

KUESIONER KINERJA GURU

Dengan Hormat,

Saya mahasiswa Fakultas Ekonomi dan Bisnis Program Studi Magister Manajemen Universitas 17 Agustus 1945 Surabaya mengharapkan kesediaan Bapak/ Ibu untuk mengisi kuesioner ini. Kuesioner ini adalah alat pengambilan data dalam penyusunan tesis saya yang berjudul : “Pengaruh Kemampuan IT, Dukungan Organisasi, dan *Self Awareness* Terhadap Komitmen Organisasional dan Kinerja Guru SMK di Surabaya”.

Informasi yang sedianya Bapak/ Ibu berikan sangat membantu kelancaran penelitian ini dan akan dijaga kerahasiaannya. Atas perhatian dan kesediaan Bapak/Ibu untuk mengisi kuesioner ini, saya ucapkan terimakasih.

Peneliti,

Moch. Irvan Al Fauzani

BAGIAN I : IDENTITAS RESPONDEN

| | | | |
|-----------|---|--|--|
| Nama | : | | |
| Responden | | | |

| | | | |
|---------------|---|------------------------------------|------------------------------------|
| Jenis Kelamin | : | <input type="checkbox"/> Laki-laki | <input type="checkbox"/> Perempuan |
|---------------|---|------------------------------------|------------------------------------|

| | | | |
|------|---|--------------------------------------|--------------------------------------|
| Usia | : | <input type="checkbox"/> 19-30 tahun | <input type="checkbox"/> 31-40 tahun |
| | | <input type="checkbox"/> > 40 tahun | |

| | | | | | |
|-----------------|---|--------------------------|-------------------|--------------------------|---------------|
| Pendidikan 1 | : | <input type="checkbox"/> | SMA/SMK sederajat | <input type="checkbox"/> | S1 sederajat |
| | | <input type="checkbox"/> | S2 sederajat | <input type="checkbox"/> | Lain-lain.... |

| | | | | | |
|-------------------------|---|--------------------------|----------------|--------------------------|---------------|
| Lama menjadi guru | : | <input type="checkbox"/> | 1 s/d 2 tahun | <input type="checkbox"/> | 3 s/d 5 tahun |
| | | <input type="checkbox"/> | 6 s/d 10 tahun | <input type="checkbox"/> | > 10 tahun |

| | | | | | |
|------------------|---|--------------------------|------------|--------------------------|------------|
| Asal Instansi | : | <input type="checkbox"/> | SMK Negeri | <input type="checkbox"/> | SMK Swasta |
|------------------|---|--------------------------|------------|--------------------------|------------|

BAGIAN II : TANGGAPAN VARIABEL PENELITIAN

PETUNJUK PENGISIAN

Berdasar atas pengalaman Bapak/Ibu, berilah tanda centang (√) pada pilihan jawaban yang paling merefleksikan persepsi Bapak/Ibu pada setiap pernyataan. Instrument penelitian ini disusun dengan menggunakan skala likert yang terdiri dari 5 jawaban SS, S, N, TS, dan STS.

Keterangan pilihan jawaban :

- SS = Sangat Setuju
S = Setuju
N = Netral
TS = Tidak Setuju
STS = Sangat Tidak Setuju

KEMAMPUAN IT (X1)

| NO | PERNYATAAN | PILIHAN JAWABAN | | | | |
|--|---|-----------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| MENGGUNAKAN KOMPUTER | | | | | | |
| 1 | Saya senang bekerja menggunakan computer | | | | | |
| 2 | Terlalu banyak tugas yang harus saya kerjakan melalui komputer. | | | | | |
| 3 | Saya sering menemui hal-hal baru yang menyulitkan ketika bekerja menggunakan computer | | | | | |
| MERANCANG PEMBELAJARAN MENGGUNAKAN APLIKASI WEB | | | | | | |

| | | | | | | |
|--|---|--|--|--|--|--|
| 1 | Saya mudah memberikan pelajaran lewat web | | | | | |
| 2 | Banyak materi yang saya sulit sampaikan melalui web | | | | | |
| KETERAMPILAN MENGAPLIKASIKAN HANDPHONE (GADGET) | | | | | | |
| 1 | Saya senang memberikan materi pembelajaran lewat handphone | | | | | |
| 2 | Materi-materi tertentu sulit dijalankan pada handphone tipe lama. | | | | | |
| MENGGUNAKAN MEDIA PEMBELAJARAN | | | | | | |
| 1 | Saya membuat PPT dalam memberikan materi ke siswa | | | | | |
| 2 | Saya membuat video tutorial dalam memberikan materi ke siswa | | | | | |
| 3 | Beberapa materi mustahil untuk dipresentasikan melalui PPT maupun video pembelajaran. | | | | | |

DUKUNGAN ORGANISASI (X2)

| NO | PERNYATAAN | PILIHAN JAWABAN | | | | |
|--------------------|---|-----------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| PENGHARGAAN | | | | | | |
| 1 | Saya semangat mengajar ketika sekolah memberikan bonus insentif | | | | | |
| 2 | Pihak sekolah memberikan peralatan yang kurang memadai untuk mengerjakan tugas-tugas saya | | | | | |

| | | | | | | |
|-------------------------------|--|--|--|--|--|--|
| 3 | Sekolah memberikan reward bagi guru berprestasi | | | | | |
| 4 | Tidak ada standard prestasi untuk pemberian reward yang dilakukan oleh sekolah. | | | | | |
| PENGEMBANGAN | | | | | | |
| 1 | Sekolah saya memberikan kesempatan bagi guru yang ingin melanjutkan sekolah ke jenjang lebih tinggi | | | | | |
| 2 | Saya kesulitan mengembangkan kemampuan saya dengan hanya mengandalkan sarana di lingkungan sekolah saya. | | | | | |
| KONDISI KERJA | | | | | | |
| 1 | Sekolah saya memberikan ruangan kerja yang nyaman | | | | | |
| 2 | Fasilitas di ruang kerja membuat saya betah dalam bekerja. | | | | | |
| 3 | Pekerjaan saya terlalu banyak sehingga memberatkan bagi saya. | | | | | |
| KESEJAHTERAAN KARYAWAN | | | | | | |
| 1 | Insentif saya dapatkan karena bekerja lembur. | | | | | |
| 2 | Sekolah saya memberikan saya jaminan kesehatan | | | | | |
| 3 | Sekolah saya sering memberikan bonus ke semua gurunya | | | | | |

SELF AWARENESS (X3)

| NO | PERNYATAAN | PILIHAN JAWABAN | | | | |
|--|--|-----------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| MENGENALI PERASAAN DAN PERILAKU DIRI SENDIRI | | | | | | |
| 1 | Saya sering memarahi murid saya karena berbagai alasan | | | | | |
| 2 | Saya suka memberikan tugas banyak ke murid | | | | | |
| 3 | Saya mendapatkan gelar guru teladan diantara guru lain di sekolah saya | | | | | |
| 4 | Saya termasuk guru yang sabar dalam mendidik siswa | | | | | |
| MENGENALI KELEBIHAN DAN KEKURANGAN DIRI SENDIRI | | | | | | |
| 1 | Saya tepat waktu ketika mengajar | | | | | |
| 2 | Saya memulai pembelajaran sebelum jam pelajaran berakhir. | | | | | |
| MEMPUNYAI SIKAP MANDIRI | | | | | | |
| 1 | Saya biasa mengajar tepat waktu tanpa diingatkan | | | | | |
| 2 | Saya membuat sendiri materi pembelajaran | | | | | |
| DAPAT MEMBUAT KEPUTUSAN DENGAN TEPAT | | | | | | |
| 1 | Saya menghukum siswa dengan tegas ketika mereka terlambat mengumpulkan tugas | | | | | |
| 2 | Saya membiarkan siswa saya tidak mengerjakan tugas karena kasihan | | | | | |

| NO | PERNYATAAN | PILIHAN JAWABAN | | | | |
|--|---|-----------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| TERAMPIL DALAM MENGUNGKAPKAN PIKIRAN, PERASAAN, PENDAPAT, DAN KEYAKINAN | | | | | | |
| 1 | Saya memberikan motivasi ke siswa di awal masuk pelajaran | | | | | |
| 2 | Saya tidak pernah mengamati motivasi siswa dalam belajar. | | | | | |
| DAPAT MENGEVALUASI DIRI | | | | | | |
| 1 | Saya menyesal ketika sudah memarahi siswa | | | | | |
| 2 | Saya minta maaf ke siswa ketika saya terlambat mengajar | | | | | |

KOMITMEN ORGANISASIONAL (Z)

| NO | PERNYATAAN | PILIHAN JAWABAN | | | | |
|---------------------------|--|-----------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| KEMAUAN KARYAWAN | | | | | | |
| 1 | Saya senang menjadi guru di sekolah saya sekarang | | | | | |
| 2 | Saya mengajar di sekolah saya sekarang atas kemauan saya | | | | | |
| KESETIAAN KARYAWAN | | | | | | |
| 1 | Saya akan tetap mengajar di sekolah ini meskipun ada tawaran di sekolah lain untuk mengajar, saya akan tetap mengajar di sekolah ini | | | | | |

| NO | PERNYATAAN | PILIHAN JAWABAN | | | | |
|---|---|-----------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 2 | Saya mencoba mencari sekolah lain untuk tempat mengajar | | | | | |
| KEBANGGAAN KARYAWAN DALAM ORGANISASI | | | | | | |
| 1 | Saya update informasi tentang sekolah saya di social media saya | | | | | |
| 2 | Saya suka membantu sekolah dalam promosi sekolah | | | | | |

KINERJA GURU (Y)

| NO | PERNYATAAN | PILIHAN JAWABAN | | | | |
|--------------------------------|---|-----------------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| KOMPETENSI KEPRIBADIAN | | | | | | |
| 1 | Saya berpakaian rapi ketika mengajar | | | | | |
| 2 | Saya dihormati seluruh siswa di kelas | | | | | |
| 3 | Saya tidak pernah menggunakan kata kasar di sekolah | | | | | |
| KOMPETENSI PEDAGOGIC | | | | | | |
| 1 | Saya menasehati seluruh siswa dengan penuh kasih sayang | | | | | |
| 2 | Saya memberi contoh yang baik untuk siswa | | | | | |
| KOMPETENSI PROFESSIONAL | | | | | | |
| 1 | Saya mengoreksi ketika memberikan tugas atau PR | | | | | |

| | | | | | | |
|--------------------------|---|--|--|--|--|--|
| 2 | Saya minta maaf apabila terlambat masuk kelas | | | | | |
| KOMPETENSI SOCIAL | | | | | | |
| 1 | Saya ramah ketika ada siswa yang bertanya | | | | | |
| 2 | Saya senyum bila bertemu siswa | | | | | |

KARAKTERISTIK RESPONDEN

| No. | Jenis Kelamin | Usia | Pendidikan | Lama Bekerja | Asal SMK |
|-----|---------------|----------|--------------|--------------|----------|
| 1 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 2 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 3 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 4 | Perempuan | 20-30 th | S1 sederajat | > 10 th | Swasta |
| 5 | Perempuan | 31-40 th | S1 sederajat | 5-10 th | Negeri |
| 6 | Laki-laki | 31-40 th | S1 sederajat | > 10 th | Negeri |
| 7 | Perempuan | 20-30 th | S1 sederajat | 3-5 th | Swasta |
| 8 | Perempuan | > 40 th | S1 sederajat | 3-5 th | Negeri |
| 9 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 10 | Laki-laki | > 40 th | S1 sederajat | > 10 th | Negeri |
| 11 | Perempuan | 20-30 th | S1 sederajat | 3-5 th | Swasta |
| 12 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 13 | Perempuan | > 40 th | S1 sederajat | 5-10 th | Negeri |
| 14 | Laki-laki | > 40 th | Diploma | 5-10 th | Swasta |
| 15 | Perempuan | > 40 th | S1 sederajat | > 10 th | Swasta |
| 16 | Laki-laki | 31-40 th | S1 sederajat | > 10 th | Negeri |
| 17 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Negeri |
| 18 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Negeri |
| 19 | Laki-laki | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 20 | Laki-laki | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 21 | Laki-laki | 20-30 th | S1 sederajat | > 10 th | Negeri |
| 22 | Laki-laki | 20-30 th | S1 sederajat | 3-5 th | Negeri |
| 23 | Laki-laki | > 40 th | S1 sederajat | 5-10 th | Negeri |
| 24 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 25 | Laki-laki | > 40 th | S1 sederajat | > 10 th | Swasta |
| 26 | Laki-laki | 20-30 th | S1 sederajat | 3-5 th | Swasta |
| 27 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Negeri |
| 28 | Laki-laki | 20-30 th | S1 sederajat | 3-5 th | Negeri |
| 29 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Negeri |

| No. | Jenis Kelamin | Usia | Pendidikan | Lama Bekerja | Asal SMK |
|------------|----------------------|-------------|-------------------|---------------------|-----------------|
| 30 | Laki-laki | 31-40 th | S1 sederajat | > 10 th | Negeri |
| 31 | Laki-laki | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 32 | Perempuan | 31-40 th | S1 sederajat | 5-10 th | Negeri |
| 33 | Perempuan | 20-30 th | S1 sederajat | 3-5 th | Negeri |
| 34 | Laki-laki | 20-30 th | Diploma | 3-5 th | Swasta |
| 35 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 36 | Perempuan | > 40 th | S1 sederajat | > 10 th | Negeri |
| 37 | Perempuan | 20-30 th | S1 sederajat | 3-5 th | Swasta |
| 38 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 39 | Laki-laki | > 40 th | S1 sederajat | > 10 th | Swasta |
| 40 | Perempuan | 20-30 th | Diploma | 1-2 th | Swasta |
| 41 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 42 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 43 | Laki-laki | > 40 th | S1 sederajat | > 10 th | Negeri |
| 44 | Laki-laki | > 40 th | S1 sederajat | > 10 th | Swasta |
| 45 | Laki-laki | > 40 th | S1 sederajat | > 10 th | Swasta |
| 46 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Negeri |
| 47 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 48 | Perempuan | > 40 th | S1 sederajat | 3-5 th | Swasta |
| 49 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Negeri |
| 50 | Perempuan | 20-30 th | S1 sederajat | 3-5 th | Swasta |
| 51 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 52 | Laki-laki | 31-40 th | Diploma | > 10 th | Swasta |
| 53 | Laki-laki | > 40 th | Diploma | 5-10 th | Swasta |
| 54 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Negeri |
| 55 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 56 | Laki-laki | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 57 | Perempuan | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 58 | Laki-laki | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 59 | Perempuan | > 40 th | S1 sederajat | > 10 th | Swasta |

| No. | Jenis Kelamin | Usia | Pendidikan | Lama Bekerja | Asal SMK |
|-----|---------------|----------|--------------|--------------|----------|
| 60 | Perempuan | 20-30 th | S1 sederajat | 3-5 th | Swasta |
| 61 | Laki-laki | 20-30 th | S1 sederajat | 3-5 th | Negeri |
| 62 | Perempuan | 20-30 th | S1 sederajat | 3-5 th | Negeri |
| 63 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 64 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 65 | Laki-laki | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 66 | Perempuan | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 67 | Perempuan | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 68 | Laki-laki | 31-40 th | S1 sederajat | > 10 th | Swasta |
| 69 | Laki-laki | > 40 th | S1 sederajat | 3-5 th | Swasta |
| 70 | Perempuan | 20-30 th | S1 sederajat | 3-5 th | Negeri |
| 71 | Laki-laki | 20-30 th | S1 sederajat | 3-5 th | Negeri |
| 72 | Perempuan | 31-40 th | S1 sederajat | 5-10 th | Negeri |
| 73 | Laki-laki | 20-30 th | S1 sederajat | 3-5 th | Negeri |
| 74 | Perempuan | 31-40 th | S1 sederajat | 5-10 th | Swasta |
| 75 | Perempuan | 20-30 th | S1 sederajat | 3-5 th | Negeri |

Tabulasi Tanggapan Responden

| Nomor | Kemampuan IT | | | | | | | | | | Dukungan Organisasi | | | | | | | | | | | |
|-------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | F | U | U | F | U | F | U | F | F | U | F | U | F | U | F | U | F | F | U | F | F | F |
| | X1.1.1 | X1.1.2 | X1.1.3 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.4.3 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.4.1 | X2.4.2 | X2.4.3 |
| 1 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 2 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 |
| 3 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 4 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 5 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 |

| Nomor | Kemampuan IT | | | | | | | | | | Dukungan Organisasi | | | | | | | | | | | |
|-------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | F | U | U | F | U | F | U | F | F | U | F | U | F | U | F | U | F | F | U | F | F | F |
| | X1.1.1 | X1.1.2 | X1.1.3 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.4.3 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.4.1 | X2.4.2 | X2.4.3 |
| 7 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 |
| 9 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 |
| 10 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 11 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 13 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 3 | 4 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 14 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 15 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 16 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 17 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 |
| 18 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 19 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 20 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 |
| 21 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 22 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 3 | 3 | 2 | 4 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 23 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 25 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 26 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 27 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 |
| 28 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 |
| 29 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 |
| 31 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 32 | 4 | 2 | 2 | 4 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 33 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 34 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |

| Nomor | Kemampuan IT | | | | | | | | | | Dukungan Organisasi | | | | | | | | | | | |
|-------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | F | U | U | F | U | F | U | F | F | U | F | U | F | U | F | U | F | F | U | F | F | F |
| | X1.1.1 | X1.1.2 | X1.1.3 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4.1 | X1.4.2 | X1.4.3 | X2.1.1 | X2.1.2 | X2.1.3 | X2.1.4 | X2.2.1 | X2.2.2 | X2.3.1 | X2.3.2 | X2.3.3 | X2.4.1 | X2.4.2 | X2.4.3 |
| 63 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | |
| 64 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | |
| 65 | 4 | 2 | 2 | 3 | 2 | 4 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | |
| 66 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | |
| 67 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | |
| 68 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | |
| 69 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | |
| 70 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 2 | 3 | 4 | 3 |
| 71 | 4 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | |
| 72 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | |
| 73 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | |
| 74 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 2 |
| 75 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 4 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |

Keterangan :

F = *Favorable*

U = *Unfavorable*

| Nomor | Self Awareness | | | | | | | | | | | | | | Kinerja | | | | | | | | Komitmen Org_ | | | | | | | |
|-------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|-------|-------|-------|-------|-------|-------|-------|---------------|-------|-------|-------|-------|-------|-------|---|
| | U | U | F | F | F | U | F | F | F | U | F | U | F | F | F | F | F | F | F | F | F | F | U | F | F | | | | | |
| | X3.1.1 | X3.1.2 | X3.1.3 | X3.1.4 | X3.2.1 | X3.2.2 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X3.5.1 | X3.5.2 | X3.6.1 | X3.6.2 | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Z.1.1 | Z.1.2 | Z.2.1 | Z.2.2 | Z.3.1 | Z.3.2 | |
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | |
| 2 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | |
| 3 | 2 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 4 | |
| 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | |
| 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 4 | |
| 6 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | |
| 7 | 1 | 2 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | |
| 8 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | |
| 9 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | |
| 10 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 4 | |
| 11 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | |
| 12 | 2 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 4 | |
| 13 | 2 | 2 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 4 | |
| 14 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 2 | 4 | 3 |
| 15 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 3 |
| 16 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 4 | |
| 17 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 3 | |
| 18 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | |
| 19 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 4 | |
| 20 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | |
| 21 | 1 | 2 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 1 | 5 | 4 | |
| 22 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | |
| 23 | 2 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | |
| 24 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | |
| 25 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | |
| 26 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | |
| 27 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 1 | 3 | 4 | |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | |
| 29 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 5 | 4 | | |
| 30 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | |
| 31 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 2 | 4 | 3 | |
| 32 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | | |
| 33 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | |
| 34 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 4 | |
| 35 | 1 | 2 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | |
| 36 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 2 | 5 | 4 | |
| 37 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 3 | |
| 38 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 2 | 5 | 4 | |
| 39 | 2 | 2 | 5 | 4 | 4 | 2 | 4 | 3 | 4 | 2 | 4 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 2 | 4 | 4 | |
| 40 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 5 | 3 | 4 | 3 | |

| Nomor | Self Awareness | | | | | | | | | | | | | | Kinerja | | | | | | | | Komitmen Org_ | | | | | | | |
|-------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|-------|-------|-------|-------|-------|-------|-------|---------------|-------|-------|-------|-------|-------|-------|---|
| | U | U | F | F | F | U | F | F | F | U | F | U | F | F | F | F | F | F | F | F | F | F | F | U | F | F | | | | |
| | X3.1.1 | X3.1.2 | X3.1.3 | X3.1.4 | X3.2.1 | X3.2.2 | X3.3.1 | X3.3.2 | X3.4.1 | X3.4.2 | X3.5.1 | X3.5.2 | X3.6.1 | X3.6.2 | Y.1.1 | Y.1.2 | Y.1.3 | Y.2.1 | Y.2.2 | Y.3.1 | Y.3.2 | Y.4.1 | Y.4.2 | Z.1.1 | Z.1.2 | Z.2.1 | Z.2.2 | Z.3.1 | Z.3.2 | |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 4 | |
| 42 | 2 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 4 | 4 | |
| 43 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 5 | 4 | |
| 44 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | |
| 45 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 4 |
| 46 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 |
| 47 | 2 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | |
| 48 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 2 | 4 | 4 | |
| 49 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 4 | |
| 50 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | |
| 51 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 3 |
| 52 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 1 | 4 | 3 | |
| 53 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 1 | 4 | 5 | |
| 54 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 1 | 4 | 3 |
| 55 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 2 | 3 | 4 |
| 56 | 1 | 2 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 2 | 5 | 4 | |
| 57 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 2 | 4 | 3 | |
| 58 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 4 | |
| 59 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 1 | 4 | 4 | |
| 60 | 2 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 2 | 5 | 3 | |
| 61 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 62 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | |
| 63 | 2 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 5 | |
| 64 | 1 | 2 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 2 | 4 | 2 | 2 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 1 | 5 | 4 | |
| 65 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | |
| 66 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | |
| 67 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 4 | 3 |
| 68 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 2 | 5 | 4 | |
| 69 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 3 | 4 | 5 | 2 | 5 | 4 | |
| 70 | 2 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 2 | 5 | 4 | |
| 71 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 3 | |
| 72 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 3 | |
| 73 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | |
| 74 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | |
| 75 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 3 |

Keterangan :

F = Favorable

U = Unfavorable

Hasil Perhitungan Karakteristik Responden

JK

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 41 | 54.7 | 54.7 | 54.7 |
| | Perempuan | 34 | 45.3 | 45.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

U

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------|-----------|---------|---------------|--------------------|
| Valid | > 40 th | 16 | 21.3 | 21.3 | 21.3 |
| | 20-30 th | 19 | 25.3 | 25.3 | 46.7 |
| | 31-40 th | 40 | 53.3 | 53.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Pdk

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Diploma | 5 | 6.7 | 6.7 | 6.7 |
| | S1 sederajat | 70 | 93.3 | 93.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

L

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|--------------------|
| Valid | > 10 th | 32 | 42.7 | 42.7 | 42.7 |
| | 1-2 th | 1 | 1.3 | 1.3 | 44.0 |
| | 3-5 th | 19 | 25.3 | 25.3 | 69.3 |
| | 5-10 th | 23 | 30.7 | 30.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Asal

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Negeri | 29 | 38.7 | 38.7 | 38.7 |
| | Swasta | 46 | 61.3 | 61.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Perhitungan Tanggapan Responden

Kemampuan IT

X1.1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 37 | 49.3 | 49.3 | 49.3 |
| | S | 38 | 50.7 | 50.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X1.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 27 | 36.0 | 36.0 | 36.0 |
| | S | 48 | 64.0 | 64.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X1.1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 50 | 66.7 | 66.7 | 66.7 |
| | S | 25 | 33.3 | 33.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X1.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 56 | 74.7 | 74.7 | 74.7 |
| | S | 19 | 25.3 | 25.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X1.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 14 | 18.7 | 18.7 | 18.7 |
| | S | 61 | 81.3 | 81.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X1.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 55 | 73.3 | 73.3 | 73.3 |
| | S | 20 | 26.7 | 26.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X1.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 20 | 26.7 | 26.7 | 26.7 |
| | S | 55 | 73.3 | 73.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X1.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 63 | 84.0 | 84.0 | 84.0 |
| | S | 12 | 16.0 | 16.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X1.4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 3 | 4.0 | 4.0 | 4.0 |
| | N | 64 | 85.3 | 85.3 | 89.3 |
| | S | 8 | 10.7 | 10.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X1.4.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 8 | 10.7 | 10.7 | 10.7 |
| | S | 67 | 89.3 | 89.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Dukungan Organisasi**X2.1.1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 3 | 4.0 | 4.0 | 4.0 |
| | N | 45 | 60.0 | 60.0 | 64.0 |
| | S | 27 | 36.0 | 36.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 4 | 5.3 | 5.3 | 5.3 |
| | N | 59 | 78.7 | 78.7 | 84.0 |
| | S | 12 | 16.0 | 16.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 11 | 14.7 | 14.7 | 14.7 |
| | N | 58 | 77.3 | 77.3 | 92.0 |
| | S | 6 | 8.0 | 8.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1.3 | 1.3 | 1.3 |
| | N | 43 | 57.3 | 57.3 | 58.7 |
| | S | 31 | 41.3 | 41.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 50 | 66.7 | 66.7 | 66.7 |
| | S | 25 | 33.3 | 33.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1.3 | 1.3 | 1.3 |
| | N | 58 | 77.3 | 77.3 | 78.7 |
| | S | 16 | 21.3 | 21.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1.3 | 1.3 | 1.3 |
| | N | 39 | 52.0 | 52.0 | 53.3 |
| | S | 35 | 46.7 | 46.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 17 | 22.7 | 22.7 | 22.7 |
| | N | 58 | 77.3 | 77.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.3.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1.3 | 1.3 | 1.3 |
| | N | 33 | 44.0 | 44.0 | 45.3 |
| | S | 41 | 54.7 | 54.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 24 | 32.0 | 32.0 | 32.0 |
| | N | 51 | 68.0 | 68.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 2 | 2.7 | 2.7 | 2.7 |
| | N | 31 | 41.3 | 41.3 | 44.0 |
| | S | 42 | 56.0 | 56.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X2.4.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 20 | 26.7 | 26.7 | 26.7 |
| | N | 53 | 70.7 | 70.7 | 97.3 |
| | S | 2 | 2.7 | 2.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Self Awareness**X3.1.1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 31 | 41.3 | 41.3 | 41.3 |
| | S | 39 | 52.0 | 52.0 | 93.3 |
| | SS | 5 | 6.7 | 6.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 19 | 25.3 | 25.3 | 25.3 |
| | N | 43 | 57.3 | 57.3 | 82.7 |
| | S | 13 | 17.3 | 17.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 29 | 38.7 | 38.7 | 38.7 |
| | S | 39 | 52.0 | 52.0 | 90.7 |
| | SS | 7 | 9.3 | 9.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 22 | 29.3 | 29.3 | 29.3 |
| | N | 45 | 60.0 | 60.0 | 89.3 |
| | S | 8 | 10.7 | 10.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 42 | 56.0 | 56.0 | 56.0 |
| | S | 33 | 44.0 | 44.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 48 | 64.0 | 64.0 | 64.0 |
| | S | 27 | 36.0 | 36.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 5 | 6.7 | 6.7 | 6.7 |
| | N | 44 | 58.7 | 58.7 | 65.3 |
| | S | 26 | 34.7 | 34.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 40 | 53.3 | 53.3 | 53.3 |
| | S | 35 | 46.7 | 46.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 3 | 4.0 | 4.0 | 4.0 |
| | N | 36 | 48.0 | 48.0 | 52.0 |
| | S | 35 | 46.7 | 46.7 | 98.7 |
| | SS | 1 | 1.3 | 1.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 13 | 17.3 | 17.3 | 17.3 |
| | N | 41 | 54.7 | 54.7 | 72.0 |
| | S | 21 | 28.0 | 28.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.5.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 2 | 2.7 | 2.7 | 2.7 |
| | N | 42 | 56.0 | 56.0 | 58.7 |
| | S | 31 | 41.3 | 41.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.5.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 10 | 13.3 | 13.3 | 13.3 |
| | N | 43 | 57.3 | 57.3 | 70.7 |
| | S | 22 | 29.3 | 29.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.6.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 2 | 2.7 | 2.7 | 2.7 |
| | N | 37 | 49.3 | 49.3 | 52.0 |
| | S | 34 | 45.3 | 45.3 | 97.3 |
| | SS | 2 | 2.7 | 2.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

X3.6.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 16 | 21.3 | 21.3 | 21.3 |
| | N | 40 | 53.3 | 53.3 | 74.7 |
| | S | 19 | 25.3 | 25.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Kinerja guru**Y.1.1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 18 | 24.0 | 24.0 | 24.0 |
| | SS | 57 | 76.0 | 76.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Y.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 10 | 13.3 | 13.3 | 13.3 |
| | S | 60 | 80.0 | 80.0 | 93.3 |
| | SS | 5 | 6.7 | 6.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Y.1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 62 | 82.7 | 82.7 | 82.7 |
| | SS | 13 | 17.3 | 17.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Y.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 21 | 28.0 | 28.0 | 28.0 |
| | SS | 54 | 72.0 | 72.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Y.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | S | 68 | 90.7 | 90.7 | 90.7 |
| | SS | 7 | 9.3 | 9.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Y.3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 2 | 2.7 | 2.7 | 2.7 |
| | S | 43 | 57.3 | 57.3 | 60.0 |
| | SS | 30 | 40.0 | 40.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Y.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 4 | 5.3 | 5.3 | 5.3 |
| | S | 49 | 65.3 | 65.3 | 70.7 |
| | SS | 22 | 29.3 | 29.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Y.4.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 1 | 1.3 | 1.3 | 1.3 |
| | S | 55 | 73.3 | 73.3 | 74.7 |
| | SS | 19 | 25.3 | 25.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Y.4.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 2 | 2.7 | 2.7 | 2.7 |
| | S | 34 | 45.3 | 45.3 | 48.0 |
| | SS | 39 | 52.0 | 52.0 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Komitmen Organisasi

Z.1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 13 | 17.3 | 17.3 | 17.3 |
| | S | 34 | 45.3 | 45.3 | 62.7 |
| | SS | 28 | 37.3 | 37.3 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Z.1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 24 | 32.0 | 32.0 | 32.0 |
| | S | 43 | 57.3 | 57.3 | 89.3 |
| | SS | 8 | 10.7 | 10.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Z.2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 16 | 21.3 | 21.3 | 21.3 |
| | S | 36 | 48.0 | 48.0 | 69.3 |
| | SS | 23 | 30.7 | 30.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Z.2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 18 | 24.0 | 24.0 | 24.0 |
| | S | 43 | 57.3 | 57.3 | 81.3 |
| | SS | 14 | 18.7 | 18.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

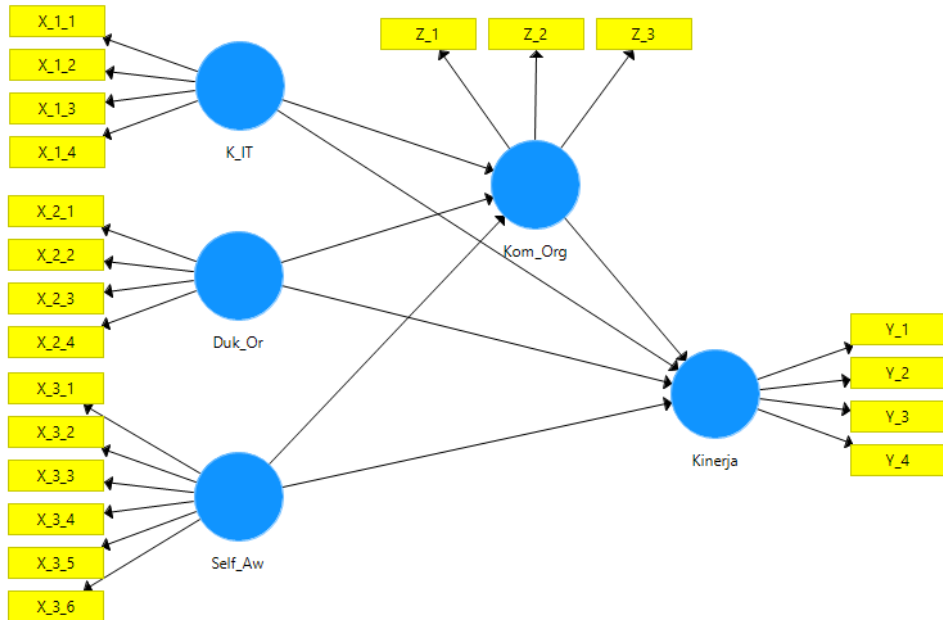
Z.3.1

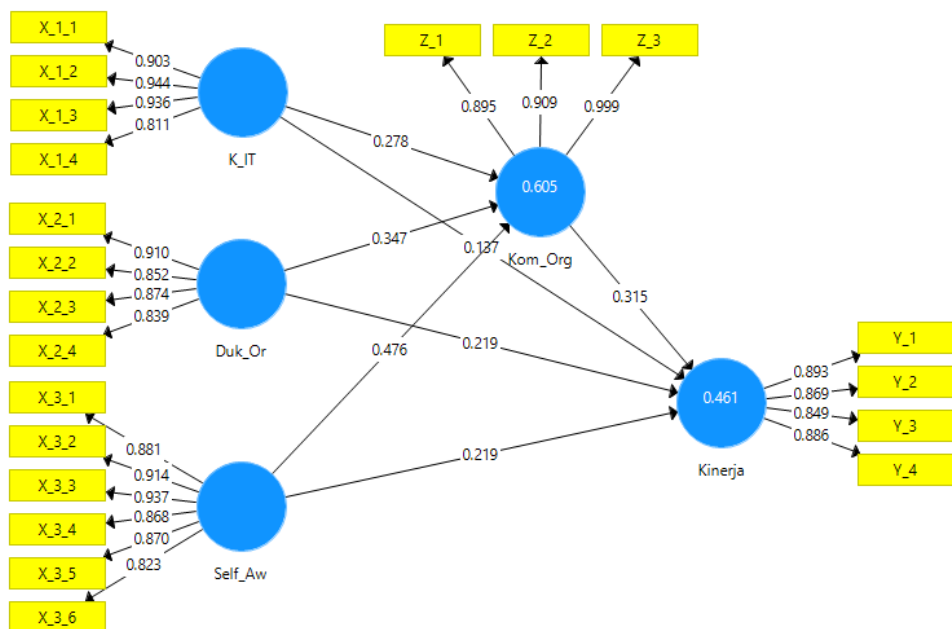
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 4 | 5.3 | 5.3 | 5.3 |
| | S | 42 | 56.0 | 56.0 | 61.3 |
| | SS | 29 | 38.7 | 38.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Z.3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 28 | 37.3 | 37.3 | 37.3 |
| | S | 42 | 56.0 | 56.0 | 93.3 |
| | SS | 5 | 6.7 | 6.7 | 100.0 |
| | Total | 75 | 100.0 | 100.0 | |

Lampiran PLS





Outer Loadings

| | Duk_Or | K_IT | Kinerja | Kom_Org | Self_Aw |
|-------|--------------|--------------|--------------|---------|--------------|
| X_1_1 | | 0.903 | | | |
| X_1_2 | | 0.944 | | | |
| X_1_3 | | 0.936 | | | |
| X_1_4 | | 0.811 | | | |
| X_2_1 | 0.910 | | | | |
| X_2_2 | 0.852 | | | | |
| X_2_3 | 0.874 | | | | |
| X_2_4 | 0.839 | | | | |
| X_3_1 | | | | | 0.881 |
| X_3_2 | | | | | 0.914 |
| X_3_3 | | | | | 0.937 |
| X_3_4 | | | | | 0.868 |
| X_3_5 | | | | | 0.870 |
| X_3_6 | | | | | 0.823 |
| Y_1 | | | 0.893 | | |
| Y_2 | | | 0.869 | | |

| | | | | | |
|-----|--|--|--------------|--------------|--|
| Y_3 | | | 0.849 | | |
| Y_4 | | | 0.886 | | |
| Z_1 | | | | 0.895 | |
| Z_2 | | | | 0.909 | |
| Z_3 | | | | 0.999 | |

Cross Loadings

| | Duk_Or | K_IT | Kinerja | Kom_Org | Self_Aw |
|-------|--------|-------|---------|---------|---------|
| X_1_1 | 0.145 | 0.903 | 0.343 | 0.380 | 0.146 |
| X_1_2 | 0.166 | 0.944 | 0.371 | 0.438 | 0.252 |
| X_1_3 | 0.151 | 0.936 | 0.313 | 0.450 | 0.246 |
| X_1_4 | 0.065 | 0.811 | 0.290 | 0.341 | 0.269 |
| X_2_1 | 0.910 | 0.154 | 0.407 | 0.456 | 0.234 |
| X_2_2 | 0.852 | 0.160 | 0.407 | 0.468 | 0.231 |
| X_2_3 | 0.874 | 0.170 | 0.451 | 0.457 | 0.249 |
| X_2_4 | 0.839 | 0.011 | 0.309 | 0.387 | 0.171 |
| X_3_1 | 0.114 | 0.277 | 0.430 | 0.544 | 0.881 |
| X_3_2 | 0.328 | 0.271 | 0.503 | 0.616 | 0.914 |
| X_3_3 | 0.262 | 0.219 | 0.480 | 0.645 | 0.937 |
| X_3_4 | 0.115 | 0.203 | 0.485 | 0.531 | 0.868 |
| X_3_5 | 0.284 | 0.132 | 0.370 | 0.507 | 0.870 |
| X_3_6 | 0.258 | 0.225 | 0.420 | 0.504 | 0.823 |
| Y_1 | 0.398 | 0.294 | 0.893 | 0.555 | 0.418 |
| Y_2 | 0.359 | 0.290 | 0.869 | 0.520 | 0.418 |
| Y_3 | 0.440 | 0.340 | 0.849 | 0.523 | 0.438 |
| Y_4 | 0.400 | 0.355 | 0.886 | 0.594 | 0.504 |
| Z_1 | 0.447 | 0.418 | 0.525 | 0.895 | 0.586 |
| Z_2 | 0.478 | 0.393 | 0.603 | 0.909 | 0.561 |
| Z_3 | 0.508 | 0.450 | 0.631 | 0.999 | 0.635 |

R Square

| | R Square | R Square Adjusted |
|----------------|----------|-------------------|
| Kinerja | 0.461 | 0.430 |
| Kom_Org | 0.605 | 0.588 |

f Square

| | Duk_Or | K_IT | Kinerja | Kom_Org | Self_Aw |
|---------|--------|------|---------|--------------|---------|
| Duk_Or | | | 0.064 | 0.282 | |
| K_IT | | | 0.027 | 0.181 | |
| Kinerja | | | | | |
| Kom_Org | | | 0.073 | | |
| Self_Aw | | | 0.052 | 0.509 | |

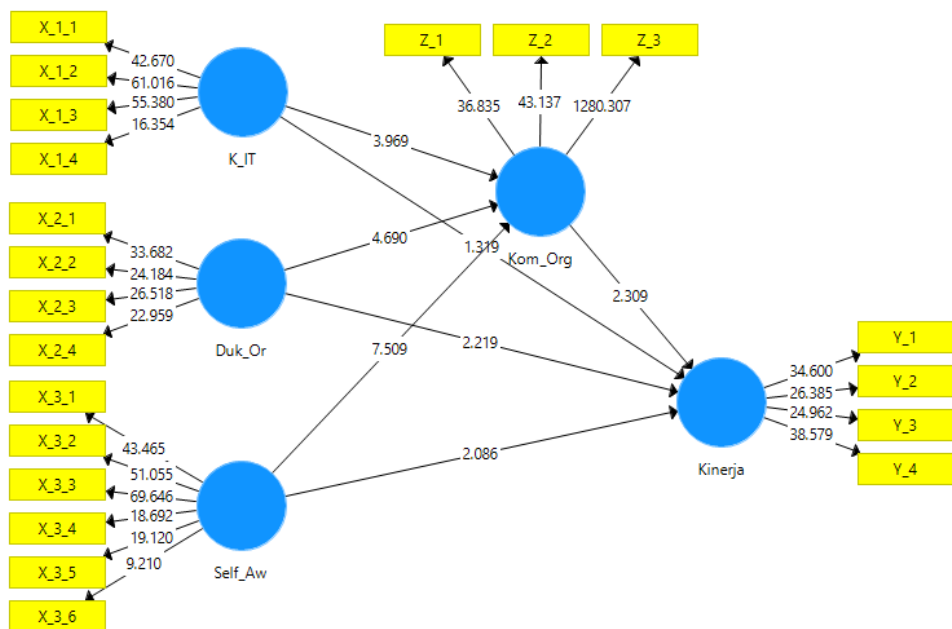
Construct Reliability and Validity

| | Cronbach's Alpha | rho_A | Composite Reliability | Average Variance Extracted (AVE) |
|---------|------------------|--------------|-----------------------|----------------------------------|
| Duk_Or | 0.892 | 0.899 | 0.925 | 0.756 |
| K_IT | 0.921 | 0.931 | 0.944 | 0.810 |
| Kinerja | 0.898 | 0.900 | 0.929 | 0.765 |
| Kom_Org | 0.927 | 0.934 | 0.954 | 0.875 |
| Self_Aw | 0.943 | 0.949 | 0.955 | 0.780 |

Discriminant Validity

Fornell-Larcker Criterion

| | Duk_Or | K_IT | Kinerja | Kom_Org | Self_Aw |
|---------|--------|-------|---------|---------|---------|
| Duk_Or | 0.869 | | | | |
| K_IT | 0.150 | 0.900 | | | |
| Kinerja | 0.457 | 0.367 | 0.875 | | |
| Kom_Org | 0.511 | 0.450 | 0.628 | 0.935 | |
| Self_Aw | 0.258 | 0.252 | 0.510 | 0.636 | 0.883 |



Direct Effect

Mean, STDEV, T-Values, P-Values

| | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics (O/STDEV) | P Values |
|--------------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| Duk_Or -> Kinerja | 0.219 | 0.217 | 0.099 | 2.219 | 0.027 |
| Duk_Or -> Kom_Org | 0.347 | 0.341 | 0.074 | 4.690 | 0.000 |
| K_IT -> Kinerja | 0.137 | 0.144 | 0.104 | 1.319 | 0.188 |
| K_IT -> Kom_Org | 0.278 | 0.284 | 0.070 | 3.969 | 0.000 |
| Kom_Org -> Kinerja | 0.315 | 0.313 | 0.137 | 2.309 | 0.021 |
| Self_Aw -> Kinerja | 0.219 | 0.218 | 0.105 | 2.086 | 0.037 |
| Self_Aw -> Kom_Org | 0.476 | 0.477 | 0.063 | 7.509 | 0.000 |

Total Indirect Effects

Mean, STDEV, T-Values, P-Values

| | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ((O/STDEV)) | P Values |
|--------------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| Duk_Or -> Kinerja | 0.109 | 0.108 | 0.057 | 1.927 | 0.055 |
| Duk_Or -> Kom_Org | | | | | |
| K_IT -> Kinerja | 0.088 | 0.088 | 0.045 | 1.931 | 0.054 |
| K_IT -> Kom_Org | | | | | |
| Kom_Org -> Kinerja | | | | | |
| Self_Aw -> Kinerja | 0.150 | 0.150 | 0.068 | 2.202 | 0.028 |
| Self_Aw -> Kom_Org | | | | | |

Specific Indirect Effects

Specific Indirect Effect

Mean, STDEV, T-Values, P-Values

| | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ((O/STDEV)) | P Values |
|-------------------------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| Duk_Or -> Kom_Org -> Kinerja | 0.109 | 0.108 | 0.057 | 1.927 | 0.055 |
| K_IT -> Kom_Org -> Kinerja | 0.088 | 0.088 | 0.045 | 1.931 | 0.054 |
| Self_Aw -> Kom_Org -> Kinerja | 0.150 | 0.150 | 0.068 | 2.202 | 0.028 |