



No. Responden

## KUESIONER PENELITIAN

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul **“PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA GURU PADA MADRASAH ALIYAH DINIYAH PUTRI LAMPUNG”**.

Bersama ini saya,

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Memohon bantuan kepada Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang terlampir. Jawaban yang objektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Atas perhatian dan bantuannya saya ucapkan terimakasih.

### Format Pengisian Kuesioner

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

#### I. Identitas Responden

1. Nama responden :

2. Jenis Kelamin :  Laki-Laki  Perempuan

3. Usia :

a. 20 Tahun – 30 Tahun  c. 41 Tahun – 50 Tahun

b. 31 Tahun – 40 Tahun  d. 51 Tahun – 60 Tahun

4. Jenjang Pendidikan

a. D3  c. S2

b. S1  d. S3

II. Berilah tanda ceklis (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

SS : Sangat Setuju

S : Setuju

CS : Cukup Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

No.	Pernyataan	SS	S	CS	TS	STS
1	Kelangsungan pekerjaan yang terjamin, memotivasi guru dalam bekerja					
2	Penempatan posisi yang tepat memotivasi guru dalam bekerja					
3	Tugas dan tanggung jawab yang diberikan sesuai dengan pendidikan dan kemampuan					
4	Mendapat pengakuan dari teman kerja saat berhasil melakukan pekerjaan dengan baik					
5	Penghargaan atau reward yang diberikan sekolah meningkatkan motivasi kerja					
6	Memberikan motivasi dan arahan kepada siswa					
7	Mengikuti standar pembelajaran yang telah ditetapkan					
8	Memberikan penghargaan kepada siswa yang berprestasi					
9	Mengevaluasi hasil belajar siswa					
10	Gaji yang layak dapat memotivasi guru dalam bekerja					

	Pernyataan	SS	S	CS	TS	STS
1	Kebersihan tempat kerja membuat kerja menjadi nyaman					
2	Kebersihan ruang kelas memperlancar dalam proses belajar mengajar					
3	Penerangan dalam ruang kerja dapat memperlancar pekerjaan					
4	Suhu udara ditempat kerja sudah nyaman					
5	Adanya ventilasi udara membuat pekerjaan lancar					
6	Kelengkapan fasilitas mengajar menunjang pembelajaran					
7	Hubungan komunikasi antara guru dan atasan baik					
8	Saya mempunyai hubungan baik dengan rekan kerja yang lain					
9	Sekolah telah memberikan jaminan keamanan lingkungan kerja					
10	Sekolah memberikan perlindungan bagi guru					

No.	Pernyataan	SS	S	CS	TS	STS
1	Menguasai karakter peserta didik					
2	Pengembangan kurikulum					
3	Komunikasi dengan peserta didik					
4	Memahami dan mengembangkan potensi siswa					
5	Menunjukkan pribadi yang dewasa dan teladan					
6	Etos kerja, tanggung jawab yang tinggi, dan rasa bangga terhadap guru					
7	Bersikap inklusif, bertindak objektif, serta tidak diskriminatif					
8	Komunikasi sesama guru , tenaga pendidik, orang tua peserta didik, dan masyarakat					
9	Penguasaan materi, struktur konsep dan pola pikir keilmuan yang mendukung mata pelajaran yang diampu					
10	Mengembangkan keprofesian melalui tindakan reflektif					

### **Karakteristik Responden Berdasarkan Jenis Kelamin**

<b>No</b>	<b>Jenis Kelamin</b>	<b>Jumlah (Orang)</b>	<b>Persentase (%)</b>
1	Laki-laki	16	38%
2	Perempuan	26	62%
	<b>Total</b>	<b>42</b>	<b>100%</b>

### **Karakteristik Responden Berdasarkan Umur**

<b>No</b>	<b>Usia (tahun)</b>	<b>Jumlah (orang)</b>	<b>Persentase (%)</b>
1	20 – 30	9	21%
2	31 – 40	10	24%
3	41 – 50	12	29%
4	51 – 60	11	26%
	<b>Total</b>	<b>42</b>	<b>100 %</b>

### **Karakteristik Responden Berdasarkan Jenjang Pendidikan**

<b>No</b>	<b>Jenjang Pendidikan</b>	<b>Jumlah (orang)</b>	<b>Persentase (%)</b>
1	D3	4	9%
2	S1	28	67%
3	S2	8	19%
4	S3	2	5%
	<b>Total</b>	<b>42</b>	<b>100 %</b>

## Hasil Jawaban Responden Variabel Motivasi (X<sub>1</sub>)

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		X <sub>1_1</sub>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9.5	9.5	9.5
	3	11	26.2	26.2	35.7
	4	15	35.7	35.7	71.4
	5	12	28.6	28.6	100.0
	Total	42	100.0	100.0	

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		X <sub>1_2</sub>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	14.3	14.3	14.3
	3	10	23.8	23.8	38.1
	4	18	42.9	42.9	81.0
	5	8	19.0	19.0	100.0
	Total	42	100.0	100.0	

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		X <sub>1_3</sub>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	12	28.6	28.6	31.0
	4	17	40.5	40.5	71.4
	5	12	28.6	28.6	100.0
	Total	42	100.0	100.0	

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		<b>X<sub>1_4</sub></b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	10	23.8	23.8	35.7
	4	19	45.2	45.2	81.0
	5	8	19.0	19.0	100.0
Total		42	100.0	100.0	

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		<b>X<sub>1_5</sub></b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	10	23.8	23.8	26.2
	4	18	42.9	42.9	69.0
	5	13	31.0	31.0	100.0
Total		42	100.0	100.0	

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		<b>X<sub>1_6</sub></b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	14	33.3	33.3	33.3
	4	17	40.5	40.5	73.8
	5	11	26.2	26.2	100.0
Total		42	100.0	100.0	

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		<b>X<sub>1_7</sub></b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	12	28.6	28.6	40.5
	4	19	45.2	45.2	85.7
	5	6	14.3	14.3	100.0
Total		42	100.0	100.0	

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<b>X1_8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	16.7	16.7	16.7
	3	7	16.7	16.7	33.3
	4	19	45.2	45.2	78.6
	5	9	21.4	21.4	100.0
	Total	42	100.0	100.0	

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<b>X1_9</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	11	26.2	26.2	38.1
	4	18	42.9	42.9	81.0
	5	8	19.0	19.0	100.0
	Total	42	100.0	100.0	

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<b>X1_10</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9.5	9.5	9.5
	3	11	26.2	26.2	35.7
	4	14	33.3	33.3	69.0
	5	13	31.0	31.0	100.0
	Total	42	100.0	100.0	

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## Hasil Jawaban Responden Variabel Lingkungan Kerja (X<sub>2</sub>)

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		X <sub>2_1</sub>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9.5	9.5	9.5
	3	12	28.6	28.6	38.1
	4	13	31.0	31.0	69.0
	5	13	31.0	31.0	100.0
Total		42	100.0	100.0	

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		X <sub>2_2</sub>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	11	26.2	26.2	38.1
	4	19	45.2	45.2	83.3
	5	7	16.7	16.7	100.0
Total		42	100.0	100.0	

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		X <sub>2_3</sub>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	15	35.7	35.7	38.1
	4	17	40.5	40.5	78.6
	5	9	21.4	21.4	100.0
Total		42	100.0	100.0	

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<b>X<sub>2_4</sub></b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.8	4.8	4.8
	3	9	21.4	21.4	26.2
	4	19	45.2	45.2	71.4
	5	12	28.6	28.6	100.0
	Total	42	100.0	100.0	

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<b>X<sub>2_5</sub></b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	11	26.2	26.2	38.1
	4	16	38.1	38.1	76.2
	5	10	23.8	23.8	100.0
	Total	42	100.0	100.0	

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<b>X<sub>2_6</sub></b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9.5	9.5	9.5
	3	12	28.6	28.6	38.1
	4	13	31.0	31.0	69.0
	5	13	31.0	31.0	100.0
	Total	42	100.0	100.0	

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<b>X<sub>2_7</sub></b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.8	4.8	4.8
	3	9	21.4	21.4	26.2
	4	19	45.2	45.2	71.4
	5	12	28.6	28.6	100.0
	Total	42	100.0	100.0	

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<b>X<sub>2_8</sub></b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	11	26.2	26.2	38.1
	4	19	45.2	45.2	83.3
	5	7	16.7	16.7	100.0
	Total	42	100.0	100.0	

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<b>X<sub>2_9</sub></b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	28.6	28.6	28.6
	3	15	35.7	35.7	64.3
	4	12	28.6	28.6	92.9
	5	3	7.1	7.1	100.0
	Total	42	100.0	100.0	

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<b>X<sub>2_10</sub></b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	9	21.4	21.4	33.3
	4	19	45.2	45.2	78.6
	5	9	21.4	21.4	100.0
	Total	42	100.0	100.0	

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## Hasil Jawaban Responden Variabel Kinerja Guru (Y)

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		Y1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	11	26.2	26.2	38.1
	4	18	42.9	42.9	81.0
	5	8	19.0	19.0	100.0
	Total	42	100.0	100.0	

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		Y2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	14	33.3	33.3	35.7
	4	19	45.2	45.2	81.0
	5	8	19.0	19.0	100.0
	Total	42	100.0	100.0	

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		Y3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	10	23.8	23.8	26.2
	4	20	47.6	47.6	73.8
	5	11	26.2	26.2	100.0
	Total	42	100.0	100.0	

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<b>Y4</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	9	21.4	21.4	33.3
	4	21	50.0	50.0	83.3
	5	7	16.7	16.7	100.0
	Total	42	100.0	100.0	

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<b>Y5</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	26.2	26.2	26.2
	4	21	50.0	50.0	76.2
	5	10	23.8	23.8	100.0
	Total	42	100.0	100.0	

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<b>Y6</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	7.1	7.1	7.1
	3	13	31.0	31.0	38.1
	4	14	33.3	33.3	71.4
	5	12	28.6	28.6	100.0
	Total	42	100.0	100.0	

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<b>Y7</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	16.7	16.7	16.7
	3	12	28.6	28.6	45.2
	4	16	38.1	38.1	83.3
	5	7	16.7	16.7	100.0
	Total	42	100.0	100.0	

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<b>Y8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	11.9	11.9	11.9
	3	10	23.8	23.8	35.7
	4	20	47.6	47.6	83.3
	5	7	16.7	16.7	100.0
	Total	42	100.0	100.0	

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<b>Y9</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2.4	2.4	2.4
	2	4	9.5	9.5	11.9
	3	9	21.4	21.4	33.3
	4	15	35.7	35.7	69.0
	5	13	31.0	31.0	100.0
	Total	42	100.0	100.0	

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<b>Y10</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	9.5	9.5	9.5
	3	11	26.2	26.2	35.7
	4	14	33.3	33.3	69.0
	5	13	31.0	31.0	100.0
	Total	42	100.0	100.0	

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	N	42	42	42	42	42	42	42	42	42	42	42
p8	Pearson Correlation	.383**	.128	.161	.229	.130	.162	.512**	1	.247	.283*	.530**
	Sig. (1-tailed)	.006	.209	.154	.072	.207	.152	.000		.058	.035	.000
	N	42	42	42	42	42	42	42	42	42	42	42
p9	Pearson Correlation	.490**	.406**	.236	.986**	.336*	.342*	.391**	.247	1	.301*	.757**
	Sig. (1-tailed)	.000	.004	.066	.000	.015	.013	.005	.058		.026	.000
	N	42	42	42	42	42	42	42	42	42	42	42
p10	Pearson Correlation	.520**	.183	.082	.280*	.343*	.468**	.388**	.283*	.301*	1	.619**
	Sig. (1-tailed)	.000	.123	.303	.036	.013	.001	.006	.035	.026		.000
	N	42	42	42	42	42	42	42	42	42	42	42
x1	Pearson Correlation	.755**	.557**	.426**	.738**	.608**	.623**	.671**	.530**	.757**	.619**	1
	Sig. (1-tailed)	.000	.000	.002	.000	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42	42	42

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).



	Sig. (1-tailed)	.000	.000	.005	.000	.000	.000		.000	.111	.174	.000
	N	42	42	42	42	42	42	42	42	42	42	42
p8	Pearson Correlation	.512**	1.000**	.348*	.536**	.374**	.512**	.536**	1	.029	.368**	.764**
	Sig. (1-tailed)	.000	.000	.012	.000	.007	.000	.000		.427	.008	.000
	N	42	42	42	42	42	42	42	42	42	42	42
p9	Pearson Correlation	.347*	.029	.169	.193	.152	.347*	.193	.029	1	-.044	.360**
	Sig. (1-tailed)	.012	.427	.143	.111	.168	.012	.111	.427		.390	.010
	N	42	42	42	42	42	42	42	42	42	42	42
p10	Pearson Correlation	.407**	.368**	.231	.148	.200	.407**	.148	.368**	-.044	1	.483**
	Sig. (1-tailed)	.004	.008	.070	.174	.102	.004	.174	.008	.390		.001
	N	42	42	42	42	42	42	42	42	42	42	42
x2	Pearson Correlation	.840**	.764**	.580**	.771**	.628**	.840**	.771**	.764**	.360**	.483**	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.010	.001	
	N	42	42	42	42	42	42	42	42	42	42	42

\*\* . Correlation is significant at the 0.01 level (1-tailed).

\* . Correlation is significant at the 0.05 level (1-tailed).



	Sig. (2-tailed)	.002	.367	.077	.919	.053	.515		.005	.783	.305	.000
	N	42	42	42	42	42	42	42	42	42	42	42
P8	Pearson Correlation	.971**	.300	.547**	.314*	.330*	.141	.425**	1	.176	.366*	.829**
	Sig. (2-tailed)	.000	.054	.000	.043	.033	.374	.005		.266	.017	.000
	N	42	42	42	42	42	42	42	42	42	42	42
P9	Pearson Correlation	.171	-.129	.232	.129	.188	.095	.044	.176	1	.425**	.460**
	Sig. (2-tailed)	.280	.414	.140	.414	.233	.551	.783	.266		.005	.002
	N	42	42	42	42	42	42	42	42	42	42	42
P10	Pearson Correlation	.409**	-.037	.379*	.148	.135	.214	.162	.366*	.425**	1	.610**
	Sig. (2-tailed)	.007	.816	.013	.349	.395	.174	.305	.017	.005		.000
	N	42	42	42	42	42	42	42	42	42	42	42
X2	Pearson Correlation	.816**	.325*	.626**	.460**	.439**	.349*	.539**	.829**	.460**	.610**	1
	Sig. (2-tailed)	.000	.035	.000	.002	.004	.023	.000	.000	.002	.000	
	N	42	42	42	42	42	42	42	42	42	42	42

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

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

### **Hasil Uji Reliabilitas Motivasi (X<sub>1</sub>)**

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Cronbach's Alpha	N of Items
.755	11

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### **Hasil Uji Reliabilitas Lingkungan Kerja (X<sub>2</sub>)**

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Cronbach's Alpha	N of Items
.765	11

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### **Hasil Uji Reliabilitas Kinerja Guru (Y)**

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Cronbach's Alpha	N of Items
.733	11

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## Hasil Uji Normalitas

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		x1	x2	y
N		42	42	42
Normal Parameters <sup>a,b</sup>	Mean	38.00	37.40	37.90
	Std. Deviation	5.687	6.184	4.858
Most Extreme Differences	Absolute	.120	.173	.119
	Positive	.085	.099	.099
	Negative	-.120	-.173	-.119
Kolmogorov-Smirnov Z		.777	1.122	.771
Asymp. Sig. (2-tailed)		.582	.161	.592

a. Test distribution is Normal.

b. Calculated from data.

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## Hasil Uji Linieritas Motivasi dan Kinerja Guru

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			ANOVA Table				
			Sum of	df	Mean	F	Sig.
			Squares		Square		
Kinerja *	Between	(Combined)	309.352	17	18.197	.650	.818
Motivasi	Groups	Linearity	16.968	1	16.968	.607	.444
		Deviation from	292.384	16	18.274	.653	.809
		Linearity					
	Within Groups		671.433	24	27.976		
	Total		980.786	41			

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## Hasil Uji Linieritas Lingkungan Kerja dan Motivasi

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			ANOVA Table				
			Sum of	df	Mean	F	Sig.
			Squares		Square		
Kinerja *	Betwee	(Combined)	780.402	18	43.356	4.976	.000
Lingkungan_	n	Linearity	602.761	1	602.761	69.185	.000
Kerja	Groups	Deviation from	177.642	17	10.450	1.199	.337
		Linearity					
	Within Groups		200.383	23	8.712		
	Total		980.786	41			

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## Hasil Uji Multikolinieritas

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.252	4.335		.750	.458		
	Motivasi	.256	.077	.298	3.332	.002	.961	1.041
	Lingkungan Kerja	.667	.071	.843	9.420	.000	.961	1.041

## Hasil Uji Regresi Linier Berganda

Model		Coefficients <sup>a</sup>			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	3.252	4.335		.750	.458
	Motivasi	.256	.077	.298	3.332	.002
	Lingkungan Kerja	.667	.071	.843	9.420	.000

a. Dependent Variable: y

### Hasil Uji t Motivasi (X<sub>1</sub>) dan Lingkungan Kerja (X<sub>2</sub>)

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Model		Coefficients <sup>a</sup>			t	Sig.
		Unstandardized Coefficients		Standardized		
		B	Std. Error	Coefficients Beta		
1	(Constant)	3.252	4.335		.750	.458
	Motivasi	.256	.077	.298	3.332	.002
	Lingkungan Kerja	.667	.071	.843	9.420	.000

a. Dependent Variable: y

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### Hasil Uji F

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Model		ANOVA <sup>b</sup>			F	Sig.
		Sum of Squares	df	Mean Square		
1	Regression	686.523	2	343.262	45.494	.000 <sup>a</sup>
	Residual	294.262	39	7.545		
	Total	980.786	41			

a. Predictors: (Constant), X<sub>2</sub>, X<sub>1</sub>

b. Dependent Variable: Y

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