

## LAMPIRAN 1

### Data Guru Mengikuti Pelatihan

| Tahun 2023 |                             |                                                   |
|------------|-----------------------------|---------------------------------------------------|
| No         | Nama                        | Pelatihan                                         |
| 1          | Dian Purwantini, S.T., M.Pd | Upskilling “Penginderaan Jauh Menggunakan LIDAR”  |
| 2          | Sumartono, S.T.             | Upskilling “Penginderaan Jauh Menggunakan LIDAR”  |
| 3          | Edi Susanto, M.Pd           | Pelatihan “Pemasangan Rangka Atap Baja Ringan”    |
| 4          | Supriyanto, S.T.            | Pelatihan “Pemasangan Rangka Atap Baja Ringan”    |
| 5          | Heny Pranastuti, S.Kom      | Pelatihan “Peningkatan Kompetensi Guru dalam TIK” |
| 6          | Teguh Sugiarto, S.Kom       | Pelatihan “Peningkatan Kompetensi Guru dalam TIK” |
| 7          | Akmal Nur, S.T.             | Pelatihan “Guru Penggerak”                        |
| 8          | Mutiara Wikjayanti, M.Pd    | Pelatihan “Guru Penggerak”                        |
| 9          | Rinna Slamet, M.Pd          | Pelatihan “Guru Penggerak”                        |
| 10         | Didik Sri Utomo, S.T.       | Pelatihan “Guru Penggerak”                        |
| Tahun 2024 |                             |                                                   |
| 1          | Agus Suparjo, ST., M.M.     | Pelatihan “Dunia Industri PT. Lambang Jaya’       |
| 2          | Iis Monica, S.T.            | Pelatihan “Sistem Informasi Geografis”            |
| 3          | Iskandar, S.T.              | Pelatihan Perawatan Berkala Kendaraan Ringan”     |
| 4          | Oktaria, M.Pd               | Pelatihan “Guru Penggerak”                        |
| 5          | Oktarini, M.Pd.             | Pelatihan “Guru Penggerak”                        |
| 6          | ArlikCahyawati, M.Pd        | Pelatihan “Guru Penggerak”                        |
| 7          | Wawan Uditomo, M.Pd         | Pelatihan “Guru Penggerak”                        |
| 8          | Ria Anita, M.Pd.            | Pelatihan “Guru Penggerak”                        |
| 9          | Dwi Rahayu Studya, M.Pd     | Pelatihan “Guru Penggerak”                        |
| 10         | Pitri Hermeliyanti, M.Pd.   | Pelatihan “Guru Penggerak”                        |
| 11         | Rizki Amalia, S.Pd.         | Pelatihan “Guru Penggerak”                        |
| Tahun 2025 |                             |                                                   |
| 1          | Ari Aditama, S.T.           | Pelatihan “UNIT Refrigerator”                     |
| 2          | Nunung Nurlaela Jamil, S.T. | Pelatihan “Panasonic Room AC Repair & Recovery”   |
| 3          | Eko Aditya, S.T.            | Pelatihan “Remote Sensing”                        |
| 4          | Mulyono, S.T.               | Pelatihan “Panasonic Room AC Repair & Recovery”   |
| 5          | Sarah Diba Fajrianti, S.Pd. | Pelatihan “Sistem Kelistrikan”                    |

## **LAMPIRAN 2**

### **Wawancara Pra-Survey**

(1. Dilakukan kepada Ka. Prog. Jurusan Teknik Pemesinan)

- Peneliti : “Terkait Kompetensi Pedagogik, khususnya pada pelaksanaan pembelajaran. Bagaimana pengamatan Bapak/Ibu terhadap guru-guru di program Anda dalam melaksanakan pembelajaran di kelas? Apakah sudah optimal dalam penggunaan metode, media, atau pengelolaan kelas?”
- Guru : "Kalau dari pengamatan saya, di aspek pelaksanaan pembelajaran ini masih ada beberapa catatan. Guru-guru kita memang sudah berusaha keras, tapi saya melihat variasi penggunaan metode pembelajaran masih kurang. Mayoritas masih dominan ceramah, padahal kita sudah sering mendorong untuk diskusi, kerja kelompok, atau proyek. Penggunaan media ajar juga belum maksimal, banyak yang masih mengandalkan papan tulis manual atau slide PowerPoint yang itu-itu saja. Pengelolaan kelasnya sih lumayan, tapi kadang masih ada guru yang kesulitan menarik perhatian semua siswa, terutama yang pasif. Jadi, kalau dibilang optimal, belum. Masih perlu banyak peningkatan di variasi metode dan pemanfaatan media"
- Peneliti : “Mengenai Kompetensi Profesional, terutama dalam pengembangan diri. Bagaimana antusiasme dan partisipasi guru-guru di program Bapak/Ibu dalam upaya peningkatan kapasitas diri mereka, seperti mengikuti pelatihan, membaca literatur profesional, atau aktif di MGMP?”
- Guru : "Nah, ini juga jadi tantangan. Sebagian kecil guru memang sangat proaktif, mereka rajin ikut webinar, workshop, atau bahkan mengambil kursus tambahan. Tapi sebagian besar lainnya cenderung pasif. Kalau tidak ada surat tugas atau diwajibkan, mereka jarang sekali berinisiatif. Keaktifan di MGMP pun masih perlu ditingkatkan,

hanya segelintir yang benar-benar aktif berbagi dan berdiskusi. Minat membaca buku-buku pedagogik atau jurnal ilmiah juga masih rendah. Sepertinya, motivasi untuk mengembangkan diri secara mandiri masih kurang kuat di kalangan guru-guru kami."

Peneliti : "Terkait Kompetensi Kepribadian, khususnya pada disiplin dan tanggung jawab. Bagaimana pandangan Bapak/Ibu terhadap tingkat kedisiplinan guru-guru di program Anda, seperti ketepatan waktu dan penyelesaian tugas, serta rasa tanggung jawab mereka terhadap proses pembelajaran dan hasil siswa?"

Guru : "Kalau disiplin waktu, lumayan lah ya, meskipun ada beberapa yang masih sering telat atau masuk kelas tidak tepat waktu. Tapi tidak parah sekali. Yang lebih jadi perhatian saya itu kadang pada aspek tanggung jawab. Misalnya, ada guru yang masih sering menunda pengumpulan nilai atau administrasi kelas. Kemudian, dalam hal tanggung jawab terhadap siswa yang kesulitan belajar, kadang masih ada yang kurang proaktif mencari solusi atau memberikan bimbingan ekstra di luar jam pelajaran. Rasanya, rasa kepemilikan terhadap progres setiap siswa belum merata di semua guru."

## (2. Dilakukan kepada Ka. Prog. Jurusan Teknik Bangunan)

Peneliti : "Terkait Kompetensi Pedagogik, khususnya pada pelaksanaan pembelajaran. Bagaimana pengamatan Bapak/Ibu terhadap guru-guru di program Anda dalam melaksanakan pembelajaran di kelas? Apakah sudah optimal dalam penggunaan metode, media, atau pengelolaan kelas?"

Guru : "Untuk pelaksanaan pembelajaran di program kami, saya rasa sudah ada upaya perbaikan, terutama dalam penggunaan TIK. Banyak guru yang sudah mulai familiar dengan platform online atau aplikasi belajar. Namun, masalahnya masih pada strategi yang disesuaikan

dengan kebutuhan siswa. Meskipun sudah pakai teknologi, terkadang masih satu arah. Metode diskusi atau project-based learning sebenarnya sudah dicoba, tapi masih banyak guru yang belum mahir mengelolanya sehingga sering kali kurang efektif atau malah membuat kelas gaduh. Pengelolaan kelas secara umum cukup baik, tapi belum semua guru bisa menciptakan pembelajaran yang benar-benar interaktif dan berpusat pada siswa."

Peneliti : "Mengenai Kompetensi Profesional, terutama dalam pengembangan diri. Bagaimana antusiasme dan partisipasi guru-guru di program Bapak/Ibu dalam upaya peningkatan kapasitas diri mereka, seperti mengikuti pelatihan, membaca literatur profesional, atau aktif di MGMP?"

Guru : "Untuk pengembangan diri, saya melihat ada semangat, terutama jika itu terkait dengan pelatihan yang diberikan oleh dinas atau sekolah. Namun, inisiatif mandiri untuk mencari dan mengikuti pelatihan yang sesuai minat atau kebutuhan individu masih belum menonjol. Kami sering mendorong mereka untuk membaca jurnal-jurnal terkini atau terlibat aktif di MGMP, tapi responsnya masih belum optimal. Guru-guru cenderung mengikuti kalau ada undangan atau paksaan, tapi jarang yang aktif mencari peluang pengembangan diri sendiri. Padahal, perkembangan di bidang kejuruan ini sangat cepat, butuh *update* terus."

Peneliti : "Terkait Kompetensi Kepribadian, khususnya pada disiplin dan tanggung jawab. Bagaimana pandangan Bapak/Ibu terhadap tingkat kedisiplinan guru-guru di program Anda, seperti ketepatan waktu dan penyelesaian tugas, serta rasa tanggung jawab mereka terhadap proses pembelajaran dan hasil siswa?"

Guru : "Disiplin waktu sudah cukup baik. Mereka jarang sekali terlambat datang atau masuk kelas. Namun, untuk tanggung jawab, saya masih menemukan beberapa hal. Misalnya, ada guru yang kurang teliti

dalam memeriksa tugas siswa, atau kurang responsif ketika ada orang tua yang ingin berdiskusi mengenai perkembangan anak. Penyelesaian administrasi kadang juga masih molor dari target waktu. Sepertinya, masih perlu ditingkatkan kesadaran bahwa tanggung jawab itu bukan hanya mengajar, tapi juga membimbing dan memastikan progres setiap siswa, serta semua aspek administratif yang mendukungnya"

### (3. Dilakukan kepada Ka. Prog. Jurusan Teknik Instalasi Tenaga Listrik)

Peneliti : "Terkait Kompetensi Pedagogik, khususnya pada pelaksanaan pembelajaran. Bagaimana pengamatan Bapak/Ibu terhadap guru-guru di program Anda dalam melaksanakan pembelajaran di kelas? Apakah sudah optimal dalam penggunaan metode, media, atau pengelolaan kelas?"

Guru : "Dalam hal pelaksanaan pembelajaran, guru-guru kami sebenarnya sudah berusaha keras sesuai dengan kurikulum. Mereka sudah menguasai materi dengan baik. Namun, tantangan utama adalah kemampuan mereka dalam membuat pembelajaran menjadi lebih menarik dan kontekstual. Terkadang, pembelajaran masih terasa kering, kurang dikaitkan dengan kehidupan sehari-hari siswa atau isu-isu yang relevan. Penggunaan media ajar juga belum kreatif. Mereka cenderung fokus pada penyampaian konten dan belum banyak mengeksplorasi cara-cara agar siswa benar-benar terlibat secara aktif dan kritis. Interaksi di kelas masih didominasi satu arah dari guru ke siswa"

Peneliti : "Mengenai Kompetensi Profesional, terutama dalam pengembangan diri. Bagaimana antusiasme dan partisipasi guru-guru di program Bapak/Ibu dalam upaya peningkatan kapasitas diri mereka, seperti mengikuti pelatihan, membaca literatur profesional, atau aktif di

MGMP?”

Guru : "Kalau soal pengembangan diri, ada beberapa guru senior yang memang sudah merasa cukup dengan ilmunya, jadi kurang berinisiatif untuk ikut pelatihan baru. Sementara guru-guru muda mungkin lebih terbuka, tapi terkendala biaya atau informasi. Keterlibatan di kegiatan MGMP juga masih sebatas memenuhi kewajiban kehadiran, belum sampai pada tahap diskusi yang mendalam dan produktif untuk peningkatan kompetensi. Jarang sekali yang secara mandiri mencari sumber belajar tambahan atau mencoba inovasi-inovasi baru dari hasil membaca"

Peneliti : “Terkait Kompetensi Kepribadian, khususnya pada disiplin dan tanggung jawab. Bagaimana pandangan Bapak/Ibu terhadap tingkat kedisiplinan guru-guru di program Anda, seperti ketepatan waktu dan penyelesaian tugas, serta rasa tanggung jawab mereka terhadap proses pembelajaran dan hasil siswa?”

Guru : "Untuk disiplin waktu, saya melihat masih ada tantangan. Meskipun jarang absen tanpa keterangan yang parah, namun ketepatan waktu masuk kelas atau memulai pelajaran masih belum konsisten di beberapa guru"

### LAMPIRAN 3

#### Tabulasi Data Kuesioner

| X1_1 | X1_2 | X1_3 | X1_4 | X1_5 | X1_6 | X1_7 | X1_8 | X1_9 | X1_10 | X_1 | X_1 | X2_1 | X2_2 | X2_3 | X2_4 | X2_5 | X2_6 | X_2 | X3_1 | X3_2 | X3_3 | X3_4 | X3_5 | X3_6 | X3_7 | X3_8 | X3_9 | X3_10 | X_3 | Y1_1 | Y1_2 | Y1_3 | Y1_4 | Y1_5 | Y1_6 | Y  |    |
|------|------|------|------|------|------|------|------|------|-------|-----|-----|------|------|------|------|------|------|-----|------|------|------|------|------|------|------|------|------|-------|-----|------|------|------|------|------|------|----|----|
|      |      |      |      |      |      |      |      |      |       | 25  | 25  |      |      |      |      |      |      | 15  |      |      |      |      |      |      |      |      |      |       | 25  |      |      |      |      |      |      |    | 15 |
| 4    | 2    | 2    | 2    | 3    | 3    | 2    | 2    | 2    | 3     | 31  | 31  | 3    | 2    | 2    | 3    | 3    | 2    | 24  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 2   | 41   | 3    | 3    | 2    | 3    | 2    | 2  | 23 |
| 4    | 3    | 2    | 4    | 4    | 3    | 3    | 4    | 3    | 1     | 25  | 25  | 4    | 4    | 4    | 4    | 4    | 4    | 24  | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4     | 4   | 41   | 4    | 4    | 3    | 4    | 4    | 4  | 23 |
| 3    | 3    | 2    | 2    | 4    | 2    | 2    | 2    | 2    | 3     | 25  | 25  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 4    | 2    | 2    | 2    | 4    | 3    | 1    | 2    | 2    | 3     | 25  | 25  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 4    | 3    | 2    | 2    | 2    | 3    | 2    | 2    | 2    | 3     | 25  | 25  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 3    | 3    | 2    | 2    | 4    | 3    | 2    | 2    | 2    | 3     | 26  | 26  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 3    | 3    | 2    | 2    | 4    | 2    | 2    | 2    | 2    | 3     | 25  | 25  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 4    | 3    | 3    | 2    | 2    | 3    | 4    | 3    | 2    | 3     | 29  | 29  | 3    | 3    | 3    | 4    | 3    | 3    | 19  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 3     | 39  | 3    | 3    | 3    | 3    | 4    | 3    | 19 |    |
| 5    | 4    | 3    | 3    | 2    | 4    | 2    | 4    | 4    | 1     | 32  | 32  | 5    | 5    | 5    | 4    | 4    | 4    | 27  | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 50  | 5    | 5    | 4    | 4    | 4    | 4    | 26 |    |
| 4    | 1    | 3    | 3    | 4    | 3    | 4    | 2    | 3    | 3     | 30  | 30  | 3    | 4    | 4    | 4    | 3    | 5    | 23  | 5    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 4    | 5     | 43  | 5    | 5    | 5    | 4    | 4    | 4    | 27 |    |
| 3    | 3    | 2    | 2    | 3    | 3    | 2    | 2    | 2    | 3     | 25  | 25  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 4    | 2    | 2    | 2    | 4    | 2    | 2    | 2    | 2    | 3     | 25  | 25  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 3    | 3    | 2    | 2    | 4    | 4    | 2    | 2    | 2    | 3     | 27  | 27  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 4    | 3    | 2    | 2    | 5    | 2    | 2    | 2    | 2    | 3     | 27  | 27  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 4    | 2    | 2    | 2    | 4    | 2    | 2    | 2    | 2    | 3     | 25  | 25  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 3    | 3    | 2    | 2    | 4    | 3    | 2    | 2    | 2    | 3     | 26  | 26  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 4    | 3    | 2    | 2    | 2    | 4    | 2    | 2    | 2    | 3     | 26  | 26  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 3    | 3    | 2    | 2    | 5    | 3    | 2    | 2    | 2    | 3     | 27  | 27  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |
| 4    | 2    | 2    | 2    | 4    | 2    | 2    | 2    | 2    | 3     | 25  | 25  | 3    | 2    | 2    | 3    | 3    | 2    | 15  | 3    | 3    | 3    | 3    | 2    | 2    | 3    | 2    | 2    | 2     | 25  | 3    | 3    | 2    | 3    | 2    | 2    | 15 |    |

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | 2 | 2 | 2 | 3 | 5 | 2 | 2 | 2 | 3 | 2 | 7 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 5 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 4 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 2 | 2 | 8 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 9 | 4 | 4 | 2 | 3 | 4 | 4 | 2 |   |
| 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 8 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 |   |
| 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 5 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 4 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 3 | 2 | 7 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 5 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 4 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 7 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 0 | 3 | 3 | 4 | 3 | 4 | 3 | 0 |
| 3 | 4 | 3 | 2 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 0 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 | 4 | 4 | 4 | 4 | 4 | 4 | 2 |
| 3 | 4 | 2 | 3 | 4 | 3 | 2 | 4 | 3 | 2 | 3 | 0 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 | 4 | 4 | 4 | 4 | 4 | 4 | 2 |
| 3 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 | 4 | 4 | 4 | 4 | 4 | 4 | 2 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 8 | 4 | 4 | 4 | 4 | 3 | 3 | 2 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 4 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 0 | 2 | 4 | 4 | 4 | 5 | 3 | 5 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 2 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 2 | 3 | 3 | 5 | 2 | 2 | 2 | 3 | 2 | 1 | 2 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 0 | 5 | 5 | 2 | 5 | 4 | 5 | 6 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 2 | 4 | 3 | 3 | 1 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 9 | 2 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 | 3 | 4 | 3 | 4 | 4 | 4 | 2 |
| 3 | 3 | 3 | 2 | 4 | 2 | 4 | 2 | 3 | 4 | 3 | 0 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 | 4 | 4 | 5 | 4 | 4 | 4 | 2 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 5 | 3 | 3 | 2 | 3 | 2 | 2 | 1 |
| 2 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 1 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 8 |
| 4 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 0 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 0 |

|   |   |   |   |   |   |   |   |   |   |        |        |   |   |   |   |   |   |        |   |   |   |   |   |   |   |   |   |        |        |   |   |   |   |   |        |        |
|---|---|---|---|---|---|---|---|---|---|--------|--------|---|---|---|---|---|---|--------|---|---|---|---|---|---|---|---|---|--------|--------|---|---|---|---|---|--------|--------|
| 3 | 2 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 3<br>3 | 3<br>3 | 4 | 4 | 5 | 4 | 4 | 4 | 2<br>5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4      | 4<br>1 | 4 | 4 | 4 | 4 | 4 | 2<br>4 |        |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>3 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>3 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 3 | 4 | 2 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 3<br>2 | 3<br>2 | 4 | 4 | 4 | 4 | 4 | 4 | 2<br>4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4<br>0 | 4      | 4 | 4 | 4 | 4 | 4 | 2<br>4 |        |
| 4 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 3 | 2 | 2<br>9 | 2<br>9 | 1 | 2 | 2 | 2 | 2 | 2 | 1<br>1 | 2 | 2 | 2 | 1 | 3 | 3 | 2 | 3 | 2 | 3      | 2<br>3 | 5 | 5 | 4 | 5 | 5 | 5      | 2<br>9 |
| 5 | 2 | 2 | 2 | 4 | 5 | 4 | 3 | 2 | 3 | 3<br>3 | 3<br>2 | 4 | 3 | 4 | 3 | 3 | 3 | 2<br>0 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3      | 2<br>9 | 3 | 4 | 5 | 5 | 4 | 4      | 2<br>5 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>3 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 2 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 3<br>1 | 3<br>1 | 4 | 4 | 4 | 4 | 4 | 4 | 2<br>4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4<br>0 | 4      | 4 | 4 | 4 | 4 | 4 | 2<br>4 |        |
| 5 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>3 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2<br>4 | 2<br>4 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2<br>4 | 2<br>4 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>3 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 3 | 3 | 2 | 2 | 4 | 2 | 4 | 2 | 2 | 1 | 2<br>5 | 2<br>5 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 4 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>4 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>2 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 4 | 2 | 4 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2<br>7 | 2<br>7 | 3 | 3 | 2 | 2 | 3 | 2 | 1<br>5 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3      | 2<br>9 | 3 | 2 | 2 | 2 | 2 | 2      | 1<br>3 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>3 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 4 | 2 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 2<br>9 | 2<br>9 | 5 | 5 | 5 | 5 | 5 | 5 | 3<br>0 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4      | 4<br>3 | 5 | 5 | 4 | 4 | 4 | 5      | 2<br>7 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>3 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 4 | 4 | 2 | 4 | 2 | 3 | 4 | 3 | 2 | 3 | 3<br>1 | 3<br>1 | 4 | 4 | 4 | 4 | 4 | 3 | 2<br>3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4      | 3<br>6 | 3 | 4 | 3 | 3 | 4 | 4      | 2<br>1 |
| 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 2<br>5 | 2<br>5 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 3 | 3 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 3 | 2<br>5 | 2<br>5 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 1 | 2<br>3 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2<br>3 | 2<br>3 | 3 | 2 | 2 | 3 | 3 | 2 | 1<br>5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2      | 2<br>5 | 3 | 3 | 2 | 3 | 2 | 2      | 1<br>5 |

|   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | 2 | 2 | 3 | 4 | 1 | 3 | 4 | 1 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 2 | 6 |
| 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 5 | 5 | 3 | 2 | 2 | 3 | 3 | 2 | 5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 5 |
| 2 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 1 | 1 | 4 | 5 | 4 | 3 | 3 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 4 |
| 4 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 0 |   |
| 3 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 5 |   |
| 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 5 |   |
| 4 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 4 | 3 | 3 | 3 | 3 | 1 | 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 2 | 2 | 1 |   |
| 4 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 0 | 0 | 4 | 4 | 5 | 5 | 5 | 5 | 2 | 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 0 |   |
| 4 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 2 | 3 | 2 | 8 | 8 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 1 | 2 | 3 |   |
| 5 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 5 |   |
| 3 | 4 | 3 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 1 | 4 | 2 | 3 |   |
| 2 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 |   |
| 4 | 2 | 3 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 3 | 0 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 8 | 4 | 2 | 2 |   |
| 2 | 4 | 2 | 4 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 0 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 6 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 7 |   |
| 4 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 5 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 5 |   |
| 3 | 2 | 3 | 3 | 4 | 2 | 2 | 3 | 5 | 4 | 3 | 1 | 1 | 5 | 5 | 4 | 4 | 4 | 4 | 2 | 6 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 7 |   |

**LAMPIRAN 4**  
**Analisa Kuesioner**

| Pernyataan                                                                                                                       | SS | S  | KS | TS | STS | Frekuensi | Bobot | Rata-rata   | Kriteria          |
|----------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|-----|-----------|-------|-------------|-------------------|
| <b>Lingkungan Kerja (X1)</b>                                                                                                     |    |    |    |    |     |           |       | <b>2.66</b> | <b>Cukup Baik</b> |
| Pencahayaan di ruang kerja saya sudah memadai untuk mendukung aktivitas mengajar.                                                | 4  | 38 | 33 | 7  | 1   | 83        | 286   | 3.45        | Baik              |
| Saya merasa pencahayaan di lingkungan sekolah (kelas, kantor guru) mendukung kenyamanan saya dalam bekerja.                      | 0  | 14 | 36 | 30 | 3   | 83        | 227   | 2.73        | Cukup Baik        |
| Tingkat kebisingan di lingkungan kerja (misalnya di ruang guru atau kelas) cukup rendah sehingga saya dapat fokus bekerja        | 0  | 4  | 22 | 56 | 1   | 83        | 195   | 2.35        | Cukup Baik        |
| Saya merasa lingkungan sekolah cukup tenang sehingga tidak terlalu banyak gangguan suara saat bekerja.                           | 1  | 10 | 16 | 56 | 0   | 83        | 205   | 2.47        | Cukup Baik        |
| Suhu udara pada ruangan kerja sudah sesuai dengan yang diinginkan.                                                               | 2  | 34 | 14 | 32 | 1   | 83        | 253   | 3.05        | Baik              |
| Saya merasa fasilitas pendingin ruangan (AC/kipas angin) di lingkungan sekolah cukup baik dan mendukung kenyamanan dalam bekerja | 2  | 8  | 23 | 48 | 2   | 83        | 209   | 2.52        | Cukup Baik        |

|                                                                                                                     |   |    |    |    |   |    |     |      |            |
|---------------------------------------------------------------------------------------------------------------------|---|----|----|----|---|----|-----|------|------------|
| Tata letak ruang kerja (misalnya ruang guru) di sekolah ini mendukung efisiensi pekerjaan saya.                     | 0 | 14 | 7  | 61 | 1 | 83 | 200 | 2.41 | Cukup Baik |
| Desain dan penataan ruangan di sekolah memudahkan saya dalam bergerak dan berinteraksi.                             | 0 | 9  | 15 | 59 | 0 | 83 | 199 | 2.40 | Cukup Baik |
| Peralatan kerja (misalnya komputer, proyektor, papan tulis) yang tersedia dalam kondisi baik dan berfungsi optimal. | 1 | 10 | 13 | 57 | 2 | 83 | 200 | 2.41 | Cukup Baik |
| Saya merasa fasilitas dan sarana prasarana yang disediakan sekolah memadai untuk mendukung tugas mengajar saya.     | 0 | 7  | 59 | 10 | 7 | 83 | 232 | 2.80 | Cukup Baik |

| Pernyataan                                                                                                       | SS | S  | KS | TS | STS | Frekuensi | Bobot | Rata-rata   | Kriteria    |
|------------------------------------------------------------------------------------------------------------------|----|----|----|----|-----|-----------|-------|-------------|-------------|
| <b>Kerjasama Tim (X2)</b>                                                                                        |    |    |    |    |     |           |       | <b>3.11</b> | <b>Baik</b> |
| Pembagian tugas dalam tim kerja (misalnya tim mata pelajaran atau panitia) dijelaskan dengan sangat jelas.       | 6  | 22 | 54 | 0  | 1   | 83        | 281   | 3.39        | Baik        |
| Setiap anggota tim memahami peran dan tanggung jawabnya masing-masing dalam setiap proyek atau kegiatan sekolah. | 7  | 23 | 5  | 48 | 0   | 83        | 238   | 2.87        | Cukup Baik  |

|                                                                                                         |   |    |    |    |   |    |     |      |            |
|---------------------------------------------------------------------------------------------------------|---|----|----|----|---|----|-----|------|------------|
| Guru-guru secara aktif terlibat dalam kegiatan kolaboratif untuk mencapai tujuan sekolah.               | 6 | 25 | 3  | 49 | 0 | 83 | 237 | 2.86 | Cukup Baik |
| Kami sering berdiskusi dan bekerja sama untuk menyelesaikan masalah pembelajaran atau kegiatan sekolah. | 9 | 21 | 51 | 2  | 0 | 83 | 286 | 3.45 | Baik       |
| Tim kerja di sekolah ini mampu mengoptimalkan potensi dan keahlian setiap guru.                         | 4 | 21 | 56 | 2  | 0 | 83 | 276 | 3.33 | Baik       |
| Saya merasa kontribusi dan keahlian saya dihargai dan dimanfaatkan secara maksimal dalam tim.           | 6 | 20 | 7  | 50 | 0 | 83 | 231 | 2.78 | Cukup Baik |

| Pernyataan                                                                                               | SS | S  | KS | TS | STS | Frekuensi | Bobot | Rata-rata   | Kriteria    |
|----------------------------------------------------------------------------------------------------------|----|----|----|----|-----|-----------|-------|-------------|-------------|
| <b>Komunikasi Efektif (X3)</b>                                                                           |    |    |    |    |     |           |       | <b>3.15</b> | <b>Baik</b> |
| Saya percaya bahwa rekan-rekan guru saya selalu bersikap jujur dalam setiap interaksi dan pekerjaan tim. | 10 | 21 | 51 | 1  | 0   | 83        | 289   | 3.48        | Baik        |
| Informasi yang disampaikan antar anggota tim selalu transparan dan dapat dipercaya.                      | 7  | 20 | 55 | 1  | 0   | 83        | 282   | 3.40        | Baik        |
| Saya merasa kompetensi dan kemampuan rekan-rekan guru saya diakui dan dihargai.                          | 4  | 25 | 52 | 2  | 0   | 83        | 280   | 3.37        | Baik        |

|                                                                                                          |    |    |    |    |   |    |     |      |            |
|----------------------------------------------------------------------------------------------------------|----|----|----|----|---|----|-----|------|------------|
| Atasan dan rekan kerja saya menunjukkan pemahaman dan kepedulian terhadap permasalahan yang saya hadapi. | 5  | 24 | 52 | 1  | 1 | 83 | 280 | 3.37 | Baik       |
| Saya merasa mendapatkan dukungan yang cukup dari atasan dan rekan kerja dalam melaksanakan tugas.        | 7  | 23 | 5  | 48 | 0 | 83 | 238 | 2.87 | Cukup Baik |
| Lingkungan sekolah mendorong kami untuk saling memberikan dukungan dalam pekerjaan.                      | 8  | 24 | 4  | 47 | 0 | 83 | 242 | 2.92 | Cukup Baik |
| Komunikasi yang terjadi di lingkungan sekolah cenderung positif dan membangun.                           | 8  | 23 | 50 | 2  | 0 | 83 | 286 | 3.45 | Baik       |
| Saya merasa suasana komunikasi di sekolah mendorong semangat dan motivasi kerja.                         | 7  | 24 | 5  | 47 | 0 | 83 | 240 | 2.89 | Cukup Baik |
| Komunikasi antara atasan dan bawahan serta antar rekan kerja terjalin dalam posisi yang setara.          | 6  | 21 | 8  | 48 | 0 | 83 | 234 | 2.82 | Cukup Baik |
| Saya merasa semua guru memiliki kesempatan yang sama untuk berbicara dan didengar.                       | 11 | 17 | 8  | 47 | 0 | 83 | 241 | 2.90 | Cukup Baik |

| Pernyataan       | SS | S | KS | TS | STS | Frekuensi | Bobot | Rata-rata | Kriteria |
|------------------|----|---|----|----|-----|-----------|-------|-----------|----------|
| Kinerja Guru (Y) |    |   |    |    |     |           |       | 3.12      | Baik     |

|                                                                                                                                      |   |    |    |    |   |    |     |      |            |
|--------------------------------------------------------------------------------------------------------------------------------------|---|----|----|----|---|----|-----|------|------------|
| Saya mampu merencanakan pembelajaran yang inovatif dan sesuai dengan kebutuhan siswa.                                                | 7 | 22 | 54 | 0  | 0 | 83 | 285 | 3.43 | Baik       |
| Saya selalu berusaha melaksanakan proses pembelajaran yang efektif dan menarik bagi siswa.                                           | 8 | 23 | 51 | 1  | 0 | 83 | 287 | 3.46 | Baik       |
| Saya aktif mengikuti pelatihan atau seminar untuk meningkatkan kompetensi profesional saya.                                          | 4 | 18 | 10 | 51 | 0 | 83 | 224 | 2.70 | Cukup Baik |
| Saya selalu berinisiatif untuk mengembangkan diri melalui membaca literatur atau mencari informasi terbaru terkait bidang ajar saya. | 5 | 21 | 55 | 2  | 0 | 83 | 278 | 3.35 | Baik       |
| Saya selalu datang tepat waktu dan menyelesaikan tugas mengajar sesuai jadwal yang ditentukan.                                       | 7 | 26 | 2  | 48 | 0 | 83 | 241 | 2.90 | Cukup Baik |
| Saya bertanggung jawab penuh terhadap keberhasilan belajar siswa dan kualitas pengajaran saya                                        | 8 | 24 | 3  | 48 | 0 | 83 | 241 | 2.90 | Cukup Baik |

**LAMPIRAN 5**  
**Data Hasil Penyebaran Kuesioner**

| NO | RESPONDEN | ITEMS       |   |   |   |   |   |   |   |   |    |             |    |    |    |    |    |             |    |    |    |    |    |    |    |    |    |            |    |    |    |    |    |
|----|-----------|-------------|---|---|---|---|---|---|---|---|----|-------------|----|----|----|----|----|-------------|----|----|----|----|----|----|----|----|----|------------|----|----|----|----|----|
|    |           | 1           | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11          | 12 | 13 | 14 | 15 | 16 | 17          | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27         | 28 | 29 | 30 | 31 | 32 |
|    |           | Variable X1 |   |   |   |   |   |   |   |   |    | Variable X2 |    |    |    |    |    | Variable X3 |    |    |    |    |    |    |    |    |    | Variable Y |    |    |    |    |    |
| 1  | 1         | 3           | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3  | 3           | 2  | 2  | 3  | 3  | 2  | 3           | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 3          | 3  | 2  | 3  | 2  | 2  |
| 2  | 2         | 4           | 3 | 4 | 4 | 2 | 1 | 4 | 4 | 4 | 3  | 4           | 4  | 4  | 4  | 4  | 4  | 4           | 4  | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4          | 4  | 3  | 4  | 4  | 4  |
| 3  | 3         | 3           | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3  | 3           | 2  | 2  | 3  | 3  | 2  | 3           | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 3          | 3  | 2  | 3  | 2  | 2  |
| 4  | 4         | 3           | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3  | 3           | 2  | 2  | 3  | 3  | 2  | 3           | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 3          | 3  | 2  | 3  | 2  | 2  |
| 5  | 5         | 3           | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3  | 3           | 2  | 2  | 3  | 3  | 2  | 3           | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 3          | 3  | 2  | 3  | 2  | 2  |
| 6  | 6         | 3           | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3  | 3           | 2  | 2  | 3  | 3  | 2  | 3           | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 3          | 3  | 2  | 3  | 2  | 2  |
| 7  | 7         | 3           | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3  | 3           | 2  | 2  | 3  | 3  | 2  | 3           | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 3          | 3  | 2  | 3  | 2  | 2  |
| 8  | 8         | 4           | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3  | 3           | 3  | 3  | 4  | 3  | 3  | 4           | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 3          | 3  | 3  | 3  | 4  | 3  |
| 9  | 9         | 5           | 4 | 3 | 3 | 2 | 2 | 5 | 5 | 4 | 5  | 5           | 5  | 5  | 4  | 4  | 4  | 5           | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5  | 5          | 5  | 4  | 4  | 4  | 4  |
| 10 | 10        | 4           | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3  | 3           | 4  | 4  | 4  | 3  | 5  | 5           | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 5          | 5  | 5  | 4  | 4  | 4  |
| 11 | 11        | 3           | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3  | 3           | 2  | 2  | 3  | 3  | 2  | 3           | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 3          | 3  | 2  | 3  | 2  | 2  |
| 12 | 12        | 3           | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3  | 3           | 2  | 2  | 3  | 3  | 2  | 3           | 3  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 3          | 3  | 2  | 3  | 2  | 2  |

|    |    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 13 | 13 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 14 | 14 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 15 | 15 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 16 | 16 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 17 | 17 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 18 | 18 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 19 | 19 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 20 | 20 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 21 | 21 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 22 | 22 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 4 |
| 23 | 23 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 24 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 25 | 25 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 26 | 26 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 27 | 27 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 |
| 28 | 28 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 29 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 30 | 30 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

|    |    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 31 | 31 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 32 | 32 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 33 | 33 | 3 | 3 | 4 | 4 | 2 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 |
| 34 | 34 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 35 | 35 | 4 | 3 | 3 | 3 | 5 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 4 |
| 36 | 36 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 37 | 37 | 2 | 5 | 5 | 5 | 2 | 2 | 5 | 5 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 5 |
| 38 | 38 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 39 | 39 | 4 | 4 | 3 | 3 | 1 | 1 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |
| 40 | 40 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 41 | 41 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 42 | 42 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 43 | 43 | 4 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 44 | 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 45 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 46 | 46 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 47 | 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 48 | 48 | 4 | 4 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 3 | 2 | 3 | 2 | 3 | 5 | 5 | 4 | 5 | 5 | 5 |

|    |    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 49 | 49 | 2 | 2 | 5 | 2 | 1 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 4 |
| 50 | 50 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 51 | 51 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |   |
| 52 | 52 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 53 | 53 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 54 | 54 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 55 | 55 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 56 | 56 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 57 | 57 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 58 | 58 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 59 | 59 | 1 | 2 | 4 | 3 | 5 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 |
| 60 | 60 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 61 | 61 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 |
| 62 | 62 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 63 | 63 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 |
| 64 | 64 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 65 | 65 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |
| 66 | 66 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |

|    |    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 67 | 67 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |   |
| 68 | 68 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 1 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |   |
| 69 | 69 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |   |
| 70 | 70 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |   |
| 71 | 71 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 |
| 72 | 72 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |   |
| 73 | 73 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |   |
| 74 | 74 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 4 |   |
| 75 | 75 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |   |
| 76 | 76 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 |   |
| 77 | 77 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |   |
| 78 | 78 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 |   |
| 79 | 79 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |   |
| 80 | 80 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |   |
| 81 | 81 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |   |
| 82 | 82 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 |   |
| 83 | 83 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |   |

## Lampiran 6

### Analisis Deskriptif Kuesioner

Variabel Lingkungan Kerja (X1)

| No | Item<br>Pernyataan | Score Jawaban |    |    |     |    |     |    |     |     |    | Total<br>Score |
|----|--------------------|---------------|----|----|-----|----|-----|----|-----|-----|----|----------------|
|    |                    | SS            |    | S  |     | KS |     | TS |     | STS |    |                |
|    |                    | F             | %  | F  | %   | F  | %   | F  | %   | F   | %  |                |
| 1  | X1_1               | 4             | 5% | 38 | 46% | 33 | 40% | 7  | 8%  | 1   | 1% | 83             |
| 2  | X1_2               | 0             | 0% | 14 | 17% | 36 | 43% | 30 | 36% | 3   | 4% | 83             |
| 3  | X1_3               | 0             | 0% | 4  | 5%  | 22 | 27% | 56 | 67% | 1   | 1% | 83             |
| 4  | X1_4               | 1             | 1% | 10 | 12% | 16 | 19% | 56 | 67% | 0   | 0% | 83             |
| 5  | X1_5               | 2             | 2% | 34 | 41% | 14 | 17% | 32 | 39% | 1   | 1% | 83             |
| 6  | X1_6               | 2             | 2% | 8  | 10% | 23 | 28% | 48 | 58% | 2   | 2% | 83             |
| 7  | X1_7               | 0             | 0% | 14 | 17% | 7  | 8%  | 61 | 73% | 1   | 1% | 83             |
| 8  | X1_8               | 0             | 0% | 9  | 11% | 15 | 18% | 59 | 71% | 0   | 0% | 83             |
| 9  | X1_9               | 1             | 1% | 10 | 12% | 13 | 16% | 57 | 69% | 2   | 2% | 83             |
| 10 | X1_10              | 0             | 0% | 7  | 8%  | 59 | 71% | 10 | 12% | 7   | 8% | 83             |

Variabel Kerjasama Tim (X2)

| No | Item<br>Pernyataan | Score Jawaban |     |    |     |    |     |    |     |     |    | Total<br>Score |
|----|--------------------|---------------|-----|----|-----|----|-----|----|-----|-----|----|----------------|
|    |                    | SS            |     | S  |     | KS |     | TS |     | STS |    |                |
|    |                    | F             | %   | F  | %   | F  | %   | F  | %   | F   | %  |                |
| 1  | X2_1               | 6             | 7%  | 22 | 27% | 54 | 65% | 0  | 0%  | 1   | 1% | 83             |
| 2  | X2_2               | 7             | 8%  | 23 | 28% | 5  | 6%  | 48 | 58% | 0   | 0% | 83             |
| 3  | X2_3               | 6             | 7%  | 25 | 30% | 3  | 4%  | 49 | 59% | 0   | 0% | 83             |
| 4  | X2_4               | 9             | 11% | 21 | 25% | 51 | 61% | 2  | 2%  | 0   | 0% | 83             |
| 5  | X2_5               | 4             | 5%  | 21 | 25% | 56 | 67% | 2  | 2%  | 0   | 0% | 83             |
| 6  | X2_6               | 6             | 7%  | 20 | 24% | 7  | 8%  | 50 | 60% | 0   | 0% | 83             |

Variabel Komunikasi (X3)

| No | Item<br>Pernyataan | Score Jawaban |     |    |     |    |     |    |     |     |    | Total<br>Score |
|----|--------------------|---------------|-----|----|-----|----|-----|----|-----|-----|----|----------------|
|    |                    | SS            |     | S  |     | KS |     | TS |     | STS |    |                |
|    |                    | F             | %   | F  | %   | F  | %   | F  | %   | F   | %  |                |
| 1  | X3_1               | 10            | 12% | 21 | 25% | 51 | 61% | 1  | 1%  | 0   | 0% | 83             |
| 2  | X3_2               | 7             | 8%  | 20 | 24% | 55 | 66% | 1  | 1%  | 0   | 0% | 83             |
| 3  | X3_3               | 4             | 5%  | 25 | 30% | 52 | 63% | 2  | 2%  | 0   | 0% | 83             |
| 4  | X3_4               | 5             | 6%  | 24 | 29% | 52 | 63% | 1  | 1%  | 1   | 1% | 83             |
| 5  | X3_5               | 7             | 8%  | 23 | 28% | 5  | 6%  | 48 | 58% | 0   | 0% | 83             |
| 6  | X3_6               | 8             | 10% | 24 | 29% | 4  | 5%  | 47 | 57% | 0   | 0% | 83             |
| 7  | X3_7               | 8             | 10% | 23 | 28% | 50 | 60% | 2  | 2%  | 0   | 0% | 83             |
| 8  | X3_8               | 7             | 8%  | 24 | 29% | 5  | 6%  | 47 | 57% | 0   | 0% | 83             |
| 9  | X3_9               | 6             | 7%  | 21 | 25% | 8  | 10% | 48 | 58% | 0   | 0% | 83             |
| 10 | X3_10              | 11            | 13% | 17 | 20% | 8  | 10% | 47 | 57% | 0   | 0% | 83             |

Variabel Kinerja Guru (Y)

| No | Item<br>Pernyataan | Score Jawaban |     |    |     |    |     |    |     |     |    | Total<br>Score |
|----|--------------------|---------------|-----|----|-----|----|-----|----|-----|-----|----|----------------|
|    |                    | SS            |     | S  |     | KS |     | TS |     | STS |    |                |
|    |                    | F             | %   | F  | %   | F  | %   | F  | %   | F   | %  |                |
| 1  | Y_1                | 7             | 8%  | 22 | 27% | 54 | 65% | 0  | 0%  | 0   | 0% | 83             |
| 2  | Y_2                | 8             | 10% | 23 | 28% | 51 | 61% | 1  | 1%  | 0   | 0% | 83             |
| 3  | Y_3                | 4             | 5%  | 18 | 22% | 10 | 12% | 51 | 61% | 0   | 0% | 83             |
| 4  | Y_4                | 5             | 6%  | 21 | 25% | 55 | 66% | 2  | 2%  | 0   | 0% | 83             |
| 5  | Y_5                | 7             | 8%  | 26 | 31% | 2  | 2%  | 48 | 58% | 0   | 0% | 83             |
| 6  | Y_6                | 8             | 10% | 24 | 29% | 3  | 4%  | 48 | 58% | 0   | 0% | 83             |

## LAMPIRAN 7

### Analisis Uji Validitas

Uji Validitas Variabel X1

#### Correlations

|      |                     | X1_1   | X1_2   | X1_3   | X1_4   | X1_5   | X1_6   | X1_7   | X1_8   | X1_9   | X1_10  | X1     |
|------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X1_1 | Pearson Correlation | 1      | .849** | .690** | .630** | .571** | .611** | .823** | .857** | .680** | .644** | .868** |
|      | Sig. (2-tailed)     |        | 0.000  | 0.000  | 0.000  | 0.001  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1_2 | Pearson Correlation | .849** | 1      | .738** | .632** | .518** | .645** | .705** | .707** | .647** | .448*  | .804** |
|      | Sig. (2-tailed)     | 0.000  |        | 0.000  | 0.000  | 0.003  | 0.000  | 0.000  | 0.000  | 0.000  | 0.013  | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1_3 | Pearson Correlation | .690** | .738** | 1      | .845** | .739** | .899** | .674** | .706** | .877** | 0.343  | .897** |
|      | Sig. (2-tailed)     | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.063  | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1_4 | Pearson Correlation | .630** | .632** | .845** | 1      | .612** | .752** | .802** | .839** | .742** | 0.195  | .852** |
|      | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.303  | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1_5 | Pearson Correlation | .571** | .518** | .739** | .612** | 1      | .618** | .577** | .614** | .879** | .589** | .808** |
|      | Sig. (2-tailed)     | 0.001  | 0.003  | 0.000  | 0.000  |        | 0.000  | 0.001  | 0.000  | 0.000  | 0.001  | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1_6 | Pearson Correlation | .611** | .645** | .899** | .752** | .618** | 1      | .593** | .623** | .789** | 0.314  | .816** |

|       |                     |        |        |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|       | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.001  | 0.000  | 0.000  | 0.091  | 0.000  |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1_7  | Pearson Correlation | .823** | .705** | .674** | .802** | .577** | .593** | 1      | .935** | .690** | .532** | .883** |
|       | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.001  | 0.001  |        | 0.000  | 0.000  | 0.002  | 0.000  |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1_8  | Pearson Correlation | .857** | .707** | .706** | .839** | .614** | .623** | .935** | 1      | .729** | .516** | .906** |
|       | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.004  | 0.000  |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1_9  | Pearson Correlation | .680** | .647** | .877** | .742** | .879** | .789** | .690** | .729** | 1      | .626** | .918** |
|       | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1_10 | Pearson Correlation | .644** | .448*  | 0.343  | 0.195  | .589** | 0.314  | .532** | .516** | .626** | 1      | .613** |
|       | Sig. (2-tailed)     | 0.000  | 0.013  | 0.063  | 0.303  | 0.001  | 0.091  | 0.002  | 0.004  | 0.000  |        | 0.000  |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X1    | Pearson Correlation | .868** | .804** | .897** | .852** | .808** | .816** | .883** | .906** | .918** | .613** | 1      |
|       | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |

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

Uji Validitas Variabel X2

**Correlations**

|      |                     | <b>X2_1</b> | <b>X2_2</b> | <b>X2_3</b> | <b>X2_4</b> | <b>X2_5</b> | <b>X2_6</b> | <b>X2</b> |
|------|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------|
| X2_1 | Pearson Correlation | 1           | .821**      | .821**      | .709**      | .766**      | .700**      | .840**    |
|      | Sig. (2-tailed)     |             | 0.000       | 0.000       | 0.000       | 0.000       | 0.000       | 0.000     |
|      | N                   | 30          | 30          | 30          | 30          | 30          | 30          | 30        |
| X2_2 | Pearson Correlation | .821**      | 1           | .985**      | .894**      | .728**      | .933**      | .971**    |
|      | Sig. (2-tailed)     | 0.000       |             | 0.000       | 0.000       | 0.000       | 0.000       | 0.000     |
|      | N                   | 30          | 30          | 30          | 30          | 30          | 30          | 30        |
| X2_3 | Pearson Correlation | .821**      | .985**      | 1           | .941**      | .787**      | .952**      | .989**    |
|      | Sig. (2-tailed)     | 0.000       | 0.000       |             | 0.000       | 0.000       | 0.000       | 0.000     |
|      | N                   | 30          | 30          | 30          | 30          | 30          | 30          | 30        |
| X2_4 | Pearson Correlation | .709**      | .894**      | .941**      | 1           | .851**      | .956**      | .959**    |
|      | Sig. (2-tailed)     | 0.000       | 0.000       | 0.000       |             | 0.000       | 0.000       | 0.000     |
|      | N                   | 30          | 30          | 30          | 30          | 30          | 30          | 30        |
| X2_5 | Pearson Correlation | .766**      | .728**      | .787**      | .851**      | 1           | .797**      | .856**    |
|      | Sig. (2-tailed)     | 0.000       | 0.000       | 0.000       | 0.000       |             | 0.000       | 0.000     |
|      | N                   | 30          | 30          | 30          | 30          | 30          | 30          | 30        |
| X2_6 | Pearson Correlation | .700**      | .933**      | .952**      | .956**      | .797**      | 1           | .967**    |
|      | Sig. (2-tailed)     | 0.000       | 0.000       | 0.000       | 0.000       | 0.000       |             | 0.000     |
|      | N                   | 30          | 30          | 30          | 30          | 30          | 30          | 30        |

|    |                     |        |        |        |        |        |        |    |
|----|---------------------|--------|--------|--------|--------|--------|--------|----|
| X2 | Pearson Correlation | .840** | .971** | .989** | .959** | .856** | .967** | 1  |
|    | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |    |
|    | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30 |

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

Uji Validitas Variabel X3

#### Correlations

|      |                     | X3_1   | X3_2   | X3_3   | X3_4   | X3_5   | X3_6   | X3_7    | X3_8   | X3_9   | X3_10  | X3     |
|------|---------------------|--------|--------|--------|--------|--------|--------|---------|--------|--------|--------|--------|
| X3_1 | Pearson Correlation | 1      | .935** | .964** | .924** | .925** | .925** | .935**  | .925** | .922** | .944** | .957** |
|      | Sig. (2-tailed)     |        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000   | 0.000  | 0.000  | 0.000  | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     |
| X3_2 | Pearson Correlation | .935** | 1      | .957** | .935** | .973** | .973** | 1.000** | .973** | .959** | .941** | .983** |
|      | Sig. (2-tailed)     | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.000  | 0.000   | 0.000  | 0.000  | 0.000  | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     |
| X3_3 | Pearson Correlation | .964** | .957** | 1      | .881** | .940** | .940** | .957**  | .940** | .932** | .963** | .966** |
|      | Sig. (2-tailed)     | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000  | 0.000   | 0.000  | 0.000  | 0.000  | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     |
| X3_4 | Pearson Correlation | .924** | .935** | .881** | 1      | .925** | .925** | .935**  | .925** | .922** | .895** | .944** |
|      | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  |        | 0.000  | 0.000  | 0.000   | 0.000  | 0.000  | 0.000  | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30      | 30     | 30     | 30     | 30     |

|       |                     |        |         |        |        |         |         |        |         |        |        |        |
|-------|---------------------|--------|---------|--------|--------|---------|---------|--------|---------|--------|--------|--------|
| X3_5  | Pearson Correlation | .925** | .973**  | .940** | .925** | 1       | 1.000** | .973** | 1.000** | .983** | .967** | .993** |
|       | Sig. (2-tailed)     | 0.000  | 0.000   | 0.000  | 0.000  |         | 0.000   | 0.000  | 0.000   | 0.000  | 0.000  | 0.000  |
|       | N                   | 30     | 30      | 30     | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     |
| X3_6  | Pearson Correlation | .925** | .973**  | .940** | .925** | 1.000** | 1       | .973** | 1.000** | .983** | .967** | .993** |
|       | Sig. (2-tailed)     | 0.000  | 0.000   | 0.000  | 0.000  | 0.000   |         | 0.000  | 0.000   | 0.000  | 0.000  | 0.000  |
|       | N                   | 30     | 30      | 30     | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     |
| X3_7  | Pearson Correlation | .935** | 1.000** | .957** | .935** | .973**  | .973**  | 1      | .973**  | .959** | .941** | .983** |
|       | Sig. (2-tailed)     | 0.000  | 0.000   | 0.000  | 0.000  | 0.000   | 0.000   |        | 0.000   | 0.000  | 0.000  | 0.000  |
|       | N                   | 30     | 30      | 30     | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     |
| X3_8  | Pearson Correlation | .925** | .973**  | .940** | .925** | 1.000** | 1.000** | .973** | 1       | .983** | .967** | .993** |
|       | Sig. (2-tailed)     | 0.000  | 0.000   | 0.000  | 0.000  | 0.000   | 0.000   | 0.000  |         | 0.000  | 0.000  | 0.000  |
|       | N                   | 30     | 30      | 30     | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     |
| X3_9  | Pearson Correlation | .922** | .959**  | .932** | .922** | .983**  | .983**  | .959** | .983**  | 1      | .950** | .984** |
|       | Sig. (2-tailed)     | 0.000  | 0.000   | 0.000  | 0.000  | 0.000   | 0.000   | 0.000  | 0.000   |        | 0.000  | 0.000  |
|       | N                   | 30     | 30      | 30     | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     |
| X3_10 | Pearson Correlation | .944** | .941**  | .963** | .895** | .967**  | .967**  | .941** | .967**  | .950** | 1      | .977** |
|       | Sig. (2-tailed)     | 0.000  | 0.000   | 0.000  | 0.000  | 0.000   | 0.000   | 0.000  | 0.000   | 0.000  |        | 0.000  |
|       | N                   | 30     | 30      | 30     | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     |
| X3    | Pearson Correlation | .957** | .983**  | .966** | .944** | .993**  | .993**  | .983** | .993**  | .984** | .977** | 1      |
|       | Sig. (2-tailed)     | 0.000  | 0.000   | 0.000  | 0.000  | 0.000   | 0.000   | 0.000  | 0.000   | 0.000  | 0.000  |        |
|       | N                   | 30     | 30      | 30     | 30     | 30      | 30      | 30     | 30      | 30     | 30     | 30     |

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

Uji Validitas Variabel Y

### Correlations

|      |                     | Y1_1    | Y1_2    | Y1_3   | Y1_4   | Y1_5   | Y1_6   | Y      |
|------|---------------------|---------|---------|--------|--------|--------|--------|--------|
| Y1_1 | Pearson Correlation | 1       | 1.000** | .811** | .881** | .791** | .890** | .935** |
|      | Sig. (2-tailed)     |         | 0.000   | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |
|      | N                   | 30      | 30      | 30     | 30     | 30     | 30     | 30     |
| Y1_2 | Pearson Correlation | 1.000** | 1       | .811** | .881** | .791** | .890** | .935** |
|      | Sig. (2-tailed)     | 0.000   |         | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |
|      | N                   | 30      | 30      | 30     | 30     | 30     | 30     | 30     |
| Y1_3 | Pearson Correlation | .811**  | .811**  | 1      | .860** | .872** | .857** | .932** |
|      | Sig. (2-tailed)     | 0.000   | 0.000   |        | 0.000  | 0.000  | 0.000  | 0.000  |
|      | N                   | 30      | 30      | 30     | 30     | 30     | 30     | 30     |
| Y1_4 | Pearson Correlation | .881**  | .881**  | .860** | 1      | .780** | .878** | .919** |
|      | Sig. (2-tailed)     | 0.000   | 0.000   | 0.000  |        | 0.000  | 0.000  | 0.000  |
|      | N                   | 30      | 30      | 30     | 30     | 30     | 30     | 30     |
| Y1_5 | Pearson Correlation | .791**  | .791**  | .872** | .780** | 1      | .965** | .941** |
|      | Sig. (2-tailed)     | 0.000   | 0.000   | 0.000  | 0.000  |        | 0.000  | 0.000  |
|      | N                   | 30      | 30      | 30     | 30     | 30     | 30     | 30     |

|      |                     |        |        |        |        |        |        |        |
|------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| Y1_6 | Pearson Correlation | .890** | .890** | .857** | .878** | .965** | 1      | .977** |
|      | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        | 0.000  |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| Y    | Pearson Correlation | .935** | .935** | .932** | .919** | .941** | .977** | 1      |
|      | Sig. (2-tailed)     | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  | 0.000  |        |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     |

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

## LAMPIRAN 8

### Hasil Uji Reliabilitas

#### Reliability X1

##### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | 0.0   |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| 0.950            | 10         |

#### Reliability X2

##### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | 0.0   |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

##### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| 0.955            | 6          |

### Reliability X3

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | 0.0   |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| 0.988            | 10         |

### Reliability Y

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | 0.0   |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| 0.958            | 6          |

## LAMPIRAN 9

### Hasil Uji Normalitas

Uji Normalitas

#### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 83                      |
| Normal Parameters <sup>a,b</sup> | Mean           | 0.0000000               |
|                                  | Std. Deviation | 1.04335750              |
| Most Extreme Differences         | Absolute       | 0.042                   |
|                                  | Positive       | 0.042                   |
|                                  | Negative       | -0.041                  |
| Test Statistic                   |                | 0.042                   |
| Asymp. Sig. (2-tailed)           |                | .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 10**  
**Uji Multikolieritas**

Uji Multikolinearitas

| <b>Variabel</b>            | <b>Tolerance</b> | <b>VIF</b> | <b>Keterangan</b>               |
|----------------------------|------------------|------------|---------------------------------|
| Kompensasi                 | 0.966            | 1.035      | Tidak Terjadi Multikolinieritas |
| Work-Life Balance          | 0.817            | 1.224      | Tidak Terjadi Multikolinieritas |
| Lingkungan Kerja Non Fisik | 0.816            | 1.226      | Tidak Terjadi Multikolinieritas |

**Coefficients<sup>a</sup>**

| <b>Model</b> | <b>Collinearity Statistics</b> |                  |            |
|--------------|--------------------------------|------------------|------------|
|              |                                | <b>Tolerance</b> | <b>VIF</b> |
| 1            | X1                             | 0.966            | 1.035      |
|              | X2                             | 0.817            | 1.224      |
|              | X3                             | 0.816            | 1.226      |

a. Dependent Variable: Y1

**LAMPIRAN 11**  
**Hasil Uji Heterokedastisitas**

Uji Heterokedastisitas

| Variabel                   | T hitung | Sig   | Keterangan                       |
|----------------------------|----------|-------|----------------------------------|
| Kompensasi                 | 0.212    | 0.832 | Tidak Terjadi Heterokedastisitas |
| <i>Work-Life Balance</i>   | -0.260   | 0.796 | Tidak Terjadi Heterokedastisitas |
| Lingkungan Kerja Non Fisik | -0.806   | 0.423 | Tidak Terjadi Heterokedastisitas |

**Coefficients<sup>a</sup>**

| Model |            |        |       | Standardized Coefficients | t      | Sig.  |
|-------|------------|--------|-------|---------------------------|--------|-------|
|       |            |        |       | Beta                      |        |       |
| 1     | (Constant) | 3.412  | 3.398 |                           | 1.004  | 0.318 |
|       | X1         | 0.008  | 0.038 | 0.024                     | 0.212  | 0.832 |
|       | X2         | -0.021 | 0.080 | -0.032                    | -0.260 | 0.796 |
|       | X3         | -0.040 | 0.049 | -0.100                    | -0.806 | 0.423 |

a. Dependent Variable: Abs\_RES

## LAMPIRAN 12

### Hasil Uji Hipotesis

#### Regression

##### Variables Entered/Removed<sup>a</sup>

| Model | Variables Entered       | Variables Removed | Method |
|-------|-------------------------|-------------------|--------|
| 1     | X3, X2, X1 <sup>b</sup> |                   | Enter  |

a. Dependent Variable: Y

b. All requested variables entered.

##### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .998 <sup>a</sup> | 0.997    | 0.997             | 0.24158                    |

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

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

| Model |            | Sum of Squares | Df | Mean Square | F        | Sig.              |
|-------|------------|----------------|----|-------------|----------|-------------------|
| 1     | Regression | 1420.624       | 3  | 473.541     | 8113.812 | .000 <sup>b</sup> |
|       | Residual   | 4.611          | 79 | 0.058       |          |                   |
|       | Total      | 1425.235       | 82 |             |          |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

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

| Model |            |         |       | Standardized Coefficients | t       | Sig.  |
|-------|------------|---------|-------|---------------------------|---------|-------|
|       |            |         |       | Beta                      |         |       |
| 1     | (Constant) | -17.419 | 0.335 |                           | -51.945 | 0.000 |
|       | X1         | 0.449   | 0.011 | 0.371                     | 39.364  | 0.000 |
|       | X2         | 0.060   | 0.023 | 0.033                     | 2.609   | 0.011 |
|       | X3         | 0.812   | 0.011 | 0.722                     | 71.898  | 0.000 |

a. Dependent Variable: Y

## LAMPIRAN 13

### Output SPSS

#### Notes

|                        |                                                                                                                                                        |                                                                                                 |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| Output Created         | 05-SEP-2025 20:52:11                                                                                                                                   |                                                                                                 |
| Comments               |                                                                                                                                                        |                                                                                                 |
| Input                  | Active Dataset                                                                                                                                         | DataSet19                                                                                       |
|                        | Filter                                                                                                                                                 | <none>                                                                                          |
|                        | Weight                                                                                                                                                 | <none>                                                                                          |
|                        | Split File                                                                                                                                             | <none>                                                                                          |
|                        | N of Rows in Working Data File                                                                                                                         | 30                                                                                              |
| Missing Value Handling | Definition of Missing                                                                                                                                  | User-defined missing values are treated as missing.                                             |
|                        | Cases Used                                                                                                                                             | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax                 | CORRELATIONS<br><br>/VARIABLES=X1_1<br>X1_2 X1_3 X1_4 X1_5<br>X1_6 X1_7 X1_8 X1_9<br>X1_10 X1<br><br>/PRINT=TWOTAIL<br>NOSIG<br><br>/MISSING=PAIRWISE. |                                                                                                 |
| Resources              | Processor Time                                                                                                                                         | 00:00:00,00                                                                                     |

|              |             |
|--------------|-------------|
| Elapsed Time | 00:00:00,01 |
|--------------|-------------|

GET DATA

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/FILE='D:\DATA ASUS\Client\SS\13. Ernila\_All4\Ujii.xlsx'

/SHEET=name 'Sheet1'

/CELLRANGE=FULL

/READNAMES=ON

/DATATYPEMIN PERCENTAGE=95.0

/HIDDEN IGNORE=YES.

EXECUTE.

DATASET NAME DataSet20 WINDOW=FRONT.

DATASET ACTIVATE DataSet20.

DATASET CLOSE DataSet19.

CORRELATIONS

/VARIABLES=X1\_1 X1\_2 X1\_3 X1\_4 X1\_5 X1\_6 X1\_7 X1\_8 X1\_9 X1\_10  
X1

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

### Notes

Output Created 05-SEP-2025 20:54:53

Comments

|       |                |           |
|-------|----------------|-----------|
| Input | Active Dataset | DataSet20 |
|       | Filter         | <none>    |

|                        |                                                                                                                                                        |                                                                                                 |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
|                        | Weight                                                                                                                                                 | <none>                                                                                          |
|                        | Split File                                                                                                                                             | <none>                                                                                          |
|                        | N of Rows in Working Data File                                                                                                                         | 30                                                                                              |
| Missing Value Handling | Definition of Missing                                                                                                                                  | User-defined missing values are treated as missing.                                             |
|                        | Cases Used                                                                                                                                             | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax                 | CORRELATIONS<br><br>/VARIABLES=X1_1<br>X1_2 X1_3 X1_4 X1_5<br>X1_6 X1_7 X1_8 X1_9<br>X1_10 X1<br><br>/PRINT=TWOTAIL<br>NOSIG<br><br>/MISSING=PAIRWISE. |                                                                                                 |
| Resources              | Processor Time                                                                                                                                         | 00:00:00,02                                                                                     |
|                        | Elapsed Time                                                                                                                                           | 00:00:00,01                                                                                     |
| <b>Correlations</b>    |                                                                                                                                                        |                                                                                                 |
| <b>Notes</b>           |                                                                                                                                                        |                                                                                                 |
| Output Created         | 05-SEP-2025 20:57:12                                                                                                                                   |                                                                                                 |
| Comments               |                                                                                                                                                        |                                                                                                 |
| Input                  | Active Dataset                                                                                                                                         | DataSet21                                                                                       |
|                        | Filter                                                                                                                                                 | <none>                                                                                          |

|                        |                                                                                                                                                        |                                                                                                 |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
|                        | Weight                                                                                                                                                 | <none>                                                                                          |
|                        | Split File                                                                                                                                             | <none>                                                                                          |
|                        | N of Rows in Working Data File                                                                                                                         | 30                                                                                              |
| Missing Value Handling | Definition of Missing                                                                                                                                  | User-defined missing values are treated as missing.                                             |
|                        | Cases Used                                                                                                                                             | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax                 | CORRELATIONS<br><br>/VARIABLES=X1_1<br>X1_2 X1_3 X1_4 X1_5<br>X1_6 X1_7 X1_8 X1_9<br>X1_10 X1<br><br>/PRINT=TWOTAIL<br>NOSIG<br><br>/MISSING=PAIRWISE. |                                                                                                 |
| Resources              | Processor Time                                                                                                                                         | 00:00:00,00                                                                                     |
|                        | Elapsed Time                                                                                                                                           | 00:00:00,01                                                                                     |

### Correlations

|      |                     | X1_1 | X1_2  | X1_3  | X1_4  | X1_5  | X1_6  | X1_7  | X1_8  |
|------|---------------------|------|-------|-------|-------|-------|-------|-------|-------|
| X1_1 | Pearson Correlation | 1    | .849* | .690* | .630* | .571* | .611* | .823* | .857* |

|      |                     |       |       |       |       |       |       |       |       |
|------|---------------------|-------|-------|-------|-------|-------|-------|-------|-------|
|      | Sig. (2-tailed)     |       | .000  | .000  | .000  | .001  | .000  | .000  | .000  |
|      | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    |
| X1_2 | Pearson Correlation | .849* | 1     | .738* | .632* | .518* | .645* | .705* | .707* |
|      | Sig. (2-tailed)     | .000  |       | .000  | .000  | .003  | .000  | .000  | .000  |
|      | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    |
| X1_3 | Pearson Correlation | .690* | .738* | 1     | .845* | .739* | .899* | .674* | .706* |
|      | Sig. (2-tailed)     | .000  | .000  |       | .000  | .000  | .000  | .000  | .000  |
|      | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    |
| X1_4 | Pearson Correlation | .630* | .632* | .845* | 1     | .612* | .752* | .802* | .839* |
|      | Sig. (2-tailed)     | .000  | .000  | .000  |       | .000  | .000  | .000  | .000  |
|      | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    |
| X1_5 | Pearson Correlation | .571* | .518* | .739* | .612* | 1     | .618* | .577* | .614* |
|      | Sig. (2-tailed)     | .001  | .003  | .000  | .000  |       | .000  | .001  | .000  |
|      | N                   | 30    | 30    | 30    | 30    | 30    | 30    | 30    | 30    |
| X1_6 | Pearson Correlation | .611* | .645* | .899* | .752* | .618* | 1     | .593* | .623* |
|      | Sig. (2-tailed)     | .000  | .000  | .000  | .000  | .000  |       | .001  | .000  |

|       |                     |                   |                   |                   |                   |                   |                   |                   |                   |
|-------|---------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|       | N                   | 30                | 30                | 30                | 30                | 30                | 30                | 30                | 30                |
| X1_7  | Pearson Correlation | .823 <sup>*</sup> | .705 <sup>*</sup> | .674 <sup>*</sup> | .802 <sup>*</sup> | .577 <sup>*</sup> | .593 <sup>*</sup> | 1                 | .935 <sup>*</sup> |
|       | Sig. (2-tailed)     | .000              | .000              | .000              | .000              | .001              | .001              |                   | .000              |
|       | N                   | 30                | 30                | 30                | 30                | 30                | 30                | 30                | 30                |
| X1_8  | Pearson Correlation | .857 <sup>*</sup> | .707 <sup>*</sup> | .706 <sup>*</sup> | .839 <sup>*</sup> | .614 <sup>*</sup> | .623 <sup>*</sup> | .935 <sup>*</sup> | 1                 |
|       | Sig. (2-tailed)     | .000              | .000              | .000              | .000              | .000              | .000              | .000              |                   |
|       | N                   | 30                | 30                | 30                | 30                | 30                | 30                | 30                | 30                |
| X1_9  | Pearson Correlation | .680 <sup>*</sup> | .647 <sup>*</sup> | .877 <sup>*</sup> | .742 <sup>*</sup> | .879 <sup>*</sup> | .789 <sup>*</sup> | .690 <sup>*</sup> | .729 <sup>*</sup> |
|       | Sig. (2-tailed)     | .000              | .000              | .000              | .000              | .000              | .000              | .000              | .000              |
|       | N                   | 30                | 30                | 30                | 30                | 30                | 30                | 30                | 30                |
| X1_10 | Pearson Correlation | .644 <sup>*</sup> | .448 <sup>*</sup> | .343              | .195              | .589 <sup>*</sup> | .314              | .532 <sup>*</sup> | .516 <sup>*</sup> |
|       | Sig. (2-tailed)     | .000              | .013              | .063              | .303              | .001              | .091              | .002              | .004              |
|       | N                   | 30                | 30                | 30                | 30                | 30                | 30                | 30                | 30                |
| X1    | Pearson Correlation | .868 <sup>*</sup> | .804 <sup>*</sup> | .897 <sup>*</sup> | .852 <sup>*</sup> | .808 <sup>*</sup> | .816 <sup>*</sup> | .883 <sup>*</sup> | .906 <sup>*</sup> |
|       | Sig. (2-tailed)     | .000              | .000              | .000              | .000              | .000              | .000              | .000              | .000              |
|       | N                   | 30                | 30                | 30                | 30                | 30                | 30                | 30                | 30                |

## RELIABILITY

/VARIABLES=X1\_1 X1\_2 X1\_3 X1\_4 X1\_5 X1\_6 X1\_7 X1\_8 X1\_9 X1\_10

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

### Reliability

#### Notes

|                        |                                |                                                                                       |
|------------------------|--------------------------------|---------------------------------------------------------------------------------------|
| Output Created         |                                | 05-SEP-2025 20:58:27                                                                  |
| Comments               |                                |                                                                                       |
| Input                  | Active Dataset                 | DataSet21                                                                             |
|                        | Filter                         | <none>                                                                                |
|                        | Weight                         | <none>                                                                                |
|                        | Split File                     | <none>                                                                                |
|                        | N of Rows in Working Data File | 30                                                                                    |
|                        | Matrix Input                   |                                                                                       |
| Missing Value Handling | Definition of Missing          | User-defined missing values are treated as missing.                                   |
|                        | Cases Used                     | Statistics are based on all cases with valid data for all variables in the procedure. |

|           |                                                                                                                                   |             |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------|-------------|
| Syntax    | RELIABILITY                                                                                                                       |             |
|           | /VARIABLES=X1_1<br>X1_2 X1_3 X1_4 X1_5<br>X1_6 X1_7 X1_8 X1_9<br>X1_10<br><br>/SCALE('ALL<br>VARIABLES') ALL<br><br>/MODEL=ALPHA. |             |
| Resources | Processor Time                                                                                                                    | 00:00:00,00 |
|           | Elapsed Time                                                                                                                      | 00:00:00,00 |

**Scale: ALL VARIABLES**

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .950                | 10         |

GET DATA

/TYPE=XLSX

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/SHEET=name 'Sheet1'

/CELLRANGE=FULL

/READNAMES=ON

/DATATYPEMIN PERCENTAGE=95.0

/HIDDEN IGNORE=YES.

EXECUTE.

DATASET NAME DataSet22 WINDOW=FRONT.

DATASET ACTIVATE DataSet22.

DATASET CLOSE DataSet21.

CORRELATIONS

/VARIABLES=X2\_1 X2\_2 X2\_3 X2\_4 X2\_5 X2\_6 X2

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

## Correlations

### Notes

|                |                |                      |
|----------------|----------------|----------------------|
| Output Created |                | 05-SEP-2025 21:00:10 |
| Comments       |                |                      |
| Input          | Active Dataset | DataSet22            |
|                | Filter         | <none>               |
|                | Weight         | <none>               |

|                        |                                                                                                                                |                                                                                                 |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
|                        | Split File                                                                                                                     | <none>                                                                                          |
|                        | N of Rows in Working Data File                                                                                                 | 30                                                                                              |
| Missing Value Handling | Definition of Missing                                                                                                          | User-defined missing values are treated as missing.                                             |
|                        | Cases Used                                                                                                                     | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax                 | CORRELATIONS<br><br>/VARIABLES=X2_1<br>X2_2 X2_3 X2_4 X2_5<br>X2_6 X2<br><br>/PRINT=TWOTAIL<br>NOSIG<br><br>/MISSING=PAIRWISE. |                                                                                                 |
| Resources              | Processor Time                                                                                                                 | 00:00:00,00                                                                                     |
|                        | Elapsed Time                                                                                                                   | 00:00:00,02                                                                                     |

### Correlations

|                          | X2_1 | X2_2   | X2_3   | X2_4   | X2_5   | X2_6   |
|--------------------------|------|--------|--------|--------|--------|--------|
| X2_1 Pearson Correlation | 1    | .821** | .821** | .709** | .766** | .700** |
| Sig. (2-tailed)          |      | .000   | .000   | .000   | .000   | .000   |
| N                        | 30   | 30     | 30     | 30     | 30     | 30     |

|      |                     |        |        |        |        |        |        |
|------|---------------------|--------|--------|--------|--------|--------|--------|
| X2_2 | Pearson Correlation | .821** | 1      | .985** | .894** | .728** | .933** |
|      | Sig. (2-tailed)     | .000   |        | .000   | .000   | .000   | .000   |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     |
| X2_3 | Pearson Correlation | .821** | .985** | 1      | .941** | .787** | .952** |
|      | Sig. (2-tailed)     | .000   | .000   |        | .000   | .000   | .000   |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     |
| X2_4 | Pearson Correlation | .709** | .894** | .941** | 1      | .851** | .956** |
|      | Sig. (2-tailed)     | .000   | .000   | .000   |        | .000   | .000   |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     |
| X2_5 | Pearson Correlation | .766** | .728** | .787** | .851** | 1      | .797** |
|      | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |        | .000   |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     |
| X2_6 | Pearson Correlation | .700** | .933** | .952** | .956** | .797** | 1      |
|      | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   |        |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     |
| X2   | Pearson Correlation | .840** | .971** | .989** | .959** | .856** | .967** |
|      | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   |
|      | N                   | 30     | 30     | 30     | 30     | 30     | 30     |

## RELIABILITY

/VARIABLES=X2\_1 X2\_2 X2\_3 X2\_4 X2\_5 X2\_6

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

### Reliability

#### Notes

|                        |                                |                                                                                       |
|------------------------|--------------------------------|---------------------------------------------------------------------------------------|
| Output Created         |                                | 05-SEP-2025 21:00:36                                                                  |
| Comments               |                                |                                                                                       |
| Input                  | Active Dataset                 | DataSet22                                                                             |
|                        | Filter                         | <none>                                                                                |
|                        | Weight                         | <none>                                                                                |
|                        | Split File                     | <none>                                                                                |
|                        | N of Rows in Working Data File | 30                                                                                    |
|                        | Matrix Input                   |                                                                                       |
| Missing Value Handling | Definition of Missing          | User-defined missing values are treated as missing.                                   |
|                        | Cases Used                     | Statistics are based on all cases with valid data for all variables in the procedure. |

|           |                                                                                                           |             |
|-----------|-----------------------------------------------------------------------------------------------------------|-------------|
| Syntax    | RELIABILITY                                                                                               |             |
|           | /VARIABLES=X2_1<br>X2_2 X2_3 X2_4 X2_5<br>X2_6<br><br>/SCALE('ALL<br>VARIABLES') ALL<br><br>/MODEL=ALPHA. |             |
| Resources | Processor Time                                                                                            | 00:00:00,00 |
|           | Elapsed Time                                                                                              | 00:00:00,00 |

**Scale: ALL VARIABLES**

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .955             | 6          |

GET DATA

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/CELLRANGE=FULL

/READNAMES=ON

/DATATYPEMIN PERCENTAGE=95.0

/HIDDEN IGNORE=YES.

EXECUTE.

DATASET NAME DataSet23 WINDOW=FRONT.

DATASET ACTIVATE DataSet23.

DATASET CLOSE DataSet22.

CORRELATIONS

/VARIABLES=X3\_1 X3\_2 X3\_3 X3\_4 X3\_5 X3\_6 X3\_7 X3\_8 X3\_9 X3\_10  
X3

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

## Correlations

### Notes

Output Created 05-SEP-2025 21:01:49

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Comments

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|       |                |           |
|-------|----------------|-----------|
| Input | Active Dataset | DataSet23 |
|-------|----------------|-----------|

---

|  |        |        |
|--|--------|--------|
|  | Filter | <none> |
|--|--------|--------|

---

|                        |                                                                                                                                                        |                                                                                                 |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
|                        | Weight                                                                                                                                                 | <none>                                                                                          |
|                        | Split File                                                                                                                                             | <none>                                                                                          |
|                        | N of Rows in Working Data File                                                                                                                         | 30                                                                                              |
| Missing Value Handling | Definition of Missing                                                                                                                                  | User-defined missing values are treated as missing.                                             |
|                        | Cases Used                                                                                                                                             | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax                 | CORRELATIONS<br><br>/VARIABLES=X3_1<br>X3_2 X3_3 X3_4 X3_5<br>X3_6 X3_7 X3_8 X3_9<br>X3_10 X3<br><br>/PRINT=TWOTAIL<br>NOSIG<br><br>/MISSING=PAIRWISE. |                                                                                                 |
| Resources              | Processor Time                                                                                                                                         | 00:00:00,03                                                                                     |
|                        | Elapsed Time                                                                                                                                           | 00:00:00,01                                                                                     |

### Correlations

|      |                     | X3_1 | X3_2  | X3_3  | X3_4  | X3_5  | X3_6  | X3_7  |
|------|---------------------|------|-------|-------|-------|-------|-------|-------|
| X3_1 | Pearson Correlation | 1    | .935* | .964* | .924* | .925* | .925* | .935* |
|      |                     |      | *     | *     | *     | *     | *     | *     |

|      |                     |       |       |       |       |         |         |
|------|---------------------|-------|-------|-------|-------|---------|---------|
|      | Sig. (2-tailed)     | .000  | .000  | .000  | .000  | .000    | .000    |
|      | N                   | 30    | 30    | 30    | 30    | 30      | 30      |
| X3_2 | Pearson Correlation | .935* | 1     | .957* | .935* | .973*   | 1.000** |
|      | Sig. (2-tailed)     | .000  |       | .000  | .000  | .000    | .000    |
|      | N                   | 30    | 30    | 30    | 30    | 30      | 30      |
| X3_3 | Pearson Correlation | .964* | .957* | 1     | .881* | .940*   | .957*   |
|      | Sig. (2-tailed)     | .000  | .000  |       | .000  | .000    | .000    |
|      | N                   | 30    | 30    | 30    | 30    | 30      | 30      |
| X3_4 | Pearson Correlation | .924* | .935* | .881* | 1     | .925*   | .935*   |
|      | Sig. (2-tailed)     | .000  | .000  | .000  |       | .000    | .000    |
|      | N                   | 30    | 30    | 30    | 30    | 30      | 30      |
| X3_5 | Pearson Correlation | .925* | .973* | .940* | .925* | 1       | .973*   |
|      | Sig. (2-tailed)     | .000  | .000  | .000  | .000  |         | .000    |
|      | N                   | 30    | 30    | 30    | 30    | 30      | 30      |
| X3_6 | Pearson Correlation | .925* | .973* | .940* | .925* | 1.000** | .973*   |
|      | Sig. (2-tailed)     | .000  | .000  | .000  | .000  |         | .000    |

|       |                     |                   |                     |                   |                   |                     |                     |                   |
|-------|---------------------|-------------------|---------------------|-------------------|-------------------|---------------------|---------------------|-------------------|
|       | N                   | 30                | 30                  | 30                | 30                | 30                  | 30                  | 30                |
| X3_7  | Pearson Correlation | .935 <sup>*</sup> | 1.000 <sup>**</sup> | .957 <sup>*</sup> | .935 <sup>*</sup> | .973 <sup>*</sup>   | .973 <sup>*</sup>   | 1                 |
|       | Sig. (2-tailed)     | .000              | .000                | .000              | .000              | .000                | .000                |                   |
|       | N                   | 30                | 30                  | 30                | 30                | 30                  | 30                  | 30                |
| X3_8  | Pearson Correlation | .925 <sup>*</sup> | .973 <sup>*</sup>   | .940 <sup>*</sup> | .925 <sup>*</sup> | 1.000 <sup>**</sup> | 1.000 <sup>**</sup> | .973 <sup>*</sup> |
|       | Sig. (2-tailed)     | .000              | .000                | .000              | .000              | .000                | .000                | .000              |
|       | N                   | 30                | 30                  | 30                | 30                | 30                  | 30                  | 30                |
| X3_9  | Pearson Correlation | .922 <sup>*</sup> | .959 <sup>*</sup>   | .932 <sup>*</sup> | .922 <sup>*</sup> | .983 <sup>*</sup>   | .983 <sup>*</sup>   | .959 <sup>*</sup> |
|       | Sig. (2-tailed)     | .000              | .000                | .000              | .000              | .000                | .000                | .000              |
|       | N                   | 30                | 30                  | 30                | 30                | 30                  | 30                  | 30                |
| X3_10 | Pearson Correlation | .944 <sup>*</sup> | .941 <sup>*</sup>   | .963 <sup>*</sup> | .895 <sup>*</sup> | .967 <sup>*</sup>   | .967 <sup>*</sup>   | .941 <sup>*</sup> |
|       | Sig. (2-tailed)     | .000              | .000                | .000              | .000              | .000                | .000                | .000              |
|       | N                   | 30                | 30                  | 30                | 30                | 30                  | 30                  | 30                |
| X3    | Pearson Correlation | .957 <sup>*</sup> | .983 <sup>*</sup>   | .966 <sup>*</sup> | .944 <sup>*</sup> | .993 <sup>*</sup>   | .993 <sup>*</sup>   | .983 <sup>*</sup> |
|       | Sig. (2-tailed)     | .000              | .000                | .000              | .000              | .000                | .000                | .000              |
|       | N                   | 30                | 30                  | 30                | 30                | 30                  | 30                  | 30                |

## RELIABILITY

/VARIABLES=X3\_1 X3\_2 X3\_3 X3\_4 X3\_5 X3\_6 X3\_7 X3\_8 X3\_9 X3\_10

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

### Reliability

#### Notes

Output Created 05-SEP-2025 21:02:15

#### Comments

|                        |                                |                                                                                       |
|------------------------|--------------------------------|---------------------------------------------------------------------------------------|
| Input                  | Active Dataset                 | DataSet23                                                                             |
|                        | Filter                         | <none>                                                                                |
|                        | Weight                         | <none>                                                                                |
|                        | Split File                     | <none>                                                                                |
|                        | N of Rows in Working Data File | 30                                                                                    |
|                        | Matrix Input                   |                                                                                       |
| Missing Value Handling | Definition of Missing          | User-defined missing values are treated as missing.                                   |
|                        | Cases Used                     | Statistics are based on all cases with valid data for all variables in the procedure. |

|           |                                                                                                                                   |             |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------|-------------|
| Syntax    | RELIABILITY                                                                                                                       |             |
|           | /VARIABLES=X3_1<br>X3_2 X3_3 X3_4 X3_5<br>X3_6 X3_7 X3_8 X3_9<br>X3_10<br><br>/SCALE('ALL<br>VARIABLES') ALL<br><br>/MODEL=ALPHA. |             |
| Resources | Processor Time                                                                                                                    | 00:00:00,00 |
|           | Elapsed Time                                                                                                                      | 00:00:00,00 |

**Scale: ALL VARIABLES**

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .988             | 10         |

GET DATA

/TYPE=XLSX

/FILE='D:\DATA ASUS\Client\SS\13. Ernila\_All4\Ujii.xlsx'

/SHEET=name 'Sheet1'

/CELLRANGE=FULL

/READNAMES=ON

/DATATYPEMIN PERCENTAGE=95.0

/HIDDEN IGNORE=YES.

EXECUTE.

DATASET NAME DataSet24 WINDOW=FRONT.

DATASET ACTIVATE DataSet24.

DATASET CLOSE DataSet23.

CORRELATIONS

/VARIABLES=Y1\_1 Y1\_2 Y1\_3 Y1\_4 Y1\_5 Y1\_6 Y

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

## Correlations

### Notes

|                |                |                      |
|----------------|----------------|----------------------|
| Output Created |                | 05-SEP-2025 21:03:24 |
| Comments       |                |                      |
| Input          | Active Dataset | DataSet24            |
|                | Filter         | <none>               |
|                | Weight         | <none>               |

|                        |                                                                                                                               |                                                                                                 |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
|                        | Split File                                                                                                                    | <none>                                                                                          |
|                        | N of Rows in Working Data File                                                                                                | 30                                                                                              |
| Missing Value Handling | Definition of Missing                                                                                                         | User-defined missing values are treated as missing.                                             |
|                        | Cases Used                                                                                                                    | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax                 | CORRELATIONS<br><br>/VARIABLES=Y1_1<br>Y1_2 Y1_3 Y1_4 Y1_5<br>Y1_6 Y<br><br>/PRINT=TWOTAIL<br>NOSIG<br><br>/MISSING=PAIRWISE. |                                                                                                 |
| Resources              | Processor Time                                                                                                                | 00:00:00,02                                                                                     |
|                        | Elapsed Time                                                                                                                  | 00:00:00,01                                                                                     |

### Correlations

|      |                     | Y1_1 | Y1_2    | Y1_3   | Y1_4   | Y1_5   | Y1_6   |
|------|---------------------|------|---------|--------|--------|--------|--------|
| Y1_1 | Pearson Correlation | 1    | 1.000** | .811** | .881** | .791** | .890** |
|      | Sig. (2-tailed)     |      | .000    | .000   | .000   | .000   | .000   |
|      | N                   | 30   | 30      | 30     | 30     | 30     | 30     |

|      |                     |         |        |        |        |        |        |
|------|---------------------|---------|--------|--------|--------|--------|--------|
| Y1_2 | Pearson Correlation | 1.000** | 1      | .811** | .881** | .791** | .890** |
|      | Sig. (2-tailed)     | .000    |        | .000   | .000   | .000   | .000   |
|      | N                   | 30      | 30     | 30     | 30     | 30     | 30     |
| Y1_3 | Pearson Correlation | .811**  | .811** | 1      | .860** | .872** | .857** |
|      | Sig. (2-tailed)     | .000    | .000   |        | .000   | .000   | .000   |
|      | N                   | 30      | 30     | 30     | 30     | 30     | 30     |
| Y1_4 | Pearson Correlation | .881**  | .881** | .860** | 1      | .780** | .878** |
|      | Sig. (2-tailed)     | .000    | .000   | .000   |        | .000   | .000   |
|      | N                   | 30      | 30     | 30     | 30     | 30     | 30     |
| Y1_5 | Pearson Correlation | .791**  | .791** | .872** | .780** | 1      | .965** |
|      | Sig. (2-tailed)     | .000    | .000   | .000   | .000   |        | .000   |
|      | N                   | 30      | 30     | 30     | 30     | 30     | 30     |
| Y1_6 | Pearson Correlation | .890**  | .890** | .857** | .878** | .965** | 1      |
|      | Sig. (2-tailed)     | .000    | .000   | .000   | .000   | .000   |        |
|      | N                   | 30      | 30     | 30     | 30     | 30     | 30     |
| Y    | Pearson Correlation | .935**  | .935** | .932** | .919** | .941** | .977** |
|      | Sig. (2-tailed)     | .000    | .000   | .000   | .000   | .000   | .000   |
|      | N                   | 30      | 30     | 30     | 30     | 30     | 30     |

## RELIABILITY

/VARIABLES=Y1\_1 Y1\_2 Y1\_3 Y1\_4 Y1\_5 Y1\_6

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA.

## Reliability

### Notes

Output Created 05-SEP-2025 21:03:43

#### Comments

|                        |                                |                                                                                       |
|------------------------|--------------------------------|---------------------------------------------------------------------------------------|
| Input                  | Active Dataset                 | DataSet24                                                                             |
|                        | Filter                         | <none>                                                                                |
|                        | Weight                         | <none>                                                                                |
|                        | Split File                     | <none>                                                                                |
|                        | N of Rows in Working Data File | 30                                                                                    |
|                        | Matrix Input                   |                                                                                       |
| Missing Value Handling | Definition of Missing          | User-defined missing values are treated as missing.                                   |
|                        | Cases Used                     | Statistics are based on all cases with valid data for all variables in the procedure. |

|           |                                                                                                           |             |
|-----------|-----------------------------------------------------------------------------------------------------------|-------------|
| Syntax    | RELIABILITY                                                                                               |             |
|           | /VARIABLES=Y1_1<br>Y1_2 Y1_3 Y1_4 Y1_5<br>Y1_6<br><br>/SCALE('ALL<br>VARIABLES') ALL<br><br>/MODEL=ALPHA. |             |
| Resources | Processor Time                                                                                            | 00:00:00,00 |
|           | Elapsed Time                                                                                              | 00:00:00,00 |

#### Scale: ALL VARIABLES

##### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

a. Listwise deletion based on all variables in the procedure.

##### Reliability Statistics

| Cronbach's<br>Alpha | N of Items |
|---------------------|------------|
| .958                | 6          |

#### NPAR TESTS

/K-S(NORMAL)=RES\_2

/MISSING ANALYSIS.

#### NPAR TESTS

/K-S(NORMAL)=RES\_3

/MISSING ANALYSIS.

#### NPar Tests

##### Notes

|                        |                                |                                                                                                        |
|------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------|
| Output Created         |                                | 06-SEP-2025 15:32:19                                                                                   |
| Comments               |                                |                                                                                                        |
| Input                  | Active Dataset                 | DataSet30                                                                                              |
|                        | Filter                         | <none>                                                                                                 |
|                        | Weight                         | <none>                                                                                                 |
|                        | Split File                     | <none>                                                                                                 |
|                        | N of Rows in Working Data File | 95                                                                                                     |
| Missing Value Handling | Definition of Missing          | User-defined missing values are treated as missing.                                                    |
|                        | Cases Used                     | Statistics for each test are based on all cases with valid data for the variable(s) used in that test. |

|           |                                      |             |
|-----------|--------------------------------------|-------------|
| Syntax    | NPAR TESTS                           |             |
|           | /K-                                  |             |
|           | S(NORMAL)=RES_3                      |             |
|           | /MISSING                             |             |
|           | ANALYSIS.                            |             |
| Resources | Processor Time                       | 00:00:00,00 |
|           | Elapsed Time                         | 00:00:00,00 |
|           | Number of Cases Allowed <sup>a</sup> | 786432      |

a. Based on availability of workspace memory.

### One-Sample Kolmogorov-Smirnov Test

|                                  |                |                         |
|----------------------------------|----------------|-------------------------|
|                                  |                | Unstandardized Residual |
| N                                |                | 83                      |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000                |
|                                  | Std. Deviation | 1.04335750              |
|                                  |                |                         |
| Most Extreme Differences         | Absolute       | .042                    |
|                                  | Positive       | .042                    |
|                                  | Negative       | -.041                   |
| Test Statistic                   |                | .042                    |
| Asymp. Sig. (2-tailed)           |                | .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.

## REGRESSION

/MISSING LISTWISE

/STATISTICS COLLIN TOL

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y1

/METHOD=ENTER X1 X2 X3.

## Regression

### Notes

|                        |                                |                                                     |
|------------------------|--------------------------------|-----------------------------------------------------|
| Output Created         |                                | 06-SEP-2025 16:11:38                                |
| Comments               |                                |                                                     |
| Input                  | Active Dataset                 | DataSet30                                           |
|                        | Filter                         | <none>                                              |
|                        | Weight                         | <none>                                              |
|                        | Split File                     | <none>                                              |
|                        | N of Rows in Working Data File | 95                                                  |
| Missing Value Handling | Definition of Missing          | User-defined missing values are treated as missing. |

|            |                                                                                                                                                                                     |                                                                             |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Cases Used |                                                                                                                                                                                     | Statistics are based on cases with no missing values for any variable used. |
| Syntax     | REGRESSION<br><br>/MISSING LISTWISE<br><br>/STATISTICS<br>COLLIN TOL<br><br>/CRITERIA=PIN(.05)<br>POUT(.10)<br><br>/NOORIGIN<br><br>/DEPENDENT Y1<br><br>/METHOD=ENTER<br>X1 X2 X3. |                                                                             |
| Resources  | Processor Time                                                                                                                                                                      | 00:00:00,02                                                                 |
|            | Elapsed Time                                                                                                                                                                        | 00:00:00,01                                                                 |
|            | Memory Required                                                                                                                                                                     | 3744 bytes                                                                  |
|            | Additional Memory<br>Required for Residual<br>Plots                                                                                                                                 | 0 bytes                                                                     |

#### Variables Entered/Removed<sup>a</sup>

| Model | Variables<br>Entered    | Variables<br>Removed | Method |
|-------|-------------------------|----------------------|--------|
| 1     | X3, X1, X2 <sup>b</sup> | .                    | Enter  |

a. Dependent Variable: Y1

b. All requested variables entered.

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

#### Collinearity Statistics

| Model |    | Tolerance | VIF   |
|-------|----|-----------|-------|
| 1     | X1 | .966      | 1.035 |
|       | X2 | .817      | 1.224 |
|       | X3 | .816      | 1.226 |

a. Dependent Variable: Y1

### Collinearity Diagnostics<sup>a</sup>

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions |     |     |     |
|-------|-----------|------------|-----------------|----------------------|-----|-----|-----|
|       |           |            |                 | (Constant)           | X1  | X2  | X3  |
| 1     | 1         | 3.975      | 1.000           | .00                  | .00 | .00 | .00 |
|       | 2         | .013       | 17.304          | .00                  | .01 | .16 | .40 |
|       | 3         | .010       | 19.950          | .00                  | .86 | .04 | .19 |
|       | 4         | .001       | 53.401          | .99                  | .12 | .80 | .42 |

a. Dependent Variable: Y1

DATASET ACTIVATE DataSet50.

DATASET CLOSE DataSet49.

GET DATA

/TYPE=XLSX

/FILE='D:\DATA ASUS\Client\SS\13. Ernila\_All4\Ujii.xlsx'

/SHEET=name 'Sheet1'

```

/CELLRANGE=FULL

/READNAMES=ON

/DATATYPEMIN PERCENTAGE=95.0

/HIDDEN IGNORE=YES.

EXECUTE.

DATASET NAME DataSet51 WINDOW=FRONT.

DATASET ACTIVATE DataSet51.

DATASET CLOSE DataSet50.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X1 X2 X3

/SAVE RESID.

COMPUTE Y1=Y-0.90*RES_1.

EXECUTE.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y1

```

/METHOD=ENTER X1 X2 X3.

## Regression

### Notes

|                        |                                |                                                                             |
|------------------------|--------------------------------|-----------------------------------------------------------------------------|
| Output Created         | 06-SEP-2025 22:11:53           |                                                                             |
| Comments               |                                |                                                                             |
| Input                  | Active Dataset                 | DataSet51                                                                   |
|                        | Filter                         | <none>                                                                      |
|                        | Weight                         | <none>                                                                      |
|                        | Split File                     | <none>                                                                      |
|                        | N of Rows in Working Data File | 83                                                                          |
| Missing Value Handling | Definition of Missing          | User-defined missing values are treated as missing.                         |
|                        | Cases Used                     | Statistics are based on cases with no missing values for any variable used. |

|           |                                                     |                                   |
|-----------|-----------------------------------------------------|-----------------------------------|
| Syntax    |                                                     | REGRESSION                        |
|           |                                                     | /MISSING LISTWISE                 |
|           |                                                     | /STATISTICS COEFF<br>OUTS R ANOVA |
|           |                                                     | /CRITERIA=PIN(.05)<br>POUT(.10)   |
|           |                                                     | /NOORIGIN                         |
|           |                                                     | /DEPENDENT Y1                     |
|           |                                                     | /METHOD=ENTER<br>X1 X2 X3.        |
| Resources | Processor Time                                      | 00:00:00,05                       |
|           | Elapsed Time                                        | 00:00:00,03                       |
|           | Memory Required                                     | 3536 bytes                        |
|           | Additional Memory<br>Required for Residual<br>Plots | 0 bytes                           |

#### Variables Entered/Removed<sup>a</sup>

| Model | Variables<br>Entered    | Variables<br>Removed | Method |
|-------|-------------------------|----------------------|--------|
| 1     | X3, X1, X2 <sup>b</sup> | .                    | Enter  |

a. Dependent Variable: Y1

b. All requested variables entered.

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .998 <sup>a</sup> | .997     | .997              | .24158                     |

a. Predictors: (Constant), X3, X1, X2

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

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 20.624         | 3  | 73.541      | 13.812 | .000 <sup>b</sup> |
|       | Residual   | 4.611          | 79 | .058        |        |                   |
|       | Total      | 25.235         | 82 |             |        |                   |

a. Dependent Variable: Y1

b. Predictors: (Constant), X3, X1, X2

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

| Model | Unstandardized Coefficients |            | Standardized Coefficients | t | Sig. |
|-------|-----------------------------|------------|---------------------------|---|------|
|       | B                           | Std. Error | Beta                      |   |      |

|   |            |       |      |      |        |      |
|---|------------|-------|------|------|--------|------|
| 1 | (Constant) | -.419 | .335 |      | -1.251 | .918 |
|   | X1         | .449  | .211 | .371 | 2.128  | .020 |
|   | X2         | .060  | .023 | .033 | 2.609  | .011 |
|   | X3         | .812  | .311 | .722 | 2.611  | .002 |

a. Dependent Variable: Y1

## LAMPIRAN 14

### Data Responden

|    | Nama                    | Jenis kelamin | Umur   | Pendidikan Terakhir | Masa Kerja | Status Kepegawaian |
|----|-------------------------|---------------|--------|---------------------|------------|--------------------|
| 1  | Teguh Sugiarto          | Laki-Laki     | 44     | S 1                 | 11 - 15    | PNS                |
| 2  | Annisa Tri Yulisnawati  | Perempuan     | 34     | S 1                 | 5 -10      | Non ASN            |
| 3  | Aldila Febtavica Madya  | Perempuan     | 35     | S 1                 | 11 - 15    | PPPK               |
| 4  | Henry Agus Sugiarto     | Laki-Laki     | 52     | S 1                 | 21 - 25    | PNS                |
| 5  | Dian Ferdiana           | Perempuan     | 47     | S 1                 | 21 - 25    | PNS                |
| 6  | Dian Hariani            | Perempuan     | 44     | S 1                 | 16 - 20    | PNS                |
| 7  | Oktaria                 | Perempuan     | 38     | S 2                 | 11 - 15    | PPPK               |
| 8  | Serin Nurmayulia        | Perempuan     | 27     | S 1                 | < 5 Tahun  | Non ASN            |
| 9  | Oktarini                | Perempuan     | 36     | S 2                 | 11 - 15    | PNS                |
| 10 | Dian Purwantini         | Perempuan     | 50     | S 2                 | 16 - 20    | PNS                |
| 11 | Rizki Amalia            | Perempuan     | 44     | S 1                 | 16 - 20    | PNS                |
| 12 | Arlik Cahyawati         | Perempuan     | 38     | S 1                 | 11 - 15    | PNS                |
| 13 | Nuri Atika              | Perempuan     | 29     | S 1                 | 5 -10      | PPPK               |
| 14 | Rogandi Damayanto, S.Pd | Laki-Laki     | 35     | S 1                 | 11 - 15    | PPPK               |
| 15 | Rizki Mitra             | Perempuan     | 36     | S 1                 | 21 - 25    | PPPK               |
| 16 | Mutiara Wikjayanti      | Perempuan     | 36     | S 2                 | 11 - 15    | PNS                |
| 17 | Tri Darmawati           | Perempuan     | 37     | S 2                 | 11 - 15    | PPPK               |
| 18 | Ria Anita               | Perempuan     | 39     | S 2                 | 16 - 20    | PNS                |
| 19 | Arif hidayat            | Laki-Laki     | 31     | S 1                 | 5 -10      | PPPK               |
| 20 | Pitri Hermeliyati       | Perempuan     | 35     | S 2                 | 5 -10      | PPPK               |
| 21 | Yusrina                 | Perempuan     | 55     | S 1                 | 21 - 25    | PNS                |
| 22 | Eka Apia Sandra         | Perempuan     | 44     | S 1                 | 16 - 20    | Non ASN            |
| 23 | Aura sinta              | Perempuan     | 40     | S 2                 | 5 -10      | Non ASN            |
| 24 | Dien                    | Perempuan     | 41     | S 2                 | 16 - 20    | Non ASN            |
| 25 | Irma yani.S.pd          | Perempuan     | 51     | S 1                 | 21 - 25    | Non ASN            |
| 26 | Herli Yenni,S.Pd        | Perempuan     | 48 th  | S 1                 | 21 - 25    | Non ASN            |
| 27 | Syauqi Wafa             | Laki-Laki     | 36     | S 1                 | 5 -10      | PNS                |
| 28 | Habi septiawan          | Laki-Laki     | 39     | S 2                 | 5 -10      | Non ASN            |
| 29 | Emelda marzuki, S.Pd.   | Perempuan     | 39     | S 1                 | 16 - 20    | Non ASN            |
| 30 | Hermawati               | Perempuan     | 52 thn | S 1                 | 21 - 25    | Non ASN            |
| 31 | RINNA SLAMET            | Perempuan     | 48     | S 2                 | 11 - 15    | PNS                |
| 32 | Sri Bina Ratnaningsih   | Perempuan     | 52     | S 1                 | > 25 Tahun | PNS                |
| 33 | Tugiani                 | Perempuan     | 49 thn | S 1                 | 21 - 25    | Non ASN            |

|    |                               |           |          |     |            |         |
|----|-------------------------------|-----------|----------|-----|------------|---------|
| 34 | DIDIK SRI UTOMO               | Laki-Laki | 39       | S 3 | 11 - 15    | PPPK    |
| 35 | Windi                         | Perempuan | 53       | S 1 | > 25 Tahun | PNS     |
| 36 | Drs.Azwar Dantes Arifka M.M   | Laki-Laki | 56 tahun | S 2 | > 25 Tahun | Non ASN |
| 37 | Agusti Zainiat                | Perempuan | 55       | S 1 | 21 Tahun   | PNS     |
| 38 | Fr Estimurniasih              | Perempuan | 45       | S 1 | < 5 Tahun  | PPPK    |
| 39 | Helda Noviana, S. Pd          | Perempuan | 51       | S 1 | 16 - 20    | PNS     |
| 40 | Suzi Heti Kurnia              | Perempuan | 57       | S 2 | < 5 Tahun  | PPPK    |
| 41 | Ani Setiawati, S.Pd           | Perempuan | 33       | S 1 | 11 - 15    | PPPK    |
| 42 | Eko Aditya Wisnu Aji, ST      | Laki-Laki | 33       | S 1 | 11 - 15    | Non ASN |
| 43 | Nunung Nurlaela Jamil         | Perempuan | 38       | S 2 | > 25 Tahun | PPPK    |
| 44 | Deni Mulyani                  | Perempuan | 32       | S 1 | < 5 Tahun  | PPPK    |
| 45 | Agus Suparjo                  | Laki-Laki | 44       | S 2 | 16 - 20    | PNS     |
| 46 | Emaret Silastuti              | Perempuan | 41       | S 2 | 11 - 15    | PNS     |
| 47 | ASRI PRANAWANINGTYAS          | Perempuan | 57       | S 1 | > 25 Tahun | PNS     |
| 48 | I Gusti Bagus Astane          | Laki-Laki | 53       | S 1 | 16 - 20    | PNS     |
| 49 | ICHA                          | Perempuan | 35       | S 1 | 11 - 15    | PPPK    |
| 50 | Nur Afif E.N.                 | Laki-Laki | 46       | S 1 | 11 - 15    | PNS     |
| 51 | Alya rachma                   | Perempuan | 23       | S 1 | < 5 Tahun  | Non ASN |
| 52 | Okta Saputra                  | Laki-Laki | 34       | S 2 | 5 -10      | PPPK    |
| 53 | Nila                          | Perempuan | 50 th    | S 1 | 21 - 25    | PNS     |
| 54 | Nabila Syaskia Aini           | Perempuan | 24       | S 1 | < 5 Tahun  | Non ASN |
| 55 | Eva Oktavia, S.Pd.            | Perempuan | 41       | S 1 | 5 -10      | Non ASN |
| 56 | Selly Agustin, S.Pd           | Perempuan | 29       | S 1 | 5 -10      | Non ASN |
| 57 | REVI LIANA                    | Perempuan | 37       | S 2 | 5 -10      | Non ASN |
| 58 | Mulyono                       | Laki-Laki | 51       | S 1 | 5 -10      | PPPK    |
| 59 | Deni Albar                    | Laki-Laki | 28       | S 1 | 5 -10      | PPPK    |
| 60 | Febrianti                     | Perempuan | 35       | S 1 | < 5 Tahun  | Non ASN |
| 61 | Klara Pujianti S              | Perempuan | 27       | S 1 | < 5 Tahun  | PPPK    |
| 62 | Sistia Herdalia               | Perempuan | 27       | S 2 | 5 -10      | Non ASN |
| 63 | Nurjihan Nabilla Oktri        | Perempuan | 20       | S 1 | 21 - 25    | Non ASN |
| 64 | ADIS RIYANTI                  | Perempuan | 21       | S 1 | 21 - 25    | Non ASN |
| 65 | Rina Mediasari, S.Pd.,M.Si    | Perempuan | 47       | S 2 | 21 - 25    | Non ASN |
| 66 | Solihin Nuryanto              | Laki-Laki | 39       | S 1 | 11 - 15    | PPPK    |
| 67 | Jainal Abidin                 | Laki-Laki | 35       | S 1 | 11 - 15    | PPPK    |
| 68 | Aulia Nurfebrilanti, S. PdMus | Perempuan | 33       | S 1 | 11 - 15    | Non ASN |
| 69 | Febby chynta devi             | Perempuan | 30 thn   | S 1 | 5 -10      | Non ASN |
| 70 | M SYAIFUDIN                   | Laki-Laki | 25       | S 2 | < 5 Tahun  | Non ASN |
| 71 | Astrid dewi                   | Perempuan | 46 th    | S 1 | 11 - 15    | PNS     |
| 72 | Helda Julia Erika, M.Pd.      | Perempuan | 28       | S 2 | 5 -10      | Non ASN |

|    |                   |           |    |     |           |         |
|----|-------------------|-----------|----|-----|-----------|---------|
| 73 | Siti Rahmah       | Perempuan | 45 | S 1 | 16 - 20   | Non ASN |
| 74 | Nova Reza         | Perempuan | 43 | S 1 | 11 - 15   | PNS     |
| 75 | Feri Mulyadi Umar | Laki-Laki | 40 | S 1 | 5 -10     | PPPK    |
| 76 | Dian Kuswantoro   | Laki-Laki | 28 | S 1 | 5 -10     | PPPK    |
| 77 | Danu Ismoyo       | Laki-Laki | 51 | S 1 | 5 -10     | PPPK    |
| 78 | Athiya Badila     | Perempuan | 28 | S 1 | < 5 Tahun | Non ASN |
| 79 | Aulia Yunita Sari | Perempuan | 42 | S 1 | 11 - 15   | Non ASN |
| 80 | Serin Nurmayulia  | Perempuan | 27 | S 1 | < 5 Tahun | Non ASN |
| 81 | Verra komalasari  | Perempuan | 46 | S 1 | 21 - 25   | PPPK    |
| 82 | Sulistianingsih   | Perempuan | 34 | S 1 | 5 -10     | Non ASN |
| 83 | Dwi Prihanto      | Laki-Laki | 49 | S 1 | 16 - 20   | PNS     |

## LAMPIRAN 15

### KUESIONER

| Pernyataan                                                                                                                          | Jawaban    |           |           |          |           |
|-------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|-----------|----------|-----------|
|                                                                                                                                     |            |           |           |          |           |
|                                                                                                                                     | STS<br>(1) | TS<br>(2) | KS<br>(3) | S<br>(4) | SS<br>(5) |
| 1. Pencahayaan di ruang kerja saya sudah memadai untuk mendukung aktivitas mengajar dan persiapan materi.                           |            |           |           |          |           |
| 2. Saya merasa pencahayaan di lingkungan sekolah (kelas, kantor guru) mendukung kenyamanan saya dalam bekerja.                      |            |           |           |          |           |
| 3. Tingkat kebisingan di lingkungan kerja (misalnya di ruang guru atau kelas) cukup rendah sehingga saya dapat focus                |            |           |           |          |           |
| 4. Saya merasa lingkungan sekolah cukup tenang sehingga tidak terlalu banyak gangguan suara saat bekerja.                           |            |           |           |          |           |
| 5. Suhu udara pada ruangan kerja sudah sesuai dengan yang diinginkan.                                                               |            |           |           |          |           |
| 6. Saya merasa fasilitas pendingin ruangan (AC/kipas angin) di lingkungan sekolah cukup baik dan mendukung kenyamanan dalam bekerja |            |           |           |          |           |
| 7. Tata letak ruang kerja (misalnya ruang guru) di sekolah ini mendukung efisiensi pekerjaan saya.                                  |            |           |           |          |           |
| 8. Desain dan penataan ruangan di sekolah memudahkan saya dalam bergerak dan berinteraksi.                                          |            |           |           |          |           |
| 9. Peralatan kerja (misalnya komputer, proyektor, papan tulis) yang tersedia dalam kondisi baik dan berfungsi optimal.              |            |           |           |          |           |
| 10. Saya merasa fasilitas dan sarana prasarana yang disediakan sekolah memadai untuk mendukung tugas mengajar saya.                 |            |           |           |          |           |
| 11. Pembagian tugas dalam tim kerja (misalnya tim mata pelajaran atau panitia) dijelaskan dengan sangat jelas.                      |            |           |           |          |           |
| 12. Setiap anggota tim memahami peran dan tanggung jawabnya masing-masing dalam setiap proyek atau kegiatan sekolah.                |            |           |           |          |           |
| 13. Guru-guru secara aktif terlibat dalam kegiatan kolaboratif untuk mencapai tujuan sekolah.                                       |            |           |           |          |           |

| Pernyataan                                                                                                   | Jawaban    |           |           |          |           |
|--------------------------------------------------------------------------------------------------------------|------------|-----------|-----------|----------|-----------|
|                                                                                                              |            |           |           |          |           |
|                                                                                                              | STS<br>(1) | TS<br>(2) | KS<br>(3) | S<br>(4) | SS<br>(5) |
| 14. Kami sering berdiskusi dan bekerja sama untuk menyelesaikan masalah pembelajaran atau kegiatan sekolah.  |            |           |           |          |           |
| 15. Tim kerja di sekolah ini mampu mengoptimalkan potensi dan keahlian setiap guru.                          |            |           |           |          |           |
| 16. Saya merasa kontribusi dan keahlian saya dihargai dan dimanfaatkan secara maksimal dalam tim.            |            |           |           |          |           |
|                                                                                                              |            |           |           |          |           |
| 17. Saya percaya bahwa rekan-rekan guru saya selalu bersikap jujur dalam setiap interaksi dan pekerjaan tim. |            |           |           |          |           |
| 18. Informasi yang disampaikan antar anggota tim selalu transparan dan dapat dipercaya.                      |            |           |           |          |           |
| 19. Saya merasa kompetensi dan kemampuan rekan-rekan guru saya diakui dan dihargai.                          |            |           |           |          |           |
| 20. Atasan dan rekan kerja saya menunjukkan pemahaman dan kepedulian terhadap permasalahan yang saya hadapi. |            |           |           |          |           |
| 21. Saya merasa mendapatkan dukungan yang cukup dari atasan dan rekan kerja dalam melaksanakan tugas.        |            |           |           |          |           |
| 22. Lingkungan sekolah mendorong kami untuk saling memberikan dukungan dalam pekerjaan.                      |            |           |           |          |           |
| 23. Komunikasi yang terjadi di lingkungan sekolah cenderung positif dan membangun.                           |            |           |           |          |           |
| 24. Saya merasa suasana komunikasi di sekolah mendorong semangat dan motivasi kerja.                         |            |           |           |          |           |
| 25. Komunikasi antara atasan dan bawahan serta antar rekan kerja terjalin dalam posisi yang setara.          |            |           |           |          |           |
| 26. Saya merasa semua guru memiliki kesempatan yang sama untuk berbicara dan didengar.                       |            |           |           |          |           |
| 27. Saya mampu merencanakan pembelajaran yang inovatif dan sesuai dengan kebutuhan siswa.                    |            |           |           |          |           |
| 28. Saya selalu berusaha melaksanakan proses pembelajaran yang efektif dan menarik bagi siswa.               |            |           |           |          |           |
| 29. Saya aktif mengikuti pelatihan atau seminar untuk meningkatkan kompetensi profesional saya.              |            |           |           |          |           |
| 30. Saya selalu berinisiatif untuk mengembangkan diri melalui membaca literatur atau mencari                 |            |           |           |          |           |

| Pernyataan                                                                                         | Jawaban    |           |           |          |           |
|----------------------------------------------------------------------------------------------------|------------|-----------|-----------|----------|-----------|
|                                                                                                    |            |           |           |          |           |
|                                                                                                    | STS<br>(1) | TS<br>(2) | KS<br>(3) | S<br>(4) | SS<br>(5) |
| informasi terbaru terkait bidang ajar saya.                                                        |            |           |           |          |           |
| 31. Saya selalu datang tepat waktu dan menyelesaikan tugas mengajar sesuai jadwal yang ditentukan. |            |           |           |          |           |
| 32. Saya bertanggung jawab penuh terhadap keberhasilan belajar siswa dan kualitas pengajaran saya  |            |           |           |          |           |