

LAMPIRAN

Lampiran 1. Kisi-Kisi Angket dalam Penelitian

KISI-KISI ANGKET DALAM PENELITIAN

No	Variabel	Definisi	Indikator	Jumlah
1	Ketrampilan Guru dalam Pembelajaran (Y)	Menurut instrumen penilaian kinerja guru, ketrampilan guru dalam pembelajaran merupakan kemampuan guru untuk melaksanakan pembelajaran.	1. Kesiapan ruang, alat pembelajaran, dan media. 2. Memeriksa kesiapan siswa. 3. Melakukan kegiatan apersepsi. 4. Menyampaikan kompetensi yang akan dicapai dan rencana kegiatan. 5. Penguasaan materi pelajaran 6. Pendekatan/strategi pembelajaran. 7. Pemanfaatan sumber belajar/media pembelajaran. 8. Pembelajaran yang memicu dan memelihara keterlibatan siswa 9. Penilaian proses dan hasil belajar. 10. Penggunaan bahasa. 11. Penutup	1 1 1 1 4 6 3 5 2 3 2
2.	Pengalaman Kerja (X ₁)	Menurut Rubrik sertifikasi guru dalam jabatan, pengalaman kerja merupakan lamanya guru sebagai seorang pengajar.	> 31 tahun scor 220 29 – 31 tahun scor 205 26 – 28 tahun scor 190 23 – 25 tahun scor 175 20 – 22 tahun scor 160 17 – 19 tahun scor 145 14 – 16 tahun scor 130	-
3.	Pendidikan (X ₂)	Pendidikan merupakan tingkat pendidikan formal yang dimiliki guru dengan skor sesuai rubrik penilaian portofolio.	- SLTA scor 50 - D-1 scor 80 - D-II scor 100 - Sarjana Muda/D-III scor 120 - S1/D-IV scor 150 - S-2 scor 175 - S-3 scor 200	-
4.	Disiplin Kerja (X ₃)		1. Disiplin Waktu 2. Disiplin Kerja 3. Disiplin dalam Peraturan	2 6 4
			Jumlah	41

Lampiran 2. Kuesioner Penelitian

PETUNJUK PENGISIAN KUESIONER PENELITIAN

I. Identitas Responden

1. Nama :
2. Umur : tahun
3. Pendidikan : PGSLP/D1/D2/D3/D4/S1/S2 *)
4. Pengalaman Mengajar : tahun
5. Jenis Kelamin : Laki-laki/Perempuan

II. Pernyataan

Saudara diminta untuk memilih salah satu jawaban berikut yang dianggap sesuai dengan pendapat Saudara, dengan cara memberi tanda *checklist* (√) pada salah satu jawaban yaitu :

Pilihan

- | | | |
|-------------------------------|---|----------------------|
| 1 : Sangat Tidak Setuju (STS) | 4 | : Setuju (S) |
| 2 : Tidak Setuju (ST) | 5 | : Sangat Setuju (SS) |
| 3 : Netral(N) | | |

A.	B. Pernyataan	1	2	3	4	5
A.	Ketrampilan Guru dalam pembelajaran (Y)					
1.	Dalam menerangkan pelajaran, guru dapat menjelaskan dengan baik.					
2	Pertanyaan yang diajukan oleh Guru berkaitan dengan pelajaran yang sedang di jelaskan.					
3	Pertanyaan ditujukan secara merata kepada siswa di kelas.					
4	Guru terlebih dahulu memberi pengertian kepada siswa tentang materi yang akan dipelajari pada pertemuan selanjutnya.					
5	Guru dalam mengajukan pertanyaan secara rinci agar siswa memberi jawaban dengan jelas dan benar.					
6	Guru dalam mengajar selalu diselingi dengan variasi humor.					
7	Guru dalam mengajar dengan mengganti-ganti teknik mengajar dengan alasan untuk mengatasi kejenuhan pada diri siswa.					
8	Guru dalam menyampaikan materi secara lisan dapat diterima secara jelas oleh siswa.					
9	Sebelum memulai pelajaran guru menyiapkan peralatan yang digunakan.					

10	Guru memulai pelajaran setelah semua siswa siap untuk menerima pelajaran.					
11	Guru pandai mendorong siswa untuk tertarik pada pelajaran yang sedang di sampaikan.					
12	Guru dalam memberikan bimbingan diskusi dapat cepat dimengerti oleh siswa.					
13	Guru memperhatikan sikap dan perilaku siswa di dalam kelas khususnya pada saat jam pelajaran.					
14	Guru rajin dalam memperhatikan aktivitas belajar siswa baik di dalam maupun di luar kelas.					
15	Guru dalam menerangkan materi pelajaran secara luas dan sesuai dengan kenyataan yang ada.					

Lampiran 2. Lanjutan Kuesioner Penelitian

C. 1	Pertanyaan Angket	1	2	3	4	5
B. Disiplin Kerja (X₃)						
1	Senantiasa datang ke tempat kerja tepat pada waktunya					
2	Tidak meninggalkan tempat tugas sebelum waktunya dan tanpa ijin atasan karena dapat berakibat buruk bagi tim kerja					
3	Selalu datang lebih pagi dari pada rekan-rekan saya					
4	Selalu melaksanakan apa yang diperintahkan oleh pimpinan dengan senang hati dan penuh tanggung jawab					
5	Apa yang menjadi target pimpinan, dapat di laksanakan					
6	Senantiasa membuat rencana kerja sesuai petunjuk pimpinan					
7	Senantiasa mendahulukan pekerjaan daripada urusan pribadi					
8	Laporan di siapkan setiap bulan tanpa harus diperintah oleh atasan					

9	Merasa malu jika tidak menggunakan seragam kerja sesuai ketentuan yang berlaku di lingkungan kerja saya					
10	Melaksanakan ketentuan tugas dan tanggung jawab organisasi, dan hal itu yang harus dilakukan oleh setiap karyawan dan guru					
11	Karyawan dan guru telah membiasakan diri melaksanakan kepatuhan terhadap segala peraturan yang berlaku					
12	Selalu melaksanakan tugas sesuai prosedur kerja bukan karena paksaan pimpinan tetapi lahir dari kesadaran sendiri					

Lampiran 3. Data Hasil Tabulasi Variabel Ketrampilan Guru (Y)

No. Resp	Variabel Ketrampilan Guru (Y)															ΣY
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	4	5	5	5	5	5	5	5	5	5	5	5	5	4	5	73
2	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	72
3	5	5	5	5	5	5	5	5	5	5	5	5	4	4	5	73
4	5	5	5	4	5	5	5	5	4	5	5	4	5	3	5	70
5	5	5	5	5	5	5	5	5	5	3	5	5	4	3	4	69
6	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	74
7	5	5	2	5	5	5	3	5	5	5	4	5	5	4	5	68
8	4	5	5	3	5	2	5	5	4	5	5	5	4	4	4	65
9	5	5	5	5	5	5	4	5	5	5	5	4	4	3	4	69
10	3	5	5	4	5	5	3	5	5	5	4	4	3	3	4	63
11	5	5	5	5	5	5	5	5	5	5	3	5	4	4	4	70
12	5	5	5	5	5	5	5	5	5	4	5	4	4	5	4	71
13	4	5	5	5	5	5	5	5	4	5	5	5	4	2	2	66
14	5	5	5	5	5	4	5	5	4	5	5	5	4	5	4	71
15	4	5	3	5	2	5	3	5	5	4	5	3	3	3	3	58
16	5	2	5	4	5	5	5	5	5	5	4	5	4	4	4	67
17	5	5	5	5	5	4	4	5	5	5	4	5	4	4	4	69
18	3	5	5	5	5	4	5	5	4	5	5	3	5	3	2	64
19	5	4	5	5	4	5	5	5	5	5	5	5	4	5	5	72
20	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	74
21	5	5	5	5	5	4	5	5	5	5	4	5	5	4	4	71
22	3	5	4	5	5	5	5	5	5	5	5	5	4	4	4	69
23	4	5	4	5	5	5	3	5	4	5	5	4	5	5	4	68
24	5	5	5	5	5	4	5	5	5	3	5	5	4	5	4	70
25	5	5	2	5	5	4	5	5	5	4	5	4	4	4	3	65
26	4	5	5	5	3	4	5	4	5	5	5	4	4	4	4	66

27	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	74
28	5	5	5	4	4	4	4	5	3	5	4	4	4	3	3	62
29	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	74
30	4	5	5	5	5	5	4	4	5	4	5	4	5	4	4	68
31	5	5	5	5	5	5	5	5	5	5	5	4	5	5	4	73
32	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	74
33	3	5	5	5	5	5	5	4	5	3	5	5	4	5	5	69
34	5	5	5	4	3	5	3	5	4	4	5	4	4	3	5	64
35	5	5	5	3	5	5	5	5	5	5	5	5	5	5	4	72

Lampiran 3. Data Hasil Tabulasi Variabel Ketrampilan guru (Y) (Lanjutan)

No. Resp	Variabel Ketrampilan Guru (Y)															ΣY
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
36	5	4	5	5	5	5	5	4	5	5	5	5	5	4	4	71
37	4	5	5	5	5	5	5	5	5	5	5	4	5	5	4	72
38	5	5	5	5	5	4	5	5	5	5	4	4	4	5	4	70
39	5	3	4	3	5	5	4	5	5	4	5	4	5	5	4	66
40	4	4	5	4	4	3	4	4	3	4	5	4	3	4	5	60
41	3	3	4	3	4	3	3	4	3	4	4	3	3	5	4	53
42	3	3	3	2	2	2	4	3	4	5	4	4	4	3	4	50
43	3	3	3	3	2	3	3	4	3	3	4	5	4	4	5	52
44	2	1	3	3	3	3	3	5	4	3	5	4	5	4	3	51
45	3	3	3	4	3	2	3	4	2	4	3	2	3	3	3	45
46	3	2	3	5	5	3	4	4	4	4	5	3	4	4	4	57
47	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	72
48	2	3	2	3	3	4	4	4	3	4	4	4	4	2	4	50
49	3	5	3	5	3	5	3	3	5	3	3	5	4	5	4	59
50	4	4	4	3	4	3	4	3	3	4	3	4	4	4	4	55
51	4	5	4	4	5	5	5	5	5	5	5	5	5	5	5	72
52	4	3	3	4	4	4	3	3	3	3	5	3	4	3	4	53
53	3	4	3	5	4	3	5	5	3	4	4	4	3	3	4	57
54	2	3	4	5	4	5	3	4	4	4	5	4	3	4	4	58
55	3	3	4	5	4	5	5	5	3	5	3	4	4	4	4	61
56	3	4	4	5	3	5	3	5	4	4	4	4	4	3	5	60
57	2	3	5	5	5	5	4	5	5	5	4	4	5	3	4	64
58	4	4	5	4	5	4	5	5	5	5	5	4	4	4	4	67
59	4	3	4	3	4	3	4	3	4	3	5	3	4	3	3	53
60	3	5	4	5	4	4	5	4	4	3	5	4	4	4	4	62
61	4	4	5	3	5	3	5	3	5	4	5	4	5	4	4	63
62	3	2	3	3	4	4	3	3	4	3	5	4	5	4	4	54
63	5	3	5	5	5	5	4	5	5	5	4	4	5	4	4	68

64	4	5	5	5	3	4	3	4	3	4	3	4	4	3	3	57
65	4	4	5	4	5	3	5	4	5	4	4	5	5	4	4	65
66	3	3	3	4	5	4	5	4	4	4	3	2	4	4	4	56
67	3	5	4	5	4	5	5	4	5	5	4	5	4	5	5	68
68	3	3	3	3	3	3	4	4	4	3	4	2	4	4	3	50
69	3	3	5	5	5	4	5	5	5	5	4	4	4	5	4	66
70	3	3	3	3	4	5	4	2	4	2	4	4	2	4	3	50
71	4	3	4	4	4	5	5	5	4	5	4	4	5	4	5	65
72	4	5	4	4	3	5	4	5	4	4	3	3	5	4	4	61

Lampiran 4. Data Pengalaman Mengajar (X_1)

No. Resp	Pengalaman Mengajar (Thn)	Scor
1	8	100
2	13	115
3	19	145
4	14	130
5	4	100
6	19	145
7	15	130
8	18	145
9	11	115
10	18	145
11	12	115
12	20	160
13	5	100
14	18	145
15	22	160
16	15	130
17	19	145
18	16	130
19	9	100
20	17	145
21	20	160
22	14	130
23	23	160
24	20	160
25	7	100
26	24	175
27	17	145
28	20	160
29	16	130

30	19	145
31	17	145
32	20	160
33	18	145
34	15	130
35	17	145
36	20	160

Lampiran 4. Data Lama Mengajar (Lanjutan)

No. Resp	Pengalaman Mengajar (Thn)	Scor
37	23	175
38	19	145
39	24	175
40	14	130
41	23	160
42	16	130
43	20	160
44	17	145
45	16	130
46	20	160
47	22	160
48	16	130
49	18	145
50	20	160
51	15	130
52	22	160
53	19	145
54	24	175
55	11	115
56	16	130
57	20	160
58	16	130
59	20	160
60	18	145
61	12	115
62	20	160
63	17	145
64	18	145
65	16	130
66	17	145
67	19	145
68	15	130
69	20	160
70	21	160
71	15	130
72	17	145

Lampiran 5. Data Hasil Tabulasi Variabel Pendidikan Guru (X₂)

No. Resp	Pendidikan	Skore	ΣX_2
1	S2	175	175
2	S2	175	175
3	S1	150	150
4	S1	150	150
5	S1	150	150
6	S2	175	175
7	S1	150	150
8	S1	150	150
9	S1	150	150
10	S1	150	150
11	S1	150	150
12	S1	150	150
13	S1	150	150
14	S1	150	150
15	D3	120	120
16	S1	150	150
17	S1	150	150
18	S1	150	150
19	S2	175	175
20	S2	175	175
21	S2	175	175
22	S1	150	150
23	S1	150	150
24	S1	150	150
25	S1	150	150
26	S1	150	150
27	S2	175	175
28	D3	120	120
29	S2	175	175
30	S1	150	150
31	S2	175	175
32	S2	175	175
33	S1	150	150
34	S1	150	150
35	S2	175	175

Lampiran 5. Data Hasil Tabulasi Variabel Pendidikan Guru (X₂) (Lanjutan)

No. Resp	Pendidikan	Skore	ΣX_2
36	S1	150	150
37	S1	150	150
38	S1	150	150
39	S1	150	150
40	D3	120	120
41	D3	120	120
42	D3	120	120
43	D3	120	120
44	D3	120	120
45	D3	120	120
46	D3	120	120
47	S1	150	150
48	D3	120	120
49	S1	150	150
50	D3	120	120
51	S1	150	150
52	D3	120	120
53	S1	150	150
54	S1	150	150
55	S1	150	150
56	D3	120	120
57	S1	150	150
58	S1	150	150
59	D3	120	120
60	S1	150	150
61	S1	150	150
62	D3	120	120
63	S1	150	150
64	S1	150	150
65	S1	150	150
66	D3	120	120
67	S1	150	150
68	D3	120	120
69	S1	150	150
70	D3	120	120
71	S1	150	150
72	S1	150	150

Lampiran 6. Data Hasil Tabulasi Variabel Disiplin Kerja (X₃)

No. Resp.	Nomor Item												ΣX_3
	1	2	3	4	5	6	7	8	9	10	11	12	
1	4	5	5	5	5	5	5	5	4	5	5	5	58
2	5	3	5	5	5	4	5	5	5	5	4	5	56
3	5	5	5	5	3	5	5	5	5	5	5	5	58
4	5	5	5	4	4	5	4	5	4	5	5	5	56
5	3	5	5	5	5	5	5	2	5	5	4	5	54
6	5	5	5	5	4	5	5	5	5	5	5	3	57
7	4	5	5	4	5	5	4	4	4	5	5	4	54
8	5	5	3	5	5	5	5	4	5	4	2	4	52
9	5	4	5	5	5	5	4	5	4	5	4	5	56
10	5	5	5	3	5	3	4	5	5	4	4	4	52
11	4	5	4	5	4	5	5	4	5	4	4	5	54
12	2	5	5	5	5	5	4	5	5	5	5	4	55
13	4	5	5	5	4	5	4	4	4	5	3	5	53
14	5	4	5	5	4	4	5	5	5	5	5	5	57
15	5	5	5	3	4	4	3	4	4	3	4	3	47
16	4	5	5	5	5	4	4	4	5	4	4	5	54
17	5	4	5	5	5	5	5	4	4	5	4	5	56
18	2	5	3	5	4	5	5	5	5	4	5	5	53
19	5	5	5	5	5	5	5	5	3	5	5	5	58
20	5	5	5	5	5	5	4	5	4	5	5	5	58
21	5	5	5	5	5	5	4	5	4	5	4	3	55
22	5	5	5	4	5	4	5	4	5	4	3	5	54
23	5	5	3	4	5	5	4	4	4	5	4	4	52
24	5	3	4	5	5	5	2	5	5	5	5	5	54
25	4	5	5	4	5	3	5	4	5	3	5	3	51
26	4	2	5	5	5	4	5	5	4	5	5	4	53
27	5	5	5	5	5	5	3	5	5	5	5	3	56
28	2	5	5	4	2	5	5	3	5	2	5	5	48
29	5	5	5	5	5	5	5	5	3	5	5	5	58
30	5	5	5	5	4	4	5	4	4	4	5	5	55
31	5	5	5	5	5	5	5	5	5	5	5	5	60
32	5	5	5	5	4	5	5	5	5	5	5	5	59
33	5	5	5	5	4	5	5	5	4	5	4	4	56
34	5	2	5	5	4	5	4	5	5	4	5	3	52
35	5	5	5	5	5	4	5	5	4	4	5	5	57

Lampiran 6. Data Hasil Tabulasi Variabel Disiplin Kerja (X_3) (Lanjutan)

No. Resp.	Nomor Item												ΣX_3
	1	2	3	4	5	6	7	8	9	10	11	12	
36	4	5	4	5	5	5	5	5	4	5	4	5	56
37	5	4	5	5	5	5	5	5	5	5	4	5	58
38	3	5	5	4	5	5	5	5	5	5	3	5	55
39	5	5	5	4	4	4	4	5	4	3	5	5	53
40	4	4	3	5	3	3	4	4	3	4	4	4	45
41	4	3	3	3	4	4	4	3	3	3	3	3	40
42	4	4	4	3	3	3	2	4	3	2	3	4	39
43	3	4	4	4	4	2	4	3	3	4	3	3	41
44	4	5	3	3	3	2	3	2	4	3	4	4	40
45	3	3	4	3	3	4	3	2	3	3	2	2	35
46	4	4	3	3	4	3	4	4	3	4	5	4	45
47	5	3	5	5	5	5	5	4	5	5	4	5	56
48	3	3	4	4	3	4	2	4	3	2	3	3	38
49	4	5	2	5	5	4	4	4	4	3	4	5	49
50	4	4	2	3	4	3	4	4	3	4	3	3	41
51	3	5	5	4	5	5	5	5	5	5	5	5	57
52	5	5	3	3	2	4	4	3	3	3	3	2	40
53	4	4	4	4	4	3	4	4	3	4	4	3	45
54	3	3	3	5	4	3	3	4	4	4	3	4	43
55	3	5	5	4	4	3	4	4	3	4	3	4	46
56	3	4	4	4	3	4	3	3	4	5	3	5	45
57	2	5	4	5	3	4	5	4	5	4	5	3	49
58	5	5	5	4	4	5	3	5	4	5	4	3	52
59	3	4	4	3	3	4	4	3	3	2	2	3	38
60	4	5	4	4	4	5	3	4	5	3	4	3	48
61	4	4	3	4	3	4	4	4	4	4	5	4	47
62	3	3	4	4	4	4	3	3	5	3	5	2	43
63	5	4	5	4	4	5	4	4	5	5	4	4	53
64	4	3	4	3	2	3	4	4	3	4	4	4	42
65	4	4	4	5	3	4	5	4	3	5	4	4	49
66	4	3	3	4	4	3	4	3	4	3	3	4	42
67	5	4	5	5	3	5	4	4	4	4	5	5	53
68	3	3	3	2	2	4	2	2	4	3	3	3	34
69	5	3	5	4	4	3	5	5	5	3	5	5	52
70	3	3	2	3	2	3	4	5	2	3	3	3	36
71	5	3	5	4	4	3	5	5	5	3	5	5	52
72	4	4	4	4	3	3	5	4	2	3	4	4	44

Lampiran 7. Data Induk Penelitian

No. Resp	X ₁	X ₂	X ₃	Y	X ₁ ²	X ₂ ²	X ₃ ²	Y ²	X ₁ Y	X ₂ Y	X ₃ Y	X ₁ X ₂	X ₁ X ₃	X ₂ X ₃
1	115	175	58	73	13225	30625	3364	5329	8395	12775	4234	20125	6670	10150
2	115	175	56	72	13225	30625	3136	5184	8280	12600	4032	20125	6440	9800
3	145	150	58	73	21025	22500	3364	5329	10585	10950	4234	21750	8410	8700
4	130	150	56	70	16900	22500	3136	4900	9100	10500	3920	19500	7280	8400
5	115	150	54	69	13225	22500	2916	4761	7935	10350	3726	17250	6210	8100
6	145	175	57	74	21025	30625	3249	5476	10730	12950	4218	25375	8265	9975
7	130	150	54	68	16900	22500	2916	4624	8840	10200	3672	19500	7020	8100
8	145	150	52	65	21025	22500	2704	4225	9425	9750	3380	21750	7540	7800
9	115	150	56	69	13225	22500	3136	4761	7935	10350	3864	17250	6440	8400
10	145	150	52	63	21025	22500	2704	3969	9135	9450	3276	21750	7540	7800
11	115	150	54	70	13225	22500	2916	4900	8050	10500	3780	17250	6210	8100
12	160	150	54	71	25600	22500	2916	5041	11360	10650	3834	24000	8640	8100
13	115	150	55	66	13225	22500	3025	4356	7590	9900	3630	17250	6325	8250
14	145	150	53	71	21025	22500	2809	5041	10295	10650	3763	21750	7685	7950
15	160	120	57	58	25600	14400	3249	3364	9280	6960	3306	19200	9120	6840
16	130	150	47	67	16900	22500	2209	4489	8710	10050	3149	19500	6110	7050
17	145	150	54	69	21025	22500	2916	4761	10005	10350	3726	21750	7830	8100
18	130	150	56	64	16900	22500	3136	4096	8320	9600	3584	19500	7280	8400
19	115	175	53	72	13225	30625	2809	5184	8280	12600	3816	20125	6095	9275
20	145	175	58	74	21025	30625	3364	5476	10730	12950	4292	25375	8410	10150
21	160	175	58	71	25600	30625	3364	5041	11360	12425	4118	28000	9280	10150
22	130	150	55	69	16900	22500	3025	4761	8970	10350	3795	19500	7150	8250
23	160	150	54	68	25600	22500	2916	4624	10880	10200	3672	24000	8640	8100
24	160	150	52	70	25600	22500	2704	4900	11200	10500	3640	24000	8320	7800
25	115	150	54	65	13225	22500	2916	4225	7475	9750	3510	17250	6210	8100
26	175	150	51	66	30625	22500	2601	4356	11550	9900	3366	26250	8925	7650
27	145	175	53	74	21025	30625	2809	5476	10730	12950	3922	25375	7685	9275
28	160	120	56	62	25600	14400	3136	3844	9920	7440	3472	19200	8960	6720
29	130	175	48	74	16900	30625	2304	5476	9620	12950	3552	22750	6240	8400
30	145	150	58	68	21025	22500	3364	4624	9860	10200	3944	21750	8410	8700
31	145	175	55	73	21025	30625	3025	5329	10585	12775	4015	25375	7975	9625
32	160	175	60	74	25600	30625	3600	5476	11840	12950	4440	28000	9600	10500
33	145	150	59	69	21025	22500	3481	4761	10005	10350	4071	21750	8555	8850
34	130	150	56	64	16900	22500	3136	4096	8320	9600	3584	19500	7280	8400
35	145	175	52	72	21025	30625	2704	5184	10440	12600	3744	25375	7540	9100
36	160	175	57	71	25600	30625	3249	5041	11360	12425	4047	28000	9120	9975

Lampiran 7. Data Induk Penelitian (Lanjutan)

No Resp	X ₁	X ₂	X ₃	Y	Sum X ₁ ²	10290	10560	3620	4630	X ₂ Y	X ₃ Y	X ₁ X ₂	X ₁ X ₃	X ₂ X ₃
					Rata-2	143	147	50	64					
37	175	150	56	72	30625	22500	31796	51848	126057	10800	4032	26250	9800	8400
38	145	150	58	70	21025	22500	33745	49060	101504	10500	4060	21750	8410	8700
39	175	150	55	66	30625	22500	30220	43584	115505	9900	3630	26250	9625	8250
40	130	150	53	60	16900	22500	28090	36083	78066	9000	3180	19500	6890	7950
41	160	120	45	53	25600	14400	20250	28096	84802	6360	2385	19200	7200	5400
42	130	120	40	50	16900	14400	1600	2500	6500	6000	2000	15600	5200	4800
43	160	120	39	52	25600	14400	1521	2704	8320	6240	2028	19200	6240	4680
44	145	120	41	51	21025	14400	1681	2601	7395	6120	2091	17400	5945	4920
45	130	120	40	45	16900	14400	1600	2025	5850	5400	1800	15600	5200	4800
46	160	120	35	57	25600	14400	1225	3249	9120	6840	1995	19200	5600	4200
47	160	120	45	72	25600	14400	2025	5184	11520	8640	3240	19200	7200	5400
48	130	150	56	50	16900	22500	3136	2500	6500	7500	2800	19500	7280	8400
49	145	120	38	59	21025	14400	1444	3481	8555	7080	2242	17400	5510	4560
50	160	150	49	55	25600	22500	2401	3025	8800	8250	2695	24000	7840	7350
51	130	120	41	72	16900	14400	1681	5184	9360	8640	2952	15600	5330	4920
52	160	150	57	53	25600	22500	3249	2809	8480	7950	3021	24000	9120	8550
53	145	120	40	57	21025	14400	1600	3249	8265	6840	2280	17400	5800	4800
54	175	150	45	58	30625	22500	2025	3364	10150	8700	2610	26250	7875	6750
55	115	150	43	61	13225	22500	1849	3721	7015	9150	2623	17250	4945	6450
56	130	150	46	60	16900	22500	2116	3600	7800	9000	2760	19500	5980	6900
57	160	120	45	64	25600	14400	2025	4096	10240	7680	2880	19200	7200	5400
58	130	150	49	67	16900	22500	2401	4489	8710	10050	3283	19500	6370	7350
59	160	150	52	53	25600	22500	2704	2809	8480	7950	2756	24000	8320	7800
60	145	120	38	62	21025	14400	1444	3844	8990	7440	2356	17400	5510	4560
61	115	150	48	63	13225	22500	2304	3969	7245	9450	3024	17250	5520	7200
62	160	150	47	54	25600	22500	2209	2916	8640	8100	2538	24000	7520	7050
63	145	120	43	68	21025	14400	1849	4624	9860	8160	2924	17400	6235	5160
64	145	150	53	57	21025	22500	2809	3249	8265	8550	3021	21750	7685	7950
65	130	150	42	65	16900	22500	1764	4225	8450	9750	2730	19500	5460	6300
66	145	150	49	56	21025	22500	2401	3136	8120	8400	2744	21750	7105	7350
67	145	120	42	68	21025	14400	1764	4624	9860	8160	2856	17400	6090	5040
68	130	150	34	50	16900	22500	1156	2500	6500	7500	1700	19500	4420	5100
69	160	120	52	66	25600	14400	2704	4356	10560	7920	3432	19200	8320	6240
70	160	150	36	50	25600	22500	1296	2500	8000	7500	1800	24000	5760	5400
71	130	120	52	65	16900	14400	2704	4225	8450	7800	3380	15600	6760	6240
72	145	150	44	61	21025	22500	1936	3721	8845	9150	2684	21750	6380	6600

Lampiran 8. Validitas dan Reliability Variabel Ketrampilan Guru (Y)

Correlations Y

Correlations

	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15
Y1 Pearson Correlatio	1	-.256*	.959**	.967**	.244	.310	-.006	.326	.536**	.312	.166	.246	.326	.536**	.297
Sig. (2-tailed)	.	.030	.000	.000	.159	.070	.971	.056	.001	.068	.342	.154	.056	.001	.083
N	72	72	72	72	35	35	35	35	35	35	35	35	35	35	35
Y2 Pearson Correlatio	-.256*	1	-.285*	-.298*	.413*	.253	.040	.171	.268	.429*	.255	.115	.171	.268	.309
Sig. (2-tailed)	.030	.	.015	.011	.014	.143	.818	.325	.119	.010	.139	.512	.325	.119	.071
N	72	72	72	72	35	35	35	35	35	35	35	35	35	35	35
Y3 Pearson Correlatio	.959**	-.285*	1	.961**	.271	.547**	.064	.334*	.370*	.262	.365*	.363*	.334*	.370*	.255
Sig. (2-tailed)	.000	.015	.	.000	.115	.001	.715	.050	.029	.128	.031	.032	.050	.029	.140
N	72	72	72	72	35	35	35	35	35	35	35	35	35	35	35
Y4 Pearson Correlatio	.967**	-.298*	.961**	1	.471**	.292	.494**	.332	.377*	.488**	.049	.177	.332	.377*	1.000**
Sig. (2-tailed)	.000	.011	.000	.	.004	.089	.003	.052	.025	.003	.779	.308	.052	.025	.
N	72	72	72	72	35	35	35	35	35	35	35	35	35	35	35
Y5 Pearson Correlatio	.244	.413*	.271	.471**	1	.336*	.345*	.054	.271	.578**	.446**	.281	.054	.271	.471**
Sig. (2-tailed)	.159	.014	.115	.004	.	.049	.042	.756	.116	.000	.007	.102	.756	.116	.004
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y6 Pearson Correlatio	.310	.253	.547**	.292	.336*	1	.425*	.245	.245	.209	.292	.201	.245	.245	.292
Sig. (2-tailed)	.070	.143	.001	.089	.049	.	.011	.155	.156	.227	.089	.247	.155	.156	.089
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y7 Pearson Correlatio	-.006	.040	.064	.494**	.345*	.425*	1	.574**	.319	.179	.262	.023	.574**	.319	.494**
Sig. (2-tailed)	.971	.818	.715	.003	.042	.011	.	.000	.062	.304	.129	.897	.000	.062	.003
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y8 Pearson Correlatio	.326	.171	.334*	.332	.054	.245	.574**	1	.526**	.297	.122	.016	1.00**	.526**	.332
Sig. (2-tailed)	.056	.325	.050	.052	.756	.155	.000	.	.001	.083	.487	.928	.	.001	.052
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y9 Pearson Correlatio	.536**	.268	.370*	.377*	.271	.245	.319	.526**	1	.333	.236	.050	.526**	1.000**	.377*
Sig. (2-tailed)	.001	.119	.029	.025	.116	.156	.062	.001	.	.051	.173	.774	.001	.	.025
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y10 Pearson Correlatio	.312	.429*	.262	.488**	.578**	.209	.179	.297	.333	1	.173	.081	.297	.333	.488**
Sig. (2-tailed)	.068	.010	.128	.003	.000	.227	.304	.083	.051	.	.319	.642	.083	.051	.003
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y11 Pearson Correlatio	.166	.255	.365*	.049	.446**	.292	.262	.122	.236	.173	1	.385*	.122	.236	.049
Sig. (2-tailed)	.342	.139	.031	.779	.007	.089	.129	.487	.173	.319	.	.022	.487	.173	.779
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y12 Pearson Correlatio	.246	.115	.363*	.177	.281	.201	.023	.016	.050	.081	.385*	1	.016	.050	.177
Sig. (2-tailed)	.154	.512	.032	.308	.102	.247	.897	.928	.774	.642	.022	.	.928	.774	.308
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y13 Pearson Correlatio	.326	.171	.334*	.332	.054	.245	.574**	1.000**	.526**	.297	.122	.016	1	.526**	.332
Sig. (2-tailed)	.056	.325	.050	.052	.756	.155	.000	.	.001	.083	.487	.928	.	.001	.052
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y14 Pearson Correlatio	.536**	.268	.370*	.377*	.271	.245	.319	.526**	1.000**	.333	.236	.050	.526**	1	.377*
Sig. (2-tailed)	.001	.119	.029	.025	.116	.156	.062	.001	.	.051	.173	.774	.001	.	.025
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
Y15 Pearson Correlatio	.297	.309	.255	1.00**	.471**	.292	.494**	.332	.377*	.488**	.049	.177	.332	.377*	1
Sig. (2-tailed)	.083	.071	.140	.	.004	.089	.003	.052	.025	.003	.779	.308	.052	.025	.
N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

Reliability Y (ketrampilan Guru)

***** Method 1 (space saver) will be used for this analysis

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R E L I A B I L I T Y A N A L Y S I S - S C A L E (A L P H
A)

		Mean	Std Dev	Cases
1.	Y_1	3.0857	.7017	35.0
2.	Y_2	3.1143	.9000	35.0
3.	Y_3	3.2571	.7800	35.0
4.	Y_4	3.3714	.6897	35.0
5.	Y_5	3.3429	.6835	35.0
6.	Y_6	3.7429	.7800	35.0
7.	Y_7	3.7143	.9258	35.0
8.	Y_8	3.8000	1.1061	35.0
9.	Y_9	3.4857	.9813	35.0
10.	Y_10	3.0857	1.0396	35.0
11.	Y_11	3.4571	.9185	35.0
12.	Y_12	3.3714	1.0025	35.0
13.	Y_13	3.8000	1.1061	35.0
14.	Y_14	3.4857	.9813	35.0
15.	Y_15	3.3714	.6897	35.0

Reliability Coefficients

N of Cases = 35.0

N of Items = 15

Alpha = .8684

Lampiran 9. Validitas dan Reliability Variabel Disiplin Kerja (X3)

Correlations X3

Correlations

	X3_1	X3_2	X3_3	X3_4	X3_5	X3_6	X3_7	X3_8	X3_9	X3_10	X3_11	X3_12
X3_1 Pearson Correlatio	1	-.256*	.959**	.967**	.244	.210	.026	.398*	.536**	.312	.166	.330
Sig. (2-tailed)	.	.030	.000	.000	.159	.226	.882	.018	.001	.068	.342	.053
N	72	72	72	72	35	35	35	35	35	35	35	35
X3_2 Pearson Correlatio	-.256*	1	-.284*	-.298*	.413*	.204	-.070	.180	.268	.429*	.255	.057
Sig. (2-tailed)	.030	.	.016	.011	.014	.240	.689	.301	.119	.010	.139	.744
N	72	72	72	72	35	35	35	35	35	35	35	35
X3_3 Pearson Correlatio	.959**	-.284*	1	.961**	.343*	.300	-.032	.443**	.368*	.314	.405*	.312
Sig. (2-tailed)	.000	.016	.	.000	.044	.080	.853	.008	.029	.067	.016	.068
N	72	72	72	72	35	35	35	35	35	35	35	35
X3_4 Pearson Correlatio	.967**	-.298*	.961**	1	.471**	.349*	.368*	.192	.377*	.488**	.049	.383*
Sig. (2-tailed)	.000	.011	.000	.	.004	.040	.030	.268	.025	.003	.779	.023
N	72	72	72	72	35	35	35	35	35	35	35	35
X3_5 Pearson Correlatio	.244	.413*	.343*	.471**	1	.243	.161	.250	.271	.578**	.446**	.508**
Sig. (2-tailed)	.159	.014	.044	.004	.	.160	.355	.147	.116	.000	.007	.002
N	35	35	35	35	35	35	35	35	35	35	35	35
X3_6 Pearson Correlatio	.210	.204	.300	.349*	.243	1	.522**	.518**	.275	.216	.045	.118
Sig. (2-tailed)	.226	.240	.080	.040	.160	.	.001	.001	.109	.213	.795	.500
N	35	35	35	35	35	35	35	35	35	35	35	35
X3_7 Pearson Correlatio	.026	-.070	-.032	.368*	.161	.522**	1	.309	.309	.342*	.051	.057
Sig. (2-tailed)	.882	.689	.853	.030	.355	.001	.	.071	.071	.045	.770	.743
N	35	35	35	35	35	35	35	35	35	35	35	35
X3_8 Pearson Correlatio	.398*	.180	.443**	.192	.250	.518**	.309	1	.180	.231	.234	.241
Sig. (2-tailed)	.018	.301	.008	.268	.147	.001	.071	.	.301	.183	.176	.163
N	35	35	35	35	35	35	35	35	35	35	35	35
X3_9 Pearson Correlatio	.536**	.268	.368*	.377*	.271	.275	.309	.180	1	.333	.236	.026
Sig. (2-tailed)	.001	.119	.029	.025	.116	.109	.071	.301	.	.051	.173	.881
N	35	35	35	35	35	35	35	35	35	35	35	35
X3_10 Pearson Correlatio	.312	.429*	.314	.488**	.578**	.216	.342*	.231	.333	1	.173	.285
Sig. (2-tailed)	.068	.010	.067	.003	.000	.213	.045	.183	.051	.	.319	.097
N	35	35	35	35	35	35	35	35	35	35	35	35
X3_11 Pearson Correlatio	.166	.255	.405*	.049	.446**	.045	.051	.234	.236	.173	1	.259
Sig. (2-tailed)	.342	.139	.016	.779	.007	.795	.770	.176	.173	.319	.	.133
N	35	35	35	35	35	35	35	35	35	35	35	35
X3_12 Pearson Correlatio	.330	.057	.312	.383*	.508**	.118	.057	.241	.026	.285	.259	1
Sig. (2-tailed)	.053	.744	.068	.023	.002	.500	.743	.163	.881	.097	.133	.
N	35	35	35	35	35	35	35	35	35	35	35	35

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

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

Reliability X3

***** Method 1 (space saver) will be used for this analysis

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RELIABILITY ANALYSIS - SCALE (ALPHA A)

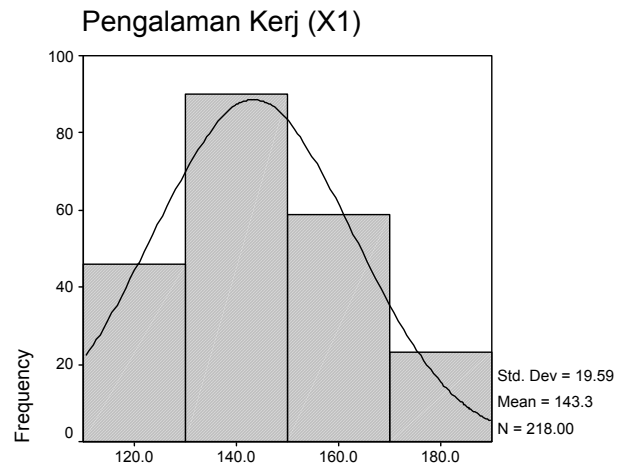
		Mean	Std Dev	Cases
1.	X3_1	3.0857	.7017	35.0
2.	X3_2	3.1143	.9000	35.0
3.	X3_3	3.2857	.8250	35.0
4.	X3_4	3.3714	.6897	35.0
5.	X3_5	3.3429	.6835	35.0
6.	X3_6	4.0571	.7648	35.0
7.	X3_7	4.1714	.7854	35.0
8.	X3_8	3.9714	.7470	35.0
9.	X3_9	3.4857	.9813	35.0
10.	X3_10	3.0857	1.0396	35.0
11.	X3_11	3.4571	.9185	35.0
12.	X3_12	3.6000	.9139	35.0

Reliability Coefficients

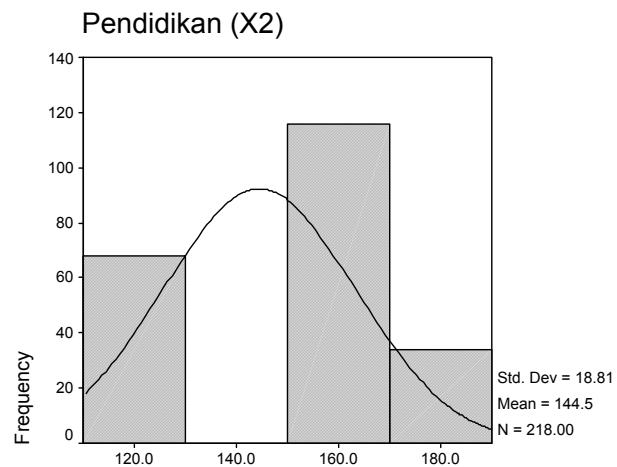
N of Cases = 35.0

N of Items = 12

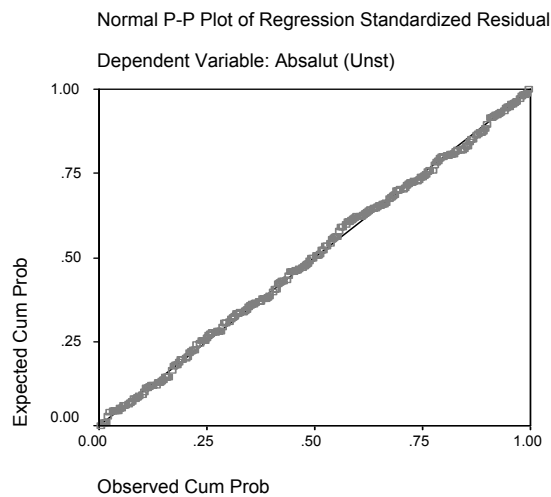
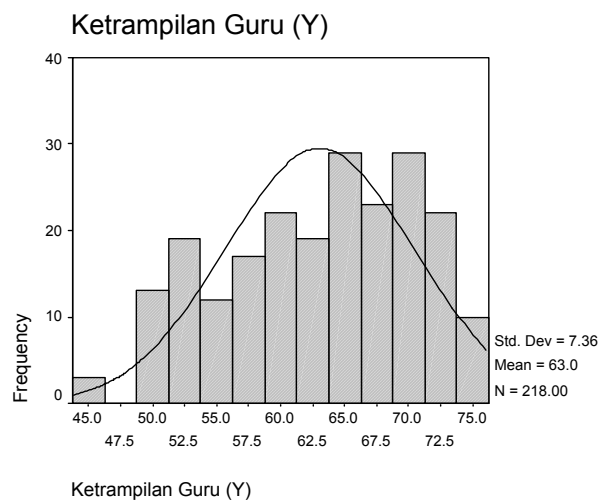
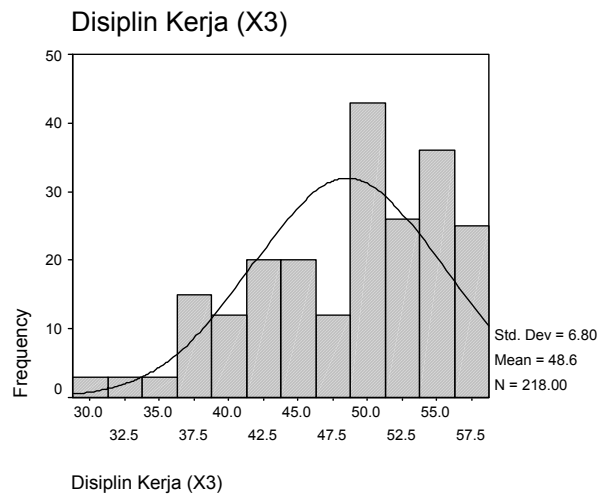
Alpha = .8195

Lampiran 10. Hasil Uji Asumsi Klasik**1. Uji Normalitas****Histogram**

Pengalamannya Kerj (X1)



Pendidikan (X2)



2. Uji Multikolinieritas

Variables Entered/Removed^d

Model	Variables Entered	Variables Removed	Method
1	disiplin kerja, pendidikan guru, pengalaman kerja ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: ketrampilan guru

Coefficients^a

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	Pengalaman Kerj (X1)	.329	.368	.277	.990	1.010
	Pendidikan (X2)	.611	.555	.467	.884	1.131
	Disiplin Kerja (X3)	.433	.339	.252	.892	1.121

a. Dependent Variable: Ketrampilan Guru (Y)

3. Uji Autokorelasi

Variables Entered/Removed^d

Model	Variables Entered	Variables Removed	Method
1	disiplin kerja, pendidikan guru, pengalaman kerja ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: ketrampilan guru

Model Summary^b

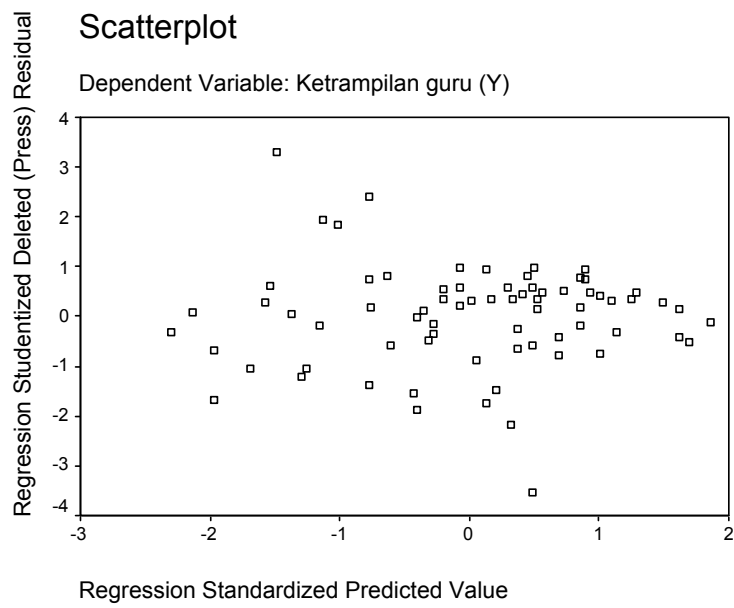
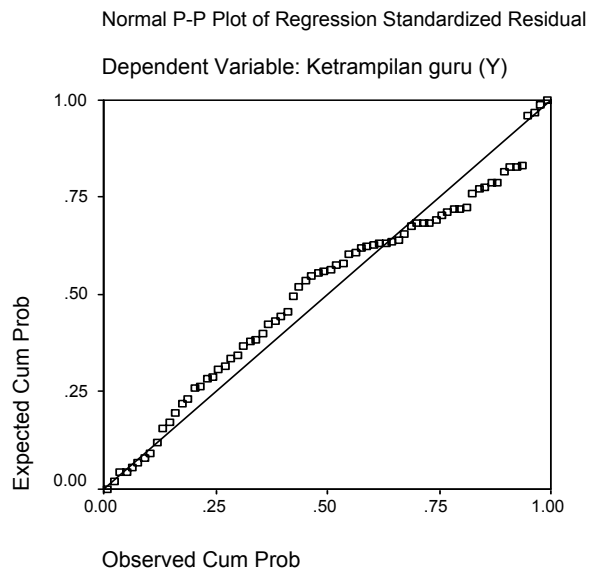
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.715 ^a	.511	.504	5.186	2.278

a. Predictors: (Constant), Disiplin Kerja (X3), Pengalaman Kerj (X1), Pendidikan (X2)

b. Dependent Variable: Ketrampilan Guru (Y)

4. Uji Heteroskedastisitas

Charts



Lampiran 11. Hasil Analisis Regresi, uji t, uji F, dan R²

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Disiplin Kerja (X3), Pengalaman Kerj (X1), Pendidikan (X2)	.	Enter

a. All requested variables entered.

b. Dependent Variable: Ketrampilan Guru (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.715 ^a	.511	.504	5.186

a. Predictors: (Constant), Disiplin Kerja (X3),
Pengalaman Kerj (X1), Pendidikan (X2)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6003.100	3	2001.033	74.412	.000 ^a
	Residual	5754.734	214	26.891		
	Total	11757.835	217			

a. Predictors: (Constant), Disiplin Kerja (X3), Pengalaman Kerj (X1), Pendidikan (X2)

b. Dependent Variable: Ketrampilan Guru (Y)

Coefficients^a

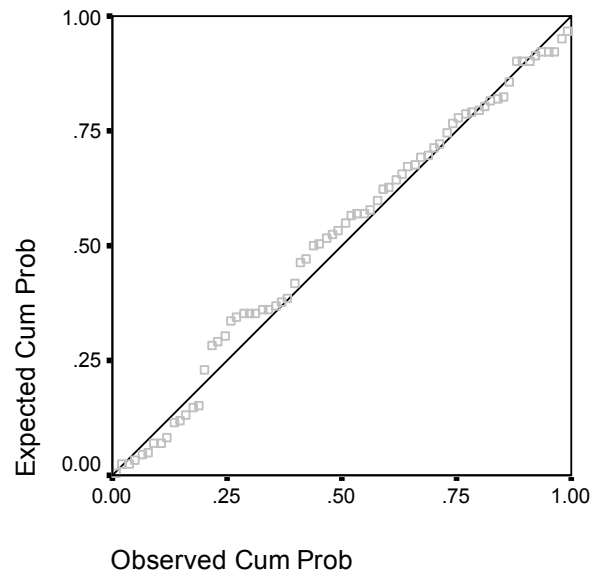
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.914	4.000		1.478	.141
	Pengalaman Kerj (X1)	.105	.018	.278	5.789	.000
	Pendidikan (X2)	.194	.020	.497	9.771	.000
	Disiplin Kerja (X3)	.289	.055	.267	5.272	.000

a. Dependent Variable: Ketrampilan Guru (Y)

Charts

Normal P-P Plot of Regression Standardized Re

Dependent Variable: ketrampilan guru



Frequency Table

Statistics

		Pengalaman Kerj (X1)	Pendidikan (X2)	Disiplin Kerja (X3)	Ketrampilan Guru (Y)
N	Valid	218	218	218	218
	Missing	0	0	0	0
Mean		143.28	144.47	48.56	63.03
Median		145.00	150.00	50.00	64.00
Mode		160	150	51	72
Std. Deviation		19.590	18.808	6.797	7.361
Range		60	60	27	29
Minimum		115	115	31	45
Maximum		175	175	58	74
Sum		31235	31495	10585	13740

Pengalaman Kerj (X1)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	115	46	21.1	21.1	21.1
	130	38	17.4	17.4	38.5
	145	52	23.9	23.9	62.4
	160	59	27.1	27.1	89.4
	175	23	10.6	10.6	100.0
Total		218	100.0	100.0	

Pendidikan (X2)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	115	3	1.4	1.4	1.4
	120	65	29.8	29.8	31.2
	150	116	53.2	53.2	84.4
	175	34	15.6	15.6	100.0
Total		218	100.0	100.0	

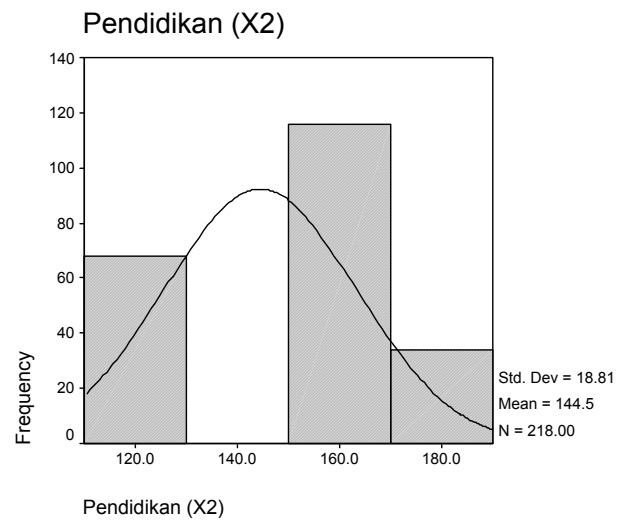
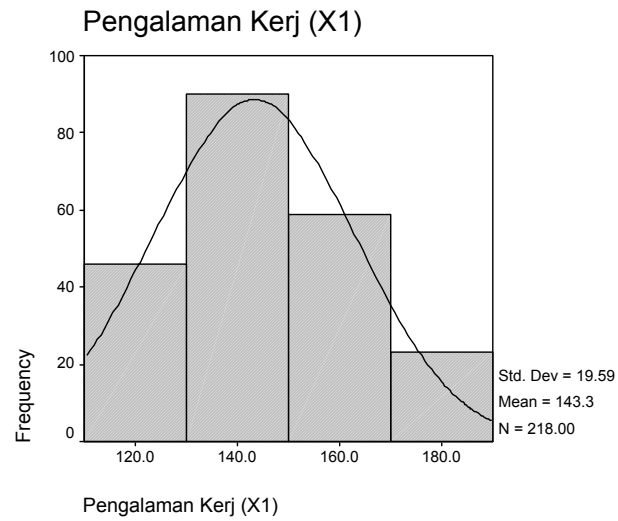
Disiplin Kerja (X3)

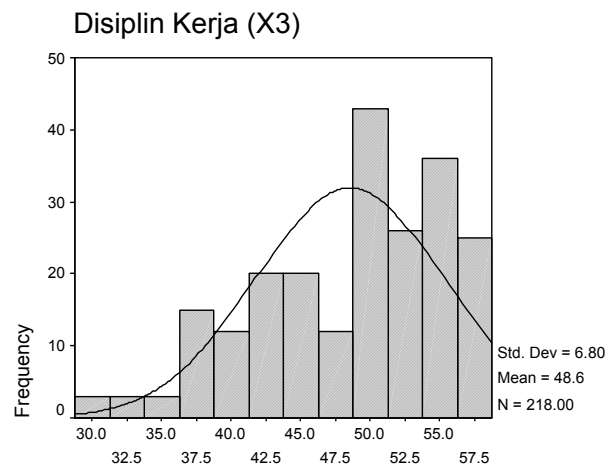
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	31	3	1.4	1.4	1.4
	32	3	1.4	1.4	2.8
	34	3	1.4	1.4	4.1
	37	9	4.1	4.1	8.3
	38	6	2.8	2.8	11.0
	40	9	4.1	4.1	15.1
	41	3	1.4	1.4	16.5
	42	14	6.4	6.4	22.9
	43	6	2.8	2.8	25.7
	44	3	1.4	1.4	27.1
	45	11	5.0	5.0	32.1
	46	6	2.8	2.8	34.9
	47	4	1.8	1.8	36.7
	48	8	3.7	3.7	40.4
	49	8	3.7	3.7	44.0
	50	16	7.3	7.3	51.4
	51	19	8.7	8.7	60.1
	52	17	7.8	7.8	67.9
	53	9	4.1	4.1	72.0
	54	14	6.4	6.4	78.4
	55	16	7.3	7.3	85.8
	56	6	2.8	2.8	88.5
	57	15	6.9	6.9	95.4
	58	10	4.6	4.6	100.0
	Total	218	100.0	100.0	

Ketrampilan Guru (Y)

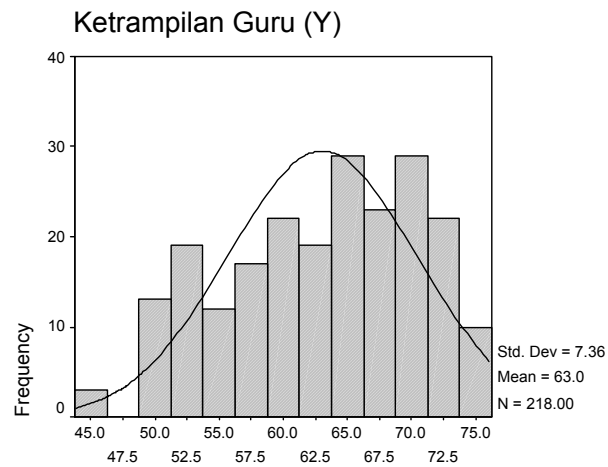
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	45	3	1.4	1.4	1.4
	50	10	4.6	4.6	6.0
	51	3	1.4	1.4	7.3
	52	7	3.2	3.2	10.6
	53	12	5.5	5.5	16.1
	54	3	1.4	1.4	17.4
	55	3	1.4	1.4	18.8
	56	6	2.8	2.8	21.6
	57	9	4.1	4.1	25.7
	58	8	3.7	3.7	29.4
	59	3	1.4	1.4	30.7
	60	12	5.5	5.5	36.2
	61	7	3.2	3.2	39.4
	62	11	5.0	5.0	44.5
	63	8	3.7	3.7	48.2
	64	8	3.7	3.7	51.8
	65	10	4.6	4.6	56.4
	66	11	5.0	5.0	61.5
	67	8	3.7	3.7	65.1
	68	15	6.9	6.9	72.0
	69	11	5.0	5.0	77.1
	70	9	4.1	4.1	81.2
	71	9	4.1	4.1	85.3
	72	16	7.3	7.3	92.7
	73	6	2.8	2.8	95.4
	74	10	4.6	4.6	100.0
Total		218	100.0	100.0	

Histogram





Disiplin Kerja (X3)



Ketrampilan Guru (Y)