

LAMPIRAN 1 STUDI PENDAHULUAN

Nama Responden : Mercy Lucas

Peneliti : “Selamat Siang Ibu Mercy, Saya Janet mahasiswi dari Universitas Podomoro. Saya ingin mengajukan beberapa pertanyaan untuk membantu penelitian skripsi saya mengenai pengaruh budaya organisasi dan perilaku kepemimpinan terhadap kinerja karyawan Bank Mayapada Manado. Maka dari itu, apakah bisa saya mengajukan beberapa pertanyaan mengenai kinerja karyawan dari Bank Mayapada Manado?”

Mercy Lucas : “Iya, boleh”

Peneliti : “Begini Bu Mercy, seperti yang kita ketahui sekarang ini kita sedang berada di kondisi seperti ini dikarenakan adanya pandemi Covid-19. Berhubungan dengan adanya pandemi Covid-19 ini, Apakah berpengaruh terhadap kinerja karyawan-karyawan Bank Mayapada Manado?”

Mercy Lucas : “Jadi begini, saya akan coba menjelaskan sesuai dengan apa yang saya ketahui. Semenjak adanya pandemi Covid-19. Pemerintah kota Manado menetapkan PSBB (Pembatasan Sosial Bersekala Besar). Bank kami pun turut menetapkan ketentuan ialah sistem shift dan WFH (Work From Home) untuk semua karyawan kecuali para pimpinan Bank. Oleh sebab ketentuan yang ditetapkan oleh Bank kami, terjadi kekurangan dalam kinerja karyawan yang berpengaruh juga terhadap kepuasan nasabah kami. Karena jumlah karyawan yang berada di kantor tidak sesuai dengan banyaknya nasabah dan permintaan nasabah yang ada sehingga karyawan menjadi keteteran dan mengakibatkan proses pemenuhan permintaan nasabah dan pelayanan nasabah menjadi tertunda.”

Peneliti : “Baik. Terima Kasih Bu sudah bersedia meluangkan waktunya”

LAMPIRAN 2 DAFTAR KUESIONER

Tata cara pengisian daftar kuesioner:

1. Responden dapat memberikan tanda centang (√) pada kolom sesuai dengan pilihan. SS (Sangat Setuju), S (Setuju), N (Netral), TS (Tidak Setuju), STS (Sangat Tidak Setuju).
2. Setiap pernyataan hanya diperbolehkan untuk mengisi satu pilihan.
3. Bacalah dengan saksama.

VARIABEL BUDAYA ORGANISASI X1

NO	PERTANYAAN	SS	S	N	TS	STS
<i>Innovation and risk taking (Inovasi dan pengambilan resiko)</i>						
1	Saya diminta oleh pimpinan untuk memiliki inisiatif dalam mengerjakan tugas pekerjaan					
2	Pimpinan mendorong saya untuk meningkatkan kreativitas agar pekerjaan dapat diselesaikan dengan cepat dan aman					
3	Pimpinan memberikan saya kebebasan dalam bertindak untuk mengambil keputusan					
4	Saya diberi kepercayaan penuh oleh pimpinan dalam menyelesaikan pekerjaan					
5	Saya siap mengambil resiko dalam melakukan pekerjaan yang menjadi tanggung jawab saya					
<i>Attention to detail (Perhatian terhadap detail)</i>						
6	Saya selalu dituntut untuk menyelesaikan pekerjaan dengan tepat dan cermat					
7	Saya selalu dituntut untuk menyelesaikan pekerjaan dengan akurat					
8	Pihak manajemen perusahaan memberitahukan saya untuk lebih memperhatikan terhadap hal detail dalam pekerjaan					
9	Pihak manajemen perusahaan menginformasikan dengan jelas mengenai ukuran keberhasilan dalam pekerjaan saya					
10	Pihak manajemen perusahaan selalu menyampaikan tujuan perusahaan secara detail kepada para karyawan					

Outcome orientation (Orientasi Hasil)					
11	Saya terus mengembangkan diri untuk mendapatkan hasil yang optimal dalam menyelesaikan pekerjaan				
12	Saya berusaha meningkatkan efektivitas cara bekerja guna memperoleh hasil yang optimal				
13	Saya selalu berfikir bagaimana menyelesaikan pekerjaan dengan cepat dengan hasil yang optimal				
14	Perusahaan memberikan penghargaan kepada karyawan yang mampu menunjukkan prestasi kerja				
15	Saya selalu dituntut untuk berorientasi kepada hasil kerja yang tinggi dalam bekerja				
People orientation (Orientasi Individu)					
16	Saya berusaha mengerjakan pekerjaan dengan sungguh-sungguh				
17	Pihak manajemen perusahaan memotivasi saya untuk aktif mengambil kesempatan atau peluang yang ada				
18	Saya bekerja sesuai dengan target yang telah ditentukan oleh pihak manajemen perusahaan				
19	Pihak manajemen selalu memberi perhatian kepada karyawan				
20	Saya selalu dituntut untuk mandiri dalam menyelesaikan tugas pekerjaan				
Team Orientation (Orientasi terhadap tim)					
21	Saya berusaha menjalin kerjasama dengan anggota satuan kerja lain untuk meningkatkan hasil yang terbaik bagi perusahaan				
22	Saya dituntut untuk menjadi anggota satuan kerja yang kompak dan handal dalam menjalankan pekerjaan untuk mendapatkan hasil yang optimal				
23	Loyalitas saya terhadap tim sangat tinggi untuk mencapai target yang telah ditetapkan pihak manajemen perusahaan				
24	Jika timbul permasalahan di tempat kerja, selalu diselesaikan secara bersama-sama				

25	Dalam melaksanakan pekerjaan, saya melakukan koordinasi dengan rekan kerja dan pimpinan					
Aggressiveness (Agresivitas)						
26	Saya dituntut untuk bekerja giat dalam melaksanakan tugas-tugas yang sudah menjadi tanggung jawab saya					
27	Perusahaan ini memiliki kesepakatan yang jelas mengenai pedoman pelaksanaan tugas yang benar dan yang salah					
28	Perusahaan ini memiliki peraturan yang membimbing perilaku dan memberitahu apa yang boleh dan tidak boleh dilakukan oleh karyawan berdasarkan nilai-nilai yang berlaku di perusahaan					
29	Saya selalu berbagi informasi pada rekan kerja dalam pelaksanaan pekerjaan					
30	Dalam bekerja saya berusaha untuk mematuhi peraturan yang ada walaupun tidak ada pengawasan					
Stability (Stabilitas)						
31	Saya merasa dihargai dan bukan sebagai alat untuk memperoleh keuntungan sehingga terwujudnya ingkungan kerja yang baik					
32	Saya merasa nyaman dengan kondisi organisasi yang ada saat ini					
33	Saya mampu mengedepankan visi dan misi perusahaan daripada kepentingan pribadi					
34	Saya akan merekomendasikan perusahaan ini sebagai tempat yang baik untuk membangun karir					
35	Perusahaan ini memiliki strategi yang jelas untuk masa depan karir karyawan					

VARIABEL PERILAKU KEPEMIMPINAN X2

NO	PERNYATAAN	SS	S	N	TS	STS
Tingkah Laku Yang Berorientasi Pada Tugas						
1	Kebijakan kantor telah dipublikasikan secara luas kepada seluruh karyawan					
2	Kepala kantor membuat program-program yang bertujuan membuat kekompakan					
3	Kepala kantor melakukan penilaian terhadap hasil akhir pekerjaan karyawan					
4	Kepala kantor menekankan karyawan untuk menyelesaikan tugas tepat waktu					
5	Kepala kantor menyampaikan standar minimal pelayanan di tempat kerja					
6	Kepala kantor memberikan masukan terhadap tugas yang telah dilaksanakan oleh karyawan					
7	Kepala kantor melakukan pengawasan kepada karyawan dalam tiap proses tiap pekerjaan.					
Tingkah Laku Yang Berorientasi Pada Hubungan						
8	Setiap bertemu karyawan, kepala kantor menegur-sapa					
9	Kepala kantor melibatkan bawahan dalam pengambilan keputusan					
10	Ada pertemuan rutin dan teratur untuk membahas kegiatan kerja					
11	Kepala kantor mengikut sertakan karyawan dalam program pelatihan					
12	Kepala kantor menghargai ide dan gagasan karyawan					
13	Kepala kantor memberikan kesempatan kepada karyawan untuk memimpin kegiatan(kepanitiaan)					
14	Kepala kantor memberikan delegasi penuh kepada karyawan sesuai kemampuan karyawan.					

VARIABEL KINERJA KARYAWAN (Y)

NO	PERNYATAAN	SS	S	N	TS	STS
Kuantitas						
1	Volume pekerjaan yang saya lakukan telah sesuai dengan harapan atasan					
2	Target kerja yang telah ditetapkan berhasil saya capai					
3	Saya sering menunda pekerjaan saat tidak dilihat oleh atasan maupun rekan kerja yang lainnya					
4	Saya mengerjakan tugas/pekerjaan sebelum pulang kantor					
Kualitas						
5	Pekerjaan yang saya lakukan sesuai dengan standar kerja					
6	Pekerjaan yang saya lakukan tepat waktu					
7	Saya biasa asal mengerjakan tugas jika tidak ada atasan					
8	Saya melaksanakan pekerjaan dengan teliti					
Keandalan						
9	Pekerjaan yang saya lakukan akurat					
10	Saya mampu memahami tugas-tugas yang berkaitan dengan pekerjaan					
11	Saya tidak perlu melakukan perbaikan atas pekerjaan yang kurang sempurna					
12	Saya memiliki pengetahuan mampu menyelesaikan pekerjaan yang ditugaskan atasan					
Kehadiran						
13	Saya datang di kantor sebelum jam pekerjaan dimulai					
14	Saya hadir tepat waktu di kantor					
15	Saya tidak perlu hadir tepat waktu di kantor jika mengetahui atasan sedang tugas luar					

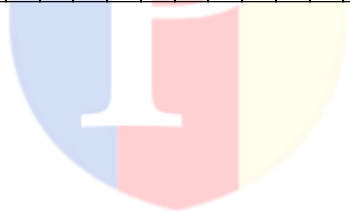
16	Saya pulang tepat waktu sesuai dengan jam pulang					
Kemampuan bekerjasama						
17	Saya mampu bekerjasama dengan rekan kerja					
18	Saya bersikap positif terhadap setiap pekerjaan tim					
19	Saya tidak bersedia membantu teman yang bukan tugas saya dalam menyelesaikan pekerjaan					
20	Saya bersedia membantu anggota tim kerja dalam menyelesaikan pekerjaan					



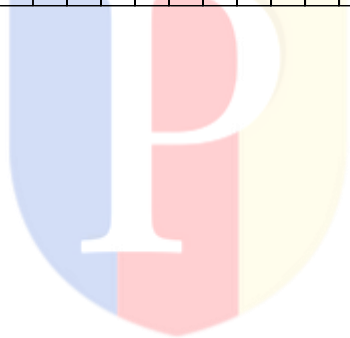
LAMPIRAN 3 TABULASI DATA RESPONDEN

Data Variabel Budaya Organisasi (X1)

NO	b.1	b.2	b.3	b.4	b.5	b.6	b.7	b.8	b.9	b.10	b.11	b.12	b.13	b.14	b.15	b.16	b.17	b.18	b.19	b.20	b.21	b.22	b.23	b.24	b.25	b.26	b.27	b.28	b.29	b.30	b.31	b.32	b.33	b.34	b.35	X1	
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Data Variabel Perilaku Kepemimpinan (X2)

NO	b.1	b.2	b.3	b.4	b.5	b.6	b.7	b.8	b.9	b.10	b.11	b.12	b.13	b.14	X2
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10	4	4	4	4	4	4	4	4	4	4	3	4	4	4	55
11	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
12	4	3	4	2	2	3	3	4	4	4	3	4	4	2	46
13	3	4	4	2	2	3	3	4	4	4	4	4	4	2	47
14	3	3	3	3	3	3	3	4	4	3	4	3	3	3	46
15	3	3	4	3	3	3	3	4	3	4	4	4	4	3	48
16	4	4	4	2	2	4	4	4	4	4	4	3	4	2	49
17	3	2	3	3	3	3	3	4	3	3	3	3	3	3	42
18	3	4	3	3	4	4	3	4	4	4	4	3	3	3	49
19	4	3	4	3	4	3	4	4	4	4	4	3	4	3	51
20	4	4	3	2	4	4	4	5	4	4	4	3	3	3	51
21	3	4	4	4	3	4	4	4	4	3	3	4	4	4	52
22	4	3	4	4	4	4	4	4	4	4	3	4	4	4	54
23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
24	3	4	3	2	2	3	3	4	3	4	4	4	4	2	45
25	4	4	4	4	3	2	3	3	2	3	4	4	4	4	48

26	3	4	5	3	3	4	4	3	4	3	4	5	4	3	52
27	3	3	4	4	4	4	5	4	4	3	4	3	4	4	53
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29	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
31	3	2	3	2	3	2	3	4	3	3	3	3	3	3	40
32	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
33	4	3	2	3	3	3	3	3	3	3	4	3	2	3	42
34	4	4	3	3	3	3	3	3	3	4	4	3	3	3	46
35	3	4	4	3	4	3	4	4	4	4	3	4	4	3	51
36	4	4	4	3	4	3	4	4	4	4	4	4	4	3	53
37	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
38	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
39	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
40	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
41	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
42	3	3	4	4	4	4	4	3	4	3	3	3	4	4	50
43	3	3	4	4	4	4	4	4	4	4	3	4	4	4	53
44	4	4	4	4	5	4	4	3	4	4	5	4	3	4	56
45	3	3	3	3	3	3	3	3	3	3	3	4	3	3	43
46	3	4	3	3	4	4	4	4	3	4	3	4	3	3	49
47	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
48	4	4	4	4	4	4	4	4	4	3	4	5	4	4	56
49	3	4	5	4	4	5	4	4	5	4	3	4	4	4	57
50	4	4	5	4	4	3	3	3	3	3	2	3	4	4	49

Data Variabel Kinerja Karyawan (Y)

NO	b.1	b.2	b.3	b.4	b.5	b.6	b.7	b.8	b.9	b.10	b.11	b.12	b.13	b.14	b.15	b.16	b.17	b.18	b.19	b.20	Y
1	3	4	4	4	3	4	3	4	4	4	3	4	4	4	3	4	3	4	4	4	74
2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	79
3	3	3	4	4	3	4	3	3	3	3	4	3	4	4	3	4	3	3	3	3	67
4	4	3	3	4	4	4	3	4	3	3	4	2	3	3	4	4	3	4	3	3	68
5	4	4	3	4	4	3	3	3	4	3	3	4	3	4	4	3	3	3	4	3	69
6	3	3	3	3	4	4	3	4	4	4	4	3	3	3	4	4	3	4	4	4	71
7	4	4	3	4	4	3	4	3	3	4	3	4	3	4	4	3	4	3	4	3	71
8	4	3	4	4	4	4	3	3	4	5	3	4	4	4	4	4	3	3	3	4	74
9	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
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11	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	60
12	4	3	3	3	4	4	3	4	3	3	4	2	3	3	4	4	3	4	3	3	67
13	3	3	3	3	4	4	3	4	4	3	3	3	3	3	4	4	3	4	4	3	68
14	4	4	3	4	4	3	3	2	4	4	4	3	3	4	4	3	3	2	4	4	69
15	4	4	3	4	4	3	3	2	4	4	4	3	3	4	4	3	3	2	4	4	69
16	4	4	3	4	4	4	4	3	3	3	3	4	3	4	4	4	4	3	3	3	71
17	4	4	3	4	4	4	4	3	3	3	3	4	3	4	4	4	4	3	3	3	71
18	4	4	4	3	4	3	4	4	3	3	4	3	4	3	4	3	4	4	3	3	71
19	3	3	3	4	4	3	4	4	4	4	3	3	3	4	4	3	4	4	4	4	72
20	3	3	5	3	3	4	3	4	4	4	3	4	4	4	4	3	3	4	4	4	73
21	4	4	3	4	4	4	4	3	4	4	3	4	3	4	4	4	4	3	4	4	75
22	4	4	4	4	4	5	3	4	4	4	4	4	3	4	4	4	3	4	4	4	78
23	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	60
24	4	3	4	3	2	3	3	3	3	5	3	4	3	3	2	3	5	3	3	3	65
25	3	3	4	5	3	3	3	4	4	4	3	4	4	3	3	3	4	3	4	4	71

26	3	4	4	3	5	4	4	3	3	4	3	4	3	3	3	5	4	3	4	3	72
27	4	4	3	4	4	4	4	4	4	3	4	3	3	4	4	4	4	4	4	3	75
28	4	4	4	3	4	3	4	4	4	4	4	4	4	3	4	3	4	4	4	4	76
29	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
30	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
31	4	4	3	1	3	3	3	3	3	2	3	3	3	1	3	3	3	3	3	2	56
32	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	60
33	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	60
34	4	4	2	3	3	3	4	4	4	2	3	3	2	3	3	3	4	3	5	2	64
35	3	3	4	4	4	3	3	4	3	4	3	4	4	4	5	3	3	4	4	4	73
36	4	3	3	4	4	4	4	3	4	4	4	4	3	4	4	4	4	3	4	4	75
37	4	4	4	3	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	80
38	4	4	4	4	3	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	80
39	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	60
40	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	60
41	3	3	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	62
42	3	3	3	3	3	3	3	3	4	3	4	3	3	3	3	3	3	3	4	3	63
43	4	4	3	4	4	4	4	4	4	2	4	4	4	4	4	4	4	4	4	2	75
44	4	4	4	4	4	4	3	4	4	4	4	4	4	4	5	4	4	4	4	4	80
45	4	4	4	4	4	5	4	4	4	3	4	4	5	4	4	3	4	4	4	4	80
46	4	3	4	3	2	3	2	3	4	3	4	4	4	3	2	3	2	3	4	3	63
47	4	4	4	4	4	5	4	4	4	3	4	3	4	4	4	4	5	4	4	4	80
48	4	4	4	4	4	4	4	4	4	4	4	5	3	4	5	4	4	4	3	4	80
49	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	81
50	3	3	3	4	4	3	3	4	4	3	4	4	3	4	4	3	3	4	4	3	70

LAMPIRAN 4 HASIL UJI VALIDITAS BUDAYA ORGANISASI

Correlations

	X 1	X 2	X 3	X 4	X 5	X 6	X 7	X 8	X 9	X 10	X 11	X 12	X 13	X 14	X 15	X 16	X 17	X 18	X 19	X 20	X 21	X 22	X 23	X 24	X 25	X 26	X 27	X 28			
X Pearson Correlation	1	.292	.367*	.409	.412	.419	.428	.438	.449	.461	.474	.488	.502	.517	.532	.548	.564	.581	.598	.616	.634	.653	.672	.692	.712	.733	.754	.775	.797		
Sig. (2-tailed)		.188	.116	.103	.101	.099	.097	.095	.093	.091	.089	.087	.085	.083	.081	.079	.077	.075	.073	.071	.069	.067	.065	.063	.061	.059	.057	.055	.053		
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30		
X Pearson Correlation	.292	1	.317	.331	.346	.361	.376	.391	.406	.421	.436	.451	.466	.481	.496	.511	.526	.541	.556	.571	.586	.601	.616	.631	.646	.661	.676	.691	.706	.721	
Sig. (2-tailed)	.188		.153	.141	.129	.117	.105	.093	.081	.069	.057	.045	.033	.021	.009	.007	.005	.003	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
X Pearson Correlation	.367*	.317	1	.331	.346	.361	.376	.391	.406	.421	.436	.451	.466	.481	.496	.511	.526	.541	.556	.571	.586	.601	.616	.631	.646	.661	.676	.691	.706	.721	
Sig. (2-tailed)	.116	.153		.141	.129	.117	.105	.093	.081	.069	.057	.045	.033	.021	.009	.007	.005	.003	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001	.001
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	
X Pearson Correlation	.407*	.136*	.139*	.111	.123	.119	.114	.111	.109	.103	.100	.095	.092	.089	.087	.085	.084	.083	.082	.081	.080	.079	.078	.077	.076	.075	.074	.073
Sig. (2-tailed)	.026	.035	.033	.101	.090	.094	.096	.101	.105	.110	.115	.120	.125	.130	.135	.140	.145	.150	.155	.160	.165	.170	.175	.180	.185	.190	.195	.200
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X Pearson Correlation	.139	.127	.121	.118	.116	.114	.112	.110	.108	.106	.104	.102	.100	.098	.096	.094	.092	.090	.088	.086	.084	.082	.080	.078	.076	.074	.072	.070
Sig. (2-tailed)	.033	.045	.050	.053	.056	.059	.062	.065	.068	.071	.074	.077	.080	.083	.086	.089	.092	.095	.098	.101	.104	.107	.110	.113	.116	.119	.122	.125
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X Pearson Correlation	.244	.251	.258	.265	.272	.279	.286	.293	.300	.307	.314	.321	.328	.335	.342	.349	.356	.363	.370	.377	.384	.391	.398	.405	.412	.419	.426	.433
Sig. (2-tailed)	.049	.045	.041	.037	.033	.029	.025	.021	.017	.013	.009	.005	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

X Pearson Correlation	.1917	.141*	.143*	.144*	.132	1	.065**	.022	.047**	.084**	.033	.033	.051**	.032	.033	.033	.033	.033	.022	.030	.012	.016	.021	.020	.022	
	.313	.053	.002	.037	.001		.000	.017	.006	.000	.007	.007	.000	.006	.007	.004	.002	.007	.009	.028	.028	.059	.023	.013	.016	.011
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X Pearson Correlation	.089	.038*	.039*	.014	.028	.046**	1	.022	.022	.061**	.023	.037*	.000	.036*	.029	.049*	.013	.011	.017	.006	.011	.019	.018	.027	.001	
	.640	.003	.002	.046	.012	.000		.026	.018	.005	.017	.004	.009	.014	.005	.001	.009	.003	.008	.005	.003	.006	.009	.004	.009	.008
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X Pearson Correlation	.249	.044	.044	.077	.077	.079	1	.084**	.045*	.050**	.032	.022	.011	.011	.003	.006	.003	.000	.004	.002	.009	.006	.006	.004	.005	
	.184	.083	.001	.034	.071	.016		.000	.001	.000	.007	.007	.001	.003	.005	.006	.006	.006	.005	.007	.008	.007	.007	.004	.007	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

X Pea 1 0	rso n Cor rela tion	.393	-	.	.	.	.	.	.	1	.	.	.	.	.	.	-	.	.	-	.	.	.	.	.
		.021	.408	.191	.084	.016	.042	.089	.022	.084	.056	.045	.032	.040	.028	.022	.011	.023	.000	.020	.006	.003	.004	.001	.002	
		.037	*				**		**	**	*						1			4	6					
		.032																								
X Pea 1 1	rso n Cor rela tion	.297	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
		.171	.513	.193	.145	.041	.084	.061	.045	.055	.046	.084	.042	.034	.023	.043	.022	.033	.033	.020	.004	.007	.033	.023	.022	.033
		.077	**		*	*	**	**	*	**	**	*							*							
		.123																								
X Pea 1 2	rso n Cor rela tion	.515	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	.	.	.	.	.	.
		.036	.373	.105	.041	.029	.033	.029	.054	.048	.048	.077	.053	.036	.039	.021	.034	.022	.032	.022	.033	.022	.022	.014	.040	.016
		.056	*	**					**	*	**	**	**		*	*										*
		.044																								
X Pea 2 0	rso n Cor rela tion	.031	.	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	.	.	.	.	.
		.044	.040	.054	.087	.051	.075	.055	.055	.047	.070	.077	.071	.035	.035	.044	.029	.043	.022	.007	.038	.033	.004	.042	.029	
		.041																								
		.030																								
X Pea 2 0	rso n Cor rela tion	.030	.	.	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	.	.	.	.
		.044	.040	.054	.087	.051	.075	.055	.055	.047	.070	.077	.071	.035	.035	.044	.029	.043	.022	.007	.038	.033	.004	.042	.029	
		.041																								
		.030																								

X Pea 13 Cor rela tion	.5	.	.	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	.	.	-	.	.
	7	2	6	3	2	5	3	3	3	3	4	7	2	4	4	4	1	1	1	1	1	2	2	2	.	4	0	
	5*	0	8	2	1	3	3	2	0	2	2	7	0	8	3	1	8	8	4	7	8	4	9	9	0	5	4	
	*	8	1	9	1	7	2	7	6	8	4	9	2	8	9	1	5	5	5	9	5	5	0	2	4	3	9	
			**		**					*	**			**	*	*								7	*			
Sig. (2- taile d)	.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	0	2	0	0	2	0	0	0	1	0	0	0	2	0	0	0	3	3	4	3	3	1	1	1	8	0	7	
	1	7	0	7	6	0	7	7	0	7	2	0	8	0	1	2	2	2	4	4	2	9	2	1	0	1	9	
	1	1	0	6	4	2	3	8	0	7	0	0	5	6	5	4	8	8	4	3	8	2	0	8	4	2	7	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X Pea 14 Cor rela tion	.0	.	.	.	.	.	.	.	.	.	.	.	1	.	.	-	.	.	.	.	-	.	.	-	-	.	.
	7	0	1	0	2	2	5	3	2	4	3	0	2	1	0	.	3	3	2	0	.	2	1	.	.	0	1	
	7	8	3	0	3	0	7	7	3	0	4	5	0	5	0	1	6	1	6	0	0	5	6	1	0	5	0	
	6	7	0	7	8	1	3	7	6	2	5	2	6	0	4	5	7	*	2	9	0	4	3	9	2	9	2	
Sig. (2- taile d)	.6	.	.	1	.	.	.	.	.	.	.	.	.	.	1	.	.	.	.	1	.	.	.	.	.	.	.
	8	6	4	.	2	2	0	0	2	0	0	7	2	4	.	4	0	0	1	.	8	1	3	5	6	7	5	
	5	5	6	0	0	7	0	4	0	2	6	7	8	1	0	3	4	9	5	0	0	7	7	2	0	8	9	
	2	9	0	7	1	1	3	7	6	4	4	5	0	0	0	8	8	3	0	0	2	8	3	6	8	5	5	
				0											0				0									
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X Pea 15 Cor rela tion	.5	.	.	.	.	.	-	.	.	.	.	.	.	1	.	.	-	.	.	.	.	.	.	-	.	.	.
	3	3	4	4	4	4	1	.	2	3	2	3	4	1	2	4	.	2	1	1	1	0	2	2	.	5	3	
	8*	0	2	3	7	9	0	0	5	2	4	3	8	5	9	0	0	3	3	0	8	3	6	6	1	1	1	
	*	4	7	0	9	3	0	2	7	8	2	3	8	6	0	6	2	6	1	4	5	9	7	3	0	5	0	
Sig. (2- taile d)	.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	0	1	0	0	0	6	9	1	0	1	0	0	4	1	0	9	2	4	5	3	8	1	1	5	0	0		
	2	0	1	1	0	0	0	1	7	7	9	7	0	1	2	2	0	0	9	8	2	3	5	6	7	0	9	
	3	9	8	7	6	0	7	1	7	7	2	6	0	0	6	0	8	0	4	8	9	4	0	8	4	6		
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

X Pea 1 6 n Cor rela tion	.2	.	.	.	.	.	.	.	.	.	.	.	.	.	1	.	.	.	.	-	-	.	-	.	.	.	-
	4	0	4	5	2	1	3	3	1	2	3	4	4	0	2	7	2	3	3	.	.	1	.	0	3	1	.
	1	8	2	7	0	4	2	6	6	8	2	6	3	0	9	5	2	4	0	1	0	6	0	2	3	5	0
Sig. (2- taile d)	.1	.	.	.	.	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	.	.	.	.	.
	9	6	0	0	2	4	0	0	3	1	0	0	0	.	1	0	1	1	0	5	6	3	8	8	0	4	
	9	6	2	0	6	5	7	4	9	3	7	1	1	0	2	0	6	0	3	5	0	9	1	9	7	1	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X Pea 7 n Cor rela tion	.1	.	.	.	.	.	.	.	.	.	.	.	.	-	.	1	.	.	.	-	-	-	-	.	.	.	-
	3	0	5	5	3	2	3	2	1	2	4	3	4	.	4	7	3	3	2	.	.	.	.	0	2	2	.
	0	1	1	1	1	6	7	6	0	2	4	9	1	1	0	2	2	2	9	0	0	1	0	3	7	4	0
Sig. (2- taile d)	.4	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	9	9	0	0	0	1	0	1	5	2	0	0	0	4	0	0	0	0	1	8	9	4	7	8	1	1	
	2	3	0	0	8	5	4	5	7	2	1	3	2	3	2	0	7	7	0	6	7	7	8	5	4	8	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X Pea 8 n Cor rela tion	-	.	.	.	.	.	.	.	.	-	.	.	.	.	-	.	1	.	.	.	.	.	.	.	.	.	.
	.2	2	3	1	4	3	3	4	0	.	3	2	1	3	.	2	3	5	3	1	2	3	1	1	3	0	0
	4	8	1	5	1	7	9	1	3	0	2	1	8	6	0	6	2	4	7	0	9	8	5	1	5	0	7
Sig. (2- taile d)	.1	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	8	1	0	4	0	0	0	0	8	9	0	2	3	0	9	1	0	0	0	5	1	0	4	5	0	9	
	6	2	8	0	2	4	2	2	3	5	7	5	2	4	0	6	7	0	4	8	1	3	1	5	5	8	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

X Pea 1 9	rso n Cor rela tion	.1	-	1
		3	1	0	3	4	1	3	1	.	1	3	1	1	3	2	3	3	5	5	1	2	3	2	1	2	1	1	1
		9	2	8	5	1	9	2	5	0	1	2	4	8	1	3	0	2	4	4	0	9	8	9	8	8	8	3	3	3
Sig. (2- taile d)	.4
	6	5	6	0	0	2	0	4	8	5	0	4	3	0	2	1	0	0	0	5	1	0	1	3	1	4	4	4	
	5	1	4	5	2	9	7	1	5	4	7	4	2	9	0	0	7	0	0	8	1	3	1	2	2	8	8	8	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X Pea 2 0	rso n Cor rela tion	.1	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	1	.	.	.	.	-	.	.	-	.
		1	0	3	5	1	1	3	1	1	2	3	3	1	2	1	3	2	3	5	0	0	2	1	.	3	2	.	
		1	6	1	9	4	4	0	7	4	3	6	1	4	6	3	9	9	7	4	6	0	1	8	0	3	0	1	
Sig. (2- taile d)	.5	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.
	9	4	9	0	3	3	9	6	3	0	4	9	4	5	9	3	0	4	0	7	.	2	3	7	0	2	3		
	6	3	1	2	1	8	3	2	7	5	0	4	0	0	3	8	2	2	3	0	1	7	3	2	7	8	8		
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X Pea 2 1	rso n Cor rela tion	.1	.	.	.	.	.	.	-	-	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	.
		5	1	1	0	0	1	2	1	.	.	3	2	1	0	1	.	.	1	1	0	6	2	5	3	2	1	5	
		5	1	8	0	7	3	2	7	0	0	0	1	7	0	0	1	0	0	6	0	4	5	9	6	6	3	0	
Sig. (2- taile d)	.4	.	.	1	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	1	5	3	.	6	4	2	3	6	8	1	2	3	.	5	5	8	5	5	7	0	2	0	0	1	4	0		
	4	4	3	0	7	6	2	4	7	5	0	4	4	0	8	5	6	8	8	5	0	3	0	5	6	6	0		
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

X Pea 2 2 n Cor rela tion	.3	-	.	-	-	1
	2	2	0	0	2	2	0	0	0	0	2	2	1	.	1	.	.	2	2	0	6		3	4	4	1	1	5	
	8	9	2	1	3	4	7	6	2	2	0	2	8	0	8	0	0	9	9	0	0	4	7	2	8	1	7	4	
Sig. (2- taile d)	.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	1	.		.	.	.	.	.	.
	7	1	9	9	2	1	6	7	8	8	2	2	3	8	3	6	9	1	1	.	0		0	0	0	5	5	0	
	7	4	2	5	0	1	0	5	7	9	7	0	8	2	8	9	7	7	7	0	0	0	0	0	4	3	7	4	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X Pea 2 3 n Cor rela tion	.2	.	.	.	.	.	.	.	-	-	.	.	.	.	.	-	.	.	.	.	.	.	1	.	.	.	.	.
	4	5	1	0	0	0	1	1	.	.	0	3	2	2	0	1	.	3	3	2	2	3		5	4	1	.		
	5	3	3	6	5	2	0	8	0	0	4	1	4	5	3	6	1	8	8	1	2	4		4	2	7	0		
Sig. (2- taile d)	.1	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.		.	.	.	.	.
	9	0	4	7	7	8	5	3	7	6	8	0	1	1	8	3	4	0	0	2	2	0		0	0	3	7		
	2	0	7	4	6	8	8	3	3	5	0	8	9	7	3	9	7	3	3	6	3	6		0	1	5	5		
	2	4	0	9	3	5	3	7	3	9	7	2	8	9	8	6	7	7	1	2	0		2	9	6	5	2		
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X Pea 2 4 n Cor rela tion	.3	.	.	.	.	.	.	.	.	.	.	.	.	.	-	-	.	.	.	.	.	.	.	1	.	.	.	.
	7	2	3	1	0	1	2	1	0	0	2	2	2	1	2	.	.	1	2	1	5	4	5		6	0	3		
	5*	8	2	6	9	6	0	2	9	6	7	8	9	6	6	0	0	5	9	8	9	1	4		4	9	0		
Sig. (2- taile d)	.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.		.	.	.	.
	4	1	0	3	6	3	2	4	6	7	1	1	1	3	1	8	7	4	1	3	0	0	0		0	6	0		
	1	2	8	7	1	7	8	9	1	1	3	3	2	7	5	1	8	1	1	3	0	2	0		0	2	9		
	1	4	2	4	4	5	9	6	4	9	8	3	0	3	4	0	2	5	4	7	0	4	2		0	8	8		
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

X Pea 2 5 n Cor rela tion	.3	.	.	.	.	.	.	.	.	.	.	.	.	-	.	.	.	.	-	.	.	.	.	1	.	.	.
	9	2	3	0	2	2	1	1	0	0	3	2	2	.	2	0	0	1	1	.	3	4	4	6	2	1	5
	1*	4	3	0	5	5	6	9	8	3	3	3	9	1	6	2	3	1	8	0	6	4	4	6	8	5	4
		8	1	0	7	0	5	2	6	7	0	8	2	2	3	5	5	3	8	6	1	8	6	9	2	0	8
Sig. (2- taile d)	.0	.	.	1	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	3	1	0	.	1	1	3	3	6	8	0	2	1	5	1	8	8	5	3	7	0	0	0	0	1	4	0
	3	8	7	0	7	8	8	0	5	4	7	0	1	2	6	9	5	5	2	3	5	1	1	0	3	2	0
		7	4	0	1	3	4	9	3	7	5	6	8	6	0	8	3	3	0	3	0	3	9	0	1	9	2
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X Pea 6 n Cor rela tion	-	.	.	.	-	-	.	.	-	.	.	.	-	-	-	.	.	.	.	.	.	.	.	.	1	.	.
	.1	0	1	2	.	.	2	2	.	0	2	1	.	.	.	3	2	3	2	3	2	1	1	0	2	1	2
	0	8	6	0	0	1	8	8	0	4	8	4	0	0	1	3	7	5	8	3	6	0	7	9	8	9	4
	3	4	5	2	6	9	1	7	6	0	1	6	4	9	0	2	2	0	9	3	0	1	5	2	2	1	9
Sig. (2- taile d)	.5	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	8	6	3	2	7	3	1	1	7	8	1	4	8	6	5	0	1	0	1	0	1	5	3	6	1	3	1
	9	6	8	8	3	0	3	2	3	3	3	4	0	0	7	7	4	5	2	7	6	9	5	2	3	1	8
		0	5	5	4	3	3	4	4	5	3	3	4	8	8	3	6	8	2	2	4	7	6	8	1	3	5
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X Pea 7 n Cor rela tion	.3	.	.	.	.	.	.	-	.	.	.	.	.	.	.	.	.	.	.	.	.	.	-	.	.	1	.
	4	0	3	4	1	1	0	.	3	2	2	4	4	0	5	1	2	0	1	2	1	1	.	3	1	1	
	0	1	8	1	2	3	8	0	4	1	2	0	5	5	1	5	4	0	3	0	3	0	0	0	5	9	
	8	4	0	8	8	5	2	9	1	7	5	3	2	5	5	8	4	4	5	8	7	5	8	0	1	3	
Sig. (2- taile d)	.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	6	9	0	0	5	4	6	8	0	2	2	0	0	7	0	4	1	9	4	2	4	5	7	0	4	3	
	6	2	3	2	0	6	5	8	5	6	2	2	1	8	0	1	8	8	8	7	6	7	5	9	2	1	
		6	6	5	0	7	4	9	8	3	7	6	2	5	4	3	6	2	0	7	6	4	5	8	9	3	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

X 28	Pea	.3	.	.	-	.	.	.	.	.	.	.	.	.	-	-	.	.	-	.	.	.	.	.	.	.	1		
	rs	1	3	1	.	2	2	2	3	2	2	3	1	0	1	3	.	.	0	1	.	5	5	2	4	5	2	1		
	Correlation	0	6	4	4	1	9	4	3	7	9	7	2	0	9	1	0	6	5	0	3	6	6	4	7	0	8	9		
X 29	Pea	.2	.	.	.	.	.	.	.	.	.	.	.	.	.	-	.	.	.	.	.	.	.	.	.	-	-	-
	rs	2	3	1	2	0	1	1	3	2	2	1	2	1	3	1	2	.	2	0	3	0	1	3	2	0	.	.	.	
	Correlation	4	5	2	7	8	4	7	7	7	8	0	1	6	1	6	2	0	0	7	6	0	3	3	7	1	6	2	1	
X 30	Pea	.0	-	.	-	.	.	.	.	.	.	.	.	.	.	-	-	.	.	.	.	.	.	.	-	.	.	.
	rs	4	.	1	.	0	0	3	1	3	3	2	1	1	4	2	.	.	0	1	1	2	1	.	3	0	0	4	3	
	Correlation	9	3	7	3	6	9	0	9	8	8	9	3	8	3	1	0	4	6	2	3	6	3	6	3	6	1	4	3	4	5
X 28	Sig. (2-tailed)	.096	.044	.044	.021	.067	.095	.068	.087	.063	.078	.037	.099	.099	.099	.074	.077	.077	.048	.043	.000	.000	.000	.000	.011	.010	.000	.008	.014	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
	Sig. (2-tailed)	.235	.070	.052	.071	.064	.052	.062	.062	.087	.076	.063	.063	.037	.079	.094	.081	.065	.055	.030	.010	.074	.033	.033	.074	.071	.013	.082	.090	
X 30	Sig. (2-tailed)	.796	.471	.453	.861	.679	.706	.403	.007	.003	.024	.809	.406	.016	.024	.569	.827	.752	.752	.410	.132	.136	.372	.372	.704	.905	.707	.707	.001	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

X Pea 3 1 Cor rela tion	-	.	.	.	-	-	.	.	.	.	.	.	.	.	.	.	.	.	-	.	.	.	.	.	.
	.1	0	0	2	.	.	0	2	0	0	0	1	0	1	1	1	2	2	3	4	2	.	0	1	0	4	3	1	
	4	5	1	7	0	1	4	0	9	6	4	3	1	1	9	8	1	2	6	2	2	0	9	6	0	2	7	7	
	6	8	2	4	6	1	6	1	6	8	6	3	8	2	7	3	1	5	5	4	5	3	9	1	7	0	1	8	7
Sig. (2- taile d)	.4	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	1	.	.	.	
	4	7	9	1	7	5	8	2	6	7	8	4	9	5	2	3	2	2	0	0	2	8	6	3	.	0	0	3	
	1	6	4	4	3	5	0	8	1	1	0	8	2	5	9	3	6	3	4	2	3	3	3	7	0	2	3	4	
	2	8	2	2	7	6	9	7	4	9	9	3	4	4	8	3	2	3	7	0	2	9	3	9	0	0	0	9	9
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X Pea 3 2 Cor rela tion	.0	.	.	.	-	-	.	.	-	-	.	.	.	.	-	.	.	.	.	.	-	.	.	.	.	.	.	.	.
	2	2	1	1	.	.	2	3	.	.	0	1	2	3	.	2	0	5	2	4	.	0	6	1	1	4	1	0	
	1	2	8	2	0	0	4	2	0	0	9	6	1	7	0	8	4	1	8	0	0	3	3	8	8	0	4	1	
	9	7	5	2	1	6	4	7	7	6	1	6	6	1	5	7	8	4	3	0	2	0	0	0	7	0	8	3	
Sig. (2- taile d)	.9	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	1	2	3	5	9	9	1	0	6	7	6	3	2	0	7	1	8	0	1	0	8	8	0	3	3	0	4	9	
	4	2	2	0	1	7	9	7	9	2	3	8	5	4	8	2	0	0	3	2	9	7	0	4	2	2	3	4	
	4	4	1	9	2	4	4	8	8	2	1	1	2	4	9	4	1	4	0	9	7	6	0	1	1	9	6	4	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X Pea 3 3 Cor rela tion	.2	-	.	.	.	.	.	.	.	.	.	.	.	.	.	-	.	.	.	.	.	.	.	.	.	.	.	.	.
	5	.	0	0	2	0	2	2	1	2	2	1	1	4	3	1	.	0	2	3	1	0	1	1	2	1	3	2	
	3	0	7	1	4	9	2	0	7	1	9	7	9	0	2	0	0	5	4	2	6	7	6	6	5	0	0	8	
	5	8	9	4	2	2	0	3	6	1	3	6	4	2	3	6	7	6	7	9	5	4	4	4	6	7	2	8	
Sig. (2- taile d)	.1	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	7	7	6	9	1	6	2	2	3	2	1	3	2	0	0	5	7	7	1	0	3	6	3	3	1	5	1	1	
	7	8	8	2	9	2	3	8	6	5	1	6	9	2	8	8	3	6	8	7	7	9	8	8	7	7	0	2	
	5	3	1	3	7	9	9	2	3	9	1	9	7	2	8	1	5	9	8	3	3	8	8	3	5	4	2	2	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

X Pea 3 4 n Cor rela tion	.0	.	.	-	.	.	.	.	-	.	.	.	-	-	.	.	.	-	.	.	.	.	.	.	-	.
	9	2	2	.	1	0	0	3	0	.	0	2	2	.	.	2	0	3	0	.	3	4	5	2	4	1	.	4				
	5	5	4	0	7	7	5	3	2	1	5	8	2	2	5	2	4	9	8	5	2	0	1	0	4	5	1	1	0	0		
Sig. (2- taile d)	.6	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	1	1	1	9	3	6	7	0	9	5	7	1	2	7	8	1	6	0	8	6	0	0	0	0	1	0	5	6	0			
	9	7	8	1	6	7	6	7	1	3	6	3	3	8	8	1	4	5	8	1	8	2	0	0	7	2	4	1	2			
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
X Pea 3 5 n Cor rela tion	.0	.	.	-	.	.	.	.	-	-	.	.	.	.	-	-	.	.	-	.	.	.	.	.	.	.	.
	4	3	1	.	2	2	1	2	.	.	0	1	1	1	2	.	.	2	0	.	6	4	3	4	4	1	0	6				
	5	0	0	2	0	0	3	1	0	0	6	2	5	4	1	0	1	1	3	2	8	7	9	6	5	1	0	2				
Sig. (2- taile d)	.8	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	1	1	5	1	2	2	4	2	7	6	7	4	4	4	2	6	4	2	8	2	0	0	0	0	0	0	5	1	.			
	2	0	7	4	7	8	8	4	1	3	2	9	0	4	5	0	5	5	7	6	0	0	3	1	1	1	4	0	0			
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T Pea O rso T n A Cor L rela tion	.4	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	6	4	6	4	4	4	6	5	4	4	6	6	6	4	5	4	4	5	5	4	4	4	4	4	5	4	3	4	5			
	3*	1	4	5	6	7	2	7	0	4	7	6	3	0	2	8	3	2	1	7	1	1	7	4	8	8	8	8	1			
Sig. (2- taile d)	.0	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0	2	0	1	1	0	0	0	2	1	0	0	0	0	2	0	0	1	0	0	0	2	2	0	0	0	3	0	0	0	0	
N	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Correlations

		X29	X30	X31	X32	X33	X34	X35	TOTAL
X1	Pearson Correlation	.224	.049	-.146	.021	.253	.095	.045	.463*
	Sig. (2-tailed)	.235	.796	.441	.914	.177	.619	.812	.010
	N	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.335	-.137	.058	.229	-.052	.253	.301	.416*
	Sig. (2-tailed)	.070	.471	.762	.224	.785	.177	.106	.022
	N	30	30	30	30	30	30	30	30
X3	Pearson Correlation	.122	.107	.012	.187	.078	.247	.107	.645**
	Sig. (2-tailed)	.522	.573	.948	.321	.683	.187	.573	.000
	N	30	30	30	30	30	30	30	30
X4	Pearson Correlation	.257	-.033	.274	.125	.019	-.020	-.275	.453*
	Sig. (2-tailed)	.171	.861	.142	.509	.921	.917	.141	.012
	N	30	30	30	30	30	30	30	30
X5	Pearson Correlation	.088	.076	-.064	-.021	.244	.170	.208	.461*
	Sig. (2-tailed)	.644	.691	.737	.912	.193	.369	.270	.010
	N	30	30	30	30	30	30	30	30
X6	Pearson Correlation	.114	.059	-.112	-.006	.092	.079	.203	.479**
	Sig. (2-tailed)	.550	.757	.556	.974	.627	.679	.283	.007
	N	30	30	30	30	30	30	30	30
X7	Pearson Correlation	.187	.340	.046	.244	.222	.058	.134	.620**
	Sig. (2-tailed)	.322	.066	.809	.194	.239	.762	.481	.000
	N	30	30	30	30	30	30	30	30
X8	Pearson Correlation	.337	.159	.201	.327	.200	.330	.218	.573**
	Sig. (2-tailed)	.069	.403	.287	.078	.289	.075	.247	.001
	N	30	30	30	30	30	30	30	30
X9	Pearson Correlation	.227	.328	.096	-.074	.173	.020	-.069	.401*
	Sig. (2-tailed)	.228	.077	.614	.698	.362	.916	.716	.028
	N	30	30	30	30	30	30	30	30

X10	Pearson Correlation	.218	.378*	.068	-.068	.216	-.118	-.089	.448*
	Sig. (2-tailed)	.247	.039	.719	.722	.253	.535	.639	.013
	N	30	30	30	30	30	30	30	30
X11	Pearson Correlation	.120	.219	.046	.091	.291	.058	.067	.674**
	Sig. (2-tailed)	.526	.246	.809	.631	.119	.762	.726	.000
	N	30	30	30	30	30	30	30	30
X12	Pearson Correlation	.261	.163	.133	.166	.173	.282	.128	.660**
	Sig. (2-tailed)	.163	.389	.483	.381	.361	.131	.499	.000
	N	30	30	30	30	30	30	30	30
X13	Pearson Correlation	.126	.158	.018	.216	.196	.222	.158	.633**
	Sig. (2-tailed)	.506	.406	.924	.252	.299	.239	.405	.000
	N	30	30	30	30	30	30	30	30
X14	Pearson Correlation	.391*	.443*	.112	.371*	.404*	-.053	.146	.405*
	Sig. (2-tailed)	.033	.014	.554	.044	.027	.782	.440	.026
	N	30	30	30	30	30	30	30	30
X15	Pearson Correlation	.126	.211	.197	-.051	.322	-.029	.213	.529**
	Sig. (2-tailed)	.507	.264	.298	.789	.082	.881	.257	.003
	N	30	30	30	30	30	30	30	30
X16	Pearson Correlation	.252	-.108	.183	.287	.103	.294	-.099	.488**
	Sig. (2-tailed)	.179	.569	.333	.124	.588	.115	.601	.006
	N	30	30	30	30	30	30	30	30
X17	Pearson Correlation	-.004	-.042	.211	.048	-.065	.089	-.143	.433*
	Sig. (2-tailed)	.984	.827	.262	.801	.731	.640	.450	.017
	N	30	30	30	30	30	30	30	30
X18	Pearson Correlation	.240	.066	.225	.514**	.057	.358	.213	.525**
	Sig. (2-tailed)	.201	.727	.233	.004	.765	.052	.257	.003
	N	30	30	30	30	30	30	30	30
X19	Pearson Correlation	.057	.122	.365*	.283	.246	.029	.030	.517**
	Sig. (2-tailed)	.765	.521	.047	.130	.189	.881	.873	.003
	N	30	30	30	30	30	30	30	30

X20	Pearson Correlation	.386*	.143	.424*	.400*	.327	-.095	-.210	.477**
	Sig. (2-tailed)	.035	.450	.020	.029	.078	.618	.265	.008
	N	30	30	30	30	30	30	30	30
X21	Pearson Correlation	.000	.296	.225	-.025	.169	.317	.683**	.419*
	Sig. (2-tailed)	1.000	.113	.232	.897	.373	.088	.000	.021
	N	30	30	30	30	30	30	30	30
X22	Pearson Correlation	.123	.173	-.039	.030	.075	.405*	.475**	.416*
	Sig. (2-tailed)	.517	.362	.839	.876	.693	.026	.008	.022
	N	30	30	30	30	30	30	30	30
X23	Pearson Correlation	.303	-.063	.091	.630**	.164	.541**	.395*	.477**
	Sig. (2-tailed)	.104	.742	.633	.000	.388	.002	.031	.008
	N	30	30	30	30	30	30	30	30
X24	Pearson Correlation	.237	.311	.167	.180	.164	.256	.461*	.549**
	Sig. (2-tailed)	.207	.095	.379	.341	.388	.172	.010	.002
	N	30	30	30	30	30	30	30	30
X25	Pearson Correlation	.071	.064	.000	.187	.256	.419*	.458*	.489**
	Sig. (2-tailed)	.711	.737	1.000	.321	.173	.021	.011	.006
	N	30	30	30	30	30	30	30	30
X26	Pearson Correlation	-.065	.073	.421*	.400*	.107	.115	.114	.382*
	Sig. (2-tailed)	.733	.702	.020	.029	.575	.544	.547	.037
	N	30	30	30	30	30	30	30	30
X27	Pearson Correlation	-.028	.464**	.378*	.148	.302	-.096	.000	.484**
	Sig. (2-tailed)	.882	.010	.039	.436	.104	.612	1.000	.007
	N	30	30	30	30	30	30	30	30
X28	Pearson Correlation	-.012	.355	.177	.013	.288	.403*	.622**	.516**
	Sig. (2-tailed)	.950	.054	.349	.944	.122	.027	.000	.003
	N	30	30	30	30	30	30	30	30
X29	Pearson Correlation	1	.239	.171	.339	.249	.214	.172	.367*
	Sig. (2-tailed)		.203	.366	.067	.185	.255	.365	.046

	N	30	30	30	30	30	30	30	30
X30	Pearson Correlation	.239	1	.430*	.142	.398*	-.022	.415*	.423*
	Sig. (2-tailed)	.203		.018	.454	.029	.906	.022	.020
	N	30	30	30	30	30	30	30	30
X31	Pearson Correlation	.171	.430*	1	.380*	.504**	.114	.263	.414*
	Sig. (2-tailed)	.366	.018		.038	.004	.549	.160	.023
	N	30	30	30	30	30	30	30	30
X32	Pearson Correlation	.339	.142	.380*	1	.346	.390*	.239	.478**
	Sig. (2-tailed)	.067	.454	.038		.061	.033	.204	.007
	N	30	30	30	30	30	30	30	30
X33	Pearson Correlation	.249	.398*	.504**	.346	1	.237	.326	.478**
	Sig. (2-tailed)	.185	.029	.004	.061		.208	.079	.008
	N	30	30	30	30	30	30	30	30
X34	Pearson Correlation	.214	-.022	.114	.390*	.237	1	.587**	.415*
	Sig. (2-tailed)	.255	.906	.549	.033	.208		.001	.023
	N	30	30	30	30	30	30	30	30
X35	Pearson Correlation	.172	.415*	.263	.239	.326	.587**	1	.435*
	Sig. (2-tailed)	.365	.022	.160	.204	.079	.001		.016
	N	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.367*	.423*	.414*	.478**	.478**	.415*	.435*	1
	Sig. (2-tailed)	.046	.020	.023	.007	.008	.023	.016	
	N	30	30	30	30	30	30	30	30

Gambar 1 Hasil Uji Validitas Budaya Organisasi

LAMPIRAN 5 HASIL UJI VALIDITAS PERILAKU KEPEMIMPINAN

		Correlations									
		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10
X1	Pearson Correlation	1	.361*	.033	.146	.000	.241	.202	-.080	.133	.291
	Sig. (2-tailed)		.050	.864	.441	1.000	.199	.285	.673	.482	.119
	N	30	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.361*	1	.318	.158	.072	.261	.131	-.174	.145	.378*
	Sig. (2-tailed)	.050		.086	.403	.704	.163	.490	.357	.446	.039
	N	30	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	.033	.318	1	.099	.216	.350	.401*	.208	.442*	.109
	Sig. (2-tailed)	.864	.086		.603	.253	.058	.028	.270	.015	.565
	N	30	30	30	30	30	30	30	30	30	30
X4	Pearson Correlation	.146	.158	.099	1	.548**	.338	.117	-.217	.041	.199
	Sig. (2-tailed)	.441	.403	.603		.002	.067	.539	.250	.830	.292
	N	30	30	30	30	30	30	30	30	30	30
X5	Pearson Correlation	.000	.072	.216	.548**	1	.241	.170	.169	.267	.332
	Sig. (2-tailed)	1.000	.704	.253	.002		.199	.370	.373	.154	.073
	N	30	30	30	30	30	30	30	30	30	30
X6	Pearson Correlation	.241	.261	.350	.338	.241	1	.356	.041	.585**	.257
	Sig. (2-tailed)	.199	.163	.058	.067	.199		.053	.831	.001	.171
	N	30	30	30	30	30	30	30	30	30	30
X7	Pearson Correlation	.202	.131	.401*	.117	.170	.356	1	.269	.520**	-.135
	Sig. (2-tailed)	.285	.490	.028	.539	.370	.053		.151	.003	.476

	N	30	30	30	30	30	30	30	30	30	30
X8	Pearson Correlation	-.080	-.174	.208	-.217	.169	.041	.269	1	.392*	.067
	Sig. (2-tailed)	.673	.357	.270	.250	.373	.831	.151		.032	.724
	N	30	30	30	30	30	30	30	30	30	30
X9	Pearson Correlation	.133	.145	.442*	.041	.267	.585**	.520**	.392*	1	.061
	Sig. (2-tailed)	.482	.446	.015	.830	.154	.001	.003	.032		.751
	N	30	30	30	30	30	30	30	30	30	30
X10	Pearson Correlation	.291	.378*	.109	.199	.332	.257	-.135	.067	.061	1
	Sig. (2-tailed)	.119	.039	.565	.292	.073	.171	.476	.724	.751	
	N	30	30	30	30	30	30	30	30	30	30
X11	Pearson Correlation	.147	.266	.372*	-.019	.088	.149	.449*	.149	.377*	.131
	Sig. (2-tailed)	.438	.156	.043	.919	.643	.432	.013	.432	.040	.490
	N	30	30	30	30	30	30	30	30	30	30
X12	Pearson Correlation	.206	.391*	.221	.078	.217	-.004	.457*	.220	.380*	.167
	Sig. (2-tailed)	.274	.033	.240	.682	.250	.984	.011	.243	.039	.376
	N	30	30	30	30	30	30	30	30	30	30
X13	Pearson Correlation	.283	.131	.401*	.276	-.048	.269	.472**	.269	.326	.055
	Sig. (2-tailed)	.130	.490	.028	.140	.799	.151	.008	.151	.078	.773
	N	30	30	30	30	30	30	30	30	30	30
X14	Pearson Correlation	.146	-.158	.099	.784**	.548**	.180	.196	.021	.129	.257
	Sig. (2-tailed)	.441	.403	.603	.000	.002	.342	.298	.912	.498	.171
	N	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.387*	.474**	.598**	.455*	.492**	.556**	.603**	.258	.615**	.435*
	Sig. (2-tailed)	.035	.008	.000	.011	.006	.001	.000	.169	.000	.016

N	30	30	30	30	30	30	30	30	30	30
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Correlations

		X11	X12	X13	X14	TOTAL
X1	Pearson Correlation	.147	.206	.283	.146	.387*
	Sig. (2-tailed)	.438	.274	.130	.441	.035
	N	30	30	30	30	30
X2	Pearson Correlation	.266	.391*	.131	-.158	.474**
	Sig. (2-tailed)	.156	.033	.490	.403	.008
	N	30	30	30	30	30
X3	Pearson Correlation	.372*	.221	.401*	.099	.598**
	Sig. (2-tailed)	.043	.240	.028	.603	.000
	N	30	30	30	30	30
X4	Pearson Correlation	-.019	.078	.276	.784**	.455*
	Sig. (2-tailed)	.919	.682	.140	.000	.011
	N	30	30	30	30	30
X5	Pearson Correlation	.088	.217	-.048	.548**	.492**
	Sig. (2-tailed)	.643	.250	.799	.002	.006
	N	30	30	30	30	30
X6	Pearson Correlation	.149	-.004	.269	.180	.556**
	Sig. (2-tailed)	.432	.984	.151	.342	.001
	N	30	30	30	30	30
X7	Pearson Correlation	.449*	.457*	.472**	.196	.603**
	Sig. (2-tailed)	.013	.011	.008	.298	.000
	N	30	30	30	30	30
X8	Pearson Correlation	.149	.220	.269	.021	.258
	Sig. (2-tailed)	.432	.243	.151	.912	.169
	N	30	30	30	30	30
X9	Pearson Correlation	.377*	.380*	.326	.129	.615**
	Sig. (2-tailed)	.040	.039	.078	.498	.000
	N	30	30	30	30	30
X10	Pearson Correlation	.131	.167	.055	.257	.435*
	Sig. (2-tailed)	.490	.376	.773	.171	.016
	N	30	30	30	30	30
X11	Pearson Correlation	1	.464**	.289	.126	.566**

	Sig. (2-tailed)		.010	.122	.508	.001
	N	30	30	30	30	30
X12	Pearson Correlation	.464**	1	.288	.180	.635**
	Sig. (2-tailed)	.010		.122	.342	.000
	N	30	30	30	30	30
X13	Pearson Correlation	.289	.288	1	.356	.558**
	Sig. (2-tailed)	.122	.122		.054	.001
	N	30	30	30	30	30
X14	Pearson Correlation	.126	.180	.356	1	.475**
	Sig. (2-tailed)	.508	.342	.054		.008
	N	30	30	30	30	30
TOTAL	Pearson Correlation	.566**	.635**	.558**	.475**	1
	Sig. (2-tailed)	.001	.000	.001	.008	
	N	30	30	30	30	30

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

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

Gambar 2 Uji Validitas Perilaku Kepemimpinan

LAMPIRAN 6 HASIL UJI VALIDITAS KINERJA KARYAWAN

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y1 0	Y1 1	Y1 2	Y1 3	Y1 4	Y1 5
Y1	Pearson Correlation	1	.54 1**	- .13 0	.26 2	.03 4	.30 2	.41 3*	.04 8	.33 0	.01 0	.57 8**	.13 0	.02 0	.20 8	.05 0
	Sig. (2-tailed)		.00 2	.49 3	.16 1	.85 8	.10 5	.02 3	.80 3	.07 5	.96 0	.00 1	.49 4	.91 5	.27 0	.79 5
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y2	Pearson Correlation	.54 1**	1	.12 3	.29 0	.48 4**	.49 9**	.40 1*	.20 3	.25 2	.05 4	.33 6	.36 9*	.14 4	.38 0*	.45 1*
	Sig. (2-tailed)	.00 2		.51 6	.12 0	.00 7	.00 5	.02 8	.28 2	.17 9	.77 5	.06 9	.04 5	.44 8	.03 8	.01 2
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y3	Pearson Correlation	-.13 0	.12 3	1	-.05 3	.06 2	.44 0*	-.26 2	.19 5	-.06 4	.51 9**	.12 6	.39 9*	.66 1**	.14 2	.24 9
	Sig. (2-tailed)	.49 3	.51 6		.78 0	.74 4	.01 5	.16 1	.30 1	.73 8	.00 3	.50 8	.02 9	.00 0	.45 4	.18 5
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y4	Pearson Correlation	.26 2	.29 0	-.05 3	1	.39 7*	.32 2	.34 6	.15 3	.14 8	-.00 6	.16 9	.21 0	.14 3	.73 6**	.42 5*
	Sig. (2-tailed)	.16 1	.12 0	.78 0		.03 0	.08 2	.06 1	.41 9	.43 6	.97 6	.37 2	.26 6	.45 2	.00 0	.01 9
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y5	Pearson Correlation	.03 4	.48 4**	.06 2	.39 7*	1	.49 5**	.45 1*	.11 9	.05 4	.07 5	.13 2	.00 8	.08 7	.36 1*	.67 4**
	Sig. (2-tailed)	.85 8	.00 7	.74 4	.03 0		.00 5	.01 2	.53 0	.77 5	.69 3	.48 8	.96 5	.64 8	.05 0	.00 0
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Y6	Pearson Correlation	.302	.499**	.440*	.322	.495**	1	.307	.351	.249	.276	.387*	.196	.460*	.347	.517**
	Sig. (2-tailed)	.105	.005	.015	.082	.005		.099	.057	.184	.140	.034	.299	.010	.061	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y7	Pearson Correlation	.413*	.401*	-.262	.346	.451*	.307	1	.195	.197	-.004	.305	-.086	-.102	.142	.181
	Sig. (2-tailed)	.023	.028	.161	.061	.012	.099		.301	.298	.982	.101	.651	.593	.454	.339
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y8	Pearson Correlation	.048	.203	.195	.153	.119	.351	.195	1	.171	-.086	.217	.071	.274	.134	.372*
	Sig. (2-tailed)	.803	.282	.301	.419	.530	.057	.301		.366	.651	.250	.710	.144	.481	.043
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y9	Pearson Correlation	.330	.252	-.064	.148	.054	.249	.197	.171	1	.117	.504**	.239	-.022	.332	.211
	Sig. (2-tailed)	.075	.179	.738	.436	.775	.184	.298	.366		.538	.005	.203	.910	.073	.263
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y10	Pearson Correlation	.010	.054	.519**	-.006	.075	.276	-.004	-.086	.117	1	.063	.311	.248	.161	.229
	Sig. (2-tailed)	.960	.775	.003	.976	.693	.140	.982	.651	.538		.740	.095	.186	.395	.224
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y11	Pearson Correlation	.578**	.336	.126	.169	.132	.387*	.305	.217	.504**	.063	1	-.117	.218	.025	.164
	Sig. (2-tailed)	.001	.069	.508	.372	.488	.034	.101	.250	.005	.740		.537	.247	.897	.387
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y12	Pearson Correlation	.130	.369*	.399*	.210	.008	.196	-.086	.071	.239	.311	-.117	1	.231	.420*	.135
	Sig. (2-tailed)															
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

	Sig. (2-tailed)	.494	.045	.029	.266	.965	.299	.651	.710	.203	.095	.537		.219	.021	.476
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y13	Pearson Correlation	.020	.144	.661**	.143	.087	.460*	-.102	.274	-.022	.248	.218	.231	1	.341	.401*
	Sig. (2-tailed)	.915	.448	.000	.452	.648	.010	.593	.144	.910	.186	.247	.219		.065	.028
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y14	Pearson Correlation	.208	.380*	.142	.736**	.361*	.347	.142	.134	.332	.161	.025	.420*	.341	1	.649**
	Sig. (2-tailed)	.270	.038	.454	.000	.050	.061	.454	.481	.073	.395	.897	.021	.065		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y15	Pearson Correlation	.050	.451*	.249	.425*	.674**	.517**	.181	.372*	.211	.229	.164	.135	.401*	.649**	1
	Sig. (2-tailed)	.795	.012	.185	.019	.000	.003	.339	.043	.263	.224	.387	.476	.028	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y16	Pearson Correlation	.143	.407*	.083	.112	.661**	.536**	.172	-.020	.055	.107	-.022	.229	.006	.219	.312
	Sig. (2-tailed)	.450	.026	.662	.557	.000	.002	.363	.918	.771	.573	.910	.223	.977	.245	.094
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y17	Pearson Correlation	.311	.497**	.213	.286	.292	.501**	.545**	.190	.031	.316	.129	.101	.236	.236	.303
	Sig. (2-tailed)	.094	.005	.259	.126	.117	.005	.002	.316	.871	.089	.498	.594	.210	.208	.103
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y18	Pearson Correlation	-.024	.134	.359	.159	.236	.332	.038	.829**	.119	-.005	.136	.169	.415*	.264	.416*
	Sig. (2-tailed)	.902	.481	.051	.403	.210	.073	.844	.000	.531	.980	.473	.371	.022	.158	.022
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Y19	Pearson Correlation	.000	.077	.123	.414*	.194	.249	.123	.304	.469**	.054	.224	.168	.144	.253	.113
	Sig. (2-tailed)	1.000	.686	.516	.023	.305	.184	.516	.102	.009	.775	.234	.375	.448	.177	.553
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y20	Pearson Correlation	-.048	.101	.537**	.394*	.307	.380*	-.033	-.018	.304	.588**	.177	.195	.334	.535**	.520**
	Sig. (2-tailed)	.803	.594	.002	.031	.099	.038	.864	.925	.102	.001	.349	.302	.071	.002	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.365*	.633**	.492**	.537**	.591**	.798**	.408*	.455*	.422*	.423*	.437*	.414*	.531**	.642**	.719**
	Sig. (2-tailed)	.047	.000	.006	.002	.001	.000	.025	.011	.020	.020	.016	.023	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		Y16	Y17	Y18	Y19	Y20	TOTAL
Y1	Pearson Correlation	.143	.311	-.024	.000	-.048	.365*
	Sig. (2-tailed)	.450	.094	.902	1.000	.803	.047
	N	30	30	30	30	30	30
Y2	Pearson Correlation	.407*	.497**	.134	.077	.101	.633**
	Sig. (2-tailed)	.026	.005	.481	.686	.594	.000
	N	30	30	30	30	30	30
Y3	Pearson Correlation	.083	.213	.359	.123	.537**	.492**
	Sig. (2-tailed)	.662	.259	.051	.516	.002	.006
	N	30	30	30	30	30	30
Y4	Pearson Correlation	.112	.286	.159	.414*	.394*	.537**
	Sig. (2-tailed)	.557	.126	.403	.023	.031	.002
	N	30	30	30	30	30	30

Y5	Pearson Correlation	.661**	.292	.236	.194	.307	.591**
	Sig. (2-tailed)	.000	.117	.210	.305	.099	.001
	N	30	30	30	30	30	30
Y6	Pearson Correlation	.536**	.501**	.332	.249	.380*	.798**
	Sig. (2-tailed)	.002	.005	.073	.184	.038	.000
	N	30	30	30	30	30	30
Y7	Pearson Correlation	.172	.545**	.038	.123	-.033	.408*
	Sig. (2-tailed)	.363	.002	.844	.516	.864	.025
	N	30	30	30	30	30	30
Y8	Pearson Correlation	-.020	.190	.829**	.304	-.018	.455*
	Sig. (2-tailed)	.918	.316	.000	.102	.925	.011
	N	30	30	30	30	30	30
Y9	Pearson Correlation	.055	.031	.119	.469**	.304	.422*
	Sig. (2-tailed)	.771	.871	.531	.009	.102	.020
	N	30	30	30	30	30	30
Y10	Pearson Correlation	.107	.316	-.005	.054	.588**	.423*
	Sig. (2-tailed)	.573	.089	.980	.775	.001	.020
	N	30	30	30	30	30	30
Y11	Pearson Correlation	-.022	.129	.136	.224	.177	.437*
	Sig. (2-tailed)	.910	.498	.473	.234	.349	.016
	N	30	30	30	30	30	30
Y12	Pearson Correlation	.229	.101	.169	.168	.195	.414*
	Sig. (2-tailed)	.223	.594	.371	.375	.302	.023
	N	30	30	30	30	30	30
Y13	Pearson Correlation	.006	.236	.415*	.144	.334	.531**
	Sig. (2-tailed)	.977	.210	.022	.448	.071	.003
	N	30	30	30	30	30	30
Y14	Pearson Correlation	.219	.236	.264	.253	.535**	.642**
	Sig. (2-tailed)	.245	.208	.158	.177	.002	.000
	N	30	30	30	30	30	30

Y15	Pearson Correlation	.312	.303	.416*	.113	.520**	.719**
	Sig. (2-tailed)	.094	.103	.022	.553	.003	.000
	N	30	30	30	30	30	30
Y16	Pearson Correlation	1	.271	.187	.074	.020	.438*
	Sig. (2-tailed)		.147	.324	.698	.918	.015
	N	30	30	30	30	30	30
Y17	Pearson Correlation	.271	1	.086	.000	.175	.571**
	Sig. (2-tailed)	.147		.650	1.000	.355	.001
	N	30	30	30	30	30	30
Y18	Pearson Correlation	.187	.086	1	.234	.141	.508**
	Sig. (2-tailed)	.324	.650		.213	.457	.004
	N	30	30	30	30	30	30
Y19	Pearson Correlation	.074	.000	.234	1	.203	.403*
	Sig. (2-tailed)	.698	1.000	.213		.282	.027
	N	30	30	30	30	30	30
Y20	Pearson Correlation	.020	.175	.141	.203	1	.573**
	Sig. (2-tailed)	.918	.355	.457	.282		.001
	N	30	30	30	30	30	30
TOTAL	Pearson Correlation	.438*	.571**	.508**	.403*	.573**	1
	Sig. (2-tailed)	.015	.001	.004	.027	.001	
	N	30	30	30	30	30	30

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

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

Gambar 3 Uji Validitas Kinerja Karyawan

LAMPIRAN 7 HASIL UJI RELIABILITAS

Reliability Statistics

Cronbach's Alpha	N of Items
.901	35

Gambar 4 Hasil Uji Reliabilitas Budaya Organisasi

Reliability Statistics

Cronbach's Alpha	N of Items
.788	14

Gambar 5 Hasil Uji Reliabilitas Perilaku Kepemimpinan

Reliability Statistics

Cronbach's Alpha	N of Items
.857	20

Gambar 6 Hasil Uji Reliabilitas Kinerja Karyawan

LAMPIRAN 8 HASIL UJI DESKRIPTIF DATA

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
BUDAYA ORGANISASI	50	111.00	173.00	137.7400	13.60794
PERILAKU KEPEMIMPINAN	50	40.00	57.00	49.6800	5.00384
KINERJA KARYAWAN	50	56.00	81.00	71.1600	7.06633
Valid N (listwise)	50				

Gambar 7 Hasil Uji Deskriptif Statistik



LAMPIRAN 9 HASIL UJI PERSYARATAN DATA

One-Sample Kolmogorov-Smirnov Test

		BUDAYA ORGANISASI	PERILAKU KEPEMIMPINAN	KINERJA KARYAWAN
N		50	50	50
Normal Parameters ^{a,b}	Mean	137.7400	49.6800	71.1600
	Std. Deviation	13.60794	5.00384	7.06633
Most Extreme Differences	Absolute	.100	.106	.115
	Positive	.100	.098	.085
	Negative	-.064	-.106	-.115
Test Statistic		.100	.106	.115
Asymp. Sig. (2-tailed)		.200 ^{c,d}	.200 ^{c,d}	.099 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Gambar 8 Hasil Uji Normalitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	1890.637	30	63.021	2.153	.042
		Linearity	1032.687	1	1032.687	35.284	.000
		Deviation from Linearity	857.950	29	29.584	1.011	.501
Within Groups			556.083	19	29.268		
Total			2446.720	49			

Gambar 9 Hasil Uji Linearitas Budaya Organisasi Dengan Kinerja Karyawan

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y *	Between Groups	(Combined)	1351.291	16	84.456	2.544	.011
		Linearity	946.413	1	946.413	28.511	.000
		Deviation from Linearity	404.878	15	26.992	.813	.656
X2	Within Groups		1095.429	33	33.195		
Total			2446.720	49			

Gambar 10 Hasil Uji Linearitas Perilaku Kepemimpinan Dengan Kinerja Karyawan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	5.724	6.239		.917	.364
	X1	-.033	.059	-.116	-.570	.571
	X2	.042	.159	.054	.266	.791

Gambar 11 Hasil Uji Heterokedastitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics	
		B	Std. Error				Tolerance	VIF
1	(Constant)	18.045	8.143		2.216	.032		
	X1	.218	.076	.420	2.855	.006	.513	1.950
	X2	.464	.208	.329	2.231	.030	.513	1.950

a. Dependent Variable: Y

Gambar 12 Hasil Uji Multikolinearitas

LAMPIRAN 10 HASIL UJI HIPOTESIS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics	
		B	Std. Error				Tolerance	VIF
1	(Constant)	18.045	8.143		2.216	.032		
	X1	.218	.076	.420	2.855	.006	.513	1.950
	X2	.464	.208	.329	2.231	.030	.513	1.950

Gambar 13 Hasil Uji Analisis Regresi Ganda



Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics	
		B	Std. Error				Tolerance	VIF
1	(Constant)	18.045	8.143		2.216	.032		
	X1	.218	.076	.420	2.855	.006	.513	1.950
	X2	.464	.208	.329	2.231	.030	.513	1.950

a. Dependent Variable: Y

Gambar 14 Hasil Uji T (Parsial)

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	1168.117	2	584.058	21.469	.000 ^b
	Residual	1278.603	47	27.204		
	Total	2446.720	49			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Gambar 15 Hasil Uji F (Simultan)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.691 ^a	.477	.455	5.21578

a. Predictors: (Constant), X2, X1

Gambar 16 Hasil Uji Koefisien Determinan