

LAMPIRAN 1:
Pengantar Kuesioner

Pengantar Kuesioner



ANALISIS PENGARUH GAYA KEPEMIMPINAN, MOTIVASI KERJA, DISIPLIN KERJA TERHADAP KINERJA KARYAWAN

Kepada Yth.

Sdr. Karyawan PT. Livia Mandiri Sejati.

di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul “ANALISIS PENGARUH GAYA KEPEMIMPINAN, MOTIVASI KERJA, DISIPLIN KERJA TERHADAP KINERJA KARYAWAN” sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi pada Universitas Muhammadiyah Jember, maka dengan ini saya mengharapkan bantuan saudara untuk mengisi daftar Pernyataan 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.

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LAMPIRAN 2:
Petunjuk Pengisian
Kuesioner Penelitian

Petunjuk Pengisian:

Berilah tanda cek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)

Identitas responden

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

LAMPIRAN 3:
Kuesioner Penelitian

1. Gaya Kepemimpinan (X₁)

| No | Pernyataan | Pilihan Jawaban | | | | |
|----|---|-----------------|----|----|---|----|
| | | STS | TS | KS | S | SS |
| 1 | Pimpinan PT. Livia Mandiri Sejati menjunjung tinggi sportivitas | | | | | |
| 2 | Kepemimpinan yang direktif | | | | | |
| 3 | Kepemimpinan yang partisipatif | | | | | |
| 4 | Kepemimpinan yang berorientasi dan berprestasi | | | | | |

2. Motivasi (X₂)

| No | Pernyataan | Pilihan Jawaban | | | | |
|----|--|-----------------|----|----|---|----|
| | | STS | TS | KS | S | SS |
| 1 | Ada kemauan untuk bekerja | | | | | |
| 2 | Rela bekerja sampai waktu ditentukan | | | | | |
| 3 | Memiliki kewajiban untuk bekerja dengan baik | | | | | |
| 4 | Memiliki keahlian khusus | | | | | |

Keterangan:

Berilah tanda cek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)

3. Disiplin Kerja (X₃)

| No | Pernyataan | Pilihan Jawaban | | | | |
|----|--------------------------------------|-----------------|----|----|---|----|
| | | STS | TS | KS | S | SS |
| 1 | Bekerja dengan tepat waktu | | | | | |
| 2 | Bertanggung jawab terhadap pekerjaan | | | | | |
| 3 | Taat terhadap aturan kantor | | | | | |
| 4 | Membuat ijin bila tidak masuk | | | | | |

Keterangan:

Berilah tanda cek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)

4. Kinerja Karyawan (Y)

| No | Pernyataan | Pilihan Jawaban | | | | |
|----|---|-----------------|----|----|---|----|
| | | STS | TS | KS | S | SS |
| 1 | Karyawan mampu bekerja dengan baik dan disiplin | | | | | |
| 2 | Karyawan mampu menyelesaikan tugas sesuai target perusahaan | | | | | |
| 3 | Karyawan mampu menyelesaikan pekerjaannya tepat waktu | | | | | |
| 4 | Karyawan selalu bekerja dengan efektif | | | | | |

Keterangan:

Berilah tanda cek list (√) pada jawaban yang dipilih.

1. Pendapat anda sangat setuju (SS)
2. Pendapat anda setuju (S)
3. Kurang setuju (KS)
4. Tidak setuju (TS)
5. Sangat tidak setuju (STS)

LAMPIRAN 4:
Rekapitulasi Jawaban
Responden

Rekapitulasi Jawaban Responden

| 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 |
|----|------|------|------|------|----|------|------|------|------|----|------|------|------|------|----|-----|-----|-----|-----|----|
| 1 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 2 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 4 | 16 |
| 3 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 5 | 5 | 18 | 4 | 5 | 4 | 5 | 18 | 4 | 5 | 4 | 5 | 18 |
| 4 | 4 | 4 | 3 | 3 | 13 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 4 | 4 | 4 | 16 | 4 | 3 | 3 | 3 | 13 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 16 |
| 6 | 4 | 3 | 3 | 3 | 13 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 |
| 7 | 3 | 3 | 3 | 3 | 12 | 5 | 4 | 4 | 4 | 17 | 3 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 8 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 9 | 5 | 2 | 5 | 5 | 17 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 10 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 11 | 4 | 5 | 4 | 5 | 18 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 16 |
| 12 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 13 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 14 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 15 | 3 | 3 | 3 | 3 | 12 | 5 | 5 | 5 | 5 | 20 | 4 | 3 | 3 | 3 | 13 | 4 | 4 | 4 | 4 | 16 |
| 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 15 | 4 | 4 | 4 | 4 | 16 |
| 17 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 3 | 4 | 5 | 5 | 17 | 4 | 4 | 4 | 4 | 16 |
| 18 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 2 | 3 | 15 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 16 |
| 19 | 4 | 4 | 4 | 4 | 15 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 3 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 20 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 5 | 17 |
| 21 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 22 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 17 | 5 | 5 | 4 | 2 | 16 | 4 | 4 | 4 | 4 | 16 |
| 23 | 4 | 3 | 3 | 3 | 13 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 24 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 16 |
| 25 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 |
| 26 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 3 | 15 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 |
| 27 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 16 |
| 28 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 29 | 5 | 5 | 5 | 5 | 20 | 4 | 5 | 5 | 4 | 18 | 5 | 4 | 4 | 5 | 18 | 4 | 4 | 5 | 5 | 18 |
| 30 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 17 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 4 | 4 | 17 |
| 31 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 32 | 4 | 3 | 4 | 3 | 14 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 3 | 15 |
| 33 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 5 | 5 | 19 |
| 34 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 2 | 5 | 17 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 4 | 17 |
| 35 | 4 | 4 | 4 | 3 | 15 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 17 |
| 36 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 4 | 16 |
| 37 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 5 | 5 | 18 | 4 | 5 | 4 | 5 | 18 | 4 | 5 | 4 | 5 | 18 |
| 38 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 |
| 39 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 40 | 4 | 5 | 4 | 5 | 18 | 4 | 5 | 4 | 4 | 18 | 5 | 4 | 4 | 5 | 18 | 5 | 4 | 4 | 5 | 18 |
| 41 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 5 | 17 |
| 42 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 4 | 5 | 18 |
| 43 | 2 | 5 | 5 | 5 | 17 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 |
| 44 | 4 | 5 | 5 | 4 | 18 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 16 |
| 45 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 46 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 4 | 3 | 15 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 47 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 4 | 18 |
| 48 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 4 | 5 | 5 | 5 | 19 | 4 | 5 | 5 | 5 | 19 |
| 49 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 5 | 5 | 18 |
| 50 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 |
| 51 | 4 | 5 | 4 | 5 | 18 | 4 | 5 | 4 | 5 | 18 | 5 | 4 | 4 | 5 | 18 | 5 | 4 | 4 | 5 | 18 |
| 52 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 5 | 17 |
| 53 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 4 | 5 | 18 |
| 54 | 2 | 5 | 5 | 5 | 17 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 |
| 55 | 4 | 5 | 5 | 4 | 18 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 4 | 4 | 16 |
| 56 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 |
| 57 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 4 | 3 | 15 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 |
| 58 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 4 | 18 |
| 59 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 4 | 5 | 5 | 5 | 19 | 4 | 5 | 5 | 5 | 19 |
| 60 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 5 | 5 | 18 |
| 61 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 5 | 17 |
| 62 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 4 | 5 | 18 |

Sumber; Data primer yang diolah 2018

LAMPIRAN 5:
Frekuensi Pernyataan
Responden

Frekuensi Pernyataan Responden

Gaya Kepemimpinan (X1)

Statistics

| | | X1.1 | X1.2 | X1.3 | X1.4 |
|---|---------|------|------|------|------|
| N | Valid | 62 | 62 | 62 | 62 |
| | Missing | 0 | 0 | 0 | 0 |

X1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | 2 | 2 | 3.2 | 3.2 | 3.2 |
| | 3 | 2 | 3.2 | 3.2 | 6.5 |
| Valid | 4 | 35 | 56.5 | 56.5 | 62.9 |
| | 5 | 23 | 37.1 | 37.1 | 100.0 |
| | Total | 62 | 100.0 | 100.0 | |

X1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | 2 | 1 | 1.6 | 1.6 | 1.6 |
| | 3 | 6 | 9.7 | 9.7 | 11.3 |
| Valid | 4 | 29 | 46.8 | 46.8 | 58.1 |
| | 5 | 26 | 41.9 | 41.9 | 100.0 |
| | Total | 62 | 100.0 | 100.0 | |

X1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | 3 | 5 | 8.1 | 8.1 | 8.1 |
| Valid | 4 | 36 | 58.1 | 58.1 | 66.1 |
| | 5 | 21 | 33.9 | 33.9 | 100.0 |
| | Total | 62 | 100.0 | 100.0 | |

X1.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 8 | 12.9 | 12.9 | 12.9 |
| 4 | 32 | 51.6 | 51.6 | 64.5 |
| 5 | 22 | 35.5 | 35.5 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

Motivasi Kerja (X2)**Statistics**

| | | X2.1 | X2.2 | X2.3 | X2.4 |
|---|---------|------|------|------|------|
| N | Valid | 62 | 62 | 62 | 62 |
| | Missing | 0 | 0 | 0 | 0 |

X2.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 4 | 33 | 53.2 | 53.2 | 53.2 |
| 5 | 29 | 46.8 | 46.8 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

X2.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 1 | 1.6 | 1.6 | 1.6 |
| 4 | 38 | 61.3 | 61.3 | 62.9 |
| 5 | 23 | 37.1 | 37.1 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

X2.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 2 | 3.2 | 3.2 | 3.2 |
| 3 | 1 | 1.6 | 1.6 | 4.8 |
| Valid 4 | 44 | 71.0 | 71.0 | 75.8 |
| 5 | 15 | 24.2 | 24.2 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

X2.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 5 | 8.1 | 8.1 | 8.1 |
| Valid 4 | 38 | 61.3 | 61.3 | 69.4 |
| 5 | 19 | 30.6 | 30.6 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

Disiplin Kerja (X3)**Statistics**

| | | X3.1 | X3.2 | X3.3 | X3.4 |
|---|---------|------|------|------|------|
| N | Valid | 62 | 62 | 62 | 62 |
| | Missing | 0 | 0 | 0 | 0 |

X3.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 2 | 3.2 | 3.2 | 3.2 |
| Valid 4 | 31 | 50.0 | 50.0 | 53.2 |
| 5 | 29 | 46.8 | 46.8 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

X3.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 1 | 1.6 | 1.6 | 1.6 |
| Valid 4 | 40 | 64.5 | 64.5 | 66.1 |
| 5 | 21 | 33.9 | 33.9 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

X3.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 2 | 3.2 | 3.2 | 3.2 |
| Valid 4 | 40 | 64.5 | 64.5 | 67.7 |
| 5 | 20 | 32.3 | 32.3 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

X3.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 1 | 1.6 | 1.6 | 1.6 |
| 3 | 8 | 12.9 | 12.9 | 14.5 |
| Valid 4 | 24 | 38.7 | 38.7 | 53.2 |
| 5 | 29 | 46.8 | 46.8 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

Kinerja Karyawan (Y)**Statistics**

| | | Y.1 | Y.2 | Y.3 | Y.4 |
|---|---------|-----|-----|-----|-----|
| N | Valid | 62 | 62 | 62 | 62 |
| | Missing | 0 | 0 | 0 | 0 |

Y.1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 38 | 61.3 | 61.3 | 61.3 |
| Valid 5 | 24 | 38.7 | 38.7 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

Y.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 48 | 77.4 | 77.4 | 77.4 |
| Valid 5 | 14 | 22.6 | 22.6 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

Y.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 4 | 47 | 75.8 | 75.8 | 75.8 |
| Valid 5 | 15 | 24.2 | 24.2 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

Y.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|-----------------------|
| 3 | 1 | 1.6 | 1.6 | 1.6 |
| Valid 4 | 36 | 58.1 | 58.1 | 59.7 |
| 5 | 25 | 40.3 | 40.3 | 100.0 |
| Total | 62 | 100.0 | 100.0 | |

LAMPIRAN 4:
Hasil Uji Validitas

Gaya Kepemimpinan (X1)

Correlations

| | | X1.1 | X1.2 | X1.3 | X1.4 | X1 |
|------|---------------------|--------|--------|--------|--------|--------|
| X1.1 | Pearson Correlation | 1 | .341** | .346** | .296* | .623** |
| | Sig. (2-tailed) | | .007 | .006 | .020 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X1.2 | Pearson Correlation | .341** | 1 | .630** | .624** | .827** |
| | Sig. (2-tailed) | .007 | | .000 | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X1.3 | Pearson Correlation | .346** | .630** | 1 | .800** | .865** |
| | Sig. (2-tailed) | .006 | .000 | | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X1.4 | Pearson Correlation | .296* | .624** | .800** | 1 | .852** |
| | Sig. (2-tailed) | .020 | .000 | .000 | | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X1 | Pearson Correlation | .623** | .827** | .865** | .852** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 62 | 62 | 62 | 62 | 62 |

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

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

Motivasi Kerja (X2)

Correlations

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2 |
|------|---------------------|--------|--------|--------|--------|--------|
| X2.1 | Pearson Correlation | 1 | .614** | .125 | .248 | .638** |
| | Sig. (2-tailed) | | .000 | .333 | .052 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X2.2 | Pearson Correlation | .614** | 1 | .286* | .492** | .788** |
| | Sig. (2-tailed) | .000 | | .024 | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X2.3 | Pearson Correlation | .125 | .286* | 1 | .590** | .712** |
| | Sig. (2-tailed) | .333 | .024 | | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X2.4 | Pearson Correlation | .248 | .492** | .590** | 1 | .809** |
| | Sig. (2-tailed) | .052 | .000 | .000 | | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X2 | Pearson Correlation | .638** | .788** | .712** | .809** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 62 | 62 | 62 | 62 | 62 |

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

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

Disiplin Kerja (X3)

Correlations

| | | X3.1 | X3.2 | X3.3 | X3.4 | X3 |
|------|---------------------|--------|--------|--------|--------|--------|
| X3.1 | Pearson Correlation | 1 | .479** | .287* | .220 | .613** |
| | Sig. (2-tailed) | | .000 | .024 | .086 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X3.2 | Pearson Correlation | .479** | 1 | .755** | .508** | .850** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X3.3 | Pearson Correlation | .287* | .755** | 1 | .637** | .848** |
| | Sig. (2-tailed) | .024 | .000 | | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X3.4 | Pearson Correlation | .220 | .508** | .637** | 1 | .805** |
| | Sig. (2-tailed) | .086 | .000 | .000 | | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| X3 | Pearson Correlation | .613** | .850** | .848** | .805** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 62 | 62 | 62 | 62 | 62 |

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

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

Kinerja Karyawan (Y)

Correlations

| | | Y.1 | Y.2 | Y.3 | Y.4 | Y |
|-----|---------------------|--------|--------|--------|--------|--------|
| Y.1 | Pearson Correlation | 1 | .363** | .247 | .300* | .644** |
| | Sig. (2-tailed) | | .004 | .053 | .018 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| Y.2 | Pearson Correlation | .363** | 1 | .596** | .489** | .789** |
| | Sig. (2-tailed) | .004 | | .000 | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| Y.3 | Pearson Correlation | .247 | .596** | 1 | .594** | .791** |
| | Sig. (2-tailed) | .053 | .000 | | .000 | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| Y.4 | Pearson Correlation | .300* | .489** | .594** | 1 | .804** |
| | Sig. (2-tailed) | .018 | .000 | .000 | | .000 |
| | N | 62 | 62 | 62 | 62 | 62 |
| Y | Pearson Correlation | .644** | .789** | .791** | .804** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 62 | 62 | 62 | 62 | 62 |

** . 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

Gaya Kepemimpinan (X1)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 62 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 62 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .799 | 4 |

Motivasi Kerja (X2)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 62 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 62 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .718 | 4 |

Disiplin Kerja (X3)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 62 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 62 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .767 | 4 |

Kinerja Karyawan (Y)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 62 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 62 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .744 | 4 |

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

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 |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .874 ^a | .765 | .752 | .702 |

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

b. Dependent Variable: Y

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 92.788 | 3 | 30.929 | 62.762 | .000 ^b |
| | Residual | 28.583 | 58 | .493 | | |
| | Total | 121.371 | 61 | | | |

a. Dependent Variable: Y

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

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 2.792 | 1.250 | | 2.233 | .029 | | |
| | X1 | .139 | .049 | .208 | 2.872 | .006 | .774 | 1.291 |
| | X2 | .142 | .056 | .164 | 2.544 | .014 | .981 | 1.019 |
| | X3 | .555 | .056 | .720 | 9.961 | .000 | .776 | 1.288 |

a. Dependent Variable: Y

Coefficient Correlations^a

| Model | | X3 | X2 | X1 | |
|-------|--------------|----|-------|-------|-------|
| 1 | Correlations | X3 | 1.000 | -.062 | -.462 |
| | | X2 | -.062 | 1.000 | -.079 |
| | | X1 | -.462 | -.079 | 1.000 |
| | Covariances | X3 | .003 | .000 | -.001 |
| | | X2 | .000 | .003 | .000 |
| | | X1 | -.001 | .000 | .002 |

a. Dependent Variable: Y

Collinearity Diagnostics^a

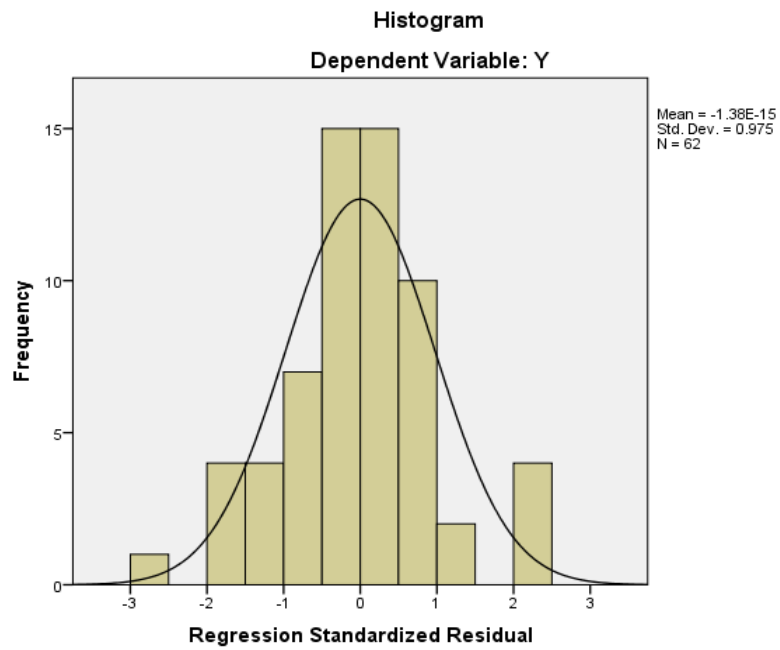
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
|-------|-----------|------------|-----------------|----------------------|-----|-----|-----|
| | | | | (Constant) | X1 | X2 | X3 |
| 1 | 1 | 3.978 | 1.000 | .00 | .00 | .00 | .00 |
| | 2 | .011 | 18.695 | .03 | .42 | .33 | .06 |
| | 3 | .007 | 24.467 | .01 | .58 | .09 | .74 |
| | 4 | .004 | 33.430 | .96 | .01 | .57 | .20 |

a. Dependent Variable: Y

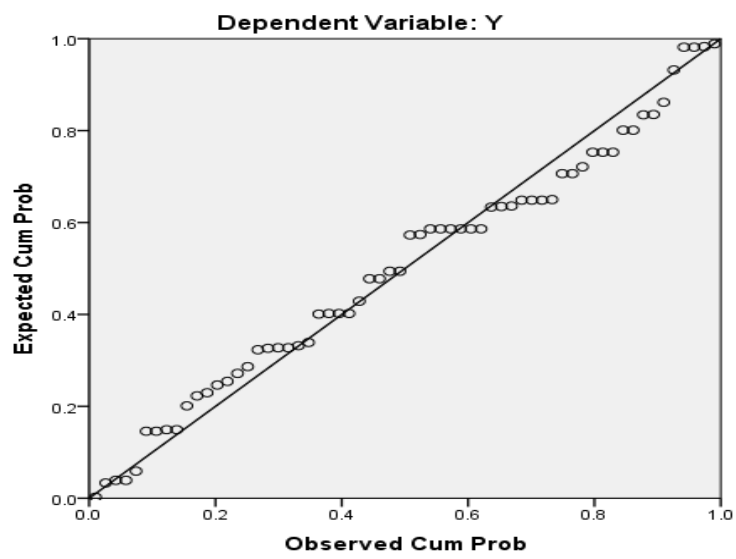
Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|-----------------------------------|---------|---------|-------|----------------|----|
| Predicted Value | 14.52 | 19.52 | 17.24 | 1.233 | 62 |
| Std. Predicted Value | -2.210 | 1.847 | .000 | 1.000 | 62 |
| Standard Error of Predicted Value | .092 | .326 | .170 | .055 | 62 |
| Adjusted Predicted Value | 14.11 | 19.58 | 17.24 | 1.247 | 62 |
| Residual | -1.978 | 1.604 | .000 | .685 | 62 |
| Std. Residual | -2.817 | 2.285 | .000 | .975 | 62 |
| Stud. Residual | -3.149 | 2.395 | .001 | 1.031 | 62 |
| Deleted Residual | -2.471 | 1.893 | .002 | .767 | 62 |
| Stud. Deleted Residual | -3.429 | 2.501 | .001 | 1.063 | 62 |
| Mahal. Distance | .058 | 12.205 | 2.952 | 2.549 | 62 |
| Cook's Distance | .000 | .619 | .032 | .094 | 62 |
| Centered Leverage Value | .001 | .200 | .048 | .042 | 62 |

a. Dependent Variable: Y

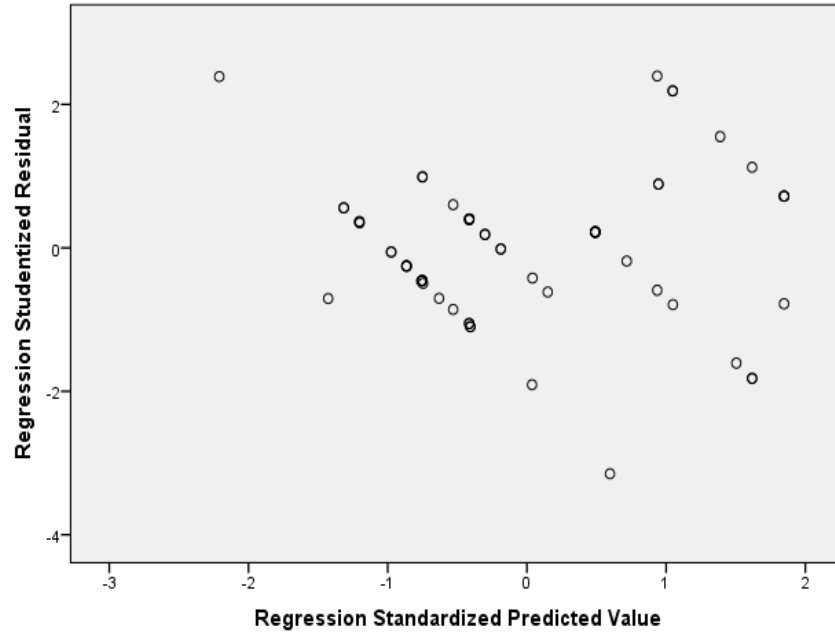


Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: Y



LAMPIRAN 7:

**Tabel r *Product Moment*,
Tabel Distribusi F, dan
Tabel Distribusi t**

Tabel r product Moment (Sig = 0,05)

| df | r | df | r | df | r | df | r |
|----|--------|----|--------|----|--------|-----|--------|
| 1 | 0.9969 | 26 | 0.3739 | 51 | 0.2706 | 76 | 0.2227 |
| 2 | 0.9500 | 27 | 0.3673 | 52 | 0.2681 | 77 | 0.2213 |
| 3 | 0.8783 | 28 | 0.3610 | 53 | 0.2656 | 78 | 0.2199 |
| 4 | 0.8114 | 29 | 0.3550 | 54 | 0.2632 | 79 | 0.2165 |
| 5 | 0.7545 | 30 | 0.3494 | 55 | 0.2609 | 80 | 0.2162 |
| 6 | 0.7067 | 31 | 0.3440 | 56 | 0.2586 | 81 | 0.2159 |
| 7 | 0.6664 | 32 | 0.3388 | 57 | 0.2564 | 82 | 0.2146 |
| 8 | 0.6319 | 33 | 0.3388 | 58 | 0.2542 | 83 | 0.2133 |
| 9 | 0.6021 | 34 | 0.3291 | 59 | 0.2521 | 84 | 0.2120 |
| 10 | 0.5760 | 35 | 0.3246 | 60 | 0.2500 | 85 | 0.2108 |
| 11 | 0.5529 | 36 | 0.3202 | 61 | 0.2480 | 86 | 0.2096 |
| 12 | 0.5324 | 37 | 0.3160 | 62 | 0.2461 | 87 | 0.2084 |
| 13 | 0.5140 | 38 | 0.3120 | 63 | 0.2441 | 88 | 0.2072 |
| 14 | 0.4973 | 39 | 0.3081 | 64 | 0.2423 | 89 | 0.2061 |
| 15 | 0.4821 | 40 | 0.3044 | 65 | 0.2404 | 90 | 0.2050 |
| 16 | 0.4683 | 41 | 0.3008 | 66 | 0.2387 | 91 | 0.2039 |
| 17 | 0.4555 | 42 | 0.2973 | 67 | 0.2369 | 92 | 0.2028 |
| 18 | 0.4438 | 43 | 0.2940 | 68 | 0.2352 | 93 | 0.2017 |
| 19 | 0.4329 | 44 | 0.2907 | 69 | 0.2335 | 94 | 0.2006 |
| 20 | 0.4227 | 45 | 0.2876 | 70 | 0.2319 | 95 | 0.1996 |
| 21 | 0.4132 | 46 | 0.2845 | 71 | 0.2303 | 96 | 0.1986 |
| 22 | 0.4044 | 47 | 0.2816 | 72 | 0.2287 | 97 | 0.1975 |
| 23 | 0.3961 | 48 | 0.2787 | 73 | 0.2272 | 98 | 0.1966 |
| 24 | 0.3882 | 49 | 0.2759 | 74 | 0.2257 | 99 | 0.1956 |
| 25 | 0.3809 | 50 | 0.2732 | 75 | 0.2242 | 100 | 0.1946 |

Sumber: Data primer yang diolah 2018

| Tabel Distribusi F | | | | | | | | | | |
|--------------------|----------|----------|----------|----------|----------|---------|----------|----------|----------|----------|
| | DF 1 | | | | | | | | | |
| DF 2 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 161.4476 | 199.5000 | 215.7073 | 224.5833 | 230.1619 | 233.986 | 236.7684 | 238.8827 | 240.5433 | 241.8818 |
| 2 | 18.5128 | 19.0000 | 19.1643 | 19.2468 | 19.2964 | 19.3295 | 19.3532 | 19.371 | 19.3848 | 19.3959 |
| 3 | 10.1280 | 9.5521 | 9.2766 | 9.1172 | 9.0135 | 8.9406 | 8.8867 | 8.8452 | 8.8123 | 8.7855 |
| 4 | 7.7086 | 6.9443 | 6.5914 | 6.3882 | 6.2561 | 6.1631 | 6.0942 | 6.041 | 5.9988 | 5.9644 |
| 5 | 6.6079 | 5.7861 | 5.4095 | 5.1922 | 5.0503 | 4.9503 | 4.8759 | 4.8183 | 4.7725 | 4.7351 |
| 6 | 5.9874 | 5.1433 | 4.7571 | 4.5337 | 4.3874 | 4.2839 | 4.2067 | 4.1468 | 4.099 | 4.06 |
| 7 | 5.5914 | 4.7374 | 4.3468 | 4.1203 | 3.9715 | 3.866 | 3.787 | 3.7257 | 3.6767 | 3.6365 |
| 8 | 5.3177 | 4.4590 | 4.0662 | 3.8379 | 3.6875 | 3.5806 | 3.5005 | 3.4381 | 3.3881 | 3.3472 |
| 9 | 5.1174 | 4.2565 | 3.8625 | 3.6331 | 3.4817 | 3.3738 | 3.2927 | 3.2296 | 3.1789 | 3.1373 |
| 10 | 4.9646 | 4.1028 | 3.7083 | 3.4780 | 3.3258 | 3.2172 | 3.1355 | 3.0717 | 3.0204 | 2.9782 |
| 11 | 4.8443 | 3.9823 | 3.5874 | 3.3567 | 3.2039 | 3.0946 | 3.0123 | 2.948 | 2.8962 | 2.8536 |
| 12 | 4.7472 | 3.8853 | 3.4903 | 3.2592 | 3.1059 | 2.9961 | 2.9134 | 2.8486 | 2.7964 | 2.7534 |
| 13 | 4.6672 | 3.8056 | 3.4105 | 3.1791 | 3.0254 | 2.9153 | 2.8321 | 2.7669 | 2.7144 | 2.671 |
| 14 | 4.6001 | 3.7389 | 3.3439 | 3.1122 | 2.9582 | 2.8477 | 2.7642 | 2.6987 | 2.6458 | 2.6022 |
| 15 | 4.5431 | 3.6823 | 3.2874 | 3.0556 | 2.9013 | 2.7905 | 2.7066 | 2.6408 | 2.5876 | 2.5437 |
| 16 | 4.4940 | 3.6337 | 3.2389 | 3.0069 | 2.8524 | 2.7413 | 2.6572 | 2.5911 | 2.5377 | 2.4935 |
| 17 | 4.4513 | 3.5915 | 3.1968 | 2.9647 | 2.8100 | 2.6987 | 2.6143 | 2.548 | 2.4943 | 2.4499 |
| 18 | 4.4139 | 3.5546 | 3.1599 | 2.9277 | 2.7729 | 2.6613 | 2.5767 | 2.5102 | 2.4563 | 2.4117 |
| 19 | 4.3807 | 3.5219 | 3.1274 | 2.8951 | 2.7401 | 2.6283 | 2.5435 | 2.4768 | 2.4227 | 2.3779 |
| 20 | 4.3512 | 3.4928 | 3.0984 | 2.8661 | 2.7109 | 2.599 | 2.514 | 2.4471 | 2.3928 | 2.3479 |
| 21 | 4.3248 | 3.4668 | 3.0725 | 2.8401 | 2.6848 | 2.5727 | 2.4876 | 2.4205 | 2.366 | 2.321 |
| 22 | 4.3009 | 3.4434 | 3.0491 | 2.8167 | 2.6613 | 2.5491 | 2.4638 | 2.3965 | 2.3419 | 2.2967 |
| 23 | 4.2793 | 3.4221 | 3.0280 | 2.7955 | 2.6400 | 2.5277 | 2.4422 | 2.3748 | 2.3201 | 2.2747 |
| 24 | 4.2597 | 3.4028 | 3.0088 | 2.7763 | 2.6207 | 2.5082 | 2.4226 | 2.3551 | 2.3002 | 2.2547 |
| 25 | 4.2417 | 3.3852 | 2.9912 | 2.7587 | 2.6030 | 2.4904 | 2.4047 | 2.3371 | 2.2821 | 2.2365 |
| 26 | 4.2252 | 3.3690 | 2.9752 | 2.7426 | 2.5868 | 2.4741 | 2.3883 | 2.3205 | 2.2655 | 2.2197 |
| 27 | 4.2100 | 3.3541 | 2.9604 | 2.7278 | 2.5719 | 2.4591 | 2.3732 | 2.3053 | 2.2501 | 2.2043 |

| | | | | | | | | | | |
|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 28 | 4.1960 | 3.3404 | 2.9467 | 2.7141 | 2.5581 | 2.4453 | 2.3593 | 2.2913 | 2.236 | 2.19 |
| 29 | 4.1830 | 3.3277 | 2.9340 | 2.7014 | 2.5454 | 2.4324 | 2.3463 | 2.2783 | 2.2229 | 2.1768 |
| 30 | 4.1709 | 3.3158 | 2.9223 | 2.6896 | 2.5336 | 2.4205 | 2.3343 | 2.2662 | 2.2107 | 2.1646 |
| 31 | 4.1596 | 3.3048 | 2.9113 | 2.6787 | 2.5225 | 2.4094 | 2.3232 | 2.2549 | 2.1994 | 2.1532 |
| 32 | 4.1491 | 3.2945 | 2.9011 | 2.6684 | 2.5123 | 2.3991 | 2.3127 | 2.2444 | 2.1888 | 2.1425 |
| 33 | 4.1393 | 3.2849 | 2.8916 | 2.6589 | 2.5026 | 2.3894 | 2.303 | 2.2346 | 2.1789 | 2.1325 |
| 34 | 4.1300 | 3.2759 | 2.8826 | 2.6499 | 2.4936 | 2.3803 | 2.2938 | 2.2253 | 2.1696 | 2.1231 |
| 35 | 4.1213 | 3.2674 | 2.8742 | 2.6415 | 2.4851 | 2.3718 | 2.2852 | 2.2167 | 2.1608 | 2.1143 |
| 36 | 4.1132 | 3.2594 | 2.8663 | 2.6335 | 2.4772 | 2.3638 | 2.2771 | 2.2085 | 2.1526 | 2.1061 |
| 37 | 4.1055 | 3.2519 | 2.8588 | 2.6261 | 2.4696 | 2.3562 | 2.2695 | 2.2008 | 2.1449 | 2.0982 |
| 38 | 4.0982 | 3.2448 | 2.8517 | 2.6190 | 2.4625 | 2.349 | 2.2623 | 2.1936 | 2.1375 | 2.0909 |
| 39 | 4.0913 | 3.2381 | 2.8451 | 2.6123 | 2.4558 | 2.3423 | 2.2555 | 2.1867 | 2.1306 | 2.0839 |
| 40 | 4.0847 | 3.2317 | 2.8387 | 2.6060 | 2.4495 | 2.3359 | 2.249 | 2.1802 | 2.124 | 2.0772 |
| 41 | 4.0785 | 3.2257 | 2.8327 | 2.6000 | 2.4434 | 2.3298 | 2.2429 | 2.174 | 2.1178 | 2.071 |
| 42 | 4.0727 | 3.2199 | 2.8270 | 2.5943 | 2.4377 | 2.324 | 2.2371 | 2.1681 | 2.1119 | 2.065 |
| 43 | 4.0670 | 3.2145 | 2.8216 | 2.5888 | 2.4322 | 2.3185 | 2.2315 | 2.1625 | 2.1062 | 2.0593 |
| 44 | 4.0617 | 3.2093 | 2.8165 | 2.5837 | 2.4270 | 2.3133 | 2.2263 | 2.1572 | 2.1009 | 2.0539 |
| 45 | 4.0566 | 3.2043 | 2.8115 | 2.5787 | 2.4221 | 2.3083 | 2.2212 | 2.1521 | 2.0958 | 2.0487 |
| 46 | 4.0517 | 3.1996 | 2.8068 | 2.5740 | 2.4174 | 2.3035 | 2.2164 | 2.1473 | 2.0909 | 2.0438 |
| 47 | 4.0471 | 3.1951 | 2.8024 | 2.5695 | 2.4128 | 2.299 | 2.2118 | 2.1427 | 2.0862 | 2.0391 |
| 48 | 4.0427 | 3.1907 | 2.7981 | 2.5652 | 2.4085 | 2.2946 | 2.2074 | 2.1382 | 2.0817 | 2.0346 |
| 49 | 4.0384 | 3.1866 | 2.7939 | 2.5611 | 2.4044 | 2.2904 | 2.2032 | 2.134 | 2.0775 | 2.0303 |
| 50 | 4.0343 | 3.1826 | 2.7900 | 2.5572 | 2.4004 | 2.2864 | 2.1992 | 2.1299 | 2.0734 | 2.0261 |
| 51 | 4.0304 | 3.1788 | 2.7862 | 2.5534 | 2.3966 | 2.2826 | 2.1953 | 2.126 | 2.0694 | 2.0222 |
| 52 | 4.0266 | 3.1751 | 2.7826 | 2.5498 | 2.3930 | 2.2789 | 2.1916 | 2.1223 | 2.0656 | 2.0184 |
| 53 | 4.0230 | 3.1716 | 2.7791 | 2.5463 | 2.3894 | 2.2754 | 2.1881 | 2.1187 | 2.062 | 2.0147 |
| 54 | 4.0195 | 3.1682 | 2.7758 | 2.5429 | 2.3861 | 2.272 | 2.1846 | 2.1152 | 2.0585 | 2.0112 |
| 55 | 4.0162 | 3.1650 | 2.7725 | 2.5397 | 2.3828 | 2.2687 | 2.1813 | 2.1119 | 2.0552 | 2.0078 |
| 56 | 4.0130 | 3.1619 | 2.7694 | 2.5366 | 2.3797 | 2.2656 | 2.1782 | 2.1087 | 2.0519 | 2.0045 |
| 57 | 4.0099 | 3.1588 | 2.7664 | 2.5336 | 2.3767 | 2.2625 | 2.1751 | 2.1056 | 2.0488 | 2.0014 |

| | | | | | | | | | | |
|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 58 | 4.0069 | 3.1559 | 2.7636 | 2.5307 | 2.3738 | 2.2596 | 2.1721 | 2.1026 | 2.0458 | 1.9983 |
| 59 | 4.0040 | 3.1531 | 2.7608 | 2.5279 | 2.3710 | 2.2568 | 2.1693 | 2.0997 | 2.0429 | 1.9954 |
| 60 | 4.0012 | 3.1504 | 2.7581 | 2.5252 | 2.3683 | 2.2541 | 2.1665 | 2.097 | 2.0401 | 1.9926 |
| 61 | 3.9985 | 3.1478 | 2.7555 | 2.5226 | 2.3657 | 2.2514 | 2.1639 | 2.0943 | 2.0374 | 1.9899 |
| 62 | 3.9959 | 3.1453 | 2.7530 | 2.5201 | 2.3631 | 2.2489 | 2.1613 | 2.0917 | 2.0348 | 1.9872 |
| 63 | 3.9934 | 3.1428 | 2.7505 | 2.5177 | 2.3607 | 2.2464 | 2.1588 | 2.0892 | 2.0322 | 1.9847 |
| 64 | 3.9909 | 3.1404 | 2.7482 | 2.5153 | 2.3583 | 2.244 | 2.1564 | 2.0868 | 2.0298 | 1.9822 |
| 65 | 3.9886 | 3.1381 | 2.7459 | 2.5130 | 2.3560 | 2.2417 | 2.1541 | 2.0844 | 2.0274 | 1.9798 |
| 66 | 3.9863 | 3.1359 | 2.7437 | 2.5108 | 2.3538 | 2.2395 | 2.1518 | 2.0821 | 2.0251 | 1.9775 |
| 67 | 3.9840 | 3.1338 | 2.7416 | 2.5087 | 2.3517 | 2.2373 | 2.1497 | 2.0799 | 2.0229 | 1.9752 |
| 68 | 3.9819 | 3.1317 | 2.7395 | 2.5066 | 2.3496 | 2.2352 | 2.1475 | 2.0778 | 2.0207 | 1.973 |
| 69 | 3.9798 | 3.1296 | 2.7375 | 2.5046 | 2.3475 | 2.2332 | 2.1455 | 2.0757 | 2.0186 | 1.9709 |
| 70 | 3.9778 | 3.1277 | 2.7355 | 2.5027 | 2.3456 | 2.2312 | 2.1435 | 2.0737 | 2.0166 | 1.9689 |
| 71 | 3.9758 | 3.1258 | 2.7336 | 2.5008 | 2.3437 | 2.2293 | 2.1415 | 2.0717 | 2.0146 | 1.9669 |
| 72 | 3.9739 | 3.1239 | 2.7318 | 2.4989 | 2.3418 | 2.2274 | 2.1397 | 2.0698 | 2.0127 | 1.9649 |
| 73 | 3.9720 | 3.1221 | 2.7300 | 2.4971 | 2.3400 | 2.2256 | 2.1378 | 2.068 | 2.0108 | 1.9631 |
| 74 | 3.9702 | 3.1203 | 2.7283 | 2.4954 | 2.3383 | 2.2238 | 2.136 | 2.0662 | 2.009 | 1.9612 |
| 75 | 3.9685 | 3.1186 | 2.7266 | 2.4937 | 2.3366 | 2.2221 | 2.1343 | 2.0644 | 2.0073 | 1.9594 |
| 76 | 3.9668 | 3.1170 | 2.7249 | 2.4920 | 2.3349 | 2.2204 | 2.1326 | 2.0627 | 2.0055 | 1.9577 |
| 77 | 3.9651 | 3.1154 | 2.7233 | 2.4904 | 2.3333 | 2.2188 | 2.131 | 2.0611 | 2.0039 | 1.956 |
| 78 | 3.9635 | 3.1138 | 2.7218 | 2.4889 | 2.3317 | 2.2172 | 2.1294 | 2.0595 | 2.0022 | 1.9544 |
| 79 | 3.9619 | 3.1123 | 2.7203 | 2.4874 | 2.3302 | 2.2157 | 2.1278 | 2.0579 | 2.0007 | 1.9528 |
| 80 | 3.9604 | 3.1108 | 2.7188 | 2.4859 | 2.3287 | 2.2142 | 2.1263 | 2.0564 | 1.9991 | 1.9512 |
| 81 | 3.9589 | 3.1093 | 2.7173 | 2.4844 | 2.3273 | 2.2127 | 2.1248 | 2.0549 | 1.9976 | 1.9497 |
| 82 | 3.9574 | 3.1079 | 2.7159 | 2.4830 | 2.3259 | 2.2113 | 2.1234 | 2.0534 | 1.9961 | 1.9482 |
| 83 | 3.9560 | 3.1065 | 2.7146 | 2.4817 | 2.3245 | 2.2099 | 2.122 | 2.052 | 1.9947 | 1.9468 |
| 84 | 3.9546 | 3.1052 | 2.7132 | 2.4803 | 2.3231 | 2.2086 | 2.1206 | 2.0506 | 1.9933 | 1.9454 |
| 85 | 3.9532 | 3.1038 | 2.7119 | 2.4790 | 2.3218 | 2.2072 | 2.1193 | 2.0493 | 1.9919 | 1.944 |
| 86 | 3.9519 | 3.1026 | 2.7106 | 2.4777 | 2.3205 | 2.2059 | 2.118 | 2.048 | 1.9906 | 1.9426 |
| 87 | 3.9506 | 3.1013 | 2.7094 | 2.4765 | 2.3193 | 2.2047 | 2.1167 | 2.0467 | 1.9893 | 1.9413 |

| | | | | | | | | | | |
|-----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 88 | 3.9493 | 3.1001 | 2.7082 | 2.4753 | 2.3181 | 2.2034 | 2.1155 | 2.0454 | 1.988 | 1.94 |
| 89 | 3.9481 | 3.0989 | 2.7070 | 2.4741 | 2.3169 | 2.2022 | 2.1143 | 2.0442 | 1.9868 | 1.9388 |
| 90 | 3.9469 | 3.0977 | 2.7058 | 2.4729 | 2.3157 | 2.2011 | 2.1131 | 2.043 | 1.9856 | 1.9376 |
| 91 | 3.9457 | 3.0966 | 2.7047 | 2.4718 | 2.3145 | 2.1999 | 2.1119 | 2.0418 | 1.9844 | 1.9364 |
| 92 | 3.9445 | 3.0954 | 2.7036 | 2.4707 | 2.3134 | 2.1988 | 2.1108 | 2.0407 | 1.9833 | 1.9352 |
| 93 | 3.9434 | 3.0943 | 2.7025 | 2.4696 | 2.3123 | 2.1977 | 2.1097 | 2.0395 | 1.9821 | 1.9341 |
| 94 | 3.9423 | 3.0933 | 2.7014 | 2.4685 | 2.3113 | 2.1966 | 2.1086 | 2.0384 | 1.981 | 1.9329 |
| 95 | 3.9412 | 3.0922 | 2.7004 | 2.4675 | 2.3102 | 2.1955 | 2.1075 | 2.0374 | 1.9799 | 1.9318 |
| 96 | 3.9402 | 3.0912 | 2.6994 | 2.4665 | 2.3092 | 2.1945 | 2.1065 | 2.0363 | 1.9789 | 1.9308 |
| 97 | 3.9391 | 3.0902 | 2.6984 | 2.4655 | 2.3082 | 2.1935 | 2.1054 | 2.0353 | 1.9778 | 1.9297 |
| 98 | 3.9381 | 3.0892 | 2.6974 | 2.4645 | 2.3072 | 2.1925 | 2.1044 | 2.0343 | 1.9768 | 1.9287 |
| 99 | 3.9371 | 3.0882 | 2.6965 | 2.4636 | 2.3063 | 2.1915 | 2.1035 | 2.0333 | 1.9758 | 1.9277 |
| 100 | 3.9361 | 3.0873 | 2.6955 | 2.4626 | 2.3053 | 2.1906 | 2.1025 | 2.0323 | 1.9748 | 1.9267 |

Sumber: Data primer yang diolah 2018

Tabel Distribusi t

| Df | 0,1 | 0,05 | 0,025 |
|----|--------|--------|---------|
| 1 | 3.0777 | 6.3138 | 12.7062 |
| 2 | 1.8856 | 2.9200 | 4.3027 |
| 3 | 1.6377 | 2.3534 | 3.1824 |
| 4 | 1.5332 | 2.1318 | 2.7764 |
| 5 | 1.4759 | 2.0150 | 2.5706 |
| 6 | 1.4398 | 1.9432 | 2.4469 |
| 7 | 1.4149 | 1.8946 | 2.3646 |
| 8 | 1.3968 | 1.8595 | 2.3060 |
| 9 | 1.3830 | 1.8331 | 2.2622 |
| 10 | 1.3722 | 1.8125 | 2.2281 |
| 11 | 1.3634 | 1.7959 | 2.2010 |
| 12 | 1.3562 | 1.7823 | 2.1788 |
| 13 | 1.3502 | 1.7709 | 2.1604 |
| 14 | 1.3450 | 1.7613 | 2.1448 |
| 15 | 1.3406 | 1.7531 | 2.1314 |
| 16 | 1.3368 | 1.7459 | 2.1199 |
| 17 | 1.3334 | 1.7396 | 2.1098 |
| 18 | 1.3304 | 1.7341 | 2.1009 |
| 19 | 1.3277 | 1.7291 | 2.0930 |
| 20 | 1.3253 | 1.7247 | 2.0860 |
| 21 | 1.3232 | 1.7207 | 2.0796 |
| 22 | 1.3212 | 1.7171 | 2.0739 |
| 23 | 1.3195 | 1.7139 | 2.0687 |
| 24 | 1.3178 | 1.7109 | 2.0639 |
| 25 | 1.3163 | 1.7081 | 2.0595 |
| 26 | 1.3150 | 1.7056 | 2.0555 |
| 27 | 1.3137 | 1.7033 | 2.0518 |
| 28 | 1.3125 | 1.7011 | 2.0484 |
| 29 | 1.3114 | 1.6991 | 2.0452 |
| 30 | 1.3104 | 1.6973 | 2.0423 |
| 31 | 1.3095 | 1.6955 | 2.0395 |
| 32 | 1.3086 | 1.6939 | 2.0369 |
| 33 | 1.3077 | 1.6924 | 2.0345 |
| 34 | 1.3070 | 1.6909 | 2.0322 |
| 35 | 1.3062 | 1.6896 | 2.0301 |
| 36 | 1.3055 | 1.6883 | 2.0281 |
| 37 | 1.3049 | 1.6871 | 2.0262 |
| 38 | 1.3042 | 1.6860 | 2.0244 |
| 39 | 1.3036 | 1.6849 | 2.0227 |
| 40 | 1.3031 | 1.6839 | 2.0211 |
| 41 | 1.3025 | 1.6829 | 2.0195 |
| 42 | 1.3020 | 1.6820 | 2.0181 |
| 43 | 1.3016 | 1.6811 | 2.0167 |
| 44 | 1.3011 | 1.6802 | 2.0154 |
| 45 | 1.3006 | 1.6794 | 2.0141 |

| | | | |
|----|--------|--------|--------|
| 46 | 1.3002 | 1.6787 | 2.0129 |
| 47 | 1.2998 | 1.6779 | 2.0117 |
| 48 | 1.2994 | 1.6772 | 2.0106 |
| 49 | 1.2991 | 1.6766 | 2.0096 |
| 50 | 1.2987 | 1.6759 | 2.0086 |
| 51 | 1.2984 | 1.6753 | 2.0076 |
| 52 | 1.2980 | 1.6747 | 2.0066 |
| 53 | 1.2977 | 1.6741 | 2.0057 |
| 54 | 1.2974 | 1.6736 | 2.0049 |
| 55 | 1.2971 | 1.6730 | 2.0040 |
| 56 | 1.2969 | 1.6725 | 2.0032 |
| 57 | 1.2966 | 1.6720 | 2.0025 |
| 58 | 1.2963 | 1.6716 | 2.0017 |
| 59 | 1.2961 | 1.6711 | 2.0010 |
| 60 | 1.2958 | 1.6706 | 2.0003 |
| 61 | 1.2956 | 1.6702 | 1.9996 |
| 62 | 1.2954 | 1.6698 | 1.9990 |
| 63 | 1.2951 | 1.6694 | 1.9983 |
| 64 | 1.2949 | 1.6690 | 1.9977 |
| 65 | 1.2947 | 1.6686 | 1.9971 |
| 66 | 1.2945 | 1.6683 | 1.9966 |
| 67 | 1.2943 | 1.6679 | 1.9960 |
| 68 | 1.2941 | 1.6676 | 1.9955 |
| 69 | 1.2939 | 1.6672 | 1.9949 |
| 70 | 1.2938 | 1.6669 | 1.9944 |
| 71 | 1.2936 | 1.6666 | 1.9939 |
| 72 | 1.2934 | 1.6663 | 1.9935 |
| 73 | 1.2933 | 1.6660 | 1.9930 |
| 74 | 1.2931 | 1.6657 | 1.9925 |
| 75 | 1.2929 | 1.6654 | 1.9921 |
| 76 | 1.2928 | 1.6652 | 1.9917 |
| 77 | 1.2926 | 1.6649 | 1.9913 |
| 78 | 1.2925 | 1.6646 | 1.9908 |
| 79 | 1.2924 | 1.6644 | 1.9905 |
| 80 | 1.2922 | 1.6641 | 1.9901 |
| 81 | 1.2921 | 1.6639 | 1.9897 |
| 82 | 1.2920 | 1.6636 | 1.9893 |
| 83 | 1.2918 | 1.6634 | 1.9890 |
| 84 | 1.2917 | 1.6632 | 1.9886 |
| 85 | 1.2916 | 1.6630 | 1.9883 |
| 86 | 1.2915 | 1.6628 | 1.9879 |
| 87 | 1.2914 | 1.6626 | 1.9876 |
| 88 | 1.2912 | 1.6624 | 1.9873 |
| 89 | 1.2911 | 1.6622 | 1.987 |
| 90 | 1.291 | 1.662 | 1.9867 |
| 91 | 1.2909 | 1.6618 | 1.9864 |
| 92 | 1.2908 | 1.6616 | 1.9861 |
| 93 | 1.2907 | 1.6614 | 1.9858 |

| | | | |
|------------|---------------|---------------|---------------|
| 94 | 1.2906 | 1.6612 | 1.9855 |
| 95 | 1.2905 | 1.6611 | 1.9853 |
| 96 | 1.2904 | 1.6609 | 1.985 |
| 97 | 1.2903 | 1.6607 | 1.9847 |
| 98 | 1.2902 | 1.6606 | 1.9845 |
| 99 | 1.2902 | 1.6604 | 1.9842 |
| 100 | 1.2901 | 1.6602 | 1.984 |

Sumber: Data primer yang diolah 2018

LAMPIRAN 10:
Dokumentasi Penelitian







LAMPIRAN 11:
Surat Pernyataan
Penelitian

SURAT PERNYATAAN

Menyatakan bahwa mahasiswa yang berketerangan di bawah ini telah melakukan serangkaian penelitian yang meliputi: observasi, wawancara dan kuesioner sebagai bahan penyusunan skripsi di PT. Asuransi Bangun Askrida Jember. Berikut ini adalah identitas mahasiswa yang bersangkutan:

Nama : Yulitra Wahyu Suhendri

NIM : 1410412025

Jurusan : Manajemen Fakultas Ekonomi Universitas
Muhammadiyah Jember

Pelaksanaan : Januari 2017 – Juli 2018

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

Jember, 2 Juli 2018

PT. LIVIA MANDIRI SEJATI