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LAMPIRAN-LAMPIRAN

**BERITA ACARA SEMINAR PROPOSAL TESIS
PROGRAM STUDI MAGISTER PEDAGOGI
PERIODE GASAL T.A. 2021 - 2022**

Telah berlangsung Seminar Proposal Tesis Program Studi Magister Pedagogi Pascasarjana Universitas Pancasakti Tegal Pada :

Hari : Selasa
Tanggal : 8 Maret 2022
Atas nama mahasiswa
Nama : Imron
NPM : 7320800062
Judul Tesis : Implementasi Kompetensi Pedagogik dan Penguasaan IT Kepala Sekolah terhadap Peningkatan Kinerja Guru pada Program SMK PK (Pusat Keunggulan) SMK N 1 Adiwerna Kabupaten Tegal

Dengan Susunan Penguji Sebagai Berikut :

| Penguji | Nama Penguji | Tanda Tangan |
|------------------|-----------------------------------|---|
| Penguji Utama | Dr. Basukiyatno, M.Pd. |  |
| Penguji 2 (P1) | Dr. Hanung Sudibyso, M.Pd. |  |
| Penguji 3 (P2) | Prof. Dr. Sitti Hartinah DS., MM. |  |

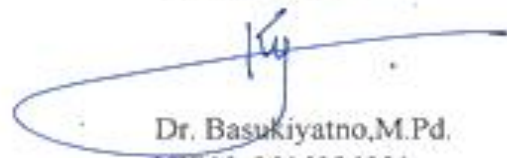
Tegal, 8 Maret 2022

Sek. Prodi Magister Pedagogi,

Penguji Utama



Hastin Budisiwi, M.Pd.
NIDN. 0628038601



Dr. Basukiyatno, M.Pd.
NIDN. 0616096001



Mengetahui,
Dekan Pascasarjana


Dr. Sitti Hartinah, DS., MM.
NIDN. 0017115401



YAYASAN PENDIDIKAN PANCASAKTI TEGAL
UNIVERSITAS PANCASAKTI TEGAL
PROGRAM PASCASARJANA

PROGRAM STUDI: MAGISTER HUKUM, MAGISTER MANAJEMEN, DAN MAGISTER PEDAGOGI
 Sekretariat: Jl. Halmahera Km. 1 Tegal Telp. (0283) 357155
 e-mail : pps.upstegal@gmail.com website : www.upstegal.ac.id

BERITA ACARA UJIAN TESIS

Telah dilaksanakan ujian Tesis terhadap mahasiswa

Nama : Imron
 NPM : 7320800062
 Program Studi : Magister Pedagogi
 Judul Tesis : Implementasi Kompetensi Pedagogik dan Penguasaan IT Kepala Sekolah Terhadap Peningkatan Kinerja Guru pada Program SMK PK (Pusat Keunggulan) SMK Negeri 1 Adiwerna Kabupaten Tegal

Pada:

Hari/Tanggal : Sabtu, 17 Desember 2022
 Waktu : 08.00 – 09.30 WIB
 Tempat : Ruang Sidang Tesis

Dengan ini Tim Penguji

1. Dr. Taufiqulloh, M.Hum (Ketua)
2. Dr. Basukiyatno, M.Pd (Sekretaris)
3. Dr. Purwo Susongko, M.Pd (Penguji 1)
4. Dr. Hanung Sudibyo, M.Pd (Penguji 2)
5. Prof. Dr. Sitti Hartinah, DS, M.M (Penguji 3)

Dalam ujian tersebut di atas, mahasiswa yang bersangkutan dinyatakan **Lulus/Tidak Lulus** dengan nilai.....

Demikianlah berita acara pelaksanaan ujian ini dibuat sebagai laporan.

Tegal, 17 Desember 2022

Tim Penguji

Ketua

Dr. Taufiqulloh, M.Hum
 NIDN. 0612087802

Sekretaris

Dr. Basukiyatno, M.Pd
 NIDN. 0616096001

Penguji 1

Dr. Purwo Susongko, M.Pd
 NIDN. 0017047401

Penguji 2

Dr. Hanung Sudibyo, M.Pd
 NIDN. 0606088301

Penguji 3

Prof. Dr. Sitti Hartinah, DS, M.M
 NIDN. 0017115401



**YAYASAN PENDIDIKAN PANCASAKTI
UNIVERSITAS PANCASAKTI TEGAL
PROGRAM PASCASARJANA**

PROGRAM STUDI : MAGISTER HUKUM, MAGISTER MANAJEMEN, DAN MAGISTER PEDAGOGI
Jalan Halmahera KM.1 Kota Tegal 52121
Sekretariat : Telp (0283) 351082 / Rektor : Telp/Fax : (0283) 351267
e-mail : pps.upstegal@gmail.com website : www.upstegal.ac.id

Nomor : 086/K/A-2/PPs-UPS/VII/2022
Lampiran : -
Perihal : Permohonan Ijin Penelitian

25 Juli 2022

Kepada Yth. : **Kepala Sekolah
SMK Negeri 1 Adiwerna Tegal**
Di

Tempat

Sehubungan dengan rencana Penelitian untuk penulisan Tesis atas nama mahasiswa Pascasarjana Universitas Pancasakti Tegal, berikut ini:

Nama : Imron
NPM : 7320800062
Program Studi : Magister Pedagogi
Judul Tesis : Implementasi Kompetensi Pedagogic Dan Penguasaan IT Kepala Sekolah Terhadap Peningkatan Kinerja Guru Pada Program SMK PK (Pusat Keunggulan) SMKN 1 Adiwerna Tegal

Tanggal Penelitian : 1 Agustus s/d 15 Oktober

Untuk keperluan tersebut, mohon perkenan memberikan ijin mengadakan penelitian di instansi yang Bapak/Ibu pimpin. Hal-hal yang berkaitan dengan pelaksanaan penelitian akan diselesaikan oleh mahasiswa yang bersangkutan.

Demikian, atas kerjasamanya disampaikan terima kasih.

Direktur Pascasarjana,

Prof. Dr. Sitti Hartinah DS., M.M.
NIP. 1954 1117 198103 2 002



PEMERINTAH PROVINSI JAWA TENGAH
DINAS PENDIDIKAN DAN KEBUDAYAAN
SEKOLAH MENENGAH KEJURUAN NEGERI 1 ADIWERNA
alan Raya II Po. Box 24 Adiwerna Telp. (0283)443768 Kabupaten Tegal Kode Pos 52181

SURAT IJIN PENELITIAN

Nomor : 420 / 1135 / 2022

Yang bertanda tangan di bawah ini :

Nama : **Imron Effendi, S.P. M.Pd**

NIP : 19640316 198803 1 013

Pangkat/Gol : Pembina Tk. I, (IV/b)

Jabatan : Kepala SMK Negeri 1 Adiwerna – Kabupaten Tegal

Memberi ijin kepada :

Nama : Imron, S.Pd

NPM : 7320800062

Program Studi : Magister Pedagogi Pascasarjana Universitas Pancasakti Tegal

Untuk mengadakan Penelitian Tesis di SMK Negeri 1 Adiwerna Kabupaten Tegal pada tanggal 1 Agustus 2022 - 15 Oktober 2022, dengan Judul Tesis :
“Implementasi Kompetensi Pedagogik dan Penguasaan IT Kepala Sekolah terhadap Peningkatan Kinerja Guru pada Program SMK PK (Pusat Keunggulan) SMK Negeri 1 Adiwerna Kabupaten Tegal”

Demikian surat ijin penelitian ini dibuat, untuk dapat dipergunakan sebagaimana mestinya.

Adiwerna, 27 Juli 2022
Kepala SMK Negeri 1 Adiwerna

Imron Effendi, S.P., M.Pd
NIP. 19640316 198803 1 013

LEMBAR ANGGKET PENELITIAN
IMPLEMENTASI KOMPETENSI PEDAGOGIK DAN PENGUASAAN IT
KEPALA SEKOLAH TERHADAP PENINGKATAN KINERJA GURU
PADA PROGRAM SMK PK (PUSAT KEUNGGULAN)
SMK NEGERI 1 ADIWERNA KABUPATEN TEGAL

Petunjuk Pengisian

Bapak/ibu yang terhormat, terkait dengan studi penelitian saya atas nama Imron, S.Pd., maka mohon kiranya dapat membantu untuk mengisi angket yang kami tujukan kepada para guru.

Berikut ini terdapat sejumlah pernyataan kepada para guru, bapak/ibu diminta menunjukkan kesesuaian antara pernyataan tersebut dengan keadaan bapak/ibu sehari-hari, dengan cara memberikan tanda centang (v) pada salah satu pilihan jawaban yang tersedia.

1. Bacalah dengan seksama pernyataan berikut ini, yang merupakan indikator kompetensi yang seyogyanya dikuasai para guru,.
2. Berikan tanda centang (v) pada salah satu kolom 1 ; 2 ; 3 ; 4; 5 yang tersedia di sebelah kanan sesuai dengan kompetensi yang anda lihat tentang kompetensi pedagogik, penguasaan IT dan tentang kinerja guru dengan ketentuan sebagai berikut :

1 = Sangat Tidak Setuju (STS)

2 = Tidak Setuju (TS)

3 = Ragu-ragu / Kurang Setuju (RG)

4 = Setuju (S)

5 = Sangat Setuju (SS)

Diharapkan bapak/ibu dapat memberikan jawaban sesuai dengan kenyataan. Jawaban yang bapak/ibu berikan akan dipergunakan semata-mata untuk kepentingan peningkatan mutu layanan sekolah sebagai kajian empiris

Profil Responden

1. Nama :
2. NIP :
3. Pendidikan :
4. Masa Kerja :Tahun

Angket Instrumen Penelitian

| No | INSTRUMEN PENELITIAN | STS | TS | RG | S | SS |
|----|--|-----|----|----|---|----|
| | | 1 | 2 | 3 | 4 | 5 |
| | Kompetensi Pedagogik Kepala Sekolah | | | | | |
| 1 | Kepala sekolah mampu memahami wawasan atau landasan pendidikan | | | | | |
| 2 | Kepala sekolah mampu menjelaskan UU RI No. 20 Tahun 2003 Tentang Sistem Pendidikan Nasional | | | | | |
| 3 | Kepala sekolah dapat mengidentifikasi karakteristik belajar setiap peserta didik | | | | | |
| 4 | Kepala sekolah memastikan bahwa semua peserta didik mendapatkan kesempatan yang sama untuk berpartisipasi aktif dalam kegiatan pembelajaran | | | | | |
| 5 | Kepala sekolah mencoba mengetahui penyebab penyimpangan perilaku peserta didik untuk mencegah agar perilaku tersebut tidak merugikan peserta didik lainnya | | | | | |
| 6 | Kepala sekolah mampu membantu mengembangkan potensi dan mengatasi kekurangan peserta didik | | | | | |
| 7 | Kepala sekolah mampu memperhatikan peserta didik dengan kelemahan fisik tertentu agar dapat mengikuti aktivitas pembelajaran | | | | | |
| 8 | Kepala sekolah dapat menyusun silabus yang sesuai dengan kurikulum | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 9 | Kepala sekolah mampu membuat rencana pelaksanaan pembelajaran (RPP) yang sesuai dengan silabus | | | | | |
| 10 | Kepala sekolah mampu menentukan tujuan pembelajaran dalam RPP | | | | | |
| 11 | Kepala sekolah mampu memilih materi pembelajaran yang sesuai dengan tujuan pembelajaran dan tingkat kemampuan belajar peserta didik. | | | | | |
| 12 | Kepala sekolah mampu membuat program pelaksanaan pembelajaran semester dan tahunan | | | | | |
| 13 | Kepala sekolah mampu membuat jadwal pelaksanaan evaluasi belajar | | | | | |
| 14 | Kepala sekolah mampu menguasai materi pembelajaran sesuai usia dan kemampuan belajar peserta didik | | | | | |
| 15 | Kepala sekolah mampu menggunakan berbagai teknik untuk memotivasi kemauan belajar peserta didik | | | | | |
| 16 | Kepala sekolah mampu merencanakan kegiatan pembelajaran yang saling terkait satu sama lain | | | | | |
| 17 | Kepala sekolah mampu merespon peserta didik yang belum/kurang memahami materi pembelajaran | | | | | |
| 18 | Kepala sekolah mampu melaksanakan pembelajaran secara daring dan luring menggunakan teknologi pembelajaran | | | | | |
| 19 | Kepala sekolah mampu menyusun alat penilaian yang sesuai dengan tujuan pembelajaran | | | | | |
| 20 | Kepala sekolah mampu melaksanakan penilaian dengan berbagai teknik dan jenis penilaian | | | | | |
| 21 | Kepala sekolah mampu menganalisis hasil penilaian untuk menentukan remedial dan pengayaan peserta didik | | | | | |
| 22 | Kepala sekolah mampu menganalisis hasil belajar berdasarkan berbagai bentuk | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| | penilaian untuk mengetahui tingkat kemajuan peserta didik | | | | | |
| 23 | Kepala sekolah mampu mengidentifikasi dengan benar tentang bakat, minat, potensi, dan kesulitan belajar masing-masing peserta didik | | | | | |

Angket Instrumen Penelitian

| No | INSTRUMEN PENELITIAN | STS | TS | RG | S | SS |
|----|--|-----|----|----|---|----|
| | | 1 | 2 | 3 | 4 | 5 |
| | Penguasaan IT Kepala Sekolah | | | | | |
| 24 | Kepala sekolah mampu mengoperasikan perangkat komputer dengan lancar | | | | | |
| 25 | Kepala sekolah mampu mengoperasikan komputer sesuai dengan prosedur | | | | | |
| 26 | Kepala sekolah menguasai laptop untuk proses pembelajaran | | | | | |
| 27 | Kepala sekolah menguasai penggunaan laptop sebagai penyimpanan data pembelajaran | | | | | |
| 28 | Kepala sekolah menguasai penggunaan laptop sebagai pengolahan nilai hasil belajar siswa | | | | | |
| 29 | kepala sekolah mampu mengatasi permasalahan yang dihadapi dalam mengoperasikan perangkat komputer dan aplikasinya | | | | | |
| 30 | Kepala sekolah menguasai pengolahan data melalui aplikasi pada komputer. Contoh : Ms. Word, Excel, dll | | | | | |
| 31 | Kepala sekolah menguasai aplikasi <i>mikrosoft office</i> seperti Ms. Word, Excel, Power Point, dll dalam pembelajaran | | | | | |
| 32 | Kepala sekolah mampu mengoperasikan kamera video dalam pembelajaran di kelas | | | | | |
| 33 | Kepala sekolah mampu mengedit gambar atau video untuk proses pembelajaran | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 34 | Kepala sekolah menguasai pembuatan PPT dengan gambar dan tabel secara menarik dalam pembelajaran di kelas | | | | | |
| 35 | Kepala sekolah dapat membuat persentasi dan mempunyai keahlian untuk memberikan persentasi menarik | | | | | |
| 36 | Kepala sekolah menguasai penggunaan PPT dalam proses belajar mengajar | | | | | |
| 37 | Kepala sekolah menguasai pembuatan materi pembelajaran dengan menggunakan power point (PPT) | | | | | |
| 38 | Kepala sekolah dapat menulis cerita esai atau sederhana tentang materi untuk memberikan motivasi dalam pembelajaran | | | | | |
| 39 | Kepala sekolah menguasai penggunaan internet atau jejaring sosial dalam literasi pembelajaran | | | | | |
| 40 | Kepala sekolah menguasai penggunaan <i>blogging</i> dalam mencari referensi materi pembelajaran dan tugas siswa | | | | | |
| 41 | Kepala sekolah mampu membuat <i>blog</i> sendiri untuk pembelajaran tentang materi dan tugas peserta didik | | | | | |

Angket Instrumen Penelitian

| No | INSTRUMEN PENELITIAN | STS | TS | RG | S | SS |
|----|--|-----|----|----|---|----|
| | | 1 | 2 | 3 | 4 | 5 |
| | Peningkatan Kinerja Guru | | | | | |
| 42 | Guru selalu melibatkan peserta didik aktif dalam proses pembelajaran | | | | | |
| 43 | Guru mengajak peserta didik aktif dalam diskusi belajar | | | | | |
| 44 | Guru menguasai strategi pembelajaran sehingga siswa aktif sesuai dengan materi yang diajarkannya | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 45 | Guru menguasai terhadap perubahan kurikulum, yang akan diterapkan dalam proses pembelajaran | | | | | |
| 46 | Guru menguasai dalam persiapan dan perencanaan pembelajaran dengan baik | | | | | |
| 47 | Guru mampu membuat dan menyusun rencana program pembelajaran (RPP) yang akan digunakan | | | | | |
| 48 | Guru mampu menyusun rencana pelaksanaan pembelajaran tiap semester (Promes) | | | | | |
| 49 | Guru mampu menggunakan media pembelajaran seperti LCD di kelas | | | | | |
| 50 | Guru mampu menggunakan media pembelajaran untuk praktekum dalam proses belajar mengajar | | | | | |
| 51 | Guru mampu membuat media pembelajaran yang sederhana dalam pembelajaran | | | | | |
| 52 | Guru menguasai proses pembelajaran yang melibatkan siswa dalam berbagai pengalaman belajar | | | | | |
| 53 | Guru menguasai proses pembelajaran yang melibatkan siswa dengan literasi online | | | | | |
| 54 | Guru menguasai proses pembelajaran yang melibatkan siswa berdiskusi dan belajar kelompok | | | | | |
| 55 | Guru menguasai proses pembelajaran yang melibatkan siswa aktif di kelas atau bengkel tempat praktek | | | | | |
| 56 | Guru bertingkah laku sopan dalam berbicara, berpenampilan, dan berbuat terhadap semua peserta didik | | | | | |
| 57 | Guru bersikap mandiri, disiplin dan penuh tanggung jawab terhadap tugasnya | | | | | |
| 58 | Guru menguasai pengelolaan kelas pembelajaran yang membuktikan bahwa guru dihormati oleh peserta didik | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 59 | Guru bersikap dewasa dalam menerima masukan dari peserta didik | | | | | |
| 60 | Guru berperilaku baik untuk mencitrakan nama baik sekolah | | | | | |

**DAFTAR NAMA GURU SAMPEL PENELITIAN
SMK NEGERI 1 ADIWERNA**

1. GURU PNS Mengajar > 10 th

| NO | NAMA | NIP | L/P | PEND | MATA PELAJARAN |
|----|-----------------------------------|--------------------|-----|------|----------------|
| 1 | Rokhyati, S.Pd | 197001052008012024 | P | S1 | Matematika |
| 2 | Supriyati Setiyo Hastuti.S.Pd. | 197504262007012010 | P | S1 | Bhs Indonesia |
| 3 | Sugimin, S.Pd | 197503082003121004 | L | S2 | Matematika |
| 4 | Ahmad Subani, S.Pd | 196705181997021003 | L | S1 | PJOK |
| 5 | Siti Azimah, S.Pd | 197101151997022002 | P | S1 | Matematika |
| 6 | Euis Murniasih, S.Kom | 198203222010012025 | P | S1 | TIK |
| 7 | Saraswati Sri Hastanti ,S.Pd | 198701262010012026 | P | S2 | Matematika |
| 8 | Drs. Ahmadun | 196209011988031007 | L | S1 | PAI |
| 9 | Dra. Denni Apriati Fristianingsih | 196811292005012003 | P | S1 | PKn |
| 10 | Dra. Sulistyaningsih | 196603031990032007 | P | S1 | PJOK |
| 11 | Dra. Tuti Retnowati | 196604271992032003 | P | S1 | Sejarah |
| 12 | Rita Heriyanti, S.Pd | 197803082007012007 | P | S2 | Olah Raga |
| 13 | Maofur Rojihi, S.Pd | 197412072008011005 | L | S2 | TGB |
| 14 | Drs. Makmuri | 196609071998021004 | L | S1 | PIPAS |
| 15 | Trio Bowo Leksana, S.Pd | 197506282007011007 | L | S1 | Bhs. Inggris |
| 16 | Megawati S.Pd | 197201152011012001 | P | S1 | Matematika |
| 17 | Rokhit f., S.Pd | 197402192008011006 | L | S1 | TAV |
| 18 | Tedy Andriyanto, ST | 198002242010011014 | L | S1 | TLAS |
| 19 | Bakhtiar Affandi, S.Pd | 197407072008011008 | L | S1 | Matematika |
| 20 | Ummi Rizani, S.Pd | 197407062007012014 | P | S1 | PIPAS |
| 21 | Bunawar, S.Pd. | 197510122007011010 | L | S1 | TGB |
| 22 | Moch. Safuan, S.Pd | 198009022008011006 | L | S1 | TAV |
| 23 | Gandi, S.Kom. | 197712232010011008 | L | S1 | TIK |
| 24 | Kris Biyantoro, S.Pd | 197403142008011011 | L | S1 | TIPTL |
| 25 | Teguh Dwi Puji S., S.Pd.T. | 197909092011011001 | L | S2 | TAV |
| 26 | Munawaroh, S.Pd | 196908132003122002 | P | S1 | KWU |
| 27 | Drs. Sri Catur CB | 196609181992031007 | L | S1 | TGB |
| 28 | Rita Herbawati R., S.Pd | 197301192007012007 | P | S2 | TGB |
| 29 | Muktarom, S.Pd | 197006161994021002 | L | S1 | TKRO |
| 30 | Asrul Sani, S.Kom | 196912121992031009 | L | S1 | TAV |
| 31 | Risun, S.Pd | 197606212007011014 | L | S1 | Matematika |
| 32 | Agus Supriyanto, S.Pd | 197712192010011011 | L | S1 | Bhs Indonesia |

| | | | | | |
|----|----------------------------|--------------------|---|----|---------------|
| 33 | Puji Rahayu, S.Pd | 197510312007012004 | P | S1 | PIPAS |
| 34 | Nono Yulianto | 197607072006041004 | L | S1 | Matematika |
| 35 | Indriyanti, S.Pd. | 197807102006042037 | P | S1 | TAV |
| 36 | Hartina Nursilowati, S.Pd. | 197008022003122003 | P | S1 | Bhs Indonesia |
| 37 | Drs. Akhmad Murtadho, M.Pd | 196403131995121003 | L | S2 | TKRO |
| 38 | Sustiyowati, S.Pd | 196909062007012021 | P | S2 | PIPAS |
| 39 | Dra. Endang Titi Saptari | 196407271990032008 | P | S1 | Sejarah |

2. GURU PNS Mengajar < 10 th

| NO | NAMA | NIP | L/P | PEND | MATA PELAJARAN |
|----|-------------------|--------------------|-----|------|----------------|
| 1 | Rina Anindita | 199703262020122010 | P | S1 | BK |
| 2 | Kurniawati, S.Pd. | 199103172020122009 | P | S1 | BK |

3. GURU NON PNS Mengajar > 10 th

| NO | NAMA | NIP | L/P | PEND | MATA PELAJARAN |
|----|-------------------------------|-----|-----|------|----------------|
| 1 | Leni Nurlatifah, S.Pd. | -- | P | S1 | Bhs. Inggris |
| 2 | Dobby Kurniawan | -- | L | S1 | Bhs. Inggris |
| 3 | Abdul Ghofur, S.ST | -- | L | S1 | TIK |
| 4 | Niniek Wakhyu Indriasih, M.Pd | -- | P | S2 | Matematika |
| 5 | Indah Wulandini, S.Pd | -- | P | S1 | Bhs Indonesia |
| 6 | Ahmad Solakhudin, S.Pd | -- | L | S1 | TLAS |
| 7 | Erwin Susanto, S.Pd | -- | L | S1 | PJOK |
| 8 | Abdul Rokhim, S.T. | -- | L | S1 | TP |

4. GURU NON PNS Mengajar < 10 th

| NO | NAMA | NIP | L/P | PEND | MATA PELAJARAN |
|----|-------------------------------|-----|-----|------|----------------|
| 1 | Azimatunikmah Rizkyana | -- | P | S1 | Bhs. Jepang |
| 2 | Mohamad Meful, S.Pd | -- | L | S1 | Bhs. Jawa |
| 3 | Moh. Aldi Setiawan, S.Pd | -- | L | S1 | PKn |
| 4 | Apriyanto, S.Pd | -- | L | S1 | Seni Budaya |
| 5 | Andreas widya kurniawan, S.Pd | -- | L | S1 | TLAS |
| 6 | Abdul Nasir, S.Pd | -- | L | S1 | TP |
| 7 | Yekti Nurhidayati, S.Pd.I | -- | P | S1 | PAI |

| | | | | | |
|----|--------------------------------|----|---|----|---------------|
| 8 | Wildan Syifaur Rakhman, S.Pd.I | -- | L | S1 | PAI |
| 9 | Muhammad Musta'in, S.Pd | -- | L | S1 | TP |
| 10 | Edy Purnomo, S.Pd | -- | L | S1 | TIK |
| 11 | Sugiaro Fajar, S.Pd | -- | L | S1 | BK |
| 12 | Saraji, S.Pd | -- | L | S1 | TIK |
| 13 | Ika Nurhayanti, S.Pd | -- | P | S1 | Bhs Indonesia |
| 14 | Abdul Baist, S.Pd | -- | L | S1 | PKn |
| 15 | Iin Sri Mutiara, S.Pd | -- | P | S1 | Bhs. Jepang |
| 16 | Haifaul Gholiyah, S.Pd | -- | P | S1 | TGB |
| 17 | Mufti Ardia Anggyantoro, S.Pd | -- | L | S1 | TIPTL |
| 18 | Tresnawati, S.Pd | -- | P | S1 | Bhs Indonesia |
| 19 | Safitri Nur Insani, S.Pd | -- | P | S1 | TIK |
| 20 | Rizki Rahmanda, S.Pd | -- | L | S1 | TKJ |
| 21 | Ahmad Fatullah, S.Pd | -- | L | S1 | TAV |
| 22 | Bagus Wahyu Saputro, S.Pd | -- | L | S1 | TP |

Jawaban Responden Variabel Kompetensi Pedagogik Kepala Sekolah (X1)

| No. Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Item 11 | Item 12 | Item 13 | Item 14 | Item 15 | Item 16 | Item 17 | Item 18 | Item 19 | Item 20 | Item 21 | item22 | item23 |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|--------|
| 1 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 |
| 7 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 10 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 11 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 12 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 13 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| 14 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 17 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 20 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 21 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 22 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 2 | 3 | 5 | 4 | 4 | 4 | 5 | 2 | 2 | 2 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 26 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 27 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 28 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 31 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 34 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 |
| 35 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 37 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 2 | 4 | 4 |
| 38 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

Jawaban Responden Variabel Kompetensi Pedagogik Kepala Sekolah (X1)

| No. Responden | Item 1 | Item 2 | Item 3 | Item 4 | Item 5 | Item 6 | Item 7 | Item 8 | Item 9 | Item 10 | Item 11 | Item 12 | Item 13 | Item 14 | Item 15 | Item 16 | Item 17 | Item 18 | Item 19 | Item 20 | Item 21 | item22 | item23 |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|--------|
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 42 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 |
| 43 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 4 | 4 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 46 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 48 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 50 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 54 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 55 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 |
| 56 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 58 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 59 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 60 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 64 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 |
| 65 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 67 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 68 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 70 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 |
| 71 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |

Jawaban Responden Variabel Penguasaan IT Kepala Sekolah (X2)

| No. Responden | item24 | item25 | item26 | item27 | item28 | item29 | item30 | item31 | item32 | item33 | item34 | item35 | item36 | item37 | item38 | item39 | item40 | item41 | Penguasaan IT |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------|
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 86 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 88 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 82 |
| 48 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 78 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 50 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 52 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 69 |
| 53 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 69 |
| 55 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 68 |
| 56 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 71 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 87 |
| 59 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 71 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 76 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 69 |
| 67 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 70 |
| 68 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 81 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 88 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 3 | 4 | 4 | 2 | 2 | 59 |
| 71 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 71 |

Lampiran 9

Jawaban Responden Variabel Kinerja Guru (Y)

| No. Responden | item42 | item43 | item44 | item45 | item46 | item47 | item48 | item49 | item50 | item51 | item52 | item53 | item54 | item55 | item56 | item57 | item58 | item59 | item60 | Kinerja_Guru |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------------|
| 1 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 82 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 89 |
| 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 7 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 86 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 |
| 10 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 85 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 77 |
| 12 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 91 |
| 13 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 81 |
| 14 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 93 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 16 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 85 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 94 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 86 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 21 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 83 |
| 22 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 92 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 24 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 90 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 84 |
| 26 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 70 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 28 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 31 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 93 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 92 |
| 34 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 87 |
| 35 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 82 |
| 36 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 37 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 82 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 92 |

| | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 93 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 94 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 47 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 93 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 80 |
| 49 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 85 |
| 50 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 82 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 53 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 81 |
| 54 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 81 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 56 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 58 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 91 |
| 59 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 80 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 64 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 90 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 77 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 68 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 79 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 70 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 71 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 78 |

▲ HASIL ANALISA DATA SPSS

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,606 ^a | ,666 | ,348 | 6,313 |

a. Predictors: (Constant), Kemampuan_IT_Kepala_sekolah, Pedagogik_Kepala Sekolah

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 1569,190 | 2 | 784,595 | 19,684 | ,000 ^b |
| | Residual | 2710,472 | 68 | 39,860 | | |
| | Total | 4279,662 | 70 | | | |

b. Predictors: (Constant), Kemampuan_IT_Kepala_sekolah, Pedagogik_Kepala Sekolah

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 43,608 | 7,183 | | 6,071 | ,000 |
| | Pedagogik_Kepala Sekolah | ,537 | ,034 | ,016 | 5,800 | ,022 |
| | Kemampuan_IT_Kepala_sekolah | ,545 | ,093 | ,600 | 5,862 | ,000 |

a. Dependent Variable: Kinerja_Guru |

HASIL UJI NORMALITAS VARIABEL PENELITIAN

| Komp. Pedagogik | Frekuensi Jawaban Responden | | | | | Jumlah | Mean | Kolmogorov- Smirnov |
|--------------------|--------------------------------|---|---|----|----|--------|------|------------------------|
| | 1 | 2 | 3 | 4 | 5 | | | |
| item1 | 1 | 2 | 3 | 4 | 5 | 71 | 4,62 | ,401 |
| item2 | 0 | 0 | 0 | 27 | 44 | 71 | 4,48 | ,330 |
| item3 | 0 | 0 | 1 | 35 | 35 | 71 | 4,32 | ,354 |
| item4 | 0 | 0 | 3 | 42 | 26 | 71 | 4,69 | ,438 |
| item5 | 0 | 0 | 1 | 20 | 50 | 71 | 4,46 | ,331 |
| item6 | 0 | 0 | 1 | 36 | 34 | 71 | 4,38 | ,401 |
| item7 | 0 | 0 | 0 | 44 | 27 | 71 | 4,45 | ,318 |
| item8 | 0 | 0 | 2 | 35 | 34 | 71 | 4,30 | ,297 |
| item9 | 0 | 1 | 4 | 39 | 27 | 71 | 4,35 | ,288 |
| item10 | 0 | 1 | 3 | 37 | 30 | 71 | 4,28 | ,249 |
| item11 | 0 | 2 | 5 | 35 | 29 | 71 | 4,25 | ,295 |
| item12 | 0 | 2 | 3 | 41 | 25 | 71 | 4,34 | ,269 |
| item13 | 0 | 2 | 2 | 37 | 30 | 71 | 4,31 | ,339 |
| item14 | 0 | 0 | 4 | 41 | 26 | 71 | 4,24 | ,321 |
| item15 | 0 | 2 | 2 | 44 | 23 | 71 | 4,31 | ,265 |
| item16 | 0 | 3 | 2 | 36 | 30 | 71 | 4,34 | ,316 |
| item17 | 0 | 1 | 2 | 40 | 28 | 71 | 4,27 | ,249 |
| item18 | 0 | 2 | 6 | 34 | 29 | 71 | 4,30 | ,338 |
| item19 | 0 | 1 | 2 | 43 | 25 | 71 | 4,30 | ,311 |
| item20 | 0 | 2 | 1 | 42 | 26 | 71 | 4,30 | ,292 |
| item21 | 0 | 2 | 2 | 40 | 27 | 71 | 4,18 | ,337 |
| item22 | 1 | 3 | 1 | 43 | 23 | 71 | 4,31 | ,304 |
| item23 | 0 | 2 | 1 | 41 | 27 | 71 | 4,31 | ,304 |

| Penguasaan IT | Frekuensi Jawaban Resp. | | | | | Jumlah | Mean | Kolmogorov- Smirnova Statistic |
|------------------|----------------------------|---|---|----|----|--------|------|--------------------------------------|
| | 1 | 2 | 3 | 4 | 5 | | | |
| item24 | 0 | 0 | 2 | 32 | 37 | 71 | 4,48 | 0,340 |
| item25 | 0 | 0 | 2 | 32 | 37 | 71 | 4,45 | 0,338 |
| item26 | 0 | 0 | 1 | 34 | 36 | 71 | 4,49 | 0,337 |
| item27 | 0 | 0 | 0 | 40 | 31 | 71 | 4,44 | 0,372 |
| item28 | 0 | 1 | 3 | 35 | 32 | 71 | 4,38 | 0,284 |
| item29 | 0 | 1 | 9 | 36 | 25 | 71 | 4,20 | 0,257 |
| item30 | 0 | 0 | 1 | 42 | 28 | 71 | 4,38 | 0,375 |
| item31 | 0 | 0 | 0 | 41 | 30 | 71 | 4,42 | 0,380 |

| Penguasaan IT | Frekuensi Jawaban Resp. | | | | | Jumlah | Mean | Kolmogorov-Smirnova Statistic |
|---------------|-------------------------|---|----|----|----|--------|------|-------------------------------|
| | 1 | 2 | 3 | 4 | 5 | | | |
| item32 | 0 | 2 | 4 | 45 | 20 | 71 | 4,17 | 0,320 |
| item33 | 0 | 4 | 13 | 39 | 15 | 71 | 3,92 | 0,303 |
| item34 | 0 | 2 | 1 | 47 | 21 | 71 | 4,23 | 0,347 |
| item35 | 0 | 0 | 2 | 43 | 26 | 71 | 4,34 | 0,371 |
| item36 | 0 | 1 | 1 | 41 | 28 | 71 | 4,35 | ,331 |
| item37 | 0 | 0 | 4 | 41 | 26 | 71 | 4,31 | ,339 |
| item38 | 0 | 0 | 2 | 40 | 29 | 71 | 4,38 | ,349 |
| item39 | 0 | 0 | 1 | 38 | 32 | 71 | 4,44 | ,345 |
| item40 | 0 | 3 | 9 | 37 | 22 | 71 | 4,10 | ,281 |
| item 41 | 1 | 2 | 12 | 38 | 18 | 71 | 3,99 | ,296 |

| Kinerja Guru | Frekuensi Jawaban Resp. | | | | | Jumlah | Mean | Kolmogorov-Smirnova Statistic |
|--------------|-------------------------|---|---|----|----|--------|------|-------------------------------|
| | 1 | 2 | 3 | 4 | 5 | | | |
| item42 | 0 | 0 | 1 | 21 | 49 | 71 | 4,68 | 0,431 |
| item43 | 0 | 0 | 0 | 27 | 44 | 71 | 4,62 | 0,401 |
| item44 | 0 | 0 | 0 | 32 | 39 | 71 | 4,55 | 0,365 |
| item45 | 0 | 0 | 0 | 38 | 33 | 71 | 4,46 | 0,358 |
| item46 | 0 | 0 | 0 | 30 | 41 | 71 | 4,58 | 0,380 |
| item47 | 0 | 0 | 1 | 30 | 40 | 71 | 4,55 | 0,366 |
| item48 | 0 | 0 | 1 | 32 | 38 | 71 | 4,52 | 0,352 |
| item49 | 0 | 0 | 3 | 29 | 39 | 71 | 4,51 | 0,351 |
| item50 | 0 | 0 | 1 | 28 | 42 | 71 | 4,58 | 0,381 |
| item51 | 0 | 0 | 1 | 34 | 36 | 71 | 4,49 | 0,337 |
| item52 | 0 | 0 | 0 | 32 | 39 | 71 | 4,55 | 0,365 |
| item53 | 0 | 0 | 2 | 35 | 34 | 71 | 4,45 | 0,318 |
| item54 | 0 | 0 | 1 | 33 | 37 | 71 | 4,51 | 0,344 |
| item55 | 0 | 0 | 0 | 36 | 35 | 71 | 4,49 | 0,343 |
| item56 | 0 | 0 | 0 | 23 | 48 | 71 | 4,68 | 0,430 |
| item57 | 0 | 0 | 0 | 26 | 45 | 71 | 4,63 | 0,409 |
| item58 | 0 | 0 | 0 | 32 | 39 | 71 | 4,55 | 0,365 |
| item59 | 0 | 0 | 0 | 34 | 37 | 71 | 4,52 | 0,351 |
| item60 | 0 | 0 | 0 | 27 | 44 | 71 | 4,62 | 0,401 |

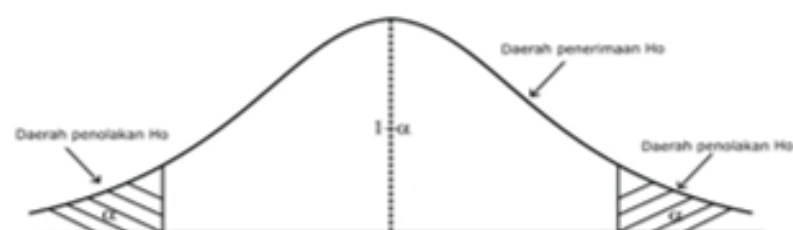
HASIL UJI VALIDITAS VARIABEL KOMPETENSI PEDAGOGIK

| | | item1 | item2 | item3 | item4 | item5 | item6 | item7 | item8 | item9 | item10 | item11 | item12 | item13 | item14 | item15 | item16 | item17 | item18 | item19 | item20 | item21 | item22 | item23 |
|--------|-----------------|--------|--------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|--------|--------|--------|--------|---------|--------|---------|--------|--------|
| item1 | Pearson Corr. | 1 | .664** | .449 | .545 | .471 | .385 | .664** | .480 | .385 | .440 | .424 | .385 | .480 | .480 | .599** | .584 | .632** | .538 | .480 | .449 | .599** | .385 | .584** |
| | Sig. (2-tailed) | | .001 | .047 | .013 | .036 | .094 | .001 | .032 | .094 | .052 | .063 | .094 | .032 | .032 | .005 | .007 | .003 | .014 | .032 | .047 | .005 | .094 | .007 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item2 | Pearson Corr. | .664** | 1 | .501 | .522 | .533 | .287 | .596 | .724** | .492 | .505 | .638 | .492 | .724** | .724** | .698** | .596 | .676** | .601 | .724** | .325 | .698** | .287 | .415 |
| | Sig. (2-tailed) | .001 | | .025 | .018 | .015 | .220 | .006 | .000 | .027 | .023 | .002 | .027 | .000 | .000 | .001 | .006 | .001 | .005 | .000 | .162 | .001 | .220 | .069 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item3 | Pearson Corr. | .449 | .501 | 1 | .151 | .499 | .392 | .325 | .362 | .392 | .355 | .252 | .036 | .362 | .362 | .392 | .612 | .389 | .467 | .362 | .237 | .392 | .214 | .298 |
| | Sig. (2-tailed) | .047 | .025 | | .524 | .025 | .087 | .162 | .117 | .087 | .125 | .283 | .881 | .117 | .117 | .087 | .004 | .090 | .038 | .117 | .315 | .087 | .365 | .202 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item4 | Pearson Corr. | .545 | .522 | .151 | 1 | .471 | .236 | .522 | .378 | .236 | .437 | .333 | .471 | .378 | .378 | .471 | .311 | .353 | .424 | .378 | .151 | .471 | .236 | .311 |
| | Sig. (2-tailed) | .013 | .018 | .524 | | .036 | .317 | .018 | .100 | .317 | .054 | .151 | .036 | .100 | .100 | .036 | .182 | .127 | .063 | .100 | .524 | .036 | .317 | .182 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item5 | Pearson Corr. | .471 | .533 | .499 | .471 | 1 | .667** | .739** | .535 | .458 | .450 | .471 | .458 | .312 | .312 | .250 | .257 | .321 | .385 | .535 | .143 | .250 | .042 | .257 |
| | Sig. (2-tailed) | .036 | .015 | .025 | .036 | | .001 | .000 | .015 | .042 | .047 | .036 | .042 | .181 | .181 | .288 | .275 | .168 | .094 | .015 | .548 | .288 | .862 | .275 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item6 | Pearson Corr. | .385 | .287 | .392 | .236 | .667** | 1 | .698** | .579** | .583** | .534 | .707** | .583** | .579** | .579** | .375 | .293 | .571** | .471 | .579** | .392 | .375 | .477 | .477 |
| | Sig. (2-tailed) | .094 | .220 | .087 | .317 | .001 | | .001 | .007 | .007 | .015 | .000 | .007 | .007 | .007 | .103 | .209 | .009 | .036 | .007 | .087 | .103 | .103 | .034 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item7 | Pearson Corr. | .664** | .596** | .325 | .522 | .739** | .698** | 1 | .724** | .492 | .367 | .638** | .698** | .504 | .504 | .492 | .415 | .676** | .601 | .724** | .501 | .492 | .287 | .415 |
| | Sig. (2-tailed) | .001 | .006 | .162 | .018 | .000 | .001 | | .000 | .027 | .112 | .002 | .001 | .023 | .023 | .027 | .069 | .001 | .005 | .000 | .025 | .027 | .220 | .069 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item8 | Pearson Corr. | .480 | .724** | .362 | .378 | .535 | .579** | .724** | 1 | .802** | .616 | .882** | .802** | .762** | .762** | .802** | .627** | .744** | .663** | 1.000** | .553 | .802** | .356 | .431 |
| | Sig. (2-tailed) | .032 | .000 | .117 | .100 | .015 | .007 | .000 | | .000 | .004 | .000 | .000 | .000 | .000 | .000 | .003 | .000 | .001 | 0.000 | .011 | .000 | .123 | .058 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item9 | Pearson Corr. | .385 | .492 | .392 | .236 | .458 | .583** | .492 | .802** | 1 | .534 | .707** | .583** | .579** | .579** | .792** | .660** | .571** | .471 | .802** | .571** | .792** | .375 | .477 |
| | Sig. (2-tailed) | .094 | .027 | .087 | .317 | .042 | .007 | .027 | .000 | | .015 | .000 | .007 | .007 | .007 | .007 | .002 | .009 | .036 | .000 | .009 | .000 | .103 | .034 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item10 | Pearson Corr. | .440 | .505 | .355 | .437 | .450 | .534 | .367 | .616** | .534 | 1 | .676** | .534 | .616** | .616** | .534 | .383 | .475 | .426 | .616** | .114 | .534 | .112 | .383 |
| | Sig. (2-tailed) | .052 | .023 | .125 | .054 | .047 | .015 | .112 | .004 | .015 | | .001 | .015 | .004 | .004 | .015 | .095 | .034 | .061 | .004 | .631 | .015 | .637 | .095 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item11 | Pearson Corr. | .424 | .638** | .252 | .333 | .471 | .707** | .638** | .882** | .707** | .676** | 1 | .707** | .882** | .882** | .707** | .518 | .656** | .545 | .882** | .454 | .707** | .471 | .518 |
| | Sig. (2-tailed) | .063 | .002 | .283 | .151 | .036 | .000 | .002 | .000 | .000 | .001 | | .000 | .000 | .000 | .000 | .019 | .002 | .013 | .000 | .044 | .000 | .036 | .019 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item12 | Pearson Corr. | .385 | .492 | .036 | .471 | .458 | .583** | .698** | .802** | .583** | .534 | .707** | 1 | .579** | .579** | .583** | .293 | .749** | .685** | .802** | .571** | .583** | .375 | .477 |
| | Sig. (2-tailed) | .094 | .027 | .881 | .036 | .042 | .007 | .001 | .000 | .007 | .015 | .000 | | .007 | .007 | .007 | .209 | .000 | .001 | .000 | .009 | .007 | .103 | .034 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item13 | Pearson Corr. | .480 | .724** | .362 | .378 | .312 | .579** | .504 | .762** | .579** | .616 | .882** | .579** | 1 | 1.000** | .802** | .627** | .744** | .663** | .762** | .362 | .802** | .579** | .627** |
| | Sig. (2-tailed) | .032 | .000 | .117 | .100 | .181 | .007 | .023 | .000 | .007 | .004 | .000 | .007 | | 0.000 | .000 | .003 | .000 | .001 | .000 | .117 | .000 | .007 | .003 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item14 | Pearson Corr. | .480 | .724** | .362 | .378 | .312 | .579** | .504 | .762** | .579** | .616 | .882** | .579** | 1.000** | 1 | .802** | .627** | .744** | .663** | .762** | .362 | .802** | .579** | .627** |
| | Sig. (2-tailed) | .032 | .000 | .117 | .100 | .181 | .007 | .023 | .000 | .007 | .004 | .000 | .007 | 0.000 | | .000 | .003 | .000 | .001 | .000 | .117 | .000 | .007 | .003 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item15 | Pearson Corr. | .599** | .698** | .392 | .471 | .250 | .375 | .492 | .802** | .792** | .534 | .707** | .583** | .802** | .802** | 1 | .843** | .749** | .685** | .802** | .571** | 1.000** | .583** | .660** |
| | Sig. (2-tailed) | .005 | .001 | .087 | .036 | .288 | .103 | .027 | .000 | .000 | .015 | .000 | .007 | .000 | .000 | | .000 | .000 | .001 | .000 | .009 | 0.000 | .007 | .002 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item16 | Pearson Corr. | .584 | .596 | .612 | .311 | .257 | .293 | .415 | .627** | .660** | .383 | .518 | .293 | .627** | .627** | .843** | 1 | .612 | .734** | .627** | .612 | .843** | .660** | .677** |
| | Sig. (2-tailed) | .007 | .006 | .004 | .182 | .275 | .209 | .069 | .003 | .002 | .095 | .019 | .209 | .003 | .003 | .000 | | .004 | .000 | .003 | .004 | .000 | .002 | .001 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item17 | Pearson Corr. | .632** | .676** | .389 | .353 | .321 | .571** | .676** | .744** | .571** | .475 | .656** | .749** | .744** | .744** | .749** | .612** | 1 | .833** | .744** | .695** | .749** | .571** | .612** |
| | Sig. (2-tailed) | .003 | .001 | .090 | .127 | .168 | .009 | .001 | .000 | .009 | .034 | .002 | .000 | .000 | .000 | .000 | .004 | | .000 | .000 | .001 | .000 | .009 | .004 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item18 | Pearson Corr. | .538 | .601 | .467 | .424 | .385 | .471 | .601** | .663** | .471 | .426 | .545 | .685** | .663** | .663** | .685** | .734** | .833** | 1 | .663** | .650** | .685** | .685** | .734** |
| | Sig. (2-tailed) | .014 | .005 | .038 | .063 | .094 | .036 | .005 | .001 | .036 | .061 | .013 | .001 | .001 | .001 | .001 | .000 | .000 | | .001 | .002 | .001 | .001 | .000 |
| | N | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 |
| item19 | Pearson Corr. | .480 | .724 | | | | | | | | | | | | | | | | | | | | | |

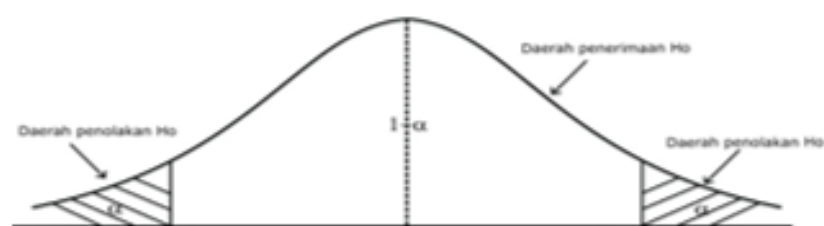
HASIL UJI HIPOTESIS T-tes

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 43,608 | 7,183 | | 6,071 | ,000 |
| 1 Pedagogik Kepala Sekolah | ,005 | ,034 | ,016 | 5,800 | ,022 |
| Penguasaan IT Kepala Sekolah | ,545 | ,093 | ,600 | 5,862 | ,000 |

Sumber: Data primer yang diolah, Agustus 2022



Grafik Hasil Pengujian Hipotesis 1 (H_1)



Grafik Hasil Pengujian Hipotesis 2 (H_2)

HASIL UJI HIPOTESIS F-tes

Tabel 4.10 Hasil Pengujian F-tes

| Model | <i>Sum of Squares</i> | df | <i>Mean Square</i> | F | Sig. | |
|-------|-----------------------|-----------------|--------------------|---------|--------|-------------------|
| 1 | <i>Regression</i> | 1569,190 | 2 | 784,595 | 19,684 | ,000 ^b |
| | <i>Residual</i> | 2710,472 | 68 | 39,860 | | |
| | Total | 4279,662 | 70 | | | |

HASIL UJI KOEFISIEN DETERMINASI (R²)

| Model | R | <i>R Square</i> | <i>Adjusted R Square</i> | <i>Std. Error of the Estimate</i> |
|-------|-------------------|-----------------|--------------------------|-----------------------------------|
| 1 | ,606 ^a | ,666 | ,348 | 6,313 |

HASIL UJI RELIABILITAS VARIABEL PENELITIAN

| | |
|-------------------------|-------------------------------|
| Kompetensi Pedagogik | Reliability Statistics |
| | Cronbach's Alpha .963 |

| | |
|---------------|-------------------------------|
| Penguasaan IT | Reliability Statistics |
| | Cronbach's Alpha .962 |

| | |
|--------------|-------------------------------|
| Kinerja Guru | Reliability Statistics |
| | Cronbach's Alpha .969 |

| No. | Variabel Penelaian | <i>Cronbach Alpha</i> | Batas Minimal Reliabilitas | Keterangan |
|-----|---|-----------------------|----------------------------|------------|
| 1 | Kompetensi Pedagogik Kepala Sekolah (X ₁) | 0,963 | 0,70 | Reliabel |
| 2 | Penguasaan IT Kepala Sekolah (X ₂) | 0,962 | 0,70 | Reliabel |
| 3 | Kinerja Guru (Y) | 0,969 | 0,70 | Reliabel |

DATA PENILAIAN KINERJA GURU (PKG)
SMK NEGERI 1 ADIWERNA
Januari s.d. Desember 2022

1. GURU PNS Mengajar > 10 th

| NO | NAMA | NIP | L/P | PEND | NILAI AKHIR PKG | KET. NILAI PKG |
|----|-----------------------------------|--------------------|-----|------|-----------------|----------------|
| 1 | Rokhyati, S.Pd | 197001052008012024 | P | S1 | 85,80 | BAIK |
| 2 | Supriyati Setiyo Hastuti.S.Pd. | 197504262007012010 | P | S1 | 85,80 | BAIK |
| 3 | Sugimin, S.Pd | 197503082003121004 | L | S2 | 85,80 | BAIK |
| 4 | Ahmad Subani, S.Pd | 196705181997021003 | L | S1 | 85,80 | BAIK |
| 5 | Siti Azimah, S.Pd | 197101151997022002 | P | S1 | 85,80 | BAIK |
| 6 | Euis Murniasih, S.Kom | 198203222010012025 | P | S1 | 86,02 | BAIK |
| 7 | Saraswati Sri Hastanti ,S.Pd | 198701262010012026 | P | S2 | 86,02 | BAIK |
| 8 | Drs. Ahmadun | 196209011988031007 | L | S1 | 85,80 | BAIK |
| 9 | Dra. Denni Apriati Fristianingsih | 196811292005012003 | P | S1 | 86,02 | BAIK |
| 10 | Dra. Sulistiyarningsih | 196603031990032007 | P | S1 | 86,80 | BAIK |
| 11 | Dra. Tuti Retnowati | 196604271992032003 | P | S1 | 86,02 | BAIK |
| 12 | Rita Heriyanti, S.Pd | 197803082007012007 | P | S2 | 86,02 | BAIK |
| 13 | Maofur Rojihi, S.Pd | 197412072008011005 | L | S2 | 86,02 | BAIK |
| 14 | Drs. Makmuri | 196609071998021004 | L | S1 | 88,72 | BAIK |
| 15 | Trio Bowo Leksana, S.Pd | 197506282007011007 | L | S1 | 85,81 | BAIK |
| 16 | Megawati S.Pd | 197201152011012001 | P | S1 | 86,02 | BAIK |
| 17 | Rokhit f., S.Pd | 197402192008011006 | L | S1 | 85,72 | BAIK |
| 18 | Tedy Andriyanto, ST | 198002242010011014 | L | S1 | 85,72 | BAIK |
| 19 | Bakhtiar Affandi, S.Pd | 197407072008011008 | L | S1 | 86,02 | BAIK |
| 20 | Ummi Rizani, S.Pd | 197407062007012014 | P | S1 | 85,72 | BAIK |
| 21 | Bunawar, S.Pd. | 197510122007011010 | L | S1 | 85,72 | BAIK |
| 22 | Moch. Safuan, S.Pd | 198009022008011006 | L | S1 | 85,72 | BAIK |
| 23 | Gandi, S.Kom. | 197712232010011008 | L | S1 | 86,02 | BAIK |
| 24 | Kris Biyantoro, S.Pd | 197403142008011011 | L | S1 | 85,72 | BAIK |
| 25 | Teguh Dwi Puji S., S.Pd.T. | 197909092011011001 | L | S2 | 85,72 | BAIK |
| 26 | Munawaroh, S.Pd | 196908132003122002 | P | S1 | 86,02 | BAIK |
| 27 | Drs. Sri Catur CB | 196609181992031007 | L | S1 | 85,72 | BAIK |
| 28 | Rita Herbawati R., S.Pd | 197301192007012007 | P | S2 | 85,72 | BAIK |
| 29 | Muktarom, S.Pd | 197006161994021002 | L | S1 | 85,72 | BAIK |
| 30 | Asrul Sani, S.Kom | 196912121992031009 | L | S1 | 85,72 | BAIK |
| 31 | Risun, S.Pd | 197606212007011014 | L | S1 | 86,02 | BAIK |
| 32 | Agus Supriyanto, S.Pd | 197712192010011011 | L | S1 | 85,72 | 85,72 |

| | | | | | | |
|----|----------------------------|--------------------|---|----|-------|------|
| 33 | Puji Rahayu, S.Pd | 197510312007012004 | P | S1 | 86,02 | BAIK |
| 34 | Nono Yulianto | 197607072006041004 | L | S1 | 86,02 | BAIK |
| 35 | Indriyanti, S.Pd. | 197807102006042037 | P | S1 | 85,72 | BAIK |
| 36 | Hartina Nursilowati, S.Pd. | 197008022003122003 | P | S1 | 86,02 | BAIK |
| 37 | Drs. Akhmad Murtadho, M.Pd | 196403131995121003 | L | S2 | 85,72 | BAIK |
| 38 | Sustiyowati, S.Pd | 196909062007012021 | P | S2 | 86,02 | BAIK |
| 39 | Dra. Endang Titi Saptari | 196407271990032008 | P | S1 | 86,02 | BAIK |

2. GURU PNS Mengajar < 10 th

| NO | NAMA | NIP | L/P | PEND | NILAI AKHIR PKG | KET. NILAI PKG |
|----|-------------------|--------------------|-----|------|-----------------|----------------|
| 1 | Rina Anindita | 199703262020122010 | P | S1 | 86,02 | BAIK |
| 2 | Kurniawati, S.Pd. | 199103172020122009 | P | S1 | 86,02 | BAIK |

3. GURU NON PNS Mengajar > 10 th

| NO | NAMA | NIP | L/P | PEND | NILAI AKHIR PKG | KET. NILAI PKG |
|----|-------------------------------|-----|-----|------|-----------------|----------------|
| 1 | Leni Nurlatifah, S.Pd. | -- | P | S1 | 85,81 | BAIK |
| 2 | Dobby Kurniawan | -- | L | S1 | 85,81 | BAIK |
| 3 | Abdul Ghofur, S.ST | -- | L | S1 | 86,02 | BAIK |
| 4 | Niniek Wakhyu Indriasih, M.Pd | -- | P | S2 | 85,72 | BAIK |
| 5 | Indah Wulandini, S.Pd | -- | P | S1 | 86,02 | BAIK |
| 6 | Ahmad Solakhudin, S.Pd | -- | L | S1 | 86,02 | BAIK |
| 7 | Erwin Susanto, S.Pd | -- | L | S1 | 85,72 | BAIK |
| 8 | Abdul Rokhim, S.T. | -- | L | S1 | 86,02 | BAIK |

4. GURU NON PNS Mengajar < 10 th

| NO | NAMA | NIP | L/P | PEND | NILAI AKHIR PKG | KET. NILAI PKG |
|----|-------------------------------|-----|-----|------|-----------------|----------------|
| 1 | Azimatunikmah Rizkyana | -- | P | S1 | 85,72 | BAIK |
| 2 | Mohamad Meful, S.Pd | -- | L | S1 | 86,02 | BAIK |
| 3 | Moh. Aldi Setiawan, S.Pd | -- | L | S1 | 86,02 | BAIK |
| 4 | Apriyanto, S.Pd | -- | L | S1 | 85,72 | BAIK |
| 5 | Andreas widya kurniawan, S.Pd | -- | L | S1 | 86,02 | BAIK |
| 6 | Abdul Nasir, S.Pd | -- | L | S1 | 86,33 | BAIK |
| 7 | Yekti Nurhidayati, S.Pd.I | -- | P | S1 | 86,02 | BAIK |

| | | | | | | |
|----|---------------------------------|----|---|----|-------|------|
| 8 | Wildan Syifaour Rakhman, S.Pd.I | -- | L | S1 | 86,02 | BAIK |
| 9 | Muhammad Musta'in, S.Pd | -- | L | S1 | 86,33 | BAIK |
| 10 | Edy Purnomo, S.Pd | -- | L | S1 | 86,02 | BAIK |
| 11 | Sugiaro Fajar, S.Pd | -- | L | S1 | 86,02 | BAIK |
| 12 | Saroji, S.Pd | -- | L | S1 | 85,72 | BAIK |
| 13 | Ika Nurhayanti, S.Pd | -- | P | S1 | 86,02 | BAIK |
| 14 | Abdul Baist, S.Pd | -- | L | S1 | 86,02 | BAIK |
| 15 | Iin Sri Mutiara, S.Pd | -- | P | S1 | 86,02 | BAIK |
| 16 | Haifaul Gholiyah, S.Pd | -- | P | S1 | 86,02 | BAIK |
| 17 | Mufti Ardia Anggyantoro,S.Pd | -- | L | S1 | 85,72 | BAIK |
| 18 | Tresnawati, S.Pd | -- | P | S1 | 86,02 | BAIK |
| 19 | Safitri Nur Insani, S.Pd | -- | P | S1 | 85,72 | BAIK |
| 20 | Rizki Rahmanda, S.Pd | -- | L | S1 | 86,02 | BAIK |
| 21 | Ahmad Fatullah,S.Pd | -- | L | S1 | 85,72 | BAIK |
| 22 | Bagus Wahyu Saputro, S.Pd | -- | L | S1 | 86,02 | BAIK |

Adiwerna, 31 Desember 2022

Kepala SMK Negeri 1 Adiwerna

**Iurron Effendi, S.P., M.Pd**

NIP. 19640316 198803 1 013

Lampiran 19. Wawancara dengan Kepala Sekolah tentang SMK PK



Lampiran 20. Wawancara dengan Kepala Sekolah tentang Kinerja Guru



Lampiran 21. Wawancara dengan Guru dan Kaprodi tentang Kompetensi Pedagogik dan Penguasaan IT

