Lampiran 1 : Kuesioner

**PENGANTAR**

Bapak/Ibu/Saudara/i yang terhormat,

Pada kesempatan ini kami mohon bantuan dan kesediaan Bapak/Ibu/Saudara/i untuk berkenan mengisi daftar pertanyaan pada halaman-halaman berikut ini. Informasi yang Bapak/Ibu/Saudara/i berikan nanti semata-mata akan kami pergunakan untuk tujuan- tujuan penulisan skripsi.

Jawaban yang Bapak/Ibu/Saudara/i berikan pada daftar pertanyaan ini tidak akan mengganggu perusahaan Bapak/Ibu/Saudara/i, karena data tersebut hanya akan kami gunakan untuk kepentingan studi. Oleh sebab itu, kami mohon Bapak/Ibu untuk memberikan jawaban apa adanya. Kerahasiaan jawaban Bapak/Ibu akan kami jamin sepenuhnya. Akhirnya, kami sampaikan terima kasih atas perhatian, partisipasi, dan bantuan Bapak/Ibu.

Tertanda,

Peneliti

**DAFTAR PERTANYAAN PENELITIAN**

**Petunjuk :** Sesuai dengan pengetahuan, perasaan, dan pengalaman Bapak/Ibu, berikan pendapat menjawab dengan jujur beberapa pertanyaan maupun pernyataan di bawah ini sesuai dengan kenyataan yang ada, dengan cara memberi tanda centang (√) pada salah satu pilihan jawaban yang menurut Bapak/Ibu paling benar atau paling sesuai dengan keadaan yang sebenarnya.

***Keterangan* :**

1. Untuk jawaban Sangat Tidak Setuju (STS) diberi skor : 1
2. Untuk jawaban Tidak Setuju (TS) diberi skor : 2
3. Untuk jawaban Netral (N) diberi skor : 3
4. Untuk jawaban Setuju (S) diberi skor : 4
5. Untuk jawaban Sangat Setuju (SS) diberi skor : 5
6. Identitas Responden
7. Usia : .........tahun
8. Jenis Kelamin : Laki-Laki/Perempuan
9. Masa Kerja :

\*) coret yang tidak perlu

Kriteria jawaban

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Sangat Tidak Setuju | Tidak Setuju | Netral | Setuju | Sangat Setuju |

1. **Gaya Kepemimpinan (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
| 1 | Pimimpinan memiliki tingkat kecerdasan yang lebih tinggi dari karyawan. |  |  |  |  |  |
| 2 | Pimpinan memiliki kreatifitas yang lebih daripada karyawan |  |  |  |  |  |
| 3 | Pimpinan menerima setiap kritikan dan masukan dari karyawan |  |  |  |  |  |
| 4 | Pimpinan membiarkan kelompoknya berbuat semau sendiri |  |  |  |  |  |
| 5 | Pimpinan memberikan contoh dan tauladan yang baik kepada karyawan |  |  |  |  |  |
| 6 | Pimpinan selalu memotivasi para karyawan ketika bekerja |  |  |  |  |  |
| 7 | Pimpinan memberikan bonus berdasarkan prestasi kerja karyawan |  |  |  |  |  |
| 8 | Pimpinan menciptakan hubungan kerja yang menyenangkan. |  |  |  |  |  |
| 9 | Pimpinan memiliki toleransi kepada para karyawan |  |  |  |  |  |
| 10 | Pimpinan memberikan tindakan tegas kepada karyawan yang melakukan pelanggaran |  |  |  |  |  |
| 11 | Pimpinan memiliki pola komunikasi yang baik kepada karyawan |  |  |  |  |  |
| 12 | Pimpinan mensosialisasikan setiap perubahan pada karyawan |  |  |  |  |  |
| 13 | Pimpinan selalu mencela pekerjaan yang buruk |  |  |  |  |  |
| 14 | Pimpinan memiliki pola bicara yang tegas |  |  |  |  |  |
| 15 | Pimpinan menyalahgunakan kedudukan dan jabatan dalam bersikap |  |  |  |  |  |
| 16 | Pimpinan memberikan intruksi yang jelas |  |  |  |  |  |
| 17 | Pimpinan berpartisipasi dalam kegiatan kelompok |  |  |  |  |  |
| 18 | Pimpinan memberikan semua pekerjaan dan tanggung jawab kepada bawahannya |  |  |  |  |  |
| 19 | Pimpinan mampu mengontrol tiap pekerjaan karyawan |  |  |  |  |  |
| 20 | Pimpinan mampu mensejahterakan karyawan |  |  |  |  |  |
| 21 | Pimpinan mampu bekerja dalam satu tim |  |  |  |  |  |
| 22 | Pimpinan memahami potensi masing-masing karyawan |  |  |  |  |  |

1. **Motivasi Kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
| 1 | Saya berusaha untuk tidak mengulangi kesalahan di masa lalu  dalam melakukan pekerjaan. |  |  |  |  |  |
| 2 | Saya menyukai adanya suatu tantangan dalam pekerjaan. |  |  |  |  |  |
| 3 | Saya menyukai apabila diberi tanggung jawab secara pribadi  untuk memecahkan masalah dalam pekerjaan. |  |  |  |  |  |
| 4 | Saya selalu realistis dalam menentukan tujuan. |  |  |  |  |  |
| 5 | Saya membina hubungan baik dengan rekan- rekan kerja |  |  |  |  |  |
| 6 | Saya lebih memilih untuk bekerja sama dengan orang lain  dibanding bekerja sendirian. |  |  |  |  |  |
| 7 | Saya senang bersosialisasi dengan rekan-rekan kerja saya. |  |  |  |  |  |
| 8 | Saya akan memperoleh kepuasan jika orang lain senang  terhadap saya. |  |  |  |  |  |
| 9 | Saya menjadi semakin termotivasi apabila orang lain kagum  kepada saya. |  |  |  |  |  |
| 10 | Saya senang mempengaruhi orang lain untuk memperoleh  jalan saya. |  |  |  |  |  |
| 11 | Saya bangga apabila menang dalam suatu persaingan. |  |  |  |  |  |
| 12 | Saya bekerja untuk memperoleh kendali atas peristiwa-  peristiwa yang terjadi di sekitar saya. |  |  |  |  |  |

1. **Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
| 1 | Saya selalu mengerjakan sesuai  dengan target yang telah ditentukan. |  |  |  |  |  |
| 2 | Saya selalu menetapkan target dalam  Bekerja. |  |  |  |  |  |
| 3 | Kehadiran di tempat kerja. |  |  |  |  |  |
| 4 | Saya tidak pernah absen saat hari kerja. |  |  |  |  |  |
| 5 | Saya selalu masuk dan pulang kerja  tapat pada waktunya. |  |  |  |  |  |
| 6 | Saya tidak pernah meninggalkan  tempat kerja tanpa izin. |  |  |  |  |  |
| 7 | Saya selalu memaksimalkan wwaktu  kerja saya di tempat kerja. |  |  |  |  |  |
| 8 | Saya sangat disiplin dalam bekerja |  |  |  |  |  |
| 9 | Saya selalu mengerjakan pekerjaan  dengan teliti |  |  |  |  |  |
| 10 | Saya mampu mengerjakan tepat waktu |  |  |  |  |  |
| 11 | Saya mampu mengerjakan hasil yang maksimal |  |  |  |  |  |
| 12 | Saya mampu bekerjasama dengan  rekan kerja saya |  |  |  |  |  |
| 13 | Saya selalu terbuka pada pendapat  orang lain |  |  |  |  |  |

Lampiran 2

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | X1.19 | X1.20 | X1.21 | X1.22 | Gaya Kepemimpinan |
| 1 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 81 |
| 2 | 5 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 5 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 2 | 3 | 65 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 75 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 68 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 67 |
| 6 | 2 | 3 | 2 | 2 | 3 | 5 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 68 |
| 7 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 83 |
| 8 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 72 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 88 |
| 10 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 63 |
| 11 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 12 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 49 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 71 |
| 14 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 78 |
| 15 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 69 |
| 16 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 83 |
| 17 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 2 | 3 | 62 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 75 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 81 |
| 20 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 68 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 92 |
| 22 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 23 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 2 | 5 | 4 | 4 | 85 |
| 24 | 4 | 5 | 4 | 4 | 3 | 2 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 80 |
| 25 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 88 |
| 26 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 97 |
| 27 | 2 | 4 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 2 | 3 | 4 | 3 | 73 |
| 28 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 80 |
| 29 | 3 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 79 |
| 30 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 81 |
| 31 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 96 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 88 |
| 33 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 2 | 3 | 5 | 4 | 4 | 2 | 4 | 3 | 84 |
| 34 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 81 |
| 35 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 98 |
| 36 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 96 |
| 37 | 4 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 2 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 2 | 5 | 3 | 81 |
| 38 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 5 | 3 | 75 |
| 39 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 87 |
| 40 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 85 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **X2.11** | **X2.12** | **Motivasi Kerja** |
| **1** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 48 |
| **2** | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 5 | 2 | 3 | 2 | 36 |
| **3** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 45 |
| **4** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 37 |
| **5** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 37 |
| **6** | 3 | 2 | 2 | 3 | 5 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 34 |
| **7** | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 51 |
| **8** | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 42 |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **10** | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| **11** | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 40 |
| **12** | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 29 |
| **13** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| **14** | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 39 |
| **15** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| **16** | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 42 |
| **17** | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 35 |
| **18** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 38 |
| **19** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 46 |
| **20** | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| **21** | 5 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 5 | 2 | 3 | 39 |
| **22** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 45 |
| **23** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 37 |
| **24** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 37 |
| **25** | 2 | 3 | 2 | 2 | 3 | 5 | 2 | 3 | 3 | 3 | 3 | 3 | 34 |
| **26** | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 52 |
| **27** | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 42 |
| **28** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| **29** | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 34 |
| **30** | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 40 |
| **31** | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 28 |
| **32** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 37 |
| **33** | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 40 |
| **34** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| **35** | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 41 |
| **36** | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 37 |
| **37** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 38 |
| **38** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 47 |
| **39** | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| **40** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** | **Kinerja** |
| **1** | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 45 |
| **2** | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 2 | 33 |
| **3** | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 40 |
| **4** | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 42 |
| **5** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| **6** | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 42 |
| **7** | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 41 |
| **8** | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 39 |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| **10** | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 37 |
| **11** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| **12** | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 29 |
| **13** | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 43 |
| **14** | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 51 |
| **15** | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 41 |
| **16** | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 52 |
| **17** | 3 | 2 | 2 | 4 | 2 | 2 | 3 | 4 | 2 | 2 | 3 | 2 | 2 | 33 |
| **18** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 49 |
| **19** | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 44 |
| **20** | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 41 |
| **21** | 4 | 2 | 3 | 4 | 2 | 2 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 45 |
| **22** | 4 | 2 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 52 |
| **23** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 60 |
| **24** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 60 |
| **25** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 53 |
| **26** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 56 |
| **27** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 57 |
| **28** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 57 |
| **29** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 54 |
| **30** | 4 | 3 | 4 | 2 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 47 |
| **31** | 4 | 3 | 5 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| **32** | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 50 |
| **33** | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 54 |
| **34** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 53 |
| **35** | 4 | 3 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 44 |
| **36** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 60 |
| **37** | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 59 |
| **38** | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |
| **39** | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 44 |
| **40** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 62 |

Lampiran 3

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Jenis\_kelamin** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-laki | 31 | 77,5 | 77,5 | 77,5 |
| Perempuan | 9 | 22,5 | 22,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Usia** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 20 - 25 Tahun | 4 | 10,0 | 10,0 | 10,0 |
| 26- 30 Tahun | 19 | 47,5 | 47,5 | 57,5 |
| 31- 35 Tahun | 10 | 25,0 | 25,0 | 82,5 |
| >36 Tahun | 7 | 17,5 | 17,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Pedidikan** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SMA | 18 | 45,0 | 45,0 | 45,0 |
| D3 | 12 | 30,0 | 30,0 | 75,0 |
| S1 | 10 | 25,0 | 25,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

Lampiran 4

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 15 | 37,5 | 37,5 | 47,5 |
| 4 | 16 | 40,0 | 40,0 | 87,5 |
| 5 | 5 | 12,5 | 12,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 5,0 | 5,0 | 5,0 |
| 3 | 17 | 42,5 | 42,5 | 47,5 |
| 4 | 14 | 35,0 | 35,0 | 82,5 |
| 5 | 7 | 17,5 | 17,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 12,5 | 12,5 | 12,5 |
| 3 | 15 | 37,5 | 37,5 | 50,0 |
| 4 | 17 | 42,5 | 42,5 | 92,5 |
| 5 | 3 | 7,5 | 7,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 18 | 45,0 | 45,0 | 55,0 |
| 4 | 16 | 40,0 | 40,0 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 17 | 42,5 | 42,5 | 52,5 |
| 4 | 15 | 37,5 | 37,5 | 90,0 |
| 5 | 4 | 10,0 | 10,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 15 | 37,5 | 37,5 | 47,5 |
| 4 | 13 | 32,5 | 32,5 | 80,0 |
| 5 | 8 | 20,0 | 20,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 5,0 | 5,0 | 5,0 |
| 3 | 17 | 42,5 | 42,5 | 47,5 |
| 4 | 16 | 40,0 | 40,0 | 87,5 |
| 5 | 5 | 12,5 | 12,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 17 | 42,5 | 42,5 | 52,5 |
| 4 | 17 | 42,5 | 42,5 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 20 | 50,0 | 50,0 | 57,5 |
| 4 | 15 | 37,5 | 37,5 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 16 | 40,0 | 40,0 | 47,5 |
| 4 | 15 | 37,5 | 37,5 | 85,0 |
| 5 | 6 | 15,0 | 15,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.11** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 13 | 32,5 | 32,5 | 40,0 |
| 4 | 18 | 45,0 | 45,0 | 85,0 |
| 5 | 6 | 15,0 | 15,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.12** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| 3 | 13 | 32,5 | 32,5 | 35,0 |
| 4 | 18 | 45,0 | 45,0 | 80,0 |
| 5 | 8 | 20,0 | 20,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.13** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 16 | 40,0 | 40,0 | 47,5 |
| 4 | 17 | 42,5 | 42,5 | 90,0 |
| 5 | 4 | 10,0 | 10,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.14** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 17 | 42,5 | 42,5 | 50,0 |
| 4 | 17 | 42,5 | 42,5 | 92,5 |
| 5 | 3 | 7,5 | 7,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.15** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 15,0 | 15,0 | 15,0 |
| 3 | 12 | 30,0 | 30,0 | 45,0 |
| 4 | 17 | 42,5 | 42,5 | 87,5 |
| 5 | 5 | 12,5 | 12,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.16** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 12 | 30,0 | 30,0 | 37,5 |
| 4 | 16 | 40,0 | 40,0 | 77,5 |
| 5 | 9 | 22,5 | 22,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.17** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 5,0 | 5,0 | 5,0 |
| 3 | 15 | 37,5 | 37,5 | 42,5 |
| 4 | 14 | 35,0 | 35,0 | 77,5 |
| 5 | 9 | 22,5 | 22,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.18** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 13 | 32,5 | 32,5 | 40,0 |
| 4 | 21 | 52,5 | 52,5 | 92,5 |
| 5 | 3 | 7,5 | 7,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.19** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 15 | 37,5 | 37,5 | 45,0 |
| 4 | 18 | 45,0 | 45,0 | 90,0 |
| 5 | 4 | 10,0 | 10,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.20** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 12,5 | 12,5 | 12,5 |
| 3 | 17 | 42,5 | 42,5 | 55,0 |
| 4 | 12 | 30,0 | 30,0 | 85,0 |
| 5 | 6 | 15,0 | 15,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.21** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 16 | 40,0 | 40,0 | 47,5 |
| 4 | 15 | 37,5 | 37,5 | 85,0 |
| 5 | 6 | 15,0 | 15,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.22** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| 3 | 18 | 45,0 | 45,0 | 47,5 |
| 4 | 18 | 45,0 | 45,0 | 92,5 |
| 5 | 3 | 7,5 | 7,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 23 | 57,5 | 57,5 | 67,5 |
| 4 | 11 | 27,5 | 27,5 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 12,5 | 12,5 | 12,5 |
| 3 | 23 | 57,5 | 57,5 | 70,0 |
| 4 | 11 | 27,5 | 27,5 | 97,5 |
| 5 | 1 | 2,5 | 2,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 12,5 | 12,5 | 12,5 |
| 3 | 23 | 57,5 | 57,5 | 70,0 |
| 4 | 10 | 25,0 | 25,0 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 24 | 60,0 | 60,0 | 67,5 |
| 4 | 11 | 27,5 | 27,5 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 5,0 | 5,0 | 5,0 |
| 3 | 23 | 57,5 | 57,5 | 62,5 |
| 4 | 13 | 32,5 | 32,5 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 23 | 57,5 | 57,5 | 65,0 |
| 4 | 11 | 27,5 | 27,5 | 92,5 |
| 5 | 3 | 7,5 | 7,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 23 | 57,5 | 57,5 | 67,5 |
| 4 | 11 | 27,5 | 27,5 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 5,0 | 5,0 | 5,0 |
| 3 | 25 | 62,5 | 62,5 | 67,5 |
| 4 | 12 | 30,0 | 30,0 | 97,5 |
| 5 | 1 | 2,5 | 2,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| 3 | 24 | 60,0 | 60,0 | 62,5 |
| 4 | 13 | 32,5 | 32,5 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 22 | 55,0 | 55,0 | 65,0 |
| 4 | 12 | 30,0 | 30,0 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.11** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 22 | 55,0 | 55,0 | 65,0 |
| 4 | 12 | 30,0 | 30,0 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.12** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 21 | 52,5 | 52,5 | 62,5 |
| 4 | 14 | 35,0 | 35,0 | 97,5 |
| 5 | 1 | 2,5 | 2,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 14 | 35,0 | 35,0 | 35,0 |
| 4 | 24 | 60,0 | 60,0 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 15,0 | 15,0 | 15,0 |
| 3 | 13 | 32,5 | 32,5 | 47,5 |
| 4 | 16 | 40,0 | 40,0 | 87,5 |
| 5 | 5 | 12,5 | 12,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 15 | 37,5 | 37,5 | 47,5 |
| 4 | 19 | 47,5 | 47,5 | 95,0 |
| 5 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 12,5 | 12,5 | 12,5 |
| 3 | 11 | 27,5 | 27,5 | 40,0 |
| 4 | 20 | 50,0 | 50,0 | 90,0 |
| 5 | 4 | 10,0 | 10,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 4 | 10,0 | 10,0 | 10,0 |
| 3 | 14 | 35,0 | 35,0 | 45,0 |
| 4 | 13 | 32,5 | 32,5 | 77,5 |
| 5 | 9 | 22,5 | 22,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 15,0 | 15,0 | 15,0 |
| 3 | 16 | 40,0 | 40,0 | 55,0 |
| 4 | 11 | 27,5 | 27,5 | 82,5 |
| 5 | 7 | 17,5 | 17,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| 3 | 13 | 32,5 | 32,5 | 35,0 |
| 4 | 16 | 40,0 | 40,0 | 75,0 |
| 5 | 10 | 25,0 | 25,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| 3 | 9 | 22,5 | 22,5 | 25,0 |
| 4 | 19 | 47,5 | 47,5 | 72,5 |
| 5 | 11 | 27,5 | 27,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 5,0 | 5,0 | 5,0 |
| 3 | 13 | 32,5 | 32,5 | 37,5 |
| 4 | 15 | 37,5 | 37,5 | 75,0 |
| 5 | 10 | 25,0 | 25,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 11 | 27,5 | 27,5 | 35,0 |
| 4 | 22 | 55,0 | 55,0 | 90,0 |
| 5 | 4 | 10,0 | 10,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.11** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,5 | 2,5 | 2,5 |
| 3 | 10 | 25,0 | 25,0 | 27,5 |
| 4 | 19 | 47,5 | 47,5 | 75,0 |
| 5 | 10 | 25,0 | 25,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.12** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 15 | 37,5 | 37,5 | 45,0 |
| 4 | 12 | 30,0 | 30,0 | 75,0 |
| 5 | 10 | 25,0 | 25,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.13** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 7,5 | 7,5 | 7,5 |
| 3 | 15 | 37,5 | 37,5 | 45,0 |
| 4 | 15 | 37,5 | 37,5 | 82,5 |
| 5 | 7 | 17,5 | 17,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

Lampiran 5

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | X1.16 | X1.17 | X1.18 | X1.19 | X1.20 | X1.21 | X1.22 | Gaya Kepemimpinan |
| X1.1 | Pearson Correlation | 1 | ,274 | ,641\*\* | ,836\*\* | ,439\* | ,584\*\* | ,836\*\* | ,521\*\* | ,262 | ,894\*\* | -,071 | ,080 | -,071 | -,071 | -,014 | ,141 | ,274 | -,198 | -,014 | -,071 | -,071 | -,014 | ,491\* |
| Sig. (1-tailed) |  | ,122 | ,001 | ,000 | ,026 | ,003 | ,000 | ,009 | ,133 | ,000 | ,383 | ,368 | ,383 | ,383 | ,476 | ,276 | ,122 | ,201 | ,476 | ,383 | ,383 | ,476 | ,014 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.2 | Pearson Correlation | ,274 | 1 | ,356 | ,358 | ,331 | ,248 | ,358 | ,327 | ,327 | ,225 | ,080 | ,523\*\* | ,080 | ,080 | ,025 | ,621\*\* | ,028 | ,051 | ,025 | ,080 | ,080 | ,025 | ,406\* |
| Sig. (1-tailed) | ,122 |  | ,062 | ,061 | ,077 | ,146 | ,061 | ,080 | ,079 | ,170 | ,369 | ,009 | ,369 | ,369 | ,458 | ,002 | ,454 | ,415 | ,458 | ,369 | ,369 | ,458 | ,038 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.3 | Pearson Correlation | ,641\*\* | ,356 | 1 | ,957\*\* | ,266 | ,470\* | ,957\*\* | ,917\*\* | ,408\* | ,541\*\* | ,278 | ,220 | ,278 | ,278 | ,120 | ,299 | ,022 | ,143 | ,120 | ,278 | ,278 | ,120 | ,682\*\* |
| Sig. (1-tailed) | ,001 | ,062 |  | ,000 | ,129 | ,018 | ,000 | ,000 | ,037 | ,007 | ,118 | ,176 | ,118 | ,118 | ,307 | ,100 | ,463 | ,274 | ,307 | ,118 | ,118 | ,307 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.4 | Pearson Correlation | ,836\*\* | ,358 | ,957\*\* | 1 | ,356 | ,556\*\* | 1,000\*\* | ,852\*\* | ,391\* | ,724\*\* | ,172 | ,187 | ,172 | ,172 | ,080 | ,267 | ,119 | ,027 | ,080 | ,172 | ,172 | ,080 | ,673\*\* |
| Sig. (1-tailed) | ,000 | ,061 | ,000 |  | ,062 | ,005 | ,000 | ,000 | ,044 | ,000 | ,234 | ,215 | ,234 | ,234 | ,368 | ,128 | ,308 | ,454 | ,368 | ,234 | ,234 | ,368 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.5 | Pearson Correlation | ,439\* | ,331 | ,266 | ,356 | 1 | ,295 | ,356 | ,311 | ,818\*\* | ,464\* | ,159 | ,097 | ,159 | ,159 | ,440\* | ,285 | ,331 | ,111 | ,440\* | ,159 | ,159 | ,440\* | ,552\*\* |
| Sig. (1-tailed) | ,026 | ,077 | ,129 | ,062 |  | ,104 | ,062 | ,091 | ,000 | ,020 | ,251 | ,342 | ,251 | ,251 | ,026 | ,112 | ,077 | ,320 | ,026 | ,251 | ,251 | ,026 | ,006 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.6 | Pearson Correlation | ,584\*\* | ,248 | ,470\* | ,556\*\* | ,295 | 1 | ,556\*\* | ,596\*\* | ,192 | ,683\*\* | ,011 | -,005 | ,011 | ,011 | ,197 | ,050 | ,135 | ,171 | ,197 | ,011 | ,011 | ,197 | ,483\* |
| Sig. (1-tailed) | ,003 | ,146 | ,018 | ,005 | ,104 |  | ,005 | ,003 | ,209 | ,000 | ,482 | ,492 | ,482 | ,482 | ,203 | ,416 | ,285 | ,236 | ,203 | ,482 | ,482 | ,203 | ,015 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.7 | Pearson Correlation | ,836\*\* | ,358 | ,957\*\* | 1,000\*\* | ,356 | ,556\*\* | 1 | ,852\*\* | ,391\* | ,724\*\* | ,172 | ,187 | ,172 | ,172 | ,080 | ,267 | ,119 | ,027 | ,080 | ,172 | ,172 | ,080 | ,673\*\* |
| Sig. (1-tailed) | ,000 | ,061 | ,000 | ,000 | ,062 | ,005 |  | ,000 | ,044 | ,000 | ,234 | ,215 | ,234 | ,234 | ,368 | ,128 | ,308 | ,454 | ,368 | ,234 | ,234 | ,368 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.8 | Pearson Correlation | ,521\*\* | ,327 | ,917\*\* | ,852\*\* | ,311 | ,596\*\* | ,852\*\* | 1 | ,489\* | ,566\*\* | ,381\* | ,136 | ,381\* | ,381\* | ,345 | ,209 | ,093 | ,332 | ,345 | ,381\* | ,381\* | ,345 | ,764\*\* |
| Sig. (1-tailed) | ,009 | ,080 | ,000 | ,000 | ,091 | ,003 | ,000 |  | ,014 | ,005 | ,049 | ,284 | ,049 | ,049 | ,068 | ,189 | ,348 | ,076 | ,068 | ,049 | ,049 | ,068 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.9 | Pearson Correlation | ,262 | ,327 | ,408\* | ,391\* | ,818\*\* | ,192 | ,391\* | ,489\* | 1 | ,294 | ,419\* | ,049 | ,419\* | ,419\* | ,538\*\* | ,163 | ,327 | ,350 | ,538\*\* | ,419\* | ,419\* | ,538\*\* | ,657\*\* |
| Sig. (1-tailed) | ,133 | ,079 | ,037 | ,044 | ,000 | ,209 | ,044 | ,014 |  | ,104 | ,033 | ,419 | ,033 | ,033 | ,007 | ,247 | ,079 | ,065 | ,007 | ,033 | ,033 | ,007 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.10 | Pearson Correlation | ,894\*\* | ,225 | ,541\*\* | ,724\*\* | ,464\* | ,683\*\* | ,724\*\* | ,566\*\* | ,294 | 1 | ,000 | -,050 | ,000 | ,000 | ,151 | ,000 | ,337 | -,052 | ,151 | ,000 | ,000 | ,151 | ,532\*\* |
| Sig. (1-tailed) | ,000 | ,170 | ,007 | ,000 | ,020 | ,000 | ,000 | ,005 | ,104 |  | ,500 | ,416 | ,500 | ,500 | ,262 | ,500 | ,073 | ,415 | ,262 | ,500 | ,500 | ,262 | ,008 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.11 | Pearson Correlation | -,071 | ,080 | ,278 | ,172 | ,159 | ,011 | ,172 | ,381\* | ,419\* | ,000 | 1 | ,371 | 1,000\*\* | 1,000\*\* | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1,000\*\* | 1,000\*\* | ,491\* | ,742\*\* |
| Sig. (1-tailed) | ,383 | ,369 | ,118 | ,234 | ,251 | ,482 | ,234 | ,049 | ,033 | ,500 |  | ,054 | ,000 | ,000 | ,014 | ,061 | ,000 | ,000 | ,014 | ,000 | ,000 | ,014 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.12 | Pearson Correlation | ,080 | ,523\*\* | ,220 | ,187 | ,097 | -,005 | ,187 | ,136 | ,049 | -,050 | ,371 | 1 | ,371 | ,371 | -,006 | ,947\*\* | ,274 | ,303 | -,006 | ,371 | ,371 | -,006 | ,418\* |
| Sig. (1-tailed) | ,368 | ,009 | ,176 | ,215 | ,342 | ,492 | ,215 | ,284 | ,419 | ,416 | ,054 |  | ,054 | ,054 | ,491 | ,000 | ,121 | ,097 | ,491 | ,054 | ,054 | ,491 | ,033 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.13 | Pearson Correlation | -,071 | ,080 | ,278 | ,172 | ,159 | ,011 | ,172 | ,381\* | ,419\* | ,000 | 1,000\*\* | ,371 | 1 | 1,000\*\* | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1,000\*\* | 1,000\*\* | ,491\* | ,742\*\* |
| Sig. (1-tailed) | ,383 | ,369 | ,118 | ,234 | ,251 | ,482 | ,234 | ,049 | ,033 | ,500 | ,000 | ,054 |  | ,000 | ,014 | ,061 | ,000 | ,000 | ,014 | ,000 | ,000 | ,014 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.14 | Pearson Correlation | -,071 | ,080 | ,278 | ,172 | ,159 | ,011 | ,172 | ,381\* | ,419\* | ,000 | 1,000\*\* | ,371 | 1,000\*\* | 1 | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1,000\*\* | 1,000\*\* | ,491\* | ,742\*\* |
| Sig. (1-tailed) | ,383 | ,369 | ,118 | ,234 | ,251 | ,482 | ,234 | ,049 | ,033 | ,500 | ,000 | ,054 | ,000 |  | ,014 | ,061 | ,000 | ,000 | ,014 | ,000 | ,000 | ,014 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.15 | Pearson Correlation | -,014 | ,025 | ,120 | ,080 | ,440\* | ,197 | ,080 | ,345 | ,538\*\* | ,151 | ,491\* | -,006 | ,491\* | ,491\* | 1 | ,056 | ,399\* | ,532\*\* | 1,000\*\* | ,491\* | ,491\* | 1,000\*\* | ,601\*\* |
| Sig. (1-tailed) | ,476 | ,458 | ,307 | ,368 | ,026 | ,203 | ,368 | ,068 | ,007 | ,262 | ,014 | ,491 | ,014 | ,014 |  | ,408 | ,041 | ,008 | ,000 | ,014 | ,014 | ,000 | ,003 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.16 | Pearson Correlation | ,141 | ,621\*\* | ,299 | ,267 | ,285 | ,050 | ,267 | ,209 | ,163 | ,000 | ,358 | ,947\*\* | ,358 | ,358 | ,056 | 1 | ,248 | ,285 | ,056 | ,358 | ,358 | ,056 | ,489\* |
| Sig. (1-tailed) | ,276 | ,002 | ,100 | ,128 | ,112 | ,416 | ,128 | ,189 | ,247 | ,500 | ,061 | ,000 | ,061 | ,061 | ,408 |  | ,145 | ,112 | ,408 | ,061 | ,061 | ,408 | ,014 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.17 | Pearson Correlation | ,274 | ,028 | ,022 | ,119 | ,331 | ,135 | ,119 | ,093 | ,327 | ,337 | ,747\*\* | ,274 | ,747\*\* | ,747\*\* | ,399\* | ,248 | 1 | ,688\*\* | ,399\* | ,747\*\* | ,747\*\* | ,399\* | ,637\*\* |
| Sig. (1-tailed) | ,122 | ,454 | ,463 | ,308 | ,077 | ,285 | ,308 | ,348 | ,079 | ,073 | ,000 | ,121 | ,000 | ,000 | ,041 | ,145 |  | ,000 | ,041 | ,000 | ,000 | ,041 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.18 | Pearson Correlation | -,198 | ,051 | ,143 | ,027 | ,111 | ,171 | ,027 | ,332 | ,350 | -,052 | ,943\*\* | ,303 | ,943\*\* | ,943\*\* | ,532\*\* | ,285 | ,688\*\* | 1 | ,532\*\* | ,943\*\* | ,943\*\* | ,532\*\* | ,672\*\* |
| Sig. (1-tailed) | ,201 | ,415 | ,274 | ,454 | ,320 | ,236 | ,454 | ,076 | ,065 | ,415 | ,000 | ,097 | ,000 | ,000 | ,008 | ,112 | ,000 |  | ,008 | ,000 | ,000 | ,008 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.19 | Pearson Correlation | -,014 | ,025 | ,120 | ,080 | ,440\* | ,197 | ,080 | ,345 | ,538\*\* | ,151 | ,491\* | -,006 | ,491\* | ,491\* | 1,000\*\* | ,056 | ,399\* | ,532\*\* | 1 | ,491\* | ,491\* | 1,000\*\* | ,601\*\* |
| Sig. (1-tailed) | ,476 | ,458 | ,307 | ,368 | ,026 | ,203 | ,368 | ,068 | ,007 | ,262 | ,014 | ,491 | ,014 | ,014 | ,000 | ,408 | ,041 | ,008 |  | ,014 | ,014 | ,000 | ,003 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.20 | Pearson Correlation | -,071 | ,080 | ,278 | ,172 | ,159 | ,011 | ,172 | ,381\* | ,419\* | ,000 | 1,000\*\* | ,371 | 1,000\*\* | 1,000\*\* | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1 | 1,000\*\* | ,491\* | ,742\*\* |
| Sig. (1-tailed) | ,383 | ,369 | ,118 | ,234 | ,251 | ,482 | ,234 | ,049 | ,033 | ,500 | ,000 | ,054 | ,000 | ,000 | ,014 | ,061 | ,000 | ,000 | ,014 |  | ,000 | ,014 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.21 | Pearson Correlation | -,071 | ,080 | ,278 | ,172 | ,159 | ,011 | ,172 | ,381\* | ,419\* | ,000 | 1,000\*\* | ,371 | 1,000\*\* | 1,000\*\* | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1,000\*\* | 1 | ,491\* | ,742\*\* |
| Sig. (1-tailed) | ,383 | ,369 | ,118 | ,234 | ,251 | ,482 | ,234 | ,049 | ,033 | ,500 | ,000 | ,054 | ,000 | ,000 | ,014 | ,061 | ,000 | ,000 | ,014 | ,000 |  | ,014 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X1.22 | Pearson Correlation | -,014 | ,025 | ,120 | ,080 | ,440\* | ,197 | ,080 | ,345 | ,538\*\* | ,151 | ,491\* | -,006 | ,491\* | ,491\* | 1,000\*\* | ,056 | ,399\* | ,532\*\* | 1,000\*\* | ,491\* | ,491\* | 1 | ,601\*\* |
| Sig. (1-tailed) | ,476 | ,458 | ,307 | ,368 | ,026 | ,203 | ,368 | ,068 | ,007 | ,262 | ,014 | ,491 | ,014 | ,014 | ,000 | ,408 | ,041 | ,008 | ,000 | ,014 | ,014 |  | ,003 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Gaya Kepemimpinan | Pearson Correlation | ,491\* | ,406\* | ,682\*\* | ,673\*\* | ,552\*\* | ,483\* | ,673\*\* | ,764\*\* | ,657\*\* | ,532\*\* | ,742\*\* | ,418\* | ,742\*\* | ,742\*\* | ,601\*\* | ,489\* | ,637\*\* | ,672\*\* | ,601\*\* | ,742\*\* | ,742\*\* | ,601\*\* | 1 |
| Sig. (1-tailed) | ,014 | ,038 | ,000 | ,001 | ,006 | ,015 | ,001 | ,000 | ,001 | ,008 | ,000 | ,033 | ,000 | ,000 | ,003 | ,014 | ,001 | ,001 | ,003 | ,000 | ,000 | ,003 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | Motivasi Kerja |
| X2.1 | Pearson Correlation | 1 | ,356 | ,358 | ,331 | ,248 | ,358 | ,327 | ,327 | ,225 | ,080 | ,360 | ,080 | ,484\* |
| Sig. (1-tailed) |  | ,062 | ,061 | ,077 | ,146 | ,061 | ,080 | ,079 | ,170 | ,369 | ,059 | ,369 | ,015 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.2 | Pearson Correlation | ,356 | 1 | ,957\*\* | ,266 | ,470\* | ,957\*\* | ,917\*\* | ,408\* | ,541\*\* | ,278 | ,740\*\* | ,278 | ,894\*\* |
| Sig. (1-tailed) | ,062 |  | ,000 | ,129 | ,018 | ,000 | ,000 | ,037 | ,007 | ,118 | ,000 | ,118 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.3 | Pearson Correlation | ,358 | ,957\*\* | 1 | ,356 | ,556\*\* | 1,000\*\* | ,852\*\* | ,391\* | ,724\*\* | ,172 | ,750\*\* | ,172 | ,914\*\* |
| Sig. (1-tailed) | ,061 | ,000 |  | ,062 | ,005 | ,000 | ,000 | ,044 | ,000 | ,234 | ,000 | ,234 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.4 | Pearson Correlation | ,331 | ,266 | ,356 | 1 | ,295 | ,356 | ,311 | ,818\*\* | ,464\* | ,159 | ,398\* | ,159 | ,577\*\* |
| Sig. (1-tailed) | ,077 | ,129 | ,062 |  | ,104 | ,062 | ,091 | ,000 | ,020 | ,251 | ,041 | ,251 | ,004 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.5 | Pearson Correlation | ,248 | ,470\* | ,556\*\* | ,295 | 1 | ,556\*\* | ,596\*\* | ,192 | ,683\*\* | ,011 | ,269 | ,011 | ,621\*\* |
| Sig. (1-tailed) | ,146 | ,018 | ,005 | ,104 |  | ,005 | ,003 | ,209 | ,000 | ,482 | ,125 | ,482 | ,002 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.6 | Pearson Correlation | ,358 | ,957\*\* | 1,000\*\* | ,356 | ,556\*\* | 1 | ,852\*\* | ,391\* | ,724\*\* | ,172 | ,750\*\* | ,172 | ,914\*\* |
| Sig. (1-tailed) | ,061 | ,000 | ,000 | ,062 | ,005 |  | ,000 | ,044 | ,000 | ,234 | ,000 | ,234 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.7 | Pearson Correlation | ,327 | ,917\*\* | ,852\*\* | ,311 | ,596\*\* | ,852\*\* | 1 | ,489\* | ,566\*\* | ,381\* | ,596\*\* | ,381\* | ,900\*\* |
| Sig. (1-tailed) | ,080 | ,000 | ,000 | ,091 | ,003 | ,000 |  | ,014 | ,005 | ,049 | ,003 | ,049 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.8 | Pearson Correlation | ,327 | ,408\* | ,391\* | ,818\*\* | ,192 | ,391\* | ,489\* | 1 | ,294 | ,419\* | ,339 | ,419\* | ,636\*\* |
| Sig. (1-tailed) | ,079 | ,037 | ,044 | ,000 | ,209 | ,044 | ,014 |  | ,104 | ,033 | ,072 | ,033 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.9 | Pearson Correlation | ,225 | ,541\*\* | ,724\*\* | ,464\* | ,683\*\* | ,724\*\* | ,566\*\* | ,294 | 1 | ,000 | ,410\* | ,000 | ,711\*\* |
| Sig. (1-tailed) | ,170 | ,007 | ,000 | ,020 | ,000 | ,000 | ,005 | ,104 |  | ,500 | ,036 | ,500 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.10 | Pearson Correlation | ,080 | ,278 | ,172 | ,159 | ,011 | ,172 | ,381\* | ,419\* | ,000 | 1 | -,097 | 1,000\*\* | ,406\* |
| Sig. (1-tailed) | ,369 | ,118 | ,234 | ,251 | ,482 | ,234 | ,049 | ,033 | ,500 |  | ,341 | ,000 | ,038 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.11 | Pearson Correlation | ,360 | ,740\*\* | ,750\*\* | ,398\* | ,269 | ,750\*\* | ,596\*\* | ,339 | ,410\* | -,097 | 1 | -,097 | ,682\*\* |
| Sig. (1-tailed) | ,059 | ,000 | ,000 | ,041 | ,125 | ,000 | ,003 | ,072 | ,036 | ,341 |  | ,341 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| X2.12 | Pearson Correlation | ,080 | ,278 | ,172 | ,159 | ,011 | ,172 | ,381\* | ,419\* | ,000 | 1,000\*\* | -,097 | 1 | ,406\* |
| Sig. (1-tailed) | ,369 | ,118 | ,234 | ,251 | ,482 | ,234 | ,049 | ,033 | ,500 | ,000 | ,341 |  | ,038 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Motivasi Kerja | Pearson Correlation | ,484\* | ,894\*\* | ,914\*\* | ,577\*\* | ,621\*\* | ,914\*\* | ,900\*\* | ,636\*\* | ,711\*\* | ,406\* | ,682\*\* | ,406\* | 1 |
| Sig. (1-tailed) | ,015 | ,000 | ,000 | ,004 | ,002 | ,000 | ,000 | ,001 | ,000 | ,038 | ,000 | ,038 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| \*. Correlation is significant at the 0.05 level (1-tailed). | | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (1-tailed). | | | | | | | | | | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Kinerja |
| Y.1 | Pearson Correlation | 1 | ,498\* | ,419\* | ,049 | ,419\* | ,419\* | ,538\*\* | ,163 | ,327 | ,350 | ,538\*\* | ,419\* | ,419\* | ,536\*\* |
| Sig. (1-tailed) |  | ,013 | ,033 | ,419 | ,033 | ,033 | ,007 | ,247 | ,079 | ,065 | ,007 | ,033 | ,033 | ,007 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.2 | Pearson Correlation | ,498\* | 1 | ,783\*\* | ,268 | ,783\*\* | ,783\*\* | ,463\* | ,438\* | ,544\*\* | ,723\*\* | ,463\* | ,783\*\* | ,783\*\* | ,831\*\* |
| Sig. (1-tailed) | ,013 |  | ,000 | ,126 | ,000 | ,000 | ,020 | ,027 | ,007 | ,000 | ,020 | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.3 | Pearson Correlation | ,419\* | ,783\*\* | 1 | ,371 | 1,000\*\* | 1,000\*\* | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1,000\*\* | 1,000\*\* | ,954\*\* |
| Sig. (1-tailed) | ,033 | ,000 |  | ,054 | ,000 | ,000 | ,014 | ,061 | ,000 | ,000 | ,014 | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.4 | Pearson Correlation | ,049 | ,268 | ,371 | 1 | ,371 | ,371 | -,006 | ,947\*\* | ,274 | ,303 | -,006 | ,371 | ,371 | ,475\* |
| Sig. (1-tailed) | ,419 | ,126 | ,054 |  | ,054 | ,054 | ,491 | ,000 | ,121 | ,097 | ,491 | ,054 | ,054 | ,017 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.5 | Pearson Correlation | ,419\* | ,783\*\* | 1,000\*\* | ,371 | 1 | 1,000\*\* | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1,000\*\* | 1,000\*\* | ,954\*\* |
| Sig. (1-tailed) | ,033 | ,000 | ,000 | ,054 |  | ,000 | ,014 | ,061 | ,000 | ,000 | ,014 | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.6 | Pearson Correlation | ,419\* | ,783\*\* | 1,000\*\* | ,371 | 1,000\*\* | 1 | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1,000\*\* | 1,000\*\* | ,954\*\* |
| Sig. (1-tailed) | ,033 | ,000 | ,000 | ,054 | ,000 |  | ,014 | ,061 | ,000 | ,000 | ,014 | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.7 | Pearson Correlation | ,538\*\* | ,463\* | ,491\* | -,006 | ,491\* | ,491\* | 1 | ,056 | ,399\* | ,532\*\* | 1,000\*\* | ,491\* | ,491\* | ,638\*\* |
| Sig. (1-tailed) | ,007 | ,020 | ,014 | ,491 | ,014 | ,014 |  | ,408 | ,041 | ,008 | ,000 | ,014 | ,014 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.8 | Pearson Correlation | ,163 | ,438\* | ,358 | ,947\*\* | ,358 | ,358 | ,056 | 1 | ,248 | ,285 | ,056 | ,358 | ,358 | ,505\* |
| Sig. (1-tailed) | ,247 | ,027 | ,061 | ,000 | ,061 | ,061 | ,408 |  | ,145 | ,112 | ,408 | ,061 | ,061 | ,012 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.9 | Pearson Correlation | ,327 | ,544\*\* | ,747\*\* | ,274 | ,747\*\* | ,747\*\* | ,399\* | ,248 | 1 | ,688\*\* | ,399\* | ,747\*\* | ,747\*\* | ,753\*\* |
| Sig. (1-tailed) | ,079 | ,007 | ,000 | ,121 | ,000 | ,000 | ,041 | ,145 |  | ,000 | ,041 | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.10 | Pearson Correlation | ,350 | ,723\*\* | ,943\*\* | ,303 | ,943\*\* | ,943\*\* | ,532\*\* | ,285 | ,688\*\* | 1 | ,532\*\* | ,943\*\* | ,943\*\* | ,909\*\* |
| Sig. (1-tailed) | ,065 | ,000 | ,000 | ,097 | ,000 | ,000 | ,008 | ,112 | ,000 |  | ,008 | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.11 | Pearson Correlation | ,538\*\* | ,463\* | ,491\* | -,006 | ,491\* | ,491\* | 1,000\*\* | ,056 | ,399\* | ,532\*\* | 1 | ,491\* | ,491\* | ,638\*\* |
| Sig. (1-tailed) | ,007 | ,020 | ,014 | ,491 | ,014 | ,014 | ,000 | ,408 | ,041 | ,008 |  | ,014 | ,014 | ,001 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.12 | Pearson Correlation | ,419\* | ,783\*\* | 1,000\*\* | ,371 | 1,000\*\* | 1,000\*\* | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1 | 1,000\*\* | ,954\*\* |
| Sig. (1-tailed) | ,033 | ,000 | ,000 | ,054 | ,000 | ,000 | ,014 | ,061 | ,000 | ,000 | ,014 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Y.13 | Pearson Correlation | ,419\* | ,783\*\* | 1,000\*\* | ,371 | 1,000\*\* | 1,000\*\* | ,491\* | ,358 | ,747\*\* | ,943\*\* | ,491\* | 1,000\*\* | 1 | ,954\*\* |
| Sig. (1-tailed) | ,033 | ,000 | ,000 | ,054 | ,000 | ,000 | ,014 | ,061 | ,000 | ,000 | ,014 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| Kinerja | Pearson Correlation | ,536\*\* | ,831\*\* | ,954\*\* | ,475\* | ,954\*\* | ,954\*\* | ,638\*\* | ,505\* | ,753\*\* | ,909\*\* | ,638\*\* | ,954\*\* | ,954\*\* | 1 |
| Sig. (1-tailed) | ,007 | ,000 | ,000 | ,017 | ,000 | ,000 | ,001 | ,012 | ,000 | ,000 | ,001 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| \*. Correlation is significant at the 0.05 level (1-tailed). | | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (1-tailed). | | | | | | | | | | | | | | | |

Lampiran 6

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 20 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 20 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,921 | 22 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 20 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 20 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,897 | 12 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 20 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 20 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

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| --- | --- |
| **NReliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,943 | 13 |

Lampiran 7

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja \* Gaya Kepemimpinan | Between Groups | (Combined) | 2204,733 | 23 | 95,858 | 2,401 | ,038 |
| Linearity | 1044,299 | 1 | 1044,299 | 26,154 | ,000 |
| Deviation from Linearity | 1160,435 | 22 | 52,747 | 1,321 | ,287 |
| Within Groups | | 638,867 | 16 | 39,929 |  |  |
| Total | | 2843,600 | 39 |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja \* Motivasi Kerja | Between Groups | (Combined) | 1521,683 | 16 | 95,105 | 1,655 | ,132 |
| Linearity | 290,243 | 1 | 290,243 | 5,050 | ,035 |
| Deviation from Linearity | 1231,440 | 15 | 82,096 | 1,428 | ,215 |
| Within Groups | | 1321,917 | 23 | 57,475 |  |  |
| Total | | 2843,600 | 39 |  |  |  |

Lampiran 8

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja \* Gaya Kepemimpinan | Between Groups | (Combined) | 2204,733 | 23 | 95,858 | 2,401 | ,038 |
| Linearity | 1044,299 | 1 | 1044,299 | 26,154 | ,000 |
| Deviation from Linearity | 1160,435 | 22 | 52,747 | 1,321 | ,287 |
| Within Groups | | 638,867 | 16 | 39,929 |  |  |
| Total | | 2843,600 | 39 |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja \* Motivasi Kerja | Between Groups | (Combined) | 1521,683 | 16 | 95,105 | 1,655 | ,132 |
| Linearity | 290,243 | 1 | 290,243 | 5,050 | ,035 |
| Deviation from Linearity | 1231,440 | 15 | 82,096 | 1,428 | ,215 |
| Within Groups | | 1321,917 | 23 | 57,475 |  |  |
| Total | | 2843,600 | 39 |  |  |  |

Lampiran 9

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 3,905 | 9,836 |  | ,397 | ,694 |  |  |
| Gaya Kepemimpinan | ,452 | ,109 | ,561 | 4,142 | ,000 | ,904 | 1,106 |
| Motivasi Kerja | ,219 | ,203 | ,146 | 1,078 | ,288 | ,904 | 1,106 |
| a. Dependent Variable: Kinerja | | | | | | | | |

Lampiran 10

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,622a | ,387 | ,353 | 6,866 |
| a. Predictors: (Constant), Motivasi Kerja, Gaya Kepemimpinan | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,905 | 9,836 |  | ,397 | ,694 |
| Gaya Kepemimpinan | ,452 | ,109 | ,561 | 4,142 | ,000 |
| Motivasi Kerja | ,219 | ,203 | ,146 | 1,078 | ,288 |
| a. Dependent Variable: Kinerja | | | | | | |

Lampiran 11

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 9,719 | 8,245 |  | 1,179 | ,246 |
| Gaya Kepemimpinan | ,488 | ,104 | ,606 | 4,696 | ,000 |
| a. Dependent Variable: Kinerja | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 29,121 | 9,223 |  | 3,157 | ,003 |
| Motivasi Kerja | ,479 | ,231 | ,319 | 2,078 | ,044 |
| a. Dependent Variable: Kinerja | | | | | | |

Lampiran 12

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|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1099,127 | 2 | 549,563 | 11,656 | ,000b |
| Residual | 1744,473 | 37 | 47,148 |  |  |
| Total | 2843,600 | 39 |  |  |  |
| a. Dependent Variable: Kinerja | | | | | | |
| b. Predictors: (Constant), Motivasi Kerja, Gaya Kepemimpinan | | | | | | |

Lampiran 13

**Tabel t**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr**  **df** | **0.25**  **0.50** | **0.10**  **0.20** | **0.05**  **0.10** | **0.025**  **0.050** | **0.01**  **0.02** | **0.005**  **0.010** | **0.001**  **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |

Lampiran 14

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Titik Persentase Distribusi F untuk Probabilita = 0,05 | | | | | | | | | | | | | | | |
| df untuk  penyebut  (N2) | | df untuk pembilang (N1) | | | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1 | | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| 2 | | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3 | | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| 4 | | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| 5 | | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| 6 | | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| 7 | | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| 8 | | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| 9 | | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| 10 | | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| 11 | | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| 12 | | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| 13 | | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| 14 | | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| 15 | | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| 16 | | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| 17 | | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| 18 | | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| 19 | | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| 20 | | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| 21 | | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| 22 | | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| 23 | | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| 24 | | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| 25 | | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| 26 | | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| 27 | | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| 28 | | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| 29 | | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| 30 | | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| 31 | | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| 32 | | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| 33 | | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| 34 | | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| 35 | | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| 36 | | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| 37 | | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| 38 | | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| 39 | | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| 40 | | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| 41 | | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| 42 | | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| 43 | | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| 44 | | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| 45 | | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |