

# Plagiarism Scan Report

## Summary

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This research aims to know and test whether there is influence of transformational leadership, stress, organizational commitment and motivation of the employees working in PT. Satriagraha perfect, Krian areas-Sidoarjo.

The research method used is the quantitative approach. Sampling techniques using Sample Random Sampling. Data collection techniques used by using a questionnaire. And data analysis is done using Multiple Linear regression test with the help of SPSS Statistical Program version 21.0.

The results of the research there is a simultaneous influence between transformational leadership, work stress, organizational commitment and motivation of working against the value of F is equal to 889,782 and the value of sig. 0.000. While testing partially showed that each of the variable effect on the motivation of transformational leadership t calculate with a value of \$ 2,587 sig. 0,011; work stress of-0,2920 sig. 0,004; and organizational commitment of GIS 12,329.0.000. The overall analysis it was concluded that the dominant organizational commitment affect variables of motivation.

Keywords: Transformational Leadership, Work Stress, Organizational Commitment, Job Motivation

In 2008, Campa documenting the first line of leadership responsibility to create a healthy and instructional techniques to lead Sailors effectively and accomplish the task. According to Campa, learned leadership techniques achieved through traditional first line of leadership methods work experience

### 3.1. Population

Arikunto (2002: 108) suggests that the overall population is a subject of research. and, Sukmadinata (2011: 250) suggested that populations are large groups and territories into the scope of the research. In this study, the population of all employees of PT. Satriagraha Perfect of 516 people

### 3.2. Sampling

In this study, researchers used the theory of Ferdinand (2006) which States in a population of over 100 people, then it is the number of samples taken indicators multiplied 5-10. The charge indicators will quantity is 21 and researchers use multiplication 21 X 5 so 5 = 105 employees as sample.

### 3.3. .Data analysis techniques

#### 3.3,.1. Multiple Linear regression analysis

According to Usman (2006: 216), multiple regression analysis to get a free variable predictor influence (affect) against criteria variable is bound (the affected). The elaboration of the study variables as follows:

1..Free: Transformational Leadership Variables (X 1), (x 2) work stress, Organizational

Commitment (X 3)

2. Variable: the motivation of working (Y)

To test both the variables used the formulas:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

With,

Y = Motivation;

X 1 = Transformational Leadership;

X 2 = Work Stress;

X 3 = Organizational Commitment;

a = Constant (intercepts)

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a = Constant (intercepts)

e = error terms

B1, b2, b3, b4 = Regression Coefficient

a classic Assumption Test 2.2.1.

#### 3.3.2. Test Validity

According to Suliyanto ((2005: 40) validity is defined as the extent to which the precision and accuracy of a measuring instrument in the perform the function of its size. Validity of the test done by comparing r count (for any question that grain can be seen on the column corrected item-total correlations), with r table by finding the degree of freedom (df) = N-k. If r count > r table, and is positive, then the question is said to be valid (Ghozali, 2006).

#### 3.3.3. Cappello Reliability Test

According to Suliyanto (2005: 42) reliability is basically the extent to which the results of the measurements carried out repeated the same relative yield, measurements are considered to have a good level of reliability. This test is done on the research of reliable statistical tests using Cronbach Alpha ( $\alpha$ ), where a variable is said to be reliable if it provides value  $\alpha > 0.60$  (cited by Nunnally Ghozali, 2006).

#### 3.3.4. Test for Normality

Test of normality aims to test whether the regression model in a dependent variable, independent variable,, or both have a normal distribution or not. To facilitate the work, researchers using SPSS software version 21.0

#### 3.3.5. Test of Hypothesis

Hypothesis tests are done to find out the truth of the hypothesis has been presented.

##### 3.3.5.1. . Test f

F test basically shows all of the independent variables included in the model have an influence on the dependent variables simultaneously. The rule in decision-making in this f test using SPSS formula is:

1. If a probability  $> 0.05$   $H_a$   $H_o$  is accepted, then rejected
2. If the probabilities of 0.05, then  $H_o <$  rejected, the  $H_a$  received

As for the f-test formula is:

Description:

F = F Statistics (Test-F)

Msq = Mean Square

MSe = Mean Square Error

##### 3.3.5.2. The test t

Also known as t test test individual significance. T test shows how far the influence of independent variable the dependent variables against partially. Simplification of decision-making and the t test by using SPSS is:

1. If a probability  $> 0.05$   $H_a$   $H_o$  is accepted, then rejected
2. If the probabilities of 0.05, then  $H_o <$  rejected, the  $H_a$  received