**Lampiran 1**

**Kuisioner**

**KUISIONER PENELITIAN**

Kepada Yth,

Bapak/Ibu Karyawan Kantor Tandes Perum Perhutani KBM IHH Jawa Timur

di tempat

Dengan Hormat,

Perkenalkan nama saya Ike Ratnawati, mahasiswa Universitas 17 Agustus 1945 Surabaya, dengan ini saya memohon kesediaan Bapak/Ibu untuk mengisi kuisioner penelitian ini sebagai sumber data dalam penyusunan skripsi yang sedang saya jalani dengan sebenar-benarnya tanpa ada paksaan dari pihak manapun. Kuisioner ini akan saya pergunakan sebagai data penyusunan skripsi saya yang berjudul :

**“Pengaruh Kepemimpinan Transformasional, Iklim Organisasi, dan Stres Kerja Terhadap Kinerja Karyawan pada Kantor Tandes Perum Perhutani KBM IHH Jawa Timur di Surabaya”**

Jawaban yang Bapak/Ibu berikan semata-mata untuk keperluan akademis dan penelitian ilmiah, sehingga tidak ada pengaruhnya terhadap penilaian karyawan. Identitas dan data yang diberikan akan dijamin kerahasiaannya. Atas kesediaan dan kerja sama Bapak/Ibu/Saudara/i saya ucapkan terimakasih.

Hormat Saya,

Ike Ratnawati

1. **Identitas Karyawan**
2. Nama :………………………………………
3. Usia :………………………………………
4. Jabatan :………………………………………
5. Jenis Kelamin :

Laki-laki Perempuan

1. Pendidikan Terakhir :

SMA/SMK Diploma

Sarjana S1 Lain-lain

1. Lama Bekerja :

< 1 Tahun 1-5 Tahun

5-10 Tahun >10 Tahun

1. **Petunjuk Pengisian**

Kuisioner ini disajikan dalam bentuk pernyataan, pilih salah satu jawaban yang telah disediakan dengan memberi tanda *chechlist* ( √ ) pada kolom yang tersedia. Pertanyaan yang tersedia berkaitan dengan kepemimpinan transformasional, iklim organisasi, stres kerja dan kinerja karyawan. Adapun keterangan pilihan jawaban yang disediakan sebagai berikut :

* SS : Sangat Setuju
* S : Setuju
* N : Netral
* TS : Tidak Setuju
* STS : Sangat Tidak Setuju

1. **Variabel Kepemimpinan Transformasional**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Indikator** | **Item Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| Karisma | Setiap karyawan bangga kepada pimpinan |  |  |  |  |  |
| Pimpinan memiliki karisma yang menarik |  |  |  |  |  |
| Inspirasi | Pimpinan menginspirasi saya untuk bekerja lebih baik |  |  |  |  |  |
| Pimpinan memberikan keyakinan kepada setiap karyawan untuk mampu mencapai tujuan perusahaan |  |  |  |  |  |
| Rangsangan Intelektual | Pimpinan dapat mendorong setiap karyawan agar dapat memecahkan masalah dengan menggunakan logika |  |  |  |  |  |
| Pimpinan dapat memotivasi karyawan untuk berargumen dengan baik |  |  |  |  |  |
| Pertimbangan yang diindividualkan | Pimpinan memberikan perhatian kepada setiap karyawan |  |  |  |  |  |
| Pimpinan mampu menghargai kepedulian karyawan terhadap perusahaan |  |  |  |  |  |

1. **Variabel Iklim Organisasi**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Indikator** | **Item Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| Kualitas Kepemimpinan | Pimpinan mampu memberikan arahan yang baik kepada karyawannya |  |  |  |  |  |
| Pimpinan dapat mempraktikkan kinerja yang baik kepada setiap karyawan agar tujuan perusahaan tercapai. |  |  |  |  |  |
| Kepercayaan | Pimpinan memberikan kepercayaan sepenuhnya kepada setiap karyawan sesuai dengan tugasnya masing-masing. |  |  |  |  |  |
| Pimpinan percaya terhadap kemampuan yang ada dalam diri setiap karyawan |  |  |  |  |  |
| Komunikasi | Setiap karyawan mendapatkan informasi yang sama mengenai hal-hal yang terjadi dalam perusahaan. |  |  |  |  |  |
| Setiap karyawan dapat memahani informasi yang diberikan oleh pimpinan |  |  |  |  |  |
| Tanggung Jawab | Perusahaan mendorong setiap karyawan untuk menyelesaikan tugas saya tepat waktu |  |  |  |  |  |
| Setiap karyawan dapat menjaga kondusivitas di tempat kerja |  |  |  |  |  |
| Imbalan yang adil | Setiap karyawan merasa gaji yang didapatkan sesuai dengan pekerjannya |  |  |  |  |  |
| Setiap karyawan merasa bonus yang diberikan sesuai dengan prestasi kerjanya |  |  |  |  |  |
| Kesempatan | Setiap karyawan merasa perusahaan selalu memberikan kesempatkan yang sama kepada karyawannya untuk mengembangkan karirnya |  |  |  |  |  |
| Setiap karyawan selalu mendapatkan kesempatan yang sama dalam promosi jabatan |  |  |  |  |  |
| Pengendalian | Setiap karyawan merasa pengawasan dalam kantor sangat nyaman |  |  |  |  |  |
| Setiap karyawan merasa peraturan dalam perusahaan sudah tepat |  |  |  |  |  |

1. **Variabel Stres Kerja**

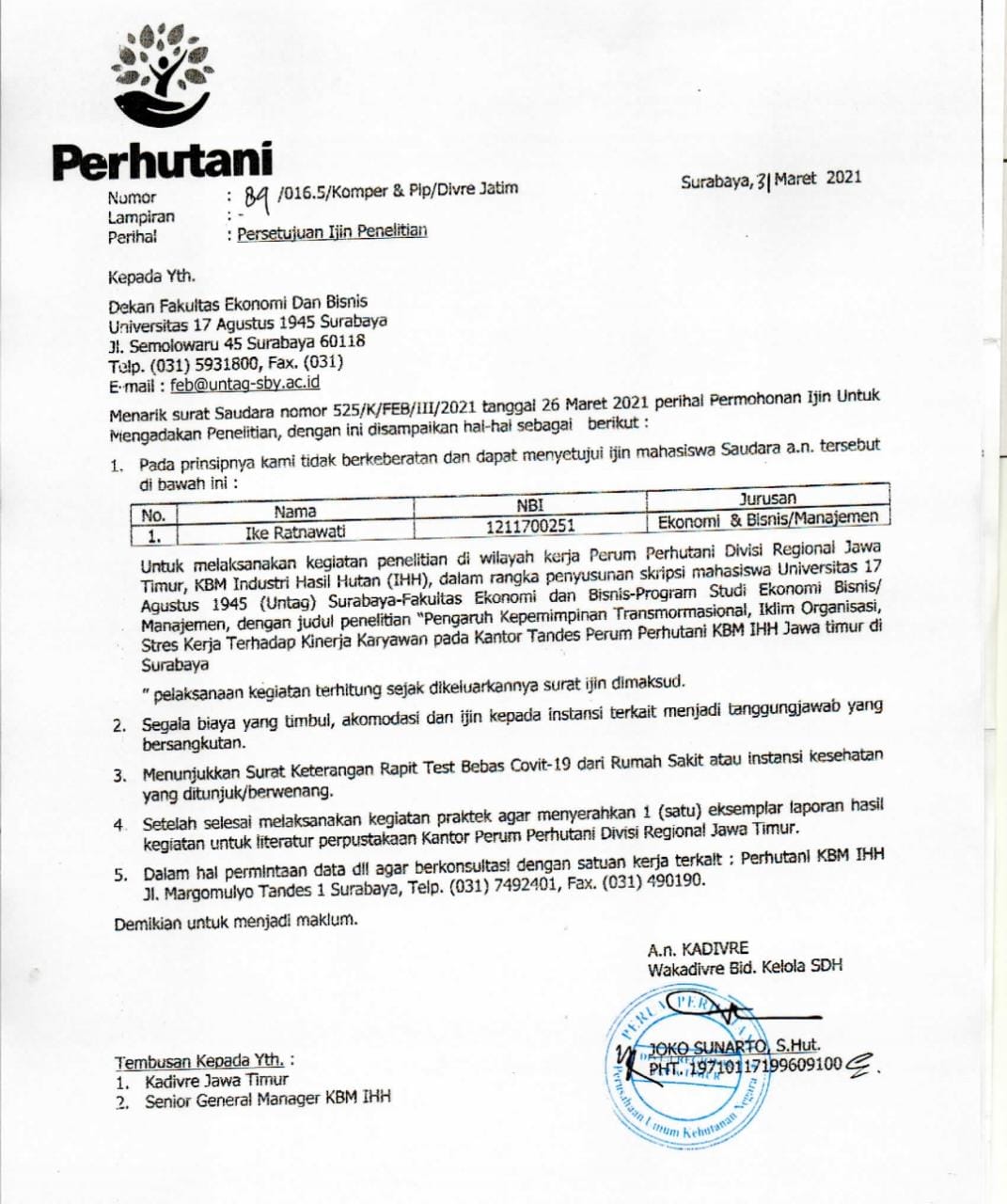
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Indikator** | **Item Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| Kekhawatiran | Setiap karyawan merasa khawatir saat tugas-tugasnya belum selesai |  |  |  |  |  |
| Setiap karyawan merasa takut saat target perusahaan tidak tercapai |  |  |  |  |  |
| Gelisah | Setiap karyawan merasa gelisah ketika pengembangan karirnya tidak meningkat |  |  |  |  |  |
| Setiap karyawan merasa tidak tentram ketika terjadi konflik dengan rekan kerja |  |  |  |  |  |
| Tekanan | Setiap karyawan selalu merasa tertekan saat pekerjaanku tidak di apresiasi oleh pimpinan |  |  |  |  |  |
| Setiap karyawan merasa tidak semangat dalam bekerja sebab tidak adanya motivasi dari pimpinan |  |  |  |  |  |
| Frustasi | Setiap karyawan merasa kecewa saat ia gagal mengerjakan sesuatu yang telah dipercayakan oleh atasan. |  |  |  |  |  |
| Setiap karyawan frustasi ketika pekerjaannya yang menumpuk |  |  |  |  |  |

1. **Variabel Kinerja Karyawan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Indikator** | **Item Pernyataan** | **SS** | **S** | **N** | **TS** | **STS** |
| Kualitas | Pekerjaan yang setiap karyawan lakukan sudah sesuai dengan ketetapan kualitas perusahaan |  |  |  |  |  |
| Setiap karyawan merasa kualitas kinerja yang perusahaan lakukan sangat baik |  |  |  |  |  |
| Kuantitas | Setiap karyawan selalu tepat waktu ketika berangkat kerja |  |  |  |  |  |
| Setiap karyawan selalu menyelesaikan pekerjaan sesuai dengan deadlinenya |  |  |  |  |  |
| Tanggung Jawab | Setiap karyawan sadar akan tanggung jawabnya untuk mematuhi peraturan perusahaan |  |  |  |  |  |
| Setiap karyawan tidak pernah meninggalkan tanggung jawab atas pekerjaan yang diberikan perusahaan |  |  |  |  |  |
| Kerjasama | Setiap karyawan dapat bekerjasama dengan rekan kerja untuk menyelesaikan pekerjaan |  |  |  |  |  |
| Setiap karyawan dapat bekerjasama dengan pimpinan untuk menyelesaikan pekerjaan |  |  |  |  |  |

**Lampiran 2**

**Surat Penelitian Perhutani**

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**Lampiran 3**

**Tabulasi Data**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Karakteristik Responden | | | | |
| No Responden | Usia | Gender | Pendidikan | Lama Bekerja |
| 1 | 2 | 1 | 1 | 3 |
| 2 | 2 | 1 | 3 | 3 |
| 3 | 3 | 1 | 3 | 4 |
| 4 | 4 | 1 | 3 | 4 |
| 5 | 5 | 2 | 1 | 4 |
| 6 | 5 | 2 | 1 | 4 |
| 7 | 6 | 1 | 1 | 4 |
| 8 | 5 | 1 | 1 | 4 |
| 9 | 5 | 1 | 1 | 4 |
| 10 | 5 | 1 | 1 | 4 |
| 11 | 2 | 2 | 3 | 3 |
| 12 | 4 | 1 | 3 | 4 |
| 13 | 5 | 1 | 1 | 4 |
| 14 | 3 | 1 | 3 | 1 |
| 15 | 4 | 1 | 3 | 3 |
| 16 | 6 | 1 | 1 | 4 |
| 17 | 4 | 1 | 1 | 4 |
| 18 | 5 | 2 | 1 | 4 |
| 19 | 2 | 1 | 2 | 2 |
| 20 | 4 | 1 | 3 | 4 |
| 21 | 4 | 1 | 2 | 4 |
| 22 | 3 | 1 | 3 | 4 |
| 23 | 4 | 1 | 2 | 4 |
| 24 | 5 | 1 | 1 | 4 |
| 25 | 6 | 1 | 1 | 4 |
| 26 | 3 | 2 | 1 | 3 |
| 27 | 5 | 1 | 3 | 4 |
| 28 | 5 | 1 | 1 | 4 |
| 29 | 1 | 2 | 1 | 1 |
| 30 | 5 | 1 | 1 | 4 |
| 31 | 6 | 1 | 3 | 4 |
| 32 | 1 | 2 | 3 | 1 |
| 33 | 1 | 2 | 1 | 1 |
| 34 | 5 | 1 | 1 | 4 |
| 35 | 5 | 1 | 1 | 4 |
| 36 | 5 | 2 | 1 | 4 |
| 37 | 4 | 1 | 1 | 4 |
| 38 | 6 | 2 | 1 | 4 |
| 39 | 6 | 1 | 1 | 4 |
| 40 | 3 | 1 | 1 | 4 |
| 41 | 6 | 2 | 1 | 4 |
| 42 | 5 | 1 | 1 | 4 |
| 43 | 3 | 2 | 3 | 3 |
| 44 | 5 | 1 | 1 | 4 |
| 45 | 3 | 1 | 1 | 3 |
| 46 | 4 | 1 | 1 | 3 |
| 47 | 5 | 2 | 1 | 4 |
| 48 | 1 | 2 | 1 | 1 |
| 49 | 5 | 1 | 1 | 4 |
| 50 | 6 | 2 | 1 | 4 |
| 51 | 5 | 1 | 1 | 4 |
| 52 | 1 | 2 | 1 | 1 |
| 53 | 4 | 1 | 1 | 4 |
| 54 | 5 | 1 | 3 | 4 |
| 55 | 6 | 2 | 3 | 1 |
| 56 | 2 | 2 | 1 | 1 |
| 57 | 3 | 1 | 1 | 4 |
| 58 | 5 | 1 | 1 | 4 |
| 59 | 5 | 2 | 1 | 4 |
| 60 | 5 | 1 | 1 | 4 |
| 61 | 6 | 2 | 1 | 4 |
| 62 | 4 | 1 | 1 | 3 |
| 63 | 2 | 1 | 3 | 2 |
| 64 | 6 | 1 | 3 | 4 |
| 65 | 4 | 1 | 3 | 4 |
| 66 | 5 | 2 | 1 | 4 |
| 67 | 5 | 2 | 1 | 4 |
| 68 | 4 | 1 | 1 | 4 |
| 69 | 5 | 1 | 1 | 4 |
| 70 | 5 | 1 | 1 | 4 |
| 71 | 3 | 1 | 1 | 3 |
| 72 | 4 | 1 | 3 | 4 |
| 73 | 5 | 1 | 1 | 4 |
| 74 | 3 | 1 | 1 | 1 |
| 75 | 5 | 1 | 1 | 4 |
| 76 | 5 | 1 | 3 | 4 |
| 77 | 3 | 1 | 3 | 1 |
| 78 | 3 | 1 | 1 | 3 |
| 79 | 5 | 1 | 1 | 4 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Gaya Kepemimpinan Transformasional (X1) | | | | | | | | **Total** |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 34 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 28 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 25 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 32 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 37 |
| 5 | 2 | 4 | 5 | 5 | 4 | 3 | 5 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 35 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 28 |
| 4 | 3 | 2 | 3 | 4 | 4 | 2 | 2 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 27 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 37 |
| 2 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 27 |
| 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 27 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 27 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 36 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 26 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 34 |
| 3 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 30 |
| 3 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 30 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 1 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 37 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 35 |
| 4 | 2 | 5 | 4 | 4 | 2 | 4 | 4 | 29 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 4 | 4 | 5 | 2 | 4 | 4 | 4 | 3 | 30 |
| 5 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 31 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 4 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 29 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 36 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 35 |
| 4 | 4 | 5 | 3 | 5 | 3 | 3 | 4 | 31 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 37 |
| 5 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 32 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 34 |
| 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 34 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 36 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 34 |
| 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 4 | 2 | 5 | 4 | 5 | 2 | 4 | 4 | 30 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 35 |
| 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 35 |
| 4 | 4 | 4 | 2 | 5 | 4 | 4 | 3 | 30 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 29 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Iklim Organisasi (X2) | | | | | | | | | | | | | | |
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | **Total** |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 60 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 60 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 49 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 54 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 58 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 3 | 4 | 2 | 4 | 3 | 51 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 55 |
| 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 5 | 4 | 3 | 2 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 50 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 64 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 61 |
| 3 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 49 |
| 3 | 4 | 4 | 5 | 2 | 4 | 5 | 5 | 2 | 2 | 2 | 2 | 4 | 4 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 2 | 2 | 4 | 2 | 4 | 4 | 54 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 54 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 54 |
| 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 48 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 64 |
| 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 57 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| 4 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 3 | 37 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 64 |
| 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 47 |
| 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 49 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 64 |
| 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 64 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 57 |
| 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 52 |
| 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 52 |
| 4 | 4 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 1 | 1 | 3 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 4 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 61 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 63 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 57 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 3 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 4 | 4 | 5 | 5 | 3 | 4 | 5 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 50 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 66 |
| 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 55 |
| 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 55 |
| 5 | 3 | 2 | 4 | 3 | 2 | 4 | 2 | 2 | 2 | 4 | 2 | 4 | 3 | 42 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 63 |
| 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 51 |
| 4 | 4 | 2 | 5 | 4 | 4 | 5 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 51 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 66 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 65 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 58 |
| 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 52 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 65 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 56 |
| 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 57 |
| 5 | 4 | 4 | 5 | 3 | 2 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 55 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 63 |
| 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 54 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 54 |
| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 62 |
| 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 57 |
| 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 55 |
| 5 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 2 | 4 | 3 | 53 |
| 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 61 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 59 |
| 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 55 |
| 5 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 3 | 39 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 63 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Stres Kerja (X3) | | | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | **Total** |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 |
| 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 35 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 27 |
| 4 | 4 | 3 | 3 | 3 | 5 | 4 | 3 | 29 |
| 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 31 |
| 4 | 2 | 2 | 3 | 2 | 4 | 2 | 2 | 21 |
| 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 29 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 |
| 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 5 | 5 | 4 | 1 | 1 | 3 | 2 | 2 | 23 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 30 |
| 4 | 4 | 2 | 4 | 2 | 1 | 4 | 1 | 22 |
| 5 | 4 | 4 | 5 | 3 | 3 | 2 | 4 | 30 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 27 |
| 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 32 |
| 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 28 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 30 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 27 |
| 4 | 4 | 4 | 4 | 4 | 2 | 5 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 31 |
| 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 33 |
| 3 | 2 | 4 | 3 | 3 | 4 | 4 | 2 | 25 |
| 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 4 | 4 | 5 | 2 | 3 | 2 | 3 | 3 | 26 |
| 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 33 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 34 |
| 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 34 |
| 4 | 4 | 3 | 4 | 4 | 1 | 4 | 1 | 25 |
| 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 26 |
| 5 | 4 | 4 | 2 | 2 | 2 | 3 | 3 | 25 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 36 |
| 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 35 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 36 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 31 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 35 |
| 3 | 5 | 4 | 3 | 3 | 4 | 4 | 2 | 28 |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 5 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 5 | 5 | 5 | 2 | 3 | 2 | 3 | 3 | 28 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 35 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 32 |
| 2 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 26 |
| 4 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 32 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 34 |
| 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 28 |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 30 |
| 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 26 |
| 4 | 4 | 5 | 2 | 5 | 4 | 4 | 3 | 31 |
| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 33 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 32 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 34 |
| 5 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 33 |
| 5 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 34 |
| 4 | 2 | 4 | 3 | 3 | 4 | 4 | 2 | 26 |
| 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Kinerja Karyawa (Y) | | | | | | | |
| Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | **Total** |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 27 |
| 4 | 3 | 3 | 5 | 4 | 5 | 5 | 5 | 34 |
| 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 33 |
| 4 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 36 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 36 |
| 2 | 4 | 1 | 4 | 4 | 3 | 4 | 5 | 27 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 27 |
| 4 | 3 | 2 | 4 | 5 | 5 | 4 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 36 |
| 2 | 2 | 3 | 2 | 5 | 4 | 5 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 23 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 36 |
| 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 34 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 36 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 36 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 25 |
| 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 38 |
| 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 38 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 33 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 4 | 4 | 4 | 4 | 3 | 5 | 3 | 5 | 32 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 34 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 37 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 2 | 2 | 3 | 4 | 5 | 4 | 5 | 4 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 3 | 2 | 2 | 5 | 3 | 3 | 3 | 5 | 26 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 3 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 30 |
| 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 35 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 38 |
| 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 36 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 27 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 32 |
| 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| 4 | 4 | 3 | 2 | 5 | 4 | 5 | 5 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 3 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 28 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 37 |
| 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 29 |
| 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 34 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 37 |
| 2 | 2 | 3 | 2 | 5 | 4 | 5 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 3 | 2 | 2 | 3 | 3 | 3 | 3 | 4 | 23 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 35 |

**Lampiran 4**

**Hasil Uji Validitas**

* + 1. Validitas Kepemimpinan Transformasional (X1)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | Total\_X1 |
| X1.1 | Pearson Correlation | 1 | .477\*\* | .417\*\* | .226\* | .399\*\* | .118 | .049 | .140 | .613\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .046 | .000 | .300 | .666 | .219 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X1.2 | Pearson Correlation | .477\*\* | 1 | .195 | .133 | .089 | .365\*\* | .299\*\* | .294\*\* | .625\*\* |
| Sig. (2-tailed) | .000 |  | .086 | .244 | .437 | .001 | .007 | .008 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X1.3 | Pearson Correlation | .417\*\* | .195 | 1 | .262\* | .563\*\* | .055 | .283\* | .213 | .601\*\* |
| Sig. (2-tailed) | .000 | .086 |  | .020 | .000 | .632 | .012 | .060 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X1.4 | Pearson Correlation | .226\* | .133 | .262\* | 1 | .272\* | .317\*\* | .471\*\* | .647\*\* | .666\*\* |
| Sig. (2-tailed) | .046 | .244 | .020 |  | .015 | .004 | .000 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X1.5 | Pearson Correlation | .399\*\* | .089 | .563\*\* | .272\* | 1 | .233\* | .150 | .171 | .561\*\* |
| Sig. (2-tailed) | .000 | .437 | .000 | .015 |  | .039 | .186 | .131 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X1.6 | Pearson Correlation | .118 | .365\*\* | .055 | .317\*\* | .233\* | 1 | .323\*\* | .211 | .516\*\* |
| Sig. (2-tailed) | .300 | .001 | .632 | .004 | .039 |  | .004 | .062 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X1.7 | Pearson Correlation | .049 | .299\*\* | .283\* | .471\*\* | .150 | .323\*\* | 1 | .652\*\* | .643\*\* |
| Sig. (2-tailed) | .666 | .007 | .012 | .000 | .186 | .004 |  | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X1.8 | Pearson Correlation  Sig. (2-tailed) | .140  .219 | .294\*\*  .008 | .213  .060 | .647\*\*  .000 | .171  .131 | .211  .062 | .652\*\*  .000 | 1 | .667\*\*  .000 |
|  |  |  |  |  |  |  |  |  |  |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Total\_X1 | Pearson Correlation | .613\*\* | .625\*\* | .601\*\* | .666\*\* | .561\*\* | .516\*\* | .643\*\* | .667\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

* + 1. Validitas Iklim Organisasi (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | Total\_X2 |
| X2.1 | Pearson Correlation | 1 | .228\* | .085 | .360\*\* | .137 | .048 | -.046 | -.093 | .207 | .180 | .242\* | .215 | .248\* | .090 | .318\*\* |
| Sig. (2-tailed) |  | .043 | .458 | .001 | .229 | .677 | .689 | .417 | .067 | .113 | .031 | .057 | .027 | .431 | .004 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.2 | Pearson Correlation | .228\* | 1 | .374\*\* | .192 | .307\*\* | .572\*\* | .378\*\* | .346\*\* | .538\*\* | .588\*\* | .420\*\* | .459\*\* | .324\*\* | .495\*\* | .714\*\* |
| Sig. (2-tailed) | .043 |  | .001 | .090 | .006 | .000 | .001 | .002 | .000 | .000 | .000 | .000 | .004 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.3 | Pearson Correlation | .085 | .374\*\* | 1 | .360\*\* | .242\* | .330\*\* | .465\*\* | .435\*\* | .351\*\* | .426\*\* | .063 | .199 | -.090 | .074 | .497\*\* |
| Sig. (2-tailed) | .458 | .001 |  | .001 | .032 | .003 | .000 | .000 | .001 | .000 | .584 | .079 | .431 | .518 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.4 | Pearson Correlation | .360\*\* | .192 | .360\*\* | 1 | .245\* | .264\* | .401\*\* | .285\* | -.009 | .117 | .009 | .191 | .142 | .126 | .392\*\* |
|  | Sig. (2-tailed) | .001 | .090 | .001 |  | .029 | .019 | .000 | .011 | .936 | .304 | .938 | .093 | .211 | .269 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.5 | Pearson Correlation | .137 | .307\*\* | .242\* | .245\* | 1 | .617\*\* | .163 | .270\* | .349\*\* | .446\*\* | .446\*\* | .501\*\* | .274\* | .443\*\* | .636\*\* |
| Sig. (2-tailed) | .229 | .006 | .032 | .029 |  | .000 | .150 | .016 | .002 | .000 | .000 | .000 | .014 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.6 | Pearson Correlation | .048 | .572\*\* | .330\*\* | .264\* | .617\*\* | 1 | .351\*\* | .393\*\* | .452\*\* | .611\*\* | .590\*\* | .479\*\* | .324\*\* | .697\*\* | .788\*\* |
| Sig. (2-tailed) | .677 | .000 | .003 | .019 | .000 |  | .002 | .000 | .000 | .000 | .000 | .000 | .004 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.7 | Pearson Correlation | -.046 | .378\*\* | .465\*\* | .401\*\* | .163 | .351\*\* | 1 | .510\*\* | .172 | .318\*\* | .063 | .221 | .187 | .355\*\* | .505\*\* |
| Sig. (2-tailed) | .689 | .001 | .000 | .000 | .150 | .002 |  | .000 | .129 | .004 | .579 | .050 | .099 | .001 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.8 | Pearson Correlation | -.093 | .346\*\* | .435\*\* | .285\* | .270\* | .393\*\* | .510\*\* | 1 | .295\*\* | .363\*\* | .024 | .384\*\* | .163 | .291\*\* | .524\*\* |
| Sig. (2-tailed) | .417 | .002 | .000 | .011 | .016 | .000 | .000 |  | .008 | .001 | .836 | .000 | .151 | .009 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.9 | Pearson Correlation | .207 | .538\*\* | .351\*\* | -.009 | .349\*\* | .452\*\* | .172 | .295\*\* | 1 | .666\*\* | .368\*\* | .599\*\* | .275\* | .474\*\* | .698\*\* |
|  | Sig. (2-tailed) | .067 | .000 | .001 | .936 | .002 | .000 | .129 | .008 |  | .000 | .001 | .000 | .014 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.10 | Pearso  n Correlation | .18 | .58 | .42 | .11 | .44 | .61 | .31 | .36 | .66 | 1 | .63 | .61 | .38 | .53 | .829\*\* |
| 0 | 8\*\* | 6\*\* | 7 | 6\*\* | 1\*\* | 8\*\* | 3\*\* | 6\*\* |  | 0\*\* | 5\*\* | 1\*\* | 7\*\* |  |
| Sig. (2-tailed) | .113 | .000 | .000 | .304 | .000 | .000 | .004 | .001 | .000 |  | .000 | .000 | .001 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.11 | Pearson Correlation | .242\* | .420\*\* | .063 | .009 | .446\*\* | .590\*\* | .063 | .024 | .368\*\* | .630\*\* | 1 | .423\*\* | .539\*\* | .513\*\* | .642\*\* |
| Sig. (2-tailed) | .031 | .000 | .584 | .938 | .000 | .000 | .579 | .836 | .001 | .000 |  | .000 | .000 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.12 | Pearson Correlation | .215 | .459\*\* | .199 | .191 | .501\*\* | .479\*\* | .221 | .384\*\* | .599\*\* | .615\*\* | .423\*\* | 1 | .348\*\* | .569\*\* | .737\*\* |
| Sig. (2-tailed) | .057 | .000 | .079 | .093 | .000 | .000 | .050 | .000 | .000 | .000 | .000 |  | .002 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.13 | Pearson Correlation | .248\* | .324\*\* | -.090 | .142 | .274\* | .324\*\* | .187 | .163 | .275\* | .381\*\* | .539\*\* | .348\*\* | 1 | .636\*\* | .548\*\* |
| Sig. (2-tailed) | .027 | .004 | .431 | .211 | .014 | .004 | .099 | .151 | .014 | .001 | .000 | .002 |  | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X2.14 | Pearson Correlation | .090 | .495\*\* | .074 | .126 | .443\*\* | .697\*\* | .355\*\* | .291\*\* | .474\*\* | .537\*\* | .513\*\* | .569\*\* | .636\*\* | 1 | .737\*\* |
| Sig. (2-tailed) | .431 | .000 | .518 | .269 | .000 | .000 | .001 | .009 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Total\_X2 | Pearson Correlation | .318\*\* | .714\*\* | .497\*\* | .392\*\* | .636\*\* | .788\*\* | .505\*\* | .524\*\* | .698\*\* | .829\*\* | .642\*\* | .737\*\* | .548\*\* | .737\*\* | 1 |
|  | Sig. (2-tailed) | .004 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | |

* + 1. Validitas Stres Kerja (X3)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | Total\_X3 |
| X3.1 | Pearson Correlation | 1 | .273\* | .320\*\* | .164 | .230\* | .135 | .075 | .161 | .452\*\* |
| Sig. (2-tailed) |  | .015 | .004 | .148 | .041 | .234 | .511 | .155 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X3.2 | Pearson Correlation | .273\* | 1 | .353\*\* | .084 | .148 | .020 | .021 | .358\*\* | .439\*\* |
| Sig. (2-tailed) | .015 |  | .001 | .462 | .194 | .859 | .855 | .001 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X3.3 | Pearson Correlation | .320\*\* | .353\*\* | 1 | .041 | .427\*\* | .303\*\* | .202 | .343\*\* | .600\*\* |
| Sig. (2-tailed) | .004 | .001 |  | .723 | .000 | .007 | .075 | .002 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X3.4 | Pearson Correlation | .164 | .084 | .041 | 1 | .538\*\* | .394\*\* | .442\*\* | .402\*\* | .631\*\* |
| Sig. (2-tailed) | .148 | .462 | .723 |  | .000 | .000 | .000 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X3.5 | Pearson Correlation | .230\* | .148 | .427\*\* | .538\*\* | 1 | .598\*\* | .563\*\* | .418\*\* | .815\*\* |
| Sig. (2-tailed) | .041 | .194 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X3.6 | Pearson Correlation | .135 | .020 | .303\*\* | .394\*\* | .598\*\* | 1 | .419\*\* | .390\*\* | .698\*\* |
| Sig. (2-tailed) | .234 | .859 | .007 | .000 | .000 |  | .000 | .000 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X3.7 | Pearson Correlation | .075 | .021 | .202 | .442\*\* | .563\*\* | .419\*\* | 1 | .131 | .579\*\* |
| Sig. (2-tailed) | .511 | .855 | .075 | .000 | .000 | .000 |  | .251 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| X3.8 | Pearson Correlation | .161 | .358\*\* | .343\*\* | .402\*\* | .418\*\* | .390\*\* | .131 | 1 | .667\*\* |
| Sig. (2-tailed) | .155 | .001 | .002 | .000 | .000 | .000 | .251 |  | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Total\_X3 | Pearson Correlation | .452\*\* | .439\*\* | .600\*\* | .631\*\* | .815\*\* | .698\*\* | .579\*\* | .667\*\* | 1 |
|  |  |  |  |  |  |  |  |  |  |  |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

* + 1. Validitas Kinerja Karyawan (Y)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Total\_Y |
| Y.1 | Pearson Correlation | 1 | .567\*\* | .494\*\* | .507\*\* | .447\*\* | .591\*\* | .426\*\* | .148 | .801\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .193 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Y.2 | Pearson Correlation | .567\*\* | 1 | .548\*\* | .422\*\* | .248\* | .369\*\* | .227\* | .171 | .679\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .028 | .001 | .044 | .133 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Y.3 | Pearson Correlation | .494\*\* | .548\*\* | 1 | .384\*\* | .268\* | .391\*\* | .224\* | -.027 | .643\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .017 | .000 | .047 | .812 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Y.4 | Pearson Correlation | .507\*\* | .422\*\* | .384\*\* | 1 | .255\* | .390\*\* | .227\* | .197 | .646\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .023 | .000 | .044 | .081 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Y.5 | Pearson Correlation | .447\*\* | .248\* | .268\* | .255\* | 1 | .656\*\* | .800\*\* | .134 | .707\*\* |
| Sig. (2-tailed) | .000 | .028 | .017 | .023 |  | .000 | .000 | .239 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Y.6 | Pearson Correlation | .591\*\* | .369\*\* | .391\*\* | .390\*\* | .656\*\* | 1 | .692\*\* | .214 | .798\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .000 | .000 |  | .000 | .059 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Y.7 | Pearson Correlation | .426\*\* | .227\* | .224\* | .227\* | .800\*\* | .692\*\* | 1 | .252\* | .705\*\* |
| Sig. (2-tailed) | .000 | .044 | .047 | .044 | .000 | .000 |  | .025 | .000 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Y.8 | Pearson Correlation | .148 | .171 | -.027 | .197 | .134 | .214 | .252\* | 1 | .344\*\* |
| Sig. (2-tailed) | .193 | .133 | .812 | .081 | .239 | .059 | .025 |  | .002 |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| Total\_Y | Pearson Correlation | .801\*\* | .679\*\* | .643\*\* | .646\*\* | .707\*\* | .798\*\* | .705\*\* | .344\*\* | 1 |
|  | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 |  |
| N | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 | 79 |
| \*\*. 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**

* + - 1. Kepemimpinan Transformasional (X1)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .767 | 8 |

* + - 1. Iklim Organisasi (X2)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .875 | 14 |

* + - 1. Stres Kerja (X3)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .767 | 8 |

d. Kinerja Karyawan (Y)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .826 | 8 |

**Lampiran 6**

**Hasil Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 79 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.72204472 |
| Most Extreme Differences | Absolute | .057 |
| Positive | .057 |
| Negative | -.053 |
| Test Statistic | | .057 |
| Asymp. Sig. (2-tailed) | | .200c,d |

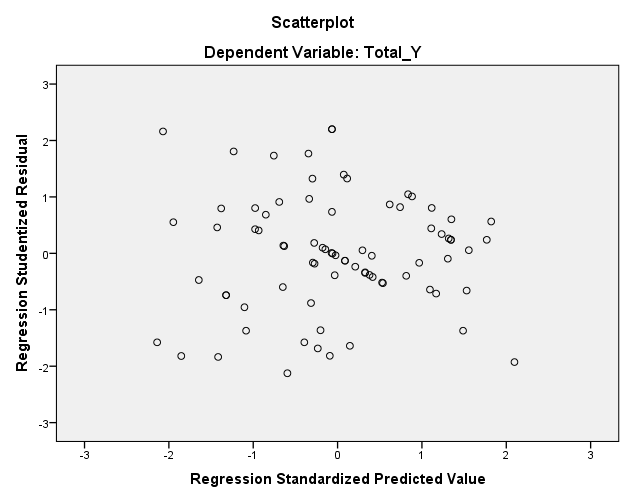
**Lampiran 7**

**Uji Multikolinieritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 5.860 | 3.983 |  | 1.471 | .145 |  |  |
| Total\_X1 | .063 | .116 | .055 | .541 | .590 | .721 | 1.388 |
| Total\_X2 | .277 | .059 | .490 | 4.702 | .000 | .697 | 1.435 |
| Total\_X3 | .289 | .082 | .315 | 3.545 | .001 | .961 | 1.041 |
| a. Dependent Variable: Total\_Y | | | | | | | | |

**Lampiran 8**

**Uji Heteroskedastisitas**

****

**Lampiran 9**

**Uji Regresi Linear Berganda**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5.860 | 3.983 |  | 1.471 | .145 |
| Kepemimpinan Transformasional | .063 | .116 | .055 | .541 | .590 |
| Iklim Organisasi | .277 | .059 | .490 | 4.702 | .000 |
| Stres Kerja | .289 | .082 | .315 | 3.545 | .001 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

**Lampiran 10**

**Koefisien Determinasi (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .658a | .432 | .410 | 2.776 |
| a. Predictors: (Constant), Kepemimpinan Transformasional, Iklim Organisasi, Stres Kerja | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | |

**Lampiran 11**

**Uji t**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5.860 | 3.983 |  | 1.471 | .145 |
| Kepemimpinan Transformasional | .063 | .116 | .055 | .541 | .590 |
| Iklim Organisasi | .277 | .059 | .490 | 4.702 | .000 |
| Stres Kerja | .289 | .082 | .315 | 3.545 | .001 |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |

**Lampiran 12**

**Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 440.234 | 3 | 146.745 | 19.043 | .000b |
| Residual | 577.943 | 75 | 7.706 |  |  |
| Total | 1018.177 | 78 |  |  |  |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |
| b. Predictors: (Constant), kepemimpinan transformasional, iklim organisasi, stres kerja | | | | | | |

**Lampiran 13**

**Data Statistik Uji t**

**Titik Persentase Distribusi t (df = 1 – 40)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

**Titik Persentase Distribusi t (df = 41 – 80)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |

**Lampiran 14**

**Data Statistik Uji F**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | |
| **Df**  **untuk**  **penyebut**  **(N2)** | **Df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.90 |

|  |
| --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **dfuntuk**  **penyebut (N2)** | **dfuntukpembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| **48** | 4.04 | 3.19 | 2.79 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| **50** | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| **51** | 4.03 | 3.18 | 2.78 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **54** | 4.02 | 3.17 | 2.77 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 194 | 1.91 | 1.88 | 1.85 | 1.83 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **83** | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| **84** | 3.95 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **85** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| **86** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| **87** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| **88** | 3.95 | 3.10 | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| **89** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| **90** | 3.95 | 3.10 | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04 | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |

**Lampiran 15**

**Data Statistik Uji R**

Tabel r untuk df = 1 - 50

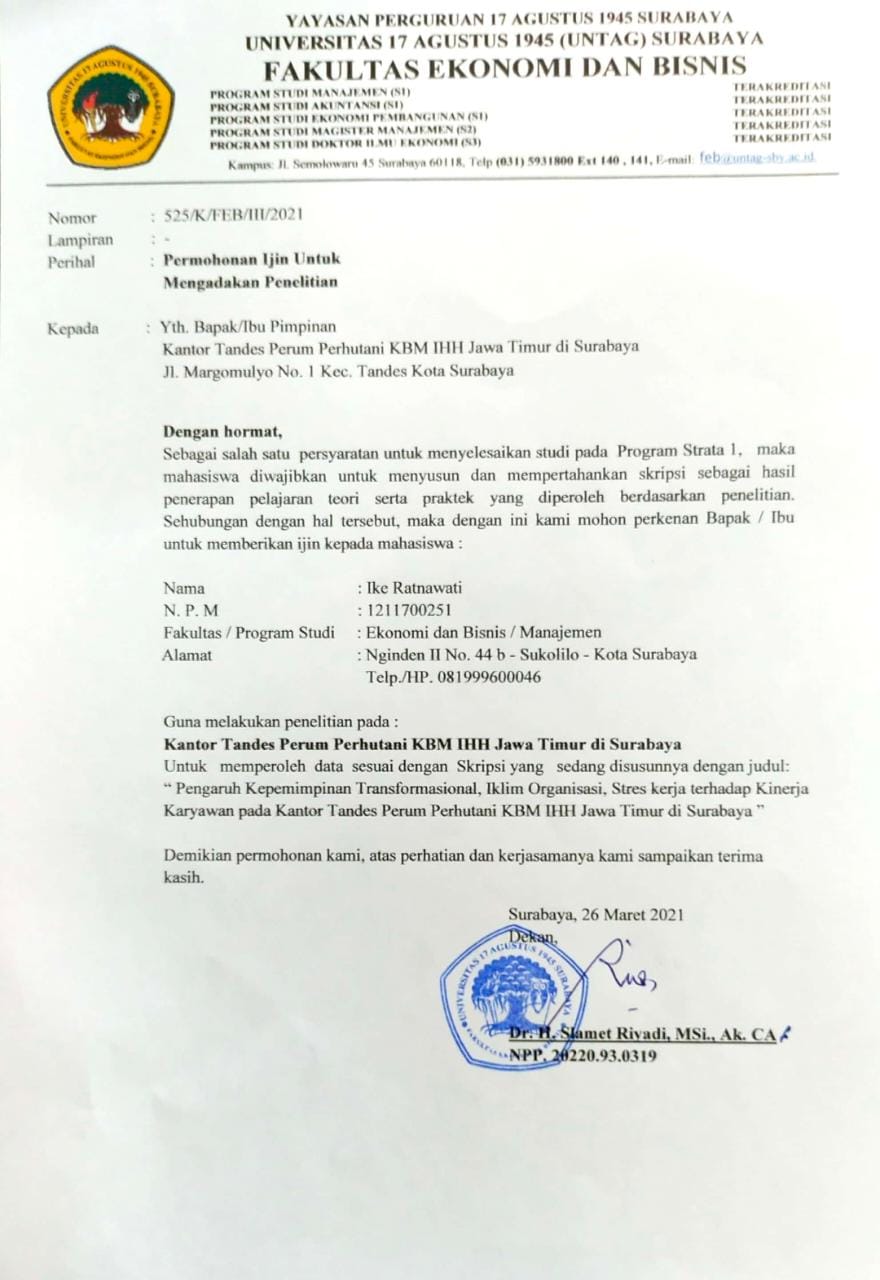
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansiuntukujisatuarah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansiuntukujiduaarah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| **32** | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| **33** | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| **34** | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| **35** | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| **36** | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| **37** | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| **38** | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| **39** | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| **40** | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| **42** | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| **43** | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| **44** | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| **45** | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| **46** | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| **47** | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| **48** | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| **49** | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| **50** | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

Tabel r untuk df = 51 - 100

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansiuntukujisatuarah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansiuntukujiduaarah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **51** | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| **52** | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| **53** | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| **54** | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| **55** | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| **56** | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| **57** | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| **58** | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| **59** | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| **60** | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| **61** | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| **62** | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| **63** | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| **64** | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| **65** | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| **66** | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| **67** | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| **68** | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| **69** | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| **70** | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |
| **71** | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| **72** | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| **73** | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| **74** | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| **75** | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| **76** | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| **77** | 0,1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| **78** | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| **79** | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| **80** | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| **81** | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| **82** | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| **83** | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| **84** | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| **85** | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| **86** | 0.1765 | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| **87** | 0.1755 | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| **88** | 0.1745 | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| **89** | 0.1735 | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| **90** | 0.1726 | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| **91** | 0.1716 | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| **92** | 0.1707 | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| **93** | 0.1698 | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| **94** | 0.1689 | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| **95** | 0.1680 | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| **96** | 0.1671 | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| **97** | 0.1663 | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| **98** | 0.1654 | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| **99** | 0.1646 | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| **100** | 0.1638 | 0.1946 | 0.2301 | 0.2540 | 0.3211 |

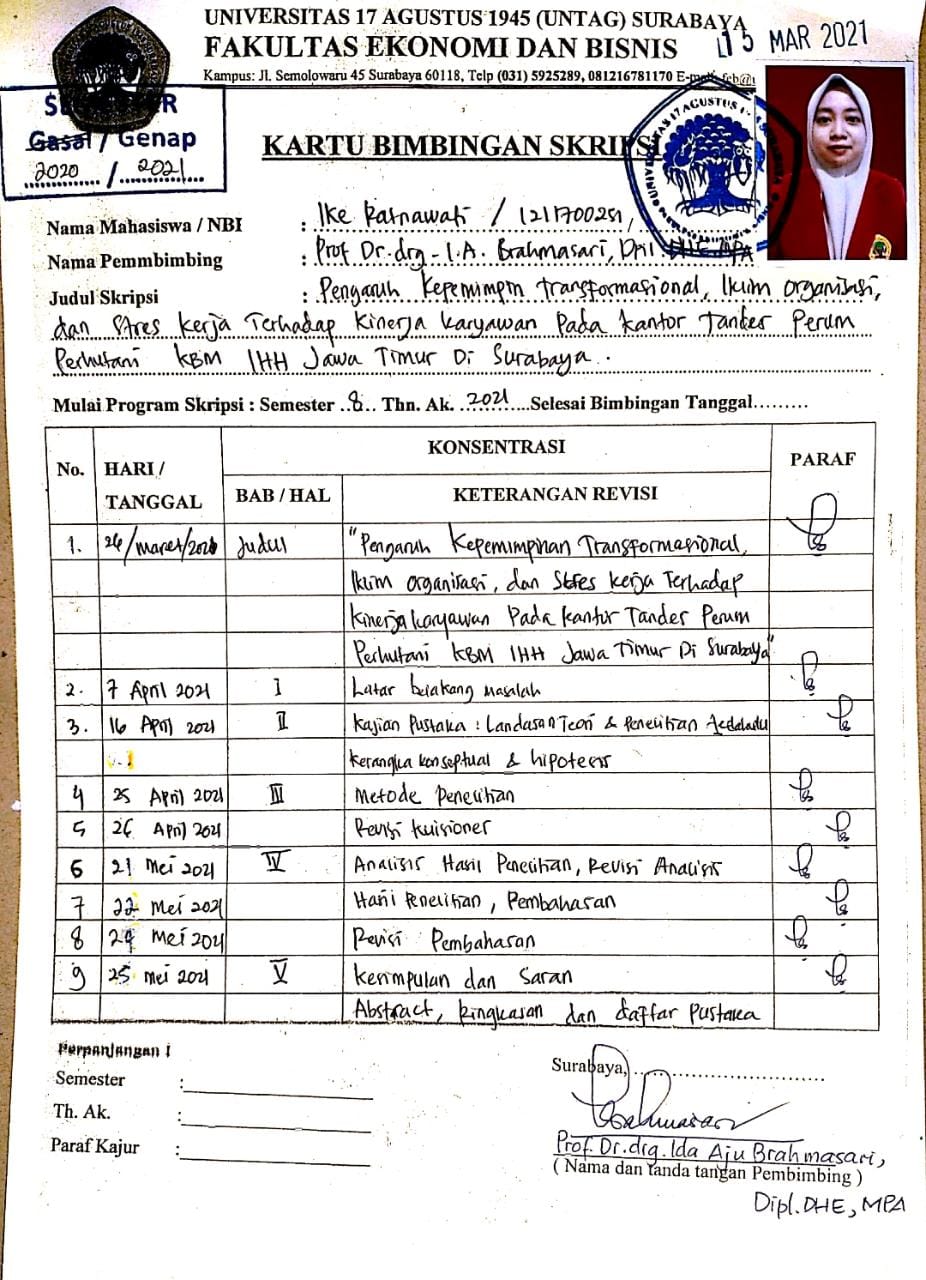
**Lampiran 16**

**Surat Izin Penelitian**

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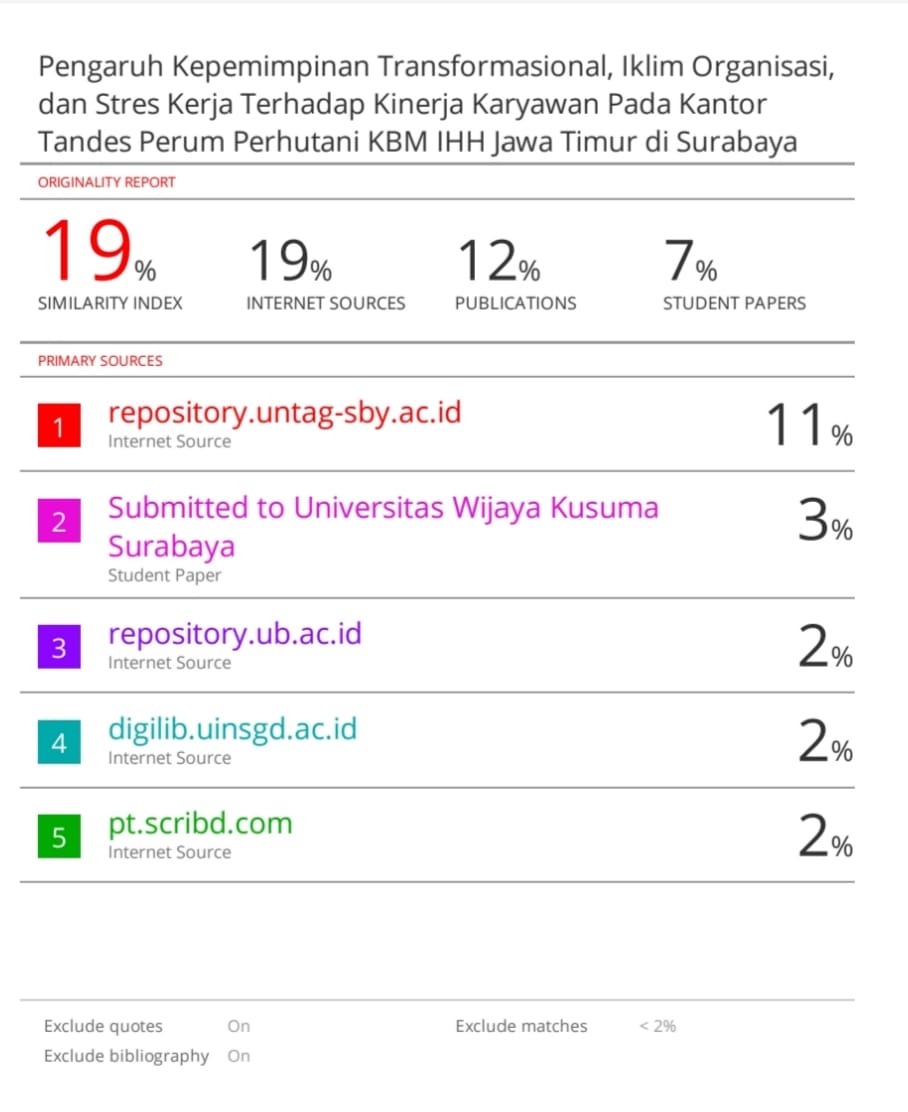
**Lampiran 17**

**Kartu Bimbingan**

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**Lampiran 18**

**Turnitin**

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