LAMPIRAN 1

WAWANCARA PRA-SURVEY

Dilakukan kepada guru

Lingkungan Kerja	
Peneliti :	"Bagaimana Ibu menilai kondisi fisik lingkungan kerja di sekolah, seperti ruang kelas, ruang guru, fasilitas penunjang, dan kebersihan?"
Guru :	Secara umum fasilitas cukup, tetapi masih ada ruang kelas yang kurang nyaman karena karena memilki 2 fungsi sebagai kelas & aula. Ruang guru juga kurang luas untuk jumlah guru yang ada.
Peneliti :	Apakah Ibu merasa nyaman bekerja di lingkungan sekolah ini?
Guru :	Jujur saja, saya merasa suasana kerja kurang kondusif. Ada beberapa guru yang tidak kooperatif, kadang saling melempar tanggung jawab. Itu sedikit banyak memengaruhi kenyamanan bekerja.
Peneliti :	Bagaimana hubungan kerja antara guru dan kepala sekolah?
Guru :	Hubungannya formal saja. Kepala sekolah lebih sering menyampaikan tugas lewat surat edaran atau pesan grup. Diskusi langsung sangat jarang dilakukan.
Peneliti :	Apakah lingkungan kerja berpengaruh pada semangat kerja?
Guru :	Iya, sangat berpengaruh. Kalau suasana kerja tidak kompak dan fasilitas kurang, otomatis semangat juga turun. Kadang merasa kerja sendirian.
B. Komunikasi	
Peneliti :	Bagaimana komunikasi dari pimpinan kepada guru?

Guru :	Komunikasi masih cenderung satu arah. Kepala sekolah memberi perintah, tapi tidak semua guru paham maksudnya karena tidak ada penjelasan lisan. Kadang guru merasa bingung.
Peneliti :	. Apakah komunikasi antar guru berjalan baik?
Guru :	Tidak sepenuhnya. Ada beberapa guru yang saling membantu, tapi ada juga yang individualis. Misalnya kalau ada guru yang tidak masuk, penggantinya sering bingung karena tidak ada koordinasi.
Peneliti :	Komunikasi seperti apa yang Ibu harapkan?
Guru :	Saya ingin komunikasi yang terbuka dan saling menghargai. Tidak hanya perintah, tapi juga ada diskusi dan evaluasi bersama.
C. Motivasi	
Peneliti :	Apakah Ibu merasa termotivasi dalam mengajar?
Guru :	Kadang iya, kadang tidak. Kalau melihat siswa aktif dan semangat, saya ikut semangat. Tapi kalau lingkungan kerja dan apresiasi kurang, motivasi menurun.
Peneliti :	. Apa yang menghambat motivasi kerja Ibu?
Guru :	Beberapa guru tidak menjalankan tugas dengan baik, seperti tidak membuat perangkat ajar atau sering meninggalkan kelas. Ini memengaruhi semangat saya juga karena jadi tidak seimbang pembagian tugasnya
Peneliti :	Apakah ada bentuk penghargaan dari sekolah?
Guru :	Hampir tidak ada. Tidak semua guru punya sertifikat pendidik, dan pelatihan jarang diikuti. Padahal itu penting untuk menambah semangat dan profesionalisme.
D. Kinerja Guru	
Peneliti :	Apa indikator kinerja yang biasa digunakan di sekolah?
Guru :	Biasanya hanya dilihat dari kehadiran dan kegiatan

	mengajar. Tapi belum menyentuh kualitas pembelajaran, seperti penggunaan media atau evaluasi belajar.
Peneliti :	Bagaimana Ibu menilai kinerja guru secara umum di sekolah ini?
Guru :	Masih banyak yang belum optimal. Ada guru yang jarang membuat perangkat ajar, bahkan tidak mengajar tepat waktu. Beberapa guru juga lebih mementingkan urusan pribadi.
Peneliti :	Sejauh mana lingkungan kerja, komunikasi, dan motivasi berpengaruh pada kinerja?
Guru :	Sangat berpengaruh. Jika lingkungan kerja tidak mendukung dan tidak ada komunikasi terbuka, guru jadi tidak fokus. Motivasi juga menurun kalau tidak ada dukungan dan pelatihan.
Penutup	
Peneliti :	Saran dari Ibu untuk peningkatan kinerja guru?
Guru :	Adakan pelatihan guru secara berkala, beri penghargaan bagi yang berprestasi, dan lakukan evaluasi berkala yang membangun.
Peneliti :	Tambahan lain?
Guru :	Semoga penelitian ini bisa mendorong perbaikan budaya kerja dan meningkatkan kesadaran guru terhadap peran dan tanggung jawabnya.

Dilakukan kepada Waka

A. LINGKUNGAN KERJA	
Peneliti :	Menurut Bapak/Ibu, bagaimana hubungan kerja antar guru di sekolah ini? Apakah tercipta suasana yang harmonis?
Waka :	Secara umum hubungan antar guru di sekolah ini cukup baik. Mereka sering bekerja sama dalam merancang pembelajaran, berbagi ide, bahkan saling membantu jika ada kesulitan di kelas. Kadang terjadi beberapa kendala seperti hubungan antara guru senior dan junior, namun Kita mendorong agar suasana kekeluargaan tetap terjaga.
Peneliti :	Bagaimana Bapak/Ibu menilai komunikasi internal di sekolah ini?
Waka :	Komunikasi internal cukup efektif. Kepala sekolah dan saya selalu menyampaikan informasi melalui rapat mingguan, WhatsApp grup, dan pengumuman tertulis. Tapi memang, kadang ada informasi yang terlambat diketahui guru yang sedang izin atau sibuk mengajar.
Peneliti :	Bagaimana gaya kepemimpinan yang diterapkan oleh pimpinan sekolah?
Waka :	Kami mencoba menerapkan gaya kepemimpinan yang partisipatif. Keputusan penting seringkali kami bahas bersama dalam forum guru. Kami juga terbuka terhadap kritik dan saran dari guru.
Peneliti :	Apakah guru merasa aman secara psikologis dalam bekerja?
Waka :	Kami sangat menjaga iklim kerja yang positif. Guru diberi ruang menyampaikan ide, bahkan keluhan. Kalau ada masalah, kami upayakan pendekatan personal, bukan dengan teguran keras. Tapi kadang terjadi kesalahpahaman, saat hal itu terjadi otomatis membuat lingkungan kerja menjadi tidak nyaman.
B. KOMUNIKASI	
Peneliti :	Apakah menurut Bapak/Ibu keterbukaan informasi sudah berjalan dengan baik?
Waka :	Narasumber: Ya, kami berusaha agar informasi terbuka.

	Namun memang masih ada beberapa guru yang merasa telat menerima info, terutama yang jarang membuka grup WhatsApp.
Peneliti :	Apakah empati antar guru dan antara guru dengan pimpinan cukup terlihat?
Waka :	Di sini kami menjunjung tinggi empati. Misalnya, saat ada guru yang sakit atau punya masalah keluarga, yang lain cepat tanggap. Kepala sekolah juga sering memberikan perhatian pribadi.
Peneliti :	Apakah komunikasi verbal dan nonverbal di sekolah ini mendukung suasana kerja?
Waka :	Saya rasa cukup baik. Guru saling menyapa, memberikan ekspresi positif, bahkan dalam forum resmi seperti rapat. Tapi Kadang terjadi miss komunikasi karena salah menerima informasi yang disampaikan.
Peneliti :	Bagaimana cara guru menyampaikan pesan? Apakah cenderung positif?
Waka :	Kami selalu mendorong penggunaan bahasa yang santun dan positif, baik dalam pengajaran maupun saat berdiskusi dengan sesama guru.
Peneliti :	Apakah sering terjadi kesalahpahaman dalam komunikasi?
Waka :	Kadang terjadi, tapi bisa segera diselesaikan dengan klarifikasi. Secara umum, kesamaan persepsi sudah cukup baik.
C. MOTIVASI	
Peneliti :	Apakah guru menunjukkan semangat untuk terus berkembang?
Waka :	Beberapa guru kami memiliki semangat belajar, mereka ikut pelatihan, webinar, bahkan studi lanjut. Sebagian belum.
Peneliti :	Apakah guru tetap konsisten saat menghadapi kesulitan?
Waka :	Ya, bisa dibilang mereka punya daya tahan tinggi. Meski beban kerja banyak, mereka tetap menjalankan tugas dengan baik.
Peneliti :	Apakah guru menikmati kegiatan mengajar?

Waka :	Sebagian besar guru menyatakan bahwa mengajar adalah panggilan jiwa. Mereka terlihat menikmati prosesnya. Namun untuk beberapa guru baru mereka masih dalam tahap penyesuaian lingkungan kerja juga kelas jadi masih belum terlihat mereka menikmati tugasnya.
Peneliti :	Apakah guru bekerja dengan keikhlasan dan semangat?
Waka :	Saya yakin begitu. Namun, Beberapa Guru masih ada yang datang tidak tepat waktu, beberapa menyelesaikan tugas dengan diberikan tenggat waktu tapi masih melanggar, beberapa punya dedikasi tinggi, sebagian belum.
Peneliti :	Apakah guru bisa mengelola seluruh daya (tenaga, pikiran, waktu) secara efektif?
Waka :	Saya melihat beberapa mampu membagi waktu antara administrasi, pembelajaran, dan kegiatan ekstrakurikuler, sebagian belum.
D. KINERJA GURU	
Peneliti :	Apakah guru menyusun rencana pembelajaran dengan baik?
Waka :	Setiap awal semester, guru wajib menyusun RPP dan program tahunan. Sudah menjadi budaya kerja di sini. Namun untuk guru baru masih banyak pembenahan dalam penyusunan RPP.
Peneliti :	Bagaimana pelaksanaan dan pemantauan kinerja guru dilakukan?
Waka :	Kami melakukan supervisi rutin dan observasi kelas. Juga ada pelatihan pembinaan jika ada temuan.
Peneliti :	Bagaimana sistem penilaian kinerja guru di sekolah ini?
Waka :	Kami menggunakan instrumen penilaian kinerja berdasarkan kompetensi inti guru dari dinas pendidikan.
Peneliti :	Apakah hasil penilaian ditindaklanjuti?
Waka :	Ya, hasil evaluasi menjadi dasar perbaikan dan rekomendasi pelatihan individu maupun kelompok.

LAMPIRAN 2

TABULASI DATA KUESIONER

X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1	X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	X2_7	X2	X3_1	X3_2	X3_3	X3_4	X3_5	X3_6	X3	Y_1	Y_2	Y_3	Y_4	Y_5	Y_6	Y_7	Y
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LAMPIRAN 3

DATA HASIL PENYEBARAN KUESIONER

NO	RESPONDEN	ITEM																											
		1	2	3	4	5	6	7	8	1	2	3	4	5	6	7	1	2	3	4	5	6	1	2	3	4	5	6	7
		Variabel X1								Variabel X2							Variabel X3						Variabel Y						
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13	13	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
14	14	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
15	15	5	5	5	5	5	5	5	5	5	3	3	3	5	3	5	5	5	5	5	5	5	5	5	5	5	5	5	5
16	16	5	5	5	5	5	5	5	5	3	5	5	3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
17	17	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
18	18	5	5	5	5	4	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
19	19	3	3	3	3	3	3	3	3	3	3	3	3	5	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
21	21	5	5	5	3	4	5	4	3	3	3	5	5	5	2	5	5	5	5	5	3	3	3	3	3	5	5	5	5
22	22	5	5	4	5	4	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
23	23	5	5	4	5	4	5	5	4	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
24	24	5	4	4	5	4	5	5	4	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
25	25	5	4	4	5	4	5	5	4	4	5	5	5	4	5	1	5	5	5	5	5	5	5	5	5	5	5	5	5
26	26	5	4	4	5	4	5	5	4	4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5
27	27	5	4	4	5	3	5	5	3	3	5	5	5	4	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5
28	28	3	3	3	2	2	3	2	3	1	2	2	3	5	2	3	3	3	4	3	3	3	3	3	3	3	3	3	3
29	29	5	4	4	4	4	5	5	4	4	5	5	4	4	5	5	5	5	5	5	5	4	5	5	4	5	5	5	5
30	30	5	4	4	4	4	5	5	4	4	5	4	4	4	5	5	5	5	5	5	5	4	3	3	3	4	5	5	5

NO	RESPONDEN	ITEM																											
		1	2	3	4	5	6	7	8	1	2	3	4	5	6	7	1	2	3	4	5	6	1	2	3	4	5	6	7
		Variabel X1								Variabel X2							Variabel X3						Variabel Y						
31	31	5	4	4	4	4	5	5	4	4	4	4	5	4	5	5	5	5	5	5	5	4	5	5	4	4	5	5	5
32	32	3	4	3	4	4	5	4	3	2	4	4	4	4	4	4	5	5	5	5	5	4	5	5	4	4	4	5	4
33	33	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	4	4	4	4	4	4	4	4
34	34	4	3	3	4	4	4	4	3	2	4	4	5	1	4	4	3	4	5	5	5	3	3	4	4	3	4	2	3
35	35	2	4	3	4	4	4	4	2	2	4	4	4	5	4	4	4	4	4	5	5	2	4	4	4	4	4	4	4
36	36	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	4	4	4	4	4	4	4	4
37	37	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	3	4	4	3	3	4	4
38	38	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4
39	39	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
40	40	4	2	2	2	3	4	2	2	2	3	2	4	5	2	4	4	4	4	4	4	2	4	4	3	4	4	4	2
41	41	4	2	2	4	3	4	4	2	4	4	4	4	4	4	2	4	4	4	4	4	2	4	4	4	4	4	4	4
42	42	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
43	43	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
44	44	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
45	45	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
46	46	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
47	47	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4
48	48	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4
49	49	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
50	50	4	4	4	4	5	4	4	2	3	4	4	4	4	4	4	4	4	4	4	4	3	3	2	4	2	3	2	4
51	51	4	4	3	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
52	52	4	4	4	4	1	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
53	53	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
54	54	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
55	55	4	4	4	4	4	4	4	4	4	4	4	4	2	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4
56	56	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	4	4	4	4	4	3	4	4	4	2	4	4	4

Lampiran 4
Analisis Deskriptif Kuesioner

Variabel Lingkungan Kerja (X1)

No	Item Pernyataan	Score Jawaban										Total Score
		STS		TS		N		S		SS		
		F	%	F	%	F	%	F	%	F	%	
1	X1 1	0	0	2	3,57	4	7,14	23	41,07	27	48,21	56
2	X1 2	0	0	2	3,57	4	7,14	30	53,57	20	35,71	56
3	X1 3	0	0	2	3,57	9	16,07	29	51,79	16	28,57	56
4	X1 4	0	0	2	3,57	4	7,14	27	48,21	18	32,14	56
5	X1 5	1	1,79	1	1,79	5	8,93	31	55,36	17	30,36	56
6	X1 6	0	0	2	3,57	4	7,14	23	41,07	27	48,21	56
7	X1 7	0	0	2	3,57	2	3,57	26	46,43	26	46,43	56
8	X1 8	0	0	4	7,14	10	17,86	29	51,79	13	23,21	56

Variabel Komunikasi (X2)

No	Item Pernyataan	Score Jawaban										Total Score
		STS		TS		N		S		SS		
		F	%	F	%	F	%	F	%	F	%	
1	X2_1	1	1,79	5	8,93	8	14,29	26	46,43	16	28,57	56
2	X2_2	0	0	1	1,79	5	8,93	26	46,43	24	42,86	56
3	X2_3	0	0	2	3,57	4	7,14	27	48,21	23	41,07	56
4	X2_4	0	0	2	3,57	7	12,5	25	44,65	22	39,29	56
5	X2_5	2	3,57	1	1,79	2	8,93	30	53,57	21	37,05	56
6	X2_6	0	0	3	5,36	5	8,93	25	44,64	23	41,07	56
7	X2 7	1	1,79	2	3,57	4	7,14	24	42,86	25	44,65	56

Variabel Motivasi (X3)

No	Item Pernyataan	Score Jawaban										Total Score
		STS		TS		N		S		SS		
		F	%	F	%	F	%	F	%	F	%	
1	X3_1	0	0	0	0	3	5,36	24	42,86	29	51,79	56
2	X3_2	0	0	0	0	5	8,93	22	39,29	29	51,79	56
3	X3_3	0	0	0	0	3	5,36	21	37,5	32	57,14	56
4	X3_4	0	0	0	0	2	3,57	21	37,5	33	58,93	56
5	X3_5	0	0	0	0	3	5,36	21	37,5	32	57,14	56
6	X3_6	0	0	3	5,36	7	12,05	23	41,07	23	41,07	56

Variabel Kinerja Guru (Y)

No	Item Pernyataan	Score Jawaban										Total Score
		STS		TS		N		S		SS		
		F	%	F	%	F	%	F	%	F	%	
1	Y 1	0	0	0	0	8	14,29	22	39,29	26	46,43	56
2	Y 2	0	0	1	1,79	6	10,71	24	42,86	25	44,65	56
3	Y 3	0	0	0	0	7	12,5	29	51,79	20	35,71	56
4	Y 4	0	0	2	3,57	6	10,71	24	42,86	24	42,86	56
5	Y 5	0	0	0	0	5	8,93	24	42,86	27	48,21	56
6	Y 6	0	0	2	3,57	4	7,14	23	41,07	27	48,21	56
7	Y 7	0	0	1	1,79	5	8,93	24	42,86	26	46,43	56

LAMPIRAN 5

Analisis Uji Validitas

Uji Validitas Variabel X1

Correlations

		X1_1	X1_2	X1_3	X1_4	X1_5	X1_6
X1_1	Pearson Correlation	1	.371*	.437*	.202	.659**	.418*
	Sig. (2-tailed)		.044	.016	.285	.000	.021
	N	30	30	30	30	30	30
X1_2	Pearson Correlation	.371*	1	.011	.444*	.078	.056
	Sig. (2-tailed)	.044		.953	.014	.684	.768
	N	30	30	30	30	30	30
X1_3	Pearson Correlation	.437*	.011	1	-.060	.511**	.265
	Sig. (2-tailed)	.016	.953		.754	.004	.157
	N	30	30	30	30	30	30
X1_4	Pearson Correlation	.202	.444*	-.060	1	-.136	.533**
	Sig. (2-tailed)	.285	.014	.754		.473	.002
	N	30	30	30	30	30	30
X1_5	Pearson Correlation	.659**	.078	.511**	-.136	1	.000
	Sig. (2-tailed)	.000	.684	.004	.473		1.000
	N	30	30	30	30	30	30
X1_6	Pearson Correlation	.418*	.056	.265	.533**	.000	1
	Sig. (2-tailed)	.021	.768	.157	.002	1.000	

	N	30	30	30	30	30	30
X1_7	Pearson Correlation	.487**	.654**	.205	.237	.436*	-.105
	Sig. (2-tailed)	.006	.000	.276	.207	.016	.579
	N	30	30	30	30	30	30
X1_8	Pearson Correlation	.243	.398*	.011	.570**	-.052	.394*
	Sig. (2-tailed)	.196	.030	.953	.001	.786	.031
	N	30	30	30	30	30	30
X1	Pearson Correlation	.783**	.622**	.500**	.576**	.508**	.535**
	Sig. (2-tailed)	.000	.000	.005	.001	.004	.002
	N	30	30	30	30	30	30

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

Uji Validitas Variabel X2

Correlations

		X2_1	X2_2	X2_3	X2_4	X2_5	X2_6
X2_1	Pearson Correlation	1	.447*	.232	.523**	.523**	.310
	Sig. (2-tailed)		.013	.217	.003	.003	.095
	N	30	30	30	30	30	30
X2_2	Pearson Correlation	.447*	1	.178	.351	.351	.099
	Sig. (2-tailed)	.013		.347	.057	.057	.602
	N	30	30	30	30	30	30
X2_3	Pearson Correlation	.232	.178	1	.273	-.020	.322
	Sig. (2-tailed)	.217	.347		.144	.918	.083
	N	30	30	30	30	30	30
X2_4	Pearson Correlation	.523**	.351	.273	1	.135	.061
	Sig. (2-tailed)	.003	.057	.144		.478	.749
	N	30	30	30	30	30	30
X2_5	Pearson Correlation	.523**	.351	-.020	.135	1	.322
	Sig. (2-tailed)	.003	.057	.918	.478		.083
	N	30	30	30	30	30	30
X2_6	Pearson Correlation	.310	.099	.322	.061	.322	1
	Sig. (2-tailed)	.095	.602	.083	.749	.083	
	N	30	30	30	30	30	30
X2_7	Pearson Correlation	.630**	.149	.066	.196	.523**	.310
	Sig. (2-tailed)	.000	.432	.728	.299	.003	.095
	N	30	30	30	30	30	30

X2	Pearson Correlation	.761**	.546**	.470**	.531**	.583**	.652**
	Sig. (2-tailed)	.000	.002	.009	.003	.001	.000
	N	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_1	Pearson Correlation	1	.084	.203	.281	.184	.275
	Sig. (2-tailed)		.660	.283	.132	.330	.141
	N	30	30	30	30	30	30
X3_2	Pearson Correlation	.084	1	.219	.475**	.199	.136
	Sig. (2-tailed)	.660		.244	.008	.291	.473
	N	30	30	30	30	30	30
X3_3	Pearson Correlation	.203	.219	1	.373*	.717**	-.006
	Sig. (2-tailed)	.283	.244		.042	.000	.977
	N	30	30	30	30	30	30
X3_4	Pearson Correlation	.281	.475**	.373*	1	.339	.267
	Sig. (2-tailed)	.132	.008	.042		.067	.154
	N	30	30	30	30	30	30
X3_5	Pearson Correlation	.184	.199	.717**	.339	1	.070
	Sig. (2-tailed)	.330	.291	.000	.067		.712
	N	30	30	30	30	30	30
X3_6	Pearson Correlation	.275	.136	-.006	.267	.070	1
	Sig. (2-tailed)	.141	.473	.977	.154	.712	
	N	30	30	30	30	30	30
X3	Pearson Correlation	.550**	.512**	.676**	.706**	.684**	.467**

	Sig. (2-tailed)	.002	.004	.000	.000	.000	.009
	N	30	30	30	30	30	30

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

Uji Validitas Variabel Y

Correlations							
		Y_1	Y_2	Y_3	Y_4	Y_5	Y_6
Y_1	Pearson Correlation	1	.186	.279	.279	.510**	.384*
	Sig. (2-tailed)		.326	.136	.136	.004	.036
	N	30	30	30	30	30	30
Y_2	Pearson Correlation	.186	1	.009	.279	.267	.522**
	Sig. (2-tailed)	.326		.962	.136	.153	.003
	N	30	30	30	30	30	30
Y_3	Pearson Correlation	.279	.009	1	.330	.290	.491**
	Sig. (2-tailed)	.136	.962		.075	.121	.006
	N	30	30	30	30	30	30
Y_4	Pearson Correlation	.279	.279	.330	1	.048	.355
	Sig. (2-tailed)	.136	.136	.075		.800	.055
	N	30	30	30	30	30	30
Y_5	Pearson Correlation	.510**	.267	.290	.048	1	.344
	Sig. (2-tailed)	.004	.153	.121	.800		.063
	N	30	30	30	30	30	30
Y_6	Pearson Correlation	.384*	.522**	.491**	.355	.344	1
	Sig. (2-tailed)	.036	.003	.006	.055	.063	
	N	30	30	30	30	30	30
Y_8	Pearson Correlation	.357	.086	-.009	.126	.340	-.110
	Sig. (2-tailed)	.052	.651	.962	.508	.066	.563
	N	30	30	30	30	30	30

Y	Pearson Correlation	.617**	.586**	.534**	.503**	.699**	.734**
	Sig. (2-tailed)	.000	.001	.002	.005	.000	.000
	N	30	30	30	30	30	30

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

LAMPIRAN 6

Hasil Uji Reliabilitas

Reliability X1

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics	
Cronbach's Alpha	**N of Items**
.750	8

Reliability X2

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.654	7

Reliability X3

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.666	6

Reliability Y

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.707	7

LAMPIRAN 7
Hasil Uji Normalitas

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		56
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	.97662662
Most Extreme Differences	Absolute	.067
	Positive	.043
	Negative	-.067
Test Statistic		.067
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

LAMPIRAN 8
Uji Multikoliearitas

Uji Multikolinearitas

Variabel ***(Constant)***	**Tolerance**	**VIF**	**Keterangan**
Lingkungan Kerja (X1)	0.421	2.376	Tidak Terjadi Multikolinieritas
Komunikasi (X2)	0.568	1.762	Tidak Terjadi Multikolinieritas
Motivasi (X3)	0.549	1.821	Tidak Terjadi Multikolinieritas

Coefficients[a]

Model		**Collinearity Statistics**	
		Tolerance	**VIF**
1	X1	0.421	2.376
	X2	0.568	1.762
	X3	0.549	1.821

a. Dependent Variable: Y1

LAMPIRAN 9
Hasil Uji Heterokedastisitas

Uji Heterokedastisitas

Variabel	T hitung	Sig	Keterangan
Lingkungan Kerja (X1)	0.037	0.971	Tidak Terjadi Heterokedastisitas
Komunikasi (X2)	0.640	0.525	Tidak Terjadi Heterokedastisitas
Motivasi (X3)	-1.392	0.170	Tidak Terjadi Heterokedastisitas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	.645	1.832		.352	.726
	X1	.003	.068	.008	.037	.971
	X2	.037	.059	.115	.640	.525
	X3	-.044	.031	-.254	-1.392	.170

a. Dependent Variable: ABS_Res1

LAMPIRAN 10

Hasil Uji Hipotesis

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1[b]	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.891[a]	.793	.781	1.004

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

b. Dependent Variable: Y

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	201.095	3	67.032	66.445	.000[b]
	Residual	52.459	52	1.009		
	Total	253.554	55			

a. Dependent Variable: Y

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

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics
		B	Std. Error	Beta	t	Sig.	Tolerance
1	(Constant)	3.104	2.220		1.398	.168	
	X1	.503	.082	.541	6.130	.000	.421
	X2	.266	.071	.285	3.746	.000	.568
	X3	.102	.038	.209	2.704	.009	.549

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	28.35	35.31	32.59	1.912	56
Residual	-2.969	2.308	.000	.977	56
Std. Predicted Value	-2.216	1.421	.000	1.000	56
Std. Residual	-2.956	2.298	.000	.972	56

a. Dependent Variable: Y

LAMPIRAN 11

Output SPSS

```
GET DATA
  /TYPE=XLSX
  /FILE='D:\DATA ASUS\Client\SS\10. Eka_OD\Olah data\Rev uji validitas X1.xlsx'
  /SHEET=name 'Sheet1'
  /CELLRANGE=FULL
  /READNAMES=ON
  /DATATYPEMIN PERCENTAGE=95.0
  /HIDDEN IGNORE=YES.
EXECUTE.
DATASET NAME DataSet1 WINDOW=FRONT.
CORRELATIONS
  /VARIABLES=X1_1 X1_2 X1_3 X1_4 X1_5 X1_6 X1_7 X1_8 X1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Notes

Output Created		16-AUG-2025 01:03:51
Comments		
Input	Active Dataset	DataSet1
	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 /VARIABLES=X1_1 X1_2 X1_3 X1_4 X1_5 X1_6 X1_7 X1_8 X1 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

[DataSet1]

Correlations

		X1_1	X1_2	X1_3	X1_4	X1_5	X1_6			
X1_1	Pearson Correlation	1	.371*	.437*	.202	.659**	.418*			
	Sig. (2-tailed)		.044	.016	.285	.000	.021			
	N	30	30	30	30	30	30			
X1_2	Pearson Correlation	.371*	1	.011	.444*	.078	.056			
	Sig. (2-tailed)	.044		.953	.014	.684	.768			
	N	30	30	30	30	30	30			
X1_3	Pearson Correlation	.437*	.011	1	-.060	.511**	.265			
	Sig. (2-tailed)	.016	.953		.754	.004	.157			
	N	30	30	30	30	30	30			
X1_4	Pearson Correlation	.202	.444*	-.060	1	-.136	.533**			
	Sig. (2-tailed)	.285	.014	.754		.473	.002			
	N	30	30	30	30	30	30			
X1_5	Pearson Correlation	.659**	.078	.511**	-.136	1	.000			
	Sig. (2-tailed)	.000	.684	.004	.473		1.000			
	N	30	30	30	30	30	30			
X1_6	Pearson Correlation	.418*	.056	.265	.533**	.000	1			

	Sig. (2-tailed)	.021	.768	.157	.002	1.000				
	N	30	30	30	30	30	30			
X1_7	Pearson Correlation	.487**	.654**	.205	.237	.436*	-.105			
	Sig. (2-tailed)	.006	.000	.276	.207	.016	.579			
	N	30	30	30	30	30	30			
X1_8	Pearson Correlation	.243	.398*	.011	.570**	-.052	.394*			
	Sig. (2-tailed)	.196	.030	.953	.001	.786	.031			
	N	30	30	30	30	30	30			
X1	Pearson Correlation	.783**	.622**	.500**	.576**	.508**	.535**			
	Sig. (2-tailed)	.000	.000	.005	.001	.004	.002			
	N	30	30	30	30	30	30			

```
RELIABILITY
  /VARIABLES=X1_1 X1_2 X1_3 X1_4 X1_5 X1_6 X1_7 X1_8
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Notes

Output Created		16-AUG-2025 01:04:08
Comments		
Input	Active Dataset	DataSet1
	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 X1_2 X1_3 X1_4 X1_5 X1_6 X1_7 X1_8 /SCALE('ALL VARIABLES') ALL /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[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.750	8

Notes

Output Created		16-AUG-2025 01:07:28
Comments		
Input	Active Dataset	DataSet2
	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 /VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5 X2_5_A X2_7 X2_8 X2_9 X2_10 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

[DataSet2]

Notes

Output Created		16-AUG-2025 01:10:35
Comments		
Input	Active Dataset	DataSet3
	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 /VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5 X2_6 X2_7 X2_8 X2_9 X2_10 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,02

Notes

Output Created		16-AUG-2025 01:18:52
Comments		
Input	Active Dataset	DataSet4
	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 /VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5 X2_5_A X2_7 X2_8 X2_9 X2_10 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,01

Notes

Output Created		16-AUG-2025 01:24:13
Comments		
Input	Active Dataset	DataSet5
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	31
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 /VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5 X2_6 X2_7 X2_8 X2_9 X2_10 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Notes

Output Created		16-AUG-2025 01:27:57
Comments		
Input	Active Dataset	DataSet6
	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 /VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5 X2_6 X2_7 X2_8 X2_9 X2_10 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Notes

Output Created		16-AUG-2025 01:30:20
Comments		
Input	Active Dataset	DataSet7
	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 /VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5 X2_6 X2_7 X2_8 X2_9 X2_10 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Notes

Output Created		16-AUG-2025 01:31:59
Comments		
Input	Active Dataset	DataSet8
	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 /VARIABLES=X2_1 X2_3 X2_4 X2_5 X2_6 X2_7 X2_8 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

```
DATASET ACTIVATE DataSet1.
DATASET CLOSE DataSet8.

GET DATA
  /TYPE=XLSX
  /FILE='D:\DATA ASUS\Client\SS\10. Eka_OD\Olah data\Rev uji validitas X1.xlsx'
  /SHEET=name 'Sheet1'
  /CELLRANGE=FULL
  /READNAMES=ON
  /DATATYPEMIN PERCENTAGE=95.0
  /HIDDEN IGNORE=YES.
EXECUTE.
DATASET NAME DataSet9 WINDOW=FRONT.
CORRELATIONS
  /VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5 X2_6 X2_7 X2
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Notes

Output Created		16-AUG-2025 01:34:21
Comments		
Input	Active Dataset	DataSet9
	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 /VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5 X2_6 X2_7 X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

[DataSet9]

Correlations

		X2_1	X2_2	X2_3	X2_4	X2_5	X2_6		
X2_1	Pearson Correlation	1	.447*	.232	.523**	.523**	.310		
	Sig. (2-tailed)		.013	.217	.003	.003	.095		
	N	30	30	30	30	30	30		
X2_2	Pearson Correlation	.447*	1	.178	.351	.351	.099		
	Sig. (2-tailed)	.013		.347	.057	.057	.602		
	N	30	30	30	30	30	30		
X2_3	Pearson Correlation	.232	.178	1	.273	-.020	.322		
	Sig. (2-tailed)	.217	.347		.144	.918	.083		
	N	30	30	30	30	30	30		
X2_4	Pearson Correlation	.523**	.351	.273	1	.135	.061		
	Sig. (2-tailed)	.003	.057	.144		.478	.749		
	N	30	30	30	30	30	30		
X2_5	Pearson Correlation	.523**	.351	-.020	.135	1	.322		
	Sig. (2-tailed)	.003	.057	.918	.478		.083		
	N	30	30	30	30	30	30		

X2_6	Pearson Correlation	.310	.099	.322	.061	.322	1		
	Sig. (2-tailed)	.095	.602	.083	.749	.083			
	N	30	30	30	30	30	30		
X2_7	Pearson Correlation	.630**	.149	.066	.196	.523**	.310		
	Sig. (2-tailed)	.000	.432	.728	.299	.003	.095		
	N	30	30	30	30	30	30		
X2	Pearson Correlation	.761**	.546**	.470**	.531**	.583**	.652**		
	Sig. (2-tailed)	.000	.002	.009	.003	.001	.000		
	N	30	30	30	30	30	30		

```
RELIABILITY
 /VARIABLES=X2_1 X2_2 X2_3 X2_4 X2_5 X2_6 X2_7
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA.
```

Reliability

Notes

Output Created		16-AUG-2025 01:34:38
Comments		
Input	Active Dataset	DataSet9
	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 X2_2 X2_3 X2_4 X2_5 X2_6 X2_7 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.654	7

Notes

Output Created		16-AUG-2025 01:37:13
Comments		
Input	Active Dataset	DataSet10
	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 /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.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

[DataSet10]

DATASET ACTIVATE DataSet1.

DATASET CLOSE DataSet10.

DATASET ACTIVATE DataSet9.

GET DATA

/TYPE=XLSX

/FILE='D:\DATA ASUS\Client\SS\10. Eka_OD\Olah data\Rev uji validitas X1.xlsx'

/SHEET=name 'Sheet1'

/CELLRANGE=FULL

/READNAMES=ON

/DATATYPEMIN PERCENTAGE=95.0

/HIDDEN IGNORE=YES.

EXECUTE.

DATASET NAME DataSet11 WINDOW=FRONT.

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		16-AUG-2025 01:39:01
Comments		
Input	Active Dataset	DataSet11
	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 /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.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,02

[DataSet11]

Correlations

Notes

Output Created		16-AUG-2025 01:41:12
Comments		
Input	Active Dataset	DataSet12
	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 /VARIABLES=X3_1 X3_2 X3_3 X3_4 X3_5 X3_6 X3 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

[DataSet12]

Correlations

		X3_1	X3_2	X3_3	X3_4	X3_5	X3_6	
X3_1	Pearson Correlation	1	.084	.203	.281	.184	.275	
	Sig. (2-tailed)		.660	.283	.132	.330	.141	
	N	30	30	30	30	30	30	
X3_2	Pearson Correlation	.084	1	.219	.475**	.199	.136	
	Sig. (2-tailed)	.660		.244	.008	.291	.473	
	N	30	30	30	30	30	30	
X3_3	Pearson Correlation	.203	.219	1	.373*	.717**	-.006	
	Sig. (2-tailed)	.283	.244		.042	.000	.977	
	N	30	30	30	30	30	30	
X3_4	Pearson Correlation	.281	.475**	.373*	1	.339	.267	
	Sig. (2-tailed)	.132	.008	.042		.067	.154	
	N	30	30	30	30	30	30	
X3_5	Pearson Correlation	.184	.199	.717**	.339	1	.070	
	Sig. (2-tailed)	.330	.291	.000	.067		.712	
	N	30	30	30	30	30	30	
X3_6	Pearson Correlation	.275	.136	-.006	.267	.070	1	
	Sig. (2-tailed)	.141	.473	.977	.154	.712		
	N	30	30	30	30	30	30	
X3	Pearson Correlation	.550**	.512**	.676**	.706**	.684**	.467**	
	Sig. (2-tailed)	.002	.004	.000	.000	.000	.009	
	N	30	30	30	30	30	30	

```
RELIABILITY
  /VARIABLES=X3_1 X3_2 X3_3 X3_4 X3_5 X3_6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Notes

Output Created		16-AUG-2025 01:41:36
Comments		
Input	Active Dataset	DataSet12
	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 X3_2 X3_3 X3_4 X3_5 X3_6 /SCALE('ALL VARIABLES') ALL /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[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.666	6

Notes

Output Created		16-AUG-2025 01:43:26
Comments		
Input	Active Dataset	DataSet13
	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 /VARIABLES=Y_1 Y_2 Y_3 Y_4 Y_5 Y_6 Y_7 Y_8 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

[DataSet13]

Notes

Output Created		16-AUG-2025 01:45:14
Comments		
Input	Active Dataset	DataSet14
	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 /VARIABLES=Y_1 Y_2 Y_3 Y_4 Y_5 Y_6 Y_7 Y_8 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,05
	Elapsed Time	00:00:00,02

Notes

Output Created		16-AUG-2025 01:46:45
Comments		
Input	Active Dataset	DataSet15
	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 /VARIABLES=Y_1 Y_2 Y_3 Y_4 Y_5 Y_6 Y_7 Y_8 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

DATASET ACTIVATE DataSet1.

DATASET CLOSE DataSet15.

DATASET ACTIVATE DataSet12.

```
GET DATA
  /TYPE=XLSX
  /FILE='D:\DATA ASUS\Client\SS\10. Eka_OD\Olah data\Rev uji validitas X1.xlsx'
  /SHEET=name 'Sheet1'
  /CELLRANGE=FULL
  /READNAMES=ON
  /DATATYPEMIN PERCENTAGE=95.0
  /HIDDEN IGNORE=YES.
EXECUTE.
DATASET NAME DataSet16 WINDOW=FRONT.
CORRELATIONS
  /VARIABLES=Y_1 Y_2 Y_3 Y_4 Y_5 Y_6 Y_8 Y
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Notes

Output Created		16-AUG-2025 01:48:40
Comments		
Input	Active Dataset	DataSet16
	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 /VARIABLES=Y_1 Y_2 Y_3 Y_4 Y_5 Y_6 Y_8 Y /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

[DataSet16]

Correlations

		Y_1	Y_2	Y_3	Y_4	Y_5	Y_6		
Y_1	Pearson Correlation	1	.186	.279	.279	.510**	.384*		
	Sig. (2-tailed)		.326	.136	.136	.004	.036		
	N	30	30	30	30	30	30		
Y_2	Pearson Correlation	.186	1	.009	.279	.267	.522**		
	Sig. (2-tailed)	.326		.962	.136	.153	.003		
	N	30	30	30	30	30	30		
Y_3	Pearson Correlation	.279	.009	1	.330	.290	.491**		
	Sig. (2-tailed)	.136	.962		.075	.121	.006		
	N	30	30	30	30	30	30		
Y_4	Pearson Correlation	.279	.279	.330	1	.048	.355		
	Sig. (2-tailed)	.136	.136	.075		.800	.055		
	N	30	30	30	30	30	30		
Y_5	Pearson Correlation	.510**	.267	.290	.048	1	.344		
	Sig. (2-tailed)	.004	.153	.121	.800		.063		
	N	30	30	30	30	30	30		
Y_6	Pearson Correlation	.384*	.522**	.491**	.355	.344	1		

	Sig. (2-tailed)	.036	.003	.006	.055	.063			
	N	30	30	30	30	30	30		
Y_8	Pearson Correlation	.357	.086	-.009	.126	.340	-.110		
	Sig. (2-tailed)	.052	.651	.962	.508	.066	.563		
	N	30	30	30	30	30	30		
Y	Pearson Correlation	.617**	.586**	.534**	.503**	.699**	.734**		
	Sig. (2-tailed)	.000	.001	.002	.005	.000	.000		
	N	30	30	30	30	30	30		

```
RELIABILITY
 /VARIABLES=Y_1 Y_2 Y_3 Y_4 Y_5 Y_6 Y_8
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA.
```

Reliability

Notes

Output Created		16-AUG-2025 01:49:01
Comments		
Input	Active Dataset	DataSet16
	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=Y_1 Y_2 Y_3 Y_4 Y_5 Y_6 Y_8 /SCALE('ALL VARIABLES') ALL /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[a]	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.707	7

```
COMPUTE y11=Y-0.45*RES_1.
EXECUTE.
REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT y11
 /METHOD=ENTER X1 X2 X3
 /SAVE RESID.
```

Notes

Output Created		16-AUG-2025 02:07:53
Comments		
Input	Active Dataset	DataSet18
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	59
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT y11 /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,02

	Elapsed Time	00:00:00,02
	Memory Required	3552 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

Notes

Output Created		16-AUG-2025 02:09:09
Comments		
Input	Active Dataset	DataSet18
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	59
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_2 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00,02

	Elapsed Time	00:00:00,01
	Number of Cases Allowed[a]	786432

a. Based on availability of workspace memory.

Notes

Output Created		16-AUG-2025 02:09:52
Comments		
Input	Active Dataset	DataSet18
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	59
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT y11 /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00
	Memory Required	3600 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_3	Unstandardized Residual

Notes

Output Created		16-AUG-2025 02:18:02
Comments		
Input	Active Dataset	DataSet18
	Filter	<none>

	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	59
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT ABS_Res /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3664 bytes
	Additional Memory Required for Residual Plots	0 bytes

```
GET DATA
 /TYPE=XLSX
 /FILE='D:\DATA ASUS\Client\SS\11. Siti_OD\Uji.xlsx'
 /SHEET=name 'Uji Instrumen'
 /CELLRANGE=FULL
 /READNAMES=ON
 /DATATYPEMIN PERCENTAGE=95.0
 /HIDDEN IGNORE=YES.
EXECUTE.
DATASET NAME DataSet1 WINDOW=FRONT.
NPAR TESTS
 /K-S(NORMAL)=X1 X2 X3 Y
 /MISSING ANALYSIS.
```

NPar Tests

Notes

Output Created		05-SEP-2025 11:27:56
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>

	N of Rows in Working Data File	56
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)=X1 X2 X3 Y /MISSING ANALYSIS.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Number of Cases Allowed[a]	449389

a. Based on availability of workspace memory.

```
REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT Y
 /METHOD=ENTER X1 X2 X3
 /SAVE RESID.
```

Regression

Notes

Output Created		05-SEP-2025 11:36:22
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01
	Memory Required	3472 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_1	Unstandardized Residual

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1[b]	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.891[a]	.793	.781	1.004

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

b. Dependent Variable: Y

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	201.095	3	67.032	66.445	.000[b]
	Residual	52.459	52	1.009		
	Total	253.554	55			

a. Dependent Variable: Y

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

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.733	3.887		.189	.851

	X1	.664	.079	.715	8.434	.000
	X2	.134	.085	.101	1.577	.121
	X3	.124	.042	.253	2.985	.004

a. Dependent Variable: Y

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	28.35	35.31	32.59	1.912	56
Residual	-2.969	2.308	.000	.977	56
Std. Predicted Value	-2.216	1.421	.000	1.000	56
Std. Residual	-2.956	2.298	.000	.972	56

a. Dependent Variable: Y

```
NPAR TESTS
  /K-S(NORMAL)=RES_1
  /MISSING ANALYSIS.
```

NPar Tests

Notes

Output Created		05-SEP-2025 11:37:02
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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_1 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00
	Number of Cases Allowed[a]	786432

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		56
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	.97662662
Most Extreme Differences	Absolute	.067
	Positive	.043
	Negative	-.067
Test Statistic		.067
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

Notes

Output Created		05-SEP-2025 11:56:32
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>

	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3520 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

Notes

Output Created		05-SEP-2025 12:00:18
Comments		
Input	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X22 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,02

	Elapsed Time	00:00:00,02
	Memory Required	3600 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_3	Unstandardized Residual

Notes

Output Created		05-SEP-2025 12:05:51
Comments		
Input	Active Dataset	DataSet3
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00
	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:08:57
Comments		
Input	Active Dataset	DataSet4
	Filter	<none>
	Weight	<none>

	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:12:21
Comments		
Input	Active Dataset	DataSet5
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS BCOV R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,00

	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:16:44
Comments		
Input	Active Dataset	DataSet6
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00
	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:19:48
Comments		
Input	Active Dataset	DataSet7
	Filter	<none>
	Weight	<none>

	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:21:52
Comments		
Input	Active Dataset	DataSet8
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:23:31
Comments		
Input	Active Dataset	DataSet9
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:27:43
Comments		
Input	Active Dataset	DataSet10
	Filter	<none>
	Weight	<none>

	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

Regression

Notes

Output Created		05-SEP-2025 12:30:38
Comments		
Input	Active Dataset	DataSet11
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

DATASET ACTIVATE DataSet1.

DATASET CLOSE DataSet11.

GET DATA

/TYPE=XLSX

/FILE='D:\DATA ASUS\Client\SS\11. Siti_OD\Uji.xlsx'

/SHEET=name 'Uji Instrumen'

/CELLRANGE=FULL

/READNAMES=ON

```
  /DATATYPEMIN PERCENTAGE=95.0
  /HIDDEN IGNORE=YES.
EXECUTE.
DATASET NAME DataSet12 WINDOW=FRONT.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1 X2 X3.
```

Notes

Output Created		05-SEP-2025 12:33:16
Comments		
Input	Active Dataset	DataSet12
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00
	Memory Required	3456 bytes
	Additional Memory Required for Residual Plots	0 bytes

[DataSet12]

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1[b]	.	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	.911[a]	.829	.819	.912

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

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	210.270	3	70.090	84.204	.000[b]
	Residual	43.284	52	.832		
	Total	253.554	55			

a. Dependent Variable: Y

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

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	
1	(Constant)	3.104	2.220		1.398	.168		
	X1	.503	.082	.541	6.130	.000	.421	
	X2	.266	.071	.285	3.746	.000	.568	
	X3	.102	.038	.209	2.704	.009	.549	

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1	X2	X3
1	1	3.979	1.000	.00	.00	.00	.00

	2	.018	15.048	.03	.00	.01	.67
	3	.002	42.244	.51	.00	.78	.09
	4	.001	58.045	.45	1.00	.21	.24

a. Dependent Variable: Y

```
REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT Y
 /METHOD=ENTER X1 X2 X3
 /SAVE RESID.
```

Notes

Output Created		05-SEP-2025 12:39:28
Comments		
Input	Active Dataset	DataSet12
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56

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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01
	Memory Required	3472 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_1	Unstandardized Residual

COMPUTE Abs_Res=ABS(RES_1).

EXECUTE.

REGRESSION

```
/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA COLLIN TOL

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

/NOORIGIN

/DEPENDENT Abs_Res

/METHOD=ENTER X1 X2 X3.
```

Notes

Output Created		05-SEP-2025 12:40:24
Comments		
Input	Active Dataset	DataSet12
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Abs_Res /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00
	Memory Required	3536 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:50:47
Comments		
Input	Active Dataset	DataSet12
	Filter	<none>
	Weight	<none>

	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT LN /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3600 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

Notes

Output Created		05-SEP-2025 12:55:23
Comments		
Input	Active Dataset	DataSet12
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Abs_Res /METHOD=ENTER X1 X2 X3.

Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00
	Memory Required	3616 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:56:36
Comments		
Input	Active Dataset	DataSet13
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00
	Memory Required	3472 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_1	Unstandardized Residual

Notes

Output Created		05-SEP-2025 12:58:26
Comments		
Input	Active Dataset	DataSet13
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT ABS /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

	Memory Required	3536 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 12:59:19
Comments		
Input	Active Dataset	DataSet13
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT LN /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,06
	Elapsed Time	00:00:00,02
	Memory Required	3600 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

Notes

Output Created		05-SEP-2025 13:00:05
Comments		
Input	Active Dataset	DataSet13
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Abs_Res /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

	Memory Required	3664 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 13:03:06
Comments		
Input	Active Dataset	DataSet13
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT LN /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3600 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

Notes

Output Created		05-SEP-2025 13:04:23
Comments		
Input	Active Dataset	DataSet13
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Abs_Res /METHOD=ENTER X1 X2 X3.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01

	Memory Required	3664 bytes
	Additional Memory Required for Residual Plots	0 bytes

Notes

Output Created		05-SEP-2025 13:05:54
Comments		
Input	Active Dataset	DataSet13
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT LN2 /METHOD=ENTER X1 X2 X3 /SAVE RESID.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02
	Memory Required	3712 bytes
	Additional Memory Required for Residual Plots	0 bytes
Variables Created or Modified	RES_3	Unstandardized Residual

Regression

Notes

Output Created		05-SEP-2025 13:07:26
Comments		
Input	Active Dataset	DataSet13
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	56
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 OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT ABS_Res1 /METHOD=ENTER X1 X2 X3.

Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00
	Memory Required	3776 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1[b]	.	Enter

a. Dependent Variable: ABS_Res1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.217[a]	.047	-.008	.75286

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

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.462	3	.487	.860	.468[b]
	Residual	29.474	52	.567		
	Total	30.935	55			

a. Dependent Variable: ABS_Res1

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

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.645	1.832		.352	.726
	X1	.003	.068	.008	.037	.971
	X2	.037	.059	.115	.640	.525
	X3	-.044	.031	-.254	-1.392	.170

a. Dependent Variable: ABS_Res1

LAMPIRAN 12
KUESIONER

Variabel: Lingkungan Kerja (X1)

No	Pernyataan	Jawaban				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Saya merasa rekan-rekan guru saling membantu dan bekerja sama secara harmonis.					
2	Dalam tim guru, saya merasa mendapatkan dukungan emosi dan profesional dari rekan sejawat.					
3	Informasi penting selalu disampaikan secara jelas dan tepat waktu di antara guru.					
4	Media komunikasi internal (rapat, pesan, email) selalu efektif dan mudah dipahami.					
5	Kepemimpinan kepala sekolah mendorong partisipasi dan masukan dari guru.					
6	Kepala sekolah mendukung pengambilan keputusan bersama dan transparan.					
7	Saya merasa aman menyampaikan pendapat tanpa takut dikritik secara negatif.					
8	Kesalahan yang saya lakukan dalam tugas tidak menyebabkan saya takut berinovasi.					

Variabel: Komunikasi (X2)

No	Pernyataan	Jawaban				
		STS (1)	**TS (2)**	**N (3)**	**S (4)**	**SS (5)**
1	Informasi apa pun yang relevan selalu dibagikan secara terbuka oleh pihak manajemen.					
2	Rekan kerja menunjukkan kepedulian terhadap keadaan pribadi atau pekerjaan saya.					
3	Saya merasa didengar dan dimengerti oleh rekan guru saat berbicara masalah pekerjaan.					
4	Nada bicara dan gestur rekan guru selalu mendukung pesan yang disampaikan.					
5	Komunikasi guru dalam rapat atau kelas selalu konsisten antara ucapan dan tindakan.					
6	Pesan yang disampaikan rekan guru selalu menggunakan bahasa yang positif dan membangun.					
7	Saya lebih terdorong bekerja ketika mendapatkan pesan yang positif dari kolega.					

Variabel: Motivasi (X3)

No	Pernyataan	Jawaban				
		STS (1)	**TS (2)**	**N (3)**	**S (4)**	**SS (5)**
1	Saya percaya kemampuan mengajar dapat selalu ditingkatkan melalui usaha dan pembelajaran.					
2	Saya tetap berusaha saat menghadapi hambatan dalam melaksanakan tugas sebagai guru.					
3	Saya gigih menyelesaikan pekerjaan meski menghadapi bebannya berat.					
4	Saya merasa senang dan menikmati setiap sesi mengajar saya.					
5	Saya bekerja dengan niat hati yang tulus dan penuh semangat setiap hari.					
6	Semangat kerja saya tetap tinggi meski menghadapi tekanan atau beban tugas.					

Variabel: Kinerja Guru (Y)

No	Pernyataan	Jawaban				
		STS (1)	**TS (2)**	**N (3)**	**S (4)**	**SS (5)**
1	Saya merencanakan kegiatan pembelajaran dengan sistematis sebelum semester dimulai.					
2	Saya menetapkan target kinerja pribadi yang jelas setiap semester.					
3	Saya melaksanakan kegiatan pengajaran sesuai rencana dan melakukan evaluasi rutin.					
4	Saya aktif mengikuti bimbingan dan monitoring dari kepala sekolah atau pengawas.					
5	Penilaian kinerja saya didasarkan pada standar kompetensi guru yang berlaku.					
6	Hasil penilaian kinerja digunakan sebagai dasar pengembangan profesional saya.					
7	Saya menerapkan hasil evaluasi kinerja untuk memperbaiki tindakan mengajar selanjutnya.					