

Lampiran 3: Surat Izin Penelitian



Nomor : 010/Sk.1 / HCGA/HC / 0 / BJTI - 2019
Klasifikasi : Biasa
Lampiran : -
Perihal : **Ijin Penelitian**

Surabaya, **21 FEB 2019**

Kepada

Yth. Kabag Tata Usaha
Fakultas Ekonomi
Universitas Negeri Surabaya
Di
Surabaya

1. Menunjuk surat dari Universitas Negeri Surabaya nomor : B/6712/JN38 7.1/PP.11.01/2019 tanggal 8 Februari 2019 perihal Ijin Penelitian atas nama **Abd. Rahman Andriyanto** dengan ini dapat diinformasikan bahwa PT Berlian Jasa Terminal Indonesia pada prinsipnya tidak keberatan untuk menerima pelaksanaan Penelitian dimaksud, namun tetap menjaga kerahasiaan data – data perusahaan.
2. Sehubungan butir 1 (satu) tersebut di atas, agar dapatnya disampaikan kepada yang bersangkutan untuk menghubungi Dinas Human Capital PT Berlian Jasa Terminal Indonesia untuk pelaksanaan kegiatan penelitian dimaksud.
3. Demikian kami sampaikan, atas perhatiannya diucapkan terima kasih.

HC & GA VICE PRESIDENT



SATRIONO

Lampiran 4 : Wawancara 2

Perusahaan : PT Berlian Jasa Terminal Indonesia (BJTI Port)
Surabaya
Alamat : Jl. Perak Barat No. 379, Surabaya.
Telepon : 031 - 3291596
Narasumber : Ibu Mega
Jabatan : Supervisor Pengelolaan Human Capital
Hari : Selasa, 19 Maret 2019

1. Apa tugas dan tanggung jawab ibu sebagai atasan ?
Jawab: Sesuai dengan Keputusan Direksi PT Berlian Jasa Terminal Indonesia secara garis besar saya bertanggung jawab untuk kelancaran sistem organisasi dari absen,lebur, Task dan berkaitan dengan Human Capital
2. Berapa total karyawan yang menjadi bawahan ibu saat ini?
Jawab: bawahan saya ada 4 karyawan
3. Apabila bawahan mendapatkan kesulitan atau permasalahan dalam pekerjaannya apakah ibu bersedia untuk membantu memecahkan masalah tersebut?
Jawab: Ya, tentu. Saya dengan senang hati dan selalu meluangkan waktu untuk mendengarkan permasalahan yang mereka hadapi dan membantu mencari solusinya.
4. Adakah bentuk Leader Member Exchange pada hubungan Bapak dengan bawahan Bapak?
Jawab: Saya membiasakan untuk selalu berkomunikasi dengan baik dengan bawahan saya. Dan saya selalu mendukung mereka agar dapat bekerja dengan baik. Selain Hubungan saya dengan bawahan saya seperti hubungan pertemanan jadi bawahan saya tidak sungkan jika bercerita mengenai permasalahan pekerjaan
5. Apakah Bapak merasa adanya Leader Member Exchange (LMX) dan terhadap bawahan akan

meningkatkan kinerja dan kepuasan kerja bawahan, Bapak?

Jawab: Tentu akan meningkatkan kinerja dan kepuasan kerja.

Wawancara 3

Perusahaan : PT Berlian Jasa Terminal Indonesia (BJTI Port)
Surabaya

Alamat : Jl. Perak Barat No. 379, Surabaya.

Telepon : 031 - 3291596

Narasumber : Bapak Rudi

Jabatan : Karyawan oprator HMC

Hari : Rabu, 15 Mei 2019

1. apa tugas dan tanggung jawab bapak bekerja di PT Berlian Jasa Terminal Indonesia:

Jawab :

Tugas saya menjalankan mesin operator HMC (*Harbour Mobile Crane*)

2. Apakah hubungan yang terjalin sesama rekan kerja ataupun dengan atasan sudah berjalan dengan baik ?

Jawab:

Masih ada baik buruknya, namun itu hal wajar dan menjadi tantangan untuk dihadapi bukan malah kita hindari.

3. menurut bapak bagaimana tanggapan atasan bapak jika bapak mengalami kesulitan dalam melaksanakan tugas?

Atasan saya cukup baik ketika saya mendapatkan kesulitan maka atasan saya membantu seperti contohnya terjadi kendala mesin oprasional maka atasan saya akan terjun langsung kelapangan untuk melihat situasi dan

segera memanggil bagian teknisi untuk segera memeriksa kondisi

4. Menurut anda apakah atasan sering memotivasi anda dalam hal pekerjaan:

Jawab : Menurut Saya atasan saya cukup memotivasi dengan terus memberikan bimbingan.

5. Apakah anda puas dengan penghasilan saat ini:

Jawab: ya saya puas karna gaji yang saya terima sudah di atas Upah Minimum Regional (UMR) dan upah lebur disini juga cukup

6. Apakah perusahaan memberikan kesempatan pada Bapak untuk berpartisipasi atau terlibat dalam pengambilan keputusan baik secara langsung maupun tidak langsung ?

Jawab:Terkait hal itu, dalam lingkup kerja unit iya, iya dalam artian bisa ikut berpartisipasi secara langsung.

Lampiran 5 : Ijin Dari Penyusunan Alat Indikator Kepuasan Kerja

n/mail/u/2/#inbox/QgrclHrttjvhdnTHzZKjRjQZIZqjcxqkBV

Telusuri email

51 dari 109

TO: Fred Luthans, Ph.D., FROM: NURIL FITRIANA INDANA ZULFA Kotak Masuk x

nuril zulfa <nurilzulfa@mhs.unesa.ac.id> 14 Mei 2019 11.42 ☆ ↶ ⋮
kepada fluthans1 ▾

Good morning, introduce me to Nuril Futiana from Surabaya University of Indonesia students who want to ask permission to quote your journal Fred Luthans, Ph.D., entitled Organizational Behavior in 2011. And if permitted, can I ask for a measurement of quisioner indicators of job satisfaction for the research that I made.

thank you

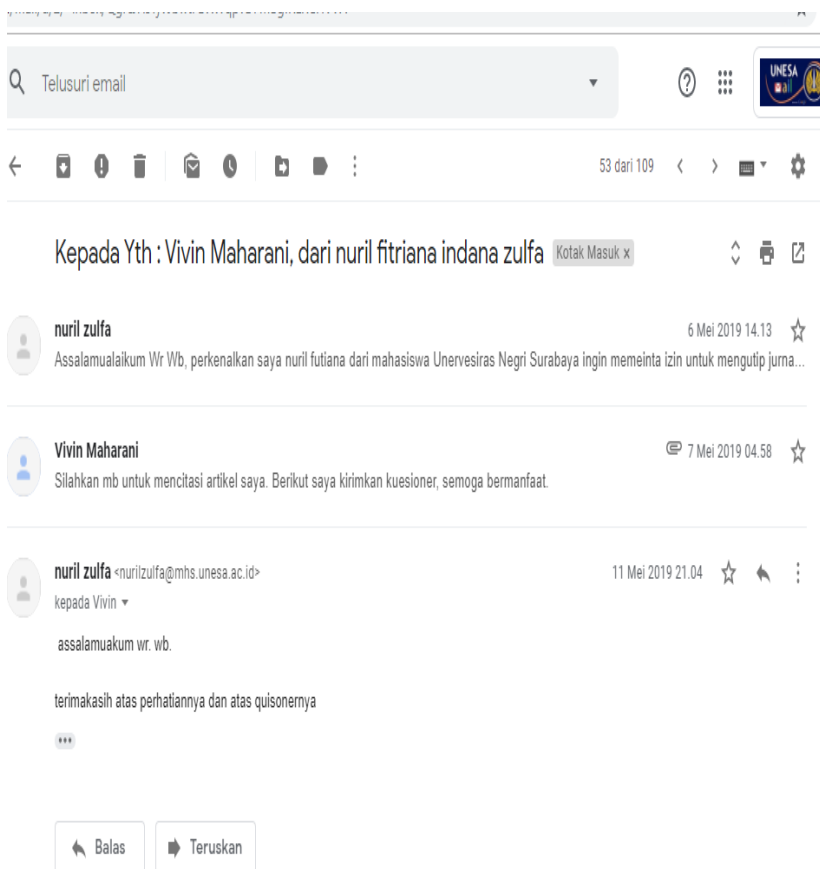
Fred Luthans 14 Mei 2019 23.33 ☆
You can quote from my book with proper citation. I do not have a questionnaire of job satisfaction. Professor Luthans

nuril zulfa <nurilzulfa@mhs.unesa.ac.id> 15 Mei 2019 06.49 ☆ ↶ ⋮
kepada Fred ▾

thank you, I'm glad you replied to my email

...

Lampiran 6: Ijin Dari Pengambilan Indikator dan Kuisioner



Search: Telusuri email

53 dari 109

Kepada Yth : Vivin Maharani, dari nuril fitriana indana zulfa Kotak Masuk x

nuril zulfa 6 Mei 2019 14:13 ☆
Assalamualaikum Wr Wb, perkenalkan saya nuril futiana dari mahasiswa UNervesiras Negri Surabaya ingin memeinta izin untuk mengutip jurna...

Vivin Maharani 7 Mei 2019 04:58 ☆
Silahkan mb untuk mencitasi artikel saya. Berikut saya kirimkan kuesioner, semoga bermanfaat.

nuril zulfa <nurizulfa@mhs.unesa.ac.id> 11 Mei 2019 21:04 ☆ ↶ ⋮
kepada Vivin ▾
assalamuakum wr. wb.
terimakasih atas perhatiannya dan atas quisionernya
⋮

↶ Balas ➤ Teruskan

Lampiran 7 : Table Deskriptif dan Frekuensi Karakteristik Responden

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-29	42	26.9	26.9	26.9
	30-39	81	51.9	51.9	78.8
	40-49	26	16.7	16.7	95.5
	50-59	7	4.5	4.5	100.0
	Total	156	100.0	100.0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki- laki	127	81.4	81.4	81.4
	perempuan	29	18.6	18.6	100.0
	Total	156	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	32	20.5	20.5	20.5
	D3	17	10.9	10.9	31.4
	S1	98	62.8	62.8	94.2
	S2	9	5.8	5.8	100.0
	Total	156	100.0	100.0	

Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Menikah	123	78.8	78.8	78.8
	Belum Menikah	33	21.2	21.2	100.0
	Total	156	100.0	100.0	

Jabatan Departemen

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Operations	75	48.1	48.1	48.1
Facilities	13	8.3	8.3	56.4
Corporate Planning	7	4.5	4.5	60.9
Finance and Development of Subsidiaries	19	12.2	12.2	73.1
HC & GA	16	10.3	10.3	83.3
Procurement	6	3.8	3.8	87.2
HSSE	6	3.8	3.8	91.0
Corporate Secretary	10	6.4	6.4	97.4
Head of Internal Audit	4	2.6	2.6	100.0
Total	156	100.0	100.0	

LAMPIRAN 8 : Tabulasi Data Leader Member Exchange

NOMER RESPONDEN	LMX1.1	LMX1.2	LMX1	TOTAL	LMX2.1	LMX2.2	LMX2.3	LMX2	TOTAL	LMX3.1	LMX3.2	LMX3	TOTAL
1	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
2	2	2	2.00	4	3	3	3	3.00	9	2	2	2.00	4
3	3	3	3.00	6	3	3	3	3.00	9	4	4	4.00	8
4	2	2	2.00	4	3	3	3	3.00	9	4	4	4.00	8
5	4	4	4.00	8	4	4	4	4.00	12	4	3	3.50	7
6	3	1	2.00	4	2	3	2	2.33	7	4	3	3.50	7
7	2	4	3.00	6	4	4	4	4.00	12	4	2	3.00	6
8	1	1	1.00	2	2	2	2	2.00	6	1	1	1.00	2
9	2	2	2.00	4	4	3	3	3.33	10	2	2	2.00	4
10	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
11	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
12	1	1	1.00	2	2	2	2	2.00	6	3	3	3.00	6
13	4	4	4.00	8	4	4	4	4.00	12	1	1	1.00	2
14	4	4	4.00	8	3	3	4	3.33	10	4	4	4.00	8
15	4	4	4.00	8	3	3	3	3.00	9	4	4	4.00	8
16	2	2	2.00	4	3	4	3	3.33	10	2	2	2.00	4
17	3	3	3.00	6	3	3	3	3.00	9	4	3	3.50	7
18	4	4	4.00	8	5	5	5	5.00	15	4	4	4.00	8
19	2	2	2.00	4	4	4	4	4.00	12	2	2	2.00	4
20	5	5	5.00	10	5	5	5	5.00	15	5	5	5.00	10
21	4	4	4.00	8	3	3	3	3.00	9	3	3	3.00	6
22	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
23	3	3	3.00	6	3	3	3	3.00	9	4	4	4.00	8
24	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
25	1	1	1.00	2	4	4	2	3.33	10	1	1	1.00	2

25	1	1	1.00	2	4	4	2	3.33	10	1	1	1.00	2
26	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
27	2	2	2.00	4	3	3	1	2.33	7	3	3	3.00	6
28	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
29	4	4	4.00	8	3	3	3	3.00	9	3	3	3.00	6
30	1	3	2.00	4	2	2	2	2.00	6	2	2	2.00	4
31	2	2	2.00	4	2	2	2	2.00	6	4	4	4.00	8
32	3	3	3.00	6	4	4	4	4.00	12	4	4	4.00	8
33	2	2	2.00	4	3	3	3	3.00	9	4	2	3.00	6
34	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
35	2	2	2.00	4	4	4	2	3.33	10	2	2	2.00	4
36	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
37	2	2	2.00	4	5	5	2	4.00	12	2	4	3.00	6
38	3	3	3.00	6	4	4	4	4.00	12	3	4	3.50	7
39	4	4	4.00	8	2	3	3	2.67	8	4	4	4.00	8
40	4	4	4.00	8	4	4	4	4.00	12	5	5	5.00	10
41	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
42	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
43	3	3	3.00	6	3	3	3	3.00	9	2	4	3.00	6
44	3	3	3.00	6	3	2	3	2.67	8	3	2	2.50	5
45	3	3	3.00	6	2	3	2	2.33	7	4	4	4.00	8
46	2	2	2.00	4	2	3	2	2.33	7	3	3	3.00	6
47	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
48	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
49	4	4	4.00	8	3	3	3	3.00	9	4	4	4.00	8

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51	2	2	2.00	4	2	3	3	2.67	8	2	2	2.00	4
52	4	4	4.00	8	4	4	4	4.00	12	3	3	3.00	6
53	3	3	3.00	6	3	3	3	3.00	9	4	4	4.00	8
54	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
55	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
56	2	2	2.00	4	2	2	2	2.00	6	2	2	2.00	4
57	4	4	4.00	8	3	3	3	3.00	9	3	4	3.50	7
58	3	3	3.00	6	5	5	4	4.67	14	4	2	3.00	6
59	2	4	3.00	6	3	3	3	3.00	9	3	3	3.00	6
60	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
61	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
62	2	2	2.00	4	3	3	4	3.33	10	3	3	3.00	6
63	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
64	2	2	2.00	4	2	2	3	2.33	7	2	2	2.00	4
65	3	3	3.00	6	4	4	3	3.67	11	4	3	3.50	7
66	3	3	3.00	6	4	3	4	3.67	11	3	3	3.00	6
67	1	1	1.00	2	2	3	4	3.00	9	1	1	1.00	2
68	1	2	1.50	3	1	2	2	1.67	5	2	1	1.50	3
69	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
70	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
71	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
72	1	1	1.00	2	2	4	2	2.67	8	2	2	2.00	4
73	4	2	3.00	6	3	3	3	3.00	9	3	3	3.00	6
74	2	2	2.00	4	2	2	2	2.00	6	3	2	2.50	5
75	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6

76		3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
77		3	3	3.00	6	4	4	3	3.67	11	3	3	3.00	6
78		3	1	2.00	4	2	2	2	2.00	6	1	1	1.00	2
79		3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
80		3	3	3.00	6	4	4	4	4.00	12	3	3	3.00	6
81		3	3	3.00	6	2	3	3	2.67	8	2	3	2.50	5
82		4	4	4.00	8	3	4	4	3.67	11	3	3	3.00	6
83		4	4	4.00	8	3	3	3	3.00	9	4	4	4.00	8
84		3	3	3.00	6	4	4	4	4.00	12	4	3	3.50	7
85		4	5	4.50	9	4	4	4	4.00	12	5	3	4.00	8
86		3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
87		3	2	2.50	5	3	3	3	3.00	9	3	2	2.50	5
88		3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
89		2	3	2.50	5	1	2	2	1.67	5	3	2	2.50	5
90		2	3	2.50	5	3	3	3	3.00	9	2	3	2.50	5
91		3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
92		1	1	1.00	2	3	3	3	3.00	9	1	1	1.00	2
93		4	4	4.00	8	3	3	3	3.00	9	4	4	4.00	8
94		2	2	2.00	4	2	2	2	2.00	6	2	2	2.00	4
95		2	2	2.00	4	2	4	3	3.00	9	3	3	3.00	6
96		2	2	2.00	4	2	4	2	2.67	8	3	3	3.00	6
97		3	3	3.00	6	3	3	3	3.00	9	4	4	4.00	8
98		2	3	2.50	5	4	4	3	3.67	11	2	2	2.00	4
99		4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
100		3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
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107	2	2	2.00	4	4	2	2	2.67	8	5	5	5.00	10
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116	4	4	4.00	8	4	3	2	3.00	9	4	4	4.00	8
117	4	4	4.00	8	5	4	4	4.33	13	4	4	4.00	8
118	4	4	4.00	8	4	4	4	4.00	12	5	5	5.00	10
119	4	4	4.00	8	4	4	4	4.00	12	5	4	4.50	9
120	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
121	4	4	4.00	8	4	3	4	3.67	11	4	4	4.00	8
122	4	4	4.00	8	4	5	5	4.67	14	4	4	4.00	8
123	4	4	4.00	8	4	4	5	4.33	13	3	3	3.00	6
124	5	4	4.50	9	5	4	5	4.67	14	5	5	5.00	10
125	4	4	4.00	8	4	4	5	4.33	13	4	4	4.00	8
126	5	5	5.00	10	5	5	5	5.00	15	5	5	5.00	10
127	5	4	4.50	9	5	4	5	4.67	14	5	4	4.50	9

128	4	4	4.00	8	5	5	3	4.33	13	5	5	5.00	10
129	5	5	5.00	10	5	3	3	3.67	11	4	4	4.00	8
130	5	5	5.00	10	3	4	4	3.67	11	4	4	4.00	8
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139	2	2	2.00	4	2	2	2	2.00	6	2	2	2.00	4
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142	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
143	3	3	3.00	6	2	2	2	2.00	6	2	2	2.00	4
144	1	2	1.50	3	2	2	2	2.00	6	2	1	1.50	3
145	1	1	1.00	2	3	3	3	3.00	9	1	1	1.00	2
146	2	2	2.00	4	4	4	2	3.33	10	4	3	3.50	7
147	4	4	4.00	8	4	4	4	4.00	12	3	4	3.50	7
148	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
149	1	1	1.00	2	1	2	1	1.33	4	2	2	2.00	4
150	4	4	4.00	8	4	4	4	4.00	12	2	2	2.00	4
151	3	3	3.00	6	3	3	3	3.00	9	1	1	1.00	2
152	4	3	3.50	7	3	4	4	3.67	11	4	3	3.50	7
153	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
154	4	4	4.00	8	4	4	4	4.00	12	4	3	3.50	7
155	4	4	4.00	8	4	4	4	4.00	12	2	2	2.00	4
156	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6

LAMPIRAN 9: Tabulasi Data Kepuasan Kerja

NOMER RESPONDEN	KP1.1	KP1.2	KP1	TOTAL	KP2.1	KP2.2	KP2	TOTAL	KP3.1	KP3.2	KP3	TOTAL	KP4.1	KP4.2	KP4.3	KP4	TOTAL	KP5.1	KP5.2	KP5	TOTAL
1	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	3	4	3	3.00	9	3	3	3.00	6
2	4	3	3.50	7	4	3	3.50	7	3	3	3.00	6	4	4	3	3.67	11	3	4	3.50	7
3	4	4	4.00	8	3	3	3.00	6	3	3	3.00	6	4	4	4	4.00	12	4	4	4.00	8
4	3	4	3.50	7	2	2	2.00	4	3	3	3.00	6	4	4	4	4.00	12	3	4	3.50	7
5	4	5	4.50	9	3	2	2.50	5	3	4	3.50	7	4	3	4	3.67	11	3	5	4.00	8
6	3	4	3.50	7	4	4	4.00	8	3	3	3.00	6	4	3	4	3.67	11	3	4	3.50	7
7	4	4	4.00	8	2	2	2.00	4	5	5	5.00	10	4	4	4	4.00	12	4	4	4.00	8
8	5	4	4.50	9	4	4	4.00	8	5	5	5.00	10	4	3	3	3.33	10	4	5	4.50	9
9	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
10	3	3	3.00	6	1	1	1.00	2	4	3	3.50	7	4	4	4	4.00	12	3	3	3.00	6
11	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	3	3	3.33	10	4	4	4.00	8
12	4	4	4.00	8	2	2	2.00	4	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
13	4	4	4.00	8	4	3	3.50	7	4	3	3.50	7	3	2	3	2.67	8	4	4	4.00	8
14	2	2	2.00	4	2	1	1.50	3	3	3	3.00	6	4	3	3	3.33	10	3	3	3.00	6
15	4	4	4.00	8	4	4	4.00	8	5	4	4.50	9	4	3	3	3.33	10	4	4	4.00	8
16	3	4	3.50	7	4	4	4.00	8	4	5	4.50	9	5	4	5	4.67	14	4	4	4.00	8
17	5	5	5.00	10	2	2	2.00	4	3	4	3.50	7	4	3	3	3.33	10	5	5	5.00	10
18	1	2	1.50	3	5	5	5.00	10	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
19	4	4	4.00	8	4	3	3.50	7	4	4	4.00	8	3	3	3	3.00	9	4	4	4.00	8
20	3	3	3.00	6	3	3	3.00	6	3	4	3.50	7	4	3	3	3.33	10	3	3	3.00	6
21	4	4	4.00	8	5	4	4.50	9	4	5	4.50	9	4	4	4	4.00	12	4	4	4.00	8
22	3	3	3.00	6	3	3	3.00	6	3	4	3.50	7	4	3	3	3.33	10	3	3	3.00	6
23	3	2	2.50	5	1	1	1.00	2	3	4	3.50	7	3	3	3	3.00	9	2	3	2.50	5
24	5	4	4.50	9	3	3	3.00	6	4	4	4.00	8	4	4	4	4.00	12	4	5	4.50	9
25	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	3	4	4	3.67	11	3	3	3.00	6
26	3	3	3.00	6	4	4	4.00	8	3	4	3.50	7	3	4	4	3.67	11	3	3	3.00	6
27	4	3	3.50	7	3	3	3.00	6	4	4	4.00	8	4	3	3	3.33	10	4	4	4.00	8
28	2	2	2.00	4	2	2	2.00	4	4	4	4.00	8	3	4	4	3.67	11	4	4	4.00	8
29	3	2	2.50	5	2	2	2.00	4	3	4	3.50	7	4	4	4	4.00	12	4	4	4.00	8

30	4	3	3.50	7	4	4	4.00	8	4	4	4.00	8	3	4	4	3.67	11	3	3	3.00	6
31	4	4	4.00	8	2	2	2.00	4	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
32	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	5	5	5	5.00	15	4	4	4.00	8
33	4	4	4.00	8	2	2	2.00	4	4	5	4.50	9	4	5	5	4.67	14	4	5	4.50	9
34	4	3	3.50	7	4	3	3.50	7	3	4	3.50	7	4	4	4	4.00	12	5	5	5.00	10
35	4	3	3.50	7	3	2	2.50	5	4	4	4.00	8	5	5	5	5.00	15	4	5	4.50	9
36	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	4	4	3.67	11	3	3	3.00	6
37	5	4	4.50	9	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	5	5	5.00	10
38	5	4	4.50	9	3	2	2.50	5	3	4	3.50	7	4	4	4	4.00	12	3	3	3.00	6
39	3	3	3.00	6	5	5	5.00	10	4	5	4.50	9	4	4	4	4.00	12	3	4	3.50	7
40	3	3	3.00	6	3	3	3.00	6	3	3	3.00	6	4	3	3	3.33	10	3	3	3.00	6
41	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
42	4	4	4.00	8	3	2	2.50	5	4	4	4.00	8	4	4	4	4.00	12	3	3	3.00	6
43	4	4	4.00	8	3	3	3.00	6	3	3	3.00	6	4	4	4	4.00	12	3	3	3.00	6
44	5	4	4.50	9	3	2	2.50	5	4	4	4.00	8	4	5	5	4.67	14	4	4	4.00	8
45	4	3	3.50	7	3	3	3.00	6	4	3	3.50	7	4	4	4	4.00	12	4	5	4.50	9
46	4	3	3.50	7	3	3	3.00	6	3	4	3.50	7	4	4	4	4.00	12	4	4	4.00	8
47	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	3	3	3.00	6
48	4	4	4.00	8	3	2	2.50	5	4	4	4.00	8	3	4	4	3.67	11	4	4	4.00	8
49	3	2	2.50	5	3	2	2.50	5	4	5	4.50	9	4	4	4	4.00	12	4	4	4.00	8
50	4	4	4.00	8	4	4	4.00	8	5	5	5.00	10	4	4	4	4.00	12	4	4	4.00	8
51	4	3	3.50	7	3	3	3.00	6	4	5	4.50	9	4	4	4	4.00	12	3	3	3.00	6
52	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	5	5	5	5.00	15	4	4	4.00	8
53	4	3	3.50	7	3	3	3.00	6	4	5	4.50	9	4	5	5	4.67	14	4	4	4.00	8
54	4	3	3.50	7	3	2	2.50	5	5	3	4.00	8	4	4	4	4.00	12	4	4	4.00	8
55	4	4	4.00	8	4	3	3.50	7	4	5	4.50	9	4	4	4	4.00	12	4	4	4.00	8
56	4	4	4.00	8	2	2	2.00	4	2	2	2.00	4	2	2	2	2.00	6	2	2	2.00	4
57	3	4	3.50	7	3	3	3.00	6	4	4	4.00	8	4	5	5	4.67	14	4	5	4.50	9
58	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	4	5	5	4.67	14	4	4	4.00	8
59	3	3	3.00	6	3	2	2.50	5	3	4	3.50	7	4	4	4	4.00	12	4	4	4.00	8

60	4	4	4.00	8	3	2	2.50	5	3	4	3.50	7	4	5	5	4.67	14	4	4	4	4.00	8
61	3	3	3.00	6	3	2	2.50	5	3	3	3.00	6	3	3	3	3.00	9	3	3	3	3.00	6
62	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	3	4	4	3.67	11	4	4	4	4.00	8
63	3	3	3.00	6	4	3	3.50	7	3	4	3.50	7	4	4	4	4.00	12	3	4	4	3.50	7
64	2	2	2.00	4	2	1	1.50	3	3	3	3.00	6	2	2	2	2.00	6	2	2	2	2.00	4
65	4	4	4.00	8	2	1	1.50	3	4	4	4.00	8	4	4	4	4.00	12	3	3	3	3.00	6
66	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	4	3	4	3.67	11	4	4	4	4.00	8
67	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	4	4	4	4.00	12	4	4	4	4.00	8
68	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	4	4	4	4.00	12	4	4	4	4.00	8
69	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	4	4	3.67	11	3	3	3	3.00	6
70	3	3	3.00	6	1	1	1.00	2	4	3	3.50	7	4	4	4	4.00	12	3	4	4	3.50	7
71	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	4	4	3.67	11	4	4	4	4.00	8
72	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	4	4	4	4.00	12	3	3	3	3.00	6
73	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	4	5	5	4.67	14	4	4	4	4.00	8
74	4	4	4.00	8	3	4	3.50	7	4	3	3.50	7	5	4	5	4.67	14	3	3	3	3.00	6
75	4	4	4.00	8	4	3	3.50	7	4	3	3.50	7	4	3	4	3.67	11	4	4	4	4.00	8
76	4	3	3.50	7	2	2	2.00	4	4	5	4.50	9	5	5	5	5.00	15	3	3	3	3.00	6
77	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	3	4	4	3.67	11	4	4	4	4.00	8
78	3	3	3.00	6	3	3	3.00	6	5	5	5.00	10	4	4	4	4.00	12	3	3	3	3.00	6
79	3	3	3.00	6	3	2	2.50	5	4	4	4.00	8	3	4	4	3.67	11	3	3	3	3.00	6
80	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	4	4	4	4.00	12	4	4	4	4.00	8
81	4	4	4.00	8	4	4	4.00	8	5	5	5.00	10	4	4	4	4.00	12	5	3	4	4.00	8
82	4	4	4.00	8	4	3	3.50	7	5	5	5.00	10	4	4	4	4.00	12	3	4	4	3.50	7
83	4	4	4.00	8	5	4	4.50	9	4	5	4.50	9	4	4	4	4.00	12	3	3	3	3.00	6
84	4	3	3.50	7	3	3	3.00	6	4	5	4.50	9	4	4	4	4.00	12	3	3	3	3.00	6
85	4	3	3.50	7	3	2	2.50	5	4	3	3.50	7	4	3	4	3.67	11	3	3	3	3.00	6
86	3	3	3.00	6	3	3	3.00	6	4	3	3.50	7	3	3	3	3.00	9	3	3	3	3.00	6
87	4	4	4.00	8	2	3	2.50	5	4	4	4.00	8	4	4	4	4.00	12	4	4	4	4.00	8
88	3	3	3.00	6	3	2	2.50	5	3	3	3.00	6	4	3	4	3.67	11	4	4	4	4.00	8
89	3	3	3.00	6	3	3	3.00	6	4	5	4.50	9	4	4	4	4.00	12	4	4	4	4.00	8

90	4	3	3.50	7	2	1	1.50	3	4	4	4.00	8	5	5	5	5.00	15	3	3	3.00	6
91	4	4	4.00	8	4	4	4.00	8	4	5	4.50	9	4	4	4	4.00	12	4	4	4.00	8
92	3	3	3.00	6	2	2	2.00	4	3	4	3.50	7	5	4	5	4.67	14	4	5	4.50	9
93	4	4	4.00	8	3	2	2.50	5	3	4	3.50	7	5	4	5	4.67	14	4	4	4.00	8
94	3	3	3.00	6	3	2	2.50	5	4	5	4.50	9	5	5	5	5.00	15	4	4	4.00	8
95	3	3	3.00	6	4	3	3.50	7	3	3	3.00	6	4	3	4	3.67	11	4	4	4.00	8
96	3	3	3.00	6	3	2	2.50	5	4	5	4.50	9	4	3	4	3.67	11	4	4	4.00	8
97	4	4	4.00	8	4	4	4.00	8	4	5	4.50	9	4	4	4	4.00	12	4	4	4.00	8
98	4	4	4.00	8	3	2	2.50	5	5	4	4.50	9	4	3	4	3.67	11	4	4	4.00	8
99	3	3	3.00	6	3	3	3.00	6	3	3	3.00	6	4	4	4	4.00	12	4	5	4.50	9
100	3	3	3.00	6	3	2	2.50	5	3	4	3.50	7	3	3	3	3.00	9	5	5	5.00	10
101	5	4	4.50	9	3	2	2.50	5	4	4	4.00	8	4	3	4	3.67	11	4	4	4.00	8
102	4	4	4.00	8	4	4	4.00	8	4	3	3.50	7	4	4	4	4.00	12	4	4	4.00	8
103	4	3	3.50	7	3	3	3.00	6	5	5	5.00	10	4	4	4	4.00	12	4	4	4.00	8
104	4	3	3.50	7	4	4	4.00	8	4	4	4.00	8	5	4	5	4.67	14	4	5	4.50	9
105	4	4	4.00	8	4	4	4.00	8	3	4	3.50	7	5	4	5	4.67	14	5	5	5.00	10
106	4	4	4.00	8	5	4	4.50	9	4	5	4.50	9	4	4	4	4.00	12	4	3	3.50	7
107	4	3	3.50	7	4	4	4.00	8	5	5	5.00	10	4	5	5	4.67	14	3	4	3.50	7
108	4	3	3.50	7	4	3	3.50	7	5	5	5.00	10	4	3	4	3.67	11	3	4	3.50	7
109	3	3	3.00	6	3	3	3.00	6	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
110	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
111	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
112	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
113	4	5	4.50	9	5	4	4.50	9	4	5	4.50	9	5	4	5	4.67	14	4	5	4.50	9
114	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
115	5	4	4.50	9	4	5	4.50	9	4	5	4.50	9	5	4	5	4.67	14	4	5	4.50	9
116	5	4	4.50	9	5	4	4.50	9	4	5	4.50	9	5	4	5	4.67	14	5	4	4.50	9
117	5	4	4.50	9	5	4	4.50	9	4	5	4.50	9	5	4	5	4.67	14	5	4	4.50	9
118	5	4	4.50	9	5	4	4.50	9	5	4	4.50	9	5	4	5	4.67	14	5	4	4.50	9

119	5	4	4.50	9	5	4	4.50	9	5	4	4.50	9	5	4	5	4.67	14	4	5	4.50	9
120	5	4	4.50	9	4	5	4.50	9	4	5	4.50	9	5	5	3	4.33	13	4	5	4.50	9
121	5	4	4.50	9	4	5	4.50	9	5	4	4.50	9	4	4	4	4.00	12	4	5	4.50	9
122	5	4	4.50	9	4	5	4.50	9	5	4	4.50	9	5	5	4	4.67	14	4	5	4.50	9
123	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
124	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	3	3	5	3.67	11	5	5	5.00	10
125	5	4	4.50	9	5	4	4.50	9	5	4	4.50	9	5	5	4	4.67	14	3	4	3.50	7
126	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	5	5	5	5.00	15	5	5	5.00	10
127	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	5	5	5	5.00	15	5	5	5.00	10
128	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
129	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	5	5	5	5.00	15	5	5	5.00	10
130	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	3	3	3	3.00	9	4	4	4.00	8
131	3	2	2.50	5	2	2	2.00	4	3	3	3.00	6	4	4	4	4.00	12	4	4	4.00	8
132	5	4	4.50	9	3	3	3.00	6	4	4	4.00	8	4	4	4	4.00	12	4	5	4.50	9
133	2	3	2.50	5	3	3	3.00	6	3	2	2.50	5	3	3	3	3.00	9	4	4	4.00	8
134	3	2	2.50	5	3	2	2.50	5	3	2	2.50	5	4	4	4	4.00	12	3	4	3.50	7
135	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
136	2	2	2.00	4	3	2	2.50	5	5	5	5.00	10	5	5	5	5.00	15	4	4	4.00	8
137	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	3	3	3	3.00	9	3	3	3.00	6
138	2	3	2.50	5	4	4	4.00	8	3	3	3.00	6	3	3	3	3.00	9	4	4	4.00	8
139	3	3	3.00	6	4	3	3.50	7	4	4	4.00	8	5	5	5	5.00	15	4	4	4.00	8
140	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	5	5	5	5.00	15	4	4	4.00	8
141	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	3	3	3	3.00	9	3	3	3.00	6
142	3	3	3.00	6	2	1	1.50	3	5	5	5.00	10	3	3	3	3.00	9	4	4	4.00	8
143	4	4	4.00	8	1	1	1.00	2	3	3	3.00	6	2	2	2	2.00	6	3	3	3.00	6
144	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	3	3	3	3.00	9	4	4	4.00	8
145	3	3	3.00	6	4	4	4.00	8	5	5	5.00	10	3	3	3	3.00	9	2	2	2.00	4
146	4	3	3.50	7	4	4	4.00	8	3	3	3.00	6	2	2	2	2.00	6	3	3	3.00	6
147	2	3	2.50	5	1	1	1.00	2	2	2	2.00	4	2	2	2	2.00	6	2	2	2.00	4

131	3	2	2.50	5	2	2	2.00	4	3	3	3.00	6	4	4	4	4.00	12	4	4	4.00	8
132	5	4	4.50	9	3	3	3.00	6	4	4	4.00	8	4	4	4	4.00	12	4	5	4.50	9
133	2	3	2.50	5	3	3	3.00	6	3	2	2.50	5	3	3	3	3.00	9	4	4	4.00	8
134	3	2	2.50	5	3	2	2.50	5	3	2	2.50	5	4	4	4	4.00	12	3	4	3.50	7
135	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	4	4	4	4.00	12	4	4	4.00	8
136	2	2	2.00	4	3	2	2.50	5	5	5	5.00	10	5	5	5	5.00	15	4	4	4.00	8
137	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	3	3	3	3.00	9	3	3	3.00	6
138	2	3	2.50	5	4	4	4.00	8	3	3	3.00	6	3	3	3	3.00	9	4	4	4.00	8
139	3	3	3.00	6	4	3	3.50	7	4	4	4.00	8	5	5	5	5.00	15	4	4	4.00	8
140	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	5	5	5	5.00	15	4	4	4.00	8
141	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	3	3	3	3.00	9	3	3	3.00	6
142	3	3	3.00	6	2	1	1.50	3	5	5	5.00	10	3	3	3	3.00	9	4	4	4.00	8
143	4	4	4.00	8	1	1	1.00	2	3	3	3.00	6	2	2	2	2.00	6	3	3	3.00	6
144	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	3	3	3	3.00	9	4	4	4.00	8
145	3	3	3.00	6	4	4	4.00	8	5	5	5.00	10	3	3	3	3.00	9	2	2	2.00	4
146	4	3	3.50	7	4	4	4.00	8	3	3	3.00	6	2	2	2	2.00	6	3	3	3.00	6
147	2	3	2.50	5	1	1	1.00	2	2	2	2.00	4	2	2	2	2.00	6	2	2	2.00	4
148	2	3	2.50	5	4	4	4.00	8	3	3	3.00	6	2	2	2	2.00	6	5	5	5.00	10
149	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	3	3	3	3.00	9	4	4	4.00	8
150	3	3	3.00	6	4	3	3.50	7	3	3	3.00	6	3	3	3	3.00	9	2	2	2.00	4
151	4	4	4.00	8	4	4	4.00	8	5	5	5.00	10	3	3	4	3.33	10	3	3	3.00	6
152	3	4	3.50	7	4	3	3.50	7	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
153	3	4	3.50	7	4	4	4.00	8	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6
154	3	4	3.50	7	2	2	2.00	4	3	3	3.00	6	3	3	3	3.00	9	4	4	4.00	8
155	2	2	2.00	4	3	3	3.00	6	3	3	3.00	6	3	3	4	3.33	10	4	4	4.00	8
156	4	3	3.50	7	3	3	3.00	6	3	3	3.00	6	3	3	3	3.00	9	3	3	3.00	6

LAMPIRAN 10 : Tabulasi Data Kinerja Karyawan

NOMER RESPONDEN	KK1.1	KK1.2	KK1	TOTAL	KK2.1	KK2.2	KK2	TOTAL	KK3.1	KK3.2	KK3	TOTAL	KK4.1	KK4	TOTAL	KK5.1	KK5.2	KK5	TOTAL
1	3	3	3.00	6	5	5	5.00	10	3	3	3.00	6	3	3	3	3	3	3.00	6
2	2	2	2.00	4	4	4	4.00	8	3	3	3.00	6	2	2	2	2	2	2.00	4
3	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	3	3	3.00	6
4	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	3	3	3.00	6
5	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	3	3	3	3	3	3.00	6
6	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	3	3	3	3	3	3.00	6
7	4	4	4.00	8	5	5	5.00	10	5	5	5.00	10	4	4	4	4	4	4.00	8
8	3	3	3.00	6	4	4	4.00	8	2	3	2.50	5	3	3	3	3	3	3.00	6
9	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	4	4	4.00	8
10	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	3	3	3	3	3	3.00	6
11	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	3	2	2.50	5
12	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	1	1	1.00	2
13	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
14	4	4	4.00	8	3	3	3.00	6	3	3	3.00	6	2	2	2	2	2	2.00	4
15	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	3	3	3.00	6
16	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
17	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	5	5	5	3	3	3.00	6
18	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
19	2	2	2.00	4	4	4	4.00	8	4	4	4.00	8	4	4	4	2	2	2.00	4
20	4	4	4.00	8	3	3	3.00	6	3	3	3.00	6	3	3	3	1	1	1.00	2
21	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	5	5	5.00	10
22	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	2	2	2.00	4
23	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	4	4	4	5	5	5.00	10
24	3	3	3.00	6	3	3	3.00	6	3	3	3.00	6	3	3	3	3	3	3.00	6
25	1	3	2.00	4	2	2	2.00	4	3	4	3.50	7	3	3	3	1	1	1.00	2
26	3	3	3.00	6	3	3	3.00	6	3	3	3.00	6	3	3	3	2	2	2.00	4
27	4	4	4.00	8	3	3	3.00	6	1	3	2.00	4	3	3	3	2	2	2.00	4
28	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	4	4	4.00	8
29	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	3	3	3.00	6

30	4	4	4.00	8	3	3	3.00	6	5	5	5.00	10	4	4	4	2	2	2.00	4
31	2	4	3.00	6	4	4	4.00	8	5	5	5.00	10	3	3	3	2	2	2.00	4
32	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	4	4	4	3	3	3.00	6
33	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	2	2	2.00	4
34	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	4	4	4.00	8
35	5	5	5.00	10	3	4	3.50	7	5	5	5.00	10	4	4	4	2	2	2.00	4
36	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	3	3	3.00	6
37	4	4	4.00	8	4	4	4.00	8	4	3	3.50	7	4	4	4	2	2	2.00	4
38	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	4	4	4	4	4	4.00	8
39	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	3	3	3	4	4	4.00	8
40	4	4	4.00	8	3	3	3.00	6	3	3	3.00	6	4	4	4	3	3	3.00	6
41	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	4	4	4.00	8
42	4	4	4.00	8	3	3	3.00	6	3	3	3.00	6	2	2	2	3	3	3.00	6
43	3	3	3.00	6	3	3	3.00	6	3	3	3.00	6	4	4	4	3	3	3.00	6
44	3	3	3.00	6	3	3	3.00	6	4	3	3.50	7	3	3	3	3	3	3.00	6
45	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	5	5	5	3	3	3.00	6
46	3	3	3.00	6	5	5	5.00	10	4	4	4.00	8	3	3	3	3	3	3.00	6
47	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
48	3	3	3.00	6	4	4	4.00	8	4	3	3.50	7	3	3	3	3	3	3.00	6
49	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	5	5	5	4	4	4.00	8
50	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	3	3	3.00	6
51	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	4	4	4.00	8
52	3	3	3.00	6	3	3	3.00	6	2	2	2.00	4	2	2	2	1	1	1.00	2
53	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	4	4	4	3	3	3.00	6
54	3	3	3.00	6	3	3	3.00	6	2	2	2.00	4	3	3	3	2	2	2.00	4
55	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	3	3	3	3	3	3.00	6
56	2	2	2.00	4	2	2	2.00	4	4	4	4.00	8	4	4	4	3	3	3.00	6
57	4	4	4.00	8	4	4	4.00	8	5	5	5.00	10	4	4	4	4	4	4.00	8
58	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	5	5	5	4	4	4.00	8
59	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	3	3	3.00	6

60	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	3	3	3.00	6
61	3	3	3.00	6	3	3	3.00	6	3	2	2.50	5	3	3	3	5	5	5.00	10
62	3	5	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	3	3	3.00	6
63	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	3	3	3	3	3	3.00	6
64	3	3	3.00	6	2	2	2.00	4	2	3	2.50	5	2	2	2	2	2	2.00	4
65	3	3	3.00	6	3	3	3.00	6	3	3	3.00	6	3	3	3	2	2	2.00	4
66	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	5	5	5	4	4	4.00	8
67	5	5	5.00	10	4	4	4.00	8	3	3	3.00	6	4	4	4	3	3	3.00	6
68	3	3	3.00	6	5	5	5.00	10	3	5	4.00	8	4	4	4	5	5	5.00	10
69	5	5	5.00	10	5	5	5.00	10	5	4	4.50	9	4	4	4	3	3	3.00	6
70	5	5	5.00	10	4	4	4.00	8	3	3	3.00	6	4	4	4	3	3	3.00	6
71	3	3	3.00	6	4	4	4.00	8	5	5	5.00	10	4	4	4	3	3	3.00	6
72	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	3	3	3	4	4	4.00	8
73	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	4	4	4	3	3	3.00	6
74	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	5	5	5.00	10
75	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	3	3	3.00	6
76	4	4	4.00	8	3	3	3.00	6	3	3	3.00	6	3	3	3	4	4	4.00	8
77	4	4	4.00	8	3	3	3.00	6	3	3	3.00	6	3	3	3	3	3	3.00	6
78	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	4	4	4	4	4	4.00	8
79	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	3	3	3.00	6
80	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	3	3	3.00	6
81	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	4	4	4.00	8
82	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	4	4	4	4	3	3.50	7
83	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	4	4	4	4	4	4.00	8
84	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	5	5	5	4	4	4.00	8
85	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	4	4	4.00	8
86	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	4	4	4	5	5	5.00	10
87	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	4	4	4	3	4	3.50	7
88	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	3	4	3.50	7
89	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	4	4	4	4	4	4.00	8

90	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	5	5	5	4	4	4.00	8
91	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	4	4	4	3	4	3.50	7
92	3	5	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	4	4	4.00	8
93	3	3	3.00	6	4	4	4.00	8	1	3	2.00	4	3	3	3	4	4	4.00	8
94	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	5	5	5	4	3	3.50	7
95	4	4	4.00	8	5	5	5.00	10	5	5	5.00	10	4	4	4	4	4	4.00	8
96	3	3	3.00	6	3	3	3.00	6	2	2	2.00	4	1	1	1	4	4	4.00	8
97	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	5	5	5	4	4	4.00	8
98	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	5	5	5	4	5	4.50	9
99	5	5	5.00	10	3	3	3.00	6	3	3	3.00	6	3	3	3	3	4	3.50	7
100	5	5	5.00	10	3	3	3.00	6	4	4	4.00	8	3	3	3	4	4	4.00	8
101	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	4	4	4.00	8
102	4	4	4.00	8	5	4	4.50	9	4	4	4.00	8	5	5	5	4	4	4.00	8
103	4	4	4.00	8	4	4	4.00	8	5	4	4.50	9	4	4	4	3	4	3.50	7
104	5	5	5.00	10	4	4	4.00	8	5	5	5.00	10	4	4	4	5	5	5.00	10
105	2	2	2.00	4	3	3	3.00	6	5	3	4.00	8	4	4	4	3	3	3.00	6
106	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	4	4	4.00	8
107	5	5	5.00	10	4	4	4.00	8	4	4	4.00	8	4	4	4	5	5	5.00	10
108	2	2	2.00	4	3	3	3.00	6	2	2	2.00	4	1	1	1	2	2	2.00	4
109	4	4	4.00	8	4	4	4.00	8	5	5	5.00	10	4	4	4	4	4	4.00	8
110	4	4	4.00	8	4	4	4.00	8	5	5	5.00	10	3	3	3	4	4	4.00	8
111	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	4	4	4.00	8
112	5	5	5.00	10	4	4	4.00	8	3	3	3.00	6	5	5	5	5	5	5.00	10
113	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	4	4	4.00	8
114	4	4	4.00	8	5	5	5.00	10	5	5	5.00	10	5	5	5	4	4	4.00	8
115	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	3	3	3	4	4	4.00	8
116	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	5	5	5	4	4	4.00	8
117	5	5	5.00	10	3	3	3.00	6	4	4	4.00	8	5	5	5	5	5	5.00	10
118	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	5	5	5	3	3	3.00	6

119	3	3	3.00	6	2	2	2.00	4	4	4	4.00	8	3	3	3	3	3	3.00	6
120	4	4	4.00	8	2	2	2.00	4	3	3	3.00	6	3	3	3	4	4	4.00	8
121	4	4	4.00	8	3	3	3.00	6	3	3	3.00	6	2	2	2	4	4	4.00	8
122	4	4	4.00	8	4	4	4.00	8	5	5	5.00	10	3	3	3	4	4	4.00	8
123	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	3	3	3	4	4	4.00	8
124	3	3	3.00	6	2	2	2.00	4	3	3	3.00	6	4	4	4	3	3	3.00	6
125	1	1	1.00	2	2	2	2.00	4	2	2	2.00	4	3	3	3	4	4	4.00	8
126	4	4	4.00	8	5	5	5.00	10	5	5	5.00	10	4	4	4	4	4	4.00	8
127	3	3	3.00	6	4	4	4.00	8	5	5	5.00	10	5	5	5	4	4	4.00	8
128	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	3	3	3	2	2	2.00	4
129	4	4	4.00	8	5	5	5.00	10	3	3	3.00	6	4	4	4	5	5	5.00	10
130	4	4	4.00	8	2	2	2.00	4	5	5	5.00	10	3	3	3	4	4	4.00	8
131	4	4	4.00	8	3	3	3.00	6	5	5	5.00	10	4	4	4	4	4	4.00	8
132	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	3	3	3.00	6
133	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	4	4	4	4	4	4.00	8
134	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	3	3	3.00	6
135	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	3	3	3.00	6
136	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	4	4	4.00	8
137	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	4	4	4	3	3	3.00	6
138	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	5	5	5	3	3	3.00	6
139	2	2	2.00	4	4	4	4.00	8	3	3	3.00	6	2	2	2	1	1	1.00	2
140	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	3	3	3.00	6
141	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
142	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	3	3	3	2	2	2.00	4
143	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
144	4	4	4.00	8	5	5	5.00	10	5	5	5.00	10	4	4	4	3	3	3.00	6
145	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	2	2	2.00	4
146	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	2	2	2.00	4
147	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	3	3	3	2	2	2.00	4

130	4	4	4.00	8	2	2	2.00	4	5	5	5.00	10	3	3	3	4	4	4.00	8
131	4	4	4.00	8	3	3	3.00	6	5	5	5.00	10	4	4	4	4	4	4.00	8
132	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	3	3	3.00	6
133	5	5	5.00	10	5	5	5.00	10	5	5	5.00	10	4	4	4	4	4	4.00	8
134	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	4	4	4	3	3	3.00	6
135	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	3	3	3.00	6
136	4	4	4.00	8	4	4	4.00	8	3	3	3.00	6	3	3	3	4	4	4.00	8
137	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	4	4	4	3	3	3.00	6
138	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	5	5	5	3	3	3.00	6
139	2	2	2.00	4	4	4	4.00	8	3	3	3.00	6	2	2	2	1	1	1.00	2
140	4	4	4.00	8	5	5	5.00	10	4	4	4.00	8	4	4	4	3	3	3.00	6
141	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
142	4	4	4.00	8	4	4	4.00	8	4	4	4.00	8	3	3	3	2	2	2.00	4
143	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
144	4	4	4.00	8	5	5	5.00	10	5	5	5.00	10	4	4	4	3	3	3.00	6
145	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	2	2	2.00	4
146	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	2	2	2.00	4
147	3	3	3.00	6	4	4	4.00	8	4	4	4.00	8	3	3	3	2	2	2.00	4
148	3	3	3.00	6	4	4	4.00	8	3	3	3.00	6	3	3	3	1	1	1.00	2
149	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
150	3	3	3.00	6	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
151	3	3	3.00	6	3	3	3.00	6	3	3	3.00	6	4	4	4	3	3	3.00	6
152	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	2	2	2.00	4
153	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	4	4	4	3	3	3.00	6
154	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	5	5	5	3	3	3.00	6
155	4	4	4.00	8	3	3	3.00	6	4	4	4.00	8	3	3	3	3	3	3.00	6
156	5	5	5.00	10	4	4	4.00	8	4	4	4.00	8	4	4	4	3	3	3.00	6

Lampiran 11 : Deskriptif *Leader Member Exchange*

LMX1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	12	7.7	7.7	7.7
	TIDAK SETUJU	29	18.6	18.6	26.3
	NETRAL	49	31.4	31.4	57.7
	SETUJU	59	37.8	37.8	95.5
	SANGAT SETUJU	7	4.5	4.5	100.0
	Total	156	100.0	100.0	

LMX1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	10	6.4	6.4	6.4
	TIDAK SETUJU	30	19.2	19.2	25.6
	NETRAL	52	33.3	33.3	59.0
	SETUJU	57	36.5	36.5	95.5
	SANGAT SETUJU	7	4.5	4.5	100.0
	Total	156	100.0	100.0	

LMX2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	4	2.6	2.6	2.6
	TIDAK SETUJU	25	16.0	16.0	18.6
	NETRAL	58	37.2	37.2	55.8
	SETUJU	58	37.2	37.2	92.9
	SANGAT SETUJU	11	7.1	7.1	100.0
	Total	156	100.0	100.0	

LMX2.2

		Frequency	hgPerce nt	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	1	.6	.6	.6
	TIDAK SETUJU	21	13.5	13.5	14.1
	NETRAL	63	40.4	40.4	54.5
	SETUJU	62	39.7	39.7	94.2
	SANGAT SETUJU	9	5.8	5.8	100.0
	Total	156	100.0	100.0	

LMX2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid d	SANGAT TIDAK SETUJU	3	1.9	1.9	1.9
	TIDAK SETUJU	28	17.9	17.9	19.9
	NETRAL	62	39.7	39.7	59.6
	SETUJU	53	34.0	34.0	93.6
	SANGAT SETUJU	10	6.4	6.4	100.0
Total		156	100.0	100.0	

LMX3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	8	5.1	5.1	5.1
	TIDAK SETUJU	26	16.7	16.7	21.8
	NETRAL	51	32.7	32.7	54.5
	SETUJU	60	38.5	38.5	92.9
	SANGAT SETUJU	11	7.1	7.1	100.0
Total		156	100.0	100.0	

LMX3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	10	6.4	6.4	6.4
	TIDAK SETUJU	29	18.6	18.6	25.0
	NETRAL	54	34.6	34.6	59.6
	SETUJU	54	34.6	34.6	94.2
	SANGAT SETUJU	9	5.8	5.8	100.0
	Total	156	100.0	100.0	

Lampiran 12 Deskriptif Kepuasan Kerja.

KP1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SANGAT TIDAK SETUJU	1	.6	.6	.6
TIDAK SETUJU	9	5.8	5.8	6.4
NETRAL	53	34.0	34.0	40.4
SETUJU	72	46.2	46.2	86.5
SANGAT SETUJU	21	13.5	13.5	100.0
Total	156	100.0	100.0	

KP1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TIDAK SETUJU	11	7.1	7.1	7.1
NETRAL	64	41.0	41.0	48.1
SETUJU	74	47.4	47.4	95.5
SANGAT SETUJU	7	4.5	4.5	100.0
Total	156	100.0	100.0	

KP2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	5	3.2	3.2	3.2
	TIDAK SETUJU	26	16.7	16.7	19.9
	NETRAL	55	35.3	35.3	55.1
	SETUJU	55	35.3	35.3	90.4
	SANGAT SETUJU	15	9.6	9.6	100.0
	Total	156	100.0	100.0	

KP2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	10	6.4	6.4	6.4
	TIDAK SETUJU	42	26.9	26.9	33.3
	NETRAL	46	29.5	29.5	62.8
	SETUJU	48	30.8	30.8	93.6
	SANGAT SETUJU	10	6.4	6.4	100.0
	Total	156	100.0	100.0	

KP3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TIDAK SETUJU	2	1.3	1.3	1.3
NETRAL	43	27.6	27.6	28.8
SETUJU	86	55.1	55.1	84.0
SANGAT SETUJU	25	16.0	16.0	100.0
Total	156	100.0	100.0	

KP3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TIDAK SETUJU	4	2.6	2.6	2.6
NETRAL	34	21.8	21.8	24.4
SETUJU	79	50.6	50.6	75.0
SANGAT SETUJU	39	25.0	25.0	100.0
Total	156	100.0	100.0	

KP4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TIDAK SETUJU	6	3.8	3.8	3.8
NETRAL	36	23.1	23.1	26.9
SETUJU	87	55.8	55.8	82.7
SANGAT SETUJU	27	17.3	17.3	100.0
Total	156	100.0	100.0	

KP4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TIDAK SETUJU	7	4.5	4.5	4.5
	NETRAL	44	28.2	28.2	32.7
	SETUJU	82	52.6	52.6	85.3
	SANGAT SETUJU	23	14.7	14.7	100.0
	Total	156	100.0	100.0	

KP4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TIDAK SETUJU	6	3.8	3.8	3.8
	NETRAL	33	21.2	21.2	25.0
	SETUJU	84	53.8	53.8	78.8
	SANGAT SETUJU	33	21.2	21.2	100.0
	Total	156	100.0	100.0	

KP5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TIDAK SETUJU	6	3.8	3.8	3.8
	NETRAL	49	31.4	31.4	35.3
	SETUJU	87	55.8	55.8	91.0
	SANGAT SETUJU	14	9.0	9.0	100.0
	Total	156	100.0	100.0	

KP5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TIDAK SETUJU	5	3.2	3.2	3.2
	NETRAL	40	25.6	25.6	28.8
	SETUJU	84	53.8	53.8	82.7
	SANGAT SETUJU	27	17.3	17.3	100.0
	Total	156	100.0	100.0	

Lampiran 12 Deskriptif Kinerja Karyawan.

KK1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	2	1.3	1.3	1.3
	TIDAK SETUJU	7	4.5	4.5	5.8
	NETRAL	51	32.7	32.7	38.5
	SETUJU	79	50.6	50.6	89.1
	SANGAT SETUJU	17	10.9	10.9	100.0
	Total	156	100.0	100.0	

KK2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TIDAK SETUJU	8	5.1	5.2	5.2
	NETRAL	51	32.7	32.9	38.1
	SETUJU	62	39.7	40.0	78.1
	SANGAT SETUJU	34	21.8	21.9	100.0
	Total	155	99.4	100.0	
Missing	System	1	.6		
	Total	156	100.0		

KK3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	2	1.3	1.3	1.3
	TIDAK SETUJU	7	4.5	4.5	5.8
	NETRAL	46	29.5	29.7	35.5
	SETUJU	73	46.8	47.1	82.6
	SANGAT SETUJU	27	17.3	17.4	100.0
	Total	155	99.4	100.0	
Missing	System	1	.6		
Total		156	100.0		

KK3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TIDAK SETUJU	6	3.8	3.9	3.9
	NETRAL	51	32.7	32.9	36.8
	SETUJU	73	46.8	47.1	83.9
	SANGAT SETUJU	25	16.0	16.1	100.0
	Total	155	99.4	100.0	
Missing	System	1	.6		
Total		156	100.0		

KK4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	2	1.3	1.3	1.3
	TIDAK SETUJU	7	4.5	4.5	5.8
	NETRAL	69	44.2	44.5	50.3
	SETUJU	58	37.2	37.4	87.7
	SANGAT SETUJU	19	12.2	12.3	100.0
	Total	155	99.4	100.0	
Missing	System	1	.6		
Total		156	100.0		

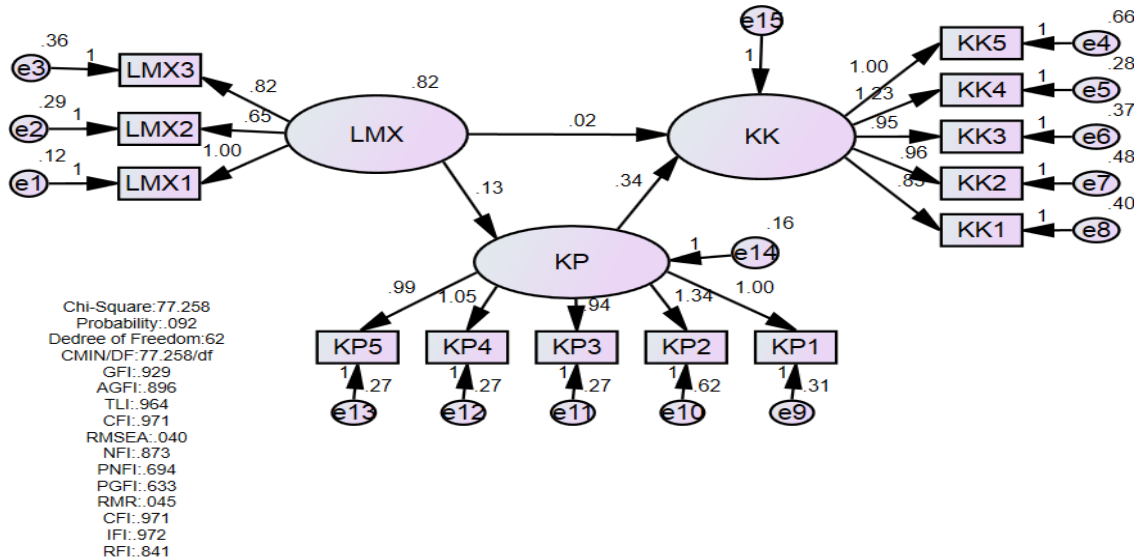
KK5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	6	3.8	3.9	3.9
	TIDAK SETUJU	29	18.6	18.7	22.6
	NETRAL	58	37.2	37.4	60.0
	SETUJU	51	32.7	32.9	92.9
	SANGAT SETUJU	11	7.1	7.1	100.0
	Total	155	99.4	100.0	
Missing	System	1	.6		
Total		156	100.0		

KK5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SANGAT TIDAK SETUJU	6	3.8	3.9	3.9
	TIDAK SETUJU	30	19.2	19.4	23.2
	NETRAL	54	34.6	34.8	58.1
	SETUJU	53	34.0	34.2	92.3
	SANGAT SETUJU	12	7.7	7.7	100.0
	Total	155	99.4	100.0	
Missing	System	1	.6		
Total		156	100.0		

LAMPIRAN 13 : Model *Structural Equation Modelling (SEM)*



LAMPIRAN 14: *Convergent Validity dan Construct Reliability*

Standardized Regression Weights: (Group Number 1- Default Model

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
KP <--- LMX	.288
KK <--- KP	.287
KK <--- LMX	.029
LMX1 <--- LMX	.934
LMX2 <--- LMX	.736
LMX3 <--- LMX	.780
KK5 <--- KK	.524
KK4 <--- KK	.757
KK3 <--- KK	.616
KK2 <--- KK	.568
KK1 <--- KK	.548
KP1 <--- KP	.605
KP2 <--- KP	.582
KP3 <--- KP	.603
KP4 <--- KP	.644
KP5 <--- KP	.622

Lampiran 15 :

LMX (*Leader Member Exchange*)

Reliability Statistics

Cronbach's Alpha	N of Items
.846	3

KP (Kepuasan Kerja)

Reliability Statistics

Cronbach's Alpha	N of Items
.757	5

KK (Kinerja Karyawan)

Reliability Statistics

Cronbach's Alpha	N of Items
.727	5

Lampiran 16: Uji Normalitas Kolmogorov- Smirnov

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		156
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.80456706
Most Extreme Differences	Absolute	.043
	Positive	.043
	Negative	-.034
Test Statistic		.043
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.

Lampiran 17 : Hasil Uji Z- Score

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
KP	<---	LMX	.134	.050	2.682	.007	par_10
KK	<---	KP	.341	.153	2.224	.026	par_12
KK	<---	LMX	.016	.056	.282	.778	par_13
LMX1	<---	LMX	1.000				
LMX2	<---	LMX	.651	.065	10.042	***	par_1
LMX3	<---	LMX	.821	.078	10.590	***	par_2
KK5	<---	KK	1.000				
KK4	<---	KK	1.227	.225	5.446	***	par_3
KK3	<---	KK	.954	.200	4.763	***	par_4
KK2	<---	KK	.956	.200	4.784	***	par_5
KK1	<---	KK	.829	.178	4.666	***	par_6
KP1	<---	KP	1.000				
KP2	<---	KP	1.342	.244	5.500	***	par_7
KP3	<---	KP	.942	.176	5.356	***	par_8
KP4	<---	KP	1.049	.197	5.319	***	par_9
KP5	<---	KP	.987	.181	5.451	***	par_11

Standardized Regression Weights: (Group number 1 - Default model)

ZLMX	ZKP	ZKK
-27740	-56594	-36628
-1.09391	-56594	-1.75148
.13085	-18041	.67262
-27740	-95147	-36628
.94736	-18041	-.01998
-.68566	-18041	-.71258
.13085	.20512	1.36523
-2.31867	.97618	-.71258
-1.09391	.59065	-.36628
.94736	-1.33699	-.36628
.94736	.20512	-.71258
-1.50217	-18041	-1.05888
-.27740	-18041	-.71258
.53910	-2.10805	-1.40518
.53910	.59065	-.36628
-1.09391	.97618	-.71258
.13085	.20512	.32632
1.35561	.20512	-1.05888
-.68566	.20512	-.71258
2.17212	-.95147	-1.40518
.13085	.97618	1.01892
-.27740	-.95147	-.71258
.13085	-2.10805	-.32632

ZKP	ZKK	RES_2
-2.10805	.32632	2.2427
.59065	-1.05888	-3.3842
-.95147	-2.09779	-5.1614
-.56594	-1.40518	-3.6594
-.18041	-1.40518	-3.7728
-.95147	-.01998	.3897
-.95147	-.71258	-1.4820
-.18041	-.01998	.2912
-.18041	-.36628	-.8369
.97618	-.01998	-.7540
.59065	-.71258	-2.3201
.59065	-.01998	-.5766
.59065	.67262	1.7439
-.18041	-.36628	-.9010
1.36171	-.01998	-.8674
-.18041	.32632	.9706
.59065	.32632	.4875
-1.33699	-.36628	-.4327
.59065	.67262	1.4234
-.18041	-1.05888	-2.9010
-.56594	-.71258	-1.6594
.59065	-.71258	-2.3201
.20512	1.01892	2.8573

ZLMX	ZKP	ZKK
-1.09391	-.18041	-.01998
-.27740	.20512	-.71258
.94736	-.18041	-.36628
.53910	-.18041	2.05783
-1.50217	.97618	-.36628
-1.09391	-.18041	-.36628
.53910	.59065	-2.44409
.13085	.59065	-.01998
.94736	-.18041	-1.75148
.94736	.59065	-.36628
-1.50217	-2.49358	-1.05888
.53910	.59065	1.01892
.53910	.59065	2.05783
-.27740	-.56594	.67262
.94736	.20512	.67262
-.27740	-1.33699	-.36628
-.68566	-.18041	-.36628
.94736	-.18041	-.01998
-1.50217	-2.87911	-2.09779
.13085	-.56594	-1.40518
.13085	-.56594	2.05783
-1.91042	.20512	.32632
-1.91042	-.18041	1.01892

ZLMX	ZKP	ZKK
-.27740	-.18041	1.36523
-.27740	-1.33699	.32632
-.27740	.20512	.32632
-1.50217	-.95147	-.01998
-.27740	.20512	-.01998
-1.09391	.20512	1.36523
-.27740	.20512	-.36628
-.27740	-.18041	-.36628
.13085	-.18041	-.71258
-1.91042	-.18041	1.71153
-.27740	-.95147	.32632
.13085	-.18041	.67262
-.68566	.97618	-.01998
.53910	.59065	-.01998
.53910	.59065	.32632
.53910	-.18041	2.05783
1.35561	-.95147	1.01892
-.27740	-.95147	.67262
-.68566	.20512	-.01998
-.27740	-.95147	-.36628
-1.09391	.20512	-.01998
-.68566	-.56594	1.36523
-.27740	.97618	.32632

ZLMX	ZKP	ZKK
-1.91042	-18041	-01998
.53910	.20512	-.71258
-1.50217	.20512	.32632
-.68566	-.56594	1.36523
-.68566	-18041	-1.75148
.13085	.97618	1.36523
-.68566	.20512	1.71153
.94736	-18041	-.01998
-.27740	-.56594	.32632
-.68566	.20512	1.01892
-1.50217	.59065	1.36523
.53910	.59065	.67262
.94736	.97618	1.71153
-.27740	.97618	-.71258
.94736	.97618	1.01892
.13085	.97618	1.36523
.94736	.20512	-2.79039
.94736	-1.33699	1.01892
.53910	.59065	.67262
.53910	.59065	1.01892
.94736	.59065	1.36523
.94736	1.74724	1.01892
.94736	.59065	1.71153

ZLMX	ZKP	ZKK
1.35561	1.74724	.32632
.53910	1.74724	.67262
.94736	1.74724	1.36523
1.35561	1.74724	.32632
1.35561	1.74724	-1.05888
.94736	1.36171	-.71258
.94736	1.36171	-.71258
1.35561	1.74724	.67262
.53910	.59065	.32632
1.76387	2.13277	-1.05888
.94736	1.36171	-2.09779
2.17212	2.51830	1.36523
1.76387	2.51830	1.01892
1.35561	.59065	.67262
1.35561	2.51830	1.01892
1.35561	.20512	-.01998
2.17212	-.95147	.67262
.94736	.59065	.32632
-1.50217	-1.33699	1.71153
-.27740	-1.33699	.32632
-.27740	.20512	.67262
-.68566	.20512	-.01998
-.27740	-1.33699	-.36628

ZLMX	ZKP	ZKK
-27740	-1.33699	-.3662
-1.50217	-.56594	1.0189
-1.50217	.59065	-2.0977
.94736	.97618	.6726
.53910	-1.33699	-.7125
.94736	-.56594	-.3662
-1.09391	-2.10805	-1.0588
-1.91042	-.95147	1.0189
-1.91042	-.56594	-1.0588
-.27740	-.95147	-1.0588
.94736	-3.26464	-.7125
.94736	-.56594	-1.4051
-2.31867	-.95147	-1.0588
.13085	-1.33699	-1.0588
-1.09391	.20512	-.7125
.53910	-.95147	-.7125
.94736	-.56594	-.0199
.94736	-.95147	.3263
.13085	-1.33699	-.3662
-.27740	-.95147	.6726

Lampiran 18 : Output Mahalanobis Distance

Observations farthest from the centroid (Mahalanobis distance)
(Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
148	31.772	.003	.333
18	30.899	.003	.104
56	29.990	.005	.038
107	28.876	.007	.023
138	27.731	.010	.020
13	27.687	.010	.005
145	26.377	.015	.010
52	26.004	.017	.005
125	25.066	.023	.010
139	23.206	.039	.089
96	22.318	.051	.169
25	22.002	.055	.157
23	21.874	.057	.114
146	21.792	.059	.076
143	21.535	.063	.068
17	21.508	.063	.040
124	21.302	.067	.034
31	21.127	.070	.027
130	21.036	.072	.018
142	20.905	.075	.013
92	20.578	.082	.016
151	20.023	.095	.038
108	19.903	.098	.030
19	19.760	.101	.026
150	19.596	.106	.023
94	19.548	.107	.015
147	19.498	.108	.010

Observation number	Mahalanobis d-squared	p1	p2
12	19.337	.113	.009
78	19.024	.122	.014
155	18.711	.132	.022
8	18.692	.133	.014
35	18.674	.134	.009
131	18.626	.135	.006
67	18.212	.150	.014
100	18.194	.150	.009
128	17.872	.162	.017
136	17.470	.179	.039
105	16.898	.204	.131
20	16.842	.207	.109
129	16.795	.209	.089
133	16.776	.210	.066
30	16.134	.242	.239
74	15.524	.276	.532
127	15.337	.287	.582
64	15.330	.287	.516
37	15.132	.299	.577
90	15.128	.299	.510
58	15.106	.301	.455
93	14.866	.316	.548
61	14.855	.316	.487
39	14.825	.318	.439
7	14.449	.343	.629
49	14.274	.355	.681
68	14.235	.357	.645
2	14.189	.361	.613
149	13.861	.384	.762
27	13.812	.387	.738
117	13.758	.391	.716
111	13.670	.397	.715

Observation number	Mahalanobis d-squared	p1	p2
112	13.654	.399	.669
126	13.524	.408	.697
28	13.474	.412	.672
154	13.452	.414	.627
4	13.352	.421	.636
76	13.325	.423	.594
14	13.288	.426	.558
99	13.199	.433	.562
70	13.161	.435	.526
98	13.154	.436	.468
72	12.987	.449	.532
6	12.973	.450	.479
118	12.798	.464	.551
40	12.737	.468	.535
38	12.709	.470	.493
116	12.619	.478	.501
10	12.616	.478	.439
89	12.382	.497	.561
45	12.173	.513	.662
144	12.126	.517	.638
121	12.086	.521	.608
122	12.086	.521	.546
33	11.845	.540	.674
1	11.788	.545	.659
95	11.776	.546	.608
84	11.684	.554	.619
29	11.643	.557	.591
119	11.392	.578	.725
101	11.129	.600	.841
16	11.117	.601	.805
120	10.934	.616	.863
65	10.431	.658	.979

Observation number	Mahalanobis d-squared	p1	p2
83	10.425	.659	.970
86	10.356	.665	.970
42	10.267	.672	.972
102	10.100	.686	.983
54	10.010	.693	.984
47	9.799	.710	.993
44	9.778	.712	.991
69	9.704	.718	.991
46	9.521	.733	.995

Lampiran 19 : Output SPSS (Uji Linieritas)

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	73.313	2	36.657	4.600	.011 ^b
	Residual	1219.167	153	7.968		
	Total	1292.481	155			

a. Dependent Variable: KK

b. Predictors: (Constant), KP, LMX

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	12.975	1.693		7.663	.000		
LMX	.064	.097	.054	.664	.507	.920	1.087
KP	.242	.091	.217	2.651	.009	.920	1.087

a. Dependent Variable: KK

Lampiran 20 : Output Estimate AMOS

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
KP	<---	LMX	.134	.050	2.682	.007	par_10
KK	<---	KP	.341	.153	2.224	.026	par_12
KK	<---	LMX	.016	.056	.282	.778	par_13
LMX1	<---	LMX	1.000				
LMX2	<---	LMX	.651	.065	10.042	***	par_1
LMX3	<---	LMX	.821	.078	10.590	***	par_2
KK5	<---	KK	1.000				
KK4	<---	KK	1.227	.225	5.446	***	par_3
KK3	<---	KK	.954	.200	4.763	***	par_4
KK2	<---	KK	.956	.200	4.784	***	par_5
KK1	<---	KK	.829	.178	4.666	***	par_6
KP1	<---	KP	1.000				
KP2	<---	KP	1.342	.244	5.500	***	par_7
KP3	<---	KP	.942	.176	5.356	***	par_8
KP4	<---	KP	1.049	.197	5.319	***	par_9
KP5	<---	KP	.987	.181	5.451	***	par_11

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
KP <--- LMX	.288
KK <--- KP	.287
KK <--- LMX	.029
LMX1 <--- LMX	.934
LMX2 <--- LMX	.736
LMX3 <--- LMX	.780
KK5 <--- KK	.524
KK4 <--- KK	.757
KK3 <--- KK	.616
KK2 <--- KK	.568
KK1 <--- KK	.548
KP1 <--- KP	.605
KP2 <--- KP	.582
KP3 <--- KP	.603
KP4 <--- KP	.644
KP5 <--- KP	.622

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
LMX	.817	.119	6.883	***	par_14
e14	.162	.046	3.532	***	par_15
e15	.228	.075	3.053	.002	par_16
e1	.119	.056	2.116	.034	par_17
e2	.294	.040	7.284	***	par_18
e3	.356	.055	6.521	***	par_19
e4	.660	.086	7.690	***	par_20

	Estimate	S.E.	C.R.	P	Label
e5	.281	.056	5.002	***	par_21
e6	.373	.053	7.059	***	par_22
e7	.480	.064	7.445	***	par_23
e8	.400	.054	7.448	***	par_24
e9	.306	.043	7.044	***	par_25
e10	.620	.087	7.154	***	par_26
e11	.273	.039	7.053	***	par_27
e12	.274	.042	6.535	***	par_28
e13	.272	.039	6.919	***	par_29

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
KP	.083
KK	.088
KP5	.387
KP4	.414
KP3	.364
KP2	.339
KP1	.366
KK1	.300
KK2	.322
KK3	.379
KK4	.572
KK5	.275
LMX3	.608
LMX2	.541
LMX1	.873

Total Effects (Group number 1 - Default model)

	LMX	KP	KK
KP	.134	.000	.000
KK	.061	.341	.000
KP5	.132	.987	.000
KP4	.140	1.049	.000
KP3	.126	.942	.000
KP2	.179	1.342	.000
KP1	.134	1.000	.000
KK1	.051	.283	.829
KK2	.059	.326	.956
KK3	.059	.326	.954
KK4	.075	.419	1.227
KK5	.061	.341	1.000
LMX3	.821	.000	.000
LMX2	.651	.000	.000
LMX1	1.000	.000	.000

Standardized Total Effects (Group number 1 - Default model)

	LMX	KP	KK
KP	.288	.000	.000
KK	.111	.287	.000
KP5	.179	.622	.000
KP4	.185	.644	.000
KP3	.174	.603	.000
KP2	.168	.582	.000
KP1	.174	.605	.000
KK1	.061	.157	.548
KK2	.063	.163	.568
KK3	.068	.176	.616
KK4	.084	.217	.757

	LMX	KP	KK
KK5	.058	.150	.524
LMX3	.780	.000	.000
LMX2	.736	.000	.000
LMX1	.934	.000	.000

Direct Effects (Group number 1 - Default model)

	LMX	KP	KK
KP	.134	.000	.000
KK	.016	.341	.000
KP5	.000	.987	.000
KP4	.000	1.049	.000
KP3	.000	.942	.000
KP2	.000	1.342	.000
KP1	.000	1.000	.000
KK1	.000	.000	.829
KK2	.000	.000	.956
KK3	.000	.000	.954
KK4	.000	.000	1.227
KK5	.000	.000	1.000
LMX3	.821	.000	.000
LMX2	.651	.000	.000
LMX1	1.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	LMX	KP	KK
KP	.288	.000	.000
KK	.029	.287	.000
KP5	.000	.622	.000
KP4	.000	.644	.000
KP3	.000	.603	.000

	LMX	KP	KK
KP2	.000	.582	.000
KP1	.000	.605	.000
KK1	.000	.000	.548
KK2	.000	.000	.568
KK3	.000	.000	.616
KK4	.000	.000	.757
KK5	.000	.000	.524
LMX3	.780	.000	.000
LMX2	.736	.000	.000
LMX1	.934	.000	.000

Indirect Effects (Group number 1 - Default model)

	LMX	KP	KK
KP	.000	.000	.000
KK	.046	.000	.000
KP5	.132	.000	.000
KP4	.140	.000	.000
KP3	.126	.000	.000
KP2	.179	.000	.000
KP1	.134	.000	.000
KK1	.051	.283	.000
KK2	.059	.326	.000
KK3	.059	.326	.000
KK4	.075	.419	.000
KK5	.061	.341	.000
LMX3	.000	.000	.000
LMX2	.000	.000	.000
LMX1	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	LMX	KP	KK
KP	.000	.000	.000
KK	.082	.000	.000
KP5	.179	.000	.000
KP4	.185	.000	.000
KP3	.174	.000	.000
KP2	.168	.000	.000
KP1	.174	.000	.000
KK1	.061	.157	.000
KK2	.063	.163	.000
KK3	.068	.176	.000
KK4	.084	.217	.000
KK5	.058	.150	.000
LMX3	.000	.000	.000
LMX2	.000	.000	.000
LMX1	.000	.000	.000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	30	120.803	48	.000	2.517
Saturated model	78	.000	0		
Independence model	12	818.071	66	.000	12.395

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.047	.887	.817	.546
Saturated model	.000	1.000		
Independence model	.164	.493	.401	.417

Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	.852	.797	.905	.867	.903
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.727	.620	.657
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	72.803	44.207	109.085
Saturated model	.000	.000	.000
Independence model	752.071	663.577	848.002

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.779	.470	.285	.704
Saturated model	.000	.000	.000	.000
Independence model	5.278	4.852	4.281	5.471

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.099	.077	.121	.000
Independence model	.271	.255	.288	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	180.803	186.296	272.299	302.299
Saturated model	156.000	170.282	393.889	471.889
Independence model	842.071	844.268	878.669	890.669

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	1.166	.982	1.401	1.202
Saturated model	1.006	1.006	1.006	1.099
Independence model	5.433	4.862	6.052	5.447

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	84	95
Independence model	17	19

Lampiran 21 : Sobel Test

Input:		Test statistic:	Std. Error:	<i>p</i> -value:
<i>a</i>	0.134	Sobel test: 1.71361731	0.02666523	0.08659903
<i>b</i>	0.341	Aroian test: 1.64717135	0.02774089	0.09952283
<i>s_a</i>	0.05	Goodman test: 1.78881293	0.02554431	0.07364495
<i>s_b</i>	0.153	Reset all	Calculate	

Lampiran 22. Dokumentasi



Foto saat melakukan wawancara



Foto saat melakukan penyebaran kuisioner