

LAMPIRAN



KUESIONER

Pengaruh kepemimpinan dan motivasi terhadap kinerja pegawai PT. PLN

(Persero) Area Cikupa

Yth, Bapak / Ibu / Saudara / Saudari

Mohon kesediaan Bapak / Ibu / Saudara / Saudari untuk mengisi kuesioner berikut dengan sejujur-jujurnya untuk keperluan penelitian ilmiah (tesis). Data isian Bapak / Ibu / Saudara / Saudari akan dijaga kerahasiaannya. Atas kesediaan Bapak / Ibu / Saudara / Saudari, saya ucapkan terima kasih.

A. Identitas Responden

- a. Nama : (boleh tidak diisi)
- b. Usia : tahun
- c. Jenis Kelamin :
- d. Pendidikan Terakhir : SLTA/DIII/S1
- e. Masa Kerja : tahun

B. Perhatikan perintah dibawah ini :

**) Pilih jawaban :*

1. STS = jika Anda SANGAT TIDAK SETUJU
2. TS = jika Anda TIDAK SETUJU
3. KS = jika Anda KURANG SETUJU
4. S = jika Anda SETUJU
5. SS = jika Anda SANGAT SETUJU



HASIL SEBARAN QUESIONER PERNYATAAN KEPEMIMPINAN

No. resp	resp1	resp2	resp3	resp4	resp5	resp6	resp7	resp8	resp9	resp10	resp11	resp12
1	3	4	4	4	5	5	3	5	5	4	4	4
2	3	4	4	4	4	5	2	4	5	3	4	4
3	2	4	4	4	4	4	2	4	4	4	4	4
4	2	4	4	4	4	4	4	4	4	4	4	4
5	3	3	4	2	4	4	2	4	4	2	4	4
6	3	4	2	4	3	4	2	4	2	2	4	3
7	4	2	2	2	4	4	4	4	3	3	3	4
8	3	4	4	4	4	4	3	4	5	4	4	4
9	5	5	3	5	5	5	5	5	5	2	3	5
10	3	3	2	4	4	4	4	4	3	3	3	4
11	2	4	4	5	5	4	2	4	5	3	4	4
12	3	3	4	2	4	4	4	4	3	3	3	4
13	3	4	5	4	5	4	4	4	4	4	4	4
14	4	2	2	2	4	4	4	4	4	4	4	4
15	3	4	4	4	4	4	2	4	2	2	4	3
16	5	5	4	5	5	5	4	4	3	3	3	4
17	3	4	4	3	4	4	3	4	5	4	4	4
18	4	3	3	5	2	4	5	5	5	2	4	5
19	2	4	4	3	4	4	4	4	4	4	4	4
20	2	4	5	4	4	4	5	5	5	2	3	5
21	3	3	5	2	4	4	5	5	5	4	4	4
22	3	4	3	4	3	4	4	4	4	4	4	4
23	4	2	3	2	4	4	2	4	2	2	4	3
24	3	4	4	4	4	4	3	4	4	3	5	5
25	5	3	4	5	5	5	4	3	4	5	3	3
26	2	4	4	4	4	4	2	3	2	2	4	3
27	2	4	4	4	4	4	5	5	5	2	4	5
28	5	5	4	5	5	5	4	4	4	4	4	4
29	3	4	4	3	4	4	3	4	4	4	4	3
30	4	3	3	5	2	4	5	5	5	2	4	5
31	5	5	4	5	5	5	4	4	4	4	4	4
32	3	3	4	2	4	4	5	5	5	2	4	5
33	2	4	4	4	4	4	3	4	5	4	2	4
34	2	4	4	4	4	4	5	5	5	2	4	5
35	3	3	4	2	4	4	4	4	4	4	4	4
36	3	4	2	4	3	4	5	5	5	5	5	5
37	4	2	2	2	4	4	5	5	5	2	3	5
38	3	4	4	4	4	4	3	4	4	4	4	3
39	5	5	1	5	5	5	5	5	5	2	4	5
40	4	3	3	5	2	4	4	4	4	4	4	4
41	5	5	4	5	5	5	5	5	5	2	3	5
42	2	4	4	4	4	4	3	4	5	4	4	4
43	2	4	4	4	4	4	5	5	5	2	3	5
44	3	3	4	2	4	4	5	4	4	4	4	4
45	3	4	2	4	3	4	3	4	5	4	4	4
46	4	2	2	2	4	4	5	5	5	2	3	5
47	3	4	4	4	4	4	4	4	4	4	4	4
48	4	3	3	5	2	4	5	5	5	5	5	5
49	5	5	4	5	5	5	5	5	5	2	3	5
50	3	3	4	2	4	4	4	4	4	4	4	4
51	4	3	3	5	2	4	2	4	2	2	4	3
52	3	3	4	2	4	4	4	4	3	3	3	4
53	5	5	4	5	5	5	3	4	5	4	4	4
54	3	4	4	3	4	4	5	5	5	2	4	5
55	4	3	3	5	2	4	4	4	4	4	4	4

HASIL SEBARAN QUESTIONER
PERNYATAAN MOTIVASI

No. resp	M1	M2	M3	M4	M5	M6	M7	M8
1	4	4	4	5	3	4	4	5
2	3	3	3	4	4	3	3	4
3	5	2	5	5	4	3	5	5
4	2	4	4	4	4	3	4	4
5	4	4	3	4	4	3	3	4
6	3	5	4	4	4	3	4	4
7	4	2	4	5	4	3	4	5
8	3	3	4	5	4	2	4	5
9	4	5	5	5	4	2	5	5
10	3	5	3	3	4	2	3	3
11	4	5	4	4	4	2	4	4
12	3	4	4	4	4	2	4	4
13	3	4	3	3	4	2	3	3
14	4	4	4	4	5	2	4	4
15	3	4	4	4	3	3	4	4
16	3	4	4	3	4	4	4	3
17	4	5	5	4	5	2	5	4
18	4	4	3	4	5	2	3	4
19	4	5	4	4	5	2	4	4
20	4	5	4	5	5	2	4	5
21	4	4	4	4	5	2	4	4
22		4	4	4	5	2	4	4
23	5	2	3	4	5	2	3	4
24	5	4	3	3	5	2	3	3
25	5	5	4	3	5	2	4	3
26	4	5	4	4	5	2	4	4
27	4	4	4	4	5	2	4	4
28	5	4	4	4	5	2	4	4
29	4	4	5	4	5	3	5	4
30	3	4	4	4	5	3	4	4
31	4	4	3	4	5	3	3	4
32	5	5	2	4	5	3	2	4
33	4	4	4	3	5	3	4	3
34	3	5	4	3	5	3	4	3
35	4	5	2	4	5	3	2	4
36	5	4	4	4	5	3	4	4
37	5	4	5	4	5	3	5	4
38	5	2	4	4	5	3	4	4
39	5	4	4	5	5	3	4	5
40	4	3	2	4	5	3	2	4
41	4	3	4	3	5	3	4	3
42	4	5	5	2	5	3	5	2
43	4	5	3	4	5	3	3	4
44	4	4	4	4	5	3	4	4
45	4	4	4	2	5	3	4	2
46	4	3	4	4	5	3	4	4
47	5	4	5	5	5	3	5	5
48	3	4	3	4	5	3	3	4
49	3	5	4	4	5	3	4	4
50	3	5	4	2	5	3	4	2
51	3	5	3	3	5	3	3	3
52	2	5	3	3	5	3	4	4
53	4	3	4	4	5	3	4	4
54	3	3	4	4	5	3	4	4
55	2	4	5	5	5	3	5	5

HASIL SEBARAN QUESTIONER
PERNYATAAN KINERJA

No. resp	Kin1	Kin2	Kin3	Kin4	Kin5	Kin6	Kin7	Kin8	Kin9	Kin10
1	4	5	5	4	4	4	5	3	4	4
2	3	5	5	3	5	3	4	2	3	5
3	2	5	5	5	5	5	5	2	5	5
4	4	4	4	4	4	4	4	4	4	4
5	4	4	4	2	4	3	4	2	2	4
6	5	5	5	3	5	4	4	2	3	5
7	2	5	4	4	5	4	5	4	4	5
8	3	5	5	4	5	4	5	3	4	5
9	5	5	5	5	5	5	5	5	5	5
10	5	5	5	4	4	3	3	4	4	4
11	5	5	5	3	3	4	4	2	3	3
12	4	4	4	4	4	4	4	4	4	4
13	4	3	4	4	4	3	3	4	4	4
14	4	4	4	4	4	4	4	4	4	4
15	4	4	4	5	5	4	4	2	5	5
16	4	4	4	4	4	4	3	4	4	4
17	5	5	3	3	3	5	4	3	3	3
18	4	4	4	4	3	3	4	5	4	3
19	5	5	4	4	4	4	4	4	4	4
20	5	5	4	4	4	4	5	5	4	4
21	4	4	5	5	4	4	4	5	5	4
22	4	4	4	4	4	4	4	4	4	4
23	2	2	2	5	5	3	4	2	5	5
24	4	4	5	4	5	3	3	3	4	5
25	5	4	4	5	5	4	3	4	5	5
26	5	4	4	5	4	4	4	2	5	4
27	4	4	3	4	4	4	4	5	4	4
28	4	4	4	4	2	4	4	4	4	2
29	4	5	4	2	4	5	4	3	2	4
30	4	4	5	4	4	4	4	5	4	4
31	4	4	5	4	3	5	3	4	4	3
32	4	5	5	4	3	5	2	4	5	3
33	5	5	4	3	5	2	4	5	3	5
34	4	4	4	4	4	4	3	3	4	4
35	5	4	4	5	5	4	4	3	5	5
36	5	2	5	5	4	2	4	4	5	4
37	4	4	4	4	4	4	4	5	4	4
38	4	3	4	4	4	5	4	5	4	4
39	4	3	4	4	2	5	4	4	3	2
40	2	3	4	2	5	4	4	3	2	5
41	4	4	4	4	4	4	5	5	4	4
42	4	4	4	4	4	4	4	4	3	5
43	3	4	5	3	5	2	4	3	5	3
44	3	5	4	3	5	4	3	5	3	5
45	3	5	4	3	4	5	2	3	4	4
46	5	5	3	4	4	4	3	4	5	2
47	5	4	2	2	4	3	4	5	4	2
48	4	4	4	4	2	4	4	4	5	4
49	4	4	5	4	4	4	2	3	4	4
50	4	3	5	4	3	4	4	5	4	3
51	3	4	4	4	4	5	5	4	4	4
52	4	4	4	4	4	4	4	4	4	4
53	4	3	4	4	4	3	4	5	4	4
54	4	3	4	5	5	4	4	5	5	5
55	5	4	5	5	5	4	2	4	4	4
	5	4	5	4	4	4	3	3	2	4
	4	5	5	4	4	4	4	4	3	3
	3	4	4	3	3	4	4	5	4	4
	3	3	4	4	4	4	4	5	4	4
	4	2	2	4	4	5	5	4	4	4

Variabel X1 Kepemimpinan

No	Pernyataan	STS	TS	KS	S	SS
		1	2	3	4	5
1.	Pemimpin memberitahukan kepada bawahan apa yang diharapkan pemimpin					
2.	Pemimpin memberitahukan standar kerja					
3.	Pemimpin memberikan bimbingan/arahan secara spesifik tentang cara menyelesaikan tugas					
4.	Pemimpin menunjukkan kepedulian akan kebutuhan bawahan					
5.	Pemimpin mengembangkan hubungan interpersonal dengan bawahan					
6.	Pemimpin memberikan dukungan pada saat bawahan mengalami kesulitan dalam menyelesaikan pekerjaan					
7.	Pemimpin melakukan koordinasi dengan bawahan					
8.	Pemimpin meminta saran bawahan sebelum mengambil keputusan.					
9.	Pemimpin meningkatkan motivasi kerja bawahan					
10.	Pemimpin mengharapkan bawahan untuk berprestasi semaksimal mungkin					
11.	Pemimpin mencari pengembangan prestasi dalam proses pencapaian tujuan organisasi					
12.	Pemimpin memberikan semangat agar bawahan menyelesaikan tugas tepat waktu					

Variabel X2 Motivasi

No	Pernyataan	STS	TS	KS	S	SS
		1	2	3	4	5
1.	Saya perlu memahami dan menguasai bidang tugas untuk bisa menyelesaikan pekerjaan					
2	Saya selalu merasa berkewajiban untuk mencapai tujuan unit kerja dan organisasi					
3	Saya memiliki keinginan yang kuat untuk memperoleh umpan balik					
4	Saya memiliki keinginan mendapatkan respon yang positif dari tim kerja					
5	Saya memiliki hubungan interpersonal yang baik dengan karyawan lain.					
6	Insentif yang diberikan perusahaan kepada saya cukup memuaskan					
7	Saya memiliki keinginan untuk mempengaruhi orang lain secara langsung					
8	Motivasi saya akan meningkat dalam melaksanakan pekerjaan karena adanya pemberian bonus					

Variabel Y = Kinerja

No	Pernyataan	STS	TS	KS	S	SS
		1	2	3	4	5
1	Saya berusaha menyelesaikan pekerjaan saya dan dapat mempertanggung jawabkannya					
2	Saya berusaha melakukan dan menyelesaikan pekerjaan saya tanpa melakukan kesalahan					
3	Saya berusaha menyelesaikan pekerjaan saya sesuai dengan standar perusahaan					
4	Saya berusaha dapat menyelesaikan tugas saya tepat pada waktunya					
5	Saya berusaha untuk menggunakan waktu kerja dengan efektif dan efisien					
6	Saya berusaha mematuhi jam masuk dan jam pulang kerja yang telah ditentukan					
7	Saya berusaha untuk mampu bekerja sama secara kelompok, dan bersedia membantu pegawai lain yang kesulitan					
8	Saya berusaha untuk menyelesaikan pekerjaan saya sesuai dengan target yang telah ditentukan					
9.	Saya berusaha untuk selalu hadir dan tidak pernah bolos kerja					
10	Saya mampu menurunkan angka keluhan dan meningkatkan angka kepuasan pelanggan					

Pernyataan Responden Variabel Kepemimpinan (X1)

Ket :

Kep : Kepemimpinan

kep1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	21.8	21.8	21.8
	4	25	45.5	45.5	67.3
	5	18	32.7	32.7	100.0
	Total	55	100.0	100.0	

kep2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	12.7	12.7	12.7
	3	12	21.8	21.8	34.5
	4	19	34.5	34.5	69.1
	5	17	30.9	30.9	100.0
	Total	55	100.0	100.0	

kep3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.8	1.8	1.8
	3	12	21.8	21.8	23.6
	4	28	50.9	50.9	74.5
	5	14	25.5	25.5	100.0
	Total	55	100.0	100.0	

kep4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.5	5.5	5.5
	3	12	21.8	21.8	27.3
	4	24	43.6	43.6	70.9
	5	16	29.1	29.1	100.0
	Total	55	100.0	100.0	

kep5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.1	9.1	9.1
	3	12	21.8	21.8	30.9
	4	25	45.5	45.5	76.4
	5	13	23.6	23.6	100.0
	Total	55	100.0	100.0	

kep6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.6	3.6	3.6
	3	7	12.7	12.7	16.4
	4	26	47.3	47.3	63.6
	5	20	36.4	36.4	100.0
	Total	55	100.0	100.0	

kep7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.1	9.1	9.1
	3	13	23.6	23.6	32.7
	4	19	34.5	34.5	67.3
	5	18	32.7	32.7	100.0
	Total	55	100.0	100.0	

kep8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	16.4	16.4	16.4
	4	29	52.7	52.7	69.1
	5	17	30.9	30.9	100.0
	Total	55	100.0	100.0	

kep9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.6	3.6	3.6
	3	12	21.8	21.8	25.5
	4	24	43.6	43.6	69.1
	5	17	30.9	30.9	100.0
	Total	55	100.0	100.0	

kep10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.6	3.6	3.6
	3	12	21.8	21.8	25.5
	4	24	43.6	43.6	69.1
	5	17	30.9	30.9	100.0
	Total	55	100.0	100.0	

kep11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	10.9	10.9	10.9
	3	14	25.5	25.5	36.4
	4	21	38.2	38.2	74.5
	5	14	25.5	25.5	100.0
	Total	55	100.0	100.0	

kep12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	14.5	14.5	14.5
	4	28	50.9	50.9	65.5
	5	19	34.5	34.5	100.0
	Total	55	100.0	100.0	

Pernyataan Responden Variabel Motivasi (X2)

Ket :

M : Motivasi

m1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	18.2	18.2	18.2
4	22	40.0	40.0	58.2
5	23	41.8	41.8	100.0
Total	55	100.0	100.0	

m2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.6	3.6	3.6
4	27	49.1	49.1	52.7
5	26	47.3	47.3	100.0
Total	55	100.0	100.0	

m3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	25.5	25.5	25.5
4	33	60.0	60.0	85.5
5	8	14.5	14.5	100.0
Total	55	100.0	100.0	

m4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.5	5.5	5.5
	3	9	16.4	16.4	21.8
	4	33	60.0	60.0	81.8
	5	10	18.2	18.2	100.0
	Total	55	100.0	100.0	

m5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.6	3.6	3.6
	3	10	18.2	18.2	21.8
	4	35	63.6	63.6	85.5
	5	8	14.5	14.5	100.0
	Total	55	100.0	100.0	

m6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	21.8	21.8	21.8
	3	30	54.5	54.5	76.4
	4	9	16.4	16.4	92.7
	5	4	7.3	7.3	100.0
	Total	55	100.0	100.0	

m7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.6	3.6	3.6
	3	12	21.8	21.8	25.5
	4	32	58.2	58.2	83.6
	5	9	16.4	16.4	100.0
	Total	55	100.0	100.0	

m8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.5	5.5	5.5
	3	9	16.4	16.4	21.8
	4	28	50.9	50.9	72.7
	5	15	27.3	27.3	100.0
	Total	55	100.0	100.0	

Pernyataan Responden Variabel Kinerja (Y)

Ket :

Kin : Kinerja

kin1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.5	5.5	5.5
	3	6	10.9	10.9	16.4
	4	28	50.9	50.9	67.3
	5	18	32.7	32.7	100.0
	Total	55	100.0	100.0	

kin2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.5	5.5	5.5
	3	13	23.6	23.6	29.1
	4	30	54.5	54.5	83.6
	5	9	16.4	16.4	100.0
	Total	55	100.0	100.0	

kin3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.3	7.3	7.3
	3	8	14.5	14.5	21.8
	4	25	45.5	45.5	67.3
	5	18	32.7	32.7	100.0
	Total	55	100.0	100.0	

kin4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.3	7.3	7.3
	3	9	16.4	16.4	23.6
	4	26	47.3	47.3	70.9
	5	16	29.1	29.1	100.0
	Total	55	100.0	100.0	

kin5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.5	5.5	5.5
	3	7	12.7	12.7	18.2
	4	28	50.9	50.9	69.1
	5	17	30.9	30.9	100.0
	Total	55	100.0	100.0	

kin6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	23.6	23.6	23.6
	4	27	49.1	49.1	72.7
	5	15	27.3	27.3	100.0
	Total	55	100.0	100.0	

kin7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	5.5	5.5	5.5
	3	8	14.5	14.5	20.0
	4	28	50.9	50.9	70.9
	5	16	29.1	29.1	100.0
	Total	55	100.0	100.0	

kin8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	9.1	9.1	9.1
	3	10	18.2	18.2	27.3
	4	22	40.0	40.0	67.3
	5	18	32.7	32.7	100.0
	Total	55	100.0	100.0	

kin9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	7.3	7.3	7.3
	3	9	16.4	16.4	23.6
	4	30	54.5	54.5	78.2
	5	12	21.8	21.8	100.0
	Total	55	100.0	100.0	

kin10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.8	1.8	1.8
	3	7	12.7	12.7	14.5
	4	25	45.5	45.5	60.0
	5	22	40.0	40.0	100.0
	Total	55	100.0	100.0	

UJI VALIDITAS DAN RELIABILITAS

1. Kepemimpinan

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.804	12

Item Statistics

	Mean	Std. Deviation	N
kep1	4.11	.737	55
kep2	3.84	1.014	55
kep3	4.00	.745	55
kep4	3.96	.860	55
kep5	3.84	.898	55
kep6	4.16	.788	55
kep7	3.91	.967	55
kep8	4.15	.678	55
kep9	4.02	.828	55
kep10	4.02	.828	55
kep11	3.78	.956	55
kep12	4.20	.678	55

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
kep1	43.87	28.632	.370	.797
kep2	44.15	27.015	.384	.798
kep3	43.98	27.685	.491	.787
kep4	44.02	26.611	.535	.782
kep5	44.15	28.201	.324	.803
kep6	43.82	27.892	.430	.792
kep7	44.07	25.254	.607	.773
kep8	43.84	28.362	.453	.791
kep9	43.96	27.851	.407	.794
kep10	43.96	27.369	.466	.789
kep11	44.20	26.830	.439	.792
kep12	43.78	27.655	.558	.783

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
47.98	32.092	5.665	12

2. Motivasi

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.748	8

Item Statistics

	Mean	Std. Deviation	N
m1	4.24	.744	55
m2	4.44	.570	55
m3	3.89	.629	55
m4	3.91	.752	55
m5	3.89	.685	55
m6	3.09	.823	55
m7	3.87	.721	55
m8	4.00	.816	55

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
m1	27.09	10.084	.304	.748
m2	26.89	10.543	.327	.741
m3	27.44	10.288	.345	.738
m4	27.42	8.618	.655	.678
m5	27.44	8.843	.678	.678
m6	28.24	9.591	.355	.741
m7	27.45	9.919	.360	.737
m8	27.33	8.743	.552	.699

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
31.33	12.076	3.475	8

3. Kinerja

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	55	100.0
	Excluded ^a	0	.0
	Total	55	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.742	10

Item Statistics

	Mean	Std. Deviation	N
kin1	4.11	.809	55
kin2	3.82	.772	55
kin3	4.04	.881	55
kin4	3.98	.871	55
kin5	4.07	.813	55
kin6	4.04	.719	55
kin7	4.04	.816	55
kin8	3.96	.942	55
kin9	3.91	.823	55
kin10	4.24	.744	55

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
kin1	36.09	17.269	.355	.728
kin2	36.38	17.833	.289	.737
kin3	36.16	17.028	.345	.730
kin4	36.22	15.952	.517	.703
kin5	36.13	16.891	.413	.720
kin6	36.16	17.399	.399	.722
kin7	36.16	16.139	.535	.701
kin8	36.24	17.221	.282	.742
kin9	36.29	15.988	.554	.698
kin10	35.96	17.517	.359	.727

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
40.20	20.311	4.507	10

UJI NORMALITAS DATA

Skor kepemimpinan, motivasi dan kinerja masing-masing dijumlahkan sesuai dengan jumlah pernyataan di masing-masing item.

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		kepemim pinan	motiv	kin
N		55	55	55
Normal Parameters ^{a,b}	Mean	47.98	31.33	40.20
	Std. Deviation	5.665	3.475	4.507
Most Extreme Differences	Absolute	.070	.097	.128
	Positive	.070	.097	.096
	Negative	-.067	-.070	-.128
Kolmogorov-Smirnov Z		.519	.719	.949
Asymp. Sig. (2-tailed)		.951	.679	.329

a. Test distribution is Normal.

b. Calculated from data.

UJI HIPOTESIS

KORELASI

Correlations

Correlations

		kepemim pinan	motiv	kin
kepemimpinan	Pearson Correlation	1	.188	.331*
	Sig. (2-tailed)		.170	.014
	N	55	55	55
motiv	Pearson Correlation	.188	1	.316*
	Sig. (2-tailed)	.170		.019
	N	55	55	55
kin	Pearson Correlation	.331*	.316*	1
	Sig. (2-tailed)	.014	.019	
	N	55	55	55

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

**UJI HIPOTESIS PERTAMA
KEPEMIMPINAN → KINERJA**

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	kepemimpinan		Enter

a. All requested variables entered.

b. Dependent Variable: kin

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.331 ^a	.109	.093	4.293	1.591

a. Predictors: (Constant), kepemimpinan

b. Dependent Variable: kin

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	120.093	1	120.093	6.517	.014 ^a
	Residual	976.707	53	18.428		
	Total	1096.800	54			

a. Predictors: (Constant), kepemimpinan

b. Dependent Variable: kin

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	27.569	4.982		5.534	.000		
	kepemimpinan	.263	.103	.331	2.553	.014	1.000	1.000

a. Dependent Variable: kin

Coefficient Correlations^a

Model		kepemimpinan
1	Correlations	kepemimpinan
		1.000
	Covariances	kepemimpinan
		.011

a. Dependent Variable: kin

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	kepemimpinan
1	1	1.993	1.000	.00	.00
	2	.007	17.154	1.00	1.00

a. Dependent Variable: kin

Residuals Statistics^a

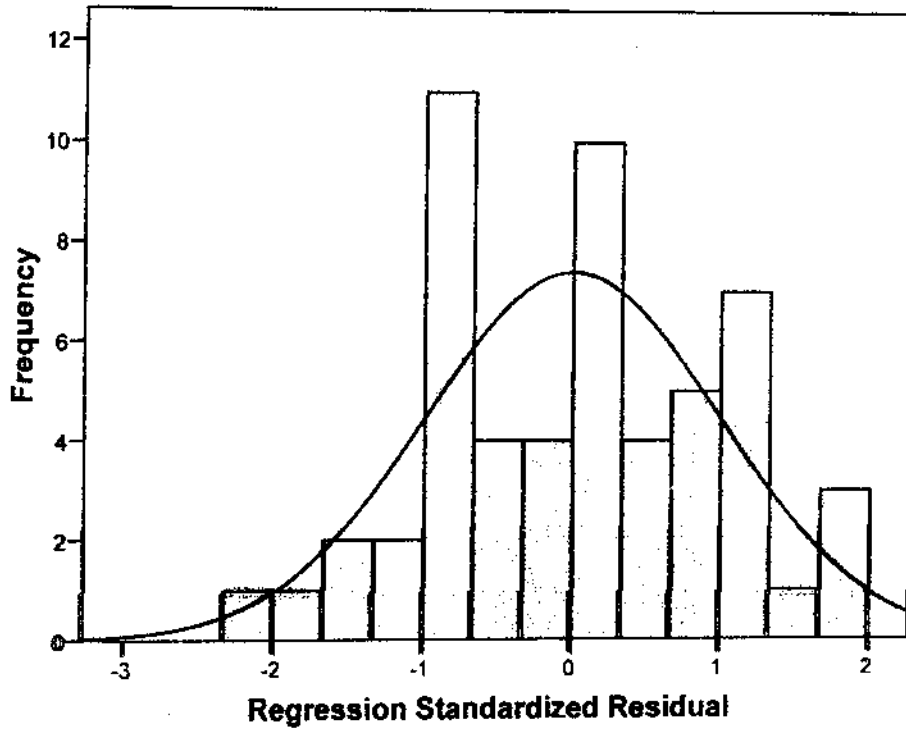
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.31	43.10	40.20	1.491	55
Std. Predicted Value	-1.939	1.945	.000	1.000	55
Standard Error of Predicted Value	.579	1.275	.789	.221	55
Adjusted Predicted Value	36.76	43.50	40.21	1.533	55
Residual	-9.152	7.322	.000	4.253	55
Std. Residual	-2.132	1.706	.000	.991	55
Stud. Residual	-2.162	1.723	-.002	1.009	55
Deleted Residual	-9.409	7.509	-.014	4.415	55
Stud. Deleted Residual	-2.242	1.757	-.002	1.021	55
Mahal. Distance	.000	3.783	.982	1.164	55
Cook's Distance	.000	.149	.019	.029	55
Centered Leverage Value	.000	.070	.018	.022	55

a. Dependent Variable: kin

Charts

Histogram

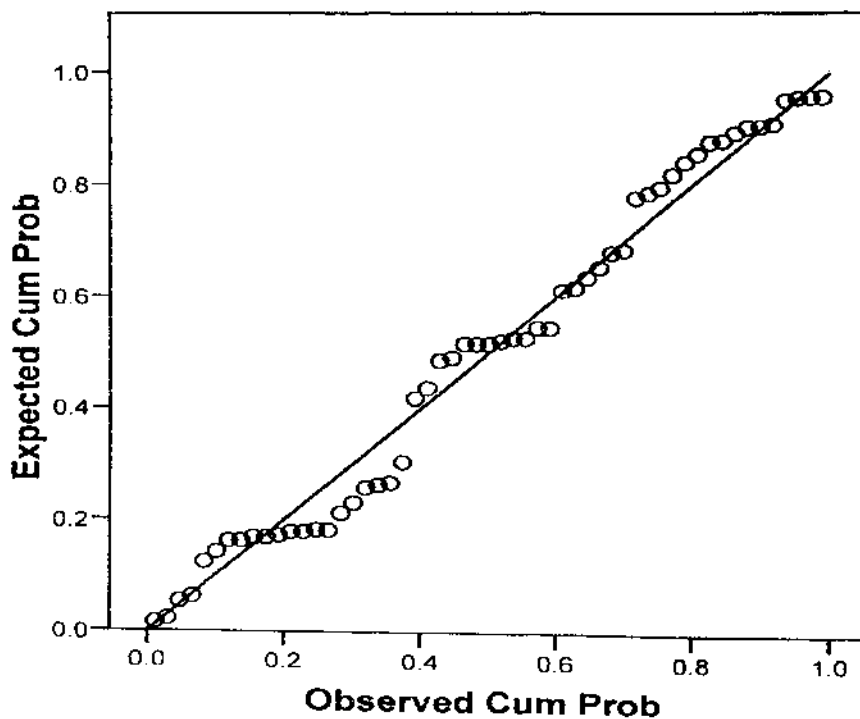
Dependent Variable: kin



Mean = 6.97E-16
Std. Dev. = 0.991
N = 55

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: kin



**UJI HIPOTESIS KEDUA
MOTIVASI → KINERJA**

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	motiv ^a		Enter

- a. All requested variables entered.
b. Dependent Variable: kin

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.316 ^a	.100	.083	4.316	1.640

- a. Predictors: (Constant), motiv
b. Dependent Variable: kin

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	109.648	1	109.648	5.887	.019 ^a
	Residual	987.152	53	18.626		
	Total	1096.800	54			

- a. Predictors: (Constant), motiv
b. Dependent Variable: kin

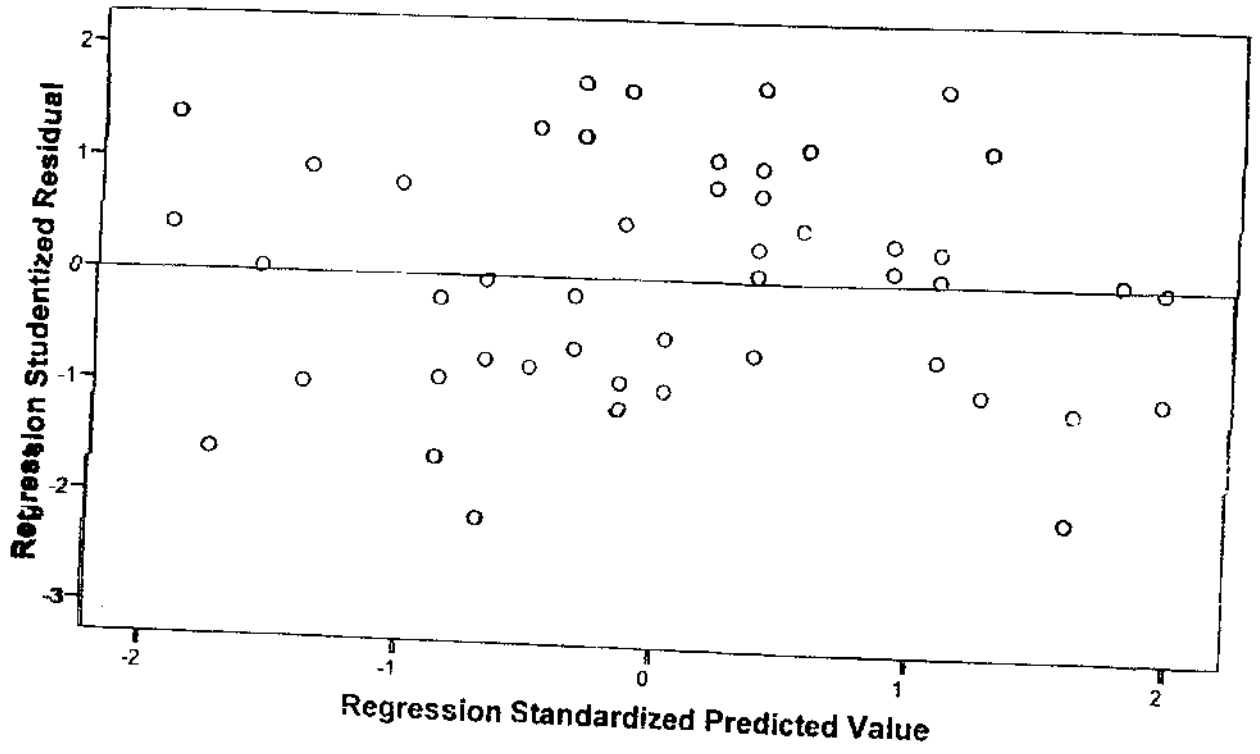
Coefficients^b

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	27.354	5.326		5.136	.000		
	motiv	.410	.169	.316	2.426	.019	1.000	1.000

- a. Dependent Variable: kin

Scatterplot

Dependent Variable: kin



Coefficient Correlations^a

Model	motiv		
1	Correlations	motiv	1.000
	Covariances	motiv	.029

a. Dependent Variable: kin

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	motiv
1	1	1.994	1.000	.00	.00
	2	.006	18.251	1.00	1.00

a. Dependent Variable: kin

Residuals Statistics^a

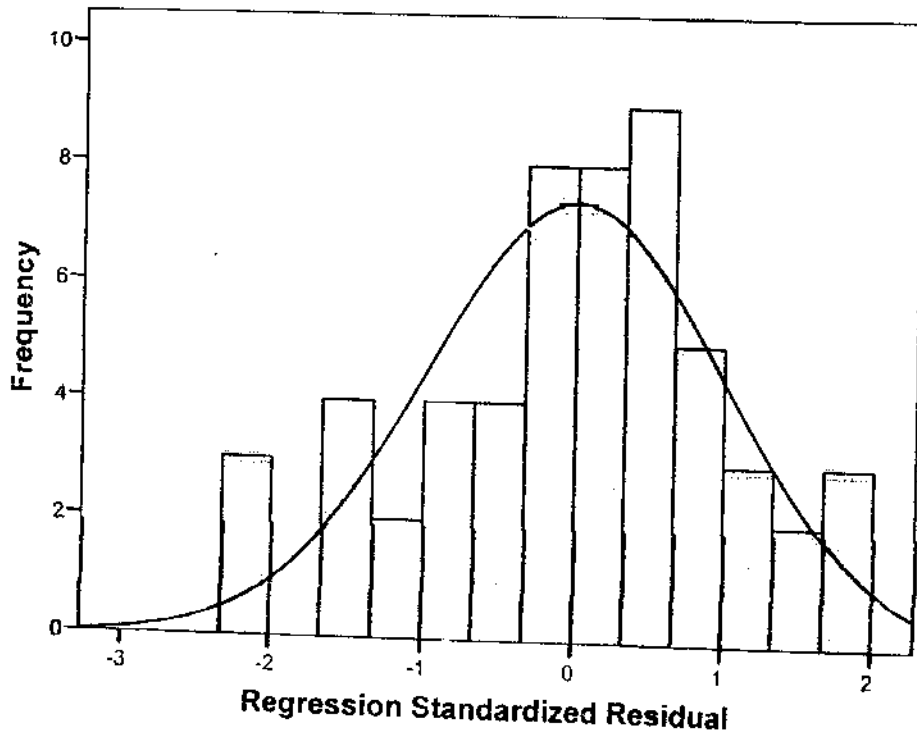
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	36.79	43.76	40.20	1.425	55
Std. Predicted Value	-2.396	2.496	.000	1.000	55
Standard Error of Predicted Value	.585	1.577	.781	.262	55
Adjusted Predicted Value	36.90	43.26	40.18	1.381	55
Residual	-9.656	8.164	.000	4.276	55
Std. Residual	-2.237	1.892	.000	.991	55
Stud. Residual	-2.261	1.926	.002	1.007	55
Deleted Residual	-9.862	8.462	.020	4.419	55
Stud. Deleted Residual	-2.356	1.978	.000	1.025	55
Mahal. Distance	.009	6.229	.982	1.555	55
Cook's Distance	.000	.131	.017	.025	55
Centered Leverage Value	.000	.115	.018	.029	55

a. Dependent Variable: kin

Charts

Histogram

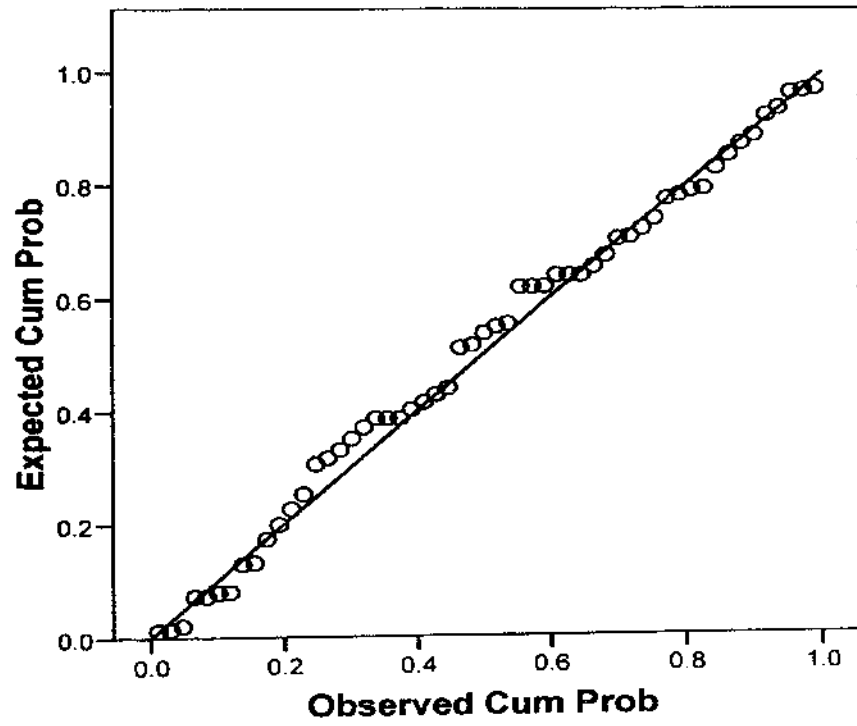
Dependent Variable: kin



Mean = 1.91E-16
Std. Dev. = 0.991
N = 55

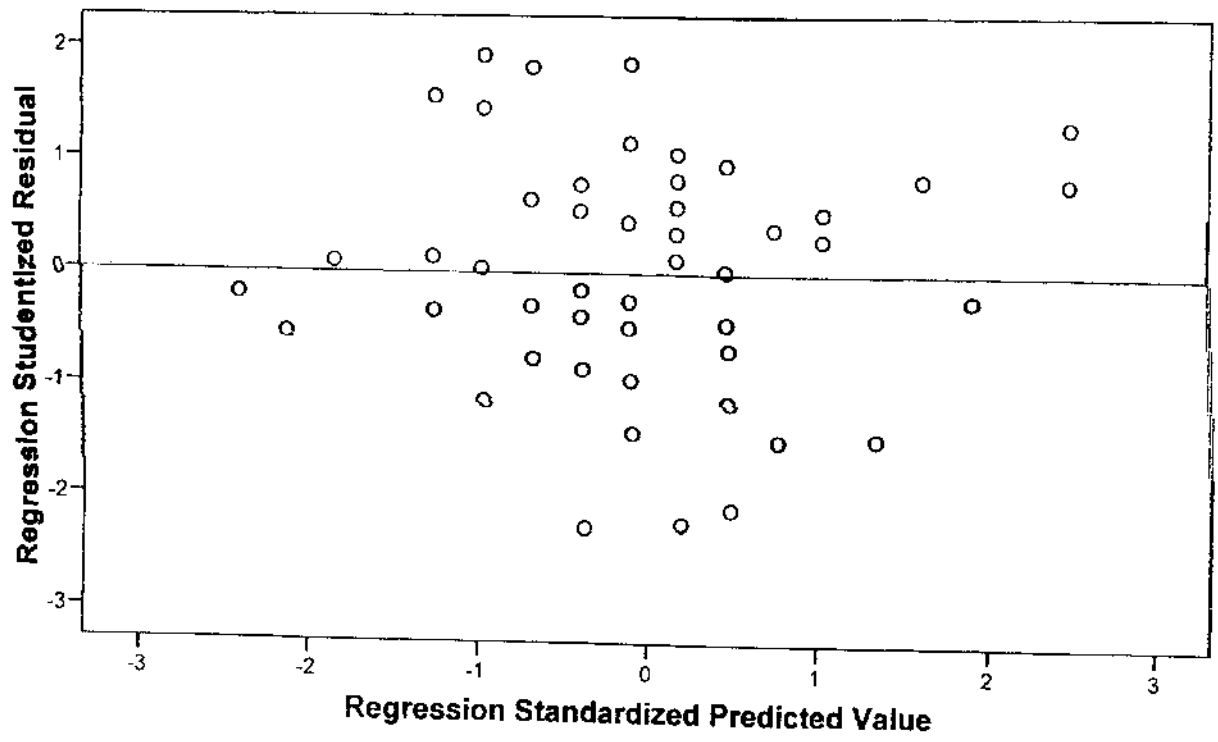
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: kin



Scatterplot

Dependent Variable: kin



**UJI HIPOTESIS KETIGA
KEPEMIMPINAN & MOTIVASI → KINERJA**

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	motiv, kepemimpinan		Enter

- a. All requested variables entered.
b. Dependent Variable: kin

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.420 ^a	.176	.145	4.168	1.403

- a. Predictors: (Constant), motiv, kepemimpinan
b. Dependent Variable: kin

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	193.512	2	96.756	5.570	.006 ^a
	Residual	903.288	52	17.371		
	Total	1096.800	54			

- a. Predictors: (Constant), motiv, kepemimpinan
b. Dependent Variable: kin

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	18.753	6.464		2.901	.005		
	kepemimpinan	.224	.102	.282	2.197	.032	.965	1.036
	motiv	.342	.166	.263	2.056	.045	.965	1.036

a. Dependent Variable: kin

Coefficient Correlations^a

Model			motiv	kepemimpinan
1	Correlations	motiv	1.000	-.188
		kepemimpinan	-.188	1.000
	Covariances	motiv	.028	-.003
		kepemimpinan	-.003	.010

a. Dependent Variable: kin

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	kepemimpinan	motiv
1	1	2.985	1.000	.00	.00	.00
	2	.010	16.959	.00	.69	.50
	3	.005	24.382	1.00	.31	.50

a. Dependent Variable: kin

Residuals Statistics^a

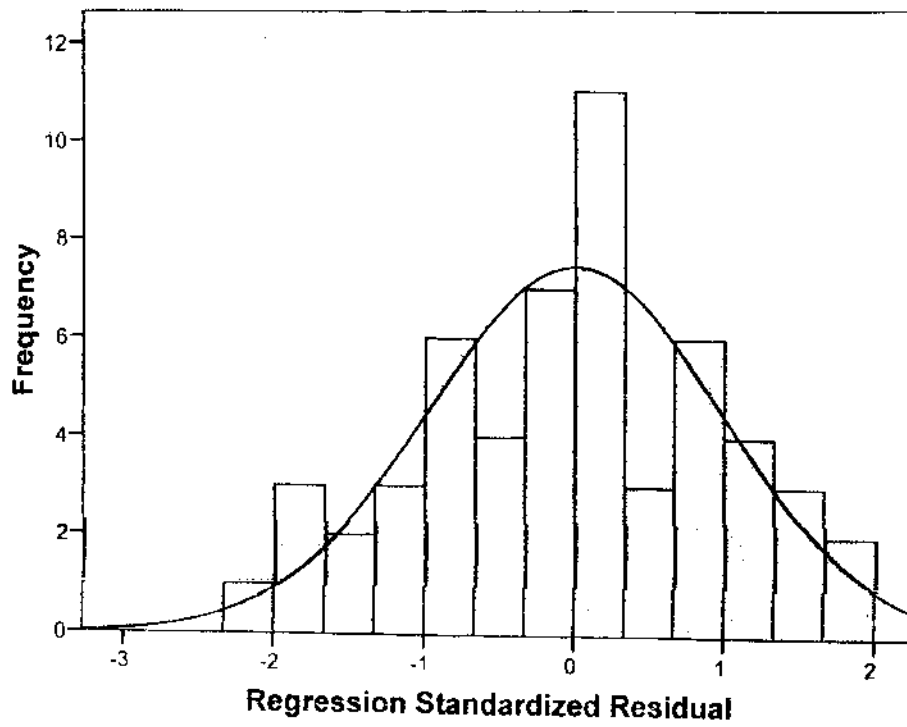
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	36.58	44.51	40.20	1.893	55
Std. Predicted Value	-1.912	2.277	.000	1.000	55
Standard Error of Predicted Value	.565	1.594	.934	.277	55
Adjusted Predicted Value	36.35	44.02	40.20	1.889	55
Residual	-8.855	8.156	.000	4.090	55
Std. Residual	-2.125	1.957	.000	.981	55
Stud. Residual	-2.156	1.992	.000	1.008	55
Deleted Residual	-9.115	8.454	.002	4.317	55
Stud. Deleted Residual	-2.237	2.053	-.001	1.022	55
Mahal. Distance	.009	6.922	1.964	1.752	55
Cook's Distance	.000	.112	.019	.025	55
Centered Leverage Value	.000	.128	.036	.032	55

a. Dependent Variable: kin

Charts

Histogram

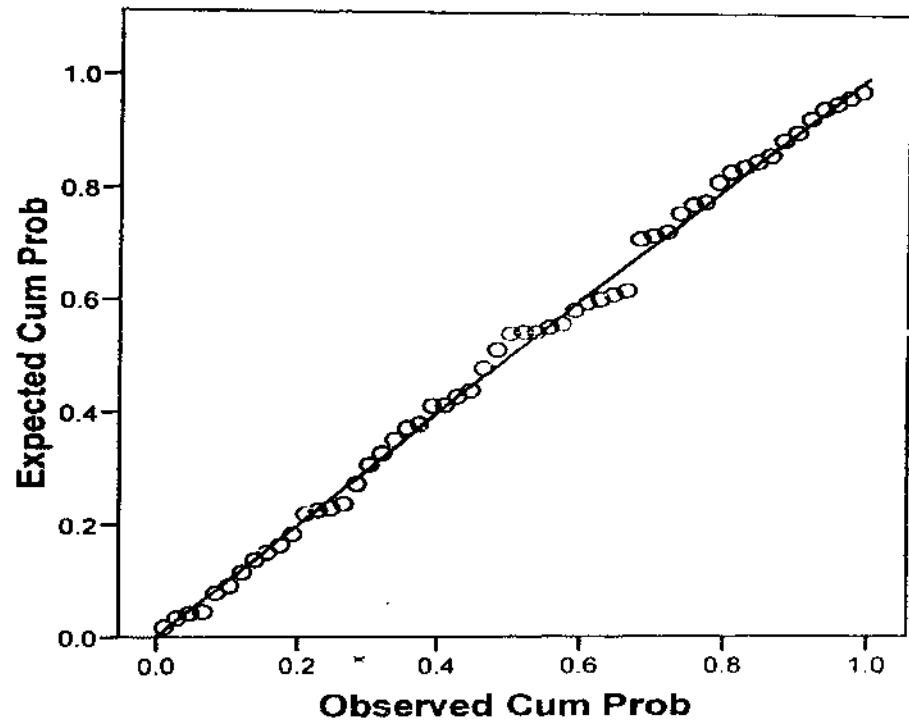
Dependent Variable: kin



Mean = 1.53E-16
Std. Dev. = 0.981
N = 55

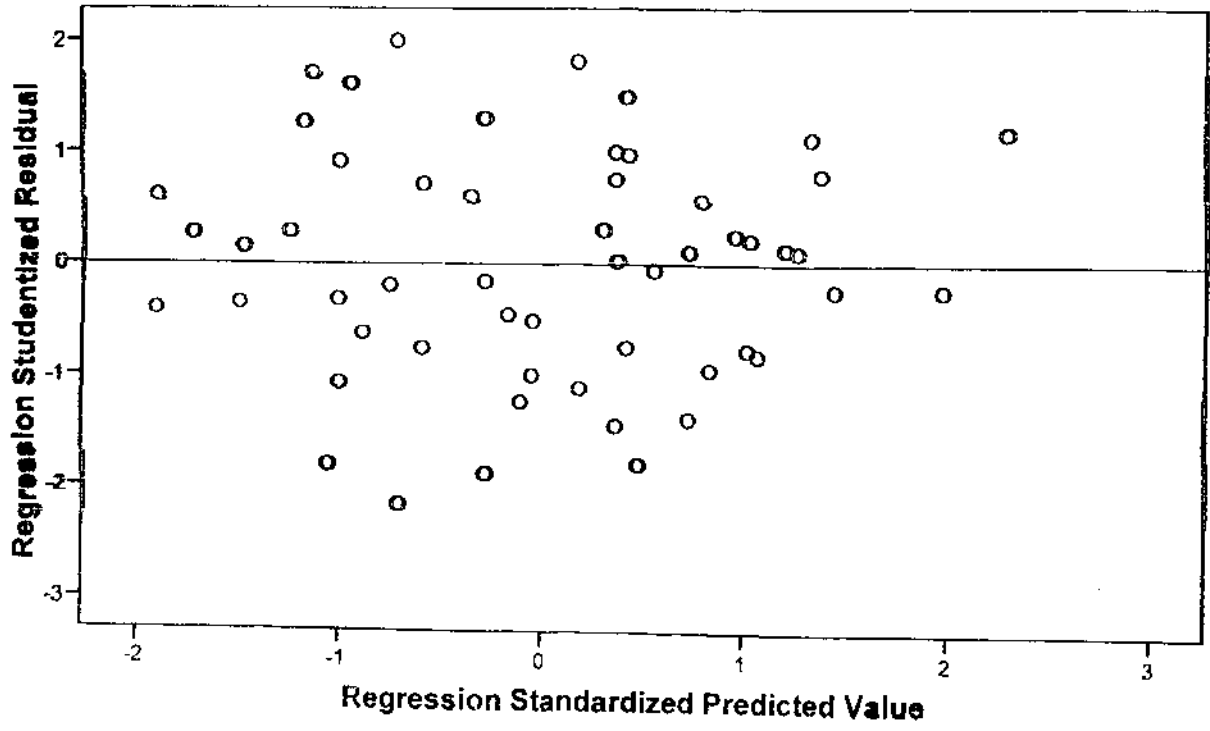
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: kin



Scatterplot

Dependent Variable: kin



KORELASI MOTIVASI → KINERJA

Correlations

	kin1	kin2	kin3	kin4	kin5	kin6	kin7	kin8	kin9	kin10
m1										
Pearson Correlation	-.044	.044	-.183	-.050	-.274*	.191	.016	-.040	-.115	-.136
Sig. (2-tailed)	.752	.750	.182	.715	.043	.162	.907	.770	.401	.322
N	55	55	55	55	55	55	55	55	55	55
m2										
Pearson Correlation	.056	.142	.337*	.091	.170	.367**	.443**	.099	.244	.145
Sig. (2-tailed)	.687	.302	.012	.509	.214	.006	.001	.472	.072	.290
N	55	55	55	55	55	55	55	55	55	55
m3										
Pearson Correlation	.279*	.187	.241	.267*	-.057	.459**	.116	.087	.195	-.023
Sig. (2-tailed)	.039	.171	.076	.049	.681	.000	.398	.528	.153	.868
N	55	55	55	55	55	55	55	55	55	55
m4										
Pearson Correlation	-.044	-.029	.005	-.087	-.171	.349**	.458**	.283*	-.014	-.093
Sig. (2-tailed)	.748	.834	.971	.526	.213	.009	.000	.036	.921	.498
N	55	55	55	55	55	55	55	55	55	55
m5										
Pearson Correlation	-.012	.032	.037	-.096	-.118	.346**	.471**	.281*	.015	-.057
Sig. (2-tailed)	.933	.818	.786	.484	.389	.010	.000	.038	.914	.677
N	55	55	55	55	55	55	55	55	55	55
m6										
Pearson Correlation	.124	.260	.149	.132	.322*	.495**	.354**	.363**	.149	.327**
Sig. (2-tailed)	.367	.065	.279	.338	.016	.000	.008	.006	.277	.015
N	55	55	55	55	55	55	55	55	55	55
m7										
Pearson Correlation	.246	.157	-.051	.144	-.205	.509**	-.086	.102	.136	-.150
Sig. (2-tailed)	.070	.252	.712	.296	.133	.000	.531	.458	.322	.275
N	55	55	55	55	55	55	55	55	55	55
m8										
Pearson Correlation	-.028	.000	-.051	-.182	-.084	.378**	.389**	.289*	-.138	-.061
Sig. (2-tailed)	.839	1.000	.709	.183	.544	.004	.003	.032	.316	.659
N	55	55	55	55	55	55	55	55	55	55

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

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

OUTPUT SPSS KORELASI

KPRELASI KEPEMIMPINAN → KINERJA

Correlations

	kin1	kin2	kin3	kin4	kin5	kin6	kin7	kin8	kin9	kin10
kep1										
	Pearson Correlation	.020	.208	.061	.075	.132	.178	.299*	.078	.020
	Sig. (2-tailed)	.893	.132	.654	.586	.336	.193	.027	.573	.987
	N	55	55	55	55	55	55	55	55	55
kep2										
	Pearson Correlation	-.023	.035	.038	.060	.084	.343*	.517**	.048	.175
	Sig. (2-tailed)	.868	.802	.780	.665	.540	.010	.000	.725	.202
	N	55	55	55	55	55	55	55	55	55
kep3										
	Pearson Correlation	-.082	.226	-.057	.031	.104	.183	.316*	.060	-.153
	Sig. (2-tailed)	.504	.098	.679	.825	.451	.182	.019	.661	.351
	N	55	55	55	55	55	55	55	55	55
kep4										
	Pearson Correlation	.112	.074	-.322*	-.261	.002	.055	.387**	-.240	-.278*
	Sig. (2-tailed)	.414	.594	.015	.054	.987	.691	.004	.077	.042
	N	55	55	55	55	55	55	55	55	55
kep5										
	Pearson Correlation	.127	.070	.195	.287*	.210	.337*	.365**	.180	.361**
	Sig. (2-tailed)	.355	.944	.154	.030	.124	.012	.006	.188	.003
	N	55	55	55	55	55	55	55	55	55
kep6										
	Pearson Correlation	.204	.080	.071	.085	.251	.335*	.457**	.195	.059
	Sig. (2-tailed)	.135	.560	.605	.538	.076	.012	.000	.164	.668
	N	55	55	55	55	55	55	55	55	55
kep7										
	Pearson Correlation	-.011	.027	-.018	.186	-.022	.215	.687**	.152	.030
	Sig. (2-tailed)	.938	.845	.898	.152	.875	.114	.000	.267	.826
	N	55	55	55	55	55	55	55	55	55
kep8										
	Pearson Correlation	-.029	.051	.146	.036	.179	.191	.356**	.190	.041
	Sig. (2-tailed)	.831	.709	.288	.795	.192	.162	.008	.164	.768
	N	55	55	55	55	55	55	55	55	55
kep9										
	Pearson Correlation	.052	-.053	-.052	-.179	-.063	.164	.095	-.079	-.157
	Sig. (2-tailed)	.705	.702	.708	.190	.646	.233	.486	.566	.251
	N	55	55	55	55	55	55	55	55	55
kep10										
	Pearson Correlation	.080	-.063	-.001	-.154	-.063	.164	.120	-.052	-.157
	Sig. (2-tailed)	.582	.702	.995	.283	.648	.233	.384	.707	.251
	N	55	55	55	55	55	55	55	55	55
kep11										
	Pearson Correlation	.127	.066	.054	.040	.093	.343*	.648**	-.002	.204
	Sig. (2-tailed)	.355	.487	.688	.774	.502	.010	.000	.988	.156
	N	55	55	55	55	55	55	55	55	55
kep12										
	Pearson Correlation	.128	.071	.081	.030	.137	.355**	.650**	.100	.015
	Sig. (2-tailed)	.350	.608	.558	.785	.319	.008	.000	.469	.915
	N	55	55	55	55	55	55	55	55	55

*. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed).