

## UJI ANALISIS KUESIONER

**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	2	2,0	2,0	2,0
	tidak setuju	7	7,0	7,0	9,0
	netral	17	17,0	17,0	26,0
	setuju	49	49,0	49,0	75,0
	sangat setuju	25	25,0	25,0	100,0
	Total	100	100,0	100,0	

**X1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	2	2,0	2,0	2,0
	tidak setuju	7	7,0	7,0	9,0
	netral	36	36,0	36,0	45,0
	setuju	40	40,0	40,0	85,0
	sangat setuju	15	15,0	15,0	100,0
	Total	100	100,0	100,0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	3	3,0	3,0	3,0
	tidak setuju	9	9,0	9,0	12,0
	netral	22	22,0	22,0	34,0
	setuju	53	53,0	53,0	87,0
	sangat setuju	13	13,0	13,0	100,0
	Total	100	100,0	100,0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	3	3,0	3,0	3,0
	tidak setuju	8	8,0	8,0	11,0

netral	24	24,0	24,0	35,0
setuju	47	47,0	47,0	82,0
sangat setuju	18	18,0	18,0	100,0
Total	100	100,0	100,0	

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	2	2,0	2,0	2,0
	tidak setuju	2	2,0	2,0	4,0
	netral	34	34,0	34,0	38,0
	setuju	38	38,0	38,0	76,0
	sangat setuju	24	24,0	24,0	100,0
	Total	100	100,0	100,0	

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	2	2,0	2,0	2,0
	tidak setuju	1	1,0	1,0	3,0
	netral	28	28,0	28,0	31,0
	setuju	46	46,0	46,0	77,0
	sangat setuju	23	23,0	23,0	100,0
	Total	100	100,0	100,0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1,0	1,0	1,0
	tidak setuju	4	4,0	4,0	5,0
	netral	31	31,0	31,0	36,0
	setuju	47	47,0	47,0	83,0
	sangat setuju	17	17,0	17,0	100,0
	Total	100	100,0	100,0	

**X3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1,0	1,0	1,0
	tidak setuju	5	5,0	5,0	6,0
	netral	24	24,0	24,0	30,0
	setuju	42	42,0	42,0	72,0
	sangat setuju	28	28,0	28,0	100,0
	Total	100	100,0	100,0	

**X3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	2	2,0	2,0	2,0
	tidak setuju	7	7,0	7,0	9,0
	netral	28	28,0	28,0	37,0
	setuju	40	40,0	40,0	77,0
	sangat setuju	23	23,0	23,0	100,0
	Total	100	100,0	100,0	

**X3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	3	3,0	3,0	3,0
	tidak setuju	4	4,0	4,0	7,0
	netral	28	28,0	28,0	35,0
	setuju	45	45,0	45,0	80,0
	sangat setuju	20	20,0	20,0	100,0
	Total	100	100,0	100,0	

**Z.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1,0	1,0	1,0
	tidak setuju	5	5,0	5,0	6,0
	netral	22	22,0	22,0	28,0

setuju	52	52,0	52,0	80,0
sangat setuju	20	20,0	20,0	100,0
Total	100	100,0	100,0	

## Z.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid sangat tidak setuju	3	3,0	3,0	3,0
tidak setuju	9	9,0	9,0	12,0
netral	20	20,0	20,0	32,0
setuju	48	48,0	48,0	80,0
sangat setuju	20	20,0	20,0	100,0
Total	100	100,0	100,0	

## Z.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid sangat tidak setuju	3	3,0	3,0	3,0
tidak setuju	3	3,0	3,0	6,0
netral	21	21,0	21,0	27,0
setuju	54	54,0	54,0	81,0
sangat setuju	19	19,0	19,0	100,0
Total	100	100,0	100,0	

## Z.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid sangat tidak setuju	2	2,0	2,0	2,0
tidak setuju	6	6,0	6,0	8,0
netral	28	28,0	28,0	36,0
setuju	46	46,0	46,0	82,0
sangat setuju	18	18,0	18,0	100,0
Total	100	100,0	100,0	

## Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	2	2,0	2,0	2,0
	tidak setuju	1	1,0	1,0	3,0
	netral	26	26,0	26,0	29,0
	setuju	45	45,0	45,0	74,0
	sangat setuju	26	26,0	26,0	100,0
	Total	100	100,0	100,0	

#### Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	3	3,0	3,0	3,0
	tidak setuju	5	5,0	5,0	8,0
	netral	17	17,0	17,0	25,0
	setuju	45	45,0	45,0	70,0
	sangat setuju	30	30,0	30,0	100,0
	Total	100	100,0	100,0	

#### Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	5	5,0	5,0	5,0
	netral	19	19,0	19,0	24,0
	setuju	56	56,0	56,0	80,0
	sangat setuju	20	20,0	20,0	100,0
	Total	100	100,0	100,0	

#### Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	2	2,0	2,0	2,0
	tidak setuju	2	2,0	2,0	4,0
	netral	30	30,0	30,0	34,0
	setuju	46	46,0	46,0	80,0
	sangat setuju	20	20,0	20,0	100,0

Total	100	100,0	100,0
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## UJI ANALISIS DESKRIPTIF

### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	75	75,0	75,0	75,0
Perempuan	25	25,0	25,0	100,0
Total	100	100,0	100,0	

### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-30 tahun	55	55,0	55,0	55,0
30-40 tahun	24	24,0	24,0	79,0
40-50 tahun	17	17,0	17,0	96,0
50-60 tahun	4	4,0	4,0	100,0
Total	100	100,0	100,0	

### Lama Bekerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid > 5 tahun	36	36,0	36,0	36,0
1-3 tahun	32	32,0	32,0	68,0
3-5 tahun	32	32,0	32,0	100,0
Total	100	100,0	100,0	

### Divisi

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Cat	11	11,0	11,0	11,0
Furniture	13	13,0	13,0	24,0
Kayu	10	10,0	10,0	34,0
Letter	10	10,0	10,0	44,0
Listrik	14	14,0	14,0	58,0

Office	25	25,0	25,0	83,0
System	17	17,0	17,0	100,0
Total	100	100,0	100,0	

## UJI VALIDITAS

### Correlations

		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	,433**	,288**	,295**	,681**
	Sig. (2-tailed)		,000	,004	,003	,000
	N	100	100	100	100	100
X1.2	Pearson Correlation	,433**	1	,499**	,459**	,802**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	100	100	100	100	100
X1.3	Pearson Correlation	,288**	,499**	1	,407**	,740**
	Sig. (2-tailed)	,004	,000		,000	,000
	N	100	100	100	100	100
X1.4	Pearson Correlation	,295**	,459**	,407**	1	,736**
	Sig. (2-tailed)	,003	,000	,000		,000
	N	100	100	100	100	100
X1	Pearson Correlation	,681**	,802**	,740**	,736**	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
X2.1	Pearson Correlation	1	,244*	,328**	,727**
	Sig. (2-tailed)		,015	,001	,000
	N	100	100	100	100
X2.2	Pearson Correlation	,244*	1	,373**	,726**
	Sig. (2-tailed)	,015		,000	,000
	N	100	100	100	100
X2.3	Pearson Correlation	,328**	,373**	1	,757**
	Sig. (2-tailed)	,001	,000		,000
	N	100	100	100	100
X2	Pearson Correlation	,727**	,726**	,757**	1

Sig. (2-tailed)	,000	,000	,000	
N	100	100	100	100

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

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

#### Correlations

		X3.1	X3.2	X3.3	X3
X3.1	Pearson Correlation	1	,419**	,203*	,689**
	Sig. (2-tailed)		,000	,043	,000
	N	100	100	100	100
X3.2	Pearson Correlation	,419**	1	,579**	,865**
	Sig. (2-tailed)	,000		,000	,000
	N	100	100	100	100
X3.3	Pearson Correlation	,203*	,579**	1	,769**
	Sig. (2-tailed)	,043	,000		,000
	N	100	100	100	100
X3	Pearson Correlation	,689**	,865**	,769**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	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
Z.1	Pearson Correlation	1	,431**	,421**	,361**	,732**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	100	100	100	100	100
Z.2	Pearson Correlation	,431**	1	,380**	,359**	,750**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	100	100	100	100	100
Z.3	Pearson Correlation	,421**	,380**	1	,451**	,753**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	100	100	100	100	100
Z.4	Pearson Correlation	,361**	,359**	,451**	1	,731**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	100	100	100	100	100
Z	Pearson Correlation	,732**	,750**	,753**	,731**	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				
		Y.1	Y.2	Y.3	Y.4	Y
Y.1	Pearson Correlation	1	,416**	,310**	,322**	,712**
	Sig. (2-tailed)		,000	,002	,001	,000
	N	100	100	100	100	100
Y.2	Pearson Correlation	,416**	1	,440**	,314**	,775**
	Sig. (2-tailed)	,000		,000	,001	,000
	N	100	100	100	100	100
Y.3	Pearson Correlation	,310**	,440**	1	,374**	,712**
	Sig. (2-tailed)	,002	,000		,000	,000
	N	100	100	100	100	100
Y.4	Pearson Correlation	,322**	,314**	,374**	1	,689**
	Sig. (2-tailed)	,001	,001	,000		,000
	N	100	100	100	100	100
Y	Pearson Correlation	,712**	,775**	,712**	,689**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	100	100	100	100	100

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

## UJI RELIABILITAS

### Reliability Statistics

Cronbach's Alpha	N of Items
,790	4

### 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	10,73	6,118	,524	,775
X1.2	11,02	5,697	,689	,694
X1.3	10,95	5,846	,608	,733

X1.4	10,92	5,852	,580	,748
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#### Reliability Statistics

Cronbach's Alpha	N of Items
,700	3

#### 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	7,52	2,535	,476	,663
X2.2	7,44	2,572	,511	,616
X2.3	7,56	2,532	,567	,548

#### Reliability Statistics

Cronbach's Alpha	N of Items
,753	3

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	7,38	3,389	,470	,792
X3.2	7,54	2,635	,708	,514
X3.3	7,56	3,057	,581	,671

#### Reliability Statistics

Cronbach's Alpha	N of Items
,799	4

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Z.1	11,13	5,771	,619	,745
Z.2	11,25	5,482	,580	,766
Z.3	11,17	5,536	,648	,731
Z.4	11,24	5,679	,602	,753

#### Reliability Statistics

Cronbach's Alpha	N of Items
,787	4

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	11,45	5,361	,589	,738
Y.2	11,44	4,835	,624	,721
Y.3	11,46	5,524	,623	,724
Y.4	11,58	5,539	,552	,756

#### UJI ASUMSI KLASIK

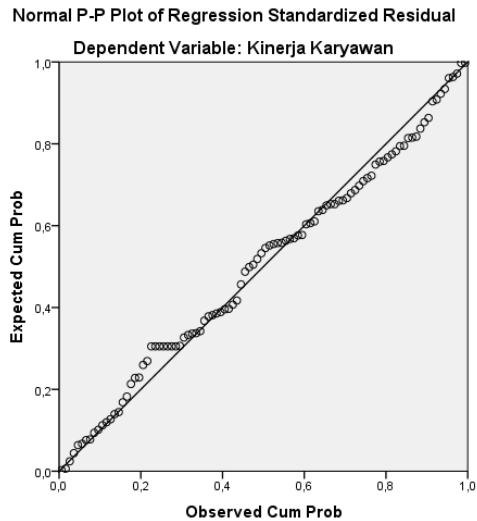
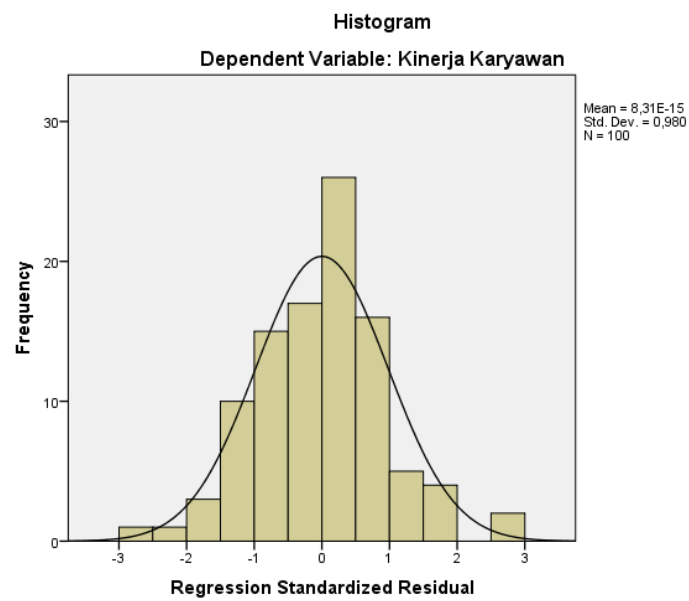
#### UJI NORMALITAS

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	1,13536294
Most Extreme Differences	Absolute	,081
	Positive	,057
	Negative	-,081
Test Statistic		,081
Asymp. Sig. (2-tailed)		,099 <sup>c</sup>

a. Test distribution is Normal.

- b. Calculated from data.
- c. Lilliefors Significance Correction.



UJI MULTIKOLINIEARITAS

Coefficients<sup>a</sup>

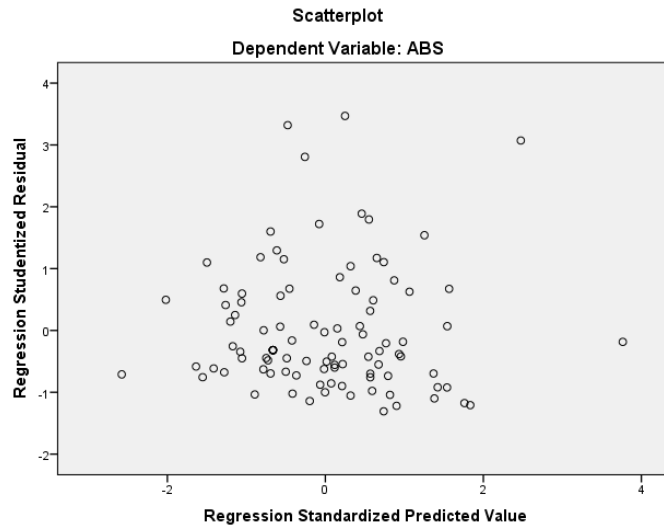
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	,930	,502		1,851	,067		
Kepemimpinan Transaksional	,156	,063	,158	2,460	,016	,258	3,880
Kompetensi	,196	,093	,156	2,113	,037	,196	5,111
Kepuasan Kerja	,262	,077	,215	3,378	,001	,263	3,803
Reward	,463	,065	,489	7,121	,000	,226	4,429

a. Dependent Variable: Kinerja Karyawan

### UJI HETEROSKEDASTISITAS

Coefficients <sup>a</sup>						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1 (Constant)	,793	,320		2,475	,015	
Kepemimpinan Transaksional	-,016	,040	-,077	-,386	,701	
Kompetensi	,058	,059	,225	,978	,331	
Kepuasan Kerja	,002	,049	,008	,039	,969	
Reward	-,024	,041	-,126	-,588	,558	

a. Dependent Variable: ABS



### UJI REGRESI LINIER BERGANDA

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,930	,502		1,851	,067
Kepemimpinan Transaksional	,156	,063	,158	2,460	,016
Kompetensi	,196	,093	,156	2,113	,037
Kepuasan Kerja	,262	,077	,215	3,378	,001
Reward	,463	,065	,489	7,121	,000

a. Dependent Variable: Kinerja Karyawan

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,395	,746		1,871	,064
Kepemimpinan Transaksional	,302	,090	,297	3,378	,001
Kompetensi	,560	,116	,430	4,834	,000
Kepuasan Kerja	,279	,116	,221	2,405	,018

a. Dependent Variable: Kinerja Karyawan

## UJI T

### X1,X2,X3,Z TERHADAP Y

Coefficients <sup>a</sup>						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,930	,502		1,851	,067
	Kepemimpinan Transaksional	,156	,063	,158	2,460	,016
	Kompetensi	,196	,093	,156	2,113	,037
	Kepuasan Kerja	,262	,077	,215	3,378	,001
	Reward	,463	,065	,489	7,121	,000

a. Dependent Variable: Kinerja Karyawan

### X1,X2,X3 TERHADAP Z

Coefficients <sup>a</sup>						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,395	,746		1,871	,064
	Kepemimpinan Transaksional	,302	,090	,297	3,378	,001
	Kompetensi	,560	,116	,430	4,834	,000
	Kepuasan Kerja	,279	,116	,221	2,405	,018

a. Dependent Variable: Kinerja Karyawan

## UJI KOEFISIEN DETERMINASI

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,915 <sup>a</sup>	,837	,830	1,525

a. Predictors: (Constant), Reward, Kepuasan Kerja , Kepemimpinan Transaksional, Kompetensi

