

## Lampiran I

Bandar Lampung, Januari 2024

### Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Yan Arya Rahmana

NPM : 1812110005

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan CV. jaya bakery, 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 GAYA KEPEMIMPINAN KHARISMATIK DAN PEMBERIAN INSENTIF TERHADAP PRODUKTIVITAS KERJA KARYAWAN CV. JAYA BAKERY”**, 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,

Yan Arya Rahmana

NPM. 1812110005

## PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**PENGARUH GAYA KEPEMIMPINAN KHARISMATIK DAN  
PEMBERIAN INSENTIF TERHADAP PRODUKTIVITAS KERJA  
KARYAWAN CV. JAYA BAKERY**

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 :  17 – 22 tahun       29 – 34 tahun  
 23 – 28 tahun       > 35 tahun

## DAFTAR PERNYATAAN

<i>Gaya Kepemimpinan Karismatik</i>						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
<b>Daya Tarik Inspirasi</b>						
1	Atasan secara konsisten menghasilkan ide-ide baru untuk masa depan					
2	Atasan menunjukkan tujuan yang strategis dan inspiratif					
<b>Keberanian</b>						
3	Atasan mampu menanggung resiko pribadi untuk mencapai tujuan perusahaan					
4	Atasan bersikap tegas dalam mengambil keputusan untuk mencapai tujuan perusahaan					
<b>Keyakinan</b>						
5	Atasan menangkap peluang baru untuk mencapai tujuan perusahaan					
6	Atasan dapat meyakinkan karyawan untuk bekerja secara maksimal					

Sumber: Mirnawati, 2020

<b>Pemberian Insentif</b>						
<b>No</b>	<b>Pernyataan</b>	<b>STS (1)</b>	<b>TS (2)</b>	<b>CS (3)</b>	<b>S (4)</b>	<b>SS (5)</b>
<b>Kinerja</b>						
<b>1</b>	Besarnya pemberian insentif dari perusahaan sesuai dengan hasil kerja					
<b>2</b>	Pemberian insentif dari perusahaan sesuai hasil kerja yang dilakukan					
<b>Lama Kerja</b>						
<b>3</b>	Insentif yang diberikan didasarkan pada masa kerja karyawan					
<b>4</b>	Insentif diberikan sesuai lamanya pegawai menyelesaikan pekerjaan					
<b>Senioritas</b>						
<b>5</b>	Perusahaan memberikan insentif berdasarkan senioritas karyawan					
<b>6</b>	Insentif yang diberikan sesuai dengan loyalitas saya didalam perusahaan					
<b>Kebutuhan</b>						
<b>7</b>	Insentif yang diberikan perusahaan sudah sesuai kebutuhan					
<b>8</b>	Besaran insentif yang diberikan perusahaan sudah sesuai harapan					
<b>Keadilan Dan Kelayakan</b>						
<b>9</b>	Pemberian insentif dari perusahaan selalu tepat waktu					
<b>10</b>	Pemberian insentif yang saya dapatkan sudah cukup layak					
<b>Evaluasi Jabatan</b>						
<b>11</b>	Insentif yang diberikan perusahaan sesuai dengan jabatan					
<b>12</b>	Evaluasi jabatan karyawan mempengaruhi insentif yang diberikan					

Sumber: Firman, 2017

<i>Produktivitas Kerja</i>						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
<b>Kuantitas</b>						
1	Selalu memenuhi target yang telah ditentukan perusahaan					
2	Melaksanakan pekerjaan secara maksimal demi tercapainya target perusahaan					
<b>Kualitas</b>						
3	Paham dan mengerti mengenai pekerjaan yang ada					
4	Memilik keterampilan dalam melaksanakan tugas kerja					
<b>Waktu</b>						
5	Berusaha menyelesaikan pekerjaan sebelum waktu yang ditentukan perusahaan					
6	Menggunakan waktu kerja dengan baik					

Sumber Hensa, 2022

## Lampiran II (Hasil jawaban Responden)

NO	K1	K2	K3	K4	K5	K6	Gaya Kepemimpinan Kharismatik
1	5	5	5	5	4	4	28
2	4	3	3	3	3	4	20
3	4	4	4	3	5	5	25
4	3	5	3	5	3	3	22
5	3	3	3	3	3	5	20
6	5	5	5	5	3	3	26
7	3	3	3	4	3	5	21
8	3	3	3	3	3	3	18
9	5	5	3	5	5	4	27
10	3	3	4	5	5	3	23
11	5	5	3	4	4	4	25
12	3	3	3	5	5	4	23
13	4	4	4	4	4	3	23
14	3	3	3	3	3	3	18
15	4	4	4	3	4	4	23
16	4	4	4	3	4	3	22
17	3	3	3	4	3	4	20
18	4	4	3	4	3	4	22
19	3	3	3	4	3	4	20
20	5	5	5	5	5	5	30
21	4	4	5	5	5	4	27
22	3	3	3	4	4	3	20
23	5	5	3	4	4	5	26
24	5	5	3	3	3	4	23
25	3	3	4	4	4	4	22
26	5	3	3	5	5	5	26
27	5	3	5	5	5	4	27
28	5	4	5	5	5	5	29
29	4	4	3	4	3	4	22
30	5	3	5	5	3	4	25
31	5	3	3	3	3	5	22
32	5	5	5	5	4	5	29
33	5	5	5	5	5	5	30
34	3	4	3	3	3	3	19
35	5	5	5	3	3	3	24
36	3	3	3	4	3	4	20
37	5	5	5	3	5	3	26
38	3	3	3	3	3	3	18
Total	154	147	142	153	145	150	

NO	I1	I2	I3	I4	I5	I6	I7	I8	I9	I10	I11	I12	Pemberian_Insentif
1	4	4	3	3	3	3	3	3	3	3	3	3	38
2	5	5	5	5	5	5	5	5	5	5	5	5	60
3	4	5	4	4	4	4	4	4	4	4	4	4	49
4	5	5	5	5	5	5	5	5	5	5	5	5	60
5	4	3	3	3	4	5	3	3	3	4	3	3	41
6	5	5	5	5	5	3	5	5	5	3	3	3	52
7	3	3	3	4	3	5	4	3	4	5	4	4	45
8	4	3	3	3	4	4	3	3	3	4	4	4	42
9	4	3	5	3	4	5	4	3	4	3	4	4	46
10	3	4	3	5	3	5	5	3	3	5	5	5	49
11	5	3	4	4	5	5	3	3	5	5	3	3	48
12	4	3	5	5	4	5	3	5	5	5	3	3	50
13	3	3	5	5	3	5	5	5	5	5	5	5	54
14	3	3	3	3	3	4	3	3	3	4	3	3	38
15	3	4	4	4	3	5	3	4	4	5	3	3	45
16	5	4	4	3	5	4	3	4	3	4	3	3	45
17	4	3	3	4	4	4	4	3	4	4	4	4	45
18	4	4	4	4	4	4	3	4	4	4	3	3	45
19	4	3	3	4	4	5	4	3	4	5	4	4	47
20	4	5	5	5	4	5	5	4	5	5	5	5	57
21	4	5	4	5	4	5	3	3	3	5	3	3	47
22	5	3	3	5	5	4	5	5	3	4	5	5	52
23	5	3	5	5	5	4	5	3	4	4	5	5	53
24	5	5	4	5	5	5	4	5	3	5	4	4	54
25	4	4	4	5	4	3	5	3	5	3	5	5	50
26	3	5	3	5	3	3	3	3	5	3	3	3	42
27	5	5	5	5	5	5	5	4	5	5	5	5	59
28	5	5	4	5	5	5	5	5	5	5	5	5	59
29	4	3	3	3	4	3	3	3	3	3	3	3	38
30	5	3	3	5	5	5	3	3	3	5	3	3	46
31	5	3	5	5	5	5	5	5	5	5	5	5	58
32	4	5	5	5	4	5	5	5	5	5	5	5	58
33	5	5	5	5	5	4	5	5	5	4	5	5	58
34	4	3	4	3	4	5	3	4	3	5	3	3	44
35	4	5	5	3	4	5	3	5	3	5	3	3	48
36	3	3	3	4	3	5	4	3	4	5	4	4	45
37	3	5	5	3	3	4	3	5	3	4	3	3	44
38	4	3	3	3	4	5	3	5	5	5	5	4	49
Total	157	148	152	160	156	170	149	149	153	167	150	149	

NO	P1	P2	P3	P4	P5	P6	Produktivitas_Kerja
1	3	3	4	3	3	3	19
2	5	5	5	5	5	5	30
3	5	5	5	5	5	5	30
4	3	3	3	5	5	5	24
5	3	3	3	3	3	3	18
6	5	5	3	5	3	3	24
7	4	4	3	4	3	3	21
8	3	3	5	3	5	4	23
9	3	3	4	5	4	4	23
10	4	3	4	4	3	4	22
11	4	4	5	3	5	5	26
12	5	3	5	4	5	5	27
13	4	4	5	3	5	3	24
14	3	3	4	3	3	4	20
15	3	3	4	4	4	4	22
16	3	3	3	3	3	3	18
17	4	4	3	4	4	3	22
18	4	3	4	4	4	4	23
19	4	4	3	4	5	3	23
20	5	5	3	5	5	3	26
21	4	4	4	3	3	3	21
22	3	5	3	3	3	3	20
23	3	5	4	3	4	4	23
24	4	4	4	5	3	4	24
25	4	4	4	4	4	3	23
26	5	5	5	5	5	5	30
27	4	5	5	5	5	5	29
28	5	4	5	5	5	4	28
29	4	5	3	4	3	5	24
30	4	5	3	5	3	5	25
31	5	5	3	5	3	3	24
32	5	5	5	5	3	5	28
33	5	5	4	5	4	4	27
34	3	3	3	3	4	3	19
35	3	3	3	3	3	3	18
36	4	4	3	4	4	3	22
37	5	5	5	5	4	4	28
38	3	3	4	4	3	3	20
Total	150	152	148	155	148	145	



### Lampiran III (Hasil Uji Deskriptif)

**Jenis Kelamin**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	30	78.9	78.9	78.9
Valid Perempuan	8	21.1	21.1	100.0
Total	38	100.0	100.0	

**Usia**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 35 tahun	7	18.4	18.4	18.4
Valid 17 – 22 tahun	12	31.6	31.6	50.0
Valid 23 – 28 tahun	7	18.4	18.4	68.4
Valid 29 – 34 tahun	12	31.6	31.6	100.0
Total	38	100.0	100.0	

**K1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	36.8	36.8	36.8
Valid 4	8	21.1	21.1	57.9
Valid 5	16	42.1	42.1	100.0
Total	38	100.0	100.0	

**K2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	17	44.7	44.7	44.7
Valid 4	9	23.7	23.7	68.4
Valid 5	12	31.6	31.6	100.0
Total	38	100.0	100.0	

**K3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	21	55.3	55.3	55.3
Valid 4	6	15.8	15.8	71.1
Valid 5	11	28.9	28.9	100.0
Total	38	100.0	100.0	

**K4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	34.2	34.2	34.2
Valid 4	11	28.9	28.9	63.2
Valid 5	14	36.8	36.8	100.0
Total	38	100.0	100.0	

**K5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	18	47.4	47.4	47.4
Valid 4	9	23.7	23.7	71.1
Valid 5	11	28.9	28.9	100.0
Total	38	100.0	100.0	

**K6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	12	31.6	31.6	31.6
Valid 4	16	42.1	42.1	73.7
Valid 5	10	26.3	26.3	100.0
Total	38	100.0	100.0	

**I1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	21.1	21.1	21.1
Valid 4	17	44.7	44.7	65.8
Valid 5	13	34.2	34.2	100.0
Total	38	100.0	100.0	

**I2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	18	47.4	47.4	47.4
Valid 4	6	15.8	15.8	63.2
Valid 5	14	36.8	36.8	100.0
Total	38	100.0	100.0	

**I3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	36.8	36.8	36.8
Valid 4	10	26.3	26.3	63.2
Valid 5	14	36.8	36.8	100.0
Total	38	100.0	100.0	

**I4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	28.9	28.9	28.9
Valid 4	8	21.1	21.1	50.0
Valid 5	19	50.0	50.0	100.0
Total	38	100.0	100.0	

**I5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	9	23.7	23.7	23.7
4	16	42.1	42.1	65.8
5	13	34.2	34.2	100.0
Total	38	100.0	100.0	

**I6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	13.2	13.2	13.2
4	10	26.3	26.3	39.5
5	23	60.5	60.5	100.0
Total	38	100.0	100.0	

**I7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	17	44.7	44.7	44.7
4	7	18.4	18.4	63.2
5	14	36.8	36.8	100.0
Total	38	100.0	100.0	

**I8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	17	44.7	44.7	44.7
4	7	18.4	18.4	63.2
5	14	36.8	36.8	100.0
Total	38	100.0	100.0	

**I9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	36.8	36.8	36.8
4	9	23.7	23.7	60.5
5	15	39.5	39.5	100.0
Total	38	100.0	100.0	

**I10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	6	15.8	15.8	15.8
4	11	28.9	28.9	44.7
5	21	55.3	55.3	100.0
Total	38	100.0	100.0	

**I11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	16	42.1	42.1	42.1
Valid 4	8	21.1	21.1	63.2
Valid 5	14	36.8	36.8	100.0
Total	38	100.0	100.0	

**I12**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	16	42.1	42.1	42.1
Valid 4	9	23.7	23.7	65.8
Valid 5	13	34.2	34.2	100.0
Total	38	100.0	100.0	

**P1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	34.2	34.2	34.2
Valid 4	14	36.8	36.8	71.1
Valid 5	11	28.9	28.9	100.0
Total	38	100.0	100.0	

**P2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	36.8	36.8	36.8
Valid 4	10	26.3	26.3	63.2
Valid 5	14	36.8	36.8	100.0
Total	38	100.0	100.0	

**P3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	15	39.5	39.5	39.5
Valid 4	12	31.6	31.6	71.1
Valid 5	11	28.9	28.9	100.0
Total	38	100.0	100.0	

**P4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	12	31.6	31.6	31.6
Valid 4	11	28.9	28.9	60.5
Valid 5	15	39.5	39.5	100.0
Total	38	100.0	100.0	

**P5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	16	42.1	42.1	42.1
4	10	26.3	26.3	68.4
5	12	31.6	31.6	100.0
Total	38	100.0	100.0	

**P6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	17	44.7	44.7	44.7
4	11	28.9	28.9	73.7
5	10	26.3	26.3	100.0
Total	38	100.0	100.0	

**Lampiran IV (Hasil Uji Validitas)**

**Correlations**

		K1	K2	K3	K4	K5	K6	GayaKepemimpinan_Kharismatik
K1	Pearson Correlation	1	.627**	.558**	.280	.360	.356	.804**
	Sig. (2-tailed)		.000	.000	.089	.026	.028	.000
	N	38	38	38	38	38	38	38
K2	Pearson Correlation	.627**	1	.405*	.186	.217	.030	.629**
	Sig. (2-tailed)	.000		.012	.265	.191	.860	.000
	N	38	38	38	38	38	38	38
K3	Pearson Correlation	.558**	.405*	1	.400	.461**	.058	.735**
	Sig. (2-tailed)	.000	.012		.013	.004	.729	.000
	N	38	38	38	38	38	38	38
K4	Pearson Correlation	.280	.186	.400*	1	.482**	.249	.648**
	Sig. (2-tailed)	.089	.265	.013		.002	.132	.000
	N	38	38	38	38	38	38	38
K5	Pearson Correlation	.360*	.217	.461**	.482**	1	.269	.699**
	Sig. (2-tailed)	.026	.191	.004	.002		.102	.000
	N	38	38	38	38	38	38	38
K6	Pearson Correlation	.356	.030	.058	.249	.269	1	.468**
	Sig. (2-tailed)	.028	.860	.729	.132	.102		.003
	N	38	38	38	38	38	38	38
Gaya Kepemimpinan Kharismatik	Pearson Correlation	.804**	.629**	.735**	.648**	.699**	.468**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.003	
	N	38	38	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).

**Correlations**

		I1	I2	I3	I4	I5	I6	I7	I8	I9	I10	I11	I12	Pemberian Insentif
I1	Pearson Correlation	1	.179	.335*	.331*	.977**	.032	.336*	.336*	.201	.050	.254	.264	.551**
	Sig. (2-tailed)		.283	.040	.042	.000	.850	.039	.039	.227	.768	.124	.109	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I2	Pearson Correlation	.179	1	.471**	.363*	.169	-.085	.279	.439**	.235	.022	.123	.155	.462**
	Sig. (2-tailed)	.283		.003	.025	.309	.612	.090	.006	.156	.894	.461	.351	.003
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I3	Pearson Correlation	.335*	.471**	1	.355*	.366*	.214	.443**	.613**	.492**	.165	.277	.317	.676**
	Sig. (2-tailed)	.040	.003		.029	.024	.197	.005	.000	.002	.323	.093	.052	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I4	Pearson Correlation	.331*	.363*	.355*	1	.370*	.137	.699**	.292	.551**	.280	.530**	.583**	.736**
	Sig. (2-tailed)	.042	.025	.029		.022	.413	.000	.075	.000	.089	.001	.000	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I5	Pearson Correlation	.977**	.169	.366*	.370*	1	.103	.362*	.362*	.236	.114	.284	.294	.595**
	Sig. (2-tailed)	.000	.309	.024	.022		.540	.026	.026	.154	.497	.084	.074	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I6	Pearson Correlation	.032	-.085	.214	.137	.103	1	.099	.221	.106	.883**	.246	.229	.393*
	Sig. (2-tailed)	.850	.612	.197	.413	.540		.555	.181	.525	.000	.136	.167	.015
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I7	Pearson Correlation	.336*	.279	.443**	.699**	.362*	.099	1	.350*	.539**	.125	.852**	.900**	.809**
	Sig. (2-tailed)	.039	.090	.005	.000	.026	.555		.031	.000	.454	.000	.000	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I8	Pearson Correlation	.336*	.439**	.613**	.292	.362*	.221	.350*	1	.371*	.321*	.325*	.295	.658**
	Sig. (2-tailed)	.039	.006	.000	.075	.026	.181	.031		.022	.049	.047	.073	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I9	Pearson Correlation	.201	.235	.492**	.551**	.236	.106	.539**	.371*	1	.146	.511**	.488**	.660**
	Sig. (2-tailed)	.227	.156	.002	.000	.154	.525	.000	.022		.382	.001	.002	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I10	Pearson Correlation	.050	.022	.165	.280	.114	.883**	.125	.321*	.146	1	.270	.251	.455**
	Sig. (2-tailed)	.768	.894	.323	.089	.497	.000	.454	.049	.382		.101	.128	.004
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I11	Pearson Correlation	.254	.123	.277	.530**	.284	.246	.852**	.325*	.511**	.270	1	.984**	.761**
	Sig. (2-tailed)	.124	.461	.093	.001	.084	.136	.000	.047	.001	.101		.000	.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
I12	Pearson Correlation	.264	.155	.317	.583**	.294	.229	.900**	.295	.488**	.251	.984**	1	.775**
	Sig. (2-tailed)	.109	.351	.052	.000	.074	.167	.000	.073	.002	.128	.000		.000
	N	38	38	38	38	38	38	38	38	38	38	38	38	38
Pemberian Insentif	Pearson Correlation	.551**	.462**	.676**	.736**	.595**	.393*	.809**	.658**	.660**	.455**	.761**	.775**	1
	Sig. (2-tailed)	.000	.003	.000	.000	.000	.015	.000	.000	.000	.004	.000	.000	
	N	38	38	38	38	38	38	38	38	38	38	38	38	38

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

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

**Correlations**

		P1	P2	P3	P4	P5	P6	Produktivitas_Kerja
P1	Pearson Correlation	1	.657**	.356*	.678**	.303	.308	.794**
	Sig. (2-tailed)		.000	.028	.000	.064	.060	.000
	N	38	38	38	38	38	38	38
P2	Pearson Correlation	.657**	1	.112	.511**	.108	.261	.642**
	Sig. (2-tailed)	.000		.503	.001	.519	.114	.000
	N	38	38	38	38	38	38	38
P3	Pearson Correlation	.356*	.112	1	.165	.511**	.556**	.649**
	Sig. (2-tailed)	.028	.503		.322	.001	.000	.000
	N	38	38	38	38	38	38	38
P4	Pearson Correlation	.678**	.511**	.165	1	.232	.440**	.731**
	Sig. (2-tailed)	.000	.001	.322		.160	.006	.000
	N	38	38	38	38	38	38	38
P5	Pearson Correlation	.303	.108	.511**	.232	1	.385*	.616**
	Sig. (2-tailed)	.064	.519	.001	.160		.017	.000
	N	38	38	38	38	38	38	38
P6	Pearson Correlation	.308	.261	.556**	.440**	.385*	1	.711**
	Sig. (2-tailed)	.060	.114	.000	.006	.017		.000
	N	38	38	38	38	38	38	38
Produktivitas Kerja	Pearson Correlation	.794**	.642**	.649**	.731**	.616**	.711**	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).

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

## Lampiran V (Hasil Uji Reliabilitas)

### Case Processing Summary

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

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.752	6

### Case Processing Summary

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

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.864	12

### Case Processing Summary

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

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.779	6



## Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Gaya_Kepemimpinan_Kharismatik	Pemberian_Insentif	Produktivitas_Kerja
N		38	38	38
Normal Parameters <sup>a,b</sup>	Mean	23.45	48.95	23.63
	Std. Deviation	3.446	6.439	3.483
Most Extreme Differences	Absolute	.131	.105	.142
	Positive	.131	.102	.142
	Negative	-.086	-.105	-.079
Kolmogorov-Smirnov Z		.805	.647	.876
Asymp. Sig. (2-tailed)		.536	.796	.427

- 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 * Gaya_Kepemimpinan_Kharismatik	(Combined)		233.292	12	19.441	2.255	.042
	Between Groups	Linearity	103.509	1	103.509	12.005	.002
		Deviation from Linearity	129.783	11	11.798	1.368	.248
	Within Groups		215.550	25	8.622		
	Total		448.842	37			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Pemberian_Insentif	(Combined)		219.342	16	13.709	1.254	.309
	Between Groups	Linearity	111.342	1	111.342	10.188	.004
		Deviation from Linearity	108.000	15	7.200	.659	.794
	Within Groups		229.500	21	10.929		
Total		448.842	37				

## Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5.664	4.173		1.357	.183		
1 Gaya_Kepemimpinan_Kharismatik	.347	.148	.343	2.340	.025	.864	1.158
Pemberian_Insentif	.201	.079	.371	2.533	.016	.864	1.158

- a. Dependent Variable: Produktivitas\_Kerja

## Lampiran IX (Hasil Uji Regresi Sederhana)

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

Model	Variables Entered	Variables Removed	Method
1	Gaya_Kepemimpinan_Kharismatik <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	.480 <sup>a</sup>	.231	.209	3.097

- a. Predictors: (Constant), Gaya\_Kepemimpinan\_Kharismatik

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12.251	3.501		3.500	.001
Gaya_Kepemimpinan_Kharismatik	.485	.148	.480	3.285	.002

- a. Dependent Variable: Produktivitas\_Kerja

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

Model	Variables Entered	Variables Removed	Method
1	Pemberian_Insentif <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	.498 <sup>a</sup>	.248	.227	3.062

- a. Predictors: (Constant), Pemberian\_Insentif

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.444	3.859		2.707	.010
Pemberian_Insentif	.269	.078	.498	3.446	.001

- a. Dependent Variable: Produktivitas\_Kerja

## Lampiran X (Hasil Uji Regresi Berganda)

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

Model	Variables Entered	Variables Removed	Method
1	Pemberian_Insentif, Gaya_Kepemimpinan_Kharismatik <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	.591 <sup>a</sup>	.350	.313	2.888

- a. Predictors: (Constant), Pemberian\_Insentif, Gaya\_Kepemimpinan\_Kharismatik

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.664	4.173		1.357	.183
	Gaya_Kepemimpinan_Kharismatik	.347	.148	.343	2.340	.025
	Pemberian_Insentif	.201	.079	.371	2.533	.016

- a. Dependent Variable: Produktivitas\_Kerja

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	157.006	2	78.503	9.415	.001 <sup>b</sup>
	Residual	291.836	35	8.338		
	Total	448.842	37			

- a. Dependent Variable: Produktivitas\_Kerja  
b. Predictors: (Constant), Pemberian\_Insentif, Gaya\_Kepemimpinan\_Kharismatik