

Lampiran I



INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA
FAKULTAS EKONOMI DAN BISNIS

Jalan Zainal Abidin Pagar Alam No. 93. Lampung 35142

KUESIONER

**“PENGARUH DISIPLIN KERJA DAN GAYA KEPEMIMPINAN TERHADAP
KINERJA KARYAWAN PADA PT. TUNAS DWIPA MATRA BANDAR
LAMPUNG”**

IDENTITAS PENULIS

Nama : Winda Purwantari
Npm : 1712110349
Jurusan : S1 Manajemen
Dosen Pembimbing : Dr. Anggalia Wibasuri. S.Kom. M.M
Alamat :
Email :

Bandar Lampung, 18 Februari 2021

Hal : Mohon Bantuan Pengisian Kuesioner

Kepada Yth.
Bapak/Ibu/ Sdr/i
Karyawan PT. Tunas Dwipa Matra

Di

Tempat

Dengan Hormat,

Berkenanya dengan penelitian yang saya lakukan dalam rangka menyelesaikan studi pada program strata satu (S1) Manajemen IIB Darmajaya Bandar Lampung Tentang **“PENGARUH DISIPLIN KERJA DAN GAYA KEPEMIMPINAN TERHADAP KINERJA KARYAWAN PADA PT. TUNAS DWIPA MATRA BANDAR LAMPUNG”**. maka saya mohon kesediaan Bapak/Ibu/Sdr/i untuk mengisi Kuesioner terlampir. Penelitian ini diharapkan dapat memberikan hasil yang bermanfaat, oleh karenanya diharapkan kesediaan Bapak/Ibu/Sdr/i untuk menjawab kuesioner ini dengan sejujurnya.

Perlu diberitahukan bahwa informasi yang Bapak/Ibu/Sdr/i berikan semata-mata untuk kepentingan penelitian ini. Untuk itu saya menjamin kerahasiaannya.

Atas perhatian, bantuan dan kerja sama yang baik dari Bapak/Ibu/Sdr/i, saya mengucapkan terimakasih.

Hormat saya,
Peneliti

Winda Purwantari
1712110349

KUESIONER

Pernyataan dibawah ini dalam rangka penelitian skripsi dengan judul :

**“PENGARUH DISIPLIN KERJA DAN GAYA KEPEMIMPINAN
TERHADAP KINERJA KARYAWAN PADA PT. TUNAS DWIPA
MATRA BANDAR LAMPUNG”**

Petunjuk Pengisian :

1. Jawablah pertanyaan yang dianjurkan dibawah ini dengan benar dan jujur
2. Berilah tanda ceklis (√) Jadi salah satu jawaban yang benar.

I. KARAKTERISTIK RESPONDEN :

1. Jenis Kelamin : Laki - Laki
 Perempuan
2. Usia : 18 - 30 Tahun
 31 - 40 Tahun
 41- 55 Tahun
3. Tingkat Pendidikan : SMA/SMK
 D3
 S1
 S2
4. Masa Kerja : > 3 Tahun
 1 - 3 Tahun
 < 1 Tahun

II. VARIABEL PENELITIAN

Tingkat Harapan Karyawan

Menurut anda seberapa penting hal-hal berikut ini yang telah diberikan oleh perusahaan kepada anda sebagai karyawan

Adapun variabelnya sebagai berikut :

1 = Sangat Tidak Setuju

2 = Tidak Setuju

3 = Cukup Setuju

4 = Setuju

5 = Sangat Setuju

Tingkat Kepuasan Karyawan

Menurut anda seberapa penting hal-hal berikut ini yang telah diberikan oleh perusahaan kepada anda sebagai karyawan adapun variabelnya sebagai berikut :

5 = SS : Sangat Setuju

4 = S : Setuju

3 = CS : Cukup Setuju

2 = TS : Tidak Setuju

1 = STS : Sangat Tidak Setuju

1. Disiplin Kerja

Disiplin Kerja (X1)						
No.	Pernyataan	SS	S	CS	TS	STS
Tujuan dan Kemampuan						
1	Karyawan mempunyai keterampilan untuk menyelesaikan tugas yang telah menjadi tanggung jawabnya					
2	Tujuan karyawan dalam mengembangkan kemampuan dapat menciptakan ide-ide baru untuk meningkatkan hasil kerja					
Teladan Pimpinan						
3	Pimpinan menjadi contoh terhadap karyawan dalam menunjukkan sikap keteladan dalam melaksanakan pekerjaan					
Balas Jasa						
4	Balas jasa yang diterima karyawan dapat memenuhi kehidupan karyawan					
5	Kesesuaian balas jasa yang diterima dengan lama bekerja					
Keadilan						
6	Karyawan merasa keadilan yang sudah diterapkan pimpinan sesuai dengan porsinya					
7	Pimpinan dapat bersikap adil untuk kesemua karyawan					
Sanksi Hukum						
8	Sanksi hukum yang diberikan sesuai dengan tingkat kesalahan yang dilanggar					
9	Karyawan setuju bahwa sanksi hukuman yang diterapkan ikut mempengaruhi baik/buruknya kedisiplinan karyawan					
Ketegasan						
10	Ketegasan dalam mengambil keputusan berkaitan dengan pekerjaan					

2. Gaya Kepemimpinan

Gaya Kepemimpinan (X2)						
No.	Pernyataan	SS	S	CS	TS	STS
Sifat						
1	Pimpinan dapat bermurah hati kepada bawahannya					
2	Pimpinan memberikan teguran jika ada karyawannya yang datang terlambat					
Kebiasaan						
3	Pimpinan selalu memberikan perhatian lebih serta bersifat melindungi kepada semua karyawan					
4	Pimpinan memiliki rasa empati yang tinggi terhadap masalah yang ada dalam perusahaan					
Tempramen						
5	Pimpinan selalu mengatur segala aturan maupun tugas yang harus dikerjakan bawahannya					
6	Pimpinan selalu memberi teguran saat karyawan salah dalam bekerja					
Watak						
7	Pemimpin mempunyai karakter yang teguh akan pendirian dan tidak mudah dipengaruhi orang lain					
8	Pemimpin mempunyai watak yang visioner dalam mengemban tugasnya					
Kepribadian						
9	Pemimpin mempunyai berpikiran terbuka dalam mempertimbangkan semua pilihan sebelum mengambil keputusan					
10	Pemimpin mampu beradaptasi dengan situasi dan kondisi apapun					

3. Kinerja Karyawan

Kinerja Karyawan (Y)						
No.	Pernyataan	SS	S	CS	TS	STS
Tanggung Jawab						
1	Waktu kerja digunakan secara efisien					
2	Karyawan dapat menyelesaikan tugas sesuai target perusahaan					
Tenggang Rasa						
3	Rekan kerja membantu pada karyawan yang belum menyelesaikan tugasnya					
4	Karyawan memberikan pujian pada rekan kerja yang mendapat penghargaan					
Kerjasama						
5	Pekerjaan dapat diselesaikan dengan ketelitian, rapi dan tuntas bersama rekan kerja					
6	Karyawan mampu bekerjasama dengan rekan sekerja dengan sikap konstruktif dalam team					
Disiplin Kerja						
7	Karyawan mentaati segala aturan perusahaan					
8	Karyawan dapat bertanggung jawab atas tugasnya					
Loyalitas						
9	Karyawan bersedia bekerja lembur					
10	Karyawan mementingkan kepentingan perusahaan dibanding kepentingan pribadinya					

Lampiran 2

Hasil Pengumpulan Data Jawaban Responden

1. Disiplin Kerja

No	Butir Pertanyaan										TOTAL_X1
	1	2	3	4	5	6	7	8	9	10	
1	4	4	5	4	4	4	4	3	4	5	41
2	3	3	3	4	3	4	2	4	3	2	31
3	4	4	4	5	4	5	4	5	4	4	43
4	5	5	5	5	5	4	5	5	5	4	48
5	3	4	4	3	4	3	4	4	4	3	36
6	3	2	3	4	3	3	3	3	4	3	31
7	4	3	4	3	4	5	3	3	5	3	37
8	4	4	4	5	4	5	5	5	4	4	44
9	4	4	4	5	4	5	4	4	4	5	43
10	4	3	3	2	3	4	3	3	5	4	34
11	3	3	3	4	3	4	4	4	3	3	34
12	3	2	2	3	2	2	2	2	2	2	22
13	4	2	4	2	2	2	2	2	2	2	24
14	5	5	5	5	5	5	5	4	5	5	49
15	4	4	4	3	4	3	5	5	4	4	40
16	5	4	5	5	4	2	2	4	2	2	35
17	5	5	4	5	3	5	4	2	3	4	40
18	5	5	5	5	5	5	5	5	5	5	50
19	4	4	4	2	4	2	4	4	4	2	34
20	4	3	5	4	4	4	4	4	4	4	40
21	4	4	5	5	4	3	2	5	4	3	39
22	2	2	2	2	4	2	3	3	2	3	25
23	4	4	4	5	4	4	2	5	4	4	40
24	2	3	2	5	3	5	1	5	3	3	32
25	4	5	3	4	5	4	3	5	4	5	42
26	4	5	5	4	5	5	5	5	5	5	48
27	5	5	5	5	5	4	4	5	5	4	47
28	5	5	4	3	4	4	4	4	5	5	43
29	3	3	3	4	3	4	3	2	4	4	33
30	3	3	3	4	3	4	5	4	3	3	35
31	4	5	5	5	5	5	5	5	5	5	49
32	1	1	2	2	2	2	2	2	1	2	17

2. Gaya Kepemimpinan

No	Butir Pertanyaan										TOTAL_X2
	1	2	3	4	5	6	7	8	9	10	
1	2	2	2	2	2	2	2	2	4	4	24
2	5	4	3	4	4	4	4	4	3	3	38
3	2	3	4	3	3	5	3	3	4	4	34
4	5	5	2	5	2	5	2	2	5	5	38
5	2	3	1	3	4	5	3	4	2	4	31
6	3	4	4	4	4	4	4	4	4	4	39
7	4	4	4	4	4	4	3	4	4	3	38
8	2	4	2	4	4	5	5	4	4	4	38
9	5	5	4	5	5	5	5	5	4	4	47
10	4	4	4	4	4	4	5	4	5	3	41
11	5	3	2	3	3	3	3	3	3	3	31
12	5	4	4	3	3	4	3	3	3	3	35
13	5	4	4	4	5	4	4	2	5	2	39
14	5	5	5	5	5	5	5	5	5	5	50
15	5	5	4	5	5	5	5	5	4	4	47
16	5	4	4	4	4	4	4	4	5	4	42
17	5	5	4	5	5	5	5	5	5	5	49
18	5	3	4	5	5	3	3	5	5	5	43
19	2	5	3	3	2	5	2	3	4	4	33
20	5	5	4	5	5	5	5	4	5	5	48
21	5	4	5	5	5	5	5	5	5	3	47
22	5	3	4	4	3	5	3	3	2	3	35
23	5	4	4	5	4	4	4	4	4	4	42
24	4	4	5	4	4	4	4	4	3	3	39
25	5	3	3	3	3	3	3	3	4	5	35
26	3	2	3	1	3	3	3	3	3	3	27
27	5	5	5	5	5	5	5	5	5	5	50
28	3	3	3	4	3	4	4	5	1	2	32
29	3	2	2	2	3	3	3	4	3	3	28
30	3	3	2	5	4	2	3	4	3	3	32
31	2	4	2	3	3	2	2	4	2	2	26
32	4	4	4	2	4	2	5	5	4	4	38

Lampiran 3
Hasil Output Uji Frekuensi Karakteristik Responden

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	26	81.3	81.3	81.3
Valid Perempuan	6	18.8	18.8	100.0
Total	32	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
S1	2	6.3	6.3	6.3
D3	7	21.9	21.9	28.1
Valid SMA/SMK	23	71.9	71.9	100.0
Total	32	100.0	100.0	

Masa_Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
> 3 Tahun	22	68.8	68.8	68.8
Valid 1 - 3 Tahun	8	25.0	25.0	93.8
< 1 Tahun	2	6.3	6.3	100.0
Total	32	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
18 - 30 Tahun	17	53.1	53.1	53.1
Valid 31 - 40 Tahun	13	40.6	40.6	93.8
41 - 55 Tahun	2	6.3	6.3	100.0
Total	32	100.0	100.0	

Lampiran 4
Output uji frekuensi jawaban responden
Disiplin Kerja

X1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	2	6.3	6.3	9.4
Valid 3	7	21.9	21.9	31.3
4	15	46.9	46.9	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

X2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	4	12.5	12.5	15.6
Valid 3	8	25.0	25.0	40.6
4	10	31.3	31.3	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

X3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	7	21.9	21.9	34.4
Valid 4	11	34.4	34.4	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

X4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15.6	15.6	15.6
3	5	15.6	15.6	31.3
Valid 4	9	28.1	28.1	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

X5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	8	25.0	25.0	34.4
Valid 4	14	43.8	43.8	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

X6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18.8	18.8	18.8
3	4	12.5	12.5	31.3
Valid 4	12	37.5	37.5	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

X7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	7	21.9	21.9	25.0
Valid 3	6	18.8	18.8	43.8
4	10	31.3	31.3	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

X8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15.6	15.6	15.6
3	5	15.6	15.6	31.3
Valid 4	10	31.3	31.3	62.5
5	12	37.5	37.5	100.0
Total	32	100.0	100.0	

X9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	4	12.5	12.5	15.6
Valid 3	5	15.6	15.6	31.3
4	13	40.6	40.6	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

X10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18.8	18.8	18.8
3	8	25.0	25.0	43.8
Valid 4	10	31.3	31.3	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

Gaya Kepemimpinan
X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18.8	18.8	18.8
3	5	15.6	15.6	34.4
Valid 4	4	12.5	12.5	46.9
5	17	53.1	53.1	100.0
Total	32	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	8	25.0	25.0	34.4
Valid 4	13	40.6	40.6	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	7	21.9	21.9	25.0
Valid 3	5	15.6	15.6	40.6
4	15	46.9	46.9	87.5
5	4	12.5	12.5	100.0
Total	32	100.0	100.0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	3	9.4	9.4	12.5
Valid 3	7	21.9	21.9	34.4
4	10	31.3	31.3	65.6
5	11	34.4	34.4	100.0
Total	32	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	9	28.1	28.1	37.5
Valid 4	11	34.4	34.4	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	5	15.6	15.6	28.1
Valid 4	10	31.3	31.3	59.4
5	13	40.6	40.6	100.0
Total	32	100.0	100.0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.5	12.5	12.5
3	11	34.4	34.4	46.9
Valid 4	7	21.9	21.9	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	7	21.9	21.9	31.3
Valid 4	13	40.6	40.6	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

X2.9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	3	9.4	9.4	12.5
Valid 3	7	21.9	21.9	34.4
4	11	34.4	34.4	68.8
5	10	31.3	31.3	100.0
Total	32	100.0	100.0	

X2.10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	11	34.4	34.4	43.8
Valid 4	11	34.4	34.4	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

Kinerja

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15.6	15.6	15.6
3	11	34.4	34.4	50.0
Valid 4	8	25.0	25.0	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15.6	15.6	15.6
3	8	25.0	25.0	40.6
Valid 4	12	37.5	37.5	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	21.9	21.9	21.9
3	5	15.6	15.6	37.5
Valid 4	9	28.1	28.1	65.6
5	11	34.4	34.4	100.0
Total	32	100.0	100.0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	15.6	15.6	15.6
3	8	25.0	25.0	40.6
Valid 4	7	21.9	21.9	62.5
5	12	37.5	37.5	100.0
Total	32	100.0	100.0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.4	9.4	9.4
3	7	21.9	21.9	31.3
Valid 4	13	40.6	40.6	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	25.0	25.0	25.0
3	4	12.5	12.5	37.5
Valid 4	8	25.0	25.0	62.5
5	12	37.5	37.5	100.0
Total	32	100.0	100.0	

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	21.9	21.9	21.9
3	5	15.6	15.6	37.5
Valid 4	13	40.6	40.6	78.1
5	7	21.9	21.9	100.0
Total	32	100.0	100.0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18.8	18.8	18.8
3	5	15.6	15.6	34.4
Valid 4	10	31.3	31.3	65.6
5	11	34.4	34.4	100.0
Total	32	100.0	100.0	

Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	3.1	3.1	3.1
2	6	18.8	18.8	21.9
Valid 3	7	21.9	21.9	43.8
4	10	31.3	31.3	75.0
5	8	25.0	25.0	100.0
Total	32	100.0	100.0	

Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	21.9	21.9	21.9
3	5	15.6	15.6	37.5
Valid 4	11	34.4	34.4	71.9
5	9	28.1	28.1	100.0
Total	32	100.0	100.0	

Lampiran 5
Hasil Output Uji Validitas Disiplin Kerja

Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	TOTAL_X
X1	Pearson Correlation	1	.792**	.808**	.436*	.601**	.355*	.464**	.345	.616**	.506**	.757**
	Sig. (2-tailed)		.000	.000	.013	.000	.046	.007	.053	.000	.003	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2	Pearson Correlation	.792**	1	.719**	.583**	.820**	.558**	.588**	.637**	.703**	.707**	.915**
	Sig. (2-tailed)	.000		.000	.000	.000	.001	.000	.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X3	Pearson Correlation	.808**	.719**	1	.478**	.695**	.321	.522**	.452**	.602**	.477**	.777**
	Sig. (2-tailed)	.000	.000		.006	.000	.073	.002	.009	.000	.006	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X4	Pearson Correlation	.436*	.583**	.478**	1	.469**	.632**	.222	.558**	.333	.443	.667**
	Sig. (2-tailed)	.013	.000	.006		.007	.000	.222	.001	.062	.011	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X5	Pearson Correlation	.601**	.820**	.695**	.469**	1	.447*	.589**	.731**	.727**	.678**	.866**
	Sig. (2-tailed)	.000	.000	.000	.007		.010	.000	.000	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X6	Pearson Correlation	.355*	.558**	.321	.632**	.447*	1	.452**	.420	.637**	.712**	.721**
	Sig. (2-tailed)	.046	.001	.073	.000	.010		.009	.017	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X7	Pearson Correlation	.464**	.588**	.522**	.222	.589**	.452**	1	.363	.584**	.617**	.704**
	Sig. (2-tailed)	.007	.000	.002	.222	.000	.009		.041	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X8	Pearson Correlation	.345	.637**	.452**	.558**	.731**	.420	.363	1	.522**	.412	.701**
	Sig. (2-tailed)	.053	.000	.009	.001	.000	.017	.041		.002	.019	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X9	Pearson Correlation	.616**	.703**	.602**	.333	.727**	.637**	.584**	.522**	1	.723**	.832**
	Sig. (2-tailed)	.000	.000	.000	.062	.000	.000	.000	.002		.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X10	Pearson Correlation	.506**	.707**	.477**	.443	.678**	.712**	.617**	.412	.723**	1	.812**
	Sig. (2-tailed)	.003	.000	.006	.011	.000	.000	.000	.019	.000		.000
	N	32	32	32	32	32	32	32	32	32	32	32
TOTAL_X	Pearson Correlation	.757**	.915**	.777**	.667**	.866**	.721**	.704**	.701**	.832**	.812**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

Gaya Kepemimpinan

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL_X2
X2.1	Pearson Correlation	1	.427	.566**	.549**	.494**	.253	.427	.197	.437	.256	.681**
	Sig. (2-tailed)		.015	.001	.001	.004	.163	.015	.280	.012	.157	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.2	Pearson Correlation	.427	1	.471**	.657**	.462**	.595**	.503**	.340	.504**	.377	.762**
	Sig. (2-tailed)	.015		.007	.000	.008	.000	.003	.057	.003	.034	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.3	Pearson Correlation	.566**	.471**	1	.437	.579**	.372*	.595**	.406	.485**	.173	.738**
	Sig. (2-tailed)	.001	.007		.012	.001	.036	.000	.021	.005	.343	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.4	Pearson Correlation	.549**	.657**	.437	1	.634**	.527**	.485**	.443	.428	.326	.792**
	Sig. (2-tailed)	.001	.000	.012		.000	.002	.005	.011	.015	.069	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.5	Pearson Correlation	.494**	.462**	.579**	.634**	1	.319	.802**	.683**	.456**	.220	.809**
	Sig. (2-tailed)	.004	.008	.001	.000		.075	.000	.000	.009	.227	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.6	Pearson Correlation	.253	.595**	.372*	.527**	.319	1	.409	.164	.282	.331	.609**
	Sig. (2-tailed)	.163	.000	.036	.002	.075		.020	.371	.117	.064	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.7	Pearson Correlation	.427	.503**	.595**	.485**	.802**	.409	1	.678**	.401	.203	.787**
	Sig. (2-tailed)	.015	.003	.000	.005	.000	.020		.000	.023	.264	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.8	Pearson Correlation	.197	.340	.406	.443	.683**	.164	.678**	1	.071	.175	.583**
	Sig. (2-tailed)	.280	.057	.021	.011	.000	.371	.000		.701	.339	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.9	Pearson Correlation	.437	.504**	.485**	.428	.456**	.282	.401	.071	1	.608**	.675**
	Sig. (2-tailed)	.012	.003	.005	.015	.009	.117	.023	.701		.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
X2.10	Pearson Correlation	.256	.377	.173	.326	.220	.331	.203	.175	.608**	1	.518**
	Sig. (2-tailed)	.157	.034	.343	.069	.227	.064	.264	.339	.000		.002
	N	32	32	32	32	32	32	32	32	32	32	32
TOTAL_X2	Pearson Correlation	.681**	.762**	.738**	.792**	.809**	.609**	.787**	.583**	.675**	.518**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

Kinerja

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL_Y
Y1	Pearson Correlation	1	.910**	.711**	.513**	.505**	.476**	.668**	.402*	.647**	.634**	.828**
	Sig. (2-tailed)		.000	.000	.003	.003	.006	.000	.022	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y2	Pearson Correlation	.910**	1	.642**	.486**	.567**	.376*	.657**	.429*	.697**	.562**	.807**
	Sig. (2-tailed)	.000		.000	.005	.001	.034	.000	.014	.000	.001	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y3	Pearson Correlation	.711**	.642**	1	.458**	.647**	.546**	.673**	.384*	.680**	.631**	.821**
	Sig. (2-tailed)	.000	.000		.008	.000	.001	.000	.030	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y4	Pearson Correlation	.513**	.486**	.458**	1	.528**	.769**	.289	.717**	.406*	.569**	.744**
	Sig. (2-tailed)	.003	.005	.008		.002	.000	.108	.000	.021	.001	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y5	Pearson Correlation	.505**	.567**	.647**	.528**	1	.422*	.624**	.619**	.567**	.573**	.771**
	Sig. (2-tailed)	.003	.001	.000	.002		.016	.000	.000	.001	.001	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y6	Pearson Correlation	.476**	.376*	.546**	.769**	.422*	1	.346	.603**	.353*	.721**	.735**
	Sig. (2-tailed)	.006	.034	.001	.000	.016		.052	.000	.047	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y7	Pearson Correlation	.668**	.657**	.673**	.289	.624**	.346	1	.397*	.720**	.653**	.771**
	Sig. (2-tailed)	.000	.000	.000	.108	.000	.052		.024	.000	.000	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y8	Pearson Correlation	.402*	.429*	.384*	.717**	.619**	.603**	.397*	1	.455**	.415*	.700**
	Sig. (2-tailed)	.022	.014	.030	.000	.000	.000	.024		.009	.018	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y9	Pearson Correlation	.647**	.697**	.680**	.406*	.567**	.353*	.720**	.455**	1	.511**	.776**
	Sig. (2-tailed)	.000	.000	.000	.021	.001	.047	.000	.009		.003	.000
	N	32	32	32	32	32	32	32	32	32	32	32
Y10	Pearson Correlation	.634**	.562**	.631**	.569**	.573**	.721**	.653**	.415*	.511**	1	.810**
	Sig. (2-tailed)	.000	.001	.000	.001	.001	.000	.000	.018	.003		.000
	N	32	32	32	32	32	32	32	32	32	32	32
TOTAL_Y	Pearson Correlation	.828**	.807**	.821**	.744**	.771**	.735**	.771**	.700**	.776**	.810**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	32	32	32	32	32	32	32	32	32	32	32

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

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

Lampiran 6
Hasil Output Uji Reliabilitas

Disiplin Kerja(X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.924	10

Gaya Kepemimpinan (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.881	10

Kinerja (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.926	10

Lampiran 7
Output Persyaratan Analisis Data
Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y*TOTAL_X	Between Groups	(Combined)	1854.083	20	92.704	2.632	.051
		Linearity	480.132	1	480.132	13.632	.004
		Deviation from Linearity	1373.951	19	72.313	2.053	.111
	Within Groups		387.417	11	35.220		
	Total		2241.500	31			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y*TOTAL_X2	Between Groups	(Combined)	1573.367	17	92.551	1.939	.108
		Linearity	541.956	1	541.956	11.356	.005
		Deviation from Linearity	1031.410	16	64.463	1.351	.289
	Within Groups		668.133	14	47.724		
	Total		2241.500	31			

Lampiran 8
Hasil Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.767	8.084		.219	.828		
	TOTAL_X	.418	.149	.405	2.802	.009	.983	1.017
	TOTAL_X2	.516	.170	.439	3.032	.005	.983	1.017

a. Dependent Variable: TOTAL_Y

Lampiran 9
Hasil Analisis Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.635 ^a	.403	.362	6.791

a. Predictors: (Constant), TOTAL_X2, TOTAL_X

Lampiran 10

Uji-T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.142	6.433		2.976	.006
	TOTAL_X	.477	.167	.463	2.860	.008

a. Dependent Variable: TOTAL_Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.146	7.230		2.095	.045
	TOTAL_X 2	.578	.187	.492	3.093	.004

a. Dependent Variable: TOTAL_Y

Lampiran 11

Uji -F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	904.010	2	452.005	9.801	.001 ^b
	Residual	1337.490	29	46.120		
	Total	2241.500	31			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X

Lampiran 12
R-Tabel

DF = n-2	0,1	0,05	0,02	0,01	0,001
	r 0,005	r 0,05	r 0,025	r 0,01	r 0,001
1	0,9877	0,9969	0,9995	0,9999	1,0000
2	0,9000	0,9500	0,9800	0,9900	0,9990
3	0,8054	0,8783	0,9343	0,9587	0,9911
4	0,7293	0,8114	0,8822	0,9172	0,9741
5	0,6694	0,7545	0,8329	0,8745	0,9509
6	0,6215	0,7067	0,7887	0,8343	0,9249
7	0,5822	0,6664	0,7498	0,7977	0,8983
8	0,5494	0,6319	0,7155	0,7646	0,8721
9	0,5214	0,6021	0,6851	0,7348	0,8470
10	0,4973	0,5760	0,6581	0,7079	0,8233
11	0,4762	0,5529	0,6339	0,6835	0,8010
12	0,4575	0,5324	0,6120	0,6614	0,7800
13	0,4409	0,5140	0,5923	0,6411	0,7604
14	0,4259	0,4973	0,5742	0,6226	0,7419
15	0,4124	0,4821	0,5577	0,6055	0,7247
16	0,4000	0,4683	0,5425	0,5897	0,7084
17	0,3887	0,4555	0,5285	0,5751	0,6932
18	0,3783	0,4438	0,5155	0,5614	0,6788
19	0,3687	0,4329	0,5034	0,5487	0,6652
20	0,3598	0,4227	0,4921	0,5368	0,6524
21	0,3515	0,4132	0,4815	0,5256	0,6402
22	0,3438	0,4044	0,4716	0,5151	0,6287
23	0,3365	0,3961	0,4622	0,5052	0,6178
24	0,3297	0,3882	0,4534	0,4958	0,6074
25	0,3233	0,3809	0,4451	0,4869	0,5974
26	0,3172	0,3739	0,4372	0,4785	0,5880
27	0,3115	0,3673	0,4297	0,4705	0,5790
28	0,3061	0,3610	0,4226	0,4629	0,5703
29	0,3009	0,3550	0,4158	0,4556	0,5620
30	0,2960	0,3494	0,4093	0,4487	0,5541
31	0,2913	0,3440	0,4032	0,4421	0,5465
32	0,2869	0,3388	0,3972	0,4357	0,5392
33	0,2826	0,3338	0,3916	0,4296	0,5322
34	0,2785	0,3291	0,3862	0,4238	0,5254
35	0,2746	0,3246	0,3810	0,4182	0,5189
36	0,2709	0,3202	0,3760	0,4128	0,5126
37	0,2673	0,3160	0,3712	0,4076	0,5066
38	0,2638	0,3120	0,3665	0,4026	0,5007

Lampiran T-tabel 13

Pr df	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	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

Lampiran 14 F-tabel

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	3.21	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	2.82	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	3.20	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

