

LAMPIRAN

LAMPIRAN 1

KUESIONER PENELITIAN

**PENGARUH GAYA KEPEMIMPINAN, SISTEM PENGENDALIAN INTERNAL (SPI)
DAN KEADILAN PROSEDURAL TERHADAP KINERJA KARYAWAN**

(Studi Kasus Rumah Sakit Cakra Husada Klaten)



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FAKULTAS EKONOMI PRODI AKUNTANSI
UNIVERSITAS MUHAMMADIYAH YOGYAKARTA

2018

Identitas Responden
(Mohon diberi tanda silang sesuai dengan data pribadi Saudara)

Nama : _____

Umur : _____

Jenis Kelamin : Laki-laki Perempuan

Pendidikan Terakhir : SMP SMA D3
 S1 S2 Lain-lain

Jenis Pekerjaan : Dokter Perawat Laboratorium
 Radiologi Lain-lain

Pengalaman Kerja : 1-3 tahun > 3 tahun

Terima Kasih atas kesediaan saudara mengisi kuesioner, saya
menjamin kerahasiaan jawaban dari saudara dan hanya digunakan
untuk kepentingan akademik semata.

1. Kinerja Karyawan

NO	Pertanyaan	STS	TS	N	S	SS
1	Saya dapat menyelesaikan pekerjaan sesuai dengan target yang ditetapkan rumah sakit.					
2	Saya selalu memberikan pelayanan terhadap pasien sesuai dengan kualitas yang diinginkan rumah sakit.					
3	Karyawan dapat menyelesaikan pekerjaan tepat waktu.					
4	Saya mempunyai kreativitas yang sudah diakui					
5	Saya dapat bekerjasama dengan baik dalam melaksanakan tugas					
6	Saya selalu datang tepat waktu.					
7	Saya bekerja dengan baik meskipun tidak ada pengawasan					
8	Saya selalu mengerjakan pekerjaan dengan teliti					
9	Saya selalu menetapkan target dalam bekerja					

2. Gaya Kepemimpinan

NO	Pertanyaan	STS	TS	N	S	SS
1	Atasan saya bersikap tertutup					
2	Atasan saya selalu terbuka dalam menerima kritik dan saran					
3	Atasan saya meminta persetujuan karyawan apabila ada masalah penting					
4	Atasan saya mengajak karyawan rapat secara rutin					
5	Atasan saya memperlakukan seluruh karyawan dengan sama					
6	Atasan saya mengambil keputusan tanpa konsultasi dengan karyawan					
7	Atasan saya sering menekankan pentingnya tugas dan meminta karyawan melaksanakan tugas dengan sebaik baiknya					
8	Atasan saya selalu memotivasi karyawan agar bekerja dengan maksimal					
9	Atasan saya sering menekankan pentingnya tugas dan meminta karyawan melaksanakan tugas dengan sebaikbaiknya.					
10	Atasan saya selalu membiasakan berdoa sebelum bekerja					
11	Atasan saya mudah marah jika karyawan tidak bekerja dengan baik					
12	Atasan saya berupaya mengembangkan suasana baru					
13	Atasan saya mempunyai watak yang baik					
14	Atasan saya mempunya watak yang jujur					
15	Atasan saya berpegang teguh pada kebenaran					
16	Atasan efektif dalam menggunakan waktu					
17	Atasan saya mempunyai pengalaman kerja					
18	Atasan saya mengerjakan tugasnya dengan sepenuh hati					

3. Sistem Pengendalian Internal (SPI)

NO	Pertanyaan	STS	TS	N	S	SS
1	Rumah sakit memiliki integritas dan nilai etika yang baik dalam menunjang pencapaian tujuan perusahaan.					
2	Penerimaan karyawan pada rumah sakit melalui proses seleksi.					
3	Pimpinan menyampaikan secara langsung peraturan, kebijakan dan strandart minimum kepada karyawan.					
4	Rumah sakit sudah mempunyai struktur organisasi yang dapat menjelaskan tugas dan wewenang dengan tepat.					
5	Rumah sakit memiliki struktur organisasi yang jelas dalam mencerminkan tugas, wewenang dan tanggung jawab untuk pencapaian tujuan rumah sakit.					

4. Keadilan Prosedural

NO	Pertanyaan	STS	TS	N	S	SS
1	Prosedur-prosedur karir ditempat kerja telah diaplikasikan secara konsiten					
2	Prosedur-prosedur karir ditempat kerja saya tidak mengandung bias kepentingan orang-orang tertentu					
3	Prosedur karir ditempat kerja saya didasarkan pada informasi yang akurat					
4	Prosedur karir ditempat kerja saya memungkinkan saya untuk memberikan masukan terhadap prosedur karir					

5	Prosedur karir ditempat kerja saya diterima baik oleh karyawan					
6	Prosedur karir ditempat kerja saya sesuai standard etika dan moral					
7	Prosedur karir ditempat kerja saya sesuai dengan harapan saya					

5,00	5,00	5,00	4,00	5,00	4,00	5,00	5,00	5,00	43,00
4,00	4,00	4,00	3,00	3,00	3,00	3,00	4,00	4,00	32,00
4,00	5,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	37,00
4,00	5,00	4,00	3,00	4,00	4,00	4,00	4,00	4,00	36,00
4,00	5,00	4,00	3,00	4,00	4,00	4,00	4,00	4,00	36,00
4,00	4,00	4,00	2,00	4,00	5,00	4,00	5,00	4,00	36,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	36,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	36,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	36,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	36,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	36,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	36,00

Tabel 2

Variabel gaya kepemimpinan

GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8	GK9	GK10
2,00	4,00	4,00	4,00	4,00	2,00	4,00	4,00	4,00	4,00
3,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00
2,00	5,00	5,00	5,00	5,00	3,00	5,00	5,00	5,00	5,00
2,00	5,00	5,00	5,00	5,00	2,00	4,00	5,00	4,00	4,00
2,00	4,00	4,00	4,00	4,00	2,00	4,00	5,00	4,00	4,00
2,00	4,00	4,00	4,00	4,00	2,00	5,00	4,00	4,00	4,00
2,00	4,00	4,00	4,00	4,00	2,00	4,00	5,00	4,00	4,00
2,00	4,00	4,00	4,00	4,00	2,00	5,00	5,00	5,00	5,00
2,00	4,00	4,00	4,00	4,00	2,00	4,00	5,00	4,00	4,00
3,00	4,00	4,00	4,00	4,00	3,00	5,00	5,00	5,00	4,00
2,00	4,00	4,00	4,00	4,00	2,00	4,00	5,00	4,00	4,00
2,00	4,00	4,00	4,00	4,00	3,00	5,00	4,00	5,00	5,00
2,00	4,00	4,00	4,00	4,00	2,00	5,00	4,00	5,00	5,00
2,00	4,00	4,00	4,00	4,00	3,00	5,00	4,00	5,00	5,00
3,00	4,00	4,00	4,00	4,00	3,00	5,00	4,00	5,00	5,00
2,00	4,00	4,00	4,00	4,00	3,00	4,00	4,00	4,00	5,00
3,00	5,00	4,00	3,00	4,00	3,00	4,00	4,00	4,00	3,00
2,00	5,00	5,00	4,00	4,00	2,00	5,00	5,00	5,00	4,00
2,00	4,00	4,00	4,00	4,00	2,00	4,00	4,00	4,00	4,00
1,00	4,00	4,00	5,00	4,00	2,00	4,00	4,00	5,00	3,00
2,00	4,00	4,00	4,00	4,00	2,00	5,00	5,00	5,00	5,00
2,00	5,00	5,00	5,00	5,00	2,00	5,00	5,00	5,00	5,00
2,00	5,00	4,00	5,00	5,00	3,00	5,00	5,00	5,00	5,00
2,00	5,00	5,00	5,00	5,00	3,00	4,00	4,00	4,00	5,00
2,00	5,00	5,00	5,00	5,00	3,00	5,00	5,00	5,00	5,00
3,00	5,00	5,00	5,00	5,00	2,00	5,00	5,00	5,00	5,00
2,00	5,00	5,00	5,00	5,00	2,00	4,00	4,00	4,00	4,00
1,00	5,00	4,00	4,00	5,00	2,00	5,00	5,00	5,00	5,00
3,00	5,00	4,00	4,00	4,00	2,00	5,00	4,00	5,00	5,00
2,00	4,00	4,00	4,00	4,00	2,00	4,00	4,00	4,00	4,00
2,00	2,00	5,00	5,00	5,00	2,00	5,00	4,00	4,00	4,00
2,00	4,00	4,00	4,00	4,00	2,00	4,00	4,00	4,00	4,00
2,00	4,00	4,00	4,00	4,00	2,00	4,00	4,00	4,00	4,00

4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	68,00
4,00	4,00	4,00	4,00	5,00	5,00	5,00	5,00	78,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	66,00
4,00	4,00	4,00	4,00	5,00	4,00	4,00	5,00	68,00
4,00	4,00	4,00	4,00	4,00	3,00	4,00	4,00	66,00
4,00	4,00	4,00	4,00	4,00	4,00	5,00	4,00	71,00
4,00	4,00	4,00	4,00	5,00	4,00	4,00	5,00	68,00
4,00	4,00	4,00	4,00	5,00	4,00	4,00	5,00	68,00
4,00	4,00	4,00	5,00	4,00	4,00	4,00	5,00	67,00
4,00	4,00	4,00	4,00	5,00	4,00	4,00	5,00	68,00
5,00	5,00	5,00	5,00	5,00	5,00	4,00	5,00	81,00
4,00	4,00	4,00	4,00	5,00	4,00	4,00	5,00	68,00
4,00	3,00	4,00	4,00	5,00	4,00	4,00	4,00	67,00
4,00	4,00	4,00	4,00	5,00	4,00	4,00	5,00	69,00
4,00	4,00	4,00	4,00	5,00	4,00	4,00	5,00	69,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	61,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	66,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	66,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	66,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	66,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	67,00

Tabel 3

Variabel sistem pengendalian internal (SPI)

SP1	SP2	SP3	SP4	SP5	Jumlah SP
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	4,00	4,00	4,00	20,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	4,00	4,00	23,00
5,00	4,00	4,00	4,00	4,00	21,00
4,00	4,00	5,00	4,00	4,00	21,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	4,00	4,00	23,00
5,00	5,00	5,00	5,00	5,00	25,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	5,00	5,00	5,00	5,00	24,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	4,00	4,00	20,00
4,00	4,00	4,00	5,00	4,00	21,00
5,00	4,00	4,00	4,00	5,00	22,00
5,00	5,00	4,00	5,00	5,00	24,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00
5,00	5,00	5,00	5,00	5,00	25,00

4,00	2,00	3,00	4,00	4,00	4,00	4,00	25,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	5,00	5,00	5,00	31,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
5,00	5,00	5,00	5,00	5,00	5,00	5,00	35,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
5,00	4,00	4,00	4,00	4,00	4,00	4,00	29,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	5,00	5,00	5,00	31,00
5,00	5,00	5,00	4,00	4,00	4,00	4,00	31,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	3,00	3,00	3,00	3,00	4,00	24,00
3,00	3,00	3,00	3,00	3,00	3,00	3,00	21,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	3,00	3,00	3,00	3,00	4,00	24,00
4,00	4,00	3,00	3,00	3,00	3,00	4,00	24,00
4,00	4,00	3,00	3,00	3,00	3,00	4,00	24,00
4,00	4,00	3,00	3,00	3,00	3,00	4,00	24,00
5,00	2,00	5,00	4,00	5,00	5,00	5,00	31,00
4,00	4,00	3,00	3,00	3,00	3,00	4,00	24,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
5,00	4,00	3,00	3,00	3,00	4,00	4,00	26,00
4,00	4,00	3,00	3,00	3,00	4,00	4,00	25,00
4,00	4,00	4,00	4,00	3,00	3,00	3,00	25,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00
4,00	4,00	4,00	4,00	4,00	4,00	4,00	28,00

Tabel 5
Data Sampel Penelitian

No	Keterangan	Jumlah	Presentase
1	Jumlah Kuesioner yang disebar	75	100%
2	Jumlah kuesioner yang dapat diolah	50	67%
3	Jumlah kuesioner yang tidak dapat diolah	25	33%

STATISTIK DESKRPTIF

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
JUMLAHKK	50	14.00	31.00	45.00	39.3800	.69217	4.89435	23.955
JUMLAHGK	50	21.00	61.00	82.00	70.2400	.69491	4.91379	24.145
JUMLAHSP	50	8.00	17.00	25.00	22.0600	.30959	2.18912	4.792
JUMLAHKP	50	18.00	17.00	35.00	27.3400	.48201	3.40833	11.617
Valid N (listwise)	50							

Variabel Gaya Kepemimpinan

Correlations

	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8	GK9	GK10	GK11	GK12	GK13	GK14	GK15	GK16	GK17	GK18	JUMLAHGK	
GK1	Pearson Correlation Sig. (2-tailed) N	1 .000 50	.316** .025 50	.311** .028 50	.495** .000 50	.440** .001 50	.440** .001 50	.250 .079 50	.418** .003 50	.263 .065 50	.286 .044 50	.204 .155 50	.305** .031 50	.208 .146 50	.208 .146 50	-.235 .101 50	-.235 .101 50	.204 .155 50	.397** .004 50	
GK2	Pearson Correlation Sig. (2-tailed) N	1,000** .000 50	1 .025 50	.316** .028 50	.311** .000 50	.495** .001 50	.440** .001 50	.250 .079 50	.418** .003 50	.263 .065 50	.286 .044 50	.204 .155 50	.305** .031 50	.208 .146 50	.208 .146 50	-.235 .101 50	-.235 .101 50	.204 .155 50	.397** .004 50	
GK3	Pearson Correlation Sig. (2-tailed) N	.316** .025 50	.316** .025 50	1 .000 50	.769** .000 50	.734** .000 50	.364** .009 50	.364** .009 50	.317** .025 50	.245 .086 50	.166 .249 50	.256 .073 50	.129 .372 50	.248 .083 50	.075 .603 50	.075 .603 50	.033 .820 50	.033 .820 50	.129 .372 50	.566** .000 50
GK4	Pearson Correlation Sig. (2-tailed) N	.311** .028 50	.311** .028 50	.769** .000 50	1 .000 50	.812** .000 50	.370** .008 50	.370** .008 50	.328** .020 50	.349** .013 50	.257 .072 50	.246 .086 50	.363** .010 50	.377** .007 50	.081 .575 50	.081 .575 50	.198 .169 50	.198 .169 50	.363** .010 50	.679** .000 50
GK5	Pearson Correlation Sig. (2-tailed) N	.495** .000 50	.495** .000 50	.734** .000 50	.812** .000 50	1 .001 50	.464** .001 50	.464** .001 50	.406** .003 50	.332 .018 50	.332 .019 50	.384** .006 50	.279 .050 50	.250 .080 50	.069 .633 50	.069 .633 50	.199 .165 50	.199 .165 50	.279** .050 50	.728** .000 50
GK6	Pearson Correlation Sig. (2-tailed) N	.440** .001 50	.440** .001 50	.364** .009 50	.370** .008 50	.464** .001 50	1 .000 50	1,000** .001 50	.468** .000 50	.503** .000 50	.255 .074 50	.208 .147 50	.371** .008 50	.406** .003 50	.278 .051 50	.278 .051 50	.114 .431 50	.114 .431 50	.371** .008 50	.574** .000 50
GK7	Pearson Correlation Sig. (2-tailed) N	.440** .001 50	.440** .001 50	.364** .009 50	.370** .008 50	.464** .001 50	1,000** .000 50	1 .000 50	.468** .001 50	.503** .000 50	.255 .074 50	.208 .147 50	.371** .008 50	.406** .003 50	.278 .051 50	.278 .051 50	.114 .431 50	.114 .431 50	.371** .008 50	.574** .000 50
GK8	Pearson Correlation Sig. (2-tailed) N	.250 .079 50	.250 .079 50	.317** .025 50	.328** .020 50	.406** .003 50	.468** .001 50	.468** .001 50	1 .000 50	.869** .000 50	.588** .000 50	.389** .005 50	.361** .010 50	.364** .009 50	.074 .611 50	.074 .611 50	.240 .094 50	.240 .094 50	.361** .010 50	.657** .000 50
GK9	Pearson Correlation Sig. (2-tailed) N	.418** .003 50	.418** .003 50	.245 .086 50	.349** .013 50	.332 .018 50	.503** .000 50	.503** .000 50	.869** .000 50	1 .000 50	.541** .000 50	.400** .004 50	.366** .009 50	.514** .000 50	.352** .012 50	.352** .012 50	.100 .491 50	.100 .491 50	.366** .009 50	.650** .000 50
GK10	Pearson Correlation Sig. (2-tailed) N	.263 .065 50	.263 .065 50	.166 .249 50	.257 .072 50	.332 .019 50	.255 .074 50	.255 .074 50	.588** .000 50	.541** .000 50	1 .000 50	.186 .197 50	.214 .135 50	.023 .875 50	-.141 .330 50	-.141 .330 50	.110 .449 50	.110 .449 50	.214 .135 50	.400** .004 50
GK11	Pearson Correlation Sig. (2-tailed) N	.286 .044 50	.286 .044 50	.256 .073 50	.246 .086 50	.384** .006 50	.208 .147 50	.208 .147 50	.389** .005 50	.400** .004 50	.186 .197 50	1 .053 50	.275 .093 50	.240 .254 50	.164 .254 50	.164 .254 50	-.042 .771 50	-.042 .771 50	.275 .053 50	.424** .002 50
GK12	Pearson Correlation Sig. (2-tailed) N	.204 .155 50	.204 .155 50	.129 .372 50	.363** .010 50	.279 .050 50	.371** .008 50	.371** .008 50	.361** .010 50	.366** .009 50	.214 .135 50	.275 .053 50	1 .000 50	.533** .000 50	.122 .400 50	.122 .400 50	.213 .138 50	.213 .138 50	1,000** .000 50	.487** .000 50
GK13	Pearson Correlation Sig. (2-tailed) N	.305** .031 50	.305** .031 50	.248 .083 50	.377** .007 50	.250 .080 50	.406** .003 50	.406** .003 50	.364** .009 50	.514** .000 50	.023 .875 50	.240 .093 50	.533** .000 50	1 .000 50	.555** .000 50	.555** .000 50	.345 .014 50	.345 .014 50	.533** .000 50	.526** .000 50
GK14	Pearson Correlation Sig. (2-tailed) N	.208 .146 50	.208 .146 50	.075 .603 50	.081 .575 50	.069 .633 50	.278 .051 50	.278 .051 50	.074 .611 50	.352** .012 50	-.141 .330 50	.164 .254 50	.122 .400 50	.555** .000 50	1 .000 50	1,000** .000 50	.236 .099 50	.236 .099 50	.122 .400 50	.334** .018 50
GK15	Pearson Correlation Sig. (2-tailed) N	.208 .146 50	.208 .146 50	.075 .603 50	.081 .575 50	.069 .633 50	.278 .051 50	.278 .051 50	.074 .611 50	.352** .012 50	-.141 .330 50	.164 .254 50	.122 .400 50	.555** .000 50	1,000** .000 50	1 .000 50	.236 .099 50	.236 .099 50	.122 .400 50	.334** .018 50
GK16	Pearson Correlation Sig. (2-tailed) N	-.235 .101 50	-.235 .101 50	.033 .820 50	.198 .169 50	.199 .165 50	.114 .431 50	.114 .431 50	.240 .094 50	.100 .491 50	.110 .449 50	-.042 .771 50	.213 .138 50	.345** .014 50	.236 .099 50	.236 .099 50	1 .000 50	1,000** .000 50	.213 .138 50	.364** .009 50
GK17	Pearson Correlation Sig. (2-tailed) N	-.235 .101 50	-.235 .101 50	.033 .820 50	.198 .169 50	.199 .165 50	.114 .431 50	.114 .431 50	.240 .094 50	.100 .491 50	.110 .449 50	-.042 .771 50	.213 .138 50	.345** .014 50	.236 .099 50	.236 .099 50	1,000** .000 50	1 .000 50	.213 .138 50	.364** .009 50
GK18	Pearson Correlation Sig. (2-tailed) N	.204 .155 50	.204 .155 50	.129 .372 50	.363** .010 50	.279 .050 50	.371** .008 50	.371** .008 50	.361** .010 50	.366** .009 50	.214 .135 50	.275 .053 50	1,000** .000 50	.533** .000 50	.122 .400 50	.122 .400 50	.213 .138 50	.213 .138 50	1 .000 50	.487** .000 50
JUMLAHGK	Pearson Correlation Sig. (2-tailed) N	.397** .004 50	.397** .004 50	.566** .000 50	.679** .000 50	.728** .000 50	.574** .000 50	.574** .000 50	.657** .000 50	.650** .000 50	.400** .004 50	.424** .002 50	.487** .000 50	.526** .000 50	.334 .018 50	.334 .018 50	.364** .009 50	.364** .009 50	.487** .000 50	1 50

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

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

Variabel Sistem Pengendalian Internal (SPI)

Correlations

		SP1	SP2	SP3	SP4	SP5	JUMLAHSP
SP1	Pearson Correlation	1	,759**	,497**	,508**	,508**	,768**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	50	50	50	50	50	50
SP2	Pearson Correlation	,759**	1	,677**	,665**	,665**	,887**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	50	50	50	50	50	50
SP3	Pearson Correlation	,497**	,677**	1	,720**	,720**	,844**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	50	50	50	50	50	50
SP4	Pearson Correlation	,508**	,665**	,720**	1	,849**	,879**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	50	50	50	50	50	50
SP5	Pearson Correlation	,508**	,665**	,720**	,849**	1	,879**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	50	50	50	50	50	50
JUMLAHSP	Pearson Correlation	,768**	,887**	,844**	,879**	,879**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50

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

Variabel Keadilan Prosedural

Correlations

		KP1	KP2	KP3	KP4	KP5	KP6	KP7	JUMLAHKP
KP1	Pearson Correlation	1	,469**	,607**	,539**	,513**	,544**	,565**	,723**
	Sig. (2-tailed)		,001	,000	,000	,000	,000	,000	,000
	N	50	50	50	50	50	50	50	50
KP2	Pearson Correlation	,469**	1	,378**	,572**	,389**	,191	,508**	,624**
	Sig. (2-tailed)	,001		,007	,000	,005	,184	,000	,000
	N	50	50	50	50	50	50	50	50
KP3	Pearson Correlation	,607**	,378**	1	,784**	,762**	,751**	,464**	,831**
	Sig. (2-tailed)	,000	,007		,000	,000	,000	,001	,000
	N	50	50	50	50	50	50	50	50
KP4	Pearson Correlation	,539**	,572**	,784**	1	,870**	,646**	,668**	,903**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,000
	N	50	50	50	50	50	50	50	50
KP5	Pearson Correlation	,513**	,389**	,762**	,870**	1	,862**	,804**	,928**
	Sig. (2-tailed)	,000	,005	,000	,000		,000	,000	,000
	N	50	50	50	50	50	50	50	50
KP6	Pearson Correlation	,544**	,191	,751**	,646**	,862**	1	,639**	,819**
	Sig. (2-tailed)	,000	,184	,000	,000	,000		,000	,000
	N	50	50	50	50	50	50	50	50
KP7	Pearson Correlation	,565**	,508**	,464**	,668**	,804**	,639**	1	,829**
	Sig. (2-tailed)	,000	,000	,001	,000	,000	,000		,000
	N	50	50	50	50	50	50	50	50
JUMLAHKP	Pearson Correlation	,723**	,624**	,831**	,903**	,928**	,819**	,829**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	50	50	50	50	50	50	50	50

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

UJI RELIABILITAS

Variabel Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.948	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	35.0600	20.302	.625	.950
KK2	34.9400	20.180	.717	.945
KK3	34.8800	19.659	.829	.940
KK4	35.2200	17.685	.815	.942
KK5	35.0400	18.080	.923	.934
KK6	35.0200	18.918	.719	.946
KK7	35.0400	17.794	.933	.933
KK8	34.9000	19.520	.862	.939
KK9	34.9400	19.323	.792	.941

Variabel Gaya Kepemimpinan

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.798	18

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
GK1	69.4600	14.458	.070	.806
GK2	67.3400	12.800	.415	.787
GK3	67.3400	12.964	.509	.780
GK4	67.3600	12.602	.582	.775
GK5	67.3200	12.712	.649	.772
GK6	69.3000	13.888	.200	.801
GK7	67.2200	12.787	.539	.778
GK8	67.1800	12.355	.656	.769
GK9	67.2000	12.286	.689	.767
GK10	67.2400	13.125	.356	.791
GK11	67.4800	13.438	.388	.789
GK12	67.5400	13.723	.378	.790
GK13	67.4200	13.391	.552	.782
GK14	67.4200	13.391	.343	.792
GK15	67.2400	14.268	.098	.807
GK16	67.5400	14.131	.175	.801
GK17	67.4600	14.294	.220	.797
GK18	67.1200	14.230	.092	.809

Variabel Sistem Pengendalian Internal (SPI)

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.906	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SP1	17.5000	3.357	.644	.909
SP2	17.6000	2.980	.811	.874
SP3	17.7000	3.235	.758	.886
SP4	17.7200	3.063	.803	.876
SP5	17.7200	3.063	.803	.876

Variabel Keadilan Prosedural

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.910	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KP1	23.2600	9.625	.651	.906
KP2	23.5000	9.276	.484	.924
KP3	23.4800	8.704	.767	.893
KP4	23.6000	8.286	.861	.882
KP5	23.5200	7.724	.890	.877
KP6	23.3800	8.608	.745	.895
KP7	23.3000	8.418	.755	.894

UJI NORMALITAS

Tabel Uji Normalitas

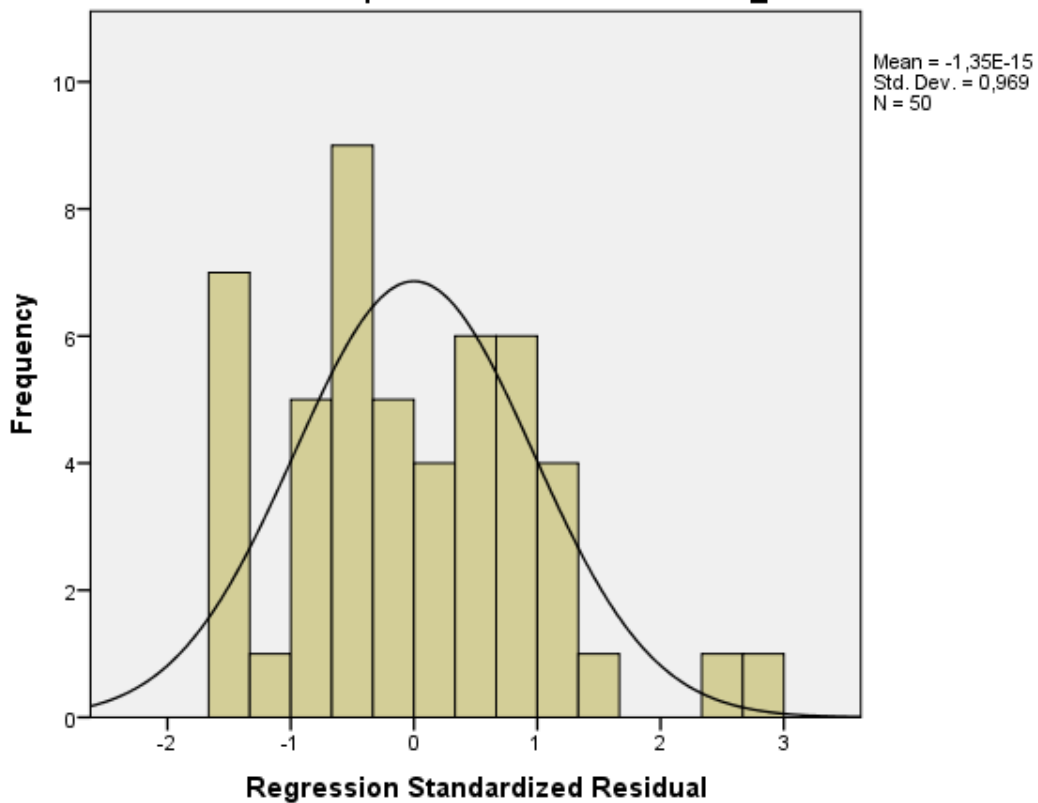
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1,717	8,775		-,196	,846
	JUMLAHGK	,439	,140	,440	3,130	,003
	JUMLAHSP	,125	,310	,056	,401	,690
	JUMLAHKP	,276	,208	,192	1,327	,191

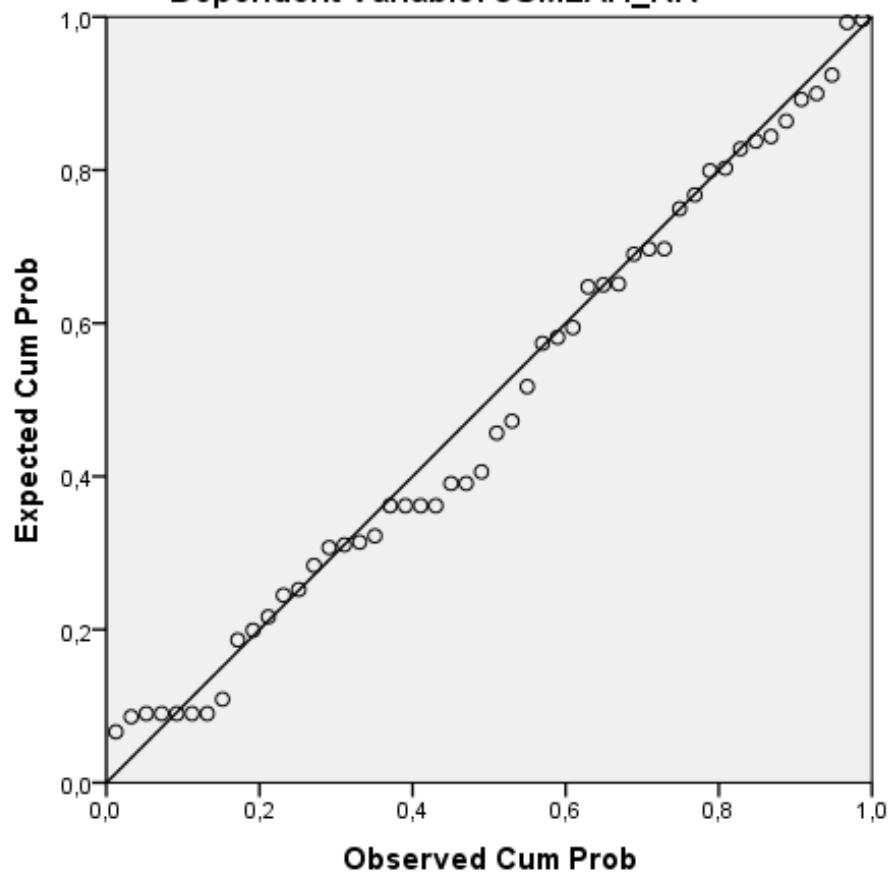
a. Dependent Variable: JUMLAHKK

Histogram

Dependent Variable: JUMLAH_KK



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: JUMLAH_KK



UJI MULTIKOLINEARITAS

Tabel Uji Multikolinearitas

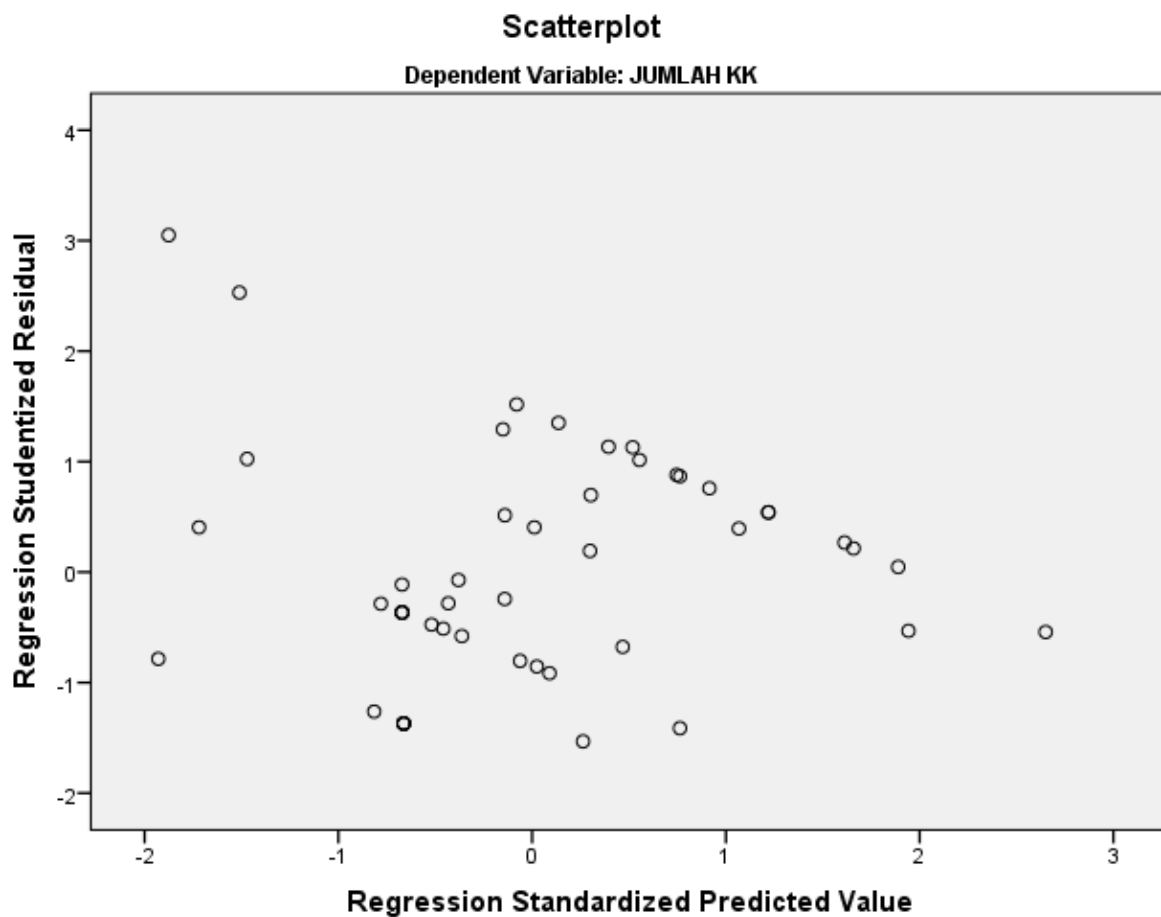
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1.717	8.775		-.196	.846		
	JUMLAHGK	.439	.140	.440	3.130	.003	.718	1.393
	JUMLAHSP	.125	.310	.056	.401	.690	.738	1.356
	JUMLAHKP	.276	.208	.192	1.327	.191	.679	1.473

a. Dependent Variable: JUMLAHKK

UJI HETEROSKEDASTISITAS

Hasil uji heteroskedastisitas menggunakan menggunakan *scatter plots*



UJI KOEFISIEN DETERMINAN

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,589 ^a	,347	,304	4,08322

a. Predictors: (Constant), JUMLAHKP, JUMLAHSP, JUMLAHGK

UJI STATISTIK T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1,717	8,775		-,196	,846
	JUMLAHGK	,439	,140	,440	3,130	,003
	JUMLAHSP	,125	,310	,056	,401	,690
	JUMLAHKP	,276	,208	,192	1,327	,191

a. Dependent Variable: JUMLAHKK

SUJI STATISTIK F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	406,835	3	135,612	8,134	,000 ^b
	Residual	766,945	46	16,673		
	Total	1173,780	49			

a. Dependent Variable: JUMLAHKK

b. Predictors: (Constant), JUMLAHKP, JUMLAHSP, JUMLAHGK