

LAMPIRAN

Lampiran- 1 Kuesioner

1. Data Responden

Berilah tanda centang () pada kotak yang tersedia

Nama :

Jenis Kelamin :

2. Petunjuk Pengisian

Jawablah pernyataan dengan memilih salah satu 5 alternatif yang tersedia.

Berikan tanda (√) pada salah satu pilihan pendapat Saudara/i.

Keterangan :

1. STS : Sangat kurang setuju

2. TS : Kurang setuju

3. CS : Cukup setuju

4. S : Setuju

5. SS : Sangat setuju

1) Kepemimpinan (X1)

No	Pernyataan	SS	S	CS	TS	STS
1.	Pemimpin dapat menjadi teladan bagi pegawai untuk bekerja					
2.	Pemimpin mampu memecahkan masalah yang terjadi di dalam organisasi dan mampu memberikan solusi untuk masalah yang dihadapi					
3.	Pemimpin jujur dan selalu mematuhi standar etika nilai moral dalam pengambilan keputusan					

4.	Pemimpin mempunyai keterampilan dalam berkomunikasi dan mampu menyampaikan ide juga gagasan secara jelas dan ringkas					
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2) Disiplin Kerja (X2)

No	Pernyataan	SS	S	CS	TS	STS
1.	Saya selalu hadir tepat waktu di tempat kerja setiap hari					
2.	Saya selalu waspada dan menjaga konsentrasi selama jam kerja untuk menghindari kesalahan					
3.	Saya serlalu mengikuti standar kerja yang telah ditetapkan untuk pekerjaan saya					
4.	Saya mengikuti aturan yang telah ditetapkan oleh organisasi					

3) Lingkungan Kerja (X3)

No	Pernyataan	SS	S	CS	TS	STS
1.	Luas ruangan kerja saya cukup untuk konsentrasi dalam menyelesaikan pekerjaan dengan nyaman					
2.	Pencahayaan di tempat saya bekerja cukup untuk melakukan pekerjaan dengan efisien					
3.	Ventilasi ditempat kerja saya memadai untuk menjaga sirkulasi udara tetap sejuk					
4.	Tempat saya bekerja jauh dari kebisingan yang dapat mengganggu konsentrasi pekerjaan					

4) Kinerja Pegawai (Y)

No	Pernyataan	SS	S	CS	TS	STS
1.	Saya mampu menjaga kualitas kerja saya dengan menyelesaikan tugas dengan efisien dan efektif					
2.	Saya kooperatif dan senang memberikan bantuan kepada rekan kerja bila diperlukan					
3.	Saya siap diberikan tugas dan bertanggung jawab penuh terhadap pekerjaan yang di berikan					
4.	Saya siap ditempatkan di posisi mana saja jika diperlukan guna mencapai tujuan organisasi					

Lampiran- 2 Distribusi Jawaban Responden

Statistics

	N		Mean	Std. Deviation	Minimum	Maximum
	Valid	Missing				
X1.1	35	0	3.8286	.74698	2.00	5.00
X1.2	35	0	3.6286	.87735	2.00	5.00
X1.3	35	0	3.4571	.78000	2.00	5.00
X1.4	35	0	3.4000	.81168	2.00	5.00
X2.1	35	0	3.8571	.80961	2.00	5.00
X2.2	35	0	3.8000	.75926	2.00	5.00
X2.3	35	0	3.8000	.83314	1.00	5.00
X2.4	35	0	3.6571	.90563	1.00	5.00
X3.1	35	0	3.8286	.82197	2.00	5.00
X3.2	35	0	3.6571	.80231	2.00	5.00
X3.3	35	0	3.8286	.78537	2.00	5.00

X3.4	35	0	3.6857	.90005	2.00	5.00
Y1	35	0	3.8857	.67612	3.00	5.00
Y2	35	0	3.9429	.72529	3.00	5.00
Y3	35	0	3.8857	.79600	2.00	5.00
Y4	35	0	3.8571	.80961	2.00	5.00

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	10	28.6	28.6	31.4
	4.00	18	51.4	51.4	82.9
	5.00	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	11.4	11.4	11.4
	3.00	10	28.6	28.6	40.0
	4.00	16	45.7	45.7	85.7
	5.00	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	19	54.3	54.3	60.0
	4.00	10	28.6	28.6	88.6

	5.00	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	8.6	8.6	8.6
	3.00	19	54.3	54.3	62.9
	4.00	9	25.7	25.7	88.6
	5.00	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	8	22.9	22.9	28.6
	4.00	18	51.4	51.4	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	11	31.4	31.4	34.3
	4.00	17	48.6	48.6	82.9
	5.00	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	2.9	2.9	2.9
	2.00	1	2.9	2.9	5.7
	3.00	7	20.0	20.0	25.7
	4.00	21	60.0	60.0	85.7
	5.00	5	14.3	14.3	100.0
Total		35	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	2.9	2.9	2.9
	2.00	3	8.6	8.6	11.4
	3.00	7	20.0	20.0	31.4
	4.00	20	57.1	57.1	88.6
	5.00	4	11.4	11.4	100.0
	Total		35	100.0	100.0

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	9	25.7	25.7	31.4
	4.00	17	48.6	48.6	80.0
	5.00	7	20.0	20.0	100.0
	Total		35	100.0	100.0

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2.00	3	8.6	8.6	8.6
	3.00	10	28.6	28.6	37.1
	4.00	18	51.4	51.4	88.6
	5.00	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	11	31.4	31.4	34.3
	4.00	16	45.7	45.7	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	14.3	14.3	14.3
	3.00	6	17.1	17.1	31.4
	4.00	19	54.3	54.3	85.7
	5.00	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	28.6	28.6	28.6
	4.00	19	54.3	54.3	82.9
	5.00	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	28.6	28.6	28.6
	4.00	17	48.6	48.6	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	10	28.6	28.6	31.4
	4.00	16	45.7	45.7	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	8	22.9	22.9	28.6
	4.00	18	51.4	51.4	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

Lampiran- 3 Uji validitas dan Reliabilitas

Correlations Correlations

X1

X1.1	Pearson Correlation	
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	<u>Sig. (2-tailed)</u>	<u>.778**</u>
	N	<u>.000</u> 35
X1.2	<u>Pearson Correlation</u>	<u>.795**</u>
	<u>Sig. (2-tailed)</u>	<u>.000</u>
	N	<u>.000</u> 35
X1.3	<u>Pearson Correlation</u>	<u>.790**</u>
	<u>Sig. (2-tailed)</u>	<u>.000</u>
	N	<u>.000</u> 35
X1.4	<u>Pearson Correlation</u>	<u>.839**</u>
	<u>Sig. (2-tailed)</u>	<u>.000</u>
	N	<u>.000</u> 35

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

Reliability

Scale: ALPHA

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.812	4

Correlations Correlations

		X2
X2.1	Pearson Correlation	.727**
	Sig. (2-tailed)	.000
	N	35
X2.2	Pearson Correlation	.706**
	Sig. (2-tailed)	.000
	N	35
X2.3	Pearson Correlation	

	Sig. (2-tailed)	.868**
	N	35
X2.4	Pearson Correlation	.915**
	Sig. (2-tailed)	.000
	N	35

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

Reliability Scale: ALPHA Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.822	4

Correlations Correlations

		X3
X3.1	Pearson Correlation	.867**
	Sig. (2-tailed)	

	N	.000 35
X3.2	Pearson Correlation	.862**
	Sig. (2-tailed)	.000
	N	35
X3.3	Pearson Correlation	.841**
	Sig. (2-tailed)	.000
	N	35
X3.4	Pearson Correlation	.872**
	Sig. (2-tailed)	.000
	N	35

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

Reliability Scale: ALPHA

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.882	4

Correlations

Correlations

		Y
Y1	<u>Pearson Correlation</u>	<u>.903**</u>
	<u>Sig. (2-tailed)</u>	<u>.000</u>
	N	35
Y2	<u>Pearson Correlation</u>	<u>.886**</u>
	<u>Sig. (2-tailed)</u>	<u>.000</u>
	N	35
Y3	<u>Pearson Correlation</u>	<u>.795**</u>
	<u>Sig. (2-tailed)</u>	<u>.000</u>
	N	35
Y4	<u>Pearson Correlation</u>	<u>.901**</u>
	<u>Sig. (2-tailed)</u>	<u>.000</u>
	N	35

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

Reliability Scale: ALPHA

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.890	4

Lampiran- 4 Asumsi Klasik

Coefficients^a

		Collinearity Statistics	
Model		Tolerance	VIF
1	X1	.708	1.413
	X2	.537	1.862
	X3	.604	1.656

a. Dependent Variable: Y

One-Sample Kolmogorov-Smirnov Test

Unstandardized

		Residual
<u>N</u>		35
Normal Parameters ^{a,b}	<u>Mean</u>	.0000000
	<u>Std. Deviation</u>	1.43954628
Most Extreme Differences	<u>Absolute</u>	
	<u>Positive</u>	.096

	.064
Negative	-.096
Test Statistic	.096
Asymp. Sig. (2-tailed)	.200 ^{c,d}

a. Test distribution is Normal.

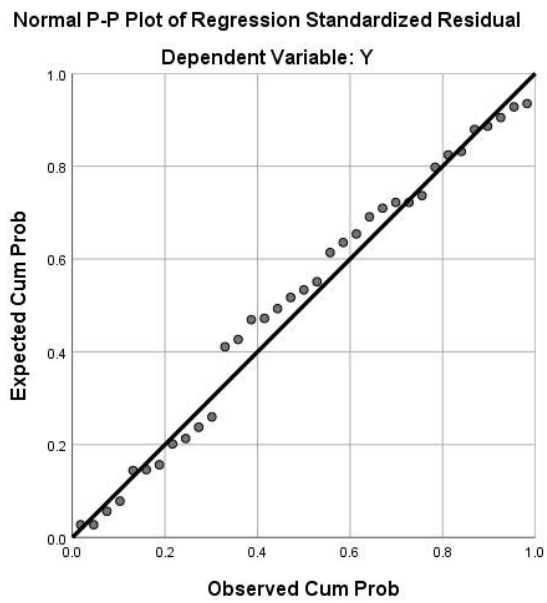
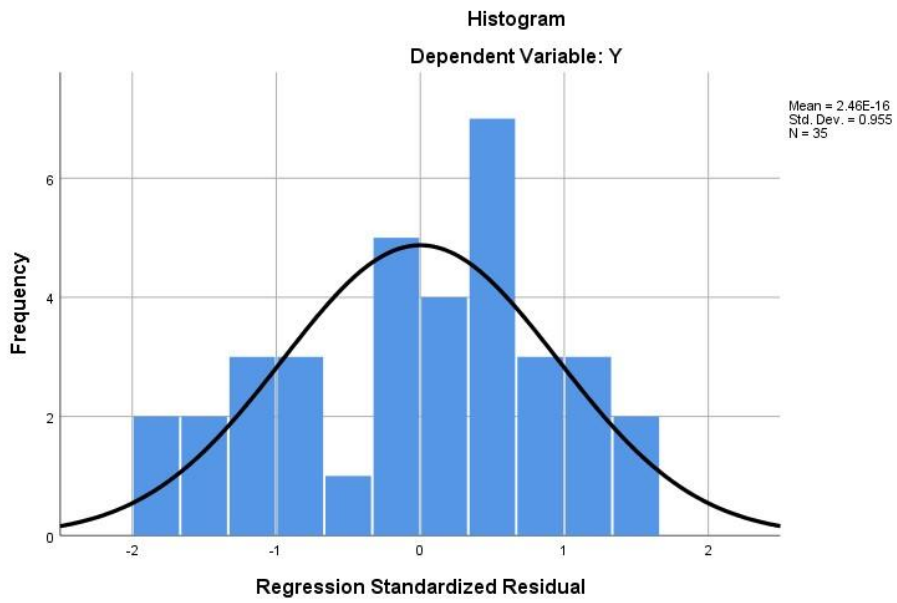
b. Calculated from data.

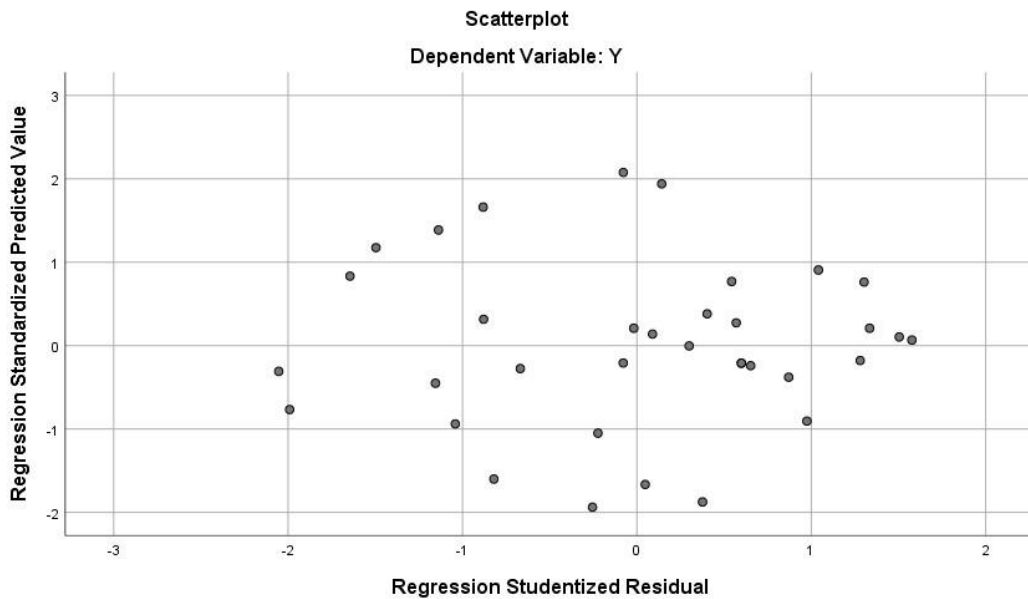
c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Correlations

			Unstandardized
			Residual
Spearman's rho	X1	Correlation Coefficient	.050
		Sig. (2-tailed)	.776
		N	35
	X2	Correlation Coefficient	-.015
		Sig. (2-tailed)	.930
		N	35
	X3	Correlation Coefficient	-.021
		Sig. (2-tailed)	.904
		N	35





Lampiran- 5 Regresi Linier Berganda

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables		Method
		Removed		
1	X3, X1, X2 ^b			Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.835 ^a	.697	.668	1.50759	2.004

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	162.113	3	54.038	23.775	.000 ^b
	Residual	70.458	31	2.273		
	Total	232.571	34			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.030	1.743		.591	.559
	X1	.376	.119	.371	3.155	.004
	X2	.302	.132	.309	2.292	.029
	X3	.306	.117	.333	2.617	.014

a. Dependent Variable: Y