

LAMPIRAN-LAMPIRAN

Lampiran 1. Kuisisioner Penelitian

| No | Pertanyaan | STS | TS | RG | S | SS |
|-----------------------|--|-----|----|----|---|----|
| KEPEMIMPINAN | | | | | | |
| 1. | Anda merasa di dengar dan dihargai oleh pemimpin di PT Arta Boga Cemerlang Malang | | | | | |
| 2. | Anda merasa pemimpin memberikan contoh dan teladan yang baik dalam bekerja? | | | | | |
| 3. | pemimpin Anda menangani konflik atau masalah yang muncul di pekerjaan ? | | | | | |
| 4. | pemimpin di Perusahaan memberikan inovasi dan inisiatif baru? | | | | | |
| 5. | Anda merasa ada kesempatan yang adil untuk berkembang dan maju di bawa kepemimpinan saat ini? | | | | | |
| 6. | Anda merasa bahwa pemimpin memberikan dukungan yang cukup dalam pencapaian tujuan kerja ? | | | | | |
| DISIPLIN KERJA | | | | | | |
| 7. | aturan dan kebijakan disiplin kerja di Perusahaan di jelaskan dengan jelas kepada Anda? | | | | | |
| 8. | Anda merasa penerapan disiplin di tempat kerja bersifat adil dan konsisten ? | | | | | |
| 9. | ada sistem penghargaan dan hukuman yang di terapkan untuk mendukung disiplin kerja? | | | | | |
| 10. | penerapan disiplin kerja membantu ada dalam mengelolah waktu kerja dengan baik ? | | | | | |
| 11. | Anda merasa bahwa penerapan disiplin kerja di PT Artaboga Cemerlang membantu Anda dalam pengembangan karir Anda? | | | | | |
| 12. | penerapan disiplin kerja mempengaruhi keseimbangan antara hidup pekerjaan dan kehidupan pribadi Anda? | | | | | |
| MOTIVASI KERJA | | | | | | |
| 13. | perusahaan memberikan insentif atau penghargaan untuk kinerja yang baik? | | | | | |

| | | | | | | |
|--------------------------------|--|--|--|--|--|--|
| 14. | Anda merasa tujuan dan visi perusahaan selaras dengan tujuan pribadi Anda? | | | | | |
| 15 | PT Artaboga Cemerlang memberikan kesempatan untuk pengembangan dan pelatihan untuk mempengaruhi motivasi Anda? | | | | | |
| 16. | Anda merasa mendapat cukup dukungan dan sumber daya untuk menyelesaikan pekerjaan Anda? | | | | | |
| 17 | besar pengaruh lingkungan kerja dan rekan kerja terhadap motivasi Anda? | | | | | |
| 18 | ada peluang untuk promosi motivasi kerja Anda? | | | | | |
| KEPUASAN KERJA KARYAWAN | | | | | | |
| 19 | Anda puas dengan fasilitas dan lingkungan tempat kerja | | | | | |
| 20 | Anda bangga ketika pekerjaan Anda di hargai dan diakui oleh perusahaan | | | | | |
| 21 | Anda merasa puas terhadap insentif yang diberikan oleh Perusahaan | | | | | |
| 22 | Anda telah menjalankan tugas dan tanggung jawab di kantor dengan baik | | | | | |
| 23 | Anda memiliki hubungan komunikasi yang baik dengan rekan kerja Anda | | | | | |
| 24 | Anda merasa puas terhadap kebijakan perusahaan dalam menangani keluhan atau masalah karyawan | | | | | |

Lampiran 2. Hasil Uji Validitas Variabel X1

| Correlations | | | | | | | | |
|--------------|---------------------|--------|--------|--------|--------|--------|--------|----------|
| | | p1 | p2 | p3 | p4 | p5 | p6 | total X1 |
| p1 | Pearson Correlation | 1 | .646** | .293 | .448** | .360* | .305 | .725** |
| | Sig. (2-tailed) | | .000 | .066 | .004 | .023 | .056 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p2 | Pearson Correlation | .646** | 1 | .331* | .487** | .459** | .270 | .761** |
| | Sig. (2-tailed) | .000 | | .037 | .001 | .003 | .092 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p3 | Pearson Correlation | .293 | .331* | 1 | .204 | .552** | .242 | .631** |
| | Sig. (2-tailed) | .066 | .037 | | .207 | .000 | .133 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p4 | Pearson Correlation | .448** | .487** | .204 | 1 | .278 | .270 | .641** |
| | Sig. (2-tailed) | .004 | .001 | .207 | | .083 | .092 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p5 | Pearson Correlation | .360* | .459** | .552** | .278 | 1 | .407** | .744** |
| | Sig. (2-tailed) | .023 | .003 | .000 | .083 | | .009 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p6 | Pearson Correlation | .305 | .270 | .242 | .270 | .407** | 1 | .630** |
| | Sig. (2-tailed) | .056 | .092 | .133 | .092 | .009 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| total X1 | Pearson Correlation | .725** | .761** | .631** | .641** | .744** | .630** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

** . Correlation is significant at the 0.01 level (2-tailed).
* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 3. Hasil uji validitas Disiplin Kerja X2

| | | Correlations | | | | | | |
|----------|---------------------|--------------|--------|--------|--------|--------|--------|----------|
| | | p1 | p2 | p3 | p4 | p5 | p5 | total_x2 |
| p1 | Pearson Correlation | 1 | .725** | .797** | .555** | .374* | .347* | .° |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .017 | .028 | . |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 0 |
| p2 | Pearson Correlation | .725** | 1 | .560** | .435** | .291 | .296 | .° |
| | Sig. (2-tailed) | .000 | | .000 | .005 | .069 | .063 | . |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 0 |
| p3 | Pearson Correlation | .797** | .560** | 1 | .460** | .642** | .644** | .° |
| | Sig. (2-tailed) | .000 | .000 | | .003 | .000 | .000 | . |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 0 |
| p4 | Pearson Correlation | .555** | .435** | .460** | 1 | .514** | .379* | .° |
| | Sig. (2-tailed) | .000 | .005 | .003 | | .001 | .016 | . |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 0 |
| p5 | Pearson Correlation | .374* | .291 | .642** | .514** | 1 | .642** | .° |
| | Sig. (2-tailed) | .017 | .069 | .000 | .001 | | .000 | . |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 0 |
| p5 | Pearson Correlation | .347* | .296 | .644** | .379* | .647** | 1 | .° |
| | Sig. (2-tailed) | .028 | .063 | .000 | .016 | .000 | | . |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 0 |
| total_x2 | Pearson Correlation | .° | .° | .° | .° | .° | .° | .° |
| | Sig. (2-tailed) | . | . | . | . | . | . | . |
| | N | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

** . Correlation is significant at the 0.01 level (2-tailed).
 * . Correlation is significant at the 0.05 level (2-tailed).
 . . Cannot be computed because at least one of the variables is constant.

Lampiran 4. Hasil uji validitas motivasi kerja X3

| | | Correlations | | | | | | |
|----------|---------------------|--------------|--------|--------|--------|--------|--------|----------|
| | | p1 | p2 | p3 | p4 | p5 | p6 | total_x3 |
| p1 | Pearson Correlation | 1 | .584** | .562** | .616** | .602** | .141 | .763** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .385 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p2 | Pearson Correlation | .584** | 1 | .619** | .561** | .377* | .189 | .714** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .017 | .243 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p3 | Pearson Correlation | .562** | .619** | 1 | .674** | .473** | .248 | .728** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .002 | .123 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p4 | Pearson Correlation | .616** | .561** | .674** | 1 | .509** | .435** | .804** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .001 | .005 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p5 | Pearson Correlation | .602** | .377* | .473** | .508** | 1 | .203 | .711** |
| | Sig. (2-tailed) | .000 | .017 | .002 | .001 | | .208 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| p6 | Pearson Correlation | .141 | .189 | .248 | .435** | .203 | 1 | .612** |
| | Sig. (2-tailed) | .385 | .243 | .123 | .005 | .208 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| total_x3 | Pearson Correlation | .763** | .714** | .728** | .804** | .711** | .612** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

** . Correlation is significant at the 0.01 level (2-tailed).
 * . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 5. Hasil uji validitas kepuasan kerja Y

| | | Correlations | | | | | | |
|---------|---------------------|--------------|--------|--------|--------|--------|--------|---------|
| | | P1 | P2 | P3 | P4 | P5 | P6 | TOTAL_Y |
| P1 | Pearson Correlation | 1 | .164 | .214 | .526** | .567** | .152 | .636** |
| | Sig. (2-tailed) | | .311 | .184 | .000 | .000 | .348 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| P2 | Pearson Correlation | .164 | 1 | .591** | .360* | .302 | .502** | .722** |
| | Sig. (2-tailed) | .311 | | .000 | .022 | .058 | .001 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| P3 | Pearson Correlation | .214 | .591** | 1 | .124 | .529** | .428** | .707** |
| | Sig. (2-tailed) | .184 | .000 | | .446 | .000 | .006 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| P4 | Pearson Correlation | .526** | .360* | .124 | 1 | .227 | .276 | .645** |
| | Sig. (2-tailed) | .000 | .022 | .446 | | .159 | .084 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| P5 | Pearson Correlation | .567** | .302 | .529** | .227 | 1 | .409** | .731** |
| | Sig. (2-tailed) | .000 | .058 | .000 | .159 | | .009 | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| P6 | Pearson Correlation | .152 | .502** | .428** | .276 | .409** | 1 | .643** |
| | Sig. (2-tailed) | .348 | .001 | .006 | .084 | .009 | | .000 |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |
| TOTAL_Y | Pearson Correlation | .636** | .722** | .707** | .645** | .731** | .643** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 40 | 40 | 40 | 40 | 40 | 40 | 40 |

** . Correlation is significant at the 0.01 level (2-tailed).
 * . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 6. Hasil uji reliabel X-Y

Tabel Uji Reliabilitas Variabel X-Y

| Variabel | Cronbach Alpha | Keterangan |
|------------------------|-----------------------|-------------------|
| Gaya Kepemimpinan (X1) | 0.726 | Reliable |
| Disiplin kerja (X2) | 0,808 | Reliable |
| Motivasi Kerja (X3) | 0.704 | Reliable |
| Kepuasan Kerja (Y) | 0.466 | Reliable |