

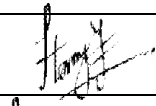
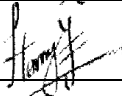
Lampiran 1 Aktivitas Bimbingan SKRIPSI



**AKTIFITAS BIMBINGAN SKRIPSI**

**Nama** : DEWI INDRIYANI  
**NPM** : 18.51.1979  
**Program Studi** : S1 Manajemen  
**Jurusan** : Manajemen Sumberdaya Manusia  
**Judul** : Pengaruh Gaya Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Karyawan (Studi pada Resto TAHU BAXO Ibu Pudji Di Area Ungaran)  
**Dosen Pembimbing** :Bapak.Henry Yuliamir, S.S., M.M.Par

| No | Tanggal    | Materi yang dibahas                                      | Paraf | Keterangan          |
|----|------------|----------------------------------------------------------|-------|---------------------|
| 1. | 27/05/2022 | Halaman Judul, BaB I                                     |       | Lanjut Bab II       |
| 2. | 17/06/2022 | BaB II                                                   |       | Perbaikan           |
| 3. | 20/7/2022  | BaB II                                                   |       | Perbaikan           |
| 4. | 10/08/2022 | BaB II                                                   |       | Lanjut Bab III      |
| 5. | 17/09/2022 | BaB III                                                  |       | Perbaikan           |
| 6. | 25/2/2023  | BAB I, BAB II, BAB III                                   |       | Acc Sidang Proposal |
| 7. | 7/3/2023   | Perbaikan Penulisan Ketua Stiepari, Jarak Spasi , Font,  |       | Perbaikan           |
| 8. | 7/2/2023   | Perbaikan Daftar isi, Penjelasan latar Belakang masalah, |       | Perbaikan           |
| 9. | 13/2/2023  | Perbaikan Teori gaya k pemimpin dan                      |       | Perbaikan           |

|    |         |                                       |                                                                                    |                              |
|----|---------|---------------------------------------|------------------------------------------------------------------------------------|------------------------------|
|    |         | teori motivasi,<br>perbaikan koesoner |                                                                                    |                              |
| 10 | 7/8/23  | BAB IV                                |  | Lanjut bab V                 |
| 11 | 23/9/24 | BAB V                                 |  | ACC lanjut siding<br>skripsi |

## Lampiran 2 Kuesioner Penelitian

### Kuesioner Penelitian

#### **“Pengaruh Gaya Kepemimpinan Dan Motivasi Kerja Terhadap Kinerja Karyawan Resto Tahu Baxo Ibu Pujdi Di Area Ungaran”**

Assakamu’alaikum Wr.Wb.

Dalam rangka menyelesaikan tugas akhir di Sekolah Tinggi Ilmu Ekonomi Pariwisata Indonesia, maka dengan ini saya :

Nama : Dewi Indriyani  
NPM : 18.51.1979  
Prodi : S1 Manajemen

Saya memohon kepada saudara/I meluangkan sedikit waktunya untuk berpartisipasi dalam mengisi dan menjawab kuesioner tentang “Pengaruh Gaya Kepemimpinan Dan Motivasi Kerja Terhadap Kinerja Karyawan di Resto *TAHUBAXO* Ibu Pudji Di Area Ungaran”.

Kuesioner ini di buat untuk kepentingan penelitian, sehingga kesediaan dari responden dalam memberikan jawaban yang sebenarnya akan membantu penelitian ini.

Demikian permohonan ini diajukan, atas kesediaanya dan kerjasamanya saya mengucapkan terimakasih.

Silahkan lengkapi data di bawah ini sebelum melanjutkan pada kuesioner yang telah disiapkan.

#### **DATA PRIBADI RESPONDEN**

Nama Responden :  
Jenis Kelamin :  
Usia :

**PETUNJUK PENGISIAN KUESIONER :**

1. Kuesioner ini terdiri dari pernyataan variabel penelitian
2. Bacalah setiap pertanyaan dengan baik dan teliti.
3. Pilih salah satu jawaban yang paling tepat menurut Bapak/Ibu.

Yaitu dengan cara memberi tanda *check list* (✓) pada kolom jawaban yang tersedia.

**KETERANGAN JAWABAN KUESIONER :**

- |                              |                 |
|------------------------------|-----------------|
| 1. Sangat Tidak Setuju = STS | bobot nilai = 1 |
| 2. Tidak Setuju (TS)         | bobot nilai = 2 |
| 3. Kurang Setuju (KS)        | bobot nilai = 3 |
| 4. Setuju (S)                | bobot nilai = 4 |
| 5. Sangat Setuju (SS)        | bobot nilai = 5 |

Isilah pertanyaan di bawah ini dengan tanda (✓) sesuai dengan pilihan anda,

| No                            | Pertanyaan                                                                     | Jawaban |   |    |    |     |
|-------------------------------|--------------------------------------------------------------------------------|---------|---|----|----|-----|
|                               |                                                                                | SS      | S | KS | TS | STS |
| VARIABEL KINERJA KARYAWAN (Y) |                                                                                |         |   |    |    |     |
| Kualitas                      |                                                                                |         |   |    |    |     |
| 1                             | Karyawan mampu menyelesaikan pekerjaan yang diberikan dengan ketelitian tinggi |         |   |    |    |     |
| 2                             | Karyawan mwmpunyai kemampuan yang baik dalam menyelesaikan tugas               |         |   |    |    |     |
| Kuantitas                     |                                                                                |         |   |    |    |     |
| 3                             | Karyawan mahir mengerjakan segala aktivitas dalam pekerjaanya                  |         |   |    |    |     |
| 4                             | Karyawan mampu bekerja mencapai atau melebihi tarjet                           |         |   |    |    |     |
| Ketepatan Waktu               |                                                                                |         |   |    |    |     |

|                                        |                                                                                                 |  |  |  |  |  |
|----------------------------------------|-------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 5                                      | Karyawan harus mempunyai inisiatif dalam menyelesaikan pekerjaan agar tepat waktu pencapaiannya |  |  |  |  |  |
| 6                                      | Karyawan mengerjakan pekerjaan yang sudah ditentukan dengan benar sampai pekerjaan itu selesai  |  |  |  |  |  |
| <b>Efektivitas</b>                     |                                                                                                 |  |  |  |  |  |
| 7                                      | Karyawan memaksimalkan kemampuan yang dimiliki dalam menyelesaikan pekerjaan                    |  |  |  |  |  |
| 8                                      | Standar profesional karyawan sangat diperlukan untuk penilaian kinerja karyawan                 |  |  |  |  |  |
| <b>Kemandirian</b>                     |                                                                                                 |  |  |  |  |  |
| 9                                      | Karyawan menunjukkan kesediaan melakukan pekerjaan tanpa harus di perintah oleh atasan          |  |  |  |  |  |
| 10                                     | Karyawan selalu menjalankan pekerjaan tanpa meminta bantuan kepada siapapun                     |  |  |  |  |  |
| <b>VARIABEL GAYA KEPEMIMPINAN (Xi)</b> |                                                                                                 |  |  |  |  |  |
| <b>Memiliki Strategi Yang Jelas</b>    |                                                                                                 |  |  |  |  |  |
| 1                                      | Pemimpin selalu berbuat strategi untuk kemajuan Resto <i>TAHUBAXO</i> Ibu Pudji Di Area Ungaran |  |  |  |  |  |
| 2                                      | Pemimpin Resto <i>TAHUBAXO</i> Ibu Pudji Di Area Ungaran selalu mengatur team dengan baik       |  |  |  |  |  |
| 3                                      | Pimpinan mempunyai strategi yang baik untuk meningkatkan hasil kerja                            |  |  |  |  |  |
| <b>Kepedulian Terhadap Anggota</b>     |                                                                                                 |  |  |  |  |  |

|                                           |                                                                                                                          |  |  |  |  |  |
|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 4                                         | Pemimpin selalu memotivasi karyawan                                                                                      |  |  |  |  |  |
| 5                                         | Pemimpin selalu membuat kenyamanan terhadap karyawanya                                                                   |  |  |  |  |  |
| <b>Merangsang Anggota</b>                 |                                                                                                                          |  |  |  |  |  |
| 6                                         | Pemimpin Resto <i>TAHUBAXO</i> Ibu Pudji Ungaran selalu mengadakan study banding ke outlet bu pudji lain yang lebih maju |  |  |  |  |  |
| <b>Mengajak Anggota Bekerja Dalam Tim</b> |                                                                                                                          |  |  |  |  |  |
| 7                                         | Pemimpin selalu membagi tugas dalam kelompok karyawan                                                                    |  |  |  |  |  |
| 8                                         | Pemimpin mengajarkan saling membantu karyawan yang membutuhkan bantuan                                                   |  |  |  |  |  |
| <b>Menjaga Kekompakan Tim</b>             |                                                                                                                          |  |  |  |  |  |
| 9                                         | Pemimpin selalu menjaga kekompakan dan persaudaraan                                                                      |  |  |  |  |  |
| <b>Menghargai Perbedaan Dan Keyakinan</b> |                                                                                                                          |  |  |  |  |  |
| 10                                        | Pemimpin selalu menghargai setiap keyakinan karyawan                                                                     |  |  |  |  |  |
| 11                                        | Pemimpin selalu menghargai setiap perbedaan karyawan                                                                     |  |  |  |  |  |
| <b>Menghargai Perbedaan Pendapat</b>      |                                                                                                                          |  |  |  |  |  |
| 12                                        | Pemimpin selalu menghargai di setiap pendapat karyawan                                                                   |  |  |  |  |  |
| 13                                        | Pemimpin selalu mengadakan musyawarah untuk menghargai pendapat                                                          |  |  |  |  |  |
| <b>VARIABEL MOTIVASI (X<sub>0</sub>)</b>  |                                                                                                                          |  |  |  |  |  |
| <b>Kebutuhan Fisiologis</b>               |                                                                                                                          |  |  |  |  |  |

|                                          |                                                                                                           |  |  |  |  |  |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------|--|--|--|--|--|
| 1                                        | Gaji yang diterima perbulan dapat menjamin kebutuhan pangan keluarga                                      |  |  |  |  |  |
| 2                                        | Gaji yang diterima dapat memenuhi kebutuhan sandang keluarga                                              |  |  |  |  |  |
| <b>Kebutuhan Akan Rasa Aman</b>          |                                                                                                           |  |  |  |  |  |
| 3                                        | Keselamatan kerja di resto <i>TAHUBAXO</i> Ibu Pudji Di Area Ungaran ini sudah di perhatikan dengan baik  |  |  |  |  |  |
| 4                                        | Saya bersedia bekerja di perusahaan ini dengan adanya tunjangan kesehatan yang diberikan                  |  |  |  |  |  |
| <b>Kebutuhan Mencerminkan Harga Diri</b> |                                                                                                           |  |  |  |  |  |
| 5                                        | Saya merasa senang karena karyawan di perusahaan ini bisa menerima saya sebagai patner yang baik          |  |  |  |  |  |
| 6                                        | Atasan saya selalu memberikan pujian apabila saya menjalankan tugas pekerjaan dengan hasil yang memuaskan |  |  |  |  |  |
| <b>Kebutuhan Social</b>                  |                                                                                                           |  |  |  |  |  |
| 7                                        | Saya suka berinteraksi dengan karyawan lain                                                               |  |  |  |  |  |
| 8                                        | Saya berusaha menjadi mentor yang baik saat diperlukan                                                    |  |  |  |  |  |
| <b>Kebutuhan Aktualisasi Diri</b>        |                                                                                                           |  |  |  |  |  |
| 9                                        | Saya memiliki ambisi yang tinggi untuk selalu berprestasi dalam melaksanakan tugas                        |  |  |  |  |  |
| 10                                       | Saya bekerja dengan rajin agar dapat naik pangkat                                                         |  |  |  |  |  |

### Lampiran 3 Tabulasi Data Responden

#### **KINERJA**

| No | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y  |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|----|
| 1  | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 49 |
| 2  | 4   | 4   | 5   | 4   | 5   | 4   | 3   | 4   | 4   | 4    | 41 |
| 3  | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40 |
| 4  | 3   | 4   | 4   | 5   | 5   | 5   | 3   | 4   | 5   | 4    | 42 |
| 5  | 3   | 4   | 5   | 3   | 4   | 5   | 4   | 4   | 5   | 5    | 42 |
| 6  | 3   | 3   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 4    | 43 |
| 7  | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 4    | 46 |
| 8  | 5   | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 4   | 5    | 46 |
| 9  | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 4   | 4    | 44 |
| 10 | 4   | 5   | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5    | 48 |
| 11 | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 4    | 42 |
| 12 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50 |
| 13 | 4   | 5   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 43 |
| 14 | 5   | 3   | 5   | 4   | 5   | 5   | 5   | 5   | 4   | 4    | 45 |
| 15 | 5   | 5   | 5   | 3   | 4   | 4   | 4   | 4   | 5   | 5    | 44 |
| 16 | 5   | 4   | 4   | 3   | 5   | 4   | 4   | 4   | 5   | 5    | 43 |
| 17 | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 4    | 46 |
| 18 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40 |
| 19 | 5   | 4   | 4   | 5   | 4   | 5   | 5   | 5   | 5   | 4    | 46 |
| 20 | 5   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4    | 43 |
| 21 | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4    | 42 |
| 22 | 5   | 5   | 4   | 3   | 5   | 3   | 4   | 4   | 5   | 5    | 43 |
| 23 | 5   | 5   | 5   | 5   | 5   | 3   | 4   | 4   | 4   | 4    | 44 |
| 24 | 5   | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 4   | 4    | 46 |
| 25 | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4    | 42 |
| 26 | 3   | 4   | 4   | 4   | 5   | 4   | 5   | 5   | 5   | 5    | 44 |
| 27 | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 4   | 5    | 43 |
| 28 | 4   | 4   | 3   | 4   | 4   | 5   | 5   | 4   | 5   | 4    | 42 |
| 29 | 5   | 5   | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4    | 43 |
| 30 | 4   | 4   | 3   | 5   | 4   | 5   | 4   | 5   | 4   | 4    | 42 |
| 31 | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40 |
| 32 | 4   | 5   | 4   | 4   | 5   | 4   | 5   | 5   | 5   | 5    | 46 |
| 33 | 4   | 5   | 5   | 4   | 5   | 3   | 4   | 5   | 4   | 4    | 43 |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 34 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 43 |
| 35 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 36 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 44 |
| 37 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 40 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 39 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 45 |
| 40 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 3 | 5 | 42 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 45 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 42 |
| 46 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 40 |
| 47 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 48 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 49 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 50 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 51 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 43 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 54 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 55 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 45 |
| 56 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 57 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 58 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 43 |
| 59 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 42 |
| 60 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 3 | 43 |
| 61 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 43 |

### **PENGARUH GAYA KEPEMIMPINAN**

| No | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1 |
|----|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|----|
| 1  | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 5     | 64 |
| 2  | 4    | 4    | 5    | 4    | 5    | 4    | 3    | 5    | 5    | 4     | 5     | 4     | 3     | 55 |
| 3  | 4    | 4    | 4    | 4    | 4    | 5    | 5    | 5    | 5    | 4     | 4     | 5     | 5     | 58 |
| 4  | 3    | 4    | 4    | 5    | 5    | 5    | 5    | 3    | 3    | 5     | 5     | 5     | 5     | 57 |
| 5  | 3    | 4    | 5    | 3    | 4    | 5    | 5    | 5    | 5    | 3     | 4     | 5     | 5     | 56 |
| 6  | 3    | 3    | 5    | 4    | 5    | 4    | 4    | 5    | 5    | 4     | 5     | 4     | 4     | 55 |
| 7  | 5    | 5    | 4    | 4    | 5    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 5     | 62 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 8  | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 57 |
| 9  | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 58 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 64 |
| 11 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 55 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 13 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 14 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 59 |
| 15 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 59 |
| 16 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 53 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 63 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 19 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 59 |
| 20 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 21 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 55 |
| 22 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 58 |
| 23 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 63 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 59 |
| 25 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 59 |
| 26 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 53 |
| 27 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 59 |
| 28 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 53 |
| 29 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 56 |
| 30 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 59 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 56 |
| 32 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 57 |
| 33 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 56 |
| 34 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 60 |
| 35 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 58 |
| 36 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 60 |
| 37 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 58 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |
| 39 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 57 |
| 40 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 61 |
| 41 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 61 |
| 42 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 57 |
| 43 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 54 |
| 44 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 57 |
| 45 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 59 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 54 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 47 | 5 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 52 |
| 48 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 55 |
| 49 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 59 |
| 50 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 59 |
| 51 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 56 |
| 52 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 59 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 54 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 59 |
| 55 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 59 |
| 56 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 61 |
| 57 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 58 |
| 58 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 55 |
| 59 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 5 | 56 |
| 60 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 54 |
| 61 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 56 |

### **MOTIVASI KERJA**

| No | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2 |
|----|------|------|------|------|------|------|------|------|------|-------|----|
| 1  | 5    | 4    | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5     | 48 |
| 2  | 4    | 4    | 5    | 4    | 5    | 4    | 4    | 4    | 5    | 4     | 43 |
| 3  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40 |
| 4  | 3    | 4    | 4    | 5    | 5    | 5    | 3    | 4    | 4    | 5     | 42 |
| 5  | 3    | 4    | 5    | 3    | 4    | 5    | 3    | 4    | 5    | 3     | 39 |
| 6  | 3    | 3    | 5    | 4    | 5    | 5    | 3    | 3    | 5    | 4     | 40 |
| 7  | 5    | 5    | 4    | 4    | 5    | 5    | 5    | 5    | 4    | 4     | 46 |
| 8  | 5    | 4    | 4    | 4    | 5    | 5    | 5    | 4    | 4    | 4     | 44 |
| 9  | 5    | 4    | 5    | 4    | 5    | 5    | 5    | 4    | 5    | 4     | 46 |
| 10 | 4    | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5     | 48 |
| 11 | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 4     | 43 |
| 12 | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50 |
| 13 | 4    | 5    | 5    | 4    | 4    | 4    | 4    | 5    | 5    | 4     | 44 |
| 14 | 5    | 3    | 5    | 4    | 5    | 5    | 5    | 3    | 5    | 4     | 44 |
| 15 | 5    | 5    | 5    | 3    | 4    | 4    | 5    | 5    | 5    | 3     | 44 |
| 16 | 5    | 4    | 4    | 3    | 5    | 4    | 5    | 4    | 4    | 3     | 41 |
| 17 | 4    | 4    | 5    | 5    | 5    | 5    | 4    | 4    | 5    | 5     | 46 |
| 18 | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 40 |
| 19 | 5    | 4    | 4    | 5    | 4    | 5    | 5    | 4    | 4    | 5     | 45 |
| 20 | 5    | 5    | 4    | 4    | 4    | 5    | 5    | 5    | 4    | 4     | 45 |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 21 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 22 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 3 | 42 |
| 23 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 48 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 26 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 39 |
| 27 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 28 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 39 |
| 29 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 30 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 41 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 33 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 44 |
| 34 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 41 |
| 35 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 3 | 43 |
| 36 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 44 |
| 37 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 39 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 45 |
| 40 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 44 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 45 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 43 |
| 46 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 39 |
| 47 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 42 |
| 48 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 49 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 50 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 51 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 54 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 55 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 56 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 57 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 58 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 59 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 45 |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 60 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 43 |
| 61 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |

## Lampiran 4 Hasil Olah SPSS

### Regression

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

| Model | Variables Entered   | Variables Removed | Method |
|-------|---------------------|-------------------|--------|
| 1     | X2, X1 <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Y

b. All requested variables entered.

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .836 <sup>a</sup> | .699     | .688              | 1.49460                    |

a. Predictors: (Constant), X2, X1

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

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 300.667        | 2  | 150.333     | 67.298 | .000 <sup>b</sup> |
|       | Residual   | 129.563        | 58 | 2.234       |        |                   |
|       | Total      | 430.230        | 60 |             |        |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 6.889                       | 3.515      |                           | 1.959 | .045 |
|       | X1         | .217                        | .078       | .261                      | 2.783 | .007 |
|       | X2         | .557                        | .081       | .644                      | 6.855 | .000 |

a. Dependent Variable: Y

## Frequencies

|   |                | Statistics |        |        |        |        |        |        |        |        |        |         |
|---|----------------|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
|   |                | Y.1        | Y.2    | Y.3    | Y.4    | Y.5    | Y.6    | Y.7    | Y.8    | Y.9    | Y.10   | Y       |
| N | Valid          | 61         | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61      |
|   | Missing        | 0          | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       |
|   | Mean           | 4.4098     | 4.4262 | 4.4590 | 4.2131 | 4.4918 | 4.3115 | 4.3115 | 4.2951 | 4.4590 | 4.4098 | 43.7869 |
|   | Median         | 4.0000     | 4.0000 | 5.0000 | 4.0000 | 5.0000 | 4.0000 | 4.0000 | 4.0000 | 4.0000 | 4.0000 | 43.0000 |
|   | Std. Deviation | .61582     | .56152 | .59368 | .63547 | .53613 | .67184 | .64655 | .49478 | .53460 | .52843 | 2.67778 |

## Frequency Table

Y.1

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 4         | 6.6     | 6.6           | 6.6                |
|       | 4.00  | 28        | 45.9    | 45.9          | 52.5               |
|       | 5.00  | 29        | 47.5    | 47.5          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

Y.2

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 2         | 3.3     | 3.3           | 3.3                |
|       | 4.00  | 31        | 50.8    | 50.8          | 54.1               |
|       | 5.00  | 28        | 45.9    | 45.9          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

Y.3

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 3         | 4.9     | 4.9           | 4.9                |
|       | 4.00  | 27        | 44.3    | 44.3          | 49.2               |
|       | 5.00  | 31        | 50.8    | 50.8          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**Y.4**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 3.00  | 7         | 11.5    | 11.5          | 11.5                  |
|       | 4.00  | 34        | 55.7    | 55.7          | 67.2                  |
|       | 5.00  | 20        | 32.8    | 32.8          | 100.0                 |
|       | Total | 61        | 100.0   | 100.0         |                       |

**Y.5**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 3.00  | 1         | 1.6     | 1.6           | 1.6                   |
|       | 4.00  | 29        | 47.5    | 47.5          | 49.2                  |
|       | 5.00  | 31        | 50.8    | 50.8          | 100.0                 |
|       | Total | 61        | 100.0   | 100.0         |                       |

**Y.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 3.00  | 7         | 11.5    | 11.5          | 11.5                  |
|       | 4.00  | 28        | 45.9    | 45.9          | 57.4                  |
|       | 5.00  | 26        | 42.6    | 42.6          | 100.0                 |
|       | Total | 61        | 100.0   | 100.0         |                       |

**Y.7**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 3.00  | 6         | 9.8     | 9.8           | 9.8                   |
|       | 4.00  | 30        | 49.2    | 49.2          | 59.0                  |
|       | 5.00  | 25        | 41.0    | 41.0          | 100.0                 |
|       | Total | 61        | 100.0   | 100.0         |                       |

**Y.8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 1         | 1.6     | 1.6           | 1.6                |
|       | 4.00  | 41        | 67.2    | 67.2          | 68.9               |
|       | 5.00  | 19        | 31.1    | 31.1          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**Y.9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 1         | 1.6     | 1.6           | 1.6                |
|       | 4.00  | 31        | 50.8    | 50.8          | 52.5               |
|       | 5.00  | 29        | 47.5    | 47.5          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**Y.10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 1         | 1.6     | 1.6           | 1.6                |
|       | 4.00  | 34        | 55.7    | 55.7          | 57.4               |
|       | 5.00  | 26        | 42.6    | 42.6          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**Y**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 40.00 | 6         | 9.8     | 9.8           | 9.8                |
|       | 41.00 | 4         | 6.6     | 6.6           | 16.4               |
|       | 42.00 | 11        | 18.0    | 18.0          | 34.4               |
|       | 43.00 | 14        | 23.0    | 23.0          | 57.4               |
|       | 44.00 | 6         | 9.8     | 9.8           | 67.2               |
|       | 45.00 | 5         | 8.2     | 8.2           | 75.4               |
|       | 46.00 | 7         | 11.5    | 11.5          | 86.9               |
|       | 47.00 | 1         | 1.6     | 1.6           | 88.5               |
|       | 48.00 | 2         | 3.3     | 3.3           | 91.8               |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 49.00 | 1  | 1.6   | 1.6   | 93.4  |
| 50.00 | 4  | 6.6   | 6.6   | 100.0 |
| Total | 61 | 100.0 | 100.0 |       |

## Correlations

|                 | Y.1    | Y.2    | Y.3  | Y.4  | Y.5  | Y.6   | Y.7   | Y.8    | Y.9    | Y.10  | Y      |
|-----------------|--------|--------|------|------|------|-------|-------|--------|--------|-------|--------|
| Y.1 Pearson     |        |        |      |      |      |       |       |        |        |       |        |
| Correlation     | 1      | .402** | .070 | .071 | .137 | .009  | .134  | .089   | .178   | .243  | .509** |
| Sig. (2-tailed) |        | .001   | .595 | .585 | .294 | .948  | .301  | .496   | .169   | .059  | .000   |
| N               | 61     | 61     | 61   | 61   | 61   | 61    | 61    | 61     | 61     | 61    | 61     |
| Y.2 Pearson     | .402** |        |      |      |      |       |       |        |        |       |        |
| Correlation     |        | 1      | .053 | .115 | .012 | .314* | -.096 | .160   | .170   | .188  | .283*  |
| Sig. (2-tailed) | .001   |        | .683 | .378 | .928 | .014  | .460  | .217   | .190   | .147  | .027   |
| N               | 61     | 61     | 61   | 61   | 61   | 61    | 61    | 61     | 61     | 61    | 61     |
| Y.3 Pearson     | .070   | .053   |      |      |      |       |       |        |        |       |        |
| Correlation     |        |        | 1    | .178 | .064 | .095  | .012  | .099   | .097   | .240  | .377** |
| Sig. (2-tailed) | .595   | .683   |      | .170 | .622 | .465  | .926  | .450   | .456   | .062  | .003   |
| N               | 61     | 61     | 61   | 61   | 61   | 61    | 61    | 61     | 61     | 61    | 61     |
| Y.4 Pearson     | .071   | .115   | .178 |      |      |       |       |        |        |       |        |
| Correlation     |        |        |      | 1    | .128 | .154  | .079  | .380** | .051   | .033  | .487** |
| Sig. (2-tailed) | .585   | .378   | .170 |      | .327 | .235  | .544  | .003   | .698   | .799  | .000   |
| N               | 61     | 61     | 61   | 61   | 61   | 61    | 61    | 61     | 61     | 61    | 61     |
| Y.5 Pearson     | .137   | .012   | .064 | .128 |      |       |       |        |        |       |        |
| Correlation     |        |        |      |      | 1    | .123  | .017  | .261*  | .071   | .277* | .423** |
| Sig. (2-tailed) | .294   | .928   | .622 | .327 |      | .345  | .899  | .043   | .584   | .031  | .001   |
| N               | 61     | 61     | 61   | 61   | 61   | 61    | 61    | 61     | 61     | 61    | 61     |
| Y.6 Pearson     | .009   | .314*  | .095 | .154 | .123 |       |       |        |        |       |        |
| Correlation     |        |        |      |      |      | 1     | .310* | .321*  | .013   | .010  | .408** |
| Sig. (2-tailed) | .948   | .014   | .465 | .235 | .345 |       | .015  | .012   | .921   | .939  | .001   |
| N               | 61     | 61     | 61   | 61   | 61   | 61    | 61    | 61     | 61     | 61    | 61     |
| Y.7 Pearson     | .134   | .096   | .012 | .079 | .017 | .310* |       |        |        |       |        |
| Correlation     |        |        |      |      |      |       | 1     | .437** | .351** | .108  | .520** |
| Sig. (2-tailed) | .301   | .460   | .926 | .544 | .899 | .015  |       | .000   | .006   | .408  | .000   |

|      |                 |        |       |        |        |        |        |        |        |        |        |        |
|------|-----------------|--------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| N    |                 | 61     | 61    | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     |
| Y.8  | Pearson         | .089   | .160  | .099   | .380** | .261*  | .321*  | .437** | 1      | .236   | .167   | .602** |
|      | Correlation     |        |       |        |        |        |        |        |        |        |        |        |
|      | Sig. (2-tailed) | .496   | .217  | .450   | .003   | .043   | .012   | .000   |        | .068   | .198   | .000   |
| N    |                 | 61     | 61    | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     |
| Y.9  | Pearson         | .178   | .170  | -.097  | .051   | .071   | .013   | .351** | .236   | 1      | .326*  | .477** |
|      | Correlation     |        |       |        |        |        |        |        |        |        |        |        |
|      | Sig. (2-tailed) | .169   | .190  | .456   | .698   | .584   | .921   | .006   | .068   |        | .010   | .000   |
| N    |                 | 61     | 61    | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     |
| Y.10 | Pearson         | .243   | .188  | .240   | .033   | .277*  | .010   | .108   | .167   | .326*  | 1      | .534** |
|      | Correlation     |        |       |        |        |        |        |        |        |        |        |        |
|      | Sig. (2-tailed) | .059   | .147  | .062   | .799   | .031   | .939   | .408   | .198   | .010   |        | .000   |
| N    |                 | 61     | 61    | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     |
| Y    | Pearson         | .509** | .283* | .377** | .487** | .423** | .408** | .520** | .602** | .477** | .534** | 1      |
|      | Correlation     |        |       |        |        |        |        |        |        |        |        |        |
|      | Sig. (2-tailed) | .000   | .027  | .003   | .000   | .001   | .001   | .000   | .000   | .000   | .000   |        |
| N    |                 | 61     | 61    | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     |

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

## Frequencies

### Statistics

|                | X1.1   | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | X1.8   | X1.9   | X1.10  | X1.11  | X1.12  | X1.13  | X1.14   |
|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| N Valid        | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61      |
| Missing        | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       |
| Mean           | 4.4098 | 4.4262 | 4.4590 | 4.2131 | 4.4918 | 4.4590 | 4.5574 | 4.4262 | 4.4262 | 4.2131 | 4.4918 | 4.4590 | 4.5574 | 57.5902 |
| Median         | 4.0000 | 4.0000 | 5.0000 | 4.0000 | 5.0000 | 4.0000 | 5.0000 | 4.0000 | 4.0000 | 4.0000 | 5.0000 | 4.0000 | 5.0000 | 58.0000 |
| Std. Deviation | .61582 | .56152 | .59368 | .63547 | .53613 | .56491 | .53306 | .61803 | .61803 | .63547 | .53613 | .56491 | .53306 | 3.22685 |

## Frequency Table

**X1.1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 4         | 6.6     | 6.6           | 6.6                |
|       | 4.00  | 28        | 45.9    | 45.9          | 52.5               |
|       | 5.00  | 29        | 47.5    | 47.5          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X1.2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 2         | 3.3     | 3.3           | 3.3                |
|       | 4.00  | 31        | 50.8    | 50.8          | 54.1               |
|       | 5.00  | 28        | 45.9    | 45.9          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X1.3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 3         | 4.9     | 4.9           | 4.9                |
|       | 4.00  | 27        | 44.3    | 44.3          | 49.2               |
|       | 5.00  | 31        | 50.8    | 50.8          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X1.4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 7         | 11.5    | 11.5          | 11.5               |
|       | 4.00  | 34        | 55.7    | 55.7          | 67.2               |
|       | 5.00  | 20        | 32.8    | 32.8          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X1.5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 1         | 1.6     | 1.6           | 1.6                |
|       | 4.00  | 29        | 47.5    | 47.5          | 49.2               |
|       | 5.00  | 31        | 50.8    | 50.8          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X1.6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 2         | 3.3     | 3.3           | 3.3                |
|       | 4.00  | 29        | 47.5    | 47.5          | 50.8               |
|       | 5.00  | 30        | 49.2    | 49.2          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X1.7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 1         | 1.6     | 1.6           | 1.6                |
|       | 4.00  | 25        | 41.0    | 41.0          | 42.6               |
|       | 5.00  | 35        | 57.4    | 57.4          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X1.8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 4         | 6.6     | 6.6           | 6.6                |
|       | 4.00  | 27        | 44.3    | 44.3          | 50.8               |
|       | 5.00  | 30        | 49.2    | 49.2          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X1.9**

|       |      | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 4         | 6.6     | 6.6           | 6.6                |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 4.00  | 27 | 44.3  | 44.3  | 50.8  |
| 5.00  | 30 | 49.2  | 49.2  | 100.0 |
| Total | 61 | 100.0 | 100.0 |       |

**X1.10**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 7         | 11.5    | 11.5          | 11.5               |
| 4.00       | 34        | 55.7    | 55.7          | 67.2               |
| 5.00       | 20        | 32.8    | 32.8          | 100.0              |
| Total      | 61        | 100.0   | 100.0         |                    |

**X1.11**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 1         | 1.6     | 1.6           | 1.6                |
| 4.00       | 29        | 47.5    | 47.5          | 49.2               |
| 5.00       | 31        | 50.8    | 50.8          | 100.0              |
| Total      | 61        | 100.0   | 100.0         |                    |

**X1.12**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 2         | 3.3     | 3.3           | 3.3                |
| 4.00       | 29        | 47.5    | 47.5          | 50.8               |
| 5.00       | 30        | 49.2    | 49.2          | 100.0              |
| Total      | 61        | 100.0   | 100.0         |                    |

**X1.13**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 1         | 1.6     | 1.6           | 1.6                |
| 4.00       | 25        | 41.0    | 41.0          | 42.6               |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 5.00  | 35 | 57.4  | 57.4  | 100.0 |
| Total | 61 | 100.0 | 100.0 |       |

| X1    |       |           |         |               |                       |
|-------|-------|-----------|---------|---------------|-----------------------|
|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
| Valid | 52.00 | 3         | 4.9     | 4.9           | 4.9                   |
|       | 53.00 | 3         | 4.9     | 4.9           | 9.8                   |
|       | 54.00 | 5         | 8.2     | 8.2           | 18.0                  |
|       | 55.00 | 6         | 9.8     | 9.8           | 27.9                  |
|       | 56.00 | 7         | 11.5    | 11.5          | 39.3                  |
|       | 57.00 | 6         | 9.8     | 9.8           | 49.2                  |
|       | 58.00 | 6         | 9.8     | 9.8           | 59.0                  |
|       | 59.00 | 13        | 21.3    | 21.3          | 80.3                  |
|       | 60.00 | 2         | 3.3     | 3.3           | 83.6                  |
|       | 61.00 | 3         | 4.9     | 4.9           | 88.5                  |
|       | 62.00 | 1         | 1.6     | 1.6           | 90.2                  |
|       | 63.00 | 2         | 3.3     | 3.3           | 93.4                  |
|       | 64.00 | 2         | 3.3     | 3.3           | 96.7                  |
|       | 65.00 | 2         | 3.3     | 3.3           | 100.0                 |
|       | Total | 61        | 100.0   | 100.0         |                       |

### Correlations

|                 | X1.1  | X1.2  | X1.3 | X1.4 | X1.5 | X1.6  | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1    |
|-----------------|-------|-------|------|------|------|-------|------|------|------|-------|-------|-------|-------|-------|
| X1.1 Pearson    | 1     | .402* |      |      |      |       |      |      |      |       |       |       |       |       |
| 1 Correlation   |       |       | .070 | .071 | .137 | -.214 | .105 | .015 | .015 | .071  | .137  | -.214 | .105  | .312* |
| Sig. (2-tailed) |       | .001  | .595 | .585 | .294 | .097  | .421 | .908 | .908 | .585  | .294  | .097  | .421  | .014  |
| N               | 61    | 61    | 61   | 61   | 61   | 61    | 61   | 61   | 61   | 61    | 61    | 61    | 61    | 61    |
| X1.2 Pearson    | .402* | 1     | .053 | .115 | .012 | .049  | .084 | .244 | .244 | .115  | .012  | .049  | .084  | .227  |
| 2 Correlation   |       |       |      |      |      |       |      |      |      |       |       |       |       |       |
| Sig. (2-tailed) | .001  |       | .683 | .378 | .928 | .707  | .520 | .058 | .058 | .378  | .928  | .707  | .520  | .079  |
| N               | 61    | 61    | 61   | 61   | 61   | 61    | 61   | 61   | 61   | 61    | 61    | 61    | 61    | 61    |
| X1.3 Pearson    | .070  | .053  | 1    | .178 | .064 | -.191 | .021 | .048 | .048 | .178  | .064  | -.191 | .021  | .256* |
| 3 Correlation   |       |       |      |      |      |       |      |      |      |       |       |       |       |       |

|        |                      |            |            |       |             |            |            |            |             |             |             |             |             |             |            |
|--------|----------------------|------------|------------|-------|-------------|------------|------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
|        | Sig. (2-tailed)<br>N | .595<br>61 | .683<br>61 |       | .170<br>61  | .622<br>61 | .139<br>61 | .874<br>61 | .711<br>61  | .711<br>61  | .170<br>61  | .622<br>61  | .139<br>61  | .874<br>61  | .046<br>61 |
| X1. 4  | Pearson Correlation  | .071       | .115       | .178  | 1           | .128       | .094       | -.061      | .062        | .062        | 1.00<br>0** | .128        | .094        | -.061       | .539*      |
|        | Sig. (2-tailed)      | .585       | .378       | .170  |             | .327       | .469       | .639       | .635        | .635        | .000        | .327        | .469        | .639        | .000       |
|        | N                    | 61         | 61         | 61    | 61          | 61         | 61         | 61         | 61          | 61          | 61          | 61          | 61          | 61          | 61         |
| X1. 5  | Pearson Correlation  | .137       | .012       | .064  | .128        | 1          | .013       | .042       | -.090       | -.090       | .128        | 1.00<br>0** | .013        | .042        | .379*      |
|        | Sig. (2-tailed)      | .294       | .928       | .622  | .327        |            | .923       | .748       | .491        | .491        | .327        | .000        | .923        | .748        | .003       |
|        | N                    | 61         | 61         | 61    | 61          | 61         | 61         | 61         | 61          | 61          | 61          | 61          | 61          | 61          | 61         |
| X1. 6  | Pearson Correlation  | .214       | .049       | -.191 | .094        | .013       | 1          | .243       | .194        | .194        | .094        | .013        | 1.00<br>0** | .243        | .461*      |
|        | Sig. (2-tailed)      | .097       | .707       | .139  | .469        | .923       |            | .059       | .134        | .134        | .469        | .923        | .000        | .059        | .000       |
|        | N                    | 61         | 61         | 61    | 61          | 61         | 61         | 61         | 61          | 61          | 61          | 61          | 61          | 61          | 61         |
| X1. 7  | Pearson Correlation  | .105       | .084       | .021  | -.061       | -.042      | .243       | 1          | .228        | .228        | -.061       | -.042       | .243        | 1.00<br>0** | .503*      |
|        | Sig. (2-tailed)      | .421       | .520       | .874  | .639        | .748       | .059       |            | .077        | .077        | .639        | .748        | .059        | .000        | .000       |
|        | N                    | 61         | 61         | 61    | 61          | 61         | 61         | 61         | 61          | 61          | 61          | 61          | 61          | 61          | 61         |
| X1. 8  | Pearson Correlation  | .015       | .244       | .048  | .062        | .090       | .194       | .228       | 1           | 1.00<br>0** | .062        | .090        | .194        | .228        | .490*      |
|        | Sig. (2-tailed)      | .908       | .058       | .711  | .635        | .491       | .134       | .077       |             | .000        | .635        | .491        | .134        | .077        | .000       |
|        | N                    | 61         | 61         | 61    | 61          | 61         | 61         | 61         | 61          | 61          | 61          | 61          | 61          | 61          | 61         |
| X1. 9  | Pearson Correlation  | .015       | .244       | .048  | .062        | .090       | .194       | .228       | 1.00<br>0** | 1           | .062        | .090        | .194        | .228        | .490*      |
|        | Sig. (2-tailed)      | .908       | .058       | .711  | .635        | .491       | .134       | .077       | .000        |             | .635        | .491        | .134        | .077        | .000       |
|        | N                    | 61         | 61         | 61    | 61          | 61         | 61         | 61         | 61          | 61          | 61          | 61          | 61          | 61          | 61         |
| X1. 10 | Pearson Correlation  | .071       | .115       | .178  | 1.00<br>0** | .128       | .094       | .061       | .062        | .062        | 1           | .128        | .094        | .061        | .539*      |
|        | Sig. (2-tailed)      | .585       | .378       | .170  | .000        | .327       | .469       | .639       | .635        | .635        |             | .327        | .469        | .639        | .000       |
|        | N                    | 61         | 61         | 61    | 61          | 61         | 61         | 61         | 61          | 61          | 61          | 61          | 61          | 61          | 61         |

|                                                           |                     |                    |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |
|-----------------------------------------------------------|---------------------|--------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| X1. Pearson<br>11 Correlation<br>Sig. (2-<br>tailed)<br>N | .137<br>.294<br>61  | .012<br>.928<br>61 | .064<br>.622<br>61  | .128<br>.327<br>61  | 1.00<br>0**<br>61   | .013<br>.923<br>61  | .042<br>.748<br>61  | -.090<br>.491<br>61 | .090<br>.491<br>61  | .128<br>.327<br>61  | 1<br>61             | .013<br>.923<br>61  | .042<br>.748<br>61  | .379*<br>.003<br>61 |
| X1. Pearson<br>12 Correlation<br>Sig. (2-<br>tailed)<br>N | -.214<br>.097<br>61 | .049<br>.707<br>61 | .191<br>.139<br>61  | .094<br>.469<br>61  | .013<br>.923<br>61  | 1.00<br>0**<br>61   | .243<br>.059<br>61  | .194<br>.134<br>61  | .194<br>.134<br>61  | .094<br>.469<br>61  | .013<br>.923<br>61  | 1<br>61             | .243<br>.059<br>61  | .461*<br>.000<br>61 |
| X1. Pearson<br>13 Correlation<br>Sig. (2-<br>tailed)<br>N | .105<br>.421<br>61  | .084<br>.520<br>61 | .021<br>.874<br>61  | .061<br>.639<br>61  | .042<br>.748<br>61  | .243<br>.059<br>61  | 1.00<br>0**<br>61   | .228<br>.077<br>61  | .228<br>.077<br>61  | .061<br>.639<br>61  | .042<br>.748<br>61  | .243<br>.059<br>61  | 1<br>61             | .503*<br>.000<br>61 |
| X1 Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N     | .312*<br>.014<br>61 | .227<br>.079<br>61 | .256*<br>.046<br>61 | .539*<br>.000<br>61 | .379*<br>.003<br>61 | .461*<br>.000<br>61 | .503*<br>.000<br>61 | .490*<br>.000<br>61 | .490*<br>.000<br>61 | .539*<br>.000<br>61 | .379*<br>.003<br>61 | .461*<br>.000<br>61 | .503*<br>.000<br>61 | 1<br>61             |
|                                                           |                     |                    |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |                     |

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

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

## Frequencies

### Statistics

|                | X2.1   | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   | X2.7   | X2.8   | X2.9   | X2.10  | X2      |
|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| N Valid        | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61     | 61      |
| Missing        | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0      | 0       |
| Mean           | 4.4098 | 4.4262 | 4.4590 | 4.2131 | 4.4918 | 4.3115 | 4.4098 | 4.4262 | 4.4590 | 4.2131 | 43.8197 |
| Median         | 4.0000 | 4.0000 | 5.0000 | 4.0000 | 5.0000 | 4.0000 | 4.0000 | 4.0000 | 5.0000 | 4.0000 | 43.0000 |
| Std. Deviation | .61582 | .56152 | .59368 | .63547 | .53613 | .67184 | .61582 | .56152 | .59368 | .63547 | 3.09574 |

## Frequency Table

**X2.1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 4         | 6.6     | 6.6           | 6.6                |
|       | 4.00  | 28        | 45.9    | 45.9          | 52.5               |
|       | 5.00  | 29        | 47.5    | 47.5          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X2.2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 2         | 3.3     | 3.3           | 3.3                |
|       | 4.00  | 31        | 50.8    | 50.8          | 54.1               |
|       | 5.00  | 28        | 45.9    | 45.9          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X2.3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 3         | 4.9     | 4.9           | 4.9                |
|       | 4.00  | 27        | 44.3    | 44.3          | 49.2               |
|       | 5.00  | 31        | 50.8    | 50.8          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X2.4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 7         | 11.5    | 11.5          | 11.5               |
|       | 4.00  | 34        | 55.7    | 55.7          | 67.2               |
|       | 5.00  | 20        | 32.8    | 32.8          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X2.5**

|       |      | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 1         | 1.6     | 1.6           | 1.6                |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 4.00  | 29 | 47.5  | 47.5  | 49.2  |
| 5.00  | 31 | 50.8  | 50.8  | 100.0 |
| Total | 61 | 100.0 | 100.0 |       |

**X2.6**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 7         | 11.5    | 11.5          | 11.5               |
| 4.00       | 28        | 45.9    | 45.9          | 57.4               |
| 5.00       | 26        | 42.6    | 42.6          | 100.0              |
| Total      | 61        | 100.0   | 100.0         |                    |

**X2.7**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 4         | 6.6     | 6.6           | 6.6                |
| 4.00       | 28        | 45.9    | 45.9          | 52.5               |
| 5.00       | 29        | 47.5    | 47.5          | 100.0              |
| Total      | 61        | 100.0   | 100.0         |                    |

**X2.8**

|            | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Valid 3.00 | 2         | 3.3     | 3.3           | 3.3                |
| 4.00       | 31        | 50.8    | 50.8          | 54.1               |
| 5.00       | 28        | 45.9    | 45.9          | 100.0              |
| Total      | 61        | 100.0   | 100.0         |                    |

**X2.9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 3         | 4.9     | 4.9           | 4.9                |
|       | 4.00  | 27        | 44.3    | 44.3          | 49.2               |
|       | 5.00  | 31        | 50.8    | 50.8          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X2.10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00  | 7         | 11.5    | 11.5          | 11.5               |
|       | 4.00  | 34        | 55.7    | 55.7          | 67.2               |
|       | 5.00  | 20        | 32.8    | 32.8          | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

**X2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 39.00 | 4         | 6.6     | 6.6           | 6.6                |
|       | 40.00 | 6         | 9.8     | 9.8           | 16.4               |
|       | 41.00 | 4         | 6.6     | 6.6           | 23.0               |
|       | 42.00 | 8         | 13.1    | 13.1          | 36.1               |
|       | 43.00 | 9         | 14.8    | 14.8          | 50.8               |
|       | 44.00 | 8         | 13.1    | 13.1          | 63.9               |
|       | 45.00 | 6         | 9.8     | 9.8           | 73.8               |
|       | 46.00 | 5         | 8.2     | 8.2           | 82.0               |
|       | 47.00 | 1         | 1.6     | 1.6           | 83.6               |
|       | 48.00 | 4         | 6.6     | 6.6           | 90.2               |
|       | 49.00 | 1         | 1.6     | 1.6           | 91.8               |
|       | 50.00 | 5         | 8.2     | 8.2           | 100.0              |
|       | Total | 61        | 100.0   | 100.0         |                    |

## Correlations

|                 | X2.1   | X2.2   | X2.3   | X2.4 | X2.5 | X2.6   | X2.7   | X2.8   | X2.9   | X2.10  | X2     |
|-----------------|--------|--------|--------|------|------|--------|--------|--------|--------|--------|--------|
| X2.1 Pearson    | 1      | .402** | .070   | .071 | .137 | .009   | 1.000* | .402** | .070   | .071   | .625** |
| Correlation     |        |        |        |      |      |        |        |        |        |        |        |
| Sig. (2-tailed) |        | .001   | .595   | .585 | .294 | .948   | .000   | .001   | .595   | .585   | .000   |
| N               | 61     | 61     | 61     | 61   | 61   | 61     | 61     | 61     | 61     | 61     | 61     |
| X2.2 Pearson    | .402** | 1      | .053   | .115 | .012 | -.314* | .402** | 1.000* | .053   | .115   | .524** |
| Correlation     |        |        |        |      |      |        |        |        |        |        |        |
| Sig. (2-tailed) | .001   |        | .683   | .378 | .928 | .014   | .001   | .000   | .683   | .378   | .000   |
| N               | 61     | 61     | 61     | 61   | 61   | 61     | 61     | 61     | 61     | 61     | 61     |
| X2.3 Pearson    | .070   | .053   | 1      | .178 | .064 | .095   | .070   | .053   | 1.000* | .178   | .535** |
| Correlation     |        |        |        |      |      |        |        |        |        |        |        |
| Sig. (2-tailed) | .595   | .683   |        | .170 | .622 | .465   | .595   | .683   | .000   | .170   | .000   |
| N               | 61     | 61     | 61     | 61   | 61   | 61     | 61     | 61     | 61     | 61     | 61     |
| X2.4 Pearson    | .071   | .115   | .178   | 1    | .128 | .154   | .071   | .115   | .178   | 1.000* | .604** |
| Correlation     |        |        |        |      |      |        |        |        |        |        |        |
| Sig. (2-tailed) | .585   | .378   | .170   |      | .327 | .235   | .585   | .378   | .170   | .000   | .000   |
| N               | 61     | 61     | 61     | 61   | 61   | 61     | 61     | 61     | 61     | 61     | 61     |
| X2.5 Pearson    | .137   | .012   | .064   | .128 | 1    | .123   | .137   | .012   | .064   | .128   | .335** |
| Correlation     |        |        |        |      |      |        |        |        |        |        |        |
| Sig. (2-tailed) | .294   | .928   | .622   | .327 |      | .345   | .294   | .928   | .622   | .327   | .008   |
| N               | 61     | 61     | 61     | 61   | 61   | 61     | 61     | 61     | 61     | 61     | 61     |
| X2.6 Pearson    | .009   | .314*  | .095   | .154 | .123 | 1      | .009   | .314*  | .095   | .154   | .228   |
| Correlation     |        |        |        |      |      |        |        |        |        |        |        |
| Sig. (2-tailed) | .948   | .014   | .465   | .235 | .345 |        | .948   | .014   | .465   | .235   | .077   |
| N               | 61     | 61     | 61     | 61   | 61   | 61     | 61     | 61     | 61     | 61     | 61     |
| X2.7 Pearson    | 1.000* | .402** | .070   | .071 | .137 | .009   | 1      | .402** | .070   | .071   | .625** |
| Correlation     |        |        |        |      |      |        |        |        |        |        |        |
| Sig. (2-tailed) | .000   | .001   | .595   | .585 | .294 | .948   |        | .001   | .595   | .585   | .000   |
| N               | 61     | 61     | 61     | 61   | 61   | 61     | 61     | 61     | 61     | 61     | 61     |
| X2.8 Pearson    | .402** | 1.000* | .053   | .115 | .012 | .314*  | .402** | 1      | .053   | .115   | .524** |
| Correlation     |        |        |        |      |      |        |        |        |        |        |        |
| Sig. (2-tailed) | .001   | .000   | .683   | .378 | .928 | .014   | .001   |        | .683   | .378   | .000   |
| N               | 61     | 61     | 61     | 61   | 61   | 61     | 61     | 61     | 61     | 61     | 61     |
| X2.9 Pearson    | .070   | .053   | 1.000* | .178 | .064 | .095   | .070   | .053   | 1      | .178   | .535** |
| Correlation     |        |        |        |      |      |        |        |        |        |        |        |
| Sig. (2-tailed) |        |        |        |      |      |        |        |        |        |        |        |
| N               |        |        |        |      |      |        |        |        |        |        |        |

|    |                 |        |        |        |        |        |      |        |        |        |        |        |
|----|-----------------|--------|--------|--------|--------|--------|------|--------|--------|--------|--------|--------|
| .9 | Correlation     |        |        |        |        |        |      |        |        |        |        |        |
|    | Sig. (2-tailed) | .595   | .683   | .000   | .170   | .622   | .465 | .595   | .683   |        | .170   | .000   |
|    | N               | 61     | 61     | 61     | 61     | 61     | 61   | 61     | 61     | 61     | 61     | 61     |
| X2 | Pearson         |        |        |        | 1.000* |        |      |        |        |        |        |        |
| .  | Correlation     | .071   | .115   | .178   |        | .128   | .154 | .071   | .115   | .178   | 1      | .604** |
| 10 | Sig. (2-tailed) | .585   | .378   | .170   | .000   | .327   | .235 | .585   | .378   | .170   |        | .000   |
|    | N               | 61     | 61     | 61     | 61     | 61     | 61   | 61     | 61     | 61     | 61     | 61     |
| X2 | Pearson         |        |        |        |        |        |      |        |        |        |        |        |
|    | Correlation     | .625** | .524** | .535** | .604** | .335** | .228 | .625** | .524** | .535** | .604** | 1      |
|    | Sig. (2-tailed) | .000   | .000   | .000   | .000   | .008   | .077 | .000   | .000   | .000   | .000   |        |
|    | N               | 61     | 61     | 61     | 61     | 61     | 61   | 61     | 61     | 61     | 61     | 61     |

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

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

## Reliability

### Scale : ALL VARIABLES

Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 61 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 61 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .694             | 14         |

## Reliability

### Scale: ALL VARIABLES

Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 61 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 61 | 100.0 |

5.3 Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .721             | 11         |

## Reliability

### Scale: ALL VARIABLES

Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 61 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 61 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .694             | 11         |

## Lampiran 5 Biodata Penulis

### BIODATA PENULIS



Dewi Indriyani atau biasa dipanggil Dewi oleh orang-orang disekitarnya memiliki hobi berenang.

Ia lahir di Kabupaten Semarang pada tanggal 16 Agustus 1994. Bertempat tinggal di Dukuh Dungkul RT 02, RW 04 Desa Kedungori Kecamatan Dempet

Kabupaten Demak Provinsi Jawa Tengah . Dia pertama kali masuk sekolah di tahun 2003 – 2009 di SD Negeri Gedanganak 03.

Kemudian setelah lulus melanjutkannya ke SMPN 5 Ungaran dari tahun 2009-2011. Dan kemudian melanjutkan sekolah lagi ke SMKN 1 Bawen . di SMK ini dia mengikuti kegiatan ekstrakurikuler Pramuka dan ekstrakurikuler Drumband di sekolah.

Sampai saat ini, selain mengambil perkuliahan di STIEPARI Semarang dengan jurusan Manajemen Konsentrasi Manajemen SDM . Dia juga pernah bekerja di CV.Hamid Sarana Logitics sebagai staf admin dan keuangan yang beralamat di dempet kab.demak.

Lampiran 6 Surat Permohonan Izin Survey



**SEKOLAH TINGGI ILMU EKONOMI PARIWISATA INDONESIA  
(STIEPARI)**

KAMPUS / SEKRETARIAT : BENDAN NGISOR ( 50233 )  
TELP. : (024) 8317391 - 8317501 FAX. (024) 8317501  
SEMARANG

Nomor : 157a/I/N.20.70/BAAK/III/2023  
Lamp. : -  
Hal : Permohonan Izin Survey

Kepada

Yth. **HRD**  
**Resto Tahu Baxo Ibu Pudji**  
Jl.Diponegoro no 14 Mijen Ungaran

di  
Kabupaten Semarang

Dengan hormat,

Perkenankanlah melalui surat ini kami mengajukan permohonan ijin untuk mengadakan survey bagi mahasiswa Sekolah Tinggi Ilmu Ekonomi Pariwisata Indonesia (STIEPARI) Semarang, dalam rangka menyusun tugas akhir / skripsi, atas nama :

Nama : **Dewi Indriyani**  
NPM : 18.51.1979  
Prodi : S1 Manajemen  
Judul : Pengaruh Gaya Kepemimpinan Dan Motivasi Kerja Terhadap Kinerja Karyawan Di Resto Tahu Baxo Ibu Pudji Di Area Ungaran.  
Dosen Pembimbing : Henry Yuliamir, S.S., M.MPar

Demikian permohonan kami, atas kerjasamanya kami ucapkan terima kasih.

Semarang, 21 Maret 2023

a.n Ketua,  
Pembantu Ketua I



**Dr. Andhi Suprivadi, S.T., S.E., M.M., M.H**  
NIDN. 0623127001

Lampiran 7 Surat Balasan Dari Perusahaan



**CV. PUDJI LESTARI SENTOSA**

Jl. Kutilang Raya No. 51-53 Telp. (024) 76910958 – Ungaran

Email : ibupudji.ungaran@gmail.com

Web : www.tahubaxo-ibupudji.com

Nomor : 02/B/PLS/VII/2023  
Hal : Surat Penerimaan Penyusunan Tugas Akhir

Kepada Yth.  
Bp. Henry Yuliamir, SS, M.MPar  
Sekolah Tinggi Ilmu Ekonomi Pariwisata Indonesia

Di tempat

***Assalamu'alaikum Warahmatullahi Wabarakatuh***

Puji syukur kami panjatkan kehadiran Allah Subhanahu wa ta'ala yang telah melimpahkan rahmat, taufiq serta hidayah-Nya kepada kita semua. Sholawat dan salam semoga tercurah kepada Uswah kita Rasulullah Muhammad shalallahu alaihi wassalam, keluarga, sahabat dan para pengikutnya yang masih istiqomah hingga akhir jaman.

Berdasarkan surat dari Sekolah Tinggi Ilmu Ekonomi Pariwisata Indonesia pada tanggal 21 Maret 2023 dengan nomor : 157a/I/N.20.70/BAAK/III/2023, perihal : Permohonan Ijin Survey.

Maka dengan ini kami menyampaikan bahwa memberikan ijin survey untuk penyusunan tugas akhir. Atas nama mahasiswi sebagai berikut :

Nama : Dewi Indriyani  
NPM : 18.51.1979  
Prodi : S1 Manajemen

Demikian surat penerimaan penyusunan tugas akhir ini kami sampaikan, kami ucapkan terima kasih.

***Wassalamu'alaikum Warahmatullahi Wabarakatuh***



**CAHYA RIF'AT YUWONO, SH**  
PERSONALIA

Lampiran 8 Lembar Revisi



**SEKOLAH TINGGI ILMU EKONOMI PARIWISATA INDONESIA  
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SEMARANG

**LEMBAR REVISI**

Nama : DEWI INDRIYANI  
NIM : 18.51.1979  
Program Studi : S-1 Manajemen  
Konsentrasi : Manajemen Sumber Daya Manusia  
Judul Proposal / Skripsi : Pengaruh Gaya Kepemimpinan dan Motivasi Kerja terhadap Kinerja Karyawan Resto TAHU BAXO IBU PUDJI di Area Ungaran  
Dosen Penguji : Henry Yuliamir, S.S., M.M.Par.

| Tanggal  | Revisi                                                                                                                                                                                                                                                                   | Tandatangan Dosen Penguji                                                                                                         |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| 14/12/20 | <p>Revisi Lihat di dalam</p> <p>Perde bab 3 nilai R tabel tabelnya di centumkan</p> <p>Kata pengantar diubah nama keprodi nya</p> <p>Perbaiki susunan skripsi sesuai dengan buku panduan.</p> <p>Keterangan tabel di atas tuliskan</p> <p>Keterangan gambar di bawah</p> | <p><i>[Signature]</i></p> <p><i>[Signature]</i></p> <p><i>[Signature]</i></p> <p><i>[Signature]</i></p> <p><i>[Signature]</i></p> |



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SEMARANG

**LEMBAR REVISI**

Nama : DEWI INDRIYANI  
NIM : 18.51.1979  
Program Studi : S-1 Manajemen  
Konsentrasi : Manajemen Sumber Daya Manusia  
Judul Proposal / Skripsi : Pengaruh Gaya Kepemimpinan dan Motivasi Kerja terhadap Kinerja Karyawan Resto TAHU BAXO IBU PUDJI di Area Ungaran  
Dosen Penguji : Mukhamad Kholil Aswan S.Kom., M.M.

| Tanggal    | Revisi                                                                                                                                                                                                                                                                                                                                                                                                                                          | Tandatangan Dosen Penguji |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| 19/12/2024 | <p>lengkap</p> <ol style="list-style-type: none"><li>1. Seharusnya dengan padanan Skripsi di Harabika ✓</li><li>2. Semua tulisan di bagian atas</li><li>3. perbaiki font time New roman.</li><li>4. ketikkan label di atas gambar di bawah</li><li>5. Semua tulisan ada di Daftar pustaka.</li></ol> <p>non lengkap</p> <ol style="list-style-type: none"><li>1. di bagian atas</li><li>2. perbaiki semua hasil penulisan.</li><li>3.</li></ol> |                           |



## SEKOLAH TINGGI ILMU EKONOMI PARIWISATA INDONESIA (STIEPARI)

KAMPUS / SEKRETARIAT : BENDAN NGISOR ( 50233 )  
TELP. : (024) 8317391 - 8317501 FAX. (024) 8317501  
SEMARANG

### LEMBAR REVISI

Nama : DEWI INDRIYANI  
NIM : 18.51.1979  
Program Studi : S-1 Manajemen  
Konsentrasi : Manajemen Sumber Daya Manusia  
Judul Proposal / Skripsi : Pengaruh Gaya Kepemimpinan dan Motivasi Kerja terhadap Kinerja Karyawan Resto TAHU BAXO IBU PUDJI di Area Ungaran  
Dosen Penguji : Idah Kusumadewi, S.E., M.Si.

| Tanggal    | Revisi                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Tandatangan Dosen Penguji |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| 14/12 2024 | <p>1. Penulisan sitasi tidak perlu terlalu panjang.</p> <p>2. Untuk Penguatan Dasar latar belakang, bisa ditam-<br/>bahkan kutipan wawancara dalam model tabel sederhana tentang hal-hal yg melatar belakangi timbulnya kinerja karyawan. (hasil wawancara ditampilkkan secara simple tabel)</p> <p>3. Kesesuaian tahun sumber sitasi antara kerangka teori dan Daftar Pustaka.</p> <p>4. Dasar Penguatan dalam pembahasan selanjutnya menggunakan hasil penelitian yg sudah ada / terdulu.<br/>Supaya sistem</p> |                           |