

## Lampiran 1. Angket Penelitian

### INSTRUMEN PENELITIAN

#### PENGARUH GAYA KEPEMIMPINAN, MOTIVASI, DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PADA PT. SEMEN TONASA DI KABUPATEN PANGKEP

##### A. Identitas Responden

1. Nama : \_\_\_\_\_
2. Umur : \_\_\_\_\_ tahun.
3. Jenis Kelamin :  Pria  Wanita
4. Tingkat Pendidikan Terakhir :  SMA  S2  
 Akademi (D3)  S3  
 S1  lainnya, \_\_\_\_\_
5. Saat ini anda bekerja di bagian \_\_\_\_\_
6. Masa kerja : \_\_\_\_\_ tahun \_\_\_\_\_ bulan

##### B. Petunjuk Pengisian

Bapak/Ibu, Saudara(i) diminta untuk memberikan tanggapan atas pernyataan yang ada pada kuesioner ini sesuai dengan keadaan yang sebenarnya dan keyakinan Bapak/Ibu, Saudara(i) bukan berdasarkan pendapat umum atau pendapat orang lain, dengan cara memberikan nilai atau angka sesuai rentang nilai yang tersedia pada lembar jawaban yang telah disediakan sesuai dengan penilaian anda dan prioritas anda dalam menilai setiap item pertanyaan. Kerahasiaan atas jawaban Bapak/Ibu,

Saudara(i) dijamin oleh peneliti dan hanya untuk kepentingan penelitian tesis ini.

**Keterangan :**

STS = Sangat Tidak Setuju (1)

TS = Tidak Setuju (2)

CS = Cukup Setuju (3)

S = Setuju (4)

SS = Sangat Setuju (5)

**C. Penilaian Variabel Penelitian**

**1. Variabel Kinerja Karyawan (Y)**

No	Pernyataan	STS	TS	CS	S	SS
1.	Kualitas hasil kerja saya sesuai dengan standar yang telah ditetapkan					
2.	Kuantitas hasil kerja saya sesuai dengan standar yang telah ditetapkan					
3.	Saya dapat menyelesaikan pekerjaan dengan tepat waktu					
4.	Saya memiliki kreativitas dalam bekerja					

**2. Variabel Gaya Kepemimpinan (X1)**

No.	Pernyataan	STS	TS	CS	S	SS
1.	pimpinan memiliki kemampuan dalam pengambilan keputusan					
2.	Pimpinan memiliki kemampuan dalam memotivasi bawahan					
3.	Pimpinan memiliki kemampuan dalam					

	berkomunikasi					
4.	Pimpinan memiliki kemampuan dalam mengendalikan bawahan					
5.	Pimpinan memiliki tanggung jawab					
6.	Pimpinan memiliki kemampuan dalam mengendalikan emosi					

### 3. Variabel Motivasi (X2)

No.	Pernyataan	STS	TS	CS	S	SS
1.	Saya memiliki keinginan untuk mencapai kesuksesan					
2.	Saya ingin mencapai kekuasaan atau otoritas kerja					
3.	Saya ingin bersahabat dan mengenal lebih dekat rekan kerja di dalam organisasi					

### 4. Variabel Lingkungan Kerja (X3)

No.	Pernyataan	STS	TS	CS	S	SS
1.	Kondisi bangunan dan ruang tempat kerja mempengaruhi kinerja saya					
2.	Fasilitas kelengkapan kerja di tempat kerja mempengaruhi kinerja saya					
3.	Hubungan baik dengan rekan kerja mempengaruhi kinerja saya					
4.	Keamanan dalam bekerja mempengaruhi kinerja saya					
5.	Lokasi & letak tempat kerja mempengaruhi kinerja saya					

No.	JK	Umur	M.K	Pend	Y.1	Y.2	Y.3	Y.4	Jml	Y	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Jml	X1	X2.1	X2.2	X2.3	Jml	X2	X3.3	X3.2	X3.3	X3.4	X3.5	X3
1	L	26	4	S1	4	5	4	3	16	4	4	4	4	4	4	4	24	4.00	4	4	5	13	4.33	4	4	3	4	4	3.8
2	L	27	4	S1	5	5	5	4	19	4.75	5	5	4	4	5	4	27	4.50	5	5	5	15	5.00	5	5	5	5	4	4.8
3	L	29	4	SMA	5	5	5	5	20	5	5	5	4	4	5	4	27	4.50	4	5	5	14	4.67	5	5	5	5	4	4.8
4	L	32	4	SMA	5	5	5	4	19	4.75	5	5	5	4	4	4	27	4.50	5	5	5	15	5.00	5	5	4	5	4	4.6
5	L	30	4	SMA	5	5	5	4	19	4.75	5	5	5	4	4	4	27	4.50	5	5	4	14	4.67	5	5	5	5	4	4.8
6	L	43	21	SMA	5	5	5	5	20	5	5	5	5	5	4	5	29	4.83	5	5	5	15	5.00	5	5	5	5	5	5
7	L	49	21	S1	5	5	4	4	18	4.5	4	4	4	4	4	4	24	4.00	5	5	5	15	5.00	4	4	4	5	4	4.2
8	L	29	7	D3	5	5	5	4	19	4.75	4	4	4	4	4	4	24	4.00	5	4	4	13	4.33	5	5	5	5	5	5
9	L	45	4	S1	4	4	4	4	16	4	5	5	5	5	5	5	30	5.00	5	5	5	15	5.00	4	5	5	5	5	4.8
10	L	27	4	SMA	5	5	5	4	19	4.75	3	3	3	3	3	3	18	3.00	5	4	4	13	4.33	5	5	5	5	5	5
11	L	26	4	S1	3	4	3	3	13	3.25	3	3	3	3	3	3	18	3.00	5	5	5	15	5.00	4	4	3	4	3	3.6
12	L	27	4	S1	5	5	5	5	20	5	3	3	3	3	3	3	18	3.00	4	3	4	11	3.67	5	5	5	5	3	4.6
13	L	28	7	D3	5	5	4	4	18	4.5	5	5	5	5	5	5	30	5.00	5	5	5	15	5.00	5	4	4	5	5	4.6
14	P	31	4	D3	5	5	5	5	20	5	5	4	4	4	4	5	26	4.33	5	4	4	13	4.33	5	5	5	5	4	4.8
15	P	32	7	S1	5	5	4	4	18	4.5	5	5	5	4	5	4	28	4.67	5	5	5	15	5.00	5	5	5	5	4	4.8
16	L	35	10	S1	5	5	5	5	20	5	4	5	5	5	4	4	27	4.50	5	4	5	14	4.67	5	5	5	5	5	5
17	L	29	4	SMA	4	4	3	3	14	3.5	5	5	5	5	5	5	30	5.00	5	5	5	15	5.00	3	3	3	3	3	3
18	P	25	4	SMA	5	4	5	5	19	4.75	4	4	4	4	4	4	24	4.00	4	4	4	12	4.00	5	5	5	5	5	5
19	L	29	7	D3	5	5	5	4	19	4.75	5	5	5	4	5	4	28	4.67	5	5	5	15	5.00	5	5	5	5	4	4.8
20	L	30	7	D3	5	5	5	4	19	4.75	5	5	5	5	4	5	29	4.83	5	5	5	15	5.00	4	5	4	5	4	4.4
21	L	33	7	S1	5	5	5	4	19	4.75	5	4	4	4	4	4	25	4.17	5	5	4	14	4.67	4	4	3	4	4	3.8
22	L	28	7	D3	4	4	3	3	14	3.5	4	4	4	4	4	4	24	4.00	5	4	5	14	4.67	5	4	4	5	4	4.4
23	P	25	4	SMA	5	5	4	4	18	4.5	5	4	4	4	4	4	25	4.17	5	5	4	14	4.67	5	4	4	4	5	4.4

24	L	55	32	SMA	5	5	4	4	18	4.5	5	5	5	5	4	5	29	4.83	5	4	5	14	4.67	4	5	5	5	5	5	4.8	
25	P	29	7	D3	5	5	5	5	20	5	5	4	4	4	4	3	24	4.00	5	5	4	14	4.67	5	5	5	5	5	5	5	
26	L	32	4	SMA	3	3	4	4	14	3.5	5	5	5	5	5	5	30	5.00	5	5	5	15	5.00	3	3	3	3	3	3	3	
27	L	27	4	SMA	5	5	5	4	19	4.75	4	4	4	4	4	4	24	4.00	4	3	3	10	3.33	5	5	5	5	4	4.8	4.8	
28	L	34	10	S1	5	5	5	5	20	5	5	5	5	5	4	5	29	4.83	5	5	5	15	5.00	5	5	5	5	5	5	5	
29	P	28	7	D3	5	5	4	4	18	4.5	5	5	5	5	5	5	30	5.00	5	5	5	15	5.00	5	4	4	5	5	4.6	4.6	
30	L	27	4	S1	5	5	5	5	20	5	5	5	5	5	4	4	28	4.67	5	5	4	14	4.67	5	5	5	5	5	5	5	
31	L	27	4	D3	4	4	3	3	14	5.6	4	4	4	4	4	4	24	4.00	5	5	5	15	5.00	5	5	4	5	4	4.6	4.6	
32	L	45	21	S1	5	5	5	4	19	4.75	5	5	5	5	5	4	29	4.83	4	3	4	11	3.67	5	5	5	5	4	4.8	4.8	
33	L	26	4	SMA	5	5	5	5	20	5	5	5	5	5	5	4	29	4.83	5	5	5	15	5.00	5	5	5	5	5	5	5	
34	L	25	4	SMA	5	5	5	4	19	4.75	5	5	5	5	5	5	30	5.00	5	5	5	15	5.00	5	5	5	5	3	4.6	4.6	
35	L	25	4	S1	4	4	3	4	15	3.75	4	4	4	4	4	4	24	4.00	5	5	4	14	4.67	5	5	4	5	4	4.6	4.6	
36	L	29	4	SMA	5	5	5	5	20	5	5	5	5	5	5	5	30	5.00	4	4	4	12	4.00	4	4	4	4	4	4	4	
37	L	27	4	S1	5	5	5	4	19	4.75	5	5	5	5	5	4	29	4.83	5	5	5	15	5.00	5	5	5	5	5	5	5	
38	L	48	29	SMA	5	5	5	4	19	4.75	5	5	5	5	5	4	29	4.83	5	5	4	14	4.67	5	5	5	4	4	4.6	4.6	
39	L	27	4	SMA	5	5	4	4	18	4.5	5	5	5	5	5	5	30	5.00	5	5	5	15	5.00	5	5	5	4	4	4.6	4.6	
40	L	30	7	D3	4	3	4	4	15	3.75	4	4	4	4	4	4	24	4.00	5	5	4	14	4.67	5	4	4	5	4	4.4	4.4	
41	L	27	4	S1	5	5	5	4	19	4.75	5	5	5	5	5	5	30	5.00	5	3	4	12	4.00	5	5	5	5	4	4.8	4.8	
42	L	25	4	S1	4	4	4	4	16	4	4	4	4	4	4	4	24	4.00	5	5	5	15	5.00	5	5	5	5	5	5	5	
43	L	25	4	S1	4	5	5	5	19	4.75	5	5	5	5	5	4	29	4.83	5	4	4	13	4.33	4	5	5	5	5	5	4.8	4.8
44	L	27	4	S1	4	5	4	4	17	4.25	4	4	4	4	4	4	24	4.00	5	5	5	15	5.00	4	5	5	5	3	4.4	4.4	
45	L	28	D3	S1	5	5	5	5	20	5	5	5	5	5	5	5	30	5.00	4	4	4	12	4.00	5	5	5	5	5	5	5	
46	L	29	7	D3	5	5	4	4	18	4.5	5	4	4	4	4	4	25	4.17	5	5	5	15	5.00	5	5	4	5	4	4.6	4.6	
47	L	31	7	S1	5	5	5	5	20	5	5	5	5	5	5	4	29	4.83	5	4	4	13	4.33	5	4	5	4	5	4.6	4.6	

48	L	47	21	S1	4	4	5	5	18	4.5	4	5	5	5	5	5	29	4.83	5	5	5	15	5.00	5	5	5	5	5	5
49	L	44	21	S1	5	5	5	5	20	5	5	5	5	5	5	5	30	5.00	4	4	5	13	4.33	5	4	5	5	5	4.8
50	L	42	25	S1	4	4	5	5	18	4.5	4	4	4	4	4	4	24	4.00	4	5	5	14	4.67	5	5	5	5	5	5
51	L	25	4	SMA	5	5	5	4	19	4.75	5	5	5	5	5	5	30	5.00	4	5	4	13	4.33	4	5	5	5	5	4.8
52	L	26	4	SMA	5	5	5	4	19	4.75	5	5	5	5	5	5	30	5.00	4	5	5	14	4.67	5	4	5	4	5	4.6
53	L	29	7	D3	4	5	5	5	19	4.75	5	4	4	4	4	4	25	4.17	5	5	5	15	5.00	4	4	5	5	4	4.4
54	L	33	7	D3	4	5	4	5	18	4.5	4	4	4	4	4	4	24	4.00	5	5	5	15	5.00	5	5	5	5	5	5
55	L	30	7	S1	4	4	5	5	18	4.5	5	5	5	5	5	5	30	5.00	4	4	4	12	4.00	5	5	5	4	4	4.6
56	L	25	4	SMA	4	4	5	5	18	4.5	5	5	5	5	5	5	30	5.00	4	4	4	12	4.00	5	5	5	5	5	5
57	L	40	21	S1	5	5	5	5	20	5	5	5	5	5	5	4	29	4.83	4	5	4	13	4.33	4	5	5	5	5	4.8
58	L	28	7	D3	4	5	5	4	18	4.5	5	5	5	5	5	5	30	5.00	5	5	5	15	5.00	5	5	5	5	5	5
59	L	26	4	S1	5	5	3	4	17	4.25	4	4	3	5	5	4	25	4.17	5	4	5	14	4.67	3	3	5	4	4	3.8
60	L	50	26	S2	5	5	4	4	18	4.5	4	5	5	5	5	4	28	4.67	4	4	4	12	4.00	3	4	5	4	5	4.2
61	L	28	7	D3	5	4	5	4	18	4.5	5	3	5	5	4	4	26	4.33	4	4	4	12	4.00	3	5	3	4	5	4
62	L	29	7	D3	5	5	5	5	20	5	5	3	4	4	4	3	23	3.83	4	4	5	13	4.33	4	4	5	5	5	4.6
63	L	33	7	D3	4	4	4	3	15	3.75	5	3	4	4	4	4	24	4.00	5	5	5	15	5.00	5	4	5	4	4	4.4
64	L	35	7	D3	5	4	3	3	15	3.75	5	3	4	4	5	5	26	4.33	5	4	5	14	4.67	4	4	5	5	3	4.2
65	L	29	7	D3	4	4	3	5	16	4	4	3	5	4	5	5	26	4.33	5	5	5	15	5.00	5	5	5	5	5	5
66	L	30	7	D3	4	5	4	5	18	4.5	3	3	5	5	4	5	25	4.17	4	5	4	13	4.33	5	5	4	5	5	4.8
67	L	31	7	D3	4	5	4	5	18	4.5	5	5	5	5	5	5	30	5.00	5	5	4	14	4.67	5	4	5	5	5	4.8
68	L	30	7	D3	5	4	4	4	17	4.25	5	5	4	4	4	4	26	4.33	4	4	4	12	4.00	4	3	5	5	4	4.2
69	L	33	7	D3	4	5	5	5	19	4.75	4	4	4	4	5	4	25	4.17	4	5	5	14	4.67	4	4	4	4	4	4
70	L	32	7	D3	5	5	5	5	20	5	4	5	5	5	5	4	28	4.67	5	4	5	14	4.67	5	4	5	4	5	4.6
71	P	27	4	SMA	5	4	5	4	18	4.5	4	4	4	5	4	4	25	4.17	5	5	5	15	5.00	5	4	5	5	4	4.6

72	L	28	4	SMA	4	4	4	4	16	4	4	5	5	4	4	5	27	4.50	4	3	3	10	3.33	4	5	4	4	5	4.4
73	L	41	10	S1	5	4	5	3	17	4.25	4	5	4	5	5	5	28	4.67	5	5	4	14	4.67	5	5	5	5	4	4.8
74	L	44	10	S1	4	4	5	4	17	4.25	4	5	3	4	4	5	25	4.17	4	3	4	11	3.67	5	4	5	5	5	4.8
75	L	38	10	S1	5	5	5	4	19	4.75	5	4	5	5	5	3	27	4.50	4	4	4	12	4.00	5	5	4	5	3	4.4
76	L	39	10	S1	2	2	4	4	12	3	4	4	3	3	2	3	19	3.17	3	2	4	9	3.00	4	5	5	5	5	4.8
77	L	41	10	S1	4	4	4	4	16	4	4	4	3	4	5	4	24	4.00	5	3	5	13	4.33	4	4	4	4	5	4.2
78	L	28	7	D3	4	4	4	4	16	4	4	3	4	4	4	4	23	3.83	5	5	5	15	5.00	4	5	5	5	5	4.8
79	L	28	4	SMA	4	4	4	4	16	4	3	3	4	4	4	4	22	3.67	5	5	5	15	5.00	4	4	4	4	4	4
80	L	27	4	S1	4	4	4	3	15	3.75	4	3	4	4	4	3	22	3.67	4	3	4	11	3.67	3	3	4	4	4	3.6
81	L	28	4	S1	4	4	4	4	16	4	4	4	4	4	5	4	25	4.17	4	2	4	10	3.33	5	4	5	4	4	4.4
82	L	25	4	SMA	4	4	4	4	16	4	4	4	4	4	4	4	24	4.00	5	4	4	13	4.33	4	4	4	4	4	4
83	L	26	4	SMA	4	3	4	4	15	3.75	4	4	4	4	5	4	25	4.17	5	4	4	13	4.33	4	5	5	4	4	4.4
84	L	26	4	SMA	3	3	4	4	14	3.5	4	4	4	4	4	5	25	4.17	5	4	5	14	4.67	4	5	5	5	5	4.8
85	L	45	21	SMA	3	4	4	4	15	3.75	3	2	4	1	4	5	19	3.17	4	4	5	13	4.33	5	5	5	5	5	5
86	L	46	21	S1	4	4	4	3	15	3.75	3	3	4	3	4	4	21	3.50	5	3	5	13	4.33	3	3	4	5	4	3.8

### Lampiran 3. Distribusi Frekuensi Karakteristik Responden

#### Frequencies

		Statistics			
		umur	J_kelamin	T_pendidikan	M_kerja
N	Valid	90	90	90	90
	Missing	0	0	0	0
Mean		2.40	1.17	3.34	3.43
Std. Deviation		.776	.375	.837	1.366
Percentiles	25	2.00	1.00	3.00	3.00
	50	3.00	1.00	3.00	4.00
	75	3.00	1.00	4.00	5.00

#### Frequency Table

		umur			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<30	13	14.4	14.4	14.4
	31-40	31	34.4	34.4	48.9
	41-50	43	47.8	47.8	96.7
	<51	3	3.3	3.3	100.0
	Total	90	100.0	100.0	

		J_kelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	75	83.3	83.3	83.3
	Perempuan	15	16.7	16.7	100.0
	Total	90	100.0	100.0	



**T\_pendidikan**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SD	1	1.1	1.1	1.1
SLTP	4	4.4	4.4	5.6
SLTA	62	68.9	68.9	74.4
D3	9	10.0	10.0	84.4
S1	14	15.6	15.6	100.0
Total	90	100.0	100.0	

**M\_kerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1-5	14	15.6	15.6	15.6
6-10	7	7.8	7.8	23.3
11-15	18	20.0	20.0	43.3
15-20	28	31.1	31.1	74.4
>21	23	25.6	25.6	100.0
Total	90	100.0	100.0	

### Lampiran 4. Distribusi Frekuensi Variabel Penelitian

		Statistics			
		Y1	Y2	Y3	Y4
N	Valid	86	86	86	86
	Missing	0	0	0	0
Mean		4.50	4.53	4.44	4.21
Std. Deviation		.646	.645	.662	.635
Percentiles					
25		4.00	4.00	4.00	4.00
50		5.00	5.00	5.00	4.00
75		5.00	5.00	5.00	5.00

### Frequency Table

		Y1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.2	1.2	1.2
	3	4	4.7	4.7	5.8
	4	32	37.2	37.2	43.0
	5	49	57.0	57.0	100.0
	Total	86	100.0	100.0	

		Y2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.2	1.2	1.2
	3	4	4.7	4.7	5.8
	4	29	33.7	33.7	39.5
	5	52	60.5	60.5	100.0
	Total	86	100.0	100.0	

		Y3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	8	9.3	9.3	9.3
	4	32	37.2	37.2	46.5
	5	46	53.5	53.5	100.0
	Total	86	100.0	100.0	

## Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	10	11.6	11.6	11.6
Valid 4	48	55.8	55.8	67.4
Valid 5	28	32.6	32.6	100.0
Total	86	100.0	100.0	

## Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
N	Valid	86	86	86	86	86	86
	Missing	0	0	0	0	0	0
Mean		4.47	4.33	4.41	4.36	4.41	4.27
Std. Deviation		.645	.774	.639	.701	.621	.622
	25	4.00	4.00	4.00	4.00	4.00	4.00
Percentiles	50	5.00	4.50	4.00	4.00	4.00	4.00
	75	5.00	5.00	5.00	5.00	5.00	5.00

## Frekuensi Tabel Gaya Kepemimpinan

## X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	7	8.1	8.1	8.1
Valid 4	32	37.2	37.2	45.3
Valid 5	47	54.7	54.7	100.0
Total	86	100.0	100.0	

## X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.2	1.2	1.2
Valid 3	13	15.1	15.1	16.3
Valid 4	29	33.7	33.7	50.0
Valid 5	43	50.0	50.0	100.0
Total	86	100.0	100.0	

**X1.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	8.1	8.1	8.1
Valid 4	37	43.0	43.0	51.2
5	42	48.8	48.8	100.0
Total	86	100.0	100.0	

**X1.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.2	1.2	1.2
Valid 3	5	5.8	5.8	7.0
4	41	47.7	47.7	54.7
5	39	45.3	45.3	100.0
Total	86	100.0	100.0	

**X1.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.2	1.2	1.2
Valid 3	3	3.5	3.5	4.7
4	42	48.8	48.8	53.5
5	40	46.5	46.5	100.0
Total	86	100.0	100.0	

**X1.6**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	9.3	9.3	9.3
Valid 4	47	54.7	54.7	64.0
5	31	36.0	36.0	100.0
Total	86	100.0	100.0	

## Frekuensi Motivasi

**Statistics**

		X2.1	X2.2	X2.3
N	Valid	86	86	86
	Missing	0	0	0
Mean		4.66	4.41	4.53
Std. Deviation		.500	.773	.547
Percentiles				
	25	4.00	4.00	4.00
	50	5.00	5.00	5.00
	75	5.00	5.00	5.00

## Frequency Table

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	1.2	1.2	1.2
	4	27	31.4	31.4	32.6
	5	58	67.4	67.4	100.0
	Total	86	100.0	100.0	

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.3	2.3	2.3
	3	9	10.5	10.5	12.8
	4	27	31.4	31.4	44.2
	5	48	55.8	55.8	100.0
	Total	86	100.0	100.0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	2.3	2.3	2.3
	4	36	41.9	41.9	44.2
	5	48	55.8	55.8	100.0
	Total	86	100.0	100.0	

## Frequencies

		Statistics				
		X3.1	X3.2	X3.3	X3.4	X3.5
N	Valid	86	86	86	86	86
	Missing	0	0	0	0	0
Mean		4.55	4.55	4.62	4.69	4.40
Std. Deviation		.645	.626	.617	.515	.656
Percentiles						
25		4.00	4.00	4.00	4.00	4.00
50		5.00	5.00	5.00	5.00	4.00
75		5.00	5.00	5.00	5.00	5.00

## Frequency Table

### X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	7	8.1	8.1	8.1
	4	25	29.1	29.1	37.2
	5	54	62.8	62.8	100.0
	Total	86	100.0	100.0	

### X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	7.0	7.0	7.0
	4	27	31.4	31.4	38.4
	5	53	61.6	61.6	100.0
	Total	86	100.0	100.0	

### X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	6	7.0	7.0	7.0
	4	21	24.4	24.4	31.4
	5	59	68.6	68.6	100.0
	Total	86	100.0	100.0	

**X3.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	2.3	2.3	2.3
4	23	26.7	26.7	29.1
5	61	70.9	70.9	100.0
Total	86	100.0	100.0	

**X3.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	8	9.3	9.3	9.3
4	36	41.9	41.9	51.2
5	42	48.8	48.8	100.0
Total	86	100.0	100.0	

## Lampiran 5. Analisis Regresi Linear Berganda

### Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1 <sup>b</sup>	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.586 <sup>a</sup>	.344	.320	.40905	2.201

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.187	3	2.396	14.319	.000 <sup>b</sup>
	Residual	13.720	82	.167		
	Total	20.908	85			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.839	.628		1.337	.185
	X1	.348	.089	.370	3.936	.000
	X2	-.003	.088	-.003	-.037	.970
	X3	.455	.102	.404	4.465	.000

a. Dependent Variable: Y



**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3.5059	4.8429	4.4215	.29079	86
Residual	-1.11750	1.03492	.00000	.40177	86
Std. Predicted Value	-3.149	1.449	.000	1.000	86
Std. Residual	-2.732	2.530	.000	.982	86

a. Dependent Variable: Y

## Lampiran 6. Uji Validitas dan Reliabilitas

### Reliability

#### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	86	100.0
	Excluded <sup>a</sup>	0	.0
	Total	86	100.0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.766	.765	4

**Item Statistics**

	Mean	Std. Deviation	N
Y1	4.50	.646	86
Y2	4.53	.645	86
Y3	4.44	.662	86
Y4	4.21	.635	86

**Inter-Item Correlation Matrix**

	Y1	Y2	Y3	Y4
Y1	1.000	.733	.468	.201
Y2	.733	1.000	.432	.327
Y3	.468	.432	1.000	.534
Y4	.201	.327	.534	1.000

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1	13.19	2.341	.595	.584	.695
Y2	13.15	2.271	.642	.572	.669
Y3	13.24	2.281	.609	.420	.687
Y4	13.48	2.652	.426	.325	.781

**Reliability****Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	86	100.0
	Excluded <sup>a</sup>	0	.0
	Total	86	100.0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.878	.878	6

**Item Statistics**

	Mean	Std. Deviation	N
X1.1	4.47	.645	86
X1.2	4.33	.774	86
X1.3	4.41	.639	86
X1.4	4.36	.701	86
X1.5	4.41	.621	86
X1.6	4.27	.622	86

**Inter-Item Correlation Matrix**

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
X1.1	1.000	.636	.591	.587	.491	.302
X1.2	.636	1.000	.609	.692	.529	.428
X1.3	.591	.609	1.000	.692	.586	.522
X1.4	.587	.692	.692	1.000	.605	.424
X1.5	.491	.529	.586	.605	1.000	.477
X1.6	.302	.428	.522	.424	.477	1.000

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	21.77	7.310	.656	.490	.862
X1.2	21.91	6.509	.737	.580	.849
X1.3	21.83	7.016	.765	.599	.844
X1.4	21.87	6.725	.769	.625	.842
X1.5	21.83	7.369	.671	.463	.859
X1.6	21.97	7.822	.520	.334	.882

## Reliability

### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	86	100.0
	Excluded <sup>a</sup>	0	.0
	Total	86	100.0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.700	.717	3

**Item Statistics**

	Mean	Std. Deviation	N
X2.1	4.66	.500	86
X2.2	4.41	.773	86
X2.3	4.53	.547	86

**Inter-Item Correlation Matrix**

	X2.1	X2.2	X2.3
X2.1	1.000	.512	.410
X2.2	.512	1.000	.453
X2.3	.410	.453	1.000

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	8.94	1.279	.548	.302	.599
X2.2	9.20	.772	.573	.333	.580
X2.3	9.07	1.242	.498	.248	.637

**Reliability****Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	86	100.0
	Excluded <sup>a</sup>	0	.0
	Total	86	100.0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.765	.772	5

**Item Statistics**

	Mean	Std. Deviation	N
X3.1	4.55	.645	86
X3.2	4.55	.626	86
X3.3	4.62	.617	86
X3.4	4.69	.515	86
X3.5	4.40	.656	86

**Inter-Item Correlation Matrix**

	X3.1	X3.2	X3.3	X3.4	X3.5
X3.1	1.000	.534	.445	.488	.206
X3.2	.534	1.000	.428	.539	.270
X3.3	.445	.428	1.000	.505	.350
X3.4	.488	.539	.505	1.000	.267
X3.5	.206	.270	.350	.267	1.000

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X3.1	18.24	3.151	.561	.369	.712
X3.2	18.24	3.128	.601	.404	.698
X3.3	18.17	3.181	.586	.355	.704
X3.4	18.10	3.412	.616	.410	.701
X3.5	18.40	3.560	.348	.144	.789