

Lampiran 1

1. Kuisioner Penelitian

I Lingkungan Kerja (X₁)

No	Indikator	Pernyataan	Jawaban				
			SS	S	KS	TS	STS
			5	4	3	2	1
1.	Pencahayayan	1. Ruang mengajar pada SMA Negeri 1 Kelumbayan Barat memiliki pencahaayaan yang sangat kurang.					
		2. Pencahayayan pada SMA Negeri 1 Kelumbayan Barat membantu guru dalam menyelesaikan pekerjaan.					
2	Suhu udara	3. Temperatur di SMA Negeri 1 Kelumbayan Barat tidak mempengaruhi suhu tubuh guru.					
		4. Sirkulasi udara di SMA Negeri 1 Kelumbayan Barat membuat tenaga pengajar dapat bernafas dengan oksigen yang cukup.					
3	Kebisingan	5. Tenaga pengajar dapat berkonsentrasi dengan baik karena jauh dari kebisingan.					
		6. SMA Negeri 1 Kelumbayan Barat jauh dari kebisingan.					
4	Tata Ruang	7. Ruang kerja guru terdekorasi dengan rapih.					
		8. Tenaga pengajar ikut serta menata ruangan agar tertata dengan rapih.					
5	Hubungan Karyawan	9. Tenaga pengajar saling bekerja sama dengan rekan pengajarnya.					
		10. Tenaga pengajar selalu bersikap ramah dengan pegawai lainnya.					

Lampiran 2

II Motivasi Kerja (X2)

No	Indikator	Pernyataan	Jawaban				
			SS	S	KS	TS	STS
			5	4	3	2	1
1.	Tanggung jawab dalam melakukan pekerjaan	1. Bertanggung jawab sepenuhnya dalam melakukan pekerjaan.					
		2. Guru memiliki tanggung jawab yang tinggi dalam menjalankan pekerjaannya.					
2	Prestasi yang dicapai	3. Setiap pekerjaan dapat diselesaikan sesuai dengan prosedur					
		4. Guru memiliki prestasi yang baik.					
3	Pengembangan diri	5. Sekolah selalu memberikan kesempatan untuk mengembangkan kemampuan individu.					
		6. Guru dapat mengembangkan kemampuan dirinya dengan baik.					
4	Kemandirian dalam bertindak	7. Memiliki semangat untuk terus mengembangkan kemampuan diri di dalam Sekolah					
		8. Guru memiliki kemandirian dalam menjalankan pekerjaannya.					

Lampiran 3

III Kinerja Guru (Y)

No	Indikator	Pernyataan	Jawaban				
			SS	S	KS	TS	STS
			5	4	3	2	1
1.	Kuantitas	1. Sekolah memanfaatkan sarana yang digunakan dalam bekerja seefektif mungkin.					
		2. Keputusan terhadap penempatan kinerja sesuai dengan yang dibutuhkan.					
2	Kualitas	3. Pekerjaan yang dijalankan telah sesuai dengan hasil yang dicapai sesuai dengan tujuan sekolah.					
		4. Perbaikan prestasi kerja terhadap kinerja sudah cukup baik.					
3	Ketepatan	5. Sekolah menghargai ketepatan waktu kinerja guru.					
		6. Masih adanya guru yang tidak tepat waktu dalam menyelesaikan tugasnya.					

2. Karakteristik Responden

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20 - 30 tahun	17	51.5	51.5	51.5
31 - 40 tahun	11	33.3	33.3	84.8
41 - 50 tahun	5	15.2	15.2	100.0
Total	33	100.0	100.0	

Lampiran 4

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Pria	20	60.6	60.6	60.6
Wanita	13	39.4	39.4	100.0
Total	33	100.0	100.0	

Pendidikan_Terakhir

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sarjana	9	27.3	27.3	27.3
Pasca Sarjana	24	72.7	72.7	100.0
Total	33	100.0	100.0	

Masa_Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
0 - 2 tahun	4	12.1	12.1	12.1
3 - 5 tahun	13	39.4	39.4	51.5
6 - 8 tahun	11	33.3	33.3	84.8
9 - 11 tahun	3	9.1	9.1	93.9
> 11 tahun	2	6.1	6.1	100.0
Total	33	100.0	100.0	

Lampiran 5

3. Hasil Jawaban Responden

a. Variabel Lingkungan Kerja (X1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6.1	6.1	6.1
4	19	57.6	57.6	63.6
5	12	36.4	36.4	100.0
Total	33	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	21.2	21.2	21.2
4	18	54.5	54.5	75.8
5	8	24.2	24.2	100.0
Total	33	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	33.3	33.3	33.3

4	15	45.5	45.5	78.8
5	7	21.2	21.2	100.0
Total	33	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	18.2	18.2	18.2
4	15	45.5	45.5	63.6
Valid 5	12	36.4	36.4	100.0
Total	33	100.0	100.0	

Lampiran 6

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.1	9.1	9.1
3	15	45.5	45.5	54.5
Valid 4	9	27.3	27.3	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.1	9.1	9.1
3	12	36.4	36.4	45.5
Valid 4	13	39.4	39.4	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	6.1	6.1	6.1

3	16	48.5	48.5	54.5
4	11	33.3	33.3	87.9
5	4	12.1	12.1	100.0
Total	33	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6.1	6.1	6.1
3	9	27.3	27.3	33.3
Valid 4	19	57.6	57.6	90.9
5	3	9.1	9.1	100.0
Total	33	100.0	100.0	

Lampiran 7

P9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	11	33.3	33.3	36.4
Valid 4	14	42.4	42.4	78.8
5	7	21.2	21.2	100.0
Total	33	100.0	100.0	

P10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	12.1	12.1	12.1
3	9	27.3	27.3	39.4
Valid 4	14	42.4	42.4	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

b. Variabel Motivasi Kerja (X2)

Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	7	21.2	21.2	24.2
Valid 4	12	36.4	36.4	60.6
5	13	39.4	39.4	100.0
Total	33	100.0	100.0	

Lampiran 8

Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	14	42.4	42.4	45.5
Valid 4	13	39.4	39.4	84.8
5	5	15.2	15.2	100.0
Total	33	100.0	100.0	

Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.0	3.0	3.0
3	10	30.3	30.3	33.3
Valid 4	16	48.5	48.5	81.8
5	6	18.2	18.2	100.0
Total	33	100.0	100.0	

Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
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	2	2	6.1	6.1	6.1
	3	11	33.3	33.3	39.4
Valid	4	17	51.5	51.5	90.9
	5	3	9.1	9.1	100.0
	Total	33	100.0	100.0	

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	2	6.1	6.1
	3	9	27.3	33.3
Valid	4	16	48.5	81.8
	5	6	18.2	100.0
	Total	33	100.0	

Lampiran 9

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	2	6.1	6.1
	3	10	30.3	36.4
Valid	4	15	45.5	81.8
	5	6	18.2	100.0
	Total	33	100.0	

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	1	3.0	3.0
	3	15	45.5	48.5
Valid	4	11	33.3	81.8
	5	6	18.2	100.0
	Total	33	100.0	

Q8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.1	9.1	9.1
3	9	27.3	27.3	36.4
Valid 4	14	42.4	42.4	78.8
5	7	21.2	21.2	100.0
Total	33	100.0	100.0	

*Lampiran 10***c. Variabel Kinerja Guru (Y)****R1**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	3.0	3.0	3.0
Valid 4	16	48.5	48.5	51.5
5	16	48.5	48.5	100.0
Total	33	100.0	100.0	

R2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.1	6.1	6.1
4	19	57.6	57.6	63.6

5	12	36.4	36.4	100.0
Total	33	100.0	100.0	

R3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6.1	6.1	6.1
Valid 4	13	39.4	39.4	45.5
5	18	54.5	54.5	100.0
Total	33	100.0	100.0	

Lampiran 11

R4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	1	3.0	3.0	3.0
Valid 4	14	42.4	42.4	45.5
5	18	54.5	54.5	100.0
Total	33	100.0	100.0	

R5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	4	12.1	12.1	12.1
Valid 4	18	54.5	54.5	66.7
5	11	33.3	33.3	100.0
Total	33	100.0	100.0	

R6

	Frequency	Percent	Valid Percent	Cumulative Percent
3	2	6.1	6.1	6.1
Valid 4	20	60.6	60.6	66.7
5	11	33.3	33.3	100.0
Total	33	100.0	100.0	

Lampiran 12

4. Hasil Uji Validitas
a. Variabel Lingkungan Kerja (X1)

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	To
P1	Pearson Correlation	1	.445**	.232	.527**	.091	-.066	.191	.002	.252	.135	.
	Sig. (2-tailed)		.010	.194	.002	.614	.717	.287	.990	.157	.455	.
	N	33	33	33	33	33	33	33	33	33	33	.
P2	Pearson Correlation	.445**	1	.440*	.429*	-.028	.232	.315	.270	.293	.264	.
	Sig. (2-tailed)	.010		.010	.013	.879	.193	.074	.129	.098	.138	.
	N	33	33	33	33	33	33	33	33	33	33	.
P3	Pearson Correlation	.232	.440*	1	.565**	.195	.119	.056	.394*	-.090	.396*	.
	Sig. (2-tailed)	.194	.010		.001	.276	.511	.756	.023	.617	.022	.
	N	33	33	33	33	33	33	33	33	33	33	.
P4	Pearson Correlation	.527**	.429*	.565**	1	.367*	.118	.265	.403*	.058	.558**	.
	Sig. (2-tailed)	.002	.013	.001		.036	.514	.136	.020	.748	.001	.
	N	33	33	33	33	33	33	33	33	33	33	.
P5	Pearson Correlation	.091	-.028	.195	.367*	1	.484**	.249	.259	-.074	.336	.

P6	Sig. (2-tailed)	.614	.879	.276	.036		.004	.163	.146	.683	.056
	N	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	-.066	.232	.119	.118	.484**	1	.441*	.202	.118	.496**
P7	Sig. (2-tailed)	.717	.193	.511	.514	.004		.010	.260	.513	.003
	N	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.191	.315	.056	.265	.249	.441*	1	.224	.490**	.624**
P8	Sig. (2-tailed)	.287	.074	.756	.136	.163	.010		.210	.004	.000
	N	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.002	.270	.394*	.403*	.259	.202	.224	1	.222	.449**
P9	Sig. (2-tailed)	.990	.129	.023	.020	.146	.260	.210		.214	.009
	N	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.252	.293	-.090	.058	-.074	.118	.490**	.222	1	.167
P10	Sig. (2-tailed)	.157	.098	.617	.748	.683	.513	.004	.214		.352
	N	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.135	.264	.396*	.558**	.336	.496**	.624**	.449**	.167	1
Total_	Sig. (2-tailed)	.455	.138	.022	.001	.056	.003	.000	.009	.352	
	N	33	33	33	33	33	33	33	33	33	33
	Pearson Correlation	.427*	.588**	.545**	.711**	.527**	.579**	.678**	.586**	.410*	.782**
X1	Sig. (2-tailed)	.013	.000	.001	.000	.002	.000	.000	.000	.018	.000
	N	33	33	33	33	33	33	33	33	33	33

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

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

b. Variabel Motivasi Kerja (X2)

		Correlations								
		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Total_X2
Q1	Pearson Correlation	1	.203	.129	.219	.482**	.262	-.030	-.001	.514
	Sig. (2-tailed)		.257	.473	.221	.004	.141	.869	.995	.000

Q2	N	33	33	33	33	33	33	33	33	3
	Pearson									
	Correlation	.203	1	.366*	.162	.278	.355*	.657**	.282	.735
Q3	Sig. (2-tailed)	.257		.036	.366	.117	.043	.000	.112	.00
	N	33	33	33	33	33	33	33	33	3
	Pearson									
Q4	Correlation	.129	.366*	1	.483**	.086	.125	.100	.340	.574
	Sig. (2-tailed)	.473	.036		.004	.636	.490	.581	.053	.00
	N	33	33	33	33	33	33	33	33	3
Q5	Pearson									
	Correlation	.219	.162	.483**	1	.280	.258	-.206	.191	.517
	Sig. (2-tailed)	.221	.366	.004		.114	.147	.250	.287	.00
Q6	N	33	33	33	33	33	33	33	33	3
	Pearson									
	Correlation	.482**	.278	.086	.280	1	.794**	-.156	-.029	.614
Q7	Sig. (2-tailed)	.004	.117	.636	.114		.000	.387	.871	.00
	N	33	33	33	33	33	33	33	33	3
	Pearson									
Q8	Correlation	.262	.355*	.125	.258	.794**	1	-.031	-.039	.609
	Sig. (2-tailed)	.141	.043	.490	.147	.000		.865	.829	.00
	N	33	33	33	33	33	33	33	33	3
Q9	Pearson									
	Correlation	-.030	.657**	.100	-.206	-.156	-.031	1	.438*	.404
	Sig. (2-tailed)	.869	.000	.581	.250	.387	.865		.011	.02
Q10	N	33	33	33	33	33	33	33	33	3
	Pearson									
	Correlation	-.001	.282	.340	.191	-.029	-.039	.438*	1	.503
Q11	Sig. (2-tailed)	.995	.112	.053	.287	.871	.829	.011		.00
	N	33	33	33	33	33	33	33	33	3
	Pearson									
Q12	Correlation	.514**	.735**	.574**	.517**	.614**	.609**	.404*	.503**	
	Sig. (2-tailed)	.002	.000	.000	.002	.000	.000	.020	.003	
	N	33	33	33	33	33	33	33	33	3

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

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

c. Variabel Kinerja Guru (Y)

		Correlations						
		R1	R2	R3	R4	R5	R6	Total_Y
R1	Pearson Correlation	1	.327	.155	-.071	.155	-.105	.451 ^{**}
	Sig. (2-tailed)		.063	.390	.694	.389	.560	.008 [*]
	N	33	33	33	33	33	33	33
R2	Pearson Correlation	.327	1	.186	-.109	-.092	.211	.469 ^{**}
	Sig. (2-tailed)	.063		.301	.547	.610	.238	.006 [*]
	N	33	33	33	33	33	33	33
R3	Pearson Correlation	.155	.186	1	.336	.125	.144	.619 ^{**}
	Sig. (2-tailed)	.390	.301		.056	.489	.424	.000 [*]
	N	33	33	33	33	33	33	33
R4	Pearson Correlation	-.071	-.109	.336	1	.373 [*]	.227	.552 ^{**}
	Sig. (2-tailed)	.694	.547	.056		.032	.203	.001 [*]
	N	33	33	33	33	33	33	33
R5	Pearson Correlation	.155	-.092	.125	.373 [*]	1	.175	.568 ^{**}
	Sig. (2-tailed)	.389	.610	.489	.032		.330	.001 [*]
	N	33	33	33	33	33	33	33
R6	Pearson Correlation	-.105	.211	.144	.227	.175	1	.514 ^{**}
	Sig. (2-tailed)	.560	.238	.424	.203	.330		.002 [*]
	N	33	33	33	33	33	33	33
Total_Y	Pearson Correlation	.451 ^{**}	.469 ^{**}	.619 ^{**}	.552 ^{**}	.568 ^{**}	.514 ^{**}	1
	Sig. (2-tailed)	.008	.006	.000	.001	.001	.002	
	N	33	33	33	33	33	33	33

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

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

5. Hasil Uji Reliabilitas

a. Variabel Lingkungan Kerja (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.744	11

b. Variabel Motivasi Kerja (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.730	9

c. Variabel Kinerja Guru (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.702	7

Lampiran 16

6. Hasil Uji Linieritas

a. Lingkungan Kerja (X1) Terhadap Kinerja Guru (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Si
(Combined)			55.561	15	3.704	1.076	
Total_Y *	Between Groups	Linearity	2.056	1	2.056	.597	
Total_X1		Deviation from Linearity	53.505	14	3.822	1.111	
Within Groups			58.500	17	3.441		
Total			114.061	32			

b. Motivasi Kerja (X1) Terhadap Kinerja Guru (Y)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			47.477	13	3.652	1.042	.
Total_Y *	Between Groups	Linearity	.106	1	.106	.030	.
		Deviation from					
Total_X2		Linearity	47.371	12	3.948	1.126	.
Within Groups			66.583	19	3.504		
Total			114.061	32			

Lampiran 17

7. Hasil Uji Multikolinieritas, Regresi Linier Berganda, Uji t dan Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.228 ^a	.052	-.011	1.898

a. Predictors: (Constant), Total_X2, Total_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.934	2	2.967	.823	.000 ^b
	Residual	108.127	30	3.604		
	Total	114.061	32			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X2, Total_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	25.268	3.037		8.321	.000		
	Total_X1	.135	.106	.327	1.272	.000	.478	
	Total_X2	.139	.134	-.267	1.037	.000	.478	

a. Dependent Variable: Total_Y