

## Lampiran I

Bandar Lampung, Januari 2024

### Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :  
Bapak/ Ibu  
Di Tempat

Dengan ini saya :

Nama : Agus Tri Hardiyanto  
NPM : 2012110068  
Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan PT. Agrodana Futures Bandar Lampung, Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH KEPEMIMPINAN, DISIPLIN KERJA DAN KOMUNIKASI TERHADAP PRODUKTIVITAS KERJA KARYAWAN PT. AGRODANA FUTURES BANDAR LAMPUNG”**, Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Agus Tri Hardiyanto  
NPM. 2012110068

## PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

### **PENGARUH KEPEMIMPINAN, DISIPLIN KERJA DAN KOMUNIKASI TERHADAP PRODUKTIVITAS KERJA KARYAWAN PT. AGRODANA FUTURES BANDAR LAMPUNG**

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

**SS = Sangat Setuju      S = Setuju      CS = Cukup Setuju**

**TS = Tidak Setuju      STS = Sangat Tidak Setuju**

No. Res :

#### IDENTITAS RESPONDEN

1. Nama Responden : ..... (boleh tidak diisi)

2. Jenis Kelamin :  Laki – Laki       Perempuan

3. Usia :  7 – 22 tahun       29 – 34 tahun  
 23 – 28 tahun       > 35 tahun

4. Lama Kerja :  < 1 Tahun       1-2 Tahun  
 3-4 Tahun       4-5 Tahun  
 > 5 Tahun

5. Domisili (Kecamatan):.....





### 3. Komunikasi

No	Pernyataan	Sangat Tidak Setuju	Jawaban							Sangat Setuju	
			1	2	3	4	5	6	7		
			F	F	F	F	F	F	F		
1	Informasi yang disampaikan karyawan dapat direspon cepat oleh pimpinan	Sangat Tidak Setuju									Sangat Setuju
2	Karyawan selalu menginformasikan pekerjaan yang sedang dilakukan	Sangat Tidak Setuju									Sangat Setuju
3	Tugas yang diberikan pimpinan dapat diterima dengan jelas dan mudah dipahami	Sangat Tidak Setuju									Sangat Setuju
4	Hubungan antara pimpinan dengan karyawan selalau terbuka	Sangat Tidak Setuju									Sangat Setuju
5	Adanya saling terbuka antara sesama rekan kerja mengenai pekerjaan	Sangat Tidak Setuju									Sangat Setuju
6	Informasi yang disampaikan rekan kerja dapat ditanggapi dengan baik	Sangat Tidak Setuju									Sangat Setuju

#### 4. Produktivitas Kerja

No	Pernyataan	Sangat Tidak Setuju	Jawaban							Sangat Setuju	
			1	2	3	4	5	6	7		
			F	F	F	F	F	F	F		
1	Selalu memenuhi target yang telah ditentukan perusahaan	Sangat Tidak Setuju									Sangat Setuju
2	Melaksanakan pekerjaan secara maksimal demi tercapainya target perusahaan	Sangat Tidak Setuju									Sangat Setuju
3	Paham dan mengerti mengenai pekerjaan yang ada	Sangat Tidak Setuju									Sangat Setuju
4	Memilik keterampilan dalam melaksanakan tugas kerja	Sangat Tidak Setuju									Sangat Setuju
5	Berusaha menyelesaikan pekerjaan sebelum waktu yang ditentukan perusahaan	Sangat Tidak Setuju									Sangat Setuju
6	Menggunakan waktu kerja dengan baik untk menyelesaikan pekerjaan	Sangat Tidak Setuju									Sangat Setuju

## Lampiran II (Hasil Jawaban Responden)

No	KE1	KE2	KE3	KE4	KE5	KE6	Kepemimpinan
1	7	7	6	6	7	7	40
2	7	7	6	7	6	7	40
3	4	6	3	3	3	6	25
4	6	7	7	7	6	7	40
5	7	6	6	7	7	7	40
6	5	3	4	6	3	5	26
7	6	7	7	7	6	7	40
8	3	4	2	1	2	3	15
9	6	7	7	7	7	6	40
10	4	5	3	5	4	7	28
11	4	7	4	6	5	5	31
12	7	5	5	7	6	7	37
13	7	7	6	6	5	4	35
14	7	6	7	5	5	4	34
15	6	4	7	6	7	4	34
16	6	7	4	4	4	5	30
17	6	6	7	7	7	7	40
18	7	7	3	5	7	2	31
19	6	6	4	2	6	2	26
20	3	2	5	2	4	6	22
21	2	2	2	5	2	6	19
22	7	5	6	7	5	7	37
23	5	2	5	6	7	6	31
24	4	5	5	4	5	5	28
25	5	4	3	2	4	5	23
26	4	3	3	3	4	4	21
27	6	6	6	7	6	6	37
28	5	5	7	4	5	3	29
29	2	2	2	1	2	4	13
30	7	6	6	7	7	7	40
31	4	5	5	3	6	4	27
32	3	4	2	2	4	3	18
33	6	6	6	7	6	6	37
34	1	1	1	1	1	1	6
35	3	4	7	5	7	3	29
36	3	3	7	7	3	2	25
37	5	3	3	3	3	3	20
38	5	2	2	2	3	6	20
39	7	3	3	3	6	3	25
40	2	6	2	6	6	3	25
41	3	3	2	7	6	6	27
42	5	6	6	1	1	6	25
43	5	5	7	4	5	4	30
44	4	5	4	4	5	4	26

No	DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK8	DK9	DK10	Disiplin_Kerja
1	4	5	5	4	5	5	4	5	5	5	47
2	7	7	7	7	7	7	7	7	7	7	70
3	7	7	7	7	7	7	7	7	7	7	70
4	6	6	6	7	7	7	7	6	6	7	65
5	7	6	7	7	6	7	7	6	6	6	65
6	5	7	3	5	5	4	2	5	3	6	45
7	7	6	7	6	7	6	7	7	4	6	63
8	2	2	2	6	3	2	1	7	7	6	38
9	6	7	7	6	7	6	7	6	6	7	65
10	6	6	6	4	7	6	3	5	7	5	55
11	5	7	6	5	6	5	6	6	7	3	56
12	7	7	7	7	7	7	7	7	7	7	70
13	7	5	7	6	6	6	6	7	4	5	59
14	5	5	4	6	7	6	6	5	5	4	53
15	5	4	4	7	4	5	6	7	3	3	48
16	7	4	5	2	5	7	5	2	2	6	45
17	6	6	7	7	6	7	7	6	6	7	65
18	4	5	4	7	5	4	5	5	7	2	48
19	6	5	4	7	4	6	1	5	5	1	44
20	4	3	6	1	4	6	1	2	2	3	32
21	4	2	2	4	2	6	1	6	4	2	33
22	7	7	7	7	7	7	7	7	7	7	70
23	5	7	6	3	7	4	6	4	3	3	48
24	5	7	4	6	5	4	4	4	3	7	49
25	4	6	3	6	1	6	1	7	7	6	47
26	3	7	3	2	4	4	3	4	3	5	38
27	7	7	7	7	7	7	7	7	7	7	70
28	2	6	5	3	6	4	6	5	6	3	46
29	4	2	1	4	2	4	2	7	4	3	33
30	6	6	7	7	6	7	4	6	6	7	62
31	7	4	5	5	4	4	4	3	7	5	48
32	4	3	2	3	1	3	3	2	1	5	27
33	7	7	7	7	7	7	7	7	7	7	70
34	1	1	2	1	2	2	5	1	1	1	17
35	7	7	7	7	7	7	3	7	7	7	66
36	7	7	7	7	7	7	7	7	7	7	70
37	7	7	7	7	7	7	7	7	7	7	70
38	7	7	7	7	7	7	7	7	7	7	70
39	7	7	7	7	7	7	7	7	7	7	70
40	6	6	7	7	6	7	7	6	6	7	65
41	3	4	3	4	3	4	5	5	5	4	40
42	3	3	3	7	3	4	4	6	3	4	40
43	4	3	4	4	4	5	5	5	5	5	44
44	5	5	3	7	4	6	5	6	2	7	50



No	KO1	KO2	KO3	KO4	KO5	KO6	Komunikasi
1	7	7	7	7	7	7	42
2	7	7	7	7	7	7	42
3	7	7	7	7	7	7	42
4	7	7	7	7	7	7	42
5	7	7	7	7	7	7	42
6	5	6	6	6	6	6	35
7	7	7	7	7	7	7	42
8	7	7	7	7	7	7	42
9	7	7	7	7	7	7	42
10	5	5	7	5	6	7	35
11	5	6	5	3	5	7	31
12	7	7	7	7	7	7	42
13	4	2	2	6	5	5	24
14	3	5	5	6	5	3	27
15	5	6	5	7	4	7	34
16	4	2	2	2	5	4	19
17	7	7	7	7	7	7	42
18	6	3	3	5	4	4	25
19	7	1	1	5	6	3	23
20	2	1	1	2	6	3	15
21	6	4	4	7	2	2	25
22	7	7	7	7	7	7	42
23	5	6	6	3	3	4	27
24	2	6	6	1	6	2	23
25	5	5	2	1	5	5	23
26	1	6	2	1	6	1	17
27	7	7	7	7	7	7	42
28	6	5	5	4	6	5	31
29	7	2	6	2	2	1	20
30	5	5	5	6	6	5	32
31	4	1	6	3	3	6	23
32	6	4	1	6	3	6	26
33	7	7	7	7	7	7	42
34	6	5	4	6	5	4	30
35	6	6	6	6	1	3	28
36	4	6	6	4	6	4	30
37	7	2	6	6	2	7	30
38	4	6	7	4	6	3	30
39	7	3	7	3	7	3	30
40	7	3	7	3	3	7	30
41	7	3	7	3	3	7	30
42	7	7	3	3	7	3	30
43	4	6	3	7	3	7	30
44	1	7	2	1	2	5	18

No	PK1	PK2	PK3	PK4	PK5	PK6	Produktivitas_Kerja
1	6	5	6	6	6	6	35
2	7	7	7	7	7	7	42
3	7	7	7	7	7	7	42

4	7	7	7	7	7	7	42
5	7	7	7	7	7	7	42
6	7	7	7	7	7	7	42
7	7	7	7	7	7	7	42
8	6	7	4	2	5	6	30
9	7	7	7	7	7	7	42
10	6	6	4	3	4	4	27
11	6	7	5	3	5	7	33
12	7	7	7	7	7	7	42
13	7	7	7	7	5	6	39
14	7	5	4	7	3	3	29
15	4	4	5	7	4	5	29
16	2	4	5	7	5	4	27
17	7	7	7	7	7	7	42
18	7	6	7	7	7	4	38
19	4	6	7	4	6	7	34
20	2	2	6	1	2	6	19
21	4	4	3	2	2	6	21
22	7	7	7	7	7	7	42
23	6	6	6	6	4	4	32
24	2	3	6	6	6	5	28
25	7	7	3	3	4	5	29
26	6	7	6	6	1	1	27
27	7	7	7	7	7	7	42
28	5	1	6	6	6	6	30
29	7	5	1	1	2	5	21
30	5	5	5	5	5	5	30
31	7	3	7	6	7	7	37
32	1	2	3	2	1	3	12
33	7	7	7	7	7	7	42
34	1	1	1	2	1	2	8
35	2	6	2	6	6	4	26
36	7	7	6	3	3	4	30
37	6	4	4	7	2	7	30
38	2	7	6	7	6	2	30
39	6	7	6	7	2	2	30
40	2	2	6	6	7	7	30
41	4	2	3	7	4	3	23
42	2	2	3	6	5	7	25
43	6	5	6	4	5	4	30
44	3	5	3	5	2	2	20

### Lampiran III (Hasil Uji Deskriptif)

#### Jenis\_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	34	77.3	77.3	77.3
Valid Perempuan	10	22.7	22.7	100.0
Total	44	100.0	100.0	

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 35 tahun	8	18.2	18.2	18.2
Valid 17 – 22 tahun	13	29.5	29.5	47.7
Valid 23 – 28 tahun	14	31.8	31.8	79.5
Valid 29 – 34 tahun	9	20.5	20.5	100.0
Total	44	100.0	100.0	

#### Lama\_Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 1 Tahun	4	9.1	9.1	9.1
Valid > 5 Tahun	8	18.2	18.2	27.3
Valid 1-2 Tahun	9	20.5	20.5	47.7
Valid 3-4 Tahun	8	18.2	18.2	65.9
Valid 4-5 Tahun	15	34.1	34.1	100.0
Total	44	100.0	100.0	

#### Domisili

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kedamaian	4	9.1	9.1	9.1
Valid Kedaton	4	9.1	9.1	18.2
Valid Kemiling	5	11.4	11.4	29.5
Valid Labuhan Ratu	2	4.5	4.5	34.1
Valid Langkapura	3	6.8	6.8	40.9
Valid Panjang	2	4.5	4.5	45.5
Valid Rajabasa	3	6.8	6.8	52.3
Valid Sukabumi	2	4.5	4.5	56.8
Valid Sukarame	2	4.5	4.5	61.4
Valid Tanjung Karang Barat	4	9.1	9.1	70.5
Valid Tanjung Karang Timur	5	11.4	11.4	81.8
Valid Teluk Betung Utara	4	9.1	9.1	90.9
Valid Way Halim	4	9.1	9.1	100.0
Total	44	100.0	100.0	

**KE1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.3	2.3	2.3
2	3	6.8	6.8	9.1
3	6	13.6	13.6	22.7
4	7	15.9	15.9	38.6
5	8	18.2	18.2	56.8
6	9	20.5	20.5	77.3
7	10	22.7	22.7	100.0
Total	44	100.0	100.0	

**KE2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.3	2.3	2.3
2	5	11.4	11.4	13.6
3	6	13.6	13.6	27.3
4	5	11.4	11.4	38.6
5	8	18.2	18.2	56.8
6	10	22.7	22.7	79.5
7	9	20.5	20.5	100.0
Total	44	100.0	100.0	

**KE3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.3	2.3	2.3
2	7	15.9	15.9	18.2
3	7	15.9	15.9	34.1
4	5	11.4	11.4	45.5
5	5	11.4	11.4	56.8
6	9	20.5	20.5	77.3
7	10	22.7	22.7	100.0
Total	44	100.0	100.0	

**KE4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	9.1	9.1	9.1
2	5	11.4	11.4	20.5
3	5	11.4	11.4	31.8
4	5	11.4	11.4	43.2
5	5	11.4	11.4	54.5
6	7	15.9	15.9	70.5
7	13	29.5	29.5	100.0
Total	44	100.0	100.0	

**KE5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4.5	4.5	4.5
2	3	6.8	6.8	11.4
3	5	11.4	11.4	22.7
4	6	13.6	13.6	36.4
Valid 5	8	18.2	18.2	54.5
6	11	25.0	25.0	79.5
7	9	20.5	20.5	100.0
Total	44	100.0	100.0	

**KE6**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.3	2.3	2.3
2	3	6.8	6.8	9.1
3	7	15.9	15.9	25.0
Valid 4	8	18.2	18.2	43.2
5	5	11.4	11.4	54.5
6	10	22.7	22.7	77.3
7	10	22.7	22.7	100.0
Total	44	100.0	100.0	

**DK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.3	2.3	2.3
2	2	4.5	4.5	6.8
3	3	6.8	6.8	13.6
Valid 4	8	18.2	18.2	31.8
5	7	15.9	15.9	47.7
6	7	15.9	15.9	63.6
7	16	36.4	36.4	100.0
Total	44	100.0	100.0	

**DK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.3	2.3	2.3
2	3	6.8	6.8	9.1
3	4	9.1	9.1	18.2
Valid 4	4	9.1	9.1	27.3
5	6	13.6	13.6	40.9
6	9	20.5	20.5	61.4
7	17	38.6	38.6	100.0
Total	44	100.0	100.0	

**DK3**

	Frequency	Percent	Valid Percent	Cumulative Percent

	1	1	2.3	2.3	2.3
	2	4	9.1	9.1	11.4
	3	6	13.6	13.6	25.0
Valid	4	6	13.6	13.6	38.6
	5	4	9.1	9.1	47.7
	6	5	11.4	11.4	59.1
	7	18	40.9	40.9	100.0
	Total	44	100.0	100.0	

**DK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4.5	4.5	4.5
2	2	4.5	4.5	9.1
3	3	6.8	6.8	15.9
Valid	4	6	13.6	29.5
	5	3	6.8	36.4
	6	7	15.9	52.3
	7	21	47.7	100.0
Total	44	100.0	100.0	

**DK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	4.5	4.5	4.5
2	3	6.8	6.8	11.4
3	3	6.8	6.8	18.2
Valid	4	7	15.9	34.1
	5	5	11.4	45.5
	6	7	15.9	61.4
	7	17	38.6	100.0
Total	44	100.0	100.0	

**DK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.5	4.5	4.5
3	1	2.3	2.3	6.8
4	10	22.7	22.7	29.5
Valid	5	4	9.1	38.6
	6	10	22.7	61.4
	7	17	38.6	100.0
Total	44	100.0	100.0	

**DK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	11.4	11.4	11.4
2	2	4.5	4.5	15.9
3	4	9.1	9.1	25.0
4	5	11.4	11.4	36.4
5	6	13.6	13.6	50.0
6	6	13.6	13.6	63.6
7	16	36.4	36.4	100.0
Total	44	100.0	100.0	

**DK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.3	2.3	2.3
2	3	6.8	6.8	9.1
3	1	2.3	2.3	11.4
4	3	6.8	6.8	18.2
5	9	20.5	20.5	38.6
6	10	22.7	22.7	61.4
7	17	38.6	38.6	100.0
Total	44	100.0	100.0	

**DK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.5	4.5	4.5
2	3	6.8	6.8	11.4
3	6	13.6	13.6	25.0
4	4	9.1	9.1	34.1
5	5	11.4	11.4	45.5
6	7	15.9	15.9	61.4
7	17	38.6	38.6	100.0
Total	44	100.0	100.0	

**DK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.5	4.5	4.5
2	2	4.5	4.5	9.1
3	6	13.6	13.6	22.7
4	3	6.8	6.8	29.5
5	7	15.9	15.9	45.5
6	6	13.6	13.6	59.1
7	18	40.9	40.9	100.0
Total	44	100.0	100.0	

**KO1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.5	4.5	4.5
2	2	4.5	4.5	9.1
3	1	2.3	2.3	11.4
4	6	13.6	13.6	25.0
5	7	15.9	15.9	40.9
6	6	13.6	13.6	54.5
7	20	45.5	45.5	100.0
Total	44	100.0	100.0	

**KO2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
2	4	9.1	9.1	15.9
3	4	9.1	9.1	25.0
4	2	4.5	4.5	29.5
5	6	13.6	13.6	43.2
6	10	22.7	22.7	65.9
7	15	34.1	34.1	100.0
Total	44	100.0	100.0	

**KO3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
2	5	11.4	11.4	18.2
3	3	6.8	6.8	25.0
4	2	4.5	4.5	29.5
5	5	11.4	11.4	40.9
6	8	18.2	18.2	59.1
7	18	40.9	40.9	100.0
Total	44	100.0	100.0	

**KO4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	9.1	9.1	9.1
2	3	6.8	6.8	15.9
3	7	15.9	15.9	31.8
4	3	6.8	6.8	38.6
5	3	6.8	6.8	45.5
6	8	18.2	18.2	63.6
7	16	36.4	36.4	100.0
Total	44	100.0	100.0	



**KO5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.3	2.3	2.3
2	4	9.1	9.1	11.4
3	6	13.6	13.6	25.0
4	2	4.5	4.5	29.5
5	6	13.6	13.6	43.2
6	10	22.7	22.7	65.9
7	15	34.1	34.1	100.0
Total	44	100.0	100.0	

**KO6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.5	4.5	4.5
2	2	4.5	4.5	9.1
3	7	15.9	15.9	25.0
4	5	11.4	11.4	36.4
5	5	11.4	11.4	47.7
6	3	6.8	6.8	54.5
7	20	45.5	45.5	100.0
Total	44	100.0	100.0	

**PK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.5	4.5	4.5
2	7	15.9	15.9	20.5
3	1	2.3	2.3	22.7
4	4	9.1	9.1	31.8
5	2	4.5	4.5	36.4
6	9	20.5	20.5	56.8
7	19	43.2	43.2	100.0
Total	44	100.0	100.0	

**PK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.5	4.5	4.5
2	5	11.4	11.4	15.9
3	2	4.5	4.5	20.5
4	4	9.1	9.1	29.5
5	6	13.6	13.6	43.2
6	5	11.4	11.4	54.5
7	20	45.5	45.5	100.0
Total	44	100.0	100.0	

**PK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.5	4.5	4.5
2	1	2.3	2.3	6.8
3	6	13.6	13.6	20.5
4	4	9.1	9.1	29.5
5	4	9.1	9.1	38.6
6	11	25.0	25.0	63.6
7	16	36.4	36.4	100.0
Total	44	100.0	100.0	

**PK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	4.5	4.5	4.5
2	4	9.1	9.1	13.6
3	4	9.1	9.1	22.7
4	2	4.5	4.5	27.3
5	2	4.5	4.5	31.8
6	9	20.5	20.5	52.3
7	21	47.7	47.7	100.0
Total	44	100.0	100.0	

**PK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	6.8	6.8	6.8
2	6	13.6	13.6	20.5
3	2	4.5	4.5	25.0
4	5	11.4	11.4	36.4
5	7	15.9	15.9	52.3
6	6	13.6	13.6	65.9
7	15	34.1	34.1	100.0
Total	44	100.0	100.0	

**PK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2.3	2.3	2.3
2	4	9.1	9.1	11.4
3	3	6.8	6.8	18.2
4	7	15.9	15.9	34.1
5	5	11.4	11.4	45.5
6	6	13.6	13.6	59.1
7	18	40.9	40.9	100.0
Total	44	100.0	100.0	

**Lampiran IV (Hasil Uji Validitas)**

**Correlations**

		KE1	KE2	KE3	KE4	KE5	KE6	Kepemimpinan
KE1	Pearson Correlation	1	.610**	.564**	.473**	.580**	.403**	.790**
	Sig. (2-tailed)		.000	.000	.001	.000	.007	.000
	N	44	44	44	44	44	44	44
KE2	Pearson Correlation	.610**	1	.506**	.462**	.505**	.313*	.743**
	Sig. (2-tailed)	.000		.000	.002	.000	.039	.000
	N	44	44	44	44	44	44	44
KE3	Pearson Correlation	.564**	.506**	1	.568**	.528**	.327*	.776**
	Sig. (2-tailed)	.000	.000		.000	.000	.030	.000
	N	44	44	44	44	44	44	44
KE4	Pearson Correlation	.473**	.462**	.568**	1	.664**	.504**	.824**
	Sig. (2-tailed)	.001	.002	.000		.000	.000	.000
	N	44	44	44	44	44	44	44
KE5	Pearson Correlation	.580**	.505**	.528**	.664**	1	.266	.782**
	Sig. (2-tailed)	.000	.000	.000	.000		.081	.000
	N	44	44	44	44	44	44	44
KE6	Pearson Correlation	.403**	.313*	.327*	.504**	.266	1	.616**
	Sig. (2-tailed)	.007	.039	.030	.000	.081		.000
	N	44	44	44	44	44	44	44
Kepemimpinan	Pearson Correlation	.790**	.743**	.776**	.824**	.782**	.616**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44	44

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

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

**Correlations**

		DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK8	DK9	DK10	Disiplin Kerja
DK1	Pearson Correlation	1	.633**	.789**	.589**	.710**	.818**	.520**	.440**	.463**	.621**	.836**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.003	.002	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
DK2	Pearson Correlation	.633**	1	.720**	.491**	.783**	.574**	.527**	.445**	.526**	.605**	.808**
	Sig. (2-tailed)	.000		.000	.001	.000	.000	.000	.002	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
DK3	Pearson Correlation	.789**	.720**	1	.462**	.878**	.768**	.690**	.396**	.564**	.569**	.878**
	Sig. (2-tailed)	.000	.000		.002	.000	.000	.000	.008	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
DK4	Pearson Correlation	.589**	.491**	.462**	1	.466**	.546**	.429**	.788**	.611**	.538**	.754**
	Sig. (2-tailed)	.000	.001	.002		.001	.000	.004	.000	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
DK5	Pearson Correlation	.710**	.783**	.878**	.466**	1	.650**	.720**	.419**	.541**	.523**	.862**
	Sig. (2-tailed)	.000	.000	.000	.001		.000	.000	.005	.000	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
DK6	Pearson Correlation	.818**	.574**	.768**	.546**	.650**	1	.476**	.510**	.481**	.580**	.808**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.001	.000	.001	.000	.000
	N	44	44	44	44	44	44	44	44	44	44	44
DK7	Pearson Correlation	.520**	.527**	.690**	.429**	.720**	.476**	1	.340*	.346*	.445**	.717**
	Sig. (2-tailed)	.000	.000	.000	.004	.000	.001		.024	.022	.002	.000
	N	44	44	44	44	44	44	44	44	44	44	44
DK8	Pearson Correlation	.440**	.445**	.396**	.788**	.419**	.510**	.340*	1	.649**	.462**	.690**
	Sig. (2-tailed)	.003	.002	.008	.000	.005	.000	.024		.000	.002	.000
	N	44	44	44	44	44	44	44	44	44	44	44
DK9	Pearson Correlation	.463**	.526**	.564**	.611**	.541**	.481**	.346*	.649**	1	.421**	.719**
	Sig. (2-tailed)	.002	.000	.000	.000	.000	.001	.022	.000		.004	.000
	N	44	44	44	44	44	44	44	44	44	44	44
DK10	Pearson Correlation	.621**	.605**	.569**	.538**	.523**	.580**	.445**	.462**	.421**	1	.737**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.002	.002	.004		.000
	N	44	44	44	44	44	44	44	44	44	44	44
Disiplin Kerja	Pearson Correlation	.836**	.808**	.878**	.754**	.862**	.808**	.717**	.690**	.719**	.737**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44	44	44	44	44	44

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

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

**Correlations**

		KO1	KO2	KO3	KO4	KO5	KO6	Komunikasi
KO1	Pearson Correlation	1	.144	.517**	.574**	.227	.465**	.683**
	Sig. (2-tailed)		.351	.000	.000	.139	.001	.000
	N	44	44	44	44	44	44	44
KO2	Pearson Correlation	.144	1	.448**	.402**	.466**	.368*	.677**
	Sig. (2-tailed)	.351		.002	.007	.001	.014	.000
	N	44	44	44	44	44	44	44
KO3	Pearson Correlation	.517**	.448**	1	.403**	.304*	.459**	.747**
	Sig. (2-tailed)	.000	.002		.007	.045	.002	.000
	N	44	44	44	44	44	44	44
KO4	Pearson Correlation	.574**	.402**	.403**	1	.288	.569**	.774**
	Sig. (2-tailed)	.000	.007	.007		.058	.000	.000
	N	44	44	44	44	44	44	44
KO5	Pearson Correlation	.227	.466**	.304*	.288	1	.251	.592**
	Sig. (2-tailed)	.139	.001	.045	.058		.101	.000
	N	44	44	44	44	44	44	44
KO6	Pearson Correlation	.465**	.368*	.459**	.569**	.251	1	.740**
	Sig. (2-tailed)	.001	.014	.002	.000	.101		.000
	N	44	44	44	44	44	44	44
Komunikasi	Pearson Correlation	.683**	.677**	.747**	.774**	.592**	.740**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44	44

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

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

**Correlations**

		PK1	PK2	PK3	PK4	PK5	PK6	Produktivitas_Kerja
PK1	Pearson Correlation	1	.690**	.492**	.290	.360*	.388**	.740**
	Sig. (2-tailed)		.000	.001	.056	.016	.009	.000
	N	44	44	44	44	44	44	44
PK2	Pearson Correlation	.690**	1	.463**	.285	.365*	.171	.684**
	Sig. (2-tailed)	.000		.002	.060	.015	.266	.000
	N	44	44	44	44	44	44	44
PK3	Pearson Correlation	.492**	.463**	1	.572**	.678**	.468**	.829**
	Sig. (2-tailed)	.001	.002		.000	.000	.001	.000
	N	44	44	44	44	44	44	44
PK4	Pearson Correlation	.290	.285	.572**	1	.586**	.190	.667**
	Sig. (2-tailed)	.056	.060	.000		.000	.216	.000
	N	44	44	44	44	44	44	44
PK5	Pearson Correlation	.360*	.365*	.678**	.586**	1	.660**	.828**
	Sig. (2-tailed)	.016	.015	.000	.000		.000	.000
	N	44	44	44	44	44	44	44
PK6	Pearson Correlation	.388**	.171	.468**	.190	.660**	1	.646**
	Sig. (2-tailed)	.009	.266	.001	.216	.000		.000
	N	44	44	44	44	44	44	44
Produktivitas Kerja	Pearson Correlation	.740**	.684**	.829**	.667**	.828**	.646**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	44	44	44	44	44	44	44

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

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

## Lampiran V (Hasil Uji Reliabilitas)

### Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.850	6

### Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.927	10

### Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.796	6

### Case Processing Summary

		N	%
Cases	Valid	44	100.0
	Excluded <sup>a</sup>	0	.0
	Total	44	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.826	6

## Lampiran VI (Hasil Uji Normalitas)

**One-Sample Kolmogorov-Smirnov Test**

		Kepemimpinan	Disiplin_Kerja	Komunikasi	Produktivitas Kerja
N		44	44	44	44
Normal Parameters <sup>a,b</sup>	Mean	28.91	53.32	31.30	31.66
	Std. Deviation	8.288	14.094	8.282	8.586
Most Extreme Differences	Absolute	.108	.160	.197	.159
	Positive	.090	.118	.130	.145
	Negative	-.108	-.160	-.197	-.159
Kolmogorov-Smirnov Z		.718	1.062	1.309	1.051
Asymp. Sig. (2-tailed)		.681	.210	.065	.219

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran VII (Hasil Uji Linearitas)

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Kepemimpinan	(Combined)		2483.145	19	130.692	4.567	.000
	Between Groups	Linearity	1804.488	1	1804.488	63.063	.000
		Deviation from Linearity	678.657	18	37.703	1.318	.260
	Within Groups		686.742	24	28.614		
	Total		3169.886	43			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Disiplin_Kerja	(Combined)		2510.086	21	119.528	3.985	.001
	Between Groups	Linearity	1672.611	1	1672.611	55.771	.000
		Deviation from Linearity	837.475	20	41.874	1.396	.223
	Within Groups		659.800	22	29.991		
	Total		3169.886	43			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Komunikasi	(Combined)		2255.100	16	140.944	4.160	.001
	Between Groups	Linearity	1373.233	1	1373.233	40.531	.000
		Deviation from Linearity	881.867	15	58.791	1.735	.103
	Within Groups		914.786	27	33.881		
	Total		3169.886	43			



### Lampiran VIII (Hasil Uji Multikolinearitas)

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.528	3.250		.163	.872	
	Kepemimpinan	.427	.118	.412	3.627	.001	.553
	Disiplin_Kerja	.203	.070	.334	2.921	.006	.547
	Komunikasi	.254	.111	.245	2.288	.028	.621

a. Dependent Variable: Produktivitas\_Kerja

### Lampiran IX (Hasil Regresi Berganda)

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

Model	Variables Entered	Variables Removed	Method
1	Komunikasi, Kepemimpinan, Disiplin_Kerja <sup>b</sup>		Enter

a. Dependent Variable: Produktivitas\_Kerja

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.845 <sup>a</sup>	.715	.693	4.756

a. Predictors: (Constant), Komunikasi, Kepemimpinan, Disiplin\_Kerja

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	.528	3.250		.163	.872
	Kepemimpinan	.427	.118	.412	3.627	.001
	Disiplin_Kerja	.203	.070	.334	2.921	.006
	Komunikasi	.254	.111	.245	2.288	.028

a. Dependent Variable: Produktivitas\_Kerja

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2265.134	3	755.045	33.381	.000 <sup>b</sup>
	Residual	904.753	40	22.619		
	Total	3169.886	43			

a. Dependent Variable: Produktivitas\_Kerja

b. Predictors: (Constant), Komunikasi, Kepemimpinan, Disiplin\_Kerja