

BAB V

KESIMPULAN DAN SARAN

A. Kesimpulan

Berdasarkan hasil penelitian yang telah dilakukan dapat disimpulkan sebagai berikut:

1. Variabel gaya kepemimpinan (X1) setelah dilakukan uji hipotesis ada pengaruh yang signifikan, hal ini mengindikasikan bahwa ada pengaruh antara gaya kepemimpinan terhadap kinerja pegawai Balai Besar Teknik Kesehatan Lingkungan dan Pengendalian Penyakit. Hal tersebut dapat dilihat pada uji t (parsial) yang menunjukkan besaran $t_{hitung} = 4,777 > t_{tabel} = 1,661$
2. Dilihat dari variabel motivasi kerja (X2) setelah dilakukan uji hipotesis ternyata terdapat pengaruh yang signifikan, hal tersebut mengindikasikan ada/terdapat pengaruh yang signifikan antara motivasi kerja terhadap kinerja pegawai Balai Besar Teknik Kesehatan Lingkungan dan Pengendalian Penyakit. Hal tersebut dapat dilihat pada uji t (parsial) yang menunjukkan besaran $t_{hitung} 13,971 > t_{tabel} 1,661$.
3. Apabila dilihat secara bersama-sama/simultan yakni gaya kepemimpinan (X1) dan motivasi kerja (X2) mempunyai pengaruh yang signifikan terhadap kinerja pegawai Balai Besar Teknik Kesehatan Lingkungan dan Pengendalian Penyakit. Hal tersebut menunjukkan bahwa hipotesis ketiga tentang dugaan pengaruh secara simultan dapat diterima dan dapat dilihat melalui uji f yang menunjukkan besaran $f_{hitung} 98,242 > f_{tabel} 3,093$.

4. Koefisien determinasi/ R^2 sebesar 19,4 % menunjukkan bahwa faktor gaya kepemimpinan sangat kurang mampu menjadikan perubahan kinerja pegawai Balai Besar Teknik Kesehatan Lingkungan dan Pengendalian Penyakit yang sebesar 19,4% dan selebihnya 80,6% ditentukan oleh faktor diluar penelitian ini. Berikutnya koefisien determinasi/ R^2 sebesar 67,3% menunjukkan bahwa motivasi kerja mampu menjelaskan perubahan kinerja pegawai sebesar 67,3% dan sisanya 32,7% ditentukan faktor diluar penelitian ini. Selanjutnya secara simultan/bersama-sama kedua variabel bebas yaitu gaya kepemimpinan dan motivasi kerja mampu menjelaskan perubahan yang terjadi terhadap kinerja pegawai Balai Besar Teknik Kesehatan Lingkungan dan Pengendalian Penyakit sebesar 67,6% dan sisanya 32,4% dipengaruhi oleh faktor diluar penelitian ini.

B. Saran

Ditinjau dari hasil penelitian, bahwa pengaruh gaya kepemimpinan sangat kecil, namun untuk kedepannya perlu diperhatikan dalam penerapan ketegasan dan perhatian dari seorang pemimpin, karena berhasil atau tidaknya kinerja pegawai atau bawahan yaitu karena adanya sikap dan tindakan dari seorang pemimpin. Dan jika dilihat dari hasil penelitian motivasi kerja, perlu ditingkatkan lagi motivasi kerja, bila keduanya itu dapat dilaksanakan bersama-sama maka akan terdapat perubahan pengaruh kinerja pegawai yang cukup besar.

Oleh karena itu Balai Besar Teknik Kesehatan Lingkungan dan Pengendalian Penyakit disarankan sebaiknya lebih memerhatikan ataupun meningkatkan

motivasi kerja yang hendaknya diikuti pula dengan gaya kepemimpinan agar kinerja pegawai Balai Besar Teknik Kesehatan Lingkungan dan Pengendalian Penyakit lebih meningkat.



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LAMPIRAN 1


KEMENTERIAN KESEHATAN RI

DIREKTORAT JENDERAL
 PENGENDALIAN PENYAKIT DAN PENYEHATAN LINGKUNGAN
 BALAI BESAR TEKNIK KESEHATAN LINGKUNGAN DAN
 PENGENDALIAN PENYAKIT JAKARTA

Jl. Balai Rakyat No. 2 Cakung Timur, Jakarta Timur 13910
 Telp. : (021) 46824247, Fax. : (021) 46824258 E-mail : btklpp@yahoo.com

16 Januari 2014

Nomor : PL.01/02/VIII.1/ H2.2/2014
 Lampiran :
 Hal : Permohonan riset

Yth.
 Kajar Manajemen
 Universitas Darma Persada
 di
 Tempat

Memperhatikan surat Saudara, tanggal 18 Desember 2013 No.411/RISET/EE-UNSADA/XII/2013 perihal permohonan riset maka bersama ini kami sampaikan bahwa BBTCLPP Jakarta memberikan izin kepada:

Nama : Renaldi Raybani
 NPM : 08 41 0036
 Program Studi : Manajemen SI
 Peminatan : SDM

untuk dapat melakukan kegiatan penelitian dan pengambilan data skripsi yang berkaitan dengan "Pengaruh Gaya Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Pegawai" di BBTCLPP Jakarta. Kami mohon yang bersangkutan dapat menyampaikan proposal riset yang akan dilakukan.

Atas perhatian Saudara, kami mengucapkan terima kasih.

Kepala,

Dr. P.A. Kodrat Pramudho, SKM, Mkes
 NIP. 19570306 198003 1 002

LAMPIRAN 2

KUESIONER PENELITIAN
PENGARUH GAYA KEPEMIMPINAN DAN MOTIVASI KERJA
TERHADAP KINERJA PEGAWAI
BALAI BESAR TEKNIK KESEHATAN LINGKUNGAN DAN
PENGENDALIAN PENYAKIT JAKARTA

Kepada

Yth : Para Pegawai/Responden

Di Tempat.

Nama saya Renaldi Raybani, mahasiswa jurusan Manajemen Universitas Darma Persada. Saat ini saya sedang mengadakan penelitian untuk tugas akhir yang berjudul **“Pengaruh Gaya Kepemimpinan dan Motivasi Kerja terhadap Kinerja Pegawai Balai Besar Teknik Kesehatan Lingkungan dan Pengendalian Penyakit.** Sehubungan dengan hal tersebut maka saya mengharapkan partisipasi Bapak/Ibu untuk mengisi kuesioner ini. Jawaban atas pernyataan-pernyataan dalam kuesioner ini semoga merupakan keadaan yang benar-benar sesuai dengan opini Bapak/Ibu atau sesuai dengan keadaan yang sebenarnya terjadi.

Kuesioner ini tidak dapat diolah dengan baik jika ada pertanyaan yang tidak terisi, maka mohon kesediaan Bapak/Ibu untuk memastikan bahwa tidak ada pertanyaan yang terlewat untuk diisi. Pertanyaan dan data responden hanya akan digunakan untuk keperluan akademis dan sangat dijaga kerahasiaannya.

Saya sangat berharap partisipasi Bapak/Ibu terhadap pengisian kuesioner ini merupakan kontribusi yang berharga baik bagi peneliti maupun ilmu pengetahuan, dan bagi usaha untuk memajukan lembaga/instansi. Atas perhatian Bapak/Ibu, saya ucapkan terima kasih.

Jakarta, 2014

Hormat saya,

Renaldi Raybani


PROFIL RESPONDEN

Nama Anda**Jenis Kelamin** :
1. Laki – laki
2. Perempuan**Jabatan** :**Umur** :
1. ≤ 20 tahun
2. 21 – 30 tahun
3. 31 – 40 tahun
4. 41 – 50 tahun
5. ≥ 50 tahun**Status Pernikahan** :
1. Lajang (belum menikah)
2. Menikah**Masa kerja** :
1. < 1 tahun
2. 1 - 5 tahun
3. 6 – 10 tahun
4. 11 – 15 tahun
5. 16 – 20 tahun
6. > 20 tahun**Pendidikan** :
1. SMU/STM SEDERAJAT
2. DIPLOMA (I, II, III)
3. SARJANA (S1)

PETUNJUK PENGISIAN KUESIONER

- a) Bacalah dahulu sebelum mengisi
- b) Dalam menjawab pertanyaan pada kuesioner ini, anda cukup dengan membubuhkan tanda centang (\checkmark) disetiap kolom pilihannya. Jawaban tersebut yang dianggap paling sesuai dengan pendapat anda.

Skala jawaban :

- SS = Sangat setuju (5)
S = Setuju (4)
RR = Ragu - ragu (3)
TS = Tidak setuju (2)
STS = Sangat tidak setuju (1)
- 
- The watermark logo of Universitas Arma Persada is a large, light-colored emblem in the background. It features a central shield with a red and white design, surrounded by a yellow border with the text 'UNIVERSITAS ARMA PERSADA' and a star.

| 1. GAYA KEPEMIMPINAN DIREKTIF | | | | | | |
|--|--|------------|-----------|-----------|----------|-----------|
| NO | Pertanyaan | STS | TS | RR | S | SS |
| 1 | Pimpinan menjelaskan tugas-tugas yang harus saya kerjakan | | | | | |
| 2 | Pimpinan memberikan instruksi yang jelas kepada para pegawai | | | | | |
| 3 | Pimpinan menggunakan bonus/insentif dan hukuman untuk mengontrol para pegawai | | | | | |
| 2. GAYA KEPEMIMPINAN SUPPORTIF | | | | | | |
| 4 | Pimpinan menunjukkan hal-hal yang dapat menarik minat pegawai | | | | | |
| 5 | Pimpinan selalu memperhatikan konflik-konflik yang terjadi pada anggota kelompok pegawai | | | | | |
| 6 | Pimpinan selalu memberikan motivasi kepada para pegawai agar para pegawai selalu bersemangat dalam bekerja | | | | | |
| 3. GAYA KEPEMIMPINAN PARTISIPATIF | | | | | | |
| No. | Pertanyaan | STS | TS | RR | S | SS |
| 7 | Pimpinan mengajak bawahan/pegawai bersama-sama merumuskan tujuan | | | | | |
| 8 | Pimpinan lebih memperhatikan kerja kelompok dari pada kompetensi individu | | | | | |
| 9 | Pimpinan memberikan kesempatan kepada para pegawai untuk mendiskusikan masalah-masalah dengan pimpinan | | | | | |
| 4. GAYA KEPEMIMPINAN ORIENTASI PRESTASI | | | | | | |
| 10 | Pimpinan memberikan perhatian kepada para pegawai yang berprestasi | | | | | |
| 11 | Pimpinan sangat menghargai gagasan-gagasan bawahan | | | | | |
| 12 | Pimpinan selalu memberikan arahan dalam mengerjakan tugas yang benar | | | | | |

MOTIVASI KERJA

| 1. MOTIVASI INTERN | | | | | | |
|---------------------------|--|------------|-----------|-----------|----------|-----------|
| No. | Pertanyaan | STS | TS | RR | S | SS |
| 1 | Kematangan pribadi mempengaruhi motivasi pegawai untuk meningkatkan semangat kerja. | | | | | |
| 2 | Tingkat pendidikan berpengaruh terhadap motivasi kerja pegawai | | | | | |
| 3 | Keinginan dan harapan pribadi yang terpenuhi pegawai dapat bekerja lebih optimal | | | | | |
| 4 | Faktor yang mendominasi seseorang pegawai bekerja lebih baik untuk memenuhi kebutuhan. | | | | | |
| 5 | Kelelahan dan kebosanan faktor yang menurunkan produktivitas kerja pegawai | | | | | |
| 6 | Kepuasan kerja pegawai dapat memberikan motivasi kerja | | | | | |
| 2. MOTIVASI EKSTEN | | | | | | |
| 7 | Lingkungan kerja yang menyenangkan dapat memberikan motivasi pegawai dalam melakukan pekerjaan | | | | | |
| 8 | Kompensasi yang memadai mendorong pegawai bekerja dengan baik. | | | | | |
| 9 | Pengarahan dan bimbingan kerja kepada pegawai agar dapat melaksanakan pekerjaan dengan baik. | | | | | |
| 10 | Penghargaan dari instansi/lembaga mendorong pegawai untuk mencapai prestasi | | | | | |
| 11 | Status dan tanggung jawab mendorong pegawai melakukan pekerjaan | | | | | |
| 12 | Prosedur kerja dapat memberikan pegawai bekerja lebih baik. | | | | | |

KINERJA

| No. | Pertanyaan | STS | TS | RR | S | SS |
|-----|---|-----|----|----|---|----|
| 1 | Pegawai Melakukan Aktivitas Proses Mendekati Sempurna | | | | | |
| 2 | Pegawai berhasil Menyelesaikan Pekerjaan Sesuai Tujuan Instansi/lembaga | | | | | |
| 3 | Jumlah Yang Dihasilkan Pegawai Sesuai Standar Ditetapkan | | | | | |
| 4 | Pegawai Menyelesaikan Berdasarkan Nilai Rupiah | | | | | |
| 5 | Pegawai Bekerja Sesuai Dengan Jumlah Unit Pekerjaan Yang Direncanakan | | | | | |
| 6 | Aktivitas Pekerjaan Pegawai Selesai Pada Waktu Yang Ditentukan | | | | | |
| 7 | Memaksimumkan Sumber Daya (Bahan, Uang, Dan Teknologi) | | | | | |
| 8 | Pegawai Bekerja Tanpa Harus Meminta Pengawasan Dari Supervisi/Atasan | | | | | |
| 9 | Pegawai Dapat Bekerja Baik Jika Dilakukan Pengawasan | | | | | |
| 10 | Pegawai Dapat Meningkatkan Itikad Baik | | | | | |
| 11 | Pegawai Dapat Bekerjasama Dalam Menyelesaikan Pekerjaan | | | | | |
| 12 | Kerjasama Antar Pegawai Dan Atasan | | | | | |

LAMPIRAN 3

TABULASI DATA

Gaya Kepemimpinan

DATA HASIL PENELITIAN GAYA KEPEMIMPINAN

| No Res | Skor untuk item nomor | | | | | | | | | | | | TOTAL | R/ R |
|--------|-----------------------|----|----|----|----|----|----|----|----|-----|-----|-----|-------|---------|
| | V1 | V2 | V3 | V4 | V5 | V6 | V7 | V8 | V9 | V10 | V11 | V12 | | |
| 1 | 3 | 3 | 2 | 3 | 2 | 5 | 4 | 1 | 4 | 5 | 3 | 2 | 37 | 3,1 |
| 2 | 2 | 4 | 1 | 3 | 4 | 4 | 4 | 2 | 5 | 5 | 3 | 2 | 39 | 3,3 |
| 3 | 3 | 2 | 2 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 1 | 4 | 33 | 2,8 |
| 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 2 | 40 | 3,3 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 46 | 3,8 |
| 6 | 3 | 1 | 1 | 5 | 3 | 2 | 5 | 4 | 4 | 2 | 3 | 3 | 36 | 3,0 |
| 7 | 3 | 4 | 1 | 5 | 4 | 2 | 5 | 3 | 1 | 4 | 4 | 5 | 41 | 3,4 |
| 8 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 5 | 4 | 38 | 3,2 |
| 9 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 5 | 2 | 5 | 44 | 3,7 |
| 10 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | 1 | 1 | 4 | 2 | 2 | 33 | 2,8 |
| 11 | 3 | 4 | 2 | 3 | 3 | 3 | 5 | 2 | 4 | 4 | 3 | 3 | 39 | 3,3 |
| 12 | 4 | 5 | 5 | 4 | 1 | 2 | 4 | 2 | 2 | 1 | 4 | 5 | 39 | 3,3 |
| 13 | 5 | 4 | 4 | 4 | 3 | 2 | 4 | 2 | 2 | 3 | 3 | 4 | 40 | 3,3 |
| 14 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 46 | 3,8 |
| 15 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 48 | 4,0 |
| 16 | 3 | 3 | 2 | 4 | 4 | 5 | 5 | 4 | 2 | 4 | 3 | 2 | 41 | 3,4 |
| 17 | 2 | 3 | 1 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 35 | 2,9 |
| 18 | 1 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 3 | 45 | 3,8 |
| 19 | 4 | 2 | 4 | 5 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 1 | 44 | 3,7 |

| | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|-----|
| 20 | 5 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 1 | 4 | 3 | 4 | 43 | 3,6 |
| 21 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 49 | 4,1 |
| 22 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 2 | 2 | 3 | 4 | 2 | 43 | 3,6 |
| 23 | 3 | 5 | 2 | 4 | 3 | 2 | 5 | 3 | 2 | 4 | 4 | 3 | 40 | 3,3 |
| 24 | 3 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 5 | 38 | 3,2 |
| 25 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 1 | 3 | 4 | 3 | 4 | 40 | 3,3 |
| 26 | 4 | 3 | 2 | 3 | 5 | 2 | 5 | 1 | 4 | 4 | 4 | 1 | 38 | 3,2 |
| 27 | 5 | 3 | 2 | 3 | 4 | 2 | 4 | 4 | 2 | 5 | 3 | 3 | 40 | 3,3 |
| 28 | 2 | 2 | 3 | 2 | 5 | 3 | 1 | 4 | 3 | 5 | 4 | 4 | 38 | 3,2 |
| 29 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 2 | 4 | 3 | 2 | 43 | 3,6 |
| 30 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 2 | 39 | 3,3 |
| 31 | 4 | 4 | 5 | 4 | 3 | 2 | 5 | 1 | 1 | 3 | 3 | 4 | 39 | 3,3 |
| 32 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 1 | 3 | 4 | 4 | 4 | 46 | 3,8 |
| 33 | 5 | 5 | 2 | 3 | 5 | 3 | 3 | 1 | 3 | 5 | 4 | 2 | 41 | 3,4 |
| 34 | 4 | 5 | 4 | 3 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 49 | 4,1 |
| 35 | 4 | 5 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 5 | 2 | 45 | 3,8 |
| 36 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 49 | 4,1 |
| 37 | 3 | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 2 | 4 | 4 | 5 | 47 | 3,9 |
| 38 | 2 | 3 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 2 | 3 | 4 | 37 | 3,1 |
| 39 | 1 | 3 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 2 | 3 | 3 | 40 | 3,3 |
| 40 | 4 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 2 | 1 | 2 | 4 | 34 | 2,8 |
| 41 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 48 | 4,0 |
| 42 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 1 | 1 | 4 | 2 | 35 | 2,9 |

| | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|-----|
| 43 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 50 | 4,2 |
| 44 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 50 | 4,2 |
| 45 | 5 | 3 | 2 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 49 | 4,1 |
| 46 | 5 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 1 | 2 | 5 | 5 | 39 | 3,3 |
| 47 | 4 | 2 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 3 | 3 | 44 | 3,7 |
| 48 | 3 | 2 | 4 | 4 | 3 | 2 | 4 | 5 | 2 | 4 | 4 | 3 | 40 | 3,3 |
| 49 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 41 | 3,4 |
| 50 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 47 | 3,9 |
| 51 | 3 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 48 | 4,0 |
| 52 | 4 | 4 | 3 | 4 | 5 | 2 | 5 | 5 | 2 | 4 | 4 | 2 | 44 | 3,7 |
| 53 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 2 | 4 | 4 | 3 | 4 | 46 | 3,8 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 4 | 4 | 3 | 44 | 3,7 |
| 55 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 1 | 3 | 3 | 4 | 4 | 47 | 3,9 |
| 56 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 1 | 3 | 5 | 4 | 43 | 3,6 |
| 57 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 48 | 4,0 |
| 58 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 50 | 4,2 |
| 59 | 4 | 3 | 4 | 3 | 5 | 2 | 5 | 5 | 4 | 4 | 3 | 4 | 46 | 3,8 |
| 60 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 5 | 3 | 4 | 5 | 5 | 44 | 3,7 |
| 61 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 44 | 3,7 |
| 62 | 5 | 3 | 2 | 3 | 3 | 4 | 5 | 3 | 2 | 2 | 4 | 4 | 40 | 3,3 |
| 63 | 3 | 3 | 2 | 3 | 2 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 36 | 3,0 |
| 64 | 3 | 4 | 1 | 2 | 4 | 5 | 5 | 3 | 4 | 2 | 2 | 3 | 38 | 3,2 |
| 65 | 3 | 4 | 1 | 3 | 3 | 2 | 4 | 3 | 2 | 1 | 2 | 3 | 31 | 2,6 |

| | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|-----|
| 65 | 2 | 4 | 1 | 3 | 4 | 5 | 5 | 2 | 3 | 3 | 4 | 3 | 39 | 3,3 |
| 67 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 1 | 1 | 3 | 4 | 42 | 3,5 |
| 68 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 47 | 3,9 |
| 69 | 4 | 2 | 3 | 4 | 5 | 5 | 5 | 2 | 3 | 4 | 1 | 3 | 41 | 3,4 |
| 70 | 2 | 3 | 3 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 3 | 41 | 3,4 |
| 71 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 1 | 1 | 3 | 2 | 35 | 2,9 |
| 72 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 | 3,8 |
| 73 | 3 | 1 | 1 | 3 | 3 | 2 | 4 | 1 | 2 | 3 | 3 | 3 | 29 | 2,4 |
| 74 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 5 | 3 | 1 | 42 | 3,5 |
| 75 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 5 | 4 | 4 | 45 | 3,8 |
| 76 | 4 | 4 | 2 | 2 | 3 | 1 | 5 | 4 | 2 | 1 | 3 | 3 | 34 | 2,8 |
| 77 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 5 | 3 | 5 | 48 | 4,0 |
| 78 | 3 | 5 | 5 | 5 | 1 | 3 | 4 | 2 | 4 | 3 | 4 | 2 | 41 | 3,4 |
| 79 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 49 | 4,1 |
| 80 | 5 | 3 | 2 | 3 | 1 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 40 | 3,3 |
| 81 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 52 | 4,3 |
| 82 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 5 | 2 | 3 | 43 | 3,6 |
| 83 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 44 | 3,7 |
| 84 | 5 | 4 | 3 | 4 | 2 | 4 | 4 | 5 | 3 | 1 | 3 | 3 | 41 | 3,4 |
| 85 | 3 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 48 | 4,0 |
| 86 | 5 | 5 | 2 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 46 | 3,8 |
| 87 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 2 | 45 | 3,8 |
| 88 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 48 | 4,0 |

| | | | | | | | | | | | | | | |
|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|
| 89 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 44 | 3,7 |
| 90 | 5 | 3 | 2 | 4 | 5 | 3 | 5 | 3 | 2 | 5 | 4 | 2 | 43 | 3,6 |
| 91 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 2 | 5 | 2 | 4 | 42 | 3,5 |
| 92 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 5 | 45 | 3,8 |
| 93 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 51 | 4,3 |
| 94 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 3 | 2 | 5 | 5 | 49 | 4,1 |
| 95 | 2 | 3 | 5 | 5 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 43 | 3,6 |
| 96 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 54 | 4,5 |
| 97 | 4 | 4 | 3 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 52 | 4,3 |
| TOTAL | 365 | 357 | 307 | 368 | 356 | 333 | 423 | 317 | 293 | 345 | 339 | 339 | | |
| VALIDITAS | 0,4 | 0,4 | 0,5 | 0,4 | 0,4 | 0,4 | 0,3 | 0,4 | 0,5 | 0,4 | 0,3 | 0,4 | | |
| RATA-RATA | 3,8 | 3,7 | 3,2 | 3,8 | 3,7 | 3,4 | 4,4 | 3,3 | 3 | 3,6 | 3,5 | 3,5 | | |



Motivasi Kerja

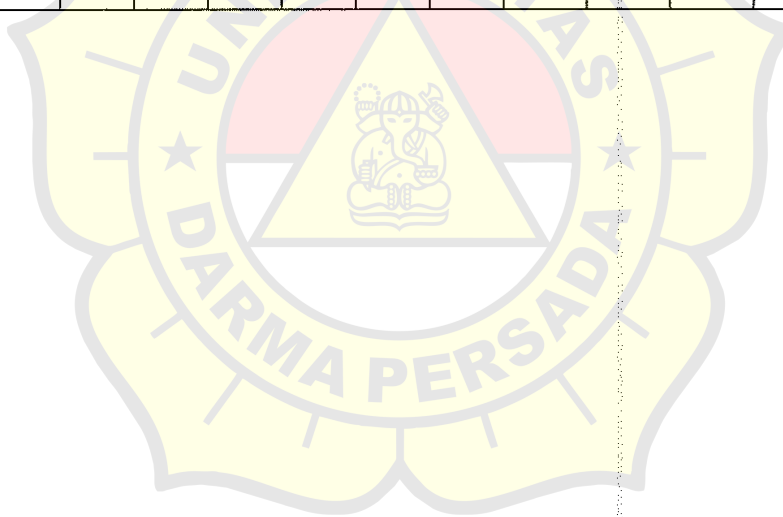
| No Res | | | | | | | | | | | | | TOTAL | F I |
|--------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|-------|--------|
| | V.1 | V.2 | V.3 | V.4 | V.5 | V.6 | V.7 | V.8 | V.9 | V.10 | V.11 | V.12 | | |
| 1 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 52 | |
| 2 | 5 | 1 | 5 | 5 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 5 | 50 | |
| 3 | 3 | 1 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 37 | |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 2 | 2 | 2 | 3 | 2 | 38 | |
| 5 | 4 | 5 | 3 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 49 | |
| 6 | 5 | 2 | 4 | 2 | 4 | 1 | 4 | 2 | 4 | 4 | 5 | 5 | 42 | |
| 7 | 2 | 2 | 1 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 5 | 4 | 41 | |
| 8 | 4 | 1 | 2 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 39 | |
| 9 | 5 | 1 | 2 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 50 | |
| 10 | 4 | 1 | 1 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 42 | |
| 11 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 49 | |
| 12 | 4 | 3 | 2 | 1 | 2 | 1 | 1 | 2 | 5 | 5 | 4 | 3 | 33 | |
| 13 | 4 | 2 | 2 | 3 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 42 | |
| 14 | 5 | 3 | 3 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 51 | |
| 15 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 52 | |
| 16 | 2 | 5 | 2 | 4 | 4 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 48 | |
| 17 | 4 | 5 | 2 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 48 | |
| 18 | 5 | 3 | 5 | 2 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 50 | |
| 19 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 51 | |
| 20 | 2 | 3 | 1 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 42 | |
| 21 | 5 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 45 | |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 22 | 4 | 1 | 2 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 23 | 4 | 1 | 2 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 38 |
| 24 | 2 | 5 | 2 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 41 |
| 25 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 51 |
| 26 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 42 |
| 27 | 4 | 5 | 2 | 5 | 4 | 2 | 5 | 2 | 4 | 4 | 5 | 5 | 47 |
| 28 | 5 | 1 | 3 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 49 |
| 29 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 47 |
| 30 | 3 | 1 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 40 |
| 31 | 4 | 3 | 1 | 3 | 4 | 5 | 3 | 2 | 3 | 4 | 5 | 5 | 42 |
| 32 | 4 | 1 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 51 |
| 33 | 2 | 1 | 3 | 5 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 43 |
| 34 | 2 | 3 | 4 | 4 | 4 | 2 | 5 | 2 | 4 | 4 | 4 | 5 | 43 |
| 35 | 2 | 1 | 4 | 4 | 4 | 2 | 4 | 2 | 3 | 4 | 4 | 4 | 38 |
| 36 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 47 |
| 37 | 5 | 1 | 2 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 38 | 5 | 4 | 3 | 2 | 5 | 4 | 2 | 2 | 4 | 3 | 4 | 5 | 43 |
| 39 | 4 | 3 | 4 | 2 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 48 |
| 40 | 4 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 30 |
| 41 | 2 | 1 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
| 42 | 4 | 3 | 1 | 1 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 43 |
| 43 | 4 | 1 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 44 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 51 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 45 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 50 |
| 46 | 2 | 5 | 1 | 2 | 4 | 1 | 3 | 3 | 5 | 4 | 4 | 3 | 37 |
| 47 | 4 | 5 | 3 | 5 | 5 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 50 |
| 48 | 2 | 4 | 2 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 3 | 4 | 40 |
| 49 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 51 |
| 50 | 2 | 1 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 4 | 37 |
| 51 | 4 | 1 | 4 | 4 | 3 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 44 |
| 52 | 5 | 4 | 2 | 4 | 4 | 2 | 5 | 2 | 4 | 4 | 5 | 5 | 46 |
| 53 | 5 | 1 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 49 |
| 54 | 4 | 3 | 2 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 3 | 45 |
| 55 | 3 | 1 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 40 |
| 56 | 4 | 3 | 1 | 3 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 43 |
| 57 | 4 | 1 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 58 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 43 |
| 59 | 2 | 5 | 4 | 4 | 4 | 2 | 5 | 2 | 4 | 4 | 4 | 5 | 45 |
| 60 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 41 |
| 61 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 51 |
| 62 | 5 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 46 |
| 63 | 4 | 1 | 3 | 2 | 4 | 5 | 2 | 2 | 4 | 3 | 4 | 5 | 39 |
| 64 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 48 |
| 65 | 4 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 32 |
| 66 | 2 | 1 | 3 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 67 | 4 | 4 | 1 | 1 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 44 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 68 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 48 |
| 69 | 4 | 4 | 3 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 50 |
| 70 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 52 |
| 71 | 2 | 4 | 1 | 1 | 4 | 2 | 4 | 3 | 5 | 4 | 4 | 3 | 37 |
| 72 | 4 | 5 | 4 | 4 | 4 | 1 | 4 | 5 | 5 | 5 | 4 | 5 | 50 |
| 73 | 2 | 3 | 2 | 3 | 5 | 4 | 3 | 2 | 3 | 2 | 3 | 4 | 36 |
| 74 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 50 |
| 75 | 2 | 2 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 41 |
| 76 | 4 | 3 | 2 | 1 | 5 | 5 | 4 | 1 | 4 | 5 | 4 | 5 | 43 |
| 77 | 2 | 5 | 3 | 5 | 4 | 1 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 78 | 4 | 3 | 4 | 3 | 4 | 4 | 1 | 3 | 4 | 4 | 5 | 5 | 44 |
| 79 | 4 | 5 | 3 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 50 |
| 80 | 4 | 3 | 5 | 4 | 3 | 4 | 1 | 3 | 4 | 4 | 4 | 5 | 44 |
| 81 | 4 | 5 | 4 | 4 | 1 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 49 |
| 82 | 2 | 1 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 39 |
| 83 | 4 | 1 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 48 |
| 84 | 4 | 3 | 3 | 1 | 4 | 5 | 2 | 3 | 3 | 4 | 5 | 5 | 42 |
| 85 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 53 |
| 86 | 4 | 1 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 49 |
| 87 | 4 | 1 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 49 |
| 88 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 49 |
| 89 | 4 | 2 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 43 |
| 90 | 2 | 3 | 2 | 5 | 5 | 4 | 4 | 3 | 2 | 4 | 5 | 5 | 44 |

| | | | | | | | | | | | | | |
|-----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|
| 91 | 4 | 5 | 2 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 45 |
| 92 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 52 |
| 93 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 55 |
| 94 | 5 | 1 | 3 | 2 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 44 |
| 95 | 5 | 1 | 4 | 3 | 5 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 42 |
| 96 | 5 | 2 | 4 | 5 | 4 | 2 | 5 | 3 | 4 | 3 | 5 | 4 | 46 |
| 97 | 5 | 2 | 4 | 5 | 4 | 2 | 5 | 3 | 4 | 3 | 5 | 4 | 46 |
| TOTAL | 366 | 270 | 293 | 345 | 391 | 351 | 392 | 320 | 408 | 397 | 399 | 435 | |
| VALIDITAS | 0,4 | 0,3 | 0,4 | 0,5 | 0,3 | 0,3 | 0,5 | 0,6 | 0,5 | 0,6 | 0,3 | 0,4 | |
| RATA-RATA | 3,8 | 2,8 | 3,0 | 3,5 | 4,0 | 3,6 | 4,0 | 3,3 | 4,2 | 4,1 | 4,1 | 4,5 | |



Kinerja Pegawai

| No Responden | VARIABEL PERTANYAAN | | | | | | | | | | | | TOTAL | RATA-RATA |
|--------------|---------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|-------|-----------|
| | V.1 | V.2 | V.3 | V.4 | V.5 | V.6 | V.7 | V.8 | V.9 | V.10 | V.11 | V.12 | | |
| 1 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 4 | 5 | 3 | 41 | 3,4 |
| 2 | 2 | 3 | 1 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 40 | 3,3 |
| 3 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 39 | 3,3 |
| 4 | 2 | 5 | 2 | 3 | 5 | 3 | 4 | 2 | 2 | 2 | 3 | 2 | 35 | 2,9 |
| 5 | 5 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 48 | 4,0 |
| 6 | 4 | 5 | 1 | 2 | 5 | 1 | 3 | 2 | 4 | 3 | 4 | 5 | 39 | 3,3 |
| 7 | 3 | 5 | 1 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 5 | 3 | 39 | 3,3 |
| 8 | 4 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 39 | 3,3 |
| 9 | 5 | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 45 | 3,8 |
| 10 | 5 | 2 | 1 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 38 | 3,2 |
| 11 | 5 | 4 | 1 | 3 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 5 | 43 | 3,6 |
| 12 | 4 | 4 | 2 | 1 | 2 | 1 | 1 | 2 | 5 | 5 | 5 | 3 | 35 | 2,9 |
| 13 | 5 | 2 | 2 | 4 | 4 | 5 | 3 | 2 | 3 | 3 | 5 | 3 | 41 | 3,4 |
| 14 | 4 | 5 | 2 | 3 | 3 | 2 | 4 | 5 | 5 | 5 | 4 | 4 | 46 | 3,8 |
| 15 | 2 | 5 | 1 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 5 | 44 | 3,7 |
| 16 | 2 | 4 | 2 | 3 | 3 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 42 | 3,5 |
| 17 | 5 | 4 | 2 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 44 | 3,7 |
| 18 | 4 | 4 | 2 | 2 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 45 | 3,8 |
| 19 | 5 | 4 | 1 | 5 | 3 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 46 | 3,8 |
| 20 | 3 | 5 | 1 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 41 | 3,4 |
| 21 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 5 | 41 | 3,4 |
| 22 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 3 | 44 | 3,7 |
| 23 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 38 | 3,2 |
| 24 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 34 | 2,8 |
| 25 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 5 | 46 | 3,8 |
| 26 | 2 | 2 | 3 | 4 | 3 | 4 | 5 | 2 | 3 | 3 | 5 | 4 | 40 | 3,3 |
| 27 | 5 | 4 | 2 | 3 | 3 | 2 | 4 | 2 | 3 | 3 | 4 | 5 | 40 | 3,3 |
| 28 | 5 | 3 | 3 | 5 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 5 | 47 | 3,9 |
| 29 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 3 | 43 | 3,6 |
| 30 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 | 2,9 |
| 31 | 5 | 4 | 1 | 3 | 5 | 5 | 3 | 2 | 3 | 3 | 5 | 4 | 43 | 3,6 |
| 32 | 4 | 1 | 2 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 48 | 4,0 |
| 33 | 2 | 2 | 1 | 4 | 4 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 42 | 3,5 |
| 34 | 2 | 5 | 1 | 3 | 3 | 2 | 5 | 2 | 3 | 3 | 5 | 4 | 38 | 3,2 |
| 35 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 33 | 2,8 |
| 36 | 5 | 4 | 2 | 3 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 5 | 45 | 3,8 |
| 37 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 5 | 5 | 3 | 4 | 5 | 41 | 3,4 |

| | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|-----|
| 38 | 4 | 4 | 3 | 2 | 5 | 3 | 2 | 2 | 3 | 4 | 4 | 5 | 41 | 3,4 |
| 39 | 4 | 5 | 3 | 2 | 3 | 3 | 5 | 5 | 5 | 3 | 4 | 3 | 45 | 3,8 |
| 40 | 4 | 1 | 2 | 1 | 2 | 3 | 3 | 2 | 2 | 3 | 5 | 4 | 32 | 2,7 |
| 41 | 3 | 2 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 47 | 3,9 |
| 42 | 5 | 4 | 1 | 1 | 4 | 3 | 3 | 3 | 5 | 3 | 4 | 5 | 41 | 3,4 |
| 43 | 4 | 1 | 2 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 4 | 3 | 40 | 3,3 |
| 44 | 5 | 4 | 2 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 47 | 3,9 |
| 45 | 5 | 5 | 1 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 46 | 3,8 |
| 46 | 3 | 4 | 2 | 1 | 4 | 1 | 4 | 3 | 5 | 3 | 4 | 3 | 37 | 3,1 |
| 47 | 5 | 5 | 3 | 3 | 4 | 2 | 3 | 5 | 5 | 4 | 5 | 4 | 48 | 4,0 |
| 48 | 2 | 5 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 36 | 3,0 |
| 49 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 50 | 4,2 |
| 50 | 3 | 2 | 1 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 37 | 3,1 |
| 51 | 5 | 2 | 1 | 4 | 4 | 3 | 5 | 2 | 3 | 3 | 5 | 5 | 42 | 3,5 |
| 52 | 4 | 4 | 3 | 4 | 3 | 2 | 5 | 2 | 3 | 4 | 4 | 5 | 43 | 3,6 |
| 53 | 5 | 3 | 2 | 5 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 46 | 3,8 |
| 54 | 5 | 5 | 2 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 48 | 4,0 |
| 55 | 3 | 5 | 2 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 41 | 3,4 |
| 56 | 5 | 4 | 2 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 46 | 3,8 |
| 57 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 50 | 4,2 |
| 58 | 3 | 2 | 2 | 5 | 4 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 45 | 3,8 |
| 59 | 2 | 4 | 2 | 3 | 3 | 2 | 5 | 2 | 3 | 3 | 4 | 5 | 38 | 3,2 |
| 60 | 5 | 4 | 2 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 38 | 3,2 |
| 61 | 4 | 5 | 2 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 44 | 3,7 |
| 62 | 5 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 4 | 46 | 3,8 |
| 63 | 4 | 2 | 3 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 5 | 5 | 38 | 3,2 |
| 64 | 5 | 4 | 3 | 2 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 44 | 3,7 |
| 65 | 5 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 2 | 5 | 4 | 33 | 2,8 |
| 66 | 2 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 48 | 4,0 |
| 67 | 4 | 4 | 2 | 1 | 5 | 3 | 3 | 3 | 5 | 3 | 5 | 5 | 43 | 3,6 |
| 68 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 3 | 4 | 3 | 47 | 3,9 |
| 69 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 51 | 4,3 |
| 70 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 49 | 4,1 |
| 71 | 2 | 5 | 1 | 1 | 3 | 1 | 4 | 3 | 4 | 3 | 5 | 4 | 36 | 3,0 |
| 72 | 5 | 4 | 2 | 3 | 5 | 2 | 3 | 4 | 4 | 5 | 5 | 5 | 47 | 3,9 |
| 73 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 36 | 3,0 |
| 74 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 50 | 4,2 |
| 75 | 2 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 38 | 3,2 |
| 76 | 5 | 4 | 2 | 1 | 5 | 5 | 3 | 1 | 3 | 4 | 5 | 5 | 43 | 3,6 |
| 77 | 2 | 5 | 2 | 3 | 2 | 2 | 4 | 5 | 4 | 3 | 5 | 4 | 41 | 3,4 |
| 78 | 4 | 5 | 2 | 4 | 3 | 4 | 1 | 3 | 3 | 3 | 4 | 5 | 41 | 3,4 |

| | | | | | | | | | | | | | | |
|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|
| 79 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 3 | 46 | 3,8 |
| 80 | 4 | 5 | 2 | 3 | 4 | 3 | 1 | 3 | 4 | 3 | 5 | 4 | 41 | 3,4 |
| 81 | 5 | 5 | 1 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 46 | 3,8 |
| 82 | 3 | 2 | 1 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 36 | 3,0 |
| 83 | 4 | 3 | 2 | 3 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 5 | 43 | 3,6 |
| 84 | 5 | 2 | 3 | 2 | 3 | 4 | 2 | 4 | 3 | 3 | 5 | 5 | 41 | 3,4 |
| 85 | 5 | 5 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 48 | 4,0 |
| 86 | 5 | 3 | 2 | 3 | 4 | 3 | 5 | 3 | 4 | 5 | 5 | 5 | 47 | 3,9 |
| 87 | 4 | 2 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 5 | 46 | 3,8 |
| 88 | 5 | 3 | 2 | 4 | 3 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 44 | 3,7 |
| 89 | 4 | 3 | 2 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 42 | 3,5 |
| 90 | 3 | 3 | 3 | 5 | 4 | 3 | 5 | 3 | 2 | 3 | 5 | 4 | 43 | 3,6 |
| 91 | 5 | 5 | 1 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 44 | 3,7 |
| 92 | 5 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 50 | 4,2 |
| 93 | 4 | 5 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 47 | 3,9 |
| 94 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 5 | 3 | 4 | 5 | 4 | 44 | 3,7 |
| 95 | 5 | 3 | 2 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 43 | 3,6 |
| 96 | 3 | 4 | 2 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 5 | 5 | 44 | 3,7 |
| 97 | 3 | 4 | 2 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 45 | 3,8 |
| OTAL | 381 | 357 | 207 | 293 | 366 | 308 | 356 | 333 | 370 | 342 | 425 | 389 | | |
| ALIDITAS | 0,5 | 0,3 | 0,4 | 0,4 | 0,4 | 0,4 | 0,3 | 0,6 | 0,4 | 0,6 | 0,3 | 0,3 | | |
| ATA-RATA | 3,9 | 3,7 | 2,1 | 3,0 | 3,8 | 3,2 | 3,7 | 3,4 | 3,8 | 3,5 | 4,4 | 4,0 | | |

LAMPIRAN 4

**OUTPUT ANALISIS HASIL DARI OLAHAN SPSS “GAYA
KEPEMIMPINAN DAN MOTIVASI KERJA TERHADAP
KINERJA PEGAWAI”**

Korelasi Sederhana (Parsial)

Gaya Kepemimpinan (X1) Terhadap Kinerja Pegawai (Y)

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,440 ^a | ,194 | ,185 | 3,96264 |

a. Predictors: (Constant), GAYA KEPEMIMPINAN

Motivasi Kerja (X2) Terhadap Kinerja Pegawai (Y)

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,820 ^a | ,673 | ,669 | 2,52495 |

a. Predictors: (Constant), MOTIVASI KERJA

Korelasi Berganda

Gaya Kepemimpinan (X1), dan Motivasi Kerja (X2) Terhadap Kinerja Pegawai

(Y)

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,822 ^a | ,676 | ,670 | 2,52366 |

a. Predictors: (Constant), MOTIVASI KERJA, GAYA KEPEMIMPINAN

Regresi Linier Sederhana(Parsial)

Gaya Kepemimpinan (X1) Terhadap Kinerja Pegawai (Y)

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 26,198 | 3,446 | | 7,602 | ,000 |
| | GAYA KEPEMIMPINAN | ,383 | ,080 | ,440 | 4,777 | ,000 |

a. Dependent Variable: KINERJA

Motivasi Kerja (X2) dan Kinerja Pegawai (Y)

Coefficients^a

| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
|-------|-----------------------------|---------------------------|---|------|
|-------|-----------------------------|---------------------------|---|------|

| | B | Std. Error | Beta | | |
|----------------|--------|------------|------|--------|------|
| 1 (Constant) | 10,329 | 2,320 | | 4,452 | ,000 |
| MOTIVASI KERJA | ,716 | ,051 | ,820 | 13,971 | ,000 |

a. Dependent Variable: KINERJA

Regresi Linier Berganda (Simultan)

Gaya Kepemimpinan (X1) dan Motivasi Kerja (X2) Terhadap Kinerja Pegawai

(Y)

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 9,029 | 2,630 | | 3,433 | ,001 |
| 1 GAYA KEPEMIMPINAN | ,061 | ,058 | ,070 | 1,047 | ,298 |
| MOTIVASI KERJA | ,687 | ,058 | ,787 | 11,842 | ,000 |

a. Dependent Variable: KINERJA

Uji Hipotesis

Uji T (Parsial)

Gaya Kepemimpinan (X1)

Coefficients^a

| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
|-------|-----------------------------|---------------------------|---|------|
|-------|-----------------------------|---------------------------|---|------|

| | B | Std. Error | Beta | | |
|-------------------|--------|------------|------|-------|------|
| 1 (Constant) | 26,198 | 3,446 | | 7,602 | ,000 |
| GAYA KEPEMIMPINAN | ,383 | ,080 | ,440 | 4,777 | ,000 |

a. Dependent Variable: KINERJA

Uji T (Parsial)

Motivasi Kerja (X2)

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|----------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 10,329 | 2,320 | | 4,452 | ,000 |
| MOTIVASI KERJA | ,716 | ,051 | ,820 | 13,971 | ,000 |

a. Dependent Variable: KINERJA

Uji F (Simultan)

Gaya Kepemimpinan, dan Motivasi Kerja Terhadap Kinerja Pegawai

ANOVA^a

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 1251,371 | 2 | 625,685 | 98,242 | ,000 ^b |
| Residual | 598,671 | 94 | 6,369 | | |
| Total | 1850,041 | 96 | | | |

a. Dependent Variable: KINERJA

b. Predictors: (Constant), MOTIVASI KERJA, GAYA KEPEMIMPINAN

LAMPIRAN 5

| $\alpha = 0,05$ | $df_1=(k-1)$ | | | | | | | |
|-----------------|--------------|---------|---------|---------|---------|---------|---------|---------|
| $df_2=(n-k-1)$ | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 161.448 | 199.500 | 215.707 | 224.583 | 230.162 | 233.986 | 236.768 | 238.883 |
| 2 | 18.513 | 19.000 | 19.164 | 19.247 | 19.296 | 19.330 | 19.353 | 19.371 |
| 3 | 10.128 | 9.552 | 9.277 | 9.117 | 9.013 | 8.941 | 8.887 | 8.845 |
| 4 | 7.709 | 6.944 | 6.591 | 6.388 | 6.256 | 6.163 | 6.094 | 6.041 |
| 5 | 6.608 | 5.786 | 5.409 | 5.192 | 5.050 | 4.950 | 4.876 | 4.818 |
| 6 | 5.987 | 5.143 | 4.757 | 4.534 | 4.387 | 4.284 | 4.207 | 4.147 |
| 7 | 5.591 | 4.737 | 4.347 | 4.120 | 3.972 | 3.866 | 3.787 | 3.726 |
| 8 | 5.318 | 4.459 | 4.066 | 3.838 | 3.687 | 3.581 | 3.500 | 3.438 |
| 9 | 5.117 | 4.256 | 3.863 | 3.633 | 3.482 | 3.374 | 3.293 | 3.230 |
| 10 | 4.965 | 4.103 | 3.708 | 3.478 | 3.326 | 3.217 | 3.135 | 3.072 |
| 11 | 4.844 | 3.982 | 3.587 | 3.357 | 3.204 | 3.095 | 3.012 | 2.948 |
| 12 | 4.747 | 3.885 | 3.490 | 3.259 | 3.106 | 2.996 | 2.913 | 2.849 |
| 13 | 4.667 | 3.806 | 3.411 | 3.179 | 3.025 | 2.915 | 2.832 | 2.767 |
| 14 | 4.600 | 3.739 | 3.344 | 3.112 | 2.958 | 2.848 | 2.764 | 2.699 |
| 15 | 4.543 | 3.682 | 3.287 | 3.056 | 2.901 | 2.790 | 2.707 | 2.641 |
| 16 | 4.494 | 3.634 | 3.239 | 3.007 | 2.852 | 2.741 | 2.657 | 2.591 |
| 17 | 4.451 | 3.592 | 3.197 | 2.965 | 2.810 | 2.699 | 2.614 | 2.548 |
| 18 | 4.414 | 3.555 | 3.160 | 2.928 | 2.773 | 2.661 | 2.577 | 2.510 |
| 19 | 4.381 | 3.522 | 3.127 | 2.895 | 2.740 | 2.628 | 2.544 | 2.477 |
| 20 | 4.351 | 3.493 | 3.098 | 2.866 | 2.711 | 2.599 | 2.514 | 2.447 |
| 21 | 4.325 | 3.467 | 3.072 | 2.840 | 2.685 | 2.573 | 2.488 | 2.420 |
| 22 | 4.301 | 3.443 | 3.049 | 2.817 | 2.661 | 2.549 | 2.464 | 2.397 |
| 23 | 4.279 | 3.422 | 3.028 | 2.796 | 2.640 | 2.528 | 2.442 | 2.375 |
| 24 | 4.260 | 3.403 | 3.009 | 2.776 | 2.621 | 2.508 | 2.423 | 2.355 |
| 25 | 4.242 | 3.385 | 2.991 | 2.759 | 2.603 | 2.490 | 2.405 | 2.337 |
| 26 | 4.225 | 3.369 | 2.975 | 2.743 | 2.587 | 2.474 | 2.388 | 2.321 |
| 27 | 4.210 | 3.354 | 2.960 | 2.728 | 2.572 | 2.459 | 2.373 | 2.305 |
| 28 | 4.196 | 3.340 | 2.947 | 2.714 | 2.558 | 2.445 | 2.359 | 2.291 |
| 29 | 4.183 | 3.328 | 2.934 | 2.701 | 2.545 | 2.432 | 2.346 | 2.278 |
| 30 | 4.171 | 3.316 | 2.922 | 2.690 | 2.534 | 2.421 | 2.334 | 2.266 |
| 31 | 4.160 | 3.305 | 2.911 | 2.679 | 2.523 | 2.409 | 2.323 | 2.255 |
| 32 | 4.149 | 3.295 | 2.901 | 2.668 | 2.512 | 2.399 | 2.313 | 2.244 |
| 33 | 4.139 | 3.285 | 2.892 | 2.659 | 2.503 | 2.389 | 2.303 | 2.235 |
| 34 | 4.130 | 3.276 | 2.883 | 2.650 | 2.494 | 2.380 | 2.294 | 2.225 |
| 35 | 4.121 | 3.267 | 2.874 | 2.641 | 2.485 | 2.372 | 2.285 | 2.217 |
| 36 | 4.113 | 3.259 | 2.866 | 2.634 | 2.477 | 2.364 | 2.277 | 2.209 |
| 37 | 4.105 | 3.252 | 2.859 | 2.626 | 2.470 | 2.356 | 2.270 | 2.201 |
| 38 | 4.098 | 3.245 | 2.852 | 2.619 | 2.463 | 2.349 | 2.262 | 2.194 |
| 39 | 4.091 | 3.238 | 2.845 | 2.612 | 2.456 | 2.342 | 2.255 | 2.187 |
| 40 | 4.085 | 3.232 | 2.839 | 2.606 | 2.449 | 2.336 | 2.249 | 2.180 |
| 41 | 4.079 | 3.226 | 2.833 | 2.600 | 2.443 | 2.330 | 2.243 | 2.174 |
| 42 | 4.073 | 3.220 | 2.827 | 2.594 | 2.438 | 2.324 | 2.237 | 2.168 |
| 43 | 4.067 | 3.214 | 2.822 | 2.589 | 2.432 | 2.318 | 2.232 | 2.163 |
| 44 | 4.062 | 3.209 | 2.816 | 2.584 | 2.427 | 2.313 | 2.226 | 2.157 |
| 45 | 4.057 | 3.204 | 2.812 | 2.579 | 2.422 | 2.308 | 2.221 | 2.152 |
| 46 | 4.052 | 3.200 | 2.807 | 2.574 | 2.417 | 2.304 | 2.216 | 2.147 |
| 47 | 4.047 | 3.195 | 2.802 | 2.570 | 2.413 | 2.299 | 2.212 | 2.143 |
| 48 | 4.043 | 3.191 | 2.798 | 2.565 | 2.409 | 2.295 | 2.207 | 2.138 |
| 49 | 4.038 | 3.187 | 2.794 | 2.561 | 2.404 | 2.290 | 2.203 | 2.134 |
| 50 | 4.034 | 3.183 | 2.790 | 2.557 | 2.400 | 2.286 | 2.199 | 2.130 |
| 51 | 4.030 | 3.179 | 2.786 | 2.553 | 2.397 | 2.283 | 2.195 | 2.126 |

| | | | | | | | | |
|-----|-------|-------|-------|-------|-------|-------|-------|-------|
| 52 | 4.027 | 3.175 | 2.783 | 2.550 | 2.393 | 2.279 | 2.192 | 2.122 |
| 53 | 4.023 | 3.172 | 2.779 | 2.546 | 2.389 | 2.275 | 2.188 | 2.119 |
| 54 | 4.020 | 3.168 | 2.776 | 2.543 | 2.386 | 2.272 | 2.185 | 2.115 |
| 55 | 4.016 | 3.165 | 2.773 | 2.540 | 2.383 | 2.269 | 2.181 | 2.112 |
| 56 | 4.013 | 3.162 | 2.769 | 2.537 | 2.380 | 2.266 | 2.178 | 2.109 |
| 57 | 4.010 | 3.159 | 2.766 | 2.534 | 2.377 | 2.263 | 2.175 | 2.106 |
| 58 | 4.007 | 3.156 | 2.764 | 2.531 | 2.374 | 2.260 | 2.172 | 2.103 |
| 59 | 4.004 | 3.153 | 2.761 | 2.528 | 2.371 | 2.257 | 2.169 | 2.100 |
| 60 | 4.001 | 3.150 | 2.758 | 2.525 | 2.368 | 2.254 | 2.167 | 2.097 |
| 61 | 3.998 | 3.148 | 2.755 | 2.523 | 2.366 | 2.251 | 2.164 | 2.094 |
| 62 | 3.996 | 3.145 | 2.753 | 2.520 | 2.363 | 2.249 | 2.161 | 2.092 |
| 63 | 3.993 | 3.143 | 2.751 | 2.518 | 2.361 | 2.246 | 2.159 | 2.089 |
| 64 | 3.991 | 3.140 | 2.748 | 2.515 | 2.358 | 2.244 | 2.156 | 2.087 |
| 65 | 3.989 | 3.138 | 2.746 | 2.513 | 2.356 | 2.242 | 2.154 | 2.084 |
| 66 | 3.986 | 3.136 | 2.744 | 2.511 | 2.354 | 2.239 | 2.152 | 2.082 |
| 67 | 3.984 | 3.134 | 2.742 | 2.509 | 2.352 | 2.237 | 2.150 | 2.080 |
| 68 | 3.982 | 3.132 | 2.740 | 2.507 | 2.350 | 2.235 | 2.148 | 2.078 |
| 69 | 3.980 | 3.130 | 2.737 | 2.505 | 2.348 | 2.233 | 2.145 | 2.076 |
| 70 | 3.978 | 3.128 | 2.736 | 2.503 | 2.346 | 2.231 | 2.143 | 2.074 |
| 71 | 3.976 | 3.126 | 2.734 | 2.501 | 2.344 | 2.229 | 2.142 | 2.072 |
| 72 | 3.974 | 3.124 | 2.732 | 2.499 | 2.342 | 2.227 | 2.140 | 2.070 |
| 73 | 3.972 | 3.122 | 2.730 | 2.497 | 2.340 | 2.226 | 2.138 | 2.068 |
| 74 | 3.970 | 3.120 | 2.728 | 2.495 | 2.338 | 2.224 | 2.136 | 2.066 |
| 75 | 3.968 | 3.119 | 2.727 | 2.494 | 2.337 | 2.222 | 2.134 | 2.064 |
| 76 | 3.967 | 3.117 | 2.725 | 2.492 | 2.335 | 2.220 | 2.133 | 2.063 |
| 77 | 3.965 | 3.115 | 2.723 | 2.490 | 2.333 | 2.219 | 2.131 | 2.061 |
| 78 | 3.963 | 3.114 | 2.722 | 2.489 | 2.332 | 2.217 | 2.129 | 2.059 |
| 79 | 3.962 | 3.112 | 2.720 | 2.487 | 2.330 | 2.216 | 2.128 | 2.058 |
| 80 | 3.960 | 3.111 | 2.719 | 2.486 | 2.329 | 2.214 | 2.126 | 2.056 |
| 81 | 3.959 | 3.109 | 2.717 | 2.484 | 2.327 | 2.213 | 2.125 | 2.055 |
| 82 | 3.957 | 3.108 | 2.716 | 2.483 | 2.326 | 2.211 | 2.123 | 2.053 |
| 83 | 3.956 | 3.107 | 2.715 | 2.482 | 2.324 | 2.210 | 2.122 | 2.052 |
| 84 | 3.955 | 3.105 | 2.713 | 2.480 | 2.323 | 2.209 | 2.121 | 2.051 |
| 85 | 3.953 | 3.104 | 2.712 | 2.479 | 2.322 | 2.207 | 2.119 | 2.049 |
| 86 | 3.952 | 3.103 | 2.711 | 2.478 | 2.321 | 2.206 | 2.118 | 2.048 |
| 87 | 3.951 | 3.101 | 2.709 | 2.476 | 2.319 | 2.205 | 2.117 | 2.047 |
| 88 | 3.949 | 3.100 | 2.708 | 2.475 | 2.318 | 2.203 | 2.115 | 2.045 |
| 89 | 3.948 | 3.099 | 2.707 | 2.474 | 2.317 | 2.202 | 2.114 | 2.044 |
| 90 | 3.947 | 3.098 | 2.706 | 2.473 | 2.316 | 2.201 | 2.113 | 2.043 |
| 91 | 3.946 | 3.097 | 2.705 | 2.472 | 2.315 | 2.200 | 2.112 | 2.042 |
| 92 | 3.945 | 3.095 | 2.704 | 2.471 | 2.313 | 2.199 | 2.111 | 2.041 |
| 93 | 3.943 | 3.094 | 2.703 | 2.470 | 2.312 | 2.198 | 2.110 | 2.040 |
| 94 | 3.942 | 3.093 | 2.701 | 2.469 | 2.311 | 2.197 | 2.109 | 2.038 |
| 95 | 3.941 | 3.092 | 2.700 | 2.467 | 2.310 | 2.196 | 2.108 | 2.037 |
| 96 | 3.940 | 3.091 | 2.699 | 2.466 | 2.309 | 2.195 | 2.106 | 2.036 |
| 97 | 3.939 | 3.090 | 2.698 | 2.465 | 2.308 | 2.194 | 2.105 | 2.035 |
| 98 | 3.938 | 3.089 | 2.697 | 2.465 | 2.307 | 2.193 | 2.104 | 2.034 |
| 99 | 3.937 | 3.088 | 2.696 | 2.464 | 2.306 | 2.192 | 2.103 | 2.033 |
| 100 | 3.936 | 3.087 | 2.696 | 2.463 | 2.305 | 2.191 | 2.103 | 2.032 |

LAMPIRAN 6

| df=(n-k) | $\alpha = 0.05$ | $\alpha = 0.025$ |
|----------|-----------------|------------------|
| 1 | 6.314 | 12.706 |
| 2 | 2.920 | 4.303 |
| 3 | 2.353 | 3.182 |
| 4 | 2.132 | 2.776 |
| 5 | 2.015 | 2.571 |
| 6 | 1.943 | 2.447 |
| 7 | 1.895 | 2.365 |
| 8 | 1.860 | 2.306 |
| 9 | 1.833 | 2.262 |
| 10 | 1.812 | 2.228 |
| 11 | 1.796 | 2.201 |
| 12 | 1.782 | 2.179 |
| 13 | 1.771 | 2.160 |
| 14 | 1.761 | 2.145 |
| 15 | 1.753 | 2.131 |
| 16 | 1.746 | 2.120 |
| 17 | 1.740 | 2.110 |
| 18 | 1.734 | 2.101 |
| 19 | 1.729 | 2.093 |
| 20 | 1.725 | 2.086 |
| 21 | 1.721 | 2.080 |
| 22 | 1.717 | 2.074 |
| 23 | 1.714 | 2.069 |
| 24 | 1.711 | 2.064 |

| df=(n-k) | $\alpha = 0.05$ | $\alpha = 0.025$ |
|----------|-----------------|------------------|
| 51 | 1.675 | 2.008 |
| 52 | 1.675 | 2.007 |
| 53 | 1.674 | 2.006 |
| 54 | 1.674 | 2.005 |
| 55 | 1.673 | 2.004 |
| 56 | 1.673 | 2.003 |
| 57 | 1.672 | 2.002 |
| 58 | 1.672 | 2.002 |
| 59 | 1.671 | 2.001 |
| 60 | 1.671 | 2.000 |
| 61 | 1.670 | 2.000 |
| 62 | 1.670 | 1.999 |
| 63 | 1.669 | 1.998 |
| 64 | 1.669 | 1.998 |
| 65 | 1.669 | 1.997 |
| 66 | 1.668 | 1.997 |
| 67 | 1.668 | 1.996 |
| 68 | 1.668 | 1.995 |
| 69 | 1.667 | 1.995 |
| 70 | 1.667 | 1.994 |
| 71 | 1.667 | 1.994 |
| 72 | 1.666 | 1.993 |
| 73 | 1.666 | 1.993 |
| 74 | 1.666 | 1.993 |

| | | |
|----|-------|-------|
| 25 | 1.708 | 2.060 |
| 26 | 1.706 | 2.056 |
| 27 | 1.703 | 2.052 |
| 28 | 1.701 | 2.048 |
| 29 | 1.699 | 2.045 |
| 30 | 1.697 | 2.042 |
| 31 | 1.696 | 2.040 |
| 32 | 1.694 | 2.037 |
| 33 | 1.692 | 2.035 |
| 34 | 1.691 | 2.032 |
| 35 | 1.690 | 2.030 |
| 36 | 1.688 | 2.028 |
| 37 | 1.687 | 2.026 |
| 38 | 1.686 | 2.024 |
| 39 | 1.685 | 2.023 |
| 40 | 1.684 | 2.021 |
| 41 | 1.683 | 2.020 |
| 42 | 1.682 | 2.018 |
| 43 | 1.681 | 2.017 |
| 44 | 1.680 | 2.015 |
| 45 | 1.679 | 2.014 |
| 46 | 1.679 | 2.013 |
| 47 | 1.678 | 2.012 |
| 48 | 1.677 | 2.011 |
| 49 | 1.677 | 2.010 |
| 50 | 1.676 | 2.009 |

| | | |
|-----|-------|-------|
| 75 | 1.665 | 1.992 |
| 76 | 1.665 | 1.992 |
| 77 | 1.665 | 1.991 |
| 78 | 1.665 | 1.991 |
| 79 | 1.664 | 1.990 |
| 80 | 1.664 | 1.990 |
| 81 | 1.664 | 1.990 |
| 82 | 1.664 | 1.989 |
| 83 | 1.663 | 1.989 |
| 84 | 1.663 | 1.989 |
| 85 | 1.663 | 1.988 |
| 86 | 1.663 | 1.988 |
| 87 | 1.663 | 1.988 |
| 88 | 1.662 | 1.987 |
| 89 | 1.662 | 1.987 |
| 90 | 1.662 | 1.987 |
| 91 | 1.662 | 1.986 |
| 92 | 1.662 | 1.986 |
| 93 | 1.661 | 1.986 |
| 94 | 1.661 | 1.986 |
| 95 | 1.661 | 1.985 |
| 96 | 1.661 | 1.985 |
| 97 | 1.661 | 1.985 |
| 98 | 1.661 | 1.984 |
| 99 | 1.660 | 1.984 |
| 100 | 1.660 | 1.984 |

LAMPIRAN 7

LEMBAR KONSULTASI
BIMBINGAN SKRIPSI MAHASISWA

Nama Mahasiswa : Renaldi Raybani
 No. Induk Mhs : 2008410036
 Dosen Pembimbing : Bpk Alfons B. Say
 Mulai Bimbingan : 9 November 2013
 Terakhir Bimbingan : 22 Agustus 2014

| No. | Hari/Tanggal Bimbingan | Bab/Materi Bimbingan | Tanda Tangan Pembimbing |
|-----------|------------------------|---------------------------------|----------------------------|
| 1/11/13 | Sabtu, 9 November 2013 | Membahas tentang judul skripsi | <u>[Signature]</u> 9/2013 |
| 18/1/2014 | | Membahas tentang Bab 1, 2 dan 3 | <u>[Signature]</u> 18/2014 |
| 10/2/2014 | | Revisi Bab 1, 2, & 3 | <u>[Signature]</u> 10/2014 |
| 12/4/2014 | | Acc Bab 1 s/d 3 | <u>[Signature]</u> 12/2014 |
| 12/5/2014 | | Acc Kuesioner | <u>[Signature]</u> 12/14 |
| 15/6/2014 | | Acc Bab I s/d IV | <u>[Signature]</u> 15/6/14 |
| 8/7/2014 | | Acc Bab I s/d V | <u>[Signature]</u> 8/7/14 |
| 16/8/2014 | | Acc Skripsi Keseluruhan | <u>[Signature]</u> 16/8/14 |

dan siap sidang Jakarta, ~~10 Agustus 2013~~
10 Agustus 2014.
Pembimbing,

Mengetahui Kajur,

[Signature]
Bpk Firsan Nova

[Signature]
Bpk Alfonsus B. Say