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Lampiran 1
Kuesioner/Angket Penelitian

KUESIONER PENELITIAN
PENGARUH KEPEMIMPINAN DAN ETIKA KERJA TERHADAP
KINERJA KARYAWAN NISSAN DATSUN cabang YASMIN BOGOR

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

Kepada Yth :

Bapak/Ibu

Karyawan Nissan Datsun Yasmin Bogor

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 dan Etika Kerja terhadap Kinerja Karyawan Nissan Datsun cabang Yasmin Bogor”** Dengan segala kerendahan hati saya mengharapkan kesediaan Bapak/Ibu untuk mengisi kuesioner penelitian sesuai dengan pendapat Bapak/Ibu pribadi.

Penelitian ini semata-mata bertujuan untuk keperluan akademik dan penelitian ilmiah khususnya ilmu manajemen, sehingga tidak terkait dengan penilaian kepegawaian. Kerahasiaan data penelitian akan dijamin dan saya mengharapkan informasi dan jawaban yang sesungguhnya dari Bapak/Ibu sesuai kondisi ditempat kerja.

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

Hormat Saya

Sistra Priyanka

I. RESPONDEN

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

1. Nama Responden : (Identitas tidak akan dipublikasikan)

2. Usia :	< 21 Tahun	
	21-30 Tahun	
	31-40 Tahun	
	41-50 Tahun	
	> 51 Tahun	

3. Jenis Kelamin :	Laki-laki	
	Perempuan	

4. Posisi :	Kepala Cabang	
	Kepala Bengkel	
	<i>ServiceAdvisor</i>	
	Partman	
	Toolsman	
	Kepala Regu	
	Mekanik/Teknisi	
	<i>Office Boy</i>	
	Dan lain - lain	

5. Lama Bekerja :	0 – 2 Tahun	
	3 – 4 Tahun	
	5 – 6 Tahun	
	> 6 Tahun	

I. PETUNJUK PENGISIAN KUISONER

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 :

- | | |
|------------------------------|-----|
| a. Sangat Tidak Setuju (STS) | = 1 |
| b. Tidak Setuju(TS) | = 2 |
| c. Kurang Setuju (KS) | = 3 |
| d. Setuju (S) | = 4 |
| e. Sangat Setuju (TS) | = 5 |

4. Setiap pernyataan hanya membutuhkan satu jawaban saja.
5. Diharapkan tidak memberikan jawaban lebih dari satu dalam setiap pernyataan.
6. Terima kasih atas partisipasi Anda.

Kepemimpinan (X₁)						
No	Pernyataan	Keterangan				
		SS	S	KS	TS	STS
Kemampuan Mengambil Keputusan						
1.	Pimpinan mampu mengambil keputusan setelah menerima saran atau usulan dari karyawan					
2.	Pimpinan mampu mengambil keputusan secara tegas pada waktu yang tepat					
3.	Pimpinan mengajak anak buahnya untuk berpartisipasi dalam pengambilan keputusan					
Kemampuan Memotivasi						
4.	Pimpinan selalu memberikan dorongan secara tidak langsung pada karyawan agar menjalankan pekerjaan dengan penuh semangat					
5.	Pimpinan memberikan reward atau bonus pada karyawan yang menyesuaikan target perusahaan					
6.	Pemimpin dapat mengkomunikasikan dengan jelas tentang tugas yang diberikan kepada karyawan					
Kemampuan Komunikasi						
7.	Pimpinan selalu menyempatkan mengobrol dengan para karyawan tentang masalah pekerjaan					
8.	Pimpinan melibatkan partisipasi anggota dalam setiap kegiatan di perusahaan					
9.	Pimpinan mengembangkan suasana yang lebih kekeluargaan di lingkungan kerja					
Kemampuan Mengendalikan						
10.	Pimpinan selalu memberikan respon cepat terhadap masalah yang datang tak terduga					
11.	Pimpinan mampu menyesuaikan diri dengan cepat pada masalah yang dihadapinya					
12.	Pimpinan mempunyai kemampuan dalam pengawasan yang baik terhadap karyawan					
Tanggung Jawab						
13.	Pimpinan bertanggung jawab atas semua pekerjaan yang telah diberikan pada karyawan					
14.	Pimpinan selalu memberikan perintah secara jelas pada karyawan tentang apa yang harus dikerjakan dan bagaimana mengerjakannya					

15.	Pimpinan selalu mengevaluasi pekerjaan karyawan					
Kemampuan Mengendalikan Emosional						
16.	Pimpinan selalu melakukan hubungan baik dengan para karyawan					
17.	Pimpinan mampu menurunkan egonya ketika sedang menghadapi masalah pekerjaan					
18.	Pemimpin dapat mengendalikan emosinya dengan baik					

Etika Kerja (X ₂)						
No	Pernyataan	Keterangan				
		SS	S	KS	TS	STS
Bekerja dengan Ikhlas						
19.	Karyawan mampu memberikan hasil yang optimal dalam bekerja					
20.	Karyawan melaksanakan pekerjaannya sesuai kemauanya tanpa paksaan.					
21.	Karyawan yakin apapun yang dilakukan akan berhasil jika dijalankan dengan ikhlas					
Bekerja dengan Tekun dan Tanggung jawab						
22.	Karyawan menyelesaikan pekerjaannya sesuai dengan pekerjaan yang ad secara tepat waktu					
23.	Karyawan dapat bertanggung jawab dengan pekerjaan yang lebih dari kapasitas dari biasanya					
24.	Karyawan melaksanakan tanggung jawab tanpa ketergantungan dari pihak lain					
Bekerja dengan Semangat dan Disiplin						
25.	Karyawan memiliki keyakinan individu dalam menunjukkan cara kerja dalam menyelesaikan pekerjaannya					
26.	Karyawan selalu menyelesaikan pekerjaannya tepat waktu					
27.	Karyawan berusaha untuk tidak menunda segala macam pekerjaan yang diberikan					
Bekerja dengan Kejujurann dan dapat dipercaya						
28.	Karyawan harus taat pada peraturan perusahaan, baik diawasi maupun tidak diawasi.					
29.	Karyawan memiliki kepribadian yang baik dalam bekerja					
30.	Tingkat kejujuran karyawan dalam melaksanakan setiap tugas yang diberikan					
Berkemampuan dan Bijaksana						
31.	Karyawan ketika memiliki pekerjaan baru adalah tantangan baru yang harus ditekunin					
32.	Karyawan dapat memberikan solusi atas perintah atasan untuk menyelesaikan setiap permasalahan perusahaan					
33.	Karyawan selalu berusaha menghargai pekerjaan saya dan rekan sekerja saya.					
Bekerja dengan memperhatikan kepentingan umum						
34.	Dengan karyawan lainnya saya selalu memberikan dukungan dan semangat kepada kar-					

	yawan lainya					
35.	Karyawan dapat melakukan bahasa tubuh dalam berhadapan dengan <i>customer</i>					
36.	Karyawan selalu membuka diri terhadap rekan sekerja saya mengenai pekerjaan,					

Kinerja Karyawan (Y)						
No	Pernyataan	Keterangan				
		SS	S	KS	TS	TST
Kuantitas Hasil Kerja						
37.	Hasil kinerja dan tugas dari perusahaan dapat diselesaikan dengan cermat					
38.	Kinerja yang sudah di tetapkan selalu memaksimalkan dengan target perusahaan					
39.	Karyawan dapat melebihi volume pekerjaan yang telah ditetapkan pimpinan					
Kualitas Hasil Kerja						
40.	Karyawan mampu meminimalkan kesalahan dalam melakukan kinerja					
41.	Karyawan menyelesaikan hasil kinerja dengan penuh ketelitian dan perhitungan					
42.	Karyawam dapat menyelesaikan pekerjaan sesuai standar yang ditetapkan pimpinan					
Efisiensi						
43.	Karyawan selalu mampu memenuhi kinerja sesuai standart yang telah ditetapkan					
44.	Efisiensi kinerja karyawan dalam menyelesaikan pekerjaan melebihi rata rata					
45.	Kecepatan karyawan menyelesaikan target setiap bulannya					
Inisiatif Kerja						
46.	Karyawan melaksanakan pekerjaan yang ter-bengkalai tanpa perintah dari atasan					
47.	Karyawan mampu handle pekerjaan yang bukan bidangnya					
48.	Karyawan selalu ikut serta dalam kegiatan pelatihan untuk meningkatkan kinerja					
Ketelitian						
49.	Karyawan menyadari dan menyelesaikan kinerja yang kurang dan memperbaiki sebelum di tegur oleh atasan					
50.	Karyawan yang menyelesaikan kinerja nya dengan dengan hasil yang memuaskan					
51.	Karyawan dalam menyelesaikan pekerjaan, dengan ketelitian yang tinggi					
Disiplin						
52.	Karyawan datang dan pulang sesuai jam kerjanya					
53.	Karyawan mampu datang tepat waktu					
54.	Karyawan tidak pernah menunda pekerjaan					

Kepemimpinan					
55.	Pemimpin menggunakan kemampuannya untuk menggerakkan individu/kelompok untuk misi perusahaan				
56.	Pemimpin sebagai mentor untuk pegawai nya				
57.	Pemimpin tetap tenang dalam berfikir ketika situasi kritis				
Kejujuran					
58.	Menjalankan peraturan perusahaan sesuai dengan visi misi perusahaan				
59.	Karyawan pulang kerja sesuai dengan peraturan yang sudah ditentukan yang ada di perusahaan				
60.	Karyawan melakukan pekerjaan menjunjung tinggi kejujuran				
Kreativitas					
61.	Karyawan memberikan ide atau inovasi atau gagasan baru dalam bekerja				
62.	Mampu memecahkan masalah yang ada dengan menggunakan pendekatan terbaru agar dapat mengembangkan strategi baru				
63.	Mampu menganalisis masalah dari sudut pandang yang berbeda dengan orang lain				

Lampiran 2
Hasil Pengujian *SPSS 20*
Untuk Uji Validitas dan Reliabilitas Kuesioner
(30 Responden)

A. Tabel Tabulasi dan Hasil Jawaban Responden Uji Validitas dan Reliabilitas

1. Variabel Kepemimpinan Validitas (X1)

Hasil Uji Validitas Kepemimpinan (X1)

		Correlations																		
		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10	KP11	KP12	KP13	KP14	KP15	KP16	KP17	KP18	KP
KP1	Pearson Correlation	1	.441*	.323	.088	.235	.273	.476**	.291	.253	.199	.555**	.242	.239	.442*	.429*	.263	.126	.526**	.637**
	Sig. (2-tailed)		.015	.082	.643	.210	.144	.008	.119	.177	.292	.001	.197	.203	.014	.018	.161	.507	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP2	Pearson Correlation	.441*	1	.269	.323	.227	.274	.513**	.422*	.225	.404*	.572**	.351	.374*	.309	.250	.400*	.551**	.168	.708**
	Sig. (2-tailed)	.015		.150	.082	.228	.143	.004	.020	.233	.027	.001	.057	.042	.097	.182	.029	.002	.376	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP3	Pearson Correlation	.323	.269	1	.260	.399*	.145	.255	.373*	.113	.602**	-.024	.033	.199	.391*	.172	.362*	.098	.206	.516**
	Sig. (2-tailed)	.082	.150		.165	.029	.446	.174	.042	.553	.000	.900	.861	.292	.032	.365	.049	.608	.276	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP4	Pearson Correlation	.088	.323	.260	1	.270	.407*	.259	.311	.323	.143	-.061	.069	.326	.416*	-.026	.254	.508**	.102	.511**
	Sig. (2-tailed)	.643	.082	.165		.149	.026	.168	.095	.082	.450	.748	.716	.079	.022	.893	.175	.004	.591	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP5	Pearson Correlation	.235	.227	.399*	.270	1	.181	.371**	.446*	.448*	.465**	.269	.215	-.007	.329	-.156	.441*	.112	.080	.543**
	Sig. (2-tailed)	.210	.228	.029	.149		.339	.043	.013	.013	.010	.151	.254	.969	.076	.411	.015	.556	.673	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP6	Pearson Correlation	.273	.274	.145	.407*	.181	1	.077	.166	.330	.076	.236	-.045	.240	.015	.173	.222	.547**	.244	.453*
	Sig. (2-tailed)	.144	.143	.446	.026	.339		.686	.381	.075	.688	.210	.815	.202	.937	.360	.239	.002	.193	.012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP7	Pearson Correlation	.476**	.513**	.255	.259	.371**	.077	1	.523**	.323	.156	.376*	.435*	.354	.356	.161	.447*	.161	.206	.654**
	Sig. (2-tailed)	.008	.004	.174	.168	.043	.686		.003	.082	.412	.041	.016	.055	.053	.384	.013	.397	.274	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP8	Pearson Correlation	.291	.422*	.373*	.311	.446*	.166	.523**	1	.454*	.324	.452*	.461*	.296	.505**	.285	.536**	.265	.363*	.745**
	Sig. (2-tailed)	.119	.020	.042	.095	.013	.381	.003		.012	.081	.012	.010	.113	.004	.127	.002	.156	.049	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP9	Pearson Correlation	.253	.225	.113	.323	.448*	.330	.323	.454*	1	.118	.367*	.433*	.182	.470**	.084	.340	.075	.119	.570**
	Sig. (2-tailed)	.177	.233	.553	.082	.013	.075	.082	.012		.535	.046	.017	.336	.009	.660	.066	.693	.531	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP10	Pearson Correlation	.199	.404*	.602**	.143	.465**	.076	.156	.324	.118	1	.147	-.072	.196	.197	.173	.248	.156	-.018	.447*
	Sig. (2-tailed)	.292	.027	.000	.450	.010	.688	.412	.081	.535		.438	.705	.299	.296	.360	.187	.412	.927	.013
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP11	Pearson Correlation	.555**	.572**	-.024	-.061	.269	.236	.376*	.452*	.367*	.147	1	.431*	.128	.452*	.228	.383*	.324	.205	.596**
	Sig. (2-tailed)	.001	.001	.900	.748	.151	.210	.041	.012	.046	.438		.017	.499	.012	.225	.037	.081	.277	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP12	Pearson Correlation	.242	.351	.033	.069	.215	-.045	.435*	.461*	.433*	-.072	.431*	1	.192	.547**	.237	.310	.040	.206	.512**
	Sig. (2-tailed)	.197	.057	.861	.716	.254	.815	.016	.010	.017	.705	.017		.310	.002	.207	.095	.833	.274	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP13	Pearson Correlation	.239	.374*	.199	.326	-.007	.240	.354	.296	.182	.196	.128	.192	1	.363*	.069	.106	.212	.134	.467**
	Sig. (2-tailed)	.203	.042	.292	.079	.969	.202	.055	.113	.336	.299	.499	.310		.049	.716	.577	.261	.480	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP14	Pearson Correlation	.442*	.309	.391*	.416*	.329	.015	.356	.505**	.470**	.197	.452*	.547**	.363*	1	.384*	.330	.186	.354	.703**
	Sig. (2-tailed)	.014	.097	.032	.022	.076	.937	.053	.004	.009	.296	.012	.002	.049		.036	.074	.324	.055	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP15	Pearson Correlation	.429*	.250	.172	-.026	-.156	.173	.161	.285	.084	.173	.228	.237	.069	.384*	1	.037	.074	.397*	.373*
	Sig. (2-tailed)	.018	.182	.365	.893	.411	.360	.394	.127	.660	.360	.225	.207	.716	.036		.846	.698	.030	.042
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP16	Pearson Correlation	.263	.400*	.362*	.254	.441*	.222	.447*	.538**	.340	.248	.383*	.310	.106	.330	.037	1	.308	.169	.609**
	Sig. (2-tailed)	.161	.029	.049	.175	.015	.239	.013	.002	.066	.187	.037	.095	.577	.074	.846		.098	.372	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP17	Pearson Correlation	.126	.551**	.098	.508**	.112	.547**	.161	.265	.075	.156	.324	.040	.212	.186	.074	.308	1	.130	.485**
	Sig. (2-tailed)	.507	.002	.608	.004	.556	.002	.397	.156	.693	.412	.081	.833	.261	.324	.698	.098		.493	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP18	Pearson Correlation	.525**	.168	.206	.102	.080	.244	.206	.363*	.119	-.018	.205	.206	.134	.354	.397*	.169	.130	1	.463*
	Sig. (2-tailed)	.003	.376	.276	.591	.673	.193	.274	.049	.531	.927	.277	.274	.480	.055	.030	.372	.493		.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KP	Pearson Correlation	.637**	.708**	.516**	.511**	.543**	.453*	.654**	.745**	.570**	.447*	.596**	.512**	.467**	.703**	.373*	.609**	.485**	.463*	1
	Sig. (2-tailed)	.000	.000	.004	.004	.002	.012	.000	.000	.001	.013	.001	.004	.009	.000	.042	.000	.007	.010	
	N	30	30	30	30	30	30	30	30	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).

2. Variabel Etika Kerja Validitas (X2)

Hasil Uji Validitas Etika Kerja (X2)

		Correlations																		
		EK1	EK2	EK3	EK4	EK5	EK6	EK7	EK8	EK9	EK10	EK11	EK12	EK13	EK14	EK15	EK16	EK17	EK18	EK
EK1	Pearson Correlation	1	.177	.204	.443*	.296	.352	.415*	.354	.837**	.437*	.510**	.498**	.219	.415*	.211	.170	.246	.353	.561**
	Sig. (2-tailed)		.349	.280	.014	.173	.057	.023	.055	.000	.016	.004	.005	.245	.023	.263	.368	.190	.056	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK2	Pearson Correlation	.177	1	.660**	.172	.454*	.287	.275	.135	.236	.486**	.367*	.321	.528**	.202	.399*	.320	.593**	.134	.623**
	Sig. (2-tailed)	.349		.000	.363	.012	.124	.141	.476	.209	.006	.046	.083	.003	.283	.029	.084	.001	.479	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK3	Pearson Correlation	.204	.660**	1	.123	.285	.311	.367*	.058	.153	.802**	.266	.441*	.491**	.367*	.511**	.151	.404*	.176	.695**
	Sig. (2-tailed)	.280	.000		.516	.126	.094	.046	.763	.421	.000	.156	.015	.006	.046	.004	.427	.027	.351	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK4	Pearson Correlation	.443*	.172	.123	1	.300	.365*	.273	.454*	.534**	.204	.504**	.408*	.531**	.488**	.024	-.142	.254	.418*	.455*
	Sig. (2-tailed)	.014	.363	.516		.108	.047	.144	.012	.002	.279	.005	.025	.003	.006	.900	.454	.175	.022	.012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK5	Pearson Correlation	.256	.454*	.285	.300	1	.239	.408*	.422*	.443*	.258	.390*	.176	.237	-.040	.424*	.244	.360	.512**	.583**
	Sig. (2-tailed)	.173	.012	.126	.108		.204	.025	.020	.014	.168	.033	.351	.206	.835	.020	.194	.050	.004	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK6	Pearson Correlation	.352	.287	.311	.365*	.239	1	.255	.307	.079	.232	.283	.305	.432*	.165	.190	-.306	.035	.469**	.397*
	Sig. (2-tailed)	.057	.124	.094	.047	.204		.174	.099	.680	.218	.130	.101	.017	.382	.314	.100	.856	.009	.030
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK7	Pearson Correlation	.415*	.275	.367*	.273	.408*	.255	1	.458*	.464**	.433*	.234	.645**	.154	.185	.386*	.209	.111	.339	.596**
	Sig. (2-tailed)	.023	.141	.046	.144	.025	.174		.011	.010	.017	.213	.000	.415	.329	.035	.267	.560	.067	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK8	Pearson Correlation	.354	.135	.058	.454*	.422*	.307	.458*	1	.558**	.174	.282	.510**	.273	.131	.370*	.149	.279	.408*	.577**
	Sig. (2-tailed)	.055	.476	.763	.012	.020	.099	.011		.001	.359	.131	.004	.145	.490	.044	.433	.136	.025	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK9	Pearson Correlation	.637**	.236	.153	.534**	.443*	.079	.464**	.558**	1	.319	.438*	.430*	.309	.341	.314	.292	.378*	.355	.638**
	Sig. (2-tailed)	.000	.209	.421	.002	.014	.660	.010	.001		.086	.015	.018	.097	.065	.091	.118	.039	.054	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK10	Pearson Correlation	.437*	.486**	.802**	.204	.258	.232	.433*	.174	.319	1	.369*	.578**	.485**	.467**	.573**	.337	.371*	.295	.771**
	Sig. (2-tailed)	.016	.006	.000	.279	.168	.218	.017	.359	.086		.045	.001	.007	.009	.001	.069	.043	.114	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK11	Pearson Correlation	.510**	.367*	.266	.504**	.390*	.283	.234	.282	.438*	.369*	1	.413*	.556**	.415*	.211	-.030	.316	.430*	.539**
	Sig. (2-tailed)	.004	.046	.156	.005	.033	.130	.213	.131	.015	.045		.023	.001	.023	.263	.875	.089	.018	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK12	Pearson Correlation	.498**	.321	.441*	.408*	.176	.305	.645**	.510**	.430*	.578**	.413*	1	.338	.528**	.316	.230	.403*	.308	.653**
	Sig. (2-tailed)	.005	.083	.015	.025	.351	.101	.000	.004	.018	.001	.023		.068	.003	.089	.222	.027	.098	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK13	Pearson Correlation	.219	.528**	.491**	.531**	.237	.432*	.154	.273	.309	.485**	.556**	.338	1	.432*	.398*	-.113	.564**	.357	.556**
	Sig. (2-tailed)	.245	.003	.006	.003	.206	.017	.415	.145	.097	.007	.001	.068		.017	.029	.554	.001	.053	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK14	Pearson Correlation	.415*	.202	.367*	.488**	-.040	.165	.185	.131	.341	.467**	.415*	.528**	.432*	1	.313	-.004	.192	.200	.466**
	Sig. (2-tailed)	.023	.283	.046	.006	.835	.382	.329	.490	.065	.009	.023	.003	.017		.092	.982	.309	.288	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK15	Pearson Correlation	.211	.399*	.511**	.024	.424*	-.190	.386*	.370*	.314	.573**	.211	.316	.398*	.313	1	.224	.323	.363*	.628**
	Sig. (2-tailed)	.263	.029	.004	.900	.020	.314	.035	.044	.091	.001	.263	.089	.029	.092		.235	.082	.049	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK16	Pearson Correlation	.170	.320	.151	-.142	.244	-.306	.209	.149	.292	.337	-.030	.230	-.113	-.004	.224	1	.419*	.117	.378*
	Sig. (2-tailed)	.368	.084	.427	.454	.194	.100	.267	.433	.118	.069	.875	.222	.554	.982	.235		.021	.537	.039
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK17	Pearson Correlation	.246	.593**	.404*	.254	.360	.035	.111	.279	.378*	.371*	.316	.403*	.564**	.192	.323	.419*	1	.206	.558**
	Sig. (2-tailed)	.190	.001	.027	.175	.050	.856	.560	.136	.039	.043	.089	.027	.001	.309	.082	.021		.276	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK18	Pearson Correlation	.353	.134	.176	.418*	.512**	.469**	.339	.408*	.355	.295	.430*	.308	.357	.200	.363*	.117	.206	1	.581**
	Sig. (2-tailed)	.056	.479	.351	.022	.004	.009	.067	.025	.054	.114	.018	.098	.053	.288	.049	.537	.276		.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
EK	Pearson Correlation	.561**	.623**	.695**	.455*	.583**	.397*	.596**	.577**	.638**	.771**	.539**	.653**	.556**	.466**	.628**	.378*	.558**	.581**	1
	Sig. (2-tailed)	.001	.000	.000	.012	.001	.030	.001	.001	.000	.000	.002	.000	.001	.009	.000	.039	.001	.001	
	N	30	30	30	30	30	30	30	30	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).

3. Variabel Kinerja Karyawan Validitas (Y)

Hasil Uji Variabel Validitas Kinerja Karyawan Validitas(Y)

		Correlations																					KV							
		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	KK15	KK16	KK17	KK18	KK19	KK20	KK21	KK22	KK23	KK24	KK25	KK26	KK27	KV	
KK1	Pearson Correlation	1	.989**	.111	.352	.099	.427**	.412*	.170	.394*	.103	.210	.307	.250	.701**	.357	.993	.088	.542**	-.038	.019	-.159	-.114	.192	.088	.028	.302	.223	.445*	
	Sig. (2-tailed)		.001	.581	.006	.604	.019	.024	.370	.031	.587	.296	.099	.193	.000	.053	.004	.845	.002	.841	.920	.401	.548	.311	.731	.865	.105	.235	.014	
	N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK2	Pearson Correlation	.593**	1	.426*	.380*	.247	.485*	.684**	.389*	.427*	.472**	.448*	.429*	.427*	.484*	.518**	.347	.483*	.571**	.291	.400*	.359	.247	.345	.249	.399*	.495**	.333	.770**	
	Sig. (2-tailed)	.001		.021	.038	.188	.026	.000	.034	.019	.008	.013	.018	.019	.027	.003	.060	.007	.001	.119	.029	.052	.189	.062	.185	.029	.005	.072	.000	
	N			30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK3	Pearson Correlation	.111	.420*	1	.241	.487**	.184	.310	.301	.111	.735**	.053	.097	.151	.112	.253	.427*	.212	.121	.346	.173	.180	.250	.115	.132	.113	.441*	.192	.470**	
	Sig. (2-tailed)	.561	.021		.199	.006	.331	.095	.106	.561	.000	.782	.609	.426	.557	.177	.019	.262	.524	.061	.360	.342	.182	.548	.488	.553	.015	.308	.009	
	N				30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK4	Pearson Correlation	.352	.380*	.241	1	.520**	.553*	.467**	.547**	.496*	.416*	.320	.307	.480**	.413	.194	.416	.557**	.515**	.033	.184	.056	.236	.234	.080	.000	.459*	.334	.648**	
	Sig. (2-tailed)	.056	.038	.199		.003	.002	.009	.002	.005	.022	.094	.099	.007	.023	.304	.022	.001	.004	.861	.331	.771	.210	.213	.674	1.000	.011	.071	.006	
	N					30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK5	Pearson Correlation	.099	.247	.487**	.526**	1	.298	.342	.455*	.422*	.648**	.257	.325	.245	.420*	.845	.460*	.306	.330	.206	.262	.086	.173	.037	-.013	-.192	.447**	-.031	.622**	
	Sig. (2-tailed)	.604	.188	.006	.003		.125	.084	.012	.020	.000	.171	.079	.192	.021	.812	.011	.100	.075	.274	.161	.653	.361	.844	.846	.309	.009	.870	.003	
	N						30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK6	Pearson Correlation	.427**	.405*	.184	.553**	.286	1	.331	.305	.549**	.225	.407*	.279	.389*	.394*	.517**	.141	.502**	.440**	.191	.318	-.013	.138	.609**	.203	.000	.620**	.354	.631**	
	Sig. (2-tailed)	.019	.026	.331	.002	.125		.074	.101	.002	.233	.026	.135	.034	.031	.003	.456	.005	.015	.312	.086	.945	.467	.004	.281	1.000	.000	.620**	.354	
	N					30		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK7	Pearson Correlation	.412*	.684**	.310	.467**	.342	.331	1	.481**	.463**	.452*	.343	.416*	.421*	.332	.438*	.384*	.226	.540**	.269	.483**	.379*	.360	.322	.601**	.262	.369*	.298	.741**	
	Sig. (2-tailed)	.024	.000	.095	.009	.064	.074		.007	.010	.012	.063	.022	.021	.073	.016	.036	.229	.002	.151	.007	.039	.068	.002	.000	.162	.045	.109	.006	
	N					30	30		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK8	Pearson Correlation	.170	.388*	.301	.547**	.455*	.305	.481**	1	.469**	.512**	.285	.372*	.488**	.431*	.488**	.650**	.546**	.602**	.167	.104	.147	.531**	.292	.043	.091	.352	.174	.675**	
	Sig. (2-tailed)	.370	.034	.106	.002	.012	.101	.007		.009	.004	.127	.043	.006	.018	.006	.000	.002	.000	.379	.584	.438	.003	.118	.822	.631	.057	.359	.000	
	N					30	30	30		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK9	Pearson Correlation	.394*	.427**	.111	.496**	.422*	.549**	.463**	.489**	1	.160	.472**	.694**	.490*	.648**	.609**	.437*	.351	.602**	.307	.134	-.040	.073	.134	.197	-.028	.466*	.160	.665**	
	Sig. (2-tailed)	.031	.019	.561	.005	.020	.002	.010	.009		.000	.009	.000	.028	.000	.000	.016	.057	.000	.099	.480	.835	.703	.480	.397	.883	.000	.399	.000	
	N					30	30	30	30		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK10	Pearson Correlation	.103	.472**	.735**	.416*	.648**	.225	.452*	.512**	.160	1	.161	.102	.460*	.178	.266	.466**	.459**	.197	.333	.392*	.199	.372*	.274	.174	.108	.387*	.359	.623**	
	Sig. (2-tailed)	.587	.000	.000	.022	.000	.233	.012	.004	.400		.395	.590	.010	.347	.155	.009	.011	.297	.072	.032	.291	.043	.142	.357	.651	.035	.051	.000	
	N					30	30	30	30		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK11	Pearson Correlation	.210	.448*	.023	.320	.257	.447**	.343	.285	.412**	.151	1	.415*	.143	.317	.300	.868	.351	.452**	-.110	.110	-.057	-.208	.110	.125	-.107	.209	-.061	.404*	
	Sig. (2-tailed)	.266	.013	.782	.084	.171	.026	.083	.127	.008	.395		.022	.451	.087	.107	.723	.057	.011	.564	.564	.765	.206	.564	.518	.574	.267	.749	.027	
	N					30	30	30	30	30	30		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK12	Pearson Correlation	.307	.429*	.087	.307	.325	.279	.416*	.372*	.694**	.102	.415*	1	.176	.534**	.495**	.283	.080	.657**	.236	.084	.098	.073	.135	.127	.148	.425	.225	.563**	
	Sig. (2-tailed)	.099	.018	.609	.099	.079	.135	.022	.043	.000	.509	.022		.332	.002	.005	.130	.673	.000	.209	.658	.606	.701	.477	.504	.435	.019	.232	.001	
	N					30	30	30	30	30	30		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK13	Pearson Correlation	.250	.427**	.151	.480**	.245	.388*	.421*	.489**	.400*	.460*	.143	.176	1	.404*	.344	.258	.430*	.383*	.366*	.418*	.108	.397*	.157	.060	.051	.349	.348	.598**	
	Sig. (2-tailed)	.183	.019	.426	.007	.192	.034	.021	.008	.028	.010	.451	.352		.027	.063	.169	.018	.037	.047	.022	.568	.030	.408	.754	.789	.059	.059	.000	
	N					30	30	30	30	30	30	30	30		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK14	Pearson Correlation	.703**	.404*	.112	.415*	.420*	.384*	.332	.431*	.698**	.178	.317	.534**	.404*	1	.373*	.291	.131	.595**	.193	.019	-.136	-.021	.193	-.106	-.113	.310	.129	.541**	
	Sig. (2-tailed)	.000	.027	.557	.023	.021	.031	.073	.018	.000	.347	.087	.002	.027		.043	.119	.490	.001	.306	.919	.472	.912	.306	.578	.552	.096	.496	.002	
	N					30	30	30	30	30	30	30	30		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK15	Pearson Correlation	.357	.518**	.253	.184	.045	.517**	.436*	.489**	.609**	.266	.300	.495**	.344	.373*	1	.330	.269	.537**	.351	.219	.118	.333	.462**	.330	.193	.413*	.292	.448**	
	Sig. (2-tailed)	.053	.003	.177	.384	.812	.003	.016	.006	.000	.155	.107	.005	.083	.043		.075	.150	.002	.057	.244	.538	.072	.007	.075	.308	.024	.127	.160	
	N					30	30	30	30	30	30	30	30	30	30		30	30	30	30	30	30	30	30	30	30	30	30	30	30
KK16	Pearson Correlation																													

B. Hasil Uji Reliabilitas

1. Variabel Kepemimpinan Reliabilitas (X1)

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.743	.890	18

Hasil Uji Variabel Kepemimpinan Reliabilitas (X1)

	Scale Mean if Deleted	Scale Variance if Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Deleted
KP1	139.70	208.700	.607	.	.729
KP2	139.53	206.051	.681	.	.725
KP3	139.57	210.737	.477	.	.732
KP4	140.03	209.068	.465	.	.731
KP5	139.70	209.390	.503	.	.730
KP6	139.73	212.961	.415	.	.735
KP7	139.53	206.533	.620	.	.726
KP8	139.53	207.154	.724	.	.726
KP9	139.63	209.413	.534	.	.730
KP10	139.60	212.524	.405	.	.735
KP11	139.87	208.878	.562	.	.729
KP12	139.53	209.982	.470	.	.731
KP13	139.80	211.614	.425	.	.734
KP14	139.57	208.392	.680	.	.728
KP15	139.70	215.941	.341	.	.739
KP16	139.30	211.045	.582	.	.732
KP17	139.83	212.213	.448	.	.734
KP18	140.00	210.414	.414	.	.733
KP	71.83	55.454	1.000	.	.865

2. Variabel Etika Kerja Reliabilitas (X2)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.770	.910	18

Hasil Uji Variabel Etika Kerja Reliabilitas (X2)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
EK1	141.17	178.764	.578	.746	.757
EK2	141.33	177.126	.600	.790	.755
EK3	141.17	176.075	.636	.866	.754
EK4	141.50	178.741	.496	.725	.758
EK5	141.33	178.575	.564	.695	.757
EK6	141.37	181.895	.402	.747	.763
EK7	141.23	176.875	.579	.764	.755
EK8	141.23	179.564	.555	.842	.759
EK9	141.20	177.062	.636	.770	.755
EK10	140.97	175.482	.728	.914	.752
EK11	141.17	178.902	.571	.703	.758
EK12	141.00	179.448	.676	.868	.758
EK13	141.20	180.441	.596	.871	.759
EK14	141.10	182.714	.472	.764	.763
EK15	141.17	181.316	.591	.685	.760
EK16	141.10	185.886	.299	.704	.768
EK17	141.30	179.390	.547	.842	.758
EK18	141.20	180.028	.564	.747	.759
EK	76.67	55.126	.948	.972	.895

3. Variabel Kinerja Karyawan Reliabilitas (Y)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.748	.929	27

Hasil Uji Variabel Kinerja Karyawan (Y)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KK1	223.90	551.679	.418	.	.742
KK2	223.90	537.955	.755	.	.734
KK3	224.07	550.823	.444	.	.741
KK4	224.13	540.671	.625	.	.736
KK5	224.03	548.378	.497	.	.740
KK6	223.87	546.878	.613	.	.739
KK7	223.87	538.671	.724	.	.735
KK8	223.83	544.971	.658	.	.738
KK9	223.90	543.403	.646	.	.737
KK10	223.83	545.454	.603	.	.738
KK11	224.07	552.547	.374	.	.742
KK12	223.93	544.547	.536	.	.738
KK13	224.07	543.789	.574	.	.738
KK14	223.80	548.234	.517	.	.740
KK15	223.80	546.993	.630	.	.739
KK16	223.70	554.769	.439	.	.743
KK17	224.00	547.448	.509	.	.740
KK18	223.67	543.885	.694	.	.737

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KK19	223.73	548.478	.530	.	.740
KK20	223.73	547.375	.561	.	.739
KK21	223.53	553.568	.400	.	.743
KK22	223.90	550.576	.512	.	.741
KK23	223.73	548.202	.537	.	.740
KK24	223.87	555.637	.376	.	.744
KK25	223.57	554.875	.338	.	.744
KK26	223.77	540.944	.711	.	.736
KK27	223.57	549.771	.551	.	.741
KK	114.03	141.964	1.000	.	.920

Lampiran 3
Hasil Pengujian *SPSS Statistics 20*
Untuk Seluruh Responden Penelitian
(35 Responden)

A. Tabel Tabulasi Jawaban Responden

1. Variabel Kepemimpinan (X1)

B. Hasil Pengelolaan Data SPSS untuk Indeks Jawaban Responden

1. Usia, dengan kategori 21– 30 Tahun, 31– 40 Tahun, dan 41- 50 Tahun

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21 - 30 Tahun	23	65.7	65.7	65.7
31 - 40 Tahun	11	31.4	31.4	97.1
41 - 50 Tahun	1	2.9	2.9	100.0
Total	35	100.0	100.0	

2. Jenis Kelamin, dengan kategori Laki-laki dan Perempuan

Jeniskelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	29	82.9	82.9	82.9
Perempuan	6	17.1	17.1	100.0
Total	35	100.0	100.0	

3. Posisi, dengan kategori *Service Advisor*, Partman, Toolsman, Kepala Regu, Mekanik/teknisi, Office boy, dan lain-lain

Posisi

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Service advisor	6	17.1	17.1	17.1
Partman	8	22.9	22.9	40.0
Toolsman	1	2.9	2.9	42.9
Kepala Regu	3	8.6	8.6	51.4
Mekanik/teknisi	9	25.7	25.7	77.1
Dan lain - lain	8	22.9	22.9	100.0
Total	35	100.0	100.0	

4. Lama Bekerja, dengan kategori 0- 2 Tahun, 3- 4 Tahun, 5- 6 Tahun, dan > 6 tahun

LamaBekerja					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 2 Tahun	2	5.7	5.7	5.7
	3 - 4 Tahun	5	14.3	14.3	20.0
	5 - 6 Tahun	11	31.4	31.4	51.4
	> 6 Tahun	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

C. Hasil Uji Asumsi Klasik

1. Uji Normalitas Data

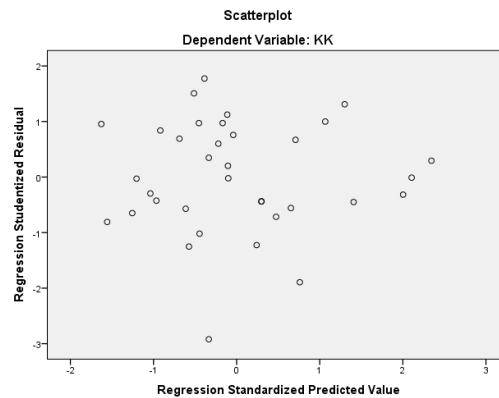
One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.52919701
Most Extreme Differences	Absolute	.100
	Positive	.070
	Negative	-.100
Test Statistic		.100
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

2. Uji Multikolinearitas

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	20.492	10.613		1.931	.062		
	KP	.430	.175	.328	2.459	.020	.496	2.017
	EK	.832	.190	.582	4.368	.000	.496	2.017

a. Dependent Variable: KK

3. Uji Heteroskedasitas



D. Hasil Analisis Deskriptif

Descriptive Statistics						
	N	Minimum	Maximum	Mean	Std. Deviation	Variance
KP	35	57	89	72,43	6,500	42,252
EK	35	67	90	77,17	5,973	35,676
KK	35	100	134	115,83	8,528	72,734
Valid N (listwise)	35					

1. Deskriptif Variabel Kepemimpinan (X1)

KP1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	11	31.4	31.4	31.4
	S	16	45.7	45.7	77.1
	SS	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

KP2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.6	8.6	8.6
	S	18	51.4	51.4	60.0
	SS	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

KP3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	11	31.4	31.4	31.4
	S	15	42.9	42.9	74.3
	SS	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

KP4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	20.0	20.0	20.0
	KS	6	17.1	17.1	37.1
	S	14	40.0	40.0	77.1
	SS	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

KP5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	8.6	8.6	8.6
	KS	4	11.4	11.4	20.0
	S	16	45.7	45.7	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

KP6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	9	25.7	25.7	25.7
	S	17	48.6	48.6	74.3
	SS	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

KP7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	2	5.7	5.7	8.6
	S	23	65.7	65.7	74.3
	SS	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

KP8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	11.4	11.4	11.4
	S	19	54.3	54.3	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

KP10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	11.4	11.4	11.4
	S	20	57.1	57.1	68.6
	SS	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

KP11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	11	31.4	31.4	31.4
	S	14	40.0	40.0	71.4
	SS	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

KP12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	11.4	11.4	11.4
	S	25	71.4	71.4	82.9
	SS	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

KP13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	2.9	2.9	2.9
	KS	2	5.7	5.7	8.6
	S	16	45.7	45.7	54.3
	SS	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

KP14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	11.4	11.4	11.4
	S	24	68.6	68.6	80.0
	SS	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

KP15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	10	28.6	28.6	28.6
	S	19	54.3	54.3	82.9
	SS	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

KP16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	19	54.3	54.3	60.0
	SS	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

KP17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	14	40.0	40.0	42.9
	S	13	37.1	37.1	80.0
	SS	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

KP18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	20.0	20.0	20.0
	KS	9	25.7	25.7	45.7
	S	14	40.0	40.0	85.7
	SS	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

4. Deskriptif Variabel Etika Kerja (X2)

EK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	6	17.1	17.1	17.1
	S	15	42.9	42.9	60.0
	SS	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

EK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.6	8.6	8.6
	S	15	42.9	42.9	51.4
	SS	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

EK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	6	17.1	17.1	17.1
	S	16	45.7	45.7	62.9
	SS	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

EK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	14.3	14.3	14.3
	S	18	51.4	51.4	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

EK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	7	20.0	20.0	20.0
	S	15	42.9	42.9	62.9
	SS	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

EK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.6	8.6	8.6
	S	18	51.4	51.4	60.0
	SS	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

EK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	6	17.1	17.1	17.1
	S	21	60.0	60.0	77.1
	SS	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

EK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	14.3	14.3	14.3
	S	20	57.1	57.1	71.4
	SS	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

EK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	1	2.9	2.9	2.9
	S	22	62.9	62.9	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

EK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	15	42.9	42.9	48.6
	SS	18	51.4	51.4	100.0
	Total	35	100.0	100.0	

EK11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.6	8.6	8.6
	S	21	60.0	60.0	68.6
	SS	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

EK12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	20	57.1	57.1	62.9
	SS	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

EK13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	16	45.7	45.7	51.4
	SS	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

EK14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	19	54.3	54.3	60.0
	SS	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

EK15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.6	8.6	8.6
	S	18	51.4	51.4	60.0
	SS	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

EK16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	19	54.3	54.3	54.3
	SS	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

EK17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	7	20.0	20.0	20.0
	S	11	31.4	31.4	51.4
	SS	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

EK18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	20	57.1	57.1	62.9
	SS	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

5. Deskriptif Vaariabel Kinerja Karawan (Y)

KK1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid S	24	68.6	68.6	68.6
SS	11	31.4	31.4	100.0
Total	35	100.0	100.0	

KK2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	3	8.6	8.6	8.6
S	18	51.4	51.4	60.0
SS	14	40.0	40.0	100.0
Total	35	100.0	100.0	

KK3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	9	25.7	25.7	25.7
S	15	42.9	42.9	68.6
SS	11	31.4	31.4	100.0
Total	35	100.0	100.0	

KK4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid KS	2	5.7	5.7	5.7
S	18	51.4	51.4	57.1
SS	15	42.9	42.9	100.0
Total	35	100.0	100.0	

KK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	14.3	14.3	14.3
	S	18	51.4	51.4	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

KK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	14.3	14.3	14.3
	S	19	54.3	54.3	68.6
	SS	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

KK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.6	8.6	8.6
	S	17	48.6	48.6	57.1
	SS	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

KK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	9	25.7	25.7	25.7
	S	14	40.0	40.0	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

KK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	11.4	11.4	11.4
	S	19	54.3	54.3	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

KK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.6	8.6	8.6
	S	18	51.4	51.4	60.0
	SS	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

KK11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	8	22.9	22.9	22.9
	S	16	45.7	45.7	68.6
	SS	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

KK12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	KS	5	14.3	14.3	17.1
	S	16	45.7	45.7	62.9
	SS	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

KK13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	3	8.6	8.6	8.6
	S	18	51.4	51.4	60.0
	SS	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

KK14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	20	57.1	57.1	62.9
	SS	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

KK15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	21	60.0	60.0	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

KK16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	19	54.3	54.3	60.0
	SS	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

KK17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	17	48.6	48.6	54.3
	SS	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

KK18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	1	2.9	2.9	2.9
	S	17	48.6	48.6	51.4
	SS	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

KK19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	7	20.0	20.0	20.0
	S	16	45.7	45.7	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

KK20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	14.3	14.3	14.3
	S	20	57.1	57.1	71.4
	SS	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

KK21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	16	45.7	45.7	51.4
	SS	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

KK22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	21	60.0	60.0	65.7
	SS	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

KK23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	18	51.4	51.4	57.1
	SS	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

KK24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	1	2.9	2.9	2.9
	S	16	45.7	45.7	48.6
	SS	18	51.4	51.4	100.0
	Total	35	100.0	100.0	

KK25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	4	11.4	11.4	11.4
	S	18	51.4	51.4	62.9
	SS	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

KK26

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.9	2.9	2.9
	S	21	60.0	60.0	62.9
	SS	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

KK27

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	2	5.7	5.7	5.7
	S	9	25.7	25.7	31.4
	SS	24	68.6	68.6	100.0
	Total	35	100.0	100.0	

E. Hasil Uji Regresi Linear Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.492	10.613		1.931	.062
	KP	.430	.175	.328	2.459	.020
	EK	.832	.190	.582	4.368	.000

a. Dependent Variable: KK

F. Hasil Uji Hipotesis

2. Uji Parsial (Uji t)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.492	10.613		1.931	.062
	KP	.430	.175	.328	2.459	.020
	EK	.832	.190	.582	4.368	.000

a. Dependent Variabel KK

2. Uji Simultan (Uji F)

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1775.508	2	887.754	40.731	.000 ^b
	Residual	697.463	32	21.796		
	Total	2472.971	34			
a. Dependent Variable: KK						
b. Predictors: (Constant), EK, KP						

G. Hasil Uji Efisiensi Korelasi (R)

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.847 ^a	.718	.700	4.669
a. Predictors: (Constant), EK, KP				
b. Dependent Variable: KK				

H. Hasil Uji Koefisien Determinasi (R²)

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.847 ^a	.718	.700	4.669
a. Predictors: (Constant), EK, KP				
b. Dependent Variable: KK				

Lampiran 4
R Tabel, T Tabel, F Tabel

Tabel Nilai r Product Moment

N=30

Probabilitas = 5%

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			