

LAMPIRAN 1**ANGKET PENELITIAN**

Dengan Hormat,

Kami mohon Bapak / Ibu bersedia menjawab daftar pertanyaan di bawah ini.

Bapak/Ibu dimohon memilih salah satu jawaban yang paling sesuai dari jawaban yang telah disediakan dengan memberi tanda silang pada kolom yang tersedia.

PROFIL RESPONDEN

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1. N a m a :
2. Gender : Pria/Wanita
3. Pendidikan : SMA DIII DIV S1 S2
4. Masa Kerja : 4-8 th 9-12 th 12-16 th >16 th
5. Golongan : Gol. I Gol.II Gol.III Gol.IV

LAMPIRAN1

KUESIONER

Petunjuk:

Berikan tanda silang (X) pada penilaian Bapak/Ibu/Saudara selama menjalani pekerjaan sehari-hari dengan kriteria sebagai berikut:

*Sangat**Tidak**Setuju*

1

2

3

4

5

*Sangat**Setuju***A. Kinerja**

No.	Pernyataan	Skor				
		STS	TS	CS	S	SS
1.	Kualitas kinerja yang dihasilkan sudah sesuai dengan prosedur yang direncanakan					
2.	Kuantitas kinerja yang dihasilkan sudah sesuai dengan target					
3.	Selalu efektif dalam penyelesaian pekerjaan					
4.	Dalam melaksanakan pekerjaan tidak bergantung pada orang lain					

	Apakah yang anda usulkan untuk meningkatkan kinerja di organisasi anda?
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B. Kompetensi Profesional

No.	Pernyataan	Skor				
		STS	TS	CS	S	SS
1.	Seorang guru dalam menjelaskan materi pembelajaran tanpa melihat isibuku yang berkaitan dengan materi					
2.	Dalam menyampaikan bahan pelajaran, Seorang guru menjelaskan materi hanya berpaku pada buku ajardan memberikan contoh sehingga apa yang disampaikan mudah dimengerti.					
	Kompetensiprofesional yang seperti apa supaya menunjang hasil kerja anda?					

C. Komitmen afektif

No.	Pernyataan	Skor				
		STS	TS	CS	S	SS
1.	Merasa keberatan apabila diminta untuk mengerjakan pekerjaan diluar tanggung jawab yang sesuai job discription.					
2.	Selalu bersedia berdiskusi dengan orang lain tentang organisasi					
Jelaskan komitmen afektif yang ada pada diri anda ?						

D. ICT

No.	Pernyataan	Skor				
		STS	TS	CS	S	SS
1.	Dalam menyampaikan bahan pelajaran, seorang guru sering menggunakan menggunakan internet sebagai penunjang pembelajaran					
2.	Dalam proses pembelajaran sekolah menyediakan tenaga khusus dalam pemanfaatan ICT					
Pemanfaatan ICT yang bagaimana yang dapat menunjang kinerja anda?						

LAMPIRAN 3

DEKRIPSI FREKUENSI RESPONDEN

GENDER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	127	42,3	42,3	42,3
	Wanita	173	57,7	57,7	100,0
	Total	300	100,0	100,0	

TINGKAT PENDIDIKAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	DIII	40	13,3	13,3	13,3
	DIV	24	8,0	8,0	21,3
	S1	201	67,0	67,0	88,3
	S2	35	11,7	11,7	100,0
	Total	300	100,0	100,0	

MASA KERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 16 th	47	15,7	15,7	15,7
	12-16 th	182	60,7	60,7	76,3
	4-8 th	30	10,0	10,0	86,3
	9-12 th	41	13,7	13,7	100,0
	Total	300	100,0	100,0	

GOLONGAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	II	17	5,7	5,7	5,7
	III	242	80,7	80,7	86,3
	IV	41	13,7	13,7	100,0
	Total	300	100,0	100,0	

LAMPIRAN 4

DESKRIPSI FREKUENSI VARIABEL

Kompetensi (X)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	300	1	5	3,36	,946
X1.2	300	1	5	3,66	,946
Valid N (listwise)	300				

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	1,0	1,0	1,0
2	58	19,3	19,3	20,3
3	98	32,7	32,7	53,0
4	109	36,3	36,3	89,3
5	32	10,7	10,7	100,0
Total	300	100,0	100,0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	3	1,0	1,0	1,0
2	37	12,3	12,3	13,3
3	73	24,3	24,3	37,7
4	133	44,3	44,3	82,0
5	54	18,0	18,0	100,0
Total	300	100,0	100,0	

Komitmen Afektif (Y1)

Descriptive Statistics

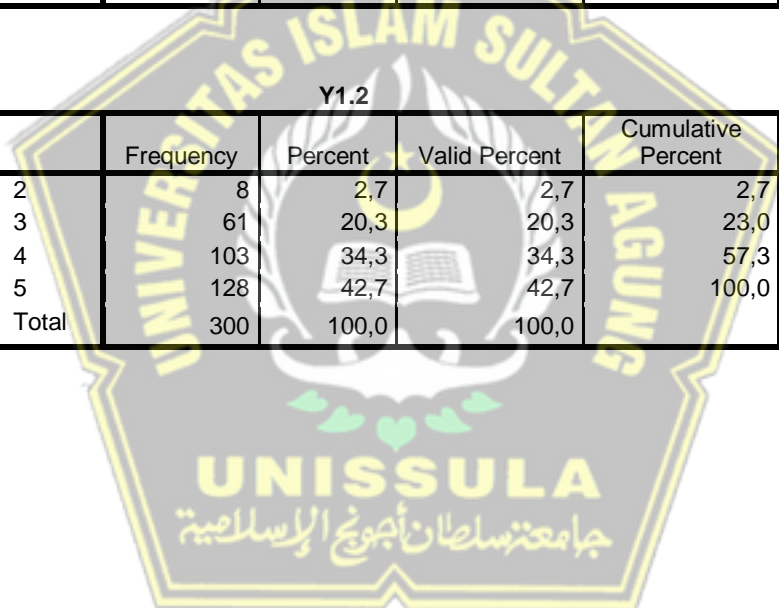
	N	Minimum	Maximum	Mean	Std. Deviation
Y1.1	300	2	5	4,28	,866
Y1.2	300	2	5	4,17	,843
Valid N (listwise)	300				

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	14	4,7	4,7	4,7
3	40	13,3	13,3	18,0
4	94	31,3	31,3	49,3
5	152	50,7	50,7	100,0
Total	300	100,0	100,0	

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	2,7	2,7	2,7
3	61	20,3	20,3	23,0
4	103	34,3	34,3	57,3
5	128	42,7	42,7	100,0
Total	300	100,0	100,0	



ICT (Z)

Descriptive Statistics

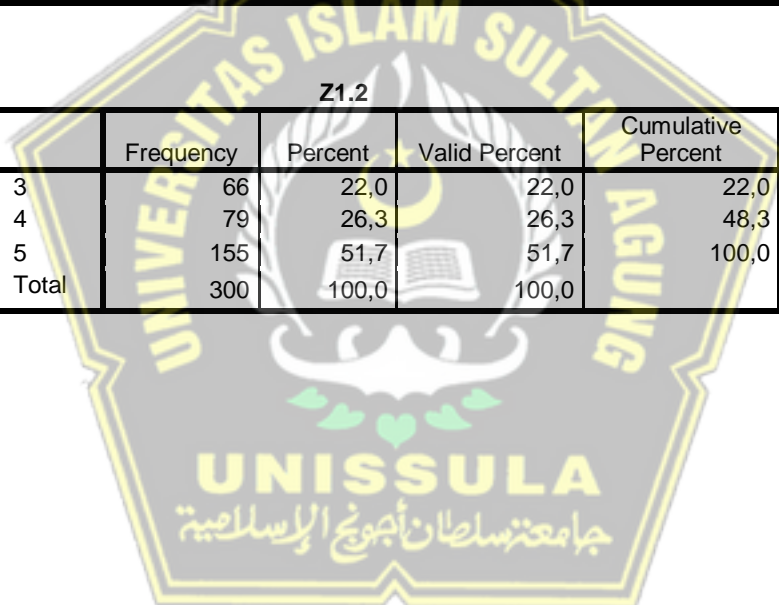
	N	Minimum	Maximum	Mean	Std. Deviation
Z1.1	300	2	5	4,58	,691
Z1.2	300	3	5	4,30	,807
Valid N (listwise)	300				

Z1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	2,0	2,0	2,0
3	17	5,7	5,7	7,7
4	73	24,3	24,3	32,0
5	204	68,0	68,0	100,0
Total	300	100,0	100,0	

Z1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	66	22,0	22,0	22,0
4	79	26,3	26,3	48,3
5	155	51,7	51,7	100,0
Total	300	100,0	100,0	



Kinerja Guru (Y2)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y2.1	300	2	5	4,26	,981
Y2.2	300	2	5	4,24	1,032
Y2.3	300	2	5	4,09	1,039
Y2.4	300	2	5	4,13	1,052
Valid N (listwise)	300				

Y2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	29	9,7	9,7	9,7
3	28	9,3	9,3	19,0
4	79	26,3	26,3	45,3
5	164	54,7	54,7	100,0
Total	300	100,0	100,0	

Y2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	29	9,7	9,7	9,7
3	45	15,0	15,0	24,7
4	51	17,0	17,0	41,7
5	175	58,3	58,3	100,0
Total	300	100,0	100,0	

Y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	29	9,7	9,7	9,7
3	62	20,7	20,7	30,3
4	62	20,7	20,7	51,0
5	147	49,0	49,0	100,0
Total	300	100,0	100,0	

Y2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	29	9,7	9,7	9,7
3	62	20,7	20,7	30,3
4	51	17,0	17,0	47,3
5	158	52,7	52,7	100,0
Total	300	100,0	100,0	

LAMPIRAN 5

UJI VALIDITAS

Factor Analysis Kompetensi(X)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,815
Bartlett's Test of Sphericity	Approx. Chi-Square	209,413
	df	1
	Sig.	,000

Communalities

	Initial	Extraction
X1.1	1,000	,855
X1.2	1,000	,855

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,711	85,544	85,544	1,711	85,544	85,544
2	,289	14,456	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
X1.1	,925
X1.2	,831

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Factor Analysis Komitmen Afektif (Y1)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,738
Bartlett's Test of Sphericity	Approx. Chi-Square	245,842
	df	1
	Sig.	,000

Communalities

	Initial	Extraction
Y1.1	1,000	,875
Y1.2	1,000	,875

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,750	87,495	87,495	1,750	87,495	87,495
2	,250	12,505	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
Y1.1	,935
Y1.2	,827

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Factor Analysis ICT (Z)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,762
Bartlett's Test of Sphericity	Approx. Chi-Square	84,874
	df	1
	Sig.	,000

Communalities

	Initial	Extraction
Z1.1	1,000	,749
Z1.2	1,000	,749

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,498	74,910	74,910	1,498	74,910	74,910
2	,502	25,090	100,000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
Z1.1	,866
Z1.2	,917

Extraction Method:
Principal Component
Analysis.
a. 1 components
extracted.

LAMPIRAN 6

UJI RELIABILITAS

ReliabilityKompetensi (X)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,831	2

Item Statistics

	Mean	Std. Deviation	N
X1.1	3,36	,946	300
X1.2	3,66	,946	300

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	3,66	,894	,711	,812
X1.2	3,36	,894	,711	,801

ReliabilityKomitmen Afektif (Y1)

Oooooooooooooooooo''/

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,857	2

Item Statistics

	Mean	Std. Deviation	N
Y1.1	4,28	,866	300
Y1.2	4,17	,843	300

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	4,17	,710	,750	,713
Y1.2	4,28	,751	,750	,722

Reliability ICT (Z)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,760	2

Item Statistics

	Mean	Std. Deviation	N
Z1.1	4,58	,691	300
Z1.2	4,30	,807	300

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z1.1	4,30	,651	,498	,718
Z1.2	4,58	,478	,498	,732

Reliability Kinerja Guru (Y2)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	300	100,0
	Excluded ^a	0	,0
	Total	300	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,986	4

Item Statistics

	Mean	Std. Deviation	N
Y2.1	4,26	,981	300
Y2.2	4,24	1,032	300
Y2.3	4,09	1,039	300
Y2.4	4,13	1,052	300

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	12,46	9,493	,945	,986
Y2.2	12,48	9,080	,968	,980
Y2.3	12,63	9,024	,972	,979
Y2.4	12,59	8,958	,969	,980

KOEFISIEN JALUR

	T Statistik (O/STDEV)	P Values
Efek Moderasi I ICTmemoderasiKompetensi ->Komitmen Afektif	0,415	0,073
Efek Moderasi II ICTmemoderasiKompetensi -> Kinerja Guru	0,343	0,092
Efek Moderasi III ICTmemoderasiKomitmen Afektif -> Kinerja Guru	0,160	0,108
Kompetensi ->Komitmen Afektif	0,715	0,046
Kompetensi -> Kinerja Guru	1,002	0,032
Komitmen Afektif -> Kinerja Guru	0,681	0,048

