

Lampiran I

Surat Izin Penelitian



Bandar Lampung, 18 Oktober 2024

Nomor : Penelitian.030/DMJ/DFEB/Dit. Adm.Akd/Reg/X - 2024
Lampiran : -
Perihal : Permohonan Izin Penelitian

Kepada Yth,
Kepala PT. Rindang Tiga Satu Bandar Lampung
Di -
Jl. Nusa Indah No.37, Sumur Batu, Kec. Teluk Betung Utara

Dengan hormat,

Berdasarkan dengan peraturan Akademik Institut Informatika dan Bisnis (IIB) Darmajaya bahwa mahasiswa/i Strata Satu (S1) yang akan menyelesaikan studinya diwajibkan untuk memiliki pengalaman kerja dengan melaksanakan Penelitian dan membuat laporan yang waktunya sesuai dengan kalender Institut Informatika dan Bisnis (IIB) Darmajaya.

Untuk itu kami mohon kerja sama Bapak/Ibu agar kiranya dapat menerima mahasiswa/i untuk melakukan Izin Penelitian, yang pelaksanaannya dimulai dari tanggal **21 Oktober 2024 s.d 21 Januari 2025** (selama tiga bulan)

Adapun mahasiswa/i tersebut adalah :

Nama : Alfin Arlindo
NPM : 2112110014
Jurusan : S1 Manajemen
Jenjang : Strata Satu (S1)

Demikian permohonan ini dibuat, atas perhatian dan kerjasamanya yang baik kami ucapkan terimakasih.

Dekan Fakultas Ekonomi dan Bisnis



Terselamat:
1. Program Studi S1 Manajemen
2. Aswip

Jalan Z.A. Pagar Alam, No.93, Labuhan
Ratu, Bandar Lampung, Lampung

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0721-787214
0721-700261



PT. RINDANG TIGASATUPRATAMA
Kontraktor - Leveransir - Industri - Perkebunan
Pertanian - Perdagangan Umum



Surat Keterangan

Yang bertanda tangan dibawah ini :

Nama : Andri Yudha Putra

Jabatan : Head HRGA

Dengan ini menerangkan dengan sebenarnya bahwa :

Nama : Alfin Arlindo

NPM : 2112110014

Jurusan : S1 Manajemen

Jenjang : Strata Satu (S1)

Memang benar melakukan penelitian di PT . Ridang TigaSatu Pratama Bandar Lampung pada
Tanggal 20 November 2024 s.d 20 Januari 2024 (selama dua bulan).

Demikian surat keterangan ini dibuat untuk dapat di pergunakan sebagai mana mestinya.

Bandar Lampung, 28 November 2024

Nama Kepala

Jabatan PT. Rindang TigaSatu Pratama

Jln. Nusa Indah I No.2 B Telp.(0721) 252506 Fax. (0721) 256431
Sumur Batu Bandar Lampung 35214
Email : ptrindang31pratama@gmail.com / pt_rindang31pratama@tigasatu.co.id

Lampiran II

Hasil Jawaban Budaya Organisasi (X1)									
NO	Butir 1	Butir 2	Butir 3	Butir 4	Butir 5	Butir 6	Butir 7	Butir 8	TOTAL
1	4	4	5	4	4	5	4	4	34
2	3	4	4	4	5	5	4	4	33
3	4	3	3	3	3	3	4	4	27
4	3	4	4	3	4	4	4	4	30
5	3	5	4	3	4	4	4	4	31
6	4	5	4	4	4	5	4	4	34
7	4	4	4	4	4	4	4	5	33
8	3	4	4	3	4	4	4	4	30
9	4	4	4	4	4	4	3	4	31
10	4	4	5	4	5	5	5	5	37
11	3	3	4	3	4	4	3	5	29
12	2	2	3	4	3	2	3	2	21
13	3	3	4	4	3	3	3	3	26
14	3	3	4	3	4	4	3	4	28
15	4	5	5	5	5	4	5	4	37
16	4	4	5	5	5	4	4	4	35
17	4	4	5	5	5	5	5	5	38
18	4	4	5	5	5	4	4	4	35
19	3	3	5	4	4	4	3	5	31
20	4	4	5	5	5	4	4	4	35
21	4	4	4	5	5	5	4	5	36
22	3	3	4	5	4	4	4	4	31
23	4	3	5	5	4	5	4	5	35
24	4	4	5	4	5	4	4	4	34
25	4	4	4	5	4	4	3	4	32
26	4	3	5	5	4	5	3	5	34
27	4	4	5	5	4	5	3	5	35
28	2	3	4	5	5	4	4	4	31
29	3	3	4	3	4	4	3	4	28
30	4	5	5	5	5	3	5	4	36
31	4	4	4	4	4	4	4	4	32
32	4	4	4	4	4	5	4	4	33
33	4	4	4	4	4	3	3	3	29
34	4	4	4	4	4	4	4	4	32
35	4	4	4	4	3	4	4	4	31
36	3	4	4	4	3	4	4	4	30

37	4	4	4	5	4	4	4	5	34
38	4	5	5	4	4	5	4	4	35
39	3	3	3	3	3	3	3	3	24
40	3	4	3	3	5	3	5	5	31
41	4	3	5	3	5	4	3	4	31
42	4	3	3	5	3	3	4	5	30
43	4	4	4	3	4	4	4	5	32
44	4	4	5	4	4	4	4	4	33
45	4	4	4	4	4	5	4	4	33
46	4	4	4	5	5	4	3	5	34
47	4	4	4	4	4	4	4	4	32
48	4	4	3	4	4	4	4	5	32
49	4	4	4	3	3	4	4	4	30
50	5	5	4	4	4	4	3	3	32
51	4	4	5	4	4	4	3	4	32
52	2	2	4	3	4	4	4	4	27

Hasil Jawaban Kepuasan Kerja (X2)

NO	Butir 1	Butir 2	Butir 3	Butir 4	Butir 5	Butir 6	Butir 7	Butir 8	Butir 9	Butir 10	TOTAL
1	3	4	4	4	4	4	4	4	4	4	39
2	4	4	4	4	5	5	4	5	5	5	45
3	4	5	5	5	4	5	4	5	4	5	46
4	4	4	4	5	4	5	4	4	4	4	42
5	4	5	5	4	4	4	4	4	5	4	43
6	4	4	4	5	5	5	5	5	4	4	45
7	4	4	4	4	4	4	5	5	4	4	42
8	3	3	2	2	3	2	4	3	4	3	29
9	4	4	4	5	5	5	4	4	5	5	45
10	4	4	4	4	4	5	4	4	4	5	42
11	4	4	4	4	4	4	3	3	3	3	36
12	2	2	3	4	3	2	3	2	3	3	27
13	3	3	4	4	3	3	3	3	4	4	34
14	3	3	4	3	4	4	3	4	3	3	34
15	4	5	5	5	5	4	5	4	4	3	44
16	4	4	5	5	5	4	4	4	4	5	44
17	4	4	5	5	5	5	5	5	4	4	46
18	4	4	5	5	5	4	4	4	4	3	42
19	3	3	5	4	4	4	3	5	2	3	36
20	4	4	5	5	5	4	4	4	3	3	41
21	4	4	4	5	5	5	4	5	4	3	43
22	3	3	4	5	4	4	4	4	5	3	39
23	4	3	5	5	4	5	4	5	4	3	42
24	4	4	5	4	5	4	4	4	4	3	41
25	4	4	4	5	4	4	3	4	3	3	38
26	4	3	5	5	4	5	3	5	3	4	41
27	4	4	5	5	4	5	3	5	3	4	42
28	2	3	4	5	5	4	4	4	4	3	38
29	3	3	4	3	4	4	3	4	3	3	34
30	4	5	5	5	5	3	5	4	4	3	43
31	4	4	4	4	4	4	4	4	4	4	40
32	4	4	4	4	4	5	4	4	4	3	40
33	4	4	4	4	4	3	3	3	4	3	36
34	4	4	4	4	4	4	4	4	4	3	39
35	4	4	4	4	3	4	4	4	3	4	38
36	3	4	4	4	3	4	4	4	4	4	38
37	4	4	4	5	4	4	4	5	4	3	41

38	4	5	5	4	4	5	4	4	4	4	43
39	3	3	3	3	3	3	3	3	3	3	30
40	3	4	3	3	5	3	5	5	4	4	39
41	4	3	5	3	5	4	3	4	4	4	39
42	4	3	3	5	3	3	4	5	3	4	37
43	4	4	4	3	4	4	4	5	4	4	40
44	4	4	5	4	4	4	4	4	4	4	41
45	4	4	4	4	4	5	4	4	4	4	41
46	4	4	4	5	5	4	3	5	3	3	40
47	4	4	4	4	4	4	4	4	3	5	40
48	4	4	3	4	4	4	4	5	5	4	41
49	4	4	4	3	3	4	4	4	4	4	38
50	5	5	4	4	4	4	3	3	4	3	39
51	4	4	5	4	4	4	3	4	3	3	38
52	2	2	4	3	4	4	4	4	4	4	35

Hasil Jawaban Gaya Kepemimpinan Otokratis (X3)							
NO	Butir 1	Butir 2	Butir 3	Butir 4	Butir 5	Butir 6	TOTAL
1	5	5	5	5	5	5	30
2	4	4	4	5	5	5	27
3	3	4	5	4	4	4	24
4	3	4	4	4	4	4	23
5	5	4	4	4	4	4	25
6	3	4	4	4	4	4	23
7	4	4	4	4	4	4	24
8	2	2	2	4	2	4	16
9	2	2	2	4	2	4	16
10	3	4	4	4	4	4	23
11	3	2	3	3	3	3	17
12	2	2	3	4	3	2	16
13	3	3	4	4	3	3	20
14	3	3	4	3	4	4	21
15	4	5	5	5	5	4	28
16	4	4	5	5	5	4	27
17	4	4	5	5	5	5	28
18	4	4	5	5	5	4	27
19	3	3	5	4	4	4	23
20	4	4	5	5	5	4	27
21	4	4	4	5	5	5	27
22	3	3	4	5	4	4	23
23	4	3	5	5	4	5	26
24	4	4	5	4	5	4	26
25	4	4	4	5	4	4	25
26	4	3	5	5	4	5	26
27	4	4	5	5	4	5	27
28	2	3	4	5	5	4	23
29	3	3	4	3	4	4	21
30	4	5	5	5	5	3	27
31	4	4	4	4	4	4	24
32	4	4	4	4	4	5	25
33	4	4	4	4	4	3	23
34	4	4	4	4	4	4	24
35	4	4	4	4	3	4	23
36	3	4	4	4	3	4	22

37	4	4	4	5	4	4	25
38	4	5	5	4	4	5	27
39	3	3	3	3	3	3	18
40	3	4	3	3	5	3	21
41	4	3	5	3	5	4	24
42	4	3	3	5	3	3	21
43	4	4	4	3	4	4	23
44	4	4	5	4	4	4	25
45	4	4	4	4	4	5	25
46	4	4	4	5	5	4	26
47	4	4	4	4	4	4	24
48	4	4	3	4	4	4	23
49	4	4	4	3	3	4	22
50	5	5	4	4	4	4	26
51	4	4	5	4	4	4	25
52	2	2	4	3	4	4	19

Hasil Jawaban Produktivitas Kerja (Y)													
NO	Butir 1	Butir 2	Butir 3	Butir 4	Butir 5	Butir 6	Butir 7	Butir 8	Butir 9	Butir 10	Butir 11	Butir 12	TOTAL
1	3	3	3	4	4	4	3	3	3	4	4	4	42
2	4	3	3	3	5	4	4	3	3	3	5	4	44
3	4	4	4	4	5	4	4	4	4	4	5	4	50
4	3	2	3	3	3	2	3	3	2	1	1	3	29
5	3	3	3	4	3	4	3	3	3	4	3	4	40
6	3	4	4	4	5	5	3	4	4	4	5	5	50
7	2	2	4	4	3	2	4	4	2	4	3	3	37
8	2	2	4	3	2	2	3	4	2	4	4	4	36
9	2	2	4	4	3	3	4	4	3	4	3	3	39
10	3	4	3	4	3	3	4	3	3	3	3	4	40
11	4	4	5	5	4	5	5	5	4	5	4	4	54
12	2	2	3	4	3	2	1	2	1	1	4	3	28
13	3	3	4	4	3	3	3	3	4	4	4	3	41
14	3	3	4	3	4	4	3	4	3	3	3	4	41
15	4	5	5	5	5	4	5	4	4	3	5	5	54
16	4	4	5	5	5	4	4	4	4	5	5	5	54
17	4	4	5	5	5	5	5	5	4	4	5	5	56
18	4	4	5	5	5	4	4	4	4	3	5	5	52
19	3	3	5	4	4	4	3	5	2	3	5	4	45
20	4	4	5	5	5	4	4	4	3	3	4	5	50
21	4	4	4	5	5	5	4	5	4	3	5	5	53
22	3	3	4	5	4	4	4	4	5	3	4	4	47
23	4	3	5	5	4	5	4	5	4	3	5	4	51
24	4	4	5	4	5	4	4	4	4	3	5	5	51
25	4	4	4	5	4	4	3	4	3	3	4	4	46
26	4	3	5	5	4	5	3	5	3	4	5	4	50
27	4	4	5	5	4	5	3	5	3	4	5	4	51
28	2	3	4	5	5	4	4	4	4	3	4	5	47
29	3	3	4	3	4	4	3	4	3	3	3	4	41
30	4	5	5	5	5	3	5	4	4	3	5	5	53
31	4	4	4	4	4	5	4	4	4	4	4	5	50
32	3	4	4	4	5	4	3	4	4	4	5	4	48
33	4	4	4	4	4	4	4	4	4	4	4	4	48
34	3	3	4	4	4	4	3	3	4	4	4	4	44
35	2	2	2	2	2	2	2	2	2	2	2	2	24
36	2	2	2	2	3	4	2	2	2	2	3	4	30

37	3	3	4	4	4	3	3	3	4	4	4	3	42
38	2	2	4	4	4	2	2	2	4	4	4	2	36
39	2	2	4	4	4	2	2	2	4	4	4	2	36
40	3	3	3	3	4	4	3	3	3	3	4	4	40
41	3	2	2	2	4	3	3	2	2	2	4	3	32
42	2	2	2	3	4	3	2	2	2	3	4	3	32
43	4	3	2	2	4	3	4	3	2	2	4	3	36
44	3	3	3	4	3	4	3	3	3	4	3	4	40
45	3	4	4	4	5	5	3	4	4	4	5	5	50
46	5	4	4	4	5	5	5	4	4	4	5	5	54
47	4	4	4	3	5	5	4	4	4	3	5	5	50
48	3	4	5	5	5	5	3	4	5	5	5	5	54
49	3	3	3	4	5	4	3	3	3	4	5	4	44
50	3	3	3	3	4	5	3	3	3	3	4	5	42
51	3	3	3	4	5	5	3	3	3	4	5	5	46
52	3	3	4	3	4	4	3	3	4	3	4	4	42

Lampiran III
Hasil Uji Karakteristik Responden

USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
1	13	25.0	25.0	25.0
Valid 2	24	46.2	46.2	71.2
3	15	28.8	28.8	100.0
Total	52	100.0	100.0	

JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
1	43	82.7	82.7	82.7
Valid 2	9	17.3	17.3	100.0
Total	52	100.0	100.0	

PENDIDIKAN TERAKHIR

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	7.7	7.7	7.7
Valid 2	12	23.1	23.1	30.8
3	32	61.5	61.5	92.3
4	4	7.7	7.7	100.0
Total	52	100.0	100.0	

MASA KERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
1	11	21.2	25.0	21.2
Valid 2	23	44.2	46.2	65.4
3	18	34.6	28.8	100.0
Total	52	100.0	100.0	

Lampiran IV

Hasil Jawaban Responden Variabel Budaya Organisasi (X1)

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.8	5.8	5.8
3	13	25.0	25.0	30.8
Valid 4	35	67.3	67.3	98.1
5	1	1.9	1.9	100.0
Total	52	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.8	3.8	3.8
3	13	25.0	25.0	28.8
Valid 4	31	59.6	59.6	88.5
5	6	11.5	11.5	100.0
Total	52	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	11.5	11.5	11.5
Valid 4	29	55.8	55.8	67.3
5	17	32.7	32.7	100.0
Total	52	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	25.0	25.0	25.0
Valid 4	23	44.2	44.2	69.2
5	16	30.8	30.8	100.0
Total	52	100.0	100.0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	15.4	15.4	15.4
4	30	57.7	57.7	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	7	13.5	13.5	15.4
4	32	61.5	61.5	76.9
5	12	23.1	23.1	100.0
Total	52	100.0	100.0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	16	30.8	30.8	30.8
4	31	59.6	59.6	90.4
5	5	9.6	9.6	100.0
Total	52	100.0	100.0	

X1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	4	7.7	7.7	9.6
4	32	61.5	61.5	71.2
5	15	28.8	28.8	100.0
Total	52	100.0	100.0	

Hasil Jawaban Responden Variabel Kepuasan Kerja (X2)

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.8	5.8	5.8
3	10	19.2	19.2	25.0
Valid 4	38	73.1	73.1	98.1
5	1	1.9	1.9	100.0
Total	52	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.8	3.8	3.8
3	12	23.1	23.1	26.9
Valid 4	32	61.5	61.5	88.5
5	6	11.5	11.5	100.0
Total	52	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	5	9.6	9.6	11.5
Valid 4	29	55.8	55.8	67.3
5	17	32.7	32.7	100.0
Total	52	100.0	100.0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	8	15.4	15.4	17.3
Valid 4	23	44.2	44.2	61.5
5	20	38.5	38.5	100.0
Total	52	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	15.4	15.4	15.4
4	29	55.8	55.8	71.2
5	15	28.8	28.8	100.0
Total	52	100.0	100.0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.8	3.8	3.8
3	6	11.5	11.5	15.4
4	30	57.7	57.7	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
3	15	28.8	28.8	28.8
4	31	59.6	59.6	88.5
5	6	11.5	11.5	100.0
Total	52	100.0	100.0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	6	11.5	11.5	13.5
4	29	55.8	55.8	69.2
5	16	30.8	30.8	100.0
Total	52	100.0	100.0	

X2.9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	14	26.9	26.9	28.8
Valid 4	32	61.5	61.5	90.4
5	5	9.6	9.6	100.0
Total	52	100.0	100.0	

X2.10

	Frequency	Percent	Valid Percent	Cumulative Percent
3	24	46.2	46.2	46.2
Valid 4	22	42.3	42.3	88.5
5	6	11.5	11.5	100.0
Total	52	100.0	100.0	

Hasil Jawaban Responden Variabel Gaya Kepemimpinan Otokratis (X3)

X3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9.6	9.6	9.6
3	13	25.0	25.0	34.6
Valid 4	31	59.6	59.6	94.2
5	3	5.8	5.8	100.0
Total	52	100.0	100.0	

X3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9.6	9.6	9.6
3	11	21.2	21.2	30.8
Valid 4	31	59.6	59.6	90.4
5	5	9.6	9.6	100.0
Total	52	100.0	100.0	

X3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.8	3.8	3.8
3	6	11.5	11.5	15.4
Valid 4	27	51.9	51.9	67.3
5	17	32.7	32.7	100.0
Total	52	100.0	100.0	

X3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	17.3	17.3	17.3
Valid 4	25	48.1	48.1	65.4
5	18	34.6	34.6	100.0
Total	52	100.0	100.0	

X3.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.8	3.8	3.8
3	8	15.4	15.4	19.2
Valid 4	28	53.8	53.8	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	

X3.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	7	13.5	13.5	15.4
Valid 4	34	65.4	65.4	80.8
5	10	19.2	19.2	100.0
Total	52	100.0	100.0	

Hasil Uji Frekuensi Jawaban Variabel Produktivitas Kerja (Y)

Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	10	19.2	19.2	19.2
3	22	42.3	42.3	61.5
Valid 4	19	36.5	36.5	98.1
5	1	1.9	1.9	100.0
Total	52	100.0	100.0	

Y.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	11	21.2	21.2	21.2
3	20	38.5	38.5	59.6
Valid 4	19	36.5	36.5	96.2
5	2	3.8	3.8	100.0
Total	52	100.0	100.0	

Y.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9.6	9.6	9.6
3	11	21.2	21.2	30.8
Valid 4	23	44.2	44.2	75.0
5	13	25.0	25.0	100.0
Total	52	100.0	100.0	

Y.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7.7	7.7	7.7
3	10	19.2	19.2	26.9
Valid 4	23	44.2	44.2	71.2
5	15	28.8	28.8	100.0
Total	52	100.0	100.0	

Y.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.8	3.8	3.8
3	9	17.3	17.3	21.2
Valid 4	22	42.3	42.3	63.5
5	19	36.5	36.5	100.0
Total	52	100.0	100.0	

Y.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13.5	13.5	13.5
3	8	15.4	15.4	28.8
Valid 4	23	44.2	44.2	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	

Y.7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.9	1.9	1.9
2	5	9.6	9.6	11.5
Valid 3	24	46.2	46.2	57.7
4	17	32.7	32.7	90.4
5	5	9.6	9.6	100.0
Total	52	100.0	100.0	

Y.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13.5	13.5	13.5
3	15	28.8	28.8	42.3
Valid 4	23	44.2	44.2	86.5
5	7	13.5	13.5	100.0
Total	52	100.0	100.0	

Y.9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.9	1.9	1.9
2	9	17.3	17.3	19.2
Valid 3	16	30.8	30.8	50.0
4	24	46.2	46.2	96.2
5	2	3.8	3.8	100.0
Total	52	100.0	100.0	

Y.10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.8	3.8	3.8
2	4	7.7	7.7	11.5
Valid 3	20	38.5	38.5	50.0
4	23	44.2	44.2	94.2
5	3	5.8	5.8	100.0
Total	52	100.0	100.0	

Y.11

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.9	1.9	1.9
2	1	1.9	1.9	3.8
Valid 3	8	15.4	15.4	19.2
4	21	40.4	40.4	59.6
5	21	40.4	40.4	100.0
Total	52	100.0	100.0	

Y.12

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.8	5.8	5.8
3	9	17.3	17.3	23.1
Valid 4	23	44.2	44.2	67.3
5	17	32.7	32.7	100.0
Total	52	100.0	100.0	

Lampiran V

Hasil Uji Validitas Variabel Budaya Organisasi (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	TOTAL. X1
X1.1	Pearson Correlation	1	.597**	.337*	.337*	.150	.331*	.114	.248	.626**
	Sig. (2-tailed)		.000	.015	.015	.289	.016	.421	.076	.000
	N	52	52	52	52	52	52	52	52	52
X1.2	Pearson Correlation	.597**	1	.280*	.174	.317*	.322*	.404**	.083	.639**
	Sig. (2-tailed)	.000		.044	.218	.022	.020	.003	.560	.000
	N	52	52	52	52	52	52	52	52	52
X1.3	Pearson Correlation	.337*	.280*	1	.384**	.511**	.523**	.118	.195	.673**
	Sig. (2-tailed)	.015	.044		.005	.000	.000	.403	.167	.000
	N	52	52	52	52	52	52	52	52	52
X1.4	Pearson Correlation	.337*	.174	.384**	1	.349*	.227	.157	.220	.592**
	Sig. (2-tailed)	.015	.218	.005		.011	.105	.267	.116	.000
	N	52	52	52	52	52	52	52	52	52
X1.5	Pearson Correlation	.150	.317*	.511**	.349*	1	.347*	.364**	.326*	.674**
	Sig. (2-tailed)	.289	.022	.000	.011		.012	.008	.018	.000
	N	52	52	52	52	52	52	52	52	52
X1.6	Pearson Correlation	.331*	.322*	.523**	.227	.347*	1	.176	.474**	.683**
	Sig. (2-tailed)	.016	.020	.000	.105	.012		.212	.000	.000
	N	52	52	52	52	52	52	52	52	52
X1.7	Pearson Correlation	.114	.404**	.118	.157	.364**	.176	1	.295*	.517**
	Sig. (2-tailed)	.421	.003	.403	.267	.008	.212		.034	.000
	N	52	52	52	52	52	52	52	52	52
X1.8	Pearson Correlation	.248	.083	.195	.220	.326*	.474**	.295*	1	.566**
	Sig. (2-tailed)	.076	.560	.167	.116	.018	.000	.034		.000
	N	52	52	52	52	52	52	52	52	52
TOTAL.X1	Pearson Correlation	.626**	.639**	.673**	.592**	.674**	.683**	.517**	.566**	1

Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	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).

Hasil Uji Validitas Variabel Kepuasan Kerja (X2)

		Correlations										
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL. X 2
X2.1	Pearson Correlation	1	.713**	.372**	.333*	.247	.447**	.126	.293*	.144	.181	.638**
	Sig. (2-taile		.000	.007	.016	.077	.001	.373	.035	.309	.200	.000
	d) N	52	52	52	52	52	52	52	52	52	52	52
X2.2	Pearson Correlation	.713**	1	.371**	.294*	.319*	.340*	.382**	.186	.309*	.190	.676**
	Sig. (2-taile	.000		.007	.034	.021	.014	.005	.187	.026	.178	.000
	d) N	52	52	52	52	52	52	52	52	52	52	52
X2.3	Pearson Correlation	.372**	.371**	1	.449**	.462**	.512**	.034	.265	-.040	.061	.593**
	Sig. (2-taile	.007	.007		.001	.001	.000	.812	.058	.780	.667	.000
	d) N	52	52	52	52	52	52	52	52	52	52	52
X2.4	Pearson Correlation	.333*	.294*	.449**	1	.414**	.424**	.196	.347*	.045	.017	.606**
	Sig. (2-taile	.016	.034	.001		.002	.002	.165	.012	.753	.903	.000
	d) N	52	52	52	52	52	52	52	52	52	52	52
X2.5	Pearson Correlation	.247	.319*	.462**	.414**	1	.383**	.348*	.382**	.257	.018	.639**
	Sig. (2-taile	.077	.021	.001	.002		.005	.011	.005	.066	.897	.000
	d) N	52	52	52	52	52	52	52	52	52	52	52
X2.6	Pearson Correlation	.447**	.340*	.512**	.424**	.383**	1	.159	.549**	.203	.366**	.744**
	Sig. (2-taile	.001	.014	.000	.002	.005		.260	.000	.150	.008	.000
	d) N	52	52	52	52	52	52	52	52	52	52	52
X2.7	Pearson Correlation	.126	.382**	.034	.196	.348*	.159	1	.382**	.504**	.274*	.553**
	Sig. (2-tailed)	.373	.005	.812	.165	.011	.260		.005	.000	.050	.000

X2.8	N	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.293	.186	.265	.347	.382**	.549**	.382**	1	.075	.279*	.634**
	Sig. (2-tailed)	.035	.187	.058	.012	.005	.000	.005		.598	.045	.000
X2.9	N	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.144	.309	-.040	.045	.257	.203	.504**	.075	1	.324*	.453**
	Sig. (2-tailed)	.309	.026	.780	.753	.066	.150	.000	.598		.019	.001
X2.10	N	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.181	.190	.061	.017	.018	.366**	.274*	.279*	.324*	1	.449**
	Sig. (2-tailed)	.200	.178	.667	.903	.897	.008	.050	.045	.019		.001
TOTAL.X2	N	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.638**	.676**	.593**	.606**	.639**	.744**	.553**	.634**	.453**	.449**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.001	.001	
	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).

Hasil Uji Validitas Variabel Gaya Kepemimpinan Otokratis (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	TOTAL.X3
X3.1	Pearson Correlation	1	.737**	.504**	.315*	.439*	.385*	.777**
	Sig. (2-tailed)		.000	.000	.023	.001	.005	.000
	N	52	52	52	52	52	52	52
X3.2	Pearson Correlation	.737**	1	.529**	.312*	.545*	.325*	.798**
	Sig. (2-tailed)	.000		.000	.024	.000	.019	.000
	N	52	52	52	52	52	52	52
X3.3	Pearson Correlation	.504**	.529**	1	.354*	.658**	.433**	.800**
	Sig. (2-tailed)	.000	.000		.010	.000	.001	.000
	N	52	52	52	52	52	52	52
X3.4	Pearson Correlation	.315*	.312*	.354*	1	.386*	.339*	.609**
	Sig. (2-tailed)	.023	.024	.010		.005	.014	.000
	N	52	52	52	52	52	52	52
X3.5	Pearson Correlation	.439**	.545**	.658**	.386**	1	.318*	.773**
	Sig. (2-tailed)	.001	.000	.000	.005		.022	.000
	N	52	52	52	52	52	52	52
X3.6	Pearson Correlation	.385**	.325*	.433**	.339*	.318*	1	.618**
	Sig. (2-tailed)	.005	.019	.001	.014	.022		.000
	N	52	52	52	52	52	52	52
TOTAL.X3	Pearson Correlation	.777**	.798**	.800**	.609**	.773**	.618**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	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).

Hasil Uji Validitas Variabel Produktivitas Kerja (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	TOTAL.Y
Y.1	Pearson Correlation	1	.775**	.461**	.385**	.569**	.613**	.693* *	.585**	.414**	.162	.518**	.574* *	.746**
	Sig. (2-tailed)		.000	.001	.005	.000	.000	.000	.000	.002	.252	.000	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y.2	Pearson Correlation	.775**	1	.589**	.572**	.670**	.624**	.664* *	.609**	.619**	.330*	.585**	.753* *	.865**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.017	.000	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y.3	Pearson Correlation	.461**	.589**	1	.779**	.435**	.367**	.496* *	.782**	.599**	.474**	.508**	.455* *	.778**
	Sig. (2-tailed)	.001	.000		.000	.001	.007	.000	.000	.000	.000	.000	.001	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y.4	Pearson Correlation	.385**	.572**	.779**	1	.431**	.371**	.434* *	.631**	.573**	.484**	.477**	.435* *	.736**
	Sig. (2-tailed)	.005	.000	.000		.001	.007	.001	.000	.000	.000	.000	.001	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y.5	Pearson Correlation	.569**	.670**	.435**	.431**	1	.601**	.454* *	.384**	.591**	.260	.766**	.650* *	.757**
	Sig. (2-tailed)	.000	.000	.001	.001		.000	.001	.005	.000	.063	.000	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y.6	Pearson Correlation	.613**	.624**	.367**	.371**	.601**	1	.395* *	.597**	.493**	.374**	.566**	.774* *	.759**
	Sig. (2-tailed)	.000	.000	.007	.007	.000		.004	.000	.000	.006	.000	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y.7	Pearson Correlation	.693**	.664**	.496**	.434**	.454**	.395**	1	.645**	.475**	.258	.327*	.557* *	.709**
	Sig. (2-tailed)	.000	.000	.000	.001	.001	.004		.000	.000	.064	.018	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y.8	Pearson Correlation	.585**	.609**	.782**	.631**	.384**	.597**	.645* *	1	.404**	.376**	.451**	.582* *	.789**
	Sig. (2-tailed)	.000	.000	.000	.000	.005	.000	.000		.003	.006	.001	.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
Y.9	Pearson Correlation	.414**	.619**	.599**	.573**	.591**	.493**	.475* *	.404**	1	.568**	.483**	.449* *	.745**

	Sig. (2-tailed)	.002	.000	.000	.000	.000	.000	.000	.003		.000	.000	.001	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.162	.330*	.474**	.484**	.260	.374**	.258	.376**	.568**	1	.398**	.241	.554**
Y.10	Sig. (2-tailed)	.252	.017	.000	.000	.063	.006	.064	.006	.000		.003	.086	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.518**	.585**	.508**	.477**	.766**	.566**	.327*	.451**	.483**	.398**	1	.552*	.740**
Y.11	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.018	.001	.000	.003		.000	.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.574**	.753**	.455**	.435**	.650**	.774**	.557*	.582**	.449**	.241	.552**	1	.783**
Y.12	Sig. (2-tailed)	.000	.000	.001	.001	.000	.000	.000	.000	.001	.086	.000		.000
	N	52	52	52	52	52	52	52	52	52	52	52	52	52
	Pearson Correlation	.746**	.865**	.778**	.736**	.757**	.759**	.709*	.789**	.745**	.554**	.740**	.783*	1
TOT	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	52	52	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).

Lampiran VI

Uji Reliabilitas

Hasil Uji Reliabilitas Variabel Budaya Organisasi (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.772	8

Hasil Uji Reliabilitas Variabel Kepuasan Kerja (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.802	10

Hasil Uji Reliabilitas Variabel Gaya Kepemimpinan Otokratis (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.827	6

Hasil Uji Reliabilitas Variabel Produktivitas Kerja (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.927	12

Lampiran VII

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		TOTAL.X1	TOTAL.X2	TOTAL.X3	TOTAL.Y
N		52	52	52	52
Normal Parameters ^{a,b}	Mean	31.85	39.54	23.67	44.08
	Std. Deviation	3.280	4.070	3.234	7.834
	Absolute	.129	.141	.168	.141
Most Extreme Differences	Positive	.072	.063	.094	.083
	Negative	-.129	-.141	-.168	-.141
Kolmogorov-Smirnov Z		.930	1.018	1.208	1.014
Asymp. Sig. (2-tailed)		.352	.251	.108	.255

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VIII

Uji Linearitas

Variabel Budaya Organisasi (X1)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL.Y * TOTAL.X1	Between Groups	(Combined)	1723.759	14	123.126	3.240	.002
		Linearity	817.073	1	817.073	21.503	.000
		Deviation	906.686	13	69.745	1.835	.074
		from					
		Linearity	1405.933	37	37.998		
Within Groups		3129.692	51				
Total							

Variabel Kepuasan Kerja (X2)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL. Y		(Combined)	1362.302	15	90.820	1.850	.065
	Between	Linearity	614.990	1	614.990	12.527	.001
	Groups	Deviation from					
TOTAL. X2		Linearity	747.312	14	53.379	1.087	.400
	Within	Groups	1767.390	36	49.094		
	Total		3129.692	51			

Variabel Gaya Kepemimpinan Otokratis (X3)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL. Y * TOTAL. X3		(Combined)	1331.403	13	102.416	2.164	.032
	Between	Linearity	689.126	1	689.126	14.562	.000
	Groups	Deviation from	642.277	12	53.523	1.131	.365
		Linearity					
		Within Groups	1798.289	38	47.323		
	Total	3129.692	51				

Lampiran IX

Uji Multikolonelitas

Correlations			Collinearity Statistics	
Zero-order	Partial	Part	Tolerance	VIF
.511	.195	.169	.300	3.337
.443	.078	.067	.415	2.412
.469	.115	.098	.379	2.641

Lampiran X

REGRESI LINEAR BERGANDA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square	F Change	df1	df2	Sig. F
1	.528 ^a	.279	.234	6.858	.279	6.182	3	48	.001

a. Predictors: (Constant), TOTAL.X3, TOTAL.X2, TOTAL.X1

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	872.199	3	290.733	6.182	.001 ^b
Residual	2257.493	48	47.031		
Total	3129.692	51			

a. Dependent Variable: TOTAL.Y

b. Predictors: (Constant), TOTAL.X3, TOTAL.X2, TOTAL.X1

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.543	10.069		.352	.726
	TOTAL.X1	.738	.535	.309	1.381	.174
	TOTAL.X2	.199	.366	.104	.544	.589
	TOTAL.X3	.386	.483	.159	.800	.427

Lampiran XI

Hasil Uji T Variabel Budaya Organisasi (X1)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.218	9.293		.561	.577
	TOTAL.X1	1.220	.290	.511	4.203	.000

Hasil Uji T Variabel Kepuasan Kerja (X2)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.218	9.696		1.067	.291
	TOTAL.X2	1.220	.244	.443	3.497	.001

Hasil Uji T Variabel Gaya Kepemimpinan Otokratis (X3)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.170	7.226		2.376	.021
	TOTAL.X3	1.137	.302	.469	3.757	.000

Lampiran XII

Hasil Uji F Simultan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	872.199	3	290.733	6.182	.001 ^b
	Residual	2257.493	48	47.031		
	Total	3129.692	51			

a. Dependent Variable: TOTAL.Y

b. Predictors: (Constant), TOTAL.X3, TOTAL.X2, TOTAL.X1

Lampiran XII

Dokumentasi

