

LAMPIRAN

Lampiran 1. Kuesioner Penelitian

KUESIONER PENELITIAN

Responden yang terhormat,

Sehubung dengan penyelesaian tugas akhir skripsi untuk memenuhi persyaratan gelar sarjana Stara-1 (S-1) pada program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muslim Indonesia, maka peneliti mengadakan penelitian dengan judul **“Pengaruh Kepemimpinan Transformasional dan Komunikasi terhadap Kinerja Karyawan di Warung Ikan Bakar Rica-Rica Ala Makassar”**

Saya yang bertanda tangan dibawah ini:

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Fakultas/Program Studi : Fakultas Ekonomi dan Bisnis/Illmu Manajemen

Dengan ini memohon kesediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner ini dan memberikan informasi pada masing-masing pertanyaan berikut ini dengan sebenar- benarnya dan jujur sesuai dengan petunjuk pengisian. Data yang anda berikan hanya akan digunakan untuk kepentingan karya tulis ilmiah/skripsi tersebut. Atas perhatian dan kerjasamanya dalam pengisian kuesioner ini saya ucapkan terima kasih.

Peneliti

Muh Rahul

Bagian I:
Demografi

Petunjuk Pengisian

Untuk setiap pertanyaan berikut, beri tanda silang (X) atau tanda centang (✓) pada kotak yang sesuai dengan pilihan Bapak/Ibu, atau isi data yang diminta pada tempat yang telah disediakan.

Tanda bintang (*) menunjukkan bahwa pertanyaan bersifat (boleh tidak diisi).

No	Pertanyaan	Pilihan Jawaban / Isian
1	Nama*	
2	Jenis Kelamin	☐ Laki-Laki ☐ Perempuan
3	Umur	☐ ≤ 30 tahun ☐ 31–40 tahun ☐ 41–50 tahun ☐ ≥ 51 tahun
4	Pendidikan Terakhir	☐ Strata Tiga (S3) ☐ Strata Dua (S2) ☐ Strata Satu (S1) ☐ Lainnya:
5	Jabatan	
6	Masa Kerja	☐ Di bawah 5 tahun ☐ 5–10 tahun ☐ 11–15 tahun ☐ 16–20 tahun ☐ Lebih dari 20 tahun

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Bagian II:

Kepemimpinan Transformasional (X1)

Mohon beri tanda silang (X) atau tanda check list (√) pada pilihan jawaban yang sesuai dengan pengalaman Bapak/Ibu pada tempet yang disediakan. Adapun jawaban dari pernyataan yang dimaksud dalam kuesioner ini dapat dijelaskan sebagai berikut:

Jawaban 1 = Sangat Setuju (SS)

Jawaban 2 = Setuju (S)

Jawaban 3 = Kurang Setuju (KS)

Jawaban 4 = Tidak Setuju (TS)

Jawaban 5 = Sangat Tidak Setuju (STS)

No	Uraian	Alternatif Jawaban				
		SS	S	KS	TS	STS
Karisma (Charisma <i>Idealized Influence</i>)						
1	Pimpinan mampu menyelesaikan masalah dalam segala situasi					
2	Pimpinan menjadi panutan					
3	Pimpinan datang setelah masalah selesai					
4	Tidak dianggap panutan					
Motivasi Inspirasional (<i>Inspirational Motivation</i>)						
5	Pimpinan menyampaikan tujuan dengan antusias					
6	Pimpinan hanya peduli hasil akhir					
7	Pimpinan tidak menegur terkait tujuan perusahaan					
Stimulasi Intelektual (<i>Intellectual Stimulation</i>)						
8	Pimpinan memberi kesempatan menyelesaikan masalah sendiri					
9	Pimpinan mengajak berdiskusi memecahkan masalah					
10	Memberi kesempatan menunjukkan keterampilan					
11	Pimpinan memberi saran cara baru mencapai target					
12	Keputusan sepihak					

Perhatian Individual (<i>Individualized Consideration</i>)					
13	Pimpinan mendengarkan masalah pribadi karyawan				
14	Pimpinan dekat dengan karyawan				
15	Pimpinan menunjukkan dukungan saat saya bekerja				
16	Memberi perhatian melalui nasihat				
17	Pimpinan kurang peduli pada masalah kerja karyawan				
18	Pimpinan kurang memberi dukungan				
19	Tidak memberi pelatihan				
20	Masalah pribadi dianggap hambatan				
21	Pimpinan kurang peduli karyawan				
22	Komunikasi saya dengan pimpinan (akan saya sesuaikan dengan konteks — kemungkinan				

Sumber: Bass dan Avolio (1994)

Bagian III:
Komunikasi (X2)

Mohon beri tanda silang (X) atau tanda check list (√) pada pilihan jawaban yang sesuai dengan pengalaman Bapak/Ibu pada tempet yang disediakan. Adapun jawaban dari pernyataan yang dimaksud dalam kuesioner ini dapat dijelaskan sebagai berikut:

Jawaban 1 = Sangat Setuju (SS)

Jawaban 2 = Setuju (S)

Jawaban 3 = Kurang Setuju (KS)

Jawaban 4 = Tidak Setuju (TS)

Jawaban 5 = Sangat Tidak Setuju (STS)

No	Uraian	Alternatif Jawab				
		SS	S	KS	TS	STS
Pemahaman						
1	Saya dapat memahami pesan dan melakukan tindakan sesuai dengan isi pesan yang dikomunikasikan oleh pemimpin/atasan					
Kesenangan						
2	Proses komunikasi saya yang terjadi sehari–hari berlangsung dalam suasana yang menyenangkan.					
Pengaruh dan sikap						
3	Proses komunikasi saya yang terjadi saat ini mampu memengaruhi sikap pegawai lain dalam bekerja.					
Hubungan yang makin baik						
4	Komunikasi yang terjadi saat ini mampu menciptakan hubungan yang baik antar sesama pegawai.					
Tindakan						
5	Jika ada kendala dalam pekerjaan, saya selalu meminta respon terhadap pegawai lainnya/atasan					
6	Saya mengambil tindakan konkret yang dapat meningkatkan pemahaman dan kepuasan dalam tugas yang diberikan oleh					

	atasan.					
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Bagian IV:

Kinerja Karyawan (Y)

Mohon beri tanda silang (X) atau tanda check list (√) pada pilihan jawaban yang sesuai dengan pengalaman Bapak/Ibu pada tempet yang disediakan. Adapun jawaban dari pernyataan yang dimaksud dalam kuesioner ini dapat dijelaskan sebagai berikut:

Jawaban 1 = Jarang

Jawaban 2 = Kadang-kadang

Jawaban 3 = Sering

Jawaban 4 = Sangat Sering

Jawaban 5 = Selalu.

No	Uraian	Alternatif Jawab				
		1	2	3	4	5
Task Performance						
1	Saya bisa merencanakan pekerjaan sehingga saya menyelesaikannya tepat waktu					
2	Saya mengingat hasil pekerjaan yang harus saya capai.					
3	Saya dapat menetapkan prioritas					
4	Saya dapat menyelesaikan pekerjaan saya secara efisien					
5	Saya mengatur waktu saya dengan baik					
Contextual Performance						
6	Saya bernisiatif memulai tugas baru setelah tugas sebelumnya selesai					
7	Saya mengambil tugas menantang ketika ada.					
8	Saya berusaha untuk menjaga pengetahuan tentang pekerjaan saya tetap aktual.					
9	Saya berusaha untuk menjaga keterampilan kerja saya tetap aktual.					
10	Saya menemukan solusi kreatif untuk masalah baru.					
11	Saya mengambil tanggung jawab ekstra.					
12	Saya terus mencari tantangan baru dalam pekerjaan saya					
13	Saya terlibat aktif dalam rapat atau koordinasi.					

<i>Counterproductive Work Behavior</i>					
14	Saya mengeluhkan hal-hal kecil terkait pekerjaan di tempat kerja.				
15	Saya membuat lebih banyak masalah dari mereka di tempat kerja.				
16	Saya lebih fokus pada aspek negatif ketimbang aspek positif pada situasi di tempat kerja.				
17	Saya berbicara dengan para kolega tentang aspek negatif dari pekerjaan saya.				
18	Saya membicarakan hal-hal negatif dalam pekerjaan dengan orang-orang di luar tempat kerja saya				

Sumber (Koopmans et al., 2014).

Lampiran 2: Data Mentah (Hasil Penelitian)

1. Kepemimpinan Trasnformasional

No	Kepemimpinan Trasnformasional																						
	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	X1 16	X1 17	X1 18	X1 19	X1 20	X1 21	X1 22	TXI
1	3	2	2	2	2	2	1	3	2	2	3	2	2	2	2	2	2	2	2	2	1	2	47
2	4	3	4	4	4	4	3	4	4	4	5	4	3	4	4	4	4	3	4	4	3	4	77
3	3	3	3	4	3	3	3	3	3	3	3	3	3	2	4	3	4	3	3	3	3	3	62
4	2	2	1	2	1	1	1	2	2	2	2	1	2	2	2	3	2	1	2	2	1	1	35
5	3	3	2	3	2	3	2	3	3	2	2	2	2	3	2	3	3	2	2	2	2	2	49
6	5	4	4	4	5	4	4	5	4	4	5	4	4	5	5	5	5	4	4	4	4	5	88
7	1	4	1	5	1	1	1	4	1	1	1	4	1	4	1	4	1	1	4	1	4	1	42
8	2	3	2	3	3	2	2	3	3	2	3	3	3	3	3	3	3	2	2	3	2	3	53
9	4	4	4	4	4	4	4	4	5	4	4	4	4	5	4	4	5	4	4	4	4	4	83
10	2	2	2	3	2	2	2	2	2	2	3	2	3	2	2	3	2	2	2	3	2	2	45
11	3	2	2	3	2	3	2	3	2	1	3	2	2	2	2	3	2	2	3	2	2	2	46
12	3	2	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	2	2	4	56
13	5	4	4	5	4	4	4	4	5	5	4	4	4	4	4	4	5	4	4	4	4	4	85
14	3	2	2	3	2	2	2	3	2	2	2	2	2	2	2	2	3	2	3	2	2	2	45
15	3	3	3	3	3	3	2	3	2	2	3	3	3	2	2	3	3	2	3	3	2	2	54
16	3	2	2	2	2	3	2	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	53
17	5	4	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	97
18	4	5	4	5	5	5	5	5	5	5	5	4	5	5	4	5	4	5	5	5	4	5	95

19	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
20	3	3	3	3	4	4	4	3	4	4	3	4	4	4	3	67
21	4	3	3	4	3	4	4	4	4	4	4	4	4	3	4	75
22	5	4	4	4	5	4	4	4	4	4	4	4	4	4	4	84
23	2	2	2	3	2	2	2	4	1	4	2	2	2	4	2	49
24	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
25	3	2	2	2	2	2	2	2	1	2	2	2	3	2	2	39
26	3	2	3	3	2	2	3	2	2	2	3	3	3	2	2	49
27	4	4	4	4	4	4	4	3	3	4	3	4	4	3	4	74
28	2	2	1	2	2	2	2	2	2	2	2	2	5	2	2	40
29	4	3	3	3	3	3	3	4	3	5	3	2	3	3	3	60
30	2	2	2	3	2	2	2	2	2	2	2	5	3	5	2	55

2. Komunikasi

No	Komunikasi						
	X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	TXI
1	4	3	3	3	3	3	19
2	2	4	1	5	2	1	15
3	2	2	4	2	2	2	14
4	3	3	3	3	2	2	16
5	4	4	4	4	3	4	23
6	4	3	3	3	3	3	19
7	3	3	3	3	3	3	18

8	4	4	4	4	4	4	3	22
9	3	2	2	2	2	2	2	13
10	3	3	3	3	3	3	3	18
11	3	2	3	3	3	2	2	15
12	2	2	4	2	2	1	4	15
13	3	3	3	3	3	2	3	17
14	3	4	3	3	3	3	3	19
15	3	3	3	3	3	3	3	18
16	3	3	3	3	3	2	3	17
17	5	5	5	5	5	5	5	30
18	4	3	4	4	4	3	4	22
19	4	4	3	3	3	3	4	21
20	5	5	5	5	3	5	5	28
21	3	2	2	5	5	5	2	19
22	3	2	3	3	3	2	2	15
23	5	4	4	4	4	4	5	26
24	3	3	2	3	3	2	3	16
25	3	3	3	3	4	3	3	19
26	4	4	4	4	4	4	4	24
27	4	4	4	4	4	3	4	23
28	5	4	5	5	5	4	4	27
29	5	4	4	5	5	4	4	26
30	4	4	4	4	4	3	4	23

3. Kinerja Karyawan

No	Kinerja Karyawan																		
	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	Y 16	Y 17	Y 18	TXI
1	2	1	2	2	1	2	2	2	2	2	2	1	2	1	2	2	2	1	31
2	3	2	3	2	2	2	2	2	2	2	2	1	2	2	2	2	2	2	37
3	3	2	2	2	2	2	3	1	2	2	2	2	2	2	2	2	2	2	37
4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	18
5	3	3	3	3	4	2	3	3	3	3	4	3	3	3	3	4	3	3	56
6	4	3	4	4	3	4	4	4	4	3	4	4	4	3	4	4	3	4	67
7	2	1	2	2	1	1	1	1	2	1	1	1	2	2	1	1	1	1	24
8	3	3	3	3	2	2	4	2	3	2	3	3	3	2	2	2	2	3	47
9	3	3	3	2	2	3	3	3	3	3	3	2	3	3	3	3	3	2	50
10	3	3	2	2	2	2	3	2	3	2	3	2	2	2	3	2	2	3	43
11	2	3	2	2	2	2	3	2	3	1	3	2	2	2	2	2	2	2	39
12	2	1	2	2	1	2	2	2	2	1	1	1	2	1	1	2	1	1	27
13	4	4	4	4	4	3	4	4	4	4	4	3	3	3	3	4	4	4	67
14	2	2	2	2	2	1	3	2	2	2	2	2	2	2	2	2	2	2	36
15	3	2	3	2	2	2	3	1	2	2	2	2	2	1	3	2	2	3	39
16	3	3	2	3	3	2	3	2	3	2	3	2	3	3	2	4	3	3	49
17	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
18	5	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	72
19	4	4	3	4	4	4	4	3	4	4	4	3	3	4	3	4	4	3	66
20	4	4	3	4	3	3	4	3	4	4	4	3	3	3	3	4	3	3	62
21	3	3	3	3	3	2	3	3	3	2	3	2	3	3	3	3	3	3	51

Lampiran 3: Hasil Penelitian

Hasil Uji Statistik Deskriptif

Kepemimpinan Transformatif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Kepemimpinan Transformatif	30	35	97	62.03	18.174
X1_1	30	1	5	3.27	1.048
X1_2	30	2	5	2.97	.928
X1_3	30	1	5	2.83	1.085
X1_4	30	2	5	3.40	.932
X1_5	30	1	5	2.93	1.172
X1_6	30	1	5	3.03	1.098
X1_7	30	1	5	2.60	1.070
X1_8	30	2	5	3.33	.884
X1_9	30	1	5	3.20	1.157
X1_10	30	1	5	2.80	1.243
X1_11	30	1	5	3.37	1.159
X1_12	30	1	5	3.03	.964
X1_13	30	1	5	3.07	1.112
X1_14	30	1	5	3.07	1.143
X1_15	30	1	5	3.13	1.106
X1_16	30	2	5	3.50	.861
X1_17	30	1	5	3.43	1.135
X1_18	30	1	5	2.73	1.202
X1_19	30	2	5	3.10	1.029
X1_20	30	1	5	3.07	1.048
X1_21	30	1	5	3.10	1.155
X1_22	30	1	5	3.07	1.143
Valid N (listwise)	30				

X1_1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.4	3.3	3.3
2	6	8.6	20.0	23.3
3	11	15.7	36.7	60.0
4	8	11.4	26.7	86.7
5	4	5.7	13.3	100.0
Total	30	42.9	100.0	
Missing System	40	57.1		
Total	70	100.0		

X1_2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	12	17.1	40.0	40.0
3	8	11.4	26.7	66.7
4	9	12.9	30.0	96.7
5	1	1.4	3.3	100.0
Total	30	42.9	100.0	
Missing System	40	57.1		
Total	70	100.0		

X1_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.3	10.0	10.0
	2	10	14.3	33.3	43.3
	3	7	10.0	23.3	66.7
	4	9	12.9	30.0	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	7.1	16.7	16.7
	3	12	17.1	40.0	56.7
	4	9	12.9	30.0	86.7
	5	4	5.7	13.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	6.7	6.7
	2	11	15.7	36.7	43.3
	3	8	11.4	26.7	70.0
	4	5	7.1	16.7	86.7
	5	4	5.7	13.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	6.7	6.7
	2	9	12.9	30.0	36.7
	3	7	10.0	23.3	60.0
	4	10	14.3	33.3	93.3
	5	2	2.9	6.7	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.7	13.3	13.3
	2	12	17.1	40.0	53.3
	3	7	10.0	23.3	76.7
	4	6	8.6	20.0	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	7.1	16.7	16.7
	3	13	18.6	43.3	60.0
	4	9	12.9	30.0	90.0
	5	3	4.3	10.0	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	10	14.3	33.3	36.7
	3	5	7.1	16.7	53.3
	4	10	14.3	33.3	86.7
	5	4	5.7	13.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.7	13.3	13.3
	2	11	15.7	36.7	50.0
	3	5	7.1	16.7	66.7
	4	7	10.0	23.3	90.0
	5	3	4.3	10.0	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	7	10.0	23.3	26.7
	3	8	11.4	26.7	53.3
	4	8	11.4	26.7	80.0
	5	6	8.6	20.0	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	9	12.9	30.0	33.3
	3	9	12.9	30.0	63.3
	4	10	14.3	33.3	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	10	14.3	33.3	36.7
	3	9	12.9	30.0	66.7
	4	6	8.6	20.0	86.7
	5	4	5.7	13.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	11	15.7	36.7	40.0
	3	7	10.0	23.3	63.3
	4	7	10.0	23.3	86.7
	5	4	5.7	13.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		

X1_15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	10	14.3	33.3	36.7
	3	6	8.6	20.0	56.7
	4	10	14.3	33.3	90.0
	5	3	4.3	10.0	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.3	10.0	10.0
	3	13	18.6	43.3	53.3
	4	10	14.3	33.3	86.7
	5	4	5.7	13.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	6	8.6	20.0	23.3
	3	8	11.4	26.7	50.0
	4	9	12.9	30.0	80.0
	5	6	8.6	20.0	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.7	13.3	13.3
	2	11	15.7	36.7	50.0
	3	7	10.0	23.3	73.3
	4	5	7.1	16.7	90.0
	5	3	4.3	10.0	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	17.1	40.0	40.0
	3	5	7.1	16.7	56.7
	4	11	15.7	36.7	93.3
	5	2	2.9	6.7	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	10	14.3	33.3	36.7
	3	7	10.0	23.3	60.0
	4	10	14.3	33.3	93.3
	5	2	2.9	6.7	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		

X1_21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	6.7	6.7
	2	9	12.9	30.0	36.7
	3	6	8.6	20.0	56.7
	4	10	14.3	33.3	90.0
	5	3	4.3	10.0	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X1_22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	6.7	6.7
	2	9	12.9	30.0	36.7
	3	7	10.0	23.3	60.0
	4	9	12.9	30.0	90.0
	5	3	4.3	10.0	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Komunikasi**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Komunikasi	30	13	30	19.90	4.506
X2_1	30	2	5	3.53	.900
X2_2	30	2	5	3.30	.877
X2_3	70	1	5	3.84	1.085
X2_4	70	2	5	3.90	.995
X2_5	70	1	5	3.61	1.219
X2_6	30	1	5	3.23	1.006
Valid N (listwise)	30				

X2_1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.3	10.0	10.0
	3	13	18.6	43.3	53.3
	4	9	12.9	30.0	83.3
	5	5	7.1	16.7	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X2_2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.6	20.0	20.0
	3	11	15.7	36.7	56.7
	4	11	15.7	36.7	93.3
	5	2	2.9	6.7	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

X2_3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	2.9	2.9
	2	5	7.1	7.1	10.0
	3	20	28.6	28.6	38.6
	4	18	25.7	25.7	64.3
	5	25	35.7	35.7	100.0
	Total	70	100.0	100.0	

X2_4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.6	8.6	8.6
	3	20	28.6	28.6	37.1
	4	19	27.1	27.1	64.3
	5	25	35.7	35.7	100.0
	Total	70	100.0	100.0	

X2_5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	2.9	2.9
	2	14	20.0	20.0	22.9
	3	16	22.9	22.9	45.7
	4	15	21.4	21.4	67.1
	5	23	32.9	32.9	100.0
	Total	70	100.0	100.0	

X2_6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	6	8.6	20.0	23.3
	3	11	15.7	36.7	60.0
	4	9	12.9	30.0	90.0
	5	3	4.3	10.0	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Kinerja Karyawan

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Kinerja Karyawan	30	18	90	49.43	16.262
Y_1	30	1	5	3.10	.960
Y_2	30	1	5	2.73	1.015
Y_3	30	1	5	2.87	.900
Y_4	30	1	5	2.77	.898
Y_5	30	1	5	2.53	1.137
Y_6	30	1	5	2.57	1.006
Y_7	30	1	5	3.13	.937
Y_8	30	1	5	2.57	1.040
Y_9	30	1	5	3.10	.960
Y_10	30	1	5	2.57	1.040
Y_11	30	1	5	2.97	1.033
Y_12	30	1	5	2.37	1.033
Y_13	30	1	5	2.73	.868
Y_14	30	1	5	2.53	.973
Y_15	30	1	5	2.67	.959
Y_16	30	1	5	2.87	1.074
Y_17	30	1	5	2.63	.964
Y_18	30	1	5	2.73	1.015
Valid N (listwise)	30				

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.4	3.3	3.3
2	7	10.0	23.3	26.7
3	12	17.1	40.0	66.7
4	8	11.4	26.7	93.3
5	2	2.9	6.7	100.0
Total	30	42.9	100.0	
Missing System	40	57.1		
Total	70	100.0		

Y_2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	5.7	13.3	13.3
2	7	10.0	23.3	36.7
3	13	18.6	43.3	80.0
4	5	7.1	16.7	96.7
5	1	1.4	3.3	100.0
Total	30	42.9	100.0	
Missing System	40	57.1		
Total	70	100.0		

Y_3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.4	3.3	3.3
2	10	14.3	33.3	36.7
3	12	17.1	40.0	76.7
4	6	8.6	20.0	96.7
5	1	1.4	3.3	100.0
Total	30	42.9	100.0	
Missing System	40	57.1		
Total	70	100.0		

Y_4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	12	17.1	40.0	43.3
	3	11	15.7	36.7	80.0
	4	5	7.1	16.7	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	8.6	20.0	20.0
	2	10	14.3	33.3	53.3
	3	7	10.0	23.3	76.7
	4	6	8.6	20.0	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.3	10.0	10.0
	2	14	20.0	46.7	56.7
	3	7	10.0	23.3	80.0
	4	5	7.1	16.7	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	6.7	6.7
	2	4	5.7	13.3	20.0
	3	13	18.6	43.3	63.3
	4	10	14.3	33.3	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	7.1	16.7	16.7
	2	9	12.9	30.0	46.7
	3	11	15.7	36.7	83.3
	4	4	5.7	13.3	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_9					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	7	10.0	23.3	26.7
	3	12	17.1	40.0	66.7
	4	8	11.4	26.7	93.3
	5	2	2.9	6.7	100.0
	Total	30	42.9	100.0	

Y_10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.7	13.3	13.3
	2	12	17.1	40.0	53.3
	3	8	11.4	26.7	80.0
	4	5	7.1	16.7	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.3	10.0	10.0
	2	6	8.6	20.0	30.0
	3	11	15.7	36.7	66.7
	4	9	12.9	30.0	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	8.6	20.0	20.0
	2	12	17.1	40.0	60.0
	3	8	11.4	26.7	86.7
	4	3	4.3	10.0	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	3.3	3.3
	2	12	17.1	40.0	43.3
	3	12	17.1	40.0	83.3
	4	4	5.7	13.3	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.7	13.3	13.3
	2	11	15.7	36.7	50.0
	3	11	15.7	36.7	86.7
	4	3	4.3	10.0	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.3	10.0	10.0
	2	10	14.3	33.3	43.3
	3	12	17.1	40.0	83.3
	4	4	5.7	13.3	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

		Frequency	Percent	Valid Percent	Percent
Valid	1	2	2.9	6.7	6.7
	2	12	17.1	40.0	46.7
	3	5	7.1	16.7	63.3
	4	10	14.3	33.3	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.3	10.0	10.0
	2	11	15.7	36.7	46.7
	3	11	15.7	36.7	83.3
	4	4	5.7	13.3	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Y_18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	5.7	13.3	13.3
	2	7	10.0	23.3	36.7
	3	13	18.6	43.3	80.0
	4	5	7.1	16.7	96.7
	5	1	1.4	3.3	100.0
	Total	30	42.9	100.0	
Missing	System	40	57.1		
Total		70	100.0		

Hasil Uji Instrumen Data

a. Uji Validitas

Kepemimpinan Transformasional

		Correlations												Kepemimpinan Transformasional			
		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	
X1_1	Pearson Correlation	1	.612**	.889**	.522**	.857**	.861**	.805**	.682**	.779**	.836**	.796**	.673**	.635**	.647**	.712**	.497**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.005
X1_2	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.612**	1	.713**	.853**	.759**	.785**	.813**	.681**	.742**	.589**	.811**	.570**	.815**	.542**	.712**
	Sig. (2-tailed)		<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.002	<.001
X1_3	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.889**	.713**	1	.682**	.912**	.902**	.861**	.824**	.843**	.818**	.796**	.724**	.732**	.795**	.535**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	.002
X1_4	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.522**	.853**	.682**	1	.656**	.627**	.719**	.595**	.667**	.498**	.829**	.539**	.783**	.549**	.601**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
X1_5	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.857**	.759**	.912**	.656**	1	.886**	.913**	.824**	.842**	.856**	.765**	.770**	.724**	.778**	<.001
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	30
X1_6	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.861**	.712**	.902**	.627**	.886**	1	.892**	.770**	.863**	.830**	.748**	.732**	.713**	.735**	.638**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	2
X1_7	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	.674**
	Sig. (2-tailed)																.674**
X1_8	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.805**	.785**	.861**	.719**	.913**	.892**	1	.729**	.875**	.817**	.715**	.748**	.699**	.775**	.679**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
X1_9	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.682**	.813**	.743**	.795**	.770**	.729**	1	.641**	.785**	.617**	.876**	.643**	.899**	.658**	.519**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	30
X1_10	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.779**	.681**	.824**	.595**	.824**	.863**	.875**	.641**	1	.844**	.869**	.674**	.659**	.706**	.003
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	.677**
X1_11	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.836**	.742**	.843**	.667**	.842**	.864**	.871**	.785**	.844**	1	.771**	.783**	.762**	.798**	.466**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	.009
X1_12	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.796**	.589**	.818**	.498**	.856**	.830**	.817**	.869**	.771**	1	.637**	.622**	.580**	.660**	.685**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
X1_12	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation		.673**	.811**	.796**	.829**	.765**	.748**	.715**	.876**	.674**	.783**	.637**	1	.609**	.874**	.540**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	.002
N		30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

X1_13	Pearson Correlation	.635**	.570**	.724**	.539**	.770**	.732**	.748**	.643**	.659**	.783**	.622**	.609**	1	.620**	.862**
	Sig. (2-tailed)	<.001	<.001	<.001	.002	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_14	Pearson Correlation	.647**	.815**	.732**	.783**	.724**	.713**	.699**	.899**	.694**	.762**	.580**	.874**	.620**	1	.620**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_15	Pearson Correlation	.712**	.542**	.795**	.549**	.778**	.735**	.775**	.658**	.706**	.798**	.660**	.642**	.862**	.620**	1
	Sig. (2-tailed)	<.001	.002	<.001	.002	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_16	Pearson Correlation	.497**	.712**	.535**	.601**	.649**	.638**	.674**	.679**	.519**	.677**	.466**	.685**	.540**	.666**	.543**
	Sig. (2-tailed)	.005	<.001	.002	<.001	<.001	<.001	<.001	<.001	.003	<.001	.009	<.001	.002	<.001	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_17	Pearson Correlation	.682**	.538**	.788**	.547**	.748**	.735**	.772**	.607**	.798**	.748**	.661**	.585**	.796**	.588**	.886**
	Sig. (2-tailed)	<.001	.002	<.001	.002	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_18	Pearson Correlation	.661**	.610**	.784**	.653**	.795**	.765**	.799**	.736**	.710**	.771**	.642**	.633**	.917**	.666**	.884**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_19	Pearson Correlation	.646**	.834**	.756**	.856**	.749**	.791**	.758**	.872**	.649**	.744**	.604**	.831**	.597**	.815**	.564**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_20	Pearson Correlation	.642**	.605**	.737**	.536**	.761**	.747**	.793**	.496**	.870**	.725**	.859**	.578**	.647**	.572**	.617**
	Sig. (2-tailed)	<.001	<.001	<.001	.002	<.001	<.001	<.001	.005	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_21	Pearson Correlation	.290	.518**	.399*	.538**	.463**	.459*	.564**	.506**	.501**	.495**	.384**	.554**	.558**	.439*	.556**
	Sig. (2-tailed)	.119	.003	.029	.002	.010	.011	.001	.004	.005	.005	.036	.001	.001	.015	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1_22	Pearson Correlation	.819**	.653**	.899**	.622**	.904**	.878**	.869**	.762**	.824**	.855**	.788**	.780**	.810**	.762**	.893**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Kepemimpinan Transformasional	Pearson Correlation	.854**	.824**	.930**	.773**	.939**	.926**	.932**	.862**	.885**	.931**	.841**	.832**	.824**	.838**	.842**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	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).

X1_16	X1_17	X1_18	X1_19	X1_20	X1_21	X1_22	Kepemimpinan Transformasional
	.585**	.633**	.831**	.578**	.554**	.780**	
	<.001	<.001	<.001	<.001	<.001	<.001	
X1_17	.796**	.917**	.597**	.647**	.558**	.810**	.824**
	<.001	<.001	<.001	<.001	<.001	<.001	
	.002	<.001	<.001	<.001	<.001	<.001	
X1_18	.588**	.666**	.815**	.572**	.439**	.762**	.838**
	<.001	<.001	<.001	<.001	<.001	<.001	
	.002	<.001	<.001	<.001	<.001	<.001	
X1_19	.886**	.884**	.564**	.617**	.556**	.893**	.842**
	<.001	<.001	<.001	<.001	<.001	<.001	
	.002	<.001	<.001	<.001	<.001	<.001	
X1_20	.406*	.500**	.720**	.420*	.676**	.631**	.689**
	<.026	.005	<.001	.021	<.001	<.001	
	.005	<.001	<.001	<.001	<.001	<.001	
X1_21	.720**	.552**	.664**	1	.569**	.514**	.841**
	<.001	<.002	<.001	.001	.001	.004	
	.001	<.001	<.001	.001	.001	.001	
X1_22	.420*	.728**	.617**	.569**	1	.450**	.794**
	<.021	<.001	<.001	.001	.001	.013	
	.021	<.001	<.001	.001	.001	.013	
Kepemimpinan Transformasional	.676**	.597**	.591**	.514**	.450**	1	.571**
	<.001	<.001	<.001	.004	.013	.006	
	.001	<.001	<.001	.004	.013	.006	
Kepemimpinan Transformasional	.631**	.801**	.842**	.698**	.716**	.491**	1
	<.001	<.001	<.001	<.001	<.001	<.001	
	.001	<.001	<.001	<.001	<.001	<.001	
Kepemimpinan Transformasional	.689**	.825**	.866**	.841**	.794**	.571**	.928**
	<.001	<.001	<.001	<.001	<.001	<.001	
	.001	<.001	<.001	<.001	<.001	<.001	
Kepemimpinan Transformasional	.30	.30	.30	.30	.30	.30	.30
	.30	.30	.30	.30	.30	.30	
	.30	.30	.30	.30	.30	.30	

Komunikasi

Correlations

	X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	Komunikasi
X2_1							
Pearson Correlation	1	.708**	.667**	.511**	.749**	.772**	.915**
Sig. (2-tailed)		<.001	<.001	.004	<.001	<.001	<.001
N	30	30	30	30	30	30	30
X2_2							
Pearson Correlation	.708**	1	.496**	.546**	.602**	.660**	.828**
Sig. (2-tailed)	<.001		.005	.002	<.001	<.001	<.001
N	30	30	30	30	30	30	30
X2_3							
Pearson Correlation	.667**	.496**	1	.697**	.753**	.792**	.751**
Sig. (2-tailed)	<.001	.005		<.001	<.001	<.001	<.001
N	30	30	70	70	70	30	30
X2_4							
Pearson Correlation	.511**	.546**	.697**	1	.792**	.247	.642**
Sig. (2-tailed)	.004	.002	<.001		<.001	.187	<.001
N	30	30	70	70	70	30	30
X2_5							
Pearson Correlation	.749**	.602**	.753**	.792**	1	.557**	.834**
Sig. (2-tailed)	<.001	<.001	<.001	<.001		.001	<.001
N	30	30	70	70	70	30	30
X2_6							
Pearson Correlation	.772**	.660**	.792**	.247	.557**	1	.842**
Sig. (2-tailed)	<.001	<.001	<.001	.187	.001		<.001
N	30	30	30	30	30	30	30
Komunikasi							
Pearson Correlation	.915**	.828**	.751**	.642**	.834**	.842**	1
Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	
N	30	30	30	30	30	30	30

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

Kinerja Karywan

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	Y_16	Y_17	Y_18	Kinerja Karyawan
Y_1	Pearson Correlation	1	.843**	.855**	.789**	.866**	.868**	.867**	.805**	.850**	.874**	.838**	.866**	.819**	.827**	.862**	.816**	.824**	.843**	.932**
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_2	Pearson Correlation	.843**	1	.715**	.800**	.875**	.795**	.873**	.769**	.878**	.834**	.912**	.820**	.738**	.882**	.791**	.820**	.813**	.866**	.916**
	Sig. (2-tailed)	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_3	Pearson Correlation	.855**	.715**	1	.814**	.746**	.810**	.799**	.821**	.775**	.747**	.774**	.833**	.880**	.714**	.866**	.766**	.776**	.828**	.881**
	Sig. (2-tailed)	<.001	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_4	Pearson Correlation	.789**	.800**	.814**	1	.802**	.800**	.817**	.774**	.829**	.774**	.846**	.839**	.846**	.779**	.748**	.861**	.814**	.838**	.898**
	Sig. (2-tailed)	<.001	<.001	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_5	Pearson Correlation	.866**	.875**	.746**	.802**	1	.782**	.805**	.786**	.803**	.815**	.867**	.855**	.778**	.856**	.801**	.851**	.845**	.845**	.914**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_6	Pearson Correlation	.868**	.795**	.810**	.800**	.782**	1	.795**	.803**	.868**	.836**	.815**	.821**	.810**	.807**	.846**	.806**	.790**	.795**	.903**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_7	Pearson Correlation	.867**	.873**	.799**	.817**	.805**	.795**	1	.769**	.867**	.804**	.895**	.909**	.808**	.751**	.819**	.806**	.819**	.873**	.917**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_8	Pearson Correlation	.805**	.769**	.821**	.774**	.786**	.803**	.769**	1	.805**	.809**	.852**	.795**	.822**	.781**	.818**	.811**	.799**	.736**	.886**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_9	Pearson Correlation	.850**	.878**	.775**	.829**	.803**	.868**	.867**	.805**	1	.840**	.908**	.831**	.819**	.864**	.787**	.850**	.824**	.843**	.927**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_10	Pearson Correlation	.874**	.834**	.747**	.774**	.815**	.836**	.804**	.809**	.840**	1	.852**	.795**	.708**	.849**	.784**	.842**	.868**	.769**	.902**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_11	Pearson Correlation	.838**	.912**	.774**	.846**	.867**	.815**	.895**	.852**	.908**	.852**	1	.884**	.835**	.841**	.858**	.897**	.887**	.879**	.953**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y_12	Pearson Correlation	.866**	.820**	.833**	.839**	.855**	.821**	.909**	.795**	.831**	.795**	.884**	1	.881**	.793**	.858**	.822**	.832**	.886**	.932**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

b. Uji Reliabilitas

Kepemimpinan Transformasional

Reliability Statistics

Cronbach's Alpha	N of Items
.981	22

Komunikasi

Reliability Statistics

Cronbach's Alpha	N of Items
.889	6

Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	N of Items
.988	18

Hasil Uji Asumsi Klasik

One-Sample Kolmogorov-Smirnov Test

		Unstandardize d Residual
N		30
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	6.64218241
Most Extreme Differences	Absolute	.119
	Positive	.119
	Negative	-.100
Test Statistic		.119
Asymp. Sig. (2-tailed) ^c		.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.	.327
	99% Confidence Interval	Lower Bound
		Upper Bound
		.314
		.339

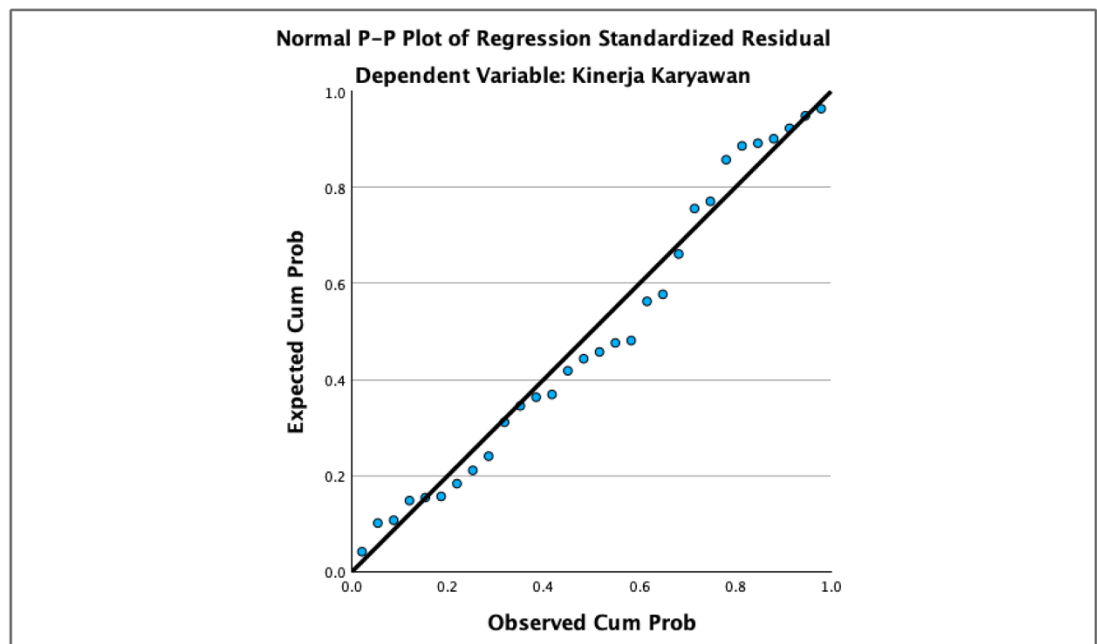
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 698493861.



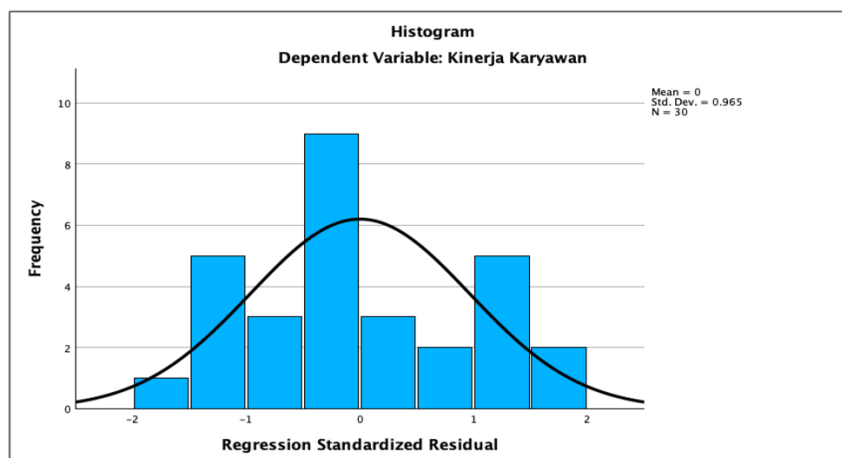
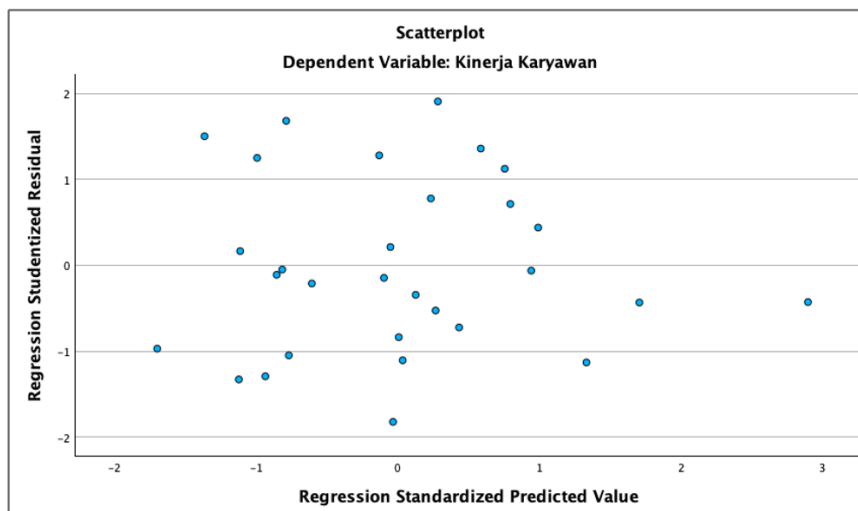
Hasil Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-30.869	7.229		-4.270	<.001		
	Kepemimpinan Transformatif	.637	.070	.712	9.060	<.001	1.000	1.000
	Komunikasi	2.049	.284	.568	7.222	<.001	1.000	1.000

a. Dependent Variable: Kinerja Karyawan

Hasil Uji Heteroskedastisitas



Hasil Uji Hipotesis

a. Analisis Regresi Linear Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-30.869	7.229		-4.270	<.001		
	Kepemimpinana Transformasional	.637	.070	.712	9.060	<.001	1.000	1.000
	Komunikasi	2.049	.284	.568	7.222	<.001	1.000	1.000

a. Dependent Variable: Kinerja Karyawan

b. Uji Koefisien Derterminasi (R^2)

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.913 ^a	.833	.821	6.884	2.120
a. Predictors: (Constant), Komunikasi, Kepemimpinana Transformasional					
b. Dependent Variable: Kinerja Karyawan					

c. Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-30.869	7.229		-4.270	<.001		
	Kepemimpinana Transformasional	.637	.070	.712	9.060	<.001	1.000	1.000
	Komunikasi	2.049	.284	.568	7.222	<.001	1.000	1.000

a. Dependent Variable: Kinerja Karyawan

d. Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6389.928	2	3194.964	67.423	<.001 ^b
	Residual	1279.439	27	47.387		
	Total	7669.367	29			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Komunikasi, Kepemimpinana Transformasional

Lampiran 4: Dokementasi Penelitian







