

Lampiran 1 Kuisisioner

Angket penelitian ini akan digunakan untuk keperluan penyusunan skripsi mahasiswa fakultas ekonomi Universitas Kristen Petra dalam topik untuk mengetahui Pengaruh *servant leadership* terhadap kinerja karyawan PT. Surya Abadi, Mojosari.

Nama :

Jenis kelamin : Pria / Wanita

Umur : 20-30 / 31-40 / 41-50

Bagian :

Lama bekerja : 1-5 / 6-10 / 11-15

Daftar Pertanyaan

Beri tanda centang (V) pada tempat yang telah disediakan

Servant Leadership

		STS	TS	N	S	SS
No	Pertanyaan	1	2	3	4	5
Love						
1.	Pemimpin saya benar-benar tertarik pada kinerja saya sebagai seorang karyawan					
2.	Pemimpin saya telah menunjukkan perhatian sebagai pemimpin kepada saya dengan mendukung saya					
3.	Pemimpin saya telah menunjukkan belas kasihan dalam tindakannya ke kepada saya sebagai karyawan					
4.	Pemimpin saya telah menunjukkan perhatiannya kepada saya					

5.	Pemimpin saya telah menciptakan budaya yang menumbuhkan standar etika yang tinggi dalam lingkungan kerja					
Humility						
6.	Pemimpin saya memberdayakan saya dengan kesempatan sehingga saya dapat mengembangkan keterampilan yang saya miliki					
7.	Pemimpin saya ternyata memberikan kontrol lebih kepada saya sehingga saya dapat menerima lebih banyak tanggung jawab					
8.	Pemimpin saya memberikan saya kesempatan untuk membuat keputusan					
9	Pemimpin saya memberi saya otoritas yang saya perlu untuk melakukan pekerjaan saya					
10	Pemimpin saya memungkinkan saya membuat keputusan dengan peningkatan tanggung jawab					
Vision						
11	Pemimpin saya telah berupaya menyamakan visi saya dengan visi organisasi					
12	Pemimpin saya telah menunjukkan bahwa dia ingin menyertakan visi dan tujuan karyawan ke dalam perusahaan					
13	Pemimpin saya meminta komitmen saya tentang visi bersama dalam perusahaan					
14	Pemimpin saya telah bertanya kepada saya apa yang saya pikirkan mengenai arah masa depan perusahaan					

15	Pemimpin saya dan saya telah menulis sebuah pernyataan visi yang jelas dan ringkas untuk perusahaan					
Trust						
16	Pemimpin saya tahu saya menentang korupsi					
17	Pemimpin saya percaya saya untuk menjaga rahasia					
18	Pemimpin saya tidak melebih-lebihkan dirinya					
19	Pemimpin saya tidak tertarik dalam memuliakan diri sendiri					
20	Pemimpin saya cukup sederhana untuk berkonsultasi dengan orang lain dalam organisasi					
21	Pemimpin saya tidak suka menjadi pusat perhatian pada pencapaian yang diperolehnya					
22	Salah satu sikap pemimpin saya adalah kerendahan hati					

Kinerja Karyawan

		STS	TS	N	S	SS
No	Pertanyaan	1	2	3	4	5
Kualitas						
23	Saya bekerja sesuai perintah atasan					
24	Saya selalu memenuhi target perusahaan					
Kuantitas						
25	Saya bekerja melebihi target yang diberikan					
26	Saya bekerja lebih cepat dari batas waktu yang ditentukan					
Kehandalan						

27.	Saya selalu meminimalisir kesalahan dalam bekerja					
28.	Saya tidak lalai dalam bekerja					
Sikap						
29.	Saya bertanggung jawab atas pekerjaan yang diberikan					
30.	Saya melakukan tanggung jawab tanpa ketergantungan pada pihak lain					

Lampiran 2 Hasil Kuesioner

No.	L1	L2	L3	L4	L5	H1	H2	H3	H4	H5	V1	V2	V3	V4	V5
1	3	4	4	4	4	4	3	4	3	3	3	4	3	3	3
2	4	3	3	3	3	3	4	3	4	4	4	3	4	4	4
3	3	2	2	2	2	2	3	2	3	2	3	2	3	2	3
4	5	3	3	3	3	3	5	3	5	3	5	3	5	3	5
5	3	4	4	4	4	4	3	4	3	5	3	4	3	5	3
6	4	5	5	5	5	5	4	5	4	4	4	5	4	4	4
7	3	4	4	4	4	4	3	4	3	2	3	4	3	2	3
8	4	5	5	5	5	5	4	5	4	4	4	5	4	4	4
9	3	2	2	2	2	2	3	2	3	4	3	2	3	4	3
10	4	5	5	5	5	5	4	5	4	5	4	5	4	5	4
11	5	4	4	4	4	4	4	5	4	4	3	4	3	3	3
12	4	4	4	4	4	4	4	3	4	4	4	3	4	4	4
13	5	3	3	3	3	3	3	5	3	3	4	5	4	5	4
14	4	3	3	3	3	3	3	4	3	3	5	4	5	4	5
15	4	3	3	3	3	3	3	5	3	3	5	4	5	3	5
16	4	5	5	5	5	5	5	3	5	5	4	5	4	3	5
17	3	4	4	4	4	4	4	5	4	4	3	4	3	3	4
18	4	3	3	3	3	3	3	5	3	3	4	3	4	2	3
19	4	3	3	3	3	3	3	4	3	3	2	3	2	3	3
20	5	5	5	5	5	5	5	3	5	5	3	4	3	4	4
21	3	5	5	5	5	5	5	4	5	4	4	5	4	4	5
22	3	4	4	4	4	4	4	5	4	5	3	5	3	3	5
23	3	5	5	5	5	5	5	3	5	3	5	4	5	4	4
24	5	5	5	5	5	5	4	4	5	4	3	4	3	3	4
25	2	2	2	2	2	3	3	4	3	4	3	2	2	2	2
26	2	2	2	2	2	4	2	3	4	3	5	4	5	5	4
27	3	3	3	3	3	2	3	4	2	4	4	5	4	4	5
28	3	3	3	3	3	3	2	3	3	3	4	3	3	3	3
29	4	4	4	4	4	2	3	4	2	4	4	5	3	3	5
30	4	4	4	4	4	2	3	4	2	4	3	4	3	3	4
31	3	3	4	3	3	5	4	5	5	5	2	3	2	2	2
32	4	4	3	4	4	2	3	4	2	4	2	4	3	3	3
33	2	2	3	2	2	3	4	2	3	2	1	3	2	2	2
34	3	3	3	3	3	3	2	3	3	3	3	2	2	2	2
35	5	4	4	4	5	3	4	5	3	5	2	3	3	3	3
36	3	3	5	3	3	4	3	5	3	3	4	3	3	3	3
37	2	2	2	2	2	3	2	2	2	2	2	3	2	2	2
38	5	5	5	5	5	5	5	5	5	5	4	3	2	2	2
39	2	2	2	2	2	3	2	2	2	2	2	3	3	3	3
40	5	3	3	4	4	5	3	3	3	4	4	3	5	5	5
41	3	3	3	3	3	4	3	4	4	3	3	4	4	3	4

Lampiran 2 Hasil Kuesioner

No.	L1	L2	L3	L4	L5	H1	H2	H3	H4	H5	V1	V2	V3	V4	V5
42	4	4	4	4	4	5	4	5	4	3	4	4	4	3	4
43	4	5	5	5	5	3	4	3	5	4	4	5	5	4	5
44	2	4	4	4	4	4	3	4	3	3	3	3	3	3	3
45	4	3	3	3	3	5	3	5	5	5	3	5	5	5	5
46	2	3	3	3	3	3	4	3	4	4	4	4	4	4	4
47	4	5	5	5	5	4	4	4	3	3	4	3	3	3	3
48	3	3	4	3	3	2	3	2	2	2	3	2	2	2	2
49	3	5	5	5	5	4	5	4	5	4	5	5	5	4	4
50	3	4	4	4	4	3	4	3	4	4	4	4	4	4	4
51	4	5	5	5	5	5	4	5	4	5	4	4	4	5	5
52	3	4	5	4	4	3	2	3	5	4	2	5	5	4	4
53	4	5	5	5	5	5	4	5	4	5	4	4	4	5	5
54	2	3	3	3	3	2	2	2	3	2	2	3	3	2	2
55	4	5	5	5	5	4	3	4	2	2	3	2	2	2	2
56	3	4	4	4	4	3	4	3	3	2	4	3	3	2	2
57	4	5	5	5	5	4	3	4	4	5	3	4	4	5	5
58	2	3	3	3	3	2	3	2	3	3	3	3	3	3	3
59	3	5	5	5	5	3	4	3	4	5	4	4	4	5	5
60	3	4	4	4	4	4	3	4	3	4	3	3	3	4	4
61	2	3	3	3	3	2	3	2	4	4	3	4	4	4	3
62	3	4	4	4	4	3	2	3	4	3	2	4	4	3	2
63	3	3	2	3	3	3	3	2	3	3	3	2	3	3	3
64	4	4	4	3	4	4	4	4	3	4	2	3	2	2	3
65	4	4	5	4	4	4	4	5	4	4	2	4	4	4	4
66	2	2	4	5	2	2	2	4	5	2	2	3	2	2	3
67	4	4	2	3	4	4	4	2	3	4	5	3	4	4	4
68	4	4	4	3	4	4	4	4	4	5	3	4	4	4	4
69	5	5	3	4	5	4	4	4	4	4	3	4	4	4	4
70	4	4	2	4	4	3	3	3	3	5	2	3	3	3	3
71	3	3	4	4	3	3	3	3	3	3	2	3	3	3	3
72	3	3	3	4	3	4	4	4	4	3	3	4	4	4	4
73	3	3	4	3	3	4	4	4	2	3	3	4	2	2	2

Lampiran 2 Hasil Kuesioner

No.	T1	T2	E1	E2	E3	E4	E5	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8
1	4	3	3	5	4	2	3	4	3	4	3	4	3	4	3
2	3	4	4	3	5	3	4	3	4	3	4	3	4	3	4
3	2	3	2	3	4	2	2	2	3	2	3	2	3	2	3
4	3	5	4	3	2	4	4	3	5	3	5	3	5	3	5
5	4	3	2	4	3	4	2	4	3	4	3	4	3	4	3
6	5	4	5	5	5	4	5	5	4	5	4	5	4	5	4
7	4	3	3	4	4	2	4	4	3	4	3	4	3	4	3
8	5	4	5	5	5	4	3	5	4	5	4	5	4	5	4
9	2	3	1	2	2	3	1	2	3	2	3	2	3	2	3
10	5	4	4	3	5	3	4	5	4	5	4	5	4	5	4
11	5	4	3	4	4	2	3	4	4	5	4	5	4	4	4
12	3	4	5	5	4	5	3	4	4	3	4	3	4	4	4
13	5	3	3	5	4	4	4	3	3	5	3	5	3	3	3
14	4	3	5	4	5	3	5	3	3	4	3	4	3	3	3
15	5	3	3	4	4	2	3	3	3	5	3	5	3	3	3
16	5	3	4	5	5	3	4	5	5	3	5	3	5	5	5
17	4	5	5	4	4	3	5	4	4	5	4	5	4	4	4
18	3	5	2	3	4	2	2	3	3	5	3	5	3	3	3
19	3	4	4	3	3	3	5	3	3	4	3	4	3	3	3
20	5	3	3	4	5	4	5	5	5	3	5	3	5	5	5
21	5	4	5	4	5	4	3	5	5	4	5	5	4	5	5
22	4	5	4	5	4	3	4	4	4	5	4	4	5	4	4
23	5	3	3	4	5	4	3	5	5	3	5	5	3	5	5
24	4	4	3	4	3	4	3	5	4	4	5	4	4	5	5
25	3	4	3	2	2	2	3	3	3	4	3	3	4	3	3
26	2	3	5	4	5	4	5	4	2	3	4	2	3	4	4
27	3	4	4	5	4	3	4	2	3	4	2	3	4	2	2
28	2	3	5	3	4	4	5	3	2	3	3	2	3	3	3
29	3	4	2	3	4	2	4	2	3	4	2	3	4	2	2
30	3	4	2	3	4	2	4	2	3	4	2	3	4	2	2
31	4	5	5	4	5	5	5	5	4	5	5	5	5	4	5
32	3	4	2	4	3	3	2	2	3	4	2	2	4	3	2
33	2	3	1	3	2	2	1	3	4	2	3	3	2	4	3
34	3	3	2	2	2	4	3	3	2	3	3	3	3	2	3
35	5	3	2	3	3	4	2	3	4	5	3	3	5	4	3
36	5	3	3	3	3	2	4	4	3	5	3	3	5	3	4
37	2	2	4	2	2	3	2	3	2	2	2	2	2	2	3
38	5	5	3	4	2	3	3	5	5	5	5	5	5	5	5
39	3	2	4	2	3	3	4	3	2	2	2	2	2	2	3
40	5	3	3	5	3	4	3	5	3	3	3	3	3	3	5
41	3	3	2	3	3	4	3	3	3	3	3	3	3	3	3

Lampiran 2 Hasil Kuesioner

No.	T1	T2	E1	E2	E3	E4	E5	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8
42	4	4	3	4	4	4	4	4	4	4	2	4	4	2	4
43	4	4	4	4	5	5	4	4	5	5	3	5	4	3	5
44	3	2	3	2	4	4	2	2	4	4	4	4	2	4	4
45	4	4	3	4	3	3	4	4	3	3	2	3	4	2	3
46	2	2	4	2	3	3	2	2	3	3	4	3	2	4	3
47	4	4	3	4	5	5	4	4	5	5	3	5	4	3	5
48	3	3	2	3	3	4	3	3	3	4	5	3	3	5	4
49	4	3	5	3	5	5	5	3	5	5	3	5	3	3	5
50	3	5	4	3	4	4	5	3	4	4	3	4	3	3	4
51	5	3	5	4	4	5	3	4	5	5	3	3	5	3	4
52	5	4	4	2	4	3	2	3	4	5	4	4	5	4	3
53	5	3	4	3	5	4	3	4	5	5	3	3	5	3	4
54	3	4	1	2	2	3	2	2	3	3	4	4	3	4	2
55	5	3	2	3	4	4	3	4	5	5	3	3	5	3	4
56	3	4	2	3	1	3	3	3	4	4	2	2	4	2	3
57	4	5	5	3	2	4	3	4	5	5	3	3	5	3	4
58	2	3	2	3	2	2	3	2	3	3	3	3	3	3	2
59	3	5	3	4	4	4	5	3	5	5	2	2	5	2	3
60	3	4	5	3	4	3	3	3	4	4	3	3	4	3	3
61	2	2	4	3	3	4	3	2	3	3	4	3	2	3	4
62	3	3	2	4	4	5	2	3	4	4	5	4	3	4	5
63	3	2	4	3	2	3	3	3	3	2	3	2	3	3	3
64	4	3	2	4	4	3	2	4	4	4	3	4	4	4	3
65	4	2	3	4	5	4	4	4	4	5	4	5	4	4	4
66	2	1	2	2	4	5	3	2	2	4	5	4	2	2	5
67	4	5	3	4	2	3	4	4	4	2	3	2	4	4	3
68	4	3	3	4	4	5	4	3	4	4	5	4	3	4	5
69	5	4	3	4	4	4	4	3	4	4	4	4	3	5	4
70	4	3	2	3	3	5	3	2	3	3	4	3	2	3	4
71	3	2	2	3	3	3	3	2	3	3	3	2	3	4	3
72	3	5	3	4	4	3	4	3	4	4	3	3	4	5	3
73	3	4	3	4	2	3	2	3	4	2	3	3	4	3	3

Lampiran 3 Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
L1	73	2.00	5.00	3.4521	.89816
L2	73	2.00	5.00	3.6986	.96731
L3	73	2.00	5.00	3.7397	1.00038
L4	73	2.00	5.00	3.7260	.94664
L5	73	2.00	5.00	3.7260	.97554
TL	73	10.00	25.00	18.3425	4.17406
L	73	2.00	5.00	3.6685	.83481
H1	73	2.00	5.00	3.5753	.98485
H2	73	2.00	5.00	3.4521	.83402
H3	73	2.00	5.00	3.6849	1.01210
H4	73	2.00	5.00	3.5479	.92858
H5	73	2.00	5.00	3.6301	.96475
TH	73	11.00	25.00	17.8904	3.46635
H	73	2.20	5.00	3.5781	.69327
V1	73	1.00	5.00	2.6986	.93816
V2	73	1.00	4.00	2.3562	.88772
V3	73	1.00	4.00	2.5479	.92858
V4	73	1.00	4.00	2.6438	.97710
V5	73	1.00	4.00	2.4247	.99886
TV	73	7.00	20.00	12.6712	3.85160
V	73	1.40	4.00	2.5342	.77032
T1	73	2.00	5.00	3.7260	1.00361
T2	73	2.00	5.00	3.7397	.88235
TT	73	4.00	10.00	7.4658	1.63369
T	73	2.00	5.00	3.7329	.81685
E1	73	1.00	5.00	3.2466	1.13994
E2	73	2.00	5.00	3.4932	.88386
E3	73	1.00	5.00	3.6164	1.06236
E4	73	2.00	5.00	3.4658	.92919
E5	73	1.00	5.00	3.3562	1.03239
TE	73	9.00	24.00	17.1781	3.50136
E	73	1.80	4.80	3.4356	.70027
KK1	73	2.00	5.00	3.3836	.96652
KK2	73	2.00	5.00	3.6575	.88536
KK3	73	2.00	5.00	3.8493	.99542
KK4	73	2.00	5.00	3.4247	.92673
KK5	73	2.00	5.00	3.5068	1.01548
KK6	73	2.00	5.00	3.6164	.92241
KK7	73	2.00	5.00	3.4384	.97163
KK8	73	2.00	5.00	3.6301	.90534
TKK	73	18.00	40.00	28.5068	5.21782

KK	73	2.25	5.00	3.5638	.65206
Valid N (listwise)	73				

Lampiran 4 Uji Validitas

Correlations

	L1	L2	L3	L4	L5	TL
L1 Pearson Correlation	1	.499**	.298**	.400**	.542**	.617**
Sig. (2-tailed)		.000	.009	.000	.000	.000
N	76	76	76	76	76	76
L2 Pearson Correlation	.499**	1	.803**	.885**	.986**	.963**
Sig. (2-tailed)	.000		.000	.000	.000	.000
N	76	76	76	76	76	76
L3 Pearson Correlation	.298**	.803**	1	.841**	.790**	.866**
Sig. (2-tailed)	.009	.000		.000	.000	.000
N	76	76	76	76	76	76
L4 Pearson Correlation	.400**	.885**	.841**	1	.886**	.927**
Sig. (2-tailed)	.000	.000	.000		.000	.000
N	76	76	76	76	76	76
L5 Pearson Correlation	.542**	.986**	.790**	.886**	1	.969**
Sig. (2-tailed)	.000	.000	.000	.000		.000
N	76	76	76	76	76	76
TL Pearson Correlation	.617**	.963**	.866**	.927**	.969**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	76	76	76	76	76	76

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

Lampiran 4 Uji Validitas

Correlations

	H1	H2	H3	H4	H5	TH
H1 Pearson Correlation	1	.530**	.525**	.508**	.428**	.818**
Sig. (2-tailed)		.000	.000	.000	.000	.000
N	76	76	76	76	76	76
H2 Pearson Correlation	.530**	1	.266*	.525**	.459**	.733**
Sig. (2-tailed)	.000		.020	.000	.000	.000
N	76	76	76	76	76	76
H3 Pearson Correlation	.525**	.266*	1	.201	.404**	.671**
Sig. (2-tailed)	.000	.020		.081	.000	.000
N	76	76	76	76	76	76
H4 Pearson Correlation	.508**	.525**	.201	1	.439**	.715**
Sig. (2-tailed)	.000	.000	.081		.000	.000
N	76	76	76	76	76	76
H5 Pearson Correlation	.428**	.459**	.404**	.439**	1	.744**
Sig. (2-tailed)	.000	.000	.000	.000		.000
N	76	76	76	76	76	76
TH Pearson Correlation	.818**	.733**	.671**	.715**	.744**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	76	76	76	76	76	76

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

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

Lampiran 4 Uji Validitas

Correlations

	V1	V2	V3	V4	V5	TV
V1 Pearson Correlation	1	.271*	.610**	.417**	.542**	.698**
Sig. (2-tailed)		.018	.000	.000	.000	.000
N	76	76	76	76	76	76
V2 Pearson Correlation	.271*	1	.554**	.535**	.627**	.731**
Sig. (2-tailed)	.018		.000	.000	.000	.000
N	76	76	76	76	76	76
V3 Pearson Correlation	.610**	.554**	1	.709**	.751**	.892**
Sig. (2-tailed)	.000	.000		.000	.000	.000
N	76	76	76	76	76	76
V4 Pearson Correlation	.417**	.535**	.709**	1	.714**	.836**
Sig. (2-tailed)	.000	.000	.000		.000	.000
N	76	76	76	76	76	76
V5 Pearson Correlation	.542**	.627**	.751**	.714**	1	.899**
Sig. (2-tailed)	.000	.000	.000	.000		.000
N	76	76	76	76	76	76
TV Pearson Correlation	.698**	.731**	.892**	.836**	.899**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	76	76	76	76	76	76

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

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

Correlations

	T1	T2	TT
T1 Pearson Correlation	1	.495**	.885**
Sig. (2-tailed)		.000	.000
N	76	76	76
T2 Pearson Correlation	.495**	1	.843**
Sig. (2-tailed)	.000		.000
N	76	76	76
TT Pearson Correlation	.885**	.843**	1
Sig. (2-tailed)	.000	.000	
N	76	76	76

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

Lampiran 4 Uji Validitas

Correlations

	E1	E2	E3	E4	E5	TE
E1 Pearson Correlation	1	.266*	.430**	.281*	.550**	.763**
Sig. (2-tailed)		.020	.000	.014	.000	.000
N	76	76	76	76	76	76
E2 Pearson Correlation	.266*	1	.406**	.128	.322**	.596**
Sig. (2-tailed)	.020		.000	.272	.005	.000
N	76	76	76	76	76	76
E3 Pearson Correlation	.430**	.406**	1	.260*	.458**	.754**
Sig. (2-tailed)	.000	.000		.023	.000	.000
N	76	76	76	76	76	76
E4 Pearson Correlation	.281*	.128	.260*	1	.221	.540**
Sig. (2-tailed)	.014	.272	.023		.055	.000
N	76	76	76	76	76	76
E5 Pearson Correlation	.550**	.322**	.458**	.221	1	.757**
Sig. (2-tailed)	.000	.005	.000	.055		.000
N	76	76	76	76	76	76
TE Pearson Correlation	.763**	.596**	.754**	.540**	.757**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	76	76	76	76	76	76

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

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

Lampiran 4 Uji Validitas

Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	TKK
KK1	Pearson Correlation	1	.496**	.321**	.358**	.436**	.494**	.543**	.593**	.771**
	Sig. (2-tailed)		.000	.006	.002	.000	.000	.000	.000	.000
	N	73	73	73	73	73	73	73	73	73
KK2	Pearson Correlation	.496**	1	.413**	.315**	.350**	.636**	.387**	.550**	.745**
	Sig. (2-tailed)	.000		.000	.007	.002	.000	.001	.000	.000
	N	73	73	73	73	73	73	73	73	73
KK3	Pearson Correlation	.321**	.413**	1	.085	.640**	.496**	.198	.246*	.627**
	Sig. (2-tailed)	.006	.000		.473	.000	.000	.092	.036	.000
	N	73	73	73	73	73	73	73	73	73
KK4	Pearson Correlation	.358**	.315**	.085	1	.417**	.063	.700**	.703**	.659**
	Sig. (2-tailed)	.002	.007	.473		.000	.595	.000	.000	.000
	N	73	73	73	73	73	73	73	73	73
KK5	Pearson Correlation	.436**	.350**	.640**	.417**	1	.077	.433**	.433**	.701**
	Sig. (2-tailed)	.000	.002	.000	.000		.517	.000	.000	.000
	N	73	73	73	73	73	73	73	73	73
KK6	Pearson Correlation	.494**	.636**	.496**	.063	.077	1	.159	.194	.560**
	Sig. (2-tailed)	.000	.000	.000	.595	.517		.178	.101	.000
	N	73	73	73	73	73	73	73	73	73
KK7	Pearson Correlation	.543**	.387**	.198	.700**	.433**	.159	1	.408**	.698**
	Sig. (2-tailed)	.000	.001	.092	.000	.000	.178		.000	.000
	N	73	73	73	73	73	73	73	73	73
KK8	Pearson Correlation	.593**	.550**	.246*	.703**	.433**	.194	.408**	1	.743**
	Sig. (2-tailed)	.000	.000	.036	.000	.000	.101	.000		.000
	N	73	73	73	73	73	73	73	73	73
TKK	Pearson Correlation	.771**	.745**	.627**	.659**	.701**	.560**	.698**	.743**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	73	73	73	73	73	73	73	73	73

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

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

Lampiran 5 Uji Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	76	100.0
	Excluded ^a	0	.0
	Total	76	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.921	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
L1	14.7763	13.723	.458	.962
L2	14.5526	10.624	.938	.874
L3	14.5132	11.240	.781	.907
L4	14.5263	11.026	.882	.886
L5	14.5263	10.519	.948	.872

Case Processing Summary

		N	%
Cases	Valid	76	100.0
	Excluded ^a	0	.0
	Total	76	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.787	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
H1	14.2500	7.390	.680	.706
H2	14.3553	8.499	.589	.741
H3	14.1447	8.312	.455	.784
H4	14.2632	8.303	.542	.753
H5	14.1974	7.947	.572	.744

Lampiran 5 Uji Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	76	100.0
	Excluded ^a	0	.0
	Total	76	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.871	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
V1	10.0263	10.479	.538	.881
V2	10.3421	10.361	.589	.869
V3	10.1711	9.157	.823	.814
V4	10.0658	9.289	.727	.837
V5	10.2895	8.768	.825	.811

Case Processing Summary

		N	%
Cases	Valid	76	100.0
	Excluded ^a	0	.0
	Total	76	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.658	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
T1	3.7237	.763	.495	.
T2	3.6974	1.014	.495	.

Lampiran 5 Uji Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	76	100.0
	Excluded ^a	0	.0
	Total	76	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.719	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
E1	13.9079	7.338	.560	.636
E2	13.6447	9.165	.390	.703
E3	13.5000	7.640	.565	.634
E4	13.7237	9.403	.304	.734
E5	13.8026	7.707	.576	.631

Case Processing Summary

		N	%
Cases	Valid	73	100.0
	Excluded ^a	0	.0
	Total	73	100.0

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

Lampiran 5 Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.840	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
KK1	25.1233	20.387	.676	.807
KK2	24.8493	21.130	.653	.812
KK3	24.6575	21.701	.489	.832
KK4	25.0822	21.715	.539	.825
KK5	25.0000	20.833	.578	.820
KK6	24.8904	22.682	.420	.839
KK7	25.0685	21.092	.581	.820
KK8	24.8767	21.026	.648	.812

Lampiran 6 Analisis Regresi Linier Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	E, T, V, L, H ^b	.	Enter

a. Dependent Variable: KK

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.891 ^a	.793	.778	.30753	2.094

a. Predictors: (Constant), E, T, V, L, H

b. Dependent Variable: KK

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	24.277	5	4.855	51.339	.000 ^b
Residual	6.337	67	.095		
Total	30.613	72			

a. Dependent Variable: KK

b. Predictors: (Constant), E, T, V, L, H

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	-.835	.396		-2.110	.039					
L	.228	.067	.292	3.418	.001	.763	.385	.190	.423	2.363
H	.430	.087	.457	4.970	.000	.809	.519	.276	.365	2.741
V	.241	.062	.285	3.881	.000	-.305	.428	.216	.573	1.745
T	.171	.066	.215	2.600	.011	.700	.303	.145	.453	2.209
E	.225	.073	.241	3.080	.003	.567	.352	.171	.504	1.985

a. Dependent Variable: KK

Collinearity Diagnostics^a

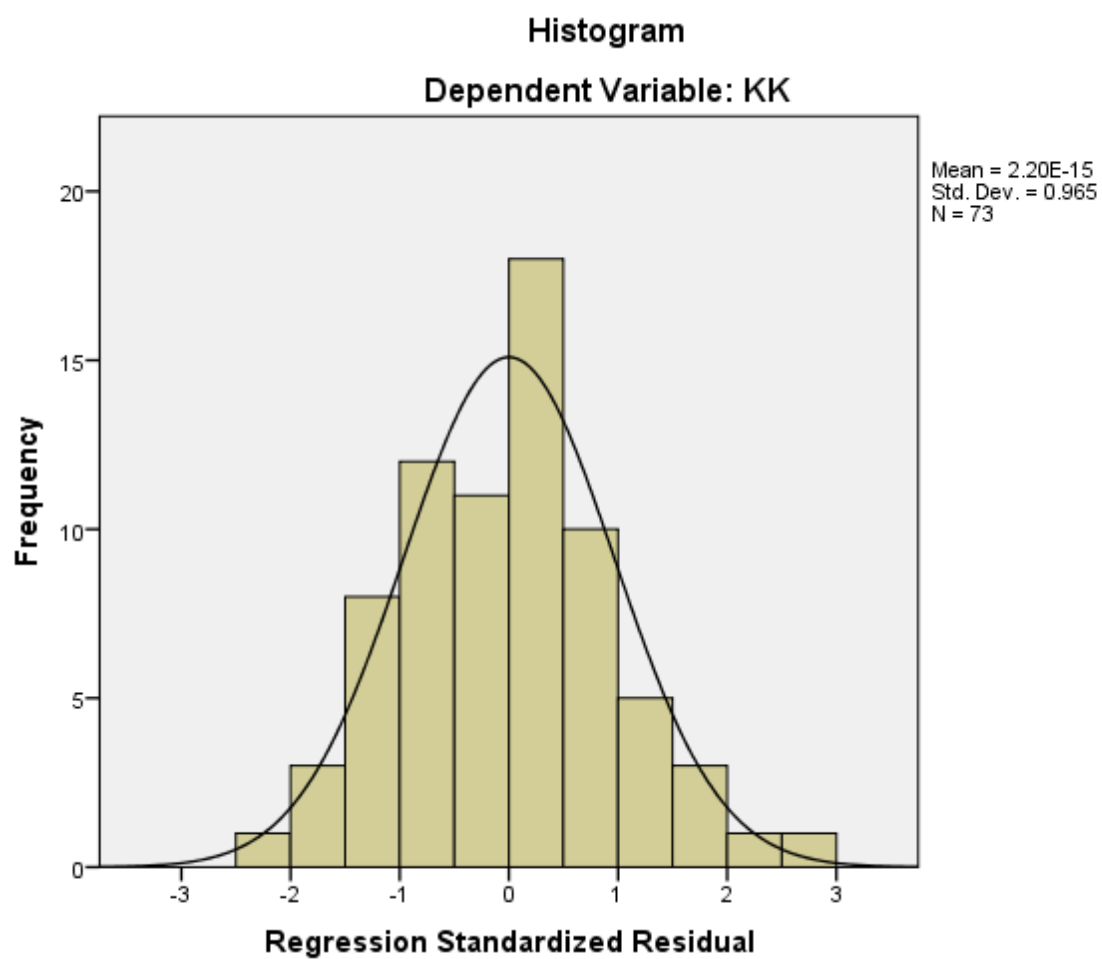
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions					
				(Constant)	L	H	V	T	E
1	1	5.802	1.000	.00	.00	.00	.00	.00	.00
	2	.138	6.476	.00	.01	.00	.26	.01	.01
	3	.028	14.422	.02	.12	.00	.01	.17	.39
	4	.015	19.383	.01	.71	.00	.01	.59	.00
	5	.010	23.749	.00	.15	.97	.00	.16	.15
	6	.006	30.604	.97	.02	.02	.72	.08	.45

a. Dependent Variable: KK

Residuals Statistics^a

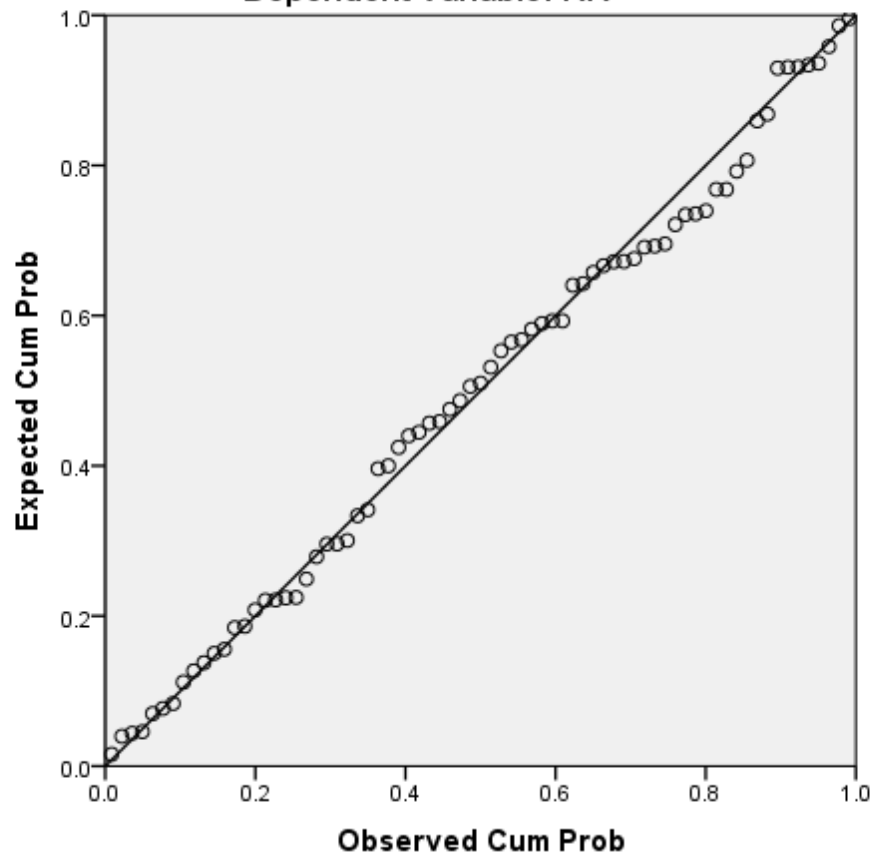
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.4109	4.8074	3.5638	.58067	73
Residual	-.66084	.80409	.00000	.29666	73
Std. Predicted Value	-1.986	2.142	.000	1.000	73
Std. Residual	-2.149	2.615	.000	.965	73

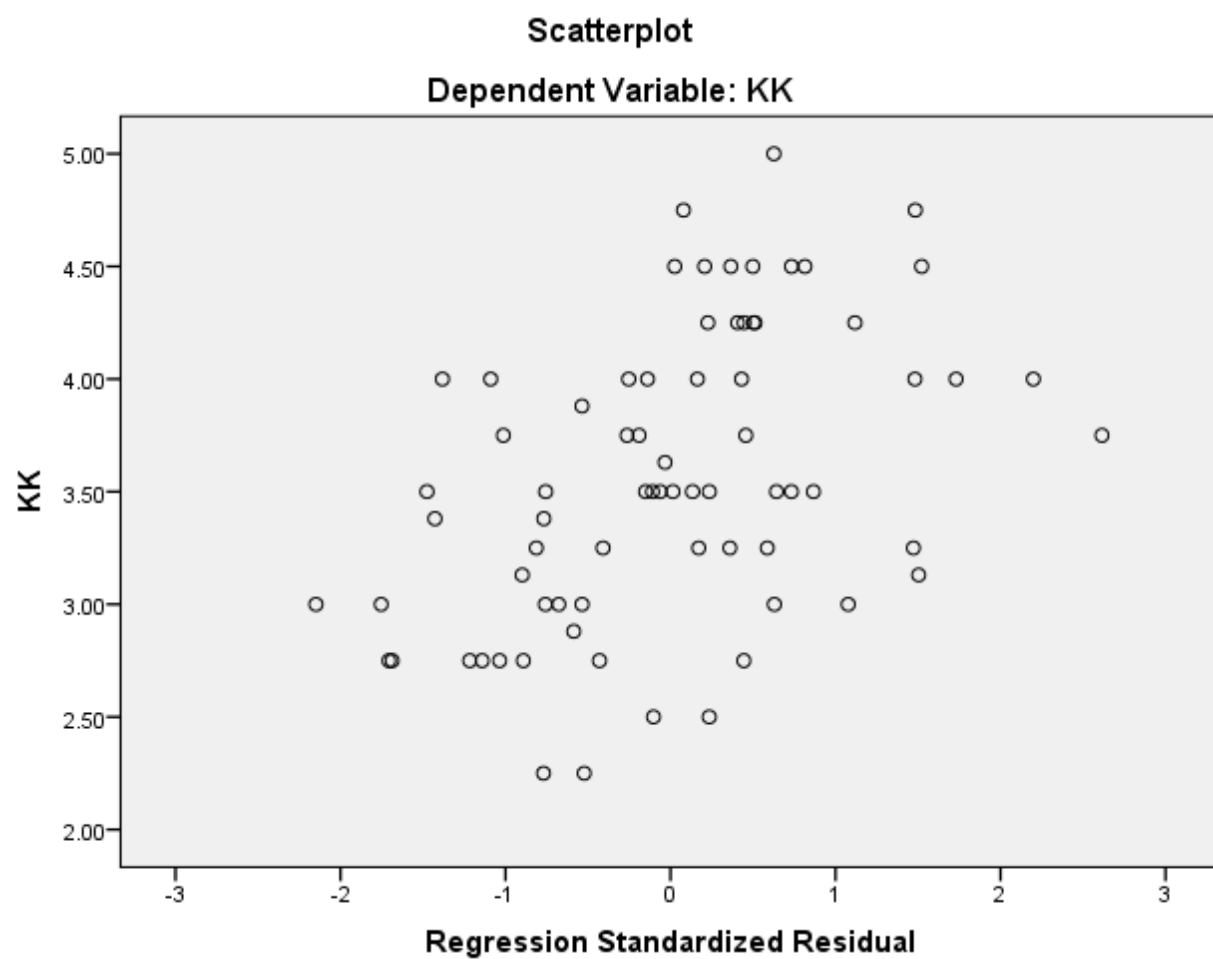
a. Dependent Variable: KK



Normal P-P Plot of Regression Standardized Residual

Dependent Variable: KK





Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	E, T, V, L, H ^b	.	Enter

a. Dependent Variable: ABSRES

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.287 ^a	.082	.014	.17938

a. Predictors: (Constant), E, T, V, L, H

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	.193	5	.039	1.199	.319 ^b
Residual	2.156	67	.032		
Total	2.349	72			

a. Dependent Variable: ABSRES

b. Predictors: (Constant), E, T, V, L, H

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.679	.231		2.939	.005
L	.048	.039	.222	1.232	.222
H	-.076	.050	-.293	-1.509	.136
V	-.057	.036	-.244	-1.579	.119
T	-.007	.038	-.034	-.195	.846
E	-.051	.043	-.198	-1.199	.235

a. Dependent Variable: ABSRES

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		73
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.96465308
Most Extreme Differences	Absolute	.061
	Positive	.061
	Negative	-.046
Test Statistic		.061
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Lampiran 7 Foto Perusahaan



