

LAMPIRAN

LAMPIRAN 1. CV Curriculum Vitae



SAFA TIARA PUTRI

MAHASISWA AKTIF
UNIVERSITAS
PEMBANGUNAN JAYA

TENTANG DIRI SAYA

Saya seorang mahasiswi aktif, Universitas Pembangunan Jaya semester 7. Saya memiliki kepribadian yang ceria, pantang menyerah, dan tepat waktu. Saya cukup sering mengikuti kegiatan seminar dan memiliki pengalaman magang yang sudah dijalankan.

PENGALAMAN

2017-2018
Panitia Diksar Tari Saman SMAN 10 TANGSEL - MENTOR

2019-2020
Panitia Pekan Raya Manajemen UPJ - DANA USAHA

2019-2020
Panitia Temu Keakraban Himpunan UPJ - MENTOR

2020-2021
Pengurus Unit Kegiatan Mahasiswa UPJ - PDD

RIWAYAT PENDIDIKAN

Universitas Pembangunan Jaya
2018 - Saat ini
Program Studi Human Resource Management

SMA NEGERI 10 Tangerang Selatan
Lulus SMA, 2018
Jurusan Ilmu Pengetahuan Sosial (IPS)

INFORMASI KONTAK

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MEDIA SOSIAL

Instagram : Safatiaraa
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KEMAMPUAN DASAR

- Komunikasi
- Leadership
- Manajemen Deadline
- Microsoft Office
- Team Work

LAMPIRAN 2. HASIL OLAH DATA

Lampiran: Uji Validitas Variabel Kepemimpinan (X1)

Correlations

	F1	F2	F3	F4	F5	F6	F7	F8	F9	F10	F11	F12	PE
F1													
Pearson Correlation	1	.597**	.567**	.374**	.319*	.477**	.135	.159	.195	.365**	.352**	.472**	.706**
Sig. (2-tailed)		.000	.000	.003	.012	.000	.297	.217	.139	.001	.005	.000	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F2													
Pearson Correlation	.597**	1	.269*	.355**	.340**	.367**	.133	.231	.193	.343**	.422**	.395**	.653**
Sig. (2-tailed)	.000		.034	.005	.007	.003	.384	.071	.132	.008	.001	.001	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F3													
Pearson Correlation	.567**	.269*	1	.505**	.149	.481**	.178	.377**	.121	.335**	.223	.493**	.657**
Sig. (2-tailed)	.000	.034		.000	.247	.000	.167	.003	.348	.008	.063	.000	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F4													
Pearson Correlation	.374**	.355**	.505**	1	.121	.229	.203	.236	.164	.342**	.195	.326**	.560**
Sig. (2-tailed)	.003	.005	.000		.340	.073	.114	.085	.203	.008	.128	.010	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F5													
Pearson Correlation	.319*	.340**	.149	.121	1	.228	-.066	.148	.181	.475**	.342**	.223	.476**
Sig. (2-tailed)	.012	.007	.247	.348		.078	.610	.256	.100	.000	.007	.082	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F6													
Pearson Correlation	.477**	.367**	.461**	.229	.226	1	.188	.170	.341**	.432**	.331**	.507**	.664**
Sig. (2-tailed)	.000	.003	.000	.073	.078		.221	.187	.007	.000	.009	.000	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F7													
Pearson Correlation	.135	.159	.195	.164	-.066	.158	1	.169	.326**	.249	.060	.276*	.308**
Sig. (2-tailed)	.297	.217	.139	.164	.610	.188		.188	.010	.054	.614	.030	.001
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F8													
Pearson Correlation	.159	.231	.236	.236	.148	.170	.169	1	.202*	.277*	.303*	.320*	.508**
Sig. (2-tailed)	.217	.071	.065	.065	.256	.187	.188		.048	.029	.017	.011	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F9													
Pearson Correlation	.195	.193	.170	.170	.341**	.326**	.326**	.252*	1	.111	.400**	.369**	.501**
Sig. (2-tailed)	.139	.133	.188	.188	.007	.007	.007	.029		.111	.000	.003	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F10													
Pearson Correlation	.343**	.343**	.335**	.342**	.475**	.432**	.345	.377**	.111	1	.245	.463**	.654**
Sig. (2-tailed)	.001	.006	.008	.006	.000	.000	.054	.029	.382		.055	.000	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F11													
Pearson Correlation	.352**	.422**	.222	.196	.342**	.331**	.060	.303*	.400**	.348	1	.421**	.603**
Sig. (2-tailed)	.005	.001	.083	.128	.007	.009	.644	.017	.001	.055		.001	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62
F12													
Pearson Correlation	.472**	.395**	.483**	.326**	.223	.507**	.276*	.320*	.369**	.463**	.421**	1	.749**
Sig. (2-tailed)	.000	.001	.000	.010	.082	.000	.030	.011	.003	.000	.001	.000	
N	62	62	62	62	62	62	62	62	62	62	62	62	62
PE													
Pearson Correlation	.709**	.653**	.657**	.550**	.470**	.664**	.398**	.500**	.501**	.654**	.603**	.249**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	
N	62	62	62	62	62	62	62	62	62	62	62	62	62

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

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

Lampiran: Uji Validitas Variabel Kepuasan Kerja (X2)

Lampiran: Uji Validitas 1 (Satu)

	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	FE													
P13 Pearson Correlation	1																													
Sig. (2-tailed)		.176	.443 ^{**}	.329 ^{**}	.337 ^{**}	.322 ^{**}	.507 ^{**}	.346 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}													
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62													
P14 Pearson Correlation		1																												
Sig. (2-tailed)			.176	.443 ^{**}	.329 ^{**}	.337 ^{**}	.507 ^{**}	.346 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}													
N			62	62	62	62	62	62	62	62	62	62	62	62	62	62	62													
P15 Pearson Correlation			1																											
Sig. (2-tailed)				.176	.443 ^{**}	.329 ^{**}	.337 ^{**}	.507 ^{**}	.346 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.434 ^{**}													
N				62	62	62	62	62	62	62	62	62	62	62	62	62	62													
P16 Pearson Correlation				1																										
Sig. (2-tailed)					.176	.443 ^{**}	.329 ^{**}	.337 ^{**}	.507 ^{**}	.346 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}													
N					62	62	62	62	62	62	62	62	62	62	62	62	62													
P17 Pearson Correlation					1																									
Sig. (2-tailed)						.176	.443 ^{**}	.329 ^{**}	.337 ^{**}	.507 ^{**}	.346 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.434 ^{**}													
N						62	62	62	62	62	62	62	62	62	62	62	62													
P18 Pearson Correlation							1																							
Sig. (2-tailed)								.176	.443 ^{**}	.329 ^{**}	.337 ^{**}	.507 ^{**}	.346 ^{**}	.434 ^{**}	.286 ^{**}	.434 ^{**}	.434 ^{**}													
N								62	62	62	62	62	62	62	62	62	62													
P19 Pearson Correlation									1																					
Sig. (2-tailed)										.176	.443 ^{**}	.329 ^{**}	.337 ^{**}	.507 ^{**}	.346 ^{**}	.434 ^{**}	.434 ^{**}													
N										62	62	62	62	62	62	62	62													
P20 Pearson Correlation											1																			
Sig. (2-tailed)												.176	.443 ^{**}	.329 ^{**}	.337 ^{**}	.507 ^{**}	.434 ^{**}													
N												62	62	62	62	62	62													
P21 Pearson Correlation													1																	
Sig. (2-tailed)														.176	.443 ^{**}	.329 ^{**}	.434 ^{**}													
N														62	62	62	62													
P22 Pearson Correlation															1															
Sig. (2-tailed)																.176	.443 ^{**}													
N																62	62													
P23 Pearson Correlation																	1													
Sig. (2-tailed)																		.176												
N																		62												
P24 Pearson Correlation																			1											
Sig. (2-tailed)																				.176										
N																				62										
P25 Pearson Correlation																					1									
Sig. (2-tailed)																						.176								
N																						62								
P26 Pearson Correlation																							1							
Sig. (2-tailed)																								.176						
N																								62						
P27 Pearson Correlation																									1					
Sig. (2-tailed)																										.176				
N																										62				
P28 Pearson Correlation																											1			
Sig. (2-tailed)																												.176		
N																												62		
FE Pearson Correlation																													1	
Sig. (2-tailed)																														.176
N																														62

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

PEM

Variabel Kinerja Tenaga Kependidikan

(Y)(Pernyataan 45 Tidak Valid)

Correlations

	P28	P29	P30	P31	P32	P33	P34	P35	P36	P37	P38	P39	P40	P41	P42	P43	P44	P45	P46	P47														
P28 Pearson Correlation	1																																	
P28 Sig. (2-tailed)		.027*																																
P29 Pearson Correlation			1																															
P29 Sig. (2-tailed)				.027*																														
P30 Pearson Correlation					1																													
P30 Sig. (2-tailed)						.027*																												
P31 Pearson Correlation							1																											
P31 Sig. (2-tailed)								.027*																										
P32 Pearson Correlation									1																									
P32 Sig. (2-tailed)										.027*																								
P33 Pearson Correlation											1																							
P33 Sig. (2-tailed)												.027*																						
P34 Pearson Correlation													1																					
P34 Sig. (2-tailed)														.027*																				
P35 Pearson Correlation															1																			
P35 Sig. (2-tailed)																.027*																		
P36 Pearson Correlation																	1																	
P36 Sig. (2-tailed)																		.027*																
P37 Pearson Correlation																			1															
P37 Sig. (2-tailed)																				.027*														
P38 Pearson Correlation																					1													
P38 Sig. (2-tailed)																						.027*												
P39 Pearson Correlation																							1											
P39 Sig. (2-tailed)																								.027*										
P40 Pearson Correlation																									1									
P40 Sig. (2-tailed)																										.027*								
P41 Pearson Correlation																											1							
P41 Sig. (2-tailed)																												.027*						
P42 Pearson Correlation																													1					
P42 Sig. (2-tailed)																														.027*				
P43 Pearson Correlation																															1			
P43 Sig. (2-tailed)																															.027*			
P44 Pearson Correlation																																1		
P44 Sig. (2-tailed)																																.027*		
P45 Pearson Correlation																																	1	
P45 Sig. (2-tailed)																																	.027*	
P46 Pearson Correlation																																		1
P46 Sig. (2-tailed)																																		.027*

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

Lampiran: Uji Validitas 2 (Dua) Variabel Kinerja Tenaga Kependidikan (Y)

MINIFADO

Correlations

	P28	P30	P31	P32	P33	P34	P35	P36	P37	P38	P39	P40	P41	P42	P43	P44	P45	PE
P28 Pearson Correlation	1																	
Sig. (2-tailed)		.522 ^{**}	.368 ^{**}	.193	.510 ^{**}	.294 ^{**}	.342 ^{**}	.469 ^{**}	.325 ^{**}	.452 ^{**}	.387 ^{**}	.270 ^{**}	.325 ^{**}	.292 ^{**}	.243 ^{**}	.347 ^{**}	.204	.681 ^{**}
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P29 Pearson Correlation		1																
Sig. (2-tailed)			.158	.097	.223	.285	.058	.296 ^{**}	.261 ^{**}	.333 ^{**}	.142	.306 ^{**}	.110	-.012	.162	.117	-.036	.442 ^{**}
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P30 Pearson Correlation			1															
Sig. (2-tailed)				.409 ^{**}	.538 ^{**}	.526 ^{**}	.476 ^{**}	.375 ^{**}	.388 ^{**}	.283 ^{**}	.601 ^{**}	.358 ^{**}	.407 ^{**}	.367 ^{**}	.405 ^{**}	.435 ^{**}	-.020	.688 ^{**}
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P31 Pearson Correlation				1														
Sig. (2-tailed)					.001	.007	.000	.003	.002	.026	.000	.005	.001	.003	.001	.000	.000	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P32 Pearson Correlation					1													
Sig. (2-tailed)						.460 ^{**}	.161	.468 ^{**}	.224	.358 ^{**}	.315 ^{**}	.358 ^{**}	.316 ^{**}	.192	.528 ^{**}	.201	.558 ^{**}	
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P33 Pearson Correlation						1												
Sig. (2-tailed)							.392 ^{**}	.507 ^{**}	.448 ^{**}	.243	.410 ^{**}	.460 ^{**}	.360 ^{**}	.414 ^{**}	.397 ^{**}	.391 ^{**}	.268 ^{**}	.655 ^{**}
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P34 Pearson Correlation							1											
Sig. (2-tailed)								.002	.038	.000	.007	.001	.000	.004	.001	.000	.000	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P35 Pearson Correlation								1										
Sig. (2-tailed)									.262 ^{**}	.188	.374 ^{**}	.015	.226	.344 ^{**}	.433 ^{**}	.439 ^{**}	.121	.581 ^{**}
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P36 Pearson Correlation									1									
Sig. (2-tailed)										.040	.040	.000	.000	.000	.000	.000	.000	.000
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P37 Pearson Correlation										1								
Sig. (2-tailed)											.326 ^{**}	.368 ^{**}	.243	.267 ^{**}	.222	.363 ^{**}	.218	.583 ^{**}
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P38 Pearson Correlation											1							
Sig. (2-tailed)												.337 ^{**}	.305 ^{**}	.300 ^{**}	.479 ^{**}	.317 ^{**}	.646 ^{**}	
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P39 Pearson Correlation												1						
Sig. (2-tailed)													.355 ^{**}	.315 ^{**}	.166	.224	.246	.504 ^{**}
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P40 Pearson Correlation																		
Sig. (2-tailed)																		
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P41 Pearson Correlation																		
Sig. (2-tailed)																		
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P42 Pearson Correlation																		
Sig. (2-tailed)																		
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P43 Pearson Correlation																		
Sig. (2-tailed)																		
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P44 Pearson Correlation																		
Sig. (2-tailed)																		
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
P45 Pearson Correlation																		
Sig. (2-tailed)																		
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62
PE Pearson Correlation																		
Sig. (2-tailed)																		
N	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62	62

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

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

Lampiran: Uji Reliabilitas Variabel Kepemimpinan (X1)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.835	.834	12

Lampiran: Uji Reliabilitas Variabel Kepuasan Kerja (X2)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.862	.867	16

Lampiran: Uji Reliabilitas Variabel Kinerja Tenaga Kependidikan (Y)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.875	.879	17

Lampiran : Uji Deskriptif

		P1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	2	3.2	3.2	4.8
	N	16	25.8	25.8	30.6
	S	25	40.3	40.3	71.0
	SS	18	29.0	29.0	100.0
	Total	62	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	4	6.5	6.5	8.1
	N	8	12.9	12.9	21.0
	S	28	45.2	45.2	66.1
	SS	21	33.9	33.9	100.0
	Total	62	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	4.8	4.8	4.8
	N	18	29.0	29.0	33.9
	S	20	32.3	32.3	66.1
	SS	21	33.9	33.9	100.0
	Total	62	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	3.2	3.2	3.2
	N	19	30.6	30.6	33.9
	S	24	38.7	38.7	72.6
	SS	17	27.4	27.4	100.0
	Total	62	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	4.8	4.8	4.8
	N	12	19.4	19.4	24.2
	S	25	40.3	40.3	64.5
	SS	22	35.5	35.5	100.0
	Total	62	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	4	6.5	6.5	8.1
	N	14	22.6	22.6	30.6
	S	25	40.3	40.3	71.0
	SS	18	29.0	29.0	100.0
	Total	62	100.0	100.0	

P7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	2	3.2	3.2	6.5
	N	16	25.8	25.8	32.3
	S	26	41.9	41.9	74.2
	SS	16	25.8	25.8	100.0
	Total	62	100.0	100.0	

P8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	4.8	4.8	4.8
	N	16	25.8	25.8	30.6
	S	21	33.9	33.9	64.5
	SS	22	35.5	35.5	100.0
	Total	62	100.0	100.0	

P9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.6	1.6	1.6
	N	13	21.0	21.0	22.6
	S	26	41.9	41.9	64.5
	SS	22	35.5	35.5	100.0
	Total	62	100.0	100.0	

P10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	6.5	6.5	6.5
	N	13	21.0	21.0	27.4
	S	23	37.1	37.1	64.5
	SS	22	35.5	35.5	100.0
	Total	62	100.0	100.0	

P11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	2	3.2	3.2	4.8
	N	18	29.0	29.0	33.9
	S	20	32.3	32.3	66.1
	SS	21	33.9	33.9	100.0
	Total	62	100.0	100.0	

P12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	6	9.7	9.7	11.3
	N	17	27.4	27.4	38.7
	S	16	25.8	25.8	64.5
	SS	22	35.5	35.5	100.0
	Total	62	100.0	100.0	

P13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	4.8	4.8	4.8
	N	12	19.4	19.4	24.2
	S	30	48.4	48.4	72.6
	SS	17	27.4	27.4	100.0
	Total	62	100.0	100.0	

P14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	9	14.5	14.5	14.5
	S	27	43.5	43.5	58.1
	SS	26	41.9	41.9	100.0
	Total	62	100.0	100.0	

P15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	5	8.1	8.1	11.3
	N	9	14.5	14.5	25.8
	S	22	35.5	35.5	61.3
	SS	24	38.7	38.7	100.0
	Total	62	100.0	100.0	

P16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	3	4.8	4.8	8.1
	N	15	24.2	24.2	32.3
	S	22	35.5	35.5	67.7
	SS	20	32.3	32.3	100.0
	Total	62	100.0	100.0	

P17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	1	1.6	1.6	3.2
	N	11	17.7	17.7	21.0
	S	21	33.9	33.9	54.8
	SS	28	45.2	45.2	100.0
	Total	62	100.0	100.0	

P18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	3.2	3.2	3.2
	N	15	24.2	24.2	27.4
	S	21	33.9	33.9	61.3
	SS	24	38.7	38.7	100.0
	Total	62	100.0	100.0	

P19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	3.2	3.2	3.2
	N	14	22.6	22.6	25.8
	S	26	41.9	41.9	67.7
	SS	20	32.3	32.3	100.0
	Total	62	100.0	100.0	

P20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	2	3.2	3.2	6.5
	N	15	24.2	24.2	30.6
	S	18	29.0	29.0	59.7
	SS	25	40.3	40.3	100.0
	Total	62	100.0	100.0	

P21

		Frequency	Percent	Valid Percent	Cumulative Percent		
Valid	TS	3	4.8	4.8	4.8	4.8	4.8
	N	10	16.1	16.1	16.1	21.0	21.0
	S	21	33.9	33.9	33.9	54.8	54.8
	SS	28	45.2	45.2	45.2	100.0	100.0
	Total	62	100.0	100.0	100.0	100.0	100.0

P22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	3	4.8	4.8	8.1
	N	12	19.4	19.4	27.4
	S	19	30.6	30.6	58.1
	SS	26	41.9	41.9	100.0
	Total	62	100.0	100.0	

P23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	1	1.6	1.6	4.8
	N	18	29.0	29.0	33.9
	S	22	35.5	35.5	69.4
	SS	19	30.6	30.6	100.0
Total		62	100.0	100.0	

P24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	4.8	4.8	4.8
	TS	8	12.9	12.9	17.7
	N	14	22.6	22.6	40.3
	S	24	38.7	38.7	79.0
	SS	13	21.0	21.0	100.0
Total		62	100.0	100.0	

P25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	4	6.5	6.5	9.7
	N	19	30.6	30.6	40.3
	S	22	35.5	35.5	75.8
	SS	15	24.2	24.2	100.0
Total		62	100.0	100.0	

P26

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	1	1.6	1.6	4.8
	N	9	14.5	14.5	19.4
	S	23	37.1	37.1	56.5
	SS	27	43.5	43.5	100.0
Total		62	100.0	100.0	

P27

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	2	3.2	3.2	4.8
	N	11	17.7	17.7	22.6
	S	25	40.3	40.3	62.9
	SS	23	37.1	37.1	100.0
	Total	62	100.0	100.0	

P28

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	6.5	6.5	6.5
	N	11	17.7	17.7	24.2
	S	23	37.1	37.1	61.3
	SS	24	38.7	38.7	100.0
	Total	62	100.0	100.0	

P29

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	8	12.9	12.9	16.1
	N	13	21.0	21.0	37.1
	S	23	37.1	37.1	74.2
	SS	16	25.8	25.8	100.0
	Total	62	100.0	100.0	

P30

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	6.5	6.5	6.5
	TS	1	1.6	1.6	8.1
	N	15	24.2	24.2	32.3
	S	24	38.7	38.7	71.0
	SS	18	29.0	29.0	100.0
	Total	62	100.0	100.0	

P31

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	9.7	9.7	9.7
	N	8	12.9	12.9	22.6
	S	33	53.2	53.2	75.8
	SS	15	24.2	24.2	100.0
	Total	62	100.0	100.0	

P32

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.6	1.6	1.6
	N	9	14.5	14.5	16.1
	S	32	51.6	51.6	67.7
	SS	20	32.3	32.3	100.0
	Total	62	100.0	100.0	

P33

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	4.8	4.8	4.8
	N	8	12.9	12.9	17.7
	S	30	48.4	48.4	66.1
	SS	21	33.9	33.9	100.0
	Total	62	100.0	100.0	

P34

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	4.8	4.8	4.8
	N	16	25.8	25.8	30.6
	S	23	37.1	37.1	67.7
	SS	20	32.3	32.3	100.0
	Total	62	100.0	100.0	

P35

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	2	3.2	3.2	4.8
	N	13	21.0	21.0	25.8
	S	30	48.4	48.4	74.2
	SS	16	25.8	25.8	100.0
	Total	62	100.0	100.0	

P36

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	1	1.6	1.6	3.2
	N	9	14.5	14.5	17.7
	S	31	50.0	50.0	67.7
	SS	20	32.3	32.3	100.0
	Total	62	100.0	100.0	

P37

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	14	22.6	22.6	22.6
	S	26	41.9	41.9	64.5
	SS	22	35.5	35.5	100.0
	Total	62	100.0	100.0	

P38

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	3.2	3.2	3.2
	N	12	19.4	19.4	22.6
	S	25	40.3	40.3	62.9
	SS	23	37.1	37.1	100.0
	Total	62	100.0	100.0	

P39

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	4.8	4.8	4.8
	N	13	21.0	21.0	25.8
	S	28	45.2	45.2	71.0
	SS	18	29.0	29.0	100.0
	Total	62	100.0	100.0	

P40

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	1	1.6	1.6	3.2
	N	8	12.9	12.9	16.1
	S	29	46.8	46.8	62.9
	SS	23	37.1	37.1	100.0
	Total	62	100.0	100.0	

P41

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.6	1.6	1.6
	N	18	29.0	29.0	30.6
	S	23	37.1	37.1	67.7
	SS	20	32.3	32.3	100.0
	Total	62	100.0	100.0	

P42

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	1	1.6	1.6	3.2
	N	9	14.5	14.5	17.7
	S	24	38.7	38.7	56.5
	SS	27	43.5	43.5	100.0
	Total	62	100.0	100.0	

P43

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	2	3.2	3.2	4.8
	N	17	27.4	27.4	32.3
	S	26	41.9	41.9	74.2
	SS	16	25.8	25.8	100.0
	Total	62	100.0	100.0	

P44

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.6	1.6	1.6
	TS	2	3.2	3.2	4.8
	N	13	21.0	21.0	25.8
	S	26	41.9	41.9	67.7
	SS	20	32.3	32.3	100.0
	Total	62	100.0	100.0	

P45

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	6.5	6.5	6.5
	TS	4	6.5	6.5	12.9
	N	15	24.2	24.2	37.1
	s	24	38.7	38.7	75.8
	SS	15	24.2	24.2	100.0
Total		62	100.0	100.0	

P46

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	3.2	3.2	3.2
	TS	2	3.2	3.2	6.5
	N	18	29.0	29.0	35.5
	s	25	40.3	40.3	75.8
	SS	15	24.2	24.2	100.0
Total		62	100.0	100.0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	21	33.9	33.9	33.9
	Perempuan	41	66.1	66.1	100.0
Total		62	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 41	3	4.8	4.8	4.8
	23-25	25	40.3	40.3	45.2
	26-30	16	25.8	25.8	71.0
	31-40	14	22.6	22.6	93.5
	41-50	2	3.2	3.2	96.8
	51-60	2	3.2	3.2	100.0
	Total	62	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	11	17.7	17.7	17.7
	S1	38	61.3	61.3	79.0
	S2	12	19.4	19.4	98.4
	S3	1	1.6	1.6	100.0
Total		62	100.0	100.0	

Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 10 Tahun	11	17.7	17.7	17.7
	1-5 Tahun	35	56.5	56.5	74.2
	6-10 Tahun	16	25.8	25.8	100.0
	Total	62	100.0	100.0	

Penghasilan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> Rp.10.000.0	1	1.6	1.6	1.6
	> Rp.8.600.00	9	14.5	14.5	16.1
	Rp.4.500.000	27	43.5	43.5	59.7
	Rp.6.500.000	3	4.8	4.8	64.5
	Rp.6.550.000	22	35.5	35.5	100.0
	Total	62	100.0	100.0	

Uji Asumsi Klasik

a. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

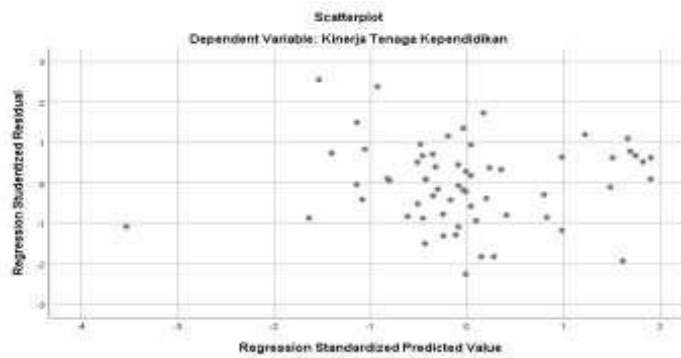
Unstandardized Residual		
N		62
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.90489082
Most Extreme Differences	Absolute	.056
	Positive	.056
	Negative	-.040
Test Statistic		.056
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- 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 Multikolinearitas

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Kepemimpinan	.232	4.313
Kepuasan Kerja	.232	4.313

c. Uji Heterokedastisitas



Uji Hipotesis

a. Uji Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.892 ^a	.796	.789	3.971

b. Uji F (Anova)

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3620.716	2	1810.358	114.834	.000 ^b
	Residual	930.139	59	15.765		
	Total	4550.855	61			

a. Dependent Variable: Kinerja Tenaga Kependidikan

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

c. Uji t (Coefficient)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.832	3.870		2.541	.014
	Kepemimpinan	.400	.160	.305	2.497	.015
	Kepuasan Kerja	.610	.122	.612	5.009	.000

a. Dependent Variable: Kinerja Tenaga Kependidikan

D.TABULASI

VARIABEL KEPEMIMPINAN (X1)													
Responden	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	PE
1	3	4	3	4	3	3	4	4	4	3	2	2	39
2	4	4	3	2	3	4	4	3	4	3	3	3	40
3	3	4	3	4	4	3	4	3	3	4	3	3	41
4	5	5	5	5	5	5	5	5	5	5	5	5	60
5	4	5	5	5	5	5	5	5	5	5	5	5	59
6	5	5	5	4	4	5	4	5	5	5	5	5	57
7	5	5	5	3	5	5	4	5	5	5	4	5	56
8	5	5	5	5	5	5	5	5	5	5	5	5	60
9	5	5	5	5	4	5	5	4	5	5	4	5	57
10	5	5	5	5	4	4	4	5	4	5	5	5	56
11	5	5	5	5	5	5	5	5	5	5	5	5	60
12	5	5	5	5	5	4	3	5	3	5	5	5	55
13	4	4	4	4	3	3	4	3	3	3	2	2	39
14	4	4	5	5	4	5	4	4	5	5	4	5	54
15	4	4	4	4	4	4	4	4	4	4	4	4	48
16	3	5	2	3	5	2	2	5	2	4	3	2	38
17	4	3	5	3	5	2	5	3	4	5	3	5	47
18	5	4	3	4	5	4	5	3	4	5	3	4	49
19	4	5	3	4	5	3	4	3	5	4	4	2	46
20	4	5	3	4	5	3	5	3	4	4	5	3	48
21	5	5	5	4	4	4	4	4	4	4	4	4	51
22	5	5	5	4	4	3	3	4	4	3	3	4	47
23	4	5	3	4	4	3	4	4	5	3	5	3	47
24	3	4	3	3	4	4	4	3	4	4	5	3	44
25	4	4	3	3	4	4	3	5	5	4	4	4	47
26	3	4	4	4	2	4	4	4	4	4	4	5	46
27	3	4	3	4	3	3	3	4	5	3	5	3	43
28	3	2	4	4	4	3	3	2	3	2	3	3	36
29	3	4	3	4	5	3	4	5	4	4	5	5	49
30	3	3	4	3	5	3	4	4	3	5	3	4	44
31	2	1	2	3	4	1	1	3	4	2	3	1	27
32	5	4	5	5	5	5	5	5	5	5	5	5	59
33	4	4	4	4	4	4	4	4	4	4	4	4	48
34	4	4	4	4	4	5	4	5	5	5	4	5	53
35	4	5	4	5	5	4	4	5	5	4	4	4	53
36	5	5	5	5	5	5	5	5	5	5	5	5	60

37	4	3	4	4	4	4	3	4	3	4	4	3	44
38	4	3	4	5	3	4	5	3	4	4	1	2	42
39	3	4	2	4	4	3	5	3	5	3	4	5	45
40	4	4	4	3	4	4	4	4	4	4	4	4	47
41	4	4	4	3	4	4	3	5	5	3	4	3	46
42	3	4	4	4	2	4	4	2	3	4	4	3	41
43	3	2	4	5	3	4	3	5	3	5	3	4	44
44	3	4	4	3	4	4	2	4	4	4	3	5	44
45	4	4	4	4	3	4	4	4	3	3	3	3	43
46	4	4	3	3	3	5	5	3	4	3	4	5	46
47	4	3	5	5	5	4	3	4	4	5	5	3	50
48	4	5	3	3	5	4	3	3	4	4	5	4	47
49	5	4	4	3	4	5	3	4	3	5	3	3	46
50	4	4	4	3	5	5	3	3	3	4	3	5	46
51	4	3	5	3	4	5	3	4	5	2	4	4	46
52	4	4	5	3	4	3	4	5	3	4	5	3	47
53	5	4	3	3	5	4	3	4	4	5	5	3	48
54	3	4	3	4	5	5	3	3	5	5	3	4	47
55	3	3	5	4	4	4	5	5	4	3	3	3	46
56	4	5	4	5	3	3	4	4	3	5	3	4	47
57	3	5	4	4	4	5	3	5	4	3	5	4	49
58	2	2	3	2	3	4	5	4	4	3	4	2	38
59	1	2	3	3	3	2	5	5	5	4	3	3	39
60	5	3	3	3	3	4	4	3	5	4	5	5	47
61	5	4	5	5	2	2	4	5	4	2	4	5	47
62	5	5	5	5	5	5	1	2	4	4	5	4	50

Responden	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22
1	4	3	4	4	3	4	4	4	3	2
2	5	5	5	5	5	4	4	5	5	5
3	4	4	5	4	5	4	4	4	4	4
4	5	5	5	5	5	5	5	5	5	5
5	5	5	5	5	5	5	5	5	5	5
6	5	5	5	5	5	5	5	5	5	5
7	5	3	5	5	5	5	5	5	5	5
8	5	5	5	5	5	5	5	5	5	5
9	5	5	5	5	5	5	4	5	5	5
10	4	4	4	4	4	4	4	5	4	5
11	4	5	5	5	5	5	5	5	5	5

12	5	5	5	5	5	5	5	5	5	5
13	4	3	4	3	4	3	3	4	2	3
14	4	4	4	5	5	5	4	4	5	4
15	4	4	4	4	4	4	4	4	4	4
16	2	4	3	5	5	4	4	3	5	2
17	3	4	4	3	5	3	2	1	5	3
18	5	3	5	4	3	5	4	3	5	3
19	4	5	3	4	5	3	4	5	4	5
20	2	4	5	3	4	5	3	5	5	3
21	5	5	4	4	4	4	4	4	4	3
22	4	5	5	3	3	4	4	5	4	4
23	4	4	4	3	4	5	3	3	4	4
24	4	4	5	4	3	4	3	4	4	4
25	4	4	2	4	4	4	4	4	4	4
26	3	4	4	3	4	4	4	5	3	5
27	4	4	4	4	5	4	3	4	4	3
28	3	3	3	3	3	3	3	3	3	3
29	3	5	3	4	5	5	3	5	4	3
30	3	5	2	4	5	3	5	3	4	4
31	3	3	1	2	1	2	3	2	3	4
32	5	5	5	5	5	5	5	5	5	5
33	4	4	4	4	4	4	4	4	4	4
34	5	5	5	5	5	5	5	5	5	5
35	5	5	5	5	5	5	5	5	5	5
36	5	5	5	5	5	5	5	5	5	5
37	3	4	4	3	4	4	3	4	3	4
38	4	5	3	5	3	3	5	3	4	3
39	2	5	2	5	3	5	2	3	4	5
40	4	4	4	3	4	5	4	3	3	5
41	4	3	5	3	5	3	3	3	4	5
42	4	3	2	4	5	3	4	3	4	4
43	3	5	2	1	2	4	5	2	2	5
44	3	4	4	5	4	4	3	4	5	3
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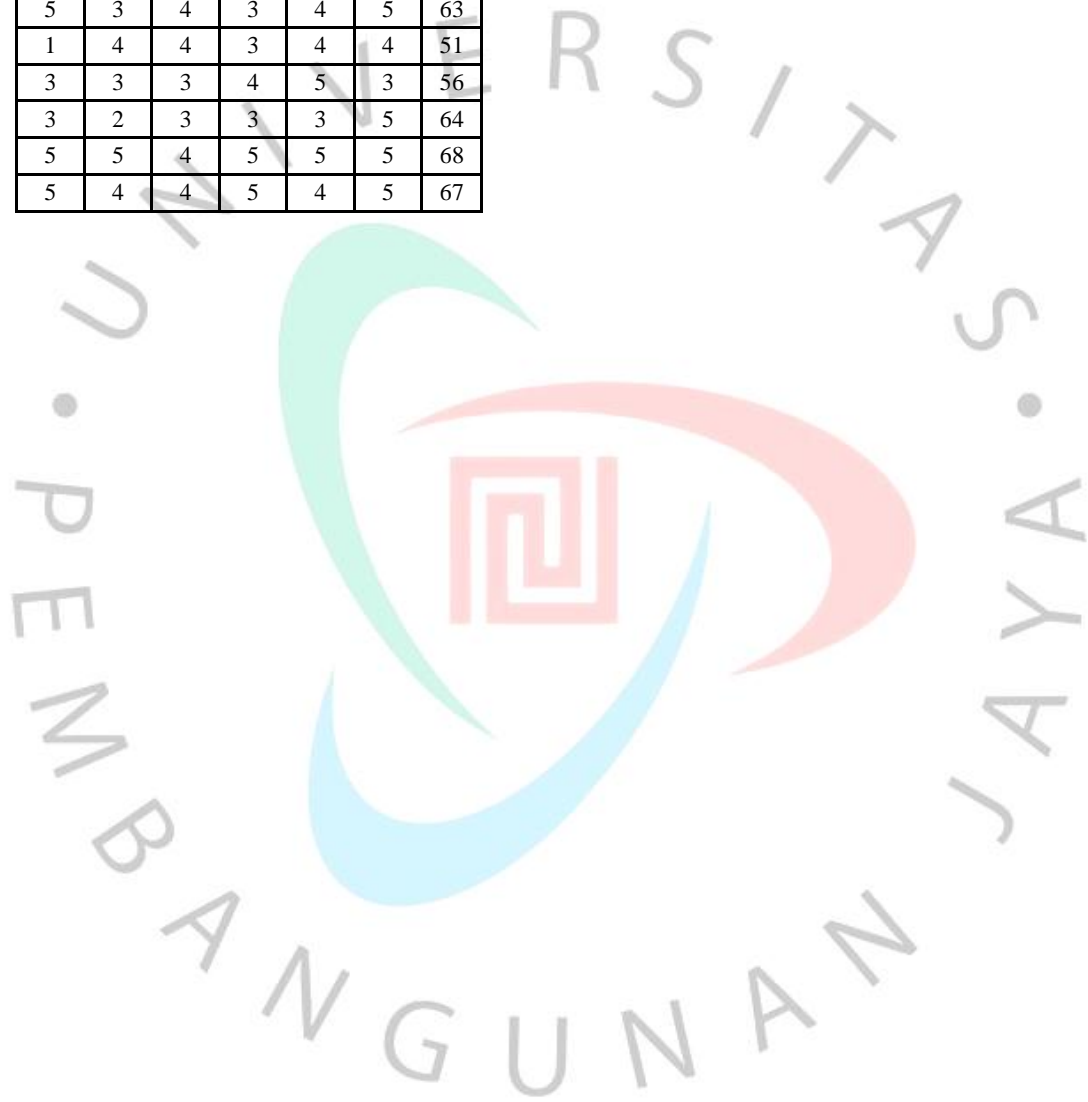
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P23	P24	P25	P26	P27	P28	PE
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3	2	3	3	3	5	64
5	5	4	5	5	5	68
5	4	4	5	4	5	67



Lampiran Kuesioner Penelitian

KUESIONER PENGARUH KEPEMIMPINAN DAN KEPUASAN KERJA TERHADAP KINERJA TENAGA KEPENDIDIKAN UNIVERSITAS NASIONAL JAKARTA

Kepada responden yang terhormat,

Perkenalkan saya Safa Tiara Putri Mahasiswi Program Studi Manajemen Fakultas Humaniora dan Bisnis Universitas Pembangunan Jaya. Saat ini saya sedang melakukan penelitian tentang “Pengaruh Kepemimpinan dan Kepuasan Kerja Terhadap Kinerja Tenaga Kependidikan Universitas Nasional Jakarta” untuk itu diharapkan para responden dapat memberikan jawaban yang sebenar-benarnya demi membantu penelitian ini. Hasil dari penelitian ini hanya untuk kepentingan penelitian, tidak akan digunakan untuk hal lain dan akan dijaga kerahasiaannya. Atas waktu dan kesediannya saya ucapkan terima kasih, semoga peneliti ini bermanfaat untuk kita semua.

Lampiran Pernyataan Kuesioner

**Variabel Kepemimpinan
(X1)**

No	Pernyataan	5	4	3	2	1
A	Kemampuan mengambil keputusan					
	1. Pimpinan dalam mengatasi permasalahan pekerjaan dapat mengambil keputusan dengan bijaksana					
	2. Pimpinan mengambil keputusan dengan tegas dan cepat					
B	Kemampuan memotivasi					
	3. Pimpinan selalu memberikan motivasi kerja dalam menyelesaikan pekerjaannya					
	4. Pimpinan memberikan perhatian jenjang karir kepada tenaga kependidikan					
C	Kemampuan Komunikasi					
	5. Informasi yang disampaikan oleh pimpinan sudah jelas dan terarah dalam menyelesaikan pekerjaan					
	6. Pimpinan selalu memberikan kesempatan kepada tenaga kependidikan					
D	Kemampuan mengendalikan bawahan					
	7. Pimpinan menyampaikan peraturan yang berlaku di dalam organisasi sebelum saya melakukan pekerjaan					
	8. Pimpinan melakukan komunikasi dengan baik dalam mengatasi permasalahan					
E	Tanggung Jawab					
	9. Pimpinan memiliki karakter positif yang bertanggung jawab dalam mengatasi					

	permasalahan pekerjaan.					
	10. Pimpinan selalu taat asas dalam menerapkan aturan organisasi					
F	Kemampuan mengendalikan emosi					
	11. Pimpinan selalu bersikap sabar dalam mengatasi pekerjaan					
	12. Pimpinan dapat mengendalikan emosi baik dalam bertutur kata maupun perbuatan.					

VARIABEL KEPUASAN KERJA (X2)

No	Pernyataan	5	4	3	2	1
A	Kesetiaan					
	1. Saya menyelesaikan pekerjaan selalu memegang teguh visi dan misi organisasi					
	2. Saya selalu berusaha memberikan kontribusi pekerjaan untuk memajukan organisasi					
B	Kemampuan					
	3. Saya menyelesaikan pekerjaan sesuai dengan bakat dan kemampuan					
	4. Saya melakukan pekerjaan sesuai dengan kompetensi dan					

	keterampilan					
C	Kejujuran					
	5. Saya melakukan pekerjaan bersikap jujur terhadap diri sendiri					
	6. Saya bekerja dengan tim kerja selalu berperilaku jujur yang mengutamakan kebenaran					
D	Kreatifitas					
	7. Saya melakukan pekerjaan yang berorientasi pada kreatifitas untuk menghasilkan inovasi					
	8. Saya berusaha meningkatkan kualitas melalui kreatifitas untuk meningkatkan kinerja					
E	Kepemimpinan					
	9. Pimpinan memberikan tugas secara terinci agar saya dapat menyelesaikan pekerjaan					
	10. Pimpinan selalu mengarahkan tenaga kependidikan agar menyelesaikan pekerjaan dengan efektif&efisien					
F	Tingkat Gaji					
	11. Gaji yang saya terima sesuai dengan beban pekerjaan yang saya lakukan setiap bulan					
	12. Gaji yang saya terima cukup untuk kebutuhan hidup					
G	Kompensasi tidak langsung					
	13. Pimpinan memberikan penghargaan kepada tenaga kependidikan yang berprestasi					
	14. Saya menerima Jaminan kerja berupa BPJS Kesehatan, BPJS Ketenagakerjaan dan pensiun					
H	Lingkungan Kerja					
	15. Lingkungan kerja memiliki fasilitas yang memadai untuk bekerja					
	16. Saya melakukan pekerjaan dengan lingkungan kerja yang nyaman					

**KINERJA TENAGA KEPENDIDIKAN
(Y)**

No	Pernyataan	5	4	3	2	1
A	Kecepatan					
	1. Saya bekerja dengan cepat dalam menyelesaikan pekerjaan					
	2. Saya mampu bekerja dengan waktu yang ditentukan					
B	Kemampuan (kuantitas)					
	3. Pimpinan mengarahkan karyawan untuk memenuhi jumlah hasil kerja yang ditetapkan organisasi					
	4. Saya mampu memenuhi standar kerja dari sisi kuantitas yang ditetapkan organisasi					
C	Kerapian					
	5. Saya mampu menyelesaikan dengan kerapian					
	6. Fasilitas yang mendukung pekerjaan setiap saya gunakan selalu disusun dengan rapih					
D	Ketelitian hasil kerja					
	7. Saya mampu menyelesaikan pekerjaan dengan ketelitian yang tinggi					
	8. Saya mengutamakan ketelitian dalam menyelesaikan pekerjaan untuk mendapatkan hasil kerja yang baik					
E	Hasil kerja (kualitas)					
	9. Saya mampu bekerja mencapai target hasil yang ditetapkan organisasi					

	10. Saya mengutamakan kualitas dari pekerjaan yang dihasilkan					
F	Jalinan kerjasama					
	11. Saya menyelesaikan pekerjaan melalui kerjasama yang baik dengan rekan kerja					
	12. Pimpinan Universitas mendorong karyawan selalu bekerjasama untuk mencapai tujuan organisasi					
G	Kekompakan					
	13. Pimpinan perusahaan mendorong karyawan agar selalu bekerjasama dengan kekompakan untuk mencapai tujuan organisasi					
	14. Kerja tim yang dibangun dengan kekompakan merupakan komitmen bersama untuk mencapai tujuan organisasi					
H	Hasil kerja (tanggung jawab)					
	15. Tenaga kependidikan memiliki kesempatan untuk menerima tanggung jawab yang lebih besar dalam menyelesaikan pekerjaan					
	16. Pekerjaan yang telah menjadi tanggung jawab saya dapat diselesaikan dengan hasil yang baik					
I	Kemampuan (inisiatif)					
	17. Saya bersedia menyelesaikan pekerjaan yang bukan menjadi tanggung jawab saya					
	18. Saya bekerja tanpa perlu banyak arahan dari pimpinan					