

## LAMPIRAN 2

Tabulasi Jawaban Responden

Gaya Kepemimpinan (X1)

No	X1.1	X1.2	X1.3	X1.4	X1.Total
1	4	4	5	5	18
2	3	3	3	3	12
3	4	3	3	3	13
4	5	5	4	4	18
5	3	4	3	5	15
6	5	5	4	4	18
7	5	5	4	4	18
8	5	4	4	4	17
9	4	4	5	5	18
10	5	5	4	4	18
11	5	5	5	4	19
12	5	4	5	4	18
13	3	5	3	4	15
14	3	2	3	3	11
15	4	4	4	4	16
16	3	4	4	4	15
17	4	3	4	4	15
18	5	5	5	5	20
19	4	4	4	5	17
20	3	5	4	3	15
21	4	4	4	4	16
22	5	5	5	5	20
23	3	5	4	4	16
24	4	4	4	4	16
25	5	5	4	4	18
26	5	3	3	4	15
27	4	4	4	3	15
28	4	3	5	3	15
29	3	4	3	3	13
30	5	4	3	5	17
31	4	4	5	4	17
32	5	5	5	5	20
33	4	2	3	4	13
34	4	3	5	5	17
35	4	5	5	5	19

## Komunikasi Organisasi (X2)

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.Total
1	4	4	4	4	5	4	4	29
2	3	3	3	3	4	4	4	24
3	4	3	4	4	4	4	3	26
4	5	5	4	4	4	5	4	31
5	3	4	3	4	4	5	4	27
6	5	5	4	4	4	5	4	31
7	5	5	4	4	4	5	4	31
8	5	4	4	4	4	5	4	30
9	4	4	4	4	4	5	5	30
10	5	5	4	4	4	5	5	32
11	5	5	5	5	5	5	5	35
12	5	4	5	5	4	4	4	31
13	3	5	4	4	4	5	4	29
14	3	2	3	3	3	4	3	21
15	4	4	4	5	4	3	4	28
16	3	4	3	3	4	5	4	26
17	4	3	4	4	3	3	4	25
18	5	5	4	5	5	5	4	33
19	4	4	3	3	5	5	5	29
20	3	5	3	4	4	4	3	26
21	4	4	4	5	4	5	3	29
22	5	5	5	5	5	5	5	35
23	3	5	4	5	5	5	5	32
24	4	4	4	4	4	4	4	28
25	5	5	4	4	4	5	4	31
26	5	3	3	3	4	5	3	26
27	4	4	3	3	4	4	4	26
28	4	3	1	2	4	5	3	22
29	3	4	4	4	4	4	3	26
30	5	4	3	3	5	5	3	28
31	4	4	4	4	5	5	5	31
32	5	5	4	4	4	4	4	30
33	4	2	4	4	5	5	4	28
34	4	3	4	5	5	1	5	27
35	4	5	4	4	4	5	4	30

### Komitmen Organisasi (X3)

No	X3.1	X3.2	X3.3	X3.4	X3.Total
1	5	5	5	4	19
2	3	3	2	3	11
3	3	3	3	3	12
4	4	4	4	5	17
5	2	5	4	4	15
6	4	4	4	5	17
7	4	4	4	5	17
8	4	4	4	4	16
9	5	5	4	4	18
10	4	4	4	5	17
11	5	4	5	5	19
12	5	4	4	4	17
13	3	4	4	5	16
14	3	3	2	2	10
15	4	4	4	4	16
16	4	4	4	4	16
17	4	4	3	3	14
18	5	5	5	5	20
19	4	5	5	4	18
20	4	3	3	5	15
21	4	4	5	4	17
22	5	5	4	5	19
23	4	4	4	5	17
24	4	4	4	4	16
25	4	4	4	5	17
26	3	4	4	3	14
27	4	3	3	4	14
28	5	3	4	3	15
29	3	3	4	4	14
30	3	5	4	4	16
31	5	4	5	4	18
32	5	5	4	5	19
33	3	4	4	2	13
34	5	5	5	3	18
35	5	5	4	5	19

Kinerja Pegawai (Y)

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.Total
1	4	4	5	5	5	4	27
2	3	3	3	3	2	3	17
3	4	3	3	3	3	3	19
4	5	5	4	4	4	5	27
5	3	4	3	5	4	4	23
6	5	5	4	4	4	5	27
7	5	5	4	4	4	5	27
8	5	4	4	4	4	4	25
9	4	4	5	5	4	4	26
10	5	5	4	4	4	5	27
11	5	5	5	4	5	5	29
12	5	4	5	4	4	4	26
13	3	5	3	4	4	5	24
14	3	2	3	3	2	2	15
15	4	4	4	4	4	4	24
16	3	4	4	4	4	4	23
17	4	3	4	4	3	3	21
18	5	5	5	5	5	5	30
19	4	4	4	5	5	4	26
20	3	5	4	3	3	5	23
21	4	4	4	4	5	4	25
22	5	5	5	5	4	5	29
23	3	5	4	4	4	5	25
24	4	4	4	4	4	4	24
25	5	5	4	4	4	5	27
26	5	3	3	4	4	3	22
27	4	4	4	3	3	4	22
28	4	3	5	3	4	3	22
29	3	4	3	3	4	4	21
30	5	4	3	5	4	4	25
31	4	4	5	4	5	4	26
32	5	5	5	5	4	5	29
33	4	2	3	4	4	2	19
34	4	3	5	5	5	3	25
35	4	5	5	5	4	5	28

### LAMPIRAN 3

#### Hasil Karakteristik Responden

##### Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	23	65.7	65.7	65.7
	Wanita	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

##### Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-25	8	22.9	22.9	22.9
	26-30	13	37.1	37.1	60.0
	31-40	10	28.6	28.6	88.6
	>40	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

##### Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	3	8.6	8.6	8.6
	SMA	12	34.3	34.3	42.9
	D3	3	8.6	8.6	51.4
	S1	15	42.9	42.9	94.3
	S2	2	5.7	5.7	100.0
	Total	35	100.0	100.0	

## LAMPIRAN 4

### Hasil Uji Validitas

#### Correlations

		Gaya Kepemimpinan	Gaya Kepemimpinan	Gaya Kepemimpinan	Gaya Kepemimpinan	X1.Total
Gaya Kepemimpinan	Pearson Correlation	1	.325	.384*	.357*	.709**
	Sig. (2-tailed)		.057	.023	.036	.000
	N	35	35	35	35	35
Gaya Kepemimpinan	Pearson Correlation	.325	1	.383*	.319	.731**
	Sig. (2-tailed)	.057		.023	.062	.000
	N	35	35	35	35	35
Gaya Kepemimpinan	Pearson Correlation	.384*	.383*	1	.429*	.752**
	Sig. (2-tailed)	.023	.023		.010	.000
	N	35	35	35	35	35
Gaya Kepemimpinan	Pearson Correlation	.357*	.319	.429*	1	.702**
	Sig. (2-tailed)	.036	.062	.010		.000
	N	35	35	35	35	35
X1.Total	Pearson Correlation	.709**	.731**	.752**	.702**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	35	35	35	35	35

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

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

#### Correlations

		Komunik asi Organis asi	Komunik asi Organis asi	Komunik asi Organis asi	Komunik asi Organis asi	Komunik asi Organis asi	Komunik asi Organis asi	Komunik asi Organis asi	X2.Total
Komunikasi Organisasi	Pearson Correlation	1	.325	.374*	.211	.199	.204	.167	.590**
	Sig. (2-tailed)		.057	.027	.223	.252	.240	.339	.000
	N	35	35	35	35	35	35	35	35
Komunikasi Organisasi	Pearson Correlation	.325	1	.392*	.403*	.201	.371*	.338*	.745**
	Sig. (2-tailed)	.057		.020	.016	.247	.028	.047	.000
	N	35	35	35	35	35	35	35	35
Komunikasi	Pearson Correlation	.374*	.392*	1	.836**	.222	-.076	.463**	.741**

Organisasi	Sig. (2-tailed)	.027	.020		.000	.200	.665	.005	.000
	N	35	35	35	35	35	35	35	35
Komunikasi	Pearson Correlation	.211	.403*	.836**	1	.304	-.208	.402*	.671**
Organisasi	Sig. (2-tailed)	.223	.016	.000		.075	.230	.017	.000
	N	35	35	35	35	35	35	35	35
Komunikasi	Pearson Correlation	.199	.201	.222	.304	1	.133	.470**	.532**
Organisasi	Sig. (2-tailed)	.252	.247	.200	.075		.445	.004	.001
	N	35	35	35	35	35	35	35	35
Komunikasi	Pearson Correlation	.204	.371*	-.076	-.208	.133	1	.000	.374*
Organisasi	Sig. (2-tailed)	.240	.028	.665	.230	.445		1.000	.027
	N	35	35	35	35	35	35	35	35
Komunikasi	Pearson Correlation	.167	.338*	.463**	.402*	.470**	.000	1	.628**
Organisasi	Sig. (2-tailed)	.339	.047	.005	.017	.004	1.000		.000
	N	35	35	35	35	35	35	35	35
X2.Total	Pearson Correlation	.590**	.745**	.741**	.671**	.532**	.374*	.628**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.027	.000	
	N	35	35	35	35	35	35	35	35

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

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

#### Correlations

		Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	X3.Total
Komitmen	Pearson Correlation	1	.353*	.480**	.360*	.741**
Organisasi	Sig. (2-tailed)		.038	.003	.034	.000
	N	35	35	35	35	35
Komitmen	Pearson Correlation	.353*	1	.622**	.319	.738**
Organisasi	Sig. (2-tailed)	.038		.000	.062	.000
	N	35	35	35	35	35
Komitmen	Pearson Correlation	.480**	.622**	1	.359*	.805**
Organisasi	Sig. (2-tailed)	.003	.000		.034	.000
	N	35	35	35	35	35
Komitmen	Pearson Correlation	.360*	.319	.359*	1	.710**
Organisasi	Sig. (2-tailed)	.034	.062	.034		.000
	N	35	35	35	35	35
X3.Total	Pearson Correlation	.741**	.738**	.805**	.710**	1

Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	35	35	35	35	35	35

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

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

### Correlations

	Kinerja	Kinerja	Kinerja	Kinerja	Kinerja	Kinerja	Y1.Total
Kinerja Pearson Correlation	1	.325	.384*	.357*	.364*	.325	.625**
Sig. (2-tailed)		.057	.023	.036	.032	.057	.000
N	35	35	35	35	35	35	35
Kinerja Pearson Correlation	.325	1	.383*	.319	.359*	1.000**	.810**
Sig. (2-tailed)	.057		.023	.062	.034	.000	.000
N	35	35	35	35	35	35	35
Kinerja Pearson Correlation	.384*	.383*	1	.429*	.518**	.383*	.701**
Sig. (2-tailed)	.023	.023		.010	.001	.023	.000
N	35	35	35	35	35	35	35
Kinerja Pearson Correlation	.357*	.319	.429*	1	.622**	.319	.674**
Sig. (2-tailed)	.036	.062	.010		.000	.062	.000
N	35	35	35	35	35	35	35
Kinerja Pearson Correlation	.364*	.359*	.518**	.622**	1	.359*	.720**
Sig. (2-tailed)	.032	.034	.001	.000		.034	.000
N	35	35	35	35	35	35	35
Kinerja Pearson Correlation	.325	1.000**	.383*	.319	.359*	1	.810**
Sig. (2-tailed)	.057	.000	.023	.062	.034		.000
N	35	35	35	35	35	35	35
Y1.Total Pearson Correlation	.625**	.810**	.701**	.674**	.720**	.810**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
N	35	35	35	35	35	35	35

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

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



**LAMPIRAN 5**  
Hasil Uji Reabilitas

Gaya Kepemimpinan

Reliability Statistics	
Cronbach's Alpha	N of Items
.693	4

Komunikasi Organisasi

Reliability Statistics	
Cronbach's Alpha	N of Items
.715	7

Komitmen Organisasi

Reliability Statistics	
Cronbach's Alpha	N of Items
.731	4

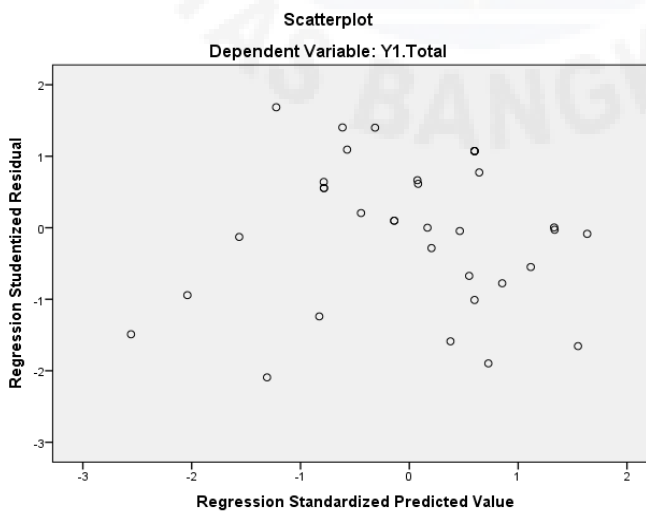
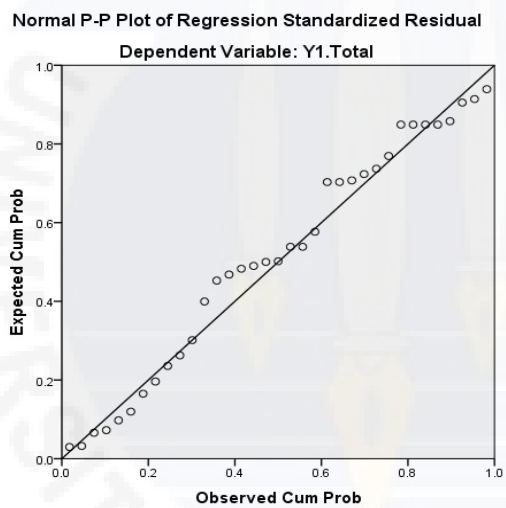
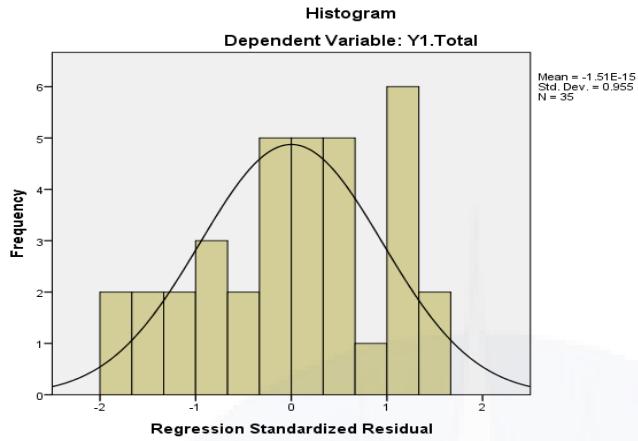
Kinerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.820	6



## LAMPIRAN 6

### Hasil Uji Asumsi Klasik



## LAMPIRAN 7

Hasil Uji Regresi, Uji t, Uji F dan R<sup>2</sup>

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.991 <sup>a</sup>	.981	.979	.498

a. Predictors: (Constant), X3.Total, X2.Total, X1.Total

b. Dependent Variable: Y1.Total

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	400.869	3	133.623	537.783	.000 <sup>b</sup>
	Residual	7.703	31	.248		
	Total	408.571	34			

a. Dependent Variable: Y1.Total

b. Predictors: (Constant), X3.Total, X2.Total, X1.Total

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1.583	.769		-2.058	.048		
	X1.Total	.753	.116	.492	6.500	.000	.106	9.404
	X2.Total	.148	.047	.137	3.118	.004	.317	3.157
	X3.Total	.585	.103	.398	5.648	.000	.123	8.147

a. Dependent Variable: Y1.Total



**PEMERINTAH KABUPATEN BANGKA  
KECAMATAN MENDO BARAT**

Jl. Pahlawan XII Desa Petaling Banjar Telp. - Kode Pos 33173

Petaling, 05 Oktober 2015

Nomor : 074/566/04/2015  
Sifat : Biasa  
Lamp. : -  
Perihal : **Rekomendasi Izin Pengambilan  
Data**

Kepada  
Yth. Rektor Universitas  
Bangka Belitung

Di -  
Pangkal Pinang

Menindak lanjuti Surat dari Rektor Universitas Bangka Belitung Nomor: 233/UN50/FE/HM/2015 Tanggal 28 Mei 2015. Perihal tersebut pada pokok surat diatas, maka pada prinsipnya kami menyetujui / mengizinkan untuk melakukan Pengambilan Data pada Kantor Camat Mendo Barat yang dilakukan oleh Mahasiswa atas Nama: Helmi Yudistira NIM: 3021111022 Jurusan: Manajemen dengan Tema "Pengaruh Gaya Kepemimpinan, Komunikasi dan Komitmen Organisasi Terhadap Kinerja Pegawai Kantor Camat Mendo Barat Kabupaten Bangka".

Demikian disampaikan, atas perhatian dan kerja sama yang baik di ucapkan terima kasih.

An. CAMAT MENDO BARAT

Sekcam

H. MUSYADDAD, A.Ma  
NIP. 19600115 197912 1 001

*Tembusan di sampaikan kepada:*

1. Yth. Sdr. Helmi Yudistira (Saudara yang Bersangkutan)

KEMENTERIAN RISET, TEKNOLOGI DAN PENDIDIKAN  
TINGGI



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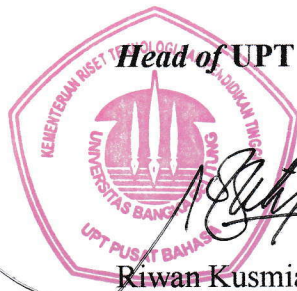
**ABSTRACT**

**Helmi Yudistira. 302 11 11 022.**

***The Effects of Leadership Style, Organizational Communication, and Organizational Commitment on the Employee Performance at West Mendo District Office, Bangka Regency.***

The background of this study is the phenomenon at West Mendo District Office, Bangka, in which the employees have not shown optimal performances. The purpose of this study is to determine and study the effects of leadership style, organizational communication, and organizational commitment on the employee performance at this District Office. This is a descriptive quantitative research with a sample of 35 respondents and census approach for its sampling technique. The independent variables are leadership style, organizational communication, and organizational commitment, while the dependent variable is employee performance. The instruments are tested using validity and reliability tests. The data analysis method employed in this study is multiple linear regressions with  $t$  test,  $F$  test, and  $R^2$ . The result of the study on  $X_1$  shows that  $t_{value} (6,500) > T_{table} (2,030)$ , on  $X_2$   $t_{value} (3,118) > T_{table} (2,030)$ , and on  $X_3$   $t_{value} (5,648) > T_{table} (2,030)$ . Thus, partially,  $X_1$ ,  $X_2$ , and  $X_3$  affect  $Y$ . The  $F$  test shows that  $F_{value} (537,783) > F_{table} (2,91)$ , and the significance is  $0,000 < \alpha$  at a rate of significance 0,05. Therefore,  $H_0$  is rejected and  $H_a$  is accepted. This means that the independent variables simultaneously or partially affect the dependent variables significantly. The result of coefficient of determination ( $R_2$ ) shows that the value of the Adjusted R Square is 0,979 or 97,9%, which means the variable performance can be explained by leadership style, organizational communication, and organizational commitment, while the rest 2,1% can be explained by other variables outside the study.

**Key words:** Leadership Style, Organizational Communication, Organizational Commitment, and Employee Performance.



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**Translator**

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NP. 108313129

## DAFTAR RIWAYAT HIDUP

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### **Pendidikan Formal**

1. 2011-2016 : UNIVERSITAS BANGKA BELITUNG  
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2. 2008-2011 : SMANSA MENDO BARAT
3. 2005-2008 : MTS AN-NAJAH PAYABENUA
4. 1999-2005 : SD 11 PAYABENUA



### KARTU BIMBINGAN SKRIPSI

Nama Mahasiswa : HEMI YUDISTIRA IPK : 2,76  
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 Jurusan : Akuntansi / Manajemen Mulai Skripsi : .....  
 Angkatan : 2011  
 Konsentrasi Studi : MSDM  
 Judul Proposal/Skripsi :  
 ..... Pengaruh gaya kepemimpinan, komunikasi organisasi  
 ..... dan komitmen organisasi terhadap kinerja  
 ..... pegawai kantor kecamatan mendo barat

NO	Tanggal	Keterangan	Paraf Pembimbing
1	20/5 2015	konultasi judul	
2	25/5 2015	konultasi jurnal	
3	9/10 2015	perbaiki bab 1 & 2	
4	15/11 2015	hal-hal perbaikan tulisan	
5	29/12 2015	- AAR hasil perbaikan	
6	27/1 2016	Revisi bab 4	
7	3/2 2016	Revisi bab 5	
8	18/2 2016	Revisi pengesahan	
9	24/2 2016	AAR Skripsi	
10			
11			
12			
13			
14			
15			

Catatan :

1. Kartu ini harus diisi saat bimbingan skripsi



## KARTU BIMBINGAN SKRIPSI

Nama Mahasiswa : HELMI YUDISTIRA ..... IPK : 2,76 .....  
 NIM : 202.11.11.022 ..... Nama Pembimbing : DONI YANUAR .....  
 Jurusan : Akuntansi / Manajemen ..... Mulai Skripsi : .....  
 Angkatan : 2011 .....  
 Konsentrasi Studi : MSDM .....  
 Judul Proposal/Skripsi :  
 Pengaruh gaya kepemimpinan komunikasi organisasi  
 dan komitmen organisasi terhadap kinerja pegawai  
 di kantor kecamatan mendo barat kabupaten bangka

NO	Tanggal	Keterangan	Paraf Pembimbing
1	21/5 2015	Konultasi Awal	[Signature]
2	9/9 2015	Proposal	[Signature]
3		Revisi	[Signature]
4		Revisi	[Signature]
5	21/10 15	Revisi	[Signature]
6	4/11 2015	Acc ke fakultas	[Signature]
7	26/1 2016	Revisi ke fakultas	[Signature]
8	28/1 2016	Revisi ke fakultas	[Signature]
9	10/2 2016	Revisi	[Signature]
10	23/2 2016	Acc hasil skripsi	[Signature]
11			
12			
13			
14			
15			

Catatan :

1. Kartu ini harus diisi saat bimbingan skripsi









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