

## Lampiran I

Bandar Lampung, 12 Desember 2024

### Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Aulia Dema Andini  
NPM : 2112110035  
Jurusan : S1 Manajemen  
Dosen Pembimbing : Dr. Abdul Aziz, ST.,MT, RZ  
E-mail : Auldemaandini11@gmail.com

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Guru SMK AL - Huda Lampung Selatan. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. Tentang “ **PENGARUH BUDAYA ORGANISASI, KEPEMIMPINAN DAN DISIPLIN KERJA TERHADAP KINERJA GURU SMK AL- HUDA LAMPUNG SELATAN**”

Sehubungan dengan maksud di atas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara.

Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

**Aulia Dema Andini**  
NPM. 2112110035

## KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**“ PENGARUH BUDAYA ORGANISASI, KEPEMIMPINAN DAN DISIPLIN KERJA TERHADAP KINERJA GURU SMK AL- HUDA LAMPUNG SELATAN”.**

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

**SS = Sangat Setuju**

**S = Setuju**

**CS = Cukup Setuju**

**TS = Tidak Setuju**

**STS = Sangat Tidak Setuju**

No. Res :

### IDENTITAS RESPONDEN

1. Nama Responden : ..... (boleh/tidak diisi)
2. Umur : ☐ 17 – 25 tahun ☐ 35 – 43 tahun  
☐ 26 – 34 tahun
3. Jenis Kelamin : ☐ Laki – Laki ☐ Perempuan
4. Pendidikan Terakhir : ☐ SMA  
☐ Diploma  
☐ S1
5. Masa Kerja : ☐ 0 – 2 tahun ☐ 5 – 6 tahun  
☐ 3 – 4 tahun ☐ > 7 tahun

## DAFTAR PERNYATAAN

### Budaya Organisasi

| No | Pernyataan                                                                      | Jawaban |   |    |    |     |
|----|---------------------------------------------------------------------------------|---------|---|----|----|-----|
|    |                                                                                 | SS      | S | CS | TS | STS |
| 1. | Perduli terhadap permasalahan yang dialami oleh guru lain                       |         |   |    |    |     |
| 2. | Sekolah mendorong guru untuk meningkatkan kreativitas dalam berkerja            |         |   |    |    |     |
| 3. | Pimpinan meberikan kebebasan dalam menyampaikan kritik dan saran yang membangun |         |   |    |    |     |
| 4. | Melakukan kordinasi kepada rekan kerja dan juga pimpinan sekolah                |         |   |    |    |     |
| 5. | Memiliki hubungan kerja yang baik dengan rekan kerja.                           |         |   |    |    |     |
| 6. | Sekolah memberikan bonus jika pencapaian guru meningkat.                        |         |   |    |    |     |

## Kepemimpinan

| No | Pernyataan                                                                                      | Jawaban |   |    |    |     |
|----|-------------------------------------------------------------------------------------------------|---------|---|----|----|-----|
|    |                                                                                                 | SS      | S | CS | TS | STS |
| 1. | Memiliki ide ide dan metode pembelajaran yang sangat kreatif.                                   |         |   |    |    |     |
| 2. | Pimpinan mampu menciptakan hubungan kerja yang menyenangkan.                                    |         |   |    |    |     |
| 3. | Melakukan gatering ketika guru dapat menyelesaikan target yang ditentukan sekolah.              |         |   |    |    |     |
| 4. | Diberikan kebebasan dalam memberikan tanggapan terhadap perintah dan bersedia menerima masukan. |         |   |    |    |     |
| 5. | Memperhatikan kebutuhan kebutuhan dalam berkerja                                                |         |   |    |    |     |

## Disiplin Kerja

| No | Pernyataan                                                                | Jawaban |   |    |    |     |
|----|---------------------------------------------------------------------------|---------|---|----|----|-----|
|    |                                                                           | SS      | S | CS | TS | STS |
| 1. | Selalu hadir tepat waktu sesuai dengan SOP Sekolah                        |         |   |    |    |     |
| 2. | Memiliki penilaian absensi yang baik                                      |         |   |    |    |     |
| 3. | Ketika sedang berkerja saya tidak melalaikan peraturan kerja yang berlaku |         |   |    |    |     |
| 4. | Berkerja sesuai dengan ketentuan yang berlaku di sekolah                  |         |   |    |    |     |
| 5. | Berhati hati dalam melakukan tindakan ketika sedang berkerja              |         |   |    |    |     |
| 6. | Menjaga fasilitas yang telah disiapkan oleh sekolah                       |         |   |    |    |     |

## Kinerja

| No | Pernyataan                                                                                      | Jawaban |   |    |    |     |
|----|-------------------------------------------------------------------------------------------------|---------|---|----|----|-----|
|    |                                                                                                 | SS      | S | CS | TS | STS |
| 1. | Efisien dalam menyelesaikan pekerjaan                                                           |         |   |    |    |     |
| 2. | Mendapatkan penilaian yang baik ketika dilakukan evaluasi kerja                                 |         |   |    |    |     |
| 3. | Memberikan pelayanan yang baik kepada setiap konsumen sekolah.                                  |         |   |    |    |     |
| 4. | Melaksanakan pelayanan sesuai dengan SOP yang berlaku di sekolah                                |         |   |    |    |     |
| 5. | Tanggap Ketika konsumen membutuhkan bantuan                                                     |         |   |    |    |     |
| 6. | Memenuhi setiap kebutuhan yang dihendaki konsumen                                               |         |   |    |    |     |
| 7. | Melakukan pekerjaan sesuai dengan administrasi yang berlaku                                     |         |   |    |    |     |
| 8. | Kepala sekolah mengadakan evaluasi kerja setiap satu bulan sekali guna mengikatkan kinerja guru |         |   |    |    |     |

## Lampiran II

### Hasil Jawaban Responden

| BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | TOTAL BO |
|---------|---------|---------|---------|---------|---------|----------|
| 4       | 5       | 5       | 5       | 4       | 4       | 27       |
| 4       | 5       | 5       | 4       | 5       | 4       | 27       |
| 3       | 4       | 4       | 5       | 4       | 4       | 24       |
| 3       | 4       | 4       | 4       | 4       | 4       | 23       |
| 5       | 4       | 4       | 4       | 4       | 4       | 25       |
| 3       | 4       | 4       | 4       | 3       | 5       | 23       |
| 1       | 4       | 3       | 4       | 4       | 4       | 20       |
| 2       | 4       | 2       | 2       | 2       | 4       | 16       |
| 2       | 4       | 2       | 2       | 2       | 4       | 16       |
| 3       | 4       | 4       | 4       | 3       | 4       | 22       |
| 3       | 4       | 3       | 4       | 3       | 3       | 20       |
| 2       | 4       | 3       | 3       | 1       | 3       | 16       |
| 3       | 4       | 3       | 4       | 4       | 3       | 21       |
| 3       | 3       | 4       | 4       | 3       | 4       | 21       |
| 4       | 5       | 5       | 5       | 3       | 4       | 26       |
| 4       | 5       | 5       | 5       | 1       | 4       | 24       |
| 4       | 5       | 5       | 5       | 4       | 5       | 28       |
| 4       | 5       | 5       | 5       | 3       | 4       | 26       |
| 3       | 4       | 4       | 5       | 3       | 5       | 24       |
| 4       | 5       | 5       | 5       | 2       | 4       | 25       |
| 4       | 5       | 5       | 4       | 2       | 5       | 25       |
| 3       | 5       | 4       | 4       | 3       | 4       | 23       |
| 4       | 5       | 4       | 5       | 3       | 5       | 26       |
| 4       | 4       | 5       | 5       | 3       | 4       | 25       |
| 4       | 5       | 4       | 4       | 3       | 4       | 24       |
| 4       | 5       | 4       | 5       | 4       | 5       | 27       |
| 4       | 5       | 4       | 5       | 4       | 5       | 27       |
| 2       | 5       | 5       | 4       | 3       | 4       | 23       |
| 3       | 3       | 4       | 4       | 3       | 4       | 21       |
| 4       | 5       | 5       | 5       | 3       | 3       | 25       |
| 1       | 4       | 2       | 2       | 2       | 4       | 15       |
| 3       | 4       | 4       | 4       | 3       | 4       | 22       |
| 3       | 4       | 3       | 4       | 3       | 3       | 20       |
| 3       | 4       | 4       | 4       | 3       | 4       | 22       |
| 3       | 4       | 4       | 4       | 4       | 1       | 20       |

| BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | TOTAL KEP |
|---------|---------|---------|---------|---------|-----------|
| 5       | 4       | 4       | 5       | 3       | 21        |
| 3       | 4       | 5       | 4       | 5       | 21        |
| 4       | 4       | 4       | 4       | 4       | 20        |
| 3       | 4       | 4       | 4       | 4       | 19        |
| 2       | 2       | 2       | 4       | 4       | 14        |
| 3       | 2       | 3       | 4       | 4       | 16        |
| 5       | 4       | 4       | 3       | 4       | 20        |
| 4       | 4       | 4       | 2       | 4       | 18        |
| 3       | 4       | 4       | 2       | 4       | 17        |
| 5       | 3       | 4       | 4       | 4       | 20        |
| 5       | 2       | 4       | 3       | 4       | 18        |
| 2       | 3       | 4       | 3       | 4       | 16        |
| 3       | 2       | 4       | 3       | 4       | 16        |
| 3       | 4       | 3       | 4       | 3       | 17        |
| 4       | 4       | 5       | 5       | 5       | 23        |
| 3       | 4       | 5       | 5       | 5       | 22        |
| 3       | 3       | 5       | 5       | 5       | 21        |
| 5       | 5       | 5       | 5       | 5       | 25        |
| 3       | 4       | 5       | 4       | 5       | 21        |
| 3       | 3       | 4       | 5       | 5       | 20        |
| 3       | 4       | 5       | 5       | 5       | 22        |
| 4       | 3       | 4       | 4       | 5       | 20        |
| 4       | 3       | 5       | 4       | 5       | 21        |
| 3       | 5       | 5       | 5       | 4       | 22        |
| 4       | 4       | 4       | 4       | 5       | 21        |
| 3       | 3       | 5       | 4       | 5       | 20        |
| 4       | 4       | 5       | 4       | 5       | 22        |
| 4       | 3       | 4       | 5       | 5       | 21        |
| 4       | 4       | 3       | 4       | 3       | 18        |
| 4       | 3       | 3       | 5       | 5       | 20        |
| 3       | 4       | 3       | 2       | 4       | 16        |
| 4       | 3       | 4       | 4       | 4       | 19        |
| 3       | 3       | 3       | 4       | 4       | 17        |
| 3       | 3       | 3       | 5       | 4       | 18        |
| 3       | 4       | 4       | 4       | 4       | 19        |



| BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | TOTAL DK |
|---------|---------|---------|---------|---------|---------|----------|
| 4       | 5       | 5       | 5       | 4       | 5       | 28       |
| 4       | 4       | 5       | 4       | 5       | 5       | 27       |
| 4       | 5       | 4       | 5       | 4       | 4       | 26       |
| 4       | 4       | 4       | 4       | 4       | 4       | 24       |
| 4       | 4       | 4       | 4       | 4       | 4       | 24       |
| 4       | 4       | 4       | 4       | 3       | 5       | 24       |
| 4       | 4       | 4       | 4       | 4       | 4       | 24       |
| 2       | 2       | 4       | 2       | 2       | 4       | 16       |
| 2       | 2       | 4       | 2       | 2       | 4       | 16       |
| 4       | 4       | 4       | 4       | 3       | 4       | 23       |
| 2       | 4       | 4       | 4       | 3       | 3       | 20       |
| 2       | 3       | 4       | 3       | 1       | 3       | 16       |
| 3       | 4       | 4       | 4       | 4       | 3       | 22       |
| 3       | 4       | 3       | 4       | 3       | 4       | 21       |
| 5       | 5       | 5       | 5       | 3       | 4       | 27       |
| 4       | 5       | 5       | 5       | 1       | 4       | 24       |
| 4       | 5       | 5       | 5       | 4       | 5       | 28       |
| 4       | 5       | 5       | 5       | 3       | 4       | 26       |
| 3       | 5       | 5       | 5       | 3       | 5       | 26       |
| 4       | 5       | 5       | 5       | 2       | 4       | 25       |
| 4       | 4       | 5       | 4       | 2       | 5       | 24       |
| 3       | 4       | 5       | 4       | 3       | 4       | 23       |
| 3       | 5       | 5       | 5       | 3       | 5       | 26       |
| 4       | 5       | 4       | 5       | 3       | 4       | 25       |
| 4       | 4       | 5       | 4       | 3       | 4       | 24       |
| 3       | 5       | 5       | 5       | 4       | 5       | 27       |
| 4       | 5       | 5       | 5       | 4       | 5       | 28       |
| 3       | 4       | 5       | 4       | 3       | 4       | 23       |
| 3       | 4       | 3       | 4       | 3       | 4       | 21       |
| 5       | 5       | 5       | 5       | 3       | 3       | 26       |
| 2       | 2       | 4       | 2       | 2       | 4       | 16       |
| 4       | 4       | 4       | 4       | 3       | 4       | 23       |
| 2       | 4       | 4       | 4       | 3       | 3       | 20       |
| 4       | 5       | 4       | 5       | 4       | 4       | 26       |
| 4       | 4       | 4       | 4       | 3       | 4       | 23       |

| BUTIR 1 | BUTIR 2 | BUTIR 3 | BUTIR 4 | BUTIR 5 | BUTIR 6 | BUTIR 7 | BUTIR 8 | TOTAL K |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 4       | 4       | 4       | 4       | 4       | 5       | 4       | 4       | 33      |
| 3       | 4       | 4       | 4       | 5       | 4       | 4       | 4       | 32      |
| 4       | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 32      |
| 3       | 3       | 4       | 4       | 4       | 4       | 3       | 4       | 29      |
| 2       | 2       | 2       | 2       | 2       | 4       | 2       | 2       | 18      |
| 2       | 2       | 2       | 2       | 3       | 4       | 2       | 2       | 19      |
| 3       | 3       | 4       | 4       | 4       | 3       | 3       | 4       | 28      |
| 2       | 2       | 4       | 4       | 4       | 2       | 2       | 4       | 24      |
| 2       | 2       | 4       | 4       | 4       | 2       | 2       | 4       | 24      |
| 3       | 3       | 3       | 3       | 4       | 4       | 3       | 3       | 26      |
| 3       | 2       | 2       | 2       | 4       | 3       | 2       | 2       | 20      |
| 2       | 2       | 2       | 3       | 4       | 3       | 2       | 2       | 20      |
| 4       | 3       | 2       | 2       | 4       | 3       | 3       | 2       | 23      |
| 3       | 3       | 3       | 4       | 3       | 4       | 3       | 3       | 26      |
| 3       | 4       | 4       | 4       | 5       | 5       | 4       | 4       | 33      |
| 5       | 4       | 4       | 4       | 5       | 5       | 4       | 4       | 35      |
| 4       | 4       | 4       | 3       | 5       | 5       | 4       | 4       | 33      |
| 3       | 4       | 5       | 5       | 5       | 5       | 4       | 5       | 36      |
| 3       | 3       | 3       | 4       | 5       | 4       | 3       | 3       | 28      |
| 3       | 3       | 3       | 3       | 4       | 5       | 3       | 3       | 27      |
| 3       | 3       | 3       | 4       | 5       | 5       | 3       | 3       | 29      |
| 3       | 3       | 4       | 3       | 4       | 4       | 3       | 4       | 28      |
| 3       | 3       | 4       | 3       | 5       | 4       | 3       | 4       | 29      |
| 3       | 4       | 4       | 5       | 5       | 5       | 4       | 4       | 34      |
| 3       | 3       | 3       | 4       | 4       | 4       | 3       | 3       | 27      |
| 4       | 3       | 3       | 3       | 5       | 4       | 3       | 3       | 28      |
| 4       | 4       | 4       | 4       | 5       | 4       | 4       | 4       | 33      |
| 3       | 4       | 3       | 3       | 4       | 5       | 4       | 3       | 29      |
| 3       | 3       | 3       | 4       | 3       | 4       | 3       | 3       | 26      |
| 3       | 4       | 4       | 4       | 5       | 5       | 4       | 4       | 33      |
| 2       | 2       | 4       | 4       | 4       | 2       | 2       | 4       | 24      |
| 3       | 3       | 3       | 3       | 4       | 4       | 3       | 3       | 26      |
| 3       | 2       | 2       | 2       | 4       | 3       | 2       | 2       | 20      |
| 4       | 4       | 4       | 4       | 4       | 4       | 4       | 4       | 32      |
| 3       | 3       | 4       | 4       | 4       | 4       | 3       | 4       | 29      |

### Lampiran III

#### Hasil Uji Karakteristik Responden

| UMUR  |             |           |         |               |                    |
|-------|-------------|-----------|---------|---------------|--------------------|
|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 20-30 Tahun | 9         | 25.7    | 25.7          | 25.7               |
|       | 31-40 Tahun | 17        | 48.6    | 48.6          | 74.3               |
|       | 41-50 Tahun | 9         | 25.7    | 25.7          | 100.0              |
|       | Total       | 35        | 100.0   | 100.0         |                    |

| JENIS KELAMIN |           |           |         |               |                    |
|---------------|-----------|-----------|---------|---------------|--------------------|
|               |           | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid         | Laki Laki | 14        | 40.0    | 40.0          | 40.0               |
|               | Perempuan | 21        | 60.0    | 60.0          | 100.0              |
|               | Total     | 35        | 100.0   | 100.0         |                    |

| PENDIDIKAN TERAKHIR |    |           |         |               |                    |
|---------------------|----|-----------|---------|---------------|--------------------|
|                     |    | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid               | S1 | 35        | 100.0   | 100.0         | 100.0              |

| MASA KERJA |           |           |         |               |                    |
|------------|-----------|-----------|---------|---------------|--------------------|
|            |           | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid      | 0-2 TAHUN | 10        | 28.6    | 28.6          | 28.6               |
|            | 3-4 TAHUN | 10        | 28.6    | 28.6          | 57.1               |
|            | 5-6 TAHUN | 15        | 42.9    | 42.9          | 100.0              |
|            | Total     | 35        | 100.0   | 100.0         |                    |

**BO1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 2         | 5.7     | 5.7           | 5.7                |
|       | 2     | 4         | 11.4    | 11.4          | 17.1               |
|       | 3     | 14        | 40.0    | 40.0          | 57.1               |
|       | 4     | 14        | 40.0    | 40.0          | 97.1               |
|       | 5     | 1         | 2.9     | 2.9           | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**BO2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 2         | 5.7     | 5.7           | 5.7                |
|       | 4     | 18        | 51.4    | 51.4          | 57.1               |
|       | 5     | 15        | 42.9    | 42.9          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**BO3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 8.6     | 8.6           | 8.6                |
|       | 3     | 5         | 14.3    | 14.3          | 22.9               |
|       | 4     | 16        | 45.7    | 45.7          | 68.6               |
|       | 5     | 11        | 31.4    | 31.4          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**BO4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 8.6     | 8.6           | 8.6                |
|       | 3     | 1         | 2.9     | 2.9           | 11.4               |
|       | 4     | 18        | 51.4    | 51.4          | 62.9               |
|       | 5     | 13        | 37.1    | 37.1          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**BO5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 2         | 5.7     | 5.7           | 5.7                |
|       | 2     | 5         | 14.3    | 14.3          | 20.0               |
|       | 3     | 17        | 48.6    | 48.6          | 68.6               |
|       | 4     | 10        | 28.6    | 28.6          | 97.1               |
|       | 5     | 1         | 2.9     | 2.9           | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**BO6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 2.9     | 2.9           | 2.9                |
|       | 3     | 5         | 14.3    | 14.3          | 17.1               |
|       | 4     | 22        | 62.9    | 62.9          | 80.0               |
|       | 5     | 7         | 20.0    | 20.0          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**KEP1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 2         | 5.7     | 5.7           | 5.7                |
|       | 3     | 17        | 48.6    | 48.6          | 54.3               |
|       | 4     | 11        | 31.4    | 31.4          | 85.7               |
|       | 5     | 5         | 14.3    | 14.3          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**KEP2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 4         | 11.4    | 11.4          | 11.4               |
|       | 3     | 12        | 34.3    | 34.3          | 45.7               |
|       | 4     | 17        | 48.6    | 48.6          | 94.3               |
|       | 5     | 2         | 5.7     | 5.7           | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**KEP3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 1         | 2.9     | 2.9           | 2.9                |
|       | 3     | 7         | 20.0    | 20.0          | 22.9               |
|       | 4     | 16        | 45.7    | 45.7          | 68.6               |
|       | 5     | 11        | 31.4    | 31.4          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**KEP4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 8.6     | 8.6           | 8.6                |
|       | 3     | 4         | 11.4    | 11.4          | 20.0               |
|       | 4     | 17        | 48.6    | 48.6          | 68.6               |
|       | 5     | 11        | 31.4    | 31.4          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**KEP5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 3         | 8.6     | 8.6           | 8.6                |
|       | 4     | 17        | 48.6    | 48.6          | 57.1               |
|       | 5     | 15        | 42.9    | 42.9          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**DK1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 17.1    | 17.1          | 17.1               |
|       | 3     | 8         | 22.9    | 22.9          | 40.0               |
|       | 4     | 19        | 54.3    | 54.3          | 94.3               |
|       | 5     | 2         | 5.7     | 5.7           | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**DK2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 8.6     | 8.6           | 8.6                |
|       | 3     | 1         | 2.9     | 2.9           | 11.4               |
|       | 4     | 17        | 48.6    | 48.6          | 60.0               |
|       | 5     | 14        | 40.0    | 40.0          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**DK3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 2         | 5.7     | 5.7           | 5.7                |
|       | 4     | 17        | 48.6    | 48.6          | 54.3               |
|       | 5     | 16        | 45.7    | 45.7          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**DK4**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 8.6     | 8.6           | 8.6                |
|       | 3     | 1         | 2.9     | 2.9           | 11.4               |
|       | 4     | 17        | 48.6    | 48.6          | 60.0               |
|       | 5     | 14        | 40.0    | 40.0          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**DK5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 2         | 5.7     | 5.7           | 5.7                |
|       | 2     | 5         | 14.3    | 14.3          | 20.0               |
|       | 3     | 17        | 48.6    | 48.6          | 68.6               |
|       | 4     | 10        | 28.6    | 28.6          | 97.1               |
|       | 5     | 1         | 2.9     | 2.9           | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**DK6**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3     | 5         | 14.3    | 14.3          | 14.3               |
|       | 4     | 21        | 60.0    | 60.0          | 74.3               |
|       | 5     | 9         | 25.7    | 25.7          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**K1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 17.1    | 17.1          | 17.1               |
|       | 3     | 21        | 60.0    | 60.0          | 77.1               |
|       | 4     | 7         | 20.0    | 20.0          | 97.1               |
|       | 5     | 1         | 2.9     | 2.9           | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**K2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 8         | 22.9    | 22.9          | 22.9               |
|       | 3     | 15        | 42.9    | 42.9          | 65.7               |
|       | 4     | 12        | 34.3    | 34.3          | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

**K3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 17.1    | 17.1          | 17.1               |
|       | 3     | 10        | 28.6    | 28.6          | 45.7               |
|       | 4     | 18        | 51.4    | 51.4          | 97.1               |
|       | 5     | 1         | 2.9     | 2.9           | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |



**K4**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 2     | 5         | 14.3    | 14.3          | 14.3                  |
|       | 3     | 9         | 25.7    | 25.7          | 40.0                  |
|       | 4     | 19        | 54.3    | 54.3          | 94.3                  |
|       | 5     | 2         | 5.7     | 5.7           | 100.0                 |
|       | Total | 35        | 100.0   | 100.0         |                       |

**K5**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 2     | 1         | 2.9     | 2.9           | 2.9                   |
|       | 3     | 3         | 8.6     | 8.6           | 11.4                  |
|       | 4     | 19        | 54.3    | 54.3          | 65.7                  |
|       | 5     | 12        | 34.3    | 34.3          | 100.0                 |
|       | Total | 35        | 100.0   | 100.0         |                       |

**K6**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 2     | 3         | 8.6     | 8.6           | 8.6                   |
|       | 3     | 5         | 14.3    | 14.3          | 22.9                  |
|       | 4     | 17        | 48.6    | 48.6          | 71.4                  |
|       | 5     | 10        | 28.6    | 28.6          | 100.0                 |
|       | Total | 35        | 100.0   | 100.0         |                       |

**K7**

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 2     | 8         | 22.9    | 22.9          | 22.9                  |
|       | 3     | 15        | 42.9    | 42.9          | 65.7                  |
|       | 4     | 12        | 34.3    | 34.3          | 100.0                 |
|       | Total | 35        | 100.0   | 100.0         |                       |

### K8

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 6         | 17.1    | 17.1          | 17.1               |
|       | 3     | 10        | 28.6    | 28.6          | 45.7               |
|       | 4     | 18        | 51.4    | 51.4          | 97.1               |
|       | 5     | 1         | 2.9     | 2.9           | 100.0              |
|       | Total | 35        | 100.0   | 100.0         |                    |

## Lampiran V

### Hasil Uji Validitas

#### Correlations

|                            |                     | BUDAYA<br>ORGANISASI1 | BUDAYA<br>ORGANI<br>SASI2 | BUDAYA<br>ORGANI<br>SASI3 | BUDAYA<br>ORGANI<br>SASI4 | BUDAYA<br>ORGANI<br>SASI5 | BUDAYA<br>ORGANI<br>SASI6 | TOTAL<br>BUDAYA<br>ORGANISASI |
|----------------------------|---------------------|-----------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|-------------------------------|
| BUDAYA<br>ORGANISASI1      | Pearson Correlation | 1                     | .488**                    | .712**                    | .702**                    | .266                      | .215                      | .831**                        |
|                            | Sig. (2-tailed)     |                       | .003                      | .000                      | .000                      | .122                      | .215                      | .000                          |
|                            | N                   | 35                    | 35                        | 35                        | 35                        | 35                        | 35                        | 35                            |
| BUDAYA<br>ORGANISASI2      | Pearson Correlation | .488**                | 1                         | .542**                    | .446**                    | .049                      | .274                      | .633**                        |
|                            | Sig. (2-tailed)     | .003                  |                           | .001                      | .007                      | .779                      | .112                      | .000                          |
|                            | N                   | 35                    | 35                        | 35                        | 35                        | 35                        | 35                        | 35                            |
| BUDAYA<br>ORGANISASI3      | Pearson Correlation | .712**                | .542**                    | 1                         | .794**                    | .219                      | .206                      | .849**                        |
|                            | Sig. (2-tailed)     | .000                  | .001                      |                           | .000                      | .206                      | .234                      | .000                          |
|                            | N                   | 35                    | 35                        | 35                        | 35                        | 35                        | 35                        | 35                            |
| BUDAYA<br>ORGANISASI4      | Pearson Correlation | .702**                | .446**                    | .794**                    | 1                         | .367*                     | .226                      | .870**                        |
|                            | Sig. (2-tailed)     | .000                  | .007                      | .000                      |                           | .030                      | .192                      | .000                          |
|                            | N                   | 35                    | 35                        | 35                        | 35                        | 35                        | 35                        | 35                            |
| BUDAYA<br>ORGANISASI5      | Pearson Correlation | .266                  | .049                      | .219                      | .367*                     | 1                         | .004                      | .488**                        |
|                            | Sig. (2-tailed)     | .122                  | .779                      | .206                      | .030                      |                           | .984                      | .003                          |
|                            | N                   | 35                    | 35                        | 35                        | 35                        | 35                        | 35                        | 35                            |
| BUDAYA<br>ORGANISASI6      | Pearson Correlation | .215                  | .274                      | .206                      | .226                      | .004                      | 1                         | .445**                        |
|                            | Sig. (2-tailed)     | .215                  | .112                      | .234                      | .192                      | .984                      |                           | .007                          |
|                            | N                   | 35                    | 35                        | 35                        | 35                        | 35                        | 35                        | 35                            |
| TOTAL BUDAYA<br>ORGANISASI | Pearson Correlation | .831**                | .633**                    | .849**                    | .870**                    | .488**                    | .445**                    | 1                             |
|                            | Sig. (2-tailed)     | .000                  | .000                      | .000                      | .000                      | .003                      | .007                      |                               |
|                            | N                   | 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).

|                       |                     | Correlations     |                  |                  |                  |                  | TOTAL<br>KEPEMIMPINAN |
|-----------------------|---------------------|------------------|------------------|------------------|------------------|------------------|-----------------------|
|                       |                     | KEPEMI<br>MPINAN | KEPEMI<br>MPINAN | KEPEMI<br>MPINAN | KEPEMI<br>MPINAN | KEPEMI<br>MPINAN |                       |
|                       |                     | 1                | 2                | 3                | 4                | 5                |                       |
| KEPEMIMPINAN1         | Pearson Correlation | 1                | .174             | .176             | .059             | -.029            | .474**                |
|                       | Sig. (2-tailed)     |                  | .318             | .313             | .737             | .869             | .004                  |
|                       | N                   | 35               | 35               | 35               | 35               | 35               | 35                    |
| KEPEMIMPINAN2         | Pearson Correlation | .174             | 1                | .424*            | .106             | .010             | .573**                |
|                       | Sig. (2-tailed)     | .318             |                  | .011             | .543             | .954             | .000                  |
|                       | N                   | 35               | 35               | 35               | 35               | 35               | 35                    |
| KEPEMIMPINAN3         | Pearson Correlation | .176             | .424*            | 1                | .245             | .592**           | .787**                |
|                       | Sig. (2-tailed)     | .313             | .011             |                  | .157             | .000             | .000                  |
|                       | N                   | 35               | 35               | 35               | 35               | 35               | 35                    |
| KEPEMIMPINAN4         | Pearson Correlation | .059             | .106             | .245             | 1                | .344*            | .604**                |
|                       | Sig. (2-tailed)     | .737             | .543             | .157             |                  | .043             | .000                  |
|                       | N                   | 35               | 35               | 35               | 35               | 35               | 35                    |
| KEPEMIMPINAN5         | Pearson Correlation | -.029            | .010             | .592**           | .344*            | 1                | .590**                |
|                       | Sig. (2-tailed)     | .869             | .954             | .000             | .043             |                  | .000                  |
|                       | N                   | 35               | 35               | 35               | 35               | 35               | 35                    |
| TOTAL<br>KEPEMIMPINAN | Pearson Correlation | .474**           | .573**           | .787**           | .604**           | .590**           | 1                     |
|                       | Sig. (2-tailed)     | .004             | .000             | .000             | .000             | .000             |                       |
|                       | N                   | 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).

|                         |                        | Correlations  |               |               |               |               |               | TOTAL<br>DISIPLIN<br>KERJA |
|-------------------------|------------------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------------------|
|                         |                        | DISIPLI<br>N1 | DISIPLI<br>N2 | DISIPLI<br>N3 | DISIPLI<br>N4 | DISIPLI<br>N5 | DISIPLI<br>N6 |                            |
| DISIPLIN1               | Pearson<br>Correlation | 1             | .660**        | .354*         | .660**        | .371*         | .276          | .785**                     |
|                         | Sig. (2-tailed)        |               | .000          | .037          | .000          | .028          | .108          | .000                       |
|                         | N                      | 35            | 35            | 35            | 35            | 35            | 35            | 35                         |
| DISIPLIN2               | Pearson<br>Correlation | .660**        | 1             | .460**        | 1.000**       | .397*         | .279          | .898**                     |
|                         | Sig. (2-tailed)        | .000          |               | .005          | .000          | .018          | .104          | .000                       |
|                         | N                      | 35            | 35            | 35            | 35            | 35            | 35            | 35                         |
| DISIPLIN3               | Pearson<br>Correlation | .354*         | .460**        | 1             | .460**        | .044          | .417*         | .580**                     |
|                         | Sig. (2-tailed)        | .037          | .005          |               | .005          | .802          | .013          | .000                       |
|                         | N                      | 35            | 35            | 35            | 35            | 35            | 35            | 35                         |
| DISIPLIN4               | Pearson<br>Correlation | .660**        | 1.000**       | .460**        | 1             | .397*         | .279          | .898**                     |
|                         | Sig. (2-tailed)        | .000          | .000          | .005          |               | .018          | .104          | .000                       |
|                         | N                      | 35            | 35            | 35            | 35            | 35            | 35            | 35                         |
| DISIPLIN5               | Pearson<br>Correlation | .371*         | .397*         | .044          | .397*         | 1             | .297          | .609**                     |
|                         | Sig. (2-tailed)        | .028          | .018          | .802          | .018          |               | .083          | .000                       |
|                         | N                      | 35            | 35            | 35            | 35            | 35            | 35            | 35                         |
| DISIPLIN6               | Pearson<br>Correlation | .276          | .279          | .417*         | .279          | .297          | 1             | .540**                     |
|                         | Sig. (2-tailed)        | .108          | .104          | .013          | .104          | .083          |               | .001                       |
|                         | N                      | 35            | 35            | 35            | 35            | 35            | 35            | 35                         |
| TOTAL DISIPLIN<br>KERJA | Pearson<br>Correlation | .785**        | .898**        | .580**        | .898**        | .609**        | .540**        | 1                          |
|                         | Sig. (2-tailed)        | .000          | .000          | .000          | .000          | .000          | .001          |                            |
|                         | N                      | 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).

|                          |                     | Correlations |         |         |        |        |        |         |         | TOTAL<br>KINERJA<br>GURU |
|--------------------------|---------------------|--------------|---------|---------|--------|--------|--------|---------|---------|--------------------------|
|                          |                     | K1           | K2      | K3      | K4     | K5     | K6     | K7      | K8      |                          |
| K1                       | Pearson Correlation | 1            | .700**  | .248    | .126   | .431** | .475** | .700**  | .248    | .623**                   |
|                          | Sig. (2-tailed)     |              | .000    | .151    | .471   | .010   | .004   | .000    | .151    | .000                     |
|                          | N                   | 35           | 35      | 35      | 35     | 35     | 35     | 35      | 35      | 35                       |
| K2                       | Pearson Correlation | .700**       | 1       | .593**  | .519** | .550** | .745** | 1.000** | .593**  | .924**                   |
|                          | Sig. (2-tailed)     | .000         |         | .000    | .001   | .001   | .000   | .000    | .000    | .000                     |
|                          | N                   | 35           | 35      | 35      | 35     | 35     | 35     | 35      | 35      | 35                       |
| K3                       | Pearson Correlation | .248         | .593**  | 1       | .789** | .514** | .220   | .593**  | 1.000** | .811**                   |
|                          | Sig. (2-tailed)     | .151         | .000    |         | .000   | .002   | .205   | .000    | .000    | .000                     |
|                          | N                   | 35           | 35      | 35      | 35     | 35     | 35     | 35      | 35      | 35                       |
| K4                       | Pearson Correlation | .126         | .519**  | .789**  | 1      | .420*  | .223   | .519**  | .789**  | .721**                   |
|                          | Sig. (2-tailed)     | .471         | .001    | .000    |        | .012   | .199   | .001    | .000    | .000                     |
|                          | N                   | 35           | 35      | 35      | 35     | 35     | 35     | 35      | 35      | 35                       |
| K5                       | Pearson Correlation | .431**       | .550**  | .514**  | .420*  | 1      | .330   | .550**  | .514**  | .691**                   |
|                          | Sig. (2-tailed)     | .010         | .001    | .002    | .012   |        | .053   | .001    | .002    | .000                     |
|                          | N                   | 35           | 35      | 35      | 35     | 35     | 35     | 35      | 35      | 35                       |
| K6                       | Pearson Correlation | .475**       | .745**  | .220    | .223   | .330   | 1      | .745**  | .220    | .650**                   |
|                          | Sig. (2-tailed)     | .004         | .000    | .205    | .199   | .053   |        | .000    | .205    | .000                     |
|                          | N                   | 35           | 35      | 35      | 35     | 35     | 35     | 35      | 35      | 35                       |
| K7                       | Pearson Correlation | .700**       | 1.000** | .593**  | .519** | .550** | .745** | 1       | .593**  | .924**                   |
|                          | Sig. (2-tailed)     | .000         | .000    | .000    | .001   | .001   | .000   |         | .000    | .000                     |
|                          | N                   | 35           | 35      | 35      | 35     | 35     | 35     | 35      | 35      | 35                       |
| K8                       | Pearson Correlation | .248         | .593**  | 1.000** | .789** | .514** | .220   | .593**  | 1       | .811**                   |
|                          | Sig. (2-tailed)     | .151         | .000    | .000    | .000   | .002   | .205   | .000    |         | .000                     |
|                          | N                   | 35           | 35      | 35      | 35     | 35     | 35     | 35      | 35      | 35                       |
| TOTAL<br>KINERJA<br>GURU | Pearson Correlation | .623**       | .924**  | .811**  | .721** | .691** | .650** | .924**  | .811**  | 1                        |
|                          | Sig. (2-tailed)     | .000         | .000    | .000    | .000   | .000   | .000   | .000    | .000    |                          |
|                          | N                   | 35           | 35      | 35      | 35     | 35     | 35     | 35      | 35      | 35                       |

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

## Lampiran VI

### Hasil Uji Reliabilitas

#### Budaya Organisasi

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,778             | 6          |

#### Kepemimpinan

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,561             | 5          |

#### Displin Kerja

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,821             | 6          |

#### Kinerja Guru

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,900             | 8          |

## Lampiran VII

### Hasil Uji Lineritas

**ANOVA Table**

|               |               |                             | Sum of<br>Squares | df | Mean<br>Square | F      | Sig. |
|---------------|---------------|-----------------------------|-------------------|----|----------------|--------|------|
| TOTAL KINERJA | BetwKOMn      | (Combined)                  | 359.967           | 10 | 35.997         | 2.011  | .078 |
| GURU * TOTAL  | Groups        | Linearity                   | 289.658           | 1  | 289.658        | 16.181 | .000 |
| BUDAYA        |               | Deviation from<br>Linearity | 70.309            | 9  | 7.812          | .436   | .902 |
| ORGANISASI    | Within Groups |                             | 429.633           | 24 | 17.901         |        |      |
|               | Total         |                             | 789.600           | 34 |                |        |      |

**ANOVA Table**

|               |               |                             | Sum of<br>Squares | df | Mean<br>Square | F      | Sig. |
|---------------|---------------|-----------------------------|-------------------|----|----------------|--------|------|
| TOTAL KINERJA | BetwKOMn      | (Combined)                  | 574.469           | 9  | 63.830         | 7.418  | .000 |
| GURU * TOTAL  | Groups        | Linearity                   | 565.854           | 1  | 565.854        | 65.757 | .000 |
| KEPEMIMPINAN  |               | Deviation from<br>Linearity | 8.615             | 8  | 1.077          | .125   | .998 |
|               | Within Groups |                             | 215.131           | 25 | 8.605          |        |      |
|               | Total         |                             | 789.600           | 34 |                |        |      |

**ANOVA Table**

|                |               |                             | Sum of<br>Squares | df | Mean<br>Square | F      | Sig. |
|----------------|---------------|-----------------------------|-------------------|----|----------------|--------|------|
| TOTAL KINERJA  | BetwKOMn      | (Combined)                  | 472.852           | 9  | 52.539         | 4.147  | .002 |
| GURU * TOTAL   | Groups        | Linearity                   | 355.763           | 1  | 355.763        | 28.079 | .000 |
| DISIPLIN KERJA |               | Deviation from<br>Linearity | 117.089           | 8  | 14.636         | 1.155  | .363 |
|                | Within Groups |                             | 316.748           | 25 | 12.670         |        |      |
|                | Total         |                             | 789.600           | 34 |                |        |      |

## Hasil Uji Normalitas

### One-Sample Kolmogorov-Smirnov Test

|                                  |                | TOTAL<br>BUDAYA<br>ORGANISASI | TOTAL<br>KEPEMIMPINAN | TOTAL<br>DISIPLIN<br>KERJA | TOTAL<br>KINERJA GURU |
|----------------------------------|----------------|-------------------------------|-----------------------|----------------------------|-----------------------|
| N                                |                | 35                            | 35                    | 35                         | 35                    |
| Normal Parameters <sup>a,b</sup> | Mean           | 22.83                         | 19.46                 | 23.49                      | 27.80                 |
|                                  | Std. Deviation | 3.434                         | 2.381                 | 3.459                      | 4.819                 |
| Most Extreme Differences         | Absolute       | .120                          | .162                  | .187                       | .123                  |
|                                  | Positive       | .091                          | .087                  | .099                       | .090                  |
|                                  | Negative       | -.120                         | -.162                 | -.187                      | -.123                 |
| Test Statistic                   |                | .120                          | .162                  | .187                       | .123                  |
| Asymp. Sig. (2-tailed)           |                | .200 <sup>c,d</sup>           | .021 <sup>c</sup>     | .003 <sup>c</sup>          | .200 <sup>c,d</sup>   |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

## Lampiran X

### Hasil Uji Multikolinieritas

#### Coefficients<sup>a</sup>

|       |                            | Unstandardized<br>Coefficients |            | Standardize<br>d<br>Coefficients |        |      | Collinearity<br>Statistics |       |
|-------|----------------------------|--------------------------------|------------|----------------------------------|--------|------|----------------------------|-------|
| Model |                            | B                              | Std. Error | Beta                             | T      | Sig. | Toleranc<br>e              | VIF   |
| 1     | (Constant)                 | -7.329                         | 3.470      |                                  | -2.112 | .043 |                            |       |
|       | TOTAL BUDAYA<br>ORGANISASI | -.751                          | .363       | -.535                            | -2.067 | .047 | .107                       | 9.320 |
|       | TOTAL<br>KEPEMIMPINAN      | 1.505                          | .226       | .743                             | 6.661  | .000 | .578                       | 1.729 |
|       | TOTAL DISIPLIN<br>KERJA    | .980                           | .358       | .703                             | 2.733  | .010 | .109                       | 9.191 |

a. Dependent Variable: TOTAL KINERJA GURU



## Lampiran X

### Hasil Uji Regresi Berganda

#### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .881 <sup>a</sup> | .777     | .755              | 2.384                      |

a. Predictors: (Constant), TOTAL DISIPLIN KERJA, TOTAL KEPEMIMPINAN, TOTAL BUDAYA ORGANISASI

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 613.385        | 3  | 204.462     | 35.969 | .000 <sup>b</sup> |
|       | Residual   | 176.215        | 31 | 5.684       |        |                   |
|       | Total      | 789.600        | 34 |             |        |                   |

a. Dependent Variable: TOTAL KINERJA GURU

b. Predictors: (Constant), TOTAL DISIPLIN KERJA, TOTAL KEPEMIMPINAN, TOTAL BUDAYA ORGANISASI

#### Coefficients<sup>a</sup>

| Model |                         | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|-------------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                         | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)              | 7.329                       | 3.470      |                           | 2.112 | .043 |
|       | TOTAL BUDAYA ORGANISASI | .751                        | .363       | .535                      | 2.067 | .047 |
|       | TOTAL KEPEMIMPINAN      | 1.505                       | .226       | .743                      | 6.661 | .000 |
|       | TOTAL DISIPLIN KERJA    | .980                        | .358       | .703                      | 2.733 | .010 |

a. Dependent Variable: TOTAL KINERJA GURU