

LAMPIRAN

Lampiran 1

Kuesioner Penelitian Variabel Gaya Kepemimpinan Transformasional

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
Charisma						
1.	Pemimpin merupakan teladan yang patut dicontoh					
2.	Pemimpin menginspirasi melalui motivasinya					
Inspirational						
3.	Pemimpin memberi contoh penyelesaian pekerjaan yang baik kepada karyawan					
4.	Pemimpin memberi keyakinan kepada karyawan bahwa tujuan akan dicapai dengan kerja sama yang baik					
Individualized Consideration						
5.	Pemimpin memberikan perhatian kepada karyawan yang memiliki kemampuan unggul					
6.	Pemimpin mampu menumbuhkan kebanggaan karyawan untuk mencapai prestasi terbaik					
7.	Pemimpin memberikan apresiasi kepada karyawan yang memiliki ide-ide kreatif.					
Intelektual Stimulation						
8.	Pemimpin mendengarkan aspirasi dari bawahanya					
9.	Pemimpin berusaha membantu untuk mengembangkan kekuatan/kemampuan karyawan					
10.	Pemimpin menghilangkan keengganan karyawan untuk mengeluarkan ide					

Kuesioner Penelitian Variabel Budaya Organisasi

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
Inovasi						
1.	Dalam bekerja dituntut untuk berfikir inovatif dan berani dalam mengambil keputusan					
2.	Karyawan dituntut untuk bersikap dan bertindak profesional dalam bekerja					
Perhatian Pada Hal-hal Rinci						
3.	Setiap kali melakukan pekerjaan karyawan mengutamakan kecermatan, analisis, dan perhatian yang mendetail					
4.	Setiap karyawan berusaha bertindak hati-hati dalam melakukan pekerjaanya					
Orientasi Hasil Kerja						
5.	Karyawan selalau berusaha bersikap tulus dan ikhlas dalam bekerja					
6.	Karyawan bangga ketika perusahaan mencapai tujuan yang baik terhadap kinerjanya					
Orientasi Pada Anggota Organisasi						
7.	Karyawan berpartisipasi dalam menerapkan budaya perusahaan yang mencerminkan citra perusahaan					
8.	Karyawan mematuhi peraturan perusahaan melalui sosialisasi					
Orientasi Tim						
9.	Setiap karyawan bekerja sama baik dengan tim					
10.	Setiap tugas-tugas tim, karyawan lakukan dengan diskusi dan disinergikan dengan baik					

Kuesioner Penelitian Variabel Kepuasan Kerja

No.	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
Gaji						
1.	Hasil kinerja sesuai dengan gaji yang didapatkan					
2.	Gaji sesuai dengan tanggung jawab					
Kondisi Kerja						
3.	Kenyamanan kondisi untuk bekerja diperusahaan memadai					
4.	Ada jaminan akan masa tua dari pekerjaan					
Rekan Kerja						
5.	Hubungan antar sesama rekan kerja baik & penuh rasa kebersamaan					
6.	Terdapat persaingan yang sehat antar sesama rekan kerja					
Promosi						
7.	Kenaikan jabatan/promosi didasarkan pada prestasi					
8.	Kenaikan jabatan/promosi dilakukan secara objektif					
Supervisi						
9.	Pemimpin memberikan dukungan pada karyawan					
10.	Hubungan atasan dengan karyawan sangat baik					

Lampiran 2

Hasil Uji Karakteristik Responden

JK

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid perempuan	46	46.0	46.0	46.0
Valid laki-laki	54	54.0	54.0	100.0
Total	100	100.0	100.0	

USIA

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21-30	13	13.0	13.0	13.0
Valid 31-40	38	38.0	38.0	51.0
Valid 41-50	39	39.0	39.0	90.0
Valid 51-60	10	10.0	10.0	100.0
Total	100	100.0	100.0	

MASA_KERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1-10	43	43.0	43.0	43.0
Valid 11-20	49	49.0	49.0	92.0
Valid 21-30	8	8.0	8.0	100.0
Total	100	100.0	100.0	

Lampiran 6

Hasil Jawaban Responden Variabel Gaya Kepemimpinan Transformasional

butir_1

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.0	3.0	3.0
TS	8	8.0	8.0	11.0
N	32	32.0	32.0	43.0
S	30	30.0	30.0	73.0
SS	27	27.0	27.0	100.0
Total	100	100.0	100.0	

butir_2

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	2.0	2.0	2.0
TS	6	6.0	6.0	8.0
N	29	29.0	29.0	37.0
S	33	33.0	33.0	70.0
SS	30	30.0	30.0	100.0
Total	100	100.0	100.0	

butir_3

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	5	5.0	5.0	5.0
TS	5	5.0	5.0	10.0
N	24	24.0	24.0	34.0
S	37	37.0	37.0	71.0
SS	29	29.0	29.0	100.0
Total	100	100.0	100.0	

butir_4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	2.0	2.0	2.0
N	33	33.0	33.0	35.0
S	42	42.0	42.0	77.0
SS	23	23.0	23.0	100.0
Total	100	100.0	100.0	

butir_5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	4	4.0	4.0	4.0
TS	9	9.0	9.0	13.0
N	30	30.0	30.0	43.0
S	38	38.0	38.0	81.0
SS	19	19.0	19.0	100.0
Total	100	100.0	100.0	

butir_6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	2.0	2.0	2.0
TS	6	6.0	6.0	8.0
N	25	25.0	25.0	33.0
S	34	34.0	34.0	67.0
SS	33	33.0	33.0	100.0
Total	100	100.0	100.0	

butir_7

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	2.0	2.0	2.0
TS	3	3.0	3.0	5.0
N	29	29.0	29.0	34.0
S	41	41.0	41.0	75.0
SS	25	25.0	25.0	100.0
Total	100	100.0	100.0	

butir_8

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.0	3.0	3.0
TS	2	2.0	2.0	5.0
N	24	24.0	24.0	29.0
S	36	36.0	36.0	65.0
SS	35	35.0	35.0	100.0
Total	100	100.0	100.0	

butir_9

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	2.0	2.0	2.0
TS	11	11.0	11.0	13.0
N	22	22.0	22.0	35.0
S	39	39.0	39.0	74.0
SS	26	26.0	26.0	100.0
Total	100	100.0	100.0	

butir_10

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.0	3.0	3.0
TS	9	9.0	9.0	12.0
N	23	23.0	23.0	35.0
S	41	41.0	41.0	76.0
SS	24	24.0	24.0	100.0
Total	100	100.0	100.0	

Lampiran 7

Hasil Jawaban Responden Variabel Budaya Organisasi

butir_1

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.0	1.0	1.0
TS	6	6.0	6.0	7.0
N	29	29.0	29.0	36.0
S	35	35.0	35.0	71.0
SS	29	29.0	29.0	100.0
Total	100	100.0	100.0	

butir_2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	7	7.0	7.0	7.0
N	22	22.0	22.0	29.0
S	42	42.0	42.0	71.0
SS	29	29.0	29.0	100.0
Total	100	100.0	100.0	

butir_3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	9	9.0	9.0	9.0
N	31	31.0	31.0	40.0
S	28	28.0	28.0	68.0
SS	32	32.0	32.0	100.0
Total	100	100.0	100.0	

butir_4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	2.0	2.0	2.0
TS	5	5.0	5.0	7.0
N	19	19.0	19.0	26.0
S	38	38.0	38.0	64.0
SS	36	36.0	36.0	100.0
Total	100	100.0	100.0	

butir_5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	1.0	1.0	1.0
TS	8	8.0	8.0	9.0
N	23	23.0	23.0	32.0
S	30	30.0	30.0	62.0
SS	38	38.0	38.0	100.0
Total	100	100.0	100.0	

butir_6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	4	4.0	4.0	4.0
TS	6	6.0	6.0	10.0
N	27	27.0	27.0	37.0
S	32	32.0	32.0	69.0
SS	31	31.0	31.0	100.0
Total	100	100.0	100.0	

butir_7

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.0	1.0	1.0
TS	2	2.0	2.0	3.0
N	26	26.0	26.0	29.0
S	36	36.0	36.0	65.0
SS	35	35.0	35.0	100.0
Total	100	100.0	100.0	

butir_8

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.0	3.0	3.0
TS	5	5.0	5.0	8.0
N	25	25.0	25.0	33.0
S	43	43.0	43.0	76.0
SS	24	24.0	24.0	100.0
Total	100	100.0	100.0	

butir_9

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	2.0	2.0	2.0
TS	8	8.0	8.0	10.0
N	28	28.0	28.0	38.0
S	32	32.0	32.0	70.0
SS	30	30.0	30.0	100.0
Total	100	100.0	100.0	

butir_10

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	4	4.0	4.0	4.0
TS	8	8.0	8.0	12.0
N	26	26.0	26.0	38.0
S	33	33.0	33.0	71.0
SS	29	29.0	29.0	100.0
Total	100	100.0	100.0	

Lampiran 8

Hasil Jawaban Responden Variabel Kepuasan Kerja

butir_1

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.0	3.0	3.0
TS	3	3.0	3.0	6.0
N	27	27.0	27.0	33.0
S	32	32.0	32.0	65.0
SS	35	35.0	35.0	100.0
Total	100	100.0	100.0	

butir_2

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.0	1.0	1.0
TS	9	9.0	9.0	10.0
N	19	19.0	19.0	29.0
S	47	47.0	47.0	76.0
SS	24	24.0	24.0	100.0
Total	100	100.0	100.0	

butir_3

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	5	5.0	5.0	5.0
TS	4	4.0	4.0	9.0
N	18	18.0	18.0	27.0
S	49	49.0	49.0	76.0
SS	24	24.0	24.0	100.0
Total	100	100.0	100.0	

butir_4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	1.0	1.0	1.0
TS	3	3.0	3.0	4.0
N	24	24.0	24.0	28.0
S	41	41.0	41.0	69.0
SS	31	31.0	31.0	100.0
Total	100	100.0	100.0	

butir_5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	4	4.0	4.0	4.0
TS	9	9.0	9.0	13.0
N	22	22.0	22.0	35.0
S	35	35.0	35.0	70.0
SS	30	30.0	30.0	100.0
Total	100	100.0	100.0	

butir_6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	2.0	2.0	2.0
TS	7	7.0	7.0	9.0
N	28	28.0	28.0	37.0
S	38	38.0	38.0	75.0
SS	25	25.0	25.0	100.0
Total	100	100.0	100.0	

butir_7

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	5.0	5.0	5.0
N	36	36.0	36.0	41.0
Valid S	28	28.0	28.0	69.0
SS	31	31.0	31.0	100.0
Total	100	100.0	100.0	

butir_8

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	3.0	3.0	3.0
N	33	33.0	33.0	36.0
Valid S	26	26.0	26.0	62.0
SS	38	38.0	38.0	100.0
Total	100	100.0	100.0	

butir_9

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.0	3.0	3.0
TS	10	10.0	10.0	13.0
N	24	24.0	24.0	37.0
Valid S	37	37.0	37.0	74.0
SS	26	26.0	26.0	100.0
Total	100	100.0	100.0	

butir_10

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	5	5.0	5.0	5.0
TS	8	8.0	8.0	13.0
N	22	22.0	22.0	35.0
S	32	32.0	32.0	67.0
SS	33	33.0	33.0	100.0
Total	100	100.0	100.0	

Lampiran 12

Hasil Uji Reabilitas

Hasil Uji Reabilitas Variabel Gaya Kepemimpinan Transformasional

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.677	.692	10

Hasil Uji Reabilitas Variabel Budaya Organisasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.774	.783	10

Hasil Uji Reabilitas Variabel Kepuasan Kerja

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.732	.737	10

Lampiran 13

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	X1	X2	Y
N		100	100	100	100
Normal Parameters ^{a,b}	Mean	0E-7	38.0000	38.7500	38.5000
	Std. Deviation	4.87176898	4.80109	5.32077	5.52039
	Absolute	.043	.100	.089	.087
Most Extreme Differences	Positive	.026	.068	.067	.057
	Negative	-.043	-.100	-.089	-.087
Kolmogorov-Smirnov Z		.431	1.000	.893	.871
Asymp. Sig. (2-tailed)		.992	.270	.402	.434

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 14

Hasil Uji Lineieritas

Hasil Uji Linieritas Gaya Kepemimpinan Transformasional

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Kepuasan * Budaya Organisasi	(Combined)	821.480	20	41.074	1.478	.113
	Linearity	143.641	1	143.641	5.169	.026
	Between Groups					
	Deviation from Linearity	677.839	19	35.676	1.284	.218
	Within Groups	2195.520	79	27.791		
Total	3017.000	99				

Hasil Uji Linieritas Budaya Organisasi

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Kepuasan * Budaya Organisasi	(Combined)	821.480	20	41.074	1.478	.113
	Linearity	143.641	1	143.641	5.169	.026
	Between Groups					
	Deviation from Linearity	677.839	19	35.676	1.284	.218
	Within Groups	2195.520	79	27.791		
Total	3017.000	99				

Lampiran 15

Hasil Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16.447	4.624		3.557	.001		
	Gaya							
	Kepemimpinan	.510	.110	.443	4.650	.000	.883	1.132
	Budaya Organisasi	.069	.099	.067	.700	.486	.883	1.132

a. Dependent Variable: Kepuasan

Lampiran 16

Hasil Uji Persamaan Regresi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.470 ^a	.221	.205	4.92174

a. Predictors: (Constant), X2, X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.447	4.624		3.557	.001
	X1	.510	.110	.443	4.650	.000
	X2	.069	.099	.067	.700	.486

a. Dependent Variable: Y

Lampiran 17

Hasil Uji T

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	16.447	4.624		3.557	.001
	X1	.510	.110	.443	4.650	.000
	X2	.069	.099	.067	.700	.486

a. Dependent Variable: Y

Lampiran 18

Hasil Uji F

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	667.321	2	333.660	13.774	.000 ^b
Residual	2349.679	97	24.223		
Total	3017.000	99			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1