

# **LAMPIRAN**

## Lampiran 1

### KUESIONER PENELITIAN

Pernyataan dibawah ini dalam rangka penelitian skripsi dengan judul :

**“PENGARUH GAYA KEPEMIMPINAN DAN MOTIVASI KERJA  
TERHADAP KINERJA KARYAWAN PT JAPFA COMFEED INDONESIA  
(TBK) CABANG TANGGAMUS”**

#### PETUNJUK PENGISIAN

1. Jawablah setiap pernyataan/pertanyaan yang diajukan dengan jujur dan benar.
2. Berilah tanda ceklis (√) pada salah satu jawaban yang paling sesuai.
3. Pernyataan/pertanyaan harus dijawab semua.

<b>SS</b>	<b>= SANGAT SETUJU</b>	<b>(5)</b>
<b>S</b>	<b>= SETUJU</b>	<b>(4)</b>
<b>CS</b>	<b>= CUKUP SETUJU</b>	<b>(3)</b>
<b>TS</b>	<b>= TIDAK SETUJU</b>	<b>(2)</b>
<b>STS</b>	<b>= SANGAT TIDAK SETUJU</b>	<b>(1)</b>

#### A. IDENTITAS RESPONDEN

Berilah tanda silang (X) pada kolom yang telah disediakan sesuai dengan keadaan diri Anda:

- |                  |   |                                      |                                      |
|------------------|---|--------------------------------------|--------------------------------------|
| 1. Jenis Kelamin | : | <input type="checkbox"/> Laki-Laki   | <input type="checkbox"/> Perempuan   |
| 2. Usia          | : | <input type="checkbox"/> 18-24 Tahun | <input type="checkbox"/> 35-44 Tahun |
|                  |   | <input type="checkbox"/> 25-34 Tahun | <input type="checkbox"/> > 45 Tahun  |
| 3. Lama Bekerja  | : | <input type="checkbox"/> 0-2 Tahun   | <input type="checkbox"/> 3-5 Tahun   |
|                  |   | <input type="checkbox"/> 6-8 Tahun   | <input type="checkbox"/> >9 Tahun    |

## B. Daftar Pernyataan

### Gaya Kepemimpinan (X1)

No	Pernyataan Gaya Kepemimpinan	SS	S	CS	TS	STS
1	Sifat : Pimpinan saya dengan senang hati menerima saran saya					
2	Pimpinan saya menganggap keputusan yang dibuatnya sebagai keputusan yang mutlak yang harus dilakukan					
3.	Kebiasaan : Pimpinan saya selalu memberikan bonus jika saya mampu menyelesaikan pekerjaaa dengan baik					
4	Pimpinan saya memberikan perhatian lebih serta bersifat melindungi kepada semua karyawan					
5	Tempramen : Pimpinan saya selalu mendukung usaha-usaha karyawan dalam menyelesaikan tugas					
6	Pimpinan saya selalu peduli dengan masalah yang menghambat kinerja saya sehingga ia siap memberikan motivasi					
7	Watak : Pimpinan saya tidak memberi ruang pasa saya mengambil inisiatif dalam mengambil keputusan					
8	Pimpinan saya selalu menjelaskan keputusan yang akan ditetapkannya untuk perusahaan					
9	Kepribadian : Pimpinan selalu mengawasi kerja seluruh karyawan					
10	Pimpinan saya menganggap saya sebagai patner dalam bekerja					

## Motivasi Karyawan (X2)

No	Pernyataan Motivasi Karyawan	SS	S	CS	TS	STS
1	Kebutuhan Fisiologis : Perusahaan sudah mampu memenuhi kebutuhan fisiologi (sandang,pangan dan papan)					
2	Perusahaan telah mampu memberi gaji dan bonus yang cukup kepada karyawan					
3.	Kebutuhan Keamanan dan Keselamatan Kerja : Perusahaan mampu menjamin kondisi keamanan dan keselamatan karyawan saat bekerja					
4	Perusahaan telah mampu menyediakan jaminan hari tua					
5	Kebutuhan Sosial : Peluang bersosialisasi dengan orang lain					
6	Terjadi hubungan erat karyawan dengan rekan-rekan karyawan lainnya.					
7	Kebutuhan Penghargaan: Perusahaan memberikan penghargaan atas pekerjaan yang saya lakukan					
8	Kinerja saya dihargai oleh atasan baik secara kualitas dan kuantitas					
9	Kebutuhan Aktualisasi Diri: Melakukan sesuatu untuk meningkatkan Karir					
10	Menjadi diri sendiri lebih baik dari pada mengikuti orang lain					

### Kinerja Karyawan (Y)

No	Pernyataan Kinerja Karyawan	SS	S	CS	TS	STS
1	Kuantitas Kerja: Saya berhasil menyelesaikan tugas saya dengan baik sesuai target yang ditentukan;					
2	Kualitas Kerja: Saya dapat menyelesaikan tugas dengan ketelitian yang tinggi;					
3.	Ketepatan Waktu : Saya dapat melaksanakan pekerjaan sesuai waktu yang telah di tentukan					
4	Efektivitas : Saya bekerja sesuai dengan pedoman dan standard prosedur tujuan perusahaan					
5	Kemandirian : Saya bersedia menyelesaikan masalah pekerjaan tanpa diperintah					
6	Komitmen : Saya sangat jelas dan paham atas pekerjaan dan tanggung jawab saya.					

## Lampiran 2

### DESKRIPSI RESPONDEN

#### USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
>45 Tahun	13	27.7	27.7	27.7
18-24 Tahun	9	19.1	19.1	46.8
Valid 25-34 Tahun	11	23.4	23.4	70.2
35-44 Tahun	14	29.8	29.8	100.0
Total	47	100.0	100.0	

#### JENISKELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	35	74.5	74.5	74.5
Valid Perempuan	12	25.5	25.5	100.0
Total	47	100.0	100.0	

#### LAMABEKERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
>9 Tahun	21	44.7	44.7	44.7
0-2 Tahun	9	19.1	19.1	63.8
Valid 3-5 Tahun	6	12.8	12.8	76.6
6-8 Tahun	11	23.4	23.4	100.0
Total	47	100.0	100.0	

### LAMPIRAN 3

#### HASIL JAWABAN RESPONDEN

##### 1. Gaya Kempimpinan (X1)

RESPONDEN	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8	GK9	GK10	TOTAL_GK
1	4	3	4	4	4	4	4	5	4	4	40
2	5	4	4	4	5	4	4	5	4	3	42
3	5	4	4	3	4	4	4	4	2	3	37
4	5	4	4	5	4	4	4	4	3	4	41
5	5	4	5	3	4	4	5	5	3	3	41
6	5	4	5	3	5	5	5	5	4	4	45
7	5	4	5	5	5	5	5	5	4	5	48
8	4	5	4	4	4	3	4	4	4	3	39
9	5	4	4	2	4	5	5	4	4	4	41
10	5	5	5	5	5	4	5	4	4	4	46
11	5	5	5	4	4	5	5	5	4	5	47
12	5	4	5	4	5	5	4	4	4	4	44
13	4	4	4	5	5	5	4	4	5	4	44
14	5	5	5	5	3	5	5	4	4	4	45
15	5	4	4	4	5	4	5	3	3	3	40
16	3	4	4	3	4	4	4	4	2	3	35
17	4	3	3	2	5	4	4	5	4	5	39
18	5	5	5	5	5	4	5	3	3	3	43
19	5	5	5	5	4	4	5	3	3	3	42
20	5	5	5	5	5	5	5	5	4	5	49
21	4	5	4	5	5	5	4	5	4	5	46
22	4	4	4	4	4	4	4	3	3	3	37
23	4	4	4	4	4	4	4	4	4	4	40
24	5	4	5	4	4	5	5	5	5	4	46
25	4	5	5	5	4	5	4	5	4	5	46
26	5	4	5	3	5	4	5	5	5	4	45
27	5	5	5	5	5	5	5	5	5	5	50
28	4	4	4	4	5	5	5	4	3	5	43
29	3	3	2	3	3	2	3	1	2	2	24
30	5	4	4	3	4	5	4	5	2	4	40
31	5	5	5	2	4	5	3	5	4	4	42
32	5	4	5	3	5	5	5	5	4	4	45
33	5	5	5	5	5	5	5	5	4	5	49
34	4	4	4	4	4	3	4	4	4	3	38
35	5	5	4	2	4	5	5	4	3	4	41





34	4	4	2	3	4	3	3	3	2	3	31
35	5	5	5	5	4	5	5	5	2	5	46
36	5	5	4	2	4	4	1	4	4	4	37
37	4	4	3	4	5	5	4	3	4	5	41
38	5	5	4	5	5	4	4	4	4	5	45
39	5	5	4	5	5	5	5	4	4	5	47
40	4	4	2	4	5	5	4	4	4	5	41
41	5	5	5	2	4	5	5	5	2	4	42
42	4	5	5	2	3	4	2	3	3	4	35
43	5	3	2	3	4	4	2	3	3	4	33
44	5	4	3	5	5	5	4	4	3	3	41
45	4	5	5	2	3	4	3	3	4	4	37
46	4	4	4	4	4	4	4	4	4	4	40
47	5	4	4	4	4	5	4	4	4	4	42

### 3. Kinerja Karyawan (Y)

RESPONDEN	K1	K2	K3	K4	K5	K6	TOTAL_K
1	4	4	4	4	4	4	24
2	5	4	4	4	4	5	26
3	3	4	5	5	5	5	27
4	3	4	5	5	5	5	27
5	4	4	4	3	3	5	23
6	5	4	5	4	5	5	28
7	5	5	5	5	5	5	30
8	4	3	3	4	4	5	23
9	5	5	5	5	4	4	28
10	5	4	4	4	5	5	27
11	5	4	5	5	5	4	28
12	4	5	4	5	4	5	27
13	4	4	4	4	5	4	25
14	4	4	5	4	4	4	25
15	4	4	4	3	5	5	25
16	3	4	5	5	5	5	27
17	4	4	5	3	5	5	26
18	4	4	4	3	5	5	25
19	4	4	4	3	5	5	25
20	5	5	5	5	5	5	30
21	4	4	4	4	5	4	25
22	4	4	4	4	4	4	24
23	4	4	4	4	4	4	24
24	4	5	4	5	5	5	28
25	4	5	5	4	5	4	27
26	5	4	5	4	4	5	27
27	5	4	5	5	4	4	27

28	4	5	4	4	3	3	23
29	3	3	2	2	2	3	15
30	5	4	4	4	5	5	27
31	5	5	4	4	5	5	28
32	5	4	5	4	5	5	28
33	5	5	5	5	5	5	30
34	4	3	3	4	4	5	23
35	5	5	5	5	4	4	28
36	5	4	4	4	5	5	27
37	5	4	5	5	5	4	28
38	4	5	4	5	4	5	27
39	4	4	4	4	5	4	25
40	4	4	5	4	4	4	25
41	4	4	4	3	5	5	25
42	3	4	5	5	5	5	27
43	4	4	4	3	3	5	23
44	4	4	5	3	5	5	26
45	3	4	5	5	5	5	27
46	4	4	4	4	4	4	24
47	4	4	4	3	4	5	24

## Lampiran 4

### Hasil Jawaban Responden

#### 1. Gaya Kepemimpinan (X1)

**GK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.4	6.4	6.4
Valid 4	14	29.8	29.8	36.2
5	30	63.8	63.8	100.0
Total	47	100.0	100.0	

**GK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.4	6.4	6.4
Valid 4	29	61.7	61.7	68.1
5	15	31.9	31.9	100.0
Total	47	100.0	100.0	

**GK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.1	2.1	2.1
3	2	4.3	4.3	6.4
Valid 4	22	46.8	46.8	53.2
5	22	46.8	46.8	100.0
Total	47	100.0	100.0	

**GK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	10.6	10.6	10.6
3	12	25.5	25.5	36.2
Valid 4	15	31.9	31.9	68.1
5	15	31.9	31.9	100.0
Total	47	100.0	100.0	

**GK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.4	6.4	6.4
Valid 4	22	46.8	46.8	53.2
5	22	46.8	46.8	100.0
Total	47	100.0	100.0	

**GK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.1	2.1	2.1
3	3	6.4	6.4	8.5
Valid 4	21	44.7	44.7	53.2
5	22	46.8	46.8	100.0
Total	47	100.0	100.0	

**GK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	4.3	4.3	4.3
Valid 4	22	46.8	46.8	51.1
5	23	48.9	48.9	100.0
Total	47	100.0	100.0	

**GK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.1	2.1	2.1
3	5	10.6	10.6	12.8
Valid 4	19	40.4	40.4	53.2
5	22	46.8	46.8	100.0
Total	47	100.0	100.0	

**GK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	10.6	10.6	10.6
3	11	23.4	23.4	34.0
Valid 4	25	53.2	53.2	87.2
5	6	12.8	12.8	100.0
Total	47	100.0	100.0	

**GK10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.1	2.1	2.1
3	14	29.8	29.8	31.9
Valid 4	21	44.7	44.7	76.6
5	11	23.4	23.4	100.0
Total	47	100.0	100.0	

**2. Motivasi (X2)****M1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.3	4.3	4.3
Valid 4	22	46.8	46.8	51.1
5	23	48.9	48.9	100.0
Total	47	100.0	100.0	

**M2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.3	4.3	4.3
3	2	4.3	4.3	8.5
Valid 4	19	40.4	40.4	48.9
5	24	51.1	51.1	100.0
Total	47	100.0	100.0	

**M3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.1	2.1	2.1
2	8	17.0	17.0	19.1
Valid 3	5	10.6	10.6	29.8
4	18	38.3	38.3	68.1
5	15	31.9	31.9	100.0
Total	47	100.0	100.0	

**M4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	11	23.4	23.4	23.4
3	6	12.8	12.8	36.2
Valid 4	15	31.9	31.9	68.1
5	15	31.9	31.9	100.0
Total	47	100.0	100.0	

**M5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.1	2.1	2.1
3	6	12.8	12.8	14.9
Valid 4	22	46.8	46.8	61.7
5	18	38.3	38.3	100.0
Total	47	100.0	100.0	

**M6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.1	2.1	2.1
3	2	4.3	4.3	6.4
Valid 4	23	48.9	48.9	55.3
5	21	44.7	44.7	100.0
Total	47	100.0	100.0	

**M7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	6.4	6.4	6.4
2	5	10.6	10.6	17.0
Valid 3	8	17.0	17.0	34.0
4	18	38.3	38.3	72.3
5	13	27.7	27.7	100.0
Total	47	100.0	100.0	

**M8**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2.1	2.1	2.1
3	13	27.7	27.7	29.8
Valid 4	26	55.3	55.3	85.1
5	7	14.9	14.9	100.0
Total	47	100.0	100.0	

**M9**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	17.0	17.0	17.0
3	9	19.1	19.1	36.2
Valid 4	24	51.1	51.1	87.2
5	6	12.8	12.8	100.0
Total	47	100.0	100.0	

**M10**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.1	2.1	2.1
3	3	6.4	6.4	8.5
Valid 4	21	44.7	44.7	53.2
5	22	46.8	46.8	100.0
Total	47	100.0	100.0	



### 3. Kinerja Karyawan (Y)

**K1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	12.8	12.8	12.8
Valid 4	25	53.2	53.2	66.0
5	16	34.0	34.0	100.0
Total	47	100.0	100.0	

**K2**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	3	6.4	6.4	6.4
Valid 4	33	70.2	70.2	76.6
5	11	23.4	23.4	100.0
Total	47	100.0	100.0	

**K3**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.1	2.1	2.1
3	2	4.3	4.3	6.4
Valid 4	23	48.9	48.9	55.3
5	21	44.7	44.7	100.0
Total	47	100.0	100.0	

**K4**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.1	2.1	2.1
3	9	19.1	19.1	21.3
Valid 4	21	44.7	44.7	66.0
5	16	34.0	34.0	100.0
Total	47	100.0	100.0	

**K5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.1	2.1	2.1
3	3	6.4	6.4	8.5
Valid 4	16	34.0	34.0	42.6
5	27	57.4	57.4	100.0
Total	47	100.0	100.0	

**K6**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	4.3	4.3	4.3
Valid 4	15	31.9	31.9	36.2
5	30	63.8	63.8	100.0
Total	47	100.0	100.0	

## LAMPIRAN 5

### 1. UJI VALIDITAS GAYA KEPEMIMPINAN (X1)

		Correlations										
		GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8	GK9	GK10	TOTAL_G K
GK1	Pearson Correlation	1	.316 <sup>*</sup>	.659 <sup>**</sup>	.142	.235	.462 <sup>**</sup>	.601 <sup>**</sup>	.252	.195	.218	.614 <sup>**</sup>
	Sig. (2-tailed)		.031	.000	.342	.112	.001	.000	.087	.190	.140	.000
	N	47	47	47	47	47	47	47	47	47	47	47
GK2	Pearson Correlation	.316 <sup>*</sup>	1	.530 <sup>**</sup>	.450 <sup>**</sup>	.134	.360 <sup>*</sup>	.304 <sup>*</sup>	.111	.175	.256	.564 <sup>**</sup>
	Sig. (2-tailed)	.031		.000	.002	.371	.013	.038	.457	.240	.083	.000
	N	47	47	47	47	47	47	47	47	47	47	47
GK3	Pearson Correlation	.659 <sup>**</sup>	.530 <sup>**</sup>	1	.407 <sup>**</sup>	.142	.614 <sup>**</sup>	.604 <sup>**</sup>	.410 <sup>**</sup>	.335 <sup>*</sup>	.282	.784 <sup>**</sup>
	Sig. (2-tailed)	.000	.000		.005	.340	.000	.000	.004	.021	.055	.000
	N	47	47	47	47	47	47	47	47	47	47	47
GK4	Pearson Correlation	.142	.450 <sup>**</sup>	.407 <sup>**</sup>	1	.136	.232	.266	-.102	.254	.173	.510 <sup>**</sup>
	Sig. (2-tailed)	.342	.002	.005		.363	.116	.071	.494	.085	.245	.000
	N	47	47	47	47	47	47	47	47	47	47	47
GK5	Pearson Correlation	.235	.134	.142	.136	1	.207	.213	.227	.257	.361 <sup>*</sup>	.452 <sup>**</sup>
	Sig. (2-tailed)	.112	.371	.340	.363		.162	.150	.124	.082	.013	.001
	N	47	47	47	47	47	47	47	47	47	47	47
GK6	Pearson Correlation	.462 <sup>**</sup>	.360 <sup>*</sup>	.614 <sup>**</sup>	.232	.207	1	.392 <sup>**</sup>	.480 <sup>**</sup>	.311 <sup>*</sup>	.620 <sup>**</sup>	.747 <sup>**</sup>
	Sig. (2-tailed)	.001	.013	.000	.116	.162		.006	.001	.034	.000	.000

	N	47	47	47	47	47	47	47	47	47	47	47
GK7	Pearson Correlation	.601**	.304*	.604**	.266	.213	.392**	1	.168	.165	.248	.599**
	Sig. (2-tailed)	.000	.038	.000	.071	.150	.006		.259	.268	.092	.000
	N	47	47	47	47	47	47	47	47	47	47	47
GK8	Pearson Correlation	.252	.111	.410**	-.102	.227	.480**	.168	1	.514**	.614**	.607**
	Sig. (2-tailed)	.087	.457	.004	.494	.124	.001	.259		.000	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47
GK9	Pearson Correlation	.195	.175	.335*	.254	.257	.311*	.165	.514**	1	.476**	.628**
	Sig. (2-tailed)	.190	.240	.021	.085	.082	.034	.268	.000		.001	.000
	N	47	47	47	47	47	47	47	47	47	47	47
GK10	Pearson Correlation	.218	.256	.282	.173	.361*	.620**	.248	.614**	.476**	1	.702**
	Sig. (2-tailed)	.140	.083	.055	.245	.013	.000	.092	.000	.001		.000
	N	47	47	47	47	47	47	47	47	47	47	47
TOTAL_G K	Pearson Correlation	.614**	.564**	.784**	.510**	.452**	.747**	.599**	.607**	.628**	.702**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	
	N	47	47	47	47	47	47	47	47	47	47	47

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

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



M7	Pearson Correlation	.043	.177	.265	.641**	.393**	.468**	1	.559**	.166	.499**	.696**
	Sig. (2-tailed)	.774	.234	.071	.000	.006	.001		.000	.263	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47
M8	Pearson Correlation	.343*	.458**	.455**	.355*	.524**	.682**	.559**	1	.103	.571**	.761**
	Sig. (2-tailed)	.018	.001	.001	.014	.000	.000	.000		.492	.000	.000
	N	47	47	47	47	47	47	47	47	47	47	47
M9	Pearson Correlation	.089	.223	.152	.361*	.346*	.275	.166	.103	1	.396**	.487**
	Sig. (2-tailed)	.554	.132	.306	.013	.017	.061	.263	.492		.006	.001
	N	47	47	47	47	47	47	47	47	47	47	47
M10	Pearson Correlation	.222	.421**	.333*	.473**	.550**	.680**	.499**	.571**	.396**	1	.775**
	Sig. (2-tailed)	.133	.003	.022	.001	.000	.000	.000	.000	.006		.000
	N	47	47	47	47	47	47	47	47	47	47	47
TOTAL_M	Pearson Correlation	.504**	.654**	.554**	.632**	.705**	.737**	.696**	.761**	.487**	.775**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	
	N	47	47	47	47	47	47	47	47	47	47	47

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

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



N	47	47	47	47	47	47	47
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\*. Correlation is significant at the 0.05 level (2-tailed).

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



## LAMPIRAN 6

### 1. UJI RELIABILITAS GAYA KEPEMIMPINAN (X1)

#### Case Processing Summary

		N	%
Cases	Valid	47	100.0
	Excluded <sup>a</sup>	0	.0
	Total	47	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.812	10

### 2. UJI RELIABILITAS MOTIVASI (X2)

#### Case Processing Summary

		N	%
Cases	Valid	47	100.0
	Excluded <sup>a</sup>	0	.0
	Total	47	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.830	10

### 3. UJI RELIABILITAS KINERJA KARYAWAN (Y)

#### Case Processing Summary

		N	%
	Valid	47	100.0
Cases	Excluded <sup>a</sup>	0	.0
	Total	47	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.696	6

## LAMPIRAN 7

### UJI ASUMSI KLASIK

#### 1. UJI NORMALITAS

##### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		47
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	1.61258321
	Absolute	.106
Most Extreme Differences	Positive	.099
	Negative	-.106
Kolmogorov-Smirnov Z		.725
Asymp. Sig. (2-tailed)		.670

a. Test distribution is Normal.

b. Calculated from data.

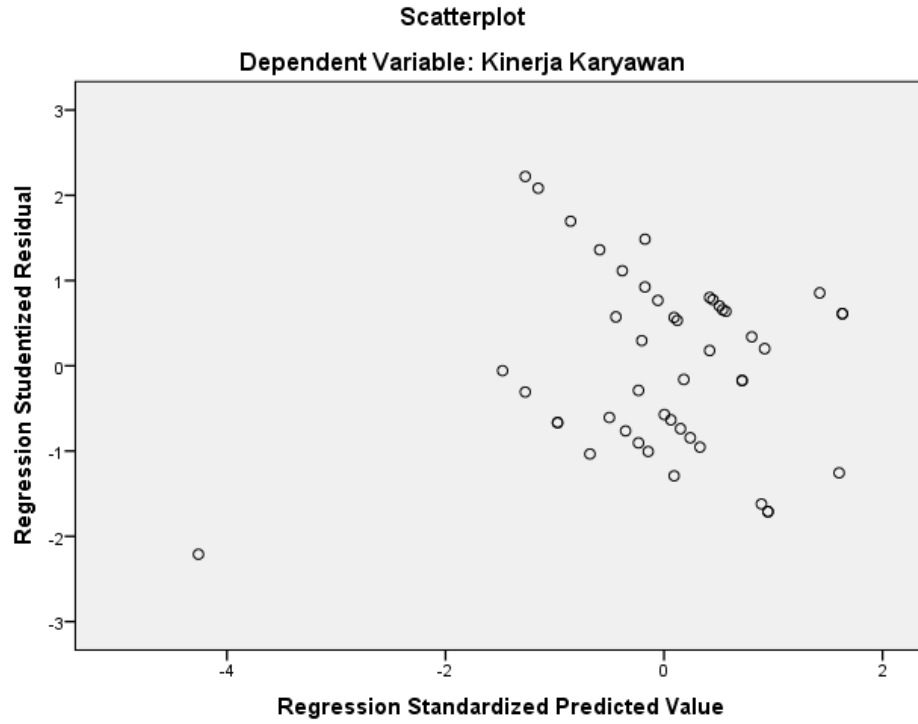
#### 2. UJI MULTIKOLONIERITAS

##### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	9.620	2.302		4.178	.000		
	Gaya Kepemimpinan	.170	.081	.304	2.100	.042	.451	2.216
	Motivasi	.226	.064	.511	3.534	.001	.451	2.216

a. Dependent Variable: Kinerja Karyawan

### 3. UJI HETEROSKEDASTISITAS



## LAMPIRAN 8

### METODE ANALISIS DATA

### UJI REGRESI SEDERHANA

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.764 <sup>a</sup>	.584	.565	1.649

a. Predictors: (Constant), Motivasi, Gaya Kepemimpinan

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	168.040	2	84.020	30.905	.000 <sup>b</sup>
	Residual	119.620	44	2.719		
	Total	287.660	46			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Motivasi, Gaya Kepemimpinan

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.620	2.302		4.178	.000
	Gaya Kepemimpinan	.170	.081	.304	2.100	.042
	Motivasi	.226	.064	.511	3.534	.001

a. Dependent Variable: Kinerja Karyawan

Lampiran 9

r Tabel

Interval Kepercayaan			Interval Kepercayaan			Interval Kepercayaan		
n	95%	99%	n	95%	99%	n	95%	99%
3	0,997	0,999	26	0,388	0,496	55	0,266	0,345
4	0,950	0,990	27	0,381	0,487	60	0,254	0,330
5	0,878	0,959	28	0,374	0,478	65	0,244	0,317
6	0,811	0,917	29	0,367	0,470	70	0,235	0,306
7	0,754	0,874	30	0,361	0,463	75	0,227	0,296
8	0,707	0,874	31	0,355	0,456	80	0,220	0,286
9	0,666	0,798	32	0,349	0,449	85	0,213	0,278
10	0,632	0,765	33	0,344	0,442	90	0,207	0,270
11	0,602	0,735	34	0,339	0,436	95	0,202	0,263
12	0,576	0,708	35	0,334	0,430	100	0,195	0,256
13	0,553	0,684	36	0,329	0,424	125	0,176	0,230
14	0,532	0,661	37	0,325	0,418	150	0,157	0,210
15	0,514	0,641	38	0,320	0,413	175	0,148	0,194
16	0,497	0,623	39	0,316	0,408	200	0,138	0,181
17	0,482	0,606	40	0,312	0,403	300	0,113	0,148
18	0,468	0,590	41	0,308	0,396	400	0,098	0,128
19	0,456	0,575	42	0,304	0,393	500	0,088	0,115
20	0,444	0,561	43	0,301	0,389	600	0,080	0,105
21	0,433	0,549	44	0,297	0,384	700	0,074	0,097
22	0,423	0,537	45	0,294	0,380	800	0,070	0,091
23	0,413	0,526	46	0,291	0,276	900	0,065	0,086
24	0,404	0,515	47	0,288	0,372	000	0,062	0,081
25	0,396	0,505	48	0,284	0,368			
			49	0,281	0,364			
			50	0,297	0,361			

Lampiran 10

Tabel t

Pr df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291

48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434
90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374





**LAMPIRAN 11**

**TABEL F : T Persentase Distribusi F untuk Probabilita = 0,05 Titik**

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	<b>3.21</b>	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	<b>2.82</b>	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	<b>3.20</b>	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89