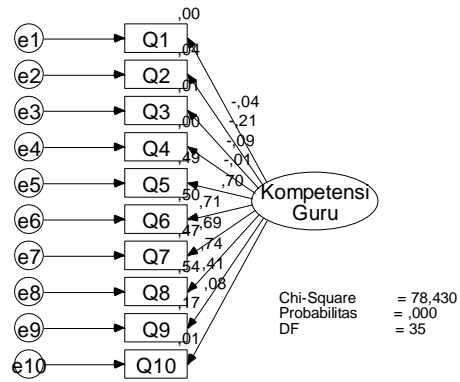
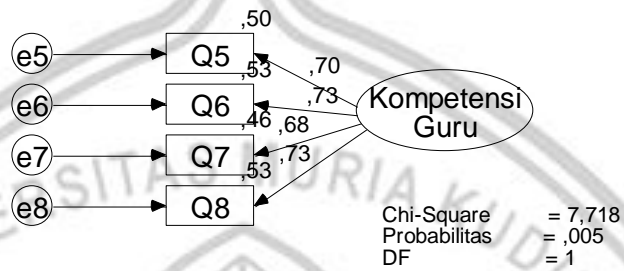




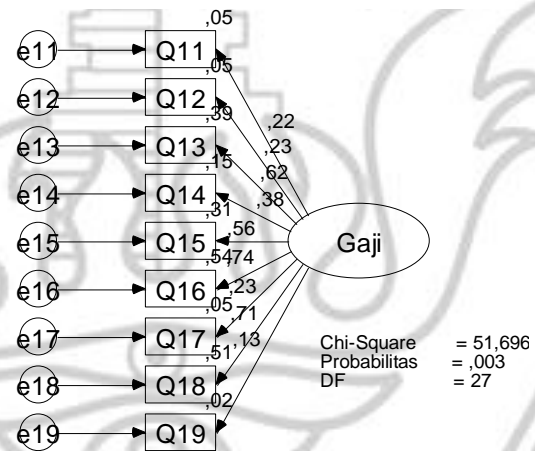
LAMPIRAN
UJI VALIDITAS



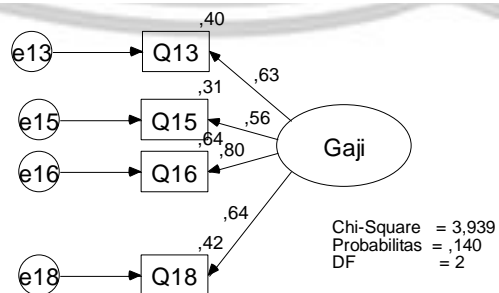
Gambar 1. Uji Validitas Kompetensi Guru



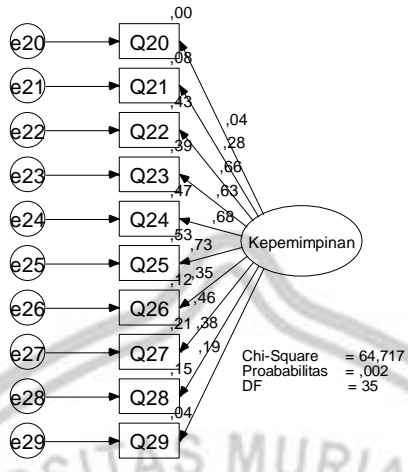
Gambar 2. Uji Validitas Kompetensi Guru Tahap 2



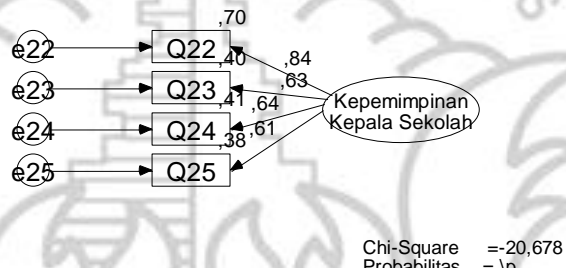
Gambar 3. Uji Validitas Variabel Gaji



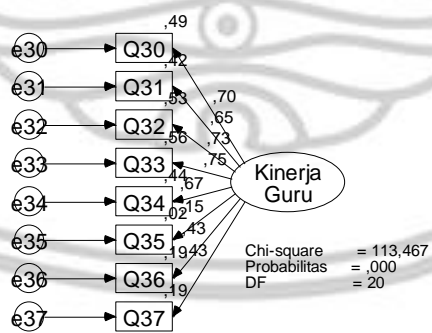
Gambar 4. Uji Validitas Variabel Gaji tahap 2



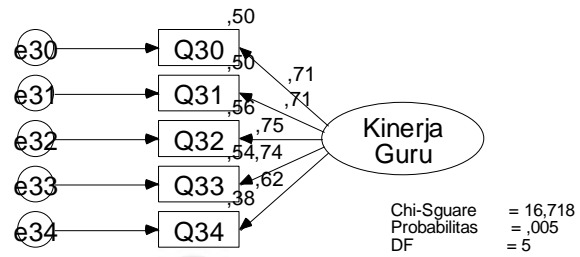
Gambar 5. Uji Validitas Kepemimpinan Tahap 1



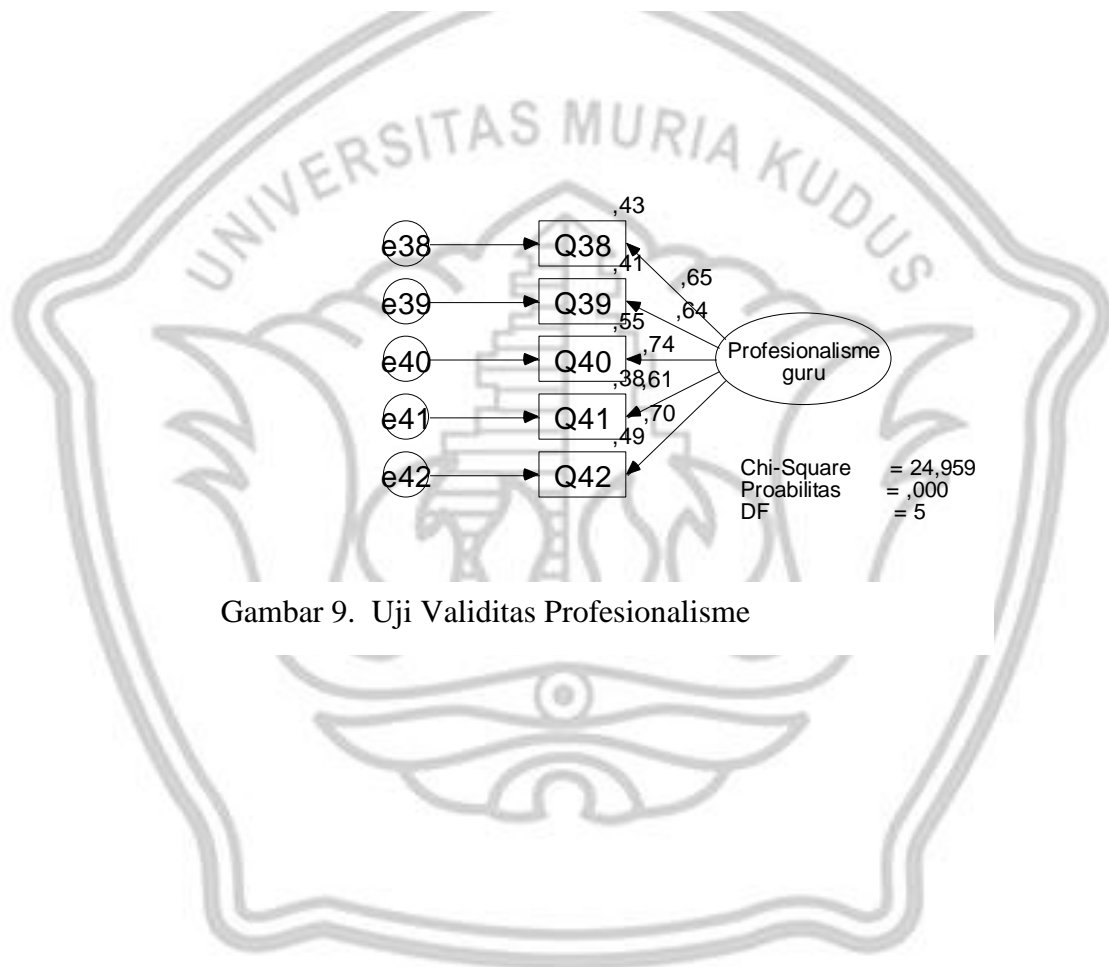
Gambar 6. Uji Validitas Kepemimpinan Tahap 2



Gambar 7. Uji Validitas Kinerja guru Tahap 1



Gambar 7. Uji Validitas Kinerja guru Tahap 2



Gambar 9. Uji Validitas Profesionalisme



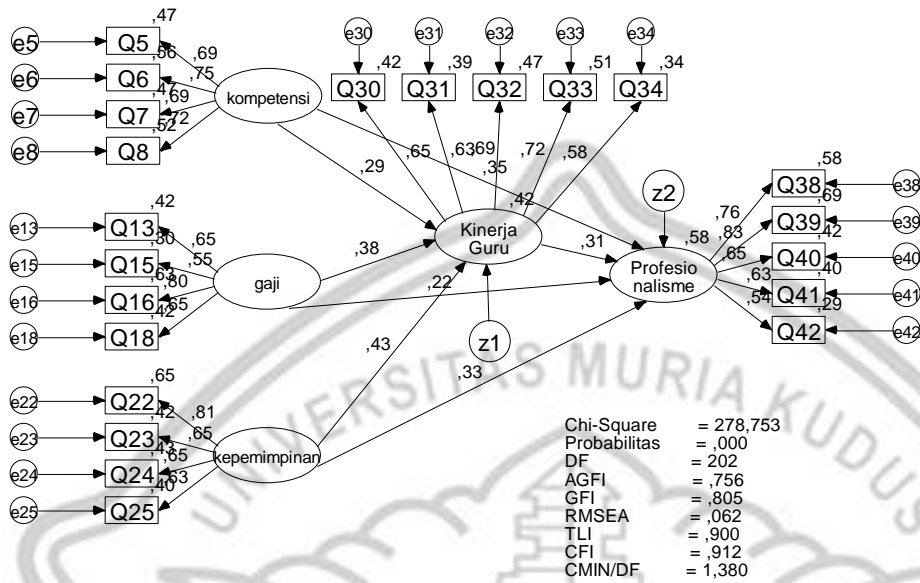
LAMPIRAN
UJI RELIABILITAS

| | | | Estimate | ME | <i>ej</i> |
|-----|------|-----------------|----------|-------|-----------|
| Q1 | <--- | Kompetensi guru | 0,694 | 0,481 | 0,519 |
| Q4 | <--- | Kompetensi guru | 0,766 | 0,587 | 0,413 |
| Q5 | <--- | Kompetensi guru | 0,653 | 0,427 | 0,573 |
| Q6 | <--- | Kompetensi guru | 0,589 | 0,347 | 0,653 |
| | | | 2,702 | | |
| | | | 7,301 | | 2,158 |
| Q8 | <--- | Gaji | 0,566 | 0,321 | 0,679 |
| Q10 | <--- | Gaji | 0,692 | 0,479 | 0,521 |
| Q11 | <--- | Gaji | 0,644 | 0,415 | 0,585 |
| Q12 | <--- | Gaji | 0,675 | 0,455 | 0,545 |
| | | | 2,577 | | |
| | | | 6,641 | | 2,33 |
| Q15 | <--- | Kepemimpinan | 0,835 | 0,698 | 0,302 |
| Q16 | <--- | Kepemimpinan | 0,675 | 0,455 | 0,545 |
| Q17 | <--- | Kepemimpinan | 0,666 | 0,444 | 0,556 |
| Q18 | <--- | Kepemimpinan | 0,659 | 0,434 | 0,566 |
| | | | 2,835 | | |
| | | | 8,037 | | 1,969 |
| Q20 | <--- | Kinerja guru | 0,605 | 0,366 | 0,634 |
| Q21 | <--- | Kinerja guru | 0,63 | 0,397 | 0,603 |
| Q22 | <--- | Kinerja guru | 0,651 | 0,424 | 0,576 |
| Q23 | <--- | Kinerja guru | 0,649 | 0,421 | 0,579 |
| Q24 | <--- | Kinerja guru | 0,524 | 0,275 | 0,725 |
| | | | 3,059 | | |
| | | | 9,357 | | 3,117 |
| Q26 | <--- | Profesionalisme | 0,638 | 0,408 | 0,592 |
| Q27 | <--- | Profesionalisme | 0,793 | 0,628 | 0,372 |
| Q28 | <--- | Profesionalisme | 0,648 | 0,42 | 0,580 |
| Q29 | <--- | Profesionalisme | 0,639 | 0,408 | 0,592 |
| Q30 | <--- | Profesionalisme | 0,551 | 0,304 | 0,696 |
| Q33 | <--- | Profesionalisme | 0,530 | 0,281 | 0,719 |
| | | | 3,799 | | |
| | | | 14,432 | | 3,551 |
| | | Kompetensi guru | 0,7719 | | |
| | | Gaji | 0,7403 | | |
| | | Kepemimpinan | 0,8032 | | |
| | | Kinerja guru | 0,7501 | | |
| | | Profesionalisme | 0,8025 | | |

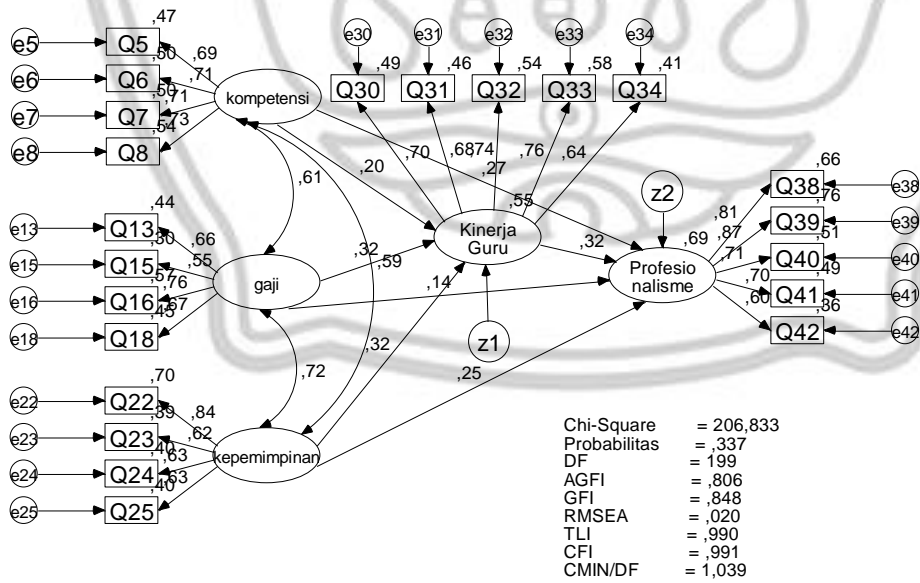


LAMPIRAN
KONSTRUK AWAL

MODEL KONSTRUK AWAL



MODEL KONSTRUK REVISI



Modul Konstruk Awal

Model Fit Summary

CMIN

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|----------|-----|------|---------|
| Default model | 51 | 278,753 | 202 | ,000 | 1,380 |
| Saturated model | 253 | ,000 | 0 | | |
| Independence model | 22 | 1105,195 | 231 | ,000 | 4,784 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | ,100 | ,805 | ,756 | ,643 |
| Saturated model | ,000 | 1,000 | | |
| Independence model | ,180 | ,255 | ,184 | ,233 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | ,748 | ,712 | ,915 | ,900 | ,912 |
| Saturated model | 1,000 | | 1,000 | | 1,000 |
| Independence model | ,000 | ,000 | ,000 | ,000 | ,000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | ,874 | ,654 | ,798 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 1,000 | ,000 | ,000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|---------|---------|---------|
| Default model | 76,753 | 36,877 | 124,680 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 874,195 | 774,423 | 981,481 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|--------|-------|-------|-------|
| Default model | 2,816 | ,775 | ,372 | 1,259 |
| Saturated model | ,000 | ,000 | ,000 | ,000 |
| Independence model | 11,164 | 8,830 | 7,822 | 9,914 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | ,062 | ,043 | ,079 | ,139 |
| Independence model | ,196 | ,184 | ,207 | ,000 |

AIC

| Model | AIC | BCC | BIC | CAIC |
|--------------------|----------|----------|----------|----------|
| Default model | 380,753 | 411,621 | 513,616 | 564,616 |
| Saturated model | 506,000 | 659,132 | 1165,108 | 1418,108 |
| Independence model | 1149,195 | 1162,510 | 1206,508 | 1228,508 |

ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|--------|--------|--------|--------|
| Default model | 3,846 | 3,443 | 4,330 | 4,158 |
| Saturated model | 5,111 | 5,111 | 5,111 | 6,658 |
| Independence model | 11,608 | 10,600 | 12,692 | 11,743 |

HOELTER

| Model | HOELTER .05 | HOELTER .01 |
|--------------------|----------------|----------------|
| Default model | 84 | 90 |
| Independence model | 24 | 26 |

Covariances: (Group number 1 - Default model)

| | | | M.I. | Par Change |
|------------|------|--------------|--------|------------|
| gaji | <--> | kepemimpinan | 30,005 | ,153 |
| kompetensi | <--> | kepemimpinan | 21,458 | ,125 |
| kompetensi | <--> | gaji | 20,675 | ,139 |
| e41 | <--> | e42 | 9,206 | ,105 |
| e38 | <--> | e40 | 7,160 | -,071 |
| e38 | <--> | e39 | 5,152 | ,049 |
| e33 | <--> | e34 | 9,795 | ,078 |
| e22 | <--> | gaji | 9,239 | ,093 |
| e22 | <--> | kompetensi | 5,510 | ,070 |
| e24 | <--> | e38 | 4,795 | -,062 |
| e24 | <--> | e31 | 4,237 | ,060 |
| e13 | <--> | kepemimpinan | 4,617 | ,057 |
| e16 | <--> | e22 | 4,122 | ,061 |
| e18 | <--> | kompetensi | 6,545 | ,089 |
| e7 | <--> | e33 | 8,541 | ,073 |

MODEL REVISI

Model Fit Summary

CMIN

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|----------|-----|------|---------|
| Default model | 54 | 206,833 | 199 | ,337 | 1,039 |
| Saturated model | 253 | ,000 | 0 | | |
| Independence model | 22 | 1105,195 | 231 | ,000 | 4,784 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | ,028 | ,848 | ,806 | ,667 |
| Saturated model | ,000 | 1,000 | | |
| Independence model | ,180 | ,255 | ,184 | ,233 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | ,813 | ,783 | ,991 | ,990 | ,991 |
| Saturated model | 1,000 | | 1,000 | | 1,000 |
| Independence model | ,000 | ,000 | ,000 | ,000 | ,000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | ,861 | ,700 | ,854 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 1,000 | ,000 | ,000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|---------|---------|---------|
| Default model | 7,833 | ,000 | 46,179 |
| Saturated model | ,000 | ,000 | ,000 |
| Independence model | 874,195 | 774,423 | 981,481 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|---------------|-------|------|-------|-------|
| Default model | 2,089 | ,079 | ,000 | ,466 |

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|--------|-------|-------|-------|
| Saturated model | ,000 | ,000 | ,000 | ,000 |
| Independence model | 11,164 | 8,830 | 7,822 | 9,914 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | ,020 | ,000 | ,048 | ,961 |
| Independence model | ,196 | ,184 | ,207 | ,000 |

AIC

| Model | AIC | BCC | BIC | CAIC |
|--------------------|----------|----------|----------|----------|
| Default model | 314,833 | 347,517 | 455,512 | 509,512 |
| Saturated model | 506,000 | 659,132 | 1165,108 | 1418,108 |
| Independence model | 1149,195 | 1162,510 | 1206,508 | 1228,508 |

ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|--------|--------|--------|--------|
| Default model | 3,180 | 3,101 | 3,567 | 3,510 |
| Saturated model | 5,111 | 5,111 | 5,111 | 6,658 |
| Independence model | 11,608 | 10,600 | 12,692 | 11,743 |

HOELTER

| Model | HOELTER .05 | HOELTER .01 |
|--------------------|----------------|----------------|
| Default model | 112 | 119 |
| Independence model | 24 | 26 |

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

| | | | M.I. | Par Change |
|------------|------|--------------|--------|------------|
| gaji | <--> | kepemimpinan | 30,005 | ,153 |
| kompetensi | <--> | kepemimpinan | 21,458 | ,125 |
| kompetensi | <--> | gaji | 20,675 | ,139 |
| e41 | <--> | e42 | 9,206 | ,105 |
| e38 | <--> | e40 | 7,160 | -,071 |
| e38 | <--> | e39 | 5,152 | ,049 |
| e33 | <--> | e34 | 9,795 | ,078 |
| e22 | <--> | gaji | 9,239 | ,093 |
| e22 | <--> | kompetensi | 5,510 | ,070 |
| e24 | <--> | e38 | 4,795 | -,062 |
| e24 | <--> | e31 | 4,237 | ,060 |
| e13 | <--> | kepemimpinan | 4,617 | ,057 |
| e16 | <--> | e22 | 4,122 | ,061 |
| e18 | <--> | kompetensi | 6,545 | ,089 |
| e7 | <--> | e33 | 8,541 | ,073 |

Variances: (Group number 1 - Default model)

| | M.I. | Par Change |
|--|------|------------|
|--|------|------------|

Regression Weights: (Group number 1 - Default model)

| | | | M.I. | Par Change |
|-----|-------|--------------|-------|------------|
| Q42 | <---> | Q41 | 5,033 | ,171 |
| Q41 | <---> | Q42 | 6,208 | ,232 |
| Q41 | <---> | Q5 | 4,560 | -,183 |
| Q33 | <---> | Q34 | 5,995 | ,171 |
| Q33 | <---> | Q7 | 6,980 | ,175 |
| Q22 | <---> | gaji | 9,239 | ,373 |
| Q22 | <---> | kompetensi | 5,510 | ,290 |
| Q22 | <---> | Q38 | 4,701 | ,175 |
| Q22 | <---> | Q15 | 7,418 | ,160 |
| Q22 | <---> | Q16 | 9,864 | ,236 |
| Q22 | <---> | Q5 | 5,924 | ,187 |
| Q22 | <---> | Q8 | 6,615 | ,206 |
| Q25 | <---> | Q18 | 4,028 | ,153 |
| Q13 | <---> | kepemimpinan | 4,617 | ,288 |
| Q18 | <---> | kompetensi | 6,545 | ,372 |

| | M.I. | Par Change |
|---------------------------|--------|------------|
| Q18 <--- Profesio_nalisme | 6,433 | ,340 |
| Q18 <--- Q39 | 5,747 | ,221 |
| Q18 <--- Q25 | 4,307 | ,189 |
| Q18 <--- Q5 | 6,951 | ,238 |
| Q18 <--- Q7 | 4,986 | ,209 |
| Q5 <--- Q18 | 4,549 | ,157 |
| Q7 <--- Kinerja_Guru | 4,302 | ,324 |
| Q7 <--- Q33 | 10,123 | ,300 |



Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

| | | | Estimate | S.E. | C.R. | P | Label |
|------------------|------|------------------|----------|------|--------|------|--------|
| Kinerja_Guru | <--- | kompetensi | ,227 | ,106 | 2,142 | ,032 | par_18 |
| Kinerja_Guru | <--- | gaji | ,297 | ,122 | 2,434 | ,015 | par_20 |
| Kinerja_Guru | <--- | kepemimpinan | ,377 | ,134 | 2,819 | ,005 | par_21 |
| Profesio_nalisme | <--- | kompetensi | ,365 | ,136 | 2,682 | ,007 | par_19 |
| Profesio_nalisme | <--- | kepemimpinan | ,386 | ,167 | 2,309 | ,021 | par_22 |
| Profesio_nalisme | <--- | Kinerja_Guru | ,407 | ,194 | 2,095 | ,036 | par_23 |
| Profesio_nalisme | <--- | gaji | ,227 | ,140 | 1,629 | ,103 | par_24 |
| Q8 | <--- | kompetensi | 1,000 | | | | |
| Q7 | <--- | kompetensi | ,962 | ,159 | 6,040 | *** | par_1 |
| Q6 | <--- | kompetensi | 1,061 | ,187 | 5,675 | *** | par_2 |
| Q5 | <--- | kompetensi | ,996 | ,177 | 5,642 | *** | par_3 |
| Q18 | <--- | gaji | 1,000 | | | | |
| Q16 | <--- | gaji | 1,155 | ,202 | 5,711 | *** | par_4 |
| Q15 | <--- | gaji | 1,015 | ,238 | 4,261 | *** | par_5 |
| Q13 | <--- | gaji | ,838 | ,176 | 4,751 | *** | par_6 |
| Q25 | <--- | kepemimpinan | 1,000 | | | | |
| Q24 | <--- | kepemimpinan | 1,029 | ,207 | 4,971 | *** | par_7 |
| Q23 | <--- | kepemimpinan | ,815 | ,162 | 5,033 | *** | par_8 |
| Q22 | <--- | kepemimpinan | 1,344 | ,234 | 5,744 | *** | par_9 |
| Q32 | <--- | Kinerja_Guru | ,994 | ,151 | 6,597 | *** | par_10 |
| Q33 | <--- | Kinerja_Guru | 1,079 | ,168 | 6,439 | *** | par_11 |
| Q38 | <--- | Profesio_nalisme | 1,000 | | | | |
| Q39 | <--- | Profesio_nalisme | 1,127 | ,112 | 10,073 | *** | par_12 |
| Q40 | <--- | Profesio_nalisme | ,863 | ,117 | 7,351 | *** | par_13 |
| Q41 | <--- | Profesio_nalisme | ,922 | ,128 | 7,185 | *** | par_14 |
| Q31 | <--- | Kinerja_Guru | ,993 | ,161 | 6,155 | *** | par_15 |
| Q30 | <--- | Kinerja_Guru | 1,000 | | | | |
| Q34 | <--- | Kinerja_Guru | ,980 | ,179 | 5,484 | *** | par_16 |
| Q42 | <--- | Profesio_nalisme | ,686 | ,112 | 6,101 | *** | par_17 |

Standardized Regression Weights: (Group number 1 - Default model)

| | | Estimate | |
|--------------|------|------------|------|
| Kinerja_Guru | <--- | kompetensi | ,287 |

| | | Estimate |
|------------------|-----------------------|----------|
| Kinerja_Guru | <--- gaji | ,383 |
| Kinerja_Guru | <--- kepemimpinan | ,433 |
| Profesio_nalisme | <--- kompetensi | ,348 |
| Profesio_nalisme | <--- kepemimpinan | ,334 |
| Profesio_nalisme | <--- Kinerja_Guru | ,307 |
| Profesio_nalisme | <--- gaji | ,221 |
| Q8 | <--- kompetensi | ,718 |
| Q7 | <--- kompetensi | ,686 |
| Q6 | <--- kompetensi | ,746 |
| Q5 | <--- kompetensi | ,686 |
| Q18 | <--- gaji | ,647 |
| Q16 | <--- gaji | ,796 |
| Q15 | <--- gaji | ,545 |
| Q13 | <--- gaji | ,646 |
| Q25 | <--- kepemimpinan | ,631 |
| Q24 | <--- kepemimpinan | ,654 |
| Q23 | <--- kepemimpinan | ,649 |
| Q22 | <--- kepemimpinan | ,806 |
| Q32 | <--- Kinerja_Guru | ,689 |
| Q33 | <--- Kinerja_Guru | ,717 |
| Q38 | <--- Profesio_nalisme | ,759 |
| Q39 | <--- Profesio_nalisme | ,833 |
| Q40 | <--- Profesio_nalisme | ,651 |
| Q41 | <--- Profesio_nalisme | ,634 |
| Q31 | <--- Kinerja_Guru | ,626 |
| Q30 | <--- Kinerja_Guru | ,648 |
| Q34 | <--- Kinerja_Guru | ,584 |
| Q42 | <--- Profesio_nalisme | ,539 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|--------------|----------|------|-------|------|--------|
| kompetensi | ,240 | ,066 | 3,639 | *** | par_25 |
| gaji | ,250 | ,079 | 3,181 | ,001 | par_26 |
| kepemimpinan | ,199 | ,063 | 3,151 | ,002 | par_27 |
| z1 | ,088 | ,028 | 3,178 | ,001 | par_28 |
| z2 | ,112 | ,032 | 3,548 | *** | par_29 |
| e8 | ,226 | ,045 | 5,003 | *** | par_30 |
| e7 | ,250 | ,047 | 5,369 | *** | par_31 |
| e6 | ,215 | ,046 | 4,652 | *** | par_32 |
| e5 | ,269 | ,049 | 5,437 | *** | par_33 |

| | Estimate | S.E. | C.R. | P | Label |
|-----|----------|------|-------|-----|--------|
| e18 | ,348 | ,062 | 5,611 | *** | par_34 |
| e16 | ,194 | ,053 | 3,656 | *** | par_35 |
| e15 | ,610 | ,100 | 6,106 | *** | par_36 |
| e13 | ,245 | ,045 | 5,467 | *** | par_37 |
| e25 | ,301 | ,051 | 5,907 | *** | par_38 |
| e24 | ,282 | ,049 | 5,777 | *** | par_39 |
| e23 | ,182 | ,031 | 5,776 | *** | par_40 |
| e22 | ,194 | ,050 | 3,907 | *** | par_41 |
| e30 | ,209 | ,036 | 5,857 | *** | par_42 |
| e31 | ,230 | ,038 | 5,971 | *** | par_43 |
| e32 | ,165 | ,030 | 5,564 | *** | par_44 |
| e33 | ,165 | ,032 | 5,241 | *** | par_45 |
| e38 | ,196 | ,036 | 5,464 | *** | par_46 |
| e39 | ,149 | ,034 | 4,377 | *** | par_47 |
| e40 | ,269 | ,043 | 6,187 | *** | par_48 |
| e41 | ,335 | ,054 | 6,204 | *** | par_49 |
| e34 | ,279 | ,046 | 6,129 | *** | par_50 |
| e42 | ,305 | ,047 | 6,524 | *** | par_51 |

Squared Multiple Correlations: (Group number 1 - Default model)

| | Estimate |
|------------------|----------|
| Kinerja_Guru | ,417 |
| Profesio_nalisme | ,578 |
| Q42 | ,290 |
| Q34 | ,341 |
| Q41 | ,402 |
| Q40 | ,424 |
| Q39 | ,693 |
| Q38 | ,575 |
| Q33 | ,515 |
| Q32 | ,474 |
| Q31 | ,392 |
| Q30 | ,419 |
| Q22 | ,649 |
| Q23 | ,421 |
| Q24 | ,428 |
| Q25 | ,398 |
| Q13 | ,418 |
| Q15 | ,297 |
| Q16 | ,633 |

| | Estimate |
|-----|----------|
| Q18 | ,418 |
| Q5 | ,470 |
| Q6 | ,557 |
| Q7 | ,471 |
| Q8 | ,516 |

Matrices (Group number 1 - Default model)

Total Effects (Group number 1 - Default model)

| | kepemimpin an | gaji | kompete nsi | Kinerja_Gur u | Profesio_nalis me |
|----------------------|------------------|-------|----------------|------------------|----------------------|
| Kinerja_Guru | ,377 | ,297 | ,227 | ,000 | ,000 |
| Profesio_nalis me | ,540 | ,348 | ,458 | ,407 | ,000 |
| Q42 | ,370 | ,239 | ,314 | ,279 | ,686 |
| Q34 | ,369 | ,291 | ,222 | ,980 | ,000 |
| Q41 | ,498 | ,321 | ,422 | ,376 | ,922 |
| Q40 | ,466 | ,301 | ,395 | ,352 | ,863 |
| Q39 | ,608 | ,393 | ,516 | ,459 | 1,127 |
| Q38 | ,540 | ,348 | ,458 | ,407 | 1,000 |
| Q33 | ,407 | ,321 | ,245 | 1,079 | ,000 |
| Q32 | ,374 | ,295 | ,226 | ,994 | ,000 |
| Q31 | ,374 | ,295 | ,225 | ,993 | ,000 |
| Q30 | ,377 | ,297 | ,227 | 1,000 | ,000 |
| Q22 | 1,344 | ,000 | ,000 | ,000 | ,000 |
| Q23 | ,815 | ,000 | ,000 | ,000 | ,000 |
| Q24 | 1,029 | ,000 | ,000 | ,000 | ,000 |
| Q25 | 1,000 | ,000 | ,000 | ,000 | ,000 |
| Q13 | ,000 | ,838 | ,000 | ,000 | ,000 |
| Q15 | ,000 | 1,015 | ,000 | ,000 | ,000 |
| Q16 | ,000 | 1,155 | ,000 | ,000 | ,000 |
| Q18 | ,000 | 1,000 | ,000 | ,000 | ,000 |
| Q5 | ,000 | ,000 | ,996 | ,000 | ,000 |
| Q6 | ,000 | ,000 | 1,061 | ,000 | ,000 |
| Q7 | ,000 | ,000 | ,962 | ,000 | ,000 |
| Q8 | ,000 | ,000 | 1,000 | ,000 | ,000 |

Standardized Total Effects (Group number 1 - Default model)

| | kepemimpina n | gaji | kompete nsi | Kinerja_Gur u | Profesio_nalis me |
|--|------------------|------|----------------|------------------|----------------------|
|--|------------------|------|----------------|------------------|----------------------|

| | kepemimpina n | gaji | kompete nsi | Kinerja_Gur u | Profesio_nalis me |
|----------------------|------------------|------|----------------|------------------|----------------------|
| Kinerja_Guru | ,433 | ,383 | ,287 | ,000 | ,000 |
| Profesio_nalis me | ,467 | ,339 | ,436 | ,307 | ,000 |
| Q42 | ,252 | ,182 | ,235 | ,165 | ,539 |
| Q34 | ,253 | ,224 | ,168 | ,584 | ,000 |
| Q41 | ,296 | ,215 | ,277 | ,195 | ,634 |
| Q40 | ,304 | ,220 | ,284 | ,200 | ,651 |
| Q39 | ,389 | ,282 | ,363 | ,256 | ,833 |
| Q38 | ,355 | ,257 | ,331 | ,233 | ,759 |
| Q33 | ,311 | ,275 | ,206 | ,717 | ,000 |
| Q32 | ,298 | ,264 | ,198 | ,689 | ,000 |
| Q31 | ,271 | ,240 | ,180 | ,626 | ,000 |
| Q30 | ,280 | ,248 | ,186 | ,648 | ,000 |
| Q22 | ,806 | ,000 | ,000 | ,000 | ,000 |
| Q23 | ,649 | ,000 | ,000 | ,000 | ,000 |
| Q24 | ,654 | ,000 | ,000 | ,000 | ,000 |
| Q25 | ,631 | ,000 | ,000 | ,000 | ,000 |
| Q13 | ,000 | ,646 | ,000 | ,000 | ,000 |
| Q15 | ,000 | ,545 | ,000 | ,000 | ,000 |
| Q16 | ,000 | ,796 | ,000 | ,000 | ,000 |
| Q18 | ,000 | ,647 | ,000 | ,000 | ,000 |
| Q5 | ,000 | ,000 | ,686 | ,000 | ,000 |
| Q6 | ,000 | ,000 | ,746 | ,000 | ,000 |
| Q7 | ,000 | ,000 | ,686 | ,000 | ,000 |
| Q8 | ,000 | ,000 | ,718 | ,000 | ,000 |

Direct Effects (Group number 1 - Default model)

| | kepemimpin an | gaji | kompet ensi | Kinerja_Gur u | Profesio_nalis me |
|----------------------|------------------|------|----------------|------------------|----------------------|
| Kinerja_Guru | ,377 | ,297 | ,227 | ,000 | ,000 |
| Profesio_nalis me | ,386 | ,227 | ,365 | ,407 | ,000 |
| Q42 | ,000 | ,000 | ,000 | ,000 | ,686 |
| Q34 | ,000 | ,000 | ,000 | ,980 | ,000 |

| | kepemimpin an | gaji | kompet ensi | Kinerja_Gur u | Profesio_nalis me |
|-----|------------------|-------|----------------|------------------|----------------------|
| Q41 | ,000 | ,000 | ,000 | ,000 | ,922 |
| Q40 | ,000 | ,000 | ,000 | ,000 | ,863 |
| Q39 | ,000 | ,000 | ,000 | ,000 | 1,127 |
| Q38 | ,000 | ,000 | ,000 | ,000 | 1,000 |
| Q33 | ,000 | ,000 | ,000 | 1,079 | ,000 |
| Q32 | ,000 | ,000 | ,000 | ,994 | ,000 |
| Q31 | ,000 | ,000 | ,000 | ,993 | ,000 |
| Q30 | ,000 | ,000 | ,000 | 1,000 | ,000 |
| Q22 | 1,344 | ,000 | ,000 | ,000 | ,000 |
| Q23 | ,815 | ,000 | ,000 | ,000 | ,000 |
| Q24 | 1,029 | ,000 | ,000 | ,000 | ,000 |
| Q25 | 1,000 | ,000 | ,000 | ,000 | ,000 |
| Q13 | ,000 | ,838 | ,000 | ,000 | ,000 |
| Q15 | ,000 | 1,015 | ,000 | ,000 | ,000 |
| Q16 | ,000 | 1,155 | ,000 | ,000 | ,000 |
| Q18 | ,000 | 1,000 | ,000 | ,000 | ,000 |
| Q5 | ,000 | ,000 | ,996 | ,000 | ,000 |
| Q6 | ,000 | ,000 | 1,061 | ,000 | ,000 |
| Q7 | ,000 | ,000 | ,962 | ,000 | ,000 |
| Q8 | ,000 | ,000 | 1,000 | ,000 | ,000 |

Standardized Direct Effects (Group number 1 - Default model)

| | kepemimpina n | gaji | kompete nsi | Kinerja_Gur u | Profesio_nalis me |
|----------------------|------------------|------|----------------|------------------|----------------------|
| Kinerja_Guru | ,433 | ,383 | ,287 | ,000 | ,000 |
| Profesio_nalis me | ,334 | ,221 | ,348 | ,307 | ,000 |
| Q42 | ,000 | ,000 | ,000 | ,000 | ,539 |
| Q34 | ,000 | ,000 | ,000 | ,584 | ,000 |
| Q41 | ,000 | ,000 | ,000 | ,000 | ,634 |
| Q40 | ,000 | ,000 | ,000 | ,000 | ,651 |
| Q39 | ,000 | ,000 | ,000 | ,000 | ,833 |
| Q38 | ,000 | ,000 | ,000 | ,000 | ,759 |
| Q33 | ,000 | ,000 | ,000 | ,717 | ,000 |
| Q32 | ,000 | ,000 | ,000 | ,689 | ,000 |
| Q31 | ,000 | ,000 | ,000 | ,626 | ,000 |
| Q30 | ,000 | ,000 | ,000 | ,648 | ,000 |
| Q22 | ,806 | ,000 | ,000 | ,000 | ,000 |
| Q23 | ,649 | ,000 | ,000 | ,000 | ,000 |

| | kepemimpina n | gaji | kompete nsi | Kinerja_Gur u | Profesio_nalis me |
|-----|------------------|------|----------------|------------------|----------------------|
| Q24 | ,654 | ,000 | ,000 | ,000 | ,000 |
| Q25 | ,631 | ,000 | ,000 | ,000 | ,000 |
| Q13 | ,000 | ,646 | ,000 | ,000 | ,000 |
| Q15 | ,000 | ,545 | ,000 | ,000 | ,000 |
| Q16 | ,000 | ,796 | ,000 | ,000 | ,000 |
| Q18 | ,000 | ,647 | ,000 | ,000 | ,000 |
| Q5 | ,000 | ,000 | ,686 | ,000 | ,000 |
| Q6 | ,000 | ,000 | ,746 | ,000 | ,000 |
| Q7 | ,000 | ,000 | ,686 | ,000 | ,000 |
| Q8 | ,000 | ,000 | ,718 | ,000 | ,000 |

Indirect Effects (Group number 1 - Default model)

| | kepemimpina n | gaji | kompete nsi | Kinerja_Gur u | Profesio_nalis me |
|----------------------|------------------|------|----------------|------------------|----------------------|
| Kinerja_Guru | ,000 | ,000 | ,000 | ,000 | ,000 |
| Profesio_nalis me | ,153 | ,121 | ,092 | ,000 | ,000 |
| Q42 | ,370 | ,239 | ,314 | ,279 | ,000 |
| Q34 | ,369 | ,291 | ,222 | ,000 | ,000 |
| Q41 | ,498 | ,321 | ,422 | ,376 | ,000 |
| Q40 | ,466 | ,301 | ,395 | ,352 | ,000 |
| Q39 | ,608 | ,393 | ,516 | ,459 | ,000 |
| Q38 | ,540 | ,348 | ,458 | ,407 | ,000 |
| Q33 | ,407 | ,321 | ,245 | ,000 | ,000 |
| Q32 | ,374 | ,295 | ,226 | ,000 | ,000 |
| Q31 | ,374 | ,295 | ,225 | ,000 | ,000 |
| Q30 | ,377 | ,297 | ,227 | ,000 | ,000 |
| Q22 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q23 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q24 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q25 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q13 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q15 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q16 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q18 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q5 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q6 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q7 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q8 | ,000 | ,000 | ,000 | ,000 | ,000 |

Standardized Indirect Effects (Group number 1 - Default model)

| | kepemimpina n | gaji | kompete nsi | Kinerja_Gur u | Profesio_nalis me |
|----------------------|------------------|------|----------------|------------------|----------------------|
| Kinerja_Guru | ,000 | ,000 | ,000 | ,000 | ,000 |
| Profesio_nalis me | ,133 | ,118 | ,088 | ,000 | ,000 |
| Q42 | ,252 | ,182 | ,235 | ,165 | ,000 |
| Q34 | ,253 | ,224 | ,168 | ,000 | ,000 |
| Q41 | ,296 | ,215 | ,277 | ,195 | ,000 |
| Q40 | ,304 | ,220 | ,284 | ,200 | ,000 |
| Q39 | ,389 | ,282 | ,363 | ,256 | ,000 |
| Q38 | ,355 | ,257 | ,331 | ,233 | ,000 |
| Q33 | ,311 | ,275 | ,206 | ,000 | ,000 |
| Q32 | ,298 | ,264 | ,198 | ,000 | ,000 |
| Q31 | ,271 | ,240 | ,180 | ,000 | ,000 |
| Q30 | ,280 | ,248 | ,186 | ,000 | ,000 |
| Q22 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q23 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q24 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q25 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q13 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q15 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q16 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q18 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q5 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q6 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q7 | ,000 | ,000 | ,000 | ,000 | ,000 |
| Q8 | ,000 | ,000 | ,000 | ,000 | ,000 |

LAMPIRAN
FREKUENSI DATA



Frekuensi Identitas Responden

Statistics

| | | Jenis_kelamin | Umur | Pendidikan_Terakhir |
|---|---------|---------------|------|---------------------|
| N | Valid | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 |

Frequency Table

Jenis_kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-Laki | 39 | 39.0 | 39.0 | 39.0 |
| | Perempuan | 61 | 61.0 | 61.0 | 100.0 |
| Total | | 100 | 100.0 | 100.0 | |

Umur

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 23.00 | 6 | 6.0 | 6.0 | 6.0 |
| | 24.00 | 2 | 2.0 | 2.0 | 8.0 |
| | 30.00 | 1 | 1.0 | 1.0 | 9.0 |
| | 31.00 | 2 | 2.0 | 2.0 | 11.0 |
| | 32.00 | 3 | 3.0 | 3.0 | 14.0 |
| | 33.00 | 4 | 4.0 | 4.0 | 18.0 |
| | 35.00 | 6 | 6.0 | 6.0 | 24.0 |
| | 37.00 | 1 | 1.0 | 1.0 | 25.0 |

| | | | | |
|-------|-----|-------|-------|-------|
| 38.00 | 3 | 3.0 | 3.0 | 28.0 |
| 39.00 | 3 | 3.0 | 3.0 | 31.0 |
| 40.00 | 7 | 7.0 | 7.0 | 38.0 |
| 41.00 | 4 | 4.0 | 4.0 | 42.0 |
| 42.00 | 9 | 9.0 | 9.0 | 51.0 |
| 43.00 | 6 | 6.0 | 6.0 | 57.0 |
| 44.00 | 3 | 3.0 | 3.0 | 60.0 |
| 45.00 | 11 | 11.0 | 11.0 | 71.0 |
| 46.00 | 7 | 7.0 | 7.0 | 78.0 |
| 47.00 | 3 | 3.0 | 3.0 | 81.0 |
| 48.00 | 3 | 3.0 | 3.0 | 84.0 |
| 49.00 | 5 | 5.0 | 5.0 | 89.0 |
| 50.00 | 6 | 6.0 | 6.0 | 95.0 |
| 52.00 | 1 | 1.0 | 1.0 | 96.0 |
| 53.00 | 1 | 1.0 | 1.0 | 97.0 |
| 54.00 | 1 | 1.0 | 1.0 | 98.0 |
| 55.00 | 1 | 1.0 | 1.0 | 99.0 |
| 58.00 | 1 | 1.0 | 1.0 | 100.0 |
| Total | 100 | 100.0 | 100.0 | |

Pendidikan_Terakhir

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|--------------------|-----------|---------|---------------|--------------------|
| Valid D3 | 3 | 3.0 | 3.0 | 3.0 |
| S-1 | 96 | 96.0 | 96.0 | 99.0 |
| S-2 (Pascasarjana) | 1 | 1.0 | 1.0 | 100.0 |
| Total | 100 | 100.0 | 100.0 | |

Frekuensi Variabel Kompetensi guru

Statistics

| | N | | Mean | Median | Mode | Sum |
|------------|-------|---------|-------|--------|------|------|
| | Valid | Missing | | | | |
| Q1 | 100 | 0 | 4.07 | 4.00 | 4 | 407 |
| Q2 | 100 | 0 | 4.06 | 4.00 | 4 | 406 |
| Q3 | 100 | 0 | 3.87 | 4.00 | 4 | 387 |
| Q4 | 100 | 0 | 3.91 | 4.00 | 4 | 391 |
| Q5 | 100 | 0 | 4.25 | 4.00 | 4 | 425 |
| Q6 | 100 | 0 | 4.21 | 4.00 | 4 | 421 |
| Q7 | 100 | 0 | 4.26 | 4.00 | 4 | 426 |
| Q8 | 100 | 0 | 4.21 | 4.00 | 4 | 421 |
| Q9 | 100 | 0 | 4.08 | 4.00 | 4 | 408 |
| Q10 | 100 | 0 | 3.73 | 4.00 | 4 | 373 |
| Kompetensi | 100 | 0 | 40.65 | 41.00 | 41 | 4065 |

Frequency Table

Q1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 10 | 10.0 | 10.0 | 12.0 |
| | 4 | 67 | 67.0 | 67.0 | 79.0 |
| | 5 | 21 | 21.0 | 21.0 | 100.0 |
| Total | | 100 | 100.0 | 100.0 | |

Q2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 9 | 9.0 | 9.0 | 9.0 |
| | 4 | 76 | 76.0 | 76.0 | 85.0 |
| | 5 | 15 | 15.0 | 15.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 5 | 5.0 | 5.0 | 5.0 |
| | 3 | 16 | 16.0 | 16.0 | 21.0 |
| | 4 | 66 | 66.0 | 66.0 | 87.0 |
| | 5 | 13 | 13.0 | 13.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 16 | 16.0 | 16.0 | 17.0 |
| | 4 | 74 | 74.0 | 74.0 | 91.0 |
| | 5 | 9 | 9.0 | 9.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 13 | 13.0 | 13.0 | 14.0 |
| | 4 | 46 | 46.0 | 46.0 | 60.0 |
| | 5 | 40 | 40.0 | 40.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 13 | 13.0 | 13.0 | 14.0 |
| | 4 | 50 | 50.0 | 50.0 | 64.0 |
| | 5 | 36 | 36.0 | 36.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 14 | 14.0 | 14.0 | 14.0 |
| | 4 | 46 | 46.0 | 46.0 | 60.0 |
| | 5 | 40 | 40.0 | 40.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 12 | 12.0 | 12.0 | 13.0 |
| | 4 | 52 | 52.0 | 52.0 | 65.0 |
| | 5 | 35 | 35.0 | 35.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q9

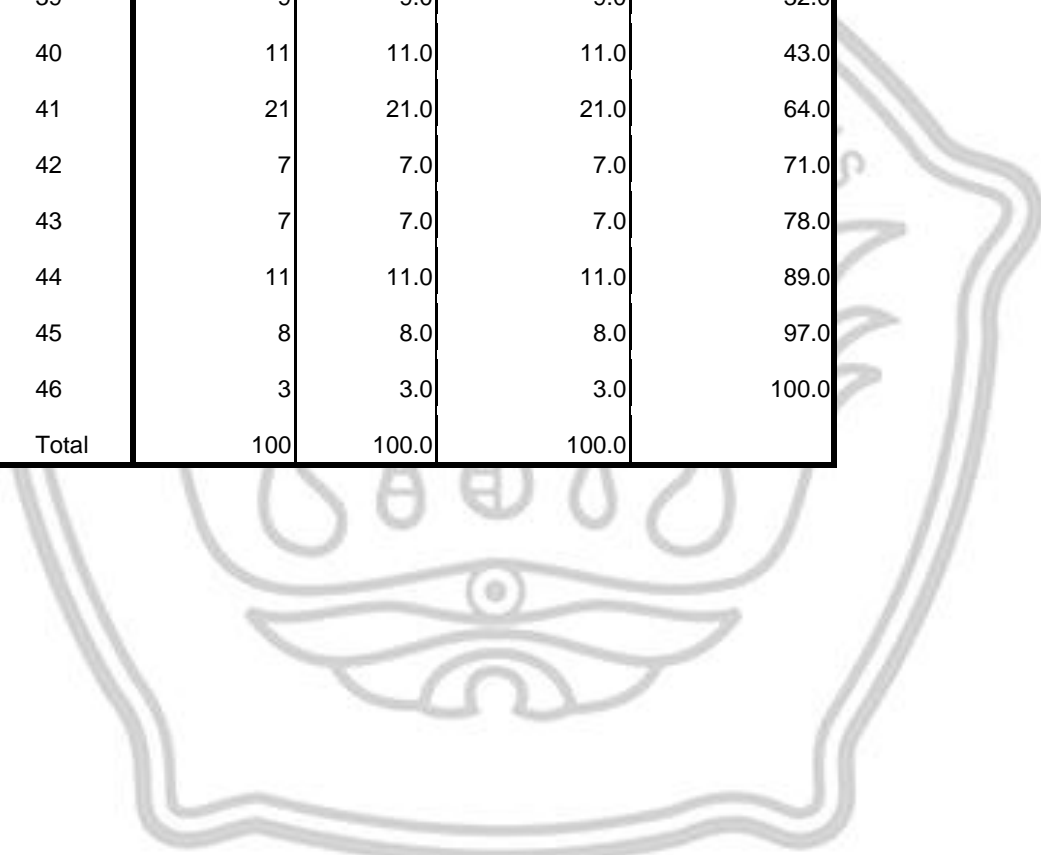
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 17 | 17.0 | 17.0 | 19.0 |
| | 4 | 52 | 52.0 | 52.0 | 71.0 |
| | 5 | 29 | 29.0 | 29.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 7 | 7.0 | 7.0 | 7.0 |
| | 3 | 17 | 17.0 | 17.0 | 24.0 |
| | 4 | 72 | 72.0 | 72.0 | 96.0 |
| | 5 | 4 | 4.0 | 4.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Kompetensi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 33 | 1 | 1.0 | 1.0 | 1.0 |
| | 34 | 3 | 3.0 | 3.0 | 4.0 |
| | 35 | 2 | 2.0 | 2.0 | 6.0 |
| | 36 | 5 | 5.0 | 5.0 | 11.0 |
| | 37 | 5 | 5.0 | 5.0 | 16.0 |
| | 38 | 7 | 7.0 | 7.0 | 23.0 |
| | 39 | 9 | 9.0 | 9.0 | 32.0 |
| | 40 | 11 | 11.0 | 11.0 | 43.0 |
| | 41 | 21 | 21.0 | 21.0 | 64.0 |
| | 42 | 7 | 7.0 | 7.0 | 71.0 |
| | 43 | 7 | 7.0 | 7.0 | 78.0 |
| | 44 | 11 | 11.0 | 11.0 | 89.0 |
| | 45 | 8 | 8.0 | 8.0 | 97.0 |
| | 46 | 3 | 3.0 | 3.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |



Frekuensi Variabel Gaji

Statistics

| | N | | Mean | Median | Mode | Sum |
|------|-------|---------|-------|--------|-----------------|------|
| | Valid | Missing | | | | |
| Q11 | 100 | 0 | 4.05 | 4.00 | 4 | 405 |
| Q12 | 100 | 0 | 2.60 | 3.00 | 3 | 260 |
| Q13 | 100 | 0 | 4.17 | 4.00 | 4 | 417 |
| Q14 | 100 | 0 | 4.14 | 4.00 | 4 | 414 |
| Q15 | 100 | 0 | 3.65 | 4.00 | 3 ^a | 365 |
| Q16 | 100 | 0 | 3.95 | 4.00 | 4 | 395 |
| Q17 | 100 | 0 | 3.63 | 4.00 | 4 | 363 |
| Q18 | 100 | 0 | 3.96 | 4.00 | 4 | 396 |
| Q19 | 100 | 0 | 4.29 | 4.00 | 4 | 429 |
| Gaji | 100 | 0 | 34.44 | 34.00 | 33 ^a | 3444 |

a. Multiple modes exist. The smallest value is shown

Frequency Table

Q11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 5 | 5.0 | 5.0 | 5.0 |
| 3 | 10 | 10.0 | 10.0 | 15.0 |
| 4 | 60 | 60.0 | 60.0 | 75.0 |
| 5 | 25 | 25.0 | 25.0 | 100.0 |
| Total | 100 | 100.0 | 100.0 | |

Q12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 | 6 | 6.0 | 6.0 | 6.0 |
| | 2 | 39 | 39.0 | 39.0 | 45.0 |
| | 3 | 45 | 45.0 | 45.0 | 90.0 |
| | 4 | 9 | 9.0 | 9.0 | 99.0 |
| | 5 | 1 | 1.0 | 1.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 14 | 14.0 | 14.0 | 14.0 |
| | 4 | 55 | 55.0 | 55.0 | 69.0 |
| | 5 | 31 | 31.0 | 31.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 12 | 12.0 | 12.0 | 12.0 |
| | 4 | 62 | 62.0 | 62.0 | 74.0 |
| | 5 | 26 | 26.0 | 26.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 11 | 11.0 | 11.0 | 11.0 |
| | 3 | 34 | 34.0 | 34.0 | 45.0 |
| | 4 | 34 | 34.0 | 34.0 | 79.0 |
| | 5 | 21 | 21.0 | 21.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 23 | 23.0 | 23.0 | 25.0 |
| | 4 | 53 | 53.0 | 53.0 | 78.0 |
| | 5 | 22 | 22.0 | 22.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q17

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 12 | 12.0 | 12.0 | 12.0 |
| | 3 | 32 | 32.0 | 32.0 | 44.0 |
| | 4 | 37 | 37.0 | 37.0 | 81.0 |
| | 5 | 19 | 19.0 | 19.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q18

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 26 | 26.0 | 26.0 | 28.0 |
| | 4 | 46 | 46.0 | 46.0 | 74.0 |
| | 5 | 26 | 26.0 | 26.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q19

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 12 | 12.0 | 12.0 | 12.0 |
| | 4 | 47 | 47.0 | 47.0 | 59.0 |
| | 5 | 41 | 41.0 | 41.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Gaji

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 25 | 1 | 1.0 | 1.0 | 1.0 |
| | 26 | 1 | 1.0 | 1.0 | 2.0 |
| | 27 | 1 | 1.0 | 1.0 | 3.0 |
| | 28 | 1 | 1.0 | 1.0 | 4.0 |
| | 29 | 5 | 5.0 | 5.0 | 9.0 |
| | 30 | 9 | 9.0 | 9.0 | 18.0 |
| | 31 | 7 | 7.0 | 7.0 | 25.0 |
| | 32 | 7 | 7.0 | 7.0 | 32.0 |
| | 33 | 10 | 10.0 | 10.0 | 42.0 |
| | 34 | 10 | 10.0 | 10.0 | 52.0 |
| | 35 | 7 | 7.0 | 7.0 | 59.0 |
| | 36 | 8 | 8.0 | 8.0 | 67.0 |
| | 37 | 8 | 8.0 | 8.0 | 75.0 |
| | 38 | 9 | 9.0 | 9.0 | 84.0 |
| | 39 | 8 | 8.0 | 8.0 | 92.0 |
| | 40 | 3 | 3.0 | 3.0 | 95.0 |
| | 41 | 1 | 1.0 | 1.0 | 96.0 |
| | 42 | 4 | 4.0 | 4.0 | 100.0 |
| Total | | 100 | 100.0 | 100.0 | |

Frekuensi Variabel Kepemimpinan

Statistics

| | N | | Mean | Median | Mode | Sum |
|--------------|-------|---------|-------|--------|------|------|
| | Valid | Missing | | | | |
| Q20 | 100 | 0 | 4.37 | 5.00 | 5 | 437 |
| Q21 | 100 | 0 | 4.31 | 4.00 | 4 | 431 |
| Q22 | 100 | 0 | 4.37 | 5.00 | 5 | 437 |
| Q23 | 100 | 0 | 4.31 | 4.00 | 4 | 431 |
| Q24 | 100 | 0 | 4.26 | 4.00 | 4 | 426 |
| Q25 | 100 | 0 | 4.20 | 4.00 | 4 | 420 |
| Q26 | 100 | 0 | 4.33 | 4.00 | 4 | 433 |
| Q27 | 100 | 0 | 4.27 | 4.00 | 4 | 427 |
| Q28 | 100 | 0 | 4.30 | 4.00 | 4 | 430 |
| Q29 | 100 | 0 | 4.07 | 4.00 | 4 | 407 |
| Kepemimpinan | 100 | 0 | 42.79 | 44.00 | 46 | 4279 |

Frequency Table

Q20

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 10 | 10.0 | 10.0 | 12.0 |
| | 4 | 37 | 37.0 | 37.0 | 49.0 |
| | 5 | 51 | 51.0 | 51.0 | 100.0 |
| Total | | 100 | 100.0 | 100.0 | |

Q21

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 5.0 | 5.0 | 5.0 |
| | 4 | 59 | 59.0 | 59.0 | 64.0 |
| | 5 | 36 | 36.0 | 36.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q22

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 10 | 10.0 | 10.0 | 12.0 |
| | 4 | 37 | 37.0 | 37.0 | 49.0 |
| | 5 | 51 | 51.0 | 51.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q23

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 5 | 5.0 | 5.0 | 5.0 |
| | 4 | 59 | 59.0 | 59.0 | 64.0 |
| | 5 | 36 | 36.0 | 36.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q24

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 3.0 | 3.0 | 3.0 |
| | 3 | 6 | 6.0 | 6.0 | 9.0 |
| | 4 | 53 | 53.0 | 53.0 | 62.0 |
| | 5 | 38 | 38.0 | 38.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q25

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 14 | 14.0 | 14.0 | 15.0 |
| | 4 | 49 | 49.0 | 49.0 | 64.0 |
| | 5 | 36 | 36.0 | 36.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q26

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 7 | 7.0 | 7.0 | 7.0 |
| | 4 | 53 | 53.0 | 53.0 | 60.0 |
| | 5 | 40 | 40.0 | 40.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q27

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 10 | 10.0 | 10.0 | 10.0 |
| | 4 | 53 | 53.0 | 53.0 | 63.0 |
| | 5 | 37 | 37.0 | 37.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q28

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 10 | 10.0 | 10.0 | 11.0 |
| | 4 | 47 | 47.0 | 47.0 | 58.0 |
| | 5 | 42 | 42.0 | 42.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q29

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 16 | 16.0 | 16.0 | 18.0 |
| | 4 | 55 | 55.0 | 55.0 | 73.0 |
| | 5 | 27 | 27.0 | 27.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Kepemimpinan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 31 | 1 | 1.0 | 1.0 | 1.0 |
| | 33 | 3 | 3.0 | 3.0 | 4.0 |
| | 35 | 3 | 3.0 | 3.0 | 7.0 |
| | 36 | 2 | 2.0 | 2.0 | 9.0 |
| | 37 | 6 | 6.0 | 6.0 | 15.0 |
| | 38 | 4 | 4.0 | 4.0 | 19.0 |
| | 39 | 4 | 4.0 | 4.0 | 23.0 |
| | 40 | 11 | 11.0 | 11.0 | 34.0 |
| | 41 | 4 | 4.0 | 4.0 | 38.0 |
| | 42 | 5 | 5.0 | 5.0 | 43.0 |
| | 43 | 6 | 6.0 | 6.0 | 49.0 |
| | 44 | 7 | 7.0 | 7.0 | 56.0 |
| | 45 | 8 | 8.0 | 8.0 | 64.0 |
| | 46 | 12 | 12.0 | 12.0 | 76.0 |
| | 47 | 10 | 10.0 | 10.0 | 86.0 |
| | 48 | 8 | 8.0 | 8.0 | 94.0 |
| | 49 | 4 | 4.0 | 4.0 | 98.0 |
| | 50 | 2 | 2.0 | 2.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Frekuensi Variabel Kinerja guru

Statistics

| | N | | Mean | Median | Mode | Sum |
|---------|-------|---------|-------|--------|------|------|
| | Valid | Missing | | | | |
| Q30 | 100 | 0 | 4.35 | 4.00 | 4 | 435 |
| Q31 | 100 | 0 | 4.29 | 4.00 | 4 | 429 |
| Q32 | 100 | 0 | 4.33 | 4.00 | 4 | 433 |
| Q33 | 100 | 0 | 4.27 | 4.00 | 4 | 427 |
| Q34 | 100 | 0 | 4.30 | 4.00 | 4 | 430 |
| Q35 | 100 | 0 | 4.07 | 4.00 | 4 | 407 |
| Q36 | 100 | 0 | 4.33 | 4.00 | 4 | 433 |
| Q37 | 100 | 0 | 4.27 | 4.00 | 4 | 427 |
| Kinerja | 100 | 0 | 34.21 | 34.00 | 37 | 3421 |

Frequency Table

Q30

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 6 | 6.0 | 6.0 | 7.0 |
| | 4 | 50 | 50.0 | 50.0 | 57.0 |
| | 5 | 43 | 43.0 | 43.0 | 100.0 |
| Total | | 100 | 100.0 | 100.0 | |

Q31

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 11 | 11.0 | 11.0 | 11.0 |
| | 4 | 49 | 49.0 | 49.0 | 60.0 |
| | 5 | 40 | 40.0 | 40.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q32

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 7 | 7.0 | 7.0 | 7.0 |
| | 4 | 53 | 53.0 | 53.0 | 60.0 |
| | 5 | 40 | 40.0 | 40.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q33

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 10 | 10.0 | 10.0 | 10.0 |
| | 4 | 53 | 53.0 | 53.0 | 63.0 |
| | 5 | 37 | 37.0 | 37.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q34

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 10 | 10.0 | 10.0 | 11.0 |
| | 4 | 47 | 47.0 | 47.0 | 58.0 |
| | 5 | 42 | 42.0 | 42.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q35

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 16 | 16.0 | 16.0 | 18.0 |
| | 4 | 55 | 55.0 | 55.0 | 73.0 |
| | 5 | 27 | 27.0 | 27.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q36

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3 | 7 | 7.0 | 7.0 | 7.0 |
| | 4 | 53 | 53.0 | 53.0 | 60.0 |
| | 5 | 40 | 40.0 | 40.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q37

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 9 | 9.0 | 9.0 | 11.0 |
| | 4 | 49 | 49.0 | 49.0 | 60.0 |
| | 5 | 40 | 40.0 | 40.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Kinerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 24 | 1 | 1.0 | 1.0 | 1.0 |
| | 25 | 1 | 1.0 | 1.0 | 2.0 |
| | 26 | 1 | 1.0 | 1.0 | 3.0 |
| | 27 | 1 | 1.0 | 1.0 | 4.0 |
| | 28 | 2 | 2.0 | 2.0 | 6.0 |
| | 29 | 6 | 6.0 | 6.0 | 12.0 |
| | 30 | 5 | 5.0 | 5.0 | 17.0 |
| | 31 | 5 | 5.0 | 5.0 | 22.0 |
| | 32 | 11 | 11.0 | 11.0 | 33.0 |
| | 33 | 10 | 10.0 | 10.0 | 43.0 |
| | 34 | 11 | 11.0 | 11.0 | 54.0 |
| | 35 | 4 | 4.0 | 4.0 | 58.0 |
| | 36 | 4 | 4.0 | 4.0 | 62.0 |
| | 37 | 15 | 15.0 | 15.0 | 77.0 |
| | 38 | 11 | 11.0 | 11.0 | 88.0 |
| | 39 | 9 | 9.0 | 9.0 | 97.0 |
| | 40 | 3 | 3.0 | 3.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Frekuensi Variabel Profesionalisme

Statistics

| | N | | Mean | Median | Mode | Sum |
|-----------------|-------|---------|-------|--------|------|------|
| | Valid | Missing | | | | |
| Q38 | 100 | 0 | 4.25 | 4.00 | 4 | 425 |
| Q39 | 100 | 0 | 4.28 | 4.00 | 5 | 428 |
| Q40 | 100 | 0 | 4.21 | 4.00 | 4 | 421 |
| Q41 | 100 | 0 | 4.22 | 4.00 | 5 | 422 |
| Q42 | 100 | 0 | 4.20 | 4.00 | 4 | 420 |
| Profesionalisme | 100 | 0 | 21.16 | 22.00 | 24 | 2116 |

Frequency Table

Q38

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2 | 2.0 | 2.0 | 2.0 |
| 3 | 13 | 13.0 | 13.0 | 15.0 |
| 4 | 43 | 43.0 | 43.0 | 58.0 |
| 5 | 42 | 42.0 | 42.0 | 100.0 |
| Total | 100 | 100.0 | 100.0 | |

Q39

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2 | 2.0 | 2.0 | 2.0 |
| 3 | 15 | 15.0 | 15.0 | 17.0 |
| 4 | 36 | 36.0 | 36.0 | 53.0 |
| 5 | 47 | 47.0 | 47.0 | 100.0 |
| Total | 100 | 100.0 | 100.0 | |

Q40

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2.0 | 2.0 | 2.0 |
| | 3 | 13 | 13.0 | 13.0 | 15.0 |
| | 4 | 47 | 47.0 | 47.0 | 62.0 |
| | 5 | 38 | 38.0 | 38.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q41

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 21 | 21.0 | 21.0 | 22.0 |
| | 4 | 33 | 33.0 | 33.0 | 55.0 |
| | 5 | 45 | 45.0 | 45.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Q42

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1.0 | 1.0 | 1.0 |
| | 3 | 13 | 13.0 | 13.0 | 14.0 |
| | 4 | 51 | 51.0 | 51.0 | 65.0 |
| | 5 | 35 | 35.0 | 35.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Profesionalisme

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 14 | 3 | 3.0 | 3.0 | 3.0 |
| | 16 | 7 | 7.0 | 7.0 | 10.0 |
| | 17 | 4 | 4.0 | 4.0 | 14.0 |
| | 18 | 9 | 9.0 | 9.0 | 23.0 |
| | 19 | 6 | 6.0 | 6.0 | 29.0 |
| | 20 | 13 | 13.0 | 13.0 | 42.0 |
| | 21 | 4 | 4.0 | 4.0 | 46.0 |
| | 22 | 8 | 8.0 | 8.0 | 54.0 |
| | 23 | 16 | 16.0 | 16.0 | 70.0 |
| | 24 | 20 | 20.0 | 20.0 | 90.0 |
| | 25 | 10 | 10.0 | 10.0 | 100.0 |
| Total | | 100 | 100.0 | 100.0 | |

