LAMPIRAN

Lampiran: Kuesioner Uji Coba Instrumen

No. Hp:

KUESIONER PENELITIAN

Dengan hormat,

Sehubungan dengan tugas penyelesaian skripsi, maka saya:

Nama: Meyla Aditya Pratami Putri

Status: Mahasiswa Ekonomi dan Perbankan Islam Universitas Muhammadiyah Yogyakarta

Memohon kesediaan Bapak/Ibu untuk berpartisipasi menjadi responden dengan mengisi kuesioner berikut ini.

Responden yang terhormat kami mengucapkan terima kasih atas kesediaan anda sebagai responden penelitian. Responden ini bertujuan untuk melihat hubungan atasan dan bawahan, kepuasan kerja, kinerja, dan komitmen afektif pada BMT Bina Ikhsanul Fikri Yogyakarta. Tidak ada kriteria yang benar dan salah dalam pengisisan kuesioner ini, untuk itu saya mohon agar Bapak/Ibu dapat memberikan jawaban pada setiap pernyataan. Mengingat kesibukan dan batas waktu Bapak/Ibu, maka kami mendesain kuesioner yang dapat diselesaikan dalam jangka waktu 7 – 10 menit.

Jika ada pertanyaan terkait untuk kuesioner ini, anda dapat menanyakan langsung ke ***087838213465 (Meyla)*** *atau mengirim email ke meyla.app95@gmail.com,* ***peneliti menjamin kerahasiaan identitas Saudara.***

BAGIAN A

Petunjuk: Berilah tanda *check list* (√) pada kotak jawaban yang telah disediakan.

1. Jenis Kelamin:
   - ☐ Wanita
   - ☐ Laki-laki
2. Usia:
   - ☐ 20 – 25 tahun
   - ☐ 26 – 31 tahun
   - ☐ 32 – 37 tahun
   - ☐ diatas 37 tahun
3. Posisi Pekerjaan:
   - ☐ *Manager*
   - ☐ *Teller*
   - ☐ *Customer Service*
   - ☐ *Marketing* dan *Account Officer*
   - ☐ Lainnya.....

4. Lama bekerja:
   - □ < 1 tahun
   - □ 1 – 3 tahun
   - □ 3 – 6 tahun
   - □ 6 – 10 tahun
   - □ diatas 10 tahun

5. Pendidikan terakhir:
   - □ SMA
   - □ Diploma
   - □ S1
   - □ S2
   - □ Lainnya.....

6. Pendapatan/bulan:
   - □ dibawah 1 jt
   - □ 1,1 jt – 2 jt
   - □ 2,1 jt – 3 jt
   - □ 3,1 jt – 5 jt
   - □ 5,1 jt – 10 jt
   - □ diatas 10 jt

BAGIAN B

Petunjuk: Berilah tanda *check list* (√) pada kotak jawaban yang telah disediakan.

STS	TS	N	S	SS
Sangat Tidak Setuju	Tidak Setuju	Netral	Setuju	Sangat Setuju

Bagian I

Ket.	Keterangan	STS	TS	N	S	SS
LMX1	Saya sangat terkesan dengan pengetahuan atasan saya mengenai pekerjaannya.					
LMX2	Saya mengagumi keahlian profesional atasan saya.					
LMX3	Saya menghormati pengetahuan atasan saya dan kompetensinya dalam pekerjaan.					
LMX4	Atasan saya punya banyak humor.					
LMX5	Atasan saya termasuk orang akan disukai oleh orang lain sebagai teman.					
LMX6	Saya tidak akan keberatan bekerja dengan sangat keras untuk atasan saya.					
LMX7	Saya tidak keberatan bekerja dengan sangat keras untuk atasan saya.					

Bagian II

Ket.	Keterangan	STS	TS	N	S	SS
KK1	Saya mampu untuk senantiasa sibuk sepanjang waktu.					
KK2	Saya dapat mandiri terhadap pekerjaan saya.					
KK3	Saya dapat melakukan beragam kegiatan tiap waktunya.					

Ket.	Keterangan	STS	TS	N	S	SS
KK4	Kesempatan saya bermanfaat bagi masyarakat lebih terbuka.					
KK5	Pimpinan saya mampu melayani para pegawainya dengan cara yang lebih baik.					
KK6	Pimpinan saya sangat berkompeten dalam membuat keputusan.					
KK7	Saya melakukan aktivitas yang tidak bertentangan dengan hati nurani.					
KK8	Pimpinan mampu membuat saya tetap bekerja dengan dirinya.					
KK9	Saya berkesempatan membuat sesuatu untuk orang lain.					
KK10	Saya berkesempatan berpikir sesuatu untuk orang lain.					
KK11	Saya berkesempatan melakukan sesuatu dengan usaha dan kemampuan saya sendiri.					
KK12	Kebijakan instansi ini telah sesuai dengan realisasi pekerjaannya.					
KK13	Gaji yang saya terima sudah sesuai dengan pekerjaan yang saya lakukan.					
KK14	Saya berkesempatan mengembangkan diri untuk lebih baik dalam pekerjaan ini.					
KK15	Keahlian saya dihargai dalam pekerjaan ini					
KK16	Saya berkesemoatan mencoba metode sendiri pada pekerjaan ini.					
KK17	Kondisi pekerjaan saya secara keseluruhan dinilai baik.					
KK18	Saya dan rekan saya berinteraksi dan berkomunikasi dengan baik.					
KK19	Saya berkesempatan mendapat pujian dari para pegawai untuk pekerjaan yang baik.					
KK20	Perasaan/perkiraan saya terhadap prestasi kerja saya kedepannya berpotensi baik.					

Bagian III

Ket.	Keterangan	STS	TS	N	S	SS
K1	Hasil kerja saya selama ini sesuai dengan kualitas yang diinginkan oleh perusahaan.					
K2	Saya dapat menyelesaikan pekerjaan dengan waktu yang ditentukan.					
K3	Saya dipercaya oleh atasan untuk melaksanakan tugas penting karena ketelitian saya dalam bekerja.					
K4	Ketelitian saya dalam bekerja memberikan hasil yang baikbagi kemajuan perusahaan.					
K5	Saya mampu mengerjakan beberapa tugas dalam waktu yang bersamaan.					
K6	Saya tidak keberatan apabila bekerja melebihi jam yang telah ditentukan oleh perusahaan.					
K7	Saya mempunyai target kerja yang harus dicapai dengan periode tertentu.					
K8	Saya mampu mencapai target kerja yang ditetapkan oleh perusahaan.					
K9	Dalam menyelesaikan tugas yang memerlukan kerja sama, saya dapat bekerja sama dengan baik.					
K10	Saya memiliki hubungan kerja sama yang baik dengan rekan kerja saya.					
K11	Didalam bekerja sama, saya mampu menciptakan komunikasi yang baik.					
K12	Pemimpin selalu membimbing saya agar bekerja dengan lebih baik.					
K13	Saya menggunakan waktu sebaik-baiknya untuk dapat menyelesaikan tugas yang diberikan.					
K14	Saya melaksanakan pekerjaan dengan tidak menunda-nunda waktu.					
K15	Saya selalu tepat waktu dalam menyelesaikan pekerjaan yang diberikan oleh atasan saya.					
K16	Saya selalu menyelesaikan pekerjaan sesuai dengan waktu yang telah ditetapkan.					

Bagian IV

Ket.	Keterangan	STS	TS	N	S	SS
KA1	Saya akan sangat bahagia menghabiskan sisa karir saya di organisasi ini.					
KA2	Saya membanggakan organisasi kepada orang lain diluar organisasi.					
KA3	Saya benar-benar merasakan seakan-akan permasalahan organisasi adalah permasalahan saya sendiri.					
KA4	Saya berpikir saya tidak akan mudah menjadi terikat dengan organisasi lain seperti saya terikat dengan organisasi ini.					
KA5	Saya merasa menjadi bagian dari keluarga pada organisasi ini.					
KA6	Saya merasa terikat secara emosional pada organisasi ini.					
KA7	Organisasi ini memiliki arti yang sangat besar bagi saya.					
KA8	Saya mempunyai rasa memiliki yang kuat terhadap organisasi.					

TERIMA KASIH

Lampiran: Hasil Uji Coba Instrumen

1. Tabulasi Data Variabel LMX

NO.	1	2	3	4	5	6	7	8	9	10	11	Total
	LMX (*Leader Member Exchanger*)											
1		4	4	3	3	3	3			4	3	27
2	2	4	4	3	3	4	4	4	3	4	4	39
3	2	4	3	3	3	4	4	4	4	4	3	38
4	4	4	4	3	3	4	3	2	3	4	3	37
5	4	4	4	4	4	4	4	4	4	4	4	44
6	3	3	3	3		3	3	3	4	4	3	32
7	4	4	4	2	3	3	2	1	2	4	4	33
8	4	4	4	3	4	4	3	3	3	4	4	40
9	3	4	4	4	3	3	3	3	3	3	3	36
10	4	4	4	2	3	3	2	2	2	3	3	32
11	5	5	5	3	4	4	3	3	3	4	4	43
12	3	3	3	3	3	3	3	3	3	3	3	33
13	4	4	3	3	3	3	4	3	3	3	3	36
14	4	4	4	4	4	4	3	3	3	3	3	39
15	4	4	4	3	4	2	3	3	4	4	4	39
16	4	4	4	3	4	3	3	3	4	4	4	40
17	4	4	4	4	4	4	4	4	4	4	4	44
18	4	4	4	3	4	4	4	4	4	4	4	43
19	4	4	4	4	4	4	4	4	4	4	4	44
20	4	4	4	4	4	4	4	4	4	4	4	44
21	4	4	4	4	4	4	4	4	4	4	4	44
22	4	4	4	4	4	4	4	4	4	4	4	44
23	4	4	4	4	4	4	4	4	4	4	4	44
24	4	4	4	4	3	4	3	2	4	4	4	40
25	3	4	4	3	3	3	3	3	4	4	4	38
26	4	4	4	4	4	4	2	2	4	4	4	40
27	3	4	4	3	3	3	3	3	4	4	4	38
28	4	4	4	4	4	4	2	2	4	4	4	40
29	4	3	4	2	2	2	4	1	2	4	4	32
30	3	4	4	3	3	3	2	2	2	4	2	32
31	4	4	4	3	4	4	3	3	3	3	3	38
32	4	5	4	3	3	3	4	2	3	4	4	39
33	3	3	3	3	3	3	3	3	3	3	3	33
34	4	4	4	3	3	3	3	3	4	4	4	39
35	5	5	4	4	3	3	3	1	3	4	4	39
36	3	3	3	4	3	3	3	3	4	4	4	37

37	3	3	3	3	4	3	4	4	3	4	4	38
38	4	4	4	2	2	2	2	2	2	4	4	32
39	4	4	4	4	4	4	4	4	4	4	4	44
40	2	3	3	2	3	3	2	1	2	3	3	27
41	4	4	4	4	3	4	4	3	3	4	4	41
42	2	3	3	3	3	3	3	2	3	3	3	31
43	2	3	3	3	3	3	2	2	3	3	3	30
44	2	3	3	3	3	3	2	2	3	3	3	30
45	3	3	3	3	3	3	2	2	3	4	3	32
46	3	3	3	3	3	3	2	2	3	4	3	32
47	3	3	3	3	3	3	2	2	3	4	3	32
48	3	3	4	3	3	3	3	3	3	4	4	36
49	3	4	3	2	3	3	4	3	4	4	4	37
50	4	2	2	2	3	4	1	4	4	4	4	34
51	2	3	3	3	3	3	2	2	3	3	3	30
52	3	3		3	4	4	3	3	3	4	3	33
53	2	3	3	3	3	3	2	2	3	3	3	30
54	3	3	3	3	3	3	2	2	3	4	3	32
55	3	4	4	4	3	3	3	3	3	3	3	36
56	3	3	3	3	4	4	4	4	4	4	4	40
57	3	3	3	3	3	4	4	4	4	4	4	39
58	3	3	3	3	4	4	4	4	4	4	4	40
59	3	3	3	3	3	3	3	2	4	4	4	35
60	2	2	3	3	3	3	3	4	4	3	3	33
61	3	3	4	4	4	4	4	3	3	3	3	38
62	3	3	4	4	4	4	4	4	4	4	4	42
63	2	3	3	3	3	3	2	3	3	3	3	31
64	4	4	4	4	4	4	4	4	4	4	4	44
65	3	4	4	4	4	4	4	4	4	4	4	43
66	4	3	5	3	4	4	3	2	4	5	5	42
67	4	4	4	3	3	4	3	3	4	4	4	40
68	4	4	4	3	3	3	2	1	4	4	4	36
69	3	4	4	3	3	3	3	3	4	4	4	38
70	3	3	3	3	3	4	3	4	3	4	4	37
71	4	4	4	3	3	3	3	3	3	4	4	38
72	4	4	4	2	4	4	2	2	4	4	4	38
73	3	3	3	3	3	3	3	2	3	4	4	34
74	4	4	4	4	3	3	2	2	4	4	4	38
75	4	4	4	4	4	4	4	4	4	4	4	44

2. Tabulasi Data Variabel Komitmen Afektif

No.	1	2	3	4	5	6	7	8	Total
	Komitmen Afektif								
1	4	4	4	4	4	4	4	4	32
2	4	4	4	4	4	4	4	4	32
3	2	4	2	3	4	4	3	3	25
4	3	4	4	3	4	4	4	4	30
5	4	4	4	4	4	4	4	4	32
6	2	2	2	2	2	2	2	2	16
7	3	4	3	3	4	4	3	3	27
8	3	4	3	3	3	4	4	4	28
9	4	4	4	4	4	4	4	4	32
10	3	4	3	3	3	4	4	4	28
11	3	4	3	3	3	4	4	4	28
12	3	3	3	3	4	3	3	3	25
13	3	3	3	3	3	3	4	3	25
14	4	4	4	4	4	4	4	4	32
15	4	4	4	4	4	4	4	4	32
16	3	3	4	4	4	4	4	4	30
17	4	4	4	4	4	4	4	4	32
18	4	4	4	4	4	4	4	4	32
19	4	4	4	4	4	4	4	4	32
20	4	4	4	4	4	4	4	4	32
21	4	4	4	4	4	4	4	4	32
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23	4	4	4	4	4	4	4	4	32
24	4	4	4	4	4	4	4	4	32
25	4	4	4	3	4	4	4	4	31
26	4	4	4	4	4	4	4	4	32
27	4	4	4	3	4	4	4	4	31
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29	2	3	3	3	4	3	3	3	24
30	3	4	3	4	4	4	4	4	30
31	3	3	3	4	3	4	4	3	27
32	3	3	4	3	5	5	5	4	32
33	3	3	3	3	3	3	3	3	24
34	3	4	4	4	4	4	4	4	31
35	3	5	4	3	3	4	5	5	32
36	3	4	3	3	4	3	4	3	27

37	3	4	3	4	3	4	4	4	29
38	5	5	4	4	4	4	4	4	34
39	3	4	3	4	4	4	4	4	30
40	1	3	3	3	3	3	2	3	21
41	4	4	3	5	5	4	4	4	33
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44	3	3	2	2	3	2	2	2	19
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47	3	4	2	4	3	2	2	2	22
48	3	3	3	3	3	3	3	3	24
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54	3	4	3	3	4	3	4	3	27
55	3	3	3	3	3	3	3	3	24
56	3	3	3	3	3	4	4	4	27
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59	3	3	4	3	3	3	3	3	25
60	3	3	4	3	3	3	3	3	25
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70	4	4	4	4	4	3	4	4	31
71	3	3	3	4	4	3	3	4	27
72	4	4	4	4	4	4	4	4	32
73	3	4	3	4	4	4	4	4	30
74	4	3	3	2	4	4	4	4	28
75	4	4	4	4	4	4	4	4	32

3. Tabulasi Data Variabel Kepuasan Kerja

No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Total
	Kepuasan Kerja																				
1	3	4	3	3	4	4	4	4	4	4	4	4	4	4	4	3	3	4	3	3	73
2	3	4	4	4	3	4	4	4	3	3	4	4	4	4	3	4	4	5	3	4	75
3	2	4	4	3	4	3	4	3	2	2	4	4	3	4	4	1	4	5	3	4	67
4	2	4	4	4	3	3	3	3	4	4	4	3	3	4	4	4	4	4	4	4	72
5	3	3	4	4	4		3	4	4	4	4	3	3	4	4	4	4	4	4	4	71
6	4		4	3	3	3	3	3	4	4	4	4	4	3	4	2	3	4	3	3	65
7	1	2	2	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	3	4	70
8	2	2	2	3	4	4	4	4	4	4	3	3	3	3	3	3	3	3	4	4	65
9	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	79
10	1	1	1	4	5	4	4	4	4	5	4	5	5	3	3	3	4	3	3	3	69
11	2	2	2	3	4	4	4	4	4	4	4	4	4	3	3	3	3	4	4	4	69
12	3	3	3	4	4	4	3	3	4	4	4	3	3	4	4	4	4	4	4	4	73
13	4	4	4	4	4	3	4	3	4	4	4	3	3	4	3	4	4	4	3	4	74
14	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	79
15	2	4	4	4	4	4	4	4	4	4	4	4	3	5	4	4	3	4	4	4	77
16	4	4	4	4	3	4	4	4	5	4	4	3	3	4	4	4	4	5	4	4	79
17	5	5	5	5	5	5	5	5	4	4	5	4	5	5	5	4	4	4	4	4	92
18	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	3	4	78
19	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
21	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
22	4	2	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	79
23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
24		4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	3	4	3	4	73
25	3	4	4	4	3	4	4	3	4	4	4	4	3	4	3	3	4	4	3	3	72

26	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	78
27	3	4	4	4	3	4	4	3	4	4	4	4	3	4	3	3	4	4	3	3	72
28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	78
29	3	4	3	5	4	2	4	4	5	5	5	4	1	3	4	3	1	4	1	3	68
30	2	4	4	4	4	4	4	3	4	5	4	4	4	4	4	4	4	4	3	4	77
31	3	3	3	4	3	3	4	3	3	3	3	3	3	4	3	3	3	4	3	3	64
32	3	4	4	4	4	4	5	4	3	4	4	4	3	5	4	4	4	4	3	3	77
33	4	4	4	4	4	4	4	4	3	3	4	3	4	3	3	3	3	4	3	4	72
34	4	4	4	4	4	4	4	4	4	3	4	3	4	4	4	4	4	4	3	4	77
35	3	5	4	4	3	3	3	4	5	4	4	1	2	3	2	3	3	4		3	63
36	3	3	3	3	3	3	3	3	4	4	4	4	3	4	3	3	3	3	3	3	65
37	4	4	4	4	4	4	4	4	4	4	4	4	3	5	3	3	4	3	3	4	76
38	4	4	4	5	5	5	5	5	4	4	5	5	4	5	5	4	4	5	2	3	87
39	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	77
40	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	4	3	4	64
41	3	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	77
42	3	4	4	3	2	2	3	2	3	4	4	2	1	2		2	3	4	3	3	54
43	3	4	4	3	2	2	3	2	3	4	4	3	2	3	3	4	4	4	3	3	63
44	3	4	4	3	2	2	3	2	3	4	4	2	1	2	2	3	3	4	3	3	57
45	3	4	3	3	3	3	4	4	4	4	3	3	2	3	4	3	4	4	4	4	69
46	3	4	3	3	3	3	4	4	4	4	3	3	2	3	4	3	4	4	4	4	69
47	3	4	3	3	3	3	4	4	4	4	3	3	2	3	4	3	4	4	4	4	69
48	4	4	4	4	4	4	3	3	4	4	4	3	4	4	4	4	4	4	3	3	75
49	4	4	4	5	4	4	4	4	4	4	4	3	2	4	3	4	4	4	4	3	76
50	4	4	4	4	4	3	4	3	4	4	4	2	3	4	4	1	4	4	4	4	72
51	3	4	4	3	2	2	3	2	3	4	4	2	1	2	2	3	3	4	3	3	57
52	2	2	4	4	3	3	5	3	4	4	4	3	4	4	4	3	4	4	4	4	72
53	3	4	4	3	2	2	2	2	3	4	5	2	1	2	2	3	3	4	3	3	57

54	2	4	4	4	3	3	4	4	4	3	4	4	4	4	4	3	4	5	3	4	74
55	4	4	4	4	4	4	4	4	4	4		3	4	3	3	3	3	3	3	4	69
56	3	3	3	3	4	3	4	3	3	3	4	4	4	4	4	4	4	4	4	4	72
57	3	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	3	3	3	70
58	3	3	4	4	3	3	3	3	3	4	3	3	4	4	4	4	3	3	3	3	67
59	3	2	3	3	2	3	2	3	3	3	2	2	3	2	2	2	2	2	2	2	48
60	4	4	3	4	3	3	2	2	3	3	3	3	4	4	3	3	3	3	3	3	63
61	4	4	3	3	3	4	4	3	4	3	3	3	3	3	3	3	3	3	3	3	65
62	3	3	3	3	3	3	3	3	4	4	3	3	3	3	4	3	3	3	3	3	63
63	2	2	2	3	2	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	63
64	4	4	4	4	4	4	3	4	4	4	5	5	4	4	4	3	4	5	3	4	80
65	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
66	5	5	4	5	5	5	5	4	5	4	4	4	4	5	5	4	4	5	4	5	91
67	3	3	4	5	4	4	4	4	5	4	4	4	4	5	4	4	5	5	2	4	81
68	5	5	5	4	5	5	4	4	5	5	5	4	4	5	5	3	5	5	3	4	90
69	3	4	4	3	4	4	4	4	3	3	3	4	4	4	4	2	4	4	3	4	72
70	3	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	3	3	76
71	3	4	4	4	5	5	4	4	4	4	4	3	3	4	3	3	4	4	3	3	75
72	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	77
73	4	4	4	4	4	3	3	2	3	4	4	3	3	3	4	4	4	4	3	3	70
74	2	4	4	4	4	4	2	3	4	4	4	4	2	4	4	2	4	4	4	4	71
75	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	78

4. Tabulasi Data Variabel Kinerja Karyawan

No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Total
	Kinerja																
1	4	4	3	4	3	3	4	4	4	4	4	4	4	4	4	4	61
2	3	4	3	4	3	3	4	4	4	4	4	4	4	4	4	4	60
3	4	4	4	4	4	3	4	4	5	5	5	4	5	5	5	5	70
4	4	4	4	4	4	2	4	4	4	4	4	3	4	4	4	4	61
5	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	62
6	3	4	2	3	3	3	4	2	4	4	3	4	4	4	4	4	55
7	4	4	4	4	3	2	4	4	4	4	4	4	4	4	4	4	61
8	4	4	4	5	3	3	3	3	5	4	4	5	5	4	4	4	64
9	4	4	4	3	4	4	4	4	4	4	4	5	4	4	4	4	64
10	4	4	4	4	3	2	3	3	4	4	5	4	4	4	4	4	60
11	5	5	5	5	3	2	3	3	3	5	4	4	5	5	4	4	65
12	4	4	3	4	4	3	2	4	4	4	4	4	4	4	3	3	58
13	4	4	4	4	4	4	4	3	4	4	4	4	4	3	4	4	62
14	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
15	3	3	4	3	4	4	4	4	4	4	4	5	4	4	3	4	61
16	4	4	3	4	3	4	4	4	4	5	4	4	4	4	4	4	63
17	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
18	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
19	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
21	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
22	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
24	3	3	3	4	4	5	4	4	5	5	4	5	4	3	3	3	62
25	4	4	3	4	4	3	4	4	4	4	4	3	4	4	4	4	61
26	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	62
27	4	4	3	4	4	3	4	4	4	4	4	3	4	4	4	4	61
28	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	62
29	4	3	4	4	1	1	1	4	5	4	4	4	4	3	3	4	53
30	4	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	66
31	3	3	3	3	3	3	4	4	3	4	4	4	3	3	3	3	53
32	3	4	3	4	4	3	4	4	4	4	5	4	4	4	4	4	62
33	4	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	59
34	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	63
35	2	3	3	3	3	3	4	3	3	4	4	3	3	3	4	3	51
36	3	4	4	3	4	4	4	3	5	5	5	3	5	4	4	3	63

37	3	4	3	4	3	4	4	4	3	3	4	3	3	4	4	4	57
38	4	4	3	4	2	4	4	4	4	4	4	4	4	4	4	4	61
39	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	63
40	3	3	3	3	2	2	3	3	3	3	3	3	3	4	3	3	47
41	4	4	4	4	4	3	3	4	5	4	5	4	5	4	4	4	65
42	3	4	4	4	3	2	3	4	5	4	5	3	4	4	4	4	60
43	3	4	4	4	3	2	3	4	5	4	5	3	4	4	4	4	60
44	3	4	4	4	3	2	3	4	5	4	5	3	4	4	4	4	60
45	4	3	4	4	4	3	4	4	4	4	4	3	4	4	3	3	59
46	4	3	4	4	4	2	4	4	4	4	4	3	4	4	3	3	58
47	4	3	4	4	4	2	4	4	4	4	4	3	4	4	3	3	58
48	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	63
49	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	62
50	4	4	4	4	4	2	4	4	4	4	4	3	4	4	4	4	61
51	3	4	4	4	3	2	3	4	5	4	5	3	4	4	4	4	60
52	4	4	4	4	3	3	4	3	3	4	4	3	4	4	4	4	59
53	3	4	4	4	3	2	3	4	5	4	5	3	4	4	4	4	60
54	4	4	4	4	4	3	4	4	5	5	4	3	4	4	4	4	64
55	4	4	4	5	4	4	4	4	4	4	3	4	4	4	4	4	64
56	3	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	57
57	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	58
58	3	3	3	4	4	4	3	3	3	3	3	3	3	3	3	3	51
59	3	3	3	3	3	3	4	4	3	4	3	4	3	3	3	3	52
60	3	4	3	3	3	3	3	4	3	3	3	3	4	4	4	4	54
61	4	4	4	4	4	4	3	3	3	3	3	3	4	4	4	4	58
62	3	3	3	4	4	4	3	4	3	3	3	3	3	3	3	3	52
63	3	3	3	3	2	2	2	3	4	4	4	3	3	3	4	4	50
64	4	4	3	4	4	2	4	4	5	5	4	4	5	3	3	3	61
65	3	3	2	2	3	3	5	3	4	4	4	4	4	4	3	3	54
66	5	5	5	5	4	4	5	5	5	5	5	4	5	5	5	5	77
67	4	4	3	4	4	4	4	4	4	5	4	5	4	4	4	4	65
68	4	4	5	4	5	4	4	4	4	5	5	4	5	5	4	4	70
69	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	63
70	3	4	4	4	4	3	4	3	4	4	4	4	4	4	4	4	61
71	3	4	4	4	4	3	3	3	4	4	4	4	5	3	4	4	60
72	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	63
73	4	4	3	4	4	4	4	4	4	4	3	3	4	4	4	4	61
74	4	3	4	4	4	4	4	4	4	4	4	4	4	3	3	3	60
75	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64

UJI VALIDITAS DAN RELIBIALITAS

1. LMX (*Leader Member Exchange*)

Case Processing Summary

		N	%
Cases	Valid	72	96.0
	Excluded[a]	3	4.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.839	11

Correlations

		LMX1	LMX2	LMX3	LMX4	LMX5	LMX6	LMX7	LMX8	LMX9	LMX10	LMX11
LMX1	Pearson Correlation	1	.630**	.629**	.209	.330**	.248*	.167	-.002	.166	.458**	.515**
	Sig. (2-tailed)		.000	.000	.074	.004	.033	.156	.989	.159	.000	.000
	N	74	74	73	74	73	74	74	74	74	74	74

LMX2	Pearson Correlation	.630**	1	.726**	.280*	.202	.154	.262*	-.022	.075	.239*	.270*
	Sig. (2-tailed)	.000		.000	.015	.084	.188	.023	.852	.528	.039	.019
	N	74	75	74	75	74	75	75	74	74	75	75
LMX3	Pearson Correlation	.629**	.726**	1	.327**	.353**	.237*	.254*	-.015	.078	.350**	.406**
	Sig. (2-tailed)	.000	.000		.004	.002	.042	.029	.901	.510	.002	.000
	N	73	74	74	74	73	74	74	73	73	74	74
LMX4	Pearson Correlation	.209	.280*	.327**	1	.486**	.453**	.416**	.383**	.439**	.059	.139
	Sig. (2-tailed)	.074	.015	.004		.000	.000	.000	.001	.000	.613	.233
	N	74	75	74	75	74	75	75	74	74	75	75

LMX5	Pearson Correlation	.330**	.202	.353**	.486**	1	.675**	.399**	.515**	.496**	.208	.294*
	Sig. (2-tailed)	.004	.084	.002	.000		.000	.000	.000	.000	.075	.011
	N	73	74	73	74	74	74	74	73	73	74	74
LMX6	Pearson Correlation	.248*	.154	.237*	.453**	.675**	1	.393**	.546**	.447**	.246*	.272*
	Sig. (2-tailed)	.033	.188	.042	.000	.000		.000	.000	.000	.034	.018
	N	74	75	74	75	74	75	75	74	74	75	75
LMX7	Pearson Correlation	.167	.262*	.254*	.416**	.399**	.393**	1	.650**	.352**	.222	.359**
	Sig. (2-tailed)	.156	.023	.029	.000	.000	.000		.000	.002	.056	.002
	N	74	75	74	75	74	75	75	74	74	75	75

LMX8	Pearson Correlation	-.002	-.022	-.015	.383**	.515**	.546**	.650**	1	.535**	.127	.235*
	Sig. (2-tailed)	.989	.852	.901	.001	.000	.000	.000		.000	.280	.044
	N	74	74	73	74	73	74	74	74	74	74	74
LMX9	Pearson Correlation	.166	.075	.078	.439**	.496**	.447**	.352**	.535**	1	.417**	.515**
	Sig. (2-tailed)	.159	.528	.510	.000	.000	.000	.002	.000		.000	.000
	N	74	74	73	74	73	74	74	74	74	74	74
LMX10	Pearson Correlation	.458**	.239*	.350**	.059	.208	.246*	.222	.127	.417**	1	.695**
	Sig. (2-tailed)	.000	.039	.002	.613	.075	.034	.056	.280	.000		.000
	N	74	75	74	75	74	75	75	74	74	75	75

LMX11	Pearson Correlation	.515**	.270*	.406**	.139	.294*	.272*	.359**	.235*	.515**	.695**	1
	Sig. (2-tailed)	.000	.019	.000	.233	.011	.018	.002	.044	.000	.000	
	N	74	75	74	75	74	75	75	74	74	75	75
TOTAL	Pearson Correlation	.604**	.510**	.560**	.603**	.691**	.662**	.662**	.617**	.642**	.486**	.674**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	74	75	74	75	74	75	75	74	74	75	75

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

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

2. Komitmen Afektif

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded[a]	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.932	8

Correlations

		KA1	KA2	KA3	KA4	KA5	KA6	KA7	KA8	TOTAL
KA1	Pearson Correlation	1	.575**	.643**	.564**	.558**	.521**	.557**	.562**	.747**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000
	N	75	75	75	75	75	75	75	75	75
KA2	Pearson Correlation	.575**	1	.444**	.587**	.506**	.551**	.572**	.585**	.714**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
	N	75	75	75	75	75	75	75	75	75
KA3	Pearson Correlation	.643**	.444**	1	.641**	.596**	.729**	.739**	.776**	.857**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	75	75	75	75	75	75	75	75	75
KA4	Pearson Correlation	.564**	.587**	.641**	1	.584**	.584**	.520**	.583**	.768**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	75	75	75	75	75	75	75	75	75
KA5	Pearson Correlation	.558**	.506**	.596**	.584**	1	.702**	.638**	.632**	.785**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
	N	75	75	75	75	75	75	75	75	75
KA6	Pearson Correlation	.521**	.551**	.729**	.584**	.702**	1	.871**	.889**	.898**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	75	75	75	75	75	75	75	75	75
KA7	Pearson Correlation	.557**	.572**	.739**	.520**	.638**	.871**	1	.913**	.892**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
	N	75	75	75	75	75	75	75	75	75
KA8	Pearson Correlation	.562**	.585**	.776**	.583**	.632**	.889**	.913**	1	.912**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	75	75	75	75	75	75	75	75	75
TOTAL	Pearson Correlation	.747**	.714**	.857**	.768**	.785**	.898**	.892**	.912**	1

	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75	75	75	75

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

3. Kepuasan Kerja

Case Processing Summary

		N	%
Cases	Valid	69	92.0
	Excluded[a]	6	8.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.896	20

Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	KK15	KK16	KK17	KK18	KK19	KK20	TOTAL
KK1	Pearson Correlation	1	.559**	.549**	.330**	.249*	.289*	.153	.163	.217	.037	.229	.005	.212	.220	.227	.208	.109	.134	-.020	.085	.434**
	Sig. (2-tailed)		.000	.000	.004	.033	.013	.194	.164	.064	.753	.051	.969	.070	.059	.053	.076	.356	.255	.865	.471	.000
	N	74	73	74	74	74	73	74	74	74	74	73	74	74	74	73	74	74	74	73	74	74
KK2	Pearson Correlation	.559**	1	.711**	.218	.145	.152	.134	.113	.187	.071	.367**	-.053	-.104	.208	.185	.082	.139	.384**	-.030	.109	.377**
	Sig. (2-tailed)	.000		.000	.062	.217	.198	.254	.337	.110	.547	.001	.651	.378	.075	.118	.485	.238	.001	.804	.357	.001
	N	73	74	74	74	74	73	74	74	74	74	73	74	74	74	73	74	74	74	73	74	74
KK3	Pearson Correlation	.549**	.711**	1	.382**	.129	.177	.118	.056	.091	.066	.439**	-.043	.057	.313**	.208	.163	.275*	.391**	-.048	.110	.417**
	Sig. (2-tailed)	.000	.000		.001	.270	.131	.313	.632	.437	.577	.000	.712	.629	.006	.075	.163	.017	.001	.687	.345	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK4	Pearson Correlation	.330**	.218	.382**	1	.602**	.528**	.417**	.488**	.502**	.328**	.470**	.331**	.355**	.609**	.389**	.445**	.272*	.309**	-.065	.213	.691**

	Sig. (2-tailed)	.004	.062	.001		.000	.000	.000	.000	.000	.004	.000	.004	.002	.000	.001	.000	.018	.007	.582	.066	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK5	Pearson Correlation	.249*	.145	.129	.602**	1	.795**	.566**	.683**	.438**	.296*	.420**	.589**	.595**	.627**	.564**	.236*	.369**	.220	.074	.405**	.785**
	Sig. (2-tailed)	.033	.217	.270	.000		.000	.000	.000	.000	.010	.000	.000	.000	.000	.000	.042	.001	.058	.529	.000	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK6	Pearson Correlation	.289*	.152	.177	.528**	.795**	1	.542**	.728**	.451**	.156	.224	.562**	.672**	.674**	.469**	.328**	.463**	.195	.166	.374**	.793**
	Sig. (2-tailed)	.013	.198	.131	.000	.000		.000	.000	.000	.186	.057	.000	.000	.000	.000	.004	.000	.095	.161	.001	.000
	N	73	73	74	74	74	74	74	74	74	74	73	74	74	74	73	74	74	74	73	74	74
KK7	Pearson Correlation	.153	.134	.118	.417**	.566**	.542**	1	.655**	.327**	.129	.232*	.435**	.401**	.512**	.444**	.237*	.357**	.333**	.123	.393**	.666**
	Sig. (2-tailed)	.194	.254	.313	.000	.000	.000		.000	.004	.271	.047	.000	.000	.000	.000	.040	.002	.004	.296	.000	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK8	Pearson Correlation	.163	.113	.056	.488**	.683**	.728**	.655**	1	.542**	.176	.216	.514**	.499**	.513**	.468**	.287*	.247*	.231*	.113	.435**	.698**

	Sig. (2-tailed)	.164	.337	.632	.000	.000	.000	.000		.000	.130	.064	.000	.000	.000	.000	.012	.032	.046	.339	.000	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK9	Pearson Correlation	.217	.187	.091	.502**	.438**	.451**	.327**	.542**	1	.617**	.302**	.197	.176	.340**	.338**	.246*	.175	.188	.080	.275*	.533**
	Sig. (2-tailed)	.064	.110	.437	.000	.000	.000	.004	.000		.000	.009	.090	.132	.003	.003	.033	.133	.106	.499	.017	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK10	Pearson Correlation	.037	.071	.066	.328**	.296*	.156	.129	.176	.617**	1	.414**	.139	-.056	.054	.176	.244*	.072	-.019	-.001	-.030	.283*
	Sig. (2-tailed)	.753	.547	.577	.004	.010	.186	.271	.130	.000		.000	.233	.633	.648	.134	.035	.539	.869	.992	.798	.014
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK11	Pearson Correlation	.229	.367**	.439**	.470**	.420**	.224	.232*	.216	.302**	.414**	1	.357**	.086	.292*	.250*	.197	.197	.559**	-.114	.166	.499**
	Sig. (2-tailed)	.051	.001	.000	.000	.000	.057	.047	.064	.009	.000		.002	.468	.012	.033	.093	.092	.000	.335	.157	.000
	N	73	73	74	74	74	73	74	74	74	74	74	74	74	74	73	74	74	74	73	74	74
KK12	Pearson Correlation	.005	-.053	-.043	.331**	.589**	.562**	.435**	.514**	.197	.139	.357**	1	.625**	.588**	.542**	.236*	.324**	.303**	-.077	.342**	.629**

	Sig. (2-tailed)	.969	.651	.712	.004	.000	.000	.000	.000	.090	.233	.002		.000	.000	.000	.041	.005	.008	.516	.003	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK13	Pearson Correlation	.212	-.104	.057	.355**	.595**	.672**	.401**	.499**	.176	-.056	.086	.625**	1	.569**	.482**	.314**	.366**	.076	.087	.360**	.621**
	Sig. (2-tailed)	.070	.378	.629	.002	.000	.000	.000	.000	.132	.633	.468	.000		.000	.000	.006	.001	.515	.459	.002	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK14	Pearson Correlation	.220	.208	.313**	.609**	.627**	.674**	.512**	.513**	.340**	.054	.292*	.588**	.569**	1	.668**	.399**	.579**	.404**	.152	.450**	.815**
	Sig. (2-tailed)	.059	.075	.006	.000	.000	.000	.000	.000	.003	.648	.012	.000	.000		.000	.000	.000	.000	.197	.000	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK15	Pearson Correlation	.227	.185	.208	.389**	.564**	.469**	.444**	.468**	.338**	.176	.250*	.542**	.482**	.668**	1	.272*	.464**	.458**	.228	.551**	.736**
	Sig. (2-tailed)	.053	.118	.075	.001	.000	.000	.000	.000	.003	.134	.033	.000	.000	.000		.019	.000	.000	.052	.000	.000
	N	73	73	74	74	74	73	74	74	74	74	73	74	74	74	74	74	74	74	73	74	74
KK16	Pearson Correlation	.208	.082	.163	.445**	.236*	.328**	.237*	.287*	.246*	.244*	.197	.236*	.314**	.399**	.272*	1	.298**	.169	.142	.232*	.506**

	Sig. (2-tailed)	.076	.485	.163	.000	.042	.004	.040	.012	.033	.035	.093	.041	.006	.000	.019		.009	.146	.228	.045	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK17	Pearson Correlation	.109	.139	.275*	.272*	.369**	.463**	.357**	.247*	.175	.072	.197	.324**	.366**	.579**	.464**	.298**	1	.508**	.374**	.486**	.621**
	Sig. (2-tailed)	.356	.238	.017	.018	.001	.000	.002	.032	.133	.539	.092	.005	.001	.000	.000	.009		.000	.001	.000	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK18	Pearson Correlation	.134	.384**	.391**	.309**	.220	.195	.333**	.231*	.188	-.019	.559**	.303**	.076	.404**	.458**	.169	.508**	1	.071	.450**	.522**
	Sig. (2-tailed)	.255	.001	.001	.007	.058	.095	.004	.046	.106	.869	.000	.008	.515	.000	.000	.146	.000		.550	.000	.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
KK19	Pearson Correlation	-.020	-.030	-.048	-.065	.074	.166	.123	.113	.080	-.001	-.114	-.077	.087	.152	.228	.142	.374**	.071	1	.497**	.229
	Sig. (2-tailed)	.865	.804	.687	.582	.529	.161	.296	.339	.499	.992	.335	.516	.459	.197	.052	.228	.001	.550		.000	.050
	N	73	73	74	74	74	73	74	74	74	74	73	74	74	74	73	74	74	74	74	74	74
KK20	Pearson Correlation	.085	.109	.110	.213	.405**	.374**	.393**	.435**	.275*	-.030	.166	.342**	.360**	.450**	.551**	.232*	.486**	.450**	.497**	1	.582**

	Sig. (2-tailed)	.471	.357	.345	.066	.000	.001	.000	.000	.017	.798	.157	.003	.002	.000	.000	.045	.000	.000	.000		.000
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75
TOTAL	Pearson Correlation	.434**	.377**	.417**	.691**	.785**	.793**	.666**	.698**	.533**	.283*	.499**	.629**	.621**	.815**	.736**	.506**	.621**	.522**	.229	.582**	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	.000	.014	.000	.000	.000	.000	.000	.000	.000	.000	.050	.000	
	N	74	74	75	75	75	74	75	75	75	75	74	75	75	75	74	75	75	75	74	75	75

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

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

4. Kinerja Karyawan

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded[a]	0	.0
	Total	75	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.830	16

Correlations

		K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K13	K14	K15	K16	TOTAL
K1	Pearson Correlation	1	.487*	.417*	.575**	.276*	.123	.168	.328**	.126	.335**	.074	.281*	.499**	.484**	.298**	.406**	.656**
	Sig. (2-tailed)		.000	.000	.000	.016	.295	.150	.004	.283	.003	.528	.014	.000	.000	.009	.000	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K2	Pearson Correlation	.487*	1	.373*	.571**	.237*	.112	.130	.125	.231*	.302**	.288*	.101	.530**	.576**	.714**	.650**	.696**

	Sig. (2-tailed)	.000		.001	.000	.041	.337	.267	.285	.047	.008	.012	.390	.000	.000	.000	.000	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K3	Pearson Correlation	.417*	.373*	1	.534**	.247*	-.055	-.050	.199	.246*	.237*	.360*	.028	.409**	.337**	.263*	.308**	.549**
	Sig. (2-tailed)	.000	.001		.000	.033	.642	.669	.086	.033	.040	.002	.812	.000	.003	.022	.007	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K4	Pearson Correlation	.575**	.571**	.534**	1	.277*	.092	-.063	.291*	.241*	.196	.155	.072	.370**	.276*	.304**	.361**	.585**
	Sig. (2-tailed)	.000	.000	.000		.016	.433	.591	.011	.037	.092	.184	.538	.001	.016	.008	.001	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K5	Pearson Correlation	.276*	.237*	.247*	.277*	1	.494**	.447**	.237*	.046	.210	.033	.113	.290*	.178	.082	-.007	.526**
	Sig. (2-tailed)	.016	.041	.033	.016		.000	.000	.041	.692	.070	.779	.334	.012	.127	.483	.951	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K6	Pearson Correlation	.123	.112	-.055	.092	.494**	1	.481**	.148	-.187	.041	-.253*	.376**	-.033	-.003	.107	.035	.356**
	Sig. (2-tailed)	.295	.337	.642	.433	.000		.000	.206	.108	.730	.029	.001	.778	.981	.361	.763	.002
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K7	Pearson Correlation	.168	.130	-.050	-.063	.447**	.481**	1	.222	-.080	.285*	-.017	.201	.087	.255*	.193	.051	.416**
	Sig. (2-tailed)	.150	.267	.669	.591	.000	.000		.055	.494	.013	.882	.083	.456	.028	.098	.664	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K8	Pearson Correlation	.328*	.125	.199	.291*	.237*	.148	.222	1	.281*	.176	.235*	.101	.059	.201	.076	.204	.439**

	Sig. (2-tailed)	.004	.285	.086	.011	.041	.206	.055		.015	.131	.043	.390	.616	.085	.514	.079	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K9	Pearson Correlation	.126	.231*	.246*	.241*	.046	-.187	-.080	.281*	1	.547**	.638**	.153	.567**	.169	.233*	.284*	.481**
	Sig. (2-tailed)	.283	.047	.033	.037	.692	.108	.494	.015		.000	.000	.189	.000	.148	.044	.013	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K10	Pearson Correlation	.335**	.302**	.237*	.196	.210	.041	.285*	.176	.547**	1	.478**	.358**	.593**	.283*	.240*	.176	.605**
	Sig. (2-tailed)	.003	.008	.040	.092	.070	.730	.013	.131	.000		.000	.002	.000	.014	.038	.130	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K11	Pearson Correlation	.074	.288*	.360**	.155	.033	-.253*	-.017	.235*	.638**	.478**	1	.066	.503**	.387**	.401**	.347**	.494**
	Sig. (2-tailed)	.528	.012	.002	.184	.779	.029	.882	.043	.000	.000		.574	.000	.001	.000	.002	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K12	Pearson Correlation	.281*	.101	.028	.072	.113	.376**	.201	.101	.153	.358**	.066	1	.332**	.081	.065	.219	.424**
	Sig. (2-tailed)	.014	.390	.812	.538	.334	.001	.083	.390	.189	.002	.574		.004	.491	.579	.059	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K13	Pearson Correlation	.499**	.530**	.409**	.370**	.290*	-.033	.087	.059	.567**	.593**	.503**	.332**	1	.532**	.421**	.421**	.720**
	Sig. (2-tailed)	.000	.000	.000	.001	.012	.778	.456	.616	.000	.000	.000	.004		.000	.000	.000	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K14	Pearson Correlation	.484**	.576**	.337**	.276*	.178	-.003	.255*	.201	.169	.283*	.387**	.081	.532**	1	.595**	.595**	.637**

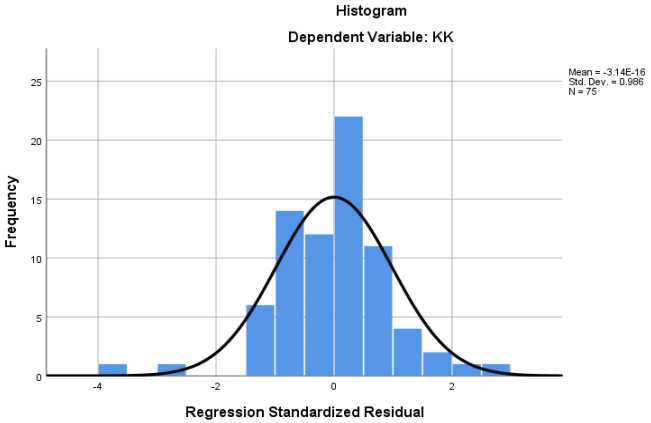
	Sig. (2-tailed)	.000	.000	.003	.016	.127	.981	.028	.085	.148	.014	.001	.491	.000		.000	.000	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K15	Pearson Correlation	.298*	.714*	.263*	.304**	.082	.107	.193	.076	.233*	.240*	.401*	.065	.421**	.595**	1	.870**	.624**
	Sig. (2-tailed)	.009	.000	.022	.008	.483	.361	.098	.514	.044	.038	.000	.579	.000	.000		.000	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
K16	Pearson Correlation	.406*	.650*	.308*	.361**	-.007	.035	.051	.204	.284*	.176	.347*	.219	.421**	.595**	.870**	1	.624**
	Sig. (2-tailed)	.000	.000	.007	.001	.951	.763	.664	.079	.013	.130	.002	.059	.000	.000	.000		.000
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75
TOTAL	Pearson Correlation	.656*	.696*	.549*	.585**	.526*	.356**	.416*	.439**	.481**	.605**	.494*	.424**	.720**	.637**	.624**	.624**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75	75

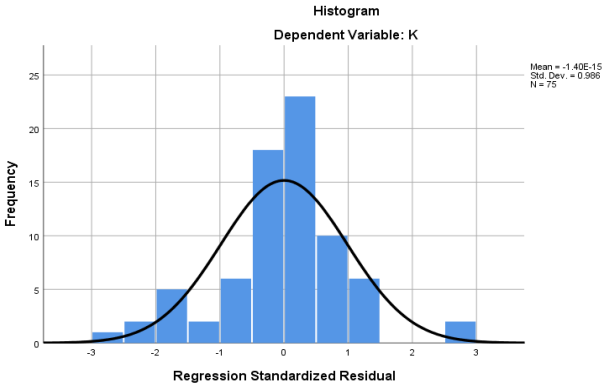
**. Correlation is significant at the 0.01 level (2-tailed).

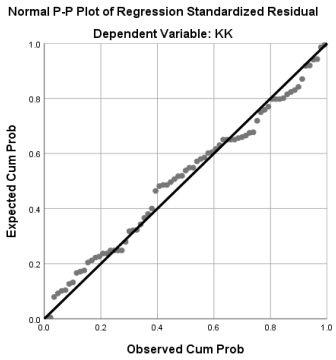
*. Correlation is significant at the 0.05 level (2-tailed).

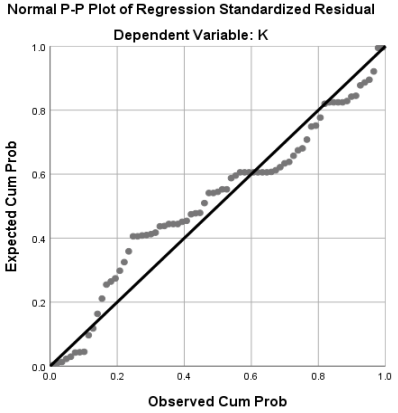
UJI ASUMSI KLASIK

1. Uji Normalitas









2. Uji Multikoliniearitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	34.169	5.161		6.620	.000	23.880	44.458					
	LMX	.142	.176	.081	.807	.422	-.209	.492	.518	.095	.063	.605	1.653
	KA	1.172	.170	.694	6.905	.000	.833	1.510	.745	.631	.540	.605	1.653

a. Dependent Variable: KK

3. Uji Heterokedastisitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	7.897	3.347		2.360	.021	1.226	14.569					
	LMX	.006	.114	.008	.051	.960	-.221	.233	-.117	.006	.006	.605	1.653
	KA	-.147	.110	-.198	-1.334	.186	-.366	.073	-.194	-.155	-.154	.605	1.653

a. Dependent Variable: RES2

UJI ANALISIS JALUR

MODEL I

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	LMX[b]	.	Enter

a. Dependent Variable: KA

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.629[a]	.395	.387	3.739

a. Predictors: (Constant), LMX

b. Dependent Variable: KA

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	666.634	1	666.634	47.686	.000[b]
	Residual	1020.512	73	13.980		
	Total	1687.147	74			

a. Dependent Variable: KA

b. Predictors: (Constant), LMX

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	3.909	3.531		1.107	.272
	LMX	.651	.094	.629	6.906	.000

a. Dependent Variable: KA

MODEL II

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	KA, LMX[b]	.	Enter

a. Dependent Variable: KK

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.748[a]	.560	.547	5.420

a. Predictors: (Constant), KA, LMX

b. Dependent Variable: KK

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2688.115	2	1344.057	45.746	.000[b]
	Residual	2115.432	72	29.381		
	Total	4803.547	74			

a. Dependent Variable: KK

b. Predictors: (Constant), KA, LMX

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	34.169	5.161		6.620	.000
	LMX	.142	.176	.081	.807	.422
	KA	1.172	.170	.694	6.905	.000

a. Dependent Variable: KK

MODEL III

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	KA, LMX[b]	.	Enter

a. Dependent Variable: K

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.493[a]	.243	.222	4.193

a. Predictors: (Constant), KA, LMX

b. Dependent Variable: K

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	407.127	2	203.563	11.578	.000[b]
	Residual	1265.860	72	17.581		
	Total	1672.987	74			

a. Dependent Variable: K

b. Predictors: (Constant), KA, LMX

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	45.485	3.993		11.393	.000
	LMX	.072	.136	.070	.528	.599
	KA	.445	.131	.447	3.388	.001

a. Dependent Variable: K