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KUESIONER

I. Identitas Responden

Petunjuk : Untuk menjawab Isian dibawah masing-masing disediakan alternatif jawaban, Bapak/Ibu/Saudara/i hanya tinggal memilih alternatif jawaban yang telah sesuai, dengan memberi tanda (X) atau tanda (V) pada jawaban yang telah tersedia.

No.	Keterangan	Pilihan Jawaban
1	Nama	…….
2	Jenis Kelamin	□ Pria □ Wanita
3	Umur	…….. tahun
4	Pendidikan Terakhir	□ SD □ SLTP □ SLTA □ Diploma/Akademi □ Pasca Sarjana
5	Lama bekerja	□ < 5 tahun □ 5-10 tahun □ 11-15 tahun □ >15 tahun

III. Pertanyaan Pengaruh Gaya Kepemimpinan Transformasional Terhadap Kepuasan Kerja

Jawaban atas berikut ini dapat digunakan untuk menjelaskan pengaruh gaya kepemimpinan transformasional terhadap kepuasan kerja. Mohon anda menjawab pertanyaan berikut ini dengan memilih (melingkari) nomor diantara 1 sampai dengan 5 skala nomor menunjukan seberapa dekat jawaban anda dengan kedua pilihan jawaban yang tersedia.

Dimana kriteria penilaian adalah :

1 = sangat tidak setuju

2 = tidak setuju

3 = netral

4 = setuju

5 = sangat setuju

A. Kepuasan Kerja

	Kepuasan Terhadap Pembayaran	**Pilihan**
1	Organisasi memberikan gaji lebih baik dari pada pesaing.	1 2 3 4 5
2	Gaji saya cukup, mengingat tanggungjawab yang saya pikul	1 2 3 4 5
3	Saya diberi gaji lebih untuk apa yang saya kerjakan	1 2 3 4 5
4	Tunjangan yang saya terima cukup banyak	1 2 3 4 5
	Kepuasan Terhadap Pekerjaan Itu sendiri	**Pilihan**
5	Pekerjaan saudara sekarang memberikan kesempatan untuk bisa menggunakan kemampuan dan ketrampilan yang dimiliki	1 2 3 4 5
6	Pekerjaan sekarang memberikan kebebasan untuk berekspresi.	1 2 3 4 5
7	Pekerjaan saudara memberikan umpan balik yang baik untuk kehidupan saudara	1 2 3 4 5
8	Pekerjaan saudara cukup menantang dan tidak membosankan	1 2 3 4 5

	Kepuasan Terhadap Rekan Kerja	**Pilihan**
9	Orang yang bekerja dengan saya memberikan dukungan yang cukup kepada saya	1 2 3 4 5
10	Ketika saya meminta orang melakukan pekerjaan tertentu pekerjaan tersebut selesai.	1 2 3 4 5
11	Saya menikmati bekerja dengan teman-teman disini	1 2 3 4 5
12	Saya bekerja dengan orang yang bertanggungjawab	1 2 3 4 5
	Kepuasan Terhadap Promosi	**Pilihan**
13	Saya suka dengan atasan yang memberikan dukungan yang cukup kepada saya.	1 2 3 4 5
14	Promosi sering terjadi di organisasi saya	1 2 3 4 5
15	Jika saya melaksanakan pekerjaan dengan baik, saya akan dipromosikan	1 2 3 4 5
16	Saya puas dengan tingkat kemajuan saya	1 2 3 4 5
	Kepuasan Terhadap Penyelia	Pilihan
17	Supervisi berhubungan dengan karyawan dan memberikan arahan kepada karyawanannya	1 2 3 4 5
18	Supervisi memberikan keadilan kepada setiap karyawannya	1 2 3 4 5
19	Supervisi besikap terbuka dan mau bekerjasama dengan bawahannya	1 2 3 4 5

B. Gaya Kepemimpinan Trasformasional

	Kharisma	**Pilihan**
1	Atasan saya mempunyai pribadi yang menyenangkan.	1 2 3 4 5
2	Saya percaya dengan pimpinan saya sekarang	1 2 3 4 5
3	Saya mengagumi atasan saya karena dia memperlakukan orang lain dengan adil	1 2 3 4 5
4	Saya menghormati atasan saya	1 2 3 4 5
	Motivasi Inspiratif	**Pilihan**
5	Atasan saya mampu membangkitkan semangat kerja bawahannya.	1 2 3 4 5
6	Atasan saya memiliki antusiasme yang baik terhadap pekerjaan	1 2 3 4 5
7	Atasan saya mampu menciptakan rasa optimisme bagi bawahannya	1 2 3 4 5
	Stimulasi Intelektual	**Pilihan**
8	Atasan saya memberikan masukan yang inovatif untuk keberhasilan pekerjaan	1 2 3 4 5
9	Atasan saya memiliki kreativitas yang tinggi dalam mencari cara untuk mencapai tujuan perusahaan	1 2 3 4 5
10	Atasan saya mampu memunculkan ide baru yang baik untuk kemajuan perusahaan	1 2 3 4 5
11	Atasan saya mampu mendorong bawahannya untuk menyampaikan ide yang baik untuk pekerjaan	1 2 3 4 5

	Individual Consideration	**Pilihan**
12	Atasan saya bisa dijadikan pelatih yang melatih bawahannya untuk bekerja lebih trampil	1 2 3 4 5
13	Atasan saya bisa menjadi penasehat apabila bawahannya mendapat masalah	1 2 3 4 5
14	Atasan saya merupakan guru fasilitator antara bawahan dengan perusahaan	1 2 3 4 5
15	Atasan saya adalah orang yang dapat dipercaya dan peduli kepada bawahannya	1 2 3 4 5

Gaya Kepemimpinan

NO	x1	x2	x3	X4	x5	x6	x7	x8	x9	x10	x11	x12	X13	x14	x15
1	4	3	2	3	2	4	4	3	4	3	1	3	1	3	4
2	4	4	4	3	4	3	3	4	3	3	2	3	3	3	4
3	4	3	3	3	3	3	3	3	4	3	2	3	3	3	3
4	2	3	3	3	3	3	3	3	4	4	2	3	3	3	3
5	4	3	3	5	3	5	4	3	3	4	5	5	5	5	3
6	4	5	4	4	5	5	5	3	3	5	4	4	5	4	5
7	4	5	5	4	4	4	4	4	3	4	4	4	5	5	5
8	4	4	4	5	3	5	5	4	5	3	5	5	5	5	5

Reliability: Kepuasan Kerja

Notes

Output Created		16-APR-2013 12:36:51
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	Weight	<none>
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	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 VAR00013 VAR00014 VAR00015 VAR00016 VAR00017 VAR00018 VAR00019 /FORMAT=NOLABELS /SCALE(ALPHA)=ALL/MODEL= ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL .
Resources	Elapsed Time	0:00:00.02
	Memory Available	524288 bytes
	Largest Contiguous Area	524288 bytes
	Workspace Required	944 bytes

Case Processing Summary

		N	%
Cases	Valid	8	100.0
	Excluded[a]	0	.0
	Total	8	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.707	19

Item Statistics

	Mean	Std. Deviation	N
VAR00001	4.1250	.35355	8
VAR00002	3.2500	.46291	8
VAR00003	3.1250	.35355	8
VAR00004	3.2500	.46291	8
VAR00005	4.0000	.00000	8
VAR00006	3.5000	.75593	8
VAR00007	3.3750	.51755	8
VAR00008	3.3750	.74402	8
VAR00009	4.0000	.75593	8
VAR00010	3.7500	1.03510	8
VAR00011	2.1250	.35355	8
VAR00012	3.2500	.46291	8
VAR00013	2.6250	.74402	8
VAR00014	3.2500	.46291	8
VAR00015	3.6250	.74402	8
VAR00016	3.8750	.99103	8
VAR00017	3.7500	.88641	8
VAR00018	3.7500	.70711	8
VAR00019	3.6250	.74402	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	61.5000	22.000	.818	.670
VAR00002	62.3750	24.554	.802	.715
VAR00003	62.5000	25.714	.789	.726
VAR00004	62.3750	20.839	.896	.653
VAR00005	61.6250	24.839	.709	.709
VAR00006	62.1250	26.696	.895	.756
VAR00007	62.2500	21.071	.737	.660
VAR00008	62.2500	21.357	.843	.680
VAR00009	61.6250	19.696	.813	.649
VAR00010	61.8750	20.696	.833	.694
VAR00011	63.5000	23.714	.890	.698
VAR00012	62.3750	22.554	.711	.684
VAR00013	63.0000	22.286	.847	.696
VAR00014	62.3750	20.839	.896	.653
VAR00015	62.0000	30.000	.711	.789
VAR00016	61.7500	19.071	.755	.658
VAR00017	61.8750	20.982	.782	.685
VAR00018	61.8750	22.411	.881	.695
VAR00019	62.0000	21.143	.746	.676

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
65.6250	24.839	4.98390	19

Frequencies

Notes

Output Created		16-APR-2013 12:38:19
Comments		
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 VAR00013 VAR00014 VAR00015 VAR00016 VAR00017 VAR00018 VAR00019 /ORDER= ANALYSIS .
Resources	Elapsed Time	0:00:00.00
	Total Values Allowed	149796

Statistics

		VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	VAR00006	VAR00007
N	Valid	8	8	8	8	8	8	8
	Missing	0	0	0	0	0	0	0

Statistics

		VAR00008	VAR00009	VAR00010	VAR00011	VAR00012	VAR00013	VAR00014
N	Valid	8	8	8	8	8	8	8
	Missing	0	0	0	0	0	0	0

Statistics

		VAR00015	VAR00016	VAR00017	VAR00018	VAR00019
N	Valid	8	8	8	8	8
	Missing	0	0	0	0	0

Frequency Table

VAR00001

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	7	87.5	87.5	87.5
	5.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00002

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	75.0	75.0	75.0
	4.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00003

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	87.5	87.5	87.5
	4.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00004

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	75.0	75.0	75.0
	4.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00005

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	8	100.0	100.0	100.0

VAR00006

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	12.5	12.5	12.5
	3.00	2	25.0	25.0	37.5
	4.00	5	62.5	62.5	100.0
	Total	8	100.0	100.0	

VAR00007

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	62.5	62.5	62.5
	4.00	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

VAR00008

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	12.5	12.5	12.5
	3.00	3	37.5	37.5	50.0
	4.00	4	50.0	50.0	100.0
	Total	8	100.0	100.0	

VAR00009

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	25.0	25.0	25.0
	4.00	4	50.0	50.0	75.0
	5.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00010

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	12.5	12.5	12.5
	3.00	2	25.0	25.0	37.5
	4.00	3	37.5	37.5	75.0
	5.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00011

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	87.5	87.5	87.5
	3.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00012

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	75.0	75.0	75.0
	4.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00013

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	50.0	50.0	50.0
	3.00	3	37.5	37.5	87.5
	4.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00014

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	75.0	75.0	75.0
	4.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00015

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	12.5	12.5	12.5
	3.00	1	12.5	12.5	25.0
	4.00	6	75.0	75.0	100.0
	Total	8	100.0	100.0	

VAR00016

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	50.0	50.0	50.0
	4.00	1	12.5	12.5	62.5
	5.00	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

VAR00017

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	12.5	12.5	12.5
	3.00	1	12.5	12.5	25.0
	4.00	5	62.5	62.5	87.5
	5.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00018

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	37.5	37.5	37.5
	4.00	4	50.0	50.0	87.5
	5.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00019

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	50.0	50.0	50.0
	4.00	3	37.5	37.5	87.5
	5.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

Reliability: Gaya Kepemimpinan Transformasional

Notes

Output Created		16-APR-2013 12:38:51
Comments		
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 VAR00013 VAR00014 VAR00015 /FORMAT=NOLABELS /SCALE(ALPHA)=ALL/MODEL= ALPHA /STATISTICS=DESCRIPTIVE SCALE /SUMMARY=TOTAL .
Resources	Elapsed Time	0:00:00.02
	Memory Available	524288 bytes
	Largest Contiguous Area	524288 bytes
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Case Processing Summary

		N	%
Cases	Valid	8	100.0
	Excluded[a]	0	.0
	Total	8	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.917	15

Item Statistics

	Mean	Std. Deviation	N
VAR00001	3.7500	.70711	8
VAR00002	3.7500	.88641	8
VAR00003	3.5000	.92582	8
VAR00004	3.7500	.88641	8
VAR00005	3.3750	.91613	8
VAR00006	4.0000	.92582	8
VAR00007	3.8750	.83452	8
VAR00008	3.3750	.51755	8
VAR00009	3.6250	.74402	8
VAR00010	3.6250	.74402	8
VAR00011	3.1250	1.55265	8
VAR00012	3.7500	.88641	8
VAR00013	3.7500	1.48805	8
VAR00014	3.8750	.99103	8
VAR00015	4.0000	.92582	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	51.3750	91.411	.835	.919
VAR00002	51.3750	84.839	.780	.910
VAR00003	51.6250	84.554	.766	.910
VAR00004	51.3750	82.554	.829	.905
VAR00005	51.7500	87.643	.789	.916
VAR00006	51.1250	82.982	.762	.907
VAR00007	51.2500	84.214	.769	.907
VAR00008	51.7500	92.500	.839	.918
VAR00009	51.5000	99.143	.761	.931
VAR00010	51.5000	90.571	.839	.918
VAR00011	52.0000	70.857	.896	.902
VAR00012	51.3750	82.554	.829	.905
VAR00013	51.3750	72.268	.878	.902
VAR00014	51.2500	80.214	.873	.903
VAR00015	51.1250	84.696	.765	.910

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
55.1250	96.696	9.83343	15

Frequencies

Notes

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	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=VAR00001 VAR00002 VAR00003 VAR00004 VAR00005 VAR00006 VAR00007 VAR00008 VAR00009 VAR00010 VAR00011 VAR00012 VAR00013 VAR00014 VAR00015 /ORDER= ANALYSIS .
Resources	Elapsed Time	0:00:00.00
	Total Values Allowed	149796

Statistics

		VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	VAR00006	VAR00007
N	Valid	8	8	8	8	8	8	8
	Missing	0	0	0	0	0	0	0

Statistics

		VAR00008	VAR00009	VAR00010	VAR00011	VAR00012	VAR00013
N	Valid	8	8	8	8	8	8
	Missing	0	0	0	0	0	0

Statistics

		VAR00014	VAR00015
N	Valid	8	8
	Missing	0	0

Frequency Table

VAR00001

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	12.5	12.5	12.5
	4.00	7	87.5	87.5	100.0
	Total	8	100.0	100.0	

VAR00002

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	50.0	50.0	50.0
	4.00	2	25.0	25.0	75.0
	5.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00003

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	12.5	12.5	12.5
	3.00	3	37.5	37.5	50.0
	4.00	3	37.5	37.5	87.5
	5.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00004

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	50.0	50.0	50.0
	4.00	2	25.0	25.0	75.0
	5.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00005

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	12.5	12.5	12.5
	3.00	4	50.0	50.0	62.5
	4.00	2	25.0	25.0	87.5
	5.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00006

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	37.5	37.5	37.5
	4.00	2	25.0	25.0	62.5
	5.00	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

VAR00007

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	37.5	37.5	37.5
	4.00	3	37.5	37.5	75.0
	5.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00008

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	62.5	62.5	62.5
	4.00	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

VAR00009

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	50.0	50.0	50.0
	4.00	3	37.5	37.5	87.5
	5.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00010

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	50.0	50.0	50.0
	4.00	3	37.5	37.5	87.5
	5.00	1	12.5	12.5	100.0
	Total	8	100.0	100.0	

VAR00011

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	12.5	12.5	12.5
	2.00	3	37.5	37.5	50.0
	4.00	2	25.0	25.0	75.0
	5.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00012

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	50.0	50.0	50.0
	4.00	2	25.0	25.0	75.0
	5.00	2	25.0	25.0	100.0
	Total	8	100.0	100.0	

VAR00013

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	12.5	12.5	12.5
	3.00	3	37.5	37.5	50.0
	5.00	4	50.0	50.0	100.0
	Total	8	100.0	100.0	

VAR00014

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	50.0	50.0	50.0
	4.00	1	12.5	12.5	62.5
	5.00	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

VAR00015

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	37.5	37.5	37.5
	4.00	2	25.0	25.0	62.5
	5.00	3	37.5	37.5	100.0
	Total	8	100.0	100.0	

Correlations

Notes

Output Created		16-APR-2013 12:42:21
Comments		
Input	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	8
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Kepuasan_kerja Gaya_Kep_Transf /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE .
Resources	Elapsed Time	0:00:00.00

Correlations

		Kepuasan_ kerja	Gaya_Kep_ Transf
Kepuasan_kerja	Pearson Correlation	1	.791*
	Sig. (2-tailed)		.019
	N	8	8
Gaya_Kep_Transf	Pearson Correlation	.791*	1
	Sig. (2-tailed)	.019	
	N	8	8

*. Correlation is significant at the 0.05 level (2-tailed).

```
>Error # 7001
>There is no license for SPSS for Windows.
>This command not executed.

>Specific symptom number: 18


End of job:  0 command lines  1 errors  0 warnings  1 CPU seconds
```