

LAMPIRAN 1

Tabel Kuesioner

Variabel Y
Motivasi Kerja

Indikator	Pernyataan	Keterangan				
		SS	S	N	TS	STS
Tanggung Jawab	Tanggung jawab yang diberikan pada saya memberikan motivasi dalam saya bekerja					
Membentuk keahlian	Ada beberapa keahlian baru yang saya dapat di tempat bekerja					
Membentuk keterampilan	Pimpinan saya senantiasa memberikan metode-metode dalam mengelola organisasi untuk mencapai tujuan perusahaan					
Tujuan	Pimpinan saya senantiasa mengarahkan jalannya organisasi untuk mencapai tujuan perusahaan					
Kemauan	Saya memiliki kemauan yang kuat untuk menyelesaikan pekerjaan demi mencapai tujuan perusahaan					

Variabel X1
Gaya Kepemimpinan

Indikator	Pernyataan	Keterangan				
		SS	S	N	TS	STS
Sifat	Pimpinan memberikan pujian pada saya bila saya mencapai prestasi kerja yang baik.					
Kebiasaan	Pimpinan saya setiap hari kerja, datang tepat waktu					
Tempramen	Pimpinan saya pandai mengatur emosi sehingga tidak terkesan marah pada karyawan					
Watak	Pimpinan saya memiliki kewibawaan dan kepercayaan diri yang tinggi					
Kepribadian	Pimpinan saya memiliki keputusan yang tegas					

Variabel X2

Kedisiplinan

Indikator	Pernyataan	Keterangan				
		SS	S	N	TS	STS
Kehadiran	Saya selalu hadir di kantor tepat waktu dan mengisi daftar hadir					
Ketaatan pada peraturan kerja	Dari awal saya selalu mentaati segala peraturan di perusahaan baik tertulis maupun tidak tertulis					
Ketaatan pada standar kerja	Saya selalu menyelesaikan tugas yang di berikan pimpinan sesuai standar yang ditentukan					
Tingkat kewaspadaan tinggi	Saya selalu waspada dalam melakukan pekerjaan agar terhindar dari kesalahan					
Bekerja etis	Sesuai dengan etika yang berlaku di perusahaan saya selalu menghormati dan taat pada atasan serta menghormati pendapat teman dan karyawan bawahan saya					

Variabel X3

Kompensasi

Indikator	Pernyataan	keterangan				
		SS	S	N	TS	STS
Gaji	Gaji yang saya terima sudah sesuai UMK yang berlaku saat ini, dan saya berterima kasih pada perusahaan					
Insentif	Insentif yang saya terima telah sesuai dengan kuantitas dan kualitas sesuai pekerjaan yang saya hasilkan					
Tunjangan	Pimpinan saya selalu memberikan tunjangan Hari raya pada seluruh karyawan					
Fasilitas	Fasilitas kerja yang saya terima di perusahaan cukup memadai					
Bonus	Bonus yang saya terima sesuai dengan pekerjaan saya					

LAMPIRAN 2

Hasil Pengolahan Data SPSS 16.0

CORRELATIONS

		Correlations					
		X1.1	X1.2	X1.3	X1.4	X1.5	JUMLAH_X1
X1.1	Pearson Correlation	1	.799**	1.000**	.574**	.799**	.960**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	61	61	61	61	61	61
X1.2	Pearson Correlation	.799**	1	.799**	.718**	.479**	.856**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	61	61	61	61	61	61
X1.3	Pearson Correlation	1.000**	.799**	1	.574**	.799**	.960**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	61	61	61	61	61	61
X1.4	Pearson Correlation	.574**	.718**	.574**	1	.718**	.780**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	61	61	61	61	61	61
X1.5	Pearson Correlation	.799**	.479**	.799**	.718**	1	.856**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	61	61	61	61	61	61
JUMLAH_X1	Pearson Correlation	.960**	.856**	.960**	.780**	.856**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	61	61	61	61	61	61

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

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	JUMLAH_X2
X2.1	Pearson Correlation	1	.869**	.710**	.644**	.575**	.918**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	61	61	61	61	61	61
X2.2	Pearson Correlation	.869**	1	.589**	.753**	.452**	.888**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	61	61	61	61	61	61
X2.3	Pearson Correlation	.710**	.589**	1	.437**	.291*	.729**
	Sig. (2-tailed)	.000	.000		.000	.023	.000
	N	61	61	61	61	61	61
X2.4	Pearson Correlation	.644**	.753**	.437**	1	.698**	.859**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	61	61	61	61	61	61
X2.5	Pearson Correlation	.575**	.452**	.291*	.698**	1	.732**
	Sig. (2-tailed)	.000	.000	.023	.000		.000
	N	61	61	61	61	61	61
JUMLAH_X2	Pearson Correlation	.918**	.888**	.729**	.859**	.732**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	61	61	61	61	61	61

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

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



Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	JUMLAH_X3
X3.1	Pearson Correlation	1	.830**	.661**	.652**	.830**	.915**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	61	61	61	61	61	61
X3.2	Pearson Correlation	.830**	1	.455**	.785**	.585**	.830**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	61	61	61	61	61	61
X3.3	Pearson Correlation	.661**	.455**	1	.652**	.830**	.831**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	61	61	61	61	61	61
X3.4	Pearson Correlation	.652**	.785**	.652**	1	.785**	.872**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	61	61	61	61	61	61
X3.5	Pearson Correlation	.830**	.585**	.830**	.785**	1	.924**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	61	61	61	61	61	61
JUMLAH_X3	Pearson Correlation	.915**	.830**	.831**	.872**	.924**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	61	61	61	61	61	61

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



Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	JUMLAH_Y
Y.1	Pearson Correlation	1	.336**	.509**	.127	.667**	.811**
	Sig. (2-tailed)		.008	.000	.328	.000	.000
	N	61	61	61	61	61	61
Y.2	Pearson Correlation	.336**	1	.455**	.296*	.125	.618**
	Sig. (2-tailed)	.008		.000	.020	.338	.000
	N	61	61	61	61	61	61
Y.3	Pearson Correlation	.509**	.455**	1	.210	.250	.711**
	Sig. (2-tailed)	.000	.000		.104	.052	.000
	N	61	61	61	61	61	61
Y.4	Pearson Correlation	.127	.296*	.210	1	.358**	.528**
	Sig. (2-tailed)	.328	.020	.104		.005	.000
	N	61	61	61	61	61	61
Y.5	Pearson Correlation	.667**	.125	.250	.358**	1	.736**
	Sig. (2-tailed)	.000	.338	.052	.005		.000
	N	61	61	61	61	61	61
JUMLAH_Y	Pearson Correlation	.811**	.618**	.711**	.528**	.736**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	61	61	61	61	61	61

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

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



Reliability

Reliability Statistics

Cronbach's Alpha	N of Items
.930	5

Reliability Statistics

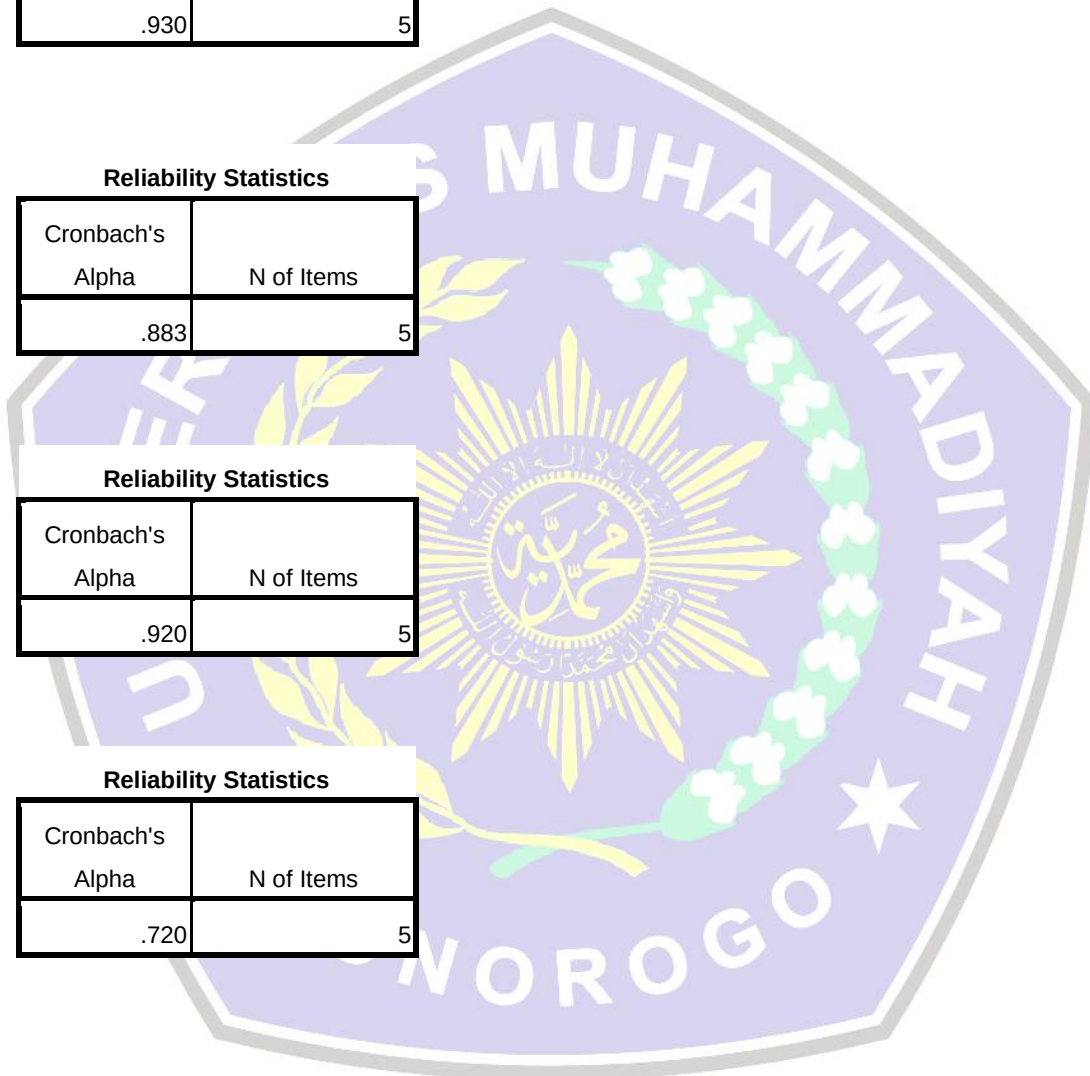
Cronbach's Alpha	N of Items
.883	5

Reliability Statistics

Cronbach's Alpha	N of Items
.920	5

Reliability Statistics

Cronbach's Alpha	N of Items
.720	5



Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.832 ^a	.693	.677	.85349

a. Predictors: (Constant), KOMPENSASI, KEDISIPLINAN, GAYA KEPEMIMPINAN

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	93.692	3	31.231	42.873	.000 ^a
	Residual	41.521	57	.728		
	Total	135.213	60			

a. Predictors: (Constant), KOMPENSASI, KEDISIPLINAN, GAYA KEPEMIMPINAN

b. Dependent Variable: MOTIVASI KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.922	1.837		1.591	.117
	GAYA KEPEMIMPINAN	.241	.088	.260	2.729	.008
	KEDISIPLINAN	.119	.055	.160	2.149	.036
	KOMPENSASI	.519	.080	.614	6.490	.000

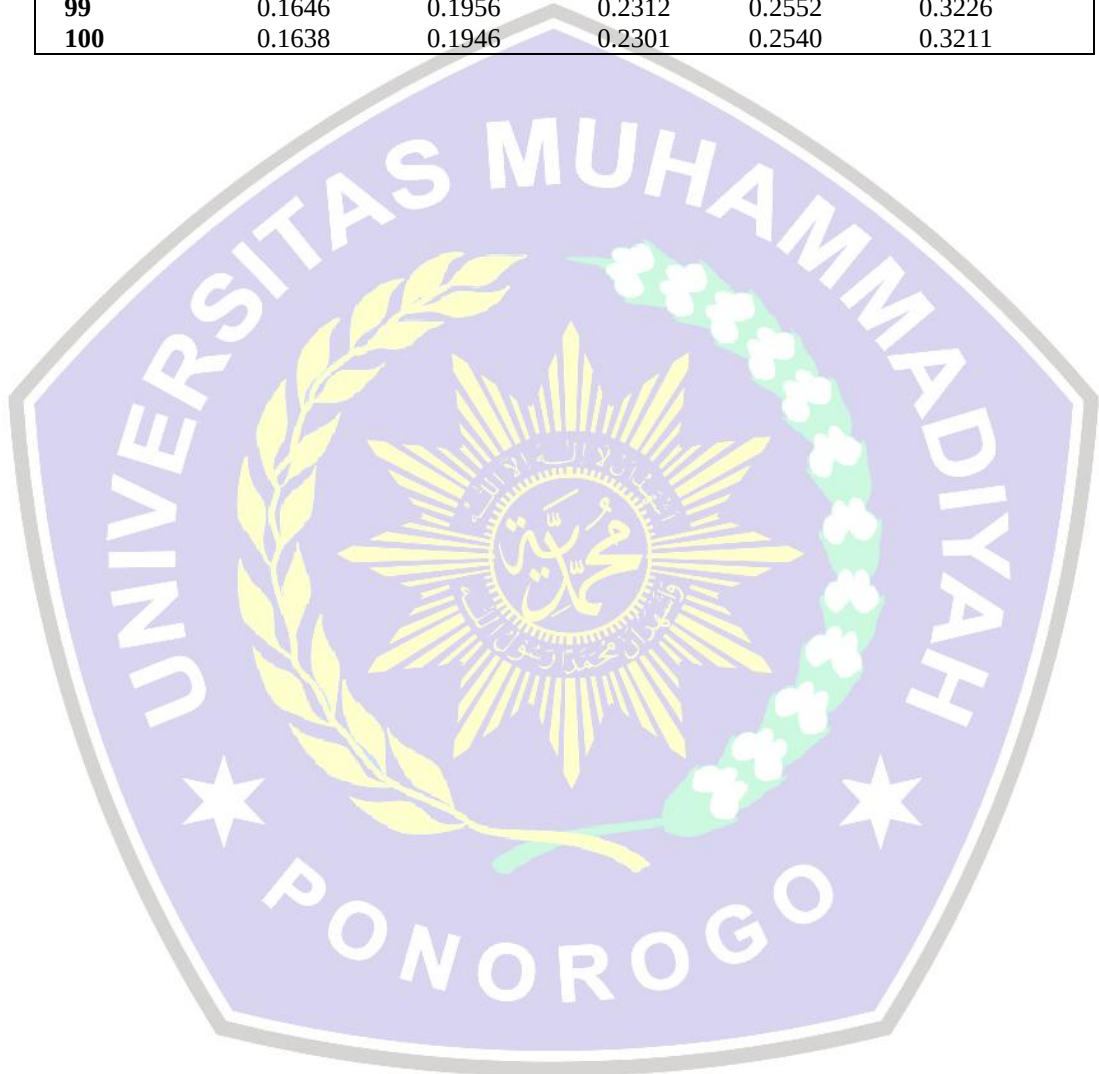
a. Dependent Variable: MOTIVASI KERJA

Uji r (koefisien Korelasi Sederhana)

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742

44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432
Tingkat signifikansi untuk uji satu arah					
	0.05	0.025	0.01	0.005	0.0005
Tingkat signifikansi untuk uji dua arah					
	0.1	0.05	0.02	0.01	0.001
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375

91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290
96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226
100	0.1638	0.1946	0.2301	0.2540	0.3211



Uji t

Titik Persentase Distribusi t (df = 1 – 40)

df	Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
		0.50	0.20	0.10	0.050	0.02	0.010	0.002
1		1.00000	3.07768	6.31375	12.70620	31.8205	63.65674	318.30884
2		0.81650	1.88562	2.91999	4.30265	2	9.92484	22.32712
3		0.76489	1.63774	2.35336	3.18245	6.96456	5.84091	10.21453
4		0.74070	1.53321	2.13185	2.77645	4.54070	4.60409	7.17318
5		0.72669	1.47588	2.01505	2.57058	3.74695	4.03214	5.89343
6		0.71756	1.43976	1.94318	2.44691	3.36493	3.70743	5.20763
7		0.71114	1.41492	1.89458	2.36462	3.14267	3.49948	4.78529
8		0.70639	1.39682	1.85955	2.30600	2.99795	3.35539	4.50079
9		0.70272	1.38303	1.83311	2.26216	2.89646	3.24984	4.29681
10		0.69981	1.37218	1.81246	2.22814	2.82144	3.16927	4.14370
11		0.69745	1.36343	1.79588	2.20099	2.76377	3.10581	4.02470
12		0.69548	1.35622	1.78229	2.17881	2.71808	3.05454	3.92963
13		0.69383	1.35017	1.77093	2.16037	2.68100	3.01228	3.85198
14		0.69242	1.34503	1.76131	2.14479	2.65031	2.97684	3.78739
15		0.69120	1.34061	1.75305	2.13145	2.62449	2.94671	3.73283
16		0.69013	1.33676	1.74588	2.11991	2.60248	2.92078	3.68615
17		0.68920	1.33338	1.73961	2.10982	2.58349	2.89823	3.64577
18		0.68836	1.33039	1.73406	2.10092	2.56693	2.87844	3.61048
19		0.68762	1.32773	1.72913	2.09302	2.55238	2.86093	3.57940
20		0.68695	1.32534	1.72472	2.08596	2.53948	2.84534	3.55181
21		0.68635	1.32319	1.72074	2.07961	2.52798	2.83136	3.52715
22		0.68581	1.32124	1.71714	2.07387	2.51765	2.81876	3.50499
23		0.68531	1.31946	1.71387	2.06866	2.50832	2.80734	3.48496
24		0.68485	1.31784	1.71088	2.06390	2.49987	2.79694	3.46678
25		0.68443	1.31635	1.70814	2.05954	2.49216	2.78744	3.45019
26		0.68404	1.31497	1.70562	2.05553	2.48511	2.77871	3.43500
27		0.68368	1.31370	1.70329	2.05183	2.47863	2.77068	3.42103
28		0.68335	1.31253	1.70113	2.04841	2.47266	2.76326	3.40816
29		0.68304	1.31143	1.69913	2.04523	2.46714	2.75639	3.39624
30		0.68276	1.31042	1.69726	2.04227	2.46202	2.75000	3.38518
31		0.68249	1.30946	1.69552	2.03951	2.45726	2.74404	3.37490
32		0.68223	1.30857	1.69389	2.03693	2.45282	2.73848	3.36531
33		0.68200	1.30774	1.69236	2.03452	2.44868	2.73328	3.35634
34		0.68177	1.30695	1.69092	2.03224	2.44479	2.72839	3.34793
35		0.68156	1.30621	1.68957	2.03011	2.44115	2.72381	3.34005
36		0.68137	1.30551	1.68830	2.02809	2.43772	2.71948	3.33262
37		0.68118	1.30485	1.68709	2.02619	2.43449	2.71541	3.32563
38		0.68100	1.30423	1.68595	2.02439	2.43145	2.71156	3.31903
39		0.68083	1.30364	1.68488	2.02269	2.42857	2.70791	3.31279
40		0.68067	1.30308	1.68385	2.02108	2.42584	2.70446	3.30688
						2.42326		

Titik Persentase Distribusi t (df = 41 – 80)

df	Pr	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
41		0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42		0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43		0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44		0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45		0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46		0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47		0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48		0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49		0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50		0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51		0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52		0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53		0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54		0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55		0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56		0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57		0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58		0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59		0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60		0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61		0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62		0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63		0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64		0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65		0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66		0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67		0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68		0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69		0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70		0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71		0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72		0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73		0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74		0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75		0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76		0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77		0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78		0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79		0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80		0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	

Uji f

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)						df untuk pembilang (N1)									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89

Skor Jawaban Responden

Gaya Kepemimpinan (X₁)

Responden	XI.1	XI.2	XI.3	XI.4	XI.5	JUMLAH X1
1	4	4	4	4	4	20
2	4	4	4	4	4	20
3	4	4	4	4	4	20
4	4	4	4	4	4	20
5	4	4	4	4	4	20
6	4	4	4	4	4	20
7	5	5	5	5	5	25
8	5	5	5	4	4	23
9	5	4	5	4	5	23
10	4	4	4	4	4	20
11	4	4	4	4	4	20
12	4	4	4	4	4	20
13	4	4	4	4	4	20
14	4	4	4	4	4	20
15	4	4	4	4	4	20
16	4	4	4	4	4	20
17	4	4	4	4	4	20
18	4	4	4	4	4	20
19	4	4	4	4	4	20
20	4	4	4	4	4	20
21	4	4	4	4	4	20

22	5	5	5	5	5	25
23	5	5	5	4	4	23
24	5	4	5	4	5	23
25	4	4	4	4	4	20
26	4	4	4	4	4	20
27	4	4	4	4	4	20
28	4	4	4	4	4	20
29	4	4	4	4	4	20
30	4	4	4	4	4	20
31	4	4	4	4	4	20
32	4	4	4	4	4	20
33	4	4	4	4	4	20
34	4	4	4	4	4	20
35	4	4	4	4	4	20
36	4	4	4	4	4	20
37	5	5	5	5	5	25
38	5	5	5	4	4	23
39	5	4	5	4	5	23
40	4	4	4	4	4	20
41	4	4	4	4	4	20
42	4	4	4	4	4	20
43	4	4	4	4	4	20
44	4	4	4	4	4	20
45	4	4	4	4	4	20

46	4	4	4	4	4	20
47	4	4	4	4	4	20
48	4	4	4	4	4	20
49	4	4	4	4	4	20
50	4	4	4	4	4	20
51	4	4	4	4	4	20
52	5	5	5	5	5	25
53	5	5	5	4	4	23
54	5	4	5	4	5	23
55	4	4	4	4	4	20
56	4	4	4	4	4	20
57	4	4	4	4	4	20
58	4	4	4	4	4	20
59	4	4	4	4	4	20
60	4	4	4	4	4	20
61	5	5	5	5	5	25

Skor Jawaban Responden

Kedisiplinan (X_2)

Responden	X2.1	X2.2	X2.3	X2.4	X2.5	JUMLAH X2
1	4	4	4	4	4	20
2	5	5	5	5	4	24
3	4	4	4	4	4	20
4	5	5	5	5	5	25
5	4	4	4	4	4	20
6	4	4	4	4	4	20
7	5	5	5	5	5	25
8	4	4	4	5	5	22
9	4	5	4	5	4	22
10	4	4	4	4	4	20
11	4	4	5	4	4	21
12	5	5	5	5	5	25
13	5	5	4	5	5	24
14	4	4	4	5	5	22
15	4	4	4	4	4	20
16	4	4	4	4	4	20
17	5	5	5	5	4	24
18	4	4	4	4	4	20
19	5	5	5	5	5	25
20	4	4	4	4	4	20
21	4	4	4	4	4	20

22	5	5	5	5	5	25
23	4	4	4	5	5	22
24	4	5	4	5	4	22
25	4	4	4	4	4	20
26	4	4	5	4	4	21
27	5	5	5	5	5	25
28	4	4	4	4	4	20
29	5	5	5	5	4	24
30	4	4	4	4	4	20
31	5	5	5	5	5	25
32	4	4	4	4	4	20
33	4	4	4	4	4	20
34	5	5	5	5	5	25
35	4	4	4	5	5	22
36	4	5	4	5	4	22
37	4	4	4	4	4	20
38	4	4	5	4	4	21
39	5	5	5	5	5	25
40	5	5	4	5	5	24
41	4	4	4	5	5	22
42	4	4	4	4	4	20
43	4	4	4	4	4	20
44	5	5	5	5	4	24
45	4	4	4	4	4	20

46	5	5	5	5	5	25
47	4	4	4	4	4	20
48	4	4	4	4	4	20
49	5	5	5	5	5	25
50	4	4	4	5	5	22
51	4	5	4	5	4	22
52	4	4	4	4	4	20
53	4	4	5	4	4	21
54	5	5	5	5	5	25
55	5	5	4	5	5	24
56	4	4	4	5	5	22
57	4	4	4	4	4	20
58	4	4	4	4	4	20
59	5	5	5	5	4	24
60	4	4	4	4	4	20
61	5	5	4	4	5	23

Skor Jawaban Responden

Kompensasi (X_3)

Responden	X3.1	X2.2	X3.3	X2.4	X3.5	JUMLAH X3
1	4	4	4	4	4	20
2	4	4	4	4	4	20
3	4	4	4	4	4	20
4	4	4	4	4	4	20
5	4	4	4	4	4	20
6	4	4	4	4	4	20
7	5	5	5	5	5	25
8	5	5	4	4	4	22
9	5	4	5	4	5	23
10	4	4	4	4	4	20
11	4	4	4	4	4	20
12	4	4	4	4	4	20
13	5	5	5	5	5	25
14	4	4	5	4	4	21
15	4	4	4	4	4	20
16	4	4	4	4	4	20
17	4	4	4	4	4	20
18	4	4	4	4	4	20
19	4	4	4	4	4	20
20	4	4	4	4	4	20
21	4	4	4	4	4	20

22	5	5	5	5	5	25
23	5	5	4	4	4	22
24	5	4	5	4	5	23
25	4	4	4	4	4	20
26	4	4	4	4	4	20
27	4	4	4	4	4	20
28	5	5	5	5	5	25
29	4	4	5	4	4	21
30	4	4	4	4	4	20
31	4	4	4	4	4	20
32	4	4	4	4	4	20
33	4	4	4	4	4	20
34	4	4	4	4	4	20
35	4	4	4	4	4	20
36	4	4	4	4	4	20
37	5	5	5	5	5	25
38	5	5	4	4	4	22
39	5	4	5	4	5	23
40	4	4	4	4	4	20
41	4	4	4	4	4	20
42	4	4	4	4	4	20
43	5	5	5	5	5	25
44	4	4	5	4	4	21
45	4	4	4	4	4	20

46	4	4	4	4	4	20
47	4	4	4	4	4	20
48	4	4	4	4	4	20
49	4	4	4	4	4	20
50	4	4	4	4	4	20
51	4	4	4	4	4	20
52	5	5	5	5	5	25
53	5	5	4	4	4	22
54	5	4	5	4	5	23
55	4	4	4	4	4	20
56	4	4	4	4	4	20
57	4	4	4	4	4	20
58	5	5	5	5	5	25
59	4	4	5	4	4	21
60	4	4	4	4	4	20
61	4	4	4	4	4	20

Skor Jawaban Responden

Motivasi Kerja (Y)

Responden	Y.1	Y.2	Y.3	Y.4	Y.5	JUMLAH Y
1	4	4	4	4	4	20
2	4	4	4	4	5	21
3	4	4	4	4	4	20
4	4	4	4	4	5	21
5	4	4	4	4	4	20
6	4	4	4	4	4	20
7	5	5	5	5	5	25
8	4	4	4	5	5	22
9	5	4	5	4	5	23
10	4	4	4	4	4	20
11	4	5	5	4	4	22
12	5	5	4	4	5	23
13	5	4	5	4	5	23
14	5	4	4	4	5	22
15	4	4	4	4	4	20
16	4	4	4	4	4	20
17	4	4	4	4	5	21
18	4	4	4	4	4	20
19	4	4	4	4	5	21
20	4	4	4	4	4	20
21	4	4	4	4	4	20

22	5	5	5	5	5	25
23	4	4	4	5	5	22
24	5	4	5	4	5	23
25	4	4	4	4	4	20
26	4	5	5	4	4	22
27	5	5	4	4	5	23
28	5	4	5	4	5	23
29	5	4	4	4	5	22
30	4	4	4	4	4	20
31	4	4	4	4	4	20
32	4	4	4	4	5	21
33	4	4	4	4	4	20
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39	5	4	5	4	5	23
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61	5	4	4	4	5	22