

KUESIONER
HUBUNGAN SPIRITUALITAS, MOTIVASI DAN KEPEMIMPINAN DENGAN
KINERJA PEGAWAI PADA BANK SYARI'AH

Petunjuk pengisian :**Bagian I :**

Kuesioner memuat sejumlah pernyataan, silahkan Bapak/Ibu/Saudara/I mencontreng (√) sesuai pilihan yang tersedia ;

- 1 = Tidak Pernah (TP) 3 = Jarang (J) 5 = Sangat Sering (SS)
 2 = Sangat Jarang (SJ) 4 = Sering (S)

No	Pernyataan	Jawaban				
		TP	SJ	J	S	SS
		1	2	3	4	5
A	Spiritualitas					
1	Pegawai menjadikan semua bentuk pekerjaan adalah ibadah					
2	Ceramah agama secara rutin membuat pegawai makin bersemangat dalam bekerja					
3	Menjadikan Al qur'an dan Hadits sebagai landasan utama dalam setiap pekerjaan					
4	Melakukan pekerjaan dengan penuh kesungguhan					
5	Dalam bekerja, pegawai selalu mengedepankan nilai-nilai kebenaran dan kejujuran					
6	Mengedepankan sifat sabar dan tabah dalam bekerja					
7	Setelah berusaha kemudian menyerahkan segala urusan hanya kepada Allah SWT					
B	Motivasi					
1	Kelengkapan fasilitas kerja mempengaruhi penampilan kerja dan semangat kerja pegawai					
2	Sangsi yang diberikan berdasarkan prinsip keadilan					
3	Penghargaan yang diberikan kepada pegawai yang berprestasi mempengaruhi prestasi kerja					
4	Memiliki kesempatan yang sama untuk meningkatkan karir, membuat pegawai terpacu untuk bekerja lebih giat					
5	Fasilitas training dan workshop dari perusahaan, membuat pegawai semakin berprestasi dalam bekerja					
6	Kebijakan yang ada pada perusahaan membuat pegawai semakin berkembang					
7	Support dan perhatian yang diberikan atasan membuat					

	bawahan bersemangat dalam bekerja					
C	Kepemimpinan					
1	Pimpinan melakukan komunikasi yang efektif dengan pegawainya					
2	Pimpinan mengajak pegawainya dalam merumuskan kerangka kerja					
3	Pimpinan selalu memberikan bimbingan, pengarahan dan petunjuk kepada pegawainya					
4	Pimpinan memberikan kepercayaan kepada pegawainya untuk menyelesaikan tugas yang diberikan					
5	Pimpinan memberikan contoh kepada bawahan untuk mematuhi tata tertib dan peraturan					
6	Pimpinan memberikan kesempatan kepada bawahan untuk menyampaikan kritik, ketidakpuasan, dan keluhan					
7	Pimpinan memiliki visi dan misi serta program kerja yang jelas					
D	Kinerja pegawai					
1	Dalam menyelesaikan pekerjaan sehari-hari, pegawai selalu menggunakan kemampuan dan keterampilan yang dimiliki					
2	Semua pekerjaan yang diberikan atasan diselesaikan dengan baik dan tepat waktu					
3	Masuk dan keluar kerja sesuai dengan waktu yang telah ditetapkan perusahaan					
4	Memiliki rencana kerja dan berjuang untuk merealisasikannya					
5	Selalu bersifat kreatif dalam memecahkan segala persoalan					
6	Mengedepankan kepentingan bersama di atas kepentingan pribadi					
7	Pegawai melibatkan diri ke dalam setiap kegiatan yang diadakan oleh kantor					

Bagian II : Tentang Diri

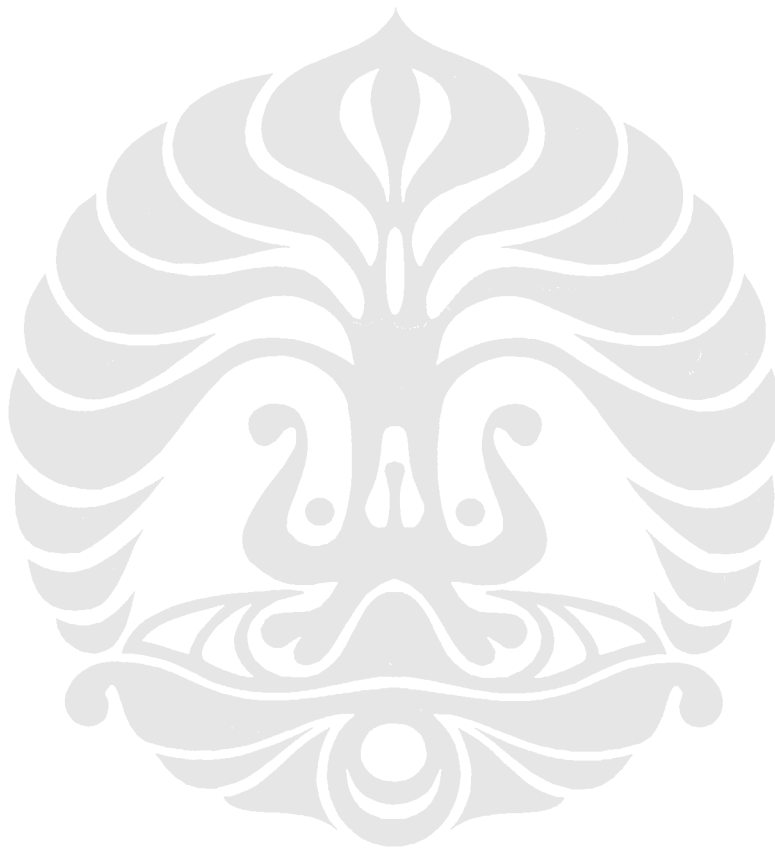
Lingkarilah jawaban yang paling sesuai dengan diri bapak/ibu/sdr/I terkait pernyataan berikut :

- | | | |
|----------------------|-----------------------------|-----------------------|
| 1. Usia anda (tahun) | 2. Pendidikan terakhir anda | 3. Jenis kelamin anda |
| a. Dibawah 20 tahun | a. SMA | a. Laki-laki |
| b. 20-30 tahun | b. Diploma | b. Perempuan |
| c. 31-40 tahun | c. S1 | |
| d. 41-50 tahun | d. S2 | |
| e. Diatas 51 tahun | e. S3 | |

4. Status pernikahan
- a. Menikah
 - b. Bujang/Gadis
 - c. Duda/janda

5. Lama bekerja di bank syari'ah
- a. 0-1 tahun
 - b. 2-4 tahun
 - c. 5-10 tahun
 - d. Lebih dari 10 tahun

6. Status pekerjaan
- a. Direksi
 - b. Assisten Direksi
 - c. Kepala Divisi
 - d. Staf



Rekapitulasi Jawaban Responden

Bagian I

Res	Spiritualitas							Jml	Rata - rata	Motivasi							Jml	Rata - rata	Kepemimpinan							Jml	Rata - rata	Kinerja							Jml	Rata - rata
	A1	A2	A3	A4	A5	A6	A7			B1	B2	B3	B4	B5	B6	B7			C1	C2	C3	C4	C5	C6	C7			D1	D2	D3	D4	D5	D6	D7		
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167	5	5	5	5	5	5	5	35	5.0	4	3	4	4	4	4	5	28	4.0	5	4	4	4	4	4	4	29	4.1	5	5	4	5	5	5	4	33	4.7
168	5	5	5	5	5	5	5	35	5.0	5	3	4	4	3	4	3	26	3.7	3	3	5	4	4	3	3	25	3.6	4	4	3	4	3	4	3	25	3.6
169	4	5	4	4	4	4	5	30	4.3	5	3	5	3	4	4	4	28	4.0	4	3	4	4	3	3	3	24	3.4	4	4	4	3	4	4	3	26	3.7
170	5	3	5	4	4	4	5	30	4.3	4	3	4	4	3	3	3	24	3.4	3	3	4	4	3	3	4	24	3.4	5	3	3	4	3	4	4	26	3.7
171	3	3	3	4	4	4	4	25	3.6	5	5	5	5	4	3	3	30	4.3	3	3	3	4	3	2	3	21	3.0	4	4	4	4	4	4	3	27	3.9
172	4	4	4	5	5	4	5	31	4.4	4	4	3	3	5	4	5	28	4.0	4	4	5	4	4	4	4	29	4.1	4	4	4	5	4	5	4	30	4.3
173	5	4	4	5	4	4	5	31	4.4	5	4	4	5	4	4	4	30	4.3	4	4	5	5	4	2	3	27	3.9	5	4	4	5	5	5	4	32	4.6
174	5	4	5	5	5	5	5	34	4.9	5	4	3	3	3	3	3	24	3.4	3	3	4	4	3	3	4	24	3.4	4	3	3	4	3	4	3	24	3.4
175	4	4	5	4	5	4	5	31	4.4	4	4	4	3	4	3	5	27	3.9	4	4	5	3	3	3	4	26	3.7	5	4	4	4	4	4	4	29	4.1
176	5	4	4	5	4	5	5	32	4.6	5	4	4	4	4	5	4	30	4.3	4	3	4	4	4	3	4	26	3.7	5	5	4	4	4	5	4	31	4.4
177	4	5	5	4	4	4	4	30	4.3	4	4	4	4	5	3	5	29	4.1	5	4	4	4	3	5	4	29	4.1	4	3	3	4	4	4	3	25	3.6
178	5	4	5	4	4	3	5	30	4.3	5	4	4	5	3	4	5	30	4.3	5	4	5	4	3	4	4	29	4.1	5	4	3	4	4	5	4	29	4.1
179	4	4	5	4	5	4	5	31	4.4	5	5	5	4	4	4	5	32	4.6	3	3	3	4	3	2	3	21	3.0	5	4	4	4	4	5	4	30	4.3
180	5	5	4	5	5	5	5	34	4.9	4	4	5	4	4	4	4	29	4.1	4	4	5	3	4	4	4	28	4.0	5	4	4	5	4	5	4	31	4.4
181	5	4	4	4	4	4	5	30	4.3	4	4	4	4	4	4	5	29	4.1	5	4	5	5	4	4	4	31	4.4	4	4	4	4	4	5	3	28	4.0
182	4	3	4	3	4	4	4	26	3.7	3	3	4	3	4	4	4	25	3.6	3	2	3	4	3	2	3	20	2.9	4	4	4	4	4	4	4	28	4.0
183	4	4	4	4	4	4	4	28	4.0	3	2	4	4	4	4	4	25	3.6	3	3	4	3	2	1	4	20	2.9	4	3	3	3	4	4	4	25	3.6
184	5	4	5	4	4	3	5	30	4.3	5	4	4	5	3	4	5	30	4.3	5	4	5	4	3	4	4	29	4.1	5	4	3	4	4	5	4	29	4.1
185	5	4	5	4	4	5	5	32	4.6	3	4	4	5	4	3	3	26	3.7	4	3	4	3	4	3	3	24	3.4	5	4	4	4	4	5	4	30	4.3
186	5	5	5	4	4	4	4	31	4.4	4	3	3	4	4	4	4	26	3.7	3	3	3	3	3	3	3	21	3.0	4	4	4	4	4	4	4	28	4.0

187	5	4	4	4	4	4	4	29	4.1	4	4	4	4	3	4	3	26	3.7	3	4	4	3	3	4	3	24	3.4	4	4	4	4	4	4	4	28	4.0		
188	4	5	4	3	4	5	5	30	4.3	3	3	2	4	5	4	4	25	3.6	4	4	3	4	3	3	4	25	3.6	5	4	4	4	4	4	3	28	4.0		
189	5	5	5	4	3	4	4	30	4.3	4	4	3	3	4	3	4	25	3.6	4	4	4	4	4	4	28	4.0	3	3	3	4	4	3	4	24	3.4			
190	4	5	4	4	4	3	5	29	4.1	3	4	4	5	4	3	4	27	3.9	3	4	5	5	5	4	4	30	4.3	4	3	4	4	3	3	4	25	3.6		
191	5	5	5	3	4	5	5	32	4.6	3	4	2	3	2	4	3	21	3.0	4	3	4	4	4	3	4	26	3.7	4	3	3	5	4	4	4	27	3.9		
192	5	5	5	3	3	3	4	28	4.0	3	4	4	4	3	4	3	25	3.6	2	4	4	3	3	3	4	23	3.3	4	3	3	3	4	4	5	26	3.7		
193	5	5	5	3	4	3	4	29	4.1	4	4	3	2	3	4	2	22	3.1	3	3	3	3	4	4	3	23	3.3	5	4	4	4	3	4	3	27	3.9		
194	5	5	5	3	3	4	5	30	4.3	4	3	2	2	4	5	5	25	3.6	4	3	3	2	2	3	3	20	2.9	4	4	4	3	4	4	3	26	3.7		
195	5	4	5	4	3	4	5	30	4.3	3	4	4	3	3	2	4	23	3.3	3	3	4	4	3	3	3	23	3.3	4	3	3	4	4	5	3	26	3.7		
196	4	3	5	4	4	3	5	28	4.0	4	3	3	4	1	3	3	21	3.0	5	4	4	5	4	5	4	31	4.4	4	3	2	4	4	4	3	24	3.4		
197	4	4	4	5	4	5	5	31	4.4	4	3	4	4	5	4	5	29	4.1	4	3	4	4	3	3	4	25	3.6	4	4	4	4	4	5	4	29	4.1		
198	5	4	5	4	4	5	4	31	4.4	5	4	4	4	5	4	5	31	4.4	4	3	3	3	3	4	4	24	3.4	4	3	3	4	4	4	4	26	3.7		
199	4	4	5	4	5	4	5	31	4.4	4	3	4	4	3	3	3	24	3.4	3	4	4	4	3	3	4	25	3.6	4	3	3	4	3	4	3	24	3.4		
200	4	4	4	5	4	5	5	31	4.4	4	4	4	5	5	5	5	32	4.6	4	4	4	3	3	3	4	25	3.6	4	4	4	5	4	5	4	30	4.3		

Catatan :

- 1 : Tidak Pernah (TP)
- 2 : Sangat Jarang (SJ)
- 3 : Jarang (J)
- 4 : Sering (S)
- 5 : Sangat Sering (SS)

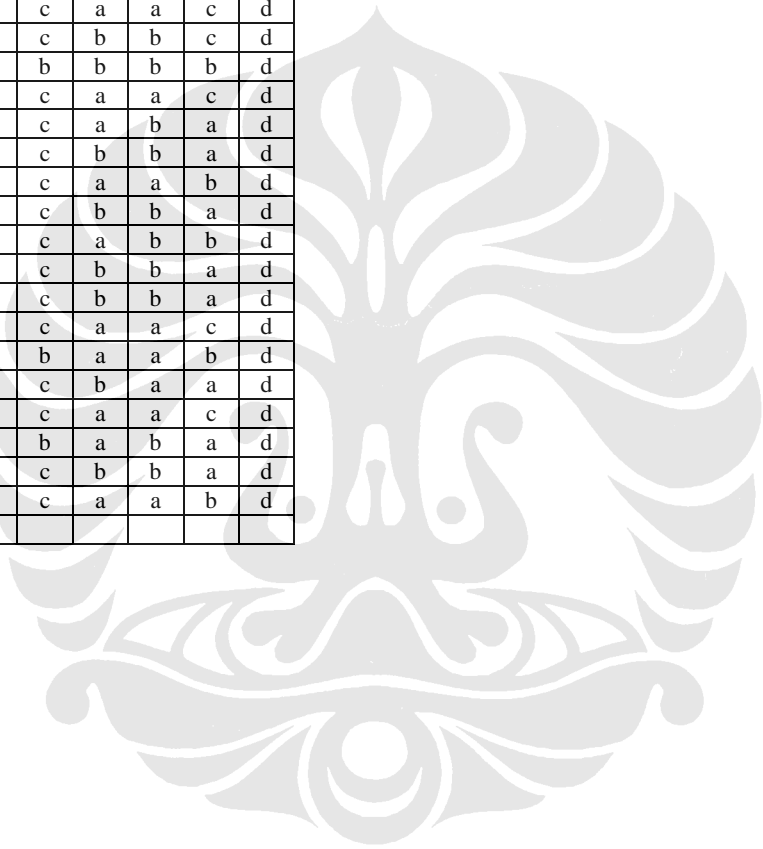
Bagian II Tentang Diri

Res	P1	P2	P3	P4	P5	P6
1	c	c	a	a	b	d
2	c	a	a	c	c	d
3	c	c	b	a	b	d
4	b	a	a	b	b	d
5	e	d	a	a	e	c
6	d	b	b	a	c	d
7	c	c	b	a	c	d
8	b	c	a	b	b	d
9	c	c	b	b	c	d
10	b	c	b	b	b	d
11	c	c	b	a	c	d
12	c	c	b	a	b	d
13	d	c	a	a	c	d
14	b	b	a	b	b	d
15	c	c	a	a	c	d
16	c	c	a	a	e	d
17	d	b	b	a	c	d
18	c	c	b	a	c	d
19	b	a	a	b	b	d
20	c	d	a	a	c	c
21	b	c	a	b	a	d
22	b	c	a	b	a	d
23	b	c	b	a	c	d
24	b	c	b	a	a	d
25	c	c	b	a	d	c
26	b	c	a	b	a	d
27	b	c	b	b	a	d
28	b	c	a	b	a	d
29	d	c	b	b	d	c
30	c	c	a	a	c	d
31	b	a	a	b	b	d
32	b	c	a	b	a	d
33	b	c	a	b	a	d
34	b	c	b	a	c	d
35	b	c	b	a	a	d
36	b	c	a	b	a	d
37	b	c	a	b	a	d
38	b	c	b	a	c	d
39	b	c	b	a	a	d
40	c	c	b	a	d	c
41	c	c	a	a	c	d
42	b	c	a	a	b	d
43	b	c	b	a	a	d
44	b	c	b	a	a	d
45	c	c	a	a	c	d
46	b	c	a	a	b	d
47	b	c	b	a	a	d
48	b	c	a	b	a	d
49	c	c	a	a	d	c
50	c	c	a	a	c	d
51	d	c	b	b	d	c
52	b	c	a	b	a	d
53	c	c	a	a	c	d
54	b	c	b	a	a	d
163	c	c	a	a	b	d
164	b	c	a	b	a	d
165	b	c	a	b	a	d
166	c	c	a	b	a	d
167	c	c	b	a	b	d
168	b	b	a	b	a	d

Res	P1	P2	P3	P4	P5	P6
55	c	c	a	a	c	d
56	b	c	b	a	a	d
57	c	c	a	a	c	d
58	b	b	a	a	b	d
59	b	c	b	a	a	d
60	c	c	a	a	c	d
61	c	d	a	a	d	c
62	b	c	b	a	a	d
63	b	c	a	b	a	d
64	c	c	a	a	b	d
65	c	c	a	a	c	d
66	c	c	a	a	c	d
67	b	c	a	b	a	d
68	b	c	b	b	a	d
69	c	c	a	b	b	d
70	c	c	b	a	c	d
71	b	c	b	a	a	d
72	b	c	b	a	c	d
73	b	c	a	b	a	d
74	b	c	a	b	a	d
75	c	c	a	a	c	d
76	c	c	a	a	c	d
77	a	b	a	b	b	d
78	e	d	a	a	c	c
79	c	c	b	a	b	d
80	c	c	b	a	c	d
81	b	c	b	b	b	d
82	c	c	b	b	c	d
83	c	c	b	a	c	d
84	d	b	b	a	c	d
85	c	d	a	a	c	c
86	b	a	a	b	b	d
87	b	c	a	b	c	c
88	c	c	b	a	b	d
89	c	c	a	c	c	d
90	c	b	a	a	b	d
91	c	c	a	a	c	d
92	c	c	a	a	c	d
93	c	c	b	a	b	d
94	c	c	a	a	b	d
95	c	c	b	a	c	d
96	b	c	b	b	b	d
97	c	c	b	b	c	d
98	d	b	b	a	c	d
99	b	c	b	b	a	d
100	c	b	a	a	b	d
101	c	c	a	a	b	d
102	d	d	b	a	c	d
103	c	b	a	a	b	d
104	c	c	a	a	c	d
105	c	c	a	a	c	d
106	c	c	b	a	b	d
107	c	c	a	a	b	d
108	c	c	b	a	c	d

Res	P1	P2	P3	P4	P5	P6
109	b	c	b	b	a	d
110	b	c	a	a	b	d
111	b	c	b	a	a	d
112	b	c	a	b	a	d
113	c	c	a	a	b	d
114	c	c	a	a	c	d
115	c	b	a	a	c	d
116	b	c	a	b	a	d
117	b	c	b	b	a	d
118	c	c	a	b	b	d
119	c	c	b	a	c	d
120	b	c	b	a	a	d
121	b	c	a	a	b	d
122	c	c	a	a	c	d
123	c	c	b	a	c	d
124	b	c	b	b	b	d
125	c	c	b	b	c	d
126	c	c	b	a	c	d
127	d	b	b	a	c	d
128	c	d	a	a	c	c
129	b	a	a	b	b	d
130	b	c	a	b	c	c
131	b	c	b	a	a	d
132	b	c	a	a	b	d
133	c	c	a	a	c	d
134	c	c	b	a	c	d
135	b	c	b	b	b	d
136	c	c	b	b	c	d
137	c	c	a	a	c	d
138	c	c	a	a	c	d
139	b	b	a	a	b	d
140	b	c	b	a	a	d
141	c	c	a	a	c	d
142	b	c	a	b	a	d
143	b	c	b	b	a	d
144	c	c	a	a	b	d
145	b	c	b	b	a	d
146	b	c	a	b	b	d
147	b	c	b	b	a	d
148	b	c	b	b	a	d
149	b	c	b	b	a	d
150	b	c	b	b	a	d
151	c	c	a	a	b	d
152	c	c	a	a	b	d
153	b	b	a	b	a	d
154	d	c	b	a	b	d
155	b	c	a	a	b	d
156	b	c	a	a	b	d
157	c	c	a	a	b	d
158	c	c	a	a	b	d
159	c	c	b	a	c	d
160	b	c	a	b	a	d
161	c	c	a	b	a	d
162	b	d	a	a	a	d

169	d	c	b	a	b	d
170	b	c	a	a	b	d
171	b	c	a	b	a	d
172	c	c	a	a	b	d
173	c	c	a	a	b	d
174	b	c	a	b	a	d
175	c	c	a	a	b	d
176	c	c	a	a	b	d
177	c	c	a	a	b	d
178	c	c	b	a	c	d
179	b	c	a	b	a	d
180	c	c	a	b	a	d
181	c	c	a	c	c	d
182	c	b	a	a	b	d
183	c	c	a	a	c	d
184	c	c	b	b	c	d
185	c	b	b	b	b	d
186	c	c	a	a	c	d
187	b	c	a	b	a	d
188	b	c	b	b	a	d
189	c	c	a	a	b	d
190	b	c	b	b	a	d
191	c	c	a	b	b	d
192	b	c	b	b	a	d
193	b	c	b	b	a	d
194	c	c	a	a	c	d
195	b	b	a	a	b	d
196	c	c	b	a	a	d
197	c	c	a	a	c	d
198	c	b	a	b	a	d
199	b	c	b	b	a	d
200	c	c	a	a	b	d



Output Uji Validitas Dan Reliabilitas

1. Output Validitas Dan Reliabilitas Variabel Spiritualitas

Uji Validitas

Anti-image Matrices

	Spi1	Spi2	Spi3	Spi4	Spi5	Spi6	Spi7
Anti-image Covariar							
Spi1	.673	-.163	-.265	-.074	-.022	-.043	.030
Spi2	-.163	.784	-.115	-.092	.028	-.106	.087
Spi3	-.265	-.115	.669	.024	-.053	-.019	-.167
Spi4	-.074	-.092	.024	.666	-.145	-.200	-.128
Spi5	-.022	.028	-.053	-.145	.715	-.152	-.164
Spi6	-.043	-.106	-.019	-.200	-.152	.688	-.054
Spi7	.030	.087	-.167	-.128	-.164	-.054	.760
Anti-image Correlati							
Spi1	.736 ^a	-.224	-.395	-.110	-.032	-.063	.042
Spi2	-.224	.768 ^a	-.159	-.127	.038	-.145	.112
Spi3	-.395	-.159	.722 ^a	.037	-.076	-.027	-.234
Spi4	-.110	-.127	.037	.789 ^a	-.210	-.296	-.180
Spi5	-.032	.038	-.076	-.210	.804 ^a	-.217	-.223
Spi6	-.063	-.145	-.027	-.296	-.217	.805 ^a	-.075
Spi7	.042	.112	-.234	-.180	-.223	-.075	.750 ^a

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.744	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Spi1	26.20	5.156	.481	.709
Spi2	26.65	5.023	.367	.740
Spi3	26.20	5.095	.484	.708
Spi4	26.50	4.834	.531	.696
Spi5	26.28	5.127	.463	.713
Spi6	26.37	4.866	.519	.699
Spi7	26.10	5.433	.385	.729

2. Output Validitas Dan Reliabilitas Variabel Motivasi

Uji Validitas

Anti-image Matrices

	Mot1	Mot2	Mot3	Mot4	Mot5	Mot6	Mot7
Anti-image Covarian							
Mot1	.690	-.278	-.136	.047	.101	-.130	-.027
Mot2	-.278	.672	-.066	-.085	-.091	.131	-.028
Mot3	-.136	-.066	.494	-.256	-.131	-.017	.001
Mot4	.047	-.085	-.256	.570	.015	-.095	-.084
Mot5	.101	-.091	-.131	.015	.575	-.205	-.208
Mot6	-.130	.131	-.017	-.095	-.205	.671	-.104
Mot7	-.027	-.028	.001	-.084	-.208	-.104	.688
Anti-image Correlati							
Mot1	.651 ^a	-.408	-.233	.075	.160	-.190	-.039
Mot2	-.408	.704 ^a	-.115	-.138	-.146	.195	-.042
Mot3	-.233	-.115	.760 ^a	-.482	-.245	-.029	.001
Mot4	.075	-.138	-.482	.758 ^a	.026	-.154	-.134
Mot5	.160	-.146	-.245	.026	.737 ^a	-.330	-.330
Mot6	-.190	.195	-.029	-.154	-.330	.750 ^a	-.154
Mot7	-.039	-.042	.001	-.134	-.330	-.154	.826 ^a

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas Reliability Statistics

Cronbach's Alpha	N of Items
.786	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Mot1	23.84	9.733	.396	.780
Mot2	24.15	9.501	.435	.773
Mot3	24.01	8.256	.662	.727
Mot4	24.00	8.518	.575	.746
Mot5	24.01	8.543	.547	.752
Mot6	24.25	9.603	.472	.767
Mot7	23.85	9.304	.496	.762

3. Output Validitas Dan Reliabilitas Variabel Kepemimpinan

Uji Validitas

Anti-image Matrices

	Kep1	Kep2	Kep3	Kep4	Kep5	Kep6	Kep7
Anti-image Covariance							
Kep1	.595	-.142	-.056	-.074	-.042	-.111	.050
Kep2	-.142	.486	-.184	-.057	.027	-.122	-.023
Kep3	-.056	-.184	.585	-.100	-.051	.047	-.108
Kep4	-.074	-.057	-.100	.602	-.157	.065	-.138
Kep5	-.042	.027	-.051	-.157	.489	-.201	-.020
Kep6	-.111	-.122	.047	.065	-.201	.410	-.160
Kep7	.050	-.023	-.108	-.138	-.020	-.160	.578
Anti-image Correlation							
Kep1	.887 ^a	-.263	-.095	-.123	-.078	-.226	.085
Kep2	-.263	.847 ^a	-.345	-.106	.055	-.272	-.043
Kep3	-.095	-.345	.856 ^a	-.169	-.095	.095	-.185
Kep4	-.123	-.106	-.169	.851 ^a	-.290	.132	-.234
Kep5	-.078	.055	-.095	-.290	.828 ^a	-.450	-.038
Kep6	-.226	-.272	.095	.132	-.450	.779 ^a	-.329
Kep7	.085	-.043	-.185	-.234	-.038	-.329	.859 ^a

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.860	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Kep1	22.81	13.133	.604	.844
Kep2	23.12	12.810	.679	.834
Kep3	22.54	13.748	.589	.846
Kep4	22.65	14.009	.584	.847
Kep5	22.89	12.565	.664	.836
Kep6	22.90	11.612	.699	.832
Kep7	22.57	13.805	.607	.844

4. Output Validitas Dan Reliabilitas Variabel Kinerja

Uji Validitas

Anti-image Matrices

	Kin1	Kin2	Kin3	Kin4	Kin5	Kin6	Kin7
Anti-image Covarianc							
Kin1	.778	-.133	.037	-.078	.021	-.102	-.108
Kin2	-.133	.463	-.268	-.023	-.184	-.015	-.071
Kin3	.037	-.268	.641	-.056	.005	-.026	.025
Kin4	-.078	-.023	-.056	.655	-.102	-.191	-.121
Kin5	.021	-.184	.005	-.102	.603	-.129	-.081
Kin6	-.102	-.015	-.026	-.191	-.129	.679	-.056
Kin7	-.108	-.071	.025	-.121	-.081	-.056	.765
Anti-image Correlatio							
Kin1	.847 ^a	-.222	.052	-.109	.030	-.141	-.140
Kin2	-.222	.741 ^a	-.491	-.041	-.348	-.027	-.120
Kin3	.052	-.491	.735 ^a	-.087	.009	-.040	.035
Kin4	-.109	-.041	-.087	.851 ^a	-.163	-.286	-.171
Kin5	.030	-.348	.009	-.163	.830 ^a	-.202	-.119
Kin6	-.141	-.027	-.040	-.286	-.202	.846 ^a	-.077
Kin7	-.140	-.120	.035	-.171	-.119	-.077	.884 ^a

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	N of Items
.795	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Kin1	24.18	7.163	.436	.784
Kin2	24.42	6.133	.670	.741
Kin3	24.49	6.492	.457	.784
Kin4	24.41	6.483	.564	.762
Kin5	24.46	6.390	.591	.757
Kin6	24.08	6.653	.529	.769
Kin7	24.65	6.421	.459	.784

Lampiran 4

Hasil Olahan Statistik tentang Diri Responden

Statistics

		Usia	Pendidikan	Sex	Merrital	Lamakerja	Jabatan
N	Valid	200	200	200	200	200	200
	Missing	0	0	0	0	0	0
Mean		2.61	2.89	1.41	1.40	2.10	3.94
Median		3.00	3.00	1.00	1.00	2.00	4.00
Std. Deviation		.601	.493	.492	.521	.883	.247
Minimum		1	1	1	1	1	3
Maximum		4	4	2	3	4	4
Sum		521	577	281	280	419	787

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.5	.5	.5
	2	88	44.0	44.0	44.5
	3	100	50.0	50.0	94.5
	4	11	5.5	5.5	100.0
	Total	200	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	3.0	3.0	3.0
	2	19	9.5	9.5	12.5
	3	167	83.5	83.5	96.0
	4	8	4.0	4.0	100.0
	Total	200	100.0	100.0	

Sex

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	119	59.5	59.5	59.5
	2	81	40.5	40.5	100.0
	Total	200	100.0	100.0	

Merrital

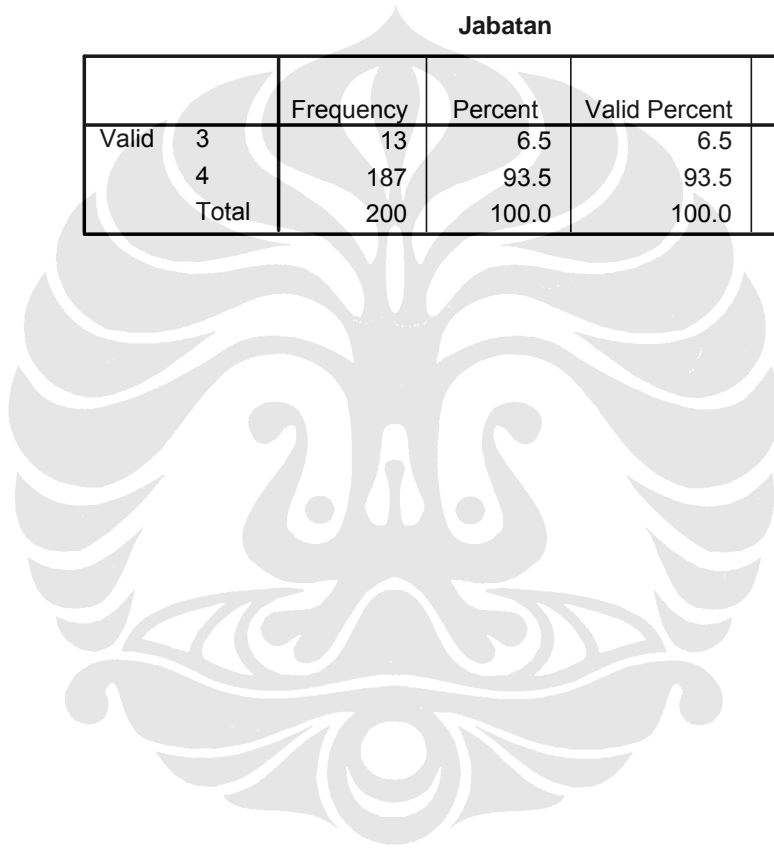
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	123	61.5	61.5	61.5
	2	74	37.0	37.0	98.5
	3	3	1.5	1.5	100.0
	Total	200	100.0	100.0	

Lamakerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	63	31.5	31.5	31.5
	2	61	30.5	30.5	62.0
	3	70	35.0	35.0	97.0
	4	6	3.0	3.0	100.0
	Total	200	100.0	100.0	

Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	6.5	6.5	6.5
	4	187	93.5	93.5	100.0
	Total	200	100.0	100.0	



Output Analisis AMOS Versi 5

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KEPEMIMP <--- SPIRITUA	.976	.105	9.295	***	
KINERJA <--- SPIRITUA	.496	.086	5.745	***	
KINERJA <--- KEPEMIMP	.233	.051	4.566	***	
MOTIVASI <--- SPIRITUA	.323	.087	3.698	***	
MOTIVASI <--- KEPEMIMP	.466	.052	9.035	***	

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
KEPEMIMP <--- SPIRITUA	.576
KINERJA <--- SPIRITUA	.406
KINERJA <--- KEPEMIMP	.323
MOTIVASI <--- SPIRITUA	.234
MOTIVASI <--- KEPEMIMP	.571

Means: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
SPIRITUA	30.886	.175	176.947	***	

Intercepts: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KEPEMIMP	-3.316	3.253	-1.019	.308	
MOTIVASI	5.950	2.219	2.682	.007	
KINERJA	7.228	2.192	3.297	***	

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
SPIRITUA	5.301	.568	9.327	***	
e1	10.178	1.091	9.327	***	
e3	4.594	.492	9.327	***	
e2	4.705	.504	9.327	***	

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
KEPEMIMP	.332
MOTIVASI	.535
KINERJA	.420

Matrices (Group number 1 - Default model)

Total Effects (Group number 1 - Default model)

	SPIRITUA	KEPEMIMP
KEPEMIMP	.976	.000
MOTIVASI	.778	.466
KINERJA	.723	.233

Standardized Total Effects (Group number 1 - Default model)

	SPIRITUA	KEPEMIMP
KEPEMIMP	.576	.000
MOTIVASI	.563	.571
KINERJA	.592	.323

Direct Effects (Group number 1 - Default model)

	SPIRITUA	KEPEMIMP
KEPEMIMP	.976	.000
MOTIVASI	.323	.466
KINERJA	.496	.233

Standardized Direct Effects (Group number 1 - Default model)

	SPIRITUA	KEPEMIMP
KEPEMIMP	.576	.000
MOTIVASI	.234	.571
KINERJA	.406	.323

Indirect Effects (Group number 1 - Default model)

	SPIRITUA	KEPEMIMP
KEPEMIMP	.000	.000
MOTIVASI	.455	.000
KINERJA	.227	.000

Standardized Indirect Effects (Group number 1 - Default model)

	SPIRITUA	KEPEMIMP
KEPEMIMP	.000	.000

	SPIRITUA	KEPEMIMP
MOTIVASI	.329	.000
KINERJA	.186	.000

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	13	30.305	1	.000	30.305
Saturated model	14	.000	0		
Independence model	8	328.392	6	.000	54.732

Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	.908	.446	.910	.455	.909
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.167	.151	.152
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	29.305	14.901	51.121
Saturated model	.000	.000	.000
Independence model	322.392	266.708	385.489

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	.174	.168	.086	.294
Saturated model	.000	.000	.000	.000
Independence model	1.887	1.853	1.533	2.215

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.410	.293	.542	.000
Independence model	.556	.505	.608	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	56.305	57.074		
Saturated model	28.000	28.828		
Independence model	344.392	344.866		

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	.324	.241	.449	.328
Saturated model	.161	.161	.161	.166
Independence model	1.979	1.659	2.342	1.982

HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	23	39
Independence model	7	9

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
118	9.432	.051	1.000
99	9.206	.056	1.000
134	8.876	.064	.999
49	8.727	.068	.998
83	8.133	.087	.999
85	8.122	.087	.998
142	7.854	.097	.999
72	7.703	.103	.998
113	7.644	.106	.996
173	7.584	.108	.993
102	7.530	.110	.988
106	7.343	.119	.990
159	7.188	.126	.990
29	7.183	.127	.981
17	7.183	.127	.965
4	7.183	.127	.940

Observation number	Mahalanobis d-squared	p1	p2
131	7.143	.129	.916
145	7.136	.129	.875
148	7.130	.129	.822
41	7.058	.133	.796
87	6.802	.147	.867
94	6.653	.155	.885
117	6.653	.155	.836
128	6.603	.158	.808
82	6.583	.160	.757
96	6.503	.165	.746
5	6.179	.186	.883
167	6.109	.191	.875
12	6.073	.194	.850
1	6.062	.195	.806
7	6.034	.197	.768
166	6.028	.197	.711
57	5.983	.200	.681
89	5.951	.203	.640
139	5.937	.204	.581
45	5.760	.218	.679
37	5.760	.218	.610
33	5.760	.218	.538
22	5.760	.218	.465
100	5.677	.225	.479
91	5.677	.225	.408
27	5.499	.240	.527
174	5.464	.243	.495
74	5.420	.247	.473
112	5.401	.249	.425
70	5.374	.251	.387
65	5.326	.255	.373
26	5.326	.255	.311
81	5.258	.262	.318
2	5.252	.262	.267
121	5.243	.263	.222
13	5.234	.264	.182
169	5.207	.267	.159
73	5.128	.274	.176
21	5.101	.277	.155
36	5.101	.277	.119
132	4.960	.291	.180
46	4.925	.295	.165
34	4.925	.295	.128

Observation number	Mahalanobis d-squared	p1	p2
30	4.925	.295	.097
19	4.925	.295	.072
136	4.886	.299	.067
18	4.880	.300	.051
75	4.852	.303	.044
155	4.779	.311	.051
101	4.711	.318	.057
14	4.691	.321	.047
6	4.676	.322	.038
16	4.676	.322	.026
133	4.672	.323	.019
103	4.647	.325	.016
110	4.633	.327	.012
108	4.564	.335	.014
78	4.526	.339	.013
9	4.526	.339	.009
175	4.482	.345	.009
28	4.421	.352	.010
15	4.421	.352	.006
51	4.406	.354	.005
32	4.241	.374	.015
69	4.154	.386	.022
55	4.151	.386	.016
10	4.135	.388	.012
86	4.094	.393	.012
3	3.931	.415	.036
105	3.927	.416	.026
170	3.812	.432	.049
38	3.772	.438	.049
23	3.772	.438	.035
58	3.757	.440	.029
44	3.715	.446	.029
40	3.715	.446	.021
60	3.649	.456	.026
42	3.649	.456	.018
67	3.626	.459	.016
140	3.624	.459	.011
104	3.613	.461	.008
119	3.601	.463	.006
123	3.596	.463	.004
160	3.541	.472	.005