

Lampiran 1 Rekapitulasi Data Kuisiонер

Resp	Motivasi Kerja					Total	Gaya Kepemimpinan					Total
	1	2	3	4	5		6	7	8	9	10	
1	4	3	3	2	3	15	3	4	4	3	3	17
2	4	4	4	2	3	17	3	3	3	3	3	15
3	3	4	3	2	4	16	4	4	4	4	4	20
4	2	3	3	3	2	13	3	2	3	3	3	14
5	3	3	3	2	3	14	3	3	3	3	3	15
6	4	4	3	3	3	17	3	3	3	3	3	15
7	3	3	2	4	3	15	3	3	3	4	3	16
8	3	3	3	3	3	15	3	3	3	3	3	15
9	3	4	4	4	2	17	3	3	3	3	4	16
10	3	4	4	4	2	17	3	3	3	3	4	16
11	3	3	3	2	3	14	3	2	3	3	3	14
12	3	3	3	3	3	15	3	3	3	3	3	15
13	3	2	3	3	3	14	3	3	3	3	3	15
14	4	3	3	3	2	15	3	3	3	3	2	14
15	4	4	3	3	3	17	3	3	3	4	4	17
16	4	3	4	3	3	17	3	3	3	3	3	15
17	4	3	3	2	3	15	4	3	4	4	4	19
18	3	4	2	3	3	15	2	3	4	4	3	16
19	4	4	4	3	4	19	3	3	2	4	4	16
20	3	3	4	2	3	15	3	2	3	3	3	14
21	3	3	3	3	3	15	3	3	3	3	3	15
22	3	4	4	3	3	17	3	3	3	3	3	15
23	4	4	4	3	3	18	3	3	3	3	3	15
24	3	3	3	2	3	14	3	3	3	3	3	15
25	3	3	3	4	3	16	3	3	3	3	4	16
26	4	4	4	2	4	18	4	4	4	4	4	20
27	3	4	4	3	4	18	4	4	3	3	4	18
28	3	3	3	3	3	15	3	3	3	3	3	15
29	3	3	3	3	2	14	3	3	3	3	3	15
30	4	4	4	3	3	18	2	2	2	2	2	10
31	3	4	4	3	3	17	4	4	3	4	4	19
32	3	3	3	2	2	13	2	2	3	2	3	12
33	3	4	3	3	3	16	3	3	3	3	3	15
34	3	3	3	3	3	15	2	2	4	3	4	15
35	4	4	3	2	4	17	3	4	4	4	3	18
36	4	3	3	3	4	17	3	4	3	4	3	17
37	3	4	2	3	3	15	3	3	4	3	3	16

24	3	3	3	3	3	3	3	21
25	4	4	4	4	4	3	3	26
26	4	4	4	4	4	4	4	28
27	4	4	4	4	4	3	4	27
28	3	3	3	3	3	3	3	21
29	3	3	3	3	3	3	3	21
30	4	4	4	4	4	4	4	28
31	4	4	4	4	4	4	4	28
32	3	3	3	3	3	3	3	21
33	4	4	4	4	4	4	3	27
34	3	3	3	3	3	3	3	21
35	4	4	4	3	4	4	4	27
36	4	3	3	3	3	3	3	22
37	4	4	4	4	4	4	3	27
38	3	3	3	3	3	3	3	21
39	3	3	3	3	3	3	2	20
40	3	3	3	3	3	3	3	21
41	4	4	4	4	4	4	4	28
42	2	2	2	2	2	2	3	15
43	3	3	3	3	4	3	3	22
44	4	4	4	4	4	4	4	28
45	2	2	3	2	2	3	3	17
46	3	2	3	2	3	3	3	19
47	3	3	3	3	3	3	3	21
48	4	4	3	3	4	3	3	24
49	2	3	4	4	3	3	2	21
50	2	2	3	3	4	4	2	20
51	3	3	3	4	4	3	3	23

Resp	<i>Locus of Control</i>			Total	Kinerja Karyawan					Total
	18	19	20		21	22	23	24	25	
1	4	3	2	9	4	4	4	3	3	18
2	3	3	3	9	3	3	3	3	3	15
3	1	4	3	8	4	4	4	4	3	19
4	3	3	2	8	4	3	2	2	4	15
5	3	3	2	8	3	3	3	3	3	15
6	3	3	3	9	3	3	3	3	3	15
7	4	4	2	10	3	3	3	4	4	17
8	2	3	2	7	3	2	2	2	3	12
9	3	3	2	8	3	3	2	4	3	15
10	3	3	2	8	3	3	2	4	2	14

11	2	3	3	8	3	3	3	3	3	15
12	2	4	2	8	3	3	3	3	2	14
13	2	4	3	9	3	3	3	3	2	14
14	2	3	3	8	3	3	3	3	2	14
15	3	3	2	8	4	3	3	4	3	17
16	2	3	3	8	3	4	4	3	4	18
17	4	3	1	8	3	4	3	3	4	17
18	2	3	1	6	3	3	3	3	3	15
19	1	3	2	6	4	4	4	3	4	19
20	3	3	3	9	3	3	3	3	3	15
21	3	3	2	8	3	4	3	4	4	18
22	4	3	3	10	3	3	3	3	3	15
23	3	4	3	10	4	3	3	3	4	17
24	3	3	2	8	3	3	3	3	3	15
25	3	3	2	8	3	3	4	4	4	18
26	4	4	3	11	4	4	4	4	4	20
27	3	3	2	8	4	3	4	4	4	19
28	2	3	3	8	3	3	3	3	3	15
29	2	3	2	7	3	3	3	3	3	15
30	3	3	2	8	4	3	3	3	3	16
31	4	4	2	10	4	4	3	3	4	18
32	2	3	3	8	3	3	3	2	3	14
33	2	3	3	8	3	3	3	2	2	13
34	3	3	2	8	4	3	3	3	3	16
35	4	4	2	10	3	4	4	4	3	18
36	3	3	2	8	3	4	3	4	3	17
37	3	3	3	9	3	3	3	3	4	16
38	3	3	2	8	4	4	4	3	3	18
39	3	3	3	9	3	3	3	3	3	15
40	3	3	2	8	3	3	3	2	3	14
41	2	3	2	7	3	4	4	3	4	18
42	2	3	2	7	3	3	3	2	3	14
43	3	3	3	9	3	3	3	3	3	15
44	3	4	1	8	4	4	4	4	4	20
45	2	3	3	8	2	3	3	2	3	13
46	2	3	2	7	3	3	3	2	3	14
47	3	3	3	9	4	3	3	3	3	16
48	1	4	3	8	3	3	3	3	4	16
49	3	4	1	8	3	2	3	4	3	15
50	3	3	2	8	2	3	2	3	3	13
51	3	3	3	9	4	4	3	3	4	18

Lampiran 2 Deskripsi Penelitian

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	Motivasi Kerja
N	Valid	51	51	51	51	51	51
	Missing	0	0	0	0	0	0
Mean		3.31	3.45	3.27	2.73	3.00	15.76

Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5	Gaya Kepemimpinan
N	Valid	51	51	51	51	51	51
	Missing	0	0	0	0	0	0
Mean		3.00	3.00	3.10	3.14	3.20	15.43

Statistics

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Budaya Organisasi
N	Valid	51	51	51	51	51	51	51	51
	Missing	0	0	0	0	0	0	0	0
Mean		3.27	3.20	3.37	3.31	3.41	3.25	3.08	22.90

Statistics

		X4.1	X4.2	X4.3	Locus of Control
N	Valid			51	51
	Missing		0	0	0
Mean			2.73	2.33	8.27

Statistics

	Y1	Y2	Y3	Y4	Y5	Kinerja Karyawan
N Valid	51	51	51	51	51	51
Missing	0	0	0	0	0	0
Mean	3.25	3.24	3.12	3.10	3.22	15.92

Lampiran 3 Hasil Uji Validitas



Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	Motivasi Kerja
X1.1	Pearson Correlation	1	.323*	.219	-.132	.365**	.578**
	Sig. (2-tailed)		.021	.123	.357	.008	.000
	N	51	51	51	51	51	51
X1.2	Pearson Correlation	.323*	1	.410**	.169	.247	.730**
	Sig. (2-tailed)	.021		.003	.235	.081	.000
	N	51	51	51	51	51	51
X1.3	Pearson Correlation	.219	.410**	1	.130	.000	.614**
	Sig. (2-tailed)	.123	.003		.362	1.000	.000
	N	51	51	51	51	51	51
X1.4	Pearson Correlation	-.132	.169	.130	1	-.138	.436**
	Sig. (2-tailed)	.357	.235	.362	.333	.001	.001
	N	51	51	51	51	51	51
X1.5	Pearson Correlation	.365**	.247	.000	-.138	1	.492**
	Sig. (2-tailed)	.008	.081	1.000	.333	.000	.000
	N	51	51	51	51	51	51
Motivasi Kerja	Pearson Correlation	.578**	.730**	.614**	.436**	.492**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.000	
	N	51	51	51	51	51	51

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	Gaya Kepemimpin an
X2.1	Pearson Correlation	1	.632**	.268	.506**	.506**	.760**
	Sig. (2-tailed)		.000	.057	.000	.000	.000
	N	51	51	51	51	51	51
X2.2	Pearson Correlation	.632**	1	.424**	.600**	.334*	.801**
	Sig. (2-tailed)	.000		.002	.000	.017	.000
	N	51	51	51	51	51	51
X2.3	Pearson Correlation	.268	.424**	1	.552**	.303*	.676**
	Sig. (2-tailed)	.057	.002		.000	.030	.000
	N	51	51	51	51	51	51
X2.4	Pearson Correlation	.506**	.600**	.552**	1	.472**	.835**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	51	51	51	51	51	51
X2.5	Pearson Correlation	.506**	.334*	.303*	.472**	1	.694**
	Sig. (2-tailed)	.000	.017	.030	.000		.000
	N	51	51	51	51	51	51
Gaya Kepemimpinan	Pearson Correlation	.760**	.801**	.676**	.835**	.694**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51

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

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

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

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

Correlations

		X4.1	X4.2	X4.3	<i>Locus of Control</i>
X4.1	Pearson Correlation	1	.063	-.221	.678**
	Sig. (2-tailed)		.659	.119	.000
	N	51	51	51	51
X4.2	Pearson Correlation	.063	1	-.052	.441**
	Sig. (2-tailed)	.659		.719	.001
	N	51	51	51	51
X4.3	Pearson Correlation	-.221	-.052	1	.437**
	Sig. (2-tailed)	.119	.719		.001
	N	51	51	51	51
<i>Locus of Control</i>	Pearson Correlation	.678**	.441**	.437**	1
	Sig. (2-tailed)	.000	.001	.001	
	N	51	51	51	51

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

Correlations

		Y1	Y2	Y3	Y4	Y5	Kinerja Karyawan
Y1	Pearson Correlation	1	.368**	.378**	.222	.325*	.648**
	Sig. (2-tailed)		.008	.006	.117	.020	.000
	N	51	51	51	51	51	51
Y2	Pearson Correlation	.368**	1	.605**	.293*	.409**	.759**
	Sig. (2-tailed)	.008		.000	.037	.003	.000
	N	51	51	51	51	51	51
Y3	Pearson Correlation	.378**	.605**	1	.306*	.338*	.751**
	Sig. (2-tailed)	.006	.000		.029	.015	.000
	N	51	51	51	51	51	51
Y4	Pearson Correlation	.222	.293*	.306*	1	.201	.616**
	Sig. (2-tailed)	.117	.037	.029		.158	.000
	N	51	51	51	51	51	51
Y5	Pearson Correlation	.325*	.409**	.338*	.201	1	.671**
	Sig. (2-tailed)	.020	.003	.015	.158		.000
	N	51	51	51	51	51	51
Kinerja Karyawan	Pearson Correlation	.648**	.759**	.751**	.616**	.671**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	51	51	51	51	51	51

** . 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

Reliability Statistics

Cronbach's Alpha	N of Items
.706	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	28.43	10.130	.448	.679
X1.2	28.33	9.747	.549	.659
X1.3	28.49	9.615	.504	.661
X1.4	29.04	9.878	.312	.700
X1.5	28.75	10.194	.351	.693

Reliability Statistics

Cronbach's Alpha	N of Items
.808	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2 .1	12.43	2.650	.632	.764
X2 .2	12.43	2.330	.649	.754
X2 .3	12.33	2.707	.494	.801
X2 .4	12.29	2.332	.715	.732
X2 .5	12.24	2.624	.504	.799

Reliability Statistics

Cronbach's Alpha	N of Items
.714	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	19.63	6.358	.753	.835
X3.2	19.71	6.292	.782	.831
X3.3	19.53	6.694	.746	.838
X3.4	19.59	6.567	.704	.842
X3.5	19.49	6.575	.666	.848
X3.6	19.65	7.393	.526	.865
X3.7	19.82	7.468	.366	.888

Reliability Statistics

Cronbach's Alpha	N of Items
.869	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X4.1	13.82	2.388	.359	.544
X4.2	13.33	3.307	.247	.614
	14.22	3.173	.132	.678

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	12.67	2.747	.446	.677
Y2	12.69	2.540	.605	.618
Y3	12.80	2.481	.578	.624
Y4	12.82	2.668	.342	.726
Y5	12.71	2.572	.434	.684

Reliability Statistics

Cronbach's	
Alpha	N of Items
.600	3

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		51
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.41253906
Most Extreme Differences	Absolute	.100
	Positive	.056
	Negative	-.100
Kolmogorov-Smirnov Z		.717
Asymp. Sig. (2-tailed)		.683

a. Test distribution is Normal.

Model		Unstandardized Coefficients		Collinearity Statistics	
		B	Std. Error	Tolerance	VIF
1	(Constant)	1.898	2.562		
	Motivasi Kerja	.247	.147	.656	1.526
	Gaya Kepemimpinan	.306	.122	.777	1.287
	Budaya Organisasi	.211	.093	.552	1.810

<i>Locus of Control</i>	.066	.225	.890	1.123
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a. Dependent Variable: Kinerja Karyawan

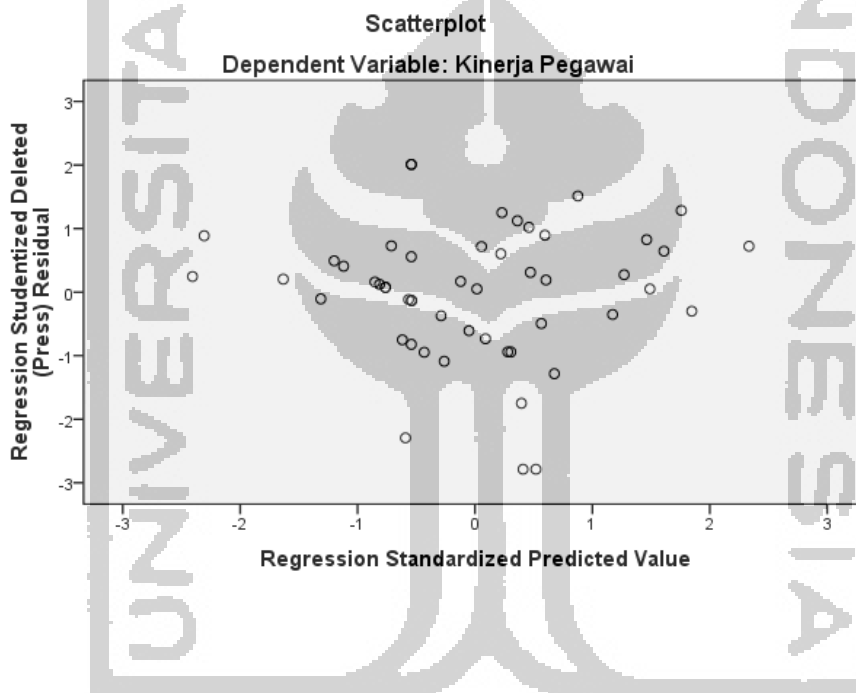


Lampiran 5 Hasil Uji Asumsi Klasik
ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	90.959	4	22.740	10.595	.000 ^a
	Residual	98.727	46	2.146		
	Total	189.686	50			

a. Predictors: (Constant), *Locus of Control*, Motivasi Kerja, Gaya Kepemimpinan, Budaya Organisasi

b. Dependent Variable: Kinerja Karyawan



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Lampiran 6 Hasil Pengujian Hipotesis
Model Summary^b

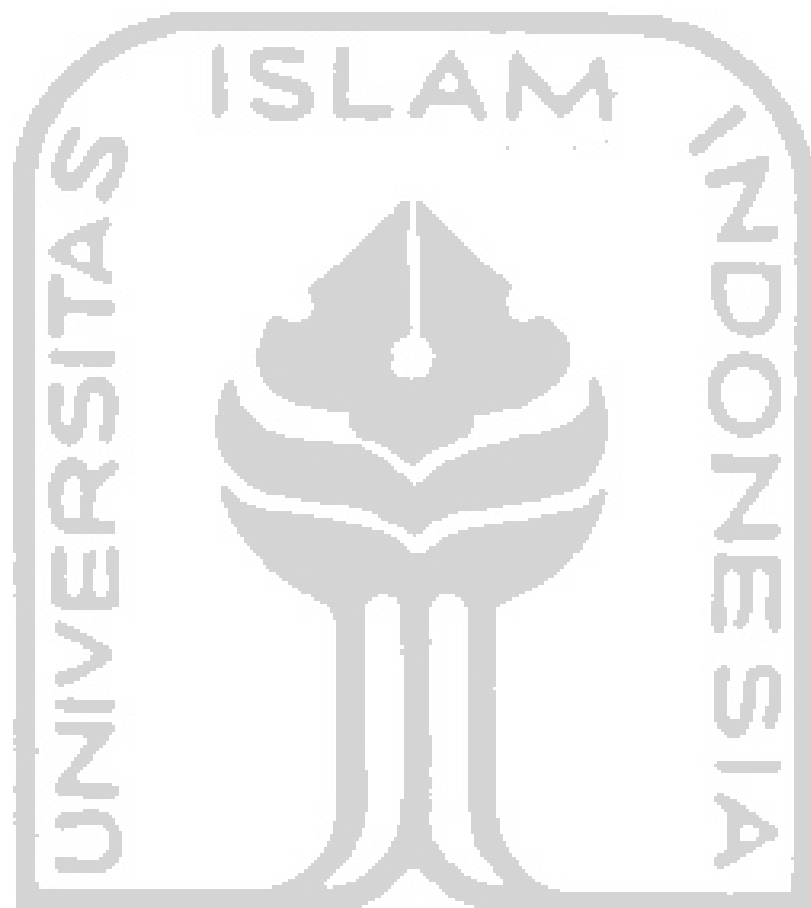
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.692 ^a	.480	.434	1.465	2.237

a. Predictors: (Constant), *Locus of Control*, Motivasi Kerja, Gaya Kepemimpinan, Budaya Organisasi

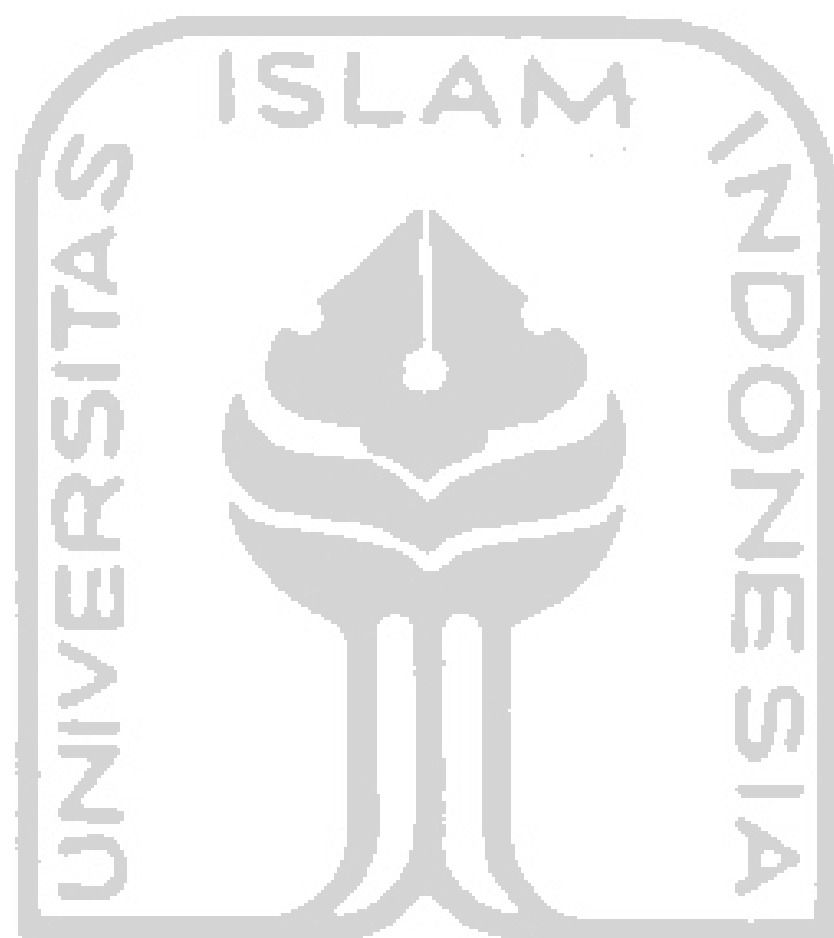
b. Dependent Variable: Kinerja Karyawan

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.838	2.522		.729	.470
	Motivasi Kerja	.297	.163	.258	1.823	.075
	Gaya Kepemimpinan	.292	.122	.291	2.404	.020
	Budaya Organisasi	.189	.098	.291	1.935	.059
	<i>Locus of Control</i>	.068	.224	.034	.302	.764

a. Dependent Variable: Kinerja Karyawan



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