

## Lampiran 1

### KUISIONER

#### I. PETUNJUK PENGISIAN

1. Isilah Identitas pada kolom yang telah disediakan
2. Bacalah tiap-tiap pernyataan secara teliti sebelum menjawab
3. Pilihlah salah satu jawaban secara benar dengan benar dengan melingkari salah satu angka pada kolom pilihan yang paling sesuai
4. Keterangan Pilihan :

SS = Sangat Setuju

TS = Tidak Setuju

S = Setuju

STS = Sangat Tidak Setuju

N = Netral

#### II. IDENTITAS GURU

Jenis Kelamin : .....

Usia : .....

Pendidikan : .....

1. Gaya Kepemimpinan Kepala Sekolah (X1)

No	Indikator	Pernyataan	Pilihan				
			SS	S	N	TS	STS
1.	Kepala Sekolah Sebagai Edukator	1. Kepala Sekolah Mampu meningkatkan profesionalisme guru	5	4	3	2	1
		2. Kepala Sekolah Mampu memotivasi guru dan siswa untuk disiplin dalam bekerja	5	4	3	2	1
		3. Kepala Sekolah Mampu membina kepribadian dan perilaku guru	5	4	3	2	1
2.	Kepala Sekolah Sebagai Manajer	4. Kepala Sekolah Melaksanakan program pendidikan, pengembangan sarana prasarana, pengembangan guru, dan fasilitas sekolah.	5	4	3	2	1
3	Kepala Sekolah Sebagai Administrator	5. Kepala Sekolah Mampu mengadministrasi kurikulum	5	4	3	2	1
		6. Kepala Sekolah Mampu mengadministrasi keuangan	5	4	3	2	1
		7. Kepala Sekolah Mampu mengadministrasi fasilitas sekolah	5	4	3	2	1
4	Kepala Sekolah Sebagai Supervisor	8. Kepala Sekolah Mampu melakukan supervisi terhadap motivasi, kreativitas, kinerja dan produktivitas guru	5	4	3	2	1
5	Kepala Sekolah Sebagai Leader	9. Kepala Sekolah Mewujudkan kepribadian yang patut diteladani oleh guru dan staf	5	4	3	2	1
6	Kepala Sekolah Sebagai Inovator	10. Kepala sekolah mampu bekerja rasional, objektif, disiplin, teladan dan fleksibel.	5	4	3	2	1

## 2. Budaya Kerja Guru (X2)

No.	Pernyataan	Pilihan				
		S S	S	N	TS	S T S
1	Bapak/ Ibu menyukai pekerjaan sebagai seorang pendidik.	5	4	3	2	1
2	Bapak/ Ibu lebih mementingkan mengajar daripada kegiatan lain.	5	4	3	2	1
3	Bapak/ Ibu mendidik dengan sepenuh hati.	5	4	3	2	1
4	Bapak/ Ibu merasa ikhlas bekerja sebagai seorang pendidik.	5	4	3	2	1
5	Bapak/ Ibu puas dengan hasil pembelajaran yang dicapai.	5	4	3	2	1
6	Bapak/ Ibu bisa memenuhi kebutuhan dengan bekerja sebagai pendidik.	5	4	3	2	1
7	Bapak/ Ibu merasa bertanggung jawab dengan Pendidikan siswa	5	4	3	2	1
8	Bapak/ Ibu datang ke sekolah tepat waktu.	5	4	3	2	1
9	Bapak/ Ibu hadir di sekolah setiap hari.	5	4	3	2	1
10	Bapak/ Ibu menggunakan seragam lengkap.	5	4	3	2	1
11	Bapak/ Ibu tepat waktu ketika masuk kelas untuk melaksanakan pembelajaran.	5	4	3	2	1
12	Bapak/ Ibu menggunakan waktu belajar mengajar secara tepat.	5	4	3	2	1
13	Bapak/ Ibu memahami tugas-tugas yang diberikan oleh Kepala sekolah.	5	4	3	2	1

## 3. Profesionalisme Guru (Y)

No	Indikator	Pernyataan	Pilihan				
			SS	S	N	T S	S T S
1.	Menguasai bahan	1. Bapak/Ibu Menguasai bahan bidang studi dalam kurikulum sekolah	5	4	3	2	1
		2. Bapak/Ibu Menguasai bahan pendalaman/aplikasi bidang studi	5	4	3	2	1
2.	Mengelola bahan belajar mengaja	3. Bapak/Ibu Mengenal dan dapat menggunakan metode pengajaran	5	4	3	2	1
		4. Bapak/Ibu Merencanakan dan melaksanakan remedial	5	4	3	2	1
3.	Menguasai landasan-landasan	5. Bapak/Ibu Memahami tujuan untuk mencapai tujuan pendidikan	5	4	3	2	1
4.	Mengelola interaksi belajar belajar mengajar	6. Bapak/Ibu sebelum mengajar menyampaikan tujuan yang ingin dicapai kepada siswa setiap kali pertemuan	5	4	3	2	1
		7. Bapak/Ibu mengatur tata ruang kelas untuk memulai pelajaran	5	4	3	2	1
		8. Bapak/Ibu menciptakan iklim belajar yang kondusif/nyaman	5	4	3	2	1
5.	Kemampuan menilai prestasi siswa untuk kependidikan pengajaran	9. Bapak/Ibu biasanya mengadakan penilaian sesuai dengan kompetensi siswa yang dinilai	5	4	3	2	1
		10. Bapak/Ibu Mengadakan penilaian selama proses belajar mengajar berlangsung	5	4	3	2	1
6.	Kemampuan mengenal dan menyelenggara kan administrasi pendidikan	11. Bapak/Ibu Mengembangkan sikap disiplin dalam pembelajaran	5	4	3	2	1
7	Kemampuan memahami prinsip-prinsip dan menafsir hasil-hasil penelitian guna keperluan mengajar	12. Bapak/Ibu selalu hadir di kelas tepat waktu pada saat jam pelajaran.	5	4	3	2	1

## 4. Kinerja Guru (Z)

No	Pernyataan	Pilihan				
		S S	S	N	T S	T P
1	Bapak/Ibu membuat RPP sebelum memulai proses pembelajaran.	5	4	3	2	1
2	Bapak/ Ibu menjelaskan tujuan dan kompetensi dasar yang harus dikuasai siswa.	5	4	3	2	1
3	Bapak/ Ibu menyampaikan materi yang sudah ditentukan dalam RPP.	5	4	3	2	1
4	Bapak/ Ibu menjelaskan materi pokok bahasan dengan jelas.	5	4	3	2	1
5	Bapak/ Ibu menguasai materi/ pokok bahasan yang akan diberikan pada siswa.	5	4	3	2	1
6	Bapak/Ibu menggunakan metode/strategi yang sudah ditentukan sesuai dengan RPP.	5	4	3	2	1
7	Bapak/ Ibu memilih metode/strategi pembelajaran sesuai dengan kondisi kelas.	5	4	3	2	1
8	Bapak/ Ibu menggunakan metode/strategi pembelajaran yang menarik bagi siswa.	5	4	3	2	1
9	Bapak/Ibu menggunakan alat peraga/media dalam proses pembelajaran.	5	4	3	2	1
10	Bapak/ Ibu menggunakan media/ alat pembelajaran yang sesuai dengan tujuan, siswa, kondisi, dan lingkungan.	5	4	3	2	1
11	Bapak/ Ibu mampu untuk memotivasi siswa agar lebih rajin belajar maupun mengerjakan tugas.	5	4	3	2	1
12	Bapak/ Ibu mengorganisasi materi dan kegiatan belajar dikelas secara sistematis.	5	4	3	2	1
13	Bapak/ Ibu memberikan umpan balik terhadap pertanyaan siswa.	5	4	3	2	1
14	Bapak/ Ibu merespon dengan baik pertanyaan dari siswa.	5	4	3	2	1
15	Bapak/Ibu menggunakan bahasa yang komunikatif dengan siswa saat kegiatan belajar mengajar berlangsung.	5	4	3	2	1

## Lampiran 2

### 1. Hasil Analisis Uji Validitas dan Reliabilitas Instrumen Variabel Gaya Kepemimpinan

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7
X1.1	Pearson Correlation	1	.757**	.422	.718**	.657*	.820**	1.000**
	Sig. (2-tailed)		.003	.151	.006	.015	.001	.000
	N	13	13	13	13	13	13	13
X1.2	Pearson Correlation	.757**	1	.587*	.535	.777**	.817**	.757**
	Sig. (2-tailed)	.003		.035	.060	.002	.001	.003
	N	13	13	13	13	13	13	13
X1.3	Pearson Correlation	.422	.587*	1	.485	.614*	.443	.422
	Sig. (2-tailed)	.151	.035		.093	.026	.129	.151
	N	13	13	13	13	13	13	13
X1.4	Pearson Correlation	.718**	.535	.485	1	.820**	.651*	.718**
	Sig. (2-tailed)	.006	.060	.093		.001	.016	.006
	N	13	13	13	13	13	13	13
X1.5	Pearson Correlation	.657*	.777**	.614*	.820**	1	.845**	.657*
	Sig. (2-tailed)	.015	.002	.026	.001		.000	.015
	N	13	13	13	13	13	13	13
X1.6	Pearson Correlation	.820**	.817**	.443	.651*	.845**	1	.820**
	Sig. (2-tailed)	.001	.001	.129	.016	.000		.001
	N	13	13	13	13	13	13	13
X1.7	Pearson Correlation	1.000**	.757**	.422	.718**	.657*	.820**	1
	Sig. (2-tailed)	.000	.003	.151	.006	.015	.001	
	N	13	13	13	13	13	13	13
X1.8	Pearson Correlation	.718**	.735**	.289	.430	.502	.712**	.718**
	Sig. (2-tailed)	.006	.004	.338	.142	.080	.006	.006
	N	13	13	13	13	13	13	13
X1.9	Pearson Correlation	.773**	.586*	.597*	.664*	.544	.602*	.773**
	Sig. (2-tailed)	.002	.035	.031	.013	.054	.030	.002
	N	13	13	13	13	13	13	13
X1.10	Pearson Correlation	.773**	.586*	.597*	.664*	.544	.602*	.773**
	Sig. (2-tailed)	.002	.035	.031	.013	.054	.030	.002
	N	13	13	13	13	13	13	13
Jumlah	Pearson Correlation	.913**	.850**	.641*	.813**	.844**	.882**	.913**
	Sig. (2-tailed)	.000	.000	.018	.001	.000	.000	.000
	N	13	13	13	13	13	13	13

## Correlations

		X1.8	X1.9	X1.10	Jumlah
X1.1	Pearson Correlation	.718	.773**	.773	.913**
	Sig. (2-tailed)	.006	.002	.002	.000
	N	13	13	13	13
X1.2	Pearson Correlation	.735**	.586	.586*	.850
	Sig. (2-tailed)	.004	.035	.035	.000
	N	13	13	13	13
X1.3	Pearson Correlation	.289	.597*	.597	.641
	Sig. (2-tailed)	.338	.031	.031	.018
	N	13	13	13	13
X1.4	Pearson Correlation	.430**	.664	.664	.813
	Sig. (2-tailed)	.142	.013	.013	.001
	N	13	13	13	13
X1.5	Pearson Correlation	.502*	.544**	.544*	.844**
	Sig. (2-tailed)	.080	.054	.054	.000
	N	13	13	13	13
X1.6	Pearson Correlation	.712**	.602**	.602	.882*
	Sig. (2-tailed)	.006	.030	.030	.000
	N	13	13	13	13
X1.7	Pearson Correlation	.718**	.773**	.773	.913**
	Sig. (2-tailed)	.006	.002	.002	.000
	N	13	13	13	13
X1.8	Pearson Correlation	1**	.612**	.612	.756
	Sig. (2-tailed)		.026	.026	.003
	N	13	13	13	13
X1.9	Pearson Correlation	.612**	1*	1.000*	.858*
	Sig. (2-tailed)	.026		.000	.000
	N	13	13	13	13
X1.10	Pearson Correlation	.612**	1.000*	1*	.858*
	Sig. (2-tailed)	.026	.000		.000
	N	13	13	13	13
Jumlah	Pearson Correlation	.756**	.858**	.858*	1**
	Sig. (2-tailed)	.003	.000	.000	
	N	13	13	13	13

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

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

## Reliability

[DataSet0]

### Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	13	100.0
	Excluded <sup>a</sup>	0	.0
	Total	13	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
.785	.961	11

**Inter-Item Correlation Matrix**

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8
X1.1	1.000	.757	.422	.718	.657	.820	1.000	.718
X1.2	.757	1.000	.587	.535	.777	.817	.757	.735
X1.3	.422	.587	1.000	.485	.614	.443	.422	.289
X1.4	.718	.535	.485	1.000	.820	.651	.718	.430
X1.5	.657	.777	.614	.820	1.000	.845	.657	.502
X1.6	.820	.817	.443	.651	.845	1.000	.820	.712
X1.7	1.000	.757	.422	.718	.657	.820	1.000	.718
X1.8	.718	.735	.289	.430	.502	.712	.718	1.000
X1.9	.773	.586	.597	.664	.544	.602	.773	.612
X1.10	.773	.586	.597	.664	.544	.602	.773	.612
Jumlah	.913	.850	.641	.813	.844	.882	.913	.756

Inter-Item Correlation Matrix

	X1.9	X1.10	Jumlah
X1.1	.773	.773	.913
X1.2	.586	.586	.850
X1.3	.597	.597	.641
X1.4	.664	.664	.813
X1.5	.544	.544	.844
X1.6	.602	.602	.882
X1.7	.773	.773	.913
X1.8	.612	.612	.756
X1.9	1.000	1.000	.858
X1.10	1.000	1.000	.858
Jumlah	.858	.858	1.000

Item-Total Statistics

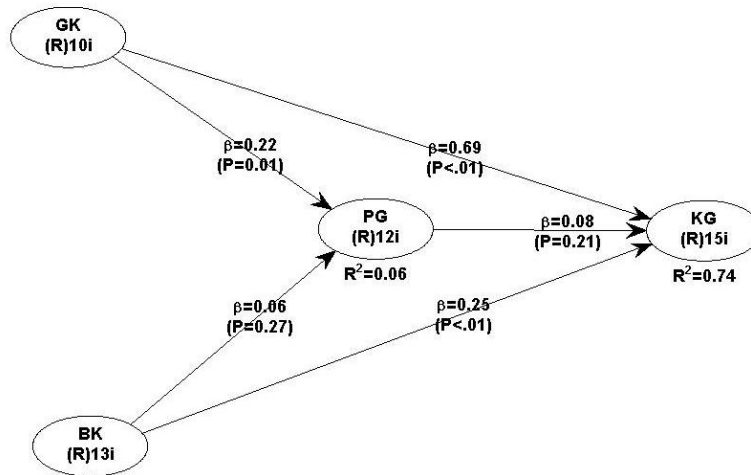
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	53.00	327.500	.904	.	.764
X1.2	53.00	327.333	.833	.	.765
X1.3	53.38	341.256	.615	.	.777
X1.4	53.46	322.936	.789	.	.762
X1.5	52.62	317.756	.821	.	.757
X1.6	52.31	318.231	.866	.	.757
X1.7	53.00	327.500	.904	.	.764
X1.8	52.54	330.269	.730	.	.768
X1.9	52.15	320.641	.839	.	.759
X1.10	52.15	320.641	.839	.	.759
Jumlah	27.77	90.026	1.000	.	.949



## Lampiran 6

### GENERAL SEM ANALYSIS RESULTS

JPG SEM Analysis Model



\* General SEM analysis results \*

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General project information

Version of WarpPLS used: 6.0

License holder: Trial license (3 months)

Type of license: Trial license (3 months)

License start date: 17-Jun-2019

License end date: 15-Sep-2019

Project path (directory): D:\0. Kuliah\PLS Coba\PLS 5\

Project file: PLS 5.prj

Last changed: 17-Jun-2019 09:49:36

Last saved: Never (needs to be saved)

Raw data path (directory): D:\0. Kuliah\Data\

Raw data file: Data OK5.xlsx

Model fit and quality indices

Average path coefficient (APC)=0.269, P=0.001

Average R-squared (ARS)=0.411, P<0.001

Average adjusted R-squared (AARS)=0.397, P<0.001

Average block VIF (AVIF)=1.202, acceptable if <= 5, ideally <= 3.3

Average full collinearity VIF (AFVIF)=2.354, acceptable if <= 5, ideally <= 3.3

Tenenhaus GoF (GoF)=0.271, small >= 0.1, medium >= 0.25, large >= 0.36

Sympson's paradox ratio (SPR)=1.000, acceptable if >= 0.7, ideally = 1

R-squared contribution ratio (RSCR)=1.000, acceptable if >= 0.9, ideally = 1

Statistical suppression ratio (SSR)=1.000, acceptable if >= 0.7

Nonlinear bivariate causality direction ratio (NLBCDR)=0.800, acceptable if >= 0.7

General model elements

Missing data imputation algorithm: Arithmetic Mean Imputation

Outer model analysis algorithm: PLS Regression

Default inner model analysis algorithm: Warp3

Multiple inner model analysis algorithms used? No

Resampling method used in the analysis: Stable3

Number of data resamples used: 100

Number of cases (rows) in model data: 100

Number of latent variables in model: 4

Number of indicators used in model: 50

Number of iterations to obtain estimates: 57

Range restriction variable type: None  
 Range restriction variable: None  
 Range restriction variable min value: 0.000  
 Range restriction variable max value: 0.000  
 Only ranked data used in analysis? No

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\* Path coefficients and P values \*

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Path coefficients

	GK	BK	PG	KG
PG	0.249	0.106		
KG	0.688	0.251	0.053	

P values

	GK	BK	PG	KG
PG	0.004	0.139		
KG	<0.001	0.004	0.298	

\*\*\*\*\*

\* Standard errors for path coefficients \*

\*\*\*\*\*

	GK	BK	PG	KG
PG	0.093	0.097		
KG	0.083	0.093	0.099	

\*\*\*\*\*

\* Effect sizes for path coefficients \*

\*\*\*\*\*

	GK	BK	PG	KG
PG	0.070	0.019		
KG	0.566	0.152	0.014	

\*\*\*\*\*

\* Combined loadings and cross-loadings \*

\*\*\*\*\*

	GK	BK	PG	KG	Type (a)	SE	P value
X1.1	0.072	0.054	-0.193	-0.088	Reflect	0.098	0.231
X1.2	-0.106	-0.039	0.006	0.945	Reflect	0.097	0.140
X1.3	0.932	0.072	-0.086	0.077	Reflect	0.078	<0.001
X1.4	-0.054	-0.145	-0.149	-0.115	Reflect	0.099	0.294
X1.5	-0.035	-0.009	0.252	0.398	Reflect	0.099	0.362
X1.6	<b>-0.310</b>	-0.261	-0.056	0.537	Reflect	0.092	<0.001
X1.7	0.463	-0.509	0.381	0.048	Reflect	0.088	<0.001
X1.8	0.018	-0.076	0.334	-0.562	Reflect	0.100	0.429
X1.9	-0.054	0.620	-0.013	-1.334	Reflect	0.099	0.293
X1.10	0.943	0.113	-0.112	0.132	Reflect	0.077	<0.001
X2.1	1.040	-0.087	-0.266	-1.315	Reflect	0.098	0.188
X2.2	-0.581	0.636	0.215	0.513	Reflect	0.084	<0.001
X2.3	0.066	0.672	-0.011	-0.242	Reflect	0.083	<0.001
X2.4	0.297	0.530	-0.022	-0.473	Reflect	0.087	<0.001
X2.5	0.609	0.270	0.092	-0.995	Reflect	0.093	0.002
X2.6	-0.597	0.223	-0.054	0.528	Reflect	0.094	0.010
X2.7	0.098	0.494	-0.231	-0.306	Reflect	0.087	<0.001
X2.8	0.568	-0.172	0.023	-0.572	Reflect	0.095	0.037
X2.9	0.333	-0.175	0.044	-0.243	Reflect	0.095	0.035
X2.10	0.239	<b>-0.244</b>	-0.047	0.014	Reflect	0.094	0.005
X2.11	0.124	-0.130	0.166	-0.059	Reflect	0.097	0.090
X2.12	0.776	-0.110	-0.343	-0.972	Reflect	0.097	0.130
X2.13	0.889	0.554	-0.099	0.045	Reflect	0.086	<0.001
Y.1	-0.050	0.071	0.497	0.004	Reflect	0.087	<0.001

Y.2	0.024	0.566	0.256	-0.272	Reflect	0.093	0.004
Y.3	0.366	0.010	0.629	-0.417	Reflect	0.084	<0.001
Y.4	0.559	0.039	0.061	-0.889	Reflect	0.098	0.268
Y.5	0.251	0.288	0.395	-0.412	Reflect	0.090	<0.001
Y.6	-0.472	0.069	0.024	0.419	Reflect	0.099	0.404
Y.7	0.027	0.062	0.626	-0.008	Reflect	0.084	<0.001
Y.8	0.062	0.009	0.710	0.025	Reflect	0.082	<0.001
Y.9	0.188	0.293	<b>-0.633</b>	-0.217	Reflect	0.084	<0.001
Y.10	1.427	0.233	-0.069	-1.267	Reflect	0.098	0.243
Y.11	0.296	-0.386	0.098	0.011	Reflect	0.097	0.159
Y.12	0.619	0.328	<b>-0.335</b>	-0.893	Reflect	0.091	<0.001
Z.1	0.200	-0.152	0.328	-0.109	Reflect	0.097	0.131
Z.2	0.099	-0.149	0.133	0.297	Reflect	0.092	<0.001
Z.3	0.742	0.050	-0.072	-0.141	Reflect	0.096	0.074
Z.4	0.817	0.168	0.115	<b>-0.432</b>	Reflect	0.089	<0.001
Z.5	0.387	-0.173	-0.124	0.165	Reflect	0.096	0.044
Z.6	0.745	0.201	-0.053	-0.266	Reflect	0.093	0.003
Z.7	0.688	-0.064	0.187	<b>-0.302</b>	Reflect	0.092	<0.001
Z.8	0.667	-0.279	-0.297	-0.064	Reflect	0.098	0.258
Z.9	0.881	0.641	-0.044	-0.198	Reflect	0.095	0.020
Z.10	0.833	0.092	-0.098	0.886	Reflect	0.079	<0.001
Z.11	1.040	0.334	-0.266	<b>-0.238</b>	Reflect	0.094	0.006
Z.12	-0.690	0.310	0.382	0.533	Reflect	0.087	<0.001
Z.13	0.833	0.092	-0.098	0.886	Reflect	0.079	<0.001
Z.14	1.466	0.283	-0.128	0.094	Reflect	0.097	0.169
Z.15	0.077	-0.144	0.382	-0.020	Reflect	0.099	0.421

Notes: Loadings are unrotated and cross-loadings are oblique-rotated. SEs and P values are for loadings. P values < 0.05 are desirable for reflective indicators.

\*\*\*\*\*

\* Normalized combined loadings and cross-loadings \*

\*\*\*\*\*

	GK	BK	PG	KG
X1.1	0.469	0.203	-0.721	-0.331
X1.2	-0.532	-0.030	0.005	0.725
X1.3	0.704	0.083	-0.099	0.089
X1.4	-0.293	-0.480	-0.494	-0.380
X1.5	-0.176	-0.014	0.392	0.618
X1.6	-0.729	-0.311	-0.067	0.639
X1.7	0.771	-0.615	0.461	0.058
X1.8	0.075	-0.093	0.409	-0.688
X1.9	-0.250	0.369	-0.008	-0.793
X1.10	0.671	0.130	-0.129	0.152
X2.1	0.601	-0.297	-0.154	-0.760
X2.2	-0.586	0.775	0.216	0.516
X2.3	0.085	0.900	-0.014	-0.312
X2.4	0.336	0.867	-0.025	-0.535
X2.5	0.455	0.878	0.068	-0.743
X2.6	-0.727	0.893	-0.066	0.643
X2.7	0.121	0.897	-0.284	-0.376
X2.8	0.702	-0.913	0.028	-0.707
X2.9	0.711	-0.938	0.094	-0.519
X2.10	0.545	-0.970	-0.107	0.031
X2.11	0.444	-0.942	0.593	-0.210
X2.12	0.594	-0.317	-0.263	-0.744
X2.13	0.985	0.417	-0.110	0.050
Y.1	-0.087	0.124	0.930	0.006
Y.2	0.036	0.865	0.591	-0.415
Y.3	0.437	0.012	0.979	-0.497
Y.4	0.523	0.036	0.168	-0.832

Y.5	0.371	0.425	0.872	-0.608
Y.6	-0.744	0.109	0.195	0.659
Y.7	0.048	0.110	0.914	-0.014
Y.8	0.090	0.013	0.883	0.037
Y.9	0.237	0.369	-0.993	-0.273
Y.10	0.739	0.121	-0.227	-0.656
Y.11	0.591	-0.770	0.500	0.023
Y.12	0.521	0.276	-0.852	-0.751
Z.1	0.393	-0.298	0.646	-0.476
Z.2	0.321	-0.487	0.435	0.781
Z.3	0.677	0.046	-0.065	-0.758
Z.4	0.544	0.112	0.077	-0.861
Z.5	0.871	-0.390	-0.278	0.635
Z.6	0.593	0.160	-0.042	-0.949
Z.7	0.609	-0.057	0.166	-0.769
Z.8	0.763	-0.320	-0.339	-0.216
Z.9	0.500	0.364	-0.025	-0.911
Z.10	0.971	0.107	-0.115	0.634
Z.11	0.601	0.193	-0.154	-0.814
Z.12	-0.583	0.262	0.323	0.611
Z.13	0.971	0.107	-0.115	0.634
Z.14	0.735	0.142	-0.064	0.272
Z.15	0.184	-0.341	0.906	-0.086

Note: Loadings are unrotated and cross-loadings are oblique-rotated, both after separate Kaiser normalizations.

\*\*\*\*\*

\* Pattern loadings and cross-loadings \*

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	GK	BK	PG	KG
X1.1	0.153	0.054	-0.193	-0.088
X1.2	-0.896	-0.039	0.006	0.945
X1.3	0.853	0.072	-0.086	0.077
X1.4	0.187	-0.145	-0.149	-0.115
X1.5	-0.439	-0.009	0.252	0.398
X1.6	-0.589	-0.261	-0.056	0.537
X1.7	0.527	-0.509	0.381	0.048
X1.8	0.483	-0.076	0.334	-0.562
X1.9	0.817	0.620	-0.013	-1.334
X1.10	0.843	0.113	-0.112	0.132
X2.1	1.040	0.334	-0.266	-1.315
X2.2	-0.581	0.582	0.215	0.513
X2.3	0.066	0.734	-0.011	-0.242
X2.4	0.297	0.685	-0.022	-0.473
X2.5	0.609	0.649	0.092	-0.995
X2.6	-0.597	0.189	-0.054	0.528
X2.7	0.098	0.710	-0.231	-0.306
X2.8	0.568	-0.061	0.023	-0.572
X2.9	0.333	-0.218	0.044	-0.243
X2.10	0.239	-0.365	-0.047	0.014
X2.11	0.124	-0.179	0.166	-0.059
X2.12	0.776	0.203	-0.343	-0.972
X2.13	0.889	0.111	-0.099	0.045
Y.1	-0.050	0.071	0.564	0.004
Y.2	0.024	0.566	0.183	-0.272
Y.3	0.366	0.010	0.628	-0.417
Y.4	0.559	0.039	0.195	-0.889
Y.5	0.251	0.288	0.378	-0.412
Y.6	-0.472	0.069	0.002	0.419
Y.7	0.027	0.062	0.554	-0.008

Y.8	0.062	0.009	0.687	0.025
Y.9	0.188	0.293	-0.679	-0.217
Y.10	1.427	0.233	-0.179	-1.267
Y.11	0.296	-0.386	0.120	0.011
Y.12	0.619	0.328	-0.354	-0.893
Z.1	0.200	-0.152	0.328	-0.296
Z.2	0.099	-0.149	0.133	0.211
Z.3	0.742	0.050	-0.072	-0.802
Z.4	0.817	0.168	0.115	-1.243
Z.5	0.387	-0.173	-0.124	-0.047
Z.6	0.745	0.201	-0.053	-0.992
Z.7	0.688	-0.064	0.187	-0.873
Z.8	0.667	-0.279	-0.297	-0.391
Z.9	0.881	0.641	-0.044	-1.382
Z.10	0.833	0.092	-0.098	0.156
Z.11	1.040	0.334	-0.266	-1.315
Z.12	-0.690	0.310	0.382	0.826
Z.13	0.833	0.092	-0.098	0.156
Z.14	1.466	0.283	-0.128	-1.316
Z.15	0.077	-0.144	0.382	-0.071

Note: Loadings and cross-loadings are oblique-rotated.

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\* Normalized pattern loadings and cross-loadings \*

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	GK	BK	PG	KG
X1.1	0.574	0.203	-0.721	-0.331
X1.2	-0.688	-0.030	0.005	0.725
X1.3	0.988	0.083	-0.099	0.089
X1.4	0.618	-0.480	-0.494	-0.380
X1.5	-0.682	-0.014	0.392	0.618
X1.6	-0.701	-0.311	-0.067	0.639
X1.7	0.637	-0.615	0.461	0.058
X1.8	0.592	-0.093	0.409	-0.688
X1.9	0.485	0.369	-0.008	-0.793
X1.10	0.971	0.130	-0.129	0.152
X2.1	0.601	0.193	-0.154	-0.760
X2.2	-0.586	0.586	0.216	0.516
X2.3	0.085	0.946	-0.014	-0.312
X2.4	0.336	0.775	-0.025	-0.535
X2.5	0.455	0.485	0.068	-0.743
X2.6	-0.727	0.230	-0.066	0.643
X2.7	0.121	0.873	-0.284	-0.376
X2.8	0.702	-0.075	0.028	-0.707
X2.9	0.711	-0.465	0.094	-0.519
X2.10	0.545	-0.831	-0.107	0.031
X2.11	0.444	-0.638	0.593	-0.210
X2.12	0.594	0.155	-0.263	-0.744
X2.13	0.985	0.123	-0.110	0.050
Y.1	-0.087	0.124	0.988	0.006
Y.2	0.036	0.865	0.280	-0.415
Y.3	0.437	0.012	0.749	-0.497
Y.4	0.523	0.036	0.183	-0.832
Y.5	0.371	0.425	0.558	-0.608
Y.6	-0.744	0.109	0.003	0.659
Y.7	0.048	0.110	0.993	-0.014
Y.8	0.090	0.013	0.995	0.037
Y.9	0.237	0.369	-0.856	-0.273
Y.10	0.739	0.121	-0.093	-0.656
Y.11	0.591	-0.770	0.239	0.023

Y.12	0.521	0.276	-0.298	-0.751
Z.1	0.393	-0.298	0.646	-0.583
Z.2	0.321	-0.487	0.435	0.686
Z.3	0.677	0.046	-0.065	-0.732
Z.4	0.544	0.112	0.077	-0.828
Z.5	0.871	-0.390	-0.278	-0.106
Z.6	0.593	0.160	-0.042	-0.788
Z.7	0.609	-0.057	0.166	-0.773
Z.8	0.763	-0.320	-0.339	-0.447
Z.9	0.500	0.364	-0.025	-0.785
Z.10	0.971	0.107	-0.115	0.182
Z.11	0.601	0.193	-0.154	-0.760
Z.12	-0.583	0.262	0.323	0.698
Z.13	0.971	0.107	-0.115	0.182
Z.14	0.735	0.142	-0.064	-0.660
Z.15	0.184	-0.341	0.906	-0.169

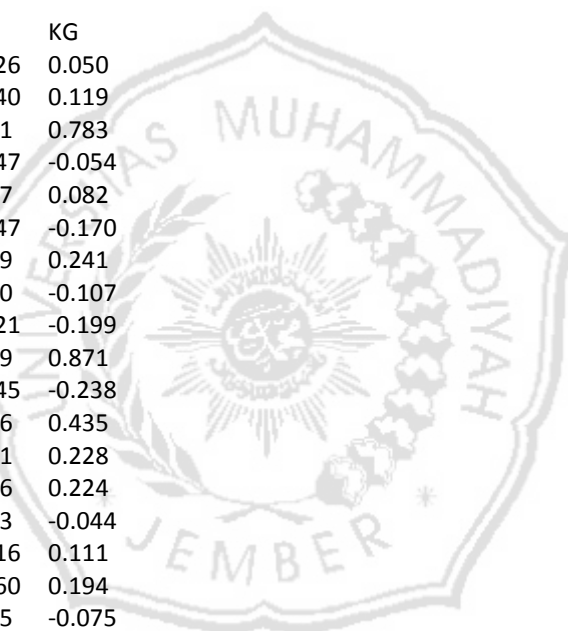
Note: Loadings and cross-loadings shown are after oblique rotation and Kaiser normalization.

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\* Structure loadings and cross-loadings \*

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	GK	BK	PG	KG
X1.1	0.072	0.011	-0.126	0.050
X1.2	-0.106	0.112	-0.040	0.119
X1.3	0.932	0.501	0.141	0.783
X1.4	-0.054	-0.077	-0.147	-0.054
X1.5	-0.035	0.063	0.167	0.082
X1.6	-0.310	-0.185	-0.147	-0.170
X1.7	0.463	-0.070	0.289	0.241
X1.8	0.018	-0.066	0.200	-0.107
X1.9	-0.054	0.061	-0.021	-0.199
X1.10	0.943	0.555	0.139	0.871
X2.1	-0.015	-0.087	-0.145	-0.238
X2.2	0.193	0.636	0.206	0.435
X2.3	0.208	0.672	0.101	0.228
X2.4	0.199	0.530	0.056	0.224
X2.5	0.105	0.270	0.093	-0.044
X2.6	0.002	0.223	-0.016	0.111
X2.7	0.134	0.494	-0.060	0.194
X2.8	0.015	-0.172	0.005	-0.075
X2.9	0.012	-0.175	-0.038	-0.051
X2.10	0.042	-0.244	-0.037	-0.023
X2.11	-0.018	-0.130	0.036	-0.023
X2.12	-0.042	-0.110	-0.235	-0.226
X2.13	0.876	0.554	0.145	0.818
Y.1	0.111	0.119	0.497	0.109
Y.2	0.087	0.306	0.256	0.144
Y.3	0.117	0.043	0.629	0.044
Y.4	-0.123	-0.141	0.061	-0.304
Y.5	0.104	0.182	0.395	0.075
Y.6	-0.036	0.099	0.024	0.061
Y.7	0.139	0.181	0.626	0.159
Y.8	0.254	0.164	0.710	0.227
Y.9	-0.027	0.073	-0.633	-0.010
Y.10	0.275	0.079	-0.069	0.067
Y.11	0.093	-0.139	0.098	0.025
Y.12	-0.083	-0.033	-0.335	-0.185
Z.1	-0.043	-0.094	0.174	-0.109
Z.2	0.185	0.073	0.130	0.297
Z.3	0.021	-0.112	-0.042	-0.141



Z.4	-0.182	-0.178	0.027	-0.432
Z.5	0.193	0.024	-0.049	0.165
Z.6	-0.066	-0.051	-0.029	-0.266
Z.7	-0.078	-0.205	0.121	-0.302
Z.8	0.078	-0.163	-0.227	-0.064
Z.9	-0.009	0.079	-0.042	-0.198
Z.10	0.918	0.550	0.154	0.886
Z.11	-0.015	-0.087	-0.145	-0.238
Z.12	0.283	0.520	0.354	0.533
Z.13	0.918	0.550	0.154	0.886
Z.14	0.308	0.123	-0.013	0.094
Z.15	0.022	-0.026	0.227	-0.020

Note: Loadings and cross-loadings are unrotated.

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\* Normalized structure loadings and cross-loadings \*

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	GK	BK	PG	KG
X1.1	0.469	0.074	-0.818	0.325
X1.2	-0.532	0.564	-0.202	0.598
X1.3	0.704	0.378	0.106	0.592
X1.4	-0.293	-0.423	-0.806	-0.294
X1.5	-0.176	0.313	0.838	0.412
X1.6	-0.729	-0.435	-0.346	-0.399
X1.7	0.771	-0.117	0.480	0.401
X1.8	0.075	-0.279	0.844	-0.451
X1.9	-0.250	0.283	-0.095	-0.921
X1.10	0.671	0.395	0.099	0.620
X2.1	-0.053	-0.297	-0.495	-0.814
X2.2	0.235	0.775	0.251	0.530
X2.3	0.279	0.900	0.135	0.305
X2.4	0.325	0.867	0.091	0.367
X2.5	0.343	0.878	0.302	-0.144
X2.6	0.009	0.893	-0.065	0.446
X2.7	0.244	0.897	-0.109	0.352
X2.8	0.080	-0.913	0.028	-0.400
X2.9	0.067	-0.938	-0.202	-0.274
X2.10	0.168	-0.970	-0.149	-0.091
X2.11	-0.129	-0.942	0.259	-0.169
X2.12	-0.122	-0.317	-0.677	-0.653
X2.13	0.659	0.417	0.109	0.616
Y.1	0.208	0.224	0.930	0.205
Y.2	0.201	0.707	0.591	0.333
Y.3	0.182	0.067	0.979	0.068
Y.4	-0.339	-0.390	0.168	-0.840
Y.5	0.230	0.400	0.872	0.165
Y.6	-0.291	0.799	0.195	0.489
Y.7	0.203	0.264	0.914	0.232
Y.8	0.316	0.204	0.883	0.282
Y.9	-0.042	0.114	-0.993	-0.015
Y.10	0.911	0.262	-0.227	0.223
Y.11	0.477	-0.711	0.500	0.130
Y.12	-0.211	-0.084	-0.852	-0.471
Z.1	-0.188	-0.410	0.755	-0.476
Z.2	0.487	0.192	0.341	0.781
Z.3	0.111	-0.602	-0.226	-0.758
Z.4	-0.362	-0.353	0.053	-0.861
Z.5	0.743	0.091	-0.188	0.635
Z.6	-0.236	-0.182	-0.104	-0.949
Z.7	-0.200	-0.523	0.308	-0.769

Z.8	0.263	-0.547	-0.764	-0.216
Z.9	-0.040	0.362	-0.194	-0.911
Z.10	0.657	0.393	0.111	0.634
Z.11	-0.053	-0.297	-0.495	-0.814
Z.12	0.324	0.597	0.406	0.611
Z.13	0.657	0.393	0.111	0.634
Z.14	0.894	0.355	-0.037	0.272
Z.15	0.096	-0.111	0.985	-0.086

Note: Loadings and cross-loadings shown are unrotated and after Kaiser normalization.





### Lampiran 3

#### 2. Hasil Analisis Uji Validitas dan Reliabilitas Instrumen Variabel Budaya Kerja

		Correlations								
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9
X2.1	Pearson	1	.337	1.000**	1.000**	.742**	.369	.553	.602*	1.000**
	Correlation									
	Sig. (2-tailed)		.261	.000	.000	.004	.214	.050	.030	.000
	N	13	13	13	13	13	13	13	13	13
X2.2	Pearson	.337	1	.337	.337	.632*	.922**	.752**	.368	.337
	Correlation									
	Sig. (2-tailed)	.261		.261	.261	.020	.000	.003	.217	.261
	N	13	13	13	13	13	13	13	13	13
X2.3	Pearson	1.000**	.337	1	1.000**	.742**	.369	.553	.602*	1.000**
	Correlation									
	Sig. (2-tailed)	.000	.261		.000	.004	.214	.050	.030	.000
	N	13	13	13	13	13	13	13	13	13
X2.4	Pearson	1.000**	.337	1.000**	1	.742**	.369	.553	.602*	1.000**
	Correlation									
	Sig. (2-tailed)	.000	.261	.000		.004	.214	.050	.030	.000
	N	13	13	13	13	13	13	13	13	13
X2.5	Pearson	.742**	.632*	.742**	.742**	1	.773**	.860**	.608*	.742**
	Correlation									
	Sig. (2-tailed)	.004	.020	.004	.004		.002	.000	.027	.004
	N	13	13	13	13	13	13	13	13	13
X2.6	Pearson	.369	.922**	.369	.369	.773**	1	.805**	.436	.369
	Correlation									
	Sig. (2-tailed)	.214	.000	.214	.214	.002		.001	.136	.214
	N	13	13	13	13	13	13	13	13	13
X2.7	Pearson	.553	.752**	.553	.553	.860**	.805**	1	.414	.553
	Correlation									
	Sig. (2-tailed)	.050	.003	.050	.050	.000	.001		.160	.050
	N	13	13	13	13	13	13	13	13	13
X2.8	Pearson	.602*	.368	.602*	.602*	.608*	.436	.414	1	.602*
	Correlation									
	Sig. (2-tailed)	.030	.217	.030	.030	.027	.136	.160		.030
	N	13	13	13	13	13	13	13	13	13
X2.9	Pearson	1.000**	.337	1.000**	1.000**	.742**	.369	.553	.602*	1
	Correlation									

	Sig. (2-tailed)	.000	.261	.000	.000	.004	.214	.050	.030	
	N	13	13	13	13	13	13	13	13	13
X2.10	Pearson Correlation	1.000**	.337	1.000**	1.000**	.742**	.369	.553	.602*	1.000**
	Sig. (2-tailed)	.000	.261	.000	.000	.004	.214	.050	.030	.000
	N	13	13	13	13	13	13	13	13	13
X2.11	Pearson Correlation	1.000**	.337	1.000**	1.000**	.742**	.369	.553	.602*	1.000**
	Sig. (2-tailed)	.000	.261	.000	.000	.004	.214	.050	.030	.000
	N	13	13	13	13	13	13	13	13	13
X2.12	Pearson Correlation	.773**	.239	.773**	.773**	.553*	.316	.403	.820**	.773**
	Sig. (2-tailed)	.002	.432	.002	.002	.050	.292	.173	.001	.002
	N	13	13	13	13	13	13	13	13	13
X2.13	Pearson Correlation	.369	.922**	.369	.369	.773**	1.000**	.805**	.436	.369
	Sig. (2-tailed)	.214	.000	.214	.214	.002	.000	.001	.136	.214
	N	13	13	13	13	13	13	13	13	13
Jumlah	Pearson Correlation	.903**	.657*	.903**	.903**	.911**	.716**	.792**	.714**	.903**
	Sig. (2-tailed)	.000	.015	.000	.000	.000	.006	.001	.006	.000
	N	13	13	13	13	13	13	13	13	13

## Correlations

		X2.10	X2.11	X2.12	X2.13	Jumlah
X2.1	Pearson Correlation	1.000	1.000	.773**	.369**	.903**
	Sig. (2-tailed)	.000	.000	.002	.214	.000
	N	13	13	13	13	13
X2.2	Pearson Correlation	.337	.337	.239	.922	.657*
	Sig. (2-tailed)	.261	.261	.432	.000	.015
	N	13	13	13	13	13
X2.3	Pearson Correlation	1.000**	1.000	.773	.369**	.903**
	Sig. (2-tailed)	.000	.000	.002	.214	.000
	N	13	13	13	13	13
X2.4	Pearson Correlation	1.000**	1.000	.773**	.369	.903**
	Sig. (2-tailed)	.000	.000	.002	.214	.000
	N	13	13	13	13	13
X2.5	Pearson Correlation	.742**	.742*	.553**	.773**	.911
	Sig. (2-tailed)	.004	.004	.050	.002	.000

	N	13	13	13	13	13
	Pearson Correlation	.369	.369**	.316	1.000	.716**
X2.6	Sig. (2-tailed)	.214	.214	.292	.000	.006
	N	13	13	13	13	13
	Pearson Correlation	.553	.553**	.403	.805	.792**
X2.7	Sig. (2-tailed)	.050	.050	.173	.001	.001
	N	13	13	13	13	13
	Pearson Correlation	.602*	.602	.820*	.436*	.714*
X2.8	Sig. (2-tailed)	.030	.030	.001	.136	.006
	N	13	13	13	13	13
	Pearson Correlation	1.000**	1.000	.773**	.369**	.903**
X2.9	Sig. (2-tailed)	.000	.000	.002	.214	.000
	N	13	13	13	13	13
	Pearson Correlation	1**	1.000	.773**	.369**	.903**
X2.10	Sig. (2-tailed)		.000	.002	.214	.000
	N	13	13	13	13	13
	Pearson Correlation	1.000**	1	.773**	.369**	.903**
X2.11	Sig. (2-tailed)	.000		.002	.214	.000
	N	13	13	13	13	13
	Pearson Correlation	.773**	.773	1**	.316**	.761*
X2.12	Sig. (2-tailed)	.002	.002		.292	.003
	N	13	13	13	13	13
	Pearson Correlation	.369	.369**	.316	1	.716**
X2.13	Sig. (2-tailed)	.214	.214	.292		.006
	N	13	13	13	13	13
	Pearson Correlation	.903**	.903*	.761**	.716**	1**
Jumlah	Sig. (2-tailed)	.000	.000	.003	.006	
	N	13	13	13	13	13

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

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

## Reliability Scale: ALL VARIABLES

### Case Processing Summary

		N	%
Cases	Valid	13	100.0
	Excluded <sup>a</sup>	0	.0
	Total	13	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
.777	.967	14

### Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8
X2.1	1.000	.337	1.000	1.000	.742	.369	.553	.602
X2.2	.337	1.000	.337	.337	.632	.922	.752	.368
X2.3	1.000	.337	1.000	1.000	.742	.369	.553	.602
X2.4	1.000	.337	1.000	1.000	.742	.369	.553	.602
X2.5	.742	.632	.742	.742	1.000	.773	.860	.608
X2.6	.369	.922	.369	.369	.773	1.000	.805	.436
X2.7	.553	.752	.553	.553	.860	.805	1.000	.414
X2.8	.602	.368	.602	.602	.608	.436	.414	1.000
X2.9	1.000	.337	1.000	1.000	.742	.369	.553	.602
X2.10	1.000	.337	1.000	1.000	.742	.369	.553	.602
X2.11	1.000	.337	1.000	1.000	.742	.369	.553	.602
X2.12	.773	.239	.773	.773	.553	.316	.403	.820
X2.13	.369	.922	.369	.369	.773	1.000	.805	.436
Jumlah	.903	.657	.903	.903	.911	.716	.792	.714

Inter-Item Correlation Matrix

	X2.9	X2.10	X2.11	X2.12	X2.13	Jumlah
X2.1	1.000	1.000	1.000	.773	.369	.903
X2.2	.337	.337	.337	.239	.922	.657
X2.3	1.000	1.000	1.000	.773	.369	.903
X2.4	1.000	1.000	1.000	.773	.369	.903
X2.5	.742	.742	.742	.553	.773	.911
X2.6	.369	.369	.369	.316	1.000	.716
X2.7	.553	.553	.553	.403	.805	.792
X2.8	.602	.602	.602	.820	.436	.714
X2.9	1.000	1.000	1.000	.773	.369	.903
X2.10	1.000	1.000	1.000	.773	.369	.903
X2.11	1.000	1.000	1.000	.773	.369	.903
X2.12	.773	.773	.773	1.000	.316	.761
X2.13	.369	.369	.369	.316	1.000	.716
Jumlah	.903	.903	.903	.761	.716	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
X2.1	72.31	678.897	.894	.	.757
X2.2	73.31	698.064	.630	.	.766
X2.3	72.31	678.897	.894	.	.757
X2.4	72.31	678.897	.894	.	.757
X2.5	73.38	672.923	.901	.	.755
X2.6	73.31	685.064	.688	.	.761
X2.7	73.38	686.923	.774	.	.761
X2.8	72.46	690.436	.689	.	.763
X2.9	72.31	678.897	.894	.	.757
X2.10	72.31	678.897	.894	.	.757
X2.11	72.31	678.897	.894	.	.757
X2.12	73.15	700.141	.745	.	.766
X2.13	73.31	685.064	.688	.	.761
Jumlah	37.85	184.808	1.000	.	.959

## Lampiran 4

### 3. Hasil Analisis Uji Validitas dan Reliabilitas Instrumen Variabel Profesionalisme Guru

		Correlations							
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8
Y.1	Pearson Correlation	1	.661*	.745**	.661*	.745**	.751**	.686**	.745**
	Sig. (2-tailed)		.014	.003	.014	.003	.003	.010	.003
	N	13	13	13	13	13	13	13	13
Y.2	Pearson Correlation	.661*	1	.741**	1.000**	.741**	.594*	.769**	.741**
	Sig. (2-tailed)	.014		.004	.000	.004	.032	.002	.004
	N	13	13	13	13	13	13	13	13
Y.3	Pearson Correlation	.745**	.741**	1	.741**	1.000**	.678*	.808**	1.000**
	Sig. (2-tailed)	.003	.004		.004	.000	.011	.001	.000
	N	13	13	13	13	13	13	13	13
Y.4	Pearson Correlation	.661*	1.000**	.741**	1	.741**	.594*	.769**	.741**
	Sig. (2-tailed)	.014	.000	.004		.004	.032	.002	.004
	N	13	13	13	13	13	13	13	13
Y.5	Pearson Correlation	.745**	.741**	1.000**	.741**	1	.678*	.808**	1.000**
	Sig. (2-tailed)	.003	.004	.000	.004		.011	.001	.000
	N	13	13	13	13	13	13	13	13
Y.6	Pearson Correlation	.751**	.594*	.678*	.594*	.678*	1	.583*	.678*
	Sig. (2-tailed)	.003	.032	.011	.032	.011		.036	.011
	N	13	13	13	13	13	13	13	13
Y.7	Pearson Correlation	.686**	.769**	.808**	.769**	.808**	.583*	1	.808**
	Sig. (2-tailed)	.010	.002	.001	.002	.001	.036		.001
	N	13	13	13	13	13	13	13	13
Y.8	Pearson Correlation	.745**	.741**	1.000**	.741**	1.000**	.678*	.808**	1
	Sig. (2-tailed)	.003	.004	.000	.004	.000	.011	.001	
	N	13	13	13	13	13	13	13	13
Y.9	Pearson Correlation	.363	.796**	.277	.796**	.277	.424	.368	.277
	Sig. (2-tailed)	.223	.001	.359	.001	.359	.149	.216	.359
	N	13	13	13	13	13	13	13	13
Y.10	Pearson Correlation	.553*	.795**	.399	.795**	.399	.279	.494	.399
	Sig. (2-tailed)	.050	.001	.176	.001	.176	.356	.086	.176

	N	13	13	13	13	13	13	13	13
Y.11	Pearson Correlation	.472	.657*	.440	.657*	.440	.133	.376	.440
	Sig. (2-tailed)	.104	.015	.133	.015	.133	.664	.206	.133
Y.12	N	13	13	13	13	13	13	13	13
	Pearson Correlation	.363	.796**	.277	.796**	.277	.424	.368	.277
	Sig. (2-tailed)	.223	.001	.359	.001	.359	.149	.216	.359
Jumlah	N	13	13	13	13	13	13	13	13
	Pearson Correlation	.779**	.971**	.797**	.971**	.797**	.667*	.790**	.797**
	Sig. (2-tailed)	.002	.000	.001	.000	.001	.013	.001	.001
	N	13	13	13	13	13	13	13	13

## Correlations

		Y.9	Y.10	Y.11	Y.12	Jumlah
Y.1	Pearson Correlation	.363	.553*	.472**	.363*	.779**
	Sig. (2-tailed)	.223	.050	.104	.223	.002
Y.2	N	13	13	13	13	13
	Pearson Correlation	.796*	.795	.657**	.796**	.971**
	Sig. (2-tailed)	.001	.001	.015	.001	.000
Y.3	N	13	13	13	13	13
	Pearson Correlation	.277**	.399**	.440	.277**	.797**
	Sig. (2-tailed)	.359	.176	.133	.359	.001
Y.4	N	13	13	13	13	13
	Pearson Correlation	.796*	.795**	.657**	.796	.971**
	Sig. (2-tailed)	.001	.001	.015	.001	.000
Y.5	N	13	13	13	13	13
	Pearson Correlation	.277**	.399**	.440**	.277**	.797
	Sig. (2-tailed)	.359	.176	.133	.359	.001
Y.6	N	13	13	13	13	13
	Pearson Correlation	.424**	.279*	.133*	.424*	.667*
	Sig. (2-tailed)	.149	.356	.664	.149	.013
Y.7	N	13	13	13	13	13
	Pearson Correlation	.368**	.494**	.376**	.368**	.790**
	Sig. (2-tailed)	.216	.086	.206	.216	.001
Y.8	N	13	13	13	13	13
	Pearson Correlation	.277**	.399**	.440**	.277**	.797**
	Sig. (2-tailed)	.359	.176	.133	.359	.001
Y.9	N	13	13	13	13	13
	Pearson Correlation	1	.742**	.553	1.000**	.755
	Sig. (2-tailed)		.004	.050	.000	.003
Y.10	N	13	13	13	13	13
	Pearson Correlation	.742*	1**	.860	.742**	.817

	Sig. (2-tailed)	.004		.000	.004	.001
	N	13	13	13	13	13
	Pearson Correlation	.553	.860*	1	.553*	.720
Y.11	Sig. (2-tailed)	.050	.000		.050	.006
	N	13	13	13	13	13
	Pearson Correlation	1.000	.742**	.553	1**	.755
Y.12	Sig. (2-tailed)	.000	.004	.050		.003
	N	13	13	13	13	13
	Pearson Correlation	.755**	.817**	.720**	.755**	1**
Jumlah	Sig. (2-tailed)	.003	.001	.006	.003	
	N	13	13	13	13	13

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

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

### Reliability

#### Scale: ALL VARIABLES

##### Case Processing Summary

		N	%
Cases	Valid	13	100.0
	Excluded <sup>a</sup>	0	.0
	Total	13	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
.776	.959	13

##### Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8
Y.1	1.000	.661	.745	.661	.745	.751	.686	.745
Y.2	.661	1.000	.741	1.000	.741	.594	.769	.741
Y.3	.745	.741	1.000	.741	1.000	.678	.808	1.000
Y.4	.661	1.000	.741	1.000	.741	.594	.769	.741
Y.5	.745	.741	1.000	.741	1.000	.678	.808	1.000
Y.6	.751	.594	.678	.594	.678	1.000	.583	.678
Y.7	.686	.769	.808	.769	.808	.583	1.000	.808
Y.8	.745	.741	1.000	.741	1.000	.678	.808	1.000



Y.9	.363	.796	.277	.796	.277	.424	.368	.277
Y.10	.553	.795	.399	.795	.399	.279	.494	.399
Y.11	.472	.657	.440	.657	.440	.133	.376	.440
Y.12	.363	.796	.277	.796	.277	.424	.368	.277
Jumlah	.779	.971	.797	.971	.797	.667	.790	.797

**Inter-Item Correlation Matrix**

	Y.9	Y.10	Y.11	Y.12	Jumlah
Y.1	.363	.553	.472	.363	.779
Y.2	.796	.795	.657	.796	.971
Y.3	.277	.399	.440	.277	.797
Y.4	.796	.795	.657	.796	.971
Y.5	.277	.399	.440	.277	.797
Y.6	.424	.279	.133	.424	.667
Y.7	.368	.494	.376	.368	.790
Y.8	.277	.399	.440	.277	.797
Y.9	1.000	.742	.553	1.000	.755
Y.10	.742	1.000	.860	.742	.817
Y.11	.553	.860	1.000	.553	.720
Y.12	1.000	.742	.553	1.000	.755
Jumlah	.755	.817	.720	.755	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
Y.1	54.15	368.141	.758	.	.759
Y.2	53.69	362.731	.968	.	.754
Y.3	53.62	370.590	.780	.	.761
Y.4	53.69	362.731	.968	.	.754
Y.5	53.62	370.590	.780	.	.761
Y.6	54.08	377.410	.645	.	.767
Y.7	52.62	361.256	.766	.	.755
Y.8	53.62	370.590	.780	.	.761
Y.9	52.31	360.897	.725	.	.755
Y.10	53.38	354.256	.792	.	.749
Y.11	53.38	362.923	.687	.	.757
Y.12	52.31	360.897	.725	.	.755
Jumlah	27.85	99.308	1.000	.	.943

## Lampiran 5

### 4. Hasil Analisis Uji Validitas dan Reliabilitas Instrumen Variabel Kinerja Guru

		Correlations									
		Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z.7	Z.8	Z.9	Z.10
Z.1	Pearson Correlation	1	.600*	.363	.363	.553*	.614*	.472	.553*	.614*	.363
	Sig. (2-tailed)		.030	.223	.223	.050	.026	.104	.050	.026	.223
	N	13	13	13	13	13	13	13	13	13	13
Z.2	Pearson Correlation	.600*	1	.337	.337	.632*	.922**	.752**	.632*	.922**	.337
	Sig. (2-tailed)	.030		.261	.261	.020	.000	.003	.020	.000	.261
	N	13	13	13	13	13	13	13	13	13	13
Z.3	Pearson Correlation	.363	.337	1	1.000**	.742**	.369	.553	.742**	.369	1.000**
	Sig. (2-tailed)	.223	.261		.000	.004	.214	.050	.004	.214	.000
	N	13	13	13	13	13	13	13	13	13	13
Z.4	Pearson Correlation	.363	.337	1.000**	1	.742**	.369	.553	.742**	.369	1.000**
	Sig. (2-tailed)	.223	.261	.000		.004	.214	.050	.004	.214	.000
	N	13	13	13	13	13	13	13	13	13	13
Z.5	Pearson Correlation	.553*	.632*	.742**	.742**	1	.773**	.860**	1.000**	.773**	.742**
	Sig. (2-tailed)	.050	.020	.004	.004		.002	.000	.000	.002	.004
	N	13	13	13	13	13	13	13	13	13	13
Z.6	Pearson Correlation	.614*	.922**	.369	.369	.773**	1	.805**	.773**	1.000**	.369
	Sig. (2-tailed)	.026	.000	.214	.214	.002		.001	.002	.000	.214
	N	13	13	13	13	13	13	13	13	13	13
Z.7	Pearson Correlation	.472	.752**	.553	.553	.860**	.805**	1	.860**	.805**	.553
	Sig. (2-tailed)	.104	.003	.050	.050	.000	.001		.000	.001	.050
	N	13	13	13	13	13	13	13	13	13	13
Z.8	Pearson Correlation	.553*	.632*	.742**	.742**	1.000**	.773**	.860**	1	.773**	.742**
	Sig. (2-tailed)	.050	.020	.004	.004	.000	.002	.000		.002	.004
	N	13	13	13	13	13	13	13	13	13	13
Z.9	Pearson Correlation	.614*	.922**	.369	.369	.773**	1.000**	.805**	.773**	1	.369
	Sig. (2-tailed)	.026	.000	.214	.214	.002	.000	.001	.002		.214
	N	13	13	13	13	13	13	13	13	13	13
Z.10	Pearson Correlation	.363	.337	1.000**	1.000**	.742**	.369	.553	.742**	.369	1
	Sig. (2-tailed)	.223	.261	.000	.000	.004	.214	.050	.004	.214	
	N	13	13	13	13	13	13	13	13	13	13

Z.11	Pearson Correlation	.661*	.536	.796**	.796**	.795**	.568*	.657*	.795**	.568*	.796**
	Sig. (2-tailed)	.014	.059	.001	.001	.001	.043	.015	.001	.043	.001
	N	13	13	13	13	13	13	13	13	13	13
Z.12	Pearson Correlation	.614*	.922**	.369	.369	.773**	1.000**	.805**	.773**	1.000**	.369
	Sig. (2-tailed)	.026	.000	.214	.214	.002	.000	.001	.002	.000	.214
	N	13	13	13	13	13	13	13	13	13	13
Z.13	Pearson Correlation	.363	.337	1.000**	1.000**	.742**	.369	.553	.742**	.369	1.000**
	Sig. (2-tailed)	.223	.261	.000	.000	.004	.214	.050	.004	.214	.000
	N	13	13	13	13	13	13	13	13	13	13
Z.14	Pearson Correlation	.363	.337	1.000**	1.000**	.742**	.369	.553	.742**	.369	1.000**
	Sig. (2-tailed)	.223	.261	.000	.000	.004	.214	.050	.004	.214	.000
	N	13	13	13	13	13	13	13	13	13	13
Z.15	Pearson Correlation	.600*	1.000**	.337	.337	.632*	.922**	.752**	.632*	.922**	.337
	Sig. (2-tailed)	.030	.000	.261	.261	.020	.000	.003	.020	.000	.261
	N	13	13	13	13	13	13	13	13	13	13
Jumlah	Pearson Correlation	.644*	.785**	.802**	.802**	.936**	.839**	.861**	.936**	.839**	.802**
	Sig. (2-tailed)	.017	.001	.001	.001	.000	.000	.000	.000	.000	.001
	N	13	13	13	13	13	13	13	13	13	13

**Correlations**

		Z.11	Z.12	Z.13	Z.14	Z.15	Jumlah
Z.1	Pearson Correlation	.661	.614*	.363	.363	.600*	.644*
	Sig. (2-tailed)	.014	.026	.223	.223	.030	.017
	N	13	13	13	13	13	13
Z.2	Pearson Correlation	.536*	.922	.337	.337	1.000*	.785**
	Sig. (2-tailed)	.059	.000	.261	.261	.000	.001
	N	13	13	13	13	13	13
Z.3	Pearson Correlation	.796	.369	1.000	1.000**	.337**	.802
	Sig. (2-tailed)	.001	.214	.000	.000	.261	.001
	N	13	13	13	13	13	13
Z.4	Pearson Correlation	.796	.369	1.000**	1.000	.337**	.802
	Sig. (2-tailed)	.001	.214	.000	.000	.261	.001
	N	13	13	13	13	13	13
Z.5	Pearson Correlation	.795*	.773*	.742**	.742**	.632	.936**
	Sig. (2-tailed)	.001	.002	.004	.004	.020	.000
	N	13	13	13	13	13	13
Z.6	Pearson Correlation	.568*	1.000**	.369	.369	.922**	.839
	Sig. (2-tailed)	.043	.000	.214	.214	.000	.000

	N	13	13	13	13	13	13
	Pearson Correlation	.657	.805**	.553	.553	.752**	.861**
Z.7	Sig. (2-tailed)	.015	.001	.050	.050	.003	.000
	N	13	13	13	13	13	13
	Pearson Correlation	.795*	.773*	.742**	.742**	.632**	.936**
Z.8	Sig. (2-tailed)	.001	.002	.004	.004	.020	.000
	N	13	13	13	13	13	13
	Pearson Correlation	.568*	1.000**	.369	.369	.922**	.839**
Z.9	Sig. (2-tailed)	.043	.000	.214	.214	.000	.000
	N	13	13	13	13	13	13
	Pearson Correlation	.796	.369	1.000**	1.000**	.337**	.802
Z.10	Sig. (2-tailed)	.001	.214	.000	.000	.261	.001
	N	13	13	13	13	13	13
	Pearson Correlation	1*	.568	.796**	.796**	.536**	.853*
Z.11	Sig. (2-tailed)		.043	.001	.001	.059	.000
	N	13	13	13	13	13	13
	Pearson Correlation	.568*	1**	.369	.369	.922**	.839**
Z.12	Sig. (2-tailed)	.043		.214	.214	.000	.000
	N	13	13	13	13	13	13
	Pearson Correlation	.796	.369	1**	1.000**	.337**	.802
Z.13	Sig. (2-tailed)	.001	.214		.000	.261	.001
	N	13	13	13	13	13	13
	Pearson Correlation	.796	.369	1.000**	1**	.337**	.802
Z.14	Sig. (2-tailed)	.001	.214	.000		.261	.001
	N	13	13	13	13	13	13
	Pearson Correlation	.536*	.922**	.337	.337	1*	.785**
Z.15	Sig. (2-tailed)	.059	.000	.261	.261		.001
	N	13	13	13	13	13	13
	Pearson Correlation	.853*	.839**	.802**	.802**	.785**	1**
Jumlah	Sig. (2-tailed)	.000	.000	.001	.001	.001	
	N	13	13	13	13	13	13

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

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

## Reliability

### Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	13	100.0
	Excluded <sup>a</sup>	0	.0
	Total	13	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
.774	.971	16

#### Inter-Item Correlation Matrix

	Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z.7	Z.8
Z.1	1.000	.600	.363	.363	.553	.614	.472	.553
Z.2	.600	1.000	.337	.337	.632	.922	.752	.632
Z.3	.363	.337	1.000	1.000	.742	.369	.553	.742
Z.4	.363	.337	1.000	1.000	.742	.369	.553	.742
Z.5	.553	.632	.742	.742	1.000	.773	.860	1.000
Z.6	.614	.922	.369	.369	.773	1.000	.805	.773
Z.7	.472	.752	.553	.553	.860	.805	1.000	.860
Z.8	.553	.632	.742	.742	1.000	.773	.860	1.000
Z.9	.614	.922	.369	.369	.773	1.000	.805	.773
Z.10	.363	.337	1.000	1.000	.742	.369	.553	.742
Z.11	.661	.536	.796	.796	.795	.568	.657	.795
Z.12	.614	.922	.369	.369	.773	1.000	.805	.773
Z.13	.363	.337	1.000	1.000	.742	.369	.553	.742
Z.14	.363	.337	1.000	1.000	.742	.369	.553	.742
Z.15	.600	1.000	.337	.337	.632	.922	.752	.632
Jumlah	.644	.785	.802	.802	.936	.839	.861	.936

#### Inter-Item Correlation Matrix

	Z.9	Z.10	Z.11	Z.12	Z.13	Z.14	Z.15	Jumlah
Z.1	.614	.363	.661	.614	.363	.363	.600	.644
Z.2	.922	.337	.536	.922	.337	.337	1.000	.785
Z.3	.369	1.000	.796	.369	1.000	1.000	.337	.802
Z.4	.369	1.000	.796	.369	1.000	1.000	.337	.802
Z.5	.773	.742	.795	.773	.742	.742	.632	.936
Z.6	1.000	.369	.568	1.000	.369	.369	.922	.839
Z.7	.805	.553	.657	.805	.553	.553	.752	.861
Z.8	.773	.742	.795	.773	.742	.742	.632	.936
Z.9	1.000	.369	.568	1.000	.369	.369	.922	.839
Z.10	.369	1.000	.796	.369	1.000	1.000	.337	.802
Z.11	.568	.796	1.000	.568	.796	.796	.536	.853
Z.12	1.000	.369	.568	1.000	.369	.369	.922	.839
Z.13	.369	1.000	.796	.369	1.000	1.000	.337	.802

Z.14	.369	1.000	.796	.369	1.000	1.000	.337	.802
Z.15	.922	.337	.536	.922	.337	.337	1.000	.785
Jumlah	.839	.802	.853	.839	.802	.802	.785	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
Z.1	77.08	938.244	.626	.	.766
Z.2	76.23	919.192	.769	.	.760
Z.3	75.23	914.692	.786	.	.759
Z.4	75.23	914.692	.786	.	.759
Z.5	76.31	897.564	.930	.	.753
Z.6	76.23	902.526	.825	.	.755
Z.7	76.31	910.564	.850	.	.758
Z.8	76.31	897.564	.930	.	.753
Z.9	76.23	902.526	.825	.	.755
Z.10	75.23	914.692	.786	.	.759
Z.11	76.62	928.423	.845	.	.763
Z.12	76.23	902.526	.825	.	.755
Z.13	75.23	914.692	.786	.	.759
Z.14	75.23	914.692	.786	.	.759
Z.15	76.23	919.192	.769	.	.760
Jumlah	39.31	244.064	1.000	.	.965

