CHAPTER V

CONCLUSION

This chapter concludes all the previous chapters in this study. Other than that, limitations and implications are also mentioned, as well as suggestions and recommendations for future research regarding the same topic.

5.1 Conclusion

The results obtained in the previous chapter through the data analysis and can be concluded that:

a. Using T-test and regression. to analyse the result, transformational leadership positively influences innovative work behaviour. **H1 is accepted.**
b. Transformational leaders are proven to be able to influence their followers' intellectual thinking to engage in various creative activities at work.
c. Using Baron and Kenny's method to analyse the relationship between transformational leadership and innovative work behaviour when a mediating variable, motivation to learn, is present. Motivation to learn mediates the relationship between transformational leadership and innovative work behaviour. **H2 is accepted.**

d. It is proven that the more motivated employees are to learn, the more effective transformational leadership is towards the flow of creative ideas of employees in the workplace.

5.2 Managerial Implication

Despite the theoretical explanations in the study, there are a managerial implications directed at PT. AAM Yogyakarta. As mentioned in this study, transformational leadership affects the innovative work behaviour in employees, and without transformational leadership, employees are not necessarily going to be innovative, let alone obtain an innovative atmosphere in the workplace. Leaders/Managers should keep in mind that that to be able to better their management, leaders must motivate and influence their followers to grow and learn new things at the workplace. They should also be aware of the fact that motivation to learn mediates the relationship between transformational leadership and innovative work behaviour, hence the importance of finding a way to continuously motivate their employees by job design, job rotation, or satisfying their intrinsic and extrinsic needs. Based on descriptive statistic results of motivation to learn, the lowest was on the skills emphasized in the job, leaders must provide on their training to increase these skills. Other than that, the lowest mean in the transformational leadership items suggest that the leaders must be able to create a clear goal to achieve for the short/long-run, this will motivate employees to reach those goals.

5.3 Research Limitations

In every study, there are always several limitations throughout the process. In this research, the variety of respondents were limited as most respondents were male and in the sales department. This resulted in the complication of not being able to see the effects of transformational leadership towards innovative work behaviour from different departments of PT. AAM Yogyakarta. In addition to that, some respondents were unclear of their organizational position which complicates the grouping of the respondents.

5.4 Future Research Suggestion

In future research regarding the same topic should provide a clearer criteria of their respondents and better grouping in order to have a wider perspective of the company's different departments rather than only a few. Focusing on research and innovation department, which pressures the importance of innovation, may give a more robust result. Other than that, other leadership styles and multiple industries can be taken into account when it comes to motivating and encouraging the innovative work behaviour in employees.

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APPENDIX I

Questionnaires

KUESIONER: Perilaku Kerja Inovatif

Formulir Persetujuan

Anda diundang untuk berpartisipasi dalam studi penelitian berjudul "Pengaruh Keberagaman dan Kepemimpinan Transformasional Terhadap Perilaku Kerja yang Inovatif". Penelitian ini dilakukan oleh Adinda Dewi Megasari dan Korvilina Rheeabita Alamanda dari Universitas Atma Jaya Yogyakarta.

Tujuan dari penelitian ini adalah untuk memenuhi persyaratan penulisan skripsi untuk lulus S1 Program Manajemen Bisnis Internasional Universitas Atma Jaya Yogyakarta.

Formulir ini dijamin akan dirahasiakan, dan semua informasi yang diberikan hanya akan digunakan untuk keperluan penelitian ini saja.

Jika Anda setuju dengan persyaratan tersebut dan berpartisipasi dalam studi, Anda akan diminta untuk mengisi survei / kuesioner online.

Dengan memilih "Saya setuju" di bawah, Anda menyatakan bahwa Anda setidaknya berusia 18 tahun, telah membaca dan memahami formulir persetujuan dan setuju untuk berpartisipasi dalam studi penelitian ini.

Apakah Anda setuju dengan persyaratan formulir persetujuan tersebut dan berpartisipasi dalam kuesioner ini? Ya/Tidak

Demographic Questions	**Answers**
Jenis Kelamin	L/P
Usia	18-23, 24-29, 30-35,36-41, 42-47, 48-53, 54-59, 60-65, 66 keatas
Apa gelar atau tingkat pendidikan tertinggi yang telah Anda selesaikan?	SMP - SMA (tanpa ijazah)
	SMA (dengan ijazah atau setaranya)
	Perguruan tinggi (tanpa ijazah)
	SMK
	Sarjana (S1)

Demographic Questions	**Answers**
	Master (S2)
	Doktor (S3)
Masa Jabatan	
Posisi dalam organisasi	
Domisili	
Etnis	
Kewarganegaraan	

Questions	**Answers**				
Kepemimpinan Transformasional	**Sangat Tidak Setuju**	**Tidak Setuju**	**Netral**	**Setuju**	**Sangat Setuju**
Supervisor saya menanamkan kebanggaan pada saya saat berhubungan dengan orang lain					

Questions	Answers				
Supervisor saya berdiskusi dan mencoba memahami nilai dan cara pandang hidup saya					
Supervisor saya meyakini dan mengajarkan pentingnya tujuan yang kuat dalam bekerja dan dalam berorganisasi					
Supervisor saya meyakinkan saya untuk mengutamakan kepentingan kelompok/departmen/ organisasi dibanding kepentingan pribadi					
Tindakan dan Perilaku supervisor saya membuat orang lain memberikan respek kepada saya					
Supervisor saya mempertimbangkan konsekuensi moral dan etika dari keputusan yang dia buat					
Supervisor saya menunjukkan kewibawaan dan kepercayaan diri					

Questions	Answers				
Supervisor saya menekankan pentingnya memiliki tujuan (misi) bersama					
Supervisor saya berbicara dengan optimis tentang masa depan					
Supervisor saya berbicara dengan antusias tentang apa yang perlu dicapai dan dikerjakan					
Supervisorsaya mengartikulasikan visi masa depan yang menginsiprasi dan menarik					
Supervisor saya menunjukan kepercayaan diri bahwa tujuan kelompok dan organisasi pasti akan tercapai melalui perilakunya					
Supervisor saya mengkaji kembali asumsi dan cara kerja di organisasi dan mempertanyakan apakah itu sesuai					
Supervisor saya menggunakan beberapa sudut pandang saat memecahkan masalah					

Questions	Answers				
Supervisor saya mengajak bawahan dan orang lain untuk melihat masalah dari berbagai sudut pandang					
Supervisor saya menyarankan cara baru untuk melihat bagaimana menyelesaikan pekerjaan					
Supervisor saya menggunakan waktu untuk melatih, mengajar, dan membimbing para bawahannya					
Supervisor saya memperlakukan orang lain sebagai manusia yang utuh dan bukan hanya sebagai bawahan					
Supervisor saya memahami bahwa semua orang memiliki kebutuhan, kemampuan, dan aspirasi yang berbeda dari satu sama lain					
Supervisor saya membantu orang lain untuk mengembangkan					

Questions	Answers				
kemampuan/kelebihan mereka.					
Perilaku Kerja Inovatif	**Sangat Tidak Setuju**	**Tidak Setuju**	**Netral**	**Setuju**	**Sangat Setuju**
Saya sering memperhatikan masalah yang bukan merupakan bagian dari pekerjaannya sehari-hari					
Saya sering bertanya bagaimana hal-hal seperti prosedur dan cara kerja dapat ditingkatkan					
Saya sering mencari metode atau cara baru untuk menyelesaikan pekerjaan					
Saya sering menghasilkan solusi orisinal untuk suatu masalah di pekerjaan					
Saya sering menemukan pendekatan baru untuk melaksanakan tugas saya					
Saya sering membuat anggota organisasi penting antusias terhadap ide-ide inovatif					

Questions	Answers				
Saya sering mencoba meyakinkan orang untuk mendukung ide inovatif					
Saya sering secara sistematis memasukkan ide-ide inovatif ke dalam praktik kerja					
Saya sering berkontribusi pada implementasi ide-ide baru					
Saya sering berusaha mengembangkan hal-hal baru					
Motivasi untuk Belajar	**Sangat Tidak Setuju**	**Tidak Setuju**	**Netral**	**Setuju**	**Sangat Setuju**
Saya termotivasi untuk mempelajari keterampilan yang dibutuhkan pekerjaan saya					
Saya akan mencoba belajar sebanyak yang saya bisa dari pekerjaan saya					
Saya bersedia mengerahkan upaya yang cukup besar dalam pekerjaan saya untuk meningkatkan keterampilan saya					

Questions	Answers				
Saya sering mencari peluang untuk mengembangkan keterampilan dan pengetahuan baru					

APPENDIX II

Respondents' Data

No	Gender	Age	Education	Tenure	Position in organization	Domicile	Ethnicity	Nationality
1	1	6	3	6	7	1	1	1
2	1	5	3	6	1	2	1	1
3	1	4	1	6	1	1	1	1
4	1	3	3	3	1	1	1	1
5	1	3	3	2	1	1	1	1
6	1	2	3	4	1	1	1	1
7	2	5	1	5	6	1	1	1
8	1	2	3	2	1	1	1	1
9	1	2	3	2	6	1	2	1
10	2	2	4	3	2	1	1	1
11	1	2	3	2	1	1	1	1
12	1	2	2	3	3	1	1	1
13	1	3	3	3	1	1	1	1

No	Gender	Age	Education	Tenure	Position in organization	Domicile	Ethnicity	Nationality
14	1	2	2	2	2	1	1	1
15	1	4	1	6	1	1	1	1
16	1	3	3	4	1	1	1	1
17	2	2	3	2	5	1	1	1
18	1	5	3	3	8	1	1	1
19	1	3	3	4	1	3	1	1
20	1	3	3	2	1	1	1	1
21	2	3	1	3	1	1	1	1
22	1	2	3	2	1	1	1	1
23	2	1	3	2	4	1	1	1
24	2	4	3	1	1	1	1	1
25	2	3	3	5	1	1	1	1
26	1	3	3	1	1	1	1	1
27	1	4	3	5	6	1	1	1
28	1	2	3	2	1	1	1	1
29	1	2	3	2	1	1	1	1
30	1	5	3	6	1	1	1	1

No	Gender	Age	Education	Tenure	Position in organization	Domicile	Ethnicity	Nationality
31	1	3	3	4	6	1	1	1
32	1	3	3	4	1	1	1	1
33	2	2	3	1	1	1	1	1
34	1	3	3	4	1	1	1	1
35	2	3	3	6	4	1	1	1

APPENDIX III

Questionnaires' Data

No.	TL 1	TL 2	TL 3	TL 4	TL 5	TL 6	TL 8	TL 9	TL 10	TL 11	TL 12	TL 13	TL 14	TL 15	TL 16	TL 17	TL 18	TL 19	TL 20
1	4	4	5	5	5	5	5	5	4	4	4	4	4	4	4	4	5	4	4
2	4	4	4	4	4	4	4	3	4	4	4	4	4	3	4	3	4	4	4
3	4	5	3	5	4	4	3	5	5	4	5	5	4	4	4	4	4	5	1
4	5	5	5	5	5	5	4	4	5	4	5	4	5	4	5	5	5	5	5
5	4	4	4	5	4	4	4	4	4	3	3	4	5	5	4	4	5	5	5
6	2	2	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3
7	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4
8	5	4	4	4	5	4	4	4	5	4	4	4	5	5	5	4	4	4	5
9	4	5	4	4	4	5	4	4	4	3	4	3	3	4	3	3	4	4	3
10	4	4	4	3	4	4	5	4	4	3	4	4	4	4	4	3	5	4	4
11	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4
12	2	2	2	3	2	2	3	3	3	2	3	2	3	3	4	4	3	3	4
13	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5

No.	TL 1	TL 2	TL 3	TL 4	TL 5	TL 6	TL 8	TL 9	TL 10	TL 11	TL 12	TL 13	TL 14	TL 15	TL 16	TL 17	TL 18	TL 19	TL 20
14	5	3	3	5	3	3	3	5	4	1	5	1	1	1	3	1	1	2	1
15	3	4	2	4	4	4	2	2	2	2	3	2	2	2	2	2	2	2	2
16	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
17	4	4	4	4	3	3	4	3	4	4	4	4	5	4	4	4	4	4	4
18	4	4	3	3	3	3	2	2	3	2	2	2	2	2	2	2	2	2	2
19	5	5	5	4	5	5	5	4	5	4	5	5	5	5	5	5	5	5	5
20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
21	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
22	3	3	3	5	3	4	3	2	4	3	3	3	3	3	4	4	4	5	4
23	3	4	5	4	3	5	5	4	4	3	4	5	5	4	5	3	3	4	4
24	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
25	2	3	3	3	3	3	3	3	4	3	3	4	4	3	3	3	3	4	3
26	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4
27	5	5	5	5	5	5	5	5	5	5	4	4	4	5	5	5	5	4	5
28	4	4	4	4	4	4	4	4	4	4	5	4	3	5	4	5	5	5	5

No.	TL 1	TL 2	TL 3	TL 4	TL 5	TL 6	TL 8	TL 9	TL 10	TL 11	TL 12	TL 13	TL 14	TL 15	TL 16	TL 17	TL 18	TL 19	TL 20
29	4	4	4	4	4	4	4	4	4	4	5	4	3	5	4	5	5	5	5
30	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
31	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
32	4	4	4	5	4	4	4	4	5	4	4	4	5	4	4	3	5	4	5
33	3	4	4	4	3	3	3	3	4	4	4	5	3	3	3	3	3	3	3
34	2	2	2	5	4	2	2	3	4	2	2	2	2	2	2	2	3	3	3
35	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	3	4	4	4

No.	IB1	IB2	IB3	IB4	IB5	IB6	IB7	IB8	IB9	IB10
1	4	4	4	4	4	5	5	4	4	4
2	4	4	3	4	4	3	3	3	4	3
3	4	3	4	4	3	5	3	3	3	3
4	5	5	5	5	5	5	5	5	5	5
5	4	5	4	5	4	4	4	4	4	3
6	4	4	4	3	3	3	3	3	3	3

No.	IB1	IB2	IB3	IB4	IB5	IB6	IB7	IB8	IB9	IB10
7	3	4	4	4	4	3	3	4	4	4
8	4	5	5	4	4	5	5	4	4	5
9	4	4	3	4	4	4	3	3	3	3
10	4	3	3	3	4	3	4	3	3	3
11	4	4	4	3	4	4	4	4	4	4
12	4	3	3	4	3	4	4	3	4	3
13	5	5	5	5	5	5	5	5	5	5
14	5	3	4	3	3	3	4	4	2	3
15	2	2	2	2	2	2	2	2	2	2
16	4	5	5	5	4	5	5	5	5	5
17	3	4	4	3	4	4	3	3	3	3
18	4	5	5	5	5	5	5	5	5	5
19	3	4	3	4	4	3	3	3	3	3
20	4	4	4	4	4	4	4	4	4	4
21	3	4	4	3	4	4	4	4	4	3
22	4	5	5	5	4	4	5	4	5	4

No.	IB1	IB2	IB3	IB4	IB5	IB6	IB7	IB8	IB9	IB10
23	3	4	4	3	4	2	2	1	1	4
24	3	4	4	4	4	4	4	4	4	4
25	4	4	4	4	4	4	3	3	3	4
26	4	4	4	4	4	4	4	4	4	4
27	5	4	5	4	3	4	4	3	4	5
28	2	3	5	4	4	4	4	3	3	3
29	2	3	5	4	4	4	4	3	3	3
30	1	5	5	5	5	3	3	5	4	5
31	5	5	5	5	5	5	5	5	5	5
32	4	4	5	3	4	3	4	4	3	5
33	2	2	2	3	2	2	3	3	2	3
34	5	5	5	4	5	5	5	5	4	4
35	2	4	4	3	3	3	3	4	3	3

No.	ML1	ML2	ML3	ML4
1	5	5	5	4
2	3	4	4	3
3	5	5	5	5
4	5	5	5	5
5	5	5	5	5
6	4	4	4	4
7	4	4	4	4
8	4	5	4	4
9	3	3	3	3
10	4	4	5	4
11	4	4	4	4
12	4	4	4	4
13	5	5	5	5
14	3	5	5	5

No.	ML1	ML2	ML3	ML4
15	2	2	2	2
16	5	5	5	5
17	3	4	4	4
18	5	5	5	5
19	5	4	5	4
20	4	4	4	4
21	4	4	4	4
22	5	5	4	5
23	3	3	4	5
24	4	4	4	4
25	4	4	4	4
26	4	4	4	4
27	5	5	5	5
28	3	3	4	4

No.	ML1	ML2	ML3	ML4
29	3	3	4	4
30	5	5	5	5
31	5	5	5	5
32	5	5	5	5
33	4	4	4	4
34	5	5	5	5
35	4	4	4	4

APPENDIX IV

Validity and Reliability

		TL 1	TL 2	TL 3	TL 4	TL 5	TL 6	TL 8	TL 9	TL 10	TL 11	TL 12	TL 13	TL 14	TL 15	TL 16	TL 17	TL 18	TL 19	TL 20
TL 1	Pearson Correlation	1	.789**	.699**	.474**	.665**	.676**	.615**	.661**	.664**	.536**	.695**	.383*	.429*	.480**	.606**	.455**	.491**	.429*	.384*
	Sig. (2-tailed)		.000	.000	.004	.000	.000	.000	.000	.000	.001	.000	.023	.010	.004	.000	.006	.003	.010	.023
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 2	Pearson Correlation	.789**	1	.750**	.389*	.673**	.833**	.622**	.557**	.607**	.684**	.654**	.656**	.561**	.582**	.562**	.539**	.578**	.550**	.343*
	Sig. (2-tailed)	.000		.000	.021	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.001	.000	.001	.043
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 3	Pearson	.699**	.750**	1	.350*	.624**	.829**	.909**	.663**	.691**	.780**	.655**	.768**	.737**	.735**	.792**	.646**	.709**	.636**	.673**

	Correlation																			
	Sig. (2-tailed)	.000	.000		.039	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL4	Pearson Correlation	.474**	.389*	.350*	1	.580**	.438**	.263	.511**	.591**	.319	.391*	.210	.231	.192	.347*	.268	.358*	.404*	.204
	Sig. (2-tailed)	.004	.021	.039		.000	.009	.126	.002	.000	.061	.020	.227	.182	.269	.041	.120	.035	.016	.239
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL5	Pearson Correlation	.665**	.673**	.624**	.580**	1	.715**	.571**	.580**	.642**	.600**	.490**	.464**	.481**	.572**	.517**	.543**	.653**	.520**	.494**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.003	.005	.003	.000	.001	.001	.000	.001	.003
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL6	Pearson Correlation	.676**	.833**	.829**	.438**	.715**	1	.778**	.597**	.556**	.648**	.613**	.621**	.594**	.651**	.682**	.573**	.646**	.629**	.500**

	Sig. (2-tailed)	.000	.000	.000	.009	.000		.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL7	Pearson Correlation	.705**	.810**	.847**	.510**	.683**	.845**	.828**	.774**	.812**	.742**	.753**	.782**	.725**	.729**	.834**	.661**	.719**	.771**	.538**
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL8	Pearson Correlation	.615**	.622**	.909**	.263	.571**	.778**	1	.722**	.641**	.723**	.644**	.719**	.752**	.784**	.853**	.660**	.762**	.665**	.719**
	Sig. (2-tailed)	.000	.000	.000	.126	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL9	Pearson Correlation	.661**	.557**	.663**	.511**	.580**	.597**	.722**	1	.711**	.555**	.736**	.499**	.450**	.570**	.641**	.474**	.520**	.494**	.315
	Sig. (2-	.000	.001	.000	.002	.000	.000	.000		.000	.001	.000	.002	.007	.000	.000	.004	.001	.003	.065

	tailed)																			
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 10	Pearson Correlation	.664**	.607**	.691**	.591**	.642**	.556**	.641**	.711**	1	.693**	.652**	.664**	.669**	.606**	.744**	.584**	.661**	.709**	.509**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 11	Pearson Correlation	.536**	.684**	.780**	.319	.600**	.648**	.723**	.555**	.693**	1	.587**	.858**	.745**	.814**	.737**	.805**	.793**	.726**	.671**
	Sig. (2-tailed)	.001	.000	.000	.061	.000	.000	.000	.001	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 12	Pearson Correlation	.695**	.654**	.655**	.391*	.490**	.613**	.644**	.736**	.652**	.587**	1	.569**	.416*	.533**	.666**	.553**	.500**	.579**	.334*
	Sig. (2-tailed)	.000	.000	.000	.020	.003	.000	.000	.000	.000	.000		.000	.013	.001	.000	.001	.002	.000	.050

	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 13	Pearson Correlation	.383*	.656**	.768**	.210	.464**	.621**	.719**	.499**	.664**	.858**	.569**	1	.824**	.775**	.720**	.683**	.705**	.754**	.556**
	Sig. (2-tailed)	.023	.000	.000	.227	.005	.000	.000	.002	.000	.000	.000		.000	.000	.000	.000	.000	.000	.001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 14	Pearson Correlation	.429*	.561**	.737**	.231	.481**	.594**	.752**	.450**	.669**	.745**	.416*	.824**	1	.771**	.817**	.659**	.727**	.720**	.706**
	Sig. (2-tailed)	.010	.000	.000	.182	.003	.000	.000	.007	.000	.000	.013	.000		.000	.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 15	Pearson Correlation	.480**	.582**	.735**	.192	.572**	.651**	.784**	.570**	.606**	.814**	.533**	.775**	.771**	1	.784**	.858**	.867**	.811**	.787**
	Sig. (2-tailed)	.004	.000	.000	.269	.000	.000	.000	.000	.000	.000	.001	.000	.000		.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

TL 16	Pearson Correlation	.606**	.562**	.792**	.347*	.517**	.682**	.853**	.641**	.744**	.737**	.666**	.720**	.817**	.784**	1	.795**	.721**	.759**	.746**
	Sig. (2-tailed)	.000	.000	.000	.041	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 17	Pearson Correlation	.455**	.539**	.646**	.268	.543**	.573**	.660**	.474**	.584**	.805**	.553**	.683**	.659**	.858**	.795**	1	.826**	.835**	.763**
	Sig. (2-tailed)	.006	.001	.000	.120	.001	.000	.000	.004	.000	.000	.001	.000	.000	.000	.000		.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 18	Pearson Correlation	.491**	.578**	.709**	.358*	.653**	.646**	.762**	.520**	.661**	.793**	.500**	.705**	.727**	.867**	.721**	.826**	1	.866**	.816**
	Sig. (2-tailed)	.003	.000	.000	.035	.000	.000	.000	.001	.000	.000	.002	.000	.000	.000	.000	.000		.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

TL 19	Pearson Correlation	.429*	.550**	.636**	.404*	.520**	.629**	.665**	.494**	.709**	.726**	.579**	.754**	.720**	.811**	.759**	.835**	.866**	1	.680**
	Sig. (2-tailed)	.010	.001	.000	.016	.001	.000	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TL 20	Pearson Correlation	.384*	.343*	.673**	.204	.494**	.500**	.719**	.315	.509**	.671**	.334*	.556**	.706**	.787**	.746**	.763**	.816**	.680**	1
	Sig. (2-tailed)	.023	.043	.000	.239	.003	.002	.000	.065	.002	.000	.050	.001	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
ML 1	Pearson Correlation	.245	.207	.291	.435**	.400*	.207	.215	.305	.567**	.353*	.006	.304	.384*	.292	.330	.378*	.440**	.385*	.293
	Sig. (2-tailed)	.155	.233	.089	.009	.017	.233	.214	.074	.000	.038	.974	.076	.023	.089	.053	.025	.008	.022	.088
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

ML2	Pearson Correlation	.365*	.090	.203	.535**	.318	.045	.127	.355*	.584**	.207	.055	.095	.259	.075	.282	.157	.220	.201	.127
	Sig. (2-tailed)	.031	.608	.242	.001	.062	.798	.468	.036	.000	.233	.752	.589	.133	.669	.101	.369	.204	.247	.468
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
ML3	Pearson Correlation	.433**	.205	.390*	.455**	.381*	.154	.352*	.524**	.639**	.241	.268	.257	.313	.226	.379*	.252	.376*	.322	.231
	Sig. (2-tailed)	.009	.238	.021	.006	.024	.378	.038	.001	.000	.162	.119	.136	.067	.192	.025	.144	.026	.060	.181
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
ML4	Pearson Correlation	.273	.099	.274	.518**	.156	.099	.191	.397*	.573**	.158	.159	.193	.251	.168	.359*	.222	.201	.312	.179
	Sig. (2-tailed)	.113	.573	.112	.001	.369	.573	.273	.018	.000	.364	.362	.268	.146	.335	.034	.200	.246	.068	.302
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

IB1	Pearson Correlation	.244	.157	-.115	.376*	.432**	.118	-.151	-.005	.198	.123	-.078	-.103	.027	.061	.074	.246	.193	.186	.115
	Sig. (2-tailed)	.158	.367	.511	.026	.010	.500	.387	.976	.255	.481	.655	.555	.879	.728	.675	.154	.268	.284	.510
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
IB2	Pearson Correlation	.256	.176	.098	.421*	.464**	.264	.101	.192	.343*	.170	-.038	.098	.264	.306	.306	.357*	.323	.369*	.275
	Sig. (2-tailed)	.138	.312	.577	.012	.005	.126	.564	.269	.044	.328	.828	.576	.126	.074	.074	.035	.058	.029	.110
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
IB3	Pearson Correlation	.338*	.208	.079	.341*	.547**	.208	.078	.119	.303	.252	.000	.000	.132	.205	.241	.404*	.340*	.314	.312
	Sig. (2-tailed)	.047	.230	.652	.045	.001	.230	.657	.494	.076	.144	1.000	1.000	.450	.236	.164	.016	.046	.066	.068
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

IB4	Pearson Correlation	.283	.283	.167	.529**	.555**	.330	.029	.071	.253	.199	-.004	.019	.059	.103	.083	.276	.308	.271	.203
	Sig. (2-tailed)	.100	.100	.337	.001	.001	.053	.869	.686	.142	.252	.982	.914	.738	.556	.635	.109	.072	.116	.242
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
IB5	Pearson Correlation	.280	.385*	.303	.162	.586**	.385*	.183	.031	.287	.400*	.067	.370*	.391*	.445**	.242	.434**	.471**	.407*	.384*
	Sig. (2-tailed)	.103	.023	.077	.353	.000	.023	.294	.857	.095	.017	.703	.028	.020	.007	.161	.009	.004	.015	.023
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
IB6	Pearson Correlation	.394*	.311	.216	.259	.487**	.222	.077	.151	.400*	.356*	.162	.158	.161	.177	.189	.410*	.326	.305	.238
	Sig. (2-tailed)	.019	.069	.212	.133	.003	.200	.660	.385	.017	.036	.354	.366	.356	.309	.276	.014	.056	.075	.169
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

IB7	Pearson Correlation	.344*	.181	.325	.159	.386*	.227	.272	.186	.479**	.358*	.127	.193	.297	.314	.424*	.503**	.407*	.391*	.495**
	Sig. (2-tailed)	.043	.297	.057	.362	.022	.191	.114	.286	.004	.035	.467	.266	.083	.066	.011	.002	.015	.020	.003
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
IB8	Pearson Correlation	.527**	.374*	.406*	.272	.549**	.332	.352*	.431**	.562**	.395*	.194	.262	.390*	.446**	.421*	.435**	.475**	.401*	.414*
	Sig. (2-tailed)	.001	.027	.016	.115	.001	.051	.038	.010	.000	.019	.264	.128	.021	.007	.012	.009	.004	.017	.013
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
IB9	Pearson Correlation	.410*	.319	.248	.279	.419*	.279	.202	.277	.470**	.383*	.151	.203	.230	.308	.334*	.474**	.455**	.494**	.256
	Sig. (2-tailed)	.014	.062	.151	.105	.012	.105	.245	.107	.004	.023	.388	.243	.184	.071	.050	.004	.006	.003	.138
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

IB10	Pearson Correlation	.435**	.319	.465**	.354*	.447**	.359*	.338*	.338*	.588**	.449**	.108	.285	.438**	.298	.443**	.353*	.326	.272	.428*
	Sig. (2-tailed)	.009	.062	.005	.037	.007	.034	.047	.047	.000	.007	.535	.097	.009	.082	.008	.037	.056	.114	.010
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
TOTAL	Pearson Correlation	.719**	.711**	.790**	.546**	.788**	.739**	.746**	.670**	.844**	.805**	.594**	.704**	.742**	.786**	.818**	.809**	.841**	.813**	.703**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

Correlations					
		ML1	ML2	ML3	ML4
ML1	Pearson Correlation	1	.835**	.778**	.714**

Correlations					
	Sig. (2-tailed)		.000	.000	.000
	N	35	35	35	35
ML2	Pearson Correlation	.835**	1	.823**	.766**
	Sig. (2-tailed)	.000		.000	.000
	N	35	35	35	35
ML3	Pearson Correlation	.778**	.823**	1	.822**
	Sig. (2-tailed)	.000	.000		.000
	N	35	35	35	35
ML4	Pearson Correlation	.714**	.766**	.822**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	35	35	35	35
** Correlation is significant at the 0.01 level (2-tailed).					

Correlations										
		IB1	IB2	IB3	IB4	IB5	IB6	IB8	IB9	IB10
IB1	Pearson Correlation	1	.751**	.825**	.752**	.572**	.700**	.657**	.708**	.405*
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.016
	N	35	35	35	35	35	35	35	35	35
IB2	Pearson Correlation	.751**	1	.792**	.564**	.565**	.475**	.697**	.612**	.586**
	Sig. (2-tailed)	.000		.000	.000	.000	.004	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35
IB3	Pearson Correlation	.825**	.792**	1	.660**	.538**	.621**	.664**	.756**	.519**
	Sig. (2-tailed)	.000	.000		.000	.001	.000	.000	.000	.001
	N	35	35	35	35	35	35	35	35	35
IB4	Pearson Correlation	.752**	.564**	.660**	1	.710**	.761**	.579**	.656**	.466**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.005
	N	35	35	35	35	35	35	35	35	35
IB5	Pearson Correlation	.572**	.565**	.538**	.710**	1	.644**	.620**	.546**	.411*
	Sig. (2-tailed)	.000	.000	.001	.000		.000	.000	.001	.014

Correlations										
	N	35	35	35	35	35	35	35	35	35
IB6	Pearson Correlation	.700**	.475**	.621**	.761**	.644**	1	.695**	.745**	.626**
	Sig. (2-tailed)	.000	.004	.000	.000	.000		.000	.000	.000
	N	35	35	35	35	35	35	35	35	35
IB7	Pearson Correlation	.507**	.554**	.680**	.593**	.580**	.752**	.716**	.705**	.775**
	Sig. (2-tailed)	.002	.001	.000	.000	.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35
IB8	Pearson Correlation	.657**	.697**	.664**	.579**	.620**	.695**	1	.788**	.683**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
	N	35	35	35	35	35	35	35	35	35
IB9	Pearson Correlation	.708**	.612**	.756**	.656**	.546**	.745**	.788**	1	.490**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000		.003
	N	35	35	35	35	35	35	35	35	35
IB10	Pearson Correlation	.405*	.586**	.519**	.466**	.411*	.626**	.683**	.490**	1
	Sig. (2-tailed)	.016	.000	.001	.005	.014	.000	.000	.003	
	N	35	35	35	35	35	35	35	35	35

Reliability Statistics (Transformational Leadership)	
Cronbach's Alpha	**N of Items**
.971	20

Reliability Statistics (Innovative Work Behaviour)	
Cronbach's Alpha	N of Items
.945	10

Reliability Statistics (Motivation to Learn)	
Cronbach's Alpha	**N of Items**
.935	4

APPENDIX V

Descriptive Analysis and Statistic

Characteristics		Frequency	Percentage
Gender	Male	26	74.3%
	Female	9	25.7%
Age	18 - 23	1	2.9%
	24 - 29	12	34.3%
	30 - 35	13	37.1%
	36 - 41	4	11.4%
	42 - 47	4	11.4%
	48 - 53	1	2.9%
	54 - 59	0	0%

Characteristics		Frequency	Percentage
	> 60	0	0%
Education	Middle School - High School (with no diploma)	0	0%
	Middle School (with diploma)	0	0%
	High School (with diploma)	4	11.4%
	Vocational School	2	5.7%
	Bachelor's Degree	28	80%
	Master's Degree	0	0%
	Doctoral Degree	0	0%
	Pharmacist Profession	1	2.9%
Tenure	< 6 months	0	0%
	6 months - 1 year	3	8.6%
	1 year - 3 years	11	31.4%

Characteristics		Frequency	Percentage
	3 years - 5 years	6	17.1%
	5 years - 7 years	6	17.1%
	7 years - 9 years	3	8.6%
	> 9 years	6	17.1%
Organizational Position	Sales	23	65.7%
	Inventory	2	5.7%
	Operator	1	2.9%
	Standard Employee	2	5.7%
	Admin	1	2.9%
	Supervisor	4	11.4%
	Head of Branch	1	2.9%
	Manager	1	2.9%
Domicile	Yogyakarta	33	94.3%

Characteristics		Frequency	Percentage
	Jawa Tengah	1	2.9%
	Klaten	1	2.9%
Ethnicity	Javanese	34	97.1%
	Kalimantan	1	2.9%
Nationality	Indonesian	35	100%

Items		Min	Max	Mean	Std. Deviation	Categories
TL1	My leader instills pride in me when associated with others	2	5	3.8857	.93215	High
TL2	My leader talks about my most important values and beliefs	2	5	4.0000	.84017	High
TL3	My leader specifies the importance of a strong sense of purpose	2	5	3.9143	.88688	High
TL4	My leader convinces me to go beyond self-interest for the group	3	5	4.2000	.71948	High
TL5	My leader acts in ways that build others' respect for me	2	5	3.8857	.83213	High

Items		Min	Max	Mean	Std. Deviation	Categories
TL6	My leader considers moral and ethical consequences of decisions	2	5	4.0000	.84017	High
TL7	My leader displays a sense of power and confidence	2	5	3.8000	.99410	High
TL8	My leader emphasizes the importance of having a collective sense of mission	2	5	3.8857	.90005	High
TL9	My leader talks optimistically about future	2	5	3.8571	.87927	High
TL10	My leader talks enthusiastically about what needs to be established	2	5	4.1429	.69209	High
TL11	My leader articulates a compelling vision of future	1	5	3.6286	.97274	High
TL12	My leader expresses confidence through his/her behaviour that goals will be achieved	2	5	3.9714	.85700	High
TL13	My leader re-examines the critical assumptions and questions whether they are appropriate	1	5	3.8286	101.419	High
TL14	My leader seeks differing perspective when solving problems	1	5	3.8571	106.116	High

Items		Min	Max	Mean	Std. Deviation	Categories
TL15	My leader gets others to look at problems from many different angles	1	5	3.8857	102.244	High
TL16	My leader suggests new ways of looking at how to complete assignments	2	5	3.9429	.87255	High
TL17	My leader spends time coaching, teaching, and mentoring his/her followers	1	5	3.7429	103.875	High
TL18	My leader treats others as individuals rather than just as a member of a group	1	5	4.0000	102.899	High
TL19	My leader considers an individual as having different needs, abilities and aspirations from others	2	5	4.0286	.89066	High
TL20	My leader helps others to develop their strengths	1	5	3.9143	112.122	High
IB1	I pay attention to issues that are no part of my daily work	2	5	3.9714	.89066	High
IB2	I often wonder how things can be improved	2	5	4.1143	.79600	High
IB3	I often search out new working methods, techniques or instruments	2	5	4.0000	.84017	High
IB4	I often generate original solutions for problems	3	5	3.9143	.74247	High

Items		Min	Max	Mean	Std. Deviation	Categories
IB5	I often find new approaches to execute tasks	1	5	3.7714	.91026	High
IB6	I often make important organizational members enthusiastic for innovative ideas	2	5	3.7143	.78857	High
IB7	I often attempt to convince people to support an innovative idea	2	5	3.8571	.77242	High
IB8	I often systematically introduce innovative ideas into work practices	2	5	3.7714	.84316	High
IB9	I often contribute to the implementation of new ideas	2	5	3.8571	.87927	High
IB10	I often put effort in the development of new things	2	5	3.7714	.87735	High
ML1	I am motivated to learn the skills emphasized in the job	2	5	4.1429	.84515	High
ML2	I will try to learn as much as I can from my job	2	5	4.2571	.78000	Very High
ML3	I am willing to exert considerable effort in my job in order to improve my skills	2	5	4.3429	.68354	Very High
ML4	I often look for opportunities to develop new skills and knowledge	2	5	4.2857	.71007	Very High

APPENDIX VI

Multiple Linear Regression

X-Y

Variables Entered/Removed			
Model	Variables Entered	Variables Removed	Method
1	TRANSOFRMATIONALb	.	Enter
a Dependent Variable: INNOV			
b All requested variables entered.			

Model Summary							
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate			
1	.423a	.179	.154	.62908			
a Predictors: (Constant), TRANSOFRMATIONAL							

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.847	1	2.847	7.194	.011b
	Residual	13.060	33	.396		
	Total	15.907	34			

a Dependent Variable: INNOV
b Predictors: (Constant), TRANSOFRMATIONAL

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.354	.577		4.080	.000
	TRANSOFRMATIONAL	.388	.145	.423	2.682	.011
a Dependent Variable: INNOV						

X-M

Variables Entered/Removeda			
Model	Variables Entered	Variables Removed	Method
1	TRANSOFRMATIONALb	.	Enter
a Dependent Variable: MOTIVATION			
b All requested variables entered.			

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate			
1	.374a	.140	.114	.65197			
a Predictors: (Constant), TRANSOFRMATIONAL							

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.283	1	2.283	5.372	.027b
	Residual	14.027	33	.425		
	Total	16.311	34			
a Dependent Variable: MOTIVATION						
b Predictors: (Constant), TRANSOFRMATIONAL						

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.895	.598		4.843	.000
	TRANSOFRMATIONAL	.348	.150	.374	2.318	.027
a Dependent Variable: MOTIVATION						

M – Y

Variables Entered/Removeda			
Model	Variables Entered	Variables Removed	Method
1	MOTIVATIONb	.	Enter
a Dependent Variable: INNOV			
b All requested variables entered.			

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.612a	.374	.355	.54912
a Predictors: (Constant), MOTIVATION				

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.956	1	5.956	19.753	.000b
	Residual	9.951	33	.302		
	Total	15.907	34			
a Dependent Variable: INNOV						
b Predictors: (Constant), MOTIVATION						

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.302	.586		2.221	.033
	MOTIVATION	.604	.136	.612	4.444	.000
a Dependent Variable: INNOV						

X,M – Y

Variables Entered/Removeda			
Model	Variables Entered	Variables Removed	Method
1	MOTIVATION, TRANSOFRMATIONALb	.	Enter
a Dependent Variable: INNOV			
b All requested variables entered.			

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.647a	.418	.382	.53775
a Predictors: (Constant), MOTIVATION, TRANSOFRMATIONAL				

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.653	2	3.327	11.504	.000b
	Residual	9.254	32	.289		
	Total	15.907	34			
a Dependent Variable: INNOV						
b Predictors: (Constant), MOTIVATION, TRANSOFRMATIONAL						

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.845	.645		1.311	.199
	TRANSOFRMATIONAL	.207	.133	.226	1.552	.130
	MOTIVATION	.521	.144	.527	3.628	.001
a Dependent Variable: INNOV						

APPENDIX VII

T-Table

Titik Persentase Distribusi t (df = 1 - 40) Pr	**00.25**	**00.10**	**00.05**	**0.025**	**00.01**	**0.005**	**0.001**
df	**00.50**	**00.20**	**00.10**	**0.050**	**00.02**	**0.010**	**0.002**
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577

Titik Persentase Distribusi t (df = 1 - 40) Pr	00.25	00.10	00.05	0.025	00.01	0.005	0.001
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903

Titik Persentase Distribusi t (df = 1 - 40) Pr	00.25	00.10	00.05	0.025	00.01	0.005	0.001
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688

APPENDIX VIII

F-Table

df untuk penyebut (N2)															
1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**	**15**	
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	09.55	09.28	09.12	09.01	0,3986 11111	0,3951 38889	0,3923 61111	0,3895 83333	0,3881 94444	0,3861 11111	0,3847 22222	0,3840 27778	0,3826 38889	0,3819 44444
4	0,3409 72222	0,3152 77778	06.59	06.39	06.26	06.16	06.09	06.04	06.00	0,275	0,2736 11111	0,2715 27778	0,2701 38889	0,2687 5	0,2680 55556
5	0,2923 61111	0,2631 94444	05.41	05.19	05.05	0,2326 38889	0,2277 77778	0,2236 11111	0,2201 38889	0,2180 55556	0,2152 77778	0,2138 88889	0,2125	0,2111 11111	0,2097 22222
6	0,2770 83333	05.14	0,2194 44444	04.53	04.39	04.28	04.21	04.15	04.10	04.06	04.03	04.00	0,1930 55556	0,1916 66667	0,1902 77778
7	05.59	0,2180 55556	04.35	04.12	0,1923 61111	0,1854 16667	0,1798 61111	0,1756 94444	0,1722 22222	0,1694 44444	0,1666 66667	03.57	03.55	03.53	03.51
8	05.32	04.46	04.07	0,1833 33333	0,1729 16667	03.58	03.50	03.44	03.39	03.35	03.31	03.28	03.26	03.24	03.22
9	05.12	04.26	0,1847 22222	0,1687 5	03.48	03.37	03.29	03.23	03.18	03.14	03.10	03.07	03.05	03.03	03.01
10	0,2333 33333	04.10	0,1743 05556	03.48	03.33	03.22	03.14	03.07	03.02	0,1513 88889	0,1486 11111	0,1465 27778	0,1451 38889	0,1430 55556	0,1423 61111
11	0,225	0,1930 55556	03.59	03.36	03.20	03.09	03.01	0,1493 05556	0,1458 33333	0,1423 61111	0,1402 77778	0,1381 94444	0,1361 11111	0,1347 22222	0,1333 33333
12	0,2187 5	0,1868 05556	03.49	03.26	03.11	03.00	0,1465 27778	0,1423 61111	0,1388 88889	0,1354 16667	0,1333 33333	0,1312 5	0,1291 66667	0,1277 77778	0,1263 88889
13	0,2131 94444	0,1812 5	03.41	03.18	03.03	0,1472 22222	0,1409 72222	0,1368 05556	0,1326 38889	0,1298 61111	0,1270 83333	0,125	02.58	02.55	02.53

14	0,208333333	0,176388889	03.34	03.11	0,15	0,142361111	0,136111111	0,131944444	0,128472222	0,125	02.57	02.53	02.51	02.48	02.46
15	04.54	0,172222222	03.29	03.06	0,145833333	0,138194444	0,132638889	0,127777778	02.59	02.54	02.51	02.48	02.45	02.42	02.40
16	04.49	0,16875	03.24	03.01	0,142361111	0,134722222	0,129166667	02.59	02.54	02.49	02.46	02.42	02.40	02.37	02.35
17	04.45	03.59	03.20	0,15	0,139583333	0,131944444	0,125694444	02.55	02.49	02.45	02.41	02.38	02.35	02.33	02.31
18	04.41	03.55	03.16	0,147916667	0,136805556	0,129166667	02.58	02.51	02.46	02.41	02.37	02.34	02.31	02.29	02.27
19	04.38	03.52	03.13	0,145833333	0,134722222	0,127083333	02.54	02.48	02.42	02.38	02.34	02.31	02.28	02.26	02.23
20	04.35	03.49	03.10	0,14375	0,132638889	0,125	02.51	02.45	02.39	02.35	02.31	02.28	02.25	02.22	02.20
21	04.32	03.47	03.07	0,141666667	0,130555556	02.57	02.49	02.42	02.37	02.32	02.28	02.25	02.22	02.20	02.18
22	04.30	03.44	03.05	0,140277778	0,129166667	02.55	02.46	02.40	02.34	02.30	02.26	02.23	02.20	02.17	02.15
23	04.28	03.42	03.03	0,138888889	0,127777778	02.53	02.44	02.37	02.32	02.27	02.24	02.20	02.18	02.15	02.13
24	04.26	03.40	03.01	0,1375	0,126388889	02.51	02.42	02.36	02.30	02.25	02.22	02.18	02.15	02.13	02.11
25	04.24	03.39	0,152083333	0,136111111	0,125	02.49	02.40	02.34	02.28	02.24	02.20	02.16	02.14	02.11	02.09
26	04.23	03.37	0,151388889	0,134722222	02.59	02.47	02.39	02.32	02.27	02.22	02.18	02.15	02.12	02.09	02.07
27	04.21	03.35	0,15	0,134027778	02.57	02.46	02.37	02.31	02.25	02.20	02.17	02.13	02.10	02.08	02.06

28	04.20	03.34	0,149305556	0,132638889	02.56	02.45	02.36	02.29	02.24	02.19	02.15	02.12	02.09	02.06	02.04
29	04.18	03.33	0,147916667	0,131944444	02.55	02.43	02.35	02.28	02.22	02.18	02.14	02.10	02.08	02.05	02.03
30	04.17	03.32	0,147222222	0,13125	02.53	02.42	02.33	02.27	02.21	02.16	02.13	02.09	02.06	02.04	02.01
31	04.16	03.30	0,146527778	0,130555556	02.52	02.41	02.32	02.25	02.20	02.15	02.11	02.08	02.05	02.03	02.00
32	04.15	03.29	0,145833333	0,129861111	02.51	02.40	02.31	02.24	02.19	02.14	02.10	02.07	02.04	02.01	0,110416667
33	04.14	03.28	0,145138889	0,129166667	02.50	02.39	02.30	02.23	02.18	02.13	02.09	02.06	02.03	02.00	0,109722222
34	04.13	03.28	0,144444444	0,128472222	02.49	02.38	02.29	02.23	02.17	02.12	02.08	02.05	02.02	0,110416667	0,109027778
35	04.12	03.27	0,14375	0,127777778	02.49	02.37	02.29	02.22	02.16	02.11	02.07	02.04	02.01	0,110416667	0,108333333
36	04.11	03.26	0,14375	0,127083333	02.48	02.36	02.28	02.21	02.15	02.11	02.07	02.03	02.00	0,109722222	0,107638889
37	04.11	03.25	0,143055556	0,127083333	02.47	02.36	02.27	02.20	02.14	02.10	02.06	02.02	02.00	0,109027778	0,107638889
38	04.10	03.24	0,142361111	0,126388889	02.46	02.35	02.26	02.19	02.14	02.09	02.05	02.02	0,110416667	0,108333333	0,106944444
39	04.09	03.24	0,142361111	0,125694444	02.46	02.34	02.26	02.19	02.13	02.08	02.04	02.01	0,109722222	0,107638889	0,10625
40	04.08	03.23	0,141666667	0,125694444	02.45	02.34	02.25	02.18	02.12	02.08	02.04	02.00	0,109027778	0,107638889	0,105555556
41	04.08	03.23	0,140972222	0,125	02.44	02.33	02.24	02.17	02.12	02.07	02.03	02.00	0,109027778	0,106944444	0,105555556

42	04.07	03.22	0,140972222	02.59	02.44	02.32	02.24	02.17	02.11	02.06	02.03	0,110416667	0,108333333	0,106944444	0,104861111
43	04.07	03.21	0,140277778	02.59	02.43	02.32	02.23	02.16	02.11	02.06	02.02	0,110416667	0,108333333	0,10625	0,104861111
44	04.06	03.21	0,140277778	02.58	02.43	02.31	02.23	02.16	02.10	02.05	02.01	0,109722222	0,107638889	0,105555556	0,104166667
45	04.06	03.20	0,139583333	02.58	02.42	02.31	02.22	02.15	02.10	02.05	02.01	0,109027778	0,106944444	0,105555556	0,103472222