

# LAMPIRAN-LAMPIRAN

## KUISIONER PENELITIAN

### KARAKTERISTIK RESPONDEN

Jenis kelamin : a. Laki-Laki b. Perempuan

Usia : .....

Pendidikan terakhir : a. S1 b. SMA/Sederajat c. SMP/Sederajat

Petunjuk Pengisian :

Isilah pernyataan berikut sesuai dengan pemikiran anda dengan diberi tanda (√).

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

### 1. Gaya Kepemimpinan ( $X_1$ )

No	Pernyataaan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
1	Pimpinan menekankan hubungan antar pribadi kepada sesama karyawan					
2	Pimpinan memberikan standar untuk setiap pekerjaan yang diperintahkan kepada karyawan					
3	Pimpinan memberikan kesempatan kepada para karyawan untuk mendiskusikan masalah-masalah dengan pimpinan					
4	Pimpinan selalu memotivasi bawahan untuk bekerja maksimal					

## 2. Lingkungan Kerja (X2)

No	Pernyataaan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
Lingkungan Kerja Non Fisik						
1	Kerjasama antar karyawan di perusahaan ini berjalan dengan baik					
2	Tanggungjawab antar karyawan di perusahaan ini sudah terlaksana dengan baik					
3	Pimpinan memiliki hubungan yang baik dengan semua karyawan tanpa membedakan status karyawan					
4	Komunikasi pimpinan dengan karyawan di perusahaan ini berjalan dengan lancar					

## 3. Kinerja Karyawan (Y)

No	Pernyataaan	SS (5)	S (4)	N (3)	TS (2)	STS (1)
1	Saya memaksimalkan pencapaian target yang ditargetkan oleh perusahaan					
2	Dengan pengetahuan yang saya miliki, saya mampu melaksanakan pekerjaan dengan baik					
3	Saya membuat target waktu untuk penyelesaian pekerjaan dan kegiatan					
4	Saya mampu menentukan dan mengatur prioritas kerja secara efektif					
5	Saya mampu menunjukkan kesediaan melakukan pekerjaan tanpa diperintah atau disupervisi atasan					

FREKUENSI

**Statistics**

		X1.1	X1.2	X1.3	X1.4
N	Valid	130	130	130	130
	Missing	0	0	0	0
Mean		3,892	4,023	3,977	4,054
Median		4,000	4,000	4,000	4,000

**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	37	28,5	28,5	28,5
	4,0	70	53,8	53,8	82,3
	5,0	23	17,7	17,7	100,0
	Total	130	100,0	100,0	

**X1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	21	16,2	16,2	16,2
	4,0	85	65,4	65,4	81,5
	5,0	24	18,5	18,5	100,0
	Total	130	100,0	100,0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	35	26,9	26,9	26,9
	4,0	63	48,5	48,5	75,4
	5,0	32	24,6	24,6	100,0
	Total	130	100,0	100,0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	2	1,5	1,5	1,5
	3,0	18	13,8	13,8	15,4
	4,0	81	62,3	62,3	77,7
	5,0	29	22,3	22,3	100,0
	Total	130	100,0	100,0	

**X2****Statistics**

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9
N	Valid	130	130	130	130	130	130	130	130	130
	Missing	0	0	0	0	0	0	0	0	0
Mean		3,977	4,054	4,000	4,046	3,869	4,015	4,146	3,892	4,023
Median		4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	35	26,9	26,9	26,9
	4,0	63	48,5	48,5	75,4
	5,0	32	24,6	24,6	100,0
	Total	130	100,0	100,0	

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	2	1,5	1,5	1,5
	3,0	18	13,8	13,8	15,4
	4,0	81	62,3	62,3	77,7
	5,0	29	22,3	22,3	100,0
	Total	130	100,0	100,0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	36	27,7	27,7	27,7
	4,0	58	44,6	44,6	72,3
	5,0	36	27,7	27,7	100,0
	Total	130	100,0	100,0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	23	17,7	17,7	17,7
	4,0	78	60,0	60,0	77,7
	5,0	29	22,3	22,3	100,0
	Total	130	100,0	100,0	

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	41	31,5	31,5	31,5
	4,0	65	50,0	50,0	81,5
	5,0	24	18,5	18,5	100,0
	Total	130	100,0	100,0	

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	23	17,7	17,7	17,7
	4,0	82	63,1	63,1	80,8
	5,0	25	19,2	19,2	100,0
	Total	130	100,0	100,0	

**X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	16	12,3	12,3	12,3
	4,0	79	60,8	60,8	73,1
	5,0	35	26,9	26,9	100,0
	Total	130	100,0	100,0	

**X2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	37	28,5	28,5	28,5
	4,0	70	53,8	53,8	82,3
	5,0	23	17,7	17,7	100,0
	Total	130	100,0	100,0	

**X2.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	21	16,2	16,2	16,2
	4,0	85	65,4	65,4	81,5
	5,0	24	18,5	18,5	100,0
	Total	130	100,0	100,0	

Y

**Statistics**

		Y1	Y2	Y3	Y4	Y5
N	Valid	130	130	130	130	130
	Missing	0	0	0	0	0
Mean		3,992	3,938	3,869	3,992	4,177
Median		4,000	4,000	4,000	4,000	4,000

**Y1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	37	28,5	28,5	28,5
	4,0	57	43,8	43,8	72,3
	5,0	36	27,7	27,7	100,0
	Total	130	100,0	100,0	

**Y2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	28	21,5	21,5	21,5
	4,0	82	63,1	63,1	84,6
	5,0	20	15,4	15,4	100,0
	Total	130	100,0	100,0	

**Y3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	35	26,9	26,9	26,9
	4,0	77	59,2	59,2	86,2
	5,0	18	13,8	13,8	100,0
	Total	130	100,0	100,0	

**Y4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	1	,8	,8	,8
	3,0	16	12,3	12,3	13,1
	4,0	96	73,8	73,8	86,9
	5,0	17	13,1	13,1	100,0
	Total	130	100,0	100,0	



**Y5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	12	9,2	9,2	9,2
	4,0	83	63,8	63,8	73,1
	5,0	35	26,9	26,9	100,0
	Total	130	100,0	100,0	

VALIDITAS

**Correlations**

		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	,318**	,410**	,031	,689**
	Sig. (2-tailed)		,000	,000	,726	,000
	N	130	130	130	130	130
X1.2	Pearson Correlation	,318**	1	,092	,279**	,616**
	Sig. (2-tailed)	,000		,296	,001	,000
	N	130	130	130	130	130
X1.3	Pearson Correlation	,410**	,092	1	,218*	,698**
	Sig. (2-tailed)	,000	,296		,013	,000
	N	130	130	130	130	130
X1.4	Pearson Correlation	,031	,279**	,218*	1	,581**
	Sig. (2-tailed)	,726	,001	,013		,000
	N	130	130	130	130	130
X1	Pearson Correlation	,689**	,616**	,698**	,581**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	130	130	130	130	130

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

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

**Correlations**

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2
X2.1	Pearson Correlation	1	,218*	,187*	,223*	,272**	,089	,043	,410**	,092	,592**
	Sig. (2-tailed)		,013	,033	,011	,002	,314	,628	,000	,296	,000
	N	130	130	130	130	130	130	130	130	130	130
X2.2	Pearson Correlation	,218*	1	-,032	-,044	,135	-,061	-,098	,031	,279**	,319**
	Sig. (2-tailed)	,013		,719	,621	,125	,493	,268	,726	,001	,000
	N	130	130	130	130	130	130	130	130	130	130
X2.3	Pearson Correlation	,187*	-,032	1	,180*	,416**	,034	,492**	,231**	-,035	,584**
	Sig. (2-tailed)	,033	,719		,040	,000	,701	,000	,008	,691	,000
	N	130	130	130	130	130	130	130	130	130	130
X2.4	Pearson Correlation	,223*	-,044	,180*	1	,224*	,500**	,143	,230**	-,044	,535**
	Sig. (2-tailed)	,011	,621	,040		,010	,000	,105	,009	,616	,000
	N	130	130	130	130	130	130	130	130	130	130
X2.5	Pearson Correlation	,272**	,135	,416**	,224*	1	,278**	,063	,168	,026	,601**
	Sig. (2-tailed)	,002	,125	,000	,010		,001	,474	,056	,767	,000
	N	130	130	130	130	130	130	130	130	130	130
X2.6	Pearson Correlation	,089	-,061	,034	,500**	,278**	1	,015	,042	-,066	,397**
	Sig. (2-tailed)	,314	,493	,701	,000	,001		,868	,637	,458	,000
	N	130	130	130	130	130	130	130	130	130	130
X2.7	Pearson Correlation	,043	-,098	,492**	,143	,063	,015	1	,208*	,098	,437**
	Sig. (2-tailed)	,628	,268	,000	,105	,474	,868		,018	,267	,000
	N	130	130	130	130	130	130	130	130	130	130
X2.8	Pearson Correlation	,410**	,031	,231**	,230**	,168	,042	,208*	1	,318**	,599**
	Sig. (2-tailed)	,000	,726	,008	,009	,056	,637	,018		,000	,000
	N	130	130	130	130	130	130	130	130	130	130
X2.9	Pearson Correlation	,092	,279**	-,035	-,044	,026	-,066	,098	,318**	1	,352**
	Sig. (2-tailed)	,296	,001	,691	,616	,767	,458	,267	,000		,000
	N	130	130	130	130	130	130	130	130	130	130
X2	Pearson Correlation	,592**	,319**	,584**	,535**	,601**	,397**	,437**	,599**	,352**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	130	130	130	130	130	130	130	130	130	130

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

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

### Correlations

		Y1	Y2	Y3	Y4	Y5	Y
Y1	Pearson Correlation	1	,407**	,376**	,154	,432**	,766**
	Sig. (2-tailed)		,000	,000	,081	,000	,000
	N	130	130	130	130	130	130
Y2	Pearson Correlation	,407**	1	,304**	,309**	,164	,672**
	Sig. (2-tailed)	,000		,000	,000	,062	,000
	N	130	130	130	130	130	130
Y3	Pearson Correlation	,376**	,304**	1	,389**	,129	,694**
	Sig. (2-tailed)	,000	,000		,000	,145	,000
	N	130	130	130	130	130	130
Y4	Pearson Correlation	,154	,309**	,389**	1	,180*	,521**
	Sig. (2-tailed)	,081	,000	,000		,040	,000
	N	130	130	130	130	130	130
Y5	Pearson Correlation	,432**	,164	,129	,180*	1	,464**
	Sig. (2-tailed)	,000	,062	,145	,040		,000
	N	130	130	130	130	130	130
Y	Pearson Correlation	,766**	,672**	,694**	,521**	,464**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	130	130	130	130	130	130

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

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

### RELIABILITAS

#### Reliability Statistics

Cronbach's Alpha	N of Items
,637	4

#### Reliability Statistics

Cronbach's Alpha	N of Items
,615	9

**Reliability Statistics**

Cronbach's Alpha	N of Items
,668	5

**REGRESI**

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,315 <sup>a</sup>	,099	,085	2,1738

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	66,069	2	33,034	6,991	,001 <sup>b</sup>
	Residual	600,123	127	4,725		
	Total	666,192	129			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,161	2,350		4,750	,000
	X1	,273	,115	,205	2,369	,019
	X2	,269	,095	,349	2,839	,005

a. Dependent Variable: Y

NORMAL

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		130
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	2,15687707
Most Extreme Differences	Absolute	,069
	Positive	,038
	Negative	-,069
Test Statistic		,069
Asymp. Sig. (2-tailed)		,200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

LINIERITAS

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	87,829	7	12,547	2,647	,014
		Linearity	27,980	1	27,980	5,902	,017
		Deviation from Linearity	59,849	6	9,975	2,104	,057
Within Groups			578,364	122	4,741		
Total			666,192	129			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Y * X2	Between Groups	(Combined)	178,371	14	12,741	3,004	,001
		Linearity	65,313	1	65,313	15,397	,000
		Deviation from Linearity	113,058	13	8,697	2,050	,022
Within Groups			487,821	115	4,242		
Total			666,192	129			

## MULTIKOLINIER

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	11,161	2,350		4,750	,000		
	X1	-,065	,163	-,049	-,400	,690	,470	2,129
	X2	,269	,095	,349	2,839	,005	,470	2,129

a. Dependent Variable: Y

## HETERO

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-,267	1,365		-,195	,846
	X1	-,025	,095	-,034	-,267	,790
	X2	,067	,055	,156	1,216	,226

a. Dependent Variable: RES1

## CURRICULUM VITAE



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