

## LAMPIRAN

### LAMPIRAN 1

## DAFTAR KUESIONER

### PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL, MOTIVASI DAN KOMPENSASI TERHADAP KINERJA KARYAWAN PT. SATHYA WAHANA INDONESIA

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No. Responden : \_\_\_\_\_ (Diisi oleh peneliti)

Tanggal/Bulan/Tahun : \_\_\_\_/05/2020

#### **I. PETUNJUK PENGISIAN**

1. Isilah data diri anda dengan keadaan yang sebenarnya pada identitas responden dengan memberi tanda checklist (√)
2. Beilah tanda checklist (√) pada salah satu pilihan jawaban yang tersedia sesuai dengan yang anda alami sebagai tenaga kerja pada komponen-komponen variabel. Masing-masing pilihan jawaban memiliki makna sebagai berikut:  
 SS : Apabila jawaban anda sangat setuju  
 S : Apabila jawaban anda setuju  
 N : Apabila jawaban anda netral  
 TS : Apabila jawaban anda tidak setuju  
 STS : Apabila jawaban anda sangat tidak setuju
3. Diharapkan untuk tidak menjawab lebih dari satu pilihan jawaban.

#### **II. IDENTITAS RESPONDEN**

1. Nama :
2. Jenis kelamin :  Laki-laki  Perempuan
3. Umur : (Isilah kotak dibawah ini)  
 ≤ 25     ≥ 25-30     ≥ 31-35     ≥ 36-40     ≥ 41
4. Pendidikan Terakhir :  
 SLTP     SLTA     D3     S1     S2     S3
5. Masa kerja :

6. Bagian / Distrik :

### III. KUESIONER RESPONDEN

#### 1. INSTRUMEN VARIABEL GAYA KEPEMIMPINAN TRANSFORMASIOAL

No	Pernyataan	SS	S	N	TS	STS
1	Atasan saya membuat saya bangga bergaul dengan dia					
2	Atasan saya mempunyai visi yang memacu saya					
3	Atasan saya membuat saya mampu berfikir tentang permasalahan lama dengan cara pandang baru					
4	Saya selalu merasa nyaman bila berada dekat dengan atasan saya					
5	Atasan saya membuat saya melihat masalah sebagai kesempatan belajar					
6	Atasan saya selalu mendorong setiap bawahannya untuk maju dan berprestasi					
7	Atasan saya memberikan perhatian secara pribadi kepada orang-orang yang kelihatannya diabaikan					
8	Atasan saya tidak pernah bosan mendorong setiap bawahannya untuk bekerja lebih efektif dan efisien.					

#### 2. INSTRUMEN VARIABEL MOTIVASI KERJA

No	Pernyataan	SS	S	N	TS	STS
1	Saya bertanggung jawab penuh terhadap pekerjaan saya					
2	Dalam bekerja saya selalu mencapai target					
3	Bagi saya keberhasilan dalam pekerjaan merupakan hal yang utama					
4	Saya merasa senang yang dengan pekerjaan saya lakukan					

5	Saya berusaha keras agar produktifitas kerja saya melebihi teman kerja saya					
6	Saya berusaha bekerja keras untuk mencapai prestasi terbaik dalam bekerja					
7	Kebutuhan hidup yang membuat saya termotivasi untuk bekerja					
8	Dengan adanya pujian dari atasan maka saya termotivasi untuk bekerja lebih rajin lagi					
9	Insentif yang saya terima saat ini sudah sangat memuaskan					

### 3. INSTRUMEN VARIABEL KOMPENSASI

No	Pernyataan	SS	S	N	TS	STS
1	Sistem kompensasi yang kini diterapkan sudah sesuai dengan tingkat prestasi kerja saya					
2	Perusahaan memberikan bonus terhadap hasil kerja saya					
3	Tunjangan yang diberikan menambah semangat dalam bekerja					
4	Tunjangan yang diberikan sudah sesuai dengan harapan					

### 4. INSTRUMEN VARIABEL KINERJA KARYAWAN

No	Pernyataan	SS	S	N	TS	STS
1	Peningkatan kemampuan karyawan dalam membuat rencana kerja sehingga tercapai efisiensi dan efektifitas					
2	Pengetahuan yang dimiliki karyawan mempercepat waktu yang telah ditentukan					
3	Mampu menyelesaikan pekerjaan sesuai waktu yang telah ditentukan					
4	Tidak menunda pekerjaan					

5	Mampu bekerja baik individu, maupun kerja tim					
6	Karyawan memberikan yang terbaik untuk perusahaan					

## LAMPIRAN 2

## DATA TABULASI RESPONDEN

No Responden	Gaya Kepemimpinan Transformasional								Total X1
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	
1	4	4	5	3	4	4	4	4	32
2	4	5	5	5	5	5	4	5	38
3	4	4	4	3	3	4	4	3	29
4	5	5	5	4	5	5	4	5	38
5	4	4	4	3	4	4	4	4	31
6	4	5	5	4	4	4	4	4	34
7	4	4	4	4	4	4	3	4	31
8	4	4	3	4	4	4	3	3	29
9	4	5	5	4	4	4	4	4	34
10	4	5	5	3	4	4	4	4	33
11	4	4	4	5	4	5	4	4	34
12	4	5	4	4	4	4	4	4	33
13	5	4	5	5	4	4	5	5	37
14	4	5	4	3	4	4	4	4	32
15	3	4	3	3	4	4	3	4	28
16	4	4	4	3	4	4	4	4	31
17	5	5	4	5	5	4	4	4	36
18	5	5	5	4	4	4	4	4	35
19	4	4	4	3	4	5	4	4	32
20	3	4	4	3	4	4	3	4	29
21	3	4	4	4	3	4	4	3	29
22	4	4	4	3	4	4	4	4	31
23	4	4	5	4	4	4	4	4	33
24	3	3	3	2	3	4	4	4	26
25	4	4	4	4	4	4	4	4	32
26	3	4	4	3	4	4	4	3	29
27	5	5	4	5	4	4	4	4	35
28	5	5	5	5	5	5	4	5	39

29	4	4	4	3	4	4	4	4	31
30	4	4	3	2	3	4	3	3	26
31	4	4	4	3	4	4	4	4	31
32	4	4	4	3	4	5	5	4	33
33	4	4	5	4	4	4	4	4	33
34	3	4	4	2	3	3	3	3	25

No Responden	Motivasi Kerja									Total X2
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
1	4	5	4	4	3	4	4	5	4	37
2	5	5	5	4	3	5	5	5	4	41
3	4	4	4	4	3	3	3	4	3	32
4	5	5	5	5	3	4	5	5	4	41
5	4	4	4	4	4	4	4	4	4	36
6	4	4	4	4	4	4	4	4	4	36
7	5	4	4	4	4	4	4	4	3	36
8	4	4	4	3	4	4	3	3	3	32
9	5	5	4	4	4	4	4	4	4	38
10	5	5	5	4	4	5	5	4	4	41
11	4	4	3	4	4	4	4	4	3	34
12	4	4	4	4	4	4	4	4	4	36
13	5	5	5	5	4	5	5	5	4	43
14	4	4	4	4	3	5	4	4	4	36
15	4	4	3	3	3	3	4	4	4	32
16	5	4	5	4	4	4	4	4	4	38
17	5	4	3	4	5	5	4	4	5	39
18	5	4	4	4	3	4	4	4	4	36
19	4	4	4	4	4	4	4	4	4	36
20	4	4	4	3	2	4	4	4	3	32
21	4	4	3	3	3	4	4	4	3	32
22	5	4	4	4	4	4	4	4	4	37
23	4	4	4	4	4	4	4	4	4	36
24	4	4	4	4	3	3	3	4	3	32
25	4	4	4	4	4	4	4	4	4	36
26	4	4	4	4	4	4	4	4	4	36
27	5	5	5	5	5	5	5	4	4	43
28	5	5	5	5	5	5	5	5	4	44
29	4	4	4	4	4	4	4	4	4	36
30	4	4	4	3	3	4	3	4	3	32
31	5	5	4	3	4	4	4	4	4	37
32	4	4	4	4	4	4	4	4	4	36
33	4	4	4	4	4	4	4	4	4	36
34	3	3	4	3	2	3	3	3	4	28

No Responden	Kompensasi				Total X3
	X3.1	X3.2	X3.3	X3.4	
1	4	3	5	4	16
2	5	4	5	4	18
3	3	3	4	4	14
4	4	5	5	4	18
5	4	3	4	3	14
6	4	4	5	4	17
7	4	4	4	4	16
8	4	3	4	4	15
9	4	4	5	4	17
10	5	4	5	5	19
11	5	5	4	5	19
12	4	3	4	3	14
13	5	5	5	4	19
14	4	4	5	4	17
15	4	3	3	3	13
16	4	4	4	4	16
17	5	4	5	4	18
18	4	4	5	4	17
19	4	3	5	4	16
20	4	3	4	4	15
21	4	4	3	3	14
22	4	4	4	4	16
23	4	3	4	4	15
24	4	3	4	3	14
25	3	4	3	4	14
26	4	3	4	3	14
27	4	4	5	4	17
28	5	4	5	5	19
29	4	4	5	4	17
30	3	3	3	3	12
31	4	3	5	4	16
32	4	3	5	3	15
33	4	4	4	4	16
34	3	2	3	3	11



No Responden	Kinerja Karyawan						Total Y
	Y1	Y2	Y3	Y4	Y5	Y6	
1	5	4	4	4	4	3	24
2	5	5	5	5	4	4	28
3	4	4	4	3	3	3	21
4	4	5	5	5	4	4	27
5	4	4	4	4	4	4	24
6	4	4	4	4	4	4	24
7	5	4	4	4	3	4	24
8	4	4	4	4	3	3	22
9	5	5	4	4	4	4	26
10	5	5	5	4	5	3	27
11	4	4	4	5	5	5	27
12	4	4	4	4	4	4	24
13	4	5	5	5	5	5	29
14	4	5	4	4	4	4	25
15	4	4	3	3	3	4	21
16	4	5	4	4	4	3	24
17	4	5	5	4	4	4	26
18	5	5	4	4	4	3	25
19	4	4	4	4	4	4	24
20	4	4	4	4	3	3	22
21	3	4	3	4	3	3	20
22	4	4	4	4	4	4	24
23	4	4	4	4	4	4	24
24	3	4	4	4	3	3	21
25	4	4	4	4	4	4	24
26	4	4	4	4	4	4	24
27	4	4	5	4	4	5	26
28	5	5	5	5	5	4	29
29	4	4	4	4	4	4	24
30	4	4	4	4	3	3	22
31	4	4	4	4	3	4	23
32	5	4	4	4	4	4	25
33	4	4	4	4	4	5	25
34	4	3	3	3	3	3	19

## LAMPIRAN 3

## CORRELATIONS

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8 X1

/PRINT=TWOTAILNOSIG

/MISSING=PAIRWISE.

**Correlations (Uji Validitas Gaya Kepemimpinan Transformasional)**

		Correlations								
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	Gaya Kepemimpinan Transformasional
X1.1	Pearson Correlation	1	.575**	.470**	.620**	.578**	.346*	.421*	.551**	.794**
	Sig. (2-tailed)		.000	.005	.000	.000	.045	.013	.001	.000
	N	34	34	34	34	34	34	34	34	34
X1.2	Pearson Correlation	.575**	1	.536**	.527**	.587**	.203	.142	.379*	.689**
	Sig. (2-tailed)	.000		.001	.001	.000	.250	.422	.027	.000
	N	34	34	34	34	34	34	34	34	34
X1.3	Pearson Correlation	.470**	.536**	1	.471**	.472**	.214	.477**	.554**	.731**
	Sig. (2-tailed)	.005	.001		.005	.005	.225	.004	.001	.000
	N	34	34	34	34	34	34	34	34	34
X1.4	Pearson Correlation	.620**	.527**	.471**	1	.625**	.395*	.310	.508**	.810**
	Sig. (2-tailed)	.000	.001	.005		.000	.021	.075	.002	.000
	N	34	34	34	34	34	34	34	34	34
X1.5	Pearson Correlation	.578**	.587**	.472**	.625**	1	.553**	.229	.737**	.817**
	Sig. (2-tailed)	.000	.000	.005	.000		.001	.193	.000	.000

X1.6	N	34	34	34	34	34	34	34	34	34
	Pearson Correlation	.346*	.203	.214	.395*	.553**	1	.377*	.546**	.588**
	Sig. (2-tailed)	.045	.250	.225	.021	.001		.028	.001	.000
X1.7	N	34	34	34	34	34	34	34	34	34
	Pearson Correlation	.421*	.142	.477**	.310	.229	.377*	1	.436**	.559**
	Sig. (2-tailed)	.013	.422	.004	.075	.193	.028		.010	.001
X1.8	N	34	34	34	34	34	34	34	34	34
	Pearson Correlation	.551**	.379*	.554**	.508**	.737**	.546**	.436**	1	.795**
	Sig. (2-tailed)	.001	.027	.001	.002	.000	.001	.010		.000
Gaya Kepemimpinan Transformasional	N	34	34	34	34	34	34	34	34	34
	Pearson Correlation	.794**	.689**	.731**	.810**	.817**	.588**	.559**	.795**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	
	N	34	34	34	34	34	34	34	34	34

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

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

## CORRELATIONS

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9 X2

/PRINT=TWOTAILNOSIG

/MISSING=PAIRWISE.

**Correlations (Uji Validitas Motivasi Kerja)**

		Correlations									Motivasi Kerja
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
X2.1	Pearson Correlation	1	.694**	.483**	.494**	.451**	.580**	.642**	.486**	.288	.780**
	Sig. (2-tailed)		.000	.004	.003	.007	.000	.000	.004	.099	.000
	N	34	34	34	34	34	34	34	34	34	34
X2.2	Pearson Correlation	.694**	1	.567**	.504**	.302	.567**	.717**	.716**	.210	.789**
	Sig. (2-tailed)	.000		.000	.002	.083	.000	.000	.000	.233	.000
	N	34	34	34	34	34	34	34	34	34	34
X2.3	Pearson Correlation	.483**	.567**	1	.584**	.144	.441**	.545**	.439**	.180	.662**
	Sig. (2-tailed)	.004	.000		.000	.416	.009	.001	.009	.310	.000
	N	34	34	34	34	34	34	34	34	34	34
X2.4	Pearson Correlation	.494**	.504**	.584**	1	.514**	.490**	.653**	.619**	.375*	.802**
	Sig. (2-tailed)	.003	.002	.000		.002	.003	.000	.000	.029	.000
	N	34	34	34	34	34	34	34	34	34	34
X2.5	Pearson Correlation	.451**	.302	.144	.514**	1	.509**	.385*	.090	.412*	.619**
	Sig. (2-tailed)	.007	.083	.416	.002		.002	.025	.615	.015	.000
	N	34	34	34	34	34	34	34	34	34	34
X2.6	Pearson Correlation	.580**	.567**	.441**	.490**	.509**	1	.729**	.439**	.402*	.794**
	Sig. (2-tailed)	.000	.000	.009	.003	.002		.000	.009	.019	.000

	N	34	34	34	34	34	34	34	34	34	34
X2.7	Pearson Correlation	.642**	.717**	.545**	.653**	.385*	.729**	1	.688**	.462**	.880**
	Sig. (2-tailed)	.000	.000	.001	.000	.025	.000		.000	.006	.000
	N	34	34	34	34	34	34	34	34	34	34
X2.8	Pearson Correlation	.486**	.716**	.439**	.619**	.090	.439**	.688**	1	.227	.688**
	Sig. (2-tailed)	.004	.000	.009	.000	.615	.009	.000		.197	.000
	N	34	34	34	34	34	34	34	34	34	34
X2.9	Pearson Correlation	.288	.210	.180	.375*	.412*	.402*	.462**	.227	1	.538**
	Sig. (2-tailed)	.099	.233	.310	.029	.015	.019	.006	.197		.001
	N	34	34	34	34	34	34	34	34	34	34
Motivasi Kerja	Pearson Correlation	.780**	.789**	.662**	.802**	.619**	.794**	.880**	.688**	.538**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.001	
	N	34	34	34	34	34	34	34	34	34	34

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

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

## CORRELATIONS

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3

/PRINT=TWOTAILNOSIG

/MISSING=PAIRWISE.

**Correlations (Uji Validitas Kompensasi)**

		Correlations				
		X3.1	X3.2	X3.3	X3.4	Kompensasi
X3.1	Pearson Correlation	1	.537**	.560**	.515**	.804**
	Sig. (2-tailed)		.001	.001	.002	.000
	N	34	34	34	34	34
X3.2	Pearson Correlation	.537**	1	.371*	.582**	.789**
	Sig. (2-tailed)	.001		.031	.000	.000
	N	34	34	34	34	34
X3.3	Pearson Correlation	.560**	.371*	1	.502**	.782**
	Sig. (2-tailed)	.001	.031		.002	.000
	N	34	34	34	34	34
X3.4	Pearson Correlation	.515**	.582**	.502**	1	.805**
	Sig. (2-tailed)	.002	.000	.002		.000
	N	34	34	34	34	34
Kompensasi	Pearson Correlation	.804**	.789**	.782**	.805**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	34	34	34	34	34

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

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

CORRELATIONS  
 /VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y  
 /PRINT=TWOTAILNOSIG  
 /MISSING=PAIRWISE.

### Correlations (Uji Validitas Kinerja Karyawan)

		Correlations						Kinerja Karyawan
		Y1	Y2	Y3	Y4	Y5	Y6	
Y1	Pearson Correlation	1	.389*	.357*	.196	.377*	.021	.526**
	Sig. (2-tailed)		.023	.038	.266	.028	.905	.001
	N	34	34	34	34	34	34	34
Y2	Pearson Correlation	.389*	1	.656**	.542**	.529**	.079	.717**
	Sig. (2-tailed)	.023		.000	.001	.001	.657	.000
	N	34	34	34	34	34	34	34
Y3	Pearson Correlation	.357*	.656**	1	.665**	.604**	.336	.828**
	Sig. (2-tailed)	.038	.000		.000	.000	.052	.000
	N	34	34	34	34	34	34	34
Y4	Pearson Correlation	.196	.542**	.665**	1	.629**	.427*	.793**
	Sig. (2-tailed)	.266	.001	.000		.000	.012	.000
	N	34	34	34	34	34	34	34
Y5	Pearson Correlation	.377*	.529**	.604**	.629**	1	.511**	.860**
	Sig. (2-tailed)	.028	.001	.000	.000		.002	.000
	N	34	34	34	34	34	34	34
Y6	Pearson Correlation	.021	.079	.336	.427*	.511**	1	.587**
	Sig. (2-tailed)	.905	.657	.052	.012	.002		.000
	N	34	34	34	34	34	34	34
Kinerja Karyawan	Pearson Correlation	.526**	.717**	.828**	.793**	.860**	.587**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	
	N	34	34	34	34	34	34	34

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

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

## LAMPIRAN 4

## RELIABILITY

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7 X1.8

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Uji Reliability Gaya Kepemimpinan Transformasional****Scale : ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.865	8

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	28.03	8.757	.713	.838
X1.2	27.74	9.473	.595	.852
X1.3	27.82	8.877	.623	.848
X1.4	28.44	7.527	.684	.851
X1.5	28.06	9.027	.756	.836
X1.6	27.88	10.107	.494	.862
X1.7	28.15	10.069	.452	.865
X1.8	28.09	8.992	.723	.838



**RELIABILITY**

/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2.7 X2.8 X2.9

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Uji Reliability Motivasi Kerja****Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.885	9

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	31.91	10.386	.710	.866
X2.2	32.03	10.575	.728	.866
X2.3	32.18	10.756	.558	.879
X2.4	32.35	10.175	.734	.864
X2.5	32.59	10.431	.471	.893
X2.6	32.18	10.210	.723	.865
X2.7	32.24	9.822	.835	.854
X2.8	32.18	11.119	.613	.875
X2.9	32.47	11.529	.434	.887

**RELIABILITY**

```

/VARIABLES=X3.1 X3.2 X3.3 X3.4
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

## Uji Reliability Kompensasi

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.797	4

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	11.76	2.610	.667	.726
X3.2	12.21	2.350	.586	.760
X3.3	11.50	2.318	.561	.777
X3.4	12.00	2.545	.660	.726

**RELIABILITY**

/VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Uji Reliability Kinerja Karyawan****Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.808	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	20.06	4.663	.341	.823
Y2	19.97	4.211	.586	.775
Y3	20.12	3.865	.732	.741
Y4	20.18	4.089	.694	.754
Y5	20.41	3.522	.760	.728
Y6	20.44	4.315	.366	.829

## LAMPIRAN 5

**HASIL UJI NORMALITAS****One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		34
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	.76691571
	Absolute	.076
Most Extreme Differences	Positive	.076
	Negative	-.076
Kolmogorov-Smirnov Z		.444
Asymp. Sig. (2-tailed)		.989

a. Test distribution is Normal.

b. Calculated from data.

**HASIL UJI MULTIKOLINEARITAS****Coefficients<sup>a</sup>**

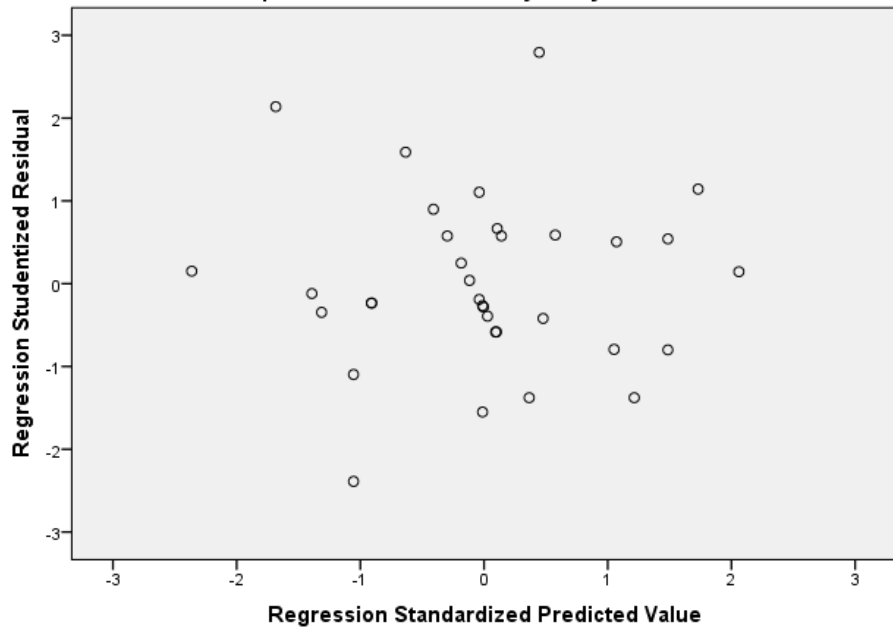
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Toleranc e	VIF	
	(Constant)	2.251	1.428				1.576	.125
1	Gaya Kepemimpinan Transformasional	.254	.094	.363	2.693	.011	.189	5.291
	Motivasi Kerja	.238	.078	.362	3.040	.005	.243	4.121
	Kompensasi	.330	.131	.279	2.523	.017	.281	3.563

a. Dependent Variable: Kinerja Karyawan

## HASIL UJI HETEROSKEDASTISITAS

Scatterplot

Dependent Variable: Kinerja Karyawan



## LAMPIRAN 9

**UJI F**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	168.708	3	56.236	86.922	.000 <sup>b</sup>
Residual	19.409	30	.647		
Total	188.118	33			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kompensasi, Motivasi Kerja, Gaya Kepemimpinan Transformasional

**UJI T**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.251	1.428		1.576	.125
1 Gaya Kepemimpinan Transformasional	.254	.094	.363	2.693	.011
Motivasi Kerja	.238	.078	.362	3.040	.005
Kompensasi	.330	.131	.279	2.523	.017

a. Dependent Variable: Kinerja Karyawan

**KOEFISIEN DETERMINASI**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.947 <sup>a</sup>	.897	.887	.804

a. Predictors: (Constant), Kompensasi, Motivasi Kerja, Gaya Kepemimpinan Transformasional


**PT. Sathya Wahana Indonesia**

Insurance Brokers &amp; Consultant

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No : SWI-SBY/065/2020  
 Kepada Yth, : Bp/Ibu DEKAN FAKULTAS EKONOMI & BISNIS  
 UNTAG SURABAYA  
 Jl. Semolowaru No. 45 Surabaya  
 Dari : Tommy F. Tehupuring (Technical Manager)  
 Tanggal : Surabaya, 27 April 2020  
 Perihal : Perijinan Riset Skripsi

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Dengan hormat,

Bersama ini kami memberitahukan bahwa kami member ijin praktek riset untuk kebutuhan bahan skripsi kepada mahasiswa a.n :

Nama : Risza Dwi Anggreini  
 NPM : 1211600303  
 Fakultas/Program Studi : Manajemen

Dengan judul skripsi "Pengaruh gaya kepemimpinan transformasional, motivasi, dan kompensasi terhadap kinerja karyawan pada PT. Sathya Wahana Indonesia"

Demikian surat ini kami buat dan dipergunakan sebagaimana mestinya, atas perhatian dan kerjasamanya kami ucapkan terimakasih.

Mengetahui,



**Tommy F. Tehupuring**  
 Technical Manager

  
 OTORITAS  
 JASA  
 KEUANGAN  
 KEP-019/KM.10/2011

*graha* SWI  
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