LAMPIRAN

Lampiran 1. Kuisioner

LAMPIRAN

KUESIONER PENELITIAN

MODEL PENINGKATAN KINERJA BERBASIS *KOMPETENSI* DAN

BEBAN KERJA DENGAN KEPUASAN KERJA SEBAGAI INTERVENING

(Studi Empirik Pada Guru di MTS kec Demak)

I. Identitas Responden

1) No. Responden : (_____ / _____ / _____ / _____) diisi oleh peneliti
2) Tanggal/Bulan/Tahun : _____(_____ / / ____)
3) Umur : ..... Tahun
4) Jenis Kelamin : 1. Laki-laki
   2. Perempuan
5) Pendidikan :1. SD
   2. SMP
   3. SMA
   4. D3
   5. S1
   6. S2
6) Masa Kerja : ..... Tahun

Daftar Angket Penelitian

Kompetensi

No	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Mematuhi nilai dan norma yang berlaku dalam lingkungan sekolah					
	Bagaimana sikap anda terhadap nilai-nilai yang berlaku dalam lingkungan sekolah Jawab :					
2	Mempunyai keterampilan untuk melakuan tugas-tugas sesuai dengan standar dalam mengajar					
	Sebut dan jelaskan keterampilan yang di miliki Jawab :					
3	Ketika terjadi permasalahan saya dapat menyelesaikan dengan pengetahuan yang saya miliki					
	Jelaskan apa yang anda lakukan saat terjadi permasalahan Jawab :					

Beban kerja

No	Pertanyaan	STS	TS	N	S	SS
		1	2	3	4	5
1	Harus mencapai target yang sudah di tentukan					
	Jelaskan target apa yang harus di capai dan bagaimana kalau tidak tercapai Jawab :					
2	Mengetahui kondisi pekerjaan dan mampu menyelesaikan permasalahan dalam pekerjaan					
	Bagaiana kondisi perkerjaan yang ada saat					

	ini Jawab :					
3	Dalam mengajar sudah sesuai dengan standar yang sudah ditentukan					
	Jelaskan standar pekerjaan yang harus di capai Jawab :					

Kepuasan kerja

No	Pertanyaan	STS	TS	N	S	SS
		1	2	3	4	5
1	Merasa puas dengan gaji yang saya terima saat ini					
	Dengan gaji yang anda terima saat iniapakah dapat memberikan dorongan untuk bekerja lebih baik					
2	Merasa puas dengan pekerjaan yang saya jalani saat ini					
	Apa yang membuat anda puas dan tidak puas dengan pekerjaan yang anda jalani Jawab :					
3	Pekerjaan saya memberi peluang untuk mempersiapkan kemajuan saya dimasa yang akan dating					
	Dalam pekerjaan anda sekarang adakah kenaikan jabatan Jawab :					

Kinerja

No	Pertanyaan	STS	TS	N	S	SS
		1	2	3	4	5
1	Hasil pekerjaan saya sesuai dengan standar kualitas					
	Standar kualitas yang seperti apayang sesuai dengan pekerjaan anda Jawab :					
2	Dapat memenuhi tujuan atau target yang diharapkan dalam mengajar					
	Dalam mengajar, tujuan dan target apa yang anda harapkan, jelaskan Jawab :					
3	Dapat menyelesaikan pekerjaan dengan tepat waktu.					
	Dorongan apa yang membuat anda mengerjakan tugas dengan cepat Jawab :					

Lampiran 2. Data Tabulasi

x1.1	x1.2	x1.3	x1	x2.1	x2.2	x2.3	x2	y1.1	y1.2	y1.3	y1	y2.1	y2.2	y2.3	y2
4	3	4	11	5	4	4	13	3	4	3	10	4	4	4	12
5	4	5	14	5	4	5	14	3	4	4	11	4	5	4	13
4	4	4	12	4	3	4	11	3	3	3	9	4	4	3	11
5	5	5	15	4	4	4	12	4	5	4	13	4	5	4	13
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4	3	4	11	3	3	4	10	3	3	3	9	3	3	3	9
3	4	4	11	4	5	3	12	3	3	3	9	3	3	3	9
5	5	4	14	4	4	4	12	4	4	3	11	4	5	5	14
5	5	5	15	4	5	5	14	4	4	4	12	5	5	5	15
4	4	4	12	3	4	3	10	3	3	3	9	4	3	4	11
4	4	4	12	4	3	3	10	3	4	3	10	3	4	4	11
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5	5	4	14	4	5	5	14	4	5	4	13	5	5	4	14
4	4	4	12	3	4	4	11	4	4	3	11	4	3	3	10
5	5	5	15	5	5	5	15	4	5	5	14	4	4	4	12
5	5	5	15	5	5	5	15	4	4	4	12	5	5	5	15

Lampiran 3. Hasil Distribusi

ANALISIS DESKRIPTIF

Frequencies

X1

Statistics

		x1.1	x1.2	x1.3	Kompetensi
N	Valid	104	104	104	104
	Missing	0	0	0	0
Mean		3.9904	3.9712	4.0962	12.0577
Median		4.0000	4.0000	4.0000	12.0000
Std. Deviation		.70360	.71674	.64641	1.73947

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	26	25.0	25.0	25.0
	4.00	53	51.0	51.0	76.0
	5.00	25	24.0	24.0	100.0
	Total	104	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	28	26.9	26.9	26.9
	4.00	51	49.0	49.0	76.0
	5.00	25	24.0	24.0	100.0
	Total	104	100.0	100.0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	17	16.3	16.3	16.3
	4.00	60	57.7	57.7	74.0
	5.00	27	26.0	26.0	100.0
	Total	104	100.0	100.0	

X2

Statistics

		x2.1	x2.2	x2.3	BebanKerja
N	Valid	104	104	104	104
	Missing	0	0	0	0
Mean		3.9615	3.8269	3.8750	11.6635
Median		4.0000	4.0000	4.0000	12.0000
Std. Deviation		.69566	.84120	.73323	1.95885

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	27	26.0	26.0	26.0
	4.00	54	51.9	51.9	77.9
	5.00	23	22.1	22.1	100.0
	Total	104	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	4.8	4.8	4.8
	3.00	32	30.8	30.8	35.6
	4.00	43	41.3	41.3	76.9
	5.00	24	23.1	23.1	100.0
	Total	104	100.0	100.0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	1.9	1.9	1.9
	3.00	29	27.9	27.9	29.8
	4.00	53	51.0	51.0	80.8
	5.00	20	19.2	19.2	100.0
	Total	104	100.0	100.0	

Y1

Statistics

		y1.1	y1.2	y1.3	KepuasanKerja
N	Valid	104	104	104	104
	Missing	0	0	0	0
Mean		3.5288	3.8365	3.7019	11.0673
Median		4.0000	4.0000	4.0000	11.0000
Std. Deviation		.73678	.86024	.70889	2.06809

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	9	8.7	8.7	8.7
	3.00	37	35.6	35.6	44.2
	4.00	52	50.0	50.0	94.2
	5.00	6	5.8	5.8	100.0
	Total	104	100.0	100.0	

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	3.8	3.8	3.8
	3.00	36	34.6	34.6	38.5
	4.00	37	35.6	35.6	74.0
	5.00	27	26.0	26.0	100.0
	Total	104	100.0	100.0	

y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	2.9	2.9	2.9
	3.00	37	35.6	35.6	38.5
	4.00	52	50.0	50.0	88.5
	5.00	12	11.5	11.5	100.0
	Total	104	100.0	100.0	

Y2

Statistics

		y2.1	y2.2	y2.3	Kinerja Guru
N	Valid	104	104	104	104
	Missing	0	0	0	0
Mean		3.8750	3.9038	3.9231	11.7019
Median		4.0000	4.0000	4.0000	12.0000
Std. Deviation		.69236	.84209	.73329	1.98480

y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	1.9	1.9	1.9
	3.00	26	25.0	25.0	26.9
	4.00	59	56.7	56.7	83.7
	5.00	17	16.3	16.3	100.0
	Total	104	100.0	100.0	

y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	39	37.5	37.5	38.5
	4.00	33	31.7	31.7	70.2
	5.00	31	29.8	29.8	100.0
	Total	104	100.0	100.0	

y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	1.0	1.0	1.0
	3.00	29	27.9	27.9	28.8
	4.00	51	49.0	49.0	77.9
	5.00	23	22.1	22.1	100.0
	Total	104	100.0	100.0	

HASIL UJI VALIDITAS

Correlations

		x1.1	x1.2	x1.3	Kompetensi
x1.1	Pearson Correlation	1	.616**	.472**	.833**
	Sig. (2-tailed)		.000	.000	.000
	N	104	104	104	104
x1.2	Pearson Correlation	.616**	1	.593**	.881**
	Sig. (2-tailed)	.000		.000	.000
	N	104	104	104	104
x1.3	Pearson Correlation	.472**	.593**	1	.807**
	Sig. (2-tailed)	.000	.000		.000
	N	104	104	104	104
Kompetensi	Pearson Correlation	.833**	.881**	.807**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	104	104	104	104

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

Correlations

		x2.1	x2.2	x2.3	BebanKerja
x2.1	Pearson Correlation	1	.586**	.561**	.817**
	Sig. (2-tailed)		.000	.000	.000
	N	104	104	104	104
x2.2	Pearson Correlation	.586**	1	.689**	.895**
	Sig. (2-tailed)	.000		.000	.000
	N	104	104	104	104
x2.3	Pearson Correlation	.561**	.689**	1	.869**
	Sig. (2-tailed)	.000	.000		.000
	N	104	104	104	104
BebanKerja	Pearson Correlation	.817**	.895**	.869**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	104	104	104	104

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

Correlations

		y1.1	y1.2	y1.3	KepuasanKerja
y1.1	Pearson Correlation	1	.735**	.639**	.881**
	Sig. (2-tailed)		.000	.000	.000
	N	104	104	104	104
y1.2	Pearson Correlation	.735**	1	.731**	.929**
	Sig. (2-tailed)	.000		.000	.000
	N	104	104	104	104
y1.3	Pearson Correlation	.639**	.731**	1	.875**
	Sig. (2-tailed)	.000	.000		.000
	N	104	104	104	104
KepuasanKerja	Pearson Correlation	.881**	.929**	.875**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	104	104	104	104

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

Correlations

		y2.1	y2.2	y2.3	Kinerja Guru
y2.1	Pearson Correlation	1	.645**	.535**	.820**
	Sig. (2-tailed)		.000	.000	.000
	N	104	104	104	104
y2.2	Pearson Correlation	.645**	1	.743**	.924**
	Sig. (2-tailed)	.000		.000	.000
	N	104	104	104	104
y2.3	Pearson Correlation	.535**	.743**	1	.871**
	Sig. (2-tailed)	.000	.000		.000
	N	104	104	104	104
Kinerja Guru	Pearson Correlation	.820**	.924**	.871**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	104	104	104	104

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

HASIL UJI RELIABILITAS

(X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.793	3

X2

Reliability Statistics

Cronbach's Alpha	N of Items
.824	3

Y1

Reliability Statistics

Cronbach's Alpha	N of Items
.874	3

Y2

Reliability Statistics

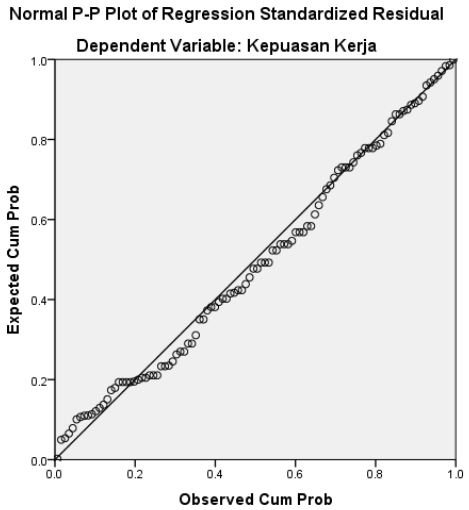
Cronbach's Alpha	N of Items
.843	3

HASIL UJI ASUMSI KLASIK

1. UjiNormalitas (*Probability Plot*& Kolmogorov-Smirnov)

Persamaan 1

Chart



NPar Tests

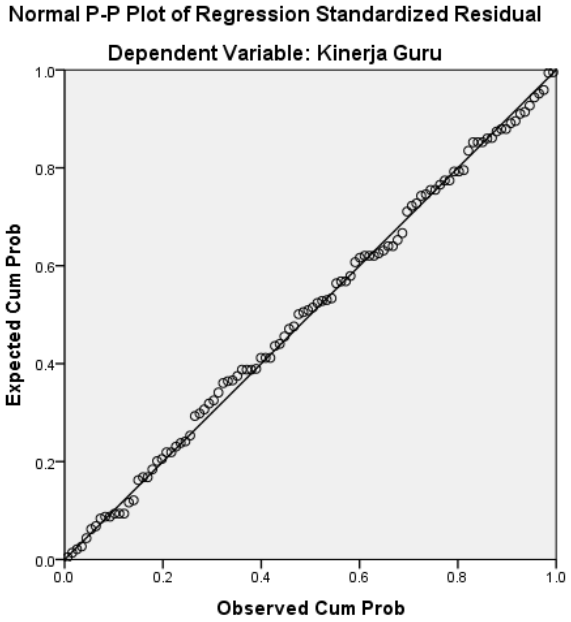
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		104
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.47649448
Most Extreme Differences	Absolute	.060
	Positive	.060
	Negative	-.050
Kolmogorov-Smirnov Z		.612
Asymp. Sig. (2-tailed)		.848

a. Test distribution is Normal.

b. Calculated from data.

Persamaan 2



NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		104
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.12679084
Most Extreme Differences	Absolute	.041
	Positive	.034
	Negative	-.041
Kolmogorov-Smirnov Z		.418
Asymp. Sig. (2-tailed)		.995

a. Test distribution is Normal.

b. Calculated from data.

2. UjiMultikolinearitas (Nilai*Tolerance*& VIF)

Model 1

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	Kompetensi	.425	2.350
	BebanKerja	.425	2.350

a. Dependent Variable: KepuasanKerja

Model 2

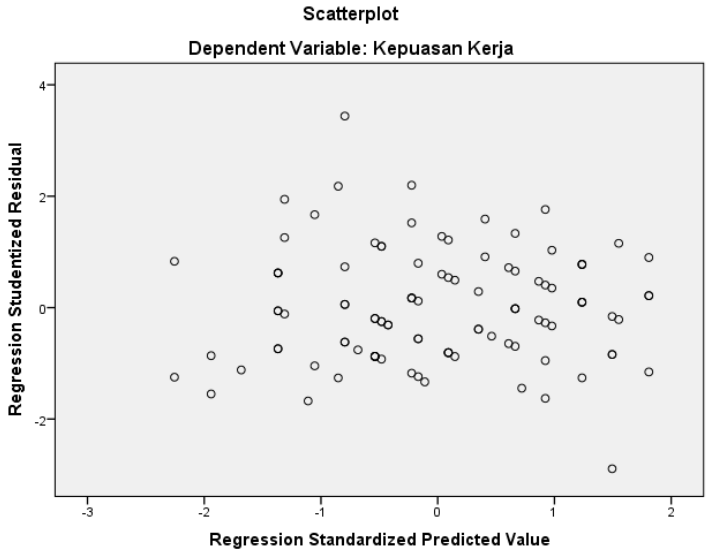
Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	Kompetensi	.393	2.544
	BebanKerja	.368	2.715
	KepuasanKerja	.510	1.962

a. Dependent Variable: Kinerja Guru

3. UjiHeterokedastisitas

Model 1



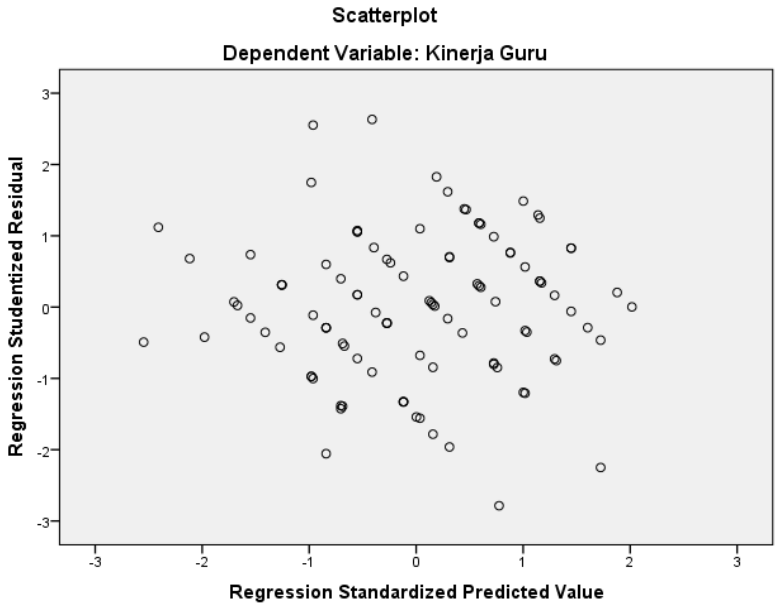
UjiGletzer

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.855	.624		2.971	.004
	Kompetensi	.015	.078	.029	.195	.846
	BebanKerja	-.074	.069	-.163	-1.080	.283

a. Dependent Variable: AbsResidual1

Model 2 heteroskedastisitas



UjiGletzer

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.007	.483		2.084	.040
	Kompetensi	-.093	.062	-.235	-1.497	.137
	BebanKerja	.033	.057	.094	.582	.562
	KepuasanKerja	.056	.046	.167	1.213	.228

a. Dependent Variable: AbsResidual2

HASIL UJI REGRESI LINEAR BERGANDA

Output Regresipersamaan 1

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	BebanKerja, Kompetensi[b]	.	Enter

a. Dependent Variable: KepuasanKerja

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.700[a]	.490	.480	1.49104

a. Predictors: (Constant), BebanKerja, Kompetensi

b. Dependent Variable: KepuasanKerja

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	215.985	2	107.993	48.575	.000[b]
	Residual	224.544	101	2.223		
	Total	440.529	103			

a. Dependent Variable: KepuasanKerja

b. Predictors: (Constant), BebanKerja, Kompetensi

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.251	1.041		1.201	.232
	Kompetensi	.374	.129	.314	2.887	.005
	BebanKerja	.455	.115	.431	3.959	.000

a. Dependent Variable: KepuasanKerja

Regression

Persamaan 2

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	KepuasanKerja, Kompetensi, BebanKerja[b]	.	Enter

a. Dependent Variable: Kinerja Guru

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.823[a]	.678	.668	1.14357

a. Predictors: (Constant), KepuasanKerja, Kompetensi, BebanKerja

b. Dependent Variable: Kinerja Guru

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	274.985	3	91.662	70.091	.000[b]
	Residual	130.775	100	1.308		
	Total	405.760	103			

a. Dependent Variable: Kinerja Guru

b. Predictors: (Constant), KepuasanKerja, Kompetensi, BebanKerja

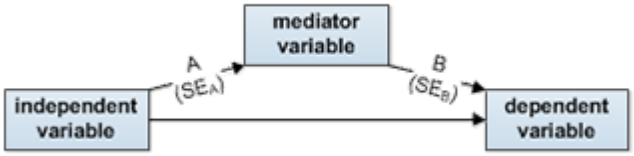
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.065	.804		1.324	.188
	Kompetensi	.226	.103	.198	2.183	.031
	BebanKerja	.225	.095	.222	2.377	.019
	KepuasanKerja	.478	.076	.498	6.263	.000

a. Dependent Variable: Kinerja Guru

UjiSobel

Kompetensi terhadap Kinerja Guru melalui Kepuasan kerja



A: 0.314

B: 0.498

SE_A: 0.129

SE_B: 0.076

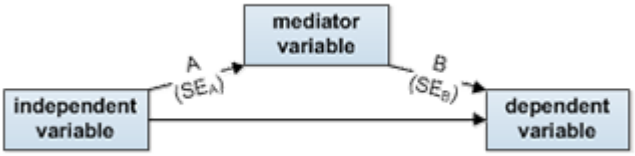
Calculate!

Sobel test statistic: 2.28176371

One-tailed probability: 0.01125165

Two-tailed probability: 0.02250329

Beban Kerja terhadap Kinerja Guru melalui Kepuasan kerja



A: 0.431

B: 0.498

SE_A: 0.115

SE_B: 0.076

Calculate!

Sobel test statistic: 3.25328294

One-tailed probability: 0.00057040

Two-tailed probability: 0.00114080