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Lampiran 1

1. **Identifikasi Peneliti**

**Nama : Sofya Hutagalung**

**MPM : 163114508**

**Program Studi : Manajemen**

**Fakultas :Ekonomi**

**Asal Perguruan Tinggi :Universitas Muslim Nusantara Al-Washliyah**

**(UMN AW) Medan**

**Judul Skripsi : Pengaruh Gaya Kepemimpinan Demokratis Terhadap Semangat Kerja Karyawan Di PT Indomarco Prismatama Cabang Medan’’**

Saya dalah mahasiswa Universits Muslim Nusantara Al-Washliyah Fakultas Ekonomi Jurusan Manajemen yang sedang melakukan penelitianPengaruh Gaya Kepemimpinan Demokratis Terhadap Semangat Kerja Karyawan Di PT Indomarco Prismatama Cabang Medan.Data dan informasi yang Bapak/Ibu berikan merupakan hal yang sangat berharga oleh karena itu, partisipasi dan kesediaan Bapak/Ibu dalammenjawab kuesioner ini sangat saya hargai

Akhir kata, saya ucapkan kepada responden yang telah bersedia meluangkan waktunya untuk mengisi kuesioner ini.

**Medan, Maret 2020**

**Peneliti**

**Sofya Hutagalung**

**163114508**

**II. IDENTITAS RESPONDEN**

1. Nama Responden :
2. Jenis Kelamin :
3. Umur :
4. Pendidkan : SMA Diploma/D3

Sarjana/S1 Pasca Sarjana/S2

Kriteria untuk seluruh pertanyaan adalah sebagai berikut :

| **Keterangan** | **Nilai** |
| --- | --- |
| Sangat Setuju (SS) | 5 |
| Setuju (S) | 4 |
| Krang Setuju (KS) | 3 |
| Tidak Setuju (TS) | 2 |
| Sangat Tidak Setuju (STS) | 1 |

**III. Cara PetunjukPengisian Kuesioner**

1. Berikan saya checklist (√) pada tempat yang tersedia pada jawaban yang Bapak/Ibu anggap paling sesuai
2. Setiap Pertanyaan hanya membutuhkan satu jawaban saja
3. Mohon Bapak/Ibu memberikan jawaban yang sebenar-benarnya

**IV. DAFTAR KUESIONER**

1. **Kepemimpinan Demokratis (X)**

| **No** | **Pernyataan** | **SS** | **S** | **TS** | | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | | | | |
|  | **Pemberian Penghargaan** |  | | | | |
| 1. | Karyawan yang baik pekerjaannya akan menadaptkan penghargaan oleh pimpinan |  |  |  |  | |
| 2 | Karyawan yang memiliki kinerja yang baik akan di berikan bonus oleh pemimpin |  |  |  |  | |
|  | **Pemberian Pujian** |  |  |  |  | |
| 3 | Pemimpin memberi pujian kepada karyawan yang melakukan pekerjaan dengan baik |  |  |  |  | |
| 4 | Pemimpin selaku mengapresiasi karyawan yang memiliki kinerja yang baik |  |  |  |  | |
|  | **Obyektifitas Dalam Menilai Hasil Kerja** |  |  |  |  | |
| 5 | Pemimpin sangat onyektif dalam menilai hasil kerja karyawan |  |  |  |  | |
| 6 | Pemimpin menilai cara kerja setiap karyawan |  |  |  |  | |
|  | **Dorongan Dan Arahan** |  |  |  |  | |
| 7 | Pemimpin selalu memberi arahan dan bimbingan kepada karyawan |  |  |  |  | |
| 8 | Pemimpin memberi tahu kepada karyawan jika tidak ada karyawan yang tidak mengerti dalam menjalankan tugasnya |  |  |  |  | |
|  | **Frekuensi Pengambilan Keputusan** |  |  |  |  | |
| 9 | Pemimpin tidak mau terburu-buru dalam mengambil keputusan terhadap karyawan |  |  |  |  | |
| 10 | Pemimpin sudah memikirkan frekuensi yang di terima karyawan. |  |  |  |  | |
|  | **Fasilitas Yang Diberikan Perusahaan** |  |  |  |  | |
| 11 | Fasilitas yang diberikan perusahaan terhadap perusahaan suda baik |  |  |  |  | |
| 12 | Perusahaan selalu memberikan karyawan tempat yang strategis |  |  |  |  | |

1. **Semangat Kerja (Y)**

| **No** | **Pernyataan** | **SS** | **S** | **TS** | | **STS** |
| --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | | | | |
|  | **Tingkat Produktivitas** |  | | | | |
| 1. | Tingakt produktivitas perusahaan sangat baik |  |  |  |  | |
| 2 | Karyawan selalu berusaha dalam meningkatkan produktivitas perusahaan |  |  |  |  | |
|  | **Tingkat Absensi Pekerja** |  |  |  |  | |
| 3 | Tingkat absensi kerja karyaan rendah |  |  |  |  | |
| 4 | Karyawan tidak pernah melakukan absen tanpa alasan |  |  |  |  | |
|  | **Kegelisahan dan Keluhan** |  |  |  |  | |
| 5 | Karyawan di perusahaan tidak merasakan kegelisahan dalam menjalan kan pekerjaan |  |  |  |  | |
| 6 | Karyawan yang bekerja jarang berbicara tentang keluhan pekerjaan. |  |  |  |  | |
|  | **Tingkat Kerusakan** |  |  |  |  | |
| 7 | Rendahnya kerusakan produk yang ada di perusahaan |  |  |  |  | |
| 8 | Produk yang dijual memilikimtingkat kesrusakan yang rendah |  |  |  |  | |
|  | **Tuntutan** |  |  |  |  | |
| 9 | Karyawan yang bekerja di tidak banyak menuntut dalam menjalan kan pekerjaan yang telah diberikan perusahaan |  |  |  |  | |
| 10 | Karyawan memenuhi target dalam melakukan pekerjaan |  |  |  |  | |
|  | **Pemogokan** |  |  |  |  | |
| 11 | Tidak ada karyawan yang melakukan pemogokankerja |  |  |  |  | |
| 12 | Karyawan selalu patuh apa yang ditugaskan kepada mereka |  |  |  |  | |

**Lampiran 2:**

**Tabulasi Data Variabel (X)**

| **No Responden** | **Nomor Item Peryataan** | | | | | | | | | | | | **Total X** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** |
| 1 | 2 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 3 | 2 | 3 | 2 | 31 |
| 2 | 1 | 3 | 3 | 2 | 4 | 4 | 1 | 2 | 3 | 2 | 3 | 2 | 30 |
| 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 2 | 35 |
| 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 2 | 35 |
| 5 | 4 | 3 | 1 | 2 | 4 | 4 | 3 | 2 | 3 | 2 | 1 | 2 | 31 |
| 6 | 4 | 3 | 1 | 2 | 4 | 4 | 1 | 2 | 3 | 2 | 1 | 2 | 29 |
| 7 | 4 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 1 | 3 | 32 |
| 8 | 2 | 3 | 1 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 1 | 3 | 30 |
| 9 | 4 | 3 | 5 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 5 | 3 | 40 |
| 10 | 4 | 3 | 3 | 5 | 4 | 4 | 2 | 2 | 3 | 2 | 3 | 5 | 40 |
| 11 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 38 |
| 12 | 4 | 2 | 3 | 5 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 5 | 41 |
| 13 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 37 |
| 14 | 4 | 2 | 5 | 5 | 4 | 4 | 3 | 3 | 2 | 3 | 5 | 5 | 45 |
| 15 | 4 | 2 | 3 | 5 | 4 | 4 | 5 | 3 | 2 | 3 | 3 | 5 | 43 |
| 16 | 4 | 2 | 5 | 3 | 4 | 4 | 5 | 3 | 2 | 3 | 5 | 3 | 43 |
| 17 | 4 | 2 | 5 | 5 | 4 | 4 | 3 | 3 | 2 | 3 | 5 | 5 | 45 |
| 18 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 3 | 2 | 3 | 5 | 5 | 47 |
| 19 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 4 | 5 | 5 | 49 |
| 20 | 1 | 2 | 5 | 1 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 1 | 38 |
| 21 | 4 | 2 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 45 |
| 22 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 47 |
| 23 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 5 | 44 |
| 24 | 4 | 4 | 3 | 1 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 1 | 39 |
| 25 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 47 |
| 26 | 4 | 2 | 3 | 1 | 4 | 4 | 3 | 4 | 1 | 3 | 3 | 1 | 33 |
| 27 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 47 |
| 28 | 4 | 2 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 5 | 45 |
| 29 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 2 | 38 |
| 30 | 4 | 2 | 4 | 2 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 2 | 36 |
| 31 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 3 | 2 | 4 | 2 | 39 |
| 32 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 5 | 43 |
| 33 | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 4 | 1 | 2 | 4 | 2 | 36 |
| 34 | 1 | 4 | 4 | 1 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 1 | 36 |
| 35 | 2 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 40 |
| 36 | 1 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 39 |
| 37 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 38 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 42 |
| 39 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 1 | 4 | 40 |
| 40 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 2 | 1 | 4 | 4 | 40 |
| 41 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 42 | 4 | 2 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 43 |
| 43 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 44 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 45 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 46 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 47 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 48 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 49 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 50 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 51 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 3 | 2 | 4 | 2 | 39 |
| 52 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 5 | 43 |
| 53 | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 4 | 1 | 2 | 4 | 2 | 36 |
| 54 | 1 | 4 | 4 | 1 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 1 | 36 |
| 55 | 2 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 40 |
| 56 | 1 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 39 |
| 57 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 58 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 42 |
| 59 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 1 | 4 | 40 |
| 60 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 2 | 1 | 4 | 4 | 40 |
| 61 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 62 | 4 | 2 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 43 |
| 63 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 64 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 65 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 66 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| 67 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 34 |
| **∑X** | | | | | | | | | | | | | 2600 |

**Tabulasi Data Variabel (Y)**

| **No Responden** | **Nomor Item Peryataan** | | | | | | | | | | | | **Total Y** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** |
| 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 3 | 2 | 5 | 5 | 51 |
| 2 | 4 | 5 | 4 | 4 | 5 | 5 | 2 | 2 | 3 | 2 | 4 | 5 | 45 |
| 3 | 2 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 3 | 2 | 2 | 5 | 44 |
| 4 | 4 | 5 | 4 | 4 | 5 | 5 | 2 | 2 | 3 | 2 | 4 | 5 | 45 |
| 5 | 2 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 3 | 2 | 2 | 5 | 44 |
| 6 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 3 | 2 | 5 | 5 | 50 |
| 7 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 58 |
| 8 | 2 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 2 | 5 | 47 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 10 | 2 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 51 |
| 11 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 12 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 53 |
| 13 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 54 |
| 14 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 53 |
| 15 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 16 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 53 |
| 17 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 18 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 53 |
| 19 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 5 | 3 | 5 | 50 |
| 20 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 21 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 22 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 3 | 2 | 3 | 5 | 46 |
| 23 | 5 | 5 | 4 | 4 | 5 | 5 | 2 | 2 | 3 | 2 | 5 | 5 | 47 |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 3 | 2 | 5 | 5 | 50 |
| 25 | 5 | 2 | 4 | 4 | 5 | 5 | 2 | 2 | 3 | 2 | 5 | 2 | 41 |
| 26 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 3 | 2 | 5 | 5 | 50 |
| 27 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 3 | 2 | 5 | 5 | 50 |
| 28 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 52 |
| 29 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 53 |
| 30 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 51 |
| 31 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 54 |
| 32 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 55 |
| 33 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 4 | 51 |
| 34 | 5 | 2 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 2 | 47 |
| 35 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 36 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 37 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 53 |
| 38 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 39 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 55 |
| 40 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 2 | 4 | 5 | 4 | 5 | 52 |
| 41 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 42 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 43 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 2 | 4 | 5 | 47 |
| 44 | 4 | 5 | 4 | 4 | 4 | 5 | 2 | 2 | 3 | 2 | 4 | 5 | 44 |
| 45 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 2 | 4 | 5 | 47 |
| 46 | 4 | 5 | 4 | 4 | 4 | 5 | 2 | 2 | 3 | 2 | 4 | 5 | 44 |
| 47 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 2 | 4 | 5 | 47 |
| 48 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 2 | 4 | 5 | 47 |
| 49 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 55 |
| 50 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 50 |
| 51 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 3 | 2 | 4 | 2 | 39 |
| 52 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 5 | 43 |
| 53 | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 4 | 1 | 2 | 4 | 2 | 36 |
| 54 | 1 | 4 | 4 | 1 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 1 | 36 |
| 55 | 2 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 40 |
| 56 | 1 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 39 |
| 57 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 46 |
| 58 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 42 |
| 59 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 1 | 4 | 40 |
| 60 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 2 | 1 | 4 | 4 | 40 |
| 61 | 1 | 5 | 4 | 4 | 4 | 5 | 2 | 2 | 3 | 2 | 4 | 5 | 41 |
| 62 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 2 | 4 | 5 | 47 |
| 63 | 2 | 5 | 4 | 4 | 4 | 5 | 2 | 2 | 3 | 2 | 4 | 5 | 42 |
| 64 | 2 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 2 | 4 | 5 | 45 |
| 65 | 2 | 5 | 4 | 4 | 4 | 5 | 5 | 2 | 3 | 2 | 4 | 5 | 45 |
| 66 | 2 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 67 | 2 | 5 | 4 | 4 | 4 | 5 | 2 | 2 | 3 | 2 | 4 | 5 | 42 |
| **∑Y** | | | | | |  |  |  |  |  |  |  | **3276** |

Lampiran 3:

**Hasil Output SPSS**

REGRESSION

/DESCRIPTIVES MEAN STDDEV CORR SIG N

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA CHANGE ZPP

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT VAR00002

/METHOD=ENTER VAR00001

/SCATTERPLOT=(\*ZRESID ,\*ZPRED)

/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)

/CASEWISE PLOT(ZRESID) OUTLIERS(3).

**Regression**

| **Notes** | | |
| --- | --- | --- |
| Output Created | | 09-DEC-2020 11:10:16 |
| Comments | |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 67 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /DESCRIPTIVES MEAN STDDEV CORR SIG N  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA CHANGE ZPP  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT VAR00002  /METHOD=ENTER VAR00001  /SCATTERPLOT=(\*ZRESID ,\*ZPRED)  /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)  /CASEWISE PLOT(ZRESID) OUTLIERS(3). |
| Resources | Processor Time | 00:00:04.08 |
| Elapsed Time | 00:00:05.68 |
| Memory Required | 1356 bytes |
| Additional Memory Required for Residual Plots | 912 bytes |

[DataSet0]

| **Variables Entered/Removeda** | | | |
| --- | --- | --- | --- |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Gaya Kepemimpinan Demokrati (X)b | . | Enter |
| a. Dependent Variable: Semangat Kerja (Y) | | | |
| b. All requested variables entered. | | | |

| **Model Summaryb** | | | | |
| --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|
| 1 | .978a | .957 | .956 | 1.247 |
| a. Predictors: (Constant), Gaya Kepemimpinan Demokrati (X) | | | | |
| b. Dependent Variable: Semangat Kerja (Y) | | | | |

| **ANOVAa** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2221.252 | 1 | 2221.252 | 1429.282 | .000b |
| Residual | 101.017 | 65 | 1.554 |  |  |
| Total | 2322.269 | 66 |  |  |  |
| a. Dependent Variable: Semangat Kerja (Y) | | | | | | |
| b. Predictors: (Constant), Gaya Kepemimpinan Demokrati (X) | | | | | | |

| **Coefficientsa** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 4.570 | 1.182 |  | 3.865 | .000 |
| Gaya Kepemimpinan Demokrati (X) | 1.142 | .030 | .978 | 37.806 | .000 |
| a. Dependent Variable: Semangat Kerja (Y) | | | | | | |

Lampiran 4:

**Hasil Uji Validitas Dan Reliabilitas**

| **Correlations** | | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | VAR0009 | VAR00010 | VAR00011 | VAR00012 | Gaya Kepemimpinan Demokratis (X) |
| VAR00001 | Pearson Correlation | 1 | .364\* | .719\*\* | .564\*\* | .415\* | .415\* | .606\*\* | .479\*\* | .410\* | .389\* | .719\*\* | .564\*\* | .602\*\* |
| Sig. (2-tailed) |  | .048 | .000 | .001 | .023 | .023 | .000 | .007 | .024 | .034 | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | .364\* | 1 | .791\*\* | .843\*\* | .806\*\* | .806\*\* | .811\*\* | .836\*\* | .954\*\* | .788\*\* | .791\*\* | .843\*\* | .889\*\* |
| Sig. (2-tailed) | .048 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | .719\*\* | .791\*\* | 1 | .788\*\* | .622\*\* | .622\*\* | .841\*\* | .758\*\* | .826\*\* | .655\*\* | 1.000\*\* | .788\*\* | .869\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | .564\*\* | .843\*\* | .788\*\* | 1 | .832\*\* | .832\*\* | .770\*\* | .944\*\* | .788\*\* | .761\*\* | .788\*\* | 1.000\*\* | .949\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | .415\* | .806\*\* | .622\*\* | .832\*\* | 1 | 1.000\*\* | .655\*\* | .854\*\* | .737\*\* | .775\*\* | .622\*\* | .832\*\* | .860\*\* |
| Sig. (2-tailed) | .023 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .415\* | .806\*\* | .622\*\* | .832\*\* | 1.000\*\* | 1 | .655\*\* | .854\*\* | .737\*\* | .775\*\* | .622\*\* | .832\*\* | .860\*\* |
| Sig. (2-tailed) | .023 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | .606\*\* | .811\*\* | .841\*\* | .770\*\* | .655\*\* | .655\*\* | 1 | .770\*\* | .855\*\* | .768\*\* | .841\*\* | .770\*\* | .877\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | .479\*\* | .836\*\* | .758\*\* | .944\*\* | .854\*\* | .854\*\* | .770\*\* | 1 | .784\*\* | .769\*\* | .758\*\* | .944\*\* | .951\*\* |
| Sig. (2-tailed) | .007 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR0009 | Pearson Correlation | .410\* | .954\*\* | .826\*\* | .788\*\* | .737\*\* | .737\*\* | .855\*\* | .784\*\* | 1 | .771\*\* | .826\*\* | .788\*\* | .860\*\* |
| Sig. (2-tailed) | .024 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00010 | Pearson Correlation | .389\* | .788\*\* | .655\*\* | .761\*\* | .775\*\* | .775\*\* | .768\*\* | .769\*\* | .771\*\* | 1 | .655\*\* | .761\*\* | .820\*\* |
| Sig. (2-tailed) | .034 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00011 | Pearson Correlation | .719\*\* | .791\*\* | 1.000\*\* | .788\*\* | .622\*\* | .622\*\* | .841\*\* | .758\*\* | .826\*\* | .655\*\* | 1 | .788\*\* | .869\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00012 | Pearson Correlation | .564\*\* | .843\*\* | .788\*\* | 1.000\*\* | .832\*\* | .832\*\* | .770\*\* | .944\*\* | .788\*\* | .761\*\* | .788\*\* | 1 | .949\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Gaya Kepemimpinan Demokratis (X) | Pearson Correlation | .602\*\* | .889\*\* | .869\*\* | .949\*\* | .860\*\* | .860\*\* | .877\*\* | .951\*\* | .860\*\* | .820\*\* | .869\*\* | .949\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |

**Reliability**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .969 | 12 |

| **Correlations** | | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | VAR00001 | VAR00002 | VAR00003 | VAR00004 | VAR00005 | VAR00006 | VAR00007 | VAR00008 | VAR0009 | VAR00010 | VAR00011 | VAR00012 | Semangat Kerja (Y) |
| VAR00001 | Pearson Correlation | 1 | .897\*\* | .972\*\* | .953\*\* | .962\*\* | .962\*\* | .975\*\* | .746\*\* | .730\*\* | .692\*\* | 1.000\*\* | .903\*\* | .858\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00002 | Pearson Correlation | .897\*\* | 1 | .928\*\* | .916\*\* | .931\*\* | .931\*\* | .875\*\* | .910\*\* | .890\*\* | .844\*\* | .897\*\* | .796\*\* | .861\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00003 | Pearson Correlation | .972\*\* | .928\*\* | 1 | .981\*\* | .996\*\* | .996\*\* | .947\*\* | .780\*\* | .763\*\* | .723\*\* | .972\*\* | .878\*\* | .844\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00004 | Pearson Correlation | .953\*\* | .916\*\* | .981\*\* | 1 | .977\*\* | .977\*\* | .929\*\* | .778\*\* | .811\*\* | .732\*\* | .953\*\* | .860\*\* | .862\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00005 | Pearson Correlation | .962\*\* | .931\*\* | .996\*\* | .977\*\* | 1 | 1.000\*\* | .938\*\* | .797\*\* | .779\*\* | .738\*\* | .962\*\* | .851\*\* | .837\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00006 | Pearson Correlation | .962\*\* | .931\*\* | .996\*\* | .977\*\* | 1.000\*\* | 1 | .938\*\* | .797\*\* | .779\*\* | .738\*\* | .962\*\* | .851\*\* | .837\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00007 | Pearson Correlation | .975\*\* | .875\*\* | .947\*\* | .929\*\* | .938\*\* | .938\*\* | 1 | .727\*\* | .711\*\* | .674\*\* | .975\*\* | .880\*\* | .836\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00008 | Pearson Correlation | .746\*\* | .910\*\* | .780\*\* | .778\*\* | .797\*\* | .797\*\* | .727\*\* | 1 | .865\*\* | .878\*\* | .746\*\* | .631\*\* | .814\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR0009 | Pearson Correlation | .730\*\* | .890\*\* | .763\*\* | .811\*\* | .779\*\* | .779\*\* | .711\*\* | .865\*\* | 1 | .835\*\* | .730\*\* | .617\*\* | .819\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00010 | Pearson Correlation | .692\*\* | .844\*\* | .723\*\* | .732\*\* | .738\*\* | .738\*\* | .674\*\* | .878\*\* | .835\*\* | 1 | .692\*\* | .585\*\* | .862\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00011 | Pearson Correlation | 1.000\*\* | .897\*\* | .972\*\* | .953\*\* | .962\*\* | .962\*\* | .975\*\* | .746\*\* | .730\*\* | .692\*\* | 1 | .903\*\* | .858\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| VAR00012 | Pearson Correlation | .903\*\* | .796\*\* | .878\*\* | .860\*\* | .851\*\* | .851\*\* | .880\*\* | .631\*\* | .617\*\* | .585\*\* | .903\*\* | 1 | .788\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Semangat Kerja (Y) | Pearson Correlation | .858\*\* | .861\*\* | .844\*\* | .862\*\* | .837\*\* | .837\*\* | .836\*\* | .814\*\* | .819\*\* | .862\*\* | .858\*\* | .788\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | |

**Reliability**

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .981 | 12 |