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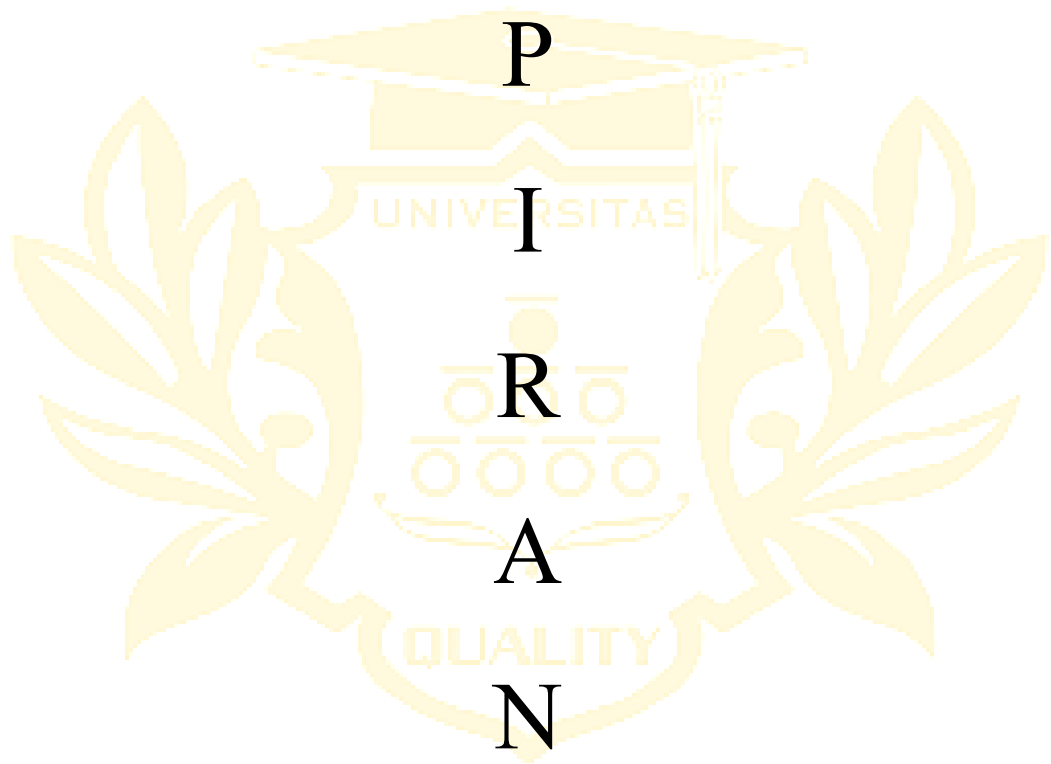
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**Lampiran 1 KUESIONER****PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL  
TERHADAP PENINGKATAN KINERJA KARYAWAN  
DI HOTEL EMERALD GARDEN MEDAN**

Kuesioner ini bertujuan untuk mengukur pengaruh gaya kepemimpinan transformasional terhadap peningkatan kinerja karyawan pada hotel emerald garden medan yang sudah bekerja lebih dari 1 tahun. Penelitian dilakukan dengan menggunakan skala Likert, dengan pilihan jawaban sebagai berikut:

**I DATA UMUM RESPONDEN**

1. Nama :
2. Usia :
3. Jenis Kelamin :
4. Lama Bekerja :

**II PETUNJUK PENGISIAN**

1. SANGAT TIDAK SETUJU (STS)
2. TIDAK SETUJU (TS)
3. KURANG SETUJU (KS)
4. SETUJU (S)
5. SANGAT SETUJU (SS)

### III DAFTAR PERNYATAAN

#### a. Variabel Kepemimpinan Transformasional (x)

| NO                                   | PERNYATAAN   | SS | S | KS | TS | STS |
|--------------------------------------|--|----|---|----|----|-----|
| <b>PENGARU IDEAL</b>                 |  |    |   |    |    |     |
| 1                                    | Pemimpin saya bertindak sebagai panutan yang jujur dan berintegritas.                |    |   |    |    |     |
| 2                                    | Saya merasa percaya dan menghormati pemimpin saya karena komitmen yang ia tunjukkan. |    |   |    |    |     |
| <b>MOTIVASI INSPIRASI</b>            |  |    |   |    |    |     |
| 3                                    | Pemimpin saya mampu menginspirasi saya melalui visi dan misi yang jelas.             |    |   |    |    |     |
| 4                                    | Pemimpin saya meningkatkan semangat kerja saya melalui optimisme dan antusiasme.     |    |   |    |    |     |
| <b>STIMULASI INTELEKTUAL</b>         |  |    |   |    |    |     |
| 5                                    | Pemimpin saya mendorong saya untuk berpikir kreatif dalam menyelesaikan masalah.     |    |   |    |    |     |
| 6                                    | Saya merasa didukung oleh pemimpin saya untuk menemukan solusi inovatif.             |    |   |    |    |     |
| <b>PERTIMBANGAN INDIVIDUAL</b>       |  |    |   |    |    |     |
| 7                                    | Pemimpin saya memberi perhatian khusus pada kebutuhan dan perkembangan saya.         |    |   |    |    |     |
| 8                                    | Pemimpin saya mendukung saya untuk mengembangkan potensi diri.                       |    |   |    |    |     |
| <b>DUKUNGAN EMOSIONAL DAN EMPATI</b> |  |    |   |    |    |     |
| 9                                    | Pemimpin saya menunjukkan empati terhadap kondisi saya di tempat kerja.              |    |   |    |    |     |
| 10                                   | Pemimpin saya menciptakan suasana kerja yang nyaman dan mendukung loyalitas.         |    |   |    |    |     |

**b. Variabel Kinerja Karyawan (y)**

| NO                     | PERNYATAAN   | SS | S | KS | TS | STS |
|------------------------|--|----|---|----|----|-----|
| <b>KUALITAS KERJA</b>  |  |    |   |    |    |     |
| 1                      | Saya menyelesaikan tugas dengan kualitas yang sesuai dengan standar perusahaan.    |    |   |    |    |     |
| 2                      | Saya menyelesaikan pekerjaan dengan ketelitian dan akurasi tinggi.                 |    |   |    |    |     |
| <b>PRODUKTIVITAS</b>   |  |    |   |    |    |     |
| 3                      | Saya menyelesaikan pekerjaan dengan efisiensi tinggi dan tepat waktu.              |    |   |    |    |     |
| 4                      | Saya dapat mengelola waktu dengan baik untuk menyelesaikan pekerjaan.              |    |   |    |    |     |
| <b>KETEPATAN WAKTU</b> |  |    |   |    |    |     |
| 5                      | Saya menyelesaikan tugas sesuai dengan batas waktu yang telah ditentukan.          |    |   |    |    |     |
| 6                      | Saya disiplin dalam memenuhi jadwal kerja yang telah ditetapkan.                   |    |   |    |    |     |
| <b>INISIATIF</b>       |  |    |   |    |    |     |
| 7                      | Saya memiliki inisiatif untuk melakukan pekerjaan tanpa menunggu instruksi.        |    |   |    |    |     |
| 8                      | Saya berinisiatif untuk mencari solusi bagi masalah yang dihadapi di tempat kerja. |    |   |    |    |     |
| <b>KERJASAMA TIM</b>   |  |    |   |    |    |     |
| 9                      | Saya mampu bekerja sama dengan rekan kerja untuk mencapai tujuan bersama.          |    |   |    |    |     |
| 10                     | Saya mendukung terciptanya lingkungan kerja yang harmonis dan produktif.           |    |   |    |    |     |

**Lampiran 2 JAWABAN KUESIONER VARIABEL GAYA KEPEMIMPINAN TRANSFORMASIONAL (X)**

| No.<br>Responden | Kepemimpinan Transformasional (X) |     |     |     |     |     |     |     |     |      | TotalX |
|------------------|-----------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|--------|
|                  | X.1                               | X.2 | X.3 | X.4 | X.5 | X.6 | X.7 | X.8 | X.9 | X.10 |        |
| 1                | 4                                 | 5   | 5   | 4   | 5   | 4   | 5   | 4   | 5   | 5    | 46     |
| 2                | 4                                 | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 5   | 4    | 43     |
| 3                | 4                                 | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 4   | 5    | 46     |
| 4                | 5                                 | 5   | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5    | 49     |
| 5                | 5                                 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50     |
| 6                | 5                                 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50     |
| 7                | 5                                 | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 4    | 48     |
| 8                | 4                                 | 3   | 4   | 5   | 5   | 5   | 5   | 4   | 3   | 4    | 42     |
| 9                | 5                                 | 4   | 5   | 4   | 5   | 4   | 5   | 5   | 5   | 4    | 46     |
| 10               | 4                                 | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 4   | 5    | 46     |
| 11               | 4                                 | 4   | 3   | 4   | 3   | 4   | 5   | 5   | 4   | 4    | 40     |
| 12               | 4                                 | 5   | 3   | 4   | 5   | 4   | 5   | 3   | 4   | 5    | 42     |
| 13               | 5                                 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50     |
| 14               | 3                                 | 3   | 2   | 1   | 2   | 2   | 1   | 3   | 2   | 4    | 23     |
| 15               | 4                                 | 4   | 5   | 3   | 4   | 4   | 4   | 4   | 4   | 5    | 41     |
| 16               | 4                                 | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 4   | 4    | 44     |
| 17               | 4                                 | 4   | 4   | 5   | 3   | 4   | 5   | 5   | 4   | 4    | 42     |
| 18               | 4                                 | 4   | 3   | 4   | 3   | 2   | 3   | 3   | 3   | 3    | 32     |
| 19               | 3                                 | 4   | 3   | 4   | 5   | 5   | 4   | 5   | 3   | 4    | 40     |
| 20               | 2                                 | 3   | 2   | 3   | 3   | 2   | 2   | 2   | 3   | 2    | 24     |
| 21               | 5                                 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50     |
| 22               | 4                                 | 4   | 3   | 4   | 4   | 4   | 4   | 5   | 5   | 4    | 41     |
| 23               | 4                                 | 4   | 5   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 41     |
| 24               | 5                                 | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 49     |
| 25               | 5                                 | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 4   | 5    | 43     |
| 26               | 3                                 | 4   | 5   | 5   | 4   | 3   | 5   | 3   | 4   | 5    | 41     |
| 27               | 5                                 | 5   | 5   | 5   | 5   | 5   | 1   | 5   | 5   | 5    | 46     |
| 28               | 5                                 | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50     |
| 29               | 5                                 | 3   | 4   | 4   | 3   | 3   | 5   | 4   | 5   | 5    | 41     |
| 30               | 5                                 | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 4   | 4    | 45     |
| 31               | 4                                 | 5   | 4   | 5   | 5   | 5   | 5   | 4   | 5   | 5    | 47     |
| 32               | 4                                 | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5    | 42     |
| 33               | 4                                 | 4   | 4   | 4   | 4   | 4   | 3   | 5   | 5   | 5    | 42     |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 34 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 35 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 45 |
| 36 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 37 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 38 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 48 |
| 39 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 43 |
| 40 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 41 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 47 |
| 42 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| 43 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 44 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 45 |
| 45 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 43 |
| 46 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 47 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 48 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 50 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 47 |
| 51 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| 52 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 45 |
| 53 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 54 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 55 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 56 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| 57 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 58 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 59 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 61 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 62 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 46 |
| 63 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 64 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 47 |
| 65 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 66 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 67 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 68 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 69 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 5 | 46 |
| 70 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 45 |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 71 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 46 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 73 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 47 |
| 74 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 75 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 76 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 77 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 78 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 45 |
| 79 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 80 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 81 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 47 |
| 82 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 83 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 84 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 85 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 86 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 87 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 88 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| 89 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 90 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 91 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 92 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |



**JAWABAN KUESIONER VARIABEL PENINGKATAN KINERJA  
KARYAWAN (Y)**

| NO.<br>Responden | Peningkatan Kinerja Karyawan (Y) |     |     |     |     |     |     |     |     |      | TotalY |
|------------------|----------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|------|--------|
|                  | Y.1                              | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |        |
| 1                | 4                                | 4   | 5   | 4   | 5   | 4   | 4   | 5   | 4   | 5    | 44     |
| 2                | 5                                | 4   | 5   | 4   | 5   | 4   | 5   | 4   | 5   | 4    | 45     |
| 3                | 5                                | 5   | 5   | 5   | 4   | 5   | 4   | 5   | 4   | 5    | 47     |
| 4                | 4                                | 4   | 4   | 5   | 4   | 5   | 4   | 5   | 5   | 5    | 45     |
| 5                | 5                                | 5   | 5   | 5   | 4   | 5   | 5   | 5   | 5   | 5    | 49     |
| 6                | 5                                | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 5   | 5    | 48     |
| 7                | 4                                | 5   | 5   | 5   | 4   | 4   | 4   | 4   | 5   | 5    | 45     |
| 8                | 4                                | 4   | 4   | 4   | 5   | 5   | 5   | 5   | 5   | 5    | 46     |
| 9                | 3                                | 4   | 5   | 4   | 3   | 4   | 4   | 4   | 3   | 4    | 38     |
| 10               | 4                                | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 48     |
| 11               | 3                                | 4   | 5   | 4   | 3   | 5   | 3   | 4   | 4   | 5    | 40     |
| 12               | 5                                | 4   | 3   | 4   | 4   | 5   | 5   | 5   | 5   | 4    | 44     |
| 13               | 5                                | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50     |
| 14               | 3                                | 3   | 3   | 4   | 4   | 3   | 3   | 4   | 4   | 4    | 35     |
| 15               | 4                                | 4   | 4   | 4   | 5   | 4   | 3   | 4   | 4   | 5    | 41     |
| 16               | 4                                | 5   | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 4    | 45     |
| 17               | 4                                | 4   | 4   | 4   | 5   | 3   | 4   | 5   | 4   | 5    | 42     |
| 18               | 4                                | 3   | 3   | 2   | 3   | 3   | 2   | 3   | 2   | 2    | 27     |
| 19               | 3                                | 2   | 3   | 3   | 4   | 3   | 4   | 3   | 3   | 3    | 31     |
| 20               | 3                                | 3   | 3   | 2   | 2   | 3   | 2   | 2   | 3   | 5    | 28     |
| 21               | 5                                | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50     |
| 22               | 4                                | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 5    | 40     |
| 23               | 4                                | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40     |
| 24               | 5                                | 5   | 4   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 49     |
| 25               | 4                                | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 5   | 4    | 40     |
| 26               | 3                                | 4   | 5   | 4   | 3   | 5   | 4   | 3   | 5   | 4    | 40     |
| 27               | 5                                | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50     |
| 28               | 5                                | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 50     |
| 29               | 5                                | 5   | 4   | 3   | 5   | 5   | 5   | 4   | 3   | 5    | 44     |
| 30               | 4                                | 4   | 5   | 4   | 5   | 5   | 3   | 4   | 5   | 3    | 42     |
| 31               | 4                                | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5   | 5    | 49     |
| 32               | 4                                | 5   | 4   | 4   | 4   | 5   | 4   | 5   | 5   | 4    | 44     |
| 33               | 4                                | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4    | 40     |
| 34               | 5                                | 5   | 5   | 5   | 5   | 5   | 4   | 4   | 5   | 5    | 48     |



|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 35 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 46 |
| 36 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 37 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 45 |
| 38 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 46 |
| 39 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 40 | 5 | 4 | 3 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 41 |
| 41 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 45 |
| 42 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 45 |
| 43 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 45 |
| 44 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 44 |
| 45 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 46 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 43 |
| 47 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| 48 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 50 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 43 |
| 51 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 52 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 53 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 47 |
| 54 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 45 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 56 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 57 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 46 |
| 58 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 59 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 60 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 48 |
| 61 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 62 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| 63 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 47 |
| 64 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 65 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 66 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 67 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 68 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 48 |
| 69 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 45 |
| 70 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 71 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 72 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 73 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 47 |

|    |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|----|
| 74 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 75 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 48 |
| 77 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 44 |
| 78 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 79 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 80 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 3 | 45 |
| 81 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 82 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 83 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 47 |
| 84 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 85 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 44 |
| 86 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 87 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 88 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 89 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 90 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 91 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 92 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |



**Lampiran 3 UJI VALIDITAS VARIABEL GAYA KEPEMIMPINAN TRANSFORMASIONAL (X)**

|     |                     | X01    | X02    | X03    | X04    | X05    | X06    | X07    | X08    | X09    | X10    | TOTAL  |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X01 | Pearson Correlation | 1      | .350** | .526** | .352** | .349** | .445** | .314** | .581** | .397** | .343** | .688** |
|     | Sig. (2-tailed)     |        | 0.001  | 0.000  | 0.001  | 0.001  | 0.000  | 0.002  | 0.000  | 0.000  | 0.001  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X02 | Pearson Correlation | .350** | 1      | .385** | .335** | .443** | .433** | .323** | .318** | .463** | .353** | .647** |
|     | Sig. (2-tailed)     | 0.001  |        | 0.000  | 0.001  | 0.000  | 0.000  | 0.002  | 0.002  | 0.000  | 0.001  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X03 | Pearson Correlation | .526** | .385** | 1      | .448** | .450** | .415** | .353** | .367** | .491** | .434** | .727** |
|     | Sig. (2-tailed)     | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.001  | 0.000  | 0.000  | 0.000  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X04 | Pearson Correlation | .352** | .335** | .448** | 1      | .409** | .424** | .441** | .271** | .356** | .267*  | .648** |
|     | Sig. (2-tailed)     | 0.001  | 0.001  | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.009  | 0.000  | 0.010  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X05 | Pearson Correlation | .349** | .443** | .450** | .409** | 1      | .585** | .420** | .318** | .351** | .296** | .693** |
|     | Sig. (2-tailed)     | 0.001  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.002  | 0.001  | 0.004  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X06 | Pearson Correlation | .445** | .433** | .415** | .424** | .585** | 1      | .420** | .573** | .364** | .306** | .748** |
|     | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.003  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X07 | Pearson Correlation | .314** | .323** | .353** | .441** | .420** | .420** | 1      | .287** | .430** | .208*  | .652** |
|     | Sig. (2-tailed)     | 0.002  | 0.002  | 0.001  | 0.000  | 0.000  | 0.000  |        | 0.006  | 0.000  | 0.047  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X08 | Pearson Correlation | .581** | .318** | .367** | .271** | .318** | .573** | .287** | 1      | .363** | .225*  | .641** |

|  |                     |        |        |        |        |        |        |        |        |        |        |        |
|--|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|  | Sig. (2-tailed)     | 0.000  | 0.002  | 0.000  | 0.009  | 0.002  | 0.000  | 0.006  |        | 0.000  | 0.031  | 0.000  |
|  | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X09  | Pearson Correlation | .397** | .463** | .491** | .356** | .351** | .364** | .430** | .363** | 1      | .384** | .687** |
|  | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.001  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  |
|  | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X10  | Pearson Correlation | .343** | .353** | .434** | .267*  | .296** | .306** | .208*  | .225*  | .384** | 1      | .552** |
|  | Sig. (2-tailed)     | 0.001  | 0.001  | 0.000  | 0.010  | 0.004  | 0.003  | 0.047  | 0.031  | 0.000  |        | 0.000  |
|  | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| TOTAL  | Pearson Correlation | .688** | .647** | .727** | .648** | .693** | .748** | .652** | .641** | .687** | .552** | 1      |
|  | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        |
|  | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |        |        |        |        |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |        |        |        |        |

### UJI VALIDITAS VARIABEL PENINGKATAN KINERJA KARYAWAN (Y)

|     |                     | Y01    | Y02    | Y03    | Y04    | Y05    | Y06    | Y07    | Y08    | Y09    | Y10    | TOTAL  |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Y01 | Pearson Correlation | 1      | .464** | 0.150  | .394** | .281** | .303** | .363** | .394** | .320** | 0.106  | .580** |
|     | Sig. (2-tailed)     |        | 0.000  | 0.153  | 0.000  | 0.007  | 0.003  | 0.000  | 0.000  | 0.002  | 0.313  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y02 | Pearson Correlation | .464** | 1      | .464** | .488** | .283** | .477** | .499** | .448** | .400** | .316** | .743** |
|     | Sig. (2-tailed)     | 0.000  |        | 0.000  | 0.000  | 0.006  | 0.000  | 0.000  | 0.000  | 0.000  | 0.002  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y03 | Pearson Correlation | 0.150  | .464** | 1      | .516** | .313** | .372** | .432** | .266*  | .404** | 0.178  | .627** |
|     | Sig. (2-tailed)     | 0.153  | 0.000  |        | 0.000  | 0.002  | 0.000  | 0.000  | 0.010  | 0.000  | 0.089  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y04 | Pearson Correlation | .394** | .488** | .516** | 1      | .367** | .449** | .479** | .402** | .451** | .225*  | .737** |
|     | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.031  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y05 | Pearson Correlation | .281** | .283** | .313** | .367** | 1      | .351** | .379** | .374** | .310** | 0.150  | .591** |
|     | Sig. (2-tailed)     | 0.007  | 0.006  | 0.002  | 0.000  |        | 0.001  | 0.000  | 0.000  | 0.003  | 0.153  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y06 | Pearson Correlation | .303** | .477** | .372** | .449** | .351** | 1      | .416** | .388** | .364** | 0.191  | .659** |
|     | Sig. (2-tailed)     | 0.003  | 0.000  | 0.000  | 0.000  | 0.001  |        | 0.000  | 0.000  | 0.000  | 0.068  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y07 | Pearson Correlation | .363** | .499** | .432** | .479** | .379** | .416** | 1      | .435** | .377** | .301** | .731** |
|     | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.004  | 0.000  |
|     | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y08 | Pearson Correlation | .394** | .448** | .266*  | .402** | .374** | .388** | .435** | 1      | .474** | .334** | .697** |
|     | Sig. (2-tailed)     | 0.000  | 0.000  | 0.010  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.001  | 0.000  |

|  |                     |        |        |        |        |        |        |        |        |        |        |        |
|--|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|  | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y09  | Pearson Correlation | .320** | .400** | .404** | .451** | .310** | .364** | .377** | .474** | 1      | 0.182  | .659** |
|  | Sig. (2-tailed)     | 0.002  | 0.000  | 0.000  | 0.000  | 0.003  | 0.000  | 0.000  | 0.000  |        | 0.082  | 0.000  |
|  | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y10  | Pearson Correlation | 0.106  | .316** | 0.178  | .225*  | 0.150  | 0.191  | .301** | .334** | 0.182  | 1      | .462** |
|  | Sig. (2-tailed)     | 0.313  | 0.002  | 0.089  | 0.031  | 0.153  | 0.068  | 0.004  | 0.001  | 0.082  |        | 0.000  |
|  | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| TOTAL  | Pearson Correlation | .580** | .743** | .627** | .737** | .591** | .659** | .731** | .697** | .659** | .462** | 1      |
|  | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        |
|  | N                   | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |        |        |        |        |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |        |        |        |        |

#### Lampiran 4 UJI RELIABILITAS VARIABEL GAYA KEPEMIMPINAN TRANSFORMASIONAL(X)

##### Reliability Statistics

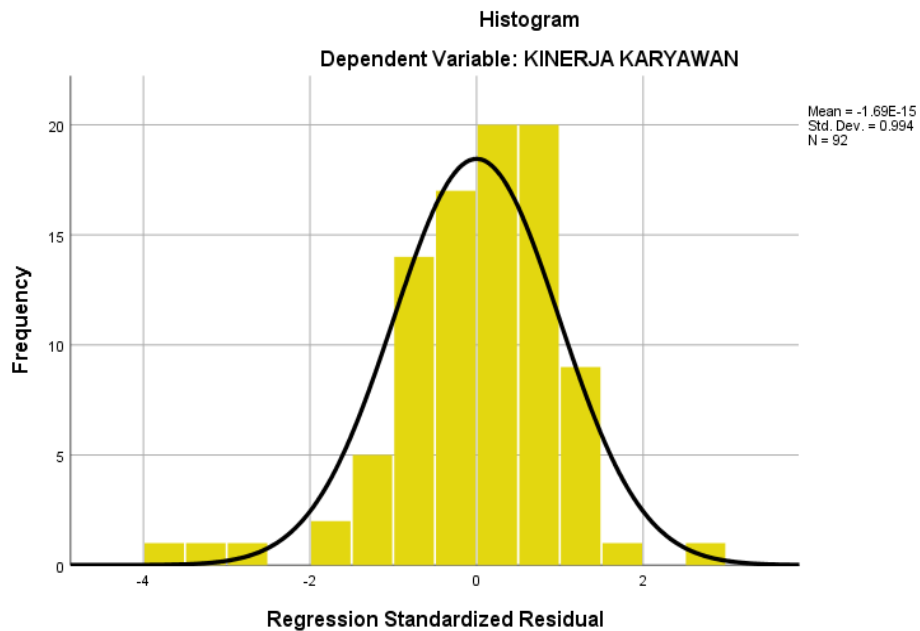
| Cronbach's Alpha | N of Items |
|------------------|------------|
| .862             | 10         |

#### UJI RELIABILITAS VARIABEL KINERJA KARYAWAN (Y)

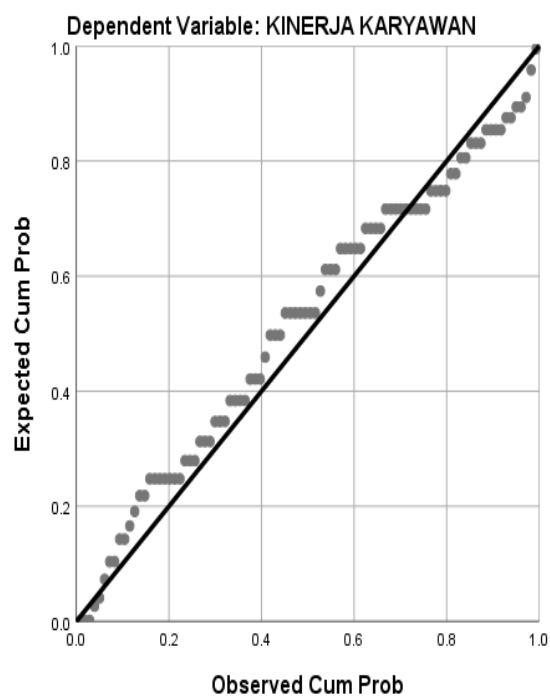
##### Reliability Statistics

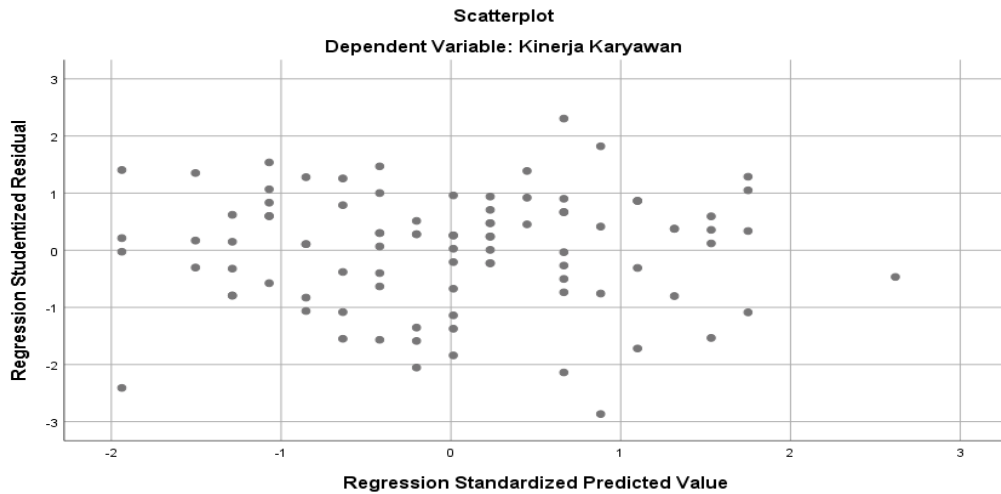
| Cronbach's Alpha | N of Items |
|------------------|------------|
| .862             | 10         |

## Lampiran 5 UJI ASUMSI KLASIK



Normal P-P Plot of Regression Standardized Residual





### Lampiran 6 HASIL UJI REGRESI LINEAR SEDERHANA

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 1025.992       | 1  | 1025.992    | 152.759 | .000 <sup>b</sup> |
|       | Residual   | 604.476        | 90 | 6.716       |         |                   |
|       | Total      | 1630.467       | 91 |             |         |                   |

a. Dependent Variable: Peningkatan Kinerja Karyawan

b. Predictors: (Constant), Gaya kepemimpinan Transformasional

### Lampiran 7 HASIL UJI HIPOTESIS

#### Coefficients<sup>a</sup>

| Model |                                    | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------------------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                                    | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)                         | 11.019                      | 2.769      |                           | 3.980  | .000 |
|       | Gaya kepemimpinan Transformasional | .750                        | .061       | .793                      | 12.360 | .000 |

a. Dependent Variable: Peningkatan Kinerja Karyawan



### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .793 <sup>a</sup> | .629     | .625              | 2.592                      |

a. Predictors: (Constant), Gaya kepemimpinan Transformasional

### Lampiran 8 TABEL r

**Tabel r untuk df = 51 - 100**

| df = (N-2) | Tingkat signifikansi untuk uji satu arah |        |        |        |        |
|------------|--|--------|--------|--------|--------|
|            | 0.05                                     | 0.025  | 0.01   | 0.005  | 0.0005 |
|            | Tingkat signifikansi untuk uji dua arah  |        |        |        |        |
|            | 0.1                                      | 0.05   | 0.02   | 0.01   | 0.001  |
| 51         | 0.2284                                   | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52         | 0.2262                                   | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53         | 0.2241                                   | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54         | 0.2221                                   | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55         | 0.2201                                   | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56         | 0.2181                                   | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57         | 0.2162                                   | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58         | 0.2144                                   | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59         | 0.2126                                   | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60         | 0.2108                                   | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61         | 0.2091                                   | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62         | 0.2075                                   | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63         | 0.2058                                   | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64         | 0.2042                                   | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65         | 0.2027                                   | 0.2404 | 0.2837 | 0.3126 | 0.3931 |

|           |        |        |        |        |        |
|-----------|--------|--------|--------|--------|--------|
| <b>66</b> | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| <b>67</b> | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| <b>68</b> | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| <b>69</b> | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| <b>70</b> | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |

|            |        |        |        |        |        |
|------------|--------|--------|--------|--------|--------|
| <b>71</b>  | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| <b>72</b>  | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| <b>73</b>  | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| <b>74</b>  | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| <b>75</b>  | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |
| <b>76</b>  | 0.1876 | 0.2227 | 0.2630 | 0.2900 | 0.3655 |
| <b>77</b>  | 0.1864 | 0.2213 | 0.2613 | 0.2882 | 0.3633 |
| <b>78</b>  | 0.1852 | 0.2199 | 0.2597 | 0.2864 | 0.3611 |
| <b>79</b>  | 0.1841 | 0.2185 | 0.2581 | 0.2847 | 0.3589 |
| <b>80</b>  | 0.1829 | 0.2172 | 0.2565 | 0.2830 | 0.3568 |
| <b>81</b>  | 0.1818 | 0.2159 | 0.2550 | 0.2813 | 0.3547 |
| <b>82</b>  | 0.1807 | 0.2146 | 0.2535 | 0.2796 | 0.3527 |
| <b>83</b>  | 0.1796 | 0.2133 | 0.2520 | 0.2780 | 0.3507 |
| <b>84</b>  | 0.1786 | 0.2120 | 0.2505 | 0.2764 | 0.3487 |
| <b>85</b>  | 0.1775 | 0.2108 | 0.2491 | 0.2748 | 0.3468 |
| <b>86</b>  | 0.1765 | 0.2096 | 0.2477 | 0.2732 | 0.3449 |
| <b>87</b>  | 0.1755 | 0.2084 | 0.2463 | 0.2717 | 0.3430 |
| <b>88</b>  | 0.1745 | 0.2072 | 0.2449 | 0.2702 | 0.3412 |
| <b>89</b>  | 0.1735 | 0.2061 | 0.2435 | 0.2687 | 0.3393 |
| <b>90</b>  | 0.1726 | 0.2050 | 0.2422 | 0.2673 | 0.3375 |
| <b>91</b>  | 0.1716 | 0.2039 | 0.2409 | 0.2659 | 0.3358 |
| <b>92</b>  | 0.1707 | 0.2028 | 0.2396 | 0.2645 | 0.3341 |
| <b>93</b>  | 0.1698 | 0.2017 | 0.2384 | 0.2631 | 0.3323 |
| <b>94</b>  | 0.1689 | 0.2006 | 0.2371 | 0.2617 | 0.3307 |
| <b>95</b>  | 0.1680 | 0.1996 | 0.2359 | 0.2604 | 0.3290 |
| <b>96</b>  | 0.1671 | 0.1986 | 0.2347 | 0.2591 | 0.3274 |
| <b>97</b>  | 0.1663 | 0.1975 | 0.2335 | 0.2578 | 0.3258 |
| <b>98</b>  | 0.1654 | 0.1966 | 0.2324 | 0.2565 | 0.3242 |
| <b>99</b>  | 0.1646 | 0.1956 | 0.2312 | 0.2552 | 0.3226 |
| <b>100</b> | 0.1638 | 0.1946 | 0.2301 | 0.2540 | 0.3211 |

## Lampiran 9 TABEL t

## Titik Presentase Distribusi t (df = 81 – 120)

| 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   |
| 81  | 0.67753 | 1.29209 | 1.66388 | 1.98969 | 2.37327 | 2.63790 | 3.19392 |
| 82  | 0.67749 | 1.29196 | 1.66365 | 1.98932 | 2.37269 | 2.63712 | 3.19262 |
| 83  | 0.67746 | 1.29183 | 1.66342 | 1.98896 | 2.37212 | 2.63637 | 3.19135 |
| 84  | 0.67742 | 1.29171 | 1.66320 | 1.98861 | 2.37156 | 2.63563 | 3.19011 |
| 85  | 0.67739 | 1.29159 | 1.66298 | 1.98827 | 2.37102 | 2.63491 | 3.18890 |
| 86  | 0.67735 | 1.29147 | 1.66277 | 1.98793 | 2.37049 | 2.63421 | 3.18772 |
| 87  | 0.67732 | 1.29136 | 1.66256 | 1.98761 | 2.36998 | 2.63353 | 3.18657 |
| 88  | 0.67729 | 1.29125 | 1.66235 | 1.98729 | 2.36947 | 2.63286 | 3.18544 |
| 89  | 0.67726 | 1.29114 | 1.66216 | 1.98698 | 2.36898 | 2.63220 | 3.18434 |
| 90  | 0.67723 | 1.29103 | 1.66196 | 1.98667 | 2.36850 | 2.63157 | 3.18327 |
| 91  | 0.67720 | 1.29092 | 1.66177 | 1.98638 | 2.36803 | 2.63094 | 3.18222 |
| 92  | 0.67717 | 1.29082 | 1.66159 | 1.98609 | 2.36757 | 2.63033 | 3.18119 |
| 93  | 0.67714 | 1.29072 | 1.66140 | 1.98580 | 2.36712 | 2.62973 | 3.18019 |
| 94  | 0.67711 | 1.29062 | 1.66123 | 1.98552 | 2.36667 | 2.62915 | 3.17921 |
| 95  | 0.67708 | 1.29053 | 1.66105 | 1.98525 | 2.36624 | 2.62858 | 3.17825 |
| 96  | 0.67705 | 1.29043 | 1.66088 | 1.98498 | 2.36582 | 2.62802 | 3.17731 |
| 97  | 0.67703 | 1.29034 | 1.66071 | 1.98472 | 2.36541 | 2.62747 | 3.17639 |
| 98  | 0.67700 | 1.29025 | 1.66055 | 1.98447 | 2.36500 | 2.62693 | 3.17549 |
| 99  | 0.67698 | 1.29016 | 1.66039 | 1.98422 | 2.36461 | 2.62641 | 3.17460 |
| 100 | 0.67695 | 1.29007 | 1.66023 | 1.98397 | 2.36422 | 2.62589 | 3.17374 |
| 101 | 0.67693 | 1.28999 | 1.66008 | 1.98373 | 2.36384 | 2.62539 | 3.17289 |
| 102 | 0.67690 | 1.28991 | 1.65993 | 1.98350 | 2.36346 | 2.62489 | 3.17206 |
| 103 | 0.67688 | 1.28982 | 1.65978 | 1.98326 | 2.36310 | 2.62441 | 3.17125 |
| 104 | 0.67686 | 1.28974 | 1.65964 | 1.98304 | 2.36274 | 2.62393 | 3.17045 |
| 105 | 0.67683 | 1.28967 | 1.65950 | 1.98282 | 2.36239 | 2.62347 | 3.16967 |
| 106 | 0.67681 | 1.28959 | 1.65936 | 1.98260 | 2.36204 | 2.62301 | 3.16890 |
| 107 | 0.67679 | 1.28951 | 1.65922 | 1.98238 | 2.36170 | 2.62256 | 3.16815 |
| 108 | 0.67677 | 1.28944 | 1.65909 | 1.98217 | 2.36137 | 2.62212 | 3.16741 |
| 109 | 0.67675 | 1.28937 | 1.65895 | 1.98197 | 2.36105 | 2.62169 | 3.16669 |
| 110 | 0.67673 | 1.28930 | 1.65882 | 1.98177 | 2.36073 | 2.62126 | 3.16598 |
| 111 | 0.67671 | 1.28922 | 1.65870 | 1.98157 | 2.36041 | 2.62085 | 3.16528 |
| 112 | 0.67669 | 1.28916 | 1.65857 | 1.98137 | 2.36010 | 2.62044 | 3.16460 |
| 113 | 0.67667 | 1.28909 | 1.65845 | 1.98118 | 2.35980 | 2.62004 | 3.16392 |
| 114 | 0.67665 | 1.28902 | 1.65833 | 1.98099 | 2.35950 | 2.61964 | 3.16326 |
| 115 | 0.67663 | 1.28896 | 1.65821 | 1.98081 | 2.35921 | 2.61926 | 3.16262 |
| 116 | 0.67661 | 1.28889 | 1.65810 | 1.98063 | 2.35892 | 2.61888 | 3.16198 |
| 117 | 0.67659 | 1.28883 | 1.65798 | 1.98045 | 2.35864 | 2.61850 | 3.16135 |
| 118 | 0.67657 | 1.28877 | 1.65787 | 1.98027 | 2.35837 | 2.61814 | 3.16074 |
| 119 | 0.67656 | 1.28871 | 1.65776 | 1.98010 | 2.35809 | 2.61778 | 3.16013 |
| 120 | 0.67654 | 1.28865 | 1.65765 | 1.97993 | 2.35782 | 2.61742 | 3.15954 |

## Lampiran 10 SURAT IJIN PENGUMPULAN DATA



# UNIVERSITAS QUALITY

## FAKULTAS SOSIAL DAN HUKUM

Jl. Ringroad - Ngumban Surbakti No. 18 Medan, Telp. (061) 80047003  
 web : [www.universitasquality.ac.id](http://www.universitasquality.ac.id) | e-mail : [info@universitasquality.ac.id](mailto:info@universitasquality.ac.id)

Medan, 23 September 2024

NOMOR : 4953/SPM/SOSHUM/UQ/IX/2024  
 LAMP : -  
 HAL : **Izin Pengumpulan Data.**

**Kepada Yth :**  
**Bapak/ibu Pimpinan**  
**Hotel Emerald Garden**  
 di-  
**Jl.k.l Yos Sudarso no 1**

Dengan hormat, dalam rangka pengembangan Tri Dharma Perguruan Tinggi dengan ini kami :  
 kirirkan/perkenalkan kepada Bapak/Ibu seorang Mahasiswa/i :

**Nama** : **Leonardo Manalu**  
**NPM** : **2102020040**  
**Fakultas / Jurusan** : **SOSHUM / Manajemen**  
**Program Studi** : **S1 (Strata-1)**

Saudara tersebut di atas sedang mengakhiri Perkuliahamya pada Tingkat Sarjana Sosial dan Hukum Prodi Manajemen dan untuk itu telah kami tugaskan untuk menyusun Skripsi, dengan **Judul "Pengaruh Gaya Kepemimpinan Transformasional terhadap Peningkatan Kinerja Karyawan di Hotel Emerald Garden Medan"**.

Sehubungan dengan hal tersebut di atas, kami sangat mengharapkan bantuan Bapak/Ibu agar sudi kiranya dapat memberikan Data yang diperlukan berhubungan dengan Judul Skripsi di atas.

Demikian kami sampaikan, atas perhatian dan kerja sama yang baik sebelumnya kami ucapkan terima kasih.

**Dekan,**



**Vina Maria Ompusunggu S.Sos., MSP**  
**NIDN. 0107038901**

Tembusan :  
 Ka. Prodi MANAJEMEN;

**Lampiran 11 SURAT BALASAN**

Jalan KL, Yos Sudarso no.1 Medan Sumatera Utara  
Phone.(061) 661188 Email: [info@emeraldgardenhotel.com](mailto:info@emeraldgardenhotel.com)

Medan, 24 Januari 2025

Nomor : 045/HOTEL-EGM/II/2025  
Hal : **Selesai Melakukan Penelitian**

Kepada Yth :

Bapak / ibu Pimpinan  
Universitas Quality  
Fakultas sosial dan hukum  
Di tempat

Dengan Hormat,

Sehubungan dengan surat Bapak/Ibu No. 4953/SPM/SOSHUM/UQ/IX/2024 perihal izin penelitian dengan mahasiswa :

Nama : Leonardo Manalu  
Npm : 2102020040  
Program Studi : Manajemen  
Jenjang Pendidikan : S1

Judul Penelitian: Pengaruh Gaya Kepemimpinan Transformasional terhadap Peningkatan Kinerja Karyawan di Hotel Emerald Garden Medan.

Dengan ini kami menyatakan bahwa mahasiswa tersebut telah selesai melakukan penelitian dan pengumpulan data di Hotel Emerald Garden Medan.

Demikian surat pemberitahuan ini kami sampaikan untuk dapat dipergunakan sebagaimana mestinya.

Hotel Emerald Garden Medan



**FARADILLAH S.E.**  
HRD