

Lampiran 1
Biodata Riwayat Hidup

DAFTAR RIWAYAT HIDUP

Nama	: Bondan Setyo Widodo
Jenis Kelamin	: Laki-laki
Tempat/ Tanggal Lahir	: Ngawi, 15 Juli 1995
Status	: Belum Menikah
Alamat Rumah	: Jl. A Yani Kel. Bangunsari Kec Mejayan Kab. Madiun
Alamat Email	: Bondansetyo.bs@gmail.com
Pendidikan Formal	
Sekolah Dasar	: SD Negeri Bangunsari 03 (2001-2007)
SMP	: SMP Negeri 03 Mejayan (2007 – 2010)
SMA	: SMK PGRI 01 Mejayan (2010 – 2013)
Perguruan Tinggi	: S1 Universitas Narotama Surabaya (2017 – 2021)



Lampiran 2
Kuesioner

**PENGARUH SERVAN LEADERSHIP DAN KETERAMPILAN KERJA
TERHADAP KINERJA KARYAWAN PT SWPI SURABAYA**

Kepada Yth.
Bapak/Ibu/Sdr
Responden
Di Tempat

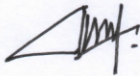
Dengan hormat,

Bersama ini saya memohon Bapak/Ibu/Sdr berkenan untuk mengisi kuesioner dalam rangka menyelesaikan tugas akhir (skripsi) dengan memberi tanda ☒ pada jawaban yang Bapak/Ibu/Sdr anggap paling sesuai. Seperti berikut:

- Sangat Tidak Setuju (STS)
- Tidak Setuju (TS)
- Kurang Setuju (KS)
- Setuju (S)
- Sangat Setuju (SS)

Segala data/ informasi yang Bapak/Ibu/Sdr berikan adanya kami jaga kerahasiannya. Demikian saya sampaikan atas bantuannya saya ucapkan terimakasih.

Surabaya,
Hormat Saya



Bondan Setyo Widodo

I. IDENTITAS RESPONDEN

1. Nama :
2. Jenis kelamin : ☐ Laki-laki ☐ Perempuan
3. Jabatan :
4. Bagian :

Petunjuk pengisian

Pilihlah jawaban yang sesuai dengan pilihan Bapak/Ibu dengan memberikan tanda checklist(√) pada kolom yang tersedia

No.	Pernyataan	SS	S	KS	TS	STS
Servant Leadership (X1)						
1.	Pemimpin adalah sosok pemimpin yang rendah hati.					
2.	Pemimpin mempunyai sifat yang penuh kasih (welasasih).					
3.	Pemimpin mampu memberdayakan karyawannya.					
4.	Pemimpin memberikan kepercayaan pada karyawannya					
5.	Pemimpin mempunyai visi yang jelas dalam kemajuan perusahaan					
Keterampilan Kerja (X2)						
1.	Karyawan mempunyai rasa percaya diri dalam bekerja					
2.	Karyawan mempunyai tanggung jawab terhadap pekerjaan					
3.	Karyawan mempunyai keseimbangannya baik dalam bekerja					
4.	Karyawan mempunyai stamina dalam bekerja					
5.	Karyawan mempunyai hubungan yang baik dengan semua orang di tempat kerja					
6.	Karyawan saling memahami perasaan pekerja lain					
Kinerja Karyawan (X2)						
1.	Karyawan bekerja dengan efisien.					
2.	Karyawan memiliki kualitas kerja (kejujuran dan ketelitian) yang baik.					
3.	Disiplin kerja karyawan					
4.	Karyawan mampu memenuhi standart kerja di perusahaan					
5.	Kompetensi Karyawan meningkat.					

Lampiran 3

Data Responden

HASIL bondan - Microsoft Excel

	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X
1	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Y.1	Y.2	Y.3	Y.4	Y.5							
2	5	5	5	5	5	3	5	5	5	5	5	5	5	5	5	5							
3	5	4	5	5	4	5	5	5	5	5	5	3	4	5	5	4							
4	4	5	5	4	4	5	5	5	5	5	5	4	5	5	5	4							
5	4	5	5	4	4	5	5	4	5	5	5	4	5	5	5	4							
6	5	5	5	4	5	5	4	4	5	4	4	5	5	5	5	4							
7	5	5	5	4	5	5	4	4	4	4	3	5	5	5	4	5							
8	4	4	4	4	5	5	4	4	4	4	3	4	4	4	4	5							
9	5	4	4	4	4	4	4	5	4	5	4	3	4	4	4	4							
10	5	4	5	5	4	4	4	4	5	5	5	5	4	5	3	4							
11	5	5	5	3	5	4	4	5	5	5	5	5	3	5	3	5							
12	5	5	4	4	5	4	4	4	5	3	4	3	4	3	5	5							
13	5	5	5	4	4	4	4	4	5	4	4	5	5	5	4	4							
14	4	5	5	4	4	4	4	5	5	4	5	5	5	5	4	4							
15	4	5	4	5	5	4	4	5	5	4	5	4	5	4	4	5							
16	4	4	4	5	4	5	4	5	4	5	4	4	4	4	4	5							
17	5	4	4	3	4	5	5	4	4	5	4	4	4	4	4	3							
18	4	4	4	4	5	4	5	5	4	3	4	4	4	4	4	3							
19	5	4	5	5	5	4	5	4	4	4	4	5	4	5	5	5							
20	5	4	5	5	4	4	5	5	4	4	5	4	5	4	5	5							
21	4	4	5	4	4	5	5	4	5	3	4	4	4	4	5	5							
22	4	4	5	3	4	5	4	5	5	3	3	4	5	5	5	4							
23	5	4	5	4	5	5	5	4	4	3	2	5	5	5	5	4							
24	5	4	5	4	4	5	5	4	4	4	3	5	5	5	5	4							
25	5	5	4	4	5	4	4	4	4	4	5	5	5	4	4	1							
26	5	5	4	2	4	4	5	4	4	5	5	5	5	5	4	4							
27	4	4	4	3	3	5	4	4	5	5	5	4	4	4	4	3							
28	5	5	4	4	3	4	5	5	3	5	4	5	5	4	3	3							
29	5	4	4	5	5	5	4	5	5	5	4	5	4	4	4	5							
30	5	5	5	4	4	4	5	5	5	4	4	5	4	5	3	4							

Lampiran 4

Uji Validitas dan Reabilitas

Correlations

		Correlations					
		VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	TOTALX1
VAR00001	Pearson Correlation	1	.611**	.691**	.589**	.575**	.809**
	Sig. (2-tailed)		.000	.000	.001	.001	.000
	N	30	30	30	30	30	30
VAR00002	Pearson Correlation	.611**	1	.775**	.672**	.679**	.890**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30
VAR00003	Pearson Correlation	.691**	.775**	1	.659**	.595**	.880**
	Sig. (2-tailed)	.000	.000		.000	.001	.000
	N	30	30	30	30	30	30
VAR00004	Pearson Correlation	.589**	.672**	.659**	1	.659**	.833**
	Sig. (2-tailed)	.001	.000	.000		.000	.000
	N	30	30	30	30	30	30
VAR00005	Pearson Correlation	.575**	.679**	.595**	.659**	1	.830**
	Sig. (2-tailed)	.001	.000	.001	.000		.000
	N	30	30	30	30	30	30
TOTALX1	Pearson Correlation	.809**	.890**	.880**	.833**	.830**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

		Correlations						
		VAR00007	VAR00008	VAR00009	VAR00010	VAR00011	VAR00012	TOTALX2
VAR00007	Pearson Correlation	1	.572**	.490**	.845**	.630**	.775**	.914**
	Sig. (2-tailed)		.001	.006	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
VAR00008	Pearson Correlation	.572**	1	.026	.481**	.714**	.749**	.781**
	Sig. (2-tailed)	.001		.891	.007	.000	.000	.000
	N	30		30	30	30	30	30
VAR00009	Pearson Correlation	.490**	.026	1	.301	.029	.201	.404*
	Sig. (2-tailed)	.006	.891		.106	.880	.288	.027
	N	30	30	30	30	30	30	30
VAR00010	Pearson Correlation	.845**	.481**	.301	1	.637**	.702**	.846**
	Sig. (2-tailed)	.000	.007	.106		.000	.000	.000
	N	30	30	30	30	30	30	30
VAR00011	Pearson Correlation	.630**	.714**	.029	.637**	1	.723**	.814**
	Sig. (2-tailed)	.000	.000	.880	.000		.000	.000
	N	30	30	30	30	30	30	30
VAR00012	Pearson Correlation	.775**	.749**	.201	.702**	.723**	1	.900**
	Sig. (2-tailed)	.000	.000	.288	.000	.000		.000
	N	30	30	30	30	30	30	30
TOTALX2	Pearson Correlation	.914**	.781**	.404*	.846**	.814**	.900**	1
	Sig. (2-tailed)	.000	.000	.027	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

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

Correlations							
		VAR00014	VAR00015	VAR00016	VAR00017	VAR00018	TOTALY
VAR00014	Pearson Correlation	1	.411 [*]	.672 ^{**}	.678 ^{**}	.672 ^{**}	.855 ^{**}
	Sig. (2-tailed)		.024	.000	.000	.000	.000
	N	30	30	30	30	30	30
VAR00015	Pearson Correlation	.411 [*]	1	.249	.043	.129	.436 [*]
	Sig. (2-tailed)	.024		.184	.822	.498	.016
	N	30	30	30	30	30	30
VAR00016	Pearson Correlation	.672 ^{**}	.249	1	.685 ^{**}	.899 ^{**}	.906 ^{**}
	Sig. (2-tailed)	.000	.184		.000	.000	.000
	N	30	30	30	30	30	30
VAR00017	Pearson Correlation	.678 ^{**}	.043	.685 ^{**}	1	.793 ^{**}	.824 ^{**}
	Sig. (2-tailed)	.000	.822	.000		.000	.000
	N	30	30	30	30	30	30
VAR00018	Pearson Correlation	.672 ^{**}	.129	.899 ^{**}	.793 ^{**}	1	.906 ^{**}
	Sig. (2-tailed)	.000	.498	.000	.000		.000
	N	30	30	30	30	30	30
TOTALY	Pearson Correlation	.855 ^{**}	.436 [*]	.906 ^{**}	.824 ^{**}	.906 ^{**}	1
	Sig. (2-tailed)	.000	.016	.000	.000	.000	
	N	30			30	30	30

Double-click to activate

*. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed).

Reliability

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
0.902	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	17.10	3.886	0.710	0.890
X1.2	16.87	3.361	0.810	0.868
X1.3	16.97	3.482	0.801	0.870
X1.4	17.03	3.895	0.750	0.883
X1.5	16.97	3.620	0.723	0.887

Reliability

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.872	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	21.77	4.737	0.872	0.819
X2.2	21.47	4.740	0.656	0.855
X2.3	21.53	6.120	0.231	0.913
X2.4	21.67	4.713	0.764	0.834
X2.5	21.47	4.809	0.718	0.842
X2.6	21.60	4.455	0.839	0.819

Reliability

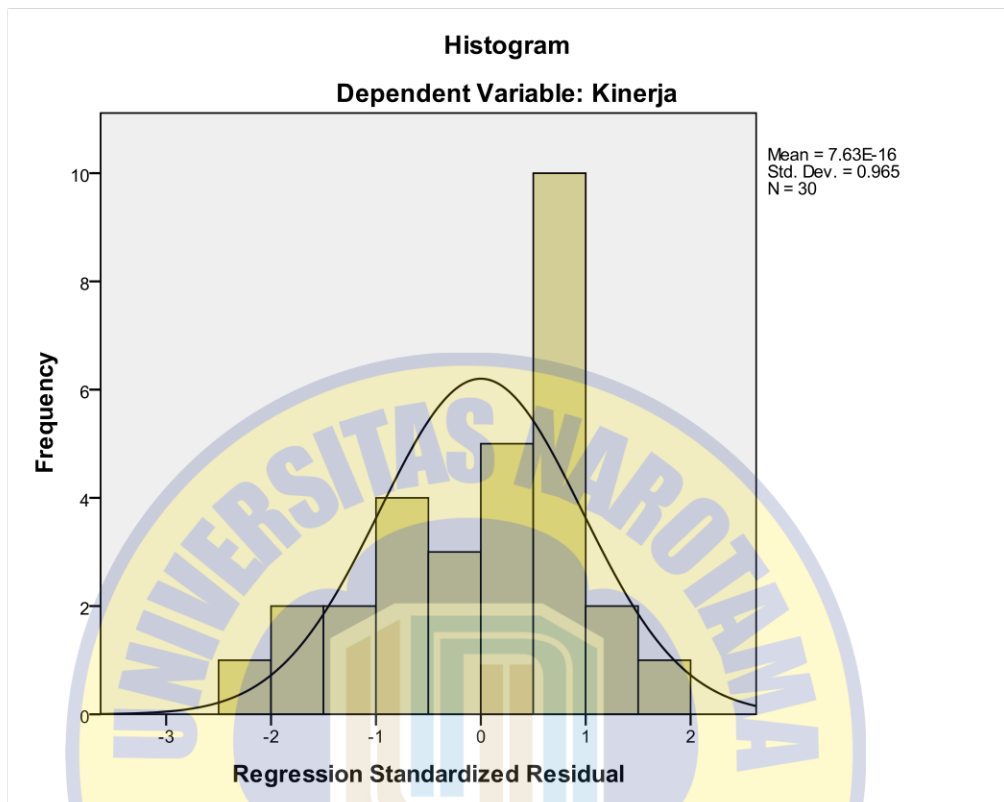
Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

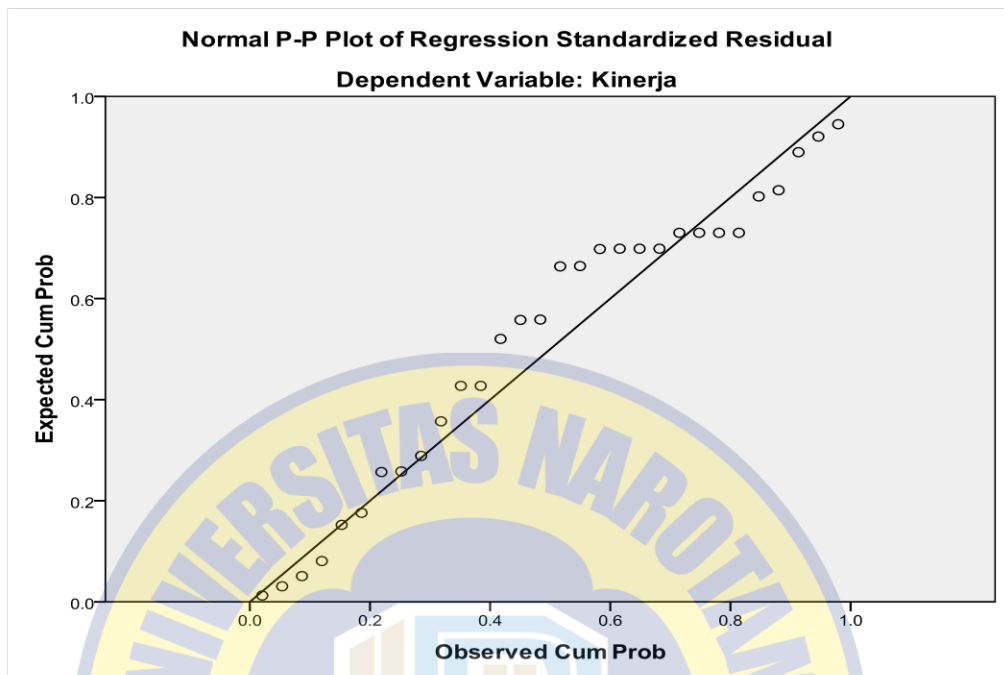
Reliability Statistics

Cronbach's Alpha	N of Items
0.848	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	17.23	3.013	0.781	0.794
Y.2	17.00	3.724	0.219	0.915
Y.3	17.10	2.507	0.829	0.765
Y.4	17.03	2.792	0.705	0.804
Y.5	17.10	2.507	0.829	0.765





Variables Entered/Removed ^b			
Model	Variables Entered	Variables Removed	Method
1	Keterampilan Kerja (X2), Servant Leadership (X1) ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.904 ^a	0.817	0.803	0.928

a. Predictors: (Constant), Keterampilan Kerja (X2), Servant Leadership (X1)

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	103.710	2	51.855	60.202	0.000 ^a
	Residual	23.256	27	0.861		
	Total	126.967	29			

a. Predictors: (Constant), Keterampilan Kerja (X2), Servant Leadership (X1)

b. Dependent Variable: Kinerja (Y)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	3.127	1.706		1.833 0.078
	Servant Leadership (X1)	0.436	0.166	0.492	2.620 0.014
	Keterampilan Kerja (X2)	0.347	0.149	0.436	2.323 0.028

a. Dependent Variable: Kinerja (Y)

Lampiran 5 : Form Bimbingan Skripsi

 UNIVERSITAS Negeri Jember				FAKULTAS EKONOMI DAN BISNIS	
No.	: 356/NR-FEB/03/III/2020				
Lamp.	: -				
Hal	: Permohonan Pembimbing Skripsi				
Kepada Yth. ELOK DAMAYANTI, SE., MM Dosen Pembimbing I					
Dengan hormat,					
Selubungan dengan penulisan karya ilmiah (skripsi) bagi mahasiswa yang telah memenuhi jumlah persyaratan tertentu, bersama ini kami mohon kesediaan bapak/ibu untuk berkenan membimbing mahasiswa dibawah ini:					
Nama	: BONDAN SETYO-WIDODO				
NIM	: 01217101				
No. Tlp.	: 087851314122				
topik penelitian dibawah ini *):					
1. Perencanaan Pemasaran	☐				
2. Perencanaan MSDM	☒				
3. Perencanaan Keuangan	☐				
Terima kasih atas perhatian dan kerjasamanya, jika topik tersebut diatas perlu dilakukan koreksi sepenuhnya kami serahkan kepada bapak/ibu agar dihasilkan karya ilmiah yang lebih baik.					
Surabaya, 17 September 2020					
Dekan  Dr. Ir. Rr. HERMIEN TRIDAYANTI, MM NIDN : 0721086101					
Ket: *) : centang pada topik yang dipilih					



UNIVERSITAS

Manisatama



FAKULTAS EKONOMI DAN BISNIS

BERITA ACARA BIMBINGAN SKRIPSI

No. Dokumen: FM-FBI/05.07
Tgl. Terbit : 01 Okt 2018
Revisi : 00

- 1 NAMA MAHASISWA : BONDAN SETYO WIDODO
- 2 NIM : 01217101
- 3 FAKULTAS : EKONOMI DAN BISNIS
- 4 PROGRAM STUDI : MANAJEMEN
- 5 TOPIK SKRIPSI : MANAJEMEN SDM
- 6 TANGGAL PENGAJUAN : 17 September 2020
- 7 NAMA PEMBIMBING I : ELOK DAMAYANTI, SE., MM
- 8 NAMA PEMBIMBING II :
- 9 URAIAN KONSULTASI :

NO	TANGGAL	JADWAL KEGIATAN PENELITIAN	MONITORING	
			CATATAN	PARAF PEMBIMBING
1	19/10 '20	Observasi obyek penelitian	Amati identifikasi masalah	ed
2	23/10 '20	Observasi terhadap fenomena bisnis/manajemen	Fenomena yang Menarik	ed
3	30/10 '20	Menentukan masalah penelitian	Rumusan masalah yang tepat	ed
4	6/11 '20	Kajian teoritis & Empiris	Cari kajian teori dan jurnal yang relevan	ed
5	12/11 '20	Sintesa dan Rasionalisasi teori	Menyusun Kerangka Konsep	ed
6	14/12 '20	Pendekatan Metodologi penelitian	Mengentukan alat analisisnya	ed
7	06/01 '21	Pembuatan instrument penelitian	Perbaikan Item kuesioner	ed
8	21/01 '21	Pengumpulan data	Rencanakan Teknik Pengesahan	ed
9	06/01 '21	Tabulasi & Pengolahan Data	Olah data dengan benar	ed
10	04/02 '21	Deskripsi Hasil Penelitian	Tentukan hasil Analisis	ed
11	10/02 '21	Intepretasi Hasil Penelitian	Beri Saran yang tepat	ed
12	11/02 '21	Kelengkapan Data	Lengkap	ed

Sidang Skripsi

10. TANGGAL SELESAI BIMBINGAN

11. TELAH DIEVALUASI DAN SIAP UNTUK DIJUI

DOSEN PEMBIMBING

ELOK DAMAYANTI, SE., MM



Dr. H. R. HERMIEN TRIDAYANTI, MM.

Lampiran 6 : Plagiasi Jurnal



Plagiarism Checker X Originality Report
Similarity Found: 17%
Date: Tuesday, March 09, 2021
Statistics: 921 words Plagiarized / 5320 Total words
Remarks: Low Plagiarism Detected - Your Document needs Optional Improvement.

THE EFFECT OF SERVANT LEADERSHIP AND WORK SKILLS ON EMPLOYEE PERFORMANCE IN PT SWPI SURABAYA Author: Bondan Setyo Widodo¹, Elok Damayanti², Joko Suyono³.
bondansetyo.bs@gmail.com¹elok.damayani@narotama.ac.id²joko.suyono@narotama.ac.id³ Narotama University, Faculty of Economics and Business Jl.Arief Rachman Hakim 51, Sukolilo, Surabaya ABSTRACT This study aims to determine: (1) In order to be able to know the effect of Servant Leadership and work skills on the performance of PT SWPI Surabaya employees partially.

(2) In order to be able to determine the effect of Servant Leadership and work skills on the performance of employees of PT SWPI Surabaya simultaneously. The population in this study were all employees of PT SWPI Surabaya were 55 employees. The sample used in this study was to take the entire population of 30 employees as the sample, so it is called population research.

Instrument testing was carried out at PT SWPI Surabaya. Test the validity using the product moment correlation, While the reliability test used Spearman Brown which was processed using SPSS 18.0 for Windows. Servant leadership on the validity of the test there were 5 and all valid statement.

In the validity test of job skills, there are 6 statements and all are declared valid. In the employee performance validity test there are 5 statements and all are declared valid. Furthermore, the classical assumption test includes multicollinearity test and heteroscedasticity test.

While testing the hypothesis in this study using multiple regression analysis and the

Lampiran 7 : Plagiasi Skripsi

