**LAMPIRAN**

**Lampiran 1**

**KUISONER PENELITIAN**

Kepada :

Yth. Bapak/Ibu

Guru Wiyata Bakti SDN Se-Kecamatan Kemalang

Di Klaten

Saya Suldini, Mahasiswa Pascasarjana Fakultas Ekonomi Manajemen Universitas Islam Batik Surakarta sedang melaksanakan penelitian dalam rangka pengerjaan tesis yang berjudul “prestasi guru wiyata bakti di tinjau dari motivasi kerja, insentif, beban kerja, dan profesionalisme”.

Responden saya adalah Guru Wiyata Bakti Se-Kecamatan Kemalang. Saya mohon kesediaan Bapak/Ibu untuk mengisi daftar Kuisoner. Informasi yang Bapak/Ibu berikan hanya untuk data penelitian dalam menyusun Tesis.

Atas kerjasama diucapkan terima kasih.

Peneliti

Suldini

Data responden

1. Nama Responden : .............................
2. Usia : O < 30Tahun

O 31 – 39 Tahun

O >40 Tahun

1. Jenis Kelamin : O L

O P

1. Pengalaman Kerja : O < 10 Tahun

O 11 – 19 Tahun

O > 20 Tahun

Cara pengisian

Pilihlah alternatif yang sesuai menurut pendapat Bapak/Ibu/Sdr/i dan berikan tanda ceklist (√) pada kolom jawaban yang tersedia. Dengan pilihan alternatif jawaban sebagai berikut:

|  |  |  |
| --- | --- | --- |
| Singkatan | Keterangan | Skor |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| KS | Kurang Setuju | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

1. Pernyataan mengenai variabel
2. Prestasi Guru

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Kualitas hasil kerja Guru WB sesuai dengan yang diharapkan organisasi |  |  |  |  |  |
| 2 | Penilaian kinerja Guru WB mencerminkan kuantitas pekerjaan. |  |  |  |  |  |
| 3 | Guru WB mampu meyelesaikan pekerjaan tepat waktu |  |  |  |  |  |
| 4 | Guru WB mengerjakan setiap pekerjaan yang diberikan dengan sungguh – sungguh. |  |  |  |  |  |
| 5 | Guru WB dapat meminimalisir biaya pengeluaran dalam melakukan sebuah pekerjaan |  |  |  |  |  |

1. Motivasi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Guru WB memperoleh upah yang sesuai dengan pekerjaan |  |  |  |  |  |
| 2 | Guru WB diberi penghargaan atas prestasi yang diraih |  |  |  |  |  |
| 3 | Guru WB selalu berusaha untuk mencapai keunggulan dalam bekerja |  |  |  |  |  |
| 4 | Guru WB diberi insentif atas prestasi yang diraih. |  |  |  |  |  |
| 5 | Guru WB siap menerima tanggung jawab yang lebih tinggi |  |  |  |  |  |

1. Insentif

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Perusahaan memberikan insentif berdasarkan kinerja Guru WB |  |  |  |  |  |
| 2 | Lama kerja Guru WB mempengaruhi insentif yang diberikan |  |  |  |  |  |
| 3 | Senioritas Guru WB mempengaruhi insentif yang diberikan |  |  |  |  |  |
| 4 | Insentif yang diberikan perusahaan cukup untuk memenuhi kebutuhan Guru WB sehari-hari |  |  |  |  |  |
| 5 | Evaluasi jabatan Guru WB mempengaruhi insentif yang diberikan |  |  |  |  |  |

1. Beban kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Guru WB mengerjakan banyak pekerjaan setiap harinya yang harus segera diselesaikan |  |  |  |  |  |
| 2 | Target yang harus Guru WB capai dalam pekerjaan terlalu tinggi |  |  |  |  |  |
| 3 | Guru WB mendapatkan dan menyelesaikan pekerjaan dengan tingkat kesulitan yang tinggi. |  |  |  |  |  |
| 4 | Tugas yang selalu diberikan terkadang sifatnya mendadak dengan jangka waktu yang singkat |  |  |  |  |  |
| 5 | Pimpinan Guru WB sering mengharuskan setiap pegawai memiliki target kerja baik di dalam maupun luar kantor |  |  |  |  |  |

1. Profesionalisme

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | KS | TS | STS |
| 1 | Guru WB ikut memiliki organisasi di tempat Bapak/Ibu bekerja |  |  |  |  |  |
| 2 | Guru WB merencanakan dan memutuskan hasil kerja Guru WB berdasarkan fakta yang ditemui sebagai pengajar |  |  |  |  |  |
| 3 | Guru WB akan tetap teguh pada profesi sebagai guru meskipun Guru WB mendapat tawaran pekerjaan lain dengan imbalan yang besar |  |  |  |  |  |
| 4 | Profesi sebagai guru adalah profesi yang penting di sekolah |  |  |  |  |  |
| 5 | Dalam menyatakan pendapat mengenai informasi dan data, Guru WB tidak berada di bawah tekanan organisasi. |  |  |  |  |  |

**Lampiran 2**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| RES | PRESTASI GURU | | | | | | | | | | | | JMLH | | MOTIVASI | | | | | | | | | JMLH |
| PG1 | | PG2 | | | PG3 | | | PG4 | | | PG5 | M1 | M2 | | M3 | | M4 | | M5 | |
| 1 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 2 | 4 | | 4 | | | 5 | | | 5 | | | 4 | 22 | | 4 | 5 | | 5 | | 4 | | 4 | | 22 |
| 3 | 4 | | 4 | | | 5 | | | 5 | | | 5 | 23 | | 5 | 4 | | 5 | | 4 | | 4 | | 22 |
| 4 | 5 | | 4 | | | 4 | | | 3 | | | 5 | 21 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 5 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 6 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 7 | 4 | | 4 | | | 5 | | | 4 | | | 5 | 22 | | 5 | 4 | | 4 | | 4 | | 4 | | 21 |
| 8 | 4 | | 5 | | | 5 | | | 4 | | | 5 | 23 | | 5 | 4 | | 5 | | 4 | | 5 | | 23 |
| 9 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 4 | | 5 | | 4 | | 4 | | 22 |
| 10 | 4 | | 4 | | | 5 | | | 4 | | | 4 | 21 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 11 | 5 | | 5 | | | 5 | | | 4 | | | 5 | 24 | | 5 | 4 | | 4 | | 5 | | 5 | | 23 |
| 12 | 4 | | 5 | | | 4 | | | 4 | | | 5 | 22 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 13 | 4 | | 4 | | | 5 | | | 5 | | | 5 | 23 | | 4 | 4 | | 5 | | 4 | | 5 | | 22 |
| 14 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 4 | 5 | | 4 | | 4 | | 5 | | 22 |
| 15 | 4 | | 4 | | | 5 | | | 5 | | | 5 | 23 | | 5 | 5 | | 4 | | 4 | | 4 | | 22 |
| 16 | 4 | | 5 | | | 5 | | | 5 | | | 4 | 23 | | 5 | 4 | | 5 | | 5 | | 4 | | 23 |
| 17 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 4 | 5 | | 5 | | 5 | | 5 | | 24 |
| 18 | 5 | | 5 | | | 4 | | | 5 | | | 5 | 24 | | 5 | 4 | | 5 | | 5 | | 5 | | 24 |
| 19 | 5 | | 5 | | | 5 | | | 4 | | | 5 | 24 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 20 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 4 | | 4 | | 23 |
| 21 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 4 | | 5 | | 4 | | 5 | | 23 |
| 22 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 3 | | 4 | | 4 | | 19 |
| 23 | 4 | | 5 | | | 4 | | | 5 | | | 5 | 23 | | 5 | 5 | | 4 | | 5 | | 4 | | 23 |
| 24 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 4 | 4 | | 4 | | 5 | | 5 | | 22 |
| 25 | 5 | | 5 | | | 5 | | | 5 | | | 4 | 24 | | 4 | 4 | | 4 | | 5 | | 5 | | 22 |
| 26 | 3 | | 3 | | | 4 | | | 4 | | | 4 | 18 | | 4 | 3 | | 4 | | 3 | | 3 | | 17 |
| 27 | 3 | | 4 | | | 5 | | | 4 | | | 5 | 21 | | 4 | 5 | | 4 | | 3 | | 3 | | 19 |
| 28 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 3 | | 4 | | 4 | | 4 | | 19 |
| 29 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 4 | | 5 | | 24 |
| 30 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 31 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 4 | | 4 | | 5 | | 23 |
| 32 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 33 | 4 | | 4 | | | 5 | | | 5 | | | 5 | 23 | | 5 | 4 | | 5 | | 5 | | 4 | | 23 |
| 34 | 4 | | 5 | | | 4 | | | 5 | | | 4 | 22 | | 5 | 5 | | 4 | | 4 | | 4 | | 22 |
| 35 | 4 | | 5 | | | 4 | | | 5 | | | 4 | 22 | | 4 | 5 | | 4 | | 4 | | 4 | | 21 |
| 36 | 5 | | 4 | | | 5 | | | 4 | | | 5 | 23 | | 4 | 3 | | 5 | | 5 | | 3 | | 20 |
| 37 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 4 | | 5 | | 5 | | 24 |
| 38 | 5 | | 5 | | | 5 | | | 4 | | | 5 | 24 | | 4 | 4 | | 5 | | 4 | | 4 | | 21 |
| 39 | 5 | | 5 | | | 4 | | | 4 | | | 4 | 22 | | 3 | 3 | | 4 | | 5 | | 4 | | 19 |
| 40 | 5 | | 3 | | | 5 | | | 4 | | | 4 | 21 | | 3 | 3 | | 4 | | 4 | | 4 | | 18 |
| 41 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 4 | | 4 | | 4 | | 22 |
| 42 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 43 | 4 | | 4 | | | 4 | | | 4 | | | 3 | 19 | | 4 | 4 | | 3 | | 3 | | 3 | | 17 |
| 44 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 45 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 46 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 47 | 4 | | 4 | | | 5 | | | 4 | | | 5 | 22 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 48 | 5 | | 4 | | | 4 | | | 4 | | | 5 | 22 | | 4 | 4 | | 5 | | 5 | | 4 | | 22 |
| 49 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 3 | | 4 | | 4 | | 19 |
| 50 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 4 | 5 | | 5 | | 5 | | 5 | | 24 |
| 51 | 5 | | 5 | | | 4 | | | 4 | | | 4 | 22 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 52 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 53 | 5 | | 5 | | | 4 | | | 4 | | | 4 | 22 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 54 | 5 | | 4 | | | 4 | | | 5 | | | 3 | 21 | | 3 | 3 | | 4 | | 4 | | 4 | | 18 |
| 55 | 5 | | 4 | | | 4 | | | 5 | | | 5 | 23 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 56 | 4 | | 5 | | | 5 | | | 4 | | | 4 | 22 | | 4 | 4 | | 5 | | 4 | | 4 | | 21 |
| 57 | 5 | | 4 | | | 3 | | | 3 | | | 5 | 20 | | 3 | 3 | | 4 | | 4 | | 4 | | 18 |
| 58 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 59 | 5 | | 5 | | | 4 | | | 4 | | | 4 | 22 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 60 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 3 | 3 | | 4 | | 4 | | 4 | | 18 |
| 61 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 62 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 63 | 5 | | 5 | | | 4 | | | 5 | | | 4 | 23 | | 5 | 4 | | 5 | | 4 | | 5 | | 23 |
| 64 | 4 | | 5 | | | 4 | | | 4 | | | 4 | 21 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 65 | 3 | | 3 | | | 5 | | | 4 | | | 4 | 19 | | 4 | 4 | | 3 | | 3 | | 3 | | 17 |
| 66 | 3 | | 5 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 4 | | 3 | | 3 | | 18 |
| 67 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 3 | | 3 | | 5 | | 19 |
| 68 | 5 | | 5 | | | 4 | | | 4 | | | 4 | 22 | | 4 | 3 | | 3 | | 5 | | 5 | | 20 |
| 69 | 5 | | 4 | | | 3 | | | 3 | | | 4 | 19 | | 4 | 4 | | 3 | | 3 | | 3 | | 17 |
| 70 | 5 | | 5 | | | 4 | | | 5 | | | 4 | 23 | | 4 | 4 | | 4 | | 5 | | 5 | | 22 |
| 71 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 72 | 4 | | 4 | | | 5 | | | 5 | | | 5 | 23 | | 4 | 5 | | 4 | | 5 | | 5 | | 23 |
| 73 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 4 | 4 | | 4 | | 5 | | 5 | | 22 |
| 74 | 5 | | 3 | | | 5 | | | 4 | | | 4 | 21 | | 4 | 4 | | 4 | | 3 | | 4 | | 19 |
| 75 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 76 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 4 | 4 | | 5 | | 5 | | 5 | | 23 |
| 77 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 78 | 4 | | 4 | | | 4 | | | 5 | | | 5 | 22 | | 5 | 5 | | 5 | | 3 | | 4 | | 22 |
| 79 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 4 | | 3 | | 3 | | 18 |
| 80 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 4 | | 4 | | 4 | | 22 |
| 81 | 5 | | 4 | | | 5 | | | 4 | | | 5 | 23 | | 4 | 4 | | 5 | | 5 | | 4 | | 22 |
| 82 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 83 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 84 | 4 | | 4 | | | 5 | | | 5 | | | 5 | 23 | | 5 | 4 | | 3 | | 4 | | 4 | | 20 |
| 85 | 3 | | 3 | | | 3 | | | 3 | | | 3 | 15 | | 3 | 3 | | 3 | | 3 | | 3 | | 15 |
| 86 | 4 | | 5 | | | 4 | | | 3 | | | 3 | 19 | | 3 | 3 | | 3 | | 4 | | 4 | | 17 |
| 87 | 5 | | 5 | | | 4 | | | 3 | | | 4 | 21 | | 4 | 4 | | 3 | | 4 | | 4 | | 19 |
| 88 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 89 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 4 | 4 | | 5 | | 5 | | 5 | | 23 |
| 90 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 91 | 5 | | 4 | | | 5 | | | 4 | | | 5 | 23 | | 5 | 5 | | 5 | | 4 | | 4 | | 23 |
| 92 | 4 | | 4 | | | 3 | | | 3 | | | 3 | 17 | | 3 | 3 | | 3 | | 3 | | 3 | | 15 |
| 93 | 4 | | 4 | | | 4 | | | 4 | | | 4 | 20 | | 4 | 4 | | 4 | | 4 | | 4 | | 20 |
| 94 | 5 | | 5 | | | 5 | | | 5 | | | 5 | 25 | | 5 | 5 | | 5 | | 5 | | 5 | | 25 |
| 95 | 5 | | 5 | | | 5 | | | 4 | | | 4 | 23 | | 4 | 5 | | 4 | | 5 | | 5 | | 23 |
| 96 | 4 | | 3 | | | 4 | | | 4 | | | 4 | 19 | | 4 | 4 | | 3 | | 3 | | 3 | | 17 |
| 97 | 5 | | 4 | | | 5 | | | 5 | | | 5 | 24 | | 5 | 5 | | 4 | | 4 | | 4 | | 22 |
| 98 | 5 | | 5 | | | 5 | | | 4 | | | 4 | 23 | | 3 | 4 | | 5 | | 5 | | 4 | | 21 |
| 99 | 4 | | 5 | | | 5 | | | 5 | | | 5 | 24 | | 4 | 4 | | 5 | | 4 | | 4 | | 21 |
| 100 | 5 | | 5 | | | 4 | | | 4 | | | 5 | 23 | | 5 | 4 | | 4 | | 4 | | 5 | | 22 |
| INSENTIF | | | | | | | | | | | JMLH | | | BEBAN KERJA | | | | | | | | |
| I1 | I2 | I3 | | | I4 | | | I5 | | | BK1 | BK2 | | BK3 | | BK4 | | BK5 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 4 | 4 | | 5 | | 5 | | 5 | |
| 4 | 5 | 4 | | | 3 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 3 | | 4 | |
| 4 | 4 | 4 | | | 5 | | | 5 | | | 22 | | | 4 | 4 | | 4 | | 4 | | 5 | |
| 4 | 5 | 4 | | | 5 | | | 5 | | | 23 | | | 4 | 5 | | 4 | | 5 | | 5 | |
| 4 | 5 | 4 | | | 5 | | | 4 | | | 22 | | | 5 | 4 | | 5 | | 4 | | 5 | |
| 3 | 3 | 3 | | | 4 | | | 4 | | | 17 | | | 5 | 3 | | 3 | | 3 | | 4 | |
| 3 | 4 | 3 | | | 4 | | | 5 | | | 19 | | | 4 | 5 | | 4 | | 4 | | 4 | |
| 4 | 3 | 4 | | | 4 | | | 3 | | | 18 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 5 | 4 | | | 5 | | | 4 | | | 22 | | | 5 | 5 | | 4 | | 5 | | 5 | |
| 4 | 5 | 5 | | | 5 | | | 5 | | | 24 | | | 4 | 4 | | 5 | | 4 | | 5 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 4 | 4 | 4 | | | 5 | | | 5 | | | 22 | | | 5 | 4 | | 4 | | 4 | | 4 | |
| 4 | 5 | 4 | | | 4 | | | 5 | | | 22 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 5 | | 5 | |
| 5 | 5 | 4 | | | 5 | | | 5 | | | 24 | | | 5 | 4 | | 5 | | 4 | | 5 | |
| 5 | 5 | 5 | | | 3 | | | 5 | | | 23 | | | 4 | 4 | | 5 | | 5 | | 5 | |
| 5 | 5 | 4 | | | 5 | | | 4 | | | 23 | | | 5 | 4 | | 3 | | 5 | | 5 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 2 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 5 | 5 | | 3 | | 4 | | 4 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 4 | 4 | | 5 | | 5 | | 5 | |
| 4 | 5 | 4 | | | 3 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 3 | | 4 | |
| 4 | 4 | 4 | | | 5 | | | 5 | | | 22 | | | 4 | 4 | | 4 | | 4 | | 5 | |
| 4 | 5 | 4 | | | 5 | | | 5 | | | 23 | | | 4 | 5 | | 4 | | 5 | | 5 | |
| 4 | 5 | 4 | | | 5 | | | 4 | | | 22 | | | 5 | 4 | | 5 | | 4 | | 5 | |
| 3 | 3 | 3 | | | 4 | | | 4 | | | 17 | | | 5 | 3 | | 3 | | 3 | | 4 | |
| 3 | 4 | 3 | | | 4 | | | 5 | | | 19 | | | 4 | 5 | | 4 | | 4 | | 4 | |
| 4 | 3 | 4 | | | 4 | | | 3 | | | 18 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 5 | 4 | | | 5 | | | 4 | | | 22 | | | 5 | 5 | | 4 | | 5 | | 5 | |
| 4 | 5 | 5 | | | 5 | | | 5 | | | 24 | | | 4 | 4 | | 5 | | 4 | | 5 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 4 | 4 | 4 | | | 5 | | | 5 | | | 22 | | | 5 | 4 | | 4 | | 4 | | 4 | |
| 4 | 5 | 4 | | | 4 | | | 5 | | | 22 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 5 | | 5 | |
| 5 | 5 | 4 | | | 5 | | | 5 | | | 24 | | | 5 | 4 | | 5 | | 4 | | 5 | |
| 5 | 5 | 5 | | | 3 | | | 5 | | | 23 | | | 4 | 4 | | 5 | | 5 | | 5 | |
| 5 | 5 | 4 | | | 5 | | | 4 | | | 23 | | | 5 | 4 | | 3 | | 5 | | 5 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 2 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 5 | 5 | | 3 | | 4 | | 4 | |
| 5 | 5 | 4 | | | 3 | | | 5 | | | 22 | | | 5 | 5 | | 5 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 5 | | | 3 | | | 3 | | | 19 | | | 4 | 4 | | 3 | | 3 | | 3 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 5 | 5 | 4 | | | 4 | | | 4 | | | 22 | | | 5 | 5 | | 5 | | 4 | | 5 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 5 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 4 | | 4 | |
| 3 | 3 | 4 | | | 4 | | | 4 | | | 18 | | | 5 | 5 | | 3 | | 4 | | 4 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 4 | 4 | 4 | | | 4 | | | 5 | | | 21 | | | 5 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 5 | | | 4 | | | 4 | | | 21 | | | 3 | 4 | | 4 | | 4 | | 4 | |
| 5 | 5 | 4 | | | 4 | | | 3 | | | 21 | | | 3 | 5 | | 5 | | 5 | | 4 | |
| 4 | 4 | 4 | | | 5 | | | 3 | | | 20 | | | 4 | 4 | | 3 | | 4 | | 4 | |
| 5 | 5 | 5 | | | 4 | | | 4 | | | 23 | | | 4 | 4 | | 4 | | 5 | | 5 | |
| 4 | 4 | 4 | | | 4 | | | 5 | | | 21 | | | 5 | 5 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 3 | | | 19 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 5 | 5 | | 4 | | 4 | | 4 | |
| 5 | 4 | 4 | | | 4 | | | 4 | | | 21 | | | 5 | 5 | | 3 | | 3 | | 4 | |
| 3 | 3 | 3 | | | 3 | | | 3 | | | 15 | | | 4 | 4 | | 4 | | 3 | | 5 | |
| 3 | 3 | 4 | | | 4 | | | 3 | | | 17 | | | 4 | 4 | | 4 | | 3 | | 3 | |
| 5 | 5 | 3 | | | 3 | | | 3 | | | 19 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 5 | 5 | 4 | | | 4 | | | 4 | | | 22 | | | 5 | 3 | | 4 | | 4 | | 4 | |
| 3 | 4 | 3 | | | 4 | | | 3 | | | 17 | | | 3 | 3 | | 4 | | 4 | | 4 | |
| 3 | 3 | 4 | | | 4 | | | 5 | | | 19 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 5 | | | 5 | | | 5 | | | 23 | | | 5 | 4 | | 5 | | 4 | | 5 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 5 | | 5 | | 4 | |
| 5 | 5 | 4 | | | 4 | | | 4 | | | 22 | | | 4 | 4 | | 4 | | 5 | | 5 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 5 | 5 | 5 | | | 4 | | | 5 | | | 24 | | | 5 | 5 | | 5 | | 4 | | 4 | |
| 3 | 3 | 4 | | | 4 | | | 4 | | | 18 | | | 4 | 3 | | 4 | | 3 | | 4 | |
| 4 | 3 | 4 | | | 4 | | | 4 | | | 19 | | | 4 | 3 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 3 | 4 | | 4 | | 3 | | 3 | |
| 4 | 4 | 4 | | | 5 | | | 5 | | | 22 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 4 | 4 | 4 | | | 5 | | | 5 | | | 22 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 3 | 3 | | 4 | | 5 | | 5 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 5 | 5 | | 5 | | 5 | | 5 | |
| 4 | 4 | 5 | | | 3 | | | 5 | | | 21 | | | 5 | 5 | | 5 | | 3 | | 3 | |
| 3 | 3 | 3 | | | 3 | | | 3 | | | 15 | | | 3 | 3 | | 3 | | 3 | | 3 | |
| 4 | 4 | 4 | | | 3 | | | 4 | | | 19 | | | 3 | 4 | | 3 | | 4 | | 3 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 3 | | 4 | | 5 | | 5 | |
| 4 | 5 | 4 | | | 5 | | | 4 | | | 22 | | | 5 | 4 | | 5 | | 4 | | 5 | |
| 5 | 5 | 4 | | | 5 | | | 5 | | | 24 | | | 5 | 4 | | 4 | | 3 | | 5 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 3 | 4 | 4 | | | 5 | | | 5 | | | 21 | | | 4 | 4 | | 3 | | 4 | | 4 | |
| 2 | 3 | 3 | | | 3 | | | 3 | | | 14 | | | 3 | 4 | | 3 | | 3 | | 4 | |
| 4 | 4 | 4 | | | 4 | | | 4 | | | 20 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 5 | 5 | 5 | | | 5 | | | 5 | | | 25 | | | 4 | 5 | | 4 | | 5 | | 4 | |
| 4 | 4 | 4 | | | 5 | | | 5 | | | 22 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| 3 | 5 | 4 | | | 3 | | | 3 | | | 18 | | | 3 | 3 | | 3 | | 3 | | 4 | |
| 4 | 5 | 5 | | | 5 | | | 4 | | | 23 | | | 4 | 4 | | 4 | | 4 | | 5 | |
| 5 | 5 | 4 | | | 4 | | | 4 | | | 22 | | | 4 | 5 | | 4 | | 5 | | 4 | |
| 5 | 5 | 4 | | | 4 | | | 4 | | | 22 | | | 4 | 4 | | 4 | | 4 | | 5 | |
| 5 | 4 | 4 | | | 4 | | | 4 | | | 21 | | | 4 | 4 | | 4 | | 4 | | 4 | |
| PROFESIONALISME | | | | | | | | | | JMLH | | | |
| P1 | P2 | P3 | | P4 | | | P5 | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 4 | 5 | 4 | | 3 | | | 4 | | | 20 | | | |
| 4 | 4 | 4 | | 5 | | | 5 | | | 22 | | | |
| 4 | 5 | 4 | | 5 | | | 5 | | | 23 | | | |
| 4 | 5 | 4 | | 5 | | | 4 | | | 22 | | | |
| 3 | 3 | 3 | | 4 | | | 4 | | | 17 | | | |
| 3 | 4 | 3 | | 4 | | | 5 | | | 19 | | | |
| 4 | 3 | 4 | | 4 | | | 3 | | | 18 | | | |
| 4 | 5 | 4 | | 5 | | | 4 | | | 22 | | | |
| 4 | 5 | 5 | | 5 | | | 5 | | | 24 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 4 | 4 | 4 | | 5 | | | 5 | | | 22 | | | |
| 4 | 5 | 4 | | 4 | | | 5 | | | 22 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 5 | 4 | | 5 | | | 5 | | | 24 | | | |
| 5 | 5 | 5 | | 3 | | | 5 | | | 23 | | | |
| 5 | 5 | 4 | | 5 | | | 4 | | | 23 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 4 | 5 | 4 | | 3 | | | 4 | | | 20 | | | |
| 4 | 4 | 4 | | 5 | | | 5 | | | 22 | | | |
| 4 | 5 | 4 | | 5 | | | 5 | | | 23 | | | |
| 4 | 5 | 4 | | 5 | | | 4 | | | 22 | | | |
| 3 | 3 | 3 | | 4 | | | 4 | | | 17 | | | |
| 3 | 4 | 3 | | 4 | | | 5 | | | 19 | | | |
| 4 | 3 | 4 | | 4 | | | 3 | | | 18 | | | |
| 4 | 5 | 4 | | 5 | | | 4 | | | 22 | | | |
| 4 | 5 | 5 | | 5 | | | 5 | | | 24 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 4 | 4 | 4 | | 5 | | | 5 | | | 22 | | | |
| 4 | 5 | 4 | | 4 | | | 5 | | | 22 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 5 | 4 | | 5 | | | 5 | | | 24 | | | |
| 5 | 5 | 5 | | 3 | | | 5 | | | 23 | | | |
| 5 | 5 | 4 | | 5 | | | 4 | | | 23 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 5 | 4 | | 3 | | | 5 | | | 22 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 4 | 4 | 5 | | 3 | | | 3 | | | 19 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 5 | 5 | 4 | | 4 | | | 4 | | | 22 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 3 | 3 | 4 | | 4 | | | 4 | | | 18 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 4 | 4 | 4 | | 4 | | | 5 | | | 21 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 4 | 4 | 5 | | 4 | | | 4 | | | 21 | | | |
| 5 | 5 | 4 | | 4 | | | 3 | | | 21 | | | |
| 4 | 4 | 4 | | 5 | | | 3 | | | 20 | | | |
| 5 | 5 | 5 | | 4 | | | 4 | | | 23 | | | |
| 4 | 4 | 4 | | 4 | | | 5 | | | 21 | | | |
| 4 | 4 | 4 | | 4 | | | 3 | | | 19 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 4 | 4 | | 4 | | | 4 | | | 21 | | | |
| 3 | 3 | 3 | | 3 | | | 3 | | | 15 | | | |
| 3 | 3 | 4 | | 4 | | | 3 | | | 17 | | | |
| 5 | 5 | 3 | | 3 | | | 3 | | | 19 | | | |
| 5 | 5 | 4 | | 4 | | | 4 | | | 22 | | | |
| 3 | 4 | 3 | | 4 | | | 3 | | | 17 | | | |
| 3 | 3 | 4 | | 4 | | | 5 | | | 19 | | | |
| 4 | 4 | 5 | | 5 | | | 5 | | | 23 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 5 | 4 | | 4 | | | 4 | | | 22 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 5 | 5 | 5 | | 4 | | | 5 | | | 24 | | | |
| 3 | 3 | 4 | | 4 | | | 4 | | | 18 | | | |
| 4 | 3 | 4 | | 4 | | | 4 | | | 19 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 4 | 4 | 4 | | 5 | | | 5 | | | 22 | | | |
| 4 | 4 | 4 | | 5 | | | 5 | | | 22 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 4 | 4 | 5 | | 3 | | | 5 | | | 21 | | | |
| 3 | 3 | 3 | | 3 | | | 3 | | | 15 | | | |
| 4 | 4 | 4 | | 3 | | | 4 | | | 19 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 4 | 5 | 4 | | 5 | | | 4 | | | 22 | | | |
| 5 | 5 | 4 | | 5 | | | 5 | | | 24 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 3 | 4 | 4 | | 5 | | | 5 | | | 21 | | | |
| 2 | 3 | 3 | | 3 | | | 3 | | | 14 | | | |
| 4 | 4 | 4 | | 4 | | | 4 | | | 20 | | | |
| 5 | 5 | 5 | | 5 | | | 5 | | | 25 | | | |
| 4 | 4 | 4 | | 5 | | | 5 | | | 22 | | | |
| 3 | 5 | 4 | | 3 | | | 3 | | | 18 | | | |
| 4 | 5 | 5 | | 5 | | | 4 | | | 23 | | | |
| 5 | 5 | 4 | | 4 | | | 4 | | | 22 | | | |
| 5 | 5 | 4 | | 4 | | | 4 | | | 22 | | | |
| 5 | 4 | 4 | | 4 | | | 4 | | | 21 | | | |

**Lampiran 3**

**Uji Validitas**

1. **PRESTASI GURU (Y)**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | PG1 | PG2 | PG3 | PG4 | PG5 | PG |
| KP1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,669\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KP2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,715\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KP3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,685\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KP4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,763\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| KP5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,736\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

1. **MOTIVASI**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | M1 | M2 | M3 | M4 | M5 | M |
| K1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,765\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| K2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,715\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| K3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,737\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| K4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,736\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| K5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,785\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| P | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
|  | | | | | | | |

1. **INSENTIF**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | I1 | I2 | I3 | I4 | I5 | I |
| D1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,791\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,822\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,760\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,639\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,740\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| D | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| **Correlations** | | | | | | | |

1. **BEBAN KERJA**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | BK1 | BK2 | BK3 | BK4 | BK5 | BK |
| IT1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,617\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| IT2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,644\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| IT3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,663\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| IT4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,751\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| IT5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,775\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| IIT | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| **Correlations** | | | | | | | |

1. **PROFESIONALISME**

| **Correlations** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | P1 | P2 | P3 | P4 | P5 | P |
| M1 | Pearson Correlation | 1 | ,488\*\* | ,211 | ,300\* | ,339\*\* | ,689\*\* |
| Sig. (2-tailed) |  | ,000 | ,080 | ,012 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M2 | Pearson Correlation | ,488\*\* | 1 | ,211 | ,471\*\* | ,339\*\* | ,663\*\* |
| Sig. (2-tailed) | ,000 |  | ,080 | ,000 | ,004 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M3 | Pearson Correlation | ,211 | ,211 | 1 | ,536\*\* | ,534\*\* | ,795\*\* |
| Sig. (2-tailed) | ,080 | ,080 |  | ,000 | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M4 | Pearson Correlation | ,300\* | ,471\*\* | ,536\*\* | 1 | ,442\*\* | ,808\*\* |
| Sig. (2-tailed) | ,012 | ,000 | ,000 |  | ,000 | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M5 | Pearson Correlation | ,339\*\* | ,339\*\* | ,534\*\* | ,442\*\* | 1 | ,819\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,000 | ,000 |  | ,000 |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| M | Pearson Correlation | ,669\*\* | ,715\*\* | ,685\*\* | ,763\*\* | ,736\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 20 | 20 | 20 | 20 | 20 | 20 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |
| **Correlations** | | | | | | | |

**Lampiran 5**

**Uji Reliabilitas**

1. **PRESTASI GURU**

| **Case Processing Summary** | | | |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 20 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 20 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,757 | 5 |

1. **MOTIVASI**

| **Case Processing Summary** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | | N | | % |
| Cases | Valid | | 20 | | 100,0 |
| Excludeda | | 0 | | ,0 |
| Total | | 20 | | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | | | |
| **Reliability Statistics** | | | |
| Cronbach's Alpha | | N of Items | |
| ,801 | | 5 | |

1. **INSENTIF**

| **case Processing Summary** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | | N | | % |
| Cases | Valid | | 20 | | 100,0 |
| Excludeda | | 0 | | ,0 |
| Total | | 20 | | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | | | |
| **Reliability Statistics** | | | |
| Cronbach's Alpha | | N of Items | |
| ,805 | | 5 | |

1. **BEBAN KERJA**

| **Case Processing Summary** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | | N | | % |
| Cases | Valid | | 20 | | 100,0 |
| Excludeda | | 0 | | ,0 |
| Total | | 20 | | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | | | |
| **Reliability Statistics** | | | |
| Cronbach's Alpha | | N of Items | |
| ,716 | | 5 | |

1. **Profesionalisme**

| **Case Processing Summary** | | | |
| --- | --- | --- | --- |
|  | | N | % |
| Cases | Valid | 20 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 20 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

| **reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,812 | 5 |

**Lampiran 6**

**Uji Asumsi Klasik**

1. **Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 100 |
| Normal Parametersa,b |  | .0000000 |
|  | ,81495847 |
| Most Extreme Differences |  | ,167 |
|  | ,167 |
|  | -,182 |
| Test Statistic | | ,895 |
| Asymp. Sig. (2-tailed) | | ,921 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

1. **Uji Multikolinearitas**

| **Coefficientsa** | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 4,185 | 1,488 |  | 3,008 | ,004 |  |  |
| BO | ,551 | ,067 | ,630 | 2,291 | ,015 | .743 | 2.516 |
| IT | ,223 | ,087 | ,174 | 2,354 | ,002 | .652 | 4.193 |
| LK | ,458 | ,089 | ,176 | 4,012 | ,000 | .609 | 4.204 |
| BK | ,346 | ,049 | ,002 | 3,405 | ,021 | .832 | 3.161 |
| a. Dependent Variable: KP | | | | | | | | | | |

1. **Uji Heterokedastisitas**

| **Coefficientsa** | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | ,665 | ,903 |  | ,736 | ,464 |
| BO | ,671 | ,041 | 0,571 | -1,435 | ,511 |
| IT | ,734 | ,053 | 0,634 | 1,296 | ,601 |
| LK | ,841 | ,054 | 0,741 | ,237 | ,530 |
| BK | -,506 | ,030 | 0,806 | -,712 | ,732 |
| a. Dependent Variable: ABSRES | | | | | | | |

**Lampiran 7**

**Analisis Regresi Berganda dan Uji t**

| **Coefficientsa** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,674 | ,673 |  | 5,461 | ,000 |
| I | ,440 | ,055 | ,500 | 3,024 | ,000 |
| SDM | ,254 | ,061 | ,284 | 4,188 | ,000 |
| IT | ,194  ,326 | ,064  ,053 | ,200  ,219 | 3,024  2,109 | ,003  ,001 |
| P | 3,674 | ,673 |  | 5,461 | ,000 |
| a. Dependent Variable: P | | | | | | |

**Uji F**

| **ANOVAb** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 39,139 | 6 | 59,785 | 32,765 | ,000a |
| Residual | 52,932 | 69 | ,814 |  |  |
| Total | 92,071 | 56 |  |  |  |
| a. Predictors: (Constant), LK, K, KO, M | | | | | | |
| b. Dependent Variable: P | | | | | | |

**Koefisien Determinasi**

| **Model Summaryb** | | | | | |
| --- | --- | --- | --- | --- | --- |
| Model | | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| dimension0 | 1 | ,791a | ,891 | ,891 | ,93279 |
| a. Predictors: (Constant), KK, BK, P, D | | | | | |
| b. Dependent Variable: PK | | | | | |

**Lampiran 7**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-2)** | **Tingkat signifikansi untuk uji satu arah** | | | | |
| **0.05** | **0.025** | **0.01** | **0.005** | **0.0005** |
| **Tingkat signifikansi untuk uji dua arah** | | | | |
| **0.1** | **0.05** | **0.02** | **0.01** | **0.001** |
| **1** | 0.9877 | 0.9969 | 0.9995 | 0.9999 | 1.0000 |
| **2** | 0.9000 | 0.9500 | 0.9800 | 0.9900 | 0.9990 |
| **3** | 0.8054 | 0.8783 | 0.9343 | 0.9587 | 0.9911 |
| **4** | 0.7293 | 0.8114 | 0.8822 | 0.9172 | 0.9741 |
| **5** | 0.6694 | 0.7545 | 0.8329 | 0.8745 | 0.9509 |
| **6** | 0.6215 | 0.7067 | 0.7887 | 0.8343 | 0.9249 |
| **7** | 0.5822 | 0.6664 | 0.7498 | 0.7977 | 0.8983 |
| **8** | 0.5494 | 0.6319 | 0.7155 | 0.7646 | 0.8721 |
| **9** | 0.5214 | 0.6021 | 0.6851 | 0.7348 | 0.8470 |
| **10** | 0.4973 | 0.5760 | 0.6581 | 0.7079 | 0.8233 |
| **11** | 0.4762 | 0.5529 | 0.6339 | 0.6835 | 0.8010 |
| **12** | 0.4575 | 0.5324 | 0.6120 | 0.6614 | 0.7800 |
| **13** | 0.4409 | 0.5140 | 0.5923 | 0.6411 | 0.7604 |
| **14** | 0.4259 | 0.4973 | 0.5742 | 0.6226 | 0.7419 |
| **15** | 0.4124 | 0.4821 | 0.5577 | 0.6055 | 0.7247 |
| **16** | 0.4000 | 0.4683 | 0.5425 | 0.5897 | 0.7084 |
| **17** | 0.3887 | 0.4555 | 0.5285 | 0.5751 | 0.6932 |
| **18** | 0.3783 | 0.4438 | 0.5155 | 0.5614 | 0.6788 |
| **19** | 0.3687 | 0.4329 | 0.5034 | 0.5487 | 0.6652 |
| **20** | 0.3598 | 0.4227 | 0.4921 | 0.5368 | 0.6524 |
| **21** | 0.3515 | 0.4132 | 0.4815 | 0.5256 | 0.6402 |
| **22** | 0.3438 | 0.4044 | 0.4716 | 0.5151 | 0.6287 |
| **23** | 0.3365 | 0.3961 | 0.4622 | 0.5052 | 0.6178 |
| **24** | 0.3297 | 0.3882 | 0.4534 | 0.4958 | 0.6074 |
| **25** | 0.3233 | 0.3809 | 0.4451 | 0.4869 | 0.5974 |
| **26** | 0.3172 | 0.3739 | 0.4372 | 0.4785 | 0.5880 |
| **27** | 0.3115 | 0.3673 | 0.4297 | 0.4705 | 0.5790 |
| **28** | 0.3061 | 0.3610 | 0.4226 | 0.4629 | 0.5703 |
| **29** | 0.3009 | 0.3550 | 0.4158 | 0.4556 | 0.5620 |
| **30** | 0.2960 | 0.3494 | 0.4093 | 0.4487 | 0.5541 |
| **31** | 0.2913 | 0.3440 | 0.4032 | 0.4421 | 0.5465 |
| **32** | 0.2869 | 0.3388 | 0.3972 | 0.4357 | 0.5392 |
| **33** | 0.2826 | 0.3338 | 0.3916 | 0.4296 | 0.5322 |
| **34** | 0.2785 | 0.3291 | 0.3862 | 0.4238 | 0.5254 |
| **35** | 0.2746 | 0.3246 | 0.3810 | 0.4182 | 0.5189 |
| **36** | 0.2709 | 0.3202 | 0.3760 | 0.4128 | 0.5126 |
| **37** | 0.2673 | 0.3160 | 0.3712 | 0.4076 | 0.5066 |
| **38** | 0.2638 | 0.3120 | 0.3665 | 0.4026 | 0.5007 |
| **39** | 0.2605 | 0.3081 | 0.3621 | 0.3978 | 0.4950 |
| **40** | 0.2573 | 0.3044 | 0.3578 | 0.3932 | 0.4896 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| **42** | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| **43** | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| **44** | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| **45** | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| **46** | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| **47** | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| **48** | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| **49** | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| **50** | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |

**Lampiran 8**

**Distribusi Nilai ttabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Pr  df | 0.25  0.50 | 0.10  0.20 | 0.05  0.10 | 0.025  0.050 | 0.01  0.02 | 0.005  0.010 | 0.001  0.002 |
| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  31  32  33  34  35  36  37  38  39  40 | 1.00000  0.81650  0.76489  0.74070  0.72669  0.71756  0.71114  0.70639  0.70272  0.69981  0.69745  0.69548  0.69383  0.69242  0.69120  0.69013  0.68920  0.68836  0.68762  0.68695  0.68635  0.68581  0.68531  0.68485  0.68443  0.68404  0.68368  0.68335  0.68304  0.68276  0.68249  0.68223  0.68200  0.68177  0.68156  0.68137  0.68118  0.68100  0.68083  0.68067 | 3.07768  1.88562  1.63774  1.53321  1.47588  1.43976  1.41492  1.39682  1.38303  1.37218  1.36343  1.35622  1.35017  1.34503  1.34061  1.33676  1.33338  1.33039  1.32773  1.32534  1.32319  1.32124  1.31946  1.31784  1.31635  1.31497  1.31370  1.31253  1.31143  1.31042  1.30946  1.30857  1.30774  1.30695  1.30621  1.30551  1.30485  1.30423  1.30364  1.30308 | 6.31375  2.91999  2.35336  2.13185  2.01505  1.94318  1.89458  1.85955  1.83311  1.81246  1.79588  1.78229  1.77093  1.76131  1.75305  1.74588  1.73961  1.73406  1.72913  1.72472  1.72074  1.71714  1.71387  1.71088  1.70814  1.70562  1.70329  1.70113  1.69913  1.69726  1.69552  1.69389  1.69236  1.69092  1.68957  1.68830  1.68709  1.68595  1.68488  1.68385 | 12.70620  4.30265  3.18245  2.77645  2.57058  2.44691  2.36462  2.30600  2.26216  2.22814  2.20099  2.17881  2.16037  2.14479  2.13145  2.11991  2.10982  2.10092  2.09302  2.08596  2.07961  2.07387  2.06866  2.06390  2.05954  2.05553  2.05183  2.04841  2.04523  2.04227  2.03951  2.03693  2.03452  2.03224  2.03011  2.02809  2.02619  2.02439  2.02269  2.02108 | 31.82052  6.96456  4.54070  3.74695  3.36493  3.14267  2.99795  2.89646  2.82144  2.76377  2.71808  2.68100  2.65031  2.62449  2.60248  2.58349  2.56693  2.55238  2.53948  2.52798  2.51765  2.50832  2.49987  2.49216  2.48511  2.47863  2.47266  2.46714  2.46202  2.45726  2.45282  2.44868  2.44479  2.44115  2.43772  2.43449  2.43145  2.42857  2.42584  2.42326 | 63.65674  9.92484  5.84091  4.60409  4.03214  3.70743  3.49948  3.35539  3.24984  3.16927  3.10581  3.05454  3.01228  2.97684  2.94671  2.92078  2.89823  2.87844  2.86093  2.84534  2.83136  2.81876  2.80734  2.79694  2.78744  2.77871  2.77068  2.76326  2.75639  2.75000  2.74404  2.73848  2.73328  2.72839  2.72381  2.71948  2.71541  2.71156  2.70791  2.70446 | 318.30884  22.32712  10.21453  7.17318  5.89343  5.20763  4.78529  4.50079  4.29681  4.14370  4.02470  3.92963  3.85198  3.78739  3.73283  3.68615  3.64577  3.61048  3.57940  3.55181  3.52715  3.50499  3.48496  3.46678  3.45019  3.43500  3.42103  3.40816  3.39624  3.38518  3.37490  3.36531  3.35634  3.34793  3.34005  3.33262  3.32563  3.31903  3.31279  3.30688 |
| 41  42  43  44  45  46  47  48  49  50  51  52  53  54  55  56  57  58  59  60  61  62  63  64  65  66  67  68  69  70  71  72  73  74  75  76  77  78  79  80 | 0.68052  0.68038  0.68024  0.68011  0.67998  0.67986  0.67975  0.67964  0.67953  0.67943  0.67933  0.67924  0.67915  0.67906  0.67898  0.67890  0.67882  0.67874  0.67867  0.67860  0.67853  0.67847  0.67840  0.67834  0.67828  0.67823  0.67817  0.67811  0.67806  0.67801  0.67796  0.67791  0.67787  0.67782  0.67778  0.67773  0.67769  0.67765  0.67761  0.67757 | 1.30254  1.30204  1.30155  1.30109  1.30065  1.30023  1.29982  1.29944  1.29907  1.29871  1.29837  1.29805  1.29773  1.29743  1.29713  1.29685  1.29658  1.29632  1.29607  1.29582  1.29558  1.29536  1.29513  1.29492  1.29471  1.29451  1.29432  1.29413  1.29394  1.29376  1.29359  1.29342  1.29326  1.29310  1.29294  1.29279  1.29264  1.29250  1.29236  1.29222 | 1.68288  1.68195  1.68107  1.68023  1.67943  1.67866  1.67793  1.67722  1.67655  1.67591  1.67528  1.67469  1.67412  1.67356  1.67303  1.67252  1.67203  1.67155  1.67109  1.67065  1.67022  1.66980  1.66940  1.66901  1.66864  1.66827  1.66792  1.66757  1.66724  1.66691  1.66660  1.66629  1.66600  1.66571  1.66543  1.66515  1.66488  1.66462  1.66437  1.66412 | 2.01954  2.01808  2.01669  2.01537  2.01410  2.01290  2.01174  2.01063  2.00958  2.00856  2.00758  2.00665  2.00575  2.00488  2.00404  2.00324  2.00247  2.00172  2.00100  2.00030  1.99962  1.99897  1.99834  1.99773  1.99714  1.99656  1.99601  1.99547  1.99495  1.99444  1.99394  1.99346  1.99300  1.99254  1.99210  1.99167  1.99125  1.99085  1.99045  1.99006 | 2.42080  2.41847  2.41625  2.41413  2.41212  2.41019  2.40835  2.40658  2.40489  2.40327  2.40172  2.40022  2.39879  2.39741  2.39608  2.39480  2.39357  2.39238  2.39123  2.39012  2.38905  2.38801  2.38701  2.38604  2.38510  2.38419  2.38330  2.38245  2.38161  2.38081  2.38002  2.37926  2.37852  2.37780  2.37710  2.37642  2.37576  2.37511  2.37448  2.37387 | 2.70118  2.69807  2.69510  2.69228  2.68959  2.68701  2.68456  2.68220  2.67995  2.67779  2.67572  2.67373  2.67182  2.66998  2.66822  2.66651  2.66487  2.66329  2.66176  2.66028  2.65886  2.65748  2.65615  2.65485  2.65360  2.65239  2.65122  2.65008  2.64898  2.64790  2.64686  2.64585  2.64487  2.64391  2.64298  2.64208  2.64120  2.64034  2.63950  2.63869 | 3.30127  3.29595  3.29089  3.28607  3.28148  3.27710  3.27291  3.26891  3.26508  3.26141  3.25789  3.25451  3.25127  3.24815  3.24515  3.24226  3.23948  3.23680  3.23421  3.23171  3.22930  3.22696  3.22471  3.22253  3.22041  3.21837  3.21639  3.21446  3.21260  3.21079  3.20903  3.20733  3.20567  3.20406  3.20249  3.20096  3.19948  3.19804  3.19663  3.19526 |

**Lampiran 9**

**Distribusi Nilai Ftabel**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | |
| **df untuk**  **penyebut (N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |