Lampiran 1 : Kuesioner Penelitian

KUISIONER PENELITIAN

Kepada Yth. :
Bapak/Ibu/Saudara/i
Pegawai Kantor Desa Kukuh, Kecaamatan Kerambitan, Kabupaten Tabanan
di -
Tempat.

Dengan hormat,

Bersama ini, saya Ni Made Sukerti mahasiswa Program Studi Manajemen Program Pascasarjana Universitas Pendidikan Ganesha sedang melakukan penelitian mengenai **"Pengaruh Gaya Kepemimpinan, Motivasi Kerja dan Dsisiplin Kerja Terhadap Kinerja Pegawai pada Kantor Desa Kukuh, Kecamatan Kerambitan, Kabupaten Tabanan",** maka saya mohon bantuan Bapak dan Ibu selaku pimpinan dan karyawan di instansi ini untuk berkenan mengisi daftar pernyataan atau kuesioner terlampir dengan ketentuan sebagai berikut :

1. Alternatif yang Bapak/Ibu/Saudara pilih harus sesuai dengan keyakinan, kesukaan, kecenderungan bertindak, dan kejadian yang Bapak/Ibu/Saudara alami, bukan apa yang sebaiknya atau seharusnya.
2. Pengisian daftar pertanyaan ini bukanlah suatu ujian, tidak ada hubungan dengan dan tidak mempengaruhi jabatan yang Bapak dan Ibu pegang saat ini.
3. Bapak dan Ibu tidak perlu ragu-ragu menjawab karena kerahasiaan jawaban tetap saya jaga.

Atas kerja sama dan dukungannya saya ucapkan terima kasih.

Singaraja,
Penulis

Ni Made Sukerti

Lampiran 1 (Lanjutan)

1. Identitas Responden

No. Responden : ……..

Nama : .....(boleh dikosongkan)

Jenis kelamin : ☐ Laki – Laki ☐ Perempuan

Umur : ☐ 20 - 30 Tahun ☐ 31 - 40 Tahun

☐ 41 - 50 Tahun ☐ > 50 Tahun

Pendidikan Terakhir : ☐ SMA/SMK ☐ Diploma

☐ S1 ☐ S2

Masa Kerja : ☐ < 2 Tahun ☐ 2 – 3 Tahun

☐ 4–5 Tahun ☐ >5 Tahun

2. Petunjuk Pengisian

a. Jawablah pernyataan berikut ini dengan sejujurnya, baik pernyataan menyangkut Gaya Kepemimpinan, Motivasi Kerja, Disiplin Kerja dan Kinerja Karyawan.

b. Cara menjawab pernyataan adalah pada setiap nomor pertanyaan berilah tanda (√) tepat pada kolom yang tersedia sesuai dengan penilaian anda pada setiap pertanyaan, contoh :

No	Daftar Pertanyaan	ST	T	S	R	SR
1	Pimpinan mampu mengambil keputusan dengan cepat dan tepat.	√				

Jika saudara ingin membatalkan jawaban saudara, dan menggantinya dengan jawaban yang lain, maka gunakan tanda (=) untuk membatalkan jawaban yang telah saudara pilih sebelumnya.

Keterangan :

SS = Sangat Tinggi
S = Tinggi
KS = Sedang
TS = Rendah
STS = Sangat Rendah

Lampiran 1 (Lanjutan)

3. Daftar Pernyataan

Berilah tanda (√) pada kolom dengan jawaban alternatif sebagai berikut :

a. Gaya Kepemimpinan (X_1)

No.	Pertanyaan Gaya Kepemimpinan	ST	T	S	R	SR
1	Pimpinan mampu mengambil keputusan dengan cepat dan tepat.					
2	Pimpinan memberikan penghargaan atas prestasi kerja karyawan.					
3	Pimpinan bersedia mendengarkan pendapat atau saran dari karyawan.					
4	Pimpinan mampu mengarahkan karyawan agar bekerja sesuai aturan.					
5	Pimpinan melaksanakan tugas dan kewajibannya dengan penuh tanggung jawab.					
6	Pimpinan bersikap profesional meskipun dalam situasi sulit.					

b. Motivasi Kerja (X_2)

No.	Pertanyaan Motivasi Kerja	ST	T	S	R	SR
1	Saya menerima gaji yang sesuai dengan beban pekerjaan yang saya lakukan					
2	Atasan memberikan bimbingan ketika saya mengalami kesulitan kerja.					
3	Hubungan antara atasan dan karyawan terjalin dengan baik.					
4	Perusahaan memberikan penghargaan atas hasil kerja yang baik.					
5	Saya memiliki kesempatan untuk mencapai prestasi kerja di perusahaan ini.					

c. Disiplin Kerja (X_3)

No.	Pertanyaan Disiplin Kerja	ST	T	S	R	SR
1	Tujuan pekerjaan yang ditetapkan perusahaan jelas dan dapat dipahami.					
2	Sikap pimpinan menjadi teladan dalam menerapkan disiplin kerja.					
3	Balas jasa yang diberikan perusahaan mendorong saya untuk bekerja disiplin.					
4	Keadilan yang diterapkan perusahaan meningkatkan kedisiplinan kerja.					
5	Pengawasan yang dilakukan pimpinan membantu meningkatkan disiplin kerja.					
6	Perusahaan memberikan sanksi atas pelanggaran yang dilakukan karyawan.					
7	Pimpinan bertindak tegas terhadap karyawan yang melanggar disiplin kerja.					
8	Pimpinan memperlakukan karyawan dengan sikap saling menghormati.					

d. Kinerja Karyawan (Y)

No.	Pertanyaan Kinerja Karyawan	ST	T	S	R	SR
1	Saya selalu berusaha menghasilkan pekerjaan dengan kualitas yang terbaik.					
2	Saya dapat menyelesaikan jumlah pekerjaan sesuai target yang ditetapkan.					
3	Saya menyelesaikan pekerjaan sesuai dengan tugas dan tanggung jawab yang diberikan.					
4	Saya mampu bekerja sama dengan rekan kerja dalam menyelesaikan pekerjaan.					
5	Saya berusaha melakukan pekerjaan sebaik mungkin tanpa menunggu perintah.					

Lampiran 2. Tabulasi Data

Variabel Gaya Kepemimpinan (X_1)

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

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1
36	2	3	2	3	3	3	16
37	3	4	4	5	4	4	24
Jumlah	125	127	118	136	138	122	766
Rata-rata	3,38	3,43	3,19	3,68	3,73	3,30	20,70

Sumber: Data Primer, 2026

Variabel Motivasi Kerja (X_2)

No.	X2.1	X2.2	X2.3	X2.4	X2.5	X2
1	4	4	5	3	3	19
2	4	4	3	4	3	18
3	4	3	5	4	5	21
4	2	2	2	3	2	11
5	3	2	3	2	1	11
6	4	3	4	3	4	18
7	1	2	1	2	3	9
8	3	2	3	2	3	13
9	5	2	4	3	4	18
10	3	2	4	2	3	14
11	4	4	3	4	5	20
12	3	4	3	4	5	19
13	3	4	3	4	5	19
14	5	3	3	3	5	19
15	5	1	5	4	5	20
16	3	3	5	3	2	16
17	2	2	3	2	2	11
18	4	4	4	4	4	20
19	3	3	3	3	2	14
20	4	4	4	4	4	20
21	3	3	3	4	4	17
22	5	3	4	3	4	19
23	4	3	4	3	4	18
24	4	3	4	3	2	16
25	2	3	2	2	2	11
26	4	4	4	4	5	21
27	2	3	2	3	4	14
28	4	3	4	4	5	20
29	5	4	3	3	4	19
30	3	2	3	2	2	12
31	4	3	4	3	4	18
32	4	3	3	4	5	19
33	4	3	5	3	4	19
34	4	3	3	3	4	17
35	3	3	2	4	4	16
36	3	3	3	3	2	14
37	4	3	4	3	4	18
Jumlah	131	110	127	117	133	618
Rata-rata	3,54	2,97	3,43	3,16	3,59	16,70

Sumber: Data Primer, 2026

Variabel Disiplin Kerja (X_3)

No.	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3
1	4	5	3	4	4	5	4	3	32
2	4	4	3	4	3	3	4	3	28
3	3	5	5	3	3	5	3	3	30
4	2	1	3	3	3	2	2	3	19
5	3	2	3	2	3	3	2	2	20
6	5	5	3	3	5	4	3	3	31
7	4	4	3	1	4	3	2	2	23
8	2	2	2	2	3	3	2	2	18
9	3	4	3	4	5	4	2	3	28
10	5	4	3	5	5	4	2	2	30
11	4	4	4	5	5	3	4	4	33
12	3	5	4	5	3	3	4	4	31
13	2	4	4	4	2	3	4	4	27
14	5	4	4	5	5	3	3	3	32
15	4	4	3	5	4	5	3	3	31
16	3	4	3	3	3	5	3	1	25
17	3	3	1	3	3	3	2	2	20
18	4	4	4	4	5	4	4	4	33
19	4	4	2	4	4	3	3	3	27
20	4	3	4	2	5	4	4	4	30
21	3	3	3	3	3	3	3	3	24
22	4	4	4	3	5	5	4	3	32
23	4	3	4	3	4	4	3	3	28
24	3	5	5	3	5	4	4	3	32
25	3	3	2	3	2	2	3	2	20
26	5	4	4	3	5	4	4	4	33
27	3	4	4	3	4	2	3	3	26
28	3	4	4	3	4	4	3	4	29
29	3	3	3	4	3	5	4	3	28
30	4	3	3	4	3	3	2	2	24
31	4	4	4	3	5	4	3	3	30
32	3	5	5	3	5	5	3	4	33
33	5	5	5	4	5	5	4	3	36
34	5	4	4	3	4	5	4	3	32
35	5	2	2	2	3	5	3	4	26
36	3	3	3	3	3	3	4	4	26
37	5	4	4	5	5	4	3	3	33
Jumlah	136	138	127	126	145	139	117	112	1040
Rata-rata	3,68	3,73	3,43	3,41	3,92	3,76	3,16	3,03	28,11

Sumber: Data Primer, 2026

Variabel Kinerja Karyawan

No.	Y.1	Y.2	Y.3	Y.4	Y.5	Y
1	5	4	4	5	3	21
2	4	5	2	3	4	18
3	5	4	4	4	3	20
4	3	2	3	4	4	16
5	2	3	2	3	3	13
6	5	3	5	5	2	20
7	3	4	2	4	3	16
8	2	3	4	4	4	17
9	1	4	4	3	3	15
10	4	3	4	1	4	16
11	4	2	4	2	5	17
12	3	5	4	4	3	19
13	4	4	4	2	1	15
14	4	3	5	4	5	21
15	3	2	4	3	3	15
16	2	1	2	4	4	13
17	2	2	3	3	3	13
18	3	4	4	3	4	18
19	3	2	2	4	3	14
20	3	3	4	3	2	15
21	3	4	4	4	4	19
22	3	4	4	3	4	18
23	4	5	4	3	5	21
24	2	3	2	3	3	13
25	2	3	2	3	3	13
26	5	5	5	4	2	21
27	4	4	4	3	3	18
28	5	4	5	3	5	22
29	4	4	4	5	3	20
30	2	3	2	3	4	14
31	4	4	3	5	3	19
32	3	5	5	2	4	19
33	4	3	4	3	3	17
34	4	4	4	4	4	20
35	3	2	4	4	3	16
36	2	3	2	2	2	11
37	4	3	3	3	3	16
Jumlah	123	126	131	125	124	629
Rata-rata	3,32	3,41	3,54	3,38	3,35	17,00

Sumber: Data Primer, 2026

Lampiran 3. Analisis Deskriptif Variabel

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	8.1	8.1	8.1
	2	4	10.8	10.8	18.9
	3	11	29.7	29.7	48.6
	4	14	37.8	37.8	86.5
	5	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	4	10.8	10.8	13.5
	3	13	35.1	35.1	48.6
	4	16	43.2	43.2	91.9
	5	3	8.1	8.1	100.0
	Total	37	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	8.1	8.1	8.1
	2	7	18.9	18.9	27.0
	3	12	32.4	32.4	59.5
	4	10	27.0	27.0	86.5
	5	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	8.1	8.1	8.1
	3	14	37.8	37.8	45.9
	4	12	32.4	32.4	78.4
	5	8	21.6	21.6	100.0
	Total	37	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	3	8.1	8.1	10.8
	3	8	21.6	21.6	32.4
	4	18	48.6	48.6	81.1
	5	7	18.9	18.9	100.0
	Total	37	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	6	16.2	16.2	18.9
	3	15	40.5	40.5	59.5
	4	11	29.7	29.7	89.2
	5	4	10.8	10.8	100.0
	Total	37	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	4	10.8	10.8	13.5
	3	11	29.7	29.7	43.2
	4	16	43.2	43.2	86.5
	5	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	8	21.6	21.6	24.3
	3	19	51.4	51.4	75.7
	4	9	24.3	24.3	100.0
	Total	37	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	4	10.8	10.8	13.5
	3	15	40.5	40.5	54.1
	4	12	32.4	32.4	86.5
	5	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	18.9	18.9	18.9
	3	17	45.9	45.9	64.9
	4	13	35.1	35.1	100.0
	Total	37	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	8	21.6	21.6	24.3
	3	5	13.5	13.5	37.8
	4	14	37.8	37.8	75.7
	5	9	24.3	24.3	100.0
	Total	37	100.0	100.0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	8.1	8.1	8.1
	3	14	37.8	37.8	45.9
	4	12	32.4	32.4	78.4
	5	8	21.6	21.6	100.0
	Total	37	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	3	8.1	8.1	10.8
	3	8	21.6	21.6	32.4
	4	18	48.6	48.6	81.1
	5	7	18.9	18.9	100.0
	Total	37	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	4	10.8	10.8	13.5
	3	14	37.8	37.8	51.4
	4	14	37.8	37.8	89.2
	5	4	10.8	10.8	100.0
	Total	37	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	4	10.8	10.8	13.5
	3	17	45.9	45.9	59.5
	4	9	24.3	24.3	83.8
	5	6	16.2	16.2	100.0
	Total	37	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.4	5.4	5.4
	3	13	35.1	35.1	40.5
	4	8	21.6	21.6	62.2
	5	14	37.8	37.8	100.0
	Total	37	100.0	100.0	

X3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	8.1	8.1	8.1
	3	13	35.1	35.1	43.2
	4	11	29.7	29.7	73.0
	5	10	27.0	27.0	100.0
	Total	37	100.0	100.0	

X3.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	21.6	21.6	21.6
	3	15	40.5	40.5	62.2
	4	14	37.8	37.8	100.0
	Total	37	100.0	100.0	

X3.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	7	18.9	18.9	21.6
	3	19	51.4	51.4	73.0
	4	10	27.0	27.0	100.0
	Total	37	100.0	100.0	

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	8	21.6	21.6	24.3
	3	11	29.7	29.7	54.1
	4	12	32.4	32.4	86.5
	5	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	6	16.2	16.2	18.9
	3	12	32.4	32.4	51.4
	4	13	35.1	35.1	86.5
	5	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	24.3	24.3	24.3
	3	4	10.8	10.8	35.1
	4	19	51.4	51.4	86.5
	5	5	13.5	13.5	100.0
	Total	37	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	4	10.8	10.8	13.5
	3	16	43.2	43.2	56.8
	4	12	32.4	32.4	89.2
	5	4	10.8	10.8	100.0
	Total	37	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.7	2.7	2.7
	2	4	10.8	10.8	13.5
	3	17	45.9	45.9	59.5
	4	11	29.7	29.7	89.2
	5	4	10.8	10.8	100.0
	Total	37	100.0	100.0	

Lampiran 4. Uji Validitas

Variabel Gaya Kepemimpinan (X_1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1
X1.1	Pearson Correlation	1	.412**	.394*	.478**	.409**	.562**	.761**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	37	37	37	37	37	37	37
X1.2	Pearson Correlation	.412**	1	.322	.344*	.750**	.263	.686**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	37	37	37	37	37	37	37
X1.3	Pearson Correlation	.394*	.322	1	.218	.449**	.322	.701**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	37	37	37	37	37	37	37
X1.4	Pearson Correlation	.478**	.344*	.218	1	.308	.237	.620**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	37	37	37	37	37	37	37
X1.5	Pearson Correlation	.409**	.750**	.449**	.308	1	.447**	.773**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	37	37	37	37	37	37	37
X1.6	Pearson Correlation	.562**	.263	.322	.237	.447**	1	.644**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	37	37	37	37	37	37	37
X1	Pearson Correlation	.761**	.686**	.701**	.620**	.773**	.644**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	37	37	37	37	37	37	37

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

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

Variabel Motivasi Kerja (X_2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2
X2.1	Pearson Correlation	1	.448**	.644**	.428**	.524**	.807**
	Sig. (2-tailed)		.001	.000	.000	.000	.000
	N	37	37	37	37	37	37
X2.2	Pearson Correlation	.448**	1	.092	.559**	.362*	.676**
	Sig. (2-tailed)	.001		.000	.000	.000	.000
	N	37	37	37	37	37	37
X2.3	Pearson Correlation	.644**	.092	1	.255	.236	.633**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	37	37	37	37	37	37
X2.4	Pearson Correlation	.428**	.559**	.255	1	.703**	.789**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	37	37	37	37	37	37
X2.5	Pearson Correlation	.524**	.362*	.236	.703**	1	.805**
	Sig. (2-tailed)	.000	.000	.001	.000		.000
	N	37	37	37	37	37	37
X2	Pearson Correlation	.807**	.676**	.633**	.789**	.805**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	37	37	37	37	37	37

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

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

Variabel Disiplin Kerja (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3
X3.1	Pearson Correlation	1	.308	.137	.243	.588**	.384*	.197	.092	.595**
	Sig. (2-tailed)		.004	.009	.008	.001	.009	.004	.006	.001
	N	37	37	37	37	37	37	37	37	37
X3.2	Pearson Correlation	.308	1	.570**	.383*	.476**	.410*	.439**	.199	.758**
	Sig. (2-tailed)	.004		.001	.009	.003	.012	.007	.007	.001
	N	37	37	37	37	37	37	37	37	37
X3.3	Pearson Correlation	.137	.570**	1	.167	.496**	.341*	.485**	.453**	.715**
	Sig. (2-tailed)	.009	.001		.002	.002	.009	.002	.005	.001
	N	37	37	37	37	37	37	37	37	37
X3.4	Pearson Correlation	.243	.383*	.167	1	.207	.049	.242	.170	.498**
	Sig. (2-tailed)	.008	.009	.002		.009	.005	.008	.005	.000
	N	37	37	37	37	37	37	37	37	37
X3.5	Pearson Correlation	.588**	.476**	.496**	.207	1	.363*	.166	.262	.719**
	Sig. (2-tailed)	.001	.003	.002	.009		.007	.006	.007	.001
	N	37	37	37	37	37	37	37	37	37
X3.6	Pearson Correlation	.384*	.410*	.341*	.049	.363*	1	.322	.124	.599**
	Sig. (2-tailed)	.009	.002	.009	.005	.007		.002	.006	.001
	N	37	37	37	37	37	37	37	37	37
X3.7	Pearson Correlation	.197	.439**	.485**	.242	.166	.322	1	.611**	.649**
	Sig. (2-tailed)	.004	.007	.002	.008	.006	.002		.001	.001
	N	37	37	37	37	37	37	37	37	37
X3.8	Pearson Correlation	.092	.199	.453**	.170	.262	.124	.611**	1	.536**
	Sig. (2-tailed)	.006	.007	.005	.005	.007	.006	.001		.001
	N	37	37	37	37	37	37	37	37	37
X3	Pearson Correlation	.595**	.758**	.715**	.498**	.719**	.599**	.649**	.536**	1
	Sig. (2-tailed)	.001	.001	.001	.000	.001	.001	.001	.001	
	N	37	37	37	37	37	37	37	37	37

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

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

Variabel Kinerja Karyawan (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y
Y.1	Pearson Correlation	1	.367*	.557**	.241	.222	.775**
	Sig. (2-tailed)		.005	.001	.001	.005	.001
	N	37	37	37	37	37	37
Y.2	Pearson Correlation	.367*	1	.348*	.239	.208	.718**
	Sig. (2-tailed)	.005		.005	.007	.002	.001
	N	37	37	37	37	37	37
Y.3	Pearson Correlation	.557**	.348*	1	.272	.118	.738**
	Sig. (2-tailed)	.001	.005		.002	.006	.001
	N	37	37	37	37	37	37
Y.4	Pearson Correlation	.241	.239	.272	1	.295	.617*
	Sig. (2-tailed)	.001	.007	.002		.004	.000
	N	37	37	37	37	37	37
Y.5	Pearson Correlation	.222	.208	.118	.295	1	.735*
	Sig. (2-tailed)	.005	.002	.006	.004		.000
	N	37	37	37	37	37	37
Y	Pearson Correlation	.775**	.718**	.738**	.617*	.735*	1
	Sig. (2-tailed)	.001	.001	.001	.000	.000	
	N	37	37	37	37	37	37

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

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

Lampiran 5. Uji Reliabilitas

Variabel Gaya Kepemimpinan (X_1)

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded[a]	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.722	6

Variabel Motivasi Kerja (X_2)

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded[a]	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.765	5

Variabel Disiplin Kerja (X_3)

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded[a]	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.786	8

Variabel Kinerja Karyawan (Y)

Case Processing Summary

		N	%
Cases	Valid	37	100.0
	Excluded[a]	0	.0
	Total	37	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.719	5

Lampiran 6. Uji Asumsi Klasik

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			37
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		2.18011933
Most Extreme Differences	Absolute		.102
	Positive		.102
	Negative		-.088
Test Statistic			.102
Asymp. Sig. (2-tailed)[c]			.200[d]
Monte Carlo Sig. (2-tailed)[e]	Sig.		.419
	99% Confidence Interval	Lower Bound	.406
		Upper Bound	.431

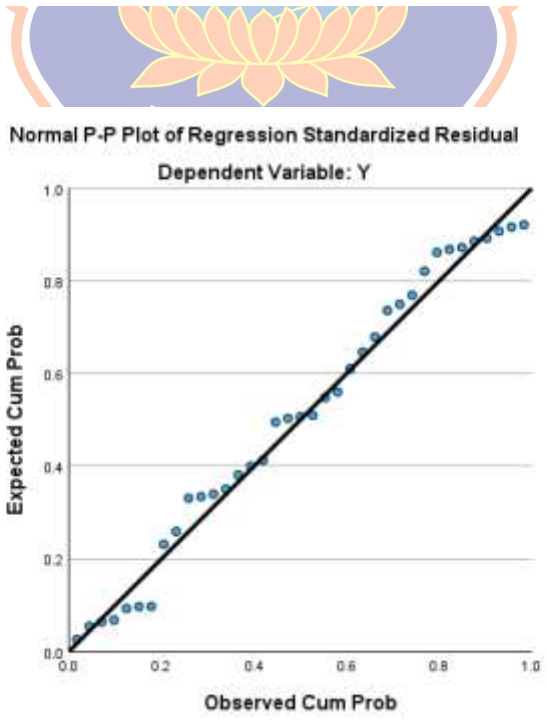
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.



2. Uji Multikolinearitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.910	2.374		3.332	.002		
	X1	.473	.227	.582	2.081	.015	.221	4.528
	X2	.600	.197	.693	3.055	.004	.336	2.977
	X3	.382	.219	.610	2.742	.021	.341	2.097

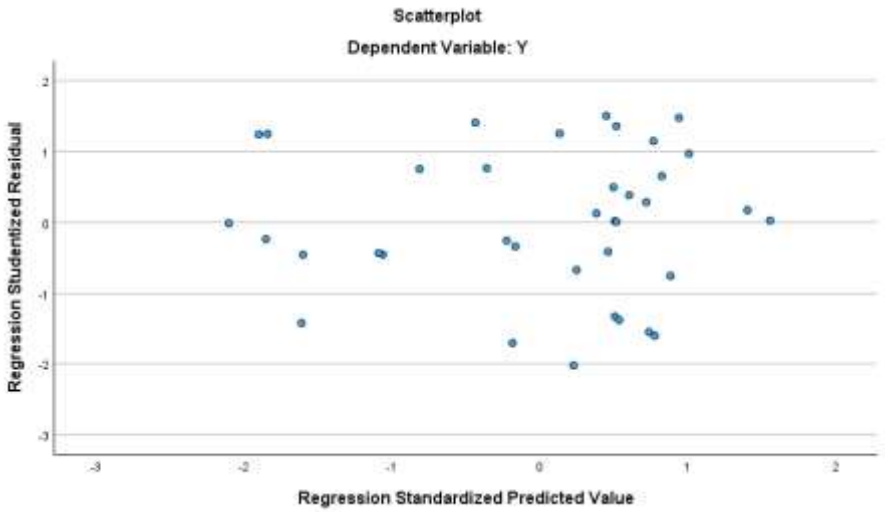
a. Dependent Variable: Y

3. Uji Heteroskedastisitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.206	1.324		.911	.369		
	X1	-.133	.127	-.377	-1.046	.303	.221	4.528
	X2	.055	.110	.147	.502	.619	.336	2.977
	X3	.085	.122	.313	.694	.492	.341	2.097

a. Dependent Variable: Abs_RES



Lampiran 7. Analisis Regresi Liniear Berganda

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.910	2.374		3.332	.002
	X1	.473	.227	.582	2.081	.015
	X2	.600	.197	.693	3.055	.004
	X3	.382	.219	.610	2.742	.021

a. Dependent Variable: Y

Lampiran 8. Uji Simultan (F)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	128.895	3	42.965	8.286	.000[b]
	Residual	171.105	33	5.185		
	Total	300.000	36			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Lampiran 9. Uji Parsial (t)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.910	2.374		3.332	.002
	X1	.473	.227	.582	2.081	.015
	X2	.600	.197	.693	3.055	.004
	X3	.382	.219	.610	2.742	.021

a. Dependent Variable: Y

Lampiran 10. Uji Koefisien Determinasi Berganda (R^2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.825[a]	.680	.378	2.277

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y