

## Lampiran 1

### KUESONER PENELITIAN

Kepada Yth

Bapak / Ibu / Saudara / I

Responden Penelitian

Di tempat

Dengan hormat

Dalam rangka penyusunan tugas akhir di fakultas ekonomi universitas muhamadiyah ponorogo. Dengan judul “ **PENGARUH MOTIVASI KERJA, DISIPLIN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA GURU PADA MTSN SAMPUNG PONOROGO**” , bersama ini saya :

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SEMESTER : IX

Memohon bantuan kepada Bapak / Ibu / Saudara / I untuk meluangkan waktu dan berkenan memberikan jawaban pada angket yang telah disediakan.

Perlu diketahui angket yang telah Bapak/Ibu/Saudara/I isi, hanya akan digunakan untuk penelitian dan tidak akan digunakan untuk keperluan lainnya.

Akhir kata peneliti mengucapkan terima kasih kepada Bapak /Ibu/Saudara/I yangtelah bersedia membantu dalam pengisian angket ini.

Hormat saya,

Umi Waqidatun Nadiroh

## PETUNJUK PENGISIAN

1. Mohon memberikan tanda (  $\surd$  ) pada jawaban yang dipilih paling sesuai.
2. Ada lima alternatif jawaban yaitu

|     |                     |
|-----|---------------------|
| STS | Sangat tidak setuju |
| TS  | Tidak setuju        |
| N   | Netral              |
| S   | Setuju              |
| SS  | Sangat setuju       |

### Motivasi Kerja (X1)

| No                             | Pernyataan   | SS | S | N | TS | STS |
|--------------------------------|--|----|---|---|----|-----|
| <b>Pekerjaan itu sendiri</b>   |  |    |   |   |    |     |
| 1.                             | Saya merasa senang dan menyukai pekerjaan sebagai guru sebagaimana selama ini    |    |   |   |    |     |
| <b>Peluang untuk maju</b>      |  |    |   |   |    |     |
| 2.                             | Saya senantiasa berusaha agar para siswa semakin maju prestasi belajarnya        |    |   |   |    |     |
| <b>Pengakuan / penghargaan</b> |  |    |   |   |    |     |
| 3.                             | Pimpinan senantiasa memberikan penghargaan terhadap kinerja guru yang baik       |    |   |   |    |     |
| <b>Keberhasilan</b>            |  |    |   |   |    |     |
| 4.                             | Saya selalu berusaha menyelesaikan pekerjaan sesuai target yang telah ditetapkan |    |   |   |    |     |
| <b>Tanggung jawab</b>          |  |    |   |   |    |     |
| 5.                             | Saya bertanggung jawab atas proses dan   |    |   |   |    |     |

|  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|
|  | keberhasilan belajar mengajar para siswa |  |  |  |  |  |
|--|--|--|--|--|--|--|

### Disiplin Kerja ( X2 )

| No                                 | Pernyataan   | SS | S | N | TS | STS |
|------------------------------------|--|----|---|---|----|-----|
| <b>Absensi tenaga kerja</b>        |  |    |   |   |    |     |
| 1.                                 | Saya selalu datang ditempat kerja secara tepat waktu dan mengisi absensi daftar hadir            |    |   |   |    |     |
| <b>Adanya keterlambatan kerja</b>  |  |    |   |   |    |     |
| 2.                                 | Jarak tempat tinggal dan tempat kerja tidak menyebabkan keterlambatan saya dalam bekerja         |    |   |   |    |     |
| <b>Perputaran tenaga kerja</b>     |  |    |   |   |    |     |
| 3.                                 | Di lembaga MTSN Sampung Ponorogo tidak terjadi keluar masuk tenaga guru (perputaran tenaga guru) |    |   |   |    |     |
| <b>Seringnya terjadi kesalahan</b> |  |    |   |   |    |     |
| 4.                                 | Atasan memberikan teguran kepada guru apabila terjadi kesalahan dalam bekerja                    |    |   |   |    |     |
| <b>Adanya pemogokan</b>            |  |    |   |   |    |     |
| 5.                                 | Di lembaga MTSN Sampung Ponorogo tidak pernah terjadi pemogokan oleh para guru                   |    |   |   |    |     |

### Lingkungan kerja ( X3)

| No                          | Pernyataan  | SS | S | N | TS | STS |
|-----------------------------|---|----|---|---|----|-----|
| <b>Suasana kerja</b>        |   |    |   |   |    |     |
| 1.                          | Suasana kerja dilingkungan sekolah terasa nyaman dengan kondisi kebersihan yang terawat dengan baik |    |   |   |    |     |
| <b>Hubungan rekan kerja</b> |   |    |   |   |    |     |
| 2.                          | Hubungan kerja antara sesama rekan  |    |   |   |    |     |

|   |  |  |  |  |  |  |
|---|--|--|--|--|--|--|
|   | kerja/guru terbangun dan terlahir secara harmonis                                      |  |  |  |  |  |
| <b>Fasilitas</b>                        |  |  |  |  |  |  |
| 3.                                      | Fasilitas peralatan kerja yang disediakan oleh sekolah sudah cukup lengkap dan memadai |  |  |  |  |  |
| <b>Penerangan / cahaya tempat kerja</b> |  |  |  |  |  |  |
| 4.                                      | Penerangan dan suhu udara diruang kerja cukup baik                                     |  |  |  |  |  |
| <b>Keamanan ditempat kerja</b>          |  |  |  |  |  |  |
| 5.                                      | Keamanan yang baik di tempat kerja membuat saya dapat bekerja dengan nyaman            |  |  |  |  |  |

### **Kinerj Guru ( Y )**

| No | Pernyataan   | SS | S | N | TS | STS |
|----|--|----|---|---|----|-----|
| 1. | Setiap mau mengajar saya mempersiapkan materi yang akan saya ajarkan dengan baik                               |    |   |   |    |     |
| 2. | Saya merasa menguasai dengan baik materi yang akan saya ajarkan  |    |   |   |    |     |
| 3. | Saya merasa menguasai metode pembelajaran dan strategi pengajaran dengan baik                                  |    |   |   |    |     |
| 4. | Saya selalu memberi tugas atau PR kepada siswa untuk mengetahui daya serap pelajaran                           |    |   |   |    |     |
| 5. | Saya mampu mengelola kelas dengan baik terhadap partisipasi siswa dalam belajar                                |    |   |   |    |     |
| 6  | Saya melakukan penilaian dan evaluasi belajar dan mengajar secara periodik dengan baik sesuai panduan yang ada |    |   |   |    |     |

## Lampiran 2

### Correlations

|                        |                     | pekerjaan itu sendiri | peluang untuk maju | pengakuan/ penghargaan | keberhasilan | tanggung jawab | x1     |
|------------------------|---------------------|-----------------------|--------------------|------------------------|--------------|----------------|--------|
| pekerjaan itu sendiri  | Pearson Correlation | 1                     | .070               | .126                   | .449**       | .396**         | .544** |
|                        | Sig. (2-tailed)     |                       | .629               | .384                   | .001         | .004           | .000   |
|                        | N                   | 50                    | 50                 | 50                     | 50           | 50             | 50     |
| peluang untuk maju     | Pearson Correlation | .070                  | 1                  | -.082                  | .272         | .541**         | .419** |
|                        | Sig. (2-tailed)     | .629                  |                    | .570                   | .056         | .000           | .002   |
|                        | N                   | 50                    | 50                 | 50                     | 50           | 50             | 50     |
| pengakuan/ penghargaan | Pearson Correlation | .126                  | -.082              | 1                      | .566**       | .265           | .717** |
|                        | Sig. (2-tailed)     | .384                  | .570               |                        | .000         | .063           | .000   |
|                        | N                   | 50                    | 50                 | 50                     | 50           | 50             | 50     |
| keberhasilan           | Pearson Correlation | .449**                | .272               | .566**                 | 1            | .642**         | .865** |
|                        | Sig. (2-tailed)     | .001                  | .056               | .000                   |              | .000           | .000   |
|                        | N                   | 50                    | 50                 | 50                     | 50           | 50             | 50     |
| tanggung jawab         | Pearson Correlation | .396**                | .541**             | .265                   | .642**       | 1              | .767** |
|                        | Sig. (2-tailed)     | .004                  | .000               | .063                   | .000         |                | .000   |
|                        | N                   | 50                    | 50                 | 50                     | 50           | 50             | 50     |
| x1                     | Pearson Correlation | .544**                | .419**             | .717**                 | .865**       | .767**         | 1      |
|                        | Sig. (2-tailed)     | .000                  | .002               | .000                   | .000         | .000           |        |
|                        | N                   | 50                    | 50                 | 50                     | 50           | 50             | 50     |

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

**Correlations**

|                            |                     | absensi tenaga kerja | adanya keterlambatan kerja | perputaran tangan kerja | sering terjadi kesalahan | adanya pemogokan | x2     |
|----------------------------|---------------------|----------------------|----------------------------|-------------------------|--------------------------|------------------|--------|
| absensi tenaga kerja       | Pearson Correlation | 1                    | -.021                      | .963**                  | -.005                    | .943**           | .870** |
|                            | Sig. (2-tailed)     |                      | .887                       | .000                    | .974                     | .000             | .000   |
|                            | N                   | 50                   | 50                         | 50                      | 50                       | 50               | 50     |
| adanya keterlambatan kerja | Pearson Correlation | -.021                | 1                          | -.020                   | .303*                    | -.049            | .396** |
|                            | Sig. (2-tailed)     | .887                 |                            | .891                    | .033                     | .737             | .004   |
|                            | N                   | 50                   | 50                         | 50                      | 50                       | 50               | 50     |
| perputaran tangan kerja    | Pearson Correlation | .963**               | -.020                      | 1                       | .053                     | .942**           | .881** |
|                            | Sig. (2-tailed)     | .000                 | .891                       |                         | .715                     | .000             | .000   |
|                            | N                   | 50                   | 50                         | 50                      | 50                       | 50               | 50     |
| sering terjadi kesalahan   | Pearson Correlation | -.005                | .303*                      | .053                    | 1                        | .064             | .333*  |
|                            | Sig. (2-tailed)     | .974                 | .033                       | .715                    |                          | .660             | .018   |
|                            | N                   | 50                   | 50                         | 50                      | 50                       | 50               | 50     |
| adanya pemogokan           | Pearson Correlation | .943**               | -.049                      | .942**                  | .064                     | 1                | .868** |
|                            | Sig. (2-tailed)     | .000                 | .737                       | .000                    | .660                     |                  | .000   |
|                            | N                   | 50                   | 50                         | 50                      | 50                       | 50               | 50     |
| x2                         | Pearson Correlation | .870**               | .396**                     | .881**                  | .333*                    | .868**           | 1      |
|                            | Sig. (2-tailed)     | .000                 | .004                       | .000                    | .018                     | .000             |        |
|                            | N                   | 50                   | 50                         | 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**

|  |                        | suasana<br>kerja | hubungan<br>rekan kerja | fasilitas | penerangan /<br>cahaya tempat<br>kerja | keamanan di<br>tempat kerja | x3     |
|--|------------------------|------------------|-------------------------|-----------|--|-----------------------------|--------|
| suasana kerja                          | Pearson<br>Correlation | 1                | .587**                  | .464**    | .677**                                 | .433**                      | .800** |
|  | Sig. (2-tailed)        |                  | .000                    | .001      | .000                                   | .002                        | .000   |
|  | N                      | 50               | 50                      | 50        | 50                                     | 50                          | 50     |
| hubungan rekan<br>kerja                | Pearson<br>Correlation | .587**           | 1                       | .341*     | .412**                                 | .052                        | .561** |
|  | Sig. (2-tailed)        | .000             |                         | .015      | .003                                   | .718                        | .000   |
|  | N                      | 50               | 50                      | 50        | 50                                     | 50                          | 50     |
| fasilitas                              | Pearson<br>Correlation | .464**           | .341*                   | 1         | .745**                                 | .382**                      | .812** |
|  | Sig. (2-tailed)        | .001             | .015                    |           | .000                                   | .006                        | .000   |
|  | N                      | 50               | 50                      | 50        | 50                                     | 50                          | 50     |
| penerangan /<br>cahaya tempat<br>kerja | Pearson<br>Correlation | .677**           | .412**                  | .745**    | 1                                      | .445**                      | .872** |
|  | Sig. (2-tailed)        | .000             | .003                    | .000      |  | .001                        | .000   |
|  | N                      | 50               | 50                      | 50        | 50                                     | 50                          | 50     |
| keamanan di<br>tempat kerja            | Pearson<br>Correlation | .433**           | .052                    | .382**    | .445**                                 | 1                           | .681** |
|  | Sig. (2-tailed)        | .002             | .718                    | .006      | .001                                   |                             | .000   |
|  | N                      | 50               | 50                      | 50        | 50                                     | 50                          | 50     |
| x3                                     | Pearson<br>Correlation | .800**           | .561**                  | .812**    | .872**                                 | .681**                      | 1      |
|  | Sig. (2-tailed)        | .000             | .000                    | .000      | .000                                   | .000                        |        |
|  | N                      | 50               | 50                      | 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**

|  |  | mampu<br>membuat<br>perencanaan,<br>persiapan<br>mengajar | menguasai<br>materi<br>yang akan<br>diajarkan | menguasai<br>metode<br>pembelajaran<br>dan strategi<br>pegajaran | memberi<br>tugas-<br>tugas<br>kepada<br>siswa | mampu<br>mengelola<br>kelas | mampu<br>melakukan<br>penilan<br>dan<br>evaluasi | Y                    |
|--|--|---|---|--|---|-----------------------------|--|----------------------|
| mampu<br>membuat<br>perencanaan,<br>persiapan<br>mengajar        | Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N | 1   | .600**<br>.000<br>50                          | .366**<br>.009<br>50   | .133<br>.358<br>50                            | .615**<br>.000<br>50        | .482**<br>.000<br>50                             | .714**<br>.000<br>50 |
| menguasai<br>materi yang<br>akan<br>diajarkan                    | Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N | .600**<br>.000<br>50                                      | 1<br>.000<br>50                               | .520**<br>.000<br>50   | .202<br>.159<br>50                            | .323*<br>.022<br>50         | .245<br>.087<br>50                               | .641**<br>.000<br>50 |
| menguasai<br>metode<br>pembelajaran<br>dan strategi<br>pegajaran | Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N | .366**<br>.009<br>50                                      | .520**<br>.000<br>50                          | 1<br>.000<br>50  | .301*<br>.034<br>50                           | .432**<br>.002<br>50        | .272<br>.056<br>50                               | .658**<br>.000<br>50 |
| memberi<br>tugas-tugas<br>kepada siswa                           | Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N | .133<br>.358<br>50  | .202<br>.159<br>50                            | .301*<br>.034<br>50  | 1<br>.175<br>50                               | .195<br>.086<br>50          | .245<br>.086<br>50                               | .618**<br>.000<br>50 |
| mampu<br>mengelola<br>kelas                                      | Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N | .615**<br>.000<br>50                                      | .323*<br>.022<br>50                           | .432**<br>.002<br>50   | .195<br>.175<br>50                            | 1<br>.000<br>50             | .637**<br>.000<br>50                             | .741**<br>.000<br>50 |
| mampu<br>melakukan<br>penilan dan<br>evaluasi                    | Pearson<br>Correlation<br>Sig. (2-<br>tailed)<br>N | .482**<br>.000<br>50                                      | .245<br>.087<br>50                            | .272<br>.056<br>50   | .245<br>.086<br>50                            | .637**<br>.000<br>50        | 1<br>.000<br>50                                  | .716**<br>.000<br>50 |



|   |                     |        |        |        |        |        |        |    |
|---|---------------------|--------|--------|--------|--------|--------|--------|----|
| Y | Pearson Correlation | .714** | .641** | .658** | .618** | .741** | .716** | 1  |
|   | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   |    |
|   | N                   | 50     | 50     | 50     | 50     | 50     | 50     | 50 |

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

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

**Lampiran 3**  
**hasil realibilitas**  
**Output reliabel motivasi kerja**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .628             | 5          |

**Output reliabel disiplin kerja**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .694             | 5          |

**Output reliabel lingkungan kerja**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .783             | 5          |

**Output reliabel kinerja guru**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
|------------------|------------|

|      |   |
|------|---|
| .730 | 6 |
|------|---|

## Lampiran 4

Output uji regresi

| Model            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|                  | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| (Constant)       | 1.107                       | 2.697      |                           | .411  | .683 |                         |       |
| 1 Motivasi kerja | .546                        | .120       | .473                      | 4.564 | .000 | .717                    | 1.394 |
| Disilin kerja    | .276                        | .089       | .294                      | 3.121 | .003 | .868                    | 1.153 |
| Lingkungan erja  | .302                        | .105       | .316                      | 2.874 | .006 | .637                    | 1.569 |

a. Dependent Variable: Y

## Lampiran 5

Output determinasi

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .804 <sup>a</sup> | .646     | .623              | 1.45779                    | 1.828         |

a. Predictors: (Constant), x3, x2, x1

b. Dependent Variable: Y

## Lampiran 6

### Output uji f

**ANOVA<sup>a</sup>**

| Model        | Sum of Squares | df | Mean Square | F      | Sig.              |
|--------------|----------------|----|-------------|--------|-------------------|
| 1 Regression | 178.163        | 3  | 59.388      | 27.945 | .000 <sup>b</sup> |
| Residual     | 97.757         | 46 | 2.125       |        |                   |
| Total        | 275.920        | 49 |             |        |                   |

a. Dependent Variable: Y

b. Predictors: (Constant), x3, x2, x1

### Output uji t

**Coefficients<sup>a</sup>**

| Model            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|                  | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| (Constant)       | 1.107                       | 2.697      |                           | .411  | .683 |                         |       |
| Motivasi kerja   | .546                        | .120       | .473                      | 4.564 | .000 | .717                    | 1.394 |
| Disiplin kerja   | .276                        | .089       | .294                      | 3.121 | .003 | .868                    | 1.153 |
| Lingkungan kerja | .302                        | .105       | .316                      | 2.874 | .006 | .637                    | 1.569 |

a. Dependent Variable: Y

Output jumlah jawaban SS, S, N, TS, STS

**pekerjaan itu sendiri**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid N | 8         | 16.0    | 16.0          | 16.0               |
| S       | 36        | 72.0    | 72.0          | 88.0               |
| SS      | 6         | 12.0    | 12.0          | 100.0              |
| Total   | 50        | 100.0   | 100.0         |                    |

**peluang untuk maju**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid S | 27        | 54.0    | 54.0          | 54.0               |
| SS      | 23        | 46.0    | 46.0          | 100.0              |
| Total   | 50        | 100.0   | 100.0         |                    |

**pengakuan/ penghargaan**

|           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------|-----------|---------|---------------|--------------------|
| Valid STS | 3         | 6.0     | 6.0           | 6.0                |
| TS        | 1         | 2.0     | 2.0           | 8.0                |
| N         | 15        | 30.0    | 30.0          | 38.0               |
| S         | 20        | 40.0    | 40.0          | 78.0               |
| SS        | 11        | 22.0    | 22.0          | 100.0              |
| Total     | 50        | 100.0   | 100.0         |                    |

**keberhasilan**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid S | 29        | 58.0    | 58.0          | 58.0               |

|  |       |    |       |       |       |
|--|-------|----|-------|-------|-------|
|  | SS    | 21 | 42.0  | 42.0  | 100.0 |
|  | Total | 50 | 100.0 | 100.0 |       |

**tanggung jawab**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
|       | S     | 21        | 42.0    | 42.0          | 42.0               |
| Valid | SS    | 29        | 58.0    | 58.0          | 100.0              |
|       | Total | 50        | 100.0   | 100.0         |                    |

**absensi tenaga kerja**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
|       | TS    | 2         | 4.0     | 4.0           | 4.0                |
|       | N     | 1         | 2.0     | 2.0           | 6.0                |
| Valid | S     | 23        | 46.0    | 46.0          | 52.0               |
|       | SS    | 24        | 48.0    | 48.0          | 100.0              |
|       | Total | 50        | 100.0   | 100.0         |                    |

**adanya keterlambatan kerja**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
|       | TS    | 7         | 14.0    | 14.0          | 14.0               |
|       | N     | 9         | 18.0    | 18.0          | 32.0               |
| Valid | S     | 25        | 50.0    | 50.0          | 82.0               |
|       | SS    | 9         | 18.0    | 18.0          | 100.0              |
|       | Total | 50        | 100.0   | 100.0         |                    |

**perputaran tangan kerja**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| TS      | 2         | 4.0     | 4.0           | 4.0                |
| N       | 2         | 4.0     | 4.0           | 8.0                |
| Valid S | 21        | 42.0    | 42.0          | 50.0               |
| SS      | 25        | 50.0    | 50.0          | 100.0              |
| Total   | 50        | 100.0   | 100.0         |                    |

**sering terjadi kesalahan**

|          | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------|-----------|---------|---------------|--------------------|
| S        | 34        | 68.0    | 68.0          | 68.0               |
| Valid SS | 16        | 32.0    | 32.0          | 100.0              |
| Total    | 50        | 100.0   | 100.0         |                    |

**adanya pemogokan**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| TS      | 2         | 4.0     | 4.0           | 4.0                |
| N       | 5         | 10.0    | 10.0          | 14.0               |
| Valid S | 19        | 38.0    | 38.0          | 52.0               |
| SS      | 24        | 48.0    | 48.0          | 100.0              |
| Total   | 50        | 100.0   | 100.0         |                    |

**suasana kerja**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid N | 1         | 2.0     | 2.0           | 2.0                |
| S       | 29        | 58.0    | 58.0          | 60.0               |



|       |    |       |       |       |
|-------|----|-------|-------|-------|
| SS    | 20 | 40.0  | 40.0  | 100.0 |
| Total | 50 | 100.0 | 100.0 |       |

**hubungan rekan kerja**

|          | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------|-----------|---------|---------------|--------------------|
| N        | 1         | 2.0     | 2.0           | 2.0                |
| S        | 13        | 26.0    | 26.0          | 28.0               |
| Valid SS | 36        | 72.0    | 72.0          | 100.0              |
| Total    | 50        | 100.0   | 100.0         |                    |

**fasilitas**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| TS      | 3         | 6.0     | 6.0           | 6.0                |
| N       | 6         | 12.0    | 12.0          | 18.0               |
| Valid S | 26        | 52.0    | 52.0          | 70.0               |
| SS      | 15        | 30.0    | 30.0          | 100.0              |
| Total   | 50        | 100.0   | 100.0         |                    |

**penerangan / cahaya tempat kerja**

|          | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------|-----------|---------|---------------|--------------------|
| N        | 4         | 8.0     | 8.0           | 8.0                |
| S        | 28        | 56.0    | 56.0          | 64.0               |
| Valid SS | 18        | 36.0    | 36.0          | 100.0              |
| Total    | 50        | 100.0   | 100.0         |                    |

**keamanan di tempat kerja**

|           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------|-----------|---------|---------------|--------------------|
| Valid STS | 2         | 4.0     | 4.0           | 4.0                |

|  |       |    |       |       |       |
|--|-------|----|-------|-------|-------|
|  | S     | 25 | 50.0  | 50.0  | 54.0  |
|  | SS    | 23 | 46.0  | 46.0  | 100.0 |
|  | Total | 50 | 100.0 | 100.0 |       |

**mampu membuat perencanaan, persiapan mengajar**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
|       | S     | 32        | 64.0    | 64.0          | 64.0               |
| Valid | SS    | 18        | 36.0    | 36.0          | 100.0              |
|       | Total | 50        | 100.0   | 100.0         |                    |

**menguasai materi yang akan diajarkan**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
|       | S     | 3         | 6.0     | 6.0           | 6.0                |
| Valid | S     | 38        | 76.0    | 76.0          | 82.0               |
|       | SS    | 9         | 18.0    | 18.0          | 100.0              |
|       | Total | 50        | 100.0   | 100.0         |                    |

**menguasai metode pembelajaran dan strategi pegajaran**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
|       | N     | 1         | 2.0     | 2.0           | 2.0                |
| Valid | S     | 37        | 74.0    | 74.0          | 76.0               |
|       | SS    | 12        | 24.0    | 24.0          | 100.0              |
|       | Total | 50        | 100.0   | 100.0         |                    |

**memberi tugas-tugas kepada siswa**

|       |    | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | TS | 8         | 16.0    | 16.0          | 16.0               |
|       | N  | 9         | 18.0    | 18.0          | 34.0               |

|       |    |       |       |       |
|-------|----|-------|-------|-------|
| S     | 27 | 54.0  | 54.0  | 88.0  |
| SS    | 6  | 12.0  | 12.0  | 100.0 |
| Total | 50 | 100.0 | 100.0 |       |

**mampu mengelola kelas**

|          | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------|-----------|---------|---------------|--------------------|
| S        | 31        | 62.0    | 62.0          | 62.0               |
| Valid SS | 19        | 38.0    | 38.0          | 100.0              |
| Total    | 50        | 100.0   | 100.0         |                    |

**mampu melakukan penilan dan evaluasi**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| STS     | 1         | 2.0     | 2.0           | 2.0                |
| Valid S | 29        | 58.0    | 58.0          | 60.0               |
| SS      | 20        | 40.0    | 40.0          | 100.0              |
| Total   | 50        | 100.0   | 100.0         |                    |

