

**LAMPIRAN 5**  
**HASIL PENGUJIAN**

Uji Validitas Gaya Kepemimpinan Transformasional

**Correlations**

		P1	P2	P3	P4	P5	P6	P7	P8	TOTAL
P1	Pearson Correlation	1	.516**	.571**	.351	.426*	.476**	.785**	.441*	.796**
	Sig. (2-tailed)		.004	.001	.057	.019	.008	.000	.015	.000
	N	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.516**	1	.521**	.242	.436*	.552**	.491**	.557**	.756**
	Sig. (2-tailed)	.004		.003	.198	.016	.002	.006	.001	.000
	N	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.571**	.521**	1	.369*	.286	.537**	.680**	.531**	.786**
	Sig. (2-tailed)	.001	.003		.045	.125	.002	.000	.003	.000
	N	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.351	.242	.369*	1	-.040	.196	.420*	.520**	.523**
	Sig. (2-tailed)	.057	.198	.045		.834	.299	.021	.003	.003
	N	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.426*	.436*	.286	-.040	1	.265	.391*	.507**	.576**
	Sig. (2-tailed)	.019	.016	.125	.834		.157	.032	.004	.001
	N	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.476**	.552**	.537**	.196	.265	1	.469**	.487**	.696**
	Sig. (2-tailed)	.008	.002	.002	.299	.157		.009	.006	.000
	N	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.785**	.491**	.680**	.420*	.391*	.469**	1	.490**	.823**
	Sig. (2-tailed)	.000	.006	.000	.021	.032	.009		.006	.000
	N	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.441*	.557**	.531**	.520**	.507**	.487**	.490**	1	.783**
	Sig. (2-tailed)	.015	.001	.003	.003	.004	.006	.006		.000
	N	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.796**	.756**	.786**	.523**	.576**	.696**	.823**	.783**	1
	Sig. (2-tailed)	.000	.000	.000	.003	.001	.000	.000	.000	
	N	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).

## Uji Validitas Disiplin Kerja

## Correlations

		P1	P2	P3	P4	P5	P6	TOTAL
P1	Pearson Correlation	1	.697**	.361	.442*	.267	.281	.672**
	Sig. (2-tailed)		.000	.050	.014	.153	.132	.000
	N	30	30	30	30	30	30	30
P2	Pearson Correlation	.697**	1	.432*	.728**	.543**	.530**	.889**
	Sig. (2-tailed)	.000		.017	.000	.002	.003	.000
	N	30	30	30	30	30	30	30
P3	Pearson Correlation	.361	.432*	1	.478**	.425*	.144	.667**
	Sig. (2-tailed)	.050	.017		.007	.019	.448	.000
	N	30	30	30	30	30	30	30
P4	Pearson Correlation	.442*	.728**	.478**	1	.512**	.383*	.814**
	Sig. (2-tailed)	.014	.000	.007		.004	.036	.000
	N	30	30	30	30	30	30	30
P5	Pearson Correlation	.267	.543**	.425*	.512**	1	.195	.701**
	Sig. (2-tailed)	.153	.002	.019	.004		.301	.000
	N	30	30	30	30	30	30	30
P6	Pearson Correlation	.281	.530**	.144	.383*	.195	1	.591**
	Sig. (2-tailed)	.132	.003	.448	.036	.301		.001
	N	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.672**	.889**	.667**	.814**	.701**	.591**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	
	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).

## Uji Validitas Motivasi Kerja

## Correlations

		P1	P2	P3	P4	P5	P6	TOTAL
P1	Pearson Correlation	1	.542**	.380*	.407*	.146	.285	.627**
	Sig. (2-tailed)		.002	.038	.026	.441	.127	.000
	N	30	30	30	30	30	30	30
P2	Pearson Correlation	.542**	1	.659**	.706**	.412*	.463**	.829**
	Sig. (2-tailed)	.002		.000	.000	.024	.010	.000
	N	30	30	30	30	30	30	30
P3	Pearson Correlation	.380*	.659**	1	.659**	.606**	.721**	.853**
	Sig. (2-tailed)	.038	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30
P4	Pearson Correlation	.407*	.706**	.659**	1	.570**	.463**	.829**
	Sig. (2-tailed)	.026	.000	.000		.001	.010	.000
	N	30	30	30	30	30	30	30
P5	Pearson Correlation	.146	.412*	.606**	.570**	1	.610**	.712**
	Sig. (2-tailed)	.441	.024	.000	.001		.000	.000
	N	30	30	30	30	30	30	30
P6	Pearson Correlation	.285	.463**	.721**	.463**	.610**	1	.755**
	Sig. (2-tailed)	.127	.010	.000	.010	.000		.000
	N	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.627**	.829**	.853**	.829**	.712**	.755**	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).

## Uji Validitas Kinerja Karyawan

## Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	TOTAL
P1	Pearson Correlation	1	.524**	.587**	.483**	.389*	.429*	.396*	.313	.744**
	Sig. (2-tailed)		.003	.001	.007	.034	.018	.030	.092	.000
	N	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.524**	1	.367*	.530**	.462*	.521**	.593**	.398*	.785**
	Sig. (2-tailed)	.003		.046	.003	.010	.003	.001	.029	.000
	N	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.587**	.367*	1	.182	.279	.449*	.247	.449*	.654**
	Sig. (2-tailed)	.001	.046		.335	.136	.013	.187	.013	.000
	N	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.483**	.530**	.182	1	.531**	.473**	.396*	.350	.704**
	Sig. (2-tailed)	.007	.003	.335		.003	.008	.031	.058	.000
	N	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.389*	.462*	.279	.531**	1	.396*	.462*	.176	.667**
	Sig. (2-tailed)	.034	.010	.136	.003		.030	.010	.352	.000
	N	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.429*	.521**	.449*	.473**	.396*	1	.275	.665**	.766**
	Sig. (2-tailed)	.018	.003	.013	.008	.030		.142	.000	.000
	N	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.396*	.593**	.247	.396*	.462*	.275	1	.029	.601**
	Sig. (2-tailed)	.030	.001	.187	.031	.010	.142		.880	.000
	N	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.313	.398*	.449*	.350	.176	.665**	.029	1	.620**
	Sig. (2-tailed)	.092	.029	.013	.058	.352	.000	.880		.000
	N	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.744**	.785**	.654**	.704**	.667**	.766**	.601**	.620**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	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).

## Uji Reliabilitas

### 1. Gaya Kepemimpinan Transformasional

Reliability Statistics	
Cronbach's Alpha	N of Items
.863	8

### 2. Disiplin Kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.803	6

### 3. Motivasi Kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.850	6

### 4. Kinerja Karyawan

Reliability Statistics	
Cronbach's Alpha	N of Items
.844	8

### 5. Uji Reliabilitas Keseluruhan

Reliability Statistics	
Cronbach's Alpha	N of Items
.814	28

### Analisis Jalur Path (*Path Analysis*)

#### Persamaan Substruktur 1

#### Persamaan Gaya Kepemimpinan dan Disiplin Kerja Terhadap Motivasi Kerja

##### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja, Gaya Kepemimpinan Transformasional <sup>b</sup>	.	Enter

a. Dependent Variable: Motivasi Kerja

b. All requested variables entered.

##### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.833 <sup>a</sup>	.693	.684	1.37043

a. Predictors: (Constant), Disiplin Kerja, Gaya Kepemimpinan Transformasional

##### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	276.042	2	138.021	73.490	.000 <sup>b</sup>
	Residual	122.075	65	1.878		
	Total	398.118	67			

a. Dependent Variable: Motivasi Kerja

b. Predictors: (Constant), Disiplin Kerja, Gaya Kepemimpinan Transformasional

##### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.901	1.526		1.901	.062
	Gaya Kepemimpinan Transformasional	.380	.055	.537	6.902	.000
	Disiplin Kerja	.377	.068	.432	5.553	.000

a. Dependent Variable: Motivasi Kerja

## Persamaan Substruktur 2

Pengaruh Gaya Kepemimpinan Transformatif, Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Motivasi Kerja, Disiplin Kerja, Gaya Kepemimpinan Transformatif <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja Karyawan

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.856 <sup>a</sup>	.733	.721	1.74930

a. Predictors: (Constant), Motivasi Kerja, Disiplin Kerja, Gaya Kepemimpinan Transformatif

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	539.023	3	179.674	58.716	.000 <sup>b</sup>
	Residual	195.844	64	3.060		
	Total	734.868	67			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Motivasi Kerja, Disiplin Kerja, Gaya Kepemimpinan Transformatif

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.166	2.002		4.080	.000
	Gaya Kepemimpinan Transformatif	.194	.092	.202	2.095	.040
	Disiplin Kerja	1.113	.105	.939	10.581	.000
	Motivasi Kerja	-.383	.158	-.282	-2.422	.018

a. Dependent Variable: Kinerja Karyawan