**Lampiran 1. Kuesioner**

**KUESIONER**

Bumiayu, 2022

Kepada Yth.

**Bapak/Ibu Guru SMK Muhammadiyah Bumiayu**

di Bumiayu

Dengan hormat,

Dalam rangka menyelesaikan tugas akhir untuk menyusun tesis, peneliti akan melakukan penelitian dengan judul “Pengaruh Kualifikasi Akademik, Kompetensi Guru Dan Motivasi Kerja Terhadap Kinerja Guru Bk Di SMK Muhammadiyah Bumiayu”. Sehubungan dengan itu, dimohon Bapak/Ibu guru berkenan meluangkan waktu sejenak untuk mengisi kuesioner penelitian ini. Informasi dari kuesioner tersebut semata-mata dimaksudkan untuk memperoleh data guna menyusun tesis Peneliti menjamin kerahasiaan dari data jawaban yang disampaikan melalui kuesioner.

Atas perhatian dan bantuannya, peneliti ucapkan terima kasih. Mohon maaf apabila ada kata-kata yang kurang berkenan di hati Bapak/Ibu sekalian.

Hormat Saya

**Novi Wahyu Damayanti**

**NIM : 734800023**

KUESIONER

# **Identitas Responden**

1. Nomor Responden : ……… (*diisi oleh peneliti*)

2. Umur : …… tahun

3. Jenis Kelamin : Laki-laki / Perempuan

### Petunjuk Pengisian

1. Bacalah tiap-tiap item pernyataan dengan teliti sebelum menjawab.
2. Pilihlah salah satu jawaban/tanggapan yang dianggap benar dan berilah memberi tanda silang (X) atau centang (√) pada kolom jawaban/tanggapan yang dipilih.
3. Berilah jawaban yang sesuai dengan sesuai dengan kondisi yang Bapak/Ibu rasakan.

### Daftar Pertanyaan /Pernyataan

Keterangan pilihan jawaban :

**SS** = Sangat Setuju **S** = Setuju **N** = Netral

**TS** = Tidak Setuju **STS** = Sangat tidak Setuju

**Variabel Kualifikasi Akademik (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban / Tanggapan** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Guru BK di SMK Muhammadiyah Bumiayu memiliki latar belakang pendidikan yang sesuai dengan bidang tugasnya |  |  |  |  |  |
| 2. | Guru BK di SMK Muhammadiyah Bumiayu memiliki tingkat pendidikan yang memadai/ memenuhi persyaratan |  |  |  |  |  |
| 3. | Guru BK di SMK Muhammadiyah Bumiayu memiliki sertifikasi keahlian |  |  |  |  |  |
| 4. | Guru BK di SMK Muhammadiyah Bumiayu aktif mengikuti pendidikan dan pelatihan dalam meningkatkan kompetensi |  |  |  |  |  |

**Variabel Kompetensi Guru (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban / Tanggapan** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Guru BK/Konselor memiliki kemampuan untuk memberikan layanan BK sesuai dengan prinsip-prinsip pembelajaran yang aktif, kreatif, mandiri, dan berpusat pada peserta didik/konseli. |  |  |  |  |  |
| 2. | Guru BK/Konselor memiliki kemampuan untuk memberikan layanan BK sesuai dengan usia, tahap perkembangan, dan kebutuhan peserta didik/konseli |  |  |  |  |  |
| 3. | Guru BK/Konselor memiliki kemampuan untuk memberikan layanan BK sesuai dengan keragaman latar belakang budaya, ekonomi, dan sosial peserta didik/konseli. |  |  |  |  |  |
| 4. | Guru BK/Konselor memiliki kemampuan untuk memberikan kesempatan kepada peserta didik/konseli untuk memperoleh layanan BK sesuai dengan kebutuhan perkembangan mental, emosional, fisik, dan gender |  |  |  |  |  |
| 5. | Guru BK/Konselor memiliki kemampuan untuk memberikan kesempatan kepada peserta didik/konseli untuk memperoleh layanan BK sesuai dengan kebutuhan bakat, minat, dan potensi pribadi |  |  |  |  |  |
| 6. | Guru BK/Konselor memiliki kemampuan untuk memberikan kesempatan kepada peserta didik/konseli untuk memperoleh layanan BK sesuai dengan harapan untuk melanjutkan pendidikan dan pilihan karir. |  |  |  |  |  |
| 7. | Guru BK/Konselor memiliki kemampuan untuk menyusun program layanan BK yang sesuai dengan esensi layanan pada jenjang satuan pendidikan menengah |  |  |  |  |  |
| 8. | Guru BK/Konselor memiliki kemampuan untuk menyusun program layanan BK yang sesuai dengan esensi layanan pada jenjang satuan pendidikan kejuruan |  |  |  |  |  |
| 9. | Guru BK/Konselor berpenampilan rapih dan bersih |  |  |  |  |  |
|  | Guru BK/Konselor berbicara dengan santun dan jujur kepada peserta didik/konseli |  |  |  |  |  |
| 10. | Guru BK/Konselor memiliki kemampuan untuk untuk mendorong kepada peserta didik/konseli untuk bersikap toleran |  |  |  |  |  |
| 11. | Guru BK/Konselor memiliki kemampuan untuk untuk memotivasi peserta didik/konseli dalam melaksanakan ibadah |  |  |  |  |  |
| 12. | Guru BK/Konselor memiliki kemampuan untuk bekerjasama dengan pihak-pihak terkait dalam melaksanakan pelayanan BK di sekolah |  |  |  |  |  |
| 13. | Guru BK/Konselor dapat berkolaborasi dengan institusi atau profesi lain untuk mencapai tujuan pelayanan BK |  |  |  |  |  |
| 14. | Guru BK/Konselor memiliki kemampuan untuk mengaplikasikan praktik pelayanan BK secara kelompok |  |  |  |  |  |
| 15. | Guru BK/Konselor memiliki kemampuan untuk mengaplikasikan praktik pelayanan BK secara individual |  |  |  |  |  |
| 16. | Guru BK/Konselor memiliki kemampuan untuk menganalisis kebutuhan peserta didik/konseli |  |  |  |  |  |
| 17. | Guru BK/Konselor memiliki kemampuan untuk melaksanakan program pelayanan BK. |  |  |  |  |  |
| 18. | Guru BK/Konselor memiliki kemampuan untuk memfasilitasi perkembangan akademik, karier, personal/ pribadi, dan sosial peserta didik/konseli |  |  |  |  |  |
| 19. | Guru BK/Konselor memiliki kemampuan untuk melakukan evaluasi hasil, proses, dan program pelayanan BK |  |  |  |  |  |
| 20. | Guru BK/Konselor memiliki kemampuan untuk menyelenggarakan pelayanan BK sesuai dengan kewenangan dan kode etik profesional guru BK/konselor |  |  |  |  |  |

**Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban / Tanggapan** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Guru BK berusaha mengembangkan kreativitas dalam melaksanakan pekerjaan sehari-hari |  |  |  |  |  |
| 2. | Guru BK memiliki semangat antusias tinggi untuk selalu meningkatkan prestasi kerjanya |  |  |  |  |  |
| 3. | Guru BK memiliki perasaan ingin diterima di lingkungan tempat bekerja |  |  |  |  |  |
| 4. | Guru BK memiliki kebutuhan atau hasrat untuk dihormati |  |  |  |  |  |
| 5. | Guru BK memiliki harapan untuk lebih maju dari sebelumnya |  |  |  |  |  |
| 6. | Guru BK memiliki keinginan untuk berpartisipasi aktif dalam kegiatan sekolah. |  |  |  |  |  |
| 7. | Guru BK memiliki keinginan untuk mendapatkan posisi terbaik di tempat kerjanya. |  |  |  |  |  |
| 8. | Guru BK melakukan pekerjaan secara maksimal agar mendapat kesempatan menempati posisi yang lebih tinggi |  |  |  |  |  |

**Variabel Kinerja Guru BK (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **Jawaban / Tanggapan** | | | | |
| **SS** | **S** | **N** | **TS** | **STS** |
| 1. | Guru BK/Konselor menunjukkan kinerja yang baik dalam memberikan layanan BK sesuai dengan prinsip-prinsip pembelajaran yang aktif, kreatif, mandiri, dan berpusat pada peserta didik/konseli. |  |  |  |  |  |
| 2. | Guru BK/Konselor menunjukkan kinerja yang baik dalam memberikan layanan BK sesuai dengan usia, tahap perkembangan, dan kebutuhan peserta didik/konseli |  |  |  |  |  |
| 3. | Guru BK/Konselor menunjukkan kinerja yang baik dalam memberikan layanan BK sesuai dengan keragaman latar belakang budaya, ekonomi, dan sosial peserta didik/konseli. |  |  |  |  |  |
| 4. | Guru BK/Konselor menunjukkan kinerja yang baik dalam memberikan kesempatan kepada peserta didik/konseli untuk memperoleh layanan BK sesuai dengan kebutuhan perkembangan mental, emosional, fisik, dan gender |  |  |  |  |  |
| 5. | Guru BK/Konselor menunjukkan kinerja yang baik dalam memberikan kesempatan kepada peserta didik/konseli untuk memperoleh layanan BK sesuai dengan kebutuhan bakat, minat, dan potensi pribadi |  |  |  |  |  |
| 6. | Guru BK/Konselor menunjukkan kinerja yang baik dalam memberikan kesempatan kepada peserta didik/konseli untuk memperoleh layanan BK sesuai dengan harapan untuk melanjutkan pendidikan dan pilihan karir. |  |  |  |  |  |
| 7. | Guru BK/Konselor menunjukkan kinerja yang baik dalam menyusun program layanan BK yang sesuai dengan esensi layanan pada jenjang satuan pendidikan menengah |  |  |  |  |  |
| 8. | Guru BK/Konselor menunjukkan kinerja yang baik dalam menyusun program layanan BK yang sesuai dengan esensi layanan pada jenjang satuan pendidikan kejuruan |  |  |  |  |  |
| 9. | Guru BK/Konselor menunjukkan kinerja yang baik dalam mendorong peserta didik/konseli untuk bersikap toleran |  |  |  |  |  |
| 10. | Guru BK/Konselor menunjukkan kinerja yang baik dalam memotivasi peserta didik/konseli dalam melaksanakan ibadah |  |  |  |  |  |
| 11. | Guru BK/Konselor menunjukkan kinerja yang baik dalam bekerjasama dengan pihak-pihak terkait dalam melaksanakan pelayanan BK di sekolah |  |  |  |  |  |
| 12. | Guru BK/Konselor menunjukkan kinerja yang baik dalam berkolaborasi dengan institusi atau profesi lain untuk mencapai tujuan pelayanan BK |  |  |  |  |  |
| 13. | Guru BK/Konselor menunjukkan kinerja yang baik dalam mengaplikasikan praktik pelayanan BK secara kelompok |  |  |  |  |  |
| 14. | Guru BK/Konselor menunjukkan kinerja yang baik dalam mengaplikasikan praktik pelayanan BK secara individual |  |  |  |  |  |
| 15. | Guru BK/Konselor menunjukkan kinerja yang baik dalam menganalisis kebutuhan peserta didik/konseli |  |  |  |  |  |
| 16. | Guru BK/Konselor menunjukkan kinerja yang baik dalam melaksanakan program pelayanan BK. |  |  |  |  |  |
| 17. | Guru BK/Konselor menunjukkan kinerja yang baik dalam melaksanakan pendekatan kolaboratif dengan pihak terkait dalam pelayanan BK. |  |  |  |  |  |
| 18. | Guru BK/Konselor menunjukkan kinerja yang baik dalam memfasilitasi perkembangan akademik, karier, personal/ pribadi, dan sosial peserta didik/konseli |  |  |  |  |  |
| 19. | Guru BK/Konselor menunjukkan kinerja yang baik dalam melakukan evaluasi hasil, proses, dan program pelayanan BK |  |  |  |  |  |
| 20. | Guru BK/Konselor menunjukkan kinerja yang baik dalam menyelenggarakan pelayanan BK sesuai dengan kewenangan dan kode etik profesional guru BK/konselor |  |  |  |  |  |

**Lampiran 2. Data *Try Out* untuk Uji Validitas & Reliabilitas**

**Data *Try Out* Variabel Kualifikasi Akademik (X1)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No | Nomor Item Pernyataan | | | | Jumlah |
| Resp. | 1 | 2 | 3 | 4 |
| 1 | 4 | 4 | 4 | 4 | 16 |
| 2 | 4 | 3 | 3 | 4 | 14 |
| 3 | 4 | 4 | 3 | 4 | 15 |
| 4 | 4 | 3 | 3 | 4 | 14 |
| 5 | 4 | 4 | 3 | 4 | 15 |
| 6 | 3 | 4 | 3 | 3 | 13 |
| 7 | 3 | 3 | 3 | 3 | 12 |
| 8 | 5 | 4 | 3 | 5 | 17 |
| 9 | 4 | 4 | 5 | 4 | 17 |
| 10 | 3 | 4 | 3 | 3 | 13 |
| 11 | 4 | 3 | 3 | 4 | 14 |
| 12 | 4 | 4 | 5 | 4 | 17 |
| 13 | 5 | 4 | 5 | 5 | 19 |
| 14 | 4 | 4 | 4 | 5 | 17 |
| 15 | 4 | 4 | 3 | 3 | 14 |
| 16 | 4 | 3 | 4 | 4 | 15 |
| 17 | 4 | 4 | 4 | 5 | 17 |
| 18 | 4 | 4 | 4 | 4 | 16 |
| 19 | 4 | 4 | 4 | 4 | 16 |
| 20 | 5 | 4 | 5 | 5 | 19 |
| 21 | 3 | 4 | 3 | 3 | 13 |
| 22 | 4 | 4 | 4 | 4 | 16 |
| 23 | 4 | 3 | 3 | 4 | 14 |
| 24 | 5 | 4 | 4 | 5 | 18 |
| 25 | 4 | 4 | 4 | 4 | 16 |
| 26 | 3 | 2 | 3 | 3 | 11 |
| 27 | 4 | 4 | 5 | 4 | 17 |
| 28 | 5 | 5 | 4 | 4 | 18 |
| 29 | 4 | 4 | 3 | 4 | 15 |
| 30 | 3 | 4 | 3 | 3 | 13 |

**Data *Try Out* Variabel Kompetensi Guru (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No. Resp.** | **Nomor Item & Skor** | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 16 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 20 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 21 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 22 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 25 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 26 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 29 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 30 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |

**Data *Try Out* Variabel Kompetensi Guru (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No. Resp.** | **Nomor Item & Skor** | | | | | | | | | | **Jumlah** |
| **11** | **12** | **13** | **14** | **15** | **16** | **17** | **18** | **19** | **20** |
| 1 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 91 |
| 2 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 82 |
| 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 94 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 92 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 98 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 96 |
| 11 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 63 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 99 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 100 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 20 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 66 |
| 21 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 64 |
| 22 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 97 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 97 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 99 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 28 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 64 |
| 29 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 76 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 82 |

**Data *Try Out* Variabel Motivasi kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No  Resp. | Nomor Item Pernyataan | | | | | | | | Jumlah |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 30 |
| 3 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 8 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 9 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 10 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 11 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 12 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 28 |
| 13 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 14 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 35 |
| 15 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 29 |
| 16 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 17 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 18 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 28 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 20 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 21 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 24 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 26 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 28 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 30 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 27 |

**Data *Try Out* Variabel Kinerja Guru BK (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No. Resp.** | **Nomor Item & Skor** | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 2 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |
| 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 16 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 20 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 21 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 |
| 22 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 23 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 26 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 29 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 30 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |

**Data *Try Out* Variabel Kinerja Guru BK (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No. Resp.** | **Nomor Item & Skor** | | | | | | | | | | **Jumlah** |
| **11** | **12** | **13** | **14** | **15** | **16** | **17** | **18** | **19** | **20** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 92 |
| 2 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 85 |
| 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 91 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 83 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 90 |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 83 |
| 7 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 83 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 84 |
| 9 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 95 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 95 |
| 11 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 67 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 13 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 95 |
| 14 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 64 |
| 15 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 83 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 81 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 100 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 20 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 67 |
| 21 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 68 |
| 22 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 94 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 84 |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 92 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 99 |
| 26 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 84 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 28 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 72 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 85 |

**Lampiran 3. Hasil Uji Validitas & Reliabilitas**

**Correlations X1**

|  |  |  |
| --- | --- | --- |
|  | | Total |
| Item1 | Pearson Correlation | .861\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item2 | Pearson Correlation | .611\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item3 | Pearson Correlation | .794\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item4 | Pearson Correlation | .842\*\* |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item5 | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .783 | 4 |

**Correlations X2**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total |
| Item1 | Pearson Correlation | .908 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item2 | Pearson Correlation | .614 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item3 | Pearson Correlation | .970 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item4 | Pearson Correlation | .945 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item5 | Pearson Correlation | .974 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item6 | Pearson Correlation | .796 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item7 | Pearson Correlation | .948 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item8 | Pearson Correlation | .891 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item9 | Pearson Correlation | .984 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item10 | Pearson Correlation | .884 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item11 | Pearson Correlation | .783 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item12 | Pearson Correlation | .962 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item13 | Pearson Correlation | .943 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item14 | Pearson Correlation | .962 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item15 | Pearson Correlation | .881 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item16 | Pearson Correlation | .920 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item17 | Pearson Correlation | .916 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item18 | Pearson Correlation | .906 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item19 | Pearson Correlation | .974 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item20 | Pearson Correlation | .969 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Total | Pearson Correlation | 1 |
| N | 30 |

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .989 | 20 |

**Correlations X3**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total |
| Item1 | Pearson Correlation | .801 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item2 | Pearson Correlation | .691 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item3 | Pearson Correlation | .772 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item4 | Pearson Correlation | .803 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item5 | Pearson Correlation | .794 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item6 | Pearson Correlation | .793 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item7 | Pearson Correlation | .763 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item8 | Pearson Correlation | .762 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Total | Pearson Correlation | 1 |
| N | 30 |

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .903 | 8 |

**Correlations Y**

|  |  |  |
| --- | --- | --- |
| **Correlations** | | |
|  | | Total |
| Item1 | Pearson Correlation | .803 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item2 | Pearson Correlation | .962 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item3 | Pearson Correlation | .938 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item4 | Pearson Correlation | .966 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item5 | Pearson Correlation | .826 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item6 | Pearson Correlation | .942 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item7 | Pearson Correlation | .898 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item8 | Pearson Correlation | .982 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item9 | Pearson Correlation | .871 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item10 | Pearson Correlation | .807 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item11 | Pearson Correlation | .961 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item12 | Pearson Correlation | .944 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item13 | Pearson Correlation | .966 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item14 | Pearson Correlation | .877 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item15 | Pearson Correlation | .916 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item16 | Pearson Correlation | .906 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item17 | Pearson Correlation | .899 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item18 | Pearson Correlation | .966 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item19 | Pearson Correlation | .641 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Item20 | Pearson Correlation | .778 |
| Sig. (2-tailed) | .000 |
| N | 30 |
| Total | Pearson Correlation | 1 |
| N | 30 |

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .987 | 20 |

**Lampiran 4. Data Hasil Penelitian**

**Data Variabel Kualifikasi Akademik (X1)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No | Nomor Item Pernyataan | | | | Jumlah |
| Resp. | 1 | 2 | 3 | 4 |
| 1 | 4 | 4 | 4 | 4 | 16 |
| 2 | 4 | 3 | 3 | 4 | 14 |
| 3 | 4 | 4 | 5 | 4 | 17 |
| 4 | 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 4 | 5 | 4 | 17 |
| 6 | 5 | 4 | 4 | 4 | 17 |
| 7 | 4 | 4 | 4 | 3 | 15 |
| 8 | 3 | 4 | 3 | 4 | 14 |
| 9 | 4 | 5 | 5 | 4 | 18 |
| 10 | 3 | 4 | 4 | 4 | 15 |
| 11 | 3 | 3 | 3 | 2 | 11 |
| 12 | 3 | 3 | 3 | 4 | 13 |
| 13 | 4 | 4 | 5 | 5 | 18 |
| 14 | 4 | 4 | 4 | 4 | 16 |
| 15 | 4 | 4 | 3 | 3 | 14 |
| 16 | 4 | 4 | 4 | 4 | 16 |
| 17 | 4 | 5 | 5 | 5 | 19 |
| 18 | 4 | 4 | 5 | 4 | 17 |
| 19 | 4 | 5 | 4 | 4 | 17 |
| 20 | 3 | 3 | 3 | 3 | 12 |
| 21 | 3 | 4 | 3 | 3 | 13 |
| 22 | 4 | 5 | 5 | 4 | 18 |
| 23 | 4 | 3 | 3 | 4 | 14 |
| 24 | 5 | 4 | 4 | 5 | 18 |
| 25 | 4 | 5 | 5 | 5 | 19 |
| 26 | 4 | 4 | 3 | 4 | 15 |
| 27 | 4 | 3 | 3 | 4 | 14 |
| 28 | 3 | 3 | 3 | 3 | 12 |
| 29 | 4 | 3 | 3 | 4 | 14 |
| 30 | 3 | 4 | 4 | 4 | 15 |
| 31 | 4 | 4 | 4 | 4 | 16 |
| 32 | 4 | 3 | 4 | 4 | 15 |
| 33 | 4 | 4 | 5 | 4 | 17 |
| 34 | 4 | 4 | 4 | 4 | 16 |
| 35 | 4 | 3 | 4 | 4 | 15 |
| 36 | 4 | 4 | 3 | 3 | 14 |
| 37 | 4 | 3 | 3 | 3 | 13 |
| 38 | 5 | 4 | 4 | 5 | 18 |
| 39 | 4 | 4 | 3 | 4 | 15 |
| 40 | 4 | 3 | 4 | 3 | 14 |
| 41 | 4 | 4 | 4 | 4 | 16 |
| 42 | 4 | 4 | 5 | 4 | 17 |
| 43 | 5 | 5 | 5 | 4 | 19 |
| 44 | 4 | 4 | 3 | 4 | 15 |
| 45 | 4 | 4 | 5 | 4 | 17 |
| 46 | 4 | 3 | 4 | 4 | 15 |
| 47 | 5 | 4 | 4 | 5 | 18 |
| 48 | 4 | 3 | 3 | 4 | 14 |

**Data Penelitian Variabel Kompetensi Guru (X2)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | Nomor Item & Skor | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 16 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 20 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 |
| 21 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 22 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 23 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 25 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 28 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 30 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 31 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 32 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 34 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 35 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 |
| 37 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 38 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 42 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |
| 43 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 44 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 45 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 46 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |
| 47 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

**Data Penelitian Variabel Kompetensi Guru (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | Nomor Item & Skor | | | | | | | | | | Jumlah |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 2 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 82 |
| 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 94 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 92 |
| 6 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 90 |
| 7 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 82 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 98 |
| 10 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 84 |
| 11 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 63 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 99 |
| 14 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 84 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 16 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 84 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 100 |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 88 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 20 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 66 |
| 21 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 64 |
| 22 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 97 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 24 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 97 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 99 |
| 26 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 83 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 28 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 67 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 81 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 82 |
| 31 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 91 |
| 32 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 82 |
| 33 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 94 |
| 34 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 91 |
| 35 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 82 |
| 36 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 83 |
| 37 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 76 |
| 38 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 92 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 40 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 77 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 42 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 91 |
| 43 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 96 |
| 44 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 88 |
| 45 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 88 |
| 46 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 47 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 93 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |

**Data Penelitian Variabel Motivasi Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Nomor Item Pernyataan | | | | | | | | Jumlah |
| Resp. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 30 |
| 3 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 35 |
| 6 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 7 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 |
| 8 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 9 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 10 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 11 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 27 |
| 12 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 31 |
| 13 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 37 |
| 14 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 16 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 33 |
| 17 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 18 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 36 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 20 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 26 |
| 21 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 22 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 24 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 25 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 37 |
| 26 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 28 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 28 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 30 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 31 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 32 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 30 |
| 33 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 34 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 34 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 36 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 37 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 29 |
| 38 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 39 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 40 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 32 |
| 41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 42 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 36 |
| 43 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 33 |
| 45 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 29 |
| 46 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 47 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 48 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 30 |

**Data Penelitian Variabel Kinerja Guru BK (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | Nomor Item & Skor | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 2 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |
| 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 6 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 9 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 11 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 |
| 12 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 |
| 14 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 16 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 18 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 |
| 19 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 21 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 |
| 22 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 23 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 |
| 24 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 26 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 |
| 28 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 30 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 31 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 32 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 33 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 34 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 |
| 35 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 37 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 38 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 39 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 41 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 |
| 42 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 43 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 |
| 44 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 |
| 45 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 47 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

**Data Penelitian Variabel Kinerja Guru BK (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. Resp. | Nomor Item & Skor | | | | | | | | | | Jumlah |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 92 |
| 2 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 85 |
| 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 91 |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 89 |
| 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 90 |
| 6 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 91 |
| 7 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 83 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 84 |
| 9 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 95 |
| 10 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 86 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 72 |
| 12 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 85 |
| 13 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 95 |
| 14 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 87 |
| 15 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 83 |
| 16 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 86 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 100 |
| 18 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 92 |
| 19 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 84 |
| 20 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 74 |
| 21 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 73 |
| 22 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 94 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 84 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 95 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 99 |
| 26 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 84 |
| 27 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 85 |
| 28 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 72 |
| 29 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 85 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 85 |
| 31 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 91 |
| 32 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 82 |
| 33 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 94 |
| 34 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 91 |
| 35 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 82 |
| 36 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 79 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 81 |
| 38 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 96 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 83 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 41 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 84 |
| 42 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 95 |
| 43 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 95 |
| 44 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 90 |
| 45 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 91 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 81 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 98 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 78 |

**Lampiran 5. Analisis Statistik Deskriptif**

**Frequencies**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Statistics** | | | | | |
|  | | Kualifikasi Akademik | Kompetensi Guru | Motivasi Kerja | Kinerja Guru BK |
| N | Valid | 48 | 48 | 48 | 48 |
| Missing | 0 | 0 | 0 | 0 |
| Mean | | 15.54 | 84.52 | 32.54 | 86.90 |
| Median | | 15.00 | 82.50 | 32.00 | 85.50 |
| Range | | 8 | 37 | 13 | 28 |
| Minimum | | 11 | 63 | 26 | 72 |
| Maximum | | 19 | 100 | 39 | 100 |
| Sum | | 746 | 4057 | 1562 | 4171 |

**Frequency Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kualifikasi Akademik** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 11 | 1 | 2.1 | 2.1 | 2.1 |
| 12 | 2 | 4.2 | 4.2 | 6.3 |
| 13 | 3 | 6.3 | 6.3 | 12.5 |
| 14 | 9 | 18.8 | 18.8 | 31.3 |
| 15 | 10 | 20.8 | 20.8 | 52.1 |
| 16 | 7 | 14.6 | 14.6 | 66.7 |
| 17 | 7 | 14.6 | 14.6 | 81.3 |
| 18 | 6 | 12.5 | 12.5 | 93.8 |
| 19 | 3 | 6.3 | 6.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kompetensi Guru** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 63 | 1 | 2.1 | 2.1 | 2.1 |
| 64 | 1 | 2.1 | 2.1 | 4.2 |
| 66 | 1 | 2.1 | 2.1 | 6.3 |
| 67 | 1 | 2.1 | 2.1 | 8.3 |
| 76 | 2 | 4.2 | 4.2 | 12.5 |
| 77 | 1 | 2.1 | 2.1 | 14.6 |
| 79 | 1 | 2.1 | 2.1 | 16.7 |
| 80 | 8 | 16.7 | 16.7 | 33.3 |
| 81 | 3 | 6.3 | 6.3 | 39.6 |
| 82 | 5 | 10.4 | 10.4 | 50.0 |
| 83 | 2 | 4.2 | 4.2 | 54.2 |
| 84 | 3 | 6.3 | 6.3 | 60.4 |
| 88 | 3 | 6.3 | 6.3 | 66.7 |
| 90 | 1 | 2.1 | 2.1 | 68.8 |
| 91 | 3 | 6.3 | 6.3 | 75.0 |
| 92 | 2 | 4.2 | 4.2 | 79.2 |
| 93 | 1 | 2.1 | 2.1 | 81.3 |
| 94 | 2 | 4.2 | 4.2 | 85.4 |
| 96 | 1 | 2.1 | 2.1 | 87.5 |
| 97 | 2 | 4.2 | 4.2 | 91.7 |
| 98 | 1 | 2.1 | 2.1 | 93.8 |
| 99 | 2 | 4.2 | 4.2 | 97.9 |
| 100 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Motivasi Kerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 26 | 1 | 2.1 | 2.1 | 2.1 |
| 27 | 1 | 2.1 | 2.1 | 4.2 |
| 28 | 3 | 6.3 | 6.3 | 10.4 |
| 29 | 3 | 6.3 | 6.3 | 16.7 |
| 30 | 4 | 8.3 | 8.3 | 25.0 |
| 31 | 6 | 12.5 | 12.5 | 37.5 |
| 32 | 7 | 14.6 | 14.6 | 52.1 |
| 33 | 5 | 10.4 | 10.4 | 62.5 |
| 34 | 5 | 10.4 | 10.4 | 72.9 |
| 35 | 1 | 2.1 | 2.1 | 75.0 |
| 36 | 8 | 16.7 | 16.7 | 91.7 |
| 37 | 3 | 6.3 | 6.3 | 97.9 |
| 39 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Kinerja Guru BK** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 72 | 2 | 4.2 | 4.2 | 4.2 |
| 73 | 1 | 2.1 | 2.1 | 6.3 |
| 74 | 1 | 2.1 | 2.1 | 8.3 |
| 78 | 1 | 2.1 | 2.1 | 10.4 |
| 79 | 1 | 2.1 | 2.1 | 12.5 |
| 80 | 1 | 2.1 | 2.1 | 14.6 |
| 81 | 2 | 4.2 | 4.2 | 18.8 |
| 82 | 2 | 4.2 | 4.2 | 22.9 |
| 83 | 3 | 6.3 | 6.3 | 29.2 |
| 84 | 5 | 10.4 | 10.4 | 39.6 |
| 85 | 5 | 10.4 | 10.4 | 50.0 |
| 86 | 2 | 4.2 | 4.2 | 54.2 |
| 87 | 1 | 2.1 | 2.1 | 56.3 |
| 89 | 1 | 2.1 | 2.1 | 58.3 |
| 90 | 2 | 4.2 | 4.2 | 62.5 |
| 91 | 5 | 10.4 | 10.4 | 72.9 |
| 92 | 2 | 4.2 | 4.2 | 77.1 |
| 94 | 2 | 4.2 | 4.2 | 81.3 |
| 95 | 5 | 10.4 | 10.4 | 91.7 |
| 96 | 1 | 2.1 | 2.1 | 93.8 |
| 98 | 1 | 2.1 | 2.1 | 95.8 |
| 99 | 1 | 2.1 | 2.1 | 97.9 |
| 100 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

**Frequencies X1**

**Frequency Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 5 | 10.4 | 10.4 | 10.4 |
| 4 | 35 | 72.9 | 72.9 | 83.3 |
| 3 | 8 | 16.7 | 16.7 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 6 | 12.5 | 12.5 | 12.5 |
| 4 | 28 | 58.3 | 58.3 | 70.8 |
| 3 | 14 | 29.2 | 29.2 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 12 | 25.0 | 25.0 | 25.0 |
| 4 | 19 | 39.6 | 39.6 | 64.6 |
| 3 | 17 | 35.4 | 35.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 6 | 12.5 | 12.5 | 12.5 |
| 4 | 33 | 68.8 | 68.8 | 81.3 |
| 3 | 8 | 16.7 | 16.7 | 97.9 |
| 2 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

**Frequencies X2**

**Frequency Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 13 | 27.1 | 27.1 | 27.1 |
| 4 | 32 | 66.7 | 66.7 | 93.8 |
| 3 | 3 | 6.3 | 6.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 11 | 22.9 | 22.9 | 22.9 |
| 4 | 30 | 62.5 | 62.5 | 85.4 |
| 3 | 7 | 14.6 | 14.6 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 15 | 31.3 | 31.3 | 31.3 |
| 4 | 27 | 56.3 | 56.3 | 87.5 |
| 3 | 6 | 12.5 | 12.5 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 10 | 20.8 | 20.8 | 20.8 |
| 4 | 35 | 72.9 | 72.9 | 93.8 |
| 3 | 3 | 6.3 | 6.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 14 | 29.2 | 29.2 | 29.2 |
| 4 | 29 | 60.4 | 60.4 | 89.6 |
| 3 | 5 | 10.4 | 10.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 12 | 25.0 | 25.0 | 25.0 |
| 4 | 34 | 70.8 | 70.8 | 95.8 |
| 3 | 2 | 4.2 | 4.2 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 14 | 29.2 | 29.2 | 29.2 |
| 4 | 29 | 60.4 | 60.4 | 89.6 |
| 3 | 5 | 10.4 | 10.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 10 | 20.8 | 20.8 | 20.8 |
| 4 | 34 | 70.8 | 70.8 | 91.7 |
| 3 | 4 | 8.3 | 8.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 19 | 39.6 | 39.6 | 39.6 |
| 4 | 25 | 52.1 | 52.1 | 91.7 |
| 3 | 4 | 8.3 | 8.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 15 | 31.3 | 31.3 | 31.3 |
| 4 | 31 | 64.6 | 64.6 | 95.8 |
| 3 | 2 | 4.2 | 4.2 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item11** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 10 | 20.8 | 20.8 | 20.8 |
| 4 | 33 | 68.8 | 68.8 | 89.6 |
| 3 | 5 | 10.4 | 10.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item12** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 21 | 43.8 | 43.8 | 43.8 |
| 4 | 24 | 50.0 | 50.0 | 93.8 |
| 3 | 3 | 6.3 | 6.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item13** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 17 | 35.4 | 35.4 | 35.4 |
| 4 | 26 | 54.2 | 54.2 | 89.6 |
| 3 | 5 | 10.4 | 10.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item14** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 17 | 35.4 | 35.4 | 35.4 |
| 4 | 27 | 56.3 | 56.3 | 91.7 |
| 3 | 4 | 8.3 | 8.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item15** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 13 | 27.1 | 27.1 | 27.1 |
| 4 | 34 | 70.8 | 70.8 | 97.9 |
| 3 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item16** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 18 | 37.5 | 37.5 | 37.5 |
| 4 | 25 | 52.1 | 52.1 | 89.6 |
| 3 | 5 | 10.4 | 10.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item17** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 19 | 39.6 | 39.6 | 39.6 |
| 4 | 26 | 54.2 | 54.2 | 93.8 |
| 3 | 3 | 6.3 | 6.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item18** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 15 | 31.3 | 31.3 | 31.3 |
| 4 | 29 | 60.4 | 60.4 | 91.7 |
| 3 | 4 | 8.3 | 8.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item19** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 14 | 29.2 | 29.2 | 29.2 |
| 4 | 29 | 60.4 | 60.4 | 89.6 |
| 3 | 5 | 10.4 | 10.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item20** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 20 | 41.7 | 41.7 | 41.7 |
| 4 | 24 | 50.0 | 50.0 | 91.7 |
| 3 | 4 | 8.3 | 8.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

**Frequencies X3**

**Frequency Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 12 | 25.0 | 25.0 | 25.0 |
| 4 | 35 | 72.9 | 72.9 | 97.9 |
| 3 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 7 | 14.6 | 14.6 | 14.6 |
| 4 | 32 | 66.7 | 66.7 | 81.3 |
| 3 | 9 | 18.8 | 18.8 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 7 | 14.6 | 14.6 | 14.6 |
| 4 | 37 | 77.1 | 77.1 | 91.7 |
| 3 | 4 | 8.3 | 8.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 8 | 16.7 | 16.7 | 16.7 |
| 4 | 33 | 68.8 | 68.8 | 85.4 |
| 3 | 7 | 14.6 | 14.6 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 7 | 14.6 | 14.6 | 14.6 |
| 4 | 35 | 72.9 | 72.9 | 87.5 |
| 3 | 6 | 12.5 | 12.5 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 14 | 29.2 | 29.2 | 29.2 |
| 4 | 26 | 54.2 | 54.2 | 83.3 |
| 3 | 8 | 16.7 | 16.7 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 10 | 20.8 | 20.8 | 20.8 |
| 4 | 32 | 66.7 | 66.7 | 87.5 |
| 3 | 6 | 12.5 | 12.5 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 8 | 16.7 | 16.7 | 16.7 |
| 4 | 34 | 70.8 | 70.8 | 87.5 |
| 3 | 6 | 12.5 | 12.5 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

**Frequencies Y**

**Frequency Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 19 | 39.6 | 39.6 | 39.6 |
| 4 | 29 | 60.4 | 60.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 12 | 25.0 | 25.0 | 25.0 |
| 4 | 31 | 64.6 | 64.6 | 89.6 |
| 3 | 5 | 10.4 | 10.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 20 | 41.7 | 41.7 | 41.7 |
| 4 | 26 | 54.2 | 54.2 | 95.8 |
| 3 | 2 | 4.2 | 4.2 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 14 | 29.2 | 29.2 | 29.2 |
| 4 | 32 | 66.7 | 66.7 | 95.8 |
| 3 | 2 | 4.2 | 4.2 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 19 | 39.6 | 39.6 | 39.6 |
| 4 | 28 | 58.3 | 58.3 | 97.9 |
| 3 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 15 | 31.3 | 31.3 | 31.3 |
| 4 | 32 | 66.7 | 66.7 | 97.9 |
| 3 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 18 | 37.5 | 37.5 | 37.5 |
| 4 | 27 | 56.3 | 56.3 | 93.8 |
| 3 | 3 | 6.3 | 6.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 17 | 35.4 | 35.4 | 35.4 |
| 4 | 30 | 62.5 | 62.5 | 97.9 |
| 3 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 23 | 47.9 | 47.9 | 47.9 |
| 4 | 24 | 50.0 | 50.0 | 97.9 |
| 3 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 17 | 35.4 | 35.4 | 35.4 |
| 4 | 29 | 60.4 | 60.4 | 95.8 |
| 3 | 2 | 4.2 | 4.2 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item11** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 15 | 31.3 | 31.3 | 31.3 |
| 4 | 32 | 66.7 | 66.7 | 97.9 |
| 3 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item12** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 24 | 50.0 | 50.0 | 50.0 |
| 4 | 23 | 47.9 | 47.9 | 97.9 |
| 3 | 1 | 2.1 | 2.1 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item13** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 23 | 47.9 | 47.9 | 47.9 |
| 4 | 22 | 45.8 | 45.8 | 93.8 |
| 3 | 3 | 6.3 | 6.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item14** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 21 | 43.8 | 43.8 | 43.8 |
| 4 | 25 | 52.1 | 52.1 | 95.8 |
| 3 | 2 | 4.2 | 4.2 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item15** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 20 | 41.7 | 41.7 | 41.7 |
| 4 | 28 | 58.3 | 58.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item16** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 21 | 43.8 | 43.8 | 43.8 |
| 4 | 27 | 56.3 | 56.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item17** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 19 | 39.6 | 39.6 | 39.6 |
| 4 | 27 | 56.3 | 56.3 | 95.8 |
| 3 | 2 | 4.2 | 4.2 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

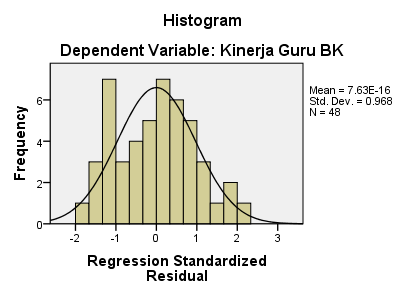
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item18** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 21 | 43.8 | 43.8 | 43.8 |
| 4 | 23 | 47.9 | 47.9 | 91.7 |
| 3 | 4 | 8.3 | 8.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item19** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 17 | 35.4 | 35.4 | 35.4 |
| 4 | 27 | 56.3 | 56.3 | 91.7 |
| 3 | 4 | 8.3 | 8.3 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

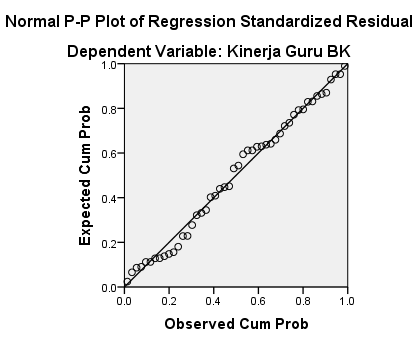
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Item20** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 5 | 16 | 33.3 | 33.3 | 33.3 |
| 4 | 27 | 56.3 | 56.3 | 89.6 |
| 3 | 5 | 10.4 | 10.4 | 100.0 |
| Total | 48 | 100.0 | 100.0 |  |

**Lampiran 6. Uji Asumsi Klasik**

**Uji Normalitas**



**Charts**



**NPar Tests**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 48 |
| Normal Parametersa,b | Mean | 0E-7 |
| Std. Deviation | 2.00229438 |
| Most Extreme Differences | Absolute | .081 |
| Positive | .081 |
| Negative | -.077 |
| Kolmogorov-Smirnov Z | | .562 |
| Asymp. Sig. (2-tailed) | | .910 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

**Uji Multikolinieritas**

**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Motivasi Kerja, Kualifikasi Akademik, Kompetensi Gurub | . | Enter |
| a. Dependent Variable: Kinerja Guru BK | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .959a | .919 | .914 | 2.069 |
| a. Predictors: (Constant), Motivasi Kerja, Kualifikasi Akademik, Kompetensi Guru | | | | |
| b. Dependent Variable: Kinerja Guru BK | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 21.579 | 3.423 |  |  |  |
| Kualifikasi Akademik | 1.163 | .423 | .321 | .134 | 7.436 |
| Kompetensi Guru | .322 | .092 | .414 | .131 | 7.655 |
| Motivasi Kerja | .615 | .199 | .264 | .252 | 3.973 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 71.27 | 98.32 | 86.90 | 6.751 | 48 |
| Residual | -4.083 | 4.808 | .000 | 2.002 | 48 |
| Std. Predicted Value | -2.314 | 1.693 | .000 | 1.000 | 48 |
| Std. Residual | -1.973 | 2.323 | .000 | .968 | 48 |
| a. Dependent Variable: Kinerja Guru BK | | | | | |

**Uji Heteroskedastisitas**

**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Motivasi Kerja, Kualifikasi Akademik, Kompetensi Gurub | . | Enter |
| a. Dependent Variable: ABRESID | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .079a | .006 | -.062 | 1.13340 |
| a. Predictors: (Constant), Motivasi Kerja, Kualifikasi Akademik, Kompetensi Guru | | | | |
| b. Dependent Variable: ABRESID | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | .355 | 3 | .118 | .092 | .964b |
| Residual | 56.522 | 44 | 1.285 |  |  |
| Total | 56.877 | 47 |  |  |  |
| a. Dependent Variable: ABRESID | | | | | | |
| b. Predictors: (Constant), Motivasi Kerja, Kualifikasi Akademik, Kompetensi Guru | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.484 | 1.875 |  | 1.325 | .192 |
| Kualifikasi Akademik | -.028 | .232 | -.049 | -.120 | .905 |
| Kompetensi Guru | .001 | .051 | .006 | .013 | .990 |
| Motivasi Kerja | -.014 | .109 | -.038 | -.128 | .899 |
| a. Dependent Variable: ABRESID | | | | | | |

**Uji Linieritas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -35.790 | 51.339 |  | -.697 | .487 |
| Kualifikasi Akademik | 6.500 | 9.494 | .278 | .685 | .495 |
| Kompetensi Guru | 4.960 | 6.342 | .255 | .782 | .436 |
| Motivasi Kerja | 6.898 | 9.583 | .265 | .720 | .474 |
| Z1 | -.214 | 1.136 | -.165 | -.188 | .851 |
| a. Dependent Variable: Kinerja Guru BK | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -44.684 | 5.363 |  | -8.331 | .000 |
| Kualifikasi Akademik | 10.064 | 2.172 | .431 | 4.633 | .000 |
| Kompetensi Guru | 5.069 | 1.872 | .261 | 2.709 | .008 |
| Motivasi Kerja | 7.994 | 2.015 | .308 | 3.967 | .000 |
| Z2 | 3.545 | 2.581 | .108 | 1.374 | .173 |
| a. Dependent Variable: Kinerja Guru BK | | | | | | |

**Lampiran 7. Uji Hasil Analisis Regresi**

**Regression**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Motivasi Kerja, Kualifikasi Akademik, Kompetensi Gurub | . | Enter |
| a. Dependent Variable: Kinerja Guru BK | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .959a | .919 | .914 | 2.069 |
| a. Predictors: (Constant), Motivasi Kerja, Kualifikasi Akademik, Kompetensi Guru | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2142.048 | 3 | 714.016 | 166.727 | .000b |
| Residual | 188.432 | 44 | 4.283 |  |  |
| Total | 2330.479 | 47 |  |  |  |
| a. Dependent Variable: Kinerja Guru BK | | | | | | |
| b. Predictors: (Constant), Motivasi Kerja, Kualifikasi Akademik, Kompetensi Guru | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 21.579 | 3.423 |  | 6.304 | .000 |
| Kualifikasi Akademik | 1.163 | .423 | .321 | 2.749 | .009 |
| Kompetensi Guru | .322 | .092 | .414 | 3.487 | .001 |
| Motivasi Kerja | .615 | .199 | .264 | 3.093 | .003 |
| a. Dependent Variable: Kinerja Guru BK | | | | | | |

**Lampiran 8. Tabel r**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Derajat**  **Kebebasan**  **(Df)** | **5%** | **1%** | **Derajat**  **Kebebasan**  **(Df)** | **5%** | **1%** | **Derajat**  **Kebebasan**  **(Df)** | **5%** | **1%** |
| 3 | 0.997 | 0.999 | 26 | 0.338 | 0.496 | 55 | 0.266 | 0.345 |
| 4 | 0.950 | 0.990 | 27 | 0.381 | 0.487 | 60 | 0.254 | 0.330 |
| 5 | 0.878 | 0.959 | 28 | 0.374 | 0.478 | 65 | 0.244 | 0.317 |
| 6 | 0.811 | 0.917 | 29 | 0.367 | 0.470 | 70 | 0.235 | 0.306 |
| 7 | 0.754 | 0.874 | 30 | 0.361 | 0.463 | 75 | 0.227 | 0.296 |
| 8 | 0.707 | 0.834 | 31 | 0.355 | 0.456 | 80 | 0.220 | 0.286 |
| 9 | 0.666 | 0.798 | 32 | 0.349 | 0.449 | 85 | 0.213 | 0.278 |
| 10 | 0.632 | 0.765 | 33 | 0.344 | 0.442 | 90 | 0.207 | 0.270 |
| 11 | 0.602 | 0.735 | 34 | 0.339 | 0.436 | 95 | 0.202 | 0.263 |
| 12 | 0.576 | 0.708 | 35 | 0.334 | 0.430 | 100 | 0.195 | 0.256 |
| 13 | 0.553 | 0.684 | 36 | 0.329 | 0.424 | 125 | 0.176 | 0.230 |
| 14 | 0.532 | 0.661 | 37 | 0.325 | 0.418 | 150 | 0.159 | 0.210 |
| 15 | 0.497 | 0.623 | 38 | 0.320 | 0.413 | 175 | 0.148 | 0.194 |
| 16 | 0.497 | 0.623 | 39 | 0.316 | 0.408 | 200 | 0.138 | 0.181 |
| 17 | 0.482 | 0.606 | 40 | 0.312 | 0.403 | 300 | 0.113 | 0.148 |
| 18 | 0.468 | 0.590 | 41 | 0.308 | 0.396 | 400 | 0.098 | 0.128 |
| 19 | 0.456 | 0.575 | 42 | 0.304 | 0.393 | 500 | 0.088 | 0.115 |
| 20 | 0.444 | 0.561 | 43 | 0.301 | 0.389 | 600 | 0.080 | 0.105 |
| 21 | 0.433 | 0.549 | 44 | 0.297 | 0.384 | 700 | 0.074 | 0.097 |
| 22 | 0.423 | 0.537 | 45 | 0.294 | 0.380 | 800 | 0.070 | 0.091 |
| 23 | 0.413 | 0.526 | 46 | 0.291 | 0.276 | 900 | 0.065 | 0.086 |
| 24 | 0.404 | 0.515 | 47 | 0.288 | 0.272 | 1000 | 0.062 | 0.081 |
| 25 | 0.396 | 0.505 | 48 | 0.284 | 0.368 |  |  |  |
|  |  |  | 49 | 0.281 | 0.364 |  |  |  |
|  |  |  | 50 | 0.277 | 0.361 |  |  |  |

**Lampiran 9. Tabel t**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Df** | **t 0,1** | **t 0,05** | **t 0,025** | **t 0,01** | **t 0,005** |
| 1 | 3.0777 | 6.3137 | 12.7062 | 31.8210 | 63.6559 |
| 2 | 1.8856 | 2.9200 | 4.3027 | 6.9645 | 9.9250 |
| 3 | 1.6377 | 2.3534 | 3.1824 | 4.5407 | 5.8408 |
| 4 | 1.5332 | 2.1218 | 2.7765 | 3.7469 | 4.6041 |
| 5 | 1.4759 | 2.0150 | 2.5706 | 3.3649 | 4.0321 |
| 6 | 1.4398 | 1.9423 | 2.4469 | 3.1427 | 3.7074 |
| 7 | 1.4149 | 1.8946 | 2.3646 | 2.9979 | 3.4995 |
| 8 | 1.3968 | 1.8595 | 2.3060 | 2.8965 | 3.3554 |
| 9 | 1.3830 | 1.8334 | 2.2622 | 2.8214 | 3.2498 |
| 10 | 1.3722 | 1.8125 | 2.2281 | 2.7638 | 3.1693 |
| 11 | 1.3634 | 1.7959 | 2.2010 | 2.7181 | 3.1058 |
| 12 | 1.3562 | 1.7823 | 2.1788 | 2.6810 | 3.0545 |
| 13 | 1.3502 | 1.7709 | 2.1604 | 2.6503 | 3.0123 |
| 14 | 1.3450 | 1.7613 | 2.1448 | 2.6245 | 2.9768 |
| 15 | 1.3406 | 1.7531 | 2.1315 | 2.6025 | 2.9467 |
| 16 | 1.3368 | 1.7459 | 2.1199 | 2.5835 | 2.9208 |
| 17 | 1.3334 | 1.7396 | 2.1098 | 2.5669 | 2.8982 |
| 18 | 1.3304 | 1.7341 | 2.1009 | 2.5524 | 2.8784 |
| 19 | 1.3277 | 1.7291 | 2.0930 | 2.5395 | 2.8609 |
| 20 | 1.3253 | 1.7247 | 2.0860 | 2.5280 | 2.8453 |
| 21 | 1.3232 | 1.7207 | 2.0796 | 2.5176 | 2.8314 |
| 22 | 1.3212 | 1.7171 | 2.0739 | 2.5083 | 2.8188 |
| 23 | 1.3195 | 1.7139 | 2.0687 | 2.4999 | 2.8073 |
| 24 | 1.3178 | 1.7109 | 2.0639 | 2.4922 | 2.7970 |
| 25 | 1.3163 | 1.7081 | 2.0595 | 2.4851 | 2.7874 |
| 26 | 1.3150 | 1.7056 | 2.0555 | 2.4786 | 2.7787 |
| 27 | 1.3137 | 1.7033 | 2.0518 | 2.4727 | 2.7707 |
| 28 | 1.3125 | 1.7011 | 2.0484 | 2.4671 | 2.7633 |
| 29 | 1.3114 | 1.6991 | 2.0452 | 2.4620 | 2.7564 |
| 30 | 1.3104 | 1.6973 | 2.0423 | 2.4573 | 2.7500 |
| 31 | 1.3095 | 1.6955 | 2.0395 | 2.4528 | 2.7440 |
| 32 | 1.3086 | 1.6939 | 2.0369 | 2.4487 | 2.7385 |
| 33 | 1.3077 | 1.6924 | 2.0345 | 2.4448 | 2.7333 |
| 34 | 1.3070 | 1.6909 | 2.0322 | 2.4411 | 2.7284 |
| 35 | 1.3062 | 1.6896 | 2.0301 | 2.4377 | 2.7238 |
| 36 | 1.3055 | 1.6883 | 2.0281 | 2.4345 | 2.7195 |
| 37 | 1.3049 | 1.6871 | 2.0262 | 2.4314 | 2.7154 |
| 38 | 1.3042 | 1.6860 | 2.0244 | 2.4286 | 2.7116 |
| 39 | 1.3036 | 1.6849 | 2.0227 | 2.4258 | 2.7079 |
| 40 | 1.3031 | 1.6839 | 2.0211 | 2.4233 | 2.7045 |
| 41 | 1.3025 | 1.6829 | 2.0195 | 2.4208 | 2.7012 |
| 42 | 1.3020 | 1.6820 | 2.0181 | 2.4185 | 2.6981 |
| 43 | 1.3016 | 1.6811 | 2.0167 | 2.4163 | 2.6951 |
| 44 | 1.3011 | 1.6802 | 2.0154 | 2.4141 | 2.6923 |
| 45 | 1.3006 | 1.6794 | 2.0141 | 2.4121 | 2.6896 |
| 46 | 1.3002 | 1.6887 | 2.0129 | 2.4102 | 2.6870 |
| 47 | 1.2998 | 1.6779 | 2.0117 | 2.4083 | 2.6846 |
| 48 | 1.2994 | 1.6772 | 2.0106 | 2.4066 | 2.6822 |
| 49 | 1.2991 | 1.6766 | 2.0096 | 2.4049 | 2.6800 |
| 50 | 1.2987 | 1.6759 | 2.0086 | 2.4033 | 2.6778 |

**Lampiran 10. Tabel F**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Df** | **1** | **2** | **3** | **4** | **5** |
| 1 | 161.4476 | 199.5000 | 215.7073 | 224.5833 | 230.1691 |
| 2 | 18.5128 | 19.0000 | 19.1643 | 19.2468 | 19.2964 |
| 3 | 10.1280 | 9.5521 | 9.2766 | 9.1172 | 9.0135 |
| 4 | 7.7086 | 6.9443 | 6.5914 | 6.3882 | 6.2561 |
| 5 | 6.6079 | 5.7861 | 5.4095 | 5.1922 | 5.0503 |
| 6 | 5.9874 | 5.1433 | 4.7571 | 4.5337 | 4.3874 |
| 7 | 5.5914 | 4.7374 | 4.3468 | 4.1203 | 3.9715 |
| 8 | 5.3177 | 4.4590 | 4.0662 | 3.8379 | 3.6875 |
| 9 | 5.1174 | 4.2565 | 3.8625 | 3.6331 | 3.4817 |
| 10 | 4.9646 | 4.1028 | 3.7083 | 3.4780 | 3.3258 |
| 11 | 4.8443 | 3.9823 | 3.5874 | 3.3567 | 3.2039 |
| 12 | 4.7472 | 3.8853 | 3.4903 | 3.2592 | 3.1059 |
| 13 | 4.6672 | 3.8056 | 3.4105 | 3.1791 | 3.0254 |
| 14 | 4.6001 | 3.7389 | 3.3439 | 3.1122 | 2.9582 |
| 15 | 4.5431 | 3.6823 | 3.2874 | 3.0556 | 2.9013 |
| 16 | 4.4940 | 3.6337 | 3.2389 | 3.0069 | 2.8524 |
| 17 | 4.4513 | 3.5915 | 3.1968 | 2.9647 | 2.8100 |
| 18 | 4.4139 | 3.5546 | 3.1599 | 2.9277 | 2.7729 |
| 19 | 4.3807 | 3.5219 | 3.1274 | 2.8951 | 2.7401 |
| 20 | 4.3512 | 3.4928 | 3.0984 | 2.8661 | 2.7109 |
| 21 | 4.3248 | 3.4668 | 3.0725 | 2.8401 | 2.6848 |
| 22 | 4.3009 | 3.4434 | 3.0491 | 2.8167 | 2.6613 |
| 23 | 4.2793 | 3.4221 | 3.0280 | 2.7955 | 2.6400 |
| 24 | 4.2597 | 3.4028 | 3.0088 | 2.7763 | 2.6207 |
| 25 | 4.2417 | 3.3852 | 2.9912 | 2.7587 | 2.6030 |
| 26 | 4.2252 | 3.3690 | 2.9752 | 2.7426 | 2.5868 |
| 27 | 4.2100 | 3.3541 | 2.9604 | 2.7278 | 2.5719 |
| 28 | 4.1960 | 3.3404 | 2.9467 | 2.7141 | 2.5581 |
| 29 | 4.1830 | 3.3277 | 2.9340 | 2.7014 | 2.5454 |
| 30 | 4.1709 | 3.3158 | 2.9223 | 2.6896 | 2.5336 |
| 31 | 4.1596 | 3.3048 | 2.9113 | 2.6787 | 2.5225 |
| 32 | 4.1491 | 3.2945 | 2.9011 | 2.6684 | 2.5123 |
| 33 | 4.1393 | 3.2849 | 2.8916 | 2.6589 | 2.5026 |
| 34 | 4.1300 | 3.2759 | 2.8826 | 2.6499 | 2.4936 |
| 35 | 4.1213 | 3.2674 | 2.8742 | 2.6415 | 2.4851 |
| 36 | 4.1132 | 3.2594 | 2.8663 | 2.6335 | 2.4772 |
| 37 | 4.1055 | 3.2519 | 2.8588 | 2.6261 | 2.4696 |
| 38 | 4.0982 | 3.2448 | 2.8517 | 2.6190 | 2.4625 |
| 39 | 4.0913 | 3.2381 | 2.8451 | 2.6123 | 2.4558 |
| 40 | 4.0847 | 3.2317 | 2.8337 | 2.6060 | 2.4495 |
| 41 | 4.0785 | 3.2257 | 2.8327 | 2.6000 | 2.4435 |
| 42 | 4.0727 | 3.2199 | 2.8270 | 2.5943 | 2.4377 |
| 43 | 4.0670 | 3.2145 | 2.8216 | 2.5888 | 2.4322 |
| 44 | 4.0617 | 3.2093 | 2.8165 | 2.5837 | 2.4270 |
| 45 | 4.0566 | 3.2043 | 2.8115 | 2.5787 | 2.4221 |
| 46 | 4.0517 | 3.1996 | 2.8068 | 2.5740 | 2.4174 |
| 47 | 4.0471 | 3.1951 | 2.8024 | 2.5695 | 2.4128 |
| 48 | 4.0427 | 3.1907 | 2.7981 | 2.5652 | 2.4085 |
| 49 | 4.0384 | 3.1866 | 2.7939 | 2.5611 | 2.4044 |
| 50 | 4.0343 | 3.1826 | 2.7900 | 2.5572 | 2.4004 |