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Lampiran 1

KUESIONER

Pengaruh Disiplin Kerja Dan Gaya Kepemimpinan Terhadap
Kinerja Karyawan PT. JNE Sumatera Utara Medan

No.Responden:.....

Dengan hormat,

Saya Titin Melisa NPM.138320063 mahasiswa fakultas ekonomi program studi manajemen universitas medan area dalam rangka menyelesaikan program S1 Manajemen universitas medan area melakukan penelitian mengenai “Pengaruh Disiplin Kerja Dan Gaya Kepemimpinan Terhadap Kinerja Karyawan PT. Tiki JNE Sumatera Utara Medan.

Penelitian ini diharapkan memberikan hasil yang bermanfaat, oleh karena itu dimohon kesediaan Saudara/I untuk mengisi atau menjawab kuesioner ini dengan sebenarnya. Jawaban yang anda berikan akan dijamin kerahasiaannya dan hanya digunakan untuk kepentingan penelitian skripsi.

Atas kesediaan Saudara/i dalam mengisi kuesioner, saya ucapkan terimakasih.

A. Petunjuk pengisian angket:

1. Berikanlah jawaban singkat pada bagian pertanyaan identitas responden Yang membutuhkan jawaban tertulis saudara/i
2. Berikanlah tanda checklist(√) pada kolom yang saudara/i anggap Setuju dengan jawaban pada saudara/i. Adapun makna tanda tersebut adalah.
 - a. STS : Sangat tidak setuju : skor 1
 - b. TS : Tidak setuju : skor 2
 - c. R : Ragu-ragu : skor 3
 - d. S : Setuju : skor 4
 - e. SS : Sangat setuju : skor 5

A. Identitas Responden

Nama :
Jenis kelamin :
Status :
Umur :

Disiplin Kerja (X1)

| No. | Pernyataan | Opsi | | | | |
|-----|---|------|----|---|---|----|
| | | STS | TS | R | S | SS |
| 1. | Absensi kehadiran menurut anda sangat penting dalam menegakan disiplin kerja. | | | | | |
| 2. | Anda harus hadir tepat waktu dikantor setiap hari sesuai jam kerja. | | | | | |
| 3. | Anda bersedia dikenakan sanksi sesuai dengan peraturan jika melanggar peraturan tersebut. | | | | | |
| 4. | Anda pulang dari kantor sesuai dengan jam kantor. | | | | | |
| 5. | Anda harus melaksanakan tugas dengan tanggung jawab dan sesuai waktu yang telah ditentukan. | | | | | |
| 6. | Anda selalu menggunakan seragam kerja yang rapih dan bersih sesuai yang diinginkan perusahaan. | | | | | |
| 7. | Anda menggunakan tanda pengenal dikantor. | | | | | |
| 8. | Peraturan yang ditetapkan menjadikan termotivasi dalam menyelesaikan tugas yang diberikan pimpinan. | | | | | |

Gaya Kepemimpinan(X2)

| No. | Pernyataan | Opsi | | | | |
|-----|---|------|----|---|---|----|
| | | STS | TS | R | S | SS |
| 1. | Pemimpin memberikan tanggung jawab yang besar dalam bekerja sehingga membuat Karyawan lebih percaya diri. | | | | | |
| 2. | Pemimpin selalu memberikan umpan balik yang positif saat kinerja karyawan baik. | | | | | |
| 3. | Pemimpin memberikan penghargaan (Pengakuan) untuk kinerja karyawan yang telah mencapai target. | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 4. | Pemimpin mengakui kinerja karyawan dengan baik. | | | | | |
| 5. | Pemimpin memberikan penghargaan khusus (pujian dan hadiah) ketika karyawan menghasilkan kinerja yang level tinggi. | | | | | |
| 6. | Pemimpin cenderung memperhatikan keinginan/kepentingan karyawan dengan member gajitepat waktu. | | | | | |
| 7. | Pemimpin selalu menghargai hasil kerja yang telah diselesaikan karyawan. | | | | | |

Kinerja Karyawan (Y)

| No. | Pernyataan | Opsi | | | | |
|-----|---|------|----|---|---|----|
| | | STS | TS | R | S | SS |
| 1. | Karyawan dengan cermat menyelesaikan tugas dengan baik dan benar. | | | | | |
| 2. | Karyawan menyelesaikan tugas/ pekerjaan, memenuhi standart kerja yang ditentukan. | | | | | |
| 3. | Karyawan menyelesaikan/melaksanakan tugas yang dipercayakan secara tepat dan cepat sesuai dengan waktu yang ditentukan. | | | | | |
| 4. | Karyawan memberikan kontribusi kepada tim melalui saran, kritik dan usaha yang membangun tim. | | | | | |
| 5. | Karyawan menunjukkan kesediaan melakukan pekerjaan tanpa diperintah atasan. | | | | | |

Komentardan Saran:

*****TERIMAKASIH ATAS PARTISIPASI SAUDARA/I *****

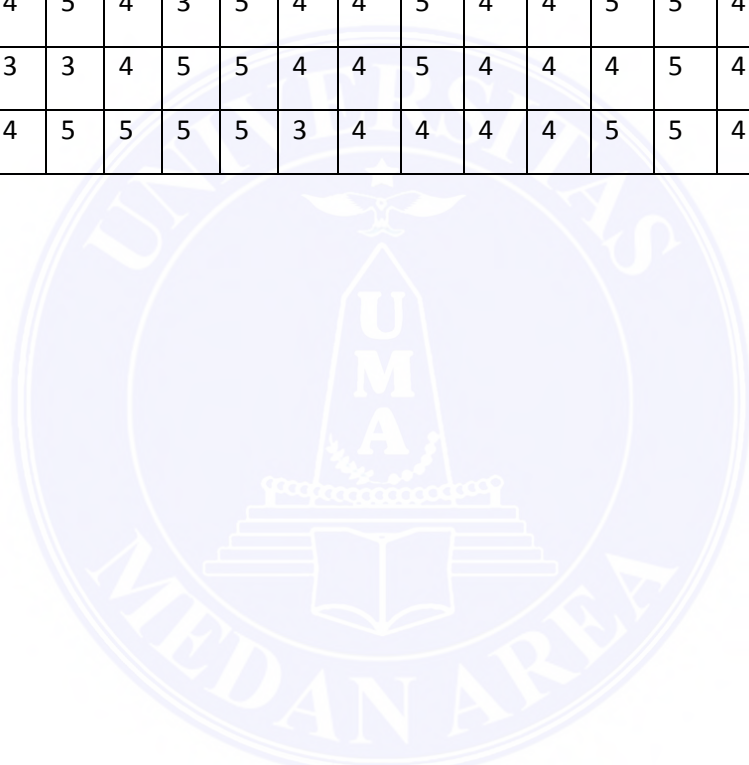
LAMPIRAN II

HASIL JAWABAN RESPONDEN

| No | Disiplin Kerja | | | | | | | | Gaya Kepemimpinan | | | | | | | Kinerja Karyawan | | | | |
|----|----------------|----|----|----|----|----|----|----|-------------------|-----|-----|-----|-----|-----|-----|------------------|-----|-----|-----|-----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | P15 | P16 | P17 | P18 | P19 | P20 |
| 1 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 2 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 5 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |
| 6 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 |
| 7 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 3 |
| 8 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 5 |
| 9 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 3 |
| 10 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 |
| 11 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 |
| 12 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 |
| 13 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 14 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 |
| 15 | 2 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 |
| 16 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 |
| 17 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 5 |
| 18 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 3 | 5 | 3 | 4 |
| 19 | 4 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 4 |
| 20 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 |
| 21 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 22 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 23 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 |
| 24 | 4 | 4 | 5 | 4 | 5 | 4 | 2 | 3 | 3 | 4 | 5 | 1 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 |
| 25 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 |
| 26 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 2 | 4 | 4 | 1 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 |
| 27 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 29 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 4 |

| | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 30 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 4 | 4 |
| 31 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 32 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 |
| 33 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 34 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 35 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 36 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 |
| 37 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| 38 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 39 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 |
| 40 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
| 41 | 4 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 42 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 43 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 3 |
| 44 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 |
| 45 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 |
| 48 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| 49 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 4 | 5 |
| 50 | 1 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 |
| 51 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 3 |
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| 53 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 54 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 55 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 5 |
| 56 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 |
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| 58 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 3 |
| 59 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 5 |
| 60 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 |
| 61 | 3 | 4 | 3 | 2 | 1 | 2 | 4 | 5 | 1 | 2 | 4 | 1 | 2 | 3 | 5 | 5 | 4 | 3 | 2 | 1 |
| 62 | 5 | 4 | 3 | 2 | 1 | 2 | 3 | 4 | 1 | 2 | 5 | 1 | 2 | 3 | 5 | 5 | 4 | 3 | 2 | 1 |

| | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 63 | 1 | 2 | 3 | 4 | 5 | 3 | 2 | 1 | 1 | 2 | 4 | 1 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 5 |
| 64 | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 |
| 65 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 66 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 |
| 67 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 5 |
| 68 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 69 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 70 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 71 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 72 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 5 |
| 73 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 |
| 74 | 1 | 2 | 2 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 |
| 75 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |



LAMPIRAN III

1. DISIPLIN KERJA (X1)

Uji Validitas

Correlations

| | | DK1 | DK2 | DK3 | DK4 | DK5 | DK6 | DK7 | DK8 | DK9 |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| DK1 | Pearson Correlation | 1 | .522** | .262* | .160 | .357** | .214 | .186 | .362** | .655** |
| | Sig. (2-tailed) | | .000 | .023 | .170 | .002 | .066 | .109 | .001 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK2 | Pearson Correlation | .522** | 1 | .262* | .293* | .237* | .419** | .143 | .249* | .637** |
| | Sig. (2-tailed) | .000 | | .023 | .011 | .040 | .000 | .222 | .031 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK3 | Pearson Correlation | .262* | .262* | 1 | .317** | .218 | .415** | .350** | .083 | .608** |
| | Sig. (2-tailed) | .023 | .023 | | .006 | .060 | .000 | .002 | .482 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK4 | Pearson Correlation | .160 | .293* | .317** | 1 | .565** | .300** | .170 | .081 | .609** |
| | Sig. (2-tailed) | .170 | .011 | .006 | | .000 | .009 | .145 | .490 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK5 | Pearson Correlation | .357** | .237* | .218 | .565** | 1 | .365** | .042 | .002 | .605** |
| | Sig. (2-tailed) | .002 | .040 | .060 | .000 | | .001 | .719 | .988 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK6 | Pearson Correlation | .214 | .419** | .415** | .300** | .365** | 1 | .288* | .206 | .668** |
| | Sig. (2-tailed) | .066 | .000 | .000 | .009 | .001 | | .012 | .076 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK7 | Pearson Correlation | .186 | .143 | .350** | .170 | .042 | .288* | 1 | .300** | .511** |
| | Sig. (2-tailed) | .109 | .222 | .002 | .145 | .719 | .012 | | .009 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK8 | Pearson Correlation | .362** | .249* | .083 | .081 | .002 | .206 | .300** | 1 | .470** |
| | Sig. (2-tailed) | .001 | .031 | .482 | .490 | .988 | .076 | .009 | | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK9 | Pearson Correlation | .655** | .637** | .608** | .609** | .605** | .668** | .511** | .470** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |

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

Correlations

| | | DK1 | DK2 | DK3 | DK4 | DK5 | DK6 | DK7 | DK8 | DK9 |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| DK1 | Pearson Correlation | 1 | .522** | .262* | .160 | .357** | .214 | .186 | .362** | .655** |
| | Sig. (2-tailed) | | .000 | .023 | .170 | .002 | .066 | .109 | .001 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK2 | Pearson Correlation | .522** | 1 | .262* | .293* | .237* | .419** | .143 | .249* | .637** |
| | Sig. (2-tailed) | .000 | | .023 | .011 | .040 | .000 | .222 | .031 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK3 | Pearson Correlation | .262* | .262* | 1 | .317** | .218 | .415** | .350** | .083 | .608** |
| | Sig. (2-tailed) | .023 | .023 | | .006 | .060 | .000 | .002 | .482 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK4 | Pearson Correlation | .160 | .293* | .317** | 1 | .565** | .300** | .170 | .081 | .609** |
| | Sig. (2-tailed) | .170 | .011 | .006 | | .000 | .009 | .145 | .490 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK5 | Pearson Correlation | .357** | .237* | .218 | .565** | 1 | .365** | .042 | .002 | .605** |
| | Sig. (2-tailed) | .002 | .040 | .060 | .000 | | .001 | .719 | .988 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK6 | Pearson Correlation | .214 | .419** | .415** | .300** | .365** | 1 | .288* | .206 | .668** |
| | Sig. (2-tailed) | .066 | .000 | .000 | .009 | .001 | | .012 | .076 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK7 | Pearson Correlation | .186 | .143 | .350** | .170 | .042 | .288* | 1 | .300** | .511** |
| | Sig. (2-tailed) | .109 | .222 | .002 | .145 | .719 | .012 | | .009 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK8 | Pearson Correlation | .362** | .249* | .083 | .081 | .002 | .206 | .300** | 1 | .470** |
| | Sig. (2-tailed) | .001 | .031 | .482 | .490 | .988 | .076 | .009 | | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| DK9 | Pearson Correlation | .655** | .637** | .608** | .609** | .605** | .668** | .511** | .470** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |

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

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

2. GAYA KEPEMIMPINAN (X2)

Correlations

| | | GK1 | GK2 | GK3 | GK4 | GK5 | GK6 | GK7 | GK8 |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| GK1 | Pearson Correlation | 1 | .593** | .185 | .710** | .524** | .310** | .190 | .775** |
| | Sig. (2-tailed) | | .000 | .112 | .000 | .000 | .007 | .103 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| GK2 | Pearson Correlation | .593** | 1 | .263* | .434** | .429** | .342** | .236* | .704** |
| | Sig. (2-tailed) | .000 | | .023 | .000 | .000 | .003 | .042 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| GK3 | Pearson Correlation | .185 | .263* | 1 | .217 | .197 | .386** | .500** | .544** |
| | Sig. (2-tailed) | .112 | .023 | | .062 | .090 | .001 | .000 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| GK4 | Pearson Correlation | .710** | .434** | .217 | 1 | .512** | .235* | .186 | .735** |
| | Sig. (2-tailed) | .000 | .000 | .062 | | .000 | .042 | .111 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| GK5 | Pearson Correlation | .524** | .429** | .197 | .512** | 1 | .424** | .209 | .701** |
| | Sig. (2-tailed) | .000 | .000 | .090 | .000 | | .000 | .072 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| GK6 | Pearson Correlation | .310** | .342** | .386** | .235* | .424** | 1 | .519** | .666** |
| | Sig. (2-tailed) | .007 | .003 | .001 | .042 | .000 | | .000 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| GK7 | Pearson Correlation | .190 | .236* | .500** | .186 | .209 | .519** | 1 | .578** |
| | Sig. (2-tailed) | .103 | .042 | .000 | .111 | .072 | .000 | | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |
| GK8 | Pearson Correlation | .775** | .704** | .544** | .735** | .701** | .666** | .578** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 75 | 75 | 75 | 75 | 75 | 75 | 75 | 75 |

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

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

3. KINERJA KARYAWAN (Y)

Uji Validitas

Correlations

| | | KK1 | KK2 | KK3 | KK4 | KK5 | KK6 |
|-----|---------------------|--------|--------|--------|--------|--------|--------|
| KK1 | Pearson Correlation | 1 | .507** | .406** | .254* | .059 | .625** |
| | Sig. (2-tailed) | | .000 | .000 | .028 | .618 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 |
| KK2 | Pearson Correlation | .507** | 1 | .434** | .330** | .169 | .720** |
| | Sig. (2-tailed) | .000 | | .000 | .004 | .148 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 |
| KK3 | Pearson Correlation | .406** | .434** | 1 | .435** | .137 | .706** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .243 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 |
| KK4 | Pearson Correlation | .254* | .330** | .435** | 1 | .468** | .745** |
| | Sig. (2-tailed) | .028 | .004 | .000 | | .000 | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 |
| KK5 | Pearson Correlation | .059 | .169 | .137 | .468** | 1 | .575** |
| | Sig. (2-tailed) | .618 | .148 | .243 | .000 | | .000 |
| | N | 75 | 75 | 75 | 75 | 75 | 75 |
| KK6 | Pearson Correlation | .625** | .720** | .706** | .745** | .575** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 75 | 75 | 75 | 75 | 75 | 75 |

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

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

LAMPIRAN IV

A. Reliabilitas

DisiplinKerja(X1)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 75 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 75 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .739 | 8 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| DK1 | 28.40 | 11.595 | .483 | .702 |
| DK2 | 28.33 | 12.577 | .514 | .700 |
| DK3 | 28.48 | 12.307 | .450 | .709 |
| DK4 | 28.52 | 12.280 | .449 | .709 |
| DK5 | 28.39 | 12.078 | .428 | .714 |
| DK6 | 28.37 | 11.886 | .523 | .694 |
| DK7 | 28.37 | 12.994 | .338 | .730 |
| DK8 | 28.49 | 13.253 | .291 | .738 |

Gaya Kepemimpinan (X2)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 75 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 75 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .800 | 7 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| GK1 | 24.65 | 10.986 | .650 | .750 |
| GK2 | 24.57 | 11.951 | .573 | .766 |
| GK3 | 24.36 | 13.423 | .407 | .794 |
| GK4 | 24.80 | 10.973 | .577 | .766 |
| GK5 | 24.69 | 12.188 | .580 | .766 |
| GK6 | 24.59 | 12.165 | .522 | .775 |
| GK7 | 24.33 | 12.820 | .417 | .793 |

KinerjaKaryawan (Y)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 75 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 75 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

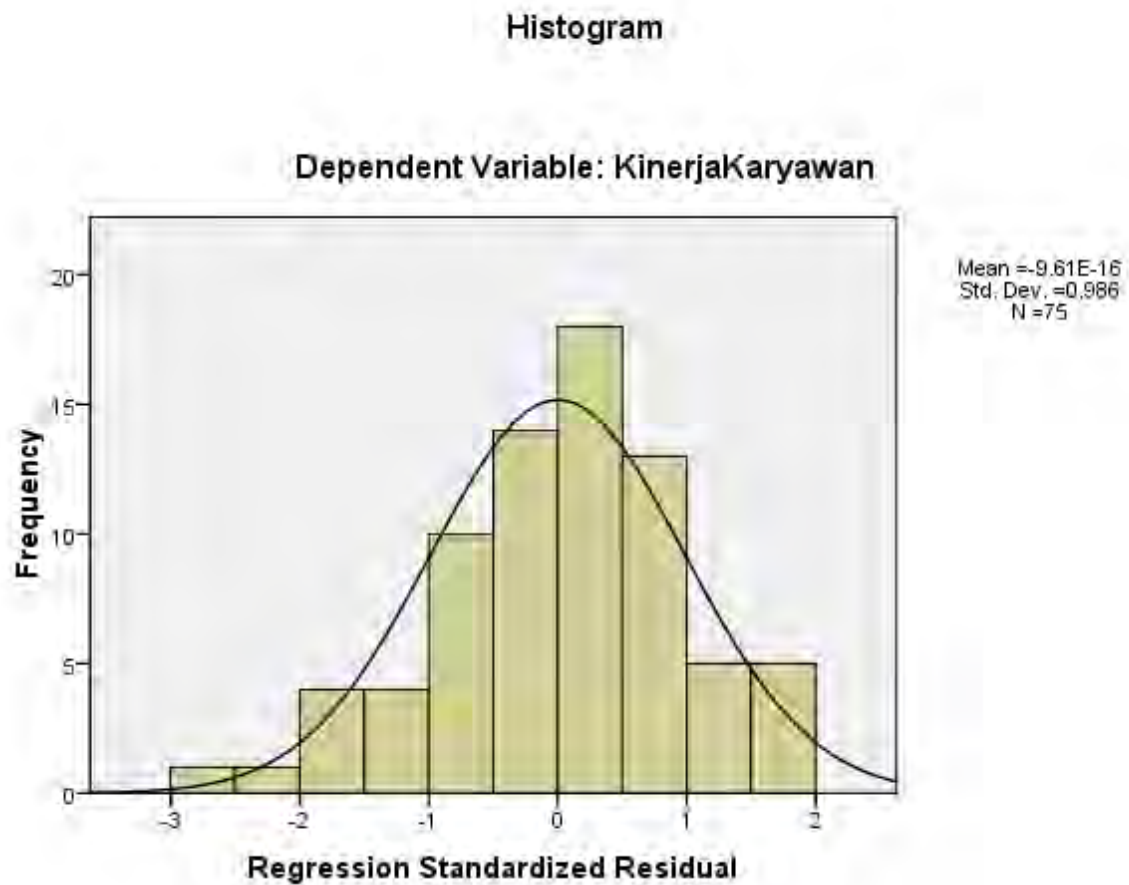
| Cronbach's Alpha | N of Items |
|------------------|------------|
| .696 | 5 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KK1 | 16.09 | 5.329 | .430 | .657 |
| KK2 | 16.16 | 4.623 | .509 | .620 |
| KK3 | 16.15 | 4.775 | .502 | .624 |
| KK4 | 16.15 | 4.613 | .559 | .599 |
| KK5 | 16.04 | 5.201 | .288 | .721 |

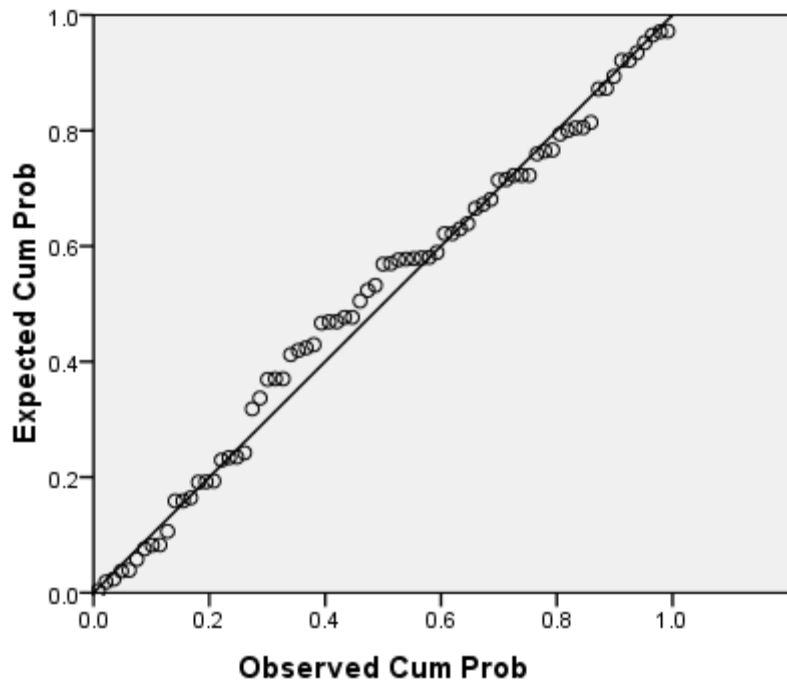
UJI ASUMSI KLASIK

UJI NORMALITAS



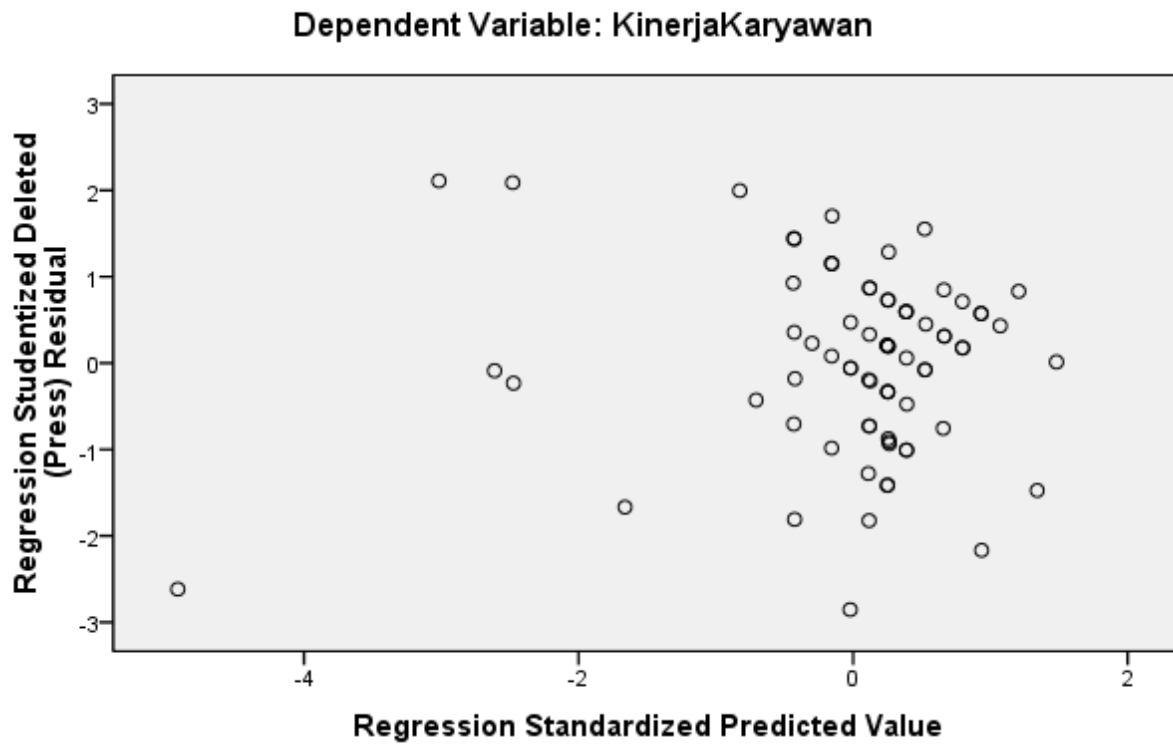
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: KinerjaKaryawan



UJI HETEROSKEDASTISITAS

Scatterplot



UJI KOEFISIEN DETERMINASI (R^2)

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .716 ^a | .512 | .498 | 1.891 | 2.272 |

a. Predictors: (Constant), GayaKepemimpinan, DisiplinKerja

b. Dependent Variable: KinerjaKaryawan

UJI PARSIAL (UJI T)

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| | | 1 | (Constant) | 4.241 | | | 1.869 | |
| | DisiplinKerja | .258 | .079 | .381 | 3.255 | .002 | .495 | 2.022 |
| | GayaKepemimpinan | .263 | .078 | .393 | 3.354 | .001 | .495 | 2.022 |

a. Dependent Variable: KinerjaKaryawan

UJI SIMULTAN (UJI F)

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 270.034 | 2 | 135.017 | 37.774 | .000 ^a |
| | Residual | 257.353 | 72 | 3.574 | | |
| | Total | 527.387 | 74 | | | |

a. Predictors: (Constant), GayaKepemimpinan, DisiplinKerja

b. Dependent Variable: KinerjaKaryawan