**HASIL OLAH DATA**

**UJI ANALISIS DESKRIPTIF**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Umur** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | < 20 tahun | 1 | ,6 | ,6 | ,6 |
| 20 - 25 Tahun | 62 | 40,3 | 40,3 | 40,9 |
| 26 - 30 Tahun | 32 | 20,8 | 20,8 | 61,7 |
| 31 - 35 tahun | 13 | 8,4 | 8,4 | 70,1 |
| 36 - 40 tahun | 11 | 7,1 | 7,1 | 77,3 |
| > 40 tahun | 35 | 22,7 | 22,7 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Jenis Kelamin** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki - laki | 70 | 45,5 | 45,5 | 45,5 |
| Perempuan | 84 | 54,5 | 54,5 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Apakah anda merupakan warga asli Kabupaten Sidoarjo?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Ya | 149 | 96,8 | 96,8 | 96,8 |
| Tidak | 5 | 3,2 | 3,2 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Apakah anda termasuk pegawai yang mempunyai jabatan di struktural desa?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Ya | 16 | 10,4 | 10,4 | 10,4 |
| Tidak | 138 | 89,6 | 89,6 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

**UJI DESKRIPTIF KUESIONER**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Statistics** | | | | |
|  | | X1.1 | X1.2 | X1.3 |
| N | Valid | 154 | 154 | 154 |
| Missing | 0 | 0 | 0 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | ,6 | ,6 | ,6 |
| Tidak Setuju | 2 | 1,3 | 1,3 | 1,9 |
| Netral | 23 | 14,9 | 14,9 | 16,9 |
| Setuju | 57 | 37,0 | 37,0 | 53,9 |
| Sangat Setuju | 71 | 46,1 | 46,1 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | ,6 | ,6 | ,6 |
| Netral | 13 | 8,4 | 8,4 | 9,1 |
| Setuju | 53 | 34,4 | 34,4 | 43,5 |
| Sangat Setuju | 87 | 56,5 | 56,5 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | ,6 | ,6 | ,6 |
| Tidak Setuju | 2 | 1,3 | 1,3 | 1,9 |
| Netral | 22 | 14,3 | 14,3 | 16,2 |
| Setuju | 46 | 29,9 | 29,9 | 46,1 |
| Sangat Setuju | 83 | 53,9 | 53,9 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Statistics** | | | | |
|  | | X2.1 | X2.2 | X2.3 |
| N | Valid | 154 | 154 | 154 |
| Missing | 0 | 0 | 0 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 4 | 2,6 | 2,6 | 2,6 |
| Tidak Setuju | 4 | 2,6 | 2,6 | 5,2 |
| Netral | 17 | 11,0 | 11,0 | 16,2 |
| Setuju | 54 | 35,1 | 35,1 | 51,3 |
| Sangat Setuju | 75 | 48,7 | 48,7 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 11 | 7,1 | 7,1 | 7,1 |
| Tidak Setuju | 5 | 3,2 | 3,2 | 10,4 |
| Netral | 15 | 9,7 | 9,7 | 20,1 |
| Setuju | 50 | 32,5 | 32,5 | 52,6 |
| Sangat Setuju | 73 | 47,4 | 47,4 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 2 | 1,3 | 1,3 | 1,3 |
| Tidak Setuju | 1 | ,6 | ,6 | 1,9 |
| Netral | 11 | 7,1 | 7,1 | 9,1 |
| Setuju | 40 | 26,0 | 26,0 | 35,1 |
| Sangat Setuju | 100 | 64,9 | 64,9 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Statistics** | | | | |
|  | | X3.1 | X3.2 | X3.3 |
| N | Valid | 154 | 154 | 154 |
| Missing | 0 | 0 | 0 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | ,6 | ,6 | ,6 |
| Tidak Setuju | 1 | ,6 | ,6 | 1,3 |
| Netral | 17 | 11,0 | 11,0 | 12,3 |
| Setuju | 56 | 36,4 | 36,4 | 48,7 |
| Sangat Setuju | 79 | 51,3 | 51,3 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | ,6 | ,6 | ,6 |
| Tidak Setuju | 2 | 1,3 | 1,3 | 1,9 |
| Netral | 22 | 14,3 | 14,3 | 16,2 |
| Setuju | 55 | 35,7 | 35,7 | 51,9 |
| Sangat Setuju | 74 | 48,1 | 48,1 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | ,6 | ,6 | ,6 |
| Tidak Setuju | 3 | 1,9 | 1,9 | 2,6 |
| Netral | 13 | 8,4 | 8,4 | 11,0 |
| Setuju | 56 | 36,4 | 36,4 | 47,4 |
| Sangat Setuju | 81 | 52,6 | 52,6 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Statistics** | | | | |
|  | | Y.1 | Y.2 | Y.3 |
| N | Valid | 154 | 154 | 154 |
| Missing | 0 | 0 | 0 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | ,6 | ,6 | ,6 |
| Tidak Setuju | 4 | 2,6 | 2,6 | 3,2 |
| Netral | 13 | 8,4 | 8,4 | 11,7 |
| Setuju | 49 | 31,8 | 31,8 | 43,5 |
| Sangat Setuju | 87 | 56,5 | 56,5 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 2 | 1,3 | 1,3 | 1,3 |
| Tidak Setuju | 2 | 1,3 | 1,3 | 2,6 |
| Netral | 13 | 8,4 | 8,4 | 11,0 |
| Setuju | 45 | 29,2 | 29,2 | 40,3 |
| Sangat Setuju | 92 | 59,7 | 59,7 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 1 | ,6 | ,6 | ,6 |
| Tidak Setuju | 1 | ,6 | ,6 | 1,3 |
| Netral | 13 | 8,4 | 8,4 | 9,7 |
| Setuju | 51 | 33,1 | 33,1 | 42,9 |
| Sangat Setuju | 88 | 57,1 | 57,1 | 100,0 |
| Total | 154 | 100,0 | 100,0 |  |

**UJI VALIDITAS**

**R TABEL = 1,976**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | X1.1 | X1.2 | X1.3 | Gaya Kepemimpinan |
| X1.1 | Pearson Correlation | 1 | ,642\*\* | ,587\*\* | ,866\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 |
| N | 154 | 154 | 154 | 154 |
| X1.2 | Pearson Correlation | ,642\*\* | 1 | ,622\*\* | ,861\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 |
| N | 154 | 154 | 154 | 154 |
| X1.3 | Pearson Correlation | ,587\*\* | ,622\*\* | 1 | ,861\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 |
| N | 154 | 154 | 154 | 154 |
| Gaya Kepemimpinan | Pearson Correlation | ,866\*\* | ,861\*\* | ,861\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  |
| N | 154 | 154 | 154 | 154 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | X2.1 | X2.2 | X2.3 | Kompensasi |
| X2.1 | Pearson Correlation | 1 | ,104 | ,381\*\* | ,674\*\* |
| Sig. (2-tailed) |  | ,199 | ,000 | ,000 |
| N | 154 | 154 | 154 | 154 |
| X2.2 | Pearson Correlation | ,104 | 1 | ,243\*\* | ,720\*\* |
| Sig. (2-tailed) | ,199 |  | ,002 | ,000 |
| N | 154 | 154 | 154 | 154 |
| X2.3 | Pearson Correlation | ,381\*\* | ,243\*\* | 1 | ,702\*\* |
| Sig. (2-tailed) | ,000 | ,002 |  | ,000 |
| N | 154 | 154 | 154 | 154 |
| Kompensasi | Pearson Correlation | ,674\*\* | ,720\*\* | ,702\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  |
| N | 154 | 154 | 154 | 154 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | X3.1 | X3.2 | X3.3 | Disiplin Kerja |
| X3.1 | Pearson Correlation | 1 | ,751\*\* | ,756\*\* | ,923\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 |
| N | 154 | 154 | 154 | 154 |
| X3.2 | Pearson Correlation | ,751\*\* | 1 | ,664\*\* | ,895\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 |
| N | 154 | 154 | 154 | 154 |
| X3.3 | Pearson Correlation | ,756\*\* | ,664\*\* | 1 | ,892\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 |
| N | 154 | 154 | 154 | 154 |
| Disiplin Kerja | Pearson Correlation | ,923\*\* | ,895\*\* | ,892\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  |
| N | 154 | 154 | 154 | 154 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Kinerja Pegawai |
| Y.1 | Pearson Correlation | 1 | ,670\*\* | ,602\*\* | ,874\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 |
| N | 154 | 154 | 154 | 154 |
| Y.2 | Pearson Correlation | ,670\*\* | 1 | ,647\*\* | ,890\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 |
| N | 154 | 154 | 154 | 154 |
| Y.3 | Pearson Correlation | ,602\*\* | ,647\*\* | 1 | ,850\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 |
| N | 154 | 154 | 154 | 154 |
| Kinerja Pegawai | Pearson Correlation | ,874\*\* | ,890\*\* | ,850\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  |
| N | 154 | 154 | 154 | 154 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

**UJI RELIABILITAS**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,825 | 3 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 | 8,81 | 1,892 | ,680 | ,761 |
| X1.2 | 8,62 | 2,107 | ,709 | ,740 |
| X1.3 | 8,73 | 1,886 | ,665 | ,778 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,789 | 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 | 8,90 | 1,832 | ,652 | ,687 |
| X2.2 | 8,86 | 1,831 | ,632 | ,712 |
| X2.3 | 8,69 | 2,109 | ,609 | ,737 |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,886 | 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 | 8,68 | 2,090 | ,826 | ,798 |
| X3.2 | 8,75 | 2,069 | ,754 | ,861 |
| X3.3 | 8,66 | 2,147 | ,757 | ,857 |

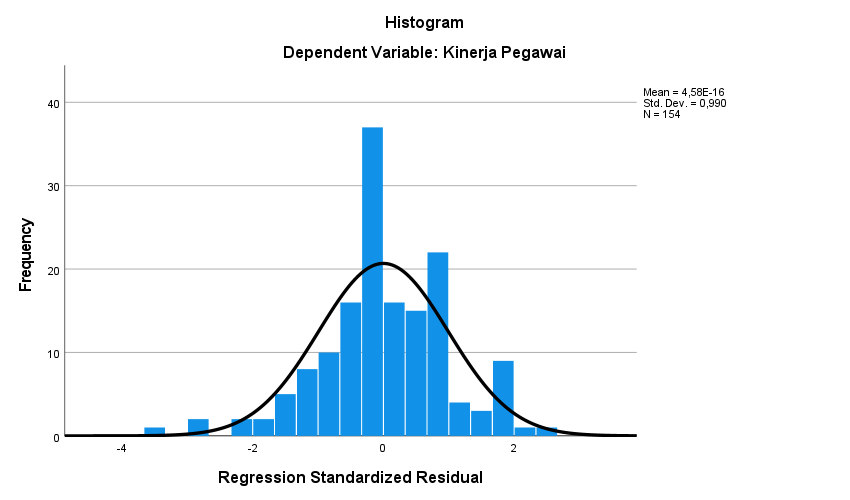
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,841 | 3 |

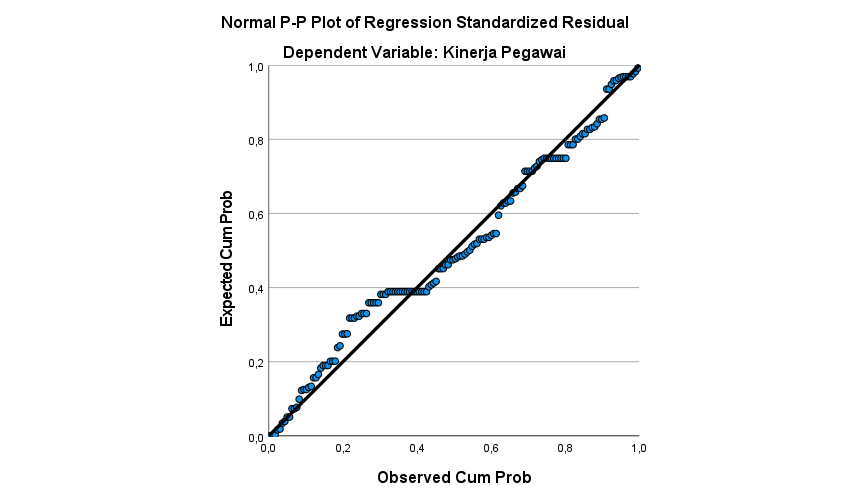
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 8,90 | 1,958 | ,703 | ,783 |
| Y.2 | 8,86 | 1,896 | ,736 | ,749 |
| Y.3 | 8,86 | 2,176 | ,683 | ,802 |

**UJI ASUMSI KLASIK**

**UJI NORMALITAS**

|  |  |  |  |
| --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | |
|  | | | Unstandardized Residual |
| N | | | 154 |
| Normal Parametersa,b | Mean | | ,0000000 |
| Std. Deviation | | 1,19655914 |
| Most Extreme Differences | Absolute | | ,102 |
| Positive | | ,070 |
| Negative | | -,102 |
| Test Statistic | | | ,102 |
| Asymp. Sig. (2-tailed)c | | | ,096 |
| Monte Carlo Sig. (2-tailed)d | Sig. | | ,123 |
| 99% Confidence Interval | Lower Bound | ,153 |
| Upper Bound | ,108 |
| a. Test distribution is Normal. | | | |
| b. Calculated from data. | | | |
| c. Lilliefors Significance Correction. | | | |
| d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 112562564. | | | |





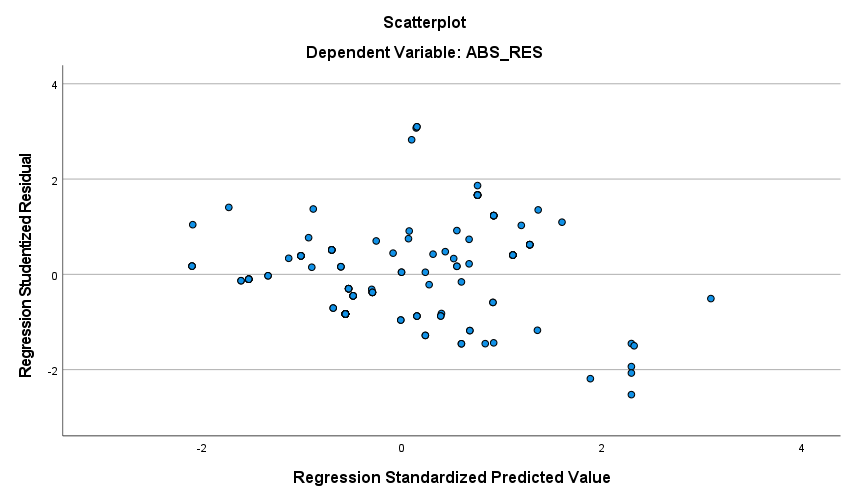
**UJI MULTIKOLINEARITAS**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Gaya Kepemimpinan | ,534 | 1,874 |
| Kompensasi | ,825 | 1,212 |
| Disiplin Kerja | ,518 | 1,929 |
| a. Dependent Variable: Kinerja Pegawai | | | |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | Gaya Kepemimpinan | Kompensasi | Disiplin Kerja |
| 1 | 1 | 3,974 | 1,000 | ,00 | ,00 | ,00 | ,00 |
| 2 | ,013 | 17,353 | ,15 | ,23 | ,29 | ,15 |
| 3 | ,007 | 23,662 | ,84 | ,00 | ,68 | ,03 |
| 4 | ,006 | 25,596 | ,01 | ,77 | ,03 | ,82 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | | |

**UJI HETEROSKEDASTISITAS**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2,070 | ,381 |  | 5,434 | ,000 |
| Gaya Kepemimpinan | -,272 | ,046 | -,762 | -5,918 | ,125 |
| Kompensasi | -,031 | ,039 | -,079 | -,783 | ,435 |
| Disiplin Kerja | ,208 | ,048 | ,572 | 4,318 | ,280 |
| a. Dependent Variable: ABS\_RES | | | | | | |



**UJI REGRESI LINIER BERGANDA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1,329 | ,652 |  | 2,039 | ,043 |
| Gaya Kepemimpinan | ,250 | ,077 | ,250 | 3,231 | ,002 |
| Kompensasi | ,208 | ,054 | ,207 | 3,831 | ,000 |
| Disiplin Kerja | ,465 | ,074 | ,488 | 6,299 | ,000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |

**UJI T**

**T TABEL = 0,1592725**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 1,329 | ,652 |  | 2,039 | ,043 |
| Gaya Kepemimpinan | ,250 | ,077 | ,250 | 3,231 | ,002 |
| Kompensasi | ,208 | ,054 | ,207 | 3,831 | ,000 |
| Disiplin Kerja | ,465 | ,074 | ,488 | 6,299 | ,000 |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |

**UJI F**

**F TABEL = 2,664907**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 442,634 | 3 | 147,545 | 124,944 | ,000b |
| Residual | 177,132 | 150 | 1,181 |  |  |
| Total | 619,766 | 153 |  |  |  |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Disiplin Kerja, Kompensasi , Gaya Kepemimpinan | | | | | | |

**UJI KOIFISIEN DETERMINASI (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,845a | ,714 | ,708 | 1,087 |
| a. Predictors: (Constant), Disiplin Kerja, Kompensasi , Gaya Kepemimpinan | | | | |