

LAMPIRAN

NO.	Kepemimpinan					Kompetensi Intelektual				Motivasi Berprestasi					Kinerja SDM			
	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X2.3	X2.4	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y2.1	Y2.2	Y2.3	Y2.4
1	4	4	5	4	5	4	5	4	4	4	4	5	5	4	4	4	5	5
2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
3	4	4	4	4	4	5	5	5	5	4	4	4	4	4	5	4	4	5
4	4	4	4	4	5	5	4	5	4	4	4	5	4	4	4	4	5	5
5	5	5	5	5	5	4	4	4	4	5	5	5	5	5	5	5	5	5
6	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	5	5
7	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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9	5	4	4	4	4	4	4	4	4	4	5	4	5	4	4	5	4	5
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11	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
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14	4	4	4	4	5	4	5	4	4	4	4	5	4	4	5	4	4	4
15	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
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17	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
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25	4	4	4	5	5	3	4	4	4	4	3	5	5	4	4	4	3	4
26	4	4	4	5	5	4	4	4	4	4	4	5	4	5	4	4	4	4
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28	4	4	4	4	5	4	4	4	4	4	4	5	5	4	4	4	4	4
29	4	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	4	4
30	4	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	4	3
31	4	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	4	4
32	4	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	4	4

Lampiran 1 : Kuesioner

Nama :

Umur :

Pendidikan :

Jenis Kelamin : Perempuan dan Laki-laki

Petunjuk :

Berikan tanda (x) dari penilaian Bapak/ Ibu/ Saudara selama menjalani pekerjaan sehari-hari dengan kriteria sebagai berikut :

STS	TS	N	S	SS
1	2	3	4	5

Keterangan :

STS : Sangat Tidak Setuju diberi nilai 1

ST : Tidak Setuju diberi nilai 2

N : Netral diberi nilai 3

S : Setuju diberi nilai 4

SS : Sangat Setuju diberi nilai 5

I. Kinerja SDM

No.	Pernyataan	STS	TS	N	S	SS
1.	Kuantitas hasil kerja saya telah memenuhi ketentuan perusahaan					
	Kuantitas hasil kerja yang seperti apa?					
		STS	TS	N	S	SS
2.	Kualitas hasil kerja saya telah memenuhi ketentuan perusahaan					
	Kualitas hasil kerja yang seperti apa?					
		STS	TS	N	S	SS
3.	Saya mampu menyelesaikan tepat waktu sesuai target perusahaan					
	Ketepatan waktu kerja yang seperti apa?					
		STS	TS	N	S	SS
4.	Hasil pekerjaan saya mampu memberikan kontribusi bagi kinerja perusahaan secara keseluruhan					
	Efektivitas kerja yang seperti apa?					

II. Motivasi Berprestasi

No.	Pernyataan	STS	TS	N	S	SS
1.	Dalam menjalankan pekerjaan, saya selalu berorientasi pada pencapaian tujuan					
	Berorientasi pada tujuan yang bagaimana?					
		STS	TS	N	S	SS
2.	Saya menyukai pekerjaan yang menantang					
	Pekerjaan menantang yang bagaimana?					
		STS	TS	N	S	SS
3.	Saya bertanggung jawab atas pekerjaan yang saya lakukan					
	Bertanggung jawab yang bagaimana ?					
		STS	TS	N	S	SS
4.	Saya berani mengambil resiko atas yang saya lakukan					
	Resiko yang bagaimana ?					
		STS	TS	N	S	SS
5.	Dalam menjalankan pekerjaan saya telah bekerja dengan kreatif dan inovatif					
	Kreatif dan inovatif yang bagaimana ?					

III. Kompetensi Intelektual

No	Pernyataan	STS	TS	N	S	SS
1.	Saya mampu mengolah data angka dengan cepat dan benar					
	Cara mengolah angka seperti apa?					
		STS	TS	N	S	SS
2.	Saya mampu berkomunikasi dengan baik melalui lisan maupun tulisan					
	Berkomunikasi yang bagaimana?					
		STS	TS	N	S	SS
3.	Saya tanggap dalam memberikan solusi jika terjadi masalah					
	Solusi yang seperti apa yang bisa menunjang pekerjaan?					
		STS	TS	N	S	SS
4.	Saya memiliki daya ingat yang cukup baik					
	Daya ingat yang seperti apa yang bisa menunjang pekerjaan?					

IV. Kepemimpinan

No.	Pernyataan	STS	TS	N	S	SS
1.	Atasan saya mampu menganalisis situasi yang dihadapi secara matang.					
	Menganalisis seperti apa yang diharapkan?					
		STS	TS	N	S	SS
2.	Atasan saya mampu mengkomunikasikan arahan / petunjuk dalam menjalankan pekerjaan.					
	Bagaimana cara atasan berkomunikasi?					
		STS	TS	N	S	SS
3.	Atasan saya berani menjalankan tugas pokoknya dengan benar.					
	Keberanian yang seperti apa?					
		STS	TS	N	S	SS
4.	Atasan saya mau serta mampu mendengar pendapat dan saran dari bawahan.					
	Kemampuan mendengar yang seperti apa?					
		STS	TS	N	S	SS
5.	Atasan saya tegas terhadap bawahan dan dalam menghadapi ketidakpastian.					
	Ketegasan yang seperti apa?					

Reliability Kepemimpinan

Case Processing Summary

		N	%
Cases	Valid	32	100,0
	Excluded ^a	0	,0
	Total	32	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,819	,949	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	4,0313	,40035	32
X1.2	4,0313	,40035	32
X1.3	4,0000	,50800	32
X1.4	4,0625	,56440	32
X1.5	4,1875	,64446	32
KEPEMIMPINAN	20,3125	2,20611	32

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	36,5938	16,959	,712	.	,806
X1.2	36,5938	16,572	,839	.	,796
X1.3	36,6250	15,597	,900	.	,775
X1.4	36,5625	15,222	,892	.	,769
X1.5	36,4375	14,835	,850	.	,764
KEPEMIMPINA	20,3125	4,867	1,000	.	,913
N					

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
40,6250	19,468	4,41223	6

Reliability Kompetensi Intelektual

Case Processing Summary

		N	%
Cases	Valid	32	100,0
	Excluded ^a	0	,0
	Total	32	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,836	,945	5

Item Statistics

	Mean	Std. Deviation	N
X2.1	4,0000	,56796	32
X2.2	4,1563	,51490	32
X2.3	4,0625	,43533	32
X2.4	3,9375	,50402	32
KOMPETENSI.INTELEKTUAL	16,1563	1,77999	32

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	28,3125	9,383	,853	.	,782
X2.2	28,1563	9,814	,804	.	,799
X2.3	28,2500	10,065	,876	.	,802
X2.4	28,3750	9,790	,834	.	,796
KOMPETENSI.INTELEKTUAL	16,1563	3,168	1,000	.	,899

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
32,3125	12,673	3,55997	5

Reliability Motivasi Berprestasi

Case Processing Summary

		N	%
Cases	Valid	32	100,0
	Excluded ^a	0	,0
	Total	32	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,811	,928	6

Item Statistics

	Mean	Std. Deviation	N
Y1.1	4,0625	,50402	32
Y1.2	3,9063	,73438	32
Y1.3	4,5000	,62217	32
Y1.4	4,3125	,69270	32
Y1.5	4,1250	,55358	32
MOTIVASI.BERPRESTASI	20,9063	2,56979	32

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1.1	37,7500	22,387	,791	.	,786
Y1.2	37,9063	20,926	,737	.	,770
Y1.3	37,3125	21,448	,795	.	,773
Y1.4	37,5000	20,839	,806	.	,765
Y1.5	37,6875	22,028	,785	.	,781
MOTIVASI.BERPRESTASI	20,9063	6,604	1,000	.	,878

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
41,8125	26,415	5,13958	6

Reliability Kinerja SDM

Case Processing Summary

		N	%
Cases	Valid	32	100,0
	Excluded ^a	0	,0
	Total	32	100,0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,828	,924	5

Item Statistics

	Mean	Std. Deviation	N
Y2.1	4,0938	,58802	32
Y2.2	4,0313	,59484	32
Y2.3	4,1563	,57414	32
Y2.4	4,1250	,60907	32
KINERJASDM	16,4063	1,99773	32

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y2.1	28,7188	12,338	,794	.	,788
Y2.2	28,7813	12,241	,809	.	,785
Y2.3	28,6563	12,555	,757	.	,796
Y2.4	28,6875	12,157	,809	.	,783
KINERJASDM	16,4063	3,991	1,000	.	,866

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
32,8125	15,964	3,99546	5

Validitas Kepemimpinan

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	KEPEMIMPI NAN
X1.1 Pearson Correlation	1	,799**	,634**	,562**	,477**	,756**
Sig. (2-tailed)		,000	,000	,001	,006	,000
Sum of Squares and Cross-products	4,969	3,969	4,000	3,938	3,813	20,688
Covariance	,160	,128	,129	,127	,123	,667
N	32	32	32	32	32	32
X1.2 Pearson Correlation	,799**	1	,793**	,705**	,602**	,865**
Sig. (2-tailed)	,000		,000	,000	,000	,000
Sum of Squares and Cross-products	3,969	4,969	5,000	4,938	4,813	23,688
Covariance	,128	,160	,161	,159	,155	,764
N	32	32	32	32	32	32
X1.3 Pearson Correlation	,634**	,793**	1	,788**	,788**	,921**
Sig. (2-tailed)	,000	,000		,000	,000	,000
Sum of Squares and Cross-products	4,000	5,000	8,000	7,000	8,000	32,000
Covariance	,129	,161	,258	,226	,258	1,032
N	32	32	32	32	32	32
X1.4 Pearson Correlation	,562**	,705**	,788**	1	,854**	,916**
Sig. (2-tailed)	,001	,000	,000		,000	,000
Sum of Squares and Cross-products	3,938	4,938	7,000	9,875	9,625	35,375
Covariance	,127	,159	,226	,319	,310	1,141
N	32	32	32	32	32	32
X1.5 Pearson Correlation	,477**	,602**	,788**	,854**	1	,888**
Sig. (2-tailed)	,006	,000	,000	,000		,000
Sum of Squares and Cross-products	3,813	4,813	8,000	9,625	12,875	39,125
Covariance	,123	,155	,258	,310	,415	1,262
N	32	32	32	32	32	32
KEP Pearson Correlation	,756**	,865**	,921**	,916**	,888**	1
EMI Sig. (2-tailed)	,000	,000	,000	,000	,000	
MPI Sum of Squares and NAN Cross-products	20,688	23,688	32,000	35,375	39,125	150,875
Covariance	,667	,764	1,032	1,141	1,262	4,867

N	32	32	32	32	32	32
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** . Correlation is significant at the 0.01 level (2-tailed).

Validitas Kompetensi Intelektual

		Correlations				KOMPETENS I.INTELEKTU AL
		X2.1	X2.2	X2.3	X2.4	
X2.1	Pearson Correlation	1	,662**	,783**	,676**	,893**
	Sig. (2-tailed)		,000	,000	,000	,000
	Sum of Squares and Cross-products	10,000	6,000	6,000	6,000	28,000
	Covariance	,323	,194	,194	,194	,903
	N	32	32	32	32	32
X2.2	Pearson Correlation	,662**	1	,675**	,660**	,852**
	Sig. (2-tailed)	,000		,000	,000	,000
	Sum of Squares and Cross-products	6,000	8,219	4,688	5,313	24,219
	Covariance	,194	,265	,151	,171	,781
	N	32	32	32	32	32
X2.3	Pearson Correlation	,783**	,675**	1	,753**	,903**
	Sig. (2-tailed)	,000	,000		,000	,000
	Sum of Squares and Cross-products	6,000	4,688	5,875	5,125	21,688
	Covariance	,194	,151	,190	,165	,700
	N	32	32	32	32	32
X2.4	Pearson Correlation	,676**	,660**	,753**	1	,874**
	Sig. (2-tailed)	,000	,000	,000		,000
	Sum of Squares and Cross-products	6,000	5,313	5,125	7,875	24,313
	Covariance	,194	,171	,165	,254	,784
	N	32	32	32	32	32
KOM PETE NSI.I NTEL EKTU AL	Pearson Correlation	,893**	,852**	,903**	,874**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	Sum of Squares and Cross-products	28,000	24,219	21,688	24,313	98,219
	Covariance	,903	,781	,700	,784	3,168
	N	32	32	32	32	32

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

Validitas Motivasi Berprestasi

Correlations						
	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	MOTIVASI.B ERPRESTA SI
Y1.1 Pearson Correlation	1	,539**	,617**	,497**	,896**	,827**
Sig. (2-tailed)		,001	,000	,004	,000	,000
Sum of Squares and Cross-products	7,875	6,188	6,000	5,375	7,750	33,188
Covariance	,254	,200	,194	,173	,250	1,071
N	32	32	32	32	32	32
Y1.2 Pearson Correlation	,539**	1	,459**	,694**	,506**	,799**
Sig. (2-tailed)	,001		,008	,000	,003	,000
Sum of Squares and Cross-products	6,188	16,719	6,500	10,938	6,375	46,719
Covariance	,200	,539	,210	,353	,206	1,507
N	32	32	32	32	32	32
Y1.3 Pearson Correlation	,617**	,459**	1	,748**	,656**	,837**
Sig. (2-tailed)	,000	,008		,000	,000	,000
Sum of Squares and Cross-products	6,000	6,500	12,000	10,000	7,000	41,500
Covariance	,194	,210	,387	,323	,226	1,339
N	32	32	32	32	32	32
Y1.4 Pearson Correlation	,497**	,694**	,748**	1	,484**	,851**
Sig. (2-tailed)	,004	,000	,000		,005	,000
Sum of Squares and Cross-products	5,375	10,938	10,000	14,875	5,750	46,938
Covariance	,173	,353	,323	,480	,185	1,514
N	32	32	32	32	32	32
Y1.5 Pearson Correlation	,896**	,506**	,656**	,484**	1	,825**
Sig. (2-tailed)	,000	,003	,000	,005		,000
Sum of Squares and Cross-products	7,750	6,375	7,000	5,750	9,500	36,375
Covariance	,250	,206	,226	,185	,306	1,173
N	32	32	32	32	32	32
MOTIVASI.B ERPRESTA SI Pearson Correlation	,827**	,799**	,837**	,851**	,825**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	

I.BE	Sum of Squares and	33,188	46,719	41,500	46,938	36,375	204,719
RPR	Cross-products						
EST	Covariance	1,071	1,507	1,339	1,514	1,173	6,604
ASI	N	32	32	32	32	32	32

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

Validitas Kinerja SDM

		Correlations				KINERJASD
		Y2.1	Y2.2	Y2.3	Y2.4	M
Y2.1	Pearson Correlation	1	,729**	,529**	,597**	,845**
	Sig. (2-tailed)		,000	,002	,000	,000
	Sum of Squares and Cross-products	10,719	7,906	5,531	6,625	30,781
	Covariance	,346	,255	,178	,214	,993
	N	32	32	32	32	32
Y2.2	Pearson Correlation	,729**	1	,552**	,612**	,858**
	Sig. (2-tailed)	,000		,001	,000	,000
	Sum of Squares and Cross-products	7,906	10,969	5,844	6,875	31,594
	Covariance	,255	,354	,189	,222	1,019
	N	32	32	32	32	32
Y2.3	Pearson Correlation	,529**	,552**	1	,680**	,815**
	Sig. (2-tailed)	,002	,001		,000	,000
	Sum of Squares and Cross-products	5,531	5,844	10,219	7,375	28,969
	Covariance	,178	,189	,330	,238	,934
	N	32	32	32	32	32
Y2.4	Pearson Correlation	,597**	,612**	,680**	1	,858**
	Sig. (2-tailed)	,000	,000	,000		,000
	Sum of Squares and Cross-products	6,625	6,875	7,375	11,500	32,375
	Covariance	,214	,222	,238	,371	1,044
	N	32	32	32	32	32
KINERJASD M	Pearson Correlation	,845**	,858**	,815**	,858**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	Sum of Squares and Cross-products	30,781	31,594	28,969	32,375	123,719
	Covariance	,993	1,019	,934	1,044	3,991

N	32	32	32	32	32
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** . Correlation is significant at the 0.01 level (2-tailed).

Uji Regresi Linier Berganda

Persamaan 1

Descriptive Statistics

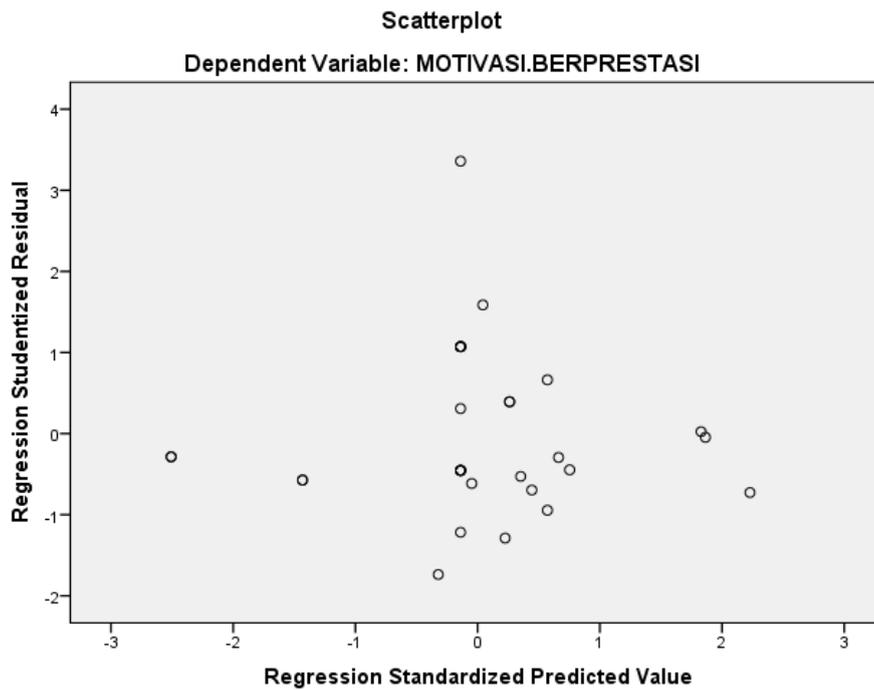
	Mean	Std. Deviation	N
MOTIVASI.BERPRESTASI	20,9063	2,56979	32
KEPEMIMPINAN	20,3125	2,20611	32
KOMPETENSI.INTELEKTUAL	16,1563	1,77999	32

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
		1	(Constant)	-,467			2,407		-,194	,848	
	KEPEMIMPINAN	,891	,146	,765	6,105	,000	,859	,750	,569	,552	1,810
	KOMPETENSI.INTELEKTUAL	,203	,181	,140	1,120	,272	,652	,204	,104	,552	1,810

a. Dependent Variable: MOTIVASI.BERPRESTASI

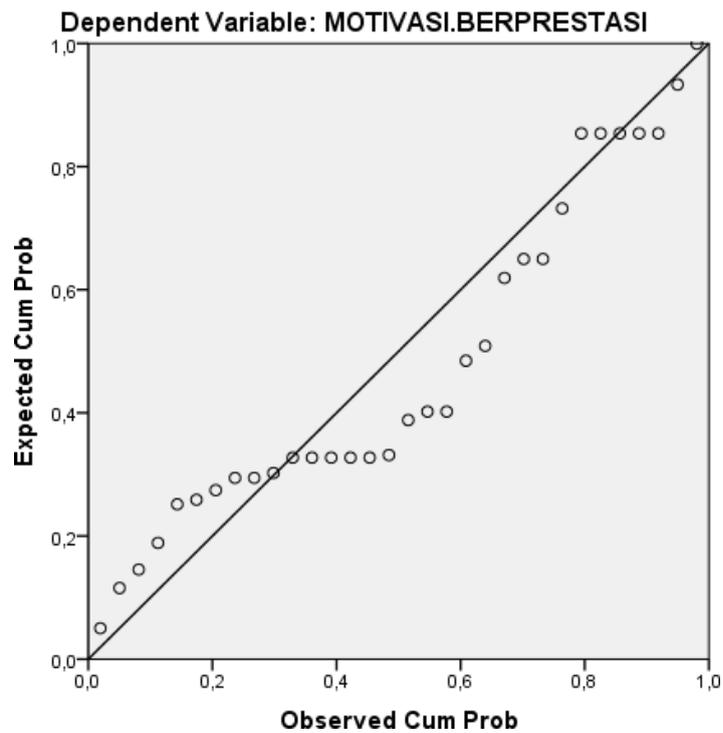
- **Heteroskedastisitas**



- **Normalitas**

Uji Kelayakan Model (*Adjusted R Square*) Uji Kelayakan Model (*Adjusted R Square*)

Normal P-P Plot of Regression Standardized Residual



• Uji Kelayakan Model (*Adjusted R Square*)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	,865 ^a	,748	,731	1,33248	,748	43,151	2	29	,000	1,716

a. Predictors: (Constant), KOMPETENSI.INTELEKTUAL, KEPEMIMPINAN

b. Dependent Variable: MOTIVASI.BERPRESTASI

Persamaan 2

Descriptive Statistics

	Mean	Std. Deviation	N
KINERJASDM	16,4063	1,99773	32
KEPEMIMPINAN	20,3125	2,20611	32
KOMPETENSI.INTELEKTUAL	16,1563	1,77999	32
MOTIVASI.BERPRESTASI	20,9063	2,56979	32

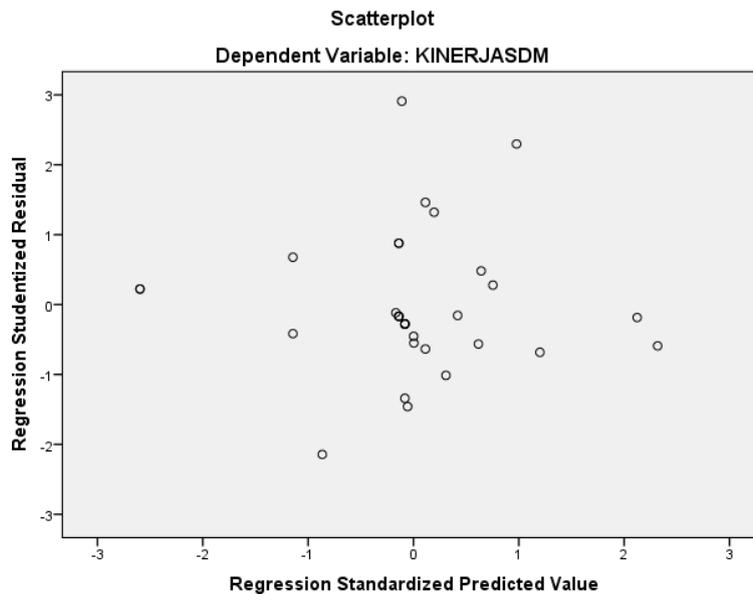
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
(Constant)	-1,232	1,763		-,698	,491					
KEPEMIMPINAN	,345	,162	,381	2,135	,042	,790	,374	,187	,242	4,136

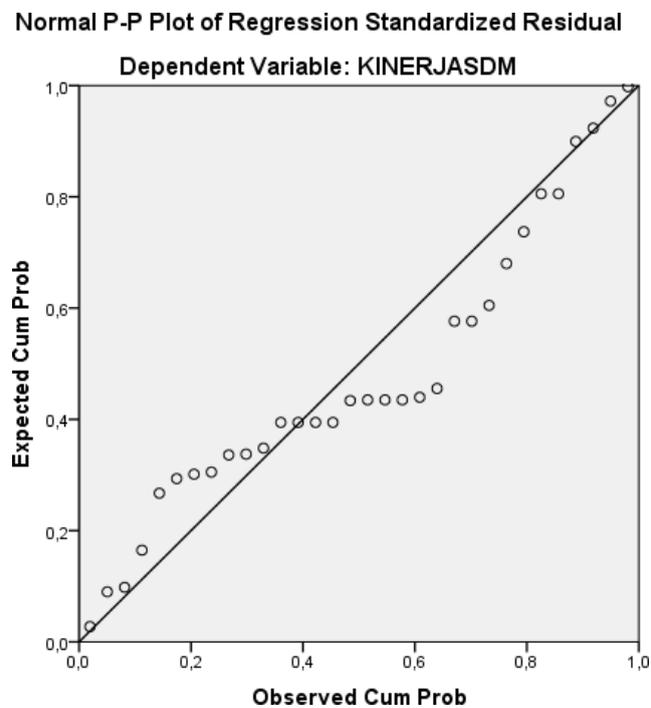
KOMPETENSI.I NTELEKTUAL	,593	,135	,528	4,38 0	,000	,825	,638	,384	,530	1,888
MOTIVASI.BER PRESTASI	,051	,136	,065	,372	,712	,737	,070	,033	,252	3,976

a. Dependent Variable: KINERJASDM

- **Heteroskedastisitas**



- **Normalitas**



- Uji Kelayakan Model (*Adjusted R Square*)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	,886 _a	,785	,761	,97563	,785	33,992	3	28	,000	1,768

a. Predictors: (Constant), MOTIVASI.BERPRESTASI, KOMPETENSI.INTELEKTUAL, KEPEMIMPINAN

b. Dependent Variable: KINERJASDM