



LAMPIRAN I
Kuesioner Penelitian

KUESIONER PENELITIAN

Dengan Hormat,

Berkenaan adanya penelitian dalam rangka penyusunan skripsi dengan judul **“PENGARUH KEPEMIMPINAN, MOTIVASI KERJA, DISIPLIN KERJA DAN BUDAYA ORGANISASI PADA KANTOR POS PUSAT PONOROGO”**

Saya mohon kesediaan anda untuk meluangkan waktu sejenak mengisi angket ini. Jawaban anda tidak mempengaruhi kinerja anda. Semua data dijamin atas kerahasiaanya. Saya berharap anda menjawab dengan terbuka dan sejujurnya.

Saya sangat menghargai atas segala waktu dan partisipasi anda dalam menjawab kuesioner ini dan saya sangat mengucapkan banyak terima kasih atas semua kerjasamanya.

1. Identitas Responden

a. Jenis Kelamin

- Laki-laki Perempuan

b. Umur

- 20-25 th >35-45 th
 >25-35 th diatas 45 th

c. Pendidikan terakhir

- SD SMK/SMA/MA S1 (Strata 1)
 SMP DIII Pasca Sarjana

d. Lama bekerja

- 1-5 th >10-15 th di atas 20 th
 > 5-10 th >15-20 th

2. Petunjuk Pengisian Kuesioner

Mohon diberi tanda (✓) pada kolom jawaban bapak/ibu anggap paling sesuai, dengan salah satu jawaban yang tersedia, dimana :

Keterangan : 1. SS = Sangat Setuju 4. TS = Tidak Setuju

2. S = Setuju

5. STS = Sangat Tidak Setuju

3. N = Netral

A. Variabel Kepemimpinan

No	Pernyataan	SS	S	N	TS	STS
1.	Pimpinan mampu menganalisa situasi yang dihadapi secara teliti					
2.	Pimpinan memberikan petunjuk, pedoman, dan nasihat dengan komunikasi yang baik kepada bawahan					
3.	Pimpinan mempunyai keberanian dalam melaksanakan tugas pokok yang telah dipercayakan kepadanya					
4.	Pimpinan senantiasa mendengarkan pendapat atau saran bawahan					
5.	Kepemimpinan memiliki ketegasan dalam menghadapi bawahan					

B. Variabel Motivasi Kerja

No	Pernyataan	SS	S	N	TS	STS
1.	Saya mendapat kebutuhan yang layak selama saya bekerja disini					
2.	Saya Merasa aman saat melakukan pekerjaan					
3.	Saya memiliki hubungan yang erat dengan semua karyawan					
4.	Atasan memberikan penghargaan bagi bawahan apabila mampu menyelesaikan pekerjaan dengan baik dan tepat waktu					
5.	Perusahaan memberi kesempatan para pegawainya untuk meningkatkan pengetahuan seperti pelatihan, diklat dll					

C. Variabel Disiplin Kerja


No	Pernyataan	SS	S	N	TS	STS
1.	Saya selalu mematuhi semua peraturan diperusahaan					
2.	Saya datang dan pulang kerja sesuai dengan waktu yang ditentukan perusahaan					
3.	Saya selalu bertanggungjawab terhadap hasil dan pekerjaan yang ditugaskan oleh atasan					
4.	Menurut saya tingkat absensi kehadiran sangat penting dalam menegakkan disiplin kerja					

D. Variabel Budaya Organisasi

No	Pernyataan	SS	S	N	TS	STS
1.	Saya selalu bekerja dengan menekan pada hasil yang optimal					
2.	Saya lebih senang menyelesaikan pekerjaan dengan kerjasama tim					
3.	Saya dituntut untuk bekerja giat dalam melaksanakan tugas-tugas yang sudah menjadi tanggungjawab saya					
4.	Saya mampu mengedepankan visi dan misi perusahaan daripada kepentingan pribadi					

E. Variabel Kinerja Karyawan

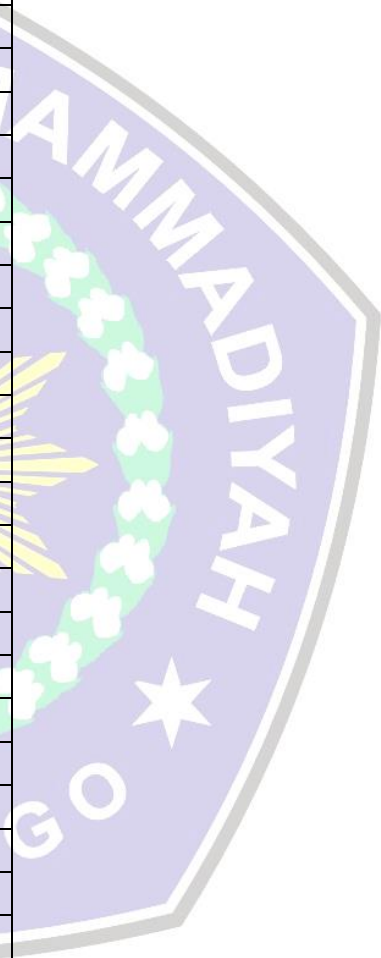
No	Pernyataan	SS	S	N	TS	STS
1.	Saya mengerjakan sesuatu pekerjaan dengan perhitungan, teliti dan cermat					
2.	Saya mampu dan memahami tugas-tugas rutin yang saya kerjakan setiap harinya di perusahaan					
3.	Seluruh pekerjaan selama ini dapat saya kerjakan dan hasilnya sesuai dengan waktu yang telah direncanakan					
4.	Saya selalu datang tepat waktu dalam bekerja					

The logo of Universitas Muhammadiyah Ponorogo is a purple shield-shaped emblem. It features a central sunburst with Arabic calligraphy, surrounded by a green and yellow wreath. The text "UNIVERSITAS MUHAMMADIYAH" is written along the top inner edge, and "PONOROGO" is written along the bottom inner edge. Two white stars are positioned on the left and right sides of the bottom edge.

LAMPIRAN II
Data Tabulasi
Kuesioner Penelitian

Kepemimpinan (X1)

Resp	Item					Y
	1	2	3	4	5	
1	5.00	4.00	3.00	4.00	5.00	21.00
2	5.00	5.00	4.00	4.00	5.00	23.00
3	4.00	4.00	4.00	4.00	5.00	21.00
4	4.00	4.00	4.00	3.00	3.00	18.00
5	5.00	5.00	5.00	5.00	5.00	25.00
6	4.00	4.00	3.00	3.00	3.00	17.00
7	4.00	4.00	3.00	4.00	3.00	18.00
8	4.00	4.00	4.00	4.00	3.00	19.00
9	5.00	5.00	4.00	5.00	4.00	23.00
10	4.00	4.00	3.00	4.00	4.00	19.00
11	4.00	4.00	3.00	3.00	4.00	18.00
12	4.00	4.00	3.00	4.00	4.00	19.00
13	4.00	4.00	3.00	4.00	4.00	19.00
14	4.00	4.00	3.00	3.00	4.00	18.00
15	3.00	3.00	2.00	3.00	3.00	14.00
16	4.00	4.00	3.00	4.00	4.00	19.00
17	3.00	3.00	4.00	4.00	3.00	17.00
18	5.00	4.00	3.00	4.00	5.00	21.00
19	4.00	4.00	3.00	4.00	5.00	20.00
20	4.00	4.00	3.00	3.00	4.00	18.00
21	4.00	4.00	3.00	4.00	4.00	19.00
22	4.00	4.00	5.00	5.00	5.00	23.00
23	4.00	4.00	4.00	4.00	4.00	20.00
24	4.00	4.00	3.00	4.00	4.00	19.00
25	5.00	5.00	4.00	4.00	5.00	23.00
26	5.00	5.00	4.00	4.00	4.00	22.00
27	5.00	5.00	4.00	4.00	5.00	23.00
28	5.00	5.00	4.00	4.00	5.00	23.00
29	4.00	4.00	4.00	4.00	4.00	20.00
30	5.00	5.00	4.00	4.00	4.00	22.00
31	3.00	3.00	4.00	3.00	3.00	16.00
32	3.00	3.00	4.00	3.00	4.00	17.00
33	3.00	3.00	4.00	3.00	4.00	17.00
34	5.00	5.00	4.00	4.00	5.00	23.00
35	3.00	4.00	3.00	3.00	4.00	17.00

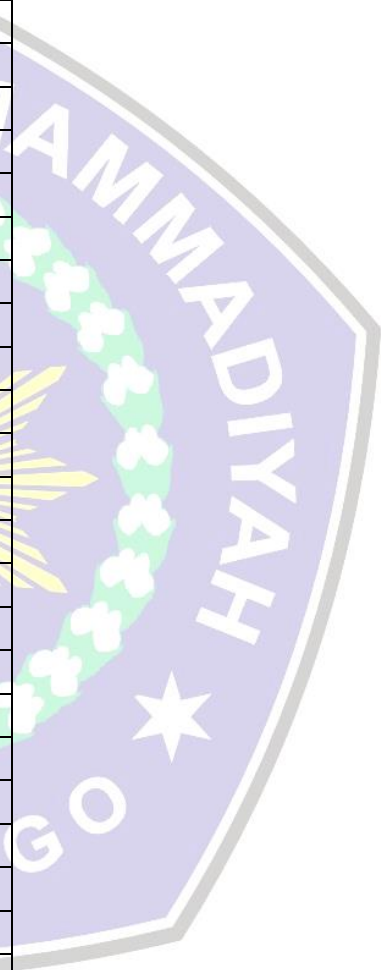


36	4.00	4.00	3.00	3.00	3.00	17.00
37	5.00	5.00	4.00	4.00	5.00	23.00
38	4.00	3.00	3.00	3.00	4.00	17.00
39	5.00	5.00	4.00	4.00	5.00	23.00
40	5.00	5.00	4.00	4.00	5.00	23.00
41	4.00	4.00	3.00	4.00	5.00	20.00
42	5.00	5.00	5.00	5.00	5.00	25.00
43	5.00	5.00	4.00	5.00	4.00	23.00
44	5.00	5.00	5.00	5.00	5.00	25.00
45	5.00	5.00	4.00	4.00	4.00	22.00
46	3.00	4.00	4.00	4.00	4.00	19.00
47	3.00	4.00	4.00	3.00	3.00	17.00
48	3.00	4.00	4.00	4.00	4.00	19.00
49	3.00	4.00	4.00	4.00	4.00	19.00
50	3.00	4.00	4.00	3.00	3.00	17.00
51	3.00	4.00	4.00	3.00	3.00	17.00
52	3.00	4.00	4.00	4.00	4.00	19.00
Σ	213	218	192	199	214	1036



Motivasi Kerja (X2)

Resp	Item					Y
	1	2	3	4	5	
1	4.00	5.00	5.00	4.00	5.00	23.00
2	5.00	5.00	4.00	4.00	5.00	23.00
3	4.00	4.00	5.00	5.00	5.00	23.00
4	4.00	4.00	3.00	3.00	4.00	18.00
5	5.00	5.00	5.00	5.00	5.00	25.00
6	4.00	4.00	3.00	3.00	4.00	18.00
7	3.00	3.00	3.00	3.00	4.00	16.00
8	4.00	4.00	4.00	4.00	4.00	20.00
9	5.00	5.00	4.00	4.00	5.00	23.00
10	4.00	4.00	3.00	4.00	4.00	19.00
11	4.00	4.00	3.00	3.00	4.00	18.00
12	4.00	4.00	3.00	4.00	4.00	19.00
13	4.00	4.00	3.00	4.00	4.00	19.00
14	4.00	4.00	3.00	3.00	4.00	18.00
15	5.00	5.00	4.00	4.00	4.00	22.00
16	4.00	4.00	3.00	4.00	4.00	19.00
17	2.00	3.00	2.00	3.00	3.00	13.00
18	5.00	4.00	3.00	4.00	5.00	21.00
19	3.00	4.00	3.00	3.00	4.00	17.00
20	4.00	4.00	3.00	3.00	4.00	18.00
21	4.00	4.00	3.00	4.00	4.00	19.00
22	4.00	4.00	5.00	5.00	5.00	23.00
23	4.00	4.00	4.00	4.00	4.00	20.00
24	4.00	4.00	3.00	4.00	4.00	19.00
25	5.00	5.00	4.00	4.00	5.00	23.00
26	5.00	5.00	4.00	4.00	4.00	22.00
27	5.00	5.00	4.00	4.00	5.00	23.00
28	5.00	5.00	4.00	4.00	5.00	23.00
29	4.00	4.00	4.00	4.00	4.00	20.00
30	5.00	5.00	4.00	4.00	4.00	22.00
31	4.00	4.00	3.00	4.00	4.00	19.00
32	5.00	5.00	5.00	5.00	5.00	25.00
33	3.00	3.00	2.00	3.00	2.00	13.00



34	5.00	5.00	4.00	4.00	5.00	23.00
35	5.00	5.00	5.00	5.00	5.00	25.00
36	3.00	3.00	2.00	3.00	2.00	13.00
37	5.00	5.00	4.00	4.00	5.00	23.00
38	5.00	5.00	5.00	5.00	5.00	25.00
39	5.00	5.00	5.00	5.00	5.00	25.00
40	5.00	5.00	4.00	4.00	5.00	23.00
41	4.00	3.00	3.00	4.00	4.00	18.00
42	5.00	5.00	5.00	5.00	5.00	25.00
43	5.00	5.00	4.00	4.00	4.00	22.00
44	5.00	5.00	5.00	5.00	5.00	25.00
45	5.00	5.00	4.00	4.00	4.00	22.00
46	4.00	4.00	3.00	4.00	4.00	19.00
47	3.00	2.00	3.00	3.00	2.00	13.00
48	3.00	3.00	3.00	3.00	2.00	14.00
49	4.00	4.00	3.00	4.00	4.00	19.00
50	3.00	2.00	2.00	3.00	3.00	13.00
51	3.00	2.00	2.00	3.00	3.00	13.00
52	4.00	4.00	3.00	4.00	4.00	19.00
Σ	219	217	187	203	216	1042

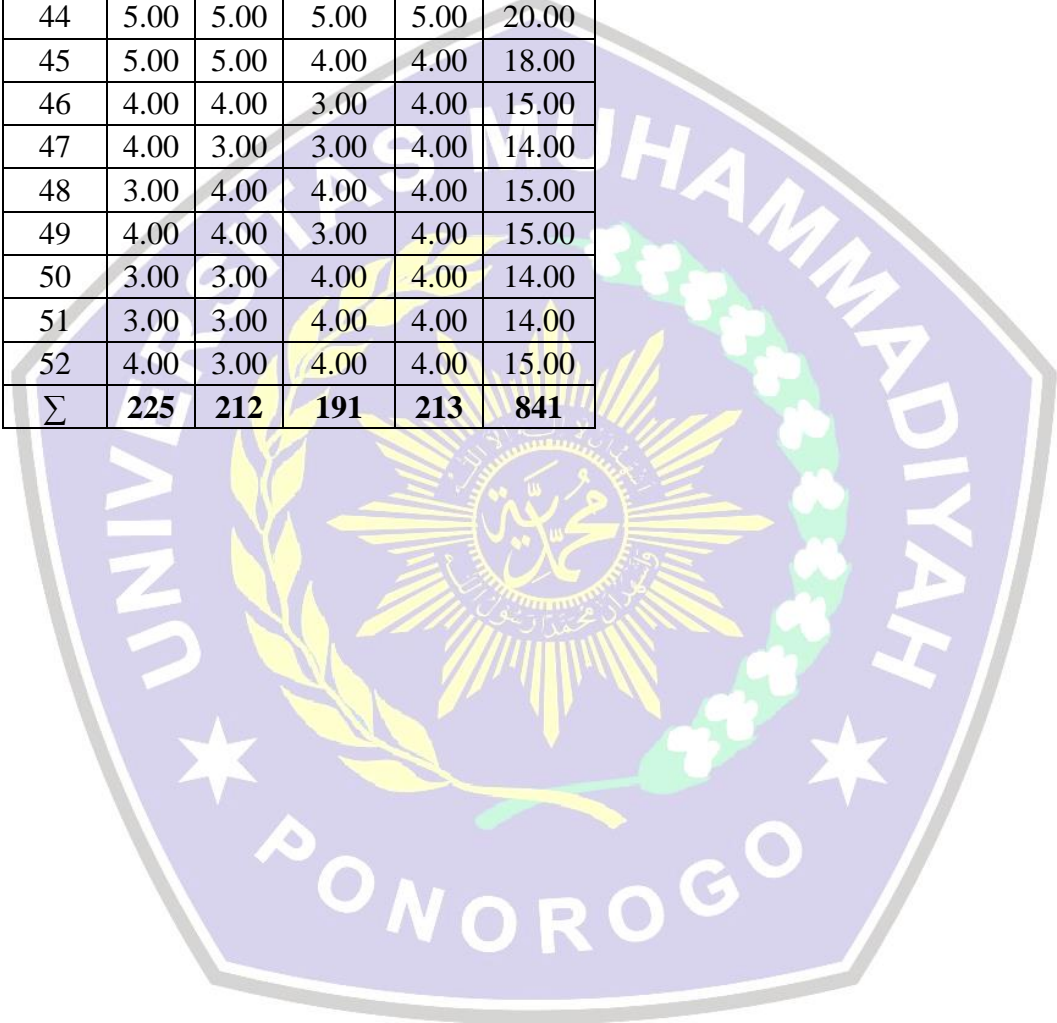


Disiplin Kerja (X3)

Resp	Item				Y
	1	2	3	4	
1	5.00	4.00	3.00	4.00	16.00
2	5.00	5.00	4.00	4.00	18.00
3	4.00	4.00	4.00	4.00	16.00
4	3.00	2.00	2.00	3.00	10.00
5	5.00	5.00	4.00	5.00	19.00
6	4.00	3.00	3.00	4.00	14.00
7	4.00	4.00	3.00	4.00	15.00
8	4.00	4.00	4.00	4.00	16.00
9	5.00	5.00	4.00	4.00	18.00
10	4.00	4.00	3.00	4.00	15.00
11	4.00	3.00	3.00	4.00	14.00
12	4.00	4.00	3.00	4.00	15.00
13	4.00	4.00	3.00	4.00	15.00
14	4.00	3.00	3.00	4.00	14.00
15	5.00	4.00	4.00	5.00	18.00
16	4.00	4.00	3.00	4.00	15.00
17	5.00	5.00	4.00	4.00	18.00
18	5.00	5.00	5.00	4.00	19.00
19	5.00	4.00	3.00	4.00	16.00
20	4.00	3.00	3.00	4.00	14.00
21	4.00	4.00	3.00	4.00	15.00
22	4.00	5.00	4.00	5.00	18.00
23	4.00	4.00	4.00	4.00	16.00
24	4.00	4.00	3.00	4.00	15.00
25	5.00	5.00	4.00	4.00	18.00
26	5.00	5.00	4.00	4.00	18.00
27	5.00	5.00	4.00	4.00	18.00
28	5.00	5.00	4.00	4.00	18.00
29	4.00	4.00	4.00	4.00	16.00
30	5.00	5.00	4.00	4.00	18.00
31	4.00	4.00	3.00	4.00	15.00
32	4.00	4.00	4.00	4.00	16.00
33	3.00	3.00	4.00	3.00	13.00
34	5.00	5.00	4.00	4.00	18.00
35	4.00	4.00	4.00	4.00	16.00



36	4.00	3.00	3.00	4.00	14.00
37	5.00	4.00	4.00	5.00	18.00
38	4.00	4.00	4.00	4.00	16.00
39	5.00	5.00	4.00	4.00	18.00
40	5.00	4.00	5.00	4.00	18.00
41	5.00	4.00	3.00	4.00	16.00
42	5.00	5.00	5.00	5.00	20.00
43	5.00	4.00	4.00	5.00	18.00
44	5.00	5.00	5.00	5.00	20.00
45	5.00	5.00	4.00	4.00	18.00
46	4.00	4.00	3.00	4.00	15.00
47	4.00	3.00	3.00	4.00	14.00
48	3.00	4.00	4.00	4.00	15.00
49	4.00	4.00	3.00	4.00	15.00
50	3.00	3.00	4.00	4.00	14.00
51	3.00	3.00	4.00	4.00	14.00
52	4.00	3.00	4.00	4.00	15.00
Σ	225	212	191	213	841

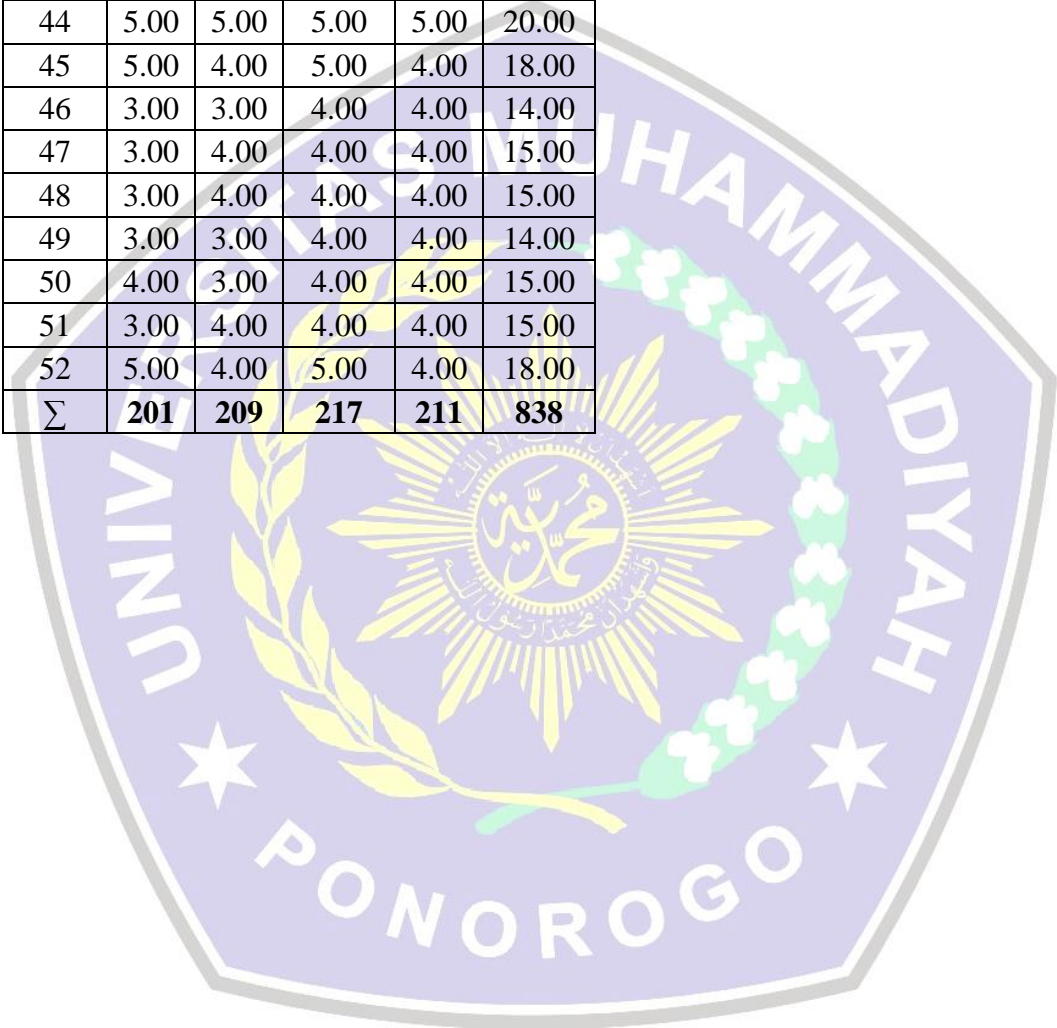


Budaya Organisasi (X4)

Resp	Item				Y
	1	2	3	4	
1	5.00	5.00	4.00	4.00	18.00
2	4.00	4.00	3.00	4.00	15.00
3	5.00	4.00	4.00	5.00	18.00
4	4.00	4.00	3.00	4.00	15.00
5	3.00	4.00	4.00	4.00	15.00
6	3.00	3.00	4.00	4.00	14.00
7	3.00	4.00	4.00	4.00	15.00
8	4.00	4.00	4.00	4.00	16.00
9	3.00	4.00	4.00	4.00	15.00
10	3.00	4.00	4.00	4.00	15.00
11	3.00	4.00	4.00	3.00	14.00
12	3.00	4.00	4.00	4.00	15.00
13	3.00	4.00	4.00	4.00	15.00
14	4.00	3.00	3.00	4.00	14.00
15	5.00	5.00	4.00	4.00	18.00
16	3.00	4.00	4.00	4.00	15.00
17	5.00	5.00	4.00	4.00	18.00
18	3.00	4.00	5.00	4.00	16.00
19	3.00	4.00	5.00	4.00	16.00
20	3.00	3.00	4.00	4.00	14.00
21	3.00	4.00	4.00	4.00	15.00
22	3.00	4.00	4.00	3.00	14.00
23	4.00	4.00	4.00	4.00	16.00
24	3.00	4.00	4.00	4.00	15.00
25	5.00	4.00	5.00	4.00	18.00
26	5.00	4.00	5.00	4.00	18.00
27	5.00	4.00	5.00	4.00	18.00
28	5.00	5.00	4.00	4.00	18.00
29	4.00	4.00	4.00	4.00	16.00
30	5.00	5.00	4.00	4.00	18.00
31	3.00	4.00	4.00	4.00	15.00
32	4.00	4.00	4.00	4.00	16.00
33	4.00	3.00	4.00	4.00	15.00
34	5.00	3.00	4.00	4.00	16.00
35	4.00	4.00	4.00	4.00	16.00



36	3.00	4.00	4.00	4.00	15.00
37	5.00	4.00	4.00	5.00	18.00
38	4.00	4.00	4.00	4.00	16.00
39	4.00	5.00	5.00	4.00	18.00
40	4.00	5.00	5.00	4.00	18.00
41	3.00	4.00	5.00	4.00	16.00
42	5.00	5.00	5.00	5.00	20.00
43	5.00	4.00	4.00	5.00	18.00
44	5.00	5.00	5.00	5.00	20.00
45	5.00	4.00	5.00	4.00	18.00
46	3.00	3.00	4.00	4.00	14.00
47	3.00	4.00	4.00	4.00	15.00
48	3.00	4.00	4.00	4.00	15.00
49	3.00	3.00	4.00	4.00	14.00
50	4.00	3.00	4.00	4.00	15.00
51	3.00	4.00	4.00	4.00	15.00
52	5.00	4.00	5.00	4.00	18.00
Σ	201	209	217	211	838

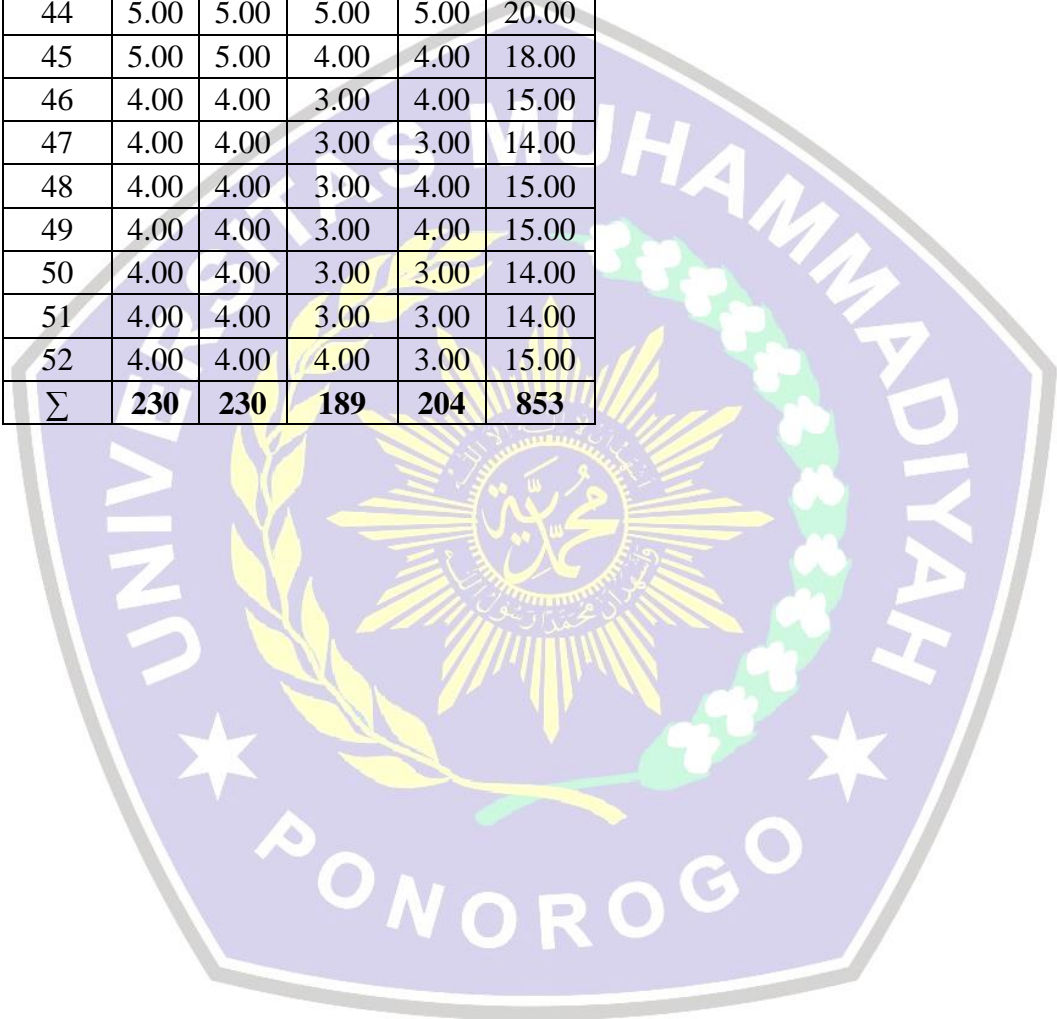


Kinerja Karyawan (Y)

Resp	Item				Y
	1	2	3	4	
1	5.00	5.00	4.00	4.00	18.00
2	5.00	5.00	4.00	4.00	18.00
3	5.00	5.00	4.00	4.00	18.00
4	5.00	4.00	3.00	4.00	16.00
5	5.00	5.00	5.00	5.00	20.00
6	4.00	4.00	3.00	3.00	14.00
7	4.00	4.00	3.00	4.00	15.00
8	4.00	4.00	4.00	4.00	16.00
9	5.00	5.00	4.00	4.00	18.00
10	4.00	4.00	3.00	4.00	15.00
11	3.00	4.00	3.00	4.00	14.00
12	4.00	4.00	3.00	4.00	15.00
13	4.00	4.00	3.00	4.00	15.00
14	3.00	4.00	3.00	4.00	14.00
15	5.00	5.00	4.00	4.00	18.00
16	3.00	4.00	4.00	4.00	15.00
17	5.00	5.00	4.00	4.00	18.00
18	3.00	4.00	5.00	4.00	16.00
19	5.00	4.00	3.00	4.00	16.00
20	4.00	4.00	3.00	3.00	14.00
21	4.00	4.00	3.00	4.00	15.00
22	4.00	4.00	3.00	3.00	14.00
23	4.00	4.00	4.00	4.00	16.00
24	4.00	4.00	3.00	4.00	15.00
25	5.00	5.00	4.00	4.00	18.00
26	5.00	5.00	4.00	4.00	18.00
27	5.00	5.00	4.00	4.00	18.00
28	5.00	5.00	4.00	4.00	18.00
29	4.00	4.00	3.00	4.00	15.00
30	5.00	5.00	4.00	4.00	18.00
31	4.00	4.00	3.00	4.00	15.00
32	4.00	4.00	4.00	4.00	16.00
33	5.00	5.00	4.00	4.00	18.00
34	5.00	5.00	4.00	4.00	18.00
35	4.00	4.00	4.00	4.00	16.00



36	5.00	4.00	3.00	4.00	16.00
37	5.00	5.00	4.00	4.00	18.00
38	5.00	5.00	4.00	4.00	18.00
39	5.00	5.00	4.00	4.00	18.00
40	5.00	5.00	4.00	4.00	18.00
41	5.00	4.00	3.00	4.00	16.00
42	5.00	5.00	5.00	5.00	20.00
43	5.00	5.00	4.00	4.00	18.00
44	5.00	5.00	5.00	5.00	20.00
45	5.00	5.00	4.00	4.00	18.00
46	4.00	4.00	3.00	4.00	15.00
47	4.00	4.00	3.00	3.00	14.00
48	4.00	4.00	3.00	4.00	15.00
49	4.00	4.00	3.00	4.00	15.00
50	4.00	4.00	3.00	3.00	14.00
51	4.00	4.00	3.00	3.00	14.00
52	4.00	4.00	4.00	3.00	15.00
Σ	230	230	189	204	853





LAMPIRAN III
DATA SPSS

VALIDITAS

1. Kepemimpinan

Correlations

		Item_X1.1	Item_X1.2	Item_X1.3	Item_X1.4	Item_X1.5	Rxy
Item_X1.1	Pearson Correlation	1	.810**	.218	.569**	.638**	.841**
	Sig. (2-tailed)		.000	.120	.000	.000	.000
	N	52	52	52	52	52	52
Item_X1.2	Pearson Correlation	.810**	1	.441**	.594**	.549**	.866**
	Sig. (2-tailed)	.000		.001	.000	.000	.000
	N	52	52	52	52	52	52
Item_X1.3	Pearson Correlation	.218	.441**	1	.505**	.285*	.604**
	Sig. (2-tailed)	.120	.001		.000	.040	.000
	N	52	52	52	52	52	52
Item_X1.4	Pearson Correlation	.569**	.594**	.505**	1	.566**	.815**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	52	52	52	52	52	52
Item_X1.5	Pearson Correlation	.638**	.549**	.285*	.566**	1	.789**
	Sig. (2-tailed)	.000	.000	.040	.000		.000
	N	52	52	52	52	52	52
Rxy	Pearson Correlation	.841**	.866**	.604**	.815**	.789**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52

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

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



2. Motivasi Kerja

Correlations

		Item_X2.1	Item_X2.2	Item_X2.3	Item_X2.4	Item_X2.5	Rxy
Item_X2.1	Pearson Correlation	1	.888**	.732**	.687**	.783**	.908**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	52	52	52	52	52	52
Item_X2.2	Pearson Correlation	.888**	1	.768**	.650**	.798**	.916**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	52	52	52	52	52	52
Item_X2.3	Pearson Correlation	.732**	.768**	1	.840**	.765**	.914**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	52	52	52	52	52	52
Item_X2.4	Pearson Correlation	.687**	.650**	.840**	1	.722**	.856**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	52	52	52	52	52	52
Item_X2.5	Pearson Correlation	.783**	.798**	.765**	.722**	1	.906**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	52	52	52	52	52	52
Rxy	Pearson Correlation	.908**	.916**	.914**	.856**	.906**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	52	52	52	52	52	52

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



3. Disiplin Kerja

Correlations

		Item_X3.1	Item_X3.2	Item_X3.3	Item_X3.4	Rxy
Item_X3.1	Pearson Correlation	1	.741**	.399**	.471**	.838**
	Sig. (2-tailed)		.000	.003	.000	.000
	N	52	52	52	52	52
Item_X3.2	Pearson Correlation	.741**	1	.567**	.416**	.896**
	Sig. (2-tailed)	.000		.000	.002	.000
	N	52	52	52	52	52
Item_X3.3	Pearson Correlation	.399**	.567**	1	.417**	.760**
	Sig. (2-tailed)	.003	.000		.002	.000
	N	52	52	52	52	52
Item_X3.4	Pearson Correlation	.471**	.416**	.417**	1	.655**
	Sig. (2-tailed)	.000	.002	.002		.000
	N	52	52	52	52	52
Rxy	Pearson Correlation	.838**	.896**	.760**	.655**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	52	52	52	52	52

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



4. Budaya Organisasi

Correlations

		Item_X4.1	Item_X4.2	Item_X4.3	Item_X4.4	Rxy
Item_X4.1	Pearson Correlation	1	.399**	.230	.459**	.841**
	Sig. (2-tailed)		.003	.100	.001	.000
	N	52	52	52	52	52
Item_X4.2	Pearson Correlation	.399**	1	.319*	.180	.702**
	Sig. (2-tailed)	.003		.021	.201	.000
	N	52	52	52	52	52
Item_X4.3	Pearson Correlation	.230	.319*	1	.155	.581**
	Sig. (2-tailed)	.100	.021		.274	.000
	N	52	52	52	52	52
Item_X4.4	Pearson Correlation	.459**	.180	.155	1	.577**
	Sig. (2-tailed)	.001	.201	.274		.000
	N	52	52	52	52	52
Rxy	Pearson Correlation	.841**	.702**	.581**	.577**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	52	52	52	52	52

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

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



5. Kinerja Karyawan

Correlations

		Item_Y1.1	Item_Y2.2	Item_Y3.3	Item_Y4.4	Rxy
Item_Y1.1	Pearson Correlation	1	.783**	.395**	.331*	.800**
	Sig. (2-tailed)		.000	.004	.016	.000
	N	52	52	52	52	52
Item_Y2.2	Pearson Correlation	.783**	1	.692**	.423**	.911**
	Sig. (2-tailed)	.000		.000	.002	.000
	N	52	52	52	52	52
Item_Y3.3	Pearson Correlation	.395**	.692**	1	.541**	.823**
	Sig. (2-tailed)	.004	.000		.000	.000
	N	52	52	52	52	52
Item_Y4.4	Pearson Correlation	.331*	.423**	.541**	1	.675**
	Sig. (2-tailed)	.016	.002	.000		.000
	N	52	52	52	52	52
Rxy	Pearson Correlation	.800**	.911**	.823**	.675**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	52	52	52	52	52

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

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



RELIABILITAS

1. KEPEMIMPINAN

Reliability Statistics

Cronbach's Alpha	N of Items
.841	5

2. Motivasi Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.939	5

3. Disiplin Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.812	4

4. Budaya Organisasi

Reliability Statistics

Cronbach's Alpha	N of Items
.766	4

5. Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	N of Items
.815	4

ANALISIS REGRESI LINIER BERGANDA

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.928 ^a	.861	.849	.69227

a. Predictors: (Constant), Budaya_Organisasi_X4, Motivasi_Kerja_X2, ,
Disiplin_Kerja_X3, Kepemimpinan_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	139.245	4	34.811	72.640	.000 ^b
	Residual	22.524	47	.479		
	Total	161.769	51			

a. Dependent Variable: Kinerja_Karyawan_Y

b. Predictors: (Constant), Budaya_Organisasi_X4, Motivasi_Kerja_X2, Disiplin_Kerja_X3,
Kepemimpinan_X1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.968	.997		.971	.337
Kepemimpinan_X1	.168	.056	.250	3.012	.004
Motivasi_Kerja_X2	.104	.037	.214	2.793	.008
Disiplin_Kerja_X3	.286	.090	.315	3.169	.003
Budaya_Organisasi_X4	.329	.084	.304	3.914	.000

a. Dependent Variable: Kinerja_Karyawan_Y

LAMPIRAN IV
Daftar r tabel, t tabel,
dan f tabel

