# LAMPIRAN – LAMPIRAN

Lampiran 1

**SURAT PERMOHONAN PENGISIAN KUESIONER**

Kepada Yth.

Bapak / Ibu / Saudara / ( i )

PT Untung Bersama Sejahtera

Di tempat

Dengan hormat,

Sehubung untuk memenuhi kelengkapan penyususnan skripsi, dengan ini saya mahasiswa Universitas 17 Agustus 1945 Surabaya Fakultas Ekonomi dan Bisnis program studi Manajemen Sumber Daya Manusia.

Nama : Liony Inge Cindy Wiyono

NBI : 1211600018

Bermaksud mengadakan penelitian pada perusahaan ini PT Untung Bersama Sejahtera dengan judul Pengaruh Gaya Kepemimpinan Transformasional, Stres Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan PT Untung Bersama Sejahtera pada divisi Marketing Lokal.Sebagai salah satu syarat untuk mengikuti ujian sarjana pada Universitas 17 Agustus Surabaya. Maka dengan segala kerendahan hati penulis, memohon kesediaan Bapak / Ibu / Saudara / ( i ) untuk sedikit meluangkan waktu dalam mengisi kuesioner yang telah dilampirkan.

Penelitian ini semata – mata bersifat ilmiah, dan hanya dipergunakan untuk keperkuan penyusunan skripsi. Disamping itu juga, diharapkan hasil penelitian ini dapat memberikan masukan bagi penulis.

Saya memohon kesediaan Bapak / Ibu / Saudara / ( i ) untuk menjawab semua pertanyaan yang ada secara jujur dan terbuka, mengingat data yang saya perlukan sangat besar sekali artinya peneliti menjamin kerahasiaan identitas dan setiap jawaban responden. Atas segala bantuan dan partisipasi yang Bapak / Ibu / Saudara / ( i ) berikan,saya ucapakan terima kasih.

Hormat saya,

(Liony Inge Cindy Wiyono )

Lampiran 2

**DAFTAR PERTANYAAN KUESIONER**

**PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL, STERS KERJA, DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PT UNTUNG BERSAMA SEJAHTERA PADA DIVISI MARKETING LOKAL**

1. Isilah data diri anda sesuai dengan keadaan yang sebenarnya.

 **Karakteristik Responden**

Berilah tanda ( X ) pada jawaban yang menurut Bapak/Ibu/Saudara/(i) :

* + - No Induk Karyawan :
* Bagian :
1. MR c. AE e. Promo & Adv
2. MPC d. ADM
* Jenis Kelamin :
1. Laki – Laki b. Perempuan
* Usia saat ini :
1. 17 – 22 tahun c. 2 9 – 34 tahun
2. 23 – 28 tahun d. > = 35 tahun
* Pendidikan terakhir :
1. SMA atau Sederajat c. S1
2. Diploma d. S2 atau S3
* Jarak dari tempat kerja ke tempat tinggal / kost / asrama :
1. 0 - < 5 km c. 10 - < 15 km
2. 5 - < 10 km d. >= 15 km
* Masa kerja / lama bekerja :
1. 0 – 3 Tahun b. >= 3 Tahun
2. Responden diharapkan membaca terlebih dahulu deskripsi masing – masing pertanyaan sebelum memberikan jawaban.Pilihlah salah satu jawaban dengan memberikan tanda checklist ( √ ) pada jawaban yang paling sesuai menurut Bapak / Ibu / Saudara / ( i ). Masing – masing pilihan jawaban memiliki makna sebagai berikut : (Diharapkan untuk tidak menjawab lebih dari satu pilihan jawaban )
* STS = Sangat Tidak Setuju
* TS = Tidak Setuju
* N = Normal
* S = Setuju
* SS = Sangat Setuju

**Kuesioner**

**Variabel ( X1 ) Gaya Kepemimpinan Transformasional**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **KARISMA** |
| 1. | Pemimpin saya mendapatkan rasa hormat dari para pegawai. |  |  |  |  |  |
| **INSPIRASI** |
| 2. | Pemimpin membangkitkan antusiasme saya untuk melakukan pekerjaan |  |  |  |  |  |
| **PERTIMBANGAN INDIVIDU** |
| 3. | Pemimpin bersedia mendengarkan kesulitan dan keluhan yang saya alami |  |  |  |  |  |
| **PEMBANGKIT INTELEKTUAL** |
| 4. | Pemimpin mendorong saya untuk menyelesaikan masalah pekerjaan secara rasional / logis |  |  |  |  |  |

**Variabel ( X2 ) Stres Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **FISIOLOGI** |
| 1. | Saya merasa jantung saya berdebar ketika mulai menemukan kesulitan dipekerjaan |  |  |  |  |  |
| **PSIKOLOGIS** |
| 2. | Saya mudah tersinggung ketika bila ditegur  |  |  |  |  |  |
| **PERILAKU** |
| 3. | Saya sulit, tidur baik siang atau malam hari serta sering terbangun saat tidur |  |  |  |  |  |

**Variabel ( X3 ) Lingkungan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **SUHU UDARA** |
| 1. | Ruangan yang temperaturnya cukup membuat ruang kerja menjadi sejuk sehingga saya bekerja menjadi lebih nyaman |  |  |  |  |  |
| **PENERANGAN** |
| 2. | Penerangan yang ada cukup baik, sehinggan dapat mendukung aktivitas pekerjaan saya. |  |  |  |  |  |
| **DEKORASI DI TEMPAT KERJA** |
| 3. | Ruang kerja saya memiliki ruang gerak yang pas sehingga bisa mendukung aktivitas dipekerjaan |  |  |  |  |  |
| **HUBUNGAN KERJA ANTARA BAWAHAN DENGAN ATASAN** |
| 4. | Saya merasa bebas dan nyaman untuk berbicara jujur pada atasan saya |  |  |  |  |  |
| **HUBUNGAN ANTAR KARYAWAN** |
| 5 | Hubungan sesama rekan kerja sangat harmonis |  |  |  |  |  |

**Variabel ( Y ) Kinerja Karyawan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
| **KUALITAS**  |
| 1. | Saya bekerja dengan teliti sehingga tidak ada kesalahan. |  |  |  |  |  |
| **KUANTITAS** |
| 2. | Saya selalu berusaha mencapai target yang ditargetkan oleh perusahaan. |  |  |  |  |  |
| **KETEPATAN WAKTU** |
| 3. | Saya mampu menyelesaikan pekerjaan lebih cepat dari target yang ditentukan |  |  |  |  |  |
| **EFEKTIVITAS** |
| 4. | Saya bekerja dengan se efektif mungkin supaya bisa menguntungkan perusahaan dari hasil yang sudah saya capai |  |  |  |  |  |
| **KEMANDIRIAN** |
| 5. | Saya bisa menyelesaiakan pekerjaan tanpa bimbingan dari pengawas kerja.  |  |  |  |  |  |
| **KOMITMEN** |
| 6 | Saya memegang teguh peraturan dalam melaksanakan pekerjaan. |  |  |  |  |  |

**Terima kasih atas waktu dan partisipasi anda.**

Lampiran 3

**Rekapitulasi Tanggapan Responden atas Variabel Gaya Kepemipminan Transformasional.**

| **Responden** | **Gaya Kepemimpinan Transformasional** |
| --- | --- |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 20 |
| **2** | 4 | 4 | 4 | 4 | 16 |
| **3** | 5 | 5 | 5 | 5 | 20 |
| **4** | 3 | 2 | 3 | 3 | 11 |
| **5** | 5 | 5 | 4 | 4 | 18 |
| **6** | 5 | 4 | 4 | 5 | 18 |
| **7** | 4 | 4 | 4 | 4 | 16 |
| **8** | 5 | 5 | 5 | 5 | 20 |
| **9** | 4 | 4 | 5 | 4 | 17 |
| **10** | 4 | 5 | 4 | 5 | 18 |
| **11** | 5 | 5 | 5 | 5 | 20 |
| **12** | 5 | 4 | 5 | 5 | 19 |
| **13** | 3 | 3 | 3 | 3 | 12 |
| **14** | 4 | 4 | 4 | 4 | 16 |
| **15** | 4 | 4 | 4 | 4 | 16 |
| **16** | 2 | 3 | 2 | 3 | 10 |
| **17** | 4 | 4 | 4 | 4 | 16 |
| **18** | 5 | 5 | 5 | 5 | 20 |
| **19** | 4 | 4 | 4 | 4 | 16 |
| **20** | 3 | 2 | 4 | 5 | 14 |
| **21** | 4 | 4 | 4 | 4 | 16 |
| **22** | 4 | 4 | 4 | 4 | 16 |
| **23** | 4 | 5 | 4 | 5 | 18 |
| **24** | 5 | 5 | 5 | 5 | 20 |
| **25** | 5 | 5 | 5 | 5 | 20 |
| **26** | 5 | 4 | 4 | 4 | 17 |
| **27** | 5 | 5 | 5 | 5 | 20 |
| **28** | 4 | 4 | 4 | 4 | 16 |
| **29** | 5 | 5 | 5 | 5 | 20 |
| **30** | 5 | 4 | 4 | 5 | 18 |
| **31** | 5 | 4 | 3 | 3 | 15 |
| **32** | 5 | 5 | 5 | 5 | 20 |
| **33** | 5 | 5 | 5 | 4 | 19 |
| **34** | 3 | 3 | 3 | 3 | 12 |
| **35** | 4 | 4 | 4 | 4 | 16 |
| **36** | 5 | 4 | 4 | 4 | 17 |
| **37** | 5 | 5 | 5 | 5 | 20 |
| **38** | 5 | 5 | 4 | 4 | 18 |
| **39** | 4 | 5 | 4 | 4 | 17 |
| **40** | 3 | 3 | 3 | 3 | 12 |
| **41** | 5 | 5 | 5 | 5 | 20 |
| **42** | 3 | 3 | 3 | 3 | 12 |
| **43** | 5 | 5 | 4 | 5 | 19 |
| **44** | 5 | 5 | 5 | 5 | 20 |
| **45** | 5 | 5 | 4 | 4 | 18 |
| **46** | 4 | 4 | 4 | 4 | 16 |
| **47** | 5 | 5 | 4 | 4 | 18 |
| **48** | 4 | 5 | 4 | 5 | 18 |
| **49** | 4 | 4 | 4 | 4 | 16 |
| **50** | 4 | 4 | 4 | 4 | 16 |
| **51** | 5 | 4 | 4 | 5 | 18 |
| **52** | 4 | 5 | 5 | 5 | 19 |
| **53** | 4 | 4 | 3 | 4 | 15 |
| **54** | 4 | 3 | 3 | 4 | 14 |

Lampiran 4

**Rekapitulasi Tanggapan Responden atas Variabel Stres Kerja**

|  |  |
| --- | --- |
| **Responden** | **Stres Kerja** |
| **X2.1** | **X2.2** | **X2.3** | **Total** |
| **1** | 3 | 2 | 1 | 6 |
| **2** | 4 | 4 | 4 | 12 |
| **3** | 3 | 2 | 3 | 8 |
| **4** | 3 | 4 | 4 | 11 |
| **5** | 3 | 2 | 3 | 8 |
| **6** | 3 | 2 | 3 | 8 |
| **7** | 4 | 3 | 4 | 11 |
| **8** | 3 | 2 | 2 | 7 |
| **9** | 3 | 2 | 3 | 8 |
| **10** | 3 | 2 | 2 | 7 |
| **11** | 4 | 3 | 4 | 11 |
| **12** | 3 | 2 | 2 | 7 |
| **13** | 3 | 3 | 3 | 9 |
| **14** | 4 | 4 | 3 | 11 |
| **15** | 4 | 2 | 3 | 9 |
| **16** | 4 | 2 | 2 | 8 |
| **17** | 3 | 3 | 3 | 9 |
| **18** | 2 | 3 | 2 | 7 |
| **19** | 4 | 3 | 2 | 9 |
| **20** | 4 | 3 | 2 | 9 |
| **21** | 3 | 3 | 2 | 8 |
| **22** | 2 | 2 | 3 | 7 |
| **23** | 4 | 3 | 3 | 10 |
| **24** | 3 | 2 | 2 | 7 |
| **25** | 4 | 3 | 3 | 10 |
| **26** | 3 | 2 | 2 | 7 |
| **27** | 4 | 2 | 2 | 8 |
| **28** | 4 | 3 | 2 | 9 |
| **29** | 4 | 2 | 3 | 9 |
| **30** | 4 | 4 | 4 | 12 |
| **31** | 3 | 3 | 2 | 8 |
| **32** | 3 | 3 | 2 | 8 |
| **33** | 3 | 2 | 1 | 6 |
| **34** | 4 | 3 | 2 | 9 |
| **35** | 2 | 3 | 2 | 7 |
| **36** | 3 | 2 | 2 | 7 |
| **37** | 4 | 2 | 2 | 8 |
| **38** | 4 | 2 | 2 | 8 |
| **39** | 4 | 2 | 4 | 10 |
| **40** | 3 | 2 | 3 | 8 |
| **41** | 1 | 1 | 1 | 3 |
| **42** | 2 | 3 | 2 | 7 |
| **43** | 4 | 2 | 1 | 7 |
| **44** | 3 | 2 | 2 | 7 |
| **45** | 3 | 2 | 2 | 7 |
| **46** | 3 | 2 | 2 | 7 |
| **47** | 3 | 2 | 2 | 7 |
| **48** | 4 | 3 | 3 | 10 |
| **49** | 3 | 2 | 3 | 8 |
| **50** | 3 | 3 | 2 | 8 |
| **51** | 4 | 2 | 3 | 9 |
| **52** | 2 | 2 | 2 | 6 |
| **53** | 4 | 4 | 2 | 10 |
| **54** | 4 | 2 | 2 | 8 |

Lampiran 5

**Rekapitulasi Tanggapan Responden atas Variabel Lingkungan Kerja**

| **Responden** | **Lingkungan Kerja** |
| --- | --- |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **Total** |
| **1** | 2 | 4 | 3 | 4 | 3 | 16 |
| **2** | 4 | 4 | 4 | 4 | 4 | 20 |
| **3** | 5 | 5 | 5 | 4 | 5 | 24 |
| **4** | 3 | 3 | 2 | 2 | 1 | 11 |
| **5** | 5 | 5 | 4 | 4 | 4 | 22 |
| **6** | 5 | 5 | 3 | 4 | 4 | 21 |
| **7** | 4 | 4 | 3 | 3 | 5 | 19 |
| **8** | 5 | 5 | 5 | 4 | 5 | 24 |
| **9** | 4 | 4 | 2 | 5 | 2 | 17 |
| **10** | 5 | 5 | 5 | 3 | 4 | 22 |
| **11** | 5 | 4 | 4 | 4 | 4 | 21 |
| **12** | 5 | 4 | 4 | 4 | 4 | 21 |
| **13** | 3 | 3 | 3 | 3 | 3 | 15 |
| **14** | 5 | 4 | 3 | 3 | 4 | 19 |
| **15** | 4 | 5 | 4 | 4 | 4 | 21 |
| **16** | 5 | 5 | 3 | 1 | 3 | 17 |
| **17** | 5 | 5 | 4 | 4 | 4 | 22 |
| **18** | 4 | 4 | 4 | 4 | 4 | 20 |
| **19** | 4 | 4 | 3 | 3 | 4 | 18 |
| **20** | 5 | 5 | 4 | 1 | 3 | 18 |
| **21** | 4 | 4 | 2 | 4 | 4 | 18 |
| **22** | 3 | 4 | 3 | 4 | 4 | 18 |
| **23** | 4 | 4 | 4 | 3 | 3 | 18 |
| **24** | 5 | 5 | 3 | 5 | 5 | 23 |
| **25** | 5 | 5 | 4 | 4 | 4 | 22 |
| **26** | 5 | 5 | 5 | 3 | 4 | 22 |
| **27** | 4 | 4 | 3 | 3 | 4 | 18 |
| **28** | 5 | 5 | 4 | 4 | 4 | 22 |
| **29** | 4 | 4 | 5 | 5 | 5 | 23 |
| **30** | 5 | 5 | 4 | 4 | 4 | 22 |
| **31** | 4 | 4 | 3 | 3 | 3 | 17 |
| **32** | 3 | 4 | 3 | 5 | 4 | 19 |
| **33** | 4 | 4 | 4 | 4 | 5 | 21 |
| **34** | 3 | 3 | 2 | 1 | 3 | 12 |
| **35** | 4 | 4 | 4 | 4 | 4 | 20 |
| **36** | 4 | 4 | 4 | 3 | 4 | 19 |
| **37** | 4 | 5 | 3 | 4 | 5 | 21 |
| **38** | 4 | 4 | 4 | 4 | 4 | 20 |
| **39** | 4 | 4 | 3 | 3 | 4 | 18 |
| **40** | 4 | 4 | 3 | 3 | 3 | 17 |
| **41** | 5 | 5 | 4 | 5 | 5 | 24 |
| **42** | 4 | 4 | 4 | 3 | 4 | 19 |
| **43** | 4 | 4 | 4 | 4 | 4 | 20 |
| **44** | 3 | 5 | 3 | 4 | 5 | 20 |
| **45** | 4 | 4 | 4 | 4 | 4 | 20 |
| **46** | 3 | 4 | 4 | 3 | 4 | 18 |
| **47** | 5 | 5 | 5 | 4 | 5 | 24 |
| **48** | 4 | 4 | 5 | 4 | 4 | 21 |
| **49** | 4 | 4 | 4 | 4 | 5 | 21 |
| **50** | 4 | 4 | 4 | 4 | 4 | 20 |
| **51** | 4 | 4 | 4 | 3 | 4 | 19 |
| **52** | 3 | 5 | 5 | 5 | 4 | 22 |
| **53** | 4 | 4 | 4 | 4 | 3 | 19 |
| **54** | 4 | 4 | 4 | 4 | 4 | 20 |

Lampiran 6

**Rekapitulasi Tanggapan Responden atas Variabel Kinerja Karyawan**

| **Responden** | **Lingkungan Kerja** |
| --- | --- |
| **Y1.1** | **Y1.2** | **Y1.3** | **Y1.4** | **Y1.5** | **Y1.6** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| **2** | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| **3** | 5 | 5 | 5 | 5 | 2 | 5 | 27 |
| **4** | 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| **5** | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| **6** | 3 | 5 | 4 | 5 | 4 | 5 | 26 |
| **7** | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| **8** | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| **9** | 3 | 4 | 3 | 4 | 5 | 5 | 24 |
| **10** | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| **11** | 3 | 5 | 4 | 5 | 4 | 5 | 26 |
| **12** | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| **13** | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| **14** | 3 | 3 | 3 | 4 | 2 | 4 | 19 |
| **15** | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| **16** | 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| **18** | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| **19** | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| **20** | 4 | 4 | 3 | 4 | 4 | 5 | 24 |
| **21** | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| **22** | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| **23** | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| **24** | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| **25** | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| **26** | 4 | 5 | 5 | 5 | 2 | 5 | 26 |
| **27** | 3 | 5 | 3 | 4 | 2 | 5 | 22 |
| **28** | 4 | 4 | 4 | 4 | 3 | 4 | 23 |
| **29** | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| **30** | 3 | 5 | 3 | 5 | 3 | 5 | 24 |
| **31** | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| **32** | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| **33** | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| **34** | 3 | 4 | 3 | 3 | 4 | 4 | 21 |
| **35** | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| **36** | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| **37** | 3 | 5 | 3 | 5 | 4 | 5 | 25 |
| **38** | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| **39** | 2 | 4 | 3 | 4 | 4 | 4 | 21 |
| **40** | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| **41** | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| **42** | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| **43** | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| **44** | 3 | 5 | 4 | 5 | 3 | 4 | 24 |
| **45** | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| **46** | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| **47** | 5 | 5 | 4 | 5 | 4 | 5 | 28 |
| **48** | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| **49** | 4 | 5 | 5 | 5 | 4 | 5 | 28 |
| **50** | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| **51** | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| **52** | 3 | 5 | 4 | 4 | 5 | 3 | 24 |
| **53** | 3 | 4 | 3 | 4 | 4 | 3 | 21 |
| **54** | 4 | 4 | 4 | 4 | 4 | 4 | 24 |

**Lampiran 7**

**Hasil Persepsi Responden**

|  |
| --- |
| **Descriptive Statistics** |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| X1.1 | 54 | 2,00 | 5,00 | 4,3333 | ,75235 |
| X1.2 | 54 | 2,00 | 5,00 | 4,2593 | ,80529 |
| X1.3 | 54 | 2,00 | 5,00 | 4,1296 | ,72804 |
| X1.4 | 54 | 3,00 | 5,00 | 4,2963 | ,69035 |
| Valid N (listwise) | 54 |  |  |  |  |

|  |
| --- |
| **X1.1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 1 | 1,9 | 1,9 | 1,9 |
| 3,00 | 6 | 11,1 | 11,1 | 13,0 |
| 4,00 | 21 | 38,9 | 38,9 | 51,9 |
| 5,00 | 26 | 48,1 | 48,1 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 2 | 3,7 | 3,7 | 3,7 |
| 3,00 | 6 | 11,1 | 11,1 | 14,8 |
| 4,00 | 22 | 40,7 | 40,7 | 55,6 |
| 5,00 | 24 | 44,4 | 44,4 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 1 | 1,9 | 1,9 | 1,9 |
| 3,00 | 8 | 14,8 | 14,8 | 16,7 |
| 4,00 | 28 | 51,9 | 51,9 | 68,5 |
| 5,00 | 17 | 31,5 | 31,5 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **X1.4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00 | 7 | 13,0 | 13,0 | 13,0 |
| 4,00 | 24 | 44,4 | 44,4 | 57,4 |
| 5,00 | 23 | 42,6 | 42,6 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **Descriptive Statistics** |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| X2.1 | 54 | 1,00 | 4,00 | 3,2963 | ,71717 |
| X2.2 | 54 | 1,00 | 4,00 | 2,5000 | ,69364 |
| X2.3 | 54 | 1,00 | 4,00 | 2,4444 | ,79305 |
| Valid N (listwise) | 54 |  |  |  |  |

|  |
| --- |
| **X2.1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,9 | 1,9 | 1,9 |
| 2,00 | 5 | 9,3 | 9,3 | 11,1 |
| 3,00 | 25 | 46,3 | 46,3 | 57,4 |
| 4,00 | 23 | 42,6 | 42,6 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **X2.2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,9 | 1,9 | 1,9 |
| 2,00 | 30 | 55,6 | 55,6 | 57,4 |
| 3,00 | 18 | 33,3 | 33,3 | 90,7 |
| 4,00 | 5 | 9,3 | 9,3 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **X2.3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 4 | 7,4 | 7,4 | 7,4 |
| 2,00 | 28 | 51,9 | 51,9 | 59,3 |
| 3,00 | 16 | 29,6 | 29,6 | 88,9 |
| 4,00 | 6 | 11,1 | 11,1 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **Descriptive Statistics** |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| X3.1 | 54 | 2,00 | 5,00 | 4,1481 | ,73734 |
| X3.2 | 54 | 3,00 | 5,00 | 4,2963 | ,57065 |
| X3.3 | 54 | 2,00 | 5,00 | 3,7037 | ,81564 |
| X3.4 | 54 | 1,00 | 5,00 | 3,6296 | ,91726 |
| X3.5 | 54 | 1,00 | 5,00 | 3,9444 | ,78708 |
| Valid N (listwise) | 54 |  |  |  |  |

|  |
| --- |
| **X3.1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 1 | 1,9 | 1,9 | 1,9 |
| 3,00 | 8 | 14,8 | 14,8 | 16,7 |
| 4,00 | 27 | 50,0 | 50,0 | 66,7 |
| 5,00 | 18 | 33,3 | 33,3 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00 | 3 | 5,6 | 5,6 | 5,6 |
| 4,00 | 32 | 59,3 | 59,3 | 64,8 |
| 5,00 | 19 | 35,2 | 35,2 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 4 | 7,4 | 7,4 | 7,4 |
| 3,00 | 16 | 29,6 | 29,6 | 37,0 |
| 4,00 | 26 | 48,1 | 48,1 | 85,2 |
| 5,00 | 8 | 14,8 | 14,8 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 3 | 5,6 | 5,6 | 5,6 |
| 2,00 | 1 | 1,9 | 1,9 | 7,4 |
| 3,00 | 15 | 27,8 | 27,8 | 35,2 |
| 4,00 | 29 | 53,7 | 53,7 | 88,9 |
| 5,00 | 6 | 11,1 | 11,1 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **X3.5** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1,00 | 1 | 1,9 | 1,9 | 1,9 |
| 2,00 | 1 | 1,9 | 1,9 | 3,7 |
| 3,00 | 9 | 16,7 | 16,7 | 20,4 |
| 4,00 | 32 | 59,3 | 59,3 | 79,6 |
| 5,00 | 11 | 20,4 | 20,4 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **Descriptive Statistics** |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Y.1 | 54 | 2,00 | 5,00 | 3,6481 | ,73092 |
| Y.2 | 54 | 3,00 | 5,00 | 4,4259 | ,56974 |
| Y.3 | 54 | 3,00 | 5,00 | 3,8333 | ,66588 |
| Y.4 | 54 | 3,00 | 5,00 | 4,2593 | ,55577 |
| Y.5 | 54 | 2,00 | 5,00 | 3,8333 | ,74606 |
| Y.6 | 54 | 3,00 | 5,00 | 4,2963 | ,60281 |
| Valid N (listwise) | 54 |  |  |  |  |

|  |
| --- |
| **Y.1** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 1 | 1,9 | 1,9 | 1,9 |
| 3,00 | 24 | 44,4 | 44,4 | 46,3 |
| 4,00 | 22 | 40,7 | 40,7 | 87,0 |
| 5,00 | 7 | 13,0 | 13,0 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y.2** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00 | 2 | 3,7 | 3,7 | 3,7 |
| 4,00 | 27 | 50,0 | 50,0 | 53,7 |
| 5,00 | 25 | 46,3 | 46,3 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y.3** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00 | 17 | 31,5 | 31,5 | 31,5 |
| 4,00 | 29 | 53,7 | 53,7 | 85,2 |
| 5,00 | 8 | 14,8 | 14,8 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y.4** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00 | 3 | 5,6 | 5,6 | 5,6 |
| 4,00 | 34 | 63,0 | 63,0 | 68,5 |
| 5,00 | 17 | 31,5 | 31,5 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y.5** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2,00 | 4 | 7,4 | 7,4 | 7,4 |
| 3,00 | 8 | 14,8 | 14,8 | 22,2 |
| 4,00 | 35 | 64,8 | 64,8 | 87,0 |
| 5,00 | 7 | 13,0 | 13,0 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

|  |
| --- |
| **Y.6** |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3,00 | 4 | 7,4 | 7,4 | 7,4 |
| 4,00 | 30 | 55,6 | 55,6 | 63,0 |
| 5,00 | 20 | 37,0 | 37,0 | 100,0 |
| Total | 54 | 100,0 | 100,0 |  |

Lampiran 8

**Uji Asumsi Klasik**

**Normalitas**



|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 54 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | ,33560067 |
| Most Extreme Differences | Absolute | ,091 |
| Positive | ,091 |
| Negative | -,078 |
| Test Statistic | ,091 |
| Asymp. Sig. (2-tailed) | ,200c,d |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |
| d. This is a lower bound of the true significance. |

**Multikolinieirtas**

|  |
| --- |
| **Coefficientsa** |
| Model | Collinearity Statistics |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| X1 | ,573 | 1,745 |
| X2 | ,915 | 1,093 |
| X3 | ,577 | 1,733 |
| a. Dependent Variable: Y |

**Heteroskedatisitas**

**Korelasi**

|  |
| --- |
| **Correlations** |
|  | X1 | X2 | X3 | Unstandardized Residual |
| Spearman's rho | X1 | Correlation Coefficient | 1,000 | -,325\* | ,559\*\* | ,052 |
| Sig. (2-tailed) | . | ,016 | ,000 | ,709 |
| N | 54 | 54 | 54 | 54 |
| X2 | Correlation Coefficient | -,325\* | 1,000 | -,204 | -,011 |
| Sig. (2-tailed) | ,016 | . | ,139 | ,938 |
| N | 54 | 54 | 54 | 54 |
| X3 | Correlation Coefficient | ,559\*\* | -,204 | 1,000 | ,129 |
| Sig. (2-tailed) | ,000 | ,139 | . | ,353 |
| N | 54 | 54 | 54 | 54 |
| Unstandardized Residual | Correlation Coefficient | ,052 | -,011 | ,129 | 1,000 |
| Sig. (2-tailed) | ,709 | ,938 | ,353 | . |
| N | 54 | 54 | 54 | 54 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

Lampiran 9

**Hasil Analisis Regresi**

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,664a | ,440 | ,407 | ,34552 | 2,011 |
| a. Predictors: (Constant), X3, X2, X1 |
| b. Dependent Variable: Y |

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 4,699 | 3 | 1,566 | 13,119 | ,000b |
| Residual | 5,969 | 50 | ,119 |  |  |
| Total | 10,668 | 53 |  |  |  |
| a. Dependent Variable: Y |
| b. Predictors: (Constant), X3, X2, X1 |

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2,991 | ,512 |  | 5,838 | ,000 |
| X1 | ,235 | ,095 | ,345 | 2,470 | ,017 |
| X2 | -,241 | ,090 | -,298 | -2,693 | ,010 |
| X3 | ,182 | ,117 | ,217 | 1,561 | ,125 |
| a. Dependent Variable: Y |

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