

KUISIONER PENELITIAN

PENGARUH GAYA KEPEMIMPINAN, MOTIVASI DAN STRESS KERJA TERHADAP KINERJA KARYAWAN PADA KARYAWAN RUMAH SAKIT REFA HUSADA

Terima kasih atas partisipasi Anda yang menjadi salah satu responden dan secara sukarela mengisi kuisioner ini. Kuisioner ini disusun untuk tujuan penelitian ilmiah yang dilakukan oleh Kuni Qonita, mahasiswa Manajemen, Sekolah Tinggi Ilmu Ekonomi Malangkucecwara.

Tujuan pengumpulan data dalam bentuk kuisioner ini semata-mata untuk kepentingan akademis dalam rangka penyusunan skripsi. Oleh karenanya, saya sangat mengharapkan kesediaan Anda untuk meluangkan waktu mengisi kuisioner ini.

Sebelum menjawab pernyataan-pernyataan dibawah ini, saya mohon agar Anda membaca terlebih dahulu petunjuk pengisian dan menjawab setiap pernyataan dengan keyakinan tinggi tanpa adanya suatu keraguan sesuai dengan keadaan sebenarnya.

Atas perhatian dan kerjasama yang baik, sebelumnya saya ucapan terima kasih.

Hormat saya,

Peneliti

PENGARUH GAYA KEPEMIMPINAN, MOTIVASI DAN STRESS KERJA TERHADAP KINERJA KARYAWAN PADA KARYAWAN RUMAH SAKIT REFA HUSADA

I. IDENTITAS RESPONDEN

1. No. :
 2. Jenis Kelamin : Laki-laki/Perempuan
 3. Usia :
 4. Pendidikan : Diploma 1/Diploma 2/ Diploma 3/Strata
 5. Status Kepegawaian :
 6. Lama Bekerja :
- (*catatan: coret yang tidak perlu)

II. PETUNJUK PENGISIAN

Silahkan Anda membaca setiap pernyataan secara cermat. Kemudian berikan tanggapan Anda terhadap pernyataan-pernyataan mengenai gaya kepemimpinan, motivasi kerja dan kinerja guru dengan tanda centang (✓) pada salah satu kotak jawaban.

Identitas dan hasil jawaban akan dirahasiakan. Jawaban Anda akan sangat membantu keberhasilan penelitian ini.

Keterangan:

- a) SS : Sangat Setuju
- b) S : Setuju
- c) CS : Cukup Setuju
- d) TS : Tidak Setuju
- e) STS : Sangat Tidak Setuju

DAFTAR PERTANYAAN

A. Gaya Kepemimpinan (X₁)

Butir pernyataan gaya kepemimpinan

No	PERNYATAAN	SS	S	CS	TS	STS
1	Pimpinan mementingkan musyawarah atau diskusi dalam memecahkan masalah					
2	Pimpinan aktif telibat dalam kegiatan yang managerial dan non-managerial yang berlangsung di rumah sakit					
3	Pimpinan terus-menerus menciptakan gagasan atau ide yang baru pada kebijakan atau peraturan yang berlaku di rumah sakit					
4	Pimpinan tidak pernah menyerah dalam mengantisipasi perubahan yang terjadi di rumah sakit					
5	Pimpinan selalu berfokus pada pencapaian tujuan kepemimpinan					
6	Pimpinan selalu menghargai karyawan yang dipimpin					

B. Motivasi (X₂)

Butir pertanyaan motivasi

No	PERNYATAAN	SS	S	CS	TS	STS
1	Saya mampu memenuhi kebutuhan fisilogis keluarga, yang terdiri dari makan, minum dan pakaian					
2	Gaji yang saya terima sesuai dengan Upah Minimum Kota Malang					
3	Saya merasa aman bekerja karena adanya jaminan kesehatan dan keselamatan kerja dari rumah sakit					
4	Saya menjalin hubungan yang harmonis dengan rekan kerja					
5	Hubungan saya dengan pimpinan atau junior berlangsung dengan harmonis					

6	Rumah sakit memberikan kesempatan kepada saya untuk mengembangkan kemampuan secara maksimal					
7	Rumah sakit memfasilitasi melalui pelatihan kepada karyawan untuk meningkatkan keterampilan					
8	Setiap karyawan di rumah sakit memiliki kesempatan yang sama untuk mendapatkan promosi jabatan					

A. Stress Kerja (X₃)

Butir pertanyaan Stress kerja

No	PERNYATAAN	SS	S	CS	TS	STS
1	Saya merasa pekerjaan yang saya lakukan menguras energi					
2	Saya memiliki gangguan pola tidur yang tidak konsisten setelah bekerja					
3	Saya memastikan kepada orang lain bahwa pekerjaan saya berjalan dengan baik					
4	Saya merasa peralatan-peralatan yang ada belum terselesaikan					
5	Saya merasa waktu istirahat yang diberikan masih kurang					
6	Saya sering berimajinasi untuk berhenti dari pekerjaan ini					
7	Karyawan dibebani tanggung jawab perjaan karyawan lain					
8	Saya tidak mengingat prestasi terakhir yang saya raih di rumah sakit					

B. Kinerja Karyawan (Y)

Butir pernyataan kinerja karyawan

No.	Pernyataan	SS	S	CS	TS	STS
1	Saya mampu menyelesaikan pekerjaan sesuai dengan standard dan mutu yang ditetapkan oleh rumah sakit					
2	Saya mampu bekerja dengan baik meskipun tidak diawasi pemimpin					
3	Saya mampu menyelesaikan pekerjaan sesuai dengan waktu yang telah ditetapkan					
4	Saya menggunakan alat yang disediakan atau bantuan dari rekan kerja untuk menyelesaikan pekerjaan					
5	Saya mampu menyelesaikan pekerjaan secara mandiri					

Terima Kasih

MCE

Lampiran 2

Data Deskripsi Masing-masing Variabel

Gaya Kepemimpinan (X1)

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	20.0	20.0	20.0
3	16	53.3	53.3	73.3
4	8	26.7	26.7	100.0
Total	30	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	13.3	13.3	13.3
2	2	6.7	6.7	20.0
3	7	23.3	23.3	43.3
4	14	46.7	46.7	90.0
5	3	10.0	10.0	100.0
Total	30	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	10.0	10.0	10.0
3	16	53.3	53.3	63.3
4	11	36.7	36.7	100.0
Total	30	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.7	6.7	6.7
2	6	20.0	20.0	26.7
3	15	50.0	50.0	76.7
4	7	23.3	23.3	100.0
Total	30	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.3	3.3	3.3
	3	16	53.3	53.3	56.7
	4	13	43.3	43.3	100.0
	Total	30	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	13.3	13.3	13.3
	2	4	13.3	13.3	26.7
	3	7	23.3	23.3	50.0
	4	12	40.0	40.0	90.0
	5	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	13	2	6.7	6.7	6.7
	14	1	3.3	3.3	10.0
	15	1	3.3	3.3	13.3
	16	2	6.7	6.7	20.0
	17	1	3.3	3.3	23.3
	18	7	23.3	23.3	46.7
	19	2	6.7	6.7	53.3
	20	6	20.0	20.0	73.3
	21	1	3.3	3.3	76.7
	23	4	13.3	13.3	90.0
	24	2	6.7	6.7	96.7
	26	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

Motivasi Kerja (X2)

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	20.0	20.0	20.0
	2	5	16.7	16.7	36.7
	3	9	30.0	30.0	66.7
	4	7	23.3	23.3	90.0
	5	3	10.0	10.0	100.0
Total		30	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.3	3.3	3.3
	3	13	43.3	43.3	46.7
	4	12	40.0	40.0	86.7
	5	4	13.3	13.3	100.0
Total		30	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.7	6.7	6.7
	3	10	33.3	33.3	40.0
	4	14	46.7	46.7	86.7
	5	4	13.3	13.3	100.0
Total		30	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.7	6.7	6.7
	3	12	40.0	40.0	46.7
	4	12	40.0	40.0	86.7
	5	4	13.3	13.3	100.0
Total		30	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	20.0	20.0	20.0
	2	5	16.7	16.7	36.7
	3	9	30.0	30.0	66.7
	4	7	23.3	23.3	90.0
	5	3	10.0	10.0	100.0
Total		30	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.7	6.7	6.7
	3	11	36.7	36.7	43.3
	4	12	40.0	40.0	83.3
	5	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	3	10.0	10.0	13.3
	3	10	33.3	33.3	46.7
	4	11	36.7	36.7	83.3
	5	5	16.7	16.7	100.0
Total		30	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.3	3.3	3.3
	3	9	30.0	30.0	33.3
	4	15	50.0	50.0	83.3
	5	5	16.7	16.7	100.0
	Total	30	100.0	100.0	

X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	16	1	3.3	3.3	3.3
	19	2	6.7	6.7	10.0
	23	3	10.0	10.0	20.0
	24	8	26.7	26.7	46.7
	25	1	3.3	3.3	50.0
	26	1	3.3	3.3	53.3
	27	1	3.3	3.3	56.7
	28	1	3.3	3.3	60.0
	30	1	3.3	3.3	63.3
	32	7	23.3	23.3	86.7
	34	1	3.3	3.3	90.0
	40	3	10.0	10.0	100.0
Total		30	100.0	100.0	

Stres Kerja (X3)

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	26.7	26.7	26.7
	2	5	16.7	16.7	43.3
	3	8	26.7	26.7	70.0
	4	7	23.3	23.3	93.3
	5	2	6.7	6.7	100.0
Total		30	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	3.3	3.3	3.3
	3	15	50.0	50.0	53.3
	4	11	36.7	36.7	90.0
	5	3	10.0	10.0	100.0
Total		30	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	6.7	6.7	6.7
	3	10	33.3	33.3	40.0
	4	15	50.0	50.0	90.0
	5	3	10.0	10.0	100.0
	Total	30	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	16.7	16.7	16.7
	3	10	33.3	33.3	50.0
	4	14	46.7	46.7	96.7
	5	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	16.7	16.7	16.7
	2	6	20.0	20.0	36.7
	3	8	26.7	26.7	63.3
	4	9	30.0	30.0	93.3
	5	2	6.7	6.7	100.0
	Total	30	100.0	100.0	

X3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	3.3	3.3	3.3
	2	3	10.0	10.0	13.3
	3	11	36.7	36.7	50.0
	4	12	40.0	40.0	90.0

5	3	10.0	10.0	100.0
Total	30	100.0	100.0	

X3.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.3	3.3	3.3
2	4	13.3	13.3	16.7
3	13	43.3	43.3	60.0
4	9	30.0	30.0	90.0
5	3	10.0	10.0	100.0
Total	30	100.0	100.0	

X3.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.3	3.3	3.3
2	3	10.0	10.0	13.3
3	8	26.7	26.7	40.0
4	15	50.0	50.0	90.0
5	3	10.0	10.0	100.0
Total	30	100.0	100.0	

X3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 19	1	3.3	3.3	3.3
20	2	6.7	6.7	10.0
21	2	6.7	6.7	16.7
23	5	16.7	16.7	33.3
24	3	10.0	10.0	43.3
25	1	3.3	3.3	46.7
26	2	6.7	6.7	53.3
27	1	3.3	3.3	56.7
28	4	13.3	13.3	70.0
30	2	6.7	6.7	76.7
31	1	3.3	3.3	80.0
32	5	16.7	16.7	96.7

36	1	3.3	3.3	100.0
Total	30	100.0	100.0	

Kinerja Karyawan (Y)

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.7	6.7	6.7
2	4	13.3	13.3	20.0
3	9	30.0	30.0	50.0
4	12	40.0	40.0	90.0
5	3	10.0	10.0	100.0
Total	30	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.7	6.7	6.7
3	9	30.0	30.0	36.7
4	13	43.3	43.3	80.0
5	6	20.0	20.0	100.0
Total	30	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	10.0	10.0	10.0
2	1	3.3	3.3	13.3
3	11	36.7	36.7	50.0
4	10	33.3	33.3	83.3
5	5	16.7	16.7	100.0
Total	30	100.0	100.0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.7	6.7	6.7
2	2	6.7	6.7	13.3

3	8	26.7	26.7	40.0
4	14	46.7	46.7	86.7
5	4	13.3	13.3	100.0
Total	30	100.0	100.0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3.3	3.3	3.3
3	9	30.0	30.0	33.3
4	15	50.0	50.0	83.3
5	5	16.7	16.7	100.0
Total	30	100.0	100.0	

Y

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 10	1	3.3	3.3	3.3
13	1	3.3	3.3	6.7
14	2	6.7	6.7	13.3
15	3	10.0	10.0	23.3
16	3	10.0	10.0	33.3
17	5	16.7	16.7	50.0
18	3	10.0	10.0	60.0
19	4	13.3	13.3	73.3
20	4	13.3	13.3	86.7
24	3	10.0	10.0	96.7
25	1	3.3	3.3	100.0
Total	30	100.0	100.0	

Lampiran 3

Uji Validitas dan Relabel Masing-masing Variabel Gaya Kepemimpinan X1

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1
X1.1	Pearson Correlation	1	.267	.504**	.602**	.018	.189	.631**
	Sig. (2-tailed)		.154	.005	.000	.926	.318	.000
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.267	1	-.076	.000	.258	.911**	.781**
	Sig. (2-tailed)	.154		.690	1.000	.168	.000	.000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.504**	-.076	1	.625**	.077	-.115	.404*
	Sig. (2-tailed)	.005	.690		.000	.688	.544	.027
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.602**	.000	.625**	1	.159	.054	.552**
	Sig. (2-tailed)	.000	1.000	.000		.400	.778	.002
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.018	.258	.077	.159	1	.333	.446*
	Sig. (2-tailed)	.926	.168	.688	.400		.073	.013
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.189	.911**	-.115	.054	.333	1	.785**
	Sig. (2-tailed)	.318	.000	.544	.778	.073		.000
	N	30	30	30	30	30	30	30
X1	Pearson Correlation	.631**	.781**	.404*	.552**	.446*	.785**	1
	Sig. (2-tailed)	.000	.000	.027	.002	.013	.000	
	N	30	30	30	30	30	30	30

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

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

Motivasi Kerja X2

		Correlations								
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2
X2.1	Pearson Correlation	1	.547**	.493**	.543**	1.000**	.468**	.538**	.290	.806**
	Sig. (2-tailed)		.002	.006	.002	.000	.009	.002	.120	.000
	N	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.547**	1	.918**	.809**	.547**	.872**	.620**	.817**	.899**
	Sig. (2-tailed)	.002		.000	.000	.002	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.493**	.918**	1	.792**	.493**	.899**	.739**	.734**	.887**
	Sig. (2-tailed)	.006	.000		.000	.006	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.543**	.809**	.792**	1	.543**	.653**	.479**	.757**	.822**
	Sig. (2-tailed)	.002	.000	.000		.002	.000	.007	.000	.000
	N	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	1.000**	.547**	.493**	.543**	1	.468**	.538**	.290	.806**
	Sig. (2-tailed)	.000	.002	.006	.002		.009	.002	.120	.000
	N	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.468**	.872**	.899**	.653**	.468**	1	.662**	.751**	.843**
	Sig. (2-tailed)	.009	.000	.000	.000	.009		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.538**	.620**	.739**	.479**	.538**	.662**	1	.458*	.770**
	Sig. (2-tailed)	.002	.000	.000	.007	.002	.000		.011	.000
	N	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.290	.817**	.734**	.757**	.290	.751**	.458*	1	.718**
	Sig. (2-tailed)	.120	.000	.000	.000	.120	.000	.011		.000
	N	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.806**	.899**	.887**	.822**	.806**	.843**	.770**	.718**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

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

Stres Kerja X3

Correlations										
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3	
X3.1	Pearson Correlation	1	.194	.116	.121	.592**	.152	.112	-.019	.576**
	Sig. (2-tailed)		.303	.542	.525	.001	.423	.556	.921	.001
	N	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.194	1	.671**	.183	.140	.761**	.208	.124	.635**
	Sig. (2-tailed)	.303		.000	.333	.460	.000	.269	.513	.000
	N	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.116	.671**	1	.169	.145	.519**	.346	-.055	.555**
	Sig. (2-tailed)	.542	.000		.372	.445	.003	.061	.775	.001
	N	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.121	.183	.169	1	.355	.011	.390*	.461*	.553**
	Sig. (2-tailed)	.525	.333	.372		.054	.956	.033	.010	.002
	N	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.592**	.140	.145	.355	1	.009	.206	.230	.649**
	Sig. (2-tailed)	.001	.460	.445	.054		.962	.275	.220	.000
	N	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.152	.761**	.519**	.011	.009	1	.314	.357	.613**
	Sig. (2-tailed)	.423	.000	.003	.956	.962		.091	.053	.000
	N	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.112	.208	.346	.390*	.206	.314	1	.278	.589**
	Sig. (2-tailed)	.556	.269	.061	.033	.275	.091		.137	.001
	N	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	-.019	.124	-.055	.461*	.230	.357	.278	1	.495**
	Sig. (2-tailed)	.921	.513	.775	.010	.220	.053	.137		.005
	N	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	.576**	.635**	.555**	.553**	.649**	.613**	.589**	.495**	1
	Sig. (2-tailed)	.001	.000	.001	.002	.000	.000	.001	.005	
	N	30	30	30	30	30	30	30	30	30

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

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

Kinerja Y

Correlations							
	Y1	Y2	Y3	Y4	Y5	Y	
Y1	Pearson Correlation	1	.126	.334	.426*	.213	.628**
	Sig. (2-tailed)		.506	.071	.019	.257	.000
	N	30	30	30	30	30	30
Y2	Pearson Correlation	.126	1	.461*	.067	.348	.539**
	Sig. (2-tailed)	.506		.010	.726	.059	.002
	N	30	30	30	30	30	30
Y3	Pearson Correlation	.334	.461*	1	.673**	.503**	.865**
	Sig. (2-tailed)	.071	.010		.000	.005	.000
	N	30	30	30	30	30	30
Y4	Pearson Correlation	.426*	.067	.673**	1	.444*	.773**
	Sig. (2-tailed)	.019	.726	.000		.014	.000
	N	30	30	30	30	30	30
Y5	Pearson Correlation	.213	.348	.503**	.444*	1	.676**
	Sig. (2-tailed)	.257	.059	.005	.014		.000
	N	30	30	30	30	30	30
Y	Pearson Correlation	.628**	.539**	.865**	.773**	.676**	1
	Sig. (2-tailed)	.000	.002	.000	.000	.000	
	N	30	30	30	30	30	30

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

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

Reabel Masing-masing Variabel Gaya Kepemimpinan X1

Case Processing Summary

	N	%
Cases Valid	30	100.0
Excluded ^a	0	.0
Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.746	7

Motivasi Kerja X2

Case Processing Summary

	N	%
Cases Valid	30	100.0
Excluded ^a	0	.0
Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.788	9

Stres Kerja X3

Case Processing Summary

	N	%
Cases Valid	30	100.0
Excluded ^a	0	.0
Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.737	9

Kinerja Y

Case Processing Summary

	N	%
Cases Valid	30	100.0
Excluded ^a	0	.0
Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.777	6

Lampiran 4

Hasil Uji Deskripsi Data

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error						
Kinerja Y	30	15	10	25	536	17.87	3.431	11.775	.264	.427	.335	.833
Gaya Kepemimpinan (X1)	30	15	15	30	650	21.67	3.986	15.885	.376	.427	-.084	.833
Motivasi Kerja (X2)	30	21	19	40	841	28.03	5.690	32.378	.648	.427	-.045	.833
Stres Kerja (X3)	30	18	20	38	872	29.07	4.934	24.340	-.191	.427	-.297	.833
Valid N (listwise)	30											

Lampiran 4

Hasil Uji Asumsi Klasik

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Stres Kerja (X3), Gaya Kepemimpinan (X1), Motivasi Kerja (X2) ^b	.	Enter

a. Dependent Variable: Kinerja Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.866 ^a	.749	.720	1.815	1.542

a. Predictors: (Constant), Stres Kerja (X3), Gaya Kepemimpinan (X1), Motivasi Kerja (X2)

b. Dependent Variable: Kinerja Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	255.829	3	85.276	25.890	.000 ^b
	Residual	85.638	26	3.294		
	Total	341.467	29			

a. Dependent Variable: Kinerja Y

b. Predictors: (Constant), Stres Kerja (X3), Gaya Kepemimpinan (X1), Motivasi Kerja (X2)

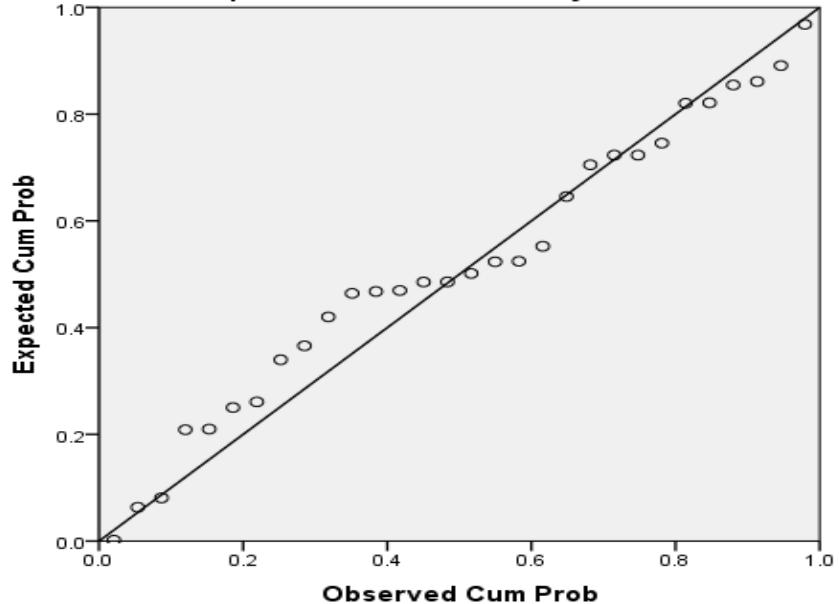
Coefficients^a

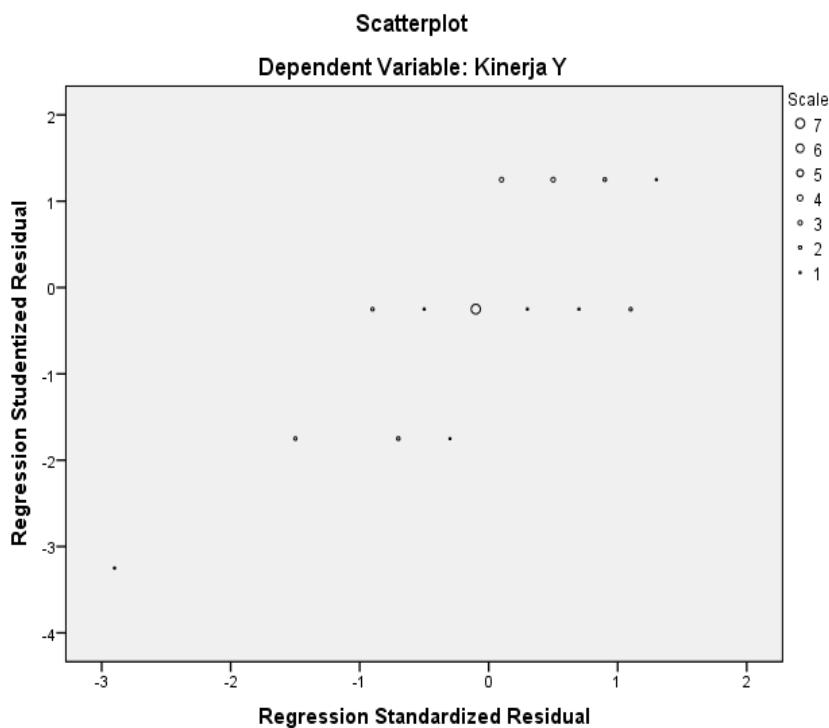
Model	Unstandardized Coefficients			t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.468	2.871		.163	.872	
	Gaya Kepemimpinan (X1)	.135	.111	.130	5.215	.001	.848 1.179
	Motivasi Kerja (X2)	.419	.060	.753	6.968	.000	.827 1.210
	Stres Kerja (X3)	.158	.077	.206	4.064	.001	.968 1.033

a. Dependent Variable: Kinerja Y

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Y





Lampiran 5

Hasil Uji Regresi Linier Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Stres Kerja (X3), Gaya Kepemimpinan (X1), Motivasi Kerja (X2) ^b		Enter

a. Dependent Variable: Kinerja Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.866 ^a	.749	.720	1.815

a. Predictors: (Constant), Stres Kerja (X3), Gaya Kepemimpinan (X1), Motivasi Kerja (X2)

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	255.829	3	85.276	25.890	.000 ^b
Residual	85.638	26	3.294		
Total	341.467	29			

a. Dependent Variable: Kinerja Y

b. Predictors: (Constant), Stres Kerja (X3), Gaya Kepemimpinan (X1), Motivasi Kerja (X2)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	.468	2.871		.163	.872
Gaya Kepemimpinan (X1)	.135	.111	.130	5.215	.001
Motivasi Kerja (X2)	.419	.060	.753	6.968	.000
Stres Kerja (X3)	.158	.077	.206	4.064	.001

a. Dependent Variable: Kinerja Y