**LAMPIRAN**

**Lampiran 1**

**KUISONER PENELITIAN**

Kepada :

Yth. Bapak/Ibu

Aparatur Desa Kecamatan Jogonalan

Di Klaten

Saya Puji Pramesti, Mahasiswa Pascasarjana Fakultas Ekonomi Manajemen Universitas Islam Batik Surakarta sedang melaksanakan penelitian dalam rangka pengerjaan tesis yang berjudul “Kinerja Aparatur Desa ditinjau dari Gaya Kepemimpinan, Pendidikan, Komitmen dan Motivasi di Kecamatan Jogonalan Kabupaten Klaten)”.

Responden saya adalah Aparatur Desa di Kecamata Jogonalan Kabupaten Klaten. Saya mohon kesediaan Bapak / Ibu untuk mengisi daftar kuisioner. Informasi yang Bapak/Ibu berikan hanya untuk data penelitian dalam menyusun Tesis.

Atas kerjasama diucapkan terima kasih.

Peneliti

Puji Pramesti

Data responden

1. Nama Responden : .............................
2. Usia : O < 30Tahun

O 31 – 39 Tahun

O >40 Tahun

1. Jenis Kelamin : O L

O P

1. Pengalaman Kerja : O < 10 Tahun

O 11 – 20 Tahun

O > 20 Tahun

Cara pengisian

Pilihlah alternatif yang sesuai menurut pendapat Bapak/Ibu/Sdr/i dan berikan tanda ceklist (√) pada kolom jawaban yang tersedia. Dengan pilihan alternatif jawaban sebagai berikut:

|  |  |  |
| --- | --- | --- |
| Singkatan | Keterangan | Skor |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| KS | Kurang Setuju | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

1. Pernyataan mengenai variabel
2. Kinerja Pegawai

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Bapak/Ibu selalu berusaha memperbaiki terhadap kesalahan yang pernah Bapak/Ibu lakukan dalam melaksanakan pekerjaan. |  |  |  |  |  |
| 2 | Bapak/Ibu selalu berusaha untuk meningkatkan kualitas kerja Bapak/Ibu. |  |  |  |  |  |
| 3 | Bapak/Ibu menguasai keterampilan yang sangat baik dalam melaksanakan pekerjaan-pekerjaan Bapak/Ibu. |  |  |  |  |  |
| 4 | Jumlah dari hasil pekerjaan yang Bapak/Ibu tangani selalu memenuhi target yang telah ditetapkan |  |  |  |  |  |
| 5 | Bapak/Ibu merasa puas dan nyaman dengan lingkungan tempat kerja Bapak/Ibu. |  |  |  |  |  |

1. Gaya Kepemimpinan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Pemimpin tidak membeda-bedakan antara pegawai satu dengan pegawai lain. |  |  |  |  |  |
| 2 | Pimpinan selalu memberikan semangat bagi para pegawai. |  |  |  |  |  |
| 3 | Pimpinan selalu memberikan teladan yang baik dan membagi pengalaman kerja. |  |  |  |  |  |
| 4 | Pimpinan bekerja sesuai aturan yang professional dan memberikan pengargaan dalam bentuk apapun kepada karyawannya. |  |  |  |  |  |
| 5 | Pimpinan selalu berusaha membuat suasana yang baru dalam bekerja agar tidak merasa jenuh. |  |  |  |  |  |

1. Pendidikan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Pendidikan yang ditekuni susai dengan ijazah terakhir. |  |  |  |  |  |
| 2 | Semakin tinggi pendidikan membuat kualitas hasil kerja sama semakin baik |  |  |  |  |  |
| 3 | Semakin tinggi jenjang pendidikan maka semakin tinggi jabatannya |  |  |  |  |  |
| 4 | Prestasi yang diterima diperoleh oleh tingkat pendidikan |  |  |  |  |  |
| 5 | Bekerja sesuai dengan jurusan pendidikan. |  |  |  |  |  |

1. Komitmen

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Bapak/Ibu merasa sagat berbahagia menghabiskan sisa karir di lembaga ini |  |  |  |  |  |
| 2 | Bapak/Ibu sulit meninggalkan lembaga karena takut tidak mendapatkan pekerjaan ditempat lain. |  |  |  |  |  |
| 3 | Bapak/Ibu merasa lembaga ini banyak berjasa bagi hidup pegawai |  |  |  |  |  |
| 4 | Bapak/Ibu belum banyak memberikan kontribusi bagi lembaga ditempat bekerja selama ini |  |  |  |  |  |
| 5 | Bapak/Ibu lembaga ini layak mendapatkan kesetiaan dari Aparatur Desa |  |  |  |  |  |

1. Motivasi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | KS | TS | STS |
| 1 | Bapak/Ibu memperoleh gaji yang sesuai dengan pekerjaan |  |  |  |  |  |
| 2 | Bapak/Ibu diberi penghargaan bagi pegawai yang berprestasi |  |  |  |  |  |
| 3 | Bapak/Ibu selalu berusaha untuk mencapai keunggulan dalam bekerja. |  |  |  |  |  |
| 4 | Bapak/Ibu diberi insentif atas prestasi yang diraih |  |  |  |  |  |
| 5 | Bapak/Ibu siap diberi tanggung jawab yang lebih tinggi. |  |  |  |  |  |

**Lampiran 2**

**SCORING KUISIONER**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RES | | | KINERJA | | | | | | | | | | | | | | | JMLH | | | GAYA KEPEMIMPINAN | | | | | | | | | | JMLH | |
| KK1 | | | KK2 | | | KK3 | | | KK4 | | | KK5 | | | K1 | | K2 | | K3 | | K4 | | K5 | |
| 1 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 4 | | 5 | | 5 | | 24 | |
| 2 | | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | | 24 | | | 4 | | 4 | | 5 | | 4 | | 4 | | 21 | |
| 3 | | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 3 | | 3 | | 4 | | 5 | | 4 | | 19 | |
| 4 | | | 5 | | | 3 | | | 5 | | | 4 | | | 4 | | | 21 | | | 3 | | 3 | | 4 | | 4 | | 4 | | 18 | |
| 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 4 | | 4 | | 4 | | 22 | |
| 6 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 7 | | | 4 | | | 4 | | | 4 | | | 4 | | | 3 | | | 19 | | | 4 | | 4 | | 3 | | 3 | | 3 | | 17 | |
| 8 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 9 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 10 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 11 | | | 4 | | | 4 | | | 5 | | | 4 | | | 5 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 12 | | | 5 | | | 4 | | | 4 | | | 4 | | | 5 | | | 22 | | | 4 | | 4 | | 5 | | 5 | | 4 | | 22 | |
| 13 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 3 | | 4 | | 4 | | 19 | |
| 14 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 4 | | 5 | | 5 | | 5 | | 5 | | 24 | |
| 15 | | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 16 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 17 | | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 18 | | | 5 | | | 4 | | | 4 | | | 5 | | | 3 | | | 21 | | | 3 | | 3 | | 4 | | 4 | | 4 | | 18 | |
| 19 | | | 5 | | | 4 | | | 4 | | | 5 | | | 5 | | | 23 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 20 | | | 4 | | | 5 | | | 5 | | | 4 | | | 4 | | | 22 | | | 4 | | 4 | | 5 | | 4 | | 4 | | 21 | |
| 21 | | | 5 | | | 4 | | | 3 | | | 3 | | | 5 | | | 20 | | | 3 | | 3 | | 4 | | 4 | | 4 | | 18 | |
| 22 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 23 | | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 24 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 3 | | 3 | | 4 | | 4 | | 4 | | 18 | |
| 25 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 26 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 27 | | | 5 | | | 5 | | | 4 | | | 5 | | | 4 | | | 23 | | | 5 | | 4 | | 5 | | 4 | | 5 | | 23 | |
| 28 | | | 4 | | | 5 | | | 4 | | | 4 | | | 4 | | | 21 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 29 | | | 3 | | | 3 | | | 5 | | | 4 | | | 4 | | | 19 | | | 4 | | 4 | | 3 | | 3 | | 3 | | 17 | |
| 30 | | | 3 | | | 5 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 3 | | 3 | | 18 | |
| 31 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 3 | | 3 | | 5 | | 19 | |
| 32 | | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 4 | | 3 | | 3 | | 5 | | 5 | | 20 | |
| 33 | | | 5 | | | 4 | | | 3 | | | 3 | | | 4 | | | 19 | | | 4 | | 4 | | 3 | | 3 | | 3 | | 17 | |
| 34 | | | 5 | | | 5 | | | 4 | | | 5 | | | 4 | | | 23 | | | 4 | | 4 | | 4 | | 5 | | 5 | | 22 | |
| 35 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 36 | | | 4 | | | 4 | | | 5 | | | 5 | | | 5 | | | 23 | | | 4 | | 5 | | 4 | | 5 | | 5 | | 23 | |
| 37 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 4 | | 4 | | 4 | | 5 | | 5 | | 22 | |
| 38 | | | 5 | | | 3 | | | 5 | | | 4 | | | 4 | | | 21 | | | 4 | | 4 | | 4 | | 3 | | 4 | | 19 | |
| 39 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 40 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 4 | | 4 | | 5 | | 5 | | 5 | | 23 | |
| 41 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 42 | | | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | | 5 | | 5 | | 5 | | 3 | | 4 | | 22 | |
| 43 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 3 | | 3 | | 18 | |
| 44 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 4 | | 4 | | 4 | | 22 | |
| 45 | | | 5 | | | 4 | | | 5 | | | 4 | | | 5 | | | 23 | | | 4 | | 4 | | 5 | | 5 | | 4 | | 22 | |
| 46 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 47 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 48 | | | 4 | | | 4 | | | 5 | | | 5 | | | 5 | | | 23 | | | 5 | | 4 | | 3 | | 4 | | 4 | | 20 | |
| 49 | | | 3 | | | 3 | | | 3 | | | 3 | | | 3 | | | 15 | | | 3 | | 3 | | 3 | | 3 | | 3 | | 15 | |
| 50 | | | 4 | | | 5 | | | 4 | | | 3 | | | 3 | | | 19 | | | 3 | | 3 | | 3 | | 4 | | 4 | | 17 | |
| 51 | | | 5 | | | 5 | | | 4 | | | 3 | | | 4 | | | 21 | | | 4 | | 4 | | 3 | | 4 | | 4 | | 19 | |
| 52 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 53 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 4 | | 4 | | 5 | | 5 | | 5 | | 23 | |
| 54 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 55 | | | 5 | | | 4 | | | 5 | | | 4 | | | 5 | | | 23 | | | 5 | | 5 | | 5 | | 4 | | 4 | | 23 | |
| 56 | | | 4 | | | 4 | | | 3 | | | 3 | | | 3 | | | 17 | | | 3 | | 3 | | 3 | | 3 | | 3 | | 15 | |
| 57 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 58 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 59 | | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 23 | | | 4 | | 5 | | 4 | | 5 | | 5 | | 23 | |
| 60 | | | 4 | | | 3 | | | 4 | | | 4 | | | 4 | | | 19 | | | 4 | | 4 | | 3 | | 3 | | 3 | | 17 | |
| 61 | | | 5 | | | 4 | | | 5 | | | 5 | | | 5 | | | 24 | | | 5 | | 5 | | 4 | | 4 | | 4 | | 22 | |
| 62 | | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 23 | | | 3 | | 4 | | 5 | | 5 | | 4 | | 21 | |
| 63 | | | 4 | | | 5 | | | 5 | | | 5 | | | 5 | | | 24 | | | 4 | | 4 | | 5 | | 4 | | 4 | | 21 | |
| 64 | | | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | | 23 | | | 5 | | 4 | | 4 | | 4 | | 5 | | 22 | |
| 65 | | | 4 | | | 5 | | | 4 | | | 4 | | | 5 | | | 22 | | | 5 | | 4 | | 4 | | 4 | | 4 | | 21 | |
| 66 | | | 4 | | | 3 | | | 4 | | | 4 | | | 4 | | | 19 | | | 3 | | 3 | | 2 | | 4 | | 4 | | 16 | |
| 67 | | | 5 | | | 4 | | | 3 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 3 | | 3 | | 5 | | 19 | |
| 68 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 4 | | 5 | | 4 | | 5 | | 4 | | 22 | |
| 69 | | | 4 | | | 4 | | | 5 | | | 5 | | | 5 | | | 23 | | | 4 | | 5 | | 4 | | 5 | | 4 | | 22 | |
| 70 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 4 | | 4 | | 5 | | 4 | | 5 | | 22 | |
| 71 | | | 4 | | | 4 | | | 5 | | | 5 | | | 5 | | | 23 | | | 4 | | 4 | | 4 | | 5 | | 4 | | 21 | |
| 72 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 73 | | | 4 | | | 5 | | | 4 | | | 5 | | | 4 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 74 | | | 5 | | | 4 | | | 4 | | | 4 | | | 4 | | | 21 | | | 4 | | 3 | | 4 | | 4 | | 4 | | 19 | |
| 75 | | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 76 | | | 3 | | | 4 | | | 5 | | | 5 | | | 5 | | | 22 | | | 4 | | 5 | | 4 | | 5 | | 4 | | 22 | |
| 77 | | | 4 | | | 5 | | | 5 | | | 5 | | | 5 | | | 24 | | | 5 | | 5 | | 4 | | 4 | | 4 | | 22 | |
| 78 | | | 4 | | | 3 | | | 4 | | | 5 | | | 5 | | | 21 | | | 4 | | 3 | | 4 | | 4 | | 4 | | 19 | |
| 79 | | | 4 | | | 5 | | | 4 | | | 5 | | | 4 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 80 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 81 | | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 4 | | 5 | | 5 | | 24 | |
| RES | | PENDIDIKAN | | | | | | | | | | | | | | | JMLH | | | KOMITMEN | | | | | | | | | | JMLH | |
| M1 | | | M2 | | | M3 | | | M4 | | | M5 | | | BK1 | | BK2 | | BK3 | | BK4 | | BK5 | |
| 1 | | 5 | | | 5 | | | 5 | | | 3 | | | 5 | | | 23 | | | 4 | | 4 | | 5 | | 5 | | 5 | | 23 | |
| 2 | | 5 | | | 5 | | | 4 | | | 5 | | | 4 | | | 23 | | | 5 | | 4 | | 3 | | 5 | | 5 | | 22 | |
| 3 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 2 | | 4 | | 4 | | 4 | | 4 | | 18 | |
| 4 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 5 | | 5 | | 3 | | 4 | | 4 | | 21 | |
| 5 | | 5 | | | 5 | | | 4 | | | 3 | | | 5 | | | 22 | | | 5 | | 5 | | 5 | | 4 | | 4 | | 23 | |
| 6 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 7 | | 4 | | | 4 | | | 5 | | | 3 | | | 3 | | | 19 | | | 4 | | 4 | | 3 | | 3 | | 3 | | 17 | |
| 8 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 9 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 10 | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 5 | | 5 | | 5 | | 4 | | 5 | | 24 | |
| 11 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 12 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 5 | | 4 | | 4 | | 4 | | 21 | |
| 13 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 14 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 4 | | 4 | | 23 | |
| 15 | | 3 | | | 3 | | | 4 | | | 4 | | | 4 | | | 18 | | | 5 | | 5 | | 3 | | 4 | | 4 | | 21 | |
| 16 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 17 | | 4 | | | 4 | | | 4 | | | 4 | | | 5 | | | 21 | | | 5 | | 4 | | 4 | | 4 | | 4 | | 21 | |
| 18 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 19 | | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | | 21 | | | 3 | | 4 | | 4 | | 4 | | 4 | | 19 | |
| 20 | | 5 | | | 5 | | | 4 | | | 4 | | | 3 | | | 21 | | | 3 | | 5 | | 5 | | 5 | | 4 | | 22 | |
| 21 | | 4 | | | 4 | | | 4 | | | 5 | | | 3 | | | 20 | | | 4 | | 4 | | 3 | | 4 | | 4 | | 19 | |
| 22 | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 23 | | | 4 | | 4 | | 4 | | 5 | | 5 | | 22 | |
| 23 | | 4 | | | 4 | | | 4 | | | 4 | | | 5 | | | 21 | | | 5 | | 5 | | 4 | | 4 | | 4 | | 22 | |
| 24 | | 4 | | | 4 | | | 4 | | | 4 | | | 3 | | | 19 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 25 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 26 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 27 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 5 | | 5 | | 4 | | 4 | | 4 | | 22 | |
| 28 | | 5 | | | 4 | | | 4 | | | 4 | | | 4 | | | 21 | | | 5 | | 5 | | 3 | | 3 | | 4 | | 20 | |
| 29 | | 3 | | | 3 | | | 3 | | | 3 | | | 3 | | | 15 | | | 4 | | 4 | | 4 | | 3 | | 5 | | 20 | |
| 30 | | 3 | | | 3 | | | 4 | | | 4 | | | 3 | | | 17 | | | 4 | | 4 | | 4 | | 3 | | 3 | | 18 | |
| 31 | | 5 | | | 5 | | | 3 | | | 3 | | | 3 | | | 19 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 32 | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 5 | | 3 | | 4 | | 4 | | 4 | | 20 | |
| 33 | | 3 | | | 4 | | | 3 | | | 4 | | | 3 | | | 17 | | | 3 | | 3 | | 4 | | 4 | | 4 | | 18 | |
| 34 | | 3 | | | 3 | | | 4 | | | 4 | | | 5 | | | 19 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 35 | | 4 | | | 4 | | | 5 | | | 5 | | | 5 | | | 23 | | | 5 | | 4 | | 5 | | 4 | | 5 | | 23 | |
| 36 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 5 | | 5 | | 4 | | 22 | |
| 37 | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 4 | | 4 | | 4 | | 5 | | 5 | | 22 | |
| 38 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 39 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 40 | | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | | 24 | | | 5 | | 5 | | 5 | | 4 | | 4 | | 23 | |
| 41 | | 3 | | | 3 | | | 4 | | | 4 | | | 4 | | | 18 | | | 4 | | 3 | | 4 | | 3 | | 4 | | 18 | |
| 42 | | 4 | | | 3 | | | 4 | | | 4 | | | 4 | | | 19 | | | 4 | | 3 | | 4 | | 4 | | 4 | | 19 | |
| 43 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 3 | | 4 | | 4 | | 3 | | 3 | | 17 | |
| 44 | | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 45 | | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 46 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 3 | | 3 | | 4 | | 5 | | 5 | | 20 | |
| 47 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 48 | | 4 | | | 4 | | | 5 | | | 3 | | | 5 | | | 21 | | | 5 | | 5 | | 5 | | 3 | | 3 | | 21 | |
| 49 | | 3 | | | 3 | | | 3 | | | 3 | | | 3 | | | 15 | | | 3 | | 3 | | 3 | | 3 | | 3 | | 15 | |
| 50 | | 4 | | | 4 | | | 4 | | | 3 | | | 4 | | | 19 | | | 3 | | 4 | | 3 | | 4 | | 3 | | 17 | |
| 51 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 3 | | 4 | | 5 | | 5 | | 21 | |
| 52 | | 4 | | | 5 | | | 4 | | | 5 | | | 4 | | | 22 | | | 5 | | 4 | | 5 | | 4 | | 5 | | 23 | |
| 53 | | 5 | | | 5 | | | 4 | | | 5 | | | 5 | | | 24 | | | 5 | | 4 | | 4 | | 3 | | 5 | | 21 | |
| 54 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 55 | | 3 | | | 4 | | | 4 | | | 5 | | | 5 | | | 21 | | | 4 | | 4 | | 3 | | 4 | | 4 | | 19 | |
| 56 | | 2 | | | 3 | | | 3 | | | 3 | | | 3 | | | 14 | | | 3 | | 4 | | 3 | | 3 | | 4 | | 17 | |
| 57 | | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 58 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 4 | | 5 | | 4 | | 5 | | 4 | | 22 | |
| 59 | | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 60 | | 3 | | | 5 | | | 4 | | | 3 | | | 3 | | | 18 | | | 3 | | 3 | | 3 | | 3 | | 4 | | 16 | |
| 61 | | 4 | | | 5 | | | 5 | | | 5 | | | 4 | | | 23 | | | 4 | | 4 | | 4 | | 4 | | 5 | | 21 | |
| 62 | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 4 | | 5 | | 4 | | 5 | | 4 | | 22 | |
| 63 | | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 5 | | 21 | |
| 64 | | 5 | | | 4 | | | 4 | | | 4 | | | 4 | | | 21 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 65 | | 4 | | | 3 | | | 4 | | | 4 | | | 4 | | | 19 | | | 4 | | 5 | | 4 | | 3 | | 3 | | 19 | |
| 66 | | 3 | | | 3 | | | 3 | | | 3 | | | 3 | | | 15 | | | 3 | | 4 | | 3 | | 3 | | 3 | | 16 | |
| 67 | | 3 | | | 3 | | | 4 | | | 4 | | | 4 | | | 18 | | | 4 | | 3 | | 4 | | 4 | | 4 | | 19 | |
| 68 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 69 | | 5 | | | 5 | | | 5 | | | 3 | | | 4 | | | 22 | | | 5 | | 5 | | 4 | | 4 | | 4 | | 22 | |
| 70 | | 5 | | | 4 | | | 5 | | | 5 | | | 5 | | | 24 | | | 4 | | 4 | | 5 | | 5 | | 5 | | 23 | |
| 71 | | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 23 | | | 4 | | 5 | | 4 | | 4 | | 4 | | 21 | |
| 72 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 73 | | 4 | | | 5 | | | 5 | | | 4 | | | 4 | | | 22 | | | 4 | | 4 | | 4 | | 5 | | 4 | | 21 | |
| 74 | | 4 | | | 5 | | | 4 | | | 5 | | | 3 | | | 21 | | | 4 | | 5 | | 4 | | 4 | | 4 | | 21 | |
| 75 | | 4 | | | 4 | | | 3 | | | 4 | | | 4 | | | 19 | | | 4 | | 4 | | 3 | | 4 | | 4 | | 19 | |
| 76 | | 4 | | | 3 | | | 4 | | | 4 | | | 4 | | | 19 | | | 3 | | 4 | | 4 | | 4 | | 4 | | 19 | |
| 77 | | 4 | | | 5 | | | 4 | | | 5 | | | 4 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 78 | | 4 | | | 5 | | | 4 | | | 4 | | | 4 | | | 21 | | | 3 | | 4 | | 3 | | 4 | | 4 | | 18 | |
| 79 | | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | | 4 | | 4 | | 4 | | 4 | | 4 | | 20 | |
| 80 | | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | | 5 | | 5 | | 5 | | 5 | | 5 | | 25 | |
| 81 | | 5 | | | 3 | | | 5 | | | 5 | | | 4 | | | 22 | | | 5 | | 4 | | 5 | | 5 | | 5 | | 24 | |
| RES | MOTIVASI | | | | | | | | | | | | | | | JMLH | | |
| DK1 | | | DK2 | | | DK3 | | | DK4 | | | DK5 | | |
| 1 | 4 | | | 4 | | | 3 | | | 4 | | | 4 | | | 19 | | |
| 2 | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | |
| 3 | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | |
| 4 | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 23 | | |
| 5 | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | |
| 6 | 4 | | | 5 | | | 5 | | | 5 | | | 5 | | | 24 | | |
| 7 | 5 | | | 5 | | | 5 | | | 4 | | | 5 | | | 24 | | |
| 8 | 5 | | | 4 | | | 5 | | | 4 | | | 5 | | | 23 | | |
| 9 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 10 | 4 | | | 5 | | | 4 | | | 5 | | | 4 | | | 22 | | |
| 11 | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | |
| 12 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 13 | 4 | | | 5 | | | 4 | | | 5 | | | 5 | | | 23 | | |
| 14 | 5 | | | 4 | | | 5 | | | 5 | | | 5 | | | 24 | | |
| 15 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 16 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 17 | 5 | | | 4 | | | 4 | | | 4 | | | 4 | | | 21 | | |
| 18 | 4 | | | 5 | | | 4 | | | 5 | | | 4 | | | 22 | | |
| 19 | 4 | | | 5 | | | 4 | | | 5 | | | 4 | | | 22 | | |
| 20 | 4 | | | 4 | | | 4 | | | 4 | | | 5 | | | 21 | | |
| 21 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 22 | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | |
| 23 | 3 | | | 4 | | | 3 | | | 3 | | | 4 | | | 17 | | |
| 24 | 5 | | | 4 | | | 3 | | | 3 | | | 3 | | | 18 | | |
| 25 | 5 | | | 4 | | | 5 | | | 4 | | | 5 | | | 23 | | |
| 26 | 5 | | | 4 | | | 3 | | | 4 | | | 5 | | | 21 | | |
| 27 | 4 | | | 4 | | | 5 | | | 4 | | | 4 | | | 21 | | |
| 28 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 29 | 5 | | | 5 | | | 4 | | | 5 | | | 5 | | | 24 | | |
| 30 | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | |
| 31 | 5 | | | 4 | | | 3 | | | 4 | | | 5 | | | 21 | | |
| 32 | 4 | | | 4 | | | 3 | | | 4 | | | 4 | | | 19 | | |
| 33 | 4 | | | 3 | | | 3 | | | 4 | | | 4 | | | 18 | | |
| 34 | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | |
| 35 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 36 | 5 | | | 4 | | | 5 | | | 5 | | | 5 | | | 24 | | |
| 37 | 5 | | | 5 | | | 4 | | | 4 | | | 5 | | | 23 | | |
| 38 | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 23 | | |
| 39 | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | |
| 40 | 4 | | | 4 | | | 5 | | | 5 | | | 5 | | | 23 | | |
| 41 | 5 | | | 5 | | | 4 | | | 5 | | | 5 | | | 24 | | |
| 42 | 4 | | | 4 | | | 5 | | | 5 | | | 4 | | | 22 | | |
| 43 | 5 | | | 5 | | | 4 | | | 5 | | | 5 | | | 24 | | |
| 44 | 4 | | | 4 | | | 3 | | | 4 | | | 4 | | | 19 | | |
| 45 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 46 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 47 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 48 | 4 | | | 4 | | | 3 | | | 4 | | | 3 | | | 18 | | |
| 49 | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | |
| 50 | 4 | | | 4 | | | 5 | | | 4 | | | 5 | | | 22 | | |
| 51 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 52 | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | |
| 53 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 54 | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | |
| 55 | 3 | | | 5 | | | 4 | | | 3 | | | 3 | | | 18 | | |
| 56 | 4 | | | 5 | | | 5 | | | 5 | | | 4 | | | 23 | | |
| 57 | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | |
| 58 | 5 | | | 5 | | | 4 | | | 4 | | | 4 | | | 22 | | |
| 59 | 5 | | | 4 | | | 4 | | | 4 | | | 4 | | | 21 | | |
| 60 | 4 | | | 3 | | | 4 | | | 4 | | | 4 | | | 19 | | |
| 61 | 3 | | | 3 | | | 3 | | | 3 | | | 3 | | | 15 | | |
| 62 | 3 | | | 3 | | | 4 | | | 4 | | | 4 | | | 18 | | |
| 63 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 64 | 5 | | | 5 | | | 5 | | | 3 | | | 4 | | | 22 | | |
| 65 | 5 | | | 4 | | | 5 | | | 5 | | | 5 | | | 24 | | |
| 66 | 5 | | | 5 | | | 5 | | | 4 | | | 4 | | | 23 | | |
| 67 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 68 | 4 | | | 5 | | | 5 | | | 4 | | | 4 | | | 22 | | |
| 69 | 4 | | | 5 | | | 4 | | | 5 | | | 3 | | | 21 | | |
| 70 | 4 | | | 4 | | | 3 | | | 4 | | | 4 | | | 19 | | |
| 71 | 4 | | | 3 | | | 4 | | | 4 | | | 4 | | | 19 | | |
| 72 | 4 | | | 5 | | | 4 | | | 5 | | | 4 | | | 22 | | |
| 73 | 4 | | | 5 | | | 4 | | | 4 | | | 4 | | | 21 | | |
| 74 | 4 | | | 4 | | | 4 | | | 5 | | | 5 | | | 22 | | |
| 75 | 5 | | | 5 | | | 5 | | | 5 | | | 5 | | | 25 | | |
| 76 | 5 | | | 3 | | | 5 | | | 5 | | | 4 | | | 22 | | |
| 77 | 3 | | | 3 | | | 3 | | | 4 | | | 4 | | | 17 | | |
| 78 | 4 | | | 4 | | | 4 | | | 4 | | | 4 | | | 20 | | |
| 79 | 5 | | | 4 | | | 5 | | | 4 | | | 4 | | | 22 | | |
| 80 | 5 | | | 4 | | | 4 | | | 4 | | | 4 | | | 21 | | |
| 81 | 4 | | | 3 | | | 4 | | | 4 | | | 4 | | | 19 | | |

**Lampiran 3**

**HASIL UJI INSTRUMEN KINERJA (Y)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | KK1 | KK2 | KK3 | KK4 | KK5 | KK |
| KK1 | Pearson Correlation | 1 | ,463\*\* | ,271\* | ,251\* | ,356\*\* | ,628\*\* |
| Sig. (2-tailed) |  | ,000 | ,014 | ,024 | ,001 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| KK2 | Pearson Correlation | ,463\*\* | 1 | ,330\*\* | ,364\*\* | ,315\*\* | ,678\*\* |
| Sig. (2-tailed) | ,000 |  | ,003 | ,001 | ,004 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| KK3 | Pearson Correlation | ,271\* | ,330\*\* | 1 | ,661\*\* | ,651\*\* | ,788\*\* |
| Sig. (2-tailed) | ,014 | ,003 |  | ,000 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| KK4 | Pearson Correlation | ,251\* | ,364\*\* | ,661\*\* | 1 | ,647\*\* | ,793\*\* |
| Sig. (2-tailed) | ,024 | ,001 | ,000 |  | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| KK5 | Pearson Correlation | ,356\*\* | ,315\*\* | ,651\*\* | ,647\*\* | 1 | ,802\*\* |
| Sig. (2-tailed) | ,001 | ,004 | ,000 | ,000 |  | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| KK | Pearson Correlation | ,628\*\* | ,678\*\* | ,788\*\* | ,793\*\* | ,802\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**HASIL UJI VALIDITAS GAYA KEPEMIMPINAN (X1)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | K1 | K2 | K3 | K4 | K5 | K |
| K1 | Pearson Correlation | 1 | ,793\*\* | ,453\*\* | ,285\*\* | ,474\*\* | ,760\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,010 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| K2 | Pearson Correlation | ,793\*\* | 1 | ,506\*\* | ,432\*\* | ,446\*\* | ,810\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| K3 | Pearson Correlation | ,453\*\* | ,506\*\* | 1 | ,553\*\* | ,500\*\* | ,782\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| K4 | Pearson Correlation | ,285\*\* | ,432\*\* | ,553\*\* | 1 | ,698\*\* | ,765\*\* |
| Sig. (2-tailed) | ,010 | ,000 | ,000 |  | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| K5 | Pearson Correlation | ,474\*\* | ,446\*\* | ,500\*\* | ,698\*\* | 1 | ,791\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| K | Pearson Correlation | ,760\*\* | ,810\*\* | ,782\*\* | ,765\*\* | ,791\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**HASIL UJI VALIDITAS PENDIDIKAN (X2)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | M1 | M2 | M3 | M4 | M5 | M |
| M1 | Pearson Correlation | 1 | ,723\*\* | ,576\*\* | ,340\*\* | ,442\*\* | ,824\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,002 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| M2 | Pearson Correlation | ,723\*\* | 1 | ,471\*\* | ,302\*\* | ,303\*\* | ,753\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,006 | ,006 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| M3 | Pearson Correlation | ,576\*\* | ,471\*\* | 1 | ,418\*\* | ,574\*\* | ,787\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| M4 | Pearson Correlation | ,340\*\* | ,302\*\* | ,418\*\* | 1 | ,517\*\* | ,676\*\* |
| Sig. (2-tailed) | ,002 | ,006 | ,000 |  | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| M5 | Pearson Correlation | ,442\*\* | ,303\*\* | ,574\*\* | ,517\*\* | 1 | ,743\*\* |
| Sig. (2-tailed) | ,000 | ,006 | ,000 | ,000 |  | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| M | Pearson Correlation | ,824\*\* | ,753\*\* | ,787\*\* | ,676\*\* | ,743\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

**HASIL UJI VALIDITAS KOMITMEN (X3)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | BK1 | BK2 | BK3 | BK4 | BK5 | BK |
| BK1 | Pearson Correlation | 1 | ,536\*\* | ,460\*\* | ,270\* | ,431\*\* | ,753\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,015 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| BK2 | Pearson Correlation | ,536\*\* | 1 | ,388\*\* | ,257\* | ,130 | ,637\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,020 | ,249 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| BK3 | Pearson Correlation | ,460\*\* | ,388\*\* | 1 | ,515\*\* | ,507\*\* | ,787\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| BK4 | Pearson Correlation | ,270\* | ,257\* | ,515\*\* | 1 | ,653\*\* | ,732\*\* |
| Sig. (2-tailed) | ,015 | ,020 | ,000 |  | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| BK5 | Pearson Correlation | ,431\*\* | ,130 | ,507\*\* | ,653\*\* | 1 | ,736\*\* |
| Sig. (2-tailed) | ,000 | ,249 | ,000 | ,000 |  | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| BK | Pearson Correlation | ,753\*\* | ,637\*\* | ,787\*\* | ,732\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**HASIL UJI VALIDITAS MOTIVASI (X4)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | DK1 | DK2 | DK3 | DK4 | DK5 | DK |
| DK1 | Pearson Correlation | 1 | ,469\*\* | ,497\*\* | ,296\*\* | ,464\*\* | ,732\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,007 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| DK2 | Pearson Correlation | ,469\*\* | 1 | ,442\*\* | ,366\*\* | ,273\* | ,695\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,001 | ,014 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| DK3 | Pearson Correlation | ,497\*\* | ,442\*\* | 1 | ,476\*\* | ,476\*\* | ,793\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| DK4 | Pearson Correlation | ,296\*\* | ,366\*\* | ,476\*\* | 1 | ,625\*\* | ,736\*\* |
| Sig. (2-tailed) | ,007 | ,001 | ,000 |  | ,000 | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| DK5 | Pearson Correlation | ,464\*\* | ,273\* | ,476\*\* | ,625\*\* | 1 | ,753\*\* |
| Sig. (2-tailed) | ,000 | ,014 | ,000 | ,000 |  | ,000 |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| DK | Pearson Correlation | ,732\*\* | ,695\*\* | ,793\*\* | ,736\*\* | ,753\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 81 | 81 | 81 | 81 | 81 | 81 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

**Lampiran 4**

**HASIL UJI RELIABILITAS**

**1. kinerja**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,759 | 5 |

**2. gaya kepemimpinan**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,738 | 5 |

**3. pendidikan**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,756 | 5 |

**4. komitmen**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,665 | 5 |

**5. motivasi**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,805 | 5 |

**Lampiran 5**

**HASIL UJI ASUMSI KLASIK**

1. Uji Normalitas

| **One-Sample Kolmogorov-Smirnov Test** | | |
| --- | --- | --- |
|  | | Unstandardized Residual |
| N | | 81 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | ,88725847 |
| Most Extreme Differences | Absolute | ,108 |
| Positive | ,108 |
| Negative | -,094 |
| Kolmogorov-Smirnov Z | | ,708 |
| Asymp. Sig. (2-tailed) | | ,697 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

1. Uji Multikolinearitas

| **Coefficientsa** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2,850 | 1,890 |  | 1,508 | ,000 |  |  |
| K | ,622 | ,082 | ,688 | 7,601 | ,000 | ,664 | 1,506 |
| M | ,074 | ,111 | ,086 | ,664 | ,510 | ,323 | 3,093 |
| BK | ,216 | ,121 | ,231 | 1,782 | ,083 | ,324 | 3,084 |
| DK | ,013 | ,068 | ,016 | ,195 | ,847 | ,793 | 1,261 |
| a. Dependent Variable: PK | | | | | | | | |

1. Uji Heterokedastisitas

| **Coefficientsa** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |  |  |
| 1 | (Constant) | 5,215 | 1,222 |  | 4,270 | ,005 |
| K | ,408 | ,071 | ,471 | 5,787 | ,005 |
| M | ,269 | ,074 | ,834 | 3,623 | ,005 |
| BK | ,217 | ,074 | ,741 | 2,934 | ,005 |
| DK | ,075 | ,040 | ,306 | 1,870 | ,005 |
| a. Dependent Variable: KK | | | | | | | |

**Lampiran 6**

**HASIL UJI ANALISIS DATA**

**1. Analisi Regresi Linier Berganda**

| **Coefficientsa** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2,850 | 1,890 |  | 1,508 | ,140 |
| K | ,622 | ,082 | ,688 | 7,601 | ,000 |
| M | ,074 | ,111 | ,086 | ,664 | ,510 |
| BK | ,216 | ,121 | ,231 | 1,782 | ,083 |
| DK | ,013 | ,068 | ,016 | ,195 | ,0847 |
| a. Dependent Variable: KK | | | | | | | |

**2. Hasil Uji F**

| **ANOVAb** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 365,445 | 4 | 91,288 | 129,109 | ,000a |
| Residual | 53,737 | 76 | ,707 |  |  |
| Total | 418,889 | 80 |  |  |  |
| a. Predictors: (Constant), DK, BK, K, M | | | | | | |
| b. Dependent Variable: KK | | | | | | |

**3. Hasil Uji t**

| **Coefficientsa** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5,215 | 1,222 |  | 4,270 | ,000 |
| K | ,408 | ,071 | ,462 | 7,601 | ,000 |
| M | ,269 | ,074 | ,300 | 2,664 | ,000 |
| BK | ,217 | ,074 | ,228 | 1,782 | ,003 |
| DK | ,175 | ,040 | ,178 | 3,195 | ,000 |
| a. Dependent Variable: KK | | | | | | | |

**4. Koefisien Determinasi**

| **Model Summary** | | | | | |
| --- | --- | --- | --- | --- | --- |
| Model | | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| dimension0 | 1 | ,891a | ,793 | ,771 | ,93279 |
| a. Predictors: (Constant), P, BK, DK, KK | | | | | |

**Lampiran 7**

**TABEL R**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| **32** | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| **33** | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| **34** | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| **35** | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| **36** | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| **37** | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| **38** | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| **39** | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| **40** | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| **42** | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| **43** | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| **44** | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| **45** | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| **46** | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| **47** | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| **48** | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| **49** | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| **50** | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

**Lampiran 8**

**DISTRIBUSI NILAI Ttabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Pr  df | 0.25  0.50 | 0.10  0.20 | 0.05  0.10 | 0.025  0.050 | 0.01  0.02 | 0.005  0.010 | 0.001  0.002 |
| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  31  32  33  34  35  36  37  38  39  40 | 1.00000  0.81650  0.76489  0.74070  0.72669  0.71756  0.71114  0.70639  0.70272  0.69981  0.69745  0.69548  0.69383  0.69242  0.69120  0.69013  0.68920  0.68836  0.68762  0.68695  0.68635  0.68581  0.68531  0.68485  0.68443  0.68404  0.68368  0.68335  0.68304  0.68276  0.68249  0.68223  0.68200  0.68177  0.68156  0.68137  0.68118  0.68100  0.68083  0.68067 | 3.07768  1.88562  1.63774  1.53321  1.47588  1.43976  1.41492  1.39682  1.38303  1.37218  1.36343  1.35622  1.35017  1.34503  1.34061  1.33676  1.33338  1.33039  1.32773  1.32534  1.32319  1.32124  1.31946  1.31784  1.31635  1.31497  1.31370  1.31253  1.31143  1.31042  1.30946  1.30857  1.30774  1.30695  1.30621  1.30551  1.30485  1.30423  1.30364  1.30308 | 6.31375  2.91999  2.35336  2.13185  2.01505  1.94318  1.89458  1.85955  1.83311  1.81246  1.79588  1.78229  1.77093  1.76131  1.75305  1.74588  1.73961  1.73406  1.72913  1.72472  1.72074  1.71714  1.71387  1.71088  1.70814  1.70562  1.70329  1.70113  1.69913  1.69726  1.69552  1.69389  1.69236  1.69092  1.68957  1.68830  1.68709  1.68595  1.68488  1.68385 | 12.70620  4.30265  3.18245  2.77645  2.57058  2.44691  2.36462  2.30600  2.26216  2.22814  2.20099  2.17881  2.16037  2.14479  2.13145  2.11991  2.10982  2.10092  2.09302  2.08596  2.07961  2.07387  2.06866  2.06390  2.05954  2.05553  2.05183  2.04841  2.04523  2.04227  2.03951  2.03693  2.03452  2.03224  2.03011  2.02809  2.02619  2.02439  2.02269  2.02108 | 31.82052  6.96456  4.54070  3.74695  3.36493  3.14267  2.99795  2.89646  2.82144  2.76377  2.71808  2.68100  2.65031  2.62449  2.60248  2.58349  2.56693  2.55238  2.53948  2.52798  2.51765  2.50832  2.49987  2.49216  2.48511  2.47863  2.47266  2.46714  2.46202  2.45726  2.45282  2.44868  2.44479  2.44115  2.43772  2.43449  2.43145  2.42857  2.42584  2.42326 | 63.65674  9.92484  5.84091  4.60409  4.03214  3.70743  3.49948  3.35539  3.24984  3.16927  3.10581  3.05454  3.01228  2.97684  2.94671  2.92078  2.89823  2.87844  2.86093  2.84534  2.83136  2.81876  2.80734  2.79694  2.78744  2.77871  2.77068  2.76326  2.75639  2.75000  2.74404  2.73848  2.73328  2.72839  2.72381  2.71948  2.71541  2.71156  2.70791  2.70446 | 318.30884  22.32712  10.21453  7.17318  5.89343  5.20763  4.78529  4.50079  4.29681  4.14370  4.02470  3.92963  3.85198  3.78739  3.73283  3.68615  3.64577  3.61048  3.57940  3.55181  3.52715  3.50499  3.48496  3.46678  3.45019  3.43500  3.42103  3.40816  3.39624  3.38518  3.37490  3.36531  3.35634  3.34793  3.34005  3.33262  3.32563  3.31903  3.31279  3.30688 |
| Pr  df | 0.25  0.50 | 0.10  0.20 | 0.05  0.10 | 0.025  0.050 | 0.01  0.02 | 0.005  0.010 | 0.001  0.002 |
| 41  42  43  44  45  46  47  48  49  50  51  52  53  54  55  56  57  58  59  60  61  62  63  64  65  66  67  68  69  70  71  72  73  74  75  76  77  78  79  80 | 0.68052  0.68038  0.68024  0.68011  0.67998  0.67986  0.67975  0.67964  0.67953  0.67943  0.67933  0.67924  0.67915  0.67906  0.67898  0.67890  0.67882  0.67874  0.67867  0.67860  0.67853  0.67847  0.67840  0.67834  0.67828  0.67823  0.67817  0.67811  0.67806  0.67801  0.67796  0.67791  0.67787  0.67782  0.67778  0.67773  0.67769  0.67765  0.67761  0.67757 | 1.30254  1.30204  1.30155  1.30109  1.30065  1.30023  1.29982  1.29944  1.29907  1.29871  1.29837  1.29805  1.29773  1.29743  1.29713  1.29685  1.29658  1.29632  1.29607  1.29582  1.29558  1.29536  1.29513  1.29492  1.29471  1.29451  1.29432  1.29413  1.29394  1.29376  1.29359  1.29342  1.29326  1.29310  1.29294  1.29279  1.29264  1.29250  1.29236  1.29222 | 1.68288  1.68195  1.68107  1.68023  1.67943  1.67866  1.67793  1.67722  1.67655  1.67591  1.67528  1.67469  1.67412  1.67356  1.67303  1.67252  1.67203  1.67155  1.67109  1.67065  1.67022  1.66980  1.66940  1.66901  1.66864  1.66827  1.66792  1.66757  1.66724  1.66691  1.66660  1.66629  1.66600  1.66571  1.66543  1.66515  1.66488  1.66462  1.66437  1.66412 | 2.01954  2.01808  2.01669  2.01537  2.01410  2.01290  2.01174  2.01063  2.00958  2.00856  2.00758  2.00665  2.00575  2.00488  2.00404  2.00324  2.00247  2.00172  2.00100  2.00030  1.99962  1.99897  1.99834  1.99773  1.99714  1.99656  1.99601  1.99547  1.99495  1.99444  1.99394  1.99346  1.99300  1.99254  1.99210  1.99167  1.99125  1.99085  1.99045  1.99006 | 2.42080  2.41847  2.41625  2.41413  2.41212  2.41019  2.40835  2.40658  2.40489  2.40327  2.40172  2.40022  2.39879  2.39741  2.39608  2.39480  2.39357  2.39238  2.39123  2.39012  2.38905  2.38801  2.38701  2.38604  2.38510  2.38419  2.38330  2.38245  2.38161  2.38081  2.38002  2.37926  2.37852  2.37780  2.37710  2.37642  2.37576  2.37511  2.37448  2.37387 | 2.70118  2.69807  2.69510  2.69228  2.68959  2.68701  2.68456  2.68220  2.67995  2.67779  2.67572  2.67373  2.67182  2.66998  2.66822  2.66651  2.66487  2.66329  2.66176  2.66028  2.65886  2.65748  2.65615  2.65485  2.65360  2.65239  2.65122  2.65008  2.64898  2.64790  2.64686  2.64585  2.64487  2.64391  2.64298  2.64208  2.64120  2.64034  2.63950  2.63869 | 3.30127  3.29595  3.29089  3.28607  3.28148  3.27710  3.27291  3.26891  3.26508  3.26141  3.25789  3.25451  3.25127  3.24815  3.24515  3.24226  3.23948  3.23680  3.23421  3.23171  3.22930  3.22696  3.22471  3.22253  3.22041  3.21837  3.21639  3.21446  3.21260  3.21079  3.20903  3.20733  3.20567  3.20406  3.20249  3.20096  3.19948  3.19804  3.19663  3.19526 |
| Pr  df | 0.25  0.50 | 0.10  0.20 | 0.05  0.10 | 0.025  0.050 | 0.01  0.02 | 0.005  0.010 | 0.001  0.002 |
| 81  82  83  84  85  86  87  88  89  90  91  92  93  94  95  96  97  98  99  100  101  102  103  104  105  106  107  108  109  110  111  112  113  114  115  116  117  118  119  120 | 0.67753  0.67749  0.67746  0.67742  0.67739  0.67735  0.67732  0.67729  0.67726  0.67723  0.67720  0.67717  0.67714  0.67711  0.67708  0.67705  0.67703  0.67700  0.67698  0.67695  0.67693  0.67690  0.67688  0.67686  0.67683  0.67681  0.67679  0.67677  0.67675  0.67673  0.67671  0.67669  0.67667  0.67665  0.67663  0.67661  0.67659  0.67657  0.67656  0.67654 | 1.29209  1.29196  1.29183  1.29171  1.29159  1.29147  1.29136  1.29125  1.29114  1.29103  1.29092  1.29082  1.29072  1.29062  1.29053  1.29043  1.29034  1.29025  1.29016  1.29007  1.28999  1.28991  1.28982  1.28974  1.28967  1.28959  1.28951  1.28944  1.28937  1.28930  1.28922  1.28916  1.28909  1.28902  1.28896  1.28889  1.28883  1.28877  1.28871  1.28865 | 1.66388  1.66365  1.66342  1.66320  1.66298  1.66277  1.66256  1.66235  1.66216  1.66196  1.66177  1.66159  1.66140  1.66123  1.66105  1.66088  1.66071  1.66055  1.66039  1.66023  1.66008  1.65993  1.65978  1.65964  1.65950  1.65936  1.65922  1.65909  1.65895  1.65882  1.65870  1.65857  1.65845  1.65833  1.65821  1.65810  1.65798  1.65787  1.65776  1.65765 | 1.98969  1.98932  1.98896  1.98861  1.98827  1.98793  1.98761  1.98729  1.98698  1.98667  1.98638  1.98609  1.98580  1.98552  1.98525  1.98498  1.98472  1.98447  1.98422  1.98397  1.98373  1.98350  1.98326  1.98304  1.98282  1.98260  1.98238  1.98217  1.98197  1.98177  1.98157  1.98137  1.98118  1.98099  1.98081  1.98063  1.98045  1.98027  1.98010  1.97993 | 2.37327  2.37269  2.37212  2.37156  2.37102  2.37049  2.36998  2.36947  2.36898  2.36850  2.36803  2.36757  2.36712  2.36667  2.36624  2.36582  2.36541  2.36500  2.36461  2.36422  2.36384  2.36346  2.36310  2.36274  2.36239  2.36204  2.36170  2.36137  2.36105  2.36073  2.36041  2.36010  2.35980  2.35950  2.35921  2.35892  2.35864  2.35837  2.35809  2.35782 | 2.63790  2.63712  2.63637  2.63563  2.63491  2.63421  2.63353  2.63286  2.63220  2.63157  2.63094  2.63033  2.62973  2.62915  2.62858  2.62802  2.62747  2.62693  2.62641  2.62589  2.62539  2.62489  2.62441  2.62393  2.62347  2.62301  2.62256  2.62212  2.62169  2.62126  2.62085  2.62044  2.62004  2.61964  2.61926  2.61888  2.61850  2.61814  2.61778  2.61742 | 3.19392  3.19262  3.19135  3.19011  3.18890  3.18772  3.18657  3.18544  3.18434  3.18327  3.18222  3.18119  3.18019  3.17921  3.17825  3.17731  3.17639  3.17549  3.17460  3.17374  3.17289  3.17206  3.17125  3.17045  3.16967  3.16890  3.16815  3.16741  3.16669  3.16598  3.16528  3.16460  3.16392  3.16326  3.16262  3.16198  3.16135  3.16074  3.16013  3.15954 |

**Lampiran 9**

**DISTRIBUSI NILAI Ftabel**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

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