

## LAMPIRAN

### Lampiran 1 Kuisisioner Penelitian

Kepada Yth :

Bapak/Ibu/Saudara/i Karyawan

PT. Angkasa Yudistira Travel Bandar Lampung

Dengan ini saya :

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Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada PT. Angkasa Yudistira Travel Bandar Lampung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada Progam Studi S1 Manajemen Fakultas Ekonomi dan Bisnis IIB Darmajaya. Konsentrasi Manajemen SDM Tentang **“Pengaruh *Servant Leadership* dan *Self efficacy* Terhadap Kinerja Karyawan PT. Angkasa Yudistira Travel Bandar Lampung”**. Sehubung dengan maksud diatas, memohon bantuan Bapak/Ibu/Saudara/I untuk bersedia mengisi kuisisioner ini berdasarkan kondisi dan pengalaman yang dimiliki. Semua informasi yang didapatkan ini akan dirahasiakan. Bantuan dan partisipasi Bapak/Ibu/Saudara/i merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Atas kesediaan Bapak/Ibu/Saudara/i saya mengucapkan terima kasih.

Hormat Saya,

Andrian Rizqi Pamungkas

1912110270

## KUESIONER PENELITIAN

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

### **PENGARUH *SERVANT LEADERSHIP* DAN *SELF EFFICACY* TERHADAP KINERJA KARYAWAN PADA PT. ANGKASA YUDISTIRA TRAVEL BANDAR LAMPUNG**

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Pilihlah salah satu jawaban yang memenuhi persepsi Saudara/i dengan cara memberi tanda checklist (√)
3. isilah data responden berikut berdasarkan kriteria yang Saudara/i miliki.

#### I. Kriteria Penilaian

**SS = Sangat Setuju**

**S = Setuju**

**CS = Cukup Setuju**

**TS = Tidak Setuju**

**STS = Sangat Tidak Setuju**

#### II. Identitas Responden

1. **Nomor Responden** :
2. **Jenis kelamin** :  Laki-laki       Perempuan
3. **Usia** :  18 – 23 Tahun       24 – 29 Tahun  
 30 – 35 Tahun       > 35 Tahun
4. **Pendidikan terakhir** :  SMA/SMK       D3  
 S1       S2
5. **Masa Kerja** :  1 - 2 Tahun       3 – 4 Tahun  
 4 – 7 Tahun       > 7 Tahun

## DAFTAR PERNYATAAN

### *SERVANT LEADERSHIP (X1)*

No	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
		5	4	3	2	1
1	Pemimpin saya menunjukkan perhatiannya kepada saya sebagai karyawan dengan mendukung tugas saya.					
2	Pemimpin saya benar-benar peduli pada kinerja karyawan.					
3	Pemimpin saya memberdayakan saya dengan kesempatan sehingga saya dapat mengembangkan keterampilan yang saya miliki.					
4	Pemimpin saya memungkinkan saya membuat keputusan.dengan peningkatan tanggung jawab.					
5	Pemimpin saya telah menunjukkan bahwa dia ingin menyertakan visi dan tujuan karyawan ke dalam perusahaan.					
6	Pemimpin saya meminta pendapat kepada saya mengenai arah masa depan perusahaan.					
7	Salah satu sikap pemimpin saya adalah kerendahan hati.					
8	Pemimpin saya tidak tertarik dalam memuliakan diri sendiri.					
9	Pemimpin saya tahu saya menentang korupsi.					
10	Pemimpin saya percaya kepada karyawan untuk menjaga rahasia.					

*Diadopsi dari Jurnal Sapengga, 2016*

**SELF EFFICACY (X2)**

No	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
		5	4	3	2	1
1	Yakin dapat menyelesaikan tugas dengan baik.					
2	Bertindak sesuai dengan batas kemampuan saya.					
3	Pantang menyerah dengan kesulitan yang akan dihadapi didalam pekerjaan.					
4	Dapat memikirkan cara yang tepat untuk menyelesaikan masalah.					
5	Mampu mengatasi setiap kesulitan karena mempunyai banyak ide.					
6	Bertanggung jawab mengenai kelanjutan pekerjaan saya diperusahaan.					
7	Tetap berusaha semaksimal walaupun menemui banyak kesulitan.					
8	Masih bisa berfikir dengan baik meskipun mendapatkan masalah					

### Kinerja Karyawan (Y)

No	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
		5	4	3	2	1
1	Dapat menyelesaikan pekerjaan sesuai dengan standar yang telah ditentukan perusahaan					
2.	Dapat menyelesaikan pekerjaan dengan teliti					
3	Diberi kesempatan berinisiatif sendiri untuk mencapai target kerja yang ditetapkan perusahaan					
4.	Berusaha memenuhi target pekerjaan yang telah saya rencanakan					
5.	Selalu berusaha menjadi orang yang dapat diandalkan oleh orang lain (kelompok/tim)					
6.	Mematuhi prosedur dalam melakukan pekerjaan					
7.	Selalu terbuka pada pendapat orang lain					
8.	Mampu bekerjasama dengan rekan kerja saya					

### Lampiran 2 Hasil Uji Karakteristik Responden

#### Jenis\_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	15	39.5	39.5	39.5
Perempuan	23	60.5	60.5	100.0
Total	38	100.0	100.0	

### Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 23 Tahun	7	18.4	18.4	18.4
	24 - 29 Tahun	19	50.0	50.0	68.4
	30 - 35 Tahun	5	13.2	13.2	81.6
	>35 Tahun	7	18.4	18.4	100.0
	Total	38	100.0	100.0	

### Pendidikan\_Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	38	100.0	100.0	100.0

### Masa\_Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - 2 Tahun	10	26.3	26.3	26.3
	3 - 4 Tahun	16	42.1	42.1	68.4
	4 - 7 Tahun	5	13.2	13.2	81.6
	>7 Tahun	7	18.4	18.4	100.0
	Total	38	100.0	100.0	

### Lampiran 3 Hasil Jawaban Responden Variabel Servant Leadership (X1)

No	X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	X1P9	X1P10	Servant Leadership
1	5	4	5	4	3	4	5	5	3	4	42
2	4	3	5	5	5	5	3	2	5	5	42
3	5	2	5	4	5	2	5	2	5	4	39
4	4	3	3	1	3	4	3	3	4	5	33
5	3	4	4	4	4	4	4	4	4	4	39
6	5	5	5	4	5	3	5	5	5	4	46
7	4	4	4	4	4	4	4	4	1	4	37

8	5	3	5	2	3	2	4	3	5	2	34
9	4	4	4	4	4	4	5	4	4	4	41
10	3	3	3	1	3	2	3	3	3	3	27
11	4	4	4	2	4	4	4	4	4	2	36
12	5	5	5	4	5	5	5	5	5	4	48
13	4	3	2	2	2	4	2	2	2	2	25
14	2	2	2	2	2	4	2	2	2	2	22
15	4	4	4	5	4	3	4	4	4	1	37
16	5	3	3	1	3	4	3	3	1	4	30
17	3	5	4	3	3	4	1	3	1	3	30
18	4	4	4	3	4	3	4	4	4	3	37
19	3	3	3	5	3	4	3	3	3	5	35
20	5	5	5	4	5	4	5	5	5	4	47
21	5	2	2	2	2	2	2	2	3	2	24
22	3	3	3	4	3	4	3	3	3	4	33
23	4	4	4	4	4	2	4	4	4	4	38
24	4	4	4	4	4	4	4	4	4	4	40
25	4	4	4	3	4	4	4	4	4	3	38
26	3	3	3	1	3	2	4	3	3	4	29
27	4	4	4	3	4	4	4	4	4	3	38
28	3	3	3	3	3	2	3	3	1	4	28
29	5	5	5	3	5	4	5	5	5	4	46
30	3	3	4	4	3	3	4	3	3	5	35
31	3	4	4	4	3	4	4	5	4	5	40
32	2	2	3	3	5	4	4	4	5	3	35
33	5	2	5	2	5	5	3	4	2	4	37
34	3	3	3	3	3	4	4	3	5	4	35
35	4	4	4	1	4	2	1	5	4	4	33
36	5	5	5	3	5	4	5	3	5	5	45
37	4	4	4	5	4	3	1	5	4	4	38
38	4	3	4	2	3	4	4	2	3	4	33

### Hasil Jawaban Responden Variabel *Self Efficacy* (X2)

No	X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	<i>Self Efficacy</i>
1	5	4	5	5	3	4	5	5	36
2	4	3	5	2	5	5	3	2	29
3	5	2	4	5	5	4	5	2	32
4	4	3	3	4	3	5	3	3	28
5	3	4	4	3	4	4	4	4	30
6	5	5	5	3	5	4	5	5	37

7	4	4	4	2	4	4	4	4	30
8	5	3	5	5	3	2	4	3	30
9	4	4	4	3	4	4	5	4	32
10	3	3	3	5	3	3	3	3	26
11	4	4	4	2	4	2	4	4	28
12	5	3	4	5	5	4	5	5	36
13	3	3	2	3	2	2	2	2	19
14	2	2	2	2	2	2	2	2	16
15	4	4	4	5	4	5	4	4	34
16	5	3	3	2	3	4	3	3	26
17	3	5	4	5	3	3	3	3	29
18	4	4	2	3	4	3	4	4	28
19	3	3	3	4	3	5	3	3	27
20	5	5	5	4	5	4	5	5	38
21	5	2	2	3	2	2	2	2	20
22	3	3	3	5	3	4	3	3	27
23	4	4	4	4	4	4	4	4	32
24	4	3	3	4	4	4	4	4	30
25	4	4	4	5	4	3	4	4	32
26	3	3	3	5	3	4	4	3	28
27	4	4	4	3	4	3	4	4	30
28	3	3	3	4	3	3	3	3	25
29	5	5	5	4	5	3	5	5	37
30	3	3	4	5	3	4	4	3	29
31	3	4	4	5	3	4	4	5	32
32	4	2	3	3	5	3	4	4	28
33	2	2	5	4	5	2	3	4	27
34	3	3	3	3	3	3	4	3	25
35	4	4	4	3	4	5	4	5	33
36	3	5	5	3	5	3	5	3	32
37	4	4	4	3	4	5	5	5	34
38	3	3	4	2	3	2	4	2	23

### Hasil Jawaban Responden Variabel Kinerja Karyawan (Y)

No	YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	Kinerja Karyawan
1	3	4	4	5	3	4	4	5	32
2	2	2	3	3	5	3	4	4	26
3	2	2	5	4	5	2	3	4	27
4	3	3	3	3	3	3	4	3	25
5	4	4	4	5	4	5	4	5	35



6	5	5	5	3	5	3	5	1	32
7	4	4	4	5	4	5	5	5	36
8	3	3	4	2	3	2	4	2	23
9	4	4	5	4	4	4	4	3	32
10	3	3	3	4	3	4	2	4	26
11	4	4	4	5	4	5	4	5	35
12	5	5	5	5	5	5	5	5	40
13	3	4	2	3	4	2	2	4	24
14	2	3	2	2	4	2	3	3	21
15	4	4	4	5	4	5	2	1	29
16	3	3	3	4	3	4	4	4	28
17	3	3	3	5	3	5	2	5	29
18	4	4	4	3	4	3	5	3	30
19	3	3	3	4	3	4	5	4	29
20	5	5	5	5	5	5	5	5	40
21	2	3	2	4	2	4	3	1	21
22	3	3	3	3	3	3	4	3	25
23	4	4	4	5	4	5	5	3	34
24	4	4	4	4	4	4	5	4	33
25	4	4	4	3	4	3	3	1	26
26	3	3	4	2	3	2	5	2	24
27	1	4	4	3	4	3	1	3	23
28	3	3	3	4	3	4	2	4	26
29	5	5	5	4	5	4	5	4	37
30	3	3	4	3	3	3	4	3	26
31	5	4	5	5	3	4	5	5	36
32	5	3	5	2	1	5	3	2	26
33	5	2	5	5	5	4	5	2	33
34	4	3	3	5	3	1	3	3	25
35	3	4	4	5	4	4	4	4	32
36	5	5	5	5	5	4	5	1	35
37	4	4	4	2	4	4	4	4	30
38	5	3	5	5	3	2	4	3	30

#### Lampiran 4 Hasil Uji Frekuensi Jawaban Servant Leadership (X1)

##### X1\_P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	5.3	5.3	5.3
	CS	10	26.3	26.3	31.6

	S	15	39.5	39.5	71.1
	SS	11	28.9	28.9	100.0
	Total	38	100.0	100.0	

**X1\_P2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	13.2	13.2	13.2
	CS	13	34.2	34.2	47.4
	S	14	36.8	36.8	84.2
	SS	6	15.8	15.8	100.0
	Total	38	100.0	100.0	

**X1\_P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	7.9	7.9	7.9
	CS	9	23.7	23.7	31.6
	S	16	42.1	42.1	73.7
	SS	10	26.3	26.3	100.0
	Total	38	100.0	100.0	

**X1\_P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	13.2	13.2	13.2
	TS	7	18.4	18.4	31.6
	CS	9	23.7	23.7	55.3
	S	13	34.2	34.2	89.5
	SS	4	10.5	10.5	100.0
	Total	38	100.0	100.0	

**X1\_P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	7.9	7.9	7.9
	CS	14	36.8	36.8	44.7
	S	12	31.6	31.6	76.3
	SS	9	23.7	23.7	100.0
	Total	38	100.0	100.0	

**X1\_P6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	21.1	21.1	21.1
	CS	5	13.2	13.2	34.2
	S	22	57.9	57.9	92.1
	SS	3	7.9	7.9	100.0
	Total	38	100.0	100.0	

**X1\_P7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	7.9	7.9	7.9
	TS	3	7.9	7.9	15.8
	CS	8	21.1	21.1	36.8
	S	16	42.1	42.1	78.9
	SS	8	21.1	21.1	100.0
	Total	38	100.0	100.0	

**X1\_P8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	15.8	15.8	15.8
	CS	12	31.6	31.6	47.4
	S	12	31.6	31.6	78.9
	SS	8	21.1	21.1	100.0
	Total	38	100.0	100.0	

**X1\_P9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	10.5	10.5	10.5
	TS	3	7.9	7.9	18.4
	CS	8	21.1	21.1	39.5
	S	13	34.2	34.2	73.7
	SS	10	26.3	26.3	100.0
	Total	38	100.0	100.0	

**X1\_P10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.6	2.6	2.6
	TS	5	13.2	13.2	15.8
	CS	6	15.8	15.8	31.6
	S	20	52.6	52.6	84.2
	SS	6	15.8	15.8	100.0
	Total	38	100.0	100.0	

**Hasil Uji Frekuensi Jawaban *Self Efficacy* (X2)****X2\_P1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	5.3	5.3	5.3
	CS	13	34.2	34.2	39.5
	S	14	36.8	36.8	76.3
	SS	9	23.7	23.7	100.0
	Total	38	100.0	100.0	

**X2\_P2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	13.2	13.2	13.2
	CS	15	39.5	39.5	52.6

	S	13	34.2	34.2	86.8
	SS	5	13.2	13.2	100.0
	Total	38	100.0	100.0	

**X2\_P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	10.5	10.5	10.5
	CS	10	26.3	26.3	36.8
	S	16	42.1	42.1	78.9
	SS	8	21.1	21.1	100.0
	Total	38	100.0	100.0	

**X2\_P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	15.8	15.8	15.8
	CS	12	31.6	31.6	47.4
	S	8	21.1	21.1	68.4
	SS	12	31.6	31.6	100.0
	Total	38	100.0	100.0	

**X2\_P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	7.9	7.9	7.9
	CS	14	36.8	36.8	44.7
	S	12	31.6	31.6	76.3
	SS	9	23.7	23.7	100.0
	Total	38	100.0	100.0	

**X2\_P6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	18.4	18.4	18.4
	CS	10	26.3	26.3	44.7
	S	15	39.5	39.5	84.2
	SS	6	15.8	15.8	100.0
	Total	38	100.0	100.0	

**X2\_P7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	7.9	7.9	7.9
	CS	9	23.7	23.7	31.6
	S	17	44.7	44.7	76.3
	SS	9	23.7	23.7	100.0
	Total	38	100.0	100.0	

**X2\_P8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	15.8	15.8	15.8
	CS	12	31.6	31.6	47.4
	S	12	31.6	31.6	78.9
	SS	8	21.1	21.1	100.0
	Total	38	100.0	100.0	

**Hasil Uji Frekuensi Jawaban Kinerja Karyawan (Y)****YP1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.6	2.6	2.6
	TS	4	10.5	10.5	13.2
	CS	13	34.2	34.2	47.4
	S	11	28.9	28.9	76.3

SS	9	23.7	23.7	100.0
Total	38	100.0	100.0	

**YP2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	3	7.9	7.9	7.9
CS	15	39.5	39.5	47.4
S	15	39.5	39.5	86.8
SS	5	13.2	13.2	100.0
Total	38	100.0	100.0	

**YP3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	3	7.9	7.9	7.9
CS	9	23.7	23.7	31.6
S	15	39.5	39.5	71.1
SS	11	28.9	28.9	100.0
Total	38	100.0	100.0	

**YP4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	13.2	13.2	13.2
CS	9	23.7	23.7	36.8
S	9	23.7	23.7	60.5
SS	15	39.5	39.5	100.0
Total	38	100.0	100.0	

**YP5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2.6	2.6	2.6
TS	1	2.6	2.6	5.3
CS	14	36.8	36.8	42.1

S	14	36.8	36.8	78.9
SS	8	21.1	21.1	100.0
Total	38	100.0	100.0	

**YP6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.6	2.6	2.6
	TS	6	15.8	15.8	18.4
	CS	8	21.1	21.1	39.5
	S	14	36.8	36.8	76.3
	SS	9	23.7	23.7	100.0
	Total	38	100.0	100.0	

**YP7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.6	2.6	2.6
	TS	5	13.2	13.2	15.8
	CS	6	15.8	15.8	31.6
	S	13	34.2	34.2	65.8
	SS	13	34.2	34.2	100.0
	Total	38	100.0	100.0	

**YP8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	13.2	13.2	13.2
	TS	4	10.5	10.5	23.7
	CS	10	26.3	26.3	50.0
	S	11	28.9	28.9	78.9
	SS	8	21.1	21.1	100.0
	Total	38	100.0	100.0	



### Lampiran 5 Hasil Uji Validitas Servant Leadership (X1)

#### Correlations

		X1_P1	X1_P2	X1_P3	X1_P4	X1_P5	X1_P6	X1_P7	X1_P8	X1_P9	X1_P10	Total_X1
X1_P1	Pearson	1	.321*	.596**	.008	.401*	.019	.341*	.236	.260	.030	.490**
	Correlation											
	Sig. (2-tailed)		.049	.000	.962	.013	.909	.036	.153	.115	.858	.002
	N	38	38	38	38	38	38	38	38	38	38	38
X1_P2	Pearson	.321*	1	.543**	.330*	.414**	.189	.313	.668**	.275	.153	.662**
	Correlation											
	Sig. (2-tailed)	.049		.000	.043	.010	.255	.056	.000	.095	.359	.000
	N	38	38	38	38	38	38	38	38	38	38	38
X1_P3	Pearson	.596**	.543**	1	.402*	.758**	.182	.545**	.502**	.493**	.309	.846**
	Correlation											
	Sig. (2-tailed)	.000	.000		.012	.000	.273	.000	.001	.002	.059	.000
	N	38	38	38	38	38	38	38	38	38	38	38
X1_P4	Pearson	.008	.330*	.402*	1	.384*	.237	.298	.301	.291	.252	.591**
	Correlation											
	Sig. (2-tailed)	.962	.043	.012		.017	.153	.069	.067	.077	.127	.000
	N	38	38	38	38	38	38	38	38	38	38	38
X1_P5	Pearson	.401*	.414**	.758**	.384*	1	.246	.497**	.504**	.584**	.271	.811**
	Correlation											
	Sig. (2-tailed)	.013	.010	.000	.017		.136	.001	.001	.000	.100	.000
	N	38	38	38	38	38	38	38	38	38	38	38
X1_P6	Pearson	.019	.189	.182	.237	.246	1	.150	.129	.010	.231	.370*
	Correlation											
	Sig. (2-tailed)	.909	.255	.273	.153	.136		.369	.440	.954	.163	.022
	N	38	38	38	38	38	38	38	38	38	38	38
X1_P7	Pearson	.341*	.313	.545**	.298	.497**	.150	1	.297	.513**	.209	.688**
	Correlation											
	Sig. (2-tailed)	.036	.056	.000	.069	.001	.369		.071	.001	.207	.000



X2_P3	Pearson	.298	.518**	1	.157	.636**	.188	.643**	.462**	.743**
	Correlation									
	Sig. (2-tailed)	.069	.001		.347	.000	.259	.000	.004	.000
	N	38	38	38	38	38	38	38	38	38
X2_P4	Pearson	.042	.019	.157	1	-.039	.185	.170	.171	.360*
	Correlation									
	Sig. (2-tailed)	.804	.910	.347		.815	.267	.307	.304	.026
	N	38	38	38	38	38	38	38	38	38
X2_P5	Pearson	.356*	.333*	.636**	-.039	1	.262	.666**	.504**	.704**
	Correlation									
	Sig. (2-tailed)	.028	.041	.000	.815		.113	.000	.001	.000
	N	38	38	38	38	38	38	38	38	38
X2_P6	Pearson	.228	.233	.188	.185	.262	1	.316	.342*	.538**
	Correlation									
	Sig. (2-tailed)	.170	.160	.259	.267	.113		.053	.036	.000
	N	38	38	38	38	38	38	38	38	38
X2_P7	Pearson	.479**	.541**	.643**	.170	.666**	.316	1	.653**	.851**
	Correlation									
	Sig. (2-tailed)	.002	.000	.000	.307	.000	.053		.000	.000
	N	38	38	38	38	38	38	38	38	38
X2_P8	Pearson	.358*	.591**	.462**	.171	.504**	.342*	.653**	1	.787**
	Correlation									
	Sig. (2-tailed)	.027	.000	.004	.304	.001	.036	.000		.000
	N	38	38	38	38	38	38	38	38	38
Total_X2	Pearson	.562**	.657**	.743**	.360*	.704**	.538**	.851**	.787**	1
	Correlation									
	Sig. (2-tailed)	.000	.000	.000	.026	.000	.000	.000	.000	.000
	N	38	38	38	38	38	38	38	38	38

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

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

### Hasil Uji Validitas Kinerja karyawan (Y)

#### Correlations

		YP1	YP2	YP3	YP4	YP5	YP6	YP7	YP8	Total_Y
YP1	Pearson	1	.518**	.678**	.364*	.212	.361*	.560**	-.037	.724**
	Correlation									
	Sig. (2-tailed)		.001	.000	.024	.202	.026	.000	.826	.000
	N	38	38	38	38	38	38	38	38	38
YP2	Pearson	.518**	1	.401*	.251	.401*	.389*	.304	.087	.644**
	Correlation									
	Sig. (2-tailed)	.001		.013	.129	.013	.016	.064	.602	.000
	N	38	38	38	38	38	38	38	38	38
YP3	Pearson	.678**	.401*	1	.258	.374*	.253	.477**	-.037	.662**
	Correlation									
	Sig. (2-tailed)	.000	.013		.118	.021	.125	.002	.827	.000
	N	38	38	38	38	38	38	38	38	38
YP4	Pearson	.364*	.251	.258	1	.237	.487**	.163	.371*	.657**
	Correlation									
	Sig. (2-tailed)	.024	.129	.118		.151	.002	.329	.022	.000
	N	38	38	38	38	38	38	38	38	38
YP5	Pearson	.212	.401*	.374*	.237	1	.052	.317	.107	.519**
	Correlation									
	Sig. (2-tailed)	.202	.013	.021	.151		.759	.053	.523	.001
	N	38	38	38	38	38	38	38	38	38
YP6	Pearson	.361*	.389*	.253	.487**	.052	1	.170	.317	.633**
	Correlation									
	Sig. (2-tailed)	.026	.016	.125	.002	.759		.309	.052	.000
	N	38	38	38	38	38	38	38	38	38
YP7	Pearson	.560**	.304	.477**	.163	.317	.170	1	.093	.627**
	Correlation									
	Sig. (2-tailed)	.000	.064	.002	.329	.053	.309		.578	.000
	N	38	38	38	38	38	38	38	38	38
YP8	Pearson	-.037	.087	-.037	.371*	.107	.317	.093	1	.444**
	Correlation									
	Sig. (2-tailed)	.826	.602	.827	.022	.523	.052	.578		.005
	N	38	38	38	38	38	38	38	38	38
Total_Y	Pearson	.724**	.644**	.662**	.657**	.519**	.633**	.627**	.444**	1
	Correlation									
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.005	

N	38	38	38	38	38	38	38	38	38
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\*\* . Correlation is significant at the 0.01 level (2-tailed).

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

## Lampiran 6 Hasil Uji Reliabilitas

### Scale: *Servant Leadership (X1)*

#### Case Processing Summary

		N	%
Cases	Valid	38	100.0
	Excluded <sup>a</sup>	0	.0
	Total	38	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.818	10

### Scale: *Self Efficacy (X2)*

#### Case Processing Summary

		N	%
Cases	Valid	38	100.0
	Excluded <sup>a</sup>	0	.0
	Total	38	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.796	8

## Scale: Kinerja Karyawan (Y)

### Case Processing Summary

		N	%
Cases	Valid	38	100.0
	Excluded <sup>a</sup>	0	.0
	Total	38	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.751	8

## Lampiran 7 Hasil Uji Linearitas variabel Servant Leadership terhadap Kinerja Karyawan

### ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y *	Between Groups	(Combined)	742.250	20	37.112	2.959	.014
Total_X1		Linearity	523.168	1	523.168	41.706	.000
		Deviation from Linearity	219.082	19	11.531	.919	.573
	Within Groups		213.250	17	12.544		
	Total		955.500	37			

## Hasil Uji Linearitas variabel *Self Efficacy* terhadap Kinerja Karyawan

### ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y *	Between Groups	(Combined)	530.667	15	35.378	1.832	.096
Total_X2		Linearity	427.439	1	427.439	22.135	.000
		Deviation from Linearity	103.228	14	7.373	.382	.966
	Within Groups		424.833	22	19.311		
	Total		955.500	37			

### Lampiran 8 Hasil Uji Multikolinieritas

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

Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	7.377	3.556			
	Total_X1	.510	.179	.635	.258	3.878
	Total_X2	.127	.232	.122	.258	3.878

a. Dependent Variable: Total\_Y

### Lampiran 9 Hasil Uji Koefisien Regresi Linear Berganda

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.743 <sup>a</sup>	.551	.526	3.500

a. Predictors: (Constant), Total\_X2, Total\_X1

### Hasil Uji Persamaan Koefisien Regresi Linear Berganda

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

Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	7.377	3.556			
	Total_X1	.510	.179	.635	.258	3.878
	Total_X2	.127	.232	.122	.258	3.878

a. Dependent Variable: Total\_Y

### Lampiran 10 Hasil Uji Hipotesis Secara Parsial (Uji t)

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.059	3.297		2.445	.020
Total_X1	.594	.090	.740	6.600	.000

a. Dependent Variable: Total\_Y

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.057	3.838		2.360	.024
Total_X2	.697	.129	.669	5.398	.000

a. Dependent Variable: Total\_Y

### Lampiran 11 Hasil Uji Hipotesis Secara Simultan (Uji F)

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

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	526.819	2	263.409	21.506	.000 <sup>b</sup>
Residual	428.681	35	12.248		
Total	955.500	37			

a. Dependent Variable: Total\_Y

b. Predictors: (Constant), Total\_X2, Total\_X1