

LAMPIRAN

Descriptive Statistics

**Analisis Deskriptif Variabel Gaya kepemimpinan,
Reward, Punishment, dan kinerja kaeyawan.**

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	66	2.00	5.00	3.9545	.73237
X1.2	66	2.00	5.00	3.9242	.77083
X1.3	66	3.00	5.00	4.1212	.71285
X1.4	66	2.00	5.00	3.8636	.78223
Gaya Kepemimpinan	66	10.00	20.00	15.8636	2.55335
Valid N (listwise)	66				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	66	2.00	5.00	3.5606	.82516
X2.2	66	2.00	5.00	3.6515	.75432
X2.3	66	1.00	5.00	3.5606	.87931
X2.4	66	2.00	5.00	3.4242	.84235
Reward	66	9.00	20.00	14.1970	2.69598
Valid N (listwise)	66				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	66	2.00	5.00	4.2273	.67472
X3.2	66	1.00	5.00	3.6364	.85280
X3.3	66	2.00	5.00	3.8788	.81364
X3.4	66	2.00	5.00	4.0152	.61999
Punishment	66	10.00	20.00	15.7576	2.20531
Valid N (listwise)	66				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1.1	66	2.00	5.00	4.1212	.66830
Y1.2	66	3.00	5.00	4.1212	.62055
Y1.3	66	2.00	5.00	4.0152	.71236
Y1.4	66	3.00	5.00	4.3636	.67108
Kinerja Karyawan	66	12.00	20.00	16.6212	2.18924
Valid N (listwise)	66				

Uji Validitas

No	Item	Pearson Correlation	Pearson Correlation table	Sig. (2-tailed)	Sig Maksimum	Keterangan Jika nilai pearson correlation > Pearson Correlation table dan Sig. (2-tailed) < Sig Maksimum maka Valid
1	X1.1	0.860	0.2423	0.000	0.05	Valid
2	X1.2	0.847	0.2423	0.000	0.05	Valid
3	X1.3	0.854	0.2423	0.000	0.05	Valid
4	X1.4	0.846	0.2423	0.000	0.05	Valid
5	X2.1	0.786	0.2423	0.000	0.05	Valid
6	X2.2	0.798	0.2423	0.000	0.05	Valid
7	X2.3	0.829	0.2423	0.000	0.05	Valid
8	X2.4	0.850	0.2423	0.000	0.05	Valid
9	X3.1	0.699	0.2423	0.000	0.05	Valid
10	X3.2	0.705	0.2423	0.000	0.05	Valid

11	X3.3	0.781	0.2423	0.000	0.05	Valid
12	X3.4	0.802	0.2423	0.000	0.05	Valid
13	Y1.1	0.852	0.2423	0.000	0.05	Valid
14	Y1.2	0.816	0.2423	0.000	0.05	Valid
15	Y1.3	0.842	0.2423	0.000	0.05	Valid
16	Y1.4	0.765	0.2423	0.000	0.05	Valid

Uji Reabilitas

Item	Cronbach's Alpha	Titik kritis	Keterangan
Gaya Kepemimpinan	0.873	0.600	Reliabel
Reward	0.832	0.600	Reliabel
Punishment	0.722	0.600	Reliabel
Kinerja Karyawan	0.835	0.600	Reliabel

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			66
Normal Parameters ^a	Mean		.0000000
	Std. Deviation		1.71217799
Most Extreme Differences	Absolute		.080
	Positive		.080
	Negative		-.052
Kolmogorov-Smirnov Z			.649
Asymp. Sig. (2-tailed)			.794

a. Test distribution is Normal.

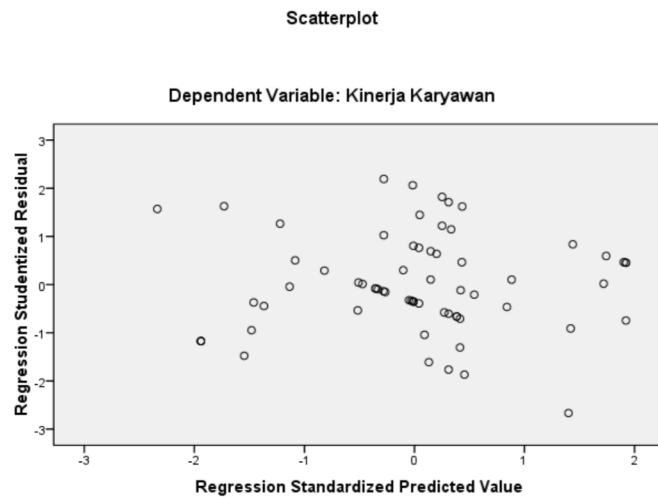
Uji Multikolinearitas

Coefficients^a

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	6.072	1.705		3.562	.001					
	Gaya Kepemimpinan	1.218	.113	.254	3.938	.001	.456	.239	.192	.573	1.745
	Reward	.696	.122	.118	4.782	.000	.404	-.099	-.078	.436	2.293
	Punishment	.536	.133	.540	4.024	.000	.593	.455	.400	.548	1.825

a. Dependent Variable: Kinerja Karyawan

Uji heteroskedstisitas



Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.259	1.002		2.255	.028
Gaya Kepemimpinan	-.083	.066	-.201	-1.254	.214
Reward	-.091	.072	-.232	-1.263	.211
Punishment	.107	.078	.223	1.364	.178

a. Dependent Variable: Abs_Res

Analisis Regresi Linier Berganda

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.072	1.705		3.562	.001
Gaya Kepemimpinan	1.218	.113	.254	3.938	.001
Reward	.696	.122	.118	4.782	.000
Punishment	.536	.133	.540	4.024	.000

a. Dependent Variable: Kinerja Karyawan

Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.623 ^a	.388	.359	1.75311	1.793

a. Predictors: (Constant), Punishment, Gaya Kepemimpinan, Reward

b. Dependent Variable: Kinerja Karyawan

Uji Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.623 ^a	.388	.359	1.75311	1.793

a. Predictors: (Constant), Punishment, Gaya Kepemimpinan, Reward

b. Dependent Variable: Kinerja Karyawan

Uji F

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	120.979	3	40.326	13.121	.000 ^a
	Residual	190.551	62	3.073		
	Total	311.530	65			

a. Predictors: (Constant), Punishment, Gaya Kepemimpinan, Reward

b. Dependent Variable: Kinerja Karyawan

Uji T

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.072	1.705		3.562	.001
	Gaya Kepemimpinan	1.218	.113	.254	3.938	.001
	Reward	.696	.122	.118	4.782	.000
	Punishment	.536	.133	.540	4.024	.000

Variabel yang berpengaruh dominan terhadap kinerja karyawan

Model	Standardized Coefficients
	Beta
Gaya Kepemimpinan	.254
Reward	.118
Punishment	.540

Column1	Column2	Column3	Column4	Column5	Column6	Column7	Column8	Column9	Column10	Column11	Column12	Column13	Column14	Column15	Column16	Column17	Column18	Column19	Column20	Column21	Column22
X1.1	X1.2	X1.3	X1.4	Total X1	X2.1	X2.2	X2.3	X2.4	Total X2	X3.1	X3.2	X3.3	X3.4	Total X3	X1.1	X1.2	X1.3	X1.4	Total Y	RES_1	Abs Res
5.00	4.00	5.00	5.00	19.00	3.00	4.00	4.00	4.00	15.00	4.00	3.00	4.00	4.00	15.00	4.00	4.00	5.00	4.00	17.00	17773	18
4.00	4.00	3.00	4.00	15.00	3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00	3.00	4.00	4.00	3.00	14.00	-62853	63
5.00	4.00	5.00	5.00	19.00	3.00	4.00	4.00	4.00	15.00	5.00	1.00	5.00	4.00	15.00	5.00	4.00	4.00	5.00	18.00		117.773
5.00	5.00	5.00	5.00	20.00	4.00	5.00	5.00	5.00	19.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	5.00	17.00	-19423	19
5.00	4.00	5.00	4.00	18.00	3.00	4.00	3.00	3.00	13.00	4.00	3.00	3.00	4.00	14.00	3.00	4.00	4.00	5.00	16.00	-25924	26
4.00	4.00	3.00	3.00	14.00	4.00	4.00	1.00	2.00	11.00	3.00	2.00	2.00	3.00	10.00	4.00	4.00	4.00	4.00	16.00		256.608
4.00	4.00	4.00	4.00	16.00	2.00	3.00	4.00	4.00	13.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	5.00	5.00	18.00		110.475
4.00	5.00	4.00	4.00	17.00	3.00	4.00	3.00	3.00	13.00	4.00	3.00	3.00	3.00	13.00	4.00	4.00	4.00	4.00	16.00		49486
5.00	5.00	5.00	3.00	18.00	4.00	4.00	5.00	3.00	16.00	5.00	3.00	4.00	4.00	16.00	4.00	3.00	2.00	5.00	14.00		-304.474
4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00		-60864
4.00	4.00	4.00	4.00	16.00	4.00	4.00	3.00	3.00	14.00	4.00	4.00	4.00	4.00	16.00	4.00	3.00	3.00	4.00	14.00		-279.972
2.00	3.00	4.00	3.00	12.00	3.00	3.00	2.00	3.00	11.00	4.00	3.00	3.00	4.00	14.00	4.00	4.00	4.00	4.00	16.00		35798
4.00	4.00	3.00	4.00	15.00	3.00	3.00	4.00	3.00	13.00	4.00	3.00	5.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00		-67720
4.00	3.00	4.00	4.00	15.00	4.00	4.00	3.00	2.00	13.00	5.00	4.00	4.00	4.00	17.00	5.00	5.00	5.00	5.00	20.00		278.670
4.00	4.00	4.00	3.00	15.00	3.00	3.00	3.00	3.00	12.00	4.00	3.00	4.00	4.00	15.00	4.00	4.00	3.00	5.00	16.00		-23669
5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00	4.00	4.00	5.00	18.00		-124.291
4.00	3.00	4.00	3.00	14.00	3.00	3.00	2.00	2.00	10.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	3.00	4.00	15.00		-174.576
4.00	5.00	4.00	4.00	17.00	4.00	4.00	4.00	4.00	16.00	5.00	4.00	4.00	4.00	17.00	4.00	5.00	4.00	4.00	17.00		-36275
4.00	4.00	5.00	4.00	17.00	3.00	3.00	2.00	4.00	12.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	5.00	5.00	18.00		75116
3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00		-197.438
3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	4.00	13.00	3.00	3.00	3.00	3.00	12.00		-251.044
5.00	3.00	5.00	5.00	18.00	3.00	5.00	5.00	5.00	18.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00		100.212
4.00	4.00	5.00	5.00	18.00	5.00	4.00	4.00	4.00	17.00	5.00	4.00	5.00	5.00	19.00	4.00	4.00	4.00	5.00	17.00		-155.738
4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00		-60864
4.00	4.00	4.00	4.00	16.00	4.00	3.00	4.00	4.00	15.00	4.00	4.00	4.00	5.00	17.00	2.00	4.00	3.00	5.00	14.00		-324.023
4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	5.00	4.00	4.00	4.00	17.00	4.00	4.00	4.00	4.00	16.00		-114.470
3.00	4.00	4.00	3.00	14.00	2.00	3.00	3.00	3.00	11.00	5.00	4.00	4.00	4.00	17.00	4.00	4.00	4.00	4.00	16.00		-118.628
4.00	3.00	4.00	3.00	14.00	4.00	4.00	3.00	3.00	14.00	4.00	3.00	2.00	4.00	13.00	4.00	3.00	3.00	4.00	14.00		-75546
4.00	3.00	4.00	4.00	15.00	3.00	2.00	3.00	2.00	10.00	4.00	4.00	4.00	4.00	16.00	5.00	5.00	4.00	5.00	19.00		203.619
5.00	5.00	5.00	4.00	19.00	4.00	4.00	5.00	5.00	18.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00		79407
5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00		75709
5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00	5.00	5.00	5.00	5.00	20.00		75709
3.00	3.00	3.00	3.00	12.00	4.00	4.00	3.00	3.00	14.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00		07248
3.00	4.00	4.00	4.00	15.00	3.00	3.00	4.00	4.00	14.00	5.00	3.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00		-58167
4.00	5.00	5.00	4.00	18.00	4.00	4.00	4.00	4.00	16.00	5.00	4.00	3.00	4.00	16.00	5.00	5.00	5.00	5.00	20.00		295.528
2.00	2.00	4.00	2.00	10.00	4.00	4.00	4.00	2.00	14.00	4.00	5.00	2.00	4.00	15.00	4.00	5.00	4.00	4.00	17.00		204.463
5.00	4.00	4.00	4.00	17.00	3.00	3.00	3.00	3.00	12.00	4.00	2.00	5.00	3.00	14.00	4.00	5.00	3.00	4.00	16.00		-13673
4.00	4.00	4.00	4.00	16.00	4.00	4.00	5.00	4.00	17.00	4.00	3.00	4.00	4.00	15.00	4.00	4.00	4.00	4.00	16.00		02294
4.00	5.00	4.00	4.00	17.00	5.00	5.00	5.00	4.00	19.00	4.00	4.00	5.00	4.00	17.00	5.00	5.00	4.00	5.00	19.00		192.386
3.00	3.00	3.00	2.00	11.00	4.00	3.00	4.00	4.00	15.00	4.00	5.00	5.00	4.00	18.00	5.00	4.00	5.00	5.00	19.00		231.396
4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	3.00	15.00	4.00	4.00	3.00	4.00	15.00	4.00	4.00	4.00	4.00	16.00		-16813
3.00	4.00	4.00	4.00	15.00	3.00	3.00	3.00	4.00	13.00	5.00	3.00	4.00	4.00	16.00	5.00	4.00	4.00	5.00	18.00		132.280
5.00	5.00	5.00	5.00	20.00	4.00	3.00	3.00	3.00	13.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	5.00	17.00		-76745
3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00		-197.438
4.00	5.00	5.00	5.00	19.00	4.00	4.00	3.00	4.00	15.00	5.00	4.00	5.00	5.00	19.00	5.00	4.00	5.00	5.00	19.00		03352
3.00	3.00	3.00	3.00	12.00	2.00	3.00	2.00	2.00	9.00	4.00	4.00	2.00	2.00	12.00	4.00	4.00	4.00	5.00	17.00		273.901
3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00	3.00	3.00	3.00	3.00	12.00		-197.438
5.00	5.00	5.00	5.00	20.00	3.00	5.00	3.00	3.00	14.00	5.00	3.00	3.00	3.00	14.00	5.00	5.00	5.00	5.00	20.00		340.019
4.00	5.00	5.00	4.00	18.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00		-104.474
5.00	5.00	5.00	5.00	20.00	5.00	4.00	5.00	4.00	18.00	5.00	4.00	4.00	4.00	17.00	4.00	4.00	5.00	5.00	18.00		17418
4.00	3.00	3.00	3.00	13.00	4.00	3.00	4.00	3.00	14.00	4.00	2.00	4.00	4.00	14.00	4.00	4.00	3.00	4.00	15.00		-07346
4.00	4.00	4.00	2.00	14.00	3.00	2.00	4.00	3.00	12.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00		-55469
4.00	4.00	5.00	4.00	17.00	5.00	4.00	3.00	3.00	15.00	4.00	5.00	5.00	5.00	19.00	4.00	4.00	3.00	3.00	14.00		-453.094
4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	5.00	4.00	4.00	4.00	17.00	4.00	4.00	4.00	4.00	16.00		-114.470
4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	4.00	4.00	4.00	4.00	16.00	5.00	5.00	4.00	4.00	18.00		139.138
3.00	3.00	3.00	4.00	13.00	3.00	4.00	3.00	3.00	13.00	4.00	4.00	4.00	4.00	16.00	4.00	5.00	4.00	5.00	18.00		175.889
3.00	3.00	3.00	4.00	13.00	4.00	3.00	3.00	3.00	13.00	4.00	4.00	3.00	5.00	16.00	5.00	5.00	5.00	5.00	20.00		375.889
4.00	4.00	4.00	4.00	16.00	3.00	3.00	3.00	3.00	12.00	5.00	3.00	3.00	5.00	16.00	4.00	3.00	4.00	5.00	16.00		-99079
4.00	3.00	4.00	4.00	15.00	2.00	3.00	3.00	2.00	10.00	5.00	3.00	4.00	4.00	16.00	5.00	5.00					