

LAMPIRAN

Lampiran 2

Data koesioner responden

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	Total X1	
4	3	4	4	4	4	4	4	5	5	4	5	4	4	4
5	4	4	4	4	4	5	4	4	5	4	4	4	4	4
5	5	5	5	5	5	5	5	4	5	4	5	5	5	5
3	4	5	4	4	4	3	5	5	5	5	5	5	5	4
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4	3	4	3	3	4	4	4	4	5	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
5	5	4	5	5	5	5	4	4	4	4	4	4	4	4
5	4	5	4	4	4	5	5	4	5	4	5	5	5	5
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4	4	5	4	4	4	4	5	5	5	5	5	5	5	5
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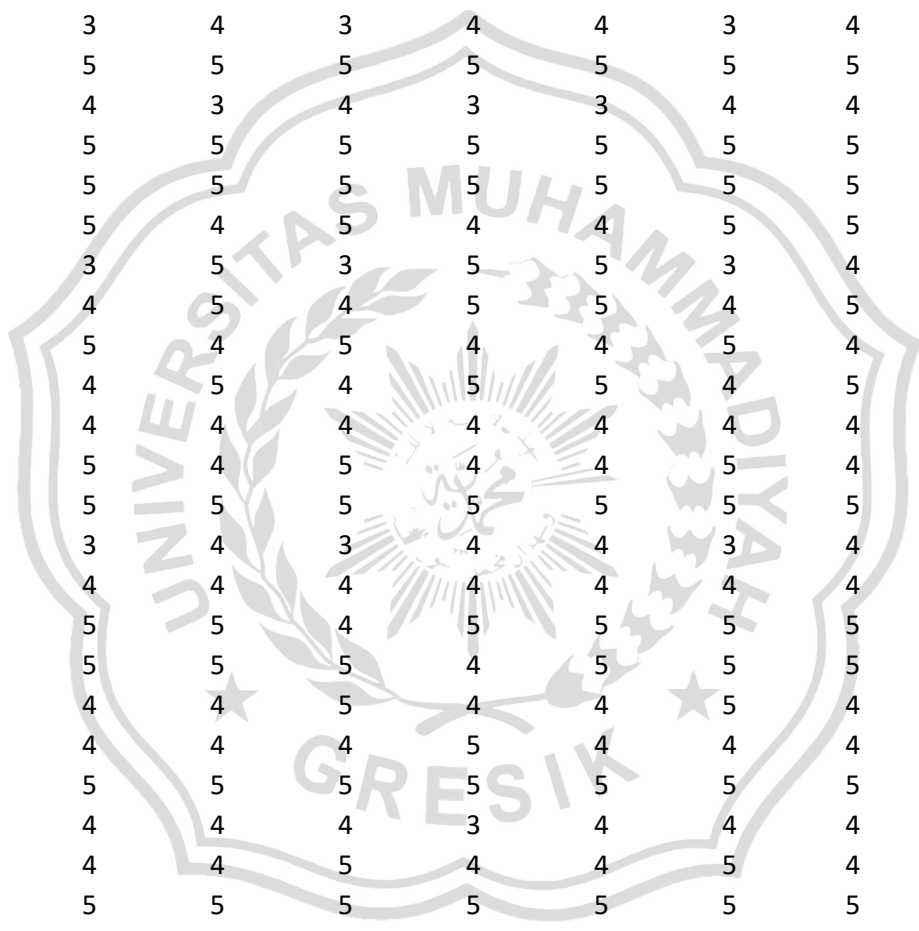


X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	Total X2
4	3	4	4	4	4	4	5	4	4
5	4	5	4	4	5	4	5	4	4
5	5	5	5	5	5	5	4	5	5
3	4	3	4	4	3	5	5	5	4
5	5	5	5	5	5	3	4	3	4
4	3	4	3	3	4	4	5	4	4
5	5	5	5	5	5	5	5	5	5
5	5	5	5	5	5	4	4	4	5
5	4	5	4	4	5	5	5	5	5
3	5	3	5	5	3	4	5	4	4
4	5	4	5	5	4	4	5	4	4
5	4	5	4	4	5	5	3	5	4
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4	4	4	4	4	4	3	3	3	4
5	4	5	4	4	5	5	4	5	5
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5	5	5	5	5	5	5	4	5	5
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5	5	5	5	5	5	3	4	3	4
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5	5	5	5	5	5	4	4	4	5

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4	3	4	4	4	4	3	5	3	4
5	4	5	4	4	5	4	3	4	4
5	5	5	5	5	5	5	5	5	5



Z1.1	Z1.2	Z1.3	Z1.4	Z1.5	Z1.6	Z1.7	Z1.8	Z1.9	Total Z
5	5	5	4	3	4	4	4	4	4
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4	4	4	5	5	5	5	5	5	5
5	5	5	3	4	3	4	4	3	4
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5	5	5	5	5	5	5	5	5	5
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5	5	5	4	4	5	4	4	5	5
5	4	4	5	5	4	3	3	4	4



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3	4	3	4	4	3	5	4	4	4
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4	4	4	4	4	4	4	4	5	4
4	3	5	4	4	4	4	4	4	4
5	4	3	4	4	5	4	4	4	4
5	5	5	5	5	5	5	4	4	5



Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Total Y
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4	3	5	4	3	5	3	5	3	5	5	3	4
4	4	5	4	4	5	4	5	4	5	5	4	4
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3	4	3	3	4	4	4	4	4	4	4	4	4
5	5	4	5	5	4	5	4	5	4	4	5	5
4	5	5	4	5	5	5	5	5	5	5	5	5
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5	5	5	5	4	4	5	5	5	5	5	5	5
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5	5	5	4	4	4	4	3	4	4	4	4	4
5	5	5	5	5	5	5	4	5	4	4	5	5



LAMPIRAN 3
HASIL UJI VALIDITAS

Correlations

	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	Total X1
X1.1														
Pearson Correlation	1	.237	.127	.386*	.234	.497**	.152	-.121	.126	.013	-.089	.127	.424**	.445**
Sig. (2-tailed)		.127	.418	.011	.132	.001	.331	.440	.419	.936	.572	.418	.005	.003
N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.2														
Pearson Correlation	.237	1	.081	.796**	.936**	.218	.049	-.040	.185	.052	-.062	.081	.035	.434**
Sig. (2-tailed)	.127		.606	.000	.000	.160	.754	.801	.234	.741	.692	.606	.822	.004
N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.3														
Pearson Correlation	.127	.081	1	.102	-.015	.155	.336*	.358*	.118	.655**	.273	1.000**	.704**	.460**
Sig. (2-tailed)	.418	.606		.515	.926	.322	.027	.018	.451	.000	.077	.000	.000	.002
N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.4														
Pearson Correlation	.386*	.796**	.102	1	.846**	.194	-.056	-.012	.257	-.059	-.045	.102	.119	.400**
Sig. (2-tailed)	.011	.000	.515		.000	.212	.723	.938	.096	.709	.774	.515	.449	.008
N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.5														
Pearson Correlation	.234	.936**	-.015	.846**	1	.210	.005	-.013	.278	.005	-.049	-.015	.010	.432**
Sig. (2-tailed)	.132	.000	.926	.000		.176	.977	.933	.071	.976	.756	.926	.951	.004
N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.6														
Pearson Correlation	.497**	.218	.155	.194	.210	1	.040	-.185	-.103	-.104	-.170	.155	.071	.350*
Sig. (2-tailed)	.001	.160	.322	.212	.176		.800	.235	.512	.506	.275	.322	.651	.021
N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.7														
Pearson Correlation	.152	.049	.336*	-.056	.005	.040	1	.286	.085	.326*	.299	.336*	.481**	.432**
Sig. (2-tailed)	.331	.754	.027	.723	.977	.800		.063	.590	.033	.051	.027	.001	.004
N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.8														
Pearson Correlation	-.121	-.040	.358*	-.012	-.013	-.185	.286	1	-.051	.359*	.673**	.358*	.196	.356*
Sig. (2-tailed)	.440	.801	.018	.938	.933	.235	.063		.747	.018	.000	.018	.208	.019
N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.9														
Pearson Correlation	.126	.185	.118	.257	.278	-.103	.085	-.051	1	.184	.076	.118	.304*	.306*
Sig. (2-tailed)	.419	.234	.451	.096	.071	.512	.590	.747		.238	.629	.451	.047	.046

	N	43	43	43	43	43	43	43	43	43	43	43	43	43	
X1.10	Pearson Correlation	.013	.052	.655**	-.059	.005	-.104	.326*	.359*	.184	1	.450**	.655**	.554**	.377*
	Sig. (2-tailed)	.936	.741	.000	.709	.976	.506	.033	.018	.238		.002	.000	.000	.013
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.11	Pearson Correlation	-.089	-.062	.273	-.045	-.049	-.170	.299	.673**	.076	.450**	1	.273	.112	.303*
	Sig. (2-tailed)	.572	.692	.077	.774	.756	.275	.051	.000	.629	.002		.077	.476	.049
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.12	Pearson Correlation	.127	.081	1.000**	.102	-.015	.155	.336*	.358*	.118	.655**	.273	1	.704**	.460**
	Sig. (2-tailed)	.418	.606	.000	.515	.926	.322	.027	.018	.451	.000	.077		.000	.002
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
X1.13	Pearson Correlation	.424**	.035	.704**	.119	.010	.071	.481**	.196	.304*	.554**	.112	.704**	1	.518**
	Sig. (2-tailed)	.005	.822	.000	.449	.951	.651	.001	.208	.047	.000	.476	.000		.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43
Total X1	Pearson Correlation	.445**	.434**	.460**	.400**	.432**	.350*	.432**	.356*	.306*	.377*	.303*	.460**	.518**	1
	Sig. (2-tailed)	.003	.004	.002	.008	.004	.021	.004	.019	.046	.013	.049	.002	.000	
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43

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

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



Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	Total X2
X2.1	Pearson Correlation	1	.193	.515**	.337*	.178	.731**	.005	-.008	.005	.448**
	Sig. (2-tailed)		.216	.000	.027	.253	.000	.973	.957	.973	.003
	N	43	43	43	43	43	43	43	43	43	43
X2.2	Pearson Correlation	.193	1	.223	.717**	.947**	.257	.021	-.003	.021	.509**
	Sig. (2-tailed)	.216		.151	.000	.000	.096	.893	.982	.893	.000
	N	43	43	43	43	43	43	43	43	43	43
X2.3	Pearson Correlation	.515**	.223	1	.188	.210	.755**	.081	.017	.081	.485**
	Sig. (2-tailed)	.000	.151		.228	.177	.000	.605	.915	.605	.001
	N	43	43	43	43	43	43	43	43	43	43
X2.4	Pearson Correlation	.337*	.717**	.188	1	.742**	.419**	-.057	.089	-.057	.505**
	Sig. (2-tailed)	.027	.000	.228		.000	.005	.717	.569	.717	.001
	N	43	43	43	43	43	43	43	43	43	43
X2.5	Pearson Correlation	.178	.947**	.210	.742**	1	.239	-.072	.058	-.072	.515**
	Sig. (2-tailed)	.253	.000	.177	.000		.123	.646	.712	.646	.000
	N	43	43	43	43	43	43	43	43	43	43
X2.6	Pearson Correlation	.731**	.257	.755**	.419**	.239	1	.104	-.124	.104	.550**
	Sig. (2-tailed)	.000	.096	.000	.005	.123		.508	.430	.508	.000
	N	43	43	43	43	43	43	43	43	43	43
X2.7	Pearson Correlation	.005	.021	.081	-.057	-.072	.104	1	.107	1.000**	.360*
	Sig. (2-tailed)	.973	.893	.605	.717	.646	.508		.495	.000	.018
	N	43	43	43	43	43	43	43	43	43	43
X2.8	Pearson Correlation	-.008	-.003	.017	.089	.058	-.124	.107	1	.107	.329*
	Sig. (2-tailed)	.957	.982	.915	.569	.712	.430	.495		.495	.031
	N	43	43	43	43	43	43	43	43	43	43
X2.9	Pearson Correlation	.005	.021	.081	-.057	-.072	.104	1.000**	.107	1	.360*

	Sig. (2-tailed)	.973	.893	.605	.717	.646	.508	.000	.495		.018
	N	43	43	43	43	43	43	43	43	43	43
Total X2	Pearson Correlation	.448**	.509**	.485**	.505**	.515**	.550**	.360*	.329*	.360*	1
	Sig. (2-tailed)	.003	.000	.001	.001	.000	.000	.018	.031	.018	
	N	43	43	43	43	43	43	43	43	43	43

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

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



Total Z	Pearson Correlation	.392**	.432**	.427**	.570**	.610**	.432**	.501**	.571**	.498**	1
	Sig. (2-tailed)	.009	.004	.004	.000	.000	.004	.001	.000	.001	
	N	43	43	43	43	43	43	43	43	43	43

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



Y1.10	Pearson Correlation	.017	.258	.053	-.008	.221	.621**	.381*	.686**	.178	1	.677**	.182	.428**
	Sig. (2-tailed)	.914	.095	.735	.958	.155	.000	.012	.000	.254		.000	.243	.004
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y1.11	Pearson Correlation	.281	.038	.310*	.233	.199	.564**	.157	.921**	.168	.677**	1	.440**	.582**
	Sig. (2-tailed)	.067	.808	.043	.132	.202	.000	.314	.000	.282	.000		.003	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Y1.12	Pearson Correlation	.369*	.384*	.255	.189	.597**	.162	.796**	.459**	.749**	.182	.440**	1	.769**
	Sig. (2-tailed)	.015	.011	.099	.225	.000	.299	.000	.002	.000	.243	.003		.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43
Total Y	Pearson Correlation	.512**	.382*	.347*	.405**	.614**	.410**	.608**	.637**	.536**	.428**	.582**	.769**	1
	Sig. (2-tailed)	.000	.011	.023	.007	.000	.006	.000	.000	.000	.004	.000	.000	
	N	43	43	43	43	43	43	43	43	43	43	43	43	43

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

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



Lampiran 4

HASIL UJI RELIABILITAS

UJI RELIABILITAS X1

Reliability Statistics

Cronbach's Alpha	N of Items
.776	13

UJI RELIABILITAS X2

Reliability Statistics

Cronbach's Alpha	N of Items
.707	9

UJI RELIABILITAS Z

Reliability Statistics

Cronbach's Alpha	N of Items
.737	9

UJI RELIABILITAS Y

Reliability Statistics

Cronbach's Alpha	N of Items
.833	12



Lampiran 5

LAMPIRAN HASIL SPSS BUDAYA ORGANISASI (X1) TERHADAP KINERJA GURU (Y)

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Total X1 ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Total Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.411 ^a	.169	.148	.466

a. Predictors: (Constant), Total X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.805	1	1.805	8.324	.006 ^a
	Residual	8.892	41	.217		
	Total	10.698	42			

a. Predictors: (Constant), Total X1

b. Dependent Variable: Total Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.615	.669		3.909	.000
	Total X1	.446	.155	.411	2.885	.006

a. Dependent Variable: Total Y

Lampiran 6

LAMPIRAN HASIL SPSS MOTIVASI KERJA (X2) TERHADAP KINERJA GURU (Y)

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Total X2 ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Total Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.533 ^a	.284	.266	.432

a. Predictors: (Constant), Total X2

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.036	1	3.036	16.244	.000 ^a
	Residual	7.662	41	.187		
	Total	10.698	42			

a. Predictors: (Constant), Total X2

b. Dependent Variable: Total Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.326	.552		4.214	.000
	Total X2	.508	.126	.533	4.030	.000

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Total X2 ^a		. Enter

a. Dependent Variable: Total Y



Lampiran 7

LAMPIRAN HASIL SPSS BUDAYA ORGANISASI (X1) TERHADAP KOMITMEN (Z)

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Total X1 ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Total Z

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.536 ^a	.287	.270	.429

a. Predictors: (Constant), Total X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.046	1	3.046	16.520	.000 ^a
	Residual	7.559	41	.184		
	Total	10.605	42			

a. Predictors: (Constant), Total X1

b. Dependent Variable: Total Z

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.949	.617		3.159	.003
	Total X1	.579	.143	.536	4.064	.000

a. Dependent Variable: Total Z

Lampiran 8

LAMPIRAN HASIL SPSS MOTIVASI KERJA (X2) TERHADAP KOMITMEN (Z)

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Total X2 ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Total Z

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.481 ^a	.231	.213	.446

a. Predictors: (Constant), Total X2

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.452	1	2.452	12.334	.001 ^a
	Residual	8.152	41	.199		
	Total	10.605	42			

a. Predictors: (Constant), Total X2

b. Dependent Variable: Total Z

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.457	.569		4.314	.000
	Total X2	.457	.130	.481	3.512	.001

a. Dependent Variable: Total Z

Lampiran 9

LAMPIRAN HASIL SPSS KOMITMEN (Z) TERHADAP KINERJA GURU (Y)

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Total Z ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Total Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.642 ^a	.412	.398	.392

a. Predictors: (Constant), Total Z

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.408	1	4.408	28.736	.000 ^a
	Residual	6.289	41	.153		
	Total	10.698	42			

a. Predictors: (Constant), Total Z

b. Dependent Variable: Total Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.671	.538		3.109	.003
	Total Z	.645	.120	.642	5.361	.000

a. Dependent Variable: Total Y

Lampiran 10

LAMPIRAN HASIL SPSS BUDAYA ORGANISASI (X1) TERHADAP KINERJA GURU (Y) MELALUI KOMITMEN SEBAGI MODERASI (Z)

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Total Z, Total X1 ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Total Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.647 ^a	.418	.389	.394

a. Predictors: (Constant), Total Z, Total X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.475	2	2.238	14.384	.000 ^a
	Residual	6.223	40	.156		
	Total	10.698	42			

a. Predictors: (Constant), Total Z, Total X1

b. Dependent Variable: Total Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.457	.632		2.306	.026
	Total X1	.102	.155	.094	.656	.516
	Total Z	.594	.143	.592	4.143	.000

a. Dependent Variable: Total Y

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Total Z, Total X1 ^a		. Enter



LAMPIRAN 11

HASIL SPSS MOTIVASI KERJA (X2) TERHADAP KINERJA GURU (Y) MELALUI KOMITMEN SEBAGI MODERASI (Z)

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Total Z, Total X2 ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Total Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.691 ^a	.477	.451	.374

a. Predictors: (Constant), Total Z, Total X2

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	5.106	2	2.553	18.266	.000 ^a
	Residual	5.591	40	.140		
	Total	10.698	42			

a. Predictors: (Constant), Total Z, Total X2

b. Dependent Variable: Total Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.088	.576		1.890	.066
	Total X2	.278	.124	.291	2.235	.031
	Total Z	.504	.131	.502	3.849	.000

a. Dependent Variable: Total Y