LAMPIRAN 1 : PENGANTAR KUESIONER

KUESIONER PENELITIAN PENGARUH KEPEMIMPINAN, *REWARD* DAN *PUNISHMENT* TERHADAP KINERJA KARYAWAN
(Studi Kasus Pada karyawan Universitas Muhammadiyah Jember)

Kepada:

Yth. Bapak/Ibu/Sdr responden

Di tempat

Dengan hormat,

Kuesoner ini ditujukan untuk karyawan guna memperoleh data yang akan dipergunakan untuk penulisan tugas akhir (skripsi) sebagai salah satu syarat untuk memperoleh gelar sarjana. Adapaun judul skripsi yang saya buat yaitu **"Pengaruh Kepemimpinan, *Reward* Dan *Punishment* Terhadap Kinerja Karyawan (Studi Kasus Pada Karyawa Universitas Muhammadiyah Jember)"**. Dengan segenap kerendahan hati, saya memohon kesediaan Bapak/Ibu untuk bersedia meluangkan waktu mengisi kuesioner ini dengan jujur dan apa adanya.

Informasi yang Bapak/Ibu berikan hanya digunakan untuk kepentingan terbatas, dalam artian hanya diperlukan untuk penelitian ini saja. Peneliti menjamin rahasia pribadi juga jawaban Bapak/Ibu dalam memberikan kebenaran data pada peneliti.

Atas bantuan dan kerjasamanya Bapak/Ibu/Saudara saya ucapkan terima kasih.

Hormat saya

Irfan Gusti Swandana

NIM. 1410411161

LAMPIRAN 2: PETUNJUK PENGISIAN KUESIONER PENELITIAN

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 : .....

A. Kepemimpinan (X1)

NO	KEPEMIMPINAN	SS	S	KS	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 perilaku 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. *Reward* (X2)

NO	*REWARD*	SS	S	KS	TS	STS
1	Saya mendapat pujian, ketika berprestasi					
2	Saya mendapatkan bonus ketika berprestasi					
3	Lembaga universitas selalu memberikan peluang promosi ketika berprestasi					
4	Karyawan yang menerima fasilitas tempat tinggal menjadikan mereka semangat bekerja					

C. *Punishment* (X3)

NO	*PUNISHMENT*	SS	S	KS	TS	STS
1	Saya menerima nasihat apabila melakukan kesalahan					
2	Saya mendapatkan teguran lisan apabila melakukan kesalahan lagi					

3	Saya mendapatkan surat peringatan apabila selalu membuat kesalahan					
4	saya mendapatkan skorsing apabila tidak bisa memeperbaiki kesalahan dan membuat pelanggaran serius					

D. Kinerja Karyawan (Y)

NO	KINERJA	SS	S	KS	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 menjalani tugas dan pekerjaan					
7	Memiliki tanggung jawab dalam menjalankan tugas dan pekerjaan					

LAMPIRAN 3 : REKAPITULASI DATA JAWABAN RESPONDEN

No	X1.1	X1.2	X1.3	X1.4	X1.5	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.7	Y
1	4	4	3	3	4	18	4	4	4	4	16	5	4	4	5	18	4	4	4	4	4	4	4	28
2	4	4	4	4	4	20	5	4	4	4	17	4	4	4	4	16	4	4	4	4	4	2	4	26
3	5	3	3	3	4	18	4	4	4	4	16	5	5	5	5	20	5	4	5	5	4	5	5	33
4	5	4	4	4	5	22	4	4	4	5	17	2	3	5	5	15	4	4	4	3	5	5	5	30
5	4	4	4	3	4	19	4	4	4	4	16	4	4	4	4	16	4	4	4	4	5	4	5	30
6	4	5	5	5	4	23	5	5	4	4	18	5	5	5	5	20	5	5	5	5	4	5	4	33
7	5	5	5	5	5	25	5	5	5	5	20	5	5	5	5	20	5	5	5	5	4	5	4	33
8	4	3	3	3	3	16	4	3	3	3	13	5	5	5	5	20	4	3	3	3	5	5	4	27
9	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	16	4	4	4	3	5	4	4	28
10	4	4	4	3	5	20	4	4	4	5	17	4	4	4	4	16	5	4	4	4	5	4	4	30
11	4	3	3	3	4	17	4	4	4	4	16	4	4	4	3	15	5	4	4	4	4	4	4	29
12	5	4	4	4	3	20	4	4	4	3	15	5	4	4	4	17	4	4	4	4	4	5	5	30
13	4	4	4	5	4	21	5	4	4	4	17	5	4	4	4	17	4	4	4	5	4	5	4	30
14	4	4	4	4	5	21	5	5	5	5	20	5	5	5	4	19	5	5	5	5	5	5	4	34
15	5	4	4	4	4	21	4	4	4	4	16	4	4	4	5	17	4	4	4	4	4	4	5	29
16	5	4	4	4	4	21	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	5	29
17	4	4	4	3	4	19	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	4	28
18	4	4	4	4	4	20	5	4	4	4	17	4	4	4	4	16	5	4	4	4	4	4	4	29
19	5	4	4	4	4	21	5	4	4	4	17	4	4	4	3	15	5	4	4	4	4	4	5	30
20	5	4	4	3	4	20	4	4	4	4	16	5	4	4	4	17	4	4	4	3	4	5	5	29
21	4	4	4	4	5	21	4	4	4	5	17	4	4	4	4	16	4	4	4	4	4	4	4	28
22	5	5	4	4	5	23	5	4	4	5	18	4	5	5	4	18	5	4	4	5	5	4	5	32
23	5	5	5	5	4	24	5	4	4	4	17	5	4	4	4	17	5	5	4	4	4	5	5	32
24	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	4	28
25	4	3	3	3	3	16	4	4	4	3	15	4	4	4	5	17	4	4	4	3	4	4	4	27
26	4	5	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	5	4	34
27	4	4	4	4	4	20	5	4	4	4	17	5	4	4	4	17	4	4	4	4	4	5	4	29
28	4	4	4	4	3	19	4	4	4	3	15	4	4	4	4	16	4	4	4	4	4	4	4	28
29	4	4	4	3	4	19	4	4	4	4	16	4	4	4	4	16	4	4	4	5	4	4	4	29
30	4	5	5	4	4	22	5	5	4	4	18	4	4	5	5	18	4	5	4	5	5	4	4	31
31	5	4	4	4	4	21	5	5	4	4	18	5	5	4	4	18	5	4	4	4	4	5	5	31
32	4	5	5	5	5	24	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	5	4	34
33	4	5	5	4	5	23	4	5	4	5	18	4	5	4	5	18	5	4	4	5	4	4	4	30
34	4	4	3	3	4	18	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	4	28
35	5	4	4	4	4	21	5	5	5	4	19	5	5	5	5	20	5	5	5	5	5	5	5	35
36	5	4	4	4	4	21	5	4	4	4	17	5	4	4	4	17	5	4	4	4	4	5	5	31
37	4	4	3	3	4	18	3	4	4	4	15	5	4	4	4	17	4	4	4	3	4	5	4	28
38	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	4	28
39	4	4	4	4	5	21	5	5	5	5	20	4	4	4	3	15	5	5	5	5	4	4	4	32
40	4	4	4	3	5	20	5	5	5	5	20	4	4	4	4	16	4	4	5	5	4	4	4	30
41	4	4	5	5	4	22	4	4	4	4	16	5	5	5	5	20	4	5	5	5	5	5	4	33
42	4	4	5	5	5	23	4	4	5	5	18	5	5	4	4	18	4	4	5	5	4	5	4	31
43	5	4	4	4	4	21	5	4	4	4	17	4	4	4	4	16	5	4	4	4	4	4	5	30
44	4	4	4	4	4	20	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	4	4	28
45	4	4	4	4	5	21	4	4	4	5	17	5	5	5	5	20	4	4	4	4	5	5	4	30
46	4	4	4	3	3	18	4	4	4	3	15	5	5	5	4	19	4	4	4	5	5	5	4	31
47	5	4	4	4	4	21	5	4	4	4	17	4	4	4	4	16	5	5	5	5	4	4	5	33
48	5	4	5	4	4	22	5	5	4	4	18	4	4	5	5	18	5	4	4	5	5	4	5	32
49	4	4	4	4	4	20	4	4	4	4	16	4	2	4	3	13	4	4	4	4	4	4	4	28
50	5	5	5	5	5	25	5	5	5	5	20	5	5	5	5	20	5	4	4	5	5	5	5	33
51	5	4	4	4	3	20	5	5	4	3	17	4	4	3	4	15	5	4	4	4	3	4	5	29
52	5	4	4	4	4	21	5	4	4	4	17	4	4	4	4	16	4	4	4	4	4	4	5	29
53	4	4	4	3	3	18	4	4	4	3	15	5	4	4	4	17	4	4	4	4	4	5	4	29
54	5	5	5	5	4	24	4	4	4	4	16	5	5	5	4	19	5	5	5	5	5	5	5	35
55	5	4	4	4	3	20	5	3	3	3	14	4	4	4	5	17	4	4	4	3	4	4	5	28

LAMPIRAN 4: REKAPITULASI KUESIONER

No.	Usia	JenisKelamin	PendidikanTerakhir
1.	25	P	S1
2.	17	P	SMA
3.	20	L	S1
4.	45	L	SMA
5.	19	L	SMA
6.	54	L	S1
7.	30	P	SMA
8.	21	P	D3
9.	46	P	S1
10.	21	P	SMP
11.	30	L	SMA
12.	42	L	S1
13.	24	P	SMA
14.	54	L	SMP
15.	20	P	SMA
16.	55	L	D3
17.	52	L	S1
18.	44	L	SMP
19.	27	P	SMA
20.	27	L	D3
21.	31	L	S1
22.	28	L	SMA
23.	25	P	S1
24.	30	L	SMP
25.	28	L	SMP
16.	25	L	S1
17.	42	L	SMA
18.	27	P	SMA
19.	30	P	SMA
30.	40	L	S2
31.	25	P	S1
32.	40	L	S2
33.	31	L	S1
34.	26	P	S1
35.	20	P	SMP
36.	25	P	SMA
37.	32	L	S2
38.	35	L	S1
39.	44	L	S2
40.	32	L	SMP
41.	28	P	SMA
42.	26	L	S1

43.	30	P	S1
44.	44	L	S2
45.	28	P	D3
46.	30	P	S1
47.	42	L	S2
48.	40	P	SMA
49.	33	L	SMA
50.	50	L	SMA
51.	36	P	SMA
52.	25	P	S1
53.	29	P	S1
54.	24	P	S1
55.	26	P	S1

Sumber: Data primer yang diolah 2018

1. UMUR

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	40	66,7	72,7	72,7
	2	15	25,0	27,3	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

2. JENIS KELAMIN

jenis kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	26	43,3	47,3	47,3
	2	29	48,3	52,7	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

3. PENDIDIKAN TERAKHIR

pendidikan terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	11,7	12,7	12,7
	2	18	30,0	32,7	45,5
	3	30	50,0	54,5	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

LAMPIRAN 5: FREKUENSI PERNYATAAN RESPONDEN

1. KEPEMIMPINAN

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,0	34	56,7	61,8	61,8
	5,0	21	35,0	38,2	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	4	6,7	7,3	7,3
	4,0	41	68,3	74,5	81,8
	5,0	10	16,7	18,2	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	7	11,7	12,7	12,7
	4,0	36	60,0	65,5	78,2
	5,0	12	20,0	21,8	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	15	25,0	27,3	27,3
	4,0	30	50,0	54,5	81,8
	5,0	10	16,7	18,2	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	8	13,3	14,5	14,5
	4,0	33	55,0	60,0	74,5
	5,0	14	23,3	25,5	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

2. *REWARD*

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	1	1,7	1,8	1,8
	4,0	29	48,3	52,7	54,5
	5,0	25	41,7	45,5	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	2	3,3	3,6	3,6
	4,0	39	65,0	70,9	74,5
	5,0	14	23,3	25,5	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	2	3,3	3,6	3,6
	4,0	44	73,3	80,0	83,6
	5,0	9	15,0	16,4	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	8	13,3	14,5	14,5
	4,0	33	55,0	60,0	74,5
	5,0	14	23,3	25,5	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

3. *PUNISHMENT*

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	1	1,7	1,8	1,8
	4,0	30	50,0	54,5	56,4
	5,0	24	40,0	43,6	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	1	1,7	1,8	1,8
	3,0	1	1,7	1,8	3,6
	4,0	36	60,0	65,5	69,1
	5,0	17	28,3	30,9	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	1	1,7	1,8	1,8
	4,0	37	61,7	67,3	69,1
	5,0	17	28,3	30,9	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	4	6,7	7,3	7,3
	4,0	33	55,0	60,0	67,3
	5,0	18	30,0	32,7	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

4. KINERJA KARYAWAN

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,0	32	53,3	58,2	58,2
	5,0	23	38,3	41,8	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	1	1,7	1,8	1,8
	4,0	42	70,0	76,4	78,2
	5,0	12	20,0	21,8	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	1	1,7	1,8	1,8
	4,0	41	68,3	74,5	76,4
	5,0	13	21,7	23,6	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	7	11,7	12,7	12,7
	4,0	27	45,0	49,1	61,8
	5,0	21	35,0	38,2	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,0	1	1,7	1,8	1,8
	4,0	37	61,7	67,3	69,1
	5,0	17	28,3	30,9	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,0	1	1,7	1,8	1,8
	4,0	30	50,0	54,5	56,4
	5,0	24	40,0	43,6	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4,0	34	56,7	61,8	61,8
	5,0	21	35,0	38,2	100,0
	Total	55	91,7	100,0	
Missing	System	5	8,3		
Total		60	100,0		

LAMPIRAN 6 : HASIL UJI VALIDITAS

1. KEPEMIMPINAN

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1
X1.1	Pearson Correlation	1	,130	,135	,219	-,078	,356**
	Sig. (2-tailed)		,345	,327	,108	,574	,008
	N	55	55	55	55	55	55
X1.2	Pearson Correlation	,130	1	,792**	,638**	,435**	,839**
	Sig. (2-tailed)	,345		,000	,000	,001	,000
	N	55	55	55	55	55	55
X1.3	Pearson Correlation	,135	,792**	1	,771**	,375**	,874**
	Sig. (2-tailed)	,327	,000		,000	,005	,000
	N	55	55	55	55	55	55
X1.4	Pearson Correlation	,219	,638**	,771**	1	,330*	,853**
	Sig. (2-tailed)	,108	,000	,000		,014	,000
	N	55	55	55	55	55	55
X1.5	Pearson Correlation	-,078	,435**	,375**	,330*	1	,606**
	Sig. (2-tailed)	,574	,001	,005	,014		,000
	N	55	55	55	55	55	55
X1	Pearson Correlation	,356**	,839**	,874**	,853**	,606**	1
	Sig. (2-tailed)	,008	,000	,000	,000	,000	
	N	55	55	55	55	55	55

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

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

2. *REWARD*

Correlations

		X2.1	X2.2	X2.3	X2.4	X2
X2.1	Pearson Correlation	1	,469**	,315*	,186	,637**
	Sig. (2-tailed)		,000	,019	,175	,000
	N	55	55	55	55	55
X2.2	Pearson Correlation	,469**	1	,728**	,455**	,841**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	55	55	55	55	55
X2.3	Pearson Correlation	,315*	,728**	1	,629**	,846**
	Sig. (2-tailed)	,019	,000		,000	,000
	N	55	55	55	55	55
X2.4	Pearson Correlation	,186	,455**	,629**	1	,764**
	Sig. (2-tailed)	,175	,000	,000		,000
	N	55	55	55	55	55
X2	Pearson Correlation	,637**	,841**	,846**	,764**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	55	55	55	55	55

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

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

3. *PUNISHMENT*

Correlations

		X3.1	X3.2	X3.3	X3.4	X3
X3.1	Pearson Correlation	1	,606**	,287*	,181	,695**
	Sig. (2-tailed)		,000	,033	,187	,000
	N	55	55	55	55	55
X3.2	Pearson Correlation	,606**	1	,569**	,458**	,867**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	55	55	55	55	55
X3.3	Pearson Correlation	,287*	,569**	1	,569**	,773**
	Sig. (2-tailed)	,033	,000		,000	,000
	N	55	55	55	55	55
X3.4	Pearson Correlation	,181	,458**	,569**	1	,720**
	Sig. (2-tailed)	,187	,000	,000		,000
	N	55	55	55	55	55
X3	Pearson Correlation	,695**	,867**	,773**	,720**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	55	55	55	55	55

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

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

4. KINERJA KARYAWAN

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y
Y.1	Pearson Correlation	1	,449**	,404**	,450**	,098	,175	,320*	,678**
	Sig. (2-tailed)		,001	,002	,001	,477	,202	,017	,000
	N	55	55	55	55	55	55	55	55
Y.2	Pearson Correlation	,449**	1	,776**	,566**	,233	,250	-,017	,754**
	Sig. (2-tailed)	,001		,000	,000	,087	,066	,903	,000
	N	55	55	55	55	55	55	55	55
Y.3	Pearson Correlation	,404**	,776**	1	,656**	,122	,284*	-,048	,749**
	Sig. (2-tailed)	,002	,000		,000	,373	,036	,729	,000
	N	55	55	55	55	55	55	55	55
Y.4	Pearson Correlation	,450**	,566**	,656**	1	,217	,157	-,076	,732**
	Sig. (2-tailed)	,001	,000	,000		,111	,252	,584	,000
	N	55	55	55	55	55	55	55	55
Y.5	Pearson Correlation	,098	,233	,122	,217	1	,287*	-,008	,462**
	Sig. (2-tailed)	,477	,087	,373	,111		,033	,952	,000
	N	55	55	55	55	55	55	55	55
Y.6	Pearson Correlation	,175	,250	,284*	,157	,287*	1	,101	,554**
	Sig. (2-tailed)	,202	,066	,036	,252	,033		,462	,000
	N	55	55	55	55	55	55	55	55
Y.7	Pearson Correlation	,320*	-,017	-,048	-,076	-,008	,101	1	,283*
	Sig. (2-tailed)	,017	,903	,729	,584	,952	,462		,036
	N	55	55	55	55	55	55	55	55
Y	Pearson Correlation	,678**	,754**	,749**	,732**	,462**	,554**	,283*	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,036	
	N	55	55	55	55	55	55	55	55

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

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

LAMPIRAN 7 : HASIL UJI RELIABILITAS

1. KEPEMIMPINAN

Reliability Statistics

Cronbach's Alpha	N of Items
,755	5

2. *REWARD*

Reliability Statistics

Cronbach's Alpha	N of Items
,756	4

3. *PUNISHMENT*

Reliability Statistics

Cronbach's Alpha	N of Items
,758	4

4. KINERJA KARYAWAN

Reliability Statistics

Cronbach's Alpha	N of Items
,699	7

LAMPIRAN 8 : HASIL UJI REGRESI, UJI ASUMSI KLASIK DAN UJI HIPOTESIS

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3
  /CASEWISE PLOT(ZRESID) ALL.
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1[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	R Square Change
1	,815[a]	,664	,644	1,3174	,664

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

b. Dependent Variable: Y

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	175,019	3	58,340	33,616	,000[b]
	Residual	88,508	51	1,735		
	Total	263,527	54			

a. Dependent Variable: Y

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

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,860	2,337		2,935	,005
	X1	,313	,125	,292	2,513	,015
	X2	,441	,156	,320	2,827	,007
	X3	,547	,111	,427	4,923	,000

a. Dependent Variable: Y

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	X1	,666	,332	,204	,486	2,056
	X2	,642	,368	,229	,513	1,950
	X3	,618	,568	,399	,875	1,143

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3,985	1,000	,00	,00	,00	,00
	2	,008	22,434	,02	,11	,13	,60
	3	,004	30,052	,89	,15	,00	,34
	4	,003	38,382	,09	,74	,87	,05

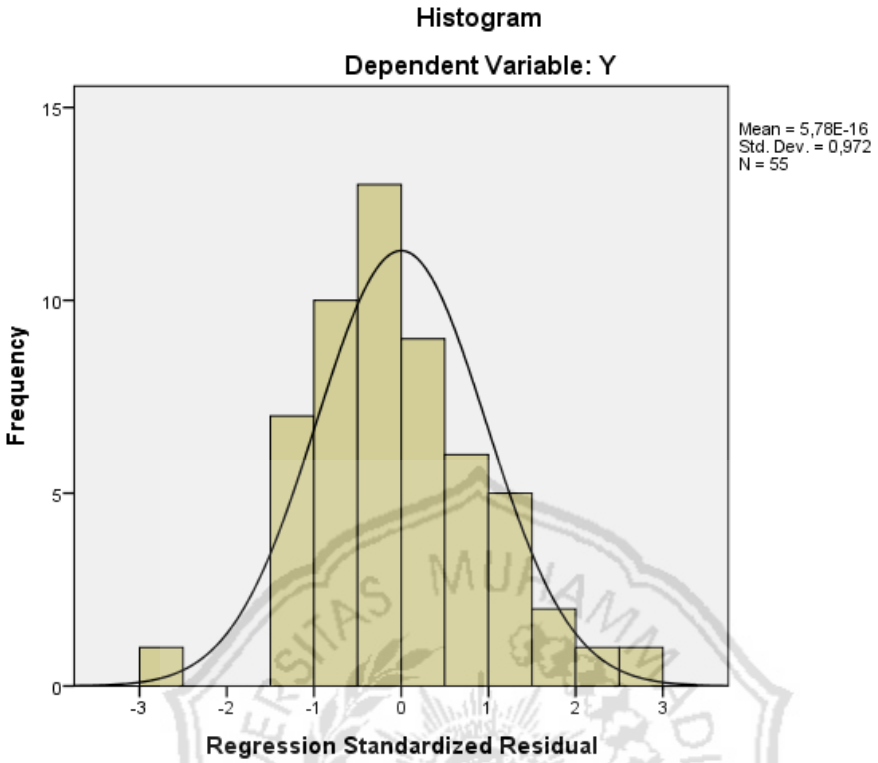
a. Dependent Variable: Y

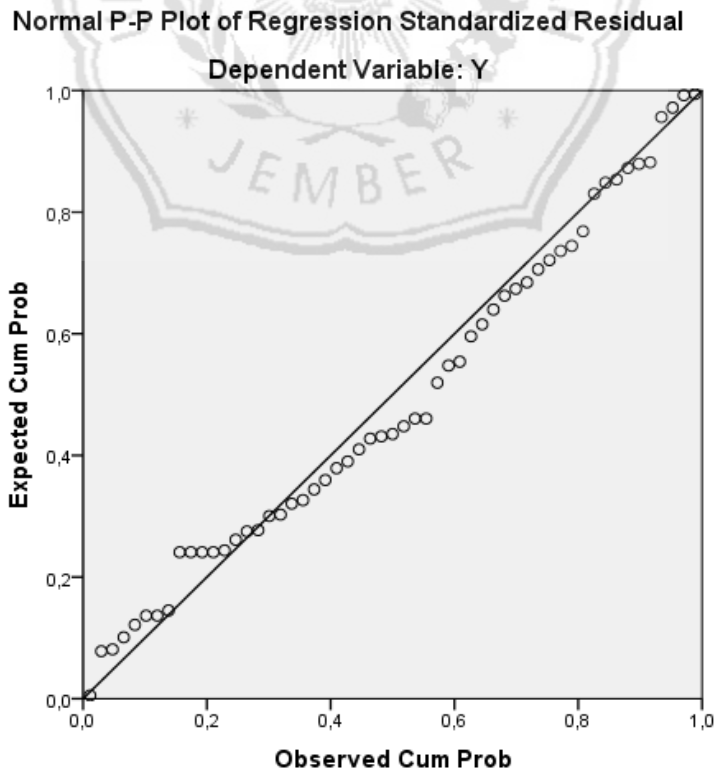
Residuals Statistics[a]

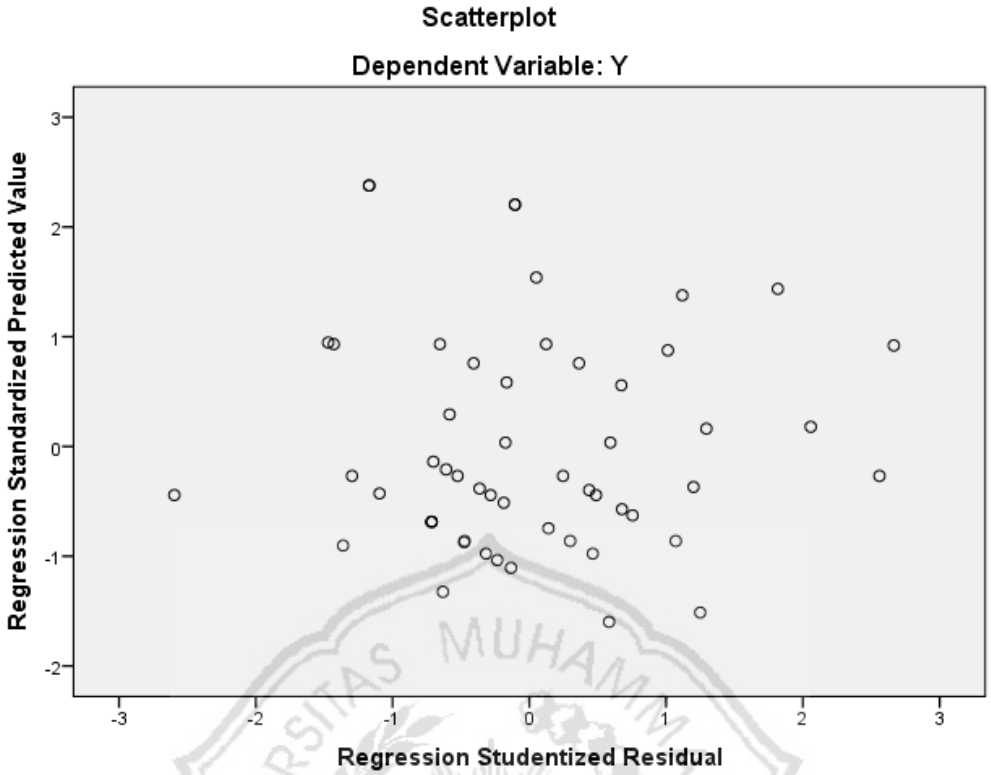
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	27,287	34,444	30,164	1,8003	55
Residual	-3,3675	3,3190	,0000	1,2803	55
Std. Predicted Value	-1,598	2,377	,000	1,000	55
Std. Residual	-2,556	2,519	,000	,972	55

a. Dependent Variable: Y

CHART


Histogram
Dependent Variable: Y
Mean = 5,78E-16
Std. Dev. = 0,972
N = 55
Frequency
Regression Standardized Residual


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y
Expected Cum Prob
Observed Cum Prob


Scatterplot
Dependent Variable: Y
Regression Standardized Predicted Value
Regression Studentized Residual
3
2
1
0
-1
-2
-3
-2
-1
0
1
2
3

LAMPIRAN 9 : TABEL R *PRODUCT MOMENT*, DAN TABEL DISTRIBUSI T (Sig = 0,05)

df	Sig = 0,05		df			df		
1	12,70620473	0,99691733	32	2,036933	0,338788	62	1,998971	0,246064
2	4,30265273	0,95	33	2,034515	0,333845	63	1,998341	0,244148
3	3,182446305	0,87833945	34	2,032244	0,329111	64	1,99773	0,242276
4	2,776445105	0,81140135	35	2,030108	0,324573	65	1,997138	0,240447
5	2,570581835	0,75449223	36	2,028094	0,320217	66	1,996564	0,238658
6	2,446911846	0,7067344	37	2,026192	0,316032	67	1,996008	0,236909
7	2,364624251	0,66638361	38	2,024394	0,312006	68	1,995469	0,235198
8	2,306004133	0,63189686	39	2,022691	0,308131	69	1,994945	0,233523
9	2,262157158	0,60206878	40	2,021075	0,304396	70	1,994437	0,231883
10	2,228138842	0,57598298	41	2,019541	0,300793	71	1,993943	0,230278
11	2,200985159	0,55294266	42	2,018082	0,297315	72	1,993464	0,228705
12	2,178812827	0,5324128	43	2,016692	0,293955	73	1,992997	0,227164
13	2,160368652	0,51397748	44	2,015368	0,290706	74	1,992543	0,225654
14	2,144786681	0,49730903	45	2,014103	0,287563	75	1,992102	0,224174
15	2,131449536	0,48214602	46	2,012896	0,284519	76	1,991673	0,222722
16	2,119905285	0,4682773	47	2,01174	0,28157	77	1,991254	0,221298
17	2,109815559	0,4555305	48	2,010635	0,278711	78	1,990847	0,219901
18	2,100922037	0,4437634	49	2,009575	0,275936	79	1,99045	0,21853
19	2,09302405	0,43285756	50	2,008559	0,273243	80	1,990063	0,217185
20	2,085963441	0,4227135	51	2,007584	0,270628	81	1,989686	0,215864
21	2,079613837	0,41324703	51	2,007584	0,270628	82	1,989319	0,214567
22	2,073873058	0,40438632	52	2,006647	0,268086	83	1,98896	0,213293
23	2,068657599	0,39606973	53	2,005746	0,265614	84	1,98861	0,212041
24	2,063898547	0,38824399	54	2,004879	0,263209	85	1,988268	0,210811
25	2,059538536	0,38086286	55	2,004045	0,260869	86	1,987934	0,209603
26	2,055529418	0,37388591	56	2,003241	0,258589	87	1,987608	0,208415
27	2,051830493	0,36727768	57	2,002465	0,256369	88	1,98729	0,207246
28	2,048407115	0,3610069	58	2,001717	0,254204	89	1,986979	0,206098
29	2,045229611	0,35504588	59	2,000995	0,252094	90	1,986674	0,204968
30	2,042272449	0,34937001	60	2,000298	0,250035	91	1,986377	0,203856
31	2,039513438	0,34395729	61	1,999624	0,248026	92	1,986086	0,202763

Tabel Distribusi t

df	0,1	0,05	0,025	df	0,1	0,05	0,025	df	0,1	0,05	0,025
1	63,137,515	12,706,205	254,517	32	16,938,887	20,369,333	23,518,352	62	16,698,042	19,989,715	22,971,421
2	29,199,856	43,026,527	62,053,468	33	16,923,603	20,345,153	23,483,384	63	16,694,022	19,983,405	22,962,367
3	23,533,634	31,824,463	41,765,348	34	16,909,242	20,322,445	23,450,561	64	1,669,013	19,977,296	22,953,603
4	21,318,468	27,764,451	34,954,059	35	16,895,724	20,301,079	23,419,693	65	1,668,636	19,971,379	22,945,115
5	20,150,484	25,705,818	31,633,814	36	16,882,977	2,028,094	23,390,609	66	16,682,705	19,965,644	22,936,889
6	19,431,803	24,469,118	29,686,867	37	16,870,936	20,261,924	2,336,316	67	16,679,161	19,960,083	22,928,915
7	18,945,786	23,646,243	28,412,442	38	16,859,545	20,243,941	23,337,211	68	16,675,723	19,954,689	2,292,118
8	1,859,548	23,060,041	27,515,236	39	16,848,751	20,226,909	23,312,643	69	16,672,385	19,949,454	22,913,673
9	18,331,129	22,621,572	26,850,108	40	1,683,851	20,210,754	23,289,348	70	16,669,145	19,944,371	22,906,386
10	18,124,611	22,281,388	26,337,669	41	1,682,878	20,195,409	23,267,229	71	16,665,997	19,939,433	22,899,308
11	17,958,848	22,009,852	25,930,927	42	16,819,524	20,180,817	23,246,201	72	16,662,937	19,934,635	22,892,431
12	17,822,875	21,788,128	2,560,033	43	16,810,707	20,166,922	23,226,184	73	16,659,962	19,929,971	22,885,746
13	17,709,334	21,603,687	25,326,378	44	168,023	20,153,675	23,207,108	74	16,657,069	19,925,435	22,879,246
14	17,613,101	21,447,867	25,095,694	45	16,794,274	20,141,034	23,188,906	75	16,654,254	19,921,021	22,872,922
15	17,530,503	21,314,495	24,898,797	46	16,786,604	20,128,956	23,171,522	76	16,651,514	19,916,726	22,866,767
16	17,458,837	21,199,053	24,728,783	47	16,779,267	20,117,405	231,549	77	16,648,845	19,912,544	22,860,776
17	17,396,067	21,098,156	24,580,507	48	16,772,242	20,106,347	23,138,991	78	16,646,246	1,990,847	22,854,941
18	17,340,636	2,100,922	24,450,056	49	16,765,509	20,095,752	23,123,751	79	16,643,714	19,904,502	22,849,256
19	17,291,328	2,093,024	24,334,402	50	1,675,905	20,085,591	23,109,139	80	16,641,246	19,900,634	22,843,716
20	17,247,182	20,859,634	24,231,165	51	1,675,285	20,075,837	23,095,116	81	16,638,839	19,896,863	22,838,315
21	17,207,429	20,796,138	2,413,845	51	1,675,285	20,075,837	23,095,116	82	16,636,492	19,893,185	22,833,049
22	17,171,443	20,738,731	24,054,727	52	16,746,892	20,066,468	23,081,648	83	16,634,202	19,889,597	22,827,911
23	17,138,715	20,686,576	23,978,751	53	16,741,162	20,057,459	23,068,702	84	16,631,967	19,886,096	22,822,898
24	17,108,821	20,638,985	23,909,493	54	16,735,649	20,048,793	23,056,248	85	16,629,785	19,882,679	22,818,005
25	17,081,407	20,595,385	23,846,102	55	1,673,034	20,040,448	23,044,259	86	16,627,654	19,879,342	22,813,228
26	17,056,179	20,555,294	23,787,863	56	16,725,223	20,032,407	2,303,271	87	16,625,573	19,876,082	22,808,562
27	17,032,884	20,518,305	23,734,172	57	16,720,289	20,024,654	23,021,576	88	1,662,354	19,872,898	22,804,005
28	17,011,309	20,484,071	23,684,517	58	16,715,528	20,017,175	23,010,836	89	16,621,553	19,869,787	22,799,551
29	1,699,127	20,452,296	23,638,461	59	1,671,093	20,009,954	23,000,469	90	16,619,611	19,866,745	22,795,198
30	16,972,609	20,422,724	23,595,624	60	16,706,489	20,002,978	22,990,456	91	16,617,712	19,863,771	22,790,942
31	16,955,187	20,395,134	23,555,683	61	16,702,195	19,996,236	22,980,778	92	16,615,854	19,860,863	2,278,678