

LAMPIRAN



Lampiran 01. Surat Keterangan Penelitian



KEMENTERIAN PENDIDIKAN TINGGI, SAINS,
DAN TEKNOLOGI
UNIVERSITAS PENDIDIKAN GANESHA
FAKULTAS EKONOMI

Jalan Udayana No. 11 Singaraja-Bali. Telepon : (0362) 26830
Website : <http://www.fe.undiksha.ac.id/>

Nomor : 418/UN48.13.1/DL/2025

Singaraja, 5 Maret 2025

Lamp. : -

Hal : *Pemohonan Observasi Awal/Wawancara/Data dan Penelitian*

Kepada Yth. **Manajer Sumberkima Hill Retreat**

di-

Tempat

Dengan Hormat,

Wakil Dekan I Fakultas Ekonomi Universitas Pendidikan Ganesha menerangkan bahwa mahasiswa/i tersebut dibawah ini :

Nama : I Gusti Made Arya Darma Wiguna

NIM. : 2217041264

Prodi. : S1 Manajemen

Kontak : 0881038466903

Bermaksud mengadakan observasi awal/wawancara/ dan penelitian lapangan untuk menempuh atau menyusun tugas akhir, skripsi dan melengkapi tugas lainnya. Sehubungan dengan hal tersebut, kami mohon izin agar mahasiswa kami dapat diberikan data di tempat yang Bapak/Ibu/Sdr. Pimpin.

Demikian surat ini kami buat agar bisa digunakan sebagaimana mestinya. Atas perhatian dan kerjasamanya, kami sampaikan terima kasih.

a.n. Dekan,
Wakil Dekan I,



Ni Made Suci
NIP. 196810291993032001



**Balai
Sertifikasi
Elektronik**

Catatan :

- UU ITE No. 11 Tahun 2008 Pasal 5 ayat 1 "Informasi Elektronik dan/atau Dokumen Elektronik dan/atau hasil cetaknya merupakan alat bukti hukum yang sah"
- Dokumen ini tertanda ditandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan BsrE
- Surat ini dapat dibuktikan keasliannya dengan menggunakan *qr code* yang telah tersedia



SUMBERKIMA HILL
PRIVATE VILLA RETREAT

SUMBERKIMA HILL PRIVATE VILLA RETREAT
Bd. Taman Ayun, Ds. Sumberkima, Kec. Gerokgak, Buleleng-Bali, 81155
Phone : 0812-8212-9211
Email: sumberkimahill@gmail.com

Sumberkima, 21 Agustus 2025

Nomor : SH/025/VIII/2025

Lamp. : -

Hal : Permohonan Observasi/Wawancara/Data dan
Penelitian

Kepada Yth. Dekan Fakultas Ekonomi

Universitas Pendidikan Ganesha

di -

Tempat

Dengan hormat,

Menindak lanjuti surat No. 418/UN48.13.1/DL/2025 tanggal 5 Maret 2025 perihal tersebut diatas, bersama ini kami sampaikan pada dasarnya perusahaan kami bersedia memberi data untuk mengadakan penelitian lapangan An.:

Nama : I Gusti Made Arya Darma Wiguna
NIM : 2217041264
Prodi : S1 Manajemen

Demikian hal ini kami sampaikan untuk dapat dipergunakan sebagaimana mestinya.

PT. Sumberkima Hill


I Nengah Mariada
Manajer Operasional

Lampiran 02. Kuesioner Penelitian



KUESIONER PENELITIAN PENGARUH *SERVANT LEADERSHIP* DAN *REWARD* TERHADAP KEPUASAN KERJA KARYAWAN VILLA SUMBERKIMA HILL RETREAT

Kepada Yth.

Bapak/Ibu Karyawan Villa Sumberkima Hill Retreat
di - tempat

Penyusunan skripsi ini dilakukan sebagai salah satu syarat untuk menyelesaikan studi dan memperoleh gelar Sarjana Manajemen di Universitas Pendidikan Ganesha. Sehubungan dengan hal tersebut, saya yang bertanda tangan di bawah ini:

Nama : I Gusti Made Arya Darma Wiguna

NIM : 2217041264

Program Studi : Manajemen

Bermaksud untuk mengumpulkan data penelitian mengenai “**Pengaruh *Servant Leadership* dan *Reward* Terhadap Kepuasan Kerja Karyawan Villa Sumberkima Hill Retreat.**” Seluruh informasi yang diperoleh melalui kuesioner ini akan digunakan untuk kepentingan penelitian akademik dan dijamin kerahasiaannya. Saya mohon kesediaan Bapak/Ibu untuk berpartisipasi sebagai responden dengan mengisi seluruh pernyataan secara jujur dan sesuai dengan kondisi yang dialami. Atas perhatian dan kesediaan Bapak/Ibu, saya mengucapkan terima kasih.

Hormat saya,

I Gusti Made Arya Darma Wiguna

I. IDENTITAS RESPONDEN

Nama Lengkap :

Usia tahun

Jenis Kelamin : ☐ Laki-laki ☐ Perempuan

Pendidikan Terakhir: ☐ SD ☐ SMP ☐ SMA/K

☐ Diploma ☐ Sarjana ☐ Magister

Departemen :

Masa Kerja : ☐ 0 - <2 tahun ☐ 2 - <4 tahun ☐ 4 - <6 tahun

☐ 6 - <8 tahun ☐ 8 - <10 tahun ☐ >10 tahun

II. PETUNJUK PENGISIAN KUESIONER

Pengisian kuesioner dilakukan dengan memberikan tanda centang (✓) pada salah satu pilihan jawaban yang paling sesuai untuk setiap pernyataan. Pilihan jawaban yang tersedia terdiri atas: (1) STS = Sangat Tidak Setuju, (2) TS = Tidak Setuju, (3) CS = Cukup Setuju, (4) S = Setuju, dan (5) SS = Sangat Setuju.

No	Pernyataan Variabel <i>Servant Leadership</i> (X ₁)	Pilihan Jawaban				
		STS	TS	CS	S	SS
1	Saya merasakan bahwa pimpinan di Villa Sumberkima Hill Retreat lebih mengutamakan kepentingan karyawan dibandingkan kepentingan pribadinya					
2	Saya melihat pimpinan di Villa Sumberkima Hill Retreat tetap bersikap sabar dan menghargai karyawan meskipun terjadi kesalahan dalam pekerjaan					
3	Saya dilibatkan oleh pimpinan dalam pengambilan keputusan yang berkaitan dengan tugas dan tanggung jawab kerja di Villa Sumberkima Hill Retreat					
4	Saya merasa pimpinan di Villa Sumberkima Hill Retreat memberikan kepercayaan kepada karyawan dalam melaksanakan tugas pekerjaan sehari-hari					
5	Saya merasa pimpinan menghargai kontribusi karyawan atas keberhasilan yang dicapai dalam pekerjaan di Villa Sumberkima Hill Retreat					
6	Saya merasakan bahwa pimpinan selalu siap membantu karyawan ketika mengalami kendala dalam pekerjaan di Villa Sumberkima Hill Retreat					

No	Pernyataan Variabel <i>Servant Leadership</i> (X ₁)	Pilihan Jawaban				
		STS	TS	CS	S	SS
7	Saya merasa pimpinan konsisten mengajak karyawan untuk memiliki komitmen terhadap visi <i>Villa Sumberkima Hill Retreat</i>					

No	Pernyataan <i>Reward</i> (X ₂)	Pilihan Jawaban				
		STS	TS	CS	S	SS
1	Saya merasa gaji dan bonus yang saya terima sudah sesuai dengan beban dan tanggung jawab pekerjaan saya di <i>Villa Sumberkima Hill Retreat</i>					
2	Saya merasakan bahwa <i>Villa Sumberkima Hill Retreat</i> memberikan perhatian terhadap kesejahteraan karyawan melalui pemberian tunjangan kesehatan					
3	Saya melihat adanya kesempatan pengembangan karier bagi karyawan yang menunjukkan kinerja kerja yang baik di <i>Villa Sumberkima Hill Retreat</i>					
4	Saya merasa hasil kerja saya dihargai dan diterima secara positif dalam lingkungan kerja di <i>Villa Sumberkima Hill Retreat</i>					

No	Pernyataan Variabel <i>Kepuasan Kerja</i> (Y)	Pilihan Jawaban				
		STS	TS	CS	S	SS
1	Saya merasa senang menjalani pekerjaan saya sehari-hari di <i>Villa Sumberkima Hill Retreat</i>					
2	Saya merasa bangga menjadi bagian dari pekerjaan yang saya lakukan saat ini di <i>Villa Sumberkima Hill Retreat</i>					
3	Saya memiliki komitmen pribadi untuk bekerja dengan sungguh-sungguh demi kepentingan bersama di <i>Villa Sumberkima Hill Retreat</i>					
4	Saya merasa nyaman dengan aturan dan tata tertib kerja yang diterapkan di <i>Villa Sumberkima Hill Retreat</i>					
5	Saya merasa puas dengan hasil kerja yang dapat saya capai dalam menjalankan tugas di <i>Villa Sumberkima Hill Retreat</i>					

Lampiran 03. Responden Uji Validitas dan Reliabilitas

No	Nama Lengkap	Jenis Kelamin	Departemen
1	Luh A A	P	Restaurant
2	Komang A T	P	Kitchen
3	Putu J	P	Kitchen
4	Ni Kadek A M D T	P	Fo & Reservation
5	Kadek Y	L	Garden
6	I Gede S	L	Kitchen
7	Ni Nyoman S B	P	Kitchen
8	Kadek A P Y	L	Housekeeping
9	Kadek S	L	Housekeeping
10	Gede A S	L	Pool
11	Putu A S	L	Kitchen
12	I Kadek S	L	Housekeeping
13	Kadek E S	L	Garden
14	Gede R H	L	Housekeeping
15	I Komang P	L	Fo & Reservation
16	I Putu B	L	Fo & Reservation
17	Ni Made S D	P	Spa
18	Made A	L	Garden
19	I Gede W A	L	Restaurant
20	Kadek W	L	Restaurant
21	I Ketut A P P	L	Housekeeping
22	I Ketut P Y W	L	Housekeeping
23	I Ketut S	L	Restaurant
24	Ni Wayan S A	P	Spa
25	Putu E S Y	L	Kitchen
26	Putu A P S	P	Kitchen
27	Komang A P	L	Pool
28	Made P A	L	Pool
29	I Kadek W	L	Housekeeping
30	Gede A S	L	Housekeeping



Lampiran 04. Responden Utama Penelitian

No	Nama Lengkap	Jenis Kelamin	Departemen
1	Kadek P	L	General
2	I Nengah M	L	General
3	I Putu S	L	General
4	Jane W E A	P	Marketing
5	Kadek S	L	Kitchen
6	Ni Putu A Y W P.	P	Fo & Reservation
7	Gede M S	L	Kitchen
8	I Komang J S	L	Kitchen
9	Gede D W	L	Restaurant
10	Made W	L	Security
11	Wayan B	L	Security
12	Gede W	L	Security
13	Wayan A	L	Housekeeping
14	Gede A W	L	Engineering
15	Kadek A S	L	Housekeeping
16	Gede S	L	Housekeeping
17	Ni Putu W M	P	Fo & Reservation
18	I Ketut E S	L	Garden
19	Ketut L	L	Garden
20	Nengah A	L	Garden
21	I Made O S	L	Fo & Reservation
22	Made A S	L	Housekeeping
23	Made Y	L	Garden
24	Wayan K	L	Garden
25	Kadek S	L	Garden
26	Kadek S	L	Housekeeping
27	I Kadek S	L	Housekeeping
28	Wayan M S	L	Housekeeping
29	Gede A S	L	Housekeeping
30	I Putu P	L	Housekeeping
31	Kadek S	L	Restaurant
32	Kadek W	L	Security
33	I Wayan W	L	Garden
34	Kadek Y	L	Housekeeping
35	I Kadek R D S	L	Kitchen
36	Dewa P F K	L	Fo & Reservation
37	Putu M	L	Garden
38	I Gede T M H	L	Fo & Reservation
39	Ketut W	L	Housekeeping
40	I Putu E S	L	Housekeeping
41	Komang A S	L	Pool
42	I Kadek C W Y	L	Housekeeping
43	Nyoman T A	L	Housekeeping
44	Ni L S	P	Restaurant
45	Ni Luh P A S	P	Spa
46	I Kadek D S	L	Fo & Reservation
47	Ni Ketut A A S	P	General
48	Ni Luh M N	P	Accounting
49	Wayan S	P	Spa
50	I Made M Y	L	Engineering

No	Nama Lengkap	Jenis Kelamin	Departemen
51	Kadek W S	L	Housekeeping
52	Ni Made S	P	Spa
53	Komang N	L	Restaurant
54	Gusti K D	L	Kitchen
55	Nyoman S	L	Fo & Reservation
56	I Gede J A	L	Fo & Reservation
57	Kadek S	L	Fo & Reservation
58	I Gede Y	L	Restaurant
59	Ni Wayan A	P	Fo & Reservation
60	Ni Komang S E	P	Spa
61	Ni Kadek S W	P	Spa
62	I Nyoman S	L	Housekeeping
63	I Kadek P Y	L	Kitchen
64	I Kadek S	L	Restaurant
65	Putu D	L	Restaurant
66	I Kadek S	L	Garden
67	Komang D S	L	Pool
68	Kadek S	L	Housekeeping
69	Kadek S	L	Housekeeping
70	Komang S	L	Housekeeping
71	Wayan E S	L	Housekeeping
72	Kadek E B	L	Housekeeping
73	Putu H	L	Pool
74	Wayan P A W	L	Pool
75	I Putu A A E P	L	Fo & Reservation
76	Ni Kadek D A	P	Accounting
77	I Kadek A R	L	Accounting
78	Wayan S	L	Engineering
79	Putu O B S	L	Restaurant
80	I Gede K A	L	Kitchen
81	Luh D A	P	Kitchen
82	Kadek E A	L	Restaurant
83	Ketut L	P	Restaurant
84	Made M	P	Restaurant
85	I Kadek P Y P	L	Restaurant
86	Ketut J W	P	Fo & Reservation
87	Kadek S	P	Restaurant
88	I Putu K A	L	Pool
89	I Kadek M	L	Pool
90	I Kadek B A	L	Housekeeping
91	Komang L S	L	Housekeeping
92	Kadek S	L	Housekeeping
93	I Kadek W	L	Housekeeping
94	I Kadek R	L	Housekeeping
95	Putu O K	L	Housekeeping
96	Nengah A J	L	Housekeeping
97	I Kadek A	L	Housekeeping
98	Gede T W	L	Housekeeping
99	I Nyoman W	L	Kitchen
100	Komang W	L	Kitchen

No	Nama Lengkap	Jenis Kelamin	Departemen
101	Komang R R	L	Kitchen
102	I Kadek A S	L	Restaurant
103	Wayan S A D	L	Restaurant
104	Luh Y S	P	Restaurant
105	Kadek S	L	Gardener
106	Putu S	L	Gardener
107	Made S	L	Kitchen
108	Putu A S	L	Kitchen
109	Putu A C	L	Restaurant
110	Ketut C A S	P	Accounting
111	I Kadek A J	L	Housekeeping
112	I Ketut D	L	Restaurant
113	Komang S	L	Restaurant
114	I Kadek A	L	Kitchen
115	I Putu M Y	L	Kitchen
116	Ketut A S	L	Gardener
117	I Putu A P	L	Accounting
118	I Putu A D Y	L	Fo & Reservation
119	Made K	L	Accounting
120	Ni Putu I M P	P	Kitchen
121	Ni Kadek T J	P	Kitchen
122	I Gede H G S	L	Restaurant
123	Kadek N D S	L	Restaurant
124	Luh S	P	Fo & Reservation
125	Ketut Y A P	L	Garden
126	I Komang S	L	Gardener



Lampiran 05. Tabulasi Data Kuesioner (Sampel Kecil)

a. Variabel *Servant Leadership*

No	<i>Servant Leadership</i>							Total X1
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	
1	3	4	3	3	4	3	4	24
2	5	3	3	4	3	4	3	25
3	3	4	4	4	3	4	3	25
4	4	4	4	3	3	3	3	24
5	3	3	3	3	3	3	3	21
6	3	3	3	3	4	3	4	23
7	4	3	3	3	3	3	3	22
8	3	4	4	4	3	4	3	25
9	3	4	5	3	4	3	4	26
10	3	4	3	3	3	3	3	22
11	3	4	4	4	3	4	3	25
12	3	3	3	3	3	3	3	21
13	4	4	4	4	3	4	3	26
14	3	3	4	4	4	4	4	26
15	3	3	3	4	3	4	3	23
16	3	4	4	4	3	4	3	25
17	5	5	5	5	5	5	5	35
18	4	3	3	3	4	3	4	24
19	5	4	4	5	5	5	5	33
20	4	4	3	4	3	4	3	25
21	4	4	4	4	4	4	4	28
22	3	3	3	3	3	3	3	21
23	4	4	5	4	4	4	4	29
24	3	4	3	3	3	3	3	22
25	4	3	3	3	3	3	3	22
26	5	5	5	4	5	4	5	33
27	3	4	3	3	4	4	3	24
28	5	3	3	4	3	4	3	25
29	3	4	4	4	3	4	3	25
30	4	4	4	3	3	3	3	24

b. Variabel *Reward*

No	<i>Reward</i>				
	X2.1	X2.2	X2.3	X2.4	Total X2
1	3	3	3	3	12
2	3	3	4	4	14
3	3	3	4	3	13
4	3	3	3	3	12
5	3	3	3	4	13
6	3	3	2	4	12
7	4	4	2	4	14
8	3	3	2	3	11
9	4	3	3	4	14
10	3	3	3	3	12
11	3	3	3	3	12
12	3	3	3	4	13
13	3	4	4	3	14
14	3	3	3	2	11
15	3	4	3	3	13
16	3	3	3	3	12
17	4	5	5	5	19
18	3	4	4	3	14
19	5	5	4	5	19
20	4	4	4	4	16
21	5	5	4	5	19
22	3	3	2	4	12
23	5	5	4	5	19
24	4	4	3	4	15
25	4	4	3	4	15
26	5	4	4	5	18
27	3	3	3	3	12
28	3	3	4	4	14
29	3	3	4	3	13
30	3	3	3	3	12

c. Variabel Kepuasan Kerja

No	Kepuasan Kerja					Total Y
	Y.1	Y.2	Y.3	Y.4	Y.5	
1	3	3	3	3	4	16
2	5	4	3	3	4	19
3	3	4	4	3	4	18
4	4	3	4	4	4	19
5	3	3	4	3	3	16
6	3	3	3	3	4	16
7	4	4	4	3	4	19
8	3	4	4	3	4	18
9	3	4	3	4	4	18
10	3	4	3	3	4	17
11	3	3	3	3	4	16
12	3	3	3	3	4	16
13	4	4	4	4	4	20
14	3	4	3	2	4	16
15	3	4	3	2	4	16
16	3	3	3	3	4	16
17	5	5	4	4	4	22
18	4	4	3	4	4	19
19	5	5	5	4	5	24
20	4	4	4	3	5	20
21	4	5	4	3	5	21
22	3	4	3	3	3	16
23	4	4	5	3	5	21
24	3	4	3	3	4	17
25	4	3	4	4	4	19
26	5	5	5	5	4	24
27	3	3	3	3	4	16
28	5	4	3	3	4	19
29	3	4	4	3	4	18
30	4	3	4	4	4	19

Lampiran 06. Hasil Uji Validitas

a. Uji Validitas Variabel *Servant Leadership*

		Correlations							
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	Total_X1
X1.1	Pearson Correlation	1	.204	.249	.479**	.406*	.437*	.449*	.635**
	Sig. (2-tailed)		.279	.185	.007	.026	.016	.013	.000
	N	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.204	1	.701**	.410*	.442*	.442*	.418*	.679**
	Sig. (2-tailed)	.279		.000	.025	.015	.014	.022	.000
	N	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.249	.701**	1	.510**	.502**	.466**	.549**	.758**
	Sig. (2-tailed)	.185	.000		.004	.005	.009	.002	.000
	N	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.479**	.410*	.510**	1	.375*	.956**	.425*	.783**
	Sig. (2-tailed)	.007	.025	.004		.041	.000	.019	.000
	N	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.406*	.442*	.502**	.375*	1	.422*	.964**	.792**
	Sig. (2-tailed)	.026	.015	.005	.041		.020	.000	.000
	N	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.437*	.442*	.466**	.956**	.422*	1	.394*	.773**
	Sig. (2-tailed)	.016	.014	.009	.000	.020		.031	.000
	N	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.449*	.418*	.549**	.425*	.964**	.394*	1	.811**
	Sig. (2-tailed)	.013	.022	.002	.019	.000	.031		.000
	N	30	30	30	30	30	30	30	30
Total_X1	Pearson Correlation	.635**	.679**	.758**	.783**	.792**	.773**	.811**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	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).

b. Uji Validitas Variabel *Reward*

		Correlations				
		X2.1	X2.2	X2.3	X2.4	Total_X2
X2.1	Pearson Correlation	1	.810**	.365*	.804**	.897**
	Sig. (2-tailed)		.000	.047	.000	.000
	N	30	30	30	30	30
X2.2	Pearson Correlation	.810**	1	.516**	.667**	.898**
	Sig. (2-tailed)	.000		.003	.000	.000
	N	30	30	30	30	30
X2.3	Pearson Correlation	.365*	.516**	1	.344	.668**
	Sig. (2-tailed)	.047	.003		.063	.000
	N	30	30	30	30	30
X2.4	Pearson Correlation	.804**	.667**	.344	1	.855**
	Sig. (2-tailed)	.000	.000	.063		.000
	N	30	30	30	30	30
Total_X2	Pearson Correlation	.897**	.898**	.668**	.855**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	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).

c. Uji Validitas Variabel Kepuasan Kerja

		Correlations					
		Y.1	Y.2	Y.3	Y.4	Y.5	Total_Y
Y.1	Pearson Correlation	1	.529**	.508**	.559**	.374*	.848**
	Sig. (2-tailed)		.003	.004	.001	.042	.000
	N	30	30	30	30	30	30
Y.2	Pearson Correlation	.529**	1	.431*	.211	.392*	.714**
	Sig. (2-tailed)	.003		.017	.263	.032	.000
	N	30	30	30	30	30	30
Y.3	Pearson Correlation	.508**	.431*	1	.495**	.432*	.795**
	Sig. (2-tailed)	.004	.017		.005	.017	.000
	N	30	30	30	30	30	30
Y.4	Pearson Correlation	.559**	.211	.495**	1	.056	.669**
	Sig. (2-tailed)	.001	.263	.005		.769	.000
	N	30	30	30	30	30	30
Y.5	Pearson Correlation	.374*	.392*	.432*	.056	1	.565**
	Sig. (2-tailed)	.042	.032	.017	.769		.001
	N	30	30	30	30	30	30
Total_Y	Pearson Correlation	.848**	.714**	.795**	.669**	.565**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	
	N	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).

Lampiran 07. Hasil Uji Reliabilitas

a. Uji Reliabilitas Variabel *Servant Leadership*

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
.865	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	21.4667	9.361	.473	.872
X1.2	21.4000	9.697	.569	.855
X1.3	21.4667	8.878	.647	.845
X1.4	21.5000	9.155	.697	.838
X1.5	21.6333	8.861	.699	.837
X1.6	21.4667	9.223	.686	.840
X1.7	21.6667	8.782	.726	.833

b. Uji Reliabilitas Variabel *Reward*

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
.848	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	10.5000	3.500	.808	.755
X2.2	10.4333	3.495	.810	.754
X2.3	10.6667	4.299	.444	.903
X2.4	10.3000	3.459	.716	.794

c. Uji Reliabilitas Variabel Kepuasan Kerja

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
.773	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	14.7333	3.030	.701	.670
Y.2	14.5667	3.702	.523	.738
Y.3	14.7667	3.426	.641	.696
Y.4	15.1000	3.886	.470	.756
Y.5	14.3000	4.493	.412	.772

Lampiran 08. Tabulasi Data Kuesioner (Sampel Utama)

a. Variabel *Servant Leadership*

No	<i>Servant Leadership</i>							Total X1
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	
1	4	4	4	4	4	4	4	28
2	5	4	4	4	5	4	5	31
3	3	4	3	4	5	4	5	28
4	5	4	4	4	5	4	5	31
5	4	4	3	4	3	4	3	25
6	3	4	3	3	4	3	4	24
7	5	4	5	5	5	5	5	34
8	4	5	4	5	5	5	5	33
9	5	5	4	3	4	3	4	28
10	3	3	3	3	3	3	3	21
11	4	4	5	4	4	4	4	29
12	3	4	3	3	3	3	3	22
13	4	4	4	4	3	4	3	26
14	5	5	4	4	5	4	5	32
15	4	4	3	3	3	3	3	23
16	4	4	4	4	3	4	3	26
17	3	4	3	3	3	3	3	22
18	3	4	4	3	3	3	3	23
19	4	3	4	3	4	3	4	25
20	4	3	3	4	4	4	4	26
21	3	4	3	3	3	3	3	22
22	4	3	3	3	3	3	3	22
23	5	5	5	4	5	4	5	33
24	5	5	4	5	4	5	4	32
25	3	4	4	4	4	4	4	27
26	4	4	4	4	4	4	4	28
27	3	3	3	3	3	3	3	21
28	4	4	3	3	3	3	3	23
29	4	3	3	3	3	3	3	22
30	4	4	4	4	4	4	4	28
31	5	5	4	5	3	5	3	30
32	5	4	4	5	4	5	4	31
33	3	4	4	3	3	3	3	23
34	4	4	4	4	3	4	3	26
35	3	4	3	4	3	4	3	24
36	5	4	5	4	5	4	5	32
37	3	3	3	3	3	3	3	21

No	<i>Servant Leadership</i>							
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	Total X1
38	3	4	3	4	3	4	3	24
39	4	3	3	3	3	3	3	22
40	3	4	3	3	3	3	3	22
41	3	4	4	4	3	4	3	25
42	4	4	4	4	3	4	3	26
43	4	3	4	4	3	4	3	25
44	5	4	4	4	4	4	4	29
45	5	5	5	5	5	5	5	35
46	3	3	3	3	3	3	3	21
47	3	4	3	3	3	3	3	22
48	4	5	4	4	3	4	3	27
49	4	4	3	4	3	4	3	25
50	3	4	4	4	3	4	3	25
51	2	2	2	2	2	2	2	14
52	3	4	3	4	4	4	4	26
53	2	2	2	2	2	2	2	14
54	4	4	4	2	4	2	4	24
55	3	4	3	3	3	3	3	22
56	5	4	3	3	3	3	3	24
57	4	4	4	5	4	5	4	30
58	4	4	3	4	3	4	3	25
59	2	2	2	2	3	2	3	16
60	4	3	3	4	4	4	4	26
61	4	3	3	4	4	4	4	26
62	4	4	5	4	5	4	5	31
63	5	4	4	5	5	5	5	33
64	4	3	4	4	4	4	4	27
65	4	4	4	4	3	4	3	26
66	5	4	4	4	5	4	5	31
67	3	4	3	4	5	4	5	28
68	5	4	4	4	5	4	5	31
69	4	4	3	4	3	4	3	25
70	3	4	3	3	4	3	4	24
71	5	4	5	5	5	5	5	34
72	4	5	4	5	5	5	5	33
73	5	5	4	3	4	3	4	28
74	4	4	4	4	3	4	3	26
75	5	5	4	4	5	4	5	32
76	4	4	3	3	3	3	3	23
77	4	4	4	4	3	4	3	26
78	3	4	3	3	3	3	3	22

No	<i>Servant Leadership</i>							
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	Total X1
79	3	4	4	3	3	3	3	23
80	4	3	4	3	4	3	4	25
81	4	3	3	4	4	4	4	26
82	3	4	3	3	3	3	3	22
83	5	5	4	5	4	5	4	32
84	3	4	4	4	4	4	4	27
85	4	4	4	4	4	4	4	28
86	3	3	3	3	3	3	3	21
87	4	4	3	3	3	3	3	23
88	4	3	3	3	3	3	3	22
89	4	4	4	4	4	4	4	28
90	3	3	3	3	3	3	3	21
91	5	5	4	5	3	5	3	30
92	5	4	4	5	4	5	4	31
93	3	4	4	3	3	3	3	23
94	4	4	4	4	3	4	3	26
95	3	4	3	4	3	4	3	24
96	3	3	3	3	4	3	4	23
97	4	3	3	3	3	3	3	22
98	5	4	5	4	5	5	4	32
99	3	3	3	3	3	3	3	21
100	3	4	3	4	3	4	3	24
101	4	3	3	3	3	3	3	22
102	3	4	3	3	3	3	3	22
103	3	4	4	4	3	4	3	25
104	4	4	4	4	3	4	3	26
105	4	3	4	4	3	4	3	25
106	3	4	4	4	3	4	3	25
107	3	4	5	3	4	3	4	26
108	3	4	3	3	3	3	3	22
109	3	4	4	4	3	4	3	25
110	5	4	4	4	4	4	4	29
111	5	5	5	5	5	5	5	35
112	3	3	3	3	3	3	3	21
113	3	4	3	3	3	3	3	22
114	4	5	4	4	3	4	3	27
115	4	4	3	4	3	4	3	25
116	3	4	4	4	3	4	3	25
117	2	2	2	2	2	2	2	14
118	3	3	3	3	3	3	3	21
119	4	4	4	4	3	4	3	26

No	<i>Servant Leadership</i>							
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	Total X1
120	3	3	4	4	4	4	4	26
121	3	4	3	4	4	4	4	26
122	2	2	2	2	2	2	2	14
123	4	4	4	2	4	2	4	24
124	3	4	3	3	3	3	3	22
125	5	4	3	3	3	3	3	24
126	4	4	4	5	4	5	4	30

b. Variabel *Reward*

No	<i>Reward</i>				
	X2.1	X2.2	X2.3	X2.4	Total X2
1	5	5	4	5	19
2	5	5	4	4	18
3	3	4	3	4	14
4	5	5	4	5	19
5	4	4	3	4	15
6	3	3	2	3	11
7	4	4	4	5	17
8	4	4	4	5	17
9	4	4	3	5	16
10	3	3	2	4	12
11	5	5	4	5	19
12	4	4	3	4	15
13	3	4	3	2	12
14	4	5	5	5	19
15	3	3	4	4	14
16	3	3	4	4	14
17	3	3	4	4	14
18	3	3	3	3	12
19	3	3	3	4	13
20	3	4	4	4	15
21	3	3	3	3	12
22	4	4	3	4	15
23	5	4	4	5	18
24	5	5	4	4	18
25	3	4	3	3	13
26	4	4	3	4	15
27	4	4	3	4	15
28	3	3	3	4	13

No	<i>Reward</i>				
	X2.1	X2.2	X2.3	X2.4	Total X2
29	4	4	3	4	15
30	4	3	3	4	14
31	5	5	4	5	19
32	4	5	4	4	17
33	4	3	4	4	15
34	3	4	4	3	14
35	4	3	3	4	14
36	5	4	4	5	18
37	3	3	2	4	12
38	4	3	3	4	14
39	3	3	4	4	14
40	3	3	3	3	12
41	3	3	3	3	12
42	4	4	3	3	14
43	4	4	2	4	14
44	5	5	4	4	18
45	5	4	4	5	18
46	3	4	2	4	13
47	4	4	2	4	14
48	3	4	3	3	13
49	4	3	4	3	14
50	3	3	3	2	11
51	2	2	2	2	8
52	3	3	3	4	13
53	2	2	2	2	8
54	3	3	3	4	13
55	3	4	4	4	15
56	3	3	3	3	12
57	4	3	4	4	15
58	4	3	3	4	14
59	2	2	2	2	8
60	4	3	4	4	15
61	4	4	3	4	15
62	5	5	4	5	19
63	5	5	4	5	19
64	4	3	4	4	15
65	3	4	3	4	14
66	5	5	4	4	18
67	3	4	3	4	14
68	5	5	4	5	19
69	4	4	3	4	15

No	<i>Reward</i>				
	X2.1	X2.2	X2.3	X2.4	Total X2
70	3	3	2	3	11
71	4	4	4	5	17
72	4	4	4	5	17
73	4	4	3	5	16
74	3	4	3	2	12
75	4	5	5	5	19
76	3	3	4	4	14
77	3	3	4	4	14
78	3	3	4	4	14
79	3	3	3	3	12
80	3	3	3	4	13
81	3	4	4	4	15
82	3	3	3	3	12
83	5	5	4	4	18
84	3	4	3	3	13
85	4	4	3	4	15
86	4	4	3	4	15
87	3	3	3	4	13
88	4	4	3	4	15
89	4	3	3	4	14
90	3	3	3	4	13
91	5	5	4	5	19
92	4	5	4	4	17
93	4	3	4	4	15
94	3	4	4	3	14
95	4	3	3	4	14
96	3	3	2	4	12
97	4	4	2	4	14
98	5	4	4	5	18
99	3	3	2	4	12
100	4	3	3	4	14
101	3	3	4	4	14
102	3	3	3	3	12
103	3	3	3	3	12
104	4	4	3	3	14
105	4	4	2	4	14
106	3	3	2	3	11
107	4	3	3	4	14
108	3	3	3	3	12
109	3	3	3	3	12
110	5	5	4	4	18

No	<i>Reward</i>				
	X2.1	X2.2	X2.3	X2.4	Total X2
111	5	4	4	5	18
112	3	4	2	4	13
113	4	4	2	4	14
114	3	4	3	3	13
115	4	3	4	3	14
116	3	3	3	2	11
117	2	2	2	2	8
118	3	3	3	4	13
119	3	4	4	3	14
120	3	3	3	2	11
121	3	3	3	4	13
122	2	2	2	2	8
123	3	3	3	4	13
124	3	4	4	4	15
125	3	3	3	3	12
126	4	3	4	4	15

c. Variabel Kepuasan Kerja

No	Kepuasan Kerja					Total Y
	Y.1	Y.2	Y.3	Y.4	Y.5	
1	4	5	4	3	5	21
2	5	4	4	5	4	22
3	3	4	4	4	4	19
4	5	4	4	5	5	23
5	4	4	3	4	4	19
6	3	3	3	3	3	15
7	5	5	4	4	4	22
8	4	4	5	4	5	22
9	5	5	4	3	4	21
10	3	4	3	3	3	16
11	4	4	5	3	5	21
12	3	4	3	3	4	17
13	4	4	4	3	3	18
14	5	5	5	5	4	24
15	4	3	3	3	3	16
16	4	4	4	4	4	20
17	3	4	3	3	4	17
18	3	3	3	3	4	16
19	4	3	3	4	4	18

No	Kepuasan Kerja					
	Y.1	Y.2	Y.3	Y.4	Y.5	Total Y
20	4	4	4	4	4	20
21	3	3	3	4	3	16
22	4	3	4	4	4	19
23	5	5	5	5	4	24
24	5	5	5	4	5	24
25	3	4	4	3	4	18
26	4	4	4	4	4	20
27	3	4	3	2	4	16
28	4	3	4	4	4	19
29	4	4	3	3	4	18
30	4	4	4	4	4	20
31	5	5	4	4	4	22
32	5	5	4	4	5	23
33	3	4	3	3	4	17
34	4	3	4	4	4	19
35	3	4	3	4	4	18
36	5	5	4	4	4	22
37	3	4	3	3	4	17
38	3	3	3	3	4	16
39	4	4	4	3	3	18
40	3	4	3	3	4	17
41	3	3	3	3	4	16
42	4	3	4	4	4	19
43	4	4	4	4	4	20
44	5	5	5	5	5	25
45	5	5	5	3	5	23
46	3	3	3	3	4	16
47	3	4	3	3	4	17
48	4	3	4	4	4	19
49	4	3	4	4	4	19
50	3	3	3	3	4	16
51	2	2	2	2	2	10
52	3	4	3	4	4	18
53	2	2	2	2	2	10
54	4	4	4	3	4	19
55	3	4	3	4	4	18
56	5	4	4	3	4	20
57	4	3	4	4	4	19
58	4	4	4	3	4	19
59	2	2	2	2	2	10
60	4	4	4	4	4	20

No	Kepuasan Kerja					
	Y.1	Y.2	Y.3	Y.4	Y.5	Total Y
61	4	4	4	3	5	20
62	4	4	5	4	4	21
63	5	5	4	4	5	23
64	4	5	4	4	4	21
65	4	4	3	4	4	19
66	5	4	4	5	4	22
67	3	4	4	4	4	19
68	5	4	4	5	5	23
69	4	4	3	4	4	19
70	3	3	3	3	3	15
71	5	5	4	4	4	22
72	4	4	5	4	5	22
73	5	5	4	3	4	21
74	4	4	4	3	3	18
75	5	5	5	5	4	24
76	4	3	3	3	3	16
77	4	4	4	4	4	20
78	3	4	3	3	4	17
79	3	3	3	3	4	16
80	4	3	3	4	4	18
81	4	4	4	4	4	20
82	3	3	3	4	3	16
83	5	5	5	4	5	24
84	3	4	4	3	4	18
85	4	4	4	4	4	20
86	3	4	3	2	4	16
87	4	3	4	4	4	19
88	4	4	3	3	4	18
89	4	4	4	4	4	20
90	3	3	4	3	3	16
91	5	5	4	4	4	22
92	5	5	4	4	5	23
93	3	4	3	3	4	17
94	4	3	4	4	4	19
95	3	4	3	4	4	18
96	3	3	3	3	4	16
97	4	4	4	3	4	19
98	5	5	4	4	4	22
99	3	4	3	3	4	17
100	3	3	3	3	4	16
101	4	4	4	3	3	18

No	Kepuasan Kerja					
	Y.1	Y.2	Y.3	Y.4	Y.5	Total Y
102	3	4	3	3	4	17
103	3	3	3	3	4	16
104	4	3	4	4	4	19
105	4	4	4	4	4	20
106	3	4	4	3	4	18
107	3	4	3	4	4	18
108	3	4	3	3	4	17
109	3	3	3	3	4	16
110	5	5	5	5	5	25
111	5	5	5	3	5	23
112	3	3	3	3	4	16
113	3	4	3	3	4	17
114	4	3	4	4	4	19
115	4	3	4	4	4	19
116	3	3	3	3	4	16
117	2	2	2	2	2	10
118	3	3	3	3	4	16
119	4	4	4	4	4	20
120	3	4	3	2	4	16
121	3	4	3	4	4	18
122	2	2	2	2	2	10
123	4	4	4	3	4	19
124	3	4	3	4	4	18
125	5	4	4	3	4	20
126	4	3	4	4	4	19

Lampiran 09. Hasil Uji Statistik Deskriptif

a. Hasil Uji Deskriptif

Descriptive Statistics						
	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
Servant Leadership	126	14.00	35.00	25.5556	.38290	4.29801
Reward	126	8.00	19.00	14.2937	.22819	2.56146
Kepuasan Kerja	126	10.00	25.00	18.6905	.26749	3.00257
Valid N (listwise)	126					

b. Variabel *Servant Leadership*

Statistics									
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	Total_X1
N	Valid	126	126	126	126	126	126	126	126
	Missing	0	0	0	0	0	0	0	0
Mean		3.7619	3.8333	3.5794	3.6508	3.5397	3.6587	3.5317	25.5556
Median		4.0000	4.0000	4.0000	4.0000	3.0000	4.0000	3.0000	25.0000
Std. Deviation		.82393	.67823	.69689	.76229	.78639	.77111	.77652	4.29801
Minimum		2.00	2.00	2.00	2.00	2.00	2.00	2.00	14.00
Maximum		5.00	5.00	5.00	5.00	5.00	5.00	5.00	35.00
Sum		474.00	483.00	451.00	460.00	446.00	461.00	445.00	3220.00

X1.1				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	4.0	4.0	4.0
CS	46	36.5	36.5	40.5
S	49	38.9	38.9	79.4
SS	26	20.6	20.6	100.0
Total	126	100.0	100.0	

X1.2				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	4.0	4.0	4.0
CS	26	20.6	20.6	24.6
S	80	63.5	63.5	88.1
SS	15	11.9	11.9	100.0
Total	126	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.0	4.0	4.0
	CS	53	42.1	42.1	46.0
	S	58	46.0	46.0	92.1
	SS	10	7.9	7.9	100.0
	Total	126	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	5.6	5.6	5.6
	CS	45	35.7	35.7	41.3
	S	59	46.8	46.8	88.1
	SS	15	11.9	11.9	100.0
	Total	126	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	3.2	3.2	3.2
	CS	69	54.8	54.8	57.9
	S	34	27.0	27.0	84.9
	SS	19	15.1	15.1	100.0
	Total	126	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	5.6	5.6	5.6
	CS	45	35.7	35.7	41.3
	S	58	46.0	46.0	87.3
	SS	16	12.7	12.7	100.0
	Total	126	100.0	100.0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	4	3.2	3.2	3.2
CS	69	54.8	54.8	57.9
S	35	27.8	27.8	85.7
SS	18	14.3	14.3	100.0
Total	126	100.0	100.0	

Total_X1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 14.00	4	3.2	3.2	3.2
16.00	1	.8	.8	4.0
21.00	9	7.1	7.1	11.1
22.00	18	14.3	14.3	25.4
23.00	9	7.1	7.1	32.5
24.00	10	7.9	7.9	40.5
25.00	15	11.9	11.9	52.4
26.00	18	14.3	14.3	66.7
27.00	5	4.0	4.0	70.6
28.00	9	7.1	7.1	77.8
29.00	3	2.4	2.4	80.2
30.00	4	3.2	3.2	83.3
31.00	7	5.6	5.6	88.9
32.00	6	4.8	4.8	93.7
33.00	4	3.2	3.2	96.8
34.00	2	1.6	1.6	98.4
35.00	2	1.6	1.6	100.0
Total	126	100.0	100.0	

c. Variabel Reward

Statistics

		X2.1	X2.2	X2.3	X2.4	Total_X2
N	Valid	126	126	126	126	126
	Missing	0	0	0	0	0
Mean		3.6111	3.6190	3.2619	3.8016	14.2937
Median		3.5000	4.0000	3.0000	4.0000	14.0000
Std. Deviation		.78966	.77828	.72860	.81013	2.56146
Minimum		2.00	2.00	2.00	2.00	8.00
Maximum		5.00	5.00	5.00	5.00	19.00
Sum		455.00	456.00	411.00	479.00	1801.00

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.0	4.0	4.0
	CS	58	46.0	46.0	50.0
	S	44	34.9	34.9	84.9
	SS	19	15.1	15.1	100.0
	Total	126	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.0	4.0	4.0
	CS	56	44.4	44.4	48.4
	S	47	37.3	37.3	85.7
	SS	18	14.3	14.3	100.0
	Total	126	100.0	100.0	

X2.3

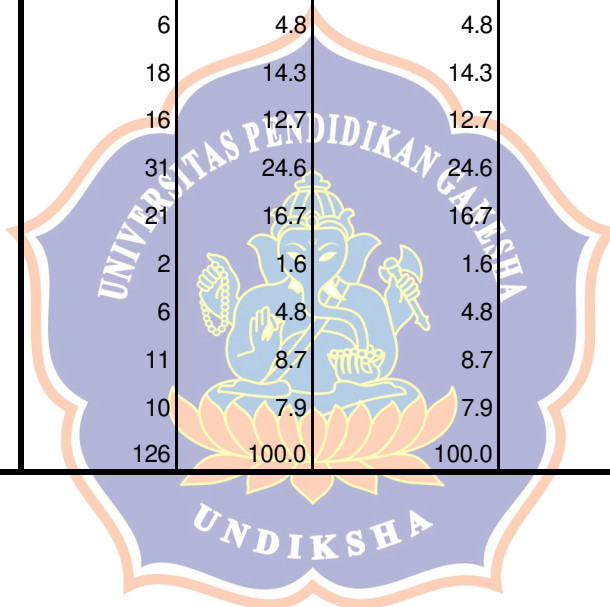
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	19	15.1	15.1	15.1
	CS	57	45.2	45.2	60.3
	S	48	38.1	38.1	98.4
	SS	2	1.6	1.6	100.0
	Total	126	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	10	7.9	7.9	7.9
	CS	26	20.6	20.6	28.6
	S	69	54.8	54.8	83.3
	SS	21	16.7	16.7	100.0
	Total	126	100.0	100.0	

Total X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8.00	5	4.0	4.0	4.0
	11.00	6	4.8	4.8	8.7
	12.00	18	14.3	14.3	23.0
	13.00	16	12.7	12.7	35.7
	14.00	31	24.6	24.6	60.3
	15.00	21	16.7	16.7	77.0
	16.00	2	1.6	1.6	78.6
	17.00	6	4.8	4.8	83.3
	18.00	11	8.7	8.7	92.1
	19.00	10	7.9	7.9	100.0
	Total	126	100.0	100.0	



d. Variabel Kepuasan Kerja

Statistics

	Y.1	Y.2	Y.3	Y.4	Y.5	Total_Y
N Valid	126	126	126	126	126	126
Missing	0	0	0	0	0	0
Mean	3.7619	3.8175	3.6349	3.5238	3.9524	18.6905
Median	4.0000	4.0000	4.0000	4.0000	4.0000	19.0000
Std. Deviation	.82393	.76316	.72225	.72348	.61783	3.00257
Minimum	2.00	2.00	2.00	2.00	2.00	10.00
Maximum	5.00	5.00	5.00	5.00	5.00	25.00
Sum	474.00	481.00	458.00	444.00	498.00	2355.00

Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	4.0	4.0	4.0
CS	46	36.5	36.5	40.5
S	49	38.9	38.9	79.4
SS	26	20.6	20.6	100.0
Total	126	100.0	100.0	

Y.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	4.0	4.0	4.0
CS	35	27.8	27.8	31.7
S	64	50.8	50.8	82.5
SS	22	17.5	17.5	100.0
Total	126	100.0	100.0	

Y.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	4.0	4.0	4.0
CS	49	38.9	38.9	42.9
S	59	46.8	46.8	89.7
SS	13	10.3	10.3	100.0
Total	126	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	6.3	6.3	6.3
	CS	53	42.1	42.1	48.4
	S	56	44.4	44.4	92.9
	SS	9	7.1	7.1	100.0
	Total	126	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	4.0	4.0	4.0
	CS	12	9.5	9.5	13.5
	S	93	73.8	73.8	87.3
	SS	16	12.7	12.7	100.0
	Total	126	100.0	100.0	

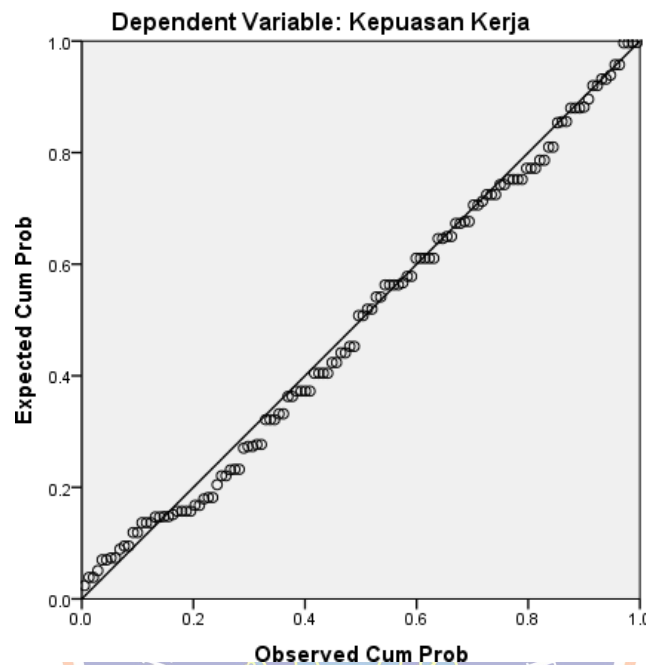
Total Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10.00	5	4.0	4.0	4.0
	15.00	2	1.6	1.6	5.6
	16.00	22	17.5	17.5	23.0
	17.00	12	9.5	9.5	32.5
	18.00	18	14.3	14.3	46.8
	19.00	22	17.5	17.5	64.3
	20.00	15	11.9	11.9	76.2
	21.00	6	4.8	4.8	81.0
	22.00	10	7.9	7.9	88.9
	23.00	7	5.6	5.6	94.4
	24.00	5	4.0	4.0	98.4
	25.00	2	1.6	1.6	100.0
	Total	126	100.0	100.0	

Lampiran 10. Hasil Uji Asumsi Klasik

a. Uji Normalitas

Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		126
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.11067802
Most Extreme Differences	Absolute	.058
	Positive	.058
	Negative	-.037
Test Statistic		.058
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

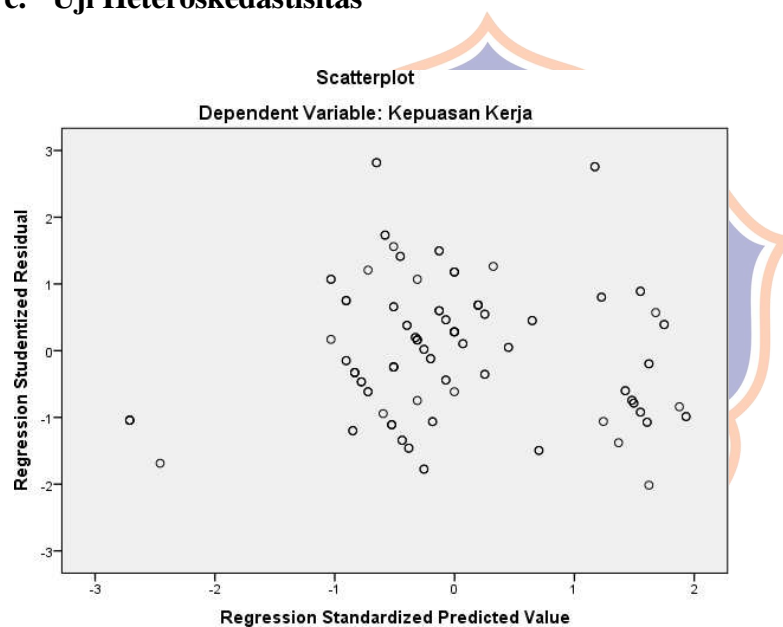
d. This is a lower bound of the true significance.

b. Uji Multikolinearitas

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.755	.618		2.839	.005		
	Servant Leadership	.354	.039	.506	8.984	.000	.350	2.857
	Reward	.552	.066	.471	8.357	.000	.350	2.857

a. Dependent Variable: Kepuasan Kerja

c. Uji Heteroskedastisitas



Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	.901	.365		.015
	Servant Leadership	-4.975	.023	.000	.998
	Reward	.000	.039	-.002	.990

a. Dependent Variable: Abs_RES

Lampiran 11. Hasil Uji Hipotesis

A. Hasil Regresi Linier Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Reward, Servant Leadership ^b		Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.929 ^a	.863	.861	1.11967

a. Predictors: (Constant), Reward, Servant Leadership

b. Dependent Variable: Kepuasan Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	972.728	2	486.364	387.954	.000 ^b
	Residual	154.201	123	1.254		
	Total	1126.929	125			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Reward, Servant Leadership

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.755	.618		2.839	.005
	Servant Leadership	.354	.039	.506	8.984	.000
	Reward	.552	.066	.471	8.357	.000

a. Dependent Variable: Kepuasan Kerja

Lampiran 12. Dokumentasi Penelitian

RIWAYAT HIDUP



I Gusti Made Arya Darma Wiguna lahir di Singaraja pada tahun 2004. Penulis berkebangsaan Indonesia dan beragama Hindu. Penulis tinggal di Dusun Kembang Sari Gang Goa Tirta, Desa Pemuteran. Penulis menyelesaikan pendidikan dasar di SD Negeri 5 Pemuteran. Kemudian penulis melanjutkan di SMP Negeri 2 Gerokgak dan lulus pada tahun 2018. Penulis lulus dari SMA Negeri 2 Gerokgak jurusan IPA dan melanjutkan ke Program Studi

S1 Manajemen Fakultas Ekonomi di Universitas Pendidikan Ganesha. Penulis aktif mengikuti kegiatan dan organisasi di lingkungan Universitas Pendidikan Ganesha. Pada semester akhir tahun 2026 penulis telah menyelesaikan skripsi yang berjudul “Pengaruh *Servant Leadership* dan *Reward* Terhadap Kepuasan Kerja Karyawan *Villa Sumberkima Hill Retreat*” sebagai syarat dalam menyelesaikan studi di Program Studi Manajemen Universitas Pendidikan Ganesha.

