

Lampiran 1

1. Kuisisioner Penelitian

I Gaya Kepemimpinan Transaksional (X₁)

No	Indikator	Pernyataan	Jawaban				
			SS	S	KS	TS	STS
			5	4	3	2	1
1.	Imbalan yang diberikan oleh pimpinan	1. Pimpinan memberikan imbalan akan hasil kerja karyawan yang memenuhi target.					
		2. Pimpinan memberikan pengarahan pada bawahannya dengan baik.					
		3. Pimpinan tidak kesulitan dalam mengarahkan bawahannya.					
2	Manajemen Langsung	4. Pengawasan secara direktif terhadap bawahannya dapat berjalan dengan baik.					
		5. Pimpimpinan selalu mengevaluasi keinerja bawahannya secara langsung.					
		6. Pimpinan selalu focus atas standard dan prosedur yang telah ditetapkan.					
		7. Pimpinan selalu mengarahkan bawahannya agar bekerja sesuai dengan standard dan prosedur yang ditetapkan.					
3	Manajemen Tidak Langsung	8. Pimpinan selalu member peringatan kepada seluruh karyawan yang melanggar.					
		9. Pimpinan tidak segan member sanksi terhadap pelanggaran – pelanggaran yang terjadi.					
		10. Pimpinan tidak memberikan evaluasi kerja jika prosedur berjalan dengan baik.					

Lampiran 2

II Motivasi Kerja (X2)

No	Indikator	Pernyataan	Jawaban				
			SS	S	KS	TS	STS
			5	4	3	2	1
1.	Tanggung Jawab dalam melaksanakan pekerjaan.	1. Bertanggung jawab sepenuhnya dalam melakukan pekerjaan.					
		2. Karyawan BPJS Kesehatan memiliki tanggung jawab yang tinggi dalam menjalankan pekerjaannya.					
2	Prestasi yang dicapai	3. Setiap pekerjaan dapat diselesaikan sesuai dengan prosedur					
		4. Karyawan BPJS memiliki prestasi yang baik.					
3	Pengembangan diri.	5. Kantor selalu memberikan kesempatan untuk mengembangkan kemampuan individu.					
		6. Karyawan BPJS dapat mengembangkan kemampuan dirinya dengan baik.					
4	Kemandirian dalam bertindak.	7. Memiliki semangat untuk terus mengembangkan kemampuan diri di dalam Kantor					
		8. Karyawan BPJS Kesehatan memiliki kemandirian dalam menjalankan pekerjaannya.					

III Kinerja Karyawan (Y)

No	Indikator	Pernyataan	Jawaban				
			SS	S	KS	TS	STS
			5	4	3	2	1
1.	Kuantitas	1. Pelaksanaan pekerjaan sesuai dengan harapan pimpinan.					
		2. Memanfaatkan sarana yang digunakan dalam bekerja seefektif mungkin.					
		3. Penyelesaian pekerjaan lebih efisien dengan perencanaan kerja.					
2	Kualitas	4. Mampu mengembangkan potensi yang ada dalam penyelesaian pekerjaan.					
		5. Pekerjaan dapat diselesaikan dengan hasil yang memuaskan.					
		6. Fasilitas yang disediakan instansi mempermudah pencapaian kerja.					
		7. Tidak memiliki kesulitan dalam mencapai standard kerja.					
3	Ketepatan waktu	8. Hasil pekerjaan sesuai dengan target yang telah ditetapkan oleh instansi.					
		9. Mampu menyelesaikan pekerjaan sesuai deadline yang telah ditentukan					
		10. Memanfaatkan waktu luang untuk menyelesaikan target pekerjaan.					

Lampiran 4

2. Karakteristik Responden

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20 - 30 tahun	24	54.5	54.5	54.5
31 - 40 tahun	15	34.1	34.1	88.6
41 - 50 tahun	5	11.4	11.4	100.0
Total	44	100.0	100.0	

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Pria	27	61.4	61.4	61.4
Wanita	17	38.6	38.6	100.0
Total	44	100.0	100.0	

Pendidikan_Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sarjana	16	36.4	36.4	36.4
Pasca Sarjana	28	63.6	63.6	100.0
Total	44	100.0	100.0	

Lampiran 5

3. Hasil Jawaban Responden

a) Varibel Gaya Kepemimpinan Transaksional (X1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	11.4	11.4	11.4
4	15	34.1	34.1	45.5
5	24	54.5	54.5	100.0
Total	44	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	20.5	20.5	20.5
4	18	40.9	40.9	61.4
5	17	38.6	38.6	100.0
Total	44	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	20	45.5	45.5	45.5
4	14	31.8	31.8	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	10	22.7	22.7	22.7
4	18	40.9	40.9	63.6
5	16	36.4	36.4	100.0
Total	44	100.0	100.0	

Lampiran 6

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.5	4.5	4.5
3	17	38.6	38.6	43.2
Valid 4	12	27.3	27.3	70.5
5	13	29.5	29.5	100.0
Total	44	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.8	6.8	6.8
3	9	20.5	20.5	27.3
Valid 4	19	43.2	43.2	70.5
5	13	29.5	29.5	100.0
Total	44	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	9.1	9.1	9.1
3	18	40.9	40.9	50.0
Valid 4	17	38.6	38.6	88.6
5	5	11.4	11.4	100.0
Total	44	100.0	100.0	

Lampiran 7

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	15	34.1	34.1	36.4
Valid 4	24	54.5	54.5	90.9
5	4	9.1	9.1	100.0
Total	44	100.0	100.0	

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
3	16	36.4	36.4	36.4
Valid 4	20	45.5	45.5	81.8
5	8	18.2	18.2	100.0
Total	44	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	20.5	20.5	20.5
3	16	36.4	36.4	56.8
Valid 4	11	25.0	25.0	81.8
5	8	18.2	18.2	100.0
Total	44	100.0	100.0	

Lampiran 8

b) Variabel Motivasi Kerja (X2)

Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	9.1	9.1	9.1
3	12	27.3	27.3	36.4
Valid 4	18	40.9	40.9	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.5	4.5	4.5
3	16	36.4	36.4	40.9
Valid 4	18	40.9	40.9	81.8
5	8	18.2	18.2	100.0
Total	44	100.0	100.0	

Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.5	4.5	4.5
3	10	22.7	22.7	27.3
Valid 4	19	43.2	43.2	70.5
5	13	29.5	29.5	100.0
Total	44	100.0	100.0	

Lampiran 9

Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.8	6.8	6.8
3	9	20.5	20.5	27.3
Valid 4	28	63.6	63.6	90.9
5	4	9.1	9.1	100.0
Total	44	100.0	100.0	

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	18	40.9	40.9	43.2
Valid 4	15	34.1	34.1	77.3
5	10	22.7	22.7	100.0
Total	44	100.0	100.0	

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	11.4	11.4	11.4
3	11	25.0	25.0	36.4
Valid 4	17	38.6	38.6	75.0
5	11	25.0	25.0	100.0
Total	44	100.0	100.0	

Lampiran 10

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.8	6.8	6.8
3	20	45.5	45.5	52.3
Valid 4	13	29.5	29.5	81.8
5	8	18.2	18.2	100.0
Total	44	100.0	100.0	

Q8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.5	4.5	4.5
3	24	54.5	54.5	59.1
Valid 4	10	22.7	22.7	81.8
5	8	18.2	18.2	100.0
Total	44	100.0	100.0	

c) Variabel Kinerja Karyawan (Y)

R1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	5	11.4	11.4	11.4
4	16	36.4	36.4	47.7
Valid 5	23	52.3	52.3	100.0
Total	44	100.0	100.0	

Lampiran 11

R2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	20.5	20.5	20.5
Valid 4	17	38.6	38.6	59.1
5	18	40.9	40.9	100.0
Total	44	100.0	100.0	

R3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	20	45.5	45.5	45.5
Valid 4	13	29.5	29.5	75.0
5	11	25.0	25.0	100.0
Total	44	100.0	100.0	

R4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	25.0	25.0	25.0
Valid 4	17	38.6	38.6	63.6
5	16	36.4	36.4	100.0
Total	44	100.0	100.0	

R5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	4.5	4.5	4.5
3	17	38.6	38.6	43.2
Valid 4	12	27.3	27.3	70.5
5	13	29.5	29.5	100.0
Total	44	100.0	100.0	

Lampiran 12

R6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	6.8	6.8	6.8
3	9	20.5	20.5	27.3
Valid 4	19	43.2	43.2	70.5
5	13	29.5	29.5	100.0
Total	44	100.0	100.0	

R7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	9.1	9.1	9.1
3	17	38.6	38.6	47.7
Valid 4	18	40.9	40.9	88.6
5	5	11.4	11.4	100.0
Total	44	100.0	100.0	

R8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	2.3	2.3	2.3
3	15	34.1	34.1	36.4
Valid 4	25	56.8	56.8	93.2
5	3	6.8	6.8	100.0
Total	44	100.0	100.0	

Lampiran 13

R9

	Frequency	Percent	Valid Percent	Cumulative Percent
3	17	38.6	38.6	38.6
Valid 4	20	45.5	45.5	84.1
5	7	15.9	15.9	100.0
Total	44	100.0	100.0	

R10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	20.5	20.5	20.5
3	17	38.6	38.6	59.1
Valid 4	10	22.7	22.7	81.8
5	8	18.2	18.2	100.0
Total	44	100.0	100.0	

Lampiran 14

4. Hasil Uji Validitas

a) Variabel Gaya Kepemimpinan Transaksional (X1)

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total_ X1
P1	Pearson Correlation	1	.367*	.456*	.548**	.350	.053	.375*	.296	.407*	.199	.620**
	Sig. (2-tailed)		.046	.011	.002	.058	.781	.041	.113	.026	.291	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.367*	1	.567**	.515**	.196	.182	.254	.286	.243	.210	.591**
	Sig. (2-tailed)	.046		.001	.004	.300	.337	.175	.125	.196	.265	.001
	N	30	30	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.456*	.567**	1	.557**	.460*	.515**	.235	.216	.198	.143	.683**
	Sig. (2-tailed)	.011	.001		.001	.010	.004	.211	.252	.295	.451	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.548**	.515**	.557**	1	.451*	.279	.474**	.211	.242	.443*	.743**
	Sig. (2-tailed)	.002	.004	.001		.012	.136	.008	.262	.197	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.350	.196	.460*	.451*	1	.644**	.523**	.191	-.069	.349	.675**
	Sig. (2-tailed)	.058	.300	.010	.012		.000	.003	.311	.716	.059	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.053	.182	.515**	.279	.644**	1	.405*	.132	-.096	.416*	.598**
	Sig. (2-tailed)	.781	.337	.004	.136	.000		.027	.487	.614	.022	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.375*	.254	.235	.474**	.523**	.405*	1	.155	.197	.586**	.686**
	Sig. (2-tailed)	.041	.175	.211	.008	.003	.027		.413	.297	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.296	.286	.216	.211	.191	.132	.155	1	.494**	.326	.525**
	Sig. (2-tailed)	.113	.125	.252	.262	.311	.487	.413		.006	.079	.003
	N	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.407*	.243	.198	.242	-.069	-.096	.197	.494**	1	.253	.446*
	Sig. (2-tailed)	.026	.196	.295	.197	.716	.614	.297	.006		.178	.013

R6	Pearson Correlation	.038	.190	.500**	.256	.644**	1	.416*	.125	-.123	.407*	.596**
	Sig. (2-tailed)	.841	.314	.005	.172	.000		.022	.511	.518	.026	.001
	N	30	30	30	30	30	30	30	30	30	30	30
R7	Pearson Correlation	.382*	.276	.278	.420*	.489**	.416*	1	.209	.199	.587**	.701**
	Sig. (2-tailed)	.037	.140	.137	.021	.006	.022		.268	.291	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
R8	Pearson Correlation	.245	.319	.211	.196	.236	.125	.209	1	.422*	.296	.516**
	Sig. (2-tailed)	.193	.085	.262	.300	.209	.511	.268		.020	.112	.004
	N	30	30	30	30	30	30	30	30	30	30	30
R9	Pearson Correlation	.389*	.203	.101	.288	-.010	-.123	.199	.422*	1	.240	.422*
	Sig. (2-tailed)	.034	.282	.596	.122	.960	.518	.291	.020		.201	.020
	N	30	30	30	30	30	30	30	30	30	30	30
R10	Pearson Correlation	.187	.191	.099	.450*	.377*	.407*	.587**	.296	.240	1	.649**
	Sig. (2-tailed)	.321	.312	.603	.013	.040	.026	.001	.112	.201		.000
	N	30	30	30	30	30	30	30	30	30	30	30
Total_	Pearson Correlation	.609**	.585**	.643**	.722**	.696**	.596**	.701**	.516**	.422*	.649**	1
Y	Sig. (2-tailed)	.000	.001	.000	.000	.000	.001	.000	.004	.020	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Lampiran 18

5. Hasil Uji Reliabilitas

a) Variabel Gaya Kepemimpinan Transaksional (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.753	11

b) Variabel Motivasi Kerja (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.766	9

c) Variabel Kinerja Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.752	11

6. Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y *	Between Groups	(Combined)	1060.795	13	81.600	362.665	.000
		Linearity	1058.792	1	1058.792	4705.744	.000
		Deviation from Linearity	2.003	12	.167	.742	.701
		Within Groups	6.750	30	.225		
Total			1067.545	43			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Total_Y *	Between Groups	(Combined)	807.745	13	62.134	7.175	.000
		Linearity	658.572	1	658.572	76.048	.000
		Deviation from Linearity	149.174	12	12.431	1.435	.204
		Within Groups	259.800	30	8.660		
Total			1067.545	43			

7. Hasil Uji Regresi Linier Berganda, Uji t dan Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.996 ^a	.992	.991	.460

a. Predictors: (Constant), Total_X2, Total_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1058.853	2	529.426	2497.047	.000 ^b
	Residual	8.693	41	.212		
	Total	1067.545	43			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X2, Total_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.134	.555		.242	.810
	Total_X1	.984	.023	.986	43.450	.000
	Total_X2	.014	.026	.012	.532	.597

a. Dependent Variable: Total_Y

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