

LAMPIRAN

Lampiran 1. Kuesioner Penelitian

1. Kepemimpinan (X1)

No	Pernyataan	SS	S	C	TS	STS
1.	Pimpinan selalu tegas dalam memberikan sanksi jika saya tidak mengikuti apel pagi dan datang terlambat					
2.	Pimpinan selalu mengambil keputusan yang tepat sesuai dengan kondisi					
3.	Pimpinan selalu memberikan motivasi dan arahan kerja sehingga saya memiliki semangat dalam bekerja					
4.	Pimpinan menghargai pekerjaan karyawan dengan cara memberi penghargaan					
5.	Pimpinan memberikan instruksi kerja menggunakan bahasa yang mudah dipahami					
6.	Pimpinan selalu berusaha menjelaskan antara tujuan instansi dengan tim kerja					
7.	Pimpinan mendorong saya untuk bekerja dengan solid di dalam tim					
8.	Pimpinan mendorong saya untuk memanfaatkan kemampuan yang saya miliki					
9.	Pimpinan mempunyai keberanian yang tinggi untuk mengambil resiko					
10.	Pimpinan memiliki kemampuan dalam mengatur emosinya agar tidak salah dalam mengambil keputusan					

2. Komunikasi (X2)

No	Pernyataan	SS	S	C	TS	STS
11.	Saya dengan mudah memperoleh informasi dalam bekerja					
12.	Saya dengan mudah mengetahui instruksi tugas yang disampaikan pimpinan					
13.	Pimpinan selalu memberikan informasi yang jelas terhadap tanggung jawab pekerjaan yang diberikan					
14.	Perintah yang diberikan pimpinan dapat tersampaikan dengan baik					
15.	Komunikasi yang terjadi mampu memperbaiki pekerjaan yang dilakukan					
16.	Komunikasi saat menyampaikan pekerjaan mampu dipahami dengan baik					
17.	Saya memahami tugas yang disampaikan oleh pimpinan					
18.	Saya memahami pesan yang disampaikan oleh rekan kerja					
19.	Saya mengerjakan apa yang sudah di perintahkan yang menjadi tanggung jawab saya					
20.	Proses komunikasi yang terjadi saat ini mampu memengaruhi sikap karyawan dalam bekerja					

3. Produktivitas (Y)

No	Pernyataan	SS	S	C	TS	STS
21.	Saya berusaha menyelesaikan pekerjaan dengan maksimal					
22.	Saya berusaha untuk mencapai target yang telah ditetapkan					
23.	Saya berusaha menyelesaikan setiap pekerjaan dengan tepat waktu					
24.	Saya berusaha menyelesaikan pekerjaan sebelum waktu yang telah ditentukan					
25.	Saya berusaha untuk meningkatkan kualitas kerja					
26.	Saya berusaha bekerja dengan teliti dalam melakukan pekerjaan					

4. Budaya Organisasi (Z)

No	Pernyataan	SS	S	C	TS	STS
27.	Saya berani mengambil risiko dalam melakukan setiap pekerjaan					
28.	Saya berinisiatif untuk menyelesaikan masalah pekerjaan sesuai dengan pandangan saya					
29.	Saya berusaha menyelesaikan setiap pekerjaan dengan teliti					
30.	Sebelum pekerjaan selesai saya selalu mengkoordinasikan kepada pimpinan apakah sudah sesuai dengan yang diinginkan					
31.	Saya mampu menyelesaikan pekerjaan sesuai dengan yang diharapkan pimpinan					
32.	Saya selalu memikirkan cara menyelesaikan tugas dengan hasil yang baik					
33.	Saya merasa termotivasi oleh instansi untuk aktif mengambil peluang yang ada					
34.	Saya merasa senang dengan pekerjaan yang saya tekuni karena dapat memberikan manfaat bagi instansi					
35.	Setiap anggota tim kerja mampu menyelesaikan permasalahan yang timbul dengan baik					
36.	Saya mampu bekerja sama dengan setiap rekan kerja yang ada dalam tim kerja					

37.	Saya memiliki semangat kompetitif yang tinggi					
38.	Saya selalu datang tepat waktu agar pekerjaan terselesaikan dengan baik					
39.	Saya merasa perubahan sering kali membawa lebih banyak masalah dari pada manfaat					
40.	Saya merasa bahwa mempertahankan cara kerja saat ini adalah pilihan terbaik untuk stabilitas instansi					

Lampiran 2. Hasil Jawaban Responden

1. Kepemimpinan (X1)

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
5	4	5	4	4	4	4	4	5	5	44
1	1	1	1	1	1	1	1	1	1	10
3	3	3	3	4	4	4	3	3	3	33
1	3	3	2	3	3	3	1	2	2	23
4	4	5	5	4	4	4	4	5	4	43
3	2	3	2	2	2	2	2	3	3	24
3	3	2	4	3	3	2	3	3	3	29
5	5	5	5	5	5	5	5	5	5	50
5	3	4	3	3	3	3	5	4	4	37
4	4	4	4	4	4	4	4	4	4	40
5	3	3	2	3	3	3	2	4	5	33
5	5	4	5	5	5	5	4	5	4	47
1	1	1	1	1	1	1	1	1	1	10
5	5	5	5	5	5	5	5	5	5	50
1	2	1	1	1	1	2	2	2	1	14
4	4	3	4	4	4	4	3	3	4	37
4	5	4	5	5	5	5	5	4	4	46
5	5	5	5	4	4	4	5	5	5	47
5	5	5	5	5	5	5	5	5	5	50
1	1	3	2	3	3	2	2	1	2	20
4	4	4	4	4	4	4	4	4	4	40
5	5	5	5	5	5	5	5	5	5	50
4	4	4	4	4	4	4	4	4	4	40
5	5	5	5	5	5	5	4	4	4	47
4	5	4	5	5	5	4	4	5	5	46
4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	40
3	3	3	3	3	3	3	3	3	3	30
5	4	4	3	4	5	4	3	3	4	39
2	3	3	4	2	2	2	3	3	4	28
5	4	4	4	5	5	4	4	5	4	44
2	2	2	2	2	2	2	2	2	2	20
5	5	5	5	5	5	5	5	5	5	50
2	2	3	3	4	3	3	3	2	2	27
5	5	5	4	4	4	4	5	5	5	46

5	5	5	5	5	5	5	5	5	5	50
1	2	2	2	2	2	2	1	2	2	18
4	3	2	2	4	4	4	3	3	2	31
4	5	5	4	4	5	4	4	4	4	43
5	5	5	5	5	5	5	5	5	5	50
5	3	1	4	3	1	2	2	3	3	27
3	4	4	3	3	3	3	4	4	4	35
4	4	2	3	3	3	3	2	2	3	29
5	5	5	5	5	5	5	5	5	5	50
4	4	4	4	4	4	4	4	4	4	40
5	5	5	5	5	5	5	5	5	5	50
4	5	4	5	4	4	4	4	4	4	42
4	4	2	2	3	3	2	2	3	3	28
4	4	5	5	5	5	4	4	4	4	44
3	3	3	3	3	3	3	3	3	3	30
2	4	1	4	3	3	2	2	3	3	27
4	3	3	3	3	3	3	3	4	3	32
3	4	2	2	2	2	2	3	2	3	25
2	2	3	3	2	2	3	3	2	2	24
5	5	5	5	5	5	5	5	5	5	50
3	3	3	3	3	3	3	3	3	3	30
4	4	4	4	4	4	4	4	4	4	40
2	3	3	3	2	3	2	2	2	3	25
5	5	5	5	5	5	5	5	5	5	50
5	5	3	3	4	3	4	3	3	3	36
4	3	5	5	4	4	4	4	4	4	41
4	4	1	4	4	3	2	2	1	4	29
4	4	4	3	4	4	3	3	3	3	35
4	4	2	3	2	3	2	3	4	4	31
5	5	5	5	5	5	5	5	5	5	50
5	5	5	5	5	5	5	5	5	5	50
5	4	4	4	5	4	5	4	5	4	44
5	5	5	5	5	5	5	5	5	5	50
5	5	5	5	5	5	5	5	5	5	50
5	5	5	5	5	5	5	5	5	5	50
4	4	4	4	4	4	4	4	4	4	40
5	4	3	3	3	4	3	4	3	3	35
4	4	4	4	4	4	4	4	4	4	40
5	3	2	5	3	3	4	3	4	5	37

5	5	5	5	5	5	5	5	5	5	50
5	5	3	5	5	4	3	4	3	4	41
4	4	5	4	5	4	4	5	4	5	44
5	5	3	4	3	4	4	3	3	4	38
3	2	1	2	3	2	2	1	2	3	21

3. Produktivitas Karyawan (Y)

Y1	Y2	Y3	Y4	Y5	Y6	TOTAL
5	5	4	4	5	5	28
1	2	1	2	1	1	8
5	4	5	5	5	5	29
3	4	4	4	3	4	22
5	4	4	5	5	4	27
2	3	3	4	3	2	17
2	4	5	4	4	5	24
5	5	5	5	5	5	30
4	4	3	4	5	5	25
4	4	4	4	4	4	24
4	4	4	5	3	4	24
5	3	4	5	3	3	23
2	2	2	2	2	2	12
5	5	5	5	5	5	30
2	2	2	2	2	2	12
3	3	3	4	4	3	20
4	4	4	4	5	5	26
5	5	5	5	5	5	30
3	5	4	4	3	4	23
3	3	3	4	3	1	17
3	3	4	4	4	4	22
5	5	5	5	5	5	30
4	4	4	4	4	4	24
5	5	5	5	5	5	30
4	5	4	5	4	5	27
4	4	3	4	4	4	23
5	5	5	5	4	4	28
3	3	3	3	3	3	18
3	4	3	4	3	3	20
2	3	3	3	3	3	17
3	4	4	4	3	4	22

3	2	2	2	3	3	15
5	5	5	5	5	5	30
4	4	4	4	4	5	25
4	5	5	5	5	5	29
4	3	3	2	3	3	18
5	5	5	5	5	5	30
3	4	3	5	4	5	24
3	3	3	2	4	4	19
3	4	4	4	4	3	22
5	5	5	5	5	5	30
4	3	3	4	3	4	21
5	5	5	5	5	5	30
5	4	5	5	3	3	25
4	4	4	4	4	4	24
5	5	5	5	5	5	30
5	5	5	5	5	5	30
5	5	5	5	5	5	30
4	4	4	4	4	4	24
4	4	4	4	5	5	26
5	4	5	4	4	5	27
3	5	5	5	5	5	28
5	5	5	5	5	5	30
4	3	3	5	3	4	22
5	4	5	4	5	4	27
3	4	3	3	4	4	21
5	4	4	4	5	5	27

4. Budaya Organisasi (Z)

Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z11	Z12	Z13	Z14	TOTAL
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70
1	1	1	1	1	1	1	1	1	1	1	1	1	1	14
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70
4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
2	3	3	2	2	2	2	2	2	2	2	2	3	3	32
4	4	5	4	4	4	4	4	4	5	5	4	4	4	59
5	5	5	4	4	4	4	4	4	4	4	4	5	5	61
5	5	5	4	4	4	4	5	5	4	4	5	4	4	62
4	4	4	3	3	3	4	3	3	3	3	4	4	4	49

X1.7	Pearson Correlation	.818*	.871*	.871*	.873*	.913*	.939*	1	.832*	.833*	.801*	.938**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X1.8	Pearson Correlation	.854*	.851*	.866*	.866*	.813*	.797*	.832*	1	.903*	.840*	.928**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X1.9	Pearson Correlation	.908*	.873*	.864*	.840*	.794*	.807*	.833*	.903*	1	.916*	.940**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X1.10	Pearson Correlation	.880*	.848*	.863*	.801*	.761*	.803*	.801*	.840*	.916*	1	.915**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	57	57	57	57	57	57	57	57	57	57	57
TOTAL	Pearson Correlation	.918*	.944*	.935*	.926*	.928*	.937*	.938*	.928*	.940*	.915*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	57	57	57	57	57	57	57	57	57	57	57

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

b. Komunikasi (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL
X2.1	Pearson Correlation	1	.761*	.565*	.693*	.742*	.736*	.777*	.693*	.675*	.690*	.815**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X2.2	Pearson Correlation	.761*	1	.698*	.712*	.747*	.805*	.734*	.739*	.720*	.773*	.857**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X2.3	Pearson Correlation	.565*	.698*	1	.737*	.772*	.846*	.820*	.896*	.851*	.771*	.899**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X2.4	Pearson Correlation	.693*	.712*	.737*	1	.830*	.766*	.719*	.750*	.733*	.815*	.870**

	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X2.5	Pearson Correlation	.742*	.747*	.772*	.830*	1	.870*	.795*	.763*	.768*	.787*	.905**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X2.6	Pearson Correlation	.736*	.805*	.846*	.766*	.870*	1	.883*	.845*	.802*	.749*	.931**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X2.7	Pearson Correlation	.777*	.734*	.820*	.719*	.795*	.883*	1	.846*	.825*	.718*	.910**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X2.8	Pearson Correlation	.693*	.739*	.896*	.750*	.763*	.845*	.846*	1	.880*	.802*	.924**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X2.9	Pearson Correlation	.675*	.720*	.851*	.733*	.768*	.802*	.825*	.880*	1	.868*	.913**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57
X2.10	Pearson Correlation	.690*	.773*	.771*	.815*	.787*	.749*	.718*	.802*	.868*	1	.893**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	57	57	57	57	57	57	57	57	57	57	57
TOTAL	Pearson Correlation	.815*	.857*	.899*	.870*	.905*	.931*	.910*	.924*	.913*	.893*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	57	57	57	57	57	57	57	57	57	57	57

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

Z11	Pearson Correlation	.834**	.826**	.841**	.825**	.841**	.854**	.876**	.869**	.873**	.905**	1	.907**	.869**	.812**	.925**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57	57	57	57	57
Z12	Pearson Correlation	.840**	.833**	.854**	.846**	.835**	.856**	.852**	.899**	.877**	.901**	.907**	1	.881**	.843**	.931**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57	57	57	57	57
Z13	Pearson Correlation	.783**	.819**	.831**	.829**	.778**	.792**	.803**	.835**	.845**	.833**	.869**	.881**	1	.904**	.898**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	57	57	57	57	57	57	57	57	57	57	57	57	57	57	57
Z14	Pearson Correlation	.812**	.855**	.853**	.873**	.814**	.852**	.794**	.884**	.840**	.827**	.812**	.843**	.904**	1	.910**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	57	57	57	57	57	57	57	57	57	57	57	57	57	57	57
TOTAL	Pearson Correlation	.946**	.933**	.945**	.931**	.945**	.954**	.950**	.957**	.956**	.941**	.925**	.931**	.898**	.910**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	57	57	57	57	57	57	57	57	57	57	57	57	57	57	57

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

R Tabel

Tabel r untuk df = 51 - 100					
df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375
91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290
96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226
100	0.1638	0.1946	0.2301	0.2540	0.3211

2. Hasil Uji Reliabilitas

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Kepemimpinan	114.7719	813.143	.771	.828
Komunikasi	118.0702	805.316	.786	.822
Produktivitas Karyawan	130.0526	1070.408	.908	.862
Budaya Organisasi	99.6842	618.934	.787	.854

Lampiran 4. Hasil Analisis Deskriptif

1. Kepemimpinan (X1)

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	5	8.8	8.8	8.8
2.00	5	8.8	8.8	17.5
3.00	4	7.0	7.0	24.6
4.00	15	26.3	26.3	50.9
5.00	28	49.1	49.1	100.0
Total	57	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	3	5.3	5.3	5.3
2.00	5	8.8	8.8	14.0
3.00	7	12.3	12.3	26.3
4.00	18	31.6	31.6	57.9
5.00	24	42.1	42.1	100.0
Total	57	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	3	5.3	5.3	5.3
2.00	3	5.3	5.3	10.5
3.00	11	19.3	19.3	29.8
4.00	17	29.8	29.8	59.6
5.00	23	40.4	40.4	100.0
Total	57	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	6	10.5	10.5	15.8
	3.00	7	12.3	12.3	28.1
	4.00	17	29.8	29.8	57.9
	5.00	24	42.1	42.1	100.0
	Total	57	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	3	5.3	5.3	10.5
	3.00	8	14.0	14.0	24.6
	4.00	21	36.8	36.8	61.4
	5.00	22	38.6	38.6	100.0
	Total	57	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	3	5.3	5.3	10.5
	3.00	9	15.8	15.8	26.3
	4.00	21	36.8	36.8	63.2
	5.00	21	36.8	36.8	100.0
	Total	57	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.5	3.5	3.5
	2.00	7	12.3	12.3	15.8
	3.00	7	12.3	12.3	28.1
	4.00	22	38.6	38.6	66.7
	5.00	19	33.3	33.3	100.0
	Total	57	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	6	10.5	10.5	15.8
	3.00	8	14.0	14.0	29.8
	4.00	17	29.8	29.8	59.6
	5.00	23	40.4	40.4	100.0
	Total	57	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	5	8.8	8.8	14.0
	3.00	8	14.0	14.0	28.1
	4.00	16	28.1	28.1	56.1
	5.00	25	43.9	43.9	100.0
Total		57	100.0	100.0	

X1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	5	8.8	8.8	14.0
	3.00	5	8.8	8.8	22.8
	4.00	23	40.4	40.4	63.2
	5.00	21	36.8	36.8	100.0
Total		57	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	57	1.00	5.00	3.9825	1.31599
X1.2	57	1.00	5.00	3.9649	1.17966
X1.3	57	1.00	5.00	3.9474	1.14051
X1.4	57	1.00	5.00	3.9298	1.20800
X1.5	57	1.00	5.00	3.9825	1.10988
X1.6	57	1.00	5.00	3.9474	1.10875
X1.7	57	1.00	5.00	3.8596	1.12502
X1.8	57	1.00	5.00	3.8947	1.20541
X1.9	57	1.00	5.00	3.9649	1.19470
X1.10	57	1.00	5.00	3.9474	1.14051
Valid N (listwise)	57				

2. Komunikasi (X2)

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	4	7.0	7.0	12.3
	3.00	9	15.8	15.8	28.1
	4.00	19	33.3	33.3	61.4
	5.00	22	38.6	38.6	100.0
Total		57	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.5	3.5	3.5
	2.00	5	8.8	8.8	12.3
	3.00	11	19.3	19.3	31.6
	4.00	20	35.1	35.1	66.7
	5.00	19	33.3	33.3	100.0
	Total	57	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	9	15.8	15.8	15.8
	2.00	9	15.8	15.8	31.6
	3.00	10	17.5	17.5	49.1
	4.00	11	19.3	19.3	68.4
	5.00	18	31.6	31.6	100.0
	Total	57	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	6	10.5	10.5	17.5
	3.00	13	22.8	22.8	40.4
	4.00	14	24.6	24.6	64.9
	5.00	20	35.1	35.1	100.0
	Total	57	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	9	15.8	15.8	21.1
	3.00	13	22.8	22.8	43.9
	4.00	13	22.8	22.8	66.7
	5.00	19	33.3	33.3	100.0
	Total	57	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	5	8.8	8.8	15.8
	3.00	17	29.8	29.8	45.6
	4.00	15	26.3	26.3	71.9
	5.00	16	28.1	28.1	100.0
	Total	57	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.5	3.5	3.5
	2.00	12	21.1	21.1	24.6
	3.00	12	21.1	21.1	45.6
	4.00	17	29.8	29.8	75.4
	5.00	14	24.6	24.6	100.0
	Total	57	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	8.8	8.8	8.8
	2.00	8	14.0	14.0	22.8
	3.00	13	22.8	22.8	45.6
	4.00	17	29.8	29.8	75.4
	5.00	14	24.6	24.6	100.0
	Total	57	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	10	17.5	17.5	24.6
	3.00	13	22.8	22.8	47.4
	4.00	16	28.1	28.1	75.4
	5.00	14	24.6	24.6	100.0
	Total	57	100.0	100.0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	4	7.0	7.0	14.0
	3.00	17	29.8	29.8	43.9
	4.00	17	29.8	29.8	73.7
	5.00	15	26.3	26.3	100.0
	Total	57	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	57	1.00	5.00	3.9298	1.14735
X2.2	57	1.00	5.00	3.8596	1.09281
X2.3	57	1.00	5.00	3.3509	1.46983
X2.4	57	1.00	5.00	3.7018	1.25307
X2.5	57	1.00	5.00	3.6316	1.24831
X2.6	57	1.00	5.00	3.5965	1.19313
X2.7	57	1.00	5.00	3.5088	1.18205
X2.8	57	1.00	5.00	3.4737	1.25506
X2.9	57	1.00	5.00	3.4561	1.24025
X2.10	57	1.00	5.00	3.6140	1.16119
Valid N (listwise)	57				

3. Produktivitas Karyawan (Y)

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	1.8	1.8	1.8
2.00	5	8.8	8.8	10.5
3.00	14	24.6	24.6	35.1
4.00	15	26.3	26.3	61.4
5.00	22	38.6	38.6	100.0
Total	57	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	4	7.0	7.0	7.0
3.00	11	19.3	19.3	26.3
4.00	23	40.4	40.4	66.7
5.00	19	33.3	33.3	100.0
Total	57	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	1.8	1.8	1.8
2.00	3	5.3	5.3	7.0
3.00	14	24.6	24.6	31.6
4.00	18	31.6	31.6	63.2
5.00	21	36.8	36.8	100.0
Total	57	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	10.5	10.5	10.5
	3.00	3	5.3	5.3	15.8
	4.00	24	42.1	42.1	57.9
	5.00	24	42.1	42.1	100.0
	Total	57	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.8	1.8	1.8
	2.00	2	3.5	3.5	5.3
	3.00	15	26.3	26.3	31.6
	4.00	16	28.1	28.1	59.6
	5.00	23	40.4	40.4	100.0
	Total	57	100.0	100.0	

Y6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.5	3.5	3.5
	2.00	3	5.3	5.3	8.8
	3.00	9	15.8	15.8	24.6
	4.00	17	29.8	29.8	54.4
	5.00	26	45.6	45.6	100.0
	Total	57	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1	57	1.00	5.00	3.9123	1.07372
Y2	57	2.00	5.00	4.0000	.90633
Y3	57	1.00	5.00	3.9649	.99937
Y4	57	2.00	5.00	4.1579	.94092
Y5	57	1.00	5.00	4.0175	.99087
Y6	57	1.00	5.00	4.0877	1.07372
Valid N (listwise)	57				

4. Budaya Organisasi (Z)

Z1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	2	3.5	3.5	10.5
	3.00	8	14.0	14.0	24.6
	4.00	18	31.6	31.6	56.1
	5.00	25	43.9	43.9	100.0
	Total	57	100.0	100.0	

Z2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	2	3.5	3.5	8.8
	3.00	13	22.8	22.8	31.6
	4.00	15	26.3	26.3	57.9
	5.00	24	42.1	42.1	100.0
	Total	57	100.0	100.0	

Z3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	2	3.5	3.5	8.8
	3.00	7	12.3	12.3	21.1
	4.00	19	33.3	33.3	54.4
	5.00	26	45.6	45.6	100.0
	Total	57	100.0	100.0	

Z4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	2	3.5	3.5	8.8
	3.00	8	14.0	14.0	22.8
	4.00	27	47.4	47.4	70.2
	5.00	17	29.8	29.8	100.0
	Total	57	100.0	100.0	

Z5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	4	7.0	7.0	12.3
	3.00	8	14.0	14.0	26.3
	4.00	19	33.3	33.3	59.6
	5.00	23	40.4	40.4	100.0
	Total	57	100.0	100.0	

Z6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	3	5.3	5.3	12.3
	3.00	9	15.8	15.8	28.1
	4.00	22	38.6	38.6	66.7
	5.00	19	33.3	33.3	100.0
	Total	57	100.0	100.0	

Z7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	3	5.3	5.3	12.3
	3.00	9	15.8	15.8	28.1
	4.00	24	42.1	42.1	70.2
	5.00	17	29.8	29.8	100.0
	Total	57	100.0	100.0	

Z8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	4	7.0	7.0	12.3
	3.00	10	17.5	17.5	29.8
	4.00	22	38.6	38.6	68.4
	5.00	18	31.6	31.6	100.0
	Total	57	100.0	100.0	

Z9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	5	8.8	8.8	14.0
	3.00	9	15.8	15.8	29.8
	4.00	24	42.1	42.1	71.9
	5.00	16	28.1	28.1	100.0
	Total	57	100.0	100.0	

Z10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	4	7.0	7.0	14.0
	3.00	11	19.3	19.3	33.3
	4.00	19	33.3	33.3	66.7
	5.00	19	33.3	33.3	100.0
	Total	57	100.0	100.0	

Z11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	4	7.0	7.0	14.0
	3.00	12	21.1	21.1	35.1
	4.00	20	35.1	35.1	70.2
	5.00	17	29.8	29.8	100.0
	Total	57	100.0	100.0	

Z12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	4	7.0	7.0	12.3
	3.00	11	19.3	19.3	31.6
	4.00	22	38.6	38.6	70.2
	5.00	17	29.8	29.8	100.0
	Total	57	100.0	100.0	

Z13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	1	1.8	1.8	7.0
	3.00	14	24.6	24.6	31.6
	4.00	21	36.8	36.8	68.4
	5.00	18	31.6	31.6	100.0
	Total	57	100.0	100.0	

Z14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	3	5.3	5.3	5.3
	2.00	1	1.8	1.8	7.0
	3.00	11	19.3	19.3	26.3
	4.00	20	35.1	35.1	61.4
	5.00	22	38.6	38.6	100.0
	Total	57	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Z1	57	1.00	5.00	4.0175	1.17247
Z2	57	1.00	5.00	3.9649	1.13334
Z3	57	1.00	5.00	4.1053	1.09682
Z4	57	1.00	5.00	3.9298	1.03267
Z5	57	1.00	5.00	3.9649	1.14899
Z6	57	1.00	5.00	3.8596	1.15633
Z7	57	1.00	5.00	3.8246	1.13583
Z8	57	1.00	5.00	3.8421	1.11467
Z9	57	1.00	5.00	3.7895	1.11382
Z10	57	1.00	5.00	3.7895	1.19129
Z11	57	1.00	5.00	3.7368	1.17300
Z12	57	1.00	5.00	3.8070	1.10903
Z13	57	1.00	5.00	3.8772	1.05340
Z14	57	1.00	5.00	4.0000	1.06904
Valid N (listwise)	57				

Lampiran 5. Hasil Uji Asumsi Klasik

1. Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		57
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.17057430
Most Extreme Differences	Absolute	.096
	Positive	.065
	Negative	-.096
Test Statistic		.096
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.

2. Hasil Uji Multikoloniaritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	4.942	1.231		4.014	.000		
Kepemimpinan	.129	.042	.268	3.079	.003	.422	2.371
Komunikasi	.108	.043	.224	2.500	.016	.397	2.516
Budaya Organisasi	.187	.030	.521	6.174	.000	.448	2.233

a. Dependent Variable: Produktivitas Karyawan

3. Hasil Uji Heteroskedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.403	.824		1.703	.095
	Kepemimpinan	-.010	.028	-.075	-.368	.714
	Komunikasi	-.038	.029	-.276	-1.308	.196
	Budaya Organisasi	.035	.020	.347	1.747	.086

a. Dependent Variable: Abs_RES

4. Hasil Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.912 ^a	.831	.822	2.23116	2.034

a. Predictors: (Constant), Budaya Organisasi, Kepemimpinan, Komunikasi

b. Dependent Variable: Produktivitas Karyawan

Tabel durbin watson

Tabel Durbin-Watson (DW), $\alpha = 5\%$

n	k=1		k=2		k=3		k=4		k=5	
	dL	dU								
6	0.6102	1.4002								
7	0.6996	1.3564	0.4672	1.8964						
8	0.7629	1.3324	0.5591	1.7771	0.3674	2.2866				
9	0.8243	1.3199	0.6291	1.6993	0.4548	2.1282	0.2957	2.5881		
10	0.8791	1.3197	0.6972	1.6413	0.5253	2.0163	0.3760	2.4137	0.2427	2.8217
11	0.9273	1.3241	0.7580	1.6044	0.5948	1.9280	0.4441	2.2833	0.3155	2.6446
12	0.9708	1.3314	0.8122	1.5794	0.6577	1.8640	0.5120	2.1766	0.3796	2.5061
13	1.0097	1.3404	0.8612	1.5621	0.7147	1.8159	0.5745	2.0943	0.4445	2.3897
14	1.0450	1.3503	0.9054	1.5507	0.7667	1.7788	0.6321	2.0296	0.5052	2.2959
15	1.0770	1.3605	0.9455	1.5432	0.8140	1.7501	0.6852	1.9774	0.5620	2.2198
16	1.1062	1.3709	0.9820	1.5386	0.8572	1.7277	0.7340	1.9351	0.6150	2.1567
17	1.1330	1.3812	1.0154	1.5361	0.8968	1.7101	0.7790	1.9005	0.6641	2.1041
18	1.1576	1.3913	1.0461	1.5353	0.9331	1.6961	0.8204	1.8719	0.7098	2.0600
19	1.1804	1.4012	1.0743	1.5355	0.9666	1.6851	0.8588	1.8482	0.7523	2.0226
20	1.2015	1.4107	1.1004	1.5367	0.9976	1.6763	0.8943	1.8283	0.7918	1.9908
21	1.2212	1.4200	1.1246	1.5385	1.0262	1.6694	0.9272	1.8116	0.8286	1.9635
22	1.2395	1.4289	1.1471	1.5408	1.0529	1.6640	0.9578	1.7974	0.8629	1.9400
23	1.2567	1.4375	1.1682	1.5435	1.0778	1.6597	0.9864	1.7855	0.8949	1.9196
24	1.2728	1.4458	1.1878	1.5464	1.1010	1.6565	1.0131	1.7753	0.9249	1.9018
25	1.2879	1.4537	1.2063	1.5495	1.1228	1.6540	1.0381	1.7666	0.9530	1.8863
26	1.3022	1.4614	1.2236	1.5528	1.1432	1.6523	1.0616	1.7591	0.9794	1.8727
27	1.3157	1.4688	1.2399	1.5562	1.1624	1.6510	1.0836	1.7527	1.0042	1.8608
28	1.3284	1.4759	1.2553	1.5596	1.1805	1.6503	1.1044	1.7473	1.0276	1.8502
29	1.3405	1.4828	1.2699	1.5631	1.1976	1.6499	1.1241	1.7426	1.0497	1.8409
30	1.3520	1.4894	1.2837	1.5666	1.2138	1.6498	1.1426	1.7386	1.0706	1.8326
31	1.3630	1.4957	1.2969	1.5701	1.2292	1.6500	1.1602	1.7352	1.0904	1.8252
32	1.3734	1.5019	1.3093	1.5736	1.2437	1.6505	1.1769	1.7323	1.1092	1.8187
33	1.3834	1.5078	1.3212	1.5770	1.2576	1.6511	1.1927	1.7298	1.1270	1.8128
34	1.3929	1.5136	1.3325	1.5805	1.2707	1.6519	1.2078	1.7277	1.1439	1.8076
35	1.4019	1.5191	1.3433	1.5838	1.2833	1.6528	1.2221	1.7259	1.1601	1.8029
36	1.4107	1.5245	1.3537	1.5872	1.2953	1.6539	1.2358	1.7245	1.1755	1.7987
37	1.4190	1.5297	1.3635	1.5904	1.3068	1.6550	1.2489	1.7233	1.1901	1.7950
38	1.4270	1.5348	1.3730	1.5937	1.3177	1.6563	1.2614	1.7223	1.2042	1.7916
39	1.4347	1.5396	1.3821	1.5969	1.3283	1.6575	1.2734	1.7215	1.2176	1.7886
40	1.4421	1.5444	1.3908	1.6000	1.3384	1.6589	1.2848	1.7209	1.2305	1.7859
41	1.4493	1.5490	1.3992	1.6031	1.3480	1.6603	1.2958	1.7205	1.2428	1.7835
42	1.4562	1.5534	1.4073	1.6061	1.3573	1.6617	1.3064	1.7202	1.2546	1.7814
43	1.4628	1.5577	1.4151	1.6091	1.3663	1.6632	1.3166	1.7200	1.2660	1.7794
44	1.4692	1.5619	1.4226	1.6120	1.3749	1.6647	1.3263	1.7200	1.2769	1.7777
45	1.4754	1.5660	1.4298	1.6148	1.3832	1.6662	1.3357	1.7200	1.2874	1.7762
46	1.4814	1.5700	1.4368	1.6176	1.3912	1.6677	1.3448	1.7201	1.2976	1.7748
47	1.4872	1.5739	1.4435	1.6204	1.3989	1.6692	1.3535	1.7203	1.3073	1.7736
48	1.4928	1.5776	1.4500	1.6231	1.4064	1.6708	1.3619	1.7206	1.3167	1.7725
49	1.4982	1.5813	1.4564	1.6257	1.4136	1.6723	1.3701	1.7210	1.3258	1.7716
50	1.5035	1.5849	1.4625	1.6283	1.4206	1.6739	1.3779	1.7214	1.3346	1.7708
51	1.5086	1.5884	1.4684	1.6309	1.4273	1.6754	1.3855	1.7218	1.3431	1.7701
52	1.5135	1.5917	1.4741	1.6334	1.4339	1.6769	1.3929	1.7223	1.3512	1.7694
53	1.5183	1.5951	1.4797	1.6359	1.4402	1.6785	1.4000	1.7228	1.3592	1.7689
54	1.5230	1.5983	1.4851	1.6383	1.4464	1.6800	1.4069	1.7234	1.3669	1.7684
55	1.5276	1.6014	1.4903	1.6406	1.4523	1.6815	1.4136	1.7240	1.3743	1.7681
56	1.5320	1.6045	1.4954	1.6430	1.4581	1.6830	1.4201	1.7246	1.3815	1.7678
57	1.5363	1.6075	1.5004	1.6452	1.4637	1.6845	1.4264	1.7253	1.3885	1.7675
58	1.5405	1.6105	1.5052	1.6475	1.4692	1.6860	1.4325	1.7259	1.3953	1.7673
59	1.5446	1.6134	1.5099	1.6497	1.4745	1.6875	1.4385	1.7266	1.4019	1.7672
60	1.5485	1.6162	1.5144	1.6518	1.4797	1.6889	1.4443	1.7274	1.4083	1.7671
61	1.5524	1.6189	1.5189	1.6540	1.4847	1.6904	1.4499	1.7281	1.4146	1.7671
62	1.5562	1.6216	1.5232	1.6561	1.4896	1.6918	1.4554	1.7288	1.4206	1.7671
63	1.5599	1.6243	1.5274	1.6581	1.4943	1.6932	1.4607	1.7296	1.4265	1.7671
64	1.5635	1.6268	1.5315	1.6601	1.4990	1.6946	1.4659	1.7303	1.4322	1.7672
65	1.5670	1.6294	1.5355	1.6621	1.5035	1.6960	1.4709	1.7311	1.4378	1.7673
66	1.5704	1.6318	1.5395	1.6640	1.5079	1.6974	1.4758	1.7319	1.4433	1.7675
67	1.5738	1.6343	1.5433	1.6660	1.5122	1.6988	1.4806	1.7327	1.4486	1.7676
68	1.5771	1.6367	1.5470	1.6678	1.5164	1.7001	1.4853	1.7335	1.4537	1.7678
69	1.5803	1.6390	1.5507	1.6697	1.5205	1.7015	1.4899	1.7343	1.4588	1.7680
70	1.5834	1.6413	1.5542	1.6715	1.5245	1.7028	1.4943	1.7351	1.4637	1.7683

Lampiran 6. Hasil Analisis Data

1. Hasil Regresi Linier Berganda

a. Regresi Linier Berganda Coefficients 1

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.942	5.201		2.681	.010
	Kepemimpinan	.485	.177	.360	2.736	.008
	Komunikasi	.594	.177	.441	3.354	.001

a. Dependent Variable: Budaya Organisasi

b. Regresi Linier Berganda Coefficients 2

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.942	1.231		4.014	.000
	Kepemimpinan	.129	.042	.268	3.079	.003
	Komunikasi	.108	.043	.224	2.500	.016
	Budaya Organisasi	.187	.030	.521	6.174	.000

a. Dependent Variable: Produktivitas Karyawan

Lampiran 7. Hasil Uji Hipotesis

1. Hasil Uji Determinasi (R^2)a. Hasil Uji Determinasi (R^2) Model Summary 1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.743 ^a	.552	.536	10.03355

a. Predictors: (Constant), Komunikasi, Kepemimpinan

b. Dependent Variable: Budaya Organisasi

b. Hasil Uji Determinasi (R^2) Model Summary 2

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.912 ^a	.831	.822	2.23116

a. Predictors: (Constant), Budaya Organisasi, Kepemimpinan, Komunikasi

b. Dependent Variable: Produktivitas Karyawan

2. Hasil Uji Parsial (t)

a. Hasil Uji Parsial (t) Coefficients 1

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.942	5.201		2.681	.010
	Kepemimpinan	.485	.177	.360	2.736	.008
	Komunikasi	.594	.177	.441	3.354	.001

a. Dependent Variable: Budaya Organisasi

b. Hasil Uji Parsial (t) Coefficients 2

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.942	1.231		4.014	.000
	Kepemimpinan	.129	.042	.268	3.079	.003
	Komunikasi	.108	.043	.224	2.500	.016
	Budaya Organisasi	.187	.030	.521	6.174	.000

a. Dependent Variable: Produktivitas Karyawan

t tabel

Titik Persentase Distribusi t (df = 41 - 80)

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526

Lampiran 8. Hasil Cek Plagiasi

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