



## LAMPIRAN 1 PERTANYAAN KUISIONER

### **Kuisisioner pengaruh kompetensi kerja, disiplin kerja dan lingkungan kerja terhadap kinerja guru di unit yayasan abdi karya.**

Bapak/Ibu guru di Unit Yayasan Abdi Karya 6 Pondok Aren, Tangerang Selatan Banten. Saya Richa Delvia Rahman, dengan NIM 2018021050 sedang Menyelesaikan Studi Pada Jurusan Manajemen Fakultas Humaniora dan Bisnis Universitas Pembangunan Jaya.

Mohon bantuan Bapak/Ibu guru semua berkenan mengisi kuisisioner terlampir guna untuk memenuhi syarat serta tugas menyusun skripsi saya.

Semua jawaban Bapak/Ibu Semata-mata hanya kepentingan Ilmiah dan bersifat rahasia. Untuk itu sebelum dan sesudahnya saya menghaturkan banyak terimakasih.

#### **a. Metode / Cara Pengisian Kuisisioner**

Mohon memilih salah satu jawaban yang tersedia dengan memberikan tanda centang (√) pada kotak yang sudah disediakan.

5 = Sangat Setuju

4 = Setuju

3 = Ragu-Ragu

2 = Tidak Setuju

1 = Sangat Tidak Setuju

**Kompetensi guru.**

No.	Pertanyaan	1	2	3	4	5
	<b>Kompetensi Pedagogik</b>					
1.	Saya sebagai guru memahami landasan kependidikan.					
2.	Saya sebagai guru memahami peserta didik.					
3.	Saya sebagai guru memahami pengembangan kurikulum					
4.	Saya sebagai guru memahami rancangan pembelajaran.					
5.	Saya sebagai guru dapat memahami evaluasi belajar dengan baik.					

	<b>Kompetensi Pribadi</b>					
1.	Saya sebagai guru memiliki kepribadian yang mantang.					
2.	Saya sebagai guru memiliki kepribadian yang Stabil.					
3.	Saya sebagai guru memiliki kepribadian yang aktif dan bijaksana.					
4.	Saya sebagai guru memiliki akhlak yang berwibawa.					
5.	Saya sebagai guru dapat mengevaluasi kinerja sendiri.					

	<b>Kompetensi Sosial</b>					
1.	Saya sebagai guru dapat berkomunikasi dan bergaul secara efektif dengan peserta didik.					
2.	Saya sebagai guru dapat menggunakan teknologi komunikasi dan informasi secara fungsional.					
3.	Saya sebagai guru dapat bergaul secara efektif dengan peserta didik.					
4.	Saya sebagai guru dapat bergaul secara santun dengan masyarakat sekitar.					

	<b>Kompetensi Profesional</b>					
1.	Saya sebagai guru dapat menguasai konsep materi ajar					
2.	Saya sebagai guru dapat mempersiapkan materi ajar yang ada dalam kurikulum sekolah.					
3.	Saya sebagai guru banyak mempersiapkan hubungan konsep antar mata pelajaran.					
4.	Saya sebagai guru dapat menerapkan konsep-konsep keilmuan dalam kehidupan sehari-hari.					
5.	Saya sebagai guru dapat menguasai kompetensi secara profesional.					

## DISIPLIN KERJA GURU.

No.	Pertanyaan	1	2	3	4	5
	<b>Taat terhadap aturan waktu</b>					
1.	Saya selalu hadir tepat waktu pada jam kerja					
2.	Saya melakukan tugas-tugas kerja sampai selesai setiap harinya					
	<b>Taat terhadap peraturan perusahaan</b>					
3.	Saya selalu merapikan peralatan kerja setelah selesai dipakai					
4.	Saya selalu menaati peraturan yang diterapkan perusahaan					
	<b>Taat terhadap aturan perilaku dalam pekerjaan</b>					
5.	Saya selalu menggunakan seragam kerja yang telah ditentukan					
6.	Saya selalu menggunakan tanda pengenal didalam perusahaan					
	<b>Taat terhadap peraturan lainnya diperusahaan</b>					
7.	Saya selalu mengerjakan tugas dengan penuh tanggung jawab					
8.	Saya mampu menggunakan peralatan kerja dengan baik dan sesuai dengan standar yang telah diberikan perusahaan					

## LINGKUNGAN KERJA GURU.

No.	Pertanyaan	1	2	3	4	5
1.	Ruangan tempat anda melakukan aktifitas kerja kondisinya rapih dan bersih					
2.	Pencahayaan pada setiap ruang kantor di sekolah tidak sesuai dengan kebutuhan					
3.	Warna lantai ruang kantor tidak menimbulkan pantulan cahaya yang dapat mengganggu					
4.	Disetiap ruang kerja di sekolah terdapat sirkulasi udara yang baik					
5.	Ada keserasaian antara alat-alat kantor, perabot dengan ruangan					
6.	Konsentrasi mengajar anda					

	terganggu dengan lingkungan yang tidak nyaman seperti, bau-bauan yang tidak sedap, temperature atau pentilasi udara					
7.	Untuk penyimpanan arsip dan alat-alat kerja, tidak tersedia meja kerja dan tempat penyimpanan arsip sendiri					

### Kinerja Guru.

No.	Pertanyaan	1	2	3	4	5
1.	Saya menyusun program yang berkaitan dengan pelaksanaan kegiatan bimbingan siswa					
2.	Saya dapat menyusun rencana pengajaran saya dalam merumuskan standar kompetensi secara lengkap					
3.	Saya seorang guru saya mengerjakan pekerjaan saya dengan ikhlas dan bertanggung jawab					
4.	Saya mematuhi seluruh peraturan dan ketentuan kedinasan baik yang tertulis maupun tidak tertulis					
5.	Saya selalu menyediakan laporan kemajuan hasil belajar peserta didik					
6.	Saya harus menyesuaikan tingkat pembelajaran dengan tingkat perkembangan peserta didik					
7.	Saya selalu memberikan motivasi kepada peserta didik					
8.	Saya menyampaikan materi pembelajaran secara tersusun dan sistematis					
9.	Saya sebagai guru harus mencatat perkembangan siswa, baik dalam kegiatan ekstrakurikuler maupun non-kurikuler					
10.	Dalam penyampain materi pembelajaran, saya berupaya menggunakan bahasa yang mudah dimerngerti siswa/					

Lampiran 2 hasil output deskriptif spss

Deskriptif Kompetensi Kerja

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17		
P1	Pearson Correlation	1	.591**	.562**	.624**	.554**	.646**	.495**	.713**	.527**	.501**	.531**	.507**	.610**	.537**	.640**	.442**	.389*	
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.001	.000	.000	.001	.000	.001	.000	.000	.000	.003	.011	
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P2	Pearson Correlation	.591**	1	.646**	.718**	.333*	.674**	.491**	.675**	.743**	.507**	.413**	.450**	.533**	.533**	.585**	.431**	.374*	
	Sig. (2-tailed)	.000		.000	.000	.031	.000	.001	.000	.000	.001	.007	.003	.000	.000	.000	.004	.015	
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P3	Pearson Correlation	.562**	.646**	1	.613**	.563**	.643**	.775**	.653**	.775**	.538**	.508**	.472**	.597**	.678**	.680**	.638**	.563*	
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.001	.002	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P4	Pearson Correlation	.624**	.718**	.613**	1	.696**	.814**	.613**	.704**	.814**	.780**	.677**	.704**	.588**	.512**	.591**	.475**	.474*	
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.001	.002	
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42

P5	Pearson Correlation	.554**	.333*	.563**	.696**	1	.654**	.710**	.594**	.654**	.687**	.711**	.681**	.611**	.531**	.557**	.529**	.601*
	Sig. (2-tailed)	.000	.031	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P6	Pearson Correlation	.646**	.674**	.643**	.814**	.654**	1	.709**	.723**	.764**	.673**	.692**	.661**	.625**	.553**	.620**	.576**	.508*
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P7	Pearson Correlation	.495**	.491**	.775**	.613**	.710**	.709**	1	.583**	.709**	.673**	.699**	.665**	.678**	.678**	.680**	.638**	.633*
	Sig. (2-tailed)	.001	.001	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P8	Pearson Correlation	.713**	.675**	.653**	.704**	.594**	.723**	.583**	1	.847**	.627**	.711**	.620**	.708**	.708**	.770**	.664**	.525*
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P9	Pearson Correlation	.527**	.743**	.775**	.814**	.654**	.764**	.709**	.847**	1	.732**	.692**	.661**	.625**	.697**	.749**	.707**	.633*
	Sig. (2-tailed)																	
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42



P10	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.501**	.507**	.538**	.780**	.687**	.673**	.673**	.627**	.732**	1	.888**	.800**	.803**	.657**	.710**	.594**	.649*
P11	Sig. (2-tailed)	.001	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.531**	.413**	.508**	.677**	.711**	.692**	.699**	.711**	.692**	.888**	1	.864**	.827**	.689**	.732**	.686**	.613*
P12	Sig. (2-tailed)	.000	.007	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.507**	.450**	.472**	.704**	.681**	.661**	.665**	.620**	.661**	.800**	.864**	1	.791**	.651**	.695**	.642**	.630*
P13	Sig. (2-tailed)	.001	.003	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.610**	.533**	.597**	.588**	.611**	.625**	.678**	.708**	.625**	.803**	.827**	.791**	1	.735**	.738**	.612**	.611*
P13	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42

P14	Pearson Correlation	.537**	.533**	.678**	.512**	.531**	.553**	.678**	.708**	.697**	.657**	.689**	.651**	.735**	1	.896**	.772**	.687**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P15	Pearson Correlation	.640**	.585**	.680**	.591**	.557**	.620**	.680**	.770**	.749**	.710**	.732**	.695**	.738**	.896**	1	.799**	.713**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P16	Pearson Correlation	.442**	.431**	.638**	.475**	.529**	.576**	.638**	.664**	.707**	.594**	.686**	.642**	.612**	.772**	.799**	1	.898**
	Sig. (2-tailed)	.003	.004	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P17	Pearson Correlation	.389*	.374*	.563**	.474**	.601**	.508**	.633**	.525**	.633**	.649**	.613**	.630**	.611**	.687**	.713**	.898**	1
	Sig. (2-tailed)	.011	.015	.000	.002	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
P18	Pearson Correlation	.393*	.452**	.492**	.473**	.464**	.514**	.492**	.604**	.651**	.528**	.499**	.580**	.534**	.618**	.657**	.852**	.896**
	Sig. (2-tailed)	.010	.003	.001	.002	.002	.001	.001	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000

	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.137	.417**	.217	.396**	.159	.328*	.217	.296	.416**	.289	.145	.235	.181	.235	.315*	.328*	.363*
P19	Sig. (2-tailed)	.386	.006	.167	.009	.315	.034	.167	.057	.006	.064	.358	.134	.251	.133	.042	.034	.018
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.692**	.708**	.769**	.826**	.753**	.830**	.807**	.849**	.897**	.847**	.840**	.824**	.824**	.819**	.874**	.818**	.784*
TOTAL	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42

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

\* . Correlation is significant at the 0.05 level (2-tailed).

#### Reliability Statistics

Cronbach's Alpha	N of Items
.963	19

#### Deskripti Disiplin Kerja

	P1	P2	P3	P4	P5	P6	P7	P8	TOTAL
P1 Pearson Correlation	1	.468**	.433**	.457**	.529**	.336*	.523**	.224	.654**
P1 Sig. (2-tailed)		.002	.004	.002	.000	.030	.000	.154	.000

	N	42	42	42	42	42	42	42	42	42
P2	Pearson Correlation	.468**	1	.695**	.852**	.490**	.602**	.716**	.335*	.835**
	Sig. (2-tailed)	.002		.000	.000	.001	.000	.000	.030	.000
	N	42	42	42	42	42	42	42	42	42
P3	Pearson Correlation	.433**	.695**	1	.795**	.507**	.831**	.627**	.527**	.873**
	Sig. (2-tailed)	.004	.000		.000	.001	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42
P4	Pearson Correlation	.457**	.852**	.795**	1	.473**	.640**	.700**	.527**	.882**
	Sig. (2-tailed)	.002	.000	.000		.002	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42
P5	Pearson Correlation	.529**	.490**	.507**	.473**	1	.537**	.451**	.165	.673**
	Sig. (2-tailed)	.000	.001	.001	.002		.000	.003	.296	.000
	N	42	42	42	42	42	42	42	42	42
P6	Pearson Correlation	.336*	.602**	.831**	.640**	.537**	1	.561**	.478**	.800**
	Sig. (2-tailed)	.030	.000	.000	.000	.000		.000	.001	.000
	N	42	42	42	42	42	42	42	42	42
P7	Pearson Correlation	.523**	.716**	.627**	.700**	.451**	.561**	1	.561**	.839**
	Sig. (2-tailed)	.000	.000	.000	.000	.003	.000		.000	.000
	N	42	42	42	42	42	42	42	42	42
P8	Pearson Correlation	.224	.335*	.527**	.527**	.165	.478**	.561**	1	.614**
	Sig. (2-tailed)	.154	.030	.000	.000	.296	.001	.000		.000
	N	42	42	42	42	42	42	42	42	42
TOTAL	Pearson Correlation	.654**	.835**	.873**	.882**	.673**	.800**	.839**	.614**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42

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

\* . Correlation is significant at the 0.05 level (2-tailed).

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#### Reliability Statistics

Cronbach's Alpha	N of Items
.902	8

## Deskriptif Lingkungan Kerja

	P1	P2	P3	P4	P5	P6	P7	TOTAL
P1 Pearson Correlation	1	.480**	.435**	.414**	.008	.534**	.513**	.711**
P1 Sig. (2-tailed)		.001	.004	.006	.959	.000	.001	.000
P1 N	42	42	42	42	42	42	42	42
P2 Pearson Correlation	.480**	1	.531**	.292	.449**	.405**	.635**	.775**
P2 Sig. (2-tailed)	.001		.000	.061	.003	.008	.000	.000
P2 N	42	42	42	42	42	42	42	42
P3 Pearson Correlation	.435**	.531**	1	.419**	.530**	.495**	.395**	.752**
P3 Sig. (2-tailed)	.004	.000		.006	.000	.001	.010	.000
P3 N	42	42	42	42	42	42	42	42
P4 Pearson Correlation	.414**	.292	.419**	1	.329*	.232	.351*	.621**
P4 Sig. (2-tailed)	.006	.061	.006		.034	.139	.022	.000
P4 N	42	42	42	42	42	42	42	42
P5 Pearson Correlation	.008	.449**	.530**	.329*	1	.400**	.443**	.614**
P5 Sig. (2-tailed)	.959	.003	.000	.034		.009	.003	.000
P5 N	42	42	42	42	42	42	42	42
P6 Pearson Correlation	.534**	.405**	.495**	.232	.400**	1	.334*	.681**
P6 Sig. (2-tailed)	.000	.008	.001	.139	.009		.031	.000
P6 N	42	42	42	42	42	42	42	42
P7 Pearson Correlation	.513**	.635**	.395**	.351*	.443**	.334*	1	.765**
P7 Sig. (2-tailed)	.001	.000	.010	.022	.003	.031		.000
P7 N	42	42	42	42	42	42	42	42
TOTAL Pearson Correlation	.711**	.775**	.752**	.621**	.614**	.681**	.765**	1
TOTAL Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
TOTAL N	42	42	42	42	42	42	42	42

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

\* . Correlation is significant at the 0.05 level (2-tailed).

### Reliability Statistics

Cronbach's Alpha	N of Items
.828	7

### Deskriptif Kinerja Guru

	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL	
P1	Pearson Correlation	1	.813*	.700*	.535*	.827*	.384*	.646*	.651*	.707*	.260	.842**
	Sig. (2-tailed)		.000	.000	.000	.000	.012	.000	.000	.000	.096	.000
	N	42	42	42	42	42	42	42	42	42	42	42
P2	Pearson Correlation	.813*	1	.598*	.676*	.690*	.417*	.634*	.521*	.620*	.354*	.811**
	Sig. (2-tailed)	.000		.000	.000	.000	.006	.000	.000	.000	.021	.000
	N	42	42	42	42	42	42	42	42	42	42	42
P3	Pearson Correlation	.700*	.598*	1	.629*	.659*	.632*	.678*	.574*	.586*	.488*	.840**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.001	.000
	N	42	42	42	42	42	42	42	42	42	42	42
P4	Pearson Correlation	.535*	.676*	.629*	1	.660*	.357*	.493*	.643*	.576*	.175	.729**
	Sig. (2-tailed)	.000	.000	.000		.000	.020	.001	.000	.000	.267	.000
	N	42	42	42	42	42	42	42	42	42	42	42
P5	Pearson Correlation	.827*	.690*	.659*	.660*	1	.413*	.680*	.606*	.665*	.140	.818**
	Sig. (2-tailed)	.000	.000	.000	.000		.007	.000	.000	.000	.378	.000
	N	42	42	42	42	42	42	42	42	42	42	42
P6	Pearson Correlation	.384*	.417*	.632*	.357*	.413*	1	.735*	.479*	.649*	.487*	.715**
	Sig. (2-tailed)											
	N	42	42	42	42	42	42	42	42	42	42	42

P7	Sig. (2-tailed)	.012	.006	.000	.020	.007		.000	.001	.000	.001	.000
	N	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.646*	.634*	.678*	.493*	.680*	.735*	1	.706*	.695*	.450*	.865**
P8	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000		.000	.000	.003	.000
	N	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.651*	.521*	.574*	.643*	.606*	.479*	.706*	1	.791*	.307*	.801**
P9	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.048	.000
	N	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.707*	.620*	.586*	.576*	.665*	.649*	.695*	.791*	1	.362*	.854**
P10	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.018	.000
	N	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.260	.354*	.488*	.175	.140	.487*	.450*	.307*	.362*	1	.515**
TOTAL	Sig. (2-tailed)	.096	.021	.001	.267	.378	.001	.003	.048	.018		.000
	N	42	42	42	42	42	42	42	42	42	42	42
	Pearson Correlation	.842*	.811*	.840*	.729*	.818*	.715*	.865*	.801*	.854*	.515*	1

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

\* . Correlation is significant at the 0.05 level (2-tailed).

### Reliability Statistics

Cronbach's Alpha	N of Items
.928	10

### KESELURUHAN VARIABEL

#### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1	42	48	95	81.50	9.061
X2	42	25	40	33.74	4.073
X3	42	22	35	29.43	3.500
Y	42	34	50	43.24	4.236
Valid N (listwise)	42				

### Uji Validitas Kompetensi Kerja

Pernyataan	r hitung	r tabel	Keterangan
INSTRUMEN_1	0,692	0,304	Valid
INSTRUMEN_2	0,708	0,304	Valid
INSTRUMEN_3	0,769	0,304	Valid
INSTRUMEN_4	0,826	0,304	Valid
INSTRUMEN_5	0,753	0,304	Valid
INSTRUMEN_6	0,830	0,304	Valid
INSTRUMEN_7	0,807	0,304	Valid
INSTRUMEN_8	0,849	0,304	Valid
INSTRUMEN_9	0,897	0,304	Valid
INSTRUMEN_10	0,847	0,304	Valid
INSTRUMEN_11	0,840	0,304	Valid
INSTRUMEN_12	0,824	0,304	Valid
INSTRUMEN_13	0,824	0,304	Valid
INSTRUMEN_14	0,819	0,304	Valid



INSTRUMEN_15	0,874	0,304	Valid
INSTRUMEN_16	0,818	0,304	Valid
INSTRUMEN_17	0,784	0,304	Valid
INSTRUMEN_18	0,751	0,304	Valid
INSTRUMEN_19	0,435	0,304	Valid

### Uji Validitas Disiplin Kerja

Pernyataan	r tabel	r hitung	Keterangan
INSTRUMEN_1	0,654	0,304	Valid
INSTRUMEN_2	0,835	0,304	Valid
INSTRUMEN_3	0,873	0,304	Valid
INSTRUMEN_4	0,882	0,304	Valid
INSTRUMEN_5	0,673	0,304	Valid
INSTRUMEN_6	0,800	0,304	Valid
INSTRUMEN_7	0,839	0,304	Valid
INSTRUMEN_8	0,614	0,304	Valid

### Uji Validitas Lingkungan Kerja

Pernyataan	r hitung	r tabel	Keterangan
INSTRUMEN_1	0,711	0,304	Valid
INSTRUMEN_2	0,775	0,304	Valid
INSTRUMEN_3	0,752	0,304	Valid
INSTRUMEN_4	0,621	0,304	Valid
INSTRUMEN_5	0,614	0,304	Valid
INSTRUMEN_6	0,681	0,304	Valid
INSTRUMEN_7	0,765	0,304	Valid

### Uji Validitas Kinerja Guru

Pernyataan	r hitung	r tabel	Keterangan
INSTRUMEN_1	0,842	0,304	Valid
INSTRUMEN_2	0,811	0,304	Valid
INSTRUMEN_3	0,840	0,304	Valid
INSTRUMEN_4	0,729	0,304	Valid
INSTRUMEN_5	0,818	0,304	Valid
INSTRUMEN_6	0,715	0,304	Valid
INSTRUMEN_7	0,865	0,304	Valid
INSTRUMEN_8	0,801	0,304	Valid
INSTRUMEN_9	0,854	0,304	Valid
INSTRUMEN_10	0,515	0,304	Valid

### Uji Reabilitas

#### Case Processing Summary

	N	%
Valid	42	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	42	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.963	44

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X1	183.5476	275.034	.608	.962
X2	183.5476	275.522	.677	.961
X3	183.6905	276.219	.616	.962
X4	183.7143	272.697	.759	.961
X5	183.6429	275.991	.614	.962
X6	183.7143	272.063	.742	.961
X7	183.6905	275.487	.655	.962
X8	183.6905	272.999	.735	.961
X9	183.7143	271.477	.770	.961
X10	183.7381	272.344	.737	.961
X11	183.7381	271.564	.730	.961
X12	183.7619	271.942	.722	.961
X13	183.6905	275.975	.685	.961
X14	183.6905	275.438	.717	.961
X15	183.7619	273.405	.746	.961
X16	183.8571	273.882	.728	.961
X17	183.8810	273.766	.700	.961
X18	183.9048	274.771	.721	.961
X19	183.9762	277.243	.360	.963
X20	183.9524	278.437	.390	.963
X21	183.7381	277.271	.534	.962
X22	183.7857	273.441	.662	.961
X23	183.8333	273.215	.621	.962
X24	184.0000	278.976	.411	.963
X25	183.6905	274.560	.655	.961
X26	183.7619	273.649	.577	.962
X27	183.5714	282.007	.352	.963
X28	183.8571	279.930	.288	.964
X29	183.7857	278.855	.364	.963
X30	183.6905	276.121	.577	.962
X31	183.8571	277.784	.407	.963
X32	183.7619	278.771	.432	.962
X33	183.8333	275.313	.559	.962
X34	183.9524	277.559	.372	.963
X35	183.7381	273.320	.738	.961
X36	183.7143	276.697	.654	.962

X37	183.6905	274.463	.774	.961
X38	183.6429	279.552	.513	.962
X39	183.7619	274.674	.679	.961
X40	183.7143	275.965	.639	.962
X41	183.6905	273.390	.769	.961
X42	183.6667	278.374	.594	.962
X43	183.7381	274.539	.729	.961
X44	183.6429	277.601	.575	.962

## Uji Normalitas

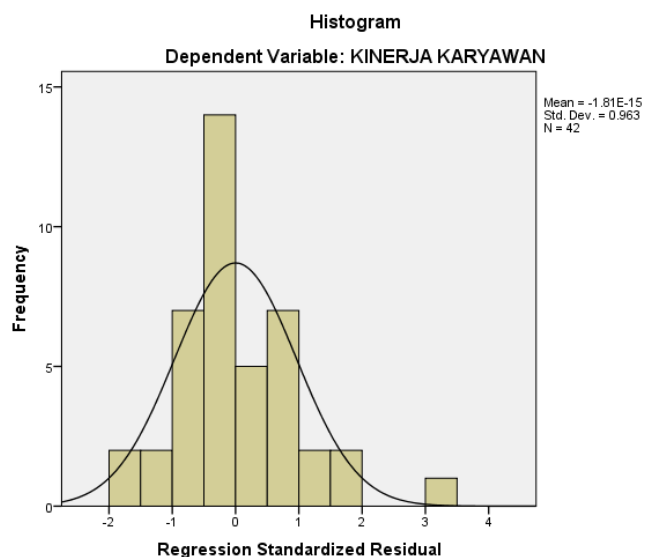
### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	2.21840811
	Absolute	.145
Most Extreme Differences	Positive	.145
	Negative	-.073
Kolmogorov-Smirnov Z		.940
Asymp. Sig. (2-tailed)		.339

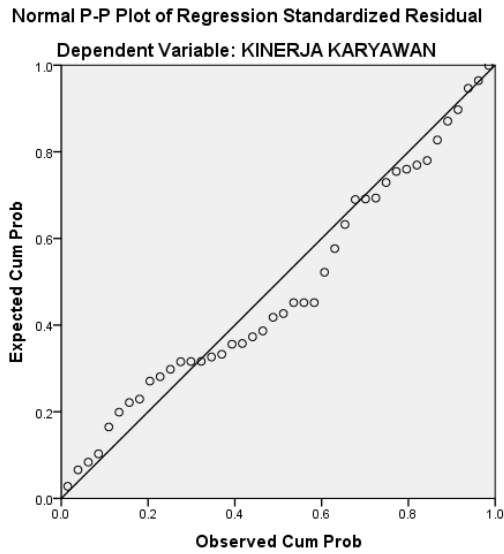
a. Test distribution is Normal.

b. Calculated from data.

**Gambar 4.1**  
**Hasil Uji Histogram**



Gambar 4.2  
Uji Normalitas P-Plot



### Uji Multikolinearitas

Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	DISIPLIN KERJA, LINGKUNGAN KERJA, KOMPETENSI <sup>b</sup>		Enter

a. Dependent Variable: KINERJA KARYAWA

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852 <sup>a</sup>	.726	.704	2.304

a. Predictors: (Constant), DISIPLIN KERJA, LINGKUNGAN KERJA, KOMPETENSI

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	533.844	3	177.948	33.513	.000 <sup>b</sup>
	Residual	201.775	38	5.310		
	Total	735.619	41			

a. Dependent Variable: KINERJA KARYAWA

b. Predictors: (Constant), DISIPLIN KERJA, LINGKUNGAN KERJA, KOMPETENSI

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4.069	3.962		1.027	.311		
	KOMPETENSI	.185	.053	.397	3.509	.001	.565	1.769
	LINGKUNGAN KERJA	.143	.117	.138	1.224	.228	.571	1.751
	DISIPLIN KERJA	.654	.110	.540	5.943	.000	.874	1.144

a. Dependent Variable: KINERJA KARYAWA

Coefficient Correlations<sup>a</sup>

Model		DISIPLIN KERJA	LINGKUNGAN KERJA	KOMPETENSI
1	Correlations	DISIPLIN KERJA	-.142	-.173
		LINGKUNGAN KERJA	1.000	-.605
		KOMPETENSI	-.173	1.000
	Covariances	DISIPLIN KERJA	.012	-.002
		LINGKUNGAN KERJA	-.002	.014
		KOMPETENSI	-.001	-.004

a. Dependent Variable: KINERJA KARYAWA

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	KOMPETENSI	LINGKUNGAN KERJA	DISIPLIN KERJA
1	1	3.979	1.000	.00	.00	.00	.00
	2	.011	19.277	.02	.09	.20	.62
	3	.006	25.568	.90	.00	.17	.38
	4	.004	29.814	.08	.91	.63	.00

a. Dependent Variable: KINERJA KARYAWA

### Uji Heteroskedastisitas

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

Model	Variables Entered	Variables Removed	Method
1	LINGKUNGAN KERJA, DISIPLIN KERJA, KOMPETENSI <sup>b</sup>		Enter

a. Dependent Variable: KINERJA KARYAWA

b. All requested variables entered.

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	4.069	3.962		1.027	.311		
	KOMPETENSI	.185	.053	.397	3.509	.001	.565	1.76
	DISIPLIN KERJA	.143	.117	.138	1.224	.228	.571	1.75
	LINGKUNGAN KERJA	.654	.110	.540	5.943	.000	.874	1.14

a. Dependent Variable: KINERJA KARYAWA

## Uji Regresi Linear berganda

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	LINGKUNGAN KERJA, DISIPLIN KERJA, KOMPETENSI <sup>b</sup>		Enter

a. Dependent Variable: KINERJA KARYAWA

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852 <sup>a</sup>	.726	.704	2.304

a. Predictors: (Constant), LINGKUNGAN KERJA, DISIPLIN KERJA, KOMPETENSI

b. Dependent Variable: KINERJA KARYAWA

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.069	3.962		1.027	.311
	KOMPETENSI	.185	.053	.397	3.509	.001
	DISIPLIN KERJA	.143	.117	.138	1.224	.228
	LINGKUNGAN KERJA	.654	.110	.540	5.943	.000

a. Dependent Variable: KINERJA KARYAWA



## Pengujian Hipotesis

### Uji f

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	533.844	3	177.948	33.513	.000 <sup>b</sup>
Residual	201.775	38	5.310		
Total	735.619	41			

a. Dependent Variable: KINERJA KARYAWA

b. Predictors: (Constant), LINGKUNGAN KERJA, DISIPLIN KERJA, KOMPETENSI

### Uji t

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.069	3.962		1.027	.311
1 KOMPETENSI	.185	.053	.397	3.509	.001
DISIPLIN KERJA	.143	.117	.138	1.224	.228
LINGKUNGAN KERJA	.654	.110	.540	5.943	.000

a. Dependent Variable: KINERJA KARYAWA

## Koefisien Determinasi

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852 <sup>a</sup>	.726	.704	2.304

a. Predictors: (Constant), LINGKUNGAN KERJA, DISIPLIN KERJA, KOMPETENSI

b. Dependent Variable: KINERJA KARYAWA



## Richa Delvia Rahaman

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Tempat /Tgl. Lahir	Jakarta, 23 feburari 2000
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Alamat	: jalan sejahtera v No 66 kelurahan larangan selatan, kecamatan larangan
Kewarganegaraan	Indonesia
Agama	. Islam
Status	Belum Menikah

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Tahun 2018	<b>Universitas Pembangunan jaya</b> Jl. Cendrawasih Raya Blok B7/P, Sawah baru , kecamatan ciputat, Kota Tangerang Selatan
Universitas	
Alamat	

PENDIDIKAN FORMAL

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## PENGALAMAN

- Anggota Divisi Humas dalam kegiatan musyawarah daerah Himpunan mahasiswa manajemen Indonesia wilayah II DKI Jakarta-banten
- Anggota HIMPUNAN MAHASISWA MANAJEMEN sebagai Divisi Kewirausahaan serta menjadi Sekertaris dan Bendahara dalam Divisi Kewirausahaan
- Anggota Divisi Konsumsi dalam kegiatan Manajemen Siap Berbagi (Masih Pagi) yang diselenggarakan oleh Himpunan Mahasiswa Manajemen di Univeristas Pembangunan Jaya.
- Pernah Magang sebagai customer service di Bank Syariah Indonesia selama 3 bulan