

KUESIONER PENELITIAN

Bapak/Ibu guru yang terhormat !

Dalam rangka penulisan Thesis yang berjudul “Pengaruh Kompetensi dan Motivasi Kerja Guru terhadap Kinerja Guru PNS di Sanggar 07 Jakarta Barat”; maka saya mohon dengan hormat kepada Bapak/Ibu guru untuk menjawab beberapa pertanyaan angket (Kuesioner) yang telah disediakan secara obyektif:

I. Identitas Responden

1. Jenis Kelamin :
 - a. Laki-laki
 - b. Perempuan

 2. Umur / Usia :
 - a. < 30 Tahun
 - b. 40 – 50 Tahun
 - c. >50 Tahun

 3. Pangkat / Golongan :
 - a. IIIa – IIIc
 - b. IVa – IVe
 - c. Honor

 4. Masa Kerja :
 - a. < 15 Tahun
 - b. 16 – 30 Tahun
 - d. > 30 Tahun

 5. Pendidikan Terakhir :

a. Sarjana Muda / D3	c. S1
b. S1	d. S3

 6. Nama :

 7. Tempat Mengajar : SMA Negeri Jakarta Barat

 8. Alamat Sekolah :
- * Coret yang tidak perlu

II. Petunjuk Pengisian

Bacalah setiap pernyataan dengan cermat, kemudian pilihlah jawaban yang sesuai dengan pendapat anda, dan berilah tanda silang (X) pada salah satu jawaban yang telah disediakan.

5	SL (Selalu)
4	SR (Sering)
3	KD (Kadang-Kadang)
2	HTP (Hampir Tidak Pernah)
1	Tidak Pernah (Tidak Pernah)

INSTRUMEN PENELITIAN

A. Kompetensi Guru (X₁)

No	Pernyataan	Alternative Jawaban				
		SL	SR	KD	HTP	TP
1.	Membuat strategi dan model pembelajaran dalam melaksanakan tugas mengajar.	5	4	3	2	1
2.	Ketika dalam melaksanakan proses pembelajaran saya membuat perangkat pembelajaran.	5	4	3	2	1
3.	Ketika melaksanakan pembelajaran di kelas saya menyajikan dengan jelas dan sistematis.	5	4	3	2	1
4.	Setelah memberi materi pelajaran, saya menyimpulkan pelajaran tersebut.	5	4	3	2	1
5.	Di dalam pembuatan soal saya memilih soal-soal berdasarkan tingkat kesulitannya.	5	4	3	2	1
6.	Setelah ulangan selesai saya mengolah dan menganalisis hasil ulangan siswa tersebut.	5	4	3	2	1
7.	Setelah proses pembelajaran selesai, saya menganalisis hasil evaluasi dan melaksanakan program tindak lanjut.	5	4	3	2	1
8.	Ketika memberikan materi pelajaran di kelas saya menguasai substansi materi pelajaran.	5	4	3	2	1
9.	Di dalam melaksanakan pelajaran, saya mengikuti perkembangan IPTEK	5	4	3	2	1
10.	Sebagai seorang guru, saya memahami visi dan misi sekolah.	5	4	3	2	1
11.	Sebagai guru saya memahami dan melaksanakan tujuan pendidikan nasional.	5	4	3	2	1
12.	Sebagai seorang guru saya wajib menjaga citra dan ode etik guru.	5	4	3	2	1
13.	Sebagai seorang guru saya dapat memposisikan diri sebagai guru dihadapan siswa.	5	4	3	2	1
14.	Sebagai seorang guru saya dapat berinteraksi secara formal dan informal dengan sesama guru dan kepala sekolah.	5	4	3	2	1
15.	Sebagai seorang guru, saya dapat berinteraksi dengan orangtua siswa, dan masyarakat sekitar.	5	4	3	2	1

B. Motivasi Kerja Guru (X₂)

No	Pernyataan	Alternative Jawaban				
		SL	SR	KD	HTP	TP
1.	Di dalam melaksanakan suatu pekerjaan, saya berinisiatif sendiri di ddalam melakukannya.	5	4	3	2	1
2.	Di dalam melakukan suatu pekerjaan, saya terdorong untuk mendapatkan umpan balik.	5	4	3	2	1
3.	Didalam melakukan suatu pekerjaan saya terdorong untuk bertanggung jawab terhadap hasil pekerjaan.	5	4	3	2	1
4.	Didalam melaksanakan tugas, saya terdorong untuk mencapai tujuan yang lebih baik dari yang sebelumnya.	5	4	3	2	1
5.	Didalam melaksanakan suatu pekerjaan, saya terdorong untuk menjadi yang terbaik dari orang lain.	5	4	3	2	1
6.	Didalam melakukan suatu pekerjaan, jika terdapat masalah-masalah ditempat pekerjaan saya terdorong aktif mencari solusi yang terbaik.	5	4	3	2	1
7.	Di lingkungan tempat bekerja saya terdorong untuk bersikap supel kepada orang lain.	5	4	3	2	1
8.	Di lingkungan tempat bekerja jika ada masalah yang belum terselesaikan saya terdorong untuk memberikan saran kepada pimpinan dengan etika yang santun.	5	4	3	2	1
9.	Di lingkungan tempat bekerja saya terdorong untuk bersikap empati kepada orang lain.	5	4	3	2	1

C. Kinerja Guru (Y)

No	Pernyataan	Alternative Jawaban				
		SL	SR	KD	HTP	TP
1.	Dalam merumuskan pembelajaran saya dapat menentukan pengorganisasian siswa agar terlibat secara aktif dalam proses pembelajaran.	5	4	3	2	1
2.	Didalam rencana pelaksanaan pembelajaran (RPP), saya dapat membuat alat penilaian (evaluasi) hasil belajar dengan baik.	5	4	3	2	1
3.	Didalam melaksanakan pembelajaran, saya menyampaikan materi pembelajaran (bahan ajar) kepada para siswa dengan baik.	5	4	3	2	1
4.	Didalam menyampaikan pelajaran saya menggunakan berbagai metode pembelajaran yang bervariasi	5	4	3	2	1
5.	Sebelum pembelajaran berakhir, saya bersama-sama dengan siswa menyimpulkan materi pelajaran yang telah disampaikan.	5	4	3	2	1
6.	Sebelum menutup pembelajaran saya memberikan tugas terstruktur dan tidak terstruktur kepada siswa untuk dikerjakan di luar jam pelajaran.	5	4	3	2	1
7.	Setiap satu pokok bahasan/satu kompetensi dasar selesai, saya melaksanakan ulangan harian kepada siswa.	5	4	3	2	1
8.	Setelah selesai ulangan harian saya mengevaluasi dan menganalisis hasil ulangan tersebut.	5	4	3	2	1
9.	Apabila di dalam ulangan harian tersebut, siswa belum tuntas terhadap satu kompetensi dasar, saya akan melaksanakan proses perbaikan nilai hasil belajar siswa	5	4	3	2	1
10.	Apabila dalam hasil ulangan harian tersebut siswa sudah tuntas terhadap kompetensi dasar, maka saya akan mengadakan proses pengayaan terhadap siswa yang telah teratasi.	5	4	3	2	1

Atas kerjasamanya, saya ucapkan terima kasih!

Lampiran 2

Frequency Table Identitas Responden

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	51	51.0	51.0	51.0
	Perempuan	49	49.0	49.0	100.0
	Total	100	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 30 tahun	4	4.0	4.0	4.0
	40 tahun - 50 tahun	63	63.0	63.0	67.0
	3.00	33	33.0	33.0	100.0
	Total	100	100.0	100.0	

Pangkat/Golongan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Golongan IIIa-IIIId	26	26.0	26.0	26.0
	Golongan IVa-IVe	71	71.0	71.0	97.0
	Honorer	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 15 tahun	23	23.0	23.0	23.0
	16 tahun - 30 tahun	73	73.0	73.0	96.0
	> 30 tahun	4	4.0	4.0	100.0
	Total	100	100.0	100.0	

Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sarjana Muda / D3	2	2.0	2.0	2.0
	S1	84	84.0	84.0	86.0
	S2	14	14.0	14.0	100.0
	Total	100	100.0	100.0	

Frequency Table Kompetensi Guru

X₁₁

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	6	6.0	6.0	6.0
	Sering	31	31.0	31.0	37.0
	Selalu	63	63.0	63.0	100.0
	Total	100	100.0	100.0	

X₁₂

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	4	4.0	4.0	4.0
	Sering	18	18.0	18.0	22.0
	Selalu	78	78.0	78.0	100.0
	Total	100	100.0	100.0	

X₁₃

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	1	1.0	1.0	1.0
	Sering	51	51.0	51.0	52.0
	Selalu	48	48.0	48.0	100.0
	Total	100	100.0	100.0	

X₁₄

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	8	8.0	8.0	8.0
	Sering	25	25.0	25.0	33.0
	Selalu	67	67.0	67.0	100.0
	Total	100	100.0	100.0	

X₁₅

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hampir Tidak Pernah	1	1.0	1.0	1.0
	Kadang-Kadang	10	10.0	10.0	11.0
	Sering	28	28.0	28.0	39.0
	Selalu	61	61.0	61.0	100.0
	Total	100	100.0	100.0	

X₁₆

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	49	49.0	49.0	49.0
	Sering	31	31.0	31.0	80.0
	Selalu	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

X₁₇

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	44	44.0	44.0	44.0
	Sering	37	37.0	37.0	81.0
	Selalu	19	19.0	19.0	100.0
	Total	100	100.0	100.0	

X₁₈

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sering	26	26.0	26.0	26.0
	Selalu	74	74.0	74.0	100.0
	Total	100	100.0	100.0	

X₁₉

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	13	13.0	13.0	13.0
	Sering	32	32.0	32.0	45.0
	Selalu	55	55.0	55.0	100.0
	Total	100	100.0	100.0	

X₁₁₀

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hampir Tidak Pernah	1	1.0	1.0	1.0
	Kadang-Kadang	29	29.0	29.0	30.0
	Sering	21	21.0	21.0	51.0
	Selalu	49	49.0	49.0	100.0
	Total	100	100.0	100.0	

X₁₁₁

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kadang-Kadang	25	25.0	25.0	25.0
Sering	25	25.0	25.0	50.0
Selalu	50	50.0	50.0	100.0
Total	100	100.0	100.0	

X₁₁₂

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sering	22	22.0	22.0	22.0
Selalu	78	78.0	78.0	100.0
Total	100	100.0	100.0	

X₁₁₃

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kadang-Kadang	2	2.0	2.0	2.0
Sering	27	27.0	27.0	29.0
Selalu	71	71.0	71.0	100.0
Total	100	100.0	100.0	

X₁₁₄

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sering	31	31.0	31.0	31.0
Selalu	69	69.0	69.0	100.0
Total	100	100.0	100.0	

X₁₁₅

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kadang-Kadang	10	10.0	10.0	10.0
Sering	27	27.0	27.0	37.0
Selalu	63	63.0	63.0	100.0
Total	100	100.0	100.0	

Frequency Table Motivasi Kerja

X₂₁

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	8	8.0	8.0	8.0
	Sering	46	46.0	46.0	54.0
	Selalu	46	46.0	46.0	100.0
	Total	100	100.0	100.0	

X₂₂

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	11	11.0	11.0	11.0
	Sering	63	63.0	63.0	74.0
	Selalu	26	26.0	26.0	100.0
	Total	100	100.0	100.0	

X₂₃

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	5	5.0	5.0	5.0
	Sering	22	22.0	22.0	27.0
	Selalu	73	73.0	73.0	100.0
	Total	100	100.0	100.0	

X₂₄

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	4	4.0	4.0	4.0
	Sering	37	37.0	37.0	41.0
	Selalu	59	59.0	59.0	100.0
	Total	100	100.0	100.0	

X₂₅

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	10	10.0	10.0	10.0
	Sering	31	31.0	31.0	41.0
	Selalu	59	59.0	59.0	100.0
	Total	100	100.0	100.0	

X₂₇

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kadang-Kadang	3	3.0	3.0	3.0
Sering	40	40.0	40.0	43.0
Selalu	57	57.0	57.0	100.0
Total	100	100.0	100.0	

X₂₈

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Hampir Tidak Pernah	4	4.0	4.0	4.0
Kadang-Kadang	11	11.0	11.0	15.0
Sering	38	38.0	38.0	53.0
Selalu	47	47.0	47.0	100.0
Total	100	100.0	100.0	

X₂₈

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Kadang-Kadang	8	8.0	8.0	8.0
Sering	43	43.0	43.0	51.0
Selalu	49	49.0	49.0	100.0
Total	100	100.0	100.0	

X₂₉

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Hampir Tidak Pernah	2	2.0	2.0	2.0
Kadang-Kadang	6	6.0	6.0	8.0
Sering	34	34.0	34.0	42.0
Selalu	58	58.0	58.0	100.0
Total	100	100.0	100.0	

Frequency Table Kinerja Guru

Y₁

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	15	15.0	15.0	15.0
	Sering	35	35.0	35.0	50.0
	Selalu	50	50.0	50.0	100.0
	Total	100	100.0	100.0	

Y₂

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	16	16.0	16.0	16.0
	Sering	38	38.0	38.0	54.0
	Selalu	46	46.0	46.0	100.0
	Total	100	100.0	100.0	

Y₃

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	1	1.0	1.0	1.0
	Sering	39	39.0	39.0	40.0
	Selalu	60	60.0	60.0	100.0
	Total	100	100.0	100.0	

Y₄

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	9	9.0	9.0	9.0
	Sering	55	55.0	55.0	64.0
	Selalu	36	36.0	36.0	100.0
	Total	100	100.0	100.0	

Y₅

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	7	7.0	7.0	7.0
	Sering	31	31.0	31.0	38.0
	Selalu	62	62.0	62.0	100.0
	Total	100	100.0	100.0	

Y₆

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	24	24.0	24.0	24.0
	Sering	30	30.0	30.0	54.0
	Selalu	46	46.0	46.0	100.0
	Total	100	100.0	100.0	

Y₇

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	4	4.0	4.0	4.0
	Sering	35	35.0	35.0	39.0
	Selalu	61	61.0	61.0	100.0
	Total	100	100.0	100.0	

Y₈

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	18	18.0	18.0	18.0
	Sering	41	41.0	41.0	59.0
	Selalu	41	41.0	41.0	100.0
	Total	100	100.0	100.0	

Y₉

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	3	3.0	3.0	3.0
	Sering	43	43.0	43.0	46.0
	Selalu	54	54.0	54.0	100.0
	Total	100	100.0	100.0	

Y₁₀

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kadang-Kadang	15	15.0	15.0	15.0
	Sering	52	52.0	52.0	67.0
	Selalu	33	33.0	33.0	100.0
	Total	100	100.0	100.0	

X ₁₉	Pearson Correlation	.257**	.316**	.185	.444**	.343**	-.133	.045	1	.383**	.172	.041	.281**	.359**	.381**	.289**	.525**
	Sig. (2-tailed)	.010	.001	.085	.000	.000	.187	.554		.000	.088	.684	.003	.000	.000	.003	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X ₁₈	Pearson Correlation	.514**	.403**	.143	.472**	.403**	-.015	.028	.383**	1	-.088	-.195	.246**	.196	.153	.288**	.486**
	Sig. (2-tailed)	.000	.000	.156	.000	.000	.883	.762	.000		.382	.051	.014	.050	.129	.007	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X ₁₁₀	Pearson Correlation	-.117	.079	.576**	-.047	-.234**	.437**	.591**	.172	-.088	1	.838**	.135	.192	.112	-.093	.551**
	Sig. (2-tailed)	.247	.432	.000	.845	.019	.000	.000	.088	.382		.000	.181	.056	.289	.357	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X ₁₁₁	Pearson Correlation	-.205**	-.012	.564**	-.224**	-.274**	.438**	.564**	.041	-.195	.838**	1	.189	.281**	.202	-.094	.491**
	Sig. (2-tailed)	.041	.909	.000	.025	.006	.000	.000	.684	.051	.000		.059	.005	.044	.350	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X ₁₁₂	Pearson Correlation	.101	.105	.155	.075	.128	.050	.080	.291**	.246**	.135	.189	1	.831**	.375**	.086	.425**
	Sig. (2-tailed)	.315	.286	.123	.456	.205	.820	.428	.003	.014	.181	.059		.000	.000	.343	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X ₁₁₃	Pearson Correlation	.088	.112	.328**	.187	.283**	-.025	.058	.358**	.196	.192	.281**	.831**	1	.617**	.309**	.555**
	Sig. (2-tailed)	.386	.288	.001	.060	.004	.803	.558	.000	.050	.056	.005	.000		.000	.002	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X ₁₁₄	Pearson Correlation	.131	.246**	.274**	.283**	.187	-.055	.036	.391**	.153	.112	.202	.975**	.817**	1	.433**	.517**
	Sig. (2-tailed)	.193	.014	.008	.004	.062	.585	.723	.000	.129	.269	.044	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
X ₁₁₅	Pearson Correlation	.266**	.079	.089	.394**	.356**	-.050	-.035	.299**	.268**	-.093	-.094	.096	.309**	.433**	1	.410**
	Sig. (2-tailed)	.007	.432	.379	.000	.000	.818	.732	.003	.007	.357	.350	.343	.002	.000		.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Score	Pearson Correlation	.421**	.428**	.643**	.505**	.434**	.465**	.571**	.525**	.488**	.551**	.491**	.425**	.555**	.517**	.410**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

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

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

Correlations

	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	Total Skor
X ₁	1	.440** Sig. (2-tailed) N	.428** Sig. (2-tailed) N	.197** Sig. (2-tailed) N	.270** Sig. (2-tailed) N	.311** Sig. (2-tailed) N	.300** Sig. (2-tailed) N	.359** Sig. (2-tailed) N	.244** Sig. (2-tailed) N	.610** Sig. (2-tailed) N
X ₂		1	.415** Sig. (2-tailed) N	.049 Sig. (2-tailed) N	.014 Sig. (2-tailed) N	.007 Sig. (2-tailed) N	.002 Sig. (2-tailed) N	.000 Sig. (2-tailed) N	.014 Sig. (2-tailed) N	.623** Sig. (2-tailed) N
X ₃			1	.288** Sig. (2-tailed) N	.244** Sig. (2-tailed) N	.309** Sig. (2-tailed) N	.328** Sig. (2-tailed) N	.305** Sig. (2-tailed) N	.288** Sig. (2-tailed) N	.662** Sig. (2-tailed) N
X ₄				1	.004 Sig. (2-tailed) N	.117 Sig. (2-tailed) N	.010 Sig. (2-tailed) N	.066 Sig. (2-tailed) N	.003 Sig. (2-tailed) N	.664** Sig. (2-tailed) N
X ₅					1	.158 Sig. (2-tailed) N	.257** Sig. (2-tailed) N	.555** Sig. (2-tailed) N	.436** Sig. (2-tailed) N	.628** Sig. (2-tailed) N
X ₆						1	.507** Sig. (2-tailed) N	.301** Sig. (2-tailed) N	.165 Sig. (2-tailed) N	.627** Sig. (2-tailed) N
X ₇							1	.352** Sig. (2-tailed) N	.440** Sig. (2-tailed) N	.555** Sig. (2-tailed) N
X ₈								1	.607** Sig. (2-tailed) N	.730** Sig. (2-tailed) N
X ₉									1	.670** Sig. (2-tailed) N
Total Skor										1

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

Correlations

	Y ₁	Y ₂	Y ₃	Y ₄	Y ₅	Y ₆	Y ₇	Y ₈	Y ₉	Y ₁₀	Total Skor
Y ₁	1	.199	.278	.259	.459	.080	.122	.168	.103	.075	.489
Pearson Correlation											
Sig. (2-tailed)		.048	.005	.009	.000	.371	.227	.094	.310	.451	.000
N	100	100	100	100	100	100	100	100	100	100	100
Y ₂	.199	1	.250	.378	.276	.384	.048	.227	.338	.361	.819
Pearson Correlation											
Sig. (2-tailed)	.048		.012	.000	.005	.000	.681	.023	.001	.000	.000
N	100	100	100	100	100	100	100	100	100	100	100
Y ₃	.278	.250	1	.416	.331	.148	.115	.251	.348	.216	.551
Pearson Correlation											
Sig. (2-tailed)	.005	.012		.000	.001	.148	.253	.012	.000	.031	.000
N	100	100	100	100	100	100	100	100	100	100	100
Y ₄	.259	.378	.416	1	.422	.102	.246	.134	.001	.000	.000
Pearson Correlation											
Sig. (2-tailed)	.009	.000	.000		.000	.312	.014	.100	.100	.100	.100
N	100	100	100	100	100	100	100	100	100	100	100
Y ₅	.459	.276	.331	.422	1	.177	.328	.380	.201	.267	.663
Pearson Correlation											
Sig. (2-tailed)	.000	.005	.001	.000		.078	.001	.000	.045	.007	.000
N	100	100	100	100	100	100	100	100	100	100	100
Y ₆	.080	.384	.148	.102	.177	1	-.033	.117	.084	.223	.440
Pearson Correlation											
Sig. (2-tailed)	.371	.000	.148	.312	.078		.741	.245	.405	.026	.000
N	100	100	100	100	100	100	100	100	100	100	100
Y ₇	.122	.046	.115	.246	.328	.102	1	.452	.439	.308	.497
Pearson Correlation											
Sig. (2-tailed)	.227	.681	.253	.014	.001	.741		.000	.000	.002	.000
N	100	100	100	100	100	100	100	100	100	100	100
Y ₈	.168	.227	.251	.134	.380	.117	.452	1	.374	.466	.627
Pearson Correlation											
Sig. (2-tailed)	.094	.023	.012	.100	.000	.245	.000		.000	.000	.000
N	100	100	100	100	100	100	100	100	100	100	100
Y ₉	.361	.338	.348	.328	.201	.267	.439	.374	1	.371	.593
Pearson Correlation											
Sig. (2-tailed)	.000	.001	.000	.000	.045	.001	.000	.000		.000	.000
N	100	100	100	100	100	100	100	100	100	100	100
Y ₁₀	.075	.361	.216	.417	.267	.223	.308	.466	.371	1	.647
Pearson Correlation											
Sig. (2-tailed)	.451	.000	.031	.000	.007	.026	.000	.000	.000	.000	.000
N	100	100	100	100	100	100	100	100	100	100	100
Total Skor	.489	.819	.551	.627	.663	.440	.497	.627	.593	.647	1
Pearson Correlation											
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	100	100	100	100	100	100	100	100	100	100	100

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

Correlations

	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	Total Skor	
X ₁	Pearson Correlation Sig. (2-tailed) N	1 100	.440** .000 100	.428** .000 100	.197** .049 100	.270** .007 100	.311** .002 100	.300** .002 100	.359** .000 100	.244** .014 100	610** .000 100
X ₂	Pearson Correlation Sig. (2-tailed) N	.440** .000 100	1 100	.415** .000 100	.289** .004 100	.244** .014 100	.387** .000 100	.302** .002 100	.330** .001 100	.262** .009 100	623** .000 100
X ₃	Pearson Correlation Sig. (2-tailed) N	.428** .000 100	.415** .000 100	1 100	.515** .000 100	.308** .002 100	.387** .000 100	.305** .002 100	.305** .002 100	.288** .004 100	652** .000 100
X ₄	Pearson Correlation Sig. (2-tailed) N	.197** .049 100	.289** .004 100	.515** .000 100	1 100	.158 117	.398** .000 100	.185 .066	.185 .066	.288** .004 100	564** .000 100
X ₅	Pearson Correlation Sig. (2-tailed) N	.270** .007 100	.244** .014 100	.309** .002 100	.158 117	1 100	.257** .010 100	.555** .000 100	.555** .000 100	.290** .003 100	626** .000 100
X ₆	Pearson Correlation Sig. (2-tailed) N	.311** .002 100	.397** .000 100	.367** .000 100	.257** .010 100	.1 100	1 100	.301** .002 100	.301** .002 100	.507** .000 100	627** .000 100
X ₇	Pearson Correlation Sig. (2-tailed) N	.300** .002 100	.302** .002 100	.328** .001 100	.387** .000 100	.256 010	.507** .000 100	.352** .000 100	.352** .000 100	.440** .000 100	655** .000 100
X ₈	Pearson Correlation Sig. (2-tailed) N	.359** .000 100	.330** .001 100	.305** .002 100	.185 .066	.185 .066	.301** .002 100	1 100	.607** .000 100	.440** .000 100	730** .000 100
X ₉	Pearson Correlation Sig. (2-tailed) N	.244** .014 100	.262** .009 100	.288** .004 100	.290** .003 100	.288** .004 100	.440** .000 100	.607** .000 100	1 100	.670** .000 100	670** .000 100
Total Skor	Pearson Correlation Sig. (2-tailed) N	.610** .000 100	.623** .000 100	.652** .000 100	.564** .000 100	.626** .000 100	.627** .000 100	.655** .000 100	.730** .000 100	.670** .000 100	1 100

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

RELIABILITY

Reliability Kompetensi Guru

Case Processing Summary

		N	%
Cases	Valid	100	90.9
	Excluded ^a	10	9.1
	Total	110	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.764	15

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X ₁₁	62.0300	19.989	.306	.757
X ₁₂	61.8600	20.182	.332	.755
X ₁₃	62.1300	19.145	.571	.737
X ₁₄	62.0100	19.404	.394	.749
X ₁₅	62.1100	19.614	.297	.758
X ₁₆	62.8900	19.291	.308	.759
X ₁₇	62.8500	18.533	.447	.743
X ₁₈	61.8600	20.041	.452	.748
X ₁₉	62.1800	19.260	.360	.752
X ₁₁₀	62.4200	18.206	.397	.750
X ₁₁₁	62.3500	18.876	.338	.756
X ₁₁₂	61.8200	20.533	.348	.755
X ₁₁₃	61.9100	19.638	.474	.745
X ₁₁₄	61.9100	19.982	.439	.748
X ₁₁₅	62.0700	19.884	.280	.759

Reliability Motivasi Kerja

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.819	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X ₂₁	35.5800	11.297	.485	.805
X ₂₂	35.8100	11.368	.510	.802
X ₂₃	35.2800	11.295	.562	.797
X ₂₄	35.4100	11.679	.444	.810
X ₂₅	35.4700	11.080	.495	.804
X ₂₆	35.5500	11.199	.504	.803
X ₂₇	35.4200	11.357	.555	.798
X ₂₈	35.6800	9.998	.598	.792
X ₂₉	35.4800	10.757	.543	.798

Reliability Kinerja Guru

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.766	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y ₁	39.4200	12.024	.320	.763
Y ₂	39.4700	11.302	.476	.740
Y ₃	39.1800	12.311	.444	.747
Y ₄	39.5000	11.646	.511	.737
Y ₅	39.2200	11.446	.553	.731
Y ₆	39.5500	12.149	.243	.779
Y ₇	39.2000	12.364	.369	.755
Y ₈	39.5400	11.241	.485	.739
Y ₉	39.2600	11.992	.483	.742
Y ₁₀	39.5900	11.355	.523	.734

HASIL UJI KLASIK, REGRESI DAN KORELASI

UJI MULTIKOLENIERITAS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	12.360	4.763		2.595	.011		
Kompetensi Guru (X1)	.295	.077	.366	3.833	.000	.775	1.289
Motivasi Kerja (X2)	.294	.098	.287	3.011	.003	.775	1.289

a. Dependent Variable: Kinerja Guru (Y)

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Kompetensi Guru (X1)	Motivasi Kerja (X2)	Kinerja Guru (Y)
N		100	100	100
Normal Parameters ^{a, b}	Mean	66.6000	39.9600	43.7700
	Std. Deviation	4.69257	3.70890	3.79222
Most Extreme Differences	Absolute	.141	.174	.097
	Positive	.141	.087	.078
	Negative	-.087	-.174	-.097
Kolmogorov-Smirnov Z		1.409	1.743	.972
Asymp. Sig. (2-tailed)		.058	.050	.302

a. Test distribution is Normal.

b. Calculated from data.

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kompetensi Guru ^a		. 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	.502 ^a	.252	.244	3.29719

a. Predictors: (Constant), Kompetensi Guru

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16.770	4.715		3.557	.001
Kompetensi Guru	.405	.071	.502	5.741	.000

a. Dependent Variable: Kinerja Guru)

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Motivasi Kerja) ^a		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	.460 ^a	.212	.204	3.38352

a. Predictors: (Constant), Motivasi Kerja)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.959	3.679		6.783	.000
	Motivasi Kerja)	.471	.092	.460	5.134	.000

a. Dependent Variable: Kinerja Guru)

REGRESSION BERGANDA

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Motivasi Kerja (X_2), Kompetensi Guru (X_1) ^a		Enter

a. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.562 ^a	.316	.302	3.16936

a. Predictors: (Constant), Motivasi Kerja (X_2), Kompetensi Guru (X_1)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	449.358	2	224.679	22.368	.000 ^a
	Residual	974.352	97	10.045		
	Total	1423.710	99			

a. Predictors: (Constant), Motivasi Kerja (X_2), Kompetensi Guru (X_1)

b. Dependent Variable: Kinerja Guru (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.360	4.763		2.595	.011
	Kompetensi Guru (X_1)	.295	.077	.366	3.833	.000
	Motivasi Kerja (X_2)	.294	.098	.287	3.011	.003

a. Dependent Variable: Kinerja Guru (Y)

Correlations antar Variabel

Correlations

		Kompetensi (X ₁)	Motivasi (X ₂)	Kinerja Guru (Y)
Kompetensi (X ₁)	Pearson Correlation	1	.474**	.502**
	Sig. (2-tailed)		.000	.000
	N	100	100	100
Motivasi (X ₂)	Pearson Correlation	.474**	1	.460**
	Sig. (2-tailed)	.000		.000
	N	100	100	100
Kinerja Guru (Y)	Pearson Correlation	.502**	.460**	1
	Sig. (2-tailed)	.000	.000	
	N	100	100	100

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

Matrik Korelasi Dimensi antar Variabel

Variabel/ Dimensi		Kinerja Guru		
		Merencanakan Pembelajaran	Melaksanakan Pembelajaran	Mengevaluasi Pembelajaran
Kompetensi Guru	Kompetensi Pedagogik	.412**	.514**	.376**
	Kompetensi Profesional	.397**	.426**	.122
	Kompetensi Personal	.044	.124	.193
	Kompetensi Sosial	.202	.303**	.189
Motivasi Kerja	Kebutuhan Prestasi	.158	.244	.243
	Kebutuhan Kekuasaan	.356**	.395**	.307**
	Kebutuhan Berafiliasi	.411**	.423**	.286**

NILAI-NILAI DISTRIBUSI F

Baris atas untuk 5%
Baris bawah untuk 1%

$v_1 = dk$ penyebut	$v_2 = dk$ pembilang																											
	1	2	3	4	5	6	7	8	9	10	11	12	14	16	20	24	30	40	50	75	100	200	500	∞				
36	4.11	3.28	2.80	2.63	2.48	2.36	2.29	2.21	2.15	2.10	2.06	2.03	1.99	1.95	1.92	1.89	1.87	1.85	1.82	1.79	1.77	1.69	1.65	1.62	1.58	1.56	1.55	
38	7.36	5.25	4.38	3.90	3.58	3.36	3.18	3.04	2.94	2.86	2.79	2.72	2.67	2.62	2.54	2.49	2.45	2.42	2.39	2.37	2.32	2.20	2.00	1.97	1.90	1.88	1.84	
40	4.08	3.23	2.84	2.67	2.52	2.39	2.29	2.21	2.14	2.09	2.05	2.02	1.98	1.94	1.91	1.88	1.86	1.84	1.81	1.79	1.74	1.69	1.65	1.62	1.58	1.56	1.51	
42	7.31	5.18	4.31	3.83	3.51	3.29	3.12	2.99	2.89	2.81	2.74	2.67	2.62	2.57	2.49	2.44	2.40	2.37	2.34	2.32	2.27	2.00	1.97	1.90	1.88	1.84	1.81	
44	4.07	3.22	2.83	2.66	2.51	2.37	2.27	2.19	2.12	2.07	2.03	2.00	1.96	1.92	1.89	1.86	1.84	1.81	1.79	1.74	1.69	1.64	1.60	1.57	1.51	1.54	1.51	1.46
46	7.27	5.15	4.28	3.80	3.48	3.26	3.10	2.96	2.86	2.77	2.70	2.63	2.58	2.53	2.45	2.40	2.36	2.33	2.30	2.27	2.22	2.00	1.97	1.90	1.88	1.84	1.81	
48	4.06	3.21	2.82	2.65	2.50	2.36	2.26	2.18	2.11	2.06	2.02	1.99	1.95	1.91	1.88	1.85	1.83	1.80	1.78	1.73	1.68	1.63	1.59	1.52	1.54	1.51	1.46	
50	7.24	5.12	4.25	3.77	3.45	3.23	3.07	2.93	2.83	2.74	2.67	2.60	2.55	2.50	2.42	2.37	2.33	2.30	2.27	2.24	2.19	2.00	1.97	1.90	1.88	1.84	1.81	
55	4.05	3.20	2.81	2.64	2.49	2.35	2.25	2.17	2.10	2.05	2.01	1.98	1.94	1.90	1.87	1.84	1.81	1.79	1.74	1.69	1.64	1.59	1.52	1.54	1.51	1.46	1.48	
60	7.21	5.10	4.24	3.76	3.44	3.22	3.06	2.92	2.82	2.73	2.66	2.59	2.54	2.46	2.41	2.37	2.33	2.30	2.27	2.24	2.19	2.00	1.97	1.90	1.88	1.84	1.81	
65	4.04	3.19	2.80	2.63	2.48	2.34	2.24	2.16	2.09	2.04	2.00	1.97	1.93	1.89	1.86	1.83	1.80	1.78	1.73	1.68	1.63	1.58	1.52	1.54	1.51	1.46	1.48	
70	7.19	5.08	4.22	3.74	3.42	3.20	3.04	2.90	2.80	2.71	2.64	2.57	2.52	2.44	2.39	2.35	2.32	2.29	2.26	2.23	2.18	2.00	1.97	1.90	1.88	1.84	1.81	
75	4.03	3.18	2.79	2.62	2.47	2.33	2.23	2.15	2.08	2.03	1.99	1.95	1.91	1.87	1.84	1.81	1.79	1.74	1.69	1.64	1.59	1.52	1.54	1.51	1.46	1.48	1.44	
80	7.17	5.06	4.20	3.72	3.40	3.18	3.02	2.88	2.78	2.70	2.63	2.56	2.51	2.43	2.38	2.34	2.30	2.27	2.24	2.21	2.16	2.00	1.97	1.90	1.88	1.84	1.81	
85	4.02	3.17	2.78	2.61	2.46	2.32	2.22	2.14	2.07	2.02	1.98	1.94	1.90	1.86	1.83	1.80	1.78	1.73	1.68	1.63	1.58	1.52	1.50	1.46	1.43	1.41	1.41	
90	7.15	5.04	4.18	3.70	3.38	3.16	3.00	2.86	2.76	2.68	2.61	2.54	2.49	2.41	2.36	2.32	2.28	2.25	2.22	2.19	2.14	2.00	1.97	1.90	1.88	1.84	1.81	
95	4.01	3.16	2.77	2.60	2.45	2.31	2.21	2.13	2.06	2.01	1.97	1.93	1.89	1.85	1.81	1.78	1.76	1.71	1.66	1.61	1.56	1.50	1.46	1.43	1.41	1.37	1.36	
100	7.13	5.02	4.16	3.68	3.36	3.14	2.98	2.84	2.74	2.66	2.59	2.52	2.45	2.40	2.32	2.27	2.23	2.20	2.17	2.14	2.09	2.00	1.97	1.90	1.88	1.84	1.81	
125	4.00	3.15	2.76	2.59	2.44	2.30	2.20	2.12	2.05	2.00	1.96	1.92	1.88	1.84	1.81	1.78	1.76	1.71	1.66	1.61	1.56	1.50	1.46	1.43	1.41	1.37	1.33	
150	7.11	5.00	4.14	3.66	3.34	3.12	2.96	2.82	2.72	2.64	2.57	2.50	2.43	2.38	2.30	2.25	2.21	2.18	2.15	2.12	2.07	2.00	1.97	1.90	1.88	1.84	1.81	
200	4.00	3.14	2.75	2.58	2.43	2.29	2.19	2.11	2.04	1.99	1.95	1.91	1.87	1.83	1.80	1.77	1.74	1.70	1.65	1.60	1.55	1.46	1.46	1.43	1.41	1.37	1.33	
300	7.09	4.98	4.12	3.64	3.32	3.10	2.94	2.80	2.70	2.62	2.55	2.48	2.41	2.36	2.28	2.23	2.19	2.16	2.13	2.10	2.05	2.00	1.97	1.90	1.88	1.84	1.81	
400	4.00	3.13	2.74	2.57	2.42	2.28	2.18	2.10	2.03	1.98	1.94	1.90	1.86	1.82	1.79	1.76	1.72	1.67	1.62	1.57	1.52	1.46	1.46	1.43	1.41	1.37	1.33	
500	7.07	4.96	4.10	3.62	3.30	3.08	2.92	2.78	2.68	2.60	2.53	2.46	2.39	2.34	2.26	2.21	2.17	2.14	2.11	2.08	2.03	2.00	1.97	1.90	1.88	1.84	1.81	
1.000	4.00	3.12	2.73	2.56	2.41	2.27	2.17	2.09	2.02	1.97	1.93	1.89	1.85	1.81	1.78	1.75	1.71	1.66	1.61	1.56	1.51	1.46	1.46	1.43	1.41	1.37	1.33	
∞	0.84	4.00	3.70	3.32	3.02	2.80	2.64	2.51	2.41	2.32	2.24	2.18	2.07	1.99	1.87	1.79	1.66	1.58	1.52	1.46	1.40	1.35	1.28	1.24	1.17	1.11	1.00	

Metode dan Teknik Menyusun Tesis : Riduwan (2008 : 376)

TABEL t dan r product moment dengan signifikansi 5%

df	Tabel t one tail	Tabel t two tail	Tabel r one tail	Tabel r two tail
74	1.6657	1.9925	0.1901	0.2257
75	1.6654	1.9921	0.1888	0.2242
76	1.6652	1.9917	0.1876	0.2227
77	1.6649	1.9913	0.1864	0.2213
78	1.6646	1.9908	0.1852	0.2199
79	1.6644	1.9905	0.1841	0.2185
80	1.6641	1.9901	0.1829	0.2172
81	1.6639	1.9897	0.1818	0.2159
82	1.6636	1.9893	0.1807	0.2146
83	1.6634	1.9890	0.1796	0.2133
84	1.6632	1.9886	0.1786	0.2120
85	1.6630	1.9883	0.1775	0.2108
86	1.6628	1.9879	0.1765	0.2096
87	1.6626	1.9876	0.1755	0.2084
88	1.6624	1.9873	0.1745	0.2072
89	1.6622	1.9870	0.1735	0.2061
90	1.6620	1.9867	0.1726	0.2050
91	1.6618	1.9864	0.1716	0.2039
92	1.6616	1.9861	0.1707	0.2028
93	1.6614	1.9858	0.1698	0.2017
94	1.6612	1.9855	0.1689	0.2008
95	1.6611	1.9853	0.1680	0.1998
96	1.6609	1.9850	0.1671	0.1988
97	1.6607	1.9847	0.1663	0.1975
98	1.6606	1.9845	0.1654	0.1966
99	1.6604	1.9842	0.1646	0.1956
100	1.6602	1.9840	0.1638	0.1946
101	1.6601	1.9837	0.1630	0.1937
102	1.6599	1.9835	0.1622	0.1927
103	1.6598	1.9833	0.1614	0.1918
104	1.6596	1.9830	0.1606	0.1909
105	1.6595	1.9828	0.1599	0.1900
106	1.6594	1.9826	0.1591	0.1891
107	1.6592	1.9824	0.1584	0.1882
108	1.6591	1.9822	0.1576	0.1874
109	1.6590	1.9820	0.1569	0.1865
110	1.6588	1.9818	0.1562	0.1857
111	1.6587	1.9816	0.1555	0.1848
112	1.6586	1.9814	0.1548	0.1840
113	1.6585	1.9812	0.1541	0.1832
114	1.6583	1.9810	0.1535	0.1824
115	1.6582	1.9808	0.1528	0.1816
116	1.6581	1.9806	0.1522	0.1809
117	1.6580	1.9804	0.1515	0.1801
118	1.6579	1.9803	0.1509	0.1793
119	1.6578	1.9801	0.1502	0.1786
120	1.6577	1.9799	0.1496	0.1779
121	1.6575	1.9798	0.1490	0.1771
122	1.6574	1.9796	0.1484	0.1764
123	1.6573	1.9794	0.1478	0.1757
124	1.6572	1.9793	0.1472	0.1750
125	1.6571	1.9791	0.1466	0.1743
126	1.6570	1.9790	0.1460	0.1736
127	1.6569	1.9788	0.1455	0.1729
128	1.6568	1.9787	0.1449	0.1723
129	1.6568	1.9785	0.1443	0.1716
130	1.6567	1.9784	0.1438	0.1710
131	1.6566	1.9782	0.1432	0.1703
132	1.6565	1.9781	0.1427	0.1697
133	1.6564	1.9780	0.1422	0.1690
134	1.6563	1.9778	0.1416	0.1684
135	1.6562	1.9777	0.1411	0.1678
136	1.6561	1.9776	0.1406	0.1672
137	1.6561	1.9774	0.1401	0.1666
138	1.6560	1.9773	0.1396	0.1660
139	1.6559	1.9772	0.1391	0.1654
140	1.6558	1.9771	0.1386	0.1648
141	1.6557	1.9769	0.1381	0.1642
142	1.6557	1.9768	0.1376	0.1637
143	1.6556	1.9767	0.1371	0.1631
144	1.6555	1.9766	0.1367	0.1625
145	1.6554	1.9765	0.1362	0.1620
146	1.6554	1.9763	0.1357	0.1614
147	1.6553	1.9762	0.1353	0.1609
148	1.6552	1.9761	0.1348	0.1603
149	1.6551	1.9760	0.1344	0.1598

Sumber : Analisis Multivariate SPSS, Imam Ghazali (2005 : 292)