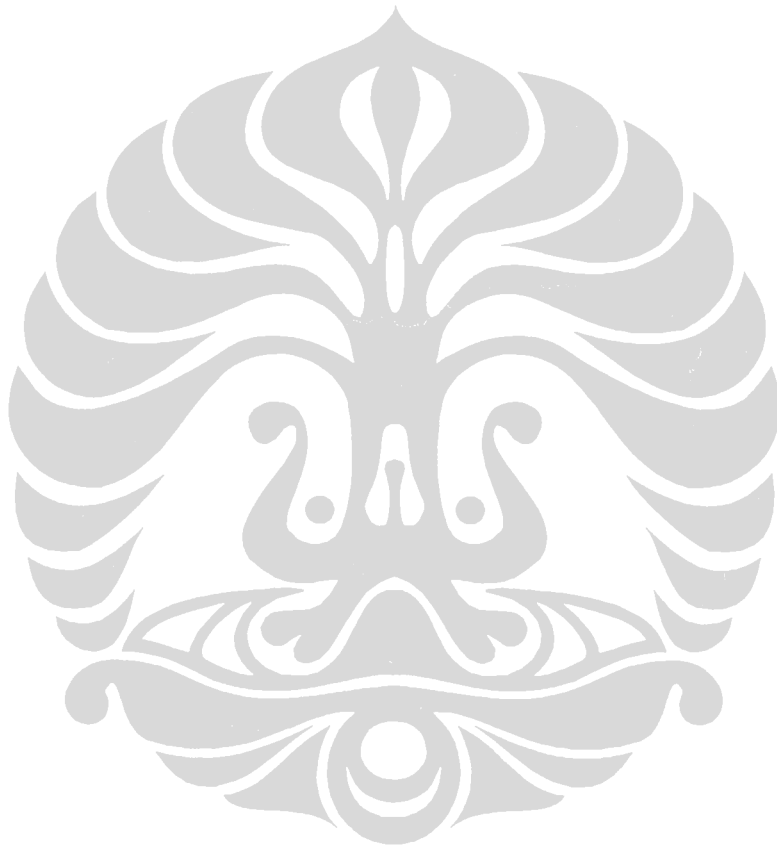


LAMPIRAN 1

Hasil Uji Validitas & Realibilitas Alat Ukur Penelitian



Hasil Uji Validitas & Realibilitas Alat Ukur

Validitas & Realibilitas Dimensi *Contingent Reward*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .893 | 9 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead7 | 23.5714 | 53.311 | .449 | .896 |
| lead15 | 23.0571 | 50.055 | .663 | .881 |
| lead23 | 23.5143 | 48.669 | .652 | .882 |
| lead30 | 23.8286 | 48.558 | .640 | .883 |
| lead38 | 23.1714 | 49.205 | .729 | .876 |
| lead45 | 23.6000 | 46.012 | .747 | .873 |
| lead53 | 23.5143 | 47.492 | .745 | .874 |
| lead58 | 23.3714 | 48.829 | .669 | .880 |
| lead74 | 22.6571 | 52.761 | .591 | .887 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 26.2857 | 61.739 | 7.85745 | 9 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Management by Exception (Active)* Sebelum Revisi

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .596 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead5 | 16.5429 | 8.667 | .218 | .598 |
| lead13 | 16.6571 | 6.761 | .529 | .452 |
| lead21 | 17.3429 | 9.114 | .108 | .646 |
| lead29 | 17.0000 | 7.765 | .469 | .496 |
| lead36 | 16.4286 | 8.134 | .453 | .510 |
| lead51 | 17.1714 | 8.323 | .281 | .572 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 20.2286 | 10.829 | 3.29068 | 6 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Management by Exception (Active)* Setelah Revisi (Minus item no. 21)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .646 | 5 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead5 | 13.6571 | 6.644 | .311 | .635 |
| lead13 | 13.7714 | 5.652 | .460 | .562 |
| lead29 | 14.1143 | 6.281 | .469 | .562 |
| lead36 | 13.5429 | 6.667 | .440 | .579 |
| lead51 | 14.2857 | 6.504 | .339 | .623 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 17.3429 | 9.114 | 3.01899 | 5 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Management by Exception (Passive)* Sebelum Revisi

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .693 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead11 | 13.6857 | 19.987 | .016 | .762 |
| lead19 | 14.5429 | 15.138 | .525 | .620 |
| lead27 | 13.7714 | 17.005 | .242 | .714 |
| lead34 | 13.5143 | 13.375 | .624 | .577 |
| lead42 | 13.9429 | 15.997 | .488 | .636 |
| lead49 | 14.2571 | 13.020 | .717 | .543 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.7429 | 21.373 | 4.62311 | 6 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Management by Exception (Passive)* Setelah Revisi (Minus item no. 11)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .762 | 5 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead19 | 11.4857 | 13.728 | .554 | .712 |
| lead27 | 10.7143 | 15.210 | .296 | .802 |
| lead34 | 10.4571 | 12.255 | .623 | .684 |
| lead42 | 10.8857 | 15.163 | .435 | .750 |
| lead49 | 11.2000 | 11.400 | .793 | .617 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 13.6857 | 19.987 | 4.47063 | 5 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Laissez Faire*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .893 | 8 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead2 | 16.5714 | 39.899 | .696 | .878 |
| lead9 | 16.8286 | 38.734 | .752 | .872 |
| lead17 | 16.4286 | 45.134 | .434 | .899 |
| lead25 | 16.8000 | 40.165 | .776 | .871 |
| lead32 | 16.6571 | 41.526 | .602 | .886 |
| lead40 | 16.4571 | 37.197 | .819 | .864 |
| lead47 | 16.1429 | 38.244 | .753 | .872 |
| lead55 | 16.7143 | 42.798 | .534 | .892 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 18.9429 | 52.055 | 7.21495 | 8 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Attributed Charisma* Sebelum Revisi

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .707 | 7 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead1 | 20.2000 | 15.635 | .135 | .757 |
| lead10 | 20.3143 | 15.457 | .264 | .710 |
| lead20 | 20.0857 | 13.963 | .564 | .642 |
| lead39 | 19.9714 | 12.970 | .562 | .634 |
| lead48 | 20.2000 | 13.400 | .567 | .636 |
| lead57 | 20.1143 | 13.516 | .684 | .618 |
| lead63 | 19.8571 | 14.479 | .318 | .702 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 23.4571 | 18.432 | 4.29324 | 7 |

(Lanjutan)

**Validitas & Realibilitas Dimensi *Attributed Charisma* Setelah Revisi
(Minus item no. 1)**

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .757 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead10 | 17.0571 | 12.644 | .295 | .773 |
| lead20 | 16.8286 | 11.911 | .488 | .725 |
| lead39 | 16.7143 | 10.269 | .618 | .686 |
| lead48 | 16.9429 | 10.644 | .630 | .685 |
| lead57 | 16.8571 | 11.597 | .584 | .704 |
| lead63 | 16.6000 | 11.247 | .419 | .747 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 20.2000 | 15.635 | 3.95415 | 6 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Idealized Influence*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .827 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead3 | 30.7714 | 37.123 | .253 | .842 |
| lead12 | 30.6286 | 36.005 | .371 | .827 |
| lead22 | 30.0000 | 35.353 | .534 | .810 |
| lead31 | 30.4571 | 33.314 | .523 | .811 |
| lead41 | 30.2286 | 35.064 | .568 | .807 |
| lead50 | 30.3714 | 35.534 | .498 | .813 |
| lead59 | 30.7429 | 32.785 | .645 | .797 |
| lead64 | 30.4000 | 33.894 | .656 | .798 |
| lead66 | 30.4286 | 34.899 | .670 | .799 |
| lead70 | 30.4286 | 35.429 | .557 | .808 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 33.8286 | 42.323 | 6.50559 | 10 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Inspirational Leadership*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .863 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead4 | 29.6286 | 41.358 | .383 | .864 |
| lead14 | 29.3714 | 40.711 | .400 | .863 |
| lead24 | 29.9714 | 35.440 | .634 | .845 |
| lead33 | 29.5714 | 35.782 | .722 | .836 |
| lead43 | 29.7143 | 37.622 | .684 | .841 |
| lead52 | 29.9714 | 36.970 | .598 | .848 |
| lead60 | 30.1143 | 38.987 | .598 | .848 |
| lead65 | 29.8857 | 40.928 | .413 | .862 |
| lead67 | 29.8000 | 37.165 | .713 | .838 |
| lead71 | 29.7429 | 39.314 | .608 | .848 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 33.0857 | 46.728 | 6.83577 | 10 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Intellectual Stimulation* Sebelum Revisi

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .798 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead6 | 29.3143 | 34.869 | .327 | .796 |
| lead16 | 29.7429 | 32.314 | .602 | .767 |
| lead26 | 30.0286 | 30.617 | .601 | .764 |
| lead35 | 30.2857 | 35.151 | .189 | .821 |
| lead44 | 29.8857 | 31.045 | .714 | .754 |
| lead54 | 30.2857 | 31.798 | .526 | .774 |
| lead61 | 30.0000 | 29.294 | .735 | .746 |
| lead68 | 30.0000 | 32.118 | .575 | .769 |
| lead72 | 29.9429 | 33.055 | .461 | .782 |
| lead75 | 29.8286 | 38.734 | .040 | .818 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 33.2571 | 39.726 | 6.30286 | 10 |

(Lanjutan)

**Validitas & Realibilitas Dimensi *Intellectual Stimulation* Setelah Revisi
(Minus item no. 75)**

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .818 | 9 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead6 | 25.8857 | 34.045 | .317 | .821 |
| lead16 | 26.3143 | 31.575 | .585 | .793 |
| lead26 | 26.6000 | 29.776 | .598 | .789 |
| lead35 | 26.8571 | 33.361 | .247 | .838 |
| lead44 | 26.4571 | 30.020 | .729 | .776 |
| lead54 | 26.8571 | 31.067 | .511 | .800 |
| lead61 | 26.5714 | 28.252 | .752 | .768 |
| lead68 | 26.5714 | 31.193 | .578 | .792 |
| lead72 | 26.5143 | 32.434 | .434 | .809 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 29.8286 | 38.734 | 6.22370 | 9 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Individualized Consideration*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .866 | 9 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| lead8 | 25.4286 | 40.782 | .358 | .874 |
| lead18 | 24.7429 | 42.373 | .391 | .868 |
| lead28 | 25.4857 | 37.198 | .641 | .847 |
| lead37 | 25.4000 | 34.012 | .807 | .829 |
| lead46 | 26.1714 | 36.617 | .608 | .851 |
| lead56 | 25.4857 | 41.139 | .466 | .863 |
| lead62 | 25.6571 | 34.585 | .763 | .834 |
| lead69 | 25.5714 | 37.370 | .647 | .847 |
| lead73 | 25.5429 | 38.197 | .707 | .844 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 28.6857 | 47.339 | 6.88037 | 9 |

(Lanjutan)

Validitas & Reliabilitas Dimensi *Affective Commitment* Sebelum Revisi

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .694 | 12 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Comm1 | 44.3429 | 33.644 | .307 | .678 |
| Comm4 | 44.1143 | 31.987 | .435 | .658 |
| Comm7 | 44.2857 | 28.269 | .579 | .627 |
| Comm10 | 44.0000 | 32.235 | .417 | .661 |
| Comm13 | 43.7714 | 33.946 | .414 | .667 |
| Comm16 | 44.1143 | 32.634 | .425 | .661 |
| Comm19 | 43.9714 | 39.558 | -.151 | .745 |
| Comm22 | 44.1714 | 29.911 | .552 | .636 |
| Comm25 | 44.6000 | 38.129 | -.050 | .730 |
| Comm28 | 43.8857 | 32.928 | .473 | .658 |
| Comm31 | 43.9429 | 34.938 | .266 | .684 |
| Comm32 | 44.0571 | 32.820 | .409 | .664 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 48.1143 | 38.692 | 6.22032 | 12 |

(Lanjutan)

**Validitas & Reliabilitas Dimensi *Affective Commitment* Setelah Revisi
(minus item no.19 & 25)**

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .795 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Comm1 | 36.6857 | 35.045 | .327 | .793 |
| Comm4 | 36.4571 | 32.961 | .489 | .774 |
| Comm7 | 36.6286 | 28.652 | .667 | .748 |
| Comm10 | 36.3429 | 34.467 | .365 | .789 |
| Comm13 | 36.1143 | 35.339 | .441 | .781 |
| Comm16 | 36.4571 | 33.550 | .489 | .774 |
| Comm22 | 36.5143 | 31.492 | .550 | .766 |
| Comm28 | 36.2286 | 34.240 | .503 | .774 |
| Comm31 | 36.2857 | 36.269 | .298 | .794 |
| Comm32 | 36.4000 | 32.953 | .545 | .768 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 40.4571 | 40.432 | 6.35861 | 10 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Continuance Commitment*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .822 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Comm2 | 32.0000 | 51.529 | .365 | .818 |
| Comm5 | 32.3429 | 44.232 | .698 | .783 |
| Comm8 | 32.2857 | 48.092 | .585 | .798 |
| Comm11 | 32.6571 | 46.055 | .578 | .797 |
| Comm14 | 31.7143 | 52.034 | .320 | .823 |
| Comm17 | 32.5143 | 43.787 | .627 | .791 |
| Comm20 | 32.6571 | 47.879 | .648 | .793 |
| Comm23 | 32.8286 | 46.087 | .636 | .791 |
| Comm26 | 32.2000 | 49.871 | .414 | .815 |
| Comm29 | 31.5143 | 53.022 | .208 | .836 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 35.8571 | 58.420 | 7.64331 | 10 |

(Lanjutan)

Validitas & Realibilitas Dimensi *Normative Commitment* Sebelum Revisi

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .319 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Comm3 | 32.1143 | 20.987 | -.075 | .396 |
| Comm6 | 32.1143 | 18.281 | .393 | .204 |
| Comm9 | 32.1429 | 17.185 | .382 | .178 |
| Comm12 | 33.4857 | 17.139 | .369 | .181 |
| Comm15 | 32.7143 | 18.210 | .245 | .238 |
| Comm18 | 32.4857 | 17.963 | .362 | .202 |
| Comm21 | 33.0571 | 17.291 | .292 | .208 |
| Comm24 | 32.5143 | 18.787 | .180 | .268 |
| Comm27 | 32.0857 | 21.610 | -.149 | .455 |
| Comm30 | 32.8286 | 25.499 | -.391 | .496 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 36.1714 | 22.146 | 4.70598 | 10 |

(Lanjutan)

**Validitas & Realibilitas Dimensi *Normative Commitment* Setelah Revisi
(minus item no. 3, 27, & 30)**

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 35 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 35 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .778 | 7 |

Item-Total Statistics

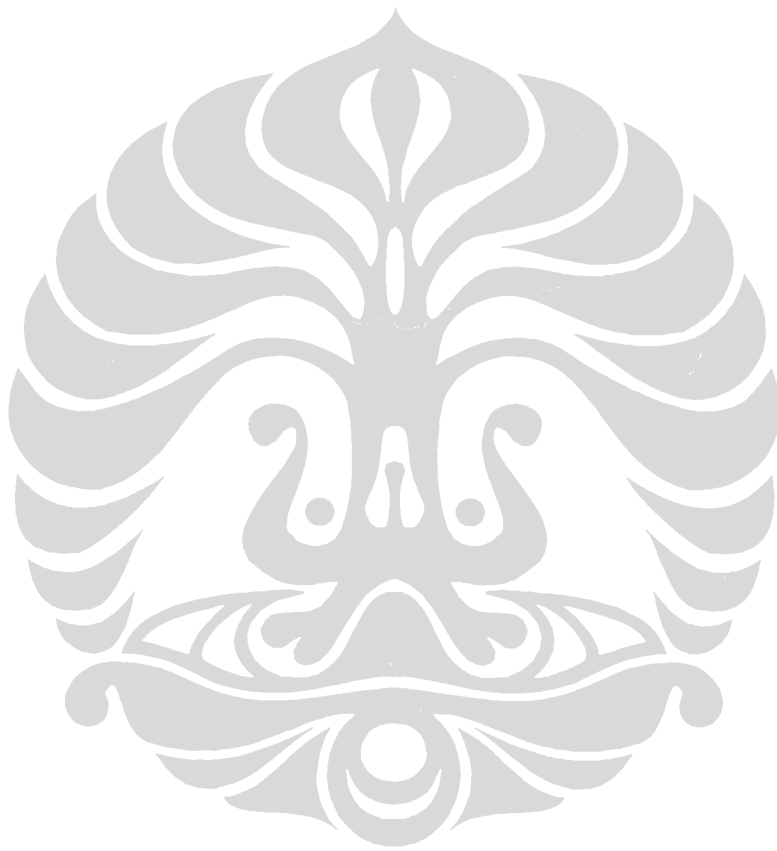
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Comm6 | 20.6286 | 25.417 | .240 | .805 |
| Comm9 | 20.6571 | 21.408 | .450 | .760 |
| Comm12 | 22.0000 | 19.529 | .630 | .722 |
| Comm15 | 21.2286 | 20.417 | .524 | .745 |
| Comm18 | 21.0000 | 20.294 | .670 | .719 |
| Comm21 | 21.5714 | 17.958 | .713 | .700 |
| Comm24 | 21.0286 | 21.734 | .382 | .774 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 24.6857 | 27.516 | 5.24557 | 7 |

]

LAMPIRAN 2
HASIL ANALISIS UTAMA &
TAMBAHAN



Hasil *t-Test* Komitmen Organisasi dan Dimensinya

Group Statistics

| | Leader | N | Mean | Std. Deviation | Std. Error Mean |
|---------------------------------|------------------|----|--------|----------------|-----------------|
| Total_Mean_Commitment | Transformasional | 49 | 3.6357 | .62910 | .08987 |
| | Transaksional | 21 | 3.4145 | .65458 | .14284 |
| Total_Mean_Affective_Commitment | Transformasional | 49 | 3.9490 | .71767 | .10252 |
| | Transaksional | 21 | 3.4571 | .75536 | .16483 |
| Total_Mean_Continuance_ | Transformasional | 49 | 3.4000 | .69071 | .09867 |
| | Transaksional | 21 | 3.3667 | .76048 | .16595 |
| Total_Mean_Normative_Commitment | Transformasional | 49 | 3.5248 | .81722 | .11675 |
| | Transaksional | 21 | 3.4218 | .83602 | .18243 |



(Lanjutan)

Independent Samples Test

| | | Levene's Test for Equality of Variances | | t-test for Equality of Means | | | | | | |
|-----------------------------------|-----------------------------|---|------|------------------------------|--------|-----------------|-----------------|-----------------------|---|--------|
| | | F | Sig. | t | df | Sig. (2-tailed) | Mean Difference | Std. Error Difference | 95% Confidence Interval of the Difference | |
| | | | | | | | | | Lower | Upper |
| Total_Mean_Commitment | Equal variances assumed | .064 | .801 | 1.332 | 68 | .187 | .22121 | .16606 | -.11016 | .55259 |
| | Equal variances not assumed | | | 1.311 | 36.580 | .198 | .22121 | .16876 | -.12086 | .56329 |
| Total_Mean_Affective_Commitment | Equal variances assumed | .009 | .924 | 2.587 | 68 | .012 | .49184 | .19013 | .11244 | .87123 |
| | Equal variances not assumed | | | 2.534 | 36.210 | .016 | .49184 | .19412 | .09823 | .88544 |
| Total_Mean_Continuance_Commitment | Equal variances assumed | .919 | .341 | .180 | 68 | .858 | .03333 | .18569 | -.33720 | .40387 |
| | Equal variances not assumed | | | .173 | 34.828 | .864 | .03333 | .19307 | -.35869 | .42536 |
| Total_Mean_Normative_Commitment | Equal variances assumed | .238 | .627 | .480 | 68 | .633 | .10301 | .21460 | -.32522 | .53124 |
| | Equal variances not assumed | | | .476 | 37.139 | .637 | .10301 | .21659 | -.33579 | .54181 |

Hasil *Multiple Regression* Dengan Metode *Stepwise*

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--------------------------------|-------------------|--|
| 1 | Total_Mean_Idealized_Influence | | Stepwise (Criteria: Probabilit y-of-F-to-enter <= .050, Probabilit y-of-F-to-remo ve >= .100). |

a. Dependent Variable: Total_Mean_Affective_Commitment

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .302 ^a | .091 | .078 | .72826 |

a. Predictors: (Constant), Total_Mean_Idealized_Influence

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 3.625 | 1 | 3.625 | 6.835 | .011 ^a |
| | Residual | 36.065 | 68 | .530 | | |
| | Total | 39.690 | 69 | | | |

a. Predictors: (Constant), Total_Mean_Idealized_Influence

b. Dependent Variable: Total_Mean_Affective_Commitment

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.736 | .417 | | 6.563 | .000 |
| | Total_Mean_Idealized_Influence | .320 | .122 | .302 | 2.614 | .011 |

a. Dependent Variable: Total_Mean_Affective_Commitment

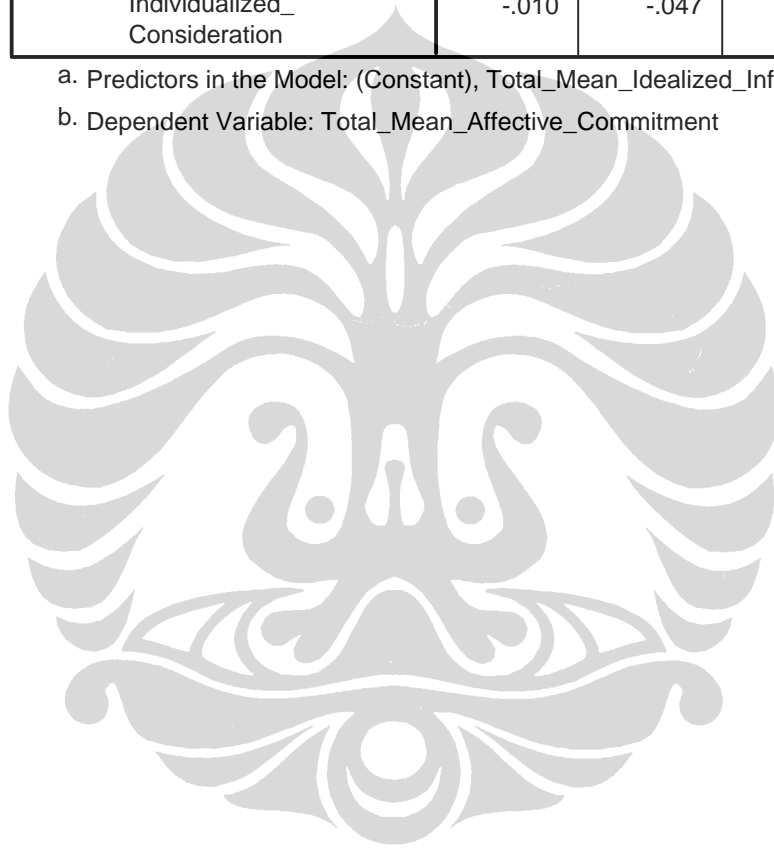
(Lanjutan)

Excluded Variables^b

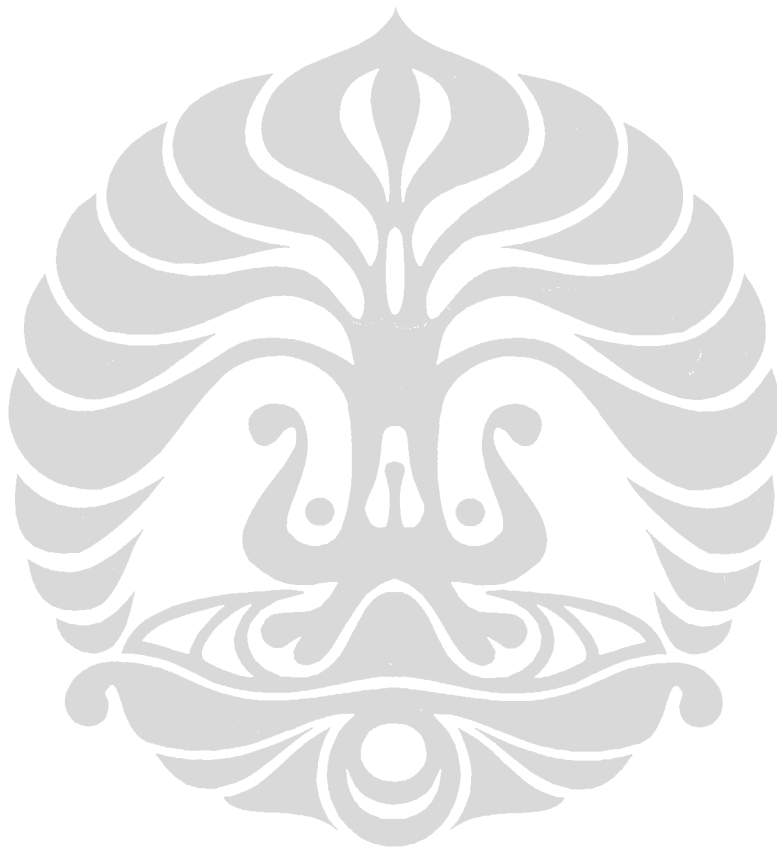
| Model | Beta In | t | Sig. | Partial Correlation | Collinearity Statistics | |
|-------|---|--------------------|-------|---------------------|-------------------------|------|
| | | | | | Tolerance | |
| 1 | Total_Mean_Attributed_Charisma | -.103 ^a | -.508 | .613 | -.062 | .330 |
| | Total_Mean_Inspirational_Leadership | .101 ^a | .365 | .716 | .045 | .177 |
| | Total_Mean_Intellectual_Stimulation | -.098 ^a | -.401 | .690 | -.049 | .227 |
| | Total_Mean_Individualized_Consideration | -.010 ^a | -.047 | .962 | -.006 | .312 |

a. Predictors in the Model: (Constant), Total_Mean_Idealized_Influence

b. Dependent Variable: Total_Mean_Affective_Commitment



LAMPIRAN 3
GAMBARAN KEPEMIMPINAN
TRANSAKSIONAL &
TRANSFORMASIONAL



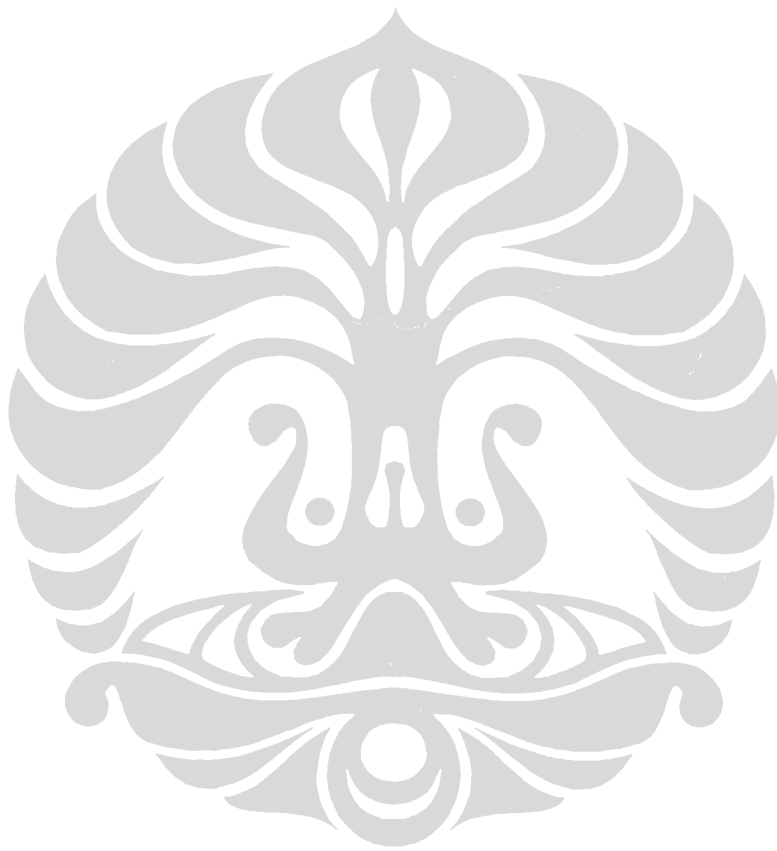
Gambaran Kepemimpinan Atasan dari Responden

| Responden | Mean Skor Transaksional | Mean Skor Transformasional | Kepemimpinan Atasan |
|------------------|--------------------------------|-----------------------------------|----------------------------|
| 1 | 2.56 | 2.11 | Transaksional |
| 2 | 3.44 | 3.07 | Transaksional |
| 3 | 2.85 | 3.27 | Transformasional |
| 4 | 3.07 | 3.14 | Transformasional |
| 5 | 2.00 | 1.91 | Transaksional |
| 6 | 2.67 | 2.77 | Transformasional |
| 7 | 2.59 | 2.75 | Transformasional |
| 8 | 2.44 | 3.20 | Transformasional |
| 9 | 2.93 | 3.86 | Transformasional |
| 10 | 2.70 | 2.00 | Transaksional |
| 11 | 2.67 | 3.80 | Transformasional |
| 12 | 2.89 | 4.73 | Transformasional |
| 13 | 3.04 | 4.59 | Transformasional |
| 14 | 2.48 | 3.18 | Transformasional |
| 15 | 2.96 | 2.89 | Transaksional |
| 16 | 2.26 | 3.55 | Transformasional |
| 17 | 2.37 | 2.91 | Transformasional |
| 18 | 2.59 | 2.86 | Transformasional |
| 19 | 2.85 | 2.80 | Transaksional |
| 20 | 2.63 | 2.59 | Transaksional |
| 21 | 2.56 | 2.89 | Transformasional |
| 22 | 2.26 | 3.48 | Transformasional |
| 23 | 2.89 | 3.07 | Transformasional |
| 24 | 3.15 | 4.09 | Transformasional |
| 25 | 1.81 | 3.75 | Transformasional |
| 26 | 2.00 | 3.80 | Transformasional |
| 27 | 2.19 | 3.77 | Transformasional |
| 28 | 2.56 | 1.75 | Transaksional |
| 29 | 2.89 | 2.36 | Transaksional |
| 30 | 3.67 | 3.36 | Transaksional |
| 31 | 3.59 | 3.07 | Transaksional |
| 32 | 2.48 | 2.84 | Transformasional |
| 33 | 2.85 | 3.89 | Transformasional |
| 34 | 2.70 | 3.48 | Transformasional |
| 35 | 2.85 | 3.66 | Transformasional |
| 36 | 2.30 | 3.64 | Transformasional |
| 37 | 3.15 | 1.39 | Transaksional |
| 38 | 2.96 | 4.18 | Transformasional |
| 39 | 2.26 | 1.84 | Transaksional |
| 40 | 1.67 | 2.95 | Transformasional |
| 41 | 2.78 | 4.07 | Transformasional |

| | | | |
|----|------|------|------------------|
| 42 | 3.33 | 3.48 | Transformasional |
| 43 | 2.70 | 3.20 | Transformasional |
| 44 | 2.70 | 3.23 | Transformasional |
| 45 | 3.56 | 2.93 | Transaksional |
| 46 | 2.56 | 4.09 | Transformasional |
| 47 | 3.44 | 3.91 | Transformasional |
| 48 | 2.74 | 2.61 | Transaksional |
| 49 | 2.81 | 3.02 | Transformasional |
| 50 | 1.59 | 2.95 | Transformasional |
| 51 | 2.56 | 2.91 | Transformasional |
| 52 | 2.93 | 2.52 | Transaksional |
| 53 | 3.00 | 2.95 | Transaksional |
| 54 | 2.89 | 4.34 | Transformasional |
| 55 | 3.00 | 2.50 | Transaksional |
| 56 | 2.19 | 2.41 | Transformasional |
| 57 | 2.74 | 2.80 | Transformasional |
| 58 | 2.63 | 3.82 | Transformasional |
| 59 | 2.41 | 4.14 | Transformasional |
| 60 | 3.15 | 2.82 | Transaksional |
| 61 | 2.48 | 2.61 | Transformasional |
| 62 | 2.15 | 3.11 | Transformasional |
| 63 | 1.78 | 3.27 | Transformasional |
| 64 | 2.63 | 3.66 | Transformasional |
| 65 | 2.59 | 4.70 | Transformasional |
| 66 | 2.89 | 2.50 | Transaksional |
| 67 | 3.48 | 3.95 | Transformasional |
| 68 | 3.22 | 4.16 | Transformasional |
| 69 | 2.41 | 2.64 | Transformasional |
| 70 | 3.67 | 3.30 | Transaksional |

LAMPIRAN 4

GAMBARAN UMUM RESPONDEN



Gambaran Umum Responden

Statistics

| | | Usia | Jenis_Kelamin | Masa_Kerja | Pendidikan | Jabatan |
|---|---------|------|---------------|------------|------------|---------|
| N | Valid | 70 | 70 | 70 | 70 | 70 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

Usia

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | 20 - 30 Tahun | 39 | 55.7 | 55.7 | 55.7 |
| | 31 - 40 Tahun | 25 | 35.7 | 35.7 | 91.4 |
| | 41 - 50 Tahun | 6 | 8.6 | 8.6 | 100.0 |
| | Total | 70 | 100.0 | 100.0 | |

Jenis_Kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Pria | 40 | 57.1 | 57.1 | 57.1 |
| | Wanita | 30 | 42.9 | 42.9 | 100.0 |
| | Total | 70 | 100.0 | 100.0 | |

Masa_Kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | 1 - 5 Tahun | 38 | 54.3 | 54.3 | 54.3 |
| | 6 - 10 Tahun | 19 | 27.1 | 27.1 | 81.4 |
| | > 10 Tahun | 13 | 18.6 | 18.6 | 100.0 |
| | Total | 70 | 100.0 | 100.0 | |

Pendidikan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | SMU/SMK/Sederajat | 17 | 24.3 | 24.3 | 24.3 |
| | D3/Sederajat | 35 | 50.0 | 50.0 | 74.3 |
| | S1/Sarjana | 18 | 25.7 | 25.7 | 100.0 |
| | Total | 70 | 100.0 | 100.0 | |

(Lanjutan)

Jabatan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------------------|-----------|---------|---------------|--------------------|
| Valid | Staf Bag. Administrasi | 8 | 11.4 | 11.4 | 11.4 |
| | Staf Bag. Desain/Visual | 14 | 20.0 | 20.0 | 31.4 |
| | Staf Bag. Penjualan | 21 | 30.0 | 30.0 | 61.4 |
| | Staf Bag. Teknologi Informasi | 4 | 5.7 | 5.7 | 67.1 |
| | Staf Bag. Umum | 13 | 18.6 | 18.6 | 85.7 |
| | Staf Bag. Keuangan | 2 | 2.9 | 2.9 | 88.6 |
| | Staf Bag. Pemasaran | 2 | 2.9 | 2.9 | 91.4 |
| | Staf Bag. Promosi | 2 | 2.9 | 2.9 | 94.3 |
| | Staf Bag, Pemeliharaan | 4 | 5.7 | 5.7 | 100.0 |
| | Total | 70 | 100.0 | 100.0 | |

