

**LAMPIRAN 1**  
**KUISIONER PENELITIAN**

Sebagai syarat menyelesaikan studi strata satu Manajemen peneliti melakukan penelitian dengan judul **“Pengaruh Motivasi Kerja, Gaya Kepemimpinan Transformasional dan Budaya Organisasi terhadap Kinerja Karyawan Trillium Office & Residence Surabaya”**, mohon bantuan dan kesediannya untuk memberikan jawaban sesungguhnya. Kami akan menjamin kerahasiaan data yang sudah saudara berikan, karena jawaban tersebut hanya sebagai bahan penelitian dan tidak untuk dipublikasikan.

**KRITERIA RESPONDEN**

1. Apakah Anda sudah bekerja lebih dari 3bulan di Trillium Office & Residence?

A. Ya

B. Tidak

\*Apabila jawaban Anda “Ya” silahkan untuk melanjutkan mengisi identitas responden dan menjawab pernyataan berikut ini:

**IDENTITAS RESPONDEN :**

Untuk kelengkapan data penelitian, kami mohon Bapak/Ibu/Saudara/Saudari mengisi data dibawah ini :

1. Nama :

2. Usia :
  - a. < 25 Tahun
  - b. 26 – 30 Tahun
  - c. 31 – 35 Tahun
  - d. 36 Tahun keatas
3. Jenis Kelamin :
  - a. Laki – Laki
  - b. Perempuan
4. Pendidikan Terakhir :
  - a. SMA/SMK sederajat
  - b. Diploma
  - c. Sarjana
5. Masa Kerja :
  - a. 1 – 2 Tahun
  - b. 3 – 5 Tahun
  - c. 6 – 10 Tahun
  - d. 10 Tahun keatas
6. Bagian / Unit Kerja :

**PETUNJUK PENGISIAN :**

Pada pernyataan dibawah ini Anda diminta untuk memberikan penilaian terhadap pimpinan Anda.

Di bawah ini terdapat sejumlah pernyataan yang harus Anda pilih. Pilihlah salah satu jawaban saja yang Anda anggap paling sesuai menurut Anda. Untuk setiap pernyataan, Anda dimohon memberikan penilaian pengalaman yang Anda rasakan sesuai dengan pernyataan. Berilah tanda silang (√) pada jawaban yang Anda pilih.

Kategori jawaban atas item pertanyaan dibawah ini sebagai berikut.

SS = Sangat Setuju                      TS = Tidak Setuju  
 S = Setuju                                      STS = Sangat Tidak Setuju  
 N = Netral

**PERTANYAAN:**

**A. MOTIVASI KERJA ( X1 )**

N O	PERTANYAAN	TANGGAPAN				
		STS	TS	N	S	ST
<b>X1.1 DORONGAN MENCAPAI TUJUAN</b>						
1.	Saya selalu berusaha fokus dalam mengerjakan tugas agar hasil yang dicapai bisa optimal.					
2.	Saya selalu bekerja penuh perhitungan agar pekerjaan selesai sesuai tujuannya.					
<b>X1.2 SEMANGAT KERJA</b>						
3.	Saya selalu bersemangat dalam mengerjakan tugas dengan hasil yang baik agar saya menjadi karyawan yang berprestasi.					
4.	Saya selalu mendapatkan dorongan dari pemimpin saya supaya bersemangat ingin mencapai kesuksesan dalam bekerja.					
<b>X1.3 INISIATIF</b>						

5.	Apabila saya menemui masalah dalam bekerja saya tidak segan untuk bertanya ke pemimpin atau rekan kerja supaya hasilnya memuaskan.					
6.	Saya selalu melakukan inisiatif dalam menyelesaikan tugas dengan cepat.					
<b>X1.4 KREATIFITAS</b>						
7.	Saya selalu mencari cara kreatif dalam melaksanakan tugas agar saya dapat mengerjakan suatu pekerjaan dengan lebih mudah.					
8.	Saya selalu membuat hal-hal yang baru atau melakukan inovasi dalam bekerja.					
<b>X1.5 RASA TANGGUNG JAWAB</b>						
9.	Saya bersedia dan bertanggung jawab apabila saya diberi tambahan pekerjaan di luar jam kerja.					
10.	Saya mampu menyelesaikan tugas yang diberikan oleh pemimpin dengan baik.					

## B. GAYA KEPEMIMPINAN TRANSFORMASIONAL ( X2 )

N O	PERTANYAAN	TANGGAPAN				
		STS	TS	N	S	ST
<b>X2.1 KHARISMA</b>						
1.	Pimpinan mempunyai pribadi yang menyenangkan.					
2.	Saya percaya dengan pimpinan sekarang.					
3.	Pimpinan memperlakukan orang lain dengan adil.					
4.	Pimpinan bersemangat dalam bekerja.					
5.	Pimpinan memiliki antusiasme yang baik terhadap pekerjaan.					

6.	Pimpinan meluangkan waktu guna menyelesaikan tugas secara ccepat dan tepat.					
<b>X2.2 MOTIVASI INSPIRATIF</b>						
7.	Rencana organisasi jangka panjang disusun dalam waktu yang sesuai.					
8.	Pimpinan mampu memunculkan ide baru yang baik untuk kemajuan organisasi.					
<b>X2.3 STIMULASI INTELEKTUAL</b>						
9.	Pimpinan selalu memberi dorongan pada saat tim kurang menunjukkan semangat kerja.					
10.	Setiap karyawan diijinkan untuk menggunakan metode kerjanya sendiri.					
11.	Pimpinan memberikan masukan yang inovatif untuk keberhasilan pekerjaan.					
<b>X2.4 PERHATIAN YANG INDIVIDUAL</b>						
12.	Pimpinan mampu menciptakan rasa optimisme bagi bawahannya					
13.	Pimpinan mampu membangkitkan rasa percaya diri bawahannya.					
14.	Pimpinan memberi contoh terhadap suatu pekerjaan.					
15.	Pemimpin selalu memberi kepercayaan kepada para bawahan.					

### C. BUDAYA ORGANISASI ( X3 )

N O	PERTANYAAN	TANGGAPAN				
		STS	TS	N	S	ST
<b>X3.1 INOVATIF MEMPERHITUNGGAN RISIKO</b>						
1.	Saya selalu melakukan inovasi atau gagasan baru dalam pekerjaan.					
2.	Saya diberikan kebebasan oleh pemimpin dalam bertindak untuk mengambil keputusan.					

3.	Perusahaan memiliki peraturan yang membimbing perilaku dan memberitahu apa yang boleh dan tidak boleh dilakukan oleh karyawan berdasarkan nilai-nilai yang berlaku di Perusahaan.					
<b>X3.2 MEMBERI PERHATIAN PADA MASALAH SECARA DETAIL</b>						
4.	Saya selalu dituntut untuk menyelesaikan pekerjaan dengan tepat dan cermat					
5.	Saya selalu menekankan pada hasil kerja, tetapi tetap memperhatikan proses kerja untuk mencapai hasil yang optimal.					
6.	Pihak manajemen Perusahaan memberitahukan saya untuk lebih memperhatikan terhadap hal detail dalam pekerjaan.					
<b>X3.3 BERORIENTASI TERHADAP HASIL YANG DICAPAI</b>						
7.	Saya selalu dituntut untuk berorientasi kepada hasil kerja yang tinggi dalam bekerja.					
8.	Perusahaan memberikan penghargaan kepada karyawan yang mampu menunjukkan prestasi kerja.					
9.	Saya berusaha mengerjakan pekerjaan dengan sungguh-sungguh.					
10.	Saya mampu mengedepankan visi dan misi perusahaan daripada kepentingan pribadi.					
<b>X3.4 BERORIENTASI KEPADA SEMUA KEPENTINGAN KARYAWAN</b>						
11.	Saya lebih senang menyelesaikan pekerjaan dengan kerjasama tim.					
12.	Saya berusaha menjalin kerjasama dengan anggota satuan kerja lain untuk meningkatkan hasil yang terbaik bagi Perusahaan.					
13.	Para karyawan saling percaya terhadap sesama rekan kerja.					
<b>X3.5 AGRESIF DALAM BEKERJA</b>						

14.	Saya dituntut untuk bekerja giat dalam melaksanakan tugas-tugas yang sudah menjadi tanggung jawab saya.					
15.	Saya senantiasa datang tepat pada waktunya dan disiplin waktu agar pekerjaan terselesaikan dengan baik.					
<b>X3.6 MEMPERTAHANKAN DAN MENJAGA STABILITAS KERJA</b>						
16.	Saya merasa dihargai dan bukan sebagai alat untuk memperoleh keuntungan sehingga terwujudnya lingkungan kerja yang baik.					
17.	Saya merasa nyaman dengan kondisi organisasi yang ada saat ini.					

#### **D. KINERJA KARYAWAN (Y)**

<b>N O</b>	<b>PERTANYAAN</b>	<b>TANGGAPAN</b>				
		<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>ST</b>
<b>Y.1 KUALITAS</b>						
1.	Saya memenuhi peraturan yang diterapkan oleh Perusahaan.					
2.	Saya sangat disiplin dalam bekerja.					
<b>Y.2 KUANTITAS</b>						
3.	Saya selalu mampu mengerjakan pekerjaan yang ditetapkan oleh Perusahaan.					
4.	Saya memiliki ide-ide yang kreatif dalam melaksanakan tugas.					
<b>Y.3 KETEPATAN WAKTU</b>						
5.	Saya datang tidak pernah terlambat dan melaksanakan pekerjaan tepat waktu.					
6.	Saya tidak pernah menunda-nunda pekerjaan.					
<b>Y.4 EFEKTIFITAS</b>						
7.	Saya mampu mengoperasikan teknologi komputer yang ada dalam Perusahaan.					
8.	Saya memiliki kemampuan efektivitas waktu dalam bekerja.					

<b>Y.5 KEMANDIRIAN</b>						
9.	Saya selalu terbuka pada pendapat orang lain.					
10.	Saya mempunyai standar dalam pencapaian target yang ditetapkan Perusahaan.					
11.	Saya memiliki kemampuan dalam memahami pekerjaan yang dilakukan.					
<b>Y.6 KOMITMEN KERJA</b>						
12.	Saya sering menghadiri pertemuan dengan rekan kerja untuk kepentingan Perusahaan.					
13.	Saya tidak pernah meninggalkan tempat kerja tanpa izin.					



**LAMPIRAN 2**  
**TABULASI DATA**

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	1									1	2											2	3											3	4											4
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5		3		5		6		5
7	3 4 4 4 3 5 3 2 3 4	5 4 4 4 4 4 5 3 3 3 4 3 3 3 4 4	5 3 4 3 4 4 4 4 5 4 5 3 4 4 4 4 5	8 4 4 4 3 5 5 4 4 5 5 5 4 4	6			
5		3		5		6		5
8	3 4 3 4 4 3 3 1 4	3 4 4 4 4 4 5 3 4 3 4 3 3 3 4 4	6 3 4 4 4 3 4 4 4 4 5 4 5 5 4 4 4 4	9 4 3 4 3 5 5 4 4 5 4 5 5 4	5			
5		3		5		7		5
9	3 4 3 4 4 3 3 3 3 3	3 3 4 3 5 4 5 3 4 4 3 3 3 3 4 4	5 4 4 5 4 5 5 3 5 5 4 4 4 4 5 3 3	2 4 4 4 4 5 5 5 5 5 5 4 5 4	9			
6		3		6		6		5
0	4 4 4 4 3 4 3 4 4 4	8 4 5 4 4 4 4 4 4 4 4 4 4 4 4	1 4 4 4 4 4 3 5 3 4 5 3 3 4 3 4 3 4	4 4 4 4 4 5 4 3 5 4 5 4 3	3			
6		3		5		6		5
1	3 5 4 2 2 3 3 3 3 4	2 4 4 5 5 3 5 4 5 3 4 3 3 4 3 2	7 2 4 4 4 4 5 5 4 3 4 3 4 4 3 4 4 4	5 5 5 4 4 5 4 5 4 4 5 4 4	3			
6		3		5		6		5
2	5 4 3 4 3 4 3 4 4 3	7 4 4 5 5 4 4 5 4 3 4 4 3 3 3 3	8 3 4 3 3 3 4 5 4 4 4 4 5 5 3 3 5 5	7 5 4 4 5 4 4 4 3 4 5 5 4 4	5			
6		4		6		7		5
3	4 4 4 4 4 4 4 4 4 4	0 4 4 4 5 4 4 5 4 4 4 4 4 4 4 4	2 4 4 4 4 4 5 4 4 4 5 4 4 5 4 4 5 4	2 5 4 5 5 5 3 5 3 3 5 4 3 4	4			
6		3		5		7		5
4	3 4 2 4 3 4 3 4 4 4	5 3 3 4 5 3 4 3 4 3 3 4 4 3 5 3	4 3 4 4 5 3 3 5 4 5 5 4 4 5 4 4 4 4	0 5 3 5 5 5 4 4 4 4 5 5 4 5	8			

6		3		5		6		5
5	4 4 3 3 4 4 2 5 3 5	7	3 5 5 4 4 4 3 4 3 4 2 2 4 2 3	2	3 4 4 4 3 5 4 5 4 4 3 3 4 5 5 4 3	7	5 3 5 5 4 4 3 5 4 4 4 5 5	6
6		3		5		6		5
6	2 4 3 4 3 3 3 4 3 4	3	4 5 5 4 4 3 4 4 4 4 3 5 3 4 3	9	3 4 4 4 4 4 5 5 3 5 4 4 4 5 4 3 4	9	5 3 5 5 3 3 4 4 5 4 5 4 5	5
6		3		5		7		5
7	3 3 4 3 4 3 3 2 4 5	4	3 5 5 4 3 4 3 4 3 4 3 3 4 3 3	4	3 4 4 4 4 5 4 5 4 4 5 5 4 5 4 3 4	1	5 3 5 5 3 4 4 5 4 3 4 4 5	4
6		3		5		6		5
8	3 4 4 4 3 4 3 3 5 4	7	3 4 4 4 3 4 4 5 3 4 4 3 3 4 2	4	3 3 4 4 4 3 4 4 5 4 4 4 5 4 3 4 5	7	5 4 5 4 3 5 5 4 4 3 5 4 4	5
6		3		5		6		5
9	4 3 2 3 2 4 4 3 3 4	2	3 5 4 4 3 5 4 3 4 3 3 2 4 4 3	4	3 4 5 4 3 4 5 4 4 3 4 4 5 4 3 5 5	9	5 5 5 4 3 5 5 4 3 4 4 3 5	5
7		4		5		6		5
0	4 4 4 4 4 4 4 4 4 4	0	3 3 4 3 4 3 5 5 4 4 4 4 4 4 4	8	3 4 4 4 5 4 4 4 3 4 3 3 5 4 2 4 5	5	5 5 5 5 4 3 5 4 3 4 5 5 4	7
7		3		6		6		5
1	3 3 3 3 4 3 4 5 5 4	7	4 4 3 5 4 4 4 5 3 5 4 5 3 5 4	2	3 4 4 3 3 4 5 3 3 4 4 4 5 3 2 4 4	2	5 5 5 5 3 5 4 4 3 4 4 5 5	7
7		4		5		6		5
2	4 5 3 4 3 4 5 5 3 4	0	4 4 4 5 3 4 4 4 3 5 4 4 3 4 2	7	4 4 4 3 4 5 4 4 4 5 5 4 5 3 3 3 4	8	5 4 5 5 2 4 5 4 4 4 5 4 4	5
7		3		5		7		5
3	4 4 4 4 3 3 3 3 4	6	4 4 4 5 4 3 4 4 3 3 4 2 4 5 5	8	4 4 4 3 4 4 5 4 5 5 4 5 4 3 4 4 4	0	5 4 5 4 2 5 4 5 4 4 4 3 4	3
7		4		6		7		5
4	4 4 4 4 5 4 4 5 5	3	4 4 5 5 3 5 4 5 4 4 4 4 4 4 4	3	4 4 5 3 4 4 5 5 5 5 3 4 3 4 4 4 4	0	4 4 5 4 2 4 5 5 5 4 4 3 4	3
7		4		5		6		5
5	4 4 5 3 4 4 5 5 5 4	3	4 5 4 4 4 4 4 5 3 4 4 4 3 4 3	9	4 3 4 3 4 5 3 4 5 4 4 5 3 5 5 5 3	9	4 4 5 4 3 4 4 5 4 5 4 4 4	4
7		3		5		7		5
6	3 4 3 4 4 5 4 4 2 4	7	4 3 4 4 4 4 3 5 2 4 3 4 4 5 3	6	4 4 4 4 4 5 5 4 5 4 5 5 4 5 4 4 3	3	4 3 5 3 4 5 5 5 5 4 5 3 5	6
7		3		5		6		5
7	3 3 4 3 2 4 5 5 3 5	7	4 3 4 5 4 4 4 5 3 4 3 3 4 3 3	6	3 4 5 3 3 3 5 4 4 3 4 5 4 4 4 4	6	4 3 4 3 3 5 4 5 4 4 5 3 5	2
7		3		5		6		5
8	4 4 3 4 3 4 3 3 4 5	7	4 3 5 5 3 4 4 4 5 4 3 4 3 3 4	8	3 4 4 4 4 3 3 5 4 4 3 5 4 4 3 4 3	4	4 3 4 3 4 4 5 5 5 5 5 3 5	5

7		3		5		7		5
9	4 4 4 4 4 3 4 3 4	8	4 4 5 5 3 4 3 5 3 3 5 3 3 4 5	9	4 5 5 4 3 3 5 5 5 5 4 5 5 3 4 3 4	2	4 4 4 3 5 4 4 5 4 4 5 4 4 4 4	4
8		3		6		6		5
0	4 4 4 3 3 5 3 5 2 4	7	5 4 5 5 4 3 5 4 4 4 4 2 4 4 3	0	4 4 3 3 5 5 4 4 4 4 5 5 5 4 4 3 3	9	4 5 4 4 4 4 5 5 5 5 5 4 4	8
8		4		6		7		5
1	4 4 4 4 4 4 4 4 4 4	0	4 4 4 5 4 4 4 5 5 3 4 4 5 4 3	2	5 4 3 4 5 4 5 4 4 4 4 5 5 4 5 3 4	2	4 5 4 4 3 4 4 5 4 4 5 4 4	4
8		3		6		7		5
2	4 3 4 5 3 3 3 2 4 5	6	4 4 5 5 4 4 5 4 3 4 4 4 3 5 4	2	4 4 4 4 4 3 5 3 3 5 3 5 5 5 4 4 5	0	5 5 4 5 2 5 5 5 5 5 5 4 4	9
8		4		6		7		5
3	4 4 4 4 4 4 4 4 4 4	0	4 4 4 5 3 4 4 4 4 4 4 4 4 4 4	0	4 4 4 4 4 4 3 4 4 4 4 5 4 4 5	0	5 4 4 5 3 4 4 5 4 4 5 4 4	5
8		4		6		7		5
4	4 4 3 3 5 5 4 4 3 5	0	5 4 4 5 5 4 4 4 3 3 4 4 4 4 4	1	3 4 4 5 4 5 5 5 4 3 3 5 4 5 3 4 5	1	5 3 3 5 4 4 4 4 5 5 4 4 4	4
8		4		6		6		5
5	4 4 4 4 4 4 4 4 4 4	0	4 4 5 4 4 4 4 4 4 4 4 4 4 4 4	1	4 4 5 3 4 3 5 4 3 4 4 4 3 4 4 5 4	7	5 4 3 4 5 5 4 5 4 4 4 4 3	4
8		3		6		1		5
6	4 3 4 4 3 4 3 4 3 4	6	4 5 4 4 4 4 4 5 4 5 3 4 5 4 4	3	4 4 4 4 4 5 4 4 4 3 3 4 3 3 4 5 4	6	5 5 3 4 4 5 4 4 4 5 4 5 3	5
8		3		6		7		5
7	4 4 4 4 3 4 2 5 4 4	8	4 4 4 4 5 4 4 5 4 3 4 4 4 3	0	4 5 3 4 4 3 5 4 5 4 4 4 4 4 5 5 4	1	4 4 4 4 3 5 4 5 4 5 5 3 3	3
8		4		6		7		5
8	4 4 4 3 4 5 5 5 4 4	2	5 5 4 3 5 4 4 5 5 5 4 4 4 4 4	5	4 5 5 5 5 3 5 4 5 4 4 4 4 4 3	3	4 3 3 5 3 5 5 4 4 4 4 3	1
8		4		6		6		5
9	4 4 4 4 5 5 4 4 3 4	1	5 4 5 4 4 4 4 5 3 3 4 3 5 4 4	1	4 4 5 5 5 3 5 4 3 4 4 4 3 4 3 4 3	7	4 5 4 5 4 5 5 4 4 4 5 4 3	6
9		4		6		6		5
0	4 5 4 4 4 4 5 2 4 4	0	4 5 4 5 3 4 5 5 3 5 4 3 4 5 3	2	4 4 4 3 5 5 4 4 3 5 4 4 3 4 3 4	8	5 4 5 5 5 5 4 4 4 4 4 3	7
9		4		6		6		5
1	4 4 4 4 4 4 4 4 4 4	0	4 4 4 5 5 4 5 4 4 4 4 5 3 4 5	4	4 5 4 4 4 3 5 4 4 4 5 4 4 4 3 4	9	4 5 5 5 4 5 5 5 4 4 5 4 4	9

9	4	2	6	7	5
2	4 4 5 4 3 4 4 5 4 5	2 4 4 4 4 5 4 4 5 4 4 4 4 2	0 4 4 4 3 4 5 5 3 3 4 5 4 5 5 4 3	0 5 4 5 5 4 5 4 5 4 4 4 3 4	6
9	3	9	5	7	5
3	5 3 3 4 4 4 4 4 4	9 5 3 2 4 4 4 4 4 4 5 3 4 4 4	8 4 4 4 4 4 5 4 3 5 5 4 4 4 5 4 3	0 4 5 4 5 4 5 5 5 4 3 4 4 4	6
9	4	5	5	7	5
4	4 5 3 4 3 5 2 5 4 5	0 4 4 3 4 4 4 3 4 4 5 4 4 5 3	9 4 4 4 3 4 5 4 4 4 4 5 5 3 4 5 4	1 3 4 4 5 4 5 4 4 5 5 4 4 4	5
9	4	6	6	6	5
5	4 4 5 5 4 5 3 4 3 4	1 3 4 3 4 4 4 4 5 4 5 4 4 4 4	0 3 4 4 3 5 4 5 5 4 3 5 4 4 4 4 4	9 3 4 4 5 4 4 5 4 5 5 4 4 4	5
9	4	5	5	6	5
6	4 4 4 4 4 4 4 4 4	0 4 4 3 4 4 4 4 4 4 4 4 4 4 4	9 4 4 4 4 3 3 4 5 4 4 5 4 4 4 3	7 4 4 5 4 4 4 4 5 4 4 4 4	4
9	3	5	6	6	5
7	3 3 3 5 3 4 2 3 4 4	4 4 4 3 5 3 4 4 4 3 3 2 4 4 5 3	5 3 4 4 3 5 4 4 3 5 4 4 4 5 4 4 3 3	6 5 4 5 4 4 4 3 5 5 4 4 4 3 4	4
9	3	6	6	6	5
8	3 4 4 4 2 5 3 5 4 4	8 4 4 3 5 4 4 4 5 4 4 5 5 3 4 3	1 4 4 3 4 4 3 3 4 4 4 4 5 4 3 4 4	5 4 4 5 4 4 4 3 5 5 4 5 4 3 4	4
9	4	5	6	6	5
9	4 5 4 4 4 4 4 4 5	2 4 4 3 5 4 4 4 4 4 3 4 4 5 3	9 5 3 3 5 4 5 5 4 4 3 4 4 4 3 7	7 4 4 4 4 5 4 3 5 5 5 5 3 4 5	5



### LAMPIRAN 3

#### UJI RELIABILITAS DAN UJI VALIDITAS

##### UJI RELIABILITAS X1

Reliability Statistics	
Cronbach's Alpha	N of Items
,664	10

##### UJI VALIDITAS X1

		Correlations										
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1
X1.1	Pearson Correlation	1	,294**	,149	,211*	,367**	,317**	,434**	,101	,160	,190	,655**
	Sig. (2-tailed)		,003	,140	,036	,000	,001	,000	,322	,113	,059	,000
	N	99	99	99	99	99	99	99	99	99	99	99
X1.2	Pearson Correlation	,294**	1	,054	,136	,224*	,280**	,252*	,171	,048	,134	,498**
	Sig. (2-tailed)	,003		,594	,181	,026	,005	,012	,090	,638	,186	,000
	N	99	99	99	99	99	99	99	99	99	99	99
X1.3	Pearson Correlation	,149	,054	1	,148	,181	,040	,206*	,064	,230*	,190	,462**
	Sig. (2-tailed)	,140	,594		,143	,073	,697	,041	,529	,022	,059	,000
	N	99	99	99	99	99	99	99	99	99	99	99
X1.4	Pearson Correlation	,211*	,136	,148	1	,090	,238*	-,009	,010	,044	,099	,365**
	Sig. (2-tailed)	,036	,181	,143		,374	,018	,933	,921	,667	,329	,000
	N	99	99	99	99	99	99	99	99	99	99	99

	N	99	99	99	99	99	99	99	99	99	99	99
X1.5	Pearson Correlation	,367**	,224*	,181	,090	1	,200*	,194	,038	,150	,107	,531**
	Sig. (2-tailed)	,000	,026	,073	,374		,047	,054	,712	,138	,294	,000
	N	99	99	99	99	99	99	99	99	99	99	99
X1.6	Pearson Correlation	,317**	,280**	,040	,238*	,200*	1	,257*	,363**	,002	,216*	,558**
	Sig. (2-tailed)	,001	,005	,697	,018	,047		,010	,000	,983	,032	,000
	N	99	99	99	99	99	99	99	99	99	99	99
X1.7	Pearson Correlation	,434**	,252*	,206*	-,009	,194	,257*	1	,212*	,213*	,117	,619**
	Sig. (2-tailed)	,000	,012	,041	,933	,054	,010		,035	,034	,249	,000
	N	99	99	99	99	99	99	99	99	99	99	99
X1.8	Pearson Correlation	,101	,171	,064	,010	,038	,363**	,212*	1	,144	,062	,438**
	Sig. (2-tailed)	,322	,090	,529	,921	,712	,000	,035		,155	,543	,000
	N	99	99	99	99	99	99	99	99	99	99	99
X1.9	Pearson Correlation	,160	,048	,230*	,044	,150	,002	,213*	,144	1	,124	,449**
	Sig. (2-tailed)	,113	,638	,022	,667	,138	,983	,034	,155		,223	,000
	N	99	99	99	99	99	99	99	99	99	99	99
X1.10	Pearson Correlation	,190	,134	,190	,099	,107	,216*	,117	,062	,124	1	,398**
	Sig. (2-tailed)	,059	,186	,059	,329	,294	,032	,249	,543	,223		,000
	N	99	99	99	99	99	99	99	99	99	99	99
X1	Pearson Correlation	,655**	,498**	,462**	,365**	,531**	,558**	,619**	,438**	,449**	,398**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	99	99	99	99	99	99	99	99	99	99	99

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

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

## UJI RELIABILITAS DAN UJI VALIDITAS

### UJI RELIABILITAS X2

Reliability Statistics	
Cronbach's Alpha	N of Items
,641	15

### UJI VALIDITAS X2

		Correlations															
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2
X2.1	Pearson Correlation	1	-,030	,009	-,037	,243*	-,031	,214*	,137	,160	,000	,169	,108	,136	,192	,136	,407**
	Sig. (2-tailed)		,770	,928	,717	,015	,762	,033	,178	,114	1,000	,094	,288	,180	,057	,179	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.2	Pearson Correlation	-,030	1	,201*	-,119	,031	,087	,024	,073	,159	,237*	-,093	-,052	,104	,106	-,081	,277**
	Sig. (2-tailed)	,770		,046	,243	,763	,394	,815	,472	,117	,018	,359	,610	,306	,297	,426	,005
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.3	Pearson Correlation	,009	,201*	1	,117	,002	,083	,192	,098	,084	,107	-,112	-,075	,042	-,216*	-,084	,260**
	Sig. (2-tailed)	,928	,046		,250	,981	,414	,057	,335	,410	,294	,271	,461	,681	,032	,406	,009
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99

	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.4	Pearson Correlation	-,037	-,119	,117	1	-,146	,040	,020	-,058	-,071	,000	,143	,166	-,050	,103	-,067	,283**
	Sig. (2-tailed)	,717	,243	,250		,148	,697	,842	,570	,487	1,000	,157	,101	,621	,309	,513	,007
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.5	Pearson Correlation	,243*	,031	,002	-,146	1	,025	,265**	-,003	,228*	,117	,060	,299**	,206*	,126	,241*	,469**
	Sig. (2-tailed)	,015	,763	,981	,148		,806	,008	,978	,023	,250	,556	,003	,041	,215	,016	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.6	Pearson Correlation	-,031	,087	,083	,040	,025	1	-,003	-,115	-,049	,080	-,070	,010	,019	-,049	-,173	,217*
	Sig. (2-tailed)	,762	,394	,414	,697	,806		,973	,256	,630	,430	,491	,924	,854	,633	,087	,027
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.7	Pearson Correlation	,214*	,024	,192	,020	,265**	-,003	1	,056	,260**	,193	,182	,257*	,037	,096	,041	,507**
	Sig. (2-tailed)	,033	,815	,057	,842	,008	,973		,585	,009	,055	,072	,010	,713	,346	,685	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.8	Pearson Correlation	,137	,073	,098	-,058	-,003	-,115	,056	1	,239*	,120	,074	,117	,089	,019	-,039	,327**
	Sig. (2-tailed)	,178	,472	,335	,570	,978	,256	,585		,017	,238	,468	,249	,381	,852	,704	,001
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.9	Pearson Correlation	,160	,159	,084	-,071	,228*	-,049	,260**	,239*	1	,058	,073	,198*	,186	,101	,157	,533**

	Sig. (2-tailed)	,114	,117	,410	,487	,023	,630	,009	,017		,568	,473	,050	,065	,322	,120	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.10	Pearson Correlation	,000	,237*	,107	,000	,117	,080	,193	,120	,058	1	,140	,220*	,046	-,088	-,140	,366**
	Sig. (2-tailed)	1,000	,018	,294	1,000	,250	,430	,055	,238	,568		,167	,028	,648	,386	,166	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.11	Pearson Correlation	,169	-,093	-,112	,143	,060	-,070	,182	,074	,073	,140	1	,249*	,098	,128	,172	,408**
	Sig. (2-tailed)	,094	,359	,271	,157	,556	,491	,072	,468	,473	,167		,013	,334	,207	,089	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.12	Pearson Correlation	,108	-,052	-,075	,166	,299**	,010	,257*	,117	,198*	,220*	,249*	1	,082	,348**	,060	,559**
	Sig. (2-tailed)	,288	,610	,461	,101	,003	,924	,010	,249	,050	,028	,013		,421	,000	,557	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.13	Pearson Correlation	,136	,104	,042	-,050	,206*	,019	,037	,089	,186	,046	,098	,082	1	-,034	,182	,389**
	Sig. (2-tailed)	,180	,306	,681	,621	,041	,854	,713	,381	,065	,648	,334	,421		,738	,072	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2.14	Pearson Correlation	,192	,106	-,216*	,103	,126	-,049	,096	,019	,101	-,088	,128	,348**	-,034	1	,115	,361**
	Sig. (2-tailed)	,057	,297	,032	,309	,215	,633	,346	,852	,322	,386	,207	,000	,738		,256	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99

X2.15	Pearson Correlation	,136	-,081	-,084	-,067	,241*	-,173	,041	-,039	,157	-,140	,172	,060	,182	,115	1	,330**
	Sig. (2-tailed)	,179	,426	,406	,513	,016	,087	,685	,704	,120	,166	,089	,557	,072	,256		,001
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X2	Pearson Correlation	,407**	,277**	,260**	,283**	,469**	,217*	,507**	,327**	,533**	,366**	,408**	,559**	,389**	,361**	,330**	1
	Sig. (2-tailed)	,000	,005	,009	,007	,000	,027	,000	,001	,000	,000	,000	,000	,000	,000	,001	
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99

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

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

## UJI RELIABILITAS DAN VALIDITAS

### UJI RELIABILITAS X3

Reliability Statistics	
Cronbach's Alpha	N of Items
,704	17

### UJI VALIDITAS X3

#### Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	X3.16	X3.17	X3
X3.1	Pearson Correlation	1	-,065	,116	,127	,258*	,100	,040	-,004	,004	,176	-,124	-,116	-,145	,050	,223*	-,024	-,140	,268**
	Sig. (2-tailed)		,526	,251	,211	,010	,323	,693	,970	,970	,082	,222	,254	,151	,622	,027	,815	,168	,007
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.2	Pearson Correlation	-,065	1	,121	-,074	,153	-,165	,025	,007	-,066	,103	,206*	,067	-,061	-,031	-,136	,005	-,146	,202*
	Sig. (2-tailed)	,526		,234	,465	,129	,102	,803	,947	,519	,313	,041	,508	,547	,761	,179	,965	,149	,043
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.3	Pearson Correlation	,116	,121	1	,190	,107	-,055	,074	,086	,087	,023	-,144	-,032	-,199*	-,001	-,086	,094	,051	,286**
	Sig. (2-tailed)	,251	,234		,059	,294	,592	,464	,395	,392	,817	,156	,753	,048	,994	,399	,353	,614	,006
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99

X3.4	Pearson Correlation	,127	-,074	,190	1	,210*	,021	-,069	,143	,023	-,023	-,223*	-,095	-,070	,000	-,022	,024	,071	,273**
	Sig. (2-tailed)	,211	,465	,059		,037	,837	,496	,159	,824	,824	,026	,349	,490	1,000	,827	,814	,487	,007
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.5	Pearson Correlation	,258*	,153	,107	,210*	1	,112	,025	,000	,027	,059	,032	-,039	-,110	-,020	,012	-,180	-,095	,215*
	Sig. (2-tailed)	,010	,129	,294	,037		,270	,805	1,000	,790	,561	,756	,703	,280	,847	,905	,075	,351	,032
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.6	Pearson Correlation	,100	-,165	-,055	,021	,112	1	-,060	-,048	,020	-,094	,031	-,092	-,171	,154	,087	,045	-,190	,234*
	Sig. (2-tailed)	,323	,102	,592	,837	,270		,555	,640	,843	,356	,762	,365	,091	,129	,391	,656	,060	,019
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.7	Pearson Correlation	,040	,025	,074	-,069	,025	-,060	1	-,258*	-,098	,017	-,013	,012	,121	-,069	-,052	-,165	,038	,232*
	Sig. (2-tailed)	,693	,803	,464	,496	,805	,555		,010	,333	,870	,901	,907	,231	,495	,608	,102	,712	,019
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.8	Pearson Correlation	-,004	,007	,086	,143	,000	-,048	-,258*	1	,211*	-,025	-,081	,067	-,081	-,016	,081	,059	,139	,269**
	Sig. (2-tailed)	,970	,947	,395	,159	1,000	,640	,010		,036	,809	,426	,511	,427	,872	,426	,565	,171	,007
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.9	Pearson Correlation	,004	-,066	,087	,023	,027	,020	-,098	,211*	1	,046	-,015	,142	-,003	-,031	,227*	-,078	-,113	,284**
	Sig. (2-tailed)	,970	,519	,392	,824	,790	,843	,333	,036		,649	,881	,160	,977	,763	,024	,444	,264	,006



N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.10 Pearson Correlation	,176	,103	,023	-,023	,059	-,094	,017	-,025	,046	1	,031	-,043	,068	-,173	,138	-	-,182	,207*
Sig. (2-tailed)	,082	,313	,817	,824	,561	,356	,870	,809	,649		,757	,672	,503	,086	,173	,008	,072	,040
N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.11 Pearson Correlation	-,124	,206*	-,144	-,223*	,032	,031	-,013	-,081	-,015	,031	1	,133	,058	-,144	,108	-,084	-,242*	,218*
Sig. (2-tailed)	,222	,041	,156	,026	,756	,762	,901	,426	,881	,757		,190	,568	,156	,288	,407	,016	,031
N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.12 Pearson Correlation	-,116	,067	-,032	-,095	-,039	-,092	,012	,067	,142	-,043	,133	1	-,114	-,055	,023	-,059	,041	,279**
Sig. (2-tailed)	,254	,508	,753	,349	,703	,365	,907	,511	,160	,672	,190		,261	,586	,822	,565	,685	,006
N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.13 Pearson Correlation	-,145	-,061	-,199*	-,070	-,110	-,171	,121	-,081	-,003	,068	,058	-,114	1	-,171	-,124	-,164	,158	,224*
Sig. (2-tailed)	,151	,547	,048	,490	,280	,091	,231	,427	,977	,503	,568	,261		,090	,222	,105	,118	,022
N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.14 Pearson Correlation	,050	-,031	-,001	,000	-,020	,154	-,069	-,016	-,031	-,173	-,144	-,055	-,171	1	,015	,162	-,006	,820**
Sig. (2-tailed)	,622	,761	,994	1,000	,847	,129	,495	,872	,763	,086	,156	,586	,090		,881	,109	,956	,000
N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.15 Pearson Correlation	,223*	-,136	-,086	-,022	,012	,087	-,052	,081	,227*	,138	,108	,023	-,124	,015	1	-,140	-,133	,206*

	Sig. (2-tailed)	,027	,179	,399	,827	,905	,391	,608	,426	,024	,173	,288	,822	,222	,881		,167	,189	,041
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.16	Pearson Correlation	-,024	,005	,094	,024	-,180	,045	-,165	,059	-,078	- ,266**	-,084	-,059	-,164	,162	-,140	1	,259**	,279**
	Sig. (2-tailed)	,815	,965	,353	,814	,075	,656	,102	,565	,444	,008	,407	,565	,105	,109	,167		,010	,006
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3.17	Pearson Correlation	-,140	-,146	,051	,071	-,095	-,190	,038	,139	-,113	-,182	-,242*	,041	,158	-,006	-,133	,259**	1	,259**
	Sig. (2-tailed)	,168	,149	,614	,487	,351	,060	,712	,171	,264	,072	,016	,685	,118	,956	,189	,010		,009
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
X3	Pearson Correlation	,268**	,202*	,286**	,273**	,215*	,234*	,232*	,269**	,284**	,207*	,218*	,279**	,224*	,820**	,206*	,279**	,259**	1
	Sig. (2-tailed)	,007	,043	,006	,007	,032	,019	,019	,007	,006	,040	,031	,006	,022	,000	,041	,006	,009	
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99

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

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

## UJI RELIABILITAS DAN UJI VALIDITAS

### UJI RELIABILITAS Y

Reliability Statistics	
Cronbach's Alpha	N of Items
,733	13

### UJI VALIDITAS Y

#### Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y
Y1	Pearson Correlation	1	-,068	,206*	,259**	,009	,016	,060	-,126	-,171	,022	,086	,055	,136	,366**
	Sig. (2-tailed)		,504	,041	,010	,932	,875	,553	,216	,090	,826	,395	,591	,181	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y2	Pearson Correlation	-,068	1	-,112	,029	-,043	-,022	,167	-,026	-,049	-,097	,046	,076	-,097	,202*
	Sig. (2-tailed)	,504		,268	,776	,676	,826	,099	,798	,628	,340	,649	,454	,342	,045
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y3	Pearson Correlation	,206*	-,112	1	,168	-,145	-,008	,037	-,053	-,167	,131	,009	-,027	,255*	,321**
	Sig. (2-tailed)	,041	,268		,097	,152	,939	,717	,604	,098	,195	,930	,793	,011	,001
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99

Y4	Pearson Correlation	,259**	,029	,168	1	-,053	,028	-,009	-,009	-,109	,126	-,220*	,118	-,033	,355**
	Sig. (2-tailed)	,010	,776	,097		,605	,787	,930	,927	,282	,213	,029	,246	,745	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y5	Pearson Correlation	,009	-,043	-,145	-,053	1	,050	-,211*	-,110	,055	,076	,115	,169	,043	,289**
	Sig. (2-tailed)	,932	,676	,152	,605		,626	,036	,277	,587	,457	,257	,094	,670	,004
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y6	Pearson Correlation	,016	-,022	-,008	,028	,050	1	-,014	-,180	-,008	,148	-,130	-,103	,008	,216*
	Sig. (2-tailed)	,875	,826	,939	,787	,626		,889	,075	,936	,145	,200	,308	,938	,032
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y7	Pearson Correlation	,060	,167	,037	-,009	-,211*	-,014	1	-,236*	-,088	,236*	,049	,145	,126	,334*
	Sig. (2-tailed)	,553	,099	,717	,930	,036	,889		,019	,388	,019	,628	,151	,212	,001
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y8	Pearson Correlation	-,126	-,026	-,053	-,009	-,110	-,180	-,236*	1	,112	-,061	-,081	-,026	-,041	,232*
	Sig. (2-tailed)	,216	,798	,604	,927	,277	,075	,019		,271	,552	,425	,801	,689	,016
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y9	Pearson Correlation	-,171	-,049	-,167	-,109	,055	-,008	-,088	,112	1	,159	,035	-,055	,034	,286**
	Sig. (2-tailed)	,090	,628	,098	,282	,587	,936	,388	,271		,115	,734	,586	,742	,006
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99

Y10	Pearson Correlation	,022	-,097	,131	,126	,076	,148	,236*	-,061	,159	1	,046	-,060	-,016	,511**
	Sig. (2-tailed)	,826	,340	,195	,213	,457	,145	,019	,552	,115		,654	,552	,875	,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y11	Pearson Correlation	,086	,046	,009	-,220*	,115	-,130	,049	-,081	,035	,046	1	-,055	,136	,248*
	Sig. (2-tailed)	,395	,649	,930	,029	,257	,200	,628	,425	,734	,654		,586	,180	,013
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y12	Pearson Correlation	,055	,076	-,027	,118	,169	-,103	,145	-,026	-,055	-,060	-,055	1	,190	,339**
	Sig. (2-tailed)	,591	,454	,793	,246	,094	,308	,151	,801	,586	,552	,586		,060	,001
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y13	Pearson Correlation	,136	-,097	,255*	-,033	,043	,008	,126	-,041	,034	-,016	,136	,190	1	,417**
	Sig. (2-tailed)	,181	,342	,011	,745	,670	,938	,212	,689	,742	,875	,180	,060		,000
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Y	Pearson Correlation	,366**	,202*	,321**	,355**	,289**	,216*	,334**	,232*	,286**	,511**	,248*	,339*	,417**	1
	Sig. (2-tailed)	,000	,045	,001	,000	,004	,032	,001	,016	,006	,000	,013	,001	,000	
	N	99	99	99	99	99	99	99	99	99	99	99	99	99	99

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

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

**LAMPIRAN 4**

**UJI ANALISIS REGRESI LINIER BERGANDA**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,661 <sup>a</sup>	,526	,505	2,664

a. Predictors: (Constant), X3,X1,X2

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18,056	3	6,019	3,848	,007 <sup>b</sup>
	Residual	674,267	95	7,098		
	Total	692,323	98			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

		Coefficients <sup>a</sup>				
Model		Unstandardized B	Coefficients Std. Error	Standardized Coefficient Beta	t	Sig.
1	(Constant)	8,169	5,603		3,597	,000
	X1	,103	,192	,104	2,230	,016
	X2	,108	,192	,112	2,192	,027
	X3	,194	,160	,263	2,587	,006

a. Dependent Variable: Y

**LAMPIRAN 5**  
**DESKRIPSI JAWABAN RESPONDEN**  
**VARIABEL MOTIVASI KERJA (X1)**

		<b>Statistics</b>									
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10
N	Valid	99	99	99	99	99	99	99	99	99	99
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		3,83	3,97	3,83	3,83	3,75	4,05	3,68	3,97	3,78	4,14

		<b>X1.1</b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	2	2,0	2,0	3,0
	N	25	25,3	25,3	28,3
	S	56	56,6	56,6	84,8
	SS	15	15,2	15,2	100,0
	Total	99	100,0	100,0	

		<b>X1.2</b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	N	18	18,2	18,2	19,2
	S	63	63,6	63,6	82,8
	SS	17	17,2	17,2	100,0
	Total	99	100,0	100,0	

		<b>X1.3</b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3,0	3,0	3,0
	N	28	28,3	28,3	31,3
	S	51	51,5	51,5	82,8
	SS	17	17,2	17,2	100,0
	Total	99	100,0	100,0	



**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3,0	3,0	3,0
	N	22	22,2	22,2	25,3
	S	63	63,6	63,6	88,9
	SS	11	11,1	11,1	100,0
	Total	99	100,0	100,0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	7,1	7,1	7,1
	N	27	27,3	27,3	34,3
	S	49	49,5	49,5	83,8
	SS	16	16,2	16,2	100,0
	Total	99	100,0	100,0	

**X1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	N	15	15,2	15,2	16,2
	S	61	61,6	61,6	77,8
	SS	22	22,2	22,2	100,0
	Total	99	100,0	100,0	

**X1.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	9,1	9,1	9,1
	N	34	34,3	34,3	43,4
	S	36	36,4	36,4	79,8
	SS	20	20,2	20,2	100,0
	Total	99	100,0	100,0	

**X1.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	4,0	4,0	4,0
	N	17	17,2	17,2	21,2
	S	56	56,6	56,6	77,8
	SS	22	22,2	22,2	100,0
	Total	99	100,0	100,0	

**X1.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	3	3,0	3,0	4,0
	N	29	29,3	29,3	33,3
	S	50	50,5	50,5	83,8
	SS	16	16,2	16,2	100,0
	Total		99	100,0	100,0

**X1.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	8,1	8,1	8,1
	S	69	69,7	69,7	77,8
	SS	22	22,2	22,2	100,0
	Total		99	100,0	100,0

## LAMPIRAN 6

### DESKRIPSI JAWABAN RESPONDEN VARIABEL GAYA KEPEMIMPINAN TRANSFORMASIONAL (X<sub>2</sub>)

#### Statistics

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15
N Valid	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean	3,98	4,05	4,17	4,41	3,82	4,04	4,03	4,27	3,79	4,00	3,89	3,65	3,83	3,97	3,60

#### X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	15	15,2	15,2	15,2
S	71	71,7	71,7	86,9
SS	13	13,1	13,1	100,0
Total	99	100,0	100,0	

#### X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	14	14,1	14,1	14,1
S	66	66,7	66,7	80,8
SS	19	19,2	19,2	100,0
Total	99	100,0	100,0	

#### X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	2,0	2,0	2,0
N	12	12,1	12,1	14,1
S	52	52,5	52,5	66,7
SS	33	33,3	33,3	100,0
Total	99	100,0	100,0	

#### X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid N	6	6,1	6,1	6,1
S	46	46,5	46,5	52,5
SS	47	47,5	47,5	100,0

Total	99	100,0	100,0
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### X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	24	24,2	24,2	24,2
	S	69	69,7	69,7	93,9
	SS	6	6,1	6,1	100,0
	Total	99	100,0	100,0	

### X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	14	14,1	14,1	14,1
	S	67	67,7	67,7	81,8
	SS	18	18,2	18,2	100,0
	Total	99	100,0	100,0	

### X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	18	18,2	18,2	18,2
	S	60	60,6	60,6	78,8
	SS	21	21,2	21,2	100,0
	Total	99	100,0	100,0	

### X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	10	10,1	10,1	10,1
	S	52	52,5	52,5	62,6
	SS	37	37,4	37,4	100,0
	Total	99	100,0	100,0	

### X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3,0	3,0	3,0
	N	34	34,3	34,3	37,4
	S	43	43,4	43,4	80,8
	SS	19	19,2	19,2	100,0
	Total	99	100,0	100,0	

**X2.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	N	19	19,2	19,2	20,2
	S	58	58,6	58,6	78,8
	SS	21	21,2	21,2	100,0
	Total	99	100,0	100,0	

**X2.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	N	21	21,2	21,2	23,2
	S	62	62,6	62,6	85,9
	SS	14	14,1	14,1	100,0
	Total	99	100,0	100,0	

**X2.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	8,1	8,1	8,1
	N	28	28,3	28,3	36,4
	S	54	54,5	54,5	90,9
	SS	9	9,1	9,1	100,0
	Total	99	100,0	100,0	

**X2.13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	N	28	28,3	28,3	29,3
	S	57	57,6	57,6	86,9
	SS	13	13,1	13,1	100,0
	Total	99	100,0	100,0	

**X2.14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	N	19	19,2	19,2	21,2
	S	58	58,6	58,6	79,8
	SS	20	20,2	20,2	100,0
	Total	99	100,0	100,0	

**X2.15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	9	9,1	9,1	10,1
	N	32	32,3	32,3	42,4
	S	44	44,4	44,4	86,9
	SS	13	13,1	13,1	100,0
	Total		99	100,0	100,0

## LAMPIRAN 7

### DESKRIPSI JAWABAN RESPONDEN VARIABEL BUDAYA ORGANISASI (X<sub>3</sub>)

		<b>Statistics</b>																
		X3	X3	X3	X3	X3	X3	X3	X3	X3	X3	X3	X3	X3	X3	X3	X3	X3.1
		.1	.2	.3	.4	.5	.6	.7	8	.9	10	11	12	13	14	15	16	7
N Valid		99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99
Missing		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3,69	3,97	4,09	4,00	4,11	4,14	4,35	4,09	4,107	4,12	3,96	4,24	4,16	4,46	4,04	4,06	4,01

#### X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	5,1	5,1	5,1
	N	32	32,3	32,3	37,4
	S	51	51,5	51,5	88,9
	SS	11	11,1	11,1	100,0
	Total	99	100,0	100,0	

#### X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	N	15	15,2	15,2	16,2
	S	68	68,7	68,7	84,8
	SS	15	15,2	15,2	100,0
	Total	99	100,0	100,0	

#### X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	12	12,1	12,1	12,1
	S	66	66,7	66,7	78,8
	SS	21	21,2	21,2	100,0
	Total	99	100,0	100,0	

**X3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	21	21,2	21,2	21,2
	S	57	57,6	57,6	78,8
	SS	21	21,2	21,2	100,0
	Total	99	100,0	100,0	

**X3.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	17	17,2	17,2	17,2
	S	54	54,5	54,5	71,7
	SS	28	28,3	28,3	100,0
	Total	99	100,0	100,0	

**X3.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	21	21,2	21,2	21,2
	S	43	43,4	43,4	64,6
	SS	35	35,4	35,4	100,0
	Total	99	100,0	100,0	

**X3.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	11	11,1	11,1	11,1
	S	42	42,4	42,4	53,5
	SS	46	46,5	46,5	100,0
	Total	99	100,0	100,0	

**X3.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	17	17,2	17,2	17,2
	S	56	56,6	56,6	73,7
	SS	26	26,3	26,3	100,0
	Total	99	100,0	100,0	



**X3.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	20	20,2	20,2	20,2
	S	52	52,5	52,5	72,7
	SS	27	27,3	27,3	100,0
	Total	99	100,0	100,0	

**X3.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	18	18,2	18,2	18,2
	S	51	51,5	51,5	69,7
	SS	30	30,3	30,3	100,0
	Total	99	100,0	100,0	

**X3.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	N	23	23,2	23,2	24,2
	S	54	54,5	54,5	78,8
	SS	21	21,2	21,2	100,0
	Total	99	100,0	100,0	

**X3.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	12	12,1	12,1	12,1
	S	51	51,5	51,5	63,6
	SS	36	36,4	36,4	100,0
	Total	99	100,0	100,0	

**X3.13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	15	15,2	15,2	15,2
	S	53	53,5	53,5	68,7
	SS	31	31,3	31,3	100,0
	Total	99	100,0	100,0	

**X3.14**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	22	22,2	22,2	22,2
	S	48	47,5	47,5	69,7
	SS	29	29,3	29,3	100,0
	Total	99	100,0	100,0	

**X3.15**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	N	16	16,2	16,2	18,2
	S	57	57,6	57,6	75,8
	SS	24	24,2	24,2	100,0
	Total	99	100,0	100,0	

**X3.16**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	18	18,2	18,2	18,2
	S	57	57,6	57,6	75,8
	SS	24	24,2	24,2	100,0
	Total	99	100,0	100,0	

**X3.17**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	21	21,2	21,2	21,2
	S	56	56,6	56,6	77,8
	SS	22	22,2	22,2	100,0
	Total	99	100,0	100,0	

## LAMPIRAN 8

### DESKRIPSI JAWABAN RESPONDEN VARIABEL KINERJA KARYAWAN (Y)

#### Statistics

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13
N	Valid	99	99	99	99	99	99	99	99	99	99	99	99	99
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		4,31	4,06	4,31	4,26	3,89	4,33	4,17	4,36	4,34	3,93	4,34	4,00	4,02

#### Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	9	9,1	9,1	9,1
	S	50	50,5	50,5	59,6
	SS	40	40,4	40,4	100,0
	Total	99	100,0	100,0	

#### Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	20	20,2	20,2	20,2
	S	53	53,5	53,5	73,7
	SS	26	26,3	26,3	100,0
	Total	99	100,0	100,0	

#### Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	10	10,1	10,1	10,1
	S	48	48,5	48,5	58,6
	SS	41	41,4	41,4	100,0
	Total	99	100,0	100,0	

#### Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	17	17,2	17,2	17,2
	S	39	39,4	39,4	56,6
	SS	43	43,4	43,4	100,0
	Total	99	100,0	100,0	

**Y5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	4,0	4,0	4,0
	N	27	27,3	27,3	31,3
	S	44	44,4	44,4	75,8
	SS	24	24,2	24,2	100,0
	Total	99	100,0	100,0	

**Y6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	11	11,1	11,1	11,1
	S	44	44,4	44,4	55,6
	SS	44	44,4	44,4	100,0
	Total	99	100,0	100,0	

**Y7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	N	12	12,1	12,1	14,1
	S	52	52,5	52,5	66,7
	SS	33	33,3	33,3	100,0
	Total	99	100,0	100,0	

**Y8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	11	11,1	11,1	11,1
	S	41	41,4	41,4	52,5
	SS	47	47,5	47,5	100,0
	Total	99	100,0	100,0	

**Y9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	8,1	8,1	8,1
	S	49	49,5	49,5	57,6
	SS	42	42,4	42,4	100,0
	Total	99	100,0	100,0	

**Y10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	2	2,0	2,0	3,0
	N	28	28,3	28,3	31,3
	S	40	40,4	40,4	71,7
	SS	28	28,3	28,3	100,0
	Total	99	100,0	100,0	

**Y11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	8,1	8,1	8,1
	S	49	49,5	49,5	57,6
	SS	42	42,4	42,4	100,0
	Total	99	100,0	100,0	

**Y12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	17	17,2	17,2	17,2
	S	65	65,7	65,7	82,8
	SS	17	17,2	17,2	100,0
	Total	99	100,0	100,0	

**Y13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	19	19,2	19,2	19,2
	S	59	59,6	59,6	78,8
	SS	21	21,2	21,2	100,0
	Total	99	100,0	100,0	