

LAMPIRAN

Lampiran 1. 1 Kisi-Kisi Instrumen

1. Kisi-kisi Instrument Budaya Organisasi

| Variabel | Dimensi | Indikator | Nomor Butir | Jumlah |
|----------------------|-----------------------|---------------------------|-------------|--------|
| 2. Budaya Organisasi | 1. Nilai-nilai, | 1. Visi dan misi | 1 | 1 |
| | | 2. Keyakinan | 2 | 1 |
| | 2. Keteladanan, | 3. Teladan Pribadi | 3 | 1 |
| | | 4. Teladan Formal | 4 | 1 |
| | 3. Tanggung jawab, | 5. Tanggung jawab tugas | 5 | 1 |
| | | 6. Komitmen | 6 | 1 |
| | 4. Kebersamaan, | 7. Rasa Rukun | 7 | 1 |
| | | 8. Jalinan Hubungan | 8- 9 | 2 |
| | 5. Otonomi individu, | 9. Kebebasan Bekerja | 10 - 11 | 2 |
| | | 10. Inisiatif | 12 - 13 | 2 |
| | 6. Tata aturan, | 11. Pemberlakuan Aturan | 14 - 15 | 2 |
| | | 12. Kontrol | 16 - 17 | 2 |
| | 7. Dukungan, | 13. Bantuan | 18 -19 | 2 |
| | | 14. Keramahan | 20 - 21 | 2 |
| | 8. Identitas, | 15. Kenal Struktur | 22 - 23 | 2 |
| | | 16. Kenal Fasilitas | 24 - 25 | 2 |
| | 9. Hadiah/peghargaan, | 17. Penghargaan Prestasi | 26 - 27 | 2 |
| | | 18. Kepuasan jabatan | 28 | 1 |
| | 10. Toleransi konflik | 19. Manfaat konflik | 29 | 1 |
| | | 20. Pertentangan | 30 | 1 |
| | | 21. Keberanian | 31 | 1 |
| | | 22. Mencoba hal baru | 32 | 1 |
| | | 23. Menerima Ide baru | 33 | 1 |
| | 11. Upacara/symbolik | 24. Upacara bendera | 34 | 1 |
| | | 25. Peringatan hari besar | 35 | 1 |
| Jumlah | | | | 35 |

2. Kisi-kisi Instrument Etos Kerja

| Variabel | Dimensi | Indikator | Nomor Butir | Jumlah |
|---------------|--------------------|--|-------------|--------|
| 3. Etos Kerja | 1. Etos Kerja Guru | 1. Suka bekerja keras, ulet dan pantang menyerah | 1 - 3 | 3 |
| | | 2. Tekun dan pantang menyerah, | 4 - 6 | 3 |
| | | 3. Disiplin dalam melaksanakan tugas, | 7 - 9 | 3 |
| | | 4. Memiliki daya tahan dalam menghadapi kesulitan, | 10 - 12 | 3 |
| | | 5. Produktif, | 13 - 15 | 3 |
| | | 6. Tidak tergantung orang lain dalam bekerja, | 16 - 18 | 3 |
| | | 7. Bertanggung jawab, | 19 - 21 | 3 |
| | | 8. Memiliki motivasi kerja yang tinggi, | 22 - 24 | 3 |
| | | 9. Memanfaatkan waktu luang yang baik, | 25 - 27 | 3 |
| | | 10. Kreatif dan kaya alternative, | 28, 29 | 2 |
| | | 11. Memiliki identitas dan integritas diri, | 30, 31 | 2 |
| | | 12. Menjaga kontinuitas kerja dalam sistem, | 32, 33 | 2 |
| | | 13. Memiliki orientasi dan komitmen kerja baik. | 34, 35 | 2 |
| Jumlah | | | | 35 |

3. Kisi-kisi Instrumen Komunikasi Interpersonal Kepala Sekolah

| Variabel | Dimensi | Indikator | Nomor Butir | Jumlah |
|--|----------------|---|-------------|--------|
| 1. Komunikasi Interpersonal Kepala Sekolah | 1.Keterbukaan | 1. Menerima saran dan kritik secara positif | 1 – 3 | 3 |
| | | 2. Mampu mengungkapkan perasaan, gagasan dan bertanggungjawab kepada orang lain | 4 – 6 | 3 |
| | 2.Empati | 3. Mau mendengarkan dan menanggapi keluhan guru | 7 - 9 | 3 |
| | | 4. Memberi dukungan moril | 10 - 12 | 3 |
| | | 5. Menghayati pengalaman yang diceritakan | 13 – 15 | 3 |
| | 3.Rasa Positif | 6. Bersikap tulus | 16 - 17 | 2 |
| | | 7. Sikap saling percaya | 18 - 19 | 2 |
| | | 8.Tidak pilih kasih | 19 – 20 | 2 |
| | | 9. Menghargai orang lain | 21 – 23 | 2 |
| | 4.Dukungan | 10.Memberi kesempatan menyampaikan ide /pendapat secara personal | 24 – 26 | 3 |
| | | 11.Mendukung guru untuk maju | 27 - 29 | 3 |
| | 5. Kesetaraan | 12. Memberikan pesan yang jelas dan mudah dimengerti | 30 – 32 | 3 |
| | | 13. Menggunakan bahasa yang dapat dipahami | 33 – 35 | 3 |
| Jumlah | | | | 35 |

4. Kisi-kisi Instrumen Motivasi Kerja Guru

| Variabel | Dimensi | Indikator | Nomor Butir | Jumlah |
|-------------------|---------------------------------------|---|-------------|--------|
| 4. Motivasi Kerja | 1. Kebutuhan fisiologika, | 1. Terpenuhinya kebutuhan sandang dan pangan | 1,2 | 2 |
| | | 2. Adanya tempat berlindung | 3 | 1 |
| | | 3. Adanya waktu istirahat | 4 | 1 |
| | | 4. Adanya kesempatan berekreasi | 5 | 1 |
| | 2. Kebutuhan keselamatan (rasa aman), | 5. Adanya jaminan jiwa waktu kerja | 6,7 | 2 |
| | | 6. Adanya jaminan pengembangan karier | 8,9,10 | 3 |
| | | 7. Adanya jaminan keamanan dalam melaksanakan hak dan kewajiban | 11,12,13 | 3 |
| | | 8. Adanya jaminan bahwa pendapatnya dihargai orang lain | 14 | 1 |
| | 3. Kebutuhan berkelompok (sosial), | 9. Adanya jaminan perhatian dari yayasan | 15,16,17 | 3 |
| | | 10. Adanya jaminan bahwa segala perbuatan yang positif dihormati dan dihargai orang lain | 18,19 | 2 |
| | | 11. Adanya jaminan bekerjasama | 20,21 | 2 |
| | 4. Kebutuhan penghormatan, | 12. Adanya jaminan bahwa prestasinya dihargai dalam bentuk reward berupa pujian, sertifikat dan seremoni-seremoni | 22 - 26 | 5 |
| | | 13. Diperlakukan sebagai individu | 27, 28 | 2 |
| | 5. Kebutuhan aktualisasi diri. | 14. Adanya jaminan untuk mengembangkan | 29 - 31 | 3 |

| | | | | |
|--------|--|---|---------|----|
| | | karier | | |
| | | 15.Diberi kesempatan untuk berprestasi | 32 - 33 | 2 |
| | | 16.Diberikan kesempatan untuk meningkatkan kepandaian | 34,35 | 2 |
| Jumlah | | | | 35 |



Lampiran 1. 2 Hasil Uji Validitas

a. UJI VALIDITAS INSTRUMEN BUDAYA ORGANISASI

| Responden | VALIDITAS INSTRUMEN BUDAYA ORGANISASI | | | | | | | | | | | |
|-----------|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 6 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 11 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 12 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 3 |
| 13 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 16 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 19 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 22 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 23 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 26 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 27 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 30 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 31 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 32 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| 37 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 38 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 39 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 40 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 42 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 46 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| Rxy | 0.360 | 0.587 | 0.440 | 0.506 | 0.680 | 0.727 | 0.684 | 0.612 | 0.713 | 0.566 | 0.489 | 0.377 |
| Rtabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid |
| Responden | VALIDITAS INSTRUMEN BUDAYA ORGANISASI | | | | | | | | | | | |

| | | | | | | | | | | | | |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 1 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 3 | 5 |
| 7 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 11 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 12 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 19 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 |
| 22 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 23 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 26 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 27 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 5 |
| 31 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 32 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 35 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 37 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 38 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 39 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 40 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 42 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 44 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 45 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 46 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| Rxy | 0.453 | 0.584 | 0.586 | 0.348 | 0.701 | 0.608 | 0.528 | 0.646 | 0.721 | 0.706 | 0.650 | 0.670 |
| Rtabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid |

| Responden | VALIDITAS INSTRUMEN BUDAYA ORGANISASI | | | | | | | | | | | Total |
|-----------|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 148 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 125 |
| 3 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 158 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 162 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 155 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 167 |
| 7 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 168 |
| 8 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 155 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 175 |
| 10 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 166 |
| 11 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 165 |
| 12 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 158 |
| 13 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 148 |
| 14 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 146 |
| 15 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 145 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 167 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 175 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 175 |
| 19 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 158 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 140 |
| 21 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 150 |
| 22 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 164 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 159 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 173 |
| 25 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 160 |
| 26 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 159 |
| 27 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 155 |
| 28 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 135 |
| 29 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 153 |
| 30 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 150 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 167 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 150 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 142 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 135 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 151 |
| 36 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 147 |
| 37 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 157 |
| 38 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 167 |
| 39 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 168 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 152 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 157 |
| 42 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 161 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 175 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 145 |
| 45 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 158 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 156 |
| Rxy | 0.519 | 0.591 | 0.705 | 0.558 | 0.657 | 0.691 | 0.816 | 0.771 | 0.769 | 0.771 | 0.714 | |
| Rtabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | |

b. UJI VALIDITAS INSTRUMEN ETOS KERJA

| Responden | VALIDITAS INSTRUMEN ETOS KERJA | | | | | | | | | | | |
|--------------------------|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 6 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 8 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 11 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 12 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 14 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 15 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 16 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| 23 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 26 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 27 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 29 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 33 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 |
| 36 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 37 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 38 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 39 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 40 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 43 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 46 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 |
| R_{xy} | 0.589 | 0.573 | 0.571 | 0.704 | 0.429 | 0.806 | 0.545 | 0.634 | 0.381 | 0.514 | 0.448 | 0.625 |
| R_{tabel} | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid |

| Responden | VALIDITAS INSTRUMEN ETOS KERJA | | | | | | | | | | | |
|-----------|--------------------------------|----|----|----|----|----|----|----|----|----|----|----|
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 4 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 6 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 4 |
| 7 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 12 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 |
| 14 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 18 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 |
| 20 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 22 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 |
| 24 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 26 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 |
| 27 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 4 |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 |
| 29 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 32 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 |

| | | | | | | | | | | | | |
|-------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 35 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 |
| 36 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 |
| 37 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 4 |
| 39 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 2 | 5 | 5 | 4 |
| 40 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 |
| 42 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 43 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 |
| 44 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 46 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 4 |
| Sum | 0.548 | 0.641 | 0.614 | 0.304 | 0.807 | 0.77 | 0.716 | 0.296 | 0.372 | 0.295 | 0.713 | 0.487 |
| Stabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid |



| Responden | VALIDITAS INSTRUMEN ETOS KERJA | | | | | | | | | | | Total |
|-----------|--------------------------------|----|----|----|----|----|----|----|----|----|----|-------|
| | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | |
| 1 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 146 |
| 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 122 |
| 3 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 162 |
| 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 162 |
| 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 164 |
| 6 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 126 |
| 7 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 161 |
| 8 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 146 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 158 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 157 |
| 11 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 145 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 158 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 147 |
| 14 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 157 |
| 15 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 166 |
| 16 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 165 |
| 17 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 138 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 160 |
| 19 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 144 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 152 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 171 |
| 22 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 160 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 147 |
| 24 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 144 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 162 |
| 26 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 158 |
| 27 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 123 |
| 28 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 144 |
| 29 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 152 |
| 30 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 171 |
| 31 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 172 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 149 |
| 33 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 146 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 135 |

| | | | | | | | | | | | | |
|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| 35 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 151 |
| 36 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 134 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 154 |
| 38 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 152 |
| 39 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 155 |
| 40 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 159 |
| 41 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 144 |
| 42 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 160 |
| 43 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 152 |
| 44 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 139 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 163 |
| 46 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 125 |
| Rav | 0.544 | 0.373 | 0.646 | 0.628 | 0.477 | 0.477 | 0.577 | 0.681 | 0.703 | 0.483 | 0.594 | |
| Rabej | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | |



C. UJI VALIDITAS KUMONIKASI INTERPERSONAL KEPALA SEKOLAH

| Responden | VALIDITAS INSTRUMEN KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH | | | | | | | | | | | |
|-----------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 6 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 7 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 11 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 |
| 12 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 14 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 15 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 25 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 26 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 27 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 30 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 3 |
| 33 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 34 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 37 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 4 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 39 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 41 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 46 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Rxy | 0.3481 | 0.4096 | 0.4264 | 0.6981 | 0.4453 | 0.5143 | 0.5143 | 0.7019 | 0.6921 | 0.8452 | 0.5988 | 0.7345 |
| Rtabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid |

| Responden | VALIDITAS INSTRUMEN KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH | | | | | | | | | | | |
|-----------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| 3 | 5 | 5 | 4 | 2 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 7 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 8 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 9 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 |
| 10 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 11 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 12 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 13 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 |
| 14 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 15 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 19 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 24 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 25 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 26 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 27 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 28 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| 29 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 30 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 |
| 32 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 |
| 33 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 34 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 37 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 3 | 5 |
| 39 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 5 | 5 | 2 | 3 | 5 |
| 40 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 42 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| Rxy | 0.7206 | 0.6701 | 0.5876 | 0.5346 | 0.7488 | 0.7705 | 0.4999 | 0.6331 | 0.7227 | 0.6685 | 0.6854 | 0.6842 |
| Rtabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid |

| Responden | VALIDITAS INSTRUMEN KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH | | | | | | | | | | | Total |
|-----------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 148 |
| 2 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 4 | 134 |
| 3 | 5 | 5 | 5 | 2 | 5 | 4 | 2 | 4 | 5 | 5 | 5 | 159 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 147 |
| 5 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 5 | 5 | 134 |
| 6 | 4 | 5 | 4 | 5 | 5 | 4 | 2 | 4 | 5 | 5 | 5 | 161 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 136 |
| 8 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 154 |
| 9 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 3 | 151 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 5 | 5 | 5 | 161 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 140 |
| 12 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 122 |
| 13 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 148 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 164 |
| 15 | 5 | 3 | 5 | 5 | 3 | 5 | 2 | 2 | 5 | 4 | 5 | 154 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 167 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 4 | 171 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 175 |
| 19 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 4 | 153 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 172 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 171 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 172 |
| 23 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 4 | 4 | 163 |
| 24 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 155 |
| 25 | 4 | 5 | 4 | 5 | 5 | 4 | 2 | 4 | 5 | 5 | 5 | 160 |
| 26 | 3 | 3 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 159 |
| 27 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 154 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 136 |
| 29 | 4 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 4 | 156 |
| 30 | 4 | 4 | 4 | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 3 | 141 |
| 31 | 4 | 4 | 5 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 4 | 160 |
| 32 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 129 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 151 |
| 34 | 3 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 5 | 157 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 148 |
| 36 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 168 |
| 37 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 136 |
| 38 | 4 | 4 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 2 | 156 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 4 | 5 | 149 |
| 40 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 5 | 4 | 4 | 151 |
| 41 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 163 |
| 42 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 136 |
| 43 | 4 | 5 | 5 | 5 | 5 | 4 | 2 | 4 | 4 | 5 | 4 | 156 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 141 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 163 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 172 |
| Rxy | 0.6632 | 0.6214 | 0.7658 | 0.5636 | 0.6049 | 0.6419 | 0.3013 | 0.6101 | 0.5533 | 0.4721 | 0.3841 | |
| Rtabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | |

d. UJI VALIDITAS MOTIVASI KERJA

| Responden | VALIDITAS INSTRUMEN BUDAYA ORGANISASI | | | | | | | | | | | |
|-----------|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 |
| 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 6 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 7 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 9 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 10 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 11 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 12 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 |
| 15 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 18 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 36 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 37 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 39 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 41 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 42 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 44 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 5 |
| 45 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 46 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 |
| Rxy | 0.517 | 0.570 | 0.502 | 0.616 | 0.658 | 0.605 | 0.714 | 0.529 | 0.749 | 0.408 | 0.688 | 0.369 |
| Rtabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid |

| Responden | VALIDITAS INSTRUMEN BUDAYA ORGANISASI | | | | | | | | | | | |
|-----------|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 1 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 2 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 6 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 8 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 10 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 13 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 14 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 19 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 26 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 30 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 31 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 34 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 |
| 35 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 |
| 37 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 39 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 42 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 43 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 44 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 |
| 45 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 46 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 5 | 4 |
| Rxy | 0.548 | 0.736 | 0.639 | 0.662 | 0.701 | 0.682 | 0.757 | 0.536 | 0.573 | 0.445 | 0.599 | 0.599 |
| Rtabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid |

| Responden | VALIDITAS INSTRUMEN BUDAYA ORGANISASI | | | | | | | | | | | Total |
|-----------|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 149 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 145 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 174 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 145 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 155 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 164 |
| 7 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 163 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 139 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 171 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 166 |
| 11 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 168 |
| 12 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 158 |
| 13 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 148 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 163 |
| 15 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 170 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 170 |
| 17 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 171 |
| 18 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 170 |
| 19 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 159 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 172 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 173 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 170 |
| 23 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 159 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 173 |
| 25 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 163 |
| 26 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 159 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 153 |
| 28 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 137 |
| 29 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 170 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 172 |
| 31 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 167 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 151 |
| 33 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 144 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 136 |
| 35 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 151 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 168 |
| 37 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 159 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 173 |
| 39 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 155 |
| 40 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 173 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 158 |
| 42 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 2 | 4 | 5 | 5 | 152 |
| 43 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 162 |
| 44 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 144 |
| 45 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 162 |
| 46 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 148 |
| Rxy | 0.650 | 0.537 | 0.601 | 0.524 | 0.631 | 0.682 | 0.582 | 0.553 | 0.568 | 0.495 | 0.377 | |
| Rtabel | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | 0.291 | |
| Status | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | Valid | |

Lampiran 1. 3 Hasil Uji Reliabilitas

a. UJI RELIABILITAS INSTRUMEN BUDAYA ORGANISASI

| Responden | VALIDITAS INSTRUMEN BUDAYA ORGANISASI | | | | | | | | | | | |
|--------------|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 6 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 11 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 12 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 3 |
| 13 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 16 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 19 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 22 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 23 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 26 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 27 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 30 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 31 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 32 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| 37 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 38 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 39 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 40 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 42 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 46 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| Sdev | 0.288 | 0.261 | 0.296 | 0.248 | 0.243 | 0.174 | 0.243 | 0.254 | 0.256 | 0.248 | 0.261 | 0.242 |
| Reliabilitas | 0.92 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

| Responden | VALIDITAS INSTRUMEN BUDAYA ORGANISASI | | | | | | | | | | | | |
|---------------------|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---|
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | |
| 1 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 6 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 |
| 7 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 8 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 11 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 12 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 5 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 19 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 5 |
| 22 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 23 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 26 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 27 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 5 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 5 |
| 31 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
| 35 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 37 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 38 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 39 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 40 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 42 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 44 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 45 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 46 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| Sdev | 0.242 | 0.261 | 0.232 | 0.483 | 0.238 | 0.238 | 0.225 | 0.408 | 0.261 | 0.298 | 0.429 | 0.387 | |
| Reliabilitas | 0.92 | | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | | |

| Responden | VALIDITAS INSTRUMEN BUDAYA ORGANISASI | | | | | | | | | | | Total |
|--------------|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 150 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 129 |
| 3 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 164 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 170 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 165 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 179 |
| 7 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 182 |
| 8 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 171 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 193 |
| 10 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 186 |
| 11 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 187 |
| 12 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 182 |
| 13 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 174 |
| 14 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 174 |
| 15 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 175 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 199 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 209 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 211 |
| 19 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 196 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 180 |
| 21 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 192 |
| 22 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 208 |
| 23 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 205 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 221 |
| 25 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 210 |
| 26 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 211 |
| 27 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 209 |
| 28 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 191 |
| 29 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 211 |
| 30 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 210 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 229 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 214 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 208 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 203 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 221 |
| 36 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 219 |
| 37 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 231 |
| 38 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 243 |
| 39 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 246 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 232 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 239 |
| 42 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 245 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 261 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 233 |
| 45 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 248 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 248 |
| Sdev | 0.305 | 0.327 | 0.305 | 0.337 | 0.337 | 0.321 | 0.296 | 0.300 | 0.255 | 0.256 | 0.261 | |
| Reliabilitas | 0.92 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

b. UJI RELIABILITAS INSTRUMEN ETOS KERJA

| Responden | VALIDITAS INSTRUMEN ETOS KERJA | | | | | | | | | | | |
|--------------|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 6 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 8 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 11 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 12 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 14 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 15 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 16 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| 23 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 |
| 26 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 27 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 |
| 28 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 |
| 29 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 33 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 |
| 36 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 37 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 38 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 39 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 40 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 43 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 46 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 |
| Sdev | 0.536 | 0.255 | 0.248 | 0.431 | 0.251 | 0.429 | 0.238 | 0.251 | 0.296 | 0.256 | 0.319 | 0.238 |
| Reliabilitas | 0.91 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

| Responden | VALIDITAS INSTRUMEN ETOS KERJA | | | | | | | | | | | |
|--------------|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 4 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 6 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 4 |
| 7 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 12 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 5 |
| 14 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 18 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 |
| 20 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 22 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 |
| 24 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 26 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 |
| 27 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 4 |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 |
| 29 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 32 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 |
| 35 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 |
| 36 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 |
| 37 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 4 |
| 39 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 2 | 5 | 5 | 4 |
| 40 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 5 | 5 |
| 42 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 43 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 |
| 44 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 46 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 4 |
| Sdev | 0.600 | 0.383 | 0.288 | 0.344 | 0.421 | 0.410 | 0.478 | 0.394 | 0.640 | 0.636 | 0.466 | 0.340 |
| Reliabilitas | 0.91 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

| Responden | VALIDITAS INSTRUMEN ETOS KERJA | | | | | | | | | | | Total |
|-----------|--------------------------------|----|----|----|----|----|----|----|----|----|----|-------|
| | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | |
| 1 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 146 |
| 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 122 |
| 3 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 162 |
| 4 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 162 |
| 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 164 |
| 6 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 126 |
| 7 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 161 |
| 8 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 146 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 158 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 157 |
| 11 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 5 | 4 | 145 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 158 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 147 |
| 14 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 157 |
| 15 | 5 | 3 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 166 |
| 16 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 165 |
| 17 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 138 |
| 18 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 160 |
| 19 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 144 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 152 |
| 21 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 171 |
| 22 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 160 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 147 |
| 24 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 144 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 162 |
| 26 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 158 |
| 27 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 123 |
| 28 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 144 |
| 29 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 152 |
| 30 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 171 |

| | | | | | | | | | | | | |
|--------------|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|
| 31 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 172 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 149 |
| 33 | 4 | 3 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 146 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 135 |
| 35 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 151 |
| 36 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 134 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 154 |
| 38 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 152 |
| 39 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 5 | 155 |
| 40 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 159 |
| 41 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 144 |
| 42 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 160 |
| 43 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 152 |
| 44 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 139 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 163 |
| 46 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 125 |
| Sdev | 0.381 | 0.665 | 0.402 | 0.439 | 0.578 | 0.563 | 0.596 | 0.614 | 0.605 | 0.460 | 0.428 | |
| Reliabilitas | 0.91 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

C. UJI RELIABILITAS INSTRUMEN KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH

| Responden | RELIABILITAS INSTRUMEN KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH | | | | | | | | | | | |
|--------------|--|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 5 | 5 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 6 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 7 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 9 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 11 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 |
| 12 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 14 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 15 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 19 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 25 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 26 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 27 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 30 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 3 |
| 33 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 34 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 37 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 3 | 3 | 3 | 4 | 4 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 |
| 39 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 5 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 41 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 44 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 46 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Sdev | 0.207 | 0.35 | 0.232 | 0.429 | 0.256 | 0.161 | 0.161 | 0.433 | 0.476 | 0.542 | 0.216 | 0.388 |
| Reliabilitas | 0.91 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

| Responden | RELIABILITAS INSTRUMEN KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH | | | | | | | | | | | |
|--------------|--|-------|-------|-------|-----|-------|-------|-------|-------|-------|-------|-------|
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| 3 | 5 | 5 | 4 | 2 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 7 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 8 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 9 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 |
| 10 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 11 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 12 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 13 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 |
| 14 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 15 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 16 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 19 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 24 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 25 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 26 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 27 | 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 28 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| 29 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 30 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 31 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 |
| 32 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 |
| 33 | 5 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 34 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 37 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 3 | 5 |
| 39 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 5 | 5 | 2 | 3 | 5 |
| 40 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 42 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| Sdev | 0.388 | 0.242 | 0.414 | 0.796 | 0.3 | 0.288 | 0.311 | 0.255 | 0.292 | 0.614 | 0.439 | 0.292 |
| Reliabilitas | 0.91 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

| Responden | RELIABILITAS INSTRUMEN KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH | | | | | | | | | | | Total |
|--------------|--|-------|-------|-------|-------|-------|-------|-------|-----|-------|-------|-------|
| | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 148 |
| 2 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 4 | 134 |
| 3 | 5 | 5 | 5 | 2 | 5 | 4 | 2 | 4 | 5 | 5 | 5 | 159 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 147 |
| 5 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 5 | 5 | 134 |
| 6 | 4 | 5 | 4 | 5 | 5 | 4 | 2 | 4 | 5 | 5 | 5 | 161 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 136 |
| 8 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 154 |
| 9 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 3 | 151 |
| 10 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 5 | 5 | 5 | 161 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 140 |
| 12 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 122 |
| 13 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 148 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 164 |
| 15 | 5 | 3 | 5 | 5 | 3 | 5 | 2 | 2 | 5 | 4 | 5 | 154 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 167 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 4 | 171 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 175 |
| 19 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 4 | 153 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 172 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 171 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 172 |
| 23 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 4 | 4 | 163 |
| 24 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 155 |
| 25 | 4 | 5 | 4 | 5 | 5 | 4 | 2 | 4 | 5 | 5 | 5 | 160 |
| 26 | 3 | 3 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 159 |
| 27 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 154 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 136 |
| 29 | 4 | 5 | 4 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 4 | 156 |
| 30 | 4 | 4 | 4 | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 3 | 141 |
| 31 | 4 | 4 | 5 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 4 | 160 |
| 32 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 129 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 151 |
| 34 | 3 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 5 | 157 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 148 |
| 36 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 168 |
| 37 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 136 |
| 38 | 4 | 4 | 4 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 2 | 156 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 3 | 3 | 4 | 5 | 149 |
| 40 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 4 | 5 | 4 | 4 | 151 |
| 41 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 163 |
| 42 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 136 |
| 43 | 4 | 5 | 5 | 5 | 5 | 4 | 2 | 4 | 4 | 5 | 4 | 156 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 141 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 163 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 172 |
| Sdev | 0.464 | 0.543 | 0.344 | 0.587 | 0.344 | 0.292 | 0.652 | 0.621 | 0.3 | 0.254 | 0.543 | |
| Reliabilitas | 0.91 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

d. UJI RELIABILITAS INSTRUMEN ETOS KERJA

| Responden | VALIDITAS INSTRUMEN MOTIVASI KERJA GURU | | | | | | | | | | | |
|--------------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 |
| 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 |
| 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 6 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 7 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 9 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 10 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 11 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 12 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 |
| 15 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 17 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 18 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 34 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 |
| 36 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 37 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 39 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 41 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 42 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 44 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 5 |
| 45 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 46 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 |
| Sdev | 0.243 | 0.197 | 0.340 | 0.251 | 0.340 | 0.314 | 0.186 | 0.132 | 0.225 | 0.365 | 0.298 | 0.300 |
| Reliabilitas | 0.92 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

| Responden | VALIDITAS INSTRUMEN MOTIVASI KERJA GURU | | | | | | | | | | | |
|--------------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 1 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 2 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 6 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 7 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 8 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 10 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 11 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 12 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 13 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 14 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| 19 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 22 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 25 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 26 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 30 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 31 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 34 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 |
| 35 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 |
| 37 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 39 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 42 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 |
| 43 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 44 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 4 |
| 45 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 46 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 5 | 4 |
| Sdev | 0.248 | 0.431 | 0.387 | 0.300 | 0.251 | 0.340 | 0.254 | 0.562 | 0.216 | 0.300 | 0.340 | 0.243 |
| Reliabilitas | 0.92 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

| Responden | VALIDITAS INSTRUMEN MOTIVASI KERJA GURU | | | | | | | | | | | Total |
|--------------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 149 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 145 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 174 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 145 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 155 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 164 |
| 7 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 163 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 139 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 171 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 166 |
| 11 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 168 |
| 12 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 158 |
| 13 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 148 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 163 |
| 15 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 170 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 170 |
| 17 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 171 |
| 18 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 170 |
| 19 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 159 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 172 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 173 |
| 22 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 170 |
| 23 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 159 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 173 |
| 25 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 163 |
| 26 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 159 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 153 |
| 28 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 137 |
| 29 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 170 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 172 |
| 31 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 167 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 151 |
| 33 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 144 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 136 |
| 35 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 151 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 168 |
| 37 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 159 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 173 |
| 39 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 155 |
| 40 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 173 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 158 |
| 42 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 2 | 4 | 5 | 5 | 152 |
| 43 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 162 |
| 44 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 144 |
| 45 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 162 |
| 46 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 148 |
| Sdev | 0.254 | 0.207 | 0.248 | 0.254 | 0.243 | 0.300 | 0.300 | 0.426 | 0.254 | 0.300 | 0.288 | |
| Reliabilitas | 0.92 | | | | | | | | | | | |
| Kualifikasi | Sangat Tinggi | | | | | | | | | | | |

Lampiran 1. 4 Hasil Penelitian

DATA HASIL PENELITIAN

| No | X1 | X2 | X3 | Y | No | X1 | X2 | X3 | Y |
|----|-----|-----|-----|-----|----|-----|-----|-----|-----|
| 1 | 148 | 148 | 146 | 149 | 24 | 155 | 173 | 144 | 173 |
| 2 | 134 | 125 | 122 | 145 | 25 | 160 | 160 | 162 | 163 |
| 3 | 159 | 158 | 162 | 174 | 26 | 159 | 159 | 158 | 159 |
| 4 | 147 | 162 | 162 | 145 | 27 | 154 | 155 | 123 | 153 |
| 5 | 134 | 155 | 164 | 155 | 28 | 136 | 135 | 144 | 137 |
| 6 | 161 | 167 | 126 | 164 | 29 | 156 | 153 | 152 | 170 |
| 7 | 136 | 168 | 161 | 163 | 30 | 141 | 150 | 171 | 172 |
| 8 | 154 | 155 | 146 | 139 | 31 | 160 | 167 | 172 | 167 |
| 9 | 151 | 175 | 158 | 171 | 32 | 129 | 150 | 149 | 151 |
| 10 | 161 | 166 | 157 | 166 | 33 | 151 | 142 | 146 | 144 |
| 11 | 140 | 165 | 145 | 168 | 34 | 157 | 135 | 135 | 136 |
| 12 | 122 | 158 | 158 | 158 | 35 | 148 | 151 | 151 | 151 |
| 13 | 148 | 148 | 147 | 148 | 36 | 168 | 147 | 134 | 168 |
| 14 | 164 | 146 | 157 | 163 | 37 | 136 | 157 | 154 | 159 |
| 15 | 154 | 145 | 166 | 170 | 38 | 156 | 167 | 152 | 173 |
| 16 | 167 | 167 | 165 | 170 | 39 | 149 | 168 | 155 | 155 |
| 17 | 171 | 175 | 138 | 171 | 40 | 151 | 152 | 159 | 173 |
| 18 | 175 | 175 | 160 | 170 | 41 | 163 | 157 | 144 | 158 |
| 19 | 153 | 158 | 144 | 159 | 42 | 136 | 161 | 160 | 152 |
| 20 | 172 | 140 | 152 | 172 | 43 | 156 | 175 | 152 | 162 |
| 21 | 171 | 150 | 171 | 173 | 44 | 141 | 145 | 139 | 144 |
| 22 | 172 | 164 | 160 | 170 | 45 | 163 | 158 | 163 | 162 |
| 23 | 163 | 159 | 147 | 159 | 46 | 172 | 156 | 125 | 148 |

UJI PERSYARATAN ANALISIS

UJI NORMALITAS SEBARAN DATA

| Tests of Normality | | | | | | |
|---|---------------------------------|--------|--------|--------------|--------|-------|
| | Kolmogorov-Smirnov ^a | | | Shapiro-Wilk | | |
| | Statistic | df | Sig. | Statistic | df | Sig. |
| Budaya Organisasi | 0.086 | 46.000 | 0.200* | 0.968 | 46.000 | 0.226 |
| Etos Kerja | 0.076 | 46.000 | 0.200* | 0.972 | 46.000 | 0.331 |
| Komunikasi Interpersonal Kepala Sekolah | 0.111 | 46.000 | 0.200* | 0.950 | 46.000 | 0.048 |
| Motivasi Kerja | 0.127 | 46.000 | 0.059 | 0.926 | 46.000 | 0.006 |

UJI LINEARITAS

MOTIVASI KERJA GURU*BUDAYA ORGANISASI

| ANOVA Table | | | | | | | |
|-------------|----------------|--------------------------|----------------|----------|-------------|--------|-------|
| | | | Sum of Squares | df | Mean Square | F | Sig. |
| Y * X1 | Between Groups | (Combined) | 4321.692 | 26 | 166.219 | 2.879 | 0.010 |
| | | Linearity | 1401.376 | 1 | 1401.376 | 24.274 | 0.000 |
| | | Deviation from Linearity | 2920.316 | 25 | 116.813 | 2.023 | 0.060 |
| | Within Groups | | 1096.917 | 1096.917 | 57.732 | | |
| | Total | | 5418.609 | 5418.609 | | | |

MOTIVASI KERJA GURU*ETOS KERJA

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------|----------------|--------------------------|----------------|----|-------------|--------|-------|
| Y * X2 | Between Groups | (Combined) | 3818.275 | 28 | 136.367 | 1.449 | 0.214 |
| | | Linearity | 1085.214 | 1 | 1085.214 | 11.528 | 0.003 |
| | | Deviation from Linearity | 2733.062 | 27 | 101.225 | 1.075 | 0.448 |
| | Within Groups | | 1600.333 | 17 | 94.137 | | |
| | Total | | 5418.609 | 45 | | | |

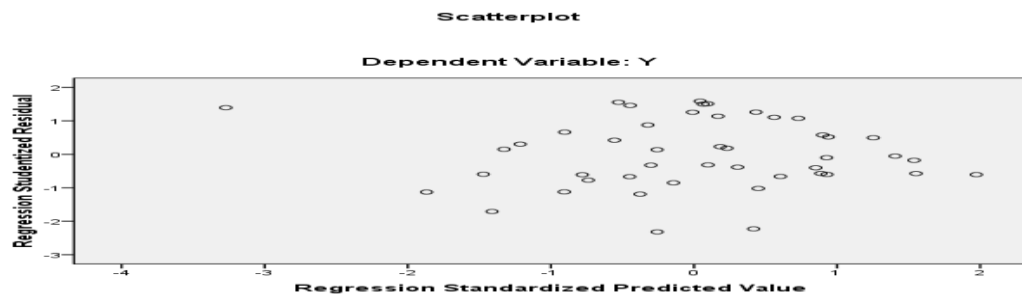
MOTIVASI KERJA GURU*KOMUNIKASI PERSONAL KEPALA SEKOLAH

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--------|----------------|--------------------------|----------------|----|-------------|-------|-------|
| Y * X3 | Between Groups | (Combined) | 3020.025 | 24 | 125.834 | 1.102 | 0.414 |
| | | Linearity | 977.769 | 1 | 977.769 | 8.561 | 0.008 |
| | | Deviation from Linearity | 2042.256 | 23 | 88.794 | 0.777 | 0.722 |
| | Within Groups | | 2398.583 | 21 | 114.218 | | |
| | Total | | 5418.609 | 45 | | | |

UJI MULTIKOLONIERITAS

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|-------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 18.491 | 23.122 | | 0.800 | 0.428 | | |
| | X1 | 0.307 | 0.117 | 0.319 | 2.633 | 0.012 | 0.856 | 1.169 |
| | X2 | 0.314 | 0.103 | 0.359 | 3.059 | 0.004 | 0.911 | 1.097 |
| | X3 | 0.299 | 0.099 | 0.349 | 3.006 | 0.004 | 0.932 | 1.073 |

UJI HETEROKEDASTISITAS



UJI AUTOKORELASI

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|--------------------|----------|-------------------|----------------------------|---------------|
| 1 | 0.687 ^a | 0.472 | 0.434 | 8.256 | 2.075 |

UJI HIPOTESIS I

| Model Summary | | | | | | | | | |
|---------------|--------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | 0.509 ^a | 0.259 | 0.242 | 9.555 | 0.259 | 15.349 | 1 | 44 | 0.000 |

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------|
| 1 | Regression | 1401.376 | 1 | 1401.376 | 15.349 | 0.000 |
| | Residual | 4017.232 | 44 | 91.301 | | |
| | Total | 5418.609 | 45 | | | |

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | |
|-------|------------|-----------------------------|------------|---------------------------|-------|-------|--------------|---------|-------|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part |
| 1 | (Constant) | 83.232 | 19.601 | | 4.246 | 0.000 | | | |
| | X2 | 0.489 | 0.125 | 0.509 | 3.918 | 0.000 | 0.509 | 0.509 | 0.509 |

UJI HIPOTESIS II

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|--------------------|----------|-------------------|----------------------------|-------------------|----------|------|-----|---------------|
| | | | | | R Square Change | F Change | df 1 | df2 | Sig. F Change |
| 1 | 0.448 ^a | 0.200 | 0.182 | 9.924 | 0.200 | 11.019 | 1 | 44 | 0.002 |

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------|
| 1 | Regression | 1085.214 | 1 | 1085.214 | 11.019 | 0.002 |
| | Residual | 4333.395 | 44 | 98.486 | | |
| | Total | 5418.609 | 45 | | | |

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | |
|-------|------------|-----------------------------|------------|---------------------------|-------|-------|--------------|---------|-------|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part |
| | | | | | | | | | |
| 1 | (Constant) | 100.760 | 17.854 | | 5.644 | 0.000 | | | |
| | X3 | 0.390 | 0.118 | 0.448 | 3.319 | 0.002 | 0.448 | 0.448 | 0.448 |

UJI HIPOTESIS III

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
|-------|--------------------|----------|-------------------|----------------------------|-------------------|----------|-------|--------|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | 0.425 ^a | 0.180 | 0.162 | 10.046 | 0.180 | 9.688 | 1.000 | 44.000 | 0.003 |

| ANOVA ^b | | | | | | |
|--------------------|------------|----------------|----|-------------|-------|--------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 977.769 | 1 | 977.769 | 9.688 | 0.003 ^a |
| | Residual | 4440.840 | 44 | 100.928 | | |
| | Total | 5418.609 | 45 | | | |

| Coefficients ^a | | | | | | | | | |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|-------|--------------|---------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | |
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part |
| 1 | (Constant) | 104.124 | 17.957 | | 5.798 | 0.000 | | | |
| | X1 | 0.363 | 0.117 | 0.425 | 3.113 | 0.003 | 0.425 | 0.425 | 0.425 |

UJI HIPOTESIS IV

| Model Summary | | | | | | | | | |
|---------------|--------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change |
| 1 | 0.687 ^a | 0.472 | 0.434 | 8.256 | 0.472 | 12.496 | 3 | 42 | 0.000 |

ANOVA^b

| Model | Sum of Squares | df | Mean Square | F | Sig. | |
|-------|----------------|----------|-------------|---------|--------|--------------------|
| 1 | Regression | 2555.509 | 3 | 851.836 | 12.496 | 0.000 ^a |
| | Residual | 2863.100 | 42 | 68.169 | | |
| | Total | 5418.609 | 45 | | | |

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|-------|--------------|------------|---------|-------------------------|-----------|
| | | B | Std. Error | | | | Beta | Zero-order | Partial | Part | Tolerance |
| 1 | (Constant) | 18.491 | 23.122 | | 0.800 | 0.428 | | | | | |
| | X1 | 0.307 | 0.117 | 0.319 | 2.633 | 0.012 | 0.509 | 0.376 | 0.295 | 0.856 | 1.169 |
| | X2 | 0.314 | 0.103 | 0.359 | 3.059 | 0.004 | 0.448 | 0.427 | 0.343 | 0.911 | 1.097 |
| | X3 | 0.299 | 0.099 | 0.349 | 3.006 | 0.004 | 0.425 | 0.421 | 0.337 | 0.932 | 1.073 |

| Variabel | Konstanta | Koefisien | Nilai R | | Nilai F | Sig | Kesimpulan |
|----------|-----------|-----------|----------------|---------------------|---------|--------|------------|
| | | Regresi | R ² | Adj. R ² | | | |
| X1 | 0.307 | 23.740 | 0.422 | 0.381 | 10.227 | 0.000a | H0 ditolak |
| X2 | 0.314 | | | | | | |
| X3 | 0.299 | | | | | | |

ANALISIS DESKRIPTIF

| Statistics | | | | | |
|----------------|---------|------------------|------------------|--------|--------|
| | | X1 | X2 | X3 | Y |
| N | Valid | 46 | 46 | 46 | 46 |
| | Missing | 0 | 0 | 0 | 0 |
| N | | 46.00 | 46.00 | 46.00 | 46.00 |
| Mean | | 156.57 | 151.26 | 153.35 | 159.83 |
| Median | | 157.50 | 152.00 | 154.50 | 162.00 |
| Mode | | 158 ^a | 144 ^a | 136.00 | 170.00 |
| Std. Deviation | | 11.41 | 12.58 | 12.83 | 10.97 |
| Variance | | 130.12 | 158.15 | 164.68 | 120.41 |
| Range | | 50.00 | 50.00 | 53.00 | 38.00 |
| Minimum | | 125.00 | 122.00 | 122.00 | 136.00 |
| Maximum | | 175.00 | 172.00 | 175.00 | 174.00 |

FREKUENSI TABEL

| BUDAYA ORGANISASI | | | | | |
|-------------------|-----|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 125 | 1 | 2.2 | 2.2 | 2.2 |
| | 135 | 2 | 4.3 | 4.3 | 6.5 |
| | 140 | 1 | 2.2 | 2.2 | 8.7 |
| | 142 | 1 | 2.2 | 2.2 | 10.9 |
| | 145 | 2 | 4.3 | 4.3 | 15.2 |
| | 146 | 1 | 2.2 | 2.2 | 17.4 |
| | 147 | 1 | 2.2 | 2.2 | 19.6 |
| | 148 | 2 | 4.3 | 4.3 | 23.9 |
| | 150 | 3 | 6.5 | 6.5 | 30.4 |
| | 151 | 1 | 2.2 | 2.2 | 32.6 |
| | 152 | 1 | 2.2 | 2.2 | 34.8 |
| | 153 | 1 | 2.2 | 2.2 | 37.0 |
| | 155 | 3 | 6.5 | 6.5 | 43.5 |
| | 156 | 1 | 2.2 | 2.2 | 45.7 |
| | 157 | 2 | 4.3 | 4.3 | 50.0 |
| | 158 | 4 | 8.7 | 8.7 | 58.7 |
| | 159 | 2 | 4.3 | 4.3 | 63.0 |
| | 160 | 1 | 2.2 | 2.2 | 65.2 |
| | 161 | 1 | 2.2 | 2.2 | 67.4 |
| | 162 | 1 | 2.2 | 2.2 | 69.6 |
| 164 | 1 | 2.2 | 2.2 | 71.7 | |
| 165 | 1 | 2.2 | 2.2 | 73.9 | |
| 166 | 1 | 2.2 | 2.2 | 76.1 | |
| 167 | 4 | 8.7 | 8.7 | 84.8 | |
| 168 | 2 | 4.3 | 4.3 | 89.1 | |
| 173 | 1 | 2.2 | 2.2 | 91.3 | |
| 175 | 4 | 8.7 | 8.7 | 100.0 | |
| Total | | 46 | 100.0 | 100.0 | |

| ETOS KERJA | | | | | |
|------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 122 | 1 | 2.2 | 2.2 | 2.2 |
| | 123 | 1 | 2.2 | 2.2 | 4.3 |
| | 125 | 1 | 2.2 | 2.2 | 6.5 |
| | 126 | 1 | 2.2 | 2.2 | 8.7 |
| | 134 | 1 | 2.2 | 2.2 | 10.9 |
| | 135 | 1 | 2.2 | 2.2 | 13.0 |
| | 138 | 1 | 2.2 | 2.2 | 15.2 |
| | 139 | 1 | 2.2 | 2.2 | 17.4 |
| | 144 | 4 | 8.7 | 8.7 | 26.1 |
| | 145 | 1 | 2.2 | 2.2 | 28.3 |
| | 146 | 3 | 6.5 | 6.5 | 34.8 |
| | 147 | 2 | 4.3 | 4.3 | 39.1 |
| | 149 | 1 | 2.2 | 2.2 | 41.3 |
| | 151 | 1 | 2.2 | 2.2 | 43.5 |
| | 152 | 4 | 8.7 | 8.7 | 52.2 |
| | 154 | 1 | 2.2 | 2.2 | 54.3 |
| | 155 | 1 | 2.2 | 2.2 | 56.5 |
| | 157 | 2 | 4.3 | 4.3 | 60.9 |
| | 158 | 3 | 6.5 | 6.5 | 67.4 |
| | 159 | 1 | 2.2 | 2.2 | 69.6 |
| | 160 | 3 | 6.5 | 6.5 | 76.1 |
| | 161 | 1 | 2.2 | 2.2 | 78.3 |
| | 162 | 3 | 6.5 | 6.5 | 84.8 |
| | 163 | 1 | 2.2 | 2.2 | 87.0 |
| | 164 | 1 | 2.2 | 2.2 | 89.1 |
| | 165 | 1 | 2.2 | 2.2 | 91.3 |
| 166 | 1 | 2.2 | 2.2 | 93.5 | |
| 171 | 2 | 4.3 | 4.3 | 97.8 | |
| 172 | 1 | 2.2 | 2.2 | 100.0 | |
| | Total | 46 | 100.0 | 100.0 | |

| KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH | | | | | |
|---|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 122 | 1 | 2.2 | 2.2 | 2.2 |
| | 129 | 1 | 2.2 | 2.2 | 4.3 |
| | 134 | 2 | 4.3 | 4.3 | 8.7 |
| | 136 | 4 | 8.7 | 8.7 | 17.4 |
| | 140 | 1 | 2.2 | 2.2 | 19.6 |
| | 141 | 2 | 4.3 | 4.3 | 23.9 |
| | 147 | 1 | 2.2 | 2.2 | 26.1 |
| | 148 | 3 | 6.5 | 6.5 | 32.6 |
| | 149 | 1 | 2.2 | 2.2 | 34.8 |
| | 151 | 3 | 6.5 | 6.5 | 41.3 |
| | 153 | 1 | 2.2 | 2.2 | 43.5 |
| | 154 | 3 | 6.5 | 6.5 | 50.0 |
| | 155 | 1 | 2.2 | 2.2 | 52.2 |
| | 156 | 3 | 6.5 | 6.5 | 58.7 |
| | 157 | 1 | 2.2 | 2.2 | 60.9 |
| | 159 | 2 | 4.3 | 4.3 | 65.2 |
| | 160 | 2 | 4.3 | 4.3 | 69.6 |
| | 161 | 2 | 4.3 | 4.3 | 73.9 |
| | 163 | 3 | 6.5 | 6.5 | 80.4 |
| | 164 | 1 | 2.2 | 2.2 | 82.6 |
| 167 | 1 | 2.2 | 2.2 | 84.8 | |
| 168 | 1 | 2.2 | 2.2 | 87.0 | |
| 171 | 2 | 4.3 | 4.3 | 91.3 | |
| 172 | 3 | 6.5 | 6.5 | 97.8 | |
| 175 | 1 | 2.2 | 2.2 | 100.0 | |
| | Total | 46 | 100.0 | 100.0 | |

| MOTIVASI KERJA GURU | | | | | |
|---------------------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 136 | 1 | 2.2 | 2.2 | 2.2 |
| | 137 | 1 | 2.2 | 2.2 | 4.3 |
| | 139 | 1 | 2.2 | 2.2 | 6.5 |
| | 144 | 2 | 4.3 | 4.3 | 10.9 |
| | 145 | 2 | 4.3 | 4.3 | 15.2 |
| | 148 | 2 | 4.3 | 4.3 | 19.6 |
| | 149 | 1 | 2.2 | 2.2 | 21.7 |
| | 151 | 2 | 4.3 | 4.3 | 26.1 |
| | 152 | 1 | 2.2 | 2.2 | 28.3 |
| | 153 | 1 | 2.2 | 2.2 | 30.4 |
| | 155 | 2 | 4.3 | 4.3 | 34.8 |
| | 158 | 2 | 4.3 | 4.3 | 39.1 |
| | 159 | 4 | 8.7 | 8.7 | 47.8 |
| | 162 | 2 | 4.3 | 4.3 | 52.2 |
| | 163 | 3 | 6.5 | 6.5 | 58.7 |
| | 164 | 1 | 2.2 | 2.2 | 60.9 |
| | 166 | 1 | 2.2 | 2.2 | 63.0 |
| | 167 | 1 | 2.2 | 2.2 | 65.2 |
| | 168 | 2 | 4.3 | 4.3 | 69.6 |
| | 170 | 5 | 10.9 | 10.9 | 80.4 |
| 171 | 2 | 4.3 | 4.3 | 84.8 | |
| 172 | 2 | 4.3 | 4.3 | 89.1 | |
| 173 | 4 | 8.7 | 8.7 | 97.8 | |
| 174 | 1 | 2.2 | 2.2 | 100.0 | |
| | Total | 46 | 100.0 | 100.0 | |

| Correlations | | | | | |
|--------------|-----------------------------------|----------|----------|----------|----------|
| | | X1 | X2 | X3 | Y |
| X1 | Pearson Correlation | 1 | 0.286 | 0.247 | 0.509** |
| | Sig. (2-tailed) | | 0.054 | 0.098 | 0 |
| | Sum of Squares and Cross-products | 5855.304 | 1848.217 | 1627.957 | 2864.522 |
| | Covariance | 130.118 | 41.071 | 36.177 | 63.656 |
| | N | 46 | 46 | 46 | 46 |
| X2 | Pearson Correlation | 0.286 | 1 | -0.01 | 0.448** |
| | Sig. (2-tailed) | 0.054 | | 0.95 | 0.002 |
| | Sum of Squares and Cross-products | 1848.217 | 7116.87 | -69.174 | 2779.087 |
| | Covariance | 41.071 | 158.153 | -1.537 | 61.757 |
| | N | 46 | 46 | 46 | 46 |
| X3 | Pearson Correlation | 0.247 | -0.01 | 1 | 0.425** |
| | Sig. (2-tailed) | 0.098 | 0.95 | | 0.003 |
| | Sum of Squares and Cross-products | 1627.957 | -69.174 | 7410.435 | 2691.783 |
| | Covariance | 36.177 | -1.537 | 164.676 | 59.817 |
| | N | 46 | 46 | 46 | 46 |
| Y | Pearson Correlation | 0.509** | 0.448** | 0.425** | 1 |
| | Sig. (2-tailed) | 0 | 0.002 | 0.003 | |
| | Sum of Squares and Cross-products | 2864.522 | 2779.087 | 2691.783 | 5418.609 |
| | Covariance | 63.656 | 61.757 | 59.817 | 120.414 |
| | N | 46 | 46 | 46 | 46 |

Lampiran 1. 5 Sumbangan Efektif

| Kompenen | b | Cross Product | Regresi | Sumbangan Efektif total | R Square |
|----------|-------|---------------|----------|-------------------------|----------|
| X1 | 0.307 | 2864.522 | 2555.509 | 42.200 | 0.472 |
| X2 | 0.314 | 2779.087 | | | |
| X3 | 0.299 | 2691.783 | | | |

$$SE_{x_i} = \left| \frac{b_i \cdot CP \cdot R^2}{Regression} \right| \cdot 100\%$$

Keterangan:

b_{x_i} = koefisien b komponen x_i

CP = Cross Product

Regression = nilai regresi

R^2 = sumbangan efektif total

$$SE_{x_1} = \left| \frac{b_1 \cdot CP \cdot R^2}{Regression} \right| \cdot 100\%$$

$$= \left[\frac{0.307 \times 2864.522}{2555.509} \right] \times 100\%$$

$$= 16.239 \%$$

$$SE_{x_2} = \left| \frac{b_2 \cdot CP \cdot R^2}{Regression} \right| \cdot 100\%$$

$$= \left[\frac{0.314 \times 2779.087}{2555.509} \right] \times 100\%$$

$$= 16.085 \%$$

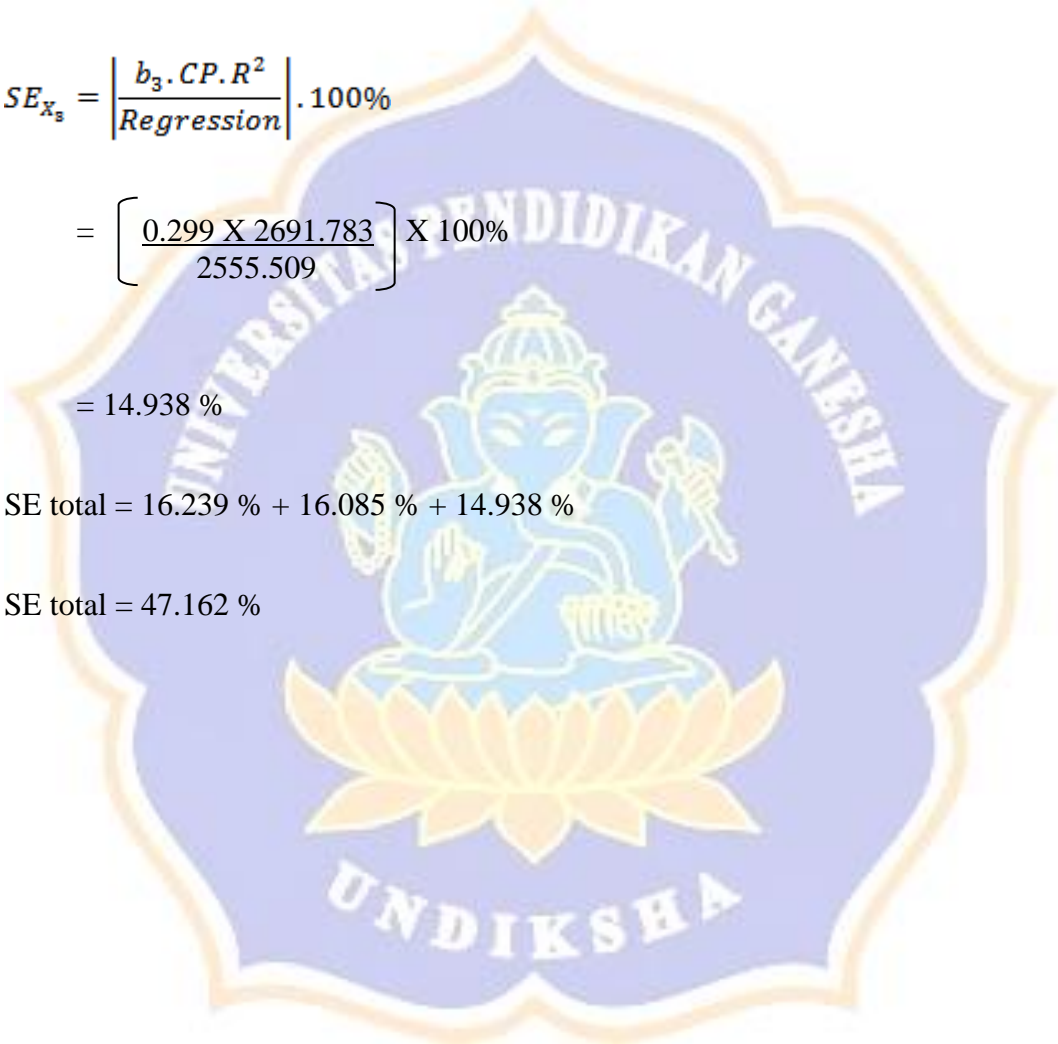
$$SE_{x_3} = \left| \frac{b_3 \cdot CP \cdot R^2}{Regression} \right| \cdot 100\%$$

$$= \left[\frac{0.299 \times 2691.783}{2555.509} \right] \times 100\%$$

$$= 14.938 \%$$

$$SE \text{ total} = 16.239 \% + 16.085 \% + 14.938 \%$$

$$SE \text{ total} = 47.162 \%$$



Lampiran 1. 6 Dokumentasi

Drive Saya > Angket Thesis ▾

| Nama ▾ | Terakhir diubah |
|---|-----------------|
|  INSTRUMEN MOTIVASI KERJA GURU DI SMA JEMBATAN BUDAYA (Y... | 16 Jan 2021 |
|  INSTRUMEN MOTIVASI KERJA GURU DI SMA JEMBATAN BUDAYA (Y1) | 20 Des 2020 |
|  INSTRUMEN ETOS KERJA DI SMA JEMBATAN BUDAYA (X3) (Respons) | 18 Jan 2021 |
|  INSTRUMEN ETOS KERJA DI SMA JEMBATAN BUDAYA (X3) | 20 Des 2020 |
|  ANGKET KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH OLEH GU... | 18 Jan 2021 |
|  ANGKET KOMUNIKASI INTERPERSONAL KEPALA SEKOLAH OLEH GU... | 20 Des 2020 |
|  ANGKET BUDAYA ORGANISASI DI SMA JEMBATAN BUDAYA (X2) (Re... | 17 Jan 2021 |
|  ANGKET BUDAYA ORGANISASI DI SMA JEMBATAN BUDAYA (X2) | 20 Des 2020 |

INSTRUMEN MOTIVASI KERJA GURU DI SMA JEMBATAN BUDAYA (Y1)

1. Peneliti sangat mengharapkan bantuan dari Bapak/Ibu guru berkenan memberikan respon terhadap setiap pertanyaan instrument penelitian ini, dengan memberikan tanda centang (✓) pada salah satu kolom respon yang tersedia sesuai pilihan Bapak/Ibu.
2. Setiap pertanyaan hanya direspon dengan memilih sesuai dengan pilihan Bapak/Ibu guru.
3. Respons yang Bapak/Ibu berikan tidak mengandung unsur penilaian (baik, benar dan salah, serta tidak ada kaitannya dengan kondukte pelaksanaan tugas dan fungsi Bapak/Ibu guru.
4. Terimakasih atas bantuan Bapak/Ibu guru.

Keterangan :

TP : Tidak Pernah (Skor : 0)
JR : Jarang (Skor : 1)
KD : Kadang-kadang (Skor : 2)
SR : Sering (Skor : 3)
SL : Selalu (Skor : 4)

Email *

Alamat email valid

Formulir ini mengumpulkan alamat email. [Ubah setelan](#)

Nama

Teks jawaban singkat





RIWAYAT HIDUP



Ni Nyoman Artini Erawati lahir di Denpasar pada tanggal 26 Juli 1979. Penulis lahir dari pasangan suami istri Bapak Drs.I Made Andriana, SH (Alm) dan ibu Ni Wayan Asri (Almh). Penulis berkebangsaan Indonesia dan beragama Hindu. Kini penulis beralamat dip Jalan Singasari No 47 Br Hita Bhuana Kelurahan Peguyangan Kecamatan Denpasar Utara, Kota Denpasar, Provinsi Bali. Penulis menyelesaikan Pendidikan Dasar di SD N 5 Peguyangan dan lulus pada tahun 1991. Kemudian penulis melanjutkan di SMP N 10 Denpasar dan lulus pada tahun 1994. Pada tahun 1997 penulis lulus dari SMA N 6 Denpasar, S1 di Fakultas Kedokteran Hewan Universitas Udayana pada tahun 2001 dan melanjutkan Pendidikan Mengajar Akta IV di Universitas Dwijendra lulus pada tahun 2004. Selanjutnya mulai tahun 2019 sampai dengan penulisan Tesis ini yang berjudul “Kontribusi Komunikasi Interpersonal Kepala Sekolah, Budaya Organisasi dan Etos Kerja Terhadap Motivasi Kerja guru SMA Jembatan Budaya, Penulis masih terdaftar sebagai mahasiswa Program Pascasarjana Program Studi Administrasi Pendidikan di Universitas Pendidikan Ganesha.