

LAMPIRAN

Lampiran 1. Kuesioner

KUESIONER PENELITIAN

I. IDENTITAS RESPONDEN

Intruksi : Isilah kolom dibawah ini dengan dengan memberikan tanda (√) yang sesuai dengan data diri anda dengan jujur dan sebenar-benarnya.

1. Jenis Kelamin : Laki- laki Perempuan
2. Pendidikan Terakhir : D3 S- 1 S-2
3. Lama bekerja : 1- 5 tahun 6-10 tahun
 11- 15 tahun ≥ 15 tahun
4. Usia anda saat ini : 21 - 30 tahun 31 - 40 tahun
 41 – 50 tahun ≥ 50 tahun

II. PETUNJUK PENGESIAN

1. Mohon memberi tanda silang (√) pada jawaban yang Saudara anggap paling sesuai dan mohon mengisi bagian yang membutuhkan jawaban tertulis
2. Setelah mengisi kuesioner ini mohon Saudara dapat memberikan kembali kepada yang menyerahkan kuesioner ini pertama kali.
3. Keterangan Alternatif Jawaban dan Skor :
 - a. STS = Sangat Tidak Setuju (1)
 - b. TS = Tidak Setuju (2)
 - c. N = Netral (3)
 - d. S = Setuju (4)
 - e. SS = Sangat Setuju (5)

A. Gaya Kepemimpinan Transformasional

No	Pernyataan	Jawaban/tanggapan				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Pemimpin merupakan Role Model (panutan) saya.					
2	Pemimpin memberikan motivasi kepada saya untuk bekerja lebih baik.					
3	Pemimpin saya bersemangat untuk mendengarkan ide/gagasan saya.					
4	Pemimpin bersedia mendengarkan kesulitan dan keluhan yang saya alami.					

B. Hubungan Rekan Kerja

No	Pernyataan	Jawaban/tanggapan				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Pegawai saling menjaga kerukunan antarpegawai baik saat bekerja maupun di luarpekerjaan.					
2	Hubungan antar pegawai terjalin sangat baik.					
3	Penyelesaian masalah dalam pekerjaan kantor diselesaikan dengan kerja sama antar pegawai.					

C. Kreativitas

No	Pernyataan	Jawaban/tanggapan				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Saya mempunyai ide baru untuk meningkatkan kinerja					
2	Saya mempunyai solusi kreatif untuk menyelesaikan masalah					
3	Saya mengembangkan rencana yang memadai untuk pelaksanaan ide-ide baru					

D. Kinerja Pegawai

No	Pernyataan	Jawaban/tanggapan				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Hasil pekerjaan yang saya capai dalam bekerja selalu sesuai dengan target yang ditetapkan					
2	Hasil dari pekerjaan saya selalu menunjukkan peningkatan hasil baik kualitas maupun kuantitasnya					
3	Dalam melaksanakan tugas saya selalu merasa penuh tanggung jawab untuk menyelesaikannya dengan baik dan tepat waktu					

Lampiran 2. Deskripsi Variabel

1. Gaya Kepemimpinan Transformasional

Descriptive Statistics

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
II	130	2,00	5,00	3,8538	,05472	,62396
IM	130	3,00	5,00	4,0692	,04256	,48526
IS	130	3,00	5,00	3,8385	,05099	,58142
IC	130	3,00	5,00	4,0385	,05717	,65182
Valid N (listwise)	130					

2. Hubungan Rekan Kerja

Descriptive Statistics

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
SK	130	3,00	5,00	4,4231	,04867	,55497
SM	130	3,00	5,00	4,2923	,04816	,54908
BKRJ	130	3,00	5,00	4,1846	,05545	,63227
Valid N (listwise)	130					

3. Kreativitas

Descriptive Statistics

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
IB	130	3,00	5,00	4,0154	,05348	,60980
SOLUSI	130	3,00	5,00	4,0154	,05236	,59695
BK	130	3,00	5,00	3,9846	,05120	,58382
Valid N (listwise)	130					

4. Kinerja Pegawai

Descriptive Statistics

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
KUAL	130	2,00	5,00	4,0077	,04822	,54979
KUAN	130	3,00	5,00	3,9923	,05180	,59057
KW	130	3,00	5,00	4,2692	,04979	,56772
Valid N (listwise)	130					

Lampiran 3. Uji Reliabilitas

1. Gaya Kepemimpinan Transformasional

Reliability Statistics

Cronbach's Alpha	N of Items
,722	4

2. Hubungan Rekan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
,806	3

3. Kreativitas

Reliability Statistics

Cronbach's Alpha	N of Items
,862	3

4. Kinerja Pegawai

Reliability Statistics

Cronbach's Alpha	N of Items
,723	3

Lampiran 4. Uji Validitas

1. Gaya Kepemimpinan Transformasional

Correlations

		II	IM	IS	IC	GKT
II	Pearson Correlation	1	,463**	,354**	,155	,675**
	Sig. (2-tailed)		,000	,000	,078	,000
	N	130	130	130	130	130
IM	Pearson Correlation	,463**	1	,467**	,473**	,785**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	130	130	130	130	130
IS	Pearson Correlation	,354**	,467**	1	,524**	,792**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	130	130	130	130	130
IC	Pearson Correlation	,155	,473**	,524**	1	,724**
	Sig. (2-tailed)	,078	,000	,000		,000
	N	130	130	130	130	130
GKT	Pearson Correlation	,675**	,785**	,792**	,724**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	130	130	130	130	130

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

2. Hubungan Rekan Kerja

Correlations

		SK	SM	BKRJA	HRK
SK	Pearson Correlation	1	,679**	,480**	,843**
	Sig. (2-tailed)		,000	,000	,000
	N	130	130	130	130
SM	Pearson Correlation	,679**	1	,588**	,887**
	Sig. (2-tailed)	,000		,000	,000
	N	130	130	130	130
BKRJA	Pearson Correlation	,480**	,588**	1	,819**
	Sig. (2-tailed)	,000	,000		,000
	N	130	130	130	130
HRK	Pearson Correlation	,843**	,887**	,819**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	130	130	130	130

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

3. Kreativitas

Correlations

		IB	S	BK	KREATIVITAS
IB	Pearson Correlation	1	,711**	,651**	,889**
	Sig. (2-tailed)		,000	,000	,000
	N	130	130	130	130
S	Pearson Correlation	,711**	1	,666**	,899**
	Sig. (2-tailed)	,000		,000	,000
	N	130	130	130	130
BK	Pearson Correlation	,651**	,666**	1	,868**
	Sig. (2-tailed)	,000	,000		,000
	N	130	130	130	130
KREATIVITAS	Pearson Correlation	,889**	,899**	,868**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	130	130	130	130

4. Kinerja Pegawai

Correlations

		KUAL	KUAN	KW	KP
KUAL	Pearson Correlation	1	,476**	,440**	,740**
	Sig. (2-tailed)		,000	,000	,000
	N	130	130	130	130
KUAN	Pearson Correlation	,476**	1	,481**	,764**
	Sig. (2-tailed)	,000		,000	,000
	N	130	130	130	130
KW	Pearson Correlation	,440**	,481**	1	,765**
	Sig. (2-tailed)	,000	,000		,000
	N	130	130	130	130
KP	Pearson Correlation	,740**	,764**	,765**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	130	130	130	130

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

Lampiran 5. Uji Normalitas

1. Model 1

One-Sample Kolmogorov-Smirnov Test

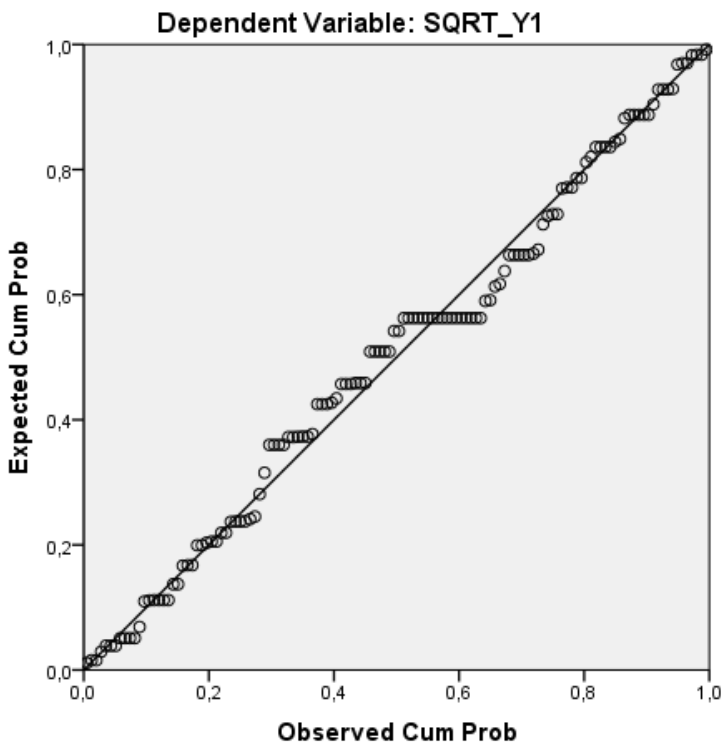
		Unstandardized Residual
N		130
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,23943265
Most Extreme Differences	Absolute	,075
	Positive	,075
	Negative	-,067
Test Statistic		,075
Asymp. Sig. (2-tailed)		,067 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Normal P-P Plot of Regression Standardized Residual



2. Model 2

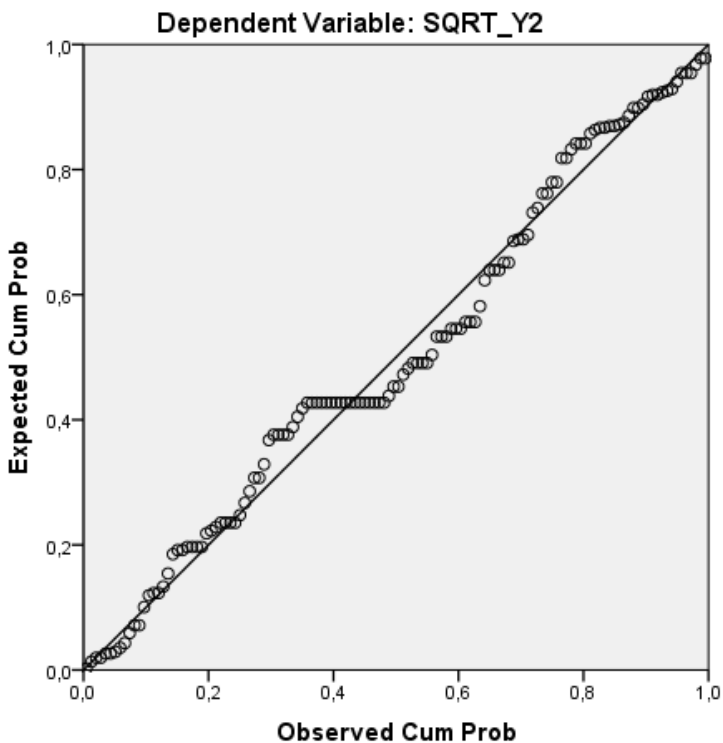
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		130
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,14703678
Most Extreme Differences	Absolute	,075
	Positive	,074
	Negative	-,075
Test Statistic		,075
Asymp. Sig. (2-tailed)		,069 ^c

a. Test distribution is Normal.

b. Calculated from data.

Normal P-P Plot of Regression Standardized Residual



Lampiran 6. Uji Multikolinearitas

1. Model 1

Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
SQRT_X1	,761	1,314
SQRT_X2	,761	1,314

a. Dependent Variable: SQRT_Y1

2. Model 2

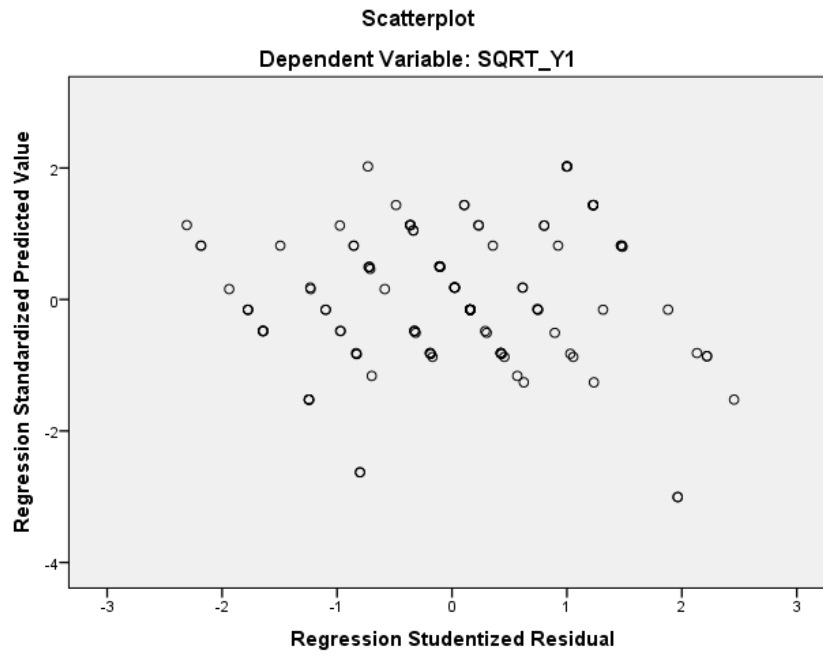
Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
SQRT_X1	,761	1,314
SQRT_X2	,761	1,314
SQRT_Y1	1,000	1,000

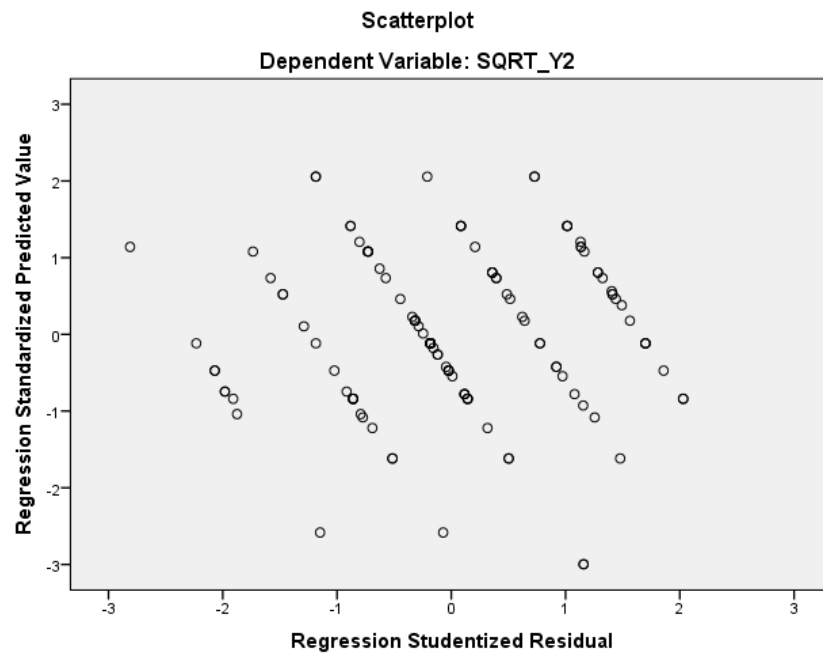
a. Dependent Variable: SQRT_Y2

Lampiran 7. Uji Heteroskedastisitas

1. Model 1



2. Model 2



Lampiran 8. Analisis Regresi Berganda

1. Model 1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,641	,396		4,141	,000
	SQRT_X1	,247	,099	,234	2,486	,014
	SQRT_X2	,230	,109	,199	2,112	,037

a. Dependent Variable: SQRT_Y1

2. Model 2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,264	,243		9,306	,000
	SQRT_X1	,187	,061	,283	3,058	,003
	SQRT_X2	,139	,067	,192	2,072	,040
	SQRT_Y1	,188	,053	,301	3,576	,000

a. Dependent Variable: SQRT_Y2

Lampiran 9. Uji t

1. Model 1

Coefficients^a

Model	t	Sig.	Collinearity Statistics	
			Tolerance	VIF
1 (Constant)	4,141	,000		
SQRT_X1	2,486	,014	,761	1,314
SQRT_X2	2,112	,037	,761	1,314

a. Dependent Variable: SQRT_Y1

2. Model 2

Coefficients^a

Model	t	Sig.	Collinearity Statistics	
			Tolerance	VIF
1 (Constant)	9,306	,000		
SQRT_X1	3,058	,003	,761	1,314
SQRT_X2	2,072	,040	,761	1,314
SQRT_Y1	3,576	,000	1,000	1,000

a. Dependent Variable: SQRT_Y2

Lampiran 10. Uji F

1. Model 1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,207	2	,604	10,366	,000 ^b
	Residual	7,395	127	,058		
	Total	8,603	129			

a. Dependent Variable: SQRT_Y1

b. Predictors: (Constant), SQRT_X2, SQRT_X1

2. Model 2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,657	3	,219	10,207	,000 ^b
	Residual	2,704	126	,021		
	Total	3,362	129			

a. Dependent Variable: SQRT_Y2

b. Predictors: (Constant), SQRT_Y1, SQRT_X2, SQRT_X1

Lampiran 11. Analisis Regresi Berganda

3. Model 1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,641	,396		4,141	,000
	SQRT_X1	,247	,099	,234	2,486	,014
	SQRT_X2	,230	,109	,199	2,112	,037

a. Dependent Variable: SQRT_Y1

4. Model 2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,264	,243		9,306	,000
	SQRT_X1	,187	,061	,283	3,058	,003
	SQRT_X2	,139	,067	,192	2,072	,040
	SQRT_Y1	,188	,053	,301	3,576	,000

a. Dependent Variable: SQRT_Y2

Lampiran 12. Uji R Square

1. Model 1

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,413 ^a	,170	,157	,14819

a. Predictors: (Constant), SQRT_X2, SQRT_X1

b. Dependent Variable: SQRT_Y2

2. Model 2

Model Summary^b

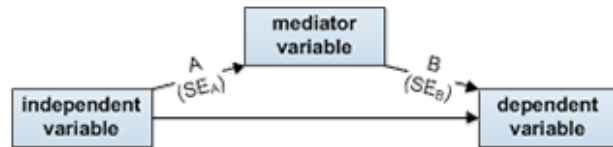
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,442 ^a	,196	,176	,14650

a. Predictors: (Constant), SQRT_Y1, SQRT_X2, SQRT_X1

b. Dependent Variable: SQRT_Y2

Lampiran 13. Uji Sobel

1. Model I



A: ?

B: ?

SE_A: ?

SE_B: ?

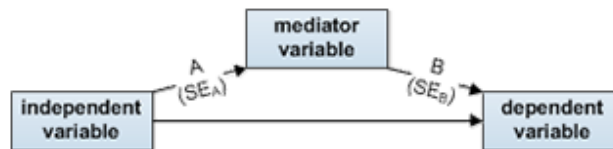
Calculate!

Sobel test statistic: 2.18218849

One-tailed probability: 0.01454781

Two-tailed probability: 0.02909562

2. Model 2



A: ?

B: ?

SE_A: ?

SE_B: ?

Calculate!

Sobel test statistic: 1.73808790

One-tailed probability: 0.04109766

Two-tailed probability: 0.08219533