LAMPIRAN

DATA HASIL SKALA *ADAPTIVE PERFORMANCE* SETELAH AITEM GUGUR DIKELUARKAN

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DATA HASIL SKALA IKLIM ORGANISASI SETELAH AITEM GUGUR DIKELUARKAN

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DATA HASIL SKALA *SERVANT LEADESHIP* SETELAH AITEM GUGUR DIKELUARKAN

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6	5	2	4	5	5	5	5	4	5	5	4	4	5	4	5	5	1
7	5	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	3
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100	4	4	5	5	4	2	5	5	4	5	5	5	2	2	5	4	4

A. HASIL UJI VALIDITAS RELIABILITAS

1) Adaptive Performance putaran I

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded[a]	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.809	.913	36

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	5.953	3.420	6.870	3.450	2.009	.812	36
Item Variances	1.493	.114	4.995	4.881	43.723	2.439	36

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
AP1	207.77	238.219	.672	.	.799
AP2	207.71	241.400	.630	.	.801
AP3	207.69	236.155	.608	.	.798
AP4	208.73	231.371	.437	.	.798
AP5	207.64	242.940	.552	.	.803
AP6	207.64	241.788	.632	.	.802
AP7	208.42	233.115	.312	.	.804
AP8	208.15	227.725	.794	.	.790
AP9	207.63	240.357	.585	.	.801
AP10	207.57	242.369	.640	.	.802
AP11	208.90	220.293	.619	.	.790
AP12	207.90	236.657	.762	.	.797
AP13	209.28	231.153	.288	.	.806
AP14	207.91	239.436	.512	.	.801
AP15	209.05	220.896	.678	.	.788
AP16	207.45	247.765	.315	.	.807
AP17	208.64	224.697	.495	.	.795
AP18	209.65	216.876	.492	.	.795
AP19	208.18	234.129	.501	.	.798

AP20	209.87	248.781	-.033	.	.827
AP21	208.16	229.509	.741	.	.792
AP22	208.90	228.636	.322	.	.804
AP23	210.90	288.394	-.628	.	.851
AP24	207.85	240.674	.442	.	.802
AP25	208.11	235.432	.763	.	.796
AP26	210.45	299.604	-.728	.	.860
AP27	207.98	240.080	.591	.	.800
AP28	207.84	238.641	.795	.	.799
AP29	207.46	248.049	.279	.	.807
AP30	207.89	237.311	.552	.	.799
AP31	207.96	233.574	.723	.	.795
AP32	207.90	242.212	.383	.	.803
AP33	208.42	234.691	.269	.	.806
AP34	207.45	253.098	-.184	.	.811
AP35	210.25	209.260	.572	.	.790
AP36	207.90	240.273	.427	.	.802

Adaptive Performance putaran II

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.912	.946	29

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	6.135	4.070	6.870	2.800	1.688	.426	29
Item Variances	1.186	.114	4.995	4.881	43.723	1.765	29

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
AP1	171.36	272.879	.701	.	.908
AP2	171.30	276.616	.644	.	.909
AP3	171.28	270.911	.622	.	.908
AP4	172.32	270.826	.329	.	.912
AP5	171.23	278.745	.536	.	.910
AP6	171.23	276.926	.654	.	.909
AP7	172.01	267.101	.332	.	.914
AP8	171.74	260.699	.846	.	.904
AP9	171.22	276.335	.553	.	.909
AP10	171.16	278.237	.615	.	.910
AP11	172.49	249.970	.713	.	.904
AP12	171.49	271.182	.792	.	.907
AP14	171.50	273.970	.546	.	.909
AP15	172.64	259.505	.571	.	.907

AP16	171.04	284.079	.278	.	.912
AP17	172.23	258.563	.505	.	.909
AP18	173.24	244.709	.591	.	.909
AP19	171.77	266.866	.568	.	.908
AP21	171.75	262.270	.805	.	.904
AP22	172.49	260.919	.363	.	.915
AP24	171.44	275.239	.477	.	.909
AP25	171.70	270.051	.783	.	.907
AP27	171.57	275.177	.605	.	.909
AP28	171.43	273.237	.835	.	.907
AP30	171.48	273.282	.521	.	.909
AP31	171.55	267.543	.761	.	.906
AP32	171.49	279.343	.315	.	.911
AP35	173.84	241.126	.594	.	.911
AP36	171.49	276.697	.387	.	.910

Adaptive Performance putaran III

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.912	.946	28

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	6.109	4.070	6.750	2.680	1.658	.422	28
Item Variances	1.225	.189	4.995	4.806	26.374	1.786	28

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
AP1	164.49	269.747	.698	.	.908
AP2	164.43	273.500	.638	.	.909
AP3	164.41	267.800	.619	.	.908
AP4	165.45	267.442	.333	.	.912
AP5	164.36	275.647	.528	.	.910
AP6	164.36	273.829	.646	.	.909
AP7	165.14	263.536	.340	.	.914
AP8	164.87	257.468	.850	.	.904
AP9	164.35	273.240	.547	.	.909
AP10	164.29	275.157	.605	.	.910
AP11	165.62	246.541	.721	.	.904
AP12	164.62	268.016	.791	.	.907
AP14	164.63	270.801	.545	.	.909
AP15	165.77	256.300	.573	.	.908
AP17	165.36	256.253	.488	.	.910
AP18	166.37	241.084	.601	.	.909

AP19	164.90	263.626	.571	.	.908
AP21	164.88	259.036	.809	.	.904
AP22	165.62	257.228	.372	.	.915
AP24	164.57	272.086	.475	.	.910
AP25	164.83	267.092	.772	.	.907
AP27	164.70	271.990	.604	.	.909
AP28	164.56	270.087	.833	.	.908
AP30	164.61	270.119	.519	.	.909
AP31	164.68	264.361	.761	.	.906
AP32	164.62	276.177	.312	.	.911
AP35	166.97	238.656	.585	.	.911
AP36	164.62	273.531	.385	.	.911

2) Iklim Organisasi Putaran I

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.890	.905	36

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.346	3.610	4.900	1.290	1.357	.062	36
Item Variances	.455	.091	1.134	1.043	12.471	.059	36

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
IO1	152.20	109.111	.739	.	.880
IO2	152.26	124.174	-.217	.	.898
IO3	151.95	113.846	.590	.	.884
IO4	151.99	112.333	.810	.	.882
IO5	152.20	109.111	.739	.	.880
IO6	151.99	112.333	.810	.	.882
IO7	152.17	114.971	.402	.	.887
IO8	152.26	109.265	.639	.	.882
IO9	152.05	112.573	.592	.	.884
IO10	151.99	113.000	.664	.	.883
IO11	151.96	113.089	.735	.	.883
IO12	152.00	114.343	.530	.	.885
IO13	151.98	112.484	.708	.	.882
IO14	152.17	113.435	.512	.	.885
IO15	152.05	112.573	.592	.	.884
IO16	152.29	112.572	.429	.	.887
IO17	151.96	113.089	.735	.	.883

IO18	152.05	114.694	.474	.	.886
IO19	151.96	114.544	.595	.	.885
IO20	151.95	113.846	.590	.	.884
IO21	151.56	118.330	.424	.	.888
IO22	152.25	121.583	-.064	.	.900
IO23	152.17	114.971	.402	.	.887
IO24	152.03	118.555	.166	.	.891
IO25	152.39	109.392	.740	.	.880
IO26	151.66	121.217	-.020	.	.892
IO27	152.04	128.968	-.552	.	.902
IO28	152.85	123.442	-.182	.	.897
IO29	151.83	119.678	.121	.	.891
IO30	152.29	108.370	.740	.	.880
IO31	151.86	114.122	.650	.	.884
IO32	152.25	119.725	.057	.	.893
IO33	152.70	108.394	.526	.	.885
IO34	152.23	121.553	-.055	.	.895
IO35	152.08	113.206	.599	.	.884
IO36	152.48	110.293	.463	.	.886

Iklim Organisasi Putaran II

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.945	.953	27

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.360	3.760	4.900	1.140	1.303	.048	27
Item Variances	.444	.091	1.134	1.043	12.471	.057	27

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
IO1	113.46	119.685	.758	.	.941
IO3	113.21	124.168	.653	.	.942
IO4	113.25	122.573	.883	.	.940
IO5	113.46	119.685	.758	.	.941
IO6	113.25	122.573	.883	.	.940
IO7	113.43	127.520	.307	.	.946
IO8	113.52	120.878	.597	.	.943
IO9	113.31	122.842	.647	.	.942
IO10	113.25	123.058	.747	.	.941
IO11	113.22	123.163	.826	.	.941

IO12	113.26	124.558	.602	.	.943
IO13	113.24	123.154	.738	.	.941
IO14	113.43	125.662	.433	.	.944
IO15	113.31	122.842	.647	.	.942
IO16	113.55	125.240	.343	.	.947
IO17	113.22	123.163	.826	.	.941
IO18	113.31	124.661	.563	.	.943
IO19	113.22	124.678	.686	.	.942
IO20	113.21	124.168	.653	.	.942
IO21	112.82	130.088	.356	.	.945
IO23	113.43	127.520	.307	.	.946
IO25	113.65	119.462	.794	.	.940
IO30	113.55	119.604	.716	.	.941
IO31	113.12	124.147	.751	.	.942
IO33	113.96	117.635	.600	.	.944
IO35	113.34	123.823	.633	.	.942
IO36	113.74	121.144	.468	.	.946

3) *Servant Leadership* Putaran I

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.939	.939	20

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.268	3.080	4.840	1.760	1.571	.191	20
Item Variances	1.117	.136	2.596	2.460	19.119	.475	20

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
SL1	81.46	182.857	.734	.	.935
SL2	81.87	187.387	.397	.	.944
SL3	80.97	197.302	.476	.	.939
SL4	80.79	183.663	.916	.	.932
SL5	81.19	177.650	.920	.	.931
SL6	81.21	193.945	.373	.	.941
SL7	80.89	176.927	.904	.	.931
SL8	80.69	198.054	.687	.	.938
SL9	80.95	182.896	.953	.	.932
SL10	80.69	190.580	.911	.	.934
SL11	80.99	177.242	.900	.	.931
SL12	80.73	207.007	.017	.	.943

SL13	80.65	204.290	.226	.	.941
SL14	80.99	177.242	.900	.	.931
SL15	81.21	193.945	.373	.	.941
SL16	81.47	175.565	.788	.	.934
SL17	80.51	206.858	.046	.	.942
SL18	80.79	183.663	.916	.	.932
SL19	81.33	175.173	.945	.	.930
SL20	82.27	184.765	.533	.	.940

Servant Leadership Putaran II

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.949	.959	17

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	4.188	3.080	4.660	1.580	1.513	.180	17
Item Variances	1.279	.227	2.596	2.369	11.451	.376	17

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
SL1	67.30	178.616	.746	.	.945
SL2	67.71	182.491	.420	.	.955
SL3	66.81	193.731	.453	.	.950
SL4	66.63	179.347	.935	.	.942
SL5	67.03	173.585	.929	.	.941
SL6	67.05	191.422	.325	.	.953
SL7	66.73	172.442	.927	.	.941
SL8	66.53	194.110	.679	.	.948
SL9	66.79	178.955	.955	.	.942
SL10	66.53	186.433	.922	.	.945
SL11	66.83	172.789	.921	.	.941
SL14	66.83	172.789	.921	.	.941
SL15	67.05	191.422	.325	.	.953
SL16	67.31	172.236	.774	.	.945
SL18	66.63	179.347	.935	.	.942
SL19	67.17	171.435	.943	.	.941
SL20	68.11	180.806	.535	.	.950

B. HASIL UJI NORMALITAS

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
AP	100	161.29	16.310	102	196

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One-Sample Kolmogorov-Smirnov Test

		AP
N		100
Normal Parameters[a]	Mean	161.29
	Std. Deviation	16.310
Most Extreme Differences	Absolute	.107
	Positive	.107
	Negative	-.086
Kolmogorov-Smirnov Z		1.071
Asymp. Sig. (2-tailed)		.202

a. Test distribution is Normal.

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
IO	100	108.57	11.287	82	131

One-Sample Kolmogorov-Smirnov Test

		IO
N		100
Normal Parameters[a]	Mean	108.57
	Std. Deviation	11.287
Most Extreme Differences	Absolute	.105
	Positive	.105
	Negative	-.095
Kolmogorov-Smirnov Z		1.053
Asymp. Sig. (2-tailed)		.217

a. Test distribution is Normal.

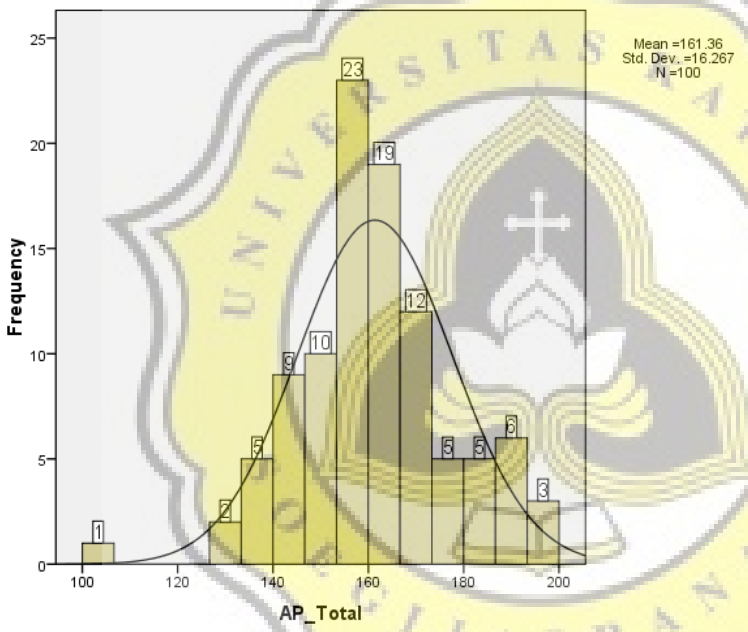
Descriptive Statistics

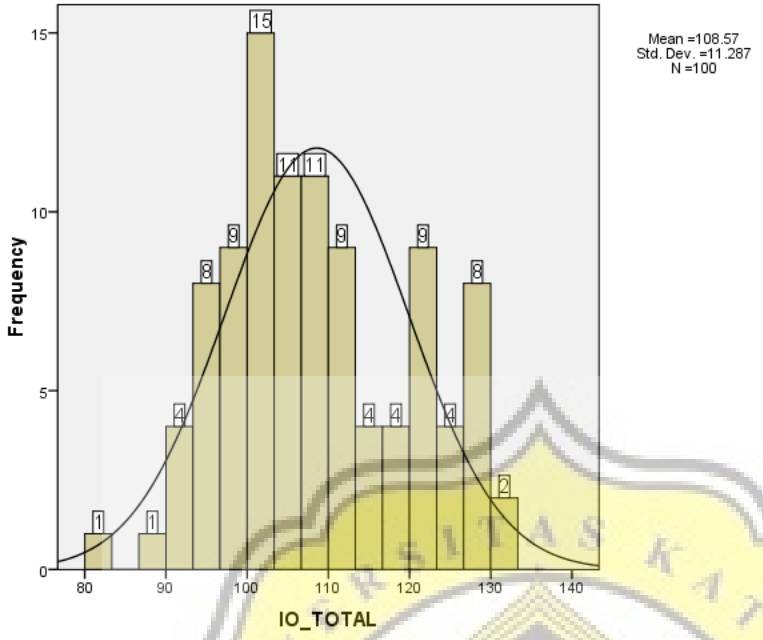
	N	Mean	Std. Deviation	Minimum	Maximum
SL	100	72.98	7.311	56	85

One-Sample Kolmogorov-Smirnov Test

		SL
N		100
Normal Parameters[a]	Mean	72.98
	Std. Deviation	7.311
Most Extreme Differences	Absolute	.101
	Positive	.094
	Negative	-.101
Kolmogorov-Smirnov Z		1.011
Asymp. Sig. (2-tailed)		.258

a. Test distribution is Normal.

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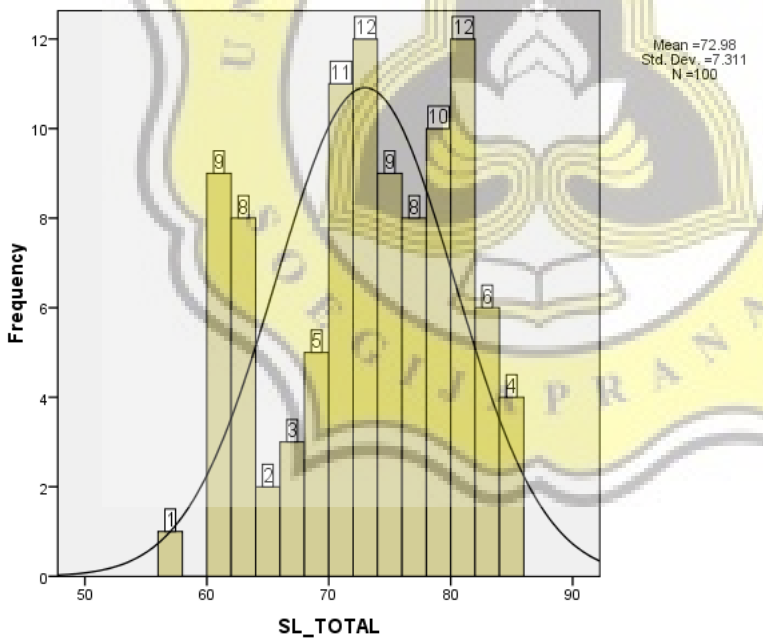
Std. Dev. =11.287
N =100
Frequency
IO_TOTAL


Mean =72.98
Std. Dev. =7.311
N =100
Frequency
SL_TOTAL

adaptive performance

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Emergency_crisis	100	20	42	31.36	5.380
Manage_stress	100	25	42	34.96	3.741
Solving_problem	100	12	28	22.72	3.229
Unpredict_situation	100	9	21	17.92	2.533
Learning_new_task	100	19	35	29.52	3.157
Interpersonal_adapt	100	1	7	5.55	1.617
Cultural_adapt	100	9	14	12.82	1.029
Physical_adapt	100	3	7	6.51	.659
Valid N (listwise)	100				

iklim organisasi

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Struktur_IO	100	4	15	13.46	1.935
Tanggungjawab_IO	100	13	20	17.73	1.896
Penghargaan_IO	100	7	15	12.60	2.045
Resiko_IO	100	6	15	11.10	3.040
Kehangatan_IO	100	6	15	10.21	2.007
Dukungan_IO	100	7	15	12.68	1.769
Standard_IO	100	6	15	11.52	2.162
Konflik_IO	100	6	15	11.96	1.907
Identitas_IO	100	2	10	7.31	2.407
Valid N (listwise)	100				

servant leadership

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
AltruistriCalling_SL	100	11	20	17.39	2.478
EmosionalHealing_SL	100	8	15	12.17	2.020
wisdom_SL	100	12	20	17.58	1.981
PersuasifMapping_SL	100	10	20	17.94	2.039
OrganizationalStewardship_SL	100	2	10	7.90	2.028
Valid N (listwise)	100				

C. HASIL UJI LINEARITAS

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
AP * IO	100	100.0%	0	.0%	100	100.0%
AP * SL	100	100.0%	0	.0%	100	100.0%

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
AP * IO	Between Groups	(Combined)	10942.107	34	321.827	1.359	.143
		Linearity	4139.336	1	4139.336	17.480	.000
		Deviation from Linearity	6802.771	33	206.145	.871	.663
	Within Groups		15392.483	65	236.807		
	Total		26334.590	99			

Measures of Association

	R	R Squared	Eta	Eta Squared
AP * IO	.396	.157	.645	.416

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
AP * SL	Between Groups	(Combined)	7787.233	24	324.468	1.312	.187
		Linearity	4023.906	1	4023.906	16.271	.000
		Deviation from Linearity	3763.327	23	163.623	.662	.867

	Within Groups	18547.357	75	247.298		
	Total	26334.590	99			

Measures of Association

	R	R Squared	Eta	Eta Squared
AP * SL	.391	.153	.544	.296

D. HASIL UJI MULTIKOLINEARITAS

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	81.245	16.480		4.930	.000		
	IO	.371	.160	.257	2.318	.023	.673	1.485
	SL	.544	.247	.244	2.201	.030	.673	1.485

a. Dependent Variable: AP

E. HASIL UJI HIPOTESIS MAYOR

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.444[a]	.197	.181	14.763	.197	11.919	2	97	.000

a. Predictors: (Constant), SL, IO

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5195.196	2	2597.598	11.919	.000[a]
	Residual	21139.394	97	217.932		
	Total	26334.590	99			

a. Predictors: (Constant), SL, IO

b. Dependent Variable: AP

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF

1	(Constant)	81.245	16.480		4.930	.000		
	IO	.371	.160	.257	2.318	.023	.673	1.485
	SL	.544	.247	.244	2.201	.030	.673	1.485

a. Dependent Variable: AP

F. HASIL UJI HIPOTESIS MINOR

Correlations

		AP	IO
AP	Pearson Correlation	1	.396**
	Sig. (2-tailed)		.000
	N	100	100
IO	Pearson Correlation	.396**	1
	Sig. (2-tailed)	.000	
	N	100	100

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

		AP_Total	Struktur_IO	Tanggungjawab_IO	Penghargaan_IO	Resiko_IO	Kehangatan_IO	Dukungan_IO	Standard_IO	Konflik_IO	Identitas_IO
AP_Total	Pearson Correlation	1	.353**	.444**	.252*	.241*	.219*	.104	.178	.222*	.113
	Sig. (2-tailed)		.000	.000	.012	.016	.029	.301	.076	.026	.263
	N	100	100	100	100	100	100	100	100	100	100
Struktur_IO	Pearson Correlation	.353**	1	.491**	.353**	.378**	-.007	.161	.174	.284**	.175
	Sig. (2-tailed)	.000		.000	.000	.000	.946	.109	.083	.004	.081
	N	100	100	100	100	100	100	100	100	100	100
Tanggungjawab_IO	Pearson Correlation	.444**	.491**	1	.470**	.487**	.177	.007	.210*	.584**	.198*
	Sig. (2-tailed)	.000	.000		.000	.000	.078	.944	.036	.000	.048
	N	100	100	100	100	100	100	100	100	100	100
Penghargaan_IO	Pearson Correlation	.252*	.353**	.470**	1	.278**	.191	.101	.189	.255*	.165
	Sig. (2-tailed)	.012	.000	.000		.005	.058	.317	.059	.010	.101
	N	100	100	100	100	100	100	100	100	100	100
Resiko_IO	Pearson Correlation	.241*	.378**	.487**	.278**	1	.208*	-.156	.218*	.471**	.515**
	Sig. (2-tailed)	.016	.000	.000	.005		.037	.122	.029	.000	.000
	N	100	100	100	100	100	100	100	100	100	100
Kehangatan_IO	Pearson Correlation	.219*	-.007	.177	.191	.208*	1	.272**	.436**	.343**	.455**
	Sig. (2-tailed)	.029	.946	.078	.058	.037		.006	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100

Dukungan_IO	Pearson Correlation	.104	.161	.007	.101	-.156	.272**	1	-.080	-.034	-.228*
	Sig. (2-tailed)	.301	.109	.944	.317	.122	.006		.428	.739	.023
	N	100	100	100	100	100	100	100	100	100	100
Standard_IO	Pearson Correlation	.178	.174	.210*	.189	.218*	.436**	-.080	1	.294**	.603**
	Sig. (2-tailed)	.076	.083	.036	.059	.029	.000	.428		.003	.000
	N	100	100	100	100	100	100	100	100	100	100
Konflik_IO	Pearson Correlation	.222*	.284**	.584**	.255*	.471**	.343**	-.034	.294**	1	.379**
	Sig. (2-tailed)	.026	.004	.000	.010	.000	.000	.739	.003		.000
	N	100	100	100	100	100	100	100	100	100	100
Identitas_IO	Pearson Correlation	.113	.175	.198*	.165	.515**	.455**	-.228*	.603**	.379**	1
	Sig. (2-tailed)	.263	.081	.048	.101	.000	.000	.023	.000	.000	
	N	100	100	100	100	100	100	100	100	100	100

**. Correlation is significant at the 0.01 level (2-tailed).

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

Correlations

		AP	SL
AP	Pearson Correlation	1	.391**
	Sig. (2-tailed)		.000
	N	100	100
SL	Pearson Correlation	.391**	1
	Sig. (2-tailed)	.000	
	N	100	100

**. Correlation is significant at the 0.01 level (2-tailed).

Correlations

		AP_Total	AltruistriCalling_SL	Emosional Healing_SL	wisdom_SL	Persuasif Mapping_SL	OrganizationalSteward ship_SL
AP_Total	Pearson Correlation	1	.240*	.268**	.245*	.340**	.274**
	Sig. (2-tailed)		.016	.007	.014	.001	.006
	N	100	100	100	100	100	100
AltruistriCalling_SL	Pearson Correlation	.240*	1	.253*	.357**	.441**	.102
	Sig. (2-tailed)	.016		.011	.000	.000	.311
	N	100	100	100	100	100	100
EmosionalHealing_SL	Pearson Correlation	.268**	.253*	1	.260**	.282**	.554**
	Sig. (2-tailed)	.007	.011		.009	.004	.000
	N	100	100	100	100	100	100
wisdom_SL	Pearson Correlation	.245*	.357**	.260**	1	.514**	.286**

	Sig. (2-tailed)	.014	.000	.009		.000	.004
	N	100	100	100	100	100	100
PersuasifMapping_SL	Pearson Correlation	.340**	.441**	.282**	.514**	1	.499**
	Sig. (2-tailed)	.001	.000	.004	.000		.000
	N	100	100	100	100	100	100
OrganizationalStewardship_SL	Pearson Correlation	.274**	.102	.554**	.286**	.499**	1
	Sig. (2-tailed)	.006	.311	.000	.004	.000	
	N	100	100	100	100	100	100

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

**. Correlation is significant at the 0.01 level (2-tailed).

G. HASIL UJI TAMBAHAN

a. *Adaptive Performance**Jenis Kelamin

Descriptives

AP_Total

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Laki-laki	89	160.91	16.155	1.712	157.51	164.31	102	196
Perempuan	11	165.00	17.516	5.281	153.23	176.77	135	196
Total	100	161.36	16.267	1.627	158.13	164.59	102	196

Test of Homogeneity of Variances

AP_Total

Levene Statistic	df1	df2	Sig.
.270	1	98	.605

ANOVA

AP_Total

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	163.759	1	163.759	.616	.434
Within Groups	26033.281	98	265.646		
Total	26197.040	99			

b. *Adaptive performance**Usia

Descriptives

AP_Total

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
18-28 tahun	20	164.20	17.570	3.929	155.98	172.42	135	196
28-38 tahun	20	159.20	12.383	2.769	153.40	165.00	130	188
38-48 tahun	28	161.86	16.197	3.061	155.58	168.14	132	196
48-58 tahun	32	160.50	18.005	3.183	154.01	166.99	102	193
Total	100	161.36	16.267	1.627	158.13	164.59	102	196

Test of Homogeneity of Variances

AP_Total

Levene Statistic	df1	df2	Sig.
.969	3	96	.411

ANOVA

AP_Total

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	285.211	3	95.070	.352	.788
Within Groups	25911.829	96	269.915		
Total	26197.040	99			

c. *Adaptive performance**Masa Kerja

Descriptives

AP_Total

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1-10 tahun	25	163.36	15.953	3.191	156.78	169.94	135	196
10-20 tahun	26	153.92	13.179	2.585	148.60	159.25	130	188
20-30 tahun	20	171.40	12.902	2.885	165.36	177.44	156	196
30-40 tahun	29	159.38	17.845	3.314	152.59	166.17	102	193
Total	100	161.36	16.267	1.627	158.13	164.59	102	196

Test of Homogeneity of Variances

AP_Total

Levene Statistic	df1	df2	Sig.
.533	3	96	.661

ANOVA

AP_Total

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3667.806	3	1222.602	5.210	.002
Within Groups	22529.234	96	234.680		
Total	26197.040	99			

d. *Adaptive performance**Pangkat

Descriptives

AP_Total

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
BRIPDA	19	162.53	16.331	3.747	154.65	170.40	135	196
BRIGADIR	6	162.33	21.106	8.617	140.18	184.48	139	193
BRIPKA	8	167.00	13.082	4.625	156.06	177.94	156	196
AIPDA	3	154.00	1.000	.577	151.52	156.48	153	155
AIPTU	13	170.92	12.659	3.511	163.27	178.57	156	193
IPDA	18	158.00	16.856	3.973	149.62	166.38	130	193
IPTU	5	171.00	9.618	4.301	159.06	182.94	157	180
AKP	10	163.00	13.499	4.269	153.34	172.66	151	196
KOMPOL	11	157.73	12.650	3.814	149.23	166.23	142	186
AKBP	7	141.43	19.781	7.476	123.13	159.72	102	156
Total	100	161.36	16.267	1.627	158.13	164.59	102	196

Test of Homogeneity of Variances

AP_Total

Levene Statistic	df1	df2	Sig.
1.285	9	90	.256

ANOVA

AP_Total

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5258.151	9	584.239	2.511	.013
Within Groups	20938.889	90	232.654		
Total	26197.040	99			

e. *Adaptive performance**Pendidikan

Descriptives

AP_Total

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
SMA	54	163.07	15.361	2.090	158.88	167.27	135	196

D3	4	154.75	15.108	7.554	130.71	178.79	135	171
S1	34	159.74	18.004	3.088	153.45	166.02	102	196
S2	8	160.00	16.353	5.782	146.33	173.67	132	188
Total	100	161.36	16.267	1.627	158.13	164.59	102	196

Test of Homogeneity of Variances

AP_Total

Levene Statistic	df1	df2	Sig.
.052	3	96	.984

ANOVA

AP_Total

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	437.969	3	145.990	.544	.653
Within Groups	25759.071	96	268.324		
Total	26197.040	99			

MEAN

ADAPTIVE PERFORMANCE

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Emergency_crisis	100	20	42	31.36	5.380
Manage_stress	100	25	42	34.96	3.741
Solving_problem	100	12	28	22.72	3.229
Unpredict_situation	100	9	21	17.92	2.533
Learning_new_task	100	19	35	29.52	3.157
Interpersonal_adapt	100	1	7	5.55	1.617

Cultural_adapt	100	9	14	12.82	1.029
Physical_adapt	100	3	7	6.51	.659
Valid N (listwise)	100				

IKLIM ORGANISASI

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Struktur_IO	100	4	15	13.46	1.935
Tanggungjawab_IO	100	13	20	17.73	1.896
Penghargaan_IO	100	7	15	12.60	2.045
Resiko_IO	100	6	15	11.10	3.040
Kehangatan_IO	100	6	15	10.21	2.007
Dukungan_IO	100	7	15	12.68	1.769
Standard_IO	100	6	15	11.52	2.162
Konflik_IO	100	6	15	11.96	1.907
Identitas_IO	100	2	10	7.31	2.407
Valid N (listwise)	100				

SERVANT LEADERSHIP

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
AltruistriCalling_SL	100	11	20	17.39	2.478
EmosionalHealing_SL	100	8	15	12.17	2.020
wisdom_SL	100	12	20	17.58	1.981
PersuasifMapping_SL	100	10	20	17.94	2.039
OrganizationalStewardship_SL	100	2	10	7.90	2.028
Valid N (listwise)	100				

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