

DAFTAR PUSTAKA

- Abdullah, S., Maarif, M. S., Husaini, M., Bantacut, T., & Avenzora, R. (2012). Identifikasi dan Solusi dalam Pengembangan Agrowisata Berbasis Masyarakat Studi Kasus di Kecamatan Tukur, Kabupaten Pasuruan. *J. Teknologi Industri Pertanian*. **22**(1), 15–21.
- Agustina, I. (2023). Pengaruh Gaya Kepemimpinan Partisipatif, Transaksional dan Transformasional Terhadap Kinerja Karyawan Pada Perum Bulog Kanwil Sulsel dan Sulbar. Universitas Bosowa.
- Akbar, F. H., Hamid, D., & Djudi Muhammad. (2016). Pengaruh Kepuasan Kerja Terhadap Komitmen Organisasional dan Kinerja Karyawan (Studi pada Karyawan Tetap PG Kebon Agung Malang). *J. Administrasi Bisnis*. **38**(2), 79–88.
- Alimah, F. C., Sayekti, W. D., & Soelaiman, A. (2016). Hubungan Gaya Kepemimpinan Mandor Panen dan Motivasi Kerja Pemanen Dengan Kinerja Pemanen di PT Perkebunan Nusantara VII Unit Kebun Kelapa Sawit (UKKS) Rejosari Natar, Lampung Selatan. *J. Ilmu Ilmu Agribisnis*. **4**(3), 294–300.
- Aridiansari, R., Elih, E., & Puji, K. (2015). Pengembangan Agrowisata Di Desa Wisata Tulungrejo Kota Batu. *J. Produksi Tanaman*. **3**(5), 383–390.
- Armansyah, A. (2022). Kepemimpinan Transformasional, Transaksional Dan Motivasi Kerja. CV. Azka Pustaka: Pasaman Barat.
- Armawan, I. (2014). Pengaruh Gaya Kepemimpinan Transformasional dan Motivasi Kerja terhadap Kinerja Karyawan (Studi Kasus pada PT. FSG. *J. Ilmiah Manajemen*. **4**(3), 381–395.
- Aryandha, P. N. (2019). The Influence of Transformational Leadership Characteristics on the Creativity of Employees in The Planning Department of CV XYZ. *J. Business and Management*. **2**(2), 131–140.
- Badan Pusat Statistik (2024). Produksi Buah-buahan Menurut Jenis Tanaman Menurut Provinsi. <https://www.bps.go.id/id/statistics-table/3/U0dKc1owczVSaIJ5VFdOMWVETnlVRVJ6YlRJMfp6MDkjMw==/produksi-buah-buahan-menurut-jenis-tanaman-menurut-provinsi--2022.html?year=2022> (diakses tanggal 30 Maret 2024).

- Bass, B. M., & Riggio, R. E. (2006). *Transformational Leadership: Second Edition*. Lawrence, Erlbaum Associates: Mahwah.
- Budiarti, T., Suwanto, S., & Muflikhati, I. (2013). Pengembangan Agrowisata Berbasis Masyarakat pada Usahatani Terpadu Guna Meningkatkan Kesejahteraan Petani dan Keberlanjutan Sistem Pertanian. *J. Ilmu Pertanian Indonesia*. **18**(3). 200–207.
- Bungin, B. (2017). *Metodologi Penelitian Kuantitatif: Edisi Kedua*. Kencana: Jakarta.
- Cahyono, U. T., Maarif, M. S., & Suharjono, S. (2014). Pengaruh Kepemimpinan Transformasional Terhadap Kinerja Karyawan di Perusahaan Daerah Perkebunan Jember. *J. Manajemen & Agribisnis*. **11**(2). 68–76.
- Dewi, V. N., Wafidi, M. F., & Isa, M. (2019). Peran Motivasi Sebagai Mediasi dalam Hubungan Antara Gaya Kepemimpinan, Budaya Organisasi dengan Pengembangan Karier Pegawai Negeri Sipil di Lingkungan Pemerintah Kota Surakarta. *J. Ekonomi Manajemen Sumber Daya*. **22**(1), 38–59.
- Fazrien, A. (2014). Peran Pemimpin Dalam Pencapaian Kinerja Pegawai (Studi Pada Badan Kepegawaian Daerah Kota Malang). *J. Administrasi Publik*. **2**(4), 603–607.
- Gofur, M. A., Sundari, S., & Kustiari, T. (2021). Pengaruh Kepemimpinan Terhadap Kinerja UMKM Kuliner di Kabupaten Jember Melalui Learning organization Sebagai Variabel Intervening. *J. Agroteknologi dan Agribisnis*. **5**(2), 129–137.
- Italiani, F. A. (2018). Pengaruh Gaya Kepemimpinan Transformasional Dan Transaksional Terhadap Kinerja Pegawai Departemen SDM PT. SEMEN GRESIK (Persero) Tbk. *J. Bisnis Dan Manajemen*. **6**(1), 11–18.
- Itsna, H. N., & Dwi, K. M. D. K. (2018). Analisis Perilaku Konsumen dalam Pengambilan Keputusan Obyek Agrowisata (Studi Kasus di Kusuma Agrowisata Kota Batu, Malang). *J. Agrica*. **11**(1), 73–83.
- Juliandi, A., Irfan, I., & Manurung, S. (2014). *Metodologi Penelitian Bisnis, Konsep dan Aplikasi*. UMSU Press: Medan.
- Kharis, I. (2015). Pengaruh Gaya Kepemimpinan Transformasional Terhadap Kinerja Karyawan Dengan Motivasi Kerja Sebagai Variabel Intervening

- (Studi Pada Karyawan Bank Jatim Cabang Malang). *J. Administrasi Bisnis*, **3**(1), 1–9.
- Kristiana, & Theodora, S. (2016). Strategi Upaya Pengembangan Pariwisata Berkelanjutan Agrowisata Berbasis Masyarakat Kampung Domba Terpadu Juhut, Provinsi Banten. *J. Ilmiah Widya*, **3**(3), 166–172.
- Kurniawan, R., & Yuniarto, B. (2016). *Analisis Regresi: Dasar dan Penerapannya dengan R*. PT. Kharisma Putra Utama: Depok.
- Lina, D. (2014). Analisis Pengaruh Kepemimpinan Dan Budaya Organisasi Terhadap Kinerja Pegawai Dengan Sistem Reward Sebagai Variabel Moderating. *J. Riset Akuntansi Dan Bisnis*. **14**(1). 77–97.
- Mustapa, Z., & Maryadi, M. (2018). *Kepemimpinan Pelayan : Dimensi Baru Dalam Kepemimpinan*. Celebes Media Perkasa: Makassar.
- Muzakki, M. H., Susilo, H., & Yuniarto, S. R. (2016). Pengaruh Penggunaan Teknologi Informasi Terhadap Kinerja Karyawan (Studi Pada Karyawan PT. TELKOM Pusat Divisi Regional V Surabaya). *J. Administrasi Bisnis*. **39**(2), 169–175.
- Nadhira, D. A., & Kurnia, G. (2020). Karakteristik Wirausaha Petani Sukses (Studi Biografi Pada Pemilik Agrowisata Kebun Edukasi Eptilu). *J. Ekonomi Pertanian Dan Agribisnis*. **4**(3), 561–575.
- Napitupulu, R., Putra, D. H., & Shalahudin, S. (2019). *Dasar-Dasar Ilmu Kepemimpinan Teori dan Aplikasi*. Uwais Inspirasi Indonesia: Ponorogo.
- Nugroho, R. E. (2019). Pengaruh Gaya Kepemimpinan Transformasional Stress Kerja dan Budaya Organisasi Terhadap Kinerja Karyawan Kontrak Proyek. *J. Ilmiah Manajemen*. **9**(2), 341–354.
- Nurhidayah, S. A., & Khalifah, N. S. (2022). Analisis Pengaruh Gaya Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Cengkeh Zanzibar Semarang. *J. Ekonomika Dan Bisnis*. **9**(1), 17–29.
- Ogola, M. G. O., Sikalieh, D., & Linge, T. K. (2017). The Influence of Idealized Influence Leadership Behavior on Employee Performance in Small and Medium Enterprises in Kenya. *J. Science and Technology*. **6**(3), 47–62.

- Prasetio, A. P. (2017). Pengaruh Gaya Kepemimpinan Terhadap Stres Kerja Anggota Polri Divisi PROPAM Polda Jawa Barat. *J. Manajemen dan Bisnis*, *2*(1), 105–115.
- Priyatno, D. (2023). *Olah Data Sendiri Analisis Regresi Linier Dengan SPSS Dan Analisis Regresi Data Panel Dengan Eviews*. Penerbit Andi: Sleman.
- Romadhon, R. A., & Rohim, R. (2021). Pengaruh Pelatihan Dan Motivasi Kerja Terhadap Kinerja Pegawai di PT. Perkebunan Nusantara XII Kotta Blater Kabupaten Jember. *J. Ilmiah Cahaya Ilmu*, *3*(2), 45–58.
- Rorimpandey, L. (2013). Gaya Kepemimpinan Transformasional, Transaksional, Situasional, Pelayanan Dan Autentik Terhadap Kinerja Pegawai Kelurahan di Kecamatan Bunaken Kota Manado. *J. Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, *1*(14), 2233–2244.
- Roth, K. K. (2004). *Executive Leadership Attributes Relating to Transformational Organizational Human Resources Services: A Study Transformational Leadership*. Universal-Publisher: Irvine.
- Sagala, S. (2018). *Pendekatan & Model Kepemimpinan*. Prenada Media: Jakarta.
- Sinaga, O. A., Hasibuan, A., & Priyojadmiko, E. E. (2020). *Manajemen Kinerja dalam Organisasi*. Yayasan Kita Menulis: Menulis.
- Sobian, P. (2022). *Pemimpin dan Kepemimpinan*. Lakeisha: Klaten.
- Soekarso, S., & Putong, I. (2015). *Kepemimpinan: Kajian Teoritis dan Praktis*. Buku & Artikel Karya Iskandar Putong: Jakarta.
- Sudaryo, Y., Sofiati, N. A., Medidjati, A., & Hadiana, A. (2019). *Metode Penelitian Survei Online Dengan Google Forms*. CV. Andi Offset: Semarang.
- Sugianingrat, I. A. P. W., Yasa, N. N. K., & Sintaasih, D. K. (2021). Peningkatan Kinerja Karyawan Melalui Employee Engagement dan Organizational Citizenship Behavior. *Media Sains Indonesia*: Bandung.
- Sugiyono, S. (2019). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Alfabeta: Bandung.
- Sujarweni, V. W., & Utami, L. R. (2023). *The Guide Book of SPSS Cara Mudah dan Cepat Mengolah Data Penelitian Dengan SPSS*. Penerbit Anak Hebat Indonesia: Bantul.

- Sunarsi, D. (2018). Pengaruh Gaya Kepemimpinan dan Disiplin Kerja Terhadap Kinerja Karyawan Pada CV. Usaha Mandiri Jakarta. *J. Ilmiah Manajemen Sumber Daya Manusia*. **1**(2), 1–24.
- Suwatno, S. (2019). *Pemimpin dan Kepemimpinan dalam Organisasi Publik dan Bisnis*. Bumi Aksara: Semarang.
- Swastika, I. P. D., Sri Budhi, M. K., & Urmila Dewi, M. H. (2017). Analisis Pengembangan Agrowisata Untuk Kesejahteraan Masyarakat di Kecamatan Petang, Kabupaten Badung. *J. Ekonomi dan Bisnis*. **6**(12), 4103–4136.
- Tambun, I. B., & Mutiara, P. (2020). Pengaruh Kepemimpinan Transformasional Terhadap Efektivitas Kerja Karyawan Pada PT. Cahaya Rimba. *J. Sains Dan Teknologi*. **1**(2), 1-14.
- Utaminingsih, A. (2014). *Perilaku Organisasi: Kajian Teoritik & Empirik terhadap Budaya Organisasi, Gaya Kepemimpinan, Kepercayaan dan Komitmen*. Universitas Brawijaya Press: Malang.
- Wardani, D. K., Cahyono, D., Herlambang, T., & Qomariah, N. (2017). Pengaruh Gaya Kepemimpinan Terhadap Kepuasan Kerja dan Kinerja Dengan Komitmen Organisasi Sebagai Variabel Intervening di Rumah Sakit Islam Lumajang. *J. Sains Manajemen dan Bisnis Indonesia*. **7**(2), 208–231.
- Wijono, S. (2018). *Kepemimpinan Dalam Perspektif Organisasi*. Prenada Media: Jakarta.
- Yaslioglu, M. M., & Erden, N. S. (2018). Transformational Leaders in Action: Theory Has Been There, But What About Practice. *J. Business Strategy*. **15**(1), 42–53.

LAMPIRAN

Lampiran 1. Kuesioner Wawancara

I. Identitas Responden

1. Nama :
2. Tanggal lahir :
3. Jenis Kelamin :
4. Pendidikan terakhir :
5. Lama Kerja :

II. Petunjuk Pengisian

Pengisian kuesioner dilakukan dengan menyilang atau melingkari skala sebagai berikut :

| No | Indikator Kepemimpinan | Pernyataan | 1 | 2 | 3 | 4 | 5 |
|----|--|--|-----|----|---|---|----|
| 1 | <i>Idealized Influence (Attributed and behavior)</i> | Pemimpin memberi arahan melalui <i>briefing</i> atau rapat | STS | TS | N | S | SS |
| 2 | | Pemimpin memberi arahan secara langsung | STS | TS | N | S | SS |

Penjelasan skala yang digunakan pada kuesioner sebagai berikut :

STS : Sangat Tidak Setuju, dipilih apabila **tidak pernah dilakukan**

TS : Tidak Setuju, dipilih apabila **sekali dilakukan**

N : Netral, dipilih apabila **dilakukan 2 hingga 3 kali**

S : Setuju, dipilih apabila **sering dilakukan 4 hingga 5 kali**

SS : Sangat Setuju, dipilih apabila **sangat sering dilakukan hingga lebih dari 5 kali**

Kuesioner Kepemimpinan Transformasional

| No | Pernyataan | STS | TS | N | S | SS |
|----|--|-----|----|---|---|----|
| 1 | Pemimpin merupakan sosok yang terpandang | | | | | |
| 2 | Pemimpin merupakan seseorang yang bijak dalam memberi arahan | | | | | |
| 3 | Pemimpin lebih mementingkan kesejahteraan karyawan | | | | | |
| 4 | Saya menghormati arahan yang disampaikan pemimpin | | | | | |
| 5 | Pemimpin tanggap dalam pengambilan keputusan | | | | | |
| 6 | Pemimpin memberi contoh berperilaku baik saat bekerja | | | | | |
| 7 | Pemimpin memberikan tanggung jawab penuh atas pekerjaan karyawan | | | | | |
| 8 | Pemimpin percaya terhadap pekerjaan karyawan | | | | | |
| 9 | Pemimpin merupakan sosok yang optimis | | | | | |
| 10 | Pemimpin memotivasi karyawan untuk lebih semangat dalam bekerja | | | | | |
| 11 | Pemimpin membagikan rencana masa depan perusahaan untuk meningkatkan motivasi karyawan | | | | | |
| 12 | Pemimpin memuji hasil pekerjaan karyawan | | | | | |
| 13 | Pemimpin memberi landasan ilmu dalam pemeliharaan tanaman | | | | | |
| 14 | Pemimpin mengedepankan penyelesaian masalah dengan ilmu | | | | | |
| 15 | Pemimpin berdiskusi dengan karyawan untuk memecahkan masalah bersama | | | | | |
| 16 | Pemimpin memberikan pelatihan atau training kepada karyawan | | | | | |
| 17 | Pemimpin membantu meningkatkan <i>skill</i> / keahlian karyawan | | | | | |
| 18 | Pemimpin memberi izin kepada karyawan yang sakit | | | | | |
| 19 | Pemimpin memberi kelonggaran apabila karyawan memiliki keperluan / kepentingan di luar pekerjaan | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 20 | Pemimpin mengetahui latar belakang masing-masing karyawan | | | | | |
|----|---|--|--|--|--|--|

Kuesioner Kepemimpinan Transformasional

| | | | | | | |
|---|---|--|--|--|--|--|
| 1 | Pemimpin memberi imbalan yang sesuai atas pekerjaan yang dilakukan | | | | | |
| 2 | Pemimpin memberi jenjang karir yang lebih baik untuk karyawan yang bekerja dengan baik | | | | | |
| 3 | Pemimpin memberi bonus untuk karyawan | | | | | |
| 4 | Pemimpin merasa puas dengan pekerjaan yang dilakukan karyawan | | | | | |
| 5 | Pemimpin memberikan standar pekerjaan | | | | | |
| 6 | Pemimpin melakukan pengawasan setiap pekerjaan | | | | | |
| 7 | Pemimpin meminta pekerjaan yang belum sesuai standar untuk diperbaiki | | | | | |
| 8 | Pemimpin memberi sanksi kepada karyawan yang tidak menyelesaikan pekerjaan sesuai standar | | | | | |

Kuesioner Kinerja Karyawan

| No | Pernyataan | STS | TS | N | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Hasil kerja sesuai dengan arahan dan standar perusahaan | | | | | |
| 2 | Karyawan sering ditegur mengenai kesesuaian hasil kerja | | | | | |
| 3 | Karyawan menyelesaikan tugas dengan teliti | | | | | |
| 4 | Karyawan focus pada tugas yang diberikan | | | | | |
| 5 | Jumlah pekerjaan yang diselesaikan sesuai dengan yang diberikan | | | | | |
| 6 | Karyawan mendapat teguran atas kekurangan hasil pekerjaan | | | | | |
| 7 | Pekerjaan yang diberikan diselesaikan tepat waktu | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 8 | Karyawan menunda pekerjaan yang telah diberikan | | | | | |
| 9 | Karyawan membuang waktu luang untuk hal di luar pekerjaan | | | | | |
| 10 | Karyawan mendapat teguran karena menggunakan cara yang salah | | | | | |
| 11 | Karyawan menggunakan alat keselamatan kerja (boots dan sarung tangan) | | | | | |
| 12 | Karyawan sering bercanda hingga mengakibatkan kelalaian saat melakukan pekerjaan | | | | | |
| 13 | Karyawan ramah kepada semua karyawan perusahaan | | | | | |
| 14 | Karyawan mau menerima saran yang diberikan karyawan lain | | | | | |
| 15 | Karyawan bisa bekerja dengan siapa saja | | | | | |
| 16 | Karyawan saling membantu pekerjaan karyawan lain | | | | | |

Lampiran 2. Tabulasi Data

Tabulasi Data X1 (Kepemimpinan Transformasional)

| N o | X1. 1 | X1. 2 | X1. 3 | X1. 4 | X1. 5 | X1. 6 | X1. 7 | X1. 8 | X1. 9 | X1.1 0 | X1.1 1 | X1.1 2 | X1.1 3 | X1.1 4 | X1.1 5 | X1.1 6 | X1.1 7 | X1.1 8 | X1.1 9 | X1.2 0 |
|--------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 |
| 2 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 |
| 6 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 7 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 |
| 8 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 9 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 2 | 5 | 4 | 4 | 5 | 4 | 3 |
| 10 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 3 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 3 |
| 12 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 2 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 14 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 15 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 16 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 3 |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 19 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 |
| 20 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 3 |
| 21 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 |
| 22 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 23 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 |

| | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 27 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 |
| 28 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 31 | 2 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 |
| 32 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 |
| 34 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 |
| 35 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 |
| 36 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 |
| 37 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 4 | 2 |
| 38 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 |
| 39 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 |
| 40 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 5 | 5 | 5 |
| 41 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 3 | 3 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 |
| 43 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 |
| 44 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 3 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 3 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 3 |
| 48 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 |
| 49 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 3 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 3 |
| 51 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 4 |
| 52 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 |
| 53 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 3 |
| 54 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 1 | 3 | 4 | 1 | 4 | 5 | 1 | 4 | 5 | 5 | 5 | 5 | 4 |
| 55 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 56 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 57 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 3 |

Tabulasi Data X2 (Kepemimpinan Transaksional)

| No | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |
|----|------|------|------|------|------|------|------|------|
| 1 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 2 |
| 2 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 3 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 5 | 3 | 3 | 2 | 3 | 4 | 3 | 5 | 5 |
| 6 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 3 |
| 7 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 |
| 8 | 5 | 3 | 5 | 3 | 4 | 5 | 4 | 3 |
| 9 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 |
| 10 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 |
| 11 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 12 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 |
| 13 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 |
| 14 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 |
| 15 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 |
| 16 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 3 |
| 17 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 4 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 19 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 |
| 20 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 |
| 21 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 2 |
| 22 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 |
| 23 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 24 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 |
| 25 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 2 |
| 26 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 3 |
| 27 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 3 |
| 28 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 2 |

| | | | | | | | | |
|----|---|---|---|---|---|---|---|---|
| 29 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 |
| 30 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 31 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 |
| 32 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 |
| 33 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 2 |
| 34 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 3 |
| 35 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 |
| 36 | 4 | 3 | 5 | 4 | 4 | 4 | 2 | 3 |
| 37 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
| 38 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 39 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 3 |
| 40 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 |
| 41 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 3 |
| 42 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 |
| 43 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 3 |
| 44 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 3 |
| 45 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 |
| 46 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 3 |
| 47 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 2 |
| 48 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 |
| 49 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 |
| 50 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 2 |
| 51 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 |
| 52 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 |
| 53 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 4 |
| 54 | 1 | 4 | 1 | 5 | 5 | 5 | 5 | 3 |
| 55 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 56 | 2 | 2 | 2 | 4 | 4 | 3 | 4 | 3 |
| 57 | 4 | 2 | 2 | 3 | 4 | 3 | 3 | 2 |

Tabulasi Data Y (Kinerja Karyawan)

| No | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.16 |
|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|------|------|------|
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 2 | 4 | 5 | 1 | 4 | 5 | 5 | 5 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 5 | 5 | 1 | 5 | 5 | 5 | 2 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 5 |
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 2 | 2 | 3 | 4 | 1 | 5 | 4 | 5 | 5 |
| 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 5 | 4 | 4 | 4 |
| 6 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 |
| 7 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 2 | 3 | 4 | 5 | 5 |
| 8 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 5 |
| 9 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 10 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 5 | 3 | 4 | 4 | 5 | 4 |
| 11 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 5 | 5 | 2 | 5 | 5 | 4 | 4 |
| 12 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 3 | 4 | 2 |
| 13 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 2 | 4 | 5 | 4 | 4 |
| 14 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 5 | 3 | 4 | 5 | 5 | 4 |
| 15 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 5 | 5 | 4 | 4 |
| 16 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 2 | 4 | 5 | 1 | 5 | 5 | 5 | 3 |
| 17 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 2 | 2 | 4 | 5 | 2 | 4 | 4 | 4 | 4 |
| 18 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 19 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 20 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 4 |
| 21 | 5 | 3 | 5 | 5 | 3 | 2 | 3 | 2 | 2 | 4 | 2 | 2 | 3 | 3 | 4 | 4 |
| 22 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 5 | 5 |
| 23 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 2 | 2 | 4 | 4 | 2 | 4 | 5 | 5 | 4 |
| 24 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 2 | 5 | 5 | 5 | 5 |
| 25 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | 3 | 4 | 2 | 3 | 4 | 4 | 4 |
| 26 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 5 | 2 | 4 | 3 | 4 | 5 |

| | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 27 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 2 | 5 | 2 | 4 | 4 | 4 | 4 |
| 28 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 3 | 5 | 2 | 4 | 4 | 4 | 4 |
| 29 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 4 | 5 | 4 | 4 |
| 30 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 5 | 4 |
| 31 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 2 | 5 | 5 | 2 | 4 | 4 | 4 | 3 |
| 32 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 1 | 2 | 3 | 5 | 2 | 5 | 5 | 4 | 4 |
| 33 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 2 | 5 | 5 | 5 | 4 |
| 34 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 3 |
| 35 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 2 | 1 | 4 | 4 | 1 | 3 | 5 | 4 | 4 |
| 36 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 2 | 2 | 3 | 5 | 2 | 4 | 4 | 4 | 4 |
| 37 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 5 | 4 | 1 | 5 | 4 | 4 | 4 |
| 38 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 2 | 3 | 5 | 4 | 2 | 4 | 5 | 4 | 4 |
| 39 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 5 | 2 | 4 | 4 | 4 | 4 |
| 40 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 5 | 1 | 5 | 3 | 4 | 4 |
| 41 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 5 | 1 | 4 | 3 | 4 | 4 |
| 42 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 4 | 4 | 2 | 4 | 3 | 3 | 4 |
| 43 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 |
| 44 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 4 | 3 | 4 | 4 |
| 45 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 1 | 4 | 3 | 1 | 4 | 4 | 4 | 3 |
| 46 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 3 | 1 | 4 | 4 | 4 | 4 |
| 47 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 |
| 48 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 49 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 1 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 50 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 2 | 3 | 3 | 4 | 4 |
| 51 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 4 |
| 52 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 5 | 4 |
| 53 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 54 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 3 |
| 55 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 |
| 56 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 |
| 57 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 |

| | | | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|-------|--------|--------|--------|--------|--------|--------|--------|-------|
| x1.20 | Pearson Correlation | .324* | .354* | .105 | .052 | .065 | .184 | .059 | .072 | .094 | .116 | .345** | .255 | .235 | .240 | .192 | .344** | .372** | .112 | .239 | 1 | .499* |
| | Sig. (2-tailed) | .014 | .007 | .435 | .699 | .629 | .171 | .661 | .595 | .487 | .388 | .009 | .056 | .078 | .072 | .152 | .009 | .004 | .408 | .073 | | .000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X1 | Pearson Correlation | .459* | .624* | .551* | .274* | .567* | .615* | .534* | .561* | .317* | .475** | .530** | .468** | .322* | .573** | .376** | .480** | .567** | .562** | .506** | .499** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .039 | .000 | .000 | .000 | .000 | .016 | .000 | .000 | .000 | .015 | .000 | .004 | .000 | .000 | .000 | .000 | .000 | |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |

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

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

Uji Validitas X2

| | | Correlations | | | | | | | | |
|------|---------------------|--------------|--------|--------|-------|-------|-------|--------|--------|--------|
| | | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | X2 |
| x2.1 | Pearson Correlation | 1 | .512** | .413** | .164 | -.119 | -.059 | .008 | .322* | .597** |
| | Sig. (2-tailed) | | .000 | .001 | .223 | .378 | .665 | .952 | .014 | .000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| x2.2 | Pearson Correlation | .512** | 1 | .373** | .275* | .162 | -.025 | .410** | .410** | .760** |
| | Sig. (2-tailed) | .000 | | .004 | .038 | .228 | .854 | .002 | .002 | .000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| x2.3 | Pearson Correlation | .413** | .373** | 1 | .087 | -.232 | .033 | -.005 | .054 | .507** |
| | Sig. (2-tailed) | .001 | .004 | | .520 | .083 | .809 | .973 | .688 | .000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| x2.4 | Pearson Correlation | .164 | .275* | .087 | 1 | .210 | .173 | .147 | .450** | .538** |
| | Sig. (2-tailed) | .223 | .038 | .520 | | .118 | .199 | .274 | .000 | .000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| x2.5 | Pearson Correlation | -.119 | .162 | -.232 | .210 | 1 | .334* | .277* | .279* | .314* |
| | Sig. (2-tailed) | .378 | .228 | .083 | .118 | | .011 | .037 | .036 | .017 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| x2.6 | Pearson Correlation | -.059 | -.025 | .033 | .173 | .334* | 1 | .118 | .209 | .330* |
| | Sig. (2-tailed) | .665 | .854 | .809 | .199 | .011 | | .381 | .118 | .012 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| x2.7 | Pearson Correlation | .008 | .410** | -.005 | .147 | .277* | .118 | 1 | .417** | .518** |

| | | | | | | | | | | |
|------|---------------------|--------|--------|--------|--------|-------|-------|--------|--------|--------|
| | Sig. (2-tailed) | .952 | .002 | .973 | .274 | .037 | .381 | | .001 | .000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| x2.8 | Pearson Correlation | .322* | .410** | .054 | .450** | .279* | .209 | .417** | 1 | .712** |
| | Sig. (2-tailed) | .014 | .002 | .688 | .000 | .036 | .118 | .001 | | .000 |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| X2 | Pearson Correlation | .597** | .760** | .507** | .538** | .314* | .330* | .518** | .712** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .017 | .012 | .000 | .000 | |
| | N | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |

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

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

| | | | | | | | | | | | | | | | | | | |
|----------|-----------------|--------|--------|--------|--------|-------|--------|-------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--------|
| y.1 4 | Pearson | .007 | .278* | .369** | -.003 | .159 | .074 | .175 | -.172 | -.015 | .173 | .152 | -.018 | .312* | 1 | .374** | .004 | .435** |
| | Correlation | | | | | | | | | | | | | | | | | |
| | Sig. (2-tailed) | .960 | .036 | .005 | .983 | .238 | .586 | .194 | .201 | .910 | .199 | .258 | .895 | .018 | | .004 | .976 | .001 |
| N | | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y.1 5 | Pearson | .177 | .241 | .224 | .337* | .251 | .257 | .258 | .157 | .259 | .073 | .143 | -.012 | .237 | .374** | 1 | .243 | .603** |
| | Correlation | | | | | | | | | | | | | | | | | |
| | Sig. (2-tailed) | .189 | .071 | .094 | .010 | .060 | .054 | .053 | .242 | .052 | .589 | .288 | .932 | .076 | .004 | | .069 | .000 |
| N | | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| y.1 6 | Pearson | .126 | .070 | .178 | .234 | .065 | .033 | -.009 | .195 | .213 | -.265* | .061 | .131 | -.044 | .004 | .243 | 1 | .326* |
| | Correlation | | | | | | | | | | | | | | | | | |
| | Sig. (2-tailed) | .351 | .607 | .187 | .080 | .630 | .807 | .948 | .145 | .111 | .047 | .653 | .332 | .746 | .976 | .069 | | .013 |
| N | | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |
| Y | Pearson | .407** | .506** | .439** | .394** | .263* | .456** | .328* | .485** | .571** | .253 | .406** | .388** | .458** | .435** | .603** | .326* | 1 |
| | Correlation | | | | | | | | | | | | | | | | | |
| | Sig. (2-tailed) | .002 | .000 | .001 | .002 | .048 | .000 | .013 | .000 | .000 | .058 | .002 | .003 | .000 | .001 | .000 | .013 | |
| N | | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 | 57 |

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

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

2. Uji Reliabilitas

Uji Reliabilitas X1

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .831 | 20 |

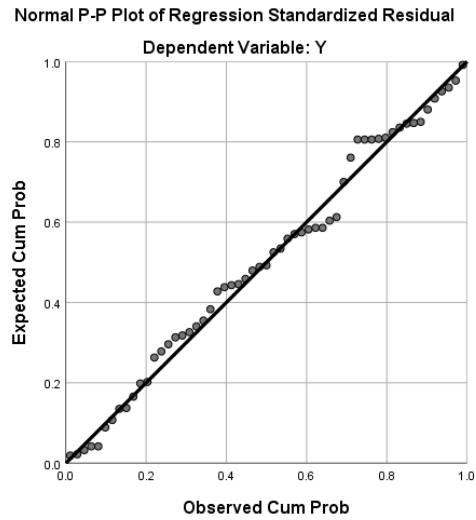
Uji Reliabilitas X2

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .658 | 8 |

Uji Reliabilitas Y

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| .701 | 17 |

3. Uji Normalitas



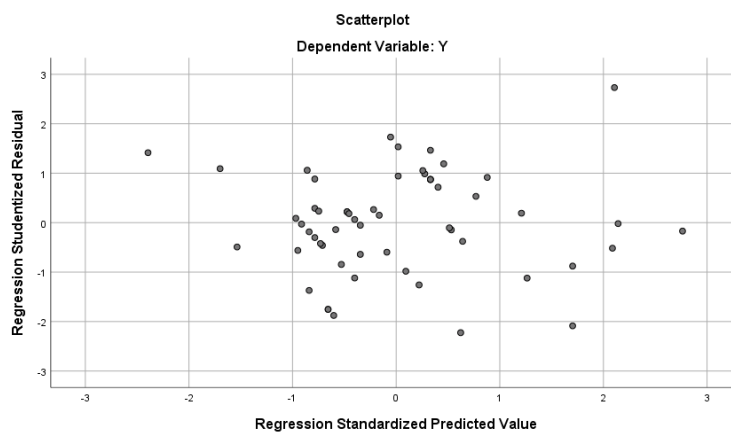
4. Uji Multikolinieritas

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|----|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | X1 | .158 | 6.327 |
| | X2 | .158 | 6.327 |

a. Dependent Variable: Y

5. Uji Heteroskedasitas



6. Uji Hipotesis

Uji Koefisien Determinasi

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .905 ^a | .820 | .813 | 1.71598 |

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Uji t

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 14.991 | 3.418 | | 4.386 | .000 |
| | X1 | .461 | .090 | .743 | 5.111 | .000 |
| | X2 | .196 | .164 | .175 | 1.202 | .235 |

a. Dependent Variable: Y

Uji F

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 723.659 | 2 | 361.829 | 122.879 | .000 ^b |
| | Residual | 159.008 | 54 | 2.945 | | |
| | Total | 882.667 | 56 | | | |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Lampiran 4. Dokumentasi



RIWAYAT HIDUP



Penulis bernama lengkap Muhammad Islamudin Nur, lahir di Kendal, Jawa Tengah pada 03 November 1998. Penulis merupakan anak pertama dari dua bersaudara dengan orangtua bernama Bapak Shokhib Abdillah dan Ibu Sri Hertanti. Penulis menempuh pendidikan sekolah dasar di SDM Kalipancur 02, melanjutkan di SMPN 30 Semarang, dan menempuh pendidikan di SMAN 30 Semarang dan mampu menamatkan pada tahun 2017.

Penulis melanjutkan ke perguruan tinggi pada 2017 di Universitas Diponegoro tepatnya pada Program Studi S-1 Agribisnis, Fakultas Peternakan dan Pertanian. Pada proses menempuh studi penulis telah menyelesaikan Praktik Kerja Lapangan di Agrowisata Plantera Fruit Paradise dengan judul “Penerapan Komunikasi Bisnis pada Agrowisata Plantera Fruit Paradise”.