

LAMPIRAN
LAMPIRAN 1
KUISIONER PENELITIAN

No. Responden :

IDENTITAS RESPONDEN :

1. Umur :
2. Jenis Kelamin :
3. Pendidikan Terakhir :
4. Jabatan :
5. Lama Bekerja :

PETUNJUK PENGISIAN KUISIONER

Setiap responden dapat memberikan jawaban dengan memberikan tanda centang (✓) pada setiap pertanyaan atau jawaban yang tersedia dan identitas para responden akan dirahasiakan .

Keterangan :

- ✓ Sangat Setuju (SS)
- ✓ Setuju (S)
- ✓ Netral (N)
- ✓ Tidak Setuju (TS)
- ✓ Sangat Tidak Setuju (STS)

DAFTAR PERNYATAAN

INTEGRITAS (X1)

| NO | PERNYATAAN | NILAI | | | | |
|---------------------------------|---|-------|----|---|---|----|
| | | STS | TS | N | S | SS |
| | | 1 | 2 | 3 | 4 | 5 |
| I. Indikator: Kejujuran Auditor | | | | | | |
| 1. | Auditor harus taat pada peraturan peraturan, baik | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| | diawasi maupun tidak diawasi. | | | | | |
| 2 | Auditor harus bekerja sesuai dengan keadaan yang sebenarnya, tidak menambah maupun mengurangi fakta yang ada. | | | | | |
| 3. | Auditor tidak menerima segala sesuatu dalam bentuk apapun yang bukan haknya | | | | | |
| II. Indikator : Keberanian Auditor | | | | | | |
| 4. | Auditor tidak dapat diintimidasi oleh orang lain dan tidak tunduk karena tekanan yang dilakukan oleh orang lain guna mempengaruhi sikap dan pendapatnya. | | | | | |
| 5. | Auditor mengemukakan hal-hal yang menurut pertimbangan dan keyakinannya perlu dilakukan. | | | | | |
| 6. | Auditor harus memiliki rasa percaya diri yang besar dalam menghadapi berbagai kesulitan. | | | | | |
| III. Indikator : Sikap Bijaksana Auditor | | | | | | |
| 7. | Auditor selalu menimbang permasalahan berikut akibat- | | | | | |

| | | | | | | |
|---------------------------------------|--|--|--|--|--|--|
| | akibatnya dengan seksama. | | | | | |
| 8. | Auditor mempertimbangkan kepentingan negara. | | | | | |
| IV. Indikator : Tanggungjawab Auditor | | | | | | |
| 9. | Auditor tidak mengelak atau menyalahkan orang lain yang dapat mengakibatkan kerugian orang lain. | | | | | |
| 10. | Auditor memiliki rasa tanggungjawab bila hasil pemeriksaannya masih memerlukan perbaikan dan penyempurnaan. | | | | | |
| 11. | Dalam menyusun rekomendasi, auditor harus berpegang teguh pada ketentuan/peraturan yang berlaku dengan tetap mempertimbangkan agar rekomendasi dapat dilaksanakan. | | | | | |

Sumber : Arini (2010)

GAYA KEPEMIMPINAN (X2)

| NO | PERNYATAAN | NILAI | | | | |
|---|--|-------|----|---|---|----|
| | | STS | TS | N | S | SS |
| | | 1 | 2 | 3 | 4 | 5 |
| I. Indikator : Gaya Kepemimpinan Partisipatif | | | | | | |
| 12. | Pemimpin ditempat saya bekerja mengkoordinasikan | | | | | |

| | | | | | | |
|--|--|--|--|--|--|--|
| | kegiatan bekerja serta pembuatan jadwal tugas pekerjaan untuk satu tahun | | | | | |
| 13. | Pemimpin ditempat saya bekerja mengkoordinasikan kegiatan bekerja serta pembuatan jadwal tugas pekerjaan untuk satu tahun | | | | | |
| II. Indikator : Gaya Kepimimpinan Direktif | | | | | | |
| 14. | Pemimpin ditempat saya bekerja menumbuhkan kesadaran tentang pentingnya patuh terhadap peraturan yang berlaku | | | | | |
| 15 | Semua keputusan ada ditangan pemimpin | | | | | |
| III. Indikator : Gaya Kepemimpinan Suportif | | | | | | |
| 17. | Pemimpin ditempat saya bekerja memperhatikan konflik yang terjadi pada pegawai | | | | | |
| 18. | Pemimpin ditempat saya bekerja selalu memberikan solusi jika bawahannya bertanya tentang masalah-masalah yang terkait dengan pekerjaan | | | | | |
| IV. Indikator : Gaya Kepemimpinan Berorientasi Pada Prestasi | | | | | | |
| 19. | Pemimpin ditempat saya bekerja menghargai dan | | | | | |

| | | | | | | |
|-----|---|--|--|--|--|--|
| | memuji bawahan yang mempunyai kinerja bagus | | | | | |
| 20. | Pemimpin ditempat saya bekerja selalu berusaha mendorong bawahannya untuk meningkatkan kemampuan mereka | | | | | |

Sumber : Robert House dalam Robbins (2015) dalam Endah Yanuarti (2014) di modifikasi

KINERJA AUDITOR (Y)

| NO | PERNYATAAN | NILAI | | | | |
|--------------------------------------|--|-------|----|---|---|----|
| | | STS | TS | N | S | SS |
| | | 1 | 2 | 3 | 4 | 5 |
| I. Indikator : Kinerja Pekerjaan | | | | | | |
| A. Sub Indikator : Ketepatan Waktu | | | | | | |
| Penyusunan rencana dan program Audit | | | | | | |
| 21. | Auditor ikut dalam menyusun program audit | | | | | |
| 22. | Auditor mengusulkan alokasi anggaran waktu pemeriksaan untuk setiap jenis kegiatan dalam proses audit. | | | | | |
| 23. | Jadwal pelaksanaan pemeriksaan sesuai dengan Rencana Kerja Tahunan | | | | | |
| 24 | Waktu mulai pelaksanaan audit sesuai dengan jadwal masuk audit yang direncanakan dalam Program | | | | | |

| | | | | | | |
|--|--|--|--|--|--|--|
| | Kerja Audit | | | | | |
| Indikator : Pelaksanaan Audit | | | | | | |
| 25. | Realisasi waktu untuk pemeriksaan melebihi alokasi anggaran waktu untuk pemeriksaan. | | | | | |
| B. Sub Indikator : Kesesuaian pemeriksaan dengan standar audit internal | | | | | | |
| 26. | Program audit telah disusun sesuai dengan standar. | | | | | |
| 27. | Pelaksanaan program audit sesuai dengan jadwal yang telah ditentukan sebelumnya | | | | | |
| 28. | Kertas Kerja Hasil Pemeriksaan telah direviu oleh atasan. | | | | | |
| 29. | Mereviu Kertas Kerja Audit yang dibuat oleh anggota tim | | | | | |
| II. Indikator : Kuantitas Pekerjaan/ Jumlah Output | | | | | | |
| 30 | Mereview Kertas Kerja Audit yang dibuat oleh anggota tim | | | | | |

Sumber : Arini (2010)

KEPUASAN KERJA (Z)

| NO | PERNYATAAN | NILAI | | | | |
|-----|--|-------|----|---|---|----|
| | | STS | TS | N | S | SS |
| | | 1 | 2 | 3 | 4 | 5 |
| 31. | Hasil dari pekerjaan saya sesuai dengan tugas yang diberikan | | | | | |
| 32. | Saya bekerja sesuai dengan | | | | | |

| | | | | | | |
|-----|---|--|--|--|--|--|
| | keahlian saya | | | | | |
| 33. | Saya diperlakukan dengan baik dan adil atas pekerjaan saya | | | | | |
| 34. | Saya merasa suasana dan lingkungan kerja saya sudah baik | | | | | |
| 35. | Peralatan yang adad apar menunjang pelaksanaan pekerjaan saya | | | | | |
| 36. | Gaji yang saya terima sudah memenuhi kebutuhan | | | | | |

LAMPIRAN DATA
TABULASI DATA

Integritas

| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | Total |
|----|------|------|------|------|------|------|------|------|------|-------|
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 2 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 41 |
| 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 8 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 10 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 43 |
| 11 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 12 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 13 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 34 |
| 14 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 43 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 42 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 28 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 30 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |

Gaya Kepemimpinan

| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | Total |
|------|------|------|------|------|------|-------|
| 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 1 | 3 | 3 | 2 | 1 | 5 | 15 |
| 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 5 | 5 | 5 | 5 | 4 | 3 | 27 |
| 5 | 3 | 5 | 5 | 5 | 5 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 5 | 3 | 5 | 5 | 5 | 5 | 28 |
| 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 5 | 5 | 4 | 5 | 4 | 4 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 3 | 4 | 4 | 4 | 4 | 24 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 4 | 4 | 4 | 4 | 3 | 25 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 2 | 5 | 5 | 5 | 5 | 27 |
| 5 | 4 | 5 | 5 | 5 | 5 | 29 |
| 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 4 | 3 | 4 | 4 | 4 | 4 | 23 |

Kinerja Auditor

| | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Total |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 2 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 32 |
| 3 | 1 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | 12 |
| 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 31 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 33 |
| 6 | 5 | 4 | 5 | 2 | 5 | 4 | 5 | 5 | 35 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 8 | 5 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 34 |
| 9 | 5 | 5 | 5 | 2 | 5 | 4 | 5 | 5 | 36 |
| 10 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 4 | 35 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 38 |

| | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----|
| 12 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 13 | 1 | 1 | 1 | 3 | 2 | 2 | 1 | 1 | 12 |
| 14 | 5 | 4 | 5 | 2 | 5 | 5 | 5 | 5 | 36 |
| 15 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 30 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 18 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 39 |
| 19 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 31 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 25 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 5 | 36 |
| 26 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 30 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 28 | 5 | 5 | 5 | 2 | 4 | 4 | 5 | 5 | 35 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |

Kepuasan Kerja

| | Z.1 | Z.2 | Z.3 | Z.4 | Z.5 | Z.6 | Total |
|----|-----|-----|-----|-----|-----|-----|-------|
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 2 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 3 | 1 | 3 | 1 | 1 | 1 | 1 | 8 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 5 | 5 | 3 | 4 | 5 | 4 | 3 | 24 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 7 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 8 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 10 | 4 | 5 | 4 | 3 | 3 | 4 | 23 |
| 11 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 12 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 13 | 1 | 2 | 1 | 1 | 1 | 1 | 7 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 15 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 19 | 4 | 3 | 3 | 4 | 3 | 4 | 21 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 21 | 5 | 4 | 4 | 3 | 3 | 4 | 23 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 26 | 4 | 3 | 4 | 5 | 5 | 5 | 26 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 30 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |

LAMPIRAN 3
HASIL SPSS 25
Uji Validitas

| Unit | Koefisien Korelasi (r) | r tabel ($\alpha=5\%$) | Kesimpulan |
|------------------------|------------------------|--------------------------|------------|
| Integritas (X1) | 0,946 | 0,361 | valid |
| | 0,946 | 0,361 | valid |
| | 0,945 | 0,361 | valid |
| | 0,942 | 0,361 | valid |
| | 0,911 | 0,361 | valid |
| | 0,948 | 0,361 | valid |
| | 0,917 | 0,361 | valid |
| | 0,944 | 0,361 | valid |
| | 0,946 | 0,361 | valid |
| Gaya Kepemimpinan (X2) | 0,944 | 0,361 | valid |
| | 0,533 | 0,361 | valid |
| | 0,824 | 0,361 | valid |
| | 0,903 | 0,361 | valid |
| | 0,913 | 0,361 | valid |
| | 0,602 | 0,361 | valid |
| Kinerja Auditor (Y) | 0,945 | 0,361 | valid |
| | 0,932 | 0,361 | valid |
| | 0,929 | 0,361 | valid |
| | 0,269 | 0,361 | valid |
| | 0,932 | 0,361 | valid |
| | 0,900 | 0,361 | valid |
| | 0,960 | 0,361 | valid |
| | 0,820 | 0,361 | valid |
| Kepuasan kinerja (Z) | 0,934 | 0,361 | valid |
| | 0,758 | 0,361 | valid |

| | | | |
|--|-------|-------|-------|
| | 0,947 | 0,361 | valid |
| | 0,901 | 0,361 | valid |
| | 0,893 | 0,361 | valid |
| | 0,905 | 0,361 | valid |

Uji Realibilitas

| Item-Total Statistics | | | | |
|-----------------------|----------------------------------|-------------------------------------|--|--|
| | Scale Mean if Item Deleted | Scale Varianceif Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 122.3333 | 604.713 | .941 | .987 |
| X1.2 | 122.3333 | 604.713 | .941 | .987 |
| X1.3 | 122.3667 | 604.585 | .940 | .987 |
| X1.4 | 122.4333 | 604.530 | .937 | .987 |
| X1.5 | 122.5333 | 606.257 | .904 | .987 |
| X1.6 | 122.6000 | 604.593 | .944 | .987 |
| X1.7 | 122.6333 | 604.999 | .910 | .987 |
| X1.8 | 122.4000 | 604.524 | .939 | .987 |
| X1.9 | 122.3333 | 604.713 | .941 | .987 |
| X2.1 | 122.4000 | 604.524 | .939 | .987 |
| X2.2 | 123.0000 | 629.241 | .528 | .988 |
| X2.3 | 122.6333 | 617.137 | .813 | .987 |
| X2.4 | 122.5333 | 609.706 | .896 | .987 |
| X2.5 | 122.6667 | 604.023 | .906 | .987 |
| X2.6 | 122.3667 | 628.033 | .580 | .988 |
| Y.1 | 122.4000 | 604.455 | .940 | .987 |
| Y.2 | 122.5667 | 605.289 | .926 | .987 |
| Y.3 | 122.5667 | 605.426 | .923 | .987 |

| | | | | |
|-----|----------|---------|------|------|
| Y.4 | 123.4667 | 636.533 | .217 | .991 |
| Y.5 | 122.5667 | 610.047 | .927 | .987 |
| Y.6 | 122.6000 | 611.766 | .893 | .987 |
| Y.7 | 122.5333 | 603.637 | .957 | .987 |
| Y.8 | 122.5667 | 615.426 | .807 | .987 |
| Z.1 | 122.5333 | 605.016 | .929 | .987 |
| Z.2 | 122.6667 | 621.885 | .744 | .988 |
| Z.3 | 122.8000 | 605.269 | .943 | .987 |
| Z.4 | 122.7333 | 605.375 | .892 | .987 |
| Z.5 | 122.8333 | 605.730 | .884 | .987 |
| Z.6 | 122.6667 | 605.885 | .897 | .987 |

| Reliability Statistics | | |
|-------------------------------|------------|------------|
| Cronbach's Alpha | N of Items | Kesimpulan |
| .988 | 29 | Reliable |

Uji Normalitas

| One-Sample Kolmogorov-Smirnov Test | | |
|---|----------------|-------------------------|
| | | Unstandardized Residual |
| N | | 30 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 3.11194213 |
| Most Extreme Differences | Absolute | .122 |
| | Positive | .083 |
| | Negative | -.122 |
| Test Statistic | | .122 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Uji Multikolinieritas

| Coefficients^a | | | | | | | |
|--|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | B | Std. Error | Beta | | | Tolerance | VIF |
| (Constant) | 3.535 | 3.074 | | 1.150 | .260 | | |
| Integritas | .540 | .127 | .693 | 4.236 | .000 | .243 | 4.120 |
| Gaya Kepemimpinan | .341 | .234 | .239 | 1.459 | .156 | .243 | 4.120 |
| a. Dependent Variable: Kinerja Auditor | | | | | | | |

Uji Heteroskedastiditas

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.274 | 1.631 | | 1.394 | .175 |
| | Integritas | .126 | .068 | .686 | 1.866 | .073 |
| | Gaya Kepemimpinan | -.191 | .124 | -.567 | -1.543 | .134 |

a. Dependent Variable: RES4

Uji Regresi Linier Berganda

| ANOVA ^a | | | | | | |
|--------------------|------------|----------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1188.754 | 2 | 594.377 | 63.504 | .000 ^b |
| | Residual | 252.713 | 27 | 9.360 | | |
| | Total | 1441.467 | 29 | | | |

a. Dependent Variable: Kinerja Auditor

b. Predictors: (Constant), Gaya Kepemimpinan , Integritas

| Coefficients ^a | | | | | | |
|---------------------------|-------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.010 | 13.332 | | .376 | .710 |
| | Integritas | .336 | .327 | .181 | 1.028 | .313 |
| | Gaya Kepemimpinan | .594 | .238 | .439 | 2.495 | .019 |

a. Dependent Variable: Kinerja Auditor

Uji Koefisien Determinasi

| Model Summary | | | | |
|---------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .900 ^a | .811 | .804 | 3.12037 |
| a. Predictors: (Constant), Integritas | | | | |

| Model Summary | | | | |
|---------------------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .842 ^a | .708 | .698 | 3.87616 |
| a. Predictors: (Constant), Gaya | | | | |

Uji T

| Coefficients ^a | | | | | | |
|--|-----------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 9.229 | 2.744 | | 3.363 | .002 |
| | Integritas | .301 | .164 | .386 | 1.838 | .077 |
| | Integritas_Kepuasan Kinerja | .012 | .005 | .550 | 2.618 | .014 |
| a. Dependent Variable: Kinerja Auditor | | | | | | |

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--|-------------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 11.153 | 4.921 | | 2.266 | .032 |
| | Gaya Kepemimpinan | .282 | .401 | .197 | .704 | .487 |
| | Gaya Kepemimpinan, Kepuasan Kinerja | .023 | .009 | .684 | 2.438 | .022 |
| a. Dependent Variable: Kinerja Auditor | | | | | | |

Uji F

| ANOVA ^a | | | | | | |
|--|------------|----------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1224.819 | 2 | 612.410 | 76.322 | .000 ^b |
| | Residual | 216.647 | 27 | 8.024 | | |
| | Total | 1441.467 | 29 | | | |
| a. Dependent Variable: Kinerja Auditor | | | | | | |
| b. Predictors: (Constant), Gaya Kepemimpinan_Kepuasan Kinerja , Integritas | | | | | | |

| ANOVA ^a | | | | | | |
|--|------------|----------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1096.689 | 2 | 548.345 | 42.942 | .000 ^b |
| | Residual | 344.778 | 27 | 12.770 | | |
| | Total | 1441.467 | 29 | | | |
| a. Dependent Variable: Kinerja Auditor | | | | | | |

b. Predictors: (Constant), X2Z, Gaya Kepemimpinan

Tabel t df (1-40)

| df | Pr 0.25 0.50 | 0.10 0.20 | 0.05 0.10 | 0.025 0.050 | 0.01 0.02 | 0.005 0.010 | 0.001 0.002 |
|----|--------------------|--------------|--------------|----------------|--------------|----------------|----------------|
| 1 | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.85674 | 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 |
| 38 | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| 39 | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| 40 | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

Tabel r

| N | The Level of Significance | | N | The Level of Significance | |
|----|---------------------------|-------|------|---------------------------|-------|
| | 5% | 1% | | 5% | 1% |
| 3 | 0.997 | 0.999 | 38 | 0.320 | 0.413 |
| 4 | 0.950 | 0.990 | 39 | 0.316 | 0.408 |
| 5 | 0.878 | 0.959 | 40 | 0.312 | 0.403 |
| 6 | 0.811 | 0.917 | 41 | 0.308 | 0.398 |
| 7 | 0.754 | 0.874 | 42 | 0.304 | 0.393 |
| 8 | 0.707 | 0.834 | 43 | 0.301 | 0.389 |
| 9 | 0.666 | 0.798 | 44 | 0.297 | 0.384 |
| 10 | 0.632 | 0.765 | 45 | 0.294 | 0.380 |
| 11 | 0.602 | 0.735 | 46 | 0.291 | 0.376 |
| 12 | 0.576 | 0.708 | 47 | 0.288 | 0.372 |
| 13 | 0.553 | 0.684 | 48 | 0.284 | 0.368 |
| 14 | 0.532 | 0.661 | 49 | 0.281 | 0.364 |
| 15 | 0.514 | 0.641 | 50 | 0.279 | 0.361 |
| 16 | 0.497 | 0.623 | 55 | 0.266 | 0.345 |
| 17 | 0.482 | 0.606 | 60 | 0.254 | 0.330 |
| 18 | 0.468 | 0.590 | 65 | 0.244 | 0.317 |
| 19 | 0.456 | 0.575 | 70 | 0.235 | 0.306 |
| 20 | 0.444 | 0.561 | 75 | 0.227 | 0.296 |
| 21 | 0.433 | 0.549 | 80 | 0.220 | 0.286 |
| 22 | 0.432 | 0.537 | 85 | 0.213 | 0.278 |
| 23 | 0.413 | 0.526 | 90 | 0.207 | 0.267 |
| 24 | 0.404 | 0.515 | 95 | 0.202 | 0.263 |
| 25 | 0.396 | 0.505 | 100 | 0.195 | 0.256 |
| 26 | 0.388 | 0.496 | 125 | 0.176 | 0.230 |
| 27 | 0.381 | 0.487 | 150 | 0.159 | 0.210 |
| 28 | 0.374 | 0.478 | 175 | 0.148 | 0.194 |
| 29 | 0.367 | 0.470 | 200 | 0.138 | 0.181 |
| 30 | 0.361 | 0.463 | 300 | 0.113 | 0.148 |
| 31 | 0.355 | 0.456 | 400 | 0.098 | 0.128 |
| 32 | 0.349 | 0.449 | 500 | 0.088 | 0.115 |
| 33 | 0.344 | 0.442 | 600 | 0.080 | 0.105 |
| 34 | 0.339 | 0.436 | 700 | 0.074 | 0.097 |
| 35 | 0.334 | 0.430 | 800 | 0.070 | 0.091 |
| 36 | 0.329 | 0.424 | 900 | 0.065 | 0.086 |
| 37 | 0.325 | 0.418 | 1000 | 0.062 | 0.081 |

F Tabel

| 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 | 8.78 | 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 | 5.98 | 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 | 2.48 | 2.37 | 2.28 | 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 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| 44 | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |