

Lampiran I (Kueisoner)

Bandar Lampung, Januari 2024

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Antoni Suseno

NPM : 1912118002P

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan **PT. KRIYA SWARNA PUBIAN (KSP)**, 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 PELATIHAN DAN GAYA KEPEMIMPINAN TRANSFORMASIONAL TERHADAP PRODUKTIVITAS KERJA KARYAWAN PT. KRIYA SWARNA PUBIAN (KSP)”**, 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,

Antoni Suseno

NPM. 1912118002P

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**PENGARUH PELATIHAN DAN GAYA KEPEMIMPINAN
TRANSFORMASIONAL TERHADAP PRODUKTIVITAS KERJA
KARYAWAN PT. KRIYA SWARNA PUBIAN (KSP)**

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		

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

PELATIHAN KERJA						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
Tujuan						
1	Pelatihan memotivasi agar dapat bekerja lebih baik					
2	Pelatihan yang diadakan dapat meningkatkan ketrampilan kerja					
Materi						
3	Materi pelatihan sesuai dengan pekerjaan					
4	Materi pelatihan yang diberikan sangat lengkap					
Metode						
5	Metode pelatihan yang digunakan sesuai dengan yang kebutuhan pekerjaan					
6	Metode pelatihan yang diberikan perusahaan sangat tepat					
Peserta						
7	Dapat menguasai berbagai materi pelatihan yang diberikan dengan cepat.					
8	Aktif dalam pelaksanaan program pelatihan					
Instruktur						
9	Instruktur yang diberikan perusahaan dapat menarik saudara/i untuk mengikuti pelatihan					
10	Instruktur memberikan materi dengan jelas					

GAYA KEPEMIMPINAN TRANSFORMASIONAL						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
Motivasi Inspirasional						
1	Pimpinan memberikan keyakinan bahwa tujuan perusahaan akan tercapai					
2	Pimpinan membangkitkan antusiasme untuk melakukan pekerjaan					
Pengaruh Ideal						
3	Pemimpin memberikan petunjuk kepada saya bagaimana menyelesaikan suatu pekerjaan					
4	Pemimpin merupakan panutan dalam perusahaan					
Stimulus Intelektual						
5	Pimpinan mendorong karyawan untuk menggunakan kreativitas dalam menyelesaikan pekerjaan					
6	Pimpinan mendorong untuk menyelesaikan masalah pekerjaan secara rasional/logis					
Perhatian Individu						
7	Pemimpin memberikan nasihat yang sangat penting bagi pengembangan diri					
8	Pemimpin bersedia mendengarkan kesulitan dan keluhan yang alami					

PRODUKTIVITAS KERJA						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
Kemampuan						
1	Saya Dapat dengan mudah menguasai tugas pekerjaan yang diberikan					
2	Keterampilan yang saya miliki dapat mendukung hasil pekerjaan					
Meningkatkan Hasil Yang DI Capai						
3	Saya selalu memenuhi target yang telah ditentukan perusahaan					
4	Saya dapat mencapai target lebih cepat dari waktu yang ditentukan					
Semangat Kerja						
5	Saya bersedia diberi tambahan pekerjaan diluar jam kerja					
6	Saya tidak pernah mengeluh terhadap beban kerja yang diberikan perusahaan					
Pengembangan Diri						
7	Saya selalu berusaha memperbaiki kesalahan yang dilakukan dalam melaksanakan pekerjaan					
8	Saya selalu mengikuti program pengembangan karyawan untuk meningkatkan keahlian					
Mutu						
9	Hasil kerja saya selalu memenuhi standar yang telah ditetapkan perusahaan					
10	Saya selalu bekerja sesuai dengan program kerja yang telah direncanakan perusahaan					
Efisiensi						
11	Saya selalu berusaha menyelesaikan pekerjaan sebelum waktu yang ditentukan perusahaan					
12	Saya selalu dapat menggunakan waktu kerja dengan baik dalam menyelesaikan tugas pekerjaan					

Lampiran II (Hasil Jawaban Responden)

No	PE1	PE2	PE3	PE4	PE5	PE6	PE7	PE8	PE9	PE10	Pelatihan
1	5	3	2	3	3	5	5	4	2	3	35
2	3	4	4	2	3	3	4	4	3	4	34
3	4	3	5	3	3	4	3	4	3	5	37
4	3	3	3	5	5	3	3	3	3	3	34
5	3	2	3	2	3	3	2	2	3	3	26
6	2	2	3	2	2	2	2	2	2	3	22
7	3	3	4	4	4	3	3	3	3	4	34
8	3	4	4	2	2	3	4	4	3	4	33
9	4	3	3	2	2	4	3	3	3	3	30
10	3	4	3	4	4	3	4	4	3	3	35
11	3	4	3	2	2	3	4	4	3	3	31
12	3	3	4	2	2	3	3	3	3	4	30
13	4	3	4	5	5	4	4	3	3	3	38
14	3	3	4	5	5	3	3	3	3	4	36
15	3	4	3	3	3	3	4	4	3	3	33
16	3	3	4	2	2	3	3	3	3	4	30
17	4	3	4	3	3	5	3	3	4	4	36
18	3	4	3	2	2	3	4	4	3	4	32
19	3	4	2	2	2	3	4	4	3	5	32
20	2	3	3	2	2	2	3	3	2	3	25
21	4	3	2	2	2	4	3	3	4	4	31
22	4	4	3	3	3	4	4	4	4	3	36
23	1	3	2	3	3	5	3	3	1	2	26
24	3	3	3	2	2	3	3	3	3	3	28
25	3	2	2	3	3	3	2	2	3	2	25
26	3	3	4	2	2	3	3	3	3	4	30
27	5	3	3	2	2	1	3	3	5	3	30
28	3	3	5	1	1	3	3	3	3	5	30
29	2	5	5	3	3	2	5	5	2	5	37
30	1	2	2	3	3	2	2	2	1	2	20
31	3	3	3	4	4	3	3	3	3	3	32
32	3	2	3	4	4	3	2	2	3	3	29
33	3	3	4	2	2	3	3	3	3	4	30
34	3	2	3	2	2	3	2	2	3	3	25
35	2	3	3	5	5	2	3	3	2	3	31
36	3	4	4	2	2	3	4	4	3	4	33
37	4	3	5	3	3	4	3	3	4	5	37
38	3	3	3	5	5	3	3	3	3	3	34
39	3	2	3	2	2	3	2	2	3	3	25
40	2	2	3	2	2	2	2	2	2	3	22
41	3	3	4	4	4	3	3	3	3	4	34
42	3	4	4	2	2	3	4	4	3	4	33
43	4	3	3	2	2	4	3	3	4	3	31
44	3	4	3	4	4	3	4	4	3	3	35
45	3	4	3	2	2	3	4	4	3	3	31
46	3	3	4	2	2	3	3	3	3	4	30
47	4	3	4	5	5	4	4	3	4	3	39
48	3	3	4	5	5	3	3	3	3	4	36
49	3	4	3	3	3	3	4	4	3	3	33
50	3	3	4	2	2	3	3	3	3	4	30
51	4	3	4	3	3	5	3	3	4	4	36
52	3	4	3	2	2	3	4	4	3	4	32
Total	161	164	176	148	150	164	168	166	155	182	1634

No	GT1	GT2	GT3	GT4	GT5	GT6	GT7	GT8	Gaya_Kepemimpinan_Transformasional
1	5	3	5	5	5	5	5	2	35
2	4	4	4	4	4	3	4	4	31
3	4	4	5	5	4	4	5	4	35
4	3	3	3	4	3	3	3	3	25
5	3	2	3	4	2	2	3	3	22
6	1	2	3	3	2	3	3	1	18
7	4	3	4	4	3	3	4	4	29
8	3	4	4	3	4	2	4	3	27
9	3	3	3	4	3	3	3	3	25
10	4	4	4	5	4	3	4	4	32
11	3	4	3	4	4	2	3	3	26
12	4	3	4	4	3	4	4	4	30
13	4	4	4	4	4	4	4	4	32
14	5	3	4	5	3	4	4	5	33
15	5	5	5	4	5	3	5	5	37
16	4	4	5	5	4	4	4	4	34
17	4	4	4	4	4	4	4	4	32
18	4	4	4	4	4	4	2	2	28
19	3	4	2	5	4	4	5	3	30
20	2	3	3	5	3	3	3	2	24
21	4	3	4	3	3	4	4	4	29
22	3	4	3	4	4	4	3	3	28
23	3	3	2	4	3	3	2	3	23
24	3	3	3	5	3	4	3	3	27
25	3	2	2	3	2	2	2	3	19
26	3	3	4	5	3	3	4	3	28
27	2	3	3	4	3	4	3	2	24
28	3	5	5	5	5	2	5	3	33
29	3	5	5	5	5	4	5	3	35
30	4	2	2	4	2	2	2	4	22
31	4	4	3	5	4	4	3	4	31
32	3	2	3	5	2	4	3	3	25
33	4	3	4	5	3	3	4	4	30
34	4	2	3	4	2	3	3	4	25
35	2	3	3	5	3	4	3	2	25
36	4	4	4	4	4	3	4	4	31
37	4	4	5	5	4	4	5	4	35
38	3	3	3	4	3	3	3	3	25
39	3	2	3	4	2	2	3	3	22
40	1	2	3	3	2	3	3	1	18
41	4	3	4	4	3	3	4	4	29
42	3	4	4	3	4	2	4	3	27
43	3	3	3	4	3	3	3	3	25
44	4	4	4	5	4	3	4	4	32
45	3	4	3	4	4	2	3	3	26
46	4	3	4	4	3	4	4	4	30
47	4	4	4	4	4	4	4	4	32
48	5	3	4	5	3	4	4	5	33
49	5	5	5	4	5	3	5	5	37
50	4	4	5	5	4	4	4	4	34
51	4	4	4	4	4	4	4	4	32
52	4	4	4	4	4	4	2	2	28
Total	182	177	191	221	179	172	188	175	1485

No	PK1	PK2	PK3	PK4	PK5	PK6	PK7	PK8	PK9	PK10	PK11	PK12	Produktivitas_Kerja
1	5	2	3	3	2	2	3	3	2	2	3	3	33
2	4	3	4	4	4	3	4	4	4	3	4	3	44
3	5	4	4	5	4	4	4	5	4	4	4	5	52
4	4	3	3	3	3	3	3	3	3	3	3	5	39
5	4	3	2	3	3	3	2	3	3	3	2	3	34
6	3	2	2	3	1	2	2	3	5	5	5	2	35
7	4	3	3	4	4	3	3	4	4	3	3	4	42
8	3	3	4	4	3	3	4	4	3	3	4	4	42
9	4	4	3	3	3	4	3	3	3	4	3	3	40
10	5	4	4	4	4	4	4	4	4	4	4	4	49
11	4	3	4	3	3	3	4	3	3	3	4	4	41
12	4	3	3	4	4	3	3	4	4	3	3	4	42
13	4	4	4	4	4	4	4	4	4	4	4	4	48
14	5	3	3	4	5	3	3	4	5	3	3	3	44
15	4	3	4	3	3	3	4	3	3	3	4	4	41
16	5	3	3	4	4	3	3	4	4	3	3	4	43
17	4	4	4	3	3	4	3	3	4	3	2	3	40
18	4	4	4	3	4	3	3	3	3	5	4	3	43
19	5	3	4	2	3	3	4	5	3	3	4	3	42
20	5	2	3	3	2	2	3	3	2	2	3	3	33
21	3	4	3	4	4	4	3	4	4	4	3	3	43
22	4	4	4	3	3	4	4	3	3	4	4	5	45
23	4	1	3	2	3	5	3	2	3	1	3	3	33
24	5	3	3	3	3	3	3	3	3	3	3	5	40
25	3	3	2	2	3	3	2	2	3	3	2	2	30
26	5	3	3	4	3	3	3	4	3	3	3	3	40
27	4	5	3	3	2	1	3	3	2	5	3	3	37
28	5	3	5	5	3	3	5	5	3	3	5	4	49
29	5	2	5	5	3	2	5	5	3	2	5	5	47
30	4	1	2	2	4	1	2	2	4	2	5	2	31
31	5	3	4	3	4	3	4	3	4	3	4	4	44
32	5	3	2	3	3	3	2	3	3	3	2	3	35
33	5	3	3	4	4	3	3	4	4	3	3	3	42
34	4	3	2	3	4	3	2	3	4	3	5	2	38
35	5	2	3	3	2	2	3	3	2	2	3	3	33
36	4	3	4	4	4	3	4	4	4	3	4	3	44
37	5	4	4	5	4	4	4	5	4	4	4	5	52
38	4	3	3	3	3	3	3	3	3	3	3	5	39
39	4	3	2	3	3	3	2	3	3	3	2	3	34
40	3	2	2	3	1	2	2	3	5	5	5	2	35
41	4	3	3	4	4	3	3	4	4	3	3	4	42
42	3	3	4	4	3	3	4	4	3	3	4	4	42
43	4	4	3	3	3	4	3	3	3	4	3	3	40
44	5	4	4	4	4	4	4	4	4	4	4	4	49
45	4	3	4	3	3	3	4	3	3	3	4	4	41
46	4	3	3	4	4	3	3	4	4	3	3	4	42
47	4	4	4	4	4	4	4	4	4	4	4	4	48
48	5	3	3	4	5	3	3	4	5	3	3	3	44
49	4	3	4	3	3	3	4	3	3	3	4	4	41
50	5	3	3	4	4	3	3	4	4	3	3	4	43
51	4	4	4	3	3	4	3	3	4	3	2	3	40
52	4	4	4	3	4	3	3	3	3	5	4	3	43
Total	221	162	173	179	173	160	169	182	181	169	181	183	2133

Lampiran III (Hasil Uji Deskriptif)

Jenis_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki - laki	38	73.1	73.1	73.1
	Perempuan	14	26.9	26.9	100.0
	Total	52	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 35 Tahun	17	32.7	32.7	32.7
	17-22 Tahun	9	17.3	17.3	50.0
	23-28 Tahun	11	21.2	21.2	71.2
	29-34 Tahun	15	28.8	28.8	100.0
	Total	52	100.0	100.0	

PE1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.8	3.8	3.8
	TS	5	9.6	9.6	13.5
	CS	33	63.5	63.5	76.9
	S	10	19.2	19.2	96.2
	SS	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

PE2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	15.4	15.4	15.4
	CS	29	55.8	55.8	71.2
	S	14	26.9	26.9	98.1
	SS	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

PE3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	11.5	11.5	11.5
	CS	24	46.2	46.2	57.7
	S	18	34.6	34.6	92.3
	SS	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

PE4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.9	1.9	1.9
	TS	26	50.0	50.0	51.9
	CS	12	23.1	23.1	75.0
	S	6	11.5	11.5	86.5
	SS	7	13.5	13.5	100.0
	Total	52	100.0	100.0	

PE5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.9	1.9	1.9
	TS	24	46.2	46.2	48.1
	CS	14	26.9	26.9	75.0
	S	6	11.5	11.5	86.5
	SS	7	13.5	13.5	100.0
	Total	52	100.0	100.0	

PE6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.9	1.9	1.9
	TS	6	11.5	11.5	13.5
	CS	33	63.5	63.5	76.9
	S	8	15.4	15.4	92.3
	SS	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

PE7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	15.4	15.4	15.4
	CS	26	50.0	50.0	65.4
	S	16	30.8	30.8	96.2
	SS	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

PE8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	15.4	15.4	15.4
	CS	27	51.9	51.9	67.3
	S	16	30.8	30.8	98.1
	SS	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

PE9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.8	3.8	3.8
	TS	6	11.5	11.5	15.4
	CS	36	69.2	69.2	84.6
	S	7	13.5	13.5	98.1
	SS	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

PE10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	5.8	5.8	5.8
	CS	25	48.1	48.1	53.8
	S	19	36.5	36.5	90.4
	SS	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

GT1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.8	3.8	3.8
	TS	3	5.8	5.8	9.6
	CS	19	36.5	36.5	46.2
	S	23	44.2	44.2	90.4
	SS	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

GT2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	15.4	15.4	15.4
	CS	19	36.5	36.5	51.9
	S	21	40.4	40.4	92.3
	SS	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

GT3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	7.7	7.7	7.7
	CS	18	34.6	34.6	42.3
	S	21	40.4	40.4	82.7
	SS	9	17.3	17.3	100.0
	Total	52	100.0	100.0	

GT4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	6	11.5	11.5	11.5
	S	27	51.9	51.9	63.5
	SS	19	36.5	36.5	100.0
	Total	52	100.0	100.0	

GT5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	15.4	15.4	15.4
	CS	18	34.6	34.6	50.0
	S	21	40.4	40.4	90.4
	SS	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

GT6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	17.3	17.3	17.3
	CS	19	36.5	36.5	53.8
	S	23	44.2	44.2	98.1
	SS	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

GT7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	9.6	9.6	9.6
	CS	18	34.6	34.6	44.2
	S	21	40.4	40.4	84.6
	SS	8	15.4	15.4	100.0
	Total	52	100.0	100.0	

GT8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.8	3.8	3.8
	TS	6	11.5	11.5	15.4
	CS	19	36.5	36.5	51.9
	S	21	40.4	40.4	92.3
	SS	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

PK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	6	11.5	11.5	11.5
	S	27	51.9	51.9	63.5
	SS	19	36.5	36.5	100.0
	Total	52	100.0	100.0	

PK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.8	3.8	3.8
	TS	6	11.5	11.5	15.4
	CS	29	55.8	55.8	71.2
	S	14	26.9	26.9	98.1
	SS	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

PK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	15.4	15.4	15.4
	CS	21	40.4	40.4	55.8
	S	21	40.4	40.4	96.2
	SS	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

PK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	7.7	7.7	7.7
	CS	25	48.1	48.1	55.8
	S	19	36.5	36.5	92.3
	SS	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

PK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.8	3.8	3.8
	TS	4	7.7	7.7	11.5
	CS	23	44.2	44.2	55.8
	S	21	40.4	40.4	96.2
	SS	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

PK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.8	3.8	3.8
	TS	6	11.5	11.5	15.4
	CS	31	59.6	59.6	75.0
	S	12	23.1	23.1	98.1
	SS	1	1.9	1.9	100.0
	Total	52	100.0	100.0	

PK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	15.4	15.4	15.4
	CS	25	48.1	48.1	63.5
	S	17	32.7	32.7	96.2
	SS	2	3.8	3.8	100.0
	Total	52	100.0	100.0	

PK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	5.8	5.8	5.8
	CS	25	48.1	48.1	53.8
	S	19	36.5	36.5	90.4
	SS	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

PK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	7.7	7.7	7.7
	CS	23	44.2	44.2	51.9
	S	21	40.4	40.4	92.3
	SS	4	7.7	7.7	100.0
	Total	52	100.0	100.0	

PK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.9	1.9	1.9
	TS	5	9.6	9.6	11.5
	CS	31	59.6	59.6	71.2
	S	10	19.2	19.2	90.4
	SS	5	9.6	9.6	100.0
	Total	52	100.0	100.0	

PK11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	11.5	11.5	11.5
	CS	21	40.4	40.4	51.9
	S	19	36.5	36.5	88.5
	SS	6	11.5	11.5	100.0
	Total	52	100.0	100.0	

PK12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	9.6	9.6	9.6
	CS	22	42.3	42.3	51.9
	S	18	34.6	34.6	86.5
	SS	7	13.5	13.5	100.0
	Total	52	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

		Correlations										
		PE1	PE2	PE3	PE4	PE5	PE6	PE7	PE8	PE9	PE10	Pelatihan Kerja
PE1	Pearson Correlation	1	.081	.162	.018	.013	.450**	.263	.179	.800**	.218	.556**
	Sig. (2-tailed)		.567	.252	.902	.925	.001	.060	.205	.000	.120	.000
	N	52	52	52	52	52	52	52	52	52	52	52
PE2	Pearson Correlation	.081	1	.209	-.045	-.053	.027	.898**	.962**	.127	.373**	.596**
	Sig. (2-tailed)	.567		.136	.752	.707	.849	.000	.000	.370	.006	.000
	N	52	52	52	52	52	52	52	52	52	52	52
PE3	Pearson Correlation	.162	.209	1	.024	.029	.028	.143	.212	.260	.719**	.493**
	Sig. (2-tailed)	.252	.136		.866	.836	.842	.313	.131	.063	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52
PE4	Pearson Correlation	.018	-.045	.024	1	.985**	.115	.066	-.036	-.029	-.211	.492**
	Sig. (2-tailed)	.902	.752	.866		.000	.416	.640	.799	.838	.133	.000
	N	52	52	52	52	52	52	52	52	52	52	52
PE5	Pearson Correlation	.013	-.053	.029	.985**	1	.110	.056	-.046	-.029	-.213	.486**
	Sig. (2-tailed)	.925	.707	.836	.000		.438	.692	.745	.841	.129	.000
	N	52	52	52	52	52	52	52	52	52	52	52
PE6	Pearson Correlation	.450**	.027	.028	.115	.110	1	.199	.118	.215	.065	.434**
	Sig. (2-tailed)	.001	.849	.842	.416	.438		.158	.403	.126	.648	.001
	N	52	52	52	52	52	52	52	52	52	52	52
PE7	Pearson Correlation	.263	.898**	.143	.066	.056	.199	1	.931**	.083	.275*	.677**
	Sig. (2-tailed)	.060	.000	.313	.640	.692	.158		.000	.561	.049	.000
	N	52	52	52	52	52	52	52	52	52	52	52
PE8	Pearson Correlation	.179	.962**	.212	-.036	-.046	.118	.931**	1	.086	.400**	.639**
	Sig. (2-tailed)	.205	.000	.131	.799	.745	.403	.000		.545	.003	.000
	N	52	52	52	52	52	52	52	52	52	52	52
PE9	Pearson Correlation	.800**	.127	.260	-.029	-.029	.215	.083	.086	1	.279*	.476**
	Sig. (2-tailed)	.000	.370	.063	.838	.841	.126	.561	.545		.045	.000
	N	52	52	52	52	52	52	52	52	52	52	52
PE10	Pearson Correlation	.218	.373**	.719**	-.211	-.213	.065	.275*	.400**	.279*	1	.469**
	Sig. (2-tailed)	.120	.006	.000	.133	.129	.648	.049	.003	.045		.000
	N	52	52	52	52	52	52	52	52	52	52	52
Pelatihan Kerja	Pearson Correlation	.556**	.596**	.493**	.492**	.486**	.434**	.677**	.639**	.476**	.469**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	
	N	52	52	52	52	52	52	52	52	52	52	52

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

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

		Correlations								Gaya Kepemimpinan Transformasional
		GT1	GT2	GT3	GT4	GT5	GT6	GT7	GT8	
GT1	Pearson	1	.375**	.549**	.285*	.439**	.308*	.429**	.812**	.762**
	Correlation									
	Sig. (2-tailed)		.006	.000	.041	.001	.026	.002	.000	.000
GT2	N	52	52	52	52	52	52	52	52	52
	Pearson	.375**	1	.618**	.240	.948**	.164	.564**	.332*	.762**
	Correlation									
GT3	Sig. (2-tailed)	.006		.000	.087	.000	.244	.000	.016	.000
	N	52	52	52	52	52	52	52	52	52
	Pearson	.549**	.618**	1	.289*	.669**	.329*	.752**	.399**	.826**
GT4	Correlation									
	Sig. (2-tailed)	.000	.000		.038	.000	.017	.000	.003	.000
	N	52	52	52	52	52	52	52	52	52
GT5	Pearson	.285*	.240	.289*	1	.284*	.423**	.346*	.234	.517**
	Correlation									
	Sig. (2-tailed)	.041	.087	.038		.041	.002	.012	.095	.000
GT6	N	52	52	52	52	52	52	52	52	52
	Pearson	.439**	.948**	.669**	.284*	1	.257	.618**	.256	.800**
	Correlation									
GT7	Sig. (2-tailed)	.001	.000	.000	.041		.066	.000	.067	.000
	N	52	52	52	52	52	52	52	52	52
	Pearson	.308*	.164	.329*	.423**	.257	1	.265	.085	.482**
GT8	Correlation									
	Sig. (2-tailed)	.026	.244	.017	.002	.066		.057	.548	.000
	N	52	52	52	52	52	52	52	52	52
GT9	Pearson	.429**	.564**	.752**	.346*	.618**	.265	1	.470**	.796**
	Correlation									
	Sig. (2-tailed)	.002	.000	.000	.012	.000	.057		.000	.000
GT10	N	52	52	52	52	52	52	52	52	52
	Pearson	.812**	.332*	.399**	.234	.256	.085	.470**	1	.659**
	Correlation									
GT11	Sig. (2-tailed)	.000	.016	.003	.095	.067	.548	.000		.000
	N	52	52	52	52	52	52	52	52	52
	Pearson	.762**	.762**	.826**	.517**	.800**	.482**	.796**	.659**	1
Gaya Kepemimpinan Transformasional	Correlation									
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52	52	52	52

** . 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	PK7	PK8	PK9	PK10	PK11	PK12	Produktivitas Kerja
PK1	Pearson Correlation	1	-.019	.220	.290*	.279*	.000	.265	.378**	-.090	-.296*	-.079	.291*	.310*
	Sig. (2-tailed)		.893	.117	.037	.045	1.000	.057	.006	.528	.033	.576	.036	.025
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK2	Pearson Correlation	-.019	1	.352*	.278*	.301*	.444**	.246	.266	.037	.673**	-.173	.261	.558**
	Sig. (2-tailed)	.893		.011	.046	.030	.001	.079	.057	.794	.000	.220	.062	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK3	Pearson Correlation	.220	.352*	1	.448**	.223	.317*	.940**	.513**	-.105	.052	.376**	.562**	.738**
	Sig. (2-tailed)	.117	.011		.001	.112	.022	.000	.000	.458	.713	.006	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK4	Pearson Correlation	.290*	.278*	.448**	1	.422**	.179	.521**	.847**	.344*	.132	.213	.492**	.770**
	Sig. (2-tailed)	.037	.046	.001		.002	.205	.000	.000	.013	.349	.130	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK5	Pearson Correlation	.279*	.301*	.223	.422**	1	.391**	.208	.390**	.463**	-.035	-.032	.226	.573**
	Sig. (2-tailed)	.045	.030	.112	.002		.004	.139	.004	.001	.805	.820	.108	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK6	Pearson Correlation	.000	.444**	.317*	.179	.391**	1	.269	.170	.207	.092	-.209	.299*	.474**
	Sig. (2-tailed)	1.000	.001	.022	.205	.004		.054	.227	.141	.516	.137	.031	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK7	Pearson Correlation	.265	.246	.940**	.521**	.208	.269	1	.596**	-.111	-.038	.445**	.641**	.749**
	Sig. (2-tailed)	.057	.079	.000	.000	.139	.054		.000	.435	.787	.001	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK8	Pearson Correlation	.378**	.266	.513**	.847**	.390**	.170	.596**	1	.293*	.109	.260	.443**	.783**
	Sig. (2-tailed)	.006	.057	.000	.000	.004	.227	.000		.035	.443	.063	.001	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK9	Pearson Correlation	-.090	.037	-.105	.344*	.463**	.207	-.111	.293*	1	.272	.213	-.122	.363**
	Sig. (2-tailed)	.528	.794	.458	.013	.001	.141	.435	.035		.051	.129	.390	.008
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK10	Pearson Correlation	-.296*	.673**	.052	.132	-.035	.092	-.038	.109	.272	1	.241	-.048	.341*
	Sig. (2-tailed)	.033	.000	.713	.349	.805	.516	.787	.443	.051		.086	.735	.013
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK11	Pearson Correlation	-.079	-.173	.376**	.213	-.032	-.209	.445**	.260	.213	.241	1	.082	.365**
	Sig. (2-tailed)	.576	.220	.006	.130	.820	.137	.001	.063	.129	.086		.565	.008
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
PK12	Pearson Correlation	.291*	.261	.562**	.492**	.226	.299*	.641**	.443**	-.122	-.048	.082	1	.622**
	Sig. (2-tailed)	.036	.062	.000	.000	.108	.031	.000	.001	.390	.735	.565		.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
Produktivitas Kerja	Pearson Correlation	.310*	.558**	.738**	.770**	.573**	.474**	.749**	.783**	.363**	.341*	.365**	.622**	1
	Sig. (2-tailed)	.025	.000	.000	.000	.000	.000	.000	.000	.008	.013	.008	.000	
	N	52	52	52	52	52	52	52	52	52	52	52	52	52

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

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

Lampiran V (Hasil Uji Reliabilitas)

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.699	10

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.856	8

Case Processing Summary

		N	%
Cases	Valid	52	100.0
	Excluded ^a	0	.0
	Total	52	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.794	12

Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Pelatihan	Gaya_Kepemimpinan_Transformasional	Produktivitas_Kerja
N		52	52	52
Normal Parameters ^{a,b}	Mean	31.42	28.56	41.02
	Std. Deviation	4.322	4.750	5.200
Most Extreme Differences	Absolute	.159	.093	.134
	Positive	.068	.081	.110
	Negative	-.159	-.093	-.134
Kolmogorov-Smirnov Z		1.150	.668	.965
Asymp. Sig. (2-tailed)		.142	.764	.309

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 * Pelatihan	(Combined)		965.197	15	64.346	5.598	.000
	Between Groups	Linearity	738.131	1	738.131	64.219	.000
		Deviation from Linearity	227.067	14	16.219	1.411	.198
	Within Groups		413.783	36	11.494		
	Total		1378.981	51			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_Kerja * Gaya_Kepemimpinan_Transformasional	(Combined)		949.469	16	59.342	4.836	.000
	Between Groups	Linearity	709.236	1	709.236	57.794	.000
		Deviation from Linearity	240.233	15	16.016	1.305	.251
	Within Groups		429.512	35	12.272		
	Total		1378.981	51			

Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12.306	3.474		3.543	.001		
	Pelatihan	.532	.166	.442	3.210	.002	.431	2.319
	Gaya Kepemimpinan Transformasional	.420	.151	.384	2.783	.008	.431	2.319

a. Dependent Variable: Produktivitas_Kerja

Lampiran IX (Hasil Uji Analisis Regresi Berganda)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Gaya_Kepemimpinan_Transformasional, Pelatihan ^b		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	.774 ^a	.599	.582	3.361

a. Predictors: (Constant), Gaya_Kepemimpinan_Transformasional, Pelatihan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.306	3.474		3.543	.001
	Pelatihan	.532	.166	.442	3.210	.002
	Gaya_Kepemimpinan_Transformasional	.420	.151	.384	2.783	.008

a. Dependent Variable: Produktivitas_Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	825.582	2	412.791	36.550	.000 ^b
	Residual	553.399	49	11.294		
	Total	1378.981	51			

a. Dependent Variable: Produktivitas_Kerja

b. Predictors: (Constant), Gaya_Kepemimpinan_Transformasional, Pelatihan