

Lampiran 1
Kuesioner

KUESIONER

Data Responden :

1. Nama :
2. Umur : 20 Tahun 40 Tahun.
 21-39 Tahun.
3. Jenis Kelamin : Laki-laki
 Perempuan
4. Pendidikan Ditamatkan : Diploma 3 Strata 1
 Strata 2
5. Masa kerja : 3 Tahun \geq 7 Tahun
 4 Tahun
 5 - 6 Tahun
6. Tingkat Pendapatan : Rp. 3.000.000
 \geq Rp. 4.000.000

Petunjuk Pengisian :

- a. Isilah semua nomor dalam angket ini dan sebaiknya jangan ada yang terlewatkan.
- b. Pengisian jawaban cukup dengan memberi tanda (\surd) pada pernyataan yang dianggap sesuai dengan pendapat responden (satu jawaban dalam setiap nomor pernyataan).
- c. Pilihan jawaban :
 1. Sangat Tidak Setuju (STS)
 2. Tidak Setuju (TS)
 3. Ragu-Ragu (R)
 4. Setuju (S)
 5. Sangat Setuju (SS)
- d. Kuisisioner ini diisi oleh karyawan TETAP yang telah bekerja minimal tiga tahun.

GAYA KEPEMIMPINAN (X₁)

| No | Indikator | STS | TS | R | S | SS |
|-----------|---|-----|----|---|---|----|
| A. | Pengambilan Keputusan | | | | | |
| 1. | Pemimpin saya selalu mengikutsertakan karyawan dalam mengambil keputusan. | | | | | |
| 2. | Pemimpin di tempat saya bekerja selalu menghargai gagasan bawahan. | | | | | |
| 3. | Komunikasi antara atasan, bawahan dan rekan sekerja sangat terbuka dan menyenangkan | | | | | |
| B. | Perilaku Pemimpin | | | | | |
| 4. | Pemimpin saya selalu memperhatikan kepentingan karyawan-karyawan. | | | | | |
| 5. | Pemimpin saya selalu memperhatikan (mendengarkan) saran-saran dan keluhan-keluhan karyawan. | | | | | |
| 6. | Pemimpin saya selalu memberikan imbalan jasa sesuai dengan bobot kerja dan prestasi kerja. | | | | | |
| C. | Orientasi Kepemimpinan | | | | | |
| 7. | Pemimpin saya lebih banyak memperhatikan pekerjaan, tugas-tugas dibanding dengan perhatian terhadap karyawan. | | | | | |
| 8. | Pemimpin saya selalu melakukan monitoring terhadap kesejahteraan karyawan. | | | | | |
| 9. | Pemimpin saya selalu melakukan monitoring terhadap orientasi kerja karyawan. | | | | | |

PENGEMBANGAN KARIR (X2)

| No | Indikator | STS | TS | R | S | SS |
|-----------|--|-----|----|---|---|----|
| A. | Prestasi Kerja | | | | | |
| 1. | Pengembangan karir sesuai dengan prestasi kerja yang diberikan instansi. | | | | | |
| 2. | Perhatian atasan terhadap karyawan sesuai dengan prestasi kerja yang dimiliki. | | | | | |
| B. | Kesetiaan pada Organisasi | | | | | |
| 3. | Adanya sikap loyalitas karyawan dalam bekerja terhadap perusahaan. | | | | | |
| 4. | Pengembangan karir karyawan sesuai dengan masa kerja yang ada di perusahaan. | | | | | |
| C. | Mentors dan Sponsor | | | | | |
| 5. | Ada bimbingan karier yang diberikan oleh perusahaan. | | | | | |
| 6. | Adanya pelatihan dan pendidikan yang diberikan kepada karyawan. | | | | | |
| D. | Dukungan dari para bawahan | | | | | |
| 7. | Ada hubungan atau interaksi bawahan dengan atasan. | | | | | |
| 8. | Ada dukungan bawahan terhadap atasan. | | | | | |
| E. | Kesempatan Untuk Bertumbuh | | | | | |
| 9. | Ada kesempatan karyawan dalam mengembangkan karir. | | | | | |
| 10. | Perusahaan sering mengadakan program pelatihan. | | | | | |

DISIPLIN KERJA (X₃)

| No. | Indikator | STS | TS | R | S | SS |
|-----------|---|-----|----|---|---|----|
| A. | Ketepatan Waktu | | | | | |
| 1. | Peraturan jam masuk & jam pulang kerja di perusahaan efektif bagi karyawan | | | | | |
| 2. | Sistem pendataan kehadiran di perusahaan sudah efektif | | | | | |
| B. | Menggunakan Peralatan Kantor dengan Baik | | | | | |
| 3. | Menjaga peralatan kantor yang sudah disediakan. | | | | | |
| 4. | Karyawan bertanggung jawab atas peralatan kantor apabila terjadi kerusakan yang disengaja | | | | | |
| C. | Tanggung Jawab yang Tinggi | | | | | |
| 5. | Setiap karyawan berusaha untuk melaksanakan tugas sesuai dengan posisi & fungsinya. Atasan akan memberikan teguran apabila | | | | | |
| 6. | pekerjaan tidak dapat diselesaikan. | | | | | |
| D. | Ketaatan terhadap Aturan Kantor | | | | | |
| 7. | Karyawan berpakaian rapi, menggunakan kartu tanda pengenal/identitas, | | | | | |
| 8. | Izin dari atasan diperlukan apabila karyawan hendak meninggalkan lingkungan kerja | | | | | |

KINERJA KARYAWAN (Y₁)

| No. | Indikator | STS | TS | R | S | SS |
|-----------|---|-----|----|---|---|----|
| A. | Kualitas kerja | | | | | |
| 1. | Kualitas kerja saya jauh lebih baik dari karyawan lain. | | | | | |
| B. | Kuantitas kerja | | | | | |
| 2. | Kuantitas kerja saya melebihi rata-rata karyawan | | | | | |

| | | | | | | |
|-----------|---|--|--|--|--|--|
| | lain. | | | | | |
| C. | Ketepatan Waktu | | | | | |
| 3. | Efisiensi waktu saya melebihi rata-rata karyawan lain. | | | | | |
| D. | Efektivitas | | | | | |
| 4. | Kemampuan saya melebihi standar yang ditetapkan. | | | | | |
| 5. | Saya berusaha dengan lebih keras dari pada yang lain. | | | | | |
| 6. | Saya mempunyai komitmen dan tanggung jawab dalam bekerja. | | | | | |
| E. | Kemandirian | | | | | |
| 7. | Mampu memilih dan melihat masalah dari sudut pandang yang berbeda dengan karyawan yang lain. | | | | | |
| 8. | Memiliki pengetahuan yang luas yang dapat membantu karyawan lain dalam pengambilan keputusan . | | | | | |
| F. | Komitmen Organisasi | | | | | |
| 9. | Mengatur pengambilan keputusan yang strategis untuk disesuaikan dengan kelompok atau tim kerja di dalam perusahaan. | | | | | |

Lampiran 2

Data Deskripsi Responden dan Statistik Deskriptif

Frequency Tabel

Kuesioner

| | | Frequency | Percent | Valid percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Kuesioner kembali | 65 | 100.0 | 100.0 | 100.0 |
| | Kuesioner tidak sah | 0 | 0 | 0 | 100.0 |
| | Total | 65 | 100.0 | 100.0 | |

Usia

| | | Frequency | Percent | Valid percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | 21 – 39 tahun | 58 | 89,2 | 89,2 | 89,2 |
| | 40 tahun | 7 | 10,8 | 10,8 | 100.0 |
| | Total | 65 | 100.0 | 100.0 | |

Jenis kelamin

| | | Frequency | Percent | Valid percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Pria | 38 | 58,4 | 58,4 | 58.4 |
| | Wanita | 27 | 41.6 | 41.6 | 100.0 |
| | Total | 65 | 100.0 | 100.0 | |

Tingkat Pendidikan

| | | Frequency | Percent | Valid percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | D3 | - | - | - | - |
| | S1 | 44 | 67,7 | 67,7 | 67,7 |
| | S2 | 21 | 32,3 | 32,3 | 100.0 |
| | Total | 65 | 100.0 | 100.0 | |

Masa Kerja

| | | Frequency | Percent | Valid percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 3 tahun | 13 | 20 | 20 | 20 |
| | 4 tahun | 31 | 47.6 | 47.6 | 47.6 |
| | 5 – 6 tahun | 12 | 18.4 | 18.4 | 86.2 |
| | ≥7 tahun | 9 | 13.8 | 13.8 | 100.0 |
| | Total | 65 | 100.0 | 100.0 | |

Gaji

| | | Frequency | Percent | Valid percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 3.000.000 | - | - | - | 100.0 |
| | ≥ 4.000.000 | 65 | 100.0 | 100.0 | |
| | Total | 65 | 100.0 | 100.0 | |

1. Gaya Kepemimpinan

Descriptive Statistics

| | | | | | | | | | | |
|---|---------|------|------|------|------|------|------|------|------|------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 |
| N | Valid | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Gaya Kepemimpinan 1 | | | | |
|---------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 3 | 6 | |
| | 3 | 37 | 111 | |
| | 4 | 23 | 92 | |
| | 5 | 2 | 10 | |
| | total | 65 | 219 | 43,8 |

| Gaya Kepemimpinan 2 | | | | |
|---------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 4 | 8 | |
| | 3 | 35 | 105 | |
| | 4 | 26 | 104 | |
| | total | 65 | 217 | 43,4 |

| Gaya Kepemimpinan 3 | | | | |
|---------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 6 | 12 | |
| | 3 | 40 | 120 | |
| | 4 | 16 | 64 | |
| | 5 | 3 | 15 | |
| | total | 65 | 211 | 42,2 |

| Gaya Kepemimpinan 4 | | | | |
|---------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 8 | 16 | |
| | 3 | 31 | 62 | |
| | 4 | 25 | 100 | |
| | 5 | 1 | 5 | |
| | total | 65 | 183 | 36,6 |

| Gaya Kepemimpinan 5 | | | | |
|---------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 16 | 32 | |
| | 3 | 25 | 75 | |
| | 4 | 22 | 88 | |
| | 5 | 2 | 10 | |
| | total | 65 | 205 | 41 |

| Gaya Kepemimpinan 6 | | | | |
|---------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 5 | 10 | |
| | 3 | 22 | 66 | |
| | 4 | 36 | 144 | |
| | 5 | 2 | 10 | |
| | total | 65 | 230 | 46 |

| Gaya Kepemimpinan 7 | | | | |
|---------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 28 | 56 | |
| | 3 | 33 | 99 | |
| | 4 | 3 | 12 | |
| | 5 | 1 | 5 | |
| | total | 65 | 172 | 34,4 |

| Gaya Kepemimpinan 8 | | | | |
|---------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 1 | 2 | |
| | 3 | 38 | 114 | |
| | 4 | 26 | 104 | |
| | total | 65 | 220 | 44 |

| Gaya Kepemimpinan 9 | | | | |
|---------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 11 | 22 | |
| | 3 | 25 | 75 | |
| | 4 | 28 | 112 | |
| | 5 | 1 | 5 | |
| | total | 65 | 214 | 42,8 |

2. Pengembangan Karir

Descriptive Statistics

| | | | | | | | | | | |
|---|---------|------|------|------|------|------|------|------|------|------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 |
| N | Valid | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Pengembangan Karir 1 | | | | |
|----------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 1 | 2 | 2 | |
| | 2 | 6 | 12 | |
| | 3 | 14 | 42 | |
| | 4 | 41 | 164 | |
| | 5 | 2 | 10 | |
| | total | 65 | 230 | 46 |

| Pengembangan Karir 2 | | | | |
|----------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 1 | 2 | 2 | |
| | 3 | 34 | 102 | |
| | 4 | 24 | 96 | |
| | 5 | 5 | 25 | |
| | total | 65 | 225 | 45 |

| Pengembangan Karir 3 | | | | |
|----------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 3 | 44 | 132 | |
| | 4 | 12 | 48 | |
| | 5 | 9 | 45 | |
| | total | 65 | 225 | 45 |

| Pengembangan Karir 4 | | | | |
|----------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 14 | 28 | |
| | 3 | 25 | 75 | |
| | 4 | 24 | 96 | |
| | 5 | 2 | 10 | |
| | total | 65 | 290 | 41,8 |

| Pengembangan Karir 5 | | | | |
|----------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 12 | 24 | |
| | 3 | 32 | 96 | |
| | 4 | 19 | 76 | |
| | 5 | 2 | 10 | |
| | total | 65 | 206 | 41,2 |

| Pengembangan Karir 6 | | | | |
|----------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 5 | 10 | |
| | 3 | 36 | 108 | |
| | 4 | 18 | 72 | |
| | 5 | 6 | 30 | |
| | total | 65 | 220 | 44 |

| Pengembangan Karir 7 | | | | |
|----------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 2 | 4 | |
| | 3 | 31 | 93 | |
| | 4 | 29 | 116 | |
| | 5 | 3 | 15 | |
| | total | 65 | 228 | 45,6 |

| Pengembangan Karir 8 | | | | |
|----------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 2 | 4 | |
| | 3 | 39 | 117 | |
| | 4 | 17 | 68 | |
| | 5 | 7 | 35 | |
| | total | 65 | 224 | 44,8 |

| Pengembangan Karir 9 | | | | |
|----------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 5 | 10 | |
| | 3 | 36 | 108 | |
| | 4 | 17 | 68 | |
| | 5 | 7 | 35 | |
| | total | 65 | 221 | 44,2 |

3. Disiplin Kerja

Descriptive Statistics

| | | | | | | | | |
|---|---------|------|------|------|------|------|------|------|
| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 |
| N | Valid | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Disiplin Kerja 1 | | | | |
|------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 3 | 18 | 54 | |
| | 4 | 38 | 152 | |
| | 5 | 9 | 45 | |
| | total | 65 | 251 | 50,2 |

| Disiplin Kerja 2 | | | | |
|------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 3 | 6 | |
| | 3 | 12 | 36 | |
| | 4 | 39 | 156 | |
| | 5 | 11 | 55 | |
| | total | 65 | 253 | 50,6 |

| Disiplin Kerja 3 | | | | |
|------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 4 | 8 | |
| | 3 | 33 | 99 | |
| | 4 | 26 | 104 | |
| | 5 | 2 | 10 | |
| | total | 65 | 221 | 44,2 |

| Disiplin Kerja 4 | | | | |
|------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 6 | 12 | |
| | 3 | 22 | 66 | |
| | 4 | 33 | 132 | |
| | 5 | 4 | 20 | |
| | total | 65 | 230 | 46 |

| Disiplin Kerja 5 | | | | |
|------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 3 | 14 | 42 | |
| | 4 | 45 | 180 | |
| | 5 | 6 | 30 | |
| | total | 65 | 252 | 50,4 |

| Disiplin Kerja 6 | | | | |
|------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 3 | 21 | 63 | |
| | 4 | 37 | 148 | |
| | 5 | 7 | 35 | |
| | total | 65 | 246 | 49,2 |

| Disiplin Kerja 7 | | | | |
|------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 3 | 6 | |
| | 3 | 20 | 60 | |
| | 4 | 36 | 144 | |
| | 5 | 6 | 30 | |
| | total | 65 | 240 | 48 |

4. Kinerja Karyawan

Descriptive Statistics

| | | Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | Y1.6 | Y1.7 | Y1.8 | Y1.9 |
|---|---------|------|------|------|------|------|------|------|------|------|
| N | Valid | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Kinerja Karyawan 1 | | | | |
|--------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 4 | 8 | |
| | 3 | 27 | 81 | |
| | 4 | 28 | 112 | |
| | 5 | 6 | 30 | |
| | total | 65 | 231 | 46,2 |

| Kinerja Karyawan 2 | | | | |
|--------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 13 | 26 | |
| | 3 | 22 | 66 | |
| | 4 | 18 | 72 | |
| | 5 | 12 | 60 | |
| | total | 65 | 224 | 44,8 |

| Kinerja Karyawan 3 | | | | |
|--------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 1 | 2 | |
| | 3 | 31 | 93 | |
| | 4 | 26 | 104 | |
| | 5 | 7 | 35 | |
| | total | 65 | 234 | 46,8 |

| Kinerja Karyawan 4 | | | | |
|--------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 2 | 4 | |
| | 3 | 31 | 93 | |
| | 4 | 28 | 112 | |
| | 5 | 4 | 20 | |
| | total | 65 | 229 | 45,8 |

| Kinerja Karyawan 5 | | | | |
|--------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 2 | 4 | |
| | 3 | 17 | 51 | |
| | 4 | 30 | 120 | |
| | 5 | 16 | 80 | |
| | total | 65 | 25 | 51 |

| Kinerja Karyawan 6 | | | | |
|--------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 3 | 25 | 75 | |
| | 4 | 23 | 92 | |
| | 5 | 17 | 85 | |
| | total | 65 | 252 | 50,4 |

| Kinerja Karyawan 7 | | | | |
|--------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 6 | 12 | |
| | 3 | 18 | 54 | |
| | 4 | 33 | 132 | |
| | 5 | 8 | 40 | |
| | total | 65 | 238 | 47,6 |

| Kinerja Karyawan 8 | | | | |
|--------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 3 | 6 | |
| | 3 | 18 | 54 | |
| | 4 | 35 | 140 | |
| | 5 | 9 | 45 | |
| | total | 65 | 245 | 49 |

| Kinerja Karyawan 9 | | | | |
|--------------------|-------|-----------|----------------|--------------|
| | skor | Frequency | skor frequency | nilai indeks |
| valid | 2 | 5 | 10 | |
| | 3 | 26 | 78 | |
| | 4 | 25 | 100 | |
| | 5 | 9 | 45 | |
| | total | 65 | 233 | 46,6 |

Descriptive Variabel Penelitian

1. Gaya Kepemimpinan

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| x1.1 | 65 | 2 | 5 | 3.37 | .627 |
| x1.2 | 65 | 2 | 4 | 3.34 | .594 |
| x1.3 | 65 | 2 | 5 | 3.25 | .685 |
| x1.4 | 65 | 2 | 5 | 3.29 | .701 |
| x1.5 | 65 | 2 | 5 | 3.15 | .833 |
| x1.6 | 65 | 2 | 5 | 3.54 | .686 |
| x1.7 | 65 | 2 | 5 | 2.65 | .648 |
| x1.8 | 65 | 2 | 4 | 3.38 | .521 |
| x1.9 | 65 | 2 | 5 | 3.29 | .765 |
| Valid N (listwise) | 65 | | | | |

2. Pengembangan Karir

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| x2.1 | 65 | 1 | 5 | 3.54 | .831 |
| x2.2 | 65 | 1 | 5 | 3.46 | .772 |
| x2.3 | 65 | 3 | 5 | 3.46 | .731 |
| x2.4 | 65 | 2 | 5 | 3.22 | .820 |
| x2.5 | 65 | 2 | 5 | 3.17 | .762 |
| x2.6 | 65 | 2 | 5 | 3.38 | .764 |
| x2.7 | 65 | 2 | 5 | 3.51 | .640 |
| x2.8 | 65 | 2 | 5 | 3.45 | .730 |
| x2.9 | 65 | 2 | 5 | 3.40 | .787 |
| Valid N (listwise) | 65 | | | | |

3. Disiplin Kerja

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| x3.1 | 65 | 3 | 5 | 3.86 | .634 |
| x3.2 | 65 | 2 | 5 | 3.89 | .732 |
| x3.3 | 65 | 2 | 5 | 3.40 | .657 |
| x3.4 | 65 | 2 | 5 | 3.54 | .752 |
| x3.5 | 65 | 3 | 5 | 3.88 | .545 |
| x3.6 | 65 | 3 | 5 | 3.78 | .625 |
| x3.7 | 65 | 2 | 5 | 3.69 | .705 |
| Valid N (listwise) | 65 | | | | |

4. Kinerja Karyawan

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| y1.1 | 65 | 2 | 5 | 3.55 | .751 |
| y1.2 | 65 | 2 | 5 | 3.45 | 1.016 |
| y1.3 | 65 | 2 | 5 | 3.60 | .703 |
| y1.4 | 65 | 2 | 5 | 3.52 | .664 |
| y1.5 | 65 | 2 | 5 | 3.92 | .797 |
| y1.6 | 65 | 3 | 5 | 3.88 | .801 |
| y1.7 | 65 | 2 | 5 | 3.66 | .815 |
| y1.8 | 65 | 2 | 5 | 3.77 | .745 |
| y1.9 | 65 | 2 | 5 | 3.58 | .827 |
| Valid N (listwise) | 65 | | | | |

Lampiran 3

Hasil Uji Validitas, Reliabilitas dan Uji Asumsi Klasik

1. Gaya Kepemimpinan

Correlations

| | | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | x1.6 | x1.7 | x1.8 | x1.9 | total |
|-------|---------------------|----------|----------|----------|----------|----------|----------|---------|----------|----------|----------|
| x1.1 | Pearson Correlation | 1 | .400(*) | .552(**) | .418(*) | .497(**) | .272 | -.054 | .352 | .453(*) | .656(**) |
| | Sig. (2-tailed) | | .028 | .002 | .022 | .005 | .146 | .777 | .057 | .012 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.2 | Pearson Correlation | .400(*) | 1 | .352 | .375(*) | .657(**) | .405(*) | .247 | .501(**) | .669(**) | .769(**) |
| | Sig. (2-tailed) | .028 | | .057 | .041 | .000 | .027 | .189 | .005 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.3 | Pearson Correlation | .552(**) | .352 | 1 | .367(*) | .436(*) | .313 | .249 | .469(**) | .398(*) | .701(**) |
| | Sig. (2-tailed) | .002 | .057 | | .046 | .016 | .092 | .185 | .009 | .029 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.4 | Pearson Correlation | .418(*) | .375(*) | .367(*) | 1 | .655(**) | .140 | .111 | .150 | .260 | .605(**) |
| | Sig. (2-tailed) | .022 | .041 | .046 | | .000 | .460 | .558 | .428 | .165 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.5 | Pearson Correlation | .497(**) | .657(**) | .436(*) | .655(**) | 1 | .208 | .214 | .333 | .544(**) | .794(**) |
| | Sig. (2-tailed) | .005 | .000 | .016 | .000 | | .269 | .256 | .072 | .002 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.6 | Pearson Correlation | .272 | .405(*) | .313 | .140 | .208 | 1 | -.054 | .656(**) | .516(**) | .539(**) |
| | Sig. (2-tailed) | .146 | .027 | .092 | .460 | .269 | | .777 | .000 | .004 | .002 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.7 | Pearson Correlation | -.054 | .247 | .249 | .111 | .214 | -.054 | 1 | .108 | .410(*) | .396(*) |
| | Sig. (2-tailed) | .777 | .189 | .185 | .558 | .256 | .777 | | .572 | .024 | .030 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.8 | Pearson Correlation | .352 | .501(**) | .469(**) | .150 | .333 | .656(**) | .108 | 1 | .580(**) | .660(**) |
| | Sig. (2-tailed) | .057 | .005 | .009 | .428 | .072 | .000 | .572 | | .001 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.9 | Pearson Correlation | .453(*) | .669(**) | .398(*) | .260 | .544(**) | .516(**) | .410(*) | .580(**) | 1 | .809(**) |
| | Sig. (2-tailed) | .012 | .000 | .029 | .165 | .002 | .004 | .024 | .001 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .656(**) | .769(**) | .701(**) | .605(**) | .794(**) | .539(**) | .396(*) | .660(**) | .809(**) | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .030 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .762 | 10 |

2. Pengembangan Karir

Correlations

| | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | x2.9 | x2.10 | Total |
|---------------------------|----------|----------|---------|----------|----------|----------|---------|----------|---------|---------|----------|
| x2.1 Pearson Correlation | 1 | .788(**) | .190 | .252 | .160 | .219 | -.051 | .000 | .004 | -.072 | .472(**) |
| Sig. (2-tailed) | | .000 | .314 | .179 | .398 | .246 | .790 | 1.000 | .984 | .704 | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.2 Pearson Correlation | .788(**) | 1 | .192 | .519(**) | .141 | .195 | .177 | .141 | -.065 | -.087 | .551(**) |
| Sig. (2-tailed) | .000 | | .309 | .003 | .456 | .301 | .349 | .457 | .732 | .646 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.3 Pearson Correlation | .190 | .192 | 1 | .102 | .353 | .233 | .299 | .444(*) | .305 | .112 | .569(**) |
| Sig. (2-tailed) | .314 | .309 | | .591 | .056 | .214 | .108 | .014 | .102 | .554 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.4 Pearson Correlation | .252 | .519(**) | .102 | 1 | .057 | -.010 | .158 | .121 | -.184 | -.137 | .324 |
| Sig. (2-tailed) | .179 | .003 | .591 | | .764 | .958 | .405 | .524 | .331 | .469 | .081 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.5 Pearson Correlation | .160 | .141 | .353 | .057 | 1 | .763(**) | .248 | .606(**) | .219 | .306 | .719(**) |
| Sig. (2-tailed) | .398 | .456 | .056 | .764 | | .000 | .187 | .000 | .245 | .100 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.6 Pearson Correlation | .219 | .195 | .233 | -.010 | .763(**) | 1 | .297 | .558(**) | .218 | .305 | .709(**) |
| Sig. (2-tailed) | .246 | .301 | .214 | .958 | .000 | | .110 | .001 | .248 | .101 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.7 Pearson Correlation | -.051 | .177 | .299 | .158 | .248 | .297 | 1 | .572(**) | .147 | .153 | .525(**) |
| Sig. (2-tailed) | .790 | .349 | .108 | .405 | .187 | .110 | | .001 | .437 | .418 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.8 Pearson Correlation | .000 | .141 | .444(*) | .121 | .606(**) | .558(**) | .572(*) | 1 | .263 | .404(*) | .733(**) |
| Sig. (2-tailed) | 1.000 | .457 | .014 | .524 | .000 | .001 | .001 | | .160 | .027 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.9 Pearson Correlation | .004 | -.065 | .305 | -.184 | .219 | .218 | .147 | .263 | 1 | .454(*) | .427(*) |
| Sig. (2-tailed) | .984 | .732 | .102 | .331 | .245 | .248 | .437 | .160 | | .012 | .018 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.10 Pearson Correlation | -.072 | -.087 | .112 | -.137 | .306 | .305 | .153 | .404(*) | .454(*) | 1 | .454(*) |
| Sig. (2-tailed) | .704 | .646 | .554 | .469 | .100 | .101 | .418 | .027 | .012 | | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total Pearson Correlation | .472(**) | .551(**) | .569(*) | .324 | .719(**) | .709(**) | .525(*) | .733(**) | .427(*) | .454(*) | 1 |
| Sig. (2-tailed) | .008 | .002 | .001 | .081 | .000 | .000 | .003 | .000 | .018 | .012 | |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .733 | 11 |

3. Disiplin Kerja

Correlations

| | | x3.1 | x3.2 | x3.3 | x3.4 | x3.5 | x3.6 | x3.7 | x3.8 | total |
|-------|---------------------|---------|----------|----------|----------|----------|-------|----------|----------|----------|
| x3.1 | Pearson Correlation | 1 | .452(*) | .009 | -.139 | .210 | .164 | .036 | .268 | .397(*) |
| | Sig. (2-tailed) | | .012 | .964 | .464 | .266 | .386 | .852 | .152 | .030 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x3.2 | Pearson Correlation | .452(*) | 1 | .062 | .186 | .411(*) | -.030 | .255 | .455(*) | .626(**) |
| | Sig. (2-tailed) | .012 | | .745 | .325 | .024 | .874 | .173 | .012 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x3.3 | Pearson Correlation | .009 | .062 | 1 | .692(**) | .231 | .194 | .243 | .312 | .651(**) |
| | Sig. (2-tailed) | .964 | .745 | | .000 | .219 | .304 | .195 | .093 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x3.4 | Pearson Correlation | -.139 | .186 | .692(**) | 1 | .164 | .025 | .195 | .344 | .627(**) |
| | Sig. (2-tailed) | .464 | .325 | .000 | | .386 | .895 | .303 | .063 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x3.5 | Pearson Correlation | .210 | .411(*) | .231 | .164 | 1 | .068 | .086 | .449(*) | .556(**) |
| | Sig. (2-tailed) | .266 | .024 | .219 | .386 | | .723 | .649 | .013 | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x3.6 | Pearson Correlation | .164 | -.030 | .194 | .025 | .068 | 1 | .034 | .277 | .325 |
| | Sig. (2-tailed) | .386 | .874 | .304 | .895 | .723 | | .857 | .138 | .080 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x3.7 | Pearson Correlation | .036 | .255 | .243 | .195 | .086 | .034 | 1 | .320 | .490(**) |
| | Sig. (2-tailed) | .852 | .173 | .195 | .303 | .649 | .857 | | .085 | .006 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x3.8 | Pearson Correlation | .268 | .455(*) | .312 | .344 | .449(*) | .277 | .320 | 1 | .767(**) |
| | Sig. (2-tailed) | .152 | .012 | .093 | .063 | .013 | .138 | .085 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .397(*) | .626(**) | .651(**) | .627(**) | .556(**) | .325 | .490(**) | .767(**) | 1 |
| | Sig. (2-tailed) | .030 | .000 | .000 | .000 | .001 | .080 | .006 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .733 | 9 |

4. Kinerja Karyawan

Correlations

| | | y1.1 | y1.2 | y1.3 | y1.4 | y1.5 | y1.6 | y1.7 | y1.8 | y1.9 | total |
|-------|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| y1.1 | Pearson Correlation | 1 | .685(**) | .610(**) | .555(**) | .556(**) | .457(*) | .484(**) | .428(*) | .453(*) | .695(**) |
| | Sig. (2-tailed) | | .000 | .000 | .001 | .001 | .011 | .007 | .018 | .012 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y1.2 | Pearson Correlation | .685(**) | 1 | .815(**) | .735(**) | .665(**) | .619(**) | .722(**) | .733(**) | .640(**) | .891(**) |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y1.3 | Pearson Correlation | .610(**) | .815(**) | 1 | .700(**) | .669(**) | .733(**) | .698(**) | .755(**) | .701(**) | .890(**) |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y1.4 | Pearson Correlation | .555(**) | .735(**) | .700(**) | 1 | .669(**) | .623(**) | .698(**) | .600(**) | .467(**) | .801(**) |
| | Sig. (2-tailed) | .001 | .000 | .000 | | .000 | .000 | .000 | .000 | .009 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y1.5 | Pearson Correlation | .556(**) | .665(**) | .669(**) | .669(**) | 1 | .866(**) | .581(**) | .616(**) | .703(**) | .843(**) |
| | Sig. (2-tailed) | .001 | .000 | .000 | .000 | | .000 | .001 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y1.6 | Pearson Correlation | .457(*) | .619(**) | .733(**) | .623(**) | .866(**) | 1 | .678(**) | .675(**) | .685(**) | .843(**) |
| | Sig. (2-tailed) | .011 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y1.7 | Pearson Correlation | .484(**) | .722(**) | .698(**) | .698(**) | .581(**) | .678(**) | 1 | .755(**) | .620(**) | .839(**) |
| | Sig. (2-tailed) | .007 | .000 | .000 | .000 | .001 | .000 | | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y1.8 | Pearson Correlation | .428(*) | .733(**) | .755(**) | .600(**) | .616(**) | .675(**) | .755(**) | 1 | .801(**) | .856(**) |
| | Sig. (2-tailed) | .018 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y1.9 | Pearson Correlation | .453(*) | .640(**) | .701(**) | .467(**) | .703(**) | .685(**) | .620(**) | .801(**) | 1 | .817(**) |
| | Sig. (2-tailed) | .012 | .000 | .000 | .009 | .000 | .000 | .000 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .695(**) | .891(**) | .890(**) | .801(**) | .843(**) | .843(**) | .839(**) | .856(**) | .817(**) | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

| | | | | | | | | | | | |
|-------|---------------------|----------|----------|----------|----------|----------|----------|---------|----------|----------|----|
| total | Pearson Correlation | .650(**) | .761(**) | .707(**) | .609(**) | .806(**) | .535(**) | .393(*) | .652(**) | .808(**) | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 | .032 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

2. Pengembangan Karir

Correlations

| | | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | x2.9 | total |
|-------|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| x2.1 | Pearson Correlation | 1 | .788(**) | .190 | .160 | .219 | -.051 | .000 | .004 | -.072 | .449(*) |
| | Sig. (2-tailed) | | .000 | .314 | .398 | .246 | .790 | 1.000 | .984 | .704 | .013 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.2 | Pearson Correlation | .788(**) | 1 | .192 | .141 | .195 | .177 | .141 | -.065 | -.087 | .486(**) |
| | Sig. (2-tailed) | .000 | | .309 | .456 | .301 | .349 | .457 | .732 | .646 | .006 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.3 | Pearson Correlation | .190 | .192 | 1 | .353 | .233 | .299 | .444(*) | .305 | .112 | .575(**) |
| | Sig. (2-tailed) | .314 | .309 | | .056 | .214 | .108 | .014 | .102 | .554 | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.4 | Pearson Correlation | .160 | .141 | .353 | 1 | .763(**) | .248 | .606(**) | .219 | .306 | .739(**) |
| | Sig. (2-tailed) | .398 | .456 | .056 | | .000 | .187 | .000 | .245 | .100 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.5 | Pearson Correlation | .219 | .195 | .233 | .763(**) | 1 | .297 | .558(**) | .218 | .305 | .741(**) |
| | Sig. (2-tailed) | .246 | .301 | .214 | .000 | | .110 | .001 | .248 | .101 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.6 | Pearson Correlation | -.051 | .177 | .299 | .248 | .297 | 1 | .572(**) | .147 | .153 | .520(**) |
| | Sig. (2-tailed) | .790 | .349 | .108 | .187 | .110 | | .001 | .437 | .418 | .003 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.7 | Pearson Correlation | .000 | .141 | .444(*) | .606(**) | .558(**) | .572(**) | 1 | .263 | .404(*) | .743(**) |
| | Sig. (2-tailed) | 1.000 | .457 | .014 | .000 | .001 | .001 | | .160 | .027 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.8 | Pearson Correlation | .004 | -.065 | .305 | .219 | .218 | .147 | .263 | 1 | .454(*) | .477(**) |
| | Sig. (2-tailed) | .984 | .732 | .102 | .245 | .248 | .437 | .160 | | .012 | .008 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.9 | Pearson Correlation | -.072 | -.087 | .112 | .306 | .305 | .153 | .404(*) | .454(*) | 1 | .496(**) |
| | Sig. (2-tailed) | .704 | .646 | .554 | .100 | .101 | .418 | .027 | .012 | | .005 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .449(*) | .486(**) | .575(**) | .739(**) | .741(**) | .520(**) | .743(**) | .477(**) | .496(**) | 1 |
| | Sig. (2-tailed) | .013 | .006 | .001 | .000 | .000 | .003 | .000 | .008 | .005 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

3. Disiplin Kerja

Correlations

| | | x3.1 | x3.2 | x3.3 | x3.4 | x3.5 | x3.6 | x3.7 | total |
|-------|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| x3.1 | Pearson Correlation | 1 | .338(**) | .098 | -.038 | .402(**) | .042 | .357(**) | .516(**) |
| | Sig. (2-tailed) | | .006 | .440 | .765 | .001 | .741 | .003 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| x3.2 | Pearson Correlation | .338(**) | 1 | .091 | .050 | .397(**) | .256(*) | .328(**) | .603(**) |
| | Sig. (2-tailed) | .006 | | .471 | .691 | .001 | .039 | .008 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| x3.3 | Pearson Correlation | .098 | .091 | 1 | .538(**) | .227 | .289(*) | .304(*) | .623(**) |
| | Sig. (2-tailed) | .440 | .471 | | .000 | .069 | .019 | .014 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| x3.4 | Pearson Correlation | -.038 | .050 | .538(**) | 1 | .164 | .284(*) | .199 | .557(**) |
| | Sig. (2-tailed) | .765 | .691 | .000 | | .191 | .022 | .111 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| x3.5 | Pearson Correlation | .402(**) | .397(**) | .227 | .164 | 1 | .150 | .388(**) | .631(**) |
| | Sig. (2-tailed) | .001 | .001 | .069 | .191 | | .232 | .001 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| x3.6 | Pearson Correlation | .042 | .256(*) | .289(*) | .284(*) | .150 | 1 | .166 | .526(**) |
| | Sig. (2-tailed) | .741 | .039 | .019 | .022 | .232 | | .185 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| x3.7 | Pearson Correlation | .357(**) | .328(**) | .304(*) | .199 | .388(**) | .166 | 1 | .670(**) |
| | Sig. (2-tailed) | .003 | .008 | .014 | .111 | .001 | .185 | | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| total | Pearson Correlation | .516(**) | .603(**) | .623(**) | .557(**) | .631(**) | .526(**) | .670(**) | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |

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

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

4. Kinerja Karyawan

Correlations

| | | y1.1 | y1.2 | y1.3 | y1.4 | y1.5 | y1.6 | y1.7 | y1.8 | y1.9 | total |
|------|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| y1.1 | Pearson Correlation | 1 | .593(**) | .456(**) | .319(**) | .386(**) | .349(**) | .388(**) | .232 | .301(*) | .575(**) |
| | Sig. (2-tailed) | | .000 | .000 | .010 | .001 | .004 | .001 | .063 | .015 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| y1.2 | Pearson Correlation | .593(**) | 1 | .779(**) | .598(**) | .584(**) | .549(**) | .619(**) | .695(**) | .596(**) | .865(**) |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| y1.3 | Pearson | .456(**) | .779(**) | 1 | .623(**) | .698(**) | .772(**) | .578(**) | .686(**) | .677(**) | .890(**) |

| | | | | | | | | | | | |
|-------|---------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Correlation | | | | | | | | | | |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| y1.4 | Pearson Correlation | .319(**) | .598(**) | .623(**) | 1 | .668(**) | .564(**) | .505(**) | .564(**) | .345(**) | .726(**) |
| | Sig. (2-tailed) | .010 | .000 | .000 | | .000 | .000 | .000 | .000 | .005 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| y1.5 | Pearson Correlation | .386(**) | .584(**) | .698(**) | .668(**) | 1 | .867(**) | .416(**) | .575(**) | .567(**) | .814(**) |
| | Sig. (2-tailed) | .001 | .000 | .000 | .000 | | .000 | .001 | .000 | .000 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| y1.6 | Pearson Correlation | .349(**) | .549(**) | .772(**) | .564(**) | .867(**) | 1 | .534(**) | .554(**) | .582(**) | .817(**) |
| | Sig. (2-tailed) | .004 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| y1.7 | Pearson Correlation | .388(**) | .619(**) | .578(**) | .505(**) | .416(**) | .534(**) | 1 | .641(**) | .599(**) | .754(**) |
| | Sig. (2-tailed) | .001 | .000 | .000 | .000 | .001 | .000 | | .000 | .000 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| y1.8 | Pearson Correlation | .232 | .695(**) | .686(**) | .564(**) | .575(**) | .554(**) | .641(**) | 1 | .755(**) | .812(**) |
| | Sig. (2-tailed) | .063 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| y1.9 | Pearson Correlation | .301(*) | .596(**) | .677(**) | .345(**) | .567(**) | .582(**) | .599(**) | .755(**) | 1 | .776(**) |
| | Sig. (2-tailed) | .015 | .000 | .000 | .005 | .000 | .000 | .000 | .000 | | .000 |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |
| total | Pearson Correlation | .575(**) | .865(**) | .890(**) | .726(**) | .814(**) | .817(**) | .754(**) | .812(**) | .776(**) | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 | 65 |

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

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

Uji Asumsi Klasik

a. Uji Normalitas

| | | Unstandardized Predicted Value |
|--------------------------|----------------|--------------------------------|
| N | | 65 |
| Normal Parameters(a,b) | Mean | 32.9384615 |
| | Std. Deviation | 3.07050634 |
| Most Extreme Differences | Absolute | .063 |
| | Positive | .061 |
| | Negative | -.063 |
| Kolmogorov-Smirnov Z | | .510 |
| Asymp. Sig. (2-tailed) | | .957 |

a Test distribution is Normal.

b Calculated from data.

Lampiran 4

Hasil Analisis Regresi Linear Berganda, Uji F dan Uji T

Variables Entered/Removed(b)

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Disiplin Kerja, Pengembangan Karir, Gaya Kepemimpinan(a) | . | Enter |

a All requested variables entered.

b Dependent Variable: Kinerja Karyawan

Model Summary(b)

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|---------|----------|-------------------|----------------------------|
| 1 | .550(a) | .303 | .268 | 4.774 |

a Predictors: (Constant), Disiplin Kerja, Pengembangan Karir, Gaya Kepemimpinan

b Dependent Variable: Kinerja Karyawan

ANOVA(b)

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|---------|
| 1 | Regression | 603.393 | 3 | 201.131 | 8.824 | .000(a) |
| | Residual | 1390.361 | 61 | 22.793 | | |
| | Total | 1993.754 | 64 | | | |

a Predictors: (Constant), Disiplin Kerja, Pengembangan Karir, Gaya Kepemimpinan

b Dependent Variable: Kinerja Karyawan

Coefficients(a)

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------------|
| | | B | Std. Error | Beta | B | Std. Error |
| 1 | (Constant) | -5.325 | 7.852 | | -.678 | .500 |
| | Gaya Kepemimpinan | .411 | .187 | .248 | 2.197 | .032 |
| | Pengembangan Karir | .483 | .160 | .341 | 3.029 | .004 |
| | Disiplin Kerja | .440 | .220 | .216 | 2.003 | .050 |

a Dependent Variable: Kinerja Karyawan

Residuals Statistics(a)

| | Minimum | Maximum | Mean | Std. Deviation | N |
|----------------------|---------|---------|-------|----------------|----|
| Predicted Value | 26.68 | 39.80 | 32.94 | 3.071 | 65 |
| Residual | -11.727 | 9.897 | .000 | 4.661 | 65 |
| Std. Predicted Value | -2.039 | 2.236 | .000 | 1.000 | 65 |
| Std. Residual | -2.456 | 2.073 | .000 | .976 | 65 |

a Dependent Variable: Kinerja Karyawan