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# LAMPIRAN

**Lampiran 1 KUESIONER PENELITIAN**

Yth.Bapak/Ibu Responden

Dengan Hormat,

Saya yang bertanda tangan dibawah ini:

Nama : Nur Indriyani

NPM : 4119500160

Mengajukan permohonan pengisian kuesioner yang digunakan sebagai sumber data dalam penelitian yang berjudul Pengaruh Gaya Kepemimpinan Transformasional, Pelatihan Kerja dan Kerjasama Tim Terhadap Kualitas Kerja Pada PT Barokah Wisata Guci. Dalam rangka menyelesaikan penelitian, kami mahasiswa Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal, mohon partisipasinya dari Bapak/Ibu untuk mengisi kuesioner yang telah kami sediakan.

Adapun data kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu selama ini, kami akan menjaga kerahasian karena data ini hanya untuk kepentingan penelitian.

Setiap Jawaban yang kami berikan merupakan bantuan yang sangat berarti untuk penelitian ini, untuk itu kami ucapkan terimakasih.

Hormat saya

Nur Indriyani

**Lampiran 2**

**KARAKTERISTIK RESPONDEN**

**Petunjuk Pengisian**

Sebelum mengisi daftar pertanyaan utama, Bapak/Ibu dimohon untuk mengisi data responden yang penting untuk penelitian ini.

Berikan tanda (√) pada kotak yang tersedia.

Terdapat 5 alternatif jawaban yaitu:

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

|  |  |  |
| --- | --- | --- |
| 1. Jenis Kelamin : | a. Laki-laki  b. Permpuan |  |
| 1. Pendidikan : | * + - * 1. SMP         2. SMK/SMK         3. Diploma/S1/S2/S3 |  |
| 1. Umur : | * + - * 1. 20-30         2. 30-40         3. > 40 |  |

Kualitas Kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | ALTERNATIF PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| **TUGAS DAN KEMAMPUAN INTELEKTUAL** | | | | | | |
| 1 | Saya dapat menyelesaikan pekerjaan dengan baik sesuai dengan tugas yang diberikan. |  |  |  |  |  |
| 2 | Saya dapat menyelesaikan pekerjaan sesuai pengetahuan yang dimiliki. |  |  |  |  |  |
| 3 | Saya menggunakan kemampuan pengetahuan yang saya miliki untuk menyelesaikan tugas yang diberikan oleh instansi. |  |  |  |  |  |
| **CAKAP DAN MEMILIKI KEAHLIAN** | | | | | | |
| 4 | Saya dapat menyelesaikan pekerjaan dengan waktu kerja yang ditentukan oleh instansi. |  |  |  |  |  |
| 5 | Keterampilan yang saya miliki berpengaruh terhadap mutu kerja yang diberikan instansi |  |  |  |  |  |
| 6 | Saya memiliki keahlian dalam menyelesaikan tugas yang diberikan |  |  |  |  |  |
| **KESADARAN DAN KETERSEDIAAN PEGAWAI** | | | | | | |
| 7 | Sebagai pegawai saya selalu siap mematuhi peraturan yang ada. |  |  |  |  |  |
| 8 | Saya selalu hadir tepat waktu dalam bekerja. |  |  |  |  |  |
| 9 | Saya mampu mematuhi kebijakan yang ditetapkan dan tepat waktu dalam menyelesaikan pekerjaan. |  |  |  |  |  |

2. Gaya Kepemimpinan Transformasional

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **MEMBERIKAN VISI MISI** | | | | | | |
| 1 | Pemimin mengrahkan karyawan sesuai dengan visi perusahaan |  |  |  |  |  |
| 2 | Pemimpin mengarahkan karyawan sesuai dengan misi perusahaan. |  |  |  |  |  |
| **MENDAPATKAN RESPEK** | | | | | | |
| 3 | Pemimpin mendapatkan respek dari karyawan |  |  |  |  |  |
| 4 | Pemimpin memberikan kepercayaan kepada bawahan. |  |  |  |  |  |
| **MAMPU MENGKOMUNIKASIKAN HARAPAN YANG TINGGI** | | | | | | |
| 5 | Perilaku pemimpin mampu mengkomunikasikan harapan yang tinggi kepada karyawan |  |  |  |  |  |
| 6 | Pemimpin mampu menginspirasi bawahan untuk mencapai tujuan. |  |  |  |  |  |
| **MAMPU MENGINSPIRASIKAN BAWAHAN** | | | | | | |
| 7 | Pemimpin mampu meningkatkan keatifitas. |  |  |  |  |  |
| 8 | Pemimpin mampu meningktkan inovasi bawahan. |  |  |  |  |  |
| **MAMPU MENINGKATKAN KREATIFITAS** | | | | | | |
| 9 | Pemimpin mampu meningkatkan rasionalitas. |  |  |  |  |  |
| 10 | Pemimpin mampu meningkatkan pemecahan masalah secara cermat |  |  |  |  |  |
| **MAMPU MENINGKATKAN INOVASI BAWAHAN** | | | | | | |
| 11 | Pemimpin selalu memacu semangat bawahan agar bekerja lebih baik |  |  |  |  |  |
| 12 | Pemimpin selalu memberikan perhatian dan fokus dalam memecahkan permasalah yang dihadapi |  |  |  |  |  |
| **MEMPERLAKUKAN KARYAWAN SECARA INDIVIDUAL** | | | | | | |
| 13 | Pemimpin memperlakukan bawahan secara Individual dan menunjukan empati pada bawahan |  |  |  |  |  |
| 14 | Pemimpin memfokuskan anggota untuk mengembangkan kelebihan pribadi |  |  |  |  |  |

3 Pelatihan Kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | PERNYATAAN | ALTERNATIF PILIHAN JAWABAN | | | | |
| SS | S | N | TS | STS |
| **PEKERJAAN DARI SATU PEKERJAAN KE PEKERJAAN LAIN** | | | | | | |
| 1 | Karyawan mampu bekerja dari satu pekerjaan ke pekerjaan lain. |  |  |  |  |  |
| 2 | Karyawan mampu ditempatkan dimana saja. |  |  |  |  |  |
| **MENGEMBANGKAN KEMAMPUAN** | | | | | | |
| 3 | Melalui pelatihan dapat mengembangkan kemampuan |  |  |  |  |  |
| 4 | Karyawan bisa berkembang melalui program pelatihan. |  |  |  |  |  |
| **PENGALAMAN TENTANG PEKERJAAN** | | | | | | |
| 5 | Mendapatkan pengalaman dari satu pekerjaan. |  |  |  |  |  |
| 6 | Karyawan mendapatkan pengalaman dari pekerjaan di tempatnya. |  |  |  |  |  |
| **PELATIHAN TENAGA KERJA OLEH ATASANNYA** | | | | | | |
| 7 | Mendapatkan pelatihan dari secara langsung dari atasan. |  |  |  |  |  |
| 8 | Atasan memberikan pengalaman ke karyawan secara langsung. |  |  |  |  |  |
| **DILATIH MENEMPATI POSISI** | | | | | | |
| 9 | Melakukan pelatihan di suatu posisi tertentu. |  |  |  |  |  |
| 10 | Karyawan dilatih menempati berbagai posisi yang di tugaskan. |  |  |  |  |  |

1. Kerjasama Tim

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **ALTERNATIF PILIHAN JAWABAN** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| **TANGGUNG JAWAB TERHADAP PEKERJAAN** | | | | | | |
| 1 | Selalu bertanggung jawab terhadap pekerjaan yang diberikan. |  |  |  |  |  |
| 2 | Berkontribusi dalam melakukan pekerjaan baik pikiran maupun tenaga. |  |  |  |  |  |
| **BERKONTRIBUSI** | | | | | | |
| 3 | Karyawan mempunyai kontribusi dalam mencapai target perusahaan |  |  |  |  |  |
| 4 | Karyawan berkontribusi untuk mencapai kerjasama tim yang baik |  |  |  |  |  |
| **KEAHLIAN KHUSUS** | | | | | | |
| 5 | Mempunyai keahlian khusus menyelesaikan masalah dalam bekerja. |  |  |  |  |  |
| 6 | Memiliki keahlian dalam berargumen |  |  |  |  |  |
| **KETERAMPILAN** | | | | | | |
| 7 | Karyawan mendapatkan tim kerja yang saling mendukung satu sama lain |  |  |  |  |  |
| 8 | Memiliki keterampilan dalam bekerja. |  |  |  |  |  |
| **PEMAHAMAN** | | | | | | |
| 9 | Karyawan tidak pernah memilih-milih pekerjaan yang telah diberikan perusahaan. |  |  |  |  |  |
| 10 | Memiliki keterampilan dalam bekerja. |  |  |  |  |  |
| **KEMAMPUAN VERBAL** | | | | | | |
| 11 | Karyawan merasa hasil pekerjaan yang dicapai ketika bekerja merupakan hasil dari kekompakan anggota tim |  |  |  |  |  |
| 12 | Karyawan akan memaksimalkan kemampuan untuk dapat bekerja sama dengan baik |  |  |  |  |  |
| **INRORMASI** | | | | | | |
| 13 | Saling bertukar informasi mengenai pekerjaan |  |  |  |  |  |
| 14 | Karyawan mempunyai komitmen untuk mencapai tujuan yang akan di capai |  |  |  |  |  |
| **SALING PERCAYA** | | | | | | |
| 15 | Percaya dengan kemampuan kerja rekan |  |  |  |  |  |
| 16 | Saling percaya satu sama lain dengan tim kerja |  |  |  |  |  |

**Lampiran 2 Surat Balasan**



**Lampiran 3 Tabulasi Data Penelitian Kualitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R | Y | | | | | | | | | |
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | TOTAL |
| 1 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 43 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 38 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 43 |
| 13 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 37 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 15 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 38 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| 17 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 42 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 41 |
| 19 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 41 |
| 20 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 41 |
| 21 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 41 |
| 22 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 42 |
| 23 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 40 |
| 24 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 41 |
| 25 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 41 |
| 26 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 40 |
| 27 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 41 |
| 28 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 39 |
| 29 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 41 |
| 30 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 43 |
| 31 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 39 |
| 32 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 42 |
| 33 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 38 |
| 34 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 44 |
| 35 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 41 |
| 36 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 42 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 38 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 39 |
| 39 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 40 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 39 |
| 41 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 43 |
| 42 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 42 |
| 43 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 37 |

**Lampiran 4 Tabulasi Data Kepemimpinan Transformasional**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R | X1 | | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | TOTAL |
| 1 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 2 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 59 |
| 3 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 63 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 61 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 2 | 64 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 9 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 63 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 12 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 62 |
| 13 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 53 |
| 14 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |  | 5 | 4 | 62 |
| 15 | 5 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 58 |
| 16 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 17 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 61 |
| 18 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 61 |
| 19 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 62 |
| 20 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 62 |
| 21 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 63 |
| 22 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 63 |
| 23 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 63 |
| 24 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 63 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 62 |
| 26 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 63 |
| 27 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 65 |
| 28 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 64 |
| 29 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 61 |
| 30 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 66 |
| 31 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 65 |
| 32 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 63 |
| 33 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 62 |
| 34 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 66 |
| 35 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 62 |
| 36 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 65 |
| 37 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 64 |
| 38 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 59 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 64 |
| 40 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 62 |
| 41 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 68 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 43 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 63 |

**Lampiran 5 Tabulasi Data Pelatihan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R | X2 | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | TOTAL |
| 1 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 46 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 6 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 46 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 47 |
| 13 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 36 |
| 14 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 46 |
| 15 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 3 | 3 | 37 |
| 16 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 17 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 20 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 21 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 43 |
| 22 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| 23 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 46 |
| 24 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 42 |
| 25 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 26 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 45 |
| 27 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 43 |
| 28 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 29 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 30 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 46 |
| 31 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 45 |
| 32 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| 33 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 41 |
| 34 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 35 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 42 |
| 36 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 44 |
| 37 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 44 |
| 38 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 2 | 4 | 39 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 40 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 44 |
| 41 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 42 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 46 |
| 43 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 42 |

**Lampiran 6 Tabulasi Data Kerjasama Tim**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R | X3 | | | | | | | | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | TOTAL |
| 1 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 67 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 74 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 71 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 6 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 64 |
| 7 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 78 |
| 8 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 77 |
| 9 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 73 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 76 |
| 11 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 77 |
| 12 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 73 |
| 13 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 57 |
| 14 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 15 | 5 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 1 | 63 |
| 16 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 67 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 71 |
| 18 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 74 |
| 19 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 71 |
| 20 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 72 |
| 21 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 71 |
| 22 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 73 |
| 23 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 73 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 75 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 72 |
| 26 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 72 |
| 27 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 72 |
| 28 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 70 |
| 29 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 71 |
| 30 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 74 |
| 31 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 72 |
| 32 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 73 |
| 33 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 70 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 76 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 80 |
| 36 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 73 |
| 37 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 69 |
| 38 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 72 |
| 39 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 70 |
| 40 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 70 |
| 41 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 76 |
| 42 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 71 |
| 43 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 73 |

**Lampiran 7 Validitas Kualitas Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | TOTAL\_Y |
| Y1 | Pearson Correlation | 1 | .070 | .522\*\* | .161 | .380\* | .198 | .396\* | .336 | .385\* | .648\*\* |
| Sig. (2-tailed) |  | .713 | .003 | .394 | .038 | .294 | .031 | .069 | .035 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .070 | 1 | .239 | .227 | .315 | .192 | .426\* | .260 | .275 | .571\*\* |
| Sig. (2-tailed) | .713 |  | .203 | .227 | .090 | .310 | .019 | .165 | .142 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .522\*\* | .239 | 1 | .059 | .330 | .022 | .600\*\* | .000 | .585\*\* | .619\*\* |
| Sig. (2-tailed) | .003 | .203 |  | .755 | .075 | .907 | .000 | 1.000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y4 | Pearson Correlation | .161 | .227 | .059 | 1 | .059 | .405\* | .117 | .218 | .099 | .436\* |
| Sig. (2-tailed) | .394 | .227 | .755 |  | .758 | .027 | .539 | .247 | .604 | .016 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y5 | Pearson Correlation | .380\* | .315 | .330 | .059 | 1 | .529\*\* | .216 | .269 | .122 | .657\*\* |
| Sig. (2-tailed) | .038 | .090 | .075 | .758 |  | .003 | .252 | .150 | .522 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y6 | Pearson Correlation | .198 | .192 | .022 | .405\* | .529\*\* | 1 | .044 | .546\*\* | -.025 | .597\*\* |
| Sig. (2-tailed) | .294 | .310 | .907 | .027 | .003 |  | .818 | .002 | .897 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y7 | Pearson Correlation | .396\* | .426\* | .600\*\* | .117 | .216 | .044 | 1 | .134 | .645\*\* | .655\*\* |
| Sig. (2-tailed) | .031 | .019 | .000 | .539 | .252 | .818 |  | .481 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y8 | Pearson Correlation | .336 | .260 | .000 | .218 | .269 | .546\*\* | .134 | 1 | -.151 | .518\*\* |
| Sig. (2-tailed) | .069 | .165 | 1.000 | .247 | .150 | .002 | .481 |  | .426 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y9 | Pearson Correlation | .385\* | .275 | .585\*\* | .099 | .122 | -.025 | .645\*\* | -.151 | 1 | .522\*\* |
| Sig. (2-tailed) | .035 | .142 | .001 | .604 | .522 | .897 | .000 | .426 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_Y | Pearson Correlation | .648\*\* | .571\*\* | .619\*\* | .436\* | .657\*\* | .597\*\* | .655\*\* | .518\*\* | .522\*\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .000 | .016 | .000 | .000 | .000 | .003 | .003 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

**Lampiran 8 Validitas Kepemimpinan Transformasional**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | X1.14 | TOTAL\_X1 |
| X1.1 | Pearson Correlation | 1 | .272 | .389\* | .219 | .286 | -.073 | .191 | .127 | -.024 | .247 | .528\*\* | .000 | .091 | -.075 | .411\* |
| Sig. (2-tailed) |  | .146 | .034 | .245 | .125 | .703 | .312 | .505 | .898 | .188 | .003 | 1.000 | .631 | .694 | .024 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .272 | 1 | .000 | .418\* | .108 | .000 | .000 | .124 | -.060 | .202 | .272 | .200 | .089 | .092 | .364\* |
| Sig. (2-tailed) | .146 |  | 1.000 | .022 | .571 | 1.000 | 1.000 | .514 | .754 | .285 | .146 | .289 | .638 | .630 | .048 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .389\* | .000 | 1 | .268 | .484\*\* | .194 | .355 | .000 | .268 | .165 | .167 | .272 | .091 | -.019 | .487\*\* |
| Sig. (2-tailed) | .034 | 1.000 |  | .152 | .007 | .305 | .055 | 1.000 | .152 | .384 | .379 | .146 | .631 | .922 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .219 | .418\* | .268 | 1 | .103 | .205 | .231 | .370\* | -.068 | .285 | .268 | .418\* | .347 | .120 | .581\*\* |
| Sig. (2-tailed) | .245 | .022 | .152 |  | .588 | .276 | .219 | .044 | .723 | .127 | .152 | .022 | .060 | .527 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .286 | .108 | .484\*\* | .103 | 1 | .147 | .382\* | .033 | .392\* | .007 | .264 | .000 | .169 | .242 | .521\*\* |
| Sig. (2-tailed) | .125 | .571 | .007 | .588 |  | .438 | .037 | .861 | .032 | .970 | .158 | 1.000 | .373 | .197 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | -.073 | .000 | .194 | .205 | .147 | 1 | .293 | .294 | .524\*\* | .232 | -.048 | .356 | .133 | .223 | .496\*\* |
| Sig. (2-tailed) | .703 | 1.000 | .305 | .276 | .438 |  | .116 | .114 | .003 | .218 | .799 | .053 | .485 | .236 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .191 | .000 | .355 | .231 | .382\* | .293 | 1 | .083 | .470\*\* | .396\* | .491\*\* | .267 | .329 | .159 | .644\*\* |
| Sig. (2-tailed) | .312 | 1.000 | .055 | .219 | .037 | .116 |  | .663 | .009 | .031 | .006 | .153 | .076 | .401 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .127 | .124 | .000 | .370\* | .033 | .294 | .083 | 1 | .148 | .292 | .127 | .248 | .139 | .028 | .415\* |
| Sig. (2-tailed) | .505 | .514 | 1.000 | .044 | .861 | .114 | .663 |  | .435 | .117 | .505 | .186 | .465 | .881 | .023 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | -.024 | -.060 | .268 | -.068 | .392\* | .524\*\* | .470\*\* | .148 | 1 | .044 | .146 | -.060 | .187 | .202 | .460\* |
| Sig. (2-tailed) | .898 | .754 | .152 | .723 | .032 | .003 | .009 | .435 |  | .817 | .441 | .754 | .323 | .284 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .247 | .202 | .165 | .285 | .007 | .232 | .396\* | .292 | .044 | 1 | .439\* | .605\*\* | .301 | .136 | .587\*\* |
| Sig. (2-tailed) | .188 | .285 | .384 | .127 | .970 | .218 | .031 | .117 | .817 |  | .015 | .000 | .106 | .475 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .528\*\* | .272 | .167 | .268 | .264 | -.048 | .491\*\* | .127 | .146 | .439\* | 1 | .136 | .091 | .168 | .539\*\* |
| Sig. (2-tailed) | .003 | .146 | .379 | .152 | .158 | .799 | .006 | .505 | .441 | .015 |  | .473 | .631 | .374 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | .000 | .200 | .272 | .418\* | .000 | .356 | .267 | .248 | -.060 | .605\*\* | .136 | 1 | .179 | .183 | .516\*\* |
| Sig. (2-tailed) | 1.000 | .289 | .146 | .022 | 1.000 | .053 | .153 | .186 | .754 | .000 | .473 |  | .344 | .332 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.13 | Pearson Correlation | .091 | .089 | .091 | .347 | .169 | .133 | .329 | .139 | .187 | .301 | .091 | .179 | 1 | .512\*\* | .572\*\* |
| Sig. (2-tailed) | .631 | .638 | .631 | .060 | .373 | .485 | .076 | .465 | .323 | .106 | .631 | .344 |  | .004 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.14 | Pearson Correlation | -.075 | .092 | -.019 | .120 | .242 | .223 | .159 | .028 | .202 | .136 | .168 | .183 | .512\*\* | 1 | .483\*\* |
| Sig. (2-tailed) | .694 | .630 | .922 | .527 | .197 | .236 | .401 | .881 | .284 | .475 | .374 | .332 | .004 |  | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X1 | Pearson Correlation | .411\* | .364\* | .487\*\* | .581\*\* | .521\*\* | .496\*\* | .644\*\* | .415\* | .460\* | .587\*\* | .539\*\* | .516\*\* | .572\*\* | .483\*\* | 1 |
| Sig. (2-tailed) | .024 | .048 | .006 | .001 | .003 | .005 | .000 | .023 | .011 | .001 | .002 | .003 | .001 | .007 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | |

**Lampiran 9 Validitas Pelatihan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL\_X2 |
| X2.1 | Pearson Correlation | 1 | .429\* | .557\*\* | .373\* | .213 | .105 | .284 | .083 | .379\* | .232 | .622\*\* |
| Sig. (2-tailed) |  | .018 | .001 | .042 | .258 | .579 | .129 | .663 | .039 | .218 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .429\* | 1 | .396\* | .243 | -.138 | .096 | .258 | .318 | .432\* | .309 | .581\*\* |
| Sig. (2-tailed) | .018 |  | .030 | .195 | .466 | .615 | .169 | .087 | .017 | .097 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .557\*\* | .396\* | 1 | .170 | .105 | .000 | .302 | .020 | .575\*\* | .075 | .535\*\* |
| Sig. (2-tailed) | .001 | .030 |  | .370 | .582 | 1.000 | .105 | .915 | .001 | .695 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .373\* | .243 | .170 | 1 | .061 | .211 | .122 | .450\* | .296 | .637\*\* | .615\*\* |
| Sig. (2-tailed) | .042 | .195 | .370 |  | .749 | .263 | .522 | .012 | .113 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .213 | -.138 | .105 | .061 | 1 | .365\* | .088 | -.026 | .306 | .063 | .367\* |
| Sig. (2-tailed) | .258 | .466 | .582 | .749 |  | .048 | .645 | .893 | .101 | .743 | .046 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .105 | .096 | .000 | .211 | .365\* | 1 | -.051 | .311 | .433\* | .379\* | .503\*\* |
| Sig. (2-tailed) | .579 | .615 | 1.000 | .263 | .048 |  | .791 | .095 | .017 | .039 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .284 | .258 | .302 | .122 | .088 | -.051 | 1 | .435\* | .287 | .135 | .503\*\* |
| Sig. (2-tailed) | .129 | .169 | .105 | .522 | .645 | .791 |  | .016 | .125 | .476 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .083 | .318 | .020 | .450\* | -.026 | .311 | .435\* | 1 | .192 | .618\*\* | .608\*\* |
| Sig. (2-tailed) | .663 | .087 | .915 | .012 | .893 | .095 | .016 |  | .309 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .379\* | .432\* | .575\*\* | .296 | .306 | .433\* | .287 | .192 | 1 | .373\* | .740\*\* |
| Sig. (2-tailed) | .039 | .017 | .001 | .113 | .101 | .017 | .125 | .309 |  | .042 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .232 | .309 | .075 | .637\*\* | .063 | .379\* | .135 | .618\*\* | .373\* | 1 | .666\*\* |
| Sig. (2-tailed) | .218 | .097 | .695 | .000 | .743 | .039 | .476 | .000 | .042 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X2 | Pearson Correlation | .622\*\* | .581\*\* | .535\*\* | .615\*\* | .367\* | .503\*\* | .503\*\* | .608\*\* | .740\*\* | .666\*\* | 1 |
| Sig. (2-tailed) | .000 | .001 | .002 | .000 | .046 | .005 | .005 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 10 Validitas Kerjasama Tim**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | |
|  | | X3..1 | X3..2 | X3..3 | X3..4 | X3..5 | X3..6 | X3..7 | X3..8 | X3..9 | X3..10 | X3..11 | X3.12 | X3.13 | X3.14 | X3.15 | X3.16 | TOTAL\_X3 |
| X3..1 | Pearson Correlation | 1 | .061 | .279 | .139 | .611\*\* | -.183 | .107 | .086 | .276 | .086 | .200 | .300 | .451\* | .282 | .287 | .097 | .464\*\* |
| Sig. (2-tailed) |  | .747 | .135 | .465 | .000 | .333 | .575 | .651 | .139 | .651 | .290 | .108 | .012 | .131 | .125 | .610 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..2 | Pearson Correlation | .061 | 1 | .239 | .184 | .291 | .032 | .211 | .144 | .159 | .144 | .321 | .214 | .299 | .184 | .044 | .000 | .425\* |
| Sig. (2-tailed) | .747 |  | .203 | .329 | .119 | .866 | .263 | .447 | .401 | .447 | .084 | .256 | .109 | .329 | .816 | 1.000 | .019 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..3 | Pearson Correlation | .279 | .239 | 1 | .056 | .529\*\* | .088 | .479\*\* | .394\* | .145 | .219 | .389\* | .389\* | .163 | .168 | .605\*\* | .348 | .697\*\* |
| Sig. (2-tailed) | .135 | .203 |  | .769 | .003 | .644 | .007 | .031 | .446 | .246 | .034 | .034 | .390 | .376 | .000 | .059 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..4 | Pearson Correlation | .139 | .184 | .056 | 1 | .158 | .043 | .107 | .199 | .276 | .199 | .450\* | .050 | .172 | .426\* | .079 | .321 | .450\* |
| Sig. (2-tailed) | .465 | .329 | .769 |  | .403 | .823 | .575 | .293 | .139 | .293 | .013 | .793 | .363 | .019 | .676 | .084 | .013 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..5 | Pearson Correlation | .611\*\* | .291 | .529\*\* | .158 | 1 | -.107 | .447\* | .248 | .312 | .160 | .473\*\* | .020 | .352 | .498\*\* | .311 | .406\* | .684\*\* |
| Sig. (2-tailed) | .000 | .119 | .003 | .403 |  | .574 | .013 | .186 | .093 | .400 | .008 | .918 | .056 | .005 | .095 | .026 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..6 | Pearson Correlation | -.183 | .032 | .088 | .043 | -.107 | 1 | -.241 | -.061 | -.257 | -.002 | .118 | -.183 | .002 | -.108 | .052 | -.160 | .661 |
| Sig. (2-tailed) | .333 | .866 | .644 | .823 | .574 |  | .200 | .749 | .170 | .992 | .535 | .332 | .990 | .571 | .783 | .398 | .084 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..7 | Pearson Correlation | .107 | .211 | .479\*\* | .107 | .447\* | -.241 | 1 | .103 | .205 | .199 | .579\*\* | .279 | .232 | .107 | .450\* | .621\*\* | .590\*\* |
| Sig. (2-tailed) | .575 | .263 | .007 | .575 | .013 | .200 |  | .589 | .276 | .291 | .001 | .136 | .218 | .575 | .012 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..8 | Pearson Correlation | .086 | .144 | .394\* | .199 | .248 | -.061 | .103 | 1 | .352 | .296 | .215 | .176 | -.040 | .086 | .435\* | .181 | .482\*\* |
| Sig. (2-tailed) | .651 | .447 | .031 | .293 | .186 | .749 | .589 |  | .056 | .112 | .254 | .352 | .833 | .651 | .016 | .338 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..9 | Pearson Correlation | .276 | .159 | .145 | .276 | .312 | -.257 | .205 | .352 | 1 | -.132 | .194 | .022 | .165 | .400\* | .146 | .187 | .389\* |
| Sig. (2-tailed) | .139 | .401 | .446 | .139 | .093 | .170 | .276 | .056 |  | .485 | .305 | .910 | .385 | .028 | .441 | .324 | .034 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..10 | Pearson Correlation | .086 | .144 | .219 | .199 | .160 | -.002 | .199 | .296 | -.132 | 1 | .313 | .176 | .178 | .199 | .354 | .269 | .459\* |
| Sig. (2-tailed) | .651 | .447 | .246 | .293 | .400 | .992 | .291 | .112 | .485 |  | .092 | .352 | .345 | .293 | .055 | .151 | .011 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3..11 | Pearson Correlation | .200 | .321 | .389\* | .450\* | .473\*\* | .118 | .579\*\* | .215 | .194 | .313 | 1 | .304 | .462\* | .325 | .469\*\* | .428\* | .765\*\* |
| Sig. (2-tailed) | .290 | .084 | .034 | .013 | .008 | .535 | .001 | .254 | .305 | .092 |  | .102 | .010 | .080 | .009 | .018 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearson Correlation | .300 | .214 | .389\* | .050 | .020 | -.183 | .279 | .176 | .022 | .176 | .304 | 1 | .267 | .050 | .433\* | .253 | .446\* |
| Sig. (2-tailed) | .108 | .256 | .034 | .793 | .918 | .332 | .136 | .352 | .910 | .352 | .102 |  | .153 | .793 | .017 | .177 | .014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.13 | Pearson Correlation | .451\* | .299 | .163 | .172 | .352 | .002 | .232 | -.040 | .165 | .178 | .462\* | .267 | 1 | .033 | .467\*\* | .210 | .525\*\* |
| Sig. (2-tailed) | .012 | .109 | .390 | .363 | .056 | .990 | .218 | .833 | .385 | .345 | .010 | .153 |  | .864 | .009 | .265 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.14 | Pearson Correlation | .282 | .184 | .168 | .426\* | .498\*\* | -.108 | .107 | .086 | .400\* | .199 | .325 | .050 | .033 | 1 | -.231 | .321 | .420\* |
| Sig. (2-tailed) | .131 | .329 | .376 | .019 | .005 | .571 | .575 | .651 | .028 | .293 | .080 | .793 | .864 |  | .218 | .084 | .021 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.15 | Pearson Correlation | .287 | .044 | .605\*\* | .079 | .311 | .052 | .450\* | .435\* | .146 | .354 | .469\*\* | .433\* | .467\*\* | -.231 | 1 | .328 | .669\*\* |
| Sig. (2-tailed) | .125 | .816 | .000 | .676 | .095 | .783 | .012 | .016 | .441 | .055 | .009 | .017 | .009 | .218 |  | .076 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.16 | Pearson Correlation | .097 | .000 | .348 | .321 | .406\* | -.160 | .621\*\* | .181 | .187 | .269 | .428\* | .253 | .210 | .321 | .328 | 1 | .582\*\* |
| Sig. (2-tailed) | .610 | 1.000 | .059 | .084 | .026 | .398 | .000 | .338 | .324 | .151 | .018 | .177 | .265 | .084 | .076 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X3 | Pearson Correlation | .464\*\* | .425\* | .697\*\* | .450\* | .684\*\* | .084 | .590\*\* | .482\*\* | .389\* | .459\* | .765\*\* | .446\* | .525\*\* | .420\* | .669\*\* | .582\*\* | 1 |
| Sig. (2-tailed) | .010 | .019 | .000 | .013 | .000 | .661 | .001 | .007 | .034 | .011 | .000 | .014 | .003 | .021 | .000 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | | |

**Lampiran 11 Reliabilitas Kualitas Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .755 | 9 |

**Lampiran 12 Reliabilitas Kepemimpinan Transformasional**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .771 | 14 |

**Lampiran 13 Reliabilitas Pelatihan Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .770 | 10 |

**Lampiran 14 Reliabilitas Semangat Kerja**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .789 | 16 |

**Lampiran 15 Transformasi Data Kualitas Kerja**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** |  |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 2.253 | 2.611 | 2.764 | 3.933 | 28.205 |
| 1.000 | 2.218 | 2.438 | 1.000 | 2.253 | 2.253 | 1.000 | 2.764 | 2.398 | 17.324 |
| 1.000 | 1.000 | 2.438 | 2.619 | 2.253 | 3.663 | 1.000 | 4.298 | 2.398 | 20.669 |
| 1.000 | 3.797 | 2.438 | 2.619 | 2.253 | 3.663 | 1.000 | 4.298 | 2.398 | 23.466 |
| 1.000 | 2.218 | 2.438 | 1.000 | 2.253 | 2.253 | 1.000 | 2.764 | 2.398 | 17.324 |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 2.611 | 4.298 | 3.933 | 31.149 |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 2.611 | 4.298 | 3.933 | 31.149 |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 2.611 | 4.298 | 3.933 | 31.149 |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 2.611 | 4.298 | 3.933 | 31.149 |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 2.611 | 4.298 | 3.933 | 31.149 |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 2.611 | 4.298 | 3.933 | 31.149 |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 1.000 | 4.298 | 2.398 | 28.002 |
| 2.597 | 2.218 | 2.438 | 2.619 | 1.000 | 1.000 | 1.000 | 2.764 | 3.933 | 19.570 |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 2.611 | 4.298 | 3.933 | 31.149 |
| 1.000 | 3.797 | 3.967 | 1.000 | 1.000 | 1.000 | 2.611 | 2.764 | 3.933 | 21.073 |
| 2.597 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 2.611 | 2.764 | 3.933 | 29.614 |
| 2.597 | 3.797 | 3.967 | 1.000 | 2.253 | 2.253 | 2.611 | 4.298 | 3.933 | 26.711 |
| 2.597 | 2.218 | 3.967 | 1.000 | 3.663 | 2.253 | 2.611 | 2.764 | 3.933 | 25.007 |
| 1.000 | 3.797 | 2.438 | 2.619 | 2.253 | 3.663 | 1.000 | 4.298 | 3.933 | 25.001 |
| 2.597 | 2.218 | 3.967 | 1.000 | 3.663 | 3.663 | 1.000 | 2.764 | 3.933 | 24.805 |
| 1.000 | 3.797 | 2.438 | 2.619 | 3.663 | 3.663 | 1.000 | 2.764 | 3.933 | 24.877 |
| 1.000 | 3.797 | 3.967 | 2.619 | 2.253 | 3.663 | 2.611 | 2.764 | 3.933 | 26.607 |
| 1.000 | 3.797 | 3.967 | 1.000 | 3.663 | 2.253 | 1.000 | 2.764 | 3.933 | 23.377 |
| 2.597 | 2.218 | 3.967 | 2.619 | 2.253 | 3.663 | 1.000 | 2.764 | 3.933 | 25.015 |
| 1.000 | 3.797 | 2.438 | 2.619 | 2.253 | 3.663 | 2.611 | 2.764 | 3.933 | 25.078 |
| 1.000 | 3.797 | 2.438 | 1.000 | 3.663 | 3.663 | 1.000 | 4.298 | 2.398 | 23.256 |
| 1.000 | 3.797 | 3.967 | 2.619 | 2.253 | 2.253 | 2.611 | 2.764 | 3.933 | 25.198 |
| 1.000 | 3.797 | 2.438 | 2.619 | 3.663 | 2.253 | 1.000 | 2.764 | 2.398 | 21.932 |
| 2.597 | 3.797 | 2.438 | 2.619 | 2.253 | 3.663 | 1.000 | 4.298 | 2.398 | 25.063 |
| 2.597 | 3.797 | 2.438 | 1.000 | 3.663 | 3.663 | 2.611 | 4.298 | 3.933 | 28.001 |
| 1.000 | 3.797 | 2.438 | 2.619 | 2.253 | 2.253 | 2.611 | 2.764 | 2.398 | 22.133 |
| 1.000 | 3.797 | 3.967 | 2.619 | 2.253 | 3.663 | 2.611 | 2.764 | 3.933 | 26.607 |
| 1.000 | 2.218 | 2.438 | 2.619 | 3.663 | 2.253 | 1.000 | 2.764 | 2.398 | 20.353 |
| 1.000 | 3.797 | 3.967 | 2.619 | 3.663 | 3.663 | 2.611 | 4.298 | 3.933 | 29.551 |
| 2.597 | 3.797 | 3.967 | 1.000 | 3.663 | 2.253 | 2.611 | 2.764 | 2.398 | 25.050 |
| 1.000 | 3.797 | 3.967 | 1.000 | 3.663 | 3.663 | 2.611 | 4.298 | 2.398 | 26.397 |
| 1.000 | 2.218 | 2.438 | 1.000 | 2.253 | 2.253 | 1.000 | 2.764 | 2.398 | 17.324 |
| 2.597 | 3.797 | 3.967 | 1.000 | 2.253 | 1.000 | 2.611 | 1.000 | 3.933 | 22.159 |
| 2.597 | 3.797 | 3.967 | 1.000 | 2.253 | 2.253 | 1.000 | 2.764 | 2.398 | 22.030 |
| 1.000 | 3.797 | 1.000 | 2.619 | 2.253 | 2.253 | 2.611 | 2.764 | 3.933 | 22.230 |
| 2.597 | 2.218 | 3.967 | 2.619 | 3.663 | 2.253 | 2.611 | 4.298 | 3.933 | 28.160 |
| 2.597 | 3.797 | 3.967 | 1.000 | 3.663 | 2.253 | 2.611 | 2.764 | 3.933 | 26.586 |
| 2.597 | 2.218 | 3.967 | 1.000 | 1.000 | 2.253 | 2.611 | 2.764 | 1.000 | 19.411 |

**Lampiran 16 Transformasi Data Kepemimpinan Transformasional**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | | | |
| **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** |  |
| 2.654 | 2.596 | 2.512 | 2.268 | 3.800 | 2.478 | 1.000 | 2.730 | 2.376 | 2.553 | 1.000 | 1.000 | 2.577 | 2.798 | 32.342 |
| 1.000 | 1.000 | 2.512 | 1.000 | 2.341 | 4.002 | 1.000 | 2.730 | 3.836 | 2.553 | 2.596 | 1.000 | 4.037 | 2.798 | 32.405 |
| 1.000 | 1.000 | 3.986 | 3.730 | 3.800 | 2.478 | 2.596 | 2.730 | 2.376 | 4.072 | 1.000 | 2.597 | 4.037 | 2.798 | 38.199 |
| 1.000 | 1.000 | 2.512 | 3.730 | 2.341 | 4.002 | 2.596 | 2.730 | 3.836 | 2.553 | 1.000 | 1.000 | 4.037 | 2.798 | 35.134 |
| 1.000 | 1.000 | 2.512 | 2.268 | 2.341 | 2.478 | 1.000 | 2.730 | 2.376 | 2.553 | 1.000 | 1.000 | 2.577 | 2.798 | 27.632 |
| 2.654 | 2.596 | 3.986 | 3.730 | 3.800 | 4.002 | 2.596 | 4.258 | 3.836 | 4.072 | 2.596 | 2.597 | 1.000 | 1.000 | 42.722 |
| 2.654 | 2.596 | 3.986 | 3.730 | 3.800 | 4.002 | 2.596 | 4.258 | 3.836 | 4.072 | 2.596 | 2.597 | 4.037 | 4.219 | 48.979 |
| 2.654 | 2.596 | 3.986 | 3.730 | 3.800 | 4.002 | 2.596 | 4.258 | 3.836 | 4.072 | 2.596 | 2.597 | 4.037 | 4.219 | 48.979 |
| 2.654 | 1.000 | 2.512 | 3.730 | 2.341 | 4.002 | 1.000 | 4.258 | 2.376 | 4.072 | 1.000 | 2.597 | 4.037 | 2.798 | 38.376 |
| 2.654 | 2.596 | 3.986 | 3.730 | 3.800 | 4.002 | 2.596 | 1.000 | 3.836 | 4.072 | 2.596 | 2.597 | 4.037 | 4.219 | 45.720 |
| 2.654 | 2.596 | 3.986 | 3.730 | 3.800 | 4.002 | 2.596 | 4.258 | 3.836 | 4.072 | 2.596 | 2.597 | 4.037 | 4.219 | 48.979 |
| 1.000 | 1.000 | 3.986 | 3.730 | 3.800 | 4.002 | 1.000 | 2.730 | 2.376 | 2.553 | 1.000 | 2.597 | 2.577 | 4.219 | 36.570 |
| 1.000 | 1.000 | 2.512 | 2.268 | 1.000 | 2.478 | 1.000 | 2.730 | 2.376 | 2.553 | 1.000 | 1.000 | 1.544 | 1.668 | 24.129 |
| 2.654 | 2.596 | 2.512 | 3.730 | 3.800 | 4.002 | 2.596 | 2.730 | 3.836 | 4.072 | 2.596 | 0.000 | 4.037 | 2.798 | 41.958 |
| 2.654 | 2.596 | 2.512 | 3.730 | 1.000 | 1.000 | 1.000 | 2.730 | 1.000 | 4.072 | 2.596 | 2.597 | 2.577 | 1.668 | 31.731 |
| 2.654 | 2.596 | 2.512 | 2.268 | 3.800 | 2.478 | 1.000 | 2.730 | 2.376 | 2.553 | 1.000 | 1.000 | 2.577 | 2.798 | 32.342 |
| 2.654 | 2.596 | 3.986 | 3.730 | 3.800 | 2.478 | 1.000 | 2.730 | 2.376 | 2.553 | 1.000 | 1.000 | 2.577 | 2.798 | 35.278 |
| 2.654 | 1.000 | 3.986 | 2.268 | 3.800 | 2.478 | 2.596 | 2.730 | 3.836 | 2.553 | 1.000 | 1.000 | 2.577 | 2.798 | 35.276 |
| 1.000 | 2.596 | 2.512 | 3.730 | 2.341 | 4.002 | 1.000 | 4.258 | 3.836 | 2.553 | 1.000 | 1.000 | 4.037 | 2.798 | 36.663 |
| 1.000 | 2.596 | 2.512 | 2.268 | 2.341 | 2.478 | 1.000 | 2.730 | 3.836 | 4.072 | 1.000 | 2.597 | 4.037 | 4.219 | 36.684 |
| 2.654 | 1.000 | 2.512 | 2.268 | 2.341 | 4.002 | 2.596 | 2.730 | 2.376 | 4.072 | 2.596 | 2.597 | 2.577 | 4.219 | 38.539 |
| 2.654 | 1.000 | 2.512 | 3.730 | 3.800 | 2.478 | 1.000 | 4.258 | 3.836 | 2.553 | 2.596 | 1.000 | 2.577 | 4.219 | 38.213 |
| 1.000 | 2.596 | 2.512 | 3.730 | 2.341 | 4.002 | 1.000 | 4.258 | 2.376 | 4.072 | 1.000 | 2.597 | 2.577 | 4.219 | 38.279 |
| 2.654 | 1.000 | 3.986 | 2.268 | 3.800 | 2.478 | 2.596 | 2.730 | 3.836 | 2.553 | 2.596 | 1.000 | 4.037 | 2.798 | 38.332 |
| 1.000 | 1.000 | 2.512 | 2.268 | 3.800 | 2.478 | 2.596 | 2.730 | 3.836 | 4.072 | 2.596 | 1.000 | 2.577 | 4.219 | 36.683 |
| 1.000 | 2.596 | 2.512 | 3.730 | 2.341 | 4.002 | 2.596 | 2.730 | 3.836 | 2.553 | 1.000 | 2.597 | 2.577 | 4.219 | 38.288 |
| 2.654 | 2.596 | 2.512 | 3.730 | 2.341 | 2.478 | 2.596 | 4.258 | 2.376 | 4.072 | 2.596 | 1.000 | 4.037 | 4.219 | 41.464 |
| 1.000 | 1.000 | 2.512 | 2.268 | 3.800 | 4.002 | 2.596 | 4.258 | 3.836 | 4.072 | 1.000 | 2.597 | 4.037 | 2.798 | 39.775 |
| 2.654 | 1.000 | 3.986 | 2.268 | 2.341 | 4.002 | 1.000 | 2.730 | 3.836 | 4.072 | 1.000 | 1.000 | 2.577 | 2.798 | 35.264 |
| 2.654 | 1.000 | 3.986 | 3.730 | 2.341 | 4.002 | 2.596 | 4.258 | 3.836 | 4.072 | 1.000 | 2.597 | 4.037 | 2.798 | 42.906 |
| 2.654 | 2.596 | 2.512 | 3.730 | 3.800 | 4.002 | 2.596 | 4.258 | 3.836 | 4.072 | 1.000 | 1.000 | 2.577 | 2.798 | 41.431 |
| 2.654 | 1.000 | 2.512 | 3.730 | 3.800 | 2.478 | 1.000 | 4.258 | 3.836 | 2.553 | 2.596 | 1.000 | 2.577 | 4.219 | 38.213 |
| 2.654 | 2.596 | 2.512 | 2.268 | 2.341 | 4.002 | 1.000 | 4.258 | 2.376 | 2.553 | 2.596 | 1.000 | 4.037 | 2.798 | 36.991 |
| 2.654 | 1.000 | 3.986 | 3.730 | 3.800 | 4.002 | 2.596 | 2.730 | 2.376 | 4.072 | 2.596 | 1.000 | 4.037 | 4.219 | 42.798 |
| 1.000 | 1.000 | 3.986 | 2.268 | 2.341 | 2.478 | 1.000 | 2.730 | 3.836 | 2.553 | 2.596 | 2.597 | 4.037 | 4.219 | 36.640 |
| 2.654 | 2.596 | 2.512 | 2.268 | 3.800 | 2.478 | 2.596 | 4.258 | 2.376 | 4.072 | 2.596 | 1.000 | 4.037 | 4.219 | 41.462 |
| 2.654 | 2.596 | 3.986 | 3.730 | 2.341 | 2.478 | 2.596 | 4.258 | 2.376 | 2.553 | 1.000 | 1.000 | 4.037 | 4.219 | 39.824 |
| 2.654 | 1.000 | 1.000 | 2.268 | 3.800 | 4.002 | 1.000 | 2.730 | 3.836 | 1.000 | 1.000 | 2.597 | 2.577 | 2.798 | 32.261 |
| 2.654 | 2.596 | 3.986 | 3.730 | 3.800 | 4.002 | 1.000 | 2.730 | 2.376 | 2.553 | 2.596 | 1.000 | 4.037 | 2.798 | 39.858 |
| 2.654 | 1.000 | 3.986 | 1.000 | 2.341 | 4.002 | 1.000 | 4.258 | 1.000 | 4.072 | 2.596 | 1.000 | 4.037 | 4.219 | 37.165 |
| 2.654 | 1.000 | 3.986 | 3.730 | 3.800 | 4.002 | 2.596 | 4.258 | 2.376 | 4.072 | 2.596 | 2.597 | 4.037 | 4.219 | 45.923 |
| 2.654 | 2.596 | 3.986 | 3.730 | 3.800 | 4.002 | 1.000 | 2.730 | 3.836 | 4.072 | 2.596 | 2.597 | 4.037 | 4.219 | 45.854 |
| 2.654 | 1.000 | 1.000 | 3.730 | 2.341 | 4.002 | 2.596 | 4.258 | 2.376 | 4.072 | 1.000 | 2.597 | 4.037 | 2.798 | 38.461 |

**Lampiran 17 Transformasi Data Pelatihan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |  |
| 4.026 | 2.353 | 2.596 | 3.774 | 2.418 | 4.072 | 2.544 | 2.168 | 4.108 | 3.899 | 31.959 |
| 2.544 | 2.353 | 1.000 | 2.353 | 2.418 | 2.553 | 2.544 | 2.168 | 2.699 | 2.356 | 22.989 |
| 2.544 | 3.774 | 1.000 | 3.774 | 2.418 | 4.072 | 2.544 | 3.532 | 2.699 | 3.899 | 30.257 |
| 2.544 | 2.353 | 1.000 | 3.774 | 2.418 | 4.072 | 2.544 | 3.532 | 2.699 | 3.899 | 28.836 |
| 2.544 | 2.353 | 1.000 | 2.353 | 2.418 | 2.553 | 2.544 | 2.168 | 2.699 | 2.356 | 22.989 |
| 4.026 | 3.774 | 2.596 | 2.353 | 2.418 | 2.553 | 2.544 | 2.168 | 2.699 | 2.356 | 27.487 |
| 4.026 | 3.774 | 2.596 | 3.774 | 3.853 | 4.072 | 4.026 | 3.532 | 4.108 | 3.899 | 37.660 |
| 4.026 | 3.774 | 2.596 | 3.774 | 3.853 | 4.072 | 4.026 | 3.532 | 4.108 | 3.899 | 37.660 |
| 2.544 | 3.774 | 2.596 | 2.353 | 2.418 | 4.072 | 2.544 | 3.532 | 4.108 | 2.356 | 30.298 |
| 4.026 | 3.774 | 2.596 | 3.774 | 3.853 | 4.072 | 1.000 | 1.000 | 4.108 | 3.899 | 32.102 |
| 4.026 | 3.774 | 2.596 | 3.774 | 3.853 | 4.072 | 4.026 | 3.532 | 4.108 | 3.899 | 37.660 |
| 4.026 | 3.774 | 2.596 | 3.774 | 2.418 | 4.072 | 2.544 | 2.168 | 4.108 | 3.899 | 33.380 |
| 1.000 | 1.000 | 1.000 | 2.353 | 2.418 | 2.553 | 1.000 | 1.000 | 2.699 | 2.356 | 17.379 |
| 4.026 | 2.353 | 2.596 | 3.774 | 3.853 | 2.553 | 4.026 | 2.168 | 4.108 | 2.356 | 31.813 |
| 2.544 | 1.000 | 1.000 | 1.000 | 3.853 | 4.072 | 2.544 | 1.000 | 1.668 | 1.000 | 19.682 |
| 4.026 | 2.353 | 2.596 | 3.774 | 2.418 | 4.072 | 2.544 | 3.532 | 4.108 | 3.899 | 33.322 |
| 2.544 | 2.353 | 1.000 | 3.774 | 3.853 | 4.072 | 2.544 | 3.532 | 4.108 | 3.899 | 31.680 |
| 4.026 | 3.774 | 2.596 | 3.774 | 3.853 | 4.072 | 4.026 | 3.532 | 4.108 | 3.899 | 37.660 |
| 2.544 | 3.774 | 2.596 | 2.353 | 3.853 | 2.553 | 4.026 | 2.168 | 4.108 | 2.356 | 30.331 |
| 2.544 | 2.353 | 2.596 | 3.774 | 3.853 | 2.553 | 2.544 | 3.532 | 2.699 | 3.899 | 30.348 |
| 2.544 | 3.774 | 2.596 | 2.353 | 1.000 | 2.553 | 2.544 | 3.532 | 2.699 | 3.899 | 27.495 |
| 2.544 | 2.353 | 1.000 | 2.353 | 2.418 | 4.072 | 4.026 | 3.532 | 2.699 | 3.899 | 28.896 |
| 4.026 | 2.353 | 2.596 | 3.774 | 2.418 | 2.553 | 4.026 | 3.532 | 2.699 | 3.899 | 31.876 |
| 2.544 | 2.353 | 1.000 | 2.353 | 3.853 | 2.553 | 2.544 | 2.168 | 2.699 | 3.899 | 25.967 |
| 2.544 | 2.353 | 1.000 | 3.774 | 2.418 | 2.553 | 4.026 | 3.532 | 2.699 | 3.899 | 28.798 |
| 2.544 | 3.774 | 1.000 | 3.774 | 2.418 | 4.072 | 2.544 | 3.532 | 2.699 | 3.899 | 30.257 |
| 2.544 | 3.774 | 2.596 | 2.353 | 1.000 | 2.553 | 4.026 | 2.168 | 4.108 | 2.356 | 27.479 |
| 4.026 | 2.353 | 2.596 | 2.353 | 3.853 | 2.553 | 2.544 | 2.168 | 2.699 | 2.356 | 27.501 |
| 4.026 | 3.774 | 1.000 | 2.353 | 3.853 | 4.072 | 2.544 | 3.532 | 4.108 | 3.899 | 33.161 |
| 4.026 | 3.774 | 2.596 | 2.353 | 2.418 | 2.553 | 4.026 | 2.168 | 4.108 | 3.899 | 31.921 |
| 2.544 | 3.774 | 2.596 | 2.353 | 2.418 | 4.072 | 4.026 | 2.168 | 4.108 | 2.356 | 30.415 |
| 2.544 | 2.353 | 1.000 | 2.353 | 2.418 | 4.072 | 4.026 | 3.532 | 2.699 | 3.899 | 28.896 |
| 2.544 | 2.353 | 1.000 | 2.353 | 2.418 | 4.072 | 2.544 | 2.168 | 1.668 | 3.899 | 25.020 |
| 4.026 | 3.774 | 2.596 | 3.774 | 2.418 | 4.072 | 4.026 | 3.532 | 4.108 | 3.899 | 36.225 |
| 1.000 | 2.353 | 1.000 | 2.353 | 2.418 | 2.553 | 4.026 | 3.532 | 4.108 | 2.356 | 25.699 |
| 2.544 | 3.774 | 1.000 | 3.774 | 1.000 | 2.553 | 4.026 | 2.168 | 4.108 | 3.899 | 28.847 |
| 2.544 | 2.353 | 1.000 | 2.353 | 3.853 | 4.072 | 2.544 | 2.168 | 4.108 | 3.899 | 28.895 |
| 4.026 | 3.774 | 1.000 | 1.000 | 2.418 | 4.072 | 2.544 | 1.000 | 1.000 | 2.356 | 23.190 |
| 2.544 | 2.353 | 1.000 | 2.353 | 2.418 | 2.553 | 2.544 | 2.168 | 4.108 | 3.899 | 25.942 |
| 2.544 | 3.774 | 1.000 | 1.000 | 3.853 | 4.072 | 2.544 | 3.532 | 2.699 | 3.899 | 28.917 |
| 4.026 | 2.353 | 2.596 | 3.774 | 3.853 | 2.553 | 4.026 | 3.532 | 4.108 | 3.899 | 34.720 |
| 2.544 | 2.353 | 1.000 | 3.774 | 3.853 | 4.072 | 4.026 | 3.532 | 4.108 | 2.356 | 31.618 |
| 4.026 | 1.000 | 1.000 | 2.353 | 3.853 | 1.000 | 2.544 | 3.532 | 2.699 | 3.899 | 25.906 |

**Lampiran 18 Transformasi Data Kerjasama Tim**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | | | | | | | | | | | | | | | |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** | **X3.11** | **X3.12** | **X3.13** | **X3.14** | **X3.15** | **X3.16** |  |
| 2.629 | 4.072 | 2.287 | 3.730 | 2.418 | 3.909 | 1.000 | 2.386 | 4.002 | 2.478 | 2.438 | 2.764 | 2.661 | 2.600 | 1.000 | 1.668 | 42.042 |
| 1.000 | 2.553 | 2.287 | 2.268 | 2.418 | 2.655 | 2.234 | 2.386 | 2.478 | 2.478 | 2.438 | 2.764 | 2.661 | 1.000 | 2.135 | 2.629 | 36.383 |
| 1.000 | 4.072 | 3.699 | 3.730 | 2.418 | 3.909 | 3.606 | 2.386 | 4.002 | 2.478 | 3.967 | 2.764 | 4.182 | 1.000 | 3.496 | 4.037 | 50.745 |
| 1.000 | 4.072 | 3.699 | 2.268 | 2.418 | 3.909 | 2.234 | 3.813 | 2.478 | 3.947 | 2.438 | 2.764 | 4.182 | 1.000 | 3.496 | 2.629 | 46.347 |
| 1.000 | 2.553 | 2.287 | 2.268 | 2.418 | 2.655 | 2.234 | 2.386 | 2.478 | 2.478 | 2.438 | 2.764 | 2.661 | 1.000 | 2.135 | 2.629 | 36.383 |
| 2.629 | 2.553 | 1.000 | 1.000 | 1.000 | 1.814 | 1.000 | 1.000 | 4.002 | 1.000 | 3.967 | 4.298 | 4.182 | 1.000 | 3.496 | 4.037 | 37.978 |
| 2.629 | 4.072 | 3.699 | 3.730 | 3.853 | 1.814 | 3.606 | 3.813 | 4.002 | 3.947 | 3.967 | 4.298 | 4.182 | 2.600 | 3.496 | 4.037 | 57.744 |
| 2.629 | 4.072 | 3.699 | 3.730 | 3.853 | 1.000 | 3.606 | 3.813 | 4.002 | 3.947 | 3.967 | 4.298 | 4.182 | 2.600 | 3.496 | 4.037 | 56.930 |
| 2.629 | 2.553 | 2.287 | 3.730 | 3.853 | 2.655 | 3.606 | 2.386 | 4.002 | 2.478 | 3.967 | 2.764 | 4.182 | 1.000 | 3.496 | 4.037 | 49.624 |
| 2.629 | 4.072 | 3.699 | 3.730 | 3.853 | 3.909 | 3.606 | 1.000 | 1.000 | 3.947 | 3.967 | 4.298 | 4.182 | 2.600 | 3.496 | 4.037 | 54.025 |
| 2.629 | 4.072 | 3.699 | 3.730 | 3.853 | 1.000 | 3.606 | 3.813 | 4.002 | 3.947 | 3.967 | 4.298 | 4.182 | 2.600 | 3.496 | 4.037 | 56.930 |
| 2.629 | 4.072 | 3.699 | 3.730 | 3.853 | 1.814 | 3.606 | 3.813 | 4.002 | 2.478 | 3.967 | 2.764 | 2.661 | 2.600 | 2.135 | 2.629 | 50.451 |
| 1.000 | 2.553 | 1.000 | 2.268 | 1.000 | 1.814 | 2.234 | 1.000 | 2.478 | 1.000 | 1.000 | 2.764 | 2.661 | 1.000 | 1.000 | 2.629 | 27.400 |
| 2.629 | 2.553 | 3.699 | 2.268 | 3.853 | 2.655 | 3.606 | 2.386 | 4.002 | 2.478 | 3.967 | 4.298 | 4.182 | 2.600 | 3.496 | 4.037 | 52.709 |
| 2.629 | 2.553 | 1.000 | 3.730 | 2.418 | 1.814 | 2.234 | 2.386 | 4.002 | 2.478 | 2.438 | 2.764 | 4.182 | 2.600 | 1.000 | 1.000 | 39.227 |
| 2.629 | 4.072 | 2.287 | 3.730 | 2.418 | 3.909 | 1.000 | 2.386 | 4.002 | 2.478 | 2.438 | 2.764 | 2.661 | 2.600 | 1.000 | 1.668 | 42.042 |
| 2.629 | 4.072 | 2.287 | 2.268 | 3.853 | 3.909 | 2.234 | 2.386 | 2.478 | 2.478 | 3.967 | 2.764 | 4.182 | 2.600 | 2.135 | 2.629 | 46.870 |
| 1.000 | 4.072 | 2.287 | 3.730 | 3.853 | 3.909 | 3.606 | 3.813 | 4.002 | 3.947 | 3.967 | 1.000 | 2.661 | 2.600 | 2.135 | 4.037 | 50.619 |
| 2.629 | 1.000 | 2.287 | 3.730 | 2.418 | 3.909 | 2.234 | 3.813 | 2.478 | 3.947 | 3.967 | 2.764 | 4.182 | 1.000 | 3.496 | 2.629 | 46.482 |
| 2.629 | 4.072 | 2.287 | 2.268 | 2.418 | 2.655 | 2.234 | 3.813 | 4.002 | 3.947 | 2.438 | 4.298 | 4.182 | 1.000 | 3.496 | 2.629 | 48.368 |
| 1.000 | 2.553 | 3.699 | 3.730 | 2.418 | 3.909 | 2.234 | 3.813 | 2.478 | 3.947 | 2.438 | 2.764 | 2.661 | 2.600 | 2.135 | 4.037 | 46.416 |
| 2.629 | 2.553 | 3.699 | 3.730 | 2.418 | 3.909 | 2.234 | 3.813 | 4.002 | 2.478 | 2.438 | 4.298 | 2.661 | 2.600 | 3.496 | 2.629 | 49.588 |
| 1.000 | 4.072 | 2.287 | 3.730 | 2.418 | 3.909 | 2.234 | 3.813 | 2.478 | 3.947 | 3.967 | 4.298 | 2.661 | 2.600 | 2.135 | 4.037 | 49.586 |
| 2.629 | 2.553 | 3.699 | 3.730 | 3.853 | 3.909 | 2.234 | 2.386 | 4.002 | 2.478 | 3.967 | 2.764 | 4.182 | 2.600 | 3.496 | 4.037 | 52.519 |
| 1.000 | 2.553 | 3.699 | 2.268 | 2.418 | 2.655 | 3.606 | 3.813 | 4.002 | 2.478 | 3.967 | 4.298 | 2.661 | 2.600 | 2.135 | 4.037 | 48.190 |
| 1.000 | 4.072 | 2.287 | 3.730 | 2.418 | 3.909 | 3.606 | 2.386 | 4.002 | 2.478 | 3.967 | 2.764 | 4.182 | 2.600 | 2.135 | 2.629 | 48.164 |
| 2.629 | 2.553 | 3.699 | 2.268 | 3.853 | 2.655 | 3.606 | 2.386 | 4.002 | 3.947 | 2.438 | 2.764 | 2.661 | 2.600 | 2.135 | 4.037 | 48.232 |
| 1.000 | 2.553 | 2.287 | 3.730 | 1.000 | 2.655 | 3.606 | 2.386 | 2.478 | 3.947 | 3.967 | 4.298 | 2.661 | 1.000 | 3.496 | 4.037 | 45.101 |
| 2.629 | 2.553 | 3.699 | 2.268 | 3.853 | 2.655 | 3.606 | 3.813 | 2.478 | 2.478 | 2.438 | 2.764 | 2.661 | 1.000 | 3.496 | 4.037 | 46.427 |
| 2.629 | 4.072 | 3.699 | 2.268 | 2.418 | 3.909 | 3.606 | 2.386 | 2.478 | 3.947 | 3.967 | 4.298 | 4.182 | 1.000 | 3.496 | 2.629 | 50.983 |
| 2.629 | 2.553 | 3.699 | 2.268 | 2.418 | 2.655 | 3.606 | 3.813 | 4.002 | 3.947 | 3.967 | 2.764 | 1.000 | 1.000 | 3.496 | 4.037 | 47.853 |
| 2.629 | 2.553 | 3.699 | 3.730 | 2.418 | 3.909 | 2.234 | 3.813 | 4.002 | 2.478 | 2.438 | 4.298 | 2.661 | 2.600 | 3.496 | 2.629 | 49.588 |
| 1.000 | 4.072 | 2.287 | 3.730 | 2.418 | 2.655 | 2.234 | 2.386 | 2.478 | 2.478 | 3.967 | 2.764 | 4.182 | 2.600 | 2.135 | 4.037 | 45.422 |
| 2.629 | 4.072 | 3.699 | 3.730 | 3.853 | 3.909 | 3.606 | 2.386 | 2.478 | 3.947 | 3.967 | 4.298 | 2.661 | 2.600 | 2.135 | 4.037 | 54.006 |
| 2.629 | 4.072 | 3.699 | 3.730 | 3.853 | 3.909 | 3.606 | 3.813 | 4.002 | 3.947 | 3.967 | 4.298 | 4.182 | 2.600 | 3.496 | 4.037 | 59.840 |
| 2.629 | 4.072 | 2.287 | 3.730 | 2.418 | 2.655 | 3.606 | 2.386 | 4.002 | 3.947 | 2.438 | 4.298 | 2.661 | 1.000 | 3.496 | 4.037 | 49.661 |
| 1.000 | 2.553 | 3.699 | 3.730 | 2.418 | 2.655 | 2.234 | 2.386 | 2.478 | 2.478 | 3.967 | 2.764 | 2.661 | 1.000 | 3.496 | 4.037 | 43.556 |
| 2.629 | 2.553 | 3.699 | 2.268 | 3.853 | 2.655 | 3.606 | 2.386 | 4.002 | 2.478 | 3.967 | 2.764 | 4.182 | 1.000 | 3.496 | 2.629 | 48.166 |
| 2.629 | 4.072 | 2.287 | 2.268 | 3.853 | 3.909 | 2.234 | 2.386 | 2.478 | 3.947 | 3.967 | 2.764 | 2.661 | 1.000 | 2.135 | 2.629 | 45.218 |
| 1.000 | 4.072 | 2.287 | 1.000 | 2.418 | 3.909 | 2.234 | 3.813 | 2.478 | 3.947 | 2.438 | 4.298 | 2.661 | 2.600 | 2.135 | 4.037 | 45.327 |
| 2.629 | 4.072 | 3.699 | 3.730 | 3.853 | 2.655 | 3.606 | 3.813 | 4.002 | 2.478 | 3.967 | 2.764 | 4.182 | 1.000 | 3.496 | 4.037 | 53.982 |
| 2.629 | 4.072 | 2.287 | 2.268 | 3.853 | 3.909 | 2.234 | 3.813 | 4.002 | 3.947 | 2.438 | 2.764 | 2.661 | 1.000 | 2.135 | 2.629 | 46.640 |
| 1.000 | 4.072 | 2.287 | 3.730 | 2.418 | 3.909 | 1.000 | 2.386 | 4.002 | 2.478 | 3.967 | 4.298 | 4.182 | 2.600 | 3.496 | 4.037 | 49.862 |

**Lampiran 19 Statistik Deskriptif**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Kualitas Kerja | 43 | 17 | 31 | 25.14 | 4.083 |
| Kepemimpinan Transformasional | 43 | 24 | 49 | 38.56 | 5.420 |
| Pelatihan Kerja | 43 | 17 | 38 | 29.77 | 4.814 |
| Kerjasama Tim | 43 | 27 | 60 | 47.76 | 6.161 |
| Valid N (listwise) | 43 |  |  |  |  |

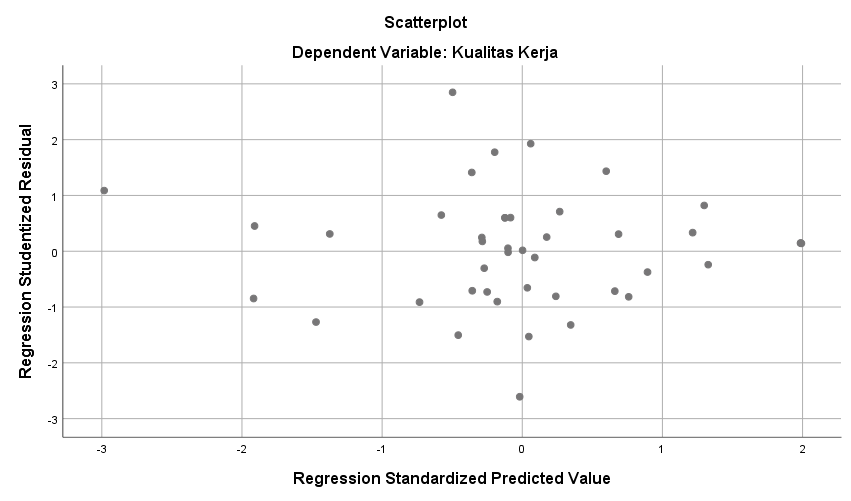
**Lampiran 20 Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 43 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.96084191 |
| Most Extreme Differences | Absolute | .084 |
| Positive | .084 |
| Negative | -.074 |
| Test Statistic | | .084 |
| 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. | | |

**Lampiran 21 Uji Multikolonieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Kepemimpinan Transformasional | .470 | 2.128 |
| Pelatihan Kerja | .527 | 1.899 |
| Kerjasama Tim | .391 | 2.558 |
| a. Dependent Variable: Kualitas Kerja | | | |

**Lampiran 22 Uji Heterokedastisitas**



**Lampiran 23 Uji Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .689a | .474 | .434 | 3.07261 | 1.747 |
| a. Predictors: (Constant), Kerjasama Tim, Pelatihan Kerja, Kepemimpinan Transformasional | | | | | |
| b. Dependent Variable: Kualitas Kerja | | | | | |

**Lampiran 24 Analisis Regresi Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.999 | 3.878 |  | 1.031 | .309 |
| Kepemimpinan Transformasional | .262 | .128 | .348 | 2.056 | .047 |
| Pelatihan Kerja | .337 | .136 | .397 | 2.483 | .017 |
| Kerjasama Tim | .021 | .123 | .032 | .170 | .866 |
| a. Dependent Variable: Kualitas Kerja | | | | | | |

**Lampiran 25 Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.999 | 3.878 |  | 1.031 | .309 |
| Kepemimpinan Transformasional | .262 | .128 | .348 | 2.056 | .047 |
| Pelatihan Kerja | .337 | .136 | .397 | 2.483 | .017 |
| Kerjasama Tim | .021 | .123 | .032 | .170 | .866 |
| a. Dependent Variable: Kualitas Kerja | | | | | | |

**Lampiran 26 Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 332.004 | 3 | 110.668 | 11.722 | .000b |
| Residual | 368.197 | 39 | 9.441 |  |  |
| Total | 700.200 | 42 |  |  |  |
| a. Dependent Variable: Kualitas Kerja | | | | | | |
| b. Predictors: (Constant), Kerjasama Tim, Pelatihan Kerja, Kepemimpinan Transformasional | | | | | | |

**Lampiran 27 Uji Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .689a | .474 | .434 | 3.07261 | 1.747 |
| a. Predictors: (Constant), Kerjasama Tim, Pelatihan Kerja, Kepemimpinan Transformasional | | | | | |
| b. Dependent Variable: Kualitas Kerja | | | | | |