

LAMPIRAN

Lampiran 1: Kuesioner Penelitian



**FAKULTAS EKONOMI DAN BISNIS
INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA
BANDAR LAMPUNG**

Jalan Zainal Abidin Pagar Alam No.93 Bandar Lampung. Lampung 35142

Kuesioner Penelitian

ANALISIS PENGARUH KOMPETENSI PROFESSIONAL GURU, MOTIVASI KERJA, DAN DISIPLIN KERJA TERHADAP KINERJA GURU PADA SMKN 1 MARTAPURA KABUPATEN OKU TIMUR

Responden Yth,

Perkenalkan Saya

Nama : Agung Rahmadi

NPM : **1812110336**

Prodi : Manajemen IIB Darmajaya

Saat ini sedang melakukan penelitian skripsi saya yang berjudul “Analisis Pengaruh Kompetensi Profesional Guru, Motivasi Kerja, dan Disiplin Kerja Terhadap Kinerja Guru pada SMKN 1 Martapura kabupaten Ogan Komering Ulu” dalam rangka menyelesaikan Tesis saya pada program Strata-1 Fakultas Ekonomi & Bisnis Program Studi Manajemen Informatika & Bisnis Darmajaya tersebut, maka saya memerlukan bantuan Bpk./ Ibu/ Saudara(i) untuk mengisi kuesioner ini sebagai sumber data penelitian.

Saya mengharapkan kerja sama Bpk./ Ibu/ Saudara(i) untuk memberikan jawaban pada kuesioner ini secara jujur dan apa adanya karena identitas dan informasi dari Bpk./ Ibu/ Saudara(i) akan di rahasiakan oleh peneliti dan hanya digunakan untuk penelitian ini.

Cara Pengisian Kuesioner:

Isilah kolom pertanyaan dengan memberikan tanda silang (X) pada kolom pilihan jawaban yang paling tepat sesuai dengan kondisi Ibu/Saudara(i) dalam lembar kuesioner yang telah disediakan.

Jawaban yang disediakan antara lain:

Jawaban	Bobot
Sangat setuju (SS)	5
Setuju (S)	4
Kurang Setuju (KS)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

Atas perhatian dan kerjasama Ibu/Saudara(i), saya mengucapkan terimakasih.

Agung Rahmadi

IDENTITAS RESPONDEN

Petunjuk Pengisian :

Beri tanda silang (X) pada huruf alternatif jawaban yang tersedia, yang sesuai dengan kondisi riil Anda.

1. Jenis Kelamin :
 - a. Perempuan
 - b. Laki-laki

2. Usia :
 - a. 21 - 30 Tahun
 - b. 31- 40 Tahun
 - c. 41 – 50 Tahun
 - d. >50 tahun

3. Tingkat Pendidikan :
 - a. S1 (Sarjana)
 - b. S1 (Magister)
 - c. S3 (Doktor)

4. Lama Bekerja
 - a. < 5 Tahun
 - b. 5 – 10 Tahun
 - c. > 10 Tahun

KUESIONER PENELITIAN

a. Kompetensi Profesional Guru

No.	PERTANYAAN	SS	S	N	TS	STS
		5	4	3	2	1
Kemampuan merencanakan program belajar.						
1.	Saya membuat silabus sebelum melaksanakan pembelajaran.					
2.	Saya membuat silabus berdasarkan promes yang sudah ditentukan					
3.	Saya membuat rencana program pembelajaran setiap melaksanakan pembelajaran					
Menguasai bahan pelajaran.						
4.	Saya memahami undang-undang tentang Standar Pendidikan Nasional.					
5.	Saya memahami tujuan Pendidikan yang ada di Indonesia.					
6.	Saya memahami apa yang akans saya ajarkan.					
Melaksanakan/ mengelola proses belajar mengajar.						
7.	Saya menggunakan media pembelajaran yang menarik dan bervariasi.					
8.	Saya menggunakan media atau alat untuk memudahkan pemahaman materi pelajaran siswa.					
9.	Saya menggunakan metode pembelajaran sesuai dengan materi yang akan di sampaikan.					
Menilai kemajuan proses belajar mengajar.						
10.	Saya selalu memperhatikan keaktifan siswa ketika mengikuti pembelajaran.					
11.	Saya selalu memberikan kesempatan siswa untuk mengemukakan pendapat dalam kegiatan pembelajaran.					
12.	Saya memberikan simpulan disetiap akhir pembelajaran.					

b. Motivasi Kerja

No.	PERTANYAAN	SS	S	N	TS	STS
		5	4	3	2	1
	Kebutuhan akan Pestasi					
1.	Saya mendapatkan kesempatan untuk dapat mengembangkan kreativitas dalam bekerja.					
2.	Saya mendapatkan kesempatan untuk dapat meningkatkan kemampuan saya.					
3	Penghargaan dalam pekerjaan dapat memotivasi untuk bekerja.					
4	Saya selalu bekerja secara efektif dan efisien dalam menjalankan bagian pekerjaan saya.					
	Kebutuhan akan Afiliasi					
5.	Saya dapat mempertahankan keberadaan diri saya sesuai dengan potensi saya.					
6.	Jalinan kerjasama antar karyawan ditempat kerja selama ini dapat membuat saya merasa nyaman untuk bekerja					
7.	Hubungan interaksi sosial sesama karyawan membantu saya dalam bekerja					
	Kebutuhan akan Kekuasaan					
8.	Adanya hubungan yang baik interpersonal kerja karyawan dengan atasan/bawahan/rekan sesama kerja.					
9.	Saya giat bekerja karena adanya kesempatan yang diberikan perusahaan untuk menduduki posisi tertentu.					
10.	Saya mendapat kesempatan ikut berpartisipasi dalam menentukan tujuan yang ingin di capai oleh pimpinan.					

c. Disiplin Kerja

No	PERTANYAAN	SS	S	N	TS	STS
		5	4	3	2	1
	Kehadiran					
1.	Saya berusaha datang ke tempat kerja lebih awal dari waktu yang ditentukan.					
2.	Saya jarang membolos saat bekerja.					
	Ketaatan pada peraturan kerja					
3.	Saya selalu mematuhi peraturan yang telah ditetapkan					
4.	Saya selalu taat dan tertib menjalankan tugas pekerjaan yang diberikan.					
	Ketaatan pada standar kerja					
5.	Saya memiliki tujuan dalam setiap proses pembelajaran yang dilakukan.					

6.	Saya mampu bekerja sesuai prosedur yang telah ditetapkan.					
	Tingkat kewaspadaan tinggi guru					
7.	Saya bekerja dengan penuh ketelitian secara efektif dan efisien					
8.	Saya selalu mempertimbangkan kehati-hatian dalam bekerja.					
	Etika Bekerja					
9.	Saya berperilaku sopan kepada rekan sesama guru dan staf di sekolah.					
10.	Saya bersikap patuh terhadap peraturan yang ditetapkan oleh sekolah.					

d. Kinerja Guru

No.	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
	Kemampuan menyusun rencana pembelajaran					
1.	Saya selalu mempersiapkan perangkat pembelajaran sebelum memulai kegiatan pembelajaran.					
2.	Saya selalu mempertimbangkan waktu efektif dalam kegiatan mengajar.					
	Kemampuan melaksanakan pembelajaran					
3.	Saya melaksanakan pembelajaran sesuai dengan kurikulum yang digunakan.					
4.	Saya menggunakan media pembelajaran yang berbeda disetiap mengajar di kelas					
	Kemampuan mengadakan hubungan antar pribadi					
5.	Saya membantu kesulitan belajar yang di hadapi para siswa					
6.	Saya memberikan penghargaan kepada siswa yang berprestasi secara individu					
	Kemampuan melaksanakan penilaian hasil belajar					
7.	Saya selalu memberikan soal pretest di awal kegiatan pembelajaran.					
8.	Saya melakukan evaluasi disetiap akhir kegiatan pembelajaran.					
	Kemampuan melaksanakan pengayaan					
9.	Saya melakukan kegiatan pengembangan llmiah, misal menulis artikel, melalukan penelitian, mengikuti kegiatan seminar, maupun hal-hal lain dalam kurun waktu satu tahun					

10.	Saya selalu memberikan soal latihan di setiap kegiatan pembelajaran.					
	Pemahaman Wawasan Kependidikan					
11.	Saya memahami visi dan misi Pendidikan nasional.					
12.	Saya selalu menambah pengetahuan yang mendukung penguasaan akademik.					
	Penguasaan bahan kajian akademik					
13.	Saya menguasai bahan pembelajaran dengan baik untuk disampaikan saat mengajar.					
14.	Saya menguasai bahan kajian akademik sesuai mata diklat yang diampu.					

Lampiran 2: Data Tabulasi

KOMPETENSI PROFESIONAL GURU (X1)													
NO	KPG01	KPG02	KPG03	KPG04	KPG05	KPG06	KPG07	KPG08	KPG09	KPG10	KPG11	KPG12	JUMLAH
1	4	5	4	3	5	4	4	4	4	4	5	4	50
2	3	3	4	2	2	2	4	3	4	4	4	4	39
3	3	3	2	4	4	3	2	3	4	2	2	4	36
4	3	2	3	2	4	4	3	3	3	3	3	3	36
5	3	3	4	1	4	3	4	3	4	4	4	5	42
6	5	2	3	4	3	3	3	5	4	3	4	3	42
7	5	5	4	5	4	4	4	5	4	4	4	3	51
8	2	4	4	4	5	4	4	2	5	4	3	3	44
9	5	5	5	4	4	4	5	5	5	5	4	5	56
10	3	2	3	2	2	3	4	3	4	4	4	3	37
11	4	4	4	5	4	4	4	4	4	5	5	4	51
12	4	3	4	3	4	3	4	4	4	4	4	4	45
13	2	4	5	4	4	4	3	2	5	5	5	5	48
14	3	4	4	4	5	4	4	3	4	4	3	4	46
15	2	3	2	2	3	2	4	2	1	2	3	2	28
16	4	3	4	3	4	3	4	4	4	4	4	4	45
17	4	2	3	2	1	2	4	4	5	4	4	4	39
18	4	5	4	4	4	4	4	4	4	4	4	4	49
19	4	4	4	2	2	2	4	4	3	4	4	4	41
20	2	4	3	2	2	2	3	2	5	4	5	4	38
21	4	4	5	4	4	4	5	4	4	3	4	4	49
22	3	4	3	4	4	4	3	3	3	3	3	3	40
23	4	5	4	5	4	5	4	4	4	3	4	3	49
24	4	3	4	5	4	5	4	4	4	3	3	3	46
25	4	3	3	5	4	5	3	4	4	4	4	4	47
26	5	3	4	3	3	4	5	5	4	5	4	5	50
27	2	3	2	2	2	1	2	2	3	3	4	4	30
28	4	4	4	4	4	4	4	4	5	5	4	4	50
29	4	4	5	4	4	4	4	4	4	5	4	4	50
30	4	4	3	2	4	4	4	4	5	5	5	4	48
31	5	4	5	4	3	4	4	4	4	4	4	4	49
32	3	4	2	4	3	4	3	4	3	4	3	4	41
33	4	3	4	4	4	2	4	3	4	4	4	5	45
34	4	5	4	3	4	3	4	4	3	3	4	4	45
35	2	4	4	4	4	3	3	3	2	2	3	2	36
	125	127	129	119	125	120	131	125	136	133	135	133	
	3,57	3,63	3,69	3,40	3,57	3,43	3,74	3,57	3,89	3,80	3,86	3,80	3,66

MOTIVASI KERJA (X2)											
NO	MK01	MK02	MK03	MK04	MK05	MK06	MK07	MK08	MK09	MK10	JUMLAH
1	4	5	3	5	4	4	4	5	5	4	43
2	2	3	2	2	2	2	3	2	1	3	22
3	4	3	4	4	3	3	2	5	5	2	35
4	4	2	2	4	4	4	4	4	4	4	36
5	3	3	1	4	3	3	2	3	3	2	27
6	4	2	4	3	3	3	4	4	4	4	35
7	5	5	5	4	4	4	4	4	4	4	43
8	4	4	4	5	4	4	4	4	4	4	41
9	5	5	4	4	4	4	4	4	4	4	42
10	3	2	2	2	3	3	1	3	2	1	22
11	5	4	5	4	4	4	4	5	4	4	43
12	4	3	3	4	3	3	4	4	4	4	36
13	5	4	4	4	4	4	4	4	4	4	41
14	4	4	4	5	4	4	5	4	4	5	43
15	4	3	2	3	2	2	1	3	2	1	23
16	4	3	3	4	3	3	4	4	4	4	36
17	4	2	2	1	2	2	1	4	3	1	22
18	4	5	4	4	4	4	4	4	4	4	41
19	4	4	2	2	2	2	4	2	4	4	30
20	5	4	2	2	2	5	4	2	4	4	34
21	5	4	4	4	4	4	4	4	4	4	41
22	4	4	4	4	4	4	4	4	4	4	40
23	4	5	5	4	5	2	3	4	5	3	40
24	4	3	5	4	5	3	3	4	4	3	38
25	4	3	5	4	5	2	3	4	5	3	38
26	3	4	3	3	4	3	4	3	4	4	35
27	3	4	2	2	1	4	4	3	4	4	31
28	4	3	4	4	4	4	4	4	5	4	40
29	4	5	4	4	4	5	4	4	5	4	43
30	4	4	2	4	4	4	4	4	4	4	38
31	4	5	4	3	4	5	5	4	4	5	43
32	4	4	4	3	4	4	4	4	5	4	40
33	2	3	4	4	2	3	4	2	3	4	31
34	3	2	3	4	3	2	5	3	3	5	33
35	3	2	4	4	3	2	3	3	3	3	30
	136	125	119	125	120	118	125	128	135	125	
	3,89	3,57	3,40	3,57	3,43	3,37	3,57	3,66	3,86	3,57	3,59

DISIPLIN KERJA(X3)

NO	DK01	DK02	DK03	DK04	DK05	DK06	DK07	DK08	DK09	DK10	JUMLAH
1	3	5	4	4	5	5	4	4	4	4	42
2	2	2	2	3	3	4	2	3	3	4	28
3	4	4	3	2	3	4	3	3	4	5	35
4	2	4	4	4	2	5	4	3	4	3	35
5	1	4	3	2	3	3	3	5	4	3	31
6	4	3	3	4	2	3	4	3	4	3	33
7	5	4	4	4	5	5	4	4	5	5	45
8	4	5	4	4	4	5	5	5	5	5	46
9	4	4	4	4	5	5	4	5	4	3	42
10	2	2	3	1	2	3	4	4	4	4	29
11	5	4	4	4	4	4	4	4	4	4	41
12	3	4	3	4	3	4	3	2	5	4	35
13	4	4	4	4	4	4	4	3	4	4	39
14	4	5	4	5	4	4	4	3	3	3	39
15	2	3	2	1	3	3	4	4	4	4	30
16	3	4	3	4	3	4	4	4	4	4	37
17	2	1	2	1	2	3	3	2	2	1	19
18	4	4	4	4	5	4	4	4	4	5	42
19	2	2	2	4	4	4	3	3	4	4	32
20	2	2	2	4	4	4	5	4	3	4	34
21	4	4	4	4	4	4	3	3	4	4	38
22	4	4	4	4	4	4	4	4	4	4	40
23	5	4	5	5	4	5	4	4	4	4	44
24	5	4	5	5	5	5	3	4	4	4	44
25	5	4	5	5	4	5	5	5	5	5	48
26	3	4	5	4	4	3	2	4	4	4	37
27	4	4	4	4	4	5	5	4	5	5	44
28	3	5	4	4	5	5	4	5	4	4	43
29	2	2	2	3	3	4	2	3	3	4	28
30	4	4	3	2	3	4	3	3	4	5	35
31	2	4	4	4	2	4	4	3	3	3	33
32	1	4	3	2	3	3	2	3	2	3	26
33	4	4	2	4	4	2	4	4	3	4	35
34	3	4	3	3	4	4	4	4	4	3	36
35	4	4	3	4	3	4	4	4	4	4	38
	115	129	120	124	126	141	128	129	135	136	
	3,29	3,69	3,43	3,54	3,60	4,03	3,66	3,69	3,86	3,89	3,67

KINERJA GURU (Y)															
NO	KG01	KG02	KG03	KG04	KG05	KG06	KG07	KG08	KG09	KG10	KG11	KG12	KG13	KG14	JUMLAH
1	3	5	4	4	5	5	4	5	4	4	5	4	4	4	60
2	2	2	2	3	3	4	2	3	3	4	3	4	3	4	42
3	4	4	3	2	3	4	3	3	4	5	3	2	3	2	45
4	2	4	4	4	2	4	4	3	3	3	2	3	3	3	44
5	1	4	3	2	3	3	2	3	2	3	3	4	3	2	38
6	4	3	3	4	2	3	4	5	5	5	2	3	3	4	50
7	5	4	4	4	5	5	4	4	5	5	5	4	5	4	63
8	4	5	4	4	4	5	5	5	5	5	4	4	4	4	62
9	4	4	4	4	5	5	4	5	4	5	5	5	5	4	63
10	2	2	3	1	2	3	4	4	4	4	2	3	3	2	39
11	5	4	4	4	4	4	4	4	4	4	4	4	4	4	57
12	3	4	3	4	3	4	3	4	3	4	3	4	4	4	50
13	4	4	4	4	4	4	4	3	4	4	4	5	4	4	56
14	4	5	4	5	4	4	4	4	3	3	4	4	3	4	55
15	2	3	2	1	3	3	3	3	2	2	3	2	2	3	34
16	3	4	3	4	3	4	4	4	4	4	3	4	4	4	52
17	2	1	2	1	2	3	4	4	4	4	2	3	2	3	37
18	4	4	4	4	5	4	4	4	4	5	5	4	4	4	59
19	2	2	2	4	4	4	3	2	4	4	4	4	4	4	47
20	2	2	2	4	4	4	4	4	3	4	4	3	2	3	45
21	4	4	4	4	4	4	4	5	4	4	4	5	4	4	58
22	4	4	4	4	4	4	4	4	4	4	4	3	3	2	52
23	5	4	5	5	4	5	4	4	4	4	5	4	4	5	62
24	5	4	5	5	5	5	5	4	4	4	3	4	4	4	61
25	5	4	5	5	4	5	5	5	5	5	3	3	4	3	61
26	3	3	4	4	4	4	4	3	4	4	3	4	3	3	50
27	2	2	1	2	3	3	1	2	1	2	3	2	3	3	30
28	4	4	4	4	4	3	4	4	4	4	4	4	4	4	55
29	4	4	4	4	4	4	4	4	5	4	4	5	3	4	57
30	2	4	4	2	4	4	5	4	4	4	4	3	4	3	51
31	4	3	4	4	4	4	3	3	4	3	4	5	5	4	54
32	4	3	4	4	3	4	4	4	4	4	4	2	2	3	49
33	4	4	2	4	4	2	3	3	3	4	3	4	4	5	49
34	3	4	3	3	4	4	4	4	4	4	5	4	4	5	55
35	4	4	3	4	3	4	4	4	4	4	4	4	4	4	54
	119	125	120	125	128	138	131	133	132	139	127	129	124	126	
	3,40	3,57	3,43	3,57	3,66	3,94	3,74	3,80	3,77	3,97	3,63	3,69	3,54	3,60	3,67

Lampiran 2: Data Frekuensi

KPG01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	17.1	17.1	17.1
	3	8	22.9	22.9	40.0
	4	16	45.7	45.7	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

KPG02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	11.4	11.4	11.4
	3	11	31.4	31.4	42.9
	4	14	40.0	40.0	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

KPG03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	11.4	11.4	11.4
	3	8	22.9	22.9	34.3
	4	18	51.4	51.4	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

KPG04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	9	25.7	25.7	28.6
	3	5	14.3	14.3	42.9
	4	15	42.9	42.9	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

KPG05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	5	14.3	14.3	17.1
	3	5	14.3	14.3	31.4
	4	21	60.0	60.0	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

KPG06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	6	17.1	17.1	20.0
	3	8	22.9	22.9	42.9
	4	17	48.6	48.6	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

KPG07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	8	22.9	22.9	28.6
	4	22	62.9	62.9	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

KPG08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	14.3	14.3	14.3
	3	9	25.7	25.7	40.0
	4	17	48.6	48.6	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

KPG09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	1	2.9	2.9	5.7
	3	6	17.1	17.1	22.9
	4	20	57.1	57.1	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

KPG10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	8.6	8.6	8.6
	3	8	22.9	22.9	31.4
	4	17	48.6	48.6	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

KPG11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	8	22.9	22.9	25.7
	4	21	60.0	60.0	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

KPG12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	8	22.9	22.9	28.6
	4	20	57.1	57.1	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

MOTIVASI KERJA (X2)

MK01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	6	17.1	17.1	22.9
	4	21	60.0	60.0	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

MK02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	17.1	17.1	17.1
	3	10	28.6	28.6	45.7
	4	12	34.3	34.3	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

MK03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	9	25.7	25.7	28.6
	3	5	14.3	14.3	42.9
	4	15	42.9	42.9	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

MK04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	5	14.3	14.3	17.1
	3	5	14.3	14.3	31.4
	4	21	60.0	60.0	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

MK05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	6	17.1	17.1	20.0
	3	8	22.9	22.9	42.9
	4	17	48.6	48.6	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

MK06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	22.9	22.9	22.9
	3	9	25.7	25.7	48.6
	4	15	42.9	42.9	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

MK07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	8.6	8.6	8.6
	2	2	5.7	5.7	14.3
	3	5	14.3	14.3	28.6
	4	22	62.9	62.9	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

MK08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	11.4	11.4	11.4
	3	7	20.0	20.0	31.4
	4	21	60.0	60.0	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

MK10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	8.6	8.6	8.6
	2	2	5.7	5.7	14.3
	3	5	14.3	14.3	28.6
	4	22	62.9	62.9	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

DISIPLIN KERJA (X3)

DK01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	5.7	5.7	5.7
	2	9	25.7	25.7	31.4
	3	6	17.1	17.1	48.6
	4	13	37.1	37.1	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

DK02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	5	14.3	14.3	17.1
	3	2	5.7	5.7	22.9
	4	23	65.7	65.7	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

DK03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	20.0	20.0	20.0
	3	10	28.6	28.6	48.6
	4	14	40.0	40.0	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

DK04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	8.6	8.6	8.6
	2	4	11.4	11.4	20.0
	3	3	8.6	8.6	28.6
	4	21	60.0	60.0	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

DK05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	14.3	14.3	14.3
	3	10	28.6	28.6	42.9
	4	14	40.0	40.0	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

DK06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	7	20.0	20.0	22.9
	4	17	48.6	48.6	71.4
	5	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

DK07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	11.4	11.4	11.4
	3	8	22.9	22.9	34.3
	4	19	54.3	54.3	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

DK08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	12	34.3	34.3	40.0
	4	16	45.7	45.7	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

DK09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	6	17.1	17.1	22.9
	4	22	62.9	62.9	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

DK10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	3	8	22.9	22.9	25.7
	4	19	54.3	54.3	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

KINERJA GURU (Y)

KG01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	9	25.7	25.7	28.6
	3	5	14.3	14.3	42.9
	4	15	42.9	42.9	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

KG02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	5	14.3	14.3	17.1
	3	5	14.3	14.3	31.4
	4	21	60.0	60.0	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

KG03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	6	17.1	17.1	20.0
	3	8	22.9	22.9	42.9
	4	17	48.6	48.6	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

KG04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	8.6	8.6	8.6
	2	4	11.4	11.4	20.0
	3	2	5.7	5.7	25.7
	4	22	62.9	62.9	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

KG05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	11.4	11.4	11.4
	3	9	25.7	25.7	37.1
	4	17	48.6	48.6	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

KG06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.9	2.9	2.9
	3	7	20.0	20.0	22.9
	4	20	57.1	57.1	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

KG07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	2	5.7	5.7	8.6
	3	6	17.1	17.1	25.7
	4	22	62.9	62.9	88.6
	5	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

KG08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	9	25.7	25.7	31.4
	4	18	51.4	51.4	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

KG09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.9	2.9	2.9
	2	2	5.7	5.7	8.6
	3	6	17.1	17.1	25.7
	4	21	60.0	60.0	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

KG10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	5.7	5.7	5.7
	3	4	11.4	11.4	17.1
	4	22	62.9	62.9	80.0
	5	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

KG11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	11.4	11.4	11.4
	3	10	31.4	31.4	42.9
	4	13	40.0	40.0	82.9
	5	6	17.1	17.1	100.0
	Total	35	100.0	100.0	

KG12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	11.4	11.4	11.4
	3	8	22.9	22.9	34.3
	4	18	51.4	51.4	85.7
	5	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

KG13					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	11.4	11.4	11.4
	3	11	31.4	31.4	42.9
	4	17	48.6	48.6	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

KG14					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	11.4	11.4	11.4
	3	9	25.7	25.7	37.1
	4	19	54.3	54.3	91.4
	5	3	8.6	8.6	100.0
	Total	35	100.0	100.0	

Lampiran 3: Output Uji Persyaratan Instrumen

OUTPUT UJI VALIDITAS

KOMPETENSI PROFESIONAL GURU (X1)

		Correlations												
		KPG 01	KPG0 2	KPG0 3	KPG0 4	KPG0 5	KPG0 6	KPG0 7	KPG0 8	KPG0 9	KPG1 0	KPG1 1	KPG1 2	JUMLAH
KPG 01	Pearson Correlation	1	.151	.404*	.333	.084	.362*	.538**	.932**	.297	.357*	.262	.286	.697**
	Sig. (2-tailed)		.387	.016	.050	.631	.033	.001	.000	.084	.035	.128	.096	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 02	Pearson Correlation	.151	1	.444**	.411*	.458**	.382*	.261	.198	.094	.201	.240	.102	.563**
	Sig. (2-tailed)	.387		.008	.014	.006	.024	.130	.253	.592	.247	.165	.559	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 03	Pearson Correlation	.404*	.444**	1	.316	.368*	.371*	.638**	.318	.381*	.461**	.364*	.349*	.742**
	Sig. (2-tailed)	.016	.008		.064	.030	.028	.000	.063	.024	.005	.031	.040	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 04	Pearson Correlation	.333	.411*	.316	1	.528**	.673**	.023	.358*	.140	.024	-.152	-.111	.557**
	Sig. (2-tailed)	.050	.014	.064		.001	.000	.898	.035	.423	.890	.383	.526	.001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 05	Pearson Correlation	.084	.458**	.368*	.528**	1	.647**	.139	.090	.082	.036	-.141	.000	.501**
	Sig. (2-tailed)	.631	.006	.030	.001		.000	.425	.606	.640	.838	.420	1.000	.002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 06	Pearson Correlation	.362*	.382*	.371*	.673**	.647**	1	.251	.422*	.267	.242	-.037	-.040	.679**
	Sig. (2-tailed)	.033	.024	.028	.000	.000		.145	.011	.120	.161	.832	.821	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 07	Pearson Correlation	.538*	.261	.638**	.023	.139	.251	1	.482**	.241	.445**	.286	.232	.601**
	Sig. (2-tailed)	.001	.130	.000	.898	.425	.145		.003	.163	.007	.096	.179	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 08	Pearson Correlation	.932**	.198	.318	.358*	.090	.422*	.482**	1	.203	.307	.185	.175	.658**
	Sig. (2-tailed)	.000	.253	.063	.035	.606	.011	.003		.242	.073	.286	.314	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 09	Pearson Correlation	.297	.094	.381*	.140	.082	.267	.241	.203	1	.673**	.462**	.545**	.589**
	Sig. (2-tailed)	.084	.592	.024	.423	.640	.120	.163	.242		.000	.005	.001	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 10	Pearson Correlation	.357*	.201	.461**	.024	.036	.242	.445**	.307	.673**	1	.637**	.652**	.662**
	Sig. (2-tailed)	.035	.247	.005	.890	.838	.161	.007	.073	.000		.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 11	Pearson Correlation	.262	.240	.364*	-.152	-.141	-.037	.286	.185	.462**	.637**	1	.448**	.442**
	Sig. (2-tailed)	.128	.165	.031	.383	.420	.832	.096	.286	.005	.000		.007	.008
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
KPG 12	Pearson Correlation	.286	.102	.349*	-.111	.000	-.040	.232	.175	.545**	.652**	.448**	1	.463**
	Sig. (2-tailed)	.096	.559	.040	.526	1.000	.821	.179	.314	.001	.000	.007		.005
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
JUMLAH	Pearson Correlation	.697**	.563**	.742**	.557**	.501**	.679**	.601**	.658**	.589**	.662**	.442**	.463**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.002	.000	.000	.000	.000	.000	.000	.008	.005
	N	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).

MOTIVASI KERJA (X2)

Correlations												
		MK01	MK02	MK03	MK04	MK05	MK06	MK07	MK08	MK09	MK10	JUMLAH
MK01	Pearson Correlation	1	.434**	.368*	.216	.425*	.473**	.198	.562**	.529**	.198	.609**
	Sig. (2-tailed)		.009	.030	.212	.011	.004	.255	.000	.001	.255	.000
	N	35	35	35	35	35	35	35	35	35	35	35
MK02	Pearson Correlation	.434**	1	.340*	.264	.370*	.575**	.438**	.249	.475**	.438**	.668**
	Sig. (2-tailed)	.009		.046	.126	.029	.000	.009	.149	.004	.009	.000
	N	35	35	35	35	35	35	35	35	35	35	35
MK03	Pearson Correlation	.368*	.340*	1	.528**	.673**	.162	.330	.519**	.520**	.330	.701**
	Sig. (2-tailed)	.030	.046		.001	.000	.352	.053	.001	.001	.053	.000
	N	35	35	35	35	35	35	35	35	35	35	35
MK04	Pearson Correlation	.216	.264	.528**	1	.647**	.249	.406*	.536**	.437**	.406*	.683**
	Sig. (2-tailed)	.212	.126	.001		.000	.149	.016	.001	.009	.016	.000
	N	35	35	35	35	35	35	35	35	35	35	35
MK05	Pearson Correlation	.425*	.370*	.673**	.647**	1	.269	.273	.642**	.565**	.273	.741**
	Sig. (2-tailed)	.011	.029	.000	.000		.118	.112	.000	.000	.112	.000
	N	35	35	35	35	35	35	35	35	35	35	35
MK06	Pearson Correlation	.473**	.575**	.162	.249	.269	1	.529**	.329	.440**	.529**	.655**
	Sig. (2-tailed)	.004	.000	.352	.149	.118		.001	.054	.008	.001	.000
	N	35	35	35	35	35	35	35	35	35	35	35
MK07	Pearson Correlation	.198	.438**	.330	.406*	.273	.529**	1	.101	.431**	1.000**	.706**
	Sig. (2-tailed)	.255	.009	.053	.016	.112	.001		.564	.010	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35
MK08	Pearson Correlation	.562**	.249	.519**	.536**	.642**	.329	.101	1	.614**	.101	.648**
	Sig. (2-tailed)	.000	.149	.001	.001	.000	.054	.564		.000	.564	.000
	N	35	35	35	35	35	35	35	35	35	35	35
MK09	Pearson Correlation	.529**	.475**	.520**	.437**	.565**	.440**	.431**	.614**	1	.431**	.779**
	Sig. (2-tailed)	.001	.004	.001	.009	.000	.008	.010	.000		.010	.000
	N	35	35	35	35	35	35	35	35	35	35	35
MK10	Pearson Correlation	.198	.438**	.330	.406*	.273	.529**	1.000**	.101	.431**	1	.706**
	Sig. (2-tailed)	.255	.009	.053	.016	.112	.001	.000	.564	.010		.000
	N	35	35	35	35	35	35	35	35	35	35	35
JUMLAH	Pearson Correlation	.609**	.668**	.701**	.683**	.741**	.655**	.706**	.648**	.779**	.706**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35

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

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

DISIPLIN KERJA (X3)

Correlations												
		DK01	DK02	DK03	DK04	DK05	DK06	DK07	DK08	DK09	DK10	JUMLAH
DK01	Pearson Correlation	1	.470**	.598**	.592**	.528**	.436**	.400*	.256	.525**	.485**	.785**
	Sig. (2-tailed)		.004	.000	.000	.001	.009	.017	.138	.001	.003	.000
	N	35	35	35	35	35	35	35	35	35	35	35
DK02	Pearson Correlation	.470**	1	.667**	.490**	.471**	.401*	.300	.404*	.434**	.321	.720**
	Sig. (2-tailed)	.004		.000	.003	.004	.017	.080	.016	.009	.060	.000
	N	35	35	35	35	35	35	35	35	35	35	35
DK03	Pearson Correlation	.598**	.667**	1	.605**	.459**	.575**	.264	.379*	.471**	.250	.770**
	Sig. (2-tailed)	.000	.000		.000	.006	.000	.125	.025	.004	.147	.000
	N	35	35	35	35	35	35	35	35	35	35	35
DK04	Pearson Correlation	.592**	.490**	.605**	1	.544**	.550**	.361*	.230	.348*	.258	.743**
	Sig. (2-tailed)	.000	.003	.000		.001	.001	.033	.184	.041	.135	.000
	N	35	35	35	35	35	35	35	35	35	35	35
DK05	Pearson Correlation	.528**	.471**	.459**	.544**	1	.491**	.230	.531**	.339*	.426*	.729**
	Sig. (2-tailed)	.001	.004	.006	.001		.003	.184	.001	.046	.011	.000
	N	35	35	35	35	35	35	35	35	35	35	35
DK06	Pearson Correlation	.436**	.401*	.575**	.550**	.491**	1	.373*	.297	.518**	.365*	.709**
	Sig. (2-tailed)	.009	.017	.000	.001	.003		.027	.083	.001	.031	.000
	N	35	35	35	35	35	35	35	35	35	35	35
DK07	Pearson Correlation	.400*	.300	.264	.361*	.230	.373*	1	.495**	.444**	.237	.574**
	Sig. (2-tailed)	.017	.080	.125	.033	.184	.027		.003	.007	.170	.000
	N	35	35	35	35	35	35	35	35	35	35	35
DK08	Pearson Correlation	.256	.404*	.379*	.230	.531**	.297	.495**	1	.425*	.344*	.601**
	Sig. (2-tailed)	.138	.016	.025	.184	.001	.083	.003		.011	.043	.000
	N	35	35	35	35	35	35	35	35	35	35	35
DK09	Pearson Correlation	.525**	.434**	.471**	.348*	.339*	.518**	.444**	.425*	1	.647**	.715**
	Sig. (2-tailed)	.001	.009	.004	.041	.046	.001	.007	.011		.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35
DK10	Pearson Correlation	.485**	.321	.250	.258	.426*	.365*	.237	.344*	.647**	1	.604**
	Sig. (2-tailed)	.003	.060	.147	.135	.011	.031	.170	.043	.000		.000
	N	35	35	35	35	35	35	35	35	35	35	35
JUMLAH AH	Pearson Correlation	.785**	.720**	.770**	.743**	.729**	.709**	.574**	.601**	.715**	.604**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35

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

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

KINERJA GURU (Y)

		Correlations														
		KG0 1	KG0 2	KG0 3	KG0 4	KG0 5	KG0 6	KG0 7	KG0 8	KG0 9	KG1 0	KG1 1	KG1 2	KG1 3	KG1 4	JUMLAH
KG0 1	Pearson Correlation	1	.528 **	.673 **	.683 **	.507 **	.465 **	.482 **	.456 **	.606 **	.508 **	.411 *	.316	.497 **	.441 **	.798**
	Sig. (2-tailed)		.001	.000	.000	.002	.005	.003	.006	.000	.002	.014	.064	.002	.008	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG0 2	Pearson Correlation	.528 **	1	.647 **	.515 **	.493 **	.434 **	.406 *	.428 *	.268	.231	.458 **	.368 *	.499 **	.306	.690**
	Sig. (2-tailed)	.001		.000	.002	.003	.009	.016	.010	.120	.181	.006	.030	.002	.074	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG0 3	Pearson Correlation	.673 **	.647 **	1	.602 **	.487 **	.657 **	.700 **	.528 **	.597 **	.379 *	.382 *	.371 *	.436 **	.148	.795**
	Sig. (2-tailed)	.000	.000		.000	.003	.000	.000	.001	.000	.025	.024	.028	.009	.396	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG0 4	Pearson Correlation	.683 **	.515 **	.602 **	1	.538 **	.549 **	.405 *	.330	.407 *	.337 *	.417 *	.494 **	.455 **	.551 **	.770**
	Sig. (2-tailed)	.000	.002	.000		.001	.001	.016	.053	.015	.048	.013	.003	.006	.001	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG0 5	Pearson Correlation	.507 **	.493 **	.487 **	.538 **	1	.572 **	.313	.237	.279	.300	.798 **	.514 **	.599 **	.424 *	.730**
	Sig. (2-tailed)	.002	.003	.003	.001		.000	.067	.171	.105	.080	.000	.002	.000	.011	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG0 6	Pearson Correlation	.465 **	.434 **	.657 **	.549 **	.572 **	1	.499 **	.438 **	.487 **	.431 **	.546 **	.298	.451 **	.210	.719**
	Sig. (2-tailed)	.005	.009	.000	.001	.000		.002	.009	.003	.010	.001	.082	.007	.226	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG0 7	Pearson Correlation	.482 **	.406 *	.700 **	.405 *	.313	.499 **	1	.702 **	.745 **	.543 **	.215	.166	.206	.145	.668**
	Sig. (2-tailed)	.003	.016	.000	.016	.067	.002		.000	.000	.001	.216	.340	.234	.407	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG0 8	Pearson Correlation	.456 **	.428 *	.528 **	.330	.237	.438 **	.702 **	1	.606 **	.583 **	.259	.204	.217	.191	.627**
	Sig. (2-tailed)	.006	.010	.001	.053	.171	.009	.000		.000	.000	.132	.239	.211	.272	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG0 9	Pearson Correlation	.606 **	.268	.597 **	.407 *	.279	.487 **	.745 **	.606 **	1	.798 **	.259	.328	.383 *	.240	.714**
	Sig. (2-tailed)	.000	.120	.000	.015	.105	.003	.000	.000		.000	.133	.054	.023	.166	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG1 0	Pearson Correlation	.508 **	.231	.379 *	.337 *	.300	.431 **	.543 **	.583 **	.798 **	1	.243	.213	.364 *	.175	.615**
	Sig. (2-tailed)	.002	.181	.025	.048	.080	.010	.001	.000	.000		.159	.220	.032	.316	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG1 1	Pearson Correlation	.411 *	.458 **	.382 *	.417 *	.798 **	.546 **	.215	.259	.259	.243	1	.444 **	.516 **	.470 **	.660**
	Sig. (2-tailed)	.014	.006	.024	.013	.000	.001	.216	.132	.133	.159		.008	.001	.004	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG1 2	Pearson Correlation	.316	.368 *	.371 *	.494 **	.514 **	.298	.166	.204	.328	.213	.444 **	1	.663 **	.610 **	.617**
	Sig. (2-tailed)	.064	.030	.028	.003	.002	.082	.340	.239	.054	.220	.008		.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG1 3	Pearson Correlation	.497 **	.499 **	.436 **	.455 **	.599 **	.451 **	.206	.217	.383 *	.364 *	.516 **	.663 **	1	.559 **	.702**
	Sig. (2-tailed)	.002	.002	.009	.006	.000	.007	.234	.211	.023	.032	.001	.000		.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
KG1 4	Pearson Correlation	.441 **	.306	.148	.551 **	.424 *	.210	.145	.191	.240	.175	.470 **	.610 **	.559 **	1	.566**

	Sig. (2-tailed)	.008	.074	.396	.001	.011	.226	.407	.272	.166	.316	.004	.000	.000		.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
JU	Pearson	.798	.690	.795	.770	.730	.719	.668	.627	.714	.615	.660	.617	.702	.566	1
ML	Correlation	**	**	**	**	**	**	**	**	**	**	**	**	**	**	
AH	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
**. Correlation is significant at the 0.01 level (2-tailed).																
*. Correlation is significant at the 0.05 level (2-tailed).																

Lampiran 5:

OUTPUT UJI RELIABILITAS

KOMPETENSI PROFESIONAL GURU (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.834	12

MOTIVASI KERJA (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.876	10

DISIPLIN KERJA (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.880	10

KINERJA GURU (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.916	14

Lampiran 6: Output Hasil Uji Linearitas

OUTPUT UJI LINIERITAS

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru * Kompetensi Profesional Guru	Between Groups	(Combined)	2251.126	17	132.419	7.444	.000
		Linearity	1713.817	1	1713.817	96.340	.000
		Deviation from Linearity	537.310	16	33.582	1.888	.102
	Within Groups		302.417	17	17.789		
	Total		2553.543	34			

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru * Motivasi Kerja	Between Groups	(Combined)	2050.793	13	157.753	6.589	.000
		Linearity	1645.260	1	1645.260	68.723	.000
		Deviation from Linearity	405.532	12	33.794	1.412	.236
	Within Groups		502.750	21	23.940		
	Total		2553.543	34			

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru * Disiplin Kerja	Between Groups	(Combined)	1713.076	21	81.575	1.262	.339
		Linearity	1004.147	1	1004.147	15.532	.002
		Deviation from Linearity	708.929	20	35.446	.548	.890
	Within Groups		840.467	13	64.651		
	Total		2553.543	34			

Lampiran 6: Output Uji Normalitas

OUTPUT UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.79077734
Most Extreme Differences	Absolute	.146
	Positive	.110
	Negative	-.146
Test Statistic		.146
Asymp. Sig. (2-tailed)		.058^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Lampiran 7: Output Hasil Uji Hipotesis

OUTPUT UJI-t DAN UJI-F

Uji-t

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	-5.630	5.300		-1.062
	Kompetensi Profesional Guru	.707	.154	.516	4.587
	Motivasi Kerja	.372	.169	.283	2.206
	Disiplin Kerja	.342	.132	.253	2.584

Uji-F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2064.963	3	688.321	43.673	.000 ^b
	Residual	488.580	31	15.761		
	Total	2553.543	34			
a. Dependent Variable: Kinerja Guru						
b. Predictors: (Constant), Disiplin Kerja, Kompetensi Profesional Guru, Motivasi Kerja						

OUTPUT ANALISIS REGRESI LINEAR BERGANDA

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5.630	5.300		-1.062	.296
	Kompetensi Profesional Guru	.707	.154	.516	4.587	.000
	Motivasi Kerja	.372	.169	.283	2.206	.035
	Disiplin Kerja	.342	.132	.253	2.584	.015

a. Dependent Variable: Kinerja Guru

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.899 ^a	.809	.790	3.970

a. Predictors: (Constant), Disiplin Kerja, Kompetensi Profesional Guru, Motivasi Kerja
b. Dependent Variable: Kinerja Guru

Lampiran 2: Data Frekuensi Variabel Penelitian

Kompetensi Profesional Guru (X1)

KPG01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	7	11.5	11.5	19.7
	4	38	62.3	62.3	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

KPG02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	7	11.5	11.5	19.7
	4	38	62.3	62.3	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

KPG03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.6	6.6	8.2
	3	14	23.0	23.0	31.1
	4	31	50.8	50.8	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

KPG04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.3	3.3	3.3
	2	7	11.5	11.5	14.8
	3	13	21.3	21.3	36.1
	4	26	42.6	42.6	78.7
	5	13	21.3	21.3	100.0
	Total	61	100.0	100.0	

KPG05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	12	19.7	19.7	23.0
	4	38	62.3	62.3	85.2
	5	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

KPG06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	13.1	13.1	13.1
	3	20	32.8	32.8	45.9
	4	25	41.0	41.0	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

KPG07					
		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2	4	6.6	6.6	6.6
	3	8	13.1	13.1	19.7
	4	42	68.9	68.9	88.5
	5	7	11.5	11.5	100.0
	Total	61	100.0	100.0	

KPG08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	7	11.5	11.5	19.7
	4	38	62.3	62.3	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

KPG09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.6	6.6	8.2
	3	14	23.0	23.0	31.1
	4	31	50.8	50.8	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

KPG10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.3	3.3	3.3
	2	7	11.5	11.5	14.8
	3	13	21.3	21.3	36.1
	4	26	42.6	42.6	78.7
	5	13	21.3	21.3	100.0
	Total	61	100.0	100.0	

KPG11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	17	27.9	27.9	36.1
	4	33	54.1	54.1	90.2
	5	6	9.8	9.8	100.0
	Total	61	100.0	100.0	

KPG12					
		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	2	5	8.2	8.2	8.2
	3	12	19.7	19.7	27.9
	4	36	59.0	59.0	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

Motivasi Kerja (X2)

MK01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	13.1	13.1	13.1
	3	20	32.8	32.8	45.9
	4	25	41.0	41.0	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

MK02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.6	6.6	8.2
	3	18	29.5	29.5	37.7
	4	27	44.3	44.3	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

MK03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.3	3.3	3.3
	2	14	23.0	23.0	26.2
	3	15	24.6	24.6	50.8
	4	24	39.3	39.3	90.2
	5	6	9.8	9.8	100.0
	Total	61	100.0	100.0	

MK04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	6.6	6.6	6.6
	2	7	11.5	11.5	18.0
	3	14	23.0	23.0	41.0
	4	27	44.3	44.3	85.2
	5	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

MK05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	14.8	14.8	14.8
	3	13	21.3	21.3	36.1
	4	32	52.5	52.5	88.5
	5	7	11.5	11.5	100.0
	Total	61	100.0	100.0	

MK06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.9	4.9	4.9
	2	3	4.9	4.9	9.8
	3	10	16.4	16.4	26.2
	4	38	62.3	62.3	88.5
	5	7	11.5	11.5	100.0
	Total	61	100.0	100.0	

MK07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.6	6.6	6.6
	3	8	13.1	13.1	19.7
	4	42	68.9	68.9	88.5
	5	7	11.5	11.5	100.0
	Total	61	100.0	100.0	

MK08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	7	11.5	11.5	19.7
	4	38	62.3	62.3	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

MK09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	9.8	9.8	9.8
	3	12	19.7	19.7	29.5
	4	35	57.4	57.4	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

MK10					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6

	2	1	1.6	1.6	3.3
	3	12	19.7	19.7	23.0
	4	39	63.9	63.9	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

Disiplin Kerja (X3)

DK01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.9	4.9	4.9
	3	11	18.0	18.0	23.0
	4	41	67.2	67.2	90.2
	5	6	9.8	9.8	100.0
	Total	61	100.0	100.0	

DK02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	9.8	9.8	9.8
	3	9	14.8	14.8	24.6
	4	41	67.2	67.2	91.8
	5	5	8.2	8.2	100.0
	Total	61	100.0	100.0	

DK03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	11.5	11.5	11.5
	3	14	23.0	23.0	34.4
	4	33	54.1	54.1	88.5
	5	7	11.5	11.5	100.0
	Total	61	100.0	100.0	

DK04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	5	8.2	8.2	9.8
	3	15	24.6	24.6	34.4
	4	35	57.4	57.4	91.8
	5	5	8.2	8.2	100.0
	Total	61	100.0	100.0	

DK05					
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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	8	13.1	13.1	14.8
	3	12	19.7	19.7	34.4
	4	35	57.4	57.4	91.8
	5	5	8.2	8.2	100.0
	Total	61	100.0	100.0	

DK06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	9.8	9.8	9.8
	3	14	23.0	23.0	32.8
	4	36	59.0	59.0	91.8
	5	5	8.2	8.2	100.0
	Total	61	100.0	100.0	

DK07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.6	6.6	6.6
	3	16	26.2	26.2	32.8
	4	36	59.0	59.0	91.8
	5	5	8.2	8.2	100.0
	Total	61	100.0	100.0	

DK08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	3	4.9	4.9	6.6
	3	12	19.7	19.7	26.2
	4	37	60.7	60.7	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

DK09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.6	6.6	8.2
	3	10	16.4	16.4	24.6
	4	42	68.9	68.9	93.4
	5	4	6.6	6.6	100.0
	Total	61	100.0	100.0	

DK10					
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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.6	6.6	8.2
	3	9	14.8	14.8	23.0
	4	40	65.6	65.6	88.5
	5	7	11.5	11.5	100.0
	Total	61	100.0	100.0	

Kinerja Guru (Y)

KG01					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	3.3	3.3	3.3
	3	12	19.7	19.7	23.0
	4	38	62.3	62.3	85.2
	5	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

KG02					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	13.1	13.1	13.1
	3	20	32.8	32.8	45.9
	4	25	41.0	41.0	86.9
	5	8	13.1	13.1	100.0
	Total	61	100.0	100.0	

KG03					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.6	6.6	8.2
	3	18	29.5	29.5	37.7
	4	27	44.3	44.3	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

KG04					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.3	3.3	3.3
	2	14	23.0	23.0	26.2
	3	15	24.6	24.6	50.8
	4	24	39.3	39.3	90.2
	5	6	9.8	9.8	100.0
	Total	61	100.0	100.0	

KG05					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	6.6	6.6	6.6
	2	7	11.5	11.5	18.0
	3	14	23.0	23.0	41.0
	4	27	44.3	44.3	85.2
	5	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

KG06					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	14.8	14.8	14.8
	3	13	21.3	21.3	36.1
	4	32	52.5	52.5	88.5
	5	7	11.5	11.5	100.0
	Total	61	100.0	100.0	

KG07					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.9	4.9	4.9
	2	3	4.9	4.9	9.8
	3	10	16.4	16.4	26.2
	4	38	62.3	62.3	88.5
	5	7	11.5	11.5	100.0
	Total	61	100.0	100.0	

KG08					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.6	6.6	6.6
	3	8	13.1	13.1	19.7
	4	42	68.9	68.9	88.5
	5	7	11.5	11.5	100.0
	Total	61	100.0	100.0	

KG09					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	7	11.5	11.5	19.7
	4	38	62.3	62.3	82.0
	5	11	18.0	18.0	100.0
	Total	61	100.0	100.0	

KG10					
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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.9	4.9	4.9
	2	3	4.9	4.9	9.8
	3	10	16.4	16.4	26.2
	4	38	62.3	62.3	88.5
	5	7	11.5	11.5	100.0
Total		61	100.0	100.0	

KG11					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	13.1	13.1	13.1
	3	20	32.8	32.8	45.9
	4	25	41.0	41.0	86.9
	5	8	13.1	13.1	100.0
	Total		61	100.0	100.0

KG12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.6	1.6	1.6
	2	4	6.6	6.6	8.2
	3	10	16.4	16.4	24.6
	4	42	68.9	68.9	93.4
	5	4	6.6	6.6	100.0
	Total		61	100.0	100.0

KG13					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	6.6	6.6	6.6
	3	8	13.1	13.1	19.7
	4	42	68.9	68.9	88.5
	5	7	11.5	11.5	100.0
	Total		61	100.0	100.0

KG14					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	8.2	8.2	8.2
	3	7	11.5	11.5	19.7
	4	38	62.3	62.3	82.0
	5	11	18.0	18.0	100.0
	Total		61	100.0	100.0

	Sig. (2-tailed)	.000	.003		.000	.004	.000	.772	.368	.015	.018	.000
	N	61	61	61	61	61	61	61	61	61	61	61
MK04	Pearson Correlation	.548**	.371**	.474**	1	.483**	.414**	.118	.154	.373**	.346**	.720**
	Sig. (2-tailed)	.000	.003	.000		.000	.001	.365	.236	.003	.006	.000
	N	61	61	61	61	61	61	61	61	61	61	61
MK05	Pearson Correlation	.384**	.586**	.366**	.483**	1	.575**	.093	.111	.829**	.533**	.798**
	Sig. (2-tailed)	.002	.000	.004	.000		.000	.476	.394	.000	.000	.000
	N	61	61	61	61	61	61	61	61	61	61	61
MK06	Pearson Correlation	.322*	.416**	.477**	.414**	.575**	1	-.146	.005	.630**	.782**	.728**
	Sig. (2-tailed)	.011	.001	.000	.001	.000		.262	.968	.000	.000	.000
	N	61	61	61	61	61	61	61	61	61	61	61
MK07	Pearson Correlation	-.030	.351**	.038	.118	.093	-.146	1	.454**	.077	-.011	.276*
	Sig. (2-tailed)	.817	.006	.772	.365	.476	.262		.000	.556	.935	.031
	N	61	61	61	61	61	61	61	61	61	61	61
MK08	Pearson Correlation	.173	.099	.117	.154	.111	.005	.454**	1	.037	-.026	.318*
	Sig. (2-tailed)	.184	.447	.368	.236	.394	.968	.000		.777	.844	.012
	N	61	61	61	61	61	61	61	61	61	61	61
MK09	Pearson Correlation	.223	.415**	.310*	.373**	.829**	.630**	.077	.037	1	.553**	.709**
	Sig. (2-tailed)	.084	.001	.015	.003	.000	.000	.556	.777		.000	.000
	N	61	61	61	61	61	61	61	61	61	61	61
MK10	Pearson Correlation	.255*	.442**	.302*	.346**	.533**	.782**	-.011	-.026	.553**	1	.663**
	Sig. (2-tailed)	.047	.000	.018	.006	.000	.000	.935	.844	.000		.000
	N	61	61	61	61	61	61	61	61	61	61	61
JUMLAH	Pearson Correlation	.605**	.699**	.660**	.720**	.798**	.728**	.276*	.318*	.709**	.663**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.031	.012	.000	.000	
	N	61	61	61	61	61	61	61	61	61	61	61
*. Correlation is significant at the 0.05 level (2-tailed).												
**. Correlation is significant at the 0.01 level (2-tailed).												

Disiplin Kerja (X3)

		Correlations										
		DK01	DK02	DK03	DK04	DK05	DK06	DK07	DK08	DK09	DK10	JUMLAH
DK01	Pearson Correlation	1	.533**	.542**	.329**	.233	.200	.054	.052	.096	-.042	.481**
	Sig. (2-tailed)		.000	.000	.010	.070	.123	.678	.693	.460	.749	.000
	N	61	61	61	61	61	61	61	61	61	61	61
DK02	Pearson Correlation	.533**	1	.492**	.189	.180	.072	.216	.211	.251	.267*	.553**
	Sig. (2-tailed)	.000		.000	.145	.164	.583	.094	.102	.051	.038	.000
	N	61	61	61	61	61	61	61	61	61	61	61
DK03	Pearson Correlation	.542**	.492**	1	.587**	.363**	.356**	.207	.313*	.242	.238	.722**
	Sig. (2-tailed)				.000	.000	.000	.031	.012	.000	.000	.000

KG0 4	Pearson Correlation	.517**	.439*	.380*	1	.474*	.366*	.477*	.038	.117	.477*	.439*	.234	.038	.117	.676**
	Sig. (2-tailed)	.000	.000	.003		.000	.004	.000	.772	.368	.000	.000	.070	.772	.368	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG0 5	Pearson Correlation	.523**	.548*	.371*	.474*	1	.483*	.414*	.118	.154	.414*	.548*	.109	.118	.154	.717**
	Sig. (2-tailed)	.000	.000	.003	.000		.000	.001	.365	.236	.001	.000	.405	.365	.236	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG0 6	Pearson Correlation	.504**	.384*	.586*	.366*	.483*	1	.575*	.093	.111	.575*	.384*	-.042	.093	.111	.680**
	Sig. (2-tailed)	.000	.002	.000	.004	.000		.000	.476	.394	.000	.002	.746	.476	.394	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG0 7	Pearson Correlation	.316*	.322*	.416*	.477*	.414*	.575*	1	-.146	.005	1.00 0**	.322*	-.072	-.146	.005	.612**
	Sig. (2-tailed)	.013	.011	.001	.000	.001	.000		.262	.968	.000	.011	.579	.262	.968	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG0 8	Pearson Correlation	.275*	-.030	.351*	.038	.118	.093	-.146	1	.454*	-.146	-.030	-.016	1.00 0**	.454*	.371**
	Sig. (2-tailed)	.032	.817	.006	.772	.365	.476	.262		.000	.262	.817	.903	.000	.000	.003
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG0 9	Pearson Correlation	.256*	.173	.099	.117	.154	.111	.005	.454*	1	.005	.173	.177	.454*	1.00 0**	.483**
	Sig. (2-tailed)	.047	.184	.447	.368	.236	.394	.968	.000		.968	.184	.173	.000	.000	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG1 0	Pearson Correlation	.316*	.322*	.416*	.477*	.414*	.575*	1.00 0**	-.146	.005	1	.322*	-.072	-.146	.005	.612**
	Sig. (2-tailed)	.013	.011	.001	.000	.001	.000	.000	.262	.968		.011	.579	.262	.968	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG1 1	Pearson Correlation	.351**	1.00 0**	.308*	.439*	.548*	.384*	.322*	-.030	.173	.322*	1	.055	-.030	.173	.662**
	Sig. (2-tailed)	.006	.000	.016	.000	.000	.002	.011	.817	.184	.011		.676	.817	.184	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG1 2	Pearson Correlation	.002	.055	-.074	.234	.109	-.042	-.072	-.016	.177	-.072	.055	1	-.016	.177	.180
	Sig. (2-tailed)	.990	.676	.572	.070	.405	.746	.579	.903	.173	.579	.676		.903	.173	.166
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG1 3	Pearson Correlation	.275*	-.030	.351*	.038	.118	.093	-.146	1.00 0**	.454*	-.146	-.030	-.016	1	.454*	.371**
	Sig. (2-tailed)	.032	.817	.006	.772	.365	.476	.262	.000	.000	.262	.817	.903		.000	.003
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
KG1 4	Pearson Correlation	.256*	.173	.099	.117	.154	.111	.005	.454*	1.00 0**	.005	.173	.177	.454*	1	.483**
	Sig. (2-tailed)	.047	.184	.447	.368	.236	.394	.968	.000	.000	.968	.184	.173	.000		.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61
JUM LAH	Pearson Correlation	.690**	.662*	.657*	.676*	.717*	.680*	.612*	.371*	.483*	.612*	.662*	.180	.371*	.483*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.003	.000	.000	.000	.166	.003	.000	
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61	61

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

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

Lampiran 4: Output Hasil Uji Reliabilitas Variabel Penelitian

Kompetensi Profesional Guru (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.738	12

Motivasi Kerja (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.754	10

Disiplin Kerja (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.750	10

Kinerja Guru (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.840	12

Lampiran 5: Output Hasil Uji Linearitas

Kompetensi Profesional Guru dan Kinerja Guru

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru* Kompetensi Profesional Guru	Between Groups	(Combined)	1694.624	20	84.731	2.989	.002
		Linearity	886.291	1	886.291	31.261	.000
		Deviation from Linearity	808.334	19	42.544	1.501	.138

	Within Groups	888.148	1134.064	40	28.352	
	Total	2319.049	2828.689	60		

Motivasi Kerja dan Kinerja Guru

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru * Motivasi Kerja	Between Groups	(Combined)	2649.093	21	126.147	27.394	.000
		Linearity	2595.789	1	2595.789	563.689	.000
		Deviation from Linearity	53.304	20	2.665	.579	.904
	Within Groups		117.250	179.595	39	4.605	
	Total		2319.049	2828.689	60		

Disiplin Kerja dan Kinerja Guru

ANOVA Table							
			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Guru* Disiplin Kerja	Between Groups	(Combined)	769.031	18	42.724	.871	.613
		Linearity	247.828	1	247.828	5.054	.030
		Deviation from Linearity	521.203	17	30.659	.625	.852
	Within Groups		1744.081	2059.657	42	49.039	
	Total		2319.049	2828.689	60		

Lampiran 6: Output Hasil Uji Hipotesis, Uji R-square dan Analisa Regresi Linear Berganda

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

1	(Constant)	-2.680	2.155		-1.244	.219
	X1	.138	.041	.113	3.364	.001
	X2	1.100	.041	.883	26.552	.000
	X3	.210	.043	.145	4.861	.000
a. Dependent Variable: Y						

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2691.598	3	897.199	373.041	.000 ^b
	Residual	137.090	57	2.405		
	Total	2828.689	60			
a. Dependent Variable: Y						
b. Predictors: (Constant), X3, X2, X1						

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.975 ^a	.952	.949	1.551
a. Predictors: (Constant), Disiplin Kerja, Motivasi Kerja, Kompetensi Profesional Guru				
b. Dependent Variable: Kinerja Kerja				