

Lampiran 1 Kuesioner

Hal : Permohonan Pengisian Kuesioner

Kepada Yth

Bapak / Ibu Responden

Dengan Hormat

Saya yang bertanda tangan dibawah ini :

Nama : Lidiya Ikhwani Citra Pertiwi

NPM : 1912110262

Program Studi : Manajemen

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Dalam rangka penyelesaian skripsi, saya bermaksud akan mengadakan penelitian dengan judul **“Pengaruh Gaya Kepemimpinan dan Motivasi Terhadap Kinerja Karyawan di PT Japfa Comfeed Indonesia Tbk Poultry Breeding Division Campang Jaya Bandar Lampung”**. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Gaya kepemimpinan dan motivasi kerja terhadap Kinerja Karyawan. Penelitian ini tidak akan menimbulkan akibat yang merugikan bagi responden, semua informasi dari hasil penelitian akan dijaga kerahasiaannya dan hanya digunakan untuk kepentingan penelitian.

Atas perhatian dan kesediaannya menjadi responden saya ucapkan terimakasih

Hormat Saya,

Lidiya Ikhwani Citra Pertiwi

KUESIONER PENELITIAN

A. PROFIL RESPONDEN

1. Nama :
2. Jenis Kelamin :
3. Umur :
4. Pendidikan Terakhir :
5. Jabatan :
6. Lama Bekerja :

B. PETUNJUK PENGISIAN

1. Sebelum mengisi kuesioner ini, mohon Bapak/Ibu membaca setiap butir pertanyaan dengan cermat.
2. Bapak/Ibu memberikan tanda *Check List* (✓) pada kolom yang sesuai dengan pilihan.
3. Untuk setiap butir pertanyaan hanya diperbolehkan memilih satu alternative jawaban.
4. Jika ada kesalahan dalam memilih alternatif jawaban, beri tanda (X) pada kolom yang salah kemudian beri tanda *Check List* (✓) pada kolom yang sesuai.
5. Dimohon untuk memberikan jawaban atas pertanyaan-pertanyaan yang ada dengan sejujur-jujurnya dan sesuai keadaan yang sebenarnya.

C. KETERANGAN JAWABAN

1. STS = Sangat Tidak Setuju
2. TS = Tidak Setuju
3. N = Netral
4. S = Setuju
5. SS = Sangat Setuju

KINERJA

| No | Pernyataan | Jawaban | | | | |
|----|---|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Saya selalu menyelesaikan pekerjaan sesuai prosedur perusahaan. | | | | | |
| 2 | Kualitas pekerjaan yang saya kerjakan sesuai dengan yang diharapkan. | | | | | |
| 3 | Saya dapat memenuhi target yang ditentukan perusahaan. | | | | | |
| 4 | Saya dapat menyelesaikan pekerjaan lain selain target yang yang ditentukan perusahaan. | | | | | |
| 5 | Saya selalu hadir dan pulang dalam bekerja sesuai jadwal yang sudah ditentukan oleh perusahaan. | | | | | |
| 6 | Pekerjaan yang saya lakukan sesuai dengan waktu yang ditentukan. | | | | | |
| 7 | Saya selalu mempunyai komitmen yang tinggi dalam menyelesaikan pekerjaan yang diberikan. | | | | | |

GAYA KEPEMIMPINAN

| No | Pernyataan | Jawaban | | | | |
|----|--|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Pimpinan saya selalu membuat keputusan sendiri untuk keberhasilan perusahaan. | | | | | |
| 2 | Pimpinan saya membuat kebijaksanaan sendiri dalam bekerja. | | | | | |
| 3 | Pimpinan saya menerapkan komunikasi satu arah saat melakukan pekerjaan. | | | | | |
| 4 | Pimpinan selalu melakukan pengawasan secara ketat terhadap bawahannya. | | | | | |
| 5 | Pimpinan saya selalu membuat prakasa dan gagasan baru tanpa melibatkan bawahannya. | | | | | |
| 6 | Pimpinan bertanggung jawab atas semua pekerjaan yang telah diberika kepada bawahannya. | | | | | |
| 7 | Wewenang pekerjaan di perusahaan selalu terpusat pada pimpinan saya. | | | | | |

MOTIVASI KERJA

| No | Pernyataan | Jawaban | | | | |
|----|--|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1 | Saya selalu ingin mencapai keberhasilan dalam melakukan pekerjaan yang telah diberikan. | | | | | |
| 2 | Penghargaan yang diberikan perusahaan mampu memotivasi saya dalam bekerja. | | | | | |
| 3 | Pekerjaan yang diberikan sesuai dengan kemampuan saya dan membuat saya menjadi tertantang. | | | | | |
| 4 | Saya bertanggung jawab terkait pekerjaan saya. | | | | | |
| 5 | Saya ingin meningkatkan karier saya agar dapat lebih berkuasa terhadap orang lain. | | | | | |
| 6 | Gaji yang saya terima sudah sesuai dengan keinginan saya. | | | | | |
| 7 | Saya senang berinteraksi dengan setiap karyawan lain. | | | | | |

**Lampiran Hasil Jawaban Responden
Gaya Kepemimpinan**

| X1_1 | X1_2 | X1_3 | X1_4 | X1_5 | X1_6 | X1_7 | X1 |
|--------|--------|--------|--------|--------|--------|--------|--------|
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 3 | 4 | 3 | 4 | 3 | 4 | 25 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 31 |
| 4 | 5 | 5 | 4 | 4 | 4 | 5 | 31 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 5 | 4 | 5 | 5 | 5 | 5 | 2 | 31 |
| 2 | 3 | 2 | 2 | 2 | 2 | 2 | 15 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 3 | 4 | 4 | 4 | 4 | 4 | 2 | 25 |
| 2 | 3 | 3 | 4 | 4 | 3 | 3 | 22 |
| 5 | 2 | 4 | 5 | 5 | 5 | 5 | 31 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 3 | 3 | 3 | 5 | 5 | 5 | 4 | 28 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 32 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 5 | 3 | 3 | 3 | 3 | 5 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 32 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 25 |
| 3 | 5 | 4 | 3 | 3 | 3 | 4 | 25 |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 33 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 30 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 31 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 32 |
| 5 | 5 | 4 | 5 | 4 | 4 | 5 | 32 |
| 4 | 5 | 4 | 4 | 3 | 4 | 5 | 29 |
| 2 | 3 | 2 | 4 | 3 | 3 | 5 | 22 |
| 4 | 3 | 4 | 4 | 3 | 3 | 3 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 3 | 3 | 3 | 3 | 4 | 4 | 5 | 25 |
| 5 | 4 | 3 | 5 | 4 | 3 | 5 | 29 |
| 3 | 4 | 5 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 4 | 3 | 4 | 5 | 4 | 4 | 4 | 28 |
| 4 | 4 | 3 | 5 | 5 | 5 | 4 | 30 |
| 3 | 3 | 3 | 4 | 4 | 4 | 4 | 25 |
| 2 | 4 | 3 | 4 | 3 | 3 | 5 | 24 |
| 158 | 159 | 162 | 169 | 164 | 159 | 170 | 163 |
| 75.24% | 75.71% | 77.14% | 80.48% | 78.10% | 75.71% | 80.95% | 77.62% |

Pada hasil kuesioner pada variabel Gaya Kepemimpinan (X1) diperoleh jawaban atas beberapa pertanyaan yang diajukan ke 42 responden, pertanyaan yang diajukan berjumlah 7 dengan total rata-rata skor sebesar 77,63%. Pernyataan tertinggi terdapat pada pertanyaan 7 mengenai “Wewenang pekerjaan di perusahaan selalu terpusat pada pimpinan saya” dengan total skor persentase sebesar 80.95 %. Sedangkan pertanyaan terendah terdapat pada pertanyaan 1 mengenai “Pimpinan saya selalu membuat keputusan sendiri untuk keberhasilan perusahaan.” dengan total skor persentase sebesar 75,24%.

Motivasi

| X2_1 | X2_2 | X2_3 | X2_4 | X2_5 | X2_6 | X2_7 | X2 |
|--------|--------|--------|--------|--------|--------|--------|----------|
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 27 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 23 |
| 3 | 4 | 4 | 4 | 3 | 4 | 3 | 25 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 3 | 4 | 4 | 3 | 3 | 3 | 4 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 4 | 3 | 3 | 3 | 3 | 3 | 4 | 23 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 31 |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 22 |
| 3 | 4 | 4 | 5 | 4 | 5 | 4 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 24 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 31 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 31 |
| 5 | 4 | 4 | 4 | 5 | 3 | 5 | 30 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 23 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 30 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 26 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 30 |
| 3 | 4 | 4 | 5 | 4 | 4 | 5 | 29 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 3 | 4 | 4 | 3 | 4 | 4 | 5 | 27 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 3 | 4 | 4 | 3 | 4 | 3 | 4 | 25 |
| 3 | 4 | 4 | 4 | 4 | 4 | 3 | 26 |
| 3 | 4 | 4 | 3 | 3 | 4 | 3 | 24 |
| 150 | 159 | 159 | 154 | 156 | 157 | 158 | 156.1429 |
| 71.43% | 75.71% | 75.71% | 73.33% | 74.29% | 74.76% | 75.24% | 74.35% |

Pada hasil kuesioner pada variabel Motivasi (X2) diperoleh jawaban atas beberapa pertanyaan yang diajukan ke 42 responden, pertanyaan yang diajukan berjumlah 7 dengan total rata-rata skor sebesar 74,35%. Pernyataan tertinggi terdapat pada pertanyaan 2 dan 3 mengenai “Penghargaan yang diberikan perusahaan mampu memotivasi saya dalam bekerja” dan “Pekerjaan yang diberikan sesuai dengan kemampuan saya dan membuat saya menjadi tertantang” mendapat total skor persentase sebesar 75.71 %. Sedangkan pertanyaan terendah terdapat pada pertanyaan 1 mengenai “Saya selalu ingin mencapai keberhasilan dalam melakukan pekerjaan yang telah diberikan” dengan total skor persentase sebesar 71,43%.

Kinerja Karyawan

| Y_1 | Y_2 | Y_3 | Y_4 | Y_5 | Y_6 | Y_7 | Y |
|--------|--------|--------|--------|--------|--------|--------|----------|
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 26 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 24 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 5 | 5 | 5 | 5 | 3 | 3 | 4 | 30 |
| 5 | 4 | 4 | 3 | 4 | 4 | 4 | 28 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 23 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 29 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 4 | 3 | 3 | 4 | 4 | 4 | 4 | 26 |
| 2 | 2 | 2 | 3 | 3 | 3 | 3 | 18 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 3 | 4 | 3 | 3 | 4 | 3 | 2 | 22 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| 4 | 3 | 3 | 4 | 4 | 4 | 4 | 26 |
| 4 | 4 | 3 | 4 | 5 | 4 | 4 | 28 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 22 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 3 | 3 | 4 | 4 | 4 | 4 | 2 | 24 |
| 3 | 3 | 3 | 4 | 4 | 3 | 4 | 24 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 26 |
| 3 | 3 | 3 | 3 | 3 | 3 | 5 | 23 |
| 2 | 2 | 2 | 4 | 4 | 3 | 4 | 21 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 3 | 3 | 4 | 4 | 26 |
| 4 | 3 | 3 | 4 | 4 | 4 | 3 | 25 |
| 3 | 3 | 3 | 5 | 4 | 4 | 4 | 26 |
| 5 | 2 | 4 | 5 | 5 | 5 | 2 | 28 |
| 5 | 3 | 4 | 5 | 5 | 4 | 5 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 3 | 3 | 4 | 4 | 4 | 2 | 24 |
| 2 | 2 | 2 | 4 | 4 | 3 | 3 | 20 |
| 2 | 3 | 3 | 5 | 5 | 5 | 5 | 28 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 32 |
| 4 | 3 | 3 | 5 | 5 | 5 | 4 | 29 |
| 4 | 3 | 3 | 5 | 5 | 5 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 5 | 5 | 5 | 5 | 32 |
| 5 | 2 | 2 | 3 | 3 | 3 | 5 | 23 |
| 3 | 5 | 4 | 4 | 4 | 4 | 5 | 29 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4 | 32 |
| 4 | 4 | 4 | 3 | 3 | 3 | 4 | 25 |
| 154 | 140 | 140 | 162 | 165 | 158 | 157 | 153.7143 |
| 73.33% | 66.67% | 66.67% | 77.14% | 78.57% | 75.24% | 74.76% | 73.20% |

Pada hasil kuesioner pada variabel Kinerja (Y) diperoleh jawaban atas beberapa pertanyaan yang diajukan ke 42 responden, pertanyaan yang diajukan berjumlah 7 dengan total rata-rata skor sebesar 73,20%. Pernyataan tertinggi terdapat pada pertanyaan 4 mengenai “Saya dapat menyelesaikan pekerjaan lain selain target yang yang ditentukan perusahaan” mendapat total skor persentase sebesar 78.57%. Sedangkan pertanyaan terendah terdapat pada pertanyaan 2 dan 3 mengenai “Kualitas pekerjaan yang saya kerjakan sesuai dengan yang diharapkan” dan “Saya dapat memenuhi target yang ditentukan perusahaan” dengan total skor persentase sebesar 66,67%.

Lampiran Uji Validitas

Gaya Kepemimpinan

| | | Correlations | | | | | | | Gaya |
|------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------------|
| | | X1_1 | X1_2 | X1_3 | X1_4 | X1_5 | X1_6 | X1_7 | Kepemimpinan |
| X1_1 | Pearson Correlation | 1 | .414** | .678** | .524** | .512** | .518** | .301 | .779** |
| | Sig. (2-tailed) | | .006 | .000 | .000 | .001 | .000 | .052 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1_2 | Pearson Correlation | .414** | 1 | .512** | .209 | .125 | .220 | .409** | .557** |
| | Sig. (2-tailed) | .006 | | .001 | .184 | .432 | .162 | .007 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1_3 | Pearson Correlation | .678** | .512** | 1 | .453** | .560** | .586** | .224 | .783** |
| | Sig. (2-tailed) | .000 | .001 | | .003 | .000 | .000 | .153 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1_4 | Pearson Correlation | .524** | .209 | .453** | 1 | .809** | .770** | .395** | .805** |
| | Sig. (2-tailed) | .000 | .184 | .003 | | .000 | .000 | .010 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1_5 | Pearson Correlation | .512** | .125 | .560** | .809** | 1 | .838** | .333* | .809** |
| | Sig. (2-tailed) | .001 | .432 | .000 | .000 | | .000 | .031 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1_6 | Pearson Correlation | .518** | .220 | .586** | .770** | .838** | 1 | .301 | .815** |
| | Sig. (2-tailed) | .000 | .162 | .000 | .000 | .000 | | .052 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X1_7 | Pearson Correlation | .301 | .409** | .224 | .395** | .333* | .301 | 1 | .586** |

| | | | | | | | | | |
|-------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|------|
| | Sig. (2-tailed) | .052 | .007 | .153 | .010 | .031 | .052 | | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Gaya Kepemimpinan | Pearson Correlation | .779** | .557** | .783** | .805** | .809** | .815** | .586** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |

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

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

Motivasi

Correlations

| | | X2_1 | X2_2 | X2_3 | X2_4 | X2_5 | X2_6 | X2_7 | Motivasi |
|------|---------------------|--------|---------|---------|--------|--------|--------|--------|----------|
| X2_1 | Pearson Correlation | 1 | .636** | .636** | .573** | .678** | .509** | .559** | .772** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .001 | .000 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2_2 | Pearson Correlation | .636** | 1 | 1.000** | .736** | .741** | .663** | .649** | .915** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2_3 | Pearson Correlation | .636** | 1.000** | 1 | .736** | .741** | .663** | .649** | .915** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2_4 | Pearson Correlation | .573** | .736** | .736** | 1 | .657** | .768** | .627** | .864** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 | .000 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2_5 | Pearson Correlation | .678** | .741** | .741** | .657** | 1 | .632** | .671** | .862** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 | .000 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2_6 | Pearson Correlation | .509** | .663** | .663** | .768** | .632** | 1 | .546** | .806** |
| | Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | | .000 | .000 |

| | | | | | | | | | |
|----------|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| X2_7 | Pearson | .559** | .649** | .649** | .627** | .671** | .546** | 1 | .793** |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Motivasi | Pearson | .772** | .915** | .915** | .864** | .862** | .806** | .793** | 1 |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |

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

Kinerja Karyawan

Correlations

| | | Y_1 | Y_2 | Y_3 | Y_4 | Y_5 | Y_6 | Y_7 | Kinerja Karyawan |
|-----|-----------------|--------|--------|--------|--------|--------|--------|-------|------------------|
| Y_1 | Pearson | 1 | .487** | .650** | .355* | .405** | .487** | .317* | .735** |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | | .001 | .000 | .021 | .008 | .001 | .041 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y_2 | Pearson | .487** | 1 | .777** | .248 | .260 | .304 | .389* | .682** |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | .001 | | .000 | .113 | .097 | .050 | .011 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y_3 | Pearson | .650** | .777** | 1 | .397** | .333* | .464** | .264 | .757** |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | .000 | .000 | | .009 | .031 | .002 | .091 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y_4 | Pearson | .355* | .248 | .397** | 1 | .793** | .704** | .365* | .747** |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | .021 | .113 | .009 | | .000 | .000 | .017 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y_5 | Pearson | .405** | .260 | .333* | .793** | 1 | .805** | .341* | .761** |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | .008 | .097 | .031 | .000 | | .000 | .027 | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y_6 | Pearson | .487** | .304 | .464** | .704** | .805** | 1 | .374* | .801** |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | .001 | .050 | .002 | .000 | .000 | | .015 | .000 |

| | | | | | | | | | |
|---------------------|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Y_7 | Pearson | .317* | .389* | .264 | .365* | .341* | .374* | 1 | .617** |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | .041 | .011 | .091 | .017 | .027 | .015 | | .000 |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |
| Kinerja Karyawan | Pearson | .735** | .682** | .757** | .747** | .761** | .801** | .617** | 1 |
| | Correlation | | | | | | | | |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 |

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

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

Lampiran Uji Reliabilitas

Gaya Kepemimpinan

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 42 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 42 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .855 | .857 | 7 |

Inter-Item Covariance Matrix

| | X1_1 | X1_2 | X1_3 | X1_4 | X1_5 | X1_6 | X1_7 |
|------|------|------|------|------|------|------|------|
| X1_1 | .869 | .289 | .551 | .396 | .391 | .362 | .256 |
| X1_2 | .289 | .563 | .334 | .127 | .077 | .124 | .279 |
| X1_3 | .551 | .334 | .760 | .321 | .401 | .383 | .178 |
| X1_4 | .396 | .127 | .321 | .658 | .539 | .469 | .292 |
| X1_5 | .391 | .077 | .401 | .539 | .674 | .516 | .249 |
| X1_6 | .362 | .124 | .383 | .469 | .516 | .563 | .206 |
| X1_7 | .256 | .279 | .178 | .292 | .249 | .206 | .827 |

Motivasi

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 42 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 42 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---------------------|---|------------|
| .934 | .934 | 7 |

Inter-Item Covariance Matrix

| | X2_1 | X2_2 | X2_3 | X2_4 | X2_5 | X2_6 | X2_7 |
|------|------|------|------|------|------|------|------|
| X2_1 | .495 | .321 | .321 | .317 | .338 | .251 | .286 |
| X2_2 | .321 | .514 | .514 | .415 | .376 | .333 | .338 |
| X2_3 | .321 | .514 | .514 | .415 | .376 | .333 | .338 |
| X2_4 | .317 | .415 | .415 | .618 | .366 | .423 | .358 |
| X2_5 | .338 | .376 | .376 | .366 | .502 | .314 | .345 |
| X2_6 | .251 | .333 | .333 | .423 | .314 | .491 | .278 |
| X2_7 | .286 | .338 | .338 | .358 | .345 | .278 | .527 |

Kinerja Karyawan**Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 42 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 42 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|---------------------|---|------------|
| .848 | .853 | 7 |

Inter-Item Covariance Matrix

| | Y_1 | Y_2 | Y_3 | Y_4 | Y_5 | Y_6 | Y_7 |
|-----|------|------|------|------|------|------|------|
| Y_1 | .862 | .382 | .455 | .268 | .293 | .358 | .276 |
| Y_2 | .382 | .715 | .496 | .171 | .171 | .203 | .309 |
| Y_3 | .455 | .496 | .569 | .244 | .195 | .276 | .187 |
| Y_4 | .268 | .171 | .244 | .662 | .502 | .453 | .279 |
| Y_5 | .293 | .171 | .195 | .502 | .605 | .495 | .249 |
| Y_6 | .358 | .203 | .276 | .453 | .495 | .625 | .278 |
| Y_7 | .276 | .309 | .187 | .279 | .249 | .278 | .881 |

Lampiran Uji Linier Berganda

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Motivasi, Gaya Kepemimpinan ^b | . | Enter |

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .676 ^a | .457 | .430 | 3.204 |

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

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 337.578 | 2 | 168.789 | 16.443 | .000 ^b |
| | Residual | 400.327 | 39 | 10.265 | | |
| | Total | 737.905 | 41 | | | |

a. Dependent Variable: Kinerja Karyawan

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

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.918 | 3.472 | | 1.705 | .096 |
| | Gaya Kepemimpinan | .422 | .151 | .427 | 2.792 | .008 |
| | Motivasi | .316 | .151 | .320 | 2.093 | .043 |

a. Dependent Variable: Kinerja Karyawan

Lampiran Dokumentasi







POULTRY BREEDING DIVISION

PT JAPFA COMFEED INDONESIA Tbk
 Jl. Ir. Sutami Km. 9, Campang Jaya Kec. Sukabumi - Bandar Lampung 35122
 Tel. : 0721 - 351227 (Hunting) Fax. : 0721 - 351228

Bandar.Lampung, 20 Januari 2023

Nomor : 111/JCI-PBD/HRD/1/2023
 Perihal : Surat Jawaban Izin Penelitian

Kepada Yth,
 Bapak Dekan fakultas ekonomi dan bisnis
 Di -Insitut Informatika dan Bisnis Darmajaya
 Bandar Lampung


Dengan Hormat,

Menyikapi surat bapak Nomor.015/DMJ/DFEB/BAAK/I-23 tanggal 09 January 2023,
 Perihal penelitian mahasiswa/i.

Nama : Lidiya Ikhwani Citra Pertiwi
 NPM : 1912110262
 Jurusan : S1 Manajemen
 Jenjang : Strata Satu (S1)

Pada prinsipnya kami *tidak keberatan dan mempersilahkan* mahasiswi diatas untuk melakukan penelitian di PT. Japfa Comfeed Indonesia tbk, poultry breeding division cabang Lampung.
 Demikian surat balasan / jawaban dari kami, atas perhatiannya kami ucapkan terima kasih.

Hormat kami,


JAPFA
 PT JAPFA COMFEED INDONESIA Tbk
Mardika Yulianto S.H
 HEAD - HR&GA AREA 3 (SUMATERA 1)

