

DATA RESPONDEN

Nama :
Jenis kelamin : () Laki-laki () Perempuan
Jenjang pendidikan : () D3 () S1 () S2 () S3
Bidang / Jurusan :
Umur : tahun
Lama Bekerja : tahun

I. Kinerja Manajer (Dikembangkan oleh Mahoney et. al. 1963, dikutip dari Anastasia 2006)

Isilah pertanyaan-pertanyaan berikut sebagai proses kegiatan manajerial, yang dilakukan Bapak/Ibu dengan memberi tanda () pada skala yang paling tepat mewakili pendapat anda.

1. Bidang Perencanaan

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|------------------------------------|--------------------|---|--------------------|---|---------------------|
| | | Kinerja tidak baik | | Kinerja biasa saja | | Kinerja sangat baik |
| 1 | Menentukan Tujuan | | | | | |
| 2 | Kebijakan dan tindakan/pelaksanaan | | | | | |
| 3 | Penjadwalan Kerja | | | | | |
| 4 | Penganggaran | | | | | |
| 5 | Meraancang Prosedur | | | | | |

2. Bidang Investigasi

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|--|--------------------|---|--------------------|---|---------------------|
| | | Kinerja tidak baik | | Kinerja biasa saja | | Kinerja sangat baik |
| 1 | Mengumpulkan dan menyampaikan informasi untuk catatan, laporan dan rekening. | | | | | |
| 2 | Mengukur hasil | | | | | |
| 3 | Analisis pekerjaan | | | | | |

3. Bidang Pengkoordinasian

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|---|--------------------|---|--------------------|---|---------------------|
| | | Kinerja tidak baik | | Kinerja biasa saja | | Kinerja sangat baik |
| 1 | Tukar menukar informasi dengan orang di bagian organisasi yang lain untuk mengkaitkan dan menyesuaikan program, memberitahu bagian lain, hubungan dengan manajer lain | | | | | |

4. Bidang Evaluasi

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|---|--------------------|---|--------------------|---|---------------------|
| | | Kinerja tidak baik | | Kinerja biasa saja | | Kinerja sangat baik |
| 1 | Menilai dan mengukur proposal. | | | | | |
| 2 | Kinerja yang diamati atau dilaporkan: penilaian pegawai, penilaian catatan hasil, penilaian laporan keuangan. | | | | | |

5. Bidang Pengawasan

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|---|--------------------|---|--------------------|---|---------------------|
| | | Kinerja tidak baik | | Kinerja biasa saja | | Kinerja sangat baik |
| 1 | Mengarahkan, memimpin dan mengembangkan bawahan anda. | | | | | |
| 2 | Membimbing dan melatih | | | | | |
| 3 | Menjelaskan peraturan kerja pada bawahan. | | | | | |
| 4 | Memberikan tugas pekerjaan dan menangani. | | | | | |

6. Bidang Pemilihan Staff

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|--|--------------------|---|--------------------|---|---------------------|
| | | Kinerja tidak baik | | Kinerja biasa saja | | Kinerja sangat baik |
| 1 | Mempertahankan angkatan kerja di bagian anda. | | | | | |
| 2 | Merekrut, mewawancarai dan memilih pegawai baru. | | | | | |

7. Bidang Negosiasi

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|--|--------------------|---|--------------------|---|---------------------|
| | | Kinerja tidak baik | | Kinerja biasa saja | | Kinerja sangat baik |
| 1 | Penjualan atau melakukan kontrak untuk jasa. | | | | | |
| 2 | Tawar menawar dengan wakil penjual | | | | | |

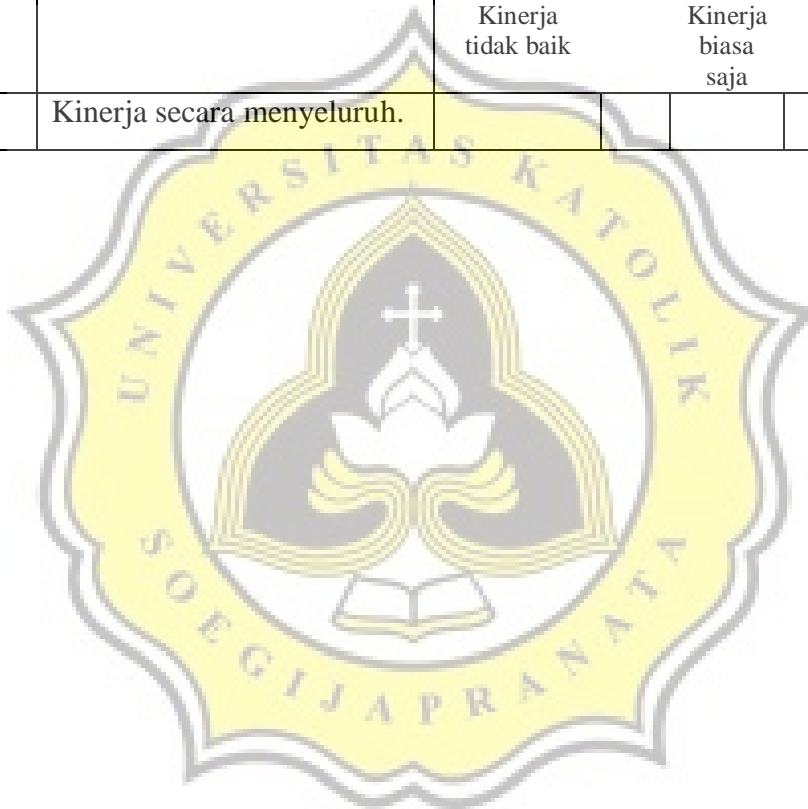
8. Bidang Perwakilan

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|------------|---|---|---|---|---|
|-----|------------|---|---|---|---|---|

| | | Kinerja tidak baik | | Kinerja biasa saja | | Kinerja sangat baik |
|---|--------------------------------------|-----------------------|--|--------------------------|--|---------------------------|
| 1 | Menghadiri pertemuan | | | | | |
| 2 | Mempromosikan tujuan umum perusahaan | | | | | |

9. Kinerja Secara menyeluruh

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|----------------------------|-----------------------|---|--------------------------|---|---------------------------|
| | | Kinerja tidak baik | | Kinerja biasa saja | | Kinerja sangat baik |
| 1 | Kinerja secara menyeluruh. | | | | | |



11. Efektifitas Team Work (Dikembangkan oleh West, 2002).

Isilah pertanyaan-pertanyaan berikut sesuai menurut respon Bapak/Ibu/saudara/I dengan memberi tanda () pada skala yang paling tepat mewakili pendapat anda.

Keterangan:

| | | | | |
|----------------------------|------------------|----------|----------|----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Sangat Tidak Setuju | Ragu-Ragu | | | Sangat Setuju |

Bagian I Komunikasi dan Inovasi

| No | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|----|--|---|---|---|---|---|
| 1 | Secara umum, team work yang anda pimpin lebih banyak berbagi informasi, daripada menahannya sendiri. | | | | | |
| 2 | Di dalam team work yang anda pimpin, anda memberikan bimbingan dalam pengembangan ide-ide baru. | | | | | |
| 3 | Di dalam team work yang anda pimpin, semua saling mempengaruhi. | | | | | |
| 4 | Team work yang anda pimpin, selalu berusaha sekuat tenaga untuk berfungsi sebaik mungkin. | | | | | |
| 5 | Team work yang anda pimpin, selalu menjaga komunikasi satu sama lain. | | | | | |
| 6 | Di dalam team work yang anda pimpin, selalu menyediakan waktu untuk | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| | menemukan ide-ide baru. | | | | | |
| 7 | Di dalam team work yang anda pimpin, setiap orang merasa dipahami dan dihargai satu sama lain. | | | | | |
| 8 | Team work yang anda pimpin, pandangan setiap orang didengar, meskipun dari kelompok minoritas. | | | | | |
| 9 | Setiap orang dalam tim yang anda pimpin, tidak pernah merasa adanya ketegangan satu sama lain. | | | | | |
| 10 | Team work yang anda pimpin, selalu bersikap terbuka dan responsif terhadap perubahan. | | | | | |
| 11 | Di dalam team work yang anda pimpin, setiap orang bekerja sama mengembangkan dan mengaplikasikan ide-ide baru. | | | | | |
| 12 | Di dalam team work yang anda pimpin, menjadi bagian dari tim adalah hal terpenting dalam bekerja. | | | | | |
| 13 | Di dalam team work yang anda pimpin, memiliki sikap kebersamaan dalam setiap hal. | | | | | |
| 14 | Di dalam team work yang anda pimpin, setiap orang sering kali berinteraksi. | | | | | |
| 15 | Team work yang anda pimpin lebih baik dari tim manapun di bidang ini | | | | | |
| 16 | Di dalam team work yang anda pimpin, setiap orang selalu memberi informasi mengenai hal-hal yang berkaitan dengan | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| | pekerjaan. | | | | | |
| 17 | Di dalam team work yang anda pimpin Selalu berbagi berbagai sumber untuk membantu penerapan ide-ide baru | | | | | |
| 18 | Di dalam team work yang anda pimpin, keharmonisan hubungan selalu terjaga baik. | | | | | |
| 19 | Di dalam team work yang anda pimpin, banyak sekali tindakan saling memberi dan menerima. | | | | | |
| 20 | Di dalam team work yang anda pimpin, setiap orang selalu berhubungan satu sama lain. | | | | | |
| 21 | Di dalam team work yang anda pimpin, selalu mencari cara-cara baru dalam memandang berbagai permasalahan. | | | | | |
| 22 | Secara konsisten, tim yang anda pimpin selalu mencapai target tertinggi. | | | | | |
| 23 | Ada upaya nyata untuk berbagi informasi dalam tim yang anda pimpin. | | | | | |
| 24 | Tim yang anda pimpin selalu bergerak maju untuk mengembangkan jawaban-jawaban baru. | | | | | |
| 25 | Team work yang anda pimpin, memberikan dukungan nyata bagi ide-ide baru dan penerapannya. | | | | | |
| 26 | Secara formal maupun informal, tim yang anda pimpin sering kali bertemu dan bercakap-cakap. | | | | | |

Keterangan:

| 1 | 2 | 3 | 4 | 5 |
|------------------------------|---|---------------------------|---|---------------|
| Tidak sama sekali | | Kadang- Kadang | | Selalu |

Bagian II Tujuan-Tujuan

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|--|---|---|---|---|---|
| 27 | Seberapa jelas anda mengerti tujuan-tujuan tim yang anda pimpin ? | | | | | |
| 28 | Seberapa jauh tujuan-tujuan tersebut anda pikir sesuai ? | | | | | |
| 29 | Seberapa jauh persetujuan anda terhadap tujuan-tujuan tersebut ? | | | | | |
| 30 | Seberapa jauh, menurut anda, tim yang anda pimpin setuju dengan tujuan-tujuan tersebut ? | | | | | |
| 31 | Seberapa jelas, menurut anda, tim yang anda pimpin mengerti akan tujuan-tujuan tim? | | | | | |
| 32 | Seberapa jauh, menurut anda, tujuan-tujuan tim tersebut dapat dicapai ? | | | | | |
| 33 | Seberapa berharganya tujuan-tujuan tim itu bagi anda ? | | | | | |
| 34 | Seberapa berharganya tujuan-tujuan tim ini bagi organisasi ? | | | | | |
| 35 | Seberapa berharganya tujuan-tujuan tim ini bagi masyarakat yang lebih luas ? | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 36 | Seberapa jauh tujuan-tujuan tersebut menurut anda cukup realistis untuk dicapai ? | | | | | |
| 37 | Seberapa jauh, menurut anda, tim yang anda pimpin bertanggung jawab terhadap tujuan-tujuan ini ? | | | | | |

Keterangan:

| | | | | |
|-----------------------|--------------|----------|----------|----------------------|
| 1 | 2 | 3 | 4 | 5 |
| Sangat Sedikit | Cukup | | | Sangat Banyak |

Bagian III Gaya Kerja

| No. | Pertanyaan | 1 | 2 | 3 | 4 | 5 |
|-----|---|---|---|---|---|---|
| 38 | Apakah dalam tim yang anda pimpin, selalu memberikan ide-ide yang berguna serta bantuan praktis, sehingga dapat bekerja secara maksimal | | | | | |
| 39 | Apakah para kolega dan anda saling memantau untuk mempertahankan standar kerja yang tinggi ? | | | | | |
| 40 | Apakah tim yang anda pimpin, siap mempertanyakan hal-hal mendasar tentang yang dikerjkannya? | | | | | |
| 41 | Apakah tim yang anda pimpin, saling memberikan kritik , untuk mendorong tercapainya hasil terbuka ? | | | | | |
| 42 | Apakah tim yang anda pimpin, saling membangun ide-ide untuk mencapai | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| | prestasi terbaik ? | | | | | |
| 43 | Apakah ada perhatian untuk mencapai standar prestasi terbaik, pada tim yang anda pimpin ? | | | | | |
| 44 | Apakah tim mempunyai kriteria yang jauh sehingga tim yang anda pimpin mau berusaha mencapai prestasi terbaik ? | | | | | |



Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 34 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 34 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .944 | 22 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| x01 | 88.7941 | 151.926 | .448 | .944 |
| x02 | 88.9118 | 145.053 | .605 | .942 |
| x03 | 89.0588 | 142.360 | .729 | .940 |
| x04 | 89.2059 | 142.653 | .715 | .940 |
| x05 | 89.0588 | 145.148 | .708 | .940 |
| x06 | 88.9118 | 146.931 | .710 | .941 |
| x07 | 89.2059 | 148.653 | .559 | .943 |
| x08 | 88.9706 | 151.484 | .537 | .943 |
| x09 | 88.7941 | 148.956 | .616 | .942 |
| x10 | 89.2647 | 141.837 | .807 | .939 |
| x11 | 88.8235 | 154.756 | .370 | .945 |
| x12 | 88.5588 | 153.284 | .614 | .943 |
| x13 | 88.8235 | 149.665 | .517 | .943 |
| x14 | 89.0000 | 141.939 | .849 | .938 |
| x15 | 88.7647 | 152.246 | .588 | .942 |
| x16 | 89.5588 | 140.072 | .694 | .941 |
| x17 | 88.9118 | 146.871 | .713 | .940 |
| x18 | 89.1176 | 144.652 | .723 | .940 |
| x19 | 89.0882 | 150.628 | .407 | .945 |
| x20 | 89.2647 | 139.776 | .844 | .938 |
| x21 | 89.0294 | 144.454 | .652 | .941 |
| x22 | 88.8235 | 147.180 | .767 | .940 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 93.2353 | 160.731 | 12.67797 | 22 |

Reliability (Putaran 1)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 34 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 34 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .936 | 44 |

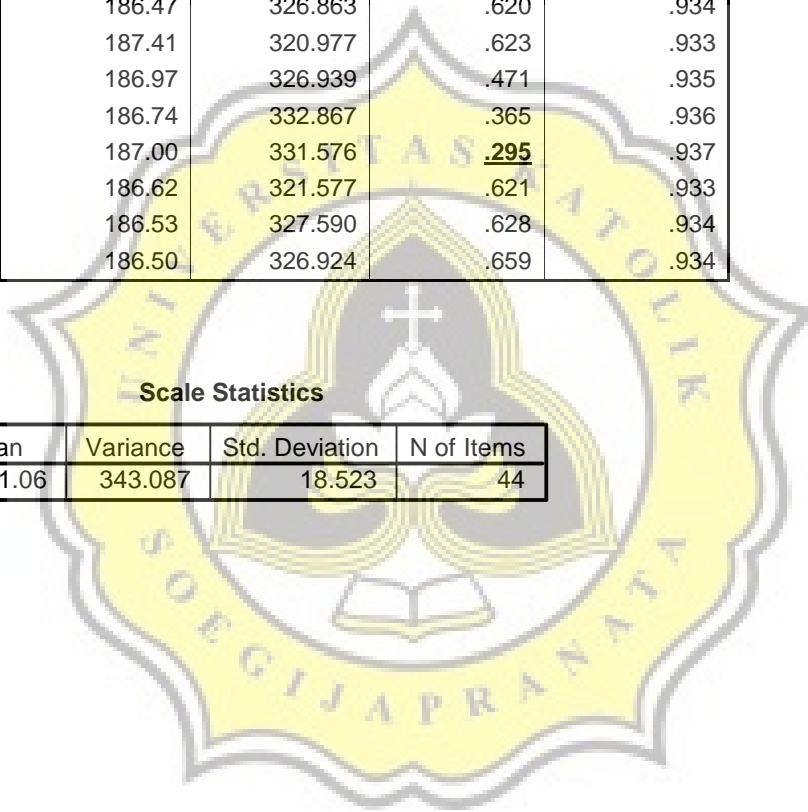
Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| y01 | 186.56 | 321.042 | .661 | .933 |
| y02 | 186.41 | 334.977 | .444 | .935 |
| y03 | 187.09 | 335.537 | .140 | .939 |
| y04 | 186.38 | 331.577 | .576 | .934 |
| y05 | 186.44 | 333.466 | .386 | .935 |
| y06 | 186.71 | 325.487 | .609 | .934 |
| y07 | 186.59 | 328.189 | .500 | .935 |
| y08 | 186.85 | 319.644 | .666 | .933 |
| y09 | 187.00 | 325.939 | .336 | .937 |
| y10 | 186.53 | 333.711 | .440 | .935 |
| y11 | 186.50 | 326.803 | .787 | .933 |
| y12 | 186.74 | 323.594 | .528 | .934 |
| y13 | 186.65 | 330.175 | .345 | .936 |
| y14 | 186.62 | 320.061 | .695 | .933 |
| y15 | 187.09 | 338.750 | .087 | .939 |
| y16 | 186.74 | 324.988 | .670 | .933 |
| y17 | 186.44 | 330.254 | .625 | .934 |
| y18 | 186.71 | 329.002 | .509 | .935 |
| y19 | 186.74 | 326.201 | .558 | .934 |
| y20 | 186.41 | 332.371 | .593 | .934 |
| y21 | 186.74 | 324.261 | .626 | .934 |
| y22 | 186.97 | 340.757 | .039 | .939 |
| y23 | 186.41 | 333.947 | .445 | .935 |
| y24 | 186.79 | 325.502 | .433 | .935 |
| y25 | 186.56 | 329.345 | .598 | .934 |

| | | | | |
|-----|--------|---------|-------------|------|
| y26 | 186.47 | 335.348 | .304 | .936 |
| y27 | 186.71 | 323.002 | .635 | .933 |
| y28 | 187.12 | 324.107 | .625 | .934 |
| y29 | 187.09 | 320.447 | .674 | .933 |
| y30 | 187.24 | 328.610 | .417 | .935 |
| y31 | 186.85 | 320.250 | .732 | .933 |
| y32 | 186.91 | 330.931 | .384 | .935 |
| y33 | 186.24 | 338.791 | .291 | .936 |
| y34 | 186.44 | 331.224 | .482 | .935 |
| y35 | 186.85 | 322.129 | .613 | .934 |
| y36 | 186.74 | 323.170 | .665 | .933 |
| y37 | 186.47 | 326.863 | .620 | .934 |
| y38 | 187.41 | 320.977 | .623 | .933 |
| y39 | 186.97 | 326.939 | .471 | .935 |
| y40 | 186.74 | 332.867 | .365 | .936 |
| y41 | 187.00 | 331.576 | .295 | .937 |
| y42 | 186.62 | 321.577 | .621 | .933 |
| y43 | 186.53 | 327.590 | .628 | .934 |
| y44 | 186.50 | 326.924 | .659 | .934 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 191.06 | 343.087 | 18.523 | 44 |



Reliability (Putaran 2)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 34 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 34 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .950 | 37 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| y01 | 186.56 | 321.042 | .661 | .933 |
| y02 | 186.41 | 334.977 | .444 | .935 |
| y03 | 187.09 | 335.537 | .140 | .939 |
| y04 | 186.38 | 331.577 | .576 | .934 |
| y05 | 186.44 | 333.466 | .386 | .935 |
| y06 | 186.71 | 325.487 | .609 | .934 |
| y07 | 186.59 | 328.189 | .500 | .935 |
| y08 | 186.85 | 319.644 | .666 | .933 |
| y09 | 187.00 | 325.939 | .336 | .937 |
| y10 | 186.53 | 333.711 | .440 | .935 |
| y11 | 186.50 | 326.803 | .787 | .933 |
| y12 | 186.74 | 323.594 | .528 | .934 |
| y13 | 186.65 | 330.175 | .345 | .936 |
| y14 | 186.62 | 320.061 | .695 | .933 |
| y15 | 187.09 | 338.750 | .087 | .939 |
| y16 | 186.74 | 324.988 | .670 | .933 |
| y17 | 186.44 | 330.254 | .625 | .934 |
| y18 | 186.71 | 329.002 | .509 | .935 |
| y19 | 186.74 | 326.201 | .558 | .934 |
| y20 | 186.41 | 332.371 | .593 | .934 |
| y21 | 186.74 | 324.261 | .626 | .934 |
| y22 | 186.97 | 340.757 | .039 | .939 |
| y23 | 186.41 | 333.947 | .445 | .935 |
| y24 | 186.79 | 325.502 | .433 | .935 |

| | | | | |
|-----|--------|---------|-------------|------|
| y25 | 186.56 | 329.345 | .598 | .934 |
| y26 | 186.47 | 335.348 | .304 | .936 |
| y27 | 186.71 | 323.002 | .635 | .933 |
| y28 | 187.12 | 324.107 | .625 | .934 |
| y29 | 187.09 | 320.447 | .674 | .933 |
| y30 | 187.24 | 328.610 | .417 | .935 |
| y31 | 186.85 | 320.250 | .732 | .933 |
| y32 | 186.91 | 330.931 | .384 | .935 |
| y33 | 186.24 | 338.791 | .291 | .936 |
| y34 | 186.44 | 331.224 | .482 | .935 |
| y35 | 186.85 | 322.129 | .613 | .934 |
| y36 | 186.74 | 323.170 | .665 | .933 |
| y37 | 186.47 | 326.863 | .620 | .934 |
| y38 | 187.41 | 320.977 | .623 | .933 |
| y39 | 186.97 | 326.939 | .471 | .935 |
| y40 | 186.74 | 332.867 | .365 | .936 |
| y41 | 187.00 | 331.576 | .295 | .937 |
| y42 | 186.62 | 321.577 | .621 | .933 |
| y43 | 186.53 | 327.590 | .628 | .934 |
| y44 | 186.50 | 326.924 | .659 | .934 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 161.50 | 298.015 | 17.263 | 37 |

Reliability (Putaran 3)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 34 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 34 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .953 | 34 |

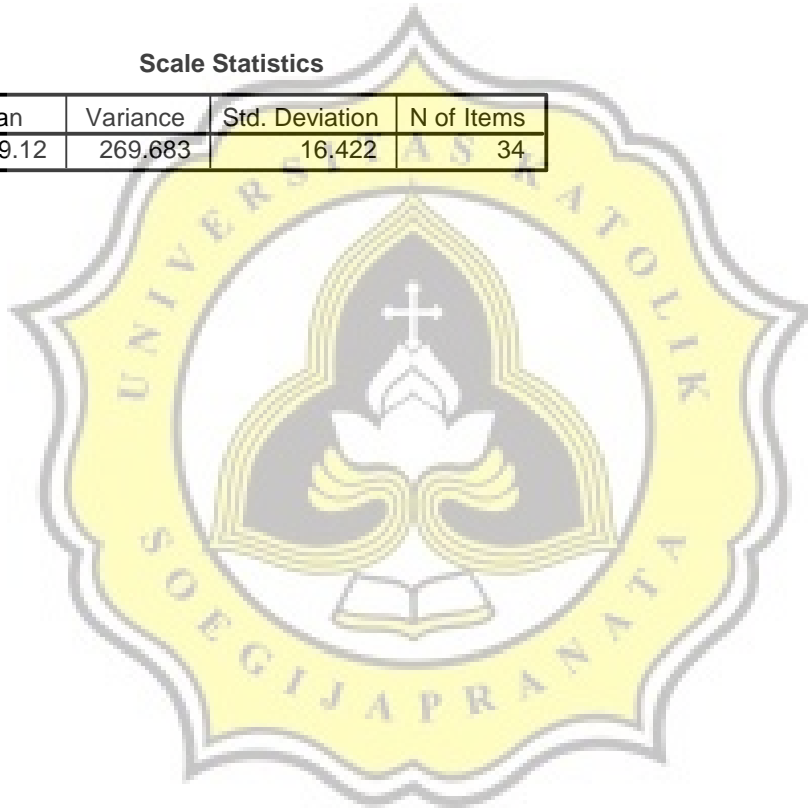
Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| y01 | 144.62 | 246.910 | .780 | .950 |
| y02 | 144.47 | 261.590 | .501 | .952 |
| y04 | 144.44 | 257.769 | .677 | .951 |
| y05 | 144.50 | 259.106 | .484 | .952 |
| y06 | 144.76 | 255.398 | .553 | .952 |
| y07 | 144.65 | 256.720 | .489 | .952 |
| y08 | 144.91 | 246.265 | .758 | .950 |
| y10 | 144.59 | 260.128 | .508 | .952 |
| y11 | 144.56 | 254.315 | .841 | .950 |
| y12 | 144.79 | 252.714 | .516 | .953 |
| y14 | 144.68 | 246.771 | .787 | .950 |
| y16 | 144.79 | 251.381 | .771 | .950 |
| y17 | 144.50 | 258.379 | .621 | .952 |
| y18 | 144.76 | 255.094 | .599 | .952 |
| y19 | 144.79 | 255.078 | .542 | .952 |
| y20 | 144.47 | 259.772 | .619 | .952 |
| y21 | 144.79 | 253.441 | .608 | .952 |
| y23 | 144.47 | 262.317 | .401 | .953 |
| y24 | 144.85 | 255.644 | .384 | .954 |
| y25 | 144.62 | 259.395 | .500 | .952 |
| y27 | 144.76 | 248.973 | .746 | .950 |
| y28 | 145.18 | 255.544 | .518 | .952 |
| y29 | 145.15 | 250.493 | .642 | .951 |
| y31 | 144.91 | 247.416 | .811 | .950 |

| | | | | |
|-----|--------|---------|------|------|
| y34 | 144.50 | 258.318 | .522 | .952 |
| y35 | 144.91 | 254.507 | .492 | .953 |
| y36 | 144.79 | 251.744 | .676 | .951 |
| y37 | 144.53 | 252.923 | .729 | .951 |
| y38 | 145.47 | 248.560 | .675 | .951 |
| y39 | 145.03 | 254.211 | .511 | .952 |
| y40 | 144.79 | 258.896 | .438 | .953 |
| y42 | 144.68 | 249.801 | .649 | .951 |
| y43 | 144.59 | 255.947 | .628 | .952 |
| y44 | 144.56 | 254.557 | .697 | .951 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|--------|----------|----------------|------------|
| 149.12 | 269.683 | 16.422 | 34 |



Frequency Table

Jenis Kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 24 | 70.6 | 70.6 | 70.6 |
| | Perempuan | 10 | 29.4 | 29.4 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

Pendidikan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | D3 | 6 | 17.6 | 17.6 | 17.6 |
| | S1 | 24 | 70.6 | 70.6 | 88.2 |
| | S2 | 4 | 11.8 | 11.8 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

Umur

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | <= 25 tahun | 4 | 11.8 | 11.8 | 11.8 |
| | 26 - 30 tahun | 16 | 47.1 | 47.1 | 58.8 |
| | 31 - 35 tahun | 6 | 17.6 | 17.6 | 76.5 |
| | 36 - 40 tahun | 7 | 20.6 | 20.6 | 97.1 |
| | > 40 tahun | 1 | 2.9 | 2.9 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

Lama Kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | <= 3 tahun | 16 | 47.1 | 47.1 | 47.1 |
| | 4 - 6 tahun | 16 | 47.1 | 47.1 | 94.1 |
| | > 6 tahun | 2 | 5.9 | 5.9 | 100.0 |
| | Total | 34 | 100.0 | 100.0 | |

Descriptives

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|-----------------------|----|---------|---------|--------|----------------|
| Kinerja Manajer | 34 | 70 | 110 | 93.24 | 12.678 |
| Efektivitas Team Work | 34 | 114 | 170 | 149.12 | 16.422 |
| Valid N (listwise) | 34 | | | | |

Kinerja Manajer

| | N | Mean | Std. Deviation | Minimum | Maximum |
|-----------|----|-------|----------------|---------|---------|
| Laki-laki | 24 | 92.00 | 12.857 | 70 | 110 |
| Perempuan | 10 | 96.20 | 12.372 | 71 | 110 |
| Total | 34 | 93.24 | 12.678 | 70 | 110 |

Kinerja Manajer

| | N | Mean | Std. Deviation | Minimum | Maximum |
|---------------|----|-------|----------------|---------|---------|
| <= 25 tahun | 4 | 88.00 | 6.377 | 83 | 97 |
| 26 - 30 tahun | 16 | 93.75 | 12.964 | 70 | 110 |
| 31 - 35 tahun | 6 | 93.83 | 12.687 | 78 | 110 |
| 36 - 40 tahun | 7 | 97.57 | 13.891 | 74 | 110 |
| > 40 tahun | 1 | 72.00 | . | 72 | 72 |
| Total | 34 | 93.24 | 12.678 | 70 | 110 |

Kinerja Manajer

| | N | Mean | Std. Deviation | Minimum | Maximum |
|-------|----|-------|----------------|---------|---------|
| D3 | 6 | 76.83 | 6.585 | 70 | 84 |
| S1 | 24 | 96.29 | 10.323 | 74 | 110 |
| S2 | 4 | 99.50 | 14.617 | 78 | 110 |
| Total | 34 | 93.24 | 12.678 | 70 | 110 |

Kinerja Manajer

| | N | Mean | Std. Deviation | Minimum | Maximum |
|-------------|----|--------|----------------|---------|---------|
| <= 3 tahun | 16 | 92.38 | 13.701 | 70 | 110 |
| 4 - 6 tahun | 16 | 93.25 | 12.348 | 74 | 110 |
| > 6 tahun | 2 | 100.00 | 9.899 | 93 | 107 |
| Total | 34 | 93.24 | 12.678 | 70 | 110 |

Efektivitas Team Work

| | N | Mean | Std. Deviation | Minimum | Maximum |
|-----------|----|--------|----------------|---------|---------|
| Laki-laki | 24 | 146.83 | 17.284 | 114 | 170 |
| Perempuan | 10 | 154.60 | 13.343 | 136 | 170 |
| Total | 34 | 149.12 | 16.422 | 114 | 170 |

Efektivitas Team Work

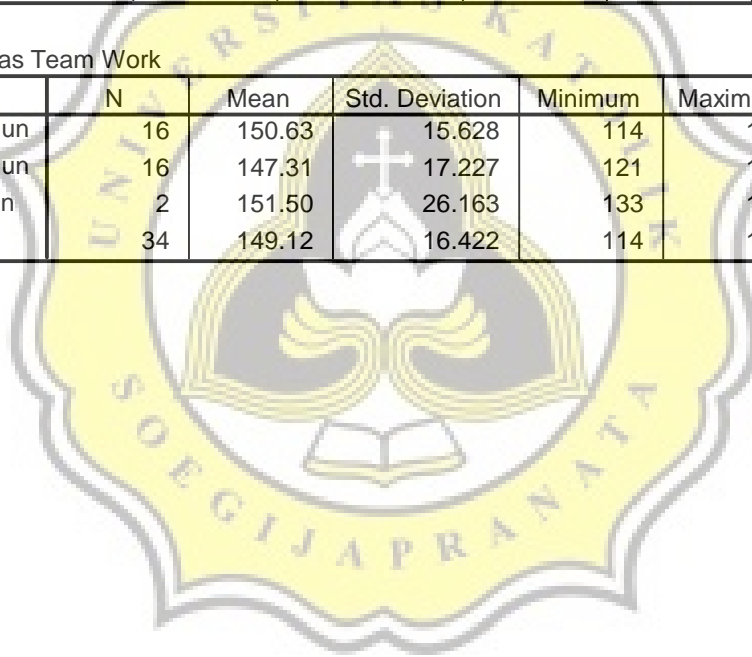
| | N | Mean | Std. Deviation | Minimum | Maximum |
|---------------|----|--------|----------------|---------|---------|
| <= 25 tahun | 4 | 141.75 | 21.329 | 114 | 159 |
| 26 - 30 tahun | 16 | 147.50 | 15.655 | 121 | 170 |
| 31 - 35 tahun | 6 | 155.33 | 13.938 | 136 | 170 |
| 36 - 40 tahun | 7 | 150.71 | 19.712 | 121 | 170 |
| > 40 tahun | 1 | 156.00 | . | 156 | 156 |
| Total | 34 | 149.12 | 16.422 | 114 | 170 |

Efektivitas Team Work

| | N | Mean | Std. Deviation | Minimum | Maximum |
|-------|----|--------|----------------|---------|---------|
| D3 | 6 | 142.00 | 13.928 | 121 | 159 |
| S1 | 24 | 148.88 | 16.703 | 114 | 170 |
| S2 | 4 | 161.25 | 14.361 | 140 | 170 |
| Total | 34 | 149.12 | 16.422 | 114 | 170 |

Efektivitas Team Work

| | N | Mean | Std. Deviation | Minimum | Maximum |
|-------------|----|--------|----------------|---------|---------|
| <= 3 tahun | 16 | 150.63 | 15.628 | 114 | 170 |
| 4 - 6 tahun | 16 | 147.31 | 17.227 | 121 | 170 |
| > 6 tahun | 2 | 151.50 | 26.163 | 133 | 170 |
| Total | 34 | 149.12 | 16.422 | 114 | 170 |



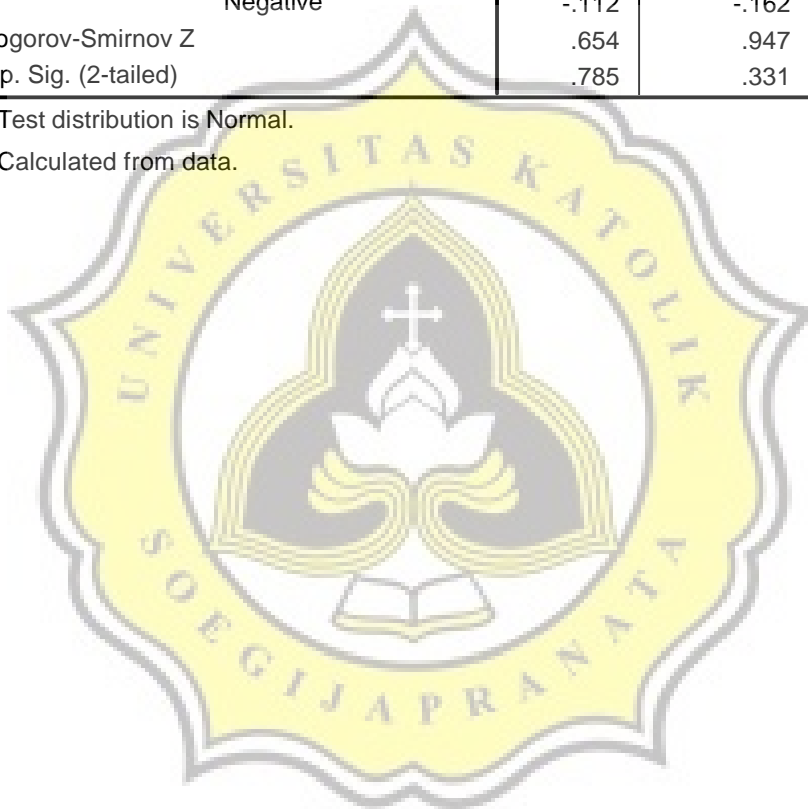
NPar Tests

One-Sample Kolmogorov-Smirnov Test

| | | Kinerja Manajer | Efektivitas Team Work |
|----------------------------------|----------------|-----------------|-----------------------|
| N | | 34 | 34 |
| Normal Parameters ^{a,b} | Mean | 93.24 | 149.12 |
| | Std. Deviation | 12.678 | 16.422 |
| Most Extreme Differences | Absolute | .112 | .162 |
| | Positive | .098 | .122 |
| | Negative | -.112 | -.162 |
| Kolmogorov-Smirnov Z | | .654 | .947 |
| Asymp. Sig. (2-tailed) | | .785 | .331 |

a. Test distribution is Normal.

b. Calculated from data.



Regression

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|------------------------------|-------------------|--------|
| 1 | Kinerja Manajer ^a | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Efektivitas Team Work

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .607 ^a | .368 | .349 | 13.254 |

a. Predictors: (Constant), Kinerja Manajer

b. Dependent Variable: Efektivitas Team Work

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 3278.470 | 1 | 3278.470 | 18.664 | .000 ^a |
| | Residual | 5621.059 | 32 | 175.658 | | |
| | Total | 8899.529 | 33 | | | |

a. Predictors: (Constant), Kinerja Manajer

b. Dependent Variable: Efektivitas Team Work

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 75.817 | 17.119 | | 4.429 | .000 |
| | Kinerja Manajer | .786 | .182 | .607 | 4.320 | .000 |

a. Dependent Variable: Efektivitas Team Work

NPar Tests

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 34 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 13.05125027 |
| Most Extreme Differences | Absolute | .175 |
| | Positive | .105 |
| | Negative | -.175 |
| Kolmogorov-Smirnov Z | | 1.018 |
| Asymp. Sig. (2-tailed) | | .251 |

a. Test distribution is Normal.

b. Calculated from data.



Uji Glejser

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|------------------------------|-------------------|--------|
| 1 | Kinerja Manajer ^a | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Abs.Res

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .332 ^a | .110 | .082 | 6.82751 |

a. Predictors: (Constant), Kinerja Manajer

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 184.640 | 1 | 184.640 | 3.961 | .055 ^a |
| | Residual | 1491.675 | 32 | 46.615 | | |
| | Total | 1676.315 | 33 | | | |

a. Predictors: (Constant), Kinerja Manajer

b. Dependent Variable: Abs.Res

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 28.167 | 8.819 | | 3.194 | .003 |
| | Kinerja Manajer | -.187 | .094 | -.332 | -1.990 | .055 |

a. Dependent Variable: Abs.Res