

LAMPIRAN-LAMPIRAN

Lampiran 1

KUESIONER
PENGARUH BUDAYA SEKOLAH DAN MOTIVASI KERJA
TERHADAP KINERJA GURU SEKOLAH MENENGAH PERTAMA
NEGERI SE-KECAMATAN KEDUNG KABUPATEN JEPARA
TAHUN PELAJARAN 2020/2021

NO. Kuesioner:

Kepada Yth.

Bapak/ Ibu / Saudara (i) yang mengajar
di SMP Negeri Se-Kecamatan Kedung Jepara

Dengan hormaat,

Peneliti sangat mengharapkan bapak/ibu/saudara (i) berkenan untuk mengisi kuesioner penelitian ini sesuai dengan keadaan yang sebenarnya. Jawaban dari bapak/ibu/saudara (i) akan membantu dalam penyelesaian penelitian ini yang akan diolah dan dianalisis selanjutnya. Peneliti menjamin kerahasiaan dan tidak akan mengganggu atau merusak citra nama baik bapak/ibu/saudara (i) atas jawaban sesuai pada etika penelitian.

Penyebaran kuesioner ini semata-mata dilakukan untuk kepentingan penelitian dalam rangka penulisan Tesis yang berjudul "**Pengaruh Budaya Sekolah Dan Motivasi Kerja Terhadap Kinerja Guru Sekolah Menengah Pertama Negeri Se-Kecamatan Kedung Kabupaten Jepara Tahun Pelajaran 2020/2021**".

Atas bantuan dan kerjasama yang baik, peneliti mengucapkan terima kasih.

Jepara, 2021

Hormat Saya,

Peneliti

FARIDA MUFIDAH

IDENTITAS/ PROFIL RESPONDEN

Petunjuk:

1. Isilah titik-titik dari pertanyaan yang tersedia
2. Berilah tanda cek (√) pada kolom yang tersedia sesuai pilihan anda
 - a. Umur :
 - b. Jenis Kelamin : Laki-laki Perempuan
 - c. Pendidikan : SLTA D3 S1 S2 S3
 - d. Status : Menikah Belum Menikah
 - e. Lama Jadi Karyawan :

Petunjuk Pengisian Pertanyaan Kuesioner

Berilah tanda cek (√) pada kolom kuesioner yang tersedia, menurut keyakinan dan evaluasi kepercayaan anda, dengan keterangan kolom sebagai berikut:

- | | |
|-------------------------------------|--------|
| 1. Untuk Jawaban Tidak Setuju (TS) | Skor 1 |
| 2. Untuk jawaban Kurang Setuju (KS) | Skor 2 |
| 3. Untuk jawaban Cukup Setuju (CS) | Skor 3 |
| 4. Untuk jawaban Setuju (S) | Skor 4 |
| 5. Untuk jawaban Sangat Setuju (SS) | Skor 5 |

A. Budaya Sekolah

No.	Pernyataan	Jawaban				
		SS	S	CS	KS	TS
1.	Budaya untuk menekankan aspek-aspek kejujuran pada warga sekolah baik dalam perkataan maupun perbuatan					
2.	Budaya membuat warga sekolah untuk saling membantu warga sekolah senantiasa membangun kerjasama dalam setiap kegiatan					
3.	Budaya taat dan patuh terhadap nilai-nilai yang dipercaya dan senantiasa membiasakan kedisiplinan dalam melaksanakan tugas					
4.	Budaya memberi respon dengan menyapa setiap warga					

	sekolah yang ditemui warga sekolah saling menghargai antara sesama warga sekolah					
5	Setiap hari warga sekolah melaksanakan 3 S (salim, salam dan sapa)					
6	Setiap pagi warga sekolah melaksanakan shalat					
7	Setiap siswa dibiasakan membaca Al qur'an					
8	Setiap jumat dilaksanakan gerakan infaq					
9	Sebelum dilaksanakan ujian sekolah melaksanakan ziarah para wali dan tokoh masyarakat agama					
10	Setiap hari melaksanakan shalat dzuhur berjamaah					
11	Melaksanakan peringatan hari besar Islam					

B. Motivasi Kerja

No.	Pernyataan	Jawaban				
		SS	S	CS	KS	TS
12	Saya melaksanakan tugas mengajar dengan sepenuh hati					
13	Saya melaksanakan tugas sebagai guru secara cermat dan teliti					
14	Saya dalam melaksanakan tugas belajar penuh konsentrasi .					
15	Saya dalam melaksanakan tugas mengajar penuh dengan semangat yang tinggi					
16	Saya dalam melaksanakan tugas mengajar penuh dengan kesabaran					
17	Saya sebagai guru senantiasa merasa suka tantangan dalam meningkatkan kualitas diri					
18	Saya bersedia siap menghadapi tantangan yang muncul sebagai guru					
19	Saya berusaha menyelesaikan setiap tantangan yang ada					
20	Saya berusaha mengubah tantangan menjadi kekuatan dalam menjalankan tugas					
21	Saya merasa memiliki antusiasme dalam menjalankan tugas sebagai guru					
22	Saya memiliki minat yang tinggi dalam menjalankan					

	tugas sebagai guru					
23	Saya merasa memiliki dedikasi yang tinggi sebagai guru					
24	Saya berusaha memiliki komitmen yang tinggi dalam menjalankan tugas sebagai guru					
25	Saya berusaha membangun kerjasama sesama guru					
26	Saya berusaha tidak mengeluh terhadap tugas yang saya emban					
27	Saya berusaha hadir setiap hari kerja					
28	Saya berusaha hadir tepat waktu					
29	Saya selalu disiplin dalam mentaati peraturan sekolah					
30	Saya senantiasa disiplin dalam melaksanakan tugas sabagai guru					
31	Saya selalu disiplin dalam mengikuti program kegiatan sekolah					

C. Kinerja Guru

No.	Pernyataan	Jawaban				
		SS	S	CS	KS	TS
32	Dalam perencanaan proses pembelajaran saya telah menyusun administrasi pembelajaran					
33	Dalam pembelajaran saya menyiapkan materi ajar					
34	Dalam pembelajaran saya menyiapkan metode pembelajaran					
35	Dalam pembelajaran saya menyiapkan menggunakan alat dan perlengkapan pembelajaran					
36	Dalam pembelajaran saya menyampaikan pokok-pokok pembahasan					
37	Dalam pembelajaran saya berusaha mengelola alokasi waktu yang tersedia					
38	Dalam mengajar saya menyiapkan peserta didik secara psikis dan fisik untuk mengikuti proses pembelajaran					
39	Dalam proses pembelajaran saya memberi pertanyaan yang mengaitkan pengetahuan sebelumnya dengan materi yang akan dipelajari					
40	Saya berusaha menjelaskan pembelajaran sesuai KD yang akan dicapai					
41	Saya senantiasa menyampaikan cakupan materi dan penjelasan kegiatan sesuai runtutan silabus					

42	Dalam kegiatan inti saya menggunakan metode eksplorasi					
43	Dalam kegiatan inti selain metode eksplorasi juga elaborasi					
44	Dalam kegiatan inti pembelajaran saya juga menggunakan metode konfirmasi					
45	Dalam kegiatan penutupan saya bersama-sama dengan peserta didik membuat rangkuman atau simpulan pembelajaran					
46	Dalam kegiatan penutup pembelajaran saya melaksanakan penilaian atau refleksi terhadap kegiatan pembelajaran yang telah dilaksanakan secara konsisten dan terprogram					
47	Dalam kegiatan penutup saya memberikan umpan balik terhadap proses dan hasil pembelajaran					
48	Dalam kegiatan penutup saya merencanakan tindak lanjut pembelajaran					
49	Dalam kegiatan penutup saya menyampaikan rencana pembelajaran dalam pertemuan berikutnya					
50	Dalam penilaian pembelajaran saya menggunakan penilaian dalam bentuk tes tertulis					
51	Selain tes dalam penilaian saya menggunakan penilaian melalui observasi					
52	Selain obeservasi saya menggunakan bentuk wawancara					
53	Penilaian lain saya menggunakan penilian produk					
54	Selain itu saya menggunakan penilaian portofolio					

~~~~Terima kasih~~~~

## Data Instrumen / Tryout Variabel Budaya Sekolah (X1)

| No. Responden | Item Jawaban |    |    |    |    |    |    |    |    |     |     | Jumlah |
|---------------|--------------|----|----|----|----|----|----|----|----|-----|-----|--------|
|               | P1           | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 |        |
| 1             | 4            | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 4   | 53     |
| 2             | 5            | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 4   | 54     |
| 3             | 5            | 5  | 4  | 5  | 5  | 5  | 5  | 4  | 5  | 5   | 4   | 52     |
| 4             | 5            | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5   | 4   | 50     |
| 5             | 4            | 5  | 5  | 4  | 4  | 5  | 5  | 5  | 4  | 4   | 4   | 49     |
| 6             | 4            | 5  | 4  | 4  | 3  | 4  | 5  | 4  | 4  | 3   | 4   | 44     |
| 7             | 3            | 4  | 3  | 4  | 4  | 3  | 4  | 3  | 4  | 4   | 3   | 39     |
| 8             | 3            | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4   | 4   | 44     |
| 9             | 5            | 4  | 3  | 4  | 4  | 3  | 4  | 3  | 4  | 4   | 4   | 42     |
| 10            | 4            | 4  | 5  | 5  | 4  | 3  | 4  | 5  | 5  | 4   | 4   | 47     |
| 11            | 4            | 3  | 4  | 4  | 3  | 4  | 3  | 4  | 4  | 3   | 3   | 39     |
| 12            | 4            | 4  | 5  | 4  | 4  | 4  | 4  | 5  | 4  | 4   | 4   | 46     |
| 13            | 4            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 3   | 43     |
| 14            | 4            | 5  | 5  | 4  | 4  | 4  | 5  | 5  | 4  | 4   | 4   | 48     |
| 15            | 4            | 4  | 5  | 5  | 4  | 5  | 4  | 5  | 5  | 4   | 3   | 48     |
| 16            | 3            | 5  | 3  | 4  | 3  | 5  | 5  | 3  | 4  | 3   | 3   | 41     |
| 17            | 4            | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 5  | 4   | 3   | 45     |
| 18            | 5            | 5  | 5  | 5  | 4  | 4  | 5  | 5  | 5  | 4   | 4   | 51     |
| 19            | 5            | 5  | 5  | 4  | 4  | 5  | 5  | 5  | 4  | 4   | 4   | 50     |
| 20            | 5            | 4  | 5  | 5  | 5  | 5  | 4  | 5  | 5  | 5   | 4   | 52     |
| 21            | 3            | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4   | 3   | 42     |
| 22            | 5            | 5  | 5  | 4  | 3  | 4  | 5  | 5  | 4  | 3   | 4   | 47     |
| 23            | 4            | 3  | 5  | 5  | 4  | 4  | 3  | 5  | 5  | 4   | 3   | 45     |
| 24            | 4            | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 4   | 53     |
| 25            | 4            | 4  | 4  | 3  | 5  | 4  | 4  | 4  | 3  | 5   | 3   | 43     |
| 26            | 4            | 4  | 5  | 4  | 4  | 4  | 4  | 5  | 4  | 4   | 3   | 45     |
| 27            | 4            | 4  | 4  | 4  | 5  | 3  | 4  | 4  | 4  | 5   | 3   | 44     |
| 28            | 4            | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 4   | 53     |
| 29            | 5            | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5   | 4   | 54     |
| 30            | 5            | 5  | 4  | 5  | 5  | 5  | 5  | 4  | 5  | 5   | 4   | 52     |

## Data Instrumen / Tryout Variabel Motivasi Kerja (X2)

| No.<br>Responden | Item Jawaban |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     | Jumlah |
|------------------|--------------|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|
|                  | P1           | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | P15 | P16 | P17 | P18 | P19 | P20 |        |
| 1                | 4            | 4  | 4  | 4  | 5  | 5  | 4  | 4  | 4  | 5   | 5   | 4   | 4   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 88     |
| 2                | 3            | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 90     |
| 3                | 4            | 4  | 5  | 4  | 5  | 4  | 4  | 5  | 4  | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 87     |
| 4                | 3            | 3  | 5  | 4  | 5  | 5  | 3  | 5  | 4  | 5   | 5   | 3   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 87     |
| 5                | 3            | 2  | 4  | 4  | 4  | 5  | 2  | 4  | 4  | 4   | 5   | 2   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 77     |
| 6                | 4            | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 91     |
| 7                | 2            | 2  | 4  | 3  | 4  | 4  | 2  | 4  | 3  | 4   | 4   | 2   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 67     |
| 8                | 4            | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 84     |
| 9                | 3            | 3  | 4  | 3  | 5  | 4  | 3  | 4  | 3  | 5   | 4   | 3   | 4   | 3   | 5   | 4   | 3   | 5   | 4   | 3   | 75     |
| 10               | 3            | 3  | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 5   | 70     |
| 11               | 3            | 3  | 4  | 4  | 5  | 4  | 3  | 4  | 4  | 5   | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 80     |
| 12               | 4            | 3  | 4  | 4  | 5  | 4  | 3  | 4  | 4  | 5   | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 81     |
| 13               | 3            | 3  | 5  | 3  | 4  | 4  | 3  | 5  | 3  | 4   | 4   | 3   | 5   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 74     |
| 14               | 3            | 3  | 4  | 3  | 5  | 3  | 3  | 4  | 3  | 5   | 3   | 3   | 4   | 3   | 5   | 3   | 3   | 5   | 3   | 3   | 71     |
| 15               | 3            | 3  | 4  | 4  | 4  | 5  | 3  | 4  | 4  | 4   | 5   | 3   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 3   | 79     |
| 16               | 3            | 3  | 4  | 4  | 5  | 4  | 3  | 4  | 4  | 5   | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 80     |
| 17               | 3            | 3  | 4  | 3  | 5  | 4  | 3  | 4  | 3  | 5   | 4   | 3   | 4   | 3   | 5   | 4   | 3   | 5   | 4   | 3   | 75     |
| 18               | 3            | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 90     |
| 19               | 3            | 3  | 4  | 4  | 5  | 5  | 3  | 4  | 4  | 5   | 5   | 3   | 4   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 84     |



|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 20 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 71 |
| 21 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 83 |
| 22 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |
| 23 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 87 |
| 24 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 80 |
| 25 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 67 |
| 26 | 3 | 2 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 76 |
| 27 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 75 |
| 28 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 88 |
| 29 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 90 |
| 30 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |

Data Instrumen / Tryout Variabel Kinerja Guru (y)

| No.<br>Responden | Item Jawaban |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     | Jumlah |
|------------------|--------------|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|
|                  | P1           | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | P15 | P16 | P17 | P18 | P19 | P20 | P21 | P22 | P23 |        |
| 1                | 5            | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 99     |
| 2                | 5            | 5  | 4  | 3  | 4  | 5  | 4  | 5  | 5  | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 100    |
| 3                | 5            | 5  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 4   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 105    |
| 4                | 5            | 5  | 4  | 3  | 3  | 5  | 4  | 5  | 5  | 3   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 103    |
| 5                | 4            | 4  | 4  | 3  | 2  | 4  | 4  | 4  | 5  | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 88     |
| 6                | 4            | 5  | 4  | 4  | 4  | 5  | 4  | 5  | 5  | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 100    |
| 7                | 4            | 3  | 3  | 2  | 2  | 4  | 3  | 4  | 4  | 2   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 75     |
| 8                | 5            | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 97     |
| 9                | 4            | 4  | 4  | 3  | 3  | 4  | 3  | 5  | 4  | 3   | 4   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 4   | 89     |
| 10               | 5            | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 3  | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 86     |
| 11               | 4            | 4  | 3  | 3  | 3  | 4  | 4  | 5  | 4  | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 3   | 4   | 5   | 4   | 4   | 91     |
| 12               | 4            | 4  | 3  | 4  | 3  | 4  | 4  | 5  | 4  | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 93     |
| 13               | 4            | 4  | 4  | 3  | 3  | 5  | 3  | 4  | 4  | 3   | 5   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 82     |
| 14               | 4            | 4  | 3  | 3  | 3  | 4  | 3  | 5  | 3  | 3   | 4   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 5   | 88     |
| 15               | 4            | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 5  | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 89     |
| 16               | 4            | 4  | 4  | 3  | 3  | 4  | 4  | 5  | 4  | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 3   | 4   | 5   | 4   | 4   | 92     |
| 17               | 4            | 4  | 4  | 3  | 3  | 4  | 3  | 5  | 4  | 3   | 4   | 3   | 5   | 4   | 5   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 4   | 90     |
| 18               | 5            | 4  | 4  | 3  | 4  | 5  | 4  | 5  | 5  | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 103    |
| 19               | 4            | 5  | 3  | 3  | 3  | 4  | 4  | 5  | 5  | 3   | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 3   | 4   | 5   | 5   | 5   | 98     |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |     |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-----|
| 20 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 87  |
| 21 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 94  |
| 22 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 102 |
| 23 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 101 |
| 24 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 97  |
| 25 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 79  |
| 26 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 93  |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 88  |
| 28 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 94  |
| 29 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 95  |
| 30 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 100 |

## UJI VALIDITAS DAN REALIBITAS VARIABEL XI

### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|----------------------------------------------|------------|
| .904             | .905                                         | 11         |

### Item Statistics

|     | Mean | Std. Deviation | N  |
|-----|------|----------------|----|
| P1  | 3.20 | .551           | 30 |
| P2  | 3.23 | .679           | 30 |
| P3  | 4.27 | .521           | 30 |
| P4  | 3.73 | .450           | 30 |
| P5  | 4.77 | .430           | 30 |
| P6  | 4.40 | .621           | 30 |
| P7  | 3.23 | .679           | 30 |
| P8  | 4.27 | .521           | 30 |
| P9  | 3.73 | .450           | 30 |
| P10 | 4.77 | .430           | 30 |
| P11 | 4.40 | .621           | 30 |

### Item-Total Statistics

|    | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|----|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| P1 | 40.80                      | 15.614                         | .621                             | .551                         | .897                             |
| P2 | 40.77                      | 14.116                         | .793                             | .679                         | .886                             |
| P3 | 39.73                      | 15.857                         | .601                             | .521                         | .898                             |
| P4 | 40.27                      | 16.202                         | .612                             | .450                         | .898                             |
| P5 | 39.23                      | 16.392                         | .587                             | .430                         | .899                             |
| P6 | 39.60                      | 15.076                         | .655                             | .621                         | .895                             |

|     |       |        |      |      |      |
|-----|-------|--------|------|------|------|
| P7  | 40.77 | 14.116 | .793 | .679 | .886 |
| P8  | 39.73 | 15.857 | .601 | .521 | .898 |
| P9  | 40.27 | 16.202 | .612 | .450 | .898 |
| P10 | 39.23 | 16.392 | .587 | .430 | .899 |
| P11 | 39.60 | 15.076 | .655 | .621 | .895 |

**Scale Statistics**

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 44.00 | 18.621   | 4.315          | 11         |

## UJI VALIDITAS DAN REALIBITAS VARIABEL X2

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on<br>Standardized Items | N of Items |
|------------------|----------------------------------------------------|------------|
| .946             | .947                                               | 20         |

**Item Statistics**

|     | Mean | Std. Deviation | N  |
|-----|------|----------------|----|
| P1  | 3.20 | .551           | 30 |
| P2  | 3.23 | .679           | 30 |
| P3  | 4.27 | .521           | 30 |
| P4  | 3.73 | .450           | 30 |
| P5  | 4.77 | .430           | 30 |
| P6  | 4.40 | .621           | 30 |
| P7  | 3.23 | .679           | 30 |
| P8  | 4.27 | .521           | 30 |
| P9  | 3.73 | .450           | 30 |
| P10 | 4.77 | .430           | 30 |
| P11 | 4.40 | .621           | 30 |
| P12 | 3.23 | .679           | 30 |
| P13 | 4.27 | .521           | 30 |
| P14 | 3.73 | .450           | 30 |
| P15 | 4.77 | .430           | 30 |
| P16 | 4.40 | .621           | 30 |
| P17 | 3.73 | .450           | 30 |
| P18 | 4.77 | .430           | 30 |
| P19 | 4.40 | .621           | 30 |
| P20 | 3.67 | .547           | 30 |

## Item-Total Statistics

|     | Scale Mean if<br>Item Deleted | Scale Variance if<br>Item Deleted | Corrected Item-<br>Total Correlation | Squared Multiple<br>Correlation | Cronbach's Alpha<br>if Item Deleted |
|-----|-------------------------------|-----------------------------------|--------------------------------------|---------------------------------|-------------------------------------|
| P1  | 77.77                         | 52.944                            | .623                                 | .551                            | .944                                |
| P2  | 77.73                         | 50.202                            | .788                                 | .679                            | .941                                |
| P3  | 76.70                         | 53.459                            | .592                                 | .521                            | .945                                |
| P4  | 77.23                         | 53.426                            | .701                                 | .450                            | .943                                |
| P5  | 76.20                         | 54.166                            | .614                                 | .430                            | .944                                |
| P6  | 76.57                         | 51.495                            | .713                                 | .621                            | .943                                |
| P7  | 77.73                         | 50.202                            | .788                                 | .679                            | .941                                |
| P8  | 76.70                         | 53.459                            | .592                                 | .521                            | .945                                |
| P9  | 77.23                         | 53.426                            | .701                                 | .450                            | .943                                |
| P10 | 76.20                         | 54.166                            | .614                                 | .430                            | .944                                |
| P11 | 76.57                         | 51.495                            | .713                                 | .621                            | .943                                |
| P12 | 77.73                         | 50.202                            | .788                                 | .679                            | .941                                |
| P13 | 76.70                         | 53.459                            | .592                                 | .521                            | .945                                |
| P14 | 77.23                         | 53.426                            | .701                                 | .450                            | .943                                |
| P15 | 76.20                         | 54.166                            | .614                                 | .430                            | .944                                |
| P16 | 76.57                         | 51.495                            | .713                                 | .621                            | .943                                |
| P17 | 77.23                         | 53.426                            | .701                                 | .450                            | .943                                |
| P18 | 76.20                         | 54.166                            | .614                                 | .430                            | .944                                |
| P19 | 76.57                         | 51.495                            | .713                                 | .621                            | .943                                |
| P20 | 77.30                         | 53.941                            | .498                                 | .547                            | .946                                |

## Scale Statistics

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 80.97 | 58.240   | 7.632          | 20         |

## UJI VALIDITAS DAN REALIBITAS VARIABEL Y

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | Cronbach's Alpha<br>Based on Standardized<br>Items | N of Items |
|------------------|----------------------------------------------------|------------|
| .925             | .930                                               | 23         |

**Item Statistics**

|     | Mean | Std. Deviation | N  |
|-----|------|----------------|----|
| P1  | 4.27 | .521           | 30 |
| P2  | 4.17 | .592           | 30 |
| P3  | 3.83 | .648           | 30 |
| P4  | 3.20 | .551           | 30 |
| P5  | 3.23 | .679           | 30 |
| P6  | 4.27 | .521           | 30 |
| P7  | 3.73 | .450           | 30 |
| P8  | 4.77 | .430           | 30 |
| P9  | 4.40 | .621           | 30 |
| P10 | 3.23 | .679           | 30 |
| P11 | 4.27 | .521           | 30 |
| P12 | 3.73 | .450           | 30 |
| P13 | 4.77 | .430           | 30 |
| P14 | 4.13 | .507           | 30 |
| P15 | 4.27 | .450           | 30 |
| P16 | 3.73 | .450           | 30 |
| P17 | 4.77 | .430           | 30 |
| P18 | 4.13 | .507           | 30 |
| P19 | 3.57 | .504           | 30 |
| P20 | 3.73 | .450           | 30 |
| P21 | 4.77 | .430           | 30 |
| P22 | 4.13 | .507           | 30 |



|     |      |      |    |
|-----|------|------|----|
| P23 | 4.17 | .531 | 30 |
|-----|------|------|----|

**Item-Total Statistics**

|     | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Squared Multiple Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|------------------------------|----------------------------------|
| P1  | 89.00                      | 51.172                         | .407                             | .521                         | .925                             |
| P2  | 89.10                      | 49.748                         | .524                             | .592                         | .923                             |
| P3  | 89.43                      | 51.633                         | .461                             | .648                         | .929                             |
| P4  | 90.07                      | 49.513                         | .601                             | .551                         | .922                             |
| P5  | 90.03                      | 47.482                         | .699                             | .679                         | .920                             |
| P6  | 89.00                      | 50.759                         | .465                             | .521                         | .924                             |
| P7  | 89.53                      | 49.982                         | .675                             | .450                         | .921                             |
| P8  | 88.50                      | 50.052                         | .697                             | .430                         | .921                             |
| P9  | 88.87                      | 49.844                         | .484                             | .621                         | .924                             |
| P10 | 90.03                      | 47.482                         | .699                             | .679                         | .920                             |
| P11 | 89.00                      | 50.759                         | .465                             | .521                         | .924                             |
| P12 | 89.53                      | 49.982                         | .675                             | .450                         | .921                             |
| P13 | 88.50                      | 50.052                         | .697                             | .430                         | .921                             |
| P14 | 89.13                      | 49.706                         | .631                             | .507                         | .921                             |
| P15 | 89.00                      | 51.241                         | .471                             | .450                         | .924                             |
| P16 | 89.53                      | 49.982                         | .675                             | .450                         | .921                             |
| P17 | 88.50                      | 50.052                         | .697                             | .430                         | .921                             |
| P18 | 89.13                      | 49.706                         | .631                             | .507                         | .921                             |
| P19 | 89.70                      | 51.321                         | .402                             | .504                         | .925                             |
| P20 | 89.53                      | 49.982                         | .675                             | .450                         | .921                             |
| P21 | 88.50                      | 50.052                         | .697                             | .430                         | .921                             |
| P22 | 89.13                      | 49.706                         | .631                             | .507                         | .921                             |
| P23 | 89.10                      | 50.093                         | .546                             | .531                         | .923                             |

**Scale Statistics**

| Mean  | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 93.27 | 54.478   | 7.381          | 23         |



|    |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|----|
| 36 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 48 |
| 37 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 48 |
| 38 | 3 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 3 | 41 |
| 39 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 45 |
| 40 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 51 |
| 41 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 42 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 52 |
| 43 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 42 |
| 44 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 42 |
| 45 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 47 |
| 46 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 39 |
| 47 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 46 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 43 |
| 49 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 48 |
| 50 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 48 |
| 51 | 3 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 3 | 41 |
| 52 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 45 |
| 53 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 51 |
| 54 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 55 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 52 |
| 56 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 42 |
| 57 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 42 |
| 58 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 47 |
| 59 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 39 |
| 60 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 46 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 43 |
| 62 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 48 |
| 63 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 48 |
| 64 | 3 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 3 | 41 |
| 65 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 45 |
| 66 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 51 |
| 67 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |
| 68 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 52 |
| 69 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 42 |
| 70 | 3 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 3 | 41 |
| 71 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 45 |
| 72 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 51 |
| 73 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |

Data Hasil Angket Motivasi Kerja (X2)

| No.<br>Responden | Item Jawaban |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     | Jumlah |
|------------------|--------------|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|
|                  | P1           | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | P15 | P16 | P17 | P18 | P19 | P20 |        |
| 1                | 4            | 4  | 4  | 4  | 5  | 5  | 4  | 4  | 4  | 5   | 5   | 4   | 4   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 88     |
| 2                | 3            | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 90     |
| 3                | 4            | 4  | 5  | 4  | 5  | 4  | 4  | 5  | 4  | 5   | 4   | 4   | 5   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 87     |
| 4                | 3            | 3  | 5  | 4  | 5  | 5  | 3  | 5  | 4  | 5   | 5   | 3   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 87     |
| 5                | 3            | 2  | 4  | 4  | 4  | 5  | 2  | 4  | 4  | 4   | 5   | 2   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 77     |
| 6                | 4            | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 91     |
| 7                | 2            | 2  | 4  | 3  | 4  | 4  | 2  | 4  | 3  | 4   | 4   | 2   | 4   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 67     |
| 8                | 4            | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 5   | 4   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 84     |
| 9                | 3            | 3  | 4  | 3  | 5  | 4  | 3  | 4  | 3  | 5   | 4   | 3   | 4   | 3   | 5   | 4   | 3   | 5   | 4   | 3   | 75     |
| 10               | 3            | 3  | 3  | 4  | 4  | 3  | 3  | 3  | 4  | 4   | 3   | 3   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 5   | 70     |
| 11               | 3            | 3  | 4  | 4  | 5  | 4  | 3  | 4  | 4  | 5   | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 80     |
| 12               | 4            | 3  | 4  | 4  | 5  | 4  | 3  | 4  | 4  | 5   | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 81     |
| 13               | 3            | 3  | 5  | 3  | 4  | 4  | 3  | 5  | 3  | 4   | 4   | 3   | 5   | 3   | 4   | 4   | 3   | 4   | 4   | 3   | 74     |
| 14               | 3            | 3  | 4  | 3  | 5  | 3  | 3  | 4  | 3  | 5   | 3   | 3   | 4   | 3   | 5   | 3   | 3   | 5   | 3   | 3   | 71     |
| 15               | 3            | 3  | 4  | 4  | 4  | 5  | 3  | 4  | 4  | 4   | 5   | 3   | 4   | 4   | 4   | 5   | 4   | 4   | 5   | 3   | 79     |
| 16               | 3            | 3  | 4  | 4  | 5  | 4  | 3  | 4  | 4  | 5   | 4   | 3   | 4   | 4   | 5   | 4   | 4   | 5   | 4   | 4   | 80     |
| 17               | 3            | 3  | 4  | 3  | 5  | 4  | 3  | 4  | 3  | 5   | 4   | 3   | 4   | 3   | 5   | 4   | 3   | 5   | 4   | 3   | 75     |
| 18               | 3            | 4  | 5  | 4  | 5  | 5  | 4  | 5  | 4  | 5   | 5   | 4   | 5   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 90     |
| 19               | 3            | 3  | 4  | 4  | 5  | 5  | 3  | 4  | 4  | 5   | 5   | 3   | 4   | 4   | 5   | 5   | 4   | 5   | 5   | 4   | 84     |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 20 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 71 |
| 21 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 83 |
| 22 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |
| 23 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 87 |
| 24 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 80 |
| 25 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 67 |
| 26 | 3 | 2 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 76 |
| 27 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 75 |
| 28 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 88 |
| 29 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 90 |
| 30 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |
| 31 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 87 |
| 32 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 87 |
| 33 | 3 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 77 |
| 34 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |
| 35 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 67 |
| 36 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 87 |
| 37 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 87 |
| 38 | 3 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 77 |
| 39 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |
| 40 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 67 |
| 41 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 84 |
| 42 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 75 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 43 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 87 |
| 44 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 87 |
| 45 | 3 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 77 |
| 46 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |
| 47 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 67 |
| 48 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 84 |
| 49 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 75 |
| 50 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 87 |
| 51 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 87 |
| 52 | 3 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 77 |
| 53 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 87 |
| 54 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 87 |
| 55 | 3 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 77 |
| 56 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |
| 57 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 67 |
| 58 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 84 |
| 59 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 87 |
| 60 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 87 |
| 61 | 3 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 77 |
| 62 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |
| 63 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 67 |
| 64 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 84 |
| 65 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 75 |

|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 66 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 87 |
| 67 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 87 |
| 68 | 3 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 77 |
| 69 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 91 |
| 70 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 67 |
| 71 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 84 |
| 72 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 75 |
| 73 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 67 |

Data Hasil Angket Kinerja Guru (y)

| No.<br>Responden | Item Jawaban |    |    |    |    |    |    |    |    |     |     |     |     |     |     |     |     |     |     |     |     |     |     | Jumlah |
|------------------|--------------|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|
|                  | P1           | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | P15 | P16 | P17 | P18 | P19 | P20 | P21 | P22 | P23 |        |
| 1                | 5            | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 5  | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 99     |
| 2                | 5            | 5  | 4  | 3  | 4  | 5  | 4  | 5  | 5  | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 100    |
| 3                | 5            | 5  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 4   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 105    |
| 4                | 5            | 5  | 4  | 3  | 3  | 5  | 4  | 5  | 5  | 3   | 5   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 103    |
| 5                | 4            | 4  | 4  | 3  | 2  | 4  | 4  | 4  | 5  | 2   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 88     |
| 6                | 4            | 5  | 4  | 4  | 4  | 5  | 4  | 5  | 5  | 4   | 5   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 100    |
| 7                | 4            | 3  | 3  | 2  | 2  | 4  | 3  | 4  | 4  | 2   | 4   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 75     |
| 8                | 5            | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 97     |
| 9                | 4            | 4  | 4  | 3  | 3  | 4  | 3  | 5  | 4  | 3   | 4   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 4   | 89     |
| 10               | 5            | 4  | 4  | 3  | 3  | 3  | 4  | 4  | 3  | 3   | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 86     |
| 11               | 4            | 4  | 3  | 3  | 3  | 4  | 4  | 5  | 4  | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 3   | 4   | 5   | 4   | 4   | 91     |
| 12               | 4            | 4  | 3  | 4  | 3  | 4  | 4  | 5  | 4  | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 4   | 93     |
| 13               | 4            | 4  | 4  | 3  | 3  | 5  | 3  | 4  | 4  | 3   | 5   | 3   | 4   | 3   | 4   | 3   | 4   | 3   | 3   | 3   | 4   | 3   | 3   | 82     |
| 14               | 4            | 4  | 3  | 3  | 3  | 4  | 3  | 5  | 3  | 3   | 4   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 5   | 88     |
| 15               | 4            | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 5  | 3   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 4   | 3   | 4   | 4   | 4   | 4   | 89     |
| 16               | 4            | 4  | 4  | 3  | 3  | 4  | 4  | 5  | 4  | 3   | 4   | 4   | 5   | 4   | 4   | 4   | 5   | 4   | 3   | 4   | 5   | 4   | 4   | 92     |
| 17               | 4            | 4  | 4  | 3  | 3  | 4  | 3  | 5  | 4  | 3   | 4   | 3   | 5   | 4   | 5   | 3   | 5   | 4   | 4   | 3   | 5   | 4   | 4   | 90     |
| 18               | 5            | 4  | 4  | 3  | 4  | 5  | 4  | 5  | 5  | 4   | 5   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 4   | 4   | 5   | 5   | 5   | 103    |
| 19               | 4            | 5  | 3  | 3  | 3  | 4  | 4  | 5  | 5  | 3   | 4   | 4   | 5   | 5   | 5   | 4   | 5   | 5   | 3   | 4   | 5   | 5   | 5   | 98     |



|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |     |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-----|
| 20 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 87  |
| 21 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 94  |
| 22 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 102 |
| 23 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 101 |
| 24 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 97  |
| 25 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 79  |
| 26 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 93  |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 5 | 4 | 4 | 88  |
| 28 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 94  |
| 29 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 95  |
| 30 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 100 |
| 31 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 99  |
| 32 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 100 |
| 33 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 105 |
| 34 | 5 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 103 |
| 35 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 88  |
| 36 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 100 |
| 37 | 4 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 75  |
| 38 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 97  |
| 39 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 89  |
| 40 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 86  |
| 41 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 91  |
| 42 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 93  |



|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |     |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-----|
| 66 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 100 |
| 67 | 4 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 75  |
| 68 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 97  |
| 69 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 89  |
| 70 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 86  |
| 71 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 91  |
| 72 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 93  |
| 73 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 82  |

## STATISTIK DESKRIPTIF

|                        |         | Statistics      |          |         |
|------------------------|---------|-----------------|----------|---------|
|                        |         | BUDAYA          | MOTIVASI | KINERJA |
| N                      | Valid   | 73              | 73       | 73      |
|                        | Missing | 0               | 0        | 0       |
| Mean                   |         | 46.36           | 81.11    | 93.21   |
| Std. Error of Mean     |         | .499            | .922     | .883    |
| Median                 |         | 46.00           | 84.00    | 93.00   |
| Mode                   |         | 42 <sup>a</sup> | 87       | 100     |
| Std. Deviation         |         | 4.267           | 7.875    | 7.541   |
| Variance               |         | 18.205          | 62.016   | 56.860  |
| Skewness               |         | .006            | -.475    | -.519   |
| Std. Error of Skewness |         | .281            | .281     | .281    |
| Kurtosis               |         | -1.096          | -1.016   | -.223   |
| Std. Error of Kurtosis |         | .555            | .555     | .555    |
| Range                  |         | 15              | 24       | 30      |
| Minimum                |         | 39              | 67       | 75      |
| Maximum                |         | 54              | 91       | 105     |
| Sum                    |         | 3384            | 5921     | 6804    |

a. Multiple modes exist. The smallest value is shown

| BUDAYA |           |         |               |                    |
|--------|-----------|---------|---------------|--------------------|
|        | Frequency | Percent | Valid Percent | Cumulative Percent |
|        | 39        | 5       | 6.8           | 6.8                |
|        | 41        | 5       | 6.8           | 13.7               |
|        | 42        | 8       | 11.0          | 24.7               |
|        | 43        | 5       | 6.8           | 31.5               |
|        | 44        | 3       | 4.1           | 35.6               |
|        | 45        | 7       | 9.6           | 45.2               |
| Valid  | 46        | 4       | 5.5           | 50.7               |
|        | 47        | 5       | 6.8           | 57.5               |
|        | 48        | 8       | 11.0          | 68.5               |
|        | 49        | 1       | 1.4           | 69.9               |
|        | 50        | 6       | 8.2           | 78.1               |
|        | 51        | 5       | 6.8           | 84.9               |
|        | 52        | 6       | 8.2           | 93.2               |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 53    | 3  | 4.1   | 4.1   | 97.3  |
| 54    | 2  | 2.7   | 2.7   | 100.0 |
| Total | 73 | 100.0 | 100.0 |       |

**MOTIVASI**

|          | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|----------|-----------|---------|---------------|-----------------------|
| 67       | 9         | 12.3    | 12.3          | 12.3                  |
| 70       | 1         | 1.4     | 1.4           | 13.7                  |
| 71       | 2         | 2.7     | 2.7           | 16.4                  |
| 74       | 1         | 1.4     | 1.4           | 17.8                  |
| 75       | 7         | 9.6     | 9.6           | 27.4                  |
| 76       | 1         | 1.4     | 1.4           | 28.8                  |
| 77       | 8         | 11.0    | 11.0          | 39.7                  |
| 79       | 1         | 1.4     | 1.4           | 41.1                  |
| Valid 80 | 3         | 4.1     | 4.1           | 45.2                  |
| 81       | 1         | 1.4     | 1.4           | 46.6                  |
| 83       | 1         | 1.4     | 1.4           | 47.9                  |
| 84       | 7         | 9.6     | 9.6           | 57.5                  |
| 87       | 17        | 23.3    | 23.3          | 80.8                  |
| 88       | 2         | 2.7     | 2.7           | 83.6                  |
| 90       | 3         | 4.1     | 4.1           | 87.7                  |
| 91       | 9         | 12.3    | 12.3          | 100.0                 |
| Total    | 73        | 100.0   | 100.0         |                       |

**KINERJA**

|          | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|----------|-----------|---------|---------------|-----------------------|
| 75       | 3         | 4.1     | 4.1           | 4.1                   |
| 79       | 2         | 2.7     | 2.7           | 6.8                   |
| Valid 82 | 3         | 4.1     | 4.1           | 11.0                  |
| 86       | 3         | 4.1     | 4.1           | 15.1                  |
| 87       | 2         | 2.7     | 2.7           | 17.8                  |
| 88       | 7         | 9.6     | 9.6           | 27.4                  |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| 89    | 5  | 6.8   | 6.8   | 34.2  |
| 90    | 2  | 2.7   | 2.7   | 37.0  |
| 91    | 3  | 4.1   | 4.1   | 41.1  |
| 92    | 2  | 2.7   | 2.7   | 43.8  |
| 93    | 5  | 6.8   | 6.8   | 50.7  |
| 94    | 4  | 5.5   | 5.5   | 56.2  |
| 95    | 2  | 2.7   | 2.7   | 58.9  |
| 97    | 5  | 6.8   | 6.8   | 65.8  |
| 98    | 2  | 2.7   | 2.7   | 68.5  |
| 99    | 3  | 4.1   | 4.1   | 72.6  |
| 100   | 8  | 11.0  | 11.0  | 83.6  |
| 101   | 2  | 2.7   | 2.7   | 86.3  |
| 102   | 2  | 2.7   | 2.7   | 89.0  |
| 103   | 5  | 6.8   | 6.8   | 95.9  |
| 105   | 3  | 4.1   | 4.1   | 100.0 |
| Total | 73 | 100.0 | 100.0 |       |

## HASIL REGRESI

### Descriptive Statistics

|          | Mean  | Std. Deviation | N  |
|----------|-------|----------------|----|
| KINERJA  | 93.21 | 7.541          | 73 |
| BUDAYA   | 46.36 | 4.267          | 73 |
| MOTIVASI | 81.11 | 7.875          | 73 |

### Correlations

|                     |          | KINERJA | BUDAYA | MOTIVASI |
|---------------------|----------|---------|--------|----------|
| Pearson Correlation | KINERJA  | 1.000   | .138   | .431     |
|                     | BUDAYA   | .138    | 1.000  | .124     |
|                     | MOTIVASI | .431    | .124   | 1.000    |
| Sig. (1-tailed)     | KINERJA  | .       | .122   | .000     |
|                     | BUDAYA   | .122    | .      | .148     |
|                     | MOTIVASI | .000    | .148   | .        |
| N                   | KINERJA  | 73      | 73     | 73       |
|                     | BUDAYA   | 73      | 73     | 73       |
|                     | MOTIVASI | 73      | 73     | 73       |

### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered                | Variables Removed | Method |
|-------|----------------------------------|-------------------|--------|
| 1     | MOTIVASI,<br>BUDAYA <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: KINERJA

b. All requested variables entered.

### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     |               | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
|       |                   |          |                   |                            | R Square Change   | F Change | df1 | df2 | Sig. F Change |               |
| 1     | .439 <sup>a</sup> | .193     | .17%              | 6.871                      | .193              | 8.357    | 2   | 70  | .001          | 1.894         |

a. Predictors: (Constant), MOTIVASI, BUDAYA

b. Dependent Variable: KINERJA

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 789.081        | 2  | 394.540     | 8.357 | .001 <sup>b</sup> |
|       | Residual   | 3304.837       | 70 | 47.212      |       |                   |
|       | Total      | 4093.918       | 72 |             |       |                   |

a. Dependent Variable: KINERJA

b. Predictors: (Constant), MOTIVASI, BUDAYA

Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |         |      | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|-------|
|       |            | B                           | Std. Error | Beta                      |       |      | Zero-order   | Partial | Part | Tolerance               | VIF   |
| 1     | (Constant) | 53.549                      | 11.464     |                           | 4.671 | .000 |              |         |      |                         |       |
|       | BUDAYA     | .152                        | .191       | .086                      | .794  | .002 | .138         | .094    | .085 | .985                    | 1.016 |
|       | MOTIVASI   | .402                        | .104       | .420                      | 3.881 | .000 | .431         | .421    | .417 | .985                    | 1.016 |

a. Dependent Variable: KINERJA

Coefficient Correlations<sup>a</sup>

| Model |              | MOTIVASI | BUDAYA |
|-------|--------------|----------|--------|
| 1     | Correlations | MOTIVASI | 1.000  |
|       |              | BUDAYA   | -.124  |
|       | Covariances  | MOTIVASI | .011   |
|       |              | BUDAYA   | -.002  |

a. Dependent Variable: KINERJA

Collinearity Diagnostics<sup>a</sup>

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |        |          |
|-------|-----------|------------|-----------------|----------------------|--------|----------|
|       |           |            |                 | (Constant)           | BUDAYA | MOTIVASI |
| 1     | 1         | 2.989      | 1.000           | .00                  | .00    | .00      |
| 1     | 2         | .008       | 19.726          | .00                  | .49    | .63      |
|       | 3         | .003       | 30.218          | 1.00                 | .51    | .37      |

a. Dependent Variable: KINERJA



Casewise Diagnostics<sup>a</sup>

| Case Number | Std. Residual | KINERJA | Predicted Value | Residual |
|-------------|---------------|---------|-----------------|----------|
| 37          | -3.031        | 75      | 95.82           | -20.824  |
| 67          | -3.075        | 75      | 96.13           | -21.128  |

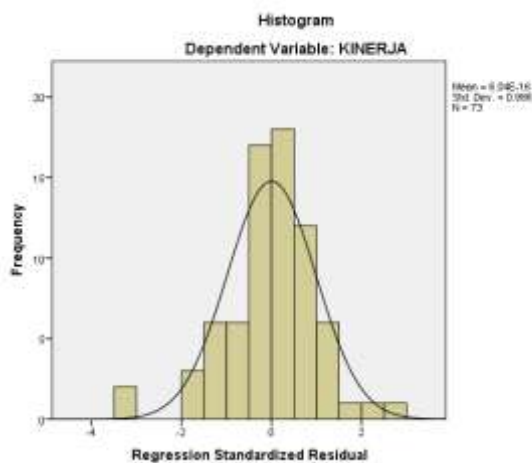
a. Dependent Variable: KINERJA

Residuals Statistics<sup>a</sup>

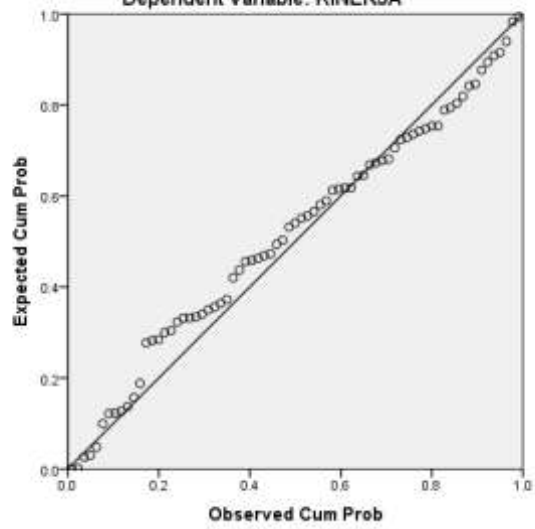
|                                   | Minimum | Maximum | Mean  | Std. Deviation | N  |
|-----------------------------------|---------|---------|-------|----------------|----|
| Predicted Value                   | 86.41   | 98.04   | 93.21 | 3.311          | 73 |
| Std. Predicted Value              | -2.051  | 1.460   | .000  | 1.000          | 73 |
| Standard Error of Predicted Value | .807    | 2.062   | 1.358 | .312           | 73 |
| Adjusted Predicted Value          | 86.61   | 98.16   | 93.22 | 3.308          | 73 |
| Residual                          | -21.128 | 17.220  | .000  | 6.775          | 73 |
| Std. Residual                     | -3.075  | 2.506   | .000  | .986           | 73 |
| Stud. Residual                    | -3.121  | 2.590   | -.001 | 1.007          | 73 |
| Deleted Residual                  | -21.773 | 18.387  | -.011 | 7.062          | 73 |
| Stud. Deleted Residual            | -3.340  | 2.704   | -.006 | 1.034          | 73 |
| Mahal. Distance                   | .007    | 5.501   | 1.973 | 1.347          | 73 |
| Cook's Distance                   | .000    | .152    | .014  | .028           | 73 |
| Centered Leverage Value           | .000    | .076    | .027  | .019           | 73 |

a. Dependent Variable: KINERJA

## Charts

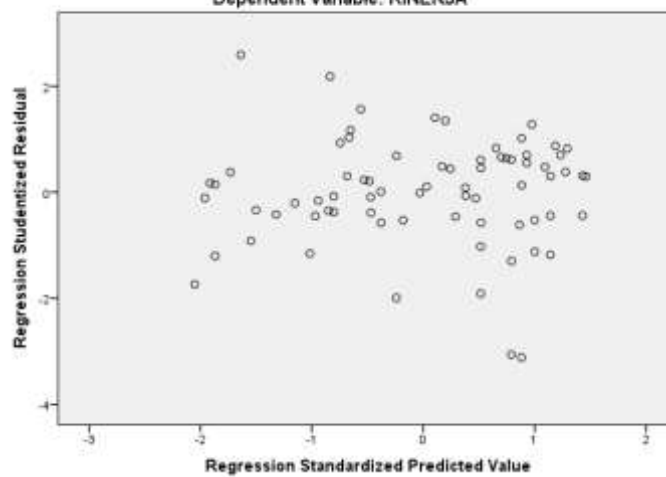


Normal P-P Plot of Regression Standardized Residual  
Dependent Variable: KINERJA

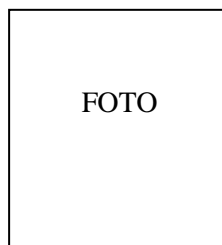


Scatterplot

Dependent Variable: KINERJA



## Lampiran 2

**DAFTAR RIWAYAT HIDUP**

Nama Lengkap : Farida Mufidah  
NIM : 192610000671  
Tempat, tanggal lahir : Jepara, 3 Juni 1979  
Alamat : Lebuawu Rt 20 Rw 04 Pecangaan Jepara  
Email : khilvina@gmail.com

**Riwayat Pendidikan**

1. SD : 6 Tahun 1986 - 1992
2. SMP : 3 Tahun 1992 - 1995
3. SMA : 3 Tahun 1995 - 1998
4. Perguruan Tinggi : 4 Tahun 1998 - 2002

**Riwayat Organisasi**

**1. Pegurus MGMP Matematika Jepara**

**2. Pengurus KPRI 2008 - Sekarang**

**Riwayat pekerjaan**

1. Guru Bantu 2003 - 2005
2. PNS 2005 - sekarang