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LAMPIRAN

Lampiran 1
Kuisisioner Penelitian

KUESIONER PENELITIAN
PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN
MOTIVASI KERJA TERHADAP KINERJA KARYAWAN BAGIAN
BLADDER *CHANGER* PADA PT.GOODYEAR INDONESIA, TBK

Digunakan dalam Rangka Penyelesaian Skripsi
Pada Program S1 Universitas Binaniaga Indonesia Bogor

Kepada Yth :
Bapak/Ibu
Di Tempat
Dengan Hormat,

Dalam rangka menyelesaikan Pendidikan Strata 1 (S1) di Universitas Binaniaga Indonesia Bogor dalam bentuk penulisan akhir skripsi yang berjudul :
“Pengaruh Kepemimpinan Transformasional dan Motivasi Kerja Terhadap Kinerja Karyawan Bagian Bladder *Changer* Pada PT. Goodyear Indonesia, Tbk”

Dengan segala kerendahan hati saya mengharapkan kesediaan Bapak/Ibu untuk mengisi kuesioner penelitian sesuai dengan pendapat Bapak/Ibu pribadi. Objektivitas jawaban Bapak/Ibu akan diperlakukan sesuai dengan standar profesionalitas dan etika penelitian. Oleh karena itu, kerahasiaan data penelitian Bapak/Ibu akan terjaga.

Atas bantuan dan ketersediaan meluangkan waktu dari Bapak/Ibu, saya mengucapkan terima kasih.

Hormat Saya

(Angga Setia Permana)

I. PETUNJUK PENGISIAN KUESIONER

1. Mohon menjawab secara jujur untuk mewakili pendapat anda pribadi.
2. Mohon menjawab semua pertanyaan yang ada di dalam kuesioner ini.
3. Mohon kesediaan Bapak/Ibu untuk memberikan dengan tanda *Checklist* (√) pada kolom yang tersedia dan dianggap paling sesuai.

Alternatif jawaban sebagai berikut :

| | | |
|-----|-----------------------|--------|
| SS | = Sangat Setuju | Skor 5 |
| S | = Setuju | Skor 4 |
| RG | = Ragu-ragu | Skor 3 |
| TS | = Tidak Setuju | Skor 2 |
| STS | = Sangat Tidak Setuju | Skor 1 |

4. Setiap pernyataan hanya membutuhkan satu jawaban saja.
5. Diharapkan tidak memberikan jawaban lebih dari satu dalam setiap pernyataan.

II. PROFIL RESPONDEN

Sebelum menjawab pertanyaan dalam kuesioner ini, mohon kepada Bapak/Ibu/Saudara/i untuk mengisi data diri terlebih dahulu dengan memberi tanda (√), dan data yang diberikan akan dijamin kerahasiaannya.

1. Nama Responden :

2. Usia :

| | |
|--------------------------|-------------|
| <input type="checkbox"/> | 20-29 Tahun |
| <input type="checkbox"/> | 30-39 Tahun |
| <input type="checkbox"/> | 40-59 Tahun |

3. Jenis Kelamin :

| | |
|--------------------------|-----------|
| <input type="checkbox"/> | Laki-laki |
| <input type="checkbox"/> | Perempuan |

4. Pendidikan Terakhir :

| | |
|--------------------------|---------|
| <input type="checkbox"/> | SMA/SMK |
| <input type="checkbox"/> | D3 |
| <input type="checkbox"/> | S1 |

5. Lama Bekerja :

| | |
|--|---------------|
| | 1 – 5 Tahun |
| | 5 – 10 Tahun |
| | 10 – 15 Tahun |
| | >15 Tahun |

III. Daftar Pernyataan

A. Kepemimpinan Transformasional (X1)

| No | Pernyataan | Jawaban | | | | |
|--------------------------------|---|---------|---|----|----|-----|
| | | SS | S | RG | TS | STS |
| Pengaruh Ideal | | | | | | |
| 1 | Pemimpin memberikan teladan yang baik dalam bekerja. | | | | | |
| 2 | Pemimpin menghormati pendapat setiap karyawan. | | | | | |
| Pertimbangan Individual | | | | | | |
| 3 | Pemimpin memberikan pelatihan kerja kepada setiap karyawan. | | | | | |
| 4 | Pemimpin menjalin hubungan yang baik terhadap karyawan. | | | | | |
| Motivasi Inspirasional | | | | | | |
| 5 | Pimpinan memberikan motivasi kepada karyawan agar bekerja lebih baik. | | | | | |
| 6 | Pimpinan menumbuhkan rasa percaya diri kepada karyawan dalam melakukan pekerjaan. | | | | | |
| Stimulasi Intelektual | | | | | | |
| 7 | Pemimpin mendorong karyawan untuk berkreaitivitas dalam menyelesaikan pekerjaan. | | | | | |
| 8 | Pemimpin mendorong karyawan untuk inovatif dalam menyelesaikan suatu pekerjaan. . | | | | | |

B. Motivasi Kerja (X2)

| Dorongan Mencapai tujuan | | | | | | |
|---------------------------------|---|--|--|--|--|--|
| 1 | Mendapatkan hasil yang terbaik dalam menyelesaikan pekerjaan | | | | | |
| 2 | Pengabdian selama bekerja di perusahaan diakui oleh atasan | | | | | |
| Semangat Kerja | | | | | | |
| 3 | Selalu ingin mendapatkan hasil yang terbaik dalam bekerja | | | | | |
| 4 | Tidak cepat puas dengan hasil yang sudah di capai | | | | | |
| Inisiatif | | | | | | |
| 5 | Karyawan diberikan kesempatan untuk pengembangan diri | | | | | |
| 6 | Karyawan menyelesaikan pekerjaan melampaui target perusahaan. | | | | | |
| Kreatifitas | | | | | | |
| 7 | Memberikan ide-ide baru untuk memajukan perusahaan. | | | | | |
| 8 | Meningkatkan keterampilan diri untuk lebih baik lagi | | | | | |
| Tanggung Jawab | | | | | | |
| 9 | Menyelesaikan pekerjaan dengan baik sesuai standar perusahaan. | | | | | |
| 10 | Mengerjakan pekerjaan dengan sungguh-sungguh sesuai yang diperintahkan. | | | | | |

C. Kinerja Karyawan (Y)

| Kuantitas Kerja | | | | | | |
|------------------------|--|--|--|--|--|--|
| 1 | Karyawan mengerjakan pekerjaan sesuai dengan target yang sudah ditentukan. | | | | | |
| 2 | Karyawan menyelesaikan pekerjaannya sesuai dengan yang di perintahkan atasan. | | | | | |
| Kualitas Kerja | | | | | | |
| 3 | Karyawan disiplin dalam bekerja sesuai dengan peraturan yang ditetapkan perusahaan | | | | | |
| 4 | Mengerjakan pekerjaan yang diberikan dengan fokus dan teliti | | | | | |
| Ketepatan Waktu | | | | | | |
| 5 | Karyawan mampu memanfaatkan waktu kerja semaksimal mungkin. | | | | | |

| | | | | | | |
|----------------------------------|---|--|--|--|--|--|
| 6 | Karyawan mampu mengerjakan pekerjaannya selesai dengan tepat waktu. | | | | | |
| Kehadiran di tempat kerja | | | | | | |
| 7 | Karyawan hadir ditempat kerja tepat waktu sesuai dengan peraturan yang ditetapkan perusahaan. | | | | | |
| 8 | Karyawan tidak pernah meninggalkan tempat kerja tanpa izin. | | | | | |
| Sikap Kooperatif | | | | | | |
| 9 | Karyawan saling bekerja sama dalam bekerja bila mengalami masalah dalam pekerjaan | | | | | |
| 10 | Karyawan selalu terbuka terhadap pendapat karyawan lainnya mengenai masalah pekerjaan. | | | | | |

Lampiran 2

Uji Validitas

A. Variabel Kepemimpinan Transformasional (X₁)

| NO | Kepemimpinan Transformasional | | | | | | | | TOTAL |
|----|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| | KT1 | KT2 | KT3 | KT4 | KT5 | KT6 | KT7 | KT8 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 5 | 2 | 2 | 2 | 2 | 2 | 1 | 4 | 29 |
| 3 | 3 | 2 | 2 | 2 | 5 | 2 | 1 | 4 | 33 |
| 4 | 2 | 2 | 1 | 2 | 4 | 1 | 2 | 5 | 37 |
| 5 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 5 | 10 |
| 6 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 4 | 39 |
| 7 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 8 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 4 | 37 |
| 9 | 5 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 26 |
| 10 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 27 |
| 11 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 5 | 38 |
| 12 | 2 | 2 | 2 | 2 | 4 | 2 | 1 | 2 | 23 |
| 13 | 1 | 2 | 1 | 2 | 1 | 2 | 4 | 3 | 28 |
| 14 | 3 | 3 | 3 | 3 | 5 | 3 | 1 | 2 | 28 |
| 15 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 28 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 32 |
| 18 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 21 |
| 19 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 5 | 30 |
| 20 | 2 | 2 | 2 | 2 | 3 | 2 | 5 | 4 | 26 |
| 21 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 3 | 36 |
| 22 | 2 | 2 | 2 | 2 | 2 | 5 | 1 | 2 | 27 |
| 23 | 1 | 2 | 1 | 2 | 5 | 2 | 2 | 1 | 23 |
| 24 | 2 | 2 | 2 | 2 | 1 | 5 | 2 | 5 | 29 |
| 25 | 1 | 1 | 1 | 1 | 3 | 1 | 4 | 4 | 32 |
| 26 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 3 | 27 |
| 27 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 2 | 38 |
| 28 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 26 |
| 29 | 5 | 4 | 3 | 2 | 4 | 5 | 1 | 5 | 30 |
| 30 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 1 | 10 |

Correlations

| | KT1 | KT2 | KT3 | KT4 | KT5 | KT6 | KT7 | KT8 | KT |
|---------------------|------|--------|--------|--------|--------|--------|--------|--------|--------|
| Pearson | 1 | ,869** | ,790** | ,551** | ,375* | ,532** | ,147 | ,395* | ,791** |
| KT1 Sig. (2-tailed) | | ,000 | ,000 | ,002 | ,041 | ,002 | ,437 | ,031 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson | ,869 | 1 | ,871** | ,768** | ,505** | ,650** | ,340 | ,360 | ,899** |
| KT2 Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,004 | ,000 | ,066 | ,051 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson | ,790 | ,871** | 1 | ,822** | ,408* | ,602** | ,319 | ,384* | ,860** |
| KT3 Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,025 | ,000 | ,086 | ,036 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,551 | ,768** | ,822** | 1 | ,541** | ,582** | ,413* | ,348 | ,824** |
| KT4 Sig. (2-tailed) | ,002 | ,000 | ,000 | | ,002 | ,001 | ,023 | ,059 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,375 | ,505** | ,408* | ,541** | 1 | ,342 | ,266 | ,220 | ,627** |
| KT5 Sig. (2-tailed) | ,041 | ,004 | ,025 | ,002 | | ,064 | ,155 | ,242 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,532 | ,650** | ,602** | ,582** | ,342 | 1 | ,214 | ,362* | ,735** |
| KT6 Sig. (2-tailed) | ,002 | ,000 | ,000 | ,001 | ,064 | | ,257 | ,049 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,147 | ,340 | ,319 | ,413* | ,266 | ,214 | 1 | ,389* | ,530** |
| KT7 Sig. (2-tailed) | ,437 | ,066 | ,086 | ,023 | ,155 | ,257 | | ,034 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,395 | ,360 | ,384* | ,348 | ,220 | ,362* | ,389* | 1 | ,616** |
| KT8 Sig. (2-tailed) | ,031 | ,051 | ,036 | ,059 | ,242 | ,049 | ,034 | | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,791 | ,899** | ,860** | ,824** | ,627** | ,735** | ,530** | ,616** | 1 |
| KT Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,003 | ,000 | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

Correlations

| | MK1 | MK2 | MK3 | MK4 | MK5 | MK6 | MK7 | MK8 | MK9 | MK10 | MK | |
|------|---------------------|-------|-------|-------|--------|--------|-------|--------|-------|-------|-------|-------|
| MK1 | Pearson Correlation | 1 | ,934* | ,855* | ,640** | ,600** | ,285 | ,372* | ,461* | ,083 | ,447* | ,731* |
| | Sig. (2-tailed) | | ,000 | ,000 | ,000 | ,000 | ,127 | ,043 | ,010 | ,664 | ,013 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK2 | Pearson Correlation | ,934* | 1 | ,877* | ,815** | ,644** | ,333 | ,550** | ,483* | ,187 | ,572* | ,820* |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,072 | ,002 | ,007 | ,322 | ,001 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK3 | Pearson Correlation | ,855* | ,877* | 1 | ,843** | ,498** | ,499* | ,663** | ,465* | ,362* | ,442* | ,834* |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,005 | ,005 | ,000 | ,010 | ,050 | ,015 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK4 | Pearson Correlation | ,640* | ,815* | ,843* | 1 | ,580** | ,555* | ,918** | ,462* | ,499* | ,643* | ,892* |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,001 | ,001 | ,000 | ,010 | ,005 | ,000 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK5 | Pearson Correlation | ,600* | ,644* | ,498* | ,580** | 1 | ,392* | ,495** | ,258 | ,274 | ,959* | ,760* |
| | Sig. (2-tailed) | ,000 | ,000 | ,005 | ,001 | | ,032 | ,005 | ,169 | ,142 | ,000 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK6 | Pearson Correlation | ,285 | ,333 | ,499* | ,555** | ,392* | 1 | ,609** | ,413* | ,761* | ,424* | ,718* |
| | Sig. (2-tailed) | ,127 | ,072 | ,005 | ,001 | ,032 | | ,000 | ,023 | ,000 | ,019 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK7 | Pearson Correlation | ,372* | ,550* | ,663* | ,918** | ,495** | ,609* | 1 | ,365* | ,567* | ,602* | ,790* |
| | Sig. (2-tailed) | ,043 | ,002 | ,000 | ,000 | ,005 | ,000 | | ,048 | ,001 | ,000 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK8 | Pearson Correlation | ,461* | ,483* | ,465* | ,462* | ,258 | ,413* | ,365* | 1 | ,509* | ,240 | ,629* |
| | Sig. (2-tailed) | ,010 | ,007 | ,010 | ,010 | ,169 | ,023 | ,048 | | ,004 | ,201 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK9 | Pearson Correlation | ,083 | ,187 | ,362* | ,499** | ,274 | ,761* | ,567** | ,509* | 1 | ,379* | ,640* |
| | Sig. (2-tailed) | ,664 | ,322 | ,050 | ,005 | ,142 | ,000 | ,001 | ,004 | | ,039 | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK10 | Pearson Correlation | ,447* | ,572* | ,442* | ,643** | ,959** | ,424* | ,602** | ,240 | ,379* | 1 | ,760* |
| | Sig. (2-tailed) | ,013 | ,001 | ,015 | ,000 | ,000 | ,019 | ,000 | ,201 | ,039 | | ,000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| MK | Pearson Correlation | ,731* | ,820* | ,834* | ,892** | ,760** | ,718* | ,790** | ,629* | ,640* | ,760* | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

Correlations

| | KJ1 | KJ2 | KJ3 | KJ4 | KJ5 | KJ6 | KJ7 | KJ8 | KJ9 | KJ10 | KJ |
|----------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Pearson Correlation | 1 | ,304 | ,424* | ,334 | ,473* | ,397* | -,025 | ,489* | ,071 | ,159 | ,579* |
| KJ1 Sig. (2-tailed) | | ,102 | ,020 | ,072 | ,008 | ,030 | ,894 | ,006 | ,708 | ,401 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,304 | 1 | ,200 | ,062 | ,234 | ,527* | -,021 | ,178 | -,005 | ,299 | ,443* |
| KJ2 Sig. (2-tailed) | ,102 | | ,289 | ,746 | ,214 | ,003 | ,912 | ,346 | ,979 | ,108 | ,014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,424* | ,200 | 1 | ,412* | ,500* | ,474* | ,334 | ,977* | ,358 | ,453* | ,807* |
| KJ3 Sig. (2-tailed) | ,020 | ,289 | | ,024 | ,005 | ,008 | ,071 | ,000 | ,052 | ,012 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,334 | ,062 | ,412* | 1 | ,186 | ,382* | ,292 | ,407* | ,417* | ,202 | ,564* |
| KJ4 Sig. (2-tailed) | ,072 | ,746 | ,024 | | ,325 | ,037 | ,117 | ,026 | ,022 | ,283 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,473* | ,234 | ,500* | ,186 | 1 | ,372* | ,075 | ,567* | ,162 | ,621* | ,671* |
| KJ5 Sig. (2-tailed) | ,008 | ,214 | ,005 | ,325 | | ,043 | ,694 | ,001 | ,391 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,397* | ,527* | ,474* | ,382* | ,372* | 1 | ,379* | ,485* | ,564* | ,303 | ,751* |
| KJ6 Sig. (2-tailed) | ,030 | ,003 | ,008 | ,037 | ,043 | | ,039 | ,007 | ,001 | ,103 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | -,025 | -,021 | ,334 | ,292 | ,075 | ,379* | 1 | ,277 | ,839* | ,261 | ,522* |
| KJ7 Sig. (2-tailed) | ,894 | ,912 | ,071 | ,117 | ,694 | ,039 | | ,138 | ,000 | ,163 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,489* | ,178 | ,977* | ,407* | ,567* | ,485* | ,277 | 1 | ,317 | ,343 | ,793* |
| KJ8 Sig. (2-tailed) | ,006 | ,346 | ,000 | ,026 | ,001 | ,007 | ,138 | | ,088 | ,064 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,071 | -,005 | ,358 | ,417* | ,162 | ,564* | ,839* | ,317 | 1 | ,315 | ,616* |
| KJ9 Sig. (2-tailed) | ,708 | ,979 | ,052 | ,022 | ,391 | ,001 | ,000 | ,088 | | ,090 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,159 | ,299 | ,453* | ,202 | ,621* | ,303 | ,261 | ,343 | ,315 | 1 | ,633* |
| KJ10 Sig. (2-tailed) | ,401 | ,108 | ,012 | ,283 | ,000 | ,103 | ,163 | ,064 | ,090 | | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Pearson Correlation | ,579* | ,443* | ,807* | ,564* | ,671* | ,751* | ,522* | ,793* | ,616* | ,633* | 1 |
| KJ Sig. (2-tailed) | ,001 | ,014 | ,000 | ,001 | ,000 | ,000 | ,003 | ,000 | ,000 | ,000 | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

Lampiran 3 Hasil Uji Reliabilitas

A. Variabel Kepemimpinan Transformasional (X₁)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,859 | 8 |

B. Variabel Motivasi Kerja (X₂)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,905 | 10 |

C. Variabel Kinerja Karyawan (Y)

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,833 | 10 |

Lampiran 4
Tabulasi Data Mentah

A. Variabel Kepemimpinan Transformasional (X₁)

| NO | KEPEMIMPINAN TRANSFORMASIONAL | | | | | | | | TOTAL |
|----|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| | KT1 | KT2 | KT3 | KT4 | KT5 | KT6 | KT7 | KT8 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 2 | 5 | 2 | 2 | 2 | 2 | 2 | 1 | 4 | 20 |
| 3 | 3 | 2 | 2 | 2 | 5 | 2 | 1 | 4 | 21 |
| 4 | 2 | 2 | 1 | 2 | 4 | 1 | 2 | 5 | 19 |
| 5 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 5 | 19 |
| 6 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 4 | 18 |
| 7 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 8 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 4 | 17 |
| 9 | 5 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 29 |
| 10 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 11 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 5 | 18 |
| 12 | 2 | 2 | 2 | 2 | 4 | 2 | 1 | 2 | 17 |
| 13 | 1 | 2 | 1 | 2 | 1 | 2 | 4 | 3 | 16 |
| 14 | 3 | 3 | 3 | 3 | 5 | 3 | 1 | 2 | 23 |
| 15 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 19 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 17 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 18 |
| 18 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 15 |
| 19 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 5 | 31 |
| 20 | 2 | 2 | 2 | 2 | 3 | 2 | 5 | 4 | 22 |
| 21 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 3 | 13 |
| 22 | 2 | 2 | 2 | 2 | 2 | 5 | 1 | 2 | 18 |
| 23 | 1 | 2 | 1 | 2 | 5 | 2 | 2 | 1 | 16 |
| 24 | 2 | 2 | 2 | 2 | 1 | 5 | 2 | 5 | 21 |
| 25 | 1 | 1 | 1 | 1 | 3 | 1 | 4 | 4 | 16 |
| 26 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 3 | 11 |
| 27 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 2 | 19 |
| 28 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 10 |
| 29 | 5 | 4 | 3 | 2 | 4 | 5 | 1 | 5 | 29 |
| 30 | 5 | 4 | 3 | 2 | 1 | 1 | 1 | 1 | 18 |
| 31 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 19 |
| 32 | 2 | 1 | 2 | 1 | 1 | 5 | 1 | 3 | 16 |
| 33 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 19 |
| 34 | 1 | 2 | 1 | 2 | 5 | 3 | 2 | 2 | 18 |

| NO | KEPEMIMPINAN TRANSFORMASIONAL | | | | | | | | TOTAL |
|----|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| | KT1 | KT2 | KT3 | KT4 | KT5 | KT6 | KT7 | KT8 | |
| 35 | 2 | 2 | 2 | 2 | 1 | 5 | 2 | 4 | 20 |
| 36 | 1 | 1 | 1 | 1 | 3 | 4 | 1 | 4 | 16 |
| 37 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 11 |
| 38 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 20 |
| 39 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 9 |
| 40 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 21 |
| 41 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 20 |
| 42 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 9 |
| 43 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 24 |
| 44 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 45 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 18 |
| 46 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 11 |
| 47 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 19 |
| 48 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 49 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 50 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 21 |
| 51 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 18 |
| 52 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 13 |
| 53 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 2 | 27 |
| 54 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 18 |
| 55 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 11 |
| 56 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 19 |
| 57 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 58 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 5 | 26 |
| 59 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 61 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 3 | 20 |
| 62 | 1 | 2 | 1 | 2 | 5 | 2 | 2 | 2 | 17 |
| 63 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 4 | 18 |
| 64 | 1 | 1 | 1 | 1 | 3 | 4 | 1 | 4 | 16 |
| 65 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 11 |
| 66 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 20 |
| 67 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 9 |
| 68 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 24 |
| 69 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 24 |
| 70 | 1 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | 12 |
| 71 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 5 | 22 |
| 72 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 18 |
| 73 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 13 |

| NO | KEPEMIMPINAN TRANSFORMASIONAL | | | | | | | | TOTAL |
|-----|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-------|
| | KT1 | KT2 | KT3 | KT4 | KT5 | KT6 | KT7 | KT8 | |
| 74 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 75 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 76 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 11 |
| 77 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 19 |
| 78 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 79 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 5 | 26 |
| 80 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 18 |
| 81 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 13 |
| 82 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 3 | 20 |
| 83 | 1 | 2 | 1 | 2 | 5 | 2 | 2 | 2 | 17 |
| 84 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 4 | 18 |
| 85 | 1 | 1 | 1 | 1 | 3 | 4 | 1 | 4 | 16 |
| 86 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 11 |
| 87 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 20 |
| 88 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 9 |
| 89 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 24 |
| 90 | 1 | 1 | 1 | 1 | 5 | 5 | 1 | 5 | 20 |
| 91 | 5 | 4 | 3 | 2 | 4 | 5 | 1 | 3 | 27 |
| 92 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 93 | 3 | 2 | 2 | 2 | 5 | 4 | 3 | 3 | 24 |
| 94 | 2 | 2 | 1 | 2 | 4 | 3 | 2 | 5 | 21 |
| 95 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 19 |
| 96 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 4 | 21 |
| 97 | 2 | 2 | 2 | 2 | 5 | 1 | 2 | 5 | 21 |
| 98 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 19 |
| 99 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 16 |
| 100 | 1 | 1 | 1 | 1 | 3 | 4 | 1 | 4 | 16 |
| 101 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 11 |
| 102 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 20 |
| 103 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 9 |
| 104 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 24 |
| 105 | 1 | 1 | 1 | 1 | 5 | 5 | 1 | 5 | 20 |
| 106 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 18 |
| 107 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 13 |
| 108 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 3 | 20 |
| 109 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 110 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 4 | 18 |

B. Variabel Motivasi Kerja (X₂)

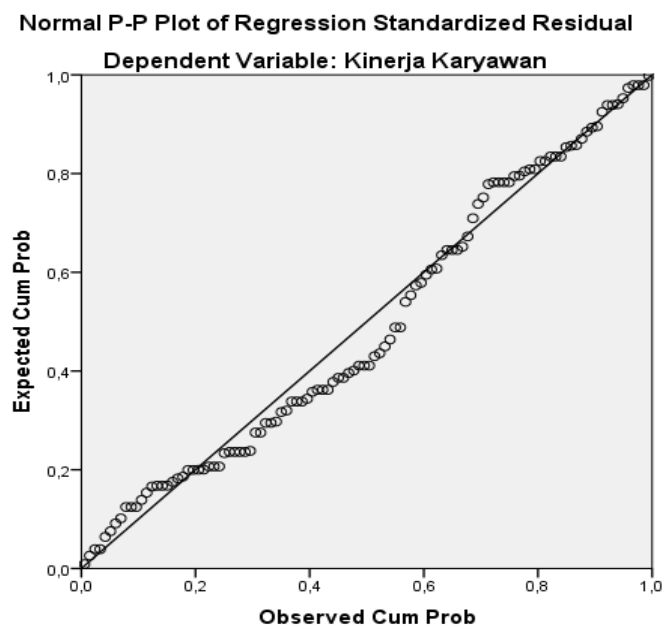
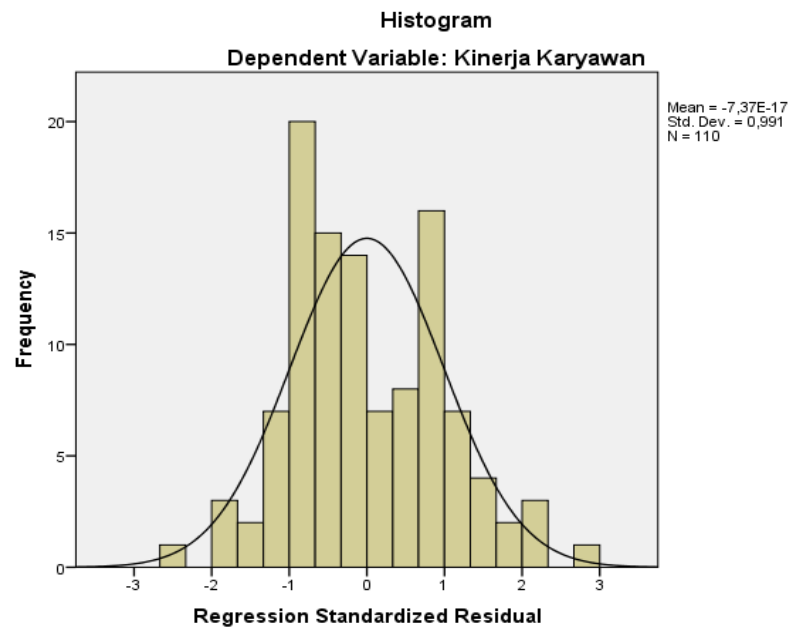
| NO | MOTIVASI KERJA | | | | | | | | | | TOTAL |
|----|----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
| | MK1 | MK2 | MK3 | MK4 | MK5 | MK6 | MK7 | MK8 | MK9 | MK10 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 21 |
| 3 | 3 | 2 | 2 | 2 | 5 | 4 | 3 | 3 | 2 | 4 | 30 |
| 4 | 2 | 2 | 1 | 2 | 4 | 3 | 2 | 5 | 5 | 4 | 30 |
| 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 3 | 2 | 24 |
| 6 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 4 | 5 | 2 | 28 |
| 7 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 8 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 1 | 2 | 22 |
| 9 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 1 | 3 | 28 |
| 10 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 11 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 5 | 5 | 2 | 29 |
| 12 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 4 | 24 |
| 13 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 1 | 2 | 16 |
| 14 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 2 | 5 | 5 | 37 |
| 15 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 22 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 4 | 3 | 26 |
| 18 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 19 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 5 | 1 | 3 | 30 |
| 20 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 24 |
| 21 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 2 | 1 | 16 |
| 22 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 3 | 5 | 2 | 27 |
| 23 | 1 | 2 | 1 | 2 | 5 | 2 | 2 | 2 | 2 | 5 | 24 |
| 24 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 4 | 3 | 1 | 22 |
| 25 | 1 | 1 | 1 | 1 | 3 | 4 | 1 | 4 | 4 | 3 | 23 |
| 26 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 15 |
| 27 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 4 | 27 |
| 28 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 12 |
| 29 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 1 | 3 | 28 |
| 30 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 31 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 23 |
| 32 | 2 | 1 | 2 | 1 | 1 | 5 | 1 | 3 | 3 | 3 | 22 |
| 33 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 3 | 25 |
| 34 | 1 | 2 | 1 | 2 | 5 | 3 | 2 | 2 | 2 | 2 | 22 |
| 35 | 2 | 2 | 2 | 2 | 1 | 5 | 2 | 4 | 4 | 4 | 28 |
| 36 | 1 | 1 | 1 | 1 | 3 | 4 | 1 | 4 | 4 | 4 | 24 |
| 37 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 15 |

| NO | MOTIVASI KERJA | | | | | | | | | | TOTAL |
|----|----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
| | MK1 | MK2 | MK3 | MK4 | MK5 | MK6 | MK7 | MK8 | MK9 | MK10 | |
| 38 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 26 |
| 39 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 40 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 25 |
| 41 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 26 |
| 42 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 43 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 3 | 3 | 30 |
| 44 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 45 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 26 |
| 46 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 19 |
| 47 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 23 |
| 48 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 49 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 50 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 51 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 22 |
| 52 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 3 | 3 | 19 |
| 53 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 2 | 2 | 2 | 31 |
| 54 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 26 |
| 55 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 19 |
| 56 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 23 |
| 57 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 58 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 5 | 5 | 5 | 36 |
| 59 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 61 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 3 | 3 | 3 | 26 |
| 62 | 1 | 2 | 1 | 2 | 5 | 2 | 2 | 2 | 2 | 2 | 21 |
| 63 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 4 | 4 | 4 | 26 |
| 64 | 1 | 1 | 1 | 1 | 3 | 4 | 1 | 4 | 4 | 4 | 24 |
| 65 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 15 |
| 66 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 26 |
| 67 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 68 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 3 | 3 | 30 |
| 69 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 3 | 3 | 30 |
| 70 | 1 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | 2 | 2 | 16 |
| 71 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 5 | 5 | 5 | 32 |
| 72 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 22 |
| 73 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 3 | 3 | 19 |
| 74 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 75 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 76 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 19 |

| NO | MOTIVASI KERJA | | | | | | | | | | TOTAL |
|-----|----------------|-----|-----|-----|-----|-----|-----|-----|-----|------|-------|
| | MK1 | MK2 | MK3 | MK4 | MK5 | MK6 | MK7 | MK8 | MK9 | MK10 | |
| 77 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 23 |
| 78 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 79 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 5 | 5 | 5 | 36 |
| 80 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 22 |
| 81 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 3 | 3 | 19 |
| 82 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 3 | 2 | 2 | 24 |
| 83 | 1 | 2 | 1 | 2 | 5 | 2 | 2 | 2 | 2 | 2 | 21 |
| 84 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 4 | 4 | 4 | 26 |
| 85 | 1 | 1 | 1 | 1 | 3 | 4 | 1 | 4 | 4 | 4 | 24 |
| 86 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 15 |
| 87 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 26 |
| 88 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 89 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 3 | 3 | 30 |
| 90 | 1 | 1 | 1 | 1 | 5 | 5 | 1 | 5 | 5 | 5 | 30 |
| 91 | 5 | 4 | 3 | 2 | 4 | 5 | 1 | 3 | 3 | 3 | 33 |
| 92 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 93 | 3 | 2 | 2 | 2 | 5 | 4 | 3 | 3 | 3 | 3 | 30 |
| 94 | 2 | 2 | 1 | 2 | 4 | 3 | 2 | 5 | 5 | 5 | 31 |
| 95 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 5 | 29 |
| 96 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 4 | 4 | 4 | 29 |
| 97 | 2 | 2 | 2 | 2 | 5 | 1 | 2 | 5 | 5 | 5 | 31 |
| 98 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 2 | 2 | 23 |
| 99 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 100 | 1 | 1 | 1 | 1 | 3 | 4 | 1 | 4 | 4 | 4 | 24 |
| 101 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 15 |
| 102 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 26 |
| 103 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 11 |
| 104 | 5 | 4 | 3 | 2 | 4 | 2 | 1 | 3 | 3 | 3 | 30 |
| 105 | 1 | 1 | 1 | 1 | 5 | 5 | 1 | 5 | 5 | 5 | 30 |
| 106 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 22 |
| 107 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 3 | 3 | 19 |
| 108 | 2 | 2 | 2 | 2 | 2 | 5 | 2 | 3 | 3 | 3 | 26 |
| 109 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 110 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 4 | 4 | 4 | 26 |

Lampiran 5 Hasil Output SPSS 21

A. Hasil Uji Normalitas



One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual | |
|----------------------------------|----------------|-------------------------|------------|
| N | | | 110 |
| Normal Parameters ^{a,b} | Mean | | ,0000000 |
| | Std. Deviation | | 8,52348457 |
| | Absolute | | ,099 |
| Most Extreme Differences | Positive | | ,099 |
| | Negative | | -,072 |
| Kolmogorov-Smirnov Z | | | 1,037 |
| Asymp. Sig. (2-tailed) | | | ,232 |

a. Test distribution is Normal.

b. Calculated from data

Sumber : Data Primer Penelitian, diolah (2021)

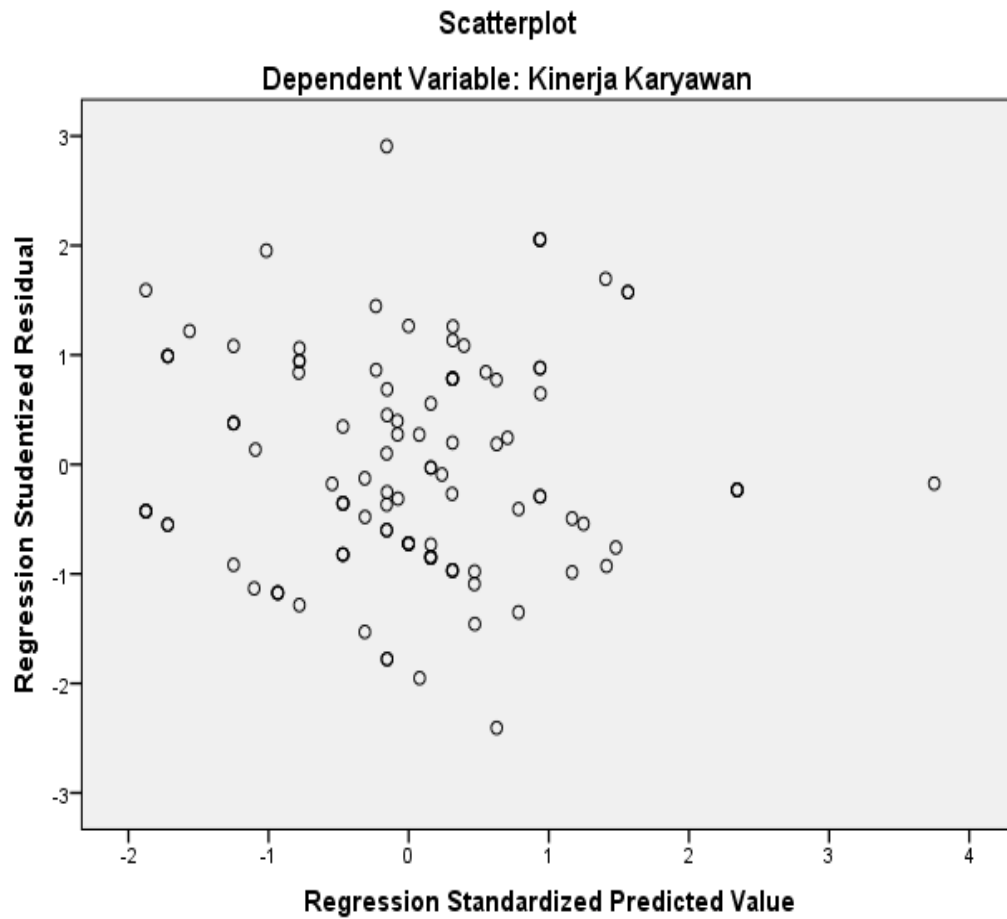
B. Hasil Uji Multikolinearitas

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
|---------------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| (Constant) | 4,139 | 2,832 | | 1,462 | ,147 | | |
| 1 Kepemimpinan Transformasional | ,519 | ,337 | ,279 | 1,540 | ,127 | ,176 | 5,674 |
| Motivasi Kerja | ,529 | ,270 | ,355 | 1,964 | ,052 | ,176 | 5,674 |

a. Dependent Variable: Kinerja Karyawan

C. Hasil Uji Heteroskedastisitas



D. Hasil Uji Linearitas

1. Hasil Uji Linearitas X_1 terhadap Y

ANOVA Table

| | | | Sum of Squares | Df | Mean Square | F | Sig. |
|-------------------------------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| | | (Combined) | 6613,816 | 21 | 314,944 | 4,452 | ,000 |
| Kinerja Karyawan * | Between Groups | Linearity | 4634,822 | 1 | 4634,822 | 65,519 | ,000 |
| Kepemimpinan Transformasional | Within Groups | Deviation from Linearity | 1978,994 | 20 | 98,950 | 1,399 | ,145 |
| | Total | | 6225,175 | 88 | 70,741 | | |
| | | | 12838,991 | 109 | | | |

2. Hasil Uji Linearitas X_2 terhadap Y

ANOVA Table

| | | Sum of Squares | df | Mean Square | F | Sig. |
|-----------------|--------------------------|----------------|----|-------------|--------|------|
| Kinerja * MK | (Combined) | 6962,734 | 23 | 302,728 | 4,430 | ,000 |
| | Between Groups | | | | | |
| | Linearity | 4744,646 | 1 | 4744,646 | 69,439 | ,000 |
| | Deviation from Linearity | 2218,088 | 22 | 100,822 | 1,476 | ,105 |
| | Within Groups | 5876,257 | 86 | 68,329 | | |
| Total | 12838,991 | 109 | | | | |

E. Hasil Uji Regresi Linear Berganda

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|-------|-------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 4,139 | 2,832 | | 1,462 | ,147 |
| | Kepemimpinan Transformasional | ,519 | ,337 | ,279 | 1,540 | ,127 |
| | Motivasi Kerja | ,529 | ,270 | ,355 | 1,964 | ,052 |

b. Dependent Variable: Kinerja Karyawan

Sumber : Data Primer Penelitian, diolah (2021)

F. Hasil Uji Hipotesis

1. Hasil Uji Parsial (T)

Uji T Variabel Kepemimpinan Transformatif (X₁)

| Coefficients ^a | | | | | |
|------------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| | B | Std. Error | Beta | | |
| (Constant) | 5,749 | 2,746 | | 2,094 | ,039 |
| 1 Kepemimpinan Transformatif | 1,120 | ,143 | ,601 | 7,811 | ,000 |

a. Dependent Variable: Kinerja Karyawan

Sumber : Data Primer Penelitian, diolah (2021)

Uji T Variabel Motivasi kerja (X₂)

| Coefficients ^a | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| | B | Std. Error | Beta | | |
| (Constant) | 4,662 | 2,829 | | 1,648 | ,102 |
| 1 Motivasi Kerja | ,906 | ,114 | ,608 | 7,957 | ,000 |

a. Dependent Variable: Kinerja karyawan

Sumber : Data Primer Penelitian, diolah (2021)

2. Hasil Uji Simultan (Uji F)

| ANOVA ^a | | | | | |
|--------------------|----------------|-----|-------------|--------|-------------------|
| Model | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 Regression | 4920,164 | 2 | 2460,082 | 33,241 | ,000 ^b |
| Residual | 7918,827 | 107 | 74,008 | | |
| Total | 12838,991 | 109 | | | |

a. Dependent Variable: Kinerja karyawan

b. Predictors: (Constant), Motivasi Kerja, Kepemimpinan Transformatif

Sumber : Data Primer Penelitian, diolah (2021)

G. Hasil Uji Koefisien Determinasi

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,619 ^a | ,383 | ,372 | 8,603 |

- a. Predictors: (Constant), Motivasi Kerja, Kepemimpinan Transformasional
 b. Dependent Variable: Kinerja Karyawan

Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|-----------------------------------|---------|---------|-------|----------------|-----|
| Predicted Value | 13,59 | 51,38 | 26,19 | 6,719 | 110 |
| Std. Predicted Value | -1,876 | 3,750 | ,000 | 1,000 | 110 |
| Standard Error of Predicted Value | ,834 | 3,725 | 1,324 | ,516 | 110 |
| Adjusted Predicted Value | 13,00 | 51,61 | 26,22 | 6,746 | 110 |
| Residual | -20,409 | 24,865 | ,000 | 8,523 | 110 |
| Std. Residual | -2,372 | 2,890 | ,000 | ,991 | 110 |
| Stud. Residual | -2,406 | 2,907 | -,002 | 1,003 | 110 |
| Deleted Residual | -20,990 | 25,148 | -,029 | 8,745 | 110 |
| Stud. Deleted Residual | -2,462 | 3,015 | ,000 | 1,012 | 110 |
| Mahal. Distance | ,033 | 19,446 | 1,982 | 2,925 | 110 |
| Cook's Distance | ,000 | ,099 | ,009 | ,014 | 110 |
| Centered Leverage Value | ,000 | ,178 | ,018 | ,027 | 110 |

- a. Dependent Variable: KJ

Lampiran 6
Tabel Uji r

Tabel r untuk df = 1 - 50

| N | Taraf Signif | | N | Taraf Signif | | N | Taraf Signif | |
|----|--------------|-------|----|--------------|-------|------|--------------|-------|
| | 5% | 10% | | 5% | 10% | | 5% | 10% |
| 3 | 0,997 | 0,999 | 27 | 0,381 | 0,487 | 55 | 0,266 | 0,345 |
| 4 | 0,950 | 0,990 | 28 | 0,374 | 0,478 | 60 | 0,254 | 0,330 |
| 5 | 0,878 | 0,959 | 29 | 0,367 | 0,470 | 65 | 0,244 | 0,317 |
| 6 | 0,811 | 0,917 | 30 | 0,361 | 0,463 | 70 | 0,235 | 0,306 |
| 7 | 0,754 | 0,874 | 31 | 0,355 | 0,456 | 75 | 0,227 | 0,296 |
| 8 | 0,707 | 0,834 | 32 | 0,349 | 0,449 | 80 | 0,220 | 0,286 |
| 9 | 0,666 | 0,798 | 33 | 0,344 | 0,442 | 85 | 0,213 | 0,278 |
| 10 | 0,632 | 0,765 | 34 | 0,339 | 0,436 | 90 | 0,207 | 0,270 |
| 11 | 0,602 | 0,735 | 35 | 0,334 | 0,430 | 95 | 0,202 | 0,263 |
| 12 | 0,576 | 0,708 | 36 | 0,329 | 0,424 | 100 | 0,195 | 0,256 |
| 13 | 0,553 | 0,684 | 37 | 0,325 | 0,418 | 125 | 0,176 | 0,230 |
| 14 | 0,532 | 0,661 | 38 | 0,320 | 0,413 | 150 | 0,159 | 0,210 |
| 15 | 0,514 | 0,641 | 39 | 0,316 | 0,408 | 175 | 0,148 | 0,194 |
| 16 | 0,497 | 0,623 | 40 | 0,312 | 0,403 | 200 | 0,138 | 0,181 |
| 17 | 0,482 | 0,606 | 41 | 0,308 | 0,398 | 300 | 0,113 | 0,148 |
| 18 | 0,468 | 0,590 | 42 | 0,304 | 0,393 | 400 | 0,098 | 0,128 |
| 19 | 0,456 | 0,575 | 43 | 0,301 | 0,389 | 500 | 0,088 | 0,115 |
| 20 | 0,444 | 0,561 | 44 | 0,297 | 0,384 | 600 | 0,080 | 0,105 |
| 21 | 0,433 | 0,549 | 45 | 0,294 | 0,380 | 700 | 0,074 | 0,097 |
| 22 | 0,423 | 0,537 | 46 | 0,291 | 0,376 | 800 | 0,070 | 0,091 |
| 23 | 0,413 | 0,526 | 47 | 0,288 | 0,372 | 900 | 0,065 | 0,086 |
| 24 | 0,404 | 0,515 | 48 | 0,284 | 0,368 | 1000 | 0,062 | 0,081 |
| 25 | 0,396 | 0,505 | 49 | 0,281 | 0,364 | | | |
| 26 | 0,388 | 0,496 | 50 | 0,279 | 0,361 | | | |

Lampiran 7
Tabel Uji t

| df | Pr | 0.25 | 0.10 | 0.05 | 0.025 | 0.01 | 0.005 | 0.001 |
|-----|---------|---------|---------|---------|---------|---------|---------|-------|
| | | 0.50 | 0.20 | 0.10 | 0.050 | 0.02 | 0.010 | 0.002 |
| 81 | 0.67753 | 1.29209 | 1.66388 | 1.98969 | 2.37327 | 2.63790 | 3.19392 | |
| 82 | 0.67749 | 1.29196 | 1.66365 | 1.98932 | 2.37269 | 2.63712 | 3.19262 | |
| 83 | 0.67746 | 1.29183 | 1.66342 | 1.98896 | 2.37212 | 2.63637 | 3.19135 | |
| 84 | 0.67742 | 1.29171 | 1.66320 | 1.98861 | 2.37156 | 2.63563 | 3.19011 | |
| 85 | 0.67739 | 1.29159 | 1.66298 | 1.98827 | 2.37102 | 2.63491 | 3.18890 | |
| 86 | 0.67735 | 1.29147 | 1.66277 | 1.98793 | 2.37049 | 2.63421 | 3.18772 | |
| 87 | 0.67732 | 1.29136 | 1.66256 | 1.98761 | 2.36998 | 2.63353 | 3.18657 | |
| 88 | 0.67729 | 1.29125 | 1.66235 | 1.98729 | 2.36947 | 2.63286 | 3.18544 | |
| 89 | 0.67726 | 1.29114 | 1.66216 | 1.98698 | 2.36898 | 2.63220 | 3.18434 | |
| 90 | 0.67723 | 1.29103 | 1.66196 | 1.98667 | 2.36850 | 2.63157 | 3.18327 | |
| 91 | 0.67720 | 1.29092 | 1.66177 | 1.98638 | 2.36803 | 2.63094 | 3.18222 | |
| 92 | 0.67717 | 1.29082 | 1.66159 | 1.98609 | 2.36757 | 2.63033 | 3.18119 | |
| 93 | 0.67714 | 1.29072 | 1.66140 | 1.98580 | 2.36712 | 2.62973 | 3.18019 | |
| 94 | 0.67711 | 1.29062 | 1.66123 | 1.98552 | 2.36667 | 2.62915 | 3.17921 | |
| 95 | 0.67708 | 1.29053 | 1.66105 | 1.98525 | 2.36624 | 2.62858 | 3.17825 | |
| 96 | 0.67705 | 1.29043 | 1.66088 | 1.98498 | 2.36582 | 2.62802 | 3.17731 | |
| 97 | 0.67703 | 1.29034 | 1.66071 | 1.98472 | 2.36541 | 2.62747 | 3.17639 | |
| 98 | 0.67700 | 1.29025 | 1.66055 | 1.98447 | 2.36500 | 2.62693 | 3.17549 | |
| 99 | 0.67698 | 1.29016 | 1.66039 | 1.98422 | 2.36461 | 2.62641 | 3.17460 | |
| 100 | 0.67695 | 1.29007 | 1.66023 | 1.98397 | 2.36422 | 2.62589 | 3.17374 | |
| 101 | 0.67693 | 1.28999 | 1.66008 | 1.98373 | 2.36384 | 2.62539 | 3.17289 | |
| 102 | 0.67690 | 1.28991 | 1.65993 | 1.98350 | 2.36346 | 2.62489 | 3.17206 | |
| 103 | 0.67688 | 1.28982 | 1.65978 | 1.98326 | 2.36310 | 2.62441 | 3.17125 | |
| 104 | 0.67686 | 1.28974 | 1.65964 | 1.98304 | 2.36274 | 2.62393 | 3.17045 | |
| 105 | 0.67683 | 1.28967 | 1.65950 | 1.98282 | 2.36239 | 2.62347 | 3.16967 | |
| 106 | 0.67681 | 1.28959 | 1.65936 | 1.98260 | 2.36204 | 2.62301 | 3.16890 | |
| 107 | 0.67679 | 1.28951 | 1.65922 | 1.98238 | 2.36170 | 2.62256 | 3.16815 | |
| 108 | 0.67677 | 1.28944 | 1.65909 | 1.98217 | 2.36137 | 2.62212 | 3.16741 | |
| 109 | 0.67675 | 1.28937 | 1.65895 | 1.98197 | 2.36105 | 2.62169 | 3.16669 | |
| 110 | 0.67673 | 1.28930 | 1.65882 | 1.98177 | 2.36073 | 2.62126 | 3.16598 | |
| 111 | 0.67671 | 1.28922 | 1.65870 | 1.98157 | 2.36041 | 2.62085 | 3.16528 | |
| 112 | 0.67669 | 1.28916 | 1.65857 | 1.98137 | 2.36010 | 2.62044 | 3.16460 | |
| 113 | 0.67667 | 1.28909 | 1.65845 | 1.98118 | 2.35980 | 2.62004 | 3.16392 | |
| 114 | 0.67665 | 1.28902 | 1.65833 | 1.98099 | 2.35950 | 2.61964 | 3.16326 | |
| 115 | 0.67663 | 1.28896 | 1.65821 | 1.98081 | 2.35921 | 2.61926 | 3.16262 | |
| 116 | 0.67661 | 1.28889 | 1.65810 | 1.98063 | 2.35892 | 2.61888 | 3.16198 | |
| 117 | 0.67659 | 1.28883 | 1.65798 | 1.98045 | 2.35864 | 2.61850 | 3.16135 | |
| 118 | 0.67657 | 1.28877 | 1.65787 | 1.98027 | 2.35837 | 2.61814 | 3.16074 | |
| 119 | 0.67656 | 1.28871 | 1.65776 | 1.98010 | 2.35809 | 2.61778 | 3.16013 | |
| 120 | 0.67654 | 1.28865 | 1.65765 | 1.97993 | 2.35782 | 2.61742 | 3.15954 | |

**Lampiran 8
Tabel 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 |
| 91 | 3.95 | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 92 | 3.94 | 3.10 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.94 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 93 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.78 |
| 94 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.83 | 1.80 | 1.77 |
| 95 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.20 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.86 | 1.82 | 1.80 | 1.77 |
| 96 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |
| 97 | 3.94 | 3.09 | 2.70 | 2.47 | 2.31 | 2.19 | 2.11 | 2.04 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.80 | 1.77 |
| 98 | 3.94 | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 99 | 3.94 | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.98 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 100 | 3.94 | 3.09 | 2.70 | 2.46 | 2.31 | 2.19 | 2.10 | 2.03 | 1.97 | 1.93 | 1.89 | 1.85 | 1.82 | 1.79 | 1.77 |
| 101 | 3.94 | 3.09 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.93 | 1.88 | 1.85 | 1.82 | 1.79 | 1.77 |
| 102 | 3.93 | 3.09 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.77 |
| 103 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.76 |
| 104 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.82 | 1.79 | 1.76 |
| 105 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.85 | 1.81 | 1.79 | 1.76 |
| 106 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.19 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.79 | 1.76 |
| 107 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.18 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.79 | 1.76 |
| 108 | 3.93 | 3.08 | 2.69 | 2.46 | 2.30 | 2.18 | 2.10 | 2.03 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 109 | 3.93 | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 110 | 3.93 | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 111 | 3.93 | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.97 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 112 | 3.93 | 3.08 | 2.69 | 2.45 | 2.30 | 2.18 | 2.09 | 2.02 | 1.96 | 1.92 | 1.88 | 1.84 | 1.81 | 1.78 | 1.76 |
| 113 | 3.93 | 3.08 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.92 | 1.87 | 1.84 | 1.81 | 1.78 | 1.76 |
| 114 | 3.92 | 3.08 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.81 | 1.78 | 1.75 |
| 115 | 3.92 | 3.08 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.81 | 1.78 | 1.75 |
| 116 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.81 | 1.78 | 1.75 |
| 117 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.80 | 1.78 | 1.75 |
| 118 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.84 | 1.80 | 1.78 | 1.75 |
| 119 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.78 | 1.75 |
| 120 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.18 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.78 | 1.75 |
| 121 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.17 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 122 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.17 | 2.09 | 2.02 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 123 | 3.92 | 3.07 | 2.68 | 2.45 | 2.29 | 2.17 | 2.08 | 2.01 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 124 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 125 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.96 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 126 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.95 | 1.91 | 1.87 | 1.83 | 1.80 | 1.77 | 1.75 |
| 127 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.95 | 1.91 | 1.86 | 1.83 | 1.80 | 1.77 | 1.75 |
| 128 | 3.92 | 3.07 | 2.68 | 2.44 | 2.29 | 2.17 | 2.08 | 2.01 | 1.95 | 1.91 | 1.86 | 1.83 | 1.80 | 1.77 | 1.75 |
| 129 | 3.91 | 3.07 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.80 | 1.77 | 1.74 |
| 130 | 3.91 | 3.07 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.80 | 1.77 | 1.74 |
| 131 | 3.91 | 3.07 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.80 | 1.77 | 1.74 |
| 132 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.79 | 1.77 | 1.74 |
| 133 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.79 | 1.77 | 1.74 |
| 134 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.83 | 1.79 | 1.77 | 1.74 |
| 135 | 3.91 | 3.06 | 2.67 | 2.44 | 2.28 | 2.17 | 2.08 | 2.01 | 1.95 | 1.90 | 1.86 | 1.82 | 1.79 | 1.77 | 1.74 |