

## LAMPIRAN

### Lampiran 1. Surat Ijin Penelitian



KEMENTERIAN PENDIDIKAN TINGGI, SAINS  
DAN TEKNOLOGI  
UNIVERSITAS PENDIDIKAN GANESHA  
PROGRAM PASCASARJANA  
Jl. Udayana No 11 Singaraja Bali, Telp. 081999446444  
Laman: <http://pasca.undiksha.c.id>.

Nomor : 5204/UN48.14.1/PT.02.05/2025  
Lamp : 1 (satu) gabung  
Perihal : Mohon Izin Pengambilan Data

7 Oktober 2025

Yth. Kepala SD Se-Gugus I Gusti Ngurah Rai  
1. SDN 3 Padangsambian  
2. SDN 5 Padangsambian  
3. SDN 6 Padangsambian  
4. SDN 11 Padangsambian  
5. SDN 17 Padangsambian  
6. SDN 18 Padangsambian  
di Denpasar

Dengan hormat, dalam rangka pengumpulan data untuk Penelitian Tesis mahasiswa Program Pascasarjana Universitas Pendidikan Ganesha, bersama ini kami mohon kesediaan Bapak/Ibu untuk dapat menerima dan mengizinkan mahasiswa kami dengan identitas:

Nama : Pande Made Ngurah Wirahmat  
NIM : 2429031029  
Program studi : Administrasi Pendidikan  
Judul Penelitian : Kontribusi Kepemimpinan Berlandaskan Tri Hita Karana, Supervisi Akademik, Budaya Organisasi, dan Kepuasan Kerja Terhadap Kinerja Guru SD di Gugus I Gusti Ngurah Rai Kecamatan Denpasar Barat

untuk mendapatkan data/informasi yang dibutuhkan oleh mahasiswa dalam melakukan penelitian.

Demikain disampaikan, atas perkenaan dan kerja sama yang baik kami ucapkan terima kasih.

a.n Direktur,  
Wakil Direktur I,  
  
Widyaiswara I Gusti Ngurah Arnyana  
NIP. 1986011005

Tembusan :  
1. Kepala Subbagian Program Pascasarjana  
2. Mahasiswa yang bersangkutan



**INSTRUMEN  
KINERJA GURU**

A. Identitas Responden

1. Nama : .....
2. Jenis kelamin : Laki-laki/Perempuan
3. Unit kerja : .....

B. Petunjuk :

1. Peneliti sangat mengharapkan bantuan dari Bapak/Ibu guru berkenan memberikan respon terhadap setiap pertanyaan instrument penelitian ini, dengan memberikan tanda rumput (√) pada salah satu kolom respon yang tersedia sesuai dengan pilihan Bapak/Ibu!
2. Setiap pertanyaan hanya direspons dengan tanda rumput (√) sesuai dengan penilaian Bapak/Ibu Guru terhadap Kinerja Guru dalam melaksanakan tugas di Sekolah tempat mengajar.
3. Arti singkatan pada kolom respons sebagai berikut :
  - SS = Sangat Setuju (Berada pada skala 5)
  - S = Setuju (Berada pada skala 4)
  - KS = Kurang Setuju (Berada pada skala 2)
  - TS = Tidak Setuju (Berada pada skala 1)
4. Respons yang Bapak/Ibu berikan tidak mengandung unsur penilaian (tes), benar dan salah, serta tidak ada kaitannya dengan konduite pelaksanaan tugas dan fungsi Bapak/Ibu.
5. Terima kasih atas bantuan Bapak/Ibu

| No | Pernyataan/pernyataan   | Alternatif Jawaban |   |    |    |
|----|---|--------------------|---|----|----|
|    |   | SS                 | S | KS | TS |
| 1. | Saya menyusun perencanaan pembelajaran sesuai pemetaan materi yang telah dibuat.        |                    |   |    |    |
| 2. | Saya menetapkan tujuan pembelajaran sesuai dengan capaian pembelajaran.                 |                    |   |    |    |
| 3. | Saya memilih metode pembelajaran yang sesuai dengan materi.                             |                    |   |    |    |
| 4. | Saya menyusun materi pembelajaran sekehendak hati saya.                                 |                    |   |    |    |
| 5. | Saya tidak pernah menyiapkan media pembelajaran yang mendukung proses belajar mengajar. |                    |   |    |    |
| 6. | Saya menyusun RPP/modul ajar tidak menggunakan pembelajaran inovatif.                   |                    |   |    |    |
| 7. | Saya memulai pembelajaran dengan kegiatan pendahuluan yang menarik minat siswa.         |                    |   |    |    |

| No  | Pernyataan/ Pernyataan   | Alternatif Jawaban |   |    |    |
|-----|--|--------------------|---|----|----|
|     |  | SS                 | S | KS | TS |
| 8.  | Saya menyampaikan materi pembelajaran dengan cara yang jelas dan mudah dipahami.         |                    |   |    |    |
| 9.  | Saya memanfaatkan media pembelajaran secara efektif saat mengajar.                       |                    |   |    |    |
| 10. | Saya tidak melibatkan siswa secara aktif selama proses pembelajaran.                     |                    |   |    |    |
| 11. | Saya tidak mengedepankan kegiatan kolaboratif dalam proses pembelajaran di kelas.        |                    |   |    |    |
| 12. | Saya mengakhiri pembelajaran tanpa memberikan umpan balik atau rangkuman materi.         |                    |   |    |    |
| 13. | Saya menjalin komunikasi yang baik dengan siswa di dalam kelas.                          |                    |   |    |    |
| 14. | Saya membangun hubungan yang harmonis dengan rekan sejawat di sekolah.                   |                    |   |    |    |
| 15. | Saya tidak mau menerima masukan dari siswa, rekan, dan pimpinan.                         |                    |   |    |    |
| 16. | Saya tidak mampu mengelola konflik yang terjadi dengan baik.                             |                    |   |    |    |
| 17. | Saya menganalisis hasil evaluasi belajar siswa secara berkala.                           |                    |   |    |    |
| 18. | Saya mengidentifikasi kesulitan belajar siswa berdasarkan hasil penilaian.               |                    |   |    |    |
| 19. | Saya tidak perlu mendokumentasikan hasil evaluasi pembelajaran sebagai bahan refleksi.   |                    |   |    |    |
| 20. | Saya merasa tidak perlu menyusun laporan hasil penelitian pembelajaran sesuai ketentuan. |                    |   |    |    |
| 21. | Saya memberikan materi pengayaan kepada siswa yang sudah memahami materi dengan baik.    |                    |   |    |    |
| 22. | Saya menyusun program pengayaan sesuai kebutuhan siswa.                                  |                    |   |    |    |
| 23. | Saya menggunakan metode yang monoton dalam kegiatan pengayaan.                           |                    |   |    |    |
| 24. | Saya merasa tidak perlu mengevaluasi hasil kegiatan pengayaan.                           |                    |   |    |    |
| 25. | Saya mengidentifikasi siswa yang memerlukan pembelajaran remedial.                       |                    |   |    |    |
| 26. | Saya merancang program remedial sesuai dengan kesulitan belajar siswa.                   |                    |   |    |    |
| 27. | Saya memotivasi siswa agar semangat mengikuti pembelajaran remedial.                     |                    |   |    |    |
| 28. | Saya menilai keberhasilan siswa setelah mengikuti pembelajaran remedial.                 |                    |   |    |    |
| 29. | Saya bekerja sesuai dengan tujuan sekolah.   |                    |   |    |    |
| 30. | Saya bekerja untuk mencapai visi sekolah.  |                    |   |    |    |
| 31. | Saya bekerja sesuai dengan suasana hati saya.  |                    |   |    |    |
| 32. | Saya bekerja seperlunya saja.  |                    |   |    |    |

| No  | Pernyataan/ Pernyataan   | Alternatif Jawaban |   |    |    |
|-----|--|--------------------|---|----|----|
|     |  | SS                 | S | KS | TS |
| 33. | Saya bekerja sesuai standar kinerja yang ditetapkan sekolah.                                       |                    |   |    |    |
| 34. | Saya selalu berusaha memenuhi standar yang ditetapkan oleh sekolah.                                |                    |   |    |    |
| 35. | Saya bekerja tidak mementingkan standar mutu yang telah ditetapkan sekolah.                        |                    |   |    |    |
| 36. | Saya bekerja cukup sesuai dengan kemampuan saya saja.  |                    |   |    |    |
| 37. | Penguasaan materi saya dalam proses pembelajaran sangat baik.                                      |                    |   |    |    |
| 38. | Saya pasti menyiapkan materi dengan baik sebelum memulai proses pembelajaran.                      |                    |   |    |    |
| 39. | Materi pembelajaran sudah ada di buku, sehingga saya hanya menyuruh siswa untuk membaca buku saja. |                    |   |    |    |
| 40. | Saya tidak suka menjelaskan materi kepada siswa di kelas.  |                    |   |    |    |



## INSTRUMEN

### KEPEMIMPINAN BERLANDASKAN *TRI HITA KARANA*

A. Identitas Responden

1. Nama : .....
2. Jenis kelamin : Laki-laki/Perempuan
3. Unit kerja : .....

B. Petunjuk :

1. Peneliti sangat mengharapkan bantuan dari Bapak/Ibu guru berkenan memberikan respon terhadap setiap pertanyaan instrument penelitian ini, dengan memberikan tanda rumput (√) pada salah satu kolom respon yang tersedia sesuai dengan pilihan Bapak/Ibu!
2. Setiap pertanyaan hanya direspons dengan tanda rumput (√) sesuai dengan penilaian Bapak/Ibu Guru terhadap Kepemimpinan Berlandaskan *Tri Hita Karana* dalam melaksanakan tugas di Sekolah tempat mengajar.
3. Arti singkatan pada kolom respons sebagai berikut.
  - SS = Sangat Setuju
  - S = Setuju
  - KS = Kurang Setuju
  - TS = Tidak Setuju
4. Respons yang Bapak/Ibu berikan tidak mengandung unsur penilaian (tes), benar dan salah, serta tidak ada kaitannya dengan konduite pelaksanaan tugas dan fungsi Bapak/Ibu.
5. Terima kasih atas bantuan Bapak/Ibu

| No | Pernyataan/pernyataan  | Alternatif Jawaban |   |    |    |
|----|--|--------------------|---|----|----|
|    |  | SS                 | S | KS | TS |
| 1. | Kepala sekolah saya menjadi panutan bagi seluruh warga sekolah karena selalu berorientasi pada sang Pencipta /Tuhan. |                    |   |    |    |
| 2. | Kepala sekolah selalu menunjukkan sikap jujur dan bertanggung jawab karena percaya akan adanya karma.                |                    |   |    |    |
| 3. | Kepala sekolah berperilaku santun dalam menjalankan tugas.   |                    |   |    |    |
| 4. | Kepala sekolah menunjukkan perilaku menjaga keindahan tempat kerja.  |                    |   |    |    |
| 5. | Kepala sekolah menunjukkan sikap tidak percaya adanya Tuhan.   |                    |   |    |    |
| 6. | Kepala sekolah tidak percaya dengan hukum sebab akibat.  |                    |   |    |    |
| 7. | Kepala sekolah menunjukkan sikap tidak memiliki rasa empati.   |                    |   |    |    |
| 8. | Kepala sekolah tidak memiliki kesadaran menjaga lingkungan.  |                    |   |    |    |

| No  | Pernyataan/pernyataan   | Alternatif Jawaban |   |    |    |
|-----|---|--------------------|---|----|----|
|     |   | SS                 | S | KS | TS |
| 9.  | Kepala sekolah memiliki sikap menghargai perbedaan.   |                    |   |    |    |
| 10. | Kepala sekolah memiliki sikap welas asih kepada semua warga sekolah.  |                    |   |    |    |
| 11. | Kepala sekolah memiliki rasa kepedulian sosial yang tinggi.   |                    |   |    |    |
| 12. | Kepala sekolah mendorong guru untuk menjaga kebersihan.   |                    |   |    |    |
| 13. | Kepala sekolah tidak mampu menyatukan keberagaman yang dimiliki seluruh warga sekolah untuk mencapai tujuan bersama.                |                    |   |    |    |
| 14. | Kepala sekolah tidak pernah memberikan penghargaan kepada guru yang berprestasi sebagai ucapan syukur.                              |                    |   |    |    |
| 15. | Kepala sekolah tidak mampu menumbuhkan rasa bangga sebagai bagian dari sekolah.   |                    |   |    |    |
| 16. | Kepala sekolah tidak pernah memotivasi guru untuk meningkatkan kompetensi tentang isu-isu lingkungan.                               |                    |   |    |    |
| 17. | Kepala sekolah mendorong guru untuk bersikap tabah dalam menghadapi masalah.  |                    |   |    |    |
| 18. | Kepala sekolah mendukung guru dalam mengembangkan ide-ide baru sebagai bagian dari ibadah.  |                    |   |    |    |
| 19. | Kepala sekolah membuka ruang komunikasi secara kondusif untuk menyelesaikan masalah pembelajaran.                                   |                    |   |    |    |
| 20. | Kepala sekolah memfasilitasi guru dalam mengembangkan potensi diri berkaitan dengan pelestarian lingkungan.                         |                    |   |    |    |
| 21. | Kepala sekolah tidak pernah mengapresiasi inovasi yang dilakukan guru dalam pembelajaran sebagai bentuk rasa Syukur kepada Tuhan.   |                    |   |    |    |
| 22. | Kepala sekolah tidak pernah mengajak guru untuk terlibat aktif dalam pengambilan keputusan terkait kegiatan sekolah.                |                    |   |    |    |
| 23. | Kepala sekolah tidak memiliki kemampuan bertanggung jawab dalam melaksanakan tugas.   |                    |   |    |    |
| 24. | Kepala sekolah tidak memiliki kemampuan untuk memecahkan permasalahan lingkungan di sekitar.  |                    |   |    |    |
| 25. | Kepala sekolah memahami kebutuhan pribadi setiap guru sebagai keberagaman ciptaan Tuhan.  |                    |   |    |    |
| 26. | Kepala sekolah memberikan dukungan sesuai dengan permasalahan yang dihadapi guru dengan rasa kasih yang tulus.                      |                    |   |    |    |
| 27. | Kepala sekolah memperhatikan perkembangan karier guru sebagai bentuk rasa peduli yang dimiliki.                                     |                    |   |    |    |
| 28. | Kepala sekolah menyediakan waktu khusus sebagai upaya pelestarian lingkungan.   |                    |   |    |    |
| 29. | Kepala sekolah tidak pernah memberikan pendampingan jika guru mengalami kesulitan dalam mengajar karena tidak menerima keberagaman. |                    |   |    |    |

| No  | Pernyataan/pernyataan   | Alternatif Jawaban |   |    |    |
|-----|---|--------------------|---|----|----|
|     |   | SS                 | S | KS | TS |
| 30. | Kepala sekolah tidak pernah memberikan apresiasi terhadap dedikasi guru secara individu sebagai wujud berterima kasih kepada kebesaran Tuhan.                 |                    |   |    |    |
| 31. | Kepala sekolah tidak pernah memberikan penghargaan bagi guru berprestasi karena kurang menjalin komunikasi kondusif dengan guru.                              |                    |   |    |    |
| 32. | Kepala sekolah tidak mau memberikan bantuan apabila guru mengalami permasalahan terkait dengan kegiatan di sekolah karena merasa itu bukan tanggung jawabnya. |                    |   |    |    |
| 33. | Kepala sekolah mampu menjadi pionir dalam menerapkan pembelajaran inovatif sebagai perwujudan syukur atas kemahakuasaan Tuhan.                                |                    |   |    |    |
| 34. | Kepala sekolah mampu menciptakan pembelajaran yang menyenangkan bagi siswa dengan berlandaskan cinta kasih.   |                    |   |    |    |
| 35. | Kepala sekolah suka berkolaborasi dengan guru dalam menciptakan proses pembelajaran yang inovatif.  |                    |   |    |    |
| 36. | Kepala sekolah mampu merancang program pembelajaran yang melibatkan lingkungan sekolah sebagai sumber belajar bagi warga sekolah.                             |                    |   |    |    |
| 37. | Kepala sekolah tidak paham bahwa proses pembelajaran yang dilakukan guru di kelas merupakan salah satu bentuk ibadah.   |                    |   |    |    |
| 38. | Kepala sekolah tidak mampu membuat program pembelajaran yang bersifat religius di lingkungan sekolah.   |                    |   |    |    |
| 39. | Kepala sekolah tidak pernah berpartisipasi di komunitas dalam memberikan masukan terkait pembelajaran yang dilakukan oleh guru.                               |                    |   |    |    |
| 40. | Kepala sekolah tidak pernah memberikan pembelajaran tentang perilaku ramah terhadap lingkungan.   |                    |   |    |    |

## INSTRUMEN SUPERVISI AKADEMIK

### A. Identitas Responden

1. Nama : .....
2. Jenis kelamin : Laki-laki/Perempuan
3. Unit kerja : .....

### B. Petunjuk :

1. Peneliti sangat mengharapkan bantuan dari Bapak/Ibu guru berkenan memberikan respon terhadap setiap pertanyaan instrument penelitian ini, dengan memberikan tanda rumput (√) pada salah satu kolom respon yang tersedia sesuai dengan pilihan Bapak/Ibu!
2. Setiap pertanyaan hanya direspons dengan tanda rumput (√) sesuai dengan penilaian Bapak/Ibu Guru terhadap Supervisi Akademik dalam melaksanakan tugas di Sekolah tempat mengajar.
3. Arti singkatan pada kolom respons sebagai berikut :
  - SS = Sangat Setuju
  - S = Setuju
  - KS = Kurang Setuju
  - TS = Tidak Setuju
4. Respons yang Bapak/Ibu berikan tidak mengandung unsur penilaian (tes), benar dan salah, serta tidak ada kaitannya dengan konduite pelaksanaan tugas dan fungsi Bapak/Ibu.
5. Terima kasih atas bantuan Bapak/Ibu

| No | Pernyataan/ Pernyataan   | Alternatif Jawaban |   |    |    |
|----|--|--------------------|---|----|----|
|    |  | SS                 | S | KS | TS |
| 1. | Supervisor melakukan supervisi pada program tahunan yang telah saya buat.  |                    |   |    |    |
| 2. | Supervisor melakukan supervisi pada program semester yang telah saya buat.   |                    |   |    |    |
| 3. | Supervisor melakukan supervisi pada sebaran materi yang telah saya buat.   |                    |   |    |    |
| 4. | Supervisor tidak pernah melakukan supervisi terkait dengan silabus yang telah saya buat.   |                    |   |    |    |
| 5. | Supervisor tidak pernah melakukan supervisi terkait dengan RPP/modul ajar yang telah saya buat.  |                    |   |    |    |
| 6. | Supervisor tidak pernah melakukan supervisi terkait dengan kesesuaian tujuan pembelajaran dengan capaian pembelajaran yang telah ditetapkan. |                    |   |    |    |
| 7. | Supervisor melakukan supervisi terkait pelaksanaan pembelajaran, apakah sudah sesuai dengan rencana pembelajaran yang telah dibuat.          |                    |   |    |    |

| No  | Pernyataan/ Pernyataan   | Alternatif Jawaban |   |    |    |
|-----|--|--------------------|---|----|----|
|     |  | SS                 | S | KS | TS |
| 8.  | Supervisor melakukan supervisi terkait dengan pelaksanaan pembelajaran, apakah sudah sesuai program semesteran yang telah dibuat.              |                    |   |    |    |
| 9.  | Supervisor melakukan supervisi pelaksanaan pembelajaran, apakah sudah sesuai program semesteran yang telah dibuat.                             |                    |   |    |    |
| 10. | Supervisor tidak pernah melakukan supervisi pada pelaksanaan pembelajaran, apakah penggunaan media pembelajaran sudah sesuai dengan fungsinya. |                    |   |    |    |
| 11. | Supervisor tidak pernah melakukan supervisi terhadap kemampuan guru mengelola proses pembelajaran.   |                    |   |    |    |
| 12. | Supervisor tidak pernah melakukan supervisi terhadap kemampuan guru dalam membentuk kelompok pada proses pembelajaran.                         |                    |   |    |    |
| 13. | Supervisor melakukan supervisi kemampuan guru dalam menyusun instrumen penilaian yang sesuai dengan tujuan pembelajaran.                       |                    |   |    |    |
| 14. | Supervisor melakukan supervisi kemampuan guru dalam menggunakan berbagai teknik penilaian untuk mengukur kemampuan siswa.                      |                    |   |    |    |
| 15. | Supervisor melakukan supervisi kemampuan guru dalam menganalisis hasil penilaian untuk mengetahui tingkat pencapaian siswa.                    |                    |   |    |    |
| 16. | Supervisor tidak pernah melakukan supervisi kemampuan guru dalam memanfaatkan hasil penilaian untuk memperbaiki pembelajaran berikutnya.       |                    |   |    |    |
| 17. | Supervisor tidak pernah melakukan supervisi kemampuan guru dalam memberikan penilaian yang objektif kepada siswa.                              |                    |   |    |    |
| 18. | Supervisor tidak pernah melakukan supervisi kemampuan guru dalam menginformasikan hasil penilaian kepada siswa dan orang tua.                  |                    |   |    |    |
| 19. | Supervisor melakukan supervisi kemampuan guru dalam melakukan refleksi terhadap kekuatan dan kelemahan dalam mengajar.                         |                    |   |    |    |
| 20. | Supervisor melakukan supervisi kemampuan guru dalam menyusun rencana perbaikan berdasarkan hasil refleksi.                                     |                    |   |    |    |
| 21. | Supervisor melakukan supervisi kemampuan guru dalam berdiskusi dengan rekan sejawat untuk meningkatkan kualitas mengajar.                      |                    |   |    |    |
| 22. | Supervisor tidak pernah melakukan supervisi kemampuan guru dalam mengikuti pelatihan atau workshop untuk meningkatkan kompetensi.              |                    |   |    |    |

| No  | Pernyataan/ Pernyataan  | Alternatif Jawaban |   |    |    |
|-----|---|--------------------|---|----|----|
|     |   | SS                 | S | KS | TS |
| 23. | Supervisor tidak pernah melakukan supervisi kemampuan guru dalam terbuka menerima kritik dan saran dari pihak lain.               |                    |   |    |    |
| 24. | Supervisor tidak pernah melakukan supervisi kemampuan guru dalam memanfaatkan hasil supervisi untuk memperbaiki kinerja mengajar. |                    |   |    |    |
| 25. | Supervisor melakukan analisis terkait hasil belajar siswa.  |                    |   |    |    |
| 26. | Supervisor memberikan refleksi terkait dengan analisis hasil belajar siswa.   |                    |   |    |    |
| 27. | Supervisor meminta data hasil belajar siswa kepada guru.  |                    |   |    |    |
| 28. | Supervisor tidak pernah menanyakan hasil belajar siswa.   |                    |   |    |    |
| 29. | Supervisor menganggap analisis hasil belajar siswa tidak perlu diperhatikan.  |                    |   |    |    |
| 30. | Supervisor tidak membaca laporan hasil belajar siswa.   |                    |   |    |    |
| 31. | Supervisor sangat menekankan pencapaian tujuan pembelajaran saat melakukan supervisi.   |                    |   |    |    |
| 32. | Supervisor mewajibkan guru untuk mencapai tujuan pembelajaran yang telah dirancang.   |                    |   |    |    |
| 33. | Supervisor memberikan sanksi apabila ada guru yang tidak mencapai tujuan pembelajaran.  |                    |   |    |    |
| 34. | Supervisor tidak pernah mempermasalahkan capaian tujuan pembelajaran guru.  |                    |   |    |    |
| 35. | Supervisor tidak menanyakan capaian tujuan pembelajaran yang telah dilakukan guru.  |                    |   |    |    |
| 36. | Supervisor tidak memberikan penilaian pada capaian tujuan pembelajaran yang telah dilakukan guru.                                 |                    |   |    |    |

**INSTRUMEN**  
**BUDAYA ORGANISASI**

A. Identitas Responden

1. Nama : .....
2. Jenis kelamin : Laki-laki/Perempuan
3. Unit kerja : .....

B. Petunjuk :

1. Peneliti sangat mengharapkan bantuan dari Bapak/Ibu guru berkenan memberikan respon terhadap setiap pertanyaan instrument penelitian ini, dengan memberikan tanda rumput (√) pada salah satu kolom respon yang tersedia sesuai dengan pilihan Bapak/Ibu!
2. Setiap pertanyaan hanya direspons dengan tanda rumput (√) sesuai dengan penilaian Bapak/Ibu Guru terhadap Budaya Organisasi dalam melaksanakan tugas di Sekolah tempat mengajar.
3. Arti singkatan pada kolom respons sebagai berikut :
  - SS = Sangat Setuju
  - S = Setuju
  - KS = Kurang Setuju
  - TS = Tidak Setuju
4. Respons yang Bapak/Ibu berikan tidak mengandung unsur penilaian (tes), benar dan salah, serta tidak ada kaitannya dengan konduite pelaksanaan tugas dan fungsi Bapak/Ibu.
5. Terima kasih atas bantuan Bapak/Ibu

| No  | Pernyataan/pernyataan   | Alternatif Jawaban |   |    |    |
|-----|---|--------------------|---|----|----|
|     |   | SS                 | S | KS | TS |
| 1.  | Saya selalu berperilaku sesuai dengan aturan yang berlaku di sekolah. |                    |   |    |    |
| 2.  | Saya berinteraksi secara santun dengan seluruh warga sekolah.         |                    |   |    |    |
| 3.  | Saya menjaga sikap profesional dalam melaksanakan tugas.              |                    |   |    |    |
| 4.  | Saya memiliki kebiasaan kerja sesuai dengan suasana hati saya.        |                    |   |    |    |
| 5.  | Saya tidak suka ada yang terlalu membatasi saya dalam bekerja.        |                    |   |    |    |
| 6.  | Saya suka bertindak semau saya di sekolah.                            |                    |   |    |    |
| 7.  | Saya mematuhi norma dan tata tertib yang berlaku di sekolah.          |                    |   |    |    |
| 8.  | Saya menghargai perbedaan pendapat antar rekan kerja.                 |                    |   |    |    |
| 9.  | Saya mendukung terciptanya suasana kerja yang harmonis.               |                    |   |    |    |
| 10. | Saya merasa tidak perlu bekerjasama dalam melaksanakan tugas sekolah. |                    |   |    |    |

| No  | Pernyataan/pernyataan  | Alternatif Jawaban |   |    |    |
|-----|--|--------------------|---|----|----|
|     |  | SS                 | S | KS | TS |
| 11. | Saya berpikir norma yang ada di sekolah dapat disesuaikan dengan keinginan saya.       |                    |   |    |    |
| 12. | Saya tidak peduli dengan norma-norma yang ada di sekolah.                              |                    |   |    |    |
| 13. | Saya menjunjung tinggi nilai kejujuran dalam bekerja.                                  |                    |   |    |    |
| 14. | Saya menghormati nilai kebersamaan dalam setiap kegiatan sekolah.                      |                    |   |    |    |
| 15. | Saya berorientasi pada mutu dalam melaksanakan tugas.                                  |                    |   |    |    |
| 16. | Saya melayani siswa apabila ada waktu senggang saja.                                   |                    |   |    |    |
| 17. | Saya bertindak sesuai dengan kemauan saya.   |                    |   |    |    |
| 18. | Saya tidak mengetahui nilai-nilai yang ada di sekolah saya.                            |                    |   |    |    |
| 19. | Saya meyakini bahwa kerja sama tim lebih penting daripada bekerja sendiri.             |                    |   |    |    |
| 20. | Saya berprinsip bahwa inovasi penting untuk meningkatkan mutu sekolah.                 |                    |   |    |    |
| 21. | Saya meyakini pentingnya pengembangan diri secara berkelanjutan.                       |                    |   |    |    |
| 22. | Saya kurang percaya bahwa siswa adalah pusat dari setiap kegiatan pembelajaran.        |                    |   |    |    |
| 23. | Saya tidak menjadikan kepuasan siswa sebagai ukuran keberhasilan.                      |                    |   |    |    |
| 24. | Saya yakin pekerjaan yang dikerjakan secara individu akan mendapatkan hasil yang baik. |                    |   |    |    |
| 25. | Saya memahami dan melaksanakan peraturan yang berlaku di sekolah.                      |                    |   |    |    |
| 26. | Saya membantu menegakkan peraturan di lingkungan sekolah.                              |                    |   |    |    |
| 27. | Saya melaksanakan tugas sesuai prosedur yang telah ditetapkan.                         |                    |   |    |    |
| 28. | Saya merasa tidak perlu memberi contoh positif dalam mematuhi peraturan.               |                    |   |    |    |
| 29. | Saya kurang mendukung penerapan tata tertib sekolah secara konsisten.                  |                    |   |    |    |
| 30. | Saya kurang suka peraturan yang telah disepakai bersama.                               |                    |   |    |    |
| 31. | Saya merasa nyaman bekerja di sekolah ini.   |                    |   |    |    |
| 32. | Saya merasa dihargai oleh pimpinan dan rekan kerja.                                    |                    |   |    |    |
| 33. | Saya merasakan suasana kerja yang terbuka dan saling mendukung.                        |                    |   |    |    |
| 34. | Saya merasa tidak termotivasi untuk berkontribusi lebih baik di sekolah ini.           |                    |   |    |    |
| 35. | Saya merasa sekolah ini memiliki suasana kerja yang kurang kondusif untuk berkembang.  |                    |   |    |    |
| 36. | Saya tidak bisa bekerja dengan tenang di sekolah.                                      |                    |   |    |    |

**INSTRUMEN**  
**KEPUASAN KERJA**

**A. Identitas Responden**

1. Nama : .....
2. Jenis kelamin : Laki-laki/Perempuan
3. Unit kerja : .....

**B. Petunjuk :**

1. Peneliti sangat mengharapkan bantuan dari Bapak/Ibu guru berkenan memberikan respon terhadap setiap pertanyaan instrument penelitian ini, dengan memberikan tanda rumput (√) pada salah satu kolom respon yang tersedia sesuai dengan pilihan Bapak/Ibu!
2. Setiap pertanyaan hanya direspons dengan tanda rumput (√) sesuai dengan penilaian Bapak/Ibu Guru terhadap Kepuasan Kerja dalam melaksanakan tugas di Sekolah tempat mengajar.
3. Arti singkatan pada kolom respons sebagai berikut:
  - SS = Sangat Setuju
  - S = Setuju
  - KS = Kurang Setuju
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4. Respons yang Bapak/Ibu berikan tidak mengandung unsur penilaian (tes), benar dan salah, serta tidak ada kaitannya dengan konduite pelaksanaan tugas dan fungsi Bapak/Ibu.
5. Terima kasih atas bantuan Bapak/Ibu

| No  | Pernyataan/ Pernyataan  | Alternatif Jawaban |   |    |    |
|-----|---|--------------------|---|----|----|
|     |   | SS                 | S | KS | TS |
| 1.  | Saya merespons kebutuhan siswa dengan cepat.  |                    |   |    |    |
| 2.  | Saya memberikan pelayanan yang baik kepada siswa.   |                    |   |    |    |
| 3.  | Saya selalu berusaha membantu rekan kerja saat diperlukan.  |                    |   |    |    |
| 4.  | Saya tidak memperhatikan permasalahan yang muncul di kelas.   |                    |   |    |    |
| 5.  | Saya menunggu arahan kepala sekolah untuk solusi yang tepat ketika menghadapi kendala pembelajaran. |                    |   |    |    |
| 6.  | Saya malas merespon keluhan siswa dalam pembelajaran.   |                    |   |    |    |
| 7.  | Saya mendapatkan lingkungan yang aman di sekolah  |                    |   |    |    |
| 8.  | Saya mendapatkan kesejahteraan dalam pekerjaan saya di sekolah.                                     |                    |   |    |    |
| 9.  | Saya diberikan kesempatan untuk meningkatkan jenjang karir saya di sekolah.                         |                    |   |    |    |
| 10. | Saya tidak pernah diberikan penghargaan atas kinerja saya di sekolah.                               |                    |   |    |    |
| 11. | Saya merasa masa depan saya tidak pasti bekerja sebagai guru.                                       |                    |   |    |    |
| 12. | Saya tidak pernah diberikan kesempatan untuk mengikuti peningkatan kompetensi diri di sekolah.      |                    |   |    |    |

| No  | Pernyataan/ Pernyataan   | Alternatif Jawaban |   |    |    |
|-----|--|--------------------|---|----|----|
|     |  | SS                 | S | KS | TS |
| 13. | Saya membimbing siswa, dan siswa saya sering mendapatkan juara saat lomba.                           |                    |   |    |    |
| 14. | Siswa teladan di sekolah saya, berasal dari kelas yang saya ajar.                                    |                    |   |    |    |
| 15. | Sudah banyak siswa yang berprestasi berkat bimbingan yang saya berikan.                              |                    |   |    |    |
| 16. | Saya tidak mementingkan prestasi kerja saya di sekolah.  |                    |   |    |    |
| 17. | Saya bekerja sesuai kemampuan saya, sehingga apabila kurang optimal, tidak masalah bagi saya.        |                    |   |    |    |
| 18. | Saya malas bekerja apabila diberikan tugas yang berat.   |                    |   |    |    |
| 19. | Saya memahami kebutuhan belajar setiap siswa.  |                    |   |    |    |
| 20. | Saya sabar dalam menghadapi siswa yang memiliki kesulitan belajar.                                   |                    |   |    |    |
| 21. | Saya selalu mendengarkan aspirasi siswa dengan baik.   |                    |   |    |    |
| 22. | Saya tidak pernah memberikan perhatian khusus kepada siswa yang membutuhkan.                         |                    |   |    |    |
| 23. | Saya tidak peduli terhadap kondisi emosional siswa.  |                    |   |    |    |
| 24. | Saya tidak pernah peduli apabila ada siswa atau rekan sejawat yang terkena musibah.                  |                    |   |    |    |
| 25. | Saya melaksanakan tugas sesuai jadwal yang ditetapkan.   |                    |   |    |    |
| 26. | Saya berkomitmen penuh untuk menjalankan tugas dengan baik.  |                    |   |    |    |
| 27. | Saya dapat diandalkan dalam melaksanakan tugas tambahan di sekolah.                                  |                    |   |    |    |
| 28. | Saya suka meminta waktu tambahan dalam menyelesaikan tugas yang dipercayakan kepada saya.            |                    |   |    |    |
| 29. | Saya tidak pernah dipercaya dalam melaksanakan tanggung jawab yang berat di sekolah.                 |                    |   |    |    |
| 30. | Saya memiliki prinsip bahwa setiap pekerjaan yang diberikan kepada saya, saya selesaikan semampunya. |                    |   |    |    |
| 31. | Saya tidak pernah terlambat datang ke sekolah.   |                    |   |    |    |
| 32. | Saya mengikuti aturan yang ada di sekolah dengan baik.   |                    |   |    |    |
| 33. | Saya memulai proses pembelajaran sesuai jadwal yang telah ditetapkan.                                |                    |   |    |    |
| 34. | Saya pernah melanggar tata tertib sekolah.   |                    |   |    |    |
| 35. | Saya berpikir, kedisiplinan hanya perlu ditegakkan kepada siswa saja.                                |                    |   |    |    |
| 36. | Saya tidak suka memakai seragam kantor saat bekerja di sekolah.                                      |                    |   |    |    |

Lampiran 4. Sertifikat Hak Kekayaan Intelektual (HKI) Instrumen Penelitian

  
REPUBLIK INDONESIA  
KEMENTERIAN HUKUM

## SURAT PENCATATAN CIPTAAN

Dalam rangka perlindungan ciptaan di bidang ilmu pengetahuan, seni dan sastra berdasarkan Undang-Undang Nomor 28 Tahun 2014 tentang Hak Cipta, dengan ini menerangkan:

Nomor dan tanggal permohonan: EC002020035568, 4 Maret 2020

**Pencipta**  
Nama: Fandi Made Ngarah Wirahmat, Prof. Dr. Kaduk Ribendra Dantes, S.E., M.E. dkk.  
Alamat: Jl. Baladewa, Mangakuring, Kab. Gianyar, Bali  
Kewarganegaraan: Indonesia

**Pemegang Hak Cipta**  
Nama: Pascasarjana Universitas Pendidikan Ganesha  
Alamat: Jalan Udayana No. 31, Singaraja, Buleleng, Kab. Buleleng, Bali, 81116  
Kewarganegaraan: Indonesia

**Jenis Ciptaan**: Karya Tulis Lainnya  
**Judul Ciptaan**: INSTRUMEN PENELITIAN TESIS: KONTRIBUSI KEPEMIMPINAN BERLANDASKAN TRI HITA KARANA, SUPERVISI AKADEMIK, BUDAYA ORGANISASI, DAN KEPUASAN KERJA TERHADAP KINERJA GURU SD DI GUGUS I GUSTUNGURAH RAI KECAMATAN DENPASAR BARAT

Tanggal dan tempat diumumkan untuk pertama kali di wilayah Indonesia atau di luar wilayah Indonesia: 4 Maret 2020, di Singaraja

Jangka waktu perlindungan: Berlaku selama 50 (lima puluh) tahun sejak Ciptaan tersebut pertama kali dilakukan Pengumuman.

Nomor Pencatatan: 001162504

adalah benar berdasarkan keterangan yang diberikan oleh Pemohon.  
Surat Pencatatan Hak Cipta atau produk Hak Kekayaan Intelektual ini sesuai dengan Pasal 72 Undang-Undang Nomor 28 Tahun 2014 tentang Hak Cipta.

s.d. MENTERI HUKUM  
DIREKTUR JENDERAL KEKAYAAN INTELEKTUAL  
s.d.  
Direktur Hak Cipta dan Desain Industri

  
Agung Darmasasongko, SH, MH.  
NIP. 196912261994031001





**Disclaimer:**

1. Dalam hal pemohon memberikan keterangan tidak sesuai dengan surat permohonan, Menteri bertanggung jawab terhadap surat pencatatan permohonan.
2. Surat Pencatatan ini tidak dapat secara elektronik menggunakan simbol elektronik yang diberikan oleh Badan Penyelenggara Hak Kekayaan Intelektual, Badan Siber dan Sandi Negara.
3. Surat Pencatatan ini dapat dilakukan keberlakuannya dengan meminda kode QR pada dokumen ini dan informasi akan ditampilkan dalam browser.



**LAMPIRAN PENCIPTA**

| No | Nama   | Alamat  |
|----|--|---|
| 1  | Pande Made Nyurah Wirahmat                       | Jl. Baladewa<br>Tampaksiring, Kab. Gianyar              |
| 2  | Prof. Dr. Kadek Ribendra Dantes,<br>ST., MT.     | Jl. Gelatik No 4 Sangrejo<br>Buleleng, Kab. Buleleng    |
| 3  | Dr. Basillus Rodan Weryang, S.S.,<br>S Sos., JCL | Perumahan Griya Sastrabangun<br>Sukawada, Kab. Buleleng |



**Diketahui:**

1. Dalam hal penandatanganan dokumen tidak sesuai dengan cara penandatanganan, Menteri berwenang untuk meniadakan atau membatalkan penandatanganan.
2. Surat Penerimaan ini akan dianggap secara otomatis menggantung setiap dokumen yang diterbitkan oleh Balai Besar Survei Hidrolika dan Hidrologi dan Balai Besar dan Balai Pengukuran.
3. Surat Penerimaan ini dapat dibatalkan keabsahannya dengan memindai kode QR pada dokumen ini dan informasi akan ditampilkan dalam browser.



## Uji Reliabilitas Kinerja Guru

| RELIABILITAS KINERJA GURU |               |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |    |       |     |     |  |
|---------------------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|----|-------|-----|-----|--|
| RESPONDEN                 | REKAM SOAL    |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |    |       |     |     |  |
|                           | 1             | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   | 16   | 17   | 18   | 19   | 20   | 21   | 22   | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30   | 31   | 32   | 33   | 34   | 35   | 36   | 37   | 38   | 39   | 40 | total |     |     |  |
| 1                         | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 150   |     |     |  |
| 2                         | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 152 |     |  |
| 3                         | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 152 |     |  |
| 4                         | 3             | 3    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 4    | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 144 |     |  |
| 5                         | 4             | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 146 |     |  |
| 6                         | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 147 |     |  |
| 7                         | 4             | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 147 |     |  |
| 8                         | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 148 |     |  |
| 9                         | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 152 |     |  |
| 10                        | 4             | 3    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 146 |     |  |
| 11                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 152 |  |
| 12                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 150 |  |
| 13                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 146 |  |
| 14                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 149 |  |
| 15                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 148 |  |
| 16                        | 4             | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 146 |  |
| 17                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 146 |  |
| 18                        | 2             | 3    | 3    | 2    | 3    | 3    | 2    | 2    | 3    | 3    | 3    | 2    | 4    | 4    | 2    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3  | 3     | 2   | 102 |  |
| 19                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 150 |  |
| 20                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 152 |  |
| 21                        | 2             | 3    | 3    | 4    | 4    | 4    | 3    | 3    | 2    | 3    | 3    | 2    | 3    | 4    | 3    | 2    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3  | 3     | 3   | 110 |  |
| 22                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 148 |  |
| 23                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 149 |  |
| 24                        | 3             | 2    | 2    | 3    | 3    | 3    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2  | 2     | 4   | 86  |  |
| 25                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 149 |  |
| 26                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 149 |  |
| 27                        | 4             | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 148 |  |
| 28                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 148 |  |
| 29                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 148 |  |
| 30                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 149 |  |
| 31                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 151 |  |
| 32                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 152 |  |
| 33                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 151 |  |
| 34                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 151 |  |
| 35                        | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4  | 4     | 4   | 150 |  |
| A                         | 38            |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |    |       |     |     |  |
| SDu2                      | 213,92        |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |    |       |     |     |  |
| SD2                       | 0,26          | 0,21 | 0,21 | 0,26 | 0,21 | 0,13 | 0,13 | 0,30 | 0,36 | 0,24 | 0,46 | 0,24 | 0,24 | 0,24 | 0,28 | 0,24 | 0,28 | 0,15 | 0,21 | 0,21 | 0,16 | 0,30 | 0,26 | 0,24 | 0,21 | 0,13 | 0,26 | 0,18 | 0,21 | 0,42 | 0,30 | 0,21 | 0,16 | 0,28 | 0,24 | 0,21 | 0,24 | 0,26 | 0,22 |    |       |     |     |  |
| Sum SD2                   | 0,05          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |    |       |     |     |  |
| d1                        | 0,08          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |    |       |     |     |  |
| Kesimpulan                | Sangat Tinggi |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |    |       |     |     |  |

## Uji Validitas Kepemimpinan Berlandaskan *Tri Hita Karana*

|           |       | VALIDASI KEPIMPINAN THK |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       | TOTAL |       |       |       |       |       |     |     |     |
|-----------|-------|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|-----|
|           |       | BUTIR SOAL              |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |     |     |     |
| RESPONDEN | 1     | 2                       | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    | 16    | 17    | 18    | 19    | 20    | 21    | 22    | 23    | 24    | 25    | 26    | 27    | 28    | 29    | 30    | 31    | 32    | 33    | 34    | 35    | 36    | 37    | 38    | 39    | 40    |       |       |     |     |     |
| 1         | 4     | 4                       | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 157   |     |     |     |
| 2         | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 157 |     |
| 3         | 4     | 4                       | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 157 |     |
| 4         | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 157 |     |     |
| 5         | 3     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 157 |     |     |
| 6         | 4     | 4                       | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 158 |     |     |
| 7         | 4     | 3                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 155 |     |     |
| 8         | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 156 |     |     |
| 9         | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 159 |     |     |
| 10        | 4     | 4                       | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 155 |     |     |
| 11        | 4     | 4                       | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 155 |     |
| 12        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 155 |     |
| 13        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 157 |     |
| 14        | 4     | 4                       | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3   | 4   | 157 |
| 15        | 2     | 3                       | 2     | 2     | 2     | 3     | 2     | 2     | 2     | 2     | 3     | 2     | 2     | 2     | 2     | 3     | 3     | 3     | 2     | 2     | 2     | 2     | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 3     | 83  |     |     |
| 16        | 4     | 4                       | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 157 |     |
| 17        | 4     | 4                       | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 157 |     |
| 18        | 3     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 154 |     |
| 19        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 159 |     |
| 20        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 159 |     |
| 21        | 4     | 4                       | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 154 |     |
| 22        | 4     | 4                       | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 154 |     |
| 23        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 159 |     |
| 24        | 4     | 4                       | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 158 |     |
| 25        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 158 |     |
| 26        | 3     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3   | 151 |     |
| 27        | 4     | 3                       | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 158 |     |     |
| 28        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 157 |     |     |
| 29        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 156 |     |
| 30        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 159 |     |
| 31        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 157 |     |
| 32        | 4     | 4                       | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 157 |     |
| 33        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 158 |     |
| 34        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 158 |     |
| 35        | 4     | 4                       | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 160 |     |
| Key       | 0,79  | 0,56                    | 0,62  | 0,81  | 0,77  | 0,39  | 0,89  | 0,79  | 0,78  | 0,84  | 0,49  | 0,48  | 0,77  | 0,89  | 0,81  | 0,71  | 0,57  | 0,81  | 0,89  | 0,85  | 0,79  | 0,58  | 0,53  | 0,49  | 0,54  | 0,45  | 0,63  | 0,82  | 0,74  | 0,80  | 0,81  | 0,82  | 0,71  | 0,88  | 0,64  | 0,89  | 0,26  | 0,76  | 0,80  | 0,75  |       |       |     |     |     |
| Reabel    | 0,334 | 0,334                   | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 |       |     |     |     |
| Status    | valid | valid                   | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid |     |     |     |

## Uji Reliabilitas Kepemimpinan Berlandaskan *Tri Hita Karana*

| RELIABILITAS KEPENDINAN THK<br>BOTIS SOAL |               |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
|---|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-----|-----|
| RESPONDEN                                 | 1             | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   | 16   | 17   | 18   | 19   | 20   | 21   | 22   | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30   | 31   | 32   | 33   | 34   | 35   | 36   | 38   | 39   | 40   | Total |     |     |
| 1   | 4             | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 133 |     |
| 2   | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 132 |
| 3   | 4             | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 133 |
| 4   | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 133 |
| 5   | 3             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 133 |
| 6   | 4             | 4    | 4    | 4    | 4    | 2    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 134 |
| 7   | 4             | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 131 |
| 8   | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 132 |
| 9   | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 135 |
| 10  | 4             | 4    | 4    | 2    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 132 |
| 11  | 4             | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 131 |
| 12  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 132 |
| 13  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 133 |
| 14  | 4             | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 133 |
| 15  | 2             | 3    | 2    | 2    | 3    | 2    | 2    | 2    | 2    | 3    | 3    | 3    | 2    | 2    | 3    | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 3   | 90  |
| 16  | 4             | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 133 |
| 17  | 4             | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 133 |
| 18  | 3             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 130 |
| 19  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 135 |
| 20  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 135 |
| 21  | 4             | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 131 |
| 22  | 4             | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 134 |
| 23  | 4             | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 134 |
| 25  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 134 |
| 26  | 3             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 147 |
| 27  | 4             | 3    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 134 |     |
| 28  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 133 |
| 29  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 135 |
| 30  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 135 |
| 31  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 133 |
| 32  | 4             | 4    | 4    | 4    | 3    | 2    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 134 |
| 33  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 134 |
| 34  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 135 |
| 35  | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 136 |
| k   | 39            |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
| SDM <sub>d</sub>                          | 117,00        |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
| SD <sub>d2</sub>                          | 0,18          | 0,08 | 0,24 | 0,18 | 0,18 | 0,15 | 0,14 | 0,18 | 0,18 | 0,18 | 0,10 | 0,10 | 0,18 | 0,11 | 0,16 | 0,06 | 0,08 | 0,16 | 0,14 | 0,16 | 0,18 | 0,08 | 0,08 | 0,10 | 0,08 | 0,08 | 0,13 | 0,08 | 0,16 | 0,18 | 0,16 | 0,24 | 0,16 | 0,21 | 0,14 | 0,24 | 0,14 | 0,18 | 0,16 | 0,06  |     |     |
| Sigma                                     | 3,80          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
| r <sub>11</sub>                           | 0,99          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
| Kemahasiswaan                             | Sangat Tinggi |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |

## Uji Validitas Supervisi Akademik

| VALIDITAS SUPERVISI AKADEMIK |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |     |
|------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| BUTIR SOAL                   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |     |
| RESPONDEN                    | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    | 16    | 17    | 18    | 19    | 20    | 21    | 22    | 23    | 24    | 25    | 26    | 27    | 28    | 29    | 30    | 31    | 32    | 33    | 34    | 35    | 36    | TOTAL |     |
| 1                            | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 142   |     |
| 2                            | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 142 |
| 3                            | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |
| 4                            | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |
| 5                            | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 143 |
| 6                            | 4     | 4     | 4     | 4     | 4     | 3     | 2     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 140 |
| 7                            | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 136   |     |
| 8                            | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 2     | 4     | 4     | 4     | 4     | 142   |     |
| 9                            | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 142   |     |
| 10                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 143   |     |
| 11                           | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 3     | 2     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 2     | 3     | 4     | 135 |
| 12                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 2     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 135 |
| 13                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 2     | 4     | 4     | 4     | 4     | 142 |
| 14                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 140 |
| 15                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 2     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 139 |
| 16                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 141 |
| 17                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 2     | 3     | 4     | 4     | 4     | 141 |
| 18                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |
| 19                           | 2     | 3     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 4     | 4     | 4     | 2     | 3     | 2     | 2     | 2     | 2     | 2     | 4     | 2     | 4     | 2     | 3     | 3     | 3     | 3     | 2     | 3     | 4     | 2     | 2     | 3     | 3     | 3     | 3     | 95    |     |
| 20                           | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 142   |     |
| 21                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |
| 22                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |
| 23                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 2     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 141 |
| 24                           | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 142 |
| 25                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 3     | 3     | 4     | 138   |     |
| 26                           | 4     | 2     | 4     | 4     | 3     | 4     | 4     | 3     | 2     | 2     | 3     | 3     | 3     | 2     | 2     | 2     | 2     | 2     | 1     | 2     | 3     | 3     | 3     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 2     | 3     | 93  |
| 27                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 142 |
| 28                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 142 |
| 29                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 141 |
| 30                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |
| 31                           | 4     | 4     | 4     | 4     | 4     | 3     | 2     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 139 |
| 32                           | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 139 |
| 33                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 142 |
| 34                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 143 |
| 35                           | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |
| Rxy                          | 0,67  | 0,76  | 0,47  | 0,67  | 0,87  | 0,53  | 0,54  | 0,85  | 0,88  | 0,65  | 0,53  | 0,48  | 0,84  | 0,82  | 0,84  | 0,91  | 0,85  | 0,89  | 0,58  | 0,73  | 0,70  | 0,84  | 0,81  | 0,65  | 0,74  | 0,79  | 0,87  | 0,85  | 0,63  | 0,88  | 0,63  | 0,44  | 0,63  | 0,59  | 0,75  | 0,66  |       |     |
| Revised                      | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 |       |     |
| Status                       | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid |     |

## Uji Reliabilitas Supervisi Akademik

| RELIABILITAS SUPERVISI AKADEMIK |               |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |     |
|---------------------------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-----|-----|-----|
| BUTIR SOAL                      |               |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |     |
| RESPONDEN                       | 1             | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   | 16   | 17   | 18   | 19   | 20   | 21   | 22   | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30   | 31   | 32   | 33   | 34   | 35   | 36   | Total |     |     |     |
| 1                               | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 142 |     |     |
| 2                               | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |     |
| 3                               | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 144 |     |
| 4                               | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 144 |     |
| 5                               | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 143 |     |
| 6                               | 4             | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 140 |     |
| 7                               | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 136 |     |
| 8                               | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |     |
| 9                               | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |     |
| 10                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 143 |     |
| 11                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 135 |     |
| 12                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 140 |     |
| 13                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 4   | 142 |
| 14                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 140 |     |
| 15                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 139 |     |
| 16                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 141 |     |
| 17                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 141 |     |
| 18                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 144 |     |
| 19                              | 2             | 3    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 144 |     |
| 20                              | 4             | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |     |
| 21                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 144 |     |
| 22                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 144 |     |
| 23                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 141 |     |
| 24                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 138 |     |
| 25                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |     |
| 26                              | 4             | 2    | 4    | 4    | 3    | 4    | 4    | 3    | 2    | 2    | 3    | 3    | 3    | 2    | 2    | 2    | 2    | 2    | 1    | 2    | 3    | 3    | 3    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 2     | 3   | 93  |     |
| 27                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |     |
| 28                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |     |
| 29                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 141 |     |
| 30                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 144 |     |
| 31                              | 4             | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 139 |     |
| 32                              | 4             | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |     |
| 33                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |     |
| 34                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 143 |     |
| 35                              | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 144 |     |
| k                               | 36            |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |     |
| SDM <sub>02</sub>               | 128,93        |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |     |
| SD <sub>02</sub>                | 0,11          | 0,21 | 0,11 | 0,11 | 0,16 | 0,18 | 0,16 | 0,16 | 0,26 | 0,14 | 0,06 | 0,06 | 0,16 | 0,18 | 0,30 | 0,26 | 0,28 | 0,42 | 0,16 | 0,24 | 0,03 | 0,16 | 0,18 | 0,28 | 0,21 | 0,18 | 0,26 | 0,16 | 0,14 | 0,26 | 0,24 | 0,21 | 0,26 | 0,27 | 0,21 | 0,10 |       |     |     |     |
| Sigma SD <sub>02</sub>          | 7,11          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |     |
| rl.1                            | 0,97          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |     |
| Klasifikasi                     | Sangat Tinggi |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |     |

# Uji Validitas Budaya Organisasi

| VALIDITAS BUDAYA ORGANISASI |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |     |     |
|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|
| BURO-SOL                    |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |     |     |
| RESPONDEN                   | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    | 16    | 17    | 18    | 19    | 20    | 21    | 22    | 23    | 24    | 25    | 26    | 27    | 28    | 29    | 30    | 31    | 32    | 33    | 34    | 35    | 36    | TOTAL |       |     |     |
|                             | 1     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 141 |     |
| 2                           | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 141   |     |     |
| 3                           | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 142   |     |     |
| 4                           | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 140   |     |     |
| 5                           | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 141   |     |     |
| 6                           | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 138   |     |     |
| 7                           | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 139   |     |     |
| 8                           | 3     | 3     | 3     | 3     | 2     | 3     | 3     | 3     | 2     | 2     | 2     | 3     | 3     | 2     | 3     | 3     | 2     | 3     | 2     | 2     | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 3     | 2     | 3     | 3     | 3     | 3     | 3     | 3     | 2     | 3     | 97    |     |     |
| 9                           | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 140   |     |     |
| 10                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 139   |     |     |
| 11                          | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 136   |     |     |
| 12                          | 3     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 2     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 136 |     |
| 13                          | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 138 |     |
| 14                          | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 140 |     |
| 15                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 138 |     |
| 16                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 141 |     |
| 17                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 138 |     |
| 18                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 142 |
| 19                          | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4   | 135 |
| 20                          | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 134 |     |
| 21                          | 4     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 135 |     |
| 22                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 135 |     |
| 23                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |     |
| 24                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 139 |     |
| 25                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 141 |     |
| 26                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 139 |     |
| 27                          | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 138 |     |
| 28                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 140 |     |
| 29                          | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 138 |     |
| 30                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 141 |     |
| 31                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 143 |     |
| 32                          | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 142 |     |
| 33                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 139 |     |
| 34                          | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |     |
| 35                          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 144 |     |
| Ray                         | 0.35  | 0.38  | 0.41  | 0.50  | 0.73  | 0.51  | 0.45  | 0.61  | 0.85  | 0.59  | 0.64  | 0.36  | 0.39  | 0.72  | 0.52  | 0.59  | 0.85  | 0.42  | 0.72  | 0.61  | 0.45  | 0.38  | 0.37  | 0.36  | 0.49  | 0.74  | 0.49  | 0.51  | 0.63  | 0.37  | 0.38  | 0.41  | 0.38  | 0.36  | 0.65  | 0.50  |       |       |     |     |
| R-rubel                     | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 | 0.334 |       |     |     |
| Status                      | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid |     |     |

## Uji Reliabilitas Budaya Organisasi

| RELIABILITAS BUDAYA ORGANISASI |               |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
|--------------------------------|---------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|-----|-----|
| BUTIR SOAL                     |               |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
| RESPONDEN                      | 1             | 2    | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   | 16   | 17   | 18   | 19   | 20   | 21   | 22   | 23   | 24   | 25   | 26   | 27   | 28   | 29   | 30   | 31   | 32   | 33   | 34   | 35   | 36   | Total |     |     |
| 1                              | 3             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 141 |     |
| 2                              | 4             | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 139 |     |
| 3                              | 4             | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 142 |     |
| 4                              | 4             | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4     | 140 |     |
| 5                              | 3             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 141 |     |
| 6                              | 4             | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 138 |     |
| 7                              | 4             | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 139 |     |
| 8                              | 3             | 3    | 3    | 3    | 2    | 3    | 3    | 3    | 2    | 2    | 2    | 3    | 3    | 2    | 3    | 3    | 2    | 3    | 2    | 2    | 3    | 2    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 3    | 3    | 3    | 3    | 3    | 3    | 2    | 3     | 97  |     |
| 9                              | 3             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 140 |     |
| 10                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4     | 138 |     |
| 11                             | 4             | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 136 |     |
| 12                             | 3             | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4     | 136 |     |
| 13                             | 4             | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 138 |     |
| 14                             | 3             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 140 |     |
| 15                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 138 |
| 16                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 141 |
| 17                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 138 |
| 18                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |
| 19                             | 4             | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 2    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 135 |
| 20                             | 3             | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3     | 134 |     |
| 21                             | 4             | 3    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 135 |     |
| 22                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 140 |     |
| 23                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 144 |     |
| 24                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4     | 139 |     |
| 25                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 141 |
| 26                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3     | 3   | 139 |
| 27                             | 3             | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 138 |
| 28                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 140 |
| 29                             | 4             | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3     | 4   | 138 |
| 30                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 141 |
| 31                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 143 |
| 32                             | 4             | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3    | 4     | 4   | 137 |
| 33                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 142 |
| 34                             | 4             | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 139 |
| 35                             | 4             | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 144 |
| k                              |               |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
| SDDev2                         | 57,05         |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
| SDP2                           | 0,18          | 0,18 | 0,13 | 0,10 | 0,21 | 0,10 | 0,13 | 0,08 | 0,14 | 0,26 | 0,22 | 0,15 | 0,10 | 0,18 | 0,10 | 0,08 | 0,14 | 0,18 | 0,22 | 0,30 | 0,10 | 0,16 | 0,16 | 0,16 | 0,10 | 0,18 | 0,18 | 0,13 | 0,10 | 0,24 | 0,20 | 0,15 | 0,13 | 0,15 | 0,18 | 0,26 | 0,10  |     |     |
| Sigma SDP2                     | 5,73          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
| rt.1                           | 0,93          |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |
| Identifikasi                   | Sangat Tinggi |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |      |       |     |     |

## Uji Validitas Kepuasan Kerja

| VALIDITAS KEPuasan KERJA |            |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |   |     |     |
|--------------------------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---|-----|-----|
| BUTIR SOAL               |            |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |   |     |     |
| RESPONDEN                | BUTIR SOAL |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |   |     |     |
|                          | 1          | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    | 16    | 17    | 18    | 19    | 20    | 21    | 22    | 23    | 24    | 25    | 26    | 27    | 28    | 29    | 30    | 31    | 32    | 33    | 34    | 35    | 36    | TOTAL |   |     |     |
| 1                        | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 140 |     |
| 2                        | 4          | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 140 |     |
| 3                        | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4 | 139 |     |
| 4                        | 4          | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4 | 139 |     |
| 5                        | 3          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 136 |     |
| 6                        | 4          | 4     | 3     | 4     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4 | 136 |     |
| 7                        | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 3     | 3     | 4     | 3     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4 | 137 |     |
| 8                        | 4          | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4 | 136 |     |
| 9                        | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 3     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3 | 138 |     |
| 10                       | 4          | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 139 |     |
| 11                       | 4          | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4 | 133 |     |
| 12                       | 3          | 4     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4 | 133 |     |
| 13                       | 4          | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4 | 137 |     |
| 14                       | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4 | 138 |     |
| 15                       | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 140 |     |
| 16                       | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 139 |     |
| 17                       | 4          | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4 | 135 |     |
| 18                       | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 2     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 140 |     |
| 19                       | 4          | 4     | 3     | 3     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 4   | 136 |
| 20                       | 3          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 3   | 135 |
| 21                       | 4          | 4     | 3     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4 | 138 |     |
| 22                       | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4 | 138 |     |
| 23                       | 4          | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 139 |     |
| 24                       | 2          | 2     | 3     | 2     | 2     | 2     | 3     | 3     | 2     | 2     | 3     | 3     | 2     | 2     | 3     | 3     | 3     | 3     | 2     | 2     | 2     | 2     | 3     | 3     | 3     | 2     | 2     | 2     | 3     | 3     | 2     | 2     | 3     | 3     | 3     | 3     | 2     | 3 | 89  |     |
| 25                       | 4          | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 138 |     |
| 26                       | 4          | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4 | 135 |     |
| 27                       | 3          | 4     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 137 |     |
| 28                       | 4          | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4 | 137 |     |
| 29                       | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 140 |     |
| 30                       | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4 | 137 |     |
| 31                       | 4          | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 140 |     |
| 32                       | 4          | 3     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4 | 140 |     |
| 33                       | 4          | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 3     | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 3 | 138 |     |
| 34                       | 4          | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4 | 137 |     |
| 35                       | 3          | 3     | 4     | 3     | 3     | 3     | 4     | 3     | 3     | 3     | 4     | 3     | 3     | 4     | 3     | 3     | 3     | 4     | 4     | 4     | 3     | 3     | 3     | 2     | 3     | 2     | 3     | 4     | 4     | 4     | 3     | 3     | 3     | 3     | 3     | 4     | 3     | 3 | 118 |     |
| Bay                      | 0,78       | 0,63  | 0,48  | 0,43  | 0,70  | 0,62  | 0,62  | 0,51  | 0,53  | 0,69  | 0,46  | 0,44  | 0,48  | 0,54  | 0,70  | 0,52  | 0,40  | 0,37  | 0,51  | 0,68  | 0,73  | 0,37  | 0,37  | 0,39  | 0,61  | 0,62  | 0,59  | 0,51  | 0,40  | 0,67  | 0,65  | 0,43  | 0,34  | 0,44  | 0,62  | 0,46  |       |   |     |     |
| R-squared                | 0,334      | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 | 0,334 |       |   |     |     |
| Status                   | valid      | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid | valid |   |     |     |



Lampiran 6. Data Hasil Penelitian dan Analisis Data

**DATA HASIL PENELITIAN**

| <b>NO</b> | <b>X1</b> | <b>X2</b> | <b>X3</b> | <b>X4</b> | <b>Y</b> |
|-----------|-----------|-----------|-----------|-----------|----------|
| 1         | 133       | 124       | 124       | 126       | 121      |
| 2         | 124       | 114       | 119       | 125       | 114      |
| 3         | 127       | 119       | 118       | 113       | 117      |
| 4         | 121       | 107       | 109       | 119       | 112      |
| 5         | 145       | 129       | 135       | 130       | 140      |
| 6         | 134       | 106       | 113       | 136       | 144      |
| 7         | 135       | 113       | 107       | 112       | 114      |
| 8         | 132       | 136       | 130       | 135       | 142      |
| 9         | 130       | 118       | 137       | 129       | 133      |
| 10        | 126       | 107       | 119       | 126       | 103      |
| 11        | 133       | 119       | 106       | 117       | 104      |
| 12        | 134       | 134       | 123       | 123       | 132      |
| 13        | 131       | 125       | 129       | 127       | 125      |
| 14        | 133       | 136       | 130       | 138       | 145      |
| 15        | 126       | 107       | 119       | 126       | 119      |
| 16        | 133       | 119       | 106       | 117       | 123      |
| 17        | 132       | 118       | 130       | 116       | 133      |
| 18        | 142       | 129       | 128       | 127       | 132      |
| 19        | 145       | 133       | 136       | 135       | 140      |
| 20        | 121       | 114       | 122       | 120       | 114      |
| 21        | 136       | 131       | 132       | 121       | 127      |
| 22        | 127       | 128       | 124       | 115       | 118      |
| 23        | 126       | 127       | 123       | 138       | 132      |
| 24        | 122       | 127       | 117       | 126       | 110      |
| 25        | 122       | 124       | 114       | 124       | 127      |
| 26        | 134       | 128       | 127       | 126       | 135      |
| 27        | 138       | 124       | 116       | 130       | 139      |
| 28        | 141       | 136       | 129       | 134       | 145      |
| 29        | 136       | 130       | 129       | 129       | 133      |
| 30        | 133       | 107       | 109       | 117       | 103      |
| 31        | 131       | 136       | 123       | 127       | 118      |
| 32        | 130       | 139       | 135       | 140       | 142      |
| 33        | 115       | 126       | 125       | 130       | 121      |
| 34        | 126       | 114       | 105       | 117       | 111      |
| 35        | 114       | 120       | 111       | 118       | 128      |
| 36        | 117       | 113       | 107       | 112       | 109      |

|    |     |     |     |     |     |
|----|-----|-----|-----|-----|-----|
| 37 | 131 | 106 | 127 | 127 | 118 |
| 38 | 141 | 133 | 113 | 124 | 132 |
| 39 | 145 | 136 | 135 | 130 | 140 |
| 40 | 135 | 121 | 123 | 122 | 109 |
| 41 | 134 | 136 | 130 | 135 | 124 |
| 42 | 124 | 133 | 137 | 129 | 133 |
| 43 | 131 | 129 | 127 | 127 | 120 |
| 44 | 142 | 133 | 129 | 125 | 134 |
| 45 | 130 | 126 | 112 | 116 | 113 |
| 46 | 140 | 121 | 135 | 137 | 144 |
| 47 | 120 | 125 | 125 | 121 | 124 |
| 48 | 124 | 138 | 122 | 128 | 121 |
| 49 | 128 | 129 | 113 | 130 | 108 |
| 50 | 120 | 138 | 127 | 129 | 120 |
| 51 | 130 | 139 | 135 | 140 | 142 |
| 52 | 115 | 126 | 125 | 130 | 121 |
| 53 | 126 | 114 | 105 | 117 | 111 |
| 54 | 135 | 113 | 107 | 112 | 128 |
| 55 | 132 | 136 | 130 | 138 | 139 |
| 56 | 130 | 131 | 132 | 135 | 133 |
| 57 | 134 | 118 | 113 | 130 | 127 |
| 58 | 141 | 119 | 118 | 113 | 107 |
| 59 | 131 | 129 | 127 | 127 | 120 |
| 60 | 142 | 133 | 129 | 125 | 134 |
| 61 | 136 | 131 | 132 | 121 | 127 |
| 62 | 141 | 133 | 133 | 124 | 132 |
| 63 | 145 | 129 | 135 | 130 | 140 |
| 64 | 131 | 136 | 127 | 127 | 120 |
| 65 | 114 | 130 | 109 | 118 | 128 |
| 66 | 143 | 130 | 125 | 136 | 137 |
| 67 | 141 | 117 | 130 | 121 | 124 |
| 68 | 131 | 125 | 129 | 111 | 125 |
| 69 | 130 | 123 | 124 | 126 | 121 |
| 70 | 135 | 113 | 119 | 115 | 114 |
| 71 | 117 | 128 | 122 | 115 | 118 |
| 72 | 126 | 127 | 123 | 111 | 118 |
| 73 | 128 | 114 | 118 | 120 | 114 |
| 74 | 131 | 130 | 124 | 124 | 127 |
| 75 | 135 | 110 | 121 | 123 | 121 |
| 76 | 130 | 110 | 134 | 122 | 118 |

|     |     |     |     |     |     |
|-----|-----|-----|-----|-----|-----|
| 77  | 133 | 122 | 109 | 114 | 123 |
| 78  | 134 | 117 | 113 | 135 | 124 |
| 79  | 127 | 125 | 117 | 129 | 125 |
| 80  | 138 | 133 | 134 | 129 | 140 |
| 81  | 121 | 118 | 122 | 120 | 114 |
| 82  | 134 | 133 | 123 | 124 | 132 |
| 83  | 120 | 119 | 118 | 113 | 107 |
| 84  | 134 | 117 | 130 | 115 | 124 |
| 85  | 132 | 106 | 114 | 115 | 119 |
| 86  | 129 | 113 | 112 | 117 | 120 |
| 87  | 141 | 131 | 135 | 135 | 135 |
| 88  | 132 | 118 | 105 | 116 | 106 |
| 89  | 122 | 124 | 114 | 124 | 127 |
| 90  | 134 | 139 | 135 | 127 | 139 |
| 91  | 119 | 112 | 109 | 115 | 122 |
| 92  | 115 | 126 | 125 | 130 | 121 |
| 93  | 132 | 136 | 137 | 127 | 144 |
| 94  | 117 | 113 | 107 | 112 | 126 |
| 95  | 131 | 106 | 127 | 127 | 118 |
| 96  | 141 | 129 | 133 | 124 | 132 |
| 97  | 145 | 133 | 135 | 130 | 140 |
| 98  | 126 | 120 | 130 | 117 | 111 |
| 99  | 114 | 114 | 111 | 118 | 122 |
| 100 | 143 | 130 | 125 | 135 | 137 |
| 101 | 133 | 124 | 124 | 126 | 121 |
| 102 | 132 | 118 | 130 | 116 | 133 |
| 103 | 120 | 119 | 118 | 113 | 107 |
| 104 | 133 | 122 | 109 | 114 | 103 |
| 105 | 126 | 107 | 107 | 129 | 112 |
| 106 | 116 | 108 | 117 | 125 | 123 |
| 107 | 122 | 106 | 119 | 126 | 132 |
| 108 | 134 | 124 | 130 | 115 | 144 |
| 109 | 114 | 120 | 111 | 118 | 128 |
| 110 | 143 | 130 | 130 | 136 | 137 |
| 111 | 141 | 133 | 133 | 124 | 132 |
| 112 | 145 | 129 | 135 | 130 | 140 |
| 113 | 130 | 115 | 121 | 120 | 115 |
| 114 | 122 | 124 | 114 | 124 | 127 |
| 115 | 140 | 129 | 135 | 133 | 139 |
| 116 | 124 | 138 | 122 | 128 | 121 |

|     |     |     |     |     |     |
|-----|-----|-----|-----|-----|-----|
| 117 | 128 | 129 | 113 | 130 | 108 |
| 118 | 120 | 138 | 127 | 129 | 120 |
| 119 | 130 | 139 | 135 | 140 | 142 |
| 120 | 140 | 129 | 135 | 133 | 139 |
| 121 | 126 | 127 | 123 | 111 | 118 |
| 122 | 128 | 117 | 119 | 120 | 114 |
| 123 | 133 | 118 | 109 | 114 | 112 |
| 124 | 132 | 136 | 133 | 113 | 144 |



## UJI PERSYARATAN ANALISIS

### UJI NORMALITAS SEBARAN DATA

#### Tests of Normality

|                    | Kolmogorov-Smirnov <sup>a</sup> |     |      | Shapiro-Wilk |     |      |
|--------------------|---------------------------------|-----|------|--------------|-----|------|
|                    | Statistic                       | df  | Sig. | Statistic    | df  | Sig. |
| kepemimpinan THK   | .103                            | 124 | .063 | .968         | 124 | .105 |
| supervisi akademik | .106                            | 124 | .102 | .955         | 124 | .080 |
| budaya organisasi  | .097                            | 124 | .086 | .945         | 124 | .036 |
| kepuasan kerja     | .093                            | 124 | .201 | .965         | 124 | .103 |
| kinerja guru       | .094                            | 124 | .110 | .969         | 124 | .076 |

a. Lilliefors Significance Correction

### UJI LINIERITAS

#### ANOVA Table

|                                    |                |                          | Sum of Squares | df  | Mean Square | F      | Sig. |
|------------------------------------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| kinerja guru *<br>kepemimpinan THK | Between Groups | (Combined)               | 8399.035       | 25  | 335.961     | 4.583  | .000 |
|                                    |                | Linearity                | 3238.996       | 1   | 3238.996    | 44.184 | .000 |
|                                    |                | Deviation from Linearity | 5160.039       | 24  | 215.002     | 1.933  | .070 |
| Within Groups                      |                |                          | 7184.158       | 98  | 73.308      |        |      |
| Total                              |                |                          | 15583.194      | 123 |             |        |      |

#### ANOVA Table

|                                      |                |                          | Sum of Squares | df  | Mean Square | F      | Sig. |
|--------------------------------------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| kinerja guru *<br>supervisi akademik | Between Groups | (Combined)               | 8391.123       | 27  | 310.782     | 4.148  | .000 |
|                                      |                | Linearity                | 4312.852       | 1   | 4312.852    | 57.568 | .000 |
|                                      |                | Deviation from Linearity | 4078.271       | 26  | 156.857     | 1.094  | .095 |
| Within Groups                        |                |                          | 7192.071       | 96  | 74.917      |        |      |
| Total                                |                |                          | 15583.194      | 123 |             |        |      |

#### ANOVA Table

|                                     |                |                          | Sum of Squares | df  | Mean Square | F       | Sig. |
|-------------------------------------|----------------|--------------------------|----------------|-----|-------------|---------|------|
| kinerja guru *<br>budaya organisasi | Between Groups | (Combined)               | 9687.824       | 26  | 372.609     | 6.131   | .000 |
|                                     |                | Linearity                | 6181.779       | 1   | 6181.779    | 101.712 | .000 |
|                                     |                | Deviation from Linearity | 3506.045       | 25  | 140.242     | 1.307   | .072 |
| Within Groups                       |                |                          | 5895.370       | 97  | 60.777      |         |      |
| Total                               |                |                          | 15583.194      | 123 |             |         |      |

### ANOVA Table

|                                  |                |                          | Sum of Squares | df  | Mean Square | F      | Sig. |
|----------------------------------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| kinerja guru *<br>kepuasan kerja | Between Groups | (Combined)               | 7693.571       | 26  | 295.907     | 3.638  | .000 |
|                                  |                | Linearity                | 4953.942       | 1   | 4953.942    | 60.907 | .000 |
|                                  |                | Deviation from Linearity | 2739.629       | 25  | 109.585     | 1.347  | .153 |
| Within Groups                    |                |                          | 7889.622       | 97  | 81.336      |        |      |
| Total                            |                |                          | 15583.194      | 123 |             |        |      |

### UJI MULTIKOLINIERITAS

#### Coefficients<sup>a</sup>

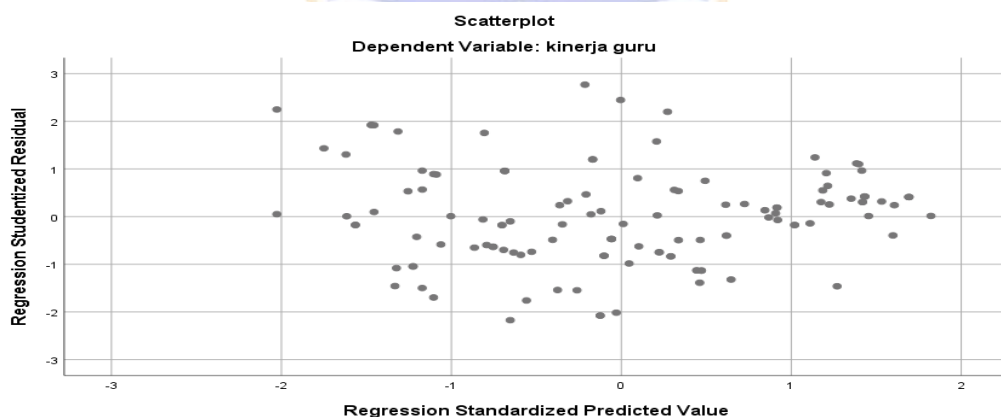
| Model              | Collinearity Statistics |       |
|--------------------|-------------------------|-------|
|                    | Tolerance               | VIF   |
| 1 (Constant)       |                         |       |
| kepemimpinan THK   | .789                    | 1.268 |
| supervisi akademik | .629                    | 1.589 |
| budaya organisasi  | .530                    | 1.887 |
| kepuasan kerja     | .690                    | 1.449 |

### UJI AUTOKORELASI

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

| Model | R                 | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|-------------------|----------------------------|---------------|
| 1     | .722 <sup>a</sup> | .522              | 7.91556                    | 1.648         |

### UJI HETEROKEDASTISITAS



## UJI HIPOTESIS 1

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

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     | Durbin-Watson |               |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
|       |                   |          |                   |                            | R Square Change   | F Change | df1 | df2 |               | Sig. F Change |
| 1     | .456 <sup>a</sup> | .208     | .201              | 10.05892                   | .208              | 32.012   | 1   | 122 | .000          | 1.862         |

a. Predictors: (Constant), kepemimpinan THK

b. Dependent Variable: kinerja guru

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | 3238.996       | 1   | 3238.996    | 32.012 | .000 <sup>b</sup> |
|       | Residual   | 12344.197      | 122 | 101.182     |        |                   |
|       | Total      | 15583.194      | 123 |             |        |                   |

a. Dependent Variable: kinerja guru

b. Predictors: (Constant), kepemimpinan THK

### Coefficients<sup>a</sup>

| Model |                  | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |            |         | Collinearity Statistics |         |     |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|--------------|------------|---------|-------------------------|---------|-----|
|       |                  | B                           | Std. Error |                           |       |      | Beta         | Zero-order | Partial | Part ce                 | Toleran | VIF |
| 1     | (Constant)       | 42.450                      | 14.632     |                           | 2.901 | .004 |              |            |         |                         |         |     |
|       | kepemimpinan THK | .633                        | .112       | .456                      | 5.658 | .000 | .456         | .456       | .456    | 1.000                   | 1.000   |     |

a. Dependent Variable: kinerja guru

## UJI HIPOTESIS 2

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

| Model | R                 | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |        |     | Durbin-Watson |               |       |
|-------|-------------------|-------------------|----------------------------|-------------------|----------|--------|-----|---------------|---------------|-------|
|       |                   |                   |                            | R Square Change   | F Change | df1    | df2 |               | Sig. F Change |       |
| 1     | .526 <sup>a</sup> | .277              | .271                       | 9.61144           | .277     | 46.686 | 1   | 122           | .000          | 1.712 |

a. Predictors: (Constant), supervisi akademik

b. Dependent Variable: kinerja guru

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | 4312.852       | 1   | 4312.852    | 46.686 | .000 <sup>b</sup> |
|       | Residual   | 11270.342      | 122 | 92.380      |        |                   |
|       | Total      | 15583.194      | 123 |             |        |                   |

a. Dependent Variable: kinerja guru

b. Predictors: (Constant), supervisi akademik

### Coefficients<sup>a</sup>

| Model              | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |         |      | Collinearity Statistics |       |
|--------------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|-------|
|                    | B                           | Std. Error | Beta                      |       |      | Zero-order   | Partial | Part | Tolerance               | VIF   |
| 1 (Constant)       | 46.573                      | 11.522     |                           | 4.042 | .000 |              |         |      |                         |       |
| supervisi akademik | .633                        | .093       | .526                      | 6.833 | .000 | .526         | .526    | .526 | 1.000                   | 1.000 |

a. Dependent Variable: kinerja guru

### UJI HIPOTESIS 3

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

| Model | R                 | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     | Durbin-Watson |               |
|-------|-------------------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
|       |                   |                   |                            | R Square Change   | F Change | df1 | df2 |               | Sig. F Change |
| 1     | .630 <sup>a</sup> | .397              | 8.77843                    | .397              | 80.220   | 1   | 122 | .000          | 1.828         |

a. Predictors: (Constant), budaya organisasi

b. Dependent Variable: kinerja guru

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | 6181.779       | 1   | 6181.779    | 80.220 | .000 <sup>b</sup> |
|       | Residual   | 9401.415       | 122 | 77.061      |        |                   |
|       | Total      | 15583.194      | 123 |             |        |                   |

a. Dependent Variable: kinerja guru

b. Predictors: (Constant), budaya organisasi



#### Coefficients<sup>a</sup>

| Model |                   | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |         | Collinearity Statistics |       |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|-------------------------|-------|
|       |                   | B                           | Std. Error | Beta                      |       |      | Zero-order   | Partial | Tolerance               | VIF   |
| 1     | (Constant)        | 31.511                      | 10.477     |                           | 3.008 | .003 |              |         |                         |       |
|       | budaya organisasi | .763                        | .085       | .630                      | 8.957 | .000 | .630         | .630    | .630                    | 1.000 |

a. Dependent Variable: kinerja guru

## UJI HIPOTESIS 4

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

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     | Durbin-Watson |               |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
|       |                   |          |                   |                            | R Square Change   | F Change | df1 | df2 |               | Sig. F Change |
| 1     | .564 <sup>a</sup> | .318     | .312              | 9.33408                    | .318              | 56.860   | 1   | 122 | .000          | 1.776         |

a. Predictors: (Constant), kepuasan kerja

b. Dependent Variable: kinerja guru

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | 4953.942       | 1   | 4953.942    | 56.860 | .000 <sup>b</sup> |
|       | Residual   | 10629.251      | 122 | 87.125      |        |                   |
|       | Total      | 15583.194      | 123 |             |        |                   |

a. Dependent Variable: kinerja guru

b. Predictors: (Constant), kepuasan kerja

### Coefficients<sup>a</sup>

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |            | Collinearity Statistics |                |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|--------------|------------|-------------------------|----------------|
|       |                | B                           | Std. Error |                           |       |      | Beta         | Zero-order | Partial                 | Part Tolerance |
| 1     | (Constant)     | 22.706                      | 13.602     |                           | 1.669 | .098 |              |            |                         |                |
|       | kepuasan kerja | .824                        | .109       | .564                      | 7.541 | .000 | .564         | .564       | .564                    | 1.000          |

a. Dependent Variable: kinerja guru

## UJI HIPOTESIS 5

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

| Model | R                 | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     | Durbin-Watson |               |
|-------|-------------------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
|       |                   |                   |                            | R Square Change   | F Change | df1 | df2 |               | Sig. F Change |
| 1     | .722 <sup>a</sup> | .522              | 7.91556                    | .522              | 32.428   | 4   | 119 | .000          | 1.648         |

a. Predictors: (Constant), kepuasan kerja, kepemimpinan THK, supervisi akademik, budaya organisasi

b. Dependent Variable: kinerja guru

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | 8127.127       | 4   | 2031.782    | 32.428 | .000 <sup>b</sup> |
|       | Residual   | 7456.067       | 119 | 62.656      |        |                   |
|       | Total      | 15583.194      | 123 |             |        |                   |

a. Dependent Variable: kinerja guru

b. Predictors: (Constant), kepuasan kerja, kepemimpinan THK, supervisi akademik, budaya organisasi



### Coefficients<sup>a</sup>

| Model |                    | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Correlations |            |         | Collinearity Statistics |           |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------|--------------|------------|---------|-------------------------|-----------|
|       |                    | B                           | Std. Error |                           |       |      | Beta         | Zero-order | Partial | Part                    | Tolerance |
| 1     | (Constant)         | 29.052                      | 14.647     |                           | 1.983 | .050 |              |            |         |                         |           |
|       | kepemimpinan THK   | .258                        | .099       | .186                      | 2.606 | .010 | .456         | .232       | .165    | .789                    | 1.268     |
|       | supervisi akademik | .203                        | .096       | .168                      | 2.106 | .037 | .526         | .190       | .134    | .629                    | 1.589     |
|       | budaya organisasi  | .375                        | .105       | .310                      | 3.559 | .001 | .630         | .310       | .226    | .530                    | 1.887     |
|       | kepuasan kerja     | .396                        | .112       | .271                      | 3.552 | .001 | .564         | .310       | .225    | .690                    | 1.449     |

a. Dependent Variable: kinerja guru

## ANALISIS DESKRIPTIF

### Statistics

|                |         | kepemimpinan<br>THK | supervisi<br>akademik | budaya organisasi | kepuasan kerja | kinerja guru        |
|----------------|---------|---------------------|-----------------------|-------------------|----------------|---------------------|
| N              | Valid   | 124                 | 124                   | 124               | 124            | 124                 |
|                | Missing | 0                   | 0                     | 0                 | 0              | 0                   |
| Mean           |         | 130.5323            | 124.0161              | 122.7097          | 124.2500       | 125.0806            |
| Median         |         | 131.0000            | 125.0000              | 124.0000          | 125.0000       | 124.0000            |
| Mode           |         | 134.00              | 129.00                | 135.00            | 130.00         | 121.00 <sup>a</sup> |
| Std. Deviation |         | 8.10644             | 9.35391               | 9.29706           | 7.70242        | 11.25578            |
| Variance       |         | 65.714              | 87.496                | 86.435            | 59.327         | 126.693             |
| Range          |         | 31.00               | 33.00                 | 32.00             | 29.00          | 42.00               |
| Minimum        |         | 114.00              | 106.00                | 105.00            | 111.00         | 103.00              |
| Maximum        |         | 145.00              | 139.00                | 137.00            | 140.00         | 145.00              |
| Sum            |         | 16186.00            | 15378.00              | 15216.00          | 15407.00       | 15510.00            |

a. Multiple modes exist. The smallest value is shown

### Frequency Table

#### kepemimpinan THK

|        |        | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|--------|--------|-----------|---------|---------------|-----------------------|
| Valid  | 114.00 | 4         | 3.2     | 3.2           | 3.2                   |
|        | 115.00 | 3         | 2.4     | 2.4           | 5.6                   |
|        | 116.00 | 1         | .8      | .8            | 6.5                   |
|        | 117.00 | 3         | 2.4     | 2.4           | 8.9                   |
|        | 119.00 | 1         | .8      | .8            | 9.7                   |
|        | 120.00 | 5         | 4.0     | 4.0           | 13.7                  |
|        | 121.00 | 3         | 2.4     | 2.4           | 16.1                  |
|        | 122.00 | 5         | 4.0     | 4.0           | 20.2                  |
|        | 124.00 | 4         | 3.2     | 3.2           | 23.4                  |
|        | 126.00 | 9         | 7.3     | 7.3           | 30.6                  |
|        | 127.00 | 3         | 2.4     | 2.4           | 33.1                  |
|        | 128.00 | 4         | 3.2     | 3.2           | 36.3                  |
|        | 129.00 | 1         | .8      | .8            | 37.1                  |
|        | 130.00 | 9         | 7.3     | 7.3           | 44.4                  |
|        | 131.00 | 9         | 7.3     | 7.3           | 51.6                  |
|        | 132.00 | 8         | 6.5     | 6.5           | 58.1                  |
|        | 133.00 | 9         | 7.3     | 7.3           | 65.3                  |
|        | 134.00 | 10        | 8.1     | 8.1           | 73.4                  |
|        | 135.00 | 5         | 4.0     | 4.0           | 77.4                  |
|        | 136.00 | 3         | 2.4     | 2.4           | 79.8                  |
| 138.00 | 2      | 1.6       | 1.6     | 81.5          |                       |
| 140.00 | 3      | 2.4       | 2.4     | 83.9          |                       |
| 141.00 | 8      | 6.5       | 6.5     | 90.3          |                       |

|  |        |     |       |       |       |
|--|--------|-----|-------|-------|-------|
|  | 142.00 | 3   | 2.4   | 2.4   | 92.7  |
|  | 143.00 | 3   | 2.4   | 2.4   | 95.2  |
|  | 145.00 | 6   | 4.8   | 4.8   | 100.0 |
|  | Total  | 124 | 100.0 | 100.0 |       |

### supervisi akademik

|       |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | 106.00 | 5         | 4.0     | 4.0           | 4.0                |
|       | 107.00 | 5         | 4.0     | 4.0           | 8.1                |
|       | 108.00 | 1         | .8      | .8            | 8.9                |
|       | 110.00 | 2         | 1.6     | 1.6           | 10.5               |
|       | 112.00 | 1         | .8      | .8            | 11.3               |
|       | 113.00 | 6         | 4.8     | 4.8           | 16.1               |
|       | 114.00 | 6         | 4.8     | 4.8           | 21.0               |
|       | 115.00 | 1         | .8      | .8            | 21.8               |
|       | 117.00 | 4         | 3.2     | 3.2           | 25.0               |
|       | 118.00 | 7         | 5.6     | 5.6           | 30.6               |
|       | 119.00 | 6         | 4.8     | 4.8           | 35.5               |
|       | 120.00 | 3         | 2.4     | 2.4           | 37.9               |
|       | 121.00 | 2         | 1.6     | 1.6           | 39.5               |
|       | 122.00 | 2         | 1.6     | 1.6           | 41.1               |
|       | 123.00 | 1         | .8      | .8            | 41.9               |
|       | 124.00 | 7         | 5.6     | 5.6           | 47.6               |
|       | 125.00 | 4         | 3.2     | 3.2           | 50.8               |
|       | 126.00 | 4         | 3.2     | 3.2           | 54.0               |
|       | 127.00 | 4         | 3.2     | 3.2           | 57.3               |
|       | 128.00 | 3         | 2.4     | 2.4           | 59.7               |
|       | 129.00 | 11        | 8.9     | 8.9           | 68.5               |
|       | 130.00 | 6         | 4.8     | 4.8           | 73.4               |
|       | 131.00 | 4         | 3.2     | 3.2           | 76.6               |
|       | 133.00 | 10        | 8.1     | 8.1           | 84.7               |
|       | 134.00 | 1         | .8      | .8            | 85.5               |
|       | 136.00 | 10        | 8.1     | 8.1           | 93.5               |
|       | 138.00 | 4         | 3.2     | 3.2           | 96.8               |
|       | 139.00 | 4         | 3.2     | 3.2           | 100.0              |
|       | Total  | 124       | 100.0   | 100.0         |                    |

### Budaya organisasi

|       |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | 105.00 | 3         | 2.4     | 2.4           | 2.4                |
|       | 106.00 | 2         | 1.6     | 1.6           | 4.0                |
|       | 107.00 | 5         | 4.0     | 4.0           | 8.1                |

|        |     |       |       |       |
|--------|-----|-------|-------|-------|
| 109.00 | 7   | 5.6   | 5.6   | 13.7  |
| 111.00 | 3   | 2.4   | 2.4   | 16.1  |
| 112.00 | 2   | 1.6   | 1.6   | 17.7  |
| 113.00 | 6   | 4.8   | 4.8   | 22.6  |
| 114.00 | 4   | 3.2   | 3.2   | 25.8  |
| 116.00 | 1   | .8    | .8    | 26.6  |
| 117.00 | 3   | 2.4   | 2.4   | 29.0  |
| 118.00 | 5   | 4.0   | 4.0   | 33.1  |
| 119.00 | 6   | 4.8   | 4.8   | 37.9  |
| 121.00 | 2   | 1.6   | 1.6   | 39.5  |
| 122.00 | 5   | 4.0   | 4.0   | 43.5  |
| 123.00 | 7   | 5.6   | 5.6   | 49.2  |
| 124.00 | 5   | 4.0   | 4.0   | 53.2  |
| 125.00 | 6   | 4.8   | 4.8   | 58.1  |
| 127.00 | 8   | 6.5   | 6.5   | 64.5  |
| 128.00 | 1   | .8    | .8    | 65.3  |
| 129.00 | 6   | 4.8   | 4.8   | 70.2  |
| 130.00 | 11  | 8.9   | 8.9   | 79.0  |
| 132.00 | 3   | 2.4   | 2.4   | 81.5  |
| 133.00 | 4   | 3.2   | 3.2   | 84.7  |
| 134.00 | 2   | 1.6   | 1.6   | 86.3  |
| 135.00 | 13  | 10.5  | 10.5  | 96.8  |
| 136.00 | 1   | .8    | .8    | 97.6  |
| 137.00 | 3   | 2.4   | 2.4   | 100.0 |
| Total  | 124 | 100.0 | 100.0 |       |



### Kepuasan kerja

|       |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | 111.00 | 3         | 2.4     | 2.4           | 2.4                |
|       | 112.00 | 4         | 3.2     | 3.2           | 5.6                |
|       | 113.00 | 5         | 4.0     | 4.0           | 9.7                |
|       | 114.00 | 3         | 2.4     | 2.4           | 12.1               |
|       | 115.00 | 7         | 5.6     | 5.6           | 17.7               |
|       | 116.00 | 4         | 3.2     | 3.2           | 21.0               |
|       | 117.00 | 7         | 5.6     | 5.6           | 26.6               |
|       | 118.00 | 4         | 3.2     | 3.2           | 29.8               |
|       | 119.00 | 1         | .8      | .8            | 30.6               |
|       | 120.00 | 5         | 4.0     | 4.0           | 34.7               |
|       | 121.00 | 4         | 3.2     | 3.2           | 37.9               |
|       | 122.00 | 2         | 1.6     | 1.6           | 39.5               |
|       | 123.00 | 2         | 1.6     | 1.6           | 41.1               |
|       | 124.00 | 9         | 7.3     | 7.3           | 48.4               |
|       | 125.00 | 4         | 3.2     | 3.2           | 51.6               |
|       | 126.00 | 8         | 6.5     | 6.5           | 58.1               |

|        |     |       |       |       |
|--------|-----|-------|-------|-------|
| 127.00 | 10  | 8.1   | 8.1   | 66.1  |
| 128.00 | 2   | 1.6   | 1.6   | 67.7  |
| 129.00 | 8   | 6.5   | 6.5   | 74.2  |
| 130.00 | 12  | 9.7   | 9.7   | 83.9  |
| 133.00 | 2   | 1.6   | 1.6   | 85.5  |
| 134.00 | 1   | .8    | .8    | 86.3  |
| 135.00 | 7   | 5.6   | 5.6   | 91.9  |
| 136.00 | 3   | 2.4   | 2.4   | 94.4  |
| 137.00 | 1   | .8    | .8    | 95.2  |
| 138.00 | 3   | 2.4   | 2.4   | 97.6  |
| 140.00 | 3   | 2.4   | 2.4   | 100.0 |
| Total  | 124 | 100.0 | 100.0 |       |

### kinerja guru

|       |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | 103.00 | 3         | 2.4     | 2.4           | 2.4                |
|       | 104.00 | 1         | .8      | .8            | 3.2                |
|       | 106.00 | 1         | .8      | .8            | 4.0                |
|       | 107.00 | 3         | 2.4     | 2.4           | 6.5                |
|       | 108.00 | 2         | 1.6     | 1.6           | 8.1                |
|       | 109.00 | 2         | 1.6     | 1.6           | 9.7                |
|       | 110.00 | 1         | .8      | .8            | 10.5               |
|       | 111.00 | 3         | 2.4     | 2.4           | 12.9               |
|       | 112.00 | 3         | 2.4     | 2.4           | 15.3               |
|       | 113.00 | 1         | .8      | .8            | 16.1               |
|       | 114.00 | 7         | 5.6     | 5.6           | 21.8               |
|       | 115.00 | 1         | .8      | .8            | 22.6               |
|       | 117.00 | 1         | .8      | .8            | 23.4               |
|       | 118.00 | 8         | 6.5     | 6.5           | 29.8               |
|       | 119.00 | 2         | 1.6     | 1.6           | 31.5               |
|       | 120.00 | 6         | 4.8     | 4.8           | 36.3               |
|       | 121.00 | 9         | 7.3     | 7.3           | 43.5               |
|       | 122.00 | 2         | 1.6     | 1.6           | 45.2               |
|       | 123.00 | 3         | 2.4     | 2.4           | 47.6               |
|       | 124.00 | 5         | 4.0     | 4.0           | 51.6               |
|       | 125.00 | 3         | 2.4     | 2.4           | 54.0               |
|       | 126.00 | 1         | .8      | .8            | 54.8               |
|       | 127.00 | 7         | 5.6     | 5.6           | 60.5               |
|       | 128.00 | 4         | 3.2     | 3.2           | 63.7               |
|       | 132.00 | 9         | 7.3     | 7.3           | 71.0               |
|       | 133.00 | 6         | 4.8     | 4.8           | 75.8               |
|       | 134.00 | 2         | 1.6     | 1.6           | 77.4               |
|       | 135.00 | 2         | 1.6     | 1.6           | 79.0               |
|       | 137.00 | 3         | 2.4     | 2.4           | 81.5               |

|        |     |       |       |       |
|--------|-----|-------|-------|-------|
| 139.00 | 5   | 4.0   | 4.0   | 85.5  |
| 140.00 | 7   | 5.6   | 5.6   | 91.1  |
| 142.00 | 4   | 3.2   | 3.2   | 94.4  |
| 144.00 | 5   | 4.0   | 4.0   | 98.4  |
| 145.00 | 2   | 1.6   | 1.6   | 100.0 |
| Total  | 124 | 100.0 | 100.0 |       |



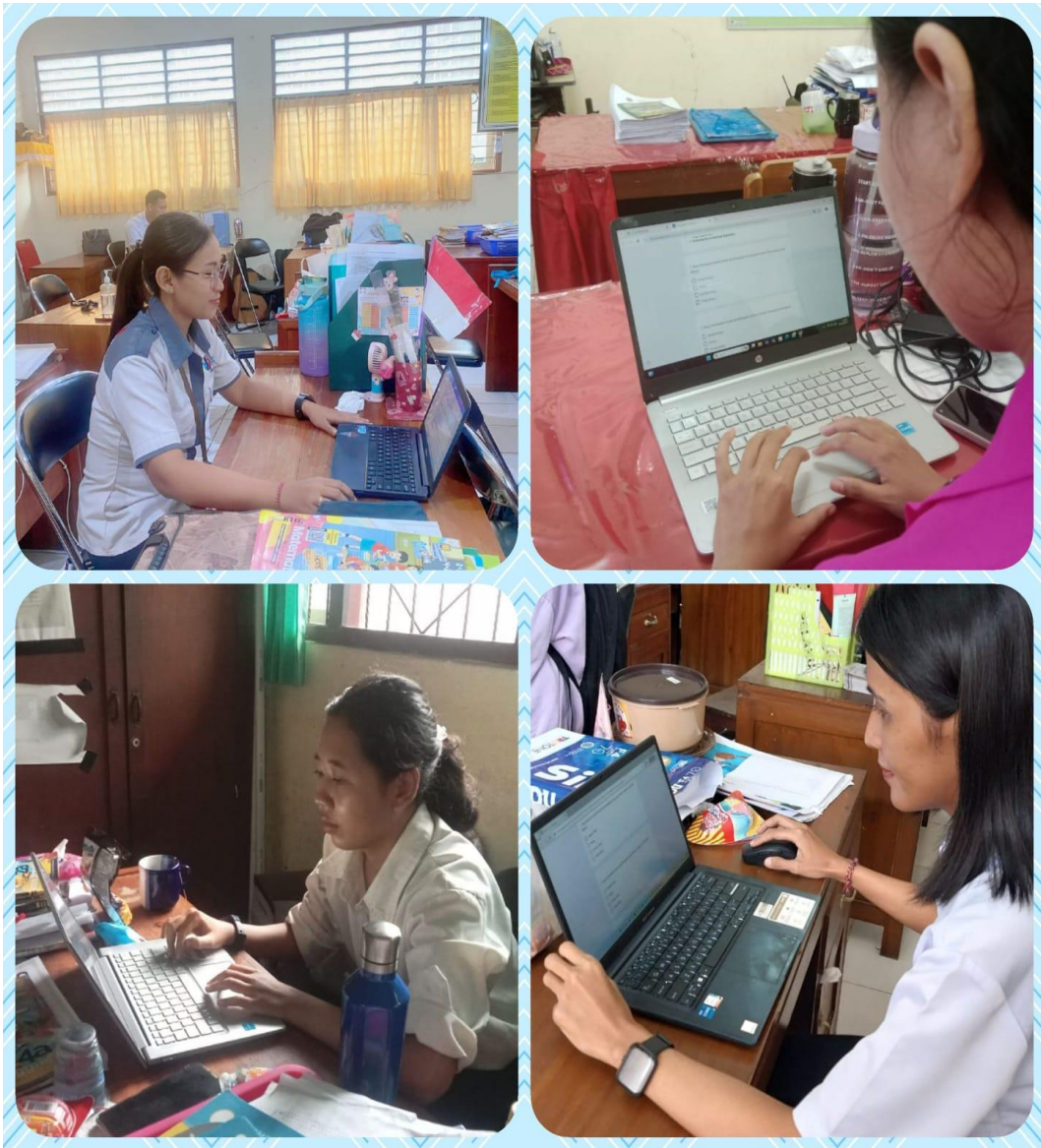
## Lampiran 7. Dokumentasi Penelitian



Dokumentasi permohonan ijin penelitian serta wawancara terkait data penelitian kepada ketua Gugus I Gusti Ngurah Rai serta bapak/ibu kepala sekolah di Gugus I Gusti Ngurah Rai sebelum melaksanakan penelitian/ pengumpulan data penelitian dengan menggunakan kuesioner.



Dokumentasi pengisian kuesioner oleh guru-guru di Gugus I gusti Ngurah Rai melalui google form yang telah dibagikan melalui grup whatsapp oleh kepala sekolah masing-masing sekolah yang ada di Gugus I Gusti Ngurah Rai.



Dokumentasi pengisian kuesioner oleh guru-guru di Gugus I gusti Ngurah Rai melalui google form yang telah dibagikan melalui grup whatsapp oleh kepala sekolah masing-masing sekolah yang ada di Gugus I Gusti Ngurah Rai.