

LAMPIRAN

Lampiran 1. Kuesioner Penelitian

Kepada Yth.

Bapak/Ibu/Saudara/i

Karyawan UKM Batik

Di Kabupaten Grobogan

Dengan hormat,

Berkaitan dengan penelitian yang sedang saya laksanakan dalam rangka penyusunan Tugas Akhir (Skripsi) sebagai salah satu syarat guna memperoleh gelar sarjana (S1) di Jurusan Manajemen Fakultas Ekonomi Universitas Islam Sultan Agung Semarang, saya memohon kesediaan dari Bapak/Ibu/Saudara/i untuk dapat meluangkan waktu mengisi pertanyaan atau pernyataan di kuesioner ini dengan jujur sesuai keadaan yang ada.

Penelitian ini berjudul **“Peningkatan Kinerja SDM Islami Melalui Kepemimpinan Islami Dan Pengembangan Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Kasus Pada Ukm Batik Di Kabupaten Grobogan)”**mengenai jawaban yang diberikan akan dijamin kerahasiaannya kemudian hal ini hanya digunakan untuk kepentingan ilmiah dalam penelitian ini.

Atas partisipasi, bantuan, dan kerjasama dari Bapak/Ibu/Saudara/i, saya ucapkan terima kasih.

Hormat saya,

Nova Kusuma Wardhana

30401700174

DAFTAR KUESIONER

1. Data Responden

- a. Nama :
- b. Usia :
- c. Jenis Kelamin :
- d. Lama Usaha :

2. Petunjuk Pengisian

Jawablah pernyataan dibawah ini dengan menjawab salah satu jawaban yang tepat menurut Bapak/Ibu/Saudara dengan memberi tanda (X) dikolom yang telah tersedia, isilah jawaban sesuai keadaan yang ada :

Keterangan :

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

A. Kepemimpinan Islami

| No. | Pernyataan | Skala |
|-----|------------|-------|
|-----|------------|-------|

| | | 1 | 2 | 3 | 4 | 5 |
|----|---|---|---|---|---|---|
| 1. | Saya dalam memimpin selalu “melakukan” bukan “menyuruh” | | | | | |
| 2. | Saya selalu memberikan motivasi kepada karyawan agar dapat bekerja dengan baik. | | | | | |
| 3. | Saya selalu mendorong bawahan untuk mampu bekerja sama dalam tim. | | | | | |
| 4. | Saya selalu mendorong kreativitas dalam menyelesaikan pekerjaan. | | | | | |

a. Cara memimpin seperti apakah yang membuat kinerja meningkat ?

.....

b. Motivasi yang seperti apa yang dapat membuat karyawan dapat bekerja dengan baik ?

.....

c. Bagaimanakah cara untuk mendorong kreativitas dalam menyelesaikan pekerjaan agar semua berjalan sesuai dengan target?

.....

.....

.....

B. Pengembangan Karyawan

| No. | Pernyataan | Skala | | | | |
|-----|---|-------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1. | Saya rasa kesempatan untuk mengembangkan karir terbuka bagi semua karyawan. | | | | | |
| 2. | Saya rasa peluang untuk meningkatkan kemampuan terbuka bagi seluruh karyawan. | | | | | |
| 3. | Saya rasa kerja sama yang baik dan didukung jaringan kerja yang baik pula akan menyelesaikan pekerjaan dengan baik. | | | | | |

| No. | Pernyataan | Skala | | | | |
|-----|--|-------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 4. | Saya rasa prestasi kerja menjadi pertimbangan dalam pengembangan karir bagi karyawan. | | | | | |
| 5. | Saya rasa kesetiaan terhadap suatu bisnis juga menjadi tolak ukur dalam pengembangan karir karyawan. | | | | | |

a. Kesempatan yang seperti apa yang dapat mengembangkan karir seorang karyawan ?

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b. Prestasi kerja yang seperti apa yang akan menjadi pertimbangan dalam pengembangan karir seorang karyawan ?

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.....

.....

C. Kepuasan Kerja

| No. | Pernyataan | Skala | | | | |
|-----|---|-------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1. | Saya memberikan gaji sesuai dengan beban kerja dan tanggung jawab | | | | | |
| 2. | Saya bekerja dalam lingkungan kerja yang aman, bersih dan nyaman. | | | | | |
| 3. | Saya rasa lingkungan kerja mendorong semangat saya dalam menyelesaikan pekerjaan. | | | | | |
| 4. | Gaji yang saya berikan tepat waktu. | | | | | |
| 5. | Saya merasa senang dengan hasil kerja saya selama ini. | | | | | |

a. Apa sajakah bentuk dukungan organisasi terhadap karyawan dalam bekerja ?

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b. Lingkungan kerja yang seperti apakah yang dapat meningkatkan semangat dalam menyelesaikan pekerjaan ?

.....

c. Lingkungan kerja yang seperti apakah yang dapat membuat nyaman kita saat bekerja ?

.....

D. Kinerja SDM Islami

| No. | Pernyataan | Skala | | | | |
|-----|--|-------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1. | Saya rasa bisnis memiliki tujuan yang pasti di masa mendatang | | | | | |
| 2. | Saya rasa bisnis ini selalu mengembangkan inovasi. | | | | | |
| 3. | Tiap tahun bisnis ini selalu meningkat labanya. | | | | | |
| 4. | Saya rasa bisnis ini sukses membangun kepercayaan dari pemangku kepentingan/stake holder | | | | | |

a. Tujuan yang seperti apakah yang diharapkan perusahaan di masa mendatang ?

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.....

b. Bagaimanakah cara perusahaan untuk mengembangkan inovasi ?

.....
.....
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LAMPIRAN 2. Distribusi Jawaban Responden

| KEPEMIMPINAN ISLAMII | | | | TOTAL X1 | PENGEMBANGAN KARYAWAN | | | | | TOTAL X2 | KEPUASAN KERJA | | | | | TOTAL Z | KINERJA SDM ISLAMII | | | | Y |
|----------------------|------|------|------|-------------|-----------------------|------|------|------|------|-------------|----------------|-----|-----|-----|-----|------------|---------------------|-----|-----|-----|----|
| X1.1 | X1.2 | X1.3 | X1.4 | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | | Z.1 | Z.2 | Z.3 | Z.4 | Z.5 | | Y.1 | Y.2 | Y.3 | Y.4 | |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 5 | 19 |
| 3 | 4 | 4 | 4 | 15 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 3 | 4 | 14 |
| 3 | 4 | 4 | 3 | 14 | 3 | 3 | 3 | 4 | 4 | 17 | 3 | 2 | 3 | 3 | 3 | 14 | 3 | 4 | 3 | 3 | 13 |
| 3 | 4 | 4 | 5 | 16 | 4 | 4 | 3 | 4 | 4 | 19 | 5 | 4 | 4 | 4 | 4 | 21 | 3 | 4 | 5 | 5 | 17 |
| 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 5 | 17 |
| 4 | 4 | 4 | 5 | 17 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 5 | 5 | 23 | 4 | 4 | 5 | 5 | 18 |
| 3 | 3 | 3 | 3 | 12 | 3 | 4 | 3 | 3 | 3 | 16 | 3 | 3 | 3 | 4 | 4 | 17 | 3 | 3 | 4 | 4 | 14 |
| 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 5 | 4 | 5 | 19 |
| 5 | 5 | 5 | 5 | 20 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 5 | 4 | 4 | 18 |
| 4 | 4 | 4 | 3 | 15 | 5 | 5 | 4 | 4 | 4 | 22 | 3 | 4 | 4 | 5 | 5 | 21 | 4 | 4 | 5 | 5 | 18 |
| 5 | 4 | 4 | 5 | 18 | 5 | 4 | 5 | 4 | 4 | 22 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 4 | 5 | 4 | 18 |
| 5 | 4 | 4 | 5 | 18 | 5 | 4 | 5 | 4 | 4 | 22 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 4 | 5 | 4 | 18 |
| 5 | 4 | 4 | 2 | 15 | 5 | 5 | 5 | 4 | 4 | 23 | 2 | 4 | 3 | 5 | 5 | 19 | 5 | 4 | 4 | 4 | 17 |
| 5 | 4 | 4 | 4 | 17 | 5 | 4 | 5 | 4 | 4 | 22 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 5 | 4 | 18 |
| 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 5 | 4 | 23 | 4 | 4 | 5 | 3 | 4 | 20 | 5 | 5 | 4 | 3 | 17 |
| 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 5 | 4 | 23 | 4 | 4 | 5 | 3 | 4 | 20 | 5 | 5 | 3 | 4 | 17 |
| 3 | 4 | 4 | 4 | 15 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 3 | 3 | 3 | 3 | 16 | 3 | 4 | 4 | 4 | 15 |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 5 | 5 | 4 | 4 | 22 | 5 | 5 | 5 | 5 | 20 |
| 5 | 5 | 5 | 5 | 20 | 4 | 3 | 5 | 5 | 5 | 22 | 5 | 4 | 4 | 5 | 3 | 21 | 5 | 5 | 5 | 5 | 20 |
| 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 5 | 24 | 4 | 5 | 4 | 4 | 5 | 22 | 5 | 5 | 4 | 3 | 17 |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 5 | 19 |
| 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 5 | 4 | 23 | 4 | 4 | 5 | 3 | 4 | 20 | 5 | 5 | 4 | 3 | 17 |
| 5 | 4 | 4 | 5 | 18 | 5 | 4 | 5 | 4 | 4 | 22 | 5 | 5 | 4 | 4 | 4 | 22 | 5 | 4 | 5 | 4 | 18 |
| 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 5 | 24 | 4 | 5 | 4 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 20 |
| 3 | 4 | 3 | 3 | 13 | 4 | 3 | 3 | 4 | 3 | 17 | 3 | 3 | 3 | 3 | 3 | 15 | 3 | 4 | 4 | 3 | 14 |
| 3 | 4 | 3 | 3 | 13 | 4 | 3 | 3 | 4 | 3 | 17 | 3 | 3 | 3 | 4 | 3 | 16 | 3 | 4 | 4 | 3 | 14 |
| 5 | 5 | 5 | 3 | 18 | 4 | 5 | 5 | 5 | 5 | 24 | 3 | 5 | 4 | 5 | 5 | 22 | 5 | 5 | 4 | 4 | 18 |
| 5 | 5 | 4 | 4 | 18 | 4 | 3 | 5 | 5 | 4 | 21 | 4 | 4 | 5 | 3 | 3 | 19 | 5 | 5 | 4 | 3 | 17 |
| 5 | 5 | 4 | 4 | 18 | 4 | 3 | 5 | 5 | 4 | 21 | 4 | 4 | 5 | 3 | 3 | 19 | 5 | 5 | 4 | 3 | 17 |
| 5 | 5 | 5 | 3 | 18 | 4 | 5 | 5 | 5 | 5 | 24 | 3 | 4 | 4 | 5 | 5 | 21 | 5 | 5 | 4 | 5 | 19 |
| 5 | 5 | 5 | 3 | 18 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 4 | 4 | 5 | 5 | 21 | 5 | 5 | 4 | 5 | 19 |
| 5 | 4 | 4 | 5 | 18 | 4 | 4 | 5 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 5 | 18 |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 5 | 19 |

| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|----|
| 3 | 4 | 4 | 4 | 15 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 5 | 5 | 4 | 4 | 22 | 3 | 4 | 5 | 5 | 17 |
| 4 | 4 | 4 | 3 | 15 | 5 | 4 | 4 | 4 | 4 | 21 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 4 | 5 | 4 | 17 |
| 5 | 4 | 4 | 2 | 15 | 5 | 4 | 5 | 4 | 4 | 22 | 2 | 4 | 3 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 |
| 3 | 4 | 4 | 3 | 14 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 4 | 3 | 4 | 4 | 18 | 3 | 4 | 3 | 4 | 14 |
| 3 | 4 | 4 | 4 | 15 | 4 | 3 | 3 | 4 | 4 | 18 | 4 | 4 | 3 | 3 | 3 | 17 | 3 | 4 | 4 | 4 | 15 |
| 4 | 4 | 3 | 4 | 15 | 5 | 4 | 4 | 4 | 3 | 20 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 5 | 2 | 15 | 5 | 4 | 4 | 4 | 5 | 22 | 2 | 2 | 4 | 4 | 4 | 16 | 4 | 4 | 3 | 4 | 15 |
| 3 | 3 | 4 | 4 | 14 | 3 | 3 | 3 | 3 | 4 | 16 | 4 | 3 | 3 | 4 | 3 | 17 | 3 | 3 | 4 | 4 | 14 |
| 4 | 3 | 4 | 4 | 15 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 5 | 4 | 3 | 4 | 20 | 4 | 3 | 4 | 3 | 14 |
| 3 | 4 | 4 | 3 | 14 | 3 | 3 | 3 | 4 | 4 | 17 | 3 | 2 | 3 | 3 | 3 | 14 | 3 | 4 | 3 | 3 | 13 |
| 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 5 | 5 | 18 |
| 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 5 | 4 | 23 | 4 | 4 | 5 | 3 | 4 | 20 | 5 | 5 | 4 | 3 | 17 |
| 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 5 | 17 |
| 4 | 4 | 4 | 5 | 17 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 5 | 5 | 23 | 4 | 4 | 5 | 5 | 18 |
| 3 | 3 | 3 | 3 | 12 | 3 | 4 | 3 | 3 | 3 | 16 | 3 | 3 | 3 | 4 | 4 | 17 | 3 | 3 | 4 | 4 | 14 |
| 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 5 | 4 | 5 | 19 |
| 4 | 4 | 4 | 3 | 15 | 5 | 5 | 4 | 4 | 4 | 22 | 3 | 4 | 4 | 5 | 5 | 21 | 4 | 4 | 5 | 5 | 18 |
| 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 4 | 5 | 4 | 4 | 22 | 5 | 5 | 4 | 4 | 18 |
| 5 | 5 | 5 | 5 | 20 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 5 | 4 | 4 | 18 |
| 4 | 4 | 4 | 3 | 15 | 5 | 5 | 4 | 4 | 4 | 22 | 3 | 4 | 4 | 5 | 5 | 21 | 4 | 4 | 5 | 5 | 18 |
| 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 5 | 5 | 4 | 4 | 23 | 5 | 5 | 4 | 5 | 19 |
| 3 | 3 | 3 | 3 | 12 | 3 | 4 | 3 | 3 | 3 | 16 | 3 | 3 | 3 | 4 | 4 | 17 | 3 | 3 | 4 | 4 | 14 |
| 4 | 4 | 4 | 5 | 17 | 4 | 5 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 5 | 5 | 23 | 4 | 4 | 5 | 5 | 18 |
| 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 5 | 17 |
| 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 5 | 4 | 23 | 4 | 4 | 5 | 3 | 4 | 20 | 5 | 5 | 4 | 3 | 17 |
| 4 | 4 | 4 | 5 | 17 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 5 | 5 | 18 |
| 5 | 4 | 4 | 2 | 15 | 5 | 4 | 5 | 4 | 4 | 22 | 2 | 4 | 3 | 4 | 4 | 17 | 5 | 4 | 4 | 4 | 17 |
| 4 | 4 | 5 | 2 | 15 | 5 | 4 | 4 | 4 | 5 | 22 | 2 | 3 | 2 | 4 | 4 | 15 | 4 | 4 | 3 | 4 | 15 |
| 4 | 4 | 3 | 4 | 15 | 5 | 4 | 4 | 4 | 3 | 20 | 4 | 5 | 5 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 16 |
| 3 | 3 | 4 | 4 | 14 | 4 | 3 | 3 | 3 | 4 | 17 | 4 | 3 | 3 | 3 | 3 | 16 | 3 | 3 | 4 | 4 | 14 |
| 3 | 3 | 4 | 4 | 14 | 3 | 5 | 3 | 3 | 4 | 18 | 4 | 3 | 3 | 4 | 5 | 19 | 3 | 3 | 4 | 4 | 14 |
| 4 | 3 | 4 | 4 | 15 | 4 | 4 | 4 | 3 | 4 | 19 | 4 | 5 | 4 | 3 | 4 | 20 | 4 | 3 | 4 | 4 | 15 |
| 3 | 4 | 4 | 3 | 14 | 3 | 3 | 3 | 4 | 4 | 17 | 3 | 2 | 3 | 3 | 3 | 14 | 3 | 4 | 3 | 3 | 13 |
| 3 | 4 | 4 | 3 | 14 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 4 | 3 | 4 | 4 | 18 | 3 | 4 | 3 | 4 | 14 |
| 4 | 4 | 4 | 3 | 15 | 5 | 4 | 4 | 4 | 4 | 21 | 3 | 3 | 3 | 4 | 4 | 17 | 4 | 4 | 5 | 4 | 17 |
| 3 | 4 | 4 | 4 | 15 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 5 | 5 | 4 | 4 | 22 | 3 | 4 | 5 | 5 | 17 |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 5 | 19 |
| 5 | 4 | 4 | 5 | 18 | 4 | 4 | 5 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 5 | 18 |

| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|----|
| 5 | 5 | 5 | 3 | 18 | 4 | 5 | 5 | 5 | 5 | 24 | 3 | 4 | 4 | 5 | 5 | 21 | 5 | 5 | 4 | 5 | 19 |
| 5 | 5 | 4 | 4 | 18 | 4 | 3 | 5 | 5 | 4 | 21 | 4 | 4 | 5 | 3 | 3 | 19 | 5 | 5 | 4 | 3 | 17 |
| 5 | 5 | 5 | 3 | 18 | 4 | 5 | 5 | 5 | 5 | 24 | 3 | 5 | 4 | 5 | 5 | 22 | 5 | 5 | 5 | 4 | 19 |
| 3 | 4 | 3 | 3 | 13 | 4 | 3 | 3 | 4 | 3 | 17 | 3 | 3 | 3 | 4 | 3 | 16 | 3 | 4 | 4 | 3 | 14 |
| 5 | 5 | 5 | 3 | 18 | 4 | 5 | 5 | 5 | 5 | 24 | 3 | 5 | 4 | 5 | 5 | 22 | 5 | 5 | 5 | 5 | 20 |
| 3 | 4 | 4 | 4 | 15 | 3 | 4 | 3 | 4 | 4 | 18 | 4 | 2 | 3 | 4 | 4 | 17 | 3 | 4 | 4 | 2 | 13 |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 5 | 3 | 4 | 20 | 5 | 5 | 4 | 5 | 19 |
| 5 | 5 | 4 | 4 | 18 | 5 | 3 | 5 | 5 | 4 | 22 | 4 | 4 | 5 | 3 | 3 | 19 | 5 | 5 | 3 | 4 | 17 |
| 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 5 | 17 | 4 | 3 | 4 | 4 | 4 | 19 | 5 | 4 | 4 | 5 | 3 | 21 | 4 | 4 | 5 | 5 | 18 |
| 5 | 5 | 5 | 5 | 20 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 5 | 4 | 5 | 19 |
| 5 | 4 | 4 | 4 | 17 | 5 | 4 | 5 | 4 | 4 | 22 | 4 | 5 | 4 | 3 | 4 | 20 | 5 | 4 | 5 | 5 | 19 |
| 5 | 5 | 5 | 3 | 18 | 4 | 5 | 5 | 5 | 5 | 24 | 3 | 4 | 4 | 5 | 5 | 21 | 5 | 5 | 4 | 4 | 18 |
| 3 | 4 | 3 | 5 | 15 | 4 | 5 | 3 | 4 | 3 | 19 | 5 | 4 | 5 | 4 | 5 | 23 | 3 | 4 | 4 | 4 | 15 |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 18 |
| 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 4 | 4 | 21 | 4 | 2 | 3 | 4 | 4 | 17 | 4 | 4 | 5 | 5 | 18 |
| 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 5 | 3 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 4 | 19 | 4 | 3 | 5 | 5 | 5 | 22 | 4 | 4 | 5 | 3 | 3 | 19 | 5 | 5 | 5 | 5 | 20 |
| 3 | 4 | 4 | 4 | 15 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 4 | 20 | 3 | 4 | 4 | 4 | 15 |
| 5 | 5 | 5 | 4 | 19 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 5 | 5 | 4 | 19 |
| 5 | 4 | 4 | 4 | 17 | 5 | 4 | 5 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 4 | 4 | 3 | 16 |
| 4 | 4 | 4 | 5 | 17 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 4 | 3 | 3 | 3 | 17 | 4 | 4 | 3 | 4 | 15 |
| 3 | 4 | 3 | 3 | 13 | 4 | 3 | 3 | 4 | 3 | 17 | 5 | 4 | 4 | 5 | 3 | 21 | 3 | 4 | 4 | 4 | 15 |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 5 | 5 | 23 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 4 | 4 | 18 |
| 5 | 5 | 5 | 4 | 19 | 4 | 3 | 5 | 5 | 5 | 22 | 4 | 4 | 5 | 3 | 3 | 19 | 5 | 5 | 5 | 5 | 20 |
| 5 | 5 | 4 | 5 | 19 | 5 | 4 | 5 | 5 | 4 | 23 | 4 | 2 | 3 | 4 | 4 | 17 | 5 | 5 | 4 | 3 | 17 |
| 3 | 4 | 4 | 4 | 15 | 4 | 4 | 3 | 4 | 4 | 19 | 4 | 4 | 5 | 3 | 4 | 20 | 3 | 4 | 5 | 5 | 17 |
| 5 | 5 | 5 | 4 | 19 | 4 | 4 | 4 | 3 | 3 | 18 | 1 | 4 | 4 | 2 | 4 | 15 | 4 | 3 | 3 | 4 | 14 |
| 4 | 4 | 4 | 4 | 16 | 4 | 3 | 4 | 5 | 5 | 21 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 5 | 4 | 4 | 17 |

LAMPIRAN 3. HASIL SPSS

HASIL ANALISIS DESKRIPTIF VARIABEL

Statistics

| | | X1.1 | X1.2 | X1.3 | X1.4 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | Z.1 | Z.2 | Z.3 | Z.4 | Z.5 | Y.1 | Y.2 | Y.3 | Y.4 |
|---|---------|------|------|------|------|------|------|------|------|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| N | Valid | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

X1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 25 | 25,0 | 25,0 | 25,0 |
| | S | 25 | 25,0 | 25,0 | 50,0 |
| | SS | 50 | 50,0 | 50,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

X1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 8 | 8,0 | 8,0 | 8,0 |
| | S | 53 | 53,0 | 53,0 | 61,0 |
| | SS | 39 | 39,0 | 39,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

X1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | N | 10 | 10,0 | 10,0 | 10,0 |
| | S | 59 | 59,0 | 59,0 | 69,0 |

| | | | | |
|-------|-----|-------|-------|-------|
| SS | 31 | 31,0 | 31,0 | 100,0 |
| Total | 100 | 100,0 | 100,0 | |

X1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 5 | 5,0 | 5,0 | 5,0 |
| | N | 24 | 24,0 | 24,0 | 29,0 |
| | S | 45 | 45,0 | 45,0 | 74,0 |
| | SS | 26 | 26,0 | 26,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

X2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 9 | 9,0 | 9,0 | 9,0 |
| | S | 63 | 63,0 | 63,0 | 72,0 |
| | SS | 28 | 28,0 | 28,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

X2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 21 | 21,0 | 21,0 | 21,0 |
| | S | 57 | 57,0 | 57,0 | 78,0 |
| | SS | 22 | 22,0 | 22,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

X2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|--|--|-----------|---------|---------------|--------------------|
| | | | | | |

| | | | | | |
|-------|-------|-----|-------|-------|-------|
| Valid | N | 25 | 25,0 | 25,0 | 25,0 |
| | S | 26 | 26,0 | 26,0 | 51,0 |
| | SS | 49 | 49,0 | 49,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

X2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 9 | 9,0 | 9,0 | 9,0 |
| | S | 52 | 52,0 | 52,0 | 61,0 |
| | SS | 39 | 39,0 | 39,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

X2.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 11 | 11,0 | 11,0 | 11,0 |
| | S | 58 | 58,0 | 58,0 | 69,0 |
| | SS | 31 | 31,0 | 31,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

Z.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 1 | 1,0 | 1,0 | 1,0 |
| | TS | 5 | 5,0 | 5,0 | 6,0 |
| | N | 23 | 23,0 | 23,0 | 29,0 |
| | S | 45 | 45,0 | 45,0 | 74,0 |
| | SS | 26 | 26,0 | 26,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

Z.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 7 | 7,0 | 7,0 | 7,0 |
| | N | 14 | 14,0 | 14,0 | 21,0 |
| | S | 59 | 59,0 | 59,0 | 80,0 |
| | SS | 20 | 20,0 | 20,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

Z.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1,0 | 1,0 | 1,0 |
| | N | 25 | 25,0 | 25,0 | 26,0 |
| | S | 46 | 46,0 | 46,0 | 72,0 |
| | SS | 28 | 28,0 | 28,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

Z.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1,0 | 1,0 | 1,0 |
| | N | 25 | 25,0 | 25,0 | 26,0 |
| | S | 56 | 56,0 | 56,0 | 82,0 |
| | SS | 18 | 18,0 | 18,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

Y1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 21 | 21,0 | 21,0 | 21,0 |
| | S | 57 | 57,0 | 57,0 | 78,0 |
| | SS | 22 | 22,0 | 22,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

Y.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 25 | 25,0 | 25,0 | 25,0 |
| | S | 26 | 26,0 | 26,0 | 51,0 |
| | SS | 49 | 49,0 | 49,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

Y.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 9 | 9,0 | 9,0 | 9,0 |
| | S | 52 | 52,0 | 52,0 | 61,0 |
| | SS | 39 | 39,0 | 39,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

Y.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 12 | 12,0 | 12,0 | 12,0 |
| | S | 59 | 59,0 | 59,0 | 71,0 |
| | SS | 29 | 29,0 | 29,0 | 100,0 |
| | Total | 100 | 100,0 | 100,0 | |

Y.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1,0 | 1,0 | 1,0 |
| | N | 17 | 17,0 | 17,0 | 18,0 |
| | S | 44 | 44,0 | 44,0 | 62,0 |

| | | | | |
|-------|-----|-------|-------|-------|
| SS | 38 | 38,0 | 38,0 | 100,0 |
| Total | 100 | 100,0 | 100,0 | |

HASIL UJI VALIDITAS

Correlations

| | | X1.1 | X1.2 | X1.3 | X1.4 | Kepemimpinan Islami |
|------------------------|---------------------|--------|--------|--------|--------|------------------------|
| X1.1 | Pearson Correlation | 1 | ,735** | ,633** | ,188 | ,856** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,061 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| X1.2 | Pearson Correlation | ,735** | 1 | ,689** | ,147 | ,828** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,145 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| X1.3 | Pearson Correlation | ,633** | ,689** | 1 | ,093 | ,767** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,358 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| X1.4 | Pearson Correlation | ,188 | ,147 | ,093 | 1 | ,534** |
| | Sig. (2-tailed) | ,061 | ,145 | ,358 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| Kepemimpinan Islami | Pearson Correlation | ,856** | ,828** | ,767** | ,534** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 |

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

Correlations

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | Pengembangan Karyawan |
|------|---------------------|------|------|--------|-------|--------|--------------------------|
| X2.1 | Pearson Correlation | 1 | ,180 | ,449** | ,202* | ,006 | ,510** |
| | Sig. (2-tailed) | | ,074 | ,000 | ,044 | ,956 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2.2 | Pearson Correlation | ,180 | 1 | ,291** | ,139 | ,292** | ,540** |
| | Sig. (2-tailed) | ,074 | | ,003 | ,167 | ,003 | ,000 |

| | | | | | | | |
|-----------------------|---------------------|--------|--------|--------|--------|--------|--------|
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2.3 | Pearson Correlation | ,449** | ,291** | 1 | ,713** | ,613** | ,896** |
| | Sig. (2-tailed) | ,000 | ,003 | | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2.4 | Pearson Correlation | ,202* | ,139 | ,713** | 1 | ,701** | ,791** |
| | Sig. (2-tailed) | ,044 | ,167 | ,000 | | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2.5 | Pearson Correlation | ,006 | ,292** | ,613** | ,701** | 1 | ,749** |
| | Sig. (2-tailed) | ,956 | ,003 | ,000 | ,000 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Pengembangan Karyawan | Pearson Correlation | ,510** | ,540** | ,896** | ,791** | ,749** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |

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

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

| | Z.1 | Z.2 | Z.3 | Z.4 | Z.5 | Kepuasan Kerja | |
|-----|---------------------|--------|--------|--------|--------|----------------|--------|
| Z.1 | Pearson Correlation | 1 | ,323** | ,485** | ,052 | -,016 | ,636** |
| | Sig. (2-tailed) | | ,001 | ,000 | ,608 | ,877 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Z.2 | Pearson Correlation | ,323** | 1 | ,576** | ,174 | ,333** | ,768** |
| | Sig. (2-tailed) | ,001 | | ,000 | ,083 | ,001 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Z.3 | Pearson Correlation | ,485** | ,576** | 1 | -,135 | ,161 | ,688** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,182 | ,109 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Z.4 | Pearson Correlation | ,052 | ,174 | -,135 | 1 | ,585** | ,478** |
| | Sig. (2-tailed) | ,608 | ,083 | ,182 | | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Z.5 | Pearson Correlation | -,016 | ,333** | ,161 | ,585** | 1 | ,594** |

| | | | | | | | |
|----------------|---------------------|--------|--------|--------|--------|--------|------|
| | Sig. (2-tailed) | ,877 | ,001 | ,109 | ,000 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Kepuasan Kerja | Pearson Correlation | ,636** | ,768** | ,688** | ,478** | ,594** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |

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

Correlations

| | | Y2.1 | Y2.2 | Y2.3 | Y2.4 | Kinerja SDM Islami |
|-----------------------|---------------------|--------|--------|--------|--------|-----------------------|
| Y2.1 | Pearson Correlation | 1 | ,713** | ,175 | ,170 | ,786** |
| | Sig. (2-tailed) | | ,000 | ,082 | ,091 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| Y2.2 | Pearson Correlation | ,713** | 1 | ,049 | ,093 | ,685** |
| | Sig. (2-tailed) | ,000 | | ,626 | ,360 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| Y2.3 | Pearson Correlation | ,175 | ,049 | 1 | ,452** | ,589** |
| | Sig. (2-tailed) | ,082 | ,626 | | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| Y2.4 | Pearson Correlation | ,170 | ,093 | ,452** | 1 | ,638** |
| | Sig. (2-tailed) | ,091 | ,360 | ,000 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| Kinerja SDM Islami | Pearson Correlation | ,786** | ,685** | ,589** | ,638** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 |

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

HASIL UJI RELIABILITAS

(X1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|---------------------|------------|
| | |

| | | |
|--|------|---|
| | ,707 | 4 |
|--|------|---|

(X2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,746 | 5 |

(Z)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,629 | 5 |

(Y)

Reliability Statistics

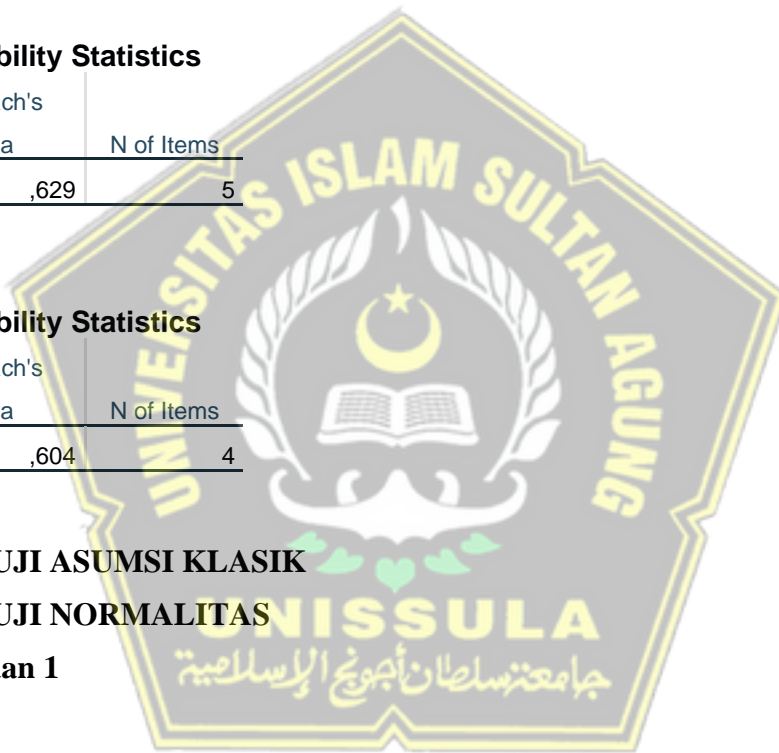
| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,604 | 4 |

HASIL UJI ASUMSI KLASIK

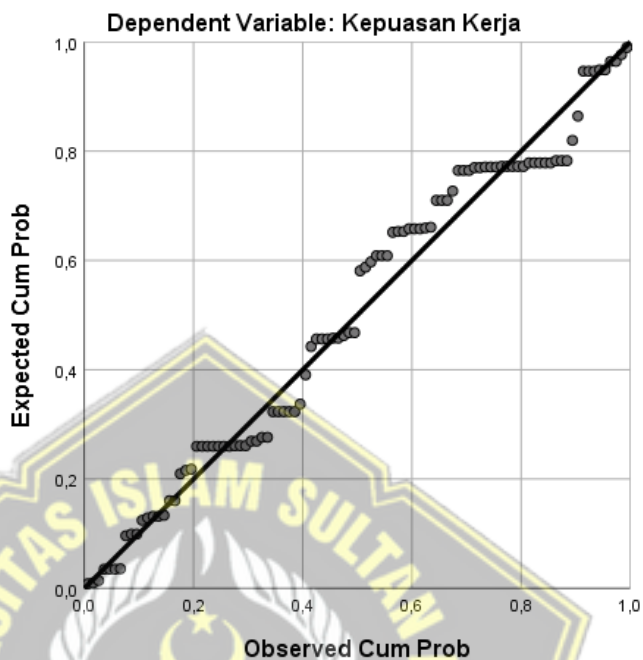
HASIL UJI NORMALITAS

Persamaan 1

Chart



Normal P-P Plot of Regression Standardized Residual



NPar Testts

One-Sample Kolmogorov-Smirnov Testt

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 100 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 1,91580251 |
| Most Extreme Differences | Absolute | ,105 |
| | Positifve | ,105 |
| | Negatif | -,093 |
| Testt Statistic | | ,105 |
| Asymp. Sig. (2-tailed) | | ,008 ^c |

a. Testt distribution is Normal.

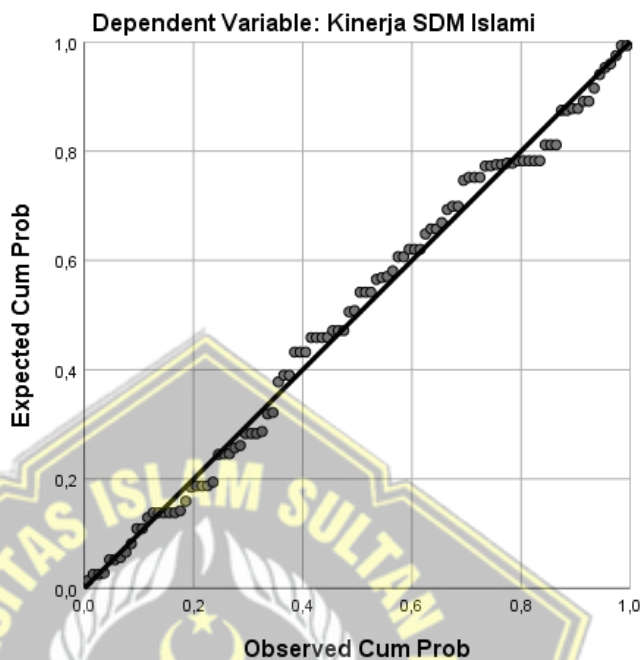
b. Calculated from data.

c. Lilliefors Significance Correction.

Persamaan 2

Chart

Normal P-P Plot of Regression Standardized Residual



Npart Testts

One-Sample Kolmogorov-Smirnov Testt

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 100 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | ,92909421 |
| Most Extreme Differences | Absolute | ,060 |
| | Positifve | ,055 |
| | Negatif | -,060 |
| Testt Statistic | | ,060 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |

a. Testt distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

HASIL UJI MULTIKOLINIERITAS

Model 1

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|-----------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | Kepemimpinan Islami | ,348 | 2,872 |
| | Pengembangan Karyawan | ,348 | 2,872 |

a. Dependent Variable: Kepuasan Kerja

Model 2

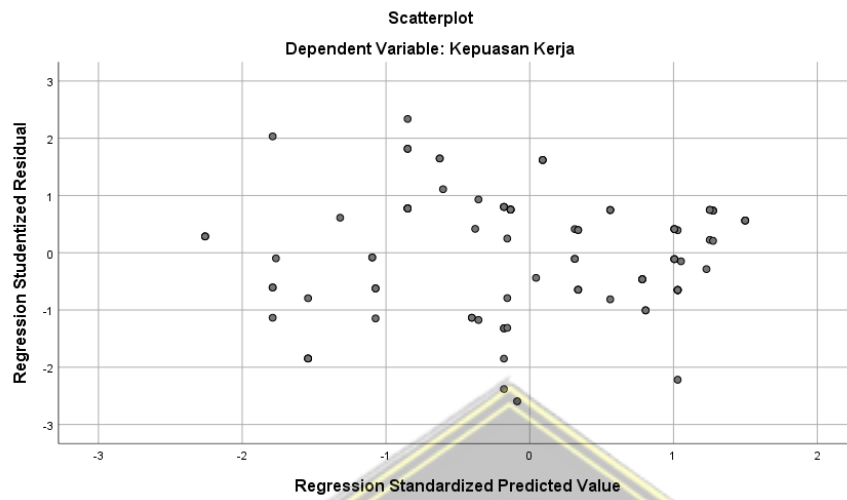
Coefficients^a

| Model | | Collinearity Statistics | |
|-------|-----------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | (Constant) | | |
| | Kepemimpinan Islami | ,330 | 3,031 |
| | Pengembangan Karyawan | ,330 | 3,031 |
| | Kepuasan Kerja | ,634 | 1,576 |

a. Dependent Variable: Kinerja SDM Islami

HASIL UJI HETEROSKEDASTISITAS

Model 1



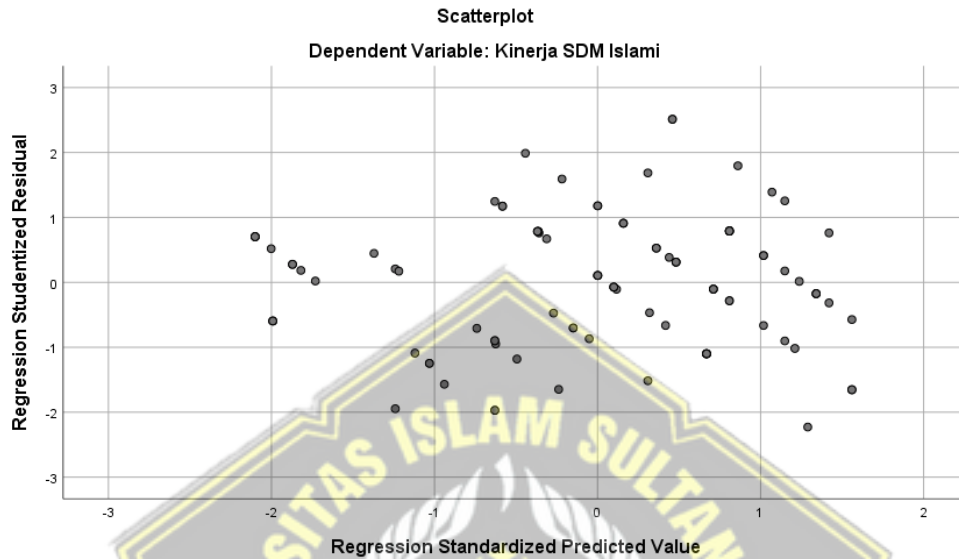
Uji Glejser

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 4,258 | ,942 | | 4,518 | ,000 |
| | Kepemimpinan Islami | ,001 | ,083 | ,002 | ,012 | ,991 |
| | Pengembangan Karyawan | -,129 | ,075 | -,283 | -1,711 | ,090 |

a. Dependent Variable: Abs_Res1

Model 2



Uji Glejser

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|-------|-----------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | ,614 | ,533 | | 1,153 | ,252 |
| | Kepemimpinan Islami | ,021 | ,045 | ,085 | ,480 | ,632 |
| | Pengembangan Karyawan | ,013 | ,041 | ,056 | ,316 | ,752 |
| | Kepuasan Kerja | -,025 | ,029 | -,110 | -,866 | ,389 |

a. Dependent Variable: Abs_Res2

HASIL UJI REGRESI LINIER BERGANDA

Regresi Persamaan 1

Variables Entered/Removed^a

| Model | Variables | Variables | Method |
|-------|-----------|-----------|--------|
| | Entered | Removed | |

| | | | |
|---|---|---|-------|
| 1 | Pengembangan Karyawan, Kepemimpinan Islami ^b | . | Enter |
|---|---|---|-------|

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,605 ^a | ,366 | ,353 | 1,935 |

a. Predictors: (Constant), Pengembangan Karyawan, Kepemimpinan Islami

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6,973 | 1,752 | | 3,979 | ,000 |
| | Kepemimpinan Islami | ,358 | ,154 | ,318 | 2,320 | ,022 |
| | Pengembangan Karyawan | ,325 | ,140 | ,318 | 2,321 | ,022 |

a. Dependent Variable: Kepuasan Kerja

Regresi Persamaan 2

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|---|--------|
| | 1 | Kepuasan Kerja, Kepemimpinan Islami, Pengembangan Karyawan ^b | |

a. Dependent Variable: Kinerja SDM Islami

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,876 ^a | ,767 | ,760 | ,943 |

a. Predictors: (Constant), Kepuasan Kerja, Kepemimpinan Islami, Pengembangan Karyawan

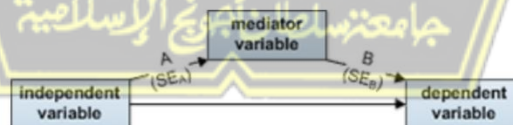
Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | ,859 | ,921 | | ,933 | ,353 |
| | Kepemimpinan Islami | ,237 | ,077 | ,263 | 3,065 | ,003 |
| | Pengembangan Karyawan | ,370 | ,070 | ,452 | 5,274 | ,000 |
| | Kepuasan Kerja | ,220 | ,049 | ,275 | 4,447 | ,000 |

a. Dependent Variable: Kinerja SDM Islami

HASIL PERHITUNGAN SOBEL

Model 1



A: ?

B: ?

SE_A: ?

SE_B: ?

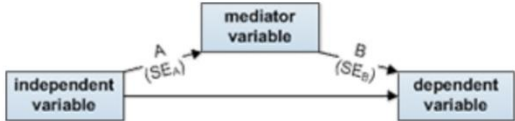
Calculate!

Sobel test statistic: 1.93792368

One-tailed probability: 0.02631627

Two-tailed probability: 0.05263253

Model 2



A: ?

B: ?

SE_A: ?

SE_B: ?

Calculate!

Sobel test statistic: 2.10551883

One-tailed probability: 0.01762308

Two-tailed probability: 0.03524617

