

The logo of Universitas Muhammadiyah Jember is a circular emblem with a scalloped border. It features a central sunburst design surrounded by a wreath. The text "UNIVERSITAS MUHAMMADIYAH" is written along the top inner edge, and "JEMBER" is written along the bottom inner edge, flanked by two small stars.

LAMPIRAN 1:

Kuesioner

Pengantar Kuesioner



Pengaruh Gaya Kepemimpinan dan Motivasi Kerja serta Lingkungan Kerja terhadap Kinerja Pegawai (Studi pada Dinas Kependudukan dan Pencatatan Sipil Kabupaten Jember)

Kepada Yth.

Bapak/Ibu/Saudara Pegawai Kantor Dinas Kependudukan dan Pencatatan Sipil Kabupaten Jember
di Tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul **“Pengaruh Gaya Kepemimpinan dan Motivasi Kerja serta Lingkungan Kerja terhadap Kinerja Pegawai (Studi pada Dinas Kependudukan dan Pencatatan Sipil Kabupaten Jember)”** sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Program Studi Manajemen Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk mengisi daftar pertanyaan yang saya sertakan di bawah ini.

Agar memperoleh masukan yang berarti, saya berharap kuesioner ini diisi dengan keadaan yang sebenarnya. Semua sumber dan data yang diperoleh dijamin kerahasiaannya.

Atas perhatian dan bantuannya saya mengucapkan banyak terimakasih.

Muhammad Adnan Yaffi

NIM. 1210411054

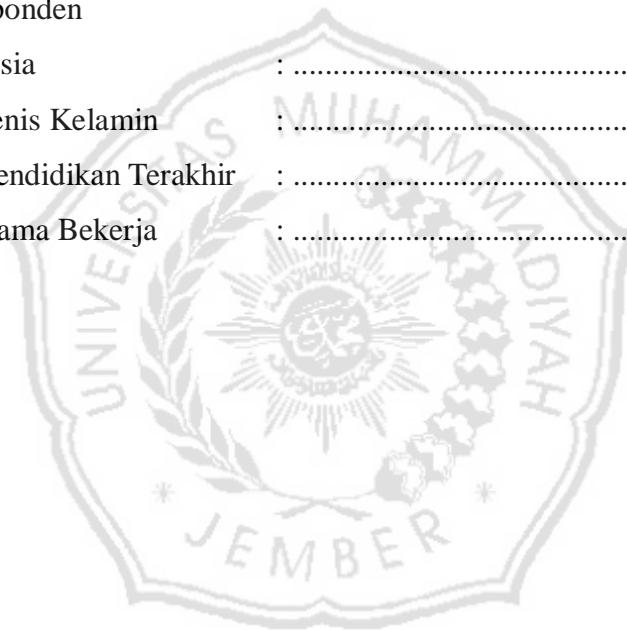
Petunjuk Pengisian:

Berilah tanda *chek list* (√) pada jawaban yang dipilih.

1. Bila pendapat anda sangat setuju (SS)
2. Bila pendapat anda setuju (S)
3. Bila Kurang Setuju (KS)
4. Bila tidak setuju (TS)
5. Bila sangat tidak setuju (STS)

Identitas responden

1. Usia :
2. Jenis Kelamin :
3. Pendidikan Terakhir :
4. Lama Bekerja :



Kuesioner Penelitian

No	Pernyataan	Pilihan Jawaban				
	Gaya Kepemimpinan (X_1)	STS	TS	KS	S	SS
1	Pimpinan selalu mampu memberi contoh dan menciptakan semangat saya dalam bekerja					
2	Pimpinan selalu memberikan kepercayaan penuh pada saya dalam bekerja					
3	Pimpinan selalu memberikan penghargaan berupa ucapan selamat, hadiah, dan lain-lain jika saya bekerja dengan baik					
4	Pimpinan selalu memotivasi saya dalam tiap-tiap pekerjaan					
	Motivasi Kerja (X_2)					
1	Saya merasa bahwa Instansi telah memenuhi kebutuhan fisiologis (sandang, pangan, dan papan)					
2	Saya merasa bahwa Instansi memberikan jaminan kecelakaan kerja, jaminan pemeliharaan kesehatan, dan keamanan kerja bagi pegawai					
3	Saya merasa bahwa Instansi memberikan penghargaan yang menggembirakan dan berarti kepada pegawai yang berprestasi					
4	Saya merasa bahwa Pimpinan instansi memberikan kesempatan dan perlakuan yang sama bagi pegawainya untuk mengembangkan kreativitas kerja					
	Lingkungan Kerja (X_3)					
1	Saya merasa hubungan antara pegawai dengan pimpinan di lingkungan kerja berjalan dengan baik.					
2	Saya merasa hubungan sesama pegawai di lingkungan kerja berjalan dengan baik.					
3	Saya merasa kondisi di lingkungan kerja seperti suhu, penerangan, pewarnaan, dan lainnya sudah baik.					
4	Saya merasa fasilitas kantor seperti alat kerja, fasilitas perlengkapan, dan fasilitas sosial sudah memadai.					

	Kinerja PEGawai (Y)					
1	Saya mampu menyelesaikan pekerjaan dengan baik dan teliti					
2	Saya mampu menyelesaikan pekerjaan sesuai dengan apa yang ditentukan					
3	Saya menyelesaikan pekerjaan sesuai dengan arahan, saran, dan koreksi					
4	Saya selalu hadir dan disiplin dalam bekerja serta dapat diandalkan					
5	Saya selalu berusaha melakukan pencegahan pemborosan, kerusakan dan pemeliharaan peralatan dalam bekerja					
6	Anda selalu bersungguh-sungguh dan bertanggung jawab terhadap pekerjaan sebagai bentuk pengabdian kepada perusahaan					



LAMPIRAN 2:

Rekapitulasi Kuesioner



Rekapitulasi Kuesioner

NO	X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2.4	X2	X3.1	X3.2	X3.3	X3.4	X3	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y
1	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	5	30
2	4	5	4	5	18	4	5	4	5	18	5	4	4	5	18	5	4	4	5	4	4	26
3	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	24
4	5	5	5	4	19	5	5	5	5	20	5	5	5	4	19	5	5	5	5	5	4	29
5	5	4	4	5	18	5	5	5	4	19	5	4	4	4	17	5	4	4	4	5	5	27
6	4	4	4	4	16	3	4	4	3	14	4	4	4	3	15	4	4	4	3	4	3	22
7	4	4	4	4	16	4	4	4	4	16	4	4	4	5	17	4	4	4	4	5	4	25
8	5	5	5	5	20	5	4	5	5	19	5	5	5	5	20	5	5	5	5	5	4	29
9	5	5	5	4	19	4	4	5	5	18	5	5	4	4	18	5	5	5	5	4	4	28
10	4	4	5	5	18	3	4	5	5	17	4	4	4	5	17	4	5	5	5	4	4	27
11	4	4	5	5	18	5	5	4	4	18	4	4	5	5	18	4	4	5	5	4	5	28
12	5	4	4	4	17	5	4	5	4	18	5	4	4	4	17	5	4	4	4	5	4	26
13	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	24
14	4	4	4	4	16	4	4	4	4	16	3	3	5	5	16	4	4	4	4	4	4	24
15	4	4	4	5	17	5	5	5	4	19	4	5	4	4	17	4	4	4	5	5	5	27
16	5	4	4	4	17	4	4	4	4	16	5	4	4	4	17	4	4	4	5	4	4	25
17	5	5	4	4	18	4	4	5	5	18	4	4	4	5	18	5	4	4	5	5	4	27
18	4	4	4	4	16	4	4	4	5	17	4	4	4	4	16	4	4	4	4	4	4	24
19	5	5	4	5	19	5	5	5	5	20	5	5	5	5	20	5	5	5	5	4	5	29
20	5	4	4	4	17	4	4	4	4	16	4	4	5	4	17	5	4	4	4	4	4	25
21	5	4	4	4	17	4	4	4	4	16	4	4	4	5	17	4	4	4	4	5	5	26
22	4	4	4	3	15	4	3	3	4	14	2	4	4	4	14	4	4	4	4	3	3	22
23	4	5	5	5	19	5	5	5	4	19	5	5	5	5	19	5	5	5	5	4	5	29
24	4	3	3	4	14	4	4	4	5	17	4	4	4	5	17	4	4	4	5	4	4	25
25	5	4	4	4	17	4	5	5	4	18	4	4	4	4	16	4	5	5	5	4	4	27
26	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	5	30
27	5	4	4	4	17	4	4	4	5	17	4	4	5	5	18	4	4	5	4	5	5	27
28	5	4	5	5	19	4	5	5	5	19	4	4	5	5	18	4	5	5	5	4	4	27
29	4	4	4	4	16	4	4	4	4	16	4	4	4	3	15	4	4	4	3	4	3	22
30	5	4	4	5	18	5	5	4	4	18	5	4	4	4	17	5	4	5	4	4	4	26
31	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	5	5	5	4	4	28
32	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	24
33	4	4	4	5	17	4	4	4	4	16	4	4	4	4	16	4	4	4	5	5	4	26
34	5	4	4	5	18	5	5	5	5	20	5	5	5	5	20	5	5	5	5	4	4	28

Sumber; Data primer yang diolah 2019





LAMPIRAN 3:
Frekuensi Pernyataan
Responden

Frekuensi Pernyataan Responden

1. Gaya Kepemimpinan

Statistics

		X1.1	X1.2	X1.3	X1.4
N	Valid	34	34	34	34
	Missing	0	0	0	0
Mean		4,53	4,26	4,26	4,41
Std. Error of Mean		,087	,088	,088	,096
Median		5,00	4,00	4,00	4,00
Mode		5	4	4	4
Std. Deviation		,507	,511	,511	,557
Variance		,257	,261	,261	,310
Range		1	2	2	2
Minimum		4	3	3	3
Maximum		5	5	5	5
Sum		154	145	145	150

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	16	47,1	47,1	47,1
	5	18	52,9	52,9	100,0
Total		34	100,0	100,0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,9	2,9	2,9
	4	23	67,6	67,6	70,6
	5	10	29,4	29,4	100,0
Total		34	100,0	100,0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,9	2,9	2,9
	4	23	67,6	67,6	70,6
	5	10	29,4	29,4	100,0
Total		34	100,0	100,0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,9	2,9	2,9
	4	18	52,9	52,9	55,9
	5	15	44,1	44,1	100,0
Total		34	100,0	100,0	

2. Motivasi Kerja

Statistics

		X2.1	X2.2	X2.3	X2.4
N	Valid	34	34	34	34
	Missing	0	0	0	0
Mean		4,32	4,38	4,44	4,41
Std. Error of Mean		,101	,095	,096	,096
Median		4,00	4,00	4,00	4,00
Mode		4	4	4	4
Std. Deviation		,589	,551	,561	,557
Variance		,347	,304	,315	,310
Range		2	2	2	2
Minimum		3	3	3	3
Maximum		5	5	5	5
Sum		147	149	151	150

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5,9	5,9	5,9
	4	19	55,9	55,9	61,8
	5	13	38,2	38,2	100,0
Total		34	100,0	100,0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,9	2,9	2,9
	4	19	55,9	55,9	58,8
	5	14	41,2	41,2	100,0
Total		34	100,0	100,0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,9	2,9	2,9
	4	17	50,0	50,0	52,9
	5	16	47,1	47,1	100,0
Total		34	100,0	100,0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,9	2,9	2,9
	4	18	52,9	52,9	55,9
	5	15	44,1	44,1	100,0
Total		34	100,0	100,0	

3. Lingkungan Kerja

Statistics

		X3.1	X3.2	X3.3	X3.4
N	Valid	34	34	34	34
	Missing	0	0	0	0
Mean		4,32	4,26	4,41	4,41
Std. Error of Mean		,117	,088	,086	,104
Median		4,00	4,00	4,00	4,00
Mode		4	4	4	4 ^a
Std. Deviation		,684	,511	,500	,609
Variance		,468	,261	,250	,371
Range		3	2	1	2
Minimum		2	3	4	3
Maximum		5	5	5	5
Sum		147	145	150	150

a. Multiple modes exist. The smallest value is shown

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2,9	2,9	2,9
	3	1	2,9	2,9	5,9
	4	18	52,9	52,9	58,8
	5	14	41,2	41,2	100,0
	Total	34	100,0	100,0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,9	2,9	2,9
	4	23	67,6	67,6	70,6
	5	10	29,4	29,4	100,0
	Total	34	100,0	100,0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	20	58,8	58,8	58,8
	5	14	41,2	41,2	100,0
	Total	34	100,0	100,0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5,9	5,9	5,9
	4	16	47,1	47,1	52,9
	5	16	47,1	47,1	100,0
	Total	34	100,0	100,0	

4. Kinerja Pegawai

Statistics

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6
N	Valid	34	34	34	34	34	34
	Missing	0	0	0	0	0	0
Mean		4,44	4,35	4,44	4,50	4,35	4,18
Std. Error of Mean		,086	,083	,086	,106	,093	,099
Median		4,00	4,00	4,00	5,00	4,00	4,00
Mode		4	4	4	5	4	4
Std. Deviation		,504	,485	,504	,615	,544	,576
Variance		,254	,235	,254	,379	,296	,332
Range		1	1	1	2	2	2
Minimum		4	4	4	3	3	3
Maximum		5	5	5	5	5	5
Sum		151	148	151	153	148	142

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	19	55,9	55,9	55,9
	5	15	44,1	44,1	100,0
Total		34	100,0	100,0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	22	64,7	64,7	64,7
	5	12	35,3	35,3	100,0
Total		34	100,0	100,0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	19	55,9	55,9	55,9
	5	15	44,1	44,1	100,0
Total		34	100,0	100,0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5,9	5,9	5,9
	4	13	38,2	38,2	44,1
	5	19	55,9	55,9	100,0
Total		34	100,0	100,0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2,9	2,9	2,9
	4	20	58,8	58,8	61,8
	5	13	38,2	38,2	100,0
Total		34	100,0	100,0	

Y.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	8,8	8,8	8,8
4	22	64,7	64,7	73,5
5	9	26,5	26,5	100,0
Total	34	100,0	100,0	



LAMPIRAN 4:

Hasil Uji Validitas



Uji Validitas

1. Gaya Kepemimpinan

		Correlations				
		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	,379	,262	,171	,610
	Sig. (2-tailed)		,027	,135	,335	,000
	N	34	34	34	34	34
X1.2	Pearson Correlation	,379	1	,652	,351	,809
	Sig. (2-tailed)	,027		,000	,042	,000
	N	34	34	34	34	34
X1.3	Pearson Correlation	,262	,652	1	,457	,809
	Sig. (2-tailed)	,135	,000		,007	,000
	N	34	34	34	34	34
X1.4	Pearson Correlation	,171	,351	,457	1	,694
	Sig. (2-tailed)	,335	,042	,007		,000
	N	34	34	34	34	34
X1	Pearson Correlation	,610	,809	,809	,694	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	34	34	34	34	34

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

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

2. Motivasi Kerja

		Correlations				
		X2.1	X2.2	X2.3	X2.4	X2
X2.1	Pearson Correlation	1	,634	,472	,228	,771
	Sig. (2-tailed)		,000	,005	,194	,000
	N	34	34	34	34	34
X2.2	Pearson Correlation	,634	1	,614	,261	,819
	Sig. (2-tailed)	,000		,000	,136	,000
	N	34	34	34	34	34
X2.3	Pearson Correlation	,472	,614	1	,468	,833
	Sig. (2-tailed)	,005	,000		,005	,000
	N	34	34	34	34	34
X2.4	Pearson Correlation	,228	,261	,468	1	,636
	Sig. (2-tailed)	,194	,136	,005		,000
	N	34	34	34	34	34
X2	Pearson Correlation	,771	,819	,833	,636	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	34	34	34	34	34

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

3. Lingkungan Kerja

Correlations

		X3.1	X3.2	X3.3	X3.4	X3
X3.1	Pearson Correlation	1	,614	,219	,107	,725
	Sig. (2-tailed)		,000	,213	,547	,000
	N	34	34	34	34	34
X3.2	Pearson Correlation	,614	1	,391	,126	,744
	Sig. (2-tailed)	,000		,022	,478	,000
	N	34	34	34	34	34
X3.3	Pearson Correlation	,219	,391	1	,522	,722
	Sig. (2-tailed)	,213	,022		,002	,000
	N	34	34	34	34	34
X3.4	Pearson Correlation	,107	,126	,522	1	,623
	Sig. (2-tailed)	,547	,478	,002		,000
	N	34	34	34	34	34
X3	Pearson Correlation	,725	,744	,722	,623	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	34	34	34	34	34

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

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

4. Kinerja Pegawai

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y
Y.1	Pearson Correlation	1	,459	,404	,342	,189	,246	,628
	Sig. (2-tailed)		,006	,018	,048	,286	,161	,000
	N	34	34	34	34	34	34	34
Y.2	Pearson Correlation	,459	1	,831	,609	-,027	,204	,731
	Sig. (2-tailed)	,006		,000	,000	,879	,247	,000
	N	34	34	34	34	34	34	34
Y.3	Pearson Correlation	,404	,831	1	,537	,078	,350	,764
	Sig. (2-tailed)	,018	,000		,001	,661	,042	,000
	N	34	34	34	34	34	34	34
Y.4	Pearson Correlation	,342	,609	,537	1	,181	,428	,770
	Sig. (2-tailed)	,048	,000	,001		,306	,012	,000
	N	34	34	34	34	34	34	34
Y.5	Pearson Correlation	,189	-,027	,078	,181	1	,569	,501
	Sig. (2-tailed)	,286	,879	,661	,306		,000	,003
	N	34	34	34	34	34	34	34
Y.6	Pearson Correlation	,246	,204	,350	,428	,569	1	,702
	Sig. (2-tailed)	,161	,247	,042	,012	,000		,000
	N	34	34	34	34	34	34	34
Y	Pearson Correlation	,628	,731	,764	,770	,501	,702	1
	Sig. (2-tailed)	,000	,000	,000	,000	,003	,000	
	N	34	34	34	34	34	34	34

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

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

LAMPIRAN 5:

Hasil Uji Reliabilitas



Uji Reliabilitas

1. Gaya Kepemimpinan

Case Processing Summary

		N	%
Cases	Valid	34	100,0
	Excluded ^a	0	,0
	Total	34	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,707	,709	4

Item Statistics

	Mean	Std. Deviation	N
X1.1	4,53	,507	34
X1.2	4,26	,511	34
X1.3	4,26	,511	34
X1.4	4,41	,557	34

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4
X1.1	1,000	,379	,262	,171
X1.2	,379	1,000	,652	,351
X1.3	,262	,652	1,000	,457
X1.4	,171	,351	,457	1,000

Inter-Item Covariance Matrix

	X1.1	X1.2	X1.3	X1.4
X1.1	,257	,098	,068	,048
X1.2	,098	,261	,170	,100
X1.3	,068	,170	,261	,130
X1.4	,048	,100	,130	,310

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	12,94	1,633	,330	,145	,735
X1.2	13,21	1,320	,627	,474	,559
X1.3	13,21	1,320	,627	,485	,559
X1.4	13,06	1,451	,415	,215	,695

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17,47	2,317	1,522	4

2. Motivasi Kerja

Case Processing Summary

		N	%
Cases	Valid	34	100,0
	Excluded ^a	0	,0
	Total	34	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,763	,763	4

Item Statistics

	Mean	Std. Deviation	N
X2.1	4,32	,589	34
X2.2	4,38	,551	34
X2.3	4,44	,561	34
X2.4	4,41	,557	34

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4
X2.1	1,000	,634	,472	,228
X2.2	,634	1,000	,614	,261
X2.3	,472	,614	1,000	,468
X2.4	,228	,261	,468	1,000

Inter-Item Covariance Matrix

	X2.1	X2.2	X2.3	X2.4
X2.1	,347	,206	,156	,075
X2.2	,206	,304	,190	,080
X2.3	,156	,190	,315	,146
X2.4	,075	,080	,146	,310

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	13,24	1,761	,559	,414	,709
X2.2	13,18	1,725	,657	,531	,655
X2.3	13,12	1,683	,676	,485	,644
X2.4	13,15	2,069	,376	,221	,800

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17,56	2,981	1,727	4

3. Lingkungan Kerja

Case Processing Summary

		N	%
Cases	Valid	34	100,0
	Excluded ^a	0	,0
	Total	34	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,745	,763	4

Item Statistics

	Mean	Std. Deviation	N
X3.1	4,32	,684	34
X3.2	4,26	,511	34
X3.3	4,41	,500	34
X3.4	4,41	,609	34

Inter-Item Correlation Matrix

	X3.1	X3.2	X3.3	X3.4
X3.1	1,000	,614	,219	,107
X3.2	,614	1,000	,391	,126
X3.3	,219	,391	1,000	,522
X3.4	,107	,126	,522	1,000

Inter-Item Covariance Matrix

	X3.1	X3.2	X3.3	X3.4
X3.1	,468	,215	,075	,045
X3.2	,215	,261	,100	,039
X3.3	,075	,100	,250	,159
X3.4	,045	,039	,159	,371

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X3.1	13,09	1,477	,402	,380	,605
X3.2	13,15	1,644	,540	,454	,507
X3.3	13,00	1,697	,512	,382	,528
X3.4	13,00	1,758	,300	,282	,665

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
17,41	2,613	1,617	4

4. Kinerja Pegawai

Case Processing Summary

		N	%
Cases	Valid	34	100,0
	Excluded ^a	0	,0
	Total	34	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,769	,771	6

Item Statistics

	Mean	Std. Deviation	N
Y.1	4,44	,504	34
Y.2	4,35	,485	34
Y.3	4,44	,504	34
Y.4	4,50	,615	34
Y.5	4,35	,544	34
Y.6	4,18	,576	34

Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6
Y.1	1,000	,459	,404	,342	,189	,246
Y.2	,459	1,000	,831	,609	-,027	,204
Y.3	,404	,831	1,000	,537	,078	,350
Y.4	,342	,609	,537	1,000	,181	,428
Y.5	,189	-,027	,078	,181	1,000	,569
Y.6	,246	,204	,350	,428	,569	1,000

Inter-Item Covariance Matrix

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6
Y.1	,254	,112	,102	,106	,052	,071
Y.2	,112	,235	,203	,182	-,007	,057
Y.3	,102	,203	,254	,167	,021	,102
Y.4	,106	,182	,167	,379	,061	,152
Y.5	,052	-,007	,021	,061	,296	,178
Y.6	,071	,057	,102	,152	,178	,332

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y.1	21,82	3,725	,456	,254	,748
Y.2	21,91	3,537	,600	,771	,715
Y.3	21,82	3,422	,639	,726	,704
Y.4	21,76	3,155	,610	,470	,707
Y.5	21,91	3,962	,282	,362	,791
Y.6	22,09	3,416	,526	,482	,731

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
26,26	4,867	2,206	6

LAMPIRAN 6:
Hasil Uji Uji Regresi, Uji
Asumsi Klasik Dan Uji
Hipotesis



Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 ^b	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,938 ^a	,880	,868	,802

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

b. Dependent Variable: Y

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	141,304	3	47,101	73,162	,000 ^b
	Residual	19,314	30	,644		
	Total	160,618	33			

a. Dependent Variable: Y

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

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2,781	1,635		1,701	,099		
	X1	,385	,177	,266	2,172	,038	,267	3,739
	X2	,447	,171	,350	2,611	,014	,223	4,479
	X3	,511	,200	,375	2,555	,016	,186	5,364

a. Dependent Variable: Y

Coefficient Correlations^a

Model			X3	X1	X2
1	Correlations	X3	1,000	-,480	-,598
		X1	-,480	1,000	-,281
		X2	-,598	-,281	1,000
	Covariances	X3	,040	-,017	-,020
		X1	-,017	,031	-,009
		X2	-,020	-,009	,029

a. Dependent Variable: Y

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3,992	1,000	,00	,00	,00	,00
	2	,006	26,542	,92	,01	,05	,03
	3	,002	50,748	,08	,75	,52	,00
	4	,001	61,862	,00	,24	,43	,97

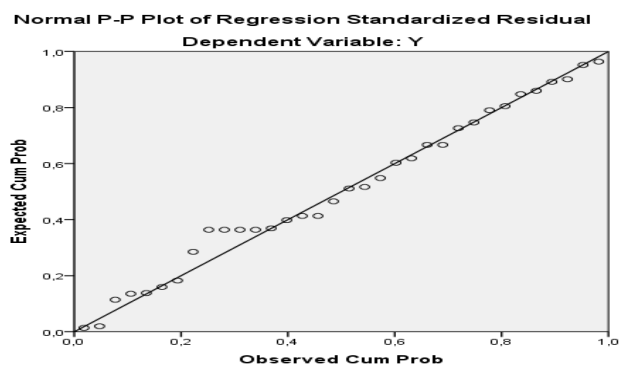
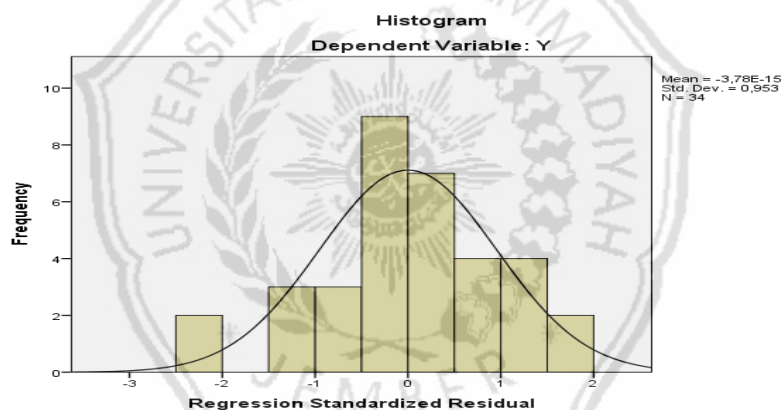
a. Dependent Variable: Y

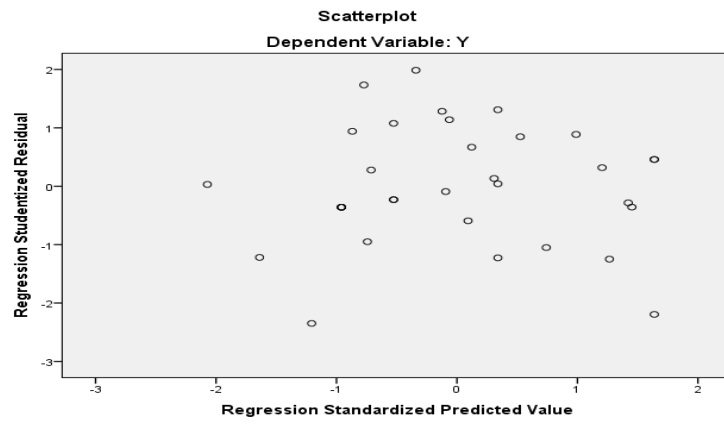
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	21,98	29,65	26,26	2,069	34
Std. Predicted Value	-2,072	1,638	,000	1,000	34
Standard Error of Predicted Value	,149	,568	,263	,081	34
Adjusted Predicted Value	21,97	29,87	26,26	2,091	34
Residual	-1,768	1,441	,000	,765	34
Std. Residual	-2,204	1,796	,000	,953	34
Stud. Residual	-2,349	1,987	,004	1,020	34
Deleted Residual	-2,009	1,764	,009	,880	34
Stud. Deleted Residual	-2,556	2,097	-,001	1,057	34
Mahal. Distance	,161	15,577	2,912	2,781	34
Cook's Distance	,000	,223	,040	,065	34
Centered Leverage Value	,005	,472	,088	,084	34

a. Dependent Variable: Y

Charts





LAMPIRAN 7:

Dokumentasi Penelitian







LAMPIRAN 8:
Surat Izin Penelitian





Dinas Kependudukan Dan Pencatatan Sipil Kabupaten

Jember

Jalan Jawa No. 18 Telp. (0331) 334496

Perihal : Surat Izin Penelitian

Menyatakan bahwa mahasiswa yang berketerangan di bawah ini telah melakukan serangkaian penelitian yang meliputi: observasi, wawancara dan kuesioner sebagai bahan penyusunan skripsi di Dinas Kependudukan Dan Pencatatan Sipil Kabupaten Jember. Berikut ini adalah identitas mahasiswa yang bersangkutan:

Nama : Muhammad Adnan Yaffi
NIM : 1210411054
Jurusan : Manajemen Fakultas Ekonomi Universitas Muhammadiyah
Jember
Pelaksanaan : 15 Maret 2019 – 24 Juli 2019

Demikian surat pernyataan ini kami buat dengan sebenar-benarnya tanpa maksud lain apapun. Atas perhatiannya, kami ucapkan banyak terima kasih.

JEMBER, 25 JULI 2019
KEPALA DINAS KEPENDUDUKAN DAN
PENCATATAN SIPIL KABUPATEN JEMBER

SRI WAHYUNI, SH. M.Si
NIP. 19720609 199703 2 007