

## HASIL OLAH DATA SPSS

### 1. Hasil output SPSS 16 Uji Validitas

- Gaya Kepemimpinan(X1)

**Correlations**

		x1.1	xi.2	x1.3	x1
x1.1	Pearson Correlation	1	.297*	.266*	.783**
	Sig. (2-tailed)		.018	.035	.000
	N	63	63	63	63
xi.2	Pearson Correlation	.297*	1	.245	.738**
	Sig. (2-tailed)	.018		.051	.000
	N	63	64	64	64
x1.3	Pearson Correlation	.266*	.245	1	.612**
	Sig. (2-tailed)	.035	.051		.000
	N	63	64	64	64
x1	Pearson Correlation	.783**	.738**	.612**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	63	64	64	64

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

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

- Motivasi (X2)

**Correlations**

		x2.1	x2.2	x2.3	x2.4	x2.5	x2
x2.1	Pearson Correlation	1	.507**	.384**	.441**	.550**	.672**
	Sig. (2-tailed)		.000	.002	.000	.000	.000
	N	64	64	64	64	64	64
x2.2	Pearson Correlation	.507**	1	.631**	.609**	.660**	.823**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	64	64	64	64	64	64
x2.3	Pearson Correlation	.384**	.631**	1	.549**	.603**	.767**
	Sig. (2-tailed)	.002	.000		.000	.000	.000
	N	64	64	64	64	64	64
x2.4	Pearson Correlation	.441**	.609**	.549**	1	.788**	.869**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	64	64	64	64	64	64
x2.5	Pearson Correlation	.550**	.660**	.603**	.788**	1	.911**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	64	64	64	64	64	64
x2	Pearson Correlation	.672**	.823**	.767**	.869**	.911**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	64	64	64	64	64	64

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

- Lingkungan Kerja (X3)

**Correlations**

		x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3
x3.1	Pearson Correlation	1	-.080	-.008	.086	.009	-.079	.201
	Sig. (2-tailed)		.531	.949	.499	.942	.533	.111
	N	64	64	64	64	64	64	64
x3.2	Pearson Correlation	-.080	1	.592**	.436**	.592**	.554**	.751**
	Sig. (2-tailed)	.531		.000	.000	.000	.000	.000
	N	64	64	64	64	64	64	64
x3.3	Pearson Correlation	-.008	.592**	1	.523**	.570**	.691**	.837**
	Sig. (2-tailed)	.949	.000		.000	.000	.000	.000
	N	64	64	64	64	64	64	64
x3.4	Pearson Correlation	.086	.436**	.523**	1	.560**	.433**	.718**
	Sig. (2-tailed)	.499	.000	.000		.000	.000	.000
	N	64	64	64	64	64	64	64
x3.5	Pearson Correlation	.009	.592**	.570**	.560**	1	.649**	.813**
	Sig. (2-tailed)	.942	.000	.000	.000		.000	.000
	N	64	64	64	64	64	64	64
x3.6	Pearson Correlation	-.079	.554**	.691**	.433**	.649**	1	.805**
	Sig. (2-tailed)	.533	.000	.000	.000	.000		.000
	N	64	64	64	64	64	64	64
x3	Pearson Correlation	.201	.751**	.837**	.718**	.813**	.805**	1
	Sig. (2-tailed)	.111	.000	.000	.000	.000	.000	
	N	64	64	64	64	64	64	64

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

- Kinerja Karyawan (Y)

**Correlations**

		y1	y2	y3	y
y1	Pearson Correlation	1	.433**	.538**	.795**
	Sig. (2-tailed)		.000	.000	.000
	N	64	64	64	64
y2	Pearson Correlation	.433**	1	.452**	.818**
	Sig. (2-tailed)	.000		.000	.000
	N	64	64	64	64
y3	Pearson Correlation	.538**	.452**	1	.801**
	Sig. (2-tailed)	.000	.000		.000
	N	64	64	64	64
y	Pearson Correlation	.795**	.818**	.801**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	64	64	64	64

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

## 2. Uji Reliabilitas

- Gaya Kepemimpinan (X1)

### Reliability Statistics

Cronbach's Alpha	N of Items
.780	4

- Motivasi (X2)

### Reliability Statistics

Cronbach's Alpha	N of Items
.808	6

- Lingkungan Kerja (X3)

**Reliability Statistics**

Cronbach's Alpha	N of Items
.807	6

- Kinerja Karyawan (Y)

**Reliability Statistics**

Cronbach's Alpha	N of Items
.826	4

**3. Hasil Output SPSS Prosentase Jawaban Responden Tiap Pertanyaan**

- Gaya Kepemimpinan(X1)

Gaya Kepemimpinan Direktif (X1.1)

**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	4	6.2	6.2	6.2
	netral / ragu- ragu	9	13.8	14.1	20.3
	Setuju	37	56.9	57.8	78.1
	sangat setuju	14	21.5	21.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Gaya Kepemimpinan Suportif(X1.2)

**X1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.5	1.6	1.6
	netral / ragu- ragu	2	3.1	3.1	4.7
	Setuju	26	40.0	40.6	45.3
	sangat setuju	35	53.8	54.7	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Gaya Kepemimpinan Partisipatif (X1.3)

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	31	47.7	48.4	48.4
	sangat setuju	33	50.8	51.6	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

- Motivasi (X2)

Kebutuhan Fisik (X2.1)

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	netral / ragu- ragu	8	12.3	12.5	12.5
	setuju	31	47.7	48.4	60.9
	sangat setuju	25	38.5	39.1	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Kebutuhan Rasa Aman (X2.2)

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	3	4.6	4.7	4.7
	netral / ragu- ragu	6	9.2	9.4	14.1
	setuju	34	52.3	53.1	67.2
	sangat setuju	21	32.3	32.8	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Kebutuhan Sosial (X2.3)

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.5	1.6	1.6
	tidak setuju	2	3.1	3.1	4.7
	netral / ragu- ragu	6	9.2	9.4	14.1
	setuju	38	58.5	59.4	73.4
	sangat setuju	17	26.2	26.6	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Kebutuhan Penghargaan (X2.4)

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	3	4.6	4.7	4.7
	tidak setuju	17	26.2	26.6	31.2
	netral / ragu- ragu	9	13.8	14.1	45.3
	setuju	28	43.1	43.8	89.1
	sangat setuju	7	10.8	10.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		



Kebutuhan Aktualisasi Diri (X2.5)

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	2	3.1	3.1	3.1
	tidak setuju	11	16.9	17.2	20.3
	netral / ragu- ragu	5	7.7	7.8	28.1
	setuju	29	44.6	45.3	73.4
	sangat setuju	17	26.2	26.6	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

- Lingkungan Kerja (X3)

Tentang Pewarnaan (X3.1)

**X3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	3	4.6	4.7	4.7
	netral / ragu- ragu	21	32.3	32.8	37.5
	setuju	34	52.3	53.1	90.6
	sangat setuju	6	9.2	9.4	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Tentang Kebersihan (X3.2)

**X3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.5	1.6	1.6
	tidak setuju	1	1.5	1.6	3.1
	netral / ragu- ragu	8	12.3	12.5	15.6
	setuju	40	61.5	62.5	78.1
	sangat setuju	14	21.5	21.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Tentang Pertukaran Udara/Ventilasi (X3.3)

**X3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.5	1.6	1.6
	tidak setuju	4	6.2	6.2	7.8
	netral / ragu- ragu	8	12.3	12.5	20.3
	setuju	33	50.8	51.6	71.9
	sangat setuju	18	27.7	28.1	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Tentang Penerangan (X3.4)

**X3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	1.5	1.6	1.6
	netral / ragu- ragu	8	12.3	12.5	14.1
	setuju	37	56.9	57.8	71.9
	sangat setuju	18	27.7	28.1	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Tentang Keamanan (X3.5)

**X3.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.5	1.6	1.6
	tidak setuju	1	1.5	1.6	3.1
	netral / ragu- ragu	4	6.2	6.2	9.4
	setuju	42	64.6	65.6	75.0
	sangat setuju	16	24.6	25.0	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Tentang Kebisingan (X3.6)

**X3.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sangat tidak setuju	1	1.5	1.6	1.6
	tidak setuju	4	6.2	6.2	7.8
	netral / ragu- ragu	3	4.6	4.7	12.5
	setuju	39	60.0	60.9	73.4
	sangat setuju	17	26.2	26.6	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

- Kinerja Karyawan (Y)

Tentang Kualitas Karyawan (Y1)

**y1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	netral / ragu- ragu	4	6.2	6.2	6.2
	setuju	36	55.4	56.2	62.5
	sangat setuju	24	36.9	37.5	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Tentang Kehadiran (Y2)

y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	3	4.6	4.7	4.7
	netral / ragu- ragu	5	7.7	7.8	12.5
	setuju	38	58.5	59.4	71.9
	sangat setuju	18	27.7	28.1	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

Tentang Kemampuan Bekerjasama (Y3)

y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	1.5	1.6	1.6
	netral / ragu- ragu	4	6.2	6.2	7.8
	setuju	45	69.2	70.3	78.1
	sangat setuju	14	21.5	21.9	100.0
	Total	64	98.5	100.0	
Missing	System	1	1.5		
Total		65	100.0		

#### 4. Hasil Analisis Regresi Linier Berganda

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.863	1.438		1.992	.051
	GAYA KEPEMIMPINAN	.347	.102	.328	3.413	.001
	MOTIVASI	.125	.055	.302	2.275	.026
	LINGKUNGAN KERJA	.136	.064	.278	2.118	.038

a. Dependent Variable: KINERJA KARYAWAN

#### 5. Hasil Analisis Koefisien Determinasi

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.697 <sup>a</sup>	.486	.460	1.12556

a. Predictors: (Constant), LINGKUNGAN KERJA, GAYA KEPEMIMPINAN, MOTIVASI

#### 6. Hasil Uji T (Uji Parsial)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.863	1.438		1.992	.051
	GAYA KEPEMIMPINAN	.347	.102	.328	3.413	.001
	MOTIVASI	.125	.055	.302	2.275	.026
	LINGKUNGAN KERJA	.136	.064	.278	2.118	.038

a. Dependent Variable: KINERJA KARYAWAN

## 7. Uji F (Uji Serempak)

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	71.846	3	23.949	18.903	.000 <sup>a</sup>
	Residual	76.013	60	1.267		
	Total	147.859	63			

a. Predictors: (Constant), LINGKUNGAN KERJA, GAYA KEPEMIMPINAN, MOTIVASI

a. Dependent Variable: KINERJA KARYAWAN