

## Lampiran 1

### KUESIONER PENELITIAN

Penelitian ini dilakukan dalam rangka penulisan tugas akhir skripsi yang berjudul “PENGARUH GAYA KEPEMIMPINAN KHARISMATIK, GAYA KEPEMIMPINAN TRANSFORMASIONAL, DAN GAYA KEPEMIMPINAN TRANSAKSIONAL TERHADAP KINERJA MELALUI KEPUASAN PADA PEGAWAI DI PT BANK MANDIRI YOGYAKARTA”. Dalam pengisian kuisisioner ini, dimohon kepada Bapak/Ibu/Sdr/i dapat memilih salah satu dari kategori jawaban yang telah disediakan dengan memberikan tanda cek list (√) pada jawaban yang dianggap tepat. Jawaban Bapak/Ibu/Sdr/i akan dirahasiakan.

Atas kesediaan dan bantuan dari Bapak/Ibu/Sdr/i untuk menjawab kuisisioner ini penulis mengucapkan terima kasih yang sebesar-besarnya.

#### A. Karakteristik Responden

##### 1. Jenis Kelamin

- Laki-laki
- Perempuan

##### 2. Usia

- 26 – 35 Tahun
- 36 - 45 Tahun
- > 46 Tahun

##### 3. Pendidikan

- SMA
- Diploma
- S1
- S2

##### 4. Lama Bekerja

- 1 – 2 Tahun
- 3 - 4 Tahun
- > 4 Tahun

##### 5. Gaji

- Rp.2.000.000,00 – Rp. 3.000.000,00
- Rp.3.000.100,00 – Rp. 4.000.000,00
- > Rp. 4.000.100,00

## B. Petunjuk Pengisian

Jawablah pertanyaan di bawah ini dengan memberi tanda check list (√) pada jawaban yang telah tersedia sesuai dengan anggapan anda, dengan alternatif jawaban antara lain :

Keterangan				
Sangat Tidak Setuju (STS)	Tidak Setuju (TS)	Netral (N)	Setuju (S)	Sangat Setuju (SS)
1	2	3	4	5

### 1. Gaya Kepemimpinan Kharismatik

NO.	Pertanyaan Gaya Kepemimpinan Transformasional	Alternatif Jawaban				
		SS	S	N	TS	STS
1	Atasan saya berkontribusi terhadap keberhasilan visi perusahaan.					
2	Atasan saya menempuh resiko personal untuk meraih visi perusahaan					
3	Atasan saya peduli terhadap karyawan dan membantu jika ada kendala/ masalah di perusahaan					
4	Atasan saya pengertian dan menjaga perasaan karyawan					

### 2. Variabel Gaya Kepemimpinan Transformasional

NO.	Pertanyaan Gaya Kepemimpinan Transformasional	Alternatif Jawaban				
		SS	S	N	TS	STS
1	Atasan saya menyampaikan visi dan misi yang jelas kepada karyawan					
2	Atasan saya mampu menginspirasi karyawan sebagai lambang kesuksesan					
3	Atasan saya mendukung kreativitas karyawan dalam bekerja					

4	Atasan saya selalu memotivasi saya untuk bekerja dengan lebih giat agar tujuan perusahaan dapat terwujud					
5	Atasan saya mampu memberikan nasehat untuk mencapai prestasi					

Sumber: Marina, 2018

### 3. Variabel Gaya Kepemimpinan Transaksional

NO.	Pertanyaan Gaya Kepemimpinan Transaksional	Alternatif Jawaban				
		SS	S	N	TS	STS
1	Atasan saya memberikan tunjangan untuk meningkatkan kedisiplinan karyawan					
2	Atasan saya memberi imbalan karyawan apabila mampu melakukan pekerjaan sesuai dengan target yang telah ditentukan					
3	Atasan saya melakukan pengawasan secara menyeluruh terhadap pekerjaan karyawan					
4	Atasan saya memberikan teguran terhadap karyawan yang menyalahi aturan yang berlaku					
5	Atasan saya memberikan pembinaan kepada karyawan sehingga tindakannya sesuai dengan aturan yang berlaku					

Sumber: Marina, 2018

### 4. Kinerja

NO.	Pernyataan	Alternatif Jawaban				
		SS	S	N	TS	STS
1.	Kuantitas kerja saya melebihi rata-rata karyawan lain					
2.	Saya mampu menyelesaikan tugas yang diberikan					
3.	Saya mampu mencapai target yang telah ditetapkan perusahaan					
4.	Saya memahami tugas yang diberikan oleh perusahaan					
5.	Saya melaksanakan pekerjaan dengan tepat waktu					

Sumber: Tucunan, 2014

### 5. Kepuasan

NO.	Pernyataan	Alternatif Jawaban				
		SS	S	N	TS	STS
1.	Saya puas terhadap gaji yang saya terima dari perusahaan					
2.	Saya puas terhadap pekerjaan yang dipercayakan kepada saya					
3.	Saya puas terhadap kesempatan promosi dan kenaikan jabatan yang ada dalam perusahaan					
4.	Saya puas terhadap pengawasan atasan saya					
5.	Saya puas terhadap rekan kerja saya diperusahaan					

Sumber: Tania, 2013



## DATA 30 RESPONDEN

No Res	Kharismatik				Jml	Rt2	Kepemimpinan Transformasional (X1)					Jml	Rt2	Kepemimpinan Transaksional (X2)					Jml	Rt2
	1	2	3	4			1	2	3	4	5			1	2	3	4	5		
1	5	5	5	5	20	5	5	5	3	5	4	22	4,4	3	5	5	5	5	23	4,6
2	4	4	4	4	16	4	4	5	4	3	3	19	3,8	4	4	4	4	4	20	4
3	4	4	5	5	18	4,5	5	4	4	5	5	23	4,6	4	4	4	5	5	22	4,4
4	4	3	3	3	13	3,25	3	3	4	4	4	18	3,6	4	4	3	3	3	17	3,4
5	5	5	5	3	18	4,5	5	5	5	5	5	25	5	5	5	3	5	5	23	4,6
6	4	4	5	4	17	4,25	4	4	5	4	4	21	4,2	4	5	4	4	4	21	4,2
7	5	5	4	4	18	4,5	5	5	5	5	5	25	5	5	4	4	5	5	23	4,6
8	3	3	4	4	14	3,5	4	4	5	3	3	19	3,8	3	3	4	4	4	18	3,6
9	5	5	4	5	19	4,75	5	5	4	5	4	23	4,6	5	5	5	4	5	24	4,8
10	4	4	4	5	17	4,25	3	3	3	3	3	15	3	4	4	5	3	3	19	3,8
11	5	5	4	5	19	4,75	4	5	5	5	5	24	4,8	5	5	5	5	4	24	4,8
12	4	4	4	5	17	4,25	4	3	3	4	4	18	3,6	4	4	5	3	3	19	3,8
13	4	5	5	4	18	4,5	5	5	5	5	5	25	5	5	5	4	5	5	24	4,8
14	3	3	3	3	12	3	5	4	4	4	4	21	4,2	3	3	3	4	4	17	3,4
15	5	5	5	3	18	4,5	5	5	5	5	5	25	5	5	4	4	5	5	23	4,6
16	4	4	5	4	17	4,25	5	4	4	3	3	19	3,8	3	3	4	4	4	18	3,6
17	5	5	4	4	18	4,5	4	4	5	5	4	22	4,4	4	4	5	5	5	23	4,6
18	3	3	3	4	13	3,25	3	3	3	3	3	15	3	3	4	3	3	3	16	3,2
19	5	5	5	5	20	5	4	5	4	4	5	22	4,4	5	5	5	5	5	25	5
20	4	4	4	5	17	4,25	4	3	3	4	3	17	3,4	4	5	4	4	4	21	4,2
21	5	5	5	5	20	5	5	5	5	5	5	25	5	5	5	5	5	5	25	5
22	4	4	4	5	17	4,25	5	4	4	5	4	22	4,4	4	5	4	4	4	21	4,2
23	4	5	5	4	18	4,5	5	5	5	5	5	25	5	5	4	4	5	5	23	4,6
24	3	3	3	3	12	3	5	4	4	5	4	22	4,4	3	3	3	3	3	15	3
25	5	4	4	5	18	4,5	4	5	5	4	4	22	4,4	4	4	4	5	5	22	4,4
26	3	3	4	3	13	3,25	3	3	3	3	3	15	3	3	4	3	3	3	16	3,2
27	5	5	5	5	20	5	5	4	4	4	4	21	4,2	5	5	5	5	5	25	5
28	4	4	5	4	17	4,25	3	3	4	3	4	17	3,4	4	5	4	4	4	21	4,2
29	5	5	5	5	20	5	5	5	5	5	5	25	5	5	5	4	4	5	23	4,6
30	4	4	5	4	17	4,25	4	4	5	4	5	22	4,4	4	5	4	3	3	19	3,8

No Res	Kepuasan					Jml	Rt2	Kinerja (Y)					Jml	Rt2
	1	2	3	4	5			1	2	3	4	5		

1	5	5	5	5	5	25	5	5	5	5	4	5	24	4,8
2	4	4	4	4	5	21	4,2	4	4	4	3	5	20	4
3	4	4	5	5	4	22	4,4	4	4	5	5	4	22	4,4
4	4	3	3	3	3	16	3,2	4	3	3	3	3	16	3,2
5	5	5	5	3	5	23	4,6	5	5	5	3	5	23	4,6
6	4	4	5	4	4	21	4,2	4	4	5	4	4	21	4,2
7	5	5	4	4	5	23	4,6	5	5	4	4	5	23	4,6
8	3	3	4	4	3	17	3,4	3	3	4	4	3	17	3,4
9	5	5	4	5	5	24	4,8	5	5	4	5	5	24	4,8
10	4	4	4	5	4	21	4,2	4	4	4	5	4	21	4,2
11	5	5	4	5	5	24	4,8	5	5	4	5	5	24	4,8
12	4	4	4	5	4	21	4,2	4	4	4	5	4	21	4,2
13	4	5	5	4	4	22	4,4	4	5	5	4	4	22	4,4
14	3	3	3	3	3	15	3	3	3	3	3	3	15	3
15	5	5	5	3	5	23	4,6	5	5	5	3	5	23	4,6
16	4	4	5	4	3	20	4	4	4	5	4	3	20	4
17	5	5	4	4	5	23	4,6	5	5	4	4	5	23	4,6
18	3	3	3	4	3	16	3,2	3	3	3	4	3	16	3,2
19	5	5	5	5	5	25	5	5	5	5	5	5	25	5
20	4	4	4	5	4	21	4,2	4	4	4	5	4	21	4,2
21	5	5	5	5	5	25	5	5	5	5	5	5	25	5
22	4	4	4	5	4	21	4,2	4	4	4	5	4	21	4,2
23	4	5	5	4	5	23	4,6	4	5	5	4	5	23	4,6
24	3	3	3	3	3	15	3	3	3	3	3	3	15	3
25	5	4	4	5	5	23	4,6	5	4	4	5	5	23	4,6
26	3	3	4	3	3	16	3,2	3	3	4	3	3	16	3,2
27	5	5	5	5	5	25	5	5	5	5	5	5	25	5
28	4	4	5	4	4	21	4,2	4	4	5	4	4	21	4,2
29	5	5	5	5	5	25	5	5	5	5	5	5	25	5
30	4	4	5	4	4	21	4,2	4	4	5	4	4	21	4,2

## Hasil validitas dan reliabilitas 30 Responden

RELIABILITY

```
/VARIABLES=X1_1 X1_2 X1_3 X1_4
/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA
/SUMMARY=TOTAL .
```

### Reliability

#### Scale: ALL VARIABLES

##### 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
,822	4

##### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1_1	12,8000	3,269	,770	,718
X1_2	12,8000	2,993	,835	,681
X1_3	12,7000	3,734	,577	,806
X1_4	12,8000	3,890	,438	,870

RELIABILITY

```
/VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5
/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA
/SUMMARY=TOTAL .
```

### Reliability

#### Scale: ALL VARIABLES

**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
,883	5

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2_1	16,8000	7,200	,678	,867
X2_2	16,9333	6,685	,769	,846
X2_3	16,9000	7,334	,620	,880
X2_4	16,9000	6,645	,764	,847
X2_5	17,0000	6,828	,765	,847

RELIABILITY

```

/VARIABLES=X3_1 X3_2 X3_3 X3_4 X3_5
/SCALE ('ALL VARIABLES') ALL/MODEL=ALPHA
/SUMMARY=TOTAL .

```

**Reliability****Scale: ALL VARIABLES****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
,832	5

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3_1	16,8667	5,568	,707	,776
X3_2	16,6667	6,437	,503	,831
X3_3	16,9000	6,507	,480	,837
X3_4	16,8000	5,407	,722	,770
X3_5	16,7667	5,289	,746	,763

RELIABILITY

/VARIABLES=Y1 Y2 Y3 Y4 Y5

/SCALE('ALL VARIABLES') ALL/MODEL=ALPHA

/SUMMARY=TOTAL .

**Reliability****Scale: ALL VARIABLES****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
,872	5

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	16,9667	6,102	,848	,809
Y2	16,9667	5,757	,896	,794
Y3	16,8667	7,016	,574	,873
Y4	17,0333	7,344	,399	,915
Y5	16,9667	5,757	,831	,810

## RELIABILITY

/VARIABLES=Z1 Z2 Z3 Z4 Z5

/SCALE ('ALL VARIABLES') ALL/MODEL=ALPHA

/SUMMARY=TOTAL .

## Reliability

## Scale: ALL VARIABLES

## 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
,882	5

## Item-Total Statistics

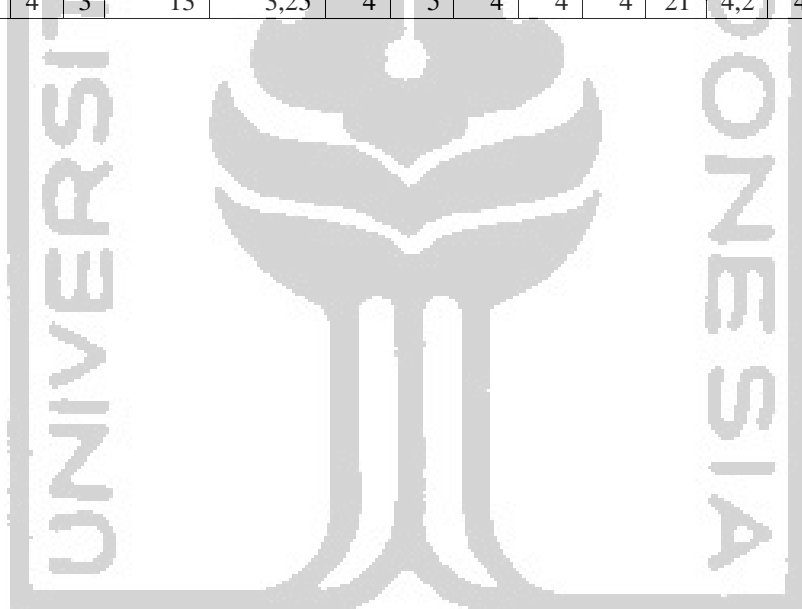
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z1	17,0333	6,240	,849	,827
Z2	17,0333	5,895	,895	,813
Z3	16,9333	7,168	,574	,888
Z4	17,0333	7,344	,457	,915
Z5	17,0333	5,826	,853	,822

## DATA 90 RESPONDEN

No Res	Kharismatik				Jml	Rt2	Kepemimpinan Transformatif (X1)					Jml	Rt2	Kepemimpinan Transaksional (X2)					Jml	Rt2
	1	2	3	4			1	2	3	4	5			1	2	3	4	5		
1	5	5	5	5	20	5	5	5	3	5	4	22	4,4	3	5	5	5	5	23	4,6
2	4	4	4	4	16	4	4	5	4	3	3	19	3,8	4	4	4	4	4	20	4
3	4	4	5	5	18	4,5	5	4	4	5	5	23	4,6	4	4	4	5	5	22	4,4
4	4	3	3	3	13	3,25	3	3	4	4	4	18	3,6	4	4	3	3	3	17	3,4
5	5	5	5	3	18	4,5	5	5	5	5	5	25	5	5	5	3	5	5	23	4,6
6	4	4	5	4	17	4,25	4	4	5	4	4	21	4,2	4	5	4	4	4	21	4,2
7	5	5	4	4	18	4,5	5	5	5	5	5	25	5	5	4	4	5	5	23	4,6
8	3	3	4	4	14	3,5	4	4	5	3	3	19	3,8	3	3	4	4	4	18	3,6
9	5	5	4	5	19	4,75	5	5	4	5	4	23	4,6	5	5	5	4	5	24	4,8
10	4	4	4	5	17	4,25	3	3	3	3	3	15	3	4	4	5	3	3	19	3,8
11	5	5	4	5	19	4,75	4	5	5	5	5	24	4,8	5	5	5	5	4	24	4,8
12	4	4	4	5	17	4,25	4	3	3	4	4	18	3,6	4	4	5	3	3	19	3,8
13	4	5	5	4	18	4,5	5	5	5	5	5	25	5	5	5	4	5	5	24	4,8
14	3	3	3	3	12	3	5	4	4	4	4	21	4,2	3	3	3	4	4	17	3,4
15	5	5	5	3	18	4,5	5	5	5	5	5	25	5	5	4	4	5	5	23	4,6
16	4	4	5	4	17	4,25	5	4	4	3	3	19	3,8	3	3	4	4	4	18	3,6
17	5	5	4	4	18	4,5	4	4	5	5	4	22	4,4	4	4	5	5	5	23	4,6
18	3	3	3	4	13	3,25	3	3	3	3	3	15	3	3	4	3	3	3	16	3,2
19	5	5	5	5	20	5	4	5	4	4	5	22	4,4	5	5	5	5	5	25	5
20	4	4	4	5	17	4,25	4	3	3	4	3	17	3,4	4	5	4	4	4	21	4,2
21	5	5	5	5	20	5	5	5	5	5	5	25	5	5	5	5	5	5	25	5
22	4	4	4	5	17	4,25	5	4	4	5	4	22	4,4	4	5	4	4	4	21	4,2
23	4	5	5	4	18	4,5	5	5	5	5	5	25	5	5	4	4	5	5	23	4,6
24	3	3	3	3	12	3	5	4	4	5	4	22	4,4	3	3	3	3	3	15	3
25	5	4	4	5	18	4,5	4	5	5	4	4	22	4,4	4	4	4	5	5	22	4,4
26	3	3	4	3	13	3,25	3	3	3	3	3	15	3	3	4	3	3	3	16	3,2
27	5	5	5	5	20	5	5	4	4	4	4	21	4,2	5	5	5	5	5	25	5
28	4	4	5	4	17	4,25	3	3	4	3	4	17	3,4	4	5	4	4	4	21	4,2
29	5	5	5	5	20	5	5	5	5	5	5	25	5	5	5	4	4	5	23	4,6
30	4	4	5	4	17	4,25	4	4	5	4	5	22	4,4	4	5	4	3	3	19	3,8
31	5	5	4	5	19	4,75	5	4	3	4	4	20	4	4	4	4	4	4	20	4
32	4	4	4	5	17	4,25	4	4	5	4	4	21	4,2	4	4	4	5	4	21	4,2
33	5	5	4	5	19	4,75	5	5	4	4	5	23	4,6	4	5	5	4	4	22	4,4
34	4	4	4	5	17	4,25	3	5	5	5	3	21	4,2	3	5	5	5	4	22	4,4
35	4	5	5	4	18	4,5	5	4	4	5	5	23	4,6	5	5	4	4	5	23	4,6

36	3	3	3	3	12	3	5	4	4	4	5	22	4,4	4	5	4	4	4	21	4,2
37	5	5	5	3	18	4,5	4	4	5	5	4	22	4,4	5	4	4	5	5	23	4,6
38	4	4	5	4	17	4,25	4	4	5	5	4	22	4,4	3	4	4	5	5	21	4,2
39	5	5	4	4	18	4,5	4	5	5	5	4	23	4,6	5	4	5	5	5	24	4,8
40	3	3	3	4	13	3,25	4	5	4	4	4	21	4,2	4	4	5	4	4	21	4,2
41	5	5	5	5	20	5	4	5	5	5	4	23	4,6	5	4	5	5	5	24	4,8
42	4	4	4	5	17	4,25	4	5	4	4	4	21	4,2	4	4	5	4	4	21	4,2
43	5	5	5	5	20	5	5	4	4	5	5	23	4,6	5	5	4	4	5	23	4,6
44	4	4	4	5	17	4,25	3	5	5	5	3	21	4,2	3	5	5	5	5	23	4,6
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No Res	Kepuasan					Jml	Rt2	Kinerja (Y)					Jml	Rt2
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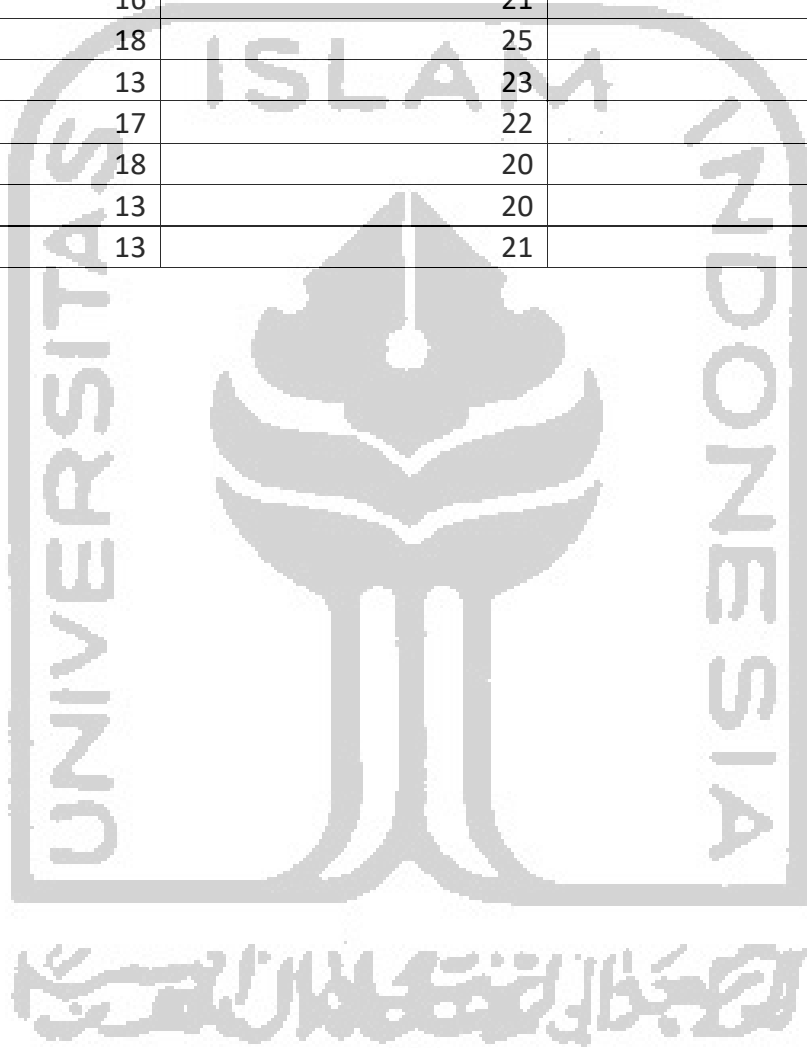
### Data Regresi

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## Hasil regresi persamaan 1

REGRESSION

```

/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT z_kepuasan
/METHOD=ENTER x1_kepKharismatik x2_kepTransformasional
x3_kepTransaksional
/SCATTERPLOT=(*ZRESID ,*ZPRED )
/RESIDUALS DURBIN HIST(ZRESID) NORM(ZRESID)
/SAVE RESID .

```

## Regression

**Descriptive Statistics**

	Mean	Std. Deviation	N
z_kepuasan	22,9667	2,54598	90
x1_kepKharismatik	16,9333	2,51646	90
x2_kepTransformasional	21,7333	2,20214	90
x3_kepTransaksional	21,1000	2,56620	90

**Correlations**

		z_kepuasan	x1_kepKharismatik	x2_kepTransformasional	x3_kepTransaksional
Pearson Correlation	z_kepuasan	1,000	,380	,423	,425
	x1_kepKharismatik	,380	1,000	,293	,330
	x2_kepTransformasional	,423	,293	1,000	,345
	x3_kepTransaksional	,425	,330	,345	1,000
Sig. (1-tailed)	z_kepuasan	.	,000	,000	,000
	x1_kepKharismatik	,000	.	,003	,001
	x2_kepTransformasional	,000	,003	.	,000
	x3_kepTransaksional	,000	,001	,000	.
N	z_kepuasan	90	90	90	90
	x1_kepKharismatik	90	90	90	90
	x2_kepTransformasional	90	90	90	90
	x3_kepTransaksional	90	90	90	90

Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	x3_kep Transaksional, x1_kep Kharismatik, x2_kep Transformasional		Enter

- a. All requested variables entered.  
b. Dependent Variable: z\_kepuasan

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,554 <sup>a</sup>	,307	,283	2,15578	1,582

- a. Predictors: (Constant), x3\_kepTransaksional, x1\_kepKharismatik, x2\_kepTransformasional  
b. Dependent Variable: z\_kepuasan

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	177,223	3	59,074	12,711	,000 <sup>a</sup>
	Residual	399,677	86	4,647		
	Total	576,900	89			

- a. Predictors: (Constant), x3\_kepTransaksional, x1\_kepKharismatik, x2\_kepTransformasional  
b. Dependent Variable: z\_kepuasan

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7,025	2,631		2,670	,009		
	x1_kepKharismatik	,217	,098	,215	2,214	,029	,855	1,170
	x2_kepTransformasional	,312	,113	,270	2,768	,007	,845	1,183
	x3_kepTransaksional	,259	,098	,261	2,642	,010	,824	1,214

- a. Dependent Variable: z\_kepuasan

Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	x1_ kep Kharismatik	x2_ kep Transfor masional	x3_ kep Transaksi onal
1	1	3,973	1,000	,00	,00	,00	,00
	2	,014	16,993	,04	1,00	,06	,08
	3	,009	21,492	,08	,00	,25	,89
	4	,005	28,295	,88	,00	,69	,03

a. Dependent Variable: z\_kepuasan

Residuals Statistics<sup>a</sup>

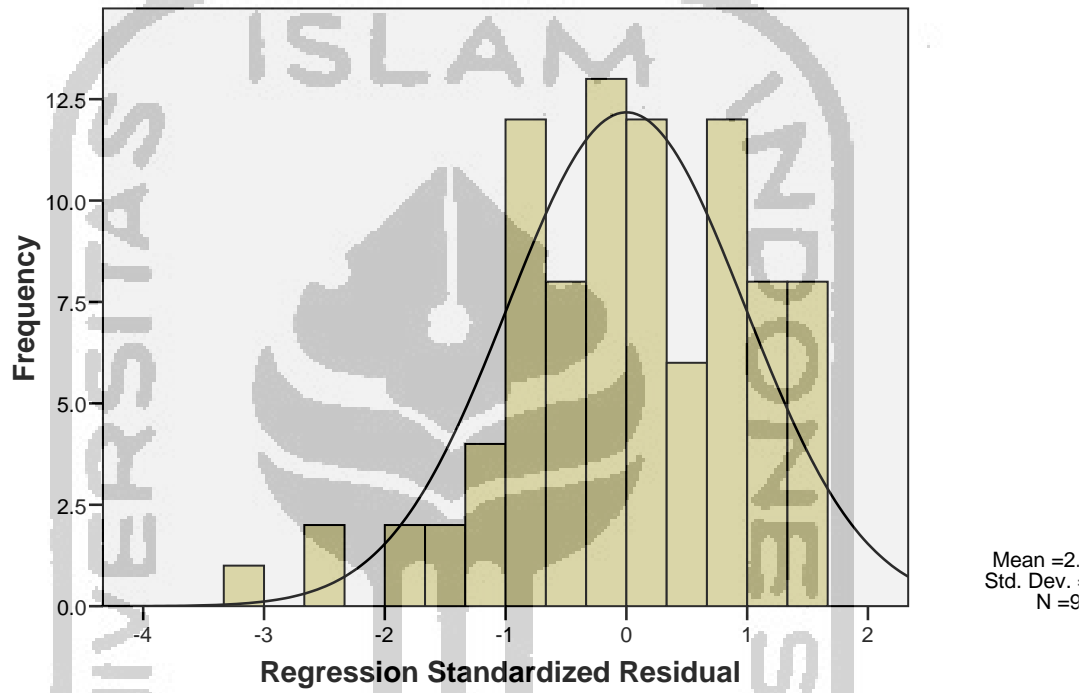
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	18,6857	25,6649	22,9667	1,41112	90
Residual	-6,98525	3,36104	,00000	2,11914	90
Std. Predicted Value	-3,034	1,912	,000	1,000	90
Std. Residual	-3,240	1,559	,000	,983	90

a. Dependent Variable: z\_kepuasan

## Charts

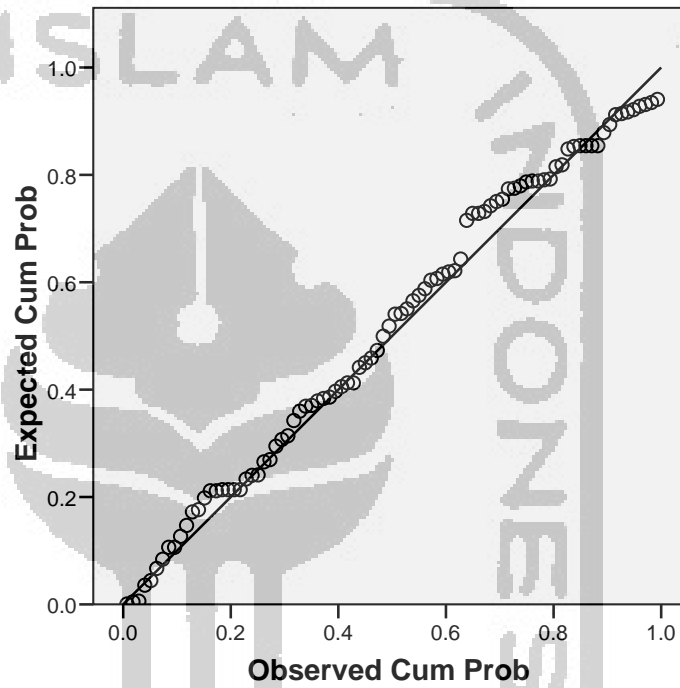
## Histogram

Dependent Variable: z\_kepuasan



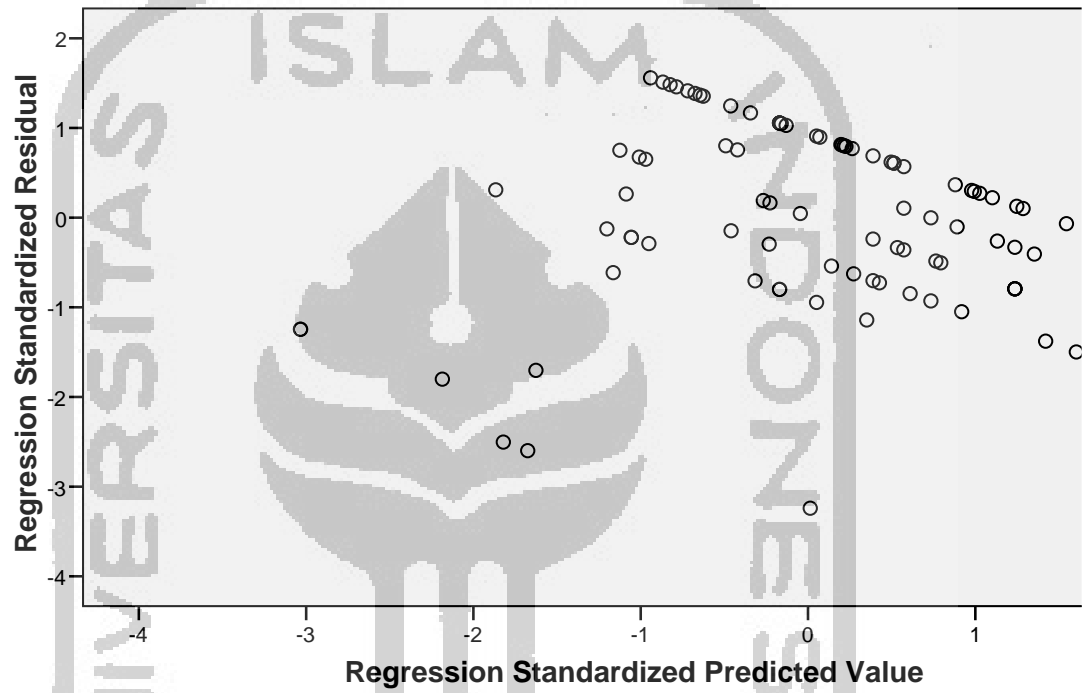
**Normal P-P Plot of Regression Standardized Residual**

Dependent Variable: z\_kepuasan



## Scatterplot

Dependent Variable: z\_kepuasan



```
NPART TESTS  
/K-S (NORMAL) = RES_2  
/MISSING ANALYSIS.
```

**NPar Tests**

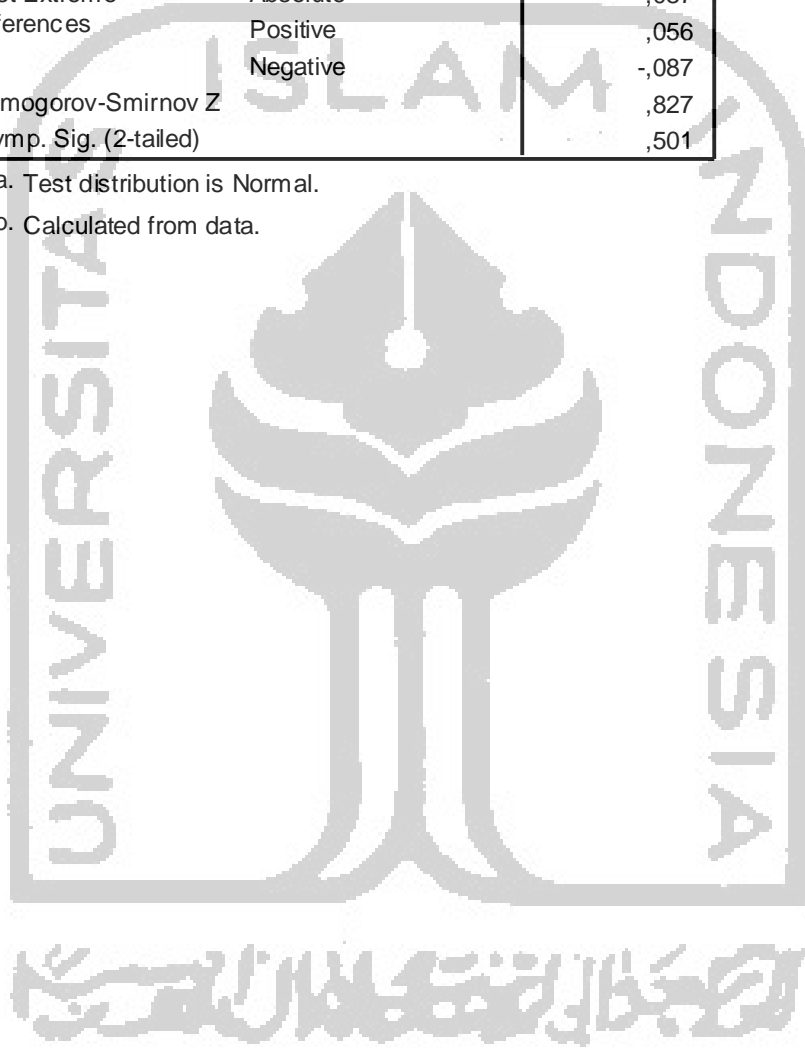


**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		90
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	2,11913907
Most Extreme Differences	Absolute	,087
	Positive	,056
	Negative	-,087
Kolmogorov-Smirnov Z		,827
Asymp. Sig. (2-tailed)		,501

a. Test distribution is Normal.

b. Calculated from data.



## Hasil regresi persamaan 2

```

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT y_kinerja
  /METHOD=ENTER x1_kepKharismatik x2_kepTransformasional
x3_kepTransaksional
  /SCATTERPLOT=(*ZRESID ,*ZPRED )
  /RESIDUALS DURBIN HIST(ZRESID) NORM(ZRESID)
  /SAVE RESID .

```

## Regression

### Descriptive Statistics

	Mean	Std. Deviation	N
y_kinerja	22,1667	2,45064	90
x1_kepKharismatik	16,9333	2,51646	90
x2_kepTransformasional	21,7333	2,20214	90
x3_kepTransaksional	21,1000	2,56620	90

### Correlations

		y_kinerja	x1_kep Kharismatik	x2_kep Transformasional	x3_kep Transaksional
Pearson Correlation	y_kinerja	1,000	,455	,500	,448
	x1_kepKharismatik	,455	1,000	,293	,330
	x2_kepTransformasional	,500	,293	1,000	,345
	x3_kepTransaksional	,448	,330	,345	1,000
Sig. (1-tailed)	y_kinerja	.	,000	,000	,000
	x1_kepKharismatik	,000	.	,003	,001
	x2_kepTransformasional	,000	,003	.	,000
	x3_kepTransaksional	,000	,001	,000	.
N	y_kinerja	90	90	90	90
	x1_kepKharismatik	90	90	90	90
	x2_kepTransformasional	90	90	90	90
	x3_kepTransaksional	90	90	90	90

Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	x3_kep Transaksional, x1_kep Kharismatik, x2_kep Transformasional		Enter

- a. All requested variables entered.  
b. Dependent Variable: y\_kinerja

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,634 <sup>a</sup>	,402	,381	1,92823	1,710

- a. Predictors: (Constant), x3\_kepTransaksional, x1\_kepKharismatik, x2\_kepTransformasional  
b. Dependent Variable: y\_kinerja

ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	214,746	3	71,582	19,252	,000 <sup>a</sup>
	Residual	319,754	86	3,718		
	Total	534,500	89			

- a. Predictors: (Constant), x3\_kepTransaksional, x1\_kepKharismatik, x2\_kepTransformasional  
b. Dependent Variable: y\_kinerja

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4,628	2,353		1,967	,052		
	x1_kepKharismatik	,271	,088	,278	3,082	,003	,855	1,170
	x2_kepTransformasional	,373	,101	,335	3,698	,000	,845	1,183
	x3_kepTransaksional	,229	,088	,240	2,614	,011	,824	1,214

- a. Dependent Variable: y\_kinerja

Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	x1_ kep Kharismatik	x2_ kep Transfor masional	x3_ kep Transaksi onal
1	1	3,973	1,000	,00	,00	,00	,00
	2	,014	16,993	,04	1,00	,06	,08
	3	,009	21,492	,08	,00	,25	,89
	4	,005	28,295	,88	,00	,69	,03

a. Dependent Variable: y\_ kinerja

Residuals Statistics<sup>a</sup>

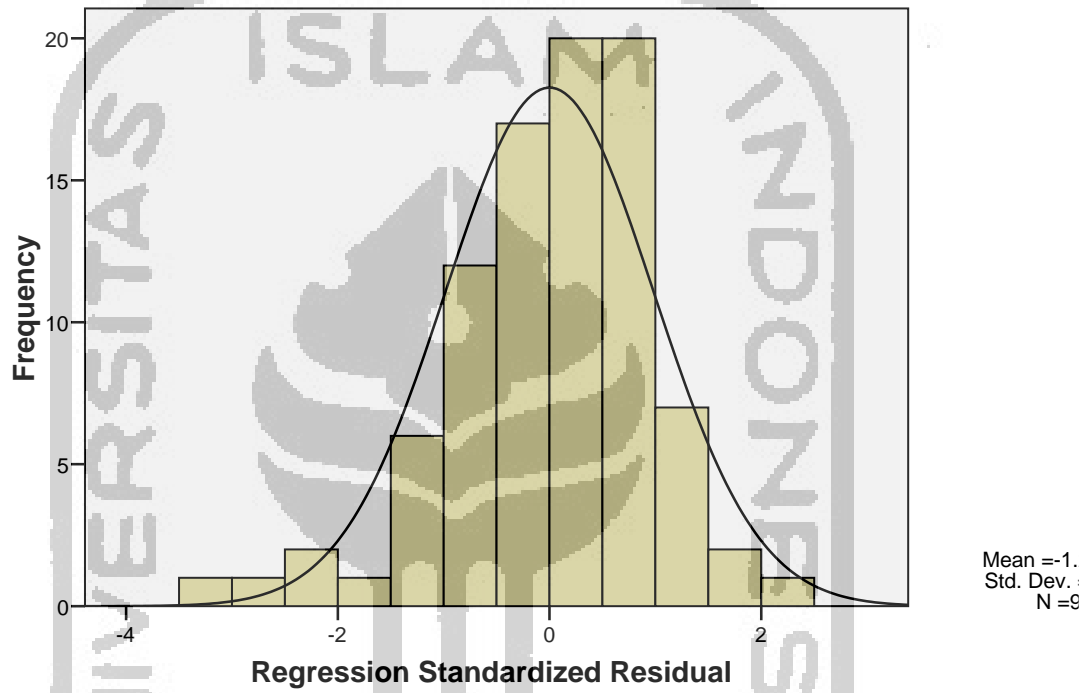
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	17,4181	25,1111	22,1667	1,55334	90
Residual	-6,11736	4,56840	,00000	1,89545	90
Std. Predicted Value	-3,057	1,896	,000	1,000	90
Std. Residual	-3,173	2,369	,000	,983	90

a. Dependent Variable: y\_ kinerja

## Charts

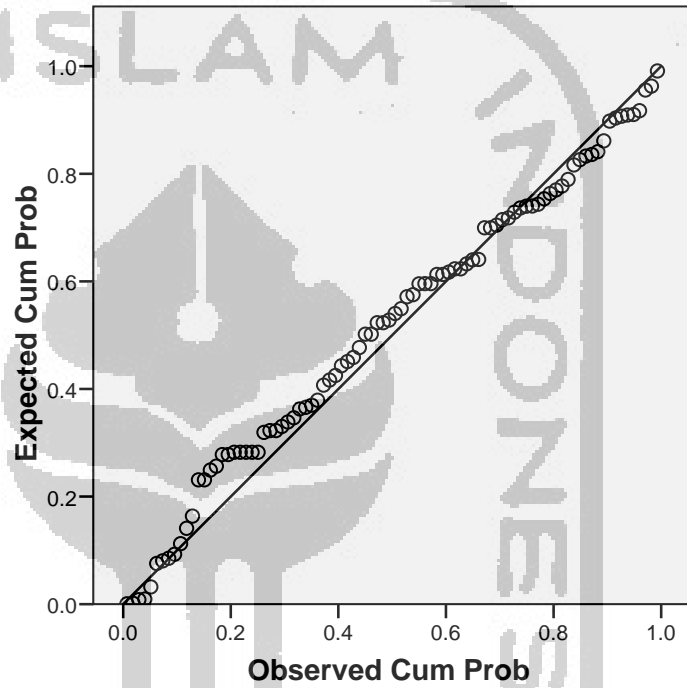
## Histogram

Dependent Variable: y\_kinerja



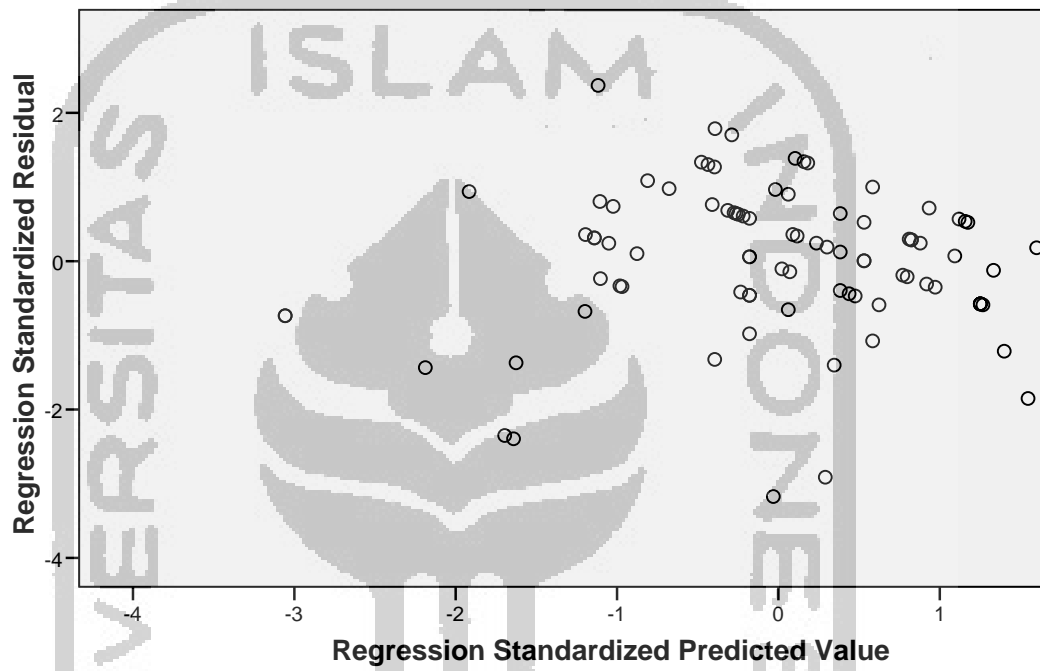
**Normal P-P Plot of Regression Standardized Residual**

Dependent Variable: y\_kinerja



## Scatterplot

Dependent Variable: y\_kinerja



NPAR TESTS  
/K-S(NORMAL) = RES\_1  
/MISSING ANALYSIS.

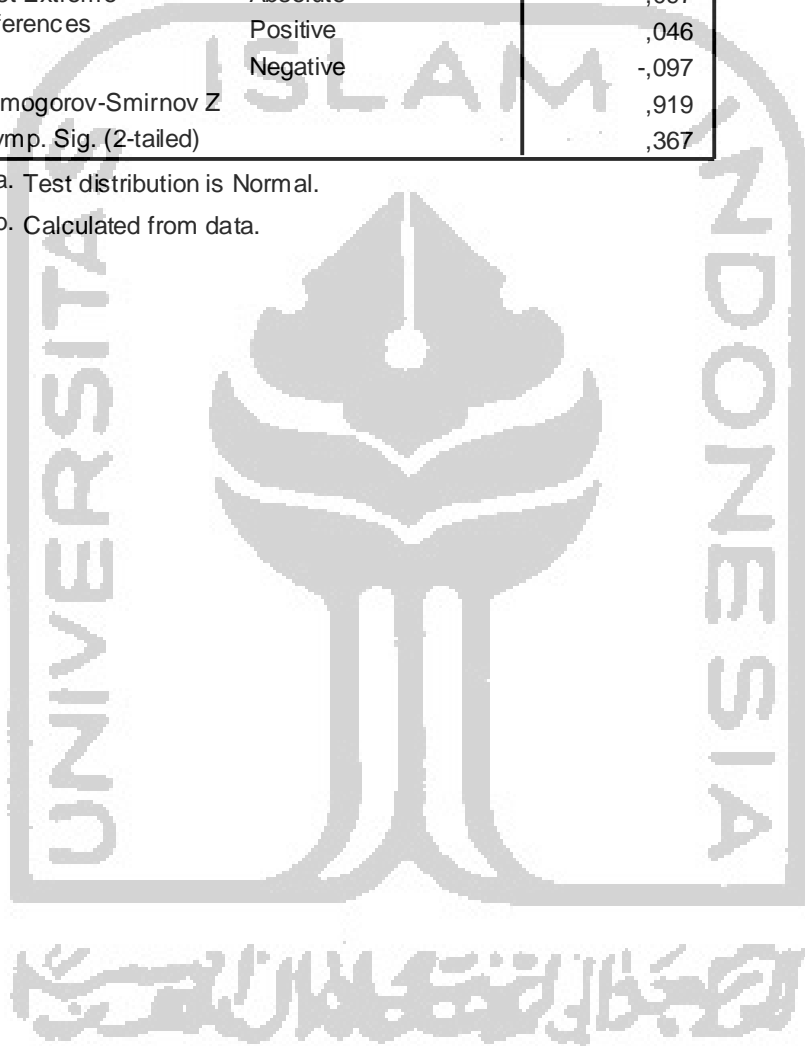
**NPar Tests**

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		90
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	1,89545320
Most Extreme Differences	Absolute	,097
	Positive	,046
	Negative	-,097
Kolmogorov-Smirnov Z		,919
Asymp. Sig. (2-tailed)		,367

a. Test distribution is Normal.

b. Calculated from data.





### Hasil regresi persamaan 3

```

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT y_kinerja
  /METHOD=ENTER z_kepuasan
  /SCATTERPLOT=(*ZRESID ,*ZPRED )
  /RESIDUALS HIST(ZRESID) NORM(ZRESID)
  /SAVE RESID .

```

### Regression

#### Descriptive Statistics

	Mean	Std. Deviation	N
y_kinerja	22,1667	2,45064	90
z_kepuasan	22,9667	2,54598	90

#### Correlations

		y_kinerja	z_kepuasan
Pearson Correlation	y_kinerja	1,000	,793
	z_kepuasan	,793	1,000
Sig. (1-tailed)	y_kinerja	.	,000
	z_kepuasan	,000	.
N	y_kinerja	90	90
	z_kepuasan	90	90

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

Model	Variables Entered	Variables Removed	Method
1	z_ kepuasan <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: y\_kinerja

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,793 <sup>a</sup>	,629	,625	1,50057

a. Predictors: (Constant), z\_kepuasan

b. Dependent Variable: y\_kinerja

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	336,350	1	336,350	149,376	,000 <sup>a</sup>
	Residual	198,150	88	2,252		
	Total	534,500	89			

a. Predictors: (Constant), z\_kepuasan

b. Dependent Variable: y\_kinerja

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4,630	1,444		3,208	,002		
	z_kepuasan	,764	,062	,793	12,222	,000	1,000	1,000

a. Dependent Variable: y\_kinerja

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	z_kepuasan
1	1	1,994	1,000	,00	,00
	2	,006	18,198	1,00	1,00

a. Dependent Variable: y\_kinerja

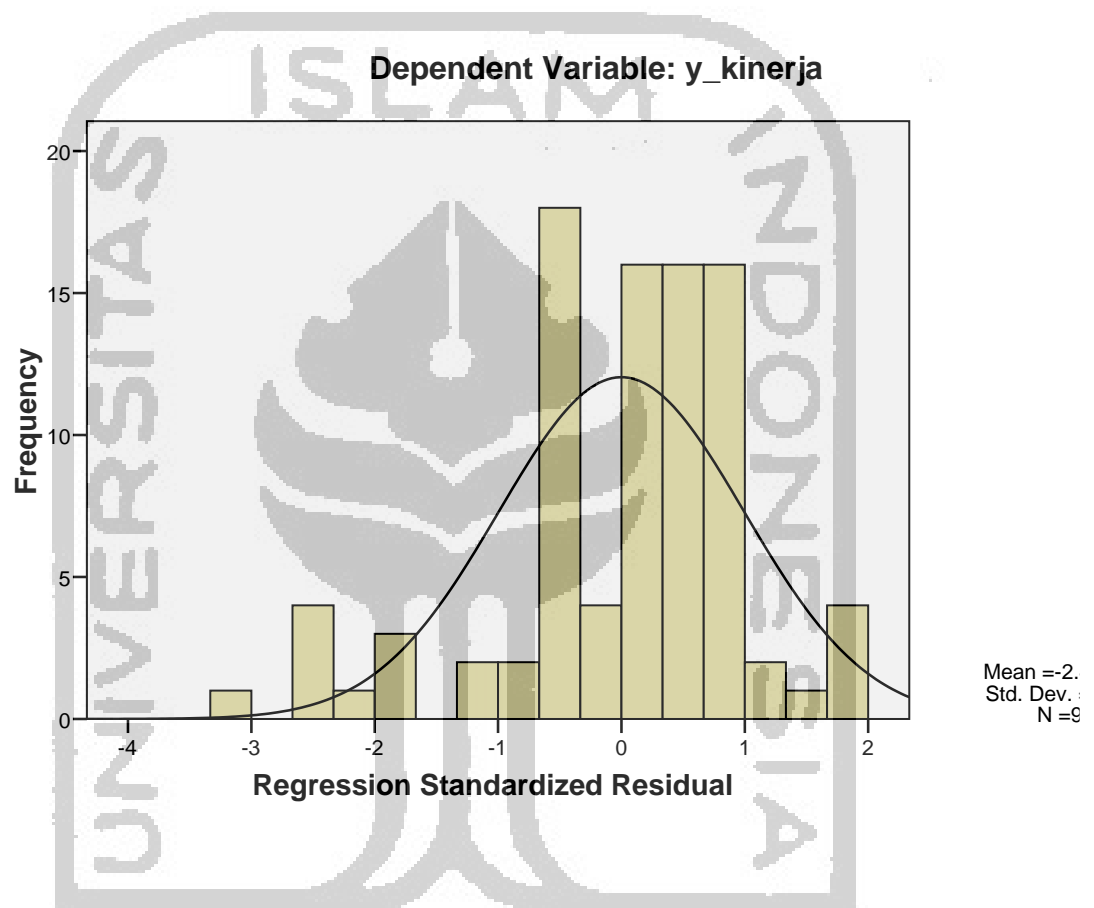
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	16,0836	23,7192	22,1667	1,94402	90
Residual	-4,71925	2,80788	,00000	1,49211	90
Std. Predicted Value	-3,129	,799	,000	1,000	90
Std. Residual	-3,145	1,871	,000	,994	90

a. Dependent Variable: y\_kinerja

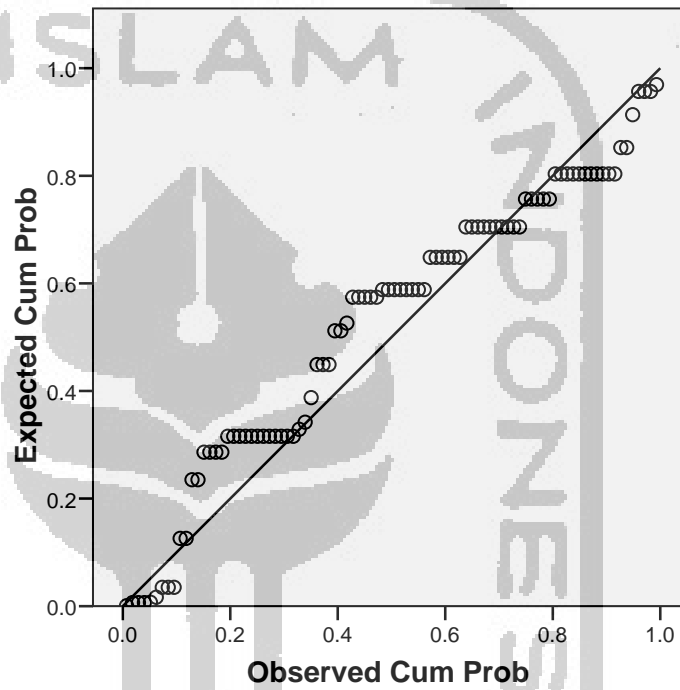
## Charts

## Histogram



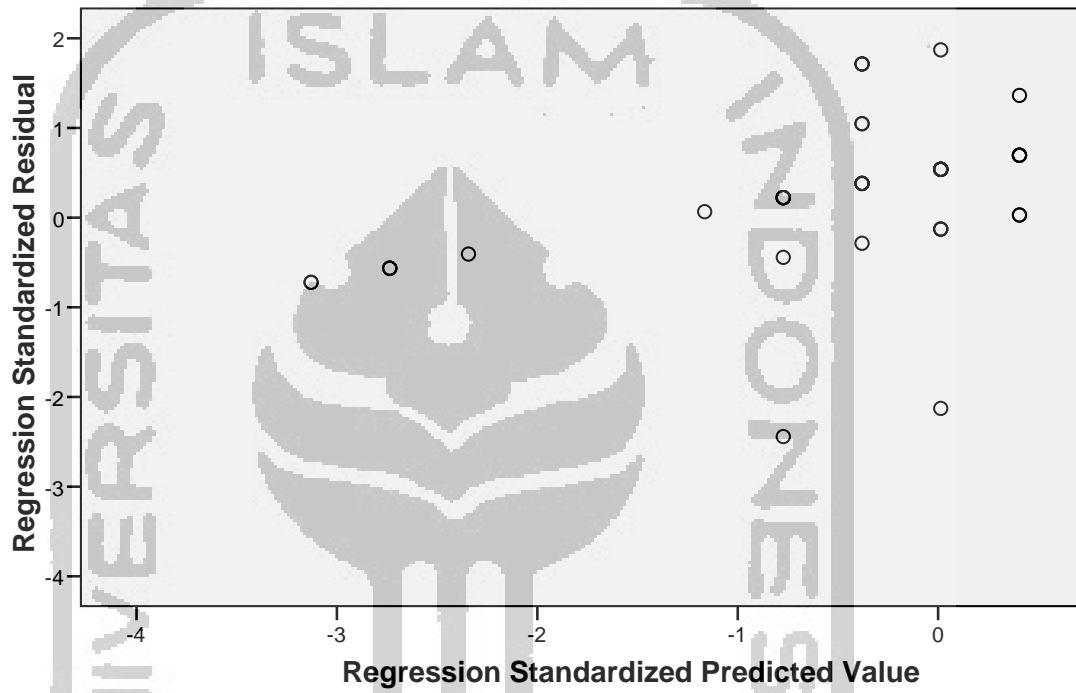
**Normal P-P Plot of Regression Standardized Residual**

Dependent Variable: y\_kinerja



Scatterplot

Dependent Variable: y\_kinerja



```
NPART TESTS  
/K-S (NORMAL) = RES_4  
/MISSING ANALYSIS.
```

NPar Tests

### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	1,49211453
Most Extreme Differences	Absolute	,152
	Positive	,118
	Negative	-,152
Kolmogorov-Smirnov Z		1,446
Asymp. Sig. (2-tailed)		,031

a. Test distribution is Normal.

b. Calculated from data.

#### NPAR TESTS

/K-S(NORMAL) = RES\_3  
/MISSING ANALYSIS.

### NPar Tests

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	1,55016731
Most Extreme Differences	Absolute	,188
	Positive	,188
	Negative	-,092
Kolmogorov-Smirnov Z		1,786
Asymp. Sig. (2-tailed)		,084

a. Test distribution is Normal.

b. Calculated from data.

## HASIL DEKRIPTIF

### Frequencies

## Frequency Table

**x1\_kepKharismatik**

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	8	8.9	8.9	8.9
3.25	9	10.0	10.0	18.9
3.50	3	3.3	3.3	22.2
4.00	4	4.4	4.4	26.7
Valid 4.25	20	22.2	22.2	48.9
4.50	25	27.8	27.8	76.7
4.75	5	5.6	5.6	82.2
5.00	16	17.8	17.8	100.0
Total	90	100.0	100.0	

**x2\_kepTransformasional**

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	3	3.3	3.3	3.3
3.40	2	2.2	2.2	5.6
3.60	2	2.2	2.2	7.8
3.80	4	4.4	4.4	12.2
4.00	6	6.7	6.7	18.9
Valid 4.20	19	21.1	21.1	40.0
4.40	21	23.3	23.3	63.3
4.60	19	21.1	21.1	84.4
4.80	3	3.3	3.3	87.8
5.00	11	12.2	12.2	100.0
Total	90	100.0	100.0	

**x3\_kepTransaksional**

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	3	3.3	3.3	3.3
3.20	6	6.7	6.7	10.0
3.40	3	3.3	3.3	13.3
3.60	2	2.2	2.2	15.6
3.80	4	4.4	4.4	20.0
Valid 4.00	8	8.9	8.9	28.9
4.20	23	25.6	25.6	54.4
4.40	10	11.1	11.1	65.6
4.60	17	18.9	18.9	84.4
4.80	9	10.0	10.0	94.4
5.00	5	5.6	5.6	100.0
Total	90	100.0	100.0	

**y\_kinerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	2	2.2	2.2	2.2
3.20	4	4.4	4.4	6.7
3.40	2	2.2	2.2	8.9
Valid 3.80	2	2.2	2.2	11.1
4.00	5	5.6	5.6	16.7
4.20	12	13.3	13.3	30.0
4.40	11	12.2	12.2	42.2
4.60	26	28.9	28.9	71.1
4.80	13	14.4	14.4	85.6

5.00	13	14.4	14.4	100.0
<b>Total</b>	<b>90</b>	<b>100.0</b>	<b>100.0</b>	

**z\_ kepuasan**

	Frequency	Percent	Valid Percent	Cumulative Percent
3.00	2	2.2	2.2	2.2
3.20	4	4.4	4.4	6.7
3.40	1	1.1	1.1	7.8
4.00	1	1.1	1.1	8.9
4.20	10	11.1	11.1	20.0
4.40	12	13.3	13.3	33.3
4.60	15	16.7	16.7	50.0
4.80	8	8.9	8.9	58.9
5.00	37	41.1	41.1	100.0
<b>Total</b>	<b>90</b>	<b>100.0</b>	<b>100.0</b>	

