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| DATA PENELITIAN |                            |   |   |   |   |        |
|-----------------|----------------------------|---|---|---|---|--------|
| No Resp         | Kepemimpinan (Variabel X1) |   |   |   |   | Jumlah |
|                 | 1                          | 2 | 3 | 4 | 5 |        |
| 1               | 3                          | 4 | 4 | 3 | 4 | 18     |
| 2               | 3                          | 4 | 4 | 4 | 3 | 18     |
| 3               | 4                          | 3 | 3 | 4 | 4 | 18     |
| 4               | 4                          | 3 | 4 | 3 | 4 | 18     |
| 5               | 4                          | 4 | 4 | 4 | 3 | 19     |
| 6               | 4                          | 4 | 4 | 4 | 4 | 20     |
| 7               | 4                          | 4 | 4 | 4 | 4 | 20     |
| 8               | 4                          | 4 | 4 | 4 | 4 | 20     |
| 9               | 4                          | 4 | 4 | 4 | 4 | 20     |
| 10              | 4                          | 4 | 4 | 4 | 4 | 20     |
| 11              | 4                          | 4 | 4 | 4 | 4 | 20     |
| 12              | 4                          | 4 | 4 | 4 | 4 | 20     |
| 13              | 3                          | 4 | 4 | 4 | 3 | 18     |
| 14              | 4                          | 4 | 5 | 4 | 4 | 21     |
| 15              | 4                          | 4 | 5 | 4 | 4 | 21     |
| 16              | 4                          | 4 | 4 | 4 | 5 | 21     |
| 17              | 4                          | 4 | 4 | 3 | 5 | 20     |
| 18              | 5                          | 4 | 4 | 4 | 4 | 21     |
| 19              | 4                          | 3 | 4 | 4 | 4 | 19     |
| 20              | 4                          | 4 | 4 | 4 | 4 | 20     |
| 21              | 5                          | 4 | 4 | 4 | 4 | 21     |
| 22              | 4                          | 4 | 5 | 4 | 5 | 22     |
| 23              | 4                          | 4 | 5 | 4 | 3 | 20     |
| 24              | 4                          | 4 | 5 | 4 | 5 | 22     |
| 25              | 5                          | 4 | 5 | 4 | 4 | 22     |
| 26              | 5                          | 5 | 4 | 4 | 4 | 22     |
| 27              | 3                          | 4 | 5 | 5 | 4 | 21     |
| 28              | 5                          | 5 | 4 | 5 | 4 | 23     |
| 29              | 4                          | 5 | 5 | 4 | 5 | 23     |
| 30              | 4                          | 5 | 5 | 4 | 5 | 23     |
| 31              | 4                          | 5 | 5 | 4 | 5 | 23     |
| 32              | 5                          | 5 | 4 | 4 | 5 | 23     |
| 33              | 5                          | 4 | 4 | 5 | 4 | 22     |
| 34              | 5                          | 4 | 5 | 4 | 5 | 23     |
| 35              | 5                          | 4 | 5 | 5 | 5 | 24     |
| 36              | 4                          | 5 | 5 | 5 | 5 | 24     |
| 37              | 4                          | 5 | 5 | 3 | 5 | 22     |
| 38              | 4                          | 5 | 5 | 5 | 5 | 24     |

|    |   |   |   |   |   |    |
|----|---|---|---|---|---|----|
| 39 | 4 | 5 | 5 | 5 | 5 | 24 |
| 40 | 4 | 3 | 5 | 4 | 5 | 21 |
| 41 | 5 | 4 | 4 | 5 | 5 | 23 |
| 42 | 5 | 5 | 4 | 4 | 5 | 23 |
| 43 | 4 | 5 | 5 | 5 | 5 | 24 |
| 44 | 5 | 5 | 5 | 5 | 5 | 25 |
| 45 | 5 | 5 | 5 | 5 | 5 | 25 |
| 46 | 5 | 5 | 5 | 5 | 4 | 24 |
| 47 | 5 | 4 | 5 | 5 | 5 | 24 |
| 48 | 5 | 5 | 3 | 5 | 3 | 21 |
| 49 | 5 | 4 | 5 | 5 | 5 | 24 |
| 50 | 5 | 5 | 4 | 5 | 5 | 24 |



| DATA PENELITIAN |                                 |   |   |   |   |        |
|-----------------|---------------------------------|---|---|---|---|--------|
| No Resp         | Budaya Organisasi (Variabel X2) |   |   |   |   | Jumlah |
|                 | 1                               | 2 | 3 | 4 | 5 |        |
| 1               | 3                               | 4 | 4 | 4 | 4 | 19     |
| 2               | 3                               | 4 | 4 | 4 | 4 | 19     |
| 3               | 4                               | 3 | 4 | 4 | 4 | 19     |
| 4               | 4                               | 3 | 4 | 4 | 4 | 19     |
| 5               | 4                               | 4 | 3 | 4 | 4 | 19     |
| 6               | 4                               | 4 | 3 | 4 | 4 | 19     |
| 7               | 4                               | 4 | 4 | 3 | 4 | 19     |
| 8               | 4                               | 4 | 4 | 3 | 4 | 19     |
| 9               | 4                               | 4 | 4 | 4 | 3 | 19     |
| 10              | 4                               | 4 | 4 | 4 | 3 | 19     |
| 11              | 4                               | 4 | 4 | 4 | 4 | 20     |
| 12              | 4                               | 4 | 4 | 4 | 4 | 20     |
| 13              | 4                               | 4 | 4 | 4 | 4 | 20     |
| 14              | 4                               | 4 | 4 | 4 | 4 | 20     |
| 15              | 4                               | 4 | 4 | 4 | 4 | 20     |
| 16              | 4                               | 4 | 3 | 4 | 4 | 19     |
| 17              | 3                               | 4 | 4 | 4 | 5 | 20     |
| 18              | 4                               | 4 | 4 | 4 | 5 | 21     |
| 19              | 4                               | 4 | 4 | 4 | 5 | 21     |
| 20              | 4                               | 4 | 4 | 4 | 4 | 20     |
| 21              | 4                               | 4 | 4 | 4 | 4 | 20     |
| 22              | 4                               | 4 | 4 | 4 | 4 | 20     |
| 23              | 4                               | 4 | 4 | 4 | 4 | 20     |
| 24              | 5                               | 4 | 4 | 4 | 4 | 21     |
| 25              | 5                               | 4 | 4 | 4 | 4 | 21     |
| 26              | 5                               | 4 | 4 | 4 | 4 | 21     |
| 27              | 4                               | 4 | 4 | 4 | 5 | 21     |
| 28              | 4                               | 4 | 4 | 4 | 5 | 21     |
| 29              | 4                               | 4 | 4 | 4 | 5 | 21     |
| 30              | 4                               | 5 | 4 | 4 | 4 | 21     |
| 31              | 4                               | 4 | 4 | 5 | 4 | 21     |
| 32              | 4                               | 4 | 3 | 5 | 4 | 20     |
| 33              | 4                               | 5 | 4 | 4 | 5 | 22     |
| 34              | 5                               | 4 | 5 | 4 | 4 | 22     |
| 35              | 5                               | 4 | 5 | 4 | 4 | 22     |
| 36              | 5                               | 4 | 5 | 4 | 4 | 22     |
| 37              | 5                               | 4 | 5 | 4 | 4 | 22     |
| 38              | 5                               | 4 | 5 | 4 | 4 | 22     |

|    |   |   |   |   |   |    |
|----|---|---|---|---|---|----|
| 39 | 5 | 4 | 4 | 4 | 5 | 22 |
| 40 | 5 | 5 | 4 | 4 | 5 | 23 |
| 41 | 4 | 5 | 5 | 4 | 5 | 23 |
| 42 | 4 | 4 | 5 | 5 | 5 | 23 |
| 43 | 5 | 5 | 4 | 5 | 4 | 23 |
| 44 | 5 | 4 | 5 | 5 | 4 | 23 |
| 45 | 5 | 5 | 5 | 4 | 4 | 23 |
| 46 | 5 | 5 | 5 | 4 | 4 | 23 |
| 47 | 5 | 5 | 4 | 4 | 5 | 23 |
| 48 | 5 | 5 | 4 | 4 | 5 | 23 |
| 49 | 4 | 5 | 5 | 3 | 5 | 22 |
| 50 | 4 | 4 | 5 | 5 | 5 | 23 |



| DATA PENELITIAN |                               |   |   |   |   |        |
|-----------------|-------------------------------|---|---|---|---|--------|
| No Resp         | Kinerja Pengajar (Variabel Y) |   |   |   |   | Jumlah |
|                 | 1                             | 2 | 3 | 4 | 5 |        |
| 1               | 3                             | 4 | 4 | 5 | 4 | 20     |
| 2               | 3                             | 4 | 5 | 4 | 4 | 20     |
| 3               | 4                             | 5 | 3 | 4 | 4 | 20     |
| 4               | 4                             | 3 | 5 | 4 | 4 | 20     |
| 5               | 4                             | 4 | 3 | 4 | 5 | 20     |
| 6               | 4                             | 4 | 4 | 4 | 4 | 20     |
| 7               | 4                             | 4 | 4 | 4 | 4 | 20     |
| 8               | 4                             | 4 | 4 | 4 | 4 | 20     |
| 9               | 4                             | 4 | 4 | 4 | 4 | 20     |
| 10              | 5                             | 4 | 4 | 3 | 4 | 20     |
| 11              | 4                             | 5 | 4 | 4 | 3 | 20     |
| 12              | 4                             | 4 | 5 | 4 | 4 | 21     |
| 13              | 4                             | 4 | 4 | 5 | 4 | 21     |
| 14              | 4                             | 3 | 4 | 4 | 5 | 20     |
| 15              | 4                             | 5 | 4 | 4 | 4 | 21     |
| 16              | 5                             | 4 | 4 | 4 | 4 | 21     |
| 17              | 4                             | 4 | 4 | 4 | 5 | 21     |
| 18              | 5                             | 5 | 4 | 4 | 4 | 22     |
| 19              | 4                             | 4 | 5 | 5 | 4 | 22     |
| 20              | 5                             | 4 | 4 | 5 | 4 | 22     |
| 21              | 5                             | 4 | 4 | 5 | 4 | 22     |
| 22              | 4                             | 5 | 4 | 4 | 5 | 22     |
| 23              | 4                             | 5 | 5 | 4 | 4 | 22     |
| 24              | 5                             | 4 | 4 | 5 | 4 | 22     |
| 25              | 4                             | 4 | 4 | 5 | 5 | 22     |
| 26              | 4                             | 4 | 5 | 4 | 5 | 22     |
| 27              | 4                             | 4 | 5 | 4 | 5 | 22     |
| 28              | 3                             | 4 | 5 | 5 | 4 | 21     |
| 29              | 5                             | 4 | 5 | 4 | 5 | 23     |
| 30              | 4                             | 5 | 4 | 5 | 5 | 23     |
| 31              | 5                             | 4 | 5 | 5 | 4 | 23     |
| 32              | 4                             | 4 | 5 | 5 | 5 | 23     |
| 33              | 5                             | 5 | 4 | 5 | 4 | 23     |
| 34              | 5                             | 5 | 4 | 5 | 4 | 23     |
| 35              | 5                             | 5 | 4 | 5 | 5 | 24     |
| 36              | 4                             | 5 | 5 | 4 | 5 | 23     |
| 37              | 5                             | 4 | 5 | 4 | 5 | 23     |
| 38              | 5                             | 4 | 5 | 4 | 5 | 23     |

|    |   |   |   |   |   |    |
|----|---|---|---|---|---|----|
| 39 | 5 | 4 | 4 | 5 | 5 | 23 |
| 40 | 4 | 4 | 5 | 5 | 4 | 22 |
| 41 | 4 | 5 | 5 | 5 | 5 | 24 |
| 42 | 5 | 5 | 3 | 5 | 4 | 22 |
| 43 | 5 | 5 | 4 | 5 | 5 | 24 |
| 44 | 5 | 4 | 5 | 5 | 4 | 23 |
| 45 | 5 | 5 | 5 | 5 | 4 | 24 |
| 46 | 5 | 5 | 4 | 5 | 5 | 24 |
| 47 | 4 | 5 | 5 | 5 | 5 | 24 |
| 48 | 4 | 5 | 5 | 4 | 5 | 23 |
| 49 | 5 | 4 | 5 | 5 | 5 | 24 |
| 50 | 5 | 5 | 4 | 5 | 5 | 24 |





## Teknik Analisis Data

### 1. Uji Kualitas Data

#### a. Validitas

#### Uji Validitas Kepemimpinan (X1)

|                    |                     | Correlations      |                   |                   |                   |                   | Total        |
|--------------------|---------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------|
|                    |                     | Kepemimpinan<br>1 | Kepemimpinan<br>2 | Kepemimpinan<br>3 | Kepemimpinan<br>4 | Kepemimpinan<br>5 | Kepemimpinan |
| Kepemimpinan 1     | Pearson Correlation | 1                 | .249              | -.032             | .155              | .206              | .556**       |
|                    | Sig. (2-tailed)     |                   | .185              | .868              | .414              | .276              | .001         |
|                    | N                   | 30                | 30                | 30                | 30                | 30                | 30           |
| Kepemimpinan 2     | Pearson Correlation | .249              | 1                 | .369*             | .346              | .233              | .724**       |
|                    | Sig. (2-tailed)     | .185              |                   | .045              | .061              | .215              | .000         |
|                    | N                   | 30                | 30                | 30                | 30                | 30                | 30           |
| Kepemimpinan 3     | Pearson Correlation | -.032             | .369*             | 1                 | .203              | .280              | .613**       |
|                    | Sig. (2-tailed)     | .868              | .045              |                   | .283              | .134              | .000         |
|                    | N                   | 30                | 30                | 30                | 30                | 30                | 30           |
| Kepemimpinan 4     | Pearson Correlation | .155              | .346              | .203              | 1                 | -.133             | .459*        |
|                    | Sig. (2-tailed)     | .414              | .061              | .283              |                   | .482              | .011         |
|                    | N                   | 30                | 30                | 30                | 30                | 30                | 30           |
| Kepemimpinan 5     | Pearson Correlation | .206              | .233              | .280              | -.133             | 1                 | .594**       |
|                    | Sig. (2-tailed)     | .276              | .215              | .134              | .482              |                   | .001         |
|                    | N                   | 30                | 30                | 30                | 30                | 30                | 30           |
| Total Kepemimpinan | Pearson Correlation | .556**            | .724**            | .613**            | .459*             | .594**            | 1            |
|                    | Sig. (2-tailed)     | .001              | .000              | .000              | .011              | .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).

## Uji Validitas Budaya Organisasi (X2)

### Correlations

|                               |                 | Budaya<br>Organisasi 1 | Budaya<br>Organisasi 2 | Budaya<br>Organisasi 3 | Budaya<br>Organisasi 4 | Budaya<br>Organisasi 5 | Total Budaya<br>Organisasi |
|-------------------------------|-----------------|------------------------|------------------------|------------------------|------------------------|------------------------|----------------------------|
| Budaya<br>Organisasi<br>1     | Pearson         | 1                      | .446*                  | -.297                  | .000                   | -.044                  | .414*                      |
|                               | Correlation     |                        |                        |                        |                        |                        |                            |
|                               | Sig. (2-tailed) |                        | .014                   | .111                   | 1.000                  | .818                   | .023                       |
|                               | N               | 30                     | 30                     | 30                     | 30                     | 30                     | 30                         |
| Budaya<br>Organisasi<br>2     | Pearson         | .446*                  | 1                      | -.029                  | .031                   | .000                   | .548**                     |
|                               | Correlation     |                        |                        |                        |                        |                        |                            |
|                               | Sig. (2-tailed) | .014                   |                        | .877                   | .873                   | 1.000                  | .002                       |
|                               | N               | 30                     | 30                     | 30                     | 30                     | 30                     | 30                         |
| Budaya<br>Organisasi<br>3     | Pearson         | -.297                  | -.029                  | 1                      | .183                   | .391*                  | .492**                     |
|                               | Correlation     |                        |                        |                        |                        |                        |                            |
|                               | Sig. (2-tailed) | .111                   | .877                   |                        | .332                   | .033                   | .006                       |
|                               | N               | 30                     | 30                     | 30                     | 30                     | 30                     | 30                         |
| Budaya<br>Organisasi<br>4     | Pearson         | .000                   | .031                   | .183                   | 1                      | .135                   | .506**                     |
|                               | Correlation     |                        |                        |                        |                        |                        |                            |
|                               | Sig. (2-tailed) | 1.000                  | .873                   | .332                   |                        | .476                   | .004                       |
|                               | N               | 30                     | 30                     | 30                     | 30                     | 30                     | 30                         |
| Budaya<br>Organisasi<br>5     | Pearson         | -.044                  | .000                   | .391*                  | .135                   | 1                      | .611**                     |
|                               | Correlation     |                        |                        |                        |                        |                        |                            |
|                               | Sig. (2-tailed) | .818                   | 1.000                  | .033                   | .476                   |                        | .000                       |
|                               | N               | 30                     | 30                     | 30                     | 30                     | 30                     | 30                         |
| Total<br>Budaya<br>Organisasi | Pearson         | .414*                  | .548**                 | .492**                 | .506**                 | .611**                 | 1                          |
|                               | Correlation     |                        |                        |                        |                        |                        |                            |
|                               | Sig. (2-tailed) | .023                   | .002                   | .006                   | .004                   | .000                   |                            |
|                               | N               | 30                     | 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).

## Uji Validitas Kinerja Pengajar (Y)

### Correlations

|                              |                 | Kinerja<br>Pengajar 1 | Kinerja<br>Pengajar 2 | Kinerja<br>Pengajar 3 | Kinerja<br>Pengajar 4 | Kinerja<br>Pengajar 5 | Total Kinerja<br>Pengajar |
|------------------------------|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------------------|
| Kinerja<br>Pengajar 1        | Pearson         | 1                     | .200                  | -.136                 | .214                  | .135                  | .538**                    |
|                              | Correlation     |                       |                       |                       |                       |                       |                           |
|                              | Sig. (2-tailed) |                       | .288                  | .474                  | .256                  | .478                  | .002                      |
|                              | N               | 30                    | 30                    | 30                    | 30                    | 30                    | 30                        |
| Kinerja<br>Pengajar 2        | Pearson         | .200                  | 1                     | -.156                 | .311                  | .350                  | .591**                    |
|                              | Correlation     |                       |                       |                       |                       |                       |                           |
|                              | Sig. (2-tailed) | .288                  |                       | .409                  | .094                  | .058                  | .001                      |
|                              | N               | 30                    | 30                    | 30                    | 30                    | 30                    | 30                        |
| Kinerja<br>Pengajar 3        | Pearson         | -.136                 | -.156                 | 1                     | .030                  | .137                  | .362*                     |
|                              | Correlation     |                       |                       |                       |                       |                       |                           |
|                              | Sig. (2-tailed) | .474                  | .409                  |                       | .873                  | .470                  | .049                      |
|                              | N               | 30                    | 30                    | 30                    | 30                    | 30                    | 30                        |
| Kinerja<br>Pengajar 4        | Pearson         | .214                  | .311                  | .030                  | 1                     | .174                  | .625**                    |
|                              | Correlation     |                       |                       |                       |                       |                       |                           |
|                              | Sig. (2-tailed) | .256                  | .094                  | .873                  |                       | .357                  | .000                      |
|                              | N               | 30                    | 30                    | 30                    | 30                    | 30                    | 30                        |
| Kinerja<br>Pengajar 5        | Pearson         | .135                  | .350                  | .137                  | .174                  | 1                     | .618**                    |
|                              | Correlation     |                       |                       |                       |                       |                       |                           |
|                              | Sig. (2-tailed) | .478                  | .058                  | .470                  | .357                  |                       | .000                      |
|                              | N               | 30                    | 30                    | 30                    | 30                    | 30                    | 30                        |
| Total<br>Kinerja<br>Pengajar | Pearson         | .538**                | .591**                | .362*                 | .625**                | .618**                | 1                         |
|                              | Correlation     |                       |                       |                       |                       |                       |                           |
|                              | Sig. (2-tailed) | .002                  | .001                  | .049                  | .000                  | .000                  |                           |
|                              | 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).

**b. Reliabilitas**

**Uji Reliabilitas Kepemimpinan (X1)**

**Scale: ALL VARIABLES**  
**Kepemimpinan (X1)**

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .629             | 5          |

**Item-Total Statistics**

|                | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Kepemimpinan 1 | 17.83                      | 2.144                          | .301                             | .613                             |
| Kepemimpinan 2 | 17.90                      | 2.093                          | .345                             | .593                             |
| Kepemimpinan 3 | 17.90                      | 1.955                          | .360                             | .588                             |
| Kepemimpinan 4 | 17.90                      | 1.955                          | .455                             | .541                             |
| Kepemimpinan 5 | 17.80                      | 1.821                          | .456                             | .535                             |

## Uji Reliabilitas Budaya Organisasi (X2)

Scale: ALL VARIABLES

Budaya Organisasi (X2)

### Case Processing Summary

|                             | N  | %     |
|-----------------------------|----|-------|
| Valid                       | 30 | 100.0 |
| Cases Excluded <sup>a</sup> | 0  | .0    |
| Total                       | 30 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .798             | 5          |

### Item-Total Statistics

|                     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Budaya Organisasi 1 | 17.67                      | 3.678                          | .753                             | .705                             |
| Budaya Organisasi 2 | 17.70                      | 3.666                          | .758                             | .703                             |
| Budaya Organisasi 3 | 17.70                      | 4.148                          | .459                             | .799                             |
| Budaya Organisasi 4 | 17.90                      | 4.162                          | .491                             | .787                             |
| Budaya Organisasi 5 | 17.83                      | 4.144                          | .477                             | .792                             |

## Uji Reliabilitas Kinerja Pengajar (Y)

Scale: ALL VARIABLES

Kinerja Pengajar (Y)

Case Processing Summary

|                             |  | N  | %     |
|-----------------------------|--|----|-------|
| Valid                       |  | 30 | 100.0 |
| Cases Excluded <sup>a</sup> |  | 0  | .0    |
| Total                       |  | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .877             | 5          |

Item-Total Statistics

|                    | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Kinerja Pengajar 1 | 17.53                      | 5.775                          | .796                             | .829                             |
| Kinerja Pengajar 2 | 17.47                      | 5.706                          | .821                             | .822                             |
| Kinerja Pengajar 3 | 17.63                      | 6.102                          | .700                             | .852                             |
| Kinerja Pengajar 4 | 17.67                      | 6.230                          | .607                             | .874                             |
| Kinerja Pengajar 5 | 17.70                      | 6.217                          | .622                             | .871                             |

## 2. Uji Asumsi Klasik

**a. Normalitas**

**Case Processing Summary**

|                   | Cases |         |         |         |       |         |
|-------------------|-------|---------|---------|---------|-------|---------|
|                   | Valid |         | Missing |         | Total |         |
|                   | N     | Percent | N       | Percent | N     | Percent |
| Kepemimpinan      | 50    | 100.0%  | 0       | 0.0%    | 50    | 100.0%  |
| Budaya Organisasi | 50    | 100.0%  | 0       | 0.0%    | 50    | 100.0%  |
| Kinerja Pengajar  | 50    | 100.0%  | 0       | 0.0%    | 50    | 100.0%  |

**Descriptives**

|                   |                                  | Statistic | Std. Error |
|-------------------|----------------------------------|-----------|------------|
| Kepemimpinan      | Mean                             | 21.56     | .285       |
|                   | 95% Confidence Interval for Mean |           |            |
|                   | Lower Bound                      | 20.99     |            |
|                   | Upper Bound                      | 22.13     |            |
|                   | 5% Trimmed Mean                  | 21.58     |            |
|                   | Median                           | 21.50     |            |
|                   | Variance                         | 4.047     |            |
|                   | Std. Deviation                   | 2.012     |            |
|                   | Minimum                          | 18        |            |
|                   | Maximum                          | 25        |            |
|                   | Range                            | 7         |            |
|                   | Interquartile Range              | 3         |            |
|                   | Skewness                         | -.162     | .337       |
|                   | Kurtosis                         | -.964     | .662       |
| Budaya Organisasi | Mean                             | 20.90     | .205       |
|                   | 95% Confidence Interval for Mean |           |            |
|                   | Lower Bound                      | 20.49     |            |
|                   | Upper Bound                      | 21.31     |            |
|                   | 5% Trimmed Mean                  | 20.89     |            |
|                   | Median                           | 21.00     |            |
|                   | Variance                         | 2.092     |            |
|                   | Std. Deviation                   | 1.446     |            |
|                   | Minimum                          | 19        |            |
|                   | Maximum                          | 23        |            |
|                   | Range                            | 4         |            |
|                   | Interquartile Range              | 2         |            |
|                   | Skewness                         | .139      | .337       |
|                   | Kurtosis                         | -1.312    | .662       |

|                  |                                  |             |        |      |
|------------------|----------------------------------|-------------|--------|------|
| Kinerja Pengajar | Mean                             |             | 21.96  | .200 |
|                  | 95% Confidence Interval for Mean | Lower Bound | 21.56  |      |
|                  |                                  | Upper Bound | 22.36  |      |
|                  | 5% Trimmed Mean                  |             | 21.96  |      |
|                  | Median                           |             | 22.00  |      |
|                  | Variance                         |             | 1.998  |      |
|                  | Std. Deviation                   |             | 1.414  |      |
|                  | Minimum                          |             | 20     |      |
|                  | Maximum                          |             | 24     |      |
|                  | Range                            |             | 4      |      |
|                  | Interquartile Range              |             | 2      |      |
|                  | Skewness                         |             | -.107  | .337 |
|                  | Kurtosis                         |             | -1.259 | .662 |

#### Tests of Normality

|                   | Kolmogorov-Smirnov <sup>a</sup> |    |      | Shapiro-Wilk |    |      |
|-------------------|---------------------------------|----|------|--------------|----|------|
|                   | Statistic                       | df | Sig. | Statistic    | df | Sig. |
| Kepemimpinan      | .143                            | 50 | .012 | .938         | 50 | .011 |
| Budaya Organisasi | .173                            | 50 | .001 | .882         | 50 | .000 |
| Kinerja Pengajar  | .169                            | 50 | .001 | .883         | 50 | .000 |

a. Lilliefors Significance Correction

#### b. Multikolinearitas



**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     |               |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
|       |                   |          |                   |                            | R Square Change   | F Change | df1 | df2 | Sig. F Change |
| 1     | .903 <sup>a</sup> | .815     | .807              | .621                       | .815              | 103.441  | 2   | 47  | .000          |

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

b. Dependent Variable: Kinerja Pengajar

**Coefficients<sup>a</sup>**

| Model             | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |         |      | Collinearity Statistics |       |
|-------------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|-------|
|                   | B                           | Std. Error | Beta                      |       |      | Zero-order   | Partial | Part | Tolerance               | VIF   |
| (Constant)        | 4.681                       | 1.289      |                           | 3.630 | .001 |              |         |      |                         |       |
| 1 Kepemimpinan    | .291                        | .072       | .414                      | 4.038 | .000 | .840         | .507    | .253 | .374                    | 2.673 |
| Budaya Organisasi | .526                        | .100       | .539                      | 5.249 | .000 | .866         | .608    | .329 | .374                    | 2.673 |

a. Dependent Variable: Kinerja Pengajar

**Collinearity Diagnostics<sup>a</sup>**

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |              |                   |
|-------|-----------|------------|-----------------|----------------------|--------------|-------------------|
|       |           |            |                 | (Constant)           | Kepemimpinan | Budaya Organisasi |
|       | 1         | 2.995      | 1.000           | .00                  | .00          | .00               |
| 1     | 2         | .004       | 26.392          | .62                  | .31          | .01               |
|       | 3         | .001       | 51.065          | .38                  | .69          | .99               |

a. Dependent Variable: Kinerja Pengajar

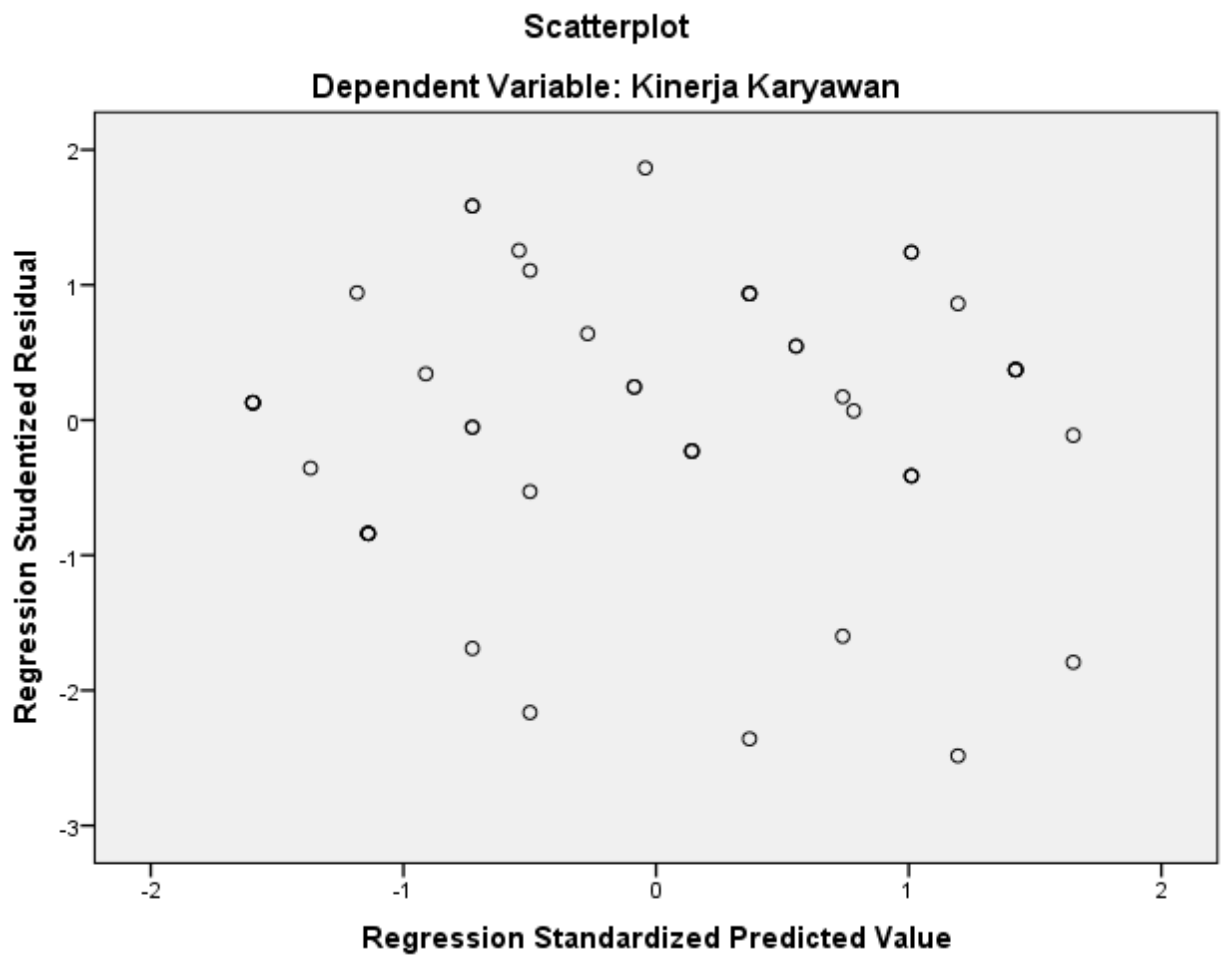
### c. Heteroskedastisitas

**Residuals Statistics<sup>a</sup>**

|                                   | Minimum | Maximum | Mean  | Std. Deviation | N  |
|-----------------------------------|---------|---------|-------|----------------|----|
| Predicted Value                   | 19.92   | 24.07   | 21.96 | 1.276          | 50 |
| Std. Predicted Value              | -1.596  | 1.651   | .000  | 1.000          | 50 |
| Standard Error of Predicted Value | .091    | .259    | .147  | .039           | 50 |
| Adjusted Predicted Value          | 19.92   | 24.16   | 21.96 | 1.282          | 50 |
| Residual                          | -1.485  | 1.095   | .000  | .608           | 50 |
| Std. Residual                     | -2.391  | 1.762   | .000  | .979           | 50 |
| Stud. Residual                    | -2.483  | 1.866   | .000  | 1.012          | 50 |
| Deleted Residual                  | -1.602  | 1.226   | .000  | .650           | 50 |
| Stud. Deleted Residual            | -2.636  | 1.918   | -.007 | 1.037          | 50 |
| Mahal. Distance                   | .077    | 7.553   | 1.960 | 1.644          | 50 |
| Cook's Distance                   | .000    | .180    | .023  | .041           | 50 |
| Centered Leverage Value           | .002    | .154    | .040  | .034           | 50 |

a. Dependent Variable: Kinerja Pengajar





### 3. Uji Hipotesis

a. Uji T

b. Uji F

c. Uji R<sup>2</sup>

**Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered                            | Variables Removed | Method |
|-------|----------------------------------------------|-------------------|--------|
| 1     | Budaya Organisasi, Kepemimpinan <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Kinerja Pengajar

b. All requested variables entered.

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .903 <sup>a</sup> | .815     | .807              | .621                       | 1.728         |

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

b. Dependent Variable: Kinerja Pengajar

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 79.793         | 2  | 39.896      | 103.441 | .000 <sup>b</sup> |
|       | Residual   | 18.127         | 47 | .386        |         |                   |
|       | Total      | 97.920         | 49 |             |         |                   |

a. Dependent Variable: Kinerja Pengajar

b. Predictors: (Constant), Budaya Organisasi, Kepemimpinan

**Coefficients<sup>a</sup>**

| Model             | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------------------|-----------------------------|------------|---------------------------|-------|------|
|                   | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)      | 4.681                       | 1.289      |                           | 3.630 | .001 |
| Kepemimpinan      | .291                        | .072       | .414                      | 4.038 | .000 |
| Budaya Organisasi | .526                        | .100       | .539                      | 5.249 | .000 |

a. Dependent Variable: Kinerja Pengajar

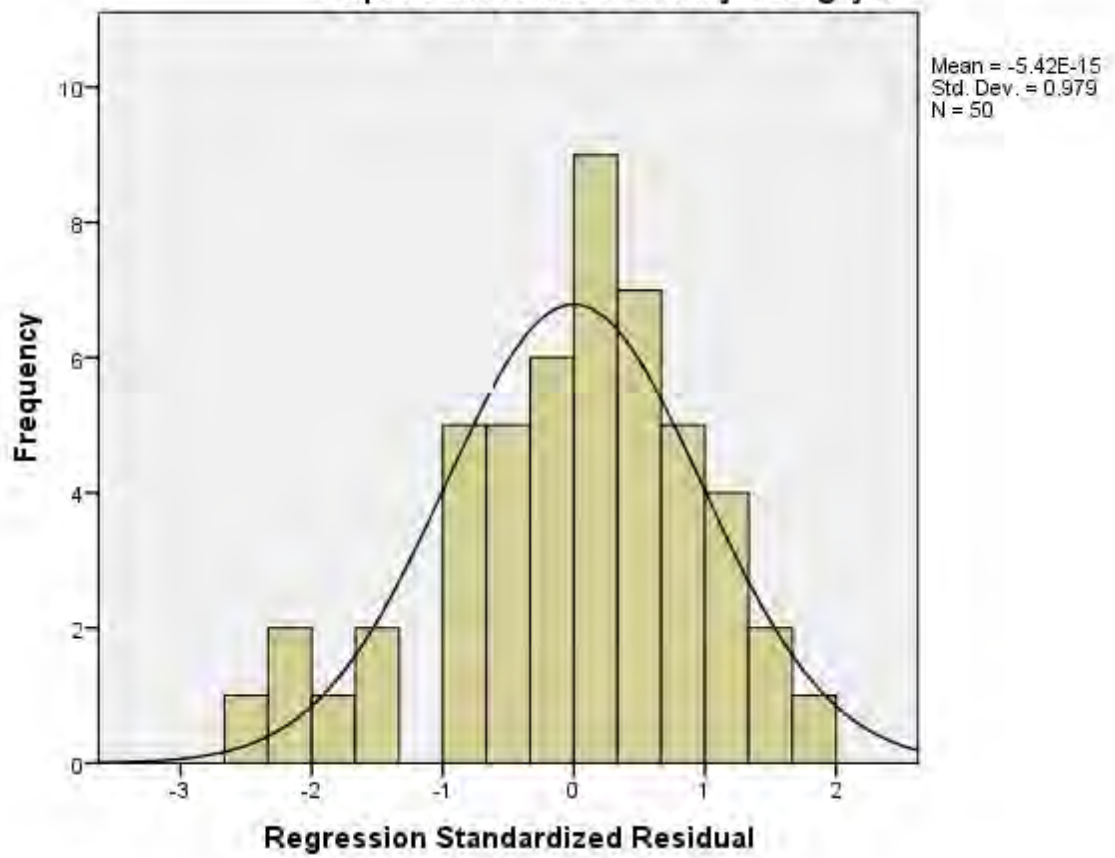
**Residuals Statistics<sup>a</sup>**

|                                   | Minimum | Maximum | Mean  | Std. Deviation | N  |
|-----------------------------------|---------|---------|-------|----------------|----|
| Predicted Value                   | 19.92   | 24.07   | 21.96 | 1.276          | 50 |
| Std. Predicted Value              | -1.596  | 1.651   | .000  | 1.000          | 50 |
| Standard Error of Predicted Value | .091    | .259    | .147  | .039           | 50 |
| Adjusted Predicted Value          | 19.92   | 24.16   | 21.96 | 1.282          | 50 |
| Residual                          | -1.485  | 1.095   | .000  | .608           | 50 |
| Std. Residual                     | -2.391  | 1.762   | .000  | .979           | 50 |
| Stud. Residual                    | -2.483  | 1.866   | .000  | 1.012          | 50 |
| Deleted Residual                  | -1.602  | 1.226   | .000  | .650           | 50 |
| Stud. Deleted Residual            | -2.636  | 1.918   | -.007 | 1.037          | 50 |
| Mahal. Distance                   | .077    | 7.553   | 1.960 | 1.644          | 50 |
| Cook's Distance                   | .000    | .180    | .023  | .041           | 50 |
| Centered Leverage Value           | .002    | .154    | .040  | .034           | 50 |

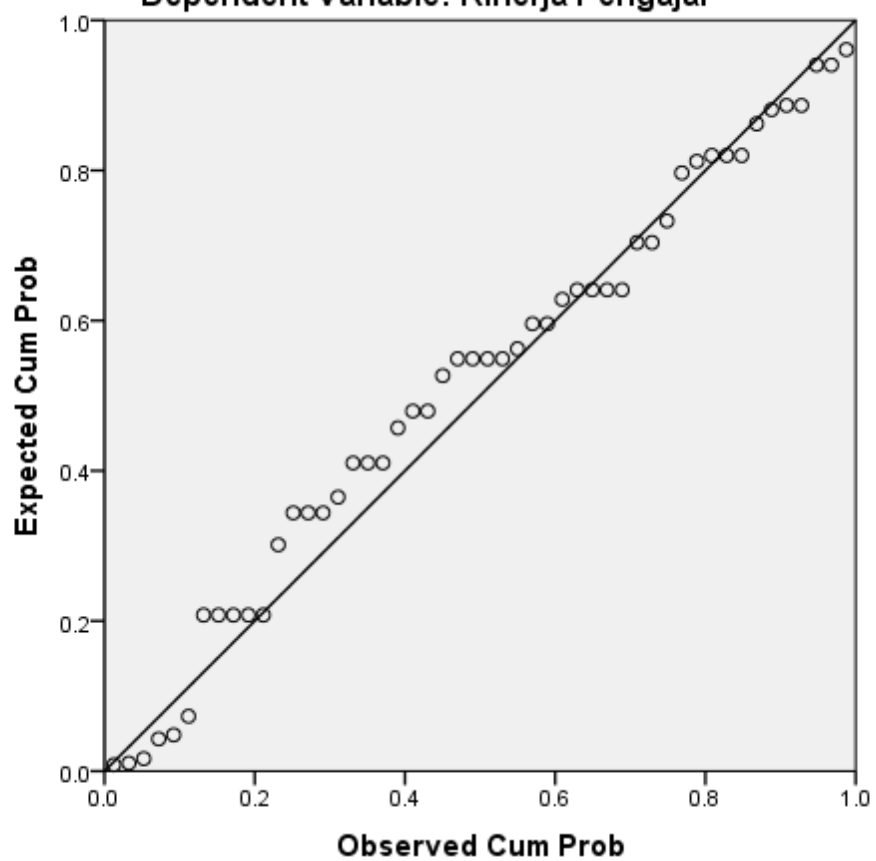
a. Dependent Variable: Kinerja Pengajar

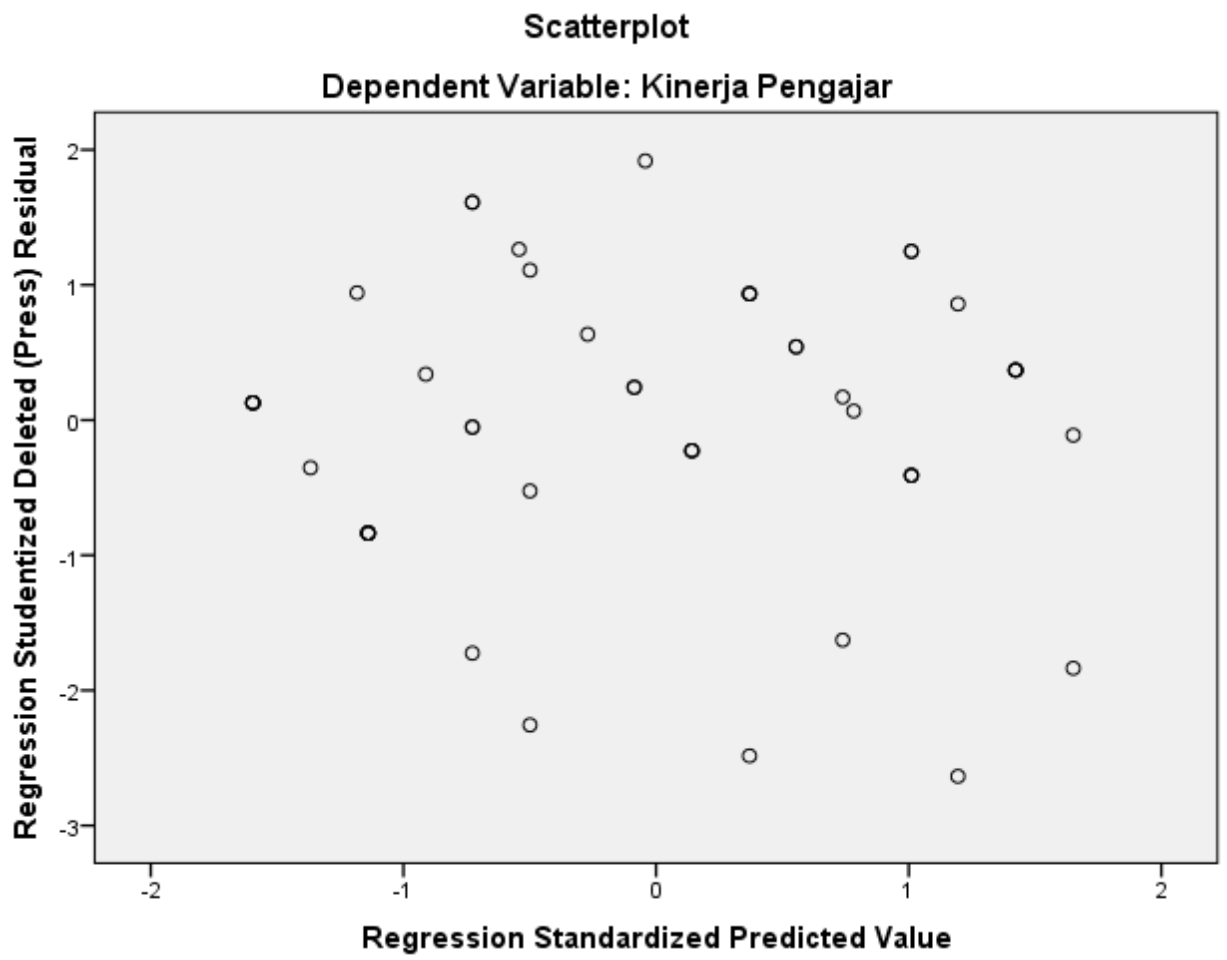
### Histogram

Dependent Variable: Kinerja Pengajar



Normal P-P Plot of Regression Standardized Residual  
Dependent Variable: Kinerja Pengajar







Lampiran 1 : 1 (satu) set Kuesioner  
Perihal : Permohonan Menjadi  
Responden Penelitian

Medan, Maret 2016

Kepada,  
Yth. Bapak/Ibu  
Guru Yayasan Perguruan Sultan Iskandar Muda  
Di Medan

Dengan hormat,

Sehubungan dengan pelaksanaan riset yang saya lakukan di lingkungan Yayasan Perguruan Sultan Iskandar Muda Medan yang berjudul **“Pengaruh Kepemimpinan dan Budaya Organisasi terhadap Kinerja Pengajar pada Yayasan Perguruan Sultan Iskandar Muda Medan”**, maka saya memohon kesediaan Bapak/Ibu untuk menjadi responden pada penelitian ini dengan mengisi daftar kuesioner sejujurnya untuk kepentingan ilmiah. Dalam hal ini saya berjanji akan menjaga kerahasiaan dari jawaban yang Bapak/Ibu berikan.

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

Hormat saya,  
Peneliti

**Rizky Fitrah Ayu**

## KUESIONER PENELITIAN

### PENGARUH KEPEMIMPINAN DAN BUDAYA ORGANISASI TERHADAP KINERJA PENGAJAR PADA YAYASAN PERGURUAN SULTAN ISKANDAR MUDA MEDAN

1. Petunjuk Pengisian Kuesioner
  - a. Berilah tanda *checklist* (√) pada jawaban yang Anda anggap paling sesuai.
  - b. Setiap pernyataan hanya membutuhkan satu jawaban saja.

#### I. Identitas Responden

1. Umur : Tahun
2. Jenis kelamin :
  1. Laki-Laki
  2. Perempuan
3. Tingkat pendidikan terakhir :
  1. D3
  2. D4
  3. S1
  4. S2
  5. S3

- II. Isi jawaban berikut sesuai dengan pendapat Anda dengan cara memberikan *checklist* (√) pada kolom yang tersedia. Adapun makna dari jawaban tersebut adalah sebagai berikut:

#### Skor Pernyataan

| No. | Pernyataan                | Skor |
|-----|---------------------------|------|
| 1.  | Sangat setuju (SS)        | 5    |
| 2.  | Setuju (S)                | 4    |
| 3.  | Kurang setuju (KS)        | 3    |
| 4.  | Tidak setuju (TS)         | 2    |
| 5.  | Sangat tidak setuju (STS) | 1    |

## 2. Daftar Pernyataan

### a. Variabel Terikat

| No | Kinerja (Y)                                                                                                       | SS<br>(5) | S<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
|----|-------------------------------------------------------------------------------------------------------------------|-----------|----------|-----------|-----------|------------|
| 1  | Saya sudah meningkatkan kuantitasnya di dalam bekerja                                                             |           |          |           |           |            |
| 2  | Hasil kerja saya memiliki kualitas yang terbaik bagi Yayasan                                                      |           |          |           |           |            |
| 3  | Pimpinan mengharuskan pengajar menyelesaikan pekerjaannya dengan tepat waktu                                      |           |          |           |           |            |
| 4  | Pimpinan memberikan kesempatan kepada pengajar agar memberikan kreatifitas dan mengembangkan potensi kepada siswa |           |          |           |           |            |
| 5  | Pengajar diberikan tanggung jawab penuh oleh pimpinan untuk menyelesaikan tugas                                   |           |          |           |           |            |

### b. Variabel Bebas

| No | Kepemimpinan (X <sub>1</sub> )                                                       | SS<br>(5) | S<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
|----|--------------------------------------------------------------------------------------|-----------|----------|-----------|-----------|------------|
| 1  | Pimpinan memberikan tugas kepada saya dengan waktu yang ditentukan                   |           |          |           |           |            |
| 2  | Pimpinan selalu memberikan kesempatan kepada saya dalam memberikan suatu keputusan   |           |          |           |           |            |
| 3  | Pimpinan memiliki sikap wewenang dan tanggung jawab yang tegas                       |           |          |           |           |            |
| 4  | Saya termotivasi oleh tanggapan dan arahan yang diberikan pimpinan                   |           |          |           |           |            |
| 5  | Pemimpin saya selalu memberikan contoh yang baik dalam menyelesaikan suatu pekerjaan |           |          |           |           |            |

| No | Budaya Organisasi (X <sub>2</sub> )                                                   | SS<br>(5) | S<br>(4) | KS<br>(3) | TS<br>(2) | STS<br>(1) |
|----|---------------------------------------------------------------------------------------|-----------|----------|-----------|-----------|------------|
| 1  | Saya selalu datang ke kantor tepat waktu setiap hari                                  |           |          |           |           |            |
| 2  | Saya selalu mengekspresikan kreativitas kepada para murid                             |           |          |           |           |            |
| 3  | Disiplin yang baik akan tercapai jika saya semangat dalam bekerja                     |           |          |           |           |            |
| 4  | Saya dapat menyelesaikan hasil kerja yang baik dengan lingkungan yang nyaman          |           |          |           |           |            |
| 5  | Semangat kerja saya yang rendah dapat membuat pemahaman kinerja menurun dalam bekerja |           |          |           |           |            |



Tabel r Product Moment  
 Pada Sig.0,05 (Two Tail)

|           |              |    |       |     |       |     |       |     |       |     |       |
|-----------|--------------|----|-------|-----|-------|-----|-------|-----|-------|-----|-------|
| 1         | 0.997        | 41 | 0.301 | 81  | 0.216 | 121 | 0.177 | 161 | 0.154 | 201 | 0.138 |
| 2         | 0.95         | 42 | 0.297 | 82  | 0.215 | 122 | 0.176 | 162 | 0.153 | 202 | 0.137 |
| 3         | 0.878        | 43 | 0.294 | 83  | 0.213 | 123 | 0.176 | 163 | 0.153 | 203 | 0.137 |
| 4         | 0.811        | 44 | 0.291 | 84  | 0.212 | 124 | 0.175 | 164 | 0.152 | 204 | 0.137 |
| 5         | 0.754        | 45 | 0.288 | 85  | 0.211 | 125 | 0.174 | 165 | 0.152 | 205 | 0.136 |
| 6         | 0.707        | 46 | 0.285 | 86  | 0.21  | 126 | 0.174 | 166 | 0.151 | 206 | 0.136 |
| 7         | 0.666        | 47 | 0.282 | 87  | 0.208 | 127 | 0.173 | 167 | 0.151 | 207 | 0.136 |
| 8         | 0.632        | 48 | 0.279 | 88  | 0.207 | 128 | 0.172 | 168 | 0.151 | 208 | 0.135 |
| 9         | 0.602        | 49 | 0.276 | 89  | 0.206 | 129 | 0.172 | 169 | 0.15  | 209 | 0.135 |
| 10        | 0.576        | 50 | 0.273 | 90  | 0.205 | 130 | 0.171 | 170 | 0.15  | 210 | 0.135 |
| 11        | 0.553        | 51 | 0.271 | 91  | 0.204 | 131 | 0.17  | 171 | 0.149 | 211 | 0.134 |
| 12        | 0.532        | 52 | 0.268 | 92  | 0.203 | 132 | 0.17  | 172 | 0.149 | 212 | 0.134 |
| 13        | 0.514        | 53 | 0.266 | 93  | 0.202 | 133 | 0.169 | 173 | 0.148 | 213 | 0.134 |
| 14        | 0.497        | 54 | 0.263 | 94  | 0.201 | 134 | 0.168 | 174 | 0.148 | 214 | 0.134 |
| 15        | 0.482        | 55 | 0.261 | 95  | 0.2   | 135 | 0.168 | 175 | 0.148 | 215 | 0.133 |
| 16        | 0.468        | 56 | 0.259 | 96  | 0.199 | 136 | 0.167 | 176 | 0.147 | 216 | 0.133 |
| 17        | 0.456        | 57 | 0.256 | 97  | 0.198 | 137 | 0.167 | 177 | 0.147 | 217 | 0.133 |
| 18        | 0.444        | 58 | 0.254 | 98  | 0.197 | 138 | 0.166 | 178 | 0.146 | 218 | 0.132 |
| 19        | 0.433        | 59 | 0.252 | 99  | 0.196 | 139 | 0.165 | 179 | 0.146 | 219 | 0.132 |
| 20        | 0.423        | 60 | 0.25  | 100 | 0.195 | 140 | 0.165 | 180 | 0.146 | 220 | 0.132 |
| 21        | 0.413        | 61 | 0.248 | 101 | 0.194 | 141 | 0.164 | 181 | 0.145 | 221 | 0.131 |
| 22        | 0.404        | 62 | 0.246 | 102 | 0.193 | 142 | 0.164 | 182 | 0.145 | 222 | 0.131 |
| 23        | 0.396        | 63 | 0.244 | 103 | 0.192 | 143 | 0.163 | 183 | 0.144 | 223 | 0.131 |
| 24        | 0.388        | 64 | 0.242 | 104 | 0.191 | 144 | 0.163 | 184 | 0.144 | 224 | 0.131 |
| 25        | 0.381        | 65 | 0.24  | 105 | 0.19  | 145 | 0.162 | 185 | 0.144 | 225 | 0.13  |
| 26        | 0.374        | 66 | 0.239 | 106 | 0.189 | 146 | 0.161 | 186 | 0.143 | 226 | 0.13  |
| 27        | 0.367        | 67 | 0.237 | 107 | 0.188 | 147 | 0.161 | 187 | 0.143 | 227 | 0.13  |
| <b>28</b> | <b>0.361</b> | 68 | 0.235 | 108 | 0.187 | 148 | 0.16  | 188 | 0.142 | 228 | 0.129 |
| 29        | 0.355        | 69 | 0.234 | 109 | 0.187 | 149 | 0.16  | 189 | 0.142 | 229 | 0.129 |
| 30        | 0.349        | 70 | 0.232 | 110 | 0.186 | 150 | 0.159 | 190 | 0.142 | 230 | 0.129 |
| 31        | 0.344        | 71 | 0.23  | 111 | 0.185 | 151 | 0.159 | 191 | 0.141 | 231 | 0.129 |
| 32        | 0.339        | 72 | 0.229 | 112 | 0.184 | 152 | 0.158 | 192 | 0.141 | 232 | 0.128 |
| 33        | 0.334        | 73 | 0.227 | 113 | 0.183 | 153 | 0.158 | 193 | 0.141 | 233 | 0.128 |
| 34        | 0.329        | 74 | 0.226 | 114 | 0.182 | 154 | 0.157 | 194 | 0.14  | 234 | 0.128 |
| 35        | 0.325        | 75 | 0.224 | 115 | 0.182 | 155 | 0.157 | 195 | 0.14  | 235 | 0.127 |
| 36        | 0.32         | 76 | 0.223 | 116 | 0.181 | 156 | 0.156 | 196 | 0.139 | 236 | 0.127 |
| 37        | 0.316        | 77 | 0.221 | 117 | 0.18  | 157 | 0.156 | 197 | 0.139 | 237 | 0.127 |
| 38        | 0.312        | 78 | 0.22  | 118 | 0.179 | 158 | 0.155 | 198 | 0.139 | 238 | 0.127 |
| 39        | 0.308        | 79 | 0.219 | 119 | 0.179 | 159 | 0.155 | 199 | 0.138 | 239 | 0.126 |
| 40        | 0.304        | 80 | 0.217 | 120 | 0.178 | 160 | 0.154 | 200 | 0.138 | 240 | 0.126 |

### 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 | <b>2.01174</b> | 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 |

| Titik Persentase Distribusi F untuk Probabilita = 0,05 |      |             |      |      |      |      |      |                         |      |      |      |      |      |      |      |
|--------------------------------------------------------|------|-------------|------|------|------|------|------|-------------------------|------|------|------|------|------|------|------|
| df untuk penyebut (N2)                                 |      |             |      |      |      |      |      | df untuk pembilang (N1) |      |      |      |      |      |      |      |
| 1                                                      | 2    | 3           | 4    | 5    | 6    | 7    | 8    | 9                       | 10   | 11   | 12   | 13   | 14   | 15   |      |
| 46                                                     | 4.05 | 3.20        | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15                    | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| 47                                                     | 4.05 | <b>3.20</b> | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14                    | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| 48                                                     | 4.04 | 3.19        | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14                    | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 49                                                     | 4.04 | 3.19        | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13                    | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 50                                                     | 4.03 | 3.18        | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13                    | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| 51                                                     | 4.03 | 3.18        | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13                    | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| 52                                                     | 4.03 | 3.18        | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12                    | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| 53                                                     | 4.02 | 3.17        | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12                    | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 54                                                     | 4.02 | 3.17        | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12                    | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 55                                                     | 4.02 | 3.16        | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11                    | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| 56                                                     | 4.01 | 3.16        | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11                    | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 57                                                     | 4.01 | 3.16        | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11                    | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 58                                                     | 4.01 | 3.16        | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10                    | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| 59                                                     | 4.00 | 3.15        | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10                    | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| 60                                                     | 4.00 | 3.15        | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10                    | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| 61                                                     | 4.00 | 3.15        | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09                    | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| 62                                                     | 4.00 | 3.15        | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09                    | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| 63                                                     | 3.99 | 3.14        | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09                    | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 64                                                     | 3.99 | 3.14        | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09                    | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 65                                                     | 3.99 | 3.14        | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08                    | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| 66                                                     | 3.99 | 3.14        | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08                    | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| 67                                                     | 3.98 | 3.13        | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08                    | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 68                                                     | 3.98 | 3.13        | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08                    | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 69                                                     | 3.98 | 3.13        | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08                    | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| 70                                                     | 3.98 | 3.13        | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07                    | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| 71                                                     | 3.98 | 3.13        | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07                    | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| 72                                                     | 3.97 | 3.12        | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07                    | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 73                                                     | 3.97 | 3.12        | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07                    | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 74                                                     | 3.97 | 3.12        | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07                    | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| 75                                                     | 3.97 | 3.12        | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06                    | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| 76                                                     | 3.97 | 3.12        | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06                    | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 77                                                     | 3.97 | 3.12        | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06                    | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 78                                                     | 3.96 | 3.11        | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06                    | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| 79                                                     | 3.96 | 3.11        | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06                    | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| 80                                                     | 3.96 | 3.11        | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06                    | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| 81                                                     | 3.96 | 3.11        | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05                    | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| 82                                                     | 3.96 | 3.11        | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05                    | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 83                                                     | 3.96 | 3.11        | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05                    | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 84                                                     | 3.95 | 3.11        | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05                    | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 85                                                     | 3.95 | 3.10        | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05                    | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 86                                                     | 3.95 | 3.10        | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05                    | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.78 |
| 87                                                     | 3.95 | 3.10        | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05                    | 1.99 | 1.94 | 1.90 | 1.87 | 1.83 | 1.81 | 1.78 |
| 88                                                     | 3.95 | 3.10        | 2.71 | 2.48 | 2.32 | 2.20 | 2.12 | 2.05                    | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.81 | 1.78 |
| 89                                                     | 3.95 | 3.10        | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04                    | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |
| 90                                                     | 3.95 | 3.10        | 2.71 | 2.47 | 2.32 | 2.20 | 2.11 | 2.04                    | 1.99 | 1.94 | 1.90 | 1.86 | 1.83 | 1.80 | 1.78 |