



LAMPIRAN

Lampiran 1

KUESIONER PENELITIAN

**Kepada Yth.
Guru SMAN 1 Pulung
Di tempat**

Dengan hormat

Dengan ini saya,

Nama : Alwian Firman Mustaqiem

NIM : 16414218

Mahasiswa semester akhir Program Studi Manajemen Fakultas Ekonomi Universitas Muhammadiyah Ponorogo. Berkenaan dengan adanya penelitian dalam rangka penyusunan skripsi dengan judul **“PENGARUH KOMPETENSI, MOTIVASI DAN KOMUNIKASI INTERPERSONAL TERHADAP KINERJA GURU SMAN 1 PULUNG”** saya memohon bantuan Bapak/Ibu untuk memberikan tanggapan dengan keadaan yang sebenarnya mengenai pertanyaan-pertanyaan yang telah disusun dalam kuesioner ini, guna memperoleh data yang saya butuhkan untuk penyusunan skripsi, seluruh jawaban yang Bapak/Ibu berikan akan saya jaga kerahasiannya.

Atas kesediaan dan bantuannya telah meluangkan waktu untuk mengisi kuesioner ini, Saya ucapkan banyak terima kasih.

Hormat Saya,

Alwian Firman Mustaqiem

I. Data Responden

1. Nama :
2. Tempat Tanggal Lahir :
3. Usia : a. 20 - ≤ 30 tahun
b. >30 - ≤ 40 tahun
c. > 40 - ≤ 50 tahun
d. > 50 tahun
4. Jenis Kelamin : () Pria () Wanita
5. Pendidikan Terakhir: () SMA/SMK
() D3
() S1
() S2/S3
6. Lama Bekerja : a. 1 - ≤ 5 tahun
b. > 5 - ≤ 10 tahun
c. > 10 - ≤ 20 tahun
d. > 20 tahun

II. Petunjuk pengisian

1. Pertanyaan yang ada, mohon dibaca dan dipahami dengan sebaik-baiknya serta dibandingkan dengan praktek kerja atau keadaan kerja Bapak/Ibu yang sebenarnya.
2. Setiap pertanyaan diikuti oleh lima (5) pilihan jawaban, Bapak/Ibu/Saudara cukup memilih salah satu dari lima (5) jawaban dengan memberi tanda *Check List* (v), dengan ketentuan sebagai berikut:
SS * : Sangat Setuju
S * : Setuju
N * : Netral
TS * : Tidak Setuju
STS : Sangat Tidak Setuju
3. Cara menjawabnya adalah dengan member tanda *Check List* (v) pada salah satu alternatif jawaban yang telah disediakan yang sesuai dengan kondisi Bapak/Ibu alami.

4. Terdapat empat(4) variabel yang diteliti, yaitu :
 - a. Kompetensi
 - b. Motivasi
 - c. Komunikasi Interpersonal
 - d. Kinerja
5. Kuesioner ini dapat diolah secara optimal apabila seluruh pertanyaan telah terjawab. Oleh karena itu, Bapak/Ibu saat mengembalikan kuesioner ini, pastikan semua pertanyaan sudah terjawab seluruhnya.



iii. Pertanyaan variabel kompetensi (X1)

| No. | Pertanyaan | STS | TS | N | S | SS |
|-----|--|-----|----|---|---|----|
| 1. | Mampu melaksanakan peran dan fungsinya dalam pembelajaran. | | | | | |
| 2. | Saya mampu menyelesaikan pekerjaan dengan kemampuan yang saya miliki. | | | | | |
| 3. | Saya mampu menguasai dan memahami pekerjaan yang diberikan oleh sekolah sesuai pengalaman kerja. | | | | | |
| 4. | Memiliki sikap kemandirian dalam bertindak dan memiliki etos kerja yang baik | | | | | |
| 5. | Saya mampu berfikir secara kritis dalam menjalankan tugas. | | | | | |

iv. Pertanyaan Variabel Motivasi (X2)

| No. | Pertanyaan | STS | TS | N | S | SS |
|-----|---|-----|----|---|---|----|
| 1. | Guru dan karyawan memperoleh asuransi kesehatan (BPJS) dari pihak sekolah | | | | | |
| 2. | Saya selalu berusaha menyesuaikan diri dengan lingkungan kerja | | | | | |
| 3. | Gaji yang diterima cukup untuk memenuhi kebutuhan saya. | | | | | |
| 4. | Saya selalu berusaha mengerjakan pekerjaan dengan sebaik-baiknya agar dihargai oleh guru dan karyawan lain maupun kepala sekolah. | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 5. | Pihak sekolah selalu memberikan kebebasan kepada guru dan karyawan untuk berkreaitifitas dalam menyelesaikan pekerjaan. | | | | | |
|----|---|--|--|--|--|--|

v. Pertanyaan Variabel Komunikasi Interpersonal (X3)

| No. | Pertanyaan | STS | TS | N | S | SS |
|-----|--|-----|----|---|---|----|
| 1. | Saya senang dan terbuka ketika berkomunikasi. dengan rekan kerja maupun kepala sekolah | | | | | |
| 2. | Saya selalu menghargai dan menghormati rekan kerja tanpa melihat latar belakang social. | | | | | |
| 3. | Saya selalu mendapat dukungan/support dari rekan kerja. | | | | | |
| 4. | saya akan menjalankan tugas dengan penuh semangat. | | | | | |
| 5. | Saya mendengarkan dengan baik setiap ide/gagasan/pendapat rekan kerja maupun kepala sekolah. | | | | | |

vi. Pertanyaan Variabel Kinerja (Y)

| No. | Pertanyaan | STS | TS | N | S | SS |
|-----|---|-----|----|---|---|----|
| 1. | Saya berhasil menyelesaikan tugas dengan kualitas sesuai dengan yang distandarkan oleh sekolah. | | | | | |
| 2. | Saya dapat menyelesaikan pekerjaan saya dengan tepat waktu. | | | | | |
| 3. | Saya selalu memberikan yang terbaik dalam menjalankan tugas pekerjaan saya. | | | | | |
| 4. | Saya mempunyai komitmen dan tanggung jawab terhadap pekerjaan saya sebagai guru. | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 5. | Saya memiliki kerja sama yang baik dengan rekan kerja saya. | | | | | |
|----|---|--|--|--|--|--|

Lampiran 2

Data Responden dan Frekuensi Responden

jenis kelamin

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | laki-laki | 27 | 44,3 | 44,3 | 44,3 |
| | perempuan | 34 | 55,7 | 55,7 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

tingkat pendidikan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | D3 | 2 | 3,3 | 3,3 | 3,3 |
| | S1 | 57 | 93,4 | 93,4 | 96,7 |
| | S2/S3 | 2 | 3,3 | 3,3 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

usia

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 20-30 tahun | 7 | 11,5 | 11,5 | 11,5 |
| | 30-40 tahun | 35 | 57,4 | 57,4 | 68,9 |
| | 40-50 tahun | 14 | 23,0 | 23,0 | 91,8 |
| | >50 tahun | 5 | 8,2 | 8,2 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

lama bekerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | 1-5 tahun | 8 | 13,1 | 13,1 | 13,1 |
| | 5-10 tahun | 13 | 21,3 | 21,3 | 34,4 |

| | | | | |
|-------------|----|-------|-------|-------|
| 10-20 tahun | 19 | 31,1 | 31,1 | 65,6 |
| >20 tahun | 21 | 34,4 | 34,4 | 100,0 |
| Total | 61 | 100,0 | 100,0 | |

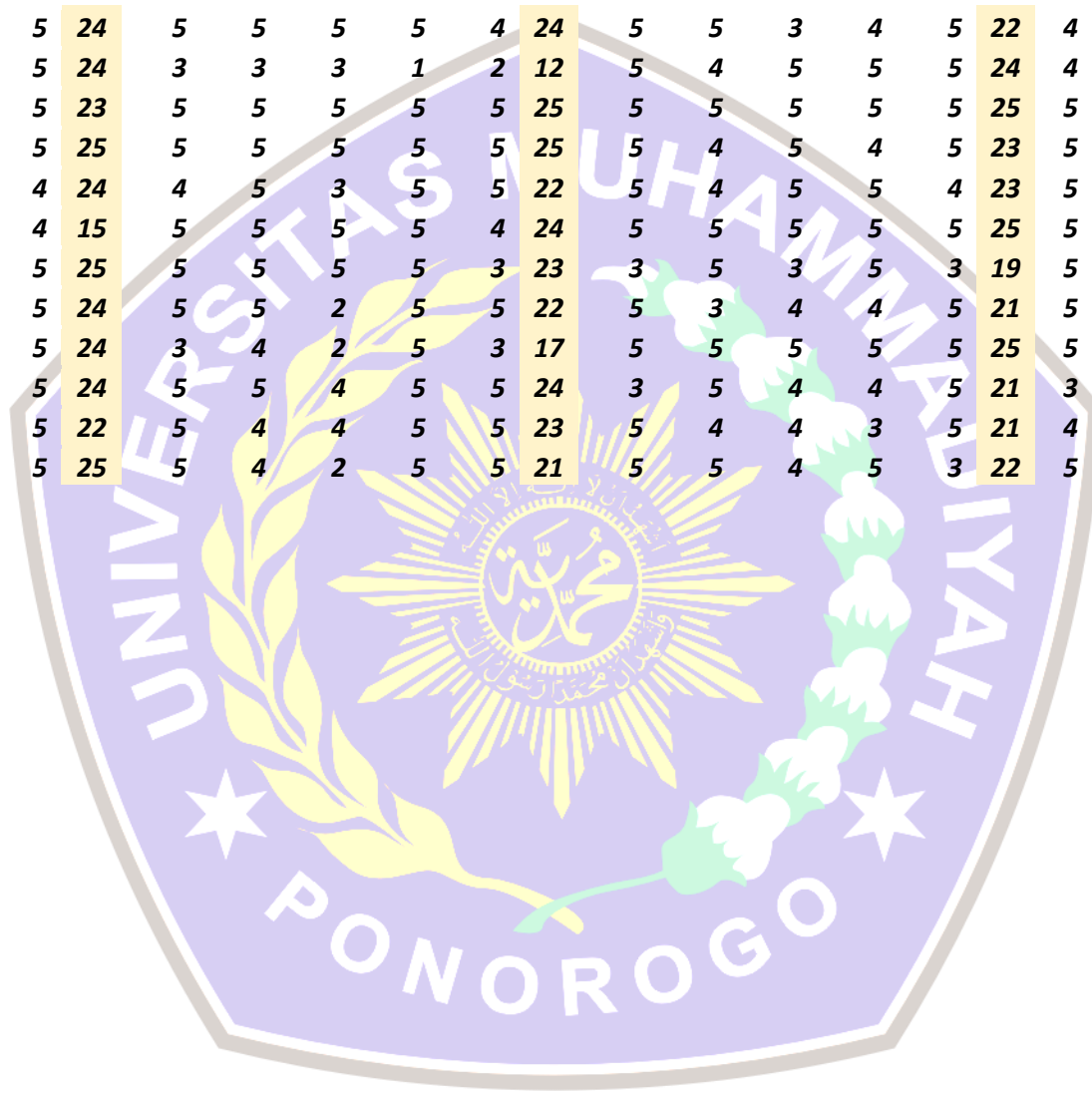


Lampiran 3
Data jawaban responden

| x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | X1 | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2 | x3.1 | x3.2 | x3.3 | x3.4 | x3.5 | x3 | y1 | y2 | y3 | y4 | y5 | y |
|------|------|------|------|------|----|------|------|------|------|------|----|------|------|------|------|------|----|----|----|----|----|----|----|
| 5 | 4 | 5 | 4 | 5 | 23 | 5 | 5 | 5 | 3 | 5 | 23 | 5 | 5 | 4 | 5 | 4 | 23 | 5 | 4 | 4 | 5 | 4 | 22 |
| 5 | 4 | 5 | 4 | 5 | 23 | 5 | 3 | 3 | 5 | 5 | 21 | 5 | 5 | 4 | 3 | 5 | 22 | 4 | 5 | 3 | 3 | 5 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 5 | 5 | 4 | 5 | 23 |
| 5 | 5 | 4 | 3 | 5 | 22 | 5 | 5 | 3 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 4 | 5 | 4 | 22 |
| 5 | 4 | 4 | 5 | 5 | 23 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 4 | 4 | 4 | 5 | 21 |
| 3 | 5 | 4 | 5 | 5 | 22 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 4 | 4 | 23 |
| 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 4 | 3 | 5 | 22 | 5 | 4 | 5 | 5 | 5 | 24 | 4 | 4 | 4 | 5 | 5 | 22 |
| 5 | 5 | 3 | 4 | 5 | 22 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 4 | 5 | 4 | 23 | 4 | 5 | 4 | 5 | 5 | 23 |
| 5 | 4 | 5 | 4 | 4 | 22 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 5 | 4 | 4 | 5 | 23 | 5 | 5 | 4 | 3 | 5 | 22 |
| 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 3 | 5 | 5 | 23 | 5 | 5 | 2 | 5 | 5 | 22 | 5 | 4 | 5 | 4 | 4 | 22 |
| 5 | 5 | 4 | 5 | 5 | 24 | 4 | 5 | 4 | 4 | 5 | 22 | 5 | 4 | 4 | 5 | 5 | 23 | 5 | 4 | 4 | 4 | 5 | 22 |
| 5 | 5 | 3 | 4 | 5 | 22 | 5 | 5 | 5 | 1 | 5 | 21 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 3 | 4 | 5 | 4 | 21 |
| 5 | 5 | 5 | 2 | 5 | 22 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 4 | 3 | 4 | 21 |
| 5 | 4 | 2 | 1 | 3 | 15 | 3 | 3 | 2 | 3 | 1 | 12 | 5 | 4 | 3 | 4 | 4 | 20 | 3 | 3 | 2 | 3 | 2 | 13 |
| 5 | 4 | 5 | 5 | 5 | 24 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 3 | 4 | 5 | 22 | 5 | 5 | 3 | 4 | 5 | 22 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 4 | 5 | 23 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 4 | 4 | 5 | 23 | 4 | 5 | 4 | 4 | 4 | 21 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 4 | 24 | 4 | 5 | 5 | 4 | 5 | 23 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 5 | 5 | 5 | 5 | 23 | 5 | 5 | 4 | 4 | 5 | 23 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 5 | 5 | 5 | 4 | 22 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 2 | 5 | 5 | 21 | 5 | 5 | 3 | 4 | 5 | 22 |
| 5 | 5 | 5 | 4 | 5 | 24 | 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 3 | 4 | 5 | 22 | 4 | 5 | 4 | 5 | 5 | 23 |

| | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|----|
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 4 | 5 | 4 | 5 | 22 | 4 | 4 | 5 | 4 | 5 | 22 |
| 5 | 5 | 5 | 3 | 5 | 23 | 5 | 5 | 5 | 3 | 5 | 23 | 5 | 4 | 5 | 3 | 5 | 22 | 5 | 4 | 5 | 4 | 5 | 23 |
| 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 3 | 5 | 4 | 22 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 5 | 4 | 2 | 5 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 3 | 5 | 5 | 22 | 5 | 4 | 4 | 4 | 5 | 22 |
| 5 | 4 | 5 | 5 | 5 | 24 | 4 | 4 | 5 | 5 | 5 | 23 | 5 | 4 | 5 | 5 | 5 | 24 | 5 | 4 | 4 | 5 | 5 | 23 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 5 | 5 | 4 | 23 |
| 5 | 4 | 3 | 5 | 5 | 22 | 5 | 5 | 3 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 5 | 4 | 4 | 22 |
| 5 | 4 | 4 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 5 | 5 | 24 | 4 | 5 | 4 | 5 | 5 | 23 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 5 | 4 | 5 | 23 |
| 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 4 | 5 | 5 | 23 |
| 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 4 | 4 | 4 | 5 | 22 |
| 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 4 | 5 | 5 | 5 | 23 |
| 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 3 | 5 | 4 | 22 | 5 | 5 | 4 | 5 | 4 | 23 |
| 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 3 | 5 | 23 | 5 | 5 | 3 | 4 | 5 | 22 |
| 5 | 4 | 5 | 5 | 5 | 24 | 5 | 4 | 5 | 5 | 5 | 24 | 3 | 5 | 5 | 3 | 5 | 21 | 5 | 4 | 3 | 5 | 5 | 22 |
| 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 4 | 3 | 5 | 4 | 21 | 5 | 3 | 3 | 5 | 5 | 21 |
| 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 4 | 5 | 5 | 5 | 24 | 4 | 5 | 3 | 5 | 5 | 22 |
| 5 | 4 | 5 | 5 | 3 | 22 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 4 | 5 | 5 | 24 | 5 | 4 | 3 | 5 | 5 | 22 |
| 4 | 5 | 5 | 4 | 5 | 23 | 5 | 4 | 4 | 5 | 5 | 23 | 5 | 5 | 5 | 4 | 4 | 23 | 4 | 3 | 4 | 4 | 4 | 19 |
| 5 | 5 | 4 | 5 | 5 | 24 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 4 | 3 | 5 | 5 | 22 |
| 5 | 3 | 5 | 4 | 5 | 22 | 5 | 5 | 5 | 4 | 5 | 24 | 4 | 5 | 5 | 5 | 5 | 24 | 5 | 4 | 3 | 5 | 5 | 22 |
| 5 | 5 | 5 | 3 | 5 | 23 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 4 | 5 | 4 | 5 | 5 | 23 |
| 5 | 5 | 4 | 5 | 5 | 24 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 5 | 4 | 5 | 24 | 5 | 3 | 4 | 5 | 5 | 22 |
| 4 | 5 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 4 | 3 | 5 | 22 | 4 | 5 | 5 | 4 | 4 | 22 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 5 | 5 | 5 | 24 | 4 | 5 | 4 | 5 | 5 | 23 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 4 | 24 | 4 | 5 | 4 | 5 | 5 | 23 |
| 4 | 3 | 3 | 2 | 4 | 16 | 5 | 5 | 5 | 5 | 5 | 25 | 3 | 3 | 3 | 3 | 4 | 16 | 5 | 5 | 4 | 5 | 4 | 23 |

| | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|----|----|---|---|---|---|----|----|
| 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 3 | 4 | 5 | 22 | 4 | 4 | 3 | 5 | 4 | 20 |
| 4 | 5 | 5 | 5 | 5 | 24 | 3 | 3 | 3 | 1 | 2 | 12 | 5 | 4 | 5 | 5 | 5 | 24 | 4 | 5 | 4 | 4 | 5 | 22 |
| 5 | 5 | 3 | 5 | 5 | 23 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 5 | 4 | 23 | |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 5 | 4 | 5 | 23 | 5 | 4 | 4 | 5 | 5 | 23 |
| 5 | 5 | 5 | 5 | 4 | 24 | 4 | 5 | 3 | 5 | 5 | 22 | 5 | 4 | 5 | 5 | 4 | 23 | 5 | 4 | 3 | 5 | 5 | 22 |
| 3 | 2 | 3 | 3 | 4 | 15 | 5 | 5 | 5 | 5 | 4 | 24 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 3 | 5 | 5 | 23 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 5 | 5 | 3 | 23 | 3 | 5 | 3 | 5 | 3 | 19 | 5 | 5 | 3 | 5 | 5 | 23 |
| 5 | 5 | 5 | 4 | 5 | 24 | 5 | 5 | 2 | 5 | 5 | 22 | 5 | 3 | 4 | 4 | 5 | 21 | 5 | 4 | 4 | 5 | 4 | 22 |
| 4 | 5 | 5 | 5 | 5 | 24 | 3 | 4 | 2 | 5 | 3 | 17 | 5 | 5 | 5 | 5 | 5 | 25 | 5 | 5 | 4 | 5 | 4 | 23 |
| 5 | 4 | 5 | 5 | 5 | 24 | 5 | 5 | 4 | 5 | 5 | 24 | 3 | 5 | 4 | 4 | 5 | 21 | 3 | 4 | 3 | 5 | 5 | 20 |
| 5 | 5 | 4 | 3 | 5 | 22 | 5 | 4 | 4 | 5 | 5 | 23 | 5 | 4 | 4 | 3 | 5 | 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 | 5 | 4 | 2 | 5 | 5 | 21 | 5 | 5 | 4 | 5 | 3 | 22 | 5 | 5 | 3 | 5 | 4 | 22 |



Lampiran 4

Distribusi jawaban responden

x1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 3 | 4,9 | 4,9 | 4,9 |
| | S | 7 | 11,5 | 11,5 | 16,4 |
| | SS | 51 | 83,6 | 83,6 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

x1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1,6 | 1,6 | 1,6 |
| | N | 2 | 3,3 | 3,3 | 4,9 |
| | S | 15 | 24,6 | 24,6 | 29,5 |
| | SS | 43 | 70,5 | 70,5 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

x1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1,6 | 1,6 | 1,6 |
| | N | 6 | 9,8 | 9,8 | 11,5 |
| | S | 9 | 14,8 | 14,8 | 26,2 |
| | SS | 45 | 73,8 | 73,8 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

x1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----|-----------|---------|---------------|--------------------|
| Valid | STS | 1 | 1,6 | 1,6 | 1,6 |
| | TS | 2 | 3,3 | 3,3 | 4,9 |

| | | | | |
|-------|----|-------|-------|-------|
| N | 5 | 8,2 | 8,2 | 13,1 |
| S | 11 | 18,0 | 18,0 | 31,1 |
| SS | 42 | 68,9 | 68,9 | 100,0 |
| Total | 61 | 100,0 | 100,0 | |

x1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 2 | 3,3 | 3,3 | 3,3 |
| | S | 6 | 9,8 | 9,8 | 13,1 |
| | SS | 53 | 86,9 | 86,9 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

kompetensi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 15 | 2 | 3,3 | 3,3 | 3,3 |
| | 16 | 1 | 1,6 | 1,6 | 4,9 |
| | 22 | 11 | 18,0 | 18,0 | 23,0 |
| | 23 | 8 | 13,1 | 13,1 | 36,1 |
| | 24 | 22 | 36,1 | 36,1 | 72,1 |
| | 25 | 17 | 27,9 | 27,9 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

x2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 3 | 4,9 | 4,9 | 4,9 |
| | S | 7 | 11,5 | 11,5 | 16,4 |
| | SS | 51 | 83,6 | 83,6 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

x2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 3 | 4,9 | 4,9 | 4,9 |
| | S | 9 | 14,8 | 14,8 | 19,7 |
| | SS | 49 | 80,3 | 80,3 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

x2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 4 | 6,6 | 6,6 | 6,6 |
| | N | 7 | 11,5 | 11,5 | 18,0 |
| | S | 6 | 9,8 | 9,8 | 27,9 |
| | SS | 44 | 72,1 | 72,1 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

x2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 2 | 3,3 | 3,3 | 3,3 |
| | N | 4 | 6,6 | 6,6 | 9,8 |
| | S | 8 | 13,1 | 13,1 | 23,0 |
| | SS | 47 | 77,0 | 77,0 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

x2.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 1 | 1,6 | 1,6 | 1,6 |
| | TS | 1 | 1,6 | 1,6 | 3,3 |
| | N | 2 | 3,3 | 3,3 | 6,6 |
| | S | 7 | 11,5 | 11,5 | 18,0 |
| | SS | 50 | 82,0 | 82,0 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

motivasi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 12 | 2 | 3,3 | 3,3 | 3,3 |
| | 17 | 1 | 1,6 | 1,6 | 4,9 |
| | 21 | 3 | 4,9 | 4,9 | 9,8 |
| | 22 | 5 | 8,2 | 8,2 | 18,0 |
| | 23 | 10 | 16,4 | 16,4 | 34,4 |
| | 24 | 21 | 34,4 | 34,4 | 68,9 |
| | 25 | 19 | 31,1 | 31,1 | 100,0 |
| Total | | 61 | 100,0 | 100,0 | |

x3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | N | 5 | 8,2 | 8,2 | 8,2 |
| | S | 4 | 6,6 | 6,6 | 14,8 |
| | SS | 52 | 85,2 | 85,2 | 100,0 |
| Total | | 61 | 100,0 | 100,0 | |

x3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | N | 2 | 3,3 | 3,3 | 3,3 |
| | S | 14 | 23,0 | 23,0 | 26,2 |
| | SS | 45 | 73,8 | 73,8 | 100,0 |
| Total | | 61 | 100,0 | 100,0 | |

x3.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | TS | 2 | 3,3 | 3,3 | 3,3 |
| | N | 9 | 14,8 | 14,8 | 18,0 |
| | S | 16 | 26,2 | 26,2 | 44,3 |
| | SS | 34 | 55,7 | 55,7 | 100,0 |
| Total | | 61 | 100,0 | 100,0 | |

x3.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 7 | 11,5 | 11,5 | 11,5 |
| | S | 16 | 26,2 | 26,2 | 37,7 |
| | SS | 38 | 62,3 | 62,3 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

x3.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 2 | 3,3 | 3,3 | 3,3 |
| | S | 13 | 21,3 | 21,3 | 24,6 |
| | SS | 46 | 75,4 | 75,4 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

komunikasi interpersonal

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 16 | 1 | 1,6 | 1,6 | 1,6 |
| | 19 | 1 | 1,6 | 1,6 | 3,3 |
| | 20 | 1 | 1,6 | 1,6 | 4,9 |
| | 21 | 6 | 9,8 | 9,8 | 14,8 |
| | 22 | 11 | 18,0 | 18,0 | 32,8 |
| | 23 | 11 | 18,0 | 18,0 | 50,8 |
| | 24 | 20 | 32,8 | 32,8 | 83,6 |
| | 25 | 10 | 16,4 | 16,4 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

y1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 2 | 3,3 | 3,3 | 3,3 |
| | S | 21 | 34,4 | 34,4 | 37,7 |
| | SS | 38 | 62,3 | 62,3 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

y2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 5 | 8,2 | 8,2 | 8,2 |
| | S | 26 | 42,6 | 42,6 | 50,8 |
| | SS | 30 | 49,2 | 49,2 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

y3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1,6 | 1,6 | 1,6 |
| | N | 16 | 26,2 | 26,2 | 27,9 |
| | S | 32 | 52,5 | 52,5 | 80,3 |
| | SS | 12 | 19,7 | 19,7 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

y4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1,6 | 1,6 | 1,6 |
| | N | 4 | 6,6 | 6,6 | 8,2 |
| | S | 22 | 36,1 | 36,1 | 44,3 |
| | SS | 34 | 55,7 | 55,7 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

y5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1,6 | 1,6 | 1,6 |
| | S | 19 | 31,1 | 31,1 | 32,8 |
| | SS | 41 | 67,2 | 67,2 | 100,0 |
| | Total | 61 | 100,0 | 100,0 | |

kinerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|-----------------------|
| Valid | 13 | 1 | 1,6 | 1,6 | 1,6 |
| | 19 | 1 | 1,6 | 1,6 | 3,3 |
| | 20 | 5 | 8,2 | 8,2 | 11,5 |
| | 21 | 5 | 8,2 | 8,2 | 19,7 |
| | 22 | 24 | 39,3 | 39,3 | 59,0 |
| | 23 | 24 | 39,3 | 39,3 | 98,4 |
| | 25 | 1 | 1,6 | 1,6 | 100,0 |
| Total | | 61 | 100,0 | 100,0 | |



Lampiran 5
Hasil uji Validitas

Correlations

| | | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | kompetensi |
|------------|---------------------|--------|--------|--------|--------|--------|------------|
| x1.1 | Pearson Correlation | 1 | ,168 | ,126 | ,049 | ,203 | ,403** |
| | Sig. (2-tailed) | | ,197 | ,335 | ,706 | ,117 | ,001 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x1.2 | Pearson Correlation | ,168 | 1 | ,298* | ,285* | ,371** | ,644** |
| | Sig. (2-tailed) | ,197 | | ,020 | ,026 | ,003 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x1.3 | Pearson Correlation | ,126 | ,298* | 1 | ,445** | ,302* | ,722** |
| | Sig. (2-tailed) | ,335 | ,020 | | ,000 | ,018 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x1.4 | Pearson Correlation | ,049 | ,285* | ,445** | 1 | ,361** | ,756** |
| | Sig. (2-tailed) | ,706 | ,026 | ,000 | | ,004 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x1.5 | Pearson Correlation | ,203 | ,371** | ,302* | ,361** | 1 | ,634** |
| | Sig. (2-tailed) | ,117 | ,003 | ,018 | ,004 | | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| kompetensi | Pearson Correlation | ,403** | ,644** | ,722** | ,756** | ,634** | 1 |
| | Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,000 | |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |

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

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



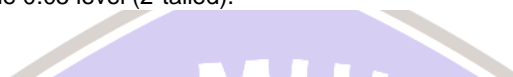
Correlations

| | | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | motivasi |
|------|---------------------|--------|--------|--------|-------|--------|----------|
| x2.1 | Pearson Correlation | 1 | ,466** | ,414** | ,287* | ,597** | ,737** |
| | Sig. (2-tailed) | | ,000 | ,001 | ,025 | ,000 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x2.2 | Pearson Correlation | ,466** | 1 | ,466** | ,250 | ,472** | ,709** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,052 | ,000 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x2.3 | Pearson Correlation | ,414** | ,466** | 1 | ,089 | ,385** | ,702** |
| | Sig. (2-tailed) | ,001 | ,000 | | ,497 | ,002 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x2.4 | Pearson Correlation | ,287* | ,250 | ,089 | 1 | ,321* | ,589** |

| | | | | | | | |
|----------|---------------------|--------|--------|--------|--------|--------|--------|
| | Sig. (2-tailed) | ,025 | ,052 | ,497 | | ,012 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x2.5 | Pearson Correlation | ,597** | ,472** | ,385** | ,321* | 1 | ,777** |
| | Sig. (2-tailed) | ,000 | ,000 | ,002 | ,012 | | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| motivasi | Pearson Correlation | ,737** | ,709** | ,702** | ,589** | ,777** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |

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

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



Correlations

| | | x3.1 | x3.2 | x3.3 | x3.4 | x3.5 | komunikasi interpersonal |
|--------------------------|---------------------|--------|--------|--------|--------|--------|--------------------------|
| x3.1 | Pearson Correlation | 1 | ,047 | ,127 | ,167 | ,114 | ,535** |
| | Sig. (2-tailed) | | ,721 | ,331 | ,199 | ,381 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x3.2 | Pearson Correlation | ,047 | 1 | ,081 | ,188 | -,001 | ,450** |
| | Sig. (2-tailed) | ,721 | | ,533 | ,147 | ,994 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x3.3 | Pearson Correlation | ,127 | ,081 | 1 | ,065 | ,182 | ,663** |
| | Sig. (2-tailed) | ,331 | ,533 | | ,618 | ,161 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x3.4 | Pearson Correlation | ,167 | ,188 | ,065 | 1 | -,154 | ,519** |
| | Sig. (2-tailed) | ,199 | ,147 | ,618 | | ,236 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| x3.5 | Pearson Correlation | ,114 | -,001 | ,182 | -,154 | 1 | ,379** |
| | Sig. (2-tailed) | ,381 | ,994 | ,161 | ,236 | | ,003 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| komunikasi interpersonal | Pearson Correlation | ,535** | ,450** | ,663** | ,519** | ,379** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,003 | |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |

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

Correlations

| | y1 | y2 | y3 | y4 | y5 | kinerja |
|--|----|----|----|----|----|---------|
|--|----|----|----|----|----|---------|

| | | | | | | | |
|---------|---------------------|--------|--------|--------|--------|--------|--------|
| y1 | Pearson Correlation | 1 | -,035 | ,063 | ,191 | ,102 | ,494** |
| | Sig. (2-tailed) | | ,789 | ,627 | ,139 | ,433 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| y2 | Pearson Correlation | -,035 | 1 | ,088 | -,129 | ,225 | ,463** |
| | Sig. (2-tailed) | ,789 | | ,499 | ,320 | ,081 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| y3 | Pearson Correlation | ,063 | ,088 | 1 | -,107 | ,033 | ,484** |
| | Sig. (2-tailed) | ,627 | ,499 | | ,411 | ,799 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| y4 | Pearson Correlation | ,191 | -,129 | -,107 | 1 | ,128 | ,457** |
| | Sig. (2-tailed) | ,139 | ,320 | ,411 | | ,325 | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| y5 | Pearson Correlation | ,102 | ,225 | ,033 | ,128 | 1 | ,569** |
| | Sig. (2-tailed) | ,433 | ,081 | ,799 | ,325 | | ,000 |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |
| kinerja | Pearson Correlation | ,494** | ,463** | ,484** | ,457** | ,569** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 61 | 61 | 61 | 61 | 61 | 61 |

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



Lampiran 6

Hasil uji Reabilitas

Reliability Statistics

| | |
|---------------------|------------|
| Cronbach's Alpha | N of Items |
| ,751 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
|------------|-------------------------------|-----------------------------------|--------------------------------------|--|
| x1.1 | 41,93 | 16,496 | ,293 | ,760 |
| x1.2 | 42,08 | 14,943 | ,543 | ,720 |
| x1.3 | 42,11 | 14,037 | ,621 | ,698 |
| x1.4 | 42,23 | 13,013 | ,638 | ,681 |
| x1.5 | 41,89 | 15,770 | ,563 | ,732 |
| kompetensi | 23,36 | 4,501 | 1,000 | ,628 |

Reliability Statistics

| | |
|---------------------|------------|
| Cronbach's Alpha | N of Items |
| ,769 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
|----------|-------------------------------|-----------------------------------|--------------------------------------|--|
| x2.1 | 41,87 | 22,083 | ,684 | ,743 |
| x2.2 | 41,90 | 22,123 | ,650 | ,745 |
| x2.3 | 42,18 | 19,884 | ,586 | ,726 |
| x2.4 | 42,05 | 21,214 | ,457 | ,752 |
| x2.5 | 41,95 | 20,281 | ,706 | ,717 |
| motivasi | 23,33 | 6,424 | 1,000 | ,705 |

Reliability Statistics

| | |
|---------------------|------------|
| Cronbach's Alpha | N of Items |
| ,675 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
|--------------------------|-------------------------------|-----------------------------------|--------------------------------------|--|
| x3.1 | 41,33 | 9,491 | ,391 | ,647 |
| x3.2 | 41,39 | 9,943 | ,312 | ,666 |
| x3.3 | 41,75 | 8,189 | ,478 | ,609 |
| x3.4 | 41,59 | 9,313 | ,342 | ,654 |
| x3.5 | 41,38 | 10,205 | ,235 | ,680 |
| komunikasi interpersonal | 23,05 | 2,814 | 1,000 | ,312 |

Reliability Statistics

| | |
|---------------------|------------|
| Cronbach's Alpha | N of Items |
| ,648 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Cronbach's Alpha if Item Deleted |
|---------|-------------------------------|-----------------------------------|--------------------------------------|--|
| y1 | 39,41 | 8,446 | ,341 | ,625 |
| y2 | 39,59 | 8,413 | ,280 | ,637 |
| y3 | 40,10 | 8,190 | ,278 | ,638 |
| y4 | 39,54 | 8,352 | ,255 | ,644 |
| y5 | 39,36 | 8,134 | ,424 | ,604 |
| kinerja | 22,00 | 2,467 | 1,000 | ,202 |

Lampiran 7

Uji Analisis Regresi Linier Berganda Uji T, Uji F, Koefisien Determinasi (R^2)

Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | komunikasi interpersonal, motivasi, kompetensi ^b | | Enter |

- a. Dependent Variable: kinerja
b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,650 ^a | ,423 | ,392 | 1,224 |

- a. Predictors: (Constant), komunikasi interpersonal, motivasi, kompetensi

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 62,564 | 3 | 20,855 | 13,914 | ,000 ^b |
| | Residual | 85,436 | 57 | 1,499 | | |
| | Total | 148,000 | 60 | | | |

- a. Dependent Variable: kinerja
b. Predictors: (Constant), komunikasi interpersonal, motivasi, kompetensi

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6,742 | 2,661 | | 2,534 | ,014 |
| | kompetensi | ,162 | ,080 | ,219 | 2,018 | ,048 |
| | motivasi | ,291 | ,065 | ,470 | 4,466 | ,000 |

komunikasi interpersonal

,202

,098

,216

2,070

,043

a. Dependent Variable: kinerja

