOTAL MOTIVASI KERJA | Groups | Linearity | 352.600 | 1 | 352.600 | 28.504 | .000 |
| | | Deviation from Linearity | 173.476 | 15 | 11.565 | .935 | .547 |
| | Within Groups | | 222.667 | 18 | 12.370 | | |
| | Total | | 748.743 | 34 | | | |

Lampiran VII

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | TOTAL PELATIHAN | TOTAL GAYA KEPEMIMPINA N TRANSFORMA SIONAL | TOTAL MOTIVASI KERJA | TOTAL KINERJA |
|----------------------------------|----------------|--------------------|--|----------------------------|-------------------|
| N | | 35 | 35 | 35 | 35 |
| Normal Parameters ^{a,b} | Mean | 37.60 | 28.20 | 38.60 | 36.91 |
| | Std. Deviation | 6.422 | 4.013 | 4.729 | 4.693 |
| Most Extreme Differences | Absolute | .130 | .102 | .107 | .137 |
| | Positive | .112 | .098 | .090 | .121 |
| | Negative | -.130 | -.102 | -.107 | -.137 |
| Test Statistic | | .130 | .102 | .107 | .137 |
| Asymp. Sig. (2-tailed) | | .141 ^c | .200 ^{c,d} | .200 ^{c,d} | .094 ^c |

- a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Lampiran VIII

Hasil Uji Multikolinieritas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardize | t | Sig. | Collinearity Statistics | |
|-------|--|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | d Coefficients Beta | | | Toleranc e | VIF |
| 1 | (Constant) | 1.196 | 2.607 | | .459 | .650 | | |
| | TOTAL PELATIHAN | .127 | .056 | .174 | 2.248 | .032 | .665 | 1.503 |
| | TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONA L | .830 | .091 | .710 | 9.157 | .000 | .662 | 1.511 |
| | TOTAL MOTIVASI KERJA | .195 | .082 | .197 | 2.376 | .024 | .579 | 1.728 |

a. Dependent Variable: TOTAL KINERJA

Lampiran IX

Hasil Uji Regresi Berganda

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .936 ^a | .877 | .865 | 1.725 |

a. Predictors: (Constant), TOTAL MOTIVASI KERJA, TOTAL PELATIHAN, TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 656.459 | 3 | 218.820 | 73.506 | .000 ^b |
| | Residual | 92.284 | 31 | 2.977 | | |
| | Total | 748.743 | 34 | | | |

a. Dependent Variable: TOTAL KINERJA

b. Predictors: (Constant), TOTAL MOTIVASI KERJA, TOTAL PELATIHAN, TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.196 | 2.607 | | .459 | .650 |
| | TOTAL PELATIHAN | .127 | .056 | .174 | 2.248 | .032 |
| | TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL | .830 | .091 | .710 | 9.157 | .000 |
| | TOTAL MOTIVASI KERJA | .195 | .082 | .197 | 2.376 | .024 |

a. Dependent Variable: TOTAL KINERJA