

## LAMPIRAN

### Lampiran 1. Kuisisioner

#### Petunjuk:

Pada kuesioner ini Bapak/Ibu diminta untuk memberikan tanda (x) pada pilihan jawaban sesuai dengan kondisi yang Bapak/Ibu rasakan.

1. Nama Karyawan : .....
2. Jenis Kelamin :   ¥ Laki-laki                      ¥ Perempuan

#### I. Variabel Kepemimpinan

1. Bagaimana kemampuan atasan menjelaskan target kerja yang diharapkan dapat tercapai dari kinerja karyawan?
  - a. Sangat baik
  - b. Baik
  - c. Cukup baik
  - d. Tidak baik
  - e. Sangat tidak baik
2. Bagaimana kemampuan atasan dalam memberikan arahan khusus kepada karyawan dalam mengerjakan pekerjaan yang bersifat kompleks?
  - a. Sangat baik
  - b. Baik
  - c. Cukup baik
  - d. Tidak baik
  - e. Sangat tidak baik
3. Bagaimana kemampuan atasan dalam menciptakan suasana kerja yang kondusif?
  - a. Sangat baik
  - b. Baik
  - c. Cukup baik
  - d. Tidak baik
  - e. Sangat tidak baik

4. Bagaimana kemampuan atasan dalam memperhatikan kesejahteraan karyawan?

- a. Sangat baik
- b. Baik
- c. Cukup baik
- d. Tidak baik
- e. Sangat tidak baik

5. Bagaimana kemampuan atasan dalam memberikan kebebasan kepada karyawan untuk berpendapat?

- a. Sangat baik
- b. Baik
- c. Cukup baik
- d. Tidak baik
- e. Sangat tidak baik

6. Bagaimana kemampuan atasan dalam mempertimbangkan saran-saran yang diberikan oleh karyawan untuk memecahkan permasalahan kerja di perusahaan?

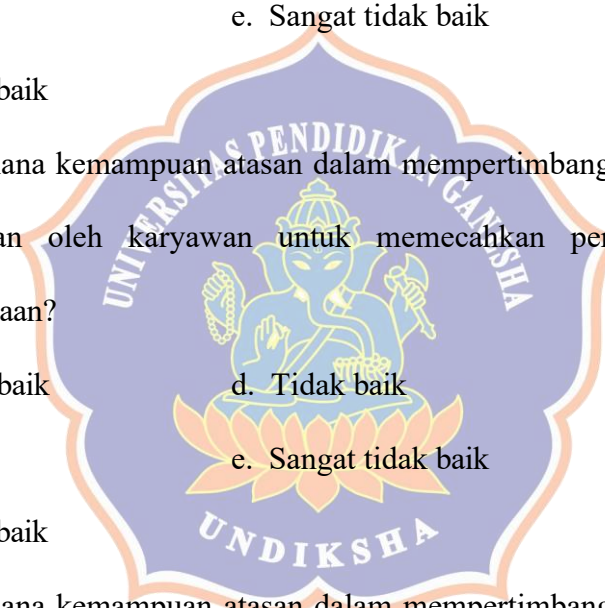
- a. Sangat baik
- b. Baik
- c. Cukup baik
- d. Tidak baik
- e. Sangat tidak baik

7. Bagaimana kemampuan atasan dalam mempertimbangkan gagasan-gagasan baru dari karyawan untuk memajukan perusahaan?

- a. Sangat baik
- b. Baik
- c. Cukup baik
- d. Tidak baik
- e. Sangat tidak baik

8. Bagaimana kemampuan atasan dalam menetapkan tujuan yang ingin dicapai perusahaan?

- a. Sangat baik
- b. Baik
- d. Tidak baik
- e. Sangat tidak baik



- c. Cukup baik
9. Bagaimana kepercayaan atasan terhadap kemampuan karyawan dalam mencapai standar kerja yang tinggi?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik
- c. Cukup baik
10. Bagaimana kemampuan atasan dalam membangkitkan rasa percaya diri karyawan untuk dapat mencapai tujuan yang ingin dicapai perusahaan?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik
- c. Cukup baik

## II. Variabel Komunikasi

1. Bagaimana kemampuan atasan dalam memberikan perintah atau instruksi yang dapat dimengerti dengan baik?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik
- c. Cukup baik
2. Bagaimana kemampuan atasan dalam pimpinan menjelaskan prosedur untuk setiap pekerjaan yang dilaksanakan oleh bawahannya?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik
- c. Cukup baik
3. Bagaimana kemampuan atasan dalam memberi teguran atas kesalahan karyawan?

- a. Sangat baik
  - b. Baik
  - c. Cukup baik
  - d. Tidak baik
  - e. Sangat tidak baik
4. Bagaimana kemampuan atasan dalam memberi pujian bila karyawan menjalankan tugas dengan memuaskan?

- a. Sangat baik
- b. Baik
- c. Cukup baik
- d. Tidak baik
- e. Sangat tidak baik

5. Bagaimana kemampuan atasan menerima saran yang diberikan karyawan?

- a. Sangat baik
- b. Baik
- c. Cukup baik
- d. Tidak baik
- e. Sangat tidak baik

6. Bagaimana kemampuan atasan merespon laporan hasil pekerjaan yang diberikan oleh karyawan?

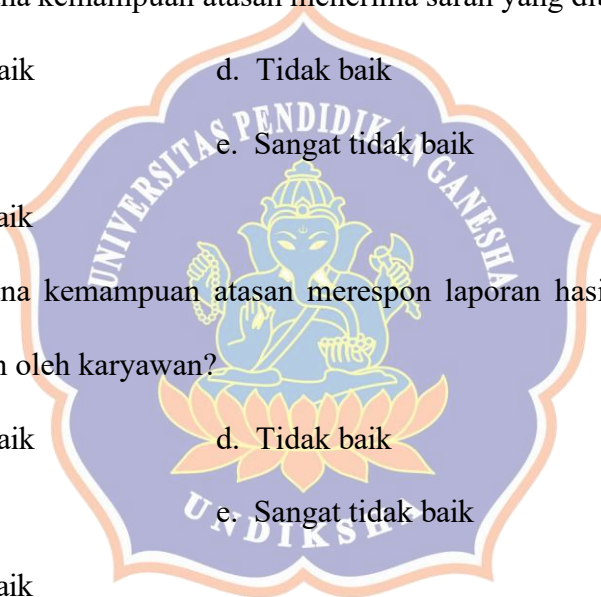
- a. Sangat baik
- b. Baik
- c. Cukup baik
- d. Tidak baik
- e. Sangat tidak baik

7. Bagaimana kemampuan atasan mengkoordinasikan tugas pada divisi yang sama?

- a. Sangat baik
- b. Baik
- c. Cukup baik
- d. Tidak baik
- e. Sangat tidak baik

8. Bagaimana kemampuan atasan dalam memimpin jalannya rapat?

- a. Sangat baik
- b. Baik
- d. Tidak baik
- e. Sangat tidak baik

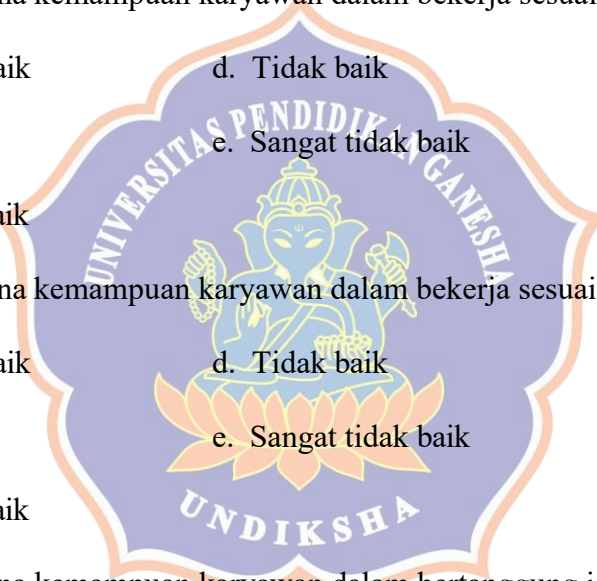


- c. Cukup baik
9. Bagaimana kemampuan atasan dalam menciptakan hubungan yang kondusif antara divisi yang satu dengan divisi yang lain?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                  e. Sangat tidak baik
- c. Cukup baik
10. Bagaimana kemampuan atasan dalam mengkoordinasikan tugas antara divisi yang satu dengan divisi yang lain?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                  e. Sangat tidak baik
- c. Cukup baik

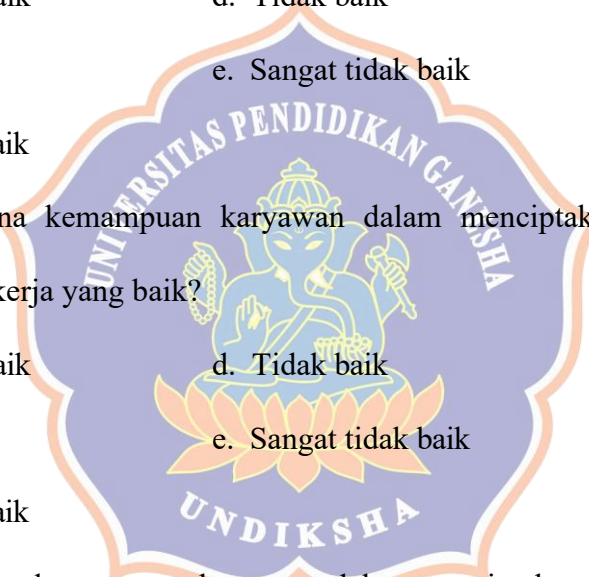
### III. Variabel Disiplin Kerja

1. Bagaimana ketepatan jumlah hari kerja karyawan dengan standar hari kerja yang telah ditetapkan perusahaan?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                  e. Sangat tidak baik
- c. Cukup baik
2. Bagaimana ketepatan jumlah jam kerja yang dicapai karyawan dengan standar jumlah jam kerja yang seharusnya?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                  e. Sangat tidak baik
- c. Cukup baik
3. Bagaimana ketepatan waktu masuk kerja karyawan dengan waktu masuk kerja yang telah ditentukan perusahaan?

- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik
- c. Cukup baik
4. Bagaimana ketepatan waktu pulang kerja karyawan dengan waktu pulangkerja yang telah ditentukan perusahaan?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik
- c. Cukup baik
5. Bagaimana kemampuan karyawan dalam bekerja sesuai instruksi pimpinan?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik
- c. Cukup baik
6. Bagaimana kemampuan karyawan dalam bekerja sesuai perintah pimpinan?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik
- c. Cukup baik
7. Bagaimana kemampuan karyawan dalam bertanggung jawab atas pekerjaan yang diberikan?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik
- c. Cukup baik
8. Bagaimana tingkat kemampuan akuntabilitas karyawan atas pekerjaan yang diberikan kepadanya?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                e. Sangat tidak baik



- c. Cukup baik
9. Bagaimana kemampuan karyawan dalam bekerja mengikuti prosedur kerja yang telah ditetapkan perusahaan?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                  e. Sangat tidak baik
- c. Cukup baik
10. Bagaimana kemampuan karyawan dalam bekerja mengikuti metode kerja yang telah ditetapkan perusahaan?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                  e. Sangat tidak baik
- c. Cukup baik
11. Bagaimana kemampuan karyawan dalam menciptakan dan memelihara suasana kerja yang baik?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                  e. Sangat tidak baik
- c. Cukup baik
12. Bagaimana kemampuan karyawan dalam menciptakan dan memelihara iklim kerja yang baik?
- a. Sangat baik                      d. Tidak baik
- b. Baik                                  e. Sangat tidak baik
- c. Cukup baik



## Lampiran 2. Data Penelitian (Sampel Kecil = 30 orang)

### 1. Data Kepemimpinan

| No. Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total X1 |
|---------------|------|------|------|------|------|------|------|------|------|-------|----------|
| 1             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 4     | 41       |
| 2             | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4    | 5     | 47       |
| 3             | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 5    | 4    | 4     | 42       |
| 4             | 4    | 5    | 3    | 4    | 4    | 4    | 5    | 3    | 4    | 5     | 41       |
| 5             | 4    | 2    | 3    | 4    | 4    | 4    | 2    | 3    | 4    | 4     | 34       |
| 6             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 7             | 3    | 3    | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4     | 34       |
| 8             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 9             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 10            | 5    | 4    | 5    | 4    | 4    | 5    | 5    | 5    | 4    | 4     | 45       |
| 11            | 3    | 3    | 3    | 4    | 5    | 3    | 3    | 3    | 4    | 5     | 36       |
| 12            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 13            | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 5    | 5    | 4     | 43       |
| 14            | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4     | 38       |
| 15            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 16            | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4     | 38       |
| 17            | 3    | 5    | 5    | 3    | 3    | 3    | 5    | 5    | 3    | 3     | 38       |
| 18            | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 3    | 3     | 34       |
| 19            | 2    | 3    | 1    | 2    | 2    | 2    | 2    | 1    | 2    | 2     | 19       |
| 20            | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4     | 38       |
| 21            | 3    | 2    | 2    | 1    | 1    | 2    | 2    | 2    | 1    | 1     | 17       |
| 22            | 3    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 3     | 36       |
| 23            | 4    | 3    | 2    | 4    | 4    | 4    | 3    | 2    | 4    | 4     | 34       |
| 24            | 3    | 3    | 2    | 3    | 3    | 3    | 3    | 2    | 2    | 3     | 27       |
| 25            | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4     | 38       |
| 26            | 3    | 4    | 1    | 4    | 4    | 3    | 4    | 2    | 4    | 3     | 32       |
| 27            | 4    | 4    | 3    | 3    | 3    | 4    | 4    | 3    | 3    | 3     | 34       |
| 28            | 4    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 2     | 31       |
| 29            | 2    | 3    | 3    | 2    | 2    | 2    | 3    | 2    | 2    | 2     | 23       |
| 30            | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4     | 38       |



## 2. Data Komunikasi

| No. Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total X2 |
|---------------|------|------|------|------|------|------|------|------|------|-------|----------|
| 1             | 5    | 4    | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 5     | 46       |
| 2             | 4    | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3     | 36       |
| 3             | 4    | 4    | 4    | 2    | 4    | 4    | 4    | 4    | 2    | 4     | 36       |
| 4             | 4    | 5    | 4    | 5    | 4    | 5    | 5    | 4    | 5    | 4     | 45       |
| 5             | 2    | 2    | 3    | 2    | 3    | 2    | 2    | 3    | 2    | 3     | 24       |
| 6             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 7             | 4    | 2    | 4    | 2    | 5    | 4    | 2    | 4    | 2    | 5     | 34       |
| 8             | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 5    | 4     | 39       |
| 9             | 4    | 4    | 2    | 4    | 4    | 4    | 4    | 2    | 4    | 4     | 36       |
| 10            | 4    | 3    | 4    | 5    | 4    | 4    | 4    | 4    | 5    | 4     | 41       |
| 11            | 4    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3    | 3     | 32       |
| 12            | 3    | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 3     | 34       |
| 13            | 2    | 4    | 4    | 4    | 4    | 2    | 4    | 4    | 4    | 4     | 36       |
| 14            | 4    | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3     | 36       |
| 15            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4     | 41       |
| 16            | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 5     | 39       |
| 17            | 4    | 2    | 3    | 2    | 3    | 4    | 2    | 3    | 2    | 3     | 28       |
| 18            | 4    | 3    | 2    | 3    | 2    | 4    | 3    | 2    | 3    | 2     | 28       |
| 19            | 2    | 1    | 1    | 1    | 1    | 2    | 1    | 2    | 1    | 1     | 13       |
| 20            | 3    | 3    | 5    | 3    | 5    | 3    | 3    | 5    | 3    | 5     | 38       |
| 21            | 2    | 1    | 1    | 1    | 1    | 2    | 2    | 2    | 1    | 2     | 15       |
| 22            | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4     | 36       |
| 23            | 1    | 1    | 3    | 1    | 3    | 1    | 1    | 3    | 2    | 3     | 19       |
| 24            | 3    | 2    | 2    | 2    | 2    | 3    | 2    | 2    | 2    | 2     | 22       |
| 25            | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4     | 36       |
| 26            | 2    | 3    | 2    | 1    | 2    | 2    | 3    | 2    | 1    | 2     | 20       |
| 27            | 4    | 2    | 3    | 3    | 3    | 4    | 2    | 3    | 3    | 3     | 30       |
| 28            | 3    | 2    | 2    | 2    | 3    | 3    | 2    | 2    | 2    | 3     | 24       |
| 29            | 4    | 1    | 1    | 1    | 1    | 4    | 1    | 1    | 2    | 2     | 18       |
| 30            | 3    | 3    | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4     | 34       |

### 3. Data Disiplin Kerja

| No. Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Total Y |
|---------------|----|----|----|----|----|----|----|----|----|-----|-----|-----|---------|
| 1             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 2             | 5  | 5  | 5  | 5  | 4  | 5  | 4  | 4  | 4  | 5   | 4   | 4   | 54      |
| 3             | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4   | 4   | 4   | 45      |
| 4             | 3  | 4  | 2  | 4  | 3  | 4  | 2  | 4  | 3  | 4   | 2   | 4   | 39      |
| 5             | 5  | 3  | 4  | 3  | 5  | 3  | 4  | 3  | 5  | 3   | 4   | 3   | 45      |
| 6             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 7             | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4   | 4   | 4   | 45      |
| 8             | 3  | 4  | 5  | 4  | 3  | 4  | 5  | 4  | 3  | 4   | 5   | 4   | 48      |
| 9             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 10            | 5  | 4  | 3  | 4  | 5  | 4  | 3  | 4  | 5  | 4   | 3   | 4   | 48      |
| 11            | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4   | 3   | 4   | 45      |
| 12            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 13            | 5  | 4  | 5  | 4  | 5  | 4  | 5  | 4  | 5  | 4   | 5   | 4   | 54      |
| 14            | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 3   | 4   | 4   | 45      |
| 15            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 16            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 17            | 4  | 5  | 4  | 3  | 4  | 5  | 4  | 3  | 4  | 5   | 4   | 3   | 48      |
| 18            | 4  | 3  | 5  | 3  | 4  | 3  | 5  | 3  | 4  | 3   | 5   | 3   | 45      |
| 19            | 2  | 2  | 2  | 2  | 2  | 1  | 1  | 2  | 2  | 1   | 1   | 2   | 20      |
| 20            | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 3   | 4   | 4   | 45      |
| 21            | 2  | 2  | 2  | 2  | 1  | 2  | 2  | 1  | 1  | 2   | 2   | 1   | 20      |
| 22            | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4   | 4   | 4   | 45      |
| 23            | 3  | 3  | 4  | 2  | 3  | 3  | 4  | 2  | 3  | 3   | 3   | 2   | 35      |
| 24            | 5  | 4  | 3  | 4  | 5  | 4  | 3  | 4  | 5  | 4   | 3   | 4   | 48      |
| 25            | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4   | 4   | 4   | 45      |
| 26            | 2  | 3  | 2  | 4  | 2  | 3  | 2  | 4  | 2  | 2   | 2   | 2   | 30      |
| 27            | 4  | 3  | 4  | 5  | 4  | 3  | 4  | 5  | 4  | 3   | 4   | 5   | 48      |
| 28            | 3  | 5  | 2  | 3  | 3  | 5  | 2  | 3  | 3  | 5   | 2   | 2   | 38      |
| 29            | 3  | 2  | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 2   | 2   | 2   | 26      |
| 30            | 4  | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 4  | 4   | 3   | 4   | 45      |

### Lampiran 3. Data Penelitian (Sampel Besar = 40 orang)

#### 1. Data Kepemimpinan

| No. Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Total X1 |
|---------------|------|------|------|------|------|------|------|------|------|-------|----------|
| 1             | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 49       |
| 2             | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 3             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 5             | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 4     | 43       |
| 6             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 7             | 4    | 3    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4     | 38       |
| 8             | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 4     | 37       |
| 9             | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 4    | 3     | 36       |
| 10            | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 11            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 12            | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 3    | 3     | 35       |
| 13            | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 49       |
| 14            | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 49       |
| 15            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 16            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 17            | 4    | 4    | 4    | 4    | 3    | 4    | 3    | 4    | 3    | 4     | 37       |
| 18            | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 5     | 48       |
| 19            | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 3    | 4    | 3     | 35       |
| 20            | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 4     | 43       |
| 21            | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 5     | 48       |
| 22            | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 5     | 48       |
| 23            | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 4    | 5     | 47       |
| 24            | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 4     | 43       |
| 25            | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 4     | 43       |
| 26            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 27            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 28            | 4    | 3    | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 4     | 33       |
| 29            | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 41       |
| 30            | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 31            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 32            | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50       |
| 33            | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 5     | 47       |
| 34            | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 5     | 47       |
| 35            | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 41       |
| 36            | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 5    | 4    | 5     | 47       |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 37 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 39 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |



## 2. Data Komunikasi

| No. Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Total X2 |
|---------------|------|------|------|------|------|------|------|------|------|-------|----------|
| 1             | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 5    | 4    | 4     | 42       |
| 2             | 4    | 5    | 4    | 5    | 4    | 5    | 5    | 5    | 5    | 5     | 47       |
| 3             | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 3     | 38       |
| 4             | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 3     | 36       |
| 5             | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4     | 38       |
| 6             | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 3     | 36       |
| 7             | 3    | 4    | 4    | 3    | 3    | 3    | 4    | 4    | 3    | 3     | 34       |
| 8             | 3    | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 3     | 34       |
| 9             | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 3    | 3     | 34       |
| 10            | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4    | 5    | 5     | 45       |
| 11            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 12            | 3    | 4    | 3    | 3    | 3    | 3    | 4    | 3    | 3    | 3     | 32       |
| 13            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 14            | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4     | 38       |
| 15            | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4     | 36       |
| 16            | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 3     | 36       |
| 17            | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 31       |
| 18            | 5    | 4    | 4    | 4    | 5    | 5    | 5    | 4    | 4    | 5     | 45       |
| 19            | 3    | 3    | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 31       |
| 20            | 4    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3     | 31       |
| 21            | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4     | 38       |
| 22            | 4    | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3     | 36       |
| 23            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 24            | 4    | 5    | 4    | 5    | 4    | 4    | 5    | 4    | 5    | 4     | 44       |
| 25            | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 3    | 3     | 34       |
| 26            | 4    | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 4    | 4     | 36       |
| 27            | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 4    | 3    | 3     | 34       |
| 28            | 3    | 3    | 4    | 3    | 4    | 3    | 3    | 4    | 3    | 3     | 33       |
| 29            | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 3     | 38       |
| 30            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 31            | 4    | 3    | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4     | 36       |
| 32            | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 5    | 4    | 4     | 42       |
| 33            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 34            | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40       |
| 35            | 4    | 3    | 4    | 4    | 3    | 4    | 3    | 4    | 4    | 3     | 36       |
| 36            | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4     | 38       |
| 37            | 3    | 3    | 4    | 4    | 3    | 3    | 3    | 4    | 3    | 3     | 33       |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 38 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 38 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |



### 3. Data Disiplin Kerja

| No. Responden | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | Y11 | Y12 | Total Y |
|---------------|----|----|----|----|----|----|----|----|----|-----|-----|-----|---------|
| 1             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 2             | 5  | 5  | 5  | 4  | 5  | 4  | 5  | 5  | 5  | 5   | 5   | 5   | 58      |
| 3             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 4             | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4   | 4   | 3   | 46      |
| 5             | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3   | 4   | 4   | 46      |
| 6             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 7             | 3  | 4  | 4  | 3  | 4  | 3  | 3  | 4  | 4  | 3   | 4   | 3   | 42      |
| 8             | 3  | 4  | 3  | 3  | 4  | 4  | 3  | 4  | 3  | 3   | 4   | 4   | 42      |
| 9             | 3  | 4  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3   | 4   | 3   | 39      |
| 10            | 5  | 4  | 5  | 4  | 4  | 5  | 5  | 5  | 5  | 4   | 5   | 5   | 56      |
| 11            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 12            | 3  | 3  | 3  | 3  | 4  | 4  | 3  | 3  | 3  | 3   | 3   | 3   | 38      |
| 13            | 4  | 4  | 4  | 4  | 5  | 5  | 5  | 4  | 4  | 4   | 5   | 5   | 53      |
| 14            | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4   | 4   | 4   | 50      |
| 15            | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4   | 4   | 3   | 46      |
| 16            | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4   | 3   | 4   | 46      |
| 17            | 3  | 3  | 4  | 4  | 3  | 4  | 3  | 3  | 3  | 3   | 3   | 4   | 40      |
| 18            | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 5  | 5  | 4   | 4   | 4   | 52      |
| 19            | 3  | 4  | 4  | 3  | 4  | 4  | 3  | 4  | 4  | 3   | 4   | 4   | 44      |
| 20            | 4  | 3  | 4  | 3  | 4  | 4  | 4  | 3  | 4  | 3   | 4   | 4   | 44      |
| 21            | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 4   | 4   | 4   | 50      |
| 22            | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4   | 4   | 4   | 50      |
| 23            | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4   | 4   | 4   | 50      |
| 24            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 25            | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4   | 4   | 4   | 46      |
| 26            | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4   | 4   | 4   | 46      |
| 27            | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4   | 4   | 4   | 46      |
| 28            | 4  | 3  | 3  | 4  | 4  | 4  | 3  | 3  | 3  | 4   | 4   | 4   | 43      |
| 29            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 4   | 4   | 48      |
| 30            | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 5  | 5  | 4   | 4   | 4   | 52      |
| 31            | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4   | 4   | 4   | 46      |
| 32            | 5  | 5  | 4  | 5  | 4  | 4  | 5  | 5  | 5  | 5   | 4   | 4   | 55      |
| 33            | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 4   | 4   | 4   | 50      |
| 34            | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4   | 4   | 4   | 50      |
| 35            | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4   | 5   | 4   | 50      |
| 36            | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4   | 5   | 4   | 50      |
| 37            | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 4  | 4   | 4   | 4   | 46      |

|    |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 38 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 52 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |





## Lampiran 4. Hasil *Output* SPSS

### 1. Output SPSS Uji Validitas dan Reliabilitas (Sampel Kecil = 30 orang)

#### Variabel Kepemimpinan

#### Output SPSS Uji Validitas

| Correlations                                                 |                     |        |        |        |        |        |        |        |        |        |        |          |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|
|                                                              |                     | X1.1   | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | X1.8   | X1.9   | X1.10  | Total_X1 |
| X1.1                                                         | Pearson Correlation | 1      | 0.267  | .486** | .608** | .544** | .942** | .423*  | .552** | .611** | .531** | .729**   |
|                                                              | Sig. (2-tailed)     |        | 0.153  | 0.006  | 0.000  | 0.002  | 0.000  | 0.020  | 0.002  | 0.000  | 0.003  | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X1.2                                                         | Pearson Correlation | 0.267  | 1      | .467** | .476** | .422*  | .411*  | .953** | .524** | .484** | .464** | .683**   |
|                                                              | Sig. (2-tailed)     | 0.153  |        | 0.009  | 0.008  | 0.020  | 0.024  | 0.000  | 0.003  | 0.007  | 0.010  | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X1.3                                                         | Pearson Correlation | .486** | .467** | 1      | .418*  | .420*  | .551** | .571** | .956** | .452*  | .468** | .752**   |
|                                                              | Sig. (2-tailed)     | 0.006  | 0.009  |        | 0.021  | 0.021  | 0.002  | 0.001  | 0.000  | 0.012  | 0.009  | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X1.4                                                         | Pearson Correlation | .608** | .476** | .418*  | 1      | .877** | .698** | .528** | .552** | .957** | .827** | .861**   |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.008  | 0.021  |        | 0.000  | 0.000  | 0.003  | 0.002  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X1.5                                                         | Pearson Correlation | .544** | .422*  | .420*  | .877** | 1      | .687** | .475** | .509** | .843** | .940** | .836**   |
|                                                              | Sig. (2-tailed)     | 0.002  | 0.020  | 0.021  | 0.000  |        | 0.000  | 0.008  | 0.004  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X1.6                                                         | Pearson Correlation | .942** | .411*  | .551** | .698** | .687** | 1      | .528** | .608** | .685** | .658** | .832**   |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.024  | 0.002  | 0.000  | 0.000  |        | 0.003  | 0.000  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X1.7                                                         | Pearson Correlation | .423*  | .953** | .571** | .528** | .475** | .528** | 1      | .623** | .526** | .505** | .766**   |
|                                                              | Sig. (2-tailed)     | 0.020  | 0.000  | 0.001  | 0.003  | 0.008  | 0.003  |        | 0.000  | 0.003  | 0.004  | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X1.8                                                         | Pearson Correlation | .552** | .524** | .956** | .552** | .509** | .608** | .623** | 1      | .574** | .516** | .826**   |
|                                                              | Sig. (2-tailed)     | 0.002  | 0.003  | 0.000  | 0.002  | 0.004  | 0.000  | 0.000  |        | 0.001  | 0.003  | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X1.9                                                         | Pearson Correlation | .611** | .484** | .452*  | .957** | .843** | .685** | .526** | .574** | 1      | .794** | .861**   |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.007  | 0.012  | 0.000  | 0.000  | 0.000  | 0.003  | 0.001  |        | 0.000  | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X1.10                                                        | Pearson Correlation | .531** | .464** | .468** | .827** | .940** | .658** | .505** | .516** | .794** | 1      | .836**   |
|                                                              | Sig. (2-tailed)     | 0.003  | 0.010  | 0.009  | 0.000  | 0.000  | 0.000  | 0.004  | 0.003  | 0.000  |        | 0.000    |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| Total_X1                                                     | Pearson Correlation | .729** | .683** | .752** | .861** | .836** | .832** | .766** | .826** | .861** | .836** | 1        |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |          |
|                                                              | N                   | 30     | 30     | 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).  |                     |        |        |        |        |        |        |        |        |        |        |          |

#### Output SPSS Uji Reliabilitas

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .934       | 10         |

## Variabel Komunikasi

### Output SPSS Uji Validitas

|                                                              |                     | Correlations |        |        |        |        |        |        |        |        |        |          |
|--------------------------------------------------------------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|
|                                                              |                     | X2.1         | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   | X2.7   | X2.8   | X2.9   | X2.10  | Total_X2 |
| X2.1                                                         | Pearson Correlation | 1            | .440*  | 0.338  | .506** | .389*  | .982** | .428*  | 0.286  | .458*  | .380*  | .623**   |
|                                                              | Sig. (2-tailed)     |              | 0.015  | 0.067  | 0.004  | 0.034  | 0.000  | 0.018  | 0.126  | 0.011  | 0.038  | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.2                                                         | Pearson Correlation | .440*        | 1      | .606** | .843** | .609** | .486** | .974** | .561** | .797** | .571** | .859**   |
|                                                              | Sig. (2-tailed)     | 0.015        |        | 0.000  | 0.000  | 0.000  | 0.007  | 0.000  | 0.001  | 0.000  | 0.001  | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.3                                                         | Pearson Correlation | 0.338        | .606** | 1      | .611** | .925** | 0.351  | .586** | .962** | .593** | .893** | .850**   |
|                                                              | Sig. (2-tailed)     | 0.067        | 0.000  |        | 0.000  | 0.000  | 0.057  | 0.001  | 0.000  | 0.001  | 0.000  | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.4                                                         | Pearson Correlation | .506**       | .843** | .611** | 1      | .616** | .544** | .870** | .576** | .969** | .589** | .889**   |
|                                                              | Sig. (2-tailed)     | 0.004        | 0.000  | 0.000  |        | 0.000  | 0.002  | 0.000  | 0.001  | 0.000  | 0.001  | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.5                                                         | Pearson Correlation | .389*        | .609** | .925** | .616** | 1      | .395*  | .581** | .870** | .589** | .963** | .857**   |
|                                                              | Sig. (2-tailed)     | 0.034        | 0.000  | 0.000  | 0.000  |        | 0.031  | 0.001  | 0.000  | 0.001  | 0.000  | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.6                                                         | Pearson Correlation | .982**       | .486** | 0.351  | .544** | .395*  | 1      | .473** | 0.299  | .497** | .384*  | .650**   |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.007  | 0.057  | 0.002  | 0.031  |        | 0.008  | 0.109  | 0.005  | 0.036  | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.7                                                         | Pearson Correlation | .428*        | .974** | .586** | .870** | .581** | .473** | 1      | .561** | .818** | .563** | .856**   |
|                                                              | Sig. (2-tailed)     | 0.018        | 0.000  | 0.001  | 0.000  | 0.001  | 0.008  |        | 0.001  | 0.000  | 0.001  | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.8                                                         | Pearson Correlation | 0.286        | .561** | .962** | .576** | .870** | 0.299  | .561** | 1      | .546** | .850** | .807**   |
|                                                              | Sig. (2-tailed)     | 0.126        | 0.001  | 0.000  | 0.001  | 0.000  | 0.109  | 0.001  |        | 0.002  | 0.000  | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.9                                                         | Pearson Correlation | .458*        | .797** | .593** | .969** | .589** | .497** | .818** | .546** | 1      | .576** | .856**   |
|                                                              | Sig. (2-tailed)     | 0.011        | 0.000  | 0.001  | 0.000  | 0.001  | 0.005  | 0.000  | 0.002  |        | 0.001  | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| X2.10                                                        | Pearson Correlation | .380*        | .571** | .893** | .589** | .963** | .384*  | .563** | .850** | .576** | 1      | .836**   |
|                                                              | Sig. (2-tailed)     | 0.038        | 0.001  | 0.000  | 0.001  | 0.000  | 0.036  | 0.001  | 0.000  | 0.001  |        | 0.000    |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30       |
| Total_X2                                                     | Pearson Correlation | .623**       | .859** | .850** | .889** | .857** | .650** | .856** | .807** | .856** | .836** | 1        |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |          |
|                                                              | N                   | 30           | 30     | 30     | 30     | 30     | 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). |                     |              |        |        |        |        |        |        |        |        |        |          |

### Output SPSS Uji Reliabilitas

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .943       | 10         |

## Variabel Disiplin Kerja

### Output SPSS Uji Validitas

| Correlations                                                 |                     |        |        |        |        |        |        |        |        |        |        |        |        |         |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
|                                                              |                     | Y.1    | Y.2    | Y.3    | Y.4    | Y.5    | Y.6    | Y.7    | Y.8    | Y.9    | Y.10   | Y.11   | Y.12   | Total_Y |
| Y.1                                                          | Pearson Correlation | 1      | .421*  | .524** | .470** | .962** | .453*  | .516** | .456*  | .950** | .502** | .541** | .582** | .785**  |
|                                                              | Sig. (2-tailed)     |        | 0.020  | 0.003  | 0.009  | 0.000  | 0.012  | 0.004  | 0.011  | 0.000  | 0.005  | 0.002  | 0.001  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.2                                                          | Pearson Correlation | .421*  | 1      | 0.355  | .571** | .415*  | .982** | 0.355  | .553** | .472** | .968** | .384*  | .504** | .726**  |
|                                                              | Sig. (2-tailed)     | 0.020  |        | 0.054  | 0.001  | 0.023  | 0.000  | 0.054  | 0.002  | 0.008  | 0.000  | 0.036  | 0.004  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.3                                                          | Pearson Correlation | .524** | 0.355  | 1      | .444*  | .504** | .384*  | .968** | .425*  | .542** | .428*  | .953** | .570** | .767**  |
|                                                              | Sig. (2-tailed)     | 0.003  | 0.054  |        | 0.014  | 0.004  | 0.036  | 0.000  | 0.019  | 0.002  | 0.018  | 0.000  | 0.001  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.4                                                          | Pearson Correlation | .470** | .571** | .444*  | 1      | .461*  | .596** | .441*  | .955** | .516** | .553** | .511** | .871** | .770**  |
|                                                              | Sig. (2-tailed)     | 0.009  | 0.001  | 0.014  |        | 0.010  | 0.001  | 0.015  | 0.000  | 0.004  | 0.002  | 0.004  | 0.000  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.5                                                          | Pearson Correlation | .962** | .415*  | .504** | .461*  | 1      | .441*  | .528** | .528** | .982** | .484** | .550** | .631** | .797**  |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.023  | 0.004  | 0.010  |        | 0.015  | 0.003  | 0.003  | 0.000  | 0.007  | 0.002  | 0.000  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.6                                                          | Pearson Correlation | .453*  | .982** | .384*  | .596** | .441*  | 1      | .418*  | .571** | .488** | .981** | .442*  | .517** | .758**  |
|                                                              | Sig. (2-tailed)     | 0.012  | 0.000  | 0.036  | 0.001  | 0.015  |        | 0.022  | 0.001  | 0.006  | 0.000  | 0.015  | 0.003  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.7                                                          | Pearson Correlation | .516** | 0.355  | .968** | .441*  | .528** | .418*  | 1      | .456*  | .561** | .455*  | .984** | .584** | .785**  |
|                                                              | Sig. (2-tailed)     | 0.004  | 0.054  | 0.000  | 0.015  | 0.003  | 0.022  |        | 0.011  | 0.001  | 0.012  | 0.000  | 0.001  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.8                                                          | Pearson Correlation | .456*  | .553** | .425*  | .955** | .528** | .571** | .456*  | 1      | .573** | .528** | .520** | .903** | .780**  |
|                                                              | Sig. (2-tailed)     | 0.011  | 0.002  | 0.019  | 0.000  | 0.003  | 0.001  | 0.011  |        | 0.001  | 0.003  | 0.003  | 0.000  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.9                                                          | Pearson Correlation | .950** | .472** | .542** | .516** | .982** | .488** | .561** | .573** | 1      | .525** | .581** | .662** | .835**  |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.008  | 0.002  | 0.004  | 0.000  | 0.006  | 0.001  | 0.001  |        | 0.003  | 0.001  | 0.000  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.10                                                         | Pearson Correlation | .502** | .968** | .428*  | .553** | .484** | .981** | .455*  | .528** | .525** | 1      | .477** | .552** | .780**  |
|                                                              | Sig. (2-tailed)     | 0.005  | 0.000  | 0.018  | 0.002  | 0.007  | 0.000  | 0.012  | 0.003  | 0.003  |        | 0.008  | 0.002  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.11                                                         | Pearson Correlation | .541** | .384*  | .953** | .511** | .550** | .442*  | .984** | .520** | .581** | .477** | 1      | .638** | .817**  |
|                                                              | Sig. (2-tailed)     | 0.002  | 0.036  | 0.000  | 0.004  | 0.002  | 0.015  | 0.000  | 0.003  | 0.001  | 0.008  |        | 0.000  | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Y.12                                                         | Pearson Correlation | .582** | .504** | .570** | .871** | .631** | .517** | .584** | .903** | .662** | .552** | .638** | 1      | .845**  |
|                                                              | Sig. (2-tailed)     | 0.001  | 0.004  | 0.001  | 0.000  | 0.000  | 0.003  | 0.001  | 0.000  | 0.000  | 0.002  | 0.000  |        | 0.000   |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30      |
| Total_Y                                                      | Pearson Correlation | .785** | .726** | .767** | .770** | .797** | .758** | .785** | .780** | .835** | .780** | .817** | .845** | 1       |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |         |
|                                                              | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 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). |                     |        |        |        |        |        |        |        |        |        |        |        |        |         |

### Output SPSS Uji Reliabilitas

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .944       | 12         |

## 2. Output SPSS Uji Validitas dan Reliabilitas (Sampel Besar = 40 orang)

### Variabel Kepemimpinan

#### Output SPSS Uji Validitas

|                                                              |                     | Correlations |        |        |        |        |        |        |        |        |        |          |
|--------------------------------------------------------------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|
|                                                              |                     | X1.1         | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | X1.8   | X1.9   | X1.10  | Total_X1 |
| X1.1                                                         | Pearson Correlation | 1            | .427** | .493** | .811** | .515** | .586** | .759** | .559** | .632** | .753** | .768**   |
|                                                              | Sig. (2-tailed)     |              | 0.006  | 0.001  | 0.000  | 0.001  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X1.2                                                         | Pearson Correlation | .427**       | 1      | .360*  | .601** | .852** | .426** | .624** | .825** | .518** | .613** | .758**   |
|                                                              | Sig. (2-tailed)     | 0.006        |        | 0.023  | 0.000  | 0.000  | 0.006  | 0.000  | 0.000  | 0.001  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X1.3                                                         | Pearson Correlation | .493**       | .360*  | 1      | .539** | .432** | .885** | .649** | .544** | .808** | .639** | .751**   |
|                                                              | Sig. (2-tailed)     | 0.001        | 0.023  |        | 0.000  | 0.005  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X1.4                                                         | Pearson Correlation | .811**       | .601** | .539** | 1      | .591** | .673** | .735** | .692** | .683** | .847** | .852**   |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X1.5                                                         | Pearson Correlation | .515**       | .852** | .432** | .591** | 1      | .488** | .792** | .860** | .682** | .657** | .833**   |
|                                                              | Sig. (2-tailed)     | 0.001        | 0.000  | 0.005  | 0.000  |        | 0.001  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X1.6                                                         | Pearson Correlation | .586**       | .426** | .885** | .673** | .488** | 1      | .698** | .658** | .842** | .748** | .831**   |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.006  | 0.000  | 0.000  | 0.001  |        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X1.7                                                         | Pearson Correlation | .759**       | .624** | .649** | .735** | .792** | .698** | 1      | .707** | .821** | .792** | .905**   |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X1.8                                                         | Pearson Correlation | .559**       | .825** | .544** | .692** | .860** | .658** | .707** | 1      | .660** | .803** | .882**   |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X1.9                                                         | Pearson Correlation | .632**       | .518** | .808** | .683** | .682** | .842** | .821** | .660** | 1      | .740** | .881**   |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.001  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X1.10                                                        | Pearson Correlation | .753**       | .613** | .639** | .847** | .657** | .748** | .792** | .803** | .740** | 1      | .906**   |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| Total_X1                                                     | Pearson Correlation | .768**       | .758** | .751** | .852** | .833** | .831** | .905** | .882** | .881** | .906** | 1        |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |          |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |              |        |        |        |        |        |        |        |        |        |          |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |              |        |        |        |        |        |        |        |        |        |          |

#### Output SPSS Uji Reliabilitas

##### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .952       | 10         |

## Variabel Komunikasi

### Output SPSS Uji Validitas

|                                                              |                     | Correlations |        |        |        |        |        |        |        |        |        |          |
|--------------------------------------------------------------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|
|                                                              |                     | X2.1         | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   | X2.7   | X2.8   | X2.9   | X2.10  | Total_X2 |
| X2.1                                                         | Pearson Correlation | 1            | 0.103  | 0.299  | 0.295  | .408** | .892** | 0.276  | .382*  | .369*  | .472** | .601**   |
|                                                              | Sig. (2-tailed)     |              | 0.527  | 0.061  | 0.064  | 0.009  | 0.000  | 0.085  | 0.015  | 0.019  | 0.002  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X2.2                                                         | Pearson Correlation | 0.103        | 1      | 0.087  | .509** | 0.261  | 0.263  | .935** | 0.250  | .613** | .379*  | .653**   |
|                                                              | Sig. (2-tailed)     | 0.527        |        | 0.592  | 0.001  | 0.104  | 0.101  | 0.000  | 0.119  | 0.000  | 0.016  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X2.3                                                         | Pearson Correlation | 0.299        | 0.087  | 1      | 0.185  | .334*  | .383*  | 0.172  | .890** | 0.172  | .312*  | .498**   |
|                                                              | Sig. (2-tailed)     | 0.061        | 0.592  |        | 0.252  | 0.035  | 0.015  | 0.287  | 0.000  | 0.288  | 0.050  | 0.001    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X2.4                                                         | Pearson Correlation | 0.295        | .509** | 0.185  | 1      | .477** | .445** | .547** | .348*  | .928** | .590** | .768**   |
|                                                              | Sig. (2-tailed)     | 0.064        | 0.001  | 0.252  |        | 0.002  | 0.004  | 0.000  | 0.028  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X2.5                                                         | Pearson Correlation | .408**       | 0.261  | .334*  | .477** | 1      | .451** | .380*  | .385*  | .586** | .934** | .744**   |
|                                                              | Sig. (2-tailed)     | 0.009        | 0.104  | 0.035  | 0.002  |        | 0.003  | 0.016  | 0.014  | 0.000  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X2.6                                                         | Pearson Correlation | .892**       | 0.263  | .383*  | .445** | .451** | 1      | .406** | .547** | .497** | .583** | .742**   |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.101  | 0.015  | 0.004  | 0.003  |        | 0.009  | 0.000  | 0.001  | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X2.7                                                         | Pearson Correlation | 0.276        | .935** | 0.172  | .547** | .380*  | .406** | 1      | .315*  | .640** | .481** | .752**   |
|                                                              | Sig. (2-tailed)     | 0.085        | 0.000  | 0.287  | 0.000  | 0.016  | 0.009  |        | 0.048  | 0.000  | 0.002  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X2.8                                                         | Pearson Correlation | .382*        | 0.250  | .890** | .348*  | .385*  | .547** | .315*  | 1      | .323*  | .441** | .651**   |
|                                                              | Sig. (2-tailed)     | 0.015        | 0.119  | 0.000  | 0.028  | 0.014  | 0.000  | 0.048  |        | 0.042  | 0.004  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X2.9                                                         | Pearson Correlation | .369*        | .613** | 0.172  | .928** | .586** | .497** | .640** | .323*  | 1      | .681** | .840**   |
|                                                              | Sig. (2-tailed)     | 0.019        | 0.000  | 0.288  | 0.000  | 0.000  | 0.001  | 0.000  | 0.042  |        | 0.000  | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| X2.10                                                        | Pearson Correlation | .472**       | .379*  | .312*  | .590** | .934** | .583** | .481** | .441** | .681** | 1      | .838**   |
|                                                              | Sig. (2-tailed)     | 0.002        | 0.016  | 0.050  | 0.000  | 0.000  | 0.000  | 0.002  | 0.004  | 0.000  |        | 0.000    |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| Total_X2                                                     | Pearson Correlation | .601**       | .653** | .498** | .768** | .744** | .742** | .752** | .651** | .840** | .838** | 1        |
|                                                              | Sig. (2-tailed)     | 0.000        | 0.000  | 0.001  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |          |
|                                                              | N                   | 40           | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40       |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |              |        |        |        |        |        |        |        |        |        |          |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |              |        |        |        |        |        |        |        |        |        |          |

### Output SPSS Uji Reliabilitas

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .893       | 10         |

## Variabel Disiplin Kerja

### Output SPSS Uji Validitas

| Correlations                                                 |                     |        |        |        |        |        |        |        |        |        |        |        |        |         |
|--------------------------------------------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
|                                                              |                     | Y.1    | Y.2    | Y.3    | Y.4    | Y.5    | Y.6    | Y.7    | Y.8    | Y.9    | Y.10   | Y.11   | Y.12   | Total_Y |
| Y.1                                                          | Pearson Correlation | 1      | .337*  | .383*  | .660** | 0.234  | .337*  | .931** | .464** | .500** | .765** | .400*  | .489** | .801**  |
|                                                              | Sig. (2-tailed)     |        | 0.033  | 0.015  | 0.000  | 0.146  | 0.033  | 0.000  | 0.003  | 0.001  | 0.000  | 0.011  | 0.001  | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.2                                                          | Pearson Correlation | .337*  | 1      | .421** | .326*  | 0.242  | 0.006  | .392*  | .920** | .548** | .480** | .317*  | 0.220  | .654**  |
|                                                              | Sig. (2-tailed)     | 0.033  |        | 0.007  | 0.040  | 0.132  | 0.970  | 0.012  | 0.000  | 0.000  | 0.002  | 0.046  | 0.172  | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.3                                                          | Pearson Correlation | .383*  | .421** | 1      | 0.276  | 0.120  | 0.223  | .429** | .541** | .931** | .334*  | 0.301  | .390*  | .678**  |
|                                                              | Sig. (2-tailed)     | 0.015  | 0.007  |        | 0.085  | 0.461  | 0.167  | 0.006  | 0.000  | 0.000  | 0.035  | 0.059  | 0.013  | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.4                                                          | Pearson Correlation | .660** | .326*  | 0.276  | 1      | 0.036  | 0.249  | .614** | .396*  | .346*  | .898** | 0.154  | .338*  | .648**  |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.040  | 0.085  |        | 0.828  | 0.121  | 0.000  | 0.011  | 0.029  | 0.000  | 0.344  | 0.033  | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.5                                                          | Pearson Correlation | 0.234  | 0.242  | 0.120  | 0.036  | 1      | 0.186  | .324*  | 0.223  | 0.218  | 0.288  | .864** | 0.308  | .453**  |
|                                                              | Sig. (2-tailed)     | 0.146  | 0.132  | 0.461  | 0.828  |        | 0.249  | 0.041  | 0.167  | 0.176  | 0.072  | 0.000  | 0.054  | 0.003   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.6                                                          | Pearson Correlation | .337*  | 0.006  | 0.223  | 0.249  | 0.186  | 1      | .420** | 0.234  | 0.207  | 0.224  | 0.308  | .864** | .480**  |
|                                                              | Sig. (2-tailed)     | 0.033  | 0.970  | 0.167  | 0.121  | 0.249  |        | 0.007  | 0.146  | 0.199  | 0.165  | 0.054  | 0.000  | 0.002   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.7                                                          | Pearson Correlation | .931** | .392*  | .429** | .614** | .324*  | .420** | 1      | .504** | .533** | .712** | .464** | .547** | .842**  |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.012  | 0.006  | 0.000  | 0.041  | 0.007  |        | 0.001  | 0.000  | 0.000  | 0.003  | 0.000  | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.8                                                          | Pearson Correlation | .464** | .920** | .541** | .396*  | 0.223  | 0.234  | .504** | 1      | .647** | .528** | .390*  | .400*  | .777**  |
|                                                              | Sig. (2-tailed)     | 0.003  | 0.000  | 0.000  | 0.011  | 0.167  | 0.146  | 0.001  |        | 0.000  | 0.000  | 0.013  | 0.011  | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.9                                                          | Pearson Correlation | .500** | .548** | .931** | .346*  | 0.218  | 0.207  | .533** | .647** | 1      | .471** | .372*  | .363*  | .775**  |
|                                                              | Sig. (2-tailed)     | 0.001  | 0.000  | 0.000  | 0.029  | 0.176  | 0.199  | 0.000  | 0.000  |        | 0.002  | 0.018  | 0.021  | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.10                                                         | Pearson Correlation | .765** | .480** | .334*  | .898** | 0.288  | 0.224  | .712** | .528** | .471** | 1      | .359*  | .414** | .790**  |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.002  | 0.035  | 0.000  | 0.072  | 0.165  | 0.000  | 0.000  | 0.002  |        | 0.023  | 0.008  | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.11                                                         | Pearson Correlation | .400*  | .317*  | 0.301  | 0.154  | .864** | 0.308  | .464** | .390*  | .372*  | .359*  | 1      | .519** | .629**  |
|                                                              | Sig. (2-tailed)     | 0.011  | 0.046  | 0.059  | 0.344  | 0.000  | 0.054  | 0.003  | 0.013  | 0.018  | 0.023  |        | 0.001  | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Y.12                                                         | Pearson Correlation | .489** | 0.220  | .390*  | .338*  | 0.308  | .864** | .547** | .400*  | .363*  | .414** | .519** | 1      | .679**  |
|                                                              | Sig. (2-tailed)     | 0.001  | 0.172  | 0.013  | 0.033  | 0.054  | 0.000  | 0.000  | 0.011  | 0.021  | 0.008  | 0.001  |        | 0.000   |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| Total_Y                                                      | Pearson Correlation | .801** | .654** | .678** | .648** | .453** | .480** | .842** | .777** | .775** | .790** | .629** | .679** | 1       |
|                                                              | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.003  | 0.002  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |         |
|                                                              | N                   | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40     | 40      |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |        |        |        |        |        |         |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |        |        |        |        |        |         |

### Output SPSS Uji Reliabilitas

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| .901       | 12         |

### 3. Hasil Uji Asumsi Klasik

#### a. Hasil Uji Normalitas

##### One-Sample Kolmogorov-Smirnov Test

|                                          |                         | Unstandardized Residual |
|------------------------------------------|-------------------------|-------------------------|
| N                                        |                         | 40                      |
| Normal Parameters <sup>a,b</sup>         | Mean                    | .0000000                |
|                                          | Std. Deviation          | 1.95152416              |
| Most Extreme Differences                 | Absolute                | .126                    |
|                                          | Positive                | .075                    |
|                                          | Negative                | -.126                   |
| Test Statistic                           |                         | .126                    |
| Asymp. Sig. (2-tailed) <sup>c</sup>      |                         | .111                    |
| Monte Carlo Sig. (2-tailed) <sup>d</sup> | Sig.                    | .109                    |
|                                          | 99% Confidence Interval | Lower Bound .101        |
|                                          |                         | Upper Bound .117        |

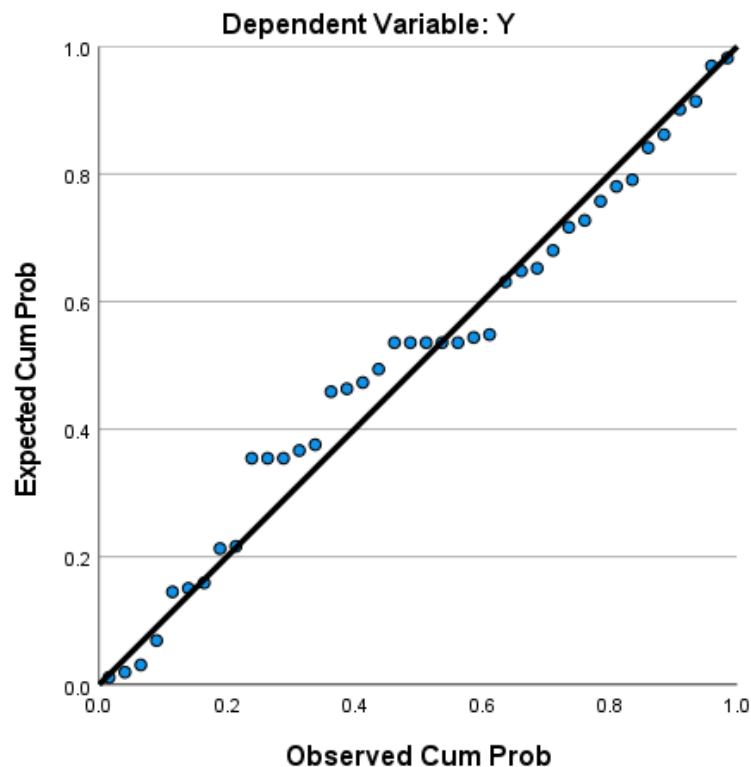
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 1502173562.

##### Normal P-P Plot of Regression Standardized Residual



## b. Hasil Uji Multikolinieritas

### Coefficients<sup>a</sup>

| Model |    | Collinearity Statistics |       |
|-------|----|-------------------------|-------|
|       |    | Tolerance               | VIF   |
| 1     | X1 | .479                    | 2.086 |
|       | X2 | .479                    | 2.086 |

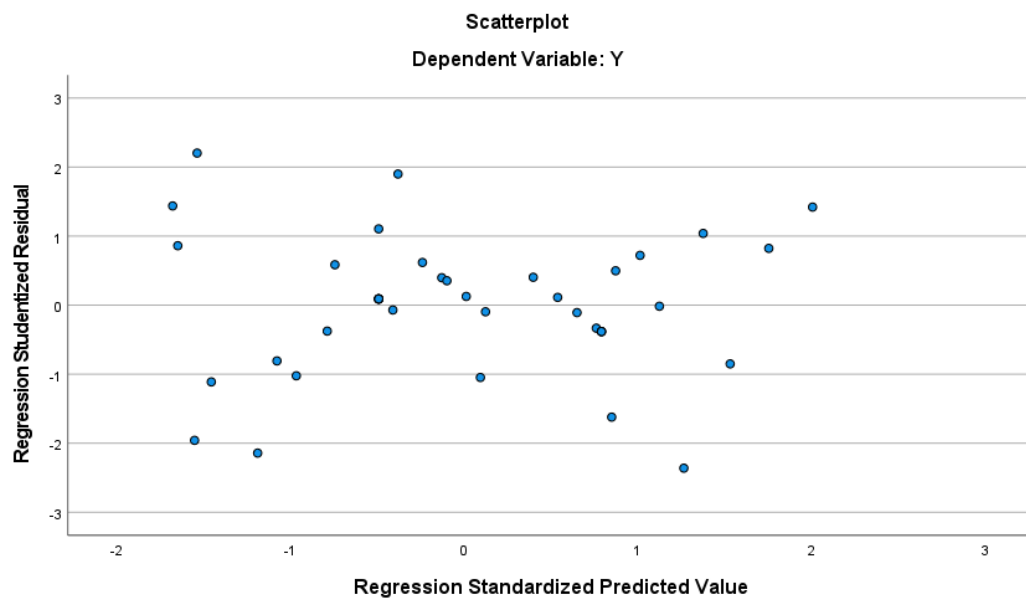
a. Dependent Variable: Y

## c. Hasil Uji Heteroskedastisitas

### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 3.057                       | 1.964      |                           | 1.557  | .128 |
|       | X1         | -.107                       | .056       | -.430                     | -1.901 | .065 |
|       | X2         | .079                        | .074       | .242                      | 1.069  | .292 |

a. Dependent Variable: ABS Residual





#### 4. Output SPSS Analisis Jalur

##### ANALISIS REGRESI LINIER I

##### a. Hasil Uji t

###### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |         |      |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|
|       |            | B                           | Std. Error | Beta                      |       |      | Zero-order   | Partial | Part |
| 1     | (Constant) | 11.305                      | 3.117      |                           | 3.627 | .001 |              |         |      |
|       | X1         | .427                        | .089       | .515                      | 4.790 | .000 | .837         | .619    | .357 |
|       | X2         | .484                        | .117       | .446                      | 4.144 | .000 | .817         | .563    | .309 |

a. Dependent Variable: Y

##### b. Hasil Uji F

###### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 575.871        | 2  | 287.935     | 71.727 | .000 <sup>b</sup> |
|       | Residual   | 148.529        | 37 | 4.014       |        |                   |
|       | Total      | 724.400        | 39 |             |        |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

##### c. Hasil Uji Koefisien Determinasi

###### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .892 <sup>a</sup> | .795     | .784              | 2.004                      |

a. Predictors: (Constant), X2, X1

##### ANALISIS REGRESI LINIER II

##### a. Hasil Uji t

###### Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |         |      |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|
|       |            | B                           | Std. Error | Beta                      |       |      | Zero-order   | Partial | Part |
| 1     | (Constant) | 13.967                      | 3.690      |                           | 3.785 | .001 |              |         |      |
|       | X1         | .551                        | .086       | .722                      | 6.424 | .000 | .722         | .722    | .722 |

a. Dependent Variable: X2

## b. Hasil Uji F

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 319.650        | 1  | 319.650     | 41.266 | .000 <sup>b</sup> |
|       | Residual   | 294.350        | 38 | 7.746       |        |                   |
|       | Total      | 614.000        | 39 |             |        |                   |

a. Dependent Variable: X2

b. Predictors: (Constant), X1

## c. Hasil Uji Koefisien Determinasi

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .722 <sup>a</sup> | .521     | .508              | 2.783                      |

a. Predictors: (Constant), X1

