LAMPIRAN

Lampiran VI

Data Responden Guru SMK Darma Siswa 1 Sidoarjo

No.	Nama	Jenis Kelamin	Umur	Pendidikan Terakhir	Lama kerja (th)
1.	Siti Indaryati	Perempuan	52	S1	28
2.	Abdullah	Laki-laki	53	S1	27
3.	Suwartini	Perempuan	48	S1	23
4.	Sisti Mariyah	Perempuan	48	S1	21
5.	Sri Kusbandiyah	Perempuan	53	S2	22
6.	Nuryanti	Perempuan	42	S1	16
7.	Umi Maulidiyah	Perempuan	48	S1	23
8.	Rusman Haji	Laki-laki	49	S1	27
9.	Argo Ciptono	Laki-laki	41	S2	17
10.	Yayuk Prastiwi	Perempuan	48	S1	16
11.	Imam Darno	Laki-laki	46	S1	16
12.	Muntiani	Perempuan	52	S2	26
13.	Irwanto	Laki-laki	36	S1	17
14.	Ani Erdiyanti	Perempuan	57	S1	20
15.	Siti Kholifah	Perempuan	31	S1	7
16.	Siti Ma'rufah	Perempuan	39	S1	9
17.	Abdul Rokhim	Laki-laki	32	A.Md	9
18.	Achmad Lukman. A	Laki-laki	34	A.Md	10
19.	Moch. Mashudi	Laki-laki	34	S1	11
20.	Bambang Werdiyoso	Laki-laki	30	S1	4
21.	M. Faqih	Laki-laki	37	S1	10
22.	Qorik Imami	Laki-laki	33	S1	4
23.	Muhammad Qodar	Laki-laki	37	S1	4
24.	Muhammad Sirojuddin	Laki-laki	48	S1	4
25.	Maulia Handika. P	Perempuan	24	S1	4
26.	Novi Ekawati	Perempuan	25	S1	3
27.	Rachmi Arivesta	Perempuan	24	S1	2
28.	Anik Widayah	Perempuan	42	S2	13
29.	Lilis Suwarni	Perempuan	25	A.Md	6
30.	Tri Buana Megawati	Perempuan	26	S1	7

31.	Lailatul Maghfiroh	Perempuan	32	A.Md	10
32.	M. Bachrul Ulum	Laki-laki	26	S1	3
33.	Ersi Indah Dianayati	Perempuan	41	S1	11
34.	Sulistiawati	Perempuan	38	S1	4
35.	Murniasih	Perempuan	30	S1	5
36.	Lita Netiva	Perempuan	40	S1	15
37.	Buchori	Laki-laki	54	S1	27
38.	Ng Putu Sumaryadi	Laki-laki	53	S2	27
39.	Riva'i	Laki-laki	52	S1	25
40.	Sunari	Laki-laki	45	S1	22
41.	Eny Suprihatin	Perempuan	45	S1	21
42.	Wahyu Hadi. P	Laki-laki	43	S1	19
43.	Robbih	Laki-laki	30	S1	7
44.	M. syaifudin Zuhri	Laki-laki	42	S1	15
45.	Noer Istiawati	Perempuan	40	S1	14
46.	Budi Titin Cahyani	Perempuan	42	S1	14
47.	Bambang Wijayadi	Laki-laki	37	S1	10
48.	Hermin Herawati	Laki-laki	35	S1	9
49.	Siti Istiqomah	Perempuan	30	S1	9
50.	Egi Dwi Santoso	Laki-laki	38	S1	9

Lampiran VII

PETUNJUK PENGISIAN

Cara Mengisi Kuesioner/Angket:

1. Tuliskan identitas Bapak/Ibu pada tempat yang sudah disediakan apabila tidak keberatan.

2. Jawablah pertanyaan yang ada dengan memberikan tanda centang (√) pada kolom yang sudah tersedia dan jawaban hendaknya sesuai dengan pendapat Bapak/Ibu dan keadaan yang sebenarnya.

3. Terdapat lima alternatif jawaban yang bisa Bapak/Ibu pilih sebagai berikut:

   Keterangan:

   Alternatif jawaban "sangat tidak setuju" diberi skor 1.
   Alternatif jawaban "tidak setuju" diberi skor 2.
   Alternatif jawaban "netral" diberi skor 3.
   Alternatif jawaban "setuju" diberi skor 4.
   Alternatif jawaban "sangat setuju" diberi skor 5.

4. Mohon periksa kembali kuesioner/angket sebelum dikembalikan untuk memastikan apakah sudah dijawab secara keseluruhan sehingga tidak ada pernyataan yang terlewatkan.

5. Hasil penelitian ini hanya untuk kepentingan skripsi, tidak ada pengaruhnya dengan hubungan kerja selanjutnya serta identitas dari Bapak/Ibu akan dirahasiakan dan hanya diketahui oleh peneliti.

TERIMAKASIH ATAS PARTISIPASINYA

Lampiran VIII

<div align="center">

Kuesioner

</div>

I. **Identitas Responden**

Nama Responden   :

Umur   : ☐ ≤ 25 ☐ 26-35

☐ 36-45   ☐ ≥ 46

Jenis Kelamin   : ☐ P   ☐ L

Pendidikan Terakhir   : ☐ SMA/K   ☐ D3

☐ S1   ☐ S2

Masa Kerja   : ☐ 1-10   ☐ 11-20   ☐ 21-30

II. **Petunjuk Pengisian**

Pilihlah salah satu jawaban yang paling sesuai dengan keadaan Anda. Berilah tanda (√) silang pada kolom yang disediakan.

Keterangan:

STS   : Sangat Tidak Setuju (1)

TS   : Tidak Setuju (2)

N   : Netral (3)

S   : Setuju (4)

SS   : Sangat Setuju (5)

A. Lingkungan Keja (X1)

No.	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Penerangan ditempat kerja memberikan kenyamanan anda didalam bekerja					

2	Cahaya matahari dapat dengan mudah masuk ke dalam tempat kerja.					
3	Cahaya listrik yang ada diruangan sangat membantu pengelihatan anda					
4	Pengaturan temperatur udara ditempat kerja dapat meningkatkan efisiensi dan kenyamanan kerja anda.					
5	Ruang tempat anda bekerja dengan udara yang panas membat tidak nyaman sehingga tidak bisa menghasilkan pekerjaan sesuai dengan keinginan perusahaan.					
6	Sirkulasi udara ditempat anda bekerja dengan udara yang panas membuat tidak nyaman sehingga tidak bisa menghasilkan pekerjaan sesuai dengan keinginan perusahaan.					
7	Diberikan sound system dalam ruang guru untuk menghilangkan rasa penat					
8	Pengharum ruangan ditempat anda bekerja sangat membantu anda dalam meningkatkan kenyamanan bekerja					
9	Keamanan karyawan ditempat kerja dalam menjalankan pekerjaan sangat terjamin					
10	Tata warna dalam ruang memberikan rasa rileks dan nyaman untuk meningkatkan kinerja					
11	Kebisingan dilingkunan kerja dibawah ambang batas yaitu 85 dbl (standar kebisingan) Anda merasakan suara dari luar pintu yang terdengar oleh anda dan mengganggu pekerjaan anda.					

B. Motivasi (X2)

No.	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Saya terdorong untuk membantu pekerjaan rekan					

2	Saya memiliki kemauan untuk belajar hal hal baru di dunia pekerjaan					
3	Saya termasuk orang yang rela berkorban untuk kepentingan bersama					
4	Saya adalah orang yang cepat menguasai suatu ilmu dalam bidang pekerjaan saya					
5	Saya selalu mengasah ketrampilan dan skill saya dalam berkerja					
6	Saya termasuk orang yang sangat bertanggung jawab dalam tugas dan pekerjaan saya					
7	Saya tidak pernah lalai dalam menjalankan kewajiban saya dalam bekerja					
8	Saya memiliki tujuan dalam setiap pekerjaan yang saya kerjakan					

C. Disiplin Kerja (X3)

No.	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Bersedia untuk datang sebelum pekerjaan dimulai dan pulang setelah pekerjaan selesai atau sesuai peraturan perusahaan.					
2	Bersedia lembur guna menyelesaikan pekerjaan tepat waktu.					
3	Patuh dan taat terhadap UU pegawai yang telah ditetapkan oleh perusahaan					
4	Saudara memberi tahu lebih dahulu (surat izin) jika absen bekerja					
5	Saudara tidak pernah meninggalkan tempat kerja selama jam kerja					
6	Selalu bertanggungjawab dalam pelaksanaan atas pekerjaan yang diberikan dengan prosedur kerja yang telah ditetapkan oleh sekolah					

D. Kinerja Guru (Y)

No.	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
		1	2	3	4	5
1	Menurut anda pengetahuan para karyawan terhadap pekerjaannya sangat luas					
2	Menurut anda para karyawan memiliki kedisiplinan, ketelitian dan kecakapan dalam menjalankan pekerjaan.					
3	Menurut anda para karyawan harus berani mengambil keputusan dalam menghadapi masalah guna menyelesaikan masalah tersebut					
4	Memiliki kompetensi praktek dalam mengajar langsung dilapangan/lab					
5	Menurut anda para karyawan tidak membuang-buang waktu dalam bekerja dengan kegiatan lain					
6	Mampu mengerjakan pekerjaannya dengan akurat atau tidak ada kesalahan					
7	Sadar akan kewajiban karyawan untuk melaksanakan pekerjaan dengan tanggungjawab					

PERKUMPULAN PENDIDIKAN DAN KESEHATAN KELUARGA BESAR H.SOEDARMO
SEKOLAH MENENGAH KEJURUAN DARMA SISWA 1
TERAKREDITASI "A"

1. TEKNIK PEMESINAN	3. TEKNIK KOMPUTER DAN JARINGAN
2. TEKNIK KENDARAAN RINGAN DAN OTOMOTIF	4. TEKNIK DAN BISNIS SEPEDA
NSS : 322050217013	NPSN : 20540097

Jl. Kusuma 9 – 11,14,22, Waru, Sda Telp.(031)8672377,8678854,8669601

Surat Persetujuan Penelitian

Bersama ini kami atas nama :

    Instansi   : SMK Darma Siswa 1 Sidoarjo

    Alamat   : Jalan Kusuma 9-11 Berbek, Waru, Sidoarjo 61256

Tidak berkeberatan instansi kami sebagai tempat penelitian penulisan skripsi dari mahasiswa,

    Nama   : Syelin Aprilia Handayani

    NBI   : 1211408370

    Fak./Jur.   : Ekonomi/Manajemen

    Universitas   : Universitas 17 Agustus 1945

    Alamat   : ds. Domas RT/RW 02/I no. 7 Menganti Gresik

                        61174

Dari bulan ....1 januari......... s.d. ....30 januari.................. tahun 2018

Sidoarjo, 3 Februari 2018

Yang Menyetujui,

Kepala Sekolah

Drs. Faujin

YAYASAN PERGURUAN 17 AGUSTUS 1945 SURABAYA
UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA

FAKULTAS EKONOMI

PROGRAM STUDI EKONOMI BISNIS (S1)
PROGRAM STUDI MANAJEMEN (S1)
PROGRAM STUDI AKUNTANSI (S1)
PROGRAM STUDI MAGISTER MANAJEMEN (S2)
PROGRAM STUDI DOKTOR ILMU EKONOMI (S3)

26 SEP 2017

TERAKREDITASI
TERAKREDITASI
TERAKREDITASI
TERAKREDITASI

Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp (031) 5925289, 082233788126 E-mail fe@u

KARTU BIMBINGAN SKRIPSI

Nama Mahasiswa / NBI : SYELIN APRILIA HANDAYANI / ....

Nama Pembimbing : Dra. Ratnaningsih S. T, M.M

Judul Skripsi : PENGARUH LINGKUNGAN KERJA, MOTIVASI, DISIPLIN KERJA
TERHADAP KINERJA GURU PADA SMK DARMA SISWA I SIDOARJO

Mulai Program Skripsi : Semester ...7.... Thn. Ak. 2014 ....Selesai Bimbingan Tanggal...5 Feb 2018

No.	HARI / TANGGAL	KONSENTRASI		PARAF
		BAB / HAL	KETERANGAN REVISI	
1.	11 Des 2017		Pengajuan Judul	Reo
2.	15 Des 2017		Revisi bab I, II, III	Rew
3	22 Des 2017		PROPOS Gap D4)1.	Reo
4.	9 Jan 2018	Bab I, II, III	Revisi	Reo
5.	11 Jan 2018	Bab I, III III	Acc	Rew
6.	16 Jan 2018	Bab IV, V, VI	Revisi	Rew
7.	5 Feb 2018	IV, VI VI	Acc	Rew

Perpanjangan I
Semester :
Th Ak :
Paraf Kajur :

Surabaya, 5 FEB 2018

RATNA
(Nama dan tanda tangan Pembimbing)

PERINTAH REVISI

Yang bertanda-tangan dibawah ini Dosen Penguji Skripsi mahasiswa :

N a m a	:	SYELIN APRILIA HANDAYANI
N.B.I	:	1211408370
Program Studi	:	MANAJEMEN
Judul	:	PENGARUH LINGKUNGAN KERJA, MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA GURU PADA SMK DARMA SISWA 1 SIDOARJO

Memerintahkan untuk mengadakan revisi skripsi sebagai berikut :

No.	Materi	BAB	Halaman
_	UJI PARSIAL Dilengkapi dn6 · KURVA ·		
_	UJI. SIMULTAN ⟶ KURVA ·		

► Revisi harus diselesaikan paling lambat 2 (dua) minggu setelah ujian.
► Apabila ada revisi judul setelah ujian, segera lapor ke TU (tidak lapor judul dianggap sudah benar)

Setuju telah direvisi,   Surabaya, 13 Februari 2018
Dosen Penguji,   Dosen Penguji

Dra. Ratnaningsih Sri Yustini, MM.   Dra. Ratnaningsih Sri Yustini, MM.

PERINTAH REVISI

Yang bertanda-tangan dibawah ini Dosen Penguji Skripsi mahasiswa :

N a m a	:	SYELIN APRILIA HANDAYANI
N.B.I	:	1211408370
Program Studi	:	MANAJEMEN
Judul	:	PENGARUH LINGKUNGAN KERJA, MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA GURU PADA SMK DARMA SISWA 1 SIDOARJO

Memerintahkan untuk mengadakan revisi skripsi sebagai berikut :

No.	Materi	BAB	Halaman
	Bawa Skripsi yg ada tanda tangan Saya.		

▶ Revisi harus diselesaikan paling lambat 2 (dua) minggu setelah ujian.
▶ Apabila ada revisi judul setelah ujian, segera lapor ke TU (tidak lapor judul dianggap sudah benar)

Setuju telah direvisi, Dosen Penguji,	Surabaya, 13 Februari 2018 Dosen Penguji
24/03. 2018	
Dra. Ec. Endah Budiarti, M.Si	Dra. Ec. Endah Budiarti, M.Si

YAYASAN PERGURUAN 17 AGUSTUS 1945 SURABAYA
UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA
FAKULTAS EKONOMI

PROGRAM STUDI EKONOMI BISNIS (S1)	TERAKREDITASI
PROGRAM STUDI MANAJEMEN (S1)	TERAKREDITASI
PROGRAM STUDI AKUNTANSI (S1)	TERAKREDITASI
PROGRAM STUDI MAGISTER MANAJEMEN (S2)	TERAKREDITASI
PROGRAM STUDI DOKTOR ILMU EKONOMI (S3)	TERAKREDITASI

Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp (031) 5925289, 08126781170 E-mail: fe@untag-sby.ac.id

PERINTAH REVISI

Yang bertanda-tangan dibawah ini Dosen Penguji Skripsi mahasiswa :

Nama : SYELIN APRILIA HANDAYANI
N.B.I : 1211408370
Program Studi : MANAJEMEN
Judul : PENGARUH LINGKUNGAN KERJA, MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA GURU PADA SMK DARMA SISWA 1 SIDOARJO

Memerintahkan untuk mengadakan revisi skripsi sebagai berikut :

No.	Materi	BAB	Halaman
1)	Quistioner tidak sesuai dg Karakteristik Responden & Bab V		
2)	Rumusan Masalah, Tujuan Penelitian, Hipotesis & [illegible] [illegible] dan [illegible]		

- ► Revisi harus diselesaikan paling lambat 2 (dua) minggu setelah ujian.
- ► Apabila ada revisi judul setelah ujian, segera lapor ke TU (tidak lapor judul dianggap sudah benar)

Setuju telah direvisi,	Surabaya, 13 Februari 2018
Dosen Penguji,	Dosen Penguji
Drs. Ec. Ida Bagus Cempena, MM.	Drs. Ec. Ida Bagus Cempena, MM.

Lampiran V

HASIL SPSS

Reliability

Scale: Lingkungan Kerja

Case Processing Summary

		N	%
	Valid	50	100,0
Cases	Excluded^a	0	,0
	Total	50	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,897	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	36,78	50,257	,722	,882
X1.2	37,08	53,749	,525	,893
X1.3	36,62	51,383	,722	,883
X1.4	36,64	50,480	,726	,882
X1.5	37,26	50,319	,538	,895
X1.6	37,16	49,239	,645	,887

X1.7	37,36	53,133	,474	,897
X1.8	37,00	52,041	,534	,893
X1.9	36,72	51,634	,672	,885
X1.10	36,94	51,200	,695	,884
X1.11	37,04	51,753	,761	,882

Reliability

Scale: Motivasi

Case Processing Summary

		N	%
Cases	Valid	50	100,0
	Excluded[a]	0	,0
	Total	50	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,878	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	26,36	18,643	,689	,858
X2.2	26,14	19,960	,592	,868
X2.3	26,44	19,027	,679	,859
X2.4	26,48	19,928	,721	,857

X2.5	26,42	18,779	,773	,849
X2.6	26,34	19,331	,688	,858
X2.7	26,50	19,765	,582	,869
X2.8	26,30	20,745	,436	,884

Reliability

Scale: Disiplin Kerja

Case Processing Summary

		N	%
	Valid	50	100,0
Cases	Excluded[a]	0	,0
	Total	50	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,897	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	20,52	15,153	,810	,865
X3.2	21,02	15,081	,671	,891
X3.3	20,40	15,224	,765	,872
X3.4	20,20	16,776	,708	,882
X3.5	20,30	16,092	,724	,879
X3.6	20,16	16,831	,690	,884

Reliability

Scale: Kinerja Guru

Case Processing Summary

		N	%
Cases	Valid	50	100,0
	Excluded^a	0	,0
	Total	50	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,906	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	22,10	14,990	,738	,890
Y.2	22,02	15,285	,735	,891
Y.3	22,16	14,056	,788	,885
Y.4	21,88	16,189	,739	,893
Y.5	22,06	14,629	,731	,891
Y.6	22,20	15,673	,658	,899
Y.7	22,02	15,734	,682	,896

Uji Validitas
Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
X1.1	3,88	1,003	50
X1.2	3,58	,906	50
X1.3	4,04	,903	50
X1.4	4,02	,979	50
X1.5	3,40	1,262	50
X1.6	3,50	1,199	50
X1.7	3,30	1,055	50
X1.8	3,66	1,081	50
X1.9	3,94	,935	50
X1.10	3,72	,948	50
X1.11	3,62	,830	50
Total_Lingkungan_Kerja	40,66	7,844	50

Correlations

		X1.1	X1.2	X1.3	X1.4
X1.1	Pearson Correlation	1	,663**	,795**	,688**
	Sig. (2-tailed)		,000	,000	,000
	Sum of Squares and Cross-products	49,280	29,480	35,240	33,120
	Covariance	1,006	,602	,719	,676
	N	50	50	50	50
X1.2	Pearson Correlation	,663**	1	,720**	,608**

	Sig. (2-tailed)	,000		,000	,000
	Sum of Squares and Cross-products	29,480	40,180	28,840	26,420
	Covariance	,602	,820	,589	,539
	N	50	50	50	50
X1.3	Pearson Correlation	,795**	,720**	1	,830**
	Sig. (2-tailed)	,000	,000		,000
	Sum of Squares and Cross-products	35,240	28,840	39,920	35,960
	Covariance	,719	,589	,815	,734
	N	50	50	50	50
X1.4	Pearson Correlation	,688**	,608**	,830**	1
	Sig. (2-tailed)	,000	,000	,000	
	Sum of Squares and Cross-products	33,120	26,420	35,960	46,980
	Covariance	,676	,539	,734	,959
	N	50	50	50	50
X1.5	Pearson Correlation	,426**	,311*	,416**	,373**
	Sig. (2-tailed)	,002	,028	,003	,008
	Sum of Squares and Cross-products	26,400	17,400	23,200	22,600
	Covariance	,539	,355	,473	,461
	N	50	50	50	50
X1.6	Pearson Correlation	,441**	,197	,415**	,391**
	Sig. (2-tailed)	,001	,170	,003	,005

	Sum of Squares and Cross-products	26,000	10,500	22,000	22,500
	Covariance	,531	,214	,449	,459
	N	50	50	50	50
X1.7	Pearson Correlation	,305*	,113	,202	,152

Correlations

		X1.5	X1.6	X1.7	X1.8
X1.1	Pearson Correlation	,426	,441**	,305**	,301**
	Sig. (2-tailed)	,002	,001	,031	,034
	Sum of Squares and Cross-products	26,400	26,000	15,800	15,960
	Covariance	,539	,531	,322	,326
	N	50	50	50	50
X1.2	Pearson Correlation	,311**	,197	,113**	,226**
	Sig. (2-tailed)	,028	,170	,434	,114
	Sum of Squares and Cross-products	17,400	10,500	5,300	10,860
	Covariance	,355	,214	,108	,222
	N	50	50	50	50
X1.3	Pearson Correlation	,416**	,415**	,202	,349**
	Sig. (2-tailed)	,003	,003	,160	,013
	Sum of Squares and Cross-products	23,200	22,000	9,400	16,680
	Covariance	,473	,449	,192	,340

X1.4	N	50	50	50	50
	Pearson Correlation	,373**	,391**	,152**	,527
	Sig. (2-tailed)	,008	,005	,291	,000
	Sum of Squares and Cross-products	22,600	22,500	7,700	27,340
	Covariance	,461	,459	,157	,558
X1.5	N	50	50	50	50
	Pearson Correlation	1**	,796*	,445**	,192**
	Sig. (2-tailed)		,000	,001	,183
	Sum of Squares and Cross-products	78,000	59,000	29,000	12,800
	Covariance	1,592	1,204	,592	,261
X1.6	N	50	50	50	50
	Pearson Correlation	,796**	1	,734**	,276**
	Sig. (2-tailed)	,000		,000	,053
	Sum of Squares and Cross-products	59,000	70,500	45,500	17,500
	Covariance	1,204	1,439	,929	,357
X1.7	N	50	50	50	50
	Pearson Correlation	,445*	,734	1	,199

Correlations

		X1.9	X1.10	X1.11
X1.1	Pearson Correlation	,493	,479**	,606**
	Sig. (2-tailed)	,000	,000	,000

	Sum of Squares and Cross-products	22,640	22,320	24,720
	Covariance	,462	,456	,504
	N	50	50	50
	Pearson Correlation	,235**	,383	,435**
	Sig. (2-tailed)	,101	,006	,002
X1.2	Sum of Squares and Cross-products	9,740	16,120	16,020
	Covariance	,199	,329	,327
	N	50	50	50
	Pearson Correlation	,390**	,466**	,593
	Sig. (2-tailed)	,005	,001	,000
X1.3	Sum of Squares and Cross-products	16,120	19,560	21,760
	Covariance	,329	,399	,444
	N	50	50	50
	Pearson Correlation	,514**	,534**	,612**
	Sig. (2-tailed)	,000	,000	,000
X1.4	Sum of Squares and Cross-products	23,060	24,280	24,380
	Covariance	,471	,496	,498
	N	50	50	50
	Pearson Correlation	,211**	,249*	,362**
X1.5	Sig. (2-tailed)	,141	,081	,010
	Sum of Squares and Cross-products	12,200	14,600	18,600

	Covariance	,249	,298	,380
	N	50	50	50
X1.6	Pearson Correlation	,410**	,359	,420**
	Sig. (2-tailed)	,003	,011	,002
	Sum of Squares and Cross-products	22,500	20,000	20,500
	Covariance	,459	,408	,418
	N	50	50	50
X1.7	Pearson Correlation	,433*	,392	,343

Correlations

		Total_Lingkungan_Kerja
X1.1	Pearson Correlation	,781
	Sig. (2-tailed)	,000
	Sum of Squares and Cross-products	300,960
	Covariance	6,142
	N	50
X1.2	Pearson Correlation	,606**
	Sig. (2-tailed)	,000
	Sum of Squares and Cross-products	210,860
	Covariance	4,303
	N	50
X1.3	Pearson Correlation	,774**
	Sig. (2-tailed)	,000

	Sum of Squares and Cross-products	268,680
	Covariance	5,483
	N	50
	Pearson Correlation	,782**
	Sig. (2-tailed)	,000
X1.4	Sum of Squares and Cross-products	294,340
	Covariance	6,007
	N	50
	Pearson Correlation	,647**
	Sig. (2-tailed)	,000
X1.5	Sum of Squares and Cross-products	313,800
	Covariance	6,404
	N	50
	Pearson Correlation	,730**
	Sig. (2-tailed)	,000
X1.6	Sum of Squares and Cross-products	336,500
	Covariance	6,867
	N	50
X1.7	Pearson Correlation	,575*

Correlations

		X1.1	X1.2	X1.3	X1.4
X1.7	Sig. (2-tailed)	,031	,434**	,160**	,291**
	Sum of Squares and Cross-products	15,800	5,300	9,400	7,700

	Covariance	,322	,108	,192	,157
	N	50	50	50	50
	Pearson Correlation	,301	,226	,349	,527
	Sig. (2-tailed)	,034**	,114	,013**	,000**
X1.8	Sum of Squares and Cross-products	15,960	10,860	16,680	27,340
	Covariance	,326	,222	,340	,558
	N	50	50	50	50
	Pearson Correlation	,493	,235	,390	,514
	Sig. (2-tailed)	,000**	,101**	,005	,000**
X1.9	Sum of Squares and Cross-products	22,640	9,740	16,120	23,060
	Covariance	,462	,199	,329	,471
	N	50	50	50	50
	Pearson Correlation	,479	,383	,466	,534
	Sig. (2-tailed)	,000**	,006**	,001**	,000
X1.10	Sum of Squares and Cross-products	22,320	16,120	19,560	24,280
	Covariance	,456	,329	,399	,496
	N	50	50	50	50
	Pearson Correlation	,606	,435	,593	,612
	Sig. (2-tailed)	,000**	,002*	,000**	,000**
X1.11	Sum of Squares and Cross-products	24,720	16,020	21,760	24,380
	Covariance	,504	,327	,444	,498
	N	50	50	50	50
Total_Lingkungan_Kerja	Pearson Correlation	,781	,606	,774	,782
	Sig. (2-tailed)	,000**	,000	,000**	,000**

	Sum of Squares and Cross-products	300,960	210,860	268,680	294,340
	Covariance	6,142	4,303	5,483	6,007
	N	50	50	50	50

Correlations

		X1.5	X1.6	X1.7	X1.8
X1.7	Sig. (2-tailed)	,001	,000**		,166**
	Sum of Squares and Cross-products	29,000	45,500	54,500	11,100
	Covariance	,592	,929	1,112	,227
	N	50	50	50	50
	Pearson Correlation	,192	,276	,199	1
	Sig. (2-tailed)	,183**	,053	,166**	
X1.8	Sum of Squares and Cross-products	12,800	17,500	11,100	57,220
	Covariance	,261	,357	,227	1,168
	N	50	50	50	50
	Pearson Correlation	,211	,410	,433	,707
	Sig. (2-tailed)	,141**	,003**	,002	,000**
X1.9	Sum of Squares and Cross-products	12,200	22,500	20,900	34,980
	Covariance	,249	,459	,427	,714
	N	50	50	50	50
	Pearson Correlation	,249	,359	,392	,642
X1.10	Sig. (2-tailed)	,081**	,011**	,005**	,000
	Sum of Squares and Cross-products	14,600	20,000	19,200	32,240

X1.11	Covariance	,298	,408	,392	,658
	N	50	50	50	50
	Pearson Correlation	,362	,420	,343	,558
	Sig. (2-tailed)	,010**	,002*	,015**	,000**
	Sum of Squares and Cross-products	18,600	20,500	14,700	24,540
	Covariance	,380	,418	,300	,501
	N	50	50	50	50
Total_Lingkungan_Kerja	Pearson Correlation	,647	,730	,575	,629
	Sig. (2-tailed)	,000**	,000	,000**	,000**
	Sum of Squares and Cross-products	313,800	336,500	233,100	261,220
	Covariance	6,404	6,867	4,757	5,331
	N	50	50	50	50

Correlations

		X1.9	X1.10	X1.11
X1.7	Sig. (2-tailed)	,002	,005**	,015**
	Sum of Squares and Cross-products	20,900	19,200	14,700
	Covariance	,427	,392	,300
	N	50	50	50
	Pearson Correlation	,707	,642	,558
	Sig. (2-tailed)	,000**	,000	,000**
X1.8	Sum of Squares and Cross-products	34,980	32,240	24,540
	Covariance	,714	,658	,501
	N	50	50	50

X1.9	Pearson Correlation	1	,740	,706
	Sig. (2-tailed)		,000**	,000
	Sum of Squares and Cross-products	42,820	32,160	26,860
	Covariance	,874	,656	,548
	N	50	50	50
X1.10	Pearson Correlation	,740	1	,795
	Sig. (2-tailed)	,000**		,000**
	Sum of Squares and Cross-products	32,160	44,080	30,680
	Covariance	,656	,900	,626
	N	50	50	50
X1.11	Pearson Correlation	,706	,795	1
	Sig. (2-tailed)	,000**	,000*	
	Sum of Squares and Cross-products	26,860	30,680	33,780
	Covariance	,548	,626	,689
	N	50	50	50
Total_Lingkungan_Kerja	Pearson Correlation	,735	,755	,804
	Sig. (2-tailed)	,000**	,000	,000**
	Sum of Squares and Cross-products	263,980	275,240	256,540
	Covariance	5,387	5,617	5,236
	N	50	50	50

Correlations

		Total_Lingkungan_Kerja
X1.7	Sig. (2-tailed)	,000

	Sum of Squares and Cross-products	233,100
	Covariance	4,757
	N	50
	Pearson Correlation	,629
	Sig. (2-tailed)	,000**
X1.8	Sum of Squares and Cross-products	261,220
	Covariance	5,331
	N	50
	Pearson Correlation	,735
	Sig. (2-tailed)	,000**
X1.9	Sum of Squares and Cross-products	263,980
	Covariance	5,387
	N	50
	Pearson Correlation	,755
	Sig. (2-tailed)	,000**
X1.10	Sum of Squares and Cross-products	275,240
	Covariance	5,617
	N	50
X1.11	Pearson Correlation	,804
	Sig. (2-tailed)	,000**
	Sum of Squares and Cross-products	256,540
	Covariance	5,236
	N	50
Total_Lingkungan_Kerja	Pearson Correlation	1

	Sig. (2-tailed)	
	Sum of Squares and Cross-products	3015,220
	Covariance	61,535
	N	50

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

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

Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
X2.1	3,78	,932	50
X2.2	4,00	,833	50
X2.3	3,70	,886	50
X2.4	3,66	,717	50
X2.5	3,72	,834	50
X2.6	3,80	,833	50
X2.7	3,64	,875	50
X2.8	3,84	,889	50
Total_Motivasi	30,14	5,006	50

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5
X2.1	Pearson Correlation	1	,788**	,808**	,588**	,575**
	Sig. (2-tailed)		,000	,000	,000	,000

	Sum of Squares and Cross-products	42,580	30,000	32,700	19,260	21,920
	Covariance	,869	,612	,667	,393	,447
	N	50	50	50	50	50
	Pearson Correlation	,788**	1	,663**	,546**	,617**
	Sig. (2-tailed)	,000		,000	,000	,000
X2.2	Sum of Squares and Cross-products	30,000	34,000	24,000	16,000	21,000
	Covariance	,612	,694	,490	,327	,429
	N	50	50	50	50	50
	Pearson Correlation	,808**	,663**	1	,703**	,685**
	Sig. (2-tailed)	,000	,000		,000	,000
X2.3	Sum of Squares and Cross-products	32,700	24,000	38,500	21,900	24,800
	Covariance	,667	,490	,786	,447	,506
	N	50	50	50	50	50
	Pearson Correlation	,588**	,546**	,703**	1	,759**
	Sig. (2-tailed)	,000	,000	,000		,000
X2.4	Sum of Squares and Cross-products	19,260	16,000	21,900	25,220	22,240
	Covariance	,393	,327	,447	,515	,454
	N	50	50	50	50	50
	Pearson Correlation	,575**	,617**	,685**	,759**	1
X2.5	Sig. (2-tailed)	,000	,000	,000	,000	
	Sum of Squares and Cross-products	21,920	21,000	24,800	22,240	34,080

		,447	,429	,506	,454	,696
	Covariance	,447	,429	,506	,454	,696
	N	50	50	50	50	50
	Pearson Correlation	,336*	,294*	,304*	,601**	,564**
	Sig. (2-tailed)	,017	,038	,032	,000	,000
X2.6	Sum of Squares and Cross-products	12,800	10,000	11,000	17,600	19,200
	Covariance	,261	,204	,224	,359	,392
	N	50	50	50	50	50
X2.7	Pearson Correlation	,276	,140	,279*	,321*	,474**

Correlations

		X2.6	X2.7	X2.8	Total_Motivasi
X2.1	Pearson Correlation	,336	,276**	,203**	,781**
	Sig. (2-tailed)	,017	,052	,158	,000
	Sum of Squares and Cross-products	12,800	11,040	8,240	178,540
	Covariance	,261	,225	,168	3,644
	N	50	50	50	50
X2.2	Pearson Correlation	,294**	,140	,055**	,695**
	Sig. (2-tailed)	,038	,332	,704	,000
	Sum of Squares and Cross-products	10,000	5,000	2,000	142,000
	Covariance	,204	,102	,041	2,898
	N	50	50	50	50
X2.3	Pearson Correlation	,304**	,279**	,093	,768**
	Sig. (2-tailed)	,032	,050	,520	,000

	Sum of Squares and Cross-products	11,000	10,600	3,600	167,100
	Covariance	,224	,216	,073	3,410
	N	50	50	50	50
	Pearson Correlation	,601**	,321**	,201**	,786
	Sig. (2-tailed)	,000	,023	,162	,000
X2.4	Sum of Squares and Cross-products	17,600	9,880	6,280	138,380
	Covariance	,359	,202	,128	2,824
	N	50	50	50	50
	Pearson Correlation	,564**	,474**	,296**	,836**
	Sig. (2-tailed)	,000	,001	,037	,000
X2.5	Sum of Squares and Cross-products	19,200	16,960	10,760	170,960
	Covariance	,392	,346	,220	3,489
	N	50	50	50	50
	Pearson Correlation	1*	,767*	,700*	,770**
	Sig. (2-tailed)		,000	,000	,000
X2.6	Sum of Squares and Cross-products	34,000	27,400	25,400	157,400
	Covariance	,694	,559	,518	3,212
	N	50	50	50	50
X2.7	Pearson Correlation	,767	1	,790*	,692*

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5
X2.7	Sig. (2-tailed)	,052	,332**	,050**	,023**	,001**
	Sum of Squares and Cross-products	11,040	5,000	10,600	9,880	16,960

	Covariance	,225	,102	,216	,202	,346
	N	50	50	50	50	50
	Pearson Correlation	,203	,055	,093	,201	,296
	Sig. (2-tailed)	,158**	,704	,520**	,162**	,037**
X2.8	Sum of Squares and Cross-products	8,240	2,000	3,600	6,280	10,760
	Covariance	,168	,041	,073	,128	,220
	N	50	50	50	50	50
	Pearson Correlation	,781	,695	,768	,786	,836
	Sig. (2-tailed)	,000**	,000**	,000	,000**	,000**
Total_Motivasi	Sum of Squares and Cross-products	178,540	142,000	167,100	138,380	170,960
	Covariance	3,644	2,898	3,410	2,824	3,489
	N	50	50	50	50	50

Correlations

		X2.6	X2.7	X2.8	Total_Motivasi
X2.7	Sig. (2-tailed)	,000		,000**	,000**
	Sum of Squares and Cross-products	27,400	37,520	30,120	148,520
	Covariance	,559	,766	,615	3,031
	N	50	50	50	50
	Pearson Correlation	,700	,790	1	,574
	Sig. (2-tailed)	,000**	,000		,000**
X2.8	Sum of Squares and Cross-products	25,400	30,120	38,720	125,120
	Covariance	,518	,615	,790	2,553
	N	50	50	50	50

Total_Motivasi	Pearson Correlation	,770	,692	,574	1
	Sig. (2-tailed)	,000**	,000**	,000	
	Sum of Squares and Cross-products	157,400	148,520	125,120	1228,020
	Covariance	3,212	3,031	2,553	25,062
	N	50	50	50	50

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

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

Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
X3.1	4,00	,990	50
X3.2	3,50	1,147	50
X3.3	4,12	1,023	50
X3.4	4,32	,844	50
X3.5	4,22	,932	50
X3.6	4,36	,851	50
Total_Disiplin_Kerja	24,52	4,730	50

Correlations

		X3.1	X3.2	X3.3	X3.4
X3.1	Pearson Correlation	1	,647**	,726**	,611**
	Sig. (2-tailed)		,000	,000	,000
	Sum of Squares and Cross-products	48,000	36,000	36,000	25,000
	Covariance	,980	,735	,735	,510

	N	50	50	50	50
	Pearson Correlation	,647**	1	,643**	,485**
	Sig. (2-tailed)	,000		,000	,000
X3.2	Sum of Squares and Cross-products	36,000	64,500	37,000	23,000
	Covariance	,735	1,316	,755	,469
	N	50	50	50	50
	Pearson Correlation	,726**	,643**	1	,688**
	Sig. (2-tailed)	,000	,000		,000
X3.3	Sum of Squares and Cross-products	36,000	37,000	51,280	29,080
	Covariance	,735	,755	1,047	,593
	N	50	50	50	50
	Pearson Correlation	,611**	,485**	,688**	1
	Sig. (2-tailed)	,000	,000	,000	
X3.4	Sum of Squares and Cross-products	25,000	23,000	29,080	34,880
	Covariance	,510	,469	,593	,712
	N	50	50	50	50
	Pearson Correlation	,619**	,563**	,550**	,583**
	Sig. (2-tailed)	,000	,000	,000	,000
X3.5	Sum of Squares and Cross-products	28,000	29,500	25,680	22,480
	Covariance	,571	,602	,524	,459
	N	50	50	50	50
	Pearson Correlation	,678**	,439**	,512**	,575**
X3.6	Sig. (2-tailed)	,000	,001	,000	,000
	Sum of Squares and Cross-products	28,000	21,000	21,840	20,240

		,571	,429	,446	,413
	Covariance				
	N	50	50	50	50
Total_Disiplin_Kerja	Pearson Correlation	,876**	,793**	,847**	,791**

Correlations

		X3.5	X3.6	Total_Disiplin_Kerja
X3.1	Pearson Correlation	,619	,678**	,876**
	Sig. (2-tailed)	,000	,000	,000
	Sum of Squares and Cross-products	28,000	28,000	201,000
	Covariance	,571	,571	4,102
	N	50	50	50
X3.2	Pearson Correlation	,563**	,439	,793**
	Sig. (2-tailed)	,000	,001	,000
	Sum of Squares and Cross-products	29,500	21,000	211,000
	Covariance	,602	,429	4,306
	N	50	50	50
X3.3	Pearson Correlation	,550**	,512**	,847
	Sig. (2-tailed)	,000	,000	,000
	Sum of Squares and Cross-products	25,680	21,840	200,880
	Covariance	,524	,446	4,100
	N	50	50	50
X3.4	Pearson Correlation	,583**	,575**	,791**
	Sig. (2-tailed)	,000	,000	,000

	Sum of Squares and Cross-products	22,480	20,240	154,680
	Covariance	,459	,413	3,157
	N	50	50	50
	Pearson Correlation	1**	,695**	,811**
	Sig. (2-tailed)		,000	,000
X3.5	Sum of Squares and Cross-products	42,580	27,040	175,280
	Covariance	,869	,552	3,577
	N	50	50	50
	Pearson Correlation	,695**	1**	,779**
	Sig. (2-tailed)	,000		,000
X3.6	Sum of Squares and Cross-products	27,040	35,520	153,640
	Covariance	,552	,725	3,136
	N	50	50	50
Total_Disiplin_Kerja	Pearson Correlation	,811**	,779**	1**

Correlations

		X3.1	X3.2	X3.3	X3.4
Total_Disiplin_Kerja	Sig. (2-tailed)	,000	,000**	,000**	,000**
	Sum of Squares and Cross-products	201,000	211,000	200,880	154,680
	Covariance	4,102	4,306	4,100	3,157
	N	50	50	50	50

Correlations

		X3.5	X3.6	Total_Disiplin _Kerja
Total_Disiplin_Kerja	Sig. (2-tailed)	,000	,000**	
	Sum of Squares and Cross-products	175,280	153,640	1096,480
	Covariance	3,577	3,136	22,377
	N	50	50	50

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

Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
Y.1	3,64	,827	50
Y.2	3,72	,784	50
Y.3	3,58	,928	50
Y.4	3,86	,639	50
Y.5	3,68	,891	50
Y.6	3,54	,788	50
Y.7	3,72	,757	50
Total_Kinerja_Guru	25,74	4,517	50

Correlations

		Y.1	Y.2	Y.3	Y.4
Y.1	Pearson Correlation	1	,755**	,703**	,559**
	Sig. (2-tailed)		,000	,000	,000

	Sum of Squares and Cross-products	33,520	23,960	26,440	14,480
	Covariance	,684	,489	,540	,296
	N	50	50	50	50
	Pearson Correlation	,755**	1	,677**	,654**
	Sig. (2-tailed)	,000		,000	,000
Y.2	Sum of Squares and Cross-products	23,960	30,080	24,120	16,040
	Covariance	,489	,614	,492	,327
	N	50	50	50	50
	Pearson Correlation	,703**	,677**	1	,690**
	Sig. (2-tailed)	,000	,000		,000
Y.3	Sum of Squares and Cross-products	26,440	24,120	42,180	20,060
	Covariance	,540	,492	,861	,409
	N	50	50	50	50
	Pearson Correlation	,559**	,654**	,690**	1
	Sig. (2-tailed)	,000	,000	,000	
Y.4	Sum of Squares and Cross-products	14,480	16,040	20,060	20,020
	Covariance	,296	,327	,409	,409
	N	50	50	50	50
	Pearson Correlation	,616**	,483**	,624**	,708**
	Sig. (2-tailed)	,000	,000	,000	,000
Y.5	Sum of Squares and Cross-products	22,240	16,520	25,280	19,760
	Covariance	,454	,337	,516	,403
	N	50	50	50	50
Y.6	Pearson Correlation	,461**	,481**	,568**	,437**

	Sig. (2-tailed)	,001	,000	,000	,002
	Sum of Squares and Cross-products	14,720	14,560	20,340	10,780
	Covariance	,300	,297	,415	,220
	N	50	50	50	50
Y.7	Pearson Correlation	,455**	,519**	,527**	,508**

Correlations

		Y.5	Y.6	Y.7	Total_Kinerja _Guru
Y.1	Pearson Correlation	,616	,461**	,455**	,816**
	Sig. (2-tailed)	,000	,001	,001	,000
	Sum of Squares and Cross-products	22,240	14,720	13,960	149,320
	Covariance	,454	,300	,285	3,047
	N	50	50	50	50
Y.2	Pearson Correlation	,483**	,481	,519**	,809**
	Sig. (2-tailed)	,000	,000	,000	,000
	Sum of Squares and Cross-products	16,520	14,560	15,080	140,360
	Covariance	,337	,297	,308	2,864
	N	50	50	50	50
Y.3	Pearson Correlation	,624**	,568**	,527	,860**
	Sig. (2-tailed)	,000	,000	,000	,000
	Sum of Squares and Cross-products	25,280	20,340	18,120	176,540
	Covariance	,516	,415	,370	3,603
	N	50	50	50	50
Y.4	Pearson Correlation	,708**	,437**	,508**	,800

	Sig. (2-tailed)	,000	,002	,000	,000
	Sum of Squares and Cross-products	19,760	10,780	12,040	113,180
	Covariance	,403	,220	,246	2,310
	N	50	50	50	50
	Pearson Correlation	1**	,542**	,591**	,816**
Y.5	Sig. (2-tailed)		,000	,000	,000
	Sum of Squares and Cross-products	38,880	18,640	19,520	160,840
	Covariance	,793	,380	,398	3,282
	N	50	50	50	50
	Pearson Correlation	,542**	1**	,738**	,751**
Y.6	Sig. (2-tailed)	,000		,000	,000
	Sum of Squares and Cross-products	18,640	30,420	21,560	131,020
	Covariance	,380	,621	,440	2,674
	N	50	50	50	50
Y.7	Pearson Correlation	,591**	,738**	1**	,766**

Correlations

		Y.1	Y.2	Y.3	Y.4
Y.7	Sig. (2-tailed)	,001	,000**	,000**	,000**
	Sum of Squares and Cross-products	13,960	15,080	18,120	12,040
	Covariance	,285	,308	,370	,246
	N	50	50	50	50
Total_Kinerja_Guru	Pearson Correlation	,816	,809	,860	,800
	Sig. (2-tailed)	,000**	,000	,000**	,000**

Sum of Squares and Cross-products	149,320	140,360	176,540	113,180
Covariance	3,047	2,864	3,603	2,310
N	50	50	50	50

Correlations

		Y.5	Y.6	Y.7	Total_Kinerja_Guru
Y.7	Sig. (2-tailed)	,000	,000**		,000**
	Sum of Squares and Cross-products	19,520	21,560	28,080	128,360
	Covariance	,398	,440	,573	2,620
	N	50	50	50	50
	Pearson Correlation	,816	,751	,766	1
	Sig. (2-tailed)	,000**	,000	,000**	
Total_Kinerja_Guru	Sum of Squares and Cross-products	160,840	131,020	128,360	999,620
	Covariance	3,282	2,674	2,620	20,400
	N	50	50	50	50

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

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Disiplin Keja, Lingkungan Kerja, Motivasi[b]	.	Enter

Model Summary^b

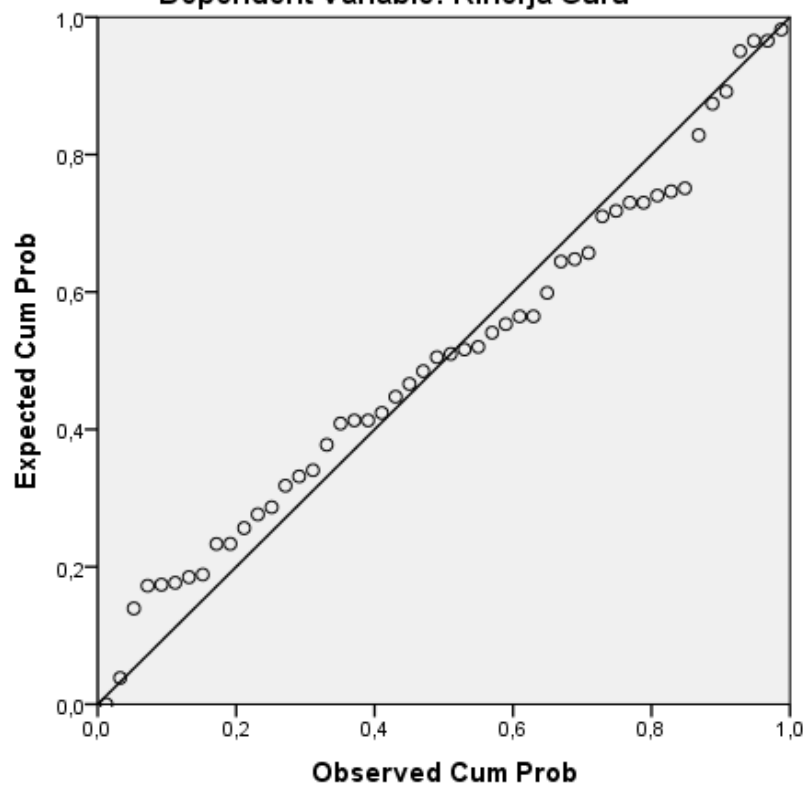| Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,753ᵃ	,567	,539	3,067

a. Predictors: (Constant), Disiplin Keja, Lingkungan Kerja, Motivasi

b. Dependent Variable: Kinerja Guru

Grafik Normal P-P Plot

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja Guru

Hasil Uji Multikolnearitas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Lingkungan Kerja	,405	2,466
	Motivasi	,358	2,791
	Disiplin Keja	,272	3,682

a. Dependent Variable: Kinerja Guru

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,753^a	,567	,539	3,067

a. Predictors: (Constant), Disiplin Keja, Lingkungan Kerja, Motivasi

b. Dependent Variable: Kinerja Guru

Hasil Uji Heteroskedastisitas

Scatterplot
Dependent Variable: Kinerja Guru
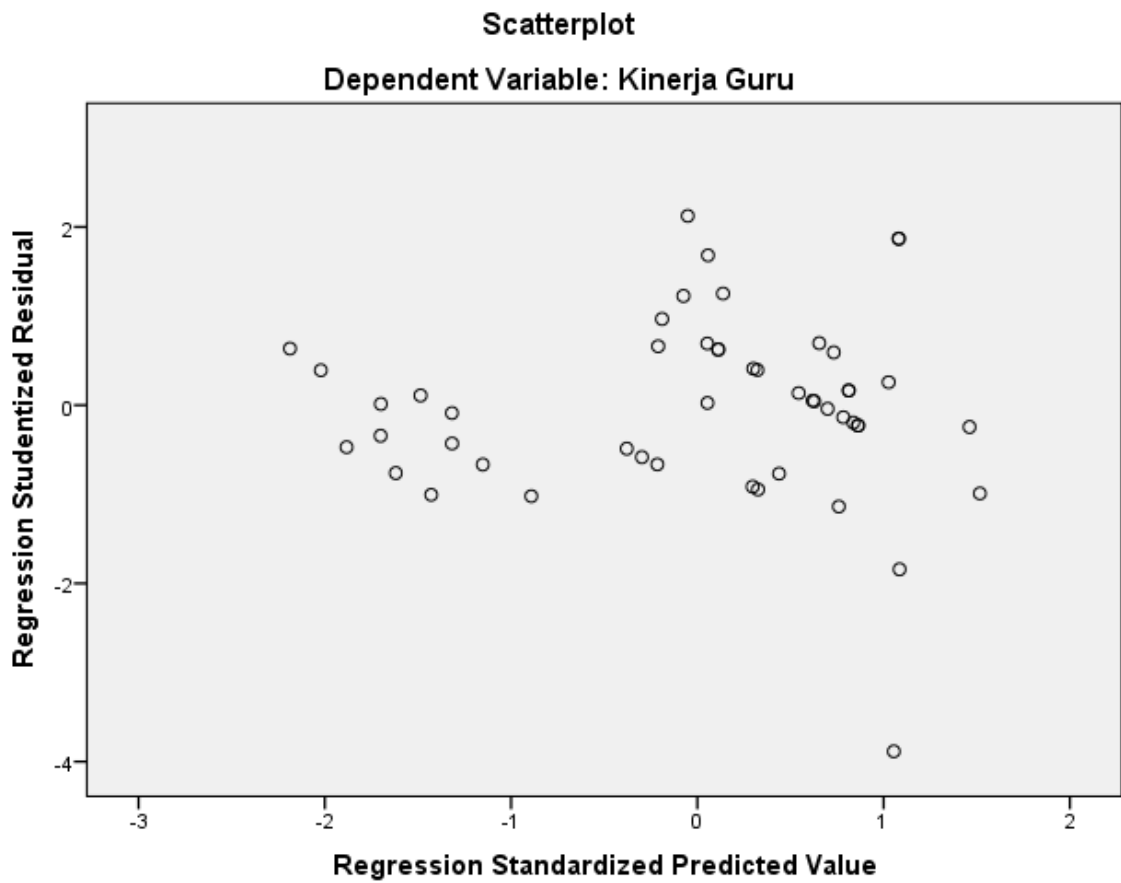
Uji Koefisien Determinasi

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,753[a]	,567	,539	3,067	1,605

a. Predictors: (Constant), Disiplin Keja, Lingkungan Kerja, Motivasi

b. Dependent Variable: Kinerja Guru

Hasil Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	566,814	3	188,938	20,081	,000^b
	Residual	432,806	46	9,409		
	Total	999,620	49			

a. Dependent Variable: Kinerja Guru

b. Predictors: (Constant), Disiplin Keja, Lingkungan Kerja, Motivasi

Hasil Uji t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,023	2,758		2,546	,014
	Lingkungan Kerja	,185	,088	,322	2,114	,040
	Motivasi	-,001	,146	-,001	-,007	,995
	Disiplin Keja	,457	,178	,479	2,571	,013

a. Dependent Variable: Kinerja Guru

Coefficient Correlations^a

Model			Disiplin Keja	Lingkungan Kerja	Motivasi
1	Correlations	Disiplin Keja	1,000	-,512	-,590
		Lingkungan Kerja	-,512	1,000	-,163
		Motivasi	-,590	-,163	1,000
	Covariances	Disiplin Keja	,032	-,008	-,015
		Lingkungan Kerja	-,008	,008	-,002
		Motivasi	-,015	-,002	,021

a. Dependent Variable: Kinerja Guru

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Lingkungan Kerja	Motivasi
1	1	3,963	1,000	,00	,00	,00
	2	,021	13,738	,83	,09	,00
	3	,010	19,606	,04	,78	,29
	4	,006	26,430	,13	,13	,70

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions
		Disiplin Keja
1	1	,00
	2	,07
	3	,09
	4	,84

a. Dependent Variable: Kinerja Guru

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	18,30	30,90	25,74	3,401	50
Std. Predicted Value	-2,187	1,516	,000	1,000	50
Standard Error of Predicted Value	,478	1,541	,831	,251	50
Adjusted Predicted Value	17,76	31,19	25,79	3,416	50
Residual	-11,325	6,435	,000	2,972	50
Std. Residual	-3,692	2,098	,000	,969	50
Stud. Residual	-3,885	2,124	-,008	1,009	50
Deleted Residual	-12,542	6,596	-,051	3,224	50
Stud. Deleted Residual	-4,689	2,212	-,020	1,086	50
Mahal. Distance	,211	11,389	2,940	2,534	50
Cook's Distance	,000	,405	,022	,059	50
Centered Leverage Value	,004	,232	,060	,052	50

a. Dependent Variable: Kinerja Guru

Hasil Histogam

Histogram

Dependent Variable: Kinerja Guru

Mean = 6,77E-17
Std. Dev. = 0,969
N = 50