

LAMPIRAN-LAMPIRAN

KISI-KISI INSTRUMEN PENELITIAN

Variabel	Indikator	No Item	Skala
Kepemimpinan (X1)	5) Penentu Arah	1,2, 3	Likert
	6) Agen Perubahan	4,5, 6	
	7) Pembicara	7,8,9	
	8) Pembina	10,11,12	
Pemberian Gaji (X2)	7) Keadilan internal	1,2	Likert
	8) Keadilan eksternal	3, 4	
	9) Taraf hidup yang layak		
	10) Mampu memenuhi kebutuhan	5,6	
	11) Menimbulkan rasa semangat bekerja	7,8,	
	12) Kesejahteraan	9, 10	
Semangat Kerja (Y)	5. Presensi	1,2, 3	Likert
	6. Kerjsama	4, 5,6	
	7. Kegairahan kerja	7,8, 9	
	8. Hubungan yang harmonis	10,	
		11,12	

KUESIONER PENELITIAN

NO :.....

PENGARUH KEPEMIMPINAN DAN PEMBERIAN GAJI TERHADAP SEMANGAT KERJA KARYAWAN PT. FASSTRATA BUANA

Responden yang terhormat,

Perkenalkan nama saya Zuray Masitoh, saya adalah mahasiswa Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Pringsewu sedang melaksanakan penelitian untuk menyelesaikan studi dan meraih gelar Sarjana Ekonomi. Untuk itu saya mohon kesediaan Anda untuk mengisi daftar pernyataan sesuai dengan kondisi yang Anda rasakan, agar penelitian ini dapat bermanfaat bagi kita semua.

Terimakasih atas kerjasama Anda dalam pengisian kuesioner ini.

A. IDENTITAS RESPONDEN

1. Nama :
2. Jenis Kelamin : Laki-Laki Perempuan
3. Pendidikan Terakhir : SD SLTP SLTA DIII
S1 S2
4. Masa Kerja : a) < 2 Tahun b) 3 – 5 Tahun
c) 5 – 10 Tahun e) > 10 Tahun

B. DAFTAR PERNYATAAN

Petunjuk Pengisian

1. Bacalah setiap pernyataan dengan teliti
2. Beritanda (√) pada kolom tanggapan yang sesuai dengan persepsi Anda
3. Angka 1 – 5 menunjukkan tingkat persepsi atau dukungan sikap Anda dalam setiap pernyataan
4. Keterangan :
 SS = Sangat Setuju Point 5 S = Setuju Point 4
 CS = Cukup Setuju Point 3 TS = Tidak Setuju Point 2
 STS = Sangat Tidak Setuju Point 1

C. Pernyataan Tentang Variabel Kepemimpinan (X1)

No	Pernyataan	Alternatif jawaban				
		STS	TS	CS	S	SS
		1	2	3	4	5
1	Pimpinan anda mampu mendeskripsikan kekuatan dan kelemahan yang ada pada kantor anda.					
2	Pimpinan saudara mampu melakukan analisis kondisi internal dan eksternal					
3	Pimpinan mempunyai pandangan yang visioner terhadap masa depan.					
4	Pimpinan mau menerima saran dari pegawainya.					
5	Pemimpin tangguh dalam menghadapi masalah					
6	Pimpinan bisa menjadi teladan bagi bawahannya					
7	Pimpinan selalu mencari informasi untuk perkembangan organisasi					
8	Pimpinan saudara mampu menjadi negosiator					
9	Pimpinan saudara mampu melakukan perubahan					
10	Pimpinan saudara mampu memotivasi pegawai untuk selalu bekerja dengan baik					
11	Selalu member semangat untuk maju					
12	Pemimpin memberikan inspiratif bagi bawahan					

D. Pernyataan Tentang Variabel Gaji (X2)

No	Pernyataan	Alternatif jawaban				
		STS	TS	CS	S	SS
		1	2	3	4	5
1	Besaran gaji yang anda terima sesuai dengan bidang pekerjaan anda					
2	Besaran gaji yang anda dan rekan kerja anda sama besar.					
3	Besaran gaji yang diberikan oleh perusahaan sama besar dengan perusahaan lain.					
4	Besaran gaji yang diberikan oleh perusahaan anda lebih kecil dari perusahaan lain sejenisnya.					
5	Jumlah gaji yang diberikan oleh perusahaan saudara sudah layak.					
6	Gaji yang anda terima sudah sangat wajar					
7	Jumlah gaji yang anda terima dapat memenuhi kebutuhan pokok					
8	Anda memiliki sisa gaji yang dapat anda					

No	Pernyataan	Alternatif jawaban				
		STS	TS	CS	S	SS
		1	2	3	4	5
	investasikan					
9	Gaji yang diberikan oleh perusahaan membuat anda selalu bersemangat untuk bekerja.					
10	Selalu bersemangat dalam bekerja karena anda tau akan mendapat reward					
11	Perusahaan anda memberikan jaminan kesehatan					
12	Perusahaan anda memberikan jaminan hari tua					

E. Pernyataan Tentang Variabel Semangat Kerja (Y)

No	Pernyataan	Alternatif jawaban				
		STS	TS	CS	S	SS
		1	2	3	4	5
1	Selalu hadir tepat waktu					
2	Kehadiran saya selalu tepat waktu akan menentukan selesainya pekerjaan					
3	Selalu hadir dalam kegiatan/acara organisasi.					
4	Saya mampu bekerjasama dengan rekan kerja lain					
5	Saya mampu bekerja sama dalam tim					
6	Selalu membantu jika rekan kerja mengalami kesulitan					
7	Saya selalu bersemangat untuk bekerja					
8	Saya memiliki motivasi yang tinggi untuk menyelesaikan setiap pekerjaan					
9	Bidang pekerjaan saya sesuai dengan minat dan bakat saya sehingga saya selalu senang dalam menyelesaikan pekerjaan					
10	Hubungan kerja saya dengan rekan kerja sangat baik					
11	Hubungan kerja saya dengan atasan sangat harmonis					
12	Hubungan sesama rekan kerja dan atasan membuat anda merasa nyaman.					

TABULASI DATA UJI COBA TRYOUT

A. Variabel Kepemimpinan

No	Nomor Item Variabel Kepemimpinan (X1)												TOTAL X1
	1	2	3	4	5	6	7	8	9	10	11	12	
1	3	3	3	3	3	3	4	4	2	3	3	3	31
2	3	3	3	3	3	4	4	3	3	3	3	3	32
3	4	2	4	5	3	3	4	4	3	5	4	3	37
4	3	3	4	3	2	3	3	4	5	2	3	3	32
5	4	2	2	3	2	3	4	3	2	4	4	4	29
6	3	3	3	5	5	5	4	4	4	5	4	4	41
7	4	4	4	5	3	3	5	5	5	5	5	4	43
8	5	5	5	5	5	5	5	5	5	5	5	5	50
9	2	3	2	2	3	3	3	3	3	2	4	3	26
10	4	4	3	5	3	5	5	5	5	5	5	5	44
Jml.	35	32	33	39	32	37	41	40	37	39	40	37	365

B. Variabel Pemberian Gaji

No	Nomor Item Pemberian Gaji												TOTALX2
	1	2	3	4	5	6	7	8	9	10	11	12	
1	3	2	2	2	2	3	2	2	2	2	3	3	28
2	2	2	3	3	3	3	4	2	2	3	3	3	33
3	4	3	4	3	3	3	4	3	3	4	5	4	43
4	4	2	3	3	4	3	3	4	2	4	4	5	41
5	5	3	3	5	3	3	4	2	3	5	5	4	45
6	4	5	4	4	4	4	4	4	4	4	5	4	50
7	4	2	4	3	3	3	4	3	3	4	4	3	40
8	4	3	5	4	5	5	4	4	3	5	5	4	51
9	4	2	3	3	4	3	3	3	2	3	3	3	36
10	5	4	5	4	5	4	5	4	5	4	4	5	54
Jml.	39	28	36	34	36	34	37	31	29	38	41	38	

C. Variabel Semngat Kerja

No	Nomor Item Semangat Kerja												TOTAL Y
	1	2	3	4	5	6	7	8	9	10	11	12	
1	3	4	4	3	3	4	4	3	3	3	3	3	40
2	3	2	2	3	4	3	2	3	3	3	3	3	34
3	5	5	5	3	3	4	4	2	4	3	4	2	44
4	2	4	4	2	3	3	4	3	3	3	3	3	37
5	3	3	4	3	4	4	4	2	4	4	4	2	41
6	2	2	3	4	4	3	3	3	4	4	3	3	38
7	3	3	3	2	3	3	4	2	2	3	4	3	35
8	5	5	5	5	5	5	5	5	5	5	5	5	60
9	4	2	4	4	3	3	4	3	3	4	2	4	40
10	5	5	5	5	5	5	4	5	5	5	5	5	59
Jml.	35	35	39	34	37	37	38	31	36	37	36	33	

TABULASI DATA PENELITIAN

D. Variabel Kepemimpinan

Rspndn	Item Pernyataan Variabel Kepemimpinan												Total Y
	1	2	3	4	5	6	7	8	9	10	11	12	
1	5	5	5	5	5	5	5	5	5	5	5	5	60
2	4	4	5	5	5	5	5	5	5	5	4	4	56
3	5	5	4	5	4	5	5	4	4	4	5	5	55
4	5	5	5	5	5	5	5	5	5	5	5	5	60
5	4	5	5	5	5	5	5	5	4	5	4	5	57
6	5	5	5	5	5	5	5	5	5	5	5	5	60
7	5	5	5	5	5	5	5	5	5	5	5	5	60
8	5	4	4	5	5	5	5	4	5	5	5	4	56
9	5	5	5	5	5	5	5	5	5	5	5	5	60
10	5	5	4	5	5	5	5	4	5	4	5	5	57
11	5	5	5	4	4	4	4	4	5	5	5	5	55
12	4	3	4	5	5	5	5	5	5	5	4	3	53
13	5	5	5	5	5	5	5	5	5	5	5	5	60
14	5	5	4	5	5	5	5	5	5	5	5	5	59
15	4	5	5	4	4	4	4	4	4	5	4	5	52
16	5	4	5	5	5	5	5	5	5	5	5	4	58
17	5	5	5	5	5	5	5	5	5	5	5	5	60
18	3	5	5	5	4	5	5	4	3	5	3	5	52
19	4	4	5	5	5	4	5	5	5	5	4	4	55
20	4	4	4	5	5	4	4	4	5	5	4	4	52
21	5	5	5	5	5	5	5	5	5	5	5	5	60
22	5	5	5	5	5	5	5	5	5	5	5	5	60
23	5	5	5	5	5	5	5	5	5	5	5	5	60
24	4	4	5	5	5	5	4	4	4	5	4	4	53
25	5	5	5	5	5	5	5	5	5	5	5	5	60
26	5	5	5	5	5	4	4	4	5	4	5	5	56
27	3	3	4	3	3	3	3	3	3	3	3	3	37
28	5	5	5	5	5	4	5	3	5	3	5	5	55
29	4	3	4	4	4	4	3	3	3	4	4	3	43
30	5	4	4	4	5	4	5	5	5	4	5	4	54
31	5	5	4	5	4	5	4	5	4	4	5	5	55

32	3	3	4	3	3	3	3	3	4	3	3	3	38
33	5	5	4	4	4	4	4	4	5	5	5	5	54
34	5	3	4	4	5	4	3	5	3	5	5	3	49
35	4	4	4	4	5	4	5	5	4	4	4	4	51
36	5	5	5	5	5	5	5	5	5	5	5	5	60
37	4	5	5	4	3	4	5	5	5	4	4	5	53
38	5	5	5	5	5	5	5	5	5	5	5	5	60
39	4	5	5	4	4	3	4	4	4	3	4	5	49
40	3	5	5	4	4	4	4	3	3	3	3	5	46
41	5	5	5	5	5	4	5	4	5	5	5	5	58
42	5	5	3	5	5	5	2	3	2	3	5	5	48
43	5	5	5	5	5	5	5	5	5	5	5	5	60
44	5	5	5	5	4	3	3	4	5	4	5	5	53
45	5	5	5	5	5	5	5	5	5	5	5	5	60
46	5	5	5	5	5	5	5	4	5	4	5	5	58
47	5	5	5	5	5	5	5	5	5	5	5	5	60
48	5	5	5	5	5	5	5	5	5	5	5	5	60
49	3	4	4	4	4	4	4	4	5	4	3	4	47
50	5	5	5	5	5	5	5	5	5	5	5	5	60
51	4	3	4	3	5	3	4	5	3	3	4	3	44
52	4	5	4	3	4	5	4	4	4	4	4	5	50
53	4	4	4	4	3	4	4	4	3	4	4	4	46
54	5	3	5	5	5	5	5	5	5	5	5	3	56
55	5	5	5	5	5	5	5	5	5	5	5	5	60
56	5	5	5	5	5	5	5	5	5	5	5	5	60
57	5	3	4	5	5	5	5	5	5	5	5	3	55
58	4	3	3	5	5	5	5	5	3	3	4	3	48
59	4	5	5	4	5	5	4	4	5	5	4	5	55
60	4	5	4	5	4	5	4	5	5	3	4	5	53
61	4	3	4	3	5	3	4	5	3	3	4	3	44
62	5	5	5	5	5	5	5	5	5	5	5	5	60
63	5	5	5	5	5	5	5	5	5	5	5	5	60
64	5	5	5	4	4	5	5	4	5	5	5	5	57
65	5	5	5	4	4	5	5	5	5	5	5	5	58
66	5	5	5	5	5	5	5	5	5	5	5	5	60

67	3	5	5	5	4	4	3	4	3	4	3	5	48
68	5	3	5	4	3	5	4	5	4	3	5	3	49
Jumlah	310	308	315	314	314	311	308	308	307	304	310	308	

E. Variabel Pemberian Gaji

Rspndn	Item Pernyataan Variabel Pemberian Gaji												Total Y
	1	2	3	4	5	6	7	8	9	10	11	12	
1	5	5	5	5	5	5	5	5	5	5	5	5	60
2	5	5	5	5	5	4	4	5	5	5	4	4	56
3	5	5	4	4	4	5	5	4	4	4	5	5	54
4	5	5	5	5	5	5	5	5	5	5	5	5	60
5	5	5	5	4	5	4	5	5	4	5	4	5	56
6	5	5	5	5	5	5	5	5	5	5	5	5	60
7	5	5	5	5	5	5	5	5	5	5	5	5	60
8	5	5	4	5	5	5	4	4	5	5	5	4	56
9	5	5	5	5	5	5	5	5	5	5	5	5	60
10	5	5	4	5	4	5	5	4	5	4	5	5	56
11	4	4	4	5	5	5	5	4	5	5	5	5	56
12	5	5	5	5	5	4	3	5	5	5	4	3	54
13	5	5	5	5	5	5	5	5	5	5	5	5	60
14	5	5	5	5	5	5	5	5	5	5	5	5	60
15	4	4	4	4	5	4	5	4	4	5	4	5	52
16	5	5	5	5	5	5	4	5	5	5	5	4	58
17	5	5	5	5	5	5	5	5	5	5	5	5	60
18	5	5	4	3	5	3	5	4	3	5	3	5	50
19	4	5	5	5	5	4	4	5	5	5	4	4	55
20	4	4	4	5	5	4	4	4	5	5	4	4	52
21	5	5	5	5	5	5	5	5	5	5	5	5	60
22	5	5	5	5	5	5	5	5	5	5	5	5	60
23	5	5	5	5	5	5	5	5	5	5	5	5	60
24	5	4	4	4	5	4	4	4	4	5	4	4	51
25	5	5	5	5	5	5	5	5	5	5	5	5	60
26	4	4	4	5	4	5	5	4	5	4	5	5	54
27	3	3	3	3	3	3	3	3	3	3	3	3	36

28	4	5	3	5	3	5	5	3	5	3	5	5	51
29	4	3	3	3	4	4	3	3	3	4	4	3	41
30	4	5	5	5	4	5	4	5	5	4	5	4	55
31	5	4	5	4	4	5	5	5	4	4	5	5	55
32	3	3	3	4	3	3	3	3	4	3	3	3	38
33	4	4	4	5	5	5	5	4	5	5	5	5	56
34	4	3	5	3	5	5	3	5	3	5	5	3	49
35	4	5	5	4	4	4	4	5	4	4	4	4	51
36	5	5	5	5	5	5	5	5	5	5	5	5	60
37	4	5	5	5	4	4	5	5	5	4	4	5	55
38	5	5	5	5	5	5	5	5	5	5	5	5	60
39	3	4	4	4	3	4	5	4	4	3	4	5	47
40	4	4	3	3	3	3	5	3	3	3	3	5	42
41	4	5	4	5	5	5	5	4	5	5	5	5	57
42	5	2	3	2	3	5	5	3	2	3	5	5	43
43	5	5	5	5	5	5	5	5	5	5	5	5	60
44	3	3	4	5	4	5	5	4	5	4	5	5	52
45	5	5	5	5	5	5	5	5	5	5	5	5	60
46	5	5	4	5	4	5	5	4	5	4	5	5	56
47	5	5	5	5	5	5	5	5	5	5	5	5	60
48	5	5	5	5	5	5	5	5	5	5	5	5	60
49	4	4	4	5	4	3	4	4	5	4	3	4	48
50	5	5	5	5	5	5	5	5	5	5	5	5	60
51	3	4	5	3	3	4	3	5	3	3	4	3	43
52	5	4	4	4	4	4	5	4	4	4	4	5	51
53	4	4	4	3	4	4	4	4	3	4	4	4	46
54	5	5	5	5	5	5	3	5	5	5	5	3	56
55	5	5	5	5	5	5	5	5	5	5	5	5	60
56	5	5	5	5	5	5	5	5	5	5	5	5	60
57	5	5	5	5	5	5	3	5	5	5	5	3	56
58	5	5	5	3	3	4	3	5	3	3	4	3	46
59	5	4	4	5	5	4	5	4	5	5	4	5	55
60	5	4	5	5	3	4	5	5	5	3	4	5	53
61	3	4	5	3	3	4	3	5	3	3	4	3	43
62	5	5	5	5	5	5	5	5	5	5	5	5	60

63	5	5	5	5	5	5	5	5	5	5	5	5	60
64	5	5	4	5	5	5	5	4	5	5	5	5	58
65	5	5	5	5	5	5	5	5	5	5	5	5	60
66	5	5	5	5	5	5	5	5	5	5	5	5	60
67	4	3	4	3	4	3	5	4	3	4	3	5	45
68	5	4	5	4	3	5	3	5	4	3	5	3	49
Jumlah	311	308	308	307	304	310	308	308	307	304	310	308	

F. Variabel Semangat Kerja

Rspndn	Item Pernyataan Variabel Semangat Kerja												Total Y
	1	2	3	4	5	6	7	8	9	10	11	12	
1	3	3	5	5	5	5	5	5	5	5	5	5	56
2	4	4	5	5	5	5	5	5	5	5	4	4	56
3	5	3	4	5	4	5	5	4	4	4	5	5	53
4	4	4	5	5	5	5	5	5	5	5	5	5	58
5	5	5	5	5	5	5	5	5	4	5	4	5	58
6	5	4	5	5	5	5	5	5	5	5	5	5	59
7	4	3	5	5	5	5	5	5	5	5	5	5	57
8	5	4	4	5	5	5	5	4	5	5	5	4	56
9	5	4	5	5	5	5	5	5	5	5	5	5	59
10	3	3	4	5	5	5	5	4	5	4	5	5	53
11	5	3	5	4	4	4	4	4	5	5	5	5	53
12	4	3	4	5	5	5	5	5	5	5	4	3	53
13	5	4	5	5	5	5	5	5	5	5	5	5	59
14	5	5	4	5	5	5	5	5	5	5	5	5	59
15	3	5	5	4	4	4	4	4	4	5	4	5	51
16	5	3	5	5	5	5	5	5	5	5	5	4	57
17	5	3	5	5	5	5	5	5	5	5	5	5	58
18	4	5	5	5	4	5	5	4	3	5	3	5	53
19	5	5	5	5	5	4	5	5	5	5	4	4	57
20	4	4	4	5	5	4	4	4	5	5	4	4	52
21	4	3	5	5	5	5	5	5	5	5	5	5	57

22	3	4	5	5	5	5	5	5	5	5	5	3	55
23	4	4	5	5	5	5	5	5	5	5	5	5	58
24	3	3	5	5	5	5	4	4	4	5	4	4	51
25	3	3	5	5	5	5	5	5	5	5	5	5	56
26	4	4	5	5	5	4	4	4	5	4	5	5	54
27	5	3	4	3	3	3	3	3	3	3	3	3	39
28	4	4	5	5	5	4	5	3	5	3	5	5	53
29	5	5	4	4	4	4	3	3	3	4	4	3	46
30	5	4	4	4	5	4	5	5	5	4	5	4	54
31	4	3	4	5	4	5	4	5	4	4	5	5	52
32	5	4	4	3	3	3	3	3	4	3	3	3	41
33	5	4	4	4	4	4	4	4	5	5	5	5	53
34	3	3	4	4	5	4	3	5	3	5	5	3	47
35	5	3	4	4	5	4	5	5	4	4	4	4	51
36	4	3	5	5	5	5	5	5	5	5	5	5	57
37	5	4	5	4	3	4	5	5	5	4	4	5	53
38	5	5	5	5	5	5	5	5	5	5	5	5	60
39	3	5	5	4	4	3	4	4	4	3	4	5	48
40	5	3	5	4	4	4	4	3	3	3	3	4	45
41	5	3	5	5	5	4	5	4	5	5	5	3	54
42	4	5	3	5	5	5	2	3	2	3	5	3	45
43	5	5	5	5	5	5	5	5	5	5	5	4	59
44	4	4	5	5	4	3	3	4	5	4	5	5	51
45	4	3	5	5	5	5	5	5	5	5	5	4	56
46	3	4	5	5	5	5	5	4	5	4	5	4	54
47	4	4	5	5	5	5	5	5	5	5	5	5	58
48	3	3	5	5	5	5	5	5	5	5	5	4	55
49	5	5	4	4	4	4	4	4	5	4	3	3	49
50	5	5	5	5	5	5	5	5	5	5	5	4	59
51	4	4	4	3	5	3	4	5	3	3	4	3	45
52	5	5	4	3	4	5	4	4	4	4	4	4	50
53	3	3	4	4	3	4	4	4	3	4	4	3	43

54	3	4	5	5	5	5	5	5	5	5	5	4	56
55	3	3	5	5	5	5	5	5	5	5	5	3	54
56	3	3	5	5	5	5	5	5	5	5	5	4	55
57	4	4	4	5	5	5	5	5	5	5	5	4	56
58	5	5	3	5	5	5	5	5	3	3	4	4	52
59	5	5	5	4	5	5	4	4	5	5	4	4	55
60	3	5	4	5	4	5	4	5	5	3	4	4	51
61	3	3	4	3	5	3	4	5	3	3	4	5	45
62	3	3	5	5	5	5	5	5	5	5	5	4	55
63	4	4	5	5	5	5	5	5	5	5	5	4	57
64	5	3	5	4	4	5	5	4	5	5	5	4	54
65	4	4	5	4	4	5	5	5	5	5	5	3	54
66	3	4	5	5	5	5	5	5	5	5	5	3	55
67	3	5	5	5	4	4	3	4	3	4	3	4	47
68	5	5	5	4	3	5	4	5	4	3	5	3	51
Jumlah	282	264	315	314	314	311	308	308	307	304	310	285	

HASIL PERHITUNGAN UJI VALIDITAS dan RELIABILITAS

A. VARIABEL X : KEPEMIMPINAN

Correlations

		Item1	Item2	Item3	Item4	Item5	Item6	Item7	Item8	Item9	Item10	Item11	Item12	Total
Item1	Pearson Correlation	1	.427	.620	.710*	.253	.345	.797**	.641*	.366	.762*	.641*	.715*	.752*
	Sig. (2-tailed)		.219	.056	.021	.480	.330	.006	.046	.299	.010	.046	.020	.012
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item2	Pearson Correlation	.427	1	.561	.424	.539	.586	.623	.740*	.734*	.301	.592	.676*	.750*
	Sig. (2-tailed)	.219		.092	.222	.108	.075	.054	.014	.016	.399	.071	.032	.012
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item3	Pearson Correlation	.620	.561	1	.616	.386	.235	.429	.717*	.646*	.391	.287	.270	.719*
	Sig. (2-tailed)	.056	.092		.058	.271	.514	.217	.020	.044	.263	.422	.450	.019
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item4	Pearson Correlation	.710*	.424	.616	1	.557	.558	.767**	.796**	.571	.930**	.682*	.643*	.906**
	Sig. (2-tailed)	.021	.222	.058		.094	.094	.010	.006	.085	.000	.030	.045	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item5	Pearson Correlation	.253	.539	.386	.557	1	.748*	.408	.395	.309	.518	.395	.470	.668*
	Sig. (2-tailed)	.480	.108	.271	.094		.013	.242	.258	.384	.125	.258	.170	.035
	N	10	10	10	10	10	10	10	10	10	10	10	10	10

Item6	Pearson Correlation	.345	.586	.235	.558	.748*	1	.524	.430	.477	.519	.430	.726*	.704*
	Sig. (2-tailed)	.330	.075	.514	.094	.013		.120	.214	.163	.124	.214	.018	.023
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item7	Pearson Correlation	.797**	.623	.429	.767**	.408	.524	1	.738*	.397	.831**	.738*	.787**	.827**
	Sig. (2-tailed)	.006	.054	.217	.010	.242	.120		.015	.256	.003	.015	.007	.003
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item8	Pearson Correlation	.641*	.740*	.717*	.796**	.395	.430	.738*	1	.761*	.635*	.667*	.661*	.880**
	Sig. (2-tailed)	.046	.014	.020	.006	.258	.214	.015		.011	.049	.035	.037	.001
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item9	Pearson Correlation	.366	.734*	.646*	.571	.309	.477	.397	.761*	1	.324	.544	.550	.729*
	Sig. (2-tailed)	.299	.016	.044	.085	.384	.163	.256	.011		.361	.104	.100	.017
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item10	Pearson Correlation	.762*	.301	.391	.930**	.518	.519	.831**	.635*	.324	1	.740*	.703*	.809**
	Sig. (2-tailed)	.010	.399	.263	.000	.125	.124	.003	.049	.361		.014	.023	.005
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item11	Pearson Correlation	.641*	.592	.287	.682*	.395	.430	.738*	.667*	.544	.740*	1	.826**	.739*
	Sig. (2-tailed)	.046	.071	.422	.030	.258	.214	.015	.035	.104	.014		.003	.015
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item12	Pearson Correlation	.715*	.676*	.270	.643*	.470	.726*	.787**	.661*	.550	.703*	.826**	1	.794**
	Sig. (2-tailed)													
	N													

	Sig. (2-tailed)	.020	.032	.450	.045	.170	.018	.007	.037	.100	.023	.003		.006
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Total	Pearson Correlation	.752*	.750*	.719*	.906**	.668*	.704*	.827**	.880**	.729*	.809**	.739*	.794**	1
	Sig. (2-tailed)	.012	.012	.019	.000	.035	.023	.003	.001	.017	.005	.015	.006	
	N	10	10	10	10	10	10	10	10	10	10	10	10	10

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

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

B. VARIABEL X2: PEMBERIAN GAJI

Correlations

	Item1	Item2	Item3	Item4	Item5	Item6	Item7	Item8	Item9	Item10	Item11	Item12	Total
Item1 Pearson Correlation	1	.467	.473	.662*	.473	.254	.416	.449	.625	.663*	.594	.611	.722*
Sig. (2-tailed)		.174	.168	.037	.168	.479	.232	.193	.053	.037	.070	.060	.018
N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item2 Pearson Correlation	.467	1	.579	.612	.468	.585	.575	.516	.844**	.421	.639*	.491	.782**
Sig. (2-tailed)	.174		.079	.060	.173	.076	.082	.127	.002	.225	.047	.150	.007
N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item3 Pearson Correlation	.473	.579	1	.491	.762*	.757*	.810**	.709*	.763*	.651*	.578	.467	.867**
Sig. (2-tailed)	.168	.079		.150	.010	.011	.004	.022	.010	.042	.080	.174	.001
N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item4 Pearson Correlation	.662*	.612	.491	1	.491	.452	.672*	.241	.583	.832**	.692*	.468	.773**
Sig. (2-tailed)	.037	.060	.150		.150	.189	.033	.503	.077	.003	.027	.173	.009
N	10	10	10	10	10	10	10	10	10	10	10	10	10

Item5	Pearson Correlation	.473	.468	.762*	.491	1	.757*	.531	.841**	.532	.526	.315	.612	.783**
	Sig. (2-tailed)	.168	.173	.010	.150		.011	.114	.002	.113	.119	.375	.060	.007
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item6	Pearson Correlation	.254	.585	.757*	.452	.757*	1	.425	.653*	.543	.484	.472	.363	.722*
	Sig. (2-tailed)	.479	.076	.011	.189	.011		.221	.040	.105	.156	.169	.303	.018
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item7	Pearson Correlation	.416	.575	.810**	.672*	.531	.425	1	.355	.774**	.646*	.509	.411	.771**
	Sig. (2-tailed)	.232	.082	.004	.033	.114	.221		.315	.009	.044	.133	.238	.009
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item8	Pearson Correlation	.449	.516	.709*	.241	.841**	.653*	.355	1	.523	.442	.420	.676*	.734*
	Sig. (2-tailed)	.193	.127	.022	.503	.002	.040	.315		.121	.201	.227	.032	.016
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item9	Pearson Correlation	.625	.844**	.763*	.583	.532	.543	.774**	.523	1	.462	.523	.538	.838**
	Sig. (2-tailed)	.053	.002	.010	.077	.113	.105	.009	.121		.179	.121	.108	.002
	N	10	10	10	10	10	10	10	10	10	10	10	10	10

Item10	Pearson Correlation	.663*	.421	.651*	.832**	.526	.484	.646*	.442	.462	1	.856**	.552	.806**
	Sig. (2-tailed)	.037	.225	.042	.003	.119	.156	.044	.201	.179		.002	.098	.005
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item11	Pearson Correlation	.594	.639*	.578	.692*	.315	.472	.509	.420	.523	.856**	1	.515	.765**
	Sig. (2-tailed)	.070	.047	.080	.027	.375	.169	.133	.227	.121	.002		.128	.010
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item12	Pearson Correlation	.611	.491	.467	.468	.612	.363	.411	.676*	.538	.552	.515	1	.718*
	Sig. (2-tailed)	.060	.150	.174	.173	.060	.303	.238	.032	.108	.098	.128		.019
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Total	Pearson Correlation	.722*	.782**	.867**	.773**	.783**	.722*	.771**	.734*	.838**	.806**	.765**	.718*	1
	Sig. (2-tailed)	.018	.007	.001	.009	.007	.018	.009	.016	.002	.005	.010	.019	
	N	10	10	10	10	10	10	10	10	10	10	10	10	10

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

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

C. VARIABELSEMANGAT KERJA

Correlations

		Item1	Item2	Item3	Item4	Item5	Item6	Item7	Item8	Item9	Item10	Item11	Item12	Total
Item1	Pearson	1	.631	.711 [*]	.614	.401	.744 [*]	.478	.471	.586	.515	.586	.489	.783 ^{**}
	Correlation													
	Sig. (2-tailed)		.050	.021	.059	.251	.014	.162	.169	.075	.127	.075	.151	.007
N		10	10	10	10	10	10	10	10	10	10	10	10	10
Item2	Pearson	.631	1	.836 ^{**}	.244	.266	.797 ^{**}	.666 [*]	.437	.544	.266	.725 [*]	.289	.727 [*]
	Correlation													
	Sig. (2-tailed)	.050		.003	.496	.458	.006	.036	.206	.104	.458	.018	.418	.017
N		10	10	10	10	10	10	10	10	10	10	10	10	10
Item3	Pearson	.711 [*]	.836 ^{**}	1	.457	.231	.774 ^{**}	.822 ^{**}	.416	.648 [*]	.502	.532	.348	.781 ^{**}
	Correlation													
	Sig. (2-tailed)	.021	.003		.184	.521	.009	.004	.231	.043	.139	.113	.324	.008
N		10	10	10	10	10	10	10	10	10	10	10	10	10
Item4	Pearson	.614	.244	.457	1	.778 ^{**}	.653 [*]	.236	.808 ^{**}	.813 ^{**}	.904 ^{**}	.385	.761 [*]	.812 ^{**}
	Correlation													
	Sig. (2-tailed)	.059	.496	.184		.008	.041	.512	.005	.004	.000	.272	.011	.004
N		10	10	10	10	10	10	10	10	10	10	10	10	10

Item5	Pearson Correlation	.401	.266	.231	.778**	1	.672*	.068	.773**	.810**	.836**	.671*	.624	.748*
	Sig. (2-tailed)	.251	.458	.521	.008		.033	.851	.009	.004	.003	.034	.054	.013
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item6	Pearson Correlation	.744*	.797**	.774**	.653*	.672*	1	.582	.650*	.810**	.672*	.810**	.497	.923**
	Sig. (2-tailed)	.014	.006	.009	.041	.033		.078	.042	.004	.033	.004	.144	.000
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item7	Pearson Correlation	.478	.666*	.822**	.236	.068	.582	1	.282	.321	.411	.467	.346	.602
	Sig. (2-tailed)	.162	.036	.004	.512	.851	.078		.431	.366	.238	.174	.328	.066
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item8	Pearson Correlation	.471	.437	.416	.808**	.773**	.650*	.282	1	.669*	.773**	.460	.924**	.819**
	Sig. (2-tailed)	.169	.206	.231	.005	.009	.042	.431		.034	.009	.181	.000	.004
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item9	Pearson Correlation	.586	.544	.648*	.813**	.810**	.810**	.321	.669*	1	.810**	.643*	.456	.858**
	Sig. (2-tailed)	.075	.104	.043	.004	.004	.004	.366	.034		.004	.045	.185	.001
	N	10	10	10	10	10	10	10	10	10	10	10	10	10

Item10	Pearson Correlation	.515	.266	.502	.904**	.836**	.672*	.411	.773**	.810**	1	.531	.752*	.836**
	Sig. (2-tailed)	.127	.458	.139	.000	.003	.033	.238	.009	.004		.114	.012	.003
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item11	Pearson Correlation	.586	.725*	.532	.385	.671*	.810**	.467	.460	.643*	.531	1	.347	.759*
	Sig. (2-tailed)	.075	.018	.113	.272	.034	.004	.174	.181	.045	.114		.325	.011
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Item12	Pearson Correlation	.489	.289	.348	.761*	.624	.497	.346	.924**	.456	.752*	.347	1	.731*
	Sig. (2-tailed)	.151	.418	.324	.011	.054	.144	.328	.000	.185	.012	.325		.016
	N	10	10	10	10	10	10	10	10	10	10	10	10	10
Total	Pearson Correlation	.783**	.727*	.781**	.812**	.748*	.923**	.602	.819**	.858**	.836**	.759*	.731*	1
	Sig. (2-tailed)	.007	.017	.008	.004	.013	.000	.066	.004	.001	.003	.011	.016	
	N	10	10	10	10	10	10	10	10	10	10	10	10	10

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

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

HASIL RELIABILITAS

A. Variabel X1 : Kepemimpinan

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded ^a	0	.0
	Total	10	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.935	12

B. Variabel X2 : Pemberian Gaji

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded ^a	0	.0
	Total	10	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.939	12

c. Variabel Y : Semangat Kerja

Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded ^a	0	.0
	Total	10	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.939	12

DISTRIBUSI FREKUENSI

Frequencies

		Statistics		
		X1_Kepemimpinan	X2_Pemberian_Gaji	Y_Semangat_Kerja
			i	
N	Valid	68	68	68
	Missing	0	0	0

Frequency Table

		X1_Kepemimpinan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	37.00	1	1.5	1.5	1.5
	38.00	1	1.5	1.5	2.9
	43.00	1	1.5	1.5	4.4
	44.00	2	2.9	2.9	7.4
	46.00	2	2.9	2.9	10.3
	47.00	1	1.5	1.5	11.8
	48.00	3	4.4	4.4	16.2
	49.00	3	4.4	4.4	20.6
	50.00	1	1.5	1.5	22.1
	51.00	1	1.5	1.5	23.5
	52.00	3	4.4	4.4	27.9
	53.00	5	7.4	7.4	35.3
	54.00	2	2.9	2.9	38.2
	55.00	7	10.3	10.3	48.5
	56.00	4	5.9	5.9	54.4
	57.00	3	4.4	4.4	58.8
	58.00	4	5.9	5.9	64.7
	59.00	1	1.5	1.5	66.2

60.00	23	33.8	33.8	100.0
Total	68	100.0	100.0	

X2_Pemberian_Gaji

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	36.00	1	1.5	1.5	1.5
	38.00	1	1.5	1.5	2.9
	41.00	1	1.5	1.5	4.4
	42.00	1	1.5	1.5	5.9
	43.00	3	4.4	4.4	10.3
	45.00	1	1.5	1.5	11.8
	46.00	2	2.9	2.9	14.7
	47.00	1	1.5	1.5	16.2
	48.00	1	1.5	1.5	17.6
	49.00	2	2.9	2.9	20.6
	50.00	1	1.5	1.5	22.1
	51.00	4	5.9	5.9	27.9
	52.00	3	4.4	4.4	32.4
	53.00	1	1.5	1.5	33.8
	54.00	3	4.4	4.4	38.2
	55.00	5	7.4	7.4	45.6
	56.00	9	13.2	13.2	58.8
	57.00	1	1.5	1.5	60.3
	58.00	2	2.9	2.9	63.2
	60.00	25	36.8	36.8	100.0
	Total	68	100.0	100.0	

Y_Semangat_Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	39.00	1	1.5	1.5	1.5
	41.00	1	1.5	1.5	2.9
	43.00	1	1.5	1.5	4.4
	45.00	4	5.9	5.9	10.3
	46.00	1	1.5	1.5	11.8
	47.00	2	2.9	2.9	14.7
	48.00	1	1.5	1.5	16.2
	49.00	1	1.5	1.5	17.6
	50.00	1	1.5	1.5	19.1
	51.00	6	8.8	8.8	27.9
	52.00	3	4.4	4.4	32.4
	53.00	8	11.8	11.8	44.1
	54.00	7	10.3	10.3	54.4
	55.00	6	8.8	8.8	63.2
	56.00	7	10.3	10.3	73.5
	57.00	6	8.8	8.8	82.4
	58.00	5	7.4	7.4	89.7
	59.00	6	8.8	8.8	98.5
	60.00	1	1.5	1.5	100.0
	Total	68	100.0	100.0	

PERHITUNGAN ANALISIS REGRESI LINEAR GANDA

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Y_Semangat_Kerja	53.2647	4.68283	68
X1_Kepemimpinan	54.6618	5.73705	68
X2_Pemberian_Gaji	54.3088	6.27779	68

Correlations

		Y_Semangat_Kerja	X1_Kepemimpinan	X2_Pemberian_Gaji
Pearson Correlation	Y_Semangat_Kerja	1.000	.930	.928
	X1_Kepemimpinan	.930	1.000	.981
	X2_Pemberian_Gaji	.928	.981	1.000
Sig. (1-tailed)	Y_Semangat_Kerja	.	.000	.000
	X1_Kepemimpinan	.000	.	.000
	X2_Pemberian_Gaji	.000	.000	.
N	Y_Semangat_Kerja	68	68	68
	X1_Kepemimpinan	68	68	68
	X2_Pemberian_Gaji	68	68	68

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	X2_Pemberian_Gaji i, X1_Kepemimpinan a		Enter

a. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.934 ^a	.872	.868	1.70139	.872	221.278	2	65	.000

a. Predictors: (Constant), X2_Pemberian_Gaji, X1_Kepemimpinan

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1281.078	2	640.539	221.278	.000 ^a
Residual	188.157	65	2.895		
Total	1469.235	67			

a. Predictors: (Constant), X2_Pemberian_Gaji, X1_Kepemimpinan

b. Dependent Variable: Y_Semangat_Kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
	B	Std. Error	Beta			Zero-order	Partial	Part
1 (Constant)	13.142	2.121		6.195	.000			
X1_Kepemimpinan	.420	.185	.514	2.274	.026	.930	.271	.101
X2_Pemberian_Gaji	.317	.169	.424	1.877	.065	.928	.227	.083

a. Dependent Variable: Y_Semangat_Kerja