

LAMPIRAN-LAMPIRAN

Lampiran 1. Kuesioner Penelitian

INSTRUMEN PENELITIAN

KONTRIBUSI KEPEMIMPINAN DEMOKRATIS KEPALA SEKOLAH, BUDAYA ORGANISASI, KEPUASAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA GURU SMP SWASTA KECAMATAN KUTA UTARA

A. Identitas Responden

1. N a m a :
2. Jenis kelamin : Laki-laki, Perempuan
3. Pendidikan terakhir :
4. Unit kerja :

B. Petunjuk:

1. Peneliti sangat mengharapkan bantuan dari Bapak/Ibu guru untuk berkenan memberikan respons terhadap setiap pernyataan instrumen penelitian ini, dengan memberikan tanda ceklist (√) pada salah satu kolom respons yang tersedia sesuai dengan pilihan Bapak/Ibu atau mengisi data sesuai dengan format yang ada!
2. Setiap pernyataan hanya direspons dengan tanda ceklist (√) sesuai dengan pilihan Bapak/Ibu berdasarkan pengamatan, pengalaman, pemahaman, dan apa yang dirasakan dalam pelaksanaan tugas di sekolah!
3. Arti singkatan pada kolom respons adalah:
 - **SS = Sangat Sesuai**, bila isi pernyataan mutlak sesuai dengan realitas yang ada di sekolah (81% sampai 100%)
 - **S = Sesuai**, bila isi pernyataan ada sedikit kurang sesuai dengan realitas yang ada di sekolah (61% sampai dengan 80%).
 - **KS = Kurang Sesuai**, bila isi pernyataan sebagian ada kesesuaian dengan realitas yang ada di sekolah (41% sampai 60%)
 - **TS = Tidak Sesuai**, bila isi pernyataan sebagian besar tidak sesuai dengan realitas yang ada di sekolah (21% sampai 40%)
 - **STS = Sangat Tidak Sesuai**, bila isi pernyataan mutlak tidak sesuai dengan realitas yang ada di sekolah (1% sampai 20%)

4. Respons yang Bapak/Ibu berikan tidak mengandung unsur penilaian (tes), benar dan salah, serta tidak ada kaitannya dengan pelaksanaan tugas dan fungsi Bapak/Ibu.
5. Terima kasih atas bantuan Bapak/ Ibu.

**KUESIONER VARIABEL KEPEMIMPINAN DEMOKRATIS
KEPALA SEKOLAH**

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
1	Saya mengamati kepala sekolah mau menjelaskan sikapnya kepada guru.					
2	Saya mengamati kepala sekolah menyampaikan ide-ide barunya kepada guru.					
3	Saya mengamati kepala sekolah menyampaikan kritik yang sifatnya membangun.					
4	Saya melihat kepala sekolah menegur guru yang malas.					
5	Saya mengamati kepala sekolah melibatkan guru-guru dalam menyelesaikan masalah/mengambil keputusan.					
6	Saya mengamati kepala sekolah memberikan tugas tambahan kepada guru-guru.					
7	Saya mengamati kepala sekolah merencanakan kegiatan/tugas untuk guru-guru.					
8.	Saya memandang kepala sekolah menetapkan standar tertentu dalam setiap pekerjaan/tugas.					
9	Saya mengamati kepala sekolah memberi target agar pekerjaan selesai sesuai dengan waktu yang dialokasikan.					
10	Saya merasa kepala sekolah menciptakan kondisi kerja yang nyaman untuk guru sehingga pekerjaan guru bisa selesai dengan baik dan tepat waktu.					
11	Saya mengamati kepala sekolah sering memotivasi guru agar pekerjaan yang diberikan selesai tepat waktu.					
12	Saya mengamati kepala sekolah menggunakan prosedur kerja yang seragam.					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
13	Saya mengamati kepala sekolah menjelaskan perannya dalam pekerjaan.					
14	Saya mengamati kepala sekolah taat pada aturan yang telah dibuat, baik untuk dirinya maupun untuk guru-guru.					
15	Saya mengamati kepala sekolah tidak pernah melanggar aturan yang dibuat walaupun hanya kesalahan kecil.					
16	Saya merasa kepala sekolah memperhatikan kebutuhan setiap guru.					
17	Saya mengamati kepala sekolah melakukan supervise.					
18	Saya mengamati kepala sekolah meminta guru agar bekerja lebih terkoordinasi.					
19	Kepala sekolah peka terhadap permasalahan guru dan mempunyai itikad untuk memecahkannya.					
20	Kepala sekolah membuat suasana kerja yang menyenangkan.					
21	Saya melihat, kepala sekolah sering menciptakan suasana yang nyaman dan menyenangkan disaat memulai dan mengakhiri pekerjaan.					
22	Saya mengamati kepala sekolah mudah dipahami/tidak berbelit-belit.					
23	Saya mengamati kepala sekolah menyediakan waktu untuk mendengarkan keluhan/masalah guru-guru.					
24	Saya mengamati, walaupun sedang sibuk kepala sekolah selalu menyempatkan diri untuk mendengarkan keluhan guru.					
25	Saya mengamati kepala sekolah terbuka dalam semua hal.					
26	Saya mengamati kepala sekolah mengupayakan kesejahteraan para guru.					
27	Saya mengamati kepala sekolah menjelaskan alasan suatu tindakan dilakukan.					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
28	Sebelum suatu hal diputuskan, saya mengamati kepala sekolah mengajak guru-guru untuk bermusyawarah.					
29	Untuk urusan yang sangat penting, saya mengamati kepala sekolah mengajak guru untuk bermusyawarah.					
30	Saya mengamati kepala sekolah tanggap dan cepat menerima ide-ide baru.					
31	Saya mengamati kepala sekolah memperlakukan guru setara dengan dirinya.					
32	Saya mengamati kepala sekolah senang dan bersedia melakukan pembaharuan.					
33	Saya mengamati kepala sekolah ramah dan mudah bergaul.					
34	Saya mengamati bahwa tingkah laku kepala sekolah membuat hati guru-guru tentram.					
35	Saya mengamati kepala sekolah memberikan saran-saran untuk kemajuan dan tercapainya tujuan.					

KUESIONER VARIABEL BUDAYA ORGANISASI

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
1	Mempertahankan keharmonisan dalam kerja tim.					
2	Organisasi punya arti pribadi yang dapat menentukan karir.					
3	Pimpinan mau dikritik oleh bawahan yang bersifat membangun.					
4	Guru sanggup menerima kritik dari atasan.					
5	Mendengarkan masalah dan keluhan rekan-rekan dan orang lain.					
6	Guru mau bekerja sama dengan rekan-rekan dan orang lain.					
7	Guru mempunyai rasa empati pada sesama.					
8.	Guru sadar akan pentingnya rasa memiliki terhadap pekerjaan.					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
9	Pimpinan peduli dan mau mendengarkan masalah-masalah yang berkaitan dengan pekerjaan.					
10	Ramah dan sopan melayani stakeholders.					
11	Tanggap terhadap masalah dan keluhan stakeholders.					
12	Tingkat pengetahuan dan pemahaman terhadap peraturan yang berlaku.					
13	Ramah dan sopan terhadap sesama guru dan pegawai.					
14	Tingkat keserasian hubungan antar guru yang tinggi.					
15	Tingkat keserasian hubungan dengan atasan yang tinggi.					
16	Adanya komitmen bersama untuk memberikan kemudahan layanan kepada stakeholders.					
17	Melakukan pekerjaan sesuai dengan tugas pokok dan fungsi.					
18	Adanya saling kepercayaan tugas antara guru serta pegawai dengan pimpinan.					
19	Terpenuhinya kesejahteraan guru dan pegawai dalam melaksanakan pekerjaan.					
20	Melakukan tugas secara tim (kelompok).					
21	Apabila ada masalah yang sulit dipecahkan, guru dan pegawai bersama pimpinan akan mendiskusikannya.					
22	Guru bertanya langsung kepada pimpinan apabila ada permasalahan yang belum jelas.					
23	Pimpinan menerima keluhan guru dan pegawai.					
24	Apabila ada permasalahan baru, dipecahkan secara Bersama.					
25	Solidaritas antar guru dan pegawai tinggi untuk melakukan pekerjaan.					
26	Pimpinan memotivasi bawahan untuk melakukan pekerjaan.					
27	Pimpinan menghargai pekerjaan bawahan yang dianggap sesuai dengan bidang tugas.					
28	Berpikir untuk menyelesaikan tugas secara berkelompok.					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
29	Guru dan pegawai paham visi dan misi organisasi.					
30	Kesuksesan pimpinan adalah kesuksesan guru dan pegawainya.					
31	Pimpinan menegur guru dan pegawai yang tidak disiplin.					
32	Antar guru saling membantu dalam menyelesaikan tugas.					
33	Adanya kesamaan orientasi terhadap visi dan misi organisasi.					
34	Lembaga memberikan layanan prima kepada stakeholders.					
35	Mewujudkan tujuan organisasi secara konsekuen.					

KUESIONER VARIABEL KEPUASAN KERJA

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
1	Sekolah tempat saya bekerja tersedia ruang guru.					
2	Lingkungan di luar Gedung yang nyaman dan asri berupa taman yang tertata rapi.					
3	Bangunan-bangunan tua yang ada selalu direhab.					
4	Sekolah tempat saya bekerja memberikan informasi yang cepat kepada guru.					
5	Sekolah tempat saya bekerja, informasi yang disampaikan kepada guru sudah tepat sasaran.					
6	Sekolah tempat saya bekerja, informasi disampaikan baik secara lisan maupun secara tertulis.					
7	Memberikan masukan dan arahan kepada guru yang bermasalah.					
8.	Pimpinan memberikan penghargaan kepada guru berprestasi.					
9	Kinerja yang ditunjukkan oleh pimpinan penuh disiplin dan tanggung jawab.					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
10	Kinerja guru-guru yang lain sesuai dengan harapan.					
11	Pimpinan memberikan pelayanan yang sama untuk semua guru.					
12	Guru-guru datang tepat waktu.					
13	Pimpinan saya bersikap simpatik.					
14	Adanya jaminan bahwa guru bekerja sesuai dengan kemampuannya.					
15	Lembaga memberikan pelayanan yang dijanjikan dengan segera, akurat dan memuaskan.					
16	Para guru mendapatkan perhatian yang lebih dari pimpinan.					
17	Para guru merasa nyaman dalam bekerja.					
18	Pimpinan memiliki pengetahuan tentang kebutuhan para guru.					
19	Lembaga dengan cepat menangani permasalahan yang dihadapi oleh guru.					
20	Para guru optimis dalam menjalankan tugas.					
21	Lembaga memberikan pelayanan terbaik kepada para guru.					
22	Lembaga memahami kebutuhan para guru.					
23	Guru memperoleh jaminan untuk kehidupan dimasa depan.					
24	Guru mendapat perhatian yang tulus, sesuai dengan kebetuhan.					
25	Sarana dan prasarana yang ada di lembaga sudah memadai.					
26	Guru diperlakukan, diarahkan dan diberi instruksi dengan baik.					
27	Permasalahan guru ditangani dengan baik oleh lembaga.					
28	Guru-guru mempunyai kualifikasi yang memadai.					
29	Guru percaya bahwa ia mendapat bimbingan yang baik dari atasan.					
30	Cahaya lampu/penerangan dalam ruang kerja sudah terang.					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
31	Kemudahan berkomunikasi dengan atasan tidak terbatas.					
32	Ketersediaan sarana parkir yang luas dan aman					
33	Para guru memiliki kedisiplinan yang tinggi.					
34	Pimpinan peduli terhadap masalah yang dihadapi guru.					
35	Kelengkapan fasilitas ruang kerja sudah memadai.					

KUESIONER VARIABEL MOTIVASI KERJA

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
1	Saya melaksanakan tugas dan tanggung jawab dengan baik untuk dapat memenuhi kebutuhan sandang.					
2	Saya melaksanakan tugas dan tanggung jawab dengan baik untuk dapat memenuhi kebutuhan tempat tinggal.					
3	Saya melaksanakan tugas dan tanggung jawab dengan baik untuk dapat memenuhi kebutuhan pangan.					
4	Kondisi fisik dan kesehatan saya diperhatikan oleh Lembaga dengan cara memberikan waktu istirahat.					
5	Saya diberikan kesempatan oleh lembaga untuk mengikuti rekreasi.					
6	Saya diikutsertakan dalam program asuransi kesehatan oleh lembaga guna terciptanya rasa aman dan kenyamanan dalam bekerja.					
7	Saya merasa dengan menjadi guru, semua kebutuhan pokok saya bisa terpenuhi.					
8.	Saya diberikan kesempatan oleh lembaga dalam mengembangkan karir dan mempromosikan diri untuk suatu tugas dan jabatan yang lebih tinggi.					
9	Saya dapat melaksanakan tugas dengan baik dan nyaman karena adanya jaminan rasa aman di tempat bekerja					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
10	Saya dapat melaksanakan tugas dengan baik dan nyaman karena di lembaga ada petugas keamanan.					
11	Saya diberikan kesempatan untuk menyampaikan usul/pendapat oleh pimpinan dalam setiap pertemuan/rapat.					
12	Saya diberikan kesempatan untuk maju sesuai dengan cara yang telah saya lakukan selama bertugas.					
13	Keamanan di Lembaga saya didukung okeh semua pihak termasuk kepolisian terdekat.					
14	Saya dapat bekerja dengan lebih tenang karena lembaga turut andil menjaga keamanan guru dalam bertugas.					
15	Saya senang bila diberi pujian oleh pimpinan saat saya berhasil melaksanakan tugas dan tanggung jawab dengan baik.					
16	Saya ingin agar pekerjaan saya ada umpan baliknya.					
17	Saya ingin bekerja lebih baik lagi saat melihat hasil pekerjaan saya mendapat pujian dari orang lain.					
18	Saya merasa bangga karena pimpinan menyampaikan keberhasilan guru berprestasi pada saat rapat/pertemuan.					
19	Saya berusaha melebihi teman-teman dalam melakukan tugas-tugas yang bersifat kompetitif.					
20	Saya bersedia mengerjakan tugas tambahan untuk mencapai prestasi kerja yang tinggi.					
21	Saya berusaha bekerja secara mandiri tanpa bergantung pada orang lain.					
22	Di tempat saya bertugas, saya merasa senang karena pimpinan berlaku adil terhadap semua bawahannya.					
23	Semua guru diberikan perhatian yang sama dalam melaksanakan tugas membuat guru terpacu untuk bekerja lebih baik,					
24	Guru mendapat pujian jika berhasil mencapai target tugas yang diberikan.					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
25	Guru diberikan peringatan jika melakukan pelanggaran ddalam melaksanakan tugasnya.					
26	Pembagian tugas dalam pekerjaan sudah sesuai dengan tupoksi masing-masing guru.					
27	Pembina pengembangan diri di lembaga saya disesuaikan dengan minat dan bakat guru.					
28	Pemberian uang transport di lembaga saya berdasarkan atas jauh dekat perjalanan tugas yang diberikan.					
29	Saya sering diberikan keleluasaan menyelesaikan pekerjaan dengan cara dan ide sendiri dalam bekerja.					
30	Saya memiliki keinginan untuk meningkatkan kualitas pekerjaan guna meningkatkan kualitas lembaga.					
31	Saya memiliki dorongan untuk mengembangkan profesi dengan pelaksanaan penelitian.					
32	Saya disiplin dalam melaksanakan tugas sehingga saya mendapat jaminan perhatian dari atasan dan teman-teman.					
33	Saya merasa bangga karena tugas yang saya kerjakan selesai sesuai batas waktu yang ditentukan.					
34	Saya tidak pernah terlambat dalam membuat laporan mengajar sasya karena hal tersebut merupakan kegiatan wajib yang harus saya kerjakan sebagai guru.					
35	Saya tidak terpengaruh dengan teman yang malas dalam mengerjakan tugas di sekolah kareba bagi saya pekerjaan sebagai guru adalah pekerjaan mulia.					

KUESIONER VARIABEL KINERJA GURU

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
1	Bagi saya, penguasaan materi tidak dijadikan modal utama, yang penting siswa dapat menyerapnya.					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
2	Waktu mengajar digunakan secara efektif dan efisien.					
3	Disela-sela mengajar, saya gunakan waktu untuk pekerjaan tambahan.					
4	Materi pelajaran yang dibicarakan diminati siswa.					
5	Saya mengajar untuk mencapai prestasi yang baik.					
6	Bahan ajar dibuat sesuai kurikulum.					
7	Saya bekerja hanya mencari pengalaman walaupun gaji kecil.					
8.	Saya pesimis dengan siswa yang berprestasi, karena hanya mengandalkan nilai saja.					
9	Saya menjunjung tinggi prestasi siswa.					
10	Saya tidak perlu mengekang siswa dalam proses belajar mengajar, karena mereka sudah besar dan tahu akan kewajibannya.					
11	Cara kerja saya kurang baik dalam melakukan interaksi dengan siswa sehingga perlu perbaikan.					
12	Saya berambisi mengajar untuk mencapai penghargaan pimpinan.					
13	Mewujudkan siswa berprestasi merupakan kebanggaan guru.					
14	Saya menghiraukan jadwal pelajaran, walaupun siswa menunggu kedatangan saya.					
15	Kemampuan menguasai kelas perlu diterapkan.					
16	Waktu mengajar siswa tidak mengerti apa yang saya bicarakan.					
17	Saya memperlakukan siswa sebagai sahabat.					
18	Saya berlaku adil kepada semua siswa.					
19	Siswa kurang paham apabila menerima pelajaran saya.					
20	Siswa bangga dalam pencapaiannya dalam pelajaran yang diajarkan guru.					
21	Saya membuat bahan ajar hanya untuk menambah nilai kumulatif saja, karena tidak berpengaruh penilaian pimpinan saya.					
22	Metode pengajaran saya terapkan dengan baik					

NO	PERNYATAAN	RESPONS				
		SS	S	KS	TS	STS
23	Saya selalu menerapkan metode yang beragam agar kelas tidak membosankan.					
24	Pembuatan bahan ajar suatu kewajiban bagi guru.					
25	Penting untuk memadukan bahan ajar dari beberap sumber dan tidak bergantung pada satu sumber saja.					
26	Saya merasa gugup selama mengajar, karena tidak menguasai materi pelajaran.					
27	Siswa subjek yang wajib dilayani.					
28	Saya dapat mengendalikan siswa dalam kelas.					
29	Siswa mengerti apa yang disampaikan oleh guru.					
30	Saya kurang mampu menguasai kelas karena hasil belajarnya sama saja.					
31	Situasi kelas dikendalikan dengan baik.					
32	Saya mengajar sesuka saya walaupun siswa tidak mengerti apa yang saya sampaikan					
33	Saya selalu mempersiapkan diri dengan baik sebelum mengajar.					
34	Saya tidak keberatan jikacara mengajar saya dikritik oleh siswa.					
35	Saya tidak keberatan jikacara mengajar saya dikritik oleh guru lain.					

	Sig. (2-tailed)	.000	.000	.000	.000	.029	.002	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.14	Pearson Correlation	.625**	.652**	.572**	.757**	.400*	.632**	.546**	.625**	.652**	.796**
	Sig. (2-tailed)	.000	.000	.001	.000	.029	.000	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.15	Pearson Correlation	1.000**	.750**	.779**	.488**	.737**	.588**	.719**	1.000**	.750**	.876**
	Sig. (2-tailed)	.000	.000	.000	.006	.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.16	Pearson Correlation	.732**	.983**	.769**	.746**	.641**	.690**	.658**	.732**	.983**	.884**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.17	Pearson Correlation	.621**	.702**	.729**	.621**	.517**	.472**	.681**	.621**	.702**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000	.003	.008	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.18	Pearson Correlation	.480**	.673**	.702**	.629**	.489**	.442*	.660**	.480**	.673**	.670**
	Sig. (2-tailed)	.007	.000	.000	.000	.006	.014	.000	.007	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.19	Pearson Correlation	.640**	.722**	.588**	.534**	.589**	.527**	.503**	.640**	.722**	.696**
	Sig. (2-tailed)	.000	.000	.001	.002	.001	.003	.005	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.20	Pearson Correlation	.644**	.751**	.715**	.669**	.666**	.705**	.550**	.644**	.751**	.810**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.21	Pearson Correlation	.435*	.417*	.532**	.509**	.338	.422*	.558**	.435*	.417*	.567**
	Sig. (2-tailed)	.016	.022	.002	.004	.068	.020	.001	.016	.022	.001
	N	30	30	30	30	30	30	30	30	30	30
X1.22	Pearson Correlation	.619**	.630**	.704**	.666**	.411*	.469**	.704**	.619**	.630**	.710**
	Sig. (2-tailed)	.000	.000	.000	.000	.024	.009	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.23	Pearson Correlation	.650**	.726**	.650**	.811**	.449*	.660**	.630**	.650**	.726**	.818**
	Sig. (2-tailed)	.000	.000	.000	.000	.013	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.24	Pearson Correlation	.604**	.705**	.762**	.819**	.506**	.619**	.775**	.604**	.705**	.832**
	Sig. (2-tailed)	.000	.000	.000	.000	.004	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.25	Pearson Correlation	.775**	.789**	.678**	.583**	.674**	.608**	.580**	.775**	.789**	.824**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.26	Pearson Correlation	.914**	.734**	.760**	.542**	.693**	.565**	.705**	.914**	.734**	.865**
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.27	Pearson Correlation	1	.750**	.779**	.488**	.737**	.588**	.719**	1.000**	.750**	.876**
	Sig. (2-tailed)		.000	.000	.006	.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.28	Pearson Correlation	.750**	1	.815**	.761**	.696**	.730**	.696**	.750**	1.000**	.904**

	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.29	Pearson Correlation	.779**	.815**	1	.660**	.724**	.786**	.907**	.779**	.815**	.893**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.30	Pearson Correlation	.488**	.761**	.660**	1	.268	.592**	.687**	.488**	.761**	.794**
	Sig. (2-tailed)	.006	.000	.000		.153	.001	.000	.006	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.31	Pearson Correlation	.737**	.696**	.724**	.268	1	.706**	.511**	.737**	.696**	.728**
	Sig. (2-tailed)	.000	.000	.000	.153		.000	.004	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.32	Pearson Correlation	.588**	.730**	.786**	.592**	.706**	1	.578**	.588**	.730**	.763**
	Sig. (2-tailed)	.001	.000	.000	.001	.000		.001	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.33	Pearson Correlation	.719**	.696**	.907**	.687**	.511**	.578**	1	.719**	.696**	.817**
	Sig. (2-tailed)	.000	.000	.000	.000	.004	.001		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.34	Pearson Correlation	1.000**	.750**	.779**	.488**	.737**	.588**	.719**	1	.750**	.876**
	Sig. (2-tailed)	.000	.000	.000	.006	.000	.001	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.35	Pearson Correlation	.750**	1.000**	.815**	.761**	.696**	.730**	.696**	.750**	1	.904**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30
Total. X1	Pearson Correlation	.876**	.904**	.893**	.794**	.728**	.763**	.817**	.876**	.904**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Uji Validitas – Variabel X2

Correlations

		X2.27	X2.28	X2.29	X2.30	X2.31	X2.32	X2.33	X2.34	X2.35	Total.X2
X2.1	Pearson Correlation	.559**	.489**	.283	.559**	.283	.559**	.559**	.283	.559**	.639**
	Sig. (2-tailed)	.001	.006	.129	.001	.129	.001	.001	.129	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.532**	.503**	.946**	.532**	.946**	.532**	.532**	.946**	.532**	.800**
	Sig. (2-tailed)	.002	.005	.000	.002	.000	.002	.002	.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.947**	.709**	.496**	.947**	.496**	.947**	.947**	.496**	.947**	.890**
	Sig. (2-tailed)	.000	.000	.005	.000	.005	.000	.000	.005	.000	.000

X3.24	Pearson Correlation	.767**	.726**	.757**	.718**	.763**	.852**	.832**	.852**	.832**	.916**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.25	Pearson Correlation	.750**	.820**	.793**	.718**	.718**	.856**	.829**	.856**	.829**	.915**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.26	Pearson Correlation	.713**	.591**	.738**	.858**	.858**	.814**	.800**	.814**	.800**	.881**
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.27	Pearson Correlation	1	.733**	.819**	.629**	.672**	.763**	.802**	.763**	.802**	.859**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.28	Pearson Correlation	.733**	1	.591**	.585**	.667**	.750**	.718**	.750**	.718**	.782**
	Sig. (2-tailed)	.000		.001	.001	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.29	Pearson Correlation	.819**	.591**	1	.699**	.660**	.827**	.843**	.827**	.843**	.876**
	Sig. (2-tailed)	.000	.001		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.30	Pearson Correlation	.629**	.585**	.699**	1	.921**	.779**	.769**	.779**	.769**	.840**
	Sig. (2-tailed)	.000	.001	.000		.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.31	Pearson Correlation	.672**	.667**	.660**	.921**	1	.820**	.809**	.820**	.809**	.854**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.32	Pearson Correlation	.763**	.750**	.827**	.779**	.820**	1	.914**	1.000**	.914**	.926**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.33	Pearson Correlation	.802**	.718**	.843**	.769**	.809**	.914**	1	.914**	1.000**	.919**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.34	Pearson Correlation	.763**	.750**	.827**	.779**	.820**	1.000**	.914**	1	.914**	.926**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.35	Pearson Correlation	.802**	.718**	.843**	.769**	.809**	.914**	1.000**	.914**	1	.919**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30
Total. X3	Pearson Correlation	.859**	.782**	.876**	.840**	.854**	.926**	.919**	.926**	.919**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

X4.14	Pearson Correlation	.496**	.765**	.778**	.760**	.671**	.643**	.691**	.577**	.749**	.876**
	Sig. (2-tailed)	.005	.000	.000	.000	.000	.000	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.15	Pearson Correlation	.665**	.638**	.878**	.838**	.625**	.710**	.838**	.719**	.687**	.916**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.16	Pearson Correlation	.613**	.608**	.851**	.787**	.570**	.711**	.787**	.696**	.570**	.888**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.17	Pearson Correlation	.665**	.638**	.878**	.838**	.625**	.710**	.838**	.719**	.687**	.916**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.18	Pearson Correlation	.759**	.559**	.888**	.836**	.579**	.763**	.836**	.726**	.700**	.894**
	Sig. (2-tailed)	.000	.001	.000	.000	.001	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.19	Pearson Correlation	.496**	.765**	.778**	.760**	.671**	.643**	.691**	.577**	.749**	.876**
	Sig. (2-tailed)	.005	.000	.000	.000	.000	.000	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.20	Pearson Correlation	.665**	.638**	.878**	.838**	.625**	.710**	.838**	.719**	.687**	.916**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.21	Pearson Correlation	.613**	.608**	.851**	.787**	.570**	.711**	.787**	.696**	.570**	.888**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.22	Pearson Correlation	.613**	.608**	.851**	.787**	.570**	.711**	.787**	.696**	.570**	.888**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.23	Pearson Correlation	.665**	.638**	.878**	.838**	.625**	.710**	.838**	.719**	.687**	.916**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.24	Pearson Correlation	.613**	.608**	.851**	.787**	.570**	.711**	.787**	.696**	.570**	.888**
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.25	Pearson Correlation	.690**	.607**	.833**	.861**	.510**	.783**	.778**	.681**	.809**	.894**
	Sig. (2-tailed)	.000	.000	.000	.000	.004	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.26	Pearson Correlation	.832**	.606**	.962**	.963**	.667**	.730**	.963**	.853**	.665**	.934**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.27	Pearson Correlation	1	.093	.809**	.786**	.253	.760**	.856**	.662**	.473**	.699**
	Sig. (2-tailed)		.626	.000	.000	.178	.000	.000	.000	.008	.000
	N	30	30	30	30	30	30	30	30	30	30
X4.28	Pearson Correlation	.093	1	.604**	.609**	.867**	.302	.510**	.579**	.628**	.750**
	Sig. (2-tailed)	.626		.000	.000	.000	.105	.004	.001	.000	.000

Y.19	Pearson Correlation	.511**	.559**	.728**	.387*	.674**	.660**	.502**	.415*	.456*	.654**
	Sig. (2-tailed)	.004	.001	.000	.035	.000	.000	.005	.023	.011	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.20	Pearson Correlation	.218	.461*	.470**	.589**	.517**	.541**	.420*	.520**	.880**	.740**
	Sig. (2-tailed)	.248	.010	.009	.001	.003	.002	.021	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.21	Pearson Correlation	.180	.580**	.597**	.543**	.291	.493**	.264	.694**	.312	.734**
	Sig. (2-tailed)	.342	.001	.000	.002	.118	.006	.158	.000	.093	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.22	Pearson Correlation	.204	.641**	.850**	.783**	.616**	.741**	.532**	.570**	.625**	.814**
	Sig. (2-tailed)	.278	.000	.000	.000	.000	.000	.002	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.23	Pearson Correlation	.276	.557**	.738**	.617**	.597**	.644**	.462*	.552**	.497**	.737**
	Sig. (2-tailed)	.139	.001	.000	.000	.000	.000	.010	.002	.005	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.24	Pearson Correlation	.180	.580**	.597**	.543**	.291	.493**	.264	.694**	.312	.734**
	Sig. (2-tailed)	.342	.001	.000	.002	.118	.006	.158	.000	.093	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.25	Pearson Correlation	-.118	.620**	.627**	.665**	.436*	.613**	.423*	.428*	.490**	.668**
	Sig. (2-tailed)	.536	.000	.000	.000	.016	.000	.020	.018	.006	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.26	Pearson Correlation	.067	.646**	.560**	.471**	.507**	.713**	.384*	.445*	.615**	.666**
	Sig. (2-tailed)	.725	.000	.001	.009	.004	.000	.036	.014	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.27	Pearson Correlation	1	-.082	.044	-.071	.410*	.212	.396*	.064	.182	.273
	Sig. (2-tailed)		.665	.819	.710	.024	.261	.030	.737	.336	.145
	N	30	30	30	30	30	30	30	30	30	30
Y.28	Pearson Correlation	-.082	1	.761**	.583**	.307	.600**	.332	.770**	.378*	.741**
	Sig. (2-tailed)	.665		.000	.001	.099	.000	.073	.000	.040	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.29	Pearson Correlation	.044	.761**	1	.700**	.558**	.732**	.419*	.676**	.499**	.807**
	Sig. (2-tailed)	.819	.000		.000	.001	.000	.021	.000	.005	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.30	Pearson Correlation	-.071	.583**	.700**	1	.506**	.636**	.358	.518**	.511**	.767**
	Sig. (2-tailed)	.710	.001	.000		.004	.000	.052	.003	.004	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.31	Pearson Correlation	.410*	.307	.558**	.506**	1	.588**	.146	.273	.550**	.628**
	Sig. (2-tailed)	.024	.099	.001	.004		.001	.442	.145	.002	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.32	Pearson Correlation	.212	.600**	.732**	.636**	.588**	1	.416*	.398*	.593**	.789**
	Sig. (2-tailed)	.261	.000	.000	.000	.001		.022	.029	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.33	Pearson Correlation	.396*	.332	.419*	.358	.146	.416*	1	.238	.499**	.556**

	Sig. (2-tailed)	.030	.073	.021	.052	.442	.022		.205	.005	.001
	N	30	30	30	30	30	30	30	30	30	30
Y.34	Pearson Correlation	.064	.770**	.676**	.518**	.273	.398*	.238	1	.461*	.708**
	Sig. (2-tailed)	.737	.000	.000	.003	.145	.029	.205		.010	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.35	Pearson Correlation	.182	.378*	.499**	.511**	.550**	.593**	.499**	.461*	1	.720**
	Sig. (2-tailed)	.336	.040	.005	.004	.002	.001	.005	.010		.000
	N	30	30	30	30	30	30	30	30	30	30
Total. Y	Pearson Correlation	.273	.741**	.807**	.767**	.628**	.789**	.556**	.708**	.720**	1
	Sig. (2-tailed)	.145	.000	.000	.000	.000	.000	.001	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

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

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



**Lampiran 2. Hasil Uji Reliabilitas
Uji Reliabilitas – Variabel X1**

Reliability Statistics

Cronbach's Alpha	N of Items
.979	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	134.10	398.783	.763	.978
X1.2	134.17	400.282	.794	.978
X1.3	134.13	397.982	.781	.978
X1.4	134.00	398.207	.770	.978
X1.5	133.90	400.852	.781	.978
X1.6	134.10	403.748	.743	.978
X1.7	133.97	405.275	.755	.978
X1.8	133.80	395.545	.668	.979
X1.9	134.10	415.403	.198	.981
X1.10	133.67	398.506	.843	.978
X1.11	133.60	399.559	.772	.978
X1.12	134.10	408.093	.574	.979
X1.13	133.77	404.047	.711	.978
X1.14	133.87	401.430	.783	.978
X1.15	134.10	397.128	.868	.978
X1.16	133.73	388.892	.873	.978
X1.17	133.67	403.402	.721	.978
X1.18	133.70	405.803	.652	.979
X1.19	133.70	403.734	.677	.978
X1.20	133.80	402.579	.799	.978
X1.21	134.00	406.414	.542	.979
X1.22	133.77	401.840	.691	.978
X1.23	133.97	406.033	.809	.978
X1.24	133.87	402.120	.822	.978
X1.25	134.00	401.517	.813	.978
X1.26	134.00	398.690	.856	.978
X1.27	134.10	397.128	.868	.978
X1.28	133.77	387.426	.894	.978
X1.29	133.50	396.603	.886	.978
X1.30	134.00	393.103	.776	.978
X1.31	133.40	402.455	.710	.978
X1.32	133.50	398.052	.745	.978
X1.33	133.50	394.879	.802	.978
X1.34	134.10	397.128	.868	.978
X1.35	133.77	387.426	.894	.978

Uji Reliabilitas – Variabel X2

Reliability Statistics

Cronbach's Alpha	N of Items
.984	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	132.67	459.954	.617	.984
X2.2	132.63	455.275	.788	.984
X2.3	132.83	451.661	.883	.983
X2.4	132.77	460.806	.726	.984
X2.5	132.60	456.110	.788	.984
X2.6	132.63	456.654	.797	.984
X2.7	132.93	453.168	.719	.984
X2.8	132.63	455.895	.768	.984
X2.9	132.50	460.948	.616	.984
X2.10	132.83	451.661	.883	.983
X2.11	132.57	458.047	.752	.984
X2.12	132.83	451.661	.883	.983
X2.13	132.57	458.047	.752	.984
X2.14	132.77	454.461	.829	.983
X2.15	132.57	456.392	.810	.984
X2.16	132.80	450.510	.729	.984
X2.17	132.73	455.099	.582	.985
X2.18	132.63	457.344	.837	.984
X2.19	132.63	455.275	.788	.984
X2.20	132.87	448.464	.915	.983
X2.21	132.67	451.678	.828	.983
X2.22	132.63	451.964	.797	.984
X2.23	132.70	453.803	.789	.984
X2.24	132.90	450.162	.901	.983
X2.25	132.70	452.769	.738	.984
X2.26	132.70	453.803	.789	.984
X2.27	132.90	450.162	.901	.983
X2.28	132.63	453.482	.753	.984
X2.29	132.70	453.803	.789	.984
X2.30	132.90	450.162	.901	.983
X2.31	132.70	453.803	.789	.984
X2.32	132.90	450.162	.901	.983
X2.33	132.90	450.162	.901	.983
X2.34	132.70	453.803	.789	.984
X2.35	132.90	450.162	.901	.983

Uji Reliabilitas – Variabel X3

Reliability Statistics

Cronbach's Alpha	N of Items
.986	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	129.23	508.875	.785	.986
X3.2	129.33	512.299	.750	.986
X3.3	129.30	516.217	.687	.986
X3.4	129.33	515.609	.697	.986
X3.5	129.10	515.886	.763	.986
X3.6	129.17	515.523	.718	.986
X3.7	129.10	513.059	.790	.986
X3.8	129.30	502.355	.670	.986
X3.9	129.10	510.231	.820	.986
X3.10	129.00	512.276	.772	.986
X3.11	128.97	507.344	.909	.985
X3.12	129.23	507.633	.823	.985
X3.13	129.37	511.137	.780	.986
X3.14	129.07	506.961	.781	.986
X3.15	129.33	512.368	.648	.986
X3.16	129.17	506.626	.784	.986
X3.17	129.03	508.447	.758	.986
X3.18	129.07	504.892	.796	.986
X3.19	129.10	502.783	.882	.985
X3.20	129.00	497.310	.913	.985
X3.21	129.27	501.789	.801	.986
X3.22	129.30	500.493	.826	.985
X3.23	129.37	497.620	.926	.985
X3.24	129.50	501.086	.910	.985
X3.25	129.27	499.168	.908	.985
X3.26	129.33	504.851	.873	.985
X3.27	129.37	502.102	.849	.985
X3.28	129.43	503.495	.766	.986
X3.29	129.27	497.789	.866	.985
X3.30	129.13	499.637	.827	.985
X3.31	129.13	499.016	.843	.985
X3.32	129.17	496.902	.920	.985
X3.33	129.00	497.310	.913	.985
X3.34	129.17	496.902	.920	.985
X3.35	129.00	497.310	.913	.985

Uji Reliabilitas – Variabel X4

Reliability Statistics

Cronbach's Alpha	N of Items
.986	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X4.1	136.97	438.102	.704	.986
X4.2	137.07	435.444	.720	.986
X4.3	137.03	435.413	.747	.986
X4.4	137.17	423.868	.702	.986
X4.5	136.90	433.541	.819	.986
X4.6	136.87	436.189	.757	.986
X4.7	136.90	431.748	.888	.985
X4.8	137.10	428.990	.867	.985
X4.9	137.13	429.982	.814	.986
X4.10	136.93	432.064	.776	.986
X4.11	137.17	430.213	.707	.986
X4.12	137.13	430.120	.762	.986
X4.13	136.90	431.748	.888	.985
X4.14	137.10	428.990	.867	.985
X4.15	136.97	425.551	.910	.985
X4.16	136.80	429.752	.881	.985
X4.17	136.97	425.551	.910	.985
X4.18	136.90	431.748	.888	.985
X4.19	137.10	428.990	.867	.985
X4.20	136.97	425.551	.910	.985
X4.21	136.80	429.752	.881	.985
X4.22	136.80	429.752	.881	.985
X4.23	136.97	425.551	.910	.985
X4.24	136.80	429.752	.881	.985
X4.25	136.87	432.947	.888	.985
X4.26	136.77	429.702	.930	.985
X4.27	136.57	434.668	.681	.986
X4.28	137.30	423.872	.728	.986
X4.29	136.80	429.959	.945	.985
X4.30	136.73	429.720	.909	.985
X4.31	137.23	426.116	.709	.986
X4.32	136.70	432.631	.734	.986
X4.33	136.73	430.478	.881	.985
X4.34	136.80	429.407	.784	.986
X4.35	136.93	431.375	.749	.986

Uji Reliabilitas – Variabel Y

Reliability Statistics

Cronbach's Alpha	N of Items
.964	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	133.57	281.702	.683	.963
Y.2	133.57	281.978	.750	.963
Y.3	133.57	282.323	.730	.963
Y.4	133.47	284.533	.616	.963
Y.5	133.37	281.344	.674	.963
Y.6	133.57	281.978	.750	.963
Y.7	133.57	282.323	.730	.963
Y.8	133.57	281.978	.750	.963
Y.9	133.57	281.978	.750	.963
Y.10	133.47	284.533	.616	.963
Y.11	133.43	284.323	.527	.964
Y.12	133.83	266.902	.700	.963
Y.13	133.60	280.248	.734	.963
Y.14	133.60	280.524	.802	.963
Y.15	133.60	280.869	.783	.963
Y.16	133.50	283.086	.664	.963
Y.17	133.40	279.903	.711	.963
Y.18	133.57	283.357	.598	.963
Y.19	133.47	284.189	.636	.963
Y.20	133.50	267.569	.707	.963
Y.21	133.83	266.902	.700	.963
Y.22	133.10	277.817	.801	.962
Y.23	133.10	277.197	.716	.963
Y.24	133.83	266.902	.700	.963
Y.25	133.33	280.230	.644	.963
Y.26	133.30	280.907	.644	.963
Y.27	133.80	287.752	.222	.966
Y.28	133.37	277.826	.722	.963
Y.29	133.17	277.247	.793	.962
Y.30	133.27	276.892	.749	.963
Y.31	133.13	280.189	.601	.963
Y.32	133.27	278.961	.775	.963
Y.33	133.57	281.909	.525	.964
Y.34	133.37	276.585	.684	.963
Y.35	133.40	271.490	.689	.963

Lampiran 3. Hasil Analisis Deskriptif
Analisis Deskriptif – Variabel X1

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	140	1	5	3.81	.634
X1.2	140	2	5	3.76	.642
X1.3	140	1	5	3.78	.601
X1.4	140	1	5	3.79	.606
X1.5	140	2	5	3.91	.594
X1.6	140	2	5	3.84	.603
X1.7	140	2	5	3.91	.574
X1.8	140	2	5	3.94	.946
X1.9	140	2	5	3.94	.820
X1.10	140	2	5	4.18	.681
X1.11	140	3	5	4.22	.658
X1.12	140	2	5	3.89	.802
X1.13	140	2	5	4.04	.704
X1.14	140	2	5	4.06	.676
X1.15	140	2	5	3.70	.802
X1.16	140	1	5	4.02	.763
X1.17	140	2	5	4.19	.674
X1.18	140	2	5	4.18	.671
X1.19	140	2	5	4.06	.756
X1.20	140	2	5	4.20	.670
X1.21	140	3	5	3.97	.678
X1.22	140	3	5	4.00	.730
X1.23	140	2	5	3.94	.654
X1.24	140	2	5	3.89	.643
X1.25	140	2	5	3.96	.645
X1.26	140	2	5	3.94	.632
X1.27	140	2	5	3.86	.685
X1.28	140	1	5	3.92	.658
X1.29	140	2	5	3.66	.845
X1.30	140	2	5	3.48	.844
X1.31	140	2	5	3.44	.961
X1.32	140	1	5	3.82	.842
X1.33	140	1	5	3.79	.827
X1.34	140	1	5	3.54	.893
X1.35	140	1	5	3.79	.707
Total.X1	140	89	175	136.42	12.842
Valid N (listwise)	140				

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	1	.7	.7	1.4
3	35	25.0	25.0	26.4
4	90	64.3	64.3	90.7
5	13	9.3	9.3	100.0
Total	140	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	3.6	3.6	3.6
3	34	24.3	24.3	27.9
4	90	64.3	64.3	92.1
5	11	7.9	7.9	100.0
Total	140	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	3	2.1	2.1	2.9
3	29	20.7	20.7	23.6
4	100	71.4	71.4	95.0
5	7	5.0	5.0	100.0
Total	140	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	2	1.4	1.4	2.1
3	31	22.1	22.1	24.3
4	97	69.3	69.3	93.6
5	9	6.4	6.4	100.0
Total	140	100.0	100.0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	2.1	2.1	2.1
3	22	15.7	15.7	17.9
4	99	70.7	70.7	88.6
5	16	11.4	11.4	100.0
Total	140	100.0	100.0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	2.1	2.1	2.1
3	29	20.7	20.7	22.9
4	95	67.9	67.9	90.7
5	13	9.3	9.3	100.0
Total	140	100.0	100.0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2	3	2.1	2.1	2.1
	3	21	15.0	15.0	17.1
	4	102	72.9	72.9	90.0
	5	14	10.0	10.0	100.0
Total		140	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	16	11.4	11.4	11.4
	3	19	13.6	13.6	25.0
	4	63	45.0	45.0	70.0
	5	42	30.0	30.0	100.0
Total		140	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	8.6	8.6	8.6
	3	15	10.7	10.7	19.3
	4	82	58.6	58.6	77.9
	5	31	22.1	22.1	100.0
Total		140	100.0	100.0	

X1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.4	1.4	1.4
	3	16	11.4	11.4	12.9
	4	77	55.0	55.0	67.9
	5	45	32.1	32.1	100.0
Total		140	100.0	100.0	

X1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	18	12.9	12.9	12.9
	4	73	52.1	52.1	65.0
	5	49	35.0	35.0	100.0
Total		140	100.0	100.0	

X1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	4.3	4.3	4.3
	3	35	25.0	25.0	29.3
	4	67	47.9	47.9	77.1
	5	32	22.9	22.9	100.0
Total		140	100.0	100.0	

X1.13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	26	18.6	18.6	20.0
4	77	55.0	55.0	75.0
5	35	25.0	25.0	100.0
Total	140	100.0	100.0	

X1.14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	2.1	2.1	2.1
3	19	13.6	13.6	15.7
4	85	60.7	60.7	76.4
5	33	23.6	23.6	100.0
Total	140	100.0	100.0	

X1.15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	15	10.7	10.7	10.7
3	27	19.3	19.3	30.0
4	83	59.3	59.3	89.3
5	15	10.7	10.7	100.0
Total	140	100.0	100.0	

X1.16

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	1	.7	.7	1.4
3	30	21.4	21.4	22.9
4	70	50.0	50.0	72.9
5	38	27.1	27.1	100.0
Total	140	100.0	100.0	

X1.17

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	15	10.7	10.7	12.1
4	78	55.7	55.7	67.9
5	45	32.1	32.1	100.0
Total	140	100.0	100.0	

X1.18

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	15	10.7	10.7	12.1
4	79	56.4	56.4	68.6
5	44	31.4	31.4	100.0

Total	140	100.0	100.0
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X1.19

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	5.7	5.7	5.7
3	12	8.6	8.6	14.3
4	84	60.0	60.0	74.3
5	36	25.7	25.7	100.0
Total	140	100.0	100.0	

X1.20

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	14	10.0	10.0	11.4
4	78	55.7	55.7	67.1
5	46	32.9	32.9	100.0
Total	140	100.0	100.0	

X1.21

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	34	24.3	24.3	24.3
4	76	54.3	54.3	78.6
5	30	21.4	21.4	100.0
Total	140	100.0	100.0	

X1.22

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	37	26.4	26.4	26.4
4	66	47.1	47.1	73.6
5	37	26.4	26.4	100.0
Total	140	100.0	100.0	

X1.23

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	3.6	3.6	3.6
3	19	13.6	13.6	17.1
4	95	67.9	67.9	85.0
5	21	15.0	15.0	100.0
Total	140	100.0	100.0	

X1.24

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	2.9	2.9	2.9
3	25	17.9	17.9	20.7
4	93	66.4	66.4	87.1
5	18	12.9	12.9	100.0

Total	140	100.0	100.0
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X1.25

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	26	18.6	18.6	20.0
4	88	62.9	62.9	82.9
5	24	17.1	17.1	100.0
Total	140	100.0	100.0	

X1.26

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	3.6	3.6	3.6
3	17	12.1	12.1	15.7
4	99	70.7	70.7	86.4
5	19	13.6	13.6	100.0
Total	140	100.0	100.0	

X1.27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	2.9	2.9	2.9
3	32	22.9	22.9	25.7
4	84	60.0	60.0	85.7
5	20	14.3	14.3	100.0
Total	140	100.0	100.0	

X1.28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	1	.7	.7	1.4
3	27	19.3	19.3	20.7
4	90	64.3	64.3	85.0
5	21	15.0	15.0	100.0
Total	140	100.0	100.0	

X1.29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	11	7.9	7.9	7.9
3	48	34.3	34.3	42.1
4	58	41.4	41.4	83.6
5	23	16.4	16.4	100.0
Total	140	100.0	100.0	

X1.30

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	17	12.1	12.1	12.1
	3	54	38.6	38.6	50.7
	4	54	38.6	38.6	89.3
	5	15	10.7	10.7	100.0
	Total	140	100.0	100.0	

X1.31

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	25	17.9	17.9	17.9
	3	51	36.4	36.4	54.3
	4	42	30.0	30.0	84.3
	5	22	15.7	15.7	100.0
	Total	140	100.0	100.0	

X1.32

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	5	3.6	3.6	5.0
	3	37	26.4	26.4	31.4
	4	68	48.6	48.6	80.0
	5	28	20.0	20.0	100.0
	Total	140	100.0	100.0	

X1.33

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	7	5.0	5.0	5.7
	3	38	27.1	27.1	32.9
	4	68	48.6	48.6	81.4
	5	26	18.6	18.6	100.0
	Total	140	100.0	100.0	

X1.34

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	2	17	12.1	12.1	14.3
	3	33	23.6	23.6	37.9
	4	75	53.6	53.6	91.4
	5	12	8.6	8.6	100.0
	Total	140	100.0	100.0	

X1.35

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	1	.7	.7	1.4
3	44	31.4	31.4	32.9
4	75	53.6	53.6	86.4
5	19	13.6	13.6	100.0
Total	140	100.0	100.0	

Kepemimpinan Demokratis Kepala Sekolah (X1)

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 89	3	2.1	2.1	2.1
93	1	.7	.7	2.9
100	1	.7	.7	3.6
116	1	.7	.7	4.3
122	1	.7	.7	5.0
123	1	.7	.7	5.7
124	1	.7	.7	6.4
125	5	3.6	3.6	10.0
126	5	3.6	3.6	13.6
127	2	1.4	1.4	15.0
128	2	1.4	1.4	16.4
129	5	3.6	3.6	20.0
130	6	4.3	4.3	24.3
131	2	1.4	1.4	25.7
132	6	4.3	4.3	30.0
133	5	3.6	3.6	33.6
134	5	3.6	3.6	37.1
135	8	5.7	5.7	42.9
136	18	12.9	12.9	55.7
137	3	2.1	2.1	57.9
138	9	6.4	6.4	64.3
139	10	7.1	7.1	71.4
140	1	.7	.7	72.1
141	2	1.4	1.4	73.6
142	2	1.4	1.4	75.0
144	4	2.9	2.9	77.9
145	1	.7	.7	78.6
146	4	2.9	2.9	81.4
147	2	1.4	1.4	82.9
148	2	1.4	1.4	84.3
149	4	2.9	2.9	87.1
150	4	2.9	2.9	90.0
151	1	.7	.7	90.7
152	2	1.4	1.4	92.1
153	1	.7	.7	92.9
154	3	2.1	2.1	95.0
155	1	.7	.7	95.7
157	1	.7	.7	96.4
158	1	.7	.7	97.1
160	1	.7	.7	97.9
163	1	.7	.7	98.6
169	1	.7	.7	99.3
175	1	.7	.7	100.0
Total	140	100.0	100.0	

Analisis Deskriptif – Variabel X2

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	140	3	5	3.97	.678
X2.2	140	2	5	3.86	.705
X2.3	140	2	5	3.83	.719
X2.4	140	3	5	3.86	.570
X2.5	140	1	5	3.86	.833
X2.6	140	1	5	3.88	.782
X2.7	140	1	5	3.69	.945
X2.8	140	3	5	3.91	.677
X2.9	140	3	5	3.90	.733
X2.10	140	3	5	3.94	.681
X2.11	140	2	5	3.87	.698
X2.12	140	2	5	3.83	.719
X2.13	140	3	5	3.90	.591
X2.14	140	1	5	3.87	.666
X2.15	140	3	5	3.99	.600
X2.16	140	2	5	3.75	.858
X2.17	140	1	5	3.89	.717
X2.18	140	1	5	3.94	.648
X2.19	140	2	5	3.91	.651
X2.20	140	1	5	3.83	.768
X2.21	140	2	5	3.89	.727
X2.22	140	2	5	3.91	.709
X2.23	140	2	5	3.91	.656
X2.24	140	2	5	3.89	.620
X2.25	140	2	5	3.96	.656
X2.26	140	2	5	3.82	.780
X2.27	140	2	5	3.85	.699
X2.28	140	2	5	3.95	.723
X2.29	140	2	5	3.87	.708
X2.30	140	2	5	3.81	.695
X2.31	140	2	5	4.12	.754
X2.32	140	2	5	4.17	.865
X2.33	140	2	5	4.17	.739
X2.34	140	2	5	4.35	.709
X2.35	140	2	5	4.35	.786
Total.X2	140	89	175	137.49	16.418
Valid N (listwise)	140				

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	34	24.3	24.3	24.3
4	76	54.3	54.3	78.6
5	30	21.4	21.4	100.0
Total	140	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	43	30.7	30.7	31.4
4	71	50.7	50.7	82.1
5	25	17.9	17.9	100.0

Total	140	100.0	100.0
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X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	47	33.6	33.6	34.3
4	67	47.9	47.9	82.1
5	25	17.9	17.9	100.0
Total	140	100.0	100.0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	34	24.3	24.3	24.3
4	92	65.7	65.7	90.0
5	14	10.0	10.0	100.0
Total	140	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1.4	1.4	1.4
2	5	3.6	3.6	5.0
3	32	22.9	22.9	27.9
4	72	51.4	51.4	79.3
5	29	20.7	20.7	100.0
Total	140	100.0	100.0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	5	3.6	3.6	4.3
3	31	22.1	22.1	26.4
4	76	54.3	54.3	80.7
5	27	19.3	19.3	100.0
Total	140	100.0	100.0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	2.1	2.1	2.1
2	13	9.3	9.3	11.4
3	34	24.3	24.3	35.7
4	65	46.4	46.4	82.1
5	25	17.9	17.9	100.0
Total	140	100.0	100.0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	39	27.9	27.9	27.9

	4	75	53.6	53.6	81.4
	5	26	18.6	18.6	100.0
	Total	140	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	45	32.1	32.1	32.1
	4	64	45.7	45.7	77.9
	5	31	22.1	22.1	100.0
	Total	140	100.0	100.0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	37	26.4	26.4	26.4
	4	75	53.6	53.6	80.0
	5	28	20.0	20.0	100.0
	Total	140	100.0	100.0	

X2.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.7	.7	.7
	3	41	29.3	29.3	30.0
	4	73	52.1	52.1	82.1
	5	25	17.9	17.9	100.0
	Total	140	100.0	100.0	

X2.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.7	.7	.7
	3	47	33.6	33.6	34.3
	4	67	47.9	47.9	82.1
	5	25	17.9	17.9	100.0
	Total	140	100.0	100.0	

X2.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	32	22.9	22.9	22.9
	4	90	64.3	64.3	87.1
	5	18	12.9	12.9	100.0
	Total	140	100.0	100.0	

X2.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	1	.7	.7	1.4
	3	32	22.9	22.9	24.3

	4	87	62.1	62.1	86.4
	5	19	13.6	13.6	100.0
	Total	140	100.0	100.0	

X2.15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	26	18.6	18.6	18.6
	4	90	64.3	64.3	82.9
	5	24	17.1	17.1	100.0
	Total	140	100.0	100.0	

X2.16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	14	10.0	10.0	10.0
	3	31	22.1	22.1	32.1
	4	71	50.7	50.7	82.9
	5	24	17.1	17.1	100.0
	Total	140	100.0	100.0	

X2.17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	3	26	18.6	18.6	20.7
	4	91	65.0	65.0	85.7
	5	20	14.3	14.3	100.0
	Total	140	100.0	100.0	

X2.18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	3	28	20.0	20.0	20.7
	4	89	63.6	63.6	84.3
	5	22	15.7	15.7	100.0
	Total	140	100.0	100.0	

X2.19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.7	.7	.7
	3	33	23.6	23.6	24.3
	4	83	59.3	59.3	83.6
	5	23	16.4	16.4	100.0
	Total	140	100.0	100.0	

X2.20

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	1	2	1.4	1.4	1.4
	2	2	1.4	1.4	2.9
	3	37	26.4	26.4	29.3
	4	76	54.3	54.3	83.6
	5	23	16.4	16.4	100.0
	Total	140	100.0	100.0	

X2.21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.1	2.1	2.1
	3	36	25.7	25.7	27.9
	4	74	52.9	52.9	80.7
	5	27	19.3	19.3	100.0
	Total	140	100.0	100.0	

X2.22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.4	1.4	1.4
	3	36	25.7	25.7	27.1
	4	75	53.6	53.6	80.7
	5	27	19.3	19.3	100.0
	Total	140	100.0	100.0	

X2.23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.1	2.1	2.1
	3	28	20.0	20.0	22.1
	4	88	62.9	62.9	85.0
	5	21	15.0	15.0	100.0
	Total	140	100.0	100.0	

X2.24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.4	1.4	1.4
	3	29	20.7	20.7	22.1
	4	91	65.0	65.0	87.1
	5	18	12.9	12.9	100.0
	Total	140	100.0	100.0	

X2.25

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.1	2.1	2.1
	3	24	17.1	17.1	19.3
	4	89	63.6	63.6	82.9
	5	24	17.1	17.1	100.0
	Total	140	100.0	100.0	

X2.26

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	5.7	5.7	5.7
3	33	23.6	23.6	29.3
4	75	53.6	53.6	82.9
5	24	17.1	17.1	100.0
Total	140	100.0	100.0	

X2.27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	3.6	3.6	3.6
3	31	22.1	22.1	25.7
4	84	60.0	60.0	85.7
5	20	14.3	14.3	100.0
Total	140	100.0	100.0	

X2.28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	34	24.3	24.3	25.7
4	73	52.1	52.1	77.9
5	31	22.1	22.1	100.0
Total	140	100.0	100.0	

X2.29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	39	27.9	27.9	29.3
4	74	52.9	52.9	82.1
5	25	17.9	17.9	100.0
Total	140	100.0	100.0	

X2.30

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	43	30.7	30.7	32.1
4	74	52.9	52.9	85.0
5	21	15.0	15.0	100.0
Total	140	100.0	100.0	

X2.31

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	26	18.6	18.6	20.0
4	65	46.4	46.4	66.4
5	47	33.6	33.6	100.0
Total	140	100.0	100.0	

X2.32

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	6.4	6.4	6.4
3	15	10.7	10.7	17.1
4	59	42.1	42.1	59.3
5	57	40.7	40.7	100.0
Total	140	100.0	100.0	

X2.33

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	2.9	2.9	2.9
3	16	11.4	11.4	14.3
4	72	51.4	51.4	65.7
5	48	34.3	34.3	100.0
Total	140	100.0	100.0	

X2.34

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	13	9.3	9.3	10.7
4	59	42.1	42.1	52.9
5	66	47.1	47.1	100.0
Total	140	100.0	100.0	

X2.35

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	21	15.0	15.0	16.4
4	43	30.7	30.7	47.1
5	74	52.9	52.9	100.0
Total	140	100.0	100.0	

Budaya Organisasi (X2)

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 89	2	1.4	1.4	1.4
109	1	.7	.7	2.1
110	1	.7	.7	2.9
111	1	.7	.7	3.6
116	4	2.9	2.9	6.4
117	3	2.1	2.1	8.6
119	1	.7	.7	9.3
120	1	.7	.7	10.0
121	2	1.4	1.4	11.4
122	3	2.1	2.1	13.6
123	1	.7	.7	14.3
124	4	2.9	2.9	17.1
126	4	2.9	2.9	20.0

127	4	2.9	2.9	22.9
128	2	1.4	1.4	24.3
129	9	6.4	6.4	30.7
130	6	4.3	4.3	35.0
132	3	2.1	2.1	37.1
134	1	.7	.7	37.9
135	14	10.0	10.0	47.9
136	7	5.0	5.0	52.9
138	8	5.7	5.7	58.6
139	9	6.4	6.4	65.0
140	4	2.9	2.9	67.9
141	13	9.3	9.3	77.1
142	4	2.9	2.9	80.0
144	2	1.4	1.4	81.4
146	1	.7	.7	82.1
150	4	2.9	2.9	85.0
152	2	1.4	1.4	86.4
153	1	.7	.7	87.1
160	2	1.4	1.4	88.6
162	2	1.4	1.4	90.0
164	1	.7	.7	90.7
166	1	.7	.7	91.4
173	1	.7	.7	92.1
175	11	7.9	7.9	100.0
Total	140	100.0	100.0	

Analisis Deskriptif – Variabel X3

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	140	2	5	3.94	.717
X3.2	140	2	5	3.96	.698
X3.3	140	2	5	3.91	.704
X3.4	140	2	5	3.94	.691
X3.5	140	2	5	3.95	.682
X3.6	140	3	5	3.95	.671
X3.7	140	3	5	4.01	.646
X3.8	140	2	5	3.96	.920
X3.9	140	2	5	4.07	.774
X3.10	140	3	5	4.14	.670
X3.11	140	3	5	4.10	.713
X3.12	140	2	5	3.84	.903
X3.13	140	3	5	4.01	.684
X3.14	140	2	5	4.05	.733
X3.15	140	2	5	3.79	.927
X3.16	140	3	5	4.06	.727
X3.17	140	3	5	4.22	.679
X3.18	140	2	5	4.16	.706
X3.19	140	2	5	4.03	.758
X3.20	140	2	5	4.11	.840
X3.21	140	2	5	3.96	.868
X3.22	140	2	5	3.99	.898
X3.23	140	2	5	3.89	.866
X3.24	140	1	5	3.86	.841
X3.25	140	1	5	3.89	.857
X3.26	140	1	5	3.96	.804
X3.27	140	2	5	3.86	.861
X3.28	140	2	5	3.90	.798
X3.29	140	1	5	3.70	1.023
X3.30	140	1	5	3.71	1.049
X3.31	140	1	5	3.61	1.063
X3.32	140	1	5	3.84	.957

X3.33	140	1	5	3.93	.903
X3.34	140	1	5	3.84	.949
X3.35	140	2	5	3.90	.859
Total.X3	140	89	175	138.01	20.368
Valid N (listwise)	140				

X3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	37	26.4	26.4	27.1
4	71	50.7	50.7	77.9
5	31	22.1	22.1	100.0
Total	140	100.0	100.0	

X3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	34	24.3	24.3	25.0
4	75	53.6	53.6	78.6
5	30	21.4	21.4	100.0
Total	140	100.0	100.0	

X3.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	38	27.1	27.1	27.9
4	73	52.1	52.1	80.0
5	28	20.0	20.0	100.0
Total	140	100.0	100.0	

X3.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	35	25.0	25.0	25.7
4	76	54.3	54.3	80.0
5	28	20.0	20.0	100.0
Total	140	100.0	100.0	

X3.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	33	23.6	23.6	24.3
4	78	55.7	55.7	80.0
5	28	20.0	20.0	100.0
Total	140	100.0	100.0	

X3.6

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	3	35	25.0	25.0	25.0
	4	77	55.0	55.0	80.0
	5	28	20.0	20.0	100.0
Total		140	100.0	100.0	

X3.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	28	20.0	20.0	20.0
	4	82	58.6	58.6	78.6
	5	30	21.4	21.4	100.0
Total		140	100.0	100.0	

X3.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	13	9.3	9.3	9.3
	3	23	16.4	16.4	25.7
	4	61	43.6	43.6	69.3
	5	43	30.7	30.7	100.0
Total		140	100.0	100.0	

X3.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	3.6	3.6	3.6
	3	22	15.7	15.7	19.3
	4	71	50.7	50.7	70.0
	5	42	30.0	30.0	100.0
Total		140	100.0	100.0	

X3.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	23	16.4	16.4	16.4
	4	75	53.6	53.6	70.0
	5	42	30.0	30.0	100.0
Total		140	100.0	100.0	

X3.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	29	20.7	20.7	20.7
	4	68	48.6	48.6	69.3
	5	43	30.7	30.7	100.0
Total		140	100.0	100.0	

X3.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	8.6	8.6	8.6
	3	34	24.3	24.3	32.9
	4	59	42.1	42.1	75.0

	5	35	25.0	25.0	100.0
	Total	140	100.0	100.0	

X3.13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	32	22.9	22.9	22.9
	4	75	53.6	53.6	76.4
	5	33	23.6	23.6	100.0
	Total	140	100.0	100.0	

X3.14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.4	1.4	1.4
	3	28	20.0	20.0	21.4
	4	71	50.7	50.7	72.1
	5	39	27.9	27.9	100.0
	Total	140	100.0	100.0	

X3.15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	15	10.7	10.7	10.7
	3	33	23.6	23.6	34.3
	4	59	42.1	42.1	76.4
	5	33	23.6	23.6	100.0
	Total	140	100.0	100.0	

X3.16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	33	23.6	23.6	23.6
	4	66	47.1	47.1	70.7
	5	41	29.3	29.3	100.0
	Total	140	100.0	100.0	

X3.17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	14.3	14.3	14.3
	4	69	49.3	49.3	63.6
	5	51	36.4	36.4	100.0
	Total	140	100.0	100.0	

X3.18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.7	.7	.7
	3	22	15.7	15.7	16.4
	4	70	50.0	50.0	66.4
	5	47	33.6	33.6	100.0
	Total	140	100.0	100.0	

X3.19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.1	2.1	2.1
	3	29	20.7	20.7	22.9
	4	69	49.3	49.3	72.1
	5	39	27.9	27.9	100.0
	Total	140	100.0	100.0	

X3.20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	5.7	5.7	5.7
	3	18	12.9	12.9	18.6
	4	64	45.7	45.7	64.3
	5	50	35.7	35.7	100.0
	Total	140	100.0	100.0	

X3.21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	5.7	5.7	5.7
	3	31	22.1	22.1	27.9
	4	59	42.1	42.1	70.0
	5	42	30.0	30.0	100.0
	Total	140	100.0	100.0	

X3.22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	5.0	5.0	5.0
	3	36	25.7	25.7	30.7
	4	49	35.0	35.0	65.7
	5	48	34.3	34.3	100.0
	Total	140	100.0	100.0	

X3.23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	8.6	8.6	8.6
	3	25	17.9	17.9	26.4
	4	70	50.0	50.0	76.4
	5	33	23.6	23.6	100.0
	Total	140	100.0	100.0	

X3.24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	8	5.7	5.7	6.4
	3	30	21.4	21.4	27.9
	4	71	50.7	50.7	78.6

5	30	21.4	21.4	100.0
Total	140	100.0	100.0	

X3.25

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	9	6.4	6.4	7.1
3	27	19.3	19.3	26.4
4	71	50.7	50.7	77.1
5	32	22.9	22.9	100.0
Total	140	100.0	100.0	

X3.26

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	8	5.7	5.7	6.4
3	18	12.9	12.9	19.3
4	82	58.6	58.6	77.9
5	31	22.1	22.1	100.0
Total	140	100.0	100.0	

X3.27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	10	7.1	7.1	7.1
3	33	23.6	23.6	30.7
4	64	45.7	45.7	76.4
5	33	23.6	23.6	100.0
Total	140	100.0	100.0	

X3.28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	5.7	5.7	5.7
3	28	20.0	20.0	25.7
4	74	52.9	52.9	78.6
5	30	21.4	21.4	100.0
Total	140	100.0	100.0	

X3.29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	2.1	2.1	2.1
2	16	11.4	11.4	13.6
3	34	24.3	24.3	37.9
4	54	38.6	38.6	76.4
5	33	23.6	23.6	100.0
Total	140	100.0	100.0	

X3.30

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	2.1	2.1	2.1
2	18	12.9	12.9	15.0
3	31	22.1	22.1	37.1
4	53	37.9	37.9	75.0
5	35	25.0	25.0	100.0
Total	140	100.0	100.0	

X3.31

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	2.1	2.1	2.1
2	22	15.7	15.7	17.9
3	32	22.9	22.9	40.7
4	52	37.1	37.1	77.9
5	31	22.1	22.1	100.0
Total	140	100.0	100.0	

X3.32

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	2.1	2.1	2.1
2	10	7.1	7.1	9.3
3	29	20.7	20.7	30.0
4	63	45.0	45.0	75.0
5	35	25.0	25.0	100.0
Total	140	100.0	100.0	

X3.33

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	10	7.1	7.1	7.9
3	26	18.6	18.6	26.4
4	64	45.7	45.7	72.1
5	39	27.9	27.9	100.0
Total	140	100.0	100.0	

X3.34

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	2.1	2.1	2.1
2	11	7.9	7.9	10.0
3	25	17.9	17.9	27.9
4	68	48.6	48.6	76.4
5	33	23.6	23.6	100.0
Total	140	100.0	100.0	

X3.35

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	5.0	5.0	5.0

3	38	27.1	27.1	32.1
4	57	40.7	40.7	72.9
5	38	27.1	27.1	100.0
Total	140	100.0	100.0	

Kepuasan Kerja (X3)

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	89	7	5.0	5.0
	105	1	.7	5.7
	111	2	1.4	7.1
	116	5	3.6	10.7
	118	1	.7	11.4
	120	1	.7	12.1
	124	2	1.4	13.6
	125	4	2.9	16.4
	126	7	5.0	21.4
	127	2	1.4	22.9
	128	4	2.9	25.7
	129	2	1.4	27.1
	130	3	2.1	29.3
	131	3	2.1	31.4
	132	6	4.3	35.7
	133	1	.7	36.4
	134	6	4.3	40.7
	135	9	6.4	47.1
	136	17	12.1	59.3
	137	6	4.3	63.6
	138	1	.7	64.3
	139	9	6.4	70.7
	140	1	.7	71.4
	141	2	1.4	72.9
	142	1	.7	73.6
	145	2	1.4	75.0
	146	2	1.4	76.4
	149	3	2.1	78.6
	150	2	1.4	80.0
	151	1	.7	80.7
	153	1	.7	81.4
	154	1	.7	82.1
	155	1	.7	82.9
	156	1	.7	83.6
	158	1	.7	84.3
	161	1	.7	85.0
	169	1	.7	85.7
	175	20	14.3	100.0
Total	140	100.0	100.0	

Analisis Deskriptif – Variabel X4

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X4.1	140	3	5	3.87	.687
X4.2	140	3	5	3.97	.688
X4.3	140	3	5	3.80	.722

X4.4	140	1	5	3.76	.886
X4.5	140	2	5	3.95	.638
X4.6	140	1	5	3.97	.611
X4.7	140	3	5	4.00	.600
X4.8	140	2	5	3.75	.841
X4.9	140	1	5	3.86	.722
X4.10	140	1	5	3.95	.671
X4.11	140	2	5	3.87	.687
X4.12	140	1	5	3.84	.736
X4.13	140	3	5	3.93	.664
X4.14	140	3	5	3.85	.678
X4.15	140	2	5	3.94	.637
X4.16	140	3	5	4.06	.578
X4.17	140	1	5	3.95	.692
X4.18	140	1	5	3.90	.771
X4.19	140	1	5	3.89	.730
X4.20	140	2	5	3.95	.692
X4.21	140	3	5	3.93	.685
X4.22	140	3	5	3.93	.696
X4.23	140	2	5	4.16	.792
X4.24	140	2	5	4.13	.943
X4.25	140	2	5	4.16	.845
X4.26	140	2	5	4.34	.755
X4.27	140	1	5	4.36	.814
X4.28	140	2	5	3.78	.960
X4.29	140	1	5	4.11	.866
X4.30	140	2	5	4.28	.759
X4.31	140	2	5	3.89	.938
X4.32	140	2	5	4.27	.767
X4.33	140	3	5	4.39	.674
X4.34	140	1	5	4.29	.886
X4.35	140	1	5	3.96	.948
Total.X4	140	105	175	140.04	15.807
Valid N (listwise)	140				

X4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	43	30.7	30.7	30.7
4	72	51.4	51.4	82.1
5	25	17.9	17.9	100.0
Total	140	100.0	100.0	

X4.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	35	25.0	25.0	25.0
4	74	52.9	52.9	77.9
5	31	22.1	22.1	100.0
Total	140	100.0	100.0	

X4.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	53	37.9	37.9	37.9
4	62	44.3	44.3	82.1
5	25	17.9	17.9	100.0
Total	140	100.0	100.0	

X4.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1.4	1.4	1.4
2	6	4.3	4.3	5.7
3	45	32.1	32.1	37.9
4	57	40.7	40.7	78.6
5	30	21.4	21.4	100.0
Total	140	100.0	100.0	

X4.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	2.1	2.1	2.1
3	23	16.4	16.4	18.6
4	92	65.7	65.7	84.3
5	22	15.7	15.7	100.0
Total	140	100.0	100.0	

X4.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
3	22	15.7	15.7	16.4
4	96	68.6	68.6	85.0
5	21	15.0	15.0	100.0
Total	140	100.0	100.0	

X4.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	25	17.9	17.9	17.9
4	90	64.3	64.3	82.1
5	25	17.9	17.9	100.0
Total	140	100.0	100.0	

X4.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	11	7.9	7.9	7.9
3	38	27.1	27.1	35.0
4	66	47.1	47.1	82.1
5	25	17.9	17.9	100.0
Total	140	100.0	100.0	

X4.9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	3	2.1	2.1	2.9
3	32	22.9	22.9	25.7
4	82	58.6	58.6	84.3

5	22	15.7	15.7	100.0
Total	140	100.0	100.0	

X4.10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	1	.7	.7	1.4
3	26	18.6	18.6	20.0
4	88	62.9	62.9	82.9
5	24	17.1	17.1	100.0
Total	140	100.0	100.0	

X4.11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	2.9	2.9	2.9
3	31	22.1	22.1	25.0
4	84	60.0	60.0	85.0
5	21	15.0	15.0	100.0
Total	140	100.0	100.0	

X4.12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
3	45	32.1	32.1	32.9
4	69	49.3	49.3	82.1
5	25	17.9	17.9	100.0
Total	140	100.0	100.0	

X4.13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	36	25.7	25.7	25.7
4	78	55.7	55.7	81.4
5	26	18.6	18.6	100.0
Total	140	100.0	100.0	

X4.14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	44	31.4	31.4	31.4
4	73	52.1	52.1	83.6
5	23	16.4	16.4	100.0
Total	140	100.0	100.0	

X4.15

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2	1	.7	.7	.7
	3	30	21.4	21.4	22.1
	4	86	61.4	61.4	83.6
	5	23	16.4	16.4	100.0
Total		140	100.0	100.0	

X4.16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	13.6	13.6	13.6
	4	93	66.4	66.4	80.0
	5	28	20.0	20.0	100.0
Total		140	100.0	100.0	

X4.17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	1	.7	.7	2.1
	3	22	15.7	15.7	17.9
	4	92	65.7	65.7	83.6
	5	23	16.4	16.4	100.0
Total		140	100.0	100.0	

X4.18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	5	3.6	3.6	5.0
	3	22	15.7	15.7	20.7
	4	87	62.1	62.1	82.9
	5	24	17.1	17.1	100.0
Total		140	100.0	100.0	

X4.19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	3	2.1	2.1	3.6
	3	25	17.9	17.9	21.4
	4	89	63.6	63.6	85.0
	5	21	15.0	15.0	100.0
Total		140	100.0	100.0	

X4.20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.7	.7	.7
	3	34	24.3	24.3	25.0
	4	76	54.3	54.3	79.3
	5	29	20.7	20.7	100.0
Total		140	100.0	100.0	

X4.21

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	38	27.1	27.1	27.1
4	74	52.9	52.9	80.0
5	28	20.0	20.0	100.0
Total	140	100.0	100.0	

X4.22

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	39	27.9	27.9	27.9
4	72	51.4	51.4	79.3
5	29	20.7	20.7	100.0
Total	140	100.0	100.0	

X4.23

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	31	22.1	22.1	22.9
4	52	37.1	37.1	60.0
5	56	40.0	40.0	100.0
Total	140	100.0	100.0	

X4.24

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	12	8.6	8.6	8.6
3	18	12.9	12.9	21.4
4	50	35.7	35.7	57.1
5	60	42.9	42.9	100.0
Total	140	100.0	100.0	

X4.25

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	5.7	5.7	5.7
3	16	11.4	11.4	17.1
4	61	43.6	43.6	60.7
5	55	39.3	39.3	100.0
Total	140	100.0	100.0	

X4.26

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	18	12.9	12.9	14.3
4	51	36.4	36.4	50.7
5	69	49.3	49.3	100.0

Total	140	100.0	100.0
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X4.27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.7	.7	.7
2	2	1.4	1.4	2.1
3	18	12.9	12.9	15.0
4	44	31.4	31.4	46.4
5	75	53.6	53.6	100.0
Total	140	100.0	100.0	

X4.28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	16	11.4	11.4	11.4
3	35	25.0	25.0	36.4
4	53	37.9	37.9	74.3
5	36	25.7	25.7	100.0
Total	140	100.0	100.0	

X4.29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1.4	1.4	1.4
2	3	2.1	2.1	3.6
3	24	17.1	17.1	20.7
4	59	42.1	42.1	62.9
5	52	37.1	37.1	100.0
Total	140	100.0	100.0	

X4.30

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	20	14.3	14.3	15.7
4	55	39.3	39.3	55.0
5	63	45.0	45.0	100.0
Total	140	100.0	100.0	

X4.31

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	13	9.3	9.3	9.3
3	31	22.1	22.1	31.4
4	55	39.3	39.3	70.7
5	41	29.3	29.3	100.0
Total	140	100.0	100.0	

X4.32

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2	1	.7	.7	.7
	3	24	17.1	17.1	17.9
	4	51	36.4	36.4	54.3
	5	64	45.7	45.7	100.0
Total		140	100.0	100.0	

X4.33

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	10.7	10.7	10.7
	4	56	40.0	40.0	50.7
	5	69	49.3	49.3	100.0
Total		140	100.0	100.0	

X4.34

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	4	2.9	2.9	3.6
	3	22	15.7	15.7	19.3
	4	39	27.9	27.9	47.1
	5	74	52.9	52.9	100.0
Total		140	100.0	100.0	

X4.35

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	12	8.6	8.6	9.3
	3	23	16.4	16.4	25.7
	4	59	42.1	42.1	67.9
	5	45	32.1	32.1	100.0
Total		140	100.0	100.0	

Motivasi Kerja (X4)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	105	8	5.7	5.7	5.7
	112	1	.7	.7	6.4
	120	2	1.4	1.4	7.9
	122	1	.7	.7	8.6
	125	1	.7	.7	9.3
	128	2	1.4	1.4	10.7
	129	1	.7	.7	11.4
	130	1	.7	.7	12.1
	131	1	.7	.7	12.9
	132	3	2.1	2.1	15.0
	133	1	.7	.7	15.7
	134	7	5.0	5.0	20.7
	135	5	3.6	3.6	24.3
	136	7	5.0	5.0	29.3
	137	12	8.6	8.6	37.9
	138	17	12.1	12.1	50.0
	139	20	14.3	14.3	64.3
	140	17	12.1	12.1	76.4

141	9	6.4	6.4	82.9
142	3	2.1	2.1	85.0
145	1	.7	.7	85.7
155	1	.7	.7	86.4
156	2	1.4	1.4	87.9
170	1	.7	.7	88.6
175	16	11.4	11.4	100.0
Total	140	100.0	100.0	

Analisis Deskriptif – Variabel Y

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y.1	140	2	5	4.19	.801
Y.2	140	2	5	4.20	.659
Y.3	140	3	5	4.33	.651
Y.4	140	2	5	4.39	.705
Y.5	140	2	5	3.94	.904
Y.6	140	2	5	4.19	.705
Y.7	140	3	5	4.33	.662
Y.8	140	2	5	3.81	.894
Y.9	140	3	5	4.35	.678
Y.10	140	3	5	4.34	.654
Y.11	140	2	5	4.32	.780
Y.12	140	1	5	4.04	.913
Y.13	140	2	5	3.81	.595
Y.14	140	2	5	3.82	.579
Y.15	140	2	5	3.83	.508
Y.16	140	2	5	3.82	.553
Y.17	140	2	5	3.94	.565
Y.18	140	3	5	3.89	.551
Y.19	140	3	5	3.94	.526
Y.20	140	1	5	3.93	.949
Y.21	140	1	5	3.96	.856
Y.22	140	3	5	4.23	.616
Y.23	140	3	5	4.24	.653
Y.24	140	1	5	3.88	.901
Y.25	140	3	5	4.06	.670
Y.26	140	2	5	4.08	.647
Y.27	140	2	5	3.71	.782
Y.28	140	3	5	3.99	.694
Y.29	140	3	5	4.24	.633
Y.30	140	3	5	4.20	.637
Y.31	140	2	5	4.10	.723
Y.32	140	2	5	4.24	.633
Y.33	140	3	5	4.00	.668
Y.34	140	3	5	4.01	.720
Y.35	140	2	5	3.95	.916
Total.Y	140	109	175	142.29	14.206
Valid N (listwise)	140				

Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	5.0	5.0	5.0
3	13	9.3	9.3	14.3
4	67	47.9	47.9	62.1
5	53	37.9	37.9	100.0
Total	140	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.4	1.4	1.4
	3	13	9.3	9.3	10.7
	4	80	57.1	57.1	67.9
	5	45	32.1	32.1	100.0
	Total	140	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	10.0	10.0	10.0
	4	66	47.1	47.1	57.1
	5	60	42.9	42.9	100.0
	Total	140	100.0	100.0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.7	.7	.7
	3	15	10.7	10.7	11.4
	4	53	37.9	37.9	49.3
	5	71	50.7	50.7	100.0
	Total	140	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	8.6	8.6	8.6
	3	25	17.9	17.9	26.4
	4	62	44.3	44.3	70.7
	5	41	29.3	29.3	100.0
	Total	140	100.0	100.0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.7	.7	.7
	3	21	15.0	15.0	15.7
	4	69	49.3	49.3	65.0
	5	49	35.0	35.0	100.0
	Total	140	100.0	100.0	

Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	10.7	10.7	10.7
	4	64	45.7	45.7	56.4
	5	61	43.6	43.6	100.0

Total	140	100.0	100.0
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Y.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	14	10.0	10.0	10.0
3	29	20.7	20.7	30.7
4	66	47.1	47.1	77.9
5	31	22.1	22.1	100.0
Total	140	100.0	100.0	

Y.9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	16	11.4	11.4	11.4
4	59	42.1	42.1	53.6
5	65	46.4	46.4	100.0
Total	140	100.0	100.0	

Y.10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	10.0	10.0	10.0
4	64	45.7	45.7	55.7
5	62	44.3	44.3	100.0
Total	140	100.0	100.0	

Y.11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	2.9	2.9	2.9
3	15	10.7	10.7	13.6
4	53	37.9	37.9	51.4
5	68	48.6	48.6	100.0
Total	140	100.0	100.0	

Y.12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1.4	1.4	1.4
2	8	5.7	5.7	7.1
3	19	13.6	13.6	20.7
4	64	45.7	45.7	66.4
5	47	33.6	33.6	100.0
Total	140	100.0	100.0	

Y.13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	37	26.4	26.4	27.1
4	89	63.6	63.6	90.7
5	13	9.3	9.3	100.0

Total	140	100.0	100.0
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Y.14

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	32	22.9	22.9	24.3
4	95	67.9	67.9	92.1
5	11	7.9	7.9	100.0
Total	140	100.0	100.0	

Y.15

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	29	20.7	20.7	21.4
4	103	73.6	73.6	95.0
5	7	5.0	5.0	100.0
Total	140	100.0	100.0	

Y.16

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	1.4	1.4	1.4
3	30	21.4	21.4	22.9
4	99	70.7	70.7	93.6
5	9	6.4	6.4	100.0
Total	140	100.0	100.0	

Y.17

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	24	17.1	17.1	17.9
4	98	70.0	70.0	87.9
5	17	12.1	12.1	100.0
Total	140	100.0	100.0	

Y.18

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	30	21.4	21.4	21.4
4	96	68.6	68.6	90.0
5	14	10.0	10.0	100.0
Total	140	100.0	100.0	

Y.19

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	24	17.1	17.1	17.1

	4	101	72.1	72.1	89.3
	5	15	10.7	10.7	100.0
	Total	140	100.0	100.0	

Y.20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	14	10.0	10.0	10.7
	3	20	14.3	14.3	25.0
	4	64	45.7	45.7	70.7
	5	41	29.3	29.3	100.0
	Total	140	100.0	100.0	

Y.21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	9	6.4	6.4	7.9
	3	15	10.7	10.7	18.6
	4	81	57.9	57.9	76.4
	5	33	23.6	23.6	100.0
	Total	140	100.0	100.0	

Y.22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	10.0	10.0	10.0
	4	80	57.1	57.1	67.1
	5	46	32.9	32.9	100.0
	Total	140	100.0	100.0	

Y.23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	12.1	12.1	12.1
	4	73	52.1	52.1	64.3
	5	50	35.7	35.7	100.0
	Total	140	100.0	100.0	

Y.24

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	8	5.7	5.7	7.1
	3	30	21.4	21.4	28.6
	4	65	46.4	46.4	75.0
	5	35	25.0	25.0	100.0
	Total	140	100.0	100.0	

Y.25

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	27	19.3	19.3	19.3
4	77	55.0	55.0	74.3
5	36	25.7	25.7	100.0
Total	140	100.0	100.0	

Y.26

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	.7	.7	.7
3	21	15.0	15.0	15.7
4	84	60.0	60.0	75.7
5	34	24.3	24.3	100.0
Total	140	100.0	100.0	

Y.27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	12	8.6	8.6	8.6
3	33	23.6	23.6	32.1
4	79	56.4	56.4	88.6
5	16	11.4	11.4	100.0
Total	140	100.0	100.0	

Y.28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	34	24.3	24.3	24.3
4	73	52.1	52.1	76.4
5	33	23.6	23.6	100.0
Total	140	100.0	100.0	

Y.29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	15	10.7	10.7	10.7
4	76	54.3	54.3	65.0
5	49	35.0	35.0	100.0
Total	140	100.0	100.0	

Y.30

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	17	12.1	12.1	12.1
4	78	55.7	55.7	67.9
5	45	32.1	32.1	100.0
Total	140	100.0	100.0	

Y.31

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2	6	4.3	4.3	4.3
	3	12	8.6	8.6	12.9
	4	84	60.0	60.0	72.9
	5	38	27.1	27.1	100.0
Total		140	100.0	100.0	

Y.32

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	.7	.7	.7
	3	12	8.6	8.6	9.3
	4	79	56.4	56.4	65.7
	5	48	34.3	34.3	100.0
Total		140	100.0	100.0	

Y.33

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	31	22.1	22.1	22.1
	4	78	55.7	55.7	77.9
	5	31	22.1	22.1	100.0
Total		140	100.0	100.0	

Y.34

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	35	25.0	25.0	25.0
	4	68	48.6	48.6	73.6
	5	37	26.4	26.4	100.0
Total		140	100.0	100.0	

Y.35

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	14	10.0	10.0	10.0
	3	20	14.3	14.3	24.3
	4	65	46.4	46.4	70.7
	5	41	29.3	29.3	100.0
Total		140	100.0	100.0	

Kinerja Guru (Y)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	109	1	.7	.7	.7
	111	1	.7	.7	1.4
	113	1	.7	.7	2.1
	116	2	1.4	1.4	3.6
	117	2	1.4	1.4	5.0
	118	2	1.4	1.4	6.4
	119	2	1.4	1.4	7.9
	120	2	1.4	1.4	9.3
	121	1	.7	.7	10.0
	122	1	.7	.7	10.7
	124	4	2.9	2.9	13.6

125	2	1.4	1.4	15.0
126	1	.7	.7	15.7
127	2	1.4	1.4	17.1
128	1	.7	.7	17.9
129	1	.7	.7	18.6
130	4	2.9	2.9	21.4
131	4	2.9	2.9	24.3
132	1	.7	.7	25.0
134	3	2.1	2.1	27.1
135	3	2.1	2.1	29.3
136	3	2.1	2.1	31.4
137	4	2.9	2.9	34.3
138	3	2.1	2.1	36.4
139	4	2.9	2.9	39.3
140	4	2.9	2.9	42.1
141	5	3.6	3.6	45.7
142	3	2.1	2.1	47.9
143	4	2.9	2.9	50.7
144	6	4.3	4.3	55.0
145	3	2.1	2.1	57.1
146	4	2.9	2.9	60.0
147	2	1.4	1.4	61.4
148	4	2.9	2.9	64.3
149	1	.7	.7	65.0
150	10	7.1	7.1	72.1
151	6	4.3	4.3	76.4
152	3	2.1	2.1	78.6
153	3	2.1	2.1	80.7
154	3	2.1	2.1	82.9
155	2	1.4	1.4	84.3
156	2	1.4	1.4	85.7
158	1	.7	.7	86.4
159	3	2.1	2.1	88.6
160	3	2.1	2.1	90.7
162	1	.7	.7	91.4
163	3	2.1	2.1	93.6
164	1	.7	.7	94.3
165	1	.7	.7	95.0
166	1	.7	.7	95.7
168	1	.7	.7	96.4
169	1	.7	.7	97.1
171	2	1.4	1.4	98.6
172	1	.7	.7	99.3
175	1	.7	.7	100.0
Total	140	100.0	100.0	

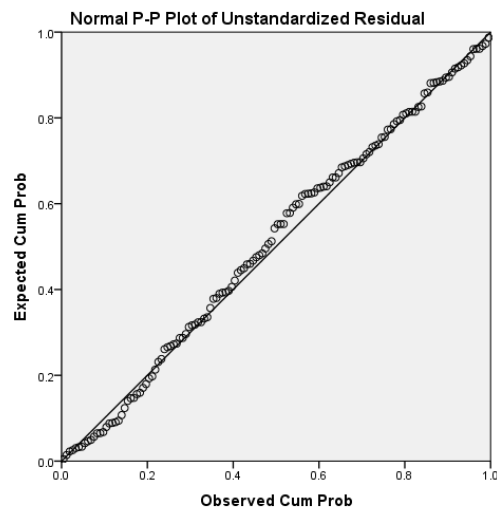
Lampiran 4. Hasil Uji Asumsi Klasik Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		140
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	9.48749246
Most Extreme Differences	Absolute	.061
	Positive	.042
	Negative	-.061

Test Statistic	.061
Asymp. Sig. (2-tailed)	.200 ^{c,d}

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.



Uji Multikolinieritas

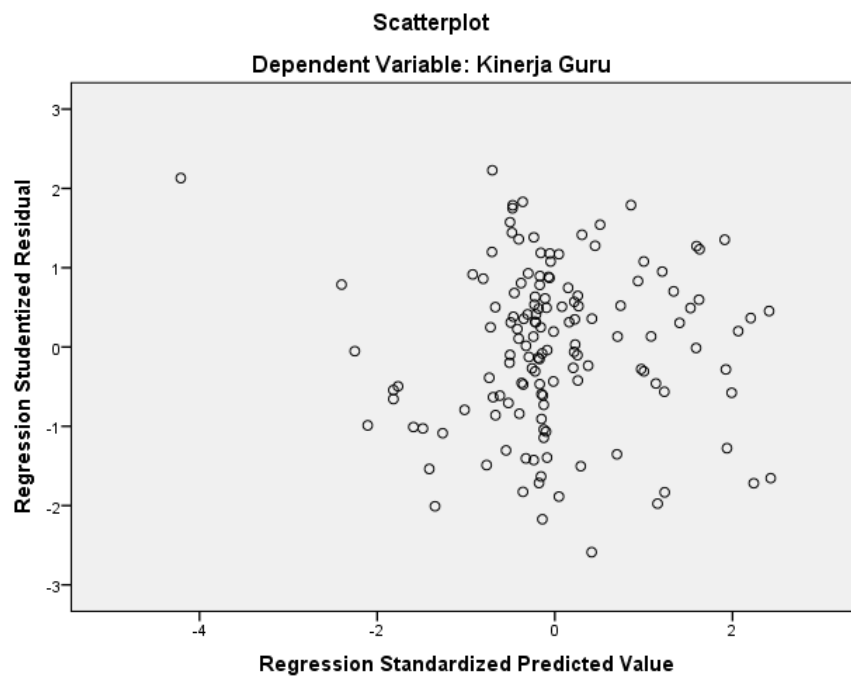
Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Kepemimpinan Demokratis Kepala Sekolah	.882	1.134
	Budaya Organisasi	.814	1.229
	Kepuasan Kerja	.711	1.407
	Motivasi Kerja	.760	1.315

a. Dependent Variable: Kinerja Guru

Uji Heteroskedastisitas

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.307	7.265		1.832	.069
	Kepemimpinan Demokratis Kepala Sekolah	-.008	.038	-.019	-.213	.832
	Budaya Organisasi	-.061	.031	-.182	-1.952	.053
	Kepuasan Kerja	-.028	.027	-.103	-1.033	.303
	Motivasi Kerja	.055	.033	.158	1.641	.103

a. Dependent Variable: ABS_RES1



Lampiran 5. Hasil Analisis Regresi Linier Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Motivasi Kerja, Kepemimpinan Demokratis Kepala Sekolah, Budaya Organisasi, Kepuasan Kerja ^b		Enter

- a. Dependent Variable: Kinerja Guru
b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.744 ^a	.554	.541	9.627

- a. Predictors: (Constant), Motivasi Kerja, Kepemimpinan Demokratis Kepala Sekolah, Budaya Organisasi, Kepuasan Kerja
b. Dependent Variable: Kinerja Guru

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15541.254	4	3885.313	41.922	.000 ^b
	Residual	12511.739	135	92.680		
	Total	28052.993	139			

- a. Dependent Variable: Kinerja Guru

b. Predictors: (Constant), Motivasi Kerja, Kepemimpinan Demokratis Kepala Sekolah , Budaya Organisasi, Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.185	12.908		.712	.478
	Kepemimpinan Demokratis Kepala Sekolah	.365	.068	.330	5.389	.000
	Budaya Organisasi	.124	.055	.144	2.254	.026
	Kepuasan Kerja	.319	.048	.457	6.710	.000
	Motivasi Kerja	.159	.059	.177	2.678	.008

a. Dependent Variable: Kinerja Guru

Uji Koefisien Determinasi (R²)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.744 ^a	.554	.541	9.627

a. Predictors: (Constant), Motivasi Kerja, Kepemimpinan Demokratis Kepala Sekolah , Budaya Organisasi, Kepuasan Kerja

b. Dependent Variable: Kinerja Guru

Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15541.254	4	3885.313	41.922	.000 ^b
	Residual	12511.739	135	92.680		
	Total	28052.993	139			

a. Dependent Variable: Kinerja Guru

b. Predictors: (Constant), Motivasi Kerja, Kepemimpinan Demokratis Kepala Sekolah , Budaya Organisasi, Kepuasan Kerja

Uji t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.185	12.908		.712	.478
	Kepemimpinan Demokratis Kepala Sekolah	.365	.068	.330	5.389	.000

Budaya Organisasi	.124	.055	.144	2.254	.026
Kepuasan Kerja	.319	.048	.457	6.710	.000
Motivasi Kerja	.159	.059	.177	2.678	.008

a. Dependent Variable: Kinerja Guru

Hasil Uji Masing-Masing Variabel

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	79.928	11.750		6.803	.000
	Kepemimpinan Demokratis Kepala Sekolah (X1)	.457	.086	.413	5.331	.000

a. Dependent Variable: Kinerja Guru (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	110.604	9.830		11.251	.000
	Budaya Organisasi (X2)	.230	.071	.266	3.246	.001

a. Dependent Variable: Kinerja Guru (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	79.840	6.303		12.667	.000
	Kepuasan Kerja (X3)	.453	.045	.649	10.015	.000

a. Dependent Variable: Kinerja Guru (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	83.346	9.526		8.749	.000
	Motivasi Kerja (X4)	.421	.068	.468	6.227	.000

a. Dependent Variable: Kinerja Guru (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.744 ^a	.554	.541	9.627

a. Predictors: (Constant), Motivasi Kerja (X4), Kepemimpinan Demokratis Kepala Sekolah (X1), Budaya Organisasi (X2), Kepuasan Kerja (X3)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15541.254	4	3885.313	41.922	.000 ^b
	Residual	12511.739	135	92.680		
	Total	28052.993	139			

a. Dependent Variable: Kinerja Guru (Y)

b. Predictors: (Constant), Motivasi Kerja (X4), Kepemimpinan Demokratis Kepala Sekolah (X1), Budaya Organisasi (X2), Kepuasan Kerja (X3)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.185	12.908		.712	.478
	Kepemimpinan Demokratis Kepala Sekolah (X1)	.365	.068	.330	5.389	.000
	Budaya Organisasi (X2)	.124	.055	.144	2.254	.026
	Kepuasan Kerja (X3)	.319	.048	.457	6.710	.000
	Motivasi Kerja (X4)	.159	.059	.177	2.678	.008

a. Dependent Variable: Kinerja Guru (Y)

Coefficients ^a									
Model		Unstandardized Coefficients		Standardized Coefficients		Correlations			
		B	Std. Error	Beta	t	Sig.	Zero-order	Partial	Part
1	(Constant)	9.185	12.908		.712	.478			
	Kepemimpinan Demokratis Kepala Sekolah (X1)	.365	.068	.330	5.389	.000	.413	.421	.310
	Budaya Organisasi (X2)	.124	.055	.144	2.254	.026	.266	.190	.130
	Kepuasan Kerja (X3)	.319	.048	.457	6.710	.000	.649	.500	.386
	Motivasi Kerja (X4)	.159	.059	.177	2.678	.008	.468	.225	.154

a. Dependent Variable: Kinerja Guru (Y)