

LAMPIRAN

KUESIONER

Yth. : Bapak / Ibu / Saudara

di tempat

Bersama ini saya memohon kesediaan Bapak/Ibu/Saudara agar meluangkan waktu sejenak untuk mengisi kuesioner secara sukarela, jujur dan benar guna penyusunan skripsi. Daftar pernyataan kuesioner ini dimaksudkan untuk mengetahui sejauh mana pengaruh career plateau terhadap kepuasan kerja dan komitmen anda terhadap organisasi.

Penelitian ini hanya untuk kepentingan ilmiah dan tidak akan dipublikasikan, sehingga saya akan menjamin kerahasiaan dari semua pendapat/opini atau komentar yang Bapak/Ibu/Saudara berikan.

Demikian surat permohonan ini saya sampaikan. Atas kesediaan dan partisipasi Bapak/Ibu/Saudara, saya mengucapkan terima kasih.

Semarang, 22 Desember 2017

Hormat saya,

Puput Indah Wahyuni Septian

DAFTAR PERNYATAAN
PENGARUH CAREER PLATEAU TERHADAP KEPUASAN KERJA
DAN KOMITMEN GURU

A. Petunjuk Pengisian :

1. Mohon bapak/ibu baca dengan seksama
2. pilih jawaban yang paling sesuai dengan memberikan tanda silang (x) pada kolom yang tersedia
3. kejujuran dan objektivitas dari bapak/ibu sangat saya butuhkan

Keterangan :

SS = Sangat setuju

S = Setuju

R = Ragu-ragu

TS = Tidak Setuju

STS = Sangat Tidak Setuju

B. DATA RESPONDEN

1. Nama :
2. Usia bapak/ibu/saudara :.....th
3. Jenis Kelamin : a. Laki-laki
b. Perempuan
4. Tingkat Pendidikan : a. SPG
b. DIPLOMA
c. S1
d. S2
5. Masa Jabatan :.....th

I. Pernyataan Career Plateau

| No | Pernyataan | SS | S | R | TS | STS |
|----|--|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Kepala sekolah peduli dengan memberikan bantuan baik secara moril maupun materiil kepada para guru | | | | | |
| 2. | Saya mendapat kesempatan untuk mengembangkan karir | | | | | |
| 3. | Saya selalu mengerjakan tugas yang diberikan dengan baik dan tepat waktu | | | | | |
| 4. | Saya mendapatkan program pelatihan dan keterampilan yang diberikan oleh pihak sekolah | | | | | |

1. Dukungan / bantuan apa yang biasanya atasan berikan kepada para guru? jelaskan

.....

2. Menurut anda, hal apa yang tergolong rumit dan menyebabkan anda tidak bisa mengembangkan karir anda secara bebas? Jelaskan

.....

3. Menurut anda apakah rasa tanggung jawab terhadap pekerjaan anda itu penting? Jelaskan alasannya

.....

4. Menurut anda, apakah keterampilan itu penting dimiliki oleh guru? Dan sebutkan keterampilan yang pernah anda buat atau mengikuti pelatihan keterampilan

.....

II. Pernyataan Kepuasan Kerja

| No | Pernyataan | SS | S | R | TS | STS |
|----|--|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Saya merasa puas terhadap pekerjaan yang dipercayakan kepada saya saat ini | | | | | |
| 2. | Gaji yang saya terima sesuai dengan standard dan dapat mencukupi kebutuhan saya | | | | | |
| 3. | Saya merasa bahagia dengan lingkungan kerja dan rekan kerja saya | | | | | |
| 4. | Kondisi ditempat saya bekerja sangat kondusif, sehingga saya nyaman ketika bekerja | | | | | |
| 5. | Saya mendapatkan asuransi serta jaminan masa tua ketika saya pensiun | | | | | |

1. Menurut anda, hal-hal apa saja yang terkadang membuat anda merasa kecewa terhadap instansi sekolah yang anda tempati saat ini?

.....

2. Menurut anda, apakah anda sudah merasa puas terhadap gaji yang anda dapatkan? Jelaskan

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3. Apakah anda memiliki hubungan yang baik dengan rekan kerja disekolah tempat anda bekerja? Jelaskan

.....

4. Fasilitas apa saja yang masih dianggap kurang di instansi sekolah anda? jelaskan

.....

5. Menurut anda, apakah jaminan akan keamanan selama anda bekerja itu penting? Jelaskan alasannya

.....

III. Pernyataan Komitmen Guru

| No | Pernyataan | SS | S | R | TS | STS |
|----|---|----|---|---|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| 1. | Saya merasa menjadi bagian dari organisasi tempat saya bekerja | | | | | |
| 2. | Saya selalu mengatakan hal-hal yang baik tentang instansi sekolah yang saya tempati kepada orang lain | | | | | |
| 3. | Saya percaya bahwa seseorang harus loyal/setia terhadap tempat dia bekerja | | | | | |
| 4. | Saya berkewajiban untuk membuat sekolah tempat saya bekerja menjadi lebih baik lagi | | | | | |

1. Hal Apa yang menjadikan anda merasa menjadi bagian dari organisasi tempat anda bekerja saat ini?Jelaskan

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2.Mengapa anda bangga menjadi seorang guru di instansi sekolah anda bekerja saat ini? jelaskan

.....

3.Hal apa saja yang membuat anda sangat percaya terhadap organisasi/ instansi sekolah yang anda tempati saat ini?

.....

4.Hal apa saja yang akan anda lakukan untuk membuat instansi sekolah tempat anda bekerja dapat menjadi lebih baik lagi? Jelaskan

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Data Mentah
Hasil Jawaban Responden

| No | Career Plateau | | | | | Work Satisfaction | | | | | | Commitmen Teacher | | | | |
|------|----------------|------|------|------|----|-------------------|------|------|------|------|----|-------------------|------|------|------|----|
| Resp | x1,1 | x1,2 | x1,3 | x1,4 | x1 | y1.1 | y1,2 | y1,3 | y1,4 | y1.5 | y1 | y2.1 | y2.2 | y2.3 | y2.4 | y2 |
| 1 | 4 | 5 | 4 | 5 | 18 | 3 | 3 | 3 | 2 | 3 | 14 | 2 | 3 | 3 | 2 | 10 |
| 2 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 3 | 4 | 4 | 19 | 3 | 3 | 3 | 3 | 12 |
| 3 | 2 | 3 | 2 | 3 | 10 | 4 | 5 | 5 | 4 | 5 | 23 | 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 5 | 5 | 5 | 19 | 2 | 2 | 1 | 2 | 2 | 9 | 2 | 2 | 1 | 2 | 7 |
| 5 | 3 | 3 | 3 | 3 | 12 | 4 | 5 | 5 | 4 | 4 | 22 | 5 | 5 | 5 | 4 | 19 |
| 6 | 3 | 2 | 3 | 2 | 10 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 |
| 7 | 4 | 5 | 4 | 4 | 17 | 2 | 3 | 3 | 2 | 2 | 12 | 4 | 3 | 3 | 4 | 14 |
| 8 | 5 | 5 | 4 | 4 | 18 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 2 | 2 | 2 | 8 |
| 9 | 4 | 5 | 4 | 5 | 18 | 2 | 2 | 1 | 2 | 2 | 9 | 2 | 1 | 2 | 1 | 6 |
| 10 | 2 | 3 | 2 | 3 | 10 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 20 |
| 11 | 5 | 5 | 5 | 5 | 20 | 2 | 2 | 2 | 2 | 2 | 10 | 1 | 3 | 2 | 3 | 9 |
| 12 | 4 | 5 | 4 | 5 | 18 | 4 | 2 | 2 | 4 | 2 | 14 | 3 | 2 | 3 | 4 | 12 |
| 13 | 4 | 5 | 4 | 5 | 18 | 2 | 2 | 3 | 2 | 2 | 11 | 2 | 3 | 1 | 2 | 8 |
| 14 | 3 | 4 | 3 | 4 | 14 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 20 |
| 15 | 2 | 3 | 3 | 2 | 10 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 5 | 4 | 5 | 18 |
| 16 | 4 | 5 | 4 | 5 | 18 | 2 | 2 | 3 | 2 | 2 | 11 | 3 | 2 | 3 | 2 | 10 |
| 17 | 3 | 2 | 3 | 3 | 11 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 18 | 3 | 2 | 2 | 3 | 10 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 5 | 5 | 20 |
| 19 | 3 | 3 | 4 | 3 | 13 | 4 | 5 | 5 | 4 | 5 | 23 | 5 | 4 | 5 | 4 | 18 |
| 20 | 3 | 2 | 2 | 3 | 10 | 5 | 5 | 4 | 4 | 5 | 23 | 5 | 4 | 5 | 5 | 19 |
| 21 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 22 | 5 | 5 | 4 | 5 | 19 | 2 | 2 | 2 | 2 | 2 | 10 | 2 | 1 | 2 | 1 | 6 |
| 23 | 5 | 5 | 5 | 4 | 19 | 1 | 2 | 2 | 2 | 1 | 8 | 2 | 1 | 2 | 2 | 7 |
| 24 | 3 | 2 | 3 | 2 | 10 | 5 | 5 | 4 | 4 | 5 | 23 | 4 | 5 | 5 | 5 | 19 |
| 25 | 3 | 2 | 2 | 3 | 10 | 4 | 5 | 5 | 4 | 5 | 23 | 5 | 5 | 5 | 5 | 20 |
| 26 | 5 | 5 | 5 | 5 | 20 | 2 | 2 | 1 | 2 | 2 | 9 | 2 | 1 | 2 | 2 | 7 |
| 27 | 4 | 4 | 4 | 4 | 16 | 4 | 3 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 16 |
| 28 | 2 | 2 | 2 | 2 | 8 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 5 | 5 | 20 |
| 29 | 4 | 3 | 4 | 3 | 14 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 4 | 4 | 16 |
| 30 | 4 | 4 | 5 | 5 | 18 | 1 | 1 | 1 | 1 | 1 | 5 | 2 | 3 | 2 | 2 | 9 |
| 31 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 32 | 5 | 5 | 5 | 5 | 20 | 2 | 2 | 3 | 2 | 2 | 11 | 2 | 2 | 1 | 1 | 6 |
| 33 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 4 | 5 | 4 | 18 |
| 34 | 2 | 2 | 2 | 2 | 8 | 5 | 4 | 5 | 5 | 5 | 24 | 4 | 5 | 5 | 5 | 19 |
| 35 | 5 | 5 | 4 | 5 | 19 | 3 | 3 | 2 | 3 | 3 | 14 | 3 | 2 | 3 | 2 | 10 |
| 36 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 5 | 5 | 5 | 20 |

| | | | | | | | | | | | | | | | | |
|----|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|----|
| 37 | 5 | 5 | 5 | 4 | 19 | 2 | 2 | 1 | 2 | 2 | 9 | 2 | 3 | 2 | 2 | 9 |
| 38 | 4 | 5 | 4 | 5 | 18 | 4 | 4 | 5 | 4 | 4 | 21 | 4 | 4 | 5 | 4 | 17 |
| 39 | 2 | 2 | 2 | 2 | 8 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 |
| 40 | 5 | 5 | 5 | 5 | 20 | 3 | 3 | 2 | 3 | 3 | 14 | 3 | 2 | 2 | 3 | 10 |
| 41 | 4 | 4 | 4 | 4 | 16 | 3 | 4 | 4 | 4 | 4 | 19 | 4 | 4 | 4 | 4 | 16 |
| 42 | 4 | 4 | 4 | 4 | 16 | 3 | 2 | 2 | 3 | 2 | 12 | 2 | 3 | 2 | 3 | 10 |
| 43 | 1 | 2 | 1 | 2 | 6 | 2 | 2 | 2 | 2 | 2 | 10 | 5 | 5 | 5 | 5 | 20 |
| 44 | 3 | 2 | 2 | 3 | 10 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 4 | 5 | 18 |
| 45 | 4 | 5 | 5 | 5 | 19 | 3 | 1 | 2 | 3 | 1 | 10 | 2 | 1 | 2 | 2 | 7 |
| 46 | 5 | 4 | 5 | 4 | 18 | 4 | 4 | 4 | 4 | 4 | 20 | 5 | 5 | 5 | 5 | 20 |
| 47 | 3 | 4 | 3 | 4 | 14 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 48 | 3 | 4 | 3 | 4 | 14 | 4 | 5 | 4 | 4 | 5 | 22 | 5 | 4 | 5 | 5 | 19 |
| 49 | 2 | 3 | 2 | 2 | 9 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 20 |
| 50 | 3 | 2 | 3 | 2 | 10 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 5 | 19 |
| 51 | 5 | 4 | 4 | 5 | 18 | 2 | 2 | 2 | 2 | 2 | 10 | 3 | 2 | 2 | 3 | 10 |
| 52 | 3 | 3 | 3 | 3 | 12 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 5 | 5 | 19 |
| 53 | 5 | 4 | 5 | 4 | 18 | 2 | 3 | 3 | 2 | 3 | 13 | 2 | 3 | 3 | 4 | 12 |
| 54 | 5 | 5 | 5 | 5 | 20 | 2 | 3 | 3 | 2 | 3 | 13 | 3 | 2 | 3 | 2 | 10 |
| 55 | 3 | 2 | 2 | 3 | 10 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 5 | 5 | 19 |
| 56 | 4 | 4 | 4 | 4 | 16 | 4 | 3 | 4 | 4 | 3 | 18 | 4 | 4 | 3 | 4 | 15 |
| 57 | 2 | 2 | 2 | 2 | 8 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 |
| 58 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 4 | 4 | 5 | 17 |
| 59 | 3 | 2 | 3 | 2 | 10 | 4 | 4 | 5 | 4 | 4 | 21 | 3 | 4 | 2 | 3 | 12 |
| 60 | 3 | 2 | 3 | 2 | 10 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 |
| 61 | 2 | 3 | 2 | 3 | 10 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 4 | 5 | 18 |
| 62 | 4 | 5 | 4 | 4 | 17 | 3 | 3 | 4 | 3 | 3 | 16 | 2 | 3 | 3 | 4 | 12 |
| 63 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 4 | 4 | 20 | 4 | 4 | 4 | 4 | 16 |
| 64 | 4 | 5 | 4 | 5 | 18 | 2 | 1 | 1 | 2 | 1 | 7 | 2 | 3 | 2 | 2 | 9 |
| 65 | 2 | 2 | 2 | 2 | 8 | 4 | 5 | 4 | 4 | 5 | 22 | 4 | 5 | 5 | 5 | 19 |
| 66 | 2 | 2 | 2 | 2 | 8 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 |
| 67 | 4 | 4 | 4 | 4 | 16 | 2 | 3 | 2 | 2 | 3 | 12 | 1 | 2 | 2 | 1 | 6 |
| 68 | 5 | 4 | 5 | 4 | 18 | 2 | 3 | 3 | 2 | 3 | 13 | 5 | 5 | 4 | 4 | 18 |
| 69 | 4 | 5 | 4 | 5 | 18 | 1 | 2 | 2 | 1 | 2 | 8 | 4 | 4 | 5 | 4 | 17 |
| 70 | 2 | 2 | 2 | 2 | 8 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 20 |
| 71 | 2 | 4 | 2 | 4 | 12 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 5 | 5 | 19 |
| 72 | 4 | 5 | 4 | 5 | 18 | 2 | 3 | 3 | 2 | 3 | 13 | 2 | 3 | 2 | 3 | 10 |

Frequencies Career Plateau

Statistics

| | | X.1 | X.2 | X.3 | X.4 |
|----------------|---------|-------|-------|-------|-------|
| N | Valid | 72 | 72 | 72 | 72 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 3.57 | 3.68 | 3.50 | 3.69 |
| Median | | 4.00 | 4.00 | 4.00 | 4.00 |
| Mode | | 4 | 5 | 4 | 4 |
| Std. Deviation | | 1.059 | 1.197 | 1.088 | 1.109 |

X.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1 | 1.4 | 1.4 | 1.4 |
| | Tidak Setuju | 13 | 18.1 | 18.1 | 19.4 |
| | Ragu-ragu | 17 | 23.6 | 23.6 | 43.1 |
| | Setuju | 26 | 36.1 | 36.1 | 79.2 |
| | Sangat Setuju | 15 | 20.8 | 20.8 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

X.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 19 | 26.4 | 26.4 | 26.4 |
| | Ragu-ragu | 9 | 12.5 | 12.5 | 38.9 |
| | Setuju | 20 | 27.8 | 27.8 | 66.7 |
| | Sangat Setuju | 24 | 33.3 | 33.3 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

X.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 1 | 1.4 | 1.4 | 1.4 |
| | Tidak Setuju | 17 | 23.6 | 23.6 | 25.0 |
| | Ragu-ragu | 12 | 16.7 | 16.7 | 41.7 |
| | Setuju | 29 | 40.3 | 40.3 | 81.9 |
| | Sangat Setuju | 13 | 18.1 | 18.1 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

X.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 15 | 20.8 | 20.8 | 20.8 |
| | Ragu-ragu | 13 | 18.1 | 18.1 | 38.9 |
| | Setuju | 23 | 31.9 | 31.9 | 70.8 |

| | | | | |
|---------------|----|-------|-------|-------|
| Sangat Setuju | 21 | 29.2 | 29.2 | 100.0 |
| Total | 72 | 100.0 | 100.0 | |

Frequencies Kepuasan Kerja

| | | Statistics | | | | |
|----------------|---------|------------|-------|-------|-------|-------|
| | | y1.1 | y1.2 | y1.3 | y1.4 | y1.5 |
| N | Valid | 72 | 72 | 72 | 72 | 72 |
| | Missing | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3.68 | 3.69 | 3.68 | 3.51 | 3.69 |
| Median | | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| Mode | | 5 | 5 | 5 | 4 | 5 |
| Std. Deviation | | 1.308 | 1.314 | 1.340 | 1.233 | 1.338 |

Frequency Table

| | | y1.1 | | | |
|-------|---------------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 3 | 4.2 | 4.2 | 4.2 |
| | Tidak Setuju | 19 | 26.4 | 26.4 | 30.6 |
| | Ragu-ragu | 7 | 9.7 | 9.7 | 40.3 |
| | Setuju | 19 | 26.4 | 26.4 | 66.7 |
| | Sangat Setuju | 24 | 33.3 | 33.3 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

| | | y1.2 | | | |
|-------|---------------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Sangat Tidak Setuju | 3 | 4.2 | 4.2 | 4.2 |
| | Tidak Setuju | 16 | 22.2 | 22.2 | 26.4 |
| | Ragu-ragu | 13 | 18.1 | 18.1 | 44.4 |
| | Setuju | 12 | 16.7 | 16.7 | 61.1 |
| | Sangat Setuju | 28 | 38.9 | 38.9 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

y1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 6 | 8.3 | 8.3 | 8.3 |
| | Tidak Setuju | 13 | 18.1 | 18.1 | 26.4 |
| | Ragu-ragu | 10 | 13.9 | 13.9 | 40.3 |
| | Setuju | 19 | 26.4 | 26.4 | 66.7 |
| | Sangat Setuju | 24 | 33.3 | 33.3 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

y1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2 | 2.8 | 2.8 | 2.8 |
| | Tidak Setuju | 21 | 29.2 | 29.2 | 31.9 |
| | Ragu-ragu | 5 | 6.9 | 6.9 | 38.9 |
| | Setuju | 26 | 36.1 | 36.1 | 75.0 |
| | Sangat Setuju | 18 | 25.0 | 25.0 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

y1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 4 | 5.6 | 5.6 | 5.6 |
| | Tidak Setuju | 16 | 22.2 | 22.2 | 27.8 |
| | Ragu-ragu | 11 | 15.3 | 15.3 | 43.1 |
| | Setuju | 14 | 19.4 | 19.4 | 62.5 |
| | Sangat Setuju | 27 | 37.5 | 37.5 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

Frequencies Komitmen Guru

Statistics

| | | y2.1 | y2.2 | y2.3 | y2.4 |
|----------------|---------|-------|-------|-------|-------|
| N | Valid | 72 | 72 | 72 | 72 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 3.68 | 3.71 | 3.69 | 3.78 |
| Median | | 4.00 | 4.00 | 4.00 | 4.00 |
| Mode | | 5 | 5 | 5 | 5 |
| Std. Deviation | | 1.254 | 1.283 | 1.318 | 1.302 |

Frequency Table

y2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2 | 2.8 | 2.8 | 2.8 |
| | Tidak Setuju | 17 | 23.6 | 23.6 | 26.4 |
| | Ragu-ragu | 8 | 11.1 | 11.1 | 37.5 |
| | Setuju | 20 | 27.8 | 27.8 | 65.3 |
| | Sangat Setuju | 25 | 34.7 | 34.7 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

y2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 5 | 6.9 | 6.9 | 6.9 |
| | Tidak Setuju | 10 | 13.9 | 13.9 | 20.8 |
| | Ragu-ragu | 12 | 16.7 | 16.7 | 37.5 |
| | Setuju | 19 | 26.4 | 26.4 | 63.9 |
| | Sangat Setuju | 26 | 36.1 | 36.1 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

y2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 3 | 4.2 | 4.2 | 4.2 |
| | Tidak Setuju | 16 | 22.2 | 22.2 | 26.4 |
| | Ragu-ragu | 10 | 13.9 | 13.9 | 40.3 |
| | Setuju | 14 | 19.4 | 19.4 | 59.7 |
| | Sangat Setuju | 29 | 40.3 | 40.3 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

y2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 4 | 5.6 | 5.6 | 5.6 |
| | Tidak Setuju | 13 | 18.1 | 18.1 | 23.6 |
| | Ragu-ragu | 7 | 9.7 | 9.7 | 33.3 |
| | Setuju | 19 | 26.4 | 26.4 | 59.7 |
| | Sangat Setuju | 29 | 40.3 | 40.3 | 100.0 |
| | Total | 72 | 100.0 | 100.0 | |

Correlations

| | | X.1 | X.2 | X.3 | X.4 | Career plateau |
|----------------|---------------------|--------|--------|--------|--------|----------------|
| X.1 | Pearson Correlation | 1 | .779** | .911** | .798** | .929** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 |
| X.2 | Pearson Correlation | .779** | 1 | .806** | .923** | .942** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 |
| X.3 | Pearson Correlation | .911** | .806** | 1 | .771** | .930** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 |
| X.4 | Pearson Correlation | .798** | .923** | .771** | 1 | .936** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 72 | 72 | 72 | 72 | 72 |
| Career plateau | Pearson Correlation | .929** | .942** | .930** | .936** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 72 | 72 | 72 | 72 | 72 |

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

Correlations

| | | y1.1 | y1.2 | y1.3 | y1.4 | y1.5 | Kepuasan Kerja |
|----------------|---------------------|--------|--------|--------|--------|--------|----------------|
| y1.1 | Pearson Correlation | 1 | .878** | .848** | .964** | .896** | .959** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 |
| y1.2 | Pearson Correlation | .878** | 1 | .889** | .864** | .968** | .964** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 |
| y1.3 | Pearson Correlation | .848** | .889** | 1 | .839** | .882** | .935** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 |
| y1.4 | Pearson Correlation | .964** | .864** | .839** | 1 | .874** | .949** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 |
| y1.5 | Pearson Correlation | .896** | .968** | .882** | .874** | 1 | .968** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 |
| | N | 72 | 72 | 72 | 72 | 72 | 72 |
| Kepuasan kerja | Pearson Correlation | .959** | .964** | .935** | .949** | .968** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 72 | 72 | 72 | 72 | 72 | 72 |

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

Correlations

| | | y2.1 | y2.2 | y2.3 | y2.4 | Komitmen Guru |
|---------------|---------------------|--------|--------|--------|--------|---------------|
| y2.1 | Pearson Correlation | 1 | .825** | .903** | .861** | .945** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 |
| y2.2 | Pearson Correlation | .825** | 1 | .846** | .888** | .938** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 |
| y2.3 | Pearson Correlation | .903** | .846** | 1 | .879** | .956** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 72 | 72 | 72 | 72 | 72 |
| y2.4 | Pearson Correlation | .861** | .888** | .879** | 1 | .956** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 72 | 72 | 72 | 72 | 72 |
| Komitmen guru | Pearson Correlation | .945** | .938** | .956** | .956** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 72 | 72 | 72 | 72 | 72 |

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

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 72 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 72 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .951 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-----|------|----------------|----|
| X.1 | 3.57 | 1.059 | 72 |
| X.2 | 3.68 | 1.197 | 72 |
| X.3 | 3.50 | 1.088 | 72 |
| X.4 | 3.69 | 1.109 | 72 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X.1 | 10.88 | 10.252 | .877 | .938 |
| X.2 | 10.76 | 9.366 | .891 | .934 |
| X.3 | 10.94 | 10.081 | .877 | .937 |
| X.4 | 10.75 | 9.908 | .886 | .934 |

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 72 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 72 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .976 | 5 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| y1.1 | 3.58 | 1.308 | 72 |
| y1.2 | 3.64 | 1.314 | 72 |
| y1.3 | 3.58 | 1.340 | 72 |
| y1.4 | 3.51 | 1.233 | 72 |
| y1.5 | 3.61 | 1.338 | 72 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| y1.1 | 14.35 | 24.990 | .936 | .969 |
| y1.2 | 14.29 | 24.857 | .943 | .968 |
| y1.3 | 14.35 | 25.103 | .897 | .975 |
| y1.4 | 14.42 | 25.852 | .922 | .971 |
| y1.5 | 14.32 | 24.558 | .949 | .967 |

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 72 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 72 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .963 | 4 |

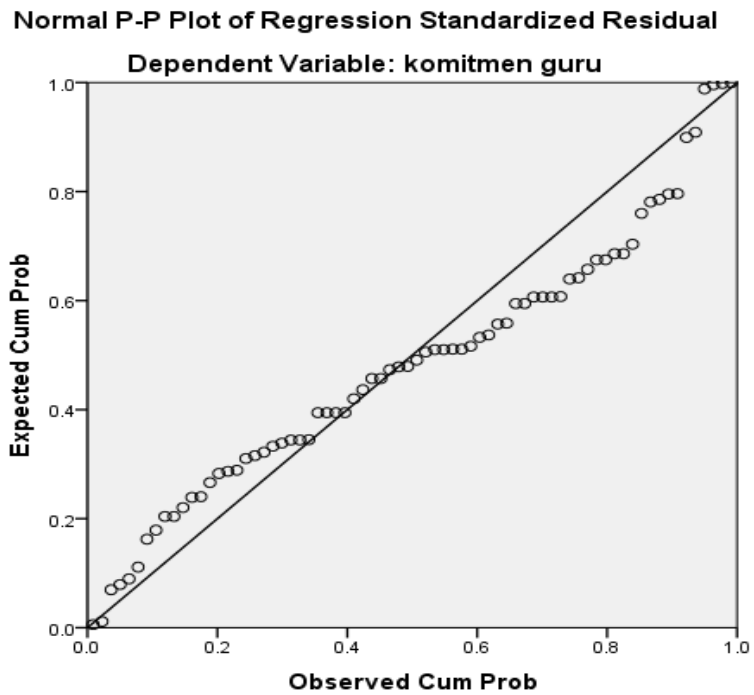
Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| y2.1 | 3.68 | 1.254 | 72 |
| y2.2 | 3.71 | 1.283 | 72 |
| y2.3 | 3.69 | 1.318 | 72 |
| y2.4 | 3.78 | 1.302 | 72 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| y2.1 | 11.18 | 13.925 | .903 | .953 |
| y2.2 | 11.15 | 13.821 | .889 | .957 |
| y2.3 | 11.17 | 13.352 | .920 | .948 |
| y2.4 | 11.08 | 13.458 | .921 | .948 |

Charts



NPar Tests

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 72 |
| Normal Parameters ^{a,b} | Mean | -.2552349 |
| | Std. Deviation | 1.92757489 |
| Most Extreme Differences | Absolute | .096 |
| | Positive | .096 |
| | Negative | -.080 |
| Test Statistic | | .096 |
| Asymp. Sig. (2-tailed) | | .096 ^c |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

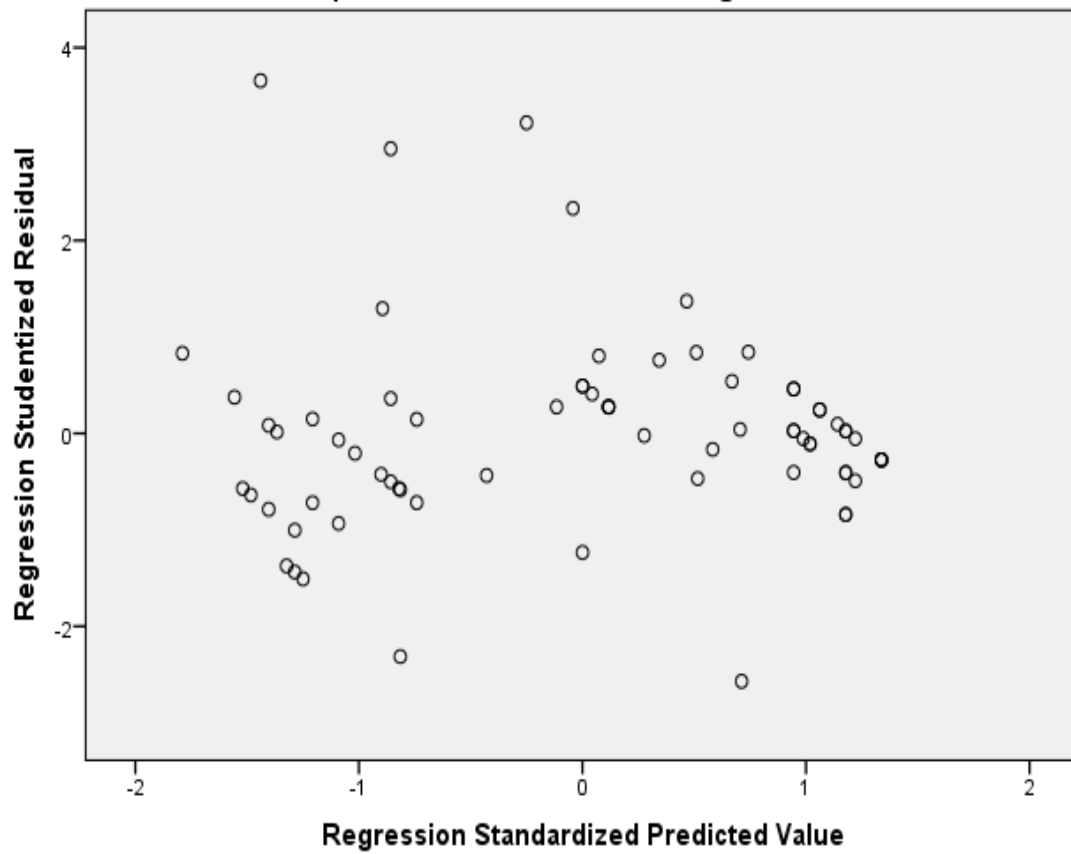
Coefficients^a

| Model | | Collinearity Statistics | |
|-------|----------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Career plateau | .438 | 2.285 |
| | Kepuasan kerja | .438 | 2.285 |

a. Dependent Variable: Komitmen Guru

Scatterplot

Dependent Variable: komitmen guru



Regression (Heteroskedastisitas)

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Kepuasan kerja Career plateau ^b | . | Enter |

a. Dependent Variable: Unstandardized Residual

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .163 ^a | .027 | -.002 | 1.92907146 |

a. Predictors: (Constant), kepuasan kerja, Career plateau

b. Dependent Variable: Unstandardized Residual

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|------|-------------------|
| 1 | Regression | 7.033 | 2 | 3.516 | .945 | .394 ^b |
| | Residual | 256.771 | 69 | 3.721 | | |
| | Total | 263.804 | 71 | | | |

a. Dependent Variable: Unstandardized Residual

b. Predictors: (Constant), kepuasan kerja, Career plateau

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -1.342 | 2.068 | | -.649 | .519 |
| | Career plateau | .008 | .083 | .017 | .095 | .925 |
| | Kepuasan kerja | .054 | .055 | .176 | .978 | .331 |

a. Dependent Variable: Unstandardized Residual

Regression Model 1

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|-----------------------------|-------------------|--------|
| 1 | Career plateau ^b | | Enter |

a. Dependent Variable: kepuasan kerja

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .750 ^a | .562 | .556 | 4.157 |

a. Predictors: (Constant), Career plateau

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 1554.813 | 1 | 1554.813 | 89.960 | .000 ^b |
| | Residual | 1209.840 | 70 | 17.283 | | |
| | Total | 2764.653 | 71 | | | |

a. Dependent Variable: kepuasan kerja

b. Predictors: (Constant), Career plateau

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 34.172 | 1.781 | | 19.186 | .000 |
| | Career plateau | -1.124 | .119 | -.750 | -9.485 | .000 |

a. Dependent Variable: kepuasan kerja

Regression Model 2

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Kepuasan kerja, Career plateau ^b | | Enter |

a. Dependent Variable: komitmen guru

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .881 ^a | .777 | .770 | 2.346 |

a. Predictors: (Constant), kepuasan kerja, Career plateau

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 1320.832 | 2 | 660.416 | 119.988 | .000 ^b |
| | Residual | 379.779 | 69 | 5.504 | | |
| | Total | 1700.611 | 71 | | | |

a. Dependent Variable: komitmen guru

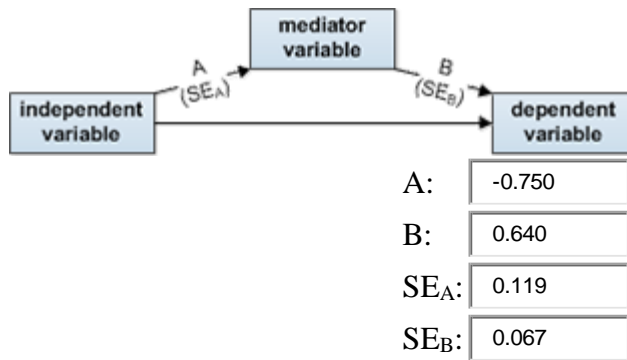
b. Predictors: (Constant), kepuasan kerja, Career plateau

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 10.823 | 2.515 | | 4.304 | .000 |
| | Career plateau | -.344 | .101 | -.292 | -3.401 | .001 |
| | Kepuasan kerja | .502 | .067 | .640 | 7.447 | .000 |

a. Dependent Variable: komitmen guru

HASIL SOBEL TEST



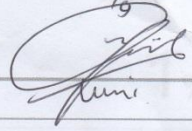
Sobel test statistic: -5.26063865
One-tailed probability: 0.00000007
Two-tailed probability: 0.00000014

Nama: Puput Indah w-s

kelas: 9

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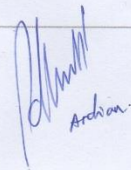
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