

LAMPIRAN HASIL PENGUJIAN DATA

1. Karakteristik Responden

Frequency Table

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	104	72.7	72.7	72.7
	Perempuan	39	27.3	27.3	100.0
	Total	143	100.0	100.0	

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 25 Tahun	35	24.5	24.5	24.5
	26-30 Tahun	39	27.3	27.3	51.7
	31-35 Tahun	21	14.7	14.7	66.4
	35-40 Tahun	18	12.6	12.6	79.0
	41-45 Tahun	14	9.8	9.8	88.8
	46-50 Tahun	8	5.6	5.6	94.4
	> 50 Tahun	8	5.6	5.6	100.0
	Total	143	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	45	31.5	31.5	31.5
	SMP	51	35.7	35.7	67.1
	SMA/Sederajat	40	28.0	28.0	95.1
	S1	7	4.9	4.9	100.0
	Total	143	100.0	100.0	

Bidang Pekerjaan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Staf Inti	12	8.4	8.4	8.4
	Harvesters	22	15.4	15.4	23.8
	Security	12	8.4	8.4	32.2
	Sopir Truk	11	7.7	7.7	39.9
	Operator Tractor	13	9.1	9.1	49.0
	Loaders	12	8.4	8.4	57.3
	Operator Exceperator	4	2.8	2.8	60.1
	Personalia	3	2.1	2.1	62.2
	Mandor	9	6.3	6.3	68.5
	Maintenance	45	31.5	31.5	100.0
	Total	143	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 Tahun	75	52.4	52.4	52.4
	6-10 Tahun	33	23.1	23.1	75.5
	11-15 Tahun	15	10.5	10.5	86.0
	16-20 Tahun	18	12.6	12.6	98.6
	21-25 Tahun	2	1.4	1.4	100.0
	Total	143	100.0	100.0	

2. Uji Validitas Variabel Kepemimpinan Transformatif

Factor Analysis

Correlation Matrix

		KT1	KT2	KT3	KT4	KT5	KT6	KT7	KT8	KT9	KT10	KT11	KT12	KT13	KT14	KT15	KT16	KT17	KT18
Correlation	KT1	1.000	.405	.308	.233	.179	.235	.462	.220	.387	-.011	.252	.273	.322	-.060	.294	.007	.352	.384
	KT2	.405	1.000	.142	.284	.316	.155	.463	.141	.326	.167	.324	.212	.227	.001	.317	.191	.283	.257
	KT3	.308	.142	1.000	.279	.143	.377	.141	.303	.146	-.101	.302	.289	.356	-.013	.147	.174	.150	.114
	KT4	.233	.284	.279	1.000	.344	.298	.306	-.068	.400	.156	.263	.202	.124	.095	.210	.331	.229	.175
	KT5	.179	.316	.143	.344	1.000	.302	.367	.008	.474	.218	.381	.314	.146	.102	.304	.280	.210	.369
	KT6	.235	.155	.377	.298	.302	1.000	.084	.022	.224	.113	.254	.196	.155	.174	.156	.323	.145	.063
	KT7	.462	.463	.141	.306	.367	.084	1.000	.208	.377	.152	.073	.200	.377	-.197	.376	.152	.370	.403
	KT8	.220	.141	.303	-.068	.008	.022	.208	1.000	-.061	-.191	-.036	.090	.159	-.098	.201	-.001	.116	-.001
	KT9	.387	.326	.146	.400	.474	.224	.377	-.061	1.000	.121	.325	.328	.291	.020	.360	.313	.451	.412
	KT10	-.011	.167	-.101	.156	.218	.113	.152	-.191	.121	1.000	.086	-.040	-.115	.153	-.106	.132	.080	.019
	KT11	.252	.324	.302	.263	.381	.254	.073	-.036	.325	.086	1.000	.203	.206	.130	.227	.359	.237	.299
	KT12	.273	.212	.289	.202	.314	.196	.200	.090	.328	-.040	.203	1.000	.336	.091	.355	.141	.304	.176
	KT13	.322	.227	.356	.124	.146	.155	.377	.159	.291	-.115	.206	.336	1.000	-.232	.189	.216	.257	.343
	KT14	-.060	.001	-.013	.095	.102	.174	-.197	-.098	.020	.153	.130	.091	-.232	1.000	.039	.276	.084	-.106
	KT15	.294	.317	.147	.210	.304	.156	.376	.201	.360	-.106	.227	.355	.189	.039	1.000	.205	.212	.357
	KT16	.007	.191	.174	.331	.280	.323	.152	-.001	.313	.132	.359	.141	.216	.276	.205	1.000	.316	.107
	KT17	.352	.283	.150	.229	.210	.145	.370	.116	.451	.080	.237	.304	.257	.084	.212	.316	1.000	.342
	KT18	.384	.257	.114	.175	.369	.063	.403	-.001	.412	.019	.299	.176	.343	-.106	.357	.107	.342	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.771
Bartlett's Test of Sphericity	Approx. Chi-Square	698.410
	df	153
	Sig.	.000

Communalities

	Initial	Extraction
KT1	1.000	.531
KT2	1.000	.553
KT3	1.000	.748
KT4	1.000	.467
KT5	1.000	.621
KT6	1.000	.591
KT7	1.000	.732
KT8	1.000	.732
KT9	1.000	.620
KT10	1.000	.673
KT11	1.000	.483
KT12	1.000	.457
KT13	1.000	.688
KT14	1.000	.714
KT15	1.000	.702
KT16	1.000	.635
KT17	1.000	.748
KT18	1.000	.608

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.839	26.883	26.883	4.839	26.883	26.883	2.780	15.444	15.444
2	1.933	10.737	37.620	1.933	10.737	37.620	2.114	11.742	27.186
3	1.501	8.337	45.957	1.501	8.337	45.957	1.706	9.477	36.664
4	1.075	5.974	51.931	1.075	5.974	51.931	1.606	8.920	45.584
5	1.041	5.784	57.714	1.041	5.784	57.714	1.559	8.662	54.246
6	.915	5.084	62.798	.915	5.084	62.798	1.539	8.552	62.798
7	.856	4.755	67.553						
8	.840	4.666	72.219						
9	.766	4.256	76.475						
10	.706	3.923	80.398						
11	.642	3.568	83.966						
12	.574	3.191	87.157						
13	.514	2.855	90.012						
14	.461	2.560	92.572						
15	.394	2.186	94.758						
16	.372	2.066	96.824						
17	.330	1.831	98.655						
18	.242	1.345	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component					
	1	2	3	4	5	6
KT1	.619	-.330	-.024	.189	.046	-.028
KT2	.598	-.047	-.207	.310	.216	-.084
KT3	.452	-.147	.648	.220	-.221	-.064
KT4	.546	.306	.018	.214	-.142	-.096
KT5	.619	.280	-.165	-.044	-.001	-.362
KT6	.437	.323	.440	.242	-.147	-.146
KT7	.638	-.309	-.367	.283	.100	.068
KT8	.179	-.508	.372	.288	.464	.065
KT9	.706	.122	-.231	-.204	-.090	.049
KT10	.129	.496	-.404	.491	-.024	.080
KT11	.544	.283	.159	-.152	-.197	-.143
KT12	.527	-.063	.226	-.320	.128	-.073
KT13	.526	-.392	.155	-.093	-.394	.265
KT14	.046	.630	.228	-.133	.485	.100
KT15	.564	-.155	-.012	-.294	.414	-.320
KT16	.465	.462	.212	-.083	.021	.391
KT17	.587	-.007	-.106	-.119	.146	.597
KT18	.580	-.191	-.342	-.289	-.171	-.074

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Rotated Component Matrix^a

	Component					
	1	2	3	4	5	6
KT1	.373	.199	.171	.337	.425	.169
KT2	.411	.128	.124	.088	.362	.462
KT3	.011	.750	.067	.201	.334	-.169
KT4	.272	.479	.142	.013	-.037	.376
KT5	.644	.312	.007	-.047	-.102	.311
KT6	.089	.739	.041	-.115	.057	.138
KT7	.406	-.033	.248	.388	.396	.443
KT8	-.027	.060	.020	.015	.840	-.144
KT9	.586	.175	.415	.145	-.114	.198
KT10	-.076	.054	.074	-.129	-.161	.785
KT11	.404	.505	.178	-.016	-.179	.031
KT12	.498	.257	.237	-.039	.156	-.247
KT13	.154	.301	.426	.586	.120	-.185
KT14	.064	.129	.217	-.802	-.032	.038
KT15	.759	.029	.034	-.109	.315	-.112
KT16	.097	.392	.612	-.280	-.089	.107
KT17	.229	-.006	.804	.053	.177	.120
KT18	.619	-.019	.237	.396	-.094	.053

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 20 iterations.

3. Uji Validitas Kepuasan Kerja

Factor Analysis

Correlation Matrix																				
	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	KK15	KK16	KK17	KK18	KK19	KK20
Correlation	1.000	.015	-.092	-.025	.091	.020	.022	.012	-.082	-.046	.099	.032	-.119	.070	-.082	-.239	.010	-.032	-.061	-.060
KK2	.015	1.000	.231	.282	.248	.184	.306	.212	.150	.366	.049	.253	.299	.178	.190	.218	.045	.034	.224	.100
KK3	-.092	.231	1.000	.161	.348	.120	.280	.056	.156	.264	-.168	.220	.115	.038	.161	.098	.064	.173	.230	.334
KK4	-.025	.282	.161	1.000	.091	.247	.143	.160	-.041	.285	.024	.355	.246	.148	.198	.195	.120	-.024	.191	.280
KK5	.091	.248	.348	.091	1.000	.274	.243	.065	.243	.235	.024	.153	.154	.144	.181	.171	.046	.087	.223	.072
KK6	.020	.184	.120	.247	.274	1.000	.019	.126	.178	.350	-.157	.232	.064	.108	.059	.166	.039	.052	.132	.173
KK7	.022	.306	.280	.143	.243	.019	1.000	.269	.296	.265	.120	.243	.279	.347	.330	.162	.134	.114	.152	-.038
KK8	.012	.212	.056	.160	.065	.126	.269	1.000	.129	.090	.155	.250	.336	.153	.156	.180	.209	-.112	.133	.212
KK9	-.082	.150	.156	-.041	.243	.178	.296	.129	1.000	.114	-.037	.363	.291	.146	.407	.327	-.072	.128	.366	.184
KK10	-.046	.366	.264	.285	.235	.350	.265	.090	.114	1.000	-.109	.294	.308	.251	.125	.260	.050	.051	.206	.284
KK11	.099	.049	-.168	.024	.024	-.157	.120	.155	-.037	-.109	1.000	-.070	.205	.254	.057	.002	.187	.031	.044	.001
KK12	.032	.253	.220	.355	.153	.232	.243	.250	.363	.294	-.070	1.000	.198	.336	.354	.360	.033	-.010	.345	.252
KK13	-.119	.299	.115	.246	.154	.064	.279	.336	.291	.308	.205	.198	1.000	.200	.278	.332	-.029	-.004	.454	.294
KK14	.070	.178	.038	.148	.144	.108	.347	.153	.146	.251	.254	.336	.200	1.000	.192	.334	.069	.150	.221	.121
KK15	-.082	.190	.161	.198	.181	.059	.330	.156	.407	.125	.057	.354	.278	.192	1.000	.306	.079	.182	.380	.169
KK16	-.239	.218	.098	.195	.171	.166	.162	.180	.327	.260	.002	.360	.332	.334	.306	1.000	.024	-.091	.526	.110
KK17	.010	.045	.064	.120	.046	.039	.134	.209	-.072	.050	.187	.033	-.029	.069	.079	.024	1.000	-.025	-.051	-.028
KK18	-.032	.034	.173	-.024	.087	.052	.114	-.112	.128	.051	.031	-.010	-.004	.150	.182	-.091	-.025	1.000	-.006	.189
KK19	-.061	.224	.230	.191	.223	.132	.152	.133	.366	.206	.044	.345	.454	.221	.380	.526	-.051	-.006	1.000	.093
KK20	-.060	.100	.334	.280	.072	.173	-.038	.212	.184	.284	.001	.252	.294	.121	.169	.110	-.028	.189	.093	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.702
Bartlett's Test of Sphericity	Approx. Chi-Square	636.898
	df	190
	Sig.	.000

Communalities

	Initial	Extraction
KK1	1.000	.389
KK2	1.000	.382
KK3	1.000	.513
KK4	1.000	.518
KK5	1.000	.506
KK6	1.000	.470
KK7	1.000	.547
KK8	1.000	.427
KK9	1.000	.574
KK10	1.000	.509
KK11	1.000	.601
KK12	1.000	.443
KK13	1.000	.533
KK14	1.000	.384
KK15	1.000	.486
KK16	1.000	.630
KK17	1.000	.309
KK18	1.000	.638
KK19	1.000	.592
KK20	1.000	.687

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.365	21.826	21.826	4.365	21.826	21.826	2.971	14.854	14.854
2	1.658	8.291	30.117	1.658	8.291	30.117	2.514	12.571	27.426
3	1.513	7.563	37.680	1.513	7.563	37.680	1.839	9.195	36.620
4	1.392	6.961	44.640	1.392	6.961	44.640	1.528	7.638	44.258
5	1.211	6.055	50.695	1.211	6.055	50.695	1.287	6.437	50.695
6	1.092	5.459	56.154						
7	1.022	5.110	61.264						
8	.998	4.988	66.252						
9	.911	4.554	70.806						
10	.864	4.319	75.125						
11	.788	3.940	79.065						
12	.642	3.209	82.273						
13	.618	3.089	85.363						
14	.589	2.945	88.308						
15	.512	2.562	90.870						
16	.454	2.268	93.138						
17	.432	2.160	95.298						
18	.384	1.918	97.216						
19	.308	1.541	98.756						
20	.249	1.244	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component				
	1	2	3	4	5
KK1	-.094	.142	.405	.219	-.384
KK2	.536	-.012	.263	-.025	-.157
KK3	.442	-.438	.140	.289	.152
KK4	.463	-.091	.354	-.379	.160
KK5	.444	-.188	.146	.350	-.360
KK6	.376	-.414	.250	-.168	-.259
KK7	.527	.272	.145	.395	-.133
KK8	.407	.362	.229	-.241	.139
KK9	.535	-.029	-.461	.260	-.085
KK10	.563	-.299	.286	-.132	-.062
KK11	.071	.713	.177	.127	.201
KK12	.640	-.057	-.019	-.134	-.112
KK13	.604	.241	-.135	-.183	.242
KK14	.482	.334	.111	.151	-.075
KK15	.568	.133	-.284	.230	.110
KK16	.600	.102	-.385	-.296	-.156
KK17	.104	.313	.444	-.002	.055
KK18	.132	-.185	.015	.643	.415
KK19	.618	.073	-.416	-.113	-.140
KK20	.415	-.298	.140	-.094	.630

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

Rotated Component Matrix^a

	Component				
	1	2	3	4	5
KK1	-.237	.066	.182	-.047	.541
KK2	.233	.487	.245	.051	.167
KK3	.124	.439	-.096	.543	.003
KK4	.046	.597	.296	-.055	-.263
KK5	.252	.375	-.035	.266	.480
KK6	.058	.657	-.143	-.028	.119
KK7	.370	.135	.401	.295	.380
KK8	.184	.224	.555	-.115	-.144
KK9	.699	.024	-.118	.253	.085
KK10	.162	.683	.070	.107	.002
KK11	.049	-.310	.708	.016	.040
KK12	.472	.456	.113	.001	-.002
KK13	.525	.183	.364	.031	-.300
KK14	.355	.129	.436	.101	.203
KK15	.609	.028	.157	.300	-.024
KK16	.714	.224	.029	-.234	-.120
KK17	-.161	.117	.510	-.007	.100
KK18	.005	-.093	.004	.793	-.013
KK19	.745	.172	-.001	-.072	-.046
KK20	.047	.400	.132	.431	-.566

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 10 iterations.

4. Uji Validitas Kinerja Pegawai

Factor Analysis

Correlation Matrix

	KY1	KY2	KY3	KY4	KY5	KY6	KY7	KY8	KY9	KY10	KY11
Correlation KY1	1.000	.273	.428	.270	-.129	.262	.035	.225	.152	.095	.133
KY2	.273	1.000	.293	.383	.020	.177	.070	.109	.185	.255	.189
KY3	.428	.293	1.000	.176	-.047	.242	.088	.183	.096	.243	.189
KY4	.270	.383	.176	1.000	-.057	.275	.343	.067	.283	.171	.184
KY5	-.129	.020	-.047	-.057	1.000	-.052	.164	.000	.044	.067	.101
KY6	.262	.177	.242	.275	-.052	1.000	.197	.163	.410	.137	.211
KY7	.035	.070	.088	.343	.164	.197	1.000	.205	.377	.260	.140
KY8	.225	.109	.183	.067	.000	.163	.205	1.000	.210	.315	.130
KY9	.152	.185	.096	.283	.044	.410	.377	.210	1.000	.244	.172
KY10	.095	.255	.243	.171	.067	.137	.260	.315	.244	1.000	.173
KY11	.133	.189	.189	.184	.101	.211	.140	.130	.172	.173	1.000

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.719
Bartlett's Test of Sphericity	Approx. Chi-Square	231.458
	df	55
	Sig.	.000

Communalities

	Initial	Extraction
KY1	1.000	.756
KY2	1.000	.805
KY3	1.000	.668
KY4	1.000	.812
KY5	1.000	.953
KY6	1.000	.797
KY7	1.000	.826
KY8	1.000	.735
KY9	1.000	.735
KY10	1.000	.782
KY11	1.000	.990

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.904	26.398	26.398	2.904	26.398	26.398	1.521	13.825	13.825
2	1.393	12.667	39.065	1.393	12.667	39.065	1.413	12.847	26.672
3	1.099	9.995	49.060	1.099	9.995	49.060	1.341	12.188	38.860
4	1.031	9.376	58.436	1.031	9.376	58.436	1.305	11.867	50.727
5	.909	8.266	66.702	.909	8.266	66.702	1.219	11.086	61.813
6	.797	7.241	73.944	.797	7.241	73.944	1.056	9.598	71.411
7	.726	6.603	80.547	.726	6.603	80.547	1.005	9.135	80.547
8	.680	6.186	86.733						
9	.537	4.886	91.618						
10	.506	4.603	96.221						
11	.416	3.779	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component						
	1	2	3	4	5	6	7
KY1	.536	-.552	.033	-.068	.099	.340	.181
KY2	.555	-.242	.034	.468	-.329	-.105	-.313
KY3	.545	-.445	.301	.072	.101	.256	.033
KY4	.608	-.015	-.435	.262	-.333	-.025	.270
KY5	.021	.566	.331	.478	.211	.482	-.129
KY6	.589	-.028	-.353	-.202	.418	.041	-.326
KY7	.500	.571	-.147	-.089	-.181	.184	.392
KY8	.457	.082	.479	-.518	-.020	-.027	.145
KY9	.599	.352	-.314	-.235	.102	.012	-.296
KY10	.529	.215	.461	-.089	-.332	-.269	-.232
KY11	.442	.087	.144	.353	.545	-.512	.287

Extraction Method: Principal Component Analysis.

a. 7 components extracted.

Rotated Component Matrix^a

	Component						
	1	2	3	4	5	6	7
KY1	.840	.125	.019	.114	.067	-.129	.007
KY2	.238	.095	.063	.068	.851	.024	.069
KY3	.754	.057	.187	-.036	.213	.069	.102
KY4	.189	.144	-.122	.709	.440	-.181	.107
KY5	-.050	-.010	-.007	.059	.015	.972	.053
KY6	.251	.842	-.011	.022	.045	-.057	.137
KY7	-.023	.184	.261	.820	-.095	.201	.033
KY8	.276	.096	.773	.105	-.189	-.057	.053
KY9	-.048	.769	.208	.291	.105	.050	.000
KY10	-.042	.094	.756	.071	.432	.065	.066
KY11	.086	.111	.083	.077	.081	.056	.974

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 7 iterations.

5. Uji Reliabilitas Kepemimpinan Transformatif

Reliability

Case Processing Summary

		N	%
Cases	Valid	143	100.0
	Excluded ^a	0	.0
	Total	143	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.761	13

6. Uji Reliabilitas Variabel Kepuasan Kerja

Reliability

Case Processing Summary

		N	%
Cases	Valid	143	100.0
	Excluded ^a	0	.0
	Total	143	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.748	17

7. Uji reliabilitas Kinerja Pegawai

Reliability

Case Processing Summary

	N	%
Cases Valid	143	100.0
Excluded ^a	0	.0
Total	143	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.635	9

8. Uji Normalitas

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Kepemimpinan Transformatif	Kepuasan Kerja	Kinerja Karyawan
N		143	143	143
Normal Parameters ^{a,b}	Mean	48.4126	59.5944	31.6364
	Std. Deviation	5.19931	6.56521	2.80479
Most Extreme Differences	Absolute	.109	.102	.113
	Positive	.071	.056	.113
	Negative	-.109	-.102	-.110
Kolmogorov-Smirnov Z		1.309	1.215	1.348
Asymp. Sig. (2-tailed)		.065	.104	.053

a. Test distribution is Normal.

b. Calculated from data.

One-Sample Kolmogorov-Smirnov Test

		Residual
N		143
Normal Parameters ^{a,b}	Mean	-28.1041
	Std. Deviation	.90028
Most Extreme Differences	Absolute	.073
	Positive	.064
	Negative	-.073
Kolmogorov-Smirnov Z		.870
Asymp. Sig. (2-tailed)		.435

a. Test distribution is Normal.

b. Calculated from data.

9. Uji Multikolinearitas

Uji Multikolinearitas dengan Nilai TOL dan VIF^a

Model		Unstandardized Coefficients		Collinearity Statistics	
		B	Std. Error	Tolerance	VIF
1	(Constant)	20.520	2.528		
	Kepemimpinan Transformasional	.103	.045	.901	1.109
	Kepuasan Kerja	.103	.036	.901	1.109

a. Dependent Variable: Kinerja Karyawan

10. Uji Heteroskedastisitas

Uji Heteroskedastisitas dengan Uji Glejse^a

Model		Unstandardized Coefficients		t	Sig.
		B	Std. Error		
1	(Constant)	4.949	1.674	2.957	.004
	Kepemimpinan Transformasional	-.022	.030	-.748	.456
	Kepuasan Kerja	-.032	.024	-1.373	.172

a. Dependent Variable: ABSresidual

11. Uji Deskriptif dengan melalui Perhitungan Frekuensi TCR

KT1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	2.8	2.8	2.8
	Netral	11	7.7	7.7	10.5
	Setuju	62	43.4	43.4	53.8
	Sangat Setuju	66	46.2	46.2	100.0
	Total	143	100.0	100.0	

KT2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.7	.7	.7
	Tidak Setuju	10	7.0	7.0	7.7
	Netral	15	10.5	10.5	18.2
	Setuju	51	35.7	35.7	53.8
	Sangat Setuju	66	46.2	46.2	100.0
	Total	143	100.0	100.0	

KT3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	2.8	2.8	2.8
	Tidak Setuju	46	32.2	32.2	35.0
	Netral	36	25.2	25.2	60.1
	Setuju	49	34.3	34.3	94.4
	Sangat Setuju	8	5.6	5.6	100.0
	Total	143	100.0	100.0	

KT4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.7	.7	.7
	Tidak Setuju	7	4.9	4.9	5.6
	Netral	31	21.7	21.7	27.3
	Setuju	87	60.8	60.8	88.1
	Sangat Setuju	17	11.9	11.9	100.0
	Total	143	100.0	100.0	

KT5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	9	6.3	6.3	6.3
	Netral	46	32.2	32.2	38.5
	Setuju	71	49.7	49.7	88.1
	Sangat Setuju	17	11.9	11.9	100.0
	Total	143	100.0	100.0	

KT6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	1.4	1.4	1.4
	Tidak Setuju	8	5.6	5.6	7.0
	Netral	40	28.0	28.0	35.0
	Setuju	84	58.7	58.7	93.7
	Sangat Setuju	9	6.3	6.3	100.0
	Total	143	100.0	100.0	

KT7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	5.6	5.6	5.6
	Netral	39	27.3	27.3	32.9
	Setuju	64	44.8	44.8	77.6
	Sangat Setuju	32	22.4	22.4	100.0
	Total	143	100.0	100.0	

KT9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	9	6.3	6.3	6.3
	Netral	26	18.2	18.2	24.5
	Setuju	95	66.4	66.4	90.9
	Sangat Setuju	13	9.1	9.1	100.0
	Total	143	100.0	100.0	

KT11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	13	9.1	9.1	9.1
	Netral	34	23.8	23.8	32.9
	Setuju	54	37.8	37.8	70.6
	Sangat Setuju	42	29.4	29.4	100.0
	Total	143	100.0	100.0	

KT12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.7	.7	.7
	Tidak Setuju	11	7.7	7.7	8.4
	Netral	21	14.7	14.7	23.1
	Setuju	67	46.9	46.9	69.9
	Sangat Setuju	43	30.1	30.1	100.0
	Total	143	100.0	100.0	

KT13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	9	6.3	6.3	6.3
	Tidak Setuju	40	28.0	28.0	34.3
	Netral	52	36.4	36.4	70.6
	Setuju	37	25.9	25.9	96.5
	Sangat Setuju	5	3.5	3.5	100.0
	Total	143	100.0	100.0	

KT15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	4.9	4.9	4.9
	Netral	40	28.0	28.0	32.9
	Setuju	76	53.1	53.1	86.0
	Sangat Setuju	20	14.0	14.0	100.0
	Total	143	100.0	100.0	

KT16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	5.6	5.6	5.6
	Netral	32	22.4	22.4	28.0
	Setuju	84	58.7	58.7	86.7
	Sangat Setuju	19	13.3	13.3	100.0
	Total	143	100.0	100.0	

KT17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	22	15.4	15.4	15.4
	Netral	35	24.5	24.5	39.9
	Setuju	70	49.0	49.0	88.8
	Sangat Setuju	16	11.2	11.2	100.0
	Total	143	100.0	100.0	

KT18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	4.2	4.2	4.2
	Netral	28	19.6	19.6	23.8
	Setuju	98	68.5	68.5	92.3
	Sangat Setuju	11	7.7	7.7	100.0
	Total	143	100.0	100.0	

KK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	17	11.9	11.9	11.9
	Netral	50	35.0	35.0	46.9
	Setuju	65	45.5	45.5	92.3
	Sangat Setuju	11	7.7	7.7	100.0
	Total	143	100.0	100.0	

KK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.7	.7	.7
	Tidak Setuju	41	28.7	28.7	29.4
	Netral	53	37.1	37.1	66.4
	Setuju	35	24.5	24.5	90.9
	Sangat Setuju	13	9.1	9.1	100.0
	Total	143	100.0	100.0	

KK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	1.4	1.4	1.4
	Tidak Setuju	19	13.3	13.3	14.7
	Netral	76	53.1	53.1	67.8
	Setuju	39	27.3	27.3	95.1
	Sangat Setuju	7	4.9	4.9	100.0
	Total	143	100.0	100.0	

KK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	1.4	1.4	1.4
	Tidak Setuju	27	18.9	18.9	20.3
	Netral	47	32.9	32.9	53.1
	Setuju	60	42.0	42.0	95.1
	Sangat Setuju	7	4.9	4.9	100.0
	Total	143	100.0	100.0	

KK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	2.8	2.8	2.8
	Tidak Setuju	24	16.8	16.8	19.6
	Netral	51	35.7	35.7	55.2
	Setuju	48	33.6	33.6	88.8
	Sangat Setuju	16	11.2	11.2	100.0
	Total	143	100.0	100.0	

KK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	22	15.4	15.4	15.4
	Netral	44	30.8	30.8	46.2
	Setuju	67	46.9	46.9	93.0
	Sangat Setuju	10	7.0	7.0	100.0
	Total	143	100.0	100.0	

KK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	25	17.5	17.5	17.5
	Netral	72	50.3	50.3	67.8
	Setuju	41	28.7	28.7	96.5
	Sangat Setuju	5	3.5	3.5	100.0
	Total	143	100.0	100.0	

KK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	3	2.1	2.1	2.1
	Tidak Setuju	24	16.8	16.8	18.9
	Netral	29	20.3	20.3	39.2
	Setuju	70	49.0	49.0	88.1
	Sangat Setuju	17	11.9	11.9	100.0
	Total	143	100.0	100.0	

KK10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.7	.7	.7
	Tidak Setuju	15	10.5	10.5	11.2
	Netral	52	36.4	36.4	47.6
	Setuju	54	37.8	37.8	85.3
	Sangat Setuju	21	14.7	14.7	100.0
	Total	143	100.0	100.0	

KK12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.7	.7	.7
	Tidak Setuju	19	13.3	13.3	14.0
	Netral	37	25.9	25.9	39.9
	Setuju	66	46.2	46.2	86.0
	Sangat Setuju	20	14.0	14.0	100.0
	Total	143	100.0	100.0	

KK13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	20	14.0	14.0	14.0
	Netral	31	21.7	21.7	35.7
	Setuju	74	51.7	51.7	87.4
	Sangat Setuju	18	12.6	12.6	100.0
	Total	143	100.0	100.0	

KK14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	1.4	1.4	1.4
	Tidak Setuju	10	7.0	7.0	8.4
	Netral	38	26.6	26.6	35.0
	Setuju	66	46.2	46.2	81.1
	Sangat Setuju	27	18.9	18.9	100.0
	Total	143	100.0	100.0	

KK15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	16	11.2	11.2	11.2
	Netral	40	28.0	28.0	39.2
	Setuju	53	37.1	37.1	76.2
	Sangat Setuju	34	23.8	23.8	100.0
	Total	143	100.0	100.0	

KK16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	1.4	1.4	1.4
	Tidak Setuju	17	11.9	11.9	13.3
	Netral	18	12.6	12.6	25.9
	Setuju	66	46.2	46.2	72.0
	Sangat Setuju	40	28.0	28.0	100.0
	Total	143	100.0	100.0	

KK19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	23	16.1	16.1	16.1
	Netral	33	23.1	23.1	39.2
	Setuju	65	45.5	45.5	84.6
	Sangat Setuju	22	15.4	15.4	100.0
	Total	143	100.0	100.0	

KK20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	10	7.0	7.0	7.0
	Tidak Setuju	49	34.3	34.3	41.3
	Netral	33	23.1	23.1	64.3
	Setuju	42	29.4	29.4	93.7
	Sangat Setuju	9	6.3	6.3	100.0
	Total	143	100.0	100.0	

KP1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	3.5	3.5	3.5
	Netral	72	50.3	50.3	53.8
	Setuju	58	40.6	40.6	94.4
	Sangat Setuju	8	5.6	5.6	100.0
	Total	143	100.0	100.0	

KP2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	19	13.3	13.3	13.3
	Netral	51	35.7	35.7	49.0
	Setuju	61	42.7	42.7	91.6
	Sangat Setuju	12	8.4	8.4	100.0
	Total	143	100.0	100.0	

KP3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	2.8	2.8	2.8
	Netral	86	60.1	60.1	62.9
	Setuju	42	29.4	29.4	92.3
	Sangat Setuju	11	7.7	7.7	100.0
	Total	143	100.0	100.0	

KP4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	9	6.3	6.3	6.3
	Netral	63	44.1	44.1	50.3
	Setuju	65	45.5	45.5	95.8
	Sangat Setuju	6	4.2	4.2	100.0
	Total	143	100.0	100.0	

KP6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	3.5	3.5	3.5
	Netral	82	57.3	57.3	60.8
	Setuju	42	29.4	29.4	90.2
	Sangat Setuju	14	9.8	9.8	100.0
	Total	143	100.0	100.0	

KP7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.7	.7	.7
	Tidak Setuju	5	3.5	3.5	4.2
	Netral	65	45.5	45.5	49.7
	Setuju	61	42.7	42.7	92.3
	Sangat Setuju	11	7.7	7.7	100.0
	Total	143	100.0	100.0	

KP8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	2.8	2.8	2.8
	Netral	48	33.6	33.6	36.4
	Setuju	74	51.7	51.7	88.1
	Sangat Setuju	17	11.9	11.9	100.0
	Total	143	100.0	100.0	

KP9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	5.6	5.6	5.6
	Netral	68	47.6	47.6	53.1
	Setuju	56	39.2	39.2	92.3
	Sangat Setuju	11	7.7	7.7	100.0
	Total	143	100.0	100.0	

KP10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	1.4	1.4	1.4
	Netral	72	50.3	50.3	51.7
	Setuju	64	44.8	44.8	96.5
	Sangat Setuju	5	3.5	3.5	100.0
	Total	143	100.0	100.0	

KP11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	.7	.7	.7
	Tidak Setuju	3	2.1	2.1	2.8
	Netral	66	46.2	46.2	49.0
	Setuju	65	45.5	45.5	94.4
	Sangat Setuju	8	5.6	5.6	100.0
	Total	143	100.0	100.0	

12. Uji Hipotesis Penelitian dengan Regresi Linear Berganda

Regression

Variables Entered/Removed^a

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

a. All requested variables entered.

b. Dependent Variable: Kinerja Karyawan

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.389 ^a	.151	.139	.32746

a. Predictors: (Constant), Kepuasan Kerja, Kepemimpinan Transformatif

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.670	2	1.335	12.448	.000 ^a
	Residual	15.012	140	.107		
	Total	17.682	142			

a. Predictors: (Constant), Kepuasan Kerja, Kepemimpinan Transformatif

b. Dependent Variable: Kinerja Karyawan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.967	.316		6.235	.000
	Kepemimpinan Transformatif	.231	.073	.261	3.175	.002
	Kepuasan Kerja	.201	.077	.215	2.614	.010

a. Dependent Variable: Kinerja Karyawan