

NAMA	GKT								MOTIVASI KERJA									KINERJA KARYAWAN					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Desma Afriyeni	4	3	4	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	4
Nessa Bella Yuliana Putri	3	3	3	3	3	4	2	4	3	3	3	3	4	3	3	3	3	3	3	3	2	2	2
Robiyatul Adawiyah	3	3	3	3	3	3	4	3	3	3	3	3	3	4	2	4	3	3	2	2	4	4	3
Tri Haryono	3	3	3	3	3	3	3	3	3	3	4	3	3	3	4	3	3	4	3	3	3	3	4
Abdul Rohim	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Ahmad Khairul Imam	2	4	3	4	4	4	3	4	4	3	3	3	4	4	4	4	4	3	3	4	3	3	3
Ameliya	3	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	3	2	2	2	3
Anggi Aryanto	3	3	3	3	3	3	4	3	3	3	4	4	3	3	4	3	3	4	4	4	4	4	4
Harni Wiyanti	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3
Fairus	3	2	3	4	3	4	4	4	4	3	4	3	4	4	3	3	4	4	3	3	4	4	4
Bagus Prayuda Putra	3	3	3	3	3	3	3	3	3	3	2	2	3	3	2	3	3	2	3	2	3	3	2
Januar Hidayat	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Lilis Yuniati	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Novianty Gabriel	3	3	3	3	3	3	3	3	3	3	2	2	3	3	2	3	3	2	3	2	3	3	2
Risma Al Nindiah	4	3	4	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	3	3
Selviana Ratna Sarie	2	3	4	4	3	4	4	4	4	4	3	4	4	4	3	4	4	3	3	3	3	4	3
Ades Windi	3	3	3	3	3	3	4	3	3	3	4	3	3	3	3	3	3	4	3	3	4	4	4
Andre Tan	3	4	3	4	4	4	4	4	3	3	4	4	4	3	4	4	4	4	4	4	4	4	4
Damianus Dwiputranto	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	2	2	4	3	3	2
Dellys Dewi Putri	4	2	4	3	3	3	3	3	3	4	3	3	3	3	2	3	3	3	3	2	3	3	3
Lambok Marisi Pakphan	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3
Mardi Yatusso	3	3	3	3	3	3	3	3	3	3	2	2	3	3	4	4	3	2	3	4	3	3	2
Minati Herlina	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	2	3	3	3	3	2
Muhamad Isra	4	4	4	4	4	4	3	4	4	4	3	4	4	4	4	4	4	3	4	4	3	3	4
Nahla	2	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3
Praberti Maulani	3	3	3	2	3	3	1	3	3	3	3	3	3	3	3	3	3	3	3	3	2	1	3
Retno Damayanti	3	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	1	2	2	2	3
Rianti	3	3	3	3	3	3	3	3	3	3	3	2	3	3	4	2	3	3	3	4	3	3	3
Roida Manurung	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	2	3	3	3	3	2
Rudi Irawan	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2
Seno Wahyudi	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3
Syamsiar	4	3	4	4	4	4	3	4	4	4	3	4	4	4	4	4	4	3	4	4	3	3	3

Winda Damayanti	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	4	3	3	3	3	4	4	4	3
Ade Vera Wati	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Dorialom Siregar	4	4	4	4	4	4	4	4	4	4	3	4	4	4	3	4	4	3	3	3	4	4	4	3
Indri Febriani	3	3	3	3	3	3	4	3	3	3	4	3	3	3	3	3	3	4	3	3	4	4	4	4
Kiki Hardianto	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	3	4	4	4	4	4	4
Liyanti	3	2	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	2	4	3	3	3	2
Minati Herlina	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	2	3	3	3	3
Wanti Rahayu	3	2	3	3	3	3	3	3	2	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3
Yuli Antih	3	3	3	3	3	3	3	3	3	3	2	1	3	3	4	4	3	2	3	4	3	3	3	2
Riyanto	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	2	3	3	3	3	3	2

Factor Analysis Gaya Kepemimpinan Transaksional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.838
Approx. Chi-Square	536.992
Bartlett's Test of Sphericity df	28
Sig.	.000

Anti-image Matrices

		VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	VAR00006	VAR00007	VAR00008
Anti-image Covariance	VAR00001	.349	.051	-.144	.050	-.056	.045	-.072	-.054
	VAR00002	.051	.607	.012	.054	-.095	.029	-.041	-.091
	VAR00003	-.144	.012	.177	-.024	-.014	-.032	.028	.027
	VAR00004	.050	.054	-.024	.226	-.031	-.039	-.091	.000
	VAR00005	-.056	-.095	-.014	-.031	.090	-.049	.019	.031
	VAR00006	.045	.029	-.032	-.039	-.049	.073	-.009	-.081
	VAR00007	-.072	-.041	.028	-.091	.019	-.009	.900	.025
	VAR00008	-.054	-.091	.027	.000	.031	-.081	.025	.305
Anti-image Correlation	VAR00001	.761 ^a	.112	-.579	.179	-.317	.282	-.128	-.166
	VAR00002	.112	.827 ^a	.035	.145	-.406	.136	-.055	-.212
	VAR00003	-.579	.035	.872 ^a	-.119	-.111	-.286	.069	.115
	VAR00004	.179	.145	-.119	.922 ^a	-.215	-.306	-.202	-.001
	VAR00005	-.317	-.406	-.111	-.215	.833 ^a	-.601	.066	.189
	VAR00006	.282	.136	-.286	-.306	-.601	.794 ^a	-.034	-.542
	VAR00007	-.128	-.055	.069	-.202	.066	-.034	.804 ^a	.047
	VAR00008	-.166	-.212	.115	-.001	.189	-.542	.047	.861 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
VAR00001	1.000	.518
VAR00002	1.000	.359
VAR00003	1.000	.810
VAR00004	1.000	.760
VAR00005	1.000	.912
VAR00006	1.000	.902
VAR00007	1.000	.088
VAR00008	1.000	.684

Extraction Method: Principal
Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.034	62.923	62.923	5.034	62.923	62.923
2	.942	11.778	74.702			
3	.763	9.539	84.241			
4	.613	7.659	91.901			
5	.335	4.186	96.087			
6	.149	1.857	97.944			
7	.118	1.472	99.416			
8	.047	.584	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
VAR00001	.720
VAR00002	.599
VAR00003	.900
VAR00004	.872
VAR00005	.955
VAR00006	.950
VAR00007	.297
VAR00008	.827

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Factor Analysis Motivasi Kerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.777
Approx. Chi-Square	662.826
Bartlett's Test of Sphericity df	36
Sig.	.000

Anti-image Matrices

		VAR0000	VAR0000	VAR0000	VAR0000	VAR0000	VAR0000	VAR0000	VAR0000	VAR0000
		1	2	3	4	5	6	7	8	9
Anti-image Covariance	VAR0000 1	.038	-.005	.012	-.009	-.001	-.037	-.040	.028	-.001
	VAR0000 2	-.005	.267	.046	-.033	.003	.005	.075	.016	-.036
	VAR0000 3	.012	.046	.715	-.322	.000	-.006	-.083	.051	-.012
	VAR0000 4	-.009	-.033	-.322	.667	.003	-.001	-.065	.024	.000
	VAR0000 5	-.001	.003	.000	.003	.048	.001	.008	.001	-.039
	VAR0000 6	-.037	.005	-.006	-.001	.001	.040	.046	-.039	-.001
	VAR0000 7	-.040	.075	-.083	-.065	.008	.046	.814	-.099	-.024
	VAR0000 8	.028	.016	.051	.024	.001	-.039	-.099	.738	-.013
	VAR0000 9	-.001	-.036	-.012	.000	-.039	-.001	-.024	-.013	.039
	VAR0000 1	.737 ^a	-.051	.074	-.054	-.028	-.952	-.229	.167	-.036
Anti-image Correlation	VAR0000 2	-.051	.934 ^a	.105	-.079	.023	.045	.161	.036	-.351
	VAR0000 3	.074	.105	.607 ^a	-.466	-.001	-.036	-.109	.070	-.074

VAR00004		-.054	-.079	-.466	.770 ^a	.018	-.007	-.088	.034	.001
VAR00005		-.028	.023	-.001	.018	.793 ^a	.024	.042	.007	-.889
VAR00006		-.952	.045	-.036	-.007	.024	.724 ^a	.259	-.228	-.022
VAR00007		-.229	.161	-.109	-.088	.042	.259	.592 ^a	-.128	-.132
VAR00008		.167	.036	.070	.034	.007	-.228	-.128	.891 ^a	-.079
VAR00009		-.036	-.351	-.074	.001	-.889	-.022	-.132	-.079	.769 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities		
	Initial	Extraction
VAR00001	1.000	.814
VAR00002	1.000	.728
VAR00003	1.000	.727
VAR00004	1.000	.650
VAR00005	1.000	.859
VAR00006	1.000	.796
VAR00007	1.000	.278
VAR00008	1.000	.333
VAR00009	1.000	.885

Extraction Method: Principal
Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.638	51.536	51.536	4.638	51.536	51.536
2	1.432	15.912	67.448	1.432	15.912	67.448
3	.912	10.138	77.585			
4	.733	8.148	85.733			
5	.596	6.627	92.360			
6	.459	5.097	97.457			
7	.186	2.068	99.526			
8	.023	.254	99.780			
9	.020	.220	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component	
	1	2
VAR00001	.889	-.154
VAR00002	.843	-.129
VAR00003	.253	.814
VAR00004	.451	.668
VAR00005	.925	-.066
VAR00006	.874	-.181
VAR00007	.285	.444
VAR00008	.537	-.213
VAR00009	.939	-.058

Extraction Method: Principal
Component Analysis.

a. 2 components extracted.

Factor Analysis Kinerja Karyawan

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.581
Approx. Chi-Square	285.119
Bartlett's Test of Sphericity df	15
Sig.	.000

Anti-image Matrices

		VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	VAR00006
Anti-image Covariance	VAR00001	.278	.059	-.028	.000	-.010	-.232
	VAR00002	.059	.831	-.250	-.012	-.004	-.081
	VAR00003	-.028	-.250	.840	-.027	.010	.013
	VAR00004	.000	-.012	-.027	.100	-.094	.001
	VAR00005	-.010	-.004	.010	-.094	.100	.000
	VAR00006	-.232	-.081	.013	.001	.000	.282
Anti-image Correlation	VAR00001	.568 ^a	.124	-.058	-.002	-.057	-.830
	VAR00002	.124	.675 ^a	-.300	-.040	-.012	-.168
	VAR00003	-.058	-.300	.737 ^a	-.094	.035	.027
	VAR00004	-.002	-.040	-.094	.571 ^a	-.939	.008
	VAR00005	-.057	-.012	.035	-.939	.573 ^a	-.002
	VAR00006	-.830	-.168	.027	.008	-.002	.558 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
VAR00001	1.000	.921
VAR00002	1.000	.685
VAR00003	1.000	.663
VAR00004	1.000	.974
VAR00005	1.000	.974
VAR00006	1.000	.924

Extraction Method: Principal

Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.707	45.122	45.122	2.707	45.122	45.122
2	1.360	22.665	67.787	1.360	22.665	67.787
3	1.074	17.893	85.680	1.074	17.893	85.680
4	.656	10.929	96.609			
5	.152	2.531	99.140			
6	.052	.860	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component		
	1	2	3
VAR00001	.705	-.651	-.003
VAR00002	.443	.259	.650
VAR00003	.451	.305	.605
VAR00004	.816	.419	-.364
VAR00005	.818	.397	-.383
VAR00006	.690	-.666	.075

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Gaya Kepemimpinan Transaksional**Reliability Statistics**

Cronbach's Alpha	N of Items
.893	8

Motivasi Kerja**Reliability Statistics**

Cronbach's Alpha	N of Items
.841	9

Kinerja Karyawan**Reliability Statistics**

Cronbach's Alpha	N of Items
.742	6

Hasil Uji Analisis Jalur Tahap 1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.891 ^a	.795	.792	.17140

a. Predictors: (Constant), Gaya kepemimpinan Transaksional

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	.617	.153		4.036	.000
Gaya kepemimpinan Transaksional	.812	.048	.891	17.029	.000

Dependent Variable: Motivasi

Hasil Uji Analisis Jalur Tahap 2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.617 ^a	.381	.364	.33201

a. Predictors: (Constant), Motivasi, Gaya kepemimpinan Transaksional

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	1.032	.327		3.157	.002
1 Gaya kepemimpinan Transaksional	-.334	.204	-.331	-1.638	.106
Motivasi	.990	.224	.893	4.426	.000

a. Dependent Variable: Kinerja Karyawan

Hasil Uji Analisis Jalur Tahap 3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.599 ^a	.359	.350	.33584

a. Predictors: (Constant), mk

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	1.012	.331		3.062	.003
1 Mk	.664	.103	.599	6.476	.000

a. Dependent Variable: kk