DAFTAR PUSTAKA

Buku

Brennan, L. D. 2012. *Modern Communication Effectiveness*. Literary Licensing, LLC: United States.

Cronkhite, G. 1976. *Communication and Awareness.* Cummings Pub. Co.: United States.

Dessler, G. 2009. *Manajemen Sumber Daya Manusia*. Indeks: Jakarta.

Effendy, O. U. 2009. *Ilmu Komunikasi Teori dan Praktek.* Remaja Rosdakarya: Bandung

Effendy, O. U. 2009. *Ilmu Teori dan Filsafat Komunikasi.* PT Remaja Rosdakarya: Bandung.

Effendy, O. U. 2011. *Ilmu Komunikasi Teori Dan Praktek.* PT Remaja Rosdakarya: Bandung.

Fajar, M. 2009. *Ilmu Komunikasi Teori Dan Praktek .* Graha Ilmu: Yogyakarta.

Gomes, C. F. 2003. *Manajemen Sumber Daya Manusia .* Andi Offset: Jakarta.

Greene, C. N. 1985. *Management for Effective Performance.* Prentince-Hall, Inc.: New Jersey.

Guba, E. G. (1981). *Effective Evaluation.* Jossey-Bass Publishers: San Francisco.

Haney, W. V. 1973. *Communication and Organizational Behavior* (3rd ed.). Richard d Irwin.

Judy, P. E. 2010. *Human Communication* (4th Edition ed.). McGraw-Hill Companies: New York.

Kincaid, D. L. 1981. *Communication Network: Towards A New Paradigm for Research.* Free Press: New York.

Masmuh, A. 2008. *Komunikasi Organisasi dalam Perspektif Teori dan Praktik.* UMM Press: Malang.

Muhammad, A. 2001. *Komunikasi Organisasi* (6th ed.). Bumi Aksara: Jakarta.

Muhammad, A. 2007. *Komunikasi Organisasi.* Bumi Aksara: Jakarta.

Mulyana, D. 2007. *Ilmu Komunikasi: Suatu Pengantar.* PT Remaja Rosdakarya: Bandung.

Mulyana, D. 2008. *Ilmu Komunikasi Suatu Pengantar.* PT Remaja Rosdakarya: Bandung.

Myers, M. &. 1987. *Teori-teori Manajemen Komunikasi.* Bahana Aksara: Jakarta.

Panuju, R. 2001. *Komunikasi Organisasi.* Pustaka Pelajar: Yogyakarta.

Patrick J. Montana. 1993. Management. Barron's Educational Series, Inc.: New York.

Raymond V. Lesikar, J. D. 1994. *Business Communication*: Theory and Apllication. Dame Publications: United States.

Ruky, A. 2002. *Sistem Manajemen Kinerja*. Gramedia Pustaka Utama: Jakarta.

Ruliana, P. 2014. *Komunikasi Organisasi*: Teori dan Studi Kasus . PT Raja Grafindo Persada: Jakarta.

Slamet, M. 1999. *Filosofi Mutu dan Penerapan Prinsip-Prinsip Manajemen Mutu Terpadu*. IPB Bogor: Bogor.

Stewart L. Tubbs, S. M. 2005. *Human Communication*. Dalam D. Mulyana (Penyunt.). PT Remaja Rosdakarya: Bandung.

Subekhi, J. M. 2013. *Teori Komunikasi Organisasi.* Prestasi Pustaka Jakarta: Jakarta.

Sugiyono. 2013. Statistika Untuk Penelitian. Alfabeta: Bandung.

Sugiyono. 2014. *Metode Penelitian Kombinasi (Mixed Methods)*. Alfabeta: Bandung.

Sugiyono. 2014. *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*. Alfabeta: Bandung.

Suryadi. 2017. *Pengaruh Gaya Kepemimpinan Terhadap Kinerja Pegawai Dinas Penyelamatan Pemadam Kebakaran (PPK). Economica Sharia: Palembang.*

Syamsuri. 2014. *Kepemimpinan Partisipatif dan Pendelegasian Wewenang*. PT. Bumi Aksara: Jakarta

Veithzal Rivai, D. M. 2012. *Kepemimpinan dan Perilaku Organisasi*. Raja Grafindo Persada: Jakarta.

Wayne R. Pace, D. F. 2005. *Komunikasi Organisasi, Strategi Meningkatkan Kinerja Perusahaan*. Dalam D. Mulyana (Penyunt.). PT Remaja Rosdakarya: Bandung.

West, T. 2008. *Pengantar Teori Komunikasi: Analisis dan Aplikasi 1.* Salemba Humanika: Jakarta.

Wibowo. 2013. *Perilaku Dalam Organisasi.* Rajawali Pers: Depok.

Yukl, G. 2010. *Kepemimpinan dalam Organisasi*. Indeks: Jakarta.

Jurnal

Suryadi. 2017. *Pengaruh Gaya Kepemimpinan Terhadap Kinerja Pegawai Dinas Penyelamatan Pemadam Kebakaran (Ppk) Di Kota Palembang*. Economica Sharia Vol. 2 No. 2.

Rohaeni, Heni. 2016. *Model Gaya Kepemimpinan dan Motivasi Terhadap Kinerja Pegawai. e-Journal* Ecodemica SBI Bandung Vol. 4. No. 1.

Ernika, Desi. 2016. *Pengaruh Komunikasi Organisasi dan Motivasi Terhadap Kinerja Karyawan pada PT Inti Tractors Samarinda.* Jurnal Ilmu Komunikasi Universitas Mulawarman.

Riyantini, Kurnia, Agus Triyono. 2016. *Pengaruh Kepuasan Komunikasi Organisasi Terhadap Kinerja Pegawai Di Sekretariat DPRD Kota Singkawang.* Jurnal Universitas Negeri Surakarta Vol. 46 No. 2.

Internet

https://id.wikipedia.org/wiki/Pegadaian_(perusahaan)
       diakses tanggal 27 Januari 2020
https://www.pegadaian.co.id/berita/detail/154/pegadaian-raih-penghargaan-sebagai-bumn-terbaik-2019
       diakses tanggal 27 Januari 2020
http://manajemenkomunikasi.blogspot.com/2010/08/teori-komunikasi-organisasi.html
       diakses tanggal 27 Januari 2020
https://pakarkomunikasi.com/komunikasi-kepemimpinan
       diakses tanggal 28 Januari 2020
https://www.kompasiana.com/rarabintraamelia4318/5b36f836bde5751 51a503f34/peran-penting-dalam-komunikasi-kepemimpinan-di-organisasi
       diakses tanggal 29 Januari 2020
https://pakarkomunikasi.com/faktor-yang-mempengaruhi-efektivitas-komunikasi-organisasi
       diakses tanggal 29 Januari 2020
https://teorionline.wordpress.com/2010/01/25/teori-kinerja/
       diakses tanggal 1 Februari 2020
https://kbbi.web.id/organisasi
       diakses tanggal 21 Februari 2020
https://www.statistikian.com/2012/08/regresi-linear-sederhana-dengan-spss.html
       diakses tanggal 24 September 2020
https://www.pegadaian.co.id/profil/sejarah-perusahaan
       diakses tanggal 7 Oktober 2020
https://gorontalo.antaranews.com/berita/82390/bi-gorontalo-dan-pegadaian-kerja-sama-penukaran-uang-rupiah#
       diakses tanggal 7 Oktober 2020
https://hulondalo.id/bank-sampah-induk-pertama-hadir-di-kota-gorontalo/
       diakses tanggal 8 Oktober 2020

LAMPIRAN

Lampiran I.

Lembar Wawancara Tentang Gaya Komunikasi Kepemimpinan

Nama Informan   :
Posisi/Jabatan   :
Pendidikan Terakhir   :

1. Apakah menurut anda gaya komunikasi yang digunakan oleh Deputi Bisnis terhadap karyawan merupakan gaya komunikasi satu arah?
2. Apakah menurut anda Deputi Bisnis cenderung memaksakan kehendak, membatasi perilaku karyawan, dan hanya berorientasi pada keuntungan pribadinya saja?
3. Apakah Deputi Bisnis cenderung berbagi informasi/pesan secara langsung atau secara digital kepada karyawan?
4. Informasi atau pesan-pesan seputar apa saja yang selalu Deputi Bisnis sampaikan kepada karyawan?
5. Apakah menurut anda Deputi Bisnis mampu menstimulasi semangat kerja karyawan untuk bekerja lebih cepat?
6. Apakah menurut anda Deputi Bisnis selalu bersedia menerima saran, pendapat, gagasan dari karyawan? Ataukah sebaliknya?
7. Apakah menurut anda Deputi Bisnis memiliki sifat *task-oriented* namun juga menjalankan fungsi *controlling* untuk mengawasi kinerja karyawannya?
8. Bagaimana fungsi *controlling* yang dilakukan oleh Deputi Bisnis? Apakah dengan proses negosiasi dan kolaborasi, atau hanya memberi perintah saja tanpa mengizinkan karyawan mengemukakan pendapatnya terkait dengan tugas yang mereka kerjakan?

Lampiran II.
Kuesioner Tentang Gaya Komunikasi Kepemimpinan

Nama Responden   :
Posisi/Jabatan   :
Pendidikan Terakhir   :

<u>Petunjuk Pengisian</u>
Isilah pernyataan berdasarkan fenomena di lapangan yang anda alami atau rasakan dengan memberi tanda centang pada alternatif jawaban di setiap item pertanyaan berikut ini:
Sangat Setuju (SS) = 5
Setuju (S) = 4
Cukup Setuju (CS) = 3
Tidak Setuju (TS) = 2
Sangat Tidak Setuju (STS) = 1

A. Gaya Komunikasi Kepemimpinan *Authoritarian*

No.	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1.	Deputi Bisnis memusatkan penuh wewenang pada dirinya					
2.	Deputi Bisnis menggunakan komunikasi satu arah					
3.	Deputi Bisnis mendikte metode kerja kepada karyawan					
4.	Deputi Bisnis membatasi partisipasi karyawan dalam kegiatan kantor					

B. Gaya Komunikasi Kepemimpinan *Benevolent-Authoritative*

No.	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1.	Deputi Bisnis mengizinkan komunikasi karyawan kepada atasan					
2.	Deputi Bisnis mendengar ide/pendapat karyawan					
3.	Deputi Bisnis membina hubungan antar karyawan					
4.	Deputi Bisnis membagikan pesan, informasi, instruksi pekerjaan secara langsung maupun digital					

C. Gaya Komunikasi Kepemimpinan *Consultative*

No.	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1.	Deputi Bisnis mempercayai karyawan dalam integrasi tim, hubungan kemitraan, maupun pengembangan *project*					
2.	Deputi Bisnis meminta saran dan masukan kepada karyawan					
3.	Deputi Bisnis mengontrol dan mengevaluasi hasil kerja karyawan					
4.	Deputi Bisnis mampu menstimulasi semangat kerja karyawan untuk bekerja lebih cepat					

D. Gaya Komunikasi Kepemimpinan Partisipatif

No.	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1.	Deputi Bisnis memiliki sifat *task-oriented* namun juga menjalankan fungsi *controlling*					
2.	Deputi Bisnis melakukan fungsi *controlling* dengan negosiasi dan kolaborasi					
3.	Deputi Bisnis berhasil meningkatkan prestasi perusahaan					
4.	Penyampaian komunikasi Deputi Bisnis mudah dipahami dalam kerjasama tim					

Lampiran III.

Kuesioner Tentang Gaya Komunikasi Kepemimpinan

Nama Responden   :
Posisi/Jabatan   :
Pendidikan Terakhir :

<u>Petunjuk Pengisian</u>
Isilah pernyataan berdasarkan fenomena di lapangan yang anda alami atau rasakan dengan memberi tanda centang pada alternatif jawaban di setiap item pertanyaan berikut ini:
Sangat Setuju (SS)   = 5
Setuju (S)   = 4
Cukup Setuju (CS)   = 3
Tidak Setuju (TS)   = 2
Sangat Tidak Setuju (STS)   = 1

A. Kualitas Karyawan

No.	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1.	Saya lebih cenderung berorientasi pada proses daripada hasil dalam bekerja					
2.	Saya selalu mengerjakan tugas tambahan yang telah diberikan					
3.	Saya memiliki skill/keterampilan untuk menyelesaikan pekerjaan yang ditugaskan kepada saya					

No.		SS	S	CS	TS	STS
4.	Saya berperilaku/bersikap baik ketika bekerja					
5.	Saya selalu meminta bantuan rekan kantor untuk menyelesaikan pekerjaan saya					

B. Kuantitas Karyawan

No.	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1.	Saya mampu mengerjakan beberapa pekerjaan dalam waktu yang bersamaan (*multitasking*)					
2.	Saya selalu diberikan kesempatan untuk berinisiatif dalam pekerjaan dan ide saya selalu diterima oleh atasan					
3.	Saya selalu berhasil mencapai kuantitas target perusahaan					
4.	Saya memiliki reputasi yang baik dan kontribusi besar dalam perusahaan					
5.	Saya adalah karyawan yang sangat dikenal oleh semua rekan-rekan PT Pegadaian (Persero) Area Gorontalo					

C. Ketepatan Waktu Karyawan

No.	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1.	Saya selalu tepat waktu datang ke kantor					
2.	Saya orang yang santai dalam bekerja					
3.	Saya selalu berusaha menyelesaikan pekerjaan saya secepat mungkin tanpa menunggu perintah atasan					
4.	Saya selalu sigap dalam bekerja sesuai aturan jam operasional kantor yang telah ditetapkan					
5.	Ketika ada informasi atau instruksi dari atasan pada briefing maupun rapat formal, saya mudah mengingat setiap poin penjelasan yang telah disampaikan					

D. Efektivitas Karyawan

No.	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1.	Saya selalu mampu menyelesaikan pekerjaan dengan rapi dan teliti					
2.	Saya menguasai penggunaan teknologi komputer dalam bekerja (Ms. Word, Ms. Excel, Ms. Power Point)					
3.	Saya selalu menggunakan sosial media sebagai sarana untuk membagikan hasil pekerjaan, mempromosikan produk/program perusahaan, dan mengirimkan laporan					
4.	Saya selalu bekerja berdasarkan Standar Operasional Prosedur (SOP) perusahaan yang berlaku					
5.	Saya bertanggung jawab penuh atas pekerjaan saya					

E. Kemandirian Karyawan

No.	Pernyataan	Jawaban				
		SS	S	CS	TS	STS
1.	Motivasi atasan sangat membantu saya dalam bekerja secara kreatif dan inovatif					
2.	Atasan saya memiliki kemampuan komunikasi yang baik terhadap karyawan dan jiwa kepemimpinan yang tinggi					
3.	Atasan saya selalu memberikan pelatihan/training untuk meningkatkan kapabilitas, potensi, dan kinerja karyawan dalam mencapai tujuan perusahaan					
4.	Atasan saya selalu melakukan pengawasan (*monitoring*) dan evaluasi terhadap pencapaian hasil kinerja saya					
5.	Atasan saya selalu memberikan apresiasi atas hasil pekerjaan saya yang memuaskan					

Lampiran III.

Output olahan data SPSS

SORT CASES BY No (A).

CORRELATIONS

 /VARIABLES=Ki1 Ki2 Ki3 Ki4 Ki5 Ki6 Ki7 Ki8 Ki9 Ki10 Ki11 Ki13 Ki14 Ki15 Ki16 Ki17 Ki18 Ki19 Ki20

  Ki21 Ki22 Ki23 Ki24 Ki25 Kinerja

 /PRINT=TWOTAIL NOSIG

 /MISSING=PAIRWISE.

Correlations

Notes

Output Created		13-NOV-2021 06:00:46
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	101
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=Ki1 Ki2 Ki3 Ki4 Ki5 Ki6 Ki7 Ki8 Ki9 Ki10 Ki11 Ki13 Ki14 Ki15 Ki16 Ki17 Ki18 Ki19 Ki20
		Ki21 Ki22 Ki23 Ki24 Ki25 Kinerja
		/PRINT=TWOTAIL NOSIG
		/MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.02

Correlations

		Ki1	Ki2	Ki3	Ki4	Ki5	Ki6	Ki7	Ki8	Ki9	Ki10	Ki11	Ki13	Ki14	Ki15	Ki16	Ki17	Ki18
Ki1	Pearson Correlation	1	.145	.114	.019	.343**	.048	.178	.102	.145	.089	.198*	.105	.183	.123	.077	.006	.129
	Sig. (2-tailed)		.148	.256	.851	.000	.637	.075	.310	.147	.374	.047	.295	.066	.219	.443	.953	.200
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki2	Pearson Correlation	.145	1	.590**	.353**	.180	.484**	.327**	.154	.336**	.338**	.294**	.434**	.204*	.444**	.365**	.355**	.377**
	Sig. (2-tailed)	.148		.000	.000	.072	.000	.001	.124	.001	.001	.003	.000	.041	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101

Ki3	Pearson Correlation	.114	.590**	1	.477**	.201*	.469**	.369**	.478**	.473**	.335**	.328**	.470**	.397**	.455**	.446**	.521**	.407**
	Sig. (2-tailed)	.256	.000		.000	.044	.000	.000	.000	.000	.001	.001	.000	.000	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki4	Pearson Correlation	.019	.353**	.477**	1	.033	.284**	.228*	.292**	.364**	.188	.519**	.373**	.405**	.352**	.405**	.146	.430**
	Sig. (2-tailed)	.851	.000	.000		.743	.004	.022	.003	.000	.060	.000	.000	.000	.000	.000	.145	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki5	Pearson Correlation	.343**	.180	.201*	.033	1	.298**	.357**	.127	.058	.235*	.082	.091	.080	.008	.256**	-.055	.121
	Sig. (2-tailed)	.000	.072	.044	.743		.002	.000	.206	.563	.018	.413	.364	.425	.933	.010	.584	.228
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki6	Pearson Correlation	.048	.484**	.469**	.284**	.298**	1	.285**	.284**	.321**	.235*	.288**	.459**	.280**	.387**	.283**	.309**	.375**
	Sig. (2-tailed)	.637	.000	.000	.004	.002		.004	.004	.001	.018	.003	.000	.005	.000	.004	.002	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki7	Pearson Correlation	.178	.327**	.369**	.228*	.357**	.285**	1	.475**	.298**	.393**	.266**	.307**	.304**	.248*	.342**	.217*	.225*
	Sig. (2-tailed)	.075	.001	.000	.022	.000	.004		.000	.002	.000	.007	.002	.002	.012	.000	.029	.024

	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki8	Pearson Correlation	.102	.154	.478**	.292**	.127	.284**	.475**	1	.598**	.405**	.387**	.403**	.368**	.371**	.532**	.368**	.370**
	Sig. (2-tailed)	.310	.124	.000	.003	.206	.004	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki9	Pearson Correlation	.145	.336**	.473**	.364**	.058	.321**	.298**	.598**	1	.469**	.438**	.451**	.282**	.529**	.466**	.399**	.403**
	Sig. (2-tailed)	.147	.001	.000	.000	.563	.001	.002	.000		.000	.000	.000	.004	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki10	Pearson Correlation	.089	.338**	.335**	.188	.235*	.235*	.393**	.405**	.469**	1	.269**	.240*	.092	.403**	.324**	.284**	.260**
	Sig. (2-tailed)	.374	.001	.001	.060	.018	.018	.000	.000	.000		.007	.015	.362	.000	.001	.004	.009
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki11	Pearson Correlation	.198*	.294**	.328**	.519**	.082	.288**	.266**	.387**	.438**	.269**	1	.400**	.441**	.522**	.483**	.178	.165
	Sig. (2-tailed)	.047	.003	.001	.000	.413	.003	.007	.000	.000	.007		.000	.000	.000	.000	.076	.099
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki13	Pearson Correlation	.105	.434**	.470**	.373**	.091	.459**	.307**	.403**	.451**	.240*	.400**	1	.338**	.428**	.532**	.322**	.419**

	Sig. (2-tailed)	.295	.000	.000	.000	.364	.000	.002	.000	.000	.015	.000		.001	.000	.000	.001	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki14	Pearson Correlation	.183	.204*	.397**	.405**	.080	.280**	.304**	.368**	.282**	.092	.441**	.338**	1	.432**	.389**	.154	.206*
	Sig. (2-tailed)	.066	.041	.000	.000	.425	.005	.002	.000	.004	.362	.000	.001		.000	.000	.124	.039
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki15	Pearson Correlation	.123	.444**	.455**	.352**	.008	.387**	.248*	.371**	.529**	.403**	.522**	.428**	.432**	1	.604**	.365**	.390**
	Sig. (2-tailed)	.219	.000	.000	.000	.933	.000	.012	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki16	Pearson Correlation	.077	.365**	.446**	.405**	.256**	.283**	.342**	.532**	.466**	.324**	.483**	.532**	.389**	.604**	1	.211*	.419**
	Sig. (2-tailed)	.443	.000	.000	.000	.010	.004	.000	.000	.000	.001	.000	.000	.000	.000		.034	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki17	Pearson Correlation	.006	.355**	.521**	.146	-.055	.309**	.217*	.368**	.399**	.284**	.178	.322**	.154	.365**	.211*	1	.341**
	Sig. (2-tailed)	.953	.000	.000	.145	.584	.002	.029	.000	.000	.004	.076	.001	.124	.000	.034		.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101

Ki18	Pearson Correlation	.129	.377**	.407**	.430**	.121	.375**	.225*	.370**	.403**	.260**	.165	.419**	.206*	.390**	.419**	.341**	1
	Sig. (2-tailed)	.200	.000	.000	.000	.228	.000	.024	.000	.000	.009	.099	.000	.039	.000	.000	.000	
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki19	Pearson Correlation	.146	.333**	.387**	.573**	.092	.405**	.312**	.334**	.393**	.251*	.542**	.465**	.450**	.471**	.442**	.285**	.518**
	Sig. (2-tailed)	.146	.001	.000	.000	.362	.000	.001	.001	.000	.011	.000	.000	.000	.000	.000	.004	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki20	Pearson Correlation	.117	.315**	.347**	.570**	-.072	.258**	.201*	.309**	.285**	.072	.389**	.392**	.398**	.292**	.327**	.265**	.416**
	Sig. (2-tailed)	.245	.001	.000	.000	.472	.009	.044	.002	.004	.474	.000	.000	.000	.003	.001	.008	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki21	Pearson Correlation	.190	.237*	.297**	.291**	.222*	.212*	.454**	.397**	.264**	.233*	.257**	.310**	.395**	.332**	.313**	.218*	.417**
	Sig. (2-tailed)	.057	.017	.003	.003	.025	.033	.000	.000	.008	.019	.009	.002	.000	.001	.001	.029	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki22	Pearson Correlation	.090	.175	.231*	.192	.085	.085	.328**	.357**	.201*	.209*	.219*	.344**	.214*	.116	.288**	.340**	.262**
	Sig. (2-tailed)	.373	.081	.020	.055	.396	.398	.001	.000	.044	.036	.028	.000	.032	.249	.004	.001	.008

N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Pearson Correlation	.060	.200*	.113	.012	.133	.217*	.387**	.323**	.188	.286**	.269**	.332**	.148	.129	.279**	.358**	.147
Sig. (2-tailed)	.554	.045	.261	.902	.184	.030	.000	.001	.060	.004	.006	.001	.141	.198	.005	.000	.141

Ki1 N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki2																	
Ki3																	
Ki4																	
Ki5																	
Ki6																	
Ki7																	
Ki8																	

Ki24	Pearson Correlation	.068	.424**	.303**	.244*	-.003	.288**	.334**	.363**	.227*	.314**	.252*	.412**	.255**	.270**	.250*	.439**	.353**
	Sig. (2-tailed)	.496	.000	.002	.014	.976	.004	.001	.000	.023	.001	.011	.000	.010	.006	.012	.000	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Ki25	Pearson Correlation	.075	.168	.161	.074	-.086	.049	.217*	.292**	.092	.163	.199*	.235*	.094	.121	.254*	.340**	.196*
	Sig. (2-tailed)	.456	.093	.108	.460	.392	.625	.030	.003	.359	.104	.046	.018	.352	.227	.010	.001	.049
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101
Kinerja	Pearson Correlation	.310**	.592**	.669**	.534**	.319**	.549**	.597**	.653**	.622**	.537**	.598**	.658**	.527**	.623**	.660**	.544**	.598**
	Sig. (2-tailed)	.002	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101	101

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

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

CORRELATIONS

 /VARIABLES=GK1 GK2 GK3 GK4 GK5 GK6 GK7 GK8 GK9 GK13 GK14 GK15 GK16 GayaKomunikasiKepemimpinan

 /PRINT=TWOTAIL NOSIG

 /MISSING=PAIRWISE.

Correlations

Notes

Output Created		13-NOV-2021 06:01:04
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	101
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=GK1 GK2 GK3 GK4 GK5 GK6 GK7 GK8 GK9 GK13 GK14 GK15 GK16 GayaKomunikasiKepemimpinan
		
		  /PRINT=TWOTAIL NOSIG
		
		  /MISSING=PAIRWISE.

Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.01

Correlations

		GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8
GK1	Pearson Correlation	1	.547**	.339**	.120	.019	-.010	-.043	-.019
	Sig. (2-tailed)		.000	.001	.233	.849	.923	.668	.854
	N	101	101	101	101	101	101	101	101
GK2	Pearson Correlation	.547**	1	.380**	.075	.048	.044	.128	.137
	Sig. (2-tailed)	.000		.000	.456	.632	.664	.204	.173
	N	101	101	101	101	101	101	101	101
GK3	Pearson Correlation	.339**	.380**	1	.340**	.089	.115	-.012	-.096
	Sig. (2-tailed)	.001	.000		.001	.377	.252	.904	.339
	N	101	101	101	101	101	101	101	101
GK4	Pearson Correlation	.120	.075	.340**	1	-.007	.074	.015	-.130
	Sig. (2-tailed)	.233	.456	.001		.943	.463	.878	.195
	N	101	101	101	101	101	101	101	101
GK5	Pearson Correlation	.019	.048	.089	-.007	1	.176	.335**	.263**
	Sig. (2-tailed)	.849	.632	.377	.943		.078	.001	.008
	N	101	101	101	101	101	101	101	101
GK6	Pearson Correlation	-.010	.044	.115	.074	.176	1	.270**	.118
	Sig. (2-tailed)	.923	.664	.252	.463	.078		.006	.241

	N	101	101	101	101	101	101	101	101
GK7	Pearson Correlation	-.043	.128	-.012	.015	.335**	.270**	1	.400**
	Sig. (2-tailed)	.668	.204	.904	.878	.001	.006		.000
	N	101	101	101	101	101	101	101	101
GK8	Pearson Correlation	-.019	.137	-.096	-.130	.263**	.118	.400**	1
	Sig. (2-tailed)	.854	.173	.339	.195	.008	.241	.000	
	N	101	101	101	101	101	101	101	101
GK9	Pearson Correlation	-.021	.008	-.081	.047	.276**	.058	.105	.137
	Sig. (2-tailed)	.836	.937	.420	.637	.005	.562	.298	.173
	N	101	101	101	101	101	101	101	101
GK13	Pearson Correlation	.105	-.041	.196*	.240*	.011	.119	.144	-.186
	Sig. (2-tailed)	.297	.685	.050	.015	.912	.235	.150	.062
	N	101	101	101	101	101	101	101	101
GK14	Pearson Correlation	.044	-.038	.151	.009	.202*	-.017	-.058	-.002
	Sig. (2-tailed)	.663	.709	.131	.931	.042	.863	.563	.982
	N	101	101	101	101	101	101	101	101
GK15	Pearson Correlation	.191	.084	.130	.009	.026	.085	.005	.046
	Sig. (2-tailed)	.055	.406	.193	.930	.797	.400	.959	.645
	N	101	101	101	101	101	101	101	101

GK16	Pearson Correlation	.067	.196[*]	.068	-.040	.281[**]	.024	.061	.107
	Sig. (2-tailed)	.507	.049	.499	.692	.004	.811	.543	.285
	N	101	101	101	101	101	101	101	101
Gaya Komunikasi Kepemimpinan	Pearson Correlation	.423[**]	.463[**]	.475[**]	.311[**]	.539[**]	.413[**]	.465[**]	.348[**]
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.000	.000	.000
	N	101	101	101	101	101	101	101	101

Correlations

		GK9	GK13	GK14	GK15	GK16	Gaya Komunikasi Kepemimpinan
GK1	Pearson Correlation	-.021	.105	.044	.191	.067	.423[**]
	Sig. (2-tailed)	.836	.297	.663	.055	.507	.000
	N	101	101	101	101	101	101
GK2	Pearson Correlation	.008	-.041	-.038	.084	.196[*]	.463[**]
	Sig. (2-tailed)	.937	.685	.709	.406	.049	.000
	N	101	101	101	101	101	101
GK3	Pearson Correlation	-.081	.196[*]	.151	.130	.068	.475[**]
	Sig. (2-tailed)	.420	.050	.131	.193	.499	.000
	N	101	101	101	101	101	101

GK4	Pearson Correlation	.047	.240[*]	.009	.009	-.040	.311[**]
	Sig. (2-tailed)	.637	.015	.931	.930	.692	.002
	N	101	101	101	101	101	101
GK5	Pearson Correlation	.276[**]	.011	.202[*]	.026	.281[**]	.539[**]
	Sig. (2-tailed)	.005	.912	.042	.797	.004	.000
	N	101	101	101	101	101	101
GK6	Pearson Correlation	.058	.119	-.017	.085	.024	.413[**]
	Sig. (2-tailed)	.562	.235	.863	.400	.811	.000
	N	101	101	101	101	101	101
GK7	Pearson Correlation	.105	.144	-.058	.005	.061	.465[**]
	Sig. (2-tailed)	.298	.150	.563	.959	.543	.000
	N	101	101	101	101	101	101
GK8	Pearson Correlation	.137	-.186	-.002	.046	.107	.348[**]
	Sig. (2-tailed)	.173	.062	.982	.645	.285	.000
	N	101	101	101	101	101	101
GK9	Pearson Correlation	1	.066	.131	.183	.166	.354[**]
	Sig. (2-tailed)		.513	.191	.066	.097	.000
	N	101	101	101	101	101	101
GK13	Pearson Correlation	.066	1	.263[**]	.274[**]	-.107	.385[**]

	Sig. (2-tailed)	.513		.008	.005	.287	.000
	N	101	101	101	101	101	101
GK14	Pearson Correlation	.131	.263**	1	.286**	.367**	.413**
	Sig. (2-tailed)	.191	.008		.004	.000	.000
	N	101	101	101	101	101	101
GK15	Pearson Correlation	.183	.274**	.286**	1	.127	.421**
	Sig. (2-tailed)	.066	.005	.004		.205	.000
	N	101	101	101	101	101	101
GK16	Pearson Correlation	.166	-.107	.367**	.127	1	.398**
	Sig. (2-tailed)	.097	.287	.000	.205		.000
	N	101	101	101	101	101	101
Gaya Komunikasi Kepemimpinan	Pearson Correlation	.354**	.385**	.413**	.421**	.398**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	101	101	101	101	101	101

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

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

RELIABILITY

 /VARIABLES=Ki1 Ki2 Ki3 Ki4 Ki5 Ki6 Ki7 Ki8 Ki9 Ki10 Ki11 Ki13 Ki14 Ki15 Ki16 Ki17 Ki18 Ki19 Ki20

  Ki21 Ki22 Ki23 Ki24 Ki25

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

Reliability

Notes

Output Created		13-NOV-2021 06:01:13
Comments		
Input	Active Dataset	DataSet0
	Filter	\<none>
	Weight	\<none>
	Split File	\<none>
	N of Rows in Working Data File	101
	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=Ki1 Ki2 Ki3 Ki4 Ki5 Ki6 Ki7 Ki8 Ki9 Ki10 Ki11 Ki13 Ki14 Ki15 Ki16 Ki17 Ki18 Ki19 Ki20
		Ki21 Ki22 Ki23 Ki24 Ki25
		/SCALE('ALL VARIABLES') ALL
		/MODEL=ALPHA
		/SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	101	100.0
	Excluded[a]	0	.0
	Total	101	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.898	24

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Ki1	93.6931	80.895	.215	.903
Ki2	92.9505	79.328	.548	.894
Ki3	92.9406	78.256	.630	.892
Ki4	92.6040	80.342	.490	.895
Ki5	93.8911	80.338	.213	.905
Ki6	93.2772	79.122	.496	.894
Ki7	93.2772	78.542	.548	.893
Ki8	93.1980	78.980	.617	.892
Ki9	93.1485	78.188	.575	.893
Ki10	93.6535	77.509	.465	.896
Ki11	92.9901	78.230	.547	.893
Ki13	93.0594	78.416	.618	.892
Ki14	92.9307	79.525	.474	.895
Ki15	93.2475	78.248	.577	.893
Ki16	93.0990	79.330	.626	.893

Ki17	93.1584	77.715	.475	.895
Ki18	93.0297	78.009	.546	.893
Ki19	92.7327	77.618	.637	.891
Ki20	92.5347	80.271	.509	.895
Ki21	92.7822	78.512	.581	.893
Ki22	92.9802	78.060	.510	.894
Ki23	93.2673	77.798	.488	.895
Ki24	92.8713	77.693	.617	.892
Ki25	93.0990	79.030	.390	.897

RELIABILITY

 /VARIABLES=GK1 GK2 GK3 GK4 GK5 GK6 GK7 GK8 GK9 GK13 GK14 GK15 GK16

 /SCALE('ALL VARIABLES') ALL

 /MODEL=ALPHA

 /SUMMARY=TOTAL.

Reliability

Notes

Output Created		13-NOV-2021 06:01:22
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>

	Split File	<none>
	N of Rows in Working Data File	101
	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=GK1 GK2 GK3 GK4 GK5 GK6 GK7 GK8 GK9 GK13 GK14 GK15 GK16
		
		  /SCALE('ALL VARIABLES') ALL
		
		  /MODEL=ALPHA
		
		  /SUMMARY=TOTAL.

Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	101	100.0
	Excluded[a]	0	.0
	Total	101	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.603	13

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
GK1	49.2970	10.811	.250	.583
GK2	49.3168	10.699	.306	.573
GK3	49.1782	10.668	.322	.570
GK4	49.0693	11.385	.143	.602
GK5	49.8614	9.921	.342	.562
GK6	50.3069	10.735	.215	.591
GK7	49.8614	10.581	.292	.575
GK8	49.7228	11.142	.161	.601
GK9	49.5842	11.325	.215	.590
GK13	49.2772	10.982	.205	.592
GK14	49.2475	10.908	.247	.584
GK15	49.1881	10.994	.276	.579

GK16	48.9802	11.140	.260	.583

REGRESSION

 /MISSING LISTWISE

 /STATISTICS COEFF OUTS R ANOVA

 /CRITERIA=PIN(.05) POUT(.10)

 /NOORIGIN

 /DEPENDENT Kinerja

 /METHOD=ENTER GayaKomunikasiKepemimpinan

 /SCATTERPLOT=(*SRESID ,*ZPRED)

 /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)

 /SAVE RESID ZRESID.

Regression

Notes

Output Created		13-NOV-2021 06:01:26
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	101
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Kinerja /METHOD=ENTER GayaKomunikasiKepemimpinan /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID ZRESID.
Resources	Processor Time	00:00:00.81
	Elapsed Time	00:00:00.28
	Memory Required	4000 bytes
	Additional Memory Required for Residual Plots	680 bytes
Variables Created or Modified	RES_1	Unstandardized Residual
	ZRE_1	Standardized Residual

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Gaya Komunikasi Kepemimpinan[b]	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.383[a]	.146	.138	8.57919

a. Predictors: (Constant), Gaya Komunikasi Kepemimpinan

b. Dependent Variable: Kinerja

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1250.127	1	1250.127	16.985	.000[b]
	Residual	7286.645	99	73.602		
	Total	8536.772	100			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Gaya Komunikasi Kepemimpinan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	43.240	13.108		3.299
	Gaya Komunikasi Kepemimpinan	1.006	.244	.383	4.121

Coefficients^a

Model		Sig.
1	(Constant)	.001
	Gaya Komunikasi Kepemimpinan	.000

a. Dependent Variable: Kinerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	88.5208	105.6268	97.1485	3.53571	101
Std. Predicted Value	-2.440	2.398	.000	1.000	101

Standard Error of Predicted Value	.860	2.261	1.157	.348	101
Adjusted Predicted Value	88.7090	105.5998	97.1354	3.52662	101
Residual	-29.58937	17.41686	.00000	8.53618	101
Std. Residual	-3.449	2.030	.000	.995	101
Stud. Residual	-3.475	2.042	.001	1.004	101
Deleted Residual	-30.02981	17.62033	.01314	8.69141	101
Stud. Deleted Residual	-3.689	2.076	-.003	1.023	101
Mahal. Distance	.015	5.954	.990	1.332	101
Cook's Distance	.000	.090	.009	.016	101
Centered Leverage Value	.000	.060	.010	.013	101

a. Dependent Variable: Kinerja

Charts

Histogram
Dependent Variable: Kinerja

Mean = -1.27E-16
Std. Dev. = 0.995
N = 101

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja

Scatterplot
Dependent Variable: Kinerja
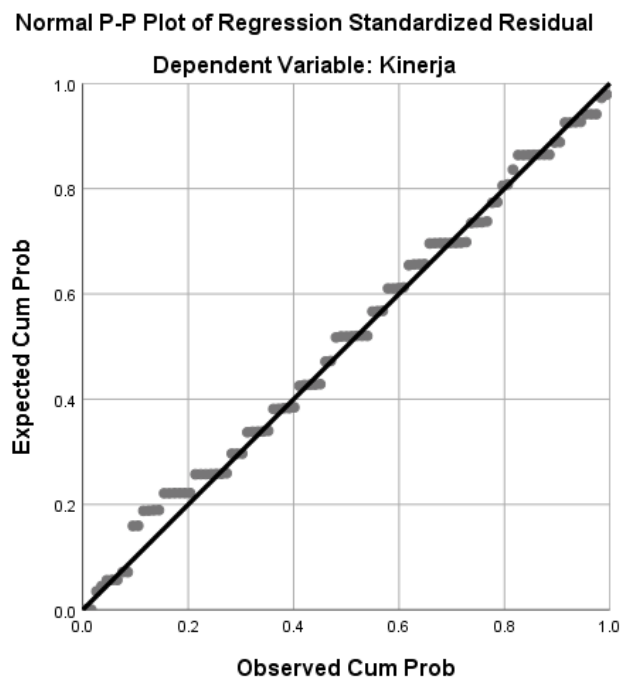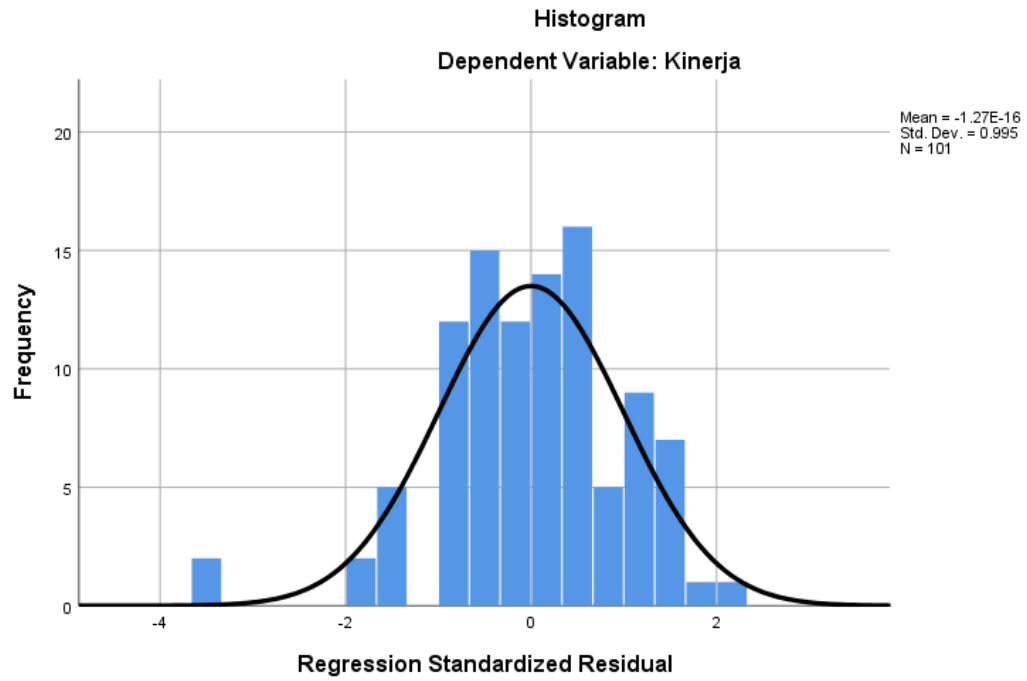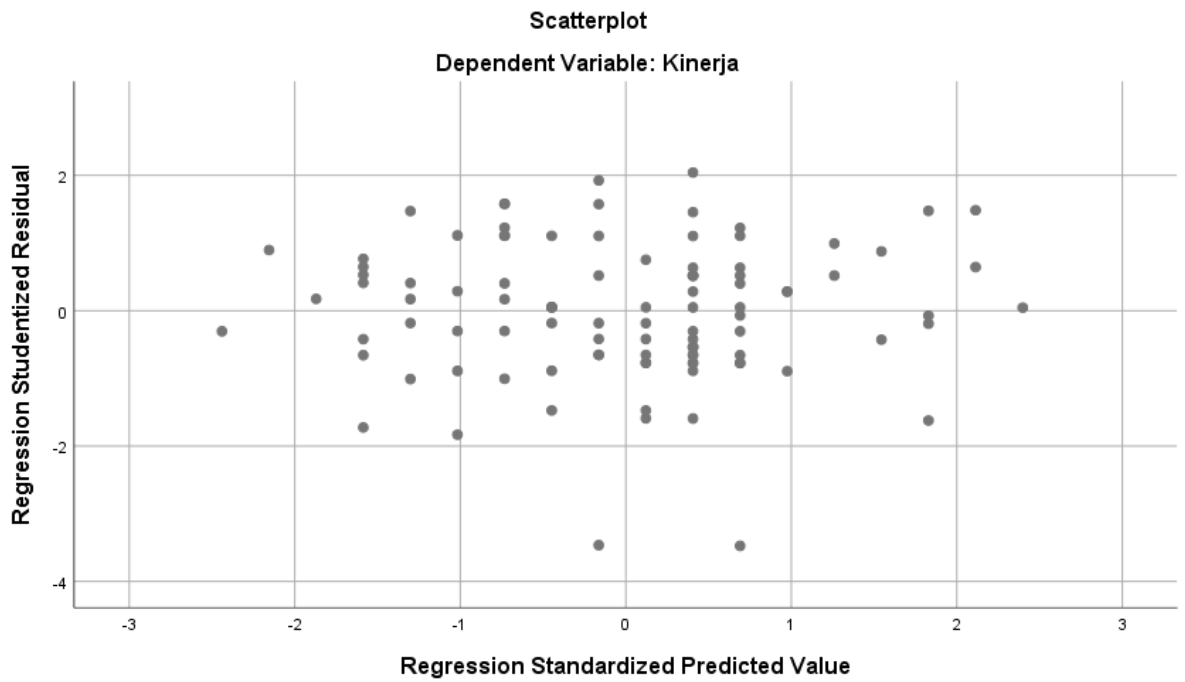
NPAR TESTS

 /K-S(NORMAL)=RES_1

 /MISSING ANALYSIS.

NPar Tests

Notes

Output Created		13-NOV-2021 06:01:35
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>

	Split File	<none>
	N of Rows in Working Data File	101
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPAR TESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01
	Number of Cases Allowed[a]	786432

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		101
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	8.53618482
Most Extreme Differences	Absolute	.078

	Positive	.038
	Negative	-.078
Test Statistic		.078
Asymp. Sig. (2-tailed)		.138[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

COMPUTE abres=abs(res_1).

EXECUTE.

REGRESSION

 /MISSING LISTWISE

 /STATISTICS COEFF OUTS R ANOVA

 /CRITERIA=PIN(.05) POUT(.10)

 /NOORIGIN

 /DEPENDENT abres

 /METHOD=ENTER GayaKomunikasiKepemimpinan

Regression

Notes

Output Created		13-NOV-2021 06:02:00
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>

	Weight	\<none>
	Split File	\<none>
	N of Rows in Working Data File	101
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION
		
		  /MISSING LISTWISE
		
		  /STATISTICS COEFF OUTS R ANOVA
		
		  /CRITERIA=PIN(.05) POUT(.10)
		
		  /NOORIGIN
		
		  /DEPENDENT abres
		
		  /METHOD=ENTER GayaKomunikasiKepemimpinan.

Resources	Processor Time	00:00:00.00
	Elapsed Time	00:00:00.01
	Memory Required	4128 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Gaya Komunikasi Kepemimpinan[b]	.	Enter

a. Dependent Variable: abres

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.007[a]	.000	-.010	5.36819

a. Predictors: (Constant), Gaya Komunikasi Kepemimpinan

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.148	1	.148	.005	.943[b]
	Residual	2852.928	99	28.817		
	Total	2853.076	100			

a. Dependent Variable: abres

b. Predictors: (Constant), Gaya Komunikasi Kepemimpinan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	6.040	8.202		.736
	Gaya Komunikasi Kepemimpinan	.011	.153	.007	.072

Coefficients^a

Model		Sig.
1	(Constant)	.463
	Gaya Komunikasi Kepemimpinan	.943

a. Dependent Variable: abres

DESCRIPTIVES VARIABLES=Kinerja GayaKomunikasiKepemimpinan

/STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

Notes

Output Created		13-NOV-2021 06:02:11
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	101
Missing Value Handling	Definition of Missing	User defined missing values are treated as missing.
	Cases Used	All non-missing data are used.
Syntax		DESCRIPTIVES VARIABLES=Kinerja GayaKomunikasiKepemimpin an /STATISTICS=MEAN STDDEV MIN MAX.
Resources	Processor Time	00:00:00.02
	Elapsed Time	00:00:00.00

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Kinerja	101	67.00	117.00	97.1485	9.23947

Gaya Komunikasi Kepemimpinan	101	45.00	62.00	53.5743	3.51382
Valid N (listwise)	101				

FREQUENCIES VARIABLES=Ki1 Ki2 Ki3 Ki4 Ki5 Ki6 Ki7 Ki8 Ki9 Ki10 Ki11 Ki13 Ki14 Ki15 Ki16 Ki17 Ki18

  Ki19 Ki20 Ki21 Ki22 Ki23 Ki24 Ki25 GK1 GK2 GK3 GK4 GK5 GK6 GK7 GK8 GK9 GK13 GK14 GK15 GK16

 /ORDER=ANALYSIS.

Frequencies

Notes

Output Created		13-NOV-2021 06:02:22
Comments		
Input	Active Dataset	DataSet0
	Filter	\<none\>
	Weight	\<none\>
	Split File	\<none\>
	N of Rows in Working Data File	101
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.

	Syntax		FREQUENCIES
			VARIABLES=Ki1 Ki2 Ki3 Ki4
			Ki5 Ki6 Ki7 Ki8 Ki9 Ki10 Ki11
			Ki13 Ki14 Ki15 Ki16 Ki17 Ki18
			Ki19 Ki20 Ki21 Ki22 Ki23
			Ki24 Ki25 GK1 GK2 GK3 GK4
			GK5 GK6 GK7 GK8 GK9
			GK13 GK14 GK15 GK16
			/ORDER=ANALYSIS.
Resources	Processor Time		00:00:00.02
	Elapsed Time		00:00:00.01

Statistics

		Ki1	Ki2	Ki3	Ki4	Ki5	Ki6	Ki7
N	Valid	101	101	101	101	101	101	101
	Missing	0	0	0	0	0	0	0

Statistics

		Ki8	Ki9	Ki10	Ki11	Ki13	Ki14	Ki15
N	Valid	101	101	101	101	101	101	101
	Missing	0	0	0	0	0	0	0

Statistics

		Ki16	Ki17	Ki18	Ki19	Ki20	Ki21	Ki22
N	Valid	101	101	101	101	101	101	101
	Missing	0	0	0	0	0	0	0

Statistics

		Ki23	Ki24	Ki25	GK1	GK2	GK3	GK4
N	Valid	101	101	101	101	101	101	101
	Missing	0	0	0	0	0	0	0

Statistics

		GK5	GK6	GK7	GK8	GK9	GK13	GK14
N	Valid	101	101	101	101	101	101	101
	Missing	0	0	0	0	0	0	0

Statistics

		GK15	GK16
N	Valid	101	101

Missing	0		0

Frequency Table

Ki1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.00	16	15.8	15.8	16.8
	3.00	32	31.7	31.7	48.5
	4.00	40	39.6	39.6	88.1
	5.00	12	11.9	11.9	100.0
	Total	101	100.0	100.0	

Ki2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	9	8.9	8.9	8.9
	4.00	63	62.4	62.4	71.3
	5.00	29	28.7	28.7	100.0
	Total	101	100.0	100.0	

Ki3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	9.9	9.9	9.9
	4.00	60	59.4	59.4	69.3
	5.00	31	30.7	30.7	100.0
	Total	101	100.0	100.0	

Ki4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.0	2.0	2.0
	4.00	42	41.6	41.6	43.6
	5.00	57	56.4	56.4	100.0
	Total	101	100.0	100.0	

Ki5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	5.0	5.0	5.0
	2.00	18	17.8	17.8	22.8

		Frequency	Percent	Valid Percent	Cumulative Percent
	3.00	35	34.7	34.7	57.4
	4.00	32	31.7	31.7	89.1
	5.00	11	10.9	10.9	100.0
	Total	101	100.0	100.0	

Ki6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	23	22.8	22.8	24.8
	4.00	62	61.4	61.4	86.1
	5.00	14	13.9	13.9	100.0
	Total	101	100.0	100.0	

Ki7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	23	22.8	22.8	24.8
	4.00	62	61.4	61.4	86.1
	5.00	14	13.9	13.9	100.0
	Total	101	100.0	100.0	

Ki8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	18	17.8	17.8	17.8
	4.00	70	69.3	69.3	87.1
	5.00	13	12.9	12.9	100.0
	Total	101	100.0	100.0	

Ki9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	19	18.8	18.8	19.8
	4.00	60	59.4	59.4	79.2
	5.00	21	20.8	20.8	100.0
	Total	101	100.0	100.0	

Ki10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	10	9.9	9.9	9.9
	3.00	46	45.5	45.5	55.4
	4.00	30	29.7	29.7	85.1
	5.00	15	14.9	14.9	100.0
	Total	101	100.0	100.0	

Ki11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	14	13.9	13.9	14.9
	4.00	54	53.5	53.5	68.3
	5.00	32	31.7	31.7	100.0
	Total	101	100.0	100.0	

Ki13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	14	13.9	13.9	13.9
	4.00	64	63.4	63.4	77.2
	5.00	23	22.8	22.8	100.0

		Frequency	Percent	Valid Percent	Cumulative Percent
	Total	101	100.0	100.0	

Ki14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	9	8.9	8.9	9.9
	4.00	58	57.4	57.4	67.3
	5.00	33	32.7	32.7	100.0
	Total	101	100.0	100.0	

Ki15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	24	23.8	23.8	24.8
	4.00	60	59.4	59.4	84.2
	5.00	16	15.8	15.8	100.0
	Total	101	100.0	100.0	

Ki16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	11	10.9	10.9	10.9
	4.00	74	73.3	73.3	84.2
	5.00	16	15.8	15.8	100.0
	Total	101	100.0	100.0	

Ki17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.00	2	2.0	2.0	3.0
	3.00	23	22.8	22.8	25.7
	4.00	46	45.5	45.5	71.3
	5.00	29	28.7	28.7	100.0
	Total	101	100.0	100.0	

Ki18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	17	16.8	16.8	17.8

		Frequency	Percent	Valid Percent	Cumulative Percent
	4.00	52	51.5	51.5	69.3
	5.00	31	30.7	30.7	100.0
	Total	101	100.0	100.0	

Ki19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	9	8.9	8.9	8.9
	4.00	41	40.6	40.6	49.5
	5.00	51	50.5	50.5	100.0
	Total	101	100.0	100.0	

Ki20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.0	2.0	2.0
	4.00	35	34.7	34.7	36.6
	5.00	64	63.4	63.4	100.0
	Total	101	100.0	100.0	

Ki21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	7.9	7.9	7.9
	4.00	48	47.5	47.5	55.4
	5.00	45	44.6	44.6	100.0
	Total	101	100.0	100.0	

Ki22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	4.0	4.0	4.0
	3.00	9	8.9	8.9	12.9
	4.00	54	53.5	53.5	66.3
	5.00	34	33.7	33.7	100.0
	Total	101	100.0	100.0	

Ki23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	5.9	5.9	5.9
	3.00	21	20.8	20.8	26.7
	4.00	53	52.5	52.5	79.2

		Frequency	Percent	Valid Percent	Cumulative Percent
	5.00	21	20.8	20.8	100.0
	Total	101	100.0	100.0	

Ki24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.0	2.0	2.0
	3.00	6	5.9	5.9	7.9
	4.00	55	54.5	54.5	62.4
	5.00	38	37.6	37.6	100.0
	Total	101	100.0	100.0	

Ki25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.00	3	3.0	3.0	4.0
	3.00	16	15.8	15.8	19.8
	4.00	51	50.5	50.5	70.3
	5.00	30	29.7	29.7	100.0
	Total	101	100.0	100.0	

GK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	12	11.9	11.9	11.9
	4.00	49	48.5	48.5	60.4
	5.00	40	39.6	39.6	100.0
	Total	101	100.0	100.0	

GK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	9.9	9.9	9.9
	4.00	55	54.5	54.5	64.4
	5.00	36	35.6	35.6	100.0
	Total	101	100.0	100.0	

GK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	6.9	6.9	6.9
	4.00	47	46.5	46.5	53.5
	5.00	47	46.5	46.5	100.0
	Total	101	100.0	100.0	

GK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	5.9	5.9	5.9
	4.00	38	37.6	37.6	43.6
	5.00	57	56.4	56.4	100.0
	Total	101	100.0	100.0	

GK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.00	3	3.0	3.0	4.0
	3.00	37	36.6	36.6	40.6
	4.00	43	42.6	42.6	83.2
	5.00	17	16.8	16.8	100.0

		Frequency	Percent	Valid Percent	Cumulative Percent
	Total	101	100.0	100.0	

GK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.0	1.0	1.0
	2.00	11	10.9	10.9	11.9
	3.00	53	52.5	52.5	64.4
	4.00	32	31.7	31.7	96.0
	5.00	4	4.0	4.0	100.0
	Total	101	100.0	100.0	

GK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	39	38.6	38.6	39.6
	4.00	49	48.5	48.5	88.1
	5.00	12	11.9	11.9	100.0
	Total	101	100.0	100.0	

GK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	32	31.7	31.7	31.7
	4.00	52	51.5	51.5	83.2
	5.00	17	16.8	16.8	100.0
	Total	101	100.0	100.0	

GK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	14	13.9	13.9	13.9
	4.00	74	73.3	73.3	87.1
	5.00	13	12.9	12.9	100.0
	Total	101	100.0	100.0	

GK13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	9	8.9	8.9	9.9
	4.00	50	49.5	49.5	59.4

		Frequency	Percent	Valid Percent	Cumulative Percent
	5.00	41	40.6	40.6	100.0
	Total	101	100.0	100.0	

GK14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	9	8.9	8.9	8.9
	4.00	50	49.5	49.5	58.4
	5.00	42	41.6	41.6	100.0
	Total	101	100.0	100.0	

GK15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	4.0	4.0	4.0
	4.00	54	53.5	53.5	57.4
	5.00	43	42.6	42.6	100.0
	Total	101	100.0	100.0	

GK16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	2.0	2.0	2.0
	4.00	37	36.6	36.6	38.6
	5.00	62	61.4	61.4	100.0
	Total	101	100.0	100.0	

Lampiran IV.

Dokumentasi Penelitian

Ruang Lobby Kantor PT Pegadaian (Persero) Area Gorontalo

Agus Tokhid: Deputi Bisnis PT Pegadaian (Persero) Area Gorontalo

Willem A. Turangan: Manajer Cabang PT Pegadaian (Persero) Area Gorontalo

Andi Isven Ekie: Kepala CBM PT Pegadaian (Persero) Area Gorontalo
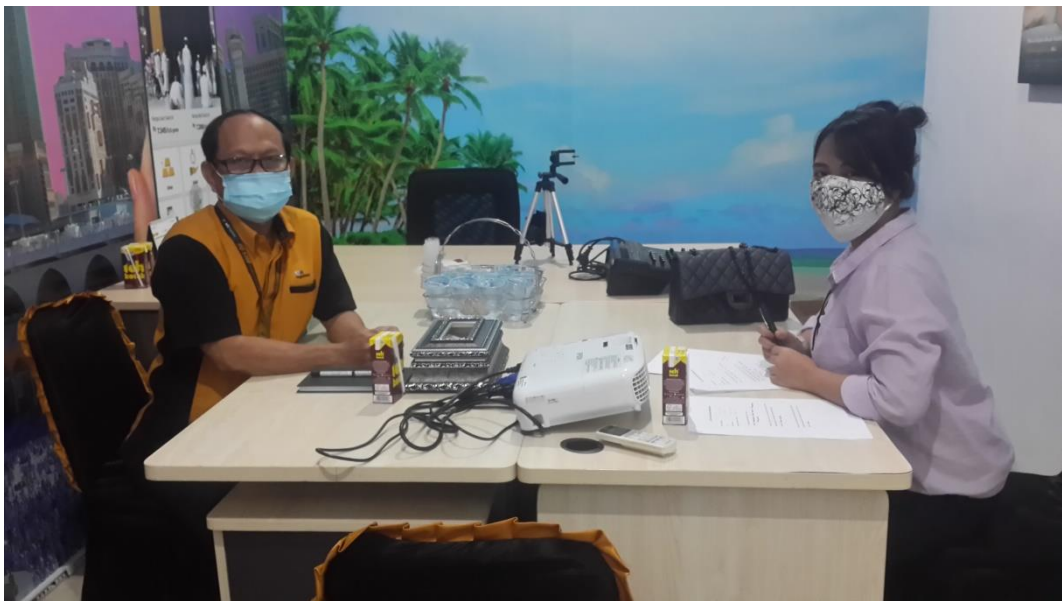
Basuki: Kadep Non-Gadai PT Pegadaian (Persero) Area Gorontalo

Mahdawiyah: Kadep Gadai PT Pegadaian (Persero) Area Gorontalo

Visi PT Pegadaian (Persero)

Awards PT Pegadaian (Persero) Area Gorontalo

Laba PT Pegadaian (Persero) Area Gorontalo

Lampiran V.

Berita *Online* Deputi Bisnis PT Pegadaian (Persero) Area Gorontalo

Kerja sama BI-Pegadaian

23 Juli 2019 12:48

Diikuti 370 Peserta, Webinar Investasi Emas Pegadaian Banjir Hadiah

Redaksi Eksekutif
2 Juli 2020 | 14:40 WIB

Kelola Sampah Sambil Tabung Emas

April 2019

Gelar Big Seminar Arrum Haji, Pegadaian Diapresiasi Pemkot Kotamobagu

Oleh redaksi
Posted on November 21, 2019

Lampiran VI.

Surat Permohonan Izin dan Rekomendasi Penelitian

KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN
UNIVERSITAS HASANUDDIN
FAKULTAS ILMU SOSIAL DAN ILMU POLITIK PROGRAM PASCASARJANA
KAMPUS TAMALANREA
JALAN PERINTIS KEMERDEKAAN KM. 10 MAKASSAR 90245
TELEPON (0411) 585 024 /FAX (0411) 585 024

Nomor : 5226 /UN4.8.1/PT.01.04/2020   24 Juli 2020
Lamp. : Proposal Penelitian
H a l   : **Permohonan Izin Penelitian**

Kepada Yth :
Direktur PT. Pegadaian (Persero)
GORONTALO

Dengan hormat, kami mohon bantuan Bapak/Ibu kiranya berkenan memberi izin untuk melakukan penelitian kepada mahasiswa Program Pascasarjana Fisip Universitas Hasanuddin yang tersebut di bawah ini :
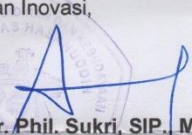
Nama   : **Andita Gusma Pratama**
Nomor Pokok : E022181005
Program   : Magister (S2)
Program Studi : Ilmu Komunikasi
Konsentrasi   :
Judul Penelitian : **Pengaruh Gaya Komunikasi Kepemimpinan Deputy Bisnis Terhadap Kinerja Karyawan PT. Pegadaian (Persero) Area Gorontalo**
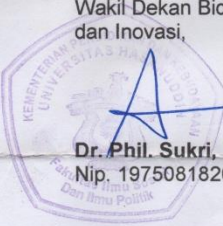
Pembimbing   : 1. Prof. Dr. Andi Alimuddin Unde, M.Si.
                        2. Dr. Arianto, S.Sos., M.Si.

Waktu Penelitian : 24 Juli 2020 - Selesai

Atas izin dan bantuan Bapak/Ibu diucapkan terima kasih.

                                        a.n. Dekan
                                        Wakil Dekan Bidang Akademik, Riset
                                        dan Inovasi,

                                        Dr. Phil. Sukri, SIP., M.Si
                                        Nip. 197508182008011008

Tembusan :
1. Dekan Fisip Unhas, sebagai laporan;
2. Wakil Dekan Bidang Perencanaan, Keuangan dan Sumber Daya Fisip Unhas;
3. Mahasiswa yang bersangkutan;
4. Arsip.

Pegadaian

Kepada Yth.
Dekan Fakultas Ilmu Sosial dan Ilmu Politik Program Pasca Sarjana
UNIVERSITAS HASANUDDIN
Di - Makassar .

HAL   : **Surat Ijin Penelitian**

Dengan hormat,

Sehubungan dengan Surat Dekan Fakultas Ilmu Sosial Dan Ilmu Politik Program Pasca Sarjana Universitas Hasanuddin Makassar Nomor 5226/UN4.8.1/PT.01.04/2020 tanggal 24 Juli 2020 perihal Permohonan Izin Penelitian dalam rangka penyusunan tesis mahasiswa tersebut di bawah ini :

Nama	: **Andita Gusma Pratama**
Nomor Pokok	: E022181005
Program	: Magister (S2)
Program Studi	: Ilmu Komunikasi
Konsentrasi	: Manajemen Komunikasi Strategis
Judul Penelitian	: **Pengaruh Gaya Komunikasi Kepemimpinan Deputy Bisnis Terhadap Kinerja Karyawan PT.Pegadaian (Persero) Area Gorontalo .**

Dengan ini disampaikan bahwa pada prinsipnya kami *Dapat Memberikan Izin Penelitian* Kepada Mahasiswa tersebut , dengan ketentuan sebagai berikut :

1. Kegiatan penelitian dilaksanakan selama 2 (dua) bulan terhitung mulai tanggal **24 Juli sampai dengan 24 September 2020** dengan dengan lokasi dan obyek penelitian pada PT. Pegadaian (Persero) Kantor Area Gorontalo .

2. Responden dan Sumber data Penelitian adalah Deputi Bisnis , Pejabat dan Karyawan di lingkungan PT. Pegadaian (Persero) Area Gorontalo sesuai kebutuhan data penelitian .

3. Selama pelaksanaan Penelitian Mahasiswa WAJIB mentaati aturan dan Ketentuan yang berlaku Pada PT.Pegadaian (Persero) .

4. Setelah selesai pelaksanaan penelitian dan penyusunan Tesis , mahasiswa wajib menyerahkan 1 (satu) Eksamplar naskah tesis kepada kepada PT. Pegadaian (Persero) Area Gorontalo sebagai dokumen arsip .

Demikian Surat Izin Penelitian ini diberikan untuk dipergunakan sebagaimana mestinya , atas perhatian dan kerjasamanya diucapkan terimakasih .

PT. PEGADAIAN (Persero)
Kantor Area Gorontalo ,

Pegadaian

AGUS TOKHID, SE, MM
Deputy Bisnis