

Lampiran 1: Rekapitulasi Hasil Kuesioner

| No | Kepemimpinan |   |   |   |   |        | Disiplin Kerja |   |   |   |   |        | Kinerja |   |   |   |   |   |        |
|----|--------------|---|---|---|---|--------|----------------|---|---|---|---|--------|---------|---|---|---|---|---|--------|
|    | 1            | 2 | 3 | 4 | 5 | Jumlah | 1              | 2 | 3 | 4 | 5 | Jumlah | 1       | 2 | 3 | 4 | 5 | 6 | Jumlah |
| 1  | 5            | 5 | 3 | 5 | 3 | 21     | 4              | 4 | 4 | 4 | 4 | 20     | 5       | 4 | 4 | 4 | 4 | 4 | 25     |
| 2  | 5            | 5 | 5 | 5 | 4 | 24     | 4              | 5 | 4 | 5 | 5 | 23     | 5       | 5 | 4 | 4 | 5 | 4 | 27     |
| 3  | 5            | 5 | 5 | 5 | 5 | 25     | 5              | 5 | 5 | 5 | 5 | 25     | 5       | 5 | 5 | 5 | 5 | 5 | 30     |
| 4  | 5            | 5 | 5 | 5 | 5 | 25     | 5              | 5 | 4 | 4 | 4 | 22     | 5       | 5 | 5 | 5 | 5 | 5 | 30     |
| 5  | 4            | 4 | 4 | 5 | 5 | 22     | 4              | 4 | 4 | 4 | 4 | 20     | 5       | 4 | 4 | 4 | 4 | 4 | 25     |
| 6  | 5            | 5 | 5 | 5 | 4 | 24     | 4              | 4 | 4 | 4 | 5 | 21     | 5       | 4 | 3 | 4 | 4 | 4 | 24     |
| 7  | 3            | 3 | 4 | 3 | 4 | 17     | 4              | 4 | 4 | 4 | 4 | 20     | 5       | 4 | 4 | 4 | 4 | 4 | 25     |
| 8  | 4            | 4 | 5 | 5 | 5 | 23     | 5              | 4 | 5 | 5 | 4 | 23     | 3       | 4 | 5 | 5 | 4 | 5 | 26     |
| 9  | 4            | 4 | 3 | 5 | 4 | 20     | 4              | 4 | 4 | 4 | 4 | 20     | 3       | 4 | 4 | 4 | 4 | 4 | 23     |
| 10 | 4            | 5 | 5 | 4 | 4 | 22     | 4              | 5 | 4 | 4 | 5 | 22     | 4       | 5 | 4 | 4 | 5 | 4 | 26     |
| 11 | 4            | 4 | 4 | 4 | 4 | 20     | 4              | 5 | 5 | 5 | 5 | 24     | 4       | 5 | 4 | 4 | 5 | 4 | 26     |
| 12 | 5            | 5 | 5 | 4 | 4 | 23     | 5              | 5 | 5 | 5 | 5 | 25     | 5       | 5 | 5 | 5 | 5 | 5 | 30     |
| 13 | 3            | 5 | 5 | 5 | 3 | 21     | 4              | 5 | 4 | 5 | 5 | 23     | 3       | 5 | 4 | 4 | 5 | 4 | 25     |
| 14 | 4            | 4 | 4 | 4 | 4 | 20     | 4              | 3 | 4 | 4 | 4 | 19     | 4       | 4 | 4 | 4 | 3 | 4 | 23     |
| 15 | 5            | 5 | 5 | 5 | 5 | 25     | 3              | 5 | 4 | 4 | 4 | 20     | 5       | 5 | 5 | 3 | 5 | 3 | 26     |
| 16 | 5            | 5 | 5 | 5 | 5 | 25     | 5              | 5 | 5 | 4 | 5 | 24     | 5       | 5 | 5 | 5 | 5 | 5 | 30     |
| 17 | 4            | 3 | 5 | 4 | 4 | 20     | 5              | 4 | 3 | 4 | 3 | 19     | 4       | 5 | 3 | 5 | 4 | 5 | 26     |
| 18 | 3            | 4 | 4 | 3 | 5 | 19     | 4              | 4 | 4 | 4 | 4 | 20     | 3       | 4 | 4 | 4 | 4 | 4 | 23     |
| 19 | 5            | 5 | 5 | 5 | 5 | 25     | 5              | 5 | 5 | 5 | 5 | 25     | 5       | 5 | 5 | 5 | 5 | 5 | 30     |
| 20 | 5            | 5 | 5 | 5 | 5 | 25     | 4              | 4 | 4 | 4 | 4 | 20     | 5       | 4 | 4 | 4 | 4 | 4 | 25     |
| 21 | 4            | 5 | 5 | 5 | 5 | 24     | 4              | 5 | 4 | 4 | 4 | 21     | 4       | 5 | 4 | 4 | 5 | 4 | 26     |
| 22 | 4            | 4 | 4 | 4 | 4 | 20     | 4              | 4 | 4 | 4 | 5 | 21     | 4       | 4 | 3 | 4 | 4 | 4 | 23     |
| 23 | 4            | 4 | 4 | 4 | 4 | 20     | 4              | 4 | 4 | 4 | 4 | 20     | 4       | 4 | 4 | 4 | 4 | 4 | 24     |
| 24 | 5            | 5 | 5 | 5 | 5 | 25     | 4              | 5 | 4 | 4 | 5 | 22     | 5       | 5 | 4 | 4 | 5 | 4 | 27     |
| 25 | 5            | 5 | 5 | 5 | 5 | 25     | 4              | 5 | 4 | 4 | 5 | 22     | 5       | 5 | 4 | 4 | 5 | 4 | 27     |
| 26 | 4            | 4 | 4 | 4 | 4 | 20     | 4              | 4 | 4 | 4 | 4 | 20     | 4       | 4 | 4 | 4 | 4 | 4 | 24     |
| 27 | 5            | 5 | 5 | 5 | 5 | 25     | 5              | 5 | 5 | 5 | 5 | 25     | 5       | 5 | 5 | 5 | 5 | 5 | 30     |
| 28 | 5            | 4 | 4 | 5 | 4 | 22     | 5              | 4 | 5 | 5 | 5 | 24     | 5       | 4 | 5 | 5 | 4 | 5 | 28     |
| 29 | 5            | 5 | 3 | 5 | 3 | 21     | 5              | 5 | 5 | 4 | 5 | 24     | 5       | 5 | 5 | 5 | 5 | 5 | 30     |
| 30 | 5            | 5 | 5 | 4 | 5 | 24     | 5              | 5 | 5 | 5 | 5 | 25     | 5       | 5 | 5 | 5 | 5 | 5 | 30     |
| 31 | 3            | 5 | 3 | 4 | 3 | 18     | 5              | 3 | 4 | 3 | 5 | 20     | 4       | 4 | 3 | 5 | 3 | 5 | 24     |
| 32 | 4            | 4 | 3 | 5 | 4 | 20     | 4              | 5 | 3 | 3 | 4 | 19     | 4       | 5 | 4 | 4 | 5 | 4 | 26     |

## Lampiran 2: Hasil Olah Data

### Uji Validitas

### Kepemimpinan

| Correlations        |          |          |          |          |          |              |
|---------------------|----------|----------|----------|----------|----------|--------------|
|                     | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | Kepemimpinan |
| Pearson Correlation | 1        | .560**   | .370*    | .608**   | .346     | .803**       |
| Sig. (2-tailed)     |          | .001     | .037     | .000     | .053     | .000         |
| N                   | 32       | 32       | 32       | 32       | 32       | 32           |
| Pearson Correlation | .560**   | 1        | .350*    | .540**   | .126     | .701**       |
| Sig. (2-tailed)     | .001     |          | .050     | .001     | .490     | .000         |
| N                   | 32       | 32       | 32       | 32       | 32       | 32           |
| Pearson Correlation | .370*    | .350*    | 1        | .185     | .612**   | .730**       |
| Sig. (2-tailed)     | .037     | .050     |          | .310     | .000     | .000         |
| N                   | 32       | 32       | 32       | 32       | 32       | 32           |
| Pearson Correlation | .608**   | .540**   | .185     | 1        | .179     | .679**       |
| Sig. (2-tailed)     | .000     | .001     | .310     |          | .328     | .000         |
| N                   | 32       | 32       | 32       | 32       | 32       | 32           |
| Pearson Correlation | .346     | .126     | .612**   | .179     | 1        | .654**       |
| Sig. (2-tailed)     | .053     | .490     | .000     | .328     |          | .000         |
| N                   | 32       | 32       | 32       | 32       | 32       | 32           |
| Pearson Correlation | .803**   | .701**   | .730**   | .679**   | .654**   | 1            |
| Sig. (2-tailed)     | .000     | .000     | .000     | .000     | .000     |              |
| N                   | 32       | 32       | 32       | 32       | 32       | 32           |

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

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

## Disiplin kerja

### Correlations

|                                | VAR00007 | VAR00008 | VAR00009 | VAR00010 | VAR00011 | Disiplin Kerja |
|--------------------------------|----------|----------|----------|----------|----------|----------------|
| Pearson Correlation            | 1        | .080     | .547**   | .338     | .260     | .602**         |
| VAR00007 Sig. (2-tailed)       |          | .662     | .001     | .058     | .150     | .000           |
| N                              | 32       | 32       | 32       | 32       | 32       | 32             |
| Pearson Correlation            | .080     | 1        | .297     | .388*    | .411*    | .622**         |
| VAR00008 Sig. (2-tailed)       | .662     |          | .099     | .028     | .019     | .000           |
| N                              | 32       | 32       | 32       | 32       | 32       | 32             |
| Pearson Correlation            | .547**   | .297     | 1        | .700**   | .600**   | .864**         |
| VAR00009 Sig. (2-tailed)       | .001     | .099     |          | .000     | .000     | .000           |
| N                              | 32       | 32       | 32       | 32       | 32       | 32             |
| Pearson Correlation            | .338     | .388*    | .700**   | 1        | .400*    | .782**         |
| VAR00010 Sig. (2-tailed)       | .058     | .028     | .000     |          | .023     | .000           |
| N                              | 32       | 32       | 32       | 32       | 32       | 32             |
| Pearson Correlation            | .260     | .411*    | .600**   | .400*    | 1        | .741**         |
| VAR00011 Sig. (2-tailed)       | .150     | .019     | .000     | .023     |          | .000           |
| N                              | 32       | 32       | 32       | 32       | 32       | 32             |
| Pearson Correlation            | .602**   | .622**   | .864**   | .782**   | .741**   | 1              |
| Disiplin Kerja Sig. (2-tailed) | .000     | .000     | .000     | .000     | .000     |                |
| N                              | 32       | 32       | 32       | 32       | 32       | 32             |

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

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

## Kinerja

### Correlations

|          |                     | VAR00013 | VAR00014 | VAR00015 | VAR00016 | VAR00017 | VAR00018 | Kinerja |
|----------|---------------------|----------|----------|----------|----------|----------|----------|---------|
| VAR00013 | Pearson Correlation | 1        | .279     | .338     | .181     | .322     | .181     | .600**  |
|          | Sig. (2-tailed)     |          | .121     | .059     | .322     | .072     | .322     | .000    |
|          | N                   | 32       | 32       | 32       | 32       | 32       | 32       | 32      |
| VAR00014 | Pearson Correlation | .279     | 1        | .394*    | .213     | .882**   | .213     | .709**  |
|          | Sig. (2-tailed)     | .121     |          | .025     | .242     | .000     | .242     | .000    |
|          | N                   | 32       | 32       | 32       | 32       | 32       | 32       | 32      |
| VAR00015 | Pearson Correlation | .338     | .394*    | 1        | .412*    | .529**   | .412*    | .764**  |
|          | Sig. (2-tailed)     | .059     | .025     |          | .019     | .002     | .019     | .000    |
|          | N                   | 32       | 32       | 32       | 32       | 32       | 32       | 32      |
| VAR00016 | Pearson Correlation | .181     | .213     | .412*    | 1        | .080     | 1.000**  | .670**  |
|          | Sig. (2-tailed)     | .322     | .242     | .019     |          | .662     | .000     | .000    |
|          | N                   | 32       | 32       | 32       | 32       | 32       | 32       | 32      |
| VAR00017 | Pearson Correlation | .322     | .882**   | .529**   | .080     | 1        | .080     | .705**  |
|          | Sig. (2-tailed)     | .072     | .000     | .002     | .662     |          | .662     | .000    |
|          | N                   | 32       | 32       | 32       | 32       | 32       | 32       | 32      |
| VAR00018 | Pearson Correlation | .181     | .213     | .412*    | 1.000**  | .080     | 1        | .670**  |
|          | Sig. (2-tailed)     | .322     | .242     | .019     | .000     | .662     |          | .000    |
|          | N                   | 32       | 32       | 32       | 32       | 32       | 32       | 32      |
| Kinerja  | Pearson Correlation | .600**   | .709**   | .764**   | .670**   | .705**   | .670**   | 1       |
|          | Sig. (2-tailed)     | .000     | .000     | .000     | .000     | .000     | .000     |         |
|          | N                   | 32       | 32       | 32       | 32       | 32       | 32       | 32      |

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

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

Uji Reliabilitas  
Kepemimpinan

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .758             | 5          |

Disiplin kerja

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .768             | 5          |

Kinerja

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .767             | 6          |

Analisis Regresi Linier Berganda

#### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .848 <sup>a</sup> | .719     | .700              | 1.34713                    |

a. Predictors: (Constant), Disiplin Kerja, Kepemimpinan

b. Dependent Variable: Kinerja

#### ANOVA<sup>a</sup>

| Model        | Sum of Squares | df | Mean Square | F      | Sig.              |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 134.872        | 2  | 67.436      | 37.160 | .000 <sup>b</sup> |
| Residual     | 52.628         | 29 | 1.815       |        |                   |
| Total        | 187.500        | 31 |             |        |                   |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Disiplin Kerja, Kepemimpinan

### Coefficients<sup>a</sup>

| Model          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|                | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| (Constant)     | 2.764                       | 2.761      |                           | 1.001 | .325 |                         |       |
| 1 Kepemimpinan | .288                        | .117       | .285                      | 2.472 | .020 | .729                    | 1.371 |
| Disiplin Kerja | .789                        | .137       | .664                      | 5.766 | .000 | .729                    | 1.371 |

a. Dependent Variable: Kinerja

Uji Normalitas

### One-Sample Kolmogorov-Smirnov Test

|                                  |  |  | Unstandardized Residual |
|----------------------------------|--|--|-------------------------|
| N                                |  |  | 32                      |
| Normal Parameters <sup>a,b</sup> |  |  | .0000000                |
| Mean                             |  |  | 1.30294606              |
| Std. Deviation                   |  |  | .130                    |
| Absolute                         |  |  | .130                    |
| Most Extreme Differences         |  |  | .130                    |
| Positive                         |  |  | -.082                   |
| Negative                         |  |  | .130                    |
| Test Statistic                   |  |  | .183 <sup>c</sup>       |
| Asymp. Sig. (2-tailed)           |  |  |                         |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Uji Heterokedastisitas

### Coefficients<sup>a</sup>

| Model          | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|----------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|                | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| (Constant)     | 2.811                       | 1.698      |                           | 1.656  | .109 |                         |       |
| 1 Kepemimpinan | -.084                       | .072       | -.247                     | -1.169 | .252 | .729                    | 1.371 |
| Disiplin Kerja | .002                        | .084       | .005                      | .023   | .982 | .729                    | 1.371 |

a. Dependent Variable: Abs\_Res

## **BIODATA PENULIS**

Penulis dilahirkan di Kebumen pada tanggal 08 Agustus 2000 sebagai anak pertama dari dua bersaudara dari pasangan Maji Kurniadi Edisuwito dan Sri tursinah. Saat ini bertempat tinggal di Buayan Kabupatem Kebumen . Alamat Email [anggerwiranti2000@Gmail.com](mailto:anggerwiranti2000@Gmail.com) pendidikan dasar di tempuh di SD N 1 Wonodadi , Pendidikan Menengah Pertama di SMP PGRI 1 Buayan , dan pendidikan sekolah menengah kejuruan ditempuh di SMK MPU TANTULAR Kemranjen. Lulus pada tahun 2019. Pada tahun 2020 penulis diterima di jurusan Manajemen Fakultas Ekonomi di Universitas Nahdatul Ulama Al Ghazali Cilacap