LAMPIRAN

LAMPIRAN 1

KUESIONER

No	Kinerja Organisasi	Keterangan				
		SS	S	R	TS	STS
1	Saya selalu datang sesuai dengan jam kerja yang telah ditentukan perusahaan.					
2	Saya selalu pulang sesuai dengan jam kerja yang telah ditentukan perusahaan					
3	Saya selalu pulang lebih lambat dari jam kerja yang telah ditentukan perusahaan.					
4	Saya selalu datang lebih awal dari jam kerja yang telah ditentukan perusahaan.					
5	Saya mampu mengerjakan pekerjaan yang dibebankan sesuai dengan tanggung jawab yang diberikan.					
6	Saya menguasai penggunaan alat-alat untuk mempermudah pekerjaan yang dibebankannya.					
7	Saya jarang membuat kesalahan dalam pekerjaan yang menjadi tanggung jawabnya.					
8	Kesalahan-kesalahan yang dilakukan oleh saya diakibatkan ketidaksesuaian kemampuan dengan jabatan yang saya emban.					
9	Kesalahan-kesalahan yang dilakukan oleh saya diakibatkan kelalaian yang masih lazim dalam batas-batas kewajaran.					
10	Kemampuan saya sesuai dengan spesifikasi yang dibutuhkan untuk jabatan yang saya pegang.					
11	Saya selalu menyelesaikan pekerjaan yang dibebankannya dengan benar dan tepat pada waktunya.					
12	Saya sering terlambat dalam menyelesaikan pekerjaan yang dibebankannya.					
13	Saya menyelesaikan pekerjaan yang dibebankannya lebih baik dari target yang diberikan.					
14	Saya membutuhkan bimbingan dari atasan dalam menyelesaikan pekerjaan yang dibebankan.					
15	Di dalam pekerjaan, saya tidak dituntut untuk menggunakan keterampilan-keterampilan lain di luar yang biasa dilakukan untuk menyelesaikan pekerjaan					

No	Komunikasi	Keterangan				
		SS	S	R	TS	STS
1	Perselisihan sering terjadi pada saat melakukan koordinasi antar bagian yang berbeda tanggung jawab.					
2	Setiap perselisihan yang terjadi antar anggota organisasi selalu dapat diselesaikan oleh pihak yang berselisih.					
3	Setiap perselisihan yang terjadi antar anggota organisasi selalu membutuhkan bantuan pihak ketiga sebagai mediasi					
4	Penyelesaian perselisihan membutuhkan waktu yang relatif lama (lebih dari 1 bulan).					
5	Saya memahami tujuan jangka pendek maupun jangka panjang yang ditetapkan atasan					
6	Saya berperan aktif dalam menetapkan tujuan organisasi yang ada.					
7	Saya tidak dilibatkan dalam penyusunan tujuan organisasi yang ingin dicapai.					
8	Saya dapat berkoordinasi dengan bagian departemen yang berbeda untuk membuat sebuah keputusan					
9	Saya merasa bahwa setiap keputusan merupakan bentuk wewenang yang diberikan untuk masing masing departemen yang ada					
10	Saya saling berbagi data yang diperlukan oleh departemen yang lain dalam membuat keputusan					
11	Atasan melakukan sosialisasi atas wewenang dan pertanggungjawaban bagi setiap anggota organisasi					
12	Saya memahami batas-batas kewenangan dan tanggung jawab yang diberikan kepada masing-masing anggota organisasi.					
13	Saya sering melakukan *overlapping* dalam kewenangan yang bukan menjadi bagian tugas saya.					

No	Kompensasi	Keterangan				
		SS	S	R	TS	STS
1	Saya mengharapkan adanya penghargaan berupa pengakuan dari pihak manajemen atas prestasi saya.					
2	Saya merasa puas terhadap sistem kompensasi yang ada saat ini diberikan oleh atasan.					
3	Saya merasa bahwa kemampuan yang saya miliki dihargai layak oleh perusahaan.					
4	Saya merasa bahwa kemampuan yang saya miliki dapat dihargai lebih layak di tempat lain.					
5	Saya merasa bahwa prestasi kerja saya sebanding dengan besarnya kompensasi yang diberikan perusahaan.					
6	Saya merasa bersemangat untuk selalu meningkatkan prestasi kerja saya untuk mencapai kompensasi yang diberikan atasan					
7	Saya merasa tertekan terhadap besarnya target yang diberikan atasan untuk mencapai kompensasi.					
8	Saya lebih menyukai kompensasi yang besarnya tetap setiap periode.					
9	Saya lebih menyukai besar kompensasi ditentukan oleh lamanya waktu pengabdian yang diberikan.					
10	Saya merasa bahwa jenis kompensasi yang diberikan atasan tidak sesuai dengan kebutuhan saya.					
11	Jenis kompensasi yang tidak sesuai dengan kebutuhan individu yang menerimanya menyebabkan ketidakpuasan.					
12	Kompensasi yang diberikan pada saya harus berupa materi / uang					
13	Kompensasi yang diberikan pada saya tidak harus berupa materi / uang.					
14	Kompensasi yang diberikan pada saya dapat berupa kombinasi materi maupun non materi.					

No	Gaya Kepemimpinan	Keterangan				
		SS	S	R	TS	STS
1	Atasan saya melakukan pemberian tanggung jawab kerja yang cukup adil diantara para bawahannya.					
2	Atasan saya melakukan pemberian tanggung jawab kerja sesuai dengan posisi jabatan yang diduduki masing-masing orang.					
3	Atasan saya melakukan pemberian tanggung jawab kerja berdasarkan faktor subyektivitas pribadinya.					
4	Atasan saya memberikan teladan kepada para bawahannya terhadap setiap perkataan yang diucapkannya.					
5	Atasan saya menekan setiap bawahannya untuk menjalankan setiap instruksi yang diberikannya.					
6	Saya menjalankan setiap instruksi yang diberikan oleh atasan dengan penuh kesadaran dan tanggung jawab.					
7	Atasan saya selalu mengkomunikasikan setiap instruksi dan tanggung jawab yang dibebankan kepada para bawahannya					
8	Saya sering merasa kurang jelas dalam menjalankan instruksi dan tanggung jawab yang dibebankan.					
9	Atasan saya memperbolehkan bawahannya untuk berbeda pendapat dengannya.					
10	Atasan saya selalu memberikan dukungan terhadap setiap apa yang dikerjakan oleh para bawahannya.					
11	Atasan saya memberikan perhatian dan berlaku adil bagi semua anggota organisasi.					
12	Atasan saya dapat memberikan pemecahan atas setiap masalah yang tidak mampu diatasi oleh bawahannya.					
13	Atasan saya selalu memberikan motivasi bagi setiap bawahannya dalam mengerjakan setiap tugas yang ada.					
14	Saya selalu merasa mampu dan bersemangat dalam mengerjakan setiap tugas yang diberikan.					
15	Atasan saya selalu menekankan bahwa keberhasilan suatu organisasi membutuhkan peran serta serta seluruh anggota organisasi.					

LAMPIRAN 2

DATA KUESIONER

Responden	Gaya Kepemimpinan														
	Butir														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	4	4	4	3	3	4	4	3	4	4	4	3	4	4	4
2	3	4	4	3	3	4	4	4	3	4	3	3	4	4	4
3	3	4	5	4	3	4	3	3	3	3	3	4	3	4	4
4	3	3	4	3	4	3	4	3	4	3	3	3	3	3	4
5	3	4	4	3	3	3	3	3	3	4	3	3	4	3	4
6	3	4	4	3	4	4	4	3	3	4	4	4	3	4	4
7	3	4	4	3	3	3	3	3	3	4	3	3	4	4	4
8	4	5	5	3	3	4	4	4	4	4	3	4	3	4	4
9	3	4	5	4	4	4	4	3	3	3	4	3	3	4	4
10	3	4	4	4	4	4	3	3	4	4	3	4	3	4	4
11	4	4	5	4	4	4	4	4	3	4	3	3	4	4	4
12	3	4	4	3	4	3	3	4	3	3	3	3	3	3	3
13	3	4	4	4	4	4	4	4	3	3	3	3	4	4	3
14	3	4	3	2	3	2	3	3	3	3	3	3	4	3	3
15	3	4	4	3	3	3	3	2	3	3	3	3	3	4	4
16	4	4	4	3	3	3	3	5	3	3	3	3	4	4	4
17	4	3	4	4	4	3	3	3	3	3	3	3	4	4	4
18	3	4	4	3	4	4	3	3	3	3	3	3	3	4	4
19	4	4	4	4	4	4	4	3	3	3	3	3	4	4	4
20	3	4	4	3	3	4	4	4	4	4	3	3	3	4	3
21	3	3	4	4	4	4	3	3	2	3	2	2	2	4	3
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23	3	3	4	3	3	4	3	2	2	2	3	2	2	4	3
24	3	3	4	3	4	3	4	4	3	2	3	3	4	4	4
25	3	3	3	2	2	3	3	3	3	3	3	3	2	3	3
26	3	3	4	3	3	3	4	3	2	3	3	3	3	3	3
27	3	3	4	3	3	4	4	4	3	3	3	3	4	4	4
28	4	4	4	3	4	3	4	4	4	3	3	2	4	3	3

Responden	Komunikasi												
	Butir												
	1	2	3	4	5	6	7	8	9	10	11	12	13
1	4	4	5	5	5	4	4	4	5	4	4	4	4
2	4	4	3	4	4	4	4	3	5	3	4	4	4
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4	3	4	4	4	4	3	3	3	4	4	3	4	3
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6	4	4	4	4	3	3	4	4	5	3	4	3	5
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8	3	4	4	4	4	3	3	4	5	3	4	4	4
9	3	4	4	4	4	3	3	4	4	3	4	3	4
10	4	4	4	4	4	3	3	4	4	4	3	3	5
11	4	4	4	4	3	3	4	3	3	4	4	4	4
12	3	4	4	4	4	3	3	3	5	4	4	4	4
13	4	4	4	4	5	4	4	3	3	4	4	3	3
14	4	4	3	4	3	3	3	4	3	3	3	2	4
15	4	4	4	4	3	3	3	3	3	4	3	3	4
16	4	4	4	3	4	3	3	4	4	4	3	3	4
17	4	4	4	3	4	3	4	4	4	4	3	4	4
18	3	4	4	4	3	3	4	3	3	3	4	4	3
19	4	4	4	4	4	3	3	3	4	4	3	4	4
20	4	4	4	3	4	3	3	4	5	3	3	4	5
21	3	3	4	4	4	3	3	4	4	3	4	3	4
22	4	4	3	3	3	3	3	4	3	3	3	3	4
23	3	3	3	3	4	2	3	3	2	3	3	4	3
24	4	4	4	3	3	3	4	3	4	3	3	3	4
25	3	3	4	3	2	3	3	2	4	3	3	3	3
26	4	4	4	4	2	3	3	3	4	3	3	3	4
27	4	4	4	3	4	3	4	4	5	4	4	4	4
28	3	3	4	3	3	3	3	3	5	3	3	3	4

Responden	Kompensasi													
	Butir													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	3	3	3	4	4	3	3	3	3	3	3	4	4	4
2	4	4	5	5	4	4	5	5	4	4	3	4	4	5
3	5	4	4	4	4	4	3	5	4	4	4	4	5	4
4	4	3	4	4	4	4	3	5	4	5	4	5	4	4
5	4	4	4	4	4	4	3	4	4	4	5	5	4	4
6	4	4	4	4	5	5	3	4	4	4	4	4	5	5
7	4	4	4	4	4	4	4	4	4	2	4	5	5	4
8	4	5	5	4	4	4	4	3	3	3	4	5	5	4
9	5	4	4	4	4	4	4	4	4	3	4	3	4	4
10	4	3	3	4	5	4	5	5	4	5	5	4	4	4
11	4	4	4	4	4	4	4	4	4	5	5	5	4	3
12	4	3	3	4	4	4	4	3	4	4	4	4	4	5
13	4	3	4	4	3	4	4	3	4	5	5	5	4	4
14	3	3	3	4	4	4	3	3	4	3	4	3	3	3
15	3	3	4	5	4	4	3	4	4	4	5	3	3	3
16	4	4	3	4	3	3	4	4	5	5	5	4	4	4
17	4	3	3	4	5	5	3	4	5	5	4	4	4	5
18	4	3	3	4	4	4	3	5	4	2	3	4	3	4
19	4	4	4	4	3	4	4	3	4	4	3	4	4	4
20	4	4	4	4	3	4	4	4	5	5	4	5	4	4
21	4	2	4	4	4	4	4	3	4	4	4	4	3	4
22	3	3	3	4	4	3	3	3	3	2	3	4	3	4
23	4	3	2	2	2	2	3	3	3	3	3	3	4	3
24	4	3	3	4	3	2	2	3	4	4	3	4	5	4
25	4	3	4	4	4	4	4	3	3	3	3	4	3	4
26	4	4	5	3	3	4	4	4	3	2	4	4	4	4
27	4	3	3	4	4	4	3	4	4	4	2	5	4	4
28	4	4	4	4	4	4	3	3	3	5	5	5	5	4

Responden	Kinerja														
	Butir														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	5	4	4	5	5	4	5	4	4	5	5	5	4	5	5
2	4	4	5	5	4	5	5	4	5	5	4	4	4	5	4
3	4	4	4	5	5	4	5	4	4	4	4	4	4	4	4
4	4	4	4	5	5	4	4	4	4	4	4	5	4	4	4
5	4	4	4	4	5	4	4	5	4	4	4	4	5	4	4
6	4	4	5	4	5	4	4	5	5	4	4	4	5	4	4
7	4	4	5	4	4	4	4	4	4	4	4	5	4	4	4
8	5	4	4	5	4	4	5	4	4	4	4	4	4	4	4
9	3	4	4	4	4	4	5	4	4	4	5	4	4	4	4
10	4	4	5	4	4	4	5	4	4	4	5	5	4	4	5
11	4	4	5	4	4	4	4	5	5	4	5	4	4	4	4
12	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
13	4	4	4	4	5	5	4	3	4	5	4	4	4	4	4
14	4	3	3	3	4	4	3	2	4	4	4	4	4	4	3
15	3	4	3	4	4	4	3	5	4	3	4	4	4	4	4
16	4	4	4	4	4	4	4	4	4	4	4	5	5	4	4
17	4	4	4	5	5	5	5	4	4	5	3	4	4	4	4
18	5	4	4	5	4	4	5	4	3	3	4	4	4	5	4
19	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3
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21	3	3	4	4	4	3	3	5	4	3	4	4	4	3	4
22	3	3	3	3	4	3	3	4	4	3	4	4	3	4	4
23	3	3	3	4	3	3	3	2	4	3	3	4	3	4	3
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25	4	3	3	3	4	3	3	2	3	5	3	3	4	3	4
26	4	3	4	4	4	4	5	3	3	3	4	3	3	3	3
27	4	4	3	4	5	5	5	5	4	3	4	4	3	4	4
28	3	3	4	4	4	4	5	4	4	3	4	4	3	3	4

LAMPIRAN 3

TABEL r

Tabel r

df	0,05	df	0,05	df	0,05	df	0,05	df	0,05
1	0,9511	31	0,2289	61	0,1636	91	0,1341	121	0,1163
2	0,8000	32	0,2254	62	0,1623	92	0,1334	122	0,1159
3	0,6870	33	0,2220	63	0,1610	93	0,1327	123	0,1154
4	0,6084	34	0,2187	64	0,1598	94	0,1320	124	0,1149
5	0,5509	35	0,2156	65	0,1586	95	0,1313	125	0,1145
6	0,5067	36	0,2126	66	0,1574	96	0,1306	126	0,1140
7	0,4716	37	0,2097	67	0,1562	97	0,1299	127	0,1136
8	0,4428	38	0,2070	68	0,1550	98	0,1292	128	0,1131
9	0,4187	39	0,2043	69	0,1539	99	0,1286	129	0,1127
10	0,3981	40	0,2018	70	0,1528	100	0,1279	130	0,1123
11	0,3802	41	0,1993	71	0,1517	101	0,1273	131	0,1118
12	0,3646	42	0,1970	72	0,1507	102	0,1267	132	0,1114
13	0,3507	43	0,1947	73	0,1497	103	0,1261	133	0,1110
14	0,3383	44	0,1925	74	0,1486	104	0,1255	134	0,1106
15	0,3271	45	0,1903	75	0,1477	105	0,1249	135	0,1102
16	0,3170	46	0,1883	76	0,1467	106	0,1243	136	0,1098
17	0,3077	47	0,1863	77	0,1457	107	0,1237	137	0,1094
18	0,2992	48	0,1843	78	0,1448	108	0,1231	138	0,1090
19	0,2914	49	0,1825	79	0,1439	109	0,1226	139	0,1086
20	0,2841	50	0,1806	80	0,1430	110	0,1220	140	0,1082
21	0,2774	51	0,1789	81	0,1421	111	0,1215	141	0,1078
22	0,2711	52	0,1772	82	0,1412	112	0,1209	142	0,1074
23	0,2653	53	0,1755	83	0,1404	113	0,1204	143	0,1070
24	0,2598	54	0,1739	84	0,1396	114	0,1199	144	0,1067
25	0,2546	55	0,1723	85	0,1387	115	0,1193	145	0,1063
26	0,2497	56	0,1708	86	0,1379	116	0,1188	146	0,1059
27	0,2451	57	0,1693	87	0,1371	117	0,1183	147	0,1056
28	0,2407	58	0,1678	88	0,1364	118	0,1178	148	0,1052
29	0,2366	59	0,1664	89	0,1356	119	0,1173	149	0,1049
30	0,2327	60	0,1650	90	0,1348	120	0,1168	150	0,1045

Sumber: SPSS for Windows Ver. 11.0.0, SPSS Inc., 1989 - 2001.

LAMPIRAN 4

UJI VALIDITAS VARIABEL BEBAS

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	SUM_X1
X1.1	Pearson Correlation	1	.284	.289	.222	.167	.073	.255	.345	.333	.179	.111	-.041	.433*	.143	.221	.508**
	Sig. (2-tailed)	.	.144	.135	.257	.396	.713	.190	.072	.083	.361	.574	.835	.021	.468	.259	.006
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.2	Pearson Correlation	.284	1	.317	.063	-.028	.186	.031	.240	.473*	.580**	.284	.457*	.263	.203	.263	.575**
	Sig. (2-tailed)	.144	.	.101	.750	.886	.344	.876	.218	.011	.001	.144	.014	.176	.301	.176	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.3	Pearson Correlation	.289	.317	1	.614**	.418*	.568**	.447*	.183	.115	.218	.179	.282	.069	.372	.356	.682**
	Sig. (2-tailed)	.135	.101	.	.001	.027	.002	.017	.352	.561	.265	.362	.146	.727	.051	.063	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.4	Pearson Correlation	.222	.063	.614**	1	.585**	.565**	.137	.007	-.074	.056	-.074	.101	.082	.517**	.264	.519**
	Sig. (2-tailed)	.257	.750	.001	.	.001	.002	.488	.972	.709	.778	.709	.610	.677	.005	.174	.005
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.5	Pearson Correlation	.167	-.028	.418*	.585**	1	.255	.398*	.129	.085	-.075	.033	-.046	.180	.100	.066	.443*
	Sig. (2-tailed)	.396	.886	.027	.001	.	.190	.036	.514	.666	.703	.866	.818	.360	.612	.737	.018
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.6	Pearson Correlation	.073	.186	.568**	.565**	.255	1	.390*	.048	.057	.274	.170	.169	-.189	.655**	.202	.550**
	Sig. (2-tailed)	.713	.344	.002	.002	.190	.	.040	.809	.775	.158	.388	.334	.335	.000	.302	.002
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.7	Pearson Correlation	.255	.031	.447*	.137	.398*	.390*	1	.367	.296	.192	.352	.068	.318	.036	.024	.568**
	Sig. (2-tailed)	.190	.876	.017	.486	.036	.040	.	.055	.127	.327	.066	.732	.099	.854	.903	.002
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.8	Pearson Correlation	.345	.240	.183	.007	.129	.048	.367	1	.296	.165	-.094	.074	.472*	.031	-.012	.459*
	Sig. (2-tailed)	.072	.218	.352	.972	.514	.809	.055	.	.126	.400	.634	.709	.011	.874	.950	.014
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.9	Pearson Correlation	.333	.473*	.115	-.074	.085	.057	.296	.296	1	.474*	.309	.372	.282	-.037	.270	.544**
	Sig. (2-tailed)	.083	.011	.561	.709	.666	.775	.127	.126	.	.011	.110	.051	.146	.852	.165	.003
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.10	Pearson Correlation	.179	.580**	.218	.056	-.075	.274	.192	.165	.474*	1	.251	.467*	.233	.108	.299	.561**
	Sig. (2-tailed)	.361	.001	.265	.778	.703	.158	.327	.400	.011	.	.197	.012	.232	.586	.122	.002
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.11	Pearson Correlation	.111	.284	.179	-.074	.033	.170	.352	-.094	.309	.251	1	.372	.186	.111	.338	.406*
	Sig. (2-tailed)	.574	.144	.362	.709	.866	.388	.066	.634	.110	.197	.	.051	.344	.574	.078	.032
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.12	Pearson Correlation	-.041	.457*	.282	.101	-.046	.189	.068	.074	.372	.467*	.372	1	.069	.207	.509**	.493**
	Sig. (2-tailed)	.835	.014	.146	.610	.818	.334	.732	.709	.051	.012	.051	.	.727	.291	.006	.008
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.13	Pearson Correlation	.433*	.263	.069	.082	.180	-.189	.318	.472*	.282	.233	.186	.069	1	.062	.369	.515**
	Sig. (2-tailed)	.021	.176	.727	.677	.360	.335	.099	.011	.146	.232	.344	.727	.	.754	.053	.005
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.14	Pearson Correlation	.143	.203	.372	.517**	.100	.655**	.036	.031	-.037	.108	.111	.207	.062	1	.486**	.478*
	Sig. (2-tailed)	.468	.301	.051	.005	.612	.000	.854	.874	.852	.586	.574	.291	.754	.	.009	.010
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X1.15	Pearson Correlation	.221	.263	.356	.264	.066	.202	.024	-.012	.270	.299	.338	.509**	.369	.486**	1	.559**
	Sig. (2-tailed)	.259	.176	.063	.174	.737	.302	.903	.950	.165	.122	.078	.006	.053	.009	.	.002
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
SUM_X1	Pearson Correlation	.508**	.575**	.682**	.519**	.443*	.550**	.568**	.459*	.544**	.561**	.406*	.493**	.515**	.478*	.559**	1
	Sig. (2-tailed)	.006	.001	.000	.005	.018	.002	.002	.014	.003	.002	.032	.008	.005	.010	.002	.
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28

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

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

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	SUM_X2
X2.1	Pearson Correlation	1	.478*	-.050	.056	.137	.367	.310	.337	.000	.287	-.177	-.067	.497**	.428*
	Sig. (2-tailed)	.	.010	.802	.779	.486	.054	.108	.079	1.000	.139	.369	.733	.007	.023
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.2	Pearson Correlation	.478*	1	.061	.249	.067	.350	.321	.247	.116	.404*	.215	.082	.135	.493**
	Sig. (2-tailed)	.010	.	.760	.202	.735	.068	.096	.206	.556	.033	.271	.677	.492	.008
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.3	Pearson Correlation	-.050	.061	1	.393*	.087	.283	.223	.000	.405*	.445*	.281	.143	.123	.495**
	Sig. (2-tailed)	.802	.760	.	.038	.658	.144	.253	1.000	.033	.018	.148	.468	.533	.007
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.4	Pearson Correlation	.056	.249	.393*	1	.207	.572**	.074	.107	.078	.298	.543**	.107	.077	.539**
	Sig. (2-tailed)	.779	.202	.038	.	.291	.001	.708	.588	.702	.124	.003	.588	.699	.003
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.5	Pearson Correlation	.137	.067	.087	.207	1	.314	.055	.475*	.168	.311	.220	.475*	.136	.610**
	Sig. (2-tailed)	.486	.735	.658	.291	.	.104	.781	.011	.393	.107	.260	.011	.490	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.6	Pearson Correlation	.367	.350	.283	.572**	.314	1	.381*	.077	.327	.303	.479**	.077	.017	.647**
	Sig. (2-tailed)	.054	.068	.144	.001	.104	.	.046	.697	.090	.117	.010	.697	.933	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.7	Pearson Correlation	.310	.321	.223	.074	.055	.381*	1	-.067	.095	.177	.486**	.202	-.092	.415*
	Sig. (2-tailed)	.108	.096	.253	.708	.781	.046	.	.733	.629	.369	.009	.302	.643	.028
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.8	Pearson Correlation	.337	.247	.000	.107	.475*	.077	-.067	1	.236	.000	.127	.000	.612**	.512**
	Sig. (2-tailed)	.079	.206	1.000	.588	.011	.697	.733	.	.227	1.000	.519	1.000	.001	.005
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.9	Pearson Correlation	.000	.116	.405*	.076	.168	.327	.095	.236	1	.000	.270	.236	.472*	.564**
	Sig. (2-tailed)	1.000	.556	.033	.702	.393	.090	.629	.227	.	1.000	.165	.227	.011	.002
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.10	Pearson Correlation	.287	.404*	.445*	.298	.311	.303	.177	.000	.000	1	.125	.255	-.073	.489**
	Sig. (2-tailed)	.139	.033	.018	.124	.107	.117	.369	1.000	1.000	.	.526	.191	.712	.008
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.11	Pearson Correlation	-.177	.215	.281	.543**	.220	.479**	.486**	.127	.270	.125	1	.255	-.073	.548**
	Sig. (2-tailed)	.369	.271	.148	.003	.260	.010	.009	.519	.165	.526	.	.191	.712	.003
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.12	Pearson Correlation	-.067	.082	.143	.107	.475*	.077	.202	.000	.236	.255	.255	1	-.056	.443*
	Sig. (2-tailed)	.733	.677	.468	.588	.011	.697	.302	1.000	.227	.191	.191	.	.778	.018
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X2.13	Pearson Correlation	.497**	.135	.123	.077	.136	.017	-.092	.612**	.472*	-.073	-.073	-.056	1	.453*
	Sig. (2-tailed)	.007	.492	.533	.699	.490	.933	.643	.001	.011	.712	.712	.778	.	.016
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28
SUM_X2	Pearson Correlation	.428*	.493**	.495**	.539**	.610**	.647**	.415*	.512**	.564**	.489**	.548**	.443*	.453*	1
	Sig. (2-tailed)	.023	.008	.007	.003	.001	.000	.028	.005	.002	.008	.003	.018	.016	.
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28

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

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

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	SUM_X3
X3.1	Pearson Correlation	1	.365	.259	-.168	-.042	.195	.238	.370	.231	.198	.075	.161	.477*	.292	.474*
	Sig. (2-tailed)	.	.056	.183	.393	.830	.320	.223	.052	.238	.312	.704	.413	.010	.131	.011
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.2	Pearson Correlation	.365	1	.577**	.053	-.059	.201	.255	.174	-.014	-.012	.237	.319	.610**	.107	.509**
	Sig. (2-tailed)	.056	.	.001	.788	.766	.304	.191	.378	.943	.951	.224	.098	.001	.589	.006
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.3	Pearson Correlation	.259	.577**	1	.371	.107	.489**	.430*	.187	-.111	.004	.249	.353	.231	.188	.583**
	Sig. (2-tailed)	.183	.001	.	.052	.589	.008	.022	.339	.572	.986	.202	.066	.238	.337	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.4	Pearson Correlation	-.168	.053	.371	1	.525**	.416*	.182	.267	.353	.268	.166	.126	-.109	.268	.498**
	Sig. (2-tailed)	.393	.788	.052	.	.004	.028	.411	.170	.066	.168	.399	.515	.580	.168	.007
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.5	Pearson Correlation	-.042	-.059	.107	.525**	1	.670**	.054	.350	.120	.103	.164	.074	.000	.406*	.464*
	Sig. (2-tailed)	.830	.766	.589	.004	.	.000	.784	.068	.542	.600	.405	.709	1.000	.032	.013
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.6	Pearson Correlation	.195	.201	.489**	.416*	.670**	1	.294	.350	.308	.211	.297	.239	.000	.406*	.689**
	Sig. (2-tailed)	.320	.304	.008	.028	.000	.	.129	.068	.111	.282	.125	.221	1.000	.032	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.7	Pearson Correlation	.238	.255	.430*	.182	.054	.294	1	.196	.103	.115	.232	.105	-.080	.196	.453*
	Sig. (2-tailed)	.223	.191	.022	.411	.784	.129	.	.319	.601	.561	.235	.593	.685	.317	.015
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.8	Pearson Correlation	.370	.174	.187	.267	.350	.350	.196	1	.417*	.167	.133	.092	.074	.181	.537**
	Sig. (2-tailed)	.052	.378	.339	.170	.068	.068	.319	.	.027	.395	.499	.642	.709	.356	.003
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.9	Pearson Correlation	.231	-.014	-.111	.353	.120	.308	.103	.417*	1	.556**	.269	.067	.000	.230	.492**
	Sig. (2-tailed)	.238	.943	.572	.066	.542	.111	.601	.027	.	.002	.166	.735	1.000	.238	.008
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.10	Pearson Correlation	.198	-.012	.004	.268	.103	.211	.115	.167	.556**	1	.490**	.326	.215	.132	.576**
	Sig. (2-tailed)	.312	.951	.986	.168	.600	.282	.561	.395	.002	.	.008	.091	.271	.503	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.11	Pearson Correlation	.075	.237	.249	.166	.164	.297	.232	.133	.269	.490**	1	.169	.134	-.164	.533**
	Sig. (2-tailed)	.704	.224	.202	.399	.405	.125	.235	.499	.166	.008	.	.391	.498	.405	.003
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.12	Pearson Correlation	.161	.319	.353	.126	.074	.239	.105	.092	.067	.326	.169	1	.415*	.203	.512**
	Sig. (2-tailed)	.413	.098	.066	.515	.709	.221	.593	.642	.735	.091	.391	.	.028	.300	.005
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.13	Pearson Correlation	.477*	.610**	.231	-.109	.000	.000	-.080	.074	.000	.215	.134	.415*	1	.306	.440*
	Sig. (2-tailed)	.010	.001	.238	.580	1.000	1.000	.685	.709	1.000	.271	.498	.028	.	.113	.019
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
X3.14	Pearson Correlation	.292	.107	.188	.268	.406*	.406*	.196	.181	.230	.132	-.164	.203	.306	1	.469*
	Sig. (2-tailed)	.131	.589	.337	.168	.032	.032	.317	.356	.238	.503	.405	.300	.113	.	.012
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
SUM_X3	Pearson Correlation	.474*	.509**	.583**	.498**	.464*	.689**	.453*	.537**	.492**	.576**	.533**	.512**	.440*	.469*	1
	Sig. (2-tailed)	.011	.006	.001	.007	.013	.000	.015	.003	.008	.001	.003	.005	.019	.012	.
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28

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

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

LAMPIRAN 5

UJI VALIDITAS VARIABEL TERIKAT

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Y.14	Y.15	SUM_Y
Y.1	Pearson Correlation	1	.494**	.249	.492**	.357	.407*	.527**	-.005	.004	.279	.119	.008	.084	.316	.104	.521**
	Sig. (2-tailed)	.	.008	.202	.008	.062	.032	.004	.980	.984	.150	.548	.969	.670	.102	.597	.004
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.2	Pearson Correlation	.494**	1	.455*	.583**	.471*	.620**	.499**	.539**	.372	.314	.372	.389*	.426*	.545**	.380*	.853**
	Sig. (2-tailed)	.008	.	.015	.001	.011	.000	.007	.003	.051	.104	.051	.041	.024	.003	.046	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.3	Pearson Correlation	.249	.455*	1	.278	.229	.189	.418*	.370	.530**	.456*	.425*	.205	.349	.290	.418*	.693**
	Sig. (2-tailed)	.202	.015	.	.153	.242	.336	.027	.053	.004	.015	.024	.295	.069	.134	.027	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.4	Pearson Correlation	.492**	.583**	.278	1	.291	.507**	.683**	.308	.098	.054	.098	.297	.073	.377*	.187	.621**
	Sig. (2-tailed)	.008	.001	.153	.	.133	.006	.000	.111	.620	.786	.620	.125	.711	.048	.341	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.5	Pearson Correlation	.357	.471*	.229	.291	1	.447*	.347	.369	.234	.444*	.097	.055	.251	.202	.398*	.604**
	Sig. (2-tailed)	.062	.011	.242	.133	.	.017	.071	.053	.231	.018	.622	.781	.197	.303	.036	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.6	Pearson Correlation	.407*	.620**	.189	.507**	.447*	1	.623**	.230	.249	.171	.122	.111	.018	.247	.014	.575**
	Sig. (2-tailed)	.032	.000	.336	.006	.017	.	.000	.239	.202	.383	.536	.575	.937	.205	.944	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.7	Pearson Correlation	.527**	.499**	.418*	.683**	.347	.623**	1	.243	.068	.115	.342	.043	-.157	.215	.256	.625**
	Sig. (2-tailed)	.004	.007	.027	.000	.071	.000	.	.212	.729	.559	.075	.828	.425	.272	.188	.000
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.8	Pearson Correlation	-.005	.539**	.370	.308	.369	.230	.243	1	.431*	-.177	.431*	.252	.271	.149	.416*	.560**
	Sig. (2-tailed)	.980	.003	.053	.111	.053	.239	.212	.	.022	.369	.022	.196	.162	.450	.028	.002
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.9	Pearson Correlation	.004	.372	.530**	.098	.234	.249	.068	.431*	1	.285	.282	.126	.141	.280	.162	.486**
	Sig. (2-tailed)	.984	.051	.004	.620	.231	.202	.729	.022		.141	.146	.524	.474	.149	.409	.009
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.10	Pearson Correlation	.279	.314	.456*	.054	.444*	.171	.115	-.177	.285	1	.013	.024	.423*	.403*	.424*	.493**
	Sig. (2-tailed)	.150	.104	.015	.786	.018	.383	.559	.369	.141	.	.948	.902	.025	.034	.025	.008
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.11	Pearson Correlation	.119	.372	.425*	.098	.097	.122	.342	.431*	.282	.013	1	.396*	.141	.280	.456*	.514**
	Sig. (2-tailed)	.548	.051	.024	.620	.622	.536	.075	.022	.146	.948	.	.037	.474	.149	.015	.005
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.12	Pearson Correlation	.008	.389*	.205	.297	.055	.111	.043	.252	.126	.024	.396*	1	.382*	.400*	.444*	.444*
	Sig. (2-tailed)	.969	.041	.295	.125	.781	.575	.828	.196	.524	.902	.037	.	.045	.035	.018	.018
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.13	Pearson Correlation	.084	.426*	.349	.073	.251	.018	-.157	.271	.141	.423*	.141	.382*	1	.315	.324	.456*
	Sig. (2-tailed)	.670	.024	.069	.711	.197	.937	.425	.162	.474	.025	.474	.045	.	.102	.093	.015
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.14	Pearson Correlation	.316	.545**	.290	.377*	.202	.247	.215	.149	.280	.403*	.280	.400*	.315	1	.385*	.603**
	Sig. (2-tailed)	.102	.003	.134	.048	.303	.205	.272	.450	.149	.034	.149	.035	.102	.	.043	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Y.15	Pearson Correlation	.104	.380*	.418*	.187	.398*	.014	.256	.416*	.162	.424*	.456*	.444*	.324	.385*	1	.612**
	Sig. (2-tailed)	.597	.046	.027	.341	.036	.944	.188	.028	.409	.025	.015	.018	.093	.043	.	.001
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
SUM_Y	Pearson Correlation	.521**	.853**	.693**	.621**	.604**	.575**	.625**	.560**	.486**	.493**	.514**	.444*	.456*	.603**	.612**	1
	Sig. (2-tailed)	.004	.000	.000	.000	.001	.001	.000	.002	.009	.008	.005	.018	.015	.001	.001	.
	N	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28

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

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

LAMPIRAN 6

UJI RELIABILITAS VARIABEL-VARIABEL PENELITIAN

Reliability Variabel Gaya Kepemimpinan (X_1)

****** Method 1 (space saver) will be used for this analysis ******
R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X1.1	47.9286	16.4392	.4247	.7950
X1.2	47.4286	15.8836	.4842	.7901
X1.3	47.1429	15.4603	.6094	.7815
X1.4	47.9643	15.9616	.4114	.7952
X1.5	47.7857	16.1746	.3127	.8037
X1.6	47.6786	15.7817	.4441	.7927
X1.7	47.7143	15.6931	.4659	.7910
X1.8	47.8571	15.9788	.3222	.8039
X1.9	48.0714	15.8466	.4396	.7930
X1.10	47.9286	15.6984	.4552	.7918
X1.11	48.1071	16.9881	.3277	.8008
X1.12	48.1429	16.2751	.3951	.7963
X1.13	47.8214	15.6336	.3836	.7987
X1.14	47.4286	16.5503	.3923	.7968
X1.15	47.5000	16.1111	.4753	.7913

Reliability Coefficients
N of Cases = 28.0 N of Items = 15
Alpha = .8059

Reliability Variabel Komunikasi (X_2)

****** Method 1 (space saver) will be used for this analysis ******
R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X2.1	43.3571	12.3862	.3145	.7437
X2.2	43.2143	12.3968	.4065	.7375
X2.3	43.1786	12.2262	.3948	.7370
X2.4	43.3214	11.6336	.4086	.7338
X2.5	43.3214	10.6706	.4419	.7319
X2.6	43.9286	11.8466	.5742	.7231
X2.7	43.7143	12.4339	.2997	.7451
X2.8	43.5357	11.8135	.3826	.7368
X2.9	43.0357	10.9246	.3843	.7413
X2.10	43.6071	12.0992	.3743	.7380
X2.11	43.6071	11.8770	.4417	.7314
X2.12	43.5357	12.1098	.3042	.7455
X2.13	43.0714	12.0688	.3159	.7442

Reliability Coefficients
N of Cases = 28.0 N of Items = 13
Alpha = .7529

Reliability Variabel Kompensasi (X_3)

****** Method 1 (space saver) will be used for this analysis ******
R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X3.1	49.7500	22.3426	.3953	.7719
X3.2	50.2143	21.5079	.4037	.7694
X3.3	50.0000	20.6667	.4734	.7627
X3.4	49.7143	22.0635	.4147	.7700
X3.5	49.8571	21.6825	.3479	.7740
X3.6	49.8571	20.2011	.6065	.7514
X3.7	50.1429	21.6825	.3312	.7756
X3.8	49.9286	20.8836	.4152	.7682
X3.9	49.8214	21.7817	.3933	.7705
X3.10	49.8929	19.5066	.4095	.7737
X3.11	49.7857	20.6190	.3958	.7709
X3.12	49.5000	21.3704	.4008	.7695
X3.13	49.6786	21.8558	.3209	.7763
X3.14	49.6786	22.0780	.3765	.7721

Reliability Coefficients
N of Cases = 28.0 N of Items = 14
Alpha = .7827

Reliability Variabel Kinerja (Y)

****** Method 1 (space saver) will be used for this analysis ******
R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H
A)

Item-total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
Y.1	56.0714	24.4392	.4241	.8398
Y.2	56.2857	23.7672	.8270	.8235
Y.3	56.0714	22.9577	.6143	.8280
Y.4	55.8571	23.9048	.5412	.8331
Y.5	55.7500	24.4167	.5329	.8343
Y.6	56.0000	24.3704	.4948	.8359
Y.7	55.7857	22.9153	.5179	.8350
Y.8	56.1071	23.2103	.4322	.8425
Y.9	56.0000	25.1852	.4069	.8405
Y.10	56.1786	24.0040	.3643	.8463
Y.11	56.0000	25.0370	.4372	.8391
Y.12	55.9643	25.2950	.3559	.8429
Y.13	56.1786	25.0410	.3596	.8431
Y.14	56.1071	24.3955	.5312	.8343
Y.15	56.1429	24.5714	.5473	.8341

Reliability Coefficients
N of Cases = 28.0 N of Items = 15
Alpha = .8461

LAMPIRAN 7

REGRESI LINIER GANDA

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	Kompensasi (X3), Komunikasi (X2), Gaya Kepemimpinan (X1)[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja (Y)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.937[a]	.878	.862	.12986	.878	57.427	3	24	.000	1.928

a. Predictors: (Constant), Kompensasi (X3), Komunikasi (X2), Gaya Kepemimpinan (X1)

b. Dependent Variable: Kinerja (Y)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.905	3	.968	57.427	.000[a]
	Residual	.405	24	.017		
	Total	3.310	27			

a. Predictors: (Constant), Kompensasi (X3), Komunikasi (X2), Gaya Kepemimpinan (X1)

b. Dependent Variable: Kinerja (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-.499	.346		-1.443	.162					
	Gaya Kepemimpinan (X1)	.346	.151	.280	2.293	.031	.843	.424	.164	.341	2.937
	Komunikasi (X2)	.678	.135	.551	5.010	.000	.880	.715	.358	.421	2.373
	Kompensasi (X3)	.226	.092	.227	2.456	.022	.687	.448	.175	.595	1.681

a. Dependent Variable: Kinerja (Y)

LAMPIRAN 8

PEDOMAN INTERPRESTASI KOEFISIEN KORELASI

Pedoman Interprestasi Koefisien Korelasi

Interval Koefisien Korelasi	Tingkat Hubungan
0,000 - 0,199	Sangat Rendah
0,200 - 0,399	Rendah
0,400 - 0,599	Sedang
0,600 - 0,799	Kuat
0,800 - 1,000	Sangat Kuat

Sumber : Sugiyono. Metode Penelitian B'snis. Bandung: Alfabeta. 2003, hlm.183.

LAMPIRAN 9

TABEL DISTRIBUSI F

Tabel F					
Denominator df_2	Nominator df_1				
	1	2	3	4	5
1.	161,45	199,50	215,71	224,58	230,16
2.	18,51	19,00	19,16	19,25	19,30
3.	10,13	9,55	9,28	9,12	9,01
4.	7,71	6,94	6,59	6,39	6,26
5.	6,61	5,79	5,41	5,19	5,05
6.	5,99	5,14	4,76	4,53	4,39
7.	5,59	4,74	4,35	4,12	3,97
8.	5,32	4,46	4,07	3,84	3,69
9.	5,12	4,26	3,86	3,63	3,48
10.	4,96	4,10	3,71	3,48	3,33
11.	4,84	3,98	3,59	3,36	3,20
12.	4,75	3,89	3,49	3,26	3,11
13.	4,67	3,81	3,41	3,18	3,03
14.	4,60	3,74	3,34	3,11	2,96
15.	4,54	3,68	3,29	3,06	2,90
16.	4,49	3,63	3,24	3,01	2,85
17.	4,45	3,59	3,20	2,96	2,81
18.	4,41	3,55	3,16	2,93	2,77
19.	4,38	3,52	3,13	2,90	2,74
20.	4,35	3,49	3,10	2,87	2,71
21.	4,32	3,47	3,07	2,84	2,68
22.	4,30	3,44	3,05	2,82	2,66
23.	4,28	3,42	3,03	2,80	2,64
24.	4,26	3,40	3,01	2,78	2,62
25.	4,24	3,39	2,99	2,76	2,60

Sumber: SPSS for Windows Ver. 11.0.0, SPSS Inc., 1989 - 2001.

LAMPIRAN 10

TABEL DISTRIBUSI t

Pr / df	0,10	0,05	0,025	0,010
1.	3,0777	6,3138	12,7062	31,8205
2.	1,8856	2,9200	4,3027	6,9646
3.	1,6377	2,3534	3,1824	4,5407
4.	1,5332	2,1318	2,7764	3,7469
5.	1,4759	2,0150	2.5706	3,3649
6.	1,4398	1,9432	2,4469	3,1427
7.	1,4149	1,8946	2,3646	2,9980
8.	1,3968	1,8595	2,3060	2,8965
9.	1,3830	1,833[illegible]	2,2622	2,8214
10.	1,3722	1,8125	2,2281	2,7638
11.	1,3634	1,7959	2,2010	2,7181
12.	1,3562	1,7823	2,1788	2,6810
13.	1,3502	1,7709	2,1604	2,6503
14.	1,3450	1,7613	2,1448	2,6245
15.	1,3406	1,7531	2,1314	2,6025
16.	1,3368	1,7459	2,1199	2,5835
17.	1,3334	1,7396	2,1098	2,5669
18.	1,3304	1,7341	2,1009	2,5524
19.	1,3277	1,7291	2,0930	2,5395
20.	1,3253	1,7247	2,0860	2,5280
21.	1,3232	1,7207	2,0796	2,5176
22.	1,3212	1,7171	2,0739	2,5083
23.	1,3195	1,7139	2,0687	2,4999
24.	1,3178	1,7109	2,0639	2,4922
25.	1,3163	1,7081	2,0595	2,4851

Sumber: SPSS for Windows Ver. 11.0.0, SPSS Inc., 1989 - 2001.

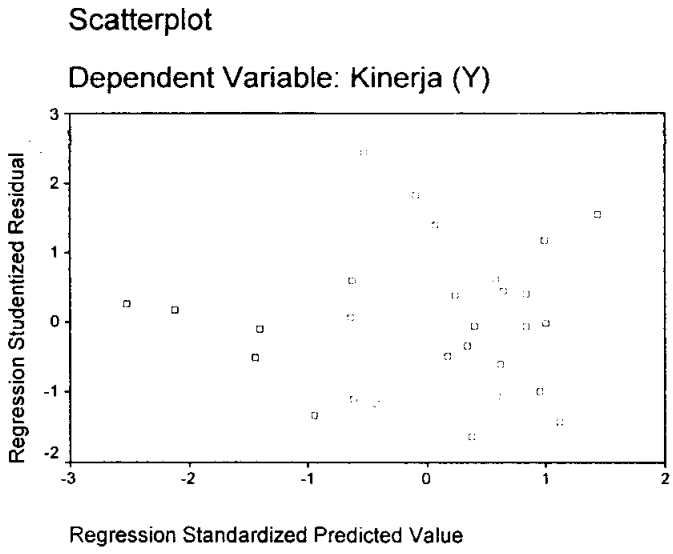
LAMPIRAN 11

UJI ASUMSI KLASIK

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-.499	.346		-1.443	.162					
	Gaya Kepemimpinan (X1)	.346	.151	.280	2.293	.031	.843	.424	.164	.341	2.937
	Komunikasi (X2)	.678	.135	.551	5.010	.000	.880	.715	.358	.421	2.373
	Kompensasi (X3)	.226	.092	.227	2.456	.022	.687	.448	.175	.595	1.681

a. Dependent Variable: Kinerja (Y)



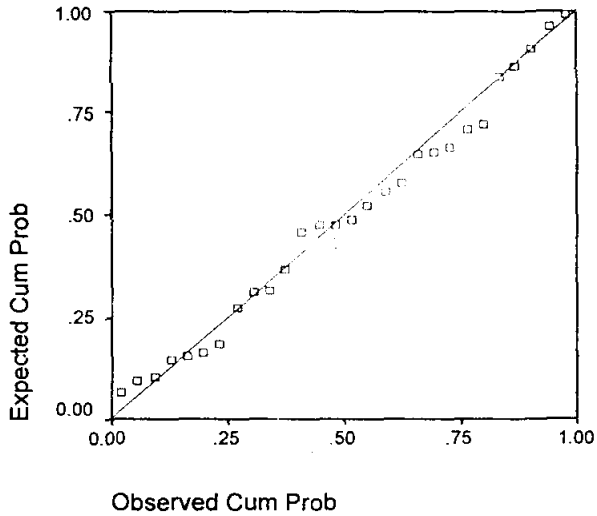
Correlations

			Gaya Kepemimpinan (X1)	Komunikasi (X2)	Kompensasi (X3)	ABS_RES
Spearman's rho	Gaya Kepemimpinan (X	Correlation Coefficient	1.000	.702**	.586**	.039
		Sig. (2-tailed)	.	.000	.001	.844
		N	28	28	28	28
	Komunikasi (X2)	Correlation Coefficient	.702**	1.000	.568**	.095
		Sig. (2-tailed)	.000	.	.002	.629
		N	28	28	28	28
	Kompensasi (X3)	Correlation Coefficient	.586**	.568**	1.000	.047
		Sig. (2-tailed)	.001	.002	.	.813
		N	28	28	28	28
	ABS_RES	Correlation Coefficient	.039	.095	.047	1.000
		Sig. (2-tailed)	.844	.629	.813	.
		N	28	28	28	28

**. Correlation is significant at the .01 level (2-tailed).

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja (Y)



LAMPIRAN 12

TABEL DURBIN WATSON

TABLE 13 DURBIN-WATSON d STATISTIC:SIGNIFICANCE POINTS FOR d_L AND d_U AT 0.05 LEVEL OF SIGNIFICANCE

	k' = 1		k' = 2		k' = 3		k' = 4		k' = 5		k' = 6		k' = 7		k' = 8		k' = 9		k' = 10	
n	d_L	d_U	d_L	d_U	d_L	d_U	d_L	d_U	d_L	d_U	d_L	d_U	d_L	d_U	d_L	d_U	d_L	d_U	d_L	d_U
6	0.610	1.400	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
7	0.700	1.356	0.467	1.896	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
8	0.763	1.332	0.559	1.777	0.368	2.287	—	—	—	—	—	—	—	—	—	—	—	—	—	—
9	0.824	1.320	0.629	1.699	0.455	2.128	0.296	2.588	—	—	—	—	—	—	—	—	—	—	—	—
10	0.879	1.320	0.697	1.641	0.525	2.016	0.376	2.414	0.243	2.822	—	—	—	—	—	—	—	—	—	—
11	0.927	1.324	0.658	1.604	0.595	1.928	0.444	2.283	0.316	2.645	0.203	3.005	—	—	—	—	—	—	—	—
12	0.971	1.331	0.812	1.579	0.658	1.864	0.512	2.177	0.379	2.506	0.268	2.832	0.171	3.149	—	—	—	—	—	—
13	1.010	1.340	0.861	1.562	0.715	1.816	0.574	2.094	0.445	2.390	0.328	2.692	0.230	2.985	0.147	3.266	—	—	—	—
14	1.045	1.350	0.905	1.551	0.767	1.779	0.632	2.030	0.505	2.296	0.389	2.572	0.286	2.848	0.200	3.111	0.127	3.360	—	—
15	1.077	1.361	0.946	1.543	0.814	1.750	0.685	1.977	0.562	2.220	0.447	2.472	0.343	2.727	0.251	2.979	0.175	3.216	0.111	3.438
16	1.106	1.371	0.982	1.539	0.857	1.728	0.734	1.935	0.615	2.157	0.502	2.388	0.398	2.624	0.304	2.860	0.222	3.090	0.155	3.304
17	1.133	1.381	1.015	1.536	0.897	1.710	0.779	1.900	0.664	2.104	0.554	2.318	0.451	2.537	0.356	2.757	0.272	2.975	0.198	3.184
18	1.158	1.391	1.046	1.535	0.935	1.696	0.820	1.872	0.710	2.060	0.603	2.257	0.502	2.461	0.407	2.667	0.321	2.873	0.244	3.073
19	1.180	1.401	1.074	1.536	0.967	1.685	0.859	1.848	0.752	2.023	0.649	2.206	0.549	2.396	0.456	2.589	0.369	2.783	0.290	2.974
20	1.201	1.411	1.100	1.537	0.998	1.676	0.894	1.828	0.792	1.991	0.692	2.162	0.595	2.339	0.502	2.521	0.416	2.704	0.336	2.885
21	1.221	1.420	1.125	1.538	1.026	1.669	0.927	1.812	0.829	1.964	0.732	2.124	0.637	2.290	0.547	2.460	0.461	2.633	0.380	2.806
22	1.239	1.429	1.147	1.541	1.053	1.664	0.958	1.797	0.863	1.940	0.769	2.090	0.677	2.246	0.588	2.407	0.504	2.571	0.424	2.734
23	1.257	1.437	1.168	1.543	1.078	1.660	0.986	1.785	0.895	1.920	0.804	2.061	0.715	2.208	0.628	2.360	0.545	2.514	0.465	2.670
24	1.273	1.446	1.188	1.546	1.101	1.656	1.013	1.775	0.925	1.902	0.837	2.035	0.751	2.174	0.666	2.318	0.584	2.464	0.506	2.613
25	1.288	1.454	1.206	1.550	1.123	1.654	1.038	1.767	0.953	1.886	0.868	2.012	0.784	2.144	0.702	2.280	0.621	2.419	0.544	2.560
26	1.302	1.461	1.224	1.553	1.143	1.652	1.062	1.759	0.979	1.873	0.897	1.992	0.816	2.117	0.735	2.246	0.657	2.379	0.581	2.513
27	1.316	1.469	1.240	1.556	1.162	1.651	1.084	1.753	1.004	1.861	0.925	1.974	0.845	2.093	0.767	2.216	0.691	2.342	0.616	2.470
28	1.328	1.476	1.255	1.560	1.181	1.650	1.104	1.747	1.028	1.850	0.951	1.958	0.874	2.071	0.798	2.188	0.723	2.309	0.650	2.431
29	1.341	1.483	1.270	1.563	1.198	1.650	1.124	1.743	1.050	1.841	0.975	1.944	0.900	2.052	0.826	2.164	0.753	2.278	0.682	2.396
30	1.352	1.489	1.284	1.567	1.214	1.650	1.143	1.739	1.071	1.833	0.998	1.931	0.926	2.034	0.854	2.141	0.782	2.251	0.712	2.363
31	1.363	1.496	1.297	1.570	1.229	1.650	1.160	1.735	1.090	1.825	1.020	1.920	0.950	2.018	0.879	2.120	0.810	2.226	0.741	2.333
32	1.373	1.502	1.309	1.574	1.244	1.650	1.177	1.732	1.109	1.819	1.041	1.909	0.972	2.004	0.904	2.102	0.836	2.203	0.769	2.306
33	1.383	1.508	1.321	1.577	1.258	1.651	1.193	1.730	1.127	1.813	1.061	1.900	0.994	1.991	0.927	2.085	0.861	2.181	0.795	2.281
34	1.393	1.514	1.333	1.580	1.271	1.652	1.208	1.728	1.144	1.808	1.080	1.891	1.015	1.979	0.950	2.069	0.885	2.162	0.821	2.257
35	1.402	1.519	1.343	1.584	1.283	1.653	1.222	1.726	1.160	1.803	1.097	1.884	1.034	1.967	0.971	2.054	0.908	2.144	0.845	2.236
36	1.411	1.525	1.354	1.587	1.295	1.654	1.236	1.724	1.175	1.799	1.114	1.877	1.053	1.957	0.991	2.041	0.930	2.127	0.868	2.216
37	1.419	1.530	1.364	1.590	1.307	1.655	1.249	1.723	1.190	1.795	1.131	1.870	1.071	1.948	1.011	2.029	0.951	2.112	0.891	2.198
38	1.427	1.535	1.373	1.594	1.318	1.656	1.261	1.722	1.204	1.792	1.146	1.864	1.088	1.939	1.029	2.017	0.970	2.098	0.912	2.180
39	1.435	1.540	1.382	1.597	1.328	1.658	1.273	1.722	1.218	1.789	1.161	1.859	1.104	1.932	1.047	2.007	0.990	2.085	0.932	2.164
40	1.442	1.544	1.391	1.600	1.338	1.659	1.285	1.721	1.230	1.786	1.175	1.854	1.120	1.924	1.064	1.997	1.008	2.072	0.952	2.149
45	1.475	1.566	1.430	1.615	1.383	1.666	1.336	1.720	1.287	1.776	1.238	1.835	1.189	1.895	1.139	1.958	1.089	2.022	1.038	2.088
50	1.503	1.585	1.462	1.628	1.421	1.674	1.378	1.721	1.335	1.771	1.291	1.822	1.246	1.875	1.201	1.930	1.156	1.986	1.110	2.044
55	1.528	1.601	1.490	1.641	1.452	1.681	1.414	1.724	1.374	1.768	1.334	1.814	1.294	1.861	1.253	1.909	1.212	1.959	1.170	2.010
60	1.549	1.616	1.514	1.652	1.480	1.689	1.444	1.727	1.408	1.767	1.372	1.808	1.335	1.850	1.298	1.894	1.260	1.939	1.222	1.984
65	1.567	1.629	1.536	1.662	1.503	1.696	1.471	1.731	1.438	1.767	1.404	1.805	1.370	1.843	1.336	1.882	1.301	1.923	1.266	1.964
70	1.583	1.641	1.554	1.672	1.525	1.703	1.494	1.735	1.464	1.768	1.433	1.802	1.401	1.837	1.369	1.873	1.337	1.910	1.305	1.948
75	1.598	1.652	1.571	1.680	1.543	1.709	1.515	1.739	1.487	1.770	1.458	1.801	1.428	1.834	1.399	1.867	1.369	1.901	1.339	1.935
80	1.611	1.662	1.586	1.688	1.560	1.715	1.534	1.743	1.507	1.772	1.480	1.801	1.453	1.831	1.425	1.861	1.397	1.893	1.369	1.925
85	1.624	1.671	1.600	1.696	1.575	1.721	1.550	1.747	1.525	1.774	1.500	1.801	1.474	1.829	1.448	1.857	1.422	1.886	1.396	1.916
90	1.635	1.679	1.612	1.703	1.589	1.726	1.566	1.751	1.542	1.776	1.518	1.801	1.494	1.827	1.469	1.854	1.445	1.881	1.420	1.909
95	1.645	1.687	1.623	1.709	1.602	1.732	1.579	1.755	1.557	1.778	1.535	1.802	1.512	1.827	1.489	1.852	1.465	1.877	1.442	1.903
100	1.654	1.694	1.634	1.715	1.613	1.736	1.592	1.758	1.571	1.780	1.550	1.803	1.528	1.826	1.506	1.850	1.484	1.874	1.462	1.898
150	1.720	1.746	1.706	1.760	1.693	1.774	1.679	1.788	1.665	1.802	1.651	1.817	1.637	1.832	1.622	1.847	1.608	1.862	1.594	1.877
200	1.758	1.778	1.748	1.789	1.738	1.799	1.728	1.810	1.718	1.820	1.707	1.831	1.697	1.841	1.686	1.852	1.675	1.863	1.665	1.874

Sumber: SPSS for Windows Ver. 11.0.0, SPSS Inc., 1989 - 2001.