

LAMPIRAN

Lampiran 1.

Detail responden

DAFTAR NAMA STAFF PNS DAN TTK KELURAHAN BINTARA KECAMATAN BEKASI BARAT

NO	JENIS KELAMIN	PENDIDIKAN	MASA KERJA	STATUS PEGAWAI	USIA PEGAWAI
1	L	S-2	1 TH 11 BLN	PNS	54 TH
2	L	S-1	1 TH 7 BLN	PNS	51 TH
3	P	S-1	8 BLN	PNS	28 TH
4	P	S-2	11 BLN	PNS	42 TH
5	P	S-1	7 TH	PNS	45 TH
6	P	S-1	7 TH	PNS	36 TH
7	L	SMA	8 TH	PNS	58 TH
8	P	S-1	4 TH	TKK	30 TH
9	P	SMA	4 TH	TKK	39 TH
10	L	D-III	4 TH	TKK	44 TH
11	L	SMA	4 TH	TKK	35 TH
12	P	D-III	4 TH	TKK	28 TH
13	L	SMA	2 TH 3 BLN	TKK	44 TH
14	L	SMA	4 TH	TKK	26 TH
15	L	SMA	4 TH	TKK	34 TH
16	L	SMA	4 TH	TKK	30 TH
17	P	D-III	4 TH	TKK	45 TH
18	P	SMA	4 TH	TKK	34 TH
19	P	SMA	4 TH	TKK	39 TH

NO	JENIS KELAMIN	PENDIDIKAN	MASA KERJA	STATUS PEGAWAI	USIA PEGAWAI
20	P	S-1	2 TH 3 BLN	TKK	39 TH
21	L	SMA	4 TH	TKK	50 TH
22	L	D-III	3 TH 2 BLN	TKK	33 TH
23	L	SMA	3 TH 2 BLN	TKK	27 TH
24	P	SMA	4 TH	TKK	44 TH
25	P	SMA	1 TH 2 BLN	TKK	38 TH
26	L	SMA	3 TH 2 BLN	TKK	35 TH
27	L	SMA	3 TH 2 BLN	TKK	31 TH
28	P	SMA	8 BLN	TKK	22 TH
29	P	SMA	8 BLN	TKK	23 TH
30	L	SMA	8 BLN	TKK	42 TH
31	L	SMA	8 BLN	TKK	38 TH
32	P	SMA	8 BLN	TKK	28 TH
33	P	SMA	8 BLN	TKK	23 TH
34	L	SMA	8 BLN	TKK	25 TH

Lampiran 2.

Kuisisioner Pengaruh Gaya Kepemimpinan, Budaya Organisasi dan Insenti terhadap Kinerja Pegawai (Studi Kasus Kantor Kelurahan Bintara)

Keterangan cara pengisian:

- S : Setuju
 SS : Sangat Setuju
 N : Netral
 TS : Tidak Setuju
 STS : Sangat Tidak Setuju

No.	Pernyataan	STS	TS	N	S	SS
	Gaya Kepemimpinan					
1	Pimpinan memiliki strategi yang jelas dan realistis					
2	Strategi dikomunikasikan pimpinan dan penyampaian sangat jelas serta diterima anggota dengan baik					
3	Saya percaya bahwa tujuan yang ditetapkan pimpinan akan membawa perubahan yang lebih baik					
4	Pimpinan selalu memberikan perhatian secara personal dan sangat memotivasi kerja saya					
5	Pimpinan selalu peduli terhadap setiap permasalahan yang terjadi pada anggotanya					
6	Pimpinan sangat memperhatikan lingkungan kerja dan saya merasa nyaman dalam bekerja					
7	Pimpinan merangsang anggota untuk membekali diri dengan pengetahuan dan keahlian dalam usaha meningkatkan kompetensi					
8	Pemimpin merangsang anggota untuk memiliki tekad dalam menyelesaikan tugas dengan tuntas					
9	Pemimpin selalu mengajak seluruh anggota untuk berorientasi pada kualitas					
10	Pimpinan selalu mengajak anggota untuk bekerja dalam tim yang solid dan harmonis					

11	Pimpinan selalu dapat menyelesaikan setiap konflik antar anggota dengan baik					
12	Pimpinan selalu menghargai setiap perbedaan pendapat untuk tujuan ke arah yang lebih baik					
13	Pimpinan selalu mengajak seluruh anggotanya untuk menghormati perbedaan dan keyakinan					
	Budaya Organisasi					
1	Saya mendapatkan kepuasan atas pekerjaan yang saya lakukan					
2	Saya selalu berusaha untuk mengembangkan diri dan kemampuan saya					
3	Saya selalu menaati aturan-aturan yang ada					
4	Saya selalu melakukan usaha usaha untuk memberikan layanan terbaik kepada pelanggan					
5	Dalam melaksanakan setiap pekerjaan, saya selalu berinisiatif dan tidak selalu bergantung pada petunjuk pimpinan					
6	Saya selalu menetapkan rencana dan berusaha untuk menyelesaikanya dengan baik					
7	Anggota saling menghormati dan memberikan salam saat berjumpa					
8	Anggota sangat menghargai, menghormati dan melayani pelanggan dengan baik					
9	Setiap bagian memandang bagian lain sebagai pelanggan internal yang harus dilayani					
10	Ketika melihat orang lain yang kurang cakap dalam bekerja, saya selalu membantunya					
11	Saya tidak pernah menekan pihak lain yang berbda pendapat, tapi yang terpenting saya berusaha membuat mereka yakin					
12	Saya selalu mengutamakan kualitas dalam menyelesaikan pekerjaan					
13	Saya selalu berusaha berinovasi untuk menemukan hal-hal yang baru					
14	Saya selalu bekerja dengan efektif dan efisien					
15	Dalam mengerjakan tugas tim, selalu kami diskusikan agar tujuan masing masing dapat di sinergikan					
16	Setiap ada permasalahan tim kerjam selalu kami selesaikan dengan baik					
	Insentif					
1	Pegawai merasa adil terhadap tunjangan yang diberikan perusahaan					
2	Perusahaan memberikan bonus sesuai dengan kinerja pegawai					
3	Kompensasi yang diberikan perusahaan sudah cukup baik					
4	Perusahaan memberikan fasilitas kantor yang memadai					
5	Perusahaan memberikan jaminan sosial kepada pegawai					

6	Perusahaan memberikan penghargaan kepada pegawai atas capaian kerja pegawai					
	Kinerja					
1	Saya bekerja selalu berpedoman pada target yang harus dipenuhi atau di selesaikan					
2	Target yang saya buat/terima, sangat menantang namun realistis					
3	Kualitas yang saya hasilkan sesuai dengan standar yang sudah di tetapkan					
4	Bagi saya, kualitas adalah mutlak untuk di penuhi					
5	Untuk memenuhi kualitas yang baik, saya selalu bekerja berdasarkan prosedur yang ada					
6	Pelanggan internal/eksternal puas atas kualitas yang saya hasilkan					
7	Dalam menyelesaikan target, saya selalu tepat waktu					
8	Pelanggan internal/eksternal puas atas penyelesaian yang saya hasilkan karena tepat waktu					
9	Bagi saya, penyelesaian kerja tepat waktu itu penting dan harus di capai					
10	Proses yang saya lakukan berdasarkan pada cara cara yang benar					
11	Proses yang saya lakukan transparan dan dapat di peranggungjawabkan					

Lampiran 3.

HASIL OUTPUT SPSS

Uji Validitas Gaya Kepemimpinan

		Correlations													
		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	item_12	item_13	Skor_total
item_1	Pearson Correlation	1	.474**	.256	.292	.108	.188	.322	.363	.197	.528**	.277	.530**	.412	.509**
	Sig. (2-tailed)		.005	.144	.094	.545	.287	.063	.035	.263	.001	.113	.001	.015	.002
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_2	Pearson Correlation	.474**	1	.636**	.517**	.483**	.148	.680**	.566**	.252	.556**	.586**	.643**	.378	.750**
	Sig. (2-tailed)	.005		<.001	.002	.004	.402	<.001	<.001	.150	<.001	<.001	<.001	.028	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_3	Pearson Correlation	.256	.636**	1	.616**	.576**	.397**	.778**	.578**	.093	.545**	.423	.555**	.440**	.772**
	Sig. (2-tailed)	.144	<.001		<.001	<.001	.020	<.001	<.001	.601	<.001	.013	<.001	.009	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_4	Pearson Correlation	.292	.517**	.636**	1	.571**	.452**	.646**	.483**	.383	.440**	.525**	.577**	.443**	.766**
	Sig. (2-tailed)	.094	.002	<.001		<.001	.007	<.001	.004	.026	.009	.001	<.001	.009	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_5	Pearson Correlation	.108	.483**	.576**	.616**	1	.415	.513	.342	.288	.290	.499**	.573**	.546**	.697**
	Sig. (2-tailed)	.545	.004	<.001	<.001		.015	.002	.047	.099	.097	.003	<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_6	Pearson Correlation	.188	.148	.397**	.452**	.415	1	.310	.419	.463**	.471**	.221	.423	.394	.575**
	Sig. (2-tailed)	.287	.402	.020	.007	.015		.074	.014	.006	.005	.209	.013	.021	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_7	Pearson Correlation	.322	.680**	.778**	.646**	.513	.310	1	.558**	.459**	.766**	.565**	.595**	.561**	.855**
	Sig. (2-tailed)	.063	<.001	<.001	<.001	.002	.074		<.001	.006	<.001	<.001	<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_8	Pearson Correlation	.363	.566**	.578**	.483**	.342	.419	.558**	1	.168	.556**	.436**	.646**	.351	.701**
	Sig. (2-tailed)	.035	<.001	<.001	.004	.047	.014	<.001		.342	<.001	.010	<.001	.042	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_9	Pearson Correlation	.197	.252	.093	.383	.288	.463**	.459**	.168	1	.515**	.123	.354	.440**	.492**
	Sig. (2-tailed)	.263	.150	.601	.026	.099	.006	.006	.342		.002	.487	.040	.009	.003
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_10	Pearson Correlation	.528**	.556**	.545**	.440**	.290	.471**	.766**	.556**	.515**	1	.546**	.694**	.492**	.802**
	Sig. (2-tailed)	.001	<.001	<.001	.009	.097	.005	<.001	<.001	.002		<.001	<.001	.003	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_11	Pearson Correlation	.277	.586**	.423	.525**	.499	.221	.565**	.436**	.123	.546**	1	.655**	.356	.699**
	Sig. (2-tailed)	.113	<.001	.013	.001	.003	.209	<.001	.010	.487	<.001		<.001	.039	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_12	Pearson Correlation	.530**	.643**	.555**	.577**	.573**	.423	.595**	.646**	.354	.694**	.655**	1	.496**	.842**
	Sig. (2-tailed)	.001	<.001	<.001	<.001	<.001	.013	<.001	<.001	.040	<.001	<.001		.003	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
item_13	Pearson Correlation	.412	.378	.440**	.443	.546**	.394	.561**	.351	.440**	.492**	.356	.496**	1	.680**
	Sig. (2-tailed)	.015	.028	.009	.009	<.001	.021	<.001	.042	.009	.003	.039	.003		<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34
Skor_total	Pearson Correlation	.509**	.750**	.772**	.766**	.697**	.575**	.855**	.701**	.492**	.802**	.699**	.842**	.680**	1
	Sig. (2-tailed)	.002	<.001	<.001	<.001	<.001	<.001	<.001	<.001	.003	<.001	<.001	<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34	34	34

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

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

Uji Realibilitas Gaya Kepemimpinan (X1)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	52.68	43.074	.444	.915
item_2	52.71	41.244	.710	.907

item_3	52.91	38.083	.710	.905
item_4	52.91	39.113	.712	.905
item_5	52.82	38.816	.618	.910
item_6	52.68	41.619	.500	.913
item_7	52.82	37.907	.818	.900
item_8	52.68	40.771	.646	.908
item_9	52.59	43.219	.426	.915
item_10	52.74	38.019	.750	.903
item_11	52.94	38.784	.620	.910
item_12	52.71	39.062	.808	.902
item_13	52.59	40.977	.623	.909

Uji Validitas Budaya Organisasi

		Correlations																
		Item_1	Item_2	Item_3	Item_4	Item_5	Item_6	Item_7	Item_8	Item_9	Item_10	Item_11	Item_12	Item_13	Item_14	Item_15	Item_16	Bkor_Total
Item_1	Pearson Correlation	1	.959**	.567**	.595**	.479**	.750**	.393*	.600**	.399*	.384*	.583**	.271	.488**	.742**	.351*	.414*	.723**
	Sig. (2-tailed)		.037	<.001	<.001	.004	<.001	.025	<.001	.021	.035	<.001	.121	.003	<.001	.042	.015	<.001
Item_2	Pearson Correlation	.34	1	.520**	.443**	.569**	.430*	.462**	.326*	.281	.578**	.258	.613**	.511**	.562**	.886**	.390*	.674**
	Sig. (2-tailed)	.037		.002	.008	<.001	.011	.003	.128	.136	<.001	.141	<.001	.002	<.001	<.001	.023	<.001
Item_3	Pearson Correlation	.34	.34	1	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34
	Sig. (2-tailed)	.567**	.520**		.704**	.567**	.433	.509	.656**	.596**	.431*	.707**	.307	.662**	.651**	.532**	.512**	.805**
Item_4	Pearson Correlation	<.001	.002	<.001	<.001	<.001	.011	.002	<.001	.011	<.001	.011	<.001	.077	<.001	<.001	.001	.002
	Sig. (2-tailed)	.595**	.443**	.704**	1	.625**	.623**	.497**	.695**	.648**	.431*	.654**	.332	.803**	.736**	.328	.651**	.851**
Item_5	Pearson Correlation	<.001	.008	<.001	<.001	<.001	<.001	.003	<.001	<.001	.011	<.001	.055	<.001	.058	<.001	.058	<.001
	Sig. (2-tailed)	.479**	.599**	.567**	.625**	1	.587**	.536**	.382*	.583**	.569**	.471**	.501**	.670**	.510**	.576**	.281	.759**
Item_6	Pearson Correlation	.004	<.001	<.001	<.001	<.001	.001	.026	<.001	<.001	.005	.003	<.001	.002	<.001	.108	<.001	<.001
	Sig. (2-tailed)	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34
Item_7	Pearson Correlation	.750**	.430*	.433*	.623**	.587**	1	.533*	.513*	.369*	.310	.671**	.370*	.629**	.743**	.380*	.487**	.766**
	Sig. (2-tailed)	<.001	.011	.011	<.001	<.001		.001	.002	.032	.074	<.001	.031	<.001	.027	.004	<.001	<.001
Item_8	Pearson Correlation	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34
	Sig. (2-tailed)	.393*	.492**	.509**	.493**	.536**	.533**	1	.539**	.410*	.423*	.400*	.285	.443**	.468**	.423*	.465**	.669**
Item_9	Pearson Correlation	.396*	.261	.596**	.646**	.583**	.369*	.410*	.632**	1	.246	.689**	.396*	.646**	.365*	.301	.504**	.692**
	Sig. (2-tailed)	.021	.136	<.001	<.001	<.001	.032	.016	<.001		.161	<.001	.020	<.001	.034	.084	.002	<.001
Item_10	Pearson Correlation	.364*	.578**	.431*	.431*	.569**	.310	.423*	.391	.246	1	.295	.471**	.328	.406*	.577**	.142	.565**
	Sig. (2-tailed)	.035	<.001	.011	.011	<.001	.074	.013	.095	.161		.244	.005	.058	.017	<.001	.422	<.001
Item_11	Pearson Correlation	.592**	.259	.707**	.654**	.471**	.671**	.410*	.649**	.669**	.295	1	.245	.744**	.656**	.242	.613**	.770**
	Sig. (2-tailed)	<.001	.141	<.001	<.001	.005	<.001	.019	<.001	<.001	.244		.163	<.001	<.001	.158	<.001	<.001
Item_12	Pearson Correlation	.271	.613*	.397	.332	.501*	.370*	.285	.238	.398*	.471*	.245	1	.397*	.356	.688**	.321	.648**
	Sig. (2-tailed)	.121	<.001	.077	.065	.003	.021	.103	.174	.020	.095	.163		.020	.039	<.001	.064	<.001
Item_13	Pearson Correlation	.488**	.511**	.682**	.803**	.670**	.629**	.443**	.701**	.648**	.328	.744**	.397*	1	.751**	.439*	.755**	.864**
	Sig. (2-tailed)	.003	.002	<.001	<.001	<.001	<.001	.009	<.001	<.001	.058	<.001	.020		<.001	.009	<.001	<.001
Item_14	Pearson Correlation	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34
	Sig. (2-tailed)	.742**	.562**	.651**	.736**	.510**	.743**	.468**	.643**	.365*	.495*	.656**	.356*	.751**	1	.511**	.599**	.840**
Item_15	Pearson Correlation	<.001	<.001	<.001	<.001	.002	<.001	.005	<.001	.034	.017	<.001	.039	<.001	.039	<.001	.002	<.001
	Sig. (2-tailed)	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34
Item_16	Pearson Correlation	.042	<.001	.001	.058	<.001	.027	.013	.040	.084	<.001	.168	<.001	.009	.002		.045	<.001
	Sig. (2-tailed)	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34	.34
Bkor_Total	Pearson Correlation	.414*	.390*	.513*	.851**	.281	.487**	.465**	.816**	.504**	.142	.613**	.321	.755**	.599**	.340*	1	.717**
	Sig. (2-tailed)	.015	.023	.002	<.001	.108	.004	.006	<.001	.002	.422	<.001	.064	<.001	<.001	.045		<.001
Bkor_Total	Pearson Correlation	.723**	.674**	.805**	.851**	.759**	.765**	.668**	.780**	.692**	.565**	.770**	.648**	.864**	.840**	.647**	.717**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001

*. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed).

Uji Realibilitas Budaya Organisasi

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
item_1	66.15	69.947	.680	.938
item_2	65.85	71.887	.634	.939
item_3	66.03	68.635	.772	.936
item_4	66.12	66.652	.820	.935
item_5	66.21	68.714	.718	.937
item_6	66.03	68.696	.724	.937
item_7	66.12	70.168	.615	.940
item_8	66.03	69.484	.746	.937
item_9	66.24	69.761	.642	.939
item_10	66.09	71.537	.501	.942
item_11	66.21	67.684	.726	.937
item_12	65.85	74.190	.507	.942
item_13	66.15	67.038	.837	.934
item_14	66.06	65.815	.804	.935
item_15	65.94	72.057	.604	.940
item_16	66.00	69.333	.670	.939

Uji Validitas Insentif

		Correlations						
		item_1	item_2	item_3	item_4	item_5	item_6	Skor_total
item_1	Pearson Correlation	1	.722**	.478**	.468**	.370*	.314	.745**
	Sig. (2-tailed)		<.001	.004	.005	.031	.071	<.001
	N	34	34	34	34	34	34	34
item_2	Pearson Correlation	.722**	1	.697**	.505**	.407*	.350*	.819**
	Sig. (2-tailed)	<.001		<.001	.002	.017	.042	<.001
	N	34	34	34	34	34	34	34
item_3	Pearson Correlation	.478**	.697**	1	.584**	.641**	.248	.822**
	Sig. (2-tailed)	.004	<.001		<.001	<.001	.157	<.001
	N	34	34	34	34	34	34	34
item_4	Pearson Correlation	.468**	.505**	.584**	1	.735**	.463**	.813**
	Sig. (2-tailed)	.005	.002	<.001		<.001	.006	<.001
	N	34	34	34	34	34	34	34
item_5	Pearson Correlation	.370*	.407*	.641**	.735**	1	.522**	.787**
	Sig. (2-tailed)	.031	.017	<.001	<.001		.002	<.001
	N	34	34	34	34	34	34	34
item_6	Pearson Correlation	.314	.350*	.248	.463**	.522**	1	.589**
	Sig. (2-tailed)	.071	.042	.157	.006	.002		<.001
	N	34	34	34	34	34	34	34
Skor_total	Pearson Correlation	.745**	.819**	.822**	.813**	.787**	.589**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	
	N	34	34	34	34	34	34	34

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

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

Uji Realibilitas Insentif

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	22.06	7.390	.607	.840
item_2	22.12	7.258	.725	.817
item_3	22.09	6.628	.698	.824
item_4	21.88	7.258	.715	.819
item_5	21.82	7.725	.695	.825
item_6	21.79	8.653	.458	.862

Uji Validitas Kinerja

		Correlations											
		item_1	item_2	item_3	item_4	item_5	item_6	item_7	item_8	item_9	item_10	item_11	Skor_total
item_1	Pearson Correlation	1	.426*	.439**	.600**	.760**	.479**	.584**	.476**	.341*	.730**	.448**	.671**
	Sig. (2-tailed)		.012	.009	<.001	<.001	.004	<.001	.004	.049	<.001	.008	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_2	Pearson Correlation	.426*	1	.555**	.650**	.508**	.619**	.501**	.672**	.543**	.611**	.702**	.751**
	Sig. (2-tailed)	.012		<.001	<.001	.002	<.001	.003	<.001	<.001	<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_3	Pearson Correlation	.439**	.555**	1	.763**	.596**	.764**	.314	.690**	.678**	.739**	.678**	.810**
	Sig. (2-tailed)	.009	<.001		<.001	<.001	<.001	.071	<.001	<.001	<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_4	Pearson Correlation	.600**	.650**	.763**	1	.729**	.737**	.448**	.709**	.670**	.845**	.623**	.860**
	Sig. (2-tailed)	<.001	<.001	<.001		<.001	<.001	.008	<.001	<.001	<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_5	Pearson Correlation	.760**	.508**	.596**	.729**	1	.804**	.659**	.837**	.713**	.779**	.634**	.879**
	Sig. (2-tailed)	<.001	.002	<.001	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_6	Pearson Correlation	.479**	.619**	.764**	.737**	.804**	1	.442**	.918**	.746**	.811**	.766**	.904**
	Sig. (2-tailed)	.004	<.001	<.001	<.001	<.001		.009	<.001	<.001	<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_7	Pearson Correlation	.584**	.501**	.314	.448**	.659**	.442**	1	.577**	.462**	.459**	.616**	.655**
	Sig. (2-tailed)	<.001	.003	.071	.008	<.001	.009		<.001	.006	.006	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_8	Pearson Correlation	.476**	.672**	.690**	.709**	.837**	.918**	.577**	1	.765**	.788**	.802**	.918**
	Sig. (2-tailed)	.004	<.001	<.001	<.001	<.001	<.001	<.001		<.001	<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_9	Pearson Correlation	.341*	.543**	.678**	.670**	.713**	.746**	.462**	.765**	1	.696**	.724**	.823**
	Sig. (2-tailed)	.049	<.001	<.001	<.001	<.001	<.001	.006	<.001		<.001	<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_10	Pearson Correlation	.730**	.611**	.739**	.845**	.779**	.811**	.459**	.788**	.696**	1	.727**	.904**
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	.006	<.001	<.001		<.001	<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
item_11	Pearson Correlation	.448**	.702**	.678**	.623**	.634**	.766**	.616**	.802**	.724**	.727**	1	.857**
	Sig. (2-tailed)	.008	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001		<.001
	N	34	34	34	34	34	34	34	34	34	34	34	34
Skor_total	Pearson Correlation	.671**	.751**	.810**	.860**	.879**	.904**	.655**	.918**	.823**	.904**	.857**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	34	34	34	34	34	34	34	34	34	34	34	34

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

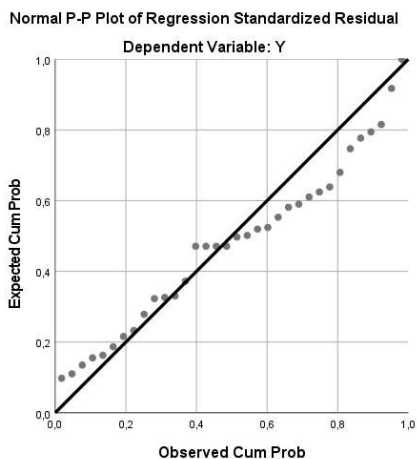
**. Correlation is significant at the 0.01 level (2-tailed).

Uji Realibilitas Kinerja

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
item_1	43.65	40.053	.621	.952
item_2	44.03	38.090	.698	.949
item_3	43.88	36.349	.759	.948
item_4	43.82	37.241	.829	.945
item_5	43.76	37.943	.856	.945
item_6	43.91	35.356	.877	.943
item_7	43.76	39.094	.588	.953
item_8	43.97	34.999	.894	.942
item_9	43.79	36.411	.776	.947
item_10	43.76	35.882	.879	.943
item_11	43.71	37.608	.827	.945

Hasil Uji Normalitas



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		34
Normal Parameters ^{a, b}	Mean	,0000000
	Std. Deviation	3,09702888
Most Extreme Differences	Absolute	,149
	Positive	,149
	Negative	-,087
Test Statistic		,149
Asymp. Sig. (2-tailed)		,055 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1,927	4,869		-,396	,695		
	.X1	,335	,216	,344	1,554	,131	,147	6,799
	.X2	,159	,070	,262	2,259	,031	,536	1,865
	.X3	,756	,352	,409	2,147	,040	,199	5,030

a. Dependent Variable: Y

Uji T (Parsial)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.927	4.869		-0.396	0.695
	X1	0.335	0.216	0.344	1.554	0.131
	X2	0.159	0.070	0.262	2.259	0.031
	X3	0.756	0.352	0.409	2.147	0.040

Uji F (Simultan)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1148,419	3	382,806	36,282	,000 ^b
	Residual	316,522	30	10,551		
	Total	1464,941	33			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Lampiran 4.**DAFTAR RIWAYAT HIDUP****Data Pribadi**

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 NIM : 21180000048
 Tempat dan Tanggal Lahir : Pekalongan, 27 November 1999
 Agama : Islam
 Kewarganegaraan : Indonesia
 Alamat : Jl Bintara 12A RT 08/RW 09,
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Pendidikan Formal

SDN 01 BUBAK, Pekalongan : Lulus Tahun 2010
 SMP NU KESESI, Pekalongan : Lulus Tahun 2015
 MA ALWATHONIYAH 20 BEKASI : Lulus Tahun 2018
 STIE Indonesia, Jakarta : Tahun 2018 sampai sekarang

Pengalaman Organisasi

2013 – 2015 : Anggota Osis dan Bendahara SMP Nu Kesesi,
 Pekalongan
 2016 – 2018 : Anggota Osis, Anggota Pramuka dan
 Bendahara MA ALWATHONIYAH 20 Bekasi