

| NO | KEPEMIMPINAN YANG MELAYANI | | | | | | | | | | TOTAL |
|----|----------------------------|---|---|---|---|---|---|---|---|----|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 2 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 6 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 7 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 8 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| 9 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 45 |
| 10 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 45 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 14 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 43 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 17 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 18 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 24 |
| 19 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 20 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 23 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 33 |
| 24 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 25 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 36 |
| 26 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 30 |
| 27 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 2 | 2 | 4 | 30 |
| 28 | 3 | 3 | 3 | 1 | 3 | 3 | 4 | 3 | 4 | 2 | 29 |
| 29 | 4 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 1 | 29 |
| 30 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 25 |
| 31 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 39 |
| 32 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 37 |
| 33 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 38 |
| 34 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 35 | 5 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 42 |
| 36 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 33 |
| 37 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 38 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 35 |
| 39 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 30 |
| 40 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 41 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 42 | 3 | 3 | 1 | 1 | 2 | 1 | 1 | 1 | 5 | 5 | 23 |

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| 43 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 44 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 36 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 47 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 48 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 38 |
| 49 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 50 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 51 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 36 |
| 52 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 53 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 36 |
| 54 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 37 |
| 55 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |
| 56 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 36 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 38 |
| 58 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 43 |
| 59 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 25 |
| 60 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 36 |
| 61 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 38 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 63 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 64 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 40 |
| 65 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 43 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 67 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 68 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 69 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 36 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 71 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 45 |
| 72 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 40 |
| 73 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 74 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 75 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 44 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 77 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 41 |
| 78 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
| 79 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 23 |
| 80 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 81 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 82 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 46 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 84 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 87 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 32 |

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| 88 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 42 |
| 89 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 36 |
| 90 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 37 |
| 91 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 93 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 94 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 95 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |

| NO | KEPUASAN KERJA | | | | | | | | | | TOTAL |
|----|----------------|---|---|---|---|---|---|---|---|----|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| 1 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 6 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 44 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 8 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 9 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 39 |
| 10 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 46 |
| 11 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 12 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 41 |
| 13 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 14 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 15 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 16 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 42 |
| 17 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 18 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 24 |
| 19 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 43 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 21 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 24 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 37 |
| 25 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 26 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 2 | 4 | 4 | 33 |
| 27 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 4 | 4 | 32 |
| 28 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 34 |
| 29 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 1 | 5 | 4 | 37 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 31 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 35 |
| 32 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 35 |
| 33 | 3 | 4 | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 32 |
| 34 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 30 |
| 35 | 3 | 3 | 1 | 1 | 3 | 3 | 4 | 4 | 3 | 3 | 28 |
| 36 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 36 |
| 37 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 38 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 39 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 30 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 41 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 42 | 3 | 3 | 5 | 2 | 1 | 1 | 3 | 1 | 4 | 4 | 27 |

| | | | | | | | | | | | |
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| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 44 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 39 |
| 47 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 48 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 50 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 33 |
| 51 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 33 |
| 52 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 39 |
| 53 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 54 | 3 | 3 | 5 | 4 | 3 | 2 | 3 | 3 | 5 | 4 | 35 |
| 55 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 56 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 35 |
| 57 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 58 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 43 |
| 59 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 24 |
| 60 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 61 | 4 | 3 | 2 | 2 | 4 | 3 | 5 | 5 | 5 | 4 | 37 |
| 62 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 63 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 65 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 67 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 68 | 4 | 4 | 1 | 1 | 5 | 4 | 4 | 4 | 4 | 4 | 35 |
| 69 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 35 |
| 70 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 36 |
| 71 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 72 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 74 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 75 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 76 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 77 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 38 |
| 78 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 79 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 24 |
| 80 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 39 |
| 81 | 5 | 5 | 1 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 34 |
| 82 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 42 |
| 83 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 84 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 85 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 37 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 87 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 33 |

| | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 88 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 36 |
| 89 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 37 |
| 90 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 36 |
| 91 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 92 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 93 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 94 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 95 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |

| NO | KOMITMEN ORGANISASIONAL | | | | | | | | | TOTAL |
|----|-------------------------|---|---|---|---|---|---|---|---|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| 1 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 34 |
| 2 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 |
| 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 34 |
| 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 33 |
| 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 6 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 39 |
| 7 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 3 | 5 | 34 |
| 8 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 40 |
| 9 | 5 | 4 | 5 | 1 | 3 | 2 | 4 | 1 | 4 | 29 |
| 10 | 4 | 4 | 5 | 1 | 4 | 2 | 4 | 3 | 5 | 32 |
| 11 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 5 | 34 |
| 12 | 5 | 3 | 4 | 3 | 3 | 3 | 5 | 3 | 5 | 34 |
| 13 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 34 |
| 14 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 3 | 5 | 34 |
| 15 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 33 |
| 16 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 36 |
| 17 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 5 | 35 |
| 18 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 21 |
| 19 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 35 |
| 20 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 33 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 41 |
| 22 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 |
| 23 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 30 |
| 24 | 3 | 4 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 29 |
| 25 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 33 |
| 26 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 27 |
| 27 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| 28 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 31 |
| 29 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 32 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 31 |
| 32 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 33 | 2 | 4 | 3 | 2 | 2 | 2 | 3 | 4 | 2 | 24 |
| 34 | 4 | 4 | 4 | 2 | 2 | 2 | 3 | 4 | 3 | 28 |
| 35 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 36 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 37 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 34 |
| 38 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 39 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 4 | 3 | 24 |
| 40 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 33 |
| 41 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 32 |
| 42 | 1 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 29 |

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| 43 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 33 |
| 44 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 35 |
| 45 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 33 |
| 46 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 31 |
| 47 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 29 |
| 48 | 3 | 4 | 4 | 4 | 5 | 2 | 3 | 5 | 4 | 34 |
| 49 | 4 | 4 | 5 | 1 | 1 | 3 | 4 | 5 | 5 | 32 |
| 50 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 31 |
| 51 | 2 | 2 | 4 | 1 | 1 | 1 | 3 | 3 | 2 | 19 |
| 52 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 32 |
| 53 | 3 | 3 | 4 | 1 | 1 | 1 | 4 | 3 | 3 | 23 |
| 54 | 2 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 27 |
| 55 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 32 |
| 56 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 31 |
| 57 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 33 |
| 58 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 38 |
| 59 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 22 |
| 60 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 4 | 3 | 27 |
| 61 | 3 | 4 | 4 | 1 | 4 | 1 | 3 | 4 | 4 | 28 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 63 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 34 |
| 64 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 32 |
| 65 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 66 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 67 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 68 | 4 | 4 | 4 | 1 | 3 | 3 | 3 | 5 | 4 | 31 |
| 69 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 4 | 4 | 26 |
| 70 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 30 |
| 71 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 36 |
| 72 | 2 | 3 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 27 |
| 73 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 34 |
| 74 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 33 |
| 75 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 76 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |
| 77 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 30 |
| 78 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 33 |
| 79 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 20 |
| 80 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 33 |
| 81 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 82 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| 83 | 4 | 4 | 4 | 1 | 2 | 1 | 3 | 3 | 3 | 25 |
| 84 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 32 |
| 85 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 32 |
| 86 | 3 | 4 | 3 | 1 | 1 | 1 | 3 | 3 | 3 | 22 |
| 87 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 28 |

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|----|---|---|---|---|---|---|---|---|---|----|
| 88 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 31 |
| 89 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 32 |
| 90 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 32 |
| 91 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 32 |
| 92 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 34 |
| 93 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 34 |
| 94 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 |
| 95 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 34 |

| NO | KINERJA KARYAWAN | | | | | | | | | TOTAL |
|----|------------------|---|---|---|---|---|---|---|---|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| 1 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 41 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 6 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 38 |
| 7 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 42 |
| 8 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 41 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 44 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 13 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 41 |
| 14 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 40 |
| 15 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 42 |
| 16 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| 17 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 38 |
| 18 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 22 |
| 19 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 39 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 26 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 32 |
| 28 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 32 |
| 29 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 31 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 34 |
| 32 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 33 | 3 | 2 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 30 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 35 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 28 |
| 36 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 33 |
| 37 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 31 |
| 38 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 39 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 29 |
| 40 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 37 |
| 42 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 34 |

| | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|----|
| 43 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 45 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 34 |
| 46 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 36 |
| 47 | 2 | 3 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 30 |
| 48 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 31 |
| 49 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 35 |
| 50 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 33 |
| 51 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 32 |
| 52 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 33 |
| 53 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 54 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 31 |
| 55 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 56 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 30 |
| 57 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 58 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 40 |
| 59 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 21 |
| 60 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 34 |
| 61 | 4 | 4 | 3 | 1 | 5 | 4 | 4 | 4 | 4 | 33 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 64 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 65 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 39 |
| 66 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 67 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 68 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 33 |
| 69 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 70 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 31 |
| 71 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| 72 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 74 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 75 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 40 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 77 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 78 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 33 |
| 79 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 20 |
| 80 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 81 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 40 |
| 82 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 83 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 40 |
| 84 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 33 |
| 85 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 28 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 87 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 29 |

| | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|----|
| 88 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| 89 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 33 |
| 90 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 33 |
| 91 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 |
| 92 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 93 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 39 |
| 94 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 41 |
| 95 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 43 |

LAMPIRANN V ARIABEL KEPEMIMPINNANN YANG MELAAAYANI

Correlations

| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1 |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X1.1 | Pearson Correlation | 1 | .516** | .511** | .471** | .460** | .491** | .429** | .470** | .381** | .386** | .652** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1.2 | Pearson Correlation | .516** | 1 | .508** | .471** | .539** | .497** | .526** | .489** | .437** | .564** | .725** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1.3 | Pearson Correlation | .511** | .508** | 1 | .669** | .655** | .726** | .573** | .708** | .434** | .455** | .831** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1.4 | Pearson Correlation | .471** | .471** | .669** | 1 | .539** | .572** | .650** | .507** | .268** | .467** | .741** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 | ,009 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1.5 | Pearson Correlation | .460** | .539** | .655** | .539** | 1 | .780** | .659** | .632** | .481** | .497** | .830** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1.6 | Pearson Correlation | .491** | .497** | .726** | .572** | .780** | 1 | .594** | .606** | .355** | .408** | .801** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1.7 | Pearson Correlation | .429** | .526** | .573** | .650** | .659** | .594** | 1 | .675** | .428** | .480** | .801** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1.8 | Pearson Correlation | .470** | .489** | .708** | .507** | .632** | .606** | .675** | 1 | .501** | .453** | .809** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1.9 | Pearson Correlation | .381** | .437** | .434** | .268** | .481** | .355** | .428** | .501** | 1 | .618** | .651** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,009 | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1.10 | Pearson Correlation | .386** | .564** | .455** | .467** | .497** | .408** | .480** | .453** | .618** | 1 | .708** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X1 | Pearson Correlation | .652** | .725** | .831** | .741** | .830** | .801** | .801** | .809** | .651** | .708** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |

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

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 95 | 100,0 |
| | Excluded ^a | 0 | 0,0 |
| | Total | 95 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,916 | 10 |

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

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

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 95 | 100,0 |
| | Excluded ^a | 0 | 0,0 |
| | Total | 95 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,870 | 10 |

LAMPIRAN VARIABEL KOMITMEN ORGANISASIONAL

Correlations

| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3 |
|------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X3.1 | Pearson Correlation | 1 | .486** | .546** | .250* | .302** | .389** | .541** | .179 | .596** | .690** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,015 | ,003 | ,000 | ,000 | ,082 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X3.2 | Pearson Correlation | .486** | 1 | .416** | .154 | .356** | .349** | .417** | .381** | .531** | .646** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,135 | ,000 | ,001 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X3.3 | Pearson Correlation | .546** | .416** | 1 | .008 | .220* | .200 | .482** | .141 | .493** | .515** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,939 | ,032 | ,052 | ,000 | ,174 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X3.4 | Pearson Correlation | .250* | .154 | .008 | 1 | .602** | .702** | .367** | .170 | .295** | .669** |
| | Sig. (2-tailed) | ,015 | ,135 | ,939 | | ,000 | ,000 | ,000 | ,100 | ,004 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X3.5 | Pearson Correlation | .302** | .356** | .220* | .602** | 1 | .621** | .339** | .235* | .344** | .716** |
| | Sig. (2-tailed) | ,003 | ,000 | ,032 | ,000 | | ,000 | ,001 | ,022 | ,001 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X3.6 | Pearson Correlation | .389** | .349** | .200 | .702** | .621** | 1 | .459** | .267** | .409** | .786** |
| | Sig. (2-tailed) | ,000 | ,001 | ,052 | ,000 | ,000 | | ,000 | ,009 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X3.7 | Pearson Correlation | .541** | .417** | .482** | .367** | .339** | .459** | 1 | .175 | .613** | .710** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | | ,091 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X3.8 | Pearson Correlation | .179 | .381** | .141 | .170 | .235* | .267** | .175 | 1 | .287** | .462** |
| | Sig. (2-tailed) | ,082 | ,000 | ,174 | ,100 | ,022 | ,009 | ,091 | | ,005 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X3.9 | Pearson Correlation | .596** | .531** | .493** | .295** | .344** | .409** | .613** | .287** | 1 | .737** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,004 | ,001 | ,000 | ,000 | ,005 | | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| X3 | Pearson Correlation | .690** | .646** | .515** | .669** | .716** | .786** | .710** | .462** | .737** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |

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

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

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 95 | 100,0 |
| | Excluded ^a | 0 | 0,0 |
| | Total | 95 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,836 | 9 |

LAMPIRAN VARIABEL KINERJA KARYAWAN

Correlations

| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Y.1 | Pearson Correlation | 1 | .821** | .688** | .500** | .485** | .612** | .387** | .543** | .633** | .817** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| Y.2 | Pearson Correlation | .821** | 1 | .710** | .466** | .556** | .695** | .518** | .601** | .706** | .870** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| Y.3 | Pearson Correlation | .688** | .710** | 1 | .583** | .498** | .676** | .603** | .514** | .656** | .849** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| Y.4 | Pearson Correlation | .500** | .466** | .583** | 1 | .444** | .528** | .356** | .440** | .393** | .693** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| Y.5 | Pearson Correlation | .485** | .556** | .498** | .444** | 1 | .609** | .542** | .419** | .504** | .710** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| Y.6 | Pearson Correlation | .612** | .695** | .676** | .528** | .609** | 1 | .587** | .579** | .600** | .832** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| Y.7 | Pearson Correlation | .387** | .518** | .603** | .356** | .542** | .587** | 1 | .388** | .547** | .683** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| Y.8 | Pearson Correlation | .543** | .601** | .514** | .440** | .419** | .579** | .388** | 1 | .783** | .743** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| Y.9 | Pearson Correlation | .633** | .706** | .656** | .393** | .504** | .600** | .547** | .783** | 1 | .822** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | | ,000 |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |
| Y | Pearson Correlation | .817** | .870** | .849** | .693** | .710** | .832** | .683** | .743** | .822** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 | 95 |

/

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

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 95 | 100,0 |
| | Excluded ^a | 0 | 0,0 |
| | Total | 95 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,917 | 9 |

LAMPIRAN SPSS

Lampiran Descriptive

| | N | Minimum | Maximum | Mean | Std. Deviation |
|-------------------------|----|---------|---------|-------|----------------|
| Pemimpin Yang Melayani | 95 | 23 | 49 | 38.92 | 5.735 |
| Kepuasan Kerja | 95 | 24 | 48 | 38.26 | 5.087 |
| Komitmen Organisasional | 95 | 19 | 44 | 31.44 | 4.559 |
| Kinerja Karyawan | 95 | 20 | 45 | 35.65 | 4.731 |
| Valid N (listwise) | 95 | | | | |

Asumsi Klasik

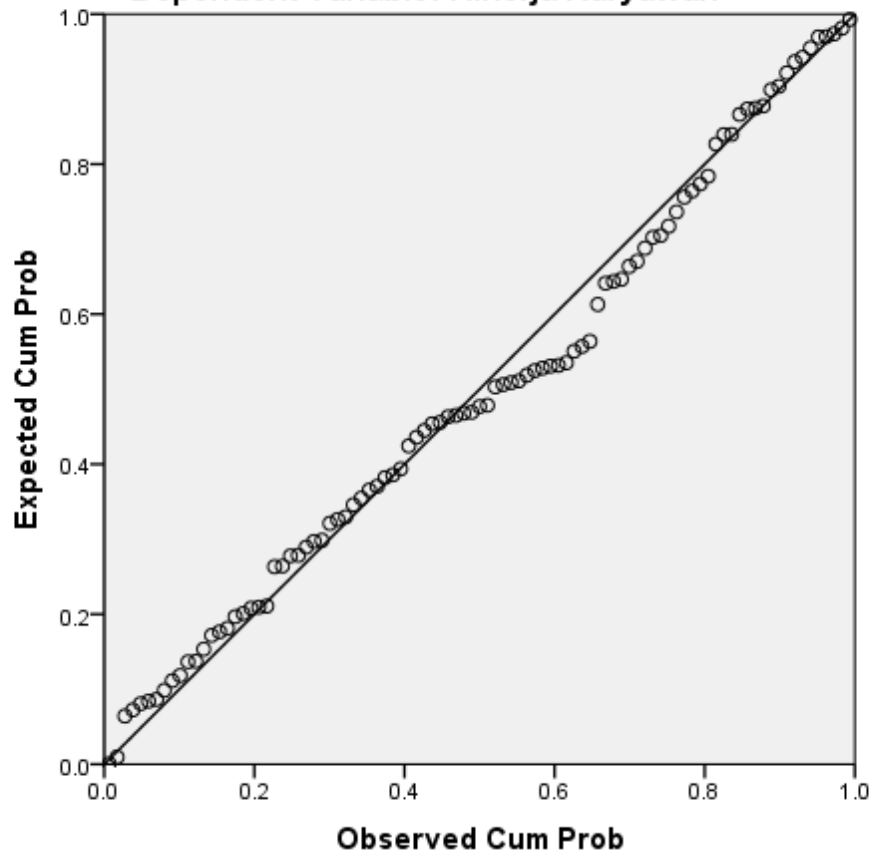
Uji Normalitas

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 95 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 3.09383270 |
| Most Extreme Differences | Absolute | .088 |
| | Positive | .088 |
| | Negative | -.040 |
| Kolmogorov-Smirnov Z | | .857 |
| Asymp. Sig. (2-tailed) | | .455 |

a. Test distribution is Normal.

b. Calculated from data.

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja Karyawan



Uji Heteroskedastisitas

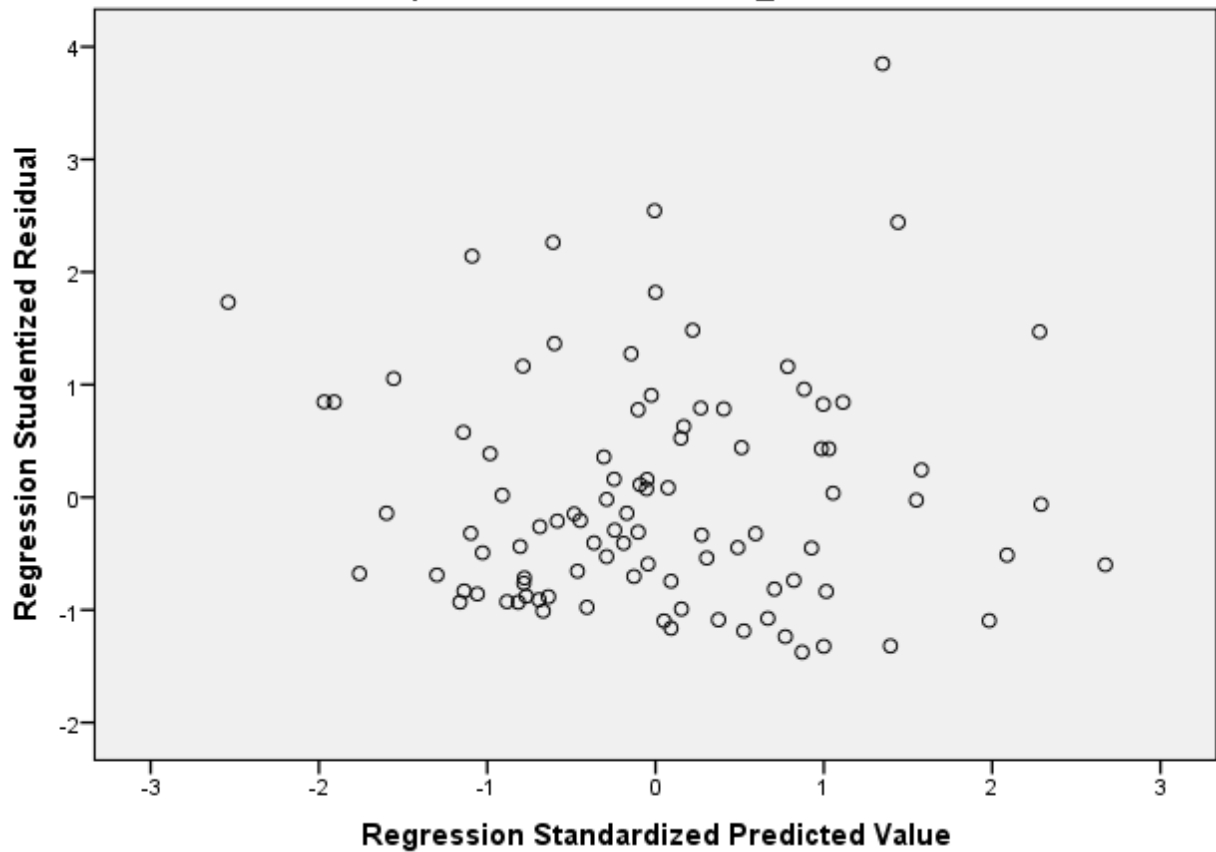
Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | |
|-------|-----------------------------|------------|---------------------------|-------|--------|------|
| | B | Std. Error | Beta | | | |
| 1 | (Constant) | 3.954 | 1.724 | | 2.293 | .024 |
| | Pemimpin Yang Melayani | .068 | .056 | .196 | 1.225 | .224 |
| | Kepuasan Kerja | -.035 | .066 | -.088 | -.529 | .598 |
| | Komitmen Organisasional | -.093 | .054 | -.213 | -1.738 | .086 |

a. Dependent Variable: ABS_RES

Scatterplot

Dependent Variable: ABS_RES



Uji Multikolinearitas

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | | |
|-------|-----------------------------|------------|---------------------------|------|-------|-------------------------|------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF | |
| 1 | (Constant) | 5.916 | 2.724 | | 2.172 | .032 | | |
| | Pemimpin Yang Melayani | .176 | .088 | .213 | 1.997 | .049 | .412 | 2.429 |
| | Kepuasan Kerja | .360 | .104 | .387 | 3.464 | .001 | .376 | 2.660 |
| | Komitmen Organisasional | .290 | .085 | .279 | 3.408 | .001 | .701 | 1.426 |

a. Dependent Variable: Kinerja Karyawan

Uji Regresi Linear Berganda

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .756 ^a | .572 | .558 | 3.144 |

a. Predictors: (Constant), Komitmen Organisasional, Pemimpin Yang Melayani, Kepuasan Kerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 1203.788 | 3 | 401.263 | 40.583 | .000 ^b |
| | Residual | 899.749 | 91 | 9.887 | | |
| | Total | 2103.537 | 94 | | | |

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Komitmen Organisasional, Pemimpin Yang Melayani, Kepuasan Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.916 | 2.724 | | 2.172 | .032 |
| | Pemimpin Yang Melayani | .176 | .088 | .213 | 1.997 | .049 |
| | Kepuasan Kerja | .360 | .104 | .387 | 3.464 | .001 |
| | Komitmen Organisasional | .290 | .085 | .279 | 3.408 | .001 |

a. Dependent Variable: Kinerja Karyawan