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LAMPIRAN

Lampiran 1 : Kuesioner**KUESIONER PENELITIAN**

Kepada Yth : Bapak/Ibu Pegawai
 Sekretariat Daerah Kota Depok
 Di tempat

Perihal : **Permohonan Pengisian Kuesioner Penelitian**

Assalamu'alaikum Wr. Wb

Perkenalkan nama saya Anindya Prasetyaningrum, Mahasiswi Fakultas Ekonomi dan Bisnis dengan Program Studi Manajemen di Universitas Nasional. dalam rangka penelitian yang berjudul "Pengaruh Gaya Kepemimpinan Transformasional, Pelatihan Kerja dan Pemberdayaan SDM terhadap Kinerja Pegawai Sekretariat Daerah Kota Depok".

Dengan penulisan tugas akhir ini untuk menyelesaikan program studi S1 Manajemen di Fakultas Ekonomi dan Bisnis Universitas Nasional.

Penulis memohon dengan hormat kesediaan Bapak/Ibu untuk meluangkan waktunya mengisi kuesioner ini dan kuesioner ini tidak dimaksud untuk mengetahui apa yang benar dan apa yang salah atau sebaliknya, maka peneliti berharap pengisian kuesioner menurut kenyataan yang sebenarnya atau apa adanya berdasarkan kondisi yang dirasakan saat bekerja di Sekretariat Daerah Kota Depok.

Semua informasi yang didapat oleh peneliti akan menjadi bahan penelitian secara akademis dan semua jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya saya mengucapkan terima kasih.

Hormat Saya,

Anindya Prasetyaningrum

Bagian 1 : Petunjuk Pengisian Kuesioner

Identitas Responden

Beri tanda *cek-list* (✓) pada jawaban yang mewakili anda sebagai responden pada masing-masing pernyataan dibawah ini :

1. Nama / Inisial :
2. Jenis Kelamin : Perempuan Laki-laki
3. Usia : 20-29 tahun 30-39 tahun 40-49 tahun
4. Pendidikan Terakhir : SLTA S1
 D3 S2
5. Lama Bekerja : < 5 tahun 10 – 15 tahun
 5 -9 tahun > 15 tahun

Bagian 2 : Cara menjawab kuesioner

Pendapat Responden

Petunjuk Pengisian

Silahkan memberikan jawaban yang menurut anda sesuai dengan keadaan instansi yang berdampak pada kinerja pegawai dengan cara memberikan ceklis (✓) pada kolom yang tersedia.

Keterangan :

- 5 = SS : Sangat Setuju
 4 = S : Setuju
 3 = N : Netral
 2 = TS : Tidak Setuju
 1 = STS : Sangat Tidak Setuju

Statement Kuesioner

Gaya Kepemimpinan Transformasional (X1)

| No | Pernyataan | SS | S | N | TS | STS |
|-----------------------------|---|----|---|---|----|-----|
| Kharisma | | | | | | |
| 1 | Pimpinan saya memberikan motivasi untuk mendorong saya | | | | | |
| 2 | Pimpinan saya mendorong saya untuk lebih kreatif | | | | | |
| Motivasi Inspiratif | | | | | | |
| 3 | Pimpinan saya mampu membangkitkan semangat kerja bawahannya | | | | | |
| 4 | Pemimpin memberikan motivasi kepada saya untuk bekerja lebih baik | | | | | |
| Stimulus Intelektual | | | | | | |
| 5 | Pemimpin memberikan masukan yang inovatif untuk keberhasilan pekerjaan | | | | | |
| 6 | Pemimpin mendorong saya untuk menyelesaikan masalah pekerjaan secara rasional/logis | | | | | |
| Perhatian Individu | | | | | | |
| 7 | Pemimpin bisa dijadikan pelatih dan melatih bawahannya untuk bekerja lebih terampil | | | | | |
| 8 | Pemimpin memberikan nasihat yang sangat penting bagi pengembangan diri saya | | | | | |

Pelatihan Kerja (X2)

| No | Pernyataan | SS | S | N | TS | STS |
|---------------------------|---|----|---|---|----|-----|
| Tujuan Pelatihan | | | | | | |
| 1 | Diharapkan pelatihan yang diselenggarakan memiliki sasaran yang jelas dan bermanfaat | | | | | |
| 2 | Setelah mengikuti pelatihan saya mampu menyelesaikan pekerjaan dengan efektif dan efisien. | | | | | |
| Pelatih/Instruktur | | | | | | |
| 3 | Pelatih memiliki kemampuan penyesuaian diri terhadap peserta pelatihan | | | | | |
| 4 | Pelatih mampu mentransfer ilmu pengetahuan kepada peserta sehingga sasaran yang diinginkan tercapai | | | | | |
| Materi pelatihan | | | | | | |
| 5 | Saya mendapatkan materi yang berupa modul sebagai acuan pembelajaran | | | | | |
| 6 | Dalam memberikan materi pelatihan pelatih menggunakan alat peraga dalam memberikan pembelajaran kepada peserta. | | | | | |

| Metode pelatihan | | | | | |
|--------------------------|---|--|--|--|--|
| 7 | Metode penyajian dalam pelatihan telah sesuai dengan jenis pelatihan yang dibutuhkan peserta pelatihan | | | | |
| 8 | Metode dalam pelatihan juga sebagai acuan prosedur dalam bekerja | | | | |
| Peserta Pelatihan | | | | | |
| 9 | Saya siap sedia sebagai peserta dan selalu bersemangat untuk mengikuti pelatihan | | | | |
| 10 | Dengan adanya pelatihan dapat menimbulkan hasil dalam perubahan perilaku saya sebagai peserta pelatihan | | | | |

Pemberdayaan SDM (X3)

| No | Pernyataan | SS | S | N | TS | STS |
|-------------------------|---|----|---|---|----|-----|
| Keinginan | | | | | | |
| 1 | Pegawai diberikan kesempatan untuk mengidentifikasi permasalahan yang sedang berkembang. | | | | | |
| 2 | Pegawai diberikan kesempatan untuk melatih menguasai diri sendiri (self control). | | | | | |
| Kepercayaan Diri | | | | | | |
| 3 | Pimpinan menggali ide dan saran dari pegawai | | | | | |
| 4 | Saya mampu menyelesaikan tugas sesuai instruksi yang diberikan | | | | | |
| Kredibilitas | | | | | | |
| 5 | Pimpinan memandang pegawai sebagai partner strategis | | | | | |
| 6 | Saya dapat dengan bebas menyampaikan ide-ide saya | | | | | |
| Akuntabilitas | | | | | | |
| 7 | Pegawai diberikan tugas yang jelas dan ukuran yang jelas | | | | | |
| 8 | Pegawai diberikan bantuan dalam penyelesaian beban kerja. | | | | | |
| Komunikasi | | | | | | |
| 9 | Pimpinan menetapkan kebijakan komunikasi terbuka. | | | | | |
| 10 | Pimpinan menyediakan waktu untuk mendapatkan informasi dan mendiskusikan permasalahan secara terbuka. | | | | | |

Kinerja Pegawai (Y)

| No | Pernyataan | SS | S | N | TS | STS |
|------------------------|--|----|---|---|----|-----|
| Kualitas Kerja | | | | | | |
| 1 | Selalu mengerjakan tugas sesuai dengan kualitas yang diinginkan oleh perusahaan. | | | | | |
| 2 | Pengembangan SDM dalam merencanakan strategi perusahaan telah dipahami oleh seluruh pegawai agar pegawai dapat menyelesaikan pekerjaan dengan baik dan teliti. | | | | | |
| Kuantitas Kerja | | | | | | |
| 3 | Saya selalu berusaha mencapai target kerja yang ditetapkan oleh perusahaan. | | | | | |
| 4 | Kuantitas atas jumlah kerja yang saya lakukan dalam satu periode telah mencapai ketentuan target perusahaan. | | | | | |
| Disiplin | | | | | | |
| 5 | Saya datang ke kantor dengan tepat waktu | | | | | |
| 6 | Saya dapat menyelesaikan tugas dan kewajiban saya dengan tepat waktu | | | | | |
| Kemandirian | | | | | | |
| 7 | Saya dapat membantu memecahkan masalah dalam suatu pekerjaan | | | | | |
| 8 | Saya dapat memahami setiap pekerjaan saya sendiri. | | | | | |
| Komitmen kerja | | | | | | |
| 9 | Saya bangga bercerita kepada orang lain bahwa saya bagian dari organisasi ini. | | | | | |
| 10 | Memutuskan untuk bekerja pada organisasi ini merupakan keputusan yang tepat bagi kehidupan saya. | | | | | |

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|---|---|---|---|---|---|---|---|----|
| 4 | 3 | 3 | 4 | 2 | 4 | 5 | 4 | 29 |
| 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 27 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
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| 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 34 |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 35 |



| Pelatihan Kerja | | | | | | | | | | |
|-----------------|------|------|------|------|------|------|------|------|-------|---------|
| X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TotalX2 |
| 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 42 |
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| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
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| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 46 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
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| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 44 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 38 |
| 4 | 3 | 5 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 34 |
| 4 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 42 |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |

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| 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 43 |
| 5 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 37 |
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| 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 42 |
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| 5 | 5 | 4 | 2 | 4 | 5 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |



| Pemberdayaan SDM | | | | | | | | | | |
|------------------|------|------|------|------|------|------|------|------|-------|---------|
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | TotalX3 |
| 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 3 | 40 |
| 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 43 |
| 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
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| 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 42 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 43 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 44 |
| 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 44 |
| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 45 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 42 |
| 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 40 |
| 3 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 43 |
| 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 41 |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 4 | 4 | 4 | 4 | 5 | 4 | 2 | 5 | 4 | 4 | 40 |
| 4 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 40 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 2 | 4 | 4 | 4 | 2 | 4 | 3 | 5 | 4 | 4 | 36 |
| 4 | 4 | 4 | 2 | 4 | 4 | 3 | 5 | 4 | 4 | 38 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 33 |
| 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 5 | 4 | 5 | 2 | 4 | 3 | 5 | 4 | 4 | 40 |
| 4 | 3 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 5 | 37 |
| 4 | 4 | 2 | 2 | 3 | 4 | 2 | 5 | 4 | 4 | 34 |
| 3 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 37 |
| 4 | 5 | 4 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 40 |
| 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 44 |
| 4 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 4 | 1 | 3 | 2 | 2 | 4 | 3 | 5 | 4 | 3 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 3 | 1 | 3 | 1 | 2 | 4 | 3 | 5 | 3 | 3 | 28 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 3 | 3 | 3 | 3 | 2 | 4 | 2 | 5 | 4 | 3 | 32 |
| 5 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 40 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 41 |
| 4 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 3 | 3 | 39 |
| 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 42 |
| 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 44 |
| 4 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 34 |
| 5 | 5 | 4 | 4 | 2 | 4 | 3 | 5 | 4 | 5 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| 1 | 1 | 1 | 1 | 1 | 4 | 1 | 5 | 1 | 1 | 17 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 4 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 38 |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 3 | 2 | 4 | 4 | 5 | 4 | 4 | 38 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 48 |
| 3 | 2 | 2 | 2 | 2 | 4 | 2 | 5 | 3 | 4 | 29 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 4 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 2 | 1 | 32 |
| 2 | 3 | 5 | 3 | 2 | 4 | 3 | 5 | 2 | 2 | 31 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 43 |
| 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 40 |
| 4 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 43 |
| 3 | 2 | 5 | 3 | 4 | 2 | 4 | 5 | 3 | 2 | 33 |
| 4 | 4 | 4 | 2 | 4 | 2 | 3 | 5 | 5 | 3 | 36 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 45 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 2 | 2 | 2 | 1 | 3 | 3 | 5 | 3 | 3 | 28 |
| 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 3 | 42 |
| 4 | 4 | 2 | 4 | 2 | 1 | 3 | 5 | 2 | 2 | 29 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 40 |
| 4 | 3 | 3 | 3 | 4 | 5 | 3 | 5 | 4 | 3 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 3 | 3 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 37 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 3 | 3 | 3 | 1 | 3 | 3 | 5 | 3 | 3 | 31 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 45 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 45 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 3 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |



| Kinerja Pegawai | | | | | | | | | | |
|-----------------|----|----|----|----|----|----|----|----|-----|--------|
| Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | TotalY |
| 4 | 5 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 39 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 43 |
| 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 41 |
| 4 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 42 |
| 4 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 3 | 5 | 40 |
| 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 39 |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 4 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 5 | 5 | 41 |
| 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 2 | 5 | 41 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 5 | 5 | 4 | 2 | 4 | 5 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 40 |
| 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 45 |
| 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 45 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 47 |
| 3 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 5 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 3 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 43 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 44 |
| 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 45 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 3 | 5 | 3 | 3 | 4 | 3 | 3 | 5 | 3 | 3 | 35 |
| 5 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 5 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 42 |
| 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 41 |
| 5 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 40 |
| 5 | 5 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 44 |
| 5 | 5 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 45 |
| 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 38 |
| 5 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 42 |
| 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 40 |
| 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 39 |
| 3 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 38 |
| 4 | 5 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 42 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 3 | 5 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 3 | 36 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 3 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 2 | 39 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 43 |
| 4 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 44 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 42 |
| 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 43 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 41 |
| 4 | 5 | 4 | 5 | 4 | 3 | 2 | 5 | 5 | 3 | 40 |
| 4 | 5 | 3 | 5 | 4 | 5 | 2 | 5 | 4 | 5 | 42 |
| 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 44 |
| 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|----|
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 33 |
| 5 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 3 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 41 |
| 4 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 41 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 42 |
| 5 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 43 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 42 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 43 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 43 |
| 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |



Lampiran 3 : Hasil Output SPSS V.25

1. Analisis Deskriptif

| Descriptive Statistics | | | | | |
|------------------------|-----|---------|---------|------|----------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| X1.1 | 109 | 1 | 5 | 3,88 | ,729 |
| X1.2 | 109 | 1 | 5 | 3,97 | ,822 |
| X1.3 | 109 | 1 | 5 | 4,11 | ,774 |
| X1.4 | 109 | 1 | 5 | 4,06 | ,803 |
| X1.5 | 109 | 1 | 5 | 4,01 | ,918 |
| X1.6 | 109 | 2 | 5 | 4,12 | ,754 |
| X1.7 | 109 | 2 | 5 | 4,15 | ,705 |
| X1.8 | 109 | 2 | 5 | 4,14 | ,687 |
| X2.1 | 109 | 3 | 5 | 4,28 | ,591 |
| X2.2 | 109 | 2 | 5 | 4,22 | ,643 |
| X2.3 | 109 | 3 | 5 | 4,16 | ,683 |
| X2.4 | 109 | 2 | 5 | 4,01 | ,500 |
| X2.5 | 109 | 3 | 5 | 4,30 | ,518 |
| X2.6 | 109 | 3 | 5 | 4,21 | ,625 |
| X2.7 | 109 | 3 | 5 | 4,28 | ,625 |
| X2.8 | 109 | 2 | 5 | 4,49 | ,633 |
| X2.9 | 109 | 2 | 5 | 4,26 | ,644 |
| X2.10 | 109 | 2 | 5 | 4,28 | ,610 |
| X3.1 | 109 | 1 | 5 | 3,94 | ,657 |
| X3.2 | 109 | 1 | 5 | 3,93 | ,847 |
| X3.3 | 109 | 1 | 5 | 3,94 | ,780 |
| X3.4 | 109 | 1 | 5 | 3,80 | ,836 |
| X3.5 | 109 | 1 | 5 | 3,89 | 1,012 |
| X3.6 | 109 | 1 | 5 | 4,06 | ,582 |
| X3.7 | 109 | 1 | 5 | 3,90 | ,804 |
| X3.8 | 109 | 4 | 5 | 4,83 | ,381 |
| X3.9 | 109 | 1 | 5 | 4,00 | ,770 |
| X3.10 | 109 | 1 | 5 | 4,04 | ,827 |
| Y1 | 109 | 3 | 5 | 4,15 | ,541 |
| Y2 | 109 | 3 | 5 | 4,67 | ,492 |
| Y3 | 109 | 2 | 5 | 3,99 | ,714 |
| Y4 | 109 | 2 | 5 | 4,13 | ,668 |
| Y5 | 109 | 3 | 5 | 4,06 | ,299 |
| Y6 | 109 | 3 | 5 | 4,25 | ,626 |
| Y7 | 109 | 2 | 5 | 3,95 | ,725 |
| Y8 | 109 | 3 | 5 | 4,90 | ,332 |
| U9 | 109 | 2 | 5 | 4,30 | ,660 |
| Y10 | 109 | 2 | 5 | 4,21 | ,639 |
| Valid N (listwise) | 109 | | | | |

2. Uji Instrumen

a. Uji Validitas dan Reabilitas (X1)

| Case Processing Summary | | | |
|-------------------------|-----------------------|-----|-------|
| | | N | % |
| Cases | Valid | 109 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 109 | 100,0 |

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

| Item-Total Statistics | | | | |
|-----------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X1.1 | 28,55 | 13,361 | ,515 | ,791 |
| X1.2 | 28,46 | 12,417 | ,612 | ,776 |
| X1.3 | 28,32 | 13,442 | ,457 | ,799 |
| X1.4 | 28,38 | 12,348 | ,645 | ,771 |
| X1.5 | 28,42 | 12,172 | ,565 | ,784 |
| X1.6 | 28,31 | 13,272 | ,509 | ,792 |
| X1.7 | 28,28 | 14,335 | ,338 | ,814 |
| X1.8 | 28,29 | 13,302 | ,572 | ,784 |

Uji reabilitas X1

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,811 | 8 |

b. Uji Validitas dan Reabilitas X2

| Case Processing Summary | | | |
|---|-----------------------|-----|-------|
| | | N | % |
| Cases | Valid | 109 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 109 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

| Item-Total Statistics | | | | |
|------------------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X2.1 | 38,21 | 8,112 | ,312 | ,658 |
| X2.2 | 38,27 | 7,753 | ,375 | ,646 |
| X2.3 | 38,33 | 7,834 | ,317 | ,658 |
| X2.4 | 38,48 | 8,789 | ,459 | ,681 |
| X2.5 | 38,18 | 8,188 | ,356 | ,651 |
| X2.6 | 38,28 | 7,775 | ,386 | ,644 |
| X2.7 | 38,20 | 7,811 | ,375 | ,646 |
| X2.8 | 38,00 | 8,019 | ,305 | ,660 |
| X2.9 | 38,23 | 7,752 | ,375 | ,646 |
| X2.10 | 38,20 | 7,774 | ,401 | ,641 |

Uji Reabilitas X2

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,677 | 10 |

c. Uji Validitas X3

| Case Processing Summary | | | |
|---|-----------------------|-----|-------|
| | | N | % |
| Cases | Valid | 109 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 109 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

| Item-Total Statistics | | | | |
|------------------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| X3.1 | 36,39 | 20,517 | ,507 | ,826 |
| X3.2 | 36,39 | 18,445 | ,660 | ,810 |
| X3.3 | 36,38 | 19,329 | ,587 | ,818 |
| X3.4 | 36,52 | 18,659 | ,637 | ,812 |
| X3.5 | 36,43 | 17,248 | ,677 | ,808 |
| X3.6 | 36,26 | 22,026 | ,292 | ,842 |
| X3.7 | 36,42 | 18,857 | ,638 | ,812 |
| X3.8 | 35,50 | 24,567 | ,299 | ,862 |
| X3.9 | 36,32 | 19,368 | ,590 | ,817 |
| X3.10 | 36,28 | 18,557 | ,662 | ,810 |

Uji Reabilitas X3

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,838 | 10 |

d. Uji Validitas Y

| Case Processing Summary | | | |
|---|-----------------------|-----|-------|
| | | N | % |
| Cases | Valid | 109 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 109 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

| Item-Total Statistics | | | | |
|------------------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y1 | 38,46 | 6,714 | ,282 | ,596 |
| Y2 | 37,94 | 7,579 | ,209 | ,649 |
| Y3 | 38,61 | 5,665 | ,478 | ,541 |
| Y4 | 38,48 | 6,178 | ,353 | ,578 |
| Y5 | 38,55 | 7,398 | ,190 | ,614 |
| Y6 | 38,36 | 6,436 | ,305 | ,590 |
| Y7 | 38,65 | 6,007 | ,356 | ,577 |
| Y8 | 37,71 | 7,728 | ,222 | ,639 |
| U9 | 38,30 | 5,954 | ,437 | ,555 |
| Y10 | 38,39 | 6,167 | ,384 | ,570 |

Uji Reabilitas Y

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,619 | 10 |

3. Lampiran Uji Asumsi Klasik

a. Uji Normalitas

| One-Sample Kolmogorov-Smirnov Test | | |
|--|----------------|-------------------------|
| | | Unstandardized Residual |
| N | | 109 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 2,23532197 |
| Most Extreme Differences | Absolute | ,058 |
| | Positive | ,058 |
| | Negative | -,051 |
| Test Statistic | | ,058 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

b. Uji Multikorelitas

| Coefficients ^a | | | | | | | |
|------------------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 23,264 | 3,094 | | 7,520 | ,000 | | |
| Gaya Kepemimpinan Transformasional | ,229 | ,064 | ,335 | 3,562 | ,001 | ,692 | 1,446 |
| Pelatihan Kerja | ,165 | ,086 | ,182 | 1,905 | ,059 | ,671 | 1,491 |
| Pemberdayaan SDM | ,122 | ,061 | ,214 | 2,015 | ,046 | ,542 | 1,846 |

a. Dependent Variable: Kinerja Pegawai

c. Uji Heteroskedasitas

| Coefficients ^a | | | | | | |
|---------------------------|------------------------------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3,599 | 1,812 | | 1,986 | ,050 |
| | Gaya Kepemimpinan Transformasiona; | ,006 | ,038 | ,018 | ,152 | ,880 |
| | Pelatihan Kerja | -,071 | ,051 | -,165 | -1,401 | ,164 |
| | Pemberdayaan SDM | ,025 | ,035 | ,094 | ,715 | ,476 |

a. Dependent Variable: Abs_res

d. Uji Autokorelasi

| Model Summary ^b | | | | | |
|----------------------------|-------------------|----------|-------------------|----------------------------|---------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,599 ^a | ,359 | ,341 | 2,267 | 1,807 |

a. Predictors: (Constant), Pemberdayaan SDM, Gaya Kepemimpinan Transformasiona;, Pelatihan Kerja

b. Dependent Variable: Kinerja Pegawai

4. Uji Regresi Linear Berganda dan uji t

| Coefficients ^a | | | | | | |
|---------------------------|------------------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 23,264 | 3,094 | | 7,520 | ,000 |
| | Gaya Kepemimpinan Transformasiona; | ,229 | ,064 | ,335 | 3,562 | ,001 |
| | Pelatihan Kerja | ,165 | ,086 | ,182 | 1,905 | ,059 |
| | Pemberdayaan SDM | ,122 | ,061 | ,214 | 2,015 | ,046 |

a. Dependent Variable: Kinerja Pegawai

5. Uji f

| ANOVA ^a | | | | | | |
|--|------------|----------------|-----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 302,397 | 3 | 100,799 | 19,613 | ,000 ^b |
| | Residual | 539,640 | 105 | 5,139 | | |
| | Total | 842,037 | 108 | | | |
| a. Dependent Variable: Kinerja Pegawai | | | | | | |
| b. Predictors: (Constant), Pemberdayaan SDM, Gaya Kepemimpinan Transformasiona;, Pelatihan Kerja | | | | | | |

6. Uji R²

| Model Summary ^b | | | | |
|--|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,599 ^a | ,359 | ,341 | 2,267 |
| a. Predictors: (Constant), Pemberdayaan SDM, Gaya Kepemimpinan Transformasiona;, Pelatihan Kerja | | | | |
| b. Dependent Variable: Kinerja Pegawai | | | | |



Lampiran 4 : Surat Izin Riset



PEMERINTAH KOTA DEPOK
BADAN KESATUAN BANGSA DAN POLITIK
 Komplek Balaikota Depok, Gedung Dibaleka I Lantai IV, Jl. Margonda Raya No. 54 Depok,
 Jawa Barat 16431,
 Telp. 021-7720 6784, Fax. 021-7720 6784,
 Portal : kesbangpol.depok.go.id e-mail : badankesbangpol.depok@gmail.com

REKOMENDASI PENELITIAN
NOMOR : 071/1236-Bakesbangpol

a. Dasar : 1. Peraturan Menteri Dalam Negeri Nomor 7 Tahun 2014 Tentang Perubahan Atas Peraturan Menteri Dalam Negeri Nomor 64 Tahun 2011 Tentang Pedoman Penerbitan Rekomendasi Penelitian.
 2. Peraturan Daerah Kota Depok Nomor 4 Tahun 2021 Tentang Perubahan Atas Peraturan Daerah Kota Depok Nomor 10 Tahun 2016 Tentang Pembentukan dan Susunan Perangkat Daerah Kota Depok.
 3. Peraturan Wali Kota Depok Nomor 39 Tahun 2014 Tentang Pedoman Penerbitan Rekomendasi Ijin Penelitian/Riset/Pendidikan Sistem Ganda di Kota Depok.
 4. Peraturan Wali Kota Depok Nomor 51 Tahun 2021 Tentang Kedudukan, Susunan Organisasi, Tugas dan Fungsi Serta Tata Kerja Badan Kesatuan Bangsa dan Politik.

b. Menimbang : Memperhatikan Pengantar dari Sekretariat Daerah Kota Depok / Universitas Nasional
 Fakultas Ekonomi dan Bisnis
 Nomor : 240/R/D-FEB/VI/2023
 Tanggal : 20 Juni 2023
 Perihal : Permohonan Riset

MEMBERITAHUKAN BAHWA :

a. Nama / NIM : Anindya Prasetyaningrum / 1903402516045
 b. Alamat : Jl. Tegay Parang Utara II/24 RT. 010 RW. 004 Kel. Mampang Prapatan Kec. Mampang Prapatan, Jakarta Selatan
 c. Nomor Telepon : 089637142832
 d. Judul Penelitian : 1) "Pengaruh Gaya Kepemimpinan Transformasional, Pelatihan Kerja dan Pemberdayaan SDM Terhadap Kinerja Karyawan"
 2) Lokasi Penelitian : Sekretariat Daerah Kota Depok
 3) Waktu/Lama Penelitian : 5 Juli 2023 s/d 31 Juli 2023
 4) Anggota Tim Peneliti : -
 5) Bidang Penelitian : Manajemen
 6) Status Penelitian : Baru

Demikian rekomendasi ini dibuat untuk digunakan seperlunya.

Dibuat di : Depok
 Pada tanggal : 05 Juli 2023
 a.n. Kepala Badan Kesatuan Bangsa dan Politik



Balai Sertifikasi Elektronik

Ditandatangani Secara Elektronik Oleh:
 Sekretaris pada Badan Kesatuan Bangsa dan Politik

drp. ERNAWATI
SULISTIYANINGRUM SANJOTO
 M.Kes
 Pembina Tk.IV/b

Caratan :

- Wajib Melaporkan Hasil Riset/ Penelitian/ Survei/ PKL ke Badan KESBANGPOL dan Dinas/Instansi Tempat Melakukan Riset/ Penelitian/ Survei/ PKL;
- Harus Mematuhi Protokol Kesehatan Covid-19.

Dokumen ini telah ditandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan oleh Balai Sertifikasi Elektronik (BSrE), Badan Siber dan Sandi Negara

Lampiran 5 : Hasil Bimbingan



UNIVERSITAS NASIONAL
FAKULTAS EKONOMI DAN BISNIS

S1- Manajemen, S1- Akuntansi, dan S1- Pariwisata

Jl. Sate Manda No. 61 Pejagan, Pasar Minggu, Jakarta 12520 Telp. (021) 78621107, 7866700 (tamanag) Fax. 7862718, 7862719

P.O. Box 4781 Jakarta 12047 Homepage : <http://www.unas.ac.id> E-mail : libnas@unsn.ac.id

KONSULTASI BIMBINGAN

Npm : 193402516045
 Nama : ANINDYA PRASETYANINGRUM
 Program Studi : Manajemen
 Konsentrasi : Manajemen SDM

KONSULTASI PEMBIMBING PROPOSAL

| Tanggal | Materi Konsultasi | Status |
|--------------|--|------------------|
| 20 May, 2023 | selamat pagi pak. saya lampirkan bab 1-3 proposal skripsi dengan judul "pengaruh kepemimpinan, pelatihan kerja dan pemberdayaan sdm terhadap kinerja karyawan pt mitra caraka raya" | Sudah Ditanggapi |

KONSULTASI PEMBIMBING TUGAS AKHIR

| Tanggal | Materi Konsultasi | Status |
|-----------------|----------------------|------------------|
| 8 August, 2023 | revisi sempro | Sudah Ditanggapi |
| 9 August, 2023 | kuesioner penelitian | Sudah Ditanggapi |
| 10 August, 2023 | bab 4-5 | Sudah Ditanggapi |
| 10 August, 2023 | lampiran | Sudah Ditanggapi |
| 11 August, 2023 | bab 1-5 | Sudah Ditanggapi |
| 11 August, 2023 | revisi skripsi | Sudah Ditanggapi |
| 11 August, 2023 | full ta | Sudah Ditanggapi |

Lampiran 6 : Hasil Cek Turnitin

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