

Lampiran 1. Analisis Deskriptif

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Error	Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic
X1	121	36	1	37	1082	8,94	,687	7,562	57,188
Valid N (listwise)	121								

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Error	Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic
X2	121	30	9	39	3034	25,07	,686	7,551	57,019
Valid N (listwise)	121								

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Error	Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic
Y	121	26	30	56	5698	47,09	,633	6,964	48,500
Valid N (listwise)	121								

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Error	Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic
Z	121	4400000	600000	5000000	212258500	1754202,48	84749,084	932239,923	869071273243,801
Valid N (listwise)	121								

Lampiran 2. Uji Prasyarat Regresi

- Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			121
Normal Parameters ^{a,b}	Mean		,0000000
	Std. Deviation		12,43112109
Most Extreme Differences	Absolute		,053
	Positive		,053
	Negative		-,049
Test Statistic			,053
Asymp. Sig. (2-tailed) ^c			,200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.		,573
	99% Confidence Interval	Lower Bound	,560
		Upper Bound	,586

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 926214481.

- Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X1	Between Groups	(Combined)	16579,506	27	614,056	1,712	,031
		Linearity	2483,441	1	2483,441	6,922	,010
		Deviation from Linearity	14096,065	26	542,156	1,511	,078
	Within Groups		33364,096	93	358,754		
	Total		49943,602	120			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * Z	Between Groups	(Combined)	24659,177	51	483,513	1,319	,141
		Linearity	777,772	1	777,772	2,123	,150
		Deviation from Linearity	23881,406	50	477,628	1,303	,153
	Within Groups		25284,424	69	366,441		
	Total		49943,602	120			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X2	Between Groups	(Combined)	5307,963	27	196,591	,410	,995
		Linearity	71,128	1	71,128	,148	,701
		Deviation from Linearity	5236,836	26	201,417	,420	,993
	Within Groups		44635,638	93	479,953		
	Total		49943,602	120			

ANOVA Table

			Sum of				
			Squares	df	Mean Square	F	Sig.
Z * X1	Between Groups	(Combined)	74214821703	72	10307614125	1,439	,090
			856,720		53,566		
	Linearity	24489896447	1	24489896447	3,420	,071	
		32,478		32,478			
	Deviation from Linearity	71765832059	71	10107863670	1,411	,103	
		124,230		29,919			
Within Groups		34376425878	48	71617553914			
		787,883		1,414			
Total		10859124758	120				
		2644,600					

ANOVA Table

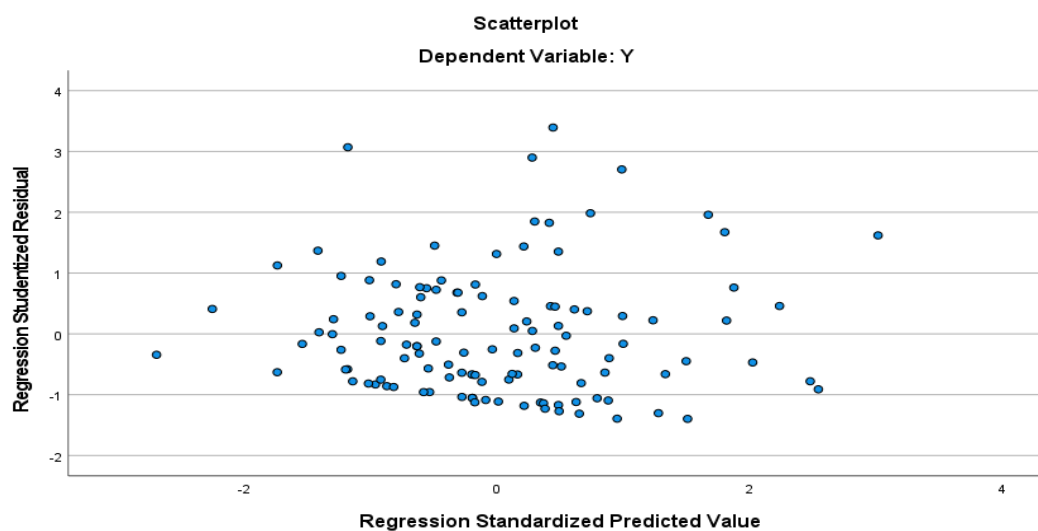
			Sum of Squares	df	Mean Square	F	Sig.
Z * X2	Between Groups	(Combined)	16831803492901,035	27	623400129366,705	,632	,913
		Linearity	2438379754505,317	1	2438379754505,317	2,471	,119
		Deviation from Linearity	14393423738395,719	26	553593220707,528	,561	,953
	Within Groups		91759444089743,600	93	986660689137,028		
	Total		108591247582644,620	120			

- Uji Multikolineritas

Coefficients^a

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
Model		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	119,361	7,395		16,140	,000		
	Z	-3,839E-6	,000	-,179	-1,947	,054	,931	1,074
	X1	,713	,251	,264	2,845	,005	,911	1,098
	X2	,119	,250	,044	,477	,634	,920	1,086

a. Dependent Variable: Y



- Uji Heterokedastisitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	,151		4,793	,000
	X1	,002	,167	1,772	,079
	X2	-,002	-,142	-1,519	,131
	Z	-2,124E-9	-,024	-,253	,801

a. Dependent Variable: RES2

Lampiran 3. Uji Analisis Jalur

Regression Weights: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
KinerjaGuru <--- BebanKerja	,024	,246	,099	,921	par_1
KinerjaGuru <--- PengalamanKerja	,607	,245	2,472	,013	par_4
Pendapatan <--- BebanKerja	24864,603	11164,806	2,227	,026	par_2
Pendapatan <--- KinerjaGuru	-8177,847	4146,506	-1,972	,049	par_3
Pendapatan <--- PengalamanKerja	32739,556	11428,122	2,865	,004	par_5

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

	Estimate
KinerjaGuru <--- BebanKerja	,009
KinerjaGuru <--- PengalamanKerja	,225
Pendapatan <--- BebanKerja	,196
Pendapatan <--- KinerjaGuru	-,174
Pendapatan <--- PengalamanKerja	,258

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

	Estimate
KinerjaGuru	,050
Pendapatan	,098

Standardized Direct Effects (Group number 1 - Default model)

	PengalamanKerja	BebanKerja	KinerjaGuru
KinerjaGuru	,225	,009	,000
Pendapatan	,260	,197	-,175

Standardized Indirect Effects (Group number 1 - Default model)

	PengalamanKerja	BebanKerja	KinerjaGuru
KinerjaGuru	,000	,000	,000
Pendapatan	-,039	-,002	,000

Lampiran 4. Data Variabel X1, X2, Z

No	Pengalaman Kerja	Beban Kerja	Pendapatan
1	6	33	1345000
2	8	28	1500000
3	1	30	880000
4	5	26	1500000
5	17	32	1500000
6	7	34	1500000
7	6	34	1000000
8	7	12	600000
9	6	22	1200000
10	11	31	2000000
11	18	27	2800000
12	18	26	2000000
13	8	25	1900000
14	2	26	1326000
15	13	29	2000000
16	16	28	2000000
17	11	27	1500000
18	1	31	1400000
19	15	27	1900000
20	1	18	927000
21	11	24	1500000
22	10	23	1000000
23	1	32	1000000
24	1	28	1600000
25	6	32	1000000
26	1	28	1500000
27	1	24	1200000
28	20	22	1500000
29	20	9	1080000
30	12	12	3800000
31	2	36	1300000
32	1	10	2450000
33	12	36	2450000
34	1	24	1000000
35	2	26	1500000
36	5	22	5000000
37	5	26	3195000
38	1	32	2300000
39	13	27	3960000
40	4	23	3115000

41	13	28	1300000
42	12	24	1500000
43	22	28	1268500
44	13	35	1358000
45	1	32	700000
46	13	28	1350000
47	5	26	1500000
48	6	24	1600000
49	5	24	1200000
50	20	31	1300000
51	11	35	1500000
52	8	22	1500000
53	6	24	1500000
54	18	24	1520000
55	17	20	1700000
56	11	27	1500000
57	13	28	1150000
58	26	25	1600000
59	12	20	1750000
60	22	28	1600000
61	20	24	1300000
62	33	24	1700000
63	11	28	1260000
64	14	12	1000000
65	3	34	2730000
66	12	12	840000
67	10	12	840000
68	21	13	840000
69	30	24	5000000
70	11	18	1260000
71	9	18	1260000
72	16	12	840000
73	1	18	1260000
74	10	15	1050000
75	10	22	1470000
76	3	16	1141500
77	6	12	840000
78	9	12	840000
79	28	15	1200000
80	7	12	840000
81	10	18	1000000
82	5	18	1400000
83	2	27	2000000
84	5	37	2000000
85	4	30	2400000

86	6	30	2700000
87	10	15	1100000
88	10	36	2000000
89	1	24	1000000
90	11	34	2200000
91	25	24	5000000
92	2	30	2175000
93	1	22	1595000
94	19	31	2900000
95	15	24	3750000
96	3	28	2000000
97	9	12	4000000
98	5	36	2900000
99	5	24	4400000
100	37	16	3000000
101	6	35	857500
102	1	36	1600000
103	1	36	1600000
104	1	36	1600000
105	1	32	1600000
106	1	39	1000000
107	3	38	2000000
108	2	26	1900000
109	1	36	2500000
110	1	26	1000000
111	1	11	2000000
112	4	34	2660000
113	10	32	3995000
114	8	32	3780000
115	2	28	2300000
116	4	28	2900000
117	4	25	1000000
118	5	14	1000000
119	10	16	2000000
120	2	15	1000000
121	5	15	1000000

Lampiran 5. Data Kinerja Guru (Y)

No	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Total
1	4	4	4	3	3	4	4	3	4	4	4	4	4	3	52
2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
4	3	4	3	3	4	2	3	3	3	3	2	4	4	3	44
5	4	3	4	3	4	4	3	4	3	3	3	3	3	4	48
6	3	4	3	3	2	3	4	4	4	3	3	3	3	3	45
7	4	4	4	4	4	4	4	4	3	4	4	4	4	4	55
8	3	3	2	3	3	3	3	4	4	4	3	4	3	3	45
9	3	3	3	3	3	4	3	4	4	4	4	4	3	3	48
10	3	3	3	3	3	4	3	3	3	3	3	3	4	3	44
11	4	4	4	4	4	4	3	4	4	4	4	4	4	4	55
12	3	3	3	3	3	3	3	4	3	3	4	4	3	3	45
13	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
14	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
15	4	3	3	3	3	4	3	4	4	4	4	4	3	3	49
16	4	3	3	4	4	4	3	4	4	4	4	4	4	4	53
17	3	3	3	3	3	4	3	4	3	3	3	3	3	3	44
18	3	3	3	3	3	3	3	4	3	3	3	3	3	3	43
19	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
20	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
21	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
22	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
23	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
24	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
25	3	3	3	4	3	4	2	4	3	3	4	3	4	4	47
26	4	4	3	4	4	3	3	4	4	4	3	3	4	4	51
27	3	4	3	4	4	3	3	4	3	4	3	4	4	4	50
28	3	3	3	3	3	3	3	4	3	4	4	4	3	3	46
29	4	3	4	3	4	4	4	4	4	4	4	4	4	4	54
30	4	4	3	3	4	3	4	3	4	4	3	4	4	4	51
31	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
32	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
33	3	4	4	4	3	3	3	4	4	3	4	4	4	4	51
34	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
35	3	3	4	3	3	3	3	3	3	4	4	3	4	3	46
36	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
37	3	4	4	3	3	4	3	3	3	4	4	4	3	4	49
38	4	4	3	4	3	4	4	4	4	4	4	4	4	4	54
39	3	3	3	3	3	4	3	4	4	3	4	4	3	3	47
40	4	3	3	4	4	4	3	4	4	4	3	3	4	4	51
41	4	3	3	3	3	3	3	4	4	3	3	4	4	3	47
42	3	3	3	3	3	4	3	4	4	3	3	3	3	3	45

Lampiran 6. Kuesioner Penelitian

KUESIONER PENELITIAN**I. IDENTITAS PENILAI**

Nama Penilai :

Umur :

Jenis Kelamin :

No. Whatsapp :

Pendidikan Terakhir :

Nama Sekolah :

Jabatan :

Masa Jabatan :

II. IDENTITAS YANG DINILAI

Nama Guru yang Dinilai :

Bidang Study :

No	Indikator	Jawaban			
		1	2	3	4
1	Mengenal karakteristik peserta didik				
2	Menguasai teori belajar dan prinsip-prinsip				
3	Pengembangan kurikulum				
4	Kegiatan pembelajaran yang mendidik				
5	Pengembangan potensi peserta didik				
6	Komunikasi dengan peserta didik				
7	Penilaian dan evaluasi				
8	Bertindak sesuai dengan norma agama, hukum, sosial dan kebudayaan nasional				
9	Menunjukkan pribadi yang dewasa dan teladan				
10	Etos kerja, tanggung jawab yang tinggi, rasa bangga menjadi guru				
11	Bersikap inklusif, bertindak obyektif, serta tidak diskriminatif				
12	Komunikasi dengan sesama guru, tenaga kependidikan, orang tua, peserta didik, dan masyarakat				
13	Penguasaan materi, struktur, konsep dan pola pikir keilmuan yang mendukung mata pelajaran yang diampu				
14	Mengembangkan keprofesionalan melalui tindakan reflektif				

Jambi,,
Responden,

.....

KUESIONER PENELITIAN

I. IDENTITAS RESPONDEN

Nama :

Umur :

Jenjang Pendidikan :

Guru Bidang Studi :

Status Guru : ☐ Guru tetap yayasan ☐ Guru Honor Yayasan
☐ Guru Honor Pemba ☐ Guru Bersertifikasi
☐ Lainnya.....

Pengalaman Kerja :

Unit Kerja :

Mata Pelajar Yang diampu : 1.
2.
3.

Jumlah Jam mengajar :

Honor/gaji per bulan : Rp

Honor/pendapatan selain-mengajar per bulan : Rp

Pengeluaran Perbulan : Rp

Jumlah Anggota Keluarga :

No. HP/Whatsapp :

Jambi, ...,.....,2024
Responden,

.....

Lampiran 7. t Tabel

Titik Persentase Distribusi t (df = 121 -160)

df	Pr	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
121		0.67652	1.28859	1.65754	1.97976	2.35756	2.61707	3.15895
122		0.67651	1.28853	1.65744	1.97960	2.35730	2.61673	3.15838
123		0.67649	1.28847	1.65734	1.97944	2.35705	2.61639	3.15781
124		0.67647	1.28842	1.65723	1.97928	2.35680	2.61606	3.15726
125		0.67646	1.28836	1.65714	1.97912	2.35655	2.61573	3.15671
126		0.67644	1.28831	1.65704	1.97897	2.35631	2.61541	3.15617
127		0.67643	1.28825	1.65694	1.97882	2.35607	2.61510	3.15565
128		0.67641	1.28820	1.65685	1.97867	2.35583	2.61478	3.15512
129		0.67640	1.28815	1.65675	1.97852	2.35560	2.61448	3.15461
130		0.67638	1.28810	1.65666	1.97838	2.35537	2.61418	3.15411
131		0.67637	1.28805	1.65657	1.97824	2.35515	2.61388	3.15361
132		0.67635	1.28800	1.65648	1.97810	2.35493	2.61359	3.15312
133		0.67634	1.28795	1.65639	1.97796	2.35471	2.61330	3.15264
134		0.67633	1.28790	1.65630	1.97783	2.35450	2.61302	3.15217
135		0.67631	1.28785	1.65622	1.97769	2.35429	2.61274	3.15170
136		0.67630	1.28781	1.65613	1.97756	2.35408	2.61246	3.15124
137		0.67628	1.28776	1.65605	1.97743	2.35387	2.61219	3.15079
138		0.67627	1.28772	1.65597	1.97730	2.35367	2.61193	3.15034
139		0.67626	1.28767	1.65589	1.97718	2.35347	2.61166	3.14990
140		0.67625	1.28763	1.65581	1.97705	2.35328	2.61140	3.14947
141		0.67623	1.28758	1.65573	1.97693	2.35309	2.61115	3.14904
142		0.67622	1.28754	1.65566	1.97681	2.35289	2.61090	3.14862
143		0.67621	1.28750	1.65558	1.97669	2.35271	2.61065	3.14820
144		0.67620	1.28746	1.65550	1.97658	2.35252	2.61040	3.14779
145		0.67619	1.28742	1.65543	1.97646	2.35234	2.61016	3.14739
146		0.67617	1.28738	1.65536	1.97635	2.35216	2.60992	3.14699
147		0.67616	1.28734	1.65529	1.97623	2.35198	2.60969	3.14660
148		0.67615	1.28730	1.65521	1.97612	2.35181	2.60946	3.14621
149		0.67614	1.28726	1.65514	1.97601	2.35163	2.60923	3.14583
150		0.67613	1.28722	1.65508	1.97591	2.35146	2.60900	3.14545
151		0.67612	1.28718	1.65501	1.97580	2.35130	2.60878	3.14508

Search

CS

Lampiran 8. r Tabel

Tabel r untuk df = 151 - 200

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
151	0.1335	0.1587	0.1879	0.2077	0.2635
152	0.1330	0.1582	0.1873	0.2070	0.2626
153	0.1326	0.1577	0.1867	0.2063	0.2618
154	0.1322	0.1572	0.1861	0.2057	0.2610
155	0.1318	0.1567	0.1855	0.2050	0.2602
156	0.1313	0.1562	0.1849	0.2044	0.2593
157	0.1309	0.1557	0.1844	0.2037	0.2585
158	0.1305	0.1552	0.1838	0.2031	0.2578
159	0.1301	0.1547	0.1832	0.2025	0.2570
160	0.1297	0.1543	0.1826	0.2019	0.2562
161	0.1293	0.1538	0.1821	0.2012	0.2554
162	0.1289	0.1533	0.1815	0.2006	0.2546
163	0.1285	0.1528	0.1810	0.2000	0.2539
164	0.1281	0.1524	0.1804	0.1994	0.2531
165	0.1277	0.1519	0.1799	0.1988	0.2524
166	0.1273	0.1515	0.1794	0.1982	0.2517
167	0.1270	0.1510	0.1788	0.1976	0.2509
168	0.1266	0.1506	0.1783	0.1971	0.2502