

INSTRUMEN PENELITIAN

IDENTITAS RESPONDEN

Usia :

Jenis Kelamin :

Petunjuk Pengisian

1. Bacalah setiap pernyataan dengan sebaik mungkin.
2. Semua pernyataan mohon diisi dan jangan dilewatkan.
3. Berilah tanda (√) pada pilihan jawaban yang tersedia di samping pernyataan.
4. Setiap pernyataan terdiri dari lima alternatif jawaban yaitu:

SS : Sangat Setuju

S : Setuju

RR : Ragu-ragu

TS : Tidak Setuju

STS : Sangat Tidak Setuju

A. KEPEMIMPINAN

Pernyataan		Pilihan				
		SS	S	RR	TS	STS
A	Karisma					
1	Pimpinan memiliki visi yang jelas untuk kemajuan rumah sakit					
2	Pimpinan mampu mengkomunikasikan visi rumah sakit kepada para perawat dengan bahasa yang sederhana					
3	Pimpinan mampu memformulasikan misi rumah sakit secara jelas dan realistis.					
4	Pimpinan dapat merealisasikan misi rumah sakit					
5	Pimpinan menanamkan kebanggaan dalam bekerja					
6	Pimpinan mampu menumbuhkan perasaan yang kuat kepada perawat dalam menjalankan tugas sehari-hari					
7	Pimpinan memberikan pemahaman bahwa setiap pekerjaan berharga bagi kemajuan rumah sakit					
8	Pimpinan menanamkan rasa bangga terhadap rumah sakit pada diri perawat					
9	Pimpinan mampu menumbuhkan kepercayaan bahwa setiap perawat mampu menjalankan tugas					
10	Para perawat senantiasa mematuhi perintah pimpinan					
11	Perawat senantiasa menghormati dan menaruh kepercayaan terhadap pimpinan					
12	Pimpinan memberikan kepercayaan kepada perawat untuk menyelesaikan sendiri permasalahan pekerjaan					
B	Inspirasi					
13	Pimpinan membangkitkan semangat kerjasama kepada perawat					
14	Pimpinan memberi motivasi kepada perawat untuk berprestasi					
15	Pimpinan selalu menggerakkan perawat dalam pelaksanaan tugas administrasi di rumah sakit					
16	Pimpinan memberikan inspirasi untuk menyelesaikan tugas-tugas pekerjaan					
17	Pimpinan memberi kesempatan kepada perawat untuk selalu mengembangkan pengetahuan					
18	Pimpinan menaruh perhatian besar kepada perawat yang memiliki kemampuan menjalin kerjasama dalam melaksanakan tugas sehari-hari					

Pernyataan		Pilihan				
		SS	S	RR	TS	STS
19	Pimpinan memberikan contoh berbagai tindakan yang dapat meningkatkan kemajuan rumah sakit.					
20	Pimpinan mengajak perawat untuk meningkatkan pencapaian target rumah sakit dengan menyampaikan sejumlah cara					
21	Pimpinan dapat mengkomunikasikan setiap gagasan dengan bahasa yang mudah dipahami					
22	Perintah pimpinan mudah dipahami					
23	Pimpinan memberikan penjelasan secara jelas mengenai berbagai tugas yang harus diselesaikan perawat					
24	Pimpinan mampu menyampaikan berbagai hal kepada perawat dengan bahasa yang mudah dimengerti					
C	Rangsangan Intelektual					
25	Pimpinan memberi kesempatan perawat untuk meningkatkan pendidikan					
26	Pimpinan memotivasi perawat untuk terus belajar guna meningkatkan kemampuannya					
27	Pimpinan mendorong perawat untuk meningkatkan wawasannya dalam bekerja					
28	Pimpinan memotivasi perawat untuk mendalami bidang pekerjaan yang ditekuni dengan belajar dari para senior di bidangnya					
29	Pimpinan rasional dalam pengambilan petusuan					
30	Pimpinan mengkoordinasikan perawat yang sedang melaksanakan tugas-tugasnya dengan cara yang rasional					
31	Pimpinan senantiasa menekankan pertimbangan logis dalam menyelesaikan permasalahan yang dihadapi rumah sakit					
32	Pimpinan mempertimbangkan akal sehat dalam menyelesaikan berbagai konflik					
33	Pimpinan meminta berbagai saran dari perawat dalam menyelesaikan berbagai persoalan rumah sakit					
34	Pimpinan akan menyelidiki berbagai hal sebelum memutuskan cara yang tepat untuk menyelesaikan suatu persoalan					
35	Pimpinan banyak memutuskan persoalan dengan diskusi					
36	Pimpinan teliti dalam memecahkan masalah					

D	Pertimbangan yang diindividualkan					
37	Pimpinan mengevaluasi hasil kerja yang dilaksanakan setiap perawat					
38	Pimpinan memberikan perhatian pribadi kepada setiap perawat					
39	Pimpinan mengawasi pelaksanaan pekerjaan yang dilakukan perawat di rumah sakit					
40	Pimpinan mengawasi langsung proses penyelesaian pekerjaan					
41	Pimpinan menghargai perbedaan individual					
42	Pimpinan menghormati privasi para perawat					
43	Pimpinan menghargai setiap potensi para perawat					
44	Pimpinan mampu bersikap tulus kepada para perawat					
45	Pimpinan memberikan pengarahan kepada para perawat terhadap sebuah tugas					
46	Pimpinan berusaha menasehati perawat sebelum dan sesudah melaksanakan tugas					
47	Pimpinan melatih perawat agar dapat menjalankan tugasnya secara efisien					
48	Pimpinan memberikan nasihat yang bermanfaat bagi pengembangan karir perawat					

B. KOMPENSASI

Pernyataan		Pilihan				
		SS	S	RR	TS	STS
1	Rumah sakit memberikan gaji yang memadai					
2	Gaji yang diberikan rumah sakit dapat mencukupi kebutuhan sehari-hari					
3	Gaji yang diberikan rumah sakit memenuhi standar UMR					
4	Gaji yang ditetapkan rumah sakit dapat memenuhi kesejahteraan perawat					
5	Gaji yang diberikan rumah sakit sesuai dengan beban kerja perawat					
6	Gaji yang ditetapkan rumah sakit ditetapkan secara adil					
7	Rumah sakit memberikan uang lembur bagi perawat yang kerja lembur					

8	Setiap hari raya rumah sakit memberikan uang THR					
9	THR yang diberikan sudah sesuai dengan keinginan perawat					

C. KINERJA

Pernyataan		Pilihan				
		SS	S	RR	TS	STS
A	<i>Caring</i>					
1	Saya siap tanggap bila pasien membutuhkan dan saya mudah dihubungi perawat.					
2	Perawat memperhatikan keluhan pasien					
	Kolaborasi					
3	Saya bekerjasama dengan pasien dan keluarganya dalam menyelesaikan masalah.					
4	Saya bekerjasama dengan tim sejawat perawat, dan tim medis dalam menyelesaikan masalah pasien.					
B	<i>Empati</i>					
5	Saya dalam memberikan pelayanan kepada pasien penuh perhatian sesuai dengan kebutuhan/harapan pasien.					
6	Saya mendengar keluhan pasien dan saya tidak acuh tak acuh.					
C	<i>Kecepatan Respons</i>					
7	Saya dalam memberikan pelayanan selalu cepat dan tepat.					
8	Kecepatan saya dalam memberikan pelayanan membutuhkan waktu tunggu yang pendek.					
D	<i>Courtesy</i>					
9	Saya sopan terhadap pasien, keluarga pasien, tim sejawat perawat dan tim kesehatan lain.					
10	Saya menghargai pasien, keluarga pasien, tim sejawat perawat dan tim kesehatan lain.					
E	<i>Sincerety</i>					
11	Saya bertanggung jawab atas tindakan dan menjaga kerahasiaan pasien.					
12	Saya jujur antara pikiran dan tindakan.					

D. MOTIVASI

Pernyataan		Pilihan				
		SS	S	RR	TS	STS
A	<i>Need for Achievement</i> (kebutuhan berprestasi)					
1	Saya berupaya melaksanakan segala sesuatu dengan cara-cara baru dan kreatif.					
2	Saya senantiasa mencari <i>feed back</i> (umpan balik) terhadap setiap tindakan yang telah dilakukan.					
3	Saya berusaha memilih resiko yang <i>moderat</i> (sedang) di dalam menyelesaikan pekerjaan.					
4	Saya bertanggung jawab atas segala tindakan yang dikerjakan saat menjalankan tugas.					
B	<i>Need for Affiliation</i> (kebutuhan pertemanan)					
5	Saya lebih memperhatikan aspek hubungan pribadi dengan rekan kerja dibandingkan dengan tugas-tugas yang ada.					
6	Saya mampu bekerja lebih efektif apabila bekerjasama dengan orang lain dalam suasana yang lebih kooperatif.					
7	Saya cenderung mencari persetujuan atau kesepakatan dengan orang lain ketika memutuskan hal-hal penting yang berkaitan dengan pekerjaan.					
8	Saya lebih senang bekerja dengan orang lain daripada melakukannya sendirian.					
C	<i>Need for Power</i> (kebutuhan akan kekuasaan)					
9	Saya berupaya menolong orang lain walaupun tidak diminta.					
10	Saya sangat aktif dalam menentukan arah kegiatan rumah sakit.					
11	Saya telah menjadi anggota komunitas perawat agar dapat menjadi perawat yang disegani.					
12	Saya sangat peka terhadap struktur pengaruh antar pribadi maupun kelompok ataupun pribadi di rumah sakit ini.					

DATA UJI COBA

Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18
1	2	3	2	3	3	2	2	3	4	2	3	2	3	3	3	3	4	3
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29	3	3	2	2	3	2	2	2	2	3	2	2	4	4	4	3	3	3
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Resp	X1.19	X1.20	X1.21	X1.22	X1.23	X1.24	X1.25	X1.26	X1.27	X1.28	X1.29	X1.30	X1.31	X1.32
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27	3	4	4	3	3	3	3	3	3	3	3	3	3	3
28	3	3	2	2	3	3	3	2	3	2	3	3	3	2
29	4	4	4	3	4	3	4	4	4	4	4	4	3	4
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Resp	X1.33	X1.34	X1.35	X1.36	X1.37	X1.38	X1.39	X1.40	X1.41	X1.42	X1.43	X1.44	X1.45	X1.46	X1.47	X1.48	X1
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Resp	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2
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12	2	3	3	3	3	2	2	3	2	23
13	3	3	3	3	3	3	3	3	3	27
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15	3	4	4	3	4	4	4	3	4	33
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18	4	3	3	3	3	3	3	3	4	29
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26	4	4	3	4	4	4	4	2	4	33
27	3	3	3	4	4	3	3	4	4	31
28	2	3	2	3	2	3	3	2	3	23
29	3	3	3	3	3	4	4	2	4	29
30	3	4	4	4	3	4	4	3	4	33

Resp	Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z.7	Z.8	Z.9	Z.10	Z.11	Z.12	Z
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3	3	3	3	4	4	3	4	2	4	4	4	3	41
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5	3	2	4	2	4	3	3	3	3	3	2	3	35
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7	4	2	4	2	4	4	4	4	4	4	4	4	44
8	3	4	4	3	4	3	4	5	5	3	5	5	48
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25	2	2	3	2	3	2	2	2	2	2	2	3	27
26	2	3	3	3	3	3	3	3	3	3	3	3	35
27	2	1	1	2	2	2	2	3	1	2	2	2	22
28	2	2	3	2	2	4	2	2	4	3	4	2	32
29	3	3	3	3	4	3	4	2	3	4	4	3	39
30	4	4	4	4	3	4	4	2	4	4	4	4	45

Resp	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y
1	2	2	3	3	3	2	3	3	3	2	3	3	32
2	2	3	2	2	3	1	2	2	2	2	1	2	24
3	2	2	2	3	3	2	3	3	3	3	3	2	31
4	2	3	3	2	2	3	3	2	2	3	2	2	29
5	2	3	3	3	3	3	3	3	3	4	3	3	36
6	3	4	3	3	3	3	3	3	3	3	3	3	37
7	2	3	3	3	3	3	4	3	4	4	4	4	40
8	4	5	4	3	5	5	5	3	5	4	4	4	51
9	2	3	3	3	3	4	4	3	4	4	4	4	41
10	2	3	3	3	2	3	3	3	3	3	3	2	33
11	2	3	3	3	3	3	3	3	3	3	3	3	35
12	2	2	1	2	2	1	2	2	3	1	3	2	23
13	3	4	3	4	3	3	3	4	3	3	3	2	38
14	2	3	3	3	3	3	3	3	3	3	3	3	35
15	3	2	3	2	3	4	4	4	4	4	4	3	40
16	2	3	2	3	2	2	2	1	2	2	1	1	23
17	3	2	2	3	3	4	4	3	4	4	4	2	38
18	3	4	3	3	3	3	3	3	3	3	3	3	37
19	2	3	2	4	2	3	3	4	3	3	3	3	35
20	2	2	3	3	3	2	3	3	3	3	3	3	33
21	3	4	4	3	3	4	4	3	4	4	4	4	44
22	4	5	5	4	5	5	5	4	5	5	5	4	56
23	3	2	2	3	3	3	3	3	3	3	3	2	33
24	2	4	3	3	3	3	4	3	3	3	4	2	37
25	2	3	3	3	2	3	3	3	3	3	3	3	34
26	2	3	2	3	4	4	4	3	3	4	3	3	38
27	2	2	2	3	3	3	3	3	3	3	3	3	33
28	3	3	3	3	2	3	2	3	3	3	3	2	33
29	2	3	3	2	3	4	4	4	4	4	4	2	39
30	3	4	3	3	3	4	4	3	4	4	4	3	42

HASIL UJI VALIDITAS

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	,727**	,723**	,586**	,628**	,350	,789**	,517**	,111	,797**	,759**
Sig. (2-tailed)		,000	,000	,001	,000	,058	,000	,003	,560	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.2 Pearson Correlation	,727**	1	,705**	,725**	,699**	,461*	,525**	,583**	,274	,945**	,850**
Sig. (2-tailed)	,000		,000	,000	,000	,010	,003	,001	,143	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.3 Pearson Correlation	,723**	,705**	1	,712**	,702**	,436*	,686**	,446*	,118	,763**	,794**
Sig. (2-tailed)	,000	,000		,000	,000	,016	,000	,013	,536	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.4 Pearson Correlation	,586**	,725**	,712**	1	,662**	,432*	,604**	,718**	,279	,686**	,727**
Sig. (2-tailed)	,001	,000	,000		,000	,017	,000	,000	,136	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.5 Pearson Correlation	,628**	,699**	,702**	,662**	1	,251	,650**	,328	,227	,661**	,744**
Sig. (2-tailed)	,000	,000	,000	,000		,180	,000	,077	,227	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.6 Pearson Correlation	,350	,461*	,436*	,432*	,251	1	,288	,480**	-,147	,481**	,538**
Sig. (2-tailed)	,058	,010	,016	,017	,180		,122	,007	,437	,007	,002
N	30	30	30	30	30	30	30	30	30	30	30
X1.7 Pearson Correlation	,789**	,525**	,686**	,604**	,650**	,288	1	,490**	,231	,600**	,713**
Sig. (2-tailed)	,000	,003	,000	,000	,000	,122		,006	,219	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.8 Pearson Correlation	,517**	,583**	,446*	,718**	,328	,480**	,490**	1	,219	,492**	,659**
Sig. (2-tailed)	,003	,001	,013	,000	,077	,007	,006		,245	,006	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.9 Pearson Correlation	,111	,274	,118	,279	,227	-,147	,231	,219	1	,130	,232
Sig. (2-tailed)	,560	,143	,536	,136	,227	,437	,219	,245		,495	,217
N	30	30	30	30	30	30	30	30	30	30	30
X1.10 Pearson Correlation	,797**	,945**	,763**	,686**	,661**	,481**	,600**	,492**	,130	1	,824**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,007	,000	,006	,495		,000
N	30	30	30	30	30	30	30	30	30	30	30
X1 Pearson Correlation	,759**	,850**	,794**	,727**	,744**	,538**	,713**	,659**	,232	,824**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,002	,000	,000	,217	,000	
N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1
X1.11 Pearson Correlation	1	,792**	,544**	,430*	,202	,430*	,273	-,102	,472**	,409*	,812**
Sig. (2-tailed)		,000	,002	,018	,283	,018	,145	,592	,009	,025	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.12 Pearson Correlation	,792**	1	,484**	,444**	,163	,486**	,119	-,082	,422**	,474**	,814**
Sig. (2-tailed)	,000		,007	,014	,388	,007	,533	,666	,020	,008	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.13 Pearson Correlation	,544**	,484**	1	,645**	,395*	,384*	,600**	-,033	,670**	,611**	,716**
Sig. (2-tailed)	,002	,007		,000	,031	,036	,000	,862	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.14 Pearson Correlation	,430*	,444**	,645**	1	,517**	,690**	,661**	,100	,624**	,752**	,682**
Sig. (2-tailed)	,018	,014	,000		,003	,000	,000	,598	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.15 Pearson Correlation	,202	,163	,395*	,517**	1	,377*	,638**	,208	,444**	,589**	,458*
Sig. (2-tailed)	,283	,388	,031	,003		,040	,000	,269	,014	,001	,011
N	30	30	30	30	30	30	30	30	30	30	30
X1.16 Pearson Correlation	,430*	,486**	,384*	,690**	,377*	1	,508**	,237	,630**	,742**	,671**
Sig. (2-tailed)	,018	,007	,036	,000	,040		,004	,207	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.17 Pearson Correlation	,273	,119	,600**	,661**	,638**	,508**	1	,134	,548**	,622**	,537**
Sig. (2-tailed)	,145	,533	,000	,000	,000	,004		,479	,002	,000	,002
N	30	30	30	30	30	30	30	30	30	30	30
X1.18 Pearson Correlation	-,102	-,082	-,033	,100	,208	,237	,134	1	-,163	,190	,052
Sig. (2-tailed)	,592	,666	,862	,598	,269	,207	,479		,390	,315	,784
N	30	30	30	30	30	30	30	30	30	30	30
X1.19 Pearson Correlation	,472**	,422**	,670**	,624**	,444**	,630**	,548**	-,163	1	,626**	,710**
Sig. (2-tailed)	,009	,020	,000	,000	,014	,000	,002	,390		,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.20 Pearson Correlation	,409*	,474**	,611**	,752**	,589**	,742**	,622**	,190	,626**	1	,703**
Sig. (2-tailed)	,025	,008	,000	,000	,001	,000	,000	,315	,000		,000
N	30	30	30	30	30	30	30	30	30	30	30
X1 Pearson Correlation	,812**	,814**	,716**	,682**	,458*	,671**	,537**	,052	,710**	,703**	1
Sig. (2-tailed)	,000	,000	,000	,000	,011	,000	,002	,784	,000	,000	
N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X1.21	X1.22	X1.23	X1.24	X1.25	X1.26	X1.27	X1.28	X1.29	X1.30	X1
X1.21	Pearson Correlation	1	,444*	,693**	,640**	,648**	,684**	,683**	,760**	,693**	,365*	,674**
	Sig. (2-tailed)		,014	,000	,000	,000	,000	,000	,000	,000	,047	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.22	Pearson Correlation	,444*	1	,421*	,515**	,240	,504**	,409*	,540**	,421*	,058	,536**
	Sig. (2-tailed)	,014		,021	,004	,202	,004	,025	,002	,021	,759	,002
	N	30	30	30	30	30	30	30	30	30	30	30
X1.23	Pearson Correlation	,693**	,421*	1	,665**	,635**	,670**	,808**	,852**	,770**	,333	,691**
	Sig. (2-tailed)	,000	,021		,000	,000	,000	,000	,000	,000	,072	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.24	Pearson Correlation	,640**	,515**	,665**	1	,510**	,612**	,738**	,723**	,563**	,107	,736**
	Sig. (2-tailed)	,000	,004	,000		,004	,000	,000	,000	,001	,573	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.25	Pearson Correlation	,648**	,240	,635**	,510**	1	,462*	,618**	,646**	,521**	,525**	,483**
	Sig. (2-tailed)	,000	,202	,000	,004		,010	,000	,000	,003	,003	,007
	N	30	30	30	30	30	30	30	30	30	30	30
X1.26	Pearson Correlation	,684**	,504**	,670**	,612**	,462*	1	,577**	,663**	,670**	,079	,599**
	Sig. (2-tailed)	,000	,004	,000	,000	,010		,001	,000	,000	,680	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.27	Pearson Correlation	,683**	,409*	,808**	,738**	,618**	,577**	1	,869**	,808**	,382*	,749**
	Sig. (2-tailed)	,000	,025	,000	,000	,000	,001		,000	,000	,037	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.28	Pearson Correlation	,760**	,540**	,852**	,723**	,646**	,663**	,869**	1	,852**	,457*	,753**
	Sig. (2-tailed)	,000	,002	,000	,000	,000	,000	,000		,000	,011	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.29	Pearson Correlation	,693**	,421*	,770**	,563**	,521**	,670**	,808**	,852**	1	,454*	,595**
	Sig. (2-tailed)	,000	,021	,000	,001	,003	,000	,000	,000		,012	,001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.30	Pearson Correlation	,365*	,058	,333	,107	,525**	,079	,382*	,457*	,454*	1	,138
	Sig. (2-tailed)	,047	,759	,072	,573	,003	,680	,037	,011	,012		,467
	N	30	30	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	,674**	,536**	,691**	,736**	,483**	,599**	,749**	,753**	,595**	,138	1
	Sig. (2-tailed)	,000	,002	,000	,000	,007	,000	,000	,000	,001	,467	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X1.31	X1.32	X1.33	X1.34	X1.35	X1.36	X1.37	X1.38	X1.39	X1
X1.31	Pearson Correlation	1	,570**	,490**	,410*	,408*	,205	,334	,378*	,458*	,698**
	Sig. (2-tailed)		,001	,006	,025	,025	,277	,072	,039	,011	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.32	Pearson Correlation	,570**	1	,442*	,430*	,293	,184	,224	,321	,265	,690**
	Sig. (2-tailed)	,001		,015	,018	,116	,330	,233	,084	,157	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.33	Pearson Correlation	,490**	,442*	1	,777**	,742**	,783**	,843**	,446*	,727**	,853**
	Sig. (2-tailed)	,006	,015		,000	,000	,000	,000	,013	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.34	Pearson Correlation	,410*	,430*	,777**	1	,592**	,649**	,704**	,414*	,609**	,784**
	Sig. (2-tailed)	,025	,018	,000		,001	,000	,000	,023	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.35	Pearson Correlation	,408*	,293	,742**	,592**	1	,833**	,805**	,533**	,717**	,752**
	Sig. (2-tailed)	,025	,116	,000	,001		,000	,000	,002	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.36	Pearson Correlation	,205	,184	,783**	,649**	,833**	1	,936**	,516**	,711**	,698**
	Sig. (2-tailed)	,277	,330	,000	,000	,000		,000	,004	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.37	Pearson Correlation	,334	,224	,843**	,704**	,805**	,936**	1	,507**	,738**	,759**
	Sig. (2-tailed)	,072	,233	,000	,000	,000	,000		,004	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.38	Pearson Correlation	,379*	,321	,446*	,414*	,533**	,516**	,507**	1	,326	,682**
	Sig. (2-tailed)	,039	,084	,013	,023	,002	,004	,004		,078	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.39	Pearson Correlation	,458*	,265	,727**	,609**	,717**	,711**	,738**	,326	1	,689**
	Sig. (2-tailed)	,011	,157	,000	,000	,000	,000	,000	,078		,000
	N	30	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	,698**	,690**	,853**	,784**	,752**	,698**	,759**	,682**	,689**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

	X1.40	X1.41	X1.42	X1.43	X1.44	X1.45	X1.46	X1.47	X1.48	X1
X1.40 Pearson Correlation	1	,361*	,732**	,422*	,127	,792**	,813**	,720**	,712**	,698**
Sig. (2-tailed)		,050	,000	,020	,503	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.41 Pearson Correlation	,361*	1	,358	,636**	-,092	,450*	,342	,471**	,503**	,645**
Sig. (2-tailed)	,050		,052	,000	,629	,013	,064	,009	,005	,000
N	30	30	30	30	30	30	30	30	30	30
X1.42 Pearson Correlation	,732**	,358	1	,578**	,270	,605**	,794**	,668**	,687**	,731**
Sig. (2-tailed)	,000	,052		,001	,150	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.43 Pearson Correlation	,422*	,636**	,578**	1	,013	,583**	,407*	,502**	,552**	,682**
Sig. (2-tailed)	,020	,000	,001		,946	,001	,026	,005	,002	,000
N	30	30	30	30	30	30	30	30	30	30
X1.44 Pearson Correlation	,127	-,092	,270	,013	1	,123	,277	,288	,289	,106
Sig. (2-tailed)	,503	,629	,150	,946		,518	,138	,122	,121	,578
N	30	30	30	30	30	30	30	30	30	30
X1.45 Pearson Correlation	,792**	,450*	,605**	,583**	,123	1	,700**	,717**	,637**	,699**
Sig. (2-tailed)	,000	,013	,000	,001	,518	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.46 Pearson Correlation	,813**	,342	,794**	,407*	,277	,700**	1	,720**	,807**	,726**
Sig. (2-tailed)	,000	,064	,000	,026	,138	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.47 Pearson Correlation	,720**	,471**	,668**	,502**	,288	,717**	,720**	1	,710**	,682**
Sig. (2-tailed)	,000	,009	,000	,005	,122	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.48 Pearson Correlation	,712**	,503**	,687**	,552**	,289	,637**	,807**	,710**	1	,781**
Sig. (2-tailed)	,000	,005	,000	,002	,121	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1 Pearson Correlation	,698**	,645**	,731**	,682**	,106	,699**	,726**	,682**	,781**	1
Sig. (2-tailed)	,000	,000	,000	,000	,578	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2
X2.1 Pearson Correlation	1	,730**	,658**	,629**	,674**	,581**	,534**	,437*	,688**	,814**
Sig. (2-tailed)		,000	,000	,000	,000	,001	,002	,016	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.2 Pearson Correlation	,730**	1	,768**	,791**	,820**	,607**	,678**	,420*	,675**	,899**
Sig. (2-tailed)	,000		,000	,000	,000	,000	,000	,021	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.3 Pearson Correlation	,658**	,768**	1	,658**	,642**	,540**	,491**	,450*	,674**	,805**
Sig. (2-tailed)	,000	,000		,000	,000	,002	,006	,013	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.4 Pearson Correlation	,629**	,791**	,658**	1	,674**	,510**	,717**	,437*	,626**	,833**
Sig. (2-tailed)	,000	,000	,000		,000	,004	,000	,016	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.5 Pearson Correlation	,674**	,820**	,642**	,674**	1	,628**	,665**	,461*	,642**	,865**
Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,010	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.6 Pearson Correlation	,581**	,607**	,540**	,510**	,628**	1	,735**	,417*	,719**	,794**
Sig. (2-tailed)	,001	,000	,002	,004	,000	,000		,022	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.7 Pearson Correlation	,534**	,678**	,491**	,717**	,665**	,735**	1	,300	,664**	,807**
Sig. (2-tailed)	,002	,000	,006	,000	,000	,000	,000		,107	,000
N	30	30	30	30	30	30	30	30	30	30
X2.8 Pearson Correlation	,437*	,420*	,450*	,437*	,461*	,417*	,300	1	,363*	,581**
Sig. (2-tailed)	,016	,021	,013	,016	,010	,022	,107	,030		,001
N	30	30	30	30	30	30	30	30	30	30
X2.9 Pearson Correlation	,688**	,675**	,674**	,626**	,642**	,719**	,664**	,363*	1	,839**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,048	,000	
N	30	30	30	30	30	30	30	30	30	30
X2 Pearson Correlation	,814**	,899**	,805**	,833**	,865**	,794**	,807**	,581**	,839**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,001	,000	,000
N	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

	Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z
Z.1 Pearson Correlation	1	,382*	,568**	,592**	,567**	,413*	,753**
Sig. (2-tailed)		,037	,001	,001	,001	,023	,000
N	30	30	30	30	30	30	30
Z.2 Pearson Correlation	,382*	1	,464**	,456*	,403*	,324	,613**
Sig. (2-tailed)	,037		,010	,011	,027	,081	,000
N	30	30	30	30	30	30	30
Z.3 Pearson Correlation	,568**	,464**	1	,434*	,724**	,506**	,816**
Sig. (2-tailed)	,001	,010		,017	,000	,004	,000
N	30	30	30	30	30	30	30
Z.4 Pearson Correlation	,592**	,456*	,434*	1	,386*	,573**	,682**
Sig. (2-tailed)	,001	,011	,017		,035	,001	,000
N	30	30	30	30	30	30	30
Z.5 Pearson Correlation	,567**	,403*	,724**	,386*	1	,244	,749**
Sig. (2-tailed)	,001	,027	,000	,035		,193	,000
N	30	30	30	30	30	30	30
Z.6 Pearson Correlation	,413*	,324	,506**	,573**	,244	1	,662**
Sig. (2-tailed)	,023	,081	,004	,001	,193		,000
N	30	30	30	30	30	30	30
Z Pearson Correlation	,753**	,613**	,816**	,682**	,749**	,662**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
N	30	30	30	30	30	30	30

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

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

Correlations

	Z.7	Z.8	Z.9	Z.10	Z.11	Z.12	Z
Z.7 Pearson Correlation	1	,579**	,509**	,628**	,598**	,437*	,806**
Sig. (2-tailed)		,001	,004	,000	,000	,016	,000
N	30	30	30	30	30	30	30
Z.8 Pearson Correlation	,579**	1	,247	,322	,372*	,490**	,585**
Sig. (2-tailed)	,001		,189	,083	,043	,006	,001
N	30	30	30	30	30	30	30
Z.9 Pearson Correlation	,509**	,247	1	,515**	,661**	,494**	,729**
Sig. (2-tailed)	,004	,189		,004	,000	,005	,000
N	30	30	30	30	30	30	30
Z.10 Pearson Correlation	,628**	,322	,515**	1	,601**	,487**	,813**
Sig. (2-tailed)	,000	,083	,004		,000	,006	,000
N	30	30	30	30	30	30	30
Z.11 Pearson Correlation	,598**	,372*	,661**	,601**	1	,418*	,709**
Sig. (2-tailed)	,000	,043	,000	,000		,022	,000
N	30	30	30	30	30	30	30
Z.12 Pearson Correlation	,437*	,490**	,494**	,487**	,418*	1	,738**
Sig. (2-tailed)	,016	,006	,005	,006	,022		,000
N	30	30	30	30	30	30	30
Z Pearson Correlation	,806**	,585**	,729**	,813**	,709**	,738**	1
Sig. (2-tailed)	,000	,001	,000	,000	,000	,000	
N	30	30	30	30	30	30	30

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

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

Correlations

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y
Y.1 Pearson Correlation	1	,579**	,550**	,303	,586**	,614**	,690**
Sig. (2-tailed)		,001	,002	,103	,001	,000	,000
N	30	30	30	30	30	30	30
Y.2 Pearson Correlation	,579**	1	,699**	,391*	,490**	,530**	,645**
Sig. (2-tailed)	,001		,000	,032	,006	,003	,000
N	30	30	30	30	30	30	30
Y.3 Pearson Correlation	,550**	,699**	1	,313	,527**	,642**	,787**
Sig. (2-tailed)	,002	,000		,092	,003	,000	,000
N	30	30	30	30	30	30	30
Y.4 Pearson Correlation	,303	,391*	,313	1	,257	,290	,434*
Sig. (2-tailed)	,103	,032	,092		,171	,120	,017
N	30	30	30	30	30	30	30
Y.5 Pearson Correlation	,586**	,490**	,527**	,257	1	,593**	,757**
Sig. (2-tailed)	,001	,006	,003	,171		,001	,000
N	30	30	30	30	30	30	30
Y.6 Pearson Correlation	,614**	,530**	,642**	,290	,593**	1	,896**
Sig. (2-tailed)	,000	,003	,000	,120	,001		,000
N	30	30	30	30	30	30	30
Y Pearson Correlation	,690**	,645**	,787**	,434*	,757**	,896**	1
Sig. (2-tailed)	,000	,000	,000	,017	,000	,000	
N	30	30	30	30	30	30	30

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

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

Correlations

	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y
Y.7 Pearson Correlation	1	,540**	,857**	,845**	,830**	,630**	,903**
Sig. (2-tailed)		,002	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30
Y.8 Pearson Correlation	,540**	1	,580**	,590**	,696**	,410*	,657**
Sig. (2-tailed)	,002		,001	,001	,000	,025	,000
N	30	30	30	30	30	30	30
Y.9 Pearson Correlation	,857**	,580**	1	,749**	,903**	,661**	,890**
Sig. (2-tailed)	,000	,001		,000	,000	,000	,000
N	30	30	30	30	30	30	30
Y.10 Pearson Correlation	,845**	,590**	,749**	1	,727**	,584**	,865**
Sig. (2-tailed)	,000	,001	,000		,000	,001	,000
N	30	30	30	30	30	30	30
Y.11 Pearson Correlation	,830**	,696**	,903**	,727**	1	,602**	,841**
Sig. (2-tailed)	,000	,000	,000	,000		,000	,000
N	30	30	30	30	30	30	30
Y.12 Pearson Correlation	,630**	,410*	,661**	,584**	,602**	1	,726**
Sig. (2-tailed)	,000	,025	,000	,001	,000		,000
N	30	30	30	30	30	30	30
Y Pearson Correlation	,903**	,657**	,890**	,865**	,841**	,726**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
N	30	30	30	30	30	30	30

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

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

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Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,976	44

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	135,8000	593,614	,758	,975
X1.2	135,6667	591,264	,848	,975
X1.3	135,6667	588,506	,789	,975
X1.4	135,7000	591,872	,719	,975
X1.5	135,8333	595,316	,732	,975
X1.6	136,1333	598,051	,526	,976
X1.7	135,8000	594,510	,694	,975
X1.8	136,0667	600,202	,643	,975
X1.10	135,6667	590,299	,825	,975
X1.11	135,6667	589,471	,803	,975
X1.12	135,7000	588,424	,802	,975
X1.13	135,8000	592,993	,697	,975
X1.14	135,4000	600,386	,670	,975
X1.15	135,4667	607,499	,426	,976
X1.16	135,5333	598,464	,652	,975
X1.17	135,7333	603,237	,508	,976
X1.19	135,5667	595,633	,695	,975
X1.20	135,3333	596,575	,687	,975
X1.21	135,5000	593,017	,649	,975
X1.22	135,8000	605,200	,516	,976

X1.23	135,6333	597,206	,672	,975
X1.24	135,8667	591,568	,729	,975
X1.25	135,7333	605,375	,452	,976
X1.26	135,9667	602,171	,588	,976
X1.27	135,6667	593,609	,738	,975
X1.28	135,7000	587,528	,727	,975
X1.29	135,6333	600,930	,572	,976
X1.31	135,7333	598,340	,682	,975
X1.32	135,6000	598,317	,673	,975
X1.33	135,6667	586,368	,840	,975
X1.34	135,7333	590,961	,754	,975
X1.35	135,6333	593,413	,732	,975
X1.36	135,5333	594,602	,678	,975
X1.37	135,6333	591,620	,739	,975
X1.38	135,8667	593,637	,679	,975
X1.39	135,6333	598,447	,681	,975
X1.40	135,6000	593,490	,685	,975
X1.41	135,8333	595,799	,643	,975
X1.42	135,8000	595,476	,708	,975
X1.43	136,0667	599,168	,673	,975
X1.45	135,7667	598,875	,684	,975
X1.46	135,8667	594,051	,704	,975
X1.47	135,5667	598,530	,658	,975
X1.48	135,7000	590,217	,759	,975

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
138,8667	623,223	24,96443	44

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,932	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	25,3667	24,309	,765	,923
X2.2	25,2333	22,461	,863	,916
X2.3	25,4000	24,524	,755	,924
X2.4	25,3667	24,171	,788	,922
X2.5	25,3667	22,516	,815	,919
X2.6	25,3000	24,217	,738	,924
X2.7	25,4333	23,289	,744	,924
X2.8	25,5000	25,983	,487	,938
X2.9	25,0333	23,068	,785	,921

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28,5000	29,914	5,46935	9

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,915	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z.1	32,8333	55,799	,700	,906
Z.2	33,2000	56,441	,523	,914
Z.3	32,6000	54,662	,774	,902
Z.4	32,6667	56,644	,616	,909
Z.5	32,5667	55,426	,692	,906
Z.6	32,4333	57,909	,603	,910
Z.7	32,5667	52,323	,749	,903
Z.8	32,8333	57,040	,493	,915
Z.9	32,4333	55,082	,665	,907
Z.10	32,4000	53,628	,764	,902
Z.11	32,1667	55,799	,644	,908
Z.12	32,5333	56,189	,684	,906

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
35,5667	65,633	8,10144	12

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,935	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	33,5667	43,633	,639	,932
Y.2	32,9333	42,202	,563	,936
Y.3	33,2000	41,476	,740	,928
Y.4	33,0667	46,409	,371	,939
Y.5	33,0667	41,995	,706	,929
Y.6	32,9000	38,162	,863	,923
Y.7	32,7000	39,872	,878	,923
Y.8	33,0000	43,793	,599	,933
Y.9	32,7333	40,616	,864	,924
Y.10	32,7667	40,047	,831	,924
Y.11	32,8000	40,028	,799	,926
Y.12	33,2667	41,926	,666	,931

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
36,0000	49,310	7,02213	12

DATA PENELITIAN

Resp	Kepemimpinan (X1)																						
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23
1	3	4	3	4	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
2	4	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
3	4	4	5	5	4	5	4	5	4	5	4	4	5	4	5	5	5	5	4	5	5	5	5
4	4	4	5	4	4	5	4	4	4	4	4	4	5	4	4	4	4	5	4	4	4	5	4
5	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	4	3	3	3	3	3	3	3
6	3	2	2	3	3	3	3	3	3	3	2	3	2	3	3	3	3	3	3	3	2	3	2
7	5	4	5	4	5	4	5	5	5	5	4	5	5	4	4	5	5	4	5	4	4	5	5
8	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
9	4	4	4	5	4	5	5	5	4	4	4	5	5	5	5	5	4	4	4	4	4	4	4
10	3	2	3	3	3	2	2	2	3	2	2	2	3	2	2	3	2	3	2	2	3	2	2
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13	3	4	3	3	4	4	4	3	4	3	4	3	3	3	3	4	4	3	3	4	3	3	3
14	2	2	2	3	3	3	2	3	2	2	2	4	2	2	3	2	2	4	2	2	2	2	2
15	3	3	3	3	3	3	3	3	2	3	3	2	2	3	2	3	2	2	3	2	2	3	2
16	2	2	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
17	2	2	2	1	1	2	1	2	1	1	3	1	1	2	1	1	1	2	1	1	1	1	3
18	3	2	2	2	2	2	2	2	3	1	3	1	1	3	1	3	1	3	1	3	1	3	1
19	4	4	4	4	4	4	5	4	4	5	4	5	4	4	5	5	4	3	5	5	4	4	4
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21	3	2	2	3	2	2	2	2	3	3	2	2	2	3	3	2	3	3	2	2	2	3	3
22	2	2	1	2	2	3	2	1	2	2	3	2	3	2	2	2	3	2	2	2	3	3	3
23	4	5	4	4	4	5	4	4	4	4	4	4	4	5	4	5	5	4	4	5	5	4	4
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27	2	2	2	2	2	2	2	2	2	1	2	2	2	2	2	3	2	3	2	2	2	2	2
28	3	2	3	3	3	2	3	3	3	3	3	3	3	3	3	2	3	3	3	2	3	3	3
29	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	2	2	2	2	2	1
30	3	4	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	4	3	3	4	4	3
31	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
32	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
33	2	2	2	1	1	3	2	3	3	2	2	2	3	3	3	3	3	3	3	3	3	3	3
34	3	3	4	3	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	3	4	3	3
35	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	3	4	3	3	4	4	4	3
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37	3	3	3	3	4	3	3	4	4	3	3	3	3	3	3	3	4	4	3	3	3	3	3
38	4	4	5	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	5	4	4	5	4
39	2	2	2	2	2	2	2	2	2	3	2	2	2	2	2	1	2	2	1	2	2	3	2
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42	2	3	3	3	3	2	3	2	2	2	2	2	2	3	3	3	3	3	3	3	3	3	2
43	3	3	3	3	2	3	3	3	3	3	3	3	3	3	4	4	4	2	3	2	4	4	3
44	3	4	4	5	3	4	3	3	3	4	4	4	4	4	4	3	3	3	4	3	3	3	4
45	3	3	4	3	3	4	3	3	4	3	4	4	4	4	3	3	2	2	2	3	3	2	3
46	3	3	4	3	4	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	3	4	4
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50	4	3	3	3	3	3	3	4	3	3	4	3	3	3	3	4	3	3	3	3	3	3	3
51	3	3	3	3	3	3	3	4	4	3	3	3	3	3	3	3	3	3	3	2	3	3	4
52	4	5	4	5	4	4	4	5	4	5	4	5	4	4	4	4	4	4	5	4	4	4	4
53	3	3	3	3	3	4	4	3	3	3	4	3	4	3	3	3	3	4	3	3	4	3	4
54	3	4	3	4	4	4	3	5	4	4	4	4	4	3	3	3	3	4	3	4	3	3	4
56	4	4	4	4	5	4	4	3	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4
57	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	2	2	2	2	2	4	2
58	2	1	2	2	2	2	1	1	3	1	3	1	1	2	2	3	2	1	1	2	1	1	1
59	4	4	4	4	3	3	4	3	3	4	3	3	3	3	3	4	4	4	4	4	4	5	4
60	2	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	2	2	2
61	3	3	3	3	3	3	2	3	4	4	3	3	3	3	3	3	2	3	2	2	2	2	2
62	3	3	3	3	3	3	3	3	3	4	4	4	4	4	3	3	3	2	2	3	3	2	3
63	3	4	3	3	4	4	3	3	3	3	3	3	4	3	3	4	4	3	4	4	3	3	4
65	4	4	3	4	4	3	3	3	3	3	3	4	3	3	3	4	4	3	4	3	3	3	3
66	4	3	3	3	4	3	3	4	4	3	4	3	4	3	3	3	4	3	4	3	3	4	3
67	4	4	4	5	4	5	5	5	4	5	4	5	5	4	5	5	5	5	5	5	5	4	5
68	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3
69	4	4	4	4	4	4	4	4	4	3	4	4	3	4	3	2	3	3	5	4	4	5	3
70	3	3	3	3	3	2	3	3	3	3	4	2	3	2	2	2	4	3	3	3	3	3	3
71	4	3	3	3	3	3	3	3	4	3	4	4	4	4	4	3	3	3	3	3	3	3	3
72	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	2	2	2	2	2	2	1	2
73	4	4	4	3	4	4	4	3	2	3	3	3	3	3	3	4	4	4	4	4	3	3	3

Resp	Kepemimpinan (X1)																	Juml	Rata2				
	X1.24	X1.25	X1.26	X1.27	X1.28	X1.29	X1.30	X1.31	X1.32	X1.33	X1.34	X1.35	X1.36	X1.37	X1.38	X1.39	X1.40			X1.41	X1.42	X1.43	X1.44
1	3	3	3	3	3	3	4	4	4	3	4	4	4	4	3	4	4	3	3	3	3	145	3,30
2	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	5	5	5	212	4,82
3	5	4	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	195	4,43
4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	183	4,16
5	3	3	3	3	3	3	3	3	3	3	3	2	2	2	2	3	2	2	3	3	3	128	2,91
6	2	2	3	2	3	3	3	2	2	3	2	3	3	3	4	4	4	3	3	3	3	124	2,82
7	5	5	5	5	5	5	5	5	5	5	5	4	5	4	3	4	4	5	4	5	5	203	4,61
8	3	3	3	3	3	2	3	4	3	2	3	4	3	2	2	2	2	2	2	3	3	123	2,80
9	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	4	4	4	192	4,36
10	3	2	2	2	2	2	2	3	3	2	2	2	2	2	3	2	3	2	3	2	2	104	2,36
11	5	4	5	5	4	4	5	4	5	5	4	5	4	4	5	4	4	4	4	4	5	189	4,30
12	4	4	4	3	4	3	3	4	4	3	4	4	4	4	4	4	3	4	3	4	3	152	3,45
13	4	3	3	3	3	3	3	3	3	3	4	3	3	3	4	4	4	3	3	3	3	148	3,36
14	2	3	3	3	3	4	3	3	3	2	3	2	3	3	3	3	3	3	3	3	3	118	2,68
15	3	3	3	3	2	2	2	3	3	2	3	3	3	3	3	3	3	3	2	4	3	120	2,73
16	3	3	3	3	3	2	3	3	3	3	2	3	3	3	3	2	2	2	3	3	2	122	2,77
17	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	2	1	84	1,91
18	1	3	3	1	3	1	2	3	2	2	3	3	3	3	3	3	4	4	3	3	3	104	2,36
19	5	5	4	4	4	3	3	3	3	4	4	4	4	4	4	4	4	5	4	4	4	181	4,11
20	4	4	5	4	4	4	4	4	4	5	4	5	5	5	5	5	4	4	4	4	5	192	4,36
21	2	3	2	2	3	1	2	3	1	2	1	1	2	1	1	2	3	3	2	2	2	97	2,20
22	3	3	3	3	2	2	3	3	3	3	2	2	3	2	3	3	3	3	3	2	3	108	2,45
23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	183	4,16
24	4	4	3	3	3	3	3	3	3	4	4	4	4	4	3	3	3	4	3	3	3	141	3,20
25	3	4	3	4	4	4	3	4	4	4	4	4	4	3	4	3	4	3	3	4	3	167	3,80
27	2	2	2	2	2	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	88	2,00
28	3	2	3	3	2	3	2	3	3	3	3	3	3	3	3	2	3	2	3	2	3	122	2,77
29	2	2	1	2	1	2	2	3	2	2	2	2	2	2	2	3	3	2	2	2	2	88	2,00
30	4	4	3	3	4	4	3	4	3	4	4	4	4	3	4	4	4	3	3	4	3	152	3,45
31	2	3	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	128	2,91
32	3	4	3	4	4	3	4	3	4	3	4	3	4	3	3	3	4	4	4	4	4	147	3,34
33	3	2	3	2	2	3	2	3	2	3	2	2	3	2	2	3	2	2	2	2	3	108	2,45
34	2	2	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	2	3	3	3	140	3,18
35	4	3	3	3	3	3	3	4	3	4	3	3	3	4	3	4	4	3	3	3	3	156	3,55
36	2	3	4	4	3	3	2	3	2	3	3	3	3	2	3	3	3	2	3	3	4	135	3,07
37	3	4	3	4	3	3	3	3	3	3	3	3	3	3	3	3	2	2	4	4	2	140	3,18
38	4	5	4	4	4	5	5	4	5	5	4	5	4	5	5	5	5	4	5	4	5	188	4,27
39	2	2	2	3	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	2	90	2,05
40	4	4	3	4	4	4	4	4	4	3	4	4	4	3	3	5	4	4	4	3	4	159	3,61
41	4	4	5	4	5	4	4	4	5	3	3	4	3	4	3	4	3	3	4	3	4	172	3,91
42	3	3	3	2	3	3	3	3	2	3	3	3	2	2	3	2	2	2	2	2	2	114	2,59
43	2	3	3	4	4	3	3	4	3	3	3	2	2	3	3	2	2	3	3	3	3	131	2,98
44	4	4	4	4	4	4	3	4	3	4	4	4	4	4	3	2	3	2	3	3	4	155	3,52
45	4	3	4	4	4	4	3	4	3	4	3	4	4	3	4	3	3	3	4	3	3	144	3,27
46	3	4	3	3	3	4	3	4	3	4	3	3	4	4	3	2	2	3	3	3	3	142	3,23
47	4	4	4	4	3	3	4	3	4	4	4	4	4	4	4	4	5	5	4	4	4	177	4,02
48	2	3	3	3	3	2	3	4	4	4	4	4	3	4	4	4	4	4	4	2	4	135	3,07
49	4	4	5	5	4	5	4	4	4	5	4	4	4	5	4	4	3	4	4	4	4	188	4,27
50	3	3	3	3	2	2	3	3	3	2	3	3	3	3	3	3	3	3	3	3	2	132	3,00
51	4	4	3	3	3	4	3	3	3	4	3	2	3	3	3	2	2	3	4	3	3	136	3,09
52	4	4	4	4	4	4	5	4	4	4	4	4	4	5	4	5	5	4	4	4	5	187	4,25
53	3	3	3	4	3	3	4	3	3	3	3	3	3	3	3	3	3	4	4	3	3	143	3,25
54	4	3	4	3	3	3	4	3	3	4	4	4	4	4	4	3	4	4	3	3	4	158	3,59
56	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	172	3,91
57	3	2	2	3	3	3	2	3	3	3	3	4	2	4	3	3	2	3	2	2	3	123	2,80
58	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	1	2	1	74	1,68	
59	3	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	3	4	4	166	3,77
60	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	123	2,80
61	2	2	3	3	3	4	4	2	4	2	2	4	2	2	2	2	2	2	3	3	2	118	2,68
62	3	3	3	3	3	3	4	4	2	4	3	2	2	2	2	3	3	5	3	4	3	135	3,07
63	3	3	4	3	4	4	4	4	3	3	3	4	4	3	3	3	3	3	3	4	3	149	3,39
65	4	4	4	4	3	4	4	4	4	3	3	4	4	3	3	4	4	3	4	3	4	155	3,52
66	3	3	3	3	3	4	3	3	3	3	3	4	3	4	3	3	3	4	3	4	4	147	3,34
67	5	5	4	5	5	4	5	4	5	4	5	3	4	4	3	4	4	4	5	4	5	196	4,45
68	2	2	2	3	2	2	2	3	2	2	2	2	3	2	3	3	3	3	3	2	2	116	2,64
69	5	3	4	5	4	3	5	3	5	5	4	3	4	3	4	5	4	3	4	3	4	169	3,84
70	4	3	3	3	4	3	4	3	3	4	3	4	4	3	4	3	3	3	3	3	3	136	3,09
71	3	3	3	2	2	3	3	3	3	3	3	3	4	2	3	3	3	3	3	2	2	135	3,07
72	2	2	1	1	2	1	2	2	2	2	2	2	2	2	3	2	2	2	2	3	3	103	2,34
73	3	3	4	3	4	4	3	3	3	3	3	3	3	3	3	3	2	3	3	4	4	145	3,30

Resp	Kompensasi (X2)									Juml	Rata2
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9		
1	4	3	4	4	4	3	4	4	4	34	3,78
2	5	4	5	5	4	4	5	4	4	40	4,44
3	4	4	5	4	4	5	5	5	4	40	4,44
4	4	4	3	4	4	4	4	4	3	34	3,78
5	3	3	3	3	3	3	2	3	2	25	2,78
6	4	4	4	3	4	4	4	3	2	32	3,56
7	5	4	4	4	4	4	3	4	5	37	4,11
8	3	3	3	3	3	3	3	3	3	27	3,00
9	4	4	5	4	5	5	5	5	4	41	4,56
10	3	3	3	2	3	3	3	3	3	26	2,89
11	5	5	5	5	5	5	5	4	4	43	4,78
12	3	4	3	4	3	3	4	3	3	30	3,33
13	2	3	2	3	3	3	3	2	2	23	2,56
14	3	3	4	3	3	3	3	3	3	28	3,11
15	3	4	3	3	4	4	3	4	3	31	3,44
16	2	3	3	3	2	2	3	2	2	22	2,44
17	2	2	2	2	2	3	2	2	2	19	2,11
18	2	3	3	3	3	3	2	2	2	23	2,56
19	4	4	5	4	5	4	4	4	4	38	4,22
20	4	4	4	4	4	4	4	4	4	36	4,00
21	2	2	3	3	3	3	2	3	2	23	2,56
22	2	3	2	2	2	2	2	2	2	19	2,11
23	4	4	4	4	4	4	5	4	5	38	4,22
24	4	4	4	3	4	4	4	5	4	36	4,00
25	4	4	4	4	4	4	4	4	4	36	4,00
27	2	3	3	3	2	3	3	3	3	25	2,78
28	2	3	2	3	2	3	3	2	2	22	2,44
29	2	3	3	3	3	2	2	2	1	21	2,33
30	3	4	4	3	4	4	4	3	4	33	3,67
31	4	4	4	4	4	3	4	3	3	33	3,67
32	4	3	4	4	3	3	3	4	2	30	3,33
33	3	2	3	2	2	2	2	3	3	22	2,44
34	3	3	3	3	3	3	3	3	4	28	3,11
35	4	3	4	4	4	4	4	4	4	35	3,89
36	3	4	4	4	4	3	4	4	3	33	3,67
37	4	4	3	4	4	4	4	3	3	33	3,67
38	4	4	4	5	5	4	4	5	5	40	4,44
39	3	3	3	3	3	2	3	3	3	26	2,89
40	4	3	3	4	4	3	3	3	3	30	3,33
41	3	3	3	4	3	4	4	4	3	31	3,44
42	2	2	2	2	2	2	2	3	2	19	2,11
43	3	3	3	4	4	4	4	4	4	33	3,67
44	3	4	4	4	4	4	3	3	3	32	3,56
45	4	3	3	3	3	3	3	3	4	29	3,22
46	4	4	4	4	4	4	4	4	4	36	4,00
47	4	4	5	4	4	4	4	5	4	38	4,22
48	3	3	4	3	3	3	4	3	4	30	3,33
49	4	4	3	4	4	4	4	5	3	35	3,89
50	4	4	3	3	3	4	3	4	4	32	3,56
51	3	3	4	3	3	3	4	4	2	29	3,22
52	3	4	3	3	3	3	3	3	3	28	3,11
53	4	4	4	4	4	3	4	4	4	35	3,89
54	4	5	5	5	5	5	5	5	4	43	4,78
56	4	4	4	4	4	4	4	3	4	35	3,89
57	3	3	3	3	3	3	4	2	3	27	3,00
58	2	2	2	2	2	2	2	2	2	18	2,00
59	3	3	3	3	3	3	3	3	3	27	3,00
60	3	3	3	3	4	4	3	4	3	30	3,33
61	2	3	3	3	3	3	2	2	2	23	2,56
62	3	3	4	4	4	4	4	3	3	32	3,56
63	3	3	4	4	3	4	4	3	3	31	3,44
65	4	3	3	3	3	3	3	3	3	28	3,11
66	3	3	3	3	4	3	3	3	4	29	3,22
67	3	3	3	2	3	3	3	3	4	27	3,00
68	5	4	5	5	5	5	4	4	5	42	4,67
69	3	3	3	3	4	3	3	3	4	29	3,22
70	3	3	3	3	3	3	3	3	2	26	2,89
71	3	3	3	4	4	3	3	3	4	30	3,33
72	4	4	4	4	5	4	4	4	4	37	4,11
73	4	4	4	4	4	4	4	4	3	35	3,89

Resp	Motivasi (Z)												Juml	Rata2
	Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z.7	Z.8	Z.9	Z.10	Z.11	Z.12		
1	4	4	4	4	4	4	4	5	4	4	4	4	49	4,08
2	4	4	4	4	4	4	4	4	5	4	5	4	50	4,17
3	4	4	4	4	4	4	4	4	5	5	5	4	51	4,25
4	3	3	4	4	3	4	4	3	3	3	4	4	42	3,50
5	3	3	3	4	3	4	4	4	4	4	4	4	44	3,67
6	3	3	3	3	3	3	3	3	3	2	3	3	35	2,92
7	3	4	4	3	4	4	4	4	3	3	3	3	42	3,50
8	3	3	3	3	3	3	4	4	3	3	4	3	39	3,25
9	3	4	3	4	3	4	3	3	4	4	4	3	42	3,50
10	3	3	2	3	3	3	2	3	3	3	3	3	34	2,83
11	3	4	3	4	3	4	3	4	4	4	3	4	43	3,58
12	4	3	4	4	3	3	3	3	4	3	3	4	41	3,42
13	3	3	3	3	2	3	3	2	2	3	3	3	33	2,75
14	3	3	3	2	3	3	2	2	3	2	2	2	30	2,50
15	3	3	3	3	3	3	3	3	3	3	3	3	36	3,00
16	3	3	3	3	4	3	3	3	4	3	3	3	38	3,17
17	3	3	2	3	3	3	3	3	3	2	3	3	34	2,83
18	3	3	3	3	3	3	2	3	3	2	3	3	34	2,83
19	3	4	4	3	4	3	4	3	4	4	4	3	43	3,58
20	3	3	4	4	4	4	4	4	3	4	4	3	44	3,67
21	3	3	3	3	2	3	3	2	2	3	3	3	33	2,75
22	3	3	3	3	3	2	2	2	2	2	2	3	30	2,50
23	4	4	5	4	4	4	4	5	4	4	4	4	50	4,17
24	4	4	4	4	4	3	4	4	4	3	4	4	46	3,83
25	4	5	4	4	4	4	5	4	5	4	4	5	52	4,33
27	3	2	3	2	3	3	2	2	2	2	2	2	28	2,33
28	3	3	4	3	3	3	3	3	3	4	3	3	38	3,17
29	2	2	3	2	2	2	2	2	2	2	2	2	25	2,08
30	4	4	4	4	3	3	4	4	4	4	4	3	45	3,75
31	3	3	3	3	3	3	2	3	3	3	3	3	35	2,92
32	3	3	3	3	2	3	3	2	2	2	3	3	32	2,67
33	3	3	3	4	3	4	3	3	4	3	3	3	39	3,25
34	3	3	2	3	3	2	2	3	3	2	2	2	30	2,50
35	4	5	4	5	4	5	5	5	4	4	4	5	54	4,50
36	4	4	4	4	4	4	4	4	4	3	3	4	46	3,83
37	4	4	4	4	3	4	4	3	4	3	4	3	44	3,67
38	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
39	3	2	3	3	2	3	2	2	2	2	2	2	28	2,33
40	3	3	4	4	3	4	3	4	4	4	4	4	44	3,67
41	4	4	3	3	4	4	4	4	4	4	4	4	46	3,83
42	3	3	2	3	3	2	3	2	2	2	2	2	29	2,42
43	4	3	4	4	4	4	4	3	4	4	3	4	45	3,75
44	3	4	4	3	4	3	3	4	3	4	3	3	41	3,42
45	3	4	3	3	3	3	3	4	3	3	3	3	38	3,17
46	4	3	3	3	4	4	4	4	4	3	3	3	42	3,50
47	4	3	4	3	4	4	4	4	4	4	4	3	45	3,75
48	4	3	4	4	4	4	4	4	4	4	3	3	45	3,75
49	3	5	5	4	3	4	4	4	4	4	4	4	48	4,00
50	3	4	4	4	4	3	3	3	4	4	4	4	44	3,67
51	3	3	4	3	4	3	4	4	3	3	3	4	41	3,42
52	3	3	2	3	3	3	2	3	2	3	3	3	33	2,75
53	4	5	4	4	4	4	4	4	5	4	4	4	50	4,17
54	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
56	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
57	3	3	3	4	4	3	3	3	3	3	3	3	38	3,17
58	3	3	2	3	3	2	2	2	2	2	3	3	30	2,50
59	3	3	3	3	3	3	3	2	3	3	3	3	35	2,92
60	3	3	3	3	3	3	3	3	3	3	3	3	36	3,00
61	3	3	3	3	3	3	2	3	4	3	3	3	36	3,00
62	3	3	3	3	4	3	4	4	4	4	4	3	42	3,50
63	3	3	3	3	3	4	3	3	3	4	3	3	38	3,17
65	3	3	4	4	4	3	3	4	3	4	4	3	42	3,50
66	4	3	3	3	3	3	4	3	4	4	4	4	42	3,50
67	4	4	4	4	4	4	4	4	4	3	3	4	46	3,83
68	3	3	3	3	3	3	4	3	3	3	3	3	37	3,08
69	3	4	4	4	4	4	4	4	4	4	3	4	46	3,83
70	3	3	3	3	3	3	3	3	3	3	3	3	36	3,00
71	3	3	3	3	3	4	3	3	3	4	4	4	40	3,33
72	3	3	3	2	3	2	3	3	2	2	3	3	32	2,67
73	3	3	3	3	3	2	3	2	2	2	2	2	30	2,50

Resp	Kinerja perawat (Y)												JumI	Rata2
	Y2.1	Y2.2	Y2.3	Y2.4	Y2.5	Y2.6	Y2.7	Y2.8	Y2.9	Y2.10	Y2.11	Y2.12		
1	4	4	4	5	5	5	4	4	4	4	4	4	51	4,25
2	5	4	4	5	4	5	4	5	4	5	4	4	53	4,42
3	5	5	5	4	4	4	4	4	4	4	4	4	51	4,25
4	4	3	4	3	4	4	4	4	4	3	4	4	45	3,75
5	3	3	3	3	3	3	3	3	3	3	3	3	36	3,00
6	4	4	4	4	4	4	4	4	3	3	3	3	43	3,58
7	4	3	4	4	4	4	4	4	4	4	4	4	47	3,92
8	3	3	2	3	3	3	2	2	3	3	3	3	33	2,75
9	4	4	4	3	4	4	4	4	4	4	4	4	47	3,92
10	3	3	3	3	2	3	3	3	2	3	3	3	34	2,83
11	4	4	4	5	4	5	5	4	4	5	4	4	52	4,33
12	4	4	4	5	4	4	4	4	4	5	4	4	50	4,17
13	3	3	3	3	3	3	3	2	3	3	3	3	35	2,92
14	3	3	3	4	3	3	3	3	2	2	2	3	34	2,83
15	3	3	3	3	3	3	2	3	2	3	3	3	34	2,83
16	3	3	3	3	3	2	3	3	2	3	2	3	33	2,75
17	3	3	3	3	3	3	3	3	2	3	3	2	34	2,83
18	3	3	4	3	4	3	4	3	3	4	4	4	42	3,50
19	3	3	4	3	4	4	4	3	4	3	3	3	41	3,42
20	4	5	4	4	4	4	4	5	4	4	5	4	51	4,25
21	3	3	2	3	3	2	3	2	2	2	2	2	29	2,42
22	3	3	3	3	3	3	3	3	3	3	3	2	35	2,92
23	3	3	3	4	4	3	3	4	3	3	3	3	39	3,25
24	3	4	4	4	4	4	4	3	4	4	4	4	46	3,83
25	4	5	4	4	4	4	4	4	4	4	4	4	49	4,08
27	3	3	2	3	3	2	3	3	2	2	2	2	30	2,50
28	3	3	3	3	3	3	3	3	3	3	3	2	35	2,92
29	3	3	2	3	2	2	3	2	2	2	3	2	29	2,42
30	3	3	3	3	3	3	3	3	3	3	3	3	36	3,00
31	3	4	4	3	4	3	4	3	4	3	4	3	42	3,50
32	3	3	3	3	3	3	3	3	3	3	3	3	36	3,00
33	3	3	3	3	2	3	2	3	3	2	2	2	31	2,58
34	3	2	3	3	2	3	3	3	2	3	2	2	31	2,58
35	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
36	4	3	4	4	4	4	4	3	4	3	4	3	44	3,67
37	3	3	2	3	3	3	3	3	3	3	3	3	35	2,92
38	3	3	4	3	4	3	4	4	4	3	4	4	43	3,58
39	3	3	3	2	3	2	3	2	2	2	2	2	29	2,42
40	3	3	3	3	3	3	3	3	3	3	3	3	36	3,00
41	3	4	3	3	4	3	4	3	4	3	4	4	42	3,50
42	3	2	3	2	2	3	2	2	2	2	2	2	27	2,25
43	3	3	3	3	3	4	3	4	4	3	3	3	39	3,25
44	4	4	4	4	4	4	4	4	4	4	4	4	48	4,00
45	3	3	4	4	3	4	3	4	3	4	3	4	42	3,50
46	4	3	4	3	4	3	3	4	3	4	3	3	41	3,42
47	3	4	4	3	4	4	4	3	4	4	3	4	44	3,67
48	3	4	3	3	3	3	3	4	4	4	4	4	42	3,50
49	4	5	5	5	4	4	4	4	4	5	5	5	54	4,50
50	4	4	4	4	3	3	4	4	3	3	4	3	43	3,58
51	3	4	3	3	4	3	4	3	3	3	4	4	41	3,42
52	3	3	4	4	3	3	3	3	4	3	4	4	41	3,42
53	4	4	3	4	3	3	4	4	4	4	4	3	44	3,67
54	4	4	4	4	4	4	4	4	4	4	4	5	49	4,08
56	4	4	3	4	4	4	4	4	3	3	4	3	44	3,67
57	3	3	3	3	3	3	3	3	3	3	3	3	36	3,00
58	3	4	3	3	2	3	3	2	3	2	3	2	33	2,75
59	3	3	3	3	3	3	3	3	4	3	3	3	37	3,08
60	3	3	3	3	3	4	3	4	3	3	4	3	39	3,25
61	3	4	3	3	4	3	3	4	3	3	4	4	41	3,42
62	4	3	4	4	4	4	4	3	4	4	4	3	45	3,75
63	3	3	3	3	3	3	3	3	4	3	3	3	37	3,08
65	3	3	4	3	3	3	4	4	3	3	3	3	39	3,25
66	3	4	4	3	3	3	4	3	4	3	4	4	42	3,50
67	4	3	4	4	4	3	4	3	4	3	3	4	43	3,58
68	4	3	3	3	4	3	4	3	4	4	4	4	43	3,58
69	3	3	4	3	3	4	4	4	4	4	3	4	43	3,58
70	4	4	4	3	3	3	3	3	4	3	4	4	42	3,50
71	4	4	4	3	3	4	4	4	4	4	4	3	45	3,75
72	3	3	3	3	3	3	3	3	3	3	3	4	37	3,08
73	3	3	3	3	3	3	2	3	3	3	3	3	35	2,92

HASIL ANALISIS DESKRIPTIF

Statistics

		X1	X2	Z	Y
N	Valid	70	70	70	70
	Missing	0	0	0	0
Mean		3,2567	3,4094	3,3336	3,3656
Std. Error of Mean		,08675	,08241	,06777	,06493
Median		3,2150	3,3850	3,4200	3,4200
Mode		3,07	3,33	3,50	3,50
Std. Deviation		,72580	,68948	,56701	,54325
Variance		,527	,475	,321	,295
Range		3,14	2,78	2,42	2,25
Minimum		1,68	2,00	2,08	2,25
Maximum		4,82	4,78	4,50	4,50
Sum		227,97	238,66	233,35	235,59

HASIL REGRESI LINBEAR BERGANDA

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Z

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,716 ^a	,513	,498	,40175

a. Predictors: (Constant), X2, X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11,369	2	5,685	35,222	,000 ^a
	Residual	10,814	67	,161		
	Total	22,183	69			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Z

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,260	,256		4,932	,000
	X1	,352	,090	,451	3,918	,000
	X2	,271	,095	,330	2,867	,006

a. Dependent Variable: Z

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Z, X2, X1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,806 ^a	,650	,634	,32846

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

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13,243	3	4,414	40,916	,000 ^a
	Residual	7,121	66	,108		
	Total	20,364	69			

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

b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,781	,244		3,202	,002
	X1	,187	,082	,250	2,295	,025
	X2	,240	,082	,304	2,924	,005
	Z	,347	,100	,362	3,476	,001

a. Dependent Variable: Y

HASIL ANALISIS JALUR

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Z

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	1,260	,256		4,932	,000			
	X1	,352	,090	,451	3,918	,000	,673	,432	,334
	X2	,271	,095	,330	2,867	,006	,633	,331	,245

a. Dependent Variable: Z

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Z, X2, X1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	,781	,244		3,202	,002			
	X1	,187	,082	,250	2,295	,025	,698	,272	,167
	X2	,240	,082	,304	2,924	,005	,702	,339	,213
	Z	,347	,100	,362	3,476	,001	,723	,393	,253

a. Dependent Variable: Y

p1 = 0,451
p2 = 0,330
p3 = 0,250
p4 = 0,304
p5 = 0,362

$p1^2 = 0,204$
 $p2^2 = 0,109$
 $p3^2 = 0,063$
 $p4^2 = 0,093$
 $p5^2 = 0,131$

Sp1 = 0,090
Sp2 = 0,095
Sp3 = 0,082
Sp4 = 0,082
Sp5 = 0,100

$Sp1^2 = 0,008$
 $Sp2^2 = 0,009$
 $Sp3^2 = 0,007$
 $Sp4^2 = 0,007$
 $Sp5^2 = 0,010$

p1.p5 = 0,163
Sp1.p5 = 0,056

t = 2,902

p2.p5 = 0,120
Sp2.p5 = 0,049

t = 2,466

DATA UJI COBA

Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18
1	2	3	2	3	3	2	2	3	4	2	3	2	3	3	3	3	4	3
2	4	3	3	4	3	2	4	3	3	3	3	3	1	2	2	2	1	2
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4
4	4	3	4	3	3	3	4	2	2	4	3	3	3	3	3	2	3	4
5	2	3	3	3	2	3	2	3	2	3	3	3	3	3	3	3	3	3
6	3	3	2	2	3	2	4	2	4	3	2	4	3	3	4	3	3	3
7	4	4	4	3	3	2	3	3	3	4	4	4	4	3	3	3	3	3
8	4	4	4	5	4	5	5	5	2	4	4	4	3	4	5	5	4	4
9	3	3	3	3	2	3	3	3	3	3	3	2	4	3	4	3	4	3
10	3	3	4	4	4	1	4	3	3	3	4	4	3	4	4	3	3	3
11	3	3	2	3	2	3	2	3	2	3	2	2	3	4	3	3	4	3
12	2	2	2	2	2	2	2	2	2	2	2	2	1	2	3	3	2	3
13	3	3	4	3	3	3	3	3	3	3	4	3	3	4	4	3	4	3
14	3	4	4	4	4	3	3	2	2	4	4	3	3	3	4	3	3	4
15	2	2	2	2	2	2	2	2	2	2	2	2	2	4	4	4	4	4
16	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	3	2	2
17	4	3	4	2	3	3	4	3	2	3	4	4	4	4	3	4	3	3
18	3	4	4	3	4	4	3	2	2	4	4	4	3	4	4	4	3	4
19	2	2	3	3	3	3	3	2	3	2	3	3	3	3	3	4	3	4
20	2	2	2	2	3	2	2	2	2	2	2	2	2	3	2	3	2	4
21	3	4	4	4	3	4	3	3	4	4	4	4	4	4	3	4	3	3
22	5	5	5	5	5	5	4	4	3	5	5	5	5	5	4	5	5	2
23	3	3	3	3	2	4	3	3	2	3	3	3	3	4	4	4	3	3
24	3	3	4	4	3	2	3	3	3	3	4	4	3	3	3	3	3	3
25	3	4	3	3	3	2	3	3	3	4	3	3	3	4	4	4	4	4
26	4	4	4	4	4	2	4	3	3	4	4	4	4	4	3	4	3	4
27	3	4	3	4	3	3	3	4	3	4	3	4	3	4	3	4	3	4
28	2	2	2	2	2	2	2	2	2	2	2	2	3	3	4	2	3	3
29	3	3	2	2	3	2	2	2	2	3	2	2	4	4	4	3	3	3
30	4	4	4	4	4	2	4	3	3	4	4	4	4	4	4	3	3	3

Resp	X1.19	X1.20	X1.21	X1.22	X1.23	X1.24	X1.25	X1.26	X1.27	X1.28	X1.29	X1.30	X1.31	X1.32
1	3	3	3	3	3	3	2	2	3	3	3	3	3	4
2	2	2	2	2	3	2	3	2	2	1	1	2	2	2
3	3	3	3	4	3	2	3	3	2	3	3	3	3	3
4	2	3	2	3	2	3	2	2	3	3	2	2	2	3
5	3	4	3	3	3	3	3	3	3	3	3	3	3	3
6	3	3	3	3	3	3	3	3	3	3	3	3	3	3
7	4	4	4	3	4	3	3	3	3	4	4	4	3	3
8	5	5	5	4	4	5	5	3	5	5	4	5	4	5
9	4	3	3	4	4	3	3	3	4	4	4	4	3	4
10	3	4	2	3	3	3	3	2	3	3	3	3	3	3
11	3	4	4	4	3	3	3	3	3	3	3	3	3	3
12	2	3	2	2	1	1	2	2	2	1	3	3	2	2
13	3	3	3	3	3	3	4	3	3	3	3	3	4	3
14	3	3	4	4	3	3	3	3	3	3	3	3	2	3
15	4	4	4	3	4	3	4	3	4	4	4	4	3	4
16	4	2	2	3	2	2	1	2	2	1	2	2	3	3
17	4	4	4	2	4	2	3	3	4	4	4	4	4	3
18	3	4	4	3	3	3	3	3	3	3	3	3	3	3
19	3	4	4	3	3	2	4	2	3	3	3	3	3	3
20	2	2	3	3	3	3	3	3	2	3	3	3	2	3
21	4	4	4	3	4	4	3	3	4	4	4	2	4	4
22	5	5	5	5	5	5	4	5	5	5	5	2	5	5
23	3	4	4	2	3	3	4	3	3	3	3	3	4	3
24	3	3	2	3	3	2	3	3	3	3	3	3	3	3
25	3	4	4	3	3	4	3	4	3	3	3	3	4	3
26	4	4	4	3	4	4	3	4	4	4	4	2	3	4
27	3	4	4	3	3	3	3	3	3	3	3	3	3	3
28	3	3	2	2	3	3	3	2	3	2	3	3	3	2
29	4	4	4	3	4	3	4	4	4	4	4	4	3	4
30	4	4	4	3	4	4	4	3	4	4	4	4	4	4

Resp	X1.33	X1.34	X1.35	X1.36	X1.37	X1.38	X1.39	X1.40	X1.41	X1.42	X1.43	X1.44	X1.45	X1.46	X1.47	X1.48	X1
1	2	3	3	3	2	2	3	3	3	3	2	3	3	2	3	2	133
2	3	3	3	4	3	3	3	4	3	4	3	3	3	3	4	3	128
3	3	4	3	3	3	2	3	3	2	3	3	4	3	3	3	4	145
4	3	2	4	4	3	4	3	4	4	3	3	2	4	4	4	4	145
5	3	2	3	3	3	2	3	3	2	2	3	2	3	2	3	2	134
6	4	3	4	4	4	1	4	4	1	4	2	3	3	4	4	3	147
7	4	4	4	4	4	3	4	4	3	3	3	2	4	4	4	4	167
8	5	5	4	4	4	4	4	4	4	5	5	2	4	4	4	5	206
9	3	3	3	3	3	3	2	2	3	3	3	3	2	2	3	3	149
10	4	3	3	4	4	3	4	4	3	4	3	3	3	4	3	3	156
11	3	3	2	2	2	3	2	2	4	2	3	3	2	2	3	3	136
12	2	2	2	3	3	2	3	2	2	2	2	2	2	2	2	2	101
13	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	152
14	3	4	3	4	4	4	3	4	3	3	2	2	3	3	3	4	155
15	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	130
16	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	128
17	3	4	4	4	4	4	4	4	3	4	3	4	4	4	3	4	169
18	4	4	4	4	4	3	4	3	3	3	2	4	3	4	4	4	164
19	3	3	4	3	3	3	3	3	3	2	3	3	3	3	4	3	144
20	2	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	112
21	4	4	3	3	3	3	4	4	4	3	3	2	4	3	4	4	171
22	5	4	5	5	5	5	5	5	5	4	4	2	4	4	4	4	218
23	2	2	2	2	2	3	3	2	3	3	3	2	3	2	3	2	140
24	4	4	3	4	4	3	3	4	3	3	3	4	3	3	4	4	153
25	4	3	4	4	4	4	3	4	3	3	3	3	4	3	4	3	163
26	4	4	4	4	4	4	4	4	4	4	3	2	3	4	4	4	177
27	3	3	4	4	4	4	3	3	4	3	4	3	4	3	4	3	162
28	2	2	3	2	2	3	3	3	2	2	2	2	3	2	2	2	116
29	2	2	2	2	2	3	2	2	3	2	2	2	2	2	2	2	136
30	4	4	4	4	4	3	4	4	3	4	3	4	4	4	4	4	180

Resp	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2
1	3	3	3	2	3	3	2	2	3	24
2	3	2	3	2	1	2	1	3	2	19
3	2	2	2	2	3	3	2	3	2	21
4	3	3	2	3	3	3	3	3	2	25
5	3	3	3	3	3	3	3	3	4	28
6	3	3	3	3	3	3	3	3	4	28
7	3	4	3	4	3	2	4	3	3	29
8	4	5	4	4	4	4	3	4	5	37
9	3	3	3	3	3	4	3	4	4	30
10	3	3	3	3	3	3	3	3	3	27
11	3	4	4	3	4	3	3	3	4	31
12	2	3	3	3	3	2	2	3	2	23
13	3	3	3	3	3	3	3	3	3	27
14	3	3	3	3	3	3	3	3	3	27
15	3	4	4	3	4	4	4	3	4	33
16	2	1	2	2	1	2	2	2	3	17
17	3	3	3	3	3	4	4	3	4	30
18	4	3	3	3	3	3	3	3	4	29
19	3	3	3	3	3	3	3	3	3	27
20	3	3	3	3	2	3	2	3	3	25
21	4	4	3	3	4	4	4	4	4	34
22	5	5	5	5	5	5	5	5	5	45
23	4	4	3	3	4	3	3	3	4	31
24	3	3	3	3	3	3	3	3	3	27
25	4	4	4	4	4	3	3	2	4	32
26	4	4	3	4	4	4	4	2	4	33
27	3	3	3	4	4	3	3	4	4	31
28	2	3	2	3	2	3	3	2	3	23
29	3	3	3	3	3	4	4	2	4	29
30	3	4	4	4	3	4	4	3	4	33

Resp	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y
1	3	2	2	2	2	2	4	4	2	2	4	2	31
2	3	1	3	4	2	4	4	4	2	3	3	4	37
3	3	3	3	4	4	3	4	2	4	4	4	3	41
4	2	1	4	3	3	4	4	4	4	4	4	3	40
5	3	2	4	2	4	3	3	3	3	3	2	3	35
6	3	3	2	3	3	4	4	3	3	4	3	3	38
7	4	2	4	2	4	4	4	4	4	4	4	4	44
8	3	4	4	3	4	3	4	5	5	3	5	5	48
9	2	2	2	2	1	3	1	1	3	1	2	3	23
10	2	2	2	2	2	3	4	2	4	2	4	2	31
11	4	2	3	3	3	3	2	2	4	4	4	3	37
12	2	2	4	2	4	2	2	2	2	4	4	4	34
13	3	2	3	3	3	3	3	3	3	3	3	3	35
14	2	4	3	2	3	3	2	3	3	3	4	3	35
15	3	3	3	4	4	4	3	3	3	3	4	3	40
16	2	1	2	2	3	2	2	2	4	3	4	3	30
17	4	2	4	4	4	4	4	2	4	4	4	4	44
18	2	4	3	4	2	4	4	2	3	4	4	2	38
19	2	2	3	3	3	4	3	3	3	4	3	2	35
20	2	2	2	3	2	2	1	2	2	1	2	2	23
21	4	2	3	4	3	3	3	3	3	4	4	3	39
22	5	5	5	5	5	4	5	5	5	5	4	5	58
23	2	2	2	2	2	2	1	1	2	2	1	2	21
24	2	1	2	3	3	3	2	3	2	3	3	3	30
25	2	2	3	2	3	2	2	2	2	2	2	3	27
26	2	3	3	3	3	3	3	3	3	3	3	3	35
27	2	1	1	2	2	2	2	3	1	2	2	2	22
28	2	2	3	2	2	4	2	2	4	3	4	2	32
29	3	3	3	3	4	3	4	2	3	4	4	3	39
30	4	4	4	4	3	4	4	2	4	4	4	4	45

Resp	Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z.7	Z.8	Z.9	Z.10	Z.11	Z.12	Z
1	2	2	3	3	3	2	3	3	3	2	3	3	32
2	2	3	2	2	3	1	2	2	2	2	1	2	24
3	2	2	2	3	3	2	3	3	3	3	3	2	31
4	2	3	3	2	2	3	3	2	2	3	2	2	29
5	2	3	3	3	3	3	3	3	3	4	3	3	36
6	3	4	3	3	3	3	3	3	3	3	3	3	37
7	2	3	3	3	3	3	4	3	4	4	4	4	40
8	4	5	4	3	5	5	5	3	5	4	4	4	51
9	2	3	3	3	3	4	4	3	4	4	4	4	41
10	2	3	3	3	2	3	3	3	3	3	3	2	33
11	2	3	3	3	3	3	3	3	3	3	3	3	35
12	2	2	1	2	2	1	2	2	3	1	3	2	23
13	3	4	3	4	3	3	3	4	3	3	3	2	38
14	2	3	3	3	3	3	3	3	3	3	3	3	35
15	3	2	3	2	3	4	4	4	4	4	4	3	40
16	2	3	2	3	2	2	2	1	2	2	1	1	23
17	3	2	2	3	3	4	4	3	4	4	4	2	38
18	3	4	3	3	3	3	3	3	3	3	3	3	37
19	2	3	2	4	2	3	3	4	3	3	3	3	35
20	2	2	3	3	3	2	3	3	3	3	3	3	33
21	3	4	4	3	3	4	4	3	4	4	4	4	44
22	4	5	5	4	5	5	5	4	5	5	5	4	56
23	3	2	2	3	3	3	3	3	3	3	3	2	33
24	2	4	3	3	3	3	4	3	3	3	4	2	37
25	2	3	3	3	2	3	3	3	3	3	3	3	34
26	2	3	2	3	4	4	4	3	3	4	3	3	38
27	2	2	2	3	3	3	3	3	3	3	3	3	33
28	3	3	3	3	2	3	2	3	3	3	3	2	33
29	2	3	3	2	3	4	4	4	4	4	4	2	39
30	3	4	3	3	3	4	4	3	4	4	4	3	42

Resp	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.19	X1.20	X1.21	X1.22	X1.23	X1.24	X1.25	X1.26	X1.27	X1.28	X1.29	X1.31	X1.32	X1.33	X1.34	X1.35	X1.36	X1.37	X1.38	X1.39	X1.40	X1.41	X1.42	X1.43	X1.45	X1.46	X1.47	X1.48	X1					
1	2	3	2	3	3	2	2	3	2	3	2	3	3	3	3	4	3	3	3	3	3	2	2	3	3	3	3	3	3	3	4	2	3	3	3	2	2	3	3	3	2	3	2	3	2	3	2	120		
2	4	3	3	4	3	2	4	3	3	3	3	1	2	2	2	1	2	2	2	2	3	2	3	2	2	1	1	2	2	3	3	3	4	3	3	4	3	4	3	4	3	3	3	4	3	118				
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	2	3	2	3	2	3	3	3	3	4	3	3	2	3	3	2	3	3	2	3	3	3	3	4	131				
4	4	3	4	3	3	3	4	2	4	3	3	3	3	3	2	3	2	3	2	3	2	3	2	2	3	3	2	2	3	3	2	4	4	3	4	3	4	4	3	3	4	4	4	4	4	135				
5	2	3	3	3	2	3	2	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	2	3	3	2	2	3	2	3	2	3	2	124				
6	3	3	2	2	3	2	4	2	3	3	2	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	1	4	4	1	4	2	3	4	4	3	4	3	134				
7	4	4	4	3	3	2	3	3	4	4	4	4	3	4	3	3	4	4	4	3	4	3	3	3	3	4	4	3	3	4	4	4	4	4	4	3	4	4	3	3	3	4	4	4	4	155				
8	4	4	4	5	4	5	5	5	4	4	4	3	4	5	5	4	5	5	5	4	4	5	5	3	5	5	4	4	5	5	5	4	4	4	4	4	4	4	4	5	5	4	4	4	5	193				
9	3	3	3	3	2	3	3	3	3	3	2	4	3	4	3	4	4	3	3	4	4	3	3	3	4	4	4	3	4	4	3	3	3	3	3	3	2	2	3	3	2	2	3	3	2	3	3	136		
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11	3	3	2	3	2	3	2	3	3	2	2	3	4	3	3	4	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	2	2	2	2	3	2	2	4	2	3	2	2	2	3	3	125			
12	2	2	2	2	2	2	2	2	2	2	2	1	2	3	3	2	2	2	2	2	1	1	2	2	2	2	1	2	2	2	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2	91		
13	3	3	4	3	3	3	3	3	3	3	4	3	3	4	3	4	3	4	3	3	3	3	3	3	4	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	140		
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15	2	2	2	2	2	2	2	2	2	2	2	2	4	4	4	4	4	4	4	4	3	4	3	4	3	4	4	4	3	4	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	118	
16	3	3	3	3	3	3	3	3	3	3	2	3	2	3	2	4	2	2	2	2	2	2	1	2	2	1	2	2	1	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	118	
17	4	3	4	2	3	3	4	3	3	4	4	4	4	4	3	4	3	4	4	2	4	2	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	156	
18	3	4	4	3	4	4	3	2	4	4	4	3	4	4	4	3	3	4	4	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	3	4	3	3	3	2	3	4	4	4	4	151		
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22	5	5	5	5	5	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	209		
23	3	3	3	3	2	4	3	3	3	3	3	3	4	4	3	3	4	4	4	2	3	3	4	3	3	3	3	3	4	3	2	2	2	2	2	2	3	2	3	3	3	3	3	2	3	2	3	2	130	
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25	3	4	3	3	3	2	3	3	4	3	3	4	4	4	4	3	4	4	4	3	3	4	3	4	3	3	3	4	3	4	3	4	4	4	4	4	4	4	3	4	3	3	4	3	4	3	4	3	150	
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27	3	4	3	4	3	3	4	4	3	4	3	4	3	4	3	3	4	4	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	3	3	4	3	4	3	4	3	4	3	4	3	149	
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S	0.616	0.579	0.786	0.764	0.585	0.892	0.685	0.51	0.648	0.717	0.764	0.754	0.464	0.524	0.575	0.602	0.631	0.602	0.861	0.478	0.599	0.759	0.602	0.507	0.648	0.971	0.599	0.533	0.547	0.786	0.74	0.668	0.713	0.737	0.759	0.53	0.754	0.723	0.62	0.51	0.507	0.69	0.562	0.764	623.2					

X1
n 30
k 44
St^2 28.86
St^2 623.2
alpha 0.976

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y	Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z.7	Z.8	Z.9	Z.10	Z.11	Z.12	Z		
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3	2	3	2	1	2	1	3	2	19	3	1	3	4	2	4	4	4	2	3	3	4	37	2	3	2	2	3	1	2	2	2	2	1	2	24		
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3	3	3	3	3	3	3	3	3	27	3	2	3	3	3	3	3	3	3	3	3	3	35	3	4	3	4	3	3	4	3	3	3	3	3	2	38	
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3	3	3	3	2	3	2	3	3	25	2	2	2	3	2	2	1	2	2	1	2	2	23	2	2	3	3	2	3	3	3	3	3	3	3	33		
4	4	3	3	4	4	4	4	4	34	4	2	3	4	3	3	3	3	3	4	4	3	39	3	4	4	3	3	4	4	3	4	4	4	4	44		
5	5	5	5	5	5	5	5	5	45	5	5	5	5	5	4	5	5	5	5	4	5	58	4	5	5	4	5	5	4	5	5	5	4	5	56		
4	4	3	3	4	3	3	3	4	31	2	2	2	2	2	2	1	1	2	2	1	2	21	3	2	2	3	3	3	3	3	3	3	3	2	33		
3	3	3	3	3	3	3	3	3	27	2	1	2	3	3	3	2	3	2	3	3	3	30	2	4	3	3	3	3	4	3	3	3	4	3	37		
4	4	4	4	4	3	3	2	4	32	2	2	3	2	3	2	2	2	2	2	2	3	27	2	3	3	3	2	3	3	3	3	3	3	3	34		
4	4	3	4	4	4	4	2	4	33	2	3	3	3	3	3	3	3	3	3	3	3	35	2	3	2	3	4	4	3	4	3	4	3	3	38		
3	3	3	4	4	3	3	4	4	31	2	1	1	2	2	2	2	3	1	2	2	2	22	2	2	2	3	3	3	3	3	3	3	3	3	33		
2	3	2	3	2	3	3	2	3	23	2	2	3	2	2	4	2	2	4	3	4	2	32	3	3	3	3	2	3	2	3	3	3	3	2	33		
3	3	3	3	3	4	4	2	4	29	3	3	3	3	4	3	4	2	3	4	4	3	39	2	3	3	2	3	4	4	4	4	4	4	2	39		
3	4	4	4	3	4	4	3	4	33	4	4	4	4	3	4	4	2	4	4	4	4	45	3	4	3	3	3	4	4	3	4	4	4	3	42		

0.4644 0.68506 0.4379 0.464 0.74 0.51 0.685 0.483 0.671 29.9138 0.754 1.068 0.792 0.783 0.828 0.602 1.241 1.03 0.947 0.97 0.87 0.72299 65.633 0.392 0.754 0.579 0.271 0.547 0.921 0.631 0.414 0.547 0.668 0.717 0.616 49.31

n	30	Y	n	30
k	9		k	12
Si^2	5.14138		Si^2	10.61
St^2	29.9138		St^2	65.63
alpha	0.932		alpha	0.915

Z	n	30
	k	12
	Si^2	7.057
	St^2	49.31
	alpha	0.935

HASIL UJI VALIDITAS

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	,727**	,723**	,586**	,628**	,350	,789**	,517**	,111	,797**	,759**
Sig. (2-tailed)		,000	,000	,001	,000	,058	,000	,003	,560	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.2 Pearson Correlation	,727**	1	,705**	,725**	,699**	,461*	,525**	,583**	,274	,945**	,850**
Sig. (2-tailed)	,000		,000	,000	,000	,010	,003	,001	,143	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.3 Pearson Correlation	,723**	,705**	1	,712**	,702**	,436*	,686**	,446*	,118	,763**	,794**
Sig. (2-tailed)	,000	,000		,000	,000	,016	,000	,013	,536	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.4 Pearson Correlation	,586**	,725**	,712**	1	,662**	,432*	,604**	,718**	,279	,686**	,727**
Sig. (2-tailed)	,001	,000	,000		,000	,017	,000	,000	,136	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.5 Pearson Correlation	,628**	,699**	,702**	,662**	1	,251	,650**	,328	,227	,661**	,744**
Sig. (2-tailed)	,000	,000	,000	,000		,180	,000	,077	,227	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.6 Pearson Correlation	,350	,461*	,436*	,432*	,251	1	,288	,480**	-,147	,481**	,538**
Sig. (2-tailed)	,058	,010	,016	,017	,180		,122	,007	,437	,007	,002
N	30	30	30	30	30	30	30	30	30	30	30
X1.7 Pearson Correlation	,789**	,525**	,686**	,604**	,650**	,288	1	,490**	,231	,600**	,713**
Sig. (2-tailed)	,000	,003	,000	,000	,000	,122		,006	,219	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.8 Pearson Correlation	,517**	,583**	,446*	,718**	,328	,480**	,490**	1	,219	,492**	,659**
Sig. (2-tailed)	,003	,001	,013	,000	,077	,007	,006		,245	,006	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.9 Pearson Correlation	,111	,274	,118	,279	,227	-,147	,231	,219	1	,130	,232
Sig. (2-tailed)	,560	,143	,536	,136	,227	,437	,219	,245		,495	,217
N	30	30	30	30	30	30	30	30	30	30	30
X1.10 Pearson Correlation	,797**	,945**	,763**	,686**	,661**	,481**	,600**	,492**	,130	1	,824**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,007	,000	,006	,495		,000
N	30	30	30	30	30	30	30	30	30	30	30
X1 Pearson Correlation	,759**	,850**	,794**	,727**	,744**	,538**	,713**	,659**	,232	,824**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,002	,000	,000	,217	,000	
N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1
X1.11 Pearson Correlation	1	,792**	,544**	,430*	,202	,430*	,273	-,102	,472**	,409*	,812**
Sig. (2-tailed)		,000	,002	,018	,283	,018	,145	,592	,009	,025	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.12 Pearson Correlation	,792**	1	,484**	,444*	,163	,486**	,119	-,082	,422*	,474**	,814**
Sig. (2-tailed)	,000		,007	,014	,388	,007	,533	,666	,020	,008	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.13 Pearson Correlation	,544**	,484**	1	,645**	,395*	,384*	,600**	-,033	,670**	,611**	,716**
Sig. (2-tailed)	,002	,007		,000	,031	,036	,000	,862	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.14 Pearson Correlation	,430*	,444*	,645**	1	,517**	,690**	,661**	,100	,624**	,752**	,682**
Sig. (2-tailed)	,018	,014	,000		,003	,000	,000	,598	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.15 Pearson Correlation	,202	,163	,395*	,517**	1	,377**	,638**	,208	,444*	,589**	,458*
Sig. (2-tailed)	,283	,388	,031	,003		,040	,000	,269	,014	,001	,011
N	30	30	30	30	30	30	30	30	30	30	30
X1.16 Pearson Correlation	,430*	,486**	,384*	,690**	,377**	1	,508**	,237	,630**	,742**	,671**
Sig. (2-tailed)	,018	,007	,036	,000	,040		,004	,207	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.17 Pearson Correlation	,273	,119	,600**	,661**	,638**	,508**	1	,134	,548**	,622**	,537**
Sig. (2-tailed)	,145	,533	,000	,000	,000	,004		,479	,002	,000	,002
N	30	30	30	30	30	30	30	30	30	30	30
X1.18 Pearson Correlation	-,102	-,082	-,033	,100	,208	,237	,134	1	-,163	,190	,052
Sig. (2-tailed)	,592	,666	,862	,598	,269	,207	,479		,390	,315	,784
N	30	30	30	30	30	30	30	30	30	30	30
X1.19 Pearson Correlation	,472**	,422*	,670**	,624**	,444*	,630**	,548**	-,163	1	,626**	,710**
Sig. (2-tailed)	,009	,020	,000	,000	,014	,000	,002	,390		,000	,000
N	30	30	30	30	30	30	30	30	30	30	30
X1.20 Pearson Correlation	,409*	,474**	,611**	,752**	,589**	,742**	,622**	,190	,626**	1	,703**
Sig. (2-tailed)	,025	,008	,000	,000	,001	,000	,000	,315	,000		,000
N	30	30	30	30	30	30	30	30	30	30	30
X1 Pearson Correlation	,812**	,814**	,716**	,682**	,458*	,671**	,537**	,052	,710**	,703**	1
Sig. (2-tailed)	,000	,000	,000	,000	,011	,000	,002	,784	,000	,000	
N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X1.21	X1.22	X1.23	X1.24	X1.25	X1.26	X1.27	X1.28	X1.29	X1.30	X1
X1.21	Pearson Correlation	1	,444*	,693**	,640**	,648**	,684**	,683**	,760**	,693**	,365*	,674**
	Sig. (2-tailed)		,014	,000	,000	,000	,000	,000	,000	,000	,047	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.22	Pearson Correlation	,444*	1	,421*	,515**	,240	,504**	,409*	,540**	,421*	,058	,536**
	Sig. (2-tailed)	,014		,021	,004	,202	,004	,025	,002	,021	,759	,002
	N	30	30	30	30	30	30	30	30	30	30	30
X1.23	Pearson Correlation	,693**	,421*	1	,665**	,635**	,670**	,808**	,852**	,770**	,333	,691**
	Sig. (2-tailed)	,000	,021		,000	,000	,000	,000	,000	,000	,072	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.24	Pearson Correlation	,640**	,515**	,665**	1	,510**	,612**	,738**	,723**	,563**	,107	,736**
	Sig. (2-tailed)	,000	,004	,000		,004	,000	,000	,000	,001	,573	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.25	Pearson Correlation	,648**	,240	,635**	,510**	1	,462*	,618**	,646**	,521**	,525**	,483**
	Sig. (2-tailed)	,000	,202	,000	,004		,010	,000	,000	,003	,003	,007
	N	30	30	30	30	30	30	30	30	30	30	30
X1.26	Pearson Correlation	,684**	,504**	,670**	,612**	,462*	1	,577**	,663**	,670**	,079	,599**
	Sig. (2-tailed)	,000	,004	,000	,000	,010		,001	,000	,000	,680	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.27	Pearson Correlation	,683**	,409*	,808**	,738**	,618**	,577**	1	,869**	,808**	,382*	,749**
	Sig. (2-tailed)	,000	,025	,000	,000	,000	,001		,000	,000	,037	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.28	Pearson Correlation	,760**	,540**	,852**	,723**	,646**	,663**	,869**	1	,852**	,457*	,753**
	Sig. (2-tailed)	,000	,002	,000	,000	,000	,000	,000		,000	,011	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.29	Pearson Correlation	,693**	,421*	,770**	,563**	,521**	,670**	,808**	,852**	1	,454*	,595**
	Sig. (2-tailed)	,000	,021	,000	,001	,003	,000	,000	,000		,012	,001
	N	30	30	30	30	30	30	30	30	30	30	30
X1.30	Pearson Correlation	,365*	,058	,333	,107	,525**	,079	,382*	,457*	,454*	1	,138
	Sig. (2-tailed)	,047	,759	,072	,573	,003	,680	,037	,011	,012		,467
	N	30	30	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	,674**	,536**	,691**	,736**	,483**	,599**	,749**	,753**	,595**	,138	1
	Sig. (2-tailed)	,000	,002	,000	,000	,007	,000	,000	,000	,001	,467	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

		X1.31	X1.32	X1.33	X1.34	X1.35	X1.36	X1.37	X1.38	X1.39	X1
X1.31	Pearson Correlation	1	,570**	,490**	,410*	,408*	,205	,334	,379*	,458*	,698**
	Sig. (2-tailed)		,001	,006	,025	,025	,277	,072	,039	,011	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.32	Pearson Correlation	,570**	1	,442*	,430*	,293	,184	,224	,321	,265	,690**
	Sig. (2-tailed)	,001		,015	,018	,116	,330	,233	,084	,157	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.33	Pearson Correlation	,490**	,442*	1	,777**	,742**	,783**	,843**	,446*	,727**	,853**
	Sig. (2-tailed)	,006	,015		,000	,000	,000	,000	,013	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.34	Pearson Correlation	,410*	,430*	,777**	1	,592**	,649**	,704**	,414*	,609**	,784**
	Sig. (2-tailed)	,025	,018	,000		,001	,000	,000	,023	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.35	Pearson Correlation	,408*	,293	,742**	,592**	1	,833**	,805**	,533**	,717**	,752**
	Sig. (2-tailed)	,025	,116	,000	,001		,000	,000	,002	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.36	Pearson Correlation	,205	,184	,783**	,649**	,833**	1	,936**	,516**	,711**	,698**
	Sig. (2-tailed)	,277	,330	,000	,000	,000		,000	,004	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.37	Pearson Correlation	,334	,224	,843**	,704**	,805**	,936**	1	,507**	,738**	,759**
	Sig. (2-tailed)	,072	,233	,000	,000	,000	,000		,004	,000	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.38	Pearson Correlation	,379*	,321	,446*	,414*	,533**	,516**	,507**	1	,326	,682**
	Sig. (2-tailed)	,039	,084	,013	,023	,002	,004	,004		,078	,000
	N	30	30	30	30	30	30	30	30	30	30
X1.39	Pearson Correlation	,458*	,265	,727**	,609**	,717**	,711**	,738**	,326	1	,689**
	Sig. (2-tailed)	,011	,157	,000	,000	,000	,000	,000	,078		,000
	N	30	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	,698**	,690**	,853**	,784**	,752**	,698**	,759**	,682**	,689**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

	X1.40	X1.41	X1.42	X1.43	X1.44	X1.45	X1.46	X1.47	X1.48	X1
X1.40 Pearson Correlation	1	,361*	,732**	,422*	,127	,792**	,813**	,720**	,712**	,698**
Sig. (2-tailed)		,050	,000	,020	,503	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.41 Pearson Correlation	,361*	1	,358	,636**	-,092	,450*	,342	,471**	,503**	,645**
Sig. (2-tailed)	,050		,052	,000	,629	,013	,064	,009	,005	,000
N	30	30	30	30	30	30	30	30	30	30
X1.42 Pearson Correlation	,732**	,358	1	,578**	,270	,605**	,794**	,668**	,687**	,731**
Sig. (2-tailed)	,000	,052		,001	,150	,000	,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.43 Pearson Correlation	,422*	,636**	,578**	1	,013	,583**	,407*	,502**	,552**	,682**
Sig. (2-tailed)	,020	,000	,001		,946	,001	,026	,005	,002	,000
N	30	30	30	30	30	30	30	30	30	30
X1.44 Pearson Correlation	,127	-,092	,270	,013	1	,123	,277	,288	,289	,106
Sig. (2-tailed)	,503	,629	,150	,946		,518	,138	,122	,121	,578
N	30	30	30	30	30	30	30	30	30	30
X1.45 Pearson Correlation	,792**	,450*	,605**	,583**	,123	1	,700**	,717**	,637**	,699**
Sig. (2-tailed)	,000	,013	,000	,001	,518		,000	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.46 Pearson Correlation	,813**	,342	,794**	,407*	,277	,700**	1	,720**	,807**	,726**
Sig. (2-tailed)	,000	,064	,000	,026	,138	,000		,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.47 Pearson Correlation	,720**	,471**	,668**	,502**	,288	,717**	,720**	1	,710**	,682**
Sig. (2-tailed)	,000	,009	,000	,005	,122	,000	,000		,000	,000
N	30	30	30	30	30	30	30	30	30	30
X1.48 Pearson Correlation	,712**	,503**	,687**	,552**	,289	,637**	,807**	,710**	1	,781**
Sig. (2-tailed)	,000	,005	,000	,002	,121	,000	,000	,000		,000
N	30	30	30	30	30	30	30	30	30	30
X1 Pearson Correlation	,698**	,645**	,731**	,682**	,106	,699**	,726**	,682**	,781**	1
Sig. (2-tailed)	,000	,000	,000	,000	,578	,000	,000	,000	,000	
N	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2
X2.1 Pearson Correlation	1	,730**	,658**	,629**	,674**	,581**	,534**	,437*	,688**	,814**
Sig. (2-tailed)		,000	,000	,000	,000	,001	,002	,016	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.2 Pearson Correlation	,730**	1	,768**	,791**	,820**	,607**	,678**	,420*	,675**	,899**
Sig. (2-tailed)	,000		,000	,000	,000	,000	,000	,021	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.3 Pearson Correlation	,658**	,768**	1	,658**	,642**	,540**	,491**	,450*	,674**	,805**
Sig. (2-tailed)	,000	,000		,000	,002	,006	,013	,000	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.4 Pearson Correlation	,629**	,791**	,658**	1	,674**	,510**	,717**	,437*	,626**	,833**
Sig. (2-tailed)	,000	,000	,000		,000	,004	,000	,016	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.5 Pearson Correlation	,674**	,820**	,642**	,674**	1	,628**	,665**	,461*	,642**	,865**
Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,010	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.6 Pearson Correlation	,581**	,607**	,540**	,510**	,628**	1	,735**	,417*	,719**	,794**
Sig. (2-tailed)	,001	,000	,002	,004	,000		,000	,022	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.7 Pearson Correlation	,534**	,678**	,491**	,717**	,665**	,735**	1	,300	,664**	,807**
Sig. (2-tailed)	,002	,000	,006	,000	,000	,000		,107	,000	,000
N	30	30	30	30	30	30	30	30	30	30
X2.8 Pearson Correlation	,437*	,420*	,450*	,437*	,461*	,417*	,300	1	,363*	,581**
Sig. (2-tailed)	,016	,021	,013	,016	,010	,022	,107		,048	,001
N	30	30	30	30	30	30	30	30	30	30
X2.9 Pearson Correlation	,688**	,675**	,674**	,626**	,642**	,719**	,664**	,363*	1	,839**
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,048		,000
N	30	30	30	30	30	30	30	30	30	30
X2 Pearson Correlation	,814**	,899**	,805**	,833**	,865**	,794**	,807**	,581**	,839**	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,001	,000	
N	30	30	30	30	30	30	30	30	30	30

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

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

Correlations

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y
Y.1 Pearson Correlation	1	,382 *	,568 **	,592 **	,567 **	,413 *	,753 **
Sig. (2-tailed)		,037	,001	,001	,001	,023	,000
N	30	30	30	30	30	30	30
Y.2 Pearson Correlation	,382 *	1	,464 **	,456 *	,403 *	,324	,613 **
Sig. (2-tailed)	,037		,010	,011	,027	,081	,000
N	30	30	30	30	30	30	30
Y.3 Pearson Correlation	,568 **	,464 **	1	,434 *	,724 **	,506 **	,816 **
Sig. (2-tailed)	,001	,010		,017	,000	,004	,000
N	30	30	30	30	30	30	30
Y.4 Pearson Correlation	,592 **	,456 *	,434 *	1	,386 *	,573 **	,682 **
Sig. (2-tailed)	,001	,011	,017		,035	,001	,000
N	30	30	30	30	30	30	30
Y.5 Pearson Correlation	,567 **	,403 *	,724 **	,386 *	1	,244	,749 **
Sig. (2-tailed)	,001	,027	,000	,035		,193	,000
N	30	30	30	30	30	30	30
Y.6 Pearson Correlation	,413 *	,324	,506 **	,573 **	,244	1	,662 **
Sig. (2-tailed)	,023	,081	,004	,001	,193		,000
N	30	30	30	30	30	30	30
Y Pearson Correlation	,753 **	,613 **	,816 **	,682 **	,749 **	,662 **	1
Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
N	30	30	30	30	30	30	30

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

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

Correlations

	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y
Y.7 Pearson Correlation	1	,579 **	,509 **	,628 **	,598 **	,437 *	,806 **
Sig. (2-tailed)		,001	,004	,000	,000	,016	,000
N	30	30	30	30	30	30	30
Y.8 Pearson Correlation	,579 **	1	,247	,322	,372 *	,490 **	,585 **
Sig. (2-tailed)	,001		,189	,083	,043	,006	,001
N	30	30	30	30	30	30	30
Y.9 Pearson Correlation	,509 **	,247	1	,515 **	,661 **	,494 **	,729 **
Sig. (2-tailed)	,004	,189		,004	,000	,005	,000
N	30	30	30	30	30	30	30
Y.10 Pearson Correlation	,628 **	,322	,515 **	1	,601 **	,487 **	,813 **
Sig. (2-tailed)	,000	,083	,004		,000	,006	,000
N	30	30	30	30	30	30	30
Y.11 Pearson Correlation	,598 **	,372 *	,661 **	,601 **	1	,418 *	,709 **
Sig. (2-tailed)	,000	,043	,000	,000		,022	,000
N	30	30	30	30	30	30	30
Y.12 Pearson Correlation	,437 *	,490 **	,494 **	,487 **	,418 *	1	,738 **
Sig. (2-tailed)	,016	,006	,005	,006	,022		,000
N	30	30	30	30	30	30	30
Y Pearson Correlation	,806 **	,585 **	,729 **	,813 **	,709 **	,738 **	1
Sig. (2-tailed)	,000	,001	,000	,000	,000	,000	
N	30	30	30	30	30	30	30

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

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

Correlations

		Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z
Z.1	Pearson Correlation	1	,579**	,550**	,303	,586**	,614**	,690**
	Sig. (2-tailed)		,001	,002	,103	,001	,000	,000
	N	30	30	30	30	30	30	30
Z.2	Pearson Correlation	,579**	1	,699**	,391*	,490**	,530**	,645**
	Sig. (2-tailed)	,001		,000	,032	,006	,003	,000
	N	30	30	30	30	30	30	30
Z.3	Pearson Correlation	,550**	,699**	1	,313	,527**	,642**	,787**
	Sig. (2-tailed)	,002	,000		,092	,003	,000	,000
	N	30	30	30	30	30	30	30
Z.4	Pearson Correlation	,303	,391*	,313	1	,257	,290	,434*
	Sig. (2-tailed)	,103	,032	,092		,171	,120	,017
	N	30	30	30	30	30	30	30
Z.5	Pearson Correlation	,586**	,490**	,527**	,257	1	,593**	,757**
	Sig. (2-tailed)	,001	,006	,003	,171		,001	,000
	N	30	30	30	30	30	30	30
Z.6	Pearson Correlation	,614**	,530**	,642**	,290	,593**	1	,896**
	Sig. (2-tailed)	,000	,003	,000	,120	,001		,000
	N	30	30	30	30	30	30	30
Z	Pearson Correlation	,690**	,645**	,787**	,434*	,757**	,896**	1
	Sig. (2-tailed)	,000	,000	,000	,017	,000	,000	
	N	30	30	30	30	30	30	30

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

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

Correlations

		Z.7	Z.8	Z.9	Z.10	Z.11	Z.12	Z
Z.7	Pearson Correlation	1	,540 **	,857 **	,845 **	,830 **	,630 **	,903 **
	Sig. (2-tailed)		,002	,000	,000	,000	,000	,000
	N	30	30	30	30	30	30	30
Z.8	Pearson Correlation	,540 **	1	,580 **	,590 **	,696 **	,410 *	,657 **
	Sig. (2-tailed)	,002		,001	,001	,000	,025	,000
	N	30	30	30	30	30	30	30
Z.9	Pearson Correlation	,857 **	,580 **	1	,749 **	,903 **	,661 **	,890 **
	Sig. (2-tailed)	,000	,001		,000	,000	,000	,000
	N	30	30	30	30	30	30	30
Z.10	Pearson Correlation	,845 **	,590 **	,749 **	1	,727 **	,584 **	,865 **
	Sig. (2-tailed)	,000	,001	,000		,000	,001	,000
	N	30	30	30	30	30	30	30
Z.11	Pearson Correlation	,830 **	,696 **	,903 **	,727 **	1	,602 **	,841 **
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000
	N	30	30	30	30	30	30	30
Z.12	Pearson Correlation	,630 **	,410 *	,661 **	,584 **	,602 **	1	,726 **
	Sig. (2-tailed)	,000	,025	,000	,001	,000		,000
	N	30	30	30	30	30	30	30
Z	Pearson Correlation	,903 **	,657 **	,890 **	,865 **	,841 **	,726 **	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30

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

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

Correlations				Correlations			
Item	r hitung	sig.	Keterangan	Item	r hitung	sig.	Keterangan
X1.1	0.759	0.000	valid	X2.1	0.814	0.000	valid
X1.2	0.850	0.000	valid	X2.2	0.899	0.000	valid
X1.3	0.794	0.000	valid	X2.3	0.805	0.000	valid
X1.4	0.727	0.000	valid	X2.4	0.833	0.000	valid
X1.5	0.744	0.000	valid	X2.5	0.865	0.000	valid
X1.6	0.538	0.002	valid	X2.6	0.794	0.000	valid
X1.7	0.713	0.000	valid	X2.7	0.807	0.000	valid
X1.8	0.659	0.000	valid	X2.8	0.581	0.001	valid
X1.9	0.232	0.217	gugur	X2.9	0.839	0.000	valid
X1.10	0.824	0.000	valid	X2	1.000		valid
X1.11	0.812	0.000	valid	**			valid
X1.12	0.814	0.000	valid				
X1.13	0.716	0.000	valid				
X1.14	0.682	0.000	valid				
X1.15	0.458	0.011	valid				
X1.16	0.671	0.000	valid				
X1.17	0.537	0.002	valid				
X1.18	0.052	0.784	gugur				
X1.19	0.710	0.000	valid				
X1.20	0.703	0.000	valid				
X1.21	0.674	0.000	valid				
X1.22	0.536	0.002	valid				
X1.23	0.691	0.000	valid				
X1.24	0.736	0.000	valid				
X1.25	0.483	0.007	valid				
X1.26	0.599	0.000	valid				
X1.27	0.749	0.000	valid				
X1.28	0.753	0.000	valid				
X1.29	0.595	0.001	valid				
X1.30	0.138	0.467	gugur				
X1.31	0.698	0.000	valid				
X1.32	0.690	0.000	valid				
X1.33	0.853	0.000	valid				
X1.34	0.784	0.000	valid				
X1.35	0.752	0.000	valid				
X1.36	0.698	0.000	valid				
X1.37	0.759	0.000	valid				
X1.38	0.682	0.000	valid				
X1.39	0.689	0.000	valid				
X1.40	0.698	0.000	valid				
X1.41	0.645	0.000	valid				
X1.42	0.731	0.000	valid				
X1.43	0.682	0.000	valid				
X1.44	0.106	0.578	gugur				
X1.45	0.699	0.000	valid				
X1.46	0.726	0.000	valid				
X1.47	0.682	0.000	valid				
X1.48	0.781	0.000	valid				

Correlations			
Item	r hitung	sig.	Keterangan
Z.1	0.753	0.000	valid
Z.2	0.613	0.000	valid
Z.3	0.816	0.000	valid
Z.4	0.682	0.000	valid
Z.5	0.749	0.000	valid
Z.6	0.662	0.000	valid
Z.7	0.806	0.000	valid
Z.8	0.585	0.001	valid
Z.9	0.729	0.000	valid
Z.10	0.813	0.000	valid
Z.11	0.709	0.000	valid
Z.12	0.738	0.000	valid
Z	1.000		valid
*			valid

Correlations			
Item	r hitung	sig.	Keterangan
Y.1	0.690	0.000	valid
Y.2	0.645	0.000	valid
Y.3	0.787	0.000	valid
Y.4	0.434	0.017	valid
Y.5	0.757	0.000	valid
Y.6	0.896	0.000	valid
Y.7	0.903	0.000	valid
Y.8	0.657	0.000	valid
Y.9	0.890	0.000	valid
Y.10	0.865	0.000	valid
Y.11	0.841	0.000	valid
Y.12	0.726	0.000	valid
Y	1.000		valid
**			valid

HASIL UJI RELIABILITAS

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,976	44

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	135,8000	593,614	,758	,975
X1.2	135,6667	591,264	,848	,975
X1.3	135,6667	588,506	,789	,975
X1.4	135,7000	591,872	,719	,975
X1.5	135,8333	595,316	,732	,975
X1.6	136,1333	598,051	,526	,976
X1.7	135,8000	594,510	,694	,975
X1.8	136,0667	600,202	,643	,975
X1.10	135,6667	590,299	,825	,975
X1.11	135,6667	589,471	,803	,975
X1.12	135,7000	588,424	,802	,975
X1.13	135,8000	592,993	,697	,975
X1.14	135,4000	600,386	,670	,975
X1.15	135,4667	607,499	,426	,976
X1.16	135,5333	598,464	,652	,975
X1.17	135,7333	603,237	,508	,976
X1.19	135,5667	595,633	,695	,975
X1.20	135,3333	596,575	,687	,975
X1.21	135,5000	593,017	,649	,975
X1.22	135,8000	605,200	,516	,976
X1.23	135,6333	597,206	,672	,975
X1.24	135,8667	591,568	,729	,975
X1.25	135,7333	605,375	,452	,976
X1.26	135,9667	602,171	,588	,976
X1.27	135,6667	593,609	,738	,975
X1.28	135,7000	587,528	,727	,975

X1.29	135,6333	600,930	,572	,976
X1.31	135,7333	598,340	,682	,975
X1.32	135,6000	598,317	,673	,975
X1.33	135,6667	586,368	,840	,975
X1.34	135,7333	590,961	,754	,975
X1.35	135,6333	593,413	,732	,975
X1.36	135,5333	594,602	,678	,975
X1.37	135,6333	591,620	,739	,975
X1.38	135,8667	593,637	,679	,975
X1.39	135,6333	598,447	,681	,975
X1.40	135,6000	593,490	,685	,975
X1.41	135,8333	595,799	,643	,975
X1.42	135,8000	595,476	,708	,975
X1.43	136,0667	599,168	,673	,975
X1.45	135,7667	598,875	,684	,975
X1.46	135,8667	594,051	,704	,975
X1.47	135,5667	598,530	,658	,975
X1.48	135,7000	590,217	,759	,975

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
138,8667	623,223	24,96443	44

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,932	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted

X2.1	25,3667	24,309	,765	,923
X2.2	25,2333	22,461	,863	,916
X2.3	25,4000	24,524	,755	,924
X2.4	25,3667	24,171	,788	,922
X2.5	25,3667	22,516	,815	,919
X2.6	25,3000	24,217	,738	,924
X2.7	25,4333	23,289	,744	,924
X2.8	25,5000	25,983	,487	,938
X2.9	25,0333	23,068	,785	,921

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
28,5000	29,914	5,46935	9

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,915	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	32,8333	55,799	,700	,906
Y.2	33,2000	56,441	,523	,914
Y.3	32,6000	54,662	,774	,902
Y.4	32,6667	56,644	,616	,909
Y.5	32,5667	55,426	,692	,906
Y.6	32,4333	57,909	,603	,910
Y.7	32,5667	52,323	,749	,903
Y.8	32,8333	57,040	,493	,915
Y.9	32,4333	55,082	,665	,907
Y.10	32,4000	53,628	,764	,902
Y.11	32,1667	55,799	,644	,908
Y.12	32,5333	56,189	,684	,906

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
35,5667	65,633	8,10144	12

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,935	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z.1	33,5667	43,633	,639	,932
Z.2	32,9333	42,202	,563	,936
Z.3	33,2000	41,476	,740	,928
Z.4	33,0667	46,409	,371	,939
Z.5	33,0667	41,995	,706	,929
Z.6	32,9000	38,162	,863	,923
Z.7	32,7000	39,872	,878	,923
Z.8	33,0000	43,793	,599	,933
Z.9	32,7333	40,616	,864	,924
Z.10	32,7667	40,047	,831	,924
Z.11	32,8000	40,028	,799	,926
Z.12	33,2667	41,926	,666	,931

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
36,0000	49,310	7,02213	12

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	
1	DATA PENELITIAN																								
2																									
3																									
4	Resp	Kepemimpinan (X1)																							
5		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.19	X1.20	X1.21	X1.22	X1.23	X1.24	X1.25	
6	1	3	4	3	4	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
7	2	4	5	5	4	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	
8	3	4	4	5	5	4	5	4	5	4	5	4	4	5	4	5	5	5	5	4	5	5	5	5	
9	4	4	4	5	4	4	5	4	4	4	4	4	4	5	4	4	4	4	4	5	4	4	4	5	
10	5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
11	6	3	2	2	3	3	3	3	3	3	3	2	3	2	3	3	3	3	3	3	3	2	3	2	
12	7	5	4	5	4	5	4	5	5	5	5	4	5	5	4	4	5	5	4	5	4	4	5	5	
13	8	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
14	9	4	4	4	5	4	5	5	5	4	4	4	5	5	5	5	5	4	4	4	4	4	4	4	
15	10	3	2	3	3	2	2	2	2	3	2	2	2	3	2	3	2	3	2	3	2	3	2	2	
16	11	4	4	4	5	4	4	5	4	3	3	5	4	5	4	4	4	4	5	5	4	5	4	4	
17	12	3	3	3	4	4	3	4	4	3	3	3	3	3	3	3	4	3	3	3	4	3	3	4	
18	13	3	4	3	3	4	4	4	3	4	3	3	3	3	3	4	4	3	3	4	3	3	3	3	
19	14	2	2	2	3	3	3	3	2	3	2	2	4	2	2	3	2	2	4	2	2	2	2	2	
20	15	3	3	3	3	3	3	3	2	3	2	3	2	3	2	3	2	2	3	2	3	2	3	2	
21	16	2	2	3	3	3	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
22	17	2	2	2	1	1	2	1	2	1	1	3	1	1	2	1	1	1	2	1	1	1	1	1	
23	18	3	2	2	2	2	2	2	2	3	1	3	1	1	3	1	3	1	3	3	1	3	1	3	
24	19	4	4	4	4	4	4	5	4	4	5	4	5	4	4	5	5	4	3	5	5	4	4	4	
25	20	5	4	4	4	5	4	5	4	3	5	4	5	4	4	4	4	4	4	5	4	5	5	4	
26	21	3	2	2	3	2	2	2	2	3	3	2	2	2	3	2	3	2	3	2	2	2	2	3	
27	22	2	2	1	2	2	3	2	1	2	2	3	2	3	2	2	2	3	2	2	2	3	3	3	
28	23	4	5	4	4	4	5	4	4	4	4	4	4	5	4	4	5	4	4	5	4	4	4	4	
29	24	3	3	4	3	3	3	4	3	3	3	2	3	2	3	3	3	3	3	3	3	3	3	3	
30	25	4	4	4	4	4	4	4	4	4	5	4	5	4	4	4	4	3	4	3	4	4	4	4	
31	26	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	2	3	2	2	2	2	2	
32	27	3	2	3	3	3	2	3	3	3	3	3	3	3	3	3	2	3	3	3	2	3	3	3	
33	28	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	2	2	3	2	2	2	1	
34	29	3	4	3	4	4	4	3	3	3	3	3	3	3	3	3	3	4	3	3	4	4	4	3	
35	30	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	
36	31	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
37	32	2	2	2	1	1	3	2	3	3	2	2	2	3	3	3	3	3	3	3	3	3	3	3	
38	33	3	3	4	3	3	3	4	3	3	3	3	3	3	3	3	4	3	3	3	4	3	3	3	
39	34	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	3	4	3	4	3	4	4	3	
40	35	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	4	3	3	3	4	4	3	4	
41	36	3	3	3	3	4	3	3	3	4	4	3	3	3	3	3	4	4	4	4	3	3	3	3	
42	37	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	5	
43	38	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	1	1	2	2	3	2	
44	39	4	4	4	4	3	3	3	4	4	3	3	3	3	3	3	3	4	3	4	4	4	4	3	
45	40	4	4	4	4	4	4	4	4	4	3	3	4	3	5	5	4	3	4	3	4	5	4	5	
46	41	2	3	3	3	3	3	2	3	2	2	2	2	2	3	3	3	3	3	3	3	3	3	2	
47	42	3	3	3	3	2	3	3	3	3	3	3	3	3	3	4	4	4	2	3	2	4	4	3	
48	43	3	4	4	5	3	4	3	3	3	4	4	4	4	4	4	3	3	3	4	3	3	3	4	
49	44	3	3	4	3	3	4	3	3	4	3	4	4	4	3	3	2	2	2	3	3	2	3	2	
50	45	3	3	4	3	4	3	3	4	3	3	3	3	3	3	3	3	3	4	3	4	3	3	4	
51	46	4	4	4	4	4	4	4	4	4	3	4	4	4	3	5	5	5	5	4	4	4	4	4	
52	47	3	3	3	3	3	3	3	2	2	3	3	3	3	2	3	2	3	3	2	3	2	3	2	
53	48	5	4	5	4	4	4	4	5	4	4	4	4	4	5	4	5	5	5	4	4	5	4	4	
54	49	4	3	3	3	3	3	3	3	4	3	3	4	3	3	3	4	3	3	3	3	3	3	3	
55	50	3	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	3	3	3	2	3	3	4	
56	51	4	5	4	5	4	4	4	5	4	5	4	5	4	4	4	4	4	4	5	4	4	4	4	
57	52	3	3	3	3	3	4	4	3	3	3	4	3	4	3	3	3	3	4	3	3	4	3	4	
58	53	3	4	3	4	4	4	4	3	5	4	4	4	4	3	3	3	3	3	4	3	4	3	4	
59	54	4	4	4	4	5	4	4	3	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	
60	55	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	2	2	2	2	4	2	
61	56	2	1	2	2	2	2	1	1	3	1	3	1	1	2	2	3	2	1	1	2	1	1	1	
62	57	4	4	4	4	4	3	3	4	3	3	4	3	3	3	3	4	4	4	4	4	4	5	4	
63	58	2	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	2	2	2	
64	59	3	3	3	3	3	3	2	2	3	4	4	3	3	3	3	3	2	3	2	2	2	2	2	
65	60	3	3	3	3	3	3	3	3	3	4	4	4	4	4	3	3	3	2	2	3	3	2	3	
66	61	3	4	3	3	4	4	3	3	3	3	3	3	4	3	3	4	4	3	4	4	3	3	4	
67	62	4	4	4	3	4	4	3	3	3	3	3	4	3	3	3	4	4	3	4	3	3	3	3	
68	63	4	3	3	3	4	3	4	3	4	4	3	4	3	3	3	4	3	4	3	4	4	4	3	
69	64	4																							

	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ	AK	AL	AM	AN	AO	AP	AQ	AR	AS	AT	AU	AV	AW	
3																									
4	Resp	Kepemimpinan (X1)																							
5	1	X1.26	X1.27	X1.28	X1.29	X1.31	X1.32	X1.33	X1.34	X1.35	X1.36	X1.37	X1.38	X1.39	X1.40	X1.41	X1.42	X1.43	X1.45	X1.46	X1.47	X1.48	Juml	Rata2	
6	2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	145	3.30
7	3	5	4	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	195	4.43
8	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	183	4.16
9	5	3	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	2	2	3	3	3	128	2.91
10	6	2	2	3	2	3	3	3	2	2	3	2	3	3	3	4	4	4	4	4	3	3	3	124	2.82
11	7	5	5	5	5	5	5	5	5	5	5	4	5	4	3	4	4	5	4	5	5	5	4	203	4.61
12	8	3	3	3	3	3	2	3	4	3	2	3	4	3	2	2	2	2	2	2	2	2	3	123	2.80
13	9	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	4	4	4	4	192	4.36
14	10	3	2	2	2	2	2	2	3	3	2	2	2	2	2	3	2	3	2	3	3	2	2	104	2.36
15	11	5	4	5	5	4	4	5	4	5	5	4	4	5	4	4	4	4	4	4	4	4	5	189	4.30
16	12	4	4	4	3	4	3	3	4	4	3	4	4	4	4	4	3	4	3	4	3	3	3	152	3.45
17	13	4	3	3	3	3	3	3	3	3	3	4	3	3	3	4	4	4	4	4	3	3	3	148	3.36
18	14	2	3	3	3	3	4	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	118	2.68
19	15	3	3	3	3	3	2	2	2	3	3	2	3	3	3	3	3	3	3	3	2	4	3	120	2.73
20	16	3	3	3	3	3	2	3	3	3	3	2	3	3	3	3	2	2	2	2	3	3	2	122	2.77
21	17	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	2	2	1	84	1.91
22	18	1	3	3	1	3	1	2	3	2	2	3	3	3	3	3	3	3	4	3	3	3	3	104	2.36
23	19	5	5	4	4	4	3	3	3	3	4	4	4	4	4	4	4	4	5	4	4	4	4	181	4.11
24	20	4	4	5	4	4	4	4	4	4	5	4	5	5	5	5	5	4	4	4	4	4	5	192	4.36
25	21	2	3	2	2	3	1	2	3	1	2	1	1	2	1	1	2	3	3	2	2	2	2	97	2.20
26	22	3	3	3	3	2	2	3	3	3	3	2	2	3	2	3	3	3	3	3	2	3	3	108	2.45
27	23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	183	4.16
28	24	4	4	3	3	3	3	3	3	4	4	4	4	4	4	3	3	3	4	4	3	3	3	141	3.20
29	25	3	4	3	4	4	4	3	4	4	4	4	4	4	4	3	4	3	4	3	4	3	3	167	3.80
30	26	2	2	2	2	2	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	88	2.00
31	27	3	2	3	3	2	3	2	3	3	3	3	3	3	3	3	3	2	3	2	3	2	3	122	2.77
32	28	2	2	1	2	1	2	2	3	2	2	2	3	2	2	2	3	2	3	2	2	2	2	88	2.00
33	29	4	4	3	3	4	4	3	4	3	4	4	4	4	3	4	4	3	3	4	3	3	3	152	3.45
34	30	2	3	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	2	3	128	2.91
35	31	3	4	3	4	4	3	4	3	4	3	4	3	4	3	3	3	4	4	4	4	4	4	147	3.34
36	32	3	2	3	2	2	3	2	3	2	3	2	2	3	2	2	3	2	2	2	2	2	3	108	2.45
37	33	2	2	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	2	3	3	3	3	140	3.18
38	34	4	3	3	3	3	3	3	4	3	4	3	3	4	3	4	4	3	3	4	3	3	3	156	3.55
39	35	2	3	4	4	3	3	2	3	2	3	3	3	3	2	3	3	3	2	3	3	3	4	135	3.07
40	36	3	4	3	4	3	3	3	3	4	3	3	3	3	3	3	3	2	2	4	4	2	4	140	3.18
41	37	4	5	4	4	4	5	5	4	5	5	4	4	5	4	5	5	5	4	4	5	4	4	188	4.27
42	38	2	2	2	3	2	2	2	3	2	2	2	2	2	3	2	2	2	2	2	2	2	2	90	2.05
43	39	4	4	3	4	4	4	4	4	3	4	4	4	4	3	3	3	5	4	4	4	3	4	159	3.61
44	40	4	4	5	4	5	4	4	4	5	3	3	4	3	4	3	4	3	3	3	4	3	4	172	3.91
45	41	3	3	3	2	3	3	3	3	2	3	3	3	2	2	3	2	2	2	2	2	2	2	114	2.59
46	42	2	3	3	4	4	3	3	4	3	3	3	2	2	3	3	2	2	3	3	3	2	2	131	2.98
47	43	4	4	4	4	4	4	3	4	3	4	4	3	4	4	3	2	3	2	3	3	3	4	155	3.52
48	44	4	3	4	4	4	3	3	4	3	4	3	4	4	3	4	3	3	3	4	3	3	3	144	3.27
49	45	3	4	3	3	3	4	3	4	3	4	3	3	4	4	3	2	2	3	3	3	3	3	142	3.23
50	46	4	4	4	4	3	3	4	3	4	4	4	4	4	4	4	4	5	5	4	4	4	4	177	4.02
51	47	2	3	3	3	3	2	3	4	4	4	4	3	4	4	4	4	4	4	4	4	2	4	135	3.07
52	48	4	4	5	5	4	5	4	4	4	5	4	4	4	5	4	4	3	4	4	4	4	4	188	4.27
53	49	3	3	3	3	2	2	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	2	132	3.00
54	50	4	4	3	3	3	4	3	3	3	4	3	2	3	3	3	2	2	3	4	3	3	3	136	3.09
55	51	4	4	4	4	4	4	5	4	4	4	4	4	4	5	4	5	5	4	4	4	5	187	4.25	
56	52	3	3	3	4	3	3	4	3	3	3	3	3	3	3	3	3	3	4	4	3	3	3	143	3.25
57	53	4	3	4	3	3	3	4	3	3	4	4	4	4	4	4	3	4	4	3	3	4	4	158	3.59
58	54	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	172	3.91
59	55	3	2	2	3	3	2	3	3	3	3	3	4	2	4	3	3	2	3	2	2	3	123	2.80	
60	56	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	1	2	1	74	1.68
61	57	3	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	3	4	4	166	3.77
62	58	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	123	2.80
63	59	2	2	3	3	3	4	4	2	4	2	2	4	2	2	2	2	2	2	3	3	2	2	118	2.68
64	60	3	3	3	3	3	3	4	4	2	2	4	3	2	2	2	3	3	5	3	4	3	3	135	3.07
65	61	3	3	4	3	4	4	4	4	3	3	3	4	4	3	3	3	3	3	3	4	3	4	149	3.39

	AY	AZ	BA	BB	BC	BD	BE	BF	BG	BH	BI	BJ
3	Resp	Kompensasi (X2)										
4		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	Juml	Rata2
5	1	4	3	4	4	4	3	4	4	4	34	3.78
6	2	5	4	5	5	4	4	5	4	4	40	4.44
7	3	4	4	5	4	4	5	5	5	4	40	4.44
8	4	4	4	3	4	4	4	4	4	3	34	3.78
9	5	3	3	3	3	3	3	2	3	2	25	2.78
10	6	4	4	4	3	4	4	4	3	2	32	3.56
11	7	5	4	4	4	4	4	3	4	5	37	4.11
12	8	3	3	3	3	3	3	3	3	3	27	3.00
13	9	4	4	5	4	5	5	5	5	4	41	4.56
14	10	3	3	3	2	3	3	3	3	3	26	2.89
15	11	5	5	5	5	5	5	5	4	4	43	4.78
16	12	3	4	3	4	3	3	4	3	3	30	3.33
17	13	2	3	2	3	3	3	3	2	2	23	2.56
18	14	3	3	4	3	3	3	3	3	3	28	3.11
19	15	3	4	3	3	4	4	3	4	3	31	3.44
20	16	2	3	3	3	2	2	3	2	2	22	2.44
21	17	2	2	2	2	2	3	2	2	2	19	2.11
22	18	2	3	3	3	3	3	2	2	2	23	2.56
23	19	4	4	5	4	5	4	4	4	4	38	4.22
24	20	4	4	4	4	4	4	4	4	4	36	4.00
25	21	2	2	3	3	3	3	2	3	2	23	2.56
26	22	2	3	2	2	2	2	2	2	2	19	2.11
27	23	4	4	4	4	4	4	5	4	5	38	4.22
28	24	4	4	4	3	4	4	4	5	4	36	4.00
29	25	4	4	4	4	4	4	4	4	4	36	4.00
30	26	2	3	3	3	2	3	3	3	3	25	2.78
31	27	2	3	2	3	2	3	3	2	2	22	2.44
32	28	2	3	3	3	3	2	2	2	1	21	2.33
33	29	3	4	4	3	4	4	4	3	4	33	3.67
34	30	4	4	4	4	4	3	4	3	3	33	3.67
35	31	4	3	4	4	3	3	3	4	2	30	3.33
36	32	3	2	3	2	2	2	2	3	3	22	2.44
37	33	3	3	3	3	3	3	3	3	4	28	3.11
38	34	4	3	4	4	4	4	4	4	4	35	3.89
39	35	3	4	4	4	4	3	4	4	3	33	3.67
40	36	4	4	3	4	4	4	4	3	3	33	3.67
41	37	4	4	4	5	5	4	4	5	5	40	4.44
42	38	3	3	3	3	3	2	3	3	3	26	2.89
43	39	4	3	3	4	4	3	3	3	3	30	3.33
44	40	3	3	3	4	3	4	4	4	3	31	3.44
45	41	2	2	2	2	2	2	2	3	2	19	2.11
46	42	3	3	3	4	4	4	4	4	4	33	3.67
47	43	3	4	4	4	4	4	3	3	3	32	3.56
48	44	4	3	3	3	3	3	3	3	4	29	3.22
49	45	4	4	4	4	4	4	4	4	4	36	4.00
50	46	4	4	5	4	4	4	4	5	4	38	4.22
51	47	3	3	4	3	3	3	4	3	4	30	3.33
52	48	4	4	3	4	4	4	4	5	3	35	3.89
53	49	4	4	3	3	3	4	3	4	4	32	3.56
54	50	3	3	4	3	3	3	4	4	2	29	3.22
55	51	3	4	3	3	3	3	3	3	3	28	3.11
56	52	4	4	4	4	4	3	4	4	4	35	3.89
57	53	4	5	5	5	5	5	5	5	4	43	4.78
58	54	4	4	4	4	4	4	4	3	4	35	3.89
59	55	3	3	3	3	3	3	4	2	3	27	3.00
60	56	2	2	2	2	2	2	2	2	2	18	2.00
61	57	3	3	3	3	3	3	3	3	3	27	3.00
62	58	3	3	3	3	4	4	3	4	3	30	3.33
63	59	2	3	3	3	3	3	2	2	2	23	2.56
64	60	3	3	4	4	4	4	4	3	3	32	3.56
65	61	3	3	4	4	3	4	4	3	3	31	3.44
66	62	4	3	3	3	3	3	3	3	3	28	3.11
67	63	3	3	3	3	4	3	3	3	4	29	3.22
68	64	3	3	3	2	3	3	3	3	4	27	3.00
69	65	5	4	5	5	5	5	4	4	5	42	4.67
70	66	3	3	3	3	4	3	3	3	4	29	3.22
71	67	3	3	3	3	3	3	3	3	2	26	2.89
72	68	3	3	3	4	4	3	3	3	4	30	3.33
73	69	4	4	4	4	5	4	4	4	4	37	4.11
74	70	4	4	4	4	4	4	4	4	3	35	3.89

	BL	BM	BN	BO	BP	BQ	BR	BS	BT	BU	BV	BW	BX	BY	BZ
3															
4	Resp	Motivasi (Y)													
5	1	4	4	4	4	4	4	4	5	4	4	4	4	49	4.08
6	2	4	4	4	4	4	4	4	4	5	4	5	4	50	4.17
7	3	4	4	4	4	4	4	4	4	5	5	5	4	51	4.25
8	4	3	3	4	4	3	4	4	3	3	3	4	4	42	3.50
9	5	3	3	3	4	3	4	4	4	4	4	4	4	44	3.67
10	6	3	3	3	3	3	3	3	3	3	2	3	3	35	2.92
11	7	3	4	4	3	4	4	4	4	3	3	3	3	42	3.50
12	8	3	3	3	3	3	3	4	4	3	3	4	3	39	3.25
13	9	3	4	3	4	3	4	3	3	4	4	4	3	42	3.50
14	10	3	3	2	3	3	3	2	3	3	3	3	3	34	2.83
15	11	3	4	3	4	3	4	3	4	4	4	3	4	43	3.58
16	12	4	3	4	4	3	3	3	3	4	3	3	4	41	3.42
17	13	3	3	3	3	2	3	3	2	2	3	3	3	33	2.75
18	14	3	3	3	2	3	3	2	2	3	2	2	2	30	2.50
19	15	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
20	16	3	3	3	3	4	3	3	3	4	3	3	3	38	3.17
21	17	3	3	2	3	3	3	3	3	3	2	3	3	34	2.83
22	18	3	3	3	3	3	3	2	3	3	2	3	3	34	2.83
23	19	3	4	4	3	4	3	4	3	4	4	4	3	43	3.58
24	20	3	3	4	4	4	4	4	4	3	4	4	3	44	3.67
25	21	3	3	3	3	2	3	3	2	2	3	3	3	33	2.75
26	22	3	3	3	3	3	2	2	2	2	2	2	3	30	2.50
27	23	4	4	5	4	4	4	4	5	4	4	4	4	50	4.17
28	24	4	4	4	4	4	3	4	4	4	3	4	4	46	3.83
29	25	4	5	4	4	4	4	5	4	5	4	4	5	52	4.33
30	26	3	2	3	2	3	3	2	2	2	2	2	2	28	2.33
31	27	3	3	4	3	3	3	3	3	3	4	3	3	38	3.17
32	28	2	2	3	2	2	2	2	2	2	2	2	2	25	2.08
33	29	4	4	4	4	3	3	4	4	4	4	4	3	45	3.75
34	30	3	3	3	3	3	3	2	3	3	3	3	3	35	2.92
35	31	3	3	3	3	2	3	3	2	2	2	3	3	32	2.67
36	32	3	3	3	4	3	4	3	3	4	3	3	3	39	3.25
37	33	3	3	2	3	3	2	2	3	3	2	2	2	30	2.50
38	34	4	5	4	5	4	5	5	5	4	4	4	5	54	4.50
39	35	4	4	4	4	4	4	4	4	4	3	3	4	46	3.83
40	36	4	4	4	4	3	4	4	3	4	3	4	3	44	3.67
41	37	4	4	4	4	4	4	4	4	4	4	4	4	48	4.00
42	38	3	2	3	3	2	3	2	2	2	2	2	2	28	2.33
43	39	3	3	4	4	3	4	3	4	4	4	4	4	44	3.67
44	40	4	4	3	3	4	4	4	4	4	4	4	4	46	3.83
45	41	3	3	2	3	3	2	3	2	2	2	2	2	29	2.42
46	42	4	3	4	4	4	4	4	3	4	4	3	4	45	3.75
47	43	3	4	4	3	4	3	3	4	3	4	3	3	41	3.42
48	44	3	4	3	3	3	3	3	4	3	3	3	3	38	3.17
49	45	4	3	3	3	4	4	4	4	4	3	3	3	42	3.50
50	46	4	3	4	3	4	4	4	4	4	4	4	3	45	3.75
51	47	4	3	4	4	4	4	4	4	4	4	3	3	45	3.75
52	48	3	5	5	4	3	4	4	4	4	4	4	4	48	4.00
53	49	3	4	4	4	4	3	3	3	4	4	4	4	44	3.67
54	50	3	3	4	3	4	3	4	4	3	3	3	4	41	3.42
55	51	3	3	2	3	3	3	2	3	2	3	3	3	33	2.75
56	52	4	5	4	4	4	4	4	4	5	4	4	4	50	4.17
57	53	4	4	4	4	4	4	4	4	4	4	4	4	48	4.00
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59	55	3	3	3	4	4	3	3	3	3	3	3	3	38	3.17
60	56	3	3	2	3	3	2	2	2	2	2	3	3	30	2.50
61	57	3	3	3	3	3	3	3	2	3	3	3	3	35	2.92
62	58	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
63	59	3	3	3	3	3	3	2	3	4	3	3	3	36	3.00
64	60	3	3	3	3	4	3	4	4	4	4	4	3	42	3.50
65	61	3	3	3	3	3	4	3	3	3	4	3	3	38	3.17
66	62	3	3	4	4	4	3	3	4	3	4	4	3	42	3.50
67	63	4	3	3	3	3	3	4	3	4	4	4	4	42	3.50
68	64	4	4	4	4	4	4	4	4	4	3	3	4	46	3.83
69	65	3	3	3	3	3	3	4	3	3	3	3	3	37	3.08
70	66	3	4	4	4	4	4	4	4	4	4	3	4	46	3.83
71	67	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
72	68	3	3	3	3	3	4	3	3	3	4	4	4	40	3.33
73	69	3	3	3	2	3	2	3	3	2	2	3	3	32	2.67
74	70	3	3	3	3	3	2	3	2	2	2	2	2	30	2.50

	CB	CC	CD	CE	CF	CG	CH	CI	CJ	CK	CL	CM	CN	CO	CP
3	Kinerja perawat (Z)														
4	Resp	Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z.7	Z.8	Z.9	Z.10	Z.11	Z.12	Juml	Rata2
5	1	4	4	4	5	5	5	4	4	4	4	4	4	51	4.25
6	2	5	4	4	5	4	5	4	5	4	5	4	4	53	4.42
7	3	5	5	5	4	4	4	4	4	4	4	4	4	51	4.25
8	4	4	3	4	3	4	4	4	4	4	3	4	4	45	3.75
9	5	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
10	6	4	4	4	4	4	4	4	3	3	3	3	3	43	3.58
11	7	4	3	4	4	4	4	4	4	4	4	4	4	47	3.92
12	8	3	3	2	3	3	3	2	2	3	3	3	3	33	2.75
13	9	4	4	4	3	4	4	4	4	4	4	4	4	47	3.92
14	10	3	3	3	3	2	3	3	3	2	3	3	3	34	2.83
15	11	4	4	4	5	4	5	5	4	4	5	4	4	52	4.33
16	12	4	4	4	5	4	4	4	4	4	5	4	4	50	4.17
17	13	3	3	3	3	3	3	3	2	3	3	3	3	35	2.92
18	14	3	3	3	4	3	3	3	3	2	2	2	3	34	2.83
19	15	3	3	3	3	3	3	2	3	2	3	3	3	34	2.83
20	16	3	3	3	3	3	2	3	3	2	3	2	3	33	2.75
21	17	3	3	3	3	3	3	3	3	2	3	3	2	34	2.83
22	18	3	3	4	3	4	3	4	3	3	4	4	4	42	3.50
23	19	3	3	4	3	4	4	4	3	4	3	3	3	41	3.42
24	20	4	5	4	4	4	4	4	5	4	4	5	4	51	4.25
25	21	3	3	2	3	3	2	3	2	2	2	2	2	29	2.42
26	22	3	3	3	3	3	3	3	3	3	3	3	2	35	2.92
27	23	3	3	3	4	4	3	3	4	3	3	3	3	39	3.25
28	24	3	4	4	4	4	4	4	3	4	4	4	4	46	3.83
29	25	4	5	4	4	4	4	4	4	4	4	4	4	49	4.08
30	26	3	3	2	3	3	2	3	3	2	2	2	2	30	2.50
31	27	3	3	3	3	3	3	3	3	3	3	3	2	35	2.92
32	28	3	3	2	3	2	2	3	2	2	2	3	2	29	2.42
33	29	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
34	30	3	4	4	3	4	3	4	3	4	3	4	3	42	3.50
35	31	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
36	32	3	3	3	3	2	3	2	3	3	2	2	2	31	2.58
37	33	3	2	3	3	2	3	3	3	2	3	2	2	31	2.58
38	34	4	4	4	4	4	4	4	4	4	4	4	4	48	4.00
39	35	4	3	4	4	4	4	4	3	4	3	4	3	44	3.67
40	36	3	3	2	3	3	3	3	3	3	3	3	3	35	2.92
41	37	3	3	4	3	4	3	4	4	4	3	4	4	43	3.58
42	38	3	3	3	2	3	2	3	2	2	2	2	2	29	2.42
43	39	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
44	40	3	4	3	3	4	3	4	3	4	3	4	4	42	3.50
45	41	3	2	3	2	2	3	2	2	2	2	2	2	27	2.25
46	42	3	3	3	3	3	4	3	4	4	3	3	3	39	3.25
47	43	4	4	4	4	4	4	4	4	4	4	4	4	48	4.00
48	44	3	3	4	4	3	4	3	4	3	4	3	4	42	3.50
49	45	4	3	4	3	4	3	3	4	3	4	3	3	41	3.42
50	46	3	4	4	3	4	4	4	3	4	4	3	4	44	3.67
51	47	3	4	3	3	3	3	3	4	4	4	4	4	42	3.50
52	48	4	5	5	5	4	4	4	4	4	5	5	5	54	4.50
53	49	4	4	4	4	3	3	4	4	3	3	4	3	43	3.58
54	50	3	4	3	3	4	3	4	3	3	3	4	4	41	3.42
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56	52	4	4	3	4	3	3	4	4	4	4	4	3	44	3.67
57	53	4	4	4	4	4	4	4	4	4	4	4	5	49	4.08
58	54	4	4	3	4	4	4	4	4	3	3	4	3	44	3.67
59	55	3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
60	56	3	4	3	3	2	3	3	2	3	2	3	2	33	2.75
61	57	3	3	3	3	3	3	3	3	4	3	3	3	37	3.08
62	58	3	3	3	3	3	4	3	4	3	3	4	3	39	3.25
63	59	3	4	3	3	4	3	3	4	3	3	4	4	41	3.42
64	60	4	3	4	4	4	4	4	3	4	4	4	3	45	3.75
65	61	3	3	3	3	3	3	3	3	4	3	3	3	37	3.08
66	62	3	3	4	3	3	3	4	4	3	3	3	3	39	3.25
67	63	3	4	4	3	3	3	4	3	4	3	4	4	42	3.50
68	64	4	3	4	4	4	3	4	3	4	3	3	4	43	3.58
69	65	4	3	3	3	4	3	4	3	4	4	4	4	43	3.58
70	66	3	3	4	3	3	4	4	4	4	4	3	4	43	3.58
71	67	4	4	4	3	3	3	3	3	4	3	4	4	42	3.50
72	68	4	4	4	3	3	4	4	4	4	4	4	3	45	3.75
73	69	3	3	3	3	3	3	3	3	3	3	3	4	37	3.08
74	70	3	3	3	3	3	3	2	3	3	3	3	3	35	2.92

DATA PENELITIAN

Resp	Kepemimpinan (X1)																																																
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23	X1.24	X1.25	X1.26	X1.27	X1.28	X1.29	X1.30	X1.31	X1.32	X1.33	X1.34	X1.35	X1.36													
1	3	4	3	4	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3											
2	4	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5										
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4	4	4	5	4	4	5	4	4	4	4	4	5	4	4	4	4	4	5	4	4	4	4	5	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4								
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6	3	2	2	3	3	3	3	3	3	3	2	3	2	3	3	3	3	3	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2							
7	5	4	5	4	5	4	5	4	5	5	5	4	5	5	4	5	5	4	5	4	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5							
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34	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
35	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		
36	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
37	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
38	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
39	4	4	4	4	4	3	3	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
40	4	4	4	4	4	4	4	4	4	3	3	4	3	5	5	4	3	4	5	4	4	4	5	4	4	5	4	5	4	5	4	5	4	5	4	5	4	5	4	5	4	5	4	5	4	5	4	5	
41	2	3	3	3	3	3	3	2	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	
42	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
43	3	4	4	5	3	4	3	3	3	3																																							

Jumlah				SPSS				Cek				X1	X2	Y	Z	X1	X2	Y	Z	X1	X2	Y	Z
X1	X2	Z	Y	X1	X2	Z	Y	X1	X2	Z	Y	44	9	12	12	X1	X2	Y	Z	X1	X2	Y	Z
145	34	49	51	145	34	49	51	0	0	0	0	3.30	3.78	4.08	4.25	3.27	3.78	4.07	4.18	0.02	0.00	0.01	0.07
212	40	50	53	212	40	50	53	0	0	0	0	4.82	4.44	4.17	4.42	4.45	4.44	4.14	4.35	0.36	0.00	0.02	0.06
195	40	51	51	195	40	51	51	0	0	0	0	4.43	4.44	4.25	4.25	4.82	4.44	4.21	4.18	-0.39	0.00	0.04	0.07
183	34	42	45	183	34	42	45	0	0	0	0	4.16	3.78	3.50	3.75	4.18	3.78	3.57	3.76	-0.02	0.00	-0.07	-0.01
128	25	44	36	128	25	44	36	0	0	0	0	2.91	2.78	3.67	3.00	2.91	2.78	3.64	3.06	0.00	0.00	0.02	-0.06
124	32	35	43	124	32	35	43	0	0	0	0	2.82	3.56	2.92	3.58	2.82	3.56	2.93	3.53	0.00	0.00	-0.01	0.05
203	37	42	47	203	37	42	47	0	0	0	0	4.61	4.11	3.50	3.92	4.64	4.11	3.57	3.94	-0.02	0.00	-0.07	-0.02
123	27	39	33	123	27	39	33	0	0	0	0	2.80	3.00	3.25	2.75	2.82	3.00	3.21	2.82	-0.02	0.00	0.04	-0.07
192	41	42	47	192	41	42	47	0	0	0	0	4.36	4.56	3.50	3.92	4.36	4.56	3.57	3.94	0.00	0.00	-0.07	-0.02
104	26	34	34	104	26	34	34	0	0	0	0	2.36	2.89	2.83	2.83	2.36	2.89	2.86	2.88	0.00	0.00	-0.02	-0.05
189	43	43	52	189	43	43	52	0	0	0	0	4.30	4.78	3.58	4.33	4.27	4.78	3.57	4.35	0.02	0.00	0.01	-0.02
152	30	41	50	152	30	41	50	0	0	0	0	3.45	3.33	3.42	4.17	3.36	3.33	3.43	4.18	0.09	0.00	-0.01	-0.01
148	23	33	35	148	23	33	35	0	0	0	0	3.36	2.56	2.75	2.92	3.45	2.56	2.79	2.94	-0.09	0.00	-0.04	-0.02
118	28	30	34	118	28	30	34	0	0	0	0	2.68	3.11	2.50	2.83	2.73	3.11	2.57	2.76	-0.05	0.00	-0.07	0.07
120	31	36	34	120	31	36	34	0	0	0	0	2.73	3.44	3.00	2.83	2.73	3.44	3.00	2.88	0.00	0.00	0.00	-0.05
122	22	38	33	122	22	38	33	0	0	0	0	2.77	2.44	3.17	2.75	2.73	2.44	3.14	2.82	0.05	0.00	0.02	-0.07
84	19	34	34	84	19	34	34	0	0	0	0	1.91	2.11	2.83	2.83	1.91	2.11	2.86	2.82	0.00	0.00	-0.02	0.01
104	23	34	42	104	23	34	42	0	0	0	0	2.36	2.56	2.83	3.50	2.36	2.56	2.86	3.47	0.00	0.00	-0.02	0.03
181	38	43	41	181	38	43	41	0	0	0	0	4.11	4.22	3.58	3.42	4.36	4.22	3.57	3.41	-0.25	0.00	0.01	0.00
192	36	44	51	192	36	44	51	0	0	0	0	4.36	4.00	3.67	4.25	4.09	4.00	3.64	4.29	0.27	0.00	0.02	-0.04
97	23	33	29	97	23	33	29	0	0	0	0	2.20	2.56	2.75	2.42	2.18	2.56	2.79	2.41	0.02	0.00	-0.04	0.00
108	19	30	35	108	19	30	35	0	0	0	0	2.45	2.11	2.50	2.92	2.45	2.11	2.50	2.88	0.00	0.00	0.00	0.03
183	38	50	39	183	38	50	39	0	0	0	0	4.16	4.22	4.17	3.25	4.18	4.22	4.14	3.24	-0.02	0.00	0.02	0.01
141	36	46	46	141	36	46	46	0	0	0	0	3.20	4.00	3.83	3.83	3.18	4.00	3.79	3.88	0.02	0.00	0.05	-0.05
167	36	52	49	167	36	52	49	0	0	0	0	3.80	4.00	4.33	4.08	3.82	4.00	4.36	4.12	-0.02	0.00	-0.02	-0.03
88	25	28	30	88	25	28	30	0	0	0	0	2.00	2.78	2.33	2.50	2.00	2.78	2.36	2.47	0.00	0.00	-0.02	0.03
122	22	38	35	122	22	38	35	0	0	0	0	2.77	2.44	3.17	2.92	2.73	2.44	3.14	2.94	0.05	0.00	0.02	-0.02
88	21	25	29	88	21	25	29	0	0	0	0	2.00	2.33	2.08	2.42	2.00	2.33	2.07	2.35	0.00	0.00	0.01	0.06
152	33	45	36	152	33	45	36	0	0	0	0	3.45	3.67	3.75	3.00	3.45	3.67	3.79	3.00	0.00	0.00	-0.04	0.00
128	33	35	42	128	33	35	42	0	0	0	0	2.91	3.67	2.92	3.50	2.91	3.67	2.93	3.47	0.00	0.00	-0.01	0.03
147	30	32	36	147	30	32	36	0	0	0	0	3.34	3.33	2.67	3.00	3.36	3.33	2.64	3.00	-0.02	0.00	0.02	0.00
108	22	39	31	108	22	39	31	0	0	0	0	2.45	2.44	3.25	2.58	2.45	2.44	3.21	2.65	0.00	0.00	0.04	-0.06
140	28	30	31	140	28	30	31	0	0	0	0	3.18	3.11	2.50	2.58	3.18	3.11	2.57	2.59	0.00	0.00	-0.07	0.00
156	35	54	48	156	35	54	48	0	0	0	0	3.55	3.89	4.50	4.00	3.64	3.89	4.43	4.00	-0.09	0.00	0.07	0.00
135	33	46	44	135	33	46	44	0	0	0	0	3.07	3.67	3.83	3.67	3.09	3.67	3.79	3.59	-0.02	0.00	0.05	0.08
140	33	44	35	140	33	44	35	0	0	0	0	3.18	3.67	3.67	2.92	3.18	3.67	3.71	2.94	0.00	0.00	-0.05	-0.02
188	40	48	43	188	40	48	43	0	0	0	0	4.27	4.44	4.00	3.58	4.18	4.44	4.00	3.53	0.09	0.00	0.00	0.05
90	26	28	29	90	26	28	29	0	0	0	0	2.05	2.89	2.33	2.42	2.00	2.89	2.36	2.35	0.05	0.00	-0.02	0.06
159	30	44	36	159	30	44	36	0	0	0	0	3.61	3.33	3.67	3.00	3.64	3.33	3.64	3.00	-0.02	0.00	0.02	0.00
172	31	46	42	172	31	46	42	0	0	0	0	3.91	3.44	3.83	3.50	3.91	3.44	3.79	3.47	0.00	0.00	0.05	0.03
114	19	29	27	114	19	29	27	0	0	0	0	2.59	2.11	2.42	2.25	2.55	2.11	2.36	2.29	0.05	0.00	0.06	-0.04
131	33	45	39	131	33	45	39	0	0	0	0	2.98	3.67	3.75	3.25	3.00	3.67	3.71	3.24	-0.02	0.00	0.04	0.01
155	32	41	48	155	32	41	48	0	0	0	0	3.52	3.56	3.42	4.00	3.55	3.56	3.43	4.00	-0.02	0.00	-0.01	0.00
144	29	38	42	144	29	38	42	0	0	0	0	3.27	3.22	3.17	3.50	3.27	3.22	3.21	3.53	0.00	0.00	-0.05	-0.03
142	36	42	41	142	36	42	41	0	0	0	0	3.23	4.00	3.50	3.42	3.27	4.00	3.43	3.35	-0.05	0.00	0.07	0.06
177	38	45	44	177	38	45	44	0	0	0	0	4.02	4.22	3.75	3.67	4.00	4.22	3.71	3.65	0.02	0.00	0.04	0.02
135	30	45	42	135	30	45	42	0	0	0	0	3.07	3.33	3.75	3.50	3.09	3.33	3.79	3.41	-0.02	0.00	-0.04	0.09
188	35	48	54	188	35	48	54	0	0	0	0	4.27	3.89	4.00	4.50	4.27	3.89	4.00	4.47	0.00	0.00	0.00	0.03
132	32	44	43	132	32	44	43	0	0	0	0	3.00	3.56	3.67	3.58	3.00	3.56	3.64	3.59	0.00	0.00	0.02	0.00
136	29	41	41	136	29	41	41	0	0	0	0	3.09	3.22	3.42	3.42	3.09	3.22	3.43	3.41	0.00	0.00	-0.01	0.00
187	28	33	41	187	28	33	41	0	0	0	0	4.25	3.11	2.75	3.42	4.27	3.11	2.79	3.41	-0.02	0.00	-0.04	0.00
143	35	50	44	143	35	50	44	0	0	0	0	3.25	3.89	4.17	3.67	3.27	3.89	4.21	3.71	-0.02	0.00	-0.05	-0.04
158	43	48	49	158	43	48	49	0	0	0	0	3.59	4.78	4.00	4.08	3.55	4.78	4.07	4.12	0.05	0.00	-0.07	-0.03
172	35	48	44	172	35	48	44	0	0	0	0	3.91	3.89	4.00	3.67	3.91	3.89	4.00	3.65	0.00	0.00	0.00	0.02
123	27	38	36	123	27	38	36	0	0	0	0	2.80	3.00	3.17	3.00	2.82	3.00	3.14	3.06	-0.02	0.00	0.02	-0.06
74	18	30	33	74	18	30	33	0	0	0	0	1.68	2.00	2.50	2.75	1.64	2.00	2.57	2.82	0.05	0.00	-0.07	-0.07
166	27	35	37	166	27	35	37	0	0	0	0	3.77	3.00	2.92	3.08	3.73	3.00	2.93	3.12	0.05	0.00	-0.01	-0.03
123	30	36	39	123	30	36	39	0	0	0	0	2.80	3.33	3.00	3.25	2.73	3.33	3.07	3.24	0.07	0.00	-0.07	0.01
118	23	36	41	118	23	36	41	0	0	0	0	2.68	2.56	3.00	3.42	2.73	2.56	3.00	3.47	-0.05	0.00	0.00	-0.05
135	32	42	45	135	32	42	45	0	0	0	0	3.07	3.56	3.50	3.75	3.09	3.56	3.50	3.76	-0.02	0.00	0.00	-0.01
149	31	38	37	149	31	38	37	0	0	0	0	3.39	3.44	3.17	3.08	3.36	3.44	3.14	3.12	0.02	0.00	0.02	-0.03
155	28	42	39	155	28	42	39	0	0	0	0	3.52	3.11	3.50	3.25	3.55	3.11	3.50	3.24	-0.0			

Indikator		STS	TS	RR	S	SS	Mean
X1.1	Frekue	0	11	34	22	3	3.24
	Perser	0.0	15.7	48.6	31.4	4.3	
X1.2	Frekue	1	15	25	26	3	3.21
	Perser	1.4	21.4	35.7	37.1	4.3	
X1.3	Frekue	1	10	31	22	6	3.31
	Perser	1.4	14.3	44.3	31.4	8.6	
X1.4	Frekue	2	6	35	21	6	3.33
	Perser	2.9	8.6	50.0	30.0	8.6	
X1.5	Frekue	2	10	28	26	4	3.29
	Perser	2.9	14.3	40.0	37.1	5.7	
X1.6	Frekue	0	11	31	22	6	3.33
	Perser	0.0	15.7	44.3	31.4	8.6	
X1.7	Frekue	2	11	30	20	7	3.27
	Perser	2.9	15.7	42.9	28.6	10.0	
X1.8	Frekue	2	10	34	17	7	3.24
	Perser	2.9	14.3	48.6	24.3	10.0	
X1.10	Frekue	1	7	35	24	3	3.30
	Perser	1.4	10.0	50.0	34.3	4.3	
X1.11	Frekue	4	7	36	15	8	3.23
	Perser	5.7	10.0	51.4	21.4	11.4	
X1.12	Frekue	0	11	31	26	2	3.27
	Perser	0.0	15.7	44.3	37.1	2.9	
X1.13	Frekue	3	10	30	18	9	3.29
	Perser	4.3	14.3	42.9	25.7	12.9	
X1.14	Frekue	3	8	32	20	7	3.29
	Perser	4.3	11.4	45.7	28.6	10.0	
X1.15	Frekue	0	11	39	16	4	3.19
	Perser	0.0	15.7	55.7	22.9	5.7	
X1.16	Frekue	4	3	40	15	8	3.29
	Perser	5.7	4.3	57.1	21.4	11.4	
X1.17	Frekue	2	13	27	19	9	3.29
	Perser	2.9	18.6	38.6	27.1	12.9	
X1.19	Frekue	2	9	33	20	6	3.27
	Perser	2.9	12.9	47.1	28.6	8.6	
X1.20	Frekue	2	10	35	16	7	3.23
	Perser	2.9	14.3	50.0	22.9	10.0	
X1.21	Frekue	3	10	32	14	11	3.29
	Perser	4.3	14.3	45.7	20.0	15.7	
X1.22	Frekue	2	14	26	23	5	3.21
	Perser	2.9	20.0	37.1	32.9	7.1	
X1.23	Frekue	2	12	31	19	6	3.21
	Perser	2.9	17.1	44.3	27.1	8.6	
X1.24	Frekue	4	10	29	19	8	3.24
	Perser	5.7	14.3	41.4	27.1	11.4	
X1.25	Frekue	2	12	31	20	5	3.20
	Perser	2.9	17.1	44.3	28.6	7.1	
X1.26	Frekue	2	16	23	21	8	3.24
	Perser	2.9	22.9	32.9	30.0	11.4	
X1.27	Frekue	1	13	28	22	6	3.27
	Perser	1.4	18.6	40.0	31.4	8.6	
X1.28	Frekue	2	10	32	19	7	3.27
	Perser	2.9	14.3	45.7	27.1	10.0	
X1.29	Frekue	2	11	29	21	7	3.29
	Perser	2.9	15.7	41.4	30.0	10.0	
X1.31	Frekue	1	14	27	23	5	3.24
	Perser	1.4	20.0	38.6	32.9	7.1	
X1.32	Frekue	4	11	27	23	5	3.20
	Perser	5.7	15.7	38.6	32.9	7.1	
X1.33	Frekue	0	15	28	20	7	3.27
	Perser	0.0	21.4	40.0	28.6	10.0	
X1.34	Frekue	0	5	34	29	2	3.40
	Perser	0.0	7.1	48.6	41.4	2.9	
X1.35	Frekue	1	13	30	18	8	3.27
	Perser	1.4	18.6	42.9	25.7	11.4	
X1.36	Frekue	0	15	23	26	6	3.33
	Perser	0.0	21.4	32.9	37.1	8.6	
X1.37	Frekue	1	13	26	27	3	3.26
	Perser	1.4	18.6	37.1	38.6	4.3	
X1.38	Frekue	1	10	27	28	4	3.34
	Perser	1.4	14.3	38.6	40.0	5.7	
X1.39	Frekue	0	15	21	30	4	3.33
	Perser	0.0	21.4	30.0	42.9	5.7	
X1.40	Frekue	1	13	30	22	4	3.21
	Perser	1.4	18.6	42.9	31.4	5.7	
X1.41	Frekue	1	11	34	21	3	3.20
	Perser	1.4	15.7	48.6	30.0	4.3	
X1.42	Frekue	0	14	29	21	6	3.27
	Perser	0.0	20.0	41.4	30.0	8.6	
X1.43	Frekue	1	16	26	22	5	3.20
	Perser	1.4	22.9	37.1	31.4	7.1	
X1.45	Frekue	1	16	26	23	4	3.19
	Perser	1.4	22.9	37.1	32.9	5.7	
X1.46	Frekue	1	12	31	24	2	3.20
	Perser	1.4	17.1	44.3	34.3	2.9	
X1.47	Frekue	0	17	29	20	4	3.16
	Perser	0.0	24.3	41.4	28.6	5.7	
X1.48	Frekue	2	15	27	22	4	3.16
	Perser	2.9	21.4	38.6	31.4	5.7	
X1	Frekue	66	506	1322	942	244	3.26
	Perser	2.1	16.4	42.9	30.6	7.9	

Indikator		STS	TS	RR	S	SS	Mean
X2.1	Frekue	0	12	27	27	4	3.33
	Persen	0.0	17.1	38.6	38.6	5.7	
X2.2	Frekue	0	5	34	29	2	3.40
	Persen	0.0	7.1	48.6	41.4	2.9	
X2.3	Frekue	0	6	32	24	8	3.49
	Persen	0.0	8.6	45.7	34.3	11.4	
X2.4	Frekue	0	7	29	29	5	3.46
	Persen	0.0	10.0	41.4	41.4	7.1	
X2.5	Frekue	0	8	25	30	7	3.51
	Persen	0.0	11.4	35.7	42.9	10.0	
X2.6	Frekue	0	7	31	27	5	3.43
	Persen	0.0	10.0	44.3	38.6	7.1	
X2.7	Frekue	0	10	25	29	6	3.44
	Persen	0.0	14.3	35.7	41.4	8.6	
X2.8	Frekue	0	10	30	23	7	3.39
	Persen	0.0	14.3	42.9	32.9	10.0	
X2.9	Frekue	1	15	24	26	4	3.24
	Persen	1.4	21.4	34.3	37.1	5.7	
X2	Frekue	1	80	257	244	48	3.41
	Persen	0.2	12.7	40.8	38.7	7.6	

	Indikator	STS	TS	RR	S	SS	Mean		Indikator	STS	TS	RR	S	SS	Mean
Y.1	Frekue	0	1	47	22	0	3.30	Z.1	Frekue	0	0	45	23	2	3.39
	Persen	0.0	1.4	67.1	31.4	0.0			Persen	0.0	0.0	64.3	32.9	2.9	
Y.2	Frekue	0	3	42	21	4	3.37	Z.2	Frekue	0	2	41	23	4	3.41
	Persen	0.0	4.3	60.0	30.0	5.7			Persen	0.0	2.9	58.6	32.9	5.7	
Y.3	Frekue	0	6	33	29	2	3.39	Z.3	Frekue	0	5	32	31	2	3.43
	Persen	0.0	8.6	47.1	41.4	2.9			Persen	0.0	7.1	45.7	44.3	2.9	
Y.4	Frekue	0	4	36	29	1	3.39	Z.4	Frekue	0	2	44	19	5	3.39
	Persen	0.0	5.7	51.4	41.4	1.4			Persen	0.0	2.9	62.9	27.1	7.1	
Y.5	Frekue	0	5	36	29	0	3.34	Z.5	Frekue	0	6	33	30	1	3.37
	Persen	0.0	7.1	51.4	41.4	0.0			Persen	0.0	8.6	47.1	42.9	1.4	
Y.6	Frekue	0	7	33	29	1	3.34	Z.6	Frekue	0	5	39	23	3	3.34
	Persen	0.0	10.0	47.1	41.4	1.4			Persen	0.0	7.1	55.7	32.9	4.3	
Y.7	Frekue	0	12	26	30	2	3.31	Z.7	Frekue	0	5	31	33	1	3.43
	Persen	0.0	17.1	37.1	42.9	2.9			Persen	0.0	7.1	44.3	47.1	1.4	
Y.8	Frekue	0	12	27	28	3	3.31	Z.8	Frekue	0	7	35	26	2	3.33
	Persen	0.0	17.1	38.6	40.0	4.3			Persen	0.0	10.0	50.0	37.1	2.9	
Y.9	Frekue	0	12	24	30	4	3.37	Z.9	Frekue	0	11	25	34	0	3.33
	Persen	0.0	17.1	34.3	42.9	5.7			Persen	0.0	15.7	35.7	48.6	0.0	
Y.10	Frekue	0	14	25	30	1	3.26	Z.10	Frekue	0	8	38	20	4	3.29
	Persen	0.0	20.0	35.7	42.9	1.4			Persen	0.0	11.4	54.3	28.6	5.7	
Y.11	Frekue	0	8	34	26	2	3.31	Z.11	Frekue	0	8	29	31	2	3.39
	Persen	0.0	11.4	48.6	37.1	2.9			Persen	0.0	11.4	41.4	44.3	2.9	
Y.12	Frekue	0	7	37	24	2	3.30	Z.12	Frekue	0	11	29	28	2	3.30
	Persen	0.0	10.0	52.9	34.3	2.9			Persen	0.0	15.7	41.4	40.0	2.9	
Y	Frekue	0	91	400	327	22	3.33	Z	Frekue	0	70	421	321	28	3.37
	Persen	0.0	10.8	47.6	38.9	2.6			Persen	0.0	8.3	50.1	38.2	3.3	

HASIL ANALISIS DESKRIPTIF

Statistics

		X1	X2	Z	Y
N	Valid	70	70	70	70
	Missing	0	0	0	0
Mean		3,2567	3,4094	3,3336	3,3656
Std. Error of Mean		,08675	,08241	,06777	,06493
Median		3,2150	3,3850	3,4200	3,4200
Mode		3,07	3,33	3,50	3,50
Std. Deviation		,72580	,68948	,56701	,54325
Variance		,527	,475	,321	,295
Range		3,14	2,78	2,42	2,25
Minimum		1,68	2,00	2,08	2,25
Maximum		4,82	4,78	4,50	4,50
Sum		227,97	238,66	233,35	235,59

HASIL REGRESI LINBEAR BERGANDA

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Z

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,716 ^a	,513	,498	,40175

a. Predictors: (Constant), X2, X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11,369	2	5,685	35,222	,000 ^a
	Residual	10,814	67	,161		
	Total	22,183	69			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Z

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,260	,256		4,932	,000
	X1	,352	,090	,451	3,918	,000
	X2	,271	,095	,330	2,867	,006

a. Dependent Variable: Z

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Z, X2, X1 ^a	.	Enter

- a. All requested variables entered.
 b. Dependent Variable: Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,806 ^a	,650	,634	,32846

- a. Predictors: (Constant), Z, X2, X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13,243	3	4,414	40,916	,000 ^a
	Residual	7,121	66	,108		
	Total	20,364	69			

- a. Predictors: (Constant), Z, X2, X1
 b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,781	,244		3,202	,002
	X1	,187	,082	,250	2,295	,025
	X2	,240	,082	,304	2,924	,005
	Z	,347	,100	,362	3,476	,001

- a. Dependent Variable: Y

HASIL ANALISIS JALUR

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X2, X1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	1,260	,256		4,932	,000			
	X1	,352	,090	,451	3,918	,000	,673	,432	,334
	X2	,271	,095	,330	2,867	,006	,633	,331	,245

a. Dependent Variable: Y

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Z, X2, X1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Z

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	,781	,244		3,202	,002			
	X1	,187	,082	,250	2,295	,025	,698	,272	,167
	X2	,240	,082	,304	2,924	,005	,702	,339	,213
	Y	,347	,100	,362	3,476	,001	,723	,393	,253

a. Dependent Variable: Z

$p_1 = 0,451$	$p_1^2 = 0,204$	$Sp_1 = 0,090$	$Sp_1^2 = 0,008$
$p_2 = 0,330$	$p_2^2 = 0,109$	$Sp_2 = 0,095$	$Sp_2^2 = 0,009$
$p_3 = 0,250$	$p_3^2 = 0,063$	$Sp_3 = 0,082$	$Sp_3^2 = 0,007$
$p_4 = 0,304$	$p_4^2 = 0,093$	$Sp_4 = 0,082$	$Sp_4^2 = 0,007$
$p_5 = 0,362$	$p_5^2 = 0,131$	$Sp_5 = 0,100$	$Sp_5^2 = 0,010$

$p_1.p_5 = 0,163$
 $Sp_1.p_5 = 0,056$

t = 2,902

$p_2.p_5 = 0,120$
 $Sp_2.p_5 = 0,049$

t = 2,466

$(p_5)^2 \cdot (Sp_1)^2$	0,0011
$(p_1)^2 \cdot (Sp_5)^2$	0,0020
$(Sp_1)^2 \cdot (Sp_5)^2$	0,0001

$(p_5)^2 \cdot (Sp_2)^2$	0,0012
$(p_2)^2 \cdot (Sp_5)^2$	0,0011
$(Sp_2)^2 \cdot (Sp_5)^2$	0,0001

$p_3 + (p_1 \times p_5)$	0,413
$p_4 + (p_2 \times p_5)$	0,424

R_1^2	0,513
R_2^2	0,65

ϵ_1	0,698
ϵ_2	0,628

k = jumlah variabel bebas = 2

N = jumlah observasi

70

dL	1,554		
dU	1,672		
0 - dL	==>	0	1,554 dL
dL - dU	==>	1,554	1,672 dU
dU - (4-dU)	==>	1,672	2,328
(4-dU) - (4-dL)	==>	2,328	2,446
(4-dL) - 4	==>	2,446	4

Tidak terjadi autokorelasi

k = jumlah variabel bebas = 3

N = jumlah observasi

70

dL	1,525		
dU	1,703		
0 - dL	==>	0	1,525 dL
dL - dU	==>	1,525	1,703 dU
dU - (4-dU)	==>	1,703	2,297
(4-dU) - (4-dL)	==>	2,297	2,475
(4-dL) - 4	==>	2,475	4

Tidak terjadi autokorelasi