

LAMPIRAN 1

Kepada Yth :Bapak/Ibu/Saudara
ASN PERUMDA Pasar Jaya Pasar Induk Kramat Djati
Di Jakarta Timur

Dengan hormat,
Yang bertanda tangan dibawah ini:

Kepada Yth: Bapak/Ibu/Saudara ASN PERUMDA Pasar Jaya Pasar Induk
Kramat Djati

Di Jakarta Timur

Nama : Iko Risdiansah
NIM : 20161020032
Asal Instansi : Universitas Muhammadiyah Yogyakarta

Saya adalah mahasiswa ijin belajar pada Program Pascasarjana Magister Manajemen Universitas Muhammadiyah Yogyakarta (UMY) yang sedang melaksanakan penelitian akhir. Dalam penelitian akhir tersebut saya akan menulis tesis yang berkaitan dengan factor yang mempengaruhi kinerja karyawan.ASN PERUMDA Pasar Jaya Pasar Induk Kramat Djati.

Berkaitan dengan hal tersebut, saya mohon bantuan bapak/ibu/saudara untuk dapat berpartisipasi sebagai responden serta berkenan menjawab pertanyaan-pertanyaan yang terlampir dengan sejujur-jujurnya dan dengan lengkap. Jawaban yang objektif akan sangat membantu dalam penelitian ini.

Semua jawaban bapak/ibu/saudara adalah bersifat rahasia dan akan selalu dijaga kerahasiaannya serta tidak akan mempengaruhi penilaian kinerja bapak/ibu/saudara. Jawaban kuisisioner hanya akan digunakan semata-mata untuk kepentingan penyelesaian tesis dan studi saya.

Atas kesediaan dan partisipasi bapak/ibu/saudara untuk mengisi dan mengembalikan kuisisioner ini, saya mengucapkan banyak terima kasih

Hormat saya

Iko Risdiansah

PETUNJUK PENGISIAN DATA RESPONDEN

1. BERIKAN JAWABAN SINGKAT PADA BAGIAN YANG MEMBUTUHKAN JAWABAN TERTULIS.
2. BERIKANLAH TANDA SILANG (X) PADA JAWABAN YANG BAPAK/IBU/SAUDARA ANGGAP PALING SESUAI SEP

KODE(di isi oleh
KUISIONER :	<i>peneliti)</i>
Nama Responden	
Jenis Kelamin	1. Laki-laki 2. Perempuan
Perkawinan	1. Menikah 2. Belum menikah 3. Pernah Menikah
Usia	
SKPD	
Unit Kerja	
Jabatan	
Pangkat/ Golongan	
Pendidikan terakhir	
Masa Kerja	

*note : jika masa kerja anda < 1 tahun mohon untuk tidak melanjutkan kuisisioner ini

Petunjuk Pengisian Kuesioner :

- Saudara/i diminta untuk menjawab pertanyaan dengan **singkat** sesuai yang ada di **pikiran anda**.
- Saudara/i diminta untuk memberikan tanda silang (x) pada salah satu skala 1 sampai 5 yang tersedia pada kolom di samping pernyataan untuk menentukan seberapa setuju Saudara/i mengenai hal-hal tersebut.
- Jika menurut Saudara/i tidak ada jawaban yang tepat, maka jawaban dapat diberikan pada pilihan yang paling mendekati.

- Masing-masing angka menunjukkan persetujuan terhadap nilai yang terdapat pada kolom yang bersangkutan, diantaranya :
 - Sangat Tidak Setuju = STS
 - Tidak Setuju = TS
 - Netral = N
 - Setuju =S
 - Sangat Setuju = SS

No.	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1.	Pemimpin memberikan contoh kepada pegawai					
2.	Saya Percaya terhadap pemimpin					
3.	Pemimpin menjalankan tanggung jawab sesuai regulasi perusahaan					
4.	Pemimpin memberikan kesempatan kepada saya untuk berimprovisasi dalam bekerja					
5.	Pemimpin memberikan kesempatan kepada saya untuk menyampaikan ide baru					
6.	Pemimpin memberikan kesempatan kepada saya untuk berpikir kreatif					
7.	Pemimpin memberikan pekerjaan yang menarik bagi saya					
8.	Pemimpin memberikan kesempatan kepada saya untuk mengembangkan diri					
9.	Pemimpin terlibat aktif dalam kegiatan operasional bersama pegawai					
10.	Saya termotivasi untuk meningkatkan karir					
11.	Saya termotivasi dengan pekerjaan yang menantang					
12.	Bekerja di institusi ini merupakan bentuk pengembangan diri saya					
13.	Saya merasa puas apabila tanggung jawab yang diberikan kepada saya dapat terselesaikan					
14.	Hasil kerja saya sesuai dengan standar kualitas institusi					
15.	Jumlah pekerjaan yang saya hasilkan sesuai dengan target perusahaan					

No.	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
16.	Saya menyelesaikan pekerjaan tepat waktu					
17.	Saya melakukan pekerjaan sesuai perintah					
18.	Saya melakukan pekerjaan tanpa harus di awasi					
19.	Saya mampu menjalin hubungan baik dengan pemimpin					
20.	Saya mampu menjalin hubungan baik dengan rekan kerja					

LAMPIRAN 2

Analisis Deskriptif Responden

			Usia					Total
			21-30th	31-40th	41-50th	51-60th	61-70th	
Jenis Kelamin	Laki-laki	Count	25	48	29	19	1	122
		% of Total	19,7%	37,8%	22,8%	15%	0,8%	96,1%
	Perempuan	Count	2	0	2	1	0	5
		% of Total	1,6%	0%	1,6%	0,8%	0%	3,9%
Total		Count	27	48	31	20	1	127
		% of Total	21,3%	37,8%	24,4%	15,7%	0,8%	100%

			Jenis Kelamin		Total
			Laki-laki	Perempuan	
Jabatan	Asmen Keu, & Adm	Count	1	0	1
		% of Total	0,8%	0%	0,8%
	Asmen Ush & Pengembangan	Count	1	0	1
		% of Total	0,8%	0%	0,8%
	Asmen Teknik	Count	1	0	1
		% of Total	0,8%	0%	0,8%
	Staf Keu & Adm	Count	15	2	17
		% of Total	11,8%	1,6%	13,4%
	Keamanan	Count	27	2	29
		% of Total	21,3%	1,6%	22,8%
	Kebersihan	Count	63	0	63
		% of Total	49,6%	0%	49,6%
	Driver	Count	2	0	2
		% of Total	1,6%	0%	1,6%
	Kasir	Count	0	1	1
		% of Total	0%	0,8%	0,8%
Staf Teknik	Count	5	0	5	

		% of Total	3,9%	0%	3,9%
	Staf Ush & Pengembangan	Count	7	0	7
		% of Total	5,5%	0%	5,5%
Total		Count	122	5	127
		% of Total	96,1%	3,9%	100%

		Usia					Total	
		21-30th	31-40th	41-50th	51-60th	61-70th		
Jabatan	Asmen Keu, & Adm	Count	0	1	0	0	0	1
		% of Total	0%	0,8%	0%	0%	0%	0,8%
	Asmen Ush & Pengembangan	Count	0	1	0	0	0	1
		% of Total	0%	0,8%	0%	0%	0%	0,8%
	Asmen Teknik	Count	0	0	0	1	0	1
		% of Total	0%	0%	0%	0,8%	0%	0,8%
	Staf Keu & Adm	Count	3	2	5	7	0	17
		% of Total	2,4%	1,6%	3,9%	5,5%	0%	13,4%
	Keamanan	Count	7	12	9	1	0	29
		% of Total	5,5%	9,4%	7,1%	0,8%	0%	22,8%
	Kebersihan	Count	11	28	15	8	1	63
		% of Total	8,7%	22%	11,8%	6,3%	0,8%	49,6%
	Driver	Count	1	0	0	1	0	2
		% of Total	0,8%	0%	0%	0,8%	0%	1,6%
	Kasir	Count	1	0	0	0	0	1
		% of Total	0,8%	0%	0%	0%	0%	0,8%
	Staf Teknik	Count	0	3	2	0	0	5
		% of Total	0%	2,4%	1,6%	0%	0%	3,9%
	Staf Ush & Pengembangan	Count	4	1	0	2	0	7
		% of Total	3,1%	0,8%	0%	1,6%	0%	5,5%
Total	Count	27	48	31	20	1	127	
	% of Total	21,3%	37,8%	24,4%	15,7%	0,8%	100%	

			Pendidikan Terakhir					Total
			SD	SMP	SMA	D3	S1	
Jabatan	Asmen Keu, & Adm	Count	0	0	0	1	0	1
		% of Total	0%	0%	0%	0,8%	0%	0,8%
	Asmen Ush & Pengembangan	Count	0	0	0	0	1	1
		% of Total	0%	0%	0%	0%	0,8%	0,8%
	Asmen Teknik	Count	0	0	0	0	1	1
		% of Total	0%	0%	0%	0%	0,8%	0,8%
	Staf Keu & Adm	Count	0	0	11	0	6	17
		% of Total	0%	0%	8,7%	0%	4,7%	13,4%
	Keamanan	Count	0	4	25	0	0	29
		% of Total	0%	3,1%	19,7%	0%	0%	22,8%
	Kebersihan	Count	19	31	13	0	0	63
		% of Total	15%	24,4%	10,2%	0%	0%	49,6%
	Driver	Count	1	0	1	0	0	2
		% of Total	0,8%	0%	0,8%	0%	0%	1,6%
	Kasir	Count	0	0	0	0	1	1
		% of Total	0%	0%	0%	0%	0,8%	0,8%
	Staf Teknik	Count	0	0	4	0	1	5
		% of Total	0%	0%	3,1%	0%	0,8%	3,9%
	Staf Ush & Pengembangan	Count	0	0	2	0	5	7
		% of Total	0%	0%	1,6%	0%	3,9%	5,5%
Total		Count	20	35	56	1	15	127
		% of Total	15,7%	27,6%	44,1%	0,8%	11,8%	100%

LAMPIRAN 3

Analisis Deskriptif Variabel Penelitian

Transformational Leadership

TL1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	.8	.8	.8
3	1	.8	.8	1.6
Valid 4	74	58.3	58.3	59.8
5	51	40.2	40.2	100.0
Total	127	100.0	100.0	

TL2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1.6	1.6	1.6
3	2	1.6	1.6	3.1
Valid 4	85	66.9	66.9	70.1
5	38	29.9	29.9	100.0
Total	127	100.0	100.0	

TL3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1.6	1.6	1.6
3	1	.8	.8	2.4
Valid 4	86	67.7	67.7	70.1
5	38	29.9	29.9	100.0
Total	127	100.0	100.0	

TL4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1.6	1.6	1.6
3	3	2.4	2.4	3.9
Valid 4	89	70.1	70.1	74.0
5	33	26.0	26.0	100.0
Total	127	100.0	100.0	

TL5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1.6	1.6	1.6
3	3	2.4	2.4	3.9
Valid 4	86	67.7	67.7	71.7
5	36	28.3	28.3	100.0
Total	127	100.0	100.0	

TL6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1.6	1.6	1.6
3	1	.8	.8	2.4
Valid 4	91	71.7	71.7	74.0
5	33	26.0	26.0	100.0
Total	127	100.0	100.0	

TL7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	2.4	2.4	2.4
3	4	3.1	3.1	5.5
Valid 4	97	76.4	76.4	81.9
5	23	18.1	18.1	100.0
Total	127	100.0	100.0	

TL8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	.8	.8	.8
3	1	.8	.8	1.6
Valid 4	86	67.7	67.7	69.3
5	39	30.7	30.7	100.0
Total	127	100.0	100.0	

TL9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	1.6	1.6	1.6
3	1	.8	.8	2.4
Valid 4	77	60.6	60.6	63.0
5	47	37.0	37.0	100.0
Total	127	100.0	100.0	

*Intrinsic Motivation***M1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	.8	.8	.8
3	2	1.6	1.6	2.4
Valid 4	77	60.6	60.6	63.0
5	47	37.0	37.0	100.0
Total	127	100.0	100.0	

M2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	4.7	4.7	4.7
Valid 4	92	72.4	72.4	77.2
5	29	22.8	22.8	100.0
Total	127	100.0	100.0	

M3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.8	.8	.8
3	3	2.4	2.4	3.1
4	90	70.9	70.9	74.0
5	33	26.0	26.0	100.0
Total	127	100.0	100.0	

M4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	80	63.0	63.0	63.0
5	47	37.0	37.0	100.0
Total	127	100.0	100.0	

Employee Performance**EP1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	2.4	2.4	2.4
4	95	74.8	74.8	77.2
5	29	22.8	22.8	100.0
Total	127	100.0	100.0	

EP2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	2.4	2.4	2.4
4	100	78.7	78.7	81.1
5	24	18.9	18.9	100.0
Total	127	100.0	100.0	

EP3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	2.4	2.4	2.4
4	95	74.8	74.8	77.2
5	29	22.8	22.8	100.0
Total	127	100.0	100.0	

EP4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	.8	.8	.8
4	90	70.9	70.9	71.7
5	36	28.3	28.3	100.0
Total	127	100.0	100.0	

EP5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.8	.8	.8
3	3	2.4	2.4	3.1
4	80	63.0	63.0	66.1
5	43	33.9	33.9	100.0
Total	127	100.0	100.0	

EP6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4	90	70.9	70.9	70.9
5	37	29.1	29.1	100.0
Total	127	100.0	100.0	

EP7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	.8	.8	.8
4	72	56.7	56.7	57.5
5	54	42.5	42.5	100.0
Total	127	100.0	100.0	

LAMPIRAN 4**UJI CFA & UJI CR***Transformational Leadership*

	Estimate
TL1 <--- Transformational_Leadership	.468
TL2 <--- Transformational_Leadership	.723
TL3 <--- Transformational_Leadership	.765
TL4 <--- Transformational_Leadership	.694
TL5 <--- Transformational_Leadership	.737
TL6 <--- Transformational_Leadership	.699
TL7 <--- Transformational_Leadership	.645
TL8 <--- Transformational_Leadership	.664
TL9 <--- Transformational_Leadership	.702

	Estimate
TL2 <--- Transformational_Leadership	.697
TL3 <--- Transformational_Leadership	.757
TL4 <--- Transformational_Leadership	.704
TL5 <--- Transformational_Leadership	.760
TL6 <--- Transformational_Leadership	.723
TL7 <--- Transformational_Leadership	.659
TL8 <--- Transformational_Leadership	.650
TL9 <--- Transformational_Leadership	.682

Intrinsic Motivation

	Estimate
M1 <--- Intrinsic Motivation	.593
M2 <--- Intrinsic Motivation	.662
M3 <--- Intrinsic Motivation	.518
M4 <--- Intrinsic Motivation	.193

	Estimate
M1 <--- Intrinsic Motivation	0,593
M2 <--- Intrinsic Motivation	0,670
M3 <--- Intrinsic Motivation	0,519

Employee Performance

	Estimate
EP1 <--- Employee_Performance	0.560
EP2 <--- Employee_Performance	0.626
EP3 <--- Employee_Performance	0.537
EP4 <--- Employee_Performance	0.616
EP5 <--- Employee_Performance	0.546
EP6 <--- Employee_Performance	0.621
EP7 <--- Employee_Performance	0.522

Variabel	Indikator	Standar Loading	Standar Loading ²	Measurement Error	CR	VE
Transformational Leadership	TL2	0.697	0.485	0.514	0.887	0.547
	TL3	0.757	0.573	0.426		
	TL4	0.704	0.495	0.504		
	TL5	0.76	0.577	0.4224		
	TL6	0.723	0.522	0.477		
	TL7	0.659	0.434	0.565		
	TL8	0.65	0.422	0.577		
	TL9	0.682	0.465	0.534		
	Intrinsic Motivation	M1	0.593	0.351		
M2		0.670	0.448	0.551		
M3		0.519	0.302	0.698		
Employee Performance	EP1	0.56	0.313	0.686	0.776	0.503
	EP2	0.626	0.391	0.608		
	EP3	0.537	0.288	0.711		
	EP4	0.616	0.379	0.620		
	EP5	0.546	0.298	0.701		
	EP6	0.621	0.385	0.614		
	EP7	0.522	0.272	0.727		

LAMPIRAN 5

UJI OUTLIERS, NORMALITAS, GOODNESS OF FIT

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

Observation number	Mahalanobis d-squared	p1	p2
18	62.621	.000	.000
71	56.059	.000	.000
121	49.805	.000	.000
48	49.012	.000	.000
17	48.606	.000	.000
11	46.091	.000	.000
64	42.177	.001	.000
19	41.188	.001	.000
65	40.386	.002	.000
78	39.662	.002	.000
69	37.442	.005	.000
21	36.556	.006	.000
66	35.934	.007	.000
68	35.846	.007	.000
4	34.338	.011	.000
6	34.260	.012	.000
63	33.960	.013	.000
8	33.305	.015	.000
2	33.108	.016	.000
38	33.105	.016	.000
42	32.566	.019	.000
31	30.686	.031	.000
16	30.659	.032	.000
3	30.320	.034	.000
12	30.227	.035	.000
26	29.984	.038	.000
20	29.867	.039	.000
10	29.089	.047	.000
37	28.875	.050	.000
1	28.724	.052	.000
114	28.049	.061	.000
53	27.858	.064	.000

Observation number	Mahalanobis d-squared	p1	p2
52	26.329	.092	.000
45	25.784	.105	.000
15	25.680	.107	.000
30	25.558	.110	.000
51	25.030	.124	.000
80	24.583	.137	.000
5	24.437	.141	.000
14	23.737	.164	.000
43	23.308	.179	.000
74	22.609	.206	.001
36	22.484	.211	.001
25	22.241	.221	.001
62	22.173	.224	.001
22	22.054	.230	.001
7	22.046	.230	.000
50	21.418	.259	.002
81	21.369	.261	.001
9	21.195	.270	.002
27	21.174	.271	.001
86	20.543	.303	.007
96	20.171	.323	.016
105	20.165	.324	.010
28	20.142	.325	.007
29	20.142	.325	.004
40	20.125	.326	.003
41	20.014	.332	.002
89	19.953	.335	.002
60	19.831	.342	.002
79	19.432	.366	.005
44	18.519	.422	.078
76	18.014	.455	.198
49	17.797	.469	.242
13	17.753	.472	.209
75	17.514	.488	.266
77	17.514	.488	.211
85	16.924	.528	.472
32	16.743	.541	.514
33	16.639	.548	.509
98	16.573	.553	.479

Observation number	Mahalanobis d-squared	p1	p2
39	16.390	.565	.523
88	16.282	.573	.520
90	16.282	.573	.449
102	15.006	.662	.961
104	15.006	.662	.943
54	14.837	.673	.954
61	14.837	.673	.933
72	14.698	.683	.939
73	14.698	.683	.913
94	14.661	.685	.892
124	14.407	.702	.930
83	11.205	.885	1.000
84	10.774	.904	1.000
118	10.583	.911	1.000
57	10.457	.916	1.000
35	7.345	.987	1.000
55	5.037	.999	1.000
101	5.037	.999	1.000
34	4.947	.999	1.000
47	4.947	.999	1.000
117	4.947	.999	1.000
126	4.947	.999	1.000
23	1.194	1.000	1.000
24	1.194	1.000	1.000
46	1.194	1.000	1.000
56	1.194	1.000	1.000
58	1.194	1.000	1.000
59	1.194	1.000	1.000
67	1.194	1.000	1.000

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
EP7	3.000	5.000	.156	.716	-1.538	-3.539
EP6	4.000	5.000	.918	4.226	-1.156	-2.660
EP5	2.000	5.000	-.285	-1.312	1.043	2.399
EP4	3.000	5.000	.766	3.525	-.780	-1.794
EP3	3.000	5.000	.697	3.208	.228	.524
EP2	3.000	5.000	.865	3.977	.959	2.206
EP1	3.000	5.000	.697	3.208	.228	.524
M3	2.000	5.000	-.099	-.457	1.813	4.170
M2	3.000	5.000	.362	1.663	.315	.724
M1	2.000	5.000	-.330	-1.517	.982	2.260
TL9	2.000	5.000	-.675	-3.106	2.193	5.044
TL8	2.000	5.000	-.094	-.431	1.530	3.519
TL7	2.000	5.000	-.814	-3.746	4.112	9.458
TL6	2.000	5.000	-.476	-2.190	3.257	7.492
TL5	2.000	5.000	-.535	-2.460	2.386	5.488
TL4	2.000	5.000	-.508	-2.337	2.682	6.170
TL3	2.000	5.000	-.529	-2.434	2.718	6.252
TL2	2.000	5.000	-.546	-2.510	2.462	5.663
Multivariate					169.827	35.663

LAMPIRAN 6

UJI OUTLIERS, NORMALITAS, GOODNESS OF FIT 121 RESPONDEN

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

Observation number	Mahalanobis d-squared	p1	p2
61	43.040	.001	.091
73	42.667	.001	.005
62	41.888	.001	.000
64	41.578	.001	.000
60	41.474	.001	.000
16	41.057	.001	.000
18	40.445	.002	.000
8	38.819	.003	.000
65	38.547	.003	.000
23	35.101	.009	.000
6	35.077	.009	.000
39	34.839	.010	.000
48	34.810	.010	.000
35	34.525	.011	.000
2	34.510	.011	.000
11	33.762	.013	.000
59	33.676	.014	.000
4	33.267	.015	.000
1	33.218	.016	.000
17	32.862	.017	.000
15	32.730	.018	.000
10	31.604	.024	.000
3	31.577	.025	.000
28	31.022	.029	.000
34	30.343	.034	.000
14	28.624	.053	.000
84	28.430	.056	.000
69	28.389	.056	.000
100	28.380	.057	.000
109	27.902	.064	.000
76	27.546	.069	.000

Observation number	Mahalanobis d-squared	p1	p2
42	27.249	.074	.000
49	27.178	.076	.000
47	27.046	.078	.000
46	27.028	.078	.000
75	26.295	.093	.000
5	26.085	.098	.000
13	26.003	.100	.000
27	25.246	.118	.000
24	25.160	.121	.000
22	25.019	.124	.000
56	24.518	.139	.000
58	23.661	.166	.000
40	23.204	.183	.000
37	23.176	.184	.000
9	22.973	.192	.000
7	22.966	.192	.000
19	22.834	.197	.000
38	22.355	.217	.000
81	21.612	.250	.000
33	21.542	.253	.000
71	21.391	.260	.000
70	21.215	.269	.000
72	21.215	.269	.000
25	21.058	.277	.000
26	21.058	.277	.000
80	20.785	.290	.000
74	20.659	.297	.000
83	20.651	.297	.000
85	20.651	.297	.000
93	20.623	.299	.000
12	20.334	.314	.000
45	20.097	.327	.000
91	20.012	.332	.000
30	19.787	.345	.000
41	19.441	.365	.000
29	18.066	.451	.015
50	17.934	.460	.016
57	17.934	.460	.010
36	17.068	.518	.109

Observation number	Mahalanobis d-squared	p1	p2
67	16.672	.546	.208
68	16.672	.546	.159
97	15.898	.600	.507
99	15.898	.600	.433
89	15.735	.611	.461
118	14.606	.689	.936
79	12.793	.804	1.000
78	12.647	.812	1.000
53	12.430	.824	1.000
113	11.464	.874	1.000
32	7.944	.979	1.000
31	5.994	.996	1.000
44	5.994	.996	1.000
112	5.994	.996	1.000
120	5.994	.996	1.000
51	5.278	.998	1.000
96	5.278	.998	1.000
20	1.408	1.000	1.000
21	1.408	1.000	1.000
43	1.408	1.000	1.000
52	1.408	1.000	1.000
54	1.408	1.000	1.000
55	1.408	1.000	1.000
63	1.408	1.000	1.000
66	1.408	1.000	1.000
77	1.408	1.000	1.000
82	1.408	1.000	1.000
86	1.408	1.000	1.000
87	1.408	1.000	1.000
88	1.408	1.000	1.000

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
EP7	3.000	5.000	.197	.884	-1.498	-3.364
EP6	4.000	5.000	.930	4.174	-1.136	-2.550
EP5	2.000	5.000	-.270	-1.214	1.195	2.684
EP4	4.000	5.000	.886	3.978	-1.215	-2.729
EP3	3.000	5.000	.981	4.405	-.227	-.509
EP2	3.000	5.000	.988	4.439	.690	1.549
EP1	3.000	5.000	.826	3.711	.084	.188
M3	3.000	5.000	.597	2.679	-.030	-.068
M2	3.000	5.000	.530	2.379	.253	.569
M1	3.000	5.000	.231	1.038	-1.112	-2.496
TL9	4.000	5.000	.530	2.380	-1.719	-3.860
TL8	4.000	5.000	.843	3.786	-1.289	-2.895
TL7	3.000	5.000	.834	3.747	.939	2.109
TL6	3.000	5.000	.893	4.012	-.457	-1.026
TL5	3.000	5.000	.602	2.705	-.530	-1.190
TL4	3.000	5.000	.749	3.366	-.153	-.344
TL3	4.000	5.000	.801	3.598	-1.358	-3.049
TL2	4.000	5.000	.801	3.598	-1.358	-3.049
Multivariate					141.564	29.017

	401.607	*
	428.466	**
	455.326	*****
	482.186	*****
	509.046	*****
	535.905	*****
	562.765	*****
N = 500	589.625	*****
Mean = 570.835	616.484	*****
S. e. = 3.048	643.344	*****
	670.204	*****
	697.064	***
	723.923	*
	750.783	**
	777.643	*

LAMPIRAN 7***STANDARDIZED DIRECT EFFECT, INDIRECT EFFECT,
TOTAL EFFECT & SQUARED MULTIPLE CORRELATION*****Standardized Indirect Effects (Group number 1 - Default model)**

	Transformational_ Leadership	Intrinsic_Mot ivation	Employee_Per formance
Intrinsic_Moti vation	.000	.000	.000
Employee_Per formance	.023	.000	.000
EP7	.515	.020	.000
EP6	.555	.022	.000
EP5	.548	.021	.000
EP4	.552	.021	.000
EP3	.548	.021	.000
EP2	.611	.024	.000
EP1	.474	.018	.000
M3	.210	.000	.000
M2	.496	.000	.000
M1	.343	.000	.000
TL9	.000	.000	.000
TL8	.000	.000	.000
TL7	.000	.000	.000
TL6	.000	.000	.000
TL5	.000	.000	.000
TL4	.000	.000	.000
TL3	.000	.000	.000
TL2	.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	Transformational_ Leadership	Intrinsic_Mot ivation	Employee_Per formance
Intrinsic_Moti vation	.657	.000	.000
Employee_Per formance	.884	.035	.000
EP7	.000	.000	.568
EP6	.000	.000	.611
EP5	.000	.000	.604
EP4	.000	.000	.609
EP3	.000	.000	.604
EP2	.000	.000	.674
EP1	.000	.000	.523
M3	.000	.320	.000
M2	.000	.755	.000
M1	.000	.523	.000
TL9	.582	.000	.000
TL8	.643	.000	.000
TL7	.488	.000	.000
TL6	.574	.000	.000
TL5	.634	.000	.000
TL4	.556	.000	.000
TL3	.668	.000	.000
TL2	.637	.000	.000

Standardized Total Effects (Group number 1 - Default model)

	Transformational_ Leadership	Intrinsic_Mot ivation	Employee_Per formance
Intrinsic_Moti vation	.657	.000	.000
Employee_Per formance	.907	.035	.000
EP7	.515	.020	.568
EP6	.555	.022	.611
EP5	.548	.021	.604
EP4	.552	.021	.609
EP3	.548	.021	.604
EP2	.611	.024	.674
EP1	.474	.018	.523
M3	.210	.320	.000
M2	.496	.755	.000
M1	.343	.523	.000
TL9	.582	.000	.000
TL8	.643	.000	.000
TL7	.488	.000	.000
TL6	.574	.000	.000
TL5	.634	.000	.000
TL4	.556	.000	.000
TL3	.668	.000	.000
TL2	.637	.000	.000

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

	Estimate
Intrinsic_Motivation	.431
Employee_Performace	.824
EP7	.323
EP6	.374
EP5	.365
EP4	.371
EP3	.365
EP2	.454
EP1	.273
M3	.103
M2	.570
M1	.273
TL9	.338
TL8	.414
TL7	.238
TL6	.330
TL5	.402
TL4	.309
TL3	.446
TL2	.405

LAMPIRAN 8

UJI HIPOTESIS (REGRESSION WEIGHT)

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Intrinsic_Motivation	<---	Transformational_Leadership	.595	.168	3.539	***	par_16
Employee_Performace	<---	Intrinsic_Motivation	.031	.121	.256	.798	par_17
Employee_Performace	<---	Transformational_Leadership	.702	.169	4.165	***	par_18
TL2	<---	Transformational_Leadership	1.000				
TL3	<---	Transformational_Leadership	1.049	.172	6.117	***	par_1
TL4	<---	Transformational_Leadership	.864	.164	5.260	***	par_2
TL5	<---	Transformational_Leadership	1.024	.175	5.866	***	par_3
TL6	<---	Transformational_Leadership	.875	.162	5.404	***	par_4
TL7	<---	Transformational_Leadership	.715	.152	4.695	***	par_5
TL8	<---	Transformational_Leadership	1.003	.169	5.935	***	par_6
TL9	<---	Transformational_Leadership	.951	.174	5.463	***	par_7
M1	<---	Intrinsic_Motivation	1.000				
M2	<---	Intrinsic_Motivation	1.338	.341	3.926	***	par_8
M3	<---	Intrinsic_Motivation	.565	.212	2.661	.008	par_9
EP1	<---	Employee_Performace	1.000				
EP2	<---	Employee_Performace	1.224	.240	5.100	***	par_10
EP3	<---	Employee_Performace	1.135	.237	4.791	***	par_11
EP4	<---	Employee_Performace	1.186	.246	4.813	***	par_12
EP5	<---	Employee_Performace	1.412	.295	4.790	***	par_13
EP6	<---	Employee_Performace	1.181	.245	4.825	***	par_14
EP7	<---	Employee_Performace	1.228	.266	4.611	***	par_15

LAMPIRAN 9

GAMBAR DALAM AMOS





