

Lampiran 1 . KUESIONER

Kepada:

Yth Bapak /Ibu/Saudara

Dengan Hormat,

Sehubungan adanya kebutuhan untuk menyusun tugas akhir Program Pasca Sarjana, bersama ini saya memohon kepada Bapak/Ibu/Saudara, untuk meluangkan waktunya guna mengisi kuesioner terlampir.

Kuesioner tersebut dimaksudkan untuk mengetahui implementasi dan korelasi dari variabel kepemimpinan, kualitas SDM dan produktivitas kerja pegawai di lingkungan Perpustakaan Nasional RI.

Kesediaan untuk menjawab kuesioner dengan lengkap dan sesuai kenyataan sangat diharapkan, karena akan sangat membantu dalam kajian saya. Jawaban yang diberikan oleh Bapak/Ibu/saudara tidak akan mendapatkan penilaian salah atau benar. Semua informasi yang diperoleh dari kuesioner ini akan dijamin kerahasiaannya, dan hanya digunakan untuk kepentingan ilmiah.

Terima kasih atas kesediaan Bapak/Ibu/saudara dalam mengisi kuesioner ini.

Karakteristik Responden :

BAGIAN I

1. Jenis Kelamin : Pria Wanita
2. Usia : > 50 tahun 41 – 50 Tahun 31 – 40 Tahun 20-30 Tahun
3. Golongan : III a III b III c III d
 IV a IV b IV c IV d
 IV e
4. Pendidikan Terakhir : SLTA Diploma S1 S2/S3
5. Jabatan Struktural : Kepala Bagian Kepala Sub Bagian Staf / Pelaksana
6. Masa Kerja : > 20 tahun 15 - 19 tahun 10 – 14 tahun < 10 tahun

BAGIAN II

Jawablah pertanyaan – pertanyaan dibawah ini dengan memberikan **tanda silang (X)** pada pilihan yang paling sesuai dengan pendapat anda sbb: **STS** = Sangat Tidak Setuju, **TS** = Tidak Setuju, **RR** = Ragu-Ragu, **S** = Setuju dan **SS** = Sangat Setuju

No	Pernyataan	STS	TS	RR	S	SS
	XI. Kepemimpinan					
1	Pimpinan PERPUSNAS mampu berkomunikasi dengan mudah dimengerti oleh bawahannya.					
2	Pimpinan PERPUSNAS bisa memberikan masukan mengenai tugas yang dimengerti bawahan.					
3	Pimpinan PERPUSNAS mempunyai kemampuan mengarahkan bawahan untuk dapat mencapai target.					
4	Pimpinan PERPUSNAS dalam mengambil keputusan selalu cepat dan tegas					
5	Pimpinan PERPUSNAS selalu menghargai bawahannya					
6	Pimpinan PERPUSNAS tidak memaksakan kehendak kepada bawahan dalam melaksanakan pekerjaannya					
7	Pimpinan PERPUSNAS selalu siap membantu bawahannya dalam menghadapi masalah pekerjaan.					
8	Pimpinan PERPUSNAS mengerti perasaan bawahan yang dipimpinnya					
9	Pimpinan PERPUSNAS mempunyai kekuasaan yang positif dalam mencapai target organisasi					
10	Pimpinan PERPUSNAS bisa menjadi tegas terhadap bawahannya					
	X2. Kualitas sumber daya manusia					
11	Pegawai PERPUSNAS mampu memberikan dorongan serta perhatian yang berhubungan dengan visi, sasaran dan tujuan lembaga.					
12	Pegawai PERPUSNAS memiliki sikap yang sesuai dengan nilai lembaga					
13	Pegawai PERPUSNAS mempunyai komitmen secara terbuka mengenai pemberdayaan pegawai, saling percaya dan saling memperhatikan					

No	Pernyataan	STS	TS	RR	S	SS
14	Pegawai PERPUSNAS ramah, tulus, responsive, focus terhadap kepuasan pengguna jasa (mitra)					
15	Pegawai PERPUSNAS melaksanakan strategi pelayanan yang telah ditetapkan oleh lembaga.					
16	Pegawai PERPUSNAS melaksanakan sistem pelayanan yang telah ditetapkan oleh lembaga.					
17	Pegawai PERPUSNAS melaksanakan pelayanan tidak berbelit-belit, efektif dan efisien.					
18	Pegawai PERPUSNAS tidak mempunyai budaya tip, aturan organisasi terbuka dan jelas.					
19	Pegawai PERPUSNAS mempunyai keterampilan di dalam admintrasi dan bidang lainnya.					
20	Pegawai PERPUSNAS memiliki kompetensi sesuai dengan tugasnya.					
	Y. Produktivitas kerja Pegawai					
21	Pegawai PERPUSNAS selalu datang dan pulang tepat pada waktunya sehingga pimpinan dapat memberikan insentif yang layak.					
22	Pegawai PERPUSNAS dalam mencapai target tepat pada waktu yang ditentukan oleh lembaga.					

Terima Kasih

Lampiran 2 . TABEL FREKUENSI

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	48	44.9	44.9	44.9
	Wanita	59	55.1	55.1	100.0
	Total	107	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 50 tahun	14	13.1	13.1	13.1
	41 - 50 tahun	59	55.1	55.1	68.2
	31 - 40 tahun	23	21.5	21.5	89.7
	20 - 30 tahun	11	10.3	10.3	100.0
	Total	107	100.0	100.0	

Golongan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	IIIA	35	32.7	32.7	32.7
	IVA	25	23.4	23.4	56.1
	IIIB	25	23.4	23.4	79.4
	IVB	19	17.8	17.8	97.2
	IIIC	2	1.9	1.9	99.1
	IVE	1	.9	.9	100.0
	Total	107	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	30	28.0	28.0	28.0
	Diploma	9	8.4	8.4	36.4
	S1	58	54.2	54.2	90.7
	S2	10	9.3	9.3	100.0
	Total	107	100.0	100.0	

Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kepala Bagian	2	1.9	1.9	1.9
	Kepala Sub Bagian	4	3.7	3.7	5.6
	Staff Pelaksana	101	94.4	94.4	100.0
	Total	107	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	>20 tahun	36	33.6	33.6	33.6
	15 - 19 tahun	37	34.6	34.6	68.2
	10 - 14 tahun	20	18.7	18.7	86.9
	<10 tahun	14	13.1	13.1	100.0
	Total	107	100.0	100.0	

Kepemimpinan

X1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak setuju	27	25.2	25.2	26.2
	Ragu - ragu	20	18.7	18.7	44.9
	Setuju	54	50.5	50.5	95.3
	Sangat setuju	5	4.7	4.7	100.0
	Total	107	100.0	100.0	

X1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	24	22.4	22.4	22.4
	Ragu - ragu	23	21.5	21.5	43.9
	Setuju	56	52.3	52.3	96.3
	Sangat setuju	4	3.7	3.7	100.0
	Total	107	100.0	100.0	

X1_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	24	22.4	22.4	22.4
	Ragu - ragu	27	25.2	25.2	47.7
	Setuju	50	46.7	46.7	94.4
	Sangat setuju	6	5.6	5.6	100.0
	Total	107	100.0	100.0	

X1_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	27	25.2	25.2	25.2
	Ragu - ragu	45	42.1	42.1	67.3
	Setuju	32	29.9	29.9	97.2
	Sangat setuju	3	2.8	2.8	100.0
	Total	107	100.0	100.0	

X1_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	14	13.1	13.1	13.1
	Ragu - ragu	23	21.5	21.5	34.6
	Setuju	59	55.1	55.1	89.7
	Sangat setuju	11	10.3	10.3	100.0
	Total	107	100.0	100.0	

X1_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	13	12.1	12.1	12.1
	Ragu - ragu	33	30.8	30.8	43.0
	Setuju	58	54.2	54.2	97.2
	Sangat setuju	3	2.8	2.8	100.0
	Total	107	100.0	100.0	

X1_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	19	17.8	17.8	17.8
	Ragu - ragu	33	30.8	30.8	48.6
	Setuju	50	46.7	46.7	95.3
	Sangat setuju	5	4.7	4.7	100.0
	Total	107	100.0	100.0	

X1_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak setuju	13	12.1	12.1	13.1
	Ragu - ragu	42	39.3	39.3	52.3
	Setuju	45	42.1	42.1	94.4
	Sangat setuju	6	5.6	5.6	100.0
	Total	107	100.0	100.0	

X1_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	13	12.1	12.1	12.1
	Ragu - ragu	28	26.2	26.2	38.3
	Setuju	60	56.1	56.1	94.4
	Sangat setuju	6	5.6	5.6	100.0
	Total	107	100.0	100.0	

Kualitas Sumber Daya Manusia

X1_10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	2	1.9	1.9	1.9
	Tidak setuju	19	17.8	17.8	19.6
	Ragu - ragu	26	24.3	24.3	43.9
	Setuju	51	47.7	47.7	91.6
	Sangat setuju	9	8.4	8.4	100.0
	Total	107	100.0	100.0	

X2_11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	8	7.5	7.5	7.5
	Ragu - ragu	31	29.0	29.0	36.4
	Setuju	62	57.9	57.9	94.4
	Sangat setuju	6	5.6	5.6	100.0
	Total	107	100.0	100.0	

X2_12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak setuju	8	7.5	7.5	8.4
	Ragu - ragu	32	29.9	29.9	38.3
	Setuju	58	54.2	54.2	92.5
	Sangat setuju	8	7.5	7.5	100.0
	Total	107	100.0	100.0	

X2_13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	10	9.3	9.3	9.3
	Ragu - ragu	34	31.8	31.8	41.1
	Setuju	58	54.2	54.2	95.3
	Sangat setuju	5	4.7	4.7	100.0
	Total	107	100.0	100.0	

X2_14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	4	3.7	3.7	3.7
	Ragu - ragu	34	31.8	31.8	35.5
	Setuju	62	57.9	57.9	93.5
	Sangat setuju	7	6.5	6.5	100.0
	Total	107	100.0	100.0	

X2_15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	2	1.9	1.9	1.9
	Ragu - ragu	21	19.6	19.6	21.5
	Setuju	75	70.1	70.1	91.6
	Sangat setuju	9	8.4	8.4	100.0
	Total	107	100.0	100.0	

X2_16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	2	1.9	1.9	1.9
	Ragu - ragu	17	15.9	15.9	17.8
	Setuju	76	71.0	71.0	88.8
	Sangat setuju	12	11.2	11.2	100.0
	Total	107	100.0	100.0	

X2_17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	6	5.6	5.6	5.6
	Ragu - ragu	19	17.8	17.8	23.4
	Setuju	72	67.3	67.3	90.7
	Sangat setuju	10	9.3	9.3	100.0
	Total	107	100.0	100.0	

X2_18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak setuju	8	7.5	7.5	8.4
	Ragu - ragu	37	34.6	34.6	43.0
	Setuju	49	45.8	45.8	88.8
	Sangat setuju	12	11.2	11.2	100.0
	Total	107	100.0	100.0	

X2_19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak setuju	3	2.8	2.8	2.8
	Ragu - ragu	20	18.7	18.7	21.5
	Setuju	76	71.0	71.0	92.5
	Sangat setuju	8	7.5	7.5	100.0
	Total	107	100.0	100.0	

X2_20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak setuju	9	8.4	8.4	9.3
	Ragu - ragu	21	19.6	19.6	29.0
	Setuju	67	62.6	62.6	91.6
	Sangat setuju	9	8.4	8.4	100.0
	Total	107	100.0	100.0	

Produktivitas Kerja Pegawai

Y_21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	2	1.9	1.9	1.9
	Tidak setuju	12	11.2	11.2	13.1
	Ragu - ragu	35	32.7	32.7	45.8
	Setuju	43	40.2	40.2	86.0
	Sangat setuju	15	14.0	14.0	100.0
	Total	107	100.0	100.0	

Y_22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak setuju	10	9.3	9.3	10.3
	Ragu - ragu	40	37.4	37.4	47.7
	Setuju	47	43.9	43.9	91.6
	Sangat setuju	9	8.4	8.4	100.0
	Total	107	100.0	100.0	

Lampiran 3 . FACTOR ANALYSIS

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.841
Bartlett's Test of Sphericity	Approx. Chi-Square	545.588
	df	45
	Sig.	.000

Anti-image Metrics

		X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X1_10
Anti-image Covariance	X1_1	.330	-.140	-.051	-.017	-.121	.042	.069	.017	-.043	.027
	X1_2	-.140	.239	-.129	.075	.004	-.069	-.005	.018	.011	-.103
	X1_3	-.051	-.129	.313	-.136	-.006	.088	-.067	-.022	-.038	.043
	X1_4	-.017	.075	-.136	.622	-.086	-.108	-.059	-.059	.074	-.071
	X1_5	-.121	.004	-.006	-.095	.482	-.118	-.031	-.101	-.070	.064
	X1_6	.042	-.069	.088	-.106	-.118	.647	-.126	.020	-.066	.023
	X1_7	.069	-.005	-.087	-.059	-.031	-.126	.508	-.159	.062	-.118
	X1_8	.017	.018	-.022	-.058	-.101	.020	-.159	.507	-.142	-.019
	X1_9	-.043	.011	-.038	.074	-.070	-.066	.062	-.142	.447	-.200
	X1_10	.027	-.103	.043	-.071	.064	.023	-.118	-.019	-.200	.466
Anti-image Correlation	X1_1	.835*	-.497	-.160	-.038	-.303	.091	.168	.040	-.113	.069
	X1_2	-.497	.796*	-.472	.195	.012	-.251	-.016	.047	.035	-.307
	X1_3	-.160	-.472	.847*	-.307	-.017	.196	-.219	-.056	-.103	.114
	X1_4	-.038	.195	-.307	.837*	-.174	-.170	-.106	-.106	.141	-.132
	X1_5	-.303	.012	-.017	-.174	.889*	-.212	-.063	-.204	-.150	.135
	X1_6	.091	-.251	.196	-.170	-.212	.834*	-.220	.035	-.123	.041
	X1_7	.168	-.016	-.219	-.106	-.063	-.220	.845*	-.314	.129	-.242
	X1_8	.040	.047	-.056	-.106	-.204	.035	-.314	.881*	-.299	-.038
	X1_9	-.113	.035	-.103	.141	-.150	-.123	.129	-.299	.842*	-.439
	X1_10	.069	-.307	.114	-.132	.135	.041	-.242	-.038	-.439	.821*

*. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X1_1	1.000	.839
X1_2	1.000	.838
X1_3	1.000	.720
X1_4	1.000	.472
X1_5	1.000	.546
X1_6	1.000	.433
X1_7	1.000	.677
X1_8	1.000	.823
X1_9	1.000	.540
X1_10	1.000	.495

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.077	50.774	50.774	5.077	50.774	50.774
2	1.105	11.054	61.828	1.105	11.054	61.828
3	.876	8.764	70.592			
4	.722	7.215	77.807			
5	.643	6.432	84.240			
6	.523	5.233	89.473			
7	.362	3.617	93.090			
8	.300	2.997	96.087			
9	.239	2.393	98.479			
10	.152	1.521	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
X1_1	.736	-.546
X1_2	.814	-.418
X1_3	.807	-.262
X1_4	.595	.343
X1_5	.739	-.011
X1_6	.589	.292
X1_7	.674	.473
X1_8	.701	.362
X1_9	.733	-.042
X1_10	.701	.063

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.801
Bartlett's Test of Sphericity	Approx. Chi-Square	438.182
	df	45
	Sig.	.000

Anti-Image Metrics

	X2_11	X2_12	X2_13	X2_14	X2_15	X2_16	X2_17	X2_18	X2_19	X2_20	
Anti-Image Covariance	X2_11	.543	-.176	-.140	-.019	.078	-.090	-.042	-.095	.094	-.029
	X2_12	-.176	.414	-.071	.004	-.069	4.556E-06	.011	-.065	.055	-.151
	X2_13	-.140	-.071	.724	-.092	.063	-.078	-.065	.052	.016	-.019
	X2_14	-.019	.004	-.092	.555	-.108	-.027	-.051	.041	-.218	.034
	X2_15	.078	-.069	.063	-.108	.300	-.202	-.135	.013	.050	-.019
	X2_16	-.090	4.556E-05	-.078	-.027	-.202	.388	.073	-.040	-.023	-.011
	X2_17	-.042	.011	-.065	-.051	-.135	.073	.514	-.181	.010	-.090
	X2_18	-.065	-.065	.052	.041	.013	-.040	-.181	.593	-.200	.050
	X2_19	.094	.055	.016	-.218	.050	-.023	.010	-.200	.571	-.209
	X2_20	-.029	-.151	-.019	.034	-.019	-.011	-.090	.050	-.209	.550
Anti-Image Correlation	X2_11	.791*	-.372	-.224	-.034	.193	-.196	-.079	-.167	.169	-.052
	X2_12	-.372	.842*	-.130	.009	-.280	.000	.024	-.131	.114	-.316
	X2_13	-.224	-.130	.851*	-.148	.135	-.147	-.107	.080	.024	-.030
	X2_14	-.034	.009	-.148	.841*	-.264	-.057	-.096	.072	-.387	.062
	X2_15	.193	-.280	.135	-.264	.748*	-.594	-.344	.030	.122	-.046
	X2_16	-.196	.000	-.147	-.057	-.594	.804*	.163	-.084	-.049	-.024
	X2_17	-.079	.024	-.107	-.096	-.344	.163	.842*	-.328	.018	-.169
	X2_18	-.167	-.131	.080	.072	.030	-.084	-.328	.806*	-.343	.088
	X2_19	.169	.114	.024	-.387	.122	-.049	.018	-.343	.836*	-.374
	X2_20	-.052	-.316	-.030	.062	-.046	-.024	-.169	.068	-.374	.838*

*. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X2_11	1.000	.651
X2_12	1.000	.700
X2_13	1.000	.449
X2_14	1.000	.542
X2_15	1.000	.620
X2_16	1.000	.589
X2_17	1.000	.539
X2_18	1.000	.453
X2_19	1.000	.735
X2_20	1.000	.494

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.498	44.984	44.984	4.498	44.984	44.984
2	1.276	12.765	57.728	1.276	12.765	57.728
3	.904	9.044	66.772			
4	.796	7.965	74.737			
5	.678	6.759	81.497			
6	.562	5.619	87.116			
7	.465	4.647	91.764			
8	.354	3.543	95.307			
9	.287	2.871	98.178			
10	.182	1.822	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
X2_11	.618	-.521
X2_12	.772	-.324
X2_13	.521	-.422
X2_14	.662	.321
X2_15	.787	.000
X2_16	.758	-.121
X2_17	.726	.112
X2_18	.628	.241
X2_19	.472	.716
X2_20	.688	.144

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	82.297
	df	1
	Sig.	.000

Anti-image Matrices

		Y_21	Y_22
Anti-image Covariance	Y_21	.455	-.336
	Y_22	-.336	.455
Anti-image Correlation	Y_21	.500 ^a	-.738
	Y_22	-.738	.500 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Y_21	1.000	.869
Y_22	1.000	.869

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.738	86.913	86.913	1.738	86.913	86.913
2	.262	13.087	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
Y_21	.932
Y_22	.932

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Explore

Descriptives

			Statistic	Std. Error
Kepemimpinan	Mean		3.4019	.05829
	95% Confidence Interval for Mean	Lower Bound	3.2863	
		Upper Bound	3.5174	
	5% Trimmed Mean		3.4170	
	Median		3.5000	
	Variance		.364	
	Std. Deviation		.60298	
	Minimum		1.80	
	Maximum		4.80	
	Range		3.00	
	Interquartile Range		.8000	
	Skewness		-.457	.234
	Kurtosis		-.026	.463
Kualitas SDM	Mean		3.7112	.04441
	95% Confidence Interval for Mean	Lower Bound	3.6232	
		Upper Bound	3.7993	
	5% Trimmed Mean		3.7222	
	Median		3.8000	
	Variance		.211	
	Std. Deviation		.45935	
	Minimum		2.30	
	Maximum		5.00	
	Range		2.70	
	Interquartile Range		.6000	
	Skewness		-.450	.234
	Kurtosis		.664	.463
Produktivitas	Mean		3.5140	.07897
	95% Confidence Interval for Mean	Lower Bound	3.3575	
		Upper Bound	3.6706	
	5% Trimmed Mean		3.5312	
	Median		3.5000	
	Variance		.667	
	Std. Deviation		.81686	
	Minimum		1.00	
	Maximum		5.00	
	Range		4.00	
	Interquartile Range		1.0000	
	Skewness		-.443	.234
	Kurtosis		.098	.463

Lampiran 4 . RELIABILITY

*** Method 1 (space saver) will be used for this analysis ***

R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

		Mean	Std Dev	Cases
1.	X1_1	3.3271	.9394	107.0
2.	X1_2	3.3738	.8744	107.0
3.	X1_3	3.3551	.8929	107.0
4.	X1_4	3.1028	.8119	107.0
5.	X1_5	3.6262	.8414	107.0
6.	X1_6	3.4766	.7441	107.0
7.	X1_7	3.3832	.8315	107.0
8.	X1_8	3.3925	.8098	107.0
9.	X1_9	3.5514	.7799	107.0
10.	X1_10	3.4299	.9428	107.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	34.0187	36.3581	6.0298	10

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
X1_1	30.6916	28.9512	.6454	.8791
X1_2	30.6449	28.6085	.7467	.8716
X1_3	30.6636	28.5272	.7375	.8721
X1_4	30.9159	31.0589	.5128	.8877
X1_5	30.3925	29.5992	.6609	.8779
X1_6	30.5421	31.5713	.5062	.8878
X1_7	30.6355	30.2338	.5941	.8825
X1_8	30.6262	30.1797	.6207	.8807
X1_9	30.4673	30.1381	.6554	.8786
X1_10	30.5888	29.2067	.6145	.8815

Reliability Coefficients

N of Cases = 107.0

N of Items = 10

Alpha = .8908

*** Method 1 (space saver) will be used for this analysis ***

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	X2_11	3.6168	.7090	107.0
2.	X2_12	3.5981	.7753	107.0
3.	X2_13	3.5421	.7305	107.0
4.	X2_14	3.6729	.6555	107.0
5.	X2_15	3.8505	.5796	107.0
6.	X2_16	3.9159	.5847	107.0
7.	X2_17	3.8037	.6791	107.0
8.	X2_18	3.5888	.8236	107.0
9.	X2_19	3.8318	.5906	107.0
10.	X2_20	3.6916	.7820	107.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	37.1121	21.1005	4.5935	10

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X2_11	33.4953	17.4788	.5261	.8455
X2_12	33.5140	16.2333	.6828	.8309
X2_13	33.5701	17.9266	.4268	.8544
X2_14	33.4393	17.6071	.5569	.8429
X2_15	33.2617	17.4969	.6739	.8351
X2_16	33.1963	17.5743	.6495	.8368
X2_17	33.3084	17.0832	.6335	.8363
X2_18	33.5234	16.8178	.5335	.8463
X2_19	33.2804	18.7508	.3912	.8553
X2_20	33.4206	16.6800	.5963	.8395

Reliability Coefficients

N of Cases = 107.0

N of Items = 10

Alpha = .8560

*** Method 1 (space saver) will be used for this analysis ***

RELIABILITY ANALYSIS - SCALE (ALPHA)

		Mean	Std Dev	Cases
1.	Y_21	3.5327	.9348	107.0
2.	Y_22	3.4953	.8170	107.0

Statistics for	Mean	Variance	Std Dev	N of Variables
SCALE	7.0280	2.6690	1.6337	2

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
Y_21	3.4953	.6674	.7383	.
Y_22	3.5327	.8739	.7383	.

Reliability Coefficients

N of Cases = 107.0

N of Items = 2

Alpha = .8450

Lampiran 5 . DESCRIPTIVES

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Kepemimpinan	107	1.80	4.80	3.4019	.60298
Kualitas SDM	107	2.30	5.00	3.7112	.45935
Produktivitas	107	1.00	5.00	3.5140	.81686
Valid N (listwise)	107				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1_1	107	1	5	3.33	.939
X1_2	107	2	5	3.37	.874
X1_3	107	2	5	3.36	.893
X1_4	107	2	5	3.10	.812
X1_5	107	2	5	3.63	.841
X1_6	107	2	5	3.48	.744
X1_7	107	2	5	3.38	.832
X1_8	107	1	5	3.39	.810
X1_9	107	2	5	3.55	.780
X1_10	107	1	5	3.43	.943
X2_11	107	2	5	3.62	.709
X2_12	107	1	5	3.60	.775
X2_13	107	2	5	3.54	.730
X2_14	107	2	5	3.67	.656
X2_15	107	2	5	3.85	.580
X2_16	107	2	5	3.92	.585
X2_17	107	2	5	3.80	.679
X2_18	107	1	5	3.59	.824
X2_19	107	2	5	3.83	.591
X2_20	107	1	5	3.69	.782
Y_21	107	1	5	3.53	.935
Y_22	107	1	5	3.50	.817
Valid N (listwise)	107				

Lampiran 6 . REGRESSION

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kualitas SDM, ^a Kepemimpinan	.	Enter

a. All requested variables entered.

b. Dependent Variable: Produktivitas

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.568 ^a	.322	.309	.67891	1.842

a. Predictors: (Constant), Kualitas SDM, Kepemimpinan

b. Dependent Variable: Produktivitas

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	22.793	2	11.396	24.725	.000 ^a
	Residual	47.936	104	.461		
	Total	70.729	106			

a. Predictors: (Constant), Kualitas SDM, Kepemimpinan

b. Dependent Variable: Produktivitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.216	.545		-.397	.692		
	Kepemimpinan	.339	.131	.251	2.597	.011	.700	1.429
	Kualitas SDM	.694	.172	.390	4.044	.000	.700	1.429

a. Dependent Variable: Produktivitas

Correlations

		Produktivitas	Kepemimpinan	Kualitas SDM
Produktivitas	Pearson Correlation	1	.464**	.528**
	Sig. (2-tailed)		.000	.000
	N	107	107	107
Kepemimpinan	Pearson Correlation	.464**	1	.548**
	Sig. (2-tailed)	.000		.000
	N	107	107	107
Kualitas SDM	Pearson Correlation	.528**	.548**	1
	Sig. (2-tailed)	.000	.000	
	N	107	107	107

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

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Kepemimpinan	Kualitas SDM
1	1	2.978	1.000	.00	.00	.00
	2	.016	13.781	.33	.82	.02
	3	.007	20.980	.67	.17	.98

a. Dependent Variable: Produktivitas

Residuals Statistics^a

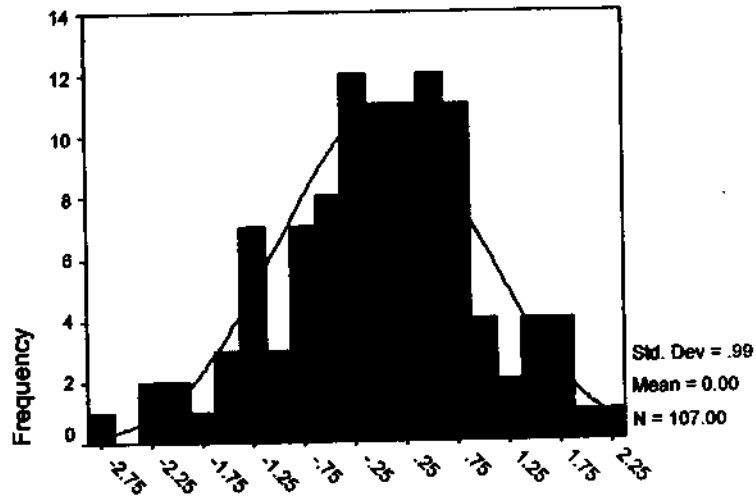
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.1976	4.8830	3.5140	.46371	107
Std. Predicted Value	-2.839	2.952	.000	1.000	107
Standard Error of Predicted Value	.06566	.24413	.10754	.03702	107
Adjusted Predicted Value	2.2160	4.8712	3.5113	.46866	107
Residual	-1.8901	1.5344	.0000	.67248	107
Std. Residual	-2.784	2.260	.000	.991	107
Stud. Residual	-2.855	2.323	.002	1.008	107
Deleted Residual	-1.9877	1.6212	.0027	.69657	107
Stud. Deleted Residual	-2.960	2.374	.001	1.018	107
Mahal. Distance	.001	12.716	1.981	2.262	107
Cook's Distance	.000	.140	.012	.024	107
Centered Leverage Value	.000	.120	.019	.021	107

a. Dependent Variable: Produktivitas

Charts

Histogram

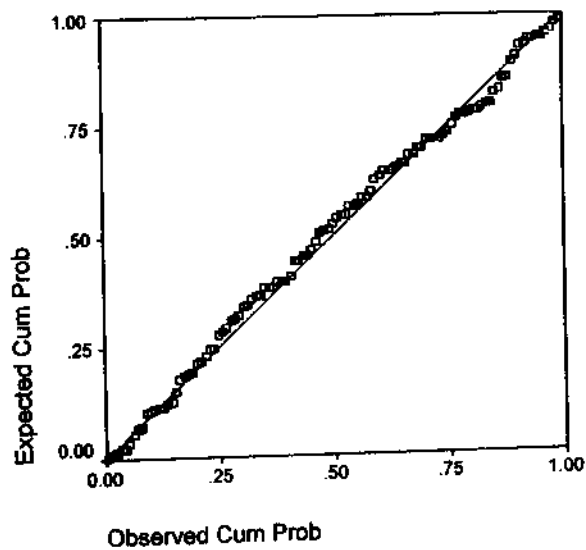
Dependent Variable: Produktivitas



Regression Standardized Residual

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Produktivitas



Scatterplot

Dependent Variable: Produktivitas

