**Analisa Deskriptif**

**Profil Responden**

| **Statistics** | | | | | | | | | | | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | |  | gender | | | | | usia | | | | | masa kerja | | | | | status menikah | | | | | pendidikan terkahir |
| N | | Valid | 87 | | | | | 87 | | | | | 87 | | | | | 87 | | | | | 87 |
| Missing | 0 | | | | | 0 | | | | | 0 | | | | | 0 | | | | | 0 |
| Mean | | | 1.92 | | | | | 3.52 | | | | | 2.17 | | | | | 1.07 | | | | | 2.21 |
| **Gender** | | | | | | | | | | | | | | | | | | | | | | | |
|  | |  | | Frequency | | | | | Percent | | | | | Valid Percent | | | | | Cumulative Percent | | | | |
| Valid | | Laki-laki | | 7 | | | | | 8.0 | | | | | 8.0 | | | | | 8.0 | | | | |
| Perempuan | | 80 | | | | | 92.0 | | | | | 92.0 | | | | | 100.0 | | | | |
| Total | | 87 | | | | | 100.0 | | | | | 100.0 | | | | |  | | | | |
| **Usia** | | | | | | | | | | | | | | | | | | | | | | | |
|  | |  | | | | Frequency | | | | | Percent | | | | | Valid Percent | | | | | Cumulative Percent | | |
| Valid | | 11-20 Tahun | | | | 1 | | | | | 1.1 | | | | | 1.1 | | | | | 1.1 | | |
| 31-40 Tahun | | | | 40 | | | | | 46.0 | | | | | 46.0 | | | | | 47.1 | | |
| 40-50 Tahun | | | | 45 | | | | | 51.7 | | | | | 51.7 | | | | | 98.9 | | |
| > 50 Tahun | | | | 1 | | | | | 1.1 | | | | | 1.1 | | | | | 100.0 | | |
| Total | | | | 87 | | | | | 100.0 | | | | | 100.0 | | | | |  | | |
| **masa kerja** | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | Frequency | | | | | Percent | | | | | Valid Percent | | | | | Cumulative Percent | | | |
| Valid | 1-5 Tahun | | | | 9 | | | | | 10.3 | | | | | 10.3 | | | | | 10.3 | | | |
| 6-10 Tahun | | | | 54 | | | | | 62.1 | | | | | 62.1 | | | | | 72.4 | | | |
| 11-15 Tahun | | | | 24 | | | | | 27.6 | | | | | 27.6 | | | | | 100.0 | | | |
| Total | | | | 87 | | | | | 100.0 | | | | | 100.0 | | | | |  | | | |
| **status menikah** | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | | | | | Frequency | | | | | Percent | | | | | Valid Percent | | | | | Cumulative Percent | |
| Valid | Menikah | | | | | | 81 | | | | | 93.1 | | | | | 93.1 | | | | | 93.1 | |
| Belum Menikah | | | | | | 6 | | | | | 6.9 | | | | | 6.9 | | | | | 100.0 | |
| Total | | | | | | 87 | | | | | 100.0 | | | | | 100.0 | | | | |  | |

| **pendidikan terkahir** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SMA | 2 | 2.3 | 2.3 | 2.3 |
| D3 | 65 | 74.7 | 74.7 | 77.0 |
| S1 | 20 | 23.0 | 23.0 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

**Etos Kerja**

| **Statistics** | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | etos kerja 1 | etos kerja 2 | etos kerja 3 | etos kerja 4 | etos kerja 5 | etos kerja 6 | etos kerja 7 | etos kerja 8 | etos kerja 9 | etos kerja 10 | etos kerja 11 |
| N | Valid | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 |
| Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.78 | 3.80 | 3.86 | 3.70 | 3.69 | 3.90 | 3.71 | 3.72 | 3.76 | 3.77 | 3.86 |

| **etos kerja 1** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 1.1 | 1.1 | 1.1 |
| TS | 10 | 11.5 | 11.5 | 12.6 |
| AS | 21 | 24.1 | 24.1 | 36.8 |
| S | 30 | 34.5 | 34.5 | 71.3 |
| SS | 25 | 28.7 | 28.7 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 2** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 2.3 | 2.3 | 2.3 |
| TS | 3 | 3.4 | 3.4 | 5.7 |
| AS | 23 | 26.4 | 26.4 | 32.2 |
| S | 41 | 47.1 | 47.1 | 79.3 |
| SS | 18 | 20.7 | 20.7 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 3** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 2.3 | 2.3 | 2.3 |
| TS | 2 | 2.3 | 2.3 | 4.6 |
| AS | 24 | 27.6 | 27.6 | 32.2 |
| S | 37 | 42.5 | 42.5 | 74.7 |
| SS | 22 | 25.3 | 25.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 4** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 1.1 | 1.1 | 1.1 |
| TS | 3 | 3.4 | 3.4 | 4.6 |
| AS | 34 | 39.1 | 39.1 | 43.7 |
| S | 32 | 36.8 | 36.8 | 80.5 |
| SS | 17 | 19.5 | 19.5 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 5** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 2.3 | 2.3 | 2.3 |
| TS | 4 | 4.6 | 4.6 | 6.9 |
| AS | 22 | 25.3 | 25.3 | 32.2 |
| S | 50 | 57.5 | 57.5 | 89.7 |
| SS | 9 | 10.3 | 10.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 6** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 1.1 | 1.1 | 1.1 |
| TS | 5 | 5.7 | 5.7 | 6.9 |
| AS | 17 | 19.5 | 19.5 | 26.4 |
| S | 43 | 49.4 | 49.4 | 75.9 |
| SS | 21 | 24.1 | 24.1 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 7** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 4 | 4.6 | 4.6 | 4.6 |
| TS | 6 | 6.9 | 6.9 | 11.5 |
| AS | 23 | 26.4 | 26.4 | 37.9 |
| S | 32 | 36.8 | 36.8 | 74.7 |
| SS | 22 | 25.3 | 25.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 8** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 10 | 11.5 | 11.5 | 11.5 |
| AS | 20 | 23.0 | 23.0 | 34.5 |
| S | 41 | 47.1 | 47.1 | 81.6 |
| SS | 16 | 18.4 | 18.4 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 9** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 2.3 | 2.3 | 2.3 |
| TS | 10 | 11.5 | 11.5 | 13.8 |
| AS | 20 | 23.0 | 23.0 | 36.8 |
| S | 30 | 34.5 | 34.5 | 71.3 |
| SS | 25 | 28.7 | 28.7 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 10** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 2.3 | 2.3 | 2.3 |
| TS | 3 | 3.4 | 3.4 | 5.7 |
| AS | 25 | 28.7 | 28.7 | 34.5 |
| S | 40 | 46.0 | 46.0 | 80.5 |
| SS | 17 | 19.5 | 19.5 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **etos kerja 11** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 2.3 | 2.3 | 2.3 |
| TS | 4 | 4.6 | 4.6 | 6.9 |
| AS | 22 | 25.3 | 25.3 | 32.2 |
| S | 35 | 40.2 | 40.2 | 72.4 |
| SS | 24 | 27.6 | 27.6 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

**Motivasi Kerja**

| **Statistics** | | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | motivasi kerja 1 | motivasi kerja 2 | motivasi kerja 3 | motivasi kerja 4 | motivasi kerja 5 | motivasi kerja 6 | motivasi kerja 7 | motivasi kerja 8 | motivasi kerja 9 | motivasi kerja 10 | motivasi kerja 11 | motivasi kerja 12 | motivasi kerja 13 |
| N | Valid | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 | 87 |
| Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.43 | 3.83 | 3.37 | 3.83 | 4.07 | 3.90 | 3.71 | 3.59 | 3.48 | 3.85 | 3.31 | 3.24 | 3.61 |

| **motivasi kerja 1** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 5 | 5.7 | 5.7 | 5.7 |
| TP | 11 | 12.6 | 12.6 | 18.4 |
| AP | 29 | 33.3 | 33.3 | 51.7 |
| P | 26 | 29.9 | 29.9 | 81.6 |
| SP | 16 | 18.4 | 18.4 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **motivasi kerja 2** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 1 | 1.1 | 1.1 | 1.1 |
| TP | 7 | 8.0 | 8.0 | 9.2 |
| AP | 21 | 24.1 | 24.1 | 33.3 |
| P | 35 | 40.2 | 40.2 | 73.6 |
| SP | 23 | 26.4 | 26.4 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **motivasi kerja 3** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 6 | 6.9 | 6.9 | 6.9 |
| TP | 14 | 16.1 | 16.1 | 23.0 |
| AP | 30 | 34.5 | 34.5 | 57.5 |
| P | 16 | 18.4 | 18.4 | 75.9 |
| SP | 21 | 24.1 | 24.1 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |
| **motivasi kerja 4** | | | | | |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 1 | 1.1 | 1.1 | 1.1 |
| TP | 3 | 3.4 | 3.4 | 4.6 |
| AP | 30 | 34.5 | 34.5 | 39.1 |
| P | 29 | 33.3 | 33.3 | 72.4 |
| SP | 24 | 27.6 | 27.6 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |
| **motivasi kerja 5** | | | | | |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TP | 5 | 5.7 | 5.7 | 5.7 |
| AP | 16 | 18.4 | 18.4 | 24.1 |
| P | 34 | 39.1 | 39.1 | 63.2 |
| SP | 32 | 36.8 | 36.8 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |
| **motivasi kerja 6** | | | | | |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 1 | 1.1 | 1.1 | 1.1 |
| TP | 5 | 5.7 | 5.7 | 6.9 |
| AP | 23 | 26.4 | 26.4 | 33.3 |
| P | 31 | 35.6 | 35.6 | 69.0 |
| SP | 27 | 31.0 | 31.0 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **motivasi kerja 7** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TP | 7 | 8.0 | 8.0 | 8.0 |
| AP | 29 | 33.3 | 33.3 | 41.4 |
| P | 33 | 37.9 | 37.9 | 79.3 |
| SP | 18 | 20.7 | 20.7 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **motivasi kerja 8** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 2 | 2.3 | 2.3 | 2.3 |
| TP | 18 | 20.7 | 20.7 | 23.0 |
| AP | 21 | 24.1 | 24.1 | 47.1 |
| P | 19 | 21.8 | 21.8 | 69.0 |
| SP | 27 | 31.0 | 31.0 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |
| **motivasi kerja 9** | | | | | |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 5 | 5.7 | 5.7 | 5.7 |
| TP | 10 | 11.5 | 11.5 | 17.2 |
| AP | 31 | 35.6 | 35.6 | 52.9 |
| P | 20 | 23.0 | 23.0 | 75.9 |
| SP | 21 | 24.1 | 24.1 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |
| **motivasi kerja 10** | | | | | |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 2 | 2.3 | 2.3 | 2.3 |
| TP | 3 | 3.4 | 3.4 | 5.7 |
| AP | 25 | 28.7 | 28.7 | 34.5 |
| P | 33 | 37.9 | 37.9 | 72.4 |
| SP | 24 | 27.6 | 27.6 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **motivasi kerja 11** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 8 | 9.2 | 9.2 | 9.2 |
| TP | 11 | 12.6 | 12.6 | 21.8 |
| AP | 34 | 39.1 | 39.1 | 60.9 |
| P | 14 | 16.1 | 16.1 | 77.0 |
| SP | 20 | 23.0 | 23.0 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **motivasi kerja 12** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 3 | 3.4 | 3.4 | 3.4 |
| TP | 17 | 19.5 | 19.5 | 23.0 |
| AP | 35 | 40.2 | 40.2 | 63.2 |
| P | 20 | 23.0 | 23.0 | 86.2 |
| SP | 12 | 13.8 | 13.8 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **motivasi kerja 13** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STP | 5 | 5.7 | 5.7 | 5.7 |
| TP | 11 | 12.6 | 12.6 | 18.4 |
| AP | 21 | 24.1 | 24.1 | 42.5 |
| P | 26 | 29.9 | 29.9 | 72.4 |
| SP | 24 | 27.6 | 27.6 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

**Kepemimpinan Transformasional**

| **Statistics** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | kepemimpinan transformasional 1 | kepemimpinan transformasional 2 | kepemimpinan transformasional 3 | kepemimpinan transformasional 4 | kepemimpinan transformasional 5 |
| N | Valid | 87 | 87 | 87 | 87 | 87 |
| Missing | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.61 | 3.74 | 3.85 | 3.70 | 3.90 |

| **kepemimpinan transformasional 1** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 8 | 9.2 | 9.2 | 9.2 |
| AS | 33 | 37.9 | 37.9 | 47.1 |
| S | 31 | 35.6 | 35.6 | 82.8 |
| SS | 15 | 17.2 | 17.2 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **kepemimpinan transformasional 2** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 2.3 | 2.3 | 2.3 |
| TS | 5 | 5.7 | 5.7 | 8.0 |
| AS | 24 | 27.6 | 27.6 | 35.6 |
| S | 39 | 44.8 | 44.8 | 80.5 |
| SS | 17 | 19.5 | 19.5 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **kepemimpinan transformasional 3** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 2.3 | 2.3 | 2.3 |
| TS | 4 | 4.6 | 4.6 | 6.9 |
| AS | 22 | 25.3 | 25.3 | 32.2 |
| S | 36 | 41.4 | 41.4 | 73.6 |
| SS | 23 | 26.4 | 26.4 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **kepemimpinan transformasional 4** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 1.1 | 1.1 | 1.1 |
| TS | 3 | 3.4 | 3.4 | 4.6 |
| AS | 34 | 39.1 | 39.1 | 43.7 |
| S | 32 | 36.8 | 36.8 | 80.5 |
| SS | 17 | 19.5 | 19.5 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |

| **kepemimpinan transformasional 5** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 1.1 | 1.1 | 1.1 |
| TS | 5 | 5.7 | 5.7 | 6.9 |
| AS | 17 | 19.5 | 19.5 | 26.4 |
| S | 43 | 49.4 | 49.4 | 75.9 |
| SS | 21 | 24.1 | 24.1 | 100.0 |
| Total | 87 | 100.0 | 100.0 |  |