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LAMPIRAN

Lampiran 1 Kuesioner

Perihal : Permohonan Pengisian Kuesioner

Kepada,

Yth. Bapak/Ibu/Saudara/Saudari

Karyawan Shopee Express Cabang Hub Keramat Jati

di tempat

Dalam rangka penyelesaian studi pada program S1 Fakultas Ekonomi dan Bisnis Universitas Nasional, saya:

Nama : DADI ADAM

NPM : 193402516018

Program Studi : Manajemen

Konsentrasi : Manajemen SDM

Judul Skripsi : Pengaruh Gaya Kepemimpinan Transformasional, Kompensasi Langsung dan Pelatihan Kerja Terhadap Kinerja Karyawan Shopee Express Cabang Hub Keramat Jati Jakarta

Sehubungan dengan riset yang saya lakukan, maka saya mohon kesediaan Bapak/Ibu/Saudara/Saudari untuk menjadi responden pada penelitian ini dengan mengisi daftar sejujurnya untuk kepentingan ilmiah. Dalam hal ini saya berjanji akan menjaga kerahasiaan dari jawaban yang Bapak/Ibu/Saudara/Saudari berikan.

Atas kesediaan dan partisipasi Bapak/Ibu/Saudara/Saudari untuk mengisi dan mengembalikan kuesioner tersebut, saya ucapkan terima kasih.

Hormat saya,

Dadi Adam

Identitas Responden

1. Nama Responden

2. Jenis Kelamin

- a. Laki-laki
- b. Perempuan

3. Usia

21-30 Tahun

> 50 Tahun

 31-40 Tahun 41-50 Tahun**4. Pendidikan Terakhir** SMA Sederajat Sarjana (S1) S3 Diploma (D3) Magister (S2)**5. Lama Bekerja** 1-2 Tahun 5 Tahun 3-4 Tahun**Petunjuk Pengisian Kuesioner**

STS = Sangat Tidak Setuju

TS = Tidak Setuju

RR = Ragu-ragu

S = Setuju

SS = Sangat Setuju

Pernyataan**Berilah tanda (√) pada jawaban yang anda pilih**

| No | Pernyataan | Jawaban | | | | |
|--|--|---------|----|----|---|----|
| | | STS | TS | RR | S | SS |
| Gaya Kepemimpinan Transformasional (X1) | | | | | | |
| 1 | Saya sangat mengagumi sikap dan perilaku pimpinan saya ditempat bekerja. | | | | | |

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|---------------------------------|--|--|--|--|--|--|
| 2 | Pemimpin membuat saya terinspirasi dalam melakukan tugas. | | | | | |
| 3 | Pempimpin memberikan masukan yang inovatif untuk keberhasilan pekerjaan | | | | | |
| 4 | Sikap pemimpin kepada saya saat melakukan tugas dengan baik selalu di apresiasi. | | | | | |
| Kompensasi Langsung (X2) | | | | | | |
| 1 | Tempat saya bekerja sudah memberikan gaji tepat waktu dan sesuai dengan standar yang berlaku | | | | | |
| 2 | Insentif yang saya dapatkan selama ini dapat meningkatkan semangat kerja dalam menyelesaikan pekerjaan | | | | | |
| 3 | Saya mendapat bonus atas hasil kerja yang memuaskan | | | | | |
| 4 | Besarnya jaminan kecelakaan kerja sudah sesuai dengan resiko pekerjaan. | | | | | |
| Pelatihan Kerja (X3) | | | | | | |
| 1 | Setelah mengikuti pelatihan saya mampu mengikuti arahan yang diberikan sesuai dengan kebutuhan kerja | | | | | |
| 2 | Tujuan pelatihan mampu memberikan umpan balik yang baik kepada peserta ketika pelatihan sedang berlangsung. | | | | | |
| 3 | Materi pelatihan yang telah saya ikuti sudah sesuai dengan kebutuhan atau kegiatan kerja | | | | | |
| 4 | Pelaksanaan pelatihan yang telah saya ikuti sudah sesuai dengan jadwal yang telah ditetapkan dan tepat waktu | | | | | |
| Kinerja Karyawan (Y) | | | | | | |

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|---|--|--|--|--|--|--|
| 1 | Saya mampu mencapai target yang telah ditetapkan | | | | | |
| 2 | Saya mudah bekerja sama dengan rekan divisi yang sama. | | | | | |
| 3 | Dalam bekerja saya selalu memiliki dan berpegang teguh kepada kejujuran terhadap diri sendiri dan pimpinan | | | | | |

Lampiran 2

Tabulasi Jawaban Responden

1. Gaya Kepemimpinan Transformasional (X1)

| X1.1 | X1.2 | X1.3 | X1.4 |
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| 5 | 4 | 4 | 4 |
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2. Kompensasi Langsung (X2)

| X2.1 | X2.2 | X2.3 | X2.4 |
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| 5 | 2 | 5 | 4 |
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3. Pelatihan Kerja (X3)

| X3.1 | X3.2 | X3.3 | X3.4 |
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4. Kinerja Karyawan (Y)

| Y1.1 | Y1.2 | Y1.3 |
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| 4 | 4 | 4 |
| 2 | 4 | 4 |
| 4 | 4 | 3 |
| 3 | 4 | 4 |
| 4 | 4 | 3 |
| 4 | 3 | 3 |
| 4 | 4 | 4 |
| 3 | 3 | 4 |
| 4 | 4 | 4 |
| 4 | 4 | 4 |
| 3 | 4 | 4 |
| 4 | 3 | 3 |
| 3 | 3 | 3 |
| 3 | 3 | 4 |
| 3 | 3 | 4 |
| 3 | 2 | 4 |
| 4 | 4 | 3 |
| 3 | 4 | 4 |
| 4 | 3 | 4 |
| 3 | 4 | 3 |
| 4 | 4 | 4 |
| 4 | 4 | 3 |
| 3 | 3 | 4 |
| 3 | 3 | 4 |
| 4 | 4 | 4 |
| 4 | 4 | 4 |
| 3 | 3 | 3 |
| 3 | 3 | 4 |
| 5 | 4 | 3 |
| 5 | 4 | 3 |
| 4 | 4 | 3 |
| 5 | 4 | 4 |
| 4 | 4 | 3 |
| 5 | 4 | 4 |
| 5 | 3 | 3 |
| 3 | 4 | 4 |
| 3 | 4 | 3 |

| | | |
|---|---|---|
| 3 | 4 | 3 |
| 3 | 4 | 3 |
| 3 | 3 | 4 |
| 4 | 4 | 4 |
| 3 | 3 | 3 |
| 5 | 5 | 4 |
| 4 | 4 | 3 |
| 4 | 3 | 3 |
| 4 | 4 | 3 |
| 3 | 3 | 4 |
| 4 | 4 | 3 |
| 3 | 3 | 4 |
| 4 | 4 | 4 |
| 3 | 3 | 3 |
| 4 | 5 | 4 |
| 3 | 3 | 3 |
| 4 | 4 | 4 |

Lampiran 3

Hasil Olah Data SPSS

1. Uji Validitas

a. Gaya Kepemimpinan Transformasional (X1)

| | | Correlations | | | | |
|------|---------------------|--------------|--------|--------|--------|---------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | TotalX1 |
| X1.1 | Pearson Correlation | 1 | .715** | .496** | .313** | .845** |
| | Sig. (2-tailed) | | .000 | .000 | .003 | .000 |

| | | | | | | |
|---------|---------------------|--------|--------|--------|--------|--------|
| | N | 88 | 88 | 88 | 88 | 88 |
| X1.2 | Pearson Correlation | .715** | 1 | .412** | .342** | .817** |
| | Sig. (2-tailed) | .000 | | .000 | .001 | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| X1.3 | Pearson Correlation | .496** | .412** | 1 | .371** | .747** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| X1.4 | Pearson Correlation | .313** | .342** | .371** | 1 | .638** |
| | Sig. (2-tailed) | .003 | .001 | .000 | | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| TotalX1 | Pearson Correlation | .845** | .817** | .747** | .638** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 88 | 88 | 88 | 88 | 88 |

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

b. Kompensasi Langsung (X2)

| | | Correlations | | | | |
|---------|---------------------|--------------|--------|--------|--------|---------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | TotalX2 |
| X2.1 | Pearson Correlation | 1 | .452** | .632** | .143 | .779** |
| | Sig. (2-tailed) | | .000 | .000 | .183 | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| X2.2 | Pearson Correlation | .452** | 1 | .511** | .256* | .806** |
| | Sig. (2-tailed) | .000 | | .000 | .016 | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| X2.3 | Pearson Correlation | .632** | .511** | 1 | -.007 | .747** |
| | Sig. (2-tailed) | .000 | .000 | | .948 | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| X2.4 | Pearson Correlation | .143 | .256* | -.007 | 1 | .490** |
| | Sig. (2-tailed) | .183 | .016 | .948 | | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| TotalX2 | Pearson Correlation | .779** | .806** | .747** | .490** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 88 | 88 | 88 | 88 | 88 |

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

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

c. Pelatihan Kerja (X3)

Correlations

| | | X3.1 | X3.2 | X3.3 | X3.4 | TotalX3 |
|---------|---------------------|--------|--------|--------|--------|---------|
| X3.1 | Pearson Correlation | 1 | .465** | .396** | .465** | .777** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| X3.2 | Pearson Correlation | .465** | 1 | .270* | .515** | .740** |
| | Sig. (2-tailed) | .000 | | .011 | .000 | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| X3.3 | Pearson Correlation | .396** | .270* | 1 | .425** | .690** |
| | Sig. (2-tailed) | .000 | .011 | | .000 | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| X3.4 | Pearson Correlation | .465** | .515** | .425** | 1 | .802** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 88 | 88 | 88 | 88 | 88 |
| TotalX3 | Pearson Correlation | .777** | .740** | .690** | .802** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 88 | 88 | 88 | 88 | 88 |

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

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

d. Kinerja Karyawan (Y)

Correlations

| | | Y1.1 | Y1.2 | Y1.3 | TotalY |
|--------|---------------------|--------|--------|--------|--------|
| Y1.1 | Pearson Correlation | 1 | .438** | .293** | .805** |
| | Sig. (2-tailed) | | .000 | .006 | .000 |
| | N | 88 | 88 | 88 | 88 |
| Y1.2 | Pearson Correlation | .438** | 1 | .241* | .768** |
| | Sig. (2-tailed) | .000 | | .024 | .000 |
| | N | 88 | 88 | 88 | 88 |
| Y1.3 | Pearson Correlation | .293** | .241* | 1 | .647** |
| | Sig. (2-tailed) | .006 | .024 | | .000 |
| | N | 88 | 88 | 88 | 88 |
| TotalY | Pearson Correlation | .805** | .768** | .647** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 88 | 88 | 88 | 88 |

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

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

2. Uji Reabilitas

a. Gaya Kepemimpinan Transformasional (X1)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .764 | 4 |

b. Kompensasi Langsung (X2)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .667 | 4 |

c. Pelatihan Kerja (X3)

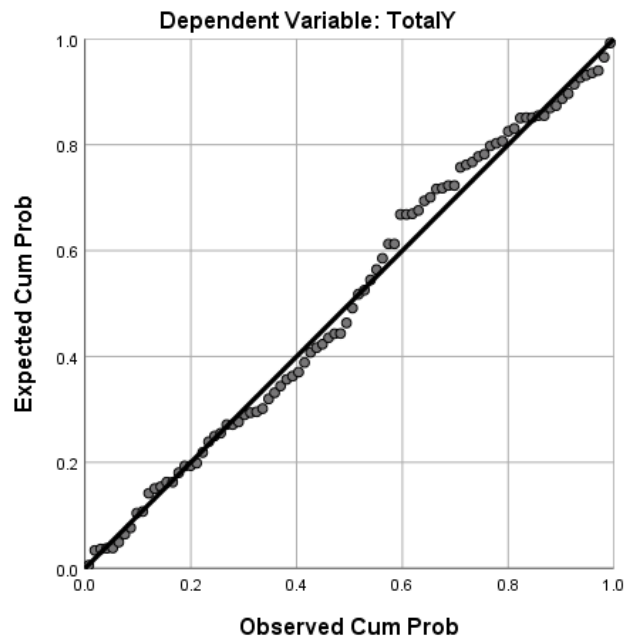
| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .747 | 4 |

d. Kinerja Karyawan (Y)

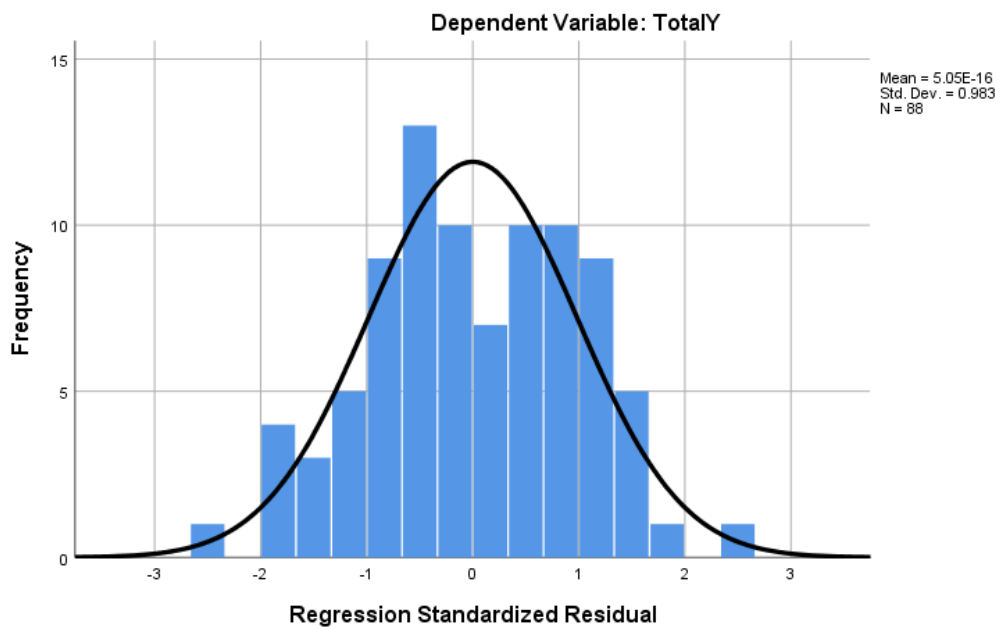
| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .602 | 3 |

3. Uji Normalitas

Normal P-P Plot of Regression Standardized Residual



Histogram



4. Uji Multikolineritas

| Model | Unstandardized Coefficients | Standardized Coefficients | Collinearity Statistics |
|-------|-----------------------------|---------------------------|-------------------------|
|-------|-----------------------------|---------------------------|-------------------------|

| | | B | Std. Error | Beta | Tolerance | VIF |
|---|--|------|------------|------|-----------|-------|
| 1 | (Constant) | .990 | 1.188 | | | |
| | Gaya Kepemimpinan Transformasuonal | .307 | .074 | .405 | .606 | 1.651 |
| | Kompensasi Langsung | .205 | .076 | .249 | .667 | 1.500 |
| | Pelatihan Kerja | .163 | .069 | .214 | .707 | 1.415 |

5. Uji Heteroskedastisitas

| | | Coefficients ^a | | | | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | .369 | .626 | | .589 | .557 |
| | TotalX1 | -.035 | .039 | -.121 | -.890 | .376 |
| | TotalX2 | .097 | .040 | .313 | .424 | .117 |
| | TotalX3 | -.025 | .036 | -.087 | -.694 | .490 |

a. Dependent Variable: Abs_RES

6. Uji F Anova

| | | ANOVA ^a | | | | |
|-------|------------|--------------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 127.615 | 3 | 42.538 | 30.090 | .000 ^b |
| | Residual | 118.749 | 84 | 1.414 | | |
| | Total | 246.364 | 87 | | | |

a. Dependent Variable: TotalY

b. Predictors: (Constant), TotalX3, TotalX2, TotalX1

7. Uji Koefisien Determinasi (R²)

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .720 ^a | .711 | .687 | 1.189 |

a. Predictors: (Constant), TotalX3, TotalX2, TotalX1

8. Regresi Linear Berganda

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .990 | 1.188 | | .834 | .407 |
| | TotalX1 | .307 | .074 | .405 | 4.162 | .000 |
| | TotalX2 | .205 | .076 | .249 | 2.689 | .009 |
| | TotalX3 | .163 | .069 | .214 | 2.375 | .020 |

a. Dependent Variable: TotalY

9. Uji t

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .990 | 1.188 | | .834 | .407 |
| | TotalX1 | .307 | .074 | .405 | 4.162 | .000 |

| | | | | | |
|---------|------|------|------|-------|------|
| TotalX2 | .205 | .076 | .249 | 2.689 | .009 |
| TotalX3 | .163 | .069 | .214 | 2.375 | .020 |

a. Dependent Variable: totally

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