



## I. IDENTIFIKASI RESPONDEN

Nama : .....

Umur : .....

Jenis Kelamin : ( ) Laki-laki ( ) Perempuan

Masa Kerja : .....

## II. PETUNJUK PENGISIAN

1. Sebelum mengisi pernyataan berikut, kami memohon kesediaan Bapak/Ibu untuk terlebih membaca terlebih dahulu petunjuk pengisian ini.
2. Pilihlah salah satu jawaban yang paling sesuai dengan keadaan Bapak/Ibu, lalu bubuhkan tanda *check list* (√) pada kolom yang telah disediakan.
3. Keterangan pilihan :
 

Sangat Setuju (SS)	: Skor 5
Setuju (S)	: Skor 4
Ragu-Ragu (R)	: Skor 3
Tidak Setuju (TS)	: Skor 2
Sangat Tidak Setuju (STS)	: Skor 1
4. Mohon setiap pernyataan dapat diisi seluruhnya dengan jawaban yang sejujur-jujurnya.

### III. KUESIONER

#### A. KEPEMIMPINAN (X<sub>1</sub>)

NO.	KEPEMIMPINAN	SS	S	R	TS	STS
1.	Pimpinan memiliki sifat perangai dan memiliki kualitas yang tercermin dari dalam dirinya.					
2.	Pimpinan memiliki kebiasaan yang baik dan patut dicontoh oleh bawahan.					
3.	Pimpinan memiliki tempramen atau gaya prilaku yang khas dan positif dalam menanggapi bawahan serta permasalahan yang dihadapi.					
4.	Pimpinan memiliki watak yang baik yaitu tingkah laku dan budi pekerti yang menunjang sifat kepemimpinannya.					
5.	Pimpinan berkepribadian yang hakiki yang membedakan dengan orang lain.					

#### B. STRES KERJA (X<sub>2</sub>)

NO.	STRES KERJA	SS	S	R	TS	STS
1.	Adanya tuntutan tugas yang membuat tidak nyaman dengan pekerjaan yang digeluti.					
2.	Terdapat tuntutan peran yang memberikan tekanan dalam bekerja.					
3.	Adanya tekanan antar pribadi atau yang disebabkan oleh pegawai lain,					
4.	Tidak adanya kejelasan pada struktur organisasi sehingga membuat tidak nyaman dalam bekerja.					
5.	Ada pihak yang didalamnya mampu memberikan iklim organisasi yang melibatkan ketegangan, ketakutan dan kecemasan.					

**C. LINGKUNGAN KERJA (X<sub>3</sub>)**

NO.	LINGKUNGAN KERJA	SS	S	R	TS	STS
1.	Saya merasa nyaman saat bekerja karena suasana kerja di dalam kantor yang kondusif.					
2.	Saya merasa hubungan sesama karyawan dilingkungan kerja berjalan dengan baik.					
3.	Saya merasa hubungan karyawan dengan pimpinan di lingkungan kerja berjalan dengan baik.					
4.	Saya merasa fasilitas kantor yang disediakan seperti alat kerja, fasilitas perlengkapan, penerangan, dan kebersihan cukup lengkap.					
5.	Fasilitas penerangan dalam ruang bekerja sudah memenuhi standart dan cukup baik.					

**D. KINERJA KARYAWAN (Y)**

NO.	KINERJA	SS	S	R	TS	STS
1.	Memiliki prestasi kerja yang unggul dan menunjang kemajuan secara kelembagaan.					
2.	Berlaku jujur dalam melaksanakan tugas dan pekerjaan.					
3.	Berlaku disiplin dalam melaksanakan tugas dan pekerjaan.					
4.	Memiliki sifat kreatif dalam melaksanakan tugas dan pekerjaan.					
5.	Adanya kerja sama yang baik, yang terjalin antar karyawan.					
6.	Memiliki kecakapan dalam menjalankan tugas dan pekerjaan.					
7.	Memiliki tanggung jawab dalam menjalankan tugas dan pekerjaan					







## **LAMPIRAN 3**

### **OUTPUT SPSS**

**FREKUENSI JAWABAN RESPONDEN**

**x1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.9	1.9	1.9
3	4	7.7	7.7	9.6
4	23	44.2	44.2	53.8
5	24	46.2	46.2	100.0
Total	52	100.0	100.0	

**x1.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	5.8	5.8	5.8
4	29	55.8	55.8	61.5
5	20	38.5	38.5	100.0
Total	52	100.0	100.0	

**x1.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.8	3.8	3.8
4	36	69.2	69.2	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	

**x1.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	5	9.6	9.6	9.6
4	30	57.7	57.7	67.3
5	17	32.7	32.7	100.0
Total	52	100.0	100.0	

**x1.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.8	3.8	3.8
3	2	3.8	3.8	7.7
4	24	46.2	46.2	53.8
5	24	46.2	46.2	100.0
Total	52	100.0	100.0	



**x2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	5.8	5.8	5.8
4	20	38.5	38.5	44.2
5	29	55.8	55.8	100.0
Total	52	100.0	100.0	

**x2.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	5.8	5.8	5.8
4	25	48.1	48.1	53.8
5	24	46.2	46.2	100.0
Total	52	100.0	100.0	

**x2.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.8	3.8	3.8
3	2	3.8	3.8	7.7
4	19	36.5	36.5	44.2
5	29	55.8	55.8	100.0
Total	52	100.0	100.0	

**x2.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.8	3.8	3.8
4	24	46.2	46.2	50.0
5	26	50.0	50.0	100.0
Total	52	100.0	100.0	

**x2.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	3.8	3.8	3.8
3	3	5.8	5.8	9.6
4	24	46.2	46.2	55.8
5	23	44.2	44.2	100.0
Total	52	100.0	100.0	

**x3.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.8	3.8	3.8
4	23	44.2	44.2	48.1
5	27	51.9	51.9	100.0
Total	52	100.0	100.0	

**x3.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	5.8	5.8	5.8
3	2	3.8	3.8	9.6
4	30	57.7	57.7	67.3
5	17	32.7	32.7	100.0
Total	52	100.0	100.0	

**x3.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	4	7.7	7.7	7.7
4	30	57.7	57.7	65.4
5	18	34.6	34.6	100.0
Total	52	100.0	100.0	

**x3.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.9	1.9	1.9
3	10	19.2	19.2	21.2
4	19	36.5	36.5	57.7
5	22	42.3	42.3	100.0
Total	52	100.0	100.0	

**x3.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.8	3.8	3.8
4	31	59.6	59.6	63.5
5	19	36.5	36.5	100.0
Total	52	100.0	100.0	

**y.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	30	57.7	57.7	57.7
5	22	42.3	42.3	100.0
Total	52	100.0	100.0	

**y.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.8	3.8	3.8
4	39	75.0	75.0	78.8
5	11	21.2	21.2	100.0
Total	52	100.0	100.0	

**y.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	38	73.1	73.1	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	

**y.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	1.9	1.9	1.9
4	31	59.6	59.6	61.5
5	20	38.5	38.5	100.0
Total	52	100.0	100.0	

**y.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	30	57.7	57.7	57.7
5	22	42.3	42.3	100.0
Total	52	100.0	100.0	

**y.6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	3.8	3.8	3.8
4	39	75.0	75.0	78.8
5	11	21.2	21.2	100.0
Total	52	100.0	100.0	

**y.7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	38	73.1	73.1	73.1
5	14	26.9	26.9	100.0
Total	52	100.0	100.0	



## Correlations

		x1.1	x1.2	x1.3	x1.4	x1.5	X1
x1.1	Pearson Correlation	1	.336*	.208	.083	.814**	.763**
	Sig. (2-tailed)		.015	.138	.559	.000	.000
	N	52	52	52	52	52	52
x1.2	Pearson Correlation	.336*	1	.663**	.386**	.369**	.765**
	Sig. (2-tailed)	.015		.000	.005	.007	.000
	N	52	52	52	52	52	52
x1.3	Pearson Correlation	.208	.663**	1	.516**	.096	.657**
	Sig. (2-tailed)	.138	.000		.000	.497	.000
	N	52	52	52	52	52	52
x1.4	Pearson Correlation	.083	.386**	.516**	1	-.007	.530*
	Sig. (2-tailed)	.559	.005	.000		.963	.000
	N	52	52	52	52	52	52
x1.5	Pearson Correlation	.814**	.369**	.096	-.007	1	.722*
	Sig. (2-tailed)	.000	.007	.497	.963		.000
	N	52	52	52	52	52	52
X1	Pearson Correlation	.763**	.765**	.657**	.530*	.722*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52

\*. 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	X2
x2.1	Pearson Correlation	1	.453**	.320	.167	.298*	.654**
	Sig. (2-tailed)		.001	.021	.236	.032	.000
	N	52	52	52	52	52	52
x2.2	Pearson Correlation	.453**	1	.334	.413**	.454**	.774**
	Sig. (2-tailed)	.001		.016	.002	.001	.000
	N	52	52	52	52	52	52
x2.3	Pearson Correlation	.320	.334	1	.380**	.101	.653**
	Sig. (2-tailed)	.021	.016		.006	.476	.000
	N	52	52	52	52	52	52
x2.4	Pearson Correlation	.167	.413**	.380**	1	.253	.635**
	Sig. (2-tailed)	.236	.002	.006		.070	.000
	N	52	52	52	52	52	52
x2.5	Pearson Correlation	.298*	.454**	.101	.253	1	.648**
	Sig. (2-tailed)	.032	.001	.476	.070		.000
	N	52	52	52	52	52	52
X2	Pearson Correlation	.654**	.774**	.653**	.635**	.648**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52

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

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

## Correlations

		x3.1	x3.2	x3.3	x3.4	x3.5	X3
x3.1	Pearson Correlation	1	.298	.243	.174	.360	.566
	Sig. (2-tailed)		.032	.083	.217	.009	.000
	N	52	52	52	52	52	52
x3.2	Pearson Correlation	.298	1	.370	.419	.284	.725
	Sig. (2-tailed)	.032		.007	.002	.041	.000
	N	52	52	52	52	52	52
x3.3	Pearson Correlation	.243	.370	1	.454	.323	.688
	Sig. (2-tailed)	.083	.007		.001	.019	.000
	N	52	52	52	52	52	52
x3.4	Pearson Correlation	.174	.419	.454	1	.424	.764
	Sig. (2-tailed)	.217	.002	.001		.002	.000
	N	52	52	52	52	52	52
x3.5	Pearson Correlation	.360	.284	.323	.424	1	.664
	Sig. (2-tailed)	.009	.041	.019	.002		.000
	N	52	52	52	52	52	52
X3	Pearson Correlation	.566	.725	.688	.764	.664	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52

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

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

## Correlations

		y.1	y.2	y.3	y.4	y.5	y.6	y.7	Y
y.1	Pearson Correlation	1	.348*	.533**	.371**	1.000**	.348*	.533**	.774**
	Sig. (2-tailed)		.012	.000	.007	.000	.012	.000	.000
	N	52	52	52	52	52	52	52	52
y.2	Pearson Correlation	.348*	1	.423**	.371**	.348*	1.000**	.423**	.723**
	Sig. (2-tailed)	.012		.002	.007	.012	.000	.002	.000
	N	52	52	52	52	52	52	52	52
y.3	Pearson Correlation	.533**	.423**	1	.657**	.533**	.423**	1.000**	.841**
	Sig. (2-tailed)	.000	.002		.000	.000	.002	.000	.000
	N	52	52	52	52	52	52	52	52
y.4	Pearson Correlation	.371**	.371**	.657**	1	.371**	.371**	.657**	.711**
	Sig. (2-tailed)	.007	.007	.000		.007	.007	.000	.000
	N	52	52	52	52	52	52	52	52
y.5	Pearson Correlation	1.000**	.348*	.533**	.371**	1	.348*	.533**	.774**
	Sig. (2-tailed)	.000	.012	.000	.007		.012	.000	.000
	N	52	52	52	52	52	52	52	52
y.6	Pearson Correlation	.348*	1.000**	.423**	.371**	.348*	1	.423**	.723**
	Sig. (2-tailed)	.012	.000	.002	.007	.012		.002	.000
	N	52	52	52	52	52	52	52	52
y.7	Pearson Correlation	.533**	.423**	1.000**	.657**	.533**	.423**	1	.841**
	Sig. (2-tailed)	.000	.002	.000	.000	.000	.002		.000
	N	52	52	52	52	52	52	52	52
Y	Pearson Correlation	.774**	.723**	.841**	.711**	.774**	.723**	.841**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52	52	52

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

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

**Case Processing Summary**

		N	%
Cases	Valid	52	100.0
	Excluded <sup>a</sup>	0	.0
	Total	52	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.718	5

**Case Processing Summary**

		N	%
Cases	Valid	52	100.0
	Excluded <sup>a</sup>	0	.0
	Total	52	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.687	5

**Case Processing Summary**

		N	%
Cases	Valid	52	100.0
	Excluded <sup>a</sup>	0	.0
	Total	52	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.711	5

**Case Processing Summary**

		N	%
Cases	Valid	52	100.0
	Excluded <sup>a</sup>	0	.0
	Total	52	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.883	7





**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1 <sup>b</sup>	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.933 <sup>a</sup>	.871	.863	.957

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

b. Dependent Variable: Y

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	296.581	3	98.860	107.998	.000 <sup>b</sup>
	Residual	43.939	48	.915		
	Total	340.519	51			

a. Dependent Variable: Y

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

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19.726	3.903		5.053	.000		
	X1	.245	.112	.207	2.197	.033	.302	3.310
	X2	-.335	.094	-.286	-3.557	.001	.414	2.414
	X3	.583	.116	.514	5.007	.000	.255	3.925

a. Dependent Variable: Y

**Coefficient Correlations<sup>a</sup>**

Model			X3	X2	X1
1	Correlations	X3	1.000	.437	-.640
		X2	.437	1.000	.202
		X1	-.640	.202	1.000
	Covariances	X3	.014	.005	-.008
		X2	.005	.009	.002
		X1	-.008	.002	.012

a. Dependent Variable: Y

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.974	1.000	.00	.00	.00	.00
	2	.023	13.039	.00	.02	.10	.03
	3	.002	46.897	.01	.93	.00	.66
	4	.001	69.232	.99	.05	.90	.31

a. Dependent Variable: Y

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	25.44	34.75	30.10	2.411	52
Std. Predicted Value	-1.931	1.929	.000	1.000	52
Standard Error of Predicted Value	.152	.466	.257	.068	52
Adjusted Predicted Value	25.13	34.71	30.09	2.424	52
Residual	-2.183	2.560	.000	.928	52
Std. Residual	-2.282	2.675	.000	.970	52
Stud. Residual	-2.416	2.835	.003	1.020	52
Deleted Residual	-2.447	2.873	.006	1.027	52
Stud. Deleted Residual	-2.550	3.074	.008	1.052	52
Mahal. Distance	.298	11.142	2.942	2.123	52
Cook's Distance	.000	.246	.028	.059	52
Centered Leverage Value	.006	.218	.058	.042	52

a. Dependent Variable: Y

Normal P-P Plot of Regression Standardized Residual







