

Identitas Responden

Jenis Kelamin Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	37	52,1	52,1	52,1
	Perempuan	34	47,9	47,9	100,0
	Total	71	100,0	100,0	

Pendidikan Terakhir Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tamat Diploma	9	12,7	12,7	12,7
	Tamat Pascasarjana	1	1,4	1,4	14,1
	Tamat Sarjana	20	28,2	28,2	42,3
	Tamat SMA	41	57,7	57,7	100,0
	Total	71	100,0	100,0	

Umur Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	24,00	6	8,5	8,5	8,5
	25,00	3	4,2	4,2	12,7
	26,00	1	1,4	1,4	14,1
	27,00	6	8,5	8,5	22,5
	28,00	2	2,8	2,8	25,4
	29,00	5	7,0	7,0	32,4
	30,00	6	8,5	8,5	40,8
	31,00	6	8,5	8,5	49,3
	32,00	4	5,6	5,6	54,9
	33,00	8	11,3	11,3	66,2
	34,00	5	7,0	7,0	73,2
	35,00	3	4,2	4,2	77,5
	36,00	1	1,4	1,4	78,9
	37,00	3	4,2	4,2	83,1
	38,00	3	4,2	4,2	87,3
	39,00	1	1,4	1,4	88,7
	40,00	6	8,5	8,5	97,2
	41,00	1	1,4	1,4	98,6
	45,00	1	1,4	1,4	100,0
	Total	71	100,0	100,0	

Masa Kerja Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	1	1,4	1,4	1,4
	4,00	6	8,5	8,5	9,9
	5,00	16	22,5	22,5	32,4
	6,00	12	16,9	16,9	49,3
	7,00	5	7,0	7,0	56,3
	8,00	11	15,5	15,5	71,8
	9,00	2	2,8	2,8	74,6
	10,00	4	5,6	5,6	80,3
	11,00	3	4,2	4,2	84,5
	12,00	2	2,8	2,8	87,3
	13,00	3	4,2	4,2	91,5
	14,00	1	1,4	1,4	93,0
	15,00	5	7,0	7,0	100,0
Total		71	100,0	100,0	

Frequency Table

x1_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	7	9,9	9,9	9,9
	3,00	15	21,1	21,1	31,0
	4,00	30	42,3	42,3	73,2
	5,00	19	26,8	26,8	100,0
	Total	71	100,0	100,0	

x1_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	5,6	5,6	5,6
	3,00	18	25,4	25,4	31,0
	4,00	25	35,2	35,2	66,2
	5,00	24	33,8	33,8	100,0
	Total	71	100,0	100,0	

x1_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	4,2	4,2	4,2
	3,00	11	15,5	15,5	19,7
	4,00	27	38,0	38,0	57,7
	5,00	30	42,3	42,3	100,0
	Total	71	100,0	100,0	

x1_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	4,2	4,2	4,2
	3,00	21	29,6	29,6	33,8
	4,00	28	39,4	39,4	73,2
	5,00	19	26,8	26,8	100,0
	Total	71	100,0	100,0	

x1_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	5,6	5,6	5,6
	3,00	20	28,2	28,2	33,8
	4,00	27	38,0	38,0	71,8
	5,00	20	28,2	28,2	100,0
	Total	71	100,0	100,0	

x1_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	5,6	5,6	5,6
	3,00	21	29,6	29,6	35,2
	4,00	25	35,2	35,2	70,4
	5,00	21	29,6	29,6	100,0
Total		71	100,0	100,0	

x1_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	7	9,9	9,9	9,9
	3,00	22	31,0	31,0	40,8
	4,00	27	38,0	38,0	78,9
	5,00	15	21,1	21,1	100,0
Total		71	100,0	100,0	

x2_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	5	7,0	7,0	7,0
	3,00	17	23,9	23,9	31,0
	4,00	25	35,2	35,2	66,2
	5,00	24	33,8	33,8	100,0
Total		71	100,0	100,0	

x2_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	11	15,5	15,5	15,5
	3,00	15	21,1	21,1	36,6
	4,00	25	35,2	35,2	71,8
	5,00	20	28,2	28,2	100,0
Total		71	100,0	100,0	

x2_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	9	12,7	12,7	12,7
	3,00	15	21,1	21,1	33,8
	4,00	26	36,6	36,6	70,4
	5,00	21	29,6	29,6	100,0
Total		71	100,0	100,0	

x2_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	5	7,0	7,0	7,0
	3,00	18	25,4	25,4	32,4
	4,00	27	38,0	38,0	70,4
	5,00	21	29,6	29,6	100,0
Total		71	100,0	100,0	

x2_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	7	9,9	9,9	9,9
	3,00	18	25,4	25,4	35,2
	4,00	21	29,6	29,6	64,8
	5,00	25	35,2	35,2	100,0
Total		71	100,0	100,0	

x2_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	8,5	8,5	8,5
	3,00	15	21,1	21,1	29,6
	4,00	27	38,0	38,0	67,6
	5,00	23	32,4	32,4	100,0
Total		71	100,0	100,0	

x2_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	1,4	1,4	1,4
	2,00	9	12,7	12,7	14,1
	3,00	25	35,2	35,2	49,3
	4,00	22	31,0	31,0	80,3
	5,00	14	19,7	19,7	100,0
Total		71	100,0	100,0	

x2_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1,00	1	1,4	1,4	1,4
	2,00	12	16,9	16,9	18,3
	3,00	21	29,6	29,6	47,9
	4,00	23	32,4	32,4	80,3
	5,00	14	19,7	19,7	100,0
Total		71	100,0	100,0	

x2_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	5	7,0	7,0	7,0
	3,00	16	22,5	22,5	29,6
	4,00	25	35,2	35,2	64,8
	5,00	25	35,2	35,2	100,0
Total		71	100,0	100,0	

x3_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	8	11,3	11,3	11,3
	3,00	24	33,8	33,8	45,1
	4,00	26	36,6	36,6	81,7
	5,00	13	18,3	18,3	100,0
Total		71	100,0	100,0	

x3_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	11	15,5	15,5	15,5
	3,00	18	25,4	25,4	40,8
	4,00	24	33,8	33,8	74,6
	5,00	18	25,4	25,4	100,0
Total		71	100,0	100,0	

x3_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	8	11,3	11,3	11,3
	3,00	17	23,9	23,9	35,2
	4,00	29	40,8	40,8	76,1
	5,00	17	23,9	23,9	100,0
Total		71	100,0	100,0	

x3_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	5,6	5,6	5,6
	3,00	11	15,5	15,5	21,1
	4,00	30	42,3	42,3	63,4
	5,00	26	36,6	36,6	100,0
Total		71	100,0	100,0	

x3_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	5	7,0	7,0	7,0
	3,00	16	22,5	22,5	29,6
	4,00	21	29,6	29,6	59,2
	5,00	29	40,8	40,8	100,0
Total		71	100,0	100,0	

x3_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	8,5	8,5	8,5
	3,00	19	26,8	26,8	35,2
	4,00	23	32,4	32,4	67,6
	5,00	23	32,4	32,4	100,0
Total		71	100,0	100,0	

y_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	5	7,0	7,0	7,0
	3,00	16	22,5	22,5	29,6
	4,00	30	42,3	42,3	71,8
	5,00	20	28,2	28,2	100,0
Total		71	100,0	100,0	

y_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	7	9,9	9,9	9,9
	3,00	24	33,8	33,8	43,7
	4,00	21	29,6	29,6	73,2
	5,00	19	26,8	26,8	100,0
Total		71	100,0	100,0	

y_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	5	7,0	7,0	7,0
	3,00	19	26,8	26,8	33,8
	4,00	20	28,2	28,2	62,0
	5,00	27	38,0	38,0	100,0
Total		71	100,0	100,0	

y_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	6	8,5	8,5	8,5
	3,00	18	25,4	25,4	33,8
	4,00	21	29,6	29,6	63,4
	5,00	26	36,6	36,6	100,0
Total		71	100,0	100,0	

y_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	8	11,3	11,3	11,3
	3,00	20	28,2	28,2	39,4
	4,00	20	28,2	28,2	67,6
	5,00	23	32,4	32,4	100,0
Total		71	100,0	100,0	

y_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	5,6	5,6	5,6
	3,00	19	26,8	26,8	32,4
	4,00	23	32,4	32,4	64,8
	5,00	25	35,2	35,2	100,0
Total		71	100,0	100,0	

Validitas dan Reliabilitas Var. Iklim Organisasi

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100,0
	Excluded ^a	0	,0
	Total	71	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,945	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1_1	23,5211	21,253	,850	,933
x1_2	23,4085	21,816	,796	,938
x1_3	23,1972	22,561	,758	,941
x1_4	23,4930	21,882	,851	,934
x1_5	23,4930	21,568	,856	,933
x1_6	23,4930	21,711	,818	,936
x1_7	23,6761	21,851	,784	,939

Validitas dan Reliabilitas Var. Gaya Kepemimpinan Transformasional

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100,0
	Excluded ^a	0	,0
	Total	71	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,970	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2_1	30,3944	50,014	,884	,966
x2_2	30,5915	48,188	,925	,964
x2_3	30,5211	48,910	,904	,965
x2_4	30,4507	50,880	,832	,968
x2_5	30,4507	49,308	,869	,967
x2_6	30,4085	50,102	,869	,967
x2_7	30,8028	49,475	,861	,967
x2_8	30,8310	49,200	,841	,968
x2_9	30,3662	50,350	,855	,967

Validitas dan Reliabilitas Var. Gaya Kepemimpinan Transaksional

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100,0
	Excluded ^a	0	,0
	Total	71	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,940	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x3_1	19,4930	18,282	,734	,940
x3_2	19,4225	16,847	,832	,928
x3_3	19,3380	17,141	,875	,923
x3_4	19,0141	17,814	,865	,925
x3_5	19,0704	17,324	,826	,929
x3_6	19,2254	17,463	,804	,931

Validitas dan Reliabilitas Var. Kinerja Karyawan

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	71	100,0
	Excluded ^a	0	,0
	Total	71	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,950	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y_1	19,4366	19,335	,831	,943
y_2	19,6197	18,610	,846	,941
y_3	19,3803	18,410	,874	,938
y_4	19,4085	18,588	,834	,943
y_5	19,5352	18,024	,875	,938
y_6	19,3803	19,096	,826	,944

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Iklim Organisasi	Kepemimpinan Transformasional	Kepemimpinan Transaksional	Kinerja Karyawan
N		71	71	71	71
Normal Parameters ^{a,b}	Mean	3,9110	3,8163	3,8524	3,8911
	Std. Deviation	,77484	,87968	,83127	,85924
Most Extreme Differences	Absolute	,105	,096	,105	,132
	Positive	,080	,096	,084	,098
	Negative	-,105	-,089	-,105	-,132
Kolmogorov-Smirnov Z		,881	,810	,884	1,111
Asymp. Sig. (2-tailed)		,419	,529	,415	,169

a. Test distribution is Normal.

b. Calculated from data.

Regresi Model Pertama : Pengaruh Iklim Organisasi thd Kep. Transformatasional

Descriptive Statistics

	Mean	Std. Deviation	N
Kepemimpinan Transformatasional	3,8163	,87968	71
Iklim Organisasi	3,9110	,77484	71

Correlations

		Kepemimpinan Transformatasional	Iklim Organisasi
Pearson Correlation	Kepemimpinan Transformatasional	1,000	,848
	Iklim Organisasi	,848	1,000
Sig. (1-tailed)	Kepemimpinan Transformatasional	.	,000
	Iklim Organisasi	,000	.
N	Kepemimpinan Transformatasional	71	71
	Iklim Organisasi	71	71

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Iklim Organisasi ^b	.	Enter

a. Dependent Variable: Kepemimpinan Transformatasional

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,848 ^a	,719	,715	,46982

a. Predictors: (Constant), Iklim Organisasi

b. Dependent Variable: Kepemimpinan Transformatasional

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	38,939	1	38,939	176,407	,000 ^b
	Residual	15,230	69	,221		
	Total	54,169	70			

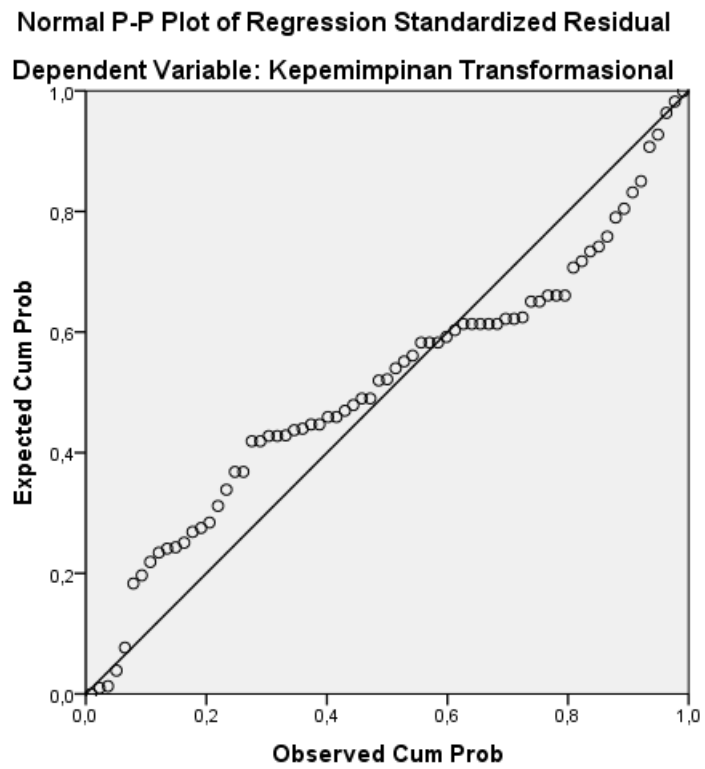
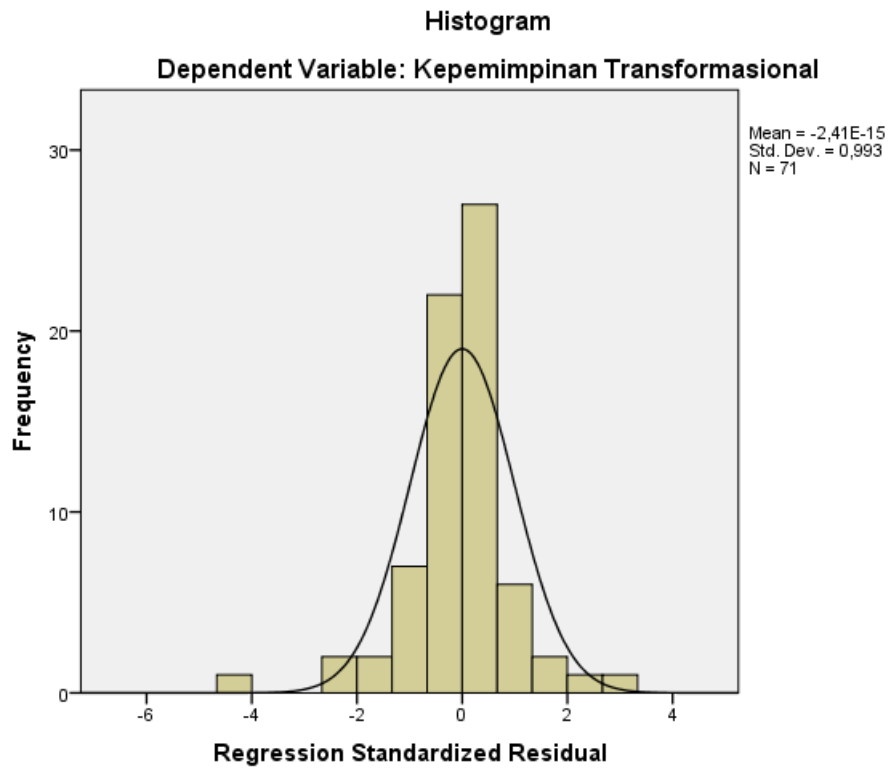
a. Dependent Variable: Kepemimpinan Transformatasional

b. Predictors: (Constant), Iklim Organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,052	,289		,179	,858		
	Iklim Organisasi	,963	,072	,848	13,282	,000	1,000	1,000

a. Dependent Variable: Kepemimpinan Transformatasional



Regresi Model Kedua : Pengaruh Iklim Organisasi thd Kep. Transaksional

Descriptive Statistics

	Mean	Std. Deviation	N
Kepemimpinan Transaksional	3,8524	,83127	71
Iklim Organisasi	3,9110	,77484	71

Correlations

		Kepemimpinan Transaksional	Iklim Organisasi
Pearson Correlation	Kepemimpinan Transaksional	1,000	,833
	Iklim Organisasi	,833	1,000
Sig. (1-tailed)	Kepemimpinan Transaksional	.	,000
	Iklim Organisasi	,000	.
N	Kepemimpinan Transaksional	71	71
	Iklim Organisasi	71	71

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Iklim Organisasi ^b	.	Enter

a. Dependent Variable: Kepemimpinan Transaksional

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,833 ^a	,693	,689	,46356

a. Predictors: (Constant), Iklim Organisasi

b. Dependent Variable: Kepemimpinan Transaksional

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33,543	1	33,543	156,097	,000 ^b
	Residual	14,827	69	,215		
	Total	48,370	70			

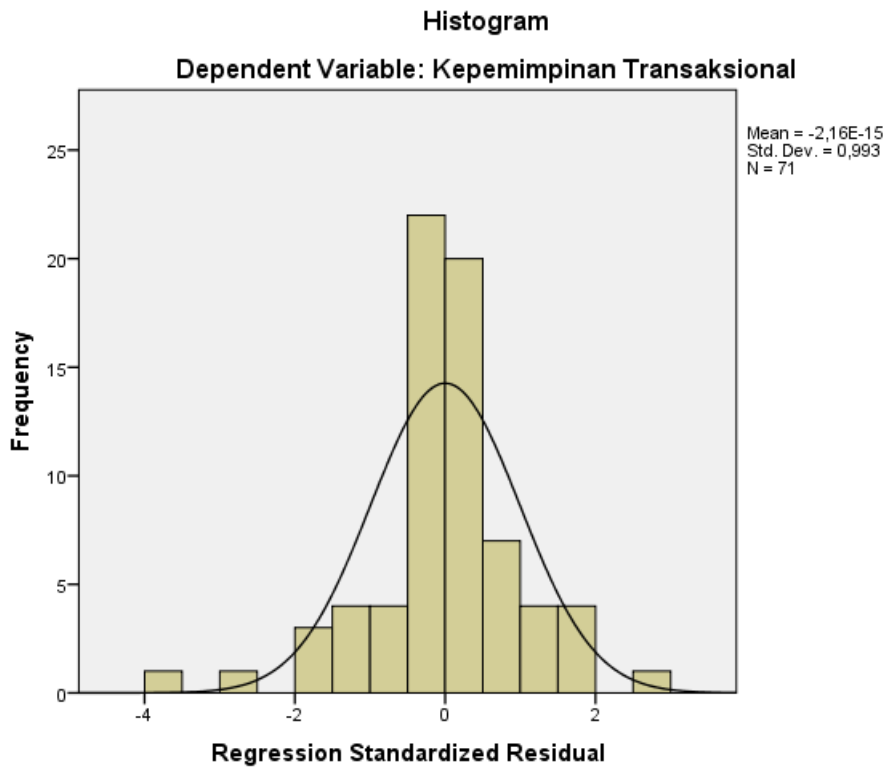
a. Dependent Variable: Kepemimpinan Transaksional

b. Predictors: (Constant), Iklim Organisasi

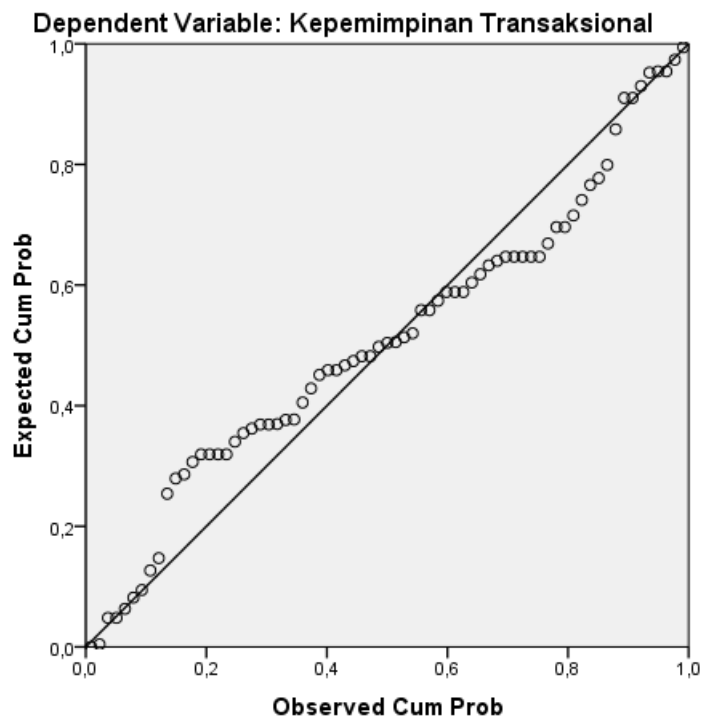
Coefficients^a

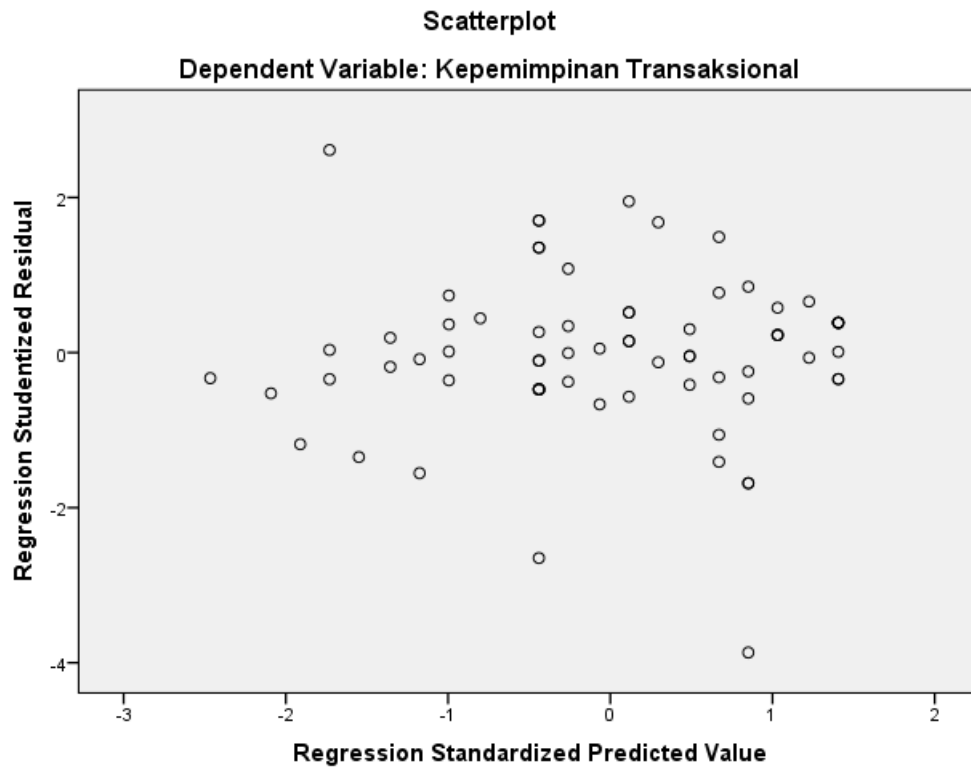
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,358	,285		1,257	,213		
	Iklim Organisasi	,893	,072	,833	12,494	,000	1,000	1,000

a. Dependent Variable: Kepemimpinan Transaksional



Normal P-P Plot of Regression Standardized Residual





Regresi Model Ketiga : Pengaruh Iklim Organisasi, Kep. Transformasional dan Kep. Transaksional terhadap Kinerja Karyawan

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Karyawan	3,8911	,85924	71
Iklim Organisasi	3,9110	,77484	71
Kepemimpinan Transformasional	3,8163	,87968	71
Kepemimpinan Transaksional	3,8524	,83127	71

Correlations

		Kinerja Karyawan	Iklim Organisasi	Kepemimpinan Transformasional	Kepemimpinan Transaksional
Pearson Correlation	Kinerja Karyawan	1,000	,862	,910	,904
	Iklim Organisasi	,862	1,000	,848	,833
	Kepemimpinan Transformasional	,910	,848	1,000	,942
	Kepemimpinan Transaksional	,904	,833	,942	1,000
Sig. (1-tailed)	Kinerja Karyawan	.	,000	,000	,000
	Iklim Organisasi	,000	.	,000	,000
	Kepemimpinan Transformasional	,000	,000	.	,000
	Kepemimpinan Transaksional	,000	,000	,000	.
N	Kinerja Karyawan	71	71	71	71
	Iklim Organisasi	71	71	71	71
	Kepemimpinan Transformasional	71	71	71	71
	Kepemimpinan Transaksional	71	71	71	71

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepemimpinan Transaksional, Iklim Organisasi, Kepemimpinan Transformasional ^b	.	Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,932 ^a	,870	,864	,31723

a. Predictors: (Constant), Kepemimpinan Transaksional, Iklim Organisasi, Kepemimpinan Transformasional

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44,938	3	14,979	148,848	,000 ^b
	Residual	6,743	67	,101		
	Total	51,681	70			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepemimpinan Transaksional, Iklim Organisasi, Kepemimpinan Transformasional

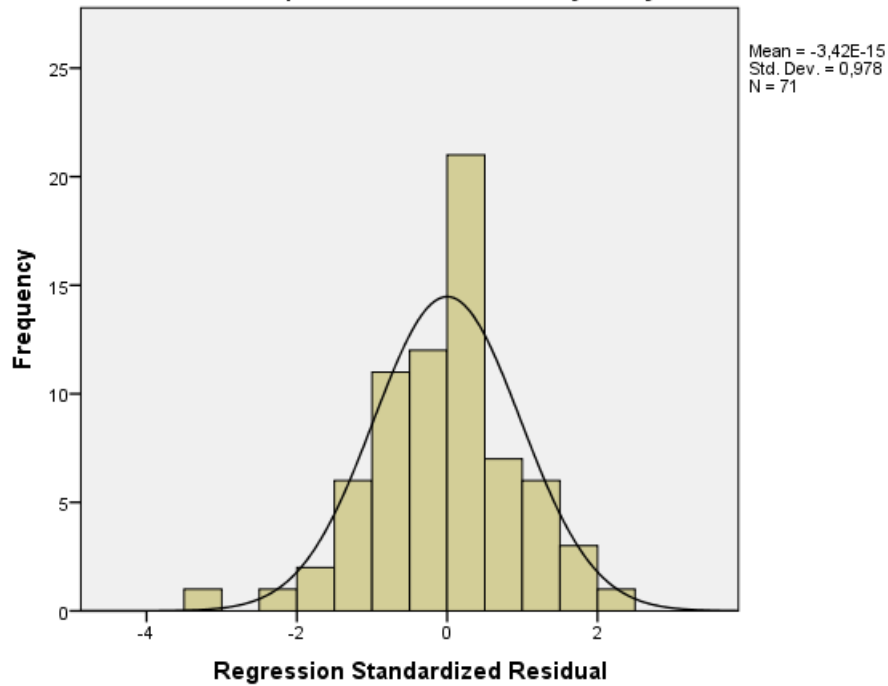
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,012	,200		,060	,952		
	Iklim Organisasi	,313	,094	,282	3,323	,001	,271	3,694
	Kepemimpinan Transformasional	,356	,136	,365	2,618	,011	,100	9,975
	Kepemimpinan Transaksional	,337	,138	,326	2,439	,017	,109	9,149

a. Dependent Variable: Kinerja Karyawan

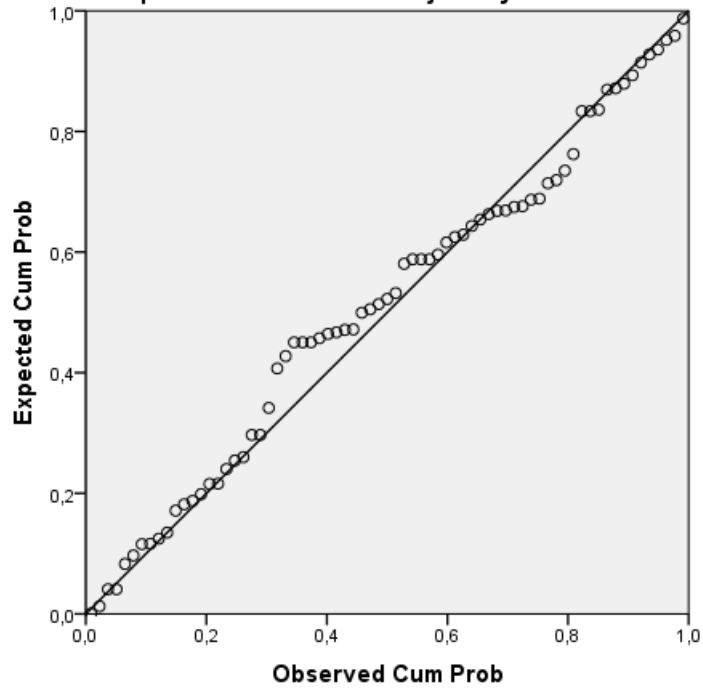
Histogram

Dependent Variable: Kinerja Karyawan



Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Karyawan



Scatterplot

Dependent Variable: Kinerja Karyawan

