



LAMPIRAN

لَا إِلَهَ إِلَّا اللَّهُ مُحَمَّدٌ رَسُوْلُهُ

LAMPIRAN-LAMPIRAN

LAMPIRAN 1

KUISIONER PENELITIAN

Yogyakarta, 09 Juli 2019

Responden yang terhormat,

Saya mahasiswa Universitas Islam Indonesia, Program Studi Akuntansi ingin mengadakan penelitian mengenai “Pengaruh Gaya Kepemimpinan, Disiplin Kerja, Motivasi Kerja, dan Lingkungan Kerja Terhadap Kinerja Karyawan pada PT PLN PERSERO Cabang Sleman Yogyakarta” untuk memperoleh gelar Sarjana Strata 1 (S1). Untuk menunjang kelancaran penelitian ini, saya memohon kesediaan Bapak/Ibu/Saudara/i untuk mengisi kuisisioner yang saya lampirkan beserta surat ini. Jawaban yang Bapak/Ibu/Saudara/i berikan akan digunakan sebagaimana mestinya yaitu hanya sebatas untuk penelitian atau penyelesaian skripsi dan akan dijamin kerahasiaannya.

Atas partisipasi serta kesediaan Bapak/Ibu/Saudara/i untuk mengisi kuisisioner ini saya mengucapkan terima kasih yang sebesar-besarnya.

Yogyakarta, 09 Juli 2019

RR Yoekhisna Agistaputri S.N

IDENTITAS RESPONDEN

1. Nama :
2. Umur :
3. Jenis Kelamin :
4. Pendidikan Terakhir :
5. Jabatan :
6. Lama Bekerja :

CARA PENGISIAN KUISIONER:

Bapak/Ibu/Saudara/i cukup memberikan tanda tick mark (✓) pada pilihan jawaban yang tersedia (rentang angka dari 1 sampai 5) sesuai dengan pendapat Bapak/Ibu/Saudara/i. setiap pertanyaan hanya memerlukan satu jawaban.

Setiap angka mewakili tingkat kesesuaian dengan pendapat

Bapak/Ibu/Saudara/i :

- 1 = Sangat Tidak Setuju (STS)
- 2 = Tidak Setuju (TS)
- 3 = Netral (N)

4 = Setuju (S)

5 = Sangat Setuju (SS)

VARIABEL GAYA KEPEMIMPINAN

No	Pernyataan	Nilai				
		1	2	3	4	5
Gaya Kepemimpinan Partisipatif						
1	Pemimpin menampung saran para bawahan sebelum mengambil keputusan.					
2	Pemimpin turut serta terlibat apabila bawahan mengalami kesulitan dalam mengerjakan tugas.					
3	Pemimpin sering mengadakan diskusi sehingga keputusan yang diambil merupakan keputusan Bersama.					
Gaya Kepemimpinan Direktif						
1	Pemimpin menjaga standar penampilan kerja bawahan.					

2	pemimpin memberitahukan cara penyelesaian tugas dan penetapan tenggat waktu.					
3	Pemimpin menetapkan standar penyelesaian tugas.					
Gaya Kepemimpinan Suportif						
1	Pemimpin bersikap ramah dan mudah didekati.					
2	Pemimpin memberi dukungan kepada bawahan.					
3	Pemimpin memberi pujian apabila bawahan bekerja dengan baik.					
Gaya Kepemimpinan Orientasi Berprestasi						
1	Pemimpin menetapkan tantangan dan tujuan.					
2	Pemimpin memiliki ekspektasi akan kinerja berkualitas tinggi.					
3	Pemimpin memberikan <i>reward</i> (penghargaan) apabila bawahan mencapai suatu prestasi yang memuaskan.					

VARIABEL DISIPLIN KERJA

No	Pernyataan	Nilai				
		1	2	3	4	5
1	Saya selalu taat dalam menjalankan tugas pokok.					
2	Saya selalu taat dalam menjalankan wewenang.					
3	Saya selalu patuh pada perintah pimpinan.					
4	Saya selalu menaati jam masuk kantor.					
5	Saya selalu taat memakai seragam pada setiap hari kerja.					
6	Saya selalu taat dalam menjalankan prosedur kerja.					

7	Saya selalu menjaga kualitas kerja.					
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VARIABEL MOTIVASI KERJA

No	Pernyataan	Nilai				
		1	2	3	4	5
1	Saya mendapatkan kesempatan untuk istirahat yang sudah sesuai dengan hak pegawai.					
2	Hubungan kerja antara pimpinan dan saya sudah baik.					
3	Pimpinan memberikan reward kepada pegawai yang berprestasi.					
4	Saya dapat mengembangkan potensi diri secara optimal di instansi.					
5	Saya memiliki peluang dan kesempatan untuk mengembangkan keterampilan dan kemampuan saya.					

6	Saya dapat menerima kritik dan saran dengan baik.					
7	Saya mampu menyalurkan ide dan gagasan dalam bekerja					
8	Saya mampu mengambil keputusan dalam menyelesaikan masalah (<i>problem solving</i>).					

VARIABEL LINGKUNGAN KERJA

No	Pernyataan	Nilai				
		1	2	3	4	5
1	Terjalin hubungan yang harmonis antara atasan dan bawahan.					
2	Pimpinan selalu memberikan perhatian pada karyawannya (perhatian ini berupa sapaan kepada karyawan).					
3	Adanya hubungan yang baik antar sesama karyawan.					
4	Terciptanya suasana keakraban/bersahabat dalam bekerja.					
5	Kondisi penerangan di ruang kerja sudah memadai.					

6	Terjaminnya keamanan kerja di lingkungan kerja dan sekitarnya yang tidak berbahaya selama jam kerja.					
7	Alat kerja dan bahan kerja kantor selalu terpenuhi sesuai dengan kebutuhan.					
8	Adanya fasilitas social seperti tempat ibadah, yang cukup memadai bagi karyawan					

KINERJA KARYAWAN

No	Pernyataan	Nilai				
		1	2	3	4	5
1	Saya mampu bekerja sama dengan orang lain.					
2	Saya mampu berkomunikasi dengan rekan kerja.					
3	Saya mempunyai tanggung jawab tinggi terhadap pekerjaan.					
4	Setiap pegawai diberikan pelatihan (<i>training</i>) sesuai dengan kebutuhan pegawai.					
5	Pegawai bekerja sesuai prosedur dan jadwal yang sudah ditentukan.					
6	Dalam penempatan kerja saya sudah sesuai dengan latar belakang Pendidikan.					

7	Sesama pegawai dapat berkomunikasi dengan baik.					
8	Pemimpin memiliki hubungan yang baik dengan semua pegawai.					
9	Pemimpin selalu memberikan arahan yang jelas kepada seluruh pegawai.					
10	Pimpinan dapat mendelegasikan wewenang dengan baik.					

LAMPIRAN 2

TABULASI DATA

GAYA KEPEMIMPINAN												
P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Total
4	4	2	3	4	3	4	3	3	4	4	3	41
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3	4	4	3	3	3	4	4	3	3	3	4	41
4	4	3	3	4	4	4	4	4	3	4	4	45
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5	4	4	5	4	5	4	5	4	4	5	4	53

5	4	3	5	4	5	4	5	4	5	4	4	52
4	5	4	4	3	4	5	3	3	4	3	3	45
4	5	4	2	4	4	3	4	4	3	4	5	46
3	4	5	4	3	4	5	4	3	4	3	2	44
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3	4	5	4	3	4	5	4	3	4	3	3	45
4	5	4	4	3	4	5	3	3	4	3	3	45
P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Total
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4	3	4	4	4	4	4	4	4	4	4	4	47
4	4	4	4	4	4	4	4	4	4	4	4	48
4	5	5	3	4	4	5	5	5	4	4	4	52
4	4	4	4	4	4	4	4	4	4	4	4	48
4	5	5	5	4	4	5	5	5	5	4	5	56
4	4	4	3	4	4	4	5	4	4	4	4	48
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4	4	4	4	4	4	4	4	4	4	4	4	48
4	4	3	4	3	4	4	4	4	4	4	4	46
4	5	4	4	5	4	4	4	5	4	5	4	52

3	3	4	4	3	3	3	4	3	3	4	4	41
4	4	3	5	5	5	4	4	4	5	3	5	51
4	4	5	4	5	5	3	4	4	4	5	5	52
3	3	3	3	3	3	3	3	3	3	3	3	36
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5	5	4	4	5	5	4	4	4	4	5	5	54
4	4	4	5	4	4	5	5	4	4	5	5	53
P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Total
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5	4	4	4	4	4	4	4	4	4	4	3	48
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4	5	5	4	4	4	5	5	4	4	5	5	54
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5	4	4	4	4	4	4	4	4	4	4	3	48
4	5	4	4	4	5	5	5	4	4	4	4	52
4	4	5	4	4	4	4	4	4	4	4	4	49

3	4	5	4	3	5	4	4	5	3	3	4	47
5	5	5	4	5	5	5	5	4	4	4	4	55
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P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Total
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5	4	3	3	3	3	5	5	3	4	4	4	46
3	3	3	3	4	4	4	3	4	4	4	3	42
5	3	3	3	3	4	5	4	3	3	3	3	42
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4	4	2	3	2	3	4	3	3	3	3	3	37
3	3	3	3	3	4	4	4	4	3	3	3	40

4	3	3	4	4	4	4	4	4	4	4	4	46
5	4	4	3	4	3	4	4	3	4	4	3	45
4	4	4	4	5	5	4	4	3	4	5	4	50
4	4	4	4	5	4	3	4	4	4	4	3	47

DISIPLIN KERJA							
P1	P2	P3	P4	P5	P6	P7	Total
5	5	3	5	4	5	5	32
5	5	4	5	5	5	5	34
5	4	5	4	5	5	5	33
5	4	5	4	5	5	5	33
4	4	4	4	4	4	4	28
4	4	4	4	4	4	4	28
4	4	3	4	4	4	4	27
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5	4	4	4	4	5	5	31
5	4	5	5	5	5	5	34
5	4	5	4	5	5	5	33
5	4	3	4	3	5	5	29
3	4	2	4	4	4	3	24

5	4	4	4	5	5	5	32
5	4	4	5	4	5	3	30
5	4	4	4	5	5	5	32
5	4	4	4	5	5	5	32
4	4	5	5	3	4	4	29
4	4	4	4	4	4	4	28
4	4	3	4	4	4	4	27
P1	P2	P3	P4	P5	P6	P7	Total
4	4	4	3	5	5	4	29
4	4	4	3	4	4	4	27
4	4	5	5	4	4	4	30
4	4	4	5	5	5	5	32
4	4	4	5	5	4	4	30
4	4	4	4	4	4	4	28
5	5	4	4	5	5	5	33
5	5	4	5	5	5	5	34
4	4	3	4	3	4	4	26
4	3	4	3	3	3	4	24
5	4	4	5	5	5	5	33
3	4	4	3	3	3	4	24
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4	4	3	3	5	5	5	29

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5	5	5	4	5	5	5	34
4	5	5	5	5	5	5	34
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4	4	4	4	5	4	4	29
5	5	5	5	5	5	5	35
P1	P2	P3	P4	P5	P6	P7	Total
5	5	5	5	5	5	5	35
4	4	4	4	4	4	4	28
5	5	3	5	5	5	5	33
4	4	4	3	4	3	4	26
4	4	4	4	4	4	4	28
3	3	3	3	4	3	3	22
4	4	4	3	3	4	4	26
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5	4	4	5	4	5	5	32
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4	4	3	4	4	4	5	28
3	3	4	4	5	5	4	28
4	4	4	3	4	4	4	27
5	5	5	5	5	4	4	33
P1	P2	P3	P4	P5	P6	P7	Total
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4	4	4	4	5	4	4	29
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4	4	4	4	4	4	4	28
4	4	4	3	3	4	3	25
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4	4	5	4	4	4	4	29
5	5	5	5	5	5	5	35
4	4	4	3	3	4	4	26
5	5	4	3	5	5	5	32

4	4	3	3	5	4	4	27
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MOTIVASI KERJA								
P1	P2	P3	P4	P5	P6	P7	P8	Total
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4	3	4	4	4	4	4	3	30
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4	5	5	5	4	5	5	4	37
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5	5	3	4	4	4	4	4	33
3	4	4	4	4	4	4	3	30
5	5	4	4	5	4	4	4	35
4	4	4	4	4	5	4	5	34
P1	P2	P3	P4	P5	P6	P7	P8	Total
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4	4	4	4	4	4	4	4	32
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3	4	3	3	4	5	5	4	31
P1	P2	P3	P4	P5	P6	P7	P8	Total
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5	5	4	4	4	5	4	4	35
4	5	3	4	4	5	5	5	35
3	4	3	4	4	5	4	5	32
5	5	3	4	4	5	4	5	35

LINGKUNGAN KERJA								
P1	P2	P3	P4	P5	P6	P7	P8	Total

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4	4	5	5	5	4	4	4	35
4	3	4	4	4	4	4	4	31
P1	P2	P3	P4	P5	P6	P7	P8	Total
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5	4	4	4	3	4	3	4	31
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4	4	4	4	4	4	4	4	32
5	5	5	5	4	4	4	4	36
4	5	4	4	4	4	4	4	33
P1	P2	P3	P4	P5	P6	P7	P8	Total
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	32
5	5	5	4	4	5	4	4	36
3	3	3	3	3	4	4	4	27
5	5	4	4	5	5	5	4	37
5	3	4	4	4	5	3	4	32
3	4	4	4	3	4	3	3	28
4	4	4	4	3	4	4	4	31
5	5	5	5	5	5	5	5	40
4	4	5	5	4	4	4	5	35
4	4	4	4	4	4	4	4	32
4	4	4	4	3	4	4	4	31
4	4	5	5	4	4	5	4	35
4	4	5	5	4	4	5	4	35

4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	5	4	33
4	4	4	4	4	4	4	4	32
4	4	4	4	4	4	4	4	32
4	3	4	4	4	4	3	4	30
4	3	3	3	3	3	3	3	25
3	3	5	5	4	5	4	5	34
P1	P2	P3	P4	P5	P6	P7	P8	Total
4	4	4	4	3	4	4	4	31
4	5	5	5	4	4	4	4	35
5	5	5	5	5	5	4	5	39
4	3	3	3	4	4	4	4	29
4	4	4	4	4	4	3	5	32
4	4	4	4	4	4	3	4	31
5	5	4	4	5	5	5	4	37
4	4	5	5	4	3	3	5	33
5	4	3	3	3	3	3	4	28
4	4	3	4	5	5	5	4	34
4	5	4	5	3	4	3	4	32
4	4	4	4	3	5	3	4	31
4	3	4	4	3	5	3	3	29
3	3	4	5	4	4	3	4	30

4	3	4	4	4	4	4	4	31
5	4	4	4	4	4	4	4	33
5	5	5	5	4	5	4	4	37
4	4	4	4	5	5	4	4	34
5	4	5	5	4	5	5	5	38
4	5	5	5	5	5	4	4	37
4	4	4	4	4	4	4	4	32
P1	P2	P3	P4	P5	P6	P7	P8	Total
4	4	4	4	4	4	3	3	30
4	4	4	4	4	4	3	4	31
5	5	5	5	5	4	3	4	36
5	4	4	4	5	5	4	4	35
5	3	5	5	4	4	3	4	33
5	3	5	5	5	5	4	5	37
5	3	5	4	4	4	3	5	33

KINERJA KARYAWAN

P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
5	4	4	5	5	4	3	3	4	5	42
4	5	5	4	5	5	5	5	5	5	48
5	5	4	4	4	4	5	5	5	5	46
5	5	4	4	4	4	5	5	5	5	46

4	4	4	4	5	4	5	5	4	4	43
4	4	5	4	4	4	5	5	4	4	43
4	3	4	3	4	4	4	4	3	3	36
4	4	4	4	5	4	5	5	4	4	43
5	4	5	3	4	3	5	4	4	3	40
4	4	5	5	5	5	4	5	5	5	47
4	4	5	5	5	4	5	5	4	5	46
P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
5	4	5	3	4	3	5	4	4	3	40
5	5	3	4	3	3	4	3	4	5	39
5	4	5	4	5	4	4	5	5	4	45
5	5	5	4	5	4	5	4	5	4	46
5	4	5	4	5	4	4	5	5	4	45
5	4	5	3	4	3	5	4	4	3	40
5	5	5	3	5	5	5	5	5	5	48
4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	40
5	5	5	5	5	4	4	4	5	5	47
4	4	4	4	4	4	4	4	4	4	40
5	5	4	5	5	4	4	4	5	4	45
4	4	5	4	4	4	4	4	4	4	41
4	4	4	4	4	4	4	4	4	4	40

4	4	4	4	4	4	4	4	4	4	40
4	4	5	5	5	4	5	5	5	5	47
4	4	4	3	4	4	4	5	4	5	41
4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	40
5	4	5	5	5	4	4	4	5	5	46
3	4	4	4	4	3	3	3	3	4	35
P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
3	3	4	3	3	5	5	4	4	4	38
4	4	5	4	3	3	4	4	4	4	39
4	4	4	4	4	4	4	4	4	4	40
4	4	4	3	3	3	4	4	4	3	36
5	5	4	5	5	4	5	5	5	5	48
4	5	5	5	5	4	5	5	5	4	47
4	4	4	3	4	4	4	4	4	4	39
4	4	4	3	4	4	4	4	4	4	39
4	4	4	4	4	4	4	4	5	5	42
4	4	4	4	4	4	4	4	5	5	42
4	4	4	4	4	4	4	4	4	4	40
4	4	4	5	4	4	5	4	5	4	43
4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	40

4	4	3	4	4	4	4	3	3	3	36
3	4	4	3	4	3	3	4	3	3	34
5	5	5	3	3	5	3	4	4	3	40
4	4	4	3	4	4	4	4	4	4	39
4	4	5	5	5	5	5	5	4	4	46
5	5	5	3	4	4	4	5	5	5	45
4	4	5	5	4	3	4	4	4	4	41
P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
5	4	4	4	3	4	5	4	4	4	41
5	5	5	4	4	4	4	4	4	3	42
3	3	4	3	3	5	5	4	4	4	38
4	5	4	3	4	4	4	4	3	4	39
4	4	4	5	3	5	4	3	4	5	41
5	5	5	4	5	4	4	4	4	4	44
4	4	3	4	4	4	4	3	4	3	37
4	4	4	3	4	4	4	4	3	3	37
4	4	5	3	4	3	4	4	4	4	39
4	5	5	4	4	5	4	3	4	4	42
5	5	5	3	5	4	4	5	4	4	44
4	4	4	4	4	4	5	4	4	4	41
5	5	5	3	4	4	5	5	5	5	46
5	5	5	3	5	4	5	5	3	4	44

5	5	5	4	4	3	4	4	3	4	41
5	5	5	3	4	3	4	4	3	3	39
4	5	5	3	3	3	4	4	4	4	39
4	4	4	3	4	3	4	4	3	3	36
5	5	5	3	3	3	4	4	3	3	38
5	5	5	3	4	3	5	5	3	3	41
5	5	5	3	4	3	4	4	3	3	39
P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	Total
5	5	5	4	4	4	5	5	4	4	45
5	5	5	4	4	3	4	4	4	4	42
4	5	5	3	4	3	4	4	4	3	39

UNIVERSITAS ISLAM INDONESIA



LAMPIRAN 3

HASIL UJI KUALITAS DATA

HASIL UJI VALIDITAS

GAYA KEPEMIMPINAN

		Correlations												
		V1	V2	V3	V4	V5	V6	V7	V8	V9	V10	V11	V12	TO
P1	Pearson Correlation	1	.326**	.174	.402**	.389**	.383**	.288*	.470**	.134	.290*	.470**	.393**	.649**
	Sig. (2-tailed)		.004	.130	.000	.000	.001	.011	.000	.247	.011	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77
P2	Pearson Correlation	.326**	1	.510**	.171	.181	.171	.173	.314**	.351**	.277*	.173	.314**	.548**
	Sig. (2-tailed)	.004		.000	.137	.115	.137	.132	.005	.002	.015	.133	.005	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77
P3	Pearson Correlation	.174	.510**	1	.324**	.285*	.336**	.022	.297**	.303**	.202	.293**	.338**	.579**
	Sig. (2-tailed)	.130	.000		.004	.012	.003	.850	.009	.007	.079	.010	.003	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77

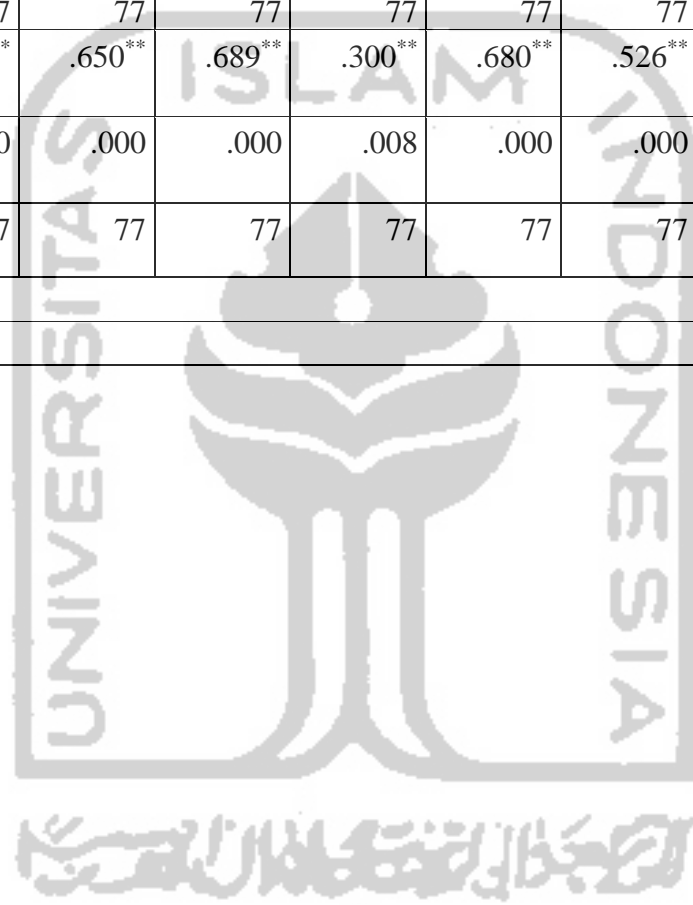
P4	Pearson Correlation	.402**	.171	.324**	1	.384**	.641**	.265*	.382**	.163	.474**	.459**	.370**	.698**
	Sig. (2-tailed)	.000	.137	.004		.001	.000	.020	.001	.157	.000	.000	.001	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77
P5	Pearson Correlation	.389**	.181	.285*	.384**	1	.561**	-.036	.362**	.271*	.300**	.490**	.494**	.650**
	Sig. (2-tailed)	.000	.115	.012	.001		.000	.754	.001	.017	.008	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77
P6	Pearson Correlation	.383**	.171	.336**	.641**	.561**	1	.122	.276*	.228*	.420**	.430**	.423**	.689**
	Sig. (2-tailed)	.001	.137	.003	.000	.000		.291	.015	.046	.000	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77
P7	Pearson Correlation	.288*	.173	.022	.265*	-.036	.122	1	.509**	-.093	.070	-.086	.032	.300**
	Sig. (2-tailed)	.011	.132	.850	.020	.754	.291		.000	.423	.548	.456	.780	.008
	N	77	77	77	77	77	77	77	77	77	77	77	77	77

P8	Pearson Correlation	.470**	.314**	.297**	.382**	.362**	.276*	.509**	1	.395**	.127	.319**	.501**	.680**
	Sig. (2-tailed)	.000	.005	.009	.001	.001	.015	.000	.000	.000	.272	.005	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77
P9	Pearson Correlation	.134	.351**	.303**	.163	.271*	.228*	-.093	.395**	1	.292**	.309**	.457**	.526**
	Sig. (2-tailed)	.247	.002	.007	.157	.017	.046	.423	.000	.000	.010	.006	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77
P10	Pearson Correlation	.290*	.277*	.202	.474**	.300**	.420**	.070	.127	.292**	1	.365**	.231*	.553**
	Sig. (2-tailed)	.011	.015	.079	.000	.008	.000	.548	.272	.010	.000	.001	.043	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77
P11	Pearson Correlation	.470**	.173	.293**	.459**	.490**	.430**	-.086	.319**	.309**	.365**	1	.448**	.653**
	Sig. (2-tailed)	.000	.133	.010	.000	.000	.000	.456	.005	.006	.001	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77	77	77
P12	Pearson Correlation	.393**	.314**	.338**	.370**	.494**	.423**	.032	.501**	.457**	.231*	.448**	1	.699**
	Sig. (2-tailed)	.000	.005	.003	.001	.000	.000	.780	.000	.000	.043	.000	.000	.000

	N	77	77	77	77	77	77	77	77	77	77	77	77	77
TO	Pearson Correlation	.649**	.548**	.579**	.698**	.650**	.689**	.300**	.680**	.526**	.553**	.653**	.699**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.008	.000	.000	.000	.000	.000	
	N	77	77	77	77	77	77	77	77	77	77	77	77	77

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

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



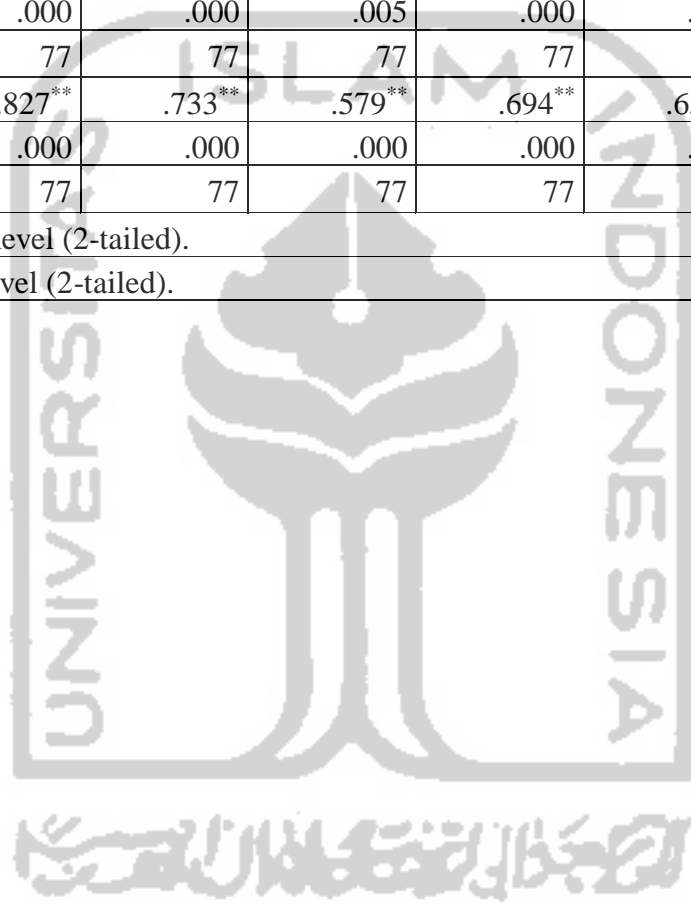
DISIPLIN KERJA

		Correlations							
		P2	P3	P4	P5	P6	P7	P8	TO
P1	Pearson Correlation	1	.686**	.432**	.445**	.348**	.695**	.623**	.827**
	Sig. (2-tailed)		.000	.000	.000	.002	.000	.000	.000
	N	77	77	77	77	77	77	77	77
P2	Pearson Correlation	.686**	1	.395**	.431**	.343**	.502**	.418**	.733**
	Sig. (2-tailed)	.000		.000	.000	.002	.000	.000	.000
	N	77	77	77	77	77	77	77	77
P3	Pearson Correlation	.432**	.395**	1	.291*	.206	.274*	.318**	.579**
	Sig. (2-tailed)	.000	.000		.010	.073	.016	.005	.000
	N	77	77	77	77	77	77	77	77
P4	Pearson Correlation	.445**	.431**	.291*	1	.416**	.475**	.398**	.694**
	Sig. (2-tailed)	.000	.000	.010		.000	.000	.000	.000
	N	77	77	77	77	77	77	77	77
P5	Pearson Correlation	.348**	.343**	.206	.416**	1	.538**	.386**	.656**
	Sig. (2-tailed)	.002	.002	.073	.000		.000	.001	.000
	N	77	77	77	77	77	77	77	77
P6	Pearson Correlation	.695**	.502**	.274*	.475**	.538**	1	.637**	.813**
	Sig. (2-tailed)	.000	.000	.016	.000	.000		.000	.000
	N	77	77	77	77	77	77	77	77
P7	Pearson Correlation	.623**	.418**	.318**	.398**	.386**	.637**	1	.748**

	Sig. (2-tailed)	.000	.000	.005	.000	.001	.000		.000
	N	77	77	77	77	77	77	77	77
TO	Pearson Correlation	.827**	.733**	.579**	.694**	.656**	.813**	.748**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	77	77	77	77	77	77	77	77

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

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



MOTIVASI KERJA

Correlations										
		P1	P2	P3	P4	P5	P6	P7	P8	TO
P1	Pearson Correlation	1	.147	.198	.173	.355**	.177	.064	.358**	.551**
	Sig. (2-tailed)		.202	.084	.132	.002	.124	.581	.001	.000
	N	77	77	77	77	77	77	77	77	77
P2	Pearson Correlation	.147	1	.203	.076	.039	.184	.321**	.151	.494**
	Sig. (2-tailed)	.202		.077	.514	.738	.109	.004	.190	.000
	N	77	77	77	77	77	77	77	77	77
P3	Pearson Correlation	.198	.203	1	.341**	.011	.284*	.120	.358**	.590**
	Sig. (2-tailed)	.084	.077		.002	.921	.012	.300	.001	.000
	N	77	77	77	77	77	77	77	77	77
P4	Pearson Correlation	.173	.076	.341**	1	.274*	.236*	-.028	.038	.507**
	Sig. (2-tailed)	.132	.514	.002		.016	.039	.808	.740	.000
	N	77	77	77	77	77	77	77	77	77
P5	Pearson Correlation	.355**	.039	.011	.274*	1	.053	.125	.197	.489**
	Sig. (2-tailed)	.002	.738	.921	.016		.648	.279	.087	.000
	N	77	77	77	77	77	77	77	77	77
P6	Pearson Correlation	.177	.184	.284*	.236*	.053	1	.319**	-.071	.512**
	Sig. (2-tailed)	.124	.109	.012	.039	.648		.005	.542	.000
	N	77	77	77	77	77	77	77	77	77
P7	Pearson Correlation	.064	.321**	.120	-.028	.125	.319**	1	.170	.550**

	Sig. (2-tailed)	.581	.004	.300	.808	.279	.005		.139	.000
	N	77	77	77	77	77	77	77	77	77
P8	Pearson Correlation	.358**	.151	.358**	.038	.197	-.071	.170	1	.508**
	Sig. (2-tailed)	.001	.190	.001	.740	.087	.542	.139		.000
	N	77	77	77	77	77	77	77	77	77
TO	Pearson Correlation	.551**	.494**	.590**	.507**	.489**	.512**	.550**	.508**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	77	77	77	77	77	77	77	77	77
**. Correlation is significant at the 0.01 level (2-tailed).										
*. Correlation is significant at the 0.05 level (2-tailed).										

LINGKUNGAN KERJA

		Correlations								
		P1	P2	P3	P4	P5	P6	P7	P8	TO
P1	Pearson Correlation	1	.344**	.299**	.132	.233*	.343**	.137	.283*	.550**
	Sig. (2-tailed)		.002	.008	.254	.042	.002	.236	.013	.000
	N	77	77	77	77	77	77	77	77	77
P2	Pearson Correlation	.344**	1	.273*	.288*	.274*	.222	.341**	.138	.593**
	Sig. (2-tailed)	.002		.016	.011	.016	.052	.002	.231	.000
	N	77	77	77	77	77	77	77	77	77
P3	Pearson Correlation	.299**	.273*	1	.831**	.328**	.326**	.141	.423**	.718**
	Sig. (2-tailed)	.008	.016		.000	.004	.004	.221	.000	.000
	N	77	77	77	77	77	77	77	77	77
P4	Pearson Correlation	.132	.288*	.831**	1	.380**	.312**	.144	.320**	.678**
	Sig. (2-tailed)	.254	.011	.000		.001	.006	.212	.005	.000
	N	77	77	77	77	77	77	77	77	77
P5	Pearson Correlation	.233*	.274*	.328**	.380**	1	.443**	.449**	.282*	.690**
	Sig. (2-tailed)	.042	.016	.004	.001		.000	.000	.013	.000
	N	77	77	77	77	77	77	77	77	77
P6	Pearson Correlation	.343**	.222	.326**	.312**	.443**	1	.335**	.099	.614**
	Sig. (2-tailed)	.002	.052	.004	.006	.000		.003	.393	.000
	N	77	77	77	77	77	77	77	77	77
P7	Pearson Correlation	.137	.341**	.141	.144	.449**	.335**	1	.175	.579**

	Sig. (2-tailed)	.236	.002	.221	.212	.000	.003		.128	.000
	N	77	77	77	77	77	77	77	77	77
P8	Pearson Correlation	.283*	.138	.423**	.320**	.282*	.099	.175	1	.532**
	Sig. (2-tailed)	.013	.231	.000	.005	.013	.393	.128		.000
	N	77	77	77	77	77	77	77	77	77
TO	Pearson Correlation	.550**	.593**	.718**	.678**	.690**	.614**	.579**	.532**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	77	77	77	77	77	77	77	77	77
**. Correlation is significant at the 0.01 level (2-tailed).										
*. Correlation is significant at the 0.05 level (2-tailed).										

KINERJA KARYAWAN

Correlations												
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TO
P1	Pearson Correlation	1	.648**	.419**	.002	.246*	-.178	.161	.231*	.212	.056	.475**
	Sig. (2-tailed)		.000	.000	.986	.031	.121	.161	.043	.064	.629	.000
	N	77	77	77	77	77	77	77	77	77	77	77
P2	Pearson Correlation	.648**	1	.417**	-.038	.185	-.152	.051	.210	.114	.095	.425**
	Sig. (2-tailed)	.000		.000	.741	.106	.187	.658	.067	.325	.413	.000
	N	77	77	77	77	77	77	77	77	77	77	77
P3	Pearson Correlation	.419**	.417**	1	-.045	.283*	-.100	.196	.446**	.155	-.015	.466**
	Sig. (2-tailed)	.000	.000		.700	.013	.387	.088	.000	.178	.897	.000
	N	77	77	77	77	77	77	77	77	77	77	77
P4	Pearson Correlation	.002	-.038	-.045	1	.422**	.284*	.070	-.002	.467**	.498**	.519**
	Sig. (2-tailed)	.986	.741	.700		.000	.012	.544	.983	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
P5	Pearson Correlation	.246*	.185	.283*	.422**	1	.228*	.204	.477**	.373**	.311**	.675**
	Sig. (2-tailed)	.031	.106	.013	.000		.047	.075	.000	.001	.006	.000

	N	77	77	77	77	77	77	77	77	77	77	77
P6	Pearson Correlation	-.178	-.152	-.100	.284*	.228*	1	.190	.188	.406**	.430**	.428**
	Sig. (2-tailed)	.121	.187	.387	.012	.047		.099	.102	.000	.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
P7	Pearson Correlation	.161	.051	.196	.070	.204	.190	1	.565**	.309**	.166	.504**
	Sig. (2-tailed)	.161	.658	.088	.544	.075	.099		.000	.006	.150	.000
	N	77	77	77	77	77	77	77	77	77	77	77
P8	Pearson Correlation	.231*	.210	.446**	-.002	.477**	.188	.565**	1	.378**	.292*	.660**
	Sig. (2-tailed)	.043	.067	.000	.983	.000	.102	.000		.001	.010	.000
	N	77	77	77	77	77	77	77	77	77	77	77
P9	Pearson Correlation	.212	.114	.155	.467**	.373**	.406**	.309**	.378**	1	.660**	.751**
	Sig. (2-tailed)	.064	.325	.178	.000	.001	.000	.006	.001		.000	.000
	N	77	77	77	77	77	77	77	77	77	77	77
P10	Pearson Correlation	.056	.095	-.015	.498**	.311**	.430**	.166	.292*	.660**	1	.658**
	Sig. (2-tailed)	.629	.413	.897	.000	.006	.000	.150	.010	.000		.000
	N	77	77	77	77	77	77	77	77	77	77	77
TO	Pearson Correlation	.475**	.425**	.466**	.519**	.675**	.428**	.504**	.660**	.751**	.658**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	

N	77	77	77	77	77	77	77	77	77	77	77
**. Correlation is significant at the 0.01 level (2-tailed).											
*. Correlation is significant at the 0.05 level (2-tailed).											



LAMPIRAN 4

HASIL UJI RELIABILITAS

1. Hasil Uji Reliabilitas Variabel Gaya Kepemimpinan

Reliability Statistics	
Cronbach's Alpha	N of Items
.841	12

2. Hasil Uji Reliabilitas Variabel Disiplin Kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.842	7

3. Hasil Uji Reliabilitas Variabel Motivasi Kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.617	8

4. Hasil Uji Reliabilitas Variabel Lingkungan Kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.768	8

5. Hasil Uji Reliabilitas Variabel Kinerja Karyawan

Reliability Statistics	
Cronbach's Alpha	N of Items
.755	10

LAMPIRAN 5

HASIL UJI ASUMSI KLASIK

HASIL UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		77
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.54408903
Most Extreme Differences	Absolute	.071
	Positive	.071
	Negative	-.057
Test Statistic		.071
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

LAMPIRAN 6

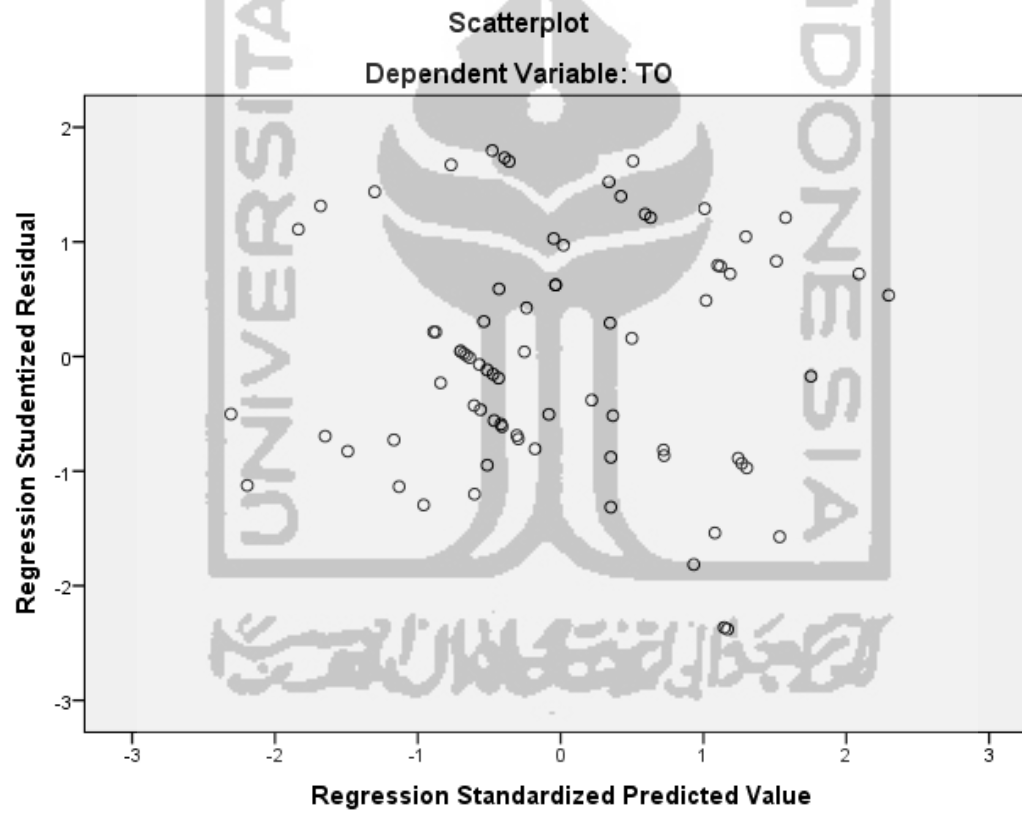
HASIL UJI MULTIKOLINIERITAS

		Coefficients ^a							
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics		
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF	
1	(Constant)	13.615	4.147		3.283	.002			
	Gaya Kepemimpinan	.568	.157	.496	3.619	.001	.412	2.424	
	Disiplin Kerja	-.051	.199	-.038	-.255	.800	.349	2.868	
	Motivasi Kerja	.243	.117	.230	2.071	.042	.628	1.591	
	Lingkungan Kerja	.074	.068	.112	1.088	.280	.729	1.372	

a. Dependent Variable: Kinerja Karyawan

LAMPIRAN 7

HASIL UJI HETEROSKEDASTISITAS



Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.886	2.231		-.397	.692
	Gaya Kepemimpinan	.157	.085	.328	1.857	.067
	Disiplin Kerja	-.070	.107	-.126	-.654	.515
	Motivasi Kerja	.048	.063	.110	.768	.445
	Lingkungan Kerja	-.028	.037	-.101	-.756	.452
a. Dependent Variable: abs						

LAMPIRAN 8

HASIL UJI ANALISIS REGRESI BERGANDA

UJI R SQUARE

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.665 ^a	.442	.411	2.614
b. Predictors: (Constant), V1, V2, V3, V4				

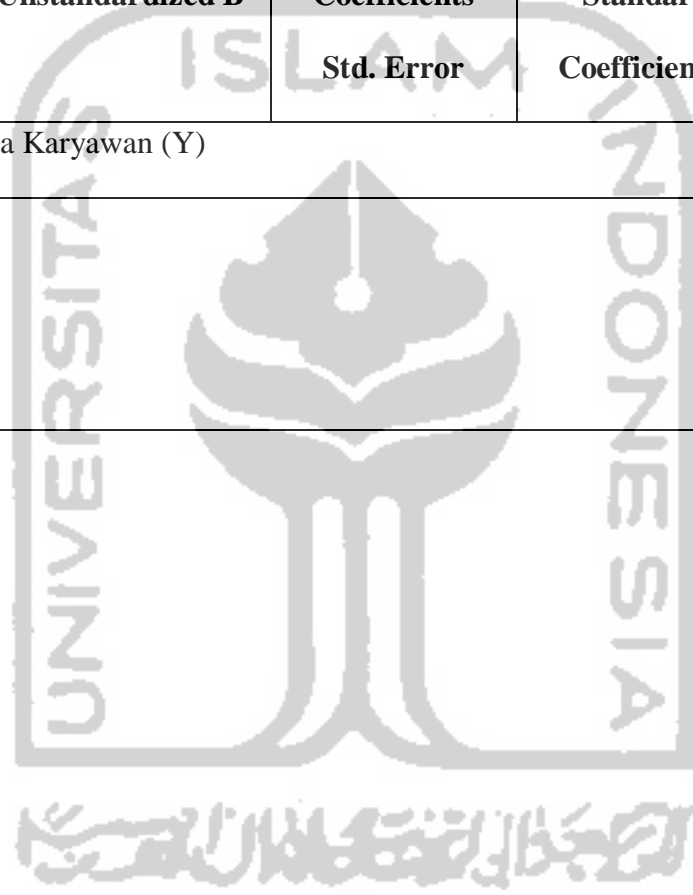
LAMPIRAN 9

HASIL UJI HIPOTESIS

HASIL UJI T

Model		Unstandardized B	Coefficients Std. Error	Standardized Coefficients Beta	T	Sig.
1	(Constant)	13.615	4.147		3.283	.002
	V1.1	-.019	.275	-.009	-.068	.946
	V1.2	-.517	.282	-.081	-.555	.580
	V1.3	.431	.287	.184	1.500	.136
	V1.4	.862	.318	.418	2.708	.008
	V2	-.051	.199	-.038	-.255	.800
	V3	.243	.117	.230	2.071	.042
	V4	.074	.068	.112	1.088	.280

Model		Unstandardized B	Coefficients Std. Error	Standardized Coefficients Beta	T	Sig.
Dependen Variabel: Kinerja Karyawan (Y)						
R Square: 0,442 Adj. R Square: 0,411 F Hitung: 14.244 Sig.: 0,000						



HASIL UJI F

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	389.267	4	97.317	14.244	.000 ^b
	Residual	491.902	72	6.832		
	Total	881.169	76			

LAMPIRAN 10

Jenis Kelamin Responden

Jenis Kelamin	Jumlah	Presentase
Laki-Laki	70	91%
Perempuan	7	9%
Total	77	100%

Usia Responden

No	Usia	Jumlah	Presentase
1	20-30 tahun	21	27%
2	31-40 tahun	26	34%
3	41-50 tahun	21	27%
4	51-60 tahun	9	12%
	Jumlah	77	100%

Tingkat Pendidikan Responden

Pendidikan	Jumlah	Presentase
SMA	25	32%
D3	11	14%
S1	10	13%
STM	10	13%
SMK	20	26%
SLTP	1	1%
Jumlah	77	100%

LAMPIRAN 11

HASIL ANALISIS DESKRIPTIF

	N	Minimum	Maximum	Mean	Std. Deviation
Gaya Kepemimpinan Partisipatif	77	8	15	11.91	1.648
Gaya Kepemimpinan Direktif	77	8	15	11.81	1.770
Gaya Kepemimpinan Suportif	77	8	15	12.13	1.454
Gaya Kepemimpinan Berorientasi Berprestasi	77	9	15	11.48	1.651
Disiplin Kerja	77	22	35	29.48	3.227
Motivasi Kerja	77	27	39	34.04	2.484
Lingkungan Kerja	77	25	40	33.27	2.972
Kinerja Karyawan	77	34	48	41.47	3.405
Valid N (listwise)	77				

LAMPIRAN

HASIL UJI VALIDITAS

Variabel	Item	<i>r</i> Hitung	<i>r</i> Tabel	Ket.
Gaya Kepemimpinan Partisipatif (V1)	V1.1	0,649	0,2242	Valid
	V1.2	0,548	0,2242	Valid
	V1.3	0,579	0,2242	Valid
Gaya Kepemimpinan Direktif (V1)	V1.4	0,698	0,2242	Valid
	V1.5	0,650	0,2242	Valid
	V1.6	0,689	0,2242	Valid
Gaya Kepemimpinan Suportif (V1)	V1.7	0,300	0,2242	Valid
	V1.8	0,680	0,2242	Valid
	V1.9	0,526	0,2242	Valid
Gaya Kepemimpinan Orientasi Berprestasi (V1)	V1.10	0,553	0,2242	Valid
	V1.11	0,653	0,2242	Valid
	V1.12	0,699	0,2242	Valid
Disiplin Kerja (V2)	V2.1	0,827	0,2242	Valid
	V2.2	0,733	0,2242	Valid
	V2.3	0,579	0,2242	Valid
	V2.4	0,694	0,2242	Valid
	V2.5	0,656	0,2242	Valid
	V2.6	0,813	0,2242	Valid
	V2.7	0,748	0,2242	Valid

Variabel	Item	<i>r</i> Hitung	<i>r</i> Tabel	Ket.
Motivasi Kerja (V3)	V3.1	0,551	0,2242	Valid
	V3.2	0,494	0,2242	Valid
	V3.4	0,507	0,2242	Valid
	V3.5	0,489	0,2242	Valid
	V3.6	0,512	0,2242	Valid
	V3.7	0,550	0,2242	Valid
	V3.8	0,508	0,2242	Valid
	Lingkungan Kerja (V4)	V4.1	0,550	0,2242
V4.2		0,593	0,2242	Valid
V4.3		0,718	0,2242	Valid
V4.4		0,678	0,2242	Valid
V4.5		0,690	0,2242	Valid
V4.6		0,614	0,2242	Valid
V4.7		0,579	0,2242	Valid
V4.8		0,532	0,2242	Valid
Kinerja Karyawan (V5)	V5.1	0,475	0,2242	Valid
	V5.2	0,425	0,2242	Valid
	V5.3	0,466	0,2242	Valid
	V5.4	0,519	0,2242	Valid
	V5.5	0,675	0,2242	Valid
	V5.6	0,428	0,2242	Valid

Variabel	Item	<i>r</i> Hitung	<i>r</i> Tabel	Ket.
Kinerja Karyawan (V5)	V5.7	0,504	0,2242	Valid
	V5.8	0,660	0,2242	Valid
	V5.9	0,751	0,2242	Valid
	V5.10	0,658	0,2242	Valid

