

LAMPIRAN

LAMPIRAN 1 : LEMBAR BIMBINGAN



STIE (Sekolah Tinggi Ilmu Ekonomi) Malang

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Nama Dosen : Drs.HARIYANTO, M.Si.
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No.	Tahap	Tanggal	Keterangan	Agustus 2020
1	2	21-08-2020	bisa dilanjut, untuk siap ujian	

Keterangan: Tahap 1 (Bab 1-3) dan Tahap 2 (Bab 4-5)

LAMPIRAN 2 : JAWABAN RESPONDEN

Budaya Organisasi (X1)

Frequency Table

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	21,6	21,6	21,6
4	37	72,5	72,5	94,1
5	3	5,9	5,9	100,0
Total	51	100,0	100,0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	15	29,4	29,4	29,4
4	31	60,8	60,8	90,2
5	5	9,8	9,8	100,0
Total	51	100,0	100,0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	15,7	15,7	15,7
4	40	78,4	78,4	94,1
5	3	5,9	5,9	100,0
Total	51	100,0	100,0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	9,8	9,8	9,8
Valid 4	38	74,5	74,5	84,3
Valid 5	8	15,7	15,7	100,0
Total	51	100,0	100,0	

Gaya Kepemimpinan (X2)

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	16	31,4	31,4	31,4
Valid 4	29	56,9	56,9	88,2
Valid 5	6	11,8	11,8	100,0
Total	51	100,0	100,0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	15	29,4	29,4	29,4
Valid 4	34	66,7	66,7	96,1
Valid 5	2	3,9	3,9	100,0
Total	51	100,0	100,0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	19,6	19,6	19,6
Valid 4	38	74,5	74,5	94,1
Valid 5	3	5,9	5,9	100,0
Total	51	100,0	100,0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	21,6	21,6	21,6
Valid 4	34	66,7	66,7	88,2
Valid 5	6	11,8	11,8	100,0
Total	51	100,0	100,0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	25,5	25,5	25,5
Valid 4	31	60,8	60,8	86,3
Valid 5	7	13,7	13,7	100,0
Total	51	100,0	100,0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	13	25,5	25,5	25,5
Valid 4	32	62,7	62,7	88,2
Valid 5	6	11,8	11,8	100,0
Total	51	100,0	100,0	

Kinerja Karyawan (Y)

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	27,5	27,5	27,5
Valid 4	35	68,6	68,6	96,1
Valid 5	2	3,9	3,9	100,0
Total	51	100,0	100,0	

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	8	15,7	15,7	15,7
Valid 4	31	60,8	60,8	76,5
Valid 5	12	23,5	23,5	100,0
Total	51	100,0	100,0	

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	21,6	21,6	21,6
Valid 4	35	68,6	68,6	90,2
Valid 5	5	9,8	9,8	100,0
Total	51	100,0	100,0	

Y1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	18	35,3	35,3	35,3
Valid 4	31	60,8	60,8	96,1
Valid 5	2	3,9	3,9	100,0
Total	51	100,0	100,0	

Y1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	19,6	19,6	19,6
Valid 4	38	74,5	74,5	94,1
Valid 5	3	5,9	5,9	100,0
Total	51	100,0	100,0	

LAMPIRAN 3

1. Analisis Deskriptif

Descriptives

	N	Mean
X1.1	51	3,84
X1.2	51	3,80
X1.3	51	3,90
X1.4	51	4,06
X2.1	51	3,80
X2.2	51	3,75
X2.3	51	3,86
X2.4	51	3,90
X2.5	51	3,88
X2.6	51	3,86
Y1.1	51	3,76
Y1.2	51	4,08
Y1.3	51	3,88
Y1.4	51	3,69
Y1.5	51	3,86
Valid N (listwise)	51	

2. Hasil Uji Validitas

Budaya Organisasi (X1)

		Correlations				
		X1.1	X1.2	X1.3	X1.4	Budaya Organisasi
X1.1	Pearson Correlation	1	,556**	,191	,506**	,820**
	Sig. (2-tailed)		,000	,178	,000	,000
	N	51	51	51	51	51
X1.2	Pearson Correlation	,556**	1	,147	,302*	,763**
	Sig. (2-tailed)	,000		,304	,031	,000
	N	51	51	51	51	51
X1.3	Pearson Correlation	,191	,147	1	,111	,485**
	Sig. (2-tailed)	,178	,304		,436	,000
	N	51	51	51	51	51
X1.4	Pearson Correlation	,506**	,302*	,111	1	,689**
	Sig. (2-tailed)	,000	,031	,436		,000
	N	51	51	51	51	51
Budaya Organisasi	Pearson Correlation	,820**	,763**	,485**	,689**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	51	51	51	51	51

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

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

Gaya kepemimpinan (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Gaya Kepemimpinan
X2.1	Pearson Correlation	1	,208	,362**	-,054	-,060	-,020	,508**
	Sig. (2-tailed)		,142	,009	,707	,677	,891	,000
	N	51	51	51	51	51	51	51
X2.2	Pearson Correlation	,208	1	,251	-,018	,090	,141	,549**
	Sig. (2-tailed)	,142		,076	,899	,528	,324	,000
	N	51	51	51	51	51	51	51
X2.3	Pearson Correlation	,362**	,251	1	,235	,012	,003	,601**
	Sig. (2-tailed)	,009	,076		,097	,936	,985	,000
	N	51	51	51	51	51	51	51
X2.4	Pearson Correlation	-,054	-,018	,235	1	,135	-,040	,427**
	Sig. (2-tailed)	,707	,899	,097		,344	,782	,002
	N	51	51	51	51	51	51	51
X2.5	Pearson Correlation	-,060	,090	,012	,135	1	,009	,435**
	Sig. (2-tailed)	,677	,528	,936	,344		,947	,001
	N	51	51	51	51	51	51	51
X2.6	Pearson Correlation	-,020	,141	,003	-,040	,009	1	,391**
	Sig. (2-tailed)	,891	,324	,985	,782	,947		,005
	N	51	51	51	51	51	51	51
Gaya Kepemimpina n	Pearson Correlation	,508**	,549**	,601**	,427**	,435**	,391**	1
	Sig. (2-tailed)	,000	,000	,000	,002	,001	,005	
	N	51	51	51	51	51	51	51

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

Kinerja Karyawan (Y)

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Kinerja Karyawan
Y1.1	Pearson Correlation	1	,121	-,240	,088	-,131	,339*
	Sig. (2-tailed)		,400	,089	,540	,360	,015
	N	51	51	51	51	51	51
Y1.2	Pearson Correlation	,121	1	,315*	-,043	-,094	,612**
	Sig. (2-tailed)	,400		,024	,762	,511	,000
	N	51	51	51	51	51	51
Y1.3	Pearson Correlation	-,240	,315*	1	-,058	,234	,548**
	Sig. (2-tailed)	,089	,024		,685	,098	,000
	N	51	51	51	51	51	51
Y1.4	Pearson Correlation	,088	-,043	-,058	1	,060	,434**
	Sig. (2-tailed)	,540	,762	,685		,676	,001
	N	51	51	51	51	51	51
Y1.5	Pearson Correlation	-,131	-,094	,234	,060	1	,406**
	Sig. (2-tailed)	,360	,511	,098	,676	,676	,003
	N	51	51	51	51	51	51
Kinerja Karyawan	Pearson Correlation	,339*	,612**	,548**	,434**	,406**	1
	Sig. (2-tailed)	,015	,000	,000	,001	,003	
	N	51	51	51	51	51	51

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

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

3. Hasil Uji Reliabilitas

Reliability

Case Processing Summary

		N	%
Cases	Valid	51	100,0
	Excluded ^a	0	,0
	Total	51	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,641	4

Item Statistics

	Mean	Std. Deviation	N
X1.1	3,84	,505	51
X1.2	3,80	,601	51
X1.3	3,90	,458	51
X1.4	4,06	,506	51

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	11,76	1,144	,634	,415
X1.2	11,80	1,121	,473	,534
X1.3	11,71	1,652	,188	,708
X1.4	11,55	1,333	,423	,570

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
15,61	2,083	1,443	4

Reliability

Case Processing Summary

		N	%
Cases	Valid	51	100,0
	Excluded ^a	0	,0
	Total	51	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,733	6

Item Statistics

	Mean	Std. Deviation	N
X2.1	3,80	,633	51
X2.2	3,75	,523	51
X2.3	3,86	,491	51
X2.4	3,90	,575	51
X2.5	3,88	,621	51
X2.6	3,86	,601	51

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	19,25	2,074	,144	,291
X2.2	19,31	2,060	,268	,207
X2.3	19,20	2,001	,357	,156
X2.4	19,16	2,255	,088	,329
X2.5	19,18	2,228	,066	,349
X2.6	19,20	2,321	,030	,371

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23,06	2,736	1,654	6

Reliability

Case Processing Summary

		N	%
Cases	Valid	51	100,0
	Excluded ^a	0	,0
	Total	51	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,713	5

Item Statistics

	Mean	Std. Deviation	N
Y1.1	3,76	,513	51
Y1.2	4,08	,627	51
Y1.3	3,88	,553	51
Y1.4	3,69	,547	51
Y1.5	3,86	,491	51

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	15,51	1,495	-,060	,227
Y1.2	15,20	1,081	,160	-,036 ^a
Y1.3	15,39	1,203	,144	,006
Y1.4	15,59	1,367	,013	,159
Y1.5	15,41	1,407	,030	,137

a. The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
19,27	1,683	1,297	5

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Gaya Kepemimpinan, Budaya Organisasi ^b	.	Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,846 ^a	,716	,704	,817	1,019

a. Predictors: (Constant), Gaya Kepemimpinan, Budaya Organisasi

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	80,706	2	40,353	60,456	,000 ^b
	Residual	32,039	48	,667		
	Total	112,745	50			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Gaya Kepemimpinan, Budaya Organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4,858	1,856		2,617	,012		
	Budaya Organisasi	,179	,036	,454	4,934	,000	,968	1,024
	Gaya Kepemimpinan	,541	,098	,506	5,500	,000	,987	1,014

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Budaya Organisasi	Gaya Kepemimpinan
1	1	2,992	1,000	,00	,00	,00
	2	,006	21,488	,18	,83	,02
	3	,002	42,513	,82	,17	,98

a. Dependent Variable: Kinerja Karyawan

Casewise Diagnostics^a

Case Number	Std. Residual	Kinerja Karyawan	Predicted Value	Residual
28	-3,584	21	23,93	-2,928

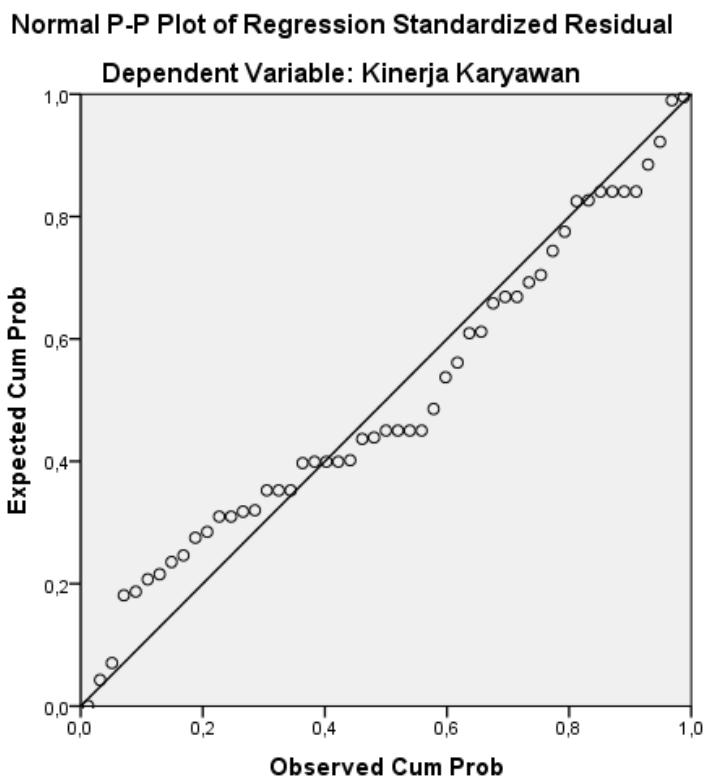
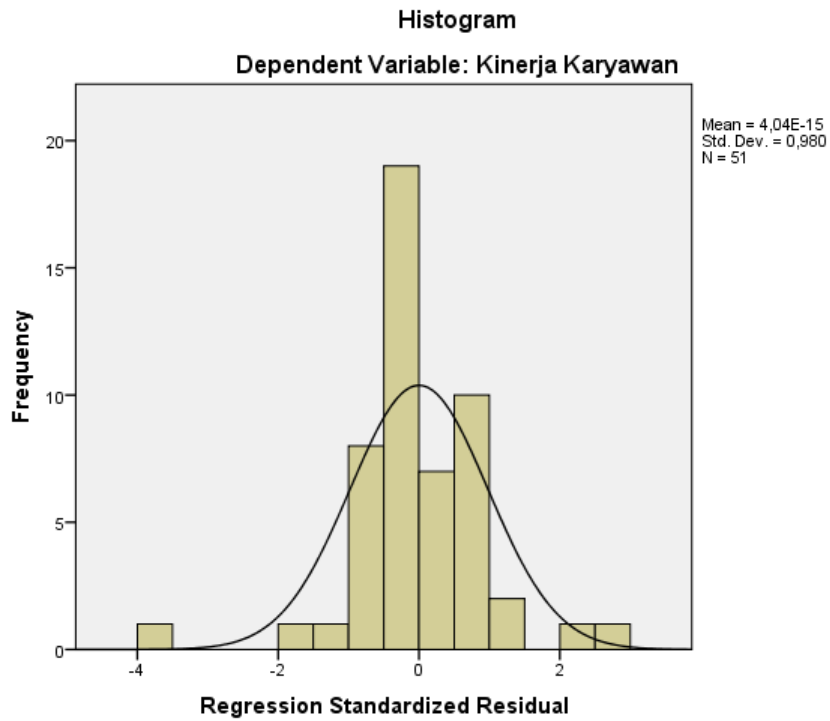
a. Dependent Variable: Kinerja Karyawan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	20,87	25,73	23,16	1,270	51
Residual	-2,928	2,126	,000	,800	51
Std. Predicted Value	-1,797	2,022	,000	1,000	51
Std. Residual	-3,584	2,602	,000	,980	51

a. Dependent Variable: Kinerja Karyawan

Charts



Scatterplot

Dependent Variable: Kinerja Karyawan

