LAMPIRAN

Yogyakarta, 8 November 2016

Hal: Permohonan Pengisian Kuesioner

Kepada Yth.

Bapak/Ibu/Saudara/i

Di tempat

Dengan hormat,

Sehubungan dengan penyusunan skripsi sebagai salah satu syarat untuk mendapatkan gelar Sarjana Ekonomi, maka dengan ini saya:

Nama   : Ridwan Mahgribbi Pramana

NIM   : 20130420494

Jurusan   : Akuntansi/Ekonomi

Universitas   : Universitas Muhammadiyah Yogyakarta

bermaksud melakukan penelitian ilmiah untuk penyusunan skripsi dengan judul **"PENGARUH ETOS KERJA ISLAMI, *GOOD CORPORATE GOVERNANCE*, DAN GAYA KEPEMIMPINAN TRANSFORMASIONAL TERHADAP KINERJA KARYAWAN BAITUL MAL WAT TAMWIL DI PROVINSI DAERAH ISTIMEWA YOGYAKARTA"**

Untuk itu, saya sangat mengharapkan kesediaan Bapak/Ibu/Saudara/i untuk menjadi respoden dengan mengisi lembar kuesioner ini secara lengkap. Penelitian ini bertujuan untuk keperluan akademis sehingga tidak terkait dengan penilaian kepegawaian. Kerahasiaan data penelitian akan dijamin dan saya mengharapkan informasi dan jawaban dari Bapak/lbu/Saudara/i sesuai dengan kondisi tempat kerja.

Demikian permohonan ini saya sampaikan, atas kesediaan Bapak/Ibu/Saudara/i meluangkan waktu untuk mengisi dan menjawab semua pernyataan dalam penelitian ini, saya sampaikan terima kasih.

Hormat Saya,

(Ridwan Mahgribbi Pramana)

Petunjuk Pengisian Kuisioner

Di bawah ini ada beberapa kelompok pernyataan yang seluruhnya berkaitan dengan pengaruh etos kerja islami, *good corporate governance* dan gaya kepemimpinan transformasional terhadap kinerja karyawan Baitul Mal Wat Tamwil. Untuk itu saya sangat mengharapkan agar Bapak/Ibu/Saudara/i dapat memberikan jawaban atas pernyataan tersebut sesuai dengan pendapat dan pandangan yang sebenarnya. Jawaban yang Bapak/Ibu/Saudara/i berikan tidak memiliki nilai atau makna salah atau benar, tetapi kami hanya inginkan pendapat dan pandangan Bapak/Ibu/Saudara/i berhubungan dengan pernyataan yang diberikan.

A. Identitas Responden.

1. Nama BMT :

2. Nama Responden : _____

3. Umur : _____ Tahun

4. Jenis Kelamin : ( ) Laki-laki   ( ) Perempuan

5. Pendidikan Terakhir : ( ) SMA/SMK   ( ) D.3

   ( ) S.1   ( ) S.2

6. Lama Bekerja : _____ Tahun

7. Jumlah Total Karyawan : _____

   BMT

8. Jumlah Karyawan : _____

   Bagian Akuntansi

9. Pendapatan per Bulan : ( ) Kurang dari Rp 1.000.000,-

( ) Rp 1.000.000,- sampai dengan Rp 5.000.000,-

( ) Lebih dari Rp 5.000.000,-

10. Periode Laporan : ( ) 1 bulan sekali

( ) 3 bulan sekali

( ) 6 bulan sekali

( ) 1 tahun sekali

( ) Lainnya (sebutkan): _____

B. Isilah jawaban berikut sesuai dengan pendapat Bapak/Ibu/sudara/i, dengan cara memberikan tanda *Cross* (X) pada kolom yang tersedia. Setiap pernyataan terdiri dari 5 jawaban:

SS = Sangat Setuju

S = Setuju

R = Ragu-ragu

TS = Tidak setuju

STS = Sangat tidak setuju

1. **KINERJA KARYAWAN**

   SS = **Sangat Setuju**

   S = **Setuju**

   R = **Ragu-ragu**

   TS = **Tidak Setuju**

   STS = **Sangat Tidak Setuju**

NO.	PERNYATAAN	SS	S	R	TS	STS
1.	Beban kerja yang diberikan perusahaan sesuai dengan kemampuan saya.					
2.	Saya menjalankan pekerjaan sesuai dengan kapasitas yang diberikan perusahaan.					
3.	Jumlah pekerjaan yang saya selesaikan sudah sesuai dengan diskripsi kerja.					
4.	Saya mampu menyelesaikan pekerjaan lebih banyak dari standar yang telah ditetapkan.					
5.	Saya selalu menyelesaikan pekerjaan dengan rapi.					
6.	Saya selalu menyelesaikan pekerjaan dengan teliti.					
7.	Saya selalu menyelesaikan pekerjaan dengan tepat waktu.					
8.	Saya memiliki tanggung jawab terhadap pekerjaan yang dilakukan.					
9.	Saya mampu bekerjasama dengan rekan kerja.					

2. GOOD CORPORATE GOVERNANCE

SS = **Sangat Setuju**

S = **Setuju**

R = **Ragu-ragu**

TS = **Tidak Setuju**

STS = **Sangat Tidak Setuju**

NO.	PERNYATAAN	SS	S	R	TS	STS
1.	Semua karyawan mengetahui secara jelas tugas, fungsi dan wewenang sebagai karyawan BMT.					
2.	Semua karyawan diharuskan melaporkan pelaksanaan wewenang kerja dalam bentuk lisan dan tulisan kepada pimpinan.					
3.	Semua karyawan diharuskan membuat laporan pertanggungjawaban.					
4.	Masing-masing pimpinan unit kerja melakukan pengawasan kinerja karyawan melalui inspeksi rutin dan rapat evaluasi.					
5.	Saya mengetahui secara jelas struktur organisasi pada BMT ini.					
6.	Laporan keuangan BMT disajikan secara terbuka.					
7.	Pengambilan keputusan dilakukan melalui rapat dengan karyawan BMT.					
8.	Informasi yang berkenaan dengan BMT disampaikan secara terbuka.					
9.	Penempatan posisi kerja sesuai dengan latar belakang pendidikan dan keahlian.					

No.	Pernyataan					
10.	Karyawan mendapatkan haknya berupa insentif dan tunjangan.					
11.	Peraturan atau sanksi terhadap pelanggaran hak dan tanggungjawab setiap karyawan tertulis dalam bentuk Surat Keputusan.					
12.	Setiap karyawan mendapatkan jaminan untuk memberikan pendapatnya tanpa adanya sanksi setelah pemberian pendapat.					
13.	BMT mampu menjaga lingkungan perusahaan yang sehat.					
14.	BMT memiliki kode etik yang diterapkan pada seluruh karyawannya telah dilaksanakan dengan baik dan tepat.					
15.	BMT memiliki kebijakan, sistem, dan prosedur penyelesaian mengenai benturan kepentingan yang mengikat seluruh karyawan BMT.					
16.	Seluruh karyawan BMT dapat mengambil keputusan secara objektif dan bebas dari segala tekanan dari pihak manapun.					
17.	BMT mengungkapkan benturan kepentingan dalam setiap keputusan, dilengkapi dengan risalah rapat yang telah diadministrasi dan didokumentasi dengan baik.					

3. ETOS KERJA ISLAMI

    SS   = **Sangat Setuju**

    S   = **Setuju**

    R   = **Ragu-ragu**

    TS   = **Tidak Setuju**

    STS   = **Sangat Tidak Setuju**

NO.	PERNYATAAN	SS	S	R	TS	STS
1.	Saya dapat menerima kenyataan berkenaan dengan diri sendiri, orang lain, dan keadaan alam.					
2.	Saya berperilaku secara wajar dan tidak dibuat-buat.					
3.	Saya memiliki pendirian yang teguh dan tidak mudah terpengaruh.					
4.	Konsentrasi perbuatan saya tidak pada ego, melainkan pada kewajiban dan rasa tanggung jawab.					
5.	Saya mempunyai kehidupan motivasi, terutama digerakan oleh motivasi ibadah dan hasrat memperoleh kehidupan surgawi di akhirat kelak.					
6.	Saya pernah atau sering mengalami pengalaman puncak (amat dekat dengan Allah ketika melakukan kerja dalam rangka beribadah).					
7.	Saya mampu membedakan antara tujuan benar dan salah, baik dan buruk.					
8.	Saya menyukai efisiensi dan efektivitas kerja.					
9.	Saya mempunyai disiplin pribadi.					
10.	Saya memiliki jiwa sosial dan sifat demokratis.					

11.	Saya mampu mengembangkan kreativitas.					
12.	Saya percaya pada potensi karunia Tuhan untuk melaksanakan tugas, dengan cara bertawakal hanya kepada Allah SWT.					
13.	Saya mengembangkan sikap hidup kritis konstruktif (disiplin, professional, dan menjaga amanah).					

4. GAYA KEPEMIMPINAN TRANSFORMASIONAL

SS = **Sangat Setuju**

S = **Setuju**

R = **Ragu-ragu**

TS = **Tidak Setuju**

STS = **Sangat Tidak Setuju**

NO.	PERNYATAAN	SS	S	R	TS	STS
1.	Pimpinan menyampaikan visi dan misi organisasi dengan jelas.					
2.	Saya merasa bangga dengan kepemimpinan pimpinan.					
3.	Gaya Kepemimpinan pimpinan mampu menimbulkan sikap positif bawahan.					
4.	Gaya kepemimpinan pimpinan mampu menimbulkan sikap setia kepada organisasi.					
5.	Gaya kepemimpinan pimpinan mampu menjadi inspirasi bawahan dalam bekerja.					
6.	Pimpinan mampu memberi petunjuk dan sasaran yang mendorong bawahan sehingga mampu memikirkan masalah lama dengan cara-cara baru.					
7.	Pimpinan menghargai secara personal terhadap kemampuan bawahan.					
8.	Pimpinan mampu menstimulasi atau membangkitkan ide-ide kepada seluruh bawahan yang menunjang keberhasilan organisasi.					
9.	Pimpinan mampu memberi kepada bawahan cara-cara baru dalam melihat masalah yang pada					

	awalnya keliatannya tidak dapat diselesaikan.					
10.	Pimpinan menghargai pertimbangan logis bawahan dalam menyelesaikan masalah.					
11.	Pimpinan berusaha menunjukkan perhatian pada hasil.					

RESPONDEN	K1	K2	K3	K4	K5	K6	K7	K8	K9	KINERJA KARYAWAN
R1	4	4	4	4	4	4	4	5	5	38
R2	4	4	3	2	4	3	2	4	4	30
R3	4	4	4	4	4	4	4	5	5	38
R4	4	4	4	4	4	4	4	5	5	38
R5	5	4	4	3	4	4	4	5	4	37
R6	5	5	5	4	4	4	4	5	5	41
R7	4	4	4	4	4	4	4	4	4	36
R8	5	5	5	4	5	5	5	5	5	44
R9	5	5	5	4	5	5	4	5	5	43
R10	4	4	4	4	4	4	4	4	4	36
R11	4	4	4	4	4	3	4	4	3	34
R12	5	5	4	4	5	4	4	5	5	41
R13	4	4	5	4	5	5	5	5	5	42
R14	4	3	4	5	4	4	5	5	5	39
R15	4	4	4	3	4	4	4	4	4	35
R16	4	4	4	4	4	4	4	5	5	38
R17	4	4	3	2	4	4	3	4	4	32
R18	4	4	4	4	4	4	4	4	5	37
R19	5	5	4	4	4	4	3	5	4	38
R20	5	5	5	5	5	5	5	5	5	45
R21	4	4	4	4	4	4	4	5	5	38
R22	4	4	4	4	4	4	4	4	4	36
R23	5	5	5	5	5	5	5	5	5	45
R24	5	5	5	5	5	5	5	5	5	45
R25	5	5	4	4	4	4	4	5	5	40
R26	5	5	5	4	5	5	5	5	5	44

R27	4	4	4	4	3	4	3	5	5	36
R28	4	4	4	4	3	4	4	4	4	35
R29	3	4	4	3	4	4	4	5	4	35
R30	4	4	4	4	4	4	4	4	4	36
R31	4	4	4	4	4	4	4	4	4	36
R32	4	4	5	4	3	3	4	4	5	36
R33	4	4	4	4	4	4	4	4	4	36
R34	4	5	4	5	4	5	4	5	5	41
R35	4	4	4	4	4	4	4	4	4	36
R36	5	5	4	4	4	4	4	5	5	40
R37	4	4	4	4	4	4	4	4	4	36
R38	4	4	4	4	5	4	5	5	5	40
R39	5	4	4	2	4	4	2	4	5	34
R40	4	4	4	3	4	4	3	4	4	34
R41	4	4	4	4	4	3	4	5	5	37
R42	4	4	4	3	4	4	4	4	4	35
R43	4	4	4	4	4	4	4	4	4	36
R44	4	4	4	4	4	5	4	5	4	38
R45	4	4	4	3	4	4	4	5	5	37
R46	5	4	4	4	4	4	4	4	5	38
R47	4	4	4	3	4	4	4	4	4	35
R48	5	5	5	4	4	4	4	5	5	41
R49	4	4	4	4	4	4	4	4	4	36
R50	4	4	4	4	4	4	4	4	4	36
R51	4	4	5	4	4	4	5	5	5	40
R52	5	5	5	3	4	4	5	4	4	39
R53	5	5	5	3	4	4	4	4	4	38
R54	5	5	4	4	5	4	5	5	4	41

| R55 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| R56 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |

RESPONDEN	EKI 1	EKI 2	EKI 3	EKI 4	EKI 5	EKI 6	EKI 7	EKI 8	EKI 9	EKI10	EKI11	EKI12	EKI13	ETOS KERJA ISLAMI
R1	4	5	5	5	5	4	5	5	5	5	4	5	5	62
R2	4	4	3	4	4	4	4	4	4	4	3	4	4	50
R3	4	4	5	5	5	4	5	5	5	4	5	4	5	60
R4	4	5	4	4	5	4	4	4	4	4	4	5	5	56
R5	4	4	4	4	5	3	4	5	4	4	3	4	4	52
R6	5	5	5	5	5	5	5	4	5	5	5	5	5	64
R7	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R8	4	5	4	5	5	4	5	5	5	5	5	5	5	62
R9	5	5	4	5	5	4	5	5	5	5	5	5	5	63
R10	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R11	4	4	3	4	5	5	5	5	4	3	3	5	3	53
R12	5	5	4	5	5	5	5	5	4	5	4	5	5	62
R13	5	5	5	5	5	4	5	5	5	5	4	5	5	63
R14	4	4	3	4	4	4	4	5	5	5	4	5	4	55
R15	4	5	4	4	4	3	4	4	4	3	3	4	5	51
R16	4	4	4	5	5	5	4	4	4	4	4	4	5	56
R17	4	4	4	4	4	3	4	4	4	4	4	4	4	51
R18	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R19	4	4	4	4	4	4	4	4	3	4	4	4	4	51
R20	4	5	5	5	5	5	5	5	5	4	5	5	4	62
R21	4	5	4	5	5	4	5	5	4	4	4	5	4	58
R22	5	5	4	4	4	4	4	3	4	4	4	5	4	54

R23	5	5	5	5	5	5	5	5	5	5	5	5	5	65
R24	5	5	5	5	5	5	5	5	5	5	5	5	5	65
R25	4	5	4	5	5	5	5	5	4	5	4	5	5	61
R26	4	5	4	5	5	5	5	4	4	4	5	5	5	60
R27	4	4	3	5	4	4	4	5	4	4	5	4	4	54
R28	4	4	4	4	4	4	4	4	3	4	4	4	4	51
R29	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R30	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R31	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R32	4	5	4	5	5	4	5	4	4	4	4	5	4	57
R33	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R34	4	4	3	4	5	5	3	4	4	4	3	5	4	52
R35	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R36	5	5	4	5	5	5	5	5	5	5	4	5	4	62
R37	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R38	4	4	4	4	4	5	4	5	4	4	4	5	4	55
R39	4	4	3	4	4	2	4	4	3	4	3	4	4	47
R40	4	4	4	4	4	3	4	4	4	4	4	4	4	51
R41	4	5	3	4	4	4	5	4	4	4	4	5	4	54
R42	3	4	4	4	4	4	4	4	4	4	4	4	4	51
R43	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R44	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R45	3	4	4	4	4	4	4	4	4	4	3	5	4	51
R46	4	4	4	4	4	4	4	5	4	4	4	4	4	53
R47	4	4	4	4	5	5	5	5	4	5	5	5	5	60

R48	4	4	4	4	4	4	4	5	5	5	5	4	4	56
R49	4	4	4	4	5	5	4	4	5	4	4	5	4	56
R50	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R51	4	4	5	4	5	5	5	5	5	5	5	5	5	62
R52	5	5	4	4	5	4	5	5	4	3	3	5	3	55
R53	4	4	4	4	4	4	4	4	4	4	4	4	4	52
R54	4	5	4	4	4	4	4	5	4	4	4	4	4	54
R55	4	4	4	4	5	4	5	4	4	4	4	4	4	54
R56	4	4	4	4	4	4	4	4	4	4	4	4	4	52

RESP ONDE N	GC G1	GC G2	GC G3	GC G4	GC G5	GC G6	GC G7	GC G8	GC G9	GCG10	GCG11	GCG12	GCG13	GCG14	GCG15	GCG16	GCG17	GOOD CORPORATE GOVERNANCE
R1	5	4	4	4	5	5	4	4	4	5	5	5	5	5	4	4	4	76
R2	5	4	4	4	4	4	5	5	5	5	4	4	5	5	5	4	4	76
R3	4	2	4	4	4	4	4	4	5	5	5	4	4	4	4	4	4	69
R4	5	5	5	5	4	4	5	5	5	4	5	5	5	4	4	4	5	79
R5	5	4	4	5	4	4	4	4	4	4	4	4	5	5	5	4	4	73
R6	5	5	4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	83
R7	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R8	5	5	5	5	5	5	5	5	3	5	5	5	5	5	5	3	5	81
R9	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	4	83
R10	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R11	4	5	3	3	4	4	4	4	3	5	4	5	4	4	4	3	4	67
R12	4	4	4	5	4	4	4	5	4	5	4	5	4	4	4	4	4	72
R13	5	4	4	5	4	5	5	2	4	5	5	5	4	4	4	4	5	74
R14	5	3	3	3	4	5	5	5	3	3	4	3	3	3	3	4	3	62
R15	5	5	5	5	4	4	4	5	4	4	3	4	4	3	4	4	3	70
R16	4	4	4	4	5	3	4	4	4	5	5	4	5	5	4	4	4	72
R17	4	4	4	4	4	4	4	2	4	4	4	4	4	4	4	4	4	66
R18	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	67
R19	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	3	68
R20	5	5	5	5	5	4	4	5	5	5	5	5	5	5	5	5	5	83

R21	4	4	4	4	5	4	4	5	4	4	4	5	5	4	4	4	4	72
R22	4	4	4	4	4	4	4	5	4	5	5	5	5	5	5	5	5	77
R23	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	84
R24	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	85
R25	4	4	4	4	5	4	5	3	4	4	4	5	4	4	4	3	4	69
R26	4	5	5	4	5	5	4	4	4	4	5	4	5	4	5	4	4	75
R27	4	4	4	4	5	4	3	4	4	4	3	4	4	3	4	4	3	65
R28	5	4	2	4	4	4	4	4	3	4	2	4	4	4	4	4	3	63
R29	5	4	4	4	4	3	5	4	4	4	4	4	4	4	4	4	4	69
R30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R31	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	66
R32	3	4	4	5	4	4	4	3	5	4	5	5	4	4	4	4	3	69
R33	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R34	5	5	5	5	4	4	5	4	4	3	4	4	4	4	4	4	3	71
R35	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R36	5	4	4	4	5	5	4	3	4	4	4	5	5	5	4	4	3	72
R37	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R38	5	5	5	5	5	5	5	5	4	4	5	4	5	5	5	4	5	81
R39	5	2	2	3	5	4	4	4	3	4	2	4	3	4	3	4	3	59
R40	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R41	5	5	5	4	4	1	5	4	4	4	4	4	4	4	5	4	4	70
R42	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R43	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R44	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	3	3	67
R45	4	4	3	4	4	4	4	4	3	4	4	4	4	3	3	4	3	63

R46	4	4	4	3	4	4	4	4	4	5	4	5	4	4	4	3	4	68
R47	4	4	4	5	3	2	5	5	4	5	4	5	5	5	5	5	4	74
R48	5	4	2	4	4	4	4	4	4	4	4	4	4	4	5	5	2	67
R49	3	4	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	65
R50	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R51	5	5	4	4	4	4	4	4	4	4	4	4	5	5	4	5	5	74
R52	4	3	3	3	5	5	4	4	3	5	3	5	5	5	4	5	4	70
R53	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
R54	5	4	5	5	5	5	5	5	4	5	4	5	5	4	4	5	4	79
R55	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	69
R56	5	4	4	4	3	4	4	4	4	4	4	3	4	4	4	4	4	67

RESPONDEN	GKT 1	GKT 2	GKT 3	GKT 4	GKT 5	GKT 6	GKT 7	GKT 8	GKT 9	GKT 10	GKT 11	GAYA KEPEMIMPINAN TRANSFORMASIONAL
R1	4	4	4	4	4	4	4	4	4	4	4	44
R2	4	4	4	4	4	4	4	4	4	4	4	44
R3	5	2	4	5	5	4	4	5	4	4	2	44
R4	5	4	4	4	4	4	4	5	5	4	4	47
R5	4	4	4	4	4	4	4	4	4	4	4	44
R6	5	5	5	5	5	5	5	5	5	5	5	55
R7	4	2	4	2	2	3	3	3	3	4	3	33
R8	5	5	5	5	5	5	5	5	5	5	5	55
R9	5	4	5	5	5	5	5	5	5	5	5	54
R10	4	4	4	4	4	4	4	4	4	4	4	44
R11	4	5	5	5	5	5	5	5	5	5	4	53
R12	4	4	5	5	5	5	5	5	5	5	5	53
R13	5	5	5	4	5	4	5	5	4	4	4	50
R14	4	3	3	3	4	3	4	3	3	4	3	37
R15	4	4	4	5	4	4	5	4	3	4	4	45
R16	4	4	4	4	4	4	4	4	4	4	4	44
R17	4	4	4	4	4	4	4	4	4	4	4	44
R18	4	3	4	4	4	4	4	3	3	4	4	41
R19	4	4	4	4	4	4	4	4	4	4	4	44
R20	5	5	5	5	5	5	5	5	5	4	4	53
R21	4	4	4	5	4	5	4	4	5	4	5	48

R22	5	5	5	5	5	4	4	5	4	4	5	51
R23	5	5	5	5	5	5	5	5	5	5	5	55
R24	5	5	5	5	5	5	5	5	5	5	5	55
R25	4	5	5	5	5	5	5	5	5	5	5	54
R26	4	4	4	4	4	4	5	5	5	4	4	47
R27	3	3	4	3	4	4	3	2	4	4	4	38
R28	4	4	4	4	3	4	4	4	4	4	4	43
R29	5	4	5	5	5	5	4	5	4	5	4	51
R30	4	4	4	4	4	4	4	4	4	4	4	44
R31	4	4	4	4	4	4	4	4	4	4	4	44
R32	4	3	3	3	3	3	3	4	4	4	3	37
R33	4	4	4	4	4	4	4	4	4	4	4	44
R34	4	3	3	3	3	3	3	3	3	3	3	34
R35	4	4	4	4	4	4	4	4	4	4	4	44
R36	3	1	1	2	1	2	2	2	3	2	2	21
R37	4	4	4	4	4	4	4	4	4	4	4	44
R38	5	4	5	4	5	5	5	5	5	5	5	53
R39	3	3	4	4	4	3	4	3	3	4	4	39
R40	4	4	4	4	4	4	4	4	4	4	4	44
R41	5	5	5	5	5	4	5	4	4	4	4	50
R42	4	4	4	4	4	4	4	4	4	4	4	44
R43	4	4	4	4	4	4	4	4	4	4	4	44
R44	4	4	4	4	4	4	4	4	4	4	4	44
R45	4	4	4	3	3	4	4	4	4	4	4	42
R46	4	4	4	4	4	4	4	4	4	4	4	44

R47	4	4	4	4	4	4	4	4	4	4	4	44
R48	4	4	4	4	4	4	4	4	4	4	4	44
R49	4	4	4	4	4	4	4	4	4	4	4	44
R50	4	4	4	4	4	4	4	4	4	4	4	44
R51	4	4	4	4	4	4	5	4	4	4	4	45
R52	5	4	5	5	4	4	5	4	4	5	5	50
R53	4	4	4	4	4	4	4	4	4	4	4	44
R54	5	4	4	4	4	4	4	4	4	4	4	45
R55	4	4	4	4	4	4	4	4	4	4	4	44
R56	3	4	4	4	4	4	4	4	4	4	3	42

Hasil Uji Validitas Kinerja Karyawan

Correlations

		KINERJA KARYAWAN 1	KINERJA KARYAWAN 2	KINERJA KARYAWAN 3	KINERJA KARYAWAN 4	KINERJA KARYAWAN 5	KINERJA KARYAWAN 6	KINERJA KARYAWAN 7	KINERJA KARYAWAN 8	KINERJA KARYAWAN 9	KINERJA KARYAWAN
KINERJA KARYAWAN 1	Pearson Correlation	1	.814**	.427**	.076	.450**	.368**	.151	.300*	.324*	.638**
	Sig. (2-tailed)		.000	.001	.591	.001	.007	.280	.029	.018	.000
	N	53	53	53	53	53	53	53	53	53	53
KINERJA KARYAWAN 2	Pearson Correlation	.814**	1	.512**	.118	.505**	.411**	.244	.361**	.229	.685**
	Sig. (2-tailed)	.000		.000	.401	.000	.002	.079	.008	.100	.000
	N	53	53	53	53	53	53	53	53	53	53
KINERJA KARYAWAN 3	Pearson Correlation	.427**	.512**	1	.372**	.341*	.411**	.509**	.204	.302*	.685**
	Sig. (2-tailed)	.001	.000		.006	.013	.002	.000	.142	.028	.000
	N	53	53	53	53	53	53	53	53	53	53
KINERJA KARYAWAN 4	Pearson Correlation	.076	.118	.372**	1	.252	.252	.553**	.289*	.253	.568**
	Sig. (2-tailed)	.591	.401	.006		.069	.069	.000	.036	.067	.000
	N	53	53	53	53	53	53	53	53	53	53
KINERJA KARYAWAN 5	Pearson Correlation	.450**	.505**	.341*	.252	1	.651**	.558**	.420**	.263	.735**
	Sig. (2-tailed)	.001	.000	.013	.069		.000	.000	.002	.057	.000
	N	53	53	53	53	53	53	53	53	53	53
KINERJA KARYAWAN 6	Pearson Correlation	.368**	.411**	.411**	.252	.651**	1	.396**	.370**	.280*	.678**
	Sig. (2-tailed)	.007	.002	.002	.069	.000		.003	.006	.042	.000
	N	53	53	53	53	53	53	53	53	53	53
KINERJA KARYAWAN 7	Pearson Correlation	.151	.244	.509**	.553**	.558**	.396**	1	.343*	.211	.689**
	Sig. (2-tailed)	.280	.079	.000	.000	.000	.003		.012	.129	.000
	N	53	53	53	53	53	53	53	53	53	53
KINERJA KARYAWAN 8	Pearson Correlation	.300*	.361**	.204	.289*	.420**	.370**	.343*	1	.653**	.663**
	Sig. (2-tailed)	.029	.008	.142	.036	.002	.006	.012		.000	.000
	N	53	53	53	53	53	53	53	53	53	53
KINERJA KARYAWAN 9	Pearson Correlation	.324*	.229	.302*	.253	.263	.280*	.211	.653**	1	.596**
	Sig. (2-tailed)	.018	.100	.028	.067	.057	.042	.129	.000		.000
	N	53	53	53	53	53	53	53	53	53	53
KINERJA KARYAWAN	Pearson Correlation	.638**	.685**	.685**	.568**	.735**	.678**	.689**	.663**	.596**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	53	53	53	53	53	53	53	53	53	53

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

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

Uji Validitas Etos Kerja Islami

Correlations

		ETOS KERJA ISLAMI 1	ETOS KERJA ISLAMI 2	ETOS KERJA ISLAMI 3	ETOS KERJA ISLAMI 4	ETOS KERJA ISLAMI 5	ETOS KERJA ISLAMI 6	ETOS KERJA ISLAMI 7	ETOS KERJA ISLAMI 8	ETOS KERJA ISLAMI 9	ETOS KERJA ISLAMI 10	ETOS KERJA ISLAMI 11	ETOS KERJA ISLAMI 12	ETOS KERJA ISLAMI 13	ETOS KERJA ISLAMI
ETOS KERJA ISLAMI 1	Pearson Correlation	1	.568**	.317*	.441**	.433**	.287*	.478**	.265	.373**	.392**	.259	.420**	.278*	.594**
	Sig. (2-tailed)		.000	.021	.001	.001	.038	.000	.055	.006	.004	.061	.002	.044	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 2	Pearson Correlation	.568**	1	.306*	.633**	.575**	.276*	.679**	.301*	.358**	.319*	.217	.699**	.465**	.692**
	Sig. (2-tailed)	.000		.026	.000	.000	.046	.000	.028	.008	.020	.119	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 3	Pearson Correlation	.317*	.306*	1	.414**	.441**	.349*	.385**	.205	.537**	.404**	.461**	.204	.546**	.615**
	Sig. (2-tailed)	.021	.026		.002	.001	.010	.004	.141	.000	.003	.001	.144	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 4	Pearson Correlation	.441**	.633**	.414**	1	.703**	.444**	.716**	.481**	.496**	.532**	.535**	.512**	.620**	.826**
	Sig. (2-tailed)	.001	.000	.002		.000	.001	.000	.000	.000	.000	.000	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 5	Pearson Correlation	.433**	.575**	.441**	.703**	1	.493**	.811**	.498**	.522**	.344*	.261	.657**	.474**	.790**
	Sig. (2-tailed)	.001	.000	.001	.000		.000	.000	.000	.000	.012	.059	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 6	Pearson Correlation	.287*	.276*	.349*	.444**	.493**	1	.465**	.304*	.439**	.337*	.458**	.544**	.257	.641**
	Sig. (2-tailed)	.038	.046	.010	.001	.000		.000	.027	.001	.013	.001	.000	.063	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 7	Pearson Correlation	.478**	.679**	.385**	.716**	.811**	.465**	1	.523**	.506**	.394**	.356**	.699**	.388**	.810**
	Sig. (2-tailed)	.000	.000	.004	.000	.000	.000		.000	.000	.003	.009	.000	.004	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 8	Pearson Correlation	.265	.301*	.205	.481**	.498**	.304*	.523**	1	.520**	.419**	.258	.395**	.200	.595**
	Sig. (2-tailed)	.055	.028	.141	.000	.000	.027	.000		.000	.002	.062	.003	.151	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 9	Pearson Correlation	.373**	.358**	.537**	.496**	.522**	.439**	.506**	.520**	1	.619**	.575**	.505**	.442**	.766**
	Sig. (2-tailed)	.006	.008	.000	.000	.000	.001	.000	.000		.000	.000	.000	.001	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 10	Pearson Correlation	.392**	.319*	.404**	.532**	.344*	.337*	.394**	.419**	.619**	1	.593**	.402**	.612**	.706**
	Sig. (2-tailed)	.004	.020	.003	.000	.012	.013	.003	.002	.000		.000	.003	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 11	Pearson Correlation	.259	.217	.461**	.535**	.261	.458**	.356**	.258	.575**	.593**	1	.186	.515**	.639**
	Sig. (2-tailed)	.061	.119	.001	.000	.059	.001	.009	.062	.000	.000		.183	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 12	Pearson Correlation	.420**	.699**	.204	.512**	.657**	.544**	.699**	.395**	.505**	.402**	.186	1	.305*	.717**
	Sig. (2-tailed)	.002	.000	.144	.000	.000	.000	.000	.003	.000	.003	.183		.026	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI 13	Pearson Correlation	.278*	.465**	.546**	.620**	.474**	.257	.388**	.200	.442**	.612**	.515**	.305*	1	.672**
	Sig. (2-tailed)	.044	.000	.000	.000	.000	.063	.004	.151	.001	.000	.000	.026		.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53
ETOS KERJA ISLAMI	Pearson Correlation	.594**	.692**	.615**	.826**	.790**	.641**	.810**	.595**	.766**	.706**	.639**	.717**	.672**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53

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

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

Uji Validitas *Good Corporate Governance*

Correlations

		GOOD CORPORATE GOVERNANCE 1	GOOD CORPORATE GOVERNANCE 2	GOOD CORPORATE GOVERNANCE 3	GOOD CORPORATE GOVERNANCE 4	GOOD CORPORATE GOVERNANCE 5	GOOD CORPORATE GOVERNANCE 6	GOOD CORPORATE GOVERNANCE 7	GOOD CORPORATE GOVERNANCE 8	GOOD CORPORATE GOVERNANCE 9	GOOD CORPORATE GOVERNANCE 10	GOOD CORPORATE GOVERNANCE 11	GOOD CORPORATE GOVERNANCE 12	GOOD CORPORATE GOVERNANCE 13	GOOD CORPORATE GOVERNANCE 14	GOOD CORPORATE GOVERNANCE 15	GOOD CORPORATE GOVERNANCE 16	GOOD CORPORATE GOVERNANCE 17	GOOD CORPORATE GOVERNANCE
GOOD CORPORATE GOVERNANCE 1	Pearson Correlation	1	.281*	.124	.309*	.212	.318*	.483**	.319*	.040	.162	.049	.099	.314*	.331*	.309*	.331*	.162	.460**
	Sig. (2-tailed)		.041	.375	.024	.127	.020	.000	.020	.778	.248	.730	.480	.022	.016	.024	.016	.248	.001
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 2	Pearson Correlation	.281*	1	.609**	.488**	.150	.049	.246	.307*	.323*	.180	.425**	.311*	.540**	.296*	.627**	.131	.419**	.634**
	Sig. (2-tailed)	.041		.000	.000	.284	.727	.076	.025	.018	.197	.002	.024	.000	.031	.000	.351	.002	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 3	Pearson Correlation	.124	.609**	1	.558**	.241	.069	.352**	.309*	.596**	.254	.613**	.277*	.529**	.269	.516**	.096	.566**	.699**
	Sig. (2-tailed)	.375	.000		.000	.082	.621	.010	.025	.000	.066	.000	.044	.000	.052	.000	.493	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 4	Pearson Correlation	.309*	.488**	.558**	1	.185	.204	.296*	.254	.533**	.278*	.454**	.342*	.462**	.283*	.493**	.233	.283*	.658**
	Sig. (2-tailed)	.024	.000	.000		.186	.143	.032	.067	.000	.044	.001	.012	.001	.040	.000	.093	.040	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 5	Pearson Correlation	.212	.150	.241	.185	1	.409**	.135	.253	.115	.369**	.177	.492**	.521**	.446**	.288*	.232	.113	.506**
	Sig. (2-tailed)	.127	.284	.082	.186		.002	.334	.068	.412	.007	.205	.000	.000	.001	.036	.094	.419	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 6	Pearson Correlation	.318*	.049	.069	.204	.409**	1	.112	.164	.044	.284*	.234	.343*	.353**	.274*	.103	.223	.134	.430**
	Sig. (2-tailed)	.020	.727	.621	.143	.002		.423	.240	.755	.039	.091	.012	.009	.047	.462	.109	.340	.001
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 7	Pearson Correlation	.483**	.246	.352**	.296*	.135	.112	1	.172	.066	.103	.347*	.223	.160	.173	.197	.005	.366**	.423**
	Sig. (2-tailed)	.000	.076	.010	.032	.334	.423		.219	.639	.463	.011	.109	.253	.215	.157	.974	.007	.002
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 8	Pearson Correlation	.319*	.307*	.309*	.254	.253	.164	.172	1	.151	.229	.161	.142	.360**	.186	.323*	.339*	.230	.486**
	Sig. (2-tailed)	.020	.025	.025	.067	.068	.240	.219		.280	.099	.248	.309	.008	.183	.018	.013	.097	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 9	Pearson Correlation	.040	.323*	.596**	.533**	.115	.044	.066	.151	1	.269	.615**	.307*	.378**	.299*	.481**	.400**	.327*	.584**
	Sig. (2-tailed)	.778	.018	.000	.000	.412	.755	.639	.280		.052	.000	.026	.005	.030	.000	.003	.017	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 10	Pearson Correlation	.162	.180	.254	.278*	.369**	.284*	.103	.229	.269	1	.435**	.724**	.537**	.566**	.416**	.263	.460**	.622**
	Sig. (2-tailed)	.248	.197	.066	.044	.007	.039	.463	.099	.052		.001	.000	.000	.000	.002	.057	.001	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 11	Pearson Correlation	.049	.425**	.613**	.454**	.177	.234	.347*	.161	.615**	.435**	1	.379**	.546**	.463**	.528**	.171	.565**	.709**
	Sig. (2-tailed)	.730	.002	.000	.001	.205	.091	.011	.248	.000	.001		.005	.000	.000	.000	.221	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 12	Pearson Correlation	.099	.311*	.277*	.342*	.492**	.343*	.223	.142	.307*	.724**	.379**	1	.577**	.492**	.353**	.159	.370**	.628**
	Sig. (2-tailed)	.480	.024	.044	.012	.000	.012	.109	.309	.026	.000	.005		.000	.000	.009	.254	.006	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 13	Pearson Correlation	.314*	.540**	.529**	.462**	.521**	.353**	.160	.360**	.378**	.537**	.546**	.577**	1	.754**	.649**	.437**	.532**	.840**
	Sig. (2-tailed)	.022	.000	.000	.001	.000	.009	.253	.008	.005	.000	.000	.000		.000	.000	.001	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 14	Pearson Correlation	.331*	.296*	.269	.283*	.446**	.274*	.173	.186	.299*	.566**	.463**	.492**	.754**	1	.617**	.386**	.526**	.703**
	Sig. (2-tailed)	.016	.031	.052	.040	.001	.047	.215	.183	.030	.000	.000	.000	.000		.000	.004	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 15	Pearson Correlation	.309*	.627**	.516**	.493**	.288*	.103	.197	.323*	.481**	.416**	.528**	.353**	.649**	.617**	1	.368**	.428**	.745**
	Sig. (2-tailed)	.024	.000	.000	.000	.036	.462	.157	.018	.000	.002	.000	.009	.000	.000		.007	.001	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 16	Pearson Correlation	.331*	.131	.096	.233	.232	.223	.005	.339*	.400**	.263	.171	.159	.437**	.386**	.368**	1	.180	.470**
	Sig. (2-tailed)	.016	.351	.493	.093	.094	.109	.974	.013	.003	.057	.221	.254	.001	.004	.007		.196	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE 17	Pearson Correlation	.162	.419**	.566**	.283*	.113	.134	.366**	.230	.327*	.460**	.565**	.370**	.532**	.526**	.428**	.180	1	.657**
	Sig. (2-tailed)	.248	.002	.000	.040	.419	.340	.007	.097	.017	.001	.000	.006	.000	.000	.001	.196		.000
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53
GOOD CORPORATE GOVERNANCE	Pearson Correlation	.460**	.634**	.699**	.658**	.506**	.430**	.423**	.486**	.584**	.622**	.709**	.628**	.840**	.703**	.745**	.470**	.657**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.001	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53	53

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

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

Uji Validitas Gaya Kepemimpinan Transformasional

Correlations

		GAYA KEPEMIMPINAN TRANSFORMASIONAL 1	GAYA KEPEMIMPINAN TRANSFORMASIONAL 2	GAYA KEPEMIMPINAN TRANSFORMASIONAL 3	GAYA KEPEMIMPINAN TRANSFORMASIONAL 4	GAYA KEPEMIMPINAN TRANSFORMASIONAL 5	GAYA KEPEMIMPINAN TRANSFORMASIONAL 6	GAYA KEPEMIMPINAN TRANSFORMASIONAL 7	GAYA KEPEMIMPINAN TRANSFORMASIONAL 8	GAYA KEPEMIMPINAN TRANSFORMASIONAL 9	GAYA KEPEMIMPINAN TRANSFORMASIONAL 10	GAYA KEPEMIMPINAN TRANSFORMASIONAL 11	GAYA KEPEMIMPINAN TRANSFORMASIONAL
GAYA KEPEMIMPINAN TRANSFORMASIONAL 1	Pearson Correlation	1	.494**	.644**	.583**	.604**	.543**	.576**	.725**	.492**	.542**	.429**	.706**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 2	Pearson Correlation	.494**	1	.770**	.694**	.719**	.734**	.755**	.694**	.635**	.595**	.745**	.851**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 3	Pearson Correlation	.644**	.770**	1	.767**	.842**	.828**	.802**	.727**	.607**	.849**	.743**	.921**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 4	Pearson Correlation	.583**	.694**	.767**	1	.843**	.795**	.778**	.739**	.588**	.665**	.629**	.873**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 5	Pearson Correlation	.604**	.719**	.842**	.843**	1	.797**	.783**	.738**	.604**	.736**	.595**	.892**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 6	Pearson Correlation	.543**	.734**	.828**	.795**	.797**	1	.737**	.751**	.814**	.805**	.746**	.915**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 7	Pearson Correlation	.576**	.755**	.802**	.778**	.783**	.737**	1	.736**	.597**	.726**	.661**	.877**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 8	Pearson Correlation	.725**	.694**	.727**	.739**	.738**	.751**	.736**	1	.770**	.665**	.507**	.864**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 9	Pearson Correlation	.492**	.635**	.607**	.588**	.604**	.814**	.597**	.770**	1	.629**	.620**	.784**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 10	Pearson Correlation	.542**	.595**	.849**	.665**	.736**	.805**	.726**	.665**	.629**	1	.712**	.841**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 11	Pearson Correlation	.429**	.745**	.743**	.629**	.595**	.746**	.661**	.507**	.620**	.712**	1	.792**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	53	53	53	53	53	53	53	53	53	53	53	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL	Pearson Correlation	.706**	.851**	.921**	.873**	.892**	.915**	.877**	.864**	.784**	.841**	.792**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	53	53	53	53	53	53	53	53	53	53	53	53

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

Hasil Uji Reliabilitas Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	53	100.0
	Excluded[a]	0	.0
	Total	53	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.832	9

Item Statistics

	Mean	Std. Deviation	N
KINERJA KARYAWAN 1	4.32	.510	53
KINERJA KARYAWAN 2	4.26	.486	53
KINERJA KARYAWAN 3	4.26	.486	53
KINERJA KARYAWAN 4	3.87	.621	53
KINERJA KARYAWAN 5	4.13	.482	53
KINERJA KARYAWAN 6	4.09	.450	53
KINERJA KARYAWAN 7	4.09	.597	53
KINERJA KARYAWAN 8	4.53	.504	53
KINERJA KARYAWAN 9	4.49	.541	53

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KINERJA KARYAWAN 1	33.74	7.698	.523	.817
KINERJA KARYAWAN 2	33.79	7.629	.586	.810
KINERJA KARYAWAN 3	33.79	7.629	.586	.810
KINERJA KARYAWAN 4	34.19	7.656	.406	.834
KINERJA KARYAWAN 5	33.92	7.494	.649	.803
KINERJA KARYAWAN 6	33.96	7.768	.586	.811
KINERJA KARYAWAN 7	33.96	7.268	.564	.812
KINERJA KARYAWAN 8	33.53	7.639	.555	.813
KINERJA KARYAWAN 9	33.57	7.750	.463	.824

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
38.06	9.439	3.072	9

Hasil Uji Reliabilitas Etos Kerja Islami

Case Processing Summary

		N	%
Cases	Valid	53	100.0
	Excluded^a	0	.0
	Total	53	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.910	13

Item Statistics

	Mean	Std. Deviation	N
ETOS KERJA ISLAMI 1	4.13	.440	53
ETOS KERJA ISLAMI 2	4.38	.489	53
ETOS KERJA ISLAMI 3	4.06	.497	53
ETOS KERJA ISLAMI 4	4.32	.471	53
ETOS KERJA ISLAMI 5	4.43	.500	53
ETOS KERJA ISLAMI 6	4.13	.621	53
ETOS KERJA ISLAMI 7	4.38	.489	53
ETOS KERJA ISLAMI 8	4.40	.531	53
ETOS KERJA ISLAMI 9	4.21	.532	53
ETOS KERJA ISLAMI 10	4.19	.521	53
ETOS KERJA ISLAMI 11	4.09	.564	53
ETOS KERJA ISLAMI 12	4.45	.503	53
ETOS KERJA ISLAMI 13	4.25	.515	53

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ETOS KERJA ISLAMI 1	51.28	19.322	.527	.907
ETOS KERJA ISLAMI 2	51.04	18.652	.630	.903
ETOS KERJA ISLAMI 3	51.36	18.965	.542	.907
ETOS KERJA ISLAMI 4	51.09	18.164	.789	.897
ETOS KERJA ISLAMI 5	50.98	18.134	.744	.898
ETOS KERJA ISLAMI 6	51.28	18.245	.551	.908
ETOS KERJA ISLAMI 7	51.04	18.114	.769	.898
ETOS KERJA ISLAMI 8	51.02	18.903	.513	.908
ETOS KERJA ISLAMI 9	51.21	18.052	.712	.899
ETOS KERJA ISLAMI 10	51.23	18.409	.643	.903
ETOS KERJA ISLAMI 11	51.32	18.530	.558	.906
ETOS KERJA ISLAMI 12	50.96	18.460	.658	.902
ETOS KERJA ISLAMI 13	51.17	18.605	.604	.904

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
55.42	21.555	4.643	13

Hasil Uji Reliabilitas *Good Corporate Governance*

Case Processing Summary

		N	%
Cases	Valid	53	100.0
	Excluded[a]	0	.0
	Total	53	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.888	17

Item Statistics

	Mean	Std. Deviation	N
GOOD CORPORATE GOVERNANCE 1	4.38	.562	53
GOOD CORPORATE GOVERNANCE 2	4.13	.652	53
GOOD CORPORATE GOVERNANCE 3	4.02	.720	53
GOOD CORPORATE GOVERNANCE 4	4.15	.662	53
GOOD CORPORATE GOVERNANCE 5	4.34	.517	53
GOOD CORPORATE GOVERNANCE 6	4.11	.725	53
GOOD CORPORATE GOVERNANCE 7	4.19	.441	53
GOOD CORPORATE GOVERNANCE 8	4.13	.680	53
GOOD CORPORATE GOVERNANCE 9	4.02	.537	53
GOOD CORPORATE GOVERNANCE 10	4.28	.495	53
GOOD CORPORATE GOVERNANCE 11	4.15	.690	53
GOOD CORPORATE GOVERNANCE 12	4.32	.547	53
GOOD CORPORATE GOVERNANCE 13	4.30	.540	53
GOOD CORPORATE GOVERNANCE 14	4.17	.580	53
GOOD CORPORATE GOVERNANCE 15	4.17	.509	53
GOOD CORPORATE GOVERNANCE 16	4.09	.529	53
GOOD CORPORATE GOVERNANCE 17	3.94	.663	53

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
GOOD CORPORATE GOVERNANCE 1	66.53	34.139	.383	.887
GOOD CORPORATE GOVERNANCE 2	66.77	32.371	.563	.881
GOOD CORPORATE GOVERNANCE 3	66.89	31.372	.630	.878
GOOD CORPORATE GOVERNANCE 4	66.75	32.112	.589	.880
GOOD CORPORATE GOVERNANCE 5	66.57	34.058	.439	.885
GOOD CORPORATE GOVERNANCE 6	66.79	33.706	.326	.891
GOOD CORPORATE GOVERNANCE 7	66.72	34.899	.360	.887
GOOD CORPORATE GOVERNANCE 8	66.77	33.409	.394	.888
GOOD CORPORATE GOVERNANCE 9	66.89	33.448	.521	.883
GOOD CORPORATE GOVERNANCE 10	66.62	33.470	.568	.881
GOOD CORPORATE GOVERNANCE 11	66.75	31.496	.645	.878
GOOD CORPORATE GOVERNANCE 12	66.58	33.094	.569	.881
GOOD CORPORATE GOVERNANCE 13	66.60	31.744	.811	.873
GOOD CORPORATE GOVERNANCE 14	66.74	32.352	.650	.878
GOOD CORPORATE GOVERNANCE 15	66.74	32.621	.704	.877
GOOD CORPORATE GOVERNANCE 16	66.81	34.233	.398	.886
GOOD CORPORATE GOVERNANCE 17	66.96	32.114	.588	.880

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
70.91	36.972	6.080	17

Hasil Uji Reliabilitas Gaya Kepemimpinan Transformasional

Case Processing Summary

		N	%
Cases	Valid	53	100.0
	Excluded[a]	0	.0
	Total	53	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.959	11

Item Statistics

	Mean	Std. Deviation	N
GAYA KEPEMIMPINAN TRANSFORMASIONAL 1	4.21	.567	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 2	3.96	.784	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 3	4.19	.681	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 4	4.15	.718	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 5	4.13	.761	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 6	4.11	.610	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 7	4.21	.631	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 8	4.15	.718	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 9	4.13	.590	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 10	4.17	.509	53
GAYA KEPEMIMPINAN TRANSFORMASIONAL 11	4.06	.663	53

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
GAYA KEPEMIMPINAN TRANSFORMASIONAL 1	41.26	33.160	.654	.960
GAYA KEPEMIMPINAN TRANSFORMASIONAL 2	41.51	30.178	.809	.956
GAYA KEPEMIMPINAN TRANSFORMASIONAL 3	41.28	30.515	.901	.952
GAYA KEPEMIMPINAN TRANSFORMASIONAL 4	41.32	30.568	.840	.955
GAYA KEPEMIMPINAN TRANSFORMASIONAL 5	41.34	29.998	.862	.954
GAYA KEPEMIMPINAN TRANSFORMASIONAL 6	41.36	31.273	.896	.953
GAYA KEPEMIMPINAN TRANSFORMASIONAL 7	41.26	31.352	.849	.954
GAYA KEPEMIMPINAN TRANSFORMASIONAL 8	41.32	30.645	.830	.955
GAYA KEPEMIMPINAN TRANSFORMASIONAL 9	41.34	32.421	.743	.958
GAYA KEPEMIMPINAN TRANSFORMASIONAL 10	41.30	32.753	.814	.956
GAYA KEPEMIMPINAN TRANSFORMASIONAL 11	41.42	31.747	.746	.958

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
45.47	37.754	6.144	11

Hasil Uji Regresi Berganda

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	GAYA KEPEMIMPIN AN TRANSFORM ASIONAL, ETOS KERJA ISLAMI, GOOD CORPORATE GOVERNANC E[b]	.	Enter

a. Dependent Variable: KINERJA KARYAWAN

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.849[a]	.721	.704	1.673	1.596

a. Predictors: (Constant), GAYA KEPEMIMPINAN TRANSFORMASIONAL, ETOS KERJA ISLAMI, GOOD CORPORATE GOVERNANCE

b. Dependent Variable: KINERJA KARYAWAN

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	353.701	3	117.900	42.129	.000[b]
	Residual	137.129	49	2.799		
	Total	490.830	52			

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), GAYA KEPEMIMPINAN TRANSFORMASIONAL, ETOS KERJA ISLAMI, GOOD CORPORATE GOVERNANCE

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.090	2.958		1.721	.092		
	ETOS KERJA ISLAMI	.388	.074	.587	5.247	.000	.456	2.192
	GOOD CORPORATE GOVERNANCE	.155	.064	.308	2.441	.018	.359	2.787
	GAYA KEPEMIMPINAN TRANSFORMASIONAL	.010	.046	.019	.205	.839	.661	1.514

a. Dependent Variable: KINERJA KARYAWAN

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	ETOS KERJA ISLAMI	GOOD CORPORATE GOVERNANC E	GAYA KEPEMIMPIN AN TRANSFORM ASIONAL
1	1	3.984	1.000	.00	.00	.00	.00
	2	.010	19.789	.10	.03	.00	.82
	3	.004	31.971	.90	.19	.11	.05
	4	.002	49.144	.00	.78	.89	.13

a. Dependent Variable: KINERJA KARYAWAN

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		53
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.62391375
Most Extreme Differences	Absolute	.111
	Positive	.111
	Negative	-.084
Test Statistic		.111
Asymp. Sig. (2-tailed)		.098[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Hasil Uji Multikolinearitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.090	2.958		1.721	.092		
	ETOS KERJA ISLAMI	.388	.074	.587	5.247	.000	.456	2.192
	GOOD CORPORATE GOVERNANCE	.155	.064	.308	2.441	.018	.359	2.787
	GAYA KEPEMIMPINAN TRANSFORMASIONAL	.010	.046	.019	.205	.839	.661	1.514

a. Dependent Variable: KINERJA KARYAWAN

Hasil Uji Heteroskedastisitas

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	GAYA KEPEMIMPINAN TRANSFORMASIONAL, ETOS KERJA ISLAMI, GOOD CORPORATE GOVERNANCE[b]	.	Enter

a. Dependent Variable: ABS_RES

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.102[a]	.010	-.050	1.04404	2.237

a. Predictors: (Constant), GAYA KEPEMIMPINAN TRANSFORMASIONAL, ETOS KERJA ISLAMI, GOOD CORPORATE GOVERNANCE

b. Dependent Variable: ABS_RES

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.566	3	.189	.173	.914[b]
	Residual	53.411	49	1.090		
	Total	53.977	52			

a. Dependent Variable: ABS_RES

b. Predictors: (Constant), GAYA KEPEMIMPINAN TRANSFORMASIONAL, ETOS KERJA ISLAMI, GOOD CORPORATE GOVERNANCE

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	-.067	1.846		-.037	.971		
	ETOS KERJA ISLAMI	.016	.046	.073	.346	.731	.456	2.192
	GOOD CORPORATE GOVERNANCE	.005	.040	.030	.129	.898	.359	2.787
	GAYA KEPEMIMPINAN TRANSFORMASIONAL	.002	.029	.010	.056	.956	.661	1.514

a. Dependent Variable: ABS_RES

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Constant)	ETOS KERJA ISLAMI	GOOD CORPORATE GOVERNANCE	GAYA KEPEMIMPINAN TRANSFORMASIONAL
1	1	3.984	1.000	.00	.00	.00	.00
	2	.010	19.789	.10	.03	.00	.82
	3	.004	31.971	.90	.19	.11	.05
	4	.002	49.144	.00	.78	.89	.13

a. Dependent Variable: ABS_RES

Hasil Uji Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KINERJA KARYAWAN	53	32	45	38.06	3.072
ETOS KERJA ISLAMI	53	47	65	55.42	4.643
GOOD CORPORATE GOVERNANCE	53	59	85	70.91	6.080
GAYA KEPEMIMPINAN TRANSFORMASIONAL	53	21	55	45.47	6.144
Valid N (listwise)	53				

Hasil Uji Koefisien Determinasi

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.849[a]	.721	.704	1.673	1.596

a. Predictors: (Constant), GAYA KEPEMIMPINAN TRANSFORMASIONAL, ETOS KERJA ISLAMI, GOOD CORPORATE GOVERNANCE

b. Dependent Variable: KINERJA KARYAWAN

Hasil Uji F

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	353.701	3	117.900	42.129	.000[b]
	Residual	137.129	49	2.799		
	Total	490.830	52			

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), GAYA KEPEMIMPINAN TRANSFORMASIONAL, ETOS KERJA ISLAMI, GOOD CORPORATE GOVERNANCE

Hasil Uji t

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.090	2.958		1.721	.092		
	ETOS KERJA ISLAMI	.388	.074	.587	5.247	.000	.456	2.192
	GOOD CORPORATE GOVERNANCE	.155	.064	.308	2.441	.018	.359	2.787
	GAYA KEPEMIMPINAN TRANSFORMASIONAL	.010	.046	.019	.205	.839	.661	1.514

a. Dependent Variable: KINERJA KARYAWAN