Lampiran 1 : Surat Permohonan Uji Coba Instrumen

UNIVERSITAS LABUHANBATU
PROGRAM PASCASARJANA

Rantauprapat, Januari 2026

Nomor : 011 /PH/PPS-ULB/I /2026
Lampiran : Cover- Pengesahan-Instrumen yang diujikan
Perihal : Permohonan Ijin Uji Coba Instrumen Penelitian

Kepada Yth.
Kepala Sekolah
MTs Negeri 1 Labuhanbatu Utara
Di
Tempat.

Dengan hormat, dalam rangka penyelesaian tesis pada Program Studi Manajemen Pendidikan (S2) Pascasarjana Universitas Labuhanbatu, mahasiswa atas nama;

Nama : CHAIRUL ANWAR
NIM : 2414100008
Judul Tesis : Pengaruh Gaya Kepemimpinan Transformasional, Keperibadian dan Disiplin Kerja Terhadap Kinerja Guru Mts Negeri 2 Labuhanbatu Utara..

Dengan ini mengajukan permohonan ijin untuk melakukan uji coba instrumen penelitian tesis dengan judul: " *Pengaruh Gaya Kepemimpinan Transformasional, Keperibadian dan Disiplin Kerja Terhadap Kinerja Guru Mts Negeri 2 Labuhanbatu Utara.* ", pada sekolah yang Bapak?ibu pimpin. Mengingat pentingnya tahapan tersebut sebagai satu kesatuan dalam penyelesaian tesis dan penuntasan studi mahasiswa S2, maka besar harapan kiranya Bapak/Ibu berkenan mengabulkan permohonan ini.

Atas perhatian dan kerja samanya yang baik, diucapkan terima kasih.

Rantauprapat, Januari 2026
Direktur Pascasarjana

(Dr. Zainal Abidin Pakpahan, S.H., M.H)
NIDN. 0108088803

Lampiran 2 : Surat Balasan Permohonan Uji Coba Instrumen

KEMENTERIAN AGAMA REPUBLIK INDONESIA
KANTOR KEMENTERIAN AGAMA KABUPATEN LABUHANBATU UTARA
MADRASAH TSANAWIYAH NEGERI 1 LABUHANBATU UTARA
Jalan Kampung Lalang Desa Gunung Melayu – Kec. Kualuh Selatan
email : mtsn.khulu@gmail.com website : http:// mtsn1labura.sch.id kode POS 21457
NPSN 10263970 - NSM 121112230002

Nomor : B- 27/ Mts.02.30.01/Kp.001/01/2026
Lampiran : -
Perihal : Pemberian Izin Uji Coba Instrumen Penelitian

Kepada Yth:
Direktur Pascasarjana
Universitas Labuhanbatu
di-
Rantauprapat.

Dengan hormat,
Menindaklanjuti surat dari Program Pascasarjana Universitas Labuhanbatu Nomor: 011/PH/PPS-ULB/I/2026 tertanggal 22 Januari 2026 perihal Permohonan Izin Uji Coba Instrumen Penelitian bagi mahasiswa:

Nama : CHAIRUL ANWAR
NIM : 2414100008
Program Studi : Manajemen Pendidikan (S2)
Judul Tesis : "Pengaruh Gaya Kepemimpinan Transformasional, Keperibadian dan Disiplin Kerja Terhadap Kinerja Guru Mts Negeri 2 Labuhanbatu Utara"

Dengan ini Kepala Sekolah MTsN 1 Labuhanbatu Utara menyatakan memberikan izin kepada mahasiswa yang bersangkutan untuk melaksanakan uji coba instrumen penelitian di lingkungan sekolah kami. Pelaksanaan kegiatan tersebut hendaknya dilakukan dengan tetap berkoordinasi bersama pihak sekolah agar tidak mengganggu proses belajar mengajar yang sedang berlangsung.

Demikian surat pemberian izin ini disampaikan untuk dapat dipergunakan sebagaimana mestinya.
Atas perhatian dan kerja samanya, kami ucapkan terima kasih.

Gunung Melayu, 30 Januari 2026
Kepala Madrasah,

KEMENTERIAN AGAMA REPUBLIK INDONESIA

SITLAZI SUTANJUNG, S.Ag
NIP. 196810252007102007

Lampiran 3 : Surat Permohonan Izin Penelitian

UNIVERSITAS LABUHANBATU
PROGRAM PASCASARJANA
Jl. Diponegoro/Jenderal Sudirman No 126A Km 3,5 Aek Tapa Rantauprapat 21415
Telp./Fax : (0624) 21901 - 7671311
Website : www.ulb.ac.id
Email : pascasarjana@ulb.ac.id

Nomor : 010 /PH/PPS-ULB/II /2026
Lampiran : -
Hal : Permohonan Ijin Penelitian

Kepada Yth:
Kepala Sekolah
MTs Negeri 2 Labuhanbatu Utara
di-
Tempat.

Kami beritahukan dengan hormat, bahwa Mahasiswa Program Pascasarjana Universitas Labuhanbatu tersebut dibawah ini :

Nama	:	CHAIRUL ANWAR
NPM	:	2414100008
Jurusan	:	S2 Magister Manajemen Pendidikan

Dalam rangka memenuhi tugas akhir (Tesis) mahasiswa, kami bermohon kepada Bapak/Ibu agar memberikan izin kepada mahasiswa tersebut untuk mengumpulkan data sesuai dengan keperluan Penelitian.

Segala bahan dan keterangan yang diperoleh akan digunakan semata-mata demi Perkembangan Ilmu Pengetahuan dan tidak diumumkan oleh pihak lain.

Demikian atas perhatian dan kerjasama yang diberikan kami ucapkan terima kasih.

Rantauprapat, Januari 2026
Direktur Pascasarjana

(Dr. Zainal Abidin Pakpahan, S.H., M.H)
NIDN. 0108088803

Lampiran 4 : Surat Balasan Permohonan Izin Penelitian

KEMENTERIAN AGAMA REPUBLIK INDONESIA
KANTOR KEMENTERIAN AGAMA KABUPATEN LABUHANBATU UTARA
MADRASAH TSANAWIYAH NEGERI 2 LABUHANBATU UTARA
Jl. Lintas Sumatera Damuli Pekan – Kec. Kualuh Selatan Telp. (0624)7673025
Email : mtsndp@gmail.com Website : https://mtsn2labuhanbatuutara.sch.id/sekuriliku

Nomor : B-041/MTs.02.30.0002/PP.01.1/01/2026
Lampiran : -
Perihal : Pemberian Izin Penelitian

Kepada Yth.
Direktur Pascasarjana
Universitas Labuhanbatu
di-
Tempat.

Dengan hormat,

Sehubungan dengan diterimanya surat dengan Nomor: 010/PH/PPS-ULB/I/2026 perihal Permohonan Izin Penelitian dari Pascasarjana Universitas Labuhanbatu, dengan ini Kepala MTsN 2 Labuhanbatu Utara memberikan izin kepada mahasiswa tersebut di bawah ini:

Nama	: CHAIRUL ANWAR
NIM	: 2414100008
Program Studi	: Manajemen Pendidikan (S2)
Judul Tesis	: "Pengaruh Gaya Kepemimpinan Transformasional, Kepribadian dan Displin Kerja Guru Terhadap Kinerja Guru di MTsN 2 Labuhanbatu Utara."

Untuk melaksanakan penelitian dan pengumpulan data dalam rangka penyusunan Tesis di MTsN 2 Labuhanbatu Utara, yang pelaksanaannya ditetapkan pada **31 Januari s/d 28 Februari 2026.**

Adapun pemberian izin ini diberikan dengan ketentuan sebagai berikut:

1. Kegiatan penelitian tidak boleh mengganggu proses Belajar Mengajar (KBM).
2. Hasil penelitian hanya dipergunakan untuk kepentingan ilmu pengetahuan sesuai dengan permohonan yang diajukan.

Demikian surat izin ini diberikan untuk dapat dipergunakan sebagaimana mestinya. Atas perhatian dan kerjasamanya diucapkan terima kasih.

Damuli Pekan, 31 Januari 2026
Kepala Madrasah,

Dra. Nurhabibah Harahap S.Pd
NIP. 196803181998032004

Lampiran 5 : Kuesioner Penelitian

KUESIONER PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL, KEPRIBADIAN DAN DISIPLIN KERJA TERHADAP KINERJA GURU DI MTs NEGERI 2 LABUHANBATU UTARA

Pengantar

Saya dari Program Studi Manajemen Pendidikan, Universitas Labuhanbatu sedang mengadakan penelitian tentang Pengaruh Gaya Kepemimpinan Transformasional, Kepribadian, dan Disiplin Kerja Terhadap Kinerja Guru Di MTs Negeri 2 Labuhanbatu Utara.

Demi tercapainya tujuan penelitian ini, maka penyusun mohon kesediaan Bapak/Ibu/Saudara/I untuk mengisi angket atau daftar pernyataan yang telah disediakan berikut sesuai dengan keadaan yang sebenarnya, karena dalam hal ini jawaban anda :

- Dijamin kerahasiaannya.
- Tidak ada kaitannya dengan karier Bapak/Ibu/Saudara/i.
- Semata-mata hanya untuk ilmu pengetahuan

Atas kesediaan Bapak/Ibu/Saudara/i. untuk meluangkan waktunya juga mengisi kuesioner ini, penyusun mengucapkan terimakasih.

DATA RESPONDEN

Kepada Yth. Bapak/Ibu/Saudara/i untuk menjawab seluruh penyataan yang ada dengan jujur dan sesuai dengan keadaan yang sebenarnya.

A. Identitas Responden

1. Nama :
2. Jenis kelamin :
3. Usia :
4. Pendidikan :

B. Petunjuk Pengisian

1. Bacalah terlebih dahulu pertanyaan dengan cermat sebelum memulai untuk menjawabnya.
2. Jawablah pertanyaan ini dengan jujur dan benar.
3. Pilihan salah satu jawaban yang tersedia dengan tanda checklist (√) pada salah satu jawaban yang anda anggap paling benar.

Gaya Kepemimpinan Transformasional

1. Sangat Setuju (SS)
2. Setuju (S)
3. Ragu-Ragu ®
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

No.	Pertanyaan	SS	S	R	TS	STS
1	Kepala madrasah menjadi teladan dalam sikap dan kedisiplinan					
2	Kepala madrasah menyampaikan visi dan misi madrasah dengan jelas					
3	Kepala madrasah mengajak guru mencari solusi bersama atas masalah					
4	Kepala madrasah bersikap tidak konsisten antara ucapan dan tindakan					
5	Kepala madrasah mampu memotivasi guru untuk bekerja lebih baik					
6	Kepala madrasah memberikan bimbingan secara personal kepada guru					
7	Kepala madrasah menghargai ide dan gagasan baru dari guru					
8	Kepala madrasah tidak mendukung pengembangan kompetensi guru					
9	Kepala madrasah menumbuhkan optimisme dalam menjalankan tugas					
10	Keputusan yang diambil kepala madrasah dapat dipercaya					
11	Kepala madrasah menyampaikan tujuan madrasah dengan jelas					
12	Kepala madrasah mendorong guru untuk selalu meningkatkan kemampuan dibidangnya masing-masing					
13	Program yang digagas kepala madrasah dapat dipercaya					
14	Kepala madrasah mampu memotivasi guru untuk disiplin					
15	Kepala Madrasah menerima kritik dari guru					

Sumber : Diolah dari Robbins & Judge (2016)

Kepribadian Guru

1. Sangat Setuju (SS)
2. Setuju (S)
3. Ragu-Ragu ®
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

No.	Pertanyaan	SS	S	R	TS	STS
1	Saya selalu bertindak sesuai aturan dan norma yang berlaku					
2	Saya menjaga tutur kata sesuai akhlakul karimah					
3	Saya menjaga hubungan baik dengan siswa dan rekan kerja					
4	Saya tetap tenang dalam situasi kerja yang menekan					
5	Saya tidak bersikap konsisten dalam menghadapi berbagai situasi di sekolah					
6	Saya bertanggung jawab atas setiap tugas yang saya emban					
7	Sikap dan perilaku saya dapat dicontoh oleh peserta didik					
8	Saya bersikap tegas dalam menegakkan kedisiplinan					
9	Saya tidak menyelesaikan tugas dengan baik					
10	Saya tidak menjaga sikap agar tidak bertentangan dengan nilai madrasah					
11	Saya menyelesaikan pekerjaan tepat waktu					
12	Saya menjunjung tinggi nilai-nilai Islam dalam keseharian					
13	Saya menegakkan aturan tanpa pilih kasih					

Sumber : Diolah dari Robbins & Judge (2016)

Disiplin Kerja Guru

1. Sangat Setuju (SS)
2. Setuju (S)
3. Ragu-Ragu ®
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

No.	Pertanyaan	SS	S	R	TS	STS
1	Besarnya kompensasi memotivasi saya untuk bekerja lebih baik					
2	Atasan memberikan pengarahan yang jelas sebelum pekerjaan dilaksanakan					
3	Atasan memiliki tujuan kerja yang jelas dan mudah dipahami oleh pegawai					
4	Atasan memberikan contoh disiplin dalam menaati peraturan madrasah					
5	Saya tidak mengetahui target kerja yang harus dicapai sesuai tujuan madrasah					
6	Kompensasi yang saya terima sesuai dengan beban kerja saya					
7	Saya mendapatkan bimbingan dari atasan ketika mengalami masalah kerja					
8	Atasan saya selalu datang tepat waktu dalam bekerja					
9	Sistem kompensasi di madrasah ini diterapkan secara adil					
10	Saya memahami peraturan kerja yang berlaku di madrasah					
11	Tujuan Madrasah menjadi pedoman saya dalam melaksanakan pekerjaan					
12	Peraturan madrasah diterapkan secara konsisten kepada seluruh pegawai					
13	Hukuman diberikan secara adil kepada pegawai yang melanggar aturan					
14	Pengawasan yang dilakukan atasan membantu meningkatkan kualitas kerja saya					

Sumber : Diolah dari Hasibuan (2019)

Kinerja Guru

1. Sangat Setuju (SS)
2. Setuju (S)
3. Ragu- Ragu ®
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

No.	Pertanyaan	SS	S		TS	STS
1	Guru menguasai materi pelajaran yang diajarkan					
2	Guru menggunakan hasil penilaian untuk memperbaiki pembelajaran					
3	Guru tidak memberikan program remedial bagi siswa yang belum tuntas					
4	Tujuan pembelajaran yang Guru susun jelas dan terukur					
5	Guru melaksanakan penilaian secara objektif					
6	Guru menggunakan metode pembelajaran yang bervariasi					
7	Guru memberikan pengayaan bagi siswa yang mencapai ketuntasan					
8	Guru mengolah hasil penilaian dengan tepat dan akurat					
9	Guru memanfaatkan media pembelajaran secara efektif					
10	Guru memilih metode dan media pembelajaran yang sesuai dengan materi					
11	Guru mendorong siswa untuk aktif bertanya dan berdiskusi					
12	Guru hadir dan memulai pembelajaran tepat waktu					
13	Guru bekerja sama dengan rekan guru dalam kegiatan sekolah					

Sumber : Diolah dari Permendikdasmen No. 11 (2016)

Lampiran 6 : Tabulasi Hasil Uji Instrumen Penelitian

Data Pokok Hasil Penelitian

NO	NAMA LENGKAP	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1
1	Triuijayani	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	4	5	5	69	5	5	5	5	5	5	5	5	5	5	5	4	5	64
2	NURIL MARHAMAH	5	5	4	2	4	4	4	4	4	4	4	4	4	4	4	60	5	5	4	4	4	4	4	4	5	3	4	5	4	55	3	4	4	4	4	4	5	4	4	5	4	4	4	4	57	4	4	4	4	4	4	4	4	4	4	5	5	5	55
3	Maulana Ahmad S	5	5	5	5	5	3	3	5	4	4	4	3	3	5	3	62	5	5	5	5	5	5	5	5	5	5	5	5	5	65	2	4	4	5	5	2	4	5	2	5	5	4	2	4	53	5	5	5	5	5	5	5	5	5	5	5	4	5	64
4	IRMAWANI	5	5	5	5	5	1	5	5	5	5	5	5	5	5	5	71	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
5	nadyaumayzahdu	5	5	5	2	4	4	4	1	4	4	4	4	4	5	4	59	5	5	5	5	5	5	4	4	5	5	4	4	5	61	5	5	5	5	5	5	4	5	4	5	5	5	5	5	68	5	5	5	5	5	5	5	5	5	5	5	5	5	65
6	Angelica Fajar Pitalaka	5	5	4	4	5	4	4	4	4	4	4	4	4	4	4	63	5	5	5	4	4	4	4	4	5	5	5	5	5	60	2	4	4	5	3	3	4	4	3	4	4	4	4	4	52	4	4	4	4	4	4	4	4	4	4	4	4	4	52
7	Sri Bunga	4	5	5	4	3	2	4	4	2	3	4	5	4	4	3	56	4	4	5	3	5	5	4	4	5	5	5	4	5	58	4	5	3	4	5	2	4	4	1	5	4	2	2	5	50	4	4	4	4	5	5	4	4	5	4	4	5	5	58
8	Nilasati	4	5	4	3	4	2	5	4	3	4	4	4	4	4	2	56	4	4	4	4	4	3	3	3	5	5	5	4	5	54	5	5	5	4	5	4	4	3	3	5	5	3	3	4	58	4	4	4	4	4	4	4	4	4	4	4	4	5	53
9	Anggri Safitri	4	4	4	3	4	4	3	1	5	4	4	4	4	4	3	55	4	4	4	4	2	4	4	4	2	5	5	5	5	52	5	4	4	5	5	4	4	5	3	4	4	4	3	4	58	5	5	2	4	5	4	4	4	4	4	4	4	4	53
10	Siti Sundari	5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	60	4	4	4	4	5	5	5	5	5	5	5	5	5	61	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	1	61
11	Rina Situmorang	5	5	4	4	4	4	4	4	4	4	4	4	4	5	4	63	4	4	4	4	4	4	4	4	4	5	4	5	4	54	2	4	4	5	4	4	4	4	4	4	4	4	4	4	55	4	4	4	4	5	4	4	4	4	4	4	4	5	55
12	Abdul Khaliq Sgn	5	5	5	2	4	4	4	2	3	4	4	4	4	4	2	56	5	4	5	5	2	5	4	5	1	1	5	5	4	51	4	4	4	4	4	3	2	3	4	3	4	5	3	4	51	5	4	2	4	4	3	5	4	5	5	5	5	5	56
13	Adelinda Sari Pulungan, S.P.d	4	4	5	4	5	4	4	5	5	4	4	4	5	4	1	62	5	5	5	5	1	5	4	5	4	5	5	5	5	59	5	5	4	5	1	4	5	5	5	5	4	5	5	4	62	5	5	1	5	5	5	5	5	4	5	5	5	5	60
14	Fatimah Ritonga	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
15	Hurnaini	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	4	5	5	5	5	5	5	5	5	69	5	5	5	5	5	5	5	5	5	5	5	5	5	65
16	Nining Marush Hutapea	4	4	5	1	4	3	4	3	3	3	3	3	3	3	3	49	3	3	3	4	2	4	3	4	4	3	3	3	3	42	3	4	2	4	3	3	4	2	3	4	3	5	4	3	47	3	3	3	3	3	3	4	4	4	3	3	3	3	42
17	Nurcayati	5	5	5	1	5	5	5	1	4	4	4	4	4	4	4	60	4	4	4	4	4	4	4	4	5	5	4	4	4	54	4	4	4	5	5	4	4	5	4	5	4	4	5	4	61	5	5	5	5	5	5	4	5	5	5	5	5	5	64
18	Siti Hajar Panjaitan	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
19	SITI ARFAH	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	1	5	5	5	5	5	5	5	5	64	4	4	4	4	4	4	4	4	4	4	4	4	4	52
20	Nur Ariah	5	4	5	2	4	4	4	2	4	4	5	4	5	4	4	60	5	5	5	3	2	4	4	5	5	4	5	4	5	56	4	4	4	5	2	4	4	5	4	4	4	4	4	4	56	5	4	2	4	4	4	4	4	5	5	4	5	4	54
21	Nurkumalarari Rambe	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
22	Latipshanum	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
23	Uky Mei Kharanah	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
24	Aisyah Yoni	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
25	Martura	5	5	5	5	5	5	5	5	5	4	5	5	5	5	4	73	5	5	5	5	5	5	4	5	5	5	5	5	4	63	4	4	5	5	5	5	5	4	5	5	4	4	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	65
26	Syahriani	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
27	Ernita Pahan	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
28	Eny Wahyuningrih	5	5	5	5	5	4	5	5	5	5	5	5	5	5	4	73	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
29	Shaloha Br Hutabarat	5	5	5	5	5	1	5	5	5	5	5	5	5	5	5	71	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
30	Lirnauati	5	5	5	1	5	3	5	1	5	5	5	5	5	5	5	65	5	5	5	5	1	5	1	5	1	1	5	5	5	49	1	5	5	5	1	5	5	5	5	5	5	5	5	5	62	5	5	1	5	5	5	5	5	5	5	5	5	5	61
31	Hatma Muntho	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
32	Mariana	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	4	4	5	5	5	5	5	5	5	5	63	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
33	Saima Ritonga	5	5	4	4	5	4	4	5	5	5	5	5	5	5	4	70	5	5	5	5	5	5	4	5	5	5	5	5	5	64	4	4	4	5	5	5	4	5	4	4	5	4	3	4	60	5	5	5	4	5	5	5	4	5	5	5	4	5	62
34	Fitrah Hayat	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
35	Lirnauati panjaitan S. P.d. I	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
36	Hairul Nayan Silaen	5	5	5	5	5	4	5	4	4	4	5	5	5	5	3	69	4	4	4	5	4	5	5	5	5	5	5	5	5	61	2	5	5	5	5	1	5	5	5	5	5	5	5	5	62	5	5	5	5	5	5	5	5	5	5	5	5	5	65
37	Eviyanti Parariba	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	74	4	5	5	5	5	5	5	5	5	5	5	5	5	64	3	5	5	5	5	5	5	5	5	5	5	5	5	5	68	5	5	5	5	5	5	5	5	5	5	5	5	5	65
38	Drz. Ahmad Dahri	5	5	5	5	5	5	4	5	5	5	5	5	5	4	4	72	5	4	5	4	2	4	4	4	5	5	4	5	3	54	4	4	5	4	4	5	4	5	4	4	5	4	4	5	61	5	4	5	4	5	5	5	5	4	5	5	5	5	62
39	Ilham Parariba	5	5	4	5	4	4	4	4	4	4	4	4	4	5	4	65	4	4	5	4	4	4	4	4	4	4	4	4	4	53	4	4	4	4	4	4	4	5	4	4	4	4	4	4	57	4	4	4	4	4	4	4	4	4	4	4	4	4	52
40	Dirty Wahyuli	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	5	4	4	3	4	5	4	4	5	5	4	4	4	55	5	4	4	4	4	4	5	5	5	5	5	5	5	5	65	4	4	4	4	4	4	4	4	4	4	4	4	4	52
41	Mardalimah, SAg	5	4	5	5	5	5	5	5	5	5	4	5	5	4	5	72	5	5	5	5	1	5	5	5	5	5	5	5	5	61	5	5	5	5	4	5	5	5	5	5	5	5	5	5	69	5	5	5	5	5	5	5	5	5	5	5	5	5	65
42	Artriyani	4	4	4	4	4	3	4	3	3	4	3	3	4	4	3	54	3	4	4	2	4	4	4	4	4	4	4	4	3	48	3	3	4	4	4	4	4	4	4	4	4	4	4	4	54	4	4	4	4	4	4	4	4	4	4	4	4	4	52
43	Elia Emmi	5	5	5	1	5	3	5	1	5	5	5	5	5	5	5	65	5	5	5	5	1	5	5	5	1	1	5	5	5	53	5	5	5	5	1	5	5	5	5	5	5	5	5	5	66	5	5	1	5	5	5	5	5	5	5	5	5	5	61
44	Chairiza	5	5	5	5	5	4	4	5	4	5	5	5	5	5	5	72	5	5	5	5	5	5	4	5	5	5	5	5	5	64	5	5	5	5	5	5	5	5	5	5	5	5	4	5	69	4	4	4	4	4	4	4	4	4	4	4	4	4	52
45	nadyaumayzahdu	5	5	5	2	4	4	4	1	4	4	4	4	4	5	4	59	5	5	5	5	5	5	4	4	5	5	4	4	5	61	5	5	5	5	5	5	4	5	4	5	5	5	5	5	68	5	5	5	5	5	5	5	5	5	5	5	5	5	65
46	Angelica Fajar Pitalaka	5	5	4	4	5	4	4	4	4	4	4	4	4	4	4	63	5	5	5	4	4	4	4	4	5	5	5	5	5	60	2	4	4	5	3	3	4	4	3	4	4	4	4	4	52	4	4	4	4	4	4	4	4	4	4	4	4	4	52
47	Sri Bunga	4	5	5	4	3	2	4	4	2	3	4	5	4	4	3	56	4	4	5	3	5	5	4	4	5	5	5	4	5	58	4	5	3	4	5	2	4	4	1	5	4	2	2	5	50	4	4	4	4	5	5	4	4	5	4	4	5	5	58
48	Nilasati	4	5	4	3	4	2	5	4	3	4	4	4	4	4	2	56	4	4	4	4	4	4	3	3	5	5	5	4	5	54	5	5	5	4	5	4	4	3	3	5	5	3	3	4	58	4	4	4	4	4	4	4	4	4	4	4	4	5	53
49	Anggri Safitri	4	4	4	3	4	4	3	1	5	4	4	4	4	4	3	55	4	4	4	4	2	4	4	4	2	5	5	5	5	52	5	4	4	5	5	4	4	5	3	4	4	4	3	4	58	5	5	2	4	5	4	4	4	4	4	4	4	4	53
50	Siti Sundari	5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	60	4	4	4	4	5	5	5	5	5	5	5	5	5	61	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	1	61
51	Rina Situmorang	5	5	4	4	4	4	4	4	4	4	4	4	4	5	4	63	4	4	4	4	4	4	4	4	4	5	4	5	4	54	2	4	4	5	4	4	4	4	4	4	4	4	4	4	55	4	4	4	4	5	4	4	4	4	4	4	4	5	55
52	Abdul Khaliq Sgn	5	5	5	2	4	4	4	2	3	4	4	4	4	4	2	56	5	4	5	5	2	5	4	5	1	1	5	5	4	51	4	4	4	4	3	2	3	4	3	4	4	5	3	4	51	5	4	2	4	4	3	5	4	5	5	5	5	5	56
53	Adelinda Sari Pulungan, S.P.d	4	4	5	4	5	4	4	5	5	4	4	4	5	4	1	62	5	5	5	5	1	5	4	5	4	5	5	5	5	59	5	5	4	5	1	4	5	5	5	5	4	5	5	4	62	5	5	1	5	5	5	5	5	4	5	5	5	5	60
54	Fatimah Ritonga	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	5	5	5	5	5	5	5	5	5	5	5	5	5	65	5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	5	5	5	5	5	5	5	5	5	5	5	5	5	65
JUMLAH		258	258	254	214	248	218	239	215	239	236	241	243	242	247	214	3562	252	250	255	234	220	255	238	247	241	247	258	257	255	3214	230	250	245	258	229	230	245	254	229	255	252	244	235	249	3405	254	250	223	248	254	249	251	250	252	251	254	255	249	3240

1. Variabel Gaya Kepemimpinan Transformasional

X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20
4	4	3	2	1	2	2	4	2	3	5	4	4	3	3	1	5	4	4	2
3	4	3	3	4	3	4	2	5	1	4	3	4	3	3	3	3	3	2	4
4	4	3	3	1	4	3	3	3	3	2	4	4	2	3	5	4	2	4	4
4	5	4	5	5	5	5	4	2	4	4	5	4	4	3	4	5	5	4	4
2	1	3	2	4	3	3	3	3	2	4	2	3	1	3	2	3	2	4	3
2	3	3	4	3	3	3	2	1	1	2	2	3	4	3	4	2	3	3	4
4	5	5	4	1	5	5	4	2	5	5	4	5	5	5	2	5	4	5	5
5	4	4	4	1	5	2	5	5	4	4	4	3	3	3	5	4	3	3	4
3	3	3	3	4	2	3	4	2	1	2	3	3	1	2	2	2	1	2	2
2	2	3	3	3	3	3	3	2	5	4	4	3	1	3	3	3	4	3	3
3	2	1	3	3	2	3	2	2	1	1	3	3	5	2	3	2	3	3	3
2	3	3	3	5	1	2	3	2	3	4	3	3	5	3	3	2	2	2	2
3	4	3	2	3	2	3	5	3	1	3	5	2	2	4	3	4	4	3	3
2	1	3	1	3	1	1	1	1	1	2	1	1	3	1	4	2	1	3	1
2	1	1	1	3	1	1	2	4	1	2	1	1	3	3	5	1	1	2	2
3	2	3	3	2	3	3	4	2	4	3	4	2	4	2	2	3	2	2	3
1	3	2	1	5	1	1	2	5	1	2	3	2	2	2	2	2	2	3	3
3	4	2	2	1	3	2	4	2	5	3	5	4	2	3	3	3	3	3	3
2	2	3	2	4	3	1	3	5	3	2	2	3	2	2	3	2	1	1	2
2	2	2	2	1	1	2	2	3	3	2	2	2	2	1	1	1	1	1	1
4	5	5	5	5	5	5	4	5	1	5	3	4	3	3	5	4	5	3	4
3	3	2	3	4	2	2	3	4	4	2	3	2	3	3	4	2	2	3	3
2	3	4	3	5	2	2	3	1	4	3	3	2	2	3	2	3	4	3	4
1	1	1	2	3	2	1	2	5	5	3	1	2	4	1	1	2	1	3	1

3	2	3	3	4	1	3	3	5	1	1	3	3	1	2	1	2	3	3	3
4	2	5	3	3	3	4	3	1	3	4	2	4	1	3	2	2	4	3	4
2	2	1	3	1	1	3	1	4	4	2	1	1	4	2	4	1	1	2	2
4	4	3	4	1	4	4	4	2	1	3	4	3	2	4	1	4	3	2	5
3	2	2	2	4	2	4	2	5	4	2	3	3	3	3	1	3	3	3	2
2	3	2	3	4	3	2	2	1	4	3	3	4	1	2	5	2	3	3	2

Correlations

		XI01	XI02	XI03	XI04	XI05	XI06	XI07	XI08	XI09	XI10	XI11	XI12	XI13	XI14	XI15	XI16	XI17	XI18	XI19	XI20	TOTAL
XI01	Pearson Correlation	1	.656**	.589**	.598**	-.353	.680**	.616**	.675**	-.051	.036	.412*	.589**	.585**	.060	.548**	.130	.701**	.558**	.356	.610**	.711**
	Sig. (2-tailed)		.000	.001	.000	.056	.000	.000	.000	.790	.849	.024	.001	.001	.752	.002	.493	.000	.001	.053	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI02	Pearson Correlation	.656**	1	.538**	.634**	-.095	.657**	.538**	.630**	-.059	.057	.511**	.743**	.646**	.152	.627**	.213	.751**	.651**	.365*	.652**	.803**
	Sig. (2-tailed)	.000		.002	.000	.619	.000	.002	.000	.757	.766	.004	.000	.000	.424	.000	.258	.000	.000	.047	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI03	Pearson Correlation	.589**	.538**	1	.569**	.110	.640**	.557**	.574**	-.230	.017	.640**	.368*	.555**	-.110	.501**	.030	.605**	.630**	.359	.629**	-.157**
	Sig. (2-tailed)	.001	.002		.001	.563	.000	.001	.001	.221	.929	.000	.045	.001	.563	.005	.876	.000	.000	.051	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI04	Pearson Correlation	.598**	.634**	.569**	1	.028	.735**	.735**	.433*	-.139	.123	.398*	.399*	.533**	.244	.416*	.247	.477**	.593**	.230	.680**	.124**
	Sig. (2-tailed)	.000	.000	.001		.885	.000	.000	.017	.465	.517	.029	.029	.002	.195	.022	.189	.008	.001	.222	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI05	Pearson Correlation	-.353	-.095	.110	.028	1	-.157	.005	-.155	.144	-.262	-.040	-.142	-.044	-.107	-.126	.071	-.179	.141	-.050	-.063	-.106
	Sig. (2-tailed)	.056	.619	.563	.885		.407	.978	.412	.449	.163	.833	.455	.818	.573	.509	.709	.344	.459	.794	.742	.990
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI06	Pearson Correlation	.680**	.657**	.640**	.735**	-.157	1	.613**	.586**	-.060	.247	.584**	.518**	.690**	.071	.539**	.295	.732**	.576**	.424*	.719**	.829**
	Sig. (2-tailed)	.000	.000	.000	.000	.407		.000	.001	.752	.189	.001	.003	.000	.708	.002	.114	.000	.001	.020	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XI07	Pearson Correlation	.616**	.538**	.557**	.735**	.005	.613**	1	.343	-.101	-.016	.414*	.415*	.591**	.127	.563**	-.043	.545**	.655**	.350	.657**	.669**
	Sig. (2-tailed)	.000	.002	.001	.000	.978	.000		.064	.595	.932	.023	.022	.001	.503	.001	.822	.002	.000	.058	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI08	Pearson Correlation	.675**	.630**	.574**	.433*	-.155	.586**	.343	1	-.066	.122	.508**	.771**	.437*	-.110	.573**	-.050	.715**	.513**	.253	.492**	.642**
	Sig. (2-tailed)	.000	.000	.001	.017	.412	.001	.064		.731	.519	.004	.000	.016	.563	.001	.793	.000	.004	.178	.006	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI09	Pearson Correlation	-.051	-.059	-.230	-.139	.144	-.060	-.101	-.066	1	-.094	-.142	-.177	-.159	.013	-.139	-.002	-.103	-.229	-.215	-.126	.671
	Sig. (2-tailed)	.790	.757	.221	.465	.449	.752	.595	.731		.620	.453	.351	.401	.947	.464	.991	.586	.224	.253	.508	.810
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XI10	Pearson Correlation	.036	.057	.017	.123	-.262	.247	-.016	.122	-.094	1	.308	.212	.183	.141	.068	-.048	.182	.103	.229	-.050	.727
	Sig. (2-tailed)	.849	.766	.929	.517	.163	.189	.932	.519	.620		.098	.261	.334	.456	.720	.801	.336	.587	.224	.792	.208
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI11	Pearson Correlation	.412*	.511**	.640**	.398*	-.040	.584**	.414*	.508**	-.142	.308	1	.360	.551**	.105	.523**	.016	.661**	.592**	.403*	.376*	.644**
	Sig. (2-tailed)	.024	.004	.000	.029	.833	.001	.023	.004	.453	.098		.051	.002	.581	.003	.933	.000	.001	.027	.040	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI12	Pearson Correlation	.589**	.743**	.368*	.399*	-.142	.518**	.415*	.771**	-.177	.212	.360	1	.542**	-.046	.565**	-.021	.756**	.639**	.369*	.528**	.654**
	Sig. (2-tailed)	.001	.000	.045	.029	.455	.003	.022	.000	.351	.261	.051		.002	.807	.001	.911	.000	.000	.045	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XI13	Pearson Correlation	.585**	.646**	.555**	.533**	-.044	.690**	.591**	.437*	-.159	.183	.551**	.542**	1	-.050	.493**	-.010	.613**	.621**	.479**	.536**	.697**
	Sig. (2-tailed)	.001	.000	.001	.002	.818	.000	.001	.016	.401	.334	.002	.002		.791	.006	.959	.000	.000	.007	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI14	Pearson Correlation	.060	.152	-.110	.244	-.107	.071	.127	-.110	.013	.141	.105	-.046	-.050	1	.093	.134	.115	.000	.109	.034	.695
	Sig. (2-tailed)	.752	.424	.563	.195	.573	.708	.503	.563	.947	.456	.581	.807	.791		.626	.480	.546	1.000	.565	.857	.339
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI15	Pearson Correlation	.548**	.627**	.501**	.416*	-.126	.539**	.563**	.573**	-.139	.068	.523**	.565**	.493**	.093	1	.075	.658**	.618**	.461*	.748**	.086**
	Sig. (2-tailed)	.002	.000	.005	.022	.509	.002	.001	.001	.464	.720	.003	.001	.006	.626		.693	.000	.000	.010	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XI16	Pearson Correlation	.130	.213	.030	.247	.071	.295	-.043	-.050	-.002	-.048	.016	-.021	-.010	.134	.075	1	-.020	.033	.067	.129	.823
	Sig. (2-tailed)	.493	.258	.876	.189	.709	.114	.822	.793	.991	.801	.933	.911	.959	.480	.693		.917	.861	.727	.498	.261
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI17	Pearson Correlation	.701**	.751**	.605**	.477**	-.179	.732**	.545**	.715**	-.103	.182	.661**	.756**	.613**	.115	.658**	-.020	1	.707**	.638**	.600**	.109**
	Sig. (2-tailed)	.000	.000	.000	.008	.344	.000	.002	.000	.586	.336	.000	.000	.000	.546	.000	.917		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI18	Pearson Correlation	.558**	.651**	.630**	.593**	.141	.576**	.655**	.513**	-.229	.103	.592**	.639**	.621**	.000	.618**	.033	.707**	1	.551**	.658**	.772**
	Sig. (2-tailed)	.001	.000	.000	.001	.459	.001	.000	.004	.224	.587	.001	.000	.000	1.000	.000	.861	.000		.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XI19	Pearson Correlation	.356	.365*	.359	.230	-.050	.424*	.350	.253	-.215	.229	.403*	.369*	.479**	.109	.461*	.067	.638**	.551**	1	.414*	.513**
	Sig. (2-tailed)	.053	.047	.051	.222	.794	.020	.058	.178	.253	.224	.027	.045	.007	.565	.010	.727	.000	.002		.023	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XI20	Pearson Correlation	.610**	.652**	.629**	.680**	-.063	.719**	.657**	.492**	-.126	-.050	.376*	.528**	.536**	.034	.748**	.129	.600**	.658**	.414*	1	.731**
	Sig. (2-tailed)	.000	.000	.000	.000	.742	.000	.000	.006	.508	.792	.040	.003	.002	.857	.000	.498	.000	.000	.023		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.711**	.803**	-.157**	.124**	-.106	.829**	.669**	.642**	.671	.727	.644**	.654**	.697**	.695	.086**	.823	.109**	.772**	.513**	.731**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.990	.000	.000	.000	.810	.208	.000	.000	.000	.339	.000	.261	.000	.000	.001	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Hasil Uji Validitas Instrumen Gaya Kepemimpinan Transformasional

No. Item	r_hitung	r_tabel	Keterangan
1	0,711	0,361	Valid
2	0,803	0,361	Valid
3	-0,157	0,361	Tidak Valid
4	0,124	0,361	Tidak Valid
5	-0,106	0,361	Tidak Valid
6	0,829	0,361	Valid
7	0,669	0,361	Valid
8	0,642	0,361	Valid
9	0,671	0,361	Valid
10	0,727	0,361	Valid
11	0,644	0,361	Valid
12	0,654	0,361	Valid
13	0,697	0,361	Valid
14	0,695	0,361	Valid
15	0,086	0,361	Tidak Valid
16	0,823	0,361	Valid
17	0,109	0,361	Tidak Valid
18	0,772	0,361	Valid
19	0,513	0,361	Valid
20	0,731	0,361	Valid

2. Kepribadian Guru

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20
1	1	2	1	5	1	1	2	1	5	2	1	1	1	2	1	2	2	4	1
5	4	4	2	4	5	5	4	3	2	5	4	5	4	3	4	4	4	5	5
3	3	3	1	3	3	4	3	3	2	5	4	4	4	1	3	2	3	4	4
2	4	3	5	2	4	3	3	5	5	3	2	4	2	4	3	5	3	2	2
4	3	3	1	5	4	4	2	5	4	3	3	4	4	2	3	5	4	2	4
2	3	3	2	5	1	2	1	1	5	2	2	2	2	3	2	5	2	4	2
5	5	5	4	3	5	5	5	1	4	5	5	5	5	2	5	1	5	2	5
2	2	4	5	3	4	3	3	4	5	3	3	3	3	4	3	4	3	5	3
3	3	3	2	4	4	3	3	5	5	3	3	4	3	4	3	5	3	1	3
5	3	4	5	1	3	4	4	2	1	3	5	5	2	5	4	1	5	5	3
3	5	4	3	3	3	4	5	3	2	4	2	4	3	1	4	4	4	5	4
3	3	3	1	3	3	3	3	1	5	4	2	4	3	5	4	2	4	2	3
2	3	2	3	2	2	3	3	3	5	2	3	2	2	3	4	1	3	1	2
2	2	4	2	5	4	3	3	3	3	4	3	4	3	2	4	3	4	2	4
5	5	5	4	1	5	5	5	4	2	4	4	4	5	3	5	1	5	3	5
4	5	3	5	2	3	4	5	5	3	5	5	5	5	4	5	1	4	2	5
4	5	5	1	4	5	5	4	1	2	5	5	5	4	5	5	4	5	2	5
1	3	3	5	4	3	3	3	3	3	4	2	1	3	5	2	2	2	2	2
1	2	1	2	3	2	3	2	1	5	2	1	2	3	5	3	3	3	1	3
4	3	4	5	3	4	2	3	2	5	3	3	2	4	3	4	5	3	2	2
3	2	3	1	4	4	3	3	4	1	3	4	4	3	4	3	5	4	1	4
5	3	3	2	3	4	5	5	2	3	5	4	4	4	2	5	1	4	4	5
2	1	1	5	1	1	1	1	1	4	1	3	1	2	2	1	4	1	3	2
4	4	4	4	3	3	5	4	1	1	5	4	3	5	3	3	4	3	1	3

5	3	3	2	5	3	2	2	5	3	3	2	3	3	5	4	5	3	4	4
4	3	3	2	3	3	4	2	3	3	3	2	1	3	1	2	3	3	1	4
2	3	3	4	2	2	4	2	3	1	2	2	1	3	3	3	2	3	1	2
1	2	2	3	1	1	1	2	2	5	1	2	2	1	3	1	3	1	3	1
4	4	5	1	2	3	4	5	4	3	5	4	4	5	4	5	2	5	5	3
3	4	3	3	2	4	4	3	3	5	2	3	3	3	2	2	5	3	5	3

Correlations

		XII1	XII2	XII3	XII4	XII5	XII6	XII7	XII8	XII9	XII10	XII11	XII12	XII13	XII14	XII15	XII16	XII17	XII18	XII19	XII20	TOTAL
XII1	Pearson Correlation	1	.591**	.628**	-.041	-.043	.631**	.653**	.597**	.175	-.458*	.609**	.687**	.632**	.673**	-.033	.689**	-.109	.706**	.200	.742**	.740**
	Sig. (2-tailed)		.001	.000	.829	.823	.000	.000	.001	.356	.011	.000	.000	.000	.000	.863	.000	.567	.000	.288	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII2	Pearson Correlation	.591**	1	.683**	.136	-.173	.574**	.742**	.736**	.198	-.319	.645**	.512**	.597**	.663**	.024	.666**	-.136	.636**	.066	.582**	-.091**
	Sig. (2-tailed)	.001		.000	.472	.360	.001	.000	.000	.295	.085	.000	.004	.000	.000	.901	.000	.472	.000	.731	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XII3	Pearson Correlation	.628**	.683**	1	.045	.045	.715**	.641**	.700**	.129	-.428*	.700**	.602**	.608**	.641**	.043	.671**	-.088	.751**	.233	.531**	-.044**
	Sig. (2-tailed)	.000	.000		.815	.814	.000	.000	.000	.496	.018	.000	.000	.000	.000	.823	.000	.645	.000	.215	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII4	Pearson Correlation	-.041	.136	.045	1	-.548**	-.004	-.044	.125	.051	.009	-.134	.121	-.151	-.001	.117	-.030	-.125	-.176	-.027	-.219	.733
	Sig. (2-tailed)	.829	.472	.815		.002	.984	.816	.510	.790	.962	.481	.525	.425	.994	.538	.873	.509	.353	.886	.244	.895
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII5	Pearson Correlation	-.043	-.173	.045	-.548**	1	.129	-.098	-.251	.042	.066	.163	-.233	.016	-.006	-.004	-.051	.406*	-.009	-.069	.148	.779
	Sig. (2-tailed)	.823	.360	.814	.002		.496	.608	.181	.826	.729	.391	.216	.934	.977	.985	.789	.026	.962	.718	.434	.781
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII6	Pearson Correlation	.631**	.574**	.715**	-.004	.129	1	.688**	.612**	.343	-.258	.642**	.571**	.698**	.640**	.066	.640**	.097	.719**	.004	.725**	.829**
	Sig. (2-tailed)	.000	.001	.000	.984	.496		.000	.000	.064	.169	.000	.001	.000	.000	.729	.000	.611	.000	.984	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII7	Pearson Correlation	.653**	.742**	.641**	-.044	-.098	.688**	1	.726**	.107	-.570**	.746**	.631**	.608**	.752**	-.088	.660**	-.289	.762**	.008	.753**	.710**
	Sig. (2-tailed)	.000	.000	.000	.816	.608	.000		.000	.573	.001	.000	.000	.000	.000	.645	.000	.121	.000	.968	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII8	Pearson Correlation	.597**	.736**	.700**	.125	-.251	.612**	.726**	1	.141	-.407*	.790**	.675**	.707**	.676**	.026	.791**	-.444*	.760**	.210	.620**	.763**
	Sig. (2-tailed)	.001	.000	.000	.510	.181	.000	.000		.459	.026	.000	.000	.000	.000	.892	.000	.014	.000	.264	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII9	Pearson Correlation	.175	.198	.129	.051	.042	.343	.107	.141	1	-.075	.099	.070	.268	.179	.094	.195	.203	.181	.013	.228	.764
	Sig. (2-tailed)	.356	.295	.496	.790	.826	.064	.573	.459		.692	.603	.712	.153	.343	.621	.301	.281	.339	.946	.225	.051
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII10	Pearson Correlation	-.458*	-.319	-.428*	.009	.066	-.258	-.570**	-.407*	-.075	1	-.485**	-.494**	-.313	-.407*	.018	-.339	.205	-.455*	-.025	-.479**	-.673*

	Sig. (2-tailed)	.011	.085	.018	.962	.729	.169	.001	.026	.692		.007	.006	.093	.025	.924	.067	.277	.011	.896	.007	.260
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII11	Pearson Correlation	.609**	.645**	.700**	-.134	.163	.642**	.746**	.790**	.099	-.485**	1	.630**	.686**	.798**	.025	.728**	-.293	.690**	.094	.728**	-.456**
	Sig. (2-tailed)	.000	.000	.000	.481	.391	.000	.000	.000	.603	.007		.000	.000	.000	.898	.000	.117	.000	.620	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII12	Pearson Correlation	.687**	.512**	.602**	.121	-.233	.571**	.631**	.675**	.070	-.494**	.630**	1	.719**	.636**	.038	.624**	-.275	.650**	.106	.633**	.094**
	Sig. (2-tailed)	.000	.004	.000	.525	.216	.001	.000	.000	.712	.006	.000		.000	.000	.842	.000	.141	.000	.576	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII13	Pearson Correlation	.632**	.597**	.608**	-.151	.016	.698**	.608**	.707**	.268	-.313	.686**	.719**	1	.522**	.156	.728**	-.079	.795**	.222	.722**	.738**
	Sig. (2-tailed)	.000	.000	.000	.425	.934	.000	.000	.000	.153	.093	.000	.000		.003	.411	.000	.678	.000	.239	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XII14	Pearson Correlation	.673**	.663**	.641**	-.001	-.006	.640**	.752**	.676**	.179	-.407*	.798**	.636**	.522**	1	-.027	.702**	-.178	.648**	-.073	.720**	.060**
	Sig. (2-tailed)	.000	.000	.000	.994	.977	.000	.000	.000	.343	.025	.000	.000	.003		.885	.000	.347	.000	.701	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII15	Pearson Correlation	-.033	.024	.043	.117	-.004	.066	-.088	.026	.094	.018	.025	.038	.156	-.027	1	.223	.023	.150	-.143	-.094	.060
	Sig. (2-tailed)	.863	.901	.823	.538	.985	.729	.645	.892	.621	.924	.898	.842	.411	.885		.237	.902	.428	.450	.620	.406
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII16	Pearson Correlation	.689**	.666**	.671**	-.030	-.051	.640**	.660**	.791**	.195	-.339	.728**	.624**	.728**	.702**	.223	1	-.352	.869**	.037	.708**	-.164**
	Sig. (2-tailed)	.000	.000	.000	.873	.789	.000	.000	.000	.301	.067	.000	.000	.000	.000	.237		.056	.000	.845	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII17	Pearson Correlation	-.109	-.136	-.088	-.125	.406*	.097	-.289	-.444*	.203	.205	-.293	-.275	-.079	-.178	.023	-.352	1	-.298	-.003	-.148	.803
	Sig. (2-tailed)	.567	.472	.645	.509	.026	.611	.121	.014	.281	.277	.117	.141	.678	.347	.902	.056		.110	.987	.434	.795

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII18	Pearson Correlation	.706**	.636**	.751**	-.176	-.009	.719**	.762**	.760**	.181	-.455*	.690**	.650**	.795**	.648**	.150	.869**	-.298	1	.088	.742**	.807**
	Sig. (2-tailed)	.000	.000	.000	.353	.962	.000	.000	.000	.339	.011	.000	.000	.000	.000	.428	.000	.110		.643	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII19	Pearson Correlation	.200	.066	.233	-.027	-.069	.004	.008	.210	.013	-.025	.094	.106	.222	-.073	-.143	.037	-.003	.088	1	.068	.813
	Sig. (2-tailed)	.288	.731	.215	.886	.718	.984	.968	.264	.946	.896	.620	.576	.239	.701	.450	.845	.987	.643		.723	.272
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XII20	Pearson Correlation	.742**	.582**	.531**	-.219	.148	.725**	.753**	.620**	.228	-.479**	.728**	.633**	.722**	.720**	-.094	.708**	-.148	.742**	.068	1	.756**
	Sig. (2-tailed)	.000	.001	.003	.244	.434	.000	.000	.000	.225	.007	.000	.000	.000	.000	.620	.000	.434	.000	.723		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.740**	-.091**	-.044**	.733	.779	.829**	.710**	.763**	.764	.673*	.269**	-.456**	.094**	.738**	.060	-.164**	-.803	.807**	.813	.756**	1

Sig. (2-tailed)	.000	.000	.000	.895	.781	.000	.000	.000	.051	.048	.000	.000	.000	.000	.406	.000	.795	.000	.272	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Hasil Uji Validitas Variabel Kepribadian Guru

No. Item	r_hitung	r_tabel	Keterangan
1	0,74	0,361	Valid
2	-0,091	0,361	Tidak Valid
3	-0,044	0,361	Tidak Valid
4	0,733	0,361	Valid
5	0,779	0,361	Valid
6	0,829	0,361	Valid
7	0,71	0,361	Valid
8	0,763	0,361	Valid
9	0,764	0,361	Valid
10	0,673	0,361	Valid
11	0,26	0,361	Tidak Valid
12	-0,456	0,361	Tidak Valid
13	0,094	0,361	Tidak Valid
14	0,738	0,361	Valid
15	0,06	0,361	Tidak Valid

16	-0,164	0,361	Tidak Valid
17	0,803	0,361	Valid
18	0,807	0,361	Valid
19	0,813	0,361	Valid
20	0,756	0,361	Valid

3. Disiplin Kerja Guru

X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	X3.16	X3.17	X3.18	X3.19	X3.20
4	5	5	4	3	2	3	3	5	4	4	4	5	5	4	1	4	3	4	5
5	5	1	3	2	5	4	4	4	4	4	4	4	5	2	1	4	4	4	3
5	1	4	5	3	2	5	5	5	5	5	5	5	5	5	5	5	5	5	5
3	1	2	4	4	4	3	4	3	3	2	4	4	4	4	5	3	3	3	3
1	2	4	2	1	1	1	1	2	1	2	2	1	1	1	2	2	2	3	1
4	3	5	4	5	4	3	3	4	3	3	4	3	5	3	4	3	3	3	4
1	5	4	1	3	5	1	1	1	1	1	1	1	2	1	2	1	1	1	2
2	2	3	2	2	4	4	2	3	1	3	1	3	5	2	3	3	3	1	3
5	3	5	5	3	4	4	3	5	4	5	4	4	4	3	1	4	4	5	3
4	2	2	3	2	4	4	3	3	3	3	3	3	2	4	1	4	3	4	3
3	5	3	5	3	5	3	3	3	3	3	4	4	4	4	1	3	3	3	4
4	1	4	5	2	4	4	5	5	5	5	5	5	2	4	2	5	5	3	4
3	1	5	3	4	2	3	3	4	3	3	2	2	3	3	2	3	3	2	3
5	3	2	4	2	5	4	5	3	5	3	4	5	1	4	1	4	3	5	5
4	4	3	3	2	4	3	4	3	2	4	3	3	1	3	2	3	3	4	2
4	3	2	3	1	5	4	4	3	4	4	3	3	4	5	5	4	4	3	4
1	4	4	2	2	3	1	2	2	2	2	1	1	1	3	5	1	2	1	2
3	2	2	3	1	2	3	2	3	3	3	1	3	4	2	2	3	3	2	3

1	2	1	1	5	4	1	2	1	3	2	2	2	4	2	1	2	2	1	1
3	5	3	2	1	3	4	3	3	3	3	4	4	4	4	2	3	3	1	3
4	4	2	2	4	3	2	4	3	4	2	3	4	1	4	2	4	4	4	2
2	5	4	2	1	5	4	2	2	3	3	2	2	4	2	2	1	2	3	1
5	1	4	4	5	3	5	5	5	5	5	5	5	1	5	3	4	5	4	5
2	4	2	2	4	2	2	3	4	3	4	3	3	4	3	5	3	4	4	4
3	3	4	3	3	2	3	3	3	3	4	3	4	5	3	4	3	2	3	3
3	1	5	5	3	1	3	5	4	3	4	3	5	4	3	4	5	4	5	4
2	1	5	2	1	2	2	2	2	2	3	3	2	2	2	3	3	2	2	2
3	3	5	4	1	3	4	2	2	3	2	4	3	4	3	2	4	3	3	3
1	1	1	2	5	2	2	3	2	2	3	2	2	3	2	3	3	4	3	2
5	4	2	4	5	5	5	4	4	5	5	5	5	4	4	3	4	5	4	5

Correlations

		XIII01	XIII02	XIII03	XIII04	XIII05	XIII06	XIII07	XIII08	XIII09	XIII10	XIII11	XIII12	XIII13	XIII14	XIII15	XIII16	XIII17	XIII18	XIII19	XIII20	TOTAL
XIII01	Pearson Correlation	1	.028	.012	.708**	.093	.279	.788**	.754**	.763**	.818**	.684**	.772**	.805**	.115	.692**	-.129	.763**	.675**	.706**	.708**	.857**
	Sig. (2-tailed)		.883	.948	.000	.626	.135	.000	.000	.000	.000	.000	.000	.000	.545	.000	.497	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XIII02	Pearson Correlation	.028	1	-.100	-.215	-.178	.449*	-.067	-.241	-.143	-.046	-.143	-.027	-.047	.127	-.072	-.286	-.338	-.266	-.065	-.065	-.129
	Sig. (2-tailed)	.883		.599	.254	.346	.013	.727	.200	.451	.811	.449	.888	.804	.504	.706	.125	.067	.155	.732	.733	.873
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII03	Pearson Correlation	.012	-.100	1	.329	-.164	-.345	.041	-.136	.249	-.093	.107	.100	-.013	.015	-.024	.071	.020	-.167	.024	.102	-.001
	Sig. (2-tailed)	.948	.599		.076	.386	.062	.830	.473	.184	.624	.574	.600	.946	.937	.898	.709	.915	.378	.900	.592	.639
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII04	Pearson Correlation	.708**	-.215	.329	1	.099	.036	.623**	.654**	.735**	.630**	.616**	.730**	.754**	.230	.598**	.029	.728**	.598**	.657**	.724**	.790**
	Sig. (2-tailed)	.000	.254	.076		.603	.849	.000	.000	.000	.000	.000	.000	.000	.221	.000	.877	.000	.000	.000	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII05	Pearson Correlation	.093	-.178	-.164	.099	1	-.013	-.083	.274	.242	.233	.138	.214	.196	.098	.176	.165	.088	.321	.168	.239	.667
	Sig. (2-tailed)	.626	.346	.386	.603		.947	.661	.142	.198	.216	.469	.256	.300	.605	.353	.384	.645	.083	.375	.203	.146
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII06	Pearson Correlation	.279	.449*	-.345	.036	-.013	1	.304	.098	-.115	.211	-.024	.163	.075	.024	.136	-.272	-.115	-.009	-.042	.058	.752
	Sig. (2-tailed)	.135	.013	.062	.849	.947		.102	.606	.545	.263	.898	.389	.692	.899	.472	.146	.545	.964	.826	.761	.387
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII07	Pearson Correlation	.788**	-.067	.041	.623**	-.083	.304	1	.596**	.628**	.670**	.684**	.656**	.705**	.315	.612**	-.032	.639**	.640**	.468**	.647**	.750**

	Sig. (2-tailed)	.000	.727	.830	.000	.661	.102		.001	.000	.000	.000	.000	.000	.090	.000	.869	.000	.000	.009	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII08	Pearson Correlation	.754**	-.241	-.136	.654**	.274	.098	.596**	1	.684**	.776**	.660**	.710**	.822**	-.027	.751**	.185	.777**	.784**	.681**	.678**	.800**
	Sig. (2-tailed)	.000	.200	.473	.000	.142	.606	.001		.000	.000	.000	.000	.000	.888	.000	.329	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII09	Pearson Correlation	.763**	-.143	.249	.735**	.242	-.115	.628**	.684**	1	.684**	.828**	.671**	.759**	.253	.598**	.089	.728**	.762**	.620**	.760**	.838**
	Sig. (2-tailed)	.000	.451	.184	.000	.198	.545	.000	.000		.000	.000	.000	.000	.177	.000	.639	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XIII10	Pearson Correlation	.818**	-.046	-.093	.630**	.233	.211	.670**	.776**	.684**	1	.660**	.780**	.799**	.114	.751**	-.045	.696**	.728**	.612**	.702**	.825**
	Sig. (2-tailed)	.000	.811	.624	.000	.216	.263	.000	.000	.000		.000	.000	.000	.550	.000	.812	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII11	Pearson Correlation	.684**	-.143	.107	.616**	.138	-.024	.684**	.660**	.828**	.660**	1	.628**	.685**	.252	.510**	.120	.663**	.759**	.602**	.642**	.770**
	Sig. (2-tailed)	.000	.449	.574	.000	.469	.898	.000	.000	.000	.000		.000	.000	.179	.004	.528	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII12	Pearson Correlation	.772**	-.027	.100	.730**	.214	.163	.656**	.710**	.671**	.780**	.628**	1	.801**	.150	.709**	-.010	.712**	.664**	.621**	.685**	.833**
	Sig. (2-tailed)	.000	.888	.600	.000	.256	.389	.000	.000	.000	.000	.000		.000	.430	.000	.956	.000	.000	.000	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII13	Pearson Correlation	.805**	-.047	-.013	.754**	.196	.075	.705**	.822**	.759**	.799**	.685**	.801**	1	.261	.714**	-.025	.821**	.708**	.650**	.797**	.881**
	Sig. (2-tailed)	.000	.804	.946	.000	.300	.692	.000	.000	.000	.000	.000	.000		.163	.000	.894	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII14	Pearson Correlation	.115	.127	.015	.230	.098	.024	.315	-.027	.253	.114	.252	.150	.261	1	.020	.167	.172	.117	.004	.269	.774
	Sig. (2-tailed)	.545	.504	.937	.221	.605	.899	.090	.888	.177	.550	.179	.430	.163		.917	.377	.364	.540	.984	.151	.090
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII15	Pearson Correlation	.692**	-.072	-.024	.598**	.176	.136	.612**	.751**	.598**	.751**	.510**	.709**	.714**	.020	1	.233	.633**	.632**	.457*	.725**	.183**

	Sig. (2-tailed)	.000	.706	.898	.000	.353	.472	.000	.000	.000	.000	.004	.000	.000	.917		.216	.000	.000	.011	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII16	Pearson Correlation	-.129	-.286	.071	.029	.165	-.272	-.032	.185	.089	-.045	.120	-.010	-.025	.167	.233	1	-.002	.179	-.017	.190	.837
	Sig. (2-tailed)	.497	.125	.709	.877	.384	.146	.869	.329	.639	.812	.528	.956	.894	.377	.216		.994	.344	.927	.314	.480
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII17	Pearson Correlation	.763**	-.338	.020	.728**	.088	-.115	.639**	.777**	.728**	.696**	.663**	.712**	.821**	.172	.633**	-.002	1	.802**	.684**	.702**	.771**
	Sig. (2-tailed)	.000	.067	.915	.000	.645	.545	.000	.000	.000	.000	.000	.000	.000	.364	.000	.994		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

XIII18	Pearson Correlation	.675**	-.266	-.167	.598**	.321	-.009	.640**	.784**	.762**	.728**	.759**	.664**	.708**	.117	.632**	.179	.802**	1	.609**	.652**	.079**
	Sig. (2-tailed)	.000	.155	.378	.000	.083	.964	.000	.000	.000	.000	.000	.000	.000	.540	.000	.344	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII19	Pearson Correlation	.706**	-.065	.024	.657**	.168	-.042	.468**	.681**	.620**	.612**	.602**	.621**	.650**	.004	.457*	-.017	.684**	.609**	1	.524**	.224**
	Sig. (2-tailed)	.000	.732	.900	.000	.375	.826	.009	.000	.000	.000	.000	.000	.000	.984	.011	.927	.000	.000		.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
XIII20	Pearson Correlation	.708**	-.065	.102	.724**	.239	.058	.647**	.678**	.760**	.702**	.642**	.685**	.797**	.269	.725**	.190	.702**	.652**	.524**	1	.041**
	Sig. (2-tailed)	.000	.733	.592	.000	.203	.761	.000	.000	.000	.000	.000	.000	.000	.151	.000	.314	.000	.000	.003		.000

	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.857**	-.129	-.001	.790**	.667	.752	.750**	.800**	.838**	.825**	.770**	.833**	.881**	.774	.183**	.837	.771**	.079**	.224**	.041**	1
	Sig. (2-tailed)	.000	.873	.639	.000	.146	.387	.000	.000	.000	.000	.000	.000	.000	.090	.000	.480	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Hasil Uji Validitas Variabel Disiplin Kerja Guru

Item	r_hitung	r_tabel	Keterangan
1	0,857	0,361	Valid
2	-0,129	0,361	Tidak Valid
3	-0,001	0,361	Tidak Valid
4	0,79	0,361	Valid
5	0,667	0,361	Valid
6	0,752	0,361	Valid
7	0,75	0,361	Valid
8	0,8	0,361	Valid

9	0,838	0,361	Valid
10	0,825	0,361	Valid
11	0,77	0,361	Valid
12	0,833	0,361	Valid
13	0,881	0,361	Valid
14	0,774	0,361	Valid
15	0,183	0,361	Tidak Valid
16	0,837	0,361	Valid
17	0,771	0,361	Valid
18	0,079	0,361	Tidak Valid
19	0,224	0,361	Tidak Valid
20	0,041	0,361	Tidak Valid

4. Kinerja Guru

Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1.14	Y1.15	Y1.16	Y1.17	Y1.18	Y1.19	Y1.20
4	3	4	3	3	4	3	3	3	5	2	5	2	5	3	2	2	5	2	1
3	5	3	4	5	1	4	2	3	5	4	4	5	1	4	2	3	2	4	5
4	3	4	2	4	5	4	5	3	3	4	1	3	1	2	5	4	4	2	3
5	3	3	3	2	4	3	4	3	5	3	3	3	2	3	3	4	1	4	4
3	3	5	3	3	5	3	5	3	3	3	2	4	4	4	5	5	3	5	5
3	2	3	3	3	5	3	2	3	1	3	3	2	1	2	4	2	2	2	4
3	3	4	5	3	1	4	4	5	1	3	4	4	4	5	5	4	3	2	3
3	3	1	3	2	1	2	3	2	1	2	1	3	3	3	3	3	1	4	3
3	3	3	3	3	5	5	4	4	2	4	4	3	5	3	4	3	1	4	4

1	1	3	3	2	2	2	3	2	2	2	1	2	4	3	1	3	5	2	2
2	2	2	2	3	5	2	1	4	4	3	5	1	5	2	1	2	1	2	2
3	4	4	2	5	5	3	2	4	4	3	2	4	4	4	3	3	3	2	3
2	1	1	1	5	3	1	2	2	4	1	5	1	3	2	5	1	4	2	1
3	2	2	2	2	3	3	4	3	2	3	5	3	1	2	2	2	4	2	3
3	1	1	1	5	3	2	1	2	2	1	4	2	3	1	3	2	5	1	1
4	2	3	4	2	2	3	5	4	4	4	2	4	1	3	4	4	3	4	3
4	5	5	3	5	2	3	3	4	4	4	1	5	1	4	4	4	3	3	5
2	2	2	3	5	5	3	2	1	5	4	1	1	5	2	1	3	1	1	3
3	4	2	3	2	3	3	3	4	4	5	3	4	3	4	4	4	3	3	4
2	5	4	3	4	2	4	3	3	5	3	1	4	4	4	3	4	2	4	4
4	5	5	5	5	1	4	4	3	3	4	4	3	3	4	4	5	1	3	5
2	3	4	2	3	5	4	3	4	2	3	5	3	5	3	3	2	2	4	3
4	4	4	3	4	4	4	5	4	4	4	5	3	1	3	2	3	5	4	3
1	2	3	3	2	5	2	3	3	2	2	5	2	5	4	1	3	4	2	3
2	3	4	4	4	4	3	4	3	2	2	2	3	2	2	4	4	5	2	3
2	3	2	2	1	3	3	3	2	2	3	1	3	2	3	3	3	4	2	2
2	2	2	2	1	4	2	3	3	3	2	4	2	4	4	5	2	5	3	1
3	1	2	2	5	3	3	2	3	1	3	2	3	5	3	1	2	3	4	3
4	3	3	3	5	1	3	4	2	4	3	3	3	4	3	2	4	2	4	4
4	4	5	4	3	4	5	4	4	1	4	4	4	4	4	3	4	4	4	5

Correlations

		Y01	Y02	Y03	Y04	Y05	Y06	Y07	Y08	Y09	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	TOTAL
Y01	Pearson Correlation	1	.400*	.354	.280	.205	-.175	.427*	.450*	.286	.228	.440*	.026	.427*	-.411*	.084	.240	.393*	-.171	.379*	.409*	.048**
	Sig. (2-tailed)		.028	.055	.135	.277	.354	.019	.013	.125	.226	.015	.891	.019	.024	.660	.201	.032	.366	.039	.025	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y02	Pearson Correlation	.400*	1	.639**	.514**	.217	-.251	.625**	.293	.395*	.348	.592**	-.108	.717**	-.235	.594**	.195	.603**	-.277	.408*	.679**	.713**
	Sig. (2-tailed)	.028		.000	.004	.250	.180	.000	.117	.031	.060	.001	.571	.000	.211	.001	.301	.000	.138	.025	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y03	Pearson Correlation	.354	.639**	1	.566**	.191	.077	.637**	.540**	.504**	.082	.410*	-.059	.536**	-.047	.514**	.229	.637**	.018	.320	.587**	.796**
	Sig. (2-tailed)	.055	.000		.001	.313	.685	.000	.002	.004	.667	.025	.755	.002	.805	.004	.222	.000	.925	.085	.001	.000

N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y04 Pearson Correlation	.280	.514**	.566**	1	-.014	-.402*	.514**	.466**	.336	-.025	.446*	-.063	.461*	-.102	.553**	.113	.687**	-.245	.279	.593**	.527**
Sig. (2-tailed)	.135	.004	.001		.940	.028	.004	.010	.069	.894	.014	.740	.010	.593	.002	.552	.000	.192	.136	.001	.001
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y05 Pearson Correlation	.205	.217	.191	-.014	1	-.136	.138	-.259	-.121	.281	.071	-.046	.082	.003	-.144	-.073	.040	-.153	-.069	.214	.470
Sig. (2-tailed)	.277	.250	.313	.940		.475	.467	.168	.526	.133	.709	.807	.666	.988	.449	.703	.836	.421	.717	.256	.339
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y06 Pearson Correlation	-.175	-.251	.077	-.402*	-.136	1	.025	-.062	.106	-.017	-.008	.174	-.389*	.254	-.305	-.029	-.264	.093	-.193	-.165	.717
Sig. (2-tailed)	.354	.180	.685	.028	.475		.894	.743	.577	.929	.966	.358	.034	.176	.101	.878	.159	.624	.307	.384	.957
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Y07	Pearson Correlation	.427*	.625**	.637**	.514**	.138	.025	1	.478**	.494**	-.054	.694**	.020	.564**	-.062	.352	.134	.467**	-.238	.420*	.621**	-.156**
	Sig. (2-tailed)	.019	.000	.000	.004	.467	.894		.008	.006	.778	.000	.918	.001	.745	.056	.480	.009	.204	.021	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y08	Pearson Correlation	.450*	.293	.540**	.466**	-.259	-.062	.478**	1	.291	-.044	.375*	-.088	.408*	-.304	.279	.380*	.644**	.125	.465**	.372*	.523**
	Sig. (2-tailed)	.013	.117	.002	.010	.168	.743	.008		.119	.817	.041	.644	.025	.102	.136	.038	.000	.512	.010	.043	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y09	Pearson Correlation	.286	.395*	.504**	.336	-.121	.106	.494**	.291	1	-.084	.441*	.326	.515**	-.039	.494**	.286	.217	-.030	.296	.300	.583**
	Sig. (2-tailed)	.125	.031	.004	.069	.526	.577	.006	.119		.658	.015	.079	.004	.839	.006	.126	.250	.875	.113	.107	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Y10	Pearson Correlation	.228	.348	.082	-.025	.281	-.017	-.054	-.044	-.084	1	.232	-.016	.047	-.082	.054	-.111	.123	-.174	.068	.040	.095
	Sig. (2-tailed)	.226	.060	.667	.894	.133	.929	.778	.817	.658		.218	.932	.807	.666	.778	.558	.517	.358	.721	.833	.217
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y11	Pearson Correlation	.440*	.592**	.410*	.446*	.071	-.008	.694**	.375*	.441*	.232	1	-.165	.538**	-.241	.345	.052	.527**	-.402*	.363*	.691**	.587**
	Sig. (2-tailed)	.015	.001	.025	.014	.709	.966	.000	.041	.015	.218		.383	.002	.200	.062	.786	.003	.028	.049	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y12	Pearson Correlation	.026	-.108	-.059	-.063	-.046	.174	.020	-.088	.326	-.016	-.165	1	-.273	.174	-.029	-.087	-.431*	.125	-.037	-.207	.628
	Sig. (2-tailed)	.891	.571	.755	.740	.807	.358	.918	.644	.079	.932	.383		.144	.358	.878	.649	.017	.509	.846	.272	.677
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Y13	Pearson Correlation	.427*	.717**	.536**	.461*	.082	-.389*	.564**	.408*	.515**	.047	.538**	-.273	1	-.360	.634**	.292	.614**	-.090	.559**	.686**	.640**
	Sig. (2-tailed)	.019	.000	.002	.010	.666	.034	.001	.025	.004	.807	.002	.144		.050	.000	.118	.000	.636	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y14	Pearson Correlation	-.411*	-.235	-.047	-.102	.003	.254	-.062	-.304	-.039	-.082	-.241	.174	-.360	1	.186	-.313	-.174	-.163	-.010	-.219	.481
	Sig. (2-tailed)	.024	.211	.805	.593	.988	.176	.745	.102	.839	.666	.200	.358	.050		.326	.092	.359	.390	.956	.245	.676
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y15	Pearson Correlation	.084	.594**	.514**	.553**	-.144	-.305	.352	.279	.494**	.054	.345	-.029	.634**	.186	1	.190	.504**	-.107	.454*	.469**	.576**
	Sig. (2-tailed)	.660	.001	.004	.002	.449	.101	.056	.136	.006	.778	.062	.878	.000	.326		.315	.005	.572	.012	.009	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Y16	Pearson Correlation	.240	.195	.229	.113	-.073	-.029	.134	.380*	.286	-.111	.052	-.087	.292	-.313	.190	1	.300	.071	.123	.118	.638
	Sig. (2-tailed)	.201	.301	.222	.552	.703	.878	.480	.038	.126	.558	.786	.649	.118	.092	.315		.107	.709	.519	.533	.071
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y17	Pearson Correlation	.393*	.603**	.637**	.687**	.040	-.264	.467**	.644**	.217	.123	.527**	-.431*	.614**	-.174	.504**	.300	1	-.219	.388*	.702**	.207**
	Sig. (2-tailed)	.032	.000	.000	.000	.836	.159	.009	.000	.250	.517	.003	.017	.000	.359	.005	.107		.245	.034	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y18	Pearson Correlation	-.171	-.277	.018	-.245	-.153	.093	-.238	.125	-.030	-.174	-.402*	.125	-.090	-.163	-.107	.071	-.219	1	-.329	-.513**	-.282
	Sig. (2-tailed)	.366	.138	.925	.192	.421	.624	.204	.512	.875	.358	.028	.509	.636	.390	.572	.709	.245		.075	.004	.438
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Y19	Pearson Correlation	.379*	.408*	.320	.279	-.069	-.193	.420*	.465**	.296	.068	.363*	-.037	.559**	-.010	.454*	.123	.388*	-.329	1	.575**	.-075**
	Sig. (2-tailed)	.039	.025	.085	.136	.717	.307	.021	.010	.113	.721	.049	.846	.001	.956	.012	.519	.034	.075		.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y20	Pearson Correlation	.409*	.679**	.587**	.593**	.214	-.165	.621**	.372*	.300	.040	.691**	-.207	.686**	-.219	.469**	.118	.702**	-.513**	.575**	1	-.226**
	Sig. (2-tailed)	.025	.000	.001	.001	.256	.384	.000	.043	.107	.833	.000	.272	.000	.245	.009	.533	.000	.004	.001		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.047**	.713**	.796**	.527**	.470	.717	-.156**	.583**	.095**	.587	.628**	.640	.481**	.576	.638**	.207	-.282**	-.147	-.075**	-.226**	1
	Sig. (2-tailed)	.002	.000	.000	.001	.339	.957	.000	.000	.000	.217	.000	.677	.000	.676	.000	.071	.000	.438	.001	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Hasil Uji Validitas Variabel Kinerja Guru

Item	r_hitung	r_tabel	Keterangan
1	0,048	0,361	Tidak Valid
2	0,713	0,361	Valid
3	0,796	0,361	Valid
4	0,527	0,361	Valid
5	0,47	0,361	Valid
6	0,717	0,361	Valid
7	-0,156	0,361	Tidak Valid
8	0,523	0,361	Valid
9	0,583	0,361	Valid
10	0,095	0,361	Tidak Valid
11	0,587	0,361	Valid
12	0,628	0,361	Valid
13	0,64	0,361	Valid
14	0,481	0,361	Valid
15	0,576	0,361	Valid
16	0,638	0,361	Valid
17	0,207	0,361	Tidak Valid
18	-0,282	0,361	Tidak Valid
19	-0,075	0,361	Tidak Valid
20	-0,226	0,361	Tidak Valid

Lampiran 7 : Uji Kecenderungan

1. Variabel Gaya Kepemimpinan Transformasional

X 1																
X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1	Kategori
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	4	2	4	4	4	4	4	4	4	4	4	4	4	60	KURANG
5	5	5	5	5	3	3	5	4	4	4	3	3	5	3	62	SEDANG
5	5	5	5	5	1	5	5	5	5	5	5	5	5	5	71	CUKUP
5	5	5	2	4	4	4	1	4	4	4	4	4	5	4	59	KURANG
5	5	4	4	5	4	4	4	4	4	4	4	4	4	4	63	SEDANG
4	5	5	4	3	2	4	4	2	3	4	5	4	4	3	56	KURANG
4	5	4	3	4	2	5	4	3	4	4	4	4	4	2	56	KURANG
4	4	4	3	4	4	3	1	5	4	4	4	4	4	3	55	KURANG
5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	60	KURANG
5	5	4	4	4	4	4	4	4	4	4	4	4	5	4	63	SEDANG
5	5	5	2	4	4	4	2	3	4	4	4	4	4	2	56	KURANG
4	4	5	4	5	4	4	5	5	4	4	4	5	4	1	62	SEDANG
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
4	4	5	1	4	3	4	3	3	3	3	3	3	3	3	49	RENDAH
5	5	5	1	5	5	5	1	4	4	4	4	4	4	4	60	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	4	5	2	4	4	4	2	4	4	4	5	4	5	4	60	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP

5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	5	5	5	5	5	5	5	4	5	5	5	5	4	73	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	5	5	5	4	5	5	5	5	5	5	5	5	4	73	CUKUP
5	5	5	5	5	1	5	5	5	5	5	5	5	5	5	71	CUKUP
5	5	5	1	5	3	5	1	5	5	5	5	5	5	5	65	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	4	4	5	4	4	5	5	5	5	5	5	5	4	70	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	5	5	5	5	4	5	4	4	4	5	5	5	5	3	69	CUKUP
5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	74	CUKUP
5	5	5	5	5	5	4	5	5	5	5	5	5	4	4	72	CUKUP
5	5	4	5	5	4	4	4	4	4	4	4	4	5	4	65	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75	CUKUP
5	4	5	5	5	5	5	5	5	5	4	5	5	4	5	72	CUKUP
4	4	4	4	4	4	3	4	3	3	4	3	3	4	3	54	KURANG
5	5	5	1	5	3	5	1	5	5	5	5	5	5	5	65	SEDANG
5	5	5	5	5	4	4	5	4	5	5	5	5	5	5	72	CUKUP
5	5	5	2	4	4	4	1	4	4	4	4	4	5	4	59	KURANG
5	5	4	4	5	4	4	4	4	4	4	4	4	4	4	63	SEDANG
4	5	5	4	3	2	4	4	2	3	4	5	4	4	3	56	KURANG
4	5	4	3	4	2	5	4	3	4	4	4	4	4	2	56	KURANG
4	4	4	3	4	4	3	1	5	4	4	4	4	4	3	55	KURANG
5	4	4	4	4	4	4	4	4	4	4	4	4	4	3	60	KURANG
5	5	4	4	4	4	4	4	4	4	4	4	4	5	4	63	SEDANG

5	5	5	2	4	4	4	2	3	4	4	4	4	4	2	56	KURANG
4	4	5	4	5	4	4	5	5	4	4	4	5	4	1	62	SEDANG
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60	KURANG

Rumus Kategorisasi Data	
a) $x \leq$ Mi - 1,5 SDi	kategori cenderung rendah
b) Mi - 1,5SDi $< x \leq$ Mi - 0,5SDi	kategori cenderung kurang
c) Mi - 0,5SDi $< x \leq$ Mi + 0,5SDi	kategori cenderung sedang
d) Mi + 0,5SDi $< x \leq$ Mi + 1,5SDi	kategori cenderung cukup
e) Mi + 1,5 SDi $< x$	kategori cenderung tinggi

Keterangan	
Mean	65,00
Sdi	7,86
M - 1,5 Sdi	53,21
M - 0,5 Sdi	61,07
M + 0,5 Sdi	68,93
M + 1,5 Sdi	76,79

RENTANGAN	F. ABSOLUT	F. RELATIF (%)	KATEGORI
53,21 Kebawah	1	1,85	Rendah
53,21 s.d. 61,07	14	33,33	Kurang
61,07 s.d. 68,93	8	18,52	Sedang
68,93 s.d. 76,79	25	46,30	Cukup
76,79 Keatas	0	0,00	Tinggi

2. Variabel Kepribadian Guru

X 2														
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2	Kategori
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	4	4	4	4	4	4	5	3	4	5	4	55	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	4	4	5	5	4	4	5	61	SEDANG
5	5	5	4	4	4	4	4	5	5	5	5	5	60	SEDANG
4	4	5	3	5	5	4	4	5	5	5	4	5	58	KURANG
4	4	4	4	4	4	3	3	5	5	5	4	5	54	KURANG
4	4	4	4	2	4	4	4	2	5	5	5	5	52	RENDAH
4	4	4	4	5	5	5	5	5	5	5	5	5	61	SEDANG
4	4	4	4	4	4	4	4	4	5	4	5	4	54	KURANG
5	4	5	5	2	5	4	5	1	1	5	5	4	51	RENDAH
5	5	5	5	1	5	4	5	4	5	5	5	5	59	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
3	3	3	4	2	4	3	4	4	3	3	3	3	42	RENDAH
4	4	4	4	4	4	4	4	5	5	4	4	4	54	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	3	2	4	4	5	5	4	5	4	5	56	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP

5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	4	5	5	5	5	5	4	63	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	1	5	1	5	1	1	5	5	5	49	RENDAH
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	4	4	5	5	5	5	5	5	5	5	63	SEDANG
5	5	5	5	5	5	5	4	5	5	5	5	5	64	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
4	4	4	5	4	5	5	5	5	5	5	5	5	61	SEDANG
4	5	5	5	5	5	5	5	5	5	5	5	5	64	CUKUP
5	4	5	4	2	4	4	4	5	5	4	5	3	54	KURANG
4	4	5	4	4	4	4	4	4	4	4	4	4	53	KURANG
5	4	4	3	4	5	4	4	5	5	4	4	4	55	KURANG
5	5	5	1	5	5	5	5	5	5	5	5	5	61	SEDANG
3	4	4	2	4	4	4	4	4	4	4	4	3	48	RENDAH
5	5	5	5	1	5	5	5	1	1	5	5	5	53	KURANG
5	5	5	5	5	5	5	4	5	5	5	5	5	64	CUKUP
5	5	5	5	5	5	4	4	5	5	4	4	5	61	SEDANG
5	5	5	4	4	4	4	4	5	5	5	5	5	60	SEDANG
4	4	5	3	5	5	4	4	5	5	5	4	5	58	KURANG
4	4	4	4	4	4	3	3	5	5	5	4	5	54	KURANG
4	4	4	4	2	4	4	4	2	5	5	5	5	52	RENDAH
4	4	4	4	5	5	5	5	5	5	5	5	5	61	SEDANG
4	4	4	4	4	4	4	4	4	5	4	5	4	54	KURANG
5	4	5	5	2	5	4	5	1	1	5	5	4	51	RENDAH
5	5	5	5	1	5	4	5	4	5	5	5	5	59	SEDANG

5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP

Keterangan	
Mean	61,00
Sdi	5,83
M - 1,5 Sdi	52,25
M - 0,5 Sdi	58,08
M + 0,5 Sdi	63,92
M + 1,5 Sdi	69,75

RENTANGAN	F. ABSOLUT	F. RELATIF (%)	KATEGORI
52,25 Kebawah	7	12,96	Rendah
52,25 s.d. 58,08	13	24,07	Kurang
58,08 s.d. 63,92	12	22,22	Sedang
63,92 s.d. 69,75	22	40,74	Cukup
69,75 Keatas	0	0,00	Tinggi

3. Disiplin Kerja Guru

X 3															
X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3	
5	5	5	5	5	5	5	5	5	5	5	4	5	5	69	SEDANG
3	4	4	4	4	4	4	5	4	4	5	4	4	4	57	KURANG
2	4	4	5	5	2	4	5	2	5	5	4	2	4	53	RENDAH
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	5	4	5	4	5	5	5	5	5	68	SEDANG
2	4	4	5	3	3	4	4	3	4	4	4	4	4	52	RENDAH

4	5	3	4	5	2	4	4	1	5	4	2	2	5	50	RENDAH
5	5	5	4	5	4	4	3	3	5	5	3	3	4	58	KURANG
5	4	4	5	5	4	4	5	3	4	4	4	3	4	58	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
2	4	4	5	4	4	4	4	4	4	4	4	4	4	55	KURANG
4	4	4	4	3	2	3	4	3	4	4	5	3	4	51	RENDAH
5	5	4	5	1	4	5	5	5	5	4	5	5	4	62	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	4	5	5	5	5	5	5	5	5	69	SEDANG
3	4	2	4	3	3	4	2	3	4	3	5	4	3	47	RENDAH
4	4	4	5	5	4	4	5	4	5	4	4	5	4	61	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	1	5	5	5	5	5	5	5	5	5	66	SEDANG
4	4	4	5	2	4	4	5	4	4	4	4	4	4	56	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
4	4	5	5	5	5	5	5	4	5	5	4	4	5	65	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
1	5	5	5	1	5	5	5	5	5	5	5	5	5	62	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
4	4	4	5	5	5	4	5	4	4	5	4	3	4	60	KURANG

5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
2	5	5	5	5	1	5	5	5	5	5	5	5	5	63	SEDANG
3	5	5	5	5	5	5	5	5	5	5	5	5	5	68	SEDANG
4	4	5	4	4	5	4	5	4	4	5	4	4	5	61	KURANG
4	4	4	4	4	4	4	5	4	4	4	4	4	4	57	KURANG
5	4	4	4	4	4	5	5	5	5	5	5	5	5	65	SEDANG
5	5	5	5	4	5	5	5	5	5	5	5	5	5	69	SEDANG
3	3	4	4	4	4	4	4	4	4	4	4	4	4	54	RENDAH
5	5	5	5	1	5	5	5	5	5	5	5	5	5	66	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	4	5	69	SEDANG
5	5	5	5	5	5	4	5	4	5	5	5	5	5	68	SEDANG
2	4	4	5	3	3	4	4	3	4	4	4	4	4	52	RENDAH
4	5	3	4	5	2	4	4	1	5	4	2	2	5	50	RENDAH
5	5	5	4	5	4	4	3	3	5	5	3	3	4	58	KURANG
5	4	4	5	5	4	4	5	3	4	4	4	3	4	58	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP
2	4	4	5	4	4	4	4	4	4	4	4	4	4	55	KURANG
4	4	4	4	3	2	3	4	3	4	4	5	3	4	51	RENDAH
5	5	4	5	1	4	5	5	5	5	4	5	5	4	62	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	5	70	CUKUP

Keterangan	
Mean	65,50
Sdi	7,27
M - 1,5 Sdi	54,60
M - 0,5 Sdi	61,87
M + 0,5 Sdi	69,13
M + 1,5 Sdi	76,40

RENTANGAN	F. ABSOLUT	F. RELATIF (%)	KATEGORI
54,60 Kebawah	9	16,67	Rendah
54,60 s.d. 61,87	12	22,22	Kurang
61,87 s.d. 69,13	15	27,78	Sedang
69,13 s.d. 76,40	18	33,33	Cukup
76,40 Keatas	0	0,00	Tinggi

4. Variabel Kinerja Guru

Y 1														
Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1.13	Y1	Kategori
5	5	5	5	5	5	5	5	5	5	5	4	5	64	SEDANG
4	4	4	4	4	4	4	4	4	4	5	5	5	55	KURANG
5	5	5	5	5	5	5	5	5	5	5	4	5	64	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
4	4	4	4	4	4	4	4	4	4	4	4	4	52	RENDAH
4	4	4	4	5	5	4	4	5	4	5	5	5	58	KURANG
4	4	4	4	4	4	4	4	4	4	4	4	5	53	RENDAH
5	5	2	4	5	4	4	4	4	4	4	4	4	53	RENDAH
5	5	5	5	5	5	5	5	5	5	5	5	1	61	SEDANG
4	4	4	4	5	4	4	4	4	4	4	5	5	55	KURANG
5	4	2	4	4	3	5	4	5	5	5	5	5	56	KURANG
5	5	1	5	5	5	5	5	4	5	5	5	5	60	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
3	3	3	3	3	3	4	4	4	3	3	3	3	42	RENDAH

5	5	5	5	5	5	4	5	5	5	5	5	5	64	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
4	4	4	4	4	4	4	4	4	4	4	4	4	52	RENDAH
5	4	2	4	4	4	4	4	5	5	4	5	4	54	KURANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	1	5	5	5	5	5	5	5	5	5	5	61	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	4	5	5	5	5	4	5	5	5	4	62	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
5	4	5	5	4	5	5	5	5	4	5	5	5	62	SEDANG
4	4	4	4	4	4	4	4	4	4	4	4	4	52	RENDAH
4	4	4	4	4	4	4	4	4	4	4	4	4	52	RENDAH
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP
4	4	4	4	4	4	4	4	4	4	4	4	4	52	RENDAH
5	5	1	5	5	5	5	5	5	5	5	5	5	61	SEDANG
4	4	4	4	4	4	4	4	4	4	4	4	4	52	RENDAH
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP

4	4	4	4	4	4	4	4	4	4	4	4	4	52	RENDAH
4	4	4	4	5	5	4	4	5	4	5	5	5	58	KURANG
4	4	4	4	4	4	4	4	4	4	4	4	5	53	RENDAH
5	5	2	4	5	4	4	4	4	4	4	4	4	53	RENDAH
5	5	5	5	5	5	5	5	5	5	5	5	1	61	SEDANG
4	4	4	4	5	4	4	4	4	4	4	5	5	55	KURANG
5	4	2	4	4	3	5	4	5	5	5	5	5	56	KURANG
5	5	1	5	5	5	5	5	4	5	5	5	5	60	SEDANG
5	5	5	5	5	5	5	5	5	5	5	5	5	65	CUKUP

Keterangan	
Mean	62,00
Sdi	5,75
M - 1,5 Sdi	53,37
M - 0,5 Sdi	59,12
M + 0,5 Sdi	64,88
M + 1,5 Sdi	70,63

RENTANGAN	F. ABSOLUT	F. RELATIF (%)	KATEGORI
53,37 Kebawah	12	22,22	Rendah
53,37 s.d. 59,12	8	14,81	Kurang
59,12 s.d. 64,88	11	20,37	Sedang
64,88 s.d. 70,63	23	42,59	Cukup
70,63 Keatas	0	0,00	Tinggi

Lampiran 8 : Dokumentasi Penelitian

1. Audiensi Permohonan Izin Uji Intsrumen di MTs Negeri 1 Labuhanbatu Utara Bersama Ibu Siti Hajrah Tanjung, S,Ag., M.Si. Selaku Kepala MTs Negeri 1 Labuhanbatu Utara

2. Audiensi Permohonan Izin Penelitian di MTs Negeri 2 Labuhanbatu Utara Bersama Ibu Dra. Nurhabibah Harahap, Selaku Kepala MTs Negeri 2 Labuhanbatu Utara