

## **Lampiran Penelitian**

**Lampiran 1****KUESIONER**

Saya seorang mahasiswa Universitas Islam Sultan Agung Semarang, dengan identitas sebagai berikut :

Nama : RETNO PUJI LESTARI

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Fakultas : Ekonomi

Jurusan : Manajemen

Universitas : Universitas Islam Sultan Agung Semarang

Bersama ini saya mengajukan permohonan kepada Bapak / Ibu / Saudara untuk bersedia meluangkan waktu dan mengisi daftar pernyataan berikut secara sukarela, jujur dan benar. Adapun tujuan dari pengisian daftar pernyataan ini adalah untuk mengetahui sejauh mana **Model Peningkatan Kinerja Guru Melalui Variabel Budaya Organisasi, Motivasi Berprestasi Islami Dan Komitmen Pemimpin Pada Guru Madrasah Aliyah Negeri Kendal**. data dari penelitian ini tidak akan dipublikasikan namun hanya untuk kepentingan ilmiah.

Besar harapan saya dan kiranya Bapak/Ibu/Saudara berkenan mengisi semua pernyataan dalam bentuk kuesioner ini. Atas perhatian dan kesediaan Bapak/Ibu/Saudara, saya ucapkan terima kasih.

Beri tanda (x) bila jawaban saudara sesuai dengan jawaban di bawah ini :

SS = Sangat setuju

TS = Tidak Setuju.

S = Setuju

STS = Sangat Tidak Setuju.

N = Netral

### Identitas Responden

1. Jenis Kelamin :  Perempuan  
 Laki-laki
2. Usia : .....Tahun
3. Pendidikan tertinggi :  D3  
 Sarjana ( S 1 )  
 Pasca Sarjana (S2)
4. Masa kerja : .....Tahun

### Variabel Budaya Organisasi

No.	Pernyataan	STS	TS	N	S	SS
1.	Saya merasa komunikasi antar guru selama ini sangat terbuka dengan rekan kerja lain					
2.	Saya merasa bahwa saya bekerja sesuai dengan orientasi hasil yang diharapkan instansi					
3.	Saya memiliki kreatifitas dalam melakukan pembelajaran terhadap siswa					
4.	Saya memiliki inovasi yang tinggi untuk mengembangkan Madrasah Aliyah Negeri Kendal					
5.	Saya Mampu bekerja dengan rekan kerja lain dalam instansi pendidikan					

### Variabel Komitmen Pemimpin

No.	Pernyataan	STS	TS	N	S	SS
1.	Pimpinan saya selalu memotivasi guru lain untuk tetap berprestasi					
2.	Pimpinan saya selalu memberikan penghargaan atau reward jika terdapat guru yang berprestasi					
3.	Pimpinan saya dapat menjadi suri tauladan bagi guru-guru yang lain untuk meningkatkan prestasi					
4.	Pimpinan saya memberikan fasilitas yang dapat meningkatkan prestasi kerja seseorang					

### Variabel Motivasi Berprestasi Islami

No.	Pernyataan	STS	TS	N	S	SS
1.	Saya berprestasi karena niat baik dan kebenaran (Berharap Ridha Allah SWT)					
2.	Prestasi saya adalah bentuk amal kesalehan saya					
3	Saya berprestasi dengan niat tulus					
4.	Saya berprestasi secara makruf (baik)					

### Variabel Kinerja Guru

No.	Pernyataan	STS	TS	N	S	SS
1.	Saya mampu menyelesaikan materi belajar sesuai target yang dibebankan					
2	Saya mampu menyelesaikan materi belajar sesuai dengan silabi yang diberikan					
3.	Saya mampu menyelesaikan materi belajar dengan tepat waktu					
4	Saya mampu menyelesaikan materi belajar dengan metode kreatif					

## Lampiran 2 : Output SPSS

## DESKRIPSI VARIABEL

## Variabel Kinerja Guru

## Statistics

		Y3.1	Y3.2	Y3.3	Y3.4	Kinerja Guru
N	Valid	72	72	72	72	72
	Missing	0	0	0	0	0
Mean		4.01	4.13	4.07	4.01	16.22
Std. Error of Mean		.073	.081	.080	.073	.254
Median		4.00	4.00	4.00	4.00	16.00
Std. Deviation		.617	.691	.678	.617	2.157
Variance		.380	.477	.460	.380	4.654
Maximum		5	5	5	5	20
Sum		289	297	293	289	1168
Percentiles	25	4.00	4.00	4.00	4.00	14.50
	50	4.00	4.00	4.00	4.00	16.00
	75	4.00	5.00	5.00	4.00	18.00

## Y3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	10	13.9	13.9	15.3
	4	48	66.7	66.7	81.9
	5	13	18.1	18.1	100.0
	Total	72	100.0	100.0	

## Y3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	13	18.1	18.1	18.1
	4	37	51.4	51.4	69.4
	5	22	30.6	30.6	100.0
	Total	72	100.0	100.0	

**Y3.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	19.4	19.4	19.4
4	39	54.2	54.2	73.6
5	19	26.4	26.4	100.0
Total	72	100.0	100.0	

**Y3.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.4	1.4	1.4
3	10	13.9	13.9	15.3
4	48	66.7	66.7	81.9
5	13	18.1	18.1	100.0
Total	72	100.0	100.0	

**Kinerja Guru**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 10	1	1.4	1.4	1.4
12	5	6.9	6.9	8.3
14	12	16.7	16.7	25.0
16	25	34.7	34.7	59.7
17	2	2.8	2.8	62.5
18	22	30.6	30.6	93.1
20	5	6.9	6.9	100.0
Total	72	100.0	100.0	

### Variabel Budaya Organisasi

#### Statistics

		X.1	X.2	X.3	X.4	X.5	Budaya Organisasi
N	Valid	72	72	72	72	72	72
	Missing	0	0	0	0	0	0
Mean		3.83	4.01	3.93	3.83	4.01	19.63
Std. Error of Mean		.088	.100	.103	.088	.100	.409
Median		4.00	4.00	4.00	4.00	4.00	20.00
Std. Deviation		.751	.847	.877	.751	.847	3.474
Variance		.563	.718	.770	.563	.718	12.069
Maximum		5	5	5	5	5	25
Sum		276	289	283	276	289	1413
Percentiles	25	3.00	4.00	3.00	3.00	4.00	17.00
	50	4.00	4.00	4.00	4.00	4.00	20.00
	75	4.00	5.00	5.00	4.00	5.00	22.00

#### X.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	24	33.3	33.3	34.7
	4	33	45.8	45.8	80.6
	5	14	19.4	19.4	100.0
	Total	72	100.0	100.0	

#### X.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.6	5.6	5.6
	3	13	18.1	18.1	23.6
	4	33	45.8	45.8	69.4
	5	22	30.6	30.6	100.0
	Total	72	100.0	100.0	

**X.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.4	1.4	1.4
2	3	4.2	4.2	5.6
3	15	20.8	20.8	26.4
4	34	47.2	47.2	73.6
5	19	26.4	26.4	100.0
Total	72	100.0	100.0	

**X.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.4	1.4	1.4
3	24	33.3	33.3	34.7
4	33	45.8	45.8	80.6
5	14	19.4	19.4	100.0
Total	72	100.0	100.0	

**X.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	5.6	5.6	5.6
3	13	18.1	18.1	23.6
4	33	45.8	45.8	69.4
5	22	30.6	30.6	100.0
Total	72	100.0	100.0	



### Budaya Organisasi

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 9	1	1.4	1.4	1.4
12	2	2.8	2.8	4.2
14	1	1.4	1.4	5.6
15	7	9.7	9.7	15.3
17	8	11.1	11.1	26.4
18	11	15.3	15.3	41.7
19	2	2.8	2.8	44.4
20	9	12.5	12.5	56.9
22	14	19.4	19.4	76.4
23	12	16.7	16.7	93.1
25	5	6.9	6.9	100.0
Total	72	100.0	100.0	

### Variabel Motivasi Berprestasi Islami

#### Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	Motivasi Berprestasi Islami
N	Valid	72	72	72	72	72
	Missing	0	0	0	0	0
Mean		4.01	4.01	4.08	4.01	16.13
Std. Error of Mean		.083	.094	.083	.094	.303
Median		4.00	4.00	4.00	4.00	16.00
Std. Deviation		.702	.796	.707	.796	2.573
Variance		.493	.634	.500	.634	6.618
Maximum		5	5	5	5	20
Sum		289	289	294	289	1161
Percentiles	25	4.00	3.00	4.00	3.00	14.00
	50	4.00	4.00	4.00	4.00	16.00
	75	4.00	5.00	5.00	5.00	18.00

**Y1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.4	1.4	1.4
3	14	19.4	19.4	20.8
4	40	55.6	55.6	76.4
5	17	23.6	23.6	100.0
Total	72	100.0	100.0	

**Y1.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.4	1.4	1.4
3	19	26.4	26.4	27.8
4	30	41.7	41.7	69.4
5	22	30.6	30.6	100.0
Total	72	100.0	100.0	

**Y1.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	15	20.8	20.8	20.8
4	36	50.0	50.0	70.8
5	21	29.2	29.2	100.0
Total	72	100.0	100.0	

**Y1.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.4	1.4	1.4
3	19	26.4	26.4	27.8
4	30	41.7	41.7	69.4
5	22	30.6	30.6	100.0
Total	72	100.0	100.0	

### Motivasi Berpestasi Islami

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 10	1	1.4	1.4	1.4
11	1	1.4	1.4	2.8
12	4	5.6	5.6	8.3
13	3	4.2	4.2	12.5
14	13	18.1	18.1	30.6
15	10	13.9	13.9	44.4
16	10	13.9	13.9	58.3
17	6	8.3	8.3	66.7
18	7	9.7	9.7	76.4
19	7	9.7	9.7	86.1
20	10	13.9	13.9	100.0
Total	72	100.0	100.0	

### Variabel Komitmen Pemimpin

#### Statistics

		Y2.1	Y2.2	Y2.3	Y2.4	Komitmen Pemimpin
N	Valid	72	72	72	72	72
	Missing	0	0	0	0	0
Mean		3.97	3.94	3.81	4.01	15.73
Std. Error of Mean		.091	.098	.095	.099	.302
Median		4.00	4.00	4.00	4.00	16.00
Std. Deviation		.775	.833	.805	.839	2.561
Variance		.601	.695	.648	.703	6.556
Sum		283	277	264	286	1110
Percentiles	25	3.00	3.00	3.00	3.00	13.00
	50	4.00	4.00	4.00	4.00	16.00
	75	4.00	4.00	4.00	5.00	17.00

**Y2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	20.8	20.8	20.8
	4	44	61.1	61.1	81.9
	5	13	18.1	18.1	100.0
	Total	72	100.0	100.0	

**Y2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	22	30.6	30.6	32.0
	4	30	41.7	41.7	73.7
	5	19	26.3	26.3	100.0
	Total	72	100.0	100.0	

**Y2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.8	2.8	2.8
	3	27	37.5	37.5	40.3
	4	26	36.1	36.1	76.4
	5	17	23.6	23.6	100.0
	Total	72	100.0	100.0	

**Y2.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.4	1.4	1.4
3	10	13.9	13.9	15.3
4	48	66.7	66.7	82.0
5	13	18.0	18.0	100.0
Total	72	100.0	100.0	

**Komitmen Pemimpin**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 9	1	1.4	1.4	1.4
11	2	2.8	2.8	4.2
12	9	12.5	12.5	16.7
13	8	11.1	11.1	27.8
14	5	6.9	6.9	34.7
15	9	12.5	12.5	47.2
16	11	15.3	15.3	62.5
17	13	18.1	18.1	80.6
18	7	9.7	9.7	90.3
19	1	1.4	1.4	91.7
20	6	8.3	8.3	100.0
Total	72	100.0	100.0	

### Lampiran 3

## UJI RELIABILITAS DAN VALIDITAS

### Variabel Kinerja Guru

#### Reliability Statistics

Cronbach's Alpha	N of Items
.847	4

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
V1	12.21	2.843	.688	.805
V2	12.10	2.652	.678	.810
V3	12.15	2.666	.690	.804
V4	12.21	2.843	.688	.805

### Variabel Budaya Organisasi

#### Reliability Statistics

Cronbach's Alpha	N of Items
.905	5

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
V6	15.79	8.421	.708	.895
V7	15.61	7.649	.790	.878
V8	15.69	7.398	.817	.871
V9	15.79	8.421	.708	.895
V10	15.61	7.649	.790	.878

### Variabel Motivasi Berprestasi Islami

#### Reliability Statistics

Cronbach's Alpha	N of Items
.878	4

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
V12	12.11	4.438	.570	.903
V13	12.11	3.452	.856	.793
V14	12.04	4.153	.682	.864
V15	12.11	3.452	.856	.793

### Variabel Komitmen Pemimpin

#### Reliability Statistics

Cronbach's Alpha	N of Items
.795	4

#### Item-Total Statistics

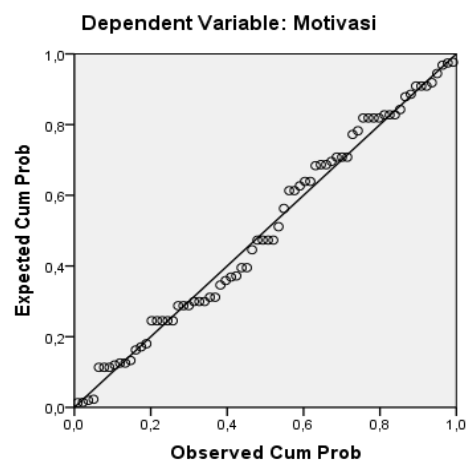
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
V17	11.49	3.915	.665	.716
V18	11.57	3.516	.750	.667
V19	11.75	4.613	.375	.850
V20	11.44	3.715	.661	.715

## Lampiran 4

### Uji Asumsi Klasik

#### Uji Normalitas Data

Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

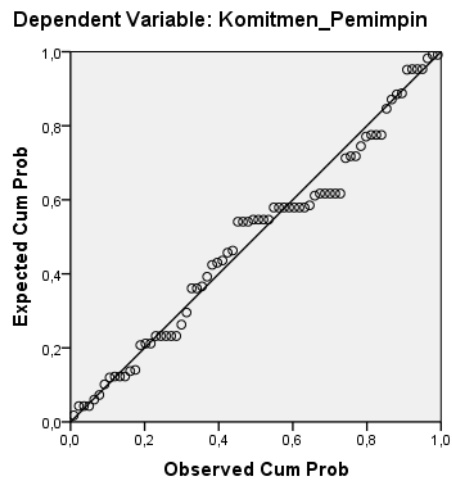
		Unstandardized Residual
N		72
Normal Parameters <sup>a</sup>	Mean	,0000000
	Std. Deviation	2,34231080
Most Extreme Differences	Absolute	,070
	Positive	,065
	Negative	-,070
Kolmogorov-Smirnov Z		,597
Asymp. Sig. (2-tailed)		,868

a. Test distribution is Normal.

#### Uji Normalitas Data Persamaan I



Normal P-P Plot of Regression Standardized Residual



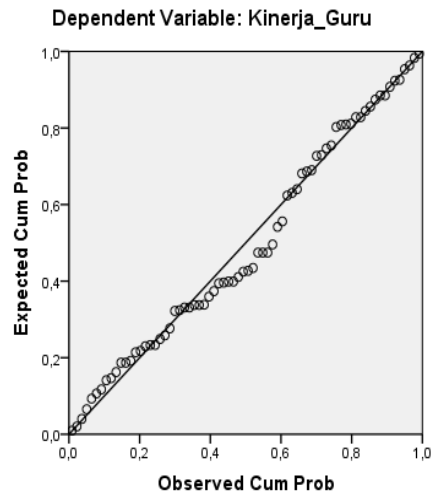
### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		72
Normal Parameters <sup>a</sup>	Mean	,0000000
	Std. Deviation	2,16490802
Most Extreme Differences	Absolute	,118
	Positive	,118
	Negative	-,097
Kolmogorov-Smirnov Z		1,004
Asymp. Sig. (2-tailed)		,265

a. Test distribution is Normal.

### Uji Normalitas Data Persamaan II

Normal P-P Plot of Regression Standardized Residual

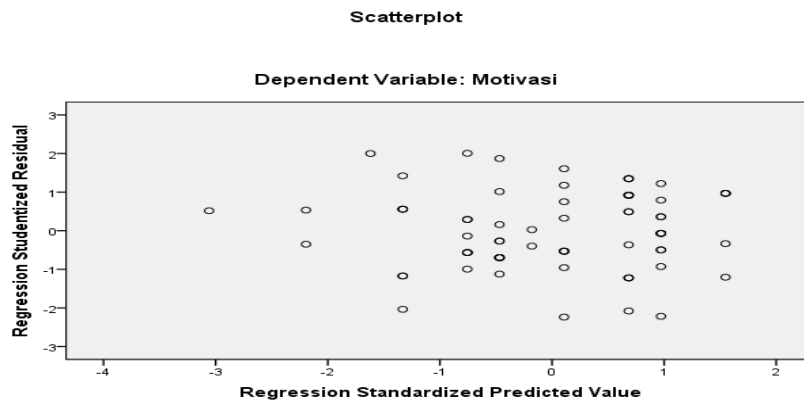


One-Sample Kolmogorov-Smirnov Test

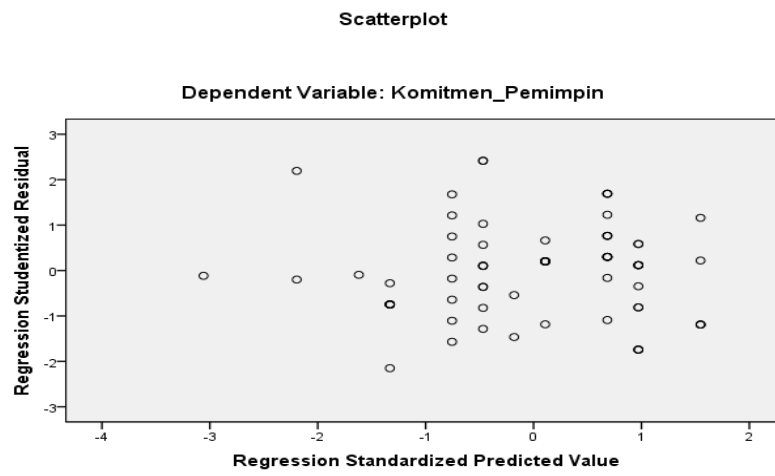
		Unstandardized Residual
N		72
Normal	Mean	,0000000
Parameters <sup>a</sup>	Std. Deviation	1,49832368
Most	Absolute	,095
Extreme	Positive	,095
Differences	Negative	-,058
Kolmogorov-Smirnov Z		,810
Asymp. Sig. (2-tailed)		,528

a. Test distribution is Normal.

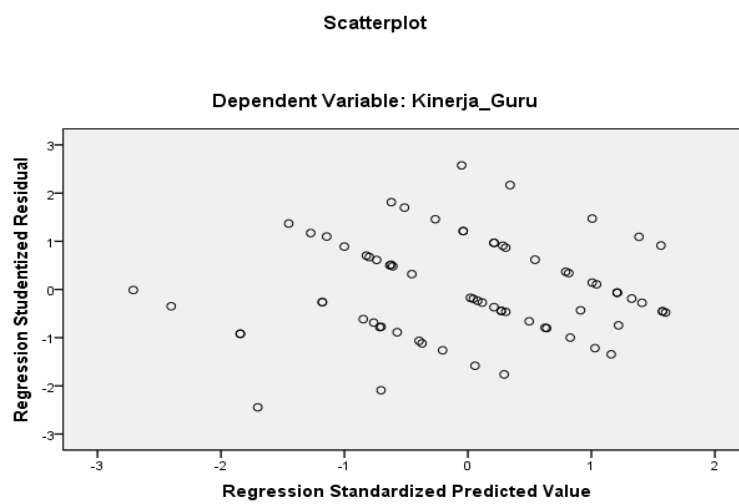
### Uji Normalitas Data Persamaan III



### Uji Heterokedastisitas Persamaa I



### Uji Heterokedastisitas Persamaan II



### Uji Heterokedastisitas Persamaan III

## Lampiran 5

### Model Regresi 1

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

Model	Variables Entered	Variables Removed	Method
1	Budaya_Organisasi <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable:

MotivasiBerprestasi\_Islami

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.413 <sup>a</sup>	.171	.159	2.359

a. Predictors: (Constant), Budaya\_Organisasi

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	80.339	1	80.339	14.437	.000 <sup>a</sup>
	Residual	389.536	70	5.565		
	Total	469.875	71			

a. Predictors: (Constant), Budaya\_Organisasi

b. Dependent Variable: MotivasiBerprestasi\_Islami

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.116	1.606		6.300	.000
	Budaya_Organisasi	.306	.081	.413	3.800	.000

a. Dependent Variable: MotivasiBerprestasi\_Islami

**Model Regresi 2****Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	Budaya_Organisasi <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: Komitmen\_Pemimpin

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.534 <sup>a</sup>	.285	.275	2.180

a. Predictors: (Constant), Budaya\_Organisasi

**ANOVA<sup>b</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	132.735	1	132.735	27.922	.000 <sup>a</sup>
	Residual	332.765	70	4.754		
	Total	465.500	71			

a. Predictors: (Constant), Budaya\_Organisasi

b. Dependent Variable: Komitmen\_Pemimpin

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.693	1.484		5.183	.000
	Budaya_Organisasi	.394	.074	.534	5.284	.000

a. Dependent Variable: Komitmen\_Pemimpin

### Model Regresi 3

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

Model	Variables Entered	Variables Removed	Method
1	Komitmen_Pemimpin, MotivasiBerprestasi_Islami, Budaya_Organisasi <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja\_Guru

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.719 <sup>a</sup>	.518	.496	1.531

a. Predictors: (Constant), Komitmen\_Pemimpin, MotivasiBerprestasi\_Islami, Budaya\_Organisasi

b. Dependent Variable: Kinerja\_Guru

#### ANOVA<sup>b</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	171.051	3	57.017	24.325	.000 <sup>a</sup>
	Residual	159.393	68	2.344		
	Total	330.444	71			

a. Predictors: (Constant), Komitmen\_Pemimpin, MotivasiBerprestasi\_Islami, Budaya\_Organisasi

b. Dependent Variable: Kinerja\_Guru

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.183	1.449		2.887	.005		
	Budaya_Organisasi	.185	.066	.297	2.795	.007	.627	1.594
	MotivasiBerprestasi_Islami	.258	.078	.307	3.322	.001	.829	1.207
	Komitmen_Pemimpin	.276	.084	.328	3.293	.002	.715	1.399

a. Dependent Variable: Kinerja\_Guru