

LAMPIRAN

Lampiran 1

KUESIONER PENELITIAN PENGARUH GAYA KEPEMIMPINAN DAN MOTIVASI GURU TERHADAP KINERJA GURU DI SMA NEGERI 84 JAKARTA

NOMOR RESPONDEN :

IDENTITAS RESPONDEN

1. Jenis Kelamin : Laki-Laki / Perempuan (*Caret yang tidak perlu*)
2. Umur :tahun
3. Pendidikan Terakhir : D3 / S1 / S2 / S3 (*Caret yang tidak perlu*)
4. Golongan/Pangkat :
5. Masa Kerja :tahun
6. Status Pegawai : PNS / Non-PNS (*Caret yang tidak perlu*)

Petunjuk Pengisian :

1. Pilihlah salah satu jawaban angket dibawah ini berdasarkan pengalaman bapak/ibu dengan memberikan tanda (X) pada kolom yang disediakan;
2. Perlu bapak/ibu ketahui bahwa tidak ada jawaban yang salah dan diharapkan semua pertanyaan harus terjawab.
3. Untuk pernyataan positif, pendapat anda dinyatakan dalam skala 5 s.d 1 dengan makna:

SS = SANGAT SETUJU, Berarti sangat menggambarkan kesesuaian dengan kondisi diri.

S = SETUJU, Berarti sesuai dengan kondisi diri

CS = CUKUP SETUJU

TS = TIDAK SETUJU, Berarti tidak sesuai dengan kondisi diri

STS = SANGAT TIDAK SETUJU, Berarti sangat tidak menggambarkan

kondisi diri

4. Untuk pernyataan negatif, pendapat anda dinyatakan dalam skala 1 s.d 5 dengan makna:

SS = SANGAT SETUJU, Berarti sangat menggambarkan kesesuaian dengan kondisi diri.

S = SETUJU, Berarti sesuai dengan kondisi diri

CS = CUKUP SETUJU

TS = TIDAK SETUJU, Berarti tidak sesuai dengan kondisi diri

STS = SANGAT TIDAK SETUJU, Berarti sangat tidak menggambarkan kondisi diri

I. GAYA KEPEMIMPINAN

| No | Pernyataan | Jawaban | | | | |
|-------------------------------|---|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| Kepemimpinan Direktif | | | | | | |
| 01 | Mengembangkan hubungan interpersonal yang menyenangkan diantara anggota kelompok | | | | | |
| 02 | Memberitahukan kepada bawahan apa yang yang diharapkan dari mereka, memberitahukan jadwal kerja yang harus disesuaikan dengan standar kerja | | | | | |
| 03 | Kepala sekolah membuat ketetapan atau keputusan sendiri tanpa melibatkan para guru (-) | | | | | |
| 04 | Keputusan atau penetapan yang dibuat oleh kepala sekolah bertentangan dengan masukan atau pendapat dari para guru (-) | | | | | |
| Kepemimpinan Supportif | | | | | | |
| 05 | Menunjukkan hal – hal yang menarik minat anggota | | | | | |
| 06 | Memberikan pengaruh yang besar terhadap kinerja bawahan pada saat mereka mengalami frustrasi dan kekecewaan | | | | | |

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|---|--|--|--|--|--|--|
| 07 | Kepala sekolah kurang membantu para guru untuk mengembangkan kinerja (-) | | | | | |
| 08 | Kepala sekolah dalam kesehariannya kurang menciptakan hubungan saling respek dan saling percaya dengan para guru (-) | | | | | |
| Kepemimpinan Partisipatif | | | | | | |
| 09 | Merumuskan tujuan kelompok | | | | | |
| 10 | Berkonsultasi dengan bawahan dan menggunakan saran-saran dan ide mereka sebelum mengambil keputusan | | | | | |
| 11 | Kepala sekolah kurang mempunyai kepercayaan kepada para guru (-) | | | | | |
| 12 | Kepala sekolah tidak memberikan kesempatan kepada para guru untuk memberikan masukan atau saran (-) | | | | | |
| Kepemimpinan <i>Achievement oriented</i> | | | | | | |
| 13 | Berorientasi pada pencapaian target / tujuan | | | | | |
| 14 | Mengharapkan bawahan untuk berprestasi semaksimal mungkin | | | | | |
| 15 | Kepala sekolah kurang menciptakan hubungan saling respek dan saling percaya dengan para guru (-) | | | | | |

II. MOTIVASI GURU

| No | Pernyataan | Jawaban | | | | |
|---|---|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| <i>Need of achievement (kebutuhan untuk berprestasi)</i> | | | | | | |
| 01 | Saya selalu mencari pengetahuan untuk dapat berprestasi | | | | | |
| 02 | Saya selalu mencoba berbagai alternatif untuk meraih keberhasilan | | | | | |
| 03 | Saya puas bila saya memperoleh hasil yang terbaik | | | | | |

| | | | | | | | |
|---|--|--|--|--|--|--|--|
| 04 | Saya tidak membuat rencana untuk mencapai keberhasilan (-) | | | | | | |
| 05 | Saya tidak ada keinginan untuk mencapai yang lebih baik (-) | | | | | | |
| 06 | Saya tidak pernah bosan melakukan sesuatu upaya yang lain bila gagal meraih sukses (-) | | | | | | |
| Need of affiliation (kebutuhan untuk memperluas pergaulan) | | | | | | | |
| 07 | Pekerjaan saya dapat diselesaikan dengan baik jika dibantu rekan kerja | | | | | | |
| 08 | Pelayanan kepada peserta didik membutuhkan kerja sama rekan kerja | | | | | | |
| 09 | Saya bangga jika hasil pelayanan saya mendapatkan apresiasi dari pimpinan atau rekan kerja | | | | | | |
| 10 | Saya tidak percaya, pekerjaan jika dikerjakan bersama akan lebih mudah untuk penyelesaiannya (-) | | | | | | |
| 11 | Saya melakukan pekerjaan lebih senang sendiri tanpa bantuan orang lain (-) | | | | | | |
| 12 | Saya senang jika inisiatif saya dalam suatu pekerjaan tidak dihargai oleh pimpinan dan rekan kerja (-) | | | | | | |
| Need of power (kebutuhan untuk menguasai sesuatu) | | | | | | | |
| 13 | Saya mengajak rekan kerja untuk dapat bekerja dengan baik | | | | | | |
| 14 | Saya terdorong memberikan saran kepada orang lain dengan menggunakan etika dan kesantunan | | | | | | |
| 15 | Saya berusaha mengadakan pendekatan untuk mengendalikan orang lain dengan tetap menjaga prestasi kerja | | | | | | |
| 16 | Saya tidak suka memberikan saran kepada rekan kerja untuk dapat bekerja dengan baik (-) | | | | | | |
| 17 | Saya membiarkan orang lain bekerja dengan tidak baik yang dapat menimbulkan masalah disekolah (-) | | | | | | |
| 18 | Saya berusaha mengadakan pendekatan untuk mengendalikan orang lain dengan tidak memperhatikan etika dan kesantunan (-) | | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 19 | Saya tidak suka memberikan saran kepada rekan kerja untuk dapat bekerja dengan baik (-) | | | | | |
| 20 | Saya membiarkan orang lain bekerja dengan tidak baik yang dapat menimbulkan masalah disekolah (-) | | | | | |
| 21 | Saya berusaha mengadakan pendekatan untuk mengendalikan orang lain dengan tidak memperhatikan etika dan kesantunan (-) | | | | | |

III. KINERJA GURU

| No | Pernyataan | Jawaban | | | | |
|-------------------------------|---|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| Kompetensi Pedagogik | | | | | | |
| 01 | Saya mencoba memahami karekteristik peserta didik | | | | | |
| 02 | Saya menerapkan pendekatan , strategi, metode dan teknik pembelajaran sesuai dengan tujuan pembelajaran dan karakteristik peserta didik | | | | | |
| 03 | Saya memahami teori belajar dan prinsip-prinsip pembelajaran yang mendidik | | | | | |
| 04 | Saya menyusun silabus yang tidak sesuai dengan Kurikulum (-) | | | | | |
| 05 | Saya tidak memberikan kesempatan kepada peserta didik untuk bertanya, mempraktekkan dan berinteraksi dengan peserta didik lain (-) | | | | | |
| 06 | Saya tidak memfasilitasi siswa dalam mengaktualisasikan potensi belajarnya termasuk kreativitasnya (-) | | | | | |
| Kompetensi Kepribadian | | | | | | |
| 07 | Saya menghargai peserta didik tanpa membedakan keyakinan,suku,adat dan gender | | | | | |
| 08 | Saya menampilkan diri sebagai pribadi yang jujur, berakhlak mulia dan teladan bagi peserta didik. | | | | | |
| 09 | Saya menampilkan diri sebagai pribadi yang mantap, stabil, dewasa, arif dan berwibawa | | | | | |

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|-------------------------------|--|-----------|----------|-----------|-----------|------------|
| 10 | Saya bersikap tidak sesuai dengan norma agama yang dianut, hukum dan sosial yang berlaku dalam masyarakat (-) | | | | | |
| 11 | Saya berperilaku yang tidak sesuai dengan kode etik profesi guru (-) | | | | | |
| 12 | Saya tidak mampu bekerja secara mandiri dan profesional (-) | | | | | |
| Kompetensi Sosial | | SS | S | CS | TS | STS |
| 13 | Saya bersikap inklusif dan obyektif terhadap peserta didik, teman sejawat dan lingkungan sekitar dalam melaksanakan pembelajaran | | | | | |
| 14 | Saya berkomunikasi dengan teman sejawat, profesi ilmiah dan komunitas guru lainnya dengan menggunakan media sosial di internet | | | | | |
| 15 | Saya berkomunikasi dengan teman sejawat secara santun, empatik dan efektif | | | | | |
| 16 | Saya bersikap diskriminatif terhadap peserta didik, teman sejawat dan lingkungan sekitar dalam melaksanakan pembelajaran (-) | | | | | |
| 17 | Saya tidak dapat beradaptasi dengan lingkungan tempat kerja dalam rangka meningkatkan efektifitas sebagai pendidik (-) | | | | | |
| 18 | Saya tidak suka berkumpul dengan sesama rekan kerja (-) | | | | | |
| Kompetensi Profesional | | | | | | |
| 19 | Saya menguasai materi, struktur, konsep, dan pola pikir pembelajaran | | | | | |
| 20 | Saya memahami standar kompetensi dan kompetensi dasar | | | | | |
| 21 | Saya memahami tujuan pembelajaran | | | | | |
| 22 | Saya mengelola pelajaran tidak sesuai dengan tingkat perkembangan peserta didik (-) | | | | | |
| 23 | Saya tidak tertarik melakukan penelitian tindakan kelas untuk peningkatan keprofesionalan (-) | | | | | |
| 24 | Saya tidak akan memanfaatkan teknologi informasi dan komunikasi untuk berkomunikasi (-) | | | | | |

Lampiran 2 : Data Kuisisioner Terhadap Variabel Gaya Kepemimpinan

Tabel Jawaban Responden Terhadap Variabel Gaya Kepemimpinan

| No | Jawaban | | | | | | | | | | | | | | | Total | Rata-Rata |
|----|---------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|-------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | | |
| 1 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 61 | 4.1 |
| 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 62 | 4.1 |
| 3 | 5 | 5 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 61 | 4.1 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 72 | 4.8 |
| 5 | 5 | 5 | 5 | 4 | 5 | 2 | 3 | 2 | 3 | 4 | 2 | 4 | 5 | 5 | 4 | 58 | 3.9 |
| 6 | 5 | 4 | 4 | 5 | 3 | 5 | 2 | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 60 | 4.0 |
| 7 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 67 | 4.5 |
| 8 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 56 | 3.7 |
| 9 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 | 4.1 |
| 10 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 68 | 4.5 |
| 11 | 3 | 4 | 1 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 67 | 4.5 |
| 12 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 70 | 4.7 |
| 13 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 69 | 4.6 |
| 14 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 72 | 4.8 |
| 15 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 71 | 4.7 |
| 16 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 61 | 4.1 |
| 17 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 65 | 4.3 |
| 18 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 64 | 4.3 |
| 19 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 67 | 4.5 |
| 20 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 69 | 4.6 |
| 21 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 69 | 4.6 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 | 5.0 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 65 | 4.3 |
| 24 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 65 | 4.3 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 | 5.0 |
| 26 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 66 | 4.4 |
| 27 | 4 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 4 | 5 | 3 | 49 | 3.3 |
| 28 | 5 | 4 | 1 | 2 | 4 | 2 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 45 | 3.0 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 | 4.0 |
| 30 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 61 | 4.1 |
| 31 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 1 | 57 | 3.8 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 2 | 1 | 1 | 51 | 3.4 |
| 33 | 5 | 5 | 4 | 4 | 5 | 5 | 2 | 2 | 2 | 5 | 2 | 4 | 5 | 5 | 4 | 59 | 3.9 |
| 34 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 2 | 4 | 5 | 5 | 3 | 52 | 3.5 |
| 35 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 | 3.9 |
| 36 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 4 | 60 | 4.0 |
| 37 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 63 | 4.2 |
| 38 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 69 | 4.6 |
| 39 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 66 | 4.4 |
| 40 | 5 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 58 | 3.9 |
| 41 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 55 | 3.7 |
| 42 | 3 | 5 | 4 | 5 | 3 | 1 | 4 | 2 | 4 | 2 | 3 | 4 | 4 | 5 | 4 | 53 | 3.5 |
| 43 | 2 | 4 | 3 | 3 | 5 | 5 | 2 | 1 | 4 | 3 | 2 | 4 | 4 | 4 | 1 | 47 | 3.1 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 | 5.0 |
| 45 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 66 | 4.4 |
| 46 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 63 | 4.2 |
| 47 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 64 | 4.3 |
| 48 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 60 | 4.0 |
| 49 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 50 | 3.3 |
| 50 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 71 | 4.7 |
| 51 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 67 | 4.5 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 64 | 4.3 |



Lampiran 3 : Data Kuisioner Terhadap Variabel Motivasi Guru

Tabelasi Jawaban Responden Terhadap Variabel Motivasi Guru

| No | Jawaban | | | | | | | | | | | | | | | | | | | | | Total | Rata-rata |
|----|---------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|-------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | | |
| 1 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 5 | 5 | 86 | 4.1 |
| 2 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 88 | 4.2 |
| 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 5 | 5 | 4 | 4 | 5 | 5 | 84 | 4.0 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 96 | 4.6 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 91 | 4.3 |
| 6 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 90 | 4.3 |
| 7 | 4 | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 4 | 2 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 85 | 4.0 |
| 8 | 3 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 88 | 4.2 |
| 9 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 96 | 4.6 |
| 10 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 96 | 4.6 |
| 11 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 98 | 4.7 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 93 | 4.4 |
| 13 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 100 | 4.8 |
| 14 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 96 | 4.6 |
| 15 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 88 | 4.2 |
| 16 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 79 | 3.8 |
| 17 | 5 | 5 | 4 | 2 | 4 | 2 | 4 | 2 | 5 | 4 | 5 | 4 | 3 | 4 | 2 | 5 | 4 | 4 | 2 | 3 | 3 | 76 | 3.6 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 84 | 4.0 |
| 19 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 86 | 4.1 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 5 | 95 | 4.5 |
| 21 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 90 | 4.3 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 100 | 4.8 |
| 23 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 98 | 4.7 |
| 24 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 | 3.8 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 103 | 4.9 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 82 | 3.9 |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 76 | 3.6 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 94 | 4.5 |
| 29 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 89 | 4.2 |
| 30 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 87 | 4.1 |
| 31 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 81 | 3.9 |
| 32 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 98 | 4.7 |
| 33 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 85 | 4.0 |
| 34 | 5 | 5 | 3 | 4 | 4 | 2 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 82 | 3.9 |
| 35 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 82 | 3.9 |
| 36 | 3 | 5 | 4 | 5 | 4 | 2 | 3 | 4 | 4 | 2 | 3 | 4 | 2 | 2 | 5 | 3 | 3 | 3 | 4 | 1 | 2 | 68 | 3.2 |
| 37 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 80 | 3.8 |
| 38 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 99 | 4.7 |
| 39 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 91 | 4.3 |
| 40 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 73 | 3.5 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 90 | 4.3 |
| 42 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 88 | 4.2 |
| 43 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 83 | 4.0 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 105 | 5.0 |
| 45 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 99 | 4.7 |
| 46 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 90 | 4.3 |
| 47 | 4 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 85 | 4.0 |
| 48 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 82 | 3.9 |
| 49 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 76 | 3.6 |
| 50 | 5 | 5 | 5 | 5 | 4 | 2 | 4 | 5 | 5 | 2 | 4 | 5 | 2 | 2 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 87 | 4.1 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 85 | 4.0 |
| 52 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 1 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 89 | 4.2 |

Lampiran 4 : Data Kuisisioner Terhadap Variabel Kinerja Guru

Tabulasi Jawaban Responden Terhadap Variabel Kinerja Guru

| No | Jawaban | | | | | | | | | | | | | | | | | | | | | | | | Total | Rata-Rata | |
|----|---------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-------|-----------|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | | | |
| 1 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 95 | 4.0 | |
| 2 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 103 | 4.3 | |
| 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 112 | 4.7 | |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 118 | 4.9 | |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 120 | 5.0 | |
| 6 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 108 | 4.5 | |
| 7 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 109 | 4.5 | |
| 8 | 5 | 4 | 4 | 1 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 100 | 4.2 | |
| 9 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 100 | 4.2 | |
| 10 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 109 | 4.5 | |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 120 | 5.0 | |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 117 | 4.9 | |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 113 | 4.7 | |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 119 | 5.0 | |
| 15 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 112 | 4.7 | |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 106 | 4.4 | |
| 17 | 4 | 5 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 99 | 4.1 | |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 101 | 4.2 | |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 108 | 4.5 | |
| 20 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 108 | 4.5 | |
| 21 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 109 | 4.5 | |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 120 | 5.0 | |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 108 | 4.5 | |
| 24 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 108 | 4.5 | |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 120 | 5.0 | |
| 26 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 106 | 4.4 | |
| 27 | 4 | 5 | 4 | 3 | 1 | 2 | 5 | 5 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 3 | 5 | 4 | 4 | 3 | 1 | 1 | 78 | 3.3 | |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 104 | 4.3 | |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 119 | 5.0 | |
| 30 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 99 | 4.1 | |
| 31 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 86 | 3.6 | |
| 32 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 1 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 103 | 4.3 | |
| 33 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 107 | 4.5 | |
| 34 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 101 | 4.2 | |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 96 | 4.0 | |
| 36 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 108 | 4.5 | |
| 37 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 108 | 4.5 | |
| 38 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 109 | 4.5 | |
| 39 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 96 | 4.0 | |
| 40 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 95 | 4.0 | |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 101 | 4.2 | |
| 42 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 4 | 104 | 4.3 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 113 | 4.7 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 116 | 4.8 | |
| 45 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 114 | 4.8 | |
| 46 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 108 | 4.5 | |
| 47 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 99 | 4.1 | |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 97 | 4.0 | |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 94 | 3.9 | |
| 50 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 108 | 4.5 | |
| 51 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 2 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 102 | 4.3 | |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 117 | 4.9 | |

Lampiran 5 : Data Kuisiener Antar Dimensi

Tabulasi Jawaban Responden Terhadap Variabel Gaya Kepemimpinan

| No | 1 | 2 | 3 | 4 | Total | 5 | 6 | 7 | 8 | Total | 9 | 10 | 11 | 12 | Total | 13 | 14 | 15 | Total |
|----|---|---|---|---|-------|---|---|---|---|-------|---|----|----|----|-------|----|----|----|-------|
| 1 | 5 | 5 | 3 | 4 | 17 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 12 |
| 2 | 4 | 4 | 4 | 4 | 16 | 4 | 3 | 4 | 5 | 16 | 4 | 4 | 4 | 5 | 17 | 4 | 4 | 5 | 13 |
| 3 | 5 | 5 | 2 | 3 | 15 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 4 | 14 |
| 4 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 14 |
| 5 | 5 | 5 | 5 | 4 | 19 | 5 | 2 | 3 | 2 | 12 | 3 | 4 | 2 | 4 | 13 | 5 | 5 | 4 | 14 |
| 6 | 5 | 4 | 4 | 5 | 18 | 3 | 5 | 2 | 4 | 14 | 4 | 5 | 2 | 4 | 15 | 4 | 4 | 5 | 13 |
| 7 | 5 | 5 | 4 | 4 | 18 | 4 | 5 | 5 | 4 | 18 | 4 | 5 | 4 | 5 | 18 | 5 | 4 | 4 | 13 |
| 8 | 4 | 4 | 4 | 4 | 16 | 4 | 3 | 4 | 4 | 15 | 4 | 4 | 3 | 4 | 15 | 4 | 4 | 2 | 10 |
| 9 | 4 | 5 | 4 | 5 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 12 |
| 10 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 5 | 5 | 19 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 5 | 15 |
| 11 | 3 | 4 | 1 | 4 | 12 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 |
| 12 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 15 |
| 13 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 5 | 5 | 19 | 4 | 4 | 4 | 5 | 17 | 5 | 5 | 5 | 15 |
| 14 | 5 | 5 | 5 | 3 | 18 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 15 |
| 15 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 4 | 4 | 17 | 5 | 5 | 5 | 15 |
| 16 | 3 | 4 | 3 | 3 | 13 | 4 | 4 | 5 | 5 | 18 | 4 | 3 | 4 | 5 | 16 | 4 | 5 | 5 | 14 |
| 17 | 5 | 4 | 4 | 5 | 18 | 5 | 5 | 4 | 4 | 18 | 4 | 5 | 4 | 4 | 17 | 4 | 4 | 4 | 12 |
| 18 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 12 |
| 19 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 4 | 3 | 16 | 5 | 5 | 5 | 15 |
| 20 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 3 | 5 | 16 | 5 | 5 | 5 | 15 |
| 21 | 5 | 5 | 5 | 4 | 19 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 4 | 4 | 17 | 5 | 5 | 5 | 15 |
| 22 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 |
| 23 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 4 | 4 | 16 | 1 | 4 | 4 | 9 |
| 24 | 4 | 4 | 3 | 4 | 15 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 3 | 5 | 17 | 5 | 5 | 5 | 15 |
| 25 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 |
| 26 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 3 | 4 | 16 | 5 | 5 | 5 | 15 |
| 27 | 4 | 4 | 3 | 3 | 14 | 4 | 3 | 2 | 2 | 11 | 2 | 4 | 3 | 3 | 12 | 4 | 5 | 3 | 12 |
| 28 | 5 | 4 | 1 | 2 | 12 | 4 | 2 | 2 | 2 | 10 | 4 | 3 | 3 | 4 | 14 | 4 | 3 | 2 | 9 |
| 29 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 12 |
| 30 | 5 | 4 | 5 | 4 | 18 | 4 | 5 | 4 | 3 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 3 | 11 |
| 31 | 5 | 4 | 4 | 4 | 17 | 4 | 4 | 4 | 4 | 16 | 4 | 3 | 4 | 5 | 16 | 3 | 4 | 1 | 8 |
| 32 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 2 | 4 | 5 | 15 | 2 | 1 | 1 | 4 |
| 33 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 2 | 2 | 14 | 2 | 5 | 2 | 4 | 13 | 5 | 5 | 4 | 14 |
| 34 | 5 | 4 | 3 | 3 | 15 | 2 | 3 | 3 | 2 | 10 | 4 | 4 | 2 | 4 | 14 | 5 | 5 | 3 | 13 |
| 35 | 4 | 4 | 4 | 4 | 16 | 4 | 3 | 4 | 4 | 15 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 12 |
| 36 | 4 | 5 | 4 | 5 | 18 | 3 | 3 | 4 | 4 | 14 | 4 | 3 | 4 | 5 | 16 | 5 | 3 | 4 | 12 |
| 37 | 4 | 5 | 4 | 3 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 4 | 5 | 18 | 4 | 4 | 5 | 13 |
| 38 | 5 | 4 | 5 | 5 | 19 | 5 | 5 | 4 | 4 | 18 | 4 | 5 | 4 | 5 | 18 | 5 | 5 | 4 | 14 |
| 39 | 5 | 5 | 4 | 4 | 18 | 5 | 4 | 4 | 3 | 16 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 4 | 14 |
| 40 | 5 | 5 | 3 | 3 | 16 | 5 | 4 | 4 | 4 | 17 | 3 | 4 | 4 | 4 | 15 | 3 | 4 | 3 | 10 |
| 41 | 3 | 3 | 3 | 3 | 12 | 3 | 4 | 4 | 4 | 15 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 12 |
| 42 | 3 | 5 | 4 | 5 | 17 | 3 | 1 | 4 | 2 | 10 | 4 | 2 | 3 | 4 | 13 | 4 | 5 | 4 | 13 |
| 43 | 2 | 4 | 3 | 3 | 12 | 5 | 5 | 2 | 1 | 13 | 4 | 3 | 2 | 4 | 13 | 4 | 4 | 1 | 9 |
| 44 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 |
| 45 | 4 | 5 | 4 | 5 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 4 | 5 | 18 | 5 | 5 | 4 | 14 |
| 46 | 5 | 4 | 4 | 5 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 4 | 14 |
| 47 | 5 | 4 | 4 | 5 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 12 |
| 48 | 5 | 5 | 4 | 4 | 18 | 4 | 4 | 4 | 3 | 15 | 4 | 4 | 3 | 4 | 15 | 4 | 4 | 4 | 12 |
| 49 | 4 | 4 | 3 | 3 | 14 | 4 | 3 | 3 | 2 | 12 | 4 | 4 | 3 | 3 | 14 | 4 | 4 | 2 | 10 |
| 50 | 4 | 5 | 5 | 5 | 19 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 | 4 | 4 | 5 | 13 |
| 51 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 5 | 13 |
| 52 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 4 | 17 | 4 | 4 | 4 | 5 | 17 | 4 | 5 | 5 | 14 |

Tabulasi Jawaban Responden Terhadap Variabel Motivasi Guru

| No | Total | | | | | | | | | Total | | | | | | Total | | | | | | | | |
|----|-------|---|---|---|---|---|---|---|---|-------|----|----|----|----|----|-------|----|----|----|----|----|----|---|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | | 16 | 17 | 18 | 19 | 20 | 21 | | |
| 1 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 39 | 3 | 4 | 3 | 4 | 4 | 2 | 20 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 2 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 39 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 36 | 3 | 4 | 4 | 4 | 3 | 2 | 20 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 44 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 41 | 3 | 5 | 5 | 3 | 3 | 4 | 23 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 6 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 40 | 2 | 4 | 5 | 3 | 3 | 4 | 21 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 7 | 4 | 4 | 4 | 4 | 5 | 2 | 5 | 5 | 4 | 37 | 2 | 5 | 3 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 8 | 3 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 34 | 3 | 4 | 4 | 3 | 3 | 5 | 22 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 9 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 | 5 | 4 | 4 | 4 | 4 | 4 | 25 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 10 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 40 | 5 | 5 | 4 | 5 | 4 | 5 | 28 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 11 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 43 | 4 | 4 | 5 | 4 | 4 | 4 | 25 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 1 | 4 | 4 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 13 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 43 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 14 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 5 | 5 | 40 | 4 | 3 | 5 | 4 | 3 | 5 | 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 15 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 38 | 4 | 4 | 3 | 4 | 5 | 4 | 24 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 16 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 37 | 3 | 3 | 4 | 3 | 3 | 4 | 20 | 3 | 4 | 4 | 4 | 4 | 4 | 22 |
| 17 | 5 | 5 | 4 | 2 | 4 | 2 | 4 | 2 | 5 | 33 | 4 | 5 | 4 | 3 | 4 | 2 | 22 | 5 | 4 | 4 | 2 | 3 | 3 | 21 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 19 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 36 | 4 | 5 | 4 | 4 | 3 | 4 | 24 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 | 3 | 5 | 4 | 4 | 4 | 4 | 24 | 5 | 5 | 3 | 4 | 5 | 5 | 27 |
| 21 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 34 | 4 | 4 | 5 | 5 | 5 | 5 | 28 | 5 | 5 | 3 | 5 | 5 | 5 | 28 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 4 | 4 | 5 | 5 | 2 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 23 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 42 | 4 | 4 | 5 | 5 | 3 | 5 | 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 24 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 34 | 3 | 4 | 4 | 3 | 3 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 25 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 4 | 4 | 5 | 5 | 5 | 5 | 28 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4 | 4 | 4 | 3 | 3 | 5 | 23 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 34 | 4 | 4 | 4 | 2 | 3 | 2 | 19 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 43 | 5 | 4 | 5 | 5 | 4 | 4 | 27 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 29 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 40 | 4 | 4 | 5 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 30 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 5 | 36 | 5 | 4 | 4 | 4 | 5 | 4 | 26 | 5 | 4 | 4 | 3 | 4 | 5 | 25 |
| 31 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 36 | 2 | 4 | 4 | 4 | 3 | 3 | 20 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 32 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 42 | 4 | 5 | 5 | 4 | 4 | 4 | 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 33 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 41 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 2 | 4 | 2 | 4 | 4 | 4 | 20 |
| 34 | 5 | 5 | 3 | 4 | 4 | 2 | 5 | 4 | 4 | 36 | 3 | 4 | 4 | 3 | 4 | 4 | 22 | 4 | 3 | 4 | 3 | 5 | 5 | 24 |
| 35 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 | 4 | 4 | 3 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 36 | 3 | 5 | 4 | 5 | 4 | 2 | 3 | 4 | 4 | 34 | 2 | 3 | 4 | 2 | 2 | 5 | 18 | 3 | 3 | 3 | 4 | 1 | 2 | 16 |
| 37 | 5 | 4 | 4 | 4 | 5 | 2 | 5 | 4 | 4 | 37 | 3 | 4 | 3 | 3 | 2 | 2 | 17 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 38 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 43 | 5 | 5 | 5 | 5 | 4 | 5 | 29 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 39 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 5 | 40 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 5 | 4 | 3 | 4 | 5 | 5 | 26 |
| 40 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 30 | 3 | 4 | 4 | 3 | 3 | 4 | 21 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4 | 5 | 5 | 5 | 4 | 5 | 28 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 42 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 40 | 3 | 4 | 4 | 4 | 3 | 4 | 22 | 5 | 3 | 4 | 4 | 5 | 5 | 26 |
| 43 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 32 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 45 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 44 | 5 | 4 | 4 | 4 | 4 | 5 | 26 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 46 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 39 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 47 | 4 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 4 | 37 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 48 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 49 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 29 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 5 | 5 | 27 |
| 50 | 5 | 5 | 5 | 5 | 4 | 2 | 4 | 5 | 5 | 40 | 2 | 4 | 5 | 2 | 2 | 5 | 20 | 4 | 4 | 4 | 4 | 5 | 5 | 27 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 2 | 4 | 4 | 4 | 4 | 5 | 23 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 52 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 5 | 41 | 3 | 4 | 4 | 4 | 4 | 4 | 21 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |

Tabulasi Jawaban Responden Terhadap Variabel Kinerja Guru

| No | Jawaban | | | | | | | | | | | | | | | | | | | | | | | | Total | | | |
|----|---------|---|---|---|---|---|-------|---|---|---|----|----|----|-------|----|----|----|----|----|----|-------|----|----|----|-------|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | Total | 7 | 8 | 9 | 10 | 11 | 12 | Total | 13 | 14 | 15 | 16 | 17 | 18 | Total | 19 | 20 | 21 | | 22 | 23 | 24 |
| 1 | 4 | 4 | 4 | 4 | 5 | 5 | 26 | 5 | 4 | 4 | 2 | 4 | 4 | 23 | 2 | 4 | 4 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 2 | 5 | 4 | 4 | 5 | 5 | 4 | 27 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 2 | 4 | 4 | 5 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 3 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 4 | 4 | 5 | 5 | 5 | 5 | 28 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 4 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 6 | 4 | 5 | 5 | 5 | 4 | 4 | 27 | 5 | 5 | 5 | 5 | 5 | 4 | 29 | 4 | 4 | 5 | 4 | 4 | 5 | 26 | 5 | 4 | 4 | 4 | 4 | 4 | 26 |
| 7 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 4 | 4 | 28 | 4 | 4 | 5 | 4 | 5 | 4 | 26 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 8 | 5 | 4 | 4 | 4 | 4 | 4 | 22 | 4 | 5 | 4 | 5 | 5 | 5 | 28 | 4 | 4 | 5 | 4 | 5 | 5 | 27 | 3 | 3 | 4 | 5 | 4 | 4 | 23 |
| 9 | 5 | 4 | 4 | 5 | 4 | 4 | 26 | 4 | 4 | 4 | 4 | 5 | 4 | 25 | 4 | 4 | 4 | 5 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 10 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 4 | 4 | 5 | 5 | 5 | 5 | 28 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 4 | 4 | 5 | 5 | 5 | 5 | 28 | 5 | 5 | 5 | 5 | 1 | 5 | 26 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 15 | 5 | 5 | 5 | 4 | 4 | 5 | 28 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 4 | 4 | 4 | 5 | 5 | 5 | 27 |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | 28 | 4 | 4 | 4 | 5 | 5 | 4 | 26 | 3 | 4 | 5 | 4 | 5 | 5 | 26 | 4 | 4 | 5 | 4 | 4 | 5 | 26 |
| 17 | 4 | 5 | 3 | 4 | 4 | 3 | 23 | 5 | 5 | 5 | 4 | 4 | 4 | 27 | 5 | 4 | 4 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 5 | 5 | 5 | 4 | 4 | 4 | 27 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 5 | 4 | 4 | 5 | 5 | 5 | 28 | 4 | 4 | 3 | 5 | 5 | 5 | 26 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 20 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 5 | 4 | 4 | 5 | 5 | 4 | 27 | 4 | 3 | 5 | 5 | 5 | 5 | 27 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 21 | 5 | 4 | 3 | 5 | 5 | 5 | 27 | 5 | 4 | 4 | 5 | 5 | 5 | 28 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 4 | 29 | 4 | 4 | 4 | 4 | 4 | 4 | 21 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 24 | 5 | 5 | 5 | 4 | 5 | 5 | 29 | 5 | 4 | 4 | 5 | 5 | 4 | 27 | 4 | 3 | 5 | 5 | 5 | 5 | 27 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 26 | 5 | 4 | 4 | 4 | 5 | 5 | 27 | 5 | 4 | 4 | 5 | 5 | 5 | 28 | 4 | 3 | 4 | 5 | 5 | 5 | 26 | 3 | 3 | 4 | 5 | 5 | 5 | 25 |
| 27 | 4 | 5 | 4 | 3 | 1 | 2 | 19 | 5 | 5 | 4 | 2 | 3 | 3 | 22 | 4 | 4 | 4 | 2 | 2 | 3 | 19 | 5 | 4 | 4 | 3 | 1 | 1 | 18 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 25 | 5 | 5 | 4 | 5 | 5 | 4 | 28 | 4 | 4 | 4 | 5 | 4 | 5 | 26 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 30 | 5 | 4 | 4 | 4 | 5 | 4 | 26 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 2 | 4 | 4 | 4 | 4 | 4 | 22 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 31 | 4 | 5 | 4 | 4 | 4 | 4 | 25 | 4 | 2 | 2 | 4 | 4 | 4 | 20 | 2 | 4 | 4 | 4 | 2 | 4 | 20 | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| 32 | 4 | 4 | 3 | 5 | 5 | 4 | 25 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 4 | 3 | 4 | 4 | 4 | 5 | 24 | 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 33 | 5 | 5 | 5 | 4 | 4 | 4 | 27 | 4 | 5 | 5 | 4 | 4 | 4 | 26 | 5 | 5 | 5 | 4 | 4 | 4 | 27 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 34 | 5 | 5 | 4 | 4 | 4 | 5 | 27 | 5 | 4 | 4 | 5 | 5 | 4 | 27 | 4 | 4 | 4 | 4 | 4 | 3 | 23 | 3 | 4 | 4 | 4 | 4 | 5 | 24 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 3 | 4 | 5 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 36 | 5 | 5 | 4 | 4 | 4 | 4 | 26 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 5 | 5 | 5 | 5 | 3 | 4 | 27 |
| 37 | 5 | 5 | 4 | 4 | 5 | 5 | 28 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 4 | 3 | 5 | 4 | 4 | 5 | 25 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 38 | 5 | 4 | 4 | 5 | 5 | 5 | 28 | 5 | 5 | 5 | 5 | 5 | 4 | 29 | 5 | 4 | 5 | 5 | 5 | 4 | 28 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 39 | 4 | 4 | 3 | 4 | 5 | 4 | 24 | 5 | 4 | 4 | 5 | 4 | 4 | 26 | 4 | 3 | 4 | 4 | 4 | 5 | 24 | 3 | 3 | 3 | 4 | 4 | 5 | 23 |
| 40 | 5 | 4 | 4 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 5 | 5 | 4 | 4 | 4 | 4 | 26 | 4 | 4 | 5 | 5 | 5 | 4 | 27 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 42 | 5 | 4 | 4 | 4 | 5 | 5 | 27 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 2 | 4 | 4 | 5 | 5 | 5 | 25 | 3 | 3 | 3 | 4 | 4 | 5 | 22 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 4 | 5 | 5 | 5 | 4 | 28 | 3 | 4 | 5 | 5 | 5 | 5 | 27 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 1 | 5 | 26 |
| 45 | 5 | 5 | 4 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 4 | 5 | 5 | 5 | 5 | 5 | 29 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 46 | 5 | 5 | 3 | 5 | 5 | 5 | 28 | 5 | 4 | 4 | 5 | 5 | 5 | 28 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 3 | 4 | 4 | 5 | 4 | 5 | 25 |
| 47 | 4 | 4 | 3 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 3 | 4 | 4 | 5 | 4 | 5 | 25 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 5 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 2 | 4 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 50 | 5 | 5 | 4 | 4 | 5 | 5 | 28 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 4 | 2 | 5 | 5 | 5 | 5 | 26 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 51 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 4 | 4 | 4 | 5 | 5 | 5 | 27 | 4 | 2 | 4 | 5 | 5 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 5 | 5 | 5 | 5 | 5 | 30 | 5 | 4 | 5 | 5 | 5 | 5 | 29 | 5 | 5 | 5 | 5 | 4 | 4 | 28 |

Inter-Item Correlation Matrix

| | X1Q1 | X1Q2 | X1Q3 | X1Q4 | X1Q5 | X1Q6 | X1Q7 | X1Q8 | X1Q9 | X1Q10 | X1Q11 | X1Q12 | X1Q13 | X1Q14 | X1Q15 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| X1Q1 | 1,000 | .421 | .345 | .199 | .198 | .198 | .097 | .187 | .053 | .340 | .035 | -.076 | .158 | .119 | .158 |
| X1Q2 | .421 | 1,000 | .349 | .262 | .358 | .103 | .243 | .117 | .117 | .203 | .144 | .054 | .193 | .189 | .307 |
| X1Q3 | .345 | .349 | 1,000 | .813 | .248 | .287 | .384 | .314 | .178 | .245 | .235 | .288 | .038 | .102 | .324 |
| X1Q4 | .199 | .262 | .813 | 1,000 | .138 | .264 | .366 | .379 | .238 | .222 | .309 | .294 | .071 | .101 | .378 |
| X1Q5 | .198 | .358 | .248 | .138 | 1,000 | .527 | .251 | .220 | .172 | .412 | .340 | .178 | .053 | .183 | .158 |
| X1Q6 | .198 | .103 | .287 | .264 | .527 | 1,000 | .357 | .481 | .329 | .570 | .418 | .320 | .088 | .114 | .299 |
| X1Q7 | .097 | .243 | .384 | .366 | .251 | .357 | 1,000 | .839 | .668 | .178 | .719 | .525 | .184 | .251 | .599 |
| X1Q8 | .187 | .117 | .314 | .379 | .220 | .481 | .839 | 1,000 | .577 | .277 | .681 | .527 | .120 | .158 | .648 |
| X1Q9 | .053 | .117 | .178 | .238 | .172 | .329 | .668 | .577 | 1,000 | .204 | .487 | .330 | .297 | .148 | .404 |
| X1Q10 | .340 | .203 | .245 | .222 | .412 | .570 | .178 | .277 | .204 | 1,000 | .238 | .159 | .428 | .451 | .515 |
| X1Q11 | .035 | .144 | .235 | .309 | .340 | .418 | .719 | .681 | .487 | .238 | 1,000 | .491 | .024 | -.018 | .393 |
| X1Q12 | -.076 | .054 | .288 | .294 | .179 | .320 | .525 | .527 | .330 | .159 | .491 | 1,000 | .149 | -.021 | .340 |
| X1Q13 | .158 | .193 | .038 | .071 | .053 | .088 | .184 | .120 | .297 | .428 | .024 | .149 | 1,000 | .638 | .491 |
| X1Q14 | .119 | .189 | .102 | .101 | .183 | .114 | .251 | .158 | .148 | .451 | -.018 | -.021 | .638 | 1,000 | .553 |
| X1Q15 | .158 | .307 | .324 | .378 | .159 | .299 | .599 | .648 | .404 | .515 | .393 | .340 | .491 | .553 | 1,000 |

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 |
|-------|----------------------------------|--------------------------------------|--|------------------------------------|--|
| X1Q1 | 58.25 | 48,309 | .283 | .430 | .864 |
| X1Q2 | 58.23 | 48,652 | .364 | .443 | .860 |
| X1Q3 | 58.79 | 44,994 | .471 | .522 | .858 |
| X1Q4 | 58.62 | 46,084 | .478 | .447 | .855 |
| X1Q5 | 58.46 | 47,430 | .405 | .465 | .858 |
| X1Q6 | 58.62 | 44,437 | .528 | .567 | .853 |
| X1Q7 | 58.56 | 42,212 | .727 | .864 | .841 |
| X1Q8 | 58.73 | 40,789 | .710 | .837 | .841 |
| X1Q9 | 58.56 | 46,389 | .537 | .552 | .853 |
| X1Q10 | 58.60 | 45,736 | .548 | .644 | .852 |
| X1Q11 | 58.92 | 44,739 | .589 | .650 | .850 |
| X1Q12 | 58.31 | 47,551 | .456 | .448 | .857 |
| X1Q13 | 58.37 | 47,217 | .342 | .591 | .862 |
| X1Q14 | 58.31 | 47,354 | .368 | .654 | .860 |
| X1Q15 | 58.65 | 40,309 | .707 | .746 | .841 |

Scale: ALL VARIABLES**Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 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 |
|------------------|--|------------|
| .872 | .885 | 21 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|------|----------------|----|
| X2Q1 | 4.52 | .810 | 52 |
| X2Q2 | 4.38 | .599 | 52 |
| X2Q3 | 4.42 | .637 | 52 |
| X2Q4 | 4.23 | .731 | 52 |
| X2Q5 | 4.52 | .542 | 52 |
| X2Q6 | 3.56 | 1.274 | 52 |
| X2Q7 | 4.37 | .627 | 52 |
| X2Q8 | 4.13 | .715 | 52 |
| X2Q9 | 4.31 | .579 | 52 |
| X2Q10 | 3.56 | 1.018 | 52 |
| X2Q11 | 4.23 | .509 | 52 |
| X2Q12 | 4.21 | .605 | 52 |
| X2Q13 | 3.88 | .784 | 52 |
| X2Q14 | 3.69 | .781 | 52 |
| X2Q15 | 4.10 | .846 | 52 |
| X2Q16 | 4.37 | .658 | 52 |
| X2Q17 | 4.23 | .581 | 52 |
| X2Q18 | 4.06 | .574 | 52 |
| X2Q19 | 4.13 | .658 | 52 |
| X2Q20 | 4.58 | .723 | 52 |
| X2Q21 | 4.54 | .699 | 52 |

Inter-Item Correlation Matrix

| | X2Q1 | X2Q2 | X2Q3 | X2Q4 | X2Q5 | X2Q6 | X2Q7 | X2Q8 | X2Q9 | X2Q10 | X2Q11 | X2Q12 | X2Q13 | X2Q14 | X2Q15 | X2Q16 | X2Q17 | X2Q18 | X2Q19 | X2Q20 | X2Q21 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| X2Q1 | 1.000 | .569 | .835 | -.010 | .295 | .278 | .822 | .378 | .427 | -.002 | .175 | .334 | .210 | .613 | -.175 | .348 | .264 | .305 | .154 | .419 | .365 |
| X2Q2 | .569 | 1.000 | .563 | .186 | .219 | .124 | .806 | .380 | .813 | -.068 | .029 | .258 | .065 | -.077 | .080 | .134 | .078 | .219 | .166 | .021 | .151 |
| X2Q3 | .835 | .563 | 1.000 | .165 | .317 | .288 | .391 | .475 | .385 | -.089 | .098 | .323 | .180 | -.648 | .832 | .139 | .102 | .254 | .283 | .228 | .227 |
| X2Q4 | -.010 | .186 | .165 | 1.000 | .839 | .154 | .283 | .315 | .153 | -.124 | .055 | .154 | .219 | -.045 | .407 | .311 | .149 | .285 | .546 | .337 | .443 |
| X2Q5 | .295 | .219 | .317 | .839 | 1.000 | .254 | .827 | .272 | .293 | .105 | .339 | .197 | .467 | .246 | .374 | .447 | .297 | .280 | .460 | .471 | .641 |
| X2Q6 | .278 | .124 | .288 | .154 | .254 | 1.000 | .363 | .131 | .162 | .380 | .251 | .278 | .458 | .284 | .222 | .197 | .378 | .668 | .330 | .252 | .251 |
| X2Q7 | .822 | .806 | .391 | .283 | .827 | .363 | 1.000 | .832 | .803 | .188 | .467 | .308 | .407 | .184 | .164 | .288 | .356 | .212 | .308 | .477 | .528 |
| X2Q8 | .378 | .380 | .475 | .315 | .272 | .131 | .832 | 1.000 | .372 | -.078 | .128 | .288 | .203 | .041 | .367 | .090 | .301 | .124 | .336 | .284 | .523 |
| X2Q9 | .427 | .813 | .385 | .153 | .293 | .162 | .803 | .372 | 1.000 | .288 | .220 | .314 | .339 | .287 | .219 | .163 | .251 | .123 | .250 | .130 | .281 |
| X2Q10 | -.002 | -.068 | -.068 | -.124 | .105 | .380 | .188 | -.078 | .288 | 1.000 | .314 | .250 | .478 | .418 | .187 | .100 | .375 | .146 | .148 | -.019 | -.817 |
| X2Q11 | .175 | .029 | .068 | .068 | .339 | .251 | .467 | .128 | .220 | .314 | 1.000 | .220 | .383 | .281 | .084 | .387 | .413 | .088 | .081 | .377 | .390 |
| X2Q12 | .334 | .258 | .323 | .154 | .197 | .378 | .308 | .290 | .314 | .250 | .220 | 1.000 | .301 | .016 | .498 | .344 | .472 | .358 | .370 | .119 | .143 |
| X2Q13 | .210 | .065 | .100 | .219 | .467 | .458 | .407 | .283 | .339 | .478 | .383 | .301 | 1.000 | .582 | .342 | .350 | .533 | .188 | .449 | .386 | .388 |
| X2Q14 | .613 | -.077 | -.049 | -.045 | .246 | .294 | .184 | .841 | .287 | .418 | .281 | .018 | .582 | 1.000 | .135 | .223 | .203 | -.047 | .044 | .182 | .202 |
| X2Q15 | -.175 | .080 | .032 | .407 | .274 | .222 | .154 | .387 | .219 | .187 | .084 | .488 | .342 | .135 | 1.000 | .808 | .233 | .150 | .470 | .068 | .110 |
| X2Q16 | .348 | .134 | .138 | .311 | .447 | .197 | .288 | .080 | .163 | .100 | .387 | .344 | .380 | .223 | .008 | 1.000 | .545 | .514 | .156 | .414 | .417 |
| X2Q17 | .264 | .078 | .102 | .149 | .297 | .379 | .366 | .391 | .281 | .375 | .413 | .472 | .833 | .203 | .233 | .545 | 1.000 | .429 | .481 | .377 | .318 |
| X2Q18 | .305 | .219 | .254 | .288 | .280 | .088 | .212 | .124 | .123 | .145 | .088 | .368 | .188 | -.047 | .150 | .514 | .429 | 1.000 | .342 | .343 | .283 |
| X2Q19 | .154 | .166 | .283 | .546 | .490 | .330 | .308 | .338 | .250 | .149 | .081 | .370 | .449 | .044 | .470 | .158 | .481 | .342 | 1.000 | .452 | .438 |
| X2Q20 | .419 | .021 | .228 | .337 | .471 | .282 | .477 | .284 | .130 | -.019 | .377 | .118 | .388 | .182 | .088 | .414 | .377 | .343 | .452 | 1.000 | .888 |
| X2Q21 | .365 | .151 | .227 | .443 | .641 | .281 | .828 | .323 | .281 | -.017 | .380 | .143 | .388 | .202 | .110 | .417 | .316 | .283 | .438 | .888 | 1.000 |

Inter-Item Correlation Matrix

| | YQ1 | YQ2 | YQ3 | YQ4 | YQ5 | YQ6 | YQ7 | YQ8 | YQ9 | YQ10 | YQ11 | YQ12 | YQ13 | YQ14 | YQ15 | YQ16 | YQ17 | YQ18 | YQ19 | YQ20 | YQ21 | YQ22 | YQ23 | YQ24 |
|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| YQ1 | 1.000 | .385 | .422 | .178 | .397 | .500 | .347 | .297 | .362 | .521 | .499 | .389 | .169 | .283 | .287 | .270 | .439 | .336 | .237 | .322 | .390 | .330 | .077 | .282 |
| YQ2 | .385 | 1.000 | .625 | .284 | .030 | .204 | .472 | .253 | .404 | .218 | .109 | .108 | .354 | .300 | .372 | -.076 | .061 | .175 | .515 | .500 | .399 | .158 | -.098 | .062 |
| YQ3 | .422 | .525 | 1.000 | .218 | .153 | .366 | .272 | .368 | .416 | .217 | .312 | .142 | .290 | .297 | .552 | .090 | .233 | .186 | .818 | .483 | .449 | .219 | .055 | .119 |
| YQ4 | .178 | .234 | .218 | 1.000 | .557 | .490 | .253 | .047 | .329 | .394 | .397 | .324 | .214 | .220 | .197 | .329 | .380 | .251 | .380 | .507 | .418 | .263 | .187 | .423 |
| YQ5 | .397 | .030 | .153 | .557 | 1.000 | .806 | .211 | -.004 | .244 | .652 | .067 | .800 | .014 | -.026 | .318 | .490 | .583 | .572 | .050 | .271 | .283 | .431 | .408 | .891 |
| YQ6 | .500 | .204 | .366 | .490 | .806 | 1.000 | .379 | .073 | .323 | .614 | .659 | .621 | .166 | .050 | .369 | .510 | .720 | .501 | .089 | .281 | .249 | .834 | .379 | .839 |
| YQ7 | .347 | .472 | .272 | .253 | .211 | .379 | 1.000 | .522 | .528 | .266 | .199 | .342 | .236 | .180 | .221 | .169 | .287 | .257 | .277 | .236 | .147 | .197 | -.023 | .171 |
| YQ8 | .297 | .253 | .368 | .047 | -.004 | .073 | .522 | 1.000 | .785 | .205 | .149 | .287 | .448 | .275 | .418 | .021 | .321 | .184 | .509 | .408 | .330 | .219 | -.074 | -.091 |
| YQ9 | .362 | .404 | .416 | .329 | .244 | .323 | .528 | .785 | 1.000 | .329 | .231 | .313 | .507 | .332 | .451 | .139 | .490 | .399 | .556 | .808 | .457 | .346 | .181 | .172 |
| YQ10 | .521 | .218 | .217 | .394 | .652 | .614 | .299 | .205 | .329 | 1.000 | .771 | .636 | .289 | -.016 | .353 | .442 | .630 | .642 | .020 | .199 | .246 | .464 | .315 | .683 |
| YQ11 | .499 | .109 | .312 | .397 | .067 | .659 | .199 | .149 | .231 | .771 | 1.000 | .664 | .209 | .062 | .276 | .462 | .588 | .587 | .026 | .215 | .333 | .483 | .208 | .614 |
| YQ12 | .389 | .108 | .142 | .324 | .800 | .621 | .242 | .267 | .313 | .636 | .664 | 1.000 | .240 | .102 | .233 | .568 | .694 | .867 | .076 | .249 | .329 | .751 | .245 | .481 |
| YQ13 | .169 | .354 | .290 | .214 | .014 | .165 | .229 | .449 | .507 | .289 | .209 | .240 | 1.000 | .239 | .419 | .167 | .355 | .225 | .382 | .429 | .419 | .430 | .109 | .119 |
| YQ14 | .283 | .300 | .297 | .220 | -.025 | .050 | .180 | .275 | .332 | -.016 | .052 | .102 | .239 | 1.000 | .251 | .071 | .062 | .067 | .350 | .338 | .372 | .363 | .038 | .155 |
| YQ15 | .287 | .372 | .552 | .197 | .318 | .399 | .221 | .419 | .451 | .353 | .379 | .233 | .419 | .251 | 1.000 | .302 | .468 | .588 | .449 | .429 | .409 | .398 | .083 | .209 |
| YQ16 | .270 | -.076 | .099 | .329 | .460 | .510 | .169 | .021 | .139 | .442 | .462 | .556 | .167 | .073 | .302 | 1.000 | .885 | .557 | -.124 | .019 | .062 | .622 | .199 | .593 |
| YQ17 | .439 | .061 | .233 | .350 | .663 | .720 | .287 | .321 | .400 | .630 | .588 | .594 | .355 | .082 | .489 | .664 | 1.000 | .636 | .049 | .226 | .334 | .614 | .315 | .641 |
| YQ18 | .336 | .175 | .189 | .251 | .572 | .501 | .267 | .184 | .299 | .642 | .587 | .667 | .225 | .087 | .399 | .552 | .635 | 1.000 | .061 | .171 | .260 | .656 | .226 | .694 |
| YQ19 | .237 | .515 | .818 | .390 | .050 | .089 | .277 | .509 | .655 | .020 | .028 | .078 | .382 | .350 | .449 | -.124 | .049 | .061 | 1.000 | .835 | .695 | .104 | -.109 | -.169 |
| YQ20 | .322 | .500 | .483 | .507 | .271 | .281 | .235 | .408 | .509 | .199 | .216 | .249 | .429 | .338 | .429 | .019 | .226 | .171 | .836 | 1.000 | .886 | .283 | -.017 | .078 |
| YQ21 | .390 | .399 | .449 | .419 | .283 | .249 | .147 | .330 | .457 | .346 | .333 | .329 | .419 | .372 | .409 | .062 | .334 | .298 | .695 | .859 | 1.000 | .442 | .015 | .175 |
| YQ22 | .330 | .155 | .219 | .283 | .451 | .534 | .197 | .219 | .349 | .484 | .483 | .751 | .430 | .393 | .398 | .522 | .614 | .665 | .104 | .283 | .442 | 1.000 | .291 | .549 |
| YQ23 | .077 | -.098 | .059 | .187 | .409 | .379 | -.023 | -.074 | .181 | .315 | .299 | .245 | .109 | .036 | .083 | .189 | .315 | .226 | -.109 | -.017 | .015 | .291 | 1.000 | .413 |
| YQ24 | .282 | .082 | .119 | .423 | .061 | .899 | .171 | -.091 | .172 | .683 | .614 | .481 | .119 | .156 | .209 | .583 | .641 | .064 | -.189 | .076 | .175 | .549 | .413 | 1.000 |

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 |
|------|-------------------------------|--------------------------------------|--|------------------------------------|--|
| YQ1 | 101.65 | 75,603 | .554 | | .910 |
| YQ2 | 101.75 | 76,623 | .397 | | .912 |
| YQ3 | 102.13 | 74,393 | .502 | | .910 |
| YQ4 | 101.90 | 73,147 | .535 | | .910 |
| YQ5 | 101.75 | 72,426 | .627 | | .908 |
| YQ6 | 101.81 | 72,198 | .708 | | .906 |
| YQ7 | 101.62 | 76,751 | .428 | | .912 |
| YQ8 | 101.83 | 75,558 | .413 | | .912 |
| YQ9 | 101.94 | 72,997 | .638 | | .908 |
| YQ10 | 101.69 | 72,100 | .668 | | .907 |
| YQ11 | 101.62 | 74,594 | .647 | | .908 |
| YQ12 | 101.85 | 73,937 | .652 | | .908 |
| YQ13 | 102.33 | 73,087 | .462 | | .912 |
| YQ14 | 102.42 | 75,974 | .310 | | .915 |
| YQ15 | 101.87 | 74,629 | .575 | | .909 |
| YQ16 | 101.85 | 73,427 | .470 | | .912 |
| YQ17 | 101.83 | 71,205 | .729 | | .906 |
| YQ18 | 101.75 | 73,799 | .633 | | .908 |
| YQ19 | 102.10 | 74,716 | .414 | | .912 |
| YQ20 | 102.10 | 73,500 | .570 | | .909 |
| YQ21 | 102.06 | 73,781 | .593 | | .909 |
| YQ22 | 101.96 | 73,881 | .675 | | .908 |
| YQ23 | 102.31 | 75,551 | .258 | | .918 |
| YQ24 | 101.87 | 72,942 | .575 | | .909 |

Correlations

| | | Kepemimpinan direktif | Kepemimpinan supportif | Kepemimpinan Partisipatif | Kepemimpinan Achievement oriented | Kompetensi Kepribadian |
|---|--|--------------------------|---------------------------|------------------------------|---|---------------------------|
| Kepemimpinan direktif | Pearson Correlation Sig. (2- tailed) N | 1 52 | .443** .001 52 | .367** .007 52 | .305 .028 52 | .222 .114 52 |
| Kepemimpinan supportif | Pearson Correlation Sig. (2- tailed) N | .443** .001 52 | 1 52 | .825** .000 52 | .417** .002 52 | .308 .026 52 |
| Kepemimpinan Partisipatif | Pearson Correlation Sig. (2- tailed) N | .367** .007 52 | .825** .000 52 | 1 52 | .475** .000 52 | .428 .002 52 |
| Kepemimpinan Achievement oriented | Pearson Correlation Sig. (2- tailed) N | .305 .028 52 | .417** .002 52 | .475** .000 52 | 1 52 | .418 .002 52 |
| Kompetensi Kepribadian | Pearson Correlation Sig. (2- tailed) N | .222 .114 52 | .308 .026 52 | .428 .002 52 | .418 .002 52 | 1 52 |

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

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

Correlations

| | | Kepemimpinan direktif | Kepemimpinan supportif | Kepemimpinan Partisipatif | Kepemimpinan Achievement oriented | Kompetensi Sosial |
|---|--|--------------------------|---------------------------|------------------------------|---|----------------------|
| Kepemimpinan direktif | Pearson Correlation Sig. (2- tailed) N | 1 52 | .443** .001 52 | .367** .007 52 | .305 .028 52 | .149 .290 52 |
| Kepemimpinan supportif | Pearson Correlation Sig. (2- tailed) N | .443** .001 52 | 1 52 | .825** .000 52 | .417** .002 52 | .410** .003 52 |
| Kepemimpinan Partisipatif | Pearson Correlation Sig. (2- tailed) N | .367** .007 52 | .825** .000 52 | 1 52 | .475** .000 52 | .488** .000 52 |
| Kepemimpinan Achievement oriented | Pearson Correlation Sig. (2- tailed) N | .305 .028 52 | .417** .002 52 | .475** .000 52 | 1 52 | .577** .000 52 |
| Kompetensi Sosial | Pearson Correlation Sig. (2- tailed) N | .149 .290 52 | .410** .003 52 | .488** .000 52 | .577** .000 52 | 1 52 |

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

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

Correlations

| | | Kepemimpinan direktif | Kepemimpinan supportif | Kepemimpinan Partisipatif | Kepemimpinan Achievement oriented | Kompetensi Profesional |
|---|------------------------|--------------------------|---------------------------|------------------------------|---|---------------------------|
| Kepemimpinan direktif | Pearson Correlation | 1 | .443** | .367* | .305* | .174 |
| | Sig. (2-tailed) | | .001 | .007 | .028 | .217 |
| | N | 52 | 52 | 52 | 52 | 52 |
| Kepemimpinan supportif | Pearson Correlation | .443** | 1 | .825** | .417** | .429** |
| | Sig. (2-tailed) | .001 | | .000 | .002 | .001 |
| | N | 52 | 52 | 52 | 52 | 52 |
| Kepemimpinan Partisipatif | Pearson Correlation | .367* | .825** | 1 | .475** | .396** |
| | Sig. (2-tailed) | .007 | .000 | | .000 | .004 |
| | N | 52 | 52 | 52 | 52 | 52 |
| Kepemimpinan Achievement oriented | Pearson Correlation | .305* | .417** | .475** | 1 | .278* |
| | Sig. (2-tailed) | .028 | .002 | .000 | | .046 |
| | N | 52 | 52 | 52 | 52 | 52 |
| Kompetensi Profesional | Pearson Correlation | .174 | .429** | .396** | .278* | 1 |
| | Sig. (2-tailed) | .217 | .001 | .004 | .046 | |
| | N | 52 | 52 | 52 | 52 | 52 |

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

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

Correlations

| | | Need of achievement (kebutuhan untuk berprestasi) | Need of affiliation (kebutuhan untuk memperluas pergaulan) | Need of power (kebutuhan untuk menguasai sesuatu). | Kompetensi Pedagogik |
|---|------------------------|---|---|--|-------------------------|
| Need of achievement (kebutuhan untuk berprestasi) | Pearson Correlation | 1 | .434** | .591** | .570** |
| | Sig. (2-tailed) | | .001 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 |
| Need of affiliation (kebutuhan untuk memperluas pergaulan) | Pearson Correlation | .434** | 1 | .458** | .248* |
| | Sig. (2-tailed) | .001 | | .001 | .077 |
| | N | 52 | 52 | 52 | 52 |
| Need of power (kebutuhan untuk menguasai sesuatu). | Pearson Correlation | .591** | .458** | 1 | .491** |
| | Sig. (2-tailed) | .000 | .001 | | .000 |
| | N | 52 | 52 | 52 | 52 |
| Kompetensi Pedagogik | Pearson Correlation | .570** | .248* | .491** | 1 |
| | Sig. (2-tailed) | .000 | .077 | .000 | |
| | N | 52 | 52 | 52 | 52 |

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

Correlations

| | | Need of achievement (kebutuhan untuk berprestasi) | Need of affiliation (kebutuhan untuk memperluas pergaulan) | Need of power (kebutuhan untuk menguasai sesuatu). | Kompetensi Kepribadian |
|---|---------------------|--|---|---|------------------------|
| Need of achievement (kebutuhan untuk berprestasi) | Pearson Correlation | 1 | .434** | .591** | .528** |
| | Sig. (2-tailed) | | .001 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 |
| Need of affiliation (kebutuhan untuk memperluas pergaulan) | Pearson Correlation | .434** | 1 | .458** | .198 |
| | Sig. (2-tailed) | .001 | | .001 | .160 |
| | N | 52 | 52 | 52 | 52 |
| Need of power (kebutuhan untuk menguasai sesuatu). | Pearson Correlation | .591** | .458** | 1 | .401** |
| | Sig. (2-tailed) | .000 | .001 | | .003 |
| | N | 52 | 52 | 52 | 52 |
| Kompetensi Kepribadian | Pearson Correlation | .528** | .198 | .401** | 1 |
| | Sig. (2-tailed) | .000 | .160 | .003 | |
| | N | 52 | 52 | 52 | 52 |

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

Correlations

| | | Need of achievement (kebutuhan untuk berprestasi) | Need of affiliation (kebutuhan untuk memperluas pergaulan) | Need of power (kebutuhan untuk menguasai sesuatu). | Kompetensi Sosial |
|---|---------------------|--|---|---|-------------------|
| Need of achievement (kebutuhan untuk berprestasi) | Pearson Correlation | 1 | .434** | .591** | .545** |
| | Sig. (2-tailed) | | .001 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 |
| Need of affiliation (kebutuhan untuk memperluas pergaulan) | Pearson Correlation | .434** | 1 | .458** | .385** |
| | Sig. (2-tailed) | .001 | | .001 | .005 |
| | N | 52 | 52 | 52 | 52 |
| Need of power (kebutuhan untuk menguasai sesuatu). | Pearson Correlation | .591** | .458** | 1 | .389** |
| | Sig. (2-tailed) | .000 | .001 | | .004 |
| | N | 52 | 52 | 52 | 52 |
| Kompetensi Sosial | Pearson Correlation | .545** | .385** | .389** | 1 |
| | Sig. (2-tailed) | .000 | .005 | .004 | |
| | N | 52 | 52 | 52 | 52 |

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

Correlations

| | | Need of achievement (kebutuhan untuk berprestasi) | Need of affiliation (kebutuhan untuk memperluas pergaulan) | Need of power (kebutuhan untuk menguasai sesuatu). | Kompetensi Profesional |
|--|------------------------|--|--|--|---------------------------|
| Need of achievement (kebutuhan untuk berprestasi) | Pearson Correlation | 1 | .434** | .591** | .482** |
| | Sig. (2-tailed) | | .001 | .000 | .000 |
| | N | 52 | 52 | 52 | 52 |
| Need of affiliation (kebutuhan untuk memperluas pergaulan) | Pearson Correlation | .434** | 1 | .458** | .309* |
| | Sig. (2-tailed) | .001 | | .001 | .026 |
| | N | 52 | 52 | 52 | 52 |
| Need of power (kebutuhan untuk menguasai sesuatu). | Pearson Correlation | .591** | .458** | 1 | .395** |
| | Sig. (2-tailed) | .000 | .001 | | .004 |
| | N | 52 | 52 | 52 | 52 |
| Kompetensi Profesional | Pearson Correlation | .482** | .309* | .395** | 1 |
| | Sig. (2-tailed) | .000 | .026 | .004 | |
| | N | 52 | 52 | 52 | 52 |

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

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

Correlations

| | | Gaya Kepemimpinan | Kinerja guru |
|----------------------|------------------------|----------------------|--------------|
| Gaya Kepemimpinan | Pearson Correlation | 1 | .546** |
| | Sig. (2-tailed) | | .000 |
| | N | 52 | 52 |
| Kinerja guru | Pearson Correlation | .546** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 52 | 52 |

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

Correlations

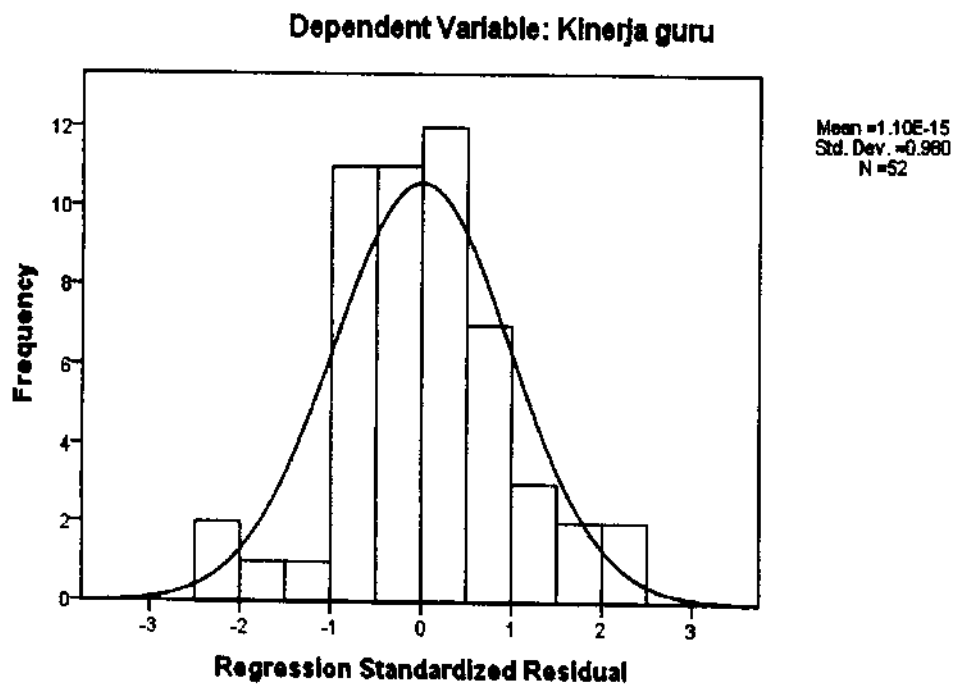
| | | Motivasi guru | Kinerja guru |
|---------------|------------------------|---------------|--------------|
| Motivasi guru | Pearson Correlation | 1 | .594** |
| | Sig. (2-tailed) | | .000 |
| | N | 52 | 52 |
| Kinerja guru | Pearson Correlation | .594** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 52 | 52 |

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

Hasil Uji Asumsi Klasik

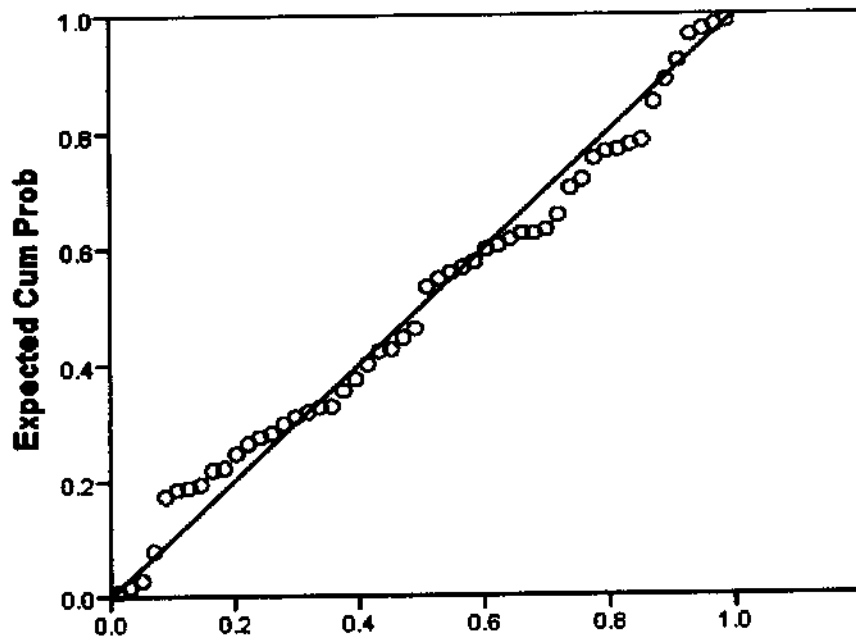
Charts

Histogram



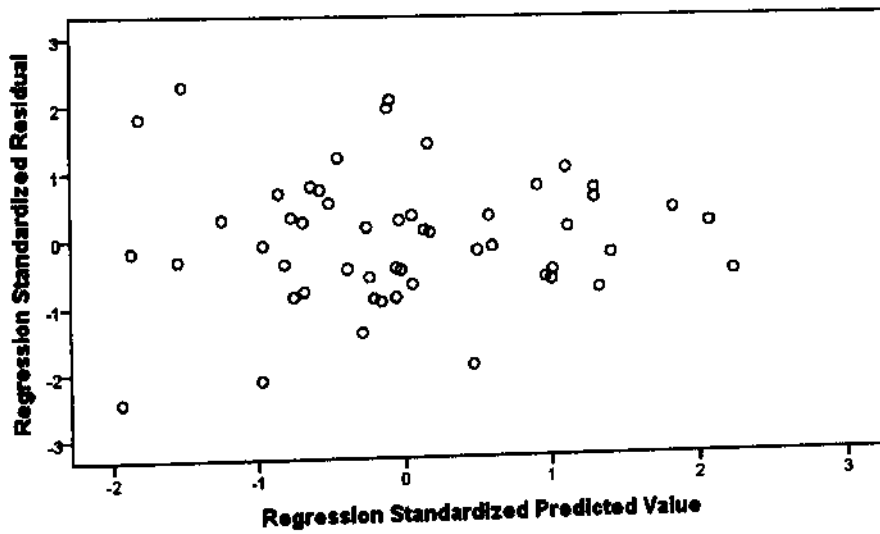
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja guru



Scatterplot

Dependent Variable: Kinerja guru



Variables Entered/Removed

| Model | Variables Entered | Variables Removed | Method |
|-------|----------------------------------|-------------------|--------|
| 1 | Motivasi guru, Gaya Kepemimpinan | | Enter |

a. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .662 ^a | .439 | .418 | 6,849 | 1,767 |

a. Predictors: (Constant), Motivasi Guru, Gaya Kepemimpinan

b. Dependent Variable: Kinerja guru

ANOVA^b

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 1,797,178 | 2 | 898,589 | 19,156 | .000 ^a |
| Residual | 2,298,592 | 49 | 46,910 | | |
| Total | 4,095,769 | 51 | | | |

a. Predictors: (Constant), Motivasi Guru, Gaya Kepemimpinan

b. Dependent Variable: Kinerja guru

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 37,924 | 11,173 | | 3,394 | .001 | | |
| Gaya Kepemimpinan | .418 | .153 | .336 | 2,735 | .009 | .761 | 1,315 |
| Motivasi guru | .479 | .137 | .430 | 3,505 | .001 | .761 | 1,315 |

a. Dependent Variable: Kinerja guru

Regression

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1 | Gaya Kepemimpinan | | Enter |

a. All requested variables entered.

b. Dependent Variable: Kinerja guru

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .546 ^a | .298 | .284 | 7,583 |

a. Predictors: (Constant), Gaya Kepemimpinan

ANOVA^b

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 1,220,905 | 1 | 1,220,905 | 21,234 | .000 ^a |
| Residual | 2,874,865 | 50 | 57,497 | | |
| Total | 4,095,769 | 51 | | | |

a. Predictors: (Constant), Gaya Kepemimpinan

b. Dependent Variable: Kinerja guru

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 63,872 | 9,320 | | 6,832 | .000 |
| Gaya Kepemimpinan | .680 | .148 | .546 | 4,608 | .000 |

a. Dependent Variable: Kinerja guru

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1 | Motivasi guru | | Enter |

a. All requested variables entered.

b. Dependent Variable: Kinerja guru

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .594 ^a | .353 | .340 | 7,279 |

a. Predictors: (Constant), Motivasi Guru

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 1,446,276 | 1 | 1,446,276 | 27,293 | .000 ^a |
| | Residual | 2,649,493 | 50 | 52,990 | | |
| | Total | 4,095,769 | 51 | | | |

a. Predictors: (Constant), Motivasi Guru

b. Dependent Variable: Kinerja guru

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|---------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 48,049 | 11,204 | | 4,288 | .000 |
| | Motivasi guru | .662 | .127 | .594 | 5,224 | .000 |

a. Dependent Variable: Kinerja guru

Regression Linier Berganda

Variables Entered/Removed

| Model | Variables Entered | Variables Removed | Method |
|-------|----------------------------------|-------------------|--------|
| 1 | Motivasi guru, Gaya Kepemimpinan | | Enter |

a. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .682 ^a | .439 | .416 | 6,849 |

a. Predictors: (Constant), Motivasi guru, Gaya Kepemimpinan

ANOVA^b

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 1,797,178 | 2 | 898,589 | 19,156 | .000 ^a |
| Residual | 2,298,592 | 49 | 46,910 | | |
| Total | 4,095,769 | 51 | | | |

a. Predictors: (Constant), Motivasi guru, Gaya Kepemimpinan

b. Dependent Variable: Kinerja guru

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 37,924 | 11,173 | | 3,394 | .001 |
| Gaya Kepemimpinan | .418 | .153 | .336 | 2,735 | .009 |
| Motivasi Guru | .479 | .137 | .430 | 3,505 | .001 |

a. Dependent Variable: Kinerja guru

Variables Entered/Removed

| Model | Variables Entered | Variables Removed | Method |
|-------|----------------------------------|-------------------|--------|
| 1 | Motivasi guru, Gaya Kepemimpinan | | Enter |

a. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .662 ^a | .439 | .416 | 6,849 | 1,767 |

a. Predictors: (Constant), Motivasi Guru, Gaya Kepemimpinan

b. Dependent Variable: Kinerja guru

ANOVA^b

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 1,797,178 | 2 | 898,589 | 19,156 | .000 ^a |
| Residual | 2,298,592 | 49 | 46,910 | | |
| Total | 4,095,769 | 51 | | | |

a. Predictors: (Constant), Motivasi Guru, Gaya Kepemimpinan

b. Dependent Variable: Kinerja guru

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | 37,924 | 11,173 | | 3,394 | .001 | | |
| Gaya Kepemimpinan | .418 | .153 | .336 | 2,735 | .009 | .761 | 1,315 |
| Motivasi guru | .479 | .137 | .430 | 3,505 | .001 | .761 | 1,315 |

a. Dependent Variable: Kinerja guru

**Lampiran 7. Data Tenaga Pendidik SMA Negeri 84 Jakarta
Tahun 2013-2014**

| NO | NAMA | PANGKAT/ GOL RUANG | STATUS | MATA PELAJARAN |
|----|-----------------------------|-----------------------|--------|-------------------------|
| 1 | Drs. Puji Raharjo MM | Pembina - IV/A | PNS | Sosiologi |
| 2 | Dra.Hj. Emmy Yulianingsih | Pembina Tk I- IV/B | PNS | Kimia |
| 3 | Dra. Romaulina Sitopu,MM | Pembina - IV/A | PNS | Sosiologi |
| 4 | Dra. Sunarti Aisyah,MM | Pembina - IV/A | PNS | Bahasa Jerman |
| 5 | Yulita Isa, S.Pd | Pembina - IV/A | PNS | Bimbingan Konseling |
| 6 | Dra. Rahmiati Puloo | Pembina - IV/A | PNS | Bimbingan Konseling |
| 7 | Dra. Hj. Yuniarti MM | Pembina - IV/A | PNS | Bimbingan Konseling |
| 8 | Drs. Lida Nalida | Pembina - IV/A | PNS | Bahasa Indonesia |
| 9 | Drs. LM Mujur | Pembina - IV/A | PNS | PPKn |
| 10 | Mansyur R. S.Pd,MM | Pembina - IV/A | PNS | Sosiologi |
| 11 | Suwarno, S.Pd. M.Pd | Pembina - IV/A | PNS | Biologi |
| 12 | Drs. Bina Sebayang | Pembina - IV/A | PNS | Pendidikan Kristen P |
| 13 | Dra. Yusnidah | Pembina - IV/A | PNS | Bimbingan Konseling |
| 14 | Dra. Andi Maryam | Pembina - IV/A | PNS | Bahasa Indonesia |
| 15 | Dra. Syarifah | Pembina - IV/A | PNS | Bahasa Indonesia |
| 16 | Drs. Syafri Erizon M.Si | Pembina - IV/A | PNS | Fisika |
| 17 | Dra. Sri Sulasmi | Pembina - IV/A | PNS | Ekonomi |
| 18 | Drs. Sri Satata, MM | Pembina - IV/A | PNS | Bahasa Indonesia |
| 19 | Sarma Tampubolon S.Pd.MM | Pembina - IV/A | PNS | Ekonomi |
| 20 | Dra. Mala Suyanti | Pembina - IV/A | PNS | Antropologi |
| 21 | Dra. Siti Nursaiyah | Pembina - IV/A | PNS | PPKn |
| 22 | Drs. Saeful M | Pembina - IV/A | PNS | Pendidikan Agama |
| 23 | Beltri Sinuhaji. S.Pd | Pembina - IV/A | PNS | Kesenian |

| NO | NAMA | PANGKAT/ GOL RUANG | STATUS | MATA PELAJARAN |
|----|----------------------------------|-----------------------------|---------|------------------------|
| 24 | Hj. Evi Suryani S.Pd | Pembina - IV/A | PNS | Biologi |
| 25 | Acep Kushendar S.Pd | Pembina - IV/A | PNS | Sejarah |
| 26 | Muchson, S.Pd | Pembina - IV/A | PNS | Ekonomi |
| 27 | Hj. Siti Syamsiyah, S.Pd | Pembina - IV/A | PNS | Kimia |
| 28 | Sosro Kartono S.Pd, MM | Pembina - IV/A | PNS | Matematika |
| 29 | Singgih Bagus Tribowo.S.Si | Pembina - IV/A | PNS | Fisika |
| 30 | Hj. Zulhelma,S.Pd, MM | Pembina - IV/A | PNS | Bahasa Inggris |
| 31 | Arif Trihatmanto S,Pd, M.S.E. | Pembina - IV/A | PNS | Ekonomi |
| 32 | Robeka Sihombing, S.Pd | Pembina - IV/A | PNS | Matematika |
| 33 | Dadang Supriyatna, S.Pd | Pembina - IV/A | PNS | Penjaskes |
| 34 | Suparno SPd MM | Penata Muda - III/A | PNS | Bimbingan Konseling |
| 35 | Hj. Fatmawati Saud | Penata Tk.I- III/D | PNS | Bahasa Inggris |
| 36 | Masari S.Pd.MM | Penata Muda - III/A | PNS | Bahasa Inggris |
| 37 | Fifi Herawati S.Pd, MM | Penata Muda -III/A | PNS | Bahasa Indonesia |
| 38 | Indrasti S.Pd | Petata Muda Tk.I - III/B | PNS | Kimia |
| 39 | Thison Hendri S.Pd,MM | Penata Muda Tk. I- III/B | PNS | Bahasa Inggris |
| 40 | Dra. Kusumadjati P | Penata Muda - III/A | PNS | Matematika |
| 41 | Muji Rahayu S.Pd | Penata Muda - III/A | PNS | Bahasa Inggris |
| 42 | Imas Masnah, S.Pd | Pembina - IV/A | PNS | Kesenian |
| 43 | Dra. Hj. Tuti Alibrata, MM | Pembina - IV/A | PNS | PPKn |
| 44 | Puspita Mardayanti S.Pd | | HONORER | Geografi |
| 45 | Gabriel Dola, S.Pd | | HONORER | Pendidikan Katolik |
| 46 | Syafrida, S.Pd, MM | | HONORER | Matematika |
| 47 | Panijan | | HONORER | Fisika |
| 48 | Suhardi, S.Pd | | HONORER | Sejarah |

| NO | NAMA | PANGKAT/ GOL RUANG | STATUS | MATA PELAJARAN |
|-----------|----------------------------|-------------------------------|---------------|---------------------------|
| 49 | Tri Suryo wardiyanti.S.Kom | | HONORER | Komputer |
| 50 | Alfin Hasibuan, S.Pd | | HONORER | Penjaskes |
| 51 | Saruji, S.Ag | | HONORER | Agama Islam |
| 52 | Nani Cahya Khairani S.Pd | | HONORER | Bhs. Jerman |
| 53 | Ningrum Indah S., S.Pd. | | HONORER | Bhs. Jepang |

**Lampiran 8. Data Tenaga Kependidikan/TU
SMA Negeri 84 Jakarta**

| NO | NAMA | PANGKAT/GOL.RUANG | STATUS | TUGAS |
|----|----------------------------|----------------------------|--------|---------------------|
| 1 | Endang Kamaludin, S.Pd | Penata Tk I / III/c | PNS | Kepegawaian |
| 2 | Asmiatun | Penata Muda Tk.I/ III/b | PNS | Perpustakaan |
| 4 | Agus Sucipto | Penata Muda Tk I III/b | PNS | Pengadaan Barang |
| 5 | Heddy Siahaan | Penata Muda Tk I III/b | PNS | Bendahara |
| 6 | Sukardi | Penata Muda III/a | PNS | Kesiswaan |
| 7 | Kuswanto | Pengatur / II/d | PNS | Kepegawaian |
| 8 | Mulyono | | Honor | Adm. Kesiswaan |
| 9 | Mulyanto | | Honor | Adm. Kesiswaan |
| 10 | Raihanil Masri | | Honor | Persuratan |
| 11 | Suryadi, S.Kom | | Honor | Adm. Kepegawaian |
| 12 | Alinda Ambarsari, A.Md. | | Honor | Adm. Humas |
| 13 | Tri wahyuni, S.Kom | | Honor | Adm. Keuangan |
| 14 | Sugiharti | | Honor | Perpustakaan |
| 15 | Isnawan | | Honor | Adm. Humas |
| 16 | Suwarto | | Honor | Pengantar Surat |
| 17 | Wasis | | Honor | Adm. Lab. |

