

LAMPIRAN-LAMPIRAN

LAMPIRAN 1 KUESIONER

Kepada

Yth: Bapak/ Ibu

Di tempat

Dengan ini saya memohon kepada Bapak/Ibu agar meluangkan waktu sejenak untuk mengisi daftar pernyataan secara sukarela, jujur dan benar guna penyusunan pra skripsi. Daftar pernyataan ini dimaksudkan untuk mengetahui sejauh mana kinerja Anda bekerja selama bekerja di PT. Glory Industrial Semarang.

Penelitian ini hanya untuk kepentingan ilmiah dan tidak akan dipublikasikan, sehingga saya akan menjamin kerahasiaan dari semua pendapat/opini atau komentar yang Bapak/Ibu berikan.

Demikian surat permohonan ini saya sampaikan. Atas kesediaan dan partisipasi Bapak/Ibu, saya ucapkan terima kasih.

Semarang, 24 Januari 2020

Hormat Saya

Nor Hadi

DAFTAR PERTANYAAN (Kuesioner)

PENINGKATAN KINERJA SDM MELALUI GAYA KEPEMIMPINAN DAN MOTIVASI INTRINSIK DENGAN SATISFACTION WITH WORK ITSELF SEBAGAI VARIABEL INTERVENING DI PT. GLORY INDUSTRIAL SEMARANG

Petunjuk pengisian :

1. Isilah data diri anda dengan keadaan yang sebenarnya pada urutan I tentang identitas responden.
2. Berilah tanda checklist (\surd) pada salah satu pilihan jawaban yang tersedia dengan pendapat anda sebagai tenaga kerja pada komponen variabel.
Masing – masing pilihan jawaban memiliki makna sebagai berikut :
 SS : Apabila jawaban tersebut menurut Bapak/Ibu sangat setuju
 S : Apabila jawaban tersebut menurut Bapak/Ibu setuju
 N : Apabila jawaban tersebut menurut Bapak/Ibu netral
 TS : Apabila jawaban tersebut menurut Bapak/Ibu tidak setuju
 STS : Apabila jawaban tersebut menurut Bapak/Ibu sangat tidak setuju
3. Diharapkan untuk tidak menjawab lebih dari satu pilihan jawaban
4. IDENTITAS RESPONDEN :
 - a. JENIS KELAMIN : LAKI-LAKI PEREMPUAN
 - b. PENDIDIKAN TERAKHIR : SMP SMA D3 S1
Lainnya
 - c. MASA KERJA :Tahun
 - d. UMUR :Tahun

INSTRUMEN VARIABEL GAYA KEPEMIMPINAN

NO	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Pemimpin selalu memberikan bimbingan, arahan, dan dorongan kepada bawahan					
2	Pemimpin mampu mempengaruhi karyawan dalam berkomunikasi					
3	Pemimpin tidak membedakan berdasarkan tingkat jabatan karyawan					

INSTRUMEN VARIABEL MOTIVASI INTRINSIK

NO	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Saya bertanggung jawab pada pekerjaan					
2	Saya giat bekerja karena adanya kesempatan yang diberikan terhadap perusahaan untuk menduduki posisi tertentu					
3	Perusahaan memberikan penghargaan sesuai apa yang telah saya lakukan					

INSTRUMEN VARIABEL *WORK ITSELF*

NO	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Saya sudah merasa puas dengan fasilitas yang diberikan oleh perusahaan					
2	Saya sudah puas dengan adanya suasana kerja yang kondusif dan menyenangkan					
3	Saya sudah puas telah memiliki hubungan yang baik terhadap pemimpin perusahaan					

INSTRUMEN VARIABEL KINERJA

NO	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Saya mampu mengambil inisiatif dalam bekerja					
2	Saya bekerja sesuai dengan prosedur dan jadwal					
3	Saya dapat mempertanggung jawabkan tugas yang diberikan					

LAMPIRAN 2 HASIL ANALISIS DATA

ANALISIS DESKRIPTIF

Statistics

	x1.1	x1.2	x1.3	Gaya kepemimpinan
N Valid	84	84	84	84
Missing	0	0	0	0
Mean	3.8929	3.8810	3.7738	11.5476
Std. Deviation	.82166	.79766	.84099	2.16992

x1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	4	4.8	4.8	4.8
3.00	21	25.0	25.0	29.8
4.00	39	46.4	46.4	76.2
5.00	20	23.8	23.8	100.0
Total	84	100.0	100.0	

x1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	4	4.8	4.8	4.8
3.00	20	23.8	23.8	28.6
4.00	42	50.0	50.0	78.6
5.00	18	21.4	21.4	100.0
Total	84	100.0	100.0	

x1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	6	7.1	7.1	7.1
3.00	23	27.4	27.4	34.5
4.00	39	46.4	46.4	81.0
5.00	16	19.0	19.0	100.0
Total	84	100.0	100.0	

Statistics

	x2.1	x2.2	x2.3	Motivasi Intrinsik
N Valid	84	84	84	84
Missing	0	0	0	0
Mean	3.7143	3.8452	3.7262	11.2857
Std. Deviation	.82974	.81395	.78158	2.12598

x2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	7	8.3	8.3	8.3
3.00	23	27.4	27.4	35.7
4.00	41	48.8	48.8	84.5
5.00	13	15.5	15.5	100.0
Total	84	100.0	100.0	

x2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	3	3.6	3.6	3.6
3.00	26	31.0	31.0	34.5
4.00	36	42.9	42.9	77.4
5.00	19	22.6	22.6	100.0
Total	84	100.0	100.0	

x2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	4	4.8	4.8	4.8
3.00	28	33.3	33.3	38.1
4.00	39	46.4	46.4	84.5
5.00	13	15.5	15.5	100.0
Total	84	100.0	100.0	

Statistics

	y1.1	y1.2	y1.3	Work itself
N Valid	84	84	84	84
Missing	0	0	0	0
Mean	3.6905	3.7857	3.5714	11.0476
Std. Deviation	.77578	.85124	.76498	2.04707

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	9.5	9.5	9.5
	3.00	18	21.4	21.4	31.0
	4.00	50	59.5	59.5	90.5
	5.00	8	9.5	9.5	100.0
	Total	84	100.0	100.0	

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	8.3	8.3	8.3
	3.00	20	23.8	23.8	32.1
	4.00	41	48.8	48.8	81.0
	5.00	16	19.0	19.0	100.0
	Total	84	100.0	100.0	

y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	8.3	8.3	8.3
	3.00	29	34.5	34.5	42.9
	4.00	41	48.8	48.8	91.7
	5.00	7	8.3	8.3	100.0
	Total	84	100.0	100.0	

Statistics

		y2.1	y2.2	y2.3	Kinerja SDM
N	Valid	84	84	84	84
	Missing	0	0	0	0
	Mean	3.8214	3.7738	3.8571	11.4524
	Std. Deviation	.76301	.94870	.79369	2.20844

y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	4.8	4.8	4.8
	3.00	21	25.0	25.0	29.8
	4.00	45	53.6	53.6	83.3
	5.00	14	16.7	16.7	100.0
	Total	84	100.0	100.0	

y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	9	10.7	10.7	10.7
	3.00	22	26.2	26.2	36.9
	4.00	32	38.1	38.1	75.0
	5.00	21	25.0	25.0	100.0
	Total	84	100.0	100.0	

y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	4.8	4.8	4.8
	3.00	21	25.0	25.0	29.8
	4.00	42	50.0	50.0	79.8
	5.00	17	20.2	20.2	100.0
	Total	84	100.0	100.0	

HASIL UJI VALIDITAS

Correlations

		x1.1	x1.2	x1.3	Gaya kepemimpinan
x1.1	Pearson Correlation	1	.624**	.662**	.864**
	Sig. (2-tailed)		.000	.000	.000
	N	84	84	84	84
x1.2	Pearson Correlation	.624**	1	.714**	.880**
	Sig. (2-tailed)	.000		.000	.000
	N	84	84	84	84
x1.3	Pearson Correlation	.662**	.714**	1	.901**
	Sig. (2-tailed)	.000	.000		.000
	N	84	84	84	84
Gaya kepemimpinan	Pearson Correlation	.864**	.880**	.901**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	84	84	84	84

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

Correlations

		x2.1	x2.2	x2.3	Motivasi Intrinsik
x2.1	Pearson Correlation	1	.665**	.621**	.873**
	Sig. (2-tailed)		.000	.000	.000
	N	84	84	84	84
x2.2	Pearson Correlation	.665**	1	.671**	.889**
	Sig. (2-tailed)	.000		.000	.000
	N	84	84	84	84
x2.3	Pearson Correlation	.621**	.671**	1	.867**
	Sig. (2-tailed)	.000	.000		.000
	N	84	84	84	84
Motivasi Intrinsik	Pearson Correlation	.873**	.889**	.867**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	84	84	84	84

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

Correlations

		y1.1	y1.2	y1.3	Work itself
y1.1	Pearson Correlation	1	.646**	.586**	.867**
	Sig. (2-tailed)		.000	.000	.000
	N	84	84	84	84
y1.2	Pearson Correlation	.646**	1	.560**	.870**
	Sig. (2-tailed)	.000		.000	.000
	N	84	84	84	84
y1.3	Pearson Correlation	.586**	.560**	1	.829**
	Sig. (2-tailed)	.000	.000		.000
	N	84	84	84	84
Satisfaction with work itself	Pearson Correlation	.867**	.870**	.829**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	84	84	84	84

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

Correlations

		y2.1	y2.2	y2.3	Kinerja SDM
y2.1	Pearson Correlation	1	.643**	.574**	.828**
	Sig. (2-tailed)		.000	.000	.000
	N	84	84	84	84
y2.2	Pearson Correlation	.643**	1	.757**	.924**
	Sig. (2-tailed)	.000		.000	.000
	N	84	84	84	84
y2.3	Pearson Correlation	.574**	.757**	1	.883**
	Sig. (2-tailed)	.000	.000		.000
	N	84	84	84	84
Kinerja SDM	Pearson Correlation	.828**	.924**	.883**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	84	84	84	84

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

HASIL UJI RELIABILITAS

X1

Reliability Statistics

Cronbach's Alpha	N of Items
.857	3

X2

Reliability Statistics

Cronbach's Alpha	N of Items
.849	3

Y1

Reliability Statistics

Cronbach's Alpha	N of Items
.816	3

Y2

Reliability Statistics

Cronbach's Alpha	N of Items
.850	3

HASIL UJI REGRESI LINIER BERGANDA

Output Regresi persamaan 1

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Motivasi Intrinsik, Gaya kepemimpinan ^b	.	Enter

a. Dependent Variable: Satisfaction with work itself

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.771 ^a	.594	.584	1.32034

a. Predictors: (Constant), Motivasi Intrinsik, Gaya kepemimpinan

b. Dependent Variable: Satisfaction with work itself

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	206.602	2	103.301	59.256	.000 ^b
	Residual	141.208	81	1.743		
	Total	347.810	83			

a. Dependent Variable: Satisfaction with work itself

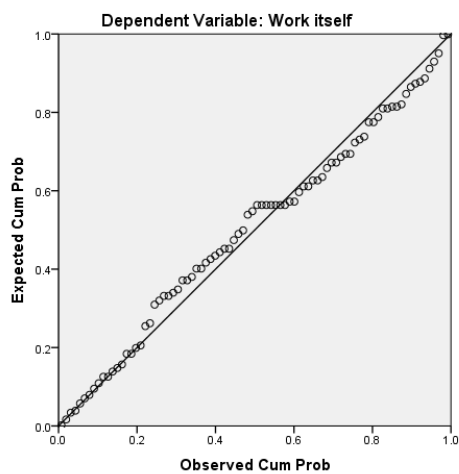
b. Predictors: (Constant), Motivasi Intrinsik, Gaya kepemimpinan

Coefficients^a

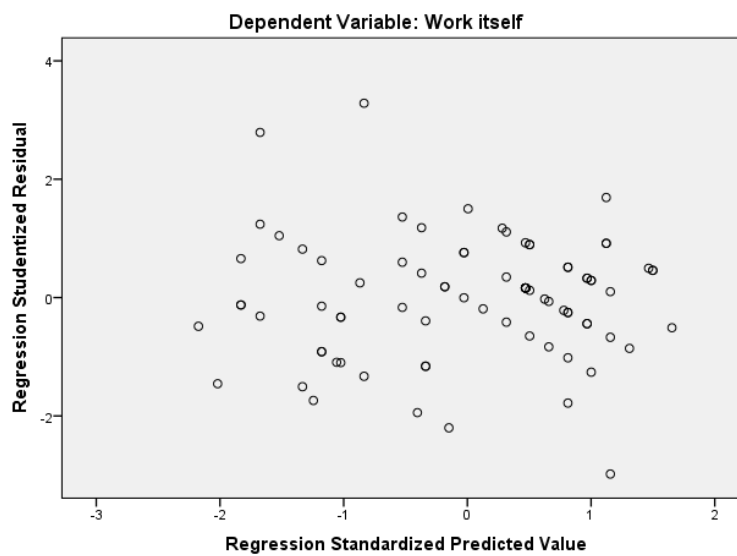
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.120	.842		2.519	.014
	Gaya kepemimpinan	.244	.097	.259	2.516	.014
	Motivasi Intrinsik	.541	.099	.562	5.461	.000

a. Dependent Variable: Satisfaction with work itself

Normal P-P Plot of Regression Standardized Residual



Scatterplot



NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		84
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.30433907
	Most Extreme Differences	
	Absolute	.069
	Positive	.058
	Negative	-.069
Test Statistic		.069
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Gaya kepemimpinan	.473	2.112
	Motivasi Intrinsik	.473	2.112

a. Dependent Variable: satisfaction with work itself

Uji gletser Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.909	.545		3.500	.001
	Gaya kepemimpinan	-.049	.063	-.124	-.782	.436
	Motivasi Intrinsik	-.032	.064	-.080	-.506	.614

- a. Dependent Variable: AbsRes1
Output Regresi persamaan 2

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Work itself, Gaya kepemimpinan, Motivasi Intrinsik ^b		Enter

- a. Dependent Variable: Kinerja SDM
 b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.853 ^a	.727	.717	1.17510

- a. Predictors: (Constant), Satisfaction with work itself, Gaya kepemimpinan, Motivasi Intrinsik
 b. Dependent Variable: Kinerja SDM

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	294.340	3	98.113	71.052	.000 ^b
	Residual	110.470	80	1.381		
	Total	404.810	83			

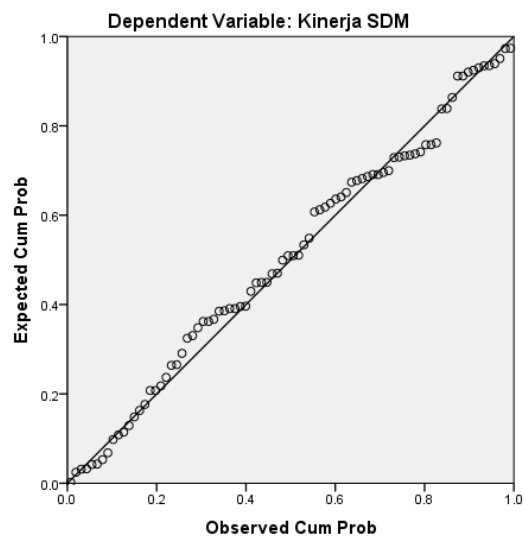
- a. Dependent Variable: Kinerja SDM
 b. Predictors: (Constant), satisfaction with work itself, Gaya kepemimpinan, Motivasi Intrinsik

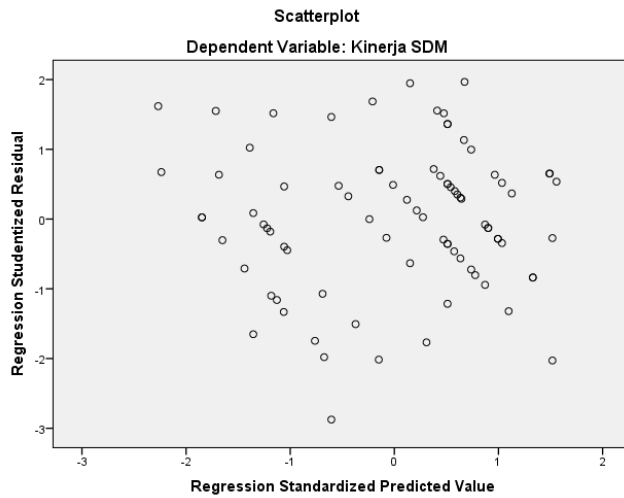
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.342	.778		.440	.661
	Gaya kepemimpinan	.251	.090	.246	2.794	.007
	Motivasi Intrinsik	.427	.103	.411	4.143	.000
	Satisfaction with work itself	.307	.099	.285	3.107	.003

a. Dependent Variable: Kinerja SDM

Normal P-P Plot of Regression Standardized Residual





NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		84
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.15367247
	Most Extreme Differences	
	Absolute	.068
	Positive	.068
	Negative	-.062
Test Statistic		.068
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Gaya kepemimpinan	.439	2.278
	Motivasi Intrinsik	.346	2.890
	Satisfaction with work itself	.406	2.463

a. Dependent Variable: Kinerja SDM

Uji gletser
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.311	.469		2.795	.006
Gaya kepemimpinan	-.024	.054	-.074	-.445	.658
Motivasi Intrinsik	.048	.062	.144	.766	.446
Satisfaction with work itself	-.060	.060	-.174	-1.004	.318

a. Dependent Variable: AbsRes2