**Uji Validitas dan Reliabilitas**

1. Etos Kerja

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .877 | 11 |

| **Item-Total Statistics** | | | | |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| etos kerja 1 | 38.18 | 38.919 | .645 | .862 |
| etos kerja 2 | 38.22 | 39.382 | .645 | .863 |
| etos kerja 3 | 38.17 | 39.005 | .640 | .863 |
| etos kerja 4 | 38.29 | 41.789 | .446 | .875 |
| etos kerja 5 | 38.26 | 39.941 | .677 | .862 |
| etos kerja 6 | 38.00 | 42.674 | .365 | .880 |
| etos kerja 7 | 38.31 | 41.286 | .349 | .885 |
| etos kerja 8 | 38.22 | 38.940 | .643 | .863 |
| etos kerja 9 | 38.21 | 37.143 | .683 | .859 |
| etos kerja 10 | 38.24 | 37.790 | .746 | .855 |
| etos kerja 11 | 38.13 | 38.856 | .649 | .862 |

1. Motivasi Kerja

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .872 | 13 |

| **Item-Total Statistics** | | | | |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| motivasi kerja 1 | 43.78 | 61.661 | .664 | .855 |
| motivasi kerja 2 | 43.38 | 65.052 | .549 | .862 |
| motivasi kerja 3 | 43.84 | 60.695 | .649 | .856 |
| motivasi kerja 4 | 43.38 | 65.331 | .556 | .862 |
| motivasi kerja 5 | 43.14 | 66.818 | .470 | .866 |
| motivasi kerja 6 | 43.31 | 65.310 | .533 | .863 |
| motivasi kerja 7 | 43.49 | 67.276 | .436 | .868 |
| motivasi kerja 8 | 43.62 | 62.680 | .544 | .863 |
| motivasi kerja 9 | 43.72 | 63.458 | .526 | .864 |
| motivasi kerja 10 | 43.36 | 66.186 | .477 | .866 |
| motivasi kerja 11 | 43.90 | 62.164 | .558 | .862 |
| motivasi kerja 12 | 43.97 | 64.941 | .505 | .865 |
| motivasi kerja 13 | 43.60 | 61.615 | .613 | .858 |

1. Kepemimpinan Transpormasional

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .734 | 5 |

| **Item-Total Statistics** | | | | |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| kepemimpinan transformasional 1 | 15.18 | 6.477 | .562 | .662 |
| kepemimpinan transformasional 2 | 15.06 | 6.869 | .426 | .715 |
| kepemimpinan transformasional 3 | 14.94 | 6.590 | .470 | .698 |
| kepemimpinan transformasional 4 | 15.09 | 6.177 | .663 | .624 |
| kepemimpinan transformasional 5 | 14.90 | 7.233 | .375 | .731 |