

Lampiran II

Hasil Jawaban Kuesioner

A. Variabel Gaya Kepemimpinan Transformatif (X1)

No	Gaya Kepemimpinan Transformatif				Total
	1	2	3	4	
1	4	4	4	5	17
2	4	4	5	4	17
3	4	4	4	4	16
4	4	4	4	4	16
5	4	4	4	4	16
6	3	4	4	3	14
7	4	4	4	3	15
8	4	4	4	4	16
9	4	4	4	4	16
10	3	3	4	4	14
11	4	4	4	4	16
12	4	4	4	4	16
13	3	3	3	3	12
14	3	4	3	4	14
15	4	4	5	5	18
16	4	4	5	5	18
17	4	3	5	5	17
18	5	5	5	5	20
19	3	4	5	4	16
20	3	3	4	4	14
21	3	4	5	5	17
22	4	3	4	5	16
23	4	3	5	5	17
24	4	5	5	5	19
25	3	4	4	4	15
26	3	3	5	4	15
27	4	4	5	4	17
28	3	3	4	4	14
29	3	4	3	4	14
30	4	4	5	5	18
31	4	4	4	4	16
32	3	3	4	4	14
33	2	2	4	4	12
34	4	4	4	5	17
35	4	4	5	4	17
36	4	4	3	3	14
37	5	5	5	4	19
38	4	5	5	5	19
TOTAL					608

B. Variabel Motivasi Kerja (X2)

No	Motivasi Kerja						Total
	1	2	3	4	5	6	
1	4	5	4	5	5	4	27
2	5	4	4	4	5	4	26
3	4	4	4	5	4	4	25
4	4	4	4	4	4	3	23
5	4	4	4	4	4	3	23
6	4	3	4	4	4	3	22
7	4	3	4	4	4	3	22
8	4	4	3	3	4	3	21
9	4	4	3	3	4	3	21
10	4	4	4	4	4	3	23
11	4	4	2	4	4	3	21
12	4	4	3	3	4	3	21
13	3	3	4	4	4	4	22
14	3	4	4	4	4	4	23
15	5	5	5	5	5	4	29
16	5	5	4	5	5	4	28
17	5	5	4	5	5	4	28
18	5	5	4	5	5	4	28
19	5	4	3	5	5	3	25
20	4	4	4	5	5	3	25
21	5	5	4	4	5	3	26
22	4	5	3	4	5	3	24
23	5	5	3	5	5	3	26
24	5	5	4	5	4	4	27
25	4	4	4	4	5	3	24
26	5	4	3	5	5	3	25
27	5	4	4	5	5	4	27
28	4	4	3	4	5	4	24
29	3	4	3	4	3	3	20
30	5	5	5	5	5	4	29
31	4	4	3	3	4	4	22
32	4	4	4	4	4	3	23
33	4	4	2	4	4	2	20
34	4	5	4	5	5	4	27
35	5	4	4	4	5	4	26
36	3	3	3	4	3	3	19
37	5	4	5	5	4	5	28
38	4	4	5	5	4	4	26
Total							926

C. Kinerja Karyawan (Y)

No	Kinerja Karyawan				Total
	1	2	3	4	
1	4	4	4	5	17
2	4	4	5	4	17
3	4	4	4	4	16
4	4	4	4	4	16
5	3	3	3	3	12
6	3	4	4	3	14
7	4	4	4	3	15
8	4	4	4	4	16
9	4	4	4	4	16
10	3	3	4	4	14
11	4	4	4	4	16
12	4	4	4	4	16
13	3	3	3	3	12
14	3	4	3	4	14
15	4	4	5	5	18
16	4	4	5	5	18
17	4	3	5	5	17
18	5	5	5	5	20
19	4	4	5	4	17
20	4	3	4	4	15
21	4	4	5	5	18
22	4	3	4	5	16
23	4	3	5	5	17
24	4	5	5	5	19
25	3	4	4	4	15
26	3	3	5	4	15
27	4	4	5	4	17
28	3	3	4	4	14
29	3	4	3	4	14
30	4	4	5	5	18
31	4	4	4	4	16
32	3	3	4	4	14
33	4	4	4	4	16
34	4	4	4	5	17
35	4	4	5	4	17
36	4	4	3	3	14
37	5	5	5	4	19
38	4	5	5	5	19
TOTAL					611

Lampiran III Hasil Uji Karakteristik Jawaban Responden

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-30 Tahun	8	21.1	21.1	21.1
Valid 31-40 Tahun	21	55.3	55.3	76.3
Valid 41 Tahun +	9	23.7	23.7	100.0
Total	38	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	32	84.2	84.2	84.2
Valid Perempuan	6	15.8	15.8	100.0
Total	38	100.0	100.0	

Pendidikan Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	13	34.2	34.2	34.2
Valid Diploma	11	28.9	28.9	63.2
Valid S1	14	36.8	36.8	100.0
Total	38	100.0	100.0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0-2 Tahun	6	15.8	15.8	15.8
Valid 3-4 Tahun	27	71.1	71.1	86.8
Valid 5 Tahun +	5	13.2	13.2	100.0
Total	38	100.0	100.0	

Lampiran IV

Hasil Uji Frekuensi Jawaban Responden Dari Variabel

A. Variabel Gaya Kepemimpinan Transformatif (X1)

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.6	2.6	2.6
3	12	31.6	31.6	34.2
Valid 4	23	60.5	60.5	94.7
5	2	5.3	5.3	100.0
Total	38	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.6	2.6	2.6
3	9	23.7	23.7	26.3
Valid 4	24	63.2	63.2	89.5
5	4	10.5	10.5	100.0
Total	38	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	10.5	10.5	10.5
Valid 4	19	50.0	50.0	60.5
5	15	39.5	39.5	100.0
Total	38	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	10.5	10.5	10.5
Valid 4	22	57.9	57.9	68.4
5	12	31.6	31.6	100.0
Total	38	100.0	100.0	

B. Variabel Motivasi Kerja (X2)

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	10.5	10.5	10.5
Valid 4	20	52.6	52.6	63.2
5	14	36.8	36.8	100.0
Total	38	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	10.5	10.5	10.5
Valid 4	23	60.5	60.5	71.1
5	11	28.9	28.9	100.0
Total	38	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	5.3	5.3	5.3
3	11	28.9	28.9	34.2
Valid 4	21	55.3	55.3	89.5
5	4	10.5	10.5	100.0
Total	38	100.0	100.0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	10.5	10.5	10.5
Valid 4	18	47.4	47.4	57.9
5	16	42.1	42.1	100.0
Total	38	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	5.3	5.3	5.3
Valid 4	18	47.4	47.4	52.6
5	18	47.4	47.4	100.0
Total	38	100.0	100.0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.6	2.6	2.6
Valid 3	19	50.0	50.0	52.6
4	17	44.7	44.7	97.4
5	1	2.6	2.6	100.0
Total	38	100.0	100.0	

C. Kinerja Karyawan (Y)

Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	10	26.3	26.3	26.3
4	26	68.4	68.4	94.7
5	2	5.3	5.3	100.0
Total	38	100.0	100.0	

Y.2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	10	26.3	26.3	26.3
4	24	63.2	63.2	89.5
5	4	10.5	10.5	100.0
Total	38	100.0	100.0	

Y.3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	13.2	13.2	13.2
4	18	47.4	47.4	60.5
5	15	39.5	39.5	100.0
Total	38	100.0	100.0	

Y.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	13.2	13.2	13.2
4	21	55.3	55.3	68.4
5	12	31.6	31.6	100.0
Total	38	100.0	100.0	

LAMPIRAN V Hasil Uji Validitas

Variabel Gaya Kepemimpinan Transformasioanal (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	TOTAL.X1
X1.1	Pearson Correlation	1	.655**	.365*	.317	.791**
	Sig. (2-tailed)		.000	.024	.052	.000
	N	38	38	38	38	38
X1.2	Pearson Correlation	.655**	1	.255	.165	.708**
	Sig. (2-tailed)	.000		.122	.322	.000
	N	38	38	38	38	38
X1.3	Pearson Correlation	.365*	.255	1	.577**	.750**
	Sig. (2-tailed)	.024	.122		.000	.000
	N	38	38	38	38	38
X1.4	Pearson Correlation	.317	.165	.577**	1	.695**
	Sig. (2-tailed)	.052	.322	.000		.000
	N	38	38	38	38	38
TOTAL.X1	Pearson Correlation	.791**	.708**	.750**	.695**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	38	38	38	38	38

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

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

Hasil Uji Validitas
Variabel Motivasi Kerja (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TOTAL.X2
X2.1	Pearson Correlation	1	.562**	.280	.497**	.686**	.296	.763**
	Sig. (2-tailed)		.000	.088	.002	.000	.071	.000
	N	38	38	38	38	38	38	38
X2.2	Pearson Correlation	.562**	1	.184	.455**	.597**	.271	.697**
	Sig. (2-tailed)	.000		.270	.004	.000	.100	.000
	N	38	38	38	38	38	38	38
X2.3	Pearson Correlation	.280	.184	1	.473**	.224	.625**	.669**
	Sig. (2-tailed)	.088	.270		.003	.176	.000	.000
	N	38	38	38	38	38	38	38
X2.4	Pearson Correlation	.497**	.455**	.473**	1	.474**	.427**	.776**
	Sig. (2-tailed)	.002	.004	.003		.003	.007	.000
	N	38	38	38	38	38	38	38
X2.5	Pearson Correlation	.686**	.597**	.224	.474**	1	.256	.736**
	Sig. (2-tailed)	.000	.000	.176	.003		.121	.000
	N	38	38	38	38	38	38	38
X2.6	Pearson Correlation	.296	.271	.625**	.427**	.256	1	.670**
	Sig. (2-tailed)	.071	.100	.000	.007	.121		.000
	N	38	38	38	38	38	38	38
TOTAL. X2	Pearson Correlation	.763**	.697**	.669**	.776**	.736**	.670**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	38	38	38	38	38	38	38

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

Hasil Uji Validitas
Variabel Kinerja Karyawan (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	TOTAL.Y
Y.1	Pearson Correlation	1	.581**	.531**	.430**	.807**
	Sig. (2-tailed)		.000	.001	.007	.000
	N	38	38	38	38	38
Y.2	Pearson Correlation	.581**	1	.304	.217	.665**
	Sig. (2-tailed)	.000		.063	.191	.000
	N	38	38	38	38	38
Y.3	Pearson Correlation	.531**	.304	1	.615**	.823**
	Sig. (2-tailed)	.001	.063		.000	.000
	N	38	38	38	38	38
Y.4	Pearson Correlation	.430**	.217	.615**	1	.760**
	Sig. (2-tailed)	.007	.191	.000		.000
	N	38	38	38	38	38
TOTAL.Y	Pearson Correlation	.807**	.665**	.823**	.760**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	38	38	38	38	38

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

Lampiran VI
Hasil Uji Realibilitas
Variabel Gaya Kepemimpinan Transformasional (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.717	4

Variabel Motivasi Kerja (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.810	6

Variabel Kinerja Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.758	4

Lampiran VII
Hasil Uji Normalitas

Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
X1	.152	38	.026	.960	38	.191
X2	.117	38	.200*	.959	38	.182
Y	.171	38	.007	.917	38	.008
*. This is a lower bound of the true significance.						
a. Lilliefors Significance Correction						

Lampiran VIII
Hasil Uji Linieritas

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			104.913	7	14.988	17.394	.000
TOTAL.Y *	Between	Linearity	98.223	1	98.223	113.992	.000
	Groups	Deviation from Linearity	6.690	6	1.115	1.294	.290
TOTAL.X1	Within Groups		25.850	30	.862		
Total			130.763	37			

Lampiran IX Hasil Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	1.654	1.465		1.129	.266		
1 TOTAL.X1	.785	.125	.783	6.256	.000	.444	2.253
TOTAL.X2	.076	.085	.112	.898	.375	.444	2.253

a. Dependent Variable: TOTAL.Y

Lampiran X

Hasil Uji Regresi Linear Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.870 ^a	.757	.743	.953	.757	54.445	2	35	.000

a. Predictors: (Constant), TOTAL.X2, TOTAL.X1

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	98.956	2	49.478	54.445	.000 ^b
Residual	31.807	35	.909		
Total	130.763	37			

a. Dependent Variable: TOTAL.Y

b. Predictors: (Constant), TOTAL.X2, TOTAL.X1

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.	
TOTAL.Y	(Combined)	104.913	7	14.988	17.394	.000
* Between Groups	Linearity	98.223	1	98.223	113.992	.000
TOTAL.X1	Deviation from Linearity	6.690	6	1.115	1.294	.290
Within Groups		25.850	30	.862		
Total		130.763	37			

Lampiran XI
Hasil Uji (Parsial)

Variabel Gaya Kepemimpinan Transformasional (X1)

Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
				R Square Change	F Change	df1	df2	Sig. F Change
.867 ^a	.751	.744	.951	.751	108.667	1	36	.000

a. Predictors: (Constant), TOTAL.X1

Variabel Motivasi Kerja (X2)

Hasil Uji (Simultan)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	98.223	1	98.223	108.667	.000 ^b
	Residual	32.540	36	.904		
	Total	130.763	37			

a. Dependent Variable: TOTAL.Y

b. Predictors: (Constant), TOTAL.X1