

Hal : Permohonan menjadi responden
Lamp : 1 (satu) set kuesioner

Kepada
Yth. Bapak/ Ibu/ saudara/ I Responden

Dengan hormat,

Dalam rangka penyusunan Tesis untuk memenuhi tugas akhir sebagai mahasiswa program S1 Universitas Sultan Agung Semarang, saya:

Nama : GANA GENITIFA GANDHI

NIM : 30401612432

Akan mengadakan penelitian ilmiah dengan judul “Pengaruh Kepemimpinan Transformasional Dan Kompensasi Terhadap Kinerja Pegawai dengan dimediasi oleh Kepuasan Kerja (Studi pada Pegawai Dinas Perhubungan (DISHUB) Kota Salatiga)”. Sehubungan dengan hal tersebut, saya mohon partisipasi saudara/i untuk menjadi responden guna menjawab seluruh pertanyaan yang ada. Besar harapan saya, apabila Saudara/i berkenan mengisi semua pertanyaan dalam kuesioner ini.

Saya akan menjamin kerahasiaan dari semua pendapat atau opini atau komentar yang saudara/i berikan dalam kuesioner terlampir sesuai dengan etika penelitian. Semua data tersebut hanya akan digunakan dalam penelitian ini saja dan hanya ringkasan hasil analisis yang akan dilaporkan atau dipublikasikan.

Demikian surat permohonan ini saya sampaikan. Atas kesediaan dan partisipasinya saudara/i, saya mengucapkan terima kasih.

Semarang, Desember 2018
Hormat saya,

(Gana Genitifa Gandhi)

IDENTITAS RESPONDEN

Nama : (boleh tidak diisi)

Umur : tahun

Jenis kelamin : Laki-Laki
Perempuan

Pendidikan Terakhir : SD SLTA S1
SLTP D3 S2

Masa Kerja : 1 – 5 tahun
6 – 10 tahun
> 10 tahun

PETUNJUK MENGERJAKAN

Bapak/Ibu dimohon menjawab setiap pernyataan berikut dengan memilih salah satu jawaban yang sesuai dengan keadaan Bapak/Ibu dengan cara memberi tanda silang (X) atau melingkari salah satu angka pada skala 1 sampai 5:

- 1 : Sangat Tidak Setuju (STS)
- 2 : Tidak Setuju (TS)
- 3 : Netral (N)
- 4 : Setuju (S)
- 5 : Sangat Setuju (SS)

A. Kepemimpinan Transformasional

NO	PERNYATAAN	SS	S	N	TS	STS
1	Pimpinan saya menjadi <i>role model</i> yang dikagumi					
2	Pimpinan saya sangat dihargai oleh bawahannya					
3	Perintah pimpinan diikuti oleh bawahannya.					
4	Pimpinan saya mampu memberikan inspirasi pada bawahannya					
5	Pimpinan saya selalu memotivasi bawahan untuk bekerja dengan baik					
6	Pimpinan saya mampu mendorong (menstimulasi) bawahan untuk kreatif					
7	Pimpinan saya mampu mendorong bawahan untuk menciptakan inovasi baru.					
8	Pimpinan saya mampu memahami dan menghargai bawahan berdasarkan kebutuhan bawahan					
9	Pimpinan saya memperhatikan keinginan berprestasi dan berkembang parabawahan					

B. Kompensasi

NO	PERNYATAAN	SS	S	N	TS	STS
1	Organisasi dalam memberikan gaji setiap bulan kepada pegawai cukup layak serta sesuai dengan penempatan kerja					
2	Bonus yang diberikan Organisasi kepada pegawai selama ini dapat meningkatkan semangat kerja dalam bekerja					
3	Organisasi telah memberikan insentif secara adil kepada pegawai.					
4	Tunjangan yang diberikan sesuai dengan peran/posisi pegawai di Organisasi					
5	Adanya asuransi kesehatan bagi pegawai dapat membantu untuk kesejahteraan keluarga					
6	Pegawai berhak mengambil cuti istirahat setelah melalui ijin dari pimpinan.					
7	Organisasi memiliki rencana pemberian pesangon kepada pegawai yang pensiun.					

C. Kepuasan Kerja

NO	PERNYATAAN	SS	S	N	TS	STS
1	Pekerjaan ini sangat menarik					
2	Pegawai sangat suka melaksanakan pekerjaan ini.					
3	Organisasi ini memberikan gaji yang lebih baik, daripada lainnya.					
4	Gaji yang cukup, mengingat tanggung jawab yang dipikul.					
5	Adanya pemberian gaji lebih untuk apa yang telah dikerjakan.					
6	Tunjangan yang diterima sudah cukup banyak.					
7	Pegawai suka dengan dasar (patokan) yang digunakan untuk promosi dalam organisasi ini.					
8	Promosi sering terjadi dalam organisasi ini.					
9	Apabila melaksanakan pekerjaan dengan baik, pegawai akan dipromosikan.					
10	Pimpinan memberikan umpan balik pada pegawai dengan mengikutsertakan diklat setiap bulannya.					
11	Pimpinan selalu mengevaluasi pekerjaan pegawai					
12	Hubungan antar/ dengan rekan sekerja terbina dengan baik					
13	Hubungan dengan atasan terbina dengan baik					

D. Kinerja Pegawai

NO	PERNYATAAN	SS	S	N	TS	STS
1	Handal menjalankan beban pekerjaan yang menjadi tanggung jawabnya.					
2	Tanggap dengan pekerjaan di instansi ini.					
3	Instansi memberikan jaminan layanan publik yang terbaik.					
4	Berempati pada publik yang membutuhkan layanan pada instansi ini.					
5	Wujud fisik (fasilitas) sudah memadai.					
6	Jujur dalam melaporkan hasil pekerjaan sesuai apa adanya					
7	Ikhlas dalam melaksanakan tugas pekerjaan.					
8	Bertanggungjawab dalam melaksanakan tugas pekerjaan.					
9	Setia dan loyal pada instansi ini.					
10	Berusaha mengutamakan kepentingan dinas daripada kepentingan pribadi.					
11	Hadir di tempat kerja tepat waktu.					
12	Mentaati peraturan perundang-undangan dan kedinasan serta mampu menjaga barang-barang milik negara					
13	Menghargai pendapat orang lain untuk mencapai tujuan instansi					
14	Menerima dan menjalankan setiap keputusan yang telah ditetapkan.					

Frequencies

Statistics

	N	Mean	Median	Mode	Std.	Minimu	Maximu
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	Valid	Missing				Deviation	m	m
X1.1	103	0	4.14	4.00	4	.780	2	5
X1.2	103	0	4.15	4.00	5	.833	2	5
X1.3	103	0	3.97	4.00	5	.965	2	5
X1.4	103	0	4.06	4.00	5	.916	2	5
X1.5	103	0	4.05	4.00	5	.933	2	5
X1.6	103	0	4.12	4.00	5	.867	2	5
X1.7	103	0	3.92	4.00	5	1.026	2	5
X1.8	103	0	4.06	4.00	4	.802	3	5
X1.9	103	0	3.96	4.00	4	.969	2	5
Kepemimpinan Transformasional	103	0	4.0461	4.0000	5.00	.75895	2.56	5.00

Frequency Table

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.0	1.0	1.0
3	22	21.4	21.4	22.3
4	42	40.8	40.8	63.1
5	38	36.9	36.9	100.0
Total	103	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.0	1.0	1.0
3	26	25.2	25.2	26.2
4	33	32.0	32.0	58.3
5	43	41.7	41.7	100.0
Total	103	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	6.8	6.8	6.8
	3	28	27.2	27.2	34.0
	4	29	28.2	28.2	62.1
	5	39	37.9	37.9	100.0
	Total	103	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	5.8	5.8	5.8
	3	22	21.4	21.4	27.2
	4	35	34.0	34.0	61.2
	5	40	38.8	38.8	100.0
	Total	103	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	5.8	5.8	5.8
	3	24	23.3	23.3	29.1
	4	32	31.1	31.1	60.2
	5	41	39.8	39.8	100.0
	Total	103	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.0	1.0	1.0
	3	30	29.1	29.1	30.1
	4	28	27.2	27.2	57.3
	5	44	42.7	42.7	100.0
	Total	103	100.0	100.0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	13	12.6	12.6	12.6
3	19	18.4	18.4	31.1
4	34	33.0	33.0	64.1
5	37	35.9	35.9	100.0
Total	103	100.0	100.0	

X1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	30	29.1	29.1	29.1
4	37	35.9	35.9	65.0
5	36	35.0	35.0	100.0
Total	103	100.0	100.0	

X1.9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	13	12.6	12.6	12.6
3	11	10.7	10.7	23.3
4	46	44.7	44.7	68.0
5	33	32.0	32.0	100.0
Total	103	100.0	100.0	

Frequencies**Statistics**

	N		Mean	Median	Mode	Std. Deviation	Minimum	Maximum
	Valid	Missing						
X2.1	103	0	4.15	5.00	5	.944	2	5
X2.2	103	0	4.03	5.00	5	1.124	2	5
X2.3	103	0	4.16	5.00	5	1.017	2	5
X2.4	103	0	4.11	4.00	5	1.047	2	5
X2.5	103	0	4.14	5.00	5	.971	2	5
X2.6	103	0	3.94	4.00	5	1.162	2	5
X2.7	103	0	4.14	4.00	5	.971	2	5
Kompensasi	103	0	4.0926	4.1400	5.00	.94934	2.00	5.00

Frequency Table**X2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2	2	1.9	1.9	1.9
	3	33	32.0	32.0	34.0
	4	16	15.5	15.5	49.5
	5	52	50.5	50.5	100.0
Total		103	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	14	13.6	13.6	13.6
	3	21	20.4	20.4	34.0
	4	16	15.5	15.5	49.5
	5	52	50.5	50.5	100.0
Total		103	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	9.7	9.7	9.7
	3	16	15.5	15.5	25.2
	4	25	24.3	24.3	49.5
	5	52	50.5	50.5	100.0
Total		103	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	10.7	10.7	10.7
	3	18	17.5	17.5	28.2
	4	23	22.3	22.3	50.5
	5	51	49.5	49.5	100.0
Total		103	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.9	2.9	2.9
	3	33	32.0	32.0	35.0
	4	14	13.6	13.6	48.5
	5	53	51.5	51.5	100.0
	Total	103	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	18	17.5	17.5	17.5
	3	18	17.5	17.5	35.0
	4	19	18.4	18.4	53.4
	5	48	46.6	46.6	100.0
	Total	103	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.9	4.9	4.9
	3	27	26.2	26.2	31.1
	4	20	19.4	19.4	50.5
	5	51	49.5	49.5	100.0
	Total	103	100.0	100.0	

Frequencies

Statistics

	N		Mean	Median	Mode	Std. Deviation	Minimum	Maximum
	Valid	Missing						
Y1.1	103	0	3.85	4.00	5	1.014	2	5
Y1.2	103	0	3.95	4.00	4	.943	2	5
Y1.3	103	0	3.75	4.00	4	1.064	2	5
Y1.4	103	0	3.76	4.00	4	.891	2	5
Y1.5	103	0	3.77	4.00	4	1.050	2	5
Y1.6	103	0	4.04	4.00	5	.959	2	5
Y1.7	103	0	3.75	4.00	5	1.091	2	5
Y1.8	103	0	3.93	4.00	5	1.069	2	5
Y1.9	103	0	3.91	4.00	4	.991	2	5
Y1.10	103	0	3.83	4.00	4	.923	2	5
Y1.11	103	0	3.90	4.00	4	.934	2	5
Y1.12	103	0	3.85	4.00	4 ^a	1.033	2	5
Y1.13	103	0	3.84	4.00	5	1.100	2	5
Kepuasan Kerja	103	0	3.8563	4.0000	5.00	.88196	2.00	5.00

a. Multiple modes exist. The smallest value is shown

Frequency Table

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	11	10.7	10.7	10.7
3	28	27.2	27.2	37.9
4	29	28.2	28.2	66.0
5	35	34.0	34.0	100.0
Total	103	100.0	100.0	

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	7.8	7.8	7.8
3	24	23.3	23.3	31.1
4	36	35.0	35.0	66.0
5	35	34.0	34.0	100.0
Total	103	100.0	100.0	

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2	19	18.4	18.4	18.4
	3	17	16.5	16.5	35.0
	4	38	36.9	36.9	71.8
	5	29	28.2	28.2	100.0
Total		103	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	6.8	6.8	6.8
	3	35	34.0	34.0	40.8
	4	37	35.9	35.9	76.7
	5	24	23.3	23.3	100.0
Total		103	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	19	18.4	18.4	18.4
	3	14	13.6	13.6	32.0
	4	42	40.8	40.8	72.8
	5	28	27.2	27.2	100.0
Total		103	100.0	100.0	

Y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	6.8	6.8	6.8
	3	24	23.3	23.3	30.1
	4	30	29.1	29.1	59.2
	5	42	40.8	40.8	100.0
Total		103	100.0	100.0	

Y1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	18	17.5	17.5	17.5
	3	23	22.3	22.3	39.8
	4	29	28.2	28.2	68.0
	5	33	32.0	32.0	100.0
	Total	103	100.0	100.0	

Y1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	16	15.5	15.5	15.5
	3	14	13.6	13.6	29.1
	4	34	33.0	33.0	62.1
	5	39	37.9	37.9	100.0
	Total	103	100.0	100.0	

Y1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	11.7	11.7	11.7
	3	19	18.4	18.4	30.1
	4	38	36.9	36.9	67.0
	5	34	33.0	33.0	100.0
	Total	103	100.0	100.0	

Y1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	11.7	11.7	11.7
	3	18	17.5	17.5	29.1
	4	49	47.6	47.6	76.7
	5	24	23.3	23.3	100.0
	Total	103	100.0	100.0	

Y1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	6.8	6.8	6.8
	3	29	28.2	28.2	35.0
	4	34	33.0	33.0	68.0
	5	33	32.0	32.0	100.0
	Total	103	100.0	100.0	

Y1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	14	13.6	13.6	13.6
	3	21	20.4	20.4	34.0
	4	34	33.0	33.0	67.0
	5	34	33.0	33.0	100.0
	Total	103	100.0	100.0	

Y1.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	18	17.5	17.5	17.5
	3	17	16.5	16.5	34.0
	4	31	30.1	30.1	64.1
	5	37	35.9	35.9	100.0
	Total	103	100.0	100.0	

Frequencies

Statistics

	N		Mean	Median	Mode	Std. Deviation	Minimum	Maximum
	Valid	Missing						
Y2.1	103	0	4.03	4.00	5	.975	2	5
Y2.2	103	0	4.22	5.00	5	.885	2	5
Y2.3	103	0	3.95	4.00	5	1.061	2	5
Y2.4	103	0	4.15	4.00	5	.890	2	5
Y2.5	103	0	3.99	4.00	5	1.052	2	5
Y2.6	103	0	4.22	5.00	5	.885	2	5
Y2.7	103	0	3.94	4.00	5	1.092	2	5
Y2.8	103	0	3.97	4.00	5	1.071	2	5
Y2.9	103	0	3.93	4.00	5	1.078	2	5
Y2.10	103	0	4.07	4.00	5	.983	2	5
Y2.11	103	0	4.22	5.00	5	.896	2	5
Y2.12	103	0	3.97	4.00	5	1.071	2	5
Y2.13	103	0	4.22	5.00	5	.885	2	5
Y2.14	103	0	3.98	4.00	5	1.093	2	5
Kinerja Pegawai	103	0	4.0628	4.2900	5.00	.83319	2.00	5.00

Frequency Table

Y2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	6.8	6.8	6.8
3	26	25.2	25.2	32.0
4	27	26.2	26.2	58.3
5	43	41.7	41.7	100.0
Total	103	100.0	100.0	

Y2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.9	1.9	1.9
3	25	24.3	24.3	26.2
4	24	23.3	23.3	49.5
5	52	50.5	50.5	100.0
Total	103	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	15	14.6	14.6	14.6
	3	15	14.6	14.6	29.1
	4	33	32.0	32.0	61.2
	5	40	38.8	38.8	100.0
	Total	103	100.0	100.0	

Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.9	1.9	1.9
	3	28	27.2	27.2	29.1
	4	26	25.2	25.2	54.4
	5	47	45.6	45.6	100.0
	Total	103	100.0	100.0	

Y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	15	14.6	14.6	14.6
	3	12	11.7	11.7	26.2
	4	35	34.0	34.0	60.2
	5	41	39.8	39.8	100.0
	Total	103	100.0	100.0	

Y2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.9	1.9	1.9
	3	25	24.3	24.3	26.2
	4	24	23.3	23.3	49.5
	5	52	50.5	50.5	100.0
	Total	103	100.0	100.0	

Y2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	15	14.6	14.6	14.6
	3	19	18.4	18.4	33.0
	4	26	25.2	25.2	58.3
	5	43	41.7	41.7	100.0
	Total	103	100.0	100.0	

Y2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	15	14.6	14.6	14.6
	3	15	14.6	14.6	29.1
	4	31	30.1	30.1	59.2
	5	42	40.8	40.8	100.0
	Total	103	100.0	100.0	

Y2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	16	15.5	15.5	15.5
	3	15	14.6	14.6	30.1
	4	32	31.1	31.1	61.2
	5	40	38.8	38.8	100.0
	Total	103	100.0	100.0	

Y2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	6.8	6.8	6.8
	3	25	24.3	24.3	31.1
	4	25	24.3	24.3	55.3
	5	46	44.7	44.7	100.0
	Total	103	100.0	100.0	

Y2.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.9	1.9	1.9
	3	26	25.2	25.2	27.2
	4	22	21.4	21.4	48.5
	5	53	51.5	51.5	100.0
	Total	103	100.0	100.0	

Y2.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	15	14.6	14.6	14.6
	3	15	14.6	14.6	29.1
	4	31	30.1	30.1	59.2
	5	42	40.8	40.8	100.0
	Total	103	100.0	100.0	

Y2.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.9	1.9	1.9
	3	25	24.3	24.3	26.2
	4	24	23.3	23.3	49.5
	5	52	50.5	50.5	100.0
	Total	103	100.0	100.0	

Y2.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	16	15.5	15.5	15.5
	3	14	13.6	13.6	29.1
	4	29	28.2	28.2	57.3
	5	44	42.7	42.7	100.0
	Total	103	100.0	100.0	

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.877
Bartlett's Test of Sphericity	Approx. Chi-Square	940.466
	df	36
	Sig.	.000

Communalities

	Initial	Extraction
X1.1	1.000	.754
X1.2	1.000	.626
X1.3	1.000	.750
X1.4	1.000	.719
X1.5	1.000	.619
X1.6	1.000	.653
X1.7	1.000	.867
X1.8	1.000	.663
X1.9	1.000	.753

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.403	71.145	71.145	6.403	71.145	71.145
2	.834	9.270	80.415			
3	.544	6.046	86.461			
4	.409	4.545	91.006			
5	.275	3.057	94.062			
6	.200	2.220	96.282			
7	.172	1.915	98.197			
8	.102	1.137	99.334			
9	.060	.666	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
X1.1	.868
X1.2	.791
X1.3	.866
X1.4	.848
X1.5	.787
X1.6	.808
X1.7	.931
X1.8	.814
X1.9	.868

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.794
Bartlett's Test of Sphericity	Approx. Chi-Square	1.063E3
	df	21
	Sig.	.000

Communalities

	Initial	Extraction
X2.1	1.000	.844
X2.2	1.000	.844
X2.3	1.000	.822
X2.4	1.000	.747
X2.5	1.000	.902
X2.6	1.000	.930
X2.7	1.000	.812

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.901	84.305	84.305	5.901	84.305	84.305
2	.461	6.585	90.890			
3	.292	4.169	95.059			
4	.150	2.144	97.203			
5	.094	1.339	98.542			
6	.077	1.107	99.649			
7	.025	.351	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
X2.1	.919
X2.2	.919
X2.3	.907
X2.4	.864
X2.5	.950
X2.6	.964
X2.7	.901

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.799
Bartlett's Test of Sphericity	Approx. Chi-Square	2.302E3
	df	78
	Sig.	.000

Communalities

	Initial	Extraction
Y1.1	1.000	.676
Y1.2	1.000	.820
Y1.3	1.000	.912
Y1.4	1.000	.721
Y1.5	1.000	.833
Y1.6	1.000	.832
Y1.7	1.000	.776
Y1.8	1.000	.792
Y1.9	1.000	.804
Y1.10	1.000	.829
Y1.11	1.000	.875
Y1.12	1.000	.863
Y1.13	1.000	.395

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.129	77.915	77.915	10.129	77.915	77.915
2	.809	6.224	84.140			
3	.674	5.185	89.325			
4	.430	3.310	92.635			
5	.236	1.815	94.450			
6	.191	1.467	95.917			
7	.168	1.295	97.212			
8	.147	1.129	98.341			
9	.113	.868	99.209			
10	.058	.447	99.656			
11	.022	.173	99.829			
12	.012	.095	99.924			
13	.010	.076	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
--	-----------

	1
Y1.1	.822
Y1.2	.906
Y1.3	.955
Y1.4	.849
Y1.5	.912
Y1.6	.912
Y1.7	.881
Y1.8	.890
Y1.9	.897
Y1.10	.911
Y1.11	.935
Y1.12	.929
Y1.13	.629

Extraction Method:
Principal Component
Analysis.

a. 1 components extracted.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.870
Bartlett's Test of Sphericity	Approx. Chi-Square	2.459E3
	df	91
	Sig.	.000

Communalities

	Initial	Extraction
Y2.1	1.000	.738
Y2.2	1.000	.819
Y2.3	1.000	.860
Y2.4	1.000	.718
Y2.5	1.000	.822
Y2.6	1.000	.806
Y2.7	1.000	.809
Y2.8	1.000	.857
Y2.9	1.000	.818
Y2.10	1.000	.461
Y2.11	1.000	.556
Y2.12	1.000	.591
Y2.13	1.000	.512
Y2.14	1.000	.522

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9.891	70.653	70.653	9.891	70.653	70.653
2	2.257	16.125	86.778			
3	.519	3.709	90.488			
4	.426	3.041	93.529			
5	.177	1.265	94.794			
6	.163	1.165	95.959			
7	.134	.956	96.915			
8	.125	.892	97.808			
9	.096	.682	98.490			
10	.081	.579	99.069			
11	.053	.381	99.450			
12	.039	.276	99.727			
13	.031	.221	99.948			
14	.007	.052	100.000			

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9.891	70.653	70.653	9.891	70.653	70.653
2	2.257	16.125	86.778			
3	.519	3.709	90.488			
4	.426	3.041	93.529			
5	.177	1.265	94.794			
6	.163	1.165	95.959			
7	.134	.956	96.915			
8	.125	.892	97.808			
9	.096	.682	98.490			
10	.081	.579	99.069			
11	.053	.381	99.450			
12	.039	.276	99.727			
13	.031	.221	99.948			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
Y2.1	.859
Y2.2	.905
Y2.3	.927
Y2.4	.848
Y2.5	.907
Y2.6	.898
Y2.7	.900
Y2.8	.926
Y2.9	.905
Y2.10	.679
Y2.11	.746
Y2.12	.769
Y2.13	.716
Y2.14	.723

Extraction Method:
Principal Component
Analysis.

a. 1 components extracted.

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	103	100.0
	Excluded ^a	0	.0
	Total	103	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.948	9

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	32.28	38.087	.831	.941
X1.2	32.27	38.396	.737	.945
X1.3	32.45	36.191	.825	.941
X1.4	32.36	36.938	.801	.942
X1.5	32.37	37.470	.732	.946
X1.6	32.30	37.879	.756	.944
X1.7	32.50	34.684	.907	.936
X1.8	32.36	38.468	.762	.944
X1.9	32.46	36.094	.830	.941

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	103	100.0
	Excluded ^a	0	.0
	Total	103	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.968	7

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	24.50	33.566	.887	.963
X2.2	24.62	31.630	.890	.963
X2.3	24.50	32.978	.868	.964
X2.4	24.54	33.133	.823	.967
X2.5	24.51	32.899	.926	.960
X2.6	24.71	30.581	.951	.958
X2.7	24.51	33.488	.865	.964

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	103	100.0
	Excluded ^a	0	.0
	Total	103	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.975	13

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	46.28	113.243	.796	.974
Y1.2	46.18	112.819	.885	.972
Y1.3	46.39	109.377	.941	.971
Y1.4	46.38	114.904	.825	.973
Y1.5	46.37	110.627	.893	.972
Y1.6	46.10	112.422	.890	.972
Y1.7	46.39	110.495	.862	.973
Y1.8	46.20	110.850	.865	.972
Y1.9	46.22	112.175	.871	.972
Y1.10	46.31	113.138	.890	.972
Y1.11	46.23	112.298	.923	.971
Y1.12	46.28	110.557	.913	.971
Y1.13	46.29	116.248	.590	.979

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	103	100.0
	Excluded ^a	0	.0
	Total	103	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.967	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1	52.84	117.701	.826	.964
Y2.2	52.65	118.504	.874	.963
Y2.3	52.92	114.621	.898	.962
Y2.4	52.73	119.572	.810	.964
Y2.5	52.88	115.202	.877	.963
Y2.6	52.65	118.622	.868	.963
Y2.7	52.93	114.652	.867	.963
Y2.8	52.90	114.461	.896	.962
Y2.9	52.94	114.859	.870	.963
Y2.10	52.81	120.903	.660	.967
Y2.11	52.65	120.955	.729	.966
Y2.12	52.90	117.481	.754	.965
Y2.13	52.65	121.779	.695	.966
Y2.14	52.89	118.194	.704	.967

NPar Tests Model I

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		103
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.58672920
Most Extreme Differences	Absolute	.169
	Positive	.132
	Negative	-.169
Kolmogorov-Smirnov Z		1.013
Asymp. Sig. (2-tailed)		.106

a. Test distribution is Normal.

NPar Tests Model II

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		103
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.56747930
Most Extreme Differences	Absolute	.085
	Positive	.085
	Negative	-.073
Kolmogorov-Smirnov Z		.861
Asymp. Sig. (2-tailed)		.448

a. Test distribution is Normal.

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kompensasi, Kepemimpinan Transformasional ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.747 ^a	.557	.549	.59257

a. Predictors: (Constant), Kompensasi, Kepemimpinan Transformasional

b. Dependent Variable: Kepuasan Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44.228	2	22.114	62.978	.000 ^a
	Residual	35.114	100	.351		
	Total	79.341	102			

a. Predictors: (Constant), Kompensasi, Kepemimpinan Transformasional

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	.394	.321		1.226	.223		
Kepemimpinan Transformasional	.512	.110	.441	4.652	.000	.493	2.028
Kompensasi	.340	.088	.366	3.860	.000	.493	2.028

a. Dependent Variable: Kepuasan Kerja

Collinearity Diagnostics^a

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Kepemimpinan Transformasional	Kompensasi
1	1	2.963	1.000	.00	.00	.00
	2	.026	10.672	.74	.01	.38
	3	.011	16.492	.25	.99	.62

a. Dependent Variable: Kepuasan Kerja

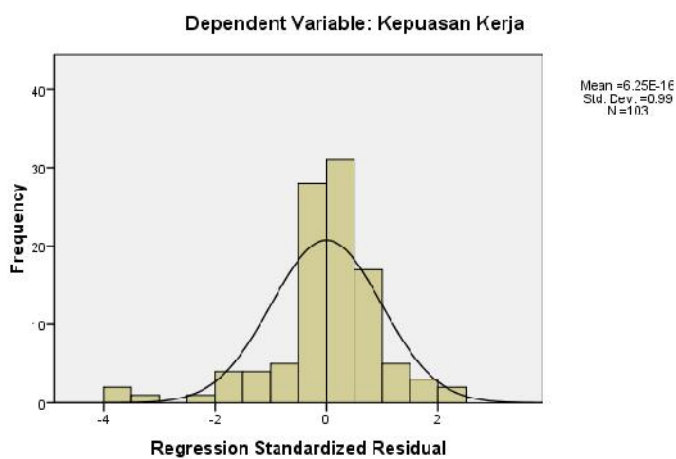
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.5779	4.6531	3.8563	.65849	103
Std. Predicted Value	-1.941	1.210	.000	1.000	103
Standard Error of Predicted Value	.059	.275	.096	.032	103
Adjusted Predicted Value	2.5682	4.7079	3.8560	.65951	103
Residual	-2.11310	1.36615	.00000	.58673	103
Std. Residual	-3.566	2.305	.000	.990	103
Stud. Residual	-3.612	2.604	.000	1.011	103
Deleted Residual	-2.16788	1.74287	.00028	.61292	103
Stud. Deleted Residual	-3.854	2.684	-.006	1.041	103
Mahal. Distance	.010	21.057	1.981	2.601	103
Cook's Distance	.000	.623	.016	.065	103
Centered Leverage Value	.000	.206	.019	.026	103

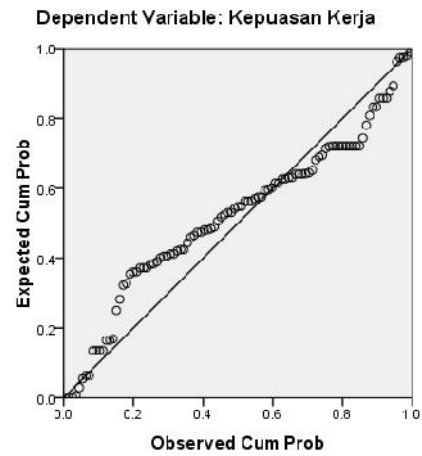
a. Dependent Variable: Kepuasan Kerja

Charts

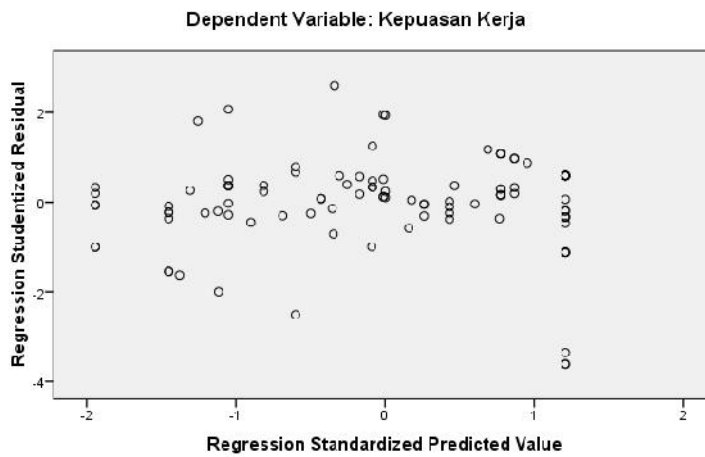
Histogram



Normal P-P Plot of Regression Standardized Residual



Scatterplot



```
REGRESSION  
/MISSING LISTWISE  
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL  
/CRITERIA=PIN(.05) POUT(.10)  
/NOORIGIN  
/DEPENDENT Y2  
/METHOD=ENTER X1 X2 Y1  
/SCATTERPLOT=(*SRESID ,*ZPRED)  
/RESIDUALS HIST(ZRESID) NORM(ZRESID).
```

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Kompensasi, Kepemimpinan Transformasional ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja Pegawai

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.732 ^a	.536	.522	.57601

a. Predictors: (Constant), Kepuasan Kerja, Kompensasi, Kepemimpinan Transformasional

b. Dependent Variable: Kinerja Pegawai

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37.962	3	12.654	38.138	.000 ^a
	Residual	32.847	99	.332		
	Total	70.809	102			

a. Predictors: (Constant), Kepuasan Kerja, Kompensasi, Kepemimpinan Transformasional

b. Dependent Variable: Kinerja Pegawai

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics
		B	Std. Error	Beta			Tolerance
1	(Constant)	.901	.314		2.867	.005	
	Kepemimpinan Transformasional	.265	.118	.242	2.249	.027	.405
	Kompensasi	.200	.092	.227	2.177	.032	.429
	Kepuasan Kerja	.329	.097	.349	3.389	.001	.443

a. Dependent Variable: Kinerja Pegawai

Collinearity Diagnostics^a

Dimens Model ion	Eigenvalue	Condition Index	Variance Proportions			
			(Constant)	Kepemimpinan Transformasional	Kompensasi	Kepuasan Kerja
1	3.945	1.000	.00	.00	.00	.00
2	.028	11.786	.79	.00	.13	.11
3	.016	15.703	.00	.00	.63	.73
4	.010	19.658	.21	1.00	.23	.16

a. Dependent Variable: Kinerja Pegawai

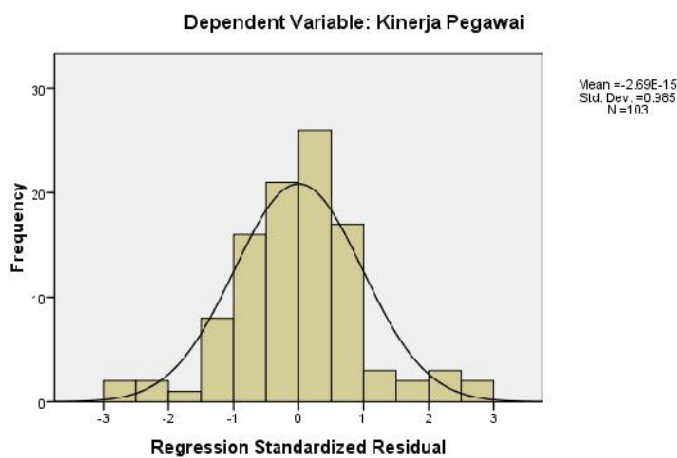
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.7529	4.8739	4.0628	.61006	103
Std. Predicted Value	-2.147	1.330	.000	1.000	103
Standard Error of Predicted Value	.058	.299	.106	.040	103
Adjusted Predicted Value	2.7157	4.8808	4.0628	.61881	103
Residual	-1.56354	1.61873	.00000	.56748	103
Std. Residual	-2.714	2.810	.000	.985	103
Stud. Residual	-2.948	3.028	.000	1.022	103
Deleted Residual	-1.84474	1.87881	-.00003	.61203	103
Stud. Deleted Residual	-3.071	3.162	.000	1.041	103
Mahal. Distance	.036	26.479	2.971	3.743	103
Cook's Distance	.000	.391	.021	.068	103
Centered Leverage Value	.000	.260	.029	.037	103

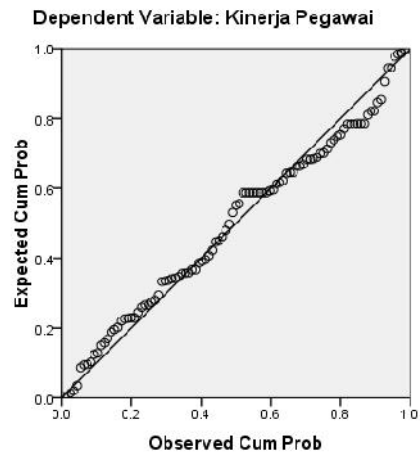
a. Dependent Variable: Kinerja Pegawai

Charts

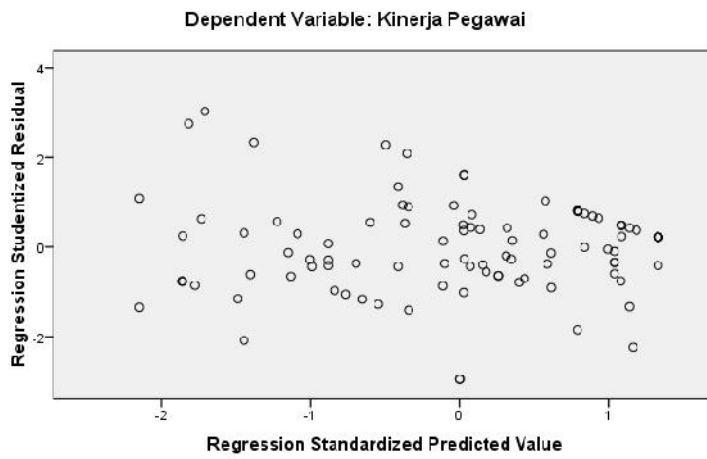
Histogram



Normal P-P Plot of Regression Standardized Residual



Scatterplot



Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kompensasi, Kepemimpinan Transformasional ^a		Enter

a. All requested variables entered.

b. Dependent Variable: absut1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.176 ^a	.031	.012	.48378

a. Predictors: (Constant), Kompensasi, Kepemimpinan Transformasional

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.749	2	.374	1.600	.207 ^a
	Residual	23.404	100	.234		
	Total	24.153	102			

a. Predictors: (Constant), Kompensasi, Kepemimpinan Transformasional

b. Dependent Variable: absut1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.029	.262		.111	.912
	Kepemimpinan Transformasional	.147	.090	.229	1.631	.106
	Kompensasi	-.046	.072	-.090	-.645	.521

a. Dependent Variable: absut1

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Kompensasi, Kepemimpinan Transformasional ^a		Enter

a. All requested variables entered.

b. Dependent Variable: absut2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.183 ^a	.034	.004	.41940

a. Predictors: (Constant), Kepuasan Kerja, Kompensasi, Kepemimpinan Transformasional

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.605	3	.202	1.146	.334 ^a
	Residual	17.414	99	.176		
	Total	18.018	102			

a. Predictors: (Constant), Kepuasan Kerja, Kompensasi, Kepemimpinan Transformasional

b. Dependent Variable: absut2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.638	.229		2.784	.006
	Kepemimpinan Transformasional	.082	.086	.148	.956	.342
	Kompensasi	.010	.067	.023	.153	.878
	Kepuasan Kerja	-.125	.071	-.263	-1.769	.080

a. Dependent Variable: absut2