

LAMPIRAN

Lampiran 1. Kuesioner Penelitian

KUESIONER *SERVANT LEADERSHIP*

Sumber: Valentina Damara 2015

<i>Servant Leadership</i>						
No	Pernyataan	STS	TS	N	S	SS
1	Pemimpin menunjukkan sikap mau berkorban untuk anda.					
2	Pemimpin mampu menunjukkan perilaku yang terbuka terhadap anda.					
3	Pemimpin mampu menunjukkan perilaku yang memperlihatkan kerendahan hati terhadap anda.					
4	Pemimpin mampu membina hubungan yang mendalam dengan anda (misalnya : mau memahami masalah keluargayang anda hadapi).					
5	Pemimpin menunjukkan pola perilaku yang bermoral (misalnya: tidak bertindak semena-mena pada anda).					
6	Pemimpin mengarahkan anda untuk percaya pada keyakinan yang anda anut agar anda dapat bekerja dengan lebih baik.					
7	Secara keseluruhan pemimpin mampu mengubah anda menjadi lebih baik dalam melakukan pekerjaan.					

KUESIONER MOTIVASI INTRINSIK

Sumber: Bard Kuvaas, Robert Buch, Antoinette Weibel, Anders Dysvik,

Chirstina G.L Nerstad (2017)

Motivasi Intrinsik						
NO	Pernyataan	STS	TS	N	S	SS
1	Tugas-tugas yang saya lakukan ditempat kerja sendiri mewakili kekuatan pendorong dalam pekerjaan saya.					
2	Tugas yang saya lakukan di tempat kerja menyenangkan.					
3	Pekerjaan saya bearti.					
4	Pekerjaan saya sangat menyenangkan.					
5	Pekerjaan saya sangat menarik yang merupakan motivasi tersendiri.					
6	Terkadang saya menjadi begitu terinspirasi oleh pekerjaan saya sehingga saya hampir melupakan semua hal lain di sekitar saya.					

KUESIONER KINERJA

Sumber : Rendy Karunia (2013)

Kinerja Guru						
NO	Pernyataan	STS	TS	N	S	SS
1	Setiap mau mengajar saya mempersiapkan diri dalam penguasaan materi.					
2	Saya mengajar sesuai dengan karakteristik siswa.					
3	Setiap mau mengajar saya membuat rencana pengajaran.					
4	Saya menggunakan sarana dan fasilitas pembelajaran yang ada untuk mengajar.					
5	Saya mempersiapkan rencana pembelajaran jika mau ada pemeriksaan.					
6	Saya berusaha optimal dalam proses mengajar.					
7	Saya membuat catatan khusus untuk memantau perkembangan belajar siswa.					
8	Saya memotivasi siswa untuk meningkatkan semangat belajar dan tanggung jawab belajar.					
9	Saya memasuki kelas dan mengajar tepat waktu.					
10	Saya mengakhiri kegiatan mengajar dikelas lebih cepat dari waktu yang ditentukan.					
11	Saya memberikan pertanyaan atau tugas untuk mengetahui tingkat pemahaman siswa terhadap materi yang diajarkan.					

X7	Pearson Correlation	.366*	.566**	.529**	.722**	.408**	.356*	1	.697**
	Sig. (2-tailed)	.020	.000	.000	.000	.009	.024		.000
	N	40	40	40	40	40	40	40	40
total	Pearson Correlation	.794**	.871**	.845**	.893**	.739**	.802**	.697**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40

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

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

2. Analisis Statistic variabel Motivasi Intrinsik (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TOTAL
X2.1	Pearson Correlation	1	.330*	.543**	.628**	.524**	.141	.683**
	Sig. (2-tailed)		.037	.000	.000	.001	.385	.000
	N	40	40	40	40	40	40	40
X2.2	Pearson Correlation	.330*	1	.718**	.588**	.773**	.123	.745**
	Sig. (2-tailed)	.037		.000	.000	.000	.450	.000
	N	40	40	40	40	40	40	40
X2.3	Pearson Correlation	.543**	.718**	1	.725**	.860**	.163	.874**
	Sig. (2-tailed)	.000	.000		.000	.000	.314	.000
	N	40	40	40	40	40	40	40
X2.4	Pearson Correlation	.628**	.588**	.725**	1	.665**	.024	.771**
	Sig. (2-tailed)	.000	.000	.000		.000	.883	.000
	N	40	40	40	40	40	40	40
X2.5	Pearson Correlation	.524**	.773**	.860**	.665**	1	.147	.864**
	Sig. (2-tailed)	.001	.000	.000	.000		.366	.000
	N	40	40	40	40	40	40	40
X2.6	Pearson Correlation	.141	.123	.163	.024	.147	1	.480**

	Sig. (2-tailed)	.385	.450	.314	.883	.366		.002
	N	40	40	40	40	40	40	40
TOTAL	Pearson Correlation	.683**	.745**	.874**	.771**	.864**	.480**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	
	N	40	40	40	40	40	40	40

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

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

3. Analisis Statistik variabel Kinerja (Y)

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	TOT AL
Y1	Pearson Correlation	1	.539*	.619*	.716*	-.053	.660*	.630*	.920*	.390*	-.229	.524*	.248	.872*
	Sig. (2-tailed)		.000	.000	.000	.747	.000	.000	.000	.013	.154	.001	.123	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y2	Pearson Correlation	.539*	1	.551*	.407*	-.307	.254	.622*	.543*	.463*	-.154	.438*	.346*	.686*
	Sig. (2-tailed)	.000		.000	.009	.054	.114	.000	.000	.003	.344	.005	.029	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y3	Pearson Correlation	.619*	.551*	1	.398*	-.165	.383*	.398*	.606*	.501*	.032	.322*	-.082	.683*
	Sig. (2-tailed)	.000	.000		.011	.308	.015	.011	.000	.001	.843	.043	.616	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y4	Pearson Correlation	.716*	.407*	.398*	1	-.058	.623*	.424*	.627*	.112	-.085	.495*	.282	.705*
	Sig. (2-tailed)	.000	.009	.011		.722	.000	.006	.000	.493	.602	.001	.078	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y5	Pearson Correlation	-.053	-.307	-.165	-.058	1	.240	-.197	-.070	-.546*	.125	.201	-.150	.114
	Sig. (2-tailed)									.000				

	Sig. (2-tailed)	.747	.054	.308	.722		.137	.223	.666	.000	.443	.213	.357	.485
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y6	Pearson Correlation	.660*	.254	.383*	.623*	.240	1	.595*	.619*	.058	-.042	.560*	.122	.761*
	Sig. (2-tailed)	.000	.114	.015	.000	.137		.000	.000	.722	.796	.000	.454	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y7	Pearson Correlation	.630*	.622*	.398*	.424*	-.197	.595*	1	.712*	.356*	-	.617*	.267	.729*
	Sig. (2-tailed)	.000	.000	.011	.006	.223	.000		.000	.024	.397*	.000	.095	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y8	Pearson Correlation	.920*	.543*	.606*	.627*	-.070	.619*	.712*	1	.357*	-.295	.520*	.120	.830*
	Sig. (2-tailed)	.000	.000	.000	.000	.666	.000	.000		.024	.065	.001	.460	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y9	Pearson Correlation	.390*	.463*	.501*	.112	-	.058	.356*	.357*	1	-	.195	.036	.333*
	Sig. (2-tailed)	.013	.003	.001	.493	.000	.722	.024	.024		.352*	.026	.228	.826
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y10	Pearson Correlation	-.229	-.154	.032	-.085	.125	-.042	-	-.295	-	1	-	-.230	-.139
	Sig. (2-tailed)	.154	.344	.843	.602	.443	.796	.011	.065	.026		.001	.153	.393
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y11	Pearson Correlation	.524*	.438*	.322*	.495*	.201	.560*	.617*	.520*	.195	-	1	.409*	.724*
	Sig. (2-tailed)	.001	.005	.043	.001	.213	.000	.000	.001	.228	.497*		.009	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y12	Pearson Correlation	.248	.346*	-.082	.282	-.150	.122	.267	.120	.036	-.230	.409*	1	.325*

	Sig. (2-tailed)	.123	.029	.616	.078	.357	.454	.095	.460	.826	.153	.009		.041
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
TO	Pearson	.872*	.686*	.683*	.705*	.114	.761*	.729*	.830*	.333*	-.139	.724*	.325*	1
TAL	Correlation	*	*	*	*		*	*	*			*		
	Sig. (2-tailed)	.000	.000	.000	.000	.485	.000	.000	.000	.036	.393	.000	.041	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

Diolah kedua setelah item 5 dan 10 dihilangkan

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL
												L
Y1	Pearson	1	.539**	.619**	.716**	.660**	.630**	.920**	.390*	.524**	.248	.881**
	Correlation											
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.013	.001	.123	.000
	N	40	40	40	40	40	40	40	40	40	40	40
Y2	Pearson	.539**	1	.551**	.407**	.254	.622**	.543**	.463**	.438**	.346*	.762**
	Correlation											
	Sig. (2-tailed)	.000		.000	.009	.114	.000	.000	.003	.005	.029	.000
	N	40	40	40	40	40	40	40	40	40	40	40
Y3	Pearson	.619**	.551**	1	.398*	.383*	.398*	.606**	.501**	.322*	-.082	.690**
	Correlation											
	Sig. (2-tailed)	.000	.000		.011	.015	.011	.000	.001	.043	.616	.000
	N	40	40	40	40	40	40	40	40	40	40	40
Y4	Pearson	.716**	.407**	.398*	1	.623**	.424**	.627**	.112	.495**	.282	.700**
	Correlation											
	Sig. (2-tailed)	.000	.009	.011		.000	.006	.000	.493	.001	.078	.000

	N	40	40	40	40	40	40	40	40	40	40	40
Y5	Pearson Correlation	.660**	.254	.383*	.623**	1	.595**	.619**	.058	.560**	.122	.664**
	Sig. (2-tailed)	.000	.114	.015	.000		.000	.000	.722	.000	.454	.000
	N	40	40	40	40	40	40	40	40	40	40	40
Y6	Pearson Correlation	.630**	.622**	.398*	.424**	.595**	1	.712**	.356*	.617**	.267	.811**
	Sig. (2-tailed)	.000	.000	.011	.006	.000		.000	.024	.000	.095	.000
	N	40	40	40	40	40	40	40	40	40	40	40
Y7	Pearson Correlation	.920**	.543**	.606**	.627**	.619**	.712**	1	.357*	.520**	.120	.856**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.024	.001	.460	.000
	N	40	40	40	40	40	40	40	40	40	40	40
Y8	Pearson Correlation	.390*	.463**	.501**	.112	.058	.356*	.357*	1	.195	.036	.525**
	Sig. (2-tailed)	.013	.003	.001	.493	.722	.024	.024		.228	.826	.001
	N	40	40	40	40	40	40	40	40	40	40	40
Y9	Pearson Correlation	.524**	.438**	.322*	.495**	.560**	.617**	.520**	.195	1	.409**	.711**
	Sig. (2-tailed)	.001	.005	.043	.001	.000	.000	.001	.228		.009	.000
	N	40	40	40	40	40	40	40	40	40	40	40
Y10	Pearson Correlation	.248	.346*	-.082	.282	.122	.267	.120	.036	.409**	1	.387*
	Sig. (2-tailed)	.123	.029	.616	.078	.454	.095	.460	.826	.009		.014
	N	40	40	40	40	40	40	40	40	40	40	40
TOT AL	Pearson Correlation	.881**	.762**	.690**	.700**	.664**	.811**	.856**	.525**	.711**	.387*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.000	.014	
	N	40	40	40	40	40	40	40	40	40	40	40

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

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

4. Hasil Uji reliabilitas *Servant Leadership* Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0

Total	40	100.0
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a. Listwise deletion based on all variables in the procedure.

Reliability Statistiks

Cronbach's Alpha	N of Items
.907	7

Item-Total Statistiks

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	24.75	12.038	.703	.896
X1.2	24.60	12.400	.824	.884
X1.3	24.65	12.285	.785	.887
X1.4	24.60	11.631	.845	.879
X1.5	24.58	12.353	.629	.905
X1.6	24.33	12.379	.725	.893
X1.7	24.70	12.933	.587	.908

5. Hasil Uji reliabilitas Motivasi Intrinsik

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

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

Reliability Statistiks

Cronbach's Alpha	N of Items
.780	6

Item-Total Statistiks

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	21.60	7.836	.563	.745
X2.2	21.53	8.051	.668	.738
X2.3	21.70	6.574	.801	.680
X2.4	21.67	7.046	.651	.718
X2.5	21.78	6.230	.770	.679
X2.6	22.85	7.874	.140	.894

6. Hasil Uji reliabilitas Kinerja**Case Processing Summary**

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

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

Reliability Statistiks

Cronbach's Alpha	N of Items
.715	12

Item-Total Statistiks

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
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Y1	43.87	15.548	.836	.645
Y2	44.35	15.669	.582	.664
Y3	44.32	15.353	.564	.663
Y4	44.12	16.215	.627	.666
Y5	46.20	19.959	-.177	.820
Y6	43.97	16.487	.708	.666
Y7	44.30	14.985	.623	.653
Y8	43.95	15.126	.773	.641
Y9	44.40	17.990	.180	.718
Y10	46.55	21.023	-.294	.775
Y11	44.18	16.148	.650	.664
Y12	44.10	18.092	.178	.717

b. Lampiran 3. Hasil Analisis Statistik Deskriptif Variabel

1. Analisis Statistic variabel *Servant Leadership* (X1)

Descriptive Statistiks

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	40	3	5	3.95	.783
X1.2	40	3	5	4.10	.632
X1.3	40	3	5	4.05	.677
X1.4	40	3	5	4.10	.744
X1.5	40	3	5	4.13	.791
X1.6	40	3	5	4.37	.705
X1.7	40	3	5	4.00	.716
Valid N (listwise)	40				
Mean			4,1		

2. Analisis Statistic variabel Motivasi intrinsik

Descriptive Statistiks

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	40	3	5	4.63	.586

X2.2	40	4	5	4.70	.464
X2.3	40	3	5	4.53	.716
X2.4	40	3	5	4.55	.714
X2.5	40	3	5	4.45	.815
X2.6	40	2	5	3.38	1.125
Valid N (listwise)	40				
Mean	4,373				

3. Analisis Statistic variabel Kinerja

Descriptive Statistiks

	N	Minimum	Maximum	Mean	Std. Deviation
Y1	40	3	5	4.70	.564
Y2	40	3	5	4.23	.733
Y3	40	3	5	4.25	.809
Y4	40	3	5	4.45	.597
Y5	40	4	5	4.60	.496
Y6	40	2	5	4.27	.816
Y7	40	3	5	4.62	.667
Y8	40	3	5	4.18	.712
Y9	40	3	5	4.40	.591
Y10	40	2	5	4.48	.679
Valid N (listwise)	40				
Mean	4,418				

c. Lampiran 4 Hasil Analisis Uji Asumsi Klasik

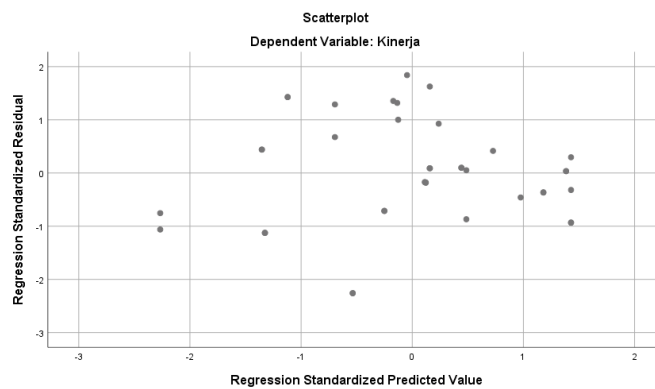
1. Uji Multikolonieritas

Model	Coefficients ^a						
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
B	Std. Error	Beta	Tolerance			VIF	

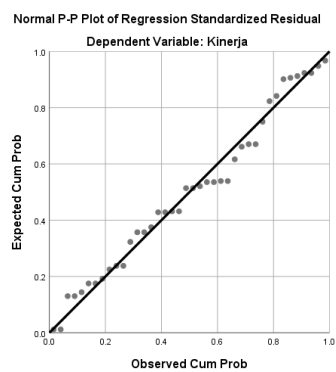
1	(Constant)	17.242	4.553		3.787	.001		
	Servant leadership	.691	.117	.634	5.887	.000	.942	1.062
	motivasi intrinsik	.438	.150	.314	2.913	.006	.942	1.062

a. Dependent Variable: kinerja

2. Uji heteroskedastisitas



3. Uji normalitas



4. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.16884648
Most Extreme Differences	Absolute	.110
	Positive	.110
	Negative	-.082
Test Statistik		.110
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

d. Lampiran 5 Hasil Analisis Regresi Berganda

1. Pengaruh *Servant Leadership* terhadap kinerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.732 ^a	.536	.511	3.253	1.509

a. Predictors: (Constant), motivasi intrinsik, *Servant leadership*

b. Dependent Variable: Kinerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	13.107	5.129		2.555	.015		
	<i>Servant leadership</i>	.696	.132	.607	5.262	.000	.942	1.062
	motivasi intrinsik	.423	.170	.288	2.496	.017	.942	1.062

a. Dependent Variable: Kinerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	452.153	2	226.077	21.359	.000 ^b
	Residual	391.622	37	10.584		
	Total	843.775	39			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), motivasi intrinsik, Servant leadership

e. Lampiran 6 Deskripsi Responden**1. Karakteristik Responden**

Keterangan	Jumlah
Kuesioner yang dibagikan	40
Kuesioner yang kembali	40
Response Rate	100%

Jenis Kelamin	Jumlah	Persentase
Perempuan	19 orang	47.50%
Laki-Laki	21 orang	52.50%
	40	100%

Pengalaman Mengajar	Orang	Persentase
4-10 Tahun	16 orang	40.00%
11-17 Tahun	13 orang	32.50%
18-24 Tahun	5 orang	12.50%
Diatas 25 Tahun	6 orang	15.00%
	40 Orang	100%

Pendidikan Terakhir	Jumlah	Persentase
S1	37	92.50%
S2	3	7.50%
	40	100%

Lampiran 7. Tabulasi Data

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	Total	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Total
4	4	4	4	4	5	4	29	5	4	5	5	5	3	27	5	4	5	4	2	5	4	5	5	4	4	4	51
4	4	4	4	4	5	4	29	5	5	5	5	5	2	27	5	5	5	5	1	5	5	5	5	1	5	5	52
3	3	3	3	3	3	3	21	4	5	5	4	5	5	28	4	5	4	4	2	4	4	4	4	2	4	4	45
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TERHADAP KINERJA (Studi pada SMA Muhammadiyah 1
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Dosen Pembimbing : Tri Maryati, SE., MM.

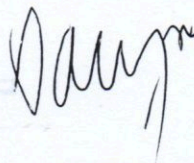
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Semoga surat keterangan ini dapat digunakan sebagaimana mestinya.

Mengetahui
Ka. Ur. Pengelolaan



Laela Niswatin, S.I.Pust

Yogyakarta, 04-03-2019
yang melaksanakan pengecekan



Ikram AL- Zein, S.Kom.I