

## LAMPIRAN I

## KUESIONER PENELITIAN



Program Studi Manajemen

Hari/Tanggal :

Fakultas Ekonomi dan Bisnis

No Kuesioner :

Universitas Esa Unggul

Responden yang terhormat, saya Lilis Riyani Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Esa Unggul Angkatan 2015. Saya saat ini sedang melakukan Penelitian Skripsi saya, Mohon kesediaan Bapak/Ibu/Saudara/i, untuk mengisi kuesioner yang berjudul “Pengaruh Gaya kepemimpinan partisipatif, Motivasi, terhadap Kepuasan Kerja”

Berkaitan dengan hal tersebut, saya memohon kesediaan. Bapak/Ibu/Saudara/i, meluangkan waktu untuk mengisi kuesioner ini. Kuesioner ini adalah salah satu sarana untuk memperoleh data yang diperlukan untuk penelitian . Jawaban yang Bapak/Ibu/Saudara/i berikan tidak akan dinilai benar atau salah. Semua informasi yang Anda berikan akan tetap terjaga kerahasiaannya.

Oleh karena itu, saya mengucapkan banyak terimakasih, semoga bantuan dan amal baik. Bapak/Ibu/Saudara/i sekalian mendapat imbalan dari Allah SWT aamiin.

## I. PETUNJUK PENGISIAN

1. Sebelum mengisi pertanyaan dibawah, bacalah petunjuk pengisian dengan baik dan isi data responden terlebih dahulu.
2. Kuesioner penelitian ini terdiri dari 20 pertanyaan.
3. Berilah tanda (√) pada kolom jawaban yang tersedia
4. Terdapat 4 (empat) alternatif pengisian jawaban, yaitu:
  1. STS = Sangat Tidak Setuju
  2. TS = Tidak Setuju
  3. S = Setuju
  4. SS = Sangat Setuju
5. Semua jawaban adalah benar dan tidak ada yang salah, oleh karena itu jawablah semua pertanyaan sesuai dengan keadaan yang anda alami dengan JUJUR.

## II. DATA RESPONDEN

1. Jenis Kelamin
  - a. Pria
  - b. Wanita
2. Usia saat ini
  - a. 18 – 25 tahun
  - b. 26-35 tahun
  - c. 31 - 35 tahun



No	PERNYATAAN	JAWABAN			
		STS	TS	S	SS
4	Saya puas atasan saya memberikan bantuan pada saat bekerja.				
5	Saya puas diberikan kesempatan dalam pengambilan keputusan yang dapat mempengaruhi pekerjaan saya.				
6	Saya puas memiliki rekan kerja yang bertanggung jawab.				
7	Saya puas memiliki rekan kerja yang bisa diajak kerjasama.				
8	Saya puas lingkungan kerja saya bersih dan nyaman.				
9	Saya puas udara di lingkungan kerja saya mampu membuat saya semangat bekerja.				

**LAMPIRAN 1.2**  
**TABULASI GAYA KEPEMIMPINAN PARTISIPATIF 30 RESPONDEN**

No	Gaya Kepemimpinan Partisipatif					Total
	1	2	3	4	5	
1	2	3	3	2	3	13
2	3	3	3	3	3	15
3	4	4	4	4	4	20
4	4	4	4	4	4	20
5	3	3	3	3	3	15
6	4	4	4	4	4	20
7	3	3	3	3	3	15
8	4	4	4	4	4	20
9	4	4	4	4	4	20
10	4	4	4	4	4	20
11	4	4	4	4	4	20
12	4	4	4	4	4	20
13	4	4	4	4	4	20
14	4	4	4	4	4	20
15	4	4	4	4	4	20
16	3	3	3	3	3	15
17	3	3	3	3	3	15
18	4	4	4	4	4	20
19	4	4	4	4	4	20
20	4	4	4	4	4	20
21	4	4	4	3	3	18
22	4	4	4	4	4	20
23	4	4	3	3	3	17
24	4	4	4	3	3	18
25	4	4	4	4	4	20
26	4	4	4	3	3	18
27	3	4	4	4	4	19
28	4	4	4	4	4	20
29	3	3	3	3	3	15
30	2	2	3	3	3	13

**LAMPIRAN 1.3**  
**UJI VALIDITAS DAN RELIABILITAS GAYA KEPEMIMPINAN**  
**PARTISIPATIF**

**Correlations**

		Gk	gk2	gk3	gk4	gk5	total
gk	Pearson Correlation	1	.912**	.806**	.714**	.630**	.900**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30
gk2	Pearson Correlation	.912**	1	.871**	.692**	.699**	.919**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30
gk3	Pearson Correlation	.806**	.871**	1	.794**	.802**	.933**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30
gk4	Pearson Correlation	.714**	.692**	.794**	1	.950**	.910**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30
gk5	Pearson Correlation	.630**	.699**	.802**	.950**	1	.890**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30
total	Pearson Correlation	.900**	.919**	.933**	.910**	.890**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.731	5

**LAMPIRAN 1.4**  
**TABULASI MOTIVASI 30 RESPONDEN**

No	Motivasi						Total
	1	2	3	4	5	6	
1	4	4	4	4	4	4	24
2	3	3	3	3	3	3	18
3	4	4	4	4	4	4	24
4	4	4	4	4	4	4	24
5	4	4	4	4	4	4	24
6	3	3	3	3	3	3	18
7	4	4	4	4	4	4	24
8	4	4	4	4	4	4	24
9	3	3	3	3	3	4	19
10	4	4	4	4	4	4	24
11	3	3	3	3	3	3	18
12	4	4	4	4	4	4	24
13	4	4	4	4	4	4	24
14	4	4	4	4	4	4	24
15	3	3	3	3	3	3	18
16	4	4	4	4	4	4	24
17	4	4	4	4	4	4	24
18	4	4	4	4	4	4	24
19	4	4	4	4	4	4	24
20	4	4	4	4	4	4	24
21	4	4	4	3	3	3	21
22	3	3	3	4	4	4	21
23	3	4	4	4	4	4	23
24	4	4	4	4	4	4	24
25	3	3	3	3	3	4	19
26	4	4	4	4	4	4	24
27	4	4	4	4	4	4	24
28	4	4	4	4	4	4	24
29	4	4	4	4	4	4	24
30	3	3	3	3	3	3	18

LAMPIRAN 1.5  
 UJI VALIDITAS DAN RELIABILITAS MOTIVASI

Correlations

		m1	m2	m3	m4	m5	m6	total
m1	Pearson Correlation	1	.921**	.921**	.757**	.757**	.582**	.900**
	Sig. (2-tailed)		.000	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30
m2	Pearson Correlation	.921**	1	1.000**	.830**	.830**	.641**	.950**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
m3	Pearson Correlation	.921**	1.000**	1	.830**	.830**	.641**	.950**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30
m4	Pearson Correlation	.757**	.830**	.830**	1	1.000**	.829**	.950**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30
m5	Pearson Correlation	.757**	.830**	.830**	1.000**	1	.829**	.950**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30
m6	Pearson Correlation	.582**	.641**	.641**	.829**	.829**	1	.813**
	Sig. (2-tailed)	.001	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30
total	Pearson Correlation	.900**	.950**	.950**	.950**	.950**	.813**	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).

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.963	6

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

**LAMPIRAN 1.6**  
**TABULASI KEPUASAN KERJA 30 RESPONDEN**

No	KEPUASAN KERJA									total
	1	2	3	4	5	6	7	8	9	
1	4	4	4	4	4	4	4	4	4	36
2	4	4	4	4	4	4	4	4	4	36
3	3	3	3	3	3	4	4	4	4	31
4	4	4	4	4	4	4	4	4	4	36
5	3	3	3	3	3	4	4	4	4	31
6	4	4	4	4	4	4	4	4	4	36
7	3	3	3	4	4	4	4	4	4	33
8	3	3	3	3	4	4	4	3	3	30
9	4	4	4	4	4	4	4	4	4	36
10	4	4	3	3	4	4	4	4	4	34
11	4	4	4	4	4	4	4	4	4	36
12	4	4	4	4	4	4	4	4	4	36
13	4	4	4	4	4	4	4	4	4	36
14	3	3	3	3	3	3	3	4	4	29
15	4	4	4	4	4	4	4	4	4	36
16	4	4	4	4	4	4	4	4	4	36
17	4	4	4	4	4	4	4	4	4	36
18	3	3	3	3	3	4	4	4	4	31
19	4	4	3	3	3	3	4	4	4	32
20	4	4	4	4	4	4	4	4	4	36
21	4	4	4	4	4	4	4	4	4	36
22	3	3	3	4	4	3	3	3	3	29
23	4	4	4	4	3	3	3	3	3	31
24	4	4	4	4	4	4	4	4	4	36
25	4	4	4	4	4	4	4	4	4	36
26	4	4	4	4	4	4	4	4	4	36
27	1	4	4	3	3	3	3	3	3	27
28	3	4	4	4	4	4	4	4	4	35
29	4	4	4	4	4	4	4	4	4	36
30	4	4	4	4	4	4	4	4	4	36



LAMPIRAN 1.7  
 UJI VALIDITAS DAN RELIABILITAS KEPUASAN KERJA

	kk1	kk2	kk3	kk4	kk5	kk6	kk7	kk8	kk9	total
kk1 Pearson Correlation	1	.531**	.409*	.581**	.531**	.431*	.527**	.527**	.527**	.814**
Sig. (2-tailed)		.003	.025	.001	.003	.017	.003	.003	.003	.000
N	30	30	30	30	30	30	30	30	30	30
kk2 Pearson Correlation	.531**	1	.843**	.558**	.441*	.176	.247	.247	.247	.691**
Sig. (2-tailed)	.003		.000	.001	.015	.352	.188	.188	.188	.000
N	30	30	30	30	30	30	30	30	30	30
kk3 Pearson Correlation	.409*	.843**	1	.757**	.499**	.293	.171	.171	.171	.692**
Sig. (2-tailed)	.025	.000		.000	.005	.116	.366	.366	.366	.000
N	30	30	30	30	30	30	30	30	30	30
kk4 Pearson Correlation	.581**	.558**	.757**	1	.737**	.337	.207	.207	.207	.744**
Sig. (2-tailed)	.001	.001	.000		.000	.069	.272	.272	.272	.000
N	30	30	30	30	30	30	30	30	30	30
kk5 Pearson Correlation	.531**	.441*	.499**	.737**	1	.599**	.479**	.247	.247	.748**
Sig. (2-tailed)	.003	.015	.005	.000		.000	.007	.188	.188	.000
N	30	30	30	30	30	30	30	30	30	30
kk6 Pearson Correlation	.431*	.176	.293	.337	.599**	1	.877**	.614**	.614**	.718**
Sig. (2-tailed)	.017	.352	.116	.069	.000		.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30
kk7 Pearson Correlation	.527**	.247	.171	.207	.479**	.877**	1	.712**	.712**	.715**
Sig. (2-tailed)	.003	.188	.366	.272	.007	.000		.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30
kk8 Pearson Correlation	.527**	.247	.171	.207	.247	.614**	.712**	1	1.000**	.679**
Sig. (2-tailed)	.003	.188	.366	.272	.188	.000	.000		.000	.000
N	30	30	30	30	30	30	30	30	30	30
kk9 Pearson Correlation	.527**	.247	.171	.207	.247	.614**	.712**	1.000**	1	.679**
Sig. (2-tailed)	.003	.188	.366	.272	.188	.000	.000	.000		.000
N	30	30	30	30	30	30	30	30	30	30

total Pearson Correlation	.814**	.691**	.692**	.744**	.748**	.718**	.715**	.679**	.679**	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).

**Case Processing Summary**

		N	%
Cases	Valid	30	30.3
	Excluded <sup>a</sup>	69	69.7
	Total	99	100.0

**Reliability Statistics**

Cronbach's Alpha	N of Items
.877	9

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

**LAMPIRAN 1.8**  
**TABULASII GAYA KEPEMIMPINAN PARTISIPATIF 100 RESPONDEN**

No	GAYA KEPEMIMPINAN PARTISIPATIF					total	rata-rata
	1	2	3	4	5		
1	3	3	3	4	4	17	3.4
2	3	4	3	3	4	17	3.4
3	3	3	3	3	3	15	3
4	4	4	4	4	4	20	4
5	3	3	3	3	3	15	3
6	3	3	4	4	4	18	3.6
7	3	3	3	3	3	15	3
8	3	3	3	3	3	15	3
9	4	4	4	4	4	20	4
10	3	3	3	3	4	16	3.2
11	4	4	3	3	4	18	3.6
12	4	3	4	4	4	19	3.8
13	4	3	3	4	3	17	3.4
14	2	3	4	3	3	15	3
15	4	3	3	4	4	18	3.6
16	3	3	3	3	3	15	3
17	4	4	3	3	4	18	3.6
18	3	4	4	4	4	19	3.8
19	4	4	4	4	4	20	4
20	4	4	4	4	4	20	4
21	3	4	3	4	4	18	3.6
22	3	3	3	3	4	16	3.2
23	3	3	3	3	3	15	3
24	3	3	4	4	4	18	3.6
25	4	3	4	4	4	19	3.8
26	3	3	3	4	4	17	3.4
27	3	3	4	3	4	17	3.4
28	4	4	4	4	3	19	3.8
29	4	4	4	4	4	20	4
30	4	4	4	3	3	18	3.6
31	4	4	4	4	3	19	3.8
32	3	3	4	3	2	15	3
33	4	4	4	4	4	20	4
34	4	3	4	4	4	19	3.8
35	3	3	4	3	4	17	3.4
36	3	3	3	4	3	16	3.2
37	4	3	3	3	4	17	3.4

No	Gaya Kepemimpinan Partisipatif					Total	Rata-rata
	1	2	3	4	5		
38	4	4	4	3	4	19	3.8
39	3	3	3	3	4	16	3.2
40	4	3	4	4	3	18	3.6
41	4	4	4	4	4	20	4
42	3	3	3	3	4	16	3.2
43	3	3	3	3	4	16	3.2
44	3	3	3	3	4	16	3.2
45	3	3	3	3	4	16	3.2
46	3	4	4	4	4	19	3.8
47	4	4	4	4	4	20	4
48	3	3	3	4	4	17	3.4
49	3	4	4	3	3	17	3.4
50	4	4	4	4	3	19	3.8
51	3	4	4	4	4	19	3.8
52	4	4	4	4	4	20	4
53	3	3	2	3	4	15	3
54	3	3	3	2	3	14	2.8
55	3	3	3	3	3	15	3
56	3	3	4	3	3	16	3.2
57	4	4	4	4	4	20	4
58	3	3	4	3	4	17	3.4
59	1	1	4	4	4	14	2.8
60	2	2	3	3	3	13	2.6
61	4	4	4	4	4	20	4
62	3	4	4	3	3	17	3.4
63	3	2	3	3	4	15	3
64	4	4	3	3	4	18	3.6
65	1	1	4	4	4	14	2.8
66	4	4	4	4	4	20	4
67	3	3	3	3	3	15	3
68	4	3	3	4	4	18	3.6
69	3	3	3	3	3	15	3
70	1	3	4	3	4	15	3
71	3	3	4	4	3	17	3.4
73	3	3	4	3	3	16	3.2
74	3	3	4	3	3	16	3.2
75	4	4	4	4	4	20	4
76	3	3	3	4	4	17	3.4
77	4	4	4	4	4	20	4
78	3	3	4	3	3	16	3.2

No	GAYA KEPEMIMPINAN PARTISIPATIF					Total	Rata-rata
	1	2	3	4	5		
79	4	4	4	1	1	14	2.8
80	4	4	3	4	4	19	3.8
81	3	3	3	3	3	15	3
82	2	3	4	3	4	16	3.2
83	4	4	4	4	4	20	4
84	4	4	4	4	4	20	4
85	4	4	4	4	4	20	4
86	2	2	3	3	3	13	2.6
87	4	4	4	4	4	20	4
88	4	4	4	4	4	20	4
89	4	4	4	4	4	20	4
90	3	3	3	3	3	15	3
91	3	3	3	3	3	15	3
92	3	3	3	3	3	15	3
93	3	3	2	3	3	14	2.8
94	3	3	3	3	3	15	3
95	3	3	3	3	3	15	3
96	3	3	3	3	3	15	3
97	3	3	3	3	3	15	3
98	3	3	3	4	4	17	3.4
99	4	4	4	4	4	20	4
100	4	4	4	4	4	20	4

**LAMPIRAAN 1.9**  
**TABULASI MOTIVASI 100 RESPONDEN**

No	MOTIVASI						Total	Rata-rata
	1	2	3	4	5	6		
1	4	4	4	4	3	3	22	3.66667
2	3	3	4	4	3	3	20	3.33333
3	4	4	4	4	4	4	24	4
4	4	4	4	4	4	4	24	4
5	4	4	4	4	4	4	24	4
6	4	4	4	4	4	4	24	4
7	4	4	4	3	3	4	22	3.66667
8	3	4	4	3	3	2	19	3.16667
9	4	4	4	4	4	4	24	4
10	3	4	3	3	3	4	20	3.33333
11	3	4	4	3	3	3	20	3.33333
12	3	4	3	4	4	3	21	3.5
13	4	4	4	3	4	3	22	3.66667
14	3	4	4	4	4	4	23	3.83333
15	4	4	4	3	4	3	22	3.66667
16	4	4	4	4	4	4	24	4
17	4	3	3	3	3	4	20	3.33333
18	3	3	3	3	4	4	20	3.33333
19	4	4	4	4	4	4	24	4
20	3	3	3	4	3	3	19	3.16667
21	3	3	3	4	4	4	21	3.5
22	4	3	4	3	3	3	20	3.33333
23	3	3	3	3	3	4	19	3.16667
24	3	4	3	4	4	4	22	3.66667
25	4	4	4	3	3	3	21	3.5
26	3	3	3	4	3	4	20	3.33333
27	4	3	3	3	4	4	21	3.5
28	4	4	4	3	4	3	22	3.66667
29	4	4	4	4	4	4	24	4
30	3	3	4	4	4	4	22	3.66667
31	3	3	3	3	3	4	19	3.16667
32	3	3	3	3	3	3	18	3
33	4	4	4	4	4	4	24	4
34	3	4	3	4	3	3	20	3.33333
35	4	3	4	3	3	3	20	3.33333
36	3	3	4	4	4	3	21	3.5
37	4	3	3	3	3	4	20	3.33333
38	3	4	4	4	4	4	23	3.83333

No	MOTIVASI						Total	Rata-rata
	1	2	3	4	5	6		
							24	4
39	4	4	4	4	4	4	24	4
40	4	4	4	4	4	3	23	3.83333
41	3	3	3	3	3	3	18	3
42	3	3	3	4	4	4	21	3.5
43	3	4	4	4	4	4	23	3.83333
44	4	3	4	4	4	4	23	3.83333
45	4	3	4	4	3	3	21	3.5
46	4	4	4	4	3	3	22	3.66667
47	4	4	4	4	4	3	23	3.83333
48	3	3	3	4	3	4	20	3.33333
49	4	3	3	3	3	3	19	3.16667
50	3	3	3	3	3	4	19	3.16667
51	3	4	3	3	4	4	21	3.5
52	4	3	3	4	3	4	21	3.5
53	3	4	3	3	3	2	18	3
54	3	3	4	4	4	2	20	3.33333
55	3	3	4	3	3	3	19	3.16667
56	4	4	4	3	3	3	21	3.5
57	4	3	4	4	4	3	22	3.66667
58	4	4	4	3	3	3	21	3.5
59	4	4	4	4	4	4	24	4
60	3	3	3	3	3	3	18	3
61	4	4	4	4	4	4	24	4
62	4	3	3	3	3	3	19	3.16667
63	3	3	3	3	2	2	16	2.66667
64	3	3	3	4	3	3	19	3.16667
65	4	4	4	4	4	4	24	4
66	4	4	4	4	4	4	24	4
67	3	4	4	3	3	3	20	3.33333
68	3	4	4	4	4	3	22	3.66667
69	4	3	3	3	4	3	20	3.33333
70	4	4	4	4	4	4	24	4
71	3	3	3	3	4	4	20	3.33333
73	4	4	4	4	3	3	22	3.66667
74	4	4	4	4	4	4	24	4
75	3	3	3	3	3	3	18	3
76	4	4	4	4	4	4	24	4
77	4	4	4	4	4	4	24	4
78	4	4	3	3	3	3	20	3.33333
79	4	4	4	4	4	4	24	4

No	Motivasi						Total	Rata-rata
	1	2	3	4	5	6		
80	4	4	4	4	4	4	24	4
81	3	4	4	4	3	3	21	3.5
82	4	4	4	4	4	4	24	4
83	4	4	4	4	4	4	24	4
84	4	4	4	4	4	4	24	4
85	4	4	4	4	4	4	24	4
86	3	3	3	3	3	4	19	3.16667
87	3	3	3	3	3	3	18	3
88	4	4	4	4	4	4	24	4
89	3	3	3	3	3	3	18	3
90	4	4	4	4	4	4	24	4
91	4	4	4	4	4	4	24	4
92	4	4	4	4	4	4	24	4
93	3	3	3	4	4	3	20	3.33333
94	4	4	4	4	4	4	24	4
95	3	3	3	3	3	3	18	3
96	4	4	4	4	4	4	24	4
97	3	3	3	3	3	3	18	3
98	4	4	4	4	4	4	24	4
99	4	4	4	3	3	4	22	3.66667
100	3	3	3	3	3	3	18	3



**LAMPIRAAN 1.10**  
**TABULASI KEPUASAN KERJA 100 RESPONDEN**

No	KEPUASAN KERJA									Total	Rata-rata
	1	2	3	4	5	6	7	8	9		
1	2	3	3	3	3	3	3	3	3	26	2.88888889
2	3	4	4	3	4	4	4	4	4	34	3.77777778
3	1	3	4	4	4	4	1	4	4	29	3.22222222
4	3	4	4	4	4	4	4	4	4	35	3.88888889
5	3	3	3	3	3	3	3	3	3	27	3
6	3	3	3	3	3	3	3	3	3	27	3
7	4	3	3	3	3	4	3	3	3	29	3.22222222
8	3	3	4	3	3	3	3	3	2	27	3
9	3	4	4	4	4	4	4	4	4	35	3.88888889
10	3	4	3	2	4	4	4	4	3	31	3.44444444
11	3	4	4	3	3	3	4	4	4	32	3.55555556
12	3	3	3	4	4	4	3	4	4	32	3.55555556
13	2	3	4	3	4	4	4	4	3	31	3.44444444
14	2	3	4	4	4	4	3	3	4	31	3.44444444
15	4	4	3	2	4	4	4	4	3	32	3.55555556
16	3	3	4	3	4	4	4	4	4	33	3.66666667
17	2	3	4	3	3	3	4	4	4	30	3.33333333
18	2	3	4	3	4	4	4	4	4	32	3.55555556
19	1	4	4	4	4	3	1	1	4	26	2.88888889
20	2	3	4	3	4	4	4	4	4	32	3.55555556
21	2	4	4	4	4	4	4	4	4	34	3.77777778
22	2	4	3	3	3	4	4	4	4	31	3.44444444
23	3	4	4	4	4	4	4	4	4	35	3.88888889
24	3	3	4	4	4	4	4	4	4	34	3.77777778
25	2	4	4	4	4	3	4	4	4	33	3.66666667
26	3	3	3	4	4	4	3	4	4	32	3.55555556
27	2	3	3	4	4	4	4	4	4	32	3.55555556
28	3	4	4	4	4	4	4	4	4	35	3.88888889
29	4	3	3	4	4	4	4	4	3	33	3.66666667
30	1	4	4	4	4	4	4	4	3	32	3.55555556
31	2	4	4	4	4	4	4	4	4	34	3.77777778
32	3	3	3	4	3	4	3	3	3	29	3.22222222
33	4	4	4	4	4	4	2	3	4	33	3.66666667
34	2	4	4	4	4	4	4	4	4	34	3.77777778
35	3	4	4	4	4	3	4	4	4	34	3.77777778
36	3	3	4	4	4	3	3	4	4	32	3.55555556

No	KEPUASAN KERJA									Total	Rata-rata
	1	2	3	4	5	6	7	8	9		
37	3	4	4	3	3	3	4	4	4	32	3.55555556
38	2	3	3	4	4	4	4	4	4	32	3.55555556
39	2	3	3	4	4	4	4	4	4	32	3.55555556
40	2	4	4	3	4	4	4	4	4	33	3.66666667
41	4	4	3	3	4	4	4	4	4	34	3.77777778
42	2	3	3	3	3	3	3	3	3	26	2.88888889
43	3	3	3	3	3	3	3	3	3	27	3
44	2	3	3	3	3	3	3	3	3	26	2.88888889
45	2	3	3	3	3	3	3	3	3	26	2.88888889
46	4	4	4	4	4	4	4	4	4	36	4
47	4	3	3	3	4	4	4	4	3	32	3.55555556
48	3	3	4	3	3	3	4	3	3	29	3.22222222
49	3	4	4	3	4	3	4	4	3	32	3.55555556
50	2	3	4	4	4	4	4	4	4	33	3.66666667
51	2	4	4	3	4	4	4	4	4	33	3.66666667
52	3	4	3	3	3	4	4	4	4	32	3.55555556
53	3	3	4	3	4	3	3	4	3	30	3.33333333
54	3	3	4	3	4	3	4	4	4	32	3.55555556
55	2	3	3	4	4	4	4	4	4	32	3.55555556
56	2	4	3	3	4	4	4	3	3	30	3.33333333
57	3	4	4	4	4	4	3	3	4	33	3.66666667
58	4	4	3	4	4	3	3	4	4	33	3.66666667
59	1	4	4	4	4	4	4	4	3	32	3.55555556
60	3	4	4	4	4	4	4	4	4	35	3.88888889
61	3	3	3	3	3	3	3	3	4	28	3.11111111
62	2	4	3	4	4	4	4	3	4	32	3.55555556
63	3	3	4	3	2	3	2	2	3	25	2.77777778
64	3	2	3	3	3	3	2	2	2	23	2.55555556
65	4	4	4	4	4	4	4	4	4	36	4
66	4	4	4	4	4	4	4	4	4	36	4
67	3	3	3	3	3	3	4	4	3	29	3.22222222
68	4	4	4	4	4	3	4	4	3	34	3.77777778
69	3	4	4	4	4	4	3	3	3	32	3.55555556
70	3	3	4	4	4	4	4	3	4	33	3.66666667
71	3	4	4	3	3	4	3	4	4	32	3.55555556
73	3	3	3	2	2	3	4	4	4	28	3.11111111
74	1	3	3	3	3	3	2	2	3	23	2.55555556
75	4	4	4	4	4	4	4	4	4	36	4
76	4	4	4	4	4	4	4	4	4	36	4
77	3	3	3	4	4	3	4	4	3	31	3.44444444

No	KEPUASAN KERJA									Total	Rata-rata
	1	2	3	4	5	6	7	8	9		
78	2	3	4	4	4	4	4	4	4	33	3.66666667
79	4	4	4	4	4	4	4	4	2	34	3.77777778
80	3	4	4	3	4	4	4	4	4	34	3.77777778
81	2	3	3	4	4	4	4	3	4	31	3.44444444
82	3	3	4	4	3	4	3	3	4	31	3.44444444
83	4	4	4	4	4	4	4	4	4	36	4
84	3	3	3	3	3	3	3	3	3	27	3
85	3	4	4	4	4	4	4	3	3	33	3.66666667
86	4	4	4	4	4	3	3	3	4	33	3.66666667
87	3	4	4	4	4	4	4	4	4	35	3.88888889
88	4	4	4	4	4	4	4	4	4	36	4
89	3	3	3	3	3	3	3	3	4	28	3.11111111
90	4	3	3	3	3	3	3	1	4	27	3
91	3	3	3	3	3	3	3	3	4	28	3.11111111
92	4	3	3	3	3	3	3	3	4	29	3.22222222
93	2	3	3	3	3	3	3	3	3	26	2.88888889
94	3	3	3	3	3	3	3	3	3	27	3
95	4	3	3	3	3	3	3	3	3	28	3.11111111
96	3	3	3	3	3	3	3	3	3	27	3
97	2	3	3	3	3	3	3	3	3	26	2.88888889
98	3	4	4	4	4	4	4	1	4	32	3.55555556
99	2	3	3	3	3	4	4	4	4	30	3.33333333
100	1	3	3	3	3	3	3	3	3	25	2.77777778

**LAMPIRAN 1.11  
HASIL UJI JALUR PATH (PATH ANALYSIS)**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.103 <sup>a</sup>	.011	.000	2.182

a. Predictors: (Constant), gayakepemimpinan

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.920	1	4.920	1.034	.312 <sup>b</sup>
	Residual	461.626	97	4.759		
	Total	466.545	98			

a. Dependent Variable: motivasi

b. Predictors: (Constant), gayakepemimpinan

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.610	1.828		10.729	.000
	gayakepemimpinan	.107	.106	.103	1.017	.312

a. Dependent Variable: motivasi

**LAMPIRAN 1.12  
HASIL UJI ANALISIS TAHAP II**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.289 <sup>a</sup>	.083	.064	3.105

a. Predictors: (Constant), motivasi, gayakepemimpinan

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	84.244	2	42.122	4.369	.015 <sup>b</sup>
	Residual	925.534	96	9.641		
	Total	1009.778	98			

a. Dependent Variable: kepuasankerja

b. Predictors: (Constant), motivasi, gayakepemimpinan

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.834	3.847		5.936	.000
	gayakepemimpinan	.439	.151	.286	2.907	.005
	motivasi	.034	.145	.023	.235	.814

a. Dependent Variable: kepuasankerja