**Lampiran I**

Bandar Lampung, 25 januari 2021

**Hal : Permohonan Bantuan Pengisian Kuesioner**

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : I Kadek Surya Laksemana

NPM : 1612110167

Jurusan : S1 Manajemen

Dosen Pembimbing : Linda Septarina, Dra., M.M

E-mail : Kadeksurya002@gmail.com

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Karyawan PT Puspa Jaya Transport Bandar Lampung. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. Tentang **“PENGARUH “PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN LINGKUNGAN KERJA FISIK TERHADAP KINERJA KARYAWAN PT PUSPA JAYA TRANSPORT BANDAR LAMPUNG”**

Sehubungan dengan maksud di atas, 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,

 **I Kadek Surya. L**

NPM.1612110167

**KUESIONER**

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL DAN LINGKUNGAN KERJA FISIK TERHADAP KINERJA KARYAWAN PT PUSPA JAYA TRANSPORT BANDAR LAMPUNG**

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**

 No. Res :

**INDENTITAS RESPONDEN**

* 1. Nama Responden : ……………………………………(boleh/tidak diisi)
	2. Umur : 20 – 30 tahun 41 – 50 tahun

 31 – 40 tahun > 50 tahun

* 1. Jenis Kelamin : Laki – Laki Perempuan
	2. Pendidikan Terakhir : SMA

 Diploma

 S1

* 1. Masa Kerja : 0 – 2 tahun 5 – 6 tahun
1. – 4 tahun > 7 tahun

**DAFTAR PERNYATAAN**

 **Gaya Kepemimpinan Tranformasional (X1)**

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** |
| **SS** | **S** | **CS** | **TS** | **STS** |
|  | Prilaku pemimpin yang baik bisa di jadikan contoh untuk para karyawan |  |  |  |  |  |
|  | Keputusan pemimpin mutlak dan harus dikerjakan. |  |  |  |  |  |
|  | Mampu mengartikulasikan pengharapan atas prestasi kerja.  |  |  |  |  |  |
|  | Membangkitkan semangat untuk terus optimis dan antusias dalam berkerja. |  |  |  |  |  |
|  | Memiliki ide ide dan metode pembelajaran yang sangat kreatif. |  |  |  |  |  |
|  | Pimpinan mampu menciptakan hubungan kerja yang menyenangkan. |  |  |  |  |  |
|  | Diberikan kebebasan dalam memberikan tanggapan terhadap perintah dan bersedia menerima masukan. |  |  |  |  |  |
|  | Memperhatikan kebutuhan kebutuhan dalam berkerja  |  |  |  |  |  |

 **Lingkungan Kerja Fisik (X2)**

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** |
| **SS** | **S** | **CS** | **TS** | **STS** |
|  | Di dalam ruangan kerja, pewarnaan ruangan sudah tertata dengan baik sehingga dapat menunjang saya dalam bekerja. |  |  |  |  |  |
|  | Penerangan di ruang kerja cukup baik dan tidak menyilaukan sehingga mendukung aktivitas pekerjaan saya |  |  |  |  |  |
|  | Tata letak peralatan kerja seperti meja, kursi dll tersusun rapi di ruang kerja |  |  |  |  |  |
|  | Perlengkapan kerja yang sudah memadai guna menunjang aktivitas pekerjaan |  |  |  |  |  |
|  | Fasilitas yang tersedia di lingkungan kerja telah mendukung jalannya pekerjaan saya. |  |  |  |  |  |
|  | Tersedianya kafetaria dan sarana ibadah yang cukup luas |  |  |  |  |  |
|  | Tersedianya angkutan antar jemput karyawan |  |  |  |  |  |
|  | Perusahaan memberikan inventaris kendaraan terhadap karyawan |  |  |  |  |  |

**Kinerja (Y)**

|  |  |  |
| --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** |
| **SS** | **S** | **CS** | **TS** | **STS** |
|  | Berusaha menyelesaikan pekerjaan berdasarkan kuantitas yang di tetapkan |  |  |  |  |  |
|  | Merasa terdorong untuk berkerja semaksimal mungkin guna memajukan perusahaan |  |  |  |  |  |
|  | Pengetahuan saya mendukung dalam melaksanakan tugas sehari-hari. |  |  |  |  |  |
|  | Cepat dan tanggap terhadap tugas yang diberikan. |  |  |  |  |  |
|  | Dapat mengeluarkan potensi dalam memanfaatkan waktu kerja guna menyelesaikan pekerjaan secara cepat |  |  |  |  |  |
|  | Menyelesaikan pekerjaan sesuai dengan waktu yang telah ditetapkan. |  |  |  |  |  |
|  | Merasa hasil pekerjaan akan lebih baik saat dikerjakan bersama-sama  |  |  |  |  |  |
|  | Memiliki hubungan kerja yang baik dengan karyawan lain dan selalu membantu karyawan lain yang menghadapi masalah dengan pekerjaannya. |  |  |  |  |  |

**Lampiran II**

**Hasil Jawaban Responden**

**Hasil jawaban Responden Gaya Kepemimpinan Transformasional (X1)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **BUTIR 1** | **BUTIR 2** | **BUTIR 3** | **BUTIR 4** | **BUTIR 5** | **BUTIR 6** | **BUTIR 7** | **BUTIR 8** | **TOTAL** |
| **1** | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | **37** |
| **2** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **39** |
| **3** | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | **31** |
| **4** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | **29** |
| **5** | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 2 | **33** |
| **6** | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | **32** |
| **7** | 1 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | **25** |
| **8** | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | **26** |
| **9** | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | **26** |
| **10** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | **29** |
| **11** | 3 | 4 | 3 | 3 | 1 | 3 | 2 | 3 | **22** |
| **12** | 2 | 4 | 3 | 2 | 1 | 2 | 1 | 1 | **16** |
| **13** | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | **27** |
| **14** | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | **27** |
| **15** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | **34** |
| **16** | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **35** |
| **17** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **37** |
| **18** | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | **33** |
| **19** | 3 | 4 | 4 | 4 | 3 | 5 | 2 | 3 | **28** |
| **20** | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | **32** |
| **21** | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | **35** |
| **22** | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | **32** |
| **23** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | **34** |
| **24** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | **32** |
| **25** | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | **30** |
| **26** | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 4 | **33** |
| **27** | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 4 | **33** |
| **28** | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | **31** |
| **29** | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | **27** |
| **30** | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 3 | **33** |
| **31** | 1 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | **25** |
| **32** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | **29** |
| **33** | 3 | 4 | 3 | 3 | 1 | 3 | 2 | 3 | **22** |
| **34** | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | **31** |
| **35** | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | **29** |

**Hasil jawaban Responden Lingkungan Kerja Fisik (X2)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **BUTIR 1** | **BUTIR 2** | **BUTIR 3** | **BUTIR 4** | **BUTIR 5** | **BUTIR 6** | **BUTIR 7** | **BUTIR 8** | **TOTAL** |
| **1** | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **35** |
| **2** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | **34** |
| **3** | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | **32** |
| **4** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **31** |
| **5** | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 4 | **25** |
| **6** | 1 | 1 | 1 | 4 | 1 | 4 | 4 | 4 | **20** |
| **7** | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | **28** |
| **8** | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 4 | **25** |
| **9** | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 4 | **25** |
| **10** | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | **29** |
| **11** | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | **25** |
| **12** | 2 | 2 | 4 | 3 | 2 | 2 | 3 | 4 | **22** |
| **13** | 2 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | **26** |
| **14** | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | **27** |
| **15** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **37** |
| **16** | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | **36** |
| **17** | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | **35** |
| **18** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | **38** |
| **19** | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | **32** |
| **20** | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | **32** |
| **21** | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | **34** |
| **22** | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | **31** |
| **23** | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | **34** |
| **24** | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | **36** |
| **25** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **32** |
| **26** | 3 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | **32** |
| **27** | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **35** |
| **28** | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 5 | **28** |
| **29** | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | **27** |
| **30** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **37** |
| **31** | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 4 | **25** |
| **32** | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | **29** |
| **33** | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | **25** |
| **34** | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | **32** |
| **35** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **31** |

**Hasil jawaban Responden Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **BUTIR 1** | **BUTIR 2** | **BUTIR 3** | **BUTIR 4** | **BUTIR 5** | **BUTIR 6** | **BUTIR 7** | **BUTIR 8** | **TOTAL** |
| **1** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **33** |
| **2** | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | **33** |
| **3** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **31** |
| **4** | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **29** |
| **5** | 5 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | **23** |
| **6** | 5 | 2 | 2 | 2 | 2 | 3 | 4 | 5 | **25** |
| **7** | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | **27** |
| **8** | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | **26** |
| **9** | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | **26** |
| **10** | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | **27** |
| **11** | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | **21** |
| **12** | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | **21** |
| **13** | 4 | 4 | 3 | 2 | 2 | 4 | 3 | 3 | **25** |
| **14** | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | **27** |
| **15** | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | **33** |
| **16** | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | **35** |
| **17** | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | **34** |
| **18** | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | **35** |
| **19** | 2 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | **29** |
| **20** | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | **28** |
| **21** | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | **32** |
| **22** | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | **29** |
| **23** | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | **31** |
| **24** | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | **34** |
| **25** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | **28** |
| **26** | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 5 | **30** |
| **27** | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | **33** |
| **28** | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | **30** |
| **29** | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | **27** |
| **30** | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | **32** |
| **31** | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | **26** |
| **32** | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | **27** |
| **33** | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | **21** |
| **34** | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **30** |
| **35** | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **29** |

**Lampiran III**

**Hasil Uji Karakteristik Responden**

|  |
| --- |
| **UMUR** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 20-30 Tahun | 27 | 77,1 | 77,1 | 77,1 |
| 31-40 Tahun | 8 | 22,9 | 22,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **JENIS KELAMIN** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki Laki | 23 | 65,7 | 65,7 | 65,7 |
| Perempuan | 12 | 34,3 | 34,3 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **PEND TERAKHIR** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SMA | 6 | 17,1 | 17,1 | 17,1 |
| D3 | 12 | 34,3 | 34,3 | 51,4 |
| S1 | 17 | 48,6 | 48,6 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **MASA KERJA** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 0-2 Tahun | 13 | 37,1 | 37,1 | 37,1 |
| 3-4 Tahun | 17 | 48,6 | 48,6 | 85,7 |
| 5-6 Tahun | 4 | 11,4 | 11,4 | 97,1 |
| >7 Tahun | 1 | 2,9 | 2,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

**Lampiran IV**

**Hasil Uji Frekuensi Jawaban Variabel**

**Hasil Uji Frekuensi Jawaban Gaya Kepemimpinan Transformasional (X1)**

|  |
| --- |
| **GKT1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 5,7 | 5,7 | 5,7 |
| 2 | 4 | 11,4 | 11,4 | 17,1 |
| 3 | 14 | 40,0 | 40,0 | 57,1 |
| 4 | 14 | 40,0 | 40,0 | 97,1 |
| 5 | 1 | 2,9 | 2,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **GKT2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 2 | 5,7 | 5,7 | 5,7 |
| 4 | 18 | 51,4 | 51,4 | 57,1 |
| 5 | 15 | 42,9 | 42,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **GKT3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 8,6 | 8,6 | 8,6 |
| 3 | 5 | 14,3 | 14,3 | 22,9 |
| 4 | 16 | 45,7 | 45,7 | 68,6 |
| 5 | 11 | 31,4 | 31,4 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **GKT4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,9 | 2,9 | 2,9 |
| 3 | 4 | 11,4 | 11,4 | 14,3 |
| 4 | 24 | 68,6 | 68,6 | 82,9 |
| 5 | 6 | 17,1 | 17,1 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **GKT5** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 3 | 8,6 | 8,6 | 8,6 |
| 3 | 9 | 25,7 | 25,7 | 34,3 |
| 4 | 16 | 45,7 | 45,7 | 80,0 |
| 5 | 7 | 20,0 | 20,0 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **GKT6** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,9 | 2,9 | 2,9 |
| 3 | 4 | 11,4 | 11,4 | 14,3 |
| 4 | 22 | 62,9 | 62,9 | 77,1 |
| 5 | 8 | 22,9 | 22,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **GKT7** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 2,9 | 2,9 | 2,9 |
| 2 | 3 | 8,6 | 8,6 | 11,4 |
| 3 | 11 | 31,4 | 31,4 | 42,9 |
| 4 | 13 | 37,1 | 37,1 | 80,0 |
| 5 | 7 | 20,0 | 20,0 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **GKT8** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 2,9 | 2,9 | 2,9 |
| 2 | 4 | 11,4 | 11,4 | 14,3 |
| 3 | 21 | 60,0 | 60,0 | 74,3 |
| 4 | 7 | 20,0 | 20,0 | 94,3 |
| 5 | 2 | 5,7 | 5,7 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

**Hasil Uji Frekuensi Jawaban Lingkungan Kerja Fisik (X2)**

|  |
| --- |
| **LKF1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 2,9 | 2,9 | 2,9 |
| 2 | 5 | 14,3 | 14,3 | 17,1 |
| 3 | 10 | 28,6 | 28,6 | 45,7 |
| 4 | 18 | 51,4 | 51,4 | 97,1 |
| 5 | 1 | 2,9 | 2,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **LKF2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 2,9 | 2,9 | 2,9 |
| 2 | 5 | 14,3 | 14,3 | 17,1 |
| 3 | 8 | 22,9 | 22,9 | 40,0 |
| 4 | 19 | 54,3 | 54,3 | 94,3 |
| 5 | 2 | 5,7 | 5,7 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **LKF3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 2,9 | 2,9 | 2,9 |
| 2 | 1 | 2,9 | 2,9 | 5,7 |
| 3 | 2 | 5,7 | 5,7 | 11,4 |
| 4 | 19 | 54,3 | 54,3 | 65,7 |
| 5 | 12 | 34,3 | 34,3 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **LKF4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,9 | 2,9 | 2,9 |
| 3 | 2 | 5,7 | 5,7 | 8,6 |
| 4 | 22 | 62,9 | 62,9 | 71,4 |
| 5 | 10 | 28,6 | 28,6 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **LKF5** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 5 | 14,3 | 14,3 | 14,3 |
| 2 | 2 | 5,7 | 5,7 | 20,0 |
| 3 | 13 | 37,1 | 37,1 | 57,1 |
| 4 | 14 | 40,0 | 40,0 | 97,1 |
| 5 | 1 | 2,9 | 2,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **LKF6** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 17,1 | 17,1 | 17,1 |
| 3 | 8 | 22,9 | 22,9 | 40,0 |
| 4 | 19 | 54,3 | 54,3 | 94,3 |
| 5 | 2 | 5,7 | 5,7 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **LKF7** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 8,6 | 8,6 | 8,6 |
| 3 | 1 | 2,9 | 2,9 | 11,4 |
| 4 | 17 | 48,6 | 48,6 | 60,0 |
| 5 | 14 | 40,0 | 40,0 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **LKF8** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 2 | 5,7 | 5,7 | 5,7 |
| 4 | 17 | 48,6 | 48,6 | 54,3 |
| 5 | 16 | 45,7 | 45,7 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

**Hasil Uji Frekuensi Jawaban Kinerja**

|  |
| --- |
| **K1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 17,1 | 17,1 | 17,1 |
| 3 | 11 | 31,4 | 31,4 | 48,6 |
| 4 | 16 | 45,7 | 45,7 | 94,3 |
| 5 | 2 | 5,7 | 5,7 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **K2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 17,1 | 17,1 | 17,1 |
| 3 | 21 | 60,0 | 60,0 | 77,1 |
| 4 | 7 | 20,0 | 20,0 | 97,1 |
| 5 | 1 | 2,9 | 2,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **K3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 8 | 22,9 | 22,9 | 22,9 |
| 3 | 15 | 42,9 | 42,9 | 65,7 |
| 4 | 12 | 34,3 | 34,3 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **K4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 17,1 | 17,1 | 17,1 |
| 3 | 10 | 28,6 | 28,6 | 45,7 |
| 4 | 18 | 51,4 | 51,4 | 97,1 |
| 5 | 1 | 2,9 | 2,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **K5** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 14,3 | 14,3 | 14,3 |
| 3 | 9 | 25,7 | 25,7 | 40,0 |
| 4 | 19 | 54,3 | 54,3 | 94,3 |
| 5 | 2 | 5,7 | 5,7 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **K6** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 2,9 | 2,9 | 2,9 |
| 3 | 3 | 8,6 | 8,6 | 11,4 |
| 4 | 19 | 54,3 | 54,3 | 65,7 |
| 5 | 12 | 34,3 | 34,3 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **K7** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 8,6 | 8,6 | 8,6 |
| 3 | 5 | 14,3 | 14,3 | 22,9 |
| 4 | 17 | 48,6 | 48,6 | 71,4 |
| 5 | 10 | 28,6 | 28,6 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

|  |
| --- |
| **K8** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 5 | 14,3 | 14,3 | 14,3 |
| 4 | 22 | 62,9 | 62,9 | 77,1 |
| 5 | 8 | 22,9 | 22,9 | 100,0 |
| Total | 35 | 100,0 | 100,0 |  |

**Lampiran V**

**Hasil Uji Validitas**

**Gaya Kepemimpinan Transformasional**

|  |
| --- |
| **Correlations** |
|  | GKT1 | GKT2 | GKT3 | GKT4 | GKT5 | GKT6 | GKT7 | GKT8 | TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL |
| GKT1 | Pearson Correlation | 1 | ,488\*\* | ,712\*\* | ,352\* | ,285 | ,498\*\* | ,257 | ,433\*\* | ,702\*\* |
| Sig. (2-tailed) |  | ,003 | ,000 | ,038 | ,097 | ,002 | ,136 | ,009 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT2 | Pearson Correlation | ,488\*\* | 1 | ,542\*\* | ,383\* | ,369\* | ,450\*\* | ,286 | ,373\* | ,648\*\* |
| Sig. (2-tailed) | ,003 |  | ,001 | ,023 | ,029 | ,007 | ,096 | ,027 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT3 | Pearson Correlation | ,712\*\* | ,542\*\* | 1 | ,354\* | ,451\*\* | ,474\*\* | ,291 | ,520\*\* | ,765\*\* |
| Sig. (2-tailed) | ,000 | ,001 |  | ,037 | ,007 | ,004 | ,090 | ,001 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT4 | Pearson Correlation | ,352\* | ,383\* | ,354\* | 1 | ,510\*\* | ,872\*\* | ,411\* | ,453\*\* | ,724\*\* |
| Sig. (2-tailed) | ,038 | ,023 | ,037 |  | ,002 | ,000 | ,014 | ,006 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT5 | Pearson Correlation | ,285 | ,369\* | ,451\*\* | ,510\*\* | 1 | ,544\*\* | ,705\*\* | ,188 | ,743\*\* |
| Sig. (2-tailed) | ,097 | ,029 | ,007 | ,002 |  | ,001 | ,000 | ,280 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT6 | Pearson Correlation | ,498\*\* | ,450\*\* | ,474\*\* | ,872\*\* | ,544\*\* | 1 | ,418\* | ,463\*\* | ,796\*\* |
| Sig. (2-tailed) | ,002 | ,007 | ,004 | ,000 | ,001 |  | ,012 | ,005 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT7 | Pearson Correlation | ,257 | ,286 | ,291 | ,411\* | ,705\*\* | ,418\* | 1 | ,357\* | ,689\*\* |
| Sig. (2-tailed) | ,136 | ,096 | ,090 | ,014 | ,000 | ,012 |  | ,035 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| GKT8 | Pearson Correlation | ,433\*\* | ,373\* | ,520\*\* | ,453\*\* | ,188 | ,463\*\* | ,357\* | 1 | ,646\*\* |
| Sig. (2-tailed) | ,009 | ,027 | ,001 | ,006 | ,280 | ,005 | ,035 |  | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL | Pearson Correlation | ,702\*\* | ,648\*\* | ,765\*\* | ,724\*\* | ,743\*\* | ,796\*\* | ,689\*\* | ,646\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

**Lingkungan Kerja Fisik**

|  |
| --- |
| **Correlations** |
|  | LKF1 | LKF2 | LKF3 | LKF4 | LKF5 | LKF6 | LKF7 | LKF8 | TOTAL LINGKUNGAN KERJA FISIK |
| LKF1 | Pearson Correlation | 1 | ,842\*\* | ,615\*\* | ,494\*\* | ,140 | ,302 | ,170 | ,322 | ,702\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,003 | ,421 | ,078 | ,329 | ,059 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LKF2 | Pearson Correlation | ,842\*\* | 1 | ,536\*\* | ,398\* | ,154 | ,309 | ,140 | ,138 | ,650\*\* |
| Sig. (2-tailed) | ,000 |  | ,001 | ,018 | ,379 | ,071 | ,422 | ,430 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LKF3 | Pearson Correlation | ,615\*\* | ,536\*\* | 1 | ,562\*\* | ,386\* | ,140 | ,347\* | ,609\*\* | ,749\*\* |
| Sig. (2-tailed) | ,000 | ,001 |  | ,000 | ,022 | ,422 | ,041 | ,000 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LKF4 | Pearson Correlation | ,494\*\* | ,398\* | ,562\*\* | 1 | ,301 | ,264 | ,398\* | ,484\*\* | ,675\*\* |
| Sig. (2-tailed) | ,003 | ,018 | ,000 |  | ,079 | ,125 | ,018 | ,003 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LKF5 | Pearson Correlation | ,140 | ,154 | ,386\* | ,301 | 1 | ,545\*\* | ,729\*\* | ,470\*\* | ,700\*\* |
| Sig. (2-tailed) | ,421 | ,379 | ,022 | ,079 |  | ,001 | ,000 | ,004 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LKF6 | Pearson Correlation | ,302 | ,309 | ,140 | ,264 | ,545\*\* | 1 | ,660\*\* | ,354\* | ,660\*\* |
| Sig. (2-tailed) | ,078 | ,071 | ,422 | ,125 | ,001 |  | ,000 | ,037 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LKF7 | Pearson Correlation | ,170 | ,140 | ,347\* | ,398\* | ,729\*\* | ,660\*\* | 1 | ,460\*\* | ,717\*\* |
| Sig. (2-tailed) | ,329 | ,422 | ,041 | ,018 | ,000 | ,000 |  | ,005 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| LKF8 | Pearson Correlation | ,322 | ,138 | ,609\*\* | ,484\*\* | ,470\*\* | ,354\* | ,460\*\* | 1 | ,661\*\* |
| Sig. (2-tailed) | ,059 | ,430 | ,000 | ,003 | ,004 | ,037 | ,005 |  | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL LINGKUNGAN KERJA FISIK | Pearson Correlation | ,702\*\* | ,650\*\* | ,749\*\* | ,675\*\* | ,700\*\* | ,660\*\* | ,717\*\* | ,661\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

**Kinerja**

|  |
| --- |
| **Correlations** |
|  | K1 | K2 | K3 | K4 | K5 | K6 | K7 | K8 | TOTAL KINERJA |
| K1 | Pearson Correlation | 1 | -,158 | ,110 | ,188 | -,008 | -,039 | ,249 | ,272 | ,338\* |
| Sig. (2-tailed) |  | ,364 | ,530 | ,279 | ,961 | ,826 | ,148 | ,114 | ,047 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K2 | Pearson Correlation | -,158 | 1 | ,700\*\* | ,248 | ,126 | ,431\*\* | ,475\*\* | ,119 | ,563\*\* |
| Sig. (2-tailed) | ,364 |  | ,000 | ,151 | ,471 | ,010 | ,004 | ,495 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K3 | Pearson Correlation | ,110 | ,700\*\* | 1 | ,593\*\* | ,519\*\* | ,550\*\* | ,745\*\* | ,232 | ,880\*\* |
| Sig. (2-tailed) | ,530 | ,000 |  | ,000 | ,001 | ,001 | ,000 | ,180 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K4 | Pearson Correlation | ,188 | ,248 | ,593\*\* | 1 | ,789\*\* | ,514\*\* | ,220 | ,284 | ,760\*\* |
| Sig. (2-tailed) | ,279 | ,151 | ,000 |  | ,000 | ,002 | ,205 | ,098 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K5 | Pearson Correlation | -,008 | ,126 | ,519\*\* | ,789\*\* | 1 | ,420\* | ,223 | ,203 | ,653\*\* |
| Sig. (2-tailed) | ,961 | ,471 | ,001 | ,000 |  | ,012 | ,199 | ,242 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K6 | Pearson Correlation | -,039 | ,431\*\* | ,550\*\* | ,514\*\* | ,420\* | 1 | ,330 | ,294 | ,674\*\* |
| Sig. (2-tailed) | ,826 | ,010 | ,001 | ,002 | ,012 |  | ,053 | ,087 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K7 | Pearson Correlation | ,249 | ,475\*\* | ,745\*\* | ,220 | ,223 | ,330 | 1 | ,274 | ,706\*\* |
| Sig. (2-tailed) | ,148 | ,004 | ,000 | ,205 | ,199 | ,053 |  | ,111 | ,000 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| K8 | Pearson Correlation | ,272 | ,119 | ,232 | ,284 | ,203 | ,294 | ,274 | 1 | ,499\*\* |
| Sig. (2-tailed) | ,114 | ,495 | ,180 | ,098 | ,242 | ,087 | ,111 |  | ,002 |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| TOTAL KINERJA | Pearson Correlation | ,338\* | ,563\*\* | ,880\*\* | ,760\*\* | ,653\*\* | ,674\*\* | ,706\*\* | ,499\*\* | 1 |
| Sig. (2-tailed) | ,047 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,002 |  |
| N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

**Lampiran VI**

**Hasil Uji Reliabilitas**

**Gaya Kepemimpinan Transformasional**

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,853 | 8 |

**Lingkungan Kerja Fisik**

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,836 | 8 |

**Kinerja**

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,786 | 8 |

**Lampiran VII**

**Hasil Uji Normalitas**

|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL | TOTAL LINGKUNGAN KERJA FISIK | TOTAL KINERJA |
| N | 35 | 35 | 35 |
| Normal Parametersa,b | Mean | 30,11 | 30,34 | 28,77 |
| Std. Deviation | 4,745 | 4,659 | 3,919 |
| Most Extreme Differences | Absolute | ,117 | ,128 | ,088 |
| Positive | ,072 | ,103 | ,074 |
| Negative | -,117 | -,128 | -,088 |
| Kolmogorov-Smirnov Z | ,692 | ,754 | ,522 |
| Asymp. Sig. (2-tailed) | ,725 | ,620 | ,948 |
| a. Test distribution is Normal. |
| b. Calculated from data. |

**Lampiran VIII**

**Hasil Uji Lineritas**

|  |
| --- |
| **ANOVA Table** |
|  | Sum of Squares | df | Mean Square | F | Sig. |
| TOTAL KINERJA \* TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL | Between Groups | (Combined) | 380,138 | 14 | 27,153 | 3,823 | ,003 |
| Linearity | 344,994 | 1 | 344,994 | 48,579 | ,000 |
| Deviation from Linearity | 35,144 | 13 | 2,703 | ,381 | ,961 |
| Within Groups | 142,033 | 20 | 7,102 |  |  |
| Total | 522,171 | 34 |  |  |  |

|  |
| --- |
| **ANOVA Table** |
|  | Sum of Squares | df | Mean Square | F | Sig. |
| TOTAL KINERJA \* TOTAL LINGKUNGAN KERJA FISIK | Between Groups | (Combined) | 475,838 | 13 | 36,603 | 16,590 | ,000 |
| Linearity | 430,698 | 1 | 430,698 | 195,209 | ,000 |
| Deviation from Linearity | 45,140 | 12 | 3,762 | 1,705 | ,137 |
| Within Groups | 46,333 | 21 | 2,206 |  |  |
| Total | 522,171 | 34 |  |  |  |

**Lampiran IX**

**Hasil Uji Multikolinieritas**

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | Collinearity Statistics |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 3,475 | 1,706 |  | 2,037 | ,050 |  |  |
| TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL | ,271 | ,074 | ,328 | 3,654 | ,001 | ,479 | 2,089 |
| TOTAL LINGKUNGAN KERJA FISIK | ,565 | ,076 | ,671 | 7,473 | ,000 | ,479 | 2,089 |
| a. Dependent Variable: TOTAL KINERJA |

**Lampiran X**

**Hasil Uji Regresi Berganda**

|  |
| --- |
| **Model Summary** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,936a | ,876 | ,869 | 1,420 |
| a. Predictors: (Constant), TOTAL LINGKUNGAN KERJA FISIK, TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL |

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 457,628 | 2 | 228,814 | 113,444 | ,000b |
| Residual | 64,543 | 32 | 2,017 |  |  |
| Total | 522,171 | 34 |  |  |  |
| a. Dependent Variable: TOTAL KINERJA |
| b. Predictors: (Constant), TOTAL LINGKUNGAN KERJA FISIK, TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,475 | 1,706 |  | 2,037 | ,050 |
| TOTAL GAYA KEPEMIMPINAN TRANSFORMASIONAL | ,271 | ,074 | ,328 | 3,654 | ,001 |
| TOTAL LINGKUNGAN KERJA FISIK | ,565 | ,076 | ,671 | 7,473 | ,000 |
| a. Dependent Variable: TOTAL KINERJA |