

Lampiran 1 : Kuesioner

KUESIONER PENELITIAN

ANALISIS KEPEMIMPINAN MOTIVASI KERJA DAN KEPUASAN KERJA TERHADAP LOYALITAS KERJA KARYAWAN

(Pada PT. BPR Utama Artha Sejahtera Sidoarjo)

A. IDENTITAS RESPONDEN

1. Nama :
2. Usia :
3. Jenis Kelamin : Pria/Wanita
4. Pendidikan :

B. PETUNJUK PENGISIAN

1. Mohon berikan tanda (√) pada kolom jawab yang dianggap sesuai dengan pilihan anda
2. Setiap pertanyaan hanya membutuhkan satu jawaban.
3. Ada lima alternatif jawaban, yaitu:
SS = Sangat Setuju
S = Setuju
C = Cukup
TS = Tidak Setuju
STS = Sangat Tidak Setuju

C. KUESIONER KEPEMIMPINAN

| No | Pernyataan | Jawaban | | | | |
|----|---|---------|---|---|----|-----|
| | | SS | S | C | TS | STS |
| 1. | Pimpinan bisa mengambil keputusan yang baik | | | | | |
| 2. | Pimpinan selalu memberikan bimbingan, arahan dan dorongan kepada karyawan | | | | | |
| 3. | Pimpinan bisa menjalin komunikasi yang baik terhadap karyawan | | | | | |
| 4. | Pimpinan selalu mengatur bawahannya sesuai dengan keinginannya | | | | | |
| 5. | Pemimpin memiliki tanggung jawab yang besar dalam melaksanakan tugas | | | | | |
| 6. | Pimpinan tidak pernah bersikap kasar pada saat menegur karyawannya yang telah melakukan kesalahan | | | | | |

MOTIVASI KERJA

| No | Pernyataan | Jawaban | | | | |
|----|------------|---------|---|---|----|-----|
| | | SS | S | C | TS | STS |

| | | | | | | |
|----|--|--|--|--|--|--|
| 1. | Saya ingin berkerja keras untuk mencapai tujuan perusahaan | | | | | |
| 2. | Saya ingin bekerja di perusahaan ini untuk menjamin hari tua saya | | | | | |
| 3. | Saya ingin mewujudkan cita-cita saya di dalam perusahaan ini | | | | | |
| 4. | Saya ingin bersungguh-sungguh untuk meningkatkan kinerja saya di masa lalu | | | | | |
| 5. | Saya ingin bekerja keras untuk meningkatkan karir saya di perusahaan | | | | | |
| 6. | Saya ingin giat bekerja karena adanya kesempatan yang diberikan perusahaan untuk menduduki posisi tertentu | | | | | |
| 7. | Saya memiliki hubungan baik dengan rekan kerja saya | | | | | |

KEPUASAN KERJA

| No | Pernyataan | Jawaban | | | | |
|----|---|---------|---|---|----|-----|
| | | SS | S | C | TS | STS |
| 1. | Saya menerima gaji sesuai dengan beban kerja dan tanggung jawab | | | | | |
| 2. | Saya merasa senang karena ada kesempatan terbuka untuk dipromosikan | | | | | |
| 3. | Pimpinan selalu memberikan pengarahan kepada karyawan dalam setiap pekerjaan | | | | | |
| 4. | Saya merasa cocok terhadap pekerjaan yang telah diberikan sesuai dengan keahlian saya yang miliki | | | | | |

LOYALITAS KERJA

| No | Pernyataan | Jawaban | | | | |
|----|---|---------|---|---|----|-----|
| | | SS | S | C | TS | STS |
| 1. | Saya selalu menjaga hubungan yang baik dengan perusahaan, baik dengan atasan maupun rekan kerja | | | | | |
| 2. | Saya lebih mengutamakan kepentingan perusahaan dibandingkan dengan kepentingan pribadi saya sendiri | | | | | |
| 3. | Alasan saya bertahan pada perusahaan ini karena kesetiaan dan pengabdian pada perusahaan | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 4. | Saya selalu bersedia untuk melakukan kerja lembur demi menyelesaikan pekerjaan | | | | | |
| 5. | Saya selalu bekerja sama dengan tim dan mau membantu rekan kerja sendiri demi mencapai tujuan dari perusahaan | | | | | |

Lampiran 2 : Data Responden

| Responden | Usia | Jenis Kelamin | Pendidikan |
|-----------|-------|---------------|------------|
| 1 | 40-50 | Pria | S1 |
| 2 | 20-30 | Wanita | S1 |
| 3 | 30-40 | Pria | S1 |
| 4 | 20-30 | Pria | SMA/SMK |
| 5 | 30-40 | Pria | SMA/SMK |
| 6 | 20-30 | Wanita | S1 |
| 7 | 20-30 | Pria | SMA/SMK |
| 8 | 30-40 | Wanita | S1 |
| 9 | 30-40 | Pria | S1 |
| 10 | 30-40 | Wanita | SMA/SMK |
| 11 | 30-40 | Wanita | S1 |
| 12 | 20-30 | Wanita | S1 |
| 13 | 30-40 | Wanita | SMA/SMK |
| 14 | 30-40 | Pria | S1 |
| 15 | 30-40 | Pria | SMA/SMK |
| 16 | 40-50 | Wanita | S1 |
| 17 | 30-40 | Wanita | S1 |
| 18 | 30-40 | Pria | S1 |
| 19 | 40-50 | Wanita | S1 |
| 20 | 40-50 | Wanita | S1 |
| 21 | 30-40 | Pria | S1 |
| 22 | 30-40 | Pria | S1 |
| 23 | 30-40 | Pria | S1 |
| 24 | 30-40 | Pria | SMA/SMK |
| 25 | 20-30 | Pria | S1 |
| 26 | 20-30 | Pria | S1 |
| 27 | 20-30 | Pria | S1 |
| 28 | 40-50 | Pria | SMA/SMK |
| 29 | 30-40 | Pria | S1 |
| 30 | 30-40 | Pria | S1 |
| 31 | 30-40 | Pria | SMA/SMK |
| 32 | 20-30 | Pria | SMA/SMK |
| 33 | 30-40 | Pria | SMA/SMK |
| 34 | 40-50 | Pria | S1 |
| 35 | 30-40 | Pria | S1 |

Lampiran 3 : Tabulasi Jawaban Responden

Tabulasi jawaban responden untuk variabel kepemimpinan (X1)

| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | TOTAL X1 |
|-----------|------|------|------|------|------|------|----------|
| 1 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 2 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 3 | 5 | 5 | 5 | 3 | 5 | 3 | 26 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 27 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 6 | 5 | 4 | 4 | 3 | 4 | 5 | 25 |
| 7 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 8 | 4 | 4 | 5 | 3 | 4 | 3 | 23 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 10 | 4 | 4 | 4 | 4 | 5 | 3 | 24 |
| 11 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 12 | 4 | 3 | 4 | 3 | 3 | 3 | 20 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 14 | 4 | 4 | 4 | 3 | 5 | 4 | 24 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 28 |
| 16 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 17 | 5 | 5 | 3 | 3 | 4 | 3 | 23 |
| 18 | 5 | 5 | 5 | 4 | 5 | 2 | 26 |
| 19 | 4 | 5 | 3 | 3 | 3 | 3 | 21 |
| 20 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 21 | 4 | 4 | 4 | 3 | 5 | 3 | 23 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 23 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 24 | 4 | 5 | 5 | 4 | 5 | 3 | 26 |
| 25 | 4 | 4 | 5 | 4 | 3 | 5 | 25 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 28 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 29 | 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 31 | 4 | 3 | 3 | 2 | 3 | 4 | 19 |
| 32 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 33 | 4 | 3 | 3 | 4 | 4 | 5 | 23 |
| 34 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 35 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |

Tabulasi jawaban responden untuk variabel motivasi kerja (X2)

| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | TOTAL X2 |
|-----------|------|------|------|------|------|------|------|----------|
| 1 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 26 |
| 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 26 |
| 3 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 30 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 31 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 30 |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 30 |
| 7 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 25 |
| 8 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 30 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 10 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 21 |
| 11 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 29 |
| 12 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 24 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 14 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 31 |
| 15 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 31 |
| 16 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 30 |
| 17 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 26 |
| 18 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 31 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 21 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 31 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 23 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 30 |
| 24 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 31 |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 28 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 31 |
| 29 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 32 |
| 30 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 27 |
| 31 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 22 |
| 32 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 28 |
| 33 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 34 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 31 |
| 35 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 30 |

Tabulasi jawaban responden untuk variabel kepuasan kerja (X3)

| Responden | X3.1 | X3.2 | X3.3 | X3.4 | TOTAL X3 |
|-----------|------|------|------|------|----------|
| 1 | 3 | 4 | 4 | 3 | 14 |
| 2 | 4 | 4 | 3 | 4 | 15 |
| 3 | 5 | 4 | 4 | 5 | 18 |
| 4 | 4 | 5 | 5 | 4 | 18 |
| 5 | 5 | 5 | 5 | 5 | 20 |
| 6 | 4 | 4 | 5 | 4 | 17 |
| 7 | 4 | 4 | 4 | 4 | 16 |
| 8 | 4 | 4 | 5 | 4 | 17 |
| 9 | 4 | 5 | 5 | 5 | 19 |
| 10 | 3 | 4 | 4 | 3 | 14 |
| 11 | 4 | 4 | 5 | 5 | 18 |
| 12 | 3 | 3 | 3 | 4 | 13 |
| 13 | 4 | 4 | 4 | 4 | 16 |
| 14 | 4 | 4 | 4 | 4 | 16 |
| 15 | 5 | 5 | 4 | 5 | 19 |
| 16 | 5 | 5 | 4 | 4 | 18 |
| 17 | 4 | 4 | 3 | 4 | 15 |
| 18 | 5 | 4 | 4 | 4 | 17 |
| 19 | 3 | 3 | 3 | 3 | 12 |
| 20 | 4 | 4 | 4 | 4 | 16 |
| 21 | 4 | 4 | 4 | 4 | 16 |
| 22 | 5 | 5 | 5 | 5 | 20 |
| 23 | 4 | 4 | 4 | 4 | 16 |
| 24 | 4 | 5 | 5 | 5 | 19 |
| 25 | 4 | 4 | 4 | 4 | 16 |
| 26 | 5 | 5 | 5 | 5 | 20 |
| 27 | 5 | 5 | 5 | 5 | 20 |
| 28 | 5 | 4 | 4 | 4 | 17 |
| 29 | 5 | 5 | 4 | 5 | 19 |
| 30 | 3 | 3 | 4 | 3 | 13 |
| 31 | 4 | 4 | 3 | 3 | 14 |
| 32 | 4 | 5 | 3 | 4 | 16 |
| 33 | 5 | 4 | 5 | 4 | 18 |
| 34 | 5 | 4 | 5 | 4 | 18 |
| 35 | 4 | 4 | 4 | 4 | 16 |

Tabulasi jawaban responden untuk variabel loyalitas kerja (Y)

| Responden | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | TOTAL Y |
|-----------|-----|-----|-----|-----|-----|------------|
| 1 | 4 | 3 | 4 | 4 | 3 | 18 |
| 2 | 4 | 4 | 3 | 4 | 4 | 19 |
| 3 | 5 | 4 | 3 | 4 | 5 | 21 |
| 4 | 4 | 4 | 5 | 5 | 4 | 22 |
| 5 | 5 | 5 | 4 | 4 | 5 | 23 |
| 6 | 4 | 3 | 4 | 5 | 4 | 20 |
| 7 | 3 | 4 | 3 | 4 | 4 | 18 |
| 8 | 5 | 4 | 4 | 4 | 4 | 21 |
| 9 | 5 | 5 | 5 | 5 | 5 | 25 |
| 10 | 4 | 4 | 4 | 3 | 3 | 18 |
| 11 | 5 | 4 | 5 | 5 | 5 | 24 |
| 12 | 4 | 3 | 3 | 3 | 4 | 17 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 |
| 14 | 5 | 3 | 4 | 4 | 5 | 21 |
| 15 | 5 | 4 | 3 | 5 | 3 | 20 |
| 16 | 5 | 4 | 4 | 4 | 4 | 21 |
| 17 | 5 | 3 | 3 | 4 | 4 | 19 |
| 18 | 5 | 4 | 5 | 4 | 4 | 22 |
| 19 | 4 | 4 | 3 | 3 | 4 | 18 |
| 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 5 | 4 | 5 | 5 | 5 | 24 |
| 23 | 5 | 4 | 4 | 4 | 4 | 21 |
| 24 | 5 | 5 | 4 | 4 | 5 | 23 |
| 25 | 4 | 4 | 4 | 4 | 4 | 20 |
| 26 | 5 | 5 | 5 | 5 | 5 | 25 |
| 27 | 5 | 5 | 5 | 5 | 5 | 25 |
| 28 | 5 | 4 | 4 | 4 | 4 | 21 |
| 29 | 5 | 4 | 5 | 5 | 5 | 24 |
| 30 | 4 | 4 | 3 | 4 | 3 | 18 |
| 31 | 4 | 3 | 3 | 2 | 3 | 15 |
| 32 | 4 | 4 | 4 | 5 | 4 | 21 |
| 33 | 4 | 4 | 4 | 5 | 4 | 21 |
| 34 | 4 | 5 | 4 | 4 | 5 | 22 |
| 35 | 4 | 5 | 4 | 4 | 4 | 21 |

Lampiran 4 : Hasil Uji Validitas SPSS

Hasil Uji Validitas untuk variabel Kepemimpinan (X1)

| | | Correlations | | | | | | Total_ |
|--------------|-----------------|--------------|--------|--------|--------|--------|--------|--------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1 |
| X1.1 | Pearson | 1 | .458** | .425* | .398* | .469** | .297 | .704** |
| | Correlation | | | | | | | |
| | Sig. (2-tailed) | | .006 | .011 | .018 | .004 | .083 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.2 | Pearson | .458** | 1 | .477** | .336* | .493** | -.016 | .632** |
| | Correlation | | | | | | | |
| | Sig. (2-tailed) | .006 | | .004 | .048 | .003 | .925 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.3 | Pearson | .425* | .477** | 1 | .372* | .427* | .080 | .668** |
| | Correlation | | | | | | | |
| | Sig. (2-tailed) | .011 | .004 | | .028 | .010 | .648 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.4 | Pearson | .398* | .336* | .372* | 1 | .485** | .562** | .806** |
| | Correlation | | | | | | | |
| | Sig. (2-tailed) | .018 | .048 | .028 | | .003 | .000 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.5 | Pearson | .469** | .493** | .427* | .485** | 1 | .080 | .701** |
| | Correlation | | | | | | | |
| | Sig. (2-tailed) | .004 | .003 | .010 | .003 | | .648 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X1.6 | Pearson | .297 | -.016 | .080 | .562** | .080 | 1 | .556** |
| | Correlation | | | | | | | |
| | Sig. (2-tailed) | .083 | .925 | .648 | .000 | .648 | | .001 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Total _X1 | Pearson | .704** | .632** | .668** | .806** | .701** | .556** | 1 |
| | Correlation | | | | | | | |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .001 | |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 |

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

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

Hasil Uji Validitas untuk variabel Motivasi Kerja (X2)

Correlations

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | Total_ X2 |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------------|
| X2.1 | Pearson Correlation | 1 | .287 | .570** | .339* | .558** | .496** | .588** | .714** |
| | Sig. (2-tailed) | | .095 | .000 | .046 | .000 | .002 | .000 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.2 | Pearson Correlation | .287 | 1 | .554** | .413* | .595** | .529** | .389* | .731** |
| | Sig. (2-tailed) | .095 | | .001 | .014 | .000 | .001 | .021 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.3 | Pearson Correlation | .570** | .554** | 1 | .421* | .487** | .487** | .413* | .752** |
| | Sig. (2-tailed) | .000 | .001 | | .012 | .003 | .003 | .014 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.4 | Pearson Correlation | .339* | .413* | .421* | 1 | .499** | .330 | .398* | .647** |
| | Sig. (2-tailed) | .046 | .014 | .012 | | .002 | .053 | .018 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.5 | Pearson Correlation | .558** | .595** | .487** | .499** | 1 | .651** | .730** | .857** |
| | Sig. (2-tailed) | .000 | .000 | .003 | .002 | | .000 | .000 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.6 | Pearson Correlation | .496** | .529** | .487** | .330 | .651** | 1 | .587** | .783** |
| | Sig. (2-tailed) | .002 | .001 | .003 | .053 | .000 | | .000 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| X2.7 | Pearson Correlation | .588** | .389* | .413* | .398* | .730** | .587** | 1 | .771** |
| | Sig. (2-tailed) | .000 | .021 | .014 | .018 | .000 | .000 | | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |
| Total _X2 | Pearson Correlation | .714** | .731** | .752** | .647** | .857** | .783** | .771** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 35 | 35 | 35 | 35 | 35 | 35 | 35 | 35 |

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

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

Hasil Uji Validitas untuk variabel Kepuasan Kerja (X3)

| | | Correlations | | | | |
|----------|---------------------|---------------------|--------|--------|--------|----------|
| | | X3.1 | X3.2 | X3.3 | X3.4 | Total_X3 |
| X3.1 | Pearson Correlation | 1 | .610** | .418* | .670** | .825** |
| | Sig. (2-tailed) | | .000 | .012 | .000 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 |
| X3.2 | Pearson Correlation | .610** | 1 | .461** | .672** | .826** |
| | Sig. (2-tailed) | .000 | | .005 | .000 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 |
| X3.3 | Pearson Correlation | .418* | .461** | 1 | .523** | .747** |
| | Sig. (2-tailed) | .012 | .005 | | .001 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 |
| X3.4 | Pearson Correlation | .670** | .672** | .523** | 1 | .873** |
| | Sig. (2-tailed) | .000 | .000 | .001 | | .000 |
| | N | 35 | 35 | 35 | 35 | 35 |
| Total_X3 | Pearson Correlation | .825** | .826** | .747** | .873** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 35 | 35 | 35 | 35 | 35 |

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

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

Hasil Uji Validitas untuk variabel Loyalitas Kerja (Y)

Correlations

| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Total_ Y |
|--------|---------------------|--------|--------|--------|--------|--------|-------------|
| Y.1 | Pearson Correlation | 1 | .216 | .405* | .316 | .495** | .639** |
| | Sig. (2-tailed) | | .213 | .016 | .064 | .003 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 |
| Y.2 | Pearson Correlation | .216 | 1 | .406* | .325 | .490** | .659** |
| | Sig. (2-tailed) | .213 | | .015 | .056 | .003 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 |
| Y.3 | Pearson Correlation | .405* | .406* | 1 | .599** | .513** | .812** |
| | Sig. (2-tailed) | .016 | .015 | | .000 | .002 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 |
| Y.4 | Pearson Correlation | .316 | .325 | .599** | 1 | .437** | .750** |
| | Sig. (2-tailed) | .064 | .056 | .000 | | .009 | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 |
| Y.5 | Pearson Correlation | .495** | .490** | .513** | .437** | 1 | .798** |
| | Sig. (2-tailed) | .003 | .003 | .002 | .009 | | .000 |
| | N | 35 | 35 | 35 | 35 | 35 | 35 |
| Total_ | Pearson Correlation | .639** | .659** | .812** | .750** | .798** | 1 |
| Y | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 35 | 35 | 35 | 35 | 35 | 35 |

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

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

Lampiran 5 : Hasil Uji Reabilitas SPSS

Hasil Uji Reabilitas untuk Variabel Kepemimpinan (X1)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .765 | 7 |

Hasil Uji Reabilitas untuk Variabel Motivasi Kerja (X2)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .784 | 8 |

Hasil Uji Reabilitas untuk Variabel Kepuasan Kerja (X3)

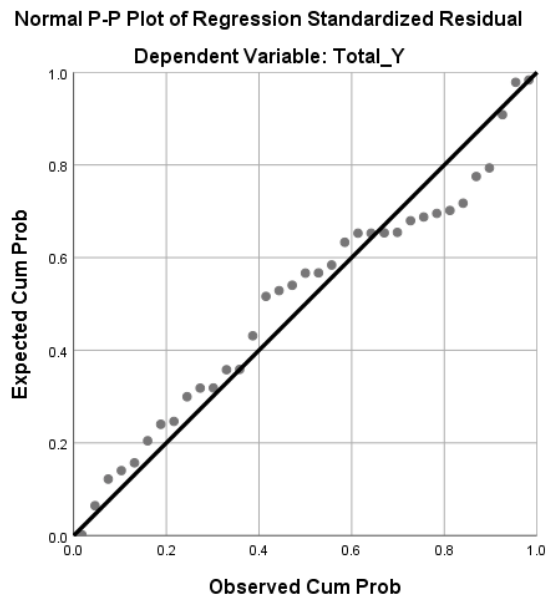
| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .820 | 5 |

Hasil Uji Reabilitas untuk Variabel Loyalitas Kerja (Y)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .789 | 6 |

Lampiran 6 : Hasil Uji Normalitas

Hasil Uji *Normal Probability Plot*



Hasil Uji Kolmogrov Sminov

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|----------------------------|
| N | | 35 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | .90445083 |
| Most Extreme Differences | Absolute | .131 |
| | Positive | .131 |
| | Negative | -.117 |
| Test Statistic | | .131 |
| Asymp. Sig. (2-tailed) | | .138 ^c |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 7 : Hasil Uji Multikolinearitas

| Model | | Collinearity Statistics | |
|-------|------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | Total_X1 | .342 | 2.925 |
| | Total_X2 | .233 | 4.299 |
| | Total_X3 | .233 | 4.301 |

a. Dependent Variabel : Total_Y

Lampiran 8 : Hasil Uji Heteroskedastisitas

Metode *Uji Glejser*

| Model | | t | Sig. |
|-------|------------|--------|------|
| 1 | (Constant) | .771 | .447 |
| | Total_X1 | 1.179 | .247 |
| | Total_X2 | -2.033 | .051 |
| | Total_X3 | .966 | .341 |

a. Dependent Variabel : Abs_Res

Lampiran 9 : Hasil Analisis Regresi Linear Berganda

| Model | | Coefficients ^a | | | | | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Tolerance | VIF |
| | | B | Std. Error | Beta | | | | |
| 1 | (Constant) | 1.146 | 1.482 | | .773 | .445 | | |
| | Total_X1 | .283 | .098 | .336 | 2.897 | .007 | .342 | 2.925 |
| | Total_X2 | .231 | .093 | .349 | 2.484 | .019 | .233 | 4.299 |
| | Total_X3 | .344 | .157 | .308 | 2.192 | .036 | .233 | 4.301 |

a. Dependent Variable: Total_Y

Lampiran 10 : Hasil Analisis Koefisien Determinasi

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .926 ^a | .858 | .844 | .947 |

a. Predictors: (Constant), Total_X3, Total_X1, Total_X2

b. Dependent Variable: Total_Y

Lampiran 11 : Hasil Uji F

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 167.787 | 3 | 55.929 | 62.338 | .000 ^b |
| | Residual | 27.813 | 31 | .897 | | |
| | Total | 195.600 | 34 | | | |

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X3, Total_X1, Total_X2

Lampiran 12 : Hasil Uji t

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.146 | 1.482 | | .773 | .445 |
| | Total_X1 | .283 | .098 | .336 | 2.897 | .007 |
| | Total_X2 | .231 | .093 | .349 | 2.484 | .019 |
| | Total_X3 | .344 | .157 | .308 | 2.192 | .036 |

a. Dependent Variabel : Total_Y

Lampiran 13 : Tabel r

Tabel r untuk df = 1 - 50

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|------------|--|--------|--------|--------|--------|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 1 | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| 2 | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| 3 | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| 4 | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| 5 | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| 6 | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| 7 | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| 8 | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| 9 | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| 10 | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| 11 | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| 12 | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| 13 | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| 14 | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| 15 | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| 16 | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| 17 | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| 18 | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| 19 | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| 20 | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| 21 | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| 22 | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| 23 | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| 24 | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| 25 | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| 26 | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| 27 | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| 28 | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| 29 | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| 30 | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| 31 | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| 32 | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| 33 | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| 34 | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| 35 | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| 36 | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| 37 | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |

Lampiran 14 : Tabel F

Titik Persentase Distribusi F untuk Probabilita = 0,05

| df untuk penyebut (N2) | df untuk pembilang (N1) | | | | | | | | | | | | | | |
|------------------------|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1 | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| 2 | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3 | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| 4 | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| 5 | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| 6 | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| 7 | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| 8 | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| 9 | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| 10 | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| 11 | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| 12 | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| 13 | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| 14 | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| 15 | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| 16 | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| 17 | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| 18 | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| 19 | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| 20 | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| 21 | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| 22 | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| 23 | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| 24 | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| 25 | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| 26 | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| 27 | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| 28 | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| 29 | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| 30 | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| 31 | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| 32 | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| 33 | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| 34 | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| 35 | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| 36 | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| 37 | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| 38 | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |


Lampiran 15 : Tabel t



Titik Persentase Distribusi t (df = 1 – 40)

| df | Pr | 0.25 | 0.10 | 0.05 | 0.025 | 0.01 | 0.005 | 0.001 |
|----|---------|---------|---------|----------|----------|----------|-----------|-------|
| | | 0.50 | 0.20 | 0.10 | 0.050 | 0.02 | 0.010 | 0.002 |
| 1 | 1.0000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 | |
| 2 | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 | |
| 3 | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 | |
| 4 | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 | |
| 5 | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 | |
| 6 | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 | |
| 7 | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 | |
| 8 | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 | |
| 9 | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 | |
| 10 | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 | |
| 11 | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 | |
| 12 | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 | |
| 13 | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 | |
| 14 | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 | |
| 15 | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 | |
| 16 | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 | |
| 17 | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 | |
| 18 | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 | |
| 19 | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 | |
| 20 | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 | |
| 21 | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 | |
| 22 | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 | |
| 23 | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 | |
| 24 | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 | |
| 25 | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 | |
| 26 | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 | |
| 27 | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 | |
| 28 | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 | |
| 29 | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 | |
| 30 | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 | |
| 31 | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 | |
| 32 | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 | |
| 33 | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 | |
| 34 | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 | |
| 35 | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 | |
| 36 | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 | |
| 37 | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 | |

Lampiran 16 : Surat Riset untuk Skripsi dari STIE Malangkececwara

Perkumpulan Pengelola Pendidikan Malangkececwara (P3.M)

 **STIE MALANGKECECWARA**
d/h. ABM School of Economics

  Terakreditasi "A", AKUNTANSI, 3233/SK/BAN-PT/Akred/S/XII/2018
Terakreditasi "A", MANAJEMEN, 2812/SK/BAN-PT/Akred/S/IX/2018

Nomor : 0686.3/BAAK-RESEARCH/XI/2020 03 November 2020
Perihal : Riset Untuk Skripsi

Yth. : PIMPINAN
PT.BPR WUTAMA ARTHA SEJAHTERAH
JL.BRIGJEND KATAMSO NO.180, KEDUNGREJO WARU
SIDOARJO

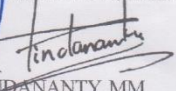
Dengan Hormat,
Bersama surat ini kami hadapkan seorang mahasiswa dengan identitas sebagai berikut :


Nama : DIMAS PURWANTORO
Nomor Pokok : K.2017.1.34362
Program Studi : MANAJEMEN
Alamat : JL. MASTRIP RT1 RW1 SENDUNG TEMBALANG WLINGI BLITAR RT: 1
RW: 1 DESA/KELURAHAN: TEMBALANG KEC. WLINGI, KABUPATEN KAB.
BLITAR, JAWA TIMUR

bermaksud untuk mencari data-data guna keperluan penulisan skripsi dengan tema :
PENGARUH KEPEMIMPINAN, KOMITMEN DAN MOTIVASI KERJA SEBAGAI DETERMINAN
LOYALITAS KERJA KARYAWAN PT.BPR WUTAMA ARTHA SEJAHTERA

Sehubungan dengan hal tersebut, kami mohon kesediaan Bapak / Ibu untuk memberikan izin riset dan
bantuan seperlunya. Perlu kami jelaskan bahwa data yang diperoleh hanya digunakan untuk kepentingan
ilmiah (pendidikan) dan tidak akan digunakan untuk hal-hal yang dapat merugikan perusahaan /
instansi.

Demikian atas bantuan dan kerjasamanya kami ucapkan terima kasih.

03 November 2020
Ket. Jurusan MANAJEMEN,

Dra. LINDANANTY, MM.
NIK 202.710.194



Jalan Terusan Candi Kalasan
Malang - Indonesia (65142) Telp. 62 341 491813 (Hunting)
Fax 62 341 495619 <http://www.stie-mce.ac.id>
e-mail: info@stie-mce.ac.id

Lampiran 18 : Surat Keterangan Riset dari Perusahaan



SURAT KETERANGAN PENELITIAN

No: 015/BWAS-Ops/1/2021

Yang bertanda tangan di bawah ini :

Nama : Eli Ratnawati
Jabatan : HRD & Kabag Operasional
Perusahaan : PT. BPR Wutama Artha Sejahtera
Alamat : Jl. Brigjen Katamso no. 180, Kedungrejo – Waru Sidoarjo

Dengan inimerangkan bahwa :

Nama : Dimas Purwantoro
NPK : K.2017.1.34362
Fak./jur. : Management
Perguruan Tinggi : STIE Malangkececwara Malang

Bahwa yang bersangkutan benar telah melakukan penelitian di PT. BPR Wutama Artha Sejahtera guna melengkapi data dalam rangka penyusunan Skripsi yang berjudul :

ANALISIS KEPEMIMPINAN MOTIVASI KERJA DAN KEPUASAN KERJA TERHADAP LOYALITAS KERJA KARYAWAN PT. BPR WUTAMA ARTHA SEJAHTERA SIDOARJO

Demikian surat keterangan ini dibuat dengan sebenarnya untuk dapat dipergunakan sebagaimana mestinya.

A large, semi-transparent watermark of the BPR WUTAMA logo is centered on the page, behind the main text.

Sidoarjo, 25 Januari 2021
PT. BPR Wutama Artha Sejahtera

A handwritten signature in blue ink, appearing to read 'Eli Ratnawati', is written over the company logo.
BPRWUTAMA
PT. BPR WUTAMA ARTHA SEJAHTERA
(Eli Ratnawati)
HRD & Kabag Operasional