

## LAMPIRAN 1. 1 PRA SURVEI

Responden yang terhormat, perkenalkan nama saya Aditya dari Fakultas Ekonomi dan Bisnis, Jurusan Manajemen Universitas Esa Unggul, ingin melakukan pra survei untuk memenuhi tugas akhir. Bersama ini saya mengharapkan ketersediaan Bapak/Ibu/Saudara untuk mengisi daftar pertanyaan dalam kuesioner ini dengan tujuan sebagai data untuk penyusunan skripsi dengan judul : **“Pengaruh Gaya Kepemimpinan Transformasional, Motivasi dan Disiplin Kerja terhadap Komitmen Organisasional pada CV. Acih Jaya Plastik”**. Atas ketersediaan Bapak/Ibu/Saudara menjawab dengan sejujur-jujurnya dan sebaik-baiknya saya mengucapkan terima kasih.

Pertanyaan mengenai Gaya Kepemimpinan Transformasional

1. Apa permasalahan yang anda rasakan terkait dengan kepemimpinan di perusahaan anda ?

Jawaban :

Pertanyaan mengenai Motivasi

2. Apa dampak yang terjadi dari pemberian dorongan kerja kepada karyawan?

Jawaban :

Pertanyaan mengenai Disiplin Kerja

3. Bagaimana pendapat anda tentang peraturan yang ada pada perusahaan?

Jawaban :

**LAMPIRAN 1. 2**  
**KUESIONER PENELITIAN**

Perihal : Permohonan pengisian kuesioner penelitian  
Judul : Pengaruh Gaya Kepemimpinan Transformasional, Motivasi dan Disiplin Kerja terhadap Komitmen Organisasional pada CV. Acih Jaya Plastik  
Kepada Yth : Bapak/Ibu/Saudara/I Karyawan CV. Acih Jaya Plastik

Dalam rangka penulisan skripsi di Universitas Esa Unggul, Jakarta Barat sebagai salah satu syarat untuk mendapatkan gelar Strata Satu (S1) konsentrasi Manajemen-Pemasaran maka saya memohon dengan sangat kepada yang terhormat Bapak/Ibu/Saudara/I karyawan CV. Acih Jaya Plastik untuk mengisi kuesioner yang telah disediakan.

Kuesioner ini bukan tes psikologi dari Universitas atau darimanapun, maka dari itu Bapak/Ibu/Saudara/I karyawan CV. Acih Jaya Plastik tidak perlu ragu-ragu dalam menjawab yang sejujurnya. Artinya semua jawaban yang diberikan adalah benar, dan jawaban yang diminta sesuai dengan kondisi yang dirasakan oleh Bapak/Ibu/saudara/I selama ini. Semua jawaban yang diberikan hanya sebatas untuk studi dan data akan saya jaga dengan baik.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini, atas perhatian dan bantuannya saya mengucapkan terima kasih.

Hormat Saya

Aditya  
201511497

**KUESIONER PENELITIAN**  
**“PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL,**  
**MOTIVASI DAN DISIPLIN KERJA TERHADAP**  
**KOMITMEN ORGANISASIONAL PADA CV. ACIH JAYA PLASTIK**

**I. Data Diri Responden**

1. Nama : .....

2. Usia : ..... Tahun

- 17 - 25 tahun
- 26 – 34 tahun
- > 34 tahun

3. Pendidikan terakhir :

- SD
- SMP
- SMA
- DIPLOMA (D3)
- Lainnya (.....)

4. Lama Bekerja :

- 1-3 Tahun
- 4-6 Tahun
- > 6 tahun

**II. Petunjuk Pengisian**

Berilah tanda ceklist (√) pada jawaban bapak pilih dilembar jawaban yang telah disediakan. Pilihlah jawaban yang sesuai dengan pendapat dan keadaan bapak yang sebenarnya.

Keterangan :

- 1 = Sangat Tidak Setuju (STS)
- 2 = Tidak Setuju (TS)
- 3 = Setuju (S)
- 4 = Sangat Setuju (SS)

Apabila anda merasa jawaban yang telah dipilih kurang tepat, maka dapat diperbaiki dengan memberi tanda sama dengan (=) pada jawaban yang dirasa kurang tepat tersebut, kemudian berilah tanda (√) pada jawaban yang tepat.

**III. PERNYATAAN**

No	PERNYATAAN	STS	TS	S	SS
Gaya Kepemimpinan Transformatifional ( $X_1$ )		1	2	3	4
1	Pemimpin saya memiliki visi yang akan diberikan karyawan.				
2	Pemimpin saya sering mengutarakan visi yang dimilikinya secara tidak langsung.				
3	Pemimpin saya memiliki misi yang akan diberikan karyawan.				
4	Misi yang dimiliki pemimpin dapat mempengaruhi saya.				
5	Pemimpin saya memberikan perhatian kepada setiap karyawannya.				
6	Pemimpin saya memberikan penghargaan ketika saya melakukan pekerjaan dengan baik.				
7	Pemimpin saya mampu mengembangkan berbagai cara untuk mendorong karyawan agar bekerja lebih baik.				
8	Pemimpin saya mampu memberikan cara kerja yang mudah dipahami.				
9	Pemimpin saya mampu mendorong saya untuk berpikir dalam memecahkan masalah lama dengan cara pandang yang baru.				
10	Pemimpin mendorong karyawan untuk mencapai kesuksesan.				
11	Pemimpin saya mampu mendorong karyawan memberikan pendapat dengan argument yang baik.				
12	Pemimpin saya bersemangat untuk mendengarkan ide/gagasan saya.				
13	Pemimpin mempertimbangkan nasehat dari karyawan.				
14	Saran yang saya berikan dipertimbangkan oleh pemimpin.				

No	PERNYATAAN	STS	TS	S	SS
		1	2	3	4
15	Pemimpin saya menjelaskan tujuan yang ingin dicapai oleh organisasi.				
16	Pemimpin saya sering mengutarakan tujuan organisasional secara tidak langsung.				
17	Pemimpin membangkitkan rasa percaya diri para karyawan.				
18	Pemimpin saya memberikan dorongan kepada karyawan guna membangkitkan rasa percaya diri.				
<b>Motivasi (X<sub>2</sub>)</b>		STS	TS	S	SS
19	Saya memikirkan untuk meningkatkan kemampuan kerja.				
20	Saya mengembangkan berbagai cara guna mengembangkan kemampuan kerja.				
21	Saya selalu masuk kerja tepat waktu.				
22	Saya tidak pernah absen kerja.				
23	Saya mendapat pujian dari pimpinan atas hasil pekerjaan yang saya lakukan.				
24	Pemimpin memberikan perhatian lebih atas hasil pekerjaan yang saya lakukan.				
25	Saya berusaha untuk bersaing dengan karyawan lain.				
26	Persaingan antar karyawan dapat memotivasi saya untuk bekerja lebih baik.				
27	Saya berusaha untuk selalu memimpin dalam pekerjaan.				
28	Saya berusaha untuk mempengaruhi karyawan lain.				
29	Saya senang memiliki persahabatan dengan karyawan lain.				
30	Saya memiliki hubungan yang erat dengan semua karyawan.				
31	Saya akan membantu rekan kerja jika mengalami kesulitan dalam pekerjaannya.				
32	Setiap saya mendapat kesulitan, rekan kerja mau memberikan bantuan kepada saya.				

No	PERNYATAAN	STS	TS	S	SS
	<b>Disiplin Kerja</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
33	Secara tidak langsung, kartu absensi meningkatkan saya untuk selalu disiplin.				
34	Secara tidak langsung, kartu absensi meningkatkan saya untuk menghargai waktu.				
35	Saya datang tepat waktu dalam bekerja.				
36	Saya tidak pernah terlambat masuk kerja.				
37	Saya tidak pernah meninggalkan pekerjaan sebelum jam kerja selesai.				
38	Saya selalu tepat waktu keluar jam pulang.				
39	Saya selalu taat terhadap aturan yang ada dalam perusahaan.				
40	Peraturan-peraturan yang ada di perusahaan dapat saya laksanakan dengan baik.				
41	Adanya pemberlakuan sanksi yang jelas kepada karyawan yang melakukan kesalahan.				
42	Dengan adanya sanksi yang tegas membantu karyawan menjadi lebih disiplin.				
43	Penegakan hukuman yang jelas akan mengurangi kelalaian bagi karyawan yang melanggar disiplin.				
44	Perusahaan memberlakukan hukuman yang tegas untuk mengurangi kelalaian.				
	<b>Komitmen Organisasional (Y)</b>	<b>STS</b>	<b>TS</b>	<b>S</b>	<b>SS</b>
45	Saya memiliki kemauan kerja secara ekstra.				
46	Saya semangat dalam bekerja.				
47	Saya merasa senang menghabiskan masa kerja saya pada organisasi ini.				
48	Saya bangga menjadi bagian dalam organisasi ini.				
49	Menjadi suatu kebanggaan bekerja pada perusahaan ini.				
50	Tugas yang diberikan oleh perusahaan dapat saya terima dengan baik.				
51	Saya bangga dapat mengerjakan tugas-tugas perusahaan.				
52	Saya menerima tujuan-tujuan yang ada di perusahaan ini				

No	PERNYATAAN	STS	TS	S	SS
		1	2	3	4
53	Saya menunjukkan sikap untuk menerima tujuan-tujuan perusahaan.				
54	Saya menerima nilai-nilai yang ada di perusahaan ini.				
55	Saya dapat melaksanakan nilai integrity yang ada pada perusahaan.				
56	Saya memiliki niat yang kuat untuk bekerja di perusahaan ini.				
57	Saya selalu ingin tetap bekerja di perusahaan ini				
58	Saya membutuhkan pekerjaan di perusahaan ini				
59	Pekerjaan ini sangat saya butuhkan.				
60	Saya rugi jika saya meninggalkan pekerjaan				
61	Meninggalkan perusahaan ini akan merugikan saya kedepannya.				
62	Saya sulit meninggalkan perusahaan ini karena takut tidak mendapatkan kesempatan kerja ditempat lain.				

**LAMPIRAN 1.3**  
**Tabel Tabulasi *Pre-test* 30 Responden**

No	Gaya kepemimpinan Gtransformasional																		Total X1
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	
1	2	3	2	3	2	3	4	4	3	3	1	2	3	4	4	3	3	3	52
2	4	3	3	3	3	4	3	3	4	4	3	3	3	3	3	3	3	3	58
3	3	4	3	3	3	4	3	4	3	3	3	3	4	3	3	3	3	3	58
4	3	3	3	3	3	3	4	3	3	3	4	3	3	3	3	3	3	3	56
5	4	4	3	2	2	3	3	3	3	3	4	3	3	3	4	4	4	3	58
6	1	1	1	1	3	1	2	3	3	3	1	2	3	3	1	2	3	2	36
7	3	3	2	3	2	3	2	3	2	2	3	2	3	2	2	2	3	3	45
8	3	3	3	3	3	3	3	3	3	4	3	3	3	2	3	3	4	4	56
9	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	54
10	3	3	2	3	3	3	3	2	2	2	2	2	2	2	2	2	3	3	44
11	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	70
12	3	2	2	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	51
13	1	3	3	2	3	3	3	4	3	3	4	3	3	2	3	3	3	2	51
14	3	4	4	4	3	3	3	3	4	3	3	3	3	3	3	3	3	3	58
15	3	4	3	4	3	3	3	4	3	4	3	3	4	3	3	3	3	3	59
16	4	4	4	4	4	4	4	4	4	4	3	3	4	4	3	3	3	3	66
17	2	3	3	3	4	3	3	4	4	4	4	4	4	4	3	4	4	3	63
18	2	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	4	55
19	3	3	2	4	3	2	4	3	3	4	3	4	3	3	4	4	4	4	60
20	4	4	3	4	4	3	2	4	3	4	3	3	3	4	4	4	3	3	62
21	3	3	4	4	4	3	4	3	4	3	3	4	3	4	3	4	3	3	62
22	3	4	3	3	4	3	4	3	4	3	3	3	4	4	3	3	4	3	61
23	4	3	3	3	4	3	4	3	2	1	3	4	3	4	3	4	3	3	57
24	2	2	1	2	3	3	3	4	4	4	2	3	4	4	3	4	3	3	54
25	3	4	3	4	3	4	3	4	3	3	3	4	3	3	3	4	3	4	61
26	1	2	1	3	4	3	4	3	4	3	3	4	4	3	3	4	3	2	54
27	3	3	4	3	3	3	3	4	3	3	4	3	4	3	4	4	3	3	60
28	3	4	4	3	3	3	3	4	4	4	4	3	4	4	4	4	4	3	65
29	3	3	3	3	3	3	3	3	3	3	3	4	2	3	3	3	3	3	54
30	3	4	4	3	3	3	3	3	3	3	4	3	4	3	4	4	3	3	60



No	Motivasi														Total X2
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	
1	3	4	3	3	3	3	3	4	2	3	4	2	2	4	43
2	3	3	3	3	4	4	3	3	3	4	3	3	4	3	46
3	3	4	4	3	3	3	4	3	3	4	3	3	3	3	46
4	3	3	3	3	3	3	3	3	3	3	4	3	3	3	43
5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
6	2	3	1	1	3	3	3	3	3	1	2	1	1	1	28
7	3	3	3	3	2	2	3	2	2	3	2	2	3	2	35
8	4	3	3	3	3	4	3	2	3	3	3	3	3	3	43
9	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
10	3	2	3	3	2	2	2	2	3	3	3	2	3	2	35
11	4	4	4	4	3	4	4	2	4	4	4	3	3	4	51
12	3	3	2	3	3	3	3	3	2	3	3	2	3	3	39
13	2	4	3	2	3	3	3	2	3	3	3	3	1	3	38
14	3	3	4	4	4	3	3	3	3	3	3	4	3	3	46
15	3	4	4	4	3	4	4	3	3	3	3	3	3	3	47
16	3	4	3	4	2	4	4	4	4	4	4	4	4	3	51
17	3	4	3	3	4	4	4	4	4	3	3	3	2	3	47
18	4	3	3	3	3	3	3	3	3	3	3	3	2	3	42
19	4	3	3	4	3	4	3	3	3	2	4	2	3	4	45
20	3	4	4	4	3	4	3	4	4	3	2	3	4	4	49
21	3	3	3	4	4	3	3	4	4	3	4	4	3	3	48
22	3	3	4	3	4	3	4	4	4	3	4	3	3	3	48
23	3	3	3	3	2	1	3	4	4	3	4	3	4	3	43
24	3	4	2	2	4	4	4	4	3	3	3	1	2	3	42
25	4	4	4	4	3	3	3	3	3	4	3	3	3	3	47
26	2	3	2	3	3	3	4	3	4	3	4	1	1	3	39
27	3	4	3	3	3	3	4	3	3	3	3	4	3	4	46
28	3	4	4	3	4	4	4	4	3	3	3	4	3	4	50
29	3	3	3	3	3	3	2	3	3	3	3	3	3	3	41
30	3	3	4	3	3	3	4	3	3	3	3	4	3	4	46

No	Disiplin Kerja												Total X3
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	
1	4	3	3	3	3	4	3	4	2	2	4	3	38
2	3	3	3	3	3	3	3	3	3	4	3	3	37
3	3	3	4	3	4	3	4	3	3	4	3	3	40
4	4	3	3	3	3	3	3	3	3	3	4	3	38
5	4	4	4	4	4	4	4	4	4	4	4	4	48
6	2	1	1	1	3	3	3	3	3	3	4	4	31
7	2	2	3	3	3	3	3	3	3	3	4	4	36
8	3	3	3	3	3	3	2	2	3	3	3	3	34
9	3	3	3	3	3	3	3	3	3	3	3	3	36
10	4	4	4	4	4	4	4	4	3	3	4	4	46
11	4	3	4	4	4	3	4	4	4	4	4	4	46
12	3	3	2	2	3	3	3	3	2	2	3	3	32
13	3	3	2	2	3	3	3	3	3	3	3	3	34
14	3	4	4	4	3	3	3	3	3	3	3	4	40
15	3	3	4	4	4	3	4	3	3	3	3	3	40
16	4	4	3	4	4	4	4	4	4	4	4	4	47
17	3	3	3	3	4	4	4	4	4	3	3	3	41
18	3	3	3	3	3	3	3	3	3	3	3	3	36
19	4	3	3	4	3	3	3	3	3	3	2	2	36
20	2	2	4	4	3	4	3	4	4	3	3	3	39
21	4	4	3	4	3	4	3	4	4	3	4	4	44
22	4	3	4	3	4	4	4	4	4	3	4	3	44
23	4	3	3	3	3	4	3	4	4	3	4	3	41
24	2	1	3	3	2	2	4	4	3	3	3	1	31
25	3	3	4	4	3	3	3	3	3	4	3	3	39
26	2	1	2	3	4	3	4	3	4	3	4	3	36
27	3	4	3	3	4	3	4	3	3	3	3	4	40
28	3	4	4	3	4	4	4	4	3	3	3	4	43
29	3	3	3	3	2	2	3	3	3	3	3	3	34
30	3	4	4	3	4	3	4	3	3	3	3	4	41

No	Komitmen Organisasional																		Total Y
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	
1	3	4	3	3	3	3	3	4	2	3	4	2	2	4	3	1	3	3	53
2	3	3	3	3	4	4	3	3	3	4	3	3	4	3	3	3	3	3	58
3	3	4	4	3	3	3	4	3	3	4	3	3	3	3	3	3	4	3	59
4	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	4	3	3	56
5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	72
6	2	3	1	1	3	3	3	3	3	1	2	1	1	1	2	1	1	1	33
7	3	3	3	3	2	2	3	2	2	3	2	2	3	2	2	3	3	3	46
8	4	3	3	3	3	4	3	2	3	3	3	3	3	3	3	3	3	3	55
9	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	54
10	3	2	3	3	2	2	2	2	3	3	3	2	3	2	2	2	3	3	45
11	4	4	4	4	3	4	4	2	4	4	4	3	3	4	4	4	4	4	67
12	3	3	2	3	3	3	3	3	2	3	3	2	3	3	3	3	2	3	50
13	2	4	3	2	3	3	3	2	3	3	3	3	1	3	3	4	3	2	50
14	3	3	4	4	4	3	3	3	3	3	3	4	3	3	3	3	4	4	60
15	3	4	4	4	3	4	4	3	3	3	3	3	3	3	3	3	4	4	61
16	3	4	3	4	2	4	4	4	4	4	4	4	4	3	3	3	3	4	64
17	3	4	3	3	4	4	4	4	4	3	3	3	2	3	4	4	3	3	61
18	4	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	54
19	4	3	3	4	3	4	3	3	3	2	4	2	3	4	4	3	3	4	59
20	3	4	4	4	3	4	3	4	4	3	2	3	4	4	4	3	4	4	64
21	3	3	3	4	4	3	3	4	4	3	4	4	3	3	4	3	3	4	62
22	3	3	4	3	4	3	4	4	4	3	4	3	3	3	3	3	4	3	61
23	3	3	3	3	2	1	3	4	4	3	4	3	4	3	4	3	3	3	56
24	3	4	2	2	4	4	4	4	3	3	3	1	2	3	4	2	2	2	52
25	4	4	4	4	3	3	3	3	3	4	3	3	3	3	4	3	4	4	62
26	2	3	2	3	3	3	4	3	4	3	4	1	1	3	4	3	2	3	51
27	3	4	3	3	3	3	4	3	3	3	3	4	3	4	4	4	3	3	60
28	3	4	4	3	4	4	4	4	3	3	3	4	3	4	4	4	4	3	65
29	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	53
30	3	3	4	3	3	3	4	3	3	3	3	4	3	4	4	4	4	3	61

**LAMPIRAN 1. 4**  
**Tabel Tabulasi 120 Responden**

No	Gaya Kepemimpinan Transformasional																		Total X1
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 10	P 11	P 12	P 13	P 14	P 15	P 16	P 17	P 18	
1	2	3	3	3	2	2	2	2	2	3	2	2	3	2	3	3	3	3	45
2	3	2	3	2	2	2	2	2	3	2	2	2	3	2	3	3	2	2	42
3	2	2	3	2	3	2	2	2	3	2	3	3	2	3	3	2	2	2	43
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No	Gaya Kepemimpinan Transformasional																		Total X1
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No	Gaya Kepemimpinan Transformasional																		Total X1
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No	Motivasi														Total X2
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No	Motivasi														Total X2
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No	Motivasi														Total X2
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91	3	3	3	3	3	3	3	2	2	2	3	3	2	2	37
92	3	3	3	3	3	3	3	3	2	2	3	3	2	2	38
93	2	2	2	3	2	3	3	3	3	3	3	3	3	3	38
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95	3	3	3	2	3	3	3	2	2	2	3	3	3	3	38
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97	2	2	2	2	3	3	3	2	2	2	3	3	3	3	35
98	3	3	2	2	3	3	3	2	2	2	3	3	3	3	37
99	1	2	3	2	3	3	3	3	3	3	3	3	2	2	36
100	3	3	2	2	3	3	3	2	2	2	3	3	3	3	37
101	2	2	3	3	3	3	3	3	3	3	3	3	2	2	38
102	2	2	3	2	3	3	3	3	3	3	3	3	2	2	37
103	3	3	2	2	3	3	3	2	3	3	2	2	2	2	35
104	3	3	2	2	3	3	3	2	2	2	3	3	3	3	37
105	2	2	2	2	2	2	3	2	2	2	3	3	3	3	33
106	3	3	2	2	3	3	3	2	2	2	2	2	2	2	33
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111	2	2	2	2	2	2	2	2	2	2	3	3	3	3	36
112	3	3	2	2	2	3	2	3	2	2	3	3	3	3	36
113	2	2	2	2	3	2	3	2	2	3	3	3	3	3	35
114	2	2	2	2	2	2	3	2	2	2	3	3	3	3	33

No	Motivasi														Total X2
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	
115	3	3	2	2	2	3	3	2	3	3	3	3	3	3	38
116	3	2	2	2	2	3	3	2	3	3	3	3	3	3	37
117	3	3	2	2	3	3	3	3	3	3	3	2	2	2	37
118	3	3	2	2	3	3	2	2	3	3	3	3	3	2	37
119	3	3	2	2	2	3	2	3	2	2	3	3	3	3	36
120	2	2	2	2	3	3	3	2	2	2	3	3	3	3	35

No	Disiplin Kerja												Total X3
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	
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2	1	2	3	3	3	3	4	3	3	4	4	4	37
3	3	3	2	2	3	3	3	3	4	4	3	3	36
4	2	2	3	3	4	3	2	3	3	3	4	4	36
5	2	2	2	3	3	3	3	3	3	3	3	3	33
6	2	2	3	3	3	3	3	3	3	3	4	3	35
7	2	2	3	3	3	3	3	3	3	3	3	3	34
8	3	3	3	3	3	3	3	3	3	3	4	3	37
9	2	2	3	3	3	3	3	3	3	3	3	4	35
10	3	3	2	2	3	3	3	3	4	3	4	4	37
11	2	2	3	3	3	3	3	3	4	3	4	3	36
12	2	2	2	2	3	3	3	3	3	4	4	4	35
13	3	3	2	2	3	3	3	4	4	4	4	4	39
14	2	2	3	3	3	3	3	3	4	3	4	4	37
15	2	2	3	3	4	4	3	3	3	4	4	3	38
16	2	2	2	3	3	3	3	3	3	3	3	3	33
17	2	1	2	3	4	3	4	3	3	3	3	3	34
18	2	2	3	3	2	3	3	3	3	3	3	3	33
19	2	2	3	3	2	2	3	3	3	3	3	3	32
20	2	2	2	2	3	3	3	3	3	3	4	3	33
21	2	2	3	3	3	3	3	3	3	3	4	3	35
22	2	1	3	3	3	3	4	3	3	3	4	4	36
23	2	2	3	3	4	3	4	4	3	3	4	4	39
24	3	3	4	4	3	3	3	3	3	3	3	3	38
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27	3	4	4	3	3	3	3	3	3	3	3	3	38
28	3	4	4	4	3	3	3	3	3	3	3	3	39
29	2	2	3	3	3	3	3	3	3	3	3	4	35

No	Disiplin Kerja												Total X3
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	
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31	3	3	3	3	3	3	3	3	3	4	3	3	37
32	3	3	4	3	3	3	3	3	3	3	3	3	37
33	3	3	3	3	3	3	3	3	3	3	4	3	37
34	2	2	3	4	3	3	3	4	4	4	3	4	39
35	2	2	2	1	3	3	3	3	3	3	4	4	33
36	2	2	3	3	3	3	3	3	3	3	4	3	35
37	4	4	3	4	3	4	3	3	3	4	4	4	43
38	2	2	2	2	2	3	3	3	3	3	3	3	31
39	3	3	2	2	3	3	3	3	3	3	3	3	34
40	3	3	2	3	3	3	3	3	3	3	3	3	35
41	2	2	4	4	3	4	3	3	3	3	3	3	37
42	2	2	3	3	3	3	3	3	3	3	3	3	34
43	2	3	3	3	3	3	3	3	3	3	3	3	35
44	2	2	3	3	3	4	3	4	4	3	4	4	39
45	2	2	3	3	3	3	3	4	4	3	4	3	37
46	3	3	2	2	3	3	3	3	3	3	4	3	35
47	2	2	2	3	3	3	3	3	4	4	3	3	35
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50	2	2	3	3	3	3	3	3	3	4	4	3	36
51	1	1	3	3	3	3	3	3	3	4	3	4	34
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54	3	3	3	3	3	3	3	3	2	2	2	3	33
55	2	1	2	3	4	3	4	3	4	3	3	3	35
56	3	3	2	3	4	4	4	4	4	4	4	4	43
57	3	3	3	3	3	3	3	3	3	3	3	3	36
58	3	3	3	3	3	3	3	3	3	4	4	3	38
59	3	3	4	3	3	3	3	3	3	3	4	3	38
60	3	3	3	3	3	3	3	4	2	2	3	3	35
61	3	4	3	3	3	3	3	3	3	4	3	3	38
62	3	3	3	3	4	3	4	3	3	4	3	3	39
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64	3	3	2	3	3	3	3	3	4	4	3	3	37
65	3	3	3	2	3	3	3	3	3	3	4	4	37
66	2	2	3	3	3	3	3	3	3	3	4	4	36
67	3	3	3	3	3	3	3	3	3	3	3	3	36

No	Disiplin Kerja												Total X3
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	
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69	2	2	2	3	3	3	3	3	3	3	3	3	33
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71	2	3	3	4	3	4	3	4	4	4	4	4	42
72	2	1	3	4	4	3	3	3	3	4	4	4	38
73	1	2	3	3	3	3	4	3	4	4	4	4	38
74	2	2	3	3	3	3	3	3	3	3	3	4	35
75	3	3	4	4	3	3	3	3	3	3	4	4	40
76	2	2	3	3	3	4	3	3	4	4	4	4	39
77	3	3	3	3	3	3	3	3	3	4	4	3	38
78	3	3	3	4	3	3	4	4	4	4	4	4	43
79	3	3	3	3	3	3	3	3	3	3	4	3	37
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81	2	2	4	4	3	4	3	4	3	3	3	3	38
82	3	2	3	3	3	4	3	4	3	4	4	4	40
83	2	2	4	3	3	3	3	3	3	4	4	4	38
84	3	3	3	3	3	4	3	3	3	3	4	3	38
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86	3	3	4	4	3	3	3	3	3	3	3	3	38
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90	2	2	3	3	3	4	3	3	4	4	4	4	39
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92	2	2	3	3	4	3	3	3	4	4	3	4	38
93	2	1	1	3	2	2	4	4	3	3	3	3	31
94	2	2	3	3	3	3	3	4	4	4	4	4	39
95	3	3	3	3	3	3	3	3	3	3	4	4	38
96	3	3	3	3	3	4	3	3	3	3	4	4	39
97	3	2	3	3	3	3	3	3	3	3	3	3	35
98	2	2	3	3	3	3	3	3	3	4	4	4	37
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100	3	3	3	3	3	3	3	3	3	3	4	3	37
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102	3	2	2	3	3	3	3	3	4	4	3	4	37
103	3	3	3	3	3	3	3	3	3	4	4	4	39
104	3	2	2	3	3	3	3	3	4	3	4	4	37
105	2	1	3	3	3	3	3	3	3	3	3	3	33

No	Disiplin Kerja												Total X3
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	
106	2	2	2	3	3	3	3	3	3	3	3	3	33
107	2	2	3	3	3	3	3	3	3	3	3	3	34
108	2	2	3	3	3	3	4	3	4	4	4	4	39
109	3	3	3	3	3	3	3	3	3	3	4	4	38
110	3	3	3	3	3	3	3	3	3	3	4	3	37
111	2	2	1	1	2	3	3	3	3	4	4	4	32
112	2	2	3	3	3	3	3	3	3	3	4	4	36
113	3	3	3	3	3	3	2	3	3	3	3	3	35
114	3	3	3	3	3	2	2	2	3	3	3	3	33
115	3	3	3	3	3	3	3	3	3	3	4	4	38
116	2	3	3	3	3	3	3	3	3	3	4	4	37
117	2	2	3	3	3	3	3	4	4	4	4	4	39
118	3	3	3	3	3	3	3	3	3	3	4	4	38
119	3	3	3	4	3	4	3	3	3	3	2	2	36
120	3	3	3	3	4	3	4	3	3	3	2	2	36

No	Komitmen Organisasional																		Total Y
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	
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3	3	3	4	4	3	3	4	4	4	4	4	3	3	3	3	3	3	3	61
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6	3	4	4	4	3	4	4	3	3	3	3	3	3	3	3	3	3	3	59
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9	3	3	3	3	4	4	3	3	4	3	3	3	3	3	4	4	3	4	60
10	3	4	3	3	3	3	3	3	3	3	4	4	4	4	4	3	4	3	61
11	3	3	3	3	4	4	3	3	3	4	3	4	3	4	4	3	4	4	62
12	3	3	3	3	3	3	3	3	3	4	3	3	4	4	4	3	4	4	60
13	3	4	3	3	3	3	3	3	3	3	4	4	4	4	4	3	4	3	61
14	2	2	3	4	3	4	3	4	4	3	4	4	4	3	4	4	4	4	63
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16	4	3	3	3	3	3	3	3	3	3	4	4	4	4	4	3	4	3	61
17	3	3	3	3	4	4	3	3	4	3	3	3	3	3	4	4	3	4	60
18	3	4	3	3	4	3	4	3	4	3	3	3	3	3	3	4	3	3	59
19	3	3	4	3	3	3	3	4	3	3	3	4	3	4	3	4	3	3	59
20	4	3	4	3	3	3	3	4	3	3	3	3	3	4	4	3	3	3	59

No	Komitmen Organisasional																		Total Y
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	
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23	4	3	3	3	3	3	3	4	3	4	3	4	3	3	4	3	4	4	61
24	3	3	3	3	4	4	3	3	3	4	4	3	4	3	4	3	4	4	62
25	3	3	3	3	3	3	3	3	3	4	4	4	3	4	3	3	4	4	60
26	4	3	3	3	3	3	3	3	3	4	4	4	3	4	3	3	4	4	61
27	2	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	63
28	3	3	3	3	3	4	3	4	4	3	4	4	3	4	3	3	4	4	62
29	2	3	3	3	3	4	3	4	4	3	4	4	3	3	3	4	4	4	61
30	3	4	3	3	3	3	3	4	3	3	3	3	3	3	4	4	4	4	60
31	3	4	4	4	3	4	4	3	3	3	3	3	3	3	3	3	3	3	59
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39	3	3	3	3	3	4	4	3	3	4	4	4	3	3	4	3	4	4	62
40	4	3	3	4	3	4	3	3	3	2	4	2	3	4	4	4	4	4	61
41	3	4	4	4	3	4	3	3	4	3	2	3	3	3	4	3	3	4	60
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53	3	3	4	3	3	3	4	3	3	4	3	4	3	4	4	4	4	3	62
54	3	4	3	3	3	3	3	4	3	3	4	2	2	4	4	4	4	4	60
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57	4	3	3	4	3	4	3	3	3	3	4	3	3	3	4	4	4	4	62
58	3	3	4	3	3	3	4	3	3	3	3	4	3	4	4	4	4	3	61

No	Komitmen Organisasional																		Total Y
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68	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	59
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70	3	4	2	2	3	4	4	4	3	3	3	4	4	3	3	3	4	4	60
71	4	4	4	4	3	3	3	3	3	4	3	3	3	3	4	3	3	4	61
72	4	4	4	4	3	3	3	3	3	4	3	3	3	3	4	4	3	4	62
73	3	4	2	2	3	4	4	4	3	3	3	4	4	3	3	3	4	4	60
74	3	3	3	3	3	3	3	3	4	4	4	4	4	3	3	3	4	4	61
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76	3	3	3	3	3	3	3	4	4	4	4	4	3	3	3	4	4	4	62
77	3	3	3	3	3	3	3	3	4	4	4	4	4	3	3	3	4	4	61
78	2	3	2	2	3	4	4	4	3	4	3	4	4	3	3	4	4	4	60
79	2	2	2	2	3	4	4	3	4	3	3	3	4	4	4	4	4	4	59
80	3	3	3	3	3	3	3	3	4	3	4	3	4	3	4	4	3	3	59
81	3	4	3	3	4	3	4	3	4	3	3	3	3	3	3	4	3	3	59
82	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	59
83	3	3	3	3	4	3	4	3	4	3	3	3	4	3	3	3	4	4	60
84	3	3	3	3	3	4	3	3	4	3	3	4	3	3	4	4	4	4	61
85	3	3	3	3	3	3	3	3	4	3	4	3	4	3	3	4	3	3	58
86	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	55
87	4	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	3	58
88	3	3	4	3	3	4	3	3	3	3	3	3	3	3	4	4	4	4	60
89	3	3	3	3	3	4	3	4	4	3	4	3	3	3	4	4	4	4	62
90	3	3	3	3	3	3	3	3	4	3	4	3	4	3	4	4	4	4	61
91	3	4	2	2	3	4	4	3	3	3	3	3	3	3	4	4	4	4	59
92	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	59
93	3	3	3	3	3	3	4	3	3	3	3	4	3	3	4	4	4	4	60
94	3	3	3	3	3	3	4	3	3	4	3	3	3	4	4	4	4	4	61
95	3	3	3	3	3	3	4	4	3	3	3	4	3	4	4	4	4	4	62
96	3	3	4	3	3	4	3	3	3	3	3	3	3	3	4	4	4	4	60

No	Komitmen Organisasional																		Total Y
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	
97	3	3	3	3	3	3	3	3	3	3	4	4	4	4	3	4	4	4	61
98	2	3	3	3	4	3	3	3	3	4	4	4	4	4	4	4	4	4	63
99	2	2	3	3	3	3	4	3	4	4	4	4	4	4	4	3	4	4	62
100	3	3	3	3	3	3	3	3	3	4	3	4	3	4	4	4	4	4	61
101	3	3	3	3	3	3	3	3	3	3	4	3	4	3	4	4	4	4	60
102	2	2	3	3	3	3	3	3	3	3	4	4	4	4	4	3	4	4	59
103	3	3	4	3	3	3	3	3	3	3	3	4	3	3	4	3	4	4	59
104	2	2	3	3	3	3	3	3	3	3	4	4	4	4	4	3	4	4	59
105	3	3	3	3	3	3	3	3	3	3	4	3	4	4	4	3	4	3	59
106	2	3	3	3	3	3	3	3	4	3	4	4	3	4	4	4	4	3	60
107	3	3	3	3	3	3	3	3	4	3	3	4	3	4	3	4	3	4	59
108	3	3	3	3	3	3	3	3	4	3	4	3	4	4	3	3	4	3	59
109	2	2	3	3	3	3	4	3	3	4	4	4	3	4	4	3	4	4	60
110	3	3	3	3	3	3	3	3	3	4	3	4	3	4	4	4	4	4	61
111	3	3	3	3	3	3	4	3	3	4	3	4	3	4	4	4	4	4	62
112	2	2	3	3	3	3	4	3	3	4	4	4	3	4	4	3	4	4	60
113	3	3	3	3	3	3	3	3	3	4	3	4	3	4	4	4	4	4	61
114	3	3	3	3	4	4	3	3	4	3	3	4	3	4	4	4	4	4	63
115	2	2	3	3	3	4	4	3	3	4	3	4	4	4	4	4	4	4	62
116	3	3	3	3	3	3	3	3	3	4	3	4	3	4	4	4	4	4	61
117	3	3	3	3	3	3	3	3	4	3	4	4	3	3	3	4	4	4	60
118	3	3	3	3	4	4	3	3	4	3	3	4	3	4	4	4	4	4	63
119	3	3	3	3	3	4	3	3	4	3	3	4	3	4	4	4	4	4	62
120	3	3	3	3	3	3	3	3	3	4	3	4	3	4	4	4	4	4	61



LAMPIRAN 1. 5  
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		Gaya Kepemimpinan Transformasional																		
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	Total
X1.1	Pearson Correlation	1	.59	.52	.49	.04	.44	.06	-	-	.00	.281	.05	-	.18	.34	.16	.11	.42	.474**
	Sig. (2-tailed)		.008	.003	.006	.818	.013	.722	.648	.524	1.000	.133	.780	.584	.323	.063	.378	.555	.020	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.598**	1	.725**	.598**	.159	.590**	.134	.310	.116	.178	.496**	.140	.243	.191	.545**	.274	.274	.400	.709**
	Sig. (2-tailed)	.000		.000	.000	.403	.001	.481	.096	.542	.348	.005	.461	.195	.312	.002	.143	.143	.028	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.528**	.725**	1	.471**	.230	.428*	.129	.201	.199	.110	.620**	.233	.165	.178	.444*	.279	.107	.252	.659**
	Sig. (2-tailed)	.003	.000		.009	.221	.018	.496	.287	.291	.561	.000	.214	.382	.346	.014	.136	.574	.178	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.494**	.598**	.471**	1	.354	.482**	.349	.165	.178	.231	.234	.411*	.089	.248	.398*	.293	.034	.539**	.659**
	Sig. (2-tailed)	.006	.000	.009		.055	.007	.059	.382	.347	.220	.212	.024	.639	.187	.029	.116	.859	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.044	.159	.230	.354	1	.163	.377*	.151	.444*	.169	.191	.536**	.350	.512**	.038	.387*	.136	-.028	.500**
	Sig. (2-tailed)	.818	.403	.221	.055		.390	.040	.425	.014	.372	.312	.002	.058	.004	.844	.035	.474	.883	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

		Gaya Kepemimpinan Transformasional																		
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	Total
X1.6	Pearson Correlation	.449*	.590**	.428*	.482**	.163	1	.252	.347	.239	.132	.367*	.243	.238	.142	.324	.209	-	.325	.585**
	Sig. (2-tailed)	.013	.001	.018	.007	.390		.179	.060	.203	.486	.046	.195	.205	.453	.081	.268	.736	.079	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.068	.134	.129	.349	.377*	.252	1	-	.325	-	.115	.436*	.209	.408*	.348	.342	.210	.174	.454*
	Sig. (2-tailed)	.722	.481	.496	.059	.040	.179		.915	.080	.934	.544	.016	.269	.025	.059	.064	.265	.359	.012
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	-.087	.310	.201	.165	.151	.347	-	1	.340	.503**	.179	.112	.593*	.448*	.413*	.407*	.062	.032	.487**
	Sig. (2-tailed)	.648	.096	.287	.382	.425	.060	.915		.066	.005	.344	.557	.001	.013	.023	.026	.743	.868	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	-.121	.116	.199	.178	.444*	.239	.325	.340	1	.663**	.178	.326	.545**	.547**	.248	.389*	.303	-	.550**
	Sig. (2-tailed)	.524	.542	.291	.347	.014	.203	.080	.066		.000	.347	.079	.002	.002	.187	.034	.104	.796	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.000	.178	.110	.231	.169	.132	-	.506	.661	1	.160	.149	.421*	.276	.368*	.292	.404*	.241	.494**
	Sig. (2-tailed)	1.000	.348	.561	.220	.372	.486	.934	.005	.000		.399	.432	.020	.140	.045	.117	.027	.200	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.11	Pearson Correlation	.281	.496**	.620**	.234	.191	.367*	.115	.179	.178	.160	1	.452*	.324	-	.499**	.487**	.361	.157	.614**
	Sig. (2-tailed)	.133	.005	.000	.212	.312	.046	.544	.344	.347	.399		.012	.080	.890	.005	.006	.050	.406	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Gaya Kepemimpinan Transfomasional																				
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	Total
X1.12	Pearson Correlati on	.05	.14	.23	.41	.53	.24	.43	.11	.32	.14	.452	1	.13	.32	.33	.67	.22	.37	.589**
	Sig. (2-tailed)	.780	.461	.214	.024	.002	.195	.016	.557	.079	.432	.012		.480	.084	.067	.000	.228	.041	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.13	Pearson Correlati on	-	.24	.16	.08	.35	.23	.20	.59	.54	.42	.324	.13	1	.45	.32	.43	.25	-	.524**
	Sig. (2-tailed)	.584	.195	.382	.639	.058	.205	.269	.001	.002	.020	.080	.480		.012	.082	.016	.173	.726	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.14	Pearson Correlati on	.18	.19	.17	.24	.51	.14	.40	.44	.54	.27	-	.32	.45	1	.39	.55	.19	.06	.577**
	Sig. (2-tailed)	.323	.312	.346	.187	.004	.453	.025	.013	.002	.140	.890	.084	.012		.030	.002	.307	.754	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.15	Pearson Correlati on	.34	.54	.44	.39	.03	.32	.34	.41	.24	.36	.499	.33	.32	.39	1	.74	.36	.36	.735**
	Sig. (2-tailed)	.063	.002	.014	.029	.844	.081	.059	.023	.187	.045	.005	.067	.082	.030		.000	.050	.049	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.16	Pearson Correlati on	.16	.27	.27	.29	.38	.20	.34	.40	.38	.29	.487	.67	.43	.55	.74	1	.32	.23	.720**
	Sig. (2-tailed)	.378	.143	.136	.116	.035	.268	.064	.026	.034	.117	.006	.000	.016	.002	.000		.081	.214	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.17	Pearson Correlati on	.11	.27	.10	.03	.13	-	.21	.06	.30	.40	.361	.22	.25	.19	.36	.32	1	.39	.426*
	Sig. (2-tailed)	.555	.143	.574	.859	.474	.736	.265	.743	.104	.027	.050	.228	.173	.307	.051	.083		.033	.019
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Gaya Kepemimpinan Transformatif																					
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	Total	
X1.18	Pearson	.42	.40	.25	.53	-	.32	.17	.03	-	.24	.157	.37	-	.06	.36	.23	.39	1	.461*	
	Correlation	3*	0*	2	9**	.028	5	4	2	.049	1	5*	.067	0	3*	4	0*				
	Sig. (2-tailed)	.020	.028	.178	.002	.883	.079	.359	.868	.796	.200	.406	.041	.726	.754	.049	.214	.033			.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
T O T A L	Pearson	.47	.70	.65	.65	.50	.58	.45	.48	.55	.49	.614	.58	.52	.57	.73	.72	.42	.46	1	
	Correlation	4**	9**	9**	9**	0**	5**	4*	7**	0**	4**	**	9**	4**	7**	5**	0**	6*	1*		
	Sig. (2-tailed)	.008	.000	.000	.000	.005	.001	.012	.006	.002	.006	.000	.001	.003	.001	.000	.000	.019	.010		
	N	30	30	30	30	30	30	30	30	30	30	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).

Motivasi																	
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	Total	
X2.1	Pearson	1	.089	.464**	.585**	.060	.285	.000	-.045	.041	.383*	.231	.308	.491**	.425*	.525**	
	Sig. (2-tailed)		.638	.010	.001	.753	.126	1.000	.813	.829	.036	.219	.098	.006	.019	.003	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
X2.2	Pearson	.089	1	.328	.175	.234	.521**	.606**	.350	.161	.383*	.020	.245	.000	.485**	.537**	
	Sig. (2-tailed)	.638		.077	.354	.214	.003	.000	.058	.397	.037	.918	.192	1.000	.007	.002	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
X2.3	Pearson	.464*	.328	1	.672**	.171	.180	.254	.077	.227	.570**	.135	.702**	.545**	.565**	.739**	
	Sig. (2-tailed)	.010	.077		.000	.365	.342	.176	.686	.228	.001	.476	.000	.002	.001	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	

Motivasi																
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	Total X2
X2.4	Pearson Correlation	.585*	.175	.672**	1	.026	.260	.108	.153	.323	.528**	.381*	.530**	.641**	.531**	.736**
	Sig. (2-tailed)	.001	.354	.000		.891	.166	.568	.420	.081	.003	.038	.003	.000	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.060	.234	.171	.026	1	.532**	.332	.418*	.198	.054	.093	.215	-.088	.279	.418*
	Sig. (2-tailed)	.753	.214	.365	.891		.002	.073	.021	.295	.776	.623	.253	.645	.135	.022
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.285	.521**	.180	.260	.532**	1	.443*	.192	.202	.179	.028	.154	.066	.422*	.528**
	Sig. (2-tailed)	.126	.003	.342	.166	.002		.014	.309	.285	.343	.884	.415	.728	.020	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.000	.606**	.254	.108	.332	.443*	1	.353	.373*	.281	.242	.211	-.023	.389*	.531**
	Sig. (2-tailed)	1.000	.000	.176	.568	.073	.014		.056	.043	.133	.197	.264	.905	.033	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	-.045	.350	.077	.153	.418*	.192	.353	1	.404*	.041	.302	.201	.227	.314	.481**
	Sig. (2-tailed)	.813	.058	.686	.420	.021	.309	.056		.027	.831	.105	.287	.228	.091	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.041	.161	.227	.323	.198	.202	.373*	.404*	1	.223	.415*	.302	.203	.182	.510**
	Sig. (2-tailed)	.829	.397	.228	.081	.295	.285	.043	.027		.236	.023	.105	.281	.335	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.383*	.383*	.570**	.528**	.054	.179	.281	.041	.223	1	.299	.467**	.511**	.383*	.646**
	Sig. (2-tailed)	.036	.037	.001	.003	.776	.343	.133	.831	.236		.108	.009	.004	.037	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Motivasi																
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	Total X2
X2.11	Pearson Correlation	.231	.020	.135	.381*	.093	.028	.242	.302	.415*	.299	1	.180	.143	.410*	.457*
	Sig. (2-tailed)	.219	.918	.476	.038	.623	.884	.197	.105	.023	.108		.342	.451	.025	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.12	Pearson Correlation	.308	.245	.702**	.530**	.215	.154	.211	.201	.302	.467**	.180	1	.567**	.480**	.713**
	Sig. (2-tailed)	.098	.192	.000	.003	.253	.415	.264	.287	.105	.009	.342		.001	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.13	Pearson Correlation	.491**	.000	.545**	.641**	-.088	.066	-.023	.227	.203	.511**	.143	.567**	1	.344	.600**
	Sig. (2-tailed)	.006	1.000	.002	.000	.645	.728	.905	.228	.281	.004	.451	.001		.063	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.14	Pearson Correlation	.425*	.485**	.565**	.531**	.279	.422*	.389*	.314	.182	.383*	.410*	.480**	.344	1	.756**
	Sig. (2-tailed)	.019	.007	.001	.003	.135	.020	.033	.091	.335	.037	.025	.007	.063		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.525**	.537**	.739**	.736**	.418*	.528**	.531**	.481**	.510**	.646**	.457*	.713**	.600**	.756**	1
	Sig. (2-tailed)	.003	.002	.000	.000	.022	.003	.003	.007	.004	.000	.011	.000	.000	.000	.000
	N	30	30	30	30	30	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).

**Disiplin Kerja**

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Total X3
X3. 1	Pearson Correlation	1	.680**	.324	.414*	.271	.479**	.088	.370*	.159	.130	.281	.190	.640**
	Sig. (2-tailed)		.000	.081	.023	.147	.007	.645	.044	.401	.495	.133	.314	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3. 2	Pearson Correlation	.680*	1	.520*	.443*	.392*	.407*	.141	.142	.000	.156	-.071	.515**	.664**
	Sig. (2-tailed)	.000		.003	.014	.032	.026	.459	.453	1.000	.410	.708	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3. 3	Pearson Correlation	.324	.520**	1	.748**	.374*	.264	.370*	.310	.207	.375*	-.098	.157	.666**
	Sig. (2-tailed)	.081	.003		.000	.042	.158	.044	.096	.272	.041	.607	.407	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3. 4	Pearson Correlation	.414*	.443*	.748*	1	.239	.281	.223	.330	.391*	.400*	-.017	.098	.658**
	Sig. (2-tailed)	.023	.014	.000		.204	.132	.237	.075	.033	.029	.927	.607	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3. 5	Pearson Correlation	.271	.392*	.374*	.239	1	.520**	.707**	.239	.367*	.299	.239	.521**	.705**
	Sig. (2-tailed)	.147	.032	.042	.204	.003	.000	.000	.204	.046	.109	.204	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3. 6	Pearson Correlation	.479*	.407*	.264	.281	.520**	1	.189	.645**	.430*	-.008	.432*	.416*	.693**
	Sig. (2-tailed)	.007	.026	.158	.132	.003		.317	.000	.018	.968	.017	.022	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3. 7	Pearson Correlation	.088	.141	.370*	.223	.707**	.189	1	.506**	.345	.290	.176	.159	.550**
	Sig. (2-tailed)	.645	.459	.044	.237	.000	.317		.004	.062	.121	.352	.400	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3. 8	Pearson Correlation	.370*	.142	.310	.330	.239	.645**	.506**	1	.484**	.065	.442*	.096	.610**
	Sig. (2-tailed)	.044	.453	.096	.075	.204	.000	.004		.007	.732	.014	.615	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

**Disiplin Kerja**

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	Total X3
X3.9	Pearson Correlation	.159	.000	.207	.391*	.367*	.430*	.345	.484**	1	.486**	.375*	.187	.567**
	Sig. (2-tailed)	.401	1.000	.272	.033	.046	.018	.062	.007		.006	.041	.322	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	.130	.156	.375*	.400*	.299	-.008	.290	.065	.486**	1	.065	.190	.457*
	Sig. (2-tailed)	.495	.410	.041	.029	.109	.968	.121	.732	.006		.732	.315	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.11	Pearson Correlation	.281	-.071	-.098	-.017	.239	.432*	.176	.442*	.375*	.065	1	.454*	.410*
	Sig. (2-tailed)	.133	.708	.607	.927	.204	.017	.352	.014	.041	.732		.012	.025
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X3.12	Pearson Correlation	.190	.515**	.157	.098	.521**	.416*	.159	.096	.187	.190	.454*	1	.563**
	Sig. (2-tailed)	.314	.004	.407	.607	.003	.022	.400	.615	.322	.315	.012		.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.640*	.664**	.666*	.658**	.705**	.693**	.550**	.610**	.567**	.457*	.410*	.563**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.002	.000	.001	.011	.025	.001	
	N	30	30	30	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).



Komitmen Organisasional																				
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	Total Y
Y.1	Pearson Correlation	1	.089	.464**	.585**	.060	.285	.000	-.041	.383*	.231	.308	.491**	.425*	.286	.225	.464**	.585**	.534*	
	Sig. (2-tailed)		.638	.010	.001	.753	.126	1.000	.813	.829	.036	.219	.098	.006	.019	.126	.233	.010	.001	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.089	1	.328	.175	.234	.521**	.606**	.350	.161	.383*	.020	.245	.000	.485**	.463**	.250	.328	.175	.510*
	Sig. (2-tailed)	.638		.077	.354	.214	.003	.000	.058	.397	.037	.918	.192	1.000	.007	.010	.183	.077	.354	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	.464*	.328	1	.672**	.171	.180	.254	.077	.227	.570**	.135	.702**	.545**	.565**	.303	.510**	1.000	.672**	.782*
	Sig. (2-tailed)	.010	.077		.000	.365	.342	.176	.686	.228	.001	.476	.000	.002	.001	.104	.004	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	.585*	.175	.672**	1	.026	.260	.108	.153	.323	.528**	.381*	.530**	.641**	.531**	.398	.356	.672**	1.000	.771*
	Sig. (2-tailed)	.001	.354	.000		.891	.166	.568	.420	.081	.003	.038	.003	.000	.003	.029	.053	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.060	.234	.171	.026	1	.532**	.332	.418*	.198	.054	.093	.215	-.088	.279	.387*	.191	.171	.026	.380*
	Sig. (2-tailed)	.753	.214	.365	.891		.002	.073	.021	.295	.776	.623	.253	.645	.135	.035	.312	.365	.891	.038
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	.285	.521**	.180	.260	.532**	1	.443*	.192	.202	.179	.028	.154	.066	.422*	.334	.213	.180	.260	.481*
	Sig. (2-tailed)	.126	.003	.342	.166	.002		.014	.309	.285	.343	.884	.415	.728	.020	.071	.258	.342	.166	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	.000	.606**	.254	.108	.332	.443*	1	.353	.373*	.281	.242	.211	-.023	.389*	.488**	.386*	.254	.108	.508*
	Sig. (2-tailed)	1.000	.000	.176	.568	.073	.014		.056	.043	.133	.197	.264	.905	.033	.006	.035	.176	.568	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Komitmen Organisasional																				
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	Total Y
Y.8	Pearson Correlation	-.045	.350	.077	.153	.418	.192	.353	1	.404	.041	.302	.201	.227	.314	.473	-	.077	.153	.408*
	Sig. (2-tailed)	.813	.058	.686	.420	.021	.309	.056		.027	.831	.105	.287	.228	.091	.008	.660	.686	.420	.025
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.041	.161	.227	.323	.198	.202	.373	.404	1	.223	.415	.302	.203	.182	.513	.331	.227	.323	.506*
	Sig. (2-tailed)	.829	.397	.228	.081	.295	.285	.043	.027		.236	.023	.105	.281	.335	.004	.074	.228	.081	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	.383*	.383*	.570**	.528**	.054	.179	.281	.041	.223	1	.299	.467**	.511**	.383*	.258	.419*	.570**	.528**	.645*
	Sig. (2-tailed)	.036	.037	.001	.003	.776	.343	.133	.831	.236		.108	.009	.004	.037	.169	.021	.001	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.11	Pearson Correlation	.231	.020	.135	.381*	.093	.028	.242	.302	.415	.299	1	.180	.143	.410	.389	.178	.135	.381*	.437*
	Sig. (2-tailed)	.219	.918	.476	.038	.623	.884	.197	.105	.023	.108		.342	.451	.025	.034	.347	.476	.038	.016
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.12	Pearson Correlation	.308	.245	.702**	.530**	.215	.154	.211	.201	.302	.467**	.180	1	.567**	.480**	.309	.648**	.702**	.530**	.736*
	Sig. (2-tailed)	.098	.192	.000	.003	.253	.415	.264	.287	.105	.009	.342		.001	.007	.096	.000	.000	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.13	Pearson Correlation	.491*	.000	.545**	.641**	-	.066	-	.227	.203	.511**	.143	.567**	1	.344	.167	.281	.545**	.641**	.597*
	Sig. (2-tailed)	.006	1.000	.002	.000	.645	.728	.905	.228	.281	.004	.451	.001		.063	.378	.133	.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.14	Pearson Correlation	.425*	.485**	.565**	.531**	.279	.422	.389	.314	.182	.383*	.410	.480**	.344	1	.740**	.499**	.565**	.531**	.776*
	Sig. (2-tailed)	.019	.007	.001	.003	.135	.020	.033	.091	.335	.037	.025	.007	.063		.000	.005	.001	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Komitmen Organisasional																					
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P	P	P	P	P	P	P	P	P	Total	
											10	11	12	13	14	15	16	17	18	Y	
Y. 15	Pearson	.286	.463	.303	.398	.387	.334	.488	.473	.513	.258	.389	.309	.167	.740	1	.487	.303	.398	.685*	
	Correlation		**		*	*		**	**	**		*			**		**		*	*	*
	Sig. (2-tailed)	.126	.010	.104	.029	.035	.071	.006	.008	.004	.169	.034	.096	.378	.000		.006	.104	.029	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y. 16	Pearson	.225	.250	.510	.356	.191	.213	.386	-	.331	.419	.178	.648	.281	.499	.487	1	.510	.356	.631*	
	Correlation			**				*		*			**		**	**		**		*	*
	Sig. (2-tailed)	.233	.183	.004	.053	.312	.258	.035	.660	.074	.021	.347	.000	.133	.005	.006		.004	.053	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y. 17	Pearson	.464*	.328	1.00	.672	.171	.180	.254	.077	.227	.570	.135	.702	.545	.565	.303	.510	1	.672	.782*	
	Correlation	*		0**	**						**		**	**	**	**	**		**	*	*
	Sig. (2-tailed)	.010	.077	.000	.000	.365	.342	.176	.686	.228	.001	.476	.000	.002	.001	.104	.004		.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y. 18	Pearson	.585*	.175	.672	1.00	.026	.260	.108	.153	.323	.528	.381	.530	.641	.531	.398	.356	.672	1	.771*	
	Correlation	*		**	0**						**	*	**	**	**	*		**		*	*
	Sig. (2-tailed)	.001	.354	.000	.000	.891	.166	.568	.420	.081	.003	.038	.003	.000	.003	.029	.053	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
T O T A L	Pearson	.534*	.510	.782	.771	.380	.481	.508	.408	.506	.645	.437	.736	.597	.776	.685	.631	.782	.771	1	
	Correlation	*	**	**	**	*	**	**	*	**	**	*	**	**	**	**	**	**	**	**	*
	Sig. (2-tailed)	.002	.004	.000	.000	.038	.007	.004	.025	.004	.000	.016	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	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).

**LAMPIRAN 1. 6**  
**UJI RELIABILITAS**

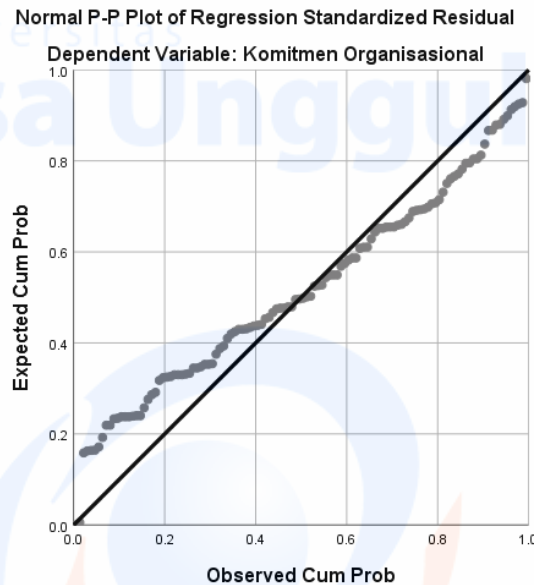
**Scale: ALL VARIABLES**

<b>Case Processing Summary</b>			
		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0
<p>a. Listwise deletion based on all variables in the procedure.</p>			

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.962	62

**LAMPIRAN 1. 7**  
**HASIL UJI ASUMSI KLASIK**

**Uji Normalitas**



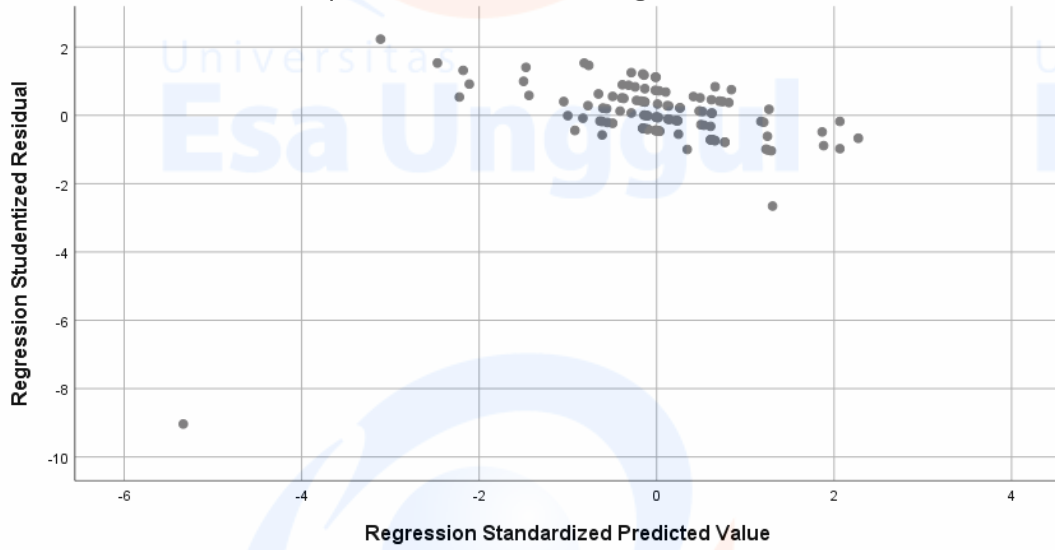
**Uji Multikolinieritas**

Uji Multikolinieritas			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Gaya Kepemimpinan Transformasional	.984	1.017
	Motivasi	.508	1.967
	Disiplin Kerja	.510	1.960
a. Dependent Variable: Komitmen Organisasional			
Sumber : Data diolah peneliti, 2019			

### Uji Heteroskedasitas

Scatterplot

Dependent Variable: Komitmen Organisasional



**LAMPIRAN 1. 8**  
**HASIL UJI ANALISIS**

**Hasil Uji Regresi Linier Berganda**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	54.130	4.472		12.105	.000
	Gaya Kepemimpinan Transformasional	.141	.059	.207	2.413	.017
	Motivasi	.455	.134	.405	3.400	.001
	Disiplin Kerja	-.465	.108	-.512	-4.296	.000

a. Dependent Variable: Komitmen Organisasional

**Hasil Uji F**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	148.410	3	49.470	7.432	.000 <sup>b</sup>
	Residual	772.182	116	6.657		
	Total	920.592	119			

a. Dependent Variable: Komitmen Organisasional

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

**Hasil Uji t**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	54.130	4.472		12.105	.000
	Gaya Kepemimpinan Transformasional	.141	.059	.207	2.413	.017
	Motivasi	.455	.134	.405	3.400	.001
	Disiplin Kerja	-.465	.108	-.512	-4.296	.000

a. Dependent Variable: Komitmen Organisasional

**Hasil Uji Koefisien Determinasi**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.402 <sup>a</sup>	.161	.140	2.580	1.653

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

b. Dependent Variable: Komitmen Organisasional