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Lampiran 1. Surat Ijin Penelitian



Unipa Surabaya

UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI

Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234

Website : <http://www.fe.unipasby.ac.id>

Nomor : 20247 /01/FE/VI/2020
Lampiran : -
Perihal : Ijin Penelitian dan Pengambilan Data

Kepada Yth:
Bapak/Ibu Pimpinan
PT. Lumina Packaging
Jl. Raya Trosobo No.KM 23,6, Tanjung, Trosobo,
di -
Sidoarjo

Sesuai kurikulum Fakultas Ekonomi Universitas PGRI Adi Buana Surabaya, maka mahasiswa wajib menulis Skripsi/Tugas Akhir dalam bentuk Laporan Penelitian dan Artikel Ilmiah. Berkaitan dengan hal tersebut mohon perkenan Bapak/Ibu untuk memberikan ijin penelitian kepada mahasiswa kami yang tersebut dibawah ini :

Nama : Imam Hadrowi
NIM : 161500189
Prodi : Manajemen
Judul Skripsi : Pengaruh Servant Leadership dan Employee Empowerment terhadap Komitmen Organisasi

Demikian atas perkenan serta kebijaksanaan Bapak/Ibu kami sampaikan terima kasih.

Surabaya, 20 Juni 2020

Dekan,
Wakil Dekan I



Dra. Christina Menuk S,SE., M.M

Lampiran 2. Surat Balasan Perusahaan



PT LUMINA PACKAGING

Jl. Raya Trosobo KM 23.6, Sidoarjo 61257, Jawa Timur - Indonesia
Office Phone: +62 31 897 1777 (hunting). Fax : +62 31 898 4989.
www.plumpack.com

SURAT KETERANGAN

002/HRGA/LMN/VII/2020

Dengan ini yang bertanda tangan dibawah ini:

Nama : Andina Perwitasari
Bagian / Jabatan : HRGA / Kepala Bagian

Menerangkan bahwa:

Nama : Imam Hadrowi
NIM : 161500189
Universitas : Universitas PGRI Adi Buana Surabaya

Memang telah melakukan penelitian di PT. Lumina Packaging di Departemen Produksi.

Demikian Surat Keterangan Penelitian ini kami buat, atas perhatiannya diucapkan terima kasih.

Sidoarjo, 22 Juni 2020

Mengetahui,

HRGA

Andina Perwitasari







Lampiran 3. Berita Acara Bimbingan Skripsi

BERITA ACARA BIMBINGAN SKRIPSI

Nama Mahasiswa : Imam Hadrowi
NIM : 161500189
Program Studi : Manajemen
Tanggal Pengajuan Skripsi : 03 Agustus 2020
Judul Skripsi : Pengaruh *Servant Leadership* dan
Employee Empowerment terhadap
Komitmen Organisasi.
Dosen Pembimbing : Utama Wisnu Dyatmika, S.E.,
M.M

Konsultasi

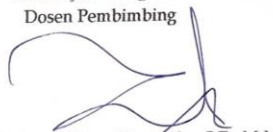
No	Tanggal	Paraf Pembimbing	Uraian/ Kegiatan	Keterangan
1	16 Oktober 2019		Judul skripsi	ACC
2	30 Oktober 2019		BAB I	REVISI
3	4 November 2019		BAB I	ACC
4	18 November 2019		BAB II	REVISI
5	20 November 2019		BAB II	ACC
6	26 November 2019		BAB III	REVISI
7	28 November 2019		BAB III	ACC

8	3 Januari 2020		Ujian Proposal	
9	16 Juni 2020		Kuesioner	ACC
10	24 Juni 2020		BAB IV	REVISI
11	16 Juli 2020		BAB IV	ACC
12	19 Juli 2020		BAB V	REVISI
13	25 Juli 2020		BAB V	ACC

Tanggal Selesai Menulis Skripsi : 25 Juli 2020

Surabaya, 03 Agustus 2020

Dosen Pembimbing



Sutama Wisnu Dyatmika, S.E., M.M.

NIP : 1507732/DY

Lampiran 4. Berita Acara Seminar Proposal



UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI

Kampus : Jl. Dukuh Meranggal 5 II/4, Telp- Fax. 031-8281183 Surabaya 60234
Website : <http://www.fk.unipgribu.ac.id>

BERITA ACARA UJIAN PROPOSAL SKRIPSI

Pada hari ini Senin tanggal 2 bulan Januari tahun 2020 bertempat di Fakultas Ekonomi Universitas PGRI Adi Buana Surabaya telah dilaksanakan Ujian Proposal Skripsi Semester Ganjil/ Genap *) Tahun Akademik 20__/20__

Nama Mahasiswa	: <u>Yuan Hadrawi</u>
NIM	: <u>161500179</u>
Program Studi	: <u>Manajemen</u>
Judul Proposal	: <u>Pengaruh Sikap Leadership dan Employee Engagement terhadap Kinerja Organisasi</u>

Dihadiri oleh :

No	NIM	Nama Mahasiswa	Tanda Tangan
1	161500179	Emilia Amalia	
2	161500163	Rani A Krisna	
3	142500051	Fariqah Umi Nur Hasanah	
4	162000013	Theresia Anomina Bilapa.	
5	161800129	Achmad Adi Raharjo	
6	162100087	Prati Arian	
7	163700023	Abdu Hagi	
8	161500164	Mimpiya Selvi R.	
9	161500194	Fatma alfi Irandini	
10	161500249	Febby Ayu C	
11	161500097	Susi Adelia	
12	161500175	Holly Raadhani	
13	161500299	Tilla Sari	
14	161500027	Deni Subiantoro	
15	161500064	Nova anggi Arista.	

Surabaya.....

Penguji : Dr. Christina Maria Srihandayani, S.E., M.M.

Pembimbing : Nurhikmah Widiyanti, M.P.

Lampiran 5. Lembar Kuesioner Penelitian

PENGARUH SERVANT LEADERSHIP DAN EMPLOYEE EMPOWERMENT TERHADAP KOMITMEN ORGANISASI PT. LUMINA PACKAGING

Kepada Yth Bpk/Ibu/Saudara/i

Dengan Hormat,

Saya adalah mahasiswa Universitas PGRI Adi Buana Surabaya, jurusan manajemen, angkatan 2016 yang sedang melakukan penelitian dalam rangka penyusunan skripsi yang berjudul “Pengaruh Servant Leadership dan Employee Empowerment terhadap Komitmen Organisasi”.

Sehubungan dengan penulisan skripsi tersebut, saya mengharapkan kesediaan para responden untuk mengisi jawaban dari pertanyaan dan pernyataan kuesioner ini dengan jujur dan benar. Data responden akan dijamin kerahasiaannya dan hanya akan digunakan untuk penelitian semata.

Atas kesediaan responden untuk mengisi kuesioner ini, penulis ucapkan terima kasih.

Hormat Saya

Imam Hadrowi

A. Pernyataan

Berilah tanda centang (✓) pada salah satu alternatif jawaban pada kolom yang tersedia untuk jawaban yang paling tepat menurut persepsi Saudara/i.

Keterangan mengenai skor penelitian:

Jawaban	Skor
Sangat Setuju (SS)	5
Setuju (S)	4
Kurang Setuju (KS)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

B. Pertanyaan

I. Identitas Responen

Jenis Kelamin : Laki-laki Perempuan

Usia : 20-30 tahun 31-40 tahun
 41-50 tahun 51-60 tahun

Pendidikan Terakhir : SMA/Sederajat D1-D3
 S1 S2
 S3

Lama Bekerja : 1-5 tahun 6-10 tahun
 11-15 tahun 16-20 tahun

II. Pertanyaan Inti
A. Servant Leadership

No	Servant Leadership	SS	S	KS	TS	STS
1	Pimpinan saya selalu memperhatikan hak dan kewajiban bawahannya.					
2	Pimpinan saya mengharapkan adanya pemenuhan kewajiban secara baik oleh setiap bawahan.					
3	Pimpinan saya selalu memprioritaskan pengembangan karir (kenaikan jabatan) bagi bawahannya.					
4	Pimpinan saya selalu mendengarkan kritik dan saran dari bawahannya demi kemajuan bersama.					
5	Pimpinan saya mempunyai visi yang baik dan dapat memotivasi bawahannya dalam melaksanakan pekerjaannya.					
6	Pimpinan saya mendorong dan membuat kemajuan besar bagi organisasi.					
7	Pimpinan saya selalu memberikan menghargai hasil kerja bawahannya dan menghormati bawahannya.					
8	Pimpinan saya memberikan penghargaan pada karyawan yang memiliki kinerja baik (sesuai dengan aturan yang berlaku)					

9	Pimpinan saya mengedepankan kejujuran dan kedisiplinan dalam semua aktifitas pekerjaan yang dilakukan oleh bawahannya.					
10	Pimpinan saya memberikan tanggung jawab untuk membuat keputusan penting dalam pekerjaan bawahannya					

B. Employee Empowerment

No	Pemberdayaan Karyawan	SS	S	KS	TS	STS
1	Dalam unit pekerjaan saya, karyawan memiliki kebebasan dalam menyelesaikan pekerjaan mereka.					
2	Karyawan di unit pekerjaan saya memiliki otonomi dalam perencanaan manajemen.					
3	Karyawan di unit pekerjaan saya diberi kebebasan untuk mengorganisir pekerjaan mereka.					
4	Karyawan di unit pekerjaan saya secara teratur berkonsultasi dalam keputusan-keputusan yang terkait dengan investasi teknologi.					
5	Pemberdayaan karyawan di unit kerja saya di nilai tinggi.					
6	Informasi di unit kerja saya dibagikan secara terbuka, sehingga setiap orang memperoleh informasi yang dibutuhkan					

7	Keputusan biasanya dibuat pada tingkat di mana informasi paling baik tersedia.					
8	Karyawan di unit kerja saya dilibatkan dalam proses perekrutan.					
9	Dalam organisasi saya, unit pekerjaan saya memainkan peran strategis.					
10	Unit kerja saya dipertimbangkan sebagai divisi strategis di organisasi saya.					

C. Komitmen Organisasi

No	Komitmen Organisasi	SS	S	KS	TS	STS
<i>Affective Commitment</i>						
1	Saya membanggakan PT. Lumina Packaging ini kepada orang lain.					
2	Saya benar-benar merasa bahwa setiap masalah yang dihadapi oleh PT. Lumina Packaging benar-benar masalah saya					
3	Saya merasa sudah menjadi bagian dari keluarga PT. Lumina Packaging ini.					
4	Saya merasa terikat secara emosional dengan PT. Lumina Packaging.					
5	Saya merasa terikat secara emosional dengan PT. Lumina Packaging					
<i>Continuance Commitment</i>						
6	Saya merasa tidak sesuai dengan pekerjaan lain jika meninggalkan PT. Lumina Packaging.					

7	Saya khawatir jika berhenti bekerja.					
8	Saya akan rugi jika meninggalkan PT. Lumina Packaging					
9	Saya akan mempunyai pilihan yang sedikit jika meninggalkan PT. Lumina Packaging					
10	Saya merasa berat meninggalkan PT. Lumina Packaging					
11	Saya akan merasa terganggu jika meninggalkan PT. Lumina Packaging					
12	Saya akan mempunyai sedikit peluang jika meninggalkan PT. Lumina Packaging.					
13	Saya sangat membutuhkan PT. Lumina Packaging					
<i>Normative Commitment</i>						
14	Saya merasa memiliki kewajiban untuk tetap di PT. Lumina Packaging.					
15	Berpindah dari satu organisasi ke organisasi lain nampaknya tidak etis bagi saya.					
16	Menurut saya loyalitas adalah factor penting dalam bekerja, oleh karena itu saya tetap bekerja di PT. Lumina Packaging.					
17	Saya bisa mengembangkan diri apabila saya tetap bertahan bekerja pada PT. Lumina Packaging.					
18	Saya merasa berhutang budi pada PT. Lumina Packaging.					

Resp_14	3	4	4	3	3	4	4	4	3	4	36
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VARIABEL EMPLOYEE EMPOWERMENT (X2)

Resp	VARIABEL EMPLOYEE EMPOWERMENT										TOTAL
	EE_1	EE_2	EE_3	EE_4	EE_5	EE_6	EE_7	EE_8	EE_9	EE_10	
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Resp_45	3	3	3	3	4	3	3	3	4	3	32
Resp_46	3	4	3	3	4	5	5	3	5	5	40
Resp_47	4	4	4	4	4	4	4	4	4	4	40
Resp_48	5	5	5	5	4	5	5	5	4	5	48
Resp_49	3	5	3	3	3	5	5	3	4	5	39
Resp_50	4	3	4	4	4	5	3	4	4	5	40
Resp_51	4	4	4	4	4	4	5	5	5	4	43

Resp_52	4	4	4	4	4	4	4	4	4	4	40
Resp_53	5	5	5	5	5	5	5	5	5	5	50
Resp_54	3	5	3	3	4	3	4	3	4	3	35
Resp_55	4	4	4	4	4	4	4	4	4	4	40
Resp_56	5	5	5	5	4	5	5	5	4	5	48
Resp_57	3	5	3	3	3	3	5	3	4	3	35
Resp_58	4	3	4	4	4	4	3	4	4	4	38
Resp_59	4	5	4	4	4	4	4	4	4	4	41
Resp_60	4	5	4	4	5	5	4	5	4	5	45
Resp_61	5	5	5	5	4	5	5	5	5	5	49
Resp_62	3	3	4	3	4	4	4	3	3	4	35
Resp_63	4	4	4	4	4	4	4	4	4	4	40
Resp_64	3	3	3	3	3	3	3	3	4	3	31
Resp_65	4	4	4	4	4	4	4	4	4	4	40
Resp_66	5	5	4	5	4	5	5	5	4	5	47
Resp_67	3	3	3	3	3	4	4	4	4	4	35
Resp_68	4	3	4	4	5	4	5	5	5	4	43
Resp_69	5	5	4	4	5	4	5	5	4	5	46

Resp_70	4	4	4	3	4	5	4	5	4	5	42
Resp_71	4	5	4	5	4	5	5	4	5	4	45
Resp_72	4	4	4	4	4	4	4	4	5	4	41
Resp_73	4	5	5	5	5	4	4	5	4	4	45
Resp_74	5	5	5	5	4	5	5	5	4	5	48
Resp_75	4	4	4	4	4	4	4	4	4	4	40
Resp_76	4	4	5	4	5	5	5	5	4	5	46
Resp_77	5	4	4	5	4	4	5	5	4	5	45
Resp_78	4	3	4	4	3	4	4	3	3	3	35
Resp_79	5	5	4	5	4	5	5	4	5	4	46
Resp_80	5	5	4	5	5	4	5	5	4	4	46
Resp_81	4	4	4	4	4	5	4	5	5	4	43
Resp_82	5	4	5	4	5	4	5	4	4	4	44
Resp_83	5	5	4	5	4	5	4	5	5	5	47
Resp_84	5	5	4	5	4	4	5	4	5	5	46
Resp_85	4	5	5	4	5	4	4	5	5	4	45
Resp_86	5	4	5	5	5	5	5	4	5	4	47
Resp_87	5	5	4	5	4	5	4	5	5	4	46

Resp_88	5	4	5	5	4	5	4	5	4	5	46
Resp_89	4	5	5	4	5	4	4	5	4	4	44
Resp_90	4	5	5	4	5	5	4	5	4	4	45
Resp_91	5	4	4	5	4	4	4	4	5	5	44
Resp_92	5	4	5	5	5	5	5	5	4	5	48
Resp_93	4	4	4	4	5	5	4	4	5	4	43
Resp_94	5	4	5	4	5	5	4	4	5	4	45
Resp_95	5	4	4	5	4	5	5	4	4	5	45
Resp_96	5	5	4	4	5	5	4	4	4	4	44
Resp_97	4	5	5	4	5	4	5	4	5	4	45
Resp_98	5	4	5	4	5	4	4	4	5	4	44
Resp_99	5	4	4	5	5	5	4	5	5	3	45
Resp_100	4	5	4	5	5	5	5	4	4	5	46
Resp_101	4	4	5	4	4	4	5	4	3	5	42
Resp_102	4	4	5	4	5	4	4	5	4	5	44
Resp_103	5	5	4	5	5	4	4	4	3	4	43
Resp_104	4	5	4	4	5	4	5	4	5	4	44
Resp_105	5	5	4	5	4	5	4	4	5	4	45

Resp_106	5	4	5	4	4	5	5	4	4	4	44
Resp_107	4	4	5	5	4	4	5	4	4	5	44
Resp_108	5	5	4	5	5	5	5	4	5	4	47
Resp_109	4	5	4	5	5	4	5	5	5	4	46
Resp_110	4	5	4	4	4	5	4	5	4	4	43
Resp_111	4	5	4	5	4	5	4	5	4	4	44
Resp_112	5	4	5	4	5	4	4	4	4	5	44
Resp_113	4	5	4	5	4	5	4	5	4	5	45
Resp_114	4	4	4	4	5	4	5	5	5	4	44
Resp_115	5	4	5	5	4	4	4	5	5	4	45
Resp_116	3	3	4	4	4	4	4	4	3	4	37
Resp_117	4	3	4	4	3	3	3	3	4	4	35
Resp_118	2	2	3	2	2	2	2	2	2	2	21
Resp_119	3	2	3	3	3	2	3	2	3	3	27
Resp_120	2	2	2	2	2	2	3	2	2	2	21
Resp_121	4	3	4	4	4	4	4	3	4	4	38
Resp_122	4	3	3	3	3	4	4	4	4	4	36
Resp_123	2	2	2	3	2	2	3	2	2	2	22

VARIABEL KOMITMEN ORGANISASI (Y)

Resp	VARIABEL KOMITMEN ORGANISASII																	Jumlah	
	KO_1	KO_2	KO_3	KO_4	KO_5	KO_6	KO_7	KO_8	KO_9	KO_10	KO_11	KO_12	KO_13	KO_14	KO_15	KO_16	KO_17		KO_18
Resp_1	4	5	4	4	5	5	4	4	5	4	5	4	4	4	5	4	5	4	79
Resp_2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
Resp_3	2	2	2	2	2	2	2	2	2	2	2	2	3	2	2	2	2	3	38
Resp_4	3	2	2	3	3	2	2	3	3	3	2	3	2	3	3	2	3	3	47
Resp_5	2	3	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	38
Resp_6	5	5	5	4	4	4	4	4	5	5	4	5	5	4	5	5	4	5	82
Resp_7	4	4	5	4	4	5	5	4	4	5	5	4	5	4	4	5	5	4	80
Resp_8	5	5	5	4	5	4	4	4	4	5	4	4	5	4	4	4	5	4	79
Resp_9	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	3	46
Resp_10	3	3	3	2	3	2	3	3	3	2	2	3	2	2	3	2	3	3	47
Resp_11	3	2	3	2	2	3	3	2	2	3	3	2	3	2	3	2	2	3	45
Resp_12	4	4	4	5	5	4	5	5	4	5	4	4	4	5	5	5	4	4	81
Resp_13	4	3	4	4	4	3	4	4	4	4	4	4	4	4	3	3	3	4	67
Resp_14	5	4	4	5	5	5	4	4	5	4	4	4	5	4	4	4	5	4	79
Resp_15	3	2	3	3	2	2	3	3	3	2	3	2	3	3	2	3	3	2	47
Resp_16	2	3	3	3	2	3	2	3	2	3	3	2	2	3	3	3	3	3	48
Resp_17	3	4	4	4	3	3	3	4	3	3	3	4	3	3	3	4	4	4	62
Resp_18	4	5	4	5	5	4	5	4	4	5	5	4	5	4	5	4	5	4	81
Resp_19	5	4	5	5	5	5	5	5	4	5	5	4	5	4	4	5	5	4	84
Resp_20	4	4	4	3	4	4	3	4	4	3	4	3	4	3	3	4	3	4	65
Resp_21	4	4	3	4	4	5	5	4	4	5	4	5	4	3	4	4	4	3	73
Resp_22	4	4	4	4	4	4	5	4	5	4	4	5	4	4	4	5	4	4	76
Resp_23	4	5	4	5	4	5	5	4	4	5	5	4	5	4	5	4	5	4	81
Resp_24	5	4	5	4	5	4	4	4	5	5	4	5	5	5	5	4	4	4	81
Resp_25	5	4	5	4	4	5	5	5	5	4	4	5	4	4	4	5	5	5	82
Resp_26	5	5	4	5	4	5	4	4	4	5	5	5	4	5	4	5	4	5	82
Resp_27	5	4	4	4	4	5	4	4	4	4	5	5	5	4	5	5	4	5	80
Resp_28	4	5	5	5	4	4	5	4	5	5	5	4	4	5	4	5	4	5	82
Resp_29	5	5	4	5	5	5	4	4	5	4	4	4	5	5	4	4	4	5	81
Resp_30	3	4	4	4	4	3	4	4	4	4	4	4	3	4	3	4	4	4	68
Resp_31	4	5	4	5	4	5	5	4	5	4	4	4	5	4	4	5	5	4	80
Resp_32	5	4	5	4	5	4	5	4	4	5	4	5	4	5	4	5	4	5	81
Resp_33	5	4	5	4	5	5	4	5	5	5	5	4	5	4	5	5	4	5	84
Resp_34	5	5	4	5	4	5	5	4	4	5	5	4	5	4	5	4	4	5	82

Resp_35	5	4	5	5	5	5	5	4	5	5	4	4	4	4	5	5	4	82
Resp_36	5	5	4	4	5	4	5	4	5	5	5	4	5	4	5	5	4	83
Resp_37	5	4	5	5	5	4	4	5	5	4	4	4	4	4	5	4	5	80
Resp_38	4	4	4	5	4	5	5	4	5	5	4	4	4	4	5	5	5	81
Resp_39	4	5	4	5	4	5	5	5	4	5	4	4	4	4	5	5	4	80
Resp_40	5	5	4	4	5	4	4	5	5	5	4	5	4	4	4	4	5	80
Resp_41	4	5	4	4	5	4	5	4	4	5	4	5	4	5	4	4	4	79
Resp_42	3	4	3	4	3	4	4	4	4	3	4	3	4	3	4	4	4	66
Resp_43	4	5	4	5	4	5	4	5	4	5	5	4	5	4	5	5	4	82
Resp_44	4	5	5	4	5	4	5	4	4	5	5	5	5	3	5	5	4	82
Resp_45	5	5	4	5	4	5	5	4	5	4	5	4	5	5	4	5	4	83
Resp_46	5	4	5	5	5	5	4	5	5	5	5	4	5	4	5	5	4	85
Resp_47	5	5	5	5	5	4	5	4	5	5	4	5	5	4	5	4	5	84
Resp_48	4	4	4	4	4	4	5	5	5	5	5	5	5	5	4	5	5	83
Resp_49	5	4	4	5	5	4	4	5	4	5	4	5	4	5	4	5	4	81
Resp_50	5	5	5	5	5	4	5	4	5	5	4	4	4	4	5	5	5	83
Resp_51	5	4	5	5	4	5	4	4	5	4	4	5	4	5	4	5	4	81
Resp_52	5	5	5	4	4	5	5	4	5	5	5	4	5	5	5	5	4	85
Resp_53	5	5	4	4	5	5	5	4	4	4	4	5	4	4	4	5	5	81
Resp_54	5	5	4	5	5	4	5	5	5	4	5	4	5	5	4	4	5	83
Resp_55	5	4	5	4	5	4	5	5	4	5	4	5	4	5	5	4	5	82
Resp_56	5	4	4	4	5	4	5	5	4	4	5	5	5	4	4	5	4	81
Resp_57	5	5	4	5	4	4	5	4	5	5	4	5	4	5	5	4	4	82
Resp_58	5	4	5	4	5	5	5	4	4	4	5	5	5	5	5	4	5	84
Resp_59	5	4	5	3	4	4	5	4	5	5	4	5	5	4	4	4	5	79
Resp_60	5	5	4	4	5	4	5	5	5	5	4	4	4	5	4	4	5	81
Resp_61	5	4	5	5	5	5	4	4	4	4	4	5	4	4	5	4	4	79
Resp_62	4	5	5	5	5	5	5	5	5	5	5	5	4	5	4	5	4	86
Resp_63	5	4	4	5	5	5	5	5	5	5	5	4	5	5	4	5	4	85
Resp_64	5	4	4	5	5	4	4	5	5	5	5	5	5	5	5	4	5	85
Resp_65	4	4	4	4	4	4	5	5	5	5	5	5	4	4	4	5	5	80
Resp_66	4	5	4	5	4	5	4	5	4	5	5	4	4	5	4	5	4	81
Resp_67	5	5	5	5	5	4	5	5	5	5	4	5	5	5	4	5	5	87
Resp_68	5	5	4	4	5	5	4	4	4	5	5	4	5	5	4	5	4	82
Resp_69	4	4	5	4	4	5	4	5	4	5	5	5	4	4	4	4	5	80
Resp_70	5	5	4	5	4	5	4	5	4	4	4	5	5	5	5	4	4	82

Resp_71	5	4	5	5	4	5	5	5	4	5	5	5	4	4	5	4	5	4	83
Resp_72	5	5	4	4	4	4	5	4	5	4	5	5	4	5	4	5	5	5	82
Resp_73	5	5	4	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	81
Resp_74	5	5	3	5	3	5	5	5	5	3	5	5	3	3	3	5	5	5	78
Resp_75	4	4	4	4	4	5	4	5	5	5	5	4	5	4	4	5	4	4	79
Resp_76	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	90
Resp_77	3	3	3	3	3	5	5	5	5	3	3	3	3	3	3	3	5	5	64
Resp_78	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	72
Resp_79	4	4	3	4	4	4	4	5	5	5	4	5	4	3	4	4	4	4	74
Resp_80	4	4	4	4	5	4	5	5	5	4	5	5	4	4	4	4	5	4	79
Resp_81	4	4	4	3	5	4	4	4	3	4	4	4	4	4	4	4	4	4	71
Resp_82	4	4	4	4	4	5	5	4	5	5	5	4	4	4	4	5	5	4	79
Resp_83	3	3	3	3	4	4	4	3	4	4	3	3	3	3	3	4	4	3	61
Resp_84	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4	5	4	4	75
Resp_85	3	3	3	3	4	4	4	4	3	4	3	4	3	3	3	4	4	3	62
Resp_86	4	4	4	4	4	5	4	5	5	4	4	4	4	4	4	5	4	4	76
Resp_87	5	4	4	4	5	5	4	4	4	4	3	4	3	4	4	5	4	4	74
Resp_88	3	3	3	3	4	4	4	3	4	4	3	3	4	3	3	4	3	3	60
Resp_89	3	3	3	4	3	4	4	3	4	4	3	4	3	3	3	4	4	3	62
Resp_90	5	4	4	5	4	5	4	5	5	5	4	4	4	4	4	5	4	4	79
Resp_91	5	5	5	4	5	4	4	5	4	5	5	5	5	5	5	4	4	5	84
Resp_92	3	4	3	4	4	4	4	4	3	4	4	3	3	3	3	4	4	3	64
Resp_93	4	4	4	5	4	5	4	5	5	4	4	4	4	4	4	5	4	4	77
Resp_94	4	4	4	4	4	5	5	4	5	4	5	5	4	4	4	5	5	4	79
Resp_95	5	3	3	3	4	4	4	5	3	5	5	5	3	3	3	4	4	3	69
Resp_96	4	4	4	4	4	4	4	4	5	4	5	5	4	4	4	4	4	4	75
Resp_97	4	4	4	3	5	5	4	5	3	5	5	4	4	4	4	5	4	4	76
Resp_98	3	4	4	5	5	3	5	5	3	3	3	4	3	4	3	5	3	68	
Resp_99	5	5	4	5	4	5	5	4	5	4	5	4	5	4	4	5	5	5	83
Resp_100	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4	5	4	4	75
Resp_101	3	4	4	4	4	3	4	4	4	4	3	4	3	4	4	3	4	4	67
Resp_102	5	5	4	4	4	5	5	4	4	4	4	4	4	4	4	5	5	4	78
Resp_103	3	4	3	3	3	3	4	3	3	3	3	3	3	3	3	3	4	3	57
Resp_104	4	4	4	3	4	4	4	4	3	4	4	4	4	4	4	4	4	4	70
Resp_105	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	73
Resp_106	3	3	4	3	3	3	3	4	3	3	3	4	3	4	3	3	3	3	58

Resp_107	3	5	3	5	3	3	5	3	5	3	3	3	3	3	5	3	5	5	68
Resp_108	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	73
Resp_109	5	5	5	5	5	5	5	5	5	5	4	5	4	5	5	5	5	5	88
Resp_110	3	3	3	3	3	3	3	3	3	3	5	3	5	3	3	3	3	3	58
Resp_111	4	4	4	4	4	4	4	4	4	4	5	4	5	4	4	4	4	4	74
Resp_112	4	4	3	4	4	4	4	3	4	4	4	3	4	3	4	4	4	4	68
Resp_113	4	4	4	4	4	4	4	4	4	4	5	4	5	4	4	4	4	4	74
Resp_114	4	4	4	3	5	4	4	4	3	5	4	4	4	4	4	4	4	4	72
Resp_115	4	4	4	4	5	4	4	4	4	5	4	4	4	4	4	4	4	4	74
Resp_116	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	54
Resp_117	2	3	2	2	3	2	2	2	2	2	2	3	2	2	2	2	2	2	39
Resp_118	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	36
Resp_119	2	2	2	3	3	3	3	2	2	2	2	2	2	2	2	3	3	2	42
Resp_120	3	2	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	38
Resp_121	2	3	2	3	3	3	2	3	3	3	2	2	2	3	2	3	2	2	45
Resp_122	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	36
Resp_123	2	2	3	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2	38
Resp_124	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	36
Resp_125	4	3	4	4	4	4	3	4	4	4	4	5	4	4	4	4	4	4	71
Resp_126	2	2	2	2	2	2	2	3	2	3	3	2	3	2	3	2	2	3	42
Resp_127	3	2	3	3	2	3	3	3	2	3	3	2	3	3	2	3	3	2	48
Resp_128	2	2	2	2	3	3	2	2	3	2	2	2	2	2	2	2	2	3	40
Resp_129	2	3	2	2	2	2	2	2	2	2	3	2	3	2	2	2	2	2	39

Lampiran 7. Hasil Uji SPSS

HASIL PENGUJIAN DATA PENELITIAN

Frequency Table

SL_1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	12	9.3	9.3
	3.00	21	16.3	25.6
	4.00	65	50.4	76.0
	5.00	31	24.0	100.0
	Total	129	100.0	100.0

SL_2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	6.2	6.2
	3.00	20	15.5	21.7
	4.00	58	45.0	66.7
	5.00	43	33.3	100.0
	Total	129	100.0	100.0

SL_3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	10	7.8	7.8
	3.00	22	17.1	24.8
	4.00	64	49.6	74.4
	5.00	33	25.6	100.0
	Total	129	100.0	100.0

SL_4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	5.4	5.4
	3.00	14	10.9	16.3
	4.00	67	51.9	68.2
	5.00	41	31.8	100.0
	Total	129	100.0	100.0

SL_5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	5.4	5.4
	3.00	26	20.2	25.6
	4.00	57	44.2	69.8
	5.00	39	30.2	100.0
	Total	129	100.0	100.0

SL_6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	5.4	5.4
	3.00	19	14.7	20.2
	4.00	61	47.3	67.4
	5.00	42	32.6	100.0
	Total	129	100.0	100.0

SL_7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	7	5.4	5.4	5.4
3.00	20	15.5	15.5	20.9
4.00	54	41.9	41.9	62.8
5.00	48	37.2	37.2	100.0
Total	129	100.0	100.0	

SL_8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	8	6.2	6.2	6.2
3.00	19	14.7	14.7	20.9
4.00	66	51.2	51.2	72.1
5.00	36	27.9	27.9	100.0
Total	129	100.0	100.0	

SL_9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	10	7.8	7.8	7.8
3.00	17	13.2	13.2	20.9
4.00	54	41.9	41.9	62.8
5.00	48	37.2	37.2	100.0
Total	129	100.0	100.0	

SL_10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	6.2	6.2
	3.00	16	12.4	18.6
	4.00	59	45.7	64.3
	5.00	46	35.7	100.0
	Total	129	100.0	100.0

EE_1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	6.2	6.2
	3.00	19	14.7	20.9
	4.00	60	46.5	67.4
	5.00	42	32.6	100.0
	Total	129	100.0	100.0

EE_2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	4.7	4.7
	3.00	25	19.4	24.0
	4.00	49	38.0	62.0
	5.00	49	38.0	100.0
	Total	129	100.0	100.0

EE_3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	3.9	3.9
	3.00	19	14.7	18.6
	4.00	71	55.0	73.6
	5.00	34	26.4	100.0
	Total	129	100.0	100.0

EE_4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	6.2	6.2
	3.00	18	14.0	20.2
	4.00	56	43.4	63.6
	5.00	47	36.4	100.0
	Total	129	100.0	100.0

EE_5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	3.9	3.9
	3.00	16	12.4	16.3
	4.00	64	49.6	65.9
	5.00	44	34.1	100.0
	Total	129	100.0	100.0

EE_6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	6.2	6.2
	3.00	12	9.3	15.5
	4.00	60	46.5	62.0
	5.00	49	38.0	100.0
	Total	129	100.0	100.0

EE_7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	3.9	3.9
	3.00	18	14.0	17.8
	4.00	61	47.3	65.1
	5.00	45	34.9	100.0
	Total	129	100.0	100.0

EE_8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	6.2	6.2
	3.00	19	14.7	20.9
	4.00	60	46.5	67.4
	5.00	42	32.6	100.0
	Total	129	100.0	100.0

EE_9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	7	5.4	5.4	5.4
3.00	15	11.6	11.6	17.1
4.00	69	53.5	53.5	70.5
5.00	38	29.5	29.5	100.0
Total	129	100.0	100.0	

EE_10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	7	5.4	5.4	5.4
3.00	19	14.7	14.7	20.2
4.00	62	48.1	48.1	68.2
5.00	41	31.8	31.8	100.0
Total	129	100.0	100.0	

KO_1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	13	10.1	10.1	10.1
3.00	23	17.8	17.8	27.9
4.00	41	31.8	31.8	59.7
5.00	52	40.3	40.3	100.0
Total	129	100.0	100.0	

KO_2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	14	10.9	10.9	10.9
3.00	17	13.2	13.2	24.0
4.00	59	45.7	45.7	69.8
5.00	39	30.2	30.2	100.0
Total	129	100.0	100.0	

KO_3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	13	10.1	10.1	10.1
3.00	23	17.8	17.8	27.9
4.00	64	49.6	49.6	77.5
5.00	29	22.5	22.5	100.0
Total	129	100.0	100.0	

KO_4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	14	10.9	10.9	10.9
3.00	21	16.3	16.3	27.1
4.00	53	41.1	41.1	68.2
5.00	41	31.8	31.8	100.0
Total	129	100.0	100.0	

KO_5

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	13	10.1	10.1	10.1
3.00	17	13.2	13.2	23.3
Valid 4.00	56	43.4	43.4	66.7
5.00	43	33.3	33.3	100.0
Total	129	100.0	100.0	

KO_6

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	12	9.3	9.3	9.3
3.00	18	14.0	14.0	23.3
Valid 4.00	49	38.0	38.0	61.2
5.00	50	38.8	38.8	100.0
Total	129	100.0	100.0	

KO_7

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	13	10.1	10.1	10.1
3.00	14	10.9	10.9	20.9
Valid 4.00	53	41.1	41.1	62.0
5.00	49	38.0	38.0	100.0
Total	129	100.0	100.0	

KO_8

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	13	10.1	10.1	10.1
3.00	14	10.9	10.9	20.9
Valid 4.00	61	47.3	47.3	68.2
5.00	41	31.8	31.8	100.0
Total	129	100.0	100.0	

KO_9

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	14	10.9	10.9	10.9
3.00	20	15.5	15.5	26.4
Valid 4.00	47	36.4	36.4	62.8
5.00	48	37.2	37.2	100.0
Total	129	100.0	100.0	

KO_10

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	14	10.9	10.9	10.9
3.00	18	14.0	14.0	24.8
Valid 4.00	43	33.3	33.3	58.1
5.00	54	41.9	41.9	100.0
Total	129	100.0	100.0	

KO_11

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	13	10.1	10.1	10.1
3.00	20	15.5	15.5	25.6
Valid 4.00	52	40.3	40.3	65.9
5.00	44	34.1	34.1	100.0
Total	129	100.0	100.0	

KO_12

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	17	13.2	13.2	13.2
3.00	13	10.1	10.1	23.3
Valid 4.00	58	45.0	45.0	68.2
5.00	41	31.8	31.8	100.0
Total	129	100.0	100.0	

KO_13

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	13	10.1	10.1	10.1
3.00	24	18.6	18.6	28.7
Valid 4.00	51	39.5	39.5	68.2
5.00	41	31.8	31.8	100.0
Total	129	100.0	100.0	

KO_14

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	15	11.6	11.6	11.6
3.00	24	18.6	18.6	30.2
Valid 4.00	61	47.3	47.3	77.5
5.00	29	22.5	22.5	100.0
Total	129	100.0	100.0	

KO_15

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	14	10.9	10.9	10.9
3.00	23	17.8	17.8	28.7
Valid 4.00	62	48.1	48.1	76.7
5.00	30	23.3	23.3	100.0
Total	129	100.0	100.0	

KO_16

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	15	11.6	11.6	11.6
3.00	13	10.1	10.1	21.7
Valid 4.00	47	36.4	36.4	58.1
5.00	54	41.9	41.9	100.0
Total	129	100.0	100.0	

KO_17

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	13	10.1	10.1	10.1
3.00	13	10.1	10.1	20.2
Valid 4.00	64	49.6	49.6	69.8
5.00	39	30.2	30.2	100.0
Total	129	100.0	100.0	

KO_18

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	12	9.3	9.3	9.3
3.00	21	16.3	16.3	25.6
Valid 4.00	57	44.2	44.2	69.8
5.00	39	30.2	30.2	100.0
Total	129	100.0	100.0	

Correlations

Notes

Output Created		15-MAY-2020 20:07:10
Comments		
Input	Data	F:\SKRIPSI\UNIPA
		2020\MANAJEMEN\Imam\BAR
		U\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	129
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=SL_1 SL_2 SL_3 SL_4 SL_5 SL_6 SL_7 SL_8 SL_9 SL_10 SL_TOTAL /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

Correlations

		SL_1	SL_2	SL_3	SL_4	SL_5	SL_6	SL_7	SL_8	SL_9	SL_10	Servant Leadership (X1)
SL_1	Pearson Correlation	1	.702**	.706**	.740**	.762**	.643**	.721**	.660**	.733**	.655**	.876**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
SL_2	Pearson Correlation	.702**	1	.598**	.674**	.683**	.684**	.722**	.628**	.629**	.719**	.841**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
SL_3	Pearson Correlation	.706**	.598**	1	.580**	.682**	.708**	.688**	.751**	.633**	.653**	.837**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
SL_4	Pearson Correlation	.740**	.674**	.580**	1	.598**	.637**	.667**	.639**	.704**	.674**	.824**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
SL_5	Pearson Correlation	.762**	.683**	.682**	.598**	1	.541**	.705**	.612**	.692**	.659**	.830**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
SL_6	Pearson Correlation	.643**	.684**	.708**	.637**	.541**	1	.624**	.729**	.659**	.620**	.817**

	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
SL_7	Pearson Correlation	.721**	.722**	.688**	.667**	.705**	.624**	1	.583**	.734**	.690**	.854**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
SL_8	Pearson Correlation	.660**	.628**	.751**	.639**	.612**	.729**	.583**	1	.567**	.623**	.810**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
SL_9	Pearson Correlation	.733**	.629**	.633**	.704**	.692**	.659**	.734**	.567**	1	.681**	.843**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
SL_10	Pearson Correlation	.655**	.719**	.653**	.674**	.659**	.620**	.690**	.623**	.681**	1	.834**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	129	129	129	129	129	129	129	129	129	129	129
Servant Leaders hip (X1)	Pearson Correlation	.876**	.841**	.837**	.824**	.830**	.817**	.854**	.810**	.843**	.834**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	129	129	129	129	129	129	129	129	129	129	129

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

Correlations

		Notes
Output Created		15-MAY-2020 20:07:24
Comments		
Input	Data	F:\SKRIPSI\UNIPA 2020\MANAJEMEN\Imam\BARU\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	129
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=EE_1 EE_2 EE_3 EE_4 EE_5 EE_6 EE_7 EE_8 EE_9 EE_10 EE_TOTAL /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.03
	Elapsed Time	00:00:00.05

Correlations

		EE_1	EE_2	EE_3	EE_4	EE_5	EE_6	EE_7	EE_8	EE_9	EE_10	Employee Empowerment (X2)
EE_1	Pearson Correlation	1	.616**	.740**	.800**	.638**	.690**	.637**	.687**	.597**	.651**	.869**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
EE_2	Pearson Correlation	.616**	1	.554**	.631**	.604**	.666**	.649**	.637**	.580**	.568**	.803**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
EE_3	Pearson Correlation	.740**	.554**	1	.677**	.670**	.646**	.526**	.691**	.440**	.610**	.803**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
EE_4	Pearson Correlation	.800**	.631**	.677**	1	.594**	.679**	.606**	.725**	.583**	.636**	.856**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
EE_5	Pearson Correlation	.638**	.604**	.670**	.594**	1	.565**	.602**	.661**	.554**	.582**	.792**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
EE_6	Pearson Correlation	.690**	.666**	.646**	.679**	.565**	1	.602**	.701**	.584**	.731**	.846**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
EE_7	Pearson Correlation	.637**	.649**	.526**	.606**	.602**	.602**	1	.533**	.581**	.642**	.783**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000

	N	129	129	129	129	129	129	129	129	129	129	129
EE_8	Pearson Correlation	.687**	.637**	.691**	.725**	.661**	.701**	.533**	1	.539**	.662**	.843**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
EE_9	Pearson Correlation	.597**	.580**	.440**	.583**	.554**	.584**	.581**	.539**	1	.458**	.727**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
EE_10	Pearson Correlation	.651**	.568**	.610**	.636**	.582**	.731**	.642**	.662**	.458**	1	.805**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129
Employ ee Empow erment (X2)	Pearson Correlation	.869**	.803**	.803**	.856**	.792**	.846**	.783**	.843**	.727**	.805**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129

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

Correlations

Notes

Output Created		15-MAY-2020 20:07:36
Comments		
Input	Data	F:\SKRIPSI\UNIPA 2020\MANAJEMEN\Imam\BARU\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	129
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=KO_1 KO_2 KO_3 KO_4 KO_5 KO_6 KO_7 KO_8 KO_9 KO_10 KO_11 KO_12 KO_13 KO_14 KO_15 KO_16 KO_17 KO_18 KO_TOTAL /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.05
	Elapsed Time	00:00:00.05

KO _18	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129
Ko mit me nt Org anis asi (Y)	Pearson Correlati on	.797 **	.791 **	.778 **	.734 **	.692 **	.667 **	.706 **	.671 **	.787 **	.720 **	.742 **	.757 **	.747 **	.749 **	.816 **	.742 **	.661 **	1	.871**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
Ko mit me nt Org anis asi (Y)	N	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129
	Pearson Correlati on	.896 **	.867 **	.867 **	.860 **	.850 **	.842 **	.863 **	.852 **	.862 **	.886 **	.852 **	.864 **	.850 **	.876 **	.876 **	.880 **	.851 **	.871 **	1
KO _18	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129	129

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

Reliability

Notes

Output Created		15-MAY-2020 20:07:44
Comments		
Input	Data	F:\SKRIPSI\UNIPA 2020\MANAJEMEN\Imam\ BARU\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	129
	File	
Missing Value Handling	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
Syntax	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure. RELIABILITY /VARIABLES=SL_1 SL_2 SL_3 SL_4 SL_5 SL_6 SL_7 SL_8 SL_9 SL_10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
	Processor Time	00:00:00.00
Resources	Elapsed Time	00:00:00.00

[DataSet0] F:\SKRIPSI\UNIPA

2020\MANAJEMEN\Imam\BARU\Untitled1.sav

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	129	100.0
	Excluded ^a	0	.0
	Total	129	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.952	10

Reliability

Notes

Output Created		15-MAY-2020 20:07:53
Comments		
Input	Data	F:\SKRIPSI\UNIPA 2020\MANAJEMEN\Imam \BARU\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data	129
	File	
	Matrix Input	
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=EE_1 EE_2 EE_3 EE_4 EE_5 EE_6 EE_7 EE_8 EE_9 EE_10 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	129	100.0
	Excluded ^a	0	.0
	Total	129	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.943	10

Reliability

Notes

Output Created		15-MAY-2020 20:08:02
Comments		
Input	Data	F:\SKRIPSI\UNIPA 2020\MANAJEMEN\Imam\ BARU\Untitled1.sav
	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	129
	Matrix Input	
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=KO_1 KO_2 KO_3 KO_4 KO_5 KO_6 KO_7 KO_8 KO_9 KO_10 KO_11 KO_12 KO_13 KO_14 KO_15 KO_16 KO_17 KO_18 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	129	100.0
	Excluded ^a	0	.0
	Total	129	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.980	18

Regression

Model Summary^b

Model	Durbin-Watson
1	1.647 ^a

a. Predictors: (Constant), Employee Empowerment (X2), Servant Leadership (X1)

b. Dependent Variable: Komitmen Organisasi (Y)

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Servant Leadership (X1)	.610	1.641
	Employee Empowerment (X2)	.610	1.641

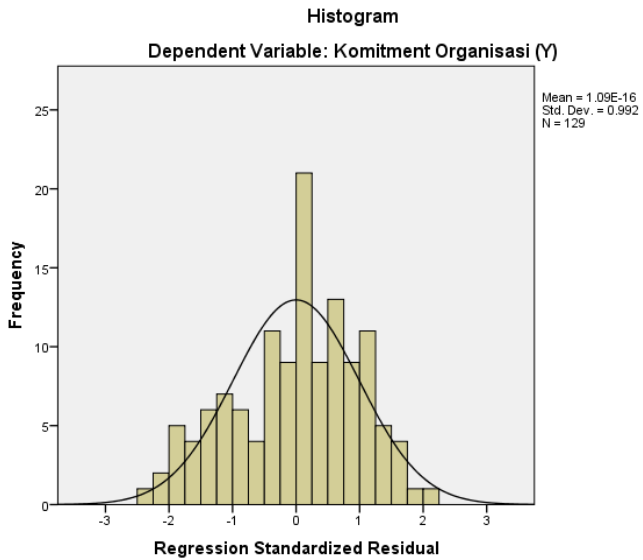
a. Dependent Variable: Komitmen Organisasi (Y)

Residuals Statistics^a

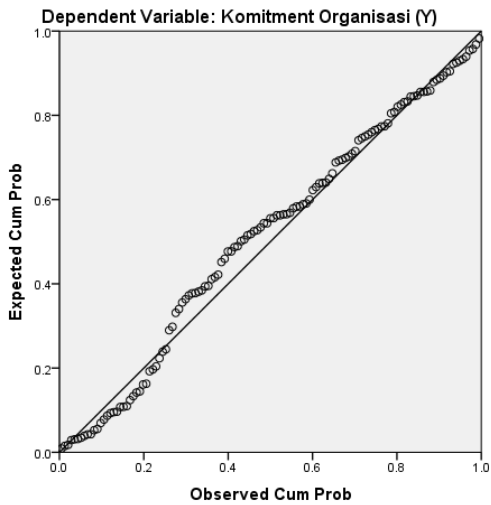
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	38.6063	82.5965	71.5116	10.37597	129
Std. Predicted Value	-3.171	1.068	.000	1.000	129
Standard Error of Predicted Value	.994	3.188	1.511	.544	129
Adjusted Predicted Value	38.5675	82.6783	71.5016	10.36791	129
Residual	-24.92035	22.11304	.00000	10.44317	129
Std. Residual	-2.368	2.101	.000	.992	129
Stud. Residual	-2.394	2.155	.000	1.005	129
Deleted Residual	-25.47620	23.26538	.01006	10.72347	129
Stud. Deleted Residual	-2.440	2.187	-.001	1.011	129
Mahal. Distance	.149	10.751	1.984	2.461	129
Cook's Distance	.000	.102	.009	.016	129
Centered Leverage Value	.001	.084	.016	.019	129

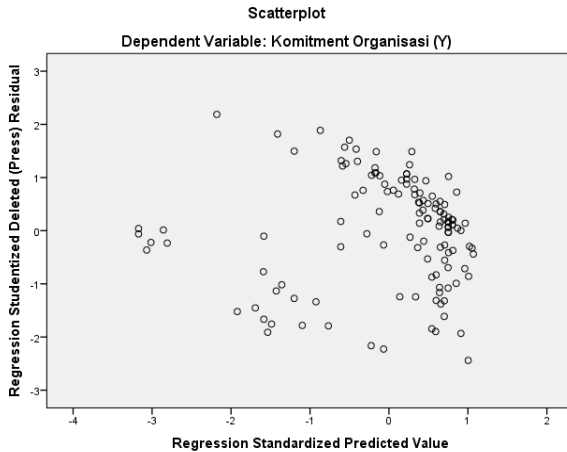
a. Dependent Variable: Komitmen Organisasi (Y)

Charts



Normal P-P Plot of Regression Standardized Residual





NPar Tests

[DataSet0] F:\SKRIPSI\UNIPA
2020\MANAJEMEN\Imam\BARU\Untitled1.sav

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		129
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	10.44317372
Most Extreme Differences	Absolute	.081
	Positive	.055
	Negative	-.081
Kolmogorov-Smirnov Z		.924
Asymp. Sig. (2-tailed)		.360

a. Test distribution is Normal.

b. Calculated from data.

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Komitment Organisasi (Y)	71.5116	14.72143	129
Servant Leadership (X1)	40.3488	7.12462	129
Employee Empowerment (X2)	40.9070	6.68772	129

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Employee Empowerment (X2), Servant Leadership (X1) ^b		Enter

a. Dependent Variable: Komitment Organisasi (Y)

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.705 ^a	.497	.489	10.52573

a. Predictors: (Constant), Employee Empowerment (X2), Servant Leadership (X1)

b. Dependent Variable: Komitment Organisasi (Y)

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	13780.568	2	6890.284	62.192	.000 ^b
Residual	13959.664	126	110.791		
Total	27740.233	128			

a. Dependent Variable: Komitmen Organisasi (Y)

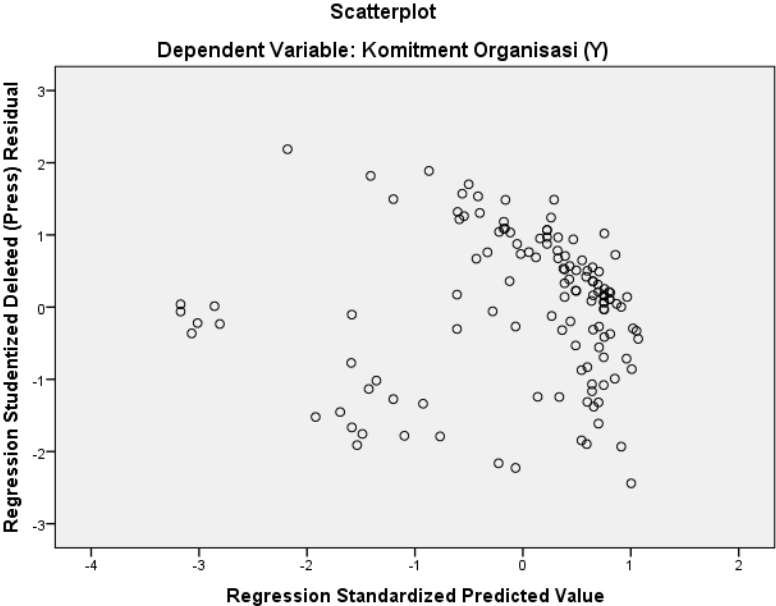
b. Predictors: (Constant), Employee Empowerment (X2), Servant Leadership (X1)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.459	6.169		.885	.378
Servant Leadership (X1)	1.067	.167	.516	6.380	.000
Employee Empowerment (X2)	.562	.178	.255	3.155	.002

a. Dependent Variable: Komitmen Organisasi (Y)

Charts



Lampiran 8. Lembar Persetujuan

LEMBAR PERSETUJUAN

LEMBAR PERSETUJUAN

Skripsi ini telah disetujui oleh dosen pembimbing dan layak untuk diuji :

Tanggal : 03 Agustus 2020

Dosen Pembimbing



Sutarna Wisnu Dyatmika, S.E., M.M.
NIP : 150773210Y