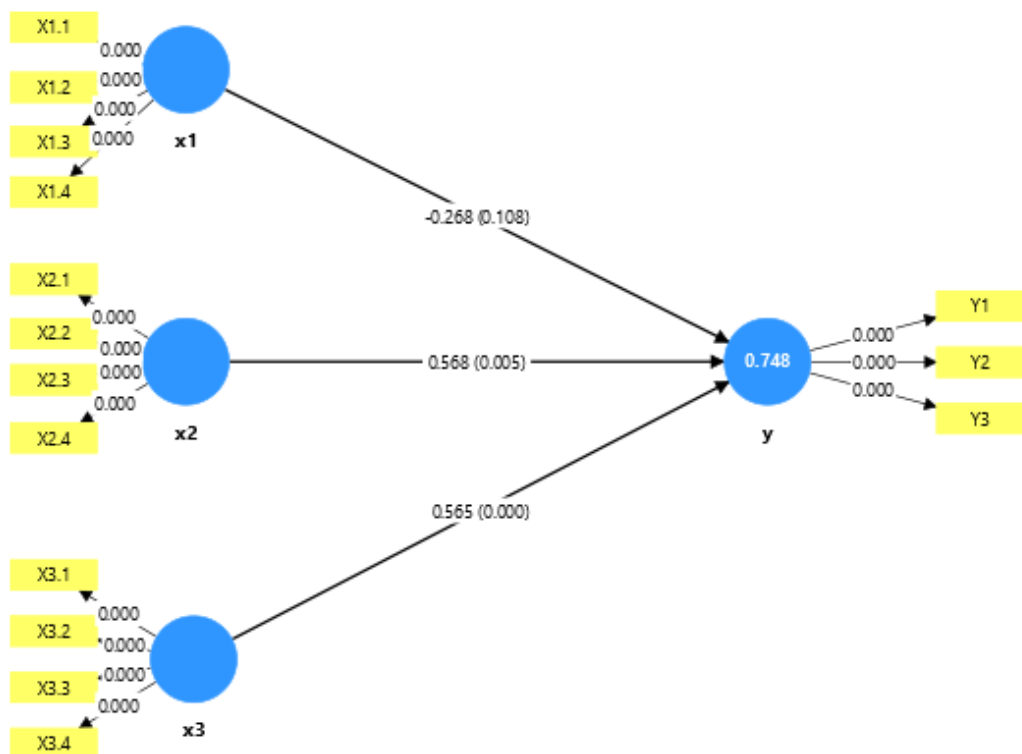
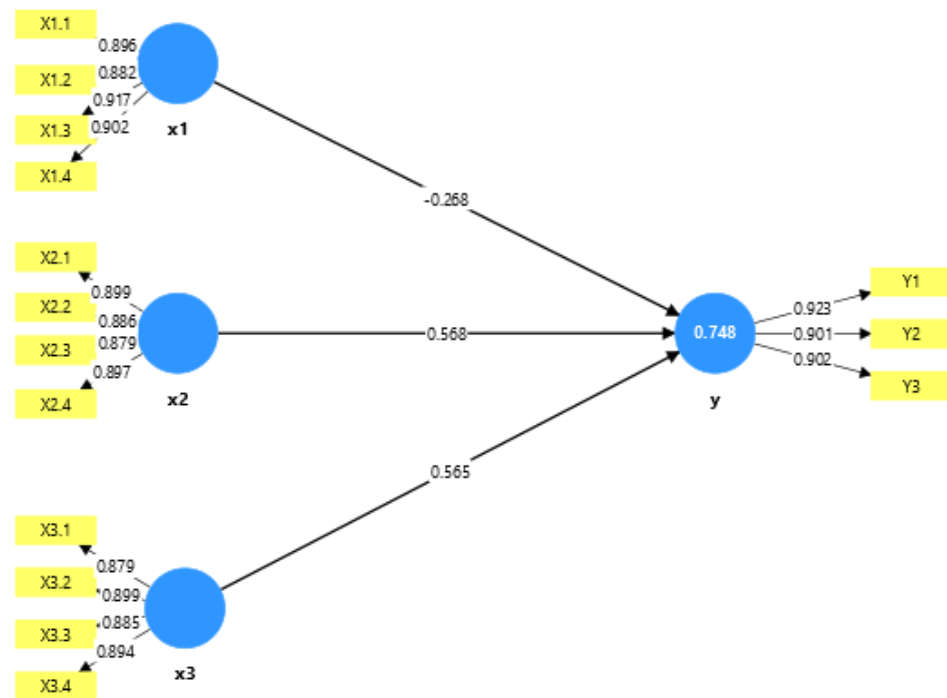


Lampiran 1 : Rekapitulasi Data Penelitian

No	X1.1	X1.2	X1.3	X1.4	X2.1	X2.2	X2.3	X2.4	X3.1	X3.2	X3.3	X3.4	Y1	Y2	Y3
1	5	5	5	5	5	5	4	4	4	4	4	4	5	4	4
2	5	5	4	4	5	5	5	5	5	5	4	4	5	5	4
3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
5	4	4	4	3	4	4	4	4	4	4	4	4	5	5	4
6	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
7	5	5	5	5	4	4	4	4	4	4	4	4	5	5	4
8	5	5	4	4	5	5	4	4	4	4	5	5	4	4	4
9	5	5	5	5	5	5	4	5	4	5	5	5	5	5	5
10	4	4	4	4	5	5	4	5	4	5	5	5	4	4	4
11	3	3	3	3	4	4	4	4	4	4	3	4	4	4	4
12	4	4	4	4	5	4	4	4	4	4	4	5	4	4	4
13	4	4	4	4	5	4	4	4	4	4	4	5	4	4	4
14	5	4	4	4	4	4	4	4	4	4	4	4	5	5	4
15	5	5	4	4	4	4	4	4	4	4	3	4	4	4	4
16	5	5	5	5	5	4	4	4	4	4	4	5	4	4	4
17	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4
18	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4
19	4	4	4	3	4	4	4	4	4	4	4	4	4	4	3
20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
21	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4
22	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
23	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
24	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
25	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4
26	5	4	5	5	4	4	4	4	4	4	4	4	4	4	4
27	4	5	5	4	5	4	4	4	4	4	4	5	5	5	5
28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
29	4	4	4	3	4	3	4	3	4	3	4	4	4	4	4
30	4	4	4	3	3	3	3	3	3	3	4	3	4	4	4
31	4	4	3	3	4	3	4	4	4	3	4	4	4	4	4
32	4	3	4	3	3	3	3	3	3	3	4	3	4	4	4
33	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5
34	4	4	4	4	3	3	3	3	3	3	3	3	3	3	4
35	2	2	2	1	1	1	1	2	1	2	2	2	2	2	2
36	4	3	3	4	3	4	4	3	4	4	3	3	4	4	4
37	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4
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39	5	4	4	4	5	5	4	4	4	4	4	5	4	4	4
40	4	4	4	4	3	3	3	3	3	3	4	3	4	4	4
41	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4
42	4	4	4	3	4	4	4	4	4	4	4	4	5	4	4
43	3	3	3	3	2	2	2	3	2	3	2	2	2	2	2
44	4	4	4	4	3	3	3	3	3	3	3	3	4	4	4

Lampiran 2 : Rekalkulasi *Algorithm*



Lampiran 3 : Uji *Convergent validity*

	x1 Gaya Kepemimpinan	x2 Pengawasan	x3 Disiplin Kerja	y Kinerja Karyawan
X1.1	0.896			
X1.2	0.882			
X1.3	0.917			
X1.4	0.902			
X2.1		0.899		
X2.2		0.886		
X2.3		0.879		
X2.4		0.897		
X3.1			0.879	
X3.2			0.899	
X3.3			0.885	
X3.4			0.894	
Y1				0.923
Y2				0.901
Y3				0.902

Lampiran 4 : *Discriminant validity*

	x1 Gaya Kepemimpinan	x2 Pengawasan	x3 Disiplin Kerja	y Kinerja Karyawan
x1				
x2	0.899			
x3	0.828	0.890		
y	0.679	0.881	0.893	

Lampiran 5 : Uji *HTMT*

	Average variance extracted (AVE)
x1 Gaya Kepemimpinan	0.809
x2 Pengawasan	0.793
x3 Disiplin Kerja	0.791
y Kinerja Karyawan	0.826

Lampiran 6 : Uji *Composite Reliability* & *Cronbach's alpha*

	Composite reliability	Cronbach's alpha
x1 Gaya Kepemimpinan	0.944	0.922
x2 Pengawasan	0.939	0.913
x3 Disiplin Kerja	0.938	0.912
y Kinerja Karyawan	0.934	0.895

Lampiran 7 : Collinearity Statistics

Keterangan	VIF
X1.1	3.279
X1.2	2.782
X1.3	3.049
X1.4	3.547
X2.1	2.981
X2.2	2.890
X2.3	2.545
X2.4	2.972
X3.1	2.756
X3.2	3.202
X3.3	2.949
X3.4	2.984
Y1	3.395
Y2	2.263
Y3	3.340

Lampiran 8 : *Determinan R (R-Square)*

	R-square	R-square adjusted
y Kinerja Karyawan	0.748	0.730

Lampiran 9 : F Square

	x1 Gaya Kepemimpinan	x2 Pengawasan	x3 Disiplin Kerja	y Kinerja Karyawan
x1 Gaya Kepemimpinan				0.080
x2 Pengawasan				0.302
x3 Disiplin Kerja				0.391
y Kinerja Karyawan				

Lampiran 10 : Path Coefficient (Koefisien Jalur)

	T statistics (O/STDEV)	P values
x1 Kepemimpinan -> y Kinerja Karyawan	1.235	0.108
x2 Pengawasan -> y Kinerja Karyawan	2.590	0.005
x3 Disiplin Kerja -> y Kinerja Karyawan	3.313	0.000