**UJI VALIDITAS**

**Gaya Kepemimpinan Demokratis**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | Gaya Kepemimpinan Demiokratis |
| X1.1 | Pearson Correlation | 1 | .374\*\* | .282\*\* | .420\*\* | .715\*\* |
| Sig. (2-tailed) |  | .000 | .004 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| X1.2 | Pearson Correlation | .374\*\* | 1 | .407\*\* | .483\*\* | .768\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| X1.3 | Pearson Correlation | .282\*\* | .407\*\* | 1 | .376\*\* | .707\*\* |
| Sig. (2-tailed) | .004 | .000 |  | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| X1.4 | Pearson Correlation | .420\*\* | .483\*\* | .376\*\* | 1 | .756\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| Gaya Kepemimpinan Demiokratis | Pearson Correlation | .715\*\* | .768\*\* | .707\*\* | .756\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 100 | 100 | 100 | 100 | 100 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

MOTIVASI KERJA

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | Motivasi Kerja |
| X2.1 | Pearson Correlation | 1 | .621\*\* | .555\*\* | .302\*\* | .379\*\* | .737\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .002 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2.2 | Pearson Correlation | .621\*\* | 1 | .638\*\* | .580\*\* | .575\*\* | .883\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2.3 | Pearson Correlation | .555\*\* | .638\*\* | 1 | .403\*\* | .598\*\* | .833\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2.4 | Pearson Correlation | .302\*\* | .580\*\* | .403\*\* | 1 | .303\*\* | .663\*\* |
| Sig. (2-tailed) | .002 | .000 | .000 |  | .002 | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2.5 | Pearson Correlation | .379\*\* | .575\*\* | .598\*\* | .303\*\* | 1 | .745\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .002 |  | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| Motivasi Kerja | Pearson Correlation | .737\*\* | .883\*\* | .833\*\* | .663\*\* | .745\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

DISIPLIN KERJA

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | Disiplin Kerja |
| X3.1 | Pearson Correlation | 1 | .543\*\* | .321\*\* | .598\*\* | .821\*\* |
| Sig. (2-tailed) |  | .000 | .001 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| X3.2 | Pearson Correlation | .543\*\* | 1 | .231\* | .556\*\* | .776\*\* |
| Sig. (2-tailed) | .000 |  | .021 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| X3.3 | Pearson Correlation | .321\*\* | .231\* | 1 | .296\*\* | .597\*\* |
| Sig. (2-tailed) | .001 | .021 |  | .003 | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| X3.4 | Pearson Correlation | .598\*\* | .556\*\* | .296\*\* | 1 | .820\*\* |
| Sig. (2-tailed) | .000 | .000 | .003 |  | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| Disiplin Kerja | Pearson Correlation | .821\*\* | .776\*\* | .597\*\* | .820\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 100 | 100 | 100 | 100 | 100 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | |

LINGKUNGAN KERJA

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X4.1 | X4.2 | X4.3 | X4.4 | X4.5 | Lingkungan Kerja |
| X4.1 | Pearson Correlation | 1 | .408\*\* | .541\*\* | .519\*\* | .436\*\* | .774\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| X4.2 | Pearson Correlation | .408\*\* | 1 | .401\*\* | .558\*\* | .387\*\* | .718\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| X4.3 | Pearson Correlation | .541\*\* | .401\*\* | 1 | .484\*\* | .512\*\* | .792\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| X4.4 | Pearson Correlation | .519\*\* | .558\*\* | .484\*\* | 1 | .399\*\* | .770\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| X4.5 | Pearson Correlation | .436\*\* | .387\*\* | .512\*\* | .399\*\* | 1 | .725\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| Lingkungan Kerja | Pearson Correlation | .774\*\* | .718\*\* | .792\*\* | .770\*\* | .725\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 100 | 100 | 100 | 100 | 100 | 100 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

KINERJA GURU

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Kinerja Guru |
| Y.1 | Pearson Correlation | 1 | .319\*\* | .438\*\* | .608\*\* | .803\*\* |
| Sig. (2-tailed) |  | .001 | .000 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| Y.2 | Pearson Correlation | .319\*\* | 1 | .222\* | .372\*\* | .646\*\* |
| Sig. (2-tailed) | .001 |  | .026 | .000 | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| Y.3 | Pearson Correlation | .438\*\* | .222\* | 1 | .325\*\* | .677\*\* |
| Sig. (2-tailed) | .000 | .026 |  | .001 | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| Y.4 | Pearson Correlation | .608\*\* | .372\*\* | .325\*\* | 1 | .800\*\* |
| Sig. (2-tailed) | .000 | .000 | .001 |  | .000 |
| N | 100 | 100 | 100 | 100 | 100 |
| Kinerja Guru | Pearson Correlation | .803\*\* | .646\*\* | .677\*\* | .800\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 100 | 100 | 100 | 100 | 100 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | |

**UJI RELIABILITAS**

GAYA KEPEMIMPINAN DEMOKRATIS

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .715 | 4 |

MOTIVASI KERJA

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .832 | 5 |

DISIPLIN KERJA

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .751 | 4 |

LINGKUNGAN KERJA

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .812 | 5 |

KINERJA GURU

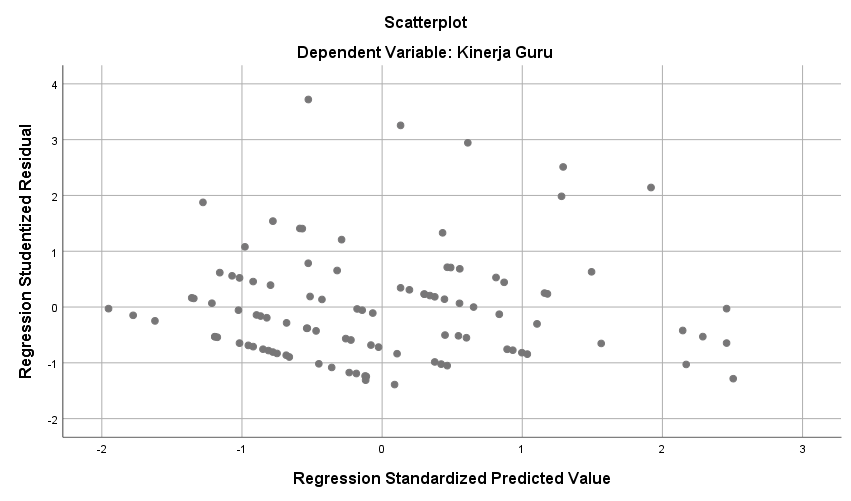
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .711 | 4 |

**UJI ASUMSI KLASIK**

UJI MLTIKOLINEARITAS

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2.128 | 1.912 |  | 1.113 | .269 |  |  |
| Gaya Kepemimpinan Demiokratis | .270 | .101 | .246 | 2.667 | .009 | .854 | 1.171 |
| Motivasi Kerja | .190 | .075 | .220 | 2.551 | .012 | .975 | 1.025 |
| Disiplin Kerja | .171 | .082 | .197 | 2.070 | .041 | .808 | 1.238 |
| Lingkungan Kerja | .143 | .063 | .207 | 2.266 | .026 | .876 | 1.142 |
| a. Dependent Variable: Kinerja Guru | | | | | | | | |

UJI HETEROSKEDASTATISITAS



UJI LINEARITAS

GAYA KEPEMIMPINAN DEMOKRATIS

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja Guru \* Gaya Kepemimpinan Demiokratis | Between Groups | (Combined) | 83.384 | 8 | 10.423 | 2.875 | .007 |
| Linearity | 63.444 | 1 | 63.444 | 17.503 | .000 |
| Deviation from Linearity | 19.940 | 7 | 2.849 | .786 | .601 |
| Within Groups | | 329.856 | 91 | 3.625 |  |  |
| Total | | 413.240 | 99 |  |  |  |

MOTIVASI KERJA

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja Guru \* Motivasi Kerja | Between Groups | (Combined) | 55.878 | 9 | 6.209 | 1.564 | .138 |
| Linearity | 35.889 | 1 | 35.889 | 9.038 | .003 |
| Deviation from Linearity | 19.989 | 8 | 2.499 | .629 | .751 |
| Within Groups | | 357.362 | 90 | 3.971 |  |  |
| Total | | 413.240 | 99 |  |  |  |

DISIPLIN KERJA

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja Guru \* Disiplin Kerja | Between Groups | (Combined) | 95.479 | 9 | 10.609 | 3.005 | .004 |
| Linearity | 59.138 | 1 | 59.138 | 16.750 | .000 |
| Deviation from Linearity | 36.341 | 8 | 4.543 | 1.287 | .261 |
| Within Groups | | 317.761 | 90 | 3.531 |  |  |
| Total | | 413.240 | 99 |  |  |  |

LINGKUNGAN KERJA

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kinerja Guru \* Lingkungan Kerja | Between Groups | (Combined) | 114.365 | 11 | 10.397 | 3.061 | .002 |
| Linearity | 50.167 | 1 | 50.167 | 14.771 | .000 |
| Deviation from Linearity | 64.198 | 10 | 6.420 | 1.890 | .057 |
| Within Groups | | 298.875 | 88 | 3.396 |  |  |
| Total | | 413.240 | 99 |  |  |  |

UJI AUTOKORELASI

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .555a | .308 | .279 | 1.735 | 1.829 |
| a. Predictors: (Constant), Lingkungan Kerja, Motivasi Kerja, Gaya Kepemimpinan Demiokratis, Disiplin Kerja | | | | | |
| b. Dependent Variable: Kinerja Guru | | | | | |

UJI NORMALITAS

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 100 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 1.69970054 |
| Most Extreme Differences | Absolute | .121 |
| Positive | .121 |
| Negative | -.095 |
| Test Statistic | | .121 |
| Exact Sig. (2-tailed) | | .099 |
| Point Probability | | .000 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

**ANALISIS REGRESI BERGANDA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.128 | 1.912 |  | 1.113 | .269 |
| Gaya Kepemimpinan Demiokratis | .270 | .101 | .246 | 2.667 | .009 |
| Motivasi Kerja | .190 | .075 | .220 | 2.551 | .012 |
| Disiplin Kerja | .171 | .082 | .197 | 2.070 | .041 |
| Lingkungan Kerja | .143 | .063 | .207 | 2.266 | .026 |
| a. Dependent Variable: Kinerja Guru | | | | | | |

UJI T

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.128 | 1.912 |  | 1.113 | .269 |
| Gaya Kepemimpinan Demiokratis | .270 | .101 | .246 | 2.667 | .009 |
| Motivasi Kerja | .190 | .075 | .220 | 2.551 | .012 |
| Disiplin Kerja | .171 | .082 | .197 | 2.070 | .041 |
| Lingkungan Kerja | .143 | .063 | .207 | 2.266 | .026 |
| a. Dependent Variable: Kinerja Guru | | | | | | |

UJI F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 127.231 | 4 | 31.808 | 10.565 | .000b |
| Residual | 286.009 | 95 | 3.011 |  |  |
| Total | 413.240 | 99 |  |  |  |
| a. Dependent Variable: Kinerja Guru | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja, Motivasi Kerja, Gaya Kepemimpinan Demiokratis, Disiplin Kerja | | | | | | |

UJI KOEFISIEN DETERMINASI

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .555a | .308 | .279 | 1.735 |
| a. Predictors: (Constant), Lingkungan Kerja, Motivasi Kerja, Gaya Kepemimpinan Demiokratis, Disiplin Kerja | | | | |