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# **Lampiran**

**Lampiran 1**

Lampiran 1 Lembar Kuesioner

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh Gaya Kepemimpinan Transformasional, Reward, dan Motivasi Ekstrinsik Terhadap Kinerja Karyawan Produksi PT. Halt Manufaktur Sentosa Tegal

Kepada Yth

Sdr. Responden

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari saudarauntuk mengisi kuesioner yang telah saya sediakan.

Adapun data yang saya minta adalah sesuai dengan kondisi yang dirasakan Saudara selama ini. Saya akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

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

|  |  |  |
| --- | --- | --- |
|  |  | Tegal, Juli 2022 |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  Dimas Prana Almukit |

**KARAKTERISTIK RESPONDEN**

1. **PETUNTUK PENGISIAN**
2. Mohon dengan hormat dan kesediaan Bapak/Ibu/Sdr untuk mengisi seluruh pernyataan yang ada.
3. Beri tanda (√) pada kolom yang tersedia.
4. **DATA RESPONDEN**
5. Jenis Kelamin : Laki-Laki

 Perempuan

1. Pendidikan Terakhir : SD/SMP

 SMA

 DIII/S1

 S2

1. Umur : 25-35 tahun

 36-40 tahun

 41-45 tahun

>4 45-50 tahun

1. Masa Kerja : 1- 5 tahun

 6-10 tahun

>11 tahun

 **C. KETERANGAN JAWABAN**

|  |
| --- |
| Sangat setuju (SS) |
| Setuju (S) |
| Netral (N) |
| Tidak setuju (TS) |
| Sangat tidak setuju (STS) |

1. **KINERJA KARYAWAN**

|  |  |  |
| --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Karyawan dapat menyelesaikan pekerjaan dengan teliti |  |  |  |  |  |
| 2 | Karyawan tidak dapat menyelesaikan pekerjaan dengan baik  |  |  |  |  |  |
| 3 | Karyawan tidak dapat menyelesaikan pekerjaan tepat waktu  |  |  |  |  |  |
| 4 | Karyawan dapat menyelesaikan pekerjaan dengan cepat  |  |  |  |  |  |
| 5 | Karyawan tidak berani dalam mengambil keputusan dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 6 | Karyawan bertanggung jawab atas tugas yang diberikan  |  |  |  |  |  |
| 7 | Karyawan bekerja dengan jujur.  |  |  |  |  |  |
| 8 | Karyawan tidak dapat mencapai target setiap kali diberi pekerjaan.  |  |  |  |  |  |
| 9 | Kayawan bekerja sesuai ketentuan yang ada di perusahaan. |  |  |  |  |  |
| 10 | Karyawan memahami setiap tugas yang diberikan untuk mencapai tujuan perusahaan |  |  |  |  |  |

1. **GAYA KEPEMIMPINAN TRANSFORMASIONAL**

|  |  |  |
| --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Pemimpin mengarahkan karyawan sesuai dengan visi perusahaan  |  |  |  |  |  |
| 2 | Pemimpin mengarahkan karyawan sesuai dengan misi perusahaan |  |  |  |  |  |
| 3 | Pemimpin Mendapatkan Respek dari karyawan |  |  |  |  |  |
| 4 | Pemimpin Memberikan Kepercayaan kepada Bawahan |  |  |  |  |  |
| 5 | Perilaku Pemimpin Mampu Mengkomunikasikan Harapan Yang Tingi kepada karyawan |  |  |  |  |  |
| 6 | pemimpin mampu menginspirasi bawahan untuk mencapai tujuan |  |  |  |  |  |
| 7 | pemimpinmampu meningkatkan kreativitas  |  |  |  |  |  |
| 8 | Pemimpinmampu meningkatkan inovasi bawahan |  |  |  |  |  |
| 9 | Pemimpin mampu meningkatkan rasionalitas |  |  |  |  |  |
| 10 | pemimpinmampu meningkatkan pemecahan masalah secara cermat |  |  |  |  |  |

1. **REWARD**

|  |  |  |
| --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 | Penghargaan (uang) yang diberikan sesuaidengan kebutuhan karyawan |  |  |  |  |  |
| 2 | Penghargaan (uang)memberikan dorongan bagi karyawan untuk semangat dalam bekerja |  |  |  |  |  |
| 3 | Sistem penghargaan (uang) terhadap karyawan untuk tetap bekerja |  |  |  |  |  |
| 4 | sistem penghargaan (uang)bermanfaat terhadap kepuasan kerja |  |  |  |  |  |
| 5 | Penghargaan yang diberikan (uang) sesuai dengan kinerja karyawan |  |  |  |  |  |
| 6 | Penghargaan (uang)yang diberikan sesuaidengan tanggungjawab |  |  |  |  |  |
| 7 | Penghargaan (uang) yang diberikansesuai dengan pangkat dan jabatan |  |  |  |  |  |
| 8 | Besarnya penghargaan(uang) yang diberikan kepada karyawan sudah sesuai |  |  |  |  |  |
| 9 | Penghargaan (uang) yang diberikan telah memenuhi rasa keadilan bagi karyawan  |  |  |  |  |  |
| 10 | Penghargaan (uang) diberikan ketika karyawan mencapai target produksi  |  |  |  |  |  |

1. **MOTIVASI EKSTRINSIK**

|  |  |  |
| --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1 |  Jabatan kerjakaryawan sesuai dengan waktu kerja karyawan |  |  |  |  |  |
| 2 |  Jabatan kerja karyawansesuai dengan gaji karyawan |  |  |  |  |  |
| 3 | Jabatan kerja karyawan sesuai dengan beratnya perkerjaan karyawan |  |  |  |  |  |
| 4 |  Komunikasi terjalin baik dengan atasan |  |  |  |  |  |
| 5 |  Komunikasi terjalin baik dengan teman kerja |  |  |  |  |  |
| 6 |  Perusahaan memberikan kebijakan kepada karyawan |  |  |  |  |  |
| 7 | Perusahaan Memberikan Pengawasan kepada karyawan |  |  |  |  |  |
| 8 | Perusahaan melindungi karyawan saat bekerja |  |  |  |  |  |
| 9 |  Atasan memberikan pengarahan kepada karyawan  |  |  |  |  |  |
| 10 | Karyawan termotivasi bekerja karena lingkungam kerja yang nyaman  |  |  |  |  |  |

**Lampiran 2**

**Data Uji Validitas dan Reliabilitas Variabel Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 35 |
| 2 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 32 |
| 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 32 |
| 5 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 29 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 7 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 30 |
| 8 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 38 |
| 9 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 35 |
| 10 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 37 |
| 11 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 38 |
| 12 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 26 |
| 13 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 35 |
| 14 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 37 |
| 15 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 32 |
| 16 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 39 |
| 17 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 39 |
| 18 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 46 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 31 |
| 20 | 4 | 4 | 3 | 3 | 5 | 5 | 3 | 4 | 5 | 3 | 39 |
| 21 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 36 |
| 22 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 23 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 32 |
| 24 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 45 |
| 25 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| 26 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 27 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 37 |
| 29 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 27 |
| 30 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |

**Lampiran 3**

**Data Uji Validitas dan Reliabilitas Variabel Gaya kepemimpinan tranformasional**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 40 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 39 |
| 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 3 | 5 | 3 | 41 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 6 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 42 |
| 7 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 41 |
| 8 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 9 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 40 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 11 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 40 |
| 12 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 3 | 4 | 41 |
| 13 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 14 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 41 |
| 15 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 41 |
| 16 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 41 |
| 17 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 19 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 31 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 39 |
| 22 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 41 |
| 23 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 47 |
| 24 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 41 |
| 26 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 39 |
| 27 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 43 |
| 28 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 40 |
| 29 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 37 |
| 30 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 29 |

**Lampiran 4**

**Data Uji Validitas dan Reliabilitas Variabel Reward**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 42 |
| 2 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 3 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 4 | 5 | 5 | 45 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 5 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 39 |
| 6 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 41 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 8 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 9 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 10 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 45 |
| 11 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 36 |
| 12 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 45 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 14 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 45 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 16 | 5 | 3 | 5 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 40 |
| 17 | 3 | 3 | 4 | 3 | 2 | 5 | 3 | 3 | 4 | 4 | 34 |
| 18 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 33 |
| 19 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 41 |
| 20 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 41 |
| 21 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 38 |
| 22 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 23 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 24 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 5 | 37 |
| 25 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 40 |
| 26 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 41 |
| 27 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 41 |
| 28 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 45 |
| 29 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 38 |
| 30 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 33 |

**Lampiran 5**

**Data Uji Validitas dan Reliabilitas Variabel Motivasi ekstrinsik**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 37 |
| 2 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 35 |
| 3 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 4 | 44 |
| 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 30 |
| 5 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 6 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 34 |
| 7 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 33 |
| 8 | 5 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 35 |
| 9 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 28 |
| 10 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 11 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 40 |
| 12 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 4 | 5 | 3 | 40 |
| 13 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 33 |
| 14 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 37 |
| 15 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 41 |
| 16 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 39 |
| 17 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 36 |
| 18 | 5 | 3 | 4 | 2 | 4 | 5 | 3 | 3 | 4 | 3 | 36 |
| 19 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 31 |
| 20 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 42 |
| 21 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 39 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 23 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 32 |
| 24 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 40 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 39 |
| 28 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 40 |
| 29 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 30 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 29 |

**Lampiran 6**

**Data Penelitian Variabel Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 43 |
| 2 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 44 |
| 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 4 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 40 |
| 5 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 41 |
| 6 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| 7 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 43 |
| 8 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 42 |
| 9 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 10 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 43 |
| 11 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 41 |
| 12 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 42 |
| 13 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 40 |
| 14 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 43 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 44 |
| 16 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 36 |
| 17 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 41 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 19 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 42 |
| 20 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 43 |
| 21 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 22 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 44 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 42 |
| 24 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 25 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 26 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 39 |
| 27 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 43 |
| 28 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 40 |
| 29 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 30 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 31 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 32 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |

**Lampiran 7**

**Data Penelitian Variabel Gaya kepemimpinan tranformasional**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 5 | 45 |
| 2 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 43 |
| 3 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 40 |
| 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 3 | 40 |
| 6 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 41 |
| 7 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| 8 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 44 |
| 9 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 44 |
| 10 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 43 |
| 11 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 12 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 13 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 14 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 41 |
| 15 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 16 | 4 | 5 | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 37 |
| 17 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 40 |
| 18 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 43 |
| 19 | 5 | 4 | 3 | 5 | 3 | 3 | 5 | 4 | 5 | 5 | 42 |
| 20 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 21 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 43 |
| 22 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 23 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 43 |
| 24 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 25 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 45 |
| 26 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 38 |
| 27 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 44 |
| 28 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 41 |
| 29 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 42 |
| 30 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 31 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 32 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 45 |

**Lampiran 8**

**Data Penelitian Variabel Reward**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 2 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 45 |
| 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 4 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 43 |
| 5 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 41 |
| 6 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 42 |
| 7 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |
| 8 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 40 |
| 9 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 5 | 4 | 41 |
| 10 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 11 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 42 |
| 12 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 41 |
| 13 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 40 |
| 14 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 40 |
| 15 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 43 |
| 16 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 39 |
| 17 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 18 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 3 | 42 |
| 19 | 5 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 5 | 41 |
| 20 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 43 |
| 21 | 4 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 42 |
| 22 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 43 |
| 23 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 24 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 45 |
| 25 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 26 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 27 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 41 |
| 28 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 41 |
| 29 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 30 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 42 |
| 31 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 46 |
| 32 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |

**Lampiran 9**

**Data Penelitian Variabel Motivasi ekstrinsik**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Total |
| 1 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 2 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 41 |
| 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 40 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 40 |
| 6 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 7 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 44 |
| 8 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 44 |
| 9 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 10 | 5 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 41 |
| 11 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 12 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 42 |
| 13 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 38 |
| 14 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 40 |
| 15 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 44 |
| 16 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 35 |
| 17 | 4 | 3 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 42 |
| 18 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 43 |
| 19 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 40 |
| 20 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 41 |
| 21 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 22 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 40 |
| 24 | 5 | 4 | 5 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 41 |
| 25 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 40 |
| 26 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 40 |
| 27 | 3 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 42 |
| 28 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 42 |
| 29 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 30 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 31 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 43 |
| 32 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |

**Lampiran 10**

**Metode Succesive Interval Variabel Kinerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | TOTAL |
| 3,857 | 2,278 | 2,180 | 2,311 | 3,762 | 2,352 | 2,061 | 2,419 | 3,742 | 2,301 | 27,263 |
| 3,857 | 2,278 | 3,457 | 2,311 | 2,350 | 3,742 | 3,368 | 3,882 | 2,352 | 1,000 | 28,596 |
| 2,396 | 3,617 | 2,180 | 3,685 | 2,350 | 2,352 | 2,061 | 3,882 | 3,742 | 2,301 | 28,566 |
| 1,000 | 2,278 | 2,180 | 3,685 | 1,000 | 2,352 | 3,368 | 2,419 | 2,352 | 2,301 | 22,936 |
| 2,396 | 3,617 | 1,000 | 3,685 | 2,350 | 2,352 | 3,368 | 3,882 | 1,000 | 1,000 | 24,651 |
| 2,396 | 3,617 | 2,180 | 3,685 | 3,762 | 2,352 | 3,368 | 2,419 | 2,352 | 2,301 | 28,433 |
| 3,857 | 3,617 | 3,457 | 2,311 | 3,762 | 1,000 | 2,061 | 3,882 | 1,000 | 2,301 | 27,249 |
| 3,857 | 2,278 | 2,180 | 3,685 | 2,350 | 2,352 | 1,000 | 3,882 | 2,352 | 2,301 | 26,238 |
| 3,857 | 2,278 | 1,000 | 3,685 | 3,762 | 2,352 | 3,368 | 2,419 | 2,352 | 3,634 | 28,708 |
| 3,857 | 1,000 | 2,180 | 2,311 | 3,762 | 3,742 | 2,061 | 2,419 | 3,742 | 2,301 | 27,374 |
| 2,396 | 3,617 | 1,000 | 2,311 | 3,762 | 2,352 | 1,000 | 2,419 | 3,742 | 2,301 | 24,900 |
| 2,396 | 2,278 | 3,457 | 3,685 | 2,350 | 1,000 | 2,061 | 2,419 | 2,352 | 3,634 | 25,632 |
| 1,000 | 2,278 | 1,000 | 1,000 | 3,762 | 2,352 | 3,368 | 3,882 | 2,352 | 2,301 | 23,295 |
| 2,396 | 2,278 | 1,000 | 3,685 | 2,350 | 3,742 | 2,061 | 3,882 | 3,742 | 2,301 | 27,436 |
| 3,857 | 2,278 | 3,457 | 2,311 | 3,762 | 2,352 | 3,368 | 1,000 | 2,352 | 3,634 | 28,372 |
| 3,857 | 1,000 | 1,000 | 2,311 | 2,350 | 2,352 | 1,000 | 2,419 | 1,000 | 1,000 | 18,289 |
| 2,396 | 1,000 | 2,180 | 3,685 | 1,000 | 3,742 | 3,368 | 2,419 | 2,352 | 2,301 | 24,443 |
| 2,396 | 2,278 | 3,457 | 3,685 | 2,350 | 3,742 | 3,368 | 3,882 | 2,352 | 2,301 | 29,811 |
| 2,396 | 3,617 | 3,457 | 2,311 | 2,350 | 1,000 | 2,061 | 3,882 | 2,352 | 2,301 | 25,727 |
| 3,857 | 2,278 | 2,180 | 3,685 | 3,762 | 2,352 | 3,368 | 3,882 | 1,000 | 1,000 | 27,365 |
| 3,857 | 2,278 | 3,457 | 2,311 | 2,350 | 2,352 | 3,368 | 2,419 | 2,352 | 3,634 | 28,378 |
| 2,396 | 3,617 | 2,180 | 3,685 | 2,350 | 1,000 | 3,368 | 3,882 | 3,742 | 2,301 | 28,521 |
| 2,396 | 1,000 | 2,180 | 2,311 | 2,350 | 2,352 | 3,368 | 2,419 | 3,742 | 3,634 | 25,751 |
| 3,857 | 2,278 | 2,180 | 3,685 | 2,350 | 3,742 | 2,061 | 2,419 | 3,742 | 2,301 | 28,614 |
| 2,396 | 3,617 | 1,000 | 3,685 | 3,762 | 2,352 | 2,061 | 3,882 | 3,742 | 3,634 | 30,131 |
| 3,857 | 2,278 | 3,457 | 1,000 | 2,350 | 1,000 | 2,061 | 1,000 | 2,352 | 2,301 | 21,656 |
| 3,857 | 3,617 | 1,000 | 2,311 | 2,350 | 2,352 | 3,368 | 3,882 | 3,742 | 1,000 | 27,479 |
| 3,857 | 1,000 | 2,180 | 1,000 | 1,000 | 2,352 | 3,368 | 2,419 | 3,742 | 2,301 | 23,219 |
| 2,396 | 2,278 | 3,457 | 2,311 | 2,350 | 3,742 | 2,061 | 3,882 | 3,742 | 3,634 | 29,851 |
| 2,396 | 3,617 | 2,180 | 2,311 | 3,762 | 3,742 | 3,368 | 2,419 | 2,352 | 3,634 | 29,781 |
| 2,396 | 3,617 | 2,180 | 3,685 | 3,762 | 3,742 | 2,061 | 3,882 | 3,742 | 2,301 | 31,368 |
| 2,396 | 3,617 | 3,457 | 2,311 | 3,762 | 3,742 | 3,368 | 3,882 | 2,352 | 2,301 | 31,188 |

**Lampiran 11**

**Metode Succesive Interval Variabel Gaya kepemimpinan tranformasional**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | total |
| 2,353 | 1,000 | 2,186 | 2,220 | 3,786 | 2,311 | 2,099 | 2,216 | 3,256 | 3,288 | 24,715 |
| 3,735 | 2,254 | 2,186 | 1,000 | 2,378 | 3,685 | 3,385 | 2,216 | 3,256 | 2,169 | 26,266 |
| 2,353 | 3,533 | 2,186 | 2,220 | 2,378 | 3,685 | 2,099 | 1,000 | 1,984 | 3,288 | 24,728 |
| 2,353 | 2,254 | 2,186 | 3,513 | 2,378 | 2,311 | 3,385 | 2,216 | 3,256 | 3,288 | 27,141 |
| 2,353 | 2,254 | 1,000 | 2,220 | 2,378 | 2,311 | 3,385 | 3,495 | 3,256 | 2,169 | 24,822 |
| 2,353 | 3,533 | 2,186 | 3,513 | 3,786 | 2,311 | 2,099 | 2,216 | 3,256 | 3,288 | 28,541 |
| 3,735 | 3,533 | 3,480 | 2,220 | 2,378 | 1,000 | 2,099 | 3,495 | 4,659 | 3,288 | 29,887 |
| 3,735 | 3,533 | 2,186 | 3,513 | 2,378 | 2,311 | 1,000 | 3,495 | 3,256 | 4,567 | 29,975 |
| 2,353 | 2,254 | 2,186 | 3,513 | 3,786 | 2,311 | 2,099 | 2,216 | 3,256 | 3,288 | 27,262 |
| 3,735 | 1,000 | 1,000 | 2,220 | 3,786 | 2,311 | 3,385 | 2,216 | 4,659 | 2,169 | 26,482 |
| 2,353 | 3,533 | 1,000 | 2,220 | 2,378 | 3,685 | 2,099 | 2,216 | 4,659 | 3,288 | 27,432 |
| 2,353 | 2,254 | 2,186 | 3,513 | 2,378 | 2,311 | 1,000 | 3,495 | 3,256 | 4,567 | 27,314 |
| 1,000 | 1,000 | 2,186 | 2,220 | 3,786 | 2,311 | 1,000 | 2,216 | 3,256 | 3,288 | 22,263 |
| 1,000 | 1,000 | 3,480 | 3,513 | 3,786 | 3,685 | 2,099 | 1,000 | 3,256 | 2,169 | 24,988 |
| 3,735 | 2,254 | 3,480 | 2,220 | 3,786 | 2,311 | 3,385 | 1,000 | 3,256 | 4,567 | 29,994 |
| 2,353 | 1,000 | 2,186 | 2,220 | 2,378 | 1,000 | 1,000 | 2,216 | 1,984 | 2,169 | 18,508 |
| 2,353 | 1,000 | 2,186 | 3,513 | 1,000 | 3,685 | 3,385 | 2,216 | 3,256 | 4,567 | 27,162 |
| 2,353 | 2,254 | 3,480 | 3,513 | 2,378 | 1,000 | 3,385 | 3,495 | 3,256 | 3,288 | 28,402 |
| 2,353 | 2,254 | 3,480 | 2,220 | 2,378 | 1,000 | 2,099 | 2,216 | 3,256 | 3,288 | 24,544 |
| 3,735 | 1,000 | 2,186 | 2,220 | 3,786 | 2,311 | 3,385 | 1,000 | 1,984 | 4,567 | 26,175 |
| 2,353 | 2,254 | 3,480 | 2,220 | 3,786 | 3,685 | 3,385 | 2,216 | 3,256 | 4,567 | 31,203 |
| 2,353 | 2,254 | 3,480 | 2,220 | 2,378 | 3,685 | 3,385 | 3,495 | 4,659 | 3,288 | 31,198 |
| 2,353 | 1,000 | 2,186 | 2,220 | 2,378 | 2,311 | 3,385 | 3,495 | 3,256 | 2,169 | 24,755 |
| 3,735 | 2,254 | 3,480 | 3,513 | 1,000 | 3,685 | 1,000 | 1,000 | 3,256 | 3,288 | 26,211 |
| 2,353 | 3,533 | 2,186 | 1,000 | 1,000 | 2,311 | 2,099 | 2,216 | 3,256 | 4,567 | 24,521 |
| 1,000 | 2,254 | 1,000 | 2,220 | 2,378 | 3,685 | 1,000 | 3,495 | 4,659 | 3,288 | 24,979 |
| 1,000 | 2,254 | 3,480 | 1,000 | 3,786 | 2,311 | 3,385 | 1,000 | 4,659 | 4,567 | 27,442 |
| 3,735 | 1,000 | 3,480 | 1,000 | 2,378 | 3,685 | 2,099 | 2,216 | 4,659 | 3,288 | 27,540 |
| 2,353 | 2,254 | 3,480 | 3,513 | 3,786 | 2,311 | 2,099 | 3,495 | 3,256 | 4,567 | 31,114 |
| 2,353 | 2,254 | 1,000 | 2,220 | 2,378 | 3,685 | 3,385 | 2,216 | 3,256 | 4,567 | 27,315 |
| 2,353 | 3,533 | 2,186 | 3,513 | 3,786 | 2,311 | 2,099 | 1,000 | 4,659 | 3,288 | 28,728 |
| 2,353 | 3,533 | 3,480 | 2,220 | 3,786 | 2,311 | 3,385 | 3,495 | 4,659 | 4,567 | 33,790 |

**Lampiran 12**

**Metode Succesive Interval Variabel Reward**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | total |
| 3,898 | 3,717 | 3,554 | 2,363 | 3,632 | 1,000 | 3,555 | 2,247 | 3,906 | 3,658 | 31,530 |
| 3,898 | 2,349 | 3,554 | 2,363 | 3,632 | 2,288 | 1,000 | 3,392 | 3,906 | 2,290 | 28,671 |
| 2,455 | 3,717 | 2,187 | 3,735 | 2,270 | 1,000 | 2,256 | 3,392 | 2,441 | 2,290 | 25,743 |
| 2,455 | 2,349 | 3,554 | 2,363 | 2,270 | 2,288 | 2,256 | 3,392 | 1,000 | 2,290 | 24,217 |
| 3,898 | 1,000 | 2,187 | 2,363 | 3,632 | 2,288 | 2,256 | 2,247 | 3,906 | 1,000 | 24,777 |
| 2,455 | 2,349 | 2,187 | 2,363 | 1,000 | 1,000 | 3,555 | 4,659 | 3,906 | 2,290 | 25,765 |
| 2,455 | 2,349 | 3,554 | 2,363 | 2,270 | 2,288 | 1,000 | 3,392 | 2,441 | 2,290 | 24,402 |
| 3,898 | 2,349 | 3,554 | 3,735 | 3,632 | 2,288 | 2,256 | 3,392 | 3,906 | 1,000 | 30,010 |
| 3,898 | 2,349 | 2,187 | 2,363 | 2,270 | 2,288 | 3,555 | 3,392 | 3,906 | 3,658 | 29,866 |
| 2,455 | 1,000 | 2,187 | 2,363 | 3,632 | 3,622 | 3,555 | 2,247 | 3,906 | 3,658 | 28,626 |
| 2,455 | 1,000 | 2,187 | 3,735 | 2,270 | 2,288 | 1,000 | 4,659 | 2,441 | 2,290 | 24,325 |
| 2,455 | 2,349 | 3,554 | 1,000 | 2,270 | 2,288 | 2,256 | 2,247 | 2,441 | 2,290 | 23,150 |
| 2,455 | 1,000 | 2,187 | 1,000 | 2,270 | 2,288 | 2,256 | 3,392 | 2,441 | 2,290 | 21,580 |
| 1,000 | 2,349 | 2,187 | 2,363 | 2,270 | 2,288 | 3,555 | 2,247 | 3,906 | 3,658 | 25,823 |
| 3,898 | 2,349 | 3,554 | 2,363 | 2,270 | 3,622 | 3,555 | 3,392 | 2,441 | 3,658 | 31,102 |
| 2,455 | 3,717 | 1,000 | 3,735 | 2,270 | 1,000 | 1,000 | 2,247 | 2,441 | 1,000 | 20,865 |
| 2,455 | 2,349 | 1,000 | 2,363 | 2,270 | 3,622 | 3,555 | 3,392 | 1,000 | 2,290 | 24,296 |
| 3,898 | 2,349 | 3,554 | 1,000 | 3,632 | 3,622 | 2,256 | 2,247 | 2,441 | 3,658 | 28,657 |
| 3,898 | 2,349 | 1,000 | 3,735 | 1,000 | 1,000 | 3,555 | 3,392 | 3,906 | 3,658 | 27,493 |
| 2,455 | 3,717 | 3,554 | 2,363 | 2,270 | 2,288 | 2,256 | 3,392 | 2,441 | 2,290 | 27,026 |
| 3,898 | 2,349 | 3,554 | 1,000 | 1,000 | 2,288 | 3,555 | 4,659 | 2,441 | 3,658 | 28,402 |
| 2,455 | 3,717 | 3,554 | 2,363 | 2,270 | 3,622 | 2,256 | 3,392 | 3,906 | 2,290 | 29,824 |
| 3,898 | 3,717 | 2,187 | 3,735 | 3,632 | 2,288 | 1,000 | 3,392 | 2,441 | 2,290 | 28,580 |
| 2,455 | 2,349 | 3,554 | 2,363 | 3,632 | 3,622 | 2,256 | 3,392 | 3,906 | 3,658 | 31,187 |
| 3,898 | 3,717 | 2,187 | 3,735 | 2,270 | 3,622 | 2,256 | 2,247 | 3,906 | 3,658 | 31,496 |
| 2,455 | 2,349 | 1,000 | 1,000 | 2,270 | 1,000 | 2,256 | 4,659 | 2,441 | 2,290 | 21,720 |
| 2,455 | 3,717 | 1,000 | 3,735 | 3,632 | 1,000 | 3,555 | 4,659 | 2,441 | 3,658 | 29,852 |
| 2,455 | 2,349 | 3,554 | 3,735 | 2,270 | 3,622 | 2,256 | 2,247 | 2,441 | 1,000 | 25,929 |
| 2,455 | 2,349 | 3,554 | 2,363 | 2,270 | 2,288 | 1,000 | 4,659 | 3,906 | 2,290 | 27,133 |
| 3,898 | 1,000 | 2,187 | 3,735 | 2,270 | 2,288 | 3,555 | 4,659 | 2,441 | 2,290 | 28,323 |
| 2,455 | 3,717 | 3,554 | 2,363 | 3,632 | 3,622 | 3,555 | 3,392 | 3,906 | 3,658 | 33,854 |
| 3,898 | 2,349 | 3,554 | 2,363 | 3,632 | 1,000 | 2,256 | 4,659 | 3,906 | 3,658 | 31,275 |

**Lampiran 13**

**Metode Succesive Interval Variabel Motivasi ekstrinsik**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | TOTAL |
| 4,253 | 1,000 | 3,686 | 3,835 | 2,432 | 2,236 | 2,217 | 3,766 | 3,501 | 2,329 | 29,254 |
| 2,712 | 3,575 | 3,686 | 3,835 | 2,432 | 2,236 | 1,000 | 3,766 | 3,501 | 3,684 | 30,427 |
| 4,253 | 2,275 | 3,686 | 2,397 | 2,432 | 2,236 | 2,217 | 2,374 | 2,234 | 3,684 | 27,787 |
| 4,253 | 2,275 | 3,686 | 3,835 | 1,000 | 2,236 | 2,217 | 3,766 | 2,234 | 2,329 | 27,829 |
| 4,253 | 1,000 | 2,285 | 3,835 | 2,432 | 3,494 | 1,000 | 2,374 | 2,234 | 2,329 | 25,235 |
| 2,712 | 3,575 | 2,285 | 2,397 | 2,432 | 1,000 | 3,534 | 3,766 | 2,234 | 2,329 | 26,264 |
| 4,253 | 2,275 | 2,285 | 3,835 | 2,432 | 2,236 | 3,534 | 2,374 | 3,501 | 3,684 | 30,409 |
| 4,253 | 1,000 | 2,285 | 2,397 | 2,432 | 2,236 | 3,534 | 2,374 | 2,234 | 1,000 | 23,745 |
| 2,712 | 2,275 | 2,285 | 2,397 | 3,860 | 1,000 | 3,534 | 1,000 | 3,501 | 2,329 | 24,892 |
| 2,712 | 3,575 | 2,285 | 2,397 | 2,432 | 1,000 | 2,217 | 2,374 | 2,234 | 2,329 | 23,555 |
| 2,712 | 1,000 | 2,285 | 3,835 | 3,860 | 2,236 | 1,000 | 3,766 | 3,501 | 2,329 | 26,523 |
| 4,253 | 2,275 | 3,686 | 1,000 | 3,860 | 2,236 | 2,217 | 2,374 | 1,000 | 2,329 | 25,228 |
| 2,712 | 1,000 | 3,686 | 2,397 | 2,432 | 1,000 | 2,217 | 2,374 | 2,234 | 3,684 | 23,736 |
| 2,712 | 1,000 | 3,686 | 2,397 | 2,432 | 1,000 | 3,534 | 2,374 | 2,234 | 2,329 | 23,698 |
| 2,712 | 2,275 | 3,686 | 3,835 | 3,860 | 3,494 | 1,000 | 2,374 | 1,000 | 3,684 | 27,919 |
| 2,712 | 3,575 | 1,000 | 3,835 | 2,432 | 3,494 | 1,000 | 1,000 | 2,234 | 1,000 | 22,282 |
| 4,253 | 2,275 | 1,000 | 2,397 | 2,432 | 2,236 | 2,217 | 2,374 | 2,234 | 3,684 | 25,101 |
| 2,712 | 3,575 | 3,686 | 3,835 | 3,860 | 2,236 | 3,534 | 1,000 | 1,000 | 1,000 | 26,438 |
| 4,253 | 2,275 | 2,285 | 3,835 | 1,000 | 1,000 | 1,000 | 3,766 | 2,234 | 3,684 | 25,331 |
| 4,253 | 3,575 | 3,686 | 3,835 | 2,432 | 2,236 | 3,534 | 1,000 | 1,000 | 2,329 | 27,880 |
| 2,712 | 2,275 | 2,285 | 3,835 | 1,000 | 1,000 | 3,534 | 3,766 | 3,501 | 2,329 | 26,236 |
| 4,253 | 2,275 | 3,686 | 3,835 | 2,432 | 3,494 | 2,217 | 2,374 | 1,000 | 2,329 | 27,894 |
| 4,253 | 3,575 | 2,285 | 3,835 | 3,860 | 2,236 | 2,217 | 2,374 | 2,234 | 2,329 | 29,197 |
| 2,712 | 3,575 | 3,686 | 3,835 | 2,432 | 2,236 | 2,217 | 2,374 | 3,501 | 3,684 | 30,252 |
| 4,253 | 2,275 | 3,686 | 3,835 | 2,432 | 2,236 | 2,217 | 3,766 | 2,234 | 2,329 | 29,262 |
| 2,712 | 2,275 | 1,000 | 2,397 | 2,432 | 1,000 | 2,217 | 2,374 | 1,000 | 2,329 | 19,735 |
| 4,253 | 2,275 | 2,285 | 2,397 | 2,432 | 1,000 | 2,217 | 2,374 | 3,501 | 2,329 | 25,062 |
| 4,253 | 2,275 | 3,686 | 1,000 | 1,000 | 2,236 | 2,217 | 1,000 | 3,501 | 3,684 | 24,851 |
| 2,712 | 2,275 | 3,686 | 2,397 | 2,432 | 2,236 | 3,534 | 3,766 | 2,234 | 2,329 | 27,600 |
| 4,253 | 1,000 | 2,285 | 3,835 | 2,432 | 3,494 | 2,217 | 2,374 | 2,234 | 2,329 | 26,452 |
| 4,253 | 3,575 | 3,686 | 3,835 | 1,000 | 3,494 | 2,217 | 2,374 | 3,501 | 3,684 | 31,618 |
| 4,253 | 2,275 | 1,000 | 2,397 | 2,432 | 3,494 | 3,534 | 3,766 | 3,501 | 3,684 | 30,335 |

**Lampiran 14**

**Uji Validitas Variabel Kinerja**

|  |
| --- |
| **Correlations** |
|  | skor\_total |
| item\_1 | Pearson Correlation | ,581\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,754\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,483\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,486\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,675\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,514\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_7 | Pearson Correlation | ,592\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_8 | Pearson Correlation | ,605\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,454\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_10 | Pearson Correlation | ,762\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 15**

**Uji Validitas Variabel Gaya kepemimpinan tranformasional**

|  |  |
| --- | --- |
|  | skor\_total |
| item\_1 | Pearson Correlation | ,670\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_2 | Pearson Correlation | ,442\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,670\*\* |
| Sig. (2-tailed) | ,007 |
| N | 30 |
| item\_4 | Pearson Correlation | ,745\*\* |
| Sig. (2-tailed) | ,006 |
| N | 30 |
| item\_5 | Pearson Correlation | ,697\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,444\*\* |
| Sig. (2-tailed) | ,004 |
| N | 30 |
| item\_7 | Pearson Correlation | ,536\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_8 | Pearson Correlation | ,705\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,557\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_10 | Pearson Correlation | ,457\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 16**

**Uji Validitas Variabel Reward**

|  |
| --- |
|  |
|  | skor\_total |
| item\_1 | Pearson Correlation | ,667\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,826\* |
| Sig. (2-tailed) | ,012 |
| N | 30 |
| item\_3 | Pearson Correlation | ,725\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,696\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,818\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,616\* |
| Sig. (2-tailed) | ,016 |
| N | 30 |
| item\_7 | Pearson Correlation | ,694\*\* |
| Sig. (2-tailed) | ,003 |
| N | 30 |
| item\_8 | Pearson Correlation | ,698\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,651\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_10 | Pearson Correlation | ,746\*\* |
| Sig. (2-tailed) | ,009 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 17**

**Uji Validitas Variabel Motivasi ekstrinsik**

|  |
| --- |
|  |
|  | skor\_total |
| item\_1 | Pearson Correlation | ,888\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_2 | Pearson Correlation | ,842\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,757\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_4 | Pearson Correlation | ,696\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_5 | Pearson Correlation | ,680\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,709\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_7 | Pearson Correlation | ,704\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_8 | Pearson Correlation | ,765\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_9 | Pearson Correlation | ,771\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_10 | Pearson Correlation | ,772\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Lampiran 18**

**Uji Reliabilitas Variabel Kinerja**

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,794 | 10 |

**Lampiran 19**

**Uji Reliabilitas Variabel Gaya kepemimpinan tranformasional**

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,796 | 10 |

**Lampiran 20**

**Uji Reliabilitas Variabel Reward**

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,892 | 10 |

**Lampiran 21**

**Uji Reliabilitas Variabel Motivasi ekstrinsik**

|  |
| --- |
| **Reliability Statistics** |
| Cronbach's Alpha | N of Items |
| ,918 | 10 |

**Lampiran 22**

**UJI NORMALITAS**

|  |
| --- |
| **One-Sample Kolmogorov-Smirnov Test** |
|  | Unstandardized Residual |
| N | 46 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 2,79912219 |
| Most Extreme Differences | Absolute | ,070 |
| Positive | ,070 |
| Negative | -,057 |
| Test Statistic | ,070 |
| Asymp. Sig. (2-tailed) | ,200c,d |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |
| d. This is a lower bound of the true significance. |

**UJI MULTIKONIERITAS**

|  |
| --- |
| **Coefficientsa** |
| Model | Collinearity Statistics |  |
| Tolerance | VIF |  |
| 1 | (Constant) |  |  |  |
| gaya kepemimpinan transformasional | ,425 | 2,352 |  |
| Reward | ,502 | 1,994 |  |
| motivasi ekstrinsik | ,735 | 1,361 |  |
| a. Dependent Variable: Kinerja karyawan |

**Lampiran 23**

**Uji Heterokedastisitas**



**Uji Autokorelasi**

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,895a | ,801 | ,787 | 2,8973667 | 1,492 |
| a. Predictors: (Constant), motivasi ekstrinsik, reward, gaya kepemimpinan transformasional |
| b. Dependent Variable: Kinerja karyawan |

**Lampiran 24**

**Uji Linieritas**

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1416,946 | 3 | 472,315 | 56,263 | ,000b |
| Residual | 352,579 | 42 | 8,395 |  |  |
| Total | 1769,525 | 45 |  |  |  |
| a. Dependent Variable: Kinerja karyawan |
| b. Predictors: (Constant), motivasi ekstrinsik, reward, gaya kepemimpinan transformasional |

**Analisis Regresi Linier Berganda**

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |  |
| B | Std. Error | Beta |  |
| 1 | (Constant) | 2,337 | 3,822 |  | ,612 | ,544 |  |
| gaya kepemimpinan transformasional | 1,390 | ,245 | ,599 | 5,665 | ,000 |  |
| Reward | ,793 | ,120 | ,641 | 6,591 | ,000 |  |
| motivasi ekstrinsik | ,840 | ,127 | ,530 | 6,591 | ,000 |  |
| a. Dependent Variable: Kinerja karyawan |

**Lampiran 25**

**Uji T**

|  |
| --- |
| **Coefficientsa** |
| Model | Unstandardized Coefficients | Standardized Coefficients | t | Sig. |  |
| B | Std. Error | Beta |  |
| 1 | (Constant) | 2,337 | 3,822 |  | ,612 | ,544 |  |
| gaya kepemimpinan transformasional | 1,390 | ,245 | ,599 | 5,665 | ,000 |  |
| Reward | ,793 | ,120 | ,641 | 6,591 | ,000 |  |
| motivasi ekstrinsik | ,840 | ,127 | ,530 | 6,591 | ,000 |  |
| a. Dependent Variable: Kinerja karyawan |

**Lampiran 26**

**Uji F**

|  |
| --- |
| **ANOVAa** |
| Model | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1416,946 | 3 | 472,315 | 56,263 | ,000b |
| Residual | 352,579 | 42 | 8,395 |  |  |
| Total | 1769,525 | 45 |  |  |  |
| a. Dependent Variable: Kinerja karyawan |
| b. Predictors: (Constant), motivasi ekstrinsik, reward, gaya kepemimpinan transformasional |

**UJI DETERMINASI**

|  |
| --- |
| **Model Summaryb** |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,895a | ,801 | ,787 | 2,8973667 | 1,492 |
| a. Predictors: (Constant), motivasi ekstrinsik, reward, gaya kepemimpinan transformasional |
| b. Dependent Variable: Kinerja karyawan |