PERMOHONAN PENGISIAN KUESIONER

Kepada Yth,
Responden
di –
Tempat

Dengan hormat,
Saat ini saya sedang menyelesaikan studi S-2 pada Program Studi Magister Management Universitas Esa Unggul, dengan ini disampaikan bahwa saya sangat membutuhkan bantuan Bapak/Ibu/Saudara untuk mendapatkan sejumlah informasi/data.

Berkaitan dengan hal tersebut di atas bersama ini saya berikan seperangkat angket pernyataan untuk diisi. Bacalah angket ini dengan seksama dan mohon dapat menjawabnya sesuai dengan penilaian/pendapat dari Bapak/ Ibu/Saudara yang sesungguhnya demi kesempurnaan penelitian ini.

Besar harapan saya, responden bersedia menjawab seluruh pernyataan kuesioner ini sebagaimana terlampir.

Atas bantuan dan kerjasamanya kami mengucapkan terima kasih.

Hormat saya,

Tressy Saraswati Pangribuan

A. Identitas Responden

1. Nama :
2. Jenis Kelamin : ( ) Laki-laki ( ) Perempuan
3. Umur
   ( ) 20 – 30 tahun ( ) 31 – 40 Tahun
   ( ) 41 – 50 tahun ( ) > 50 Tahun
4. Pendidikan
   ( ) Diploma ( ) Sarjana
   ( ) Pasca Sarjana
5. Sertifikasi
   ( ) Ya ( ) Tidak

B. Petunjuk Pengisian

Berilah tanda silang (X) pada pilihan jawaban yang paling sesuai menurut penilaian/pendapat Bapak/Ibu/Saudara selama menjawab butir-butir pernyataan di bawah ini. Informasi yang Bapak/Ibu/Saudara berikan semata-mata dipergunakan hanya untuk kepentingan penelitian.

KUESIONER I

No	Pernyataan	1	2	3	4	5	6	7
1.	Saya memberikan contoh praktis dan nyata dalam kegiatan belajar mengajar.							
2.	Saya memberikan kasus untuk dianalisa dalam kegiatan belajar mengajar.							
3.	Saya memberikan sesi tanya jawab dalam kegiatan belajar mengajar.							
4.	Saya memastikan setiap siswa memahami intisari topik dalam kegiatan belajar mengajar.							
5.	Saya selalu mempersiapkan materi pembelajaran sebelum kegiatan pembelajaran dimulai.							
6.	Saya melakukan invovasi dalam metode pengajaran.							

PERMOHONAN PENGISIAN KUESIONER

Kepada Yth,
Kepala Sekolah
di –
Tempat

Dengan hormat,
Saat ini saya sedang menyelesaikan studi S-2 pada Program Studi Magister Management Universitas Esa Unggul, dengan ini disampaikan bahwa saya sangat membutuhkan bantuan Bapak/Ibu/Saudara untuk mendapatkan sejumlah informasi/data.

Berkaitan dengan hal tersebut di atas bersama ini saya berikan seperangkat angket pernyataan untuk diisi. Dimana angket ini berisi pernyataan tentang penilaian kinerja guru yang telah saya lampirkan datanya pada awal kuesioner. Mohon pernyataan dijawab sesuai dengan penilaian/pendapat dari Bapak/ Ibu/Saudara yang sesungguhnya demi kesempurnaan penelitian ini.

Atas bantuan dan kerjasamanya kami mengucapkan terima kasih.

Hormat saya,

Tressy Saraswati Pangribuan

Nama Guru	

KUESIONER II

No	Pernyataan	1	2	3	4	5	6	7
1.	Guru menguasai materi pelajaran yang diajarkan							
2.	Terampil dalam mengajar, komunikasi efektif, siswa menangkap ilmu yang diberikan							
3.	Kreatif dalam mengajar (kelas menyenangkan)							
4.	Menguasai kelas (tidak gaduh dan berjalan sesuai rencana)							
5.	Mengikuti pelatihan pengembangan guru							
6.	Jumlah siswa yang lulus ujian nasional (100 % lulus)							
7.	Efektif dalam mengelola waktu kerja (mengajar dan tanya jawab)							
8.	Efektif dalam mengelola pertemuan pembelajaran (pembelajaran berjalan dan selesai sesuai rencana)							
9.	Mengevaluasi siswa							

Lampiran 2: Data Pretest dan Data Penelitian

	DATA																	
	NAMA	KOMPETENSI						SERTIFIKASI		KINERJA								
		1	2	3	4	5	6	1	2	1	2	3	4	5	6	7	8	9
1	Ade Elvira Zain	7	5	3	6	7	5		2	7	6	7	7	7	7	6	6	7
2	Agustina Chaniago	7	4	7	6	7	7		2	7	6	7	7	7	7	7	6	7
3	Ali Rapsanjani	7	6	6	5	5	5	1		5	5	5	6	6	7	5	5	6
4	Amal Ma'ruf	7	5	7	6	7	6		2	7	6	7	6	7	7	6	6	7
5	Angga Syaripudin	7	7	6	5	7	7	1		7	5	6	6	6	7	6	7	7
6	Antonius Budiyanto	4	4	4	5	4	4	1		5	4	4	5	5	7	5	5	7
7	Daniel	6	6	7	7	7	6		2	7	6	6	6	7	7	7	7	7
8	Dirman	4	4	5	5	3	4	1		4	5	5	5	5	7	5	4	7
9	Emma Damanik	5	4	6	5	5	6	1		6	5	6	5	5	7	6	5	7
10	Enni Lisbet	6	6	7	7	7	7	1		7	7	6	7	6	7	7	7	7
11	Gusniwaty	6	7	7	6	7	6		2	7	6	7	6	7	7	7	6	7
12	Gusnimarlina	6	7	6	7	6	7		2	7	7	6	6	7	7	6	6	7
13	Hadi Utomo	5	6	6	5	5	5	1		5	5	5	5	5	7	6	6	7
14	Herman Afdillah	7	7	7	7	6	6	1		7	7	6	6	6	7	7	7	7
15	Herman Nababan	7	6	7	6	7	7		2	7	6	6	7	7	7	7	7	7
16	Hermida Sitorus	7	5	6	7	7	6	1		7	6	5	6	7	7	6	7	7
17	Indah Pradini	5	5	7	6	5	5	1		5	6	5	6	6	7	5	5	7
18	Jerry Hutabarat	7	6	7	6	6	7		2	7	6	7	7	7	7	6	6	7
19	Jojor Suryati	7	6	7	6	6	6		2	6	6	6	7	7	7	7	6	7
20	Marlinang Stevany	5	5	5	5	6	6	1		6	6	6	6	6	7	5	5	7
21	Marwan	6	6	7	6	7	7		2	7	6	7	6	6	7	7	6	7
22	Melly Natalia	5	4	7	5	7	4	1		7	4	4	6	6	7	7	6	7
23	Riama	7	6	7	6	7	6		2	7	6	6	7	7	7	6	6	7
24	Rosmala Sari	7	7	7	6	7	6		2	7	6	6	7	7	7	7	6	7
25	Romani Rajagukguk	7	7	7	7	5	6	1		5	6	6	7	6	7	7	7	7
26	Rosmawati	7	6	7	5	6	6		2	7	7	6	7	7	7	5	6	7
27	Sekhan AS	6	6	7	6	7	6		2	7	6	6	6	6	7	7	6	7
28	Suci Sahfitri	7	7	6	5	7	6	1		7	5	6	6	5	7	6	6	7
29	Sushaidah	7	5	6	6	7	6	1		7	6	6	6	6	7	6	5	7
30	Tri Hastuti B. Utami	6	6	7	6	7	5	1		7	5	6	6	5	7	6	6	7

Lampiran 2: Data Pretest dan Data Penelitian

Lampiran 3: Data Analisa *Pre-Test* dan Penelitian

1. Kompetensi (Pre-Test)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,826
Bartlett's Test of Sphericity	Approx. Chi-Square	50,951
	df	15
	Sig.	,000

Anti-image Matrices

		COM1	COM2	COM3	COM4	COM5	COM6
Anti-image Covariance	COM1	,468	-,180	,029	-,042	-,216	-,125
	COM2	-,180	,639	-,127	-,079	,068	-,100
	COM3	,029	-,127	,732	-,108	-,096	-,116
	COM4	-,042	-,079	-,108	,741	-,046	-,116
	COM5	-,216	,068	-,096	-,046	,562	-,117
	COM6	-,125	-,100	-,116	-,116	-,117	,517
Anti-image Correlation	COM1	,778[a]	-,328	,050	-,071	-,421	-,254
	COM2	-,328	,816[a]	-,186	-,115	,113	-,175
	COM3	,050	-,186	,859[a]	-,146	-,150	-,189
	COM4	-,071	-,115	-,146	,901[a]	-,071	-,187
	COM5	-,421	,113	-,150	-,071	,792[a]	-,218
	COM6	-,254	-,175	-,189	-,187	-,218	,855[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
COM1	,808
COM2	,700
COM3	,640
COM4	,647
COM5	,738
COM6	,814

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Lampiran 3: Data Analisa *Pre-Test* dan Penelitian (Lanjutan)

2. Kinerja (Pre-Test)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,807
Bartlett's Test of Sphericity	Approx. Chi-Square	58,239
	df	10
	Sig.	,000

Anti-image Matrices

		PER1	PER2	PER3	PER4	PER5
Anti-image Covariance	PER1	,605	,026	-,205	-,042	-,126
	PER2	,026	,513	-,188	-,074	-,140
	PER3	-,205	-,188	,547	-,063	,009
	PER4	-,042	-,074	-,063	,452	-,211
	PER5	-,126	-,140	,009	-,211	,398
Anti-image Correlation	PER1	,828[a]	,046	-,357	-,081	-,256
	PER2	,046	,827[a]	-,356	-,154	-,310
	PER3	-,357	-,356	,803[a]	-,126	,018
	PER4	-,081	-,154	-,126	,815[a]	-,497
	PER5	-,256	-,310	,018	-,497	,773[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
PER1	,733
PER2	,797
PER3	,771
PER4	,822
PER5	,848

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Lampiran 3: Data Analisa *Pre-Test* dan Penelitian (Lanjutan)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,566
Bartlett's Test of Sphericity	Approx. Chi-Square	18,368
	df	3
	Sig.	,000

Anti-image Matrices

		PER7	PER8	PER9
Anti-image Covariance	PER7	,539	-,351	-,134
	PER8	-,351	,558	-,041
	PER9	-,134	-,041	,908
Anti-image Correlation	PER7	,543[a]	-,639	-,192
	PER8	-,639	,547[a]	-,058
	PER9	-,192	-,058	,784[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
PER7	,883
PER8	,861
PER9	,561

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Lampiran 3: Data Analisa *Pre-Test* dan Penelitian (Lanjutan)

3. Kompetensi (Penelitian)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.867
Bartlett's Test of Sphericity	Approx. Chi-Square	384.487
	df	15
	Sig.	.000

Anti-image Matrices

		COM1	COM2	COM3	COM4	COM5	COM6
Anti-image Covariance	COM1	.457	-.163	-.029	-.059	-.139	.008
	COM2	-.163	.424	-.092	-.016	.047	-.183
	COM3	-.029	-.092	.400	-.161	-.089	-.016
	COM4	-.059	-.016	-.161	.379	-.104	-.085
	COM5	-.139	.047	-.089	-.104	.487	-.072
	COM6	.008	-.183	-.016	-.085	-.072	.507
Anti-image Correlation	COM1	.873[a]	-.370	-.068	-.142	-.295	.017
	COM2	-.370	.829[a]	-.224	-.039	.104	-.394
	COM3	-.068	-.224	.876[a]	-.413	-.201	-.034
	COM4	-.142	-.039	-.413	.871[a]	-.243	-.194
	COM5	-.295	.104	-.201	-.243	.880[a]	-.145
	COM6	.017	-.394	-.034	-.194	-.145	.878[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
COM1	.807
COM2	.805
COM3	.838
COM4	.850
COM5	.783
COM6	.771

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Lampiran 3: Data Analisa *Pre-Test* dan Penelitian (Lanjutan)

4. Kinerja (Penelitian)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.836
Bartlett's Test of Sphericity	Approx. Chi-Square	340.905
	df	10
	Sig.	.000

Anti-image Matrices

		PER1	PER2	PER3	PER4	PER5
Anti-image Covariance	PER1	.535	-.127	.030	-.041	-.183
	PER2	-.127	.379	-.156	-.070	-.014
	PER3	.030	-.156	.354	-.151	-.025
	PER4	-.041	-.070	-.151	.329	-.129
	PER5	-.183	-.014	-.025	-.129	.468
Anti-image Correlation	PER1	.845[a]	-.282	.068	-.098	-.366
	PER2	-.282	.846[a]	-.426	-.197	-.033
	PER3	.068	-.426	.808[a]	-.441	-.062
	PER4	-.098	-.197	-.441	.835[a]	-.330
	PER5	-.366	-.033	-.062	-.330	.853[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
PER1	.762
PER2	.859
PER3	.846
PER4	.884
PER5	.810

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Lampiran 3: Data Analisa *Pre-Test* dan Penelitian (Lanjutan)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.563
Bartlett's Test of Sphericity	Approx. Chi-Square	71.219
	df	3
	Sig.	.000

Anti-image Matrices

		PER6	PER7	PER8
Anti-image Covariance	PER6	.574	-.358	-.128
	PER7	-.358	.590	-.049
	PER8	-.128	-.049	.920
Anti-image Correlation	PER6	.541[a]	-.616	-.177
	PER7	-.616	.545[a]	-.066
	PER8	-.177	-.066	.781[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
PER6	.875
PER7	.856
PER8	.546

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Lampiran 3: Data Analisa *Pre-Test* dan Penelitian (Lanjutan)

5. Kompetensi (Reliability) Pretest

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,817	,820	6

6. Kompetensi (Reliability) Penelitian

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.893	.894	6

7. Kinerja (Reliability) Pretest

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,852	,847	8

Lampiran 3: Data Analisa *Pre-Test* dan Penelitian (Lanjutan)

8. Kinerja (Reliability)Penelitian

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.898	.900	6

Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*

1. Kompentensi dan Jenis Kelamin

Test of Homogeneity of Variances

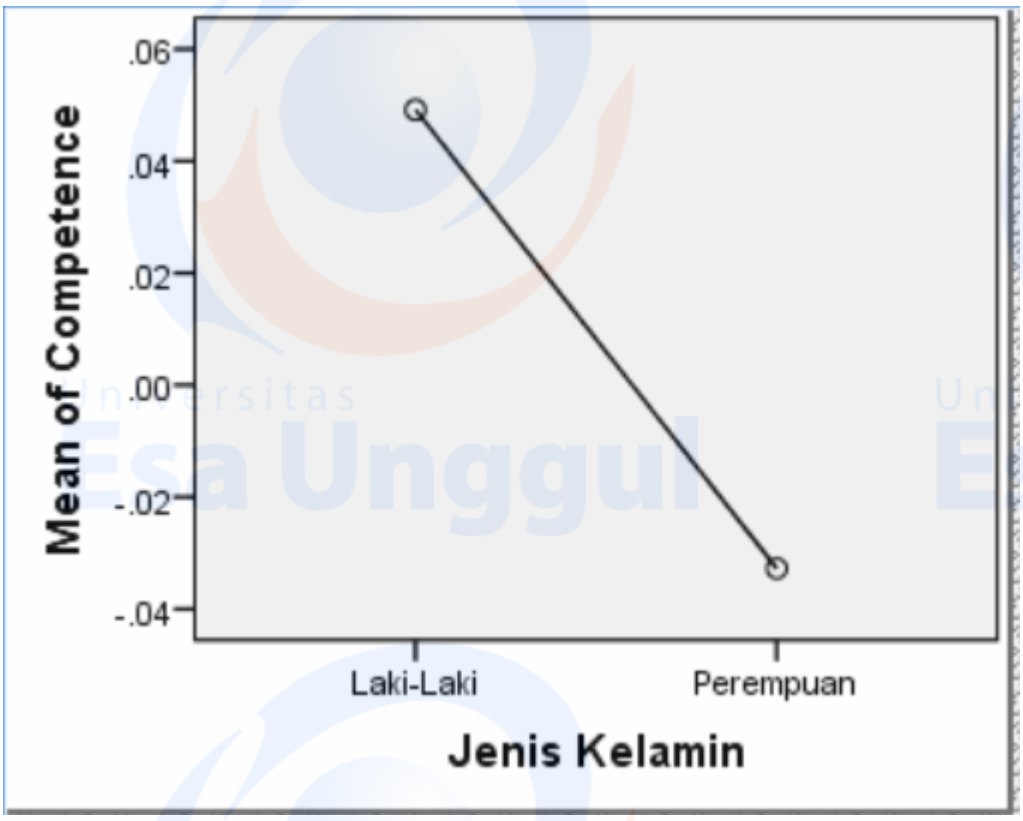
Competence

Levene Statistic	df1	df2	Sig.
1.197	1	118	.276

ANOVA

Competence

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.193	1	.193	.192	.662
Within Groups	118.807	118	1.007		
Total	119.000	119			



Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

2. Kompentensi dan Usia

Test of Homogeneity of Variances

Competence

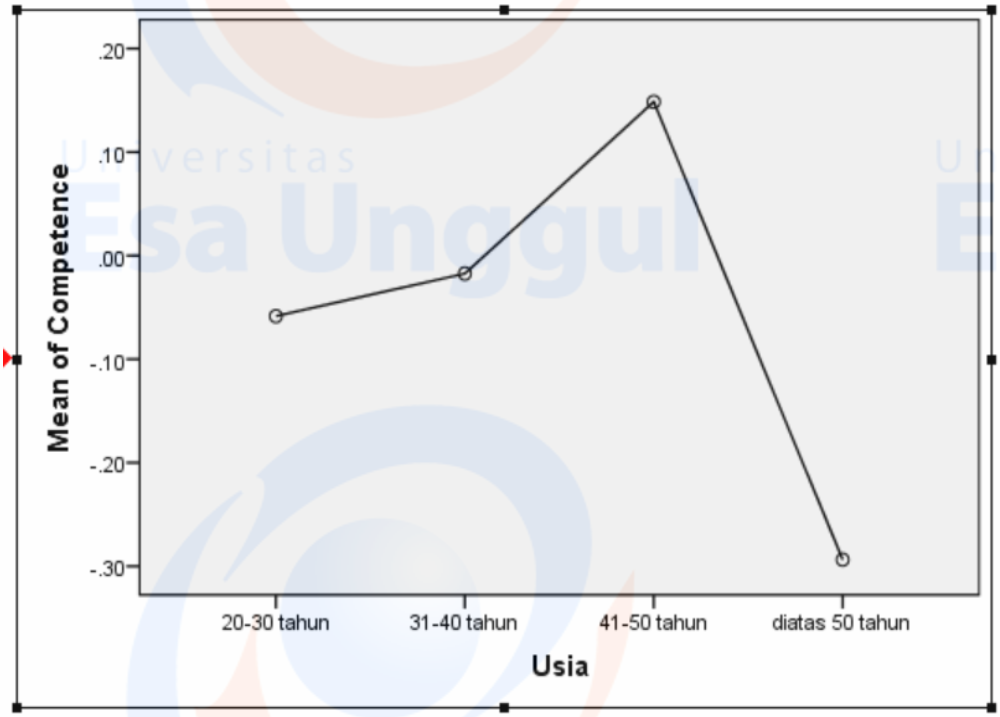
Levene Statistic	df1	df2	Sig.
4.538	3	116	.005

ANOVA

Competence

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.294	3	.765	.760	.519
Within Groups	116.706	116	1.006		
Total	119.000	119			

Means Plots



Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

3. Kompetensi dan Pendidikan

Test of Homogeneity of Variances

Competence

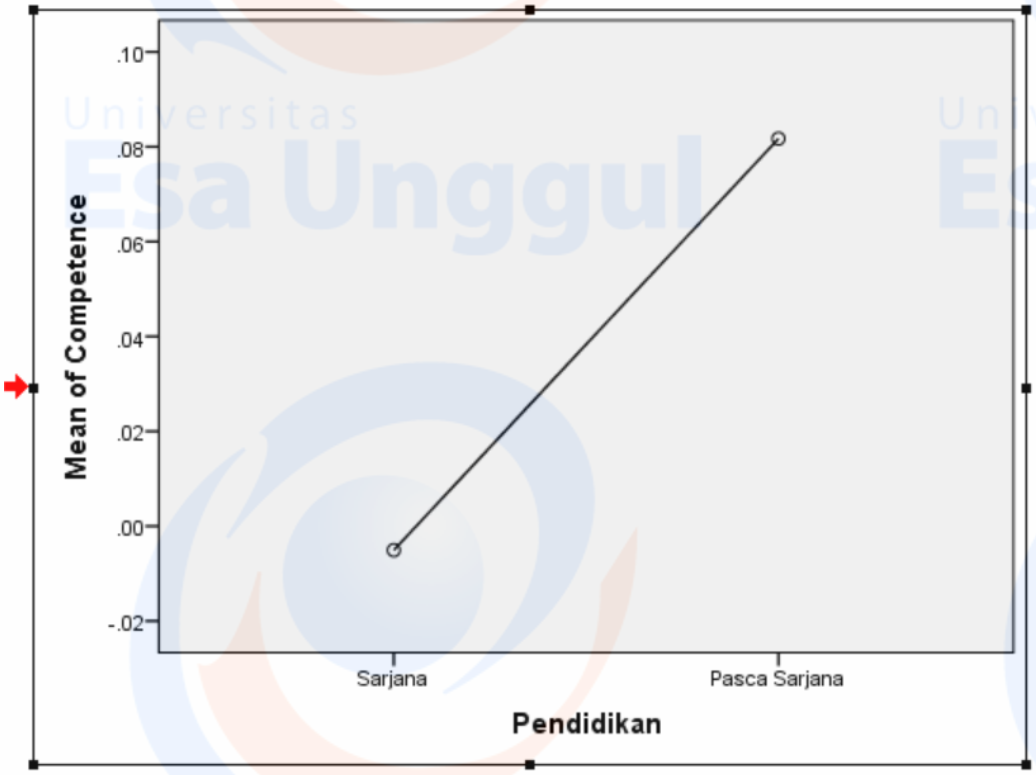
Levene Statistic	df1	df2	Sig.
2.158	1	118	.144

ANOVA

Competence

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.050	1	.050	.049	.825
Within Groups	118.950	118	1.008		
Total	119.000	119			

Means Plots



Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

4. Kompetensi dan Sertifikasi

Test of Homogeneity of Variances

Competence

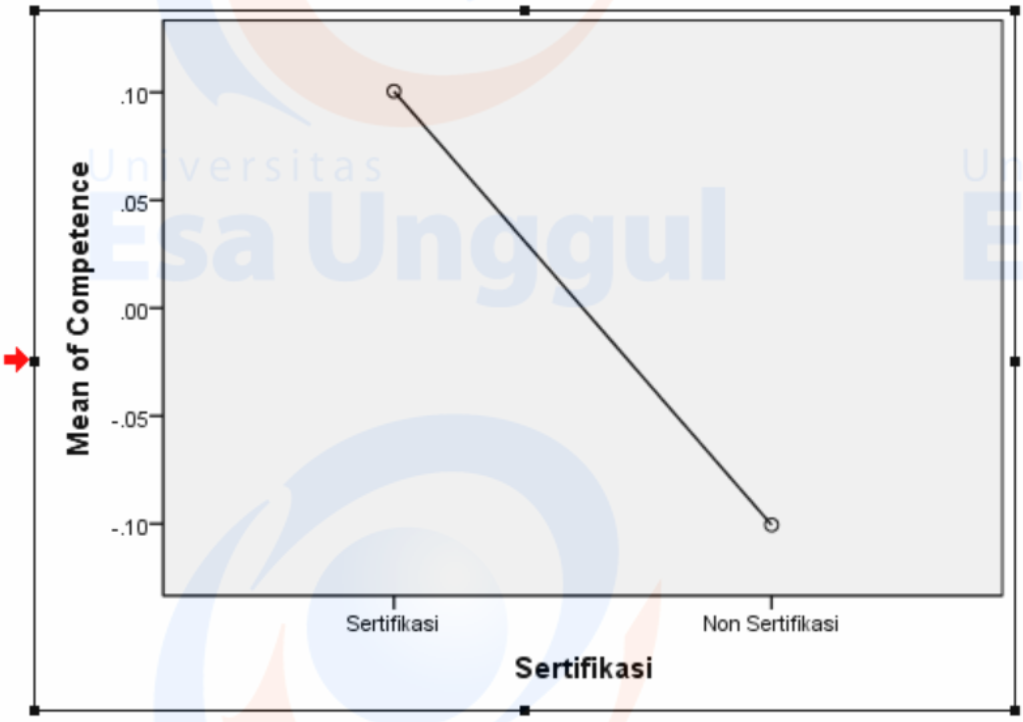
Levene Statistic	df1	df2	Sig.
.214	1	118	.645

ANOVA

Competence

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.212	1	1.212	1.214	.273
Within Groups	117.788	118	.998		
Total	119.000	119			

Means Plots



Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

5. Kinerja dan Jenis Kelamin

Test of Homogeneity of Variances

Performance

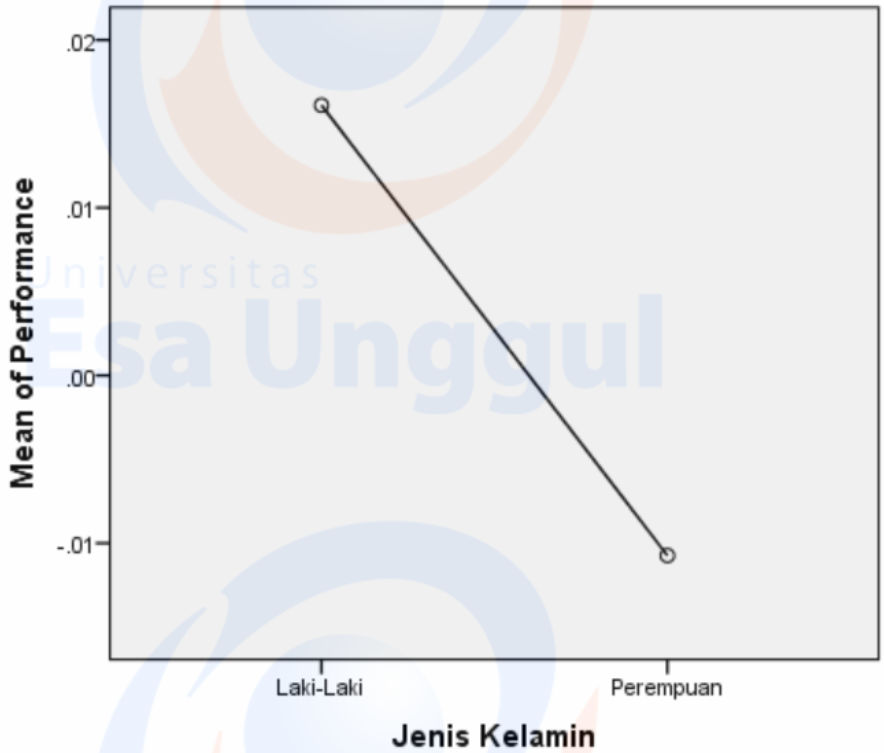
Levene Statistic	df1	df2	Sig.
.002	1	118	.966

ANOVA

Performance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.021	1	.021	.021	.886
Within Groups	118.979	118	1.008		
Total	119.000	119			

Means Plots



Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

6. Kinerja dan Usia

Test of Homogeneity of Variances

Performance

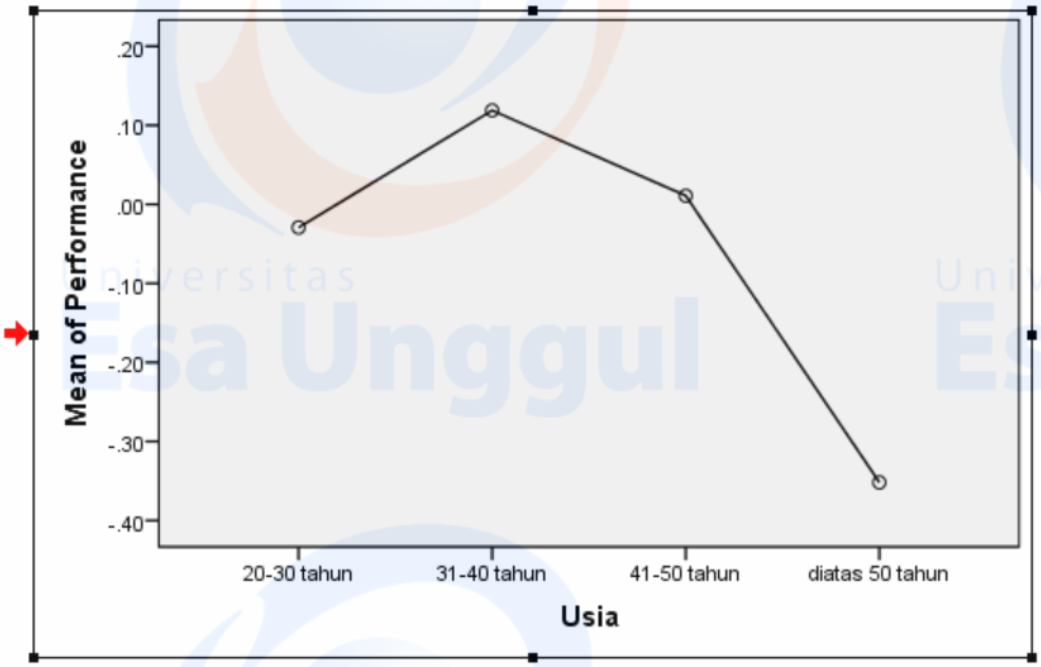
Levene Statistic	df1	df2	Sig.
2.378	3	116	.073

ANOVA

Performance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.513	3	.838	.834	.478
Within Groups	116.487	116	1.004		
Total	119.000	119			

Means Plots



Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

7. Kinerja dan Pendidikan

Test of Homogeneity of Variances

Performance

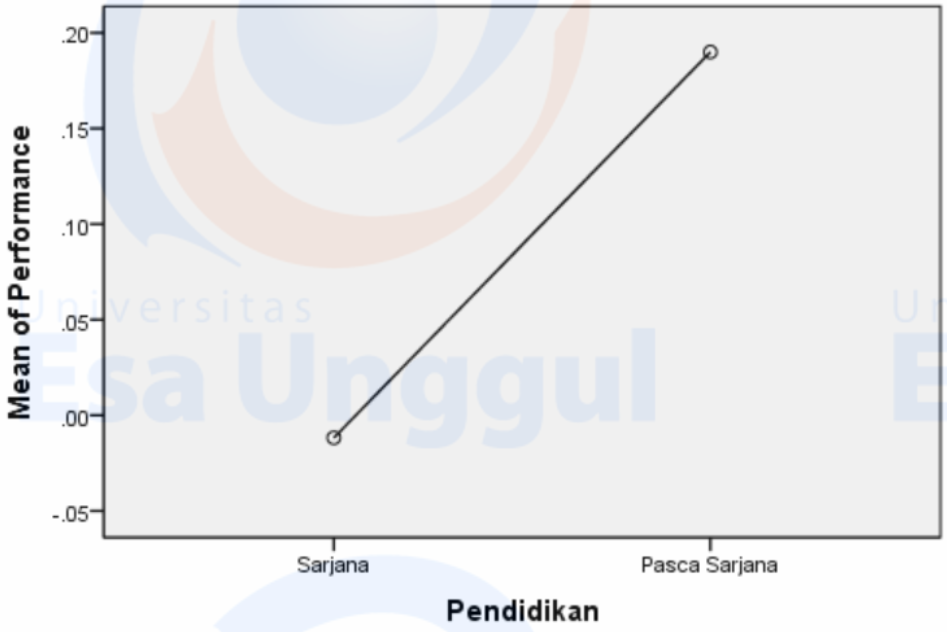
Levene Statistic	df1	df2	Sig.
1.517	1	118	.221

ANOVA

Performance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.268	1	.268	.267	.607
Within Groups	118.732	118	1.006		
Total	119.000	119			

Means Plots



Lampiran 4: Uji Statistik Deskriptif Responden- *One Way Anova*(Lanjutan)

8. Kinerja dan Sertifikasi

Test of Homogeneity of Variances

Performance

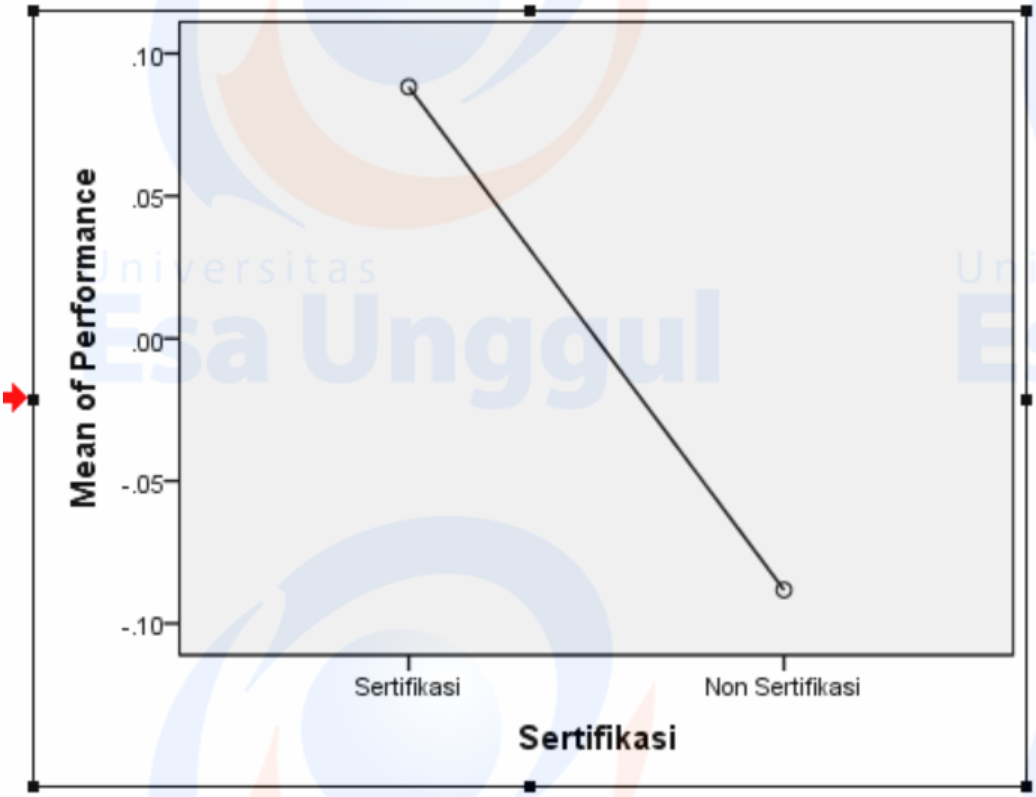
Levene Statistic	df1	df2	Sig.
.128	1	118	.721

ANOVA

Performance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.935	1	.935	.934	.336
Within Groups	118.065	118	1.001		
Total	119.000	119			

Means Plots



Lampiran 5 : Hasil Uji Analisa

1. Median Split

Statistics

PCODE

N	Valid	120
	Missing	0
Median		-.3690358
Std. Deviation		1.00000000

Statistics

CCODE

N	Valid	120
	Missing	0
Median		-.2052198
Std. Deviation		1.00000000

Between-Subjects Factors

		Value Label	N
CER	1.00	Sertifikasi	60
	2.00	Non Sertifikasi	60
CMEDIAN1	1.00	Tinggi	60
	2.00	Rendah	60

2. Rerata Sel

Tests of Between-Subjects Effects

Dependent Variable: PER

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power[b]
Corrected Model	23.491[a]	3	7.830	22.590	.000	.369	67.769	1.000
Intercept	2449.736	1	2449.736	7067.281	.000	.984	7067.281	1.000
CER	.588	1	.588	1.697	.195	.014	1.697	.253
CMEDIAN1	4.288	1	4.288	12.371	.001	.096	12.371	.937
CER * CMEDIAN1	9.569	1	9.569	27.607	.000	.192	27.607	.999
Error	40.209	116	.347					
Total	4456.000	120						
Corrected Total	63.700	119						

a. R Squared = ,369 (Adjusted R Squared = ,352)

b. Computed using alpha = ,05

Parameter Estimates

Dependent Variable: PER

Parameter	B	Std. Error	t	Sig.	95% Confidence Interval		Partial Eta Squared	Noncent. Parameter	Observed Power[b]
					Lower Bound	Upper Bound			
Intercept	6.889	.196	35.102	.000	6.500	7.278	.914	35.102	1.000
[CER=1,00]	-.595	.213	-2.794	.006	-1.016	-.173	.063	2.794	.791
[CER=2,00]	0[a]	.	.	.	.	.	.	.	.
[CMEDIAN1=1,00]	-1.320	.213	-6.202	.000	-1.742	-.899	.249	6.202	1.000
[CMEDIAN1=2,00]	0[a]	.	.	.	.	.	.	.	.
[CER=1,00] * [CMEDIAN1=1,00]	1.582	.301	5.254	.000	.985	2.178	.192	5.254	.999
[CER=1,00] * [CMEDIAN1=2,00]	0[a]	.	.	.	.	.	.	.	.
[CER=2,00] * [CMEDIAN1=1,00]	0[a]	.	.	.	.	.	.	.	.
[CER=2,00] * [CMEDIAN1=2,00]	0[a]	.	.	.	.	.	.	.	.

a. This parameter is set to zero because it is redundant.

b. Computed using alpha = ,05

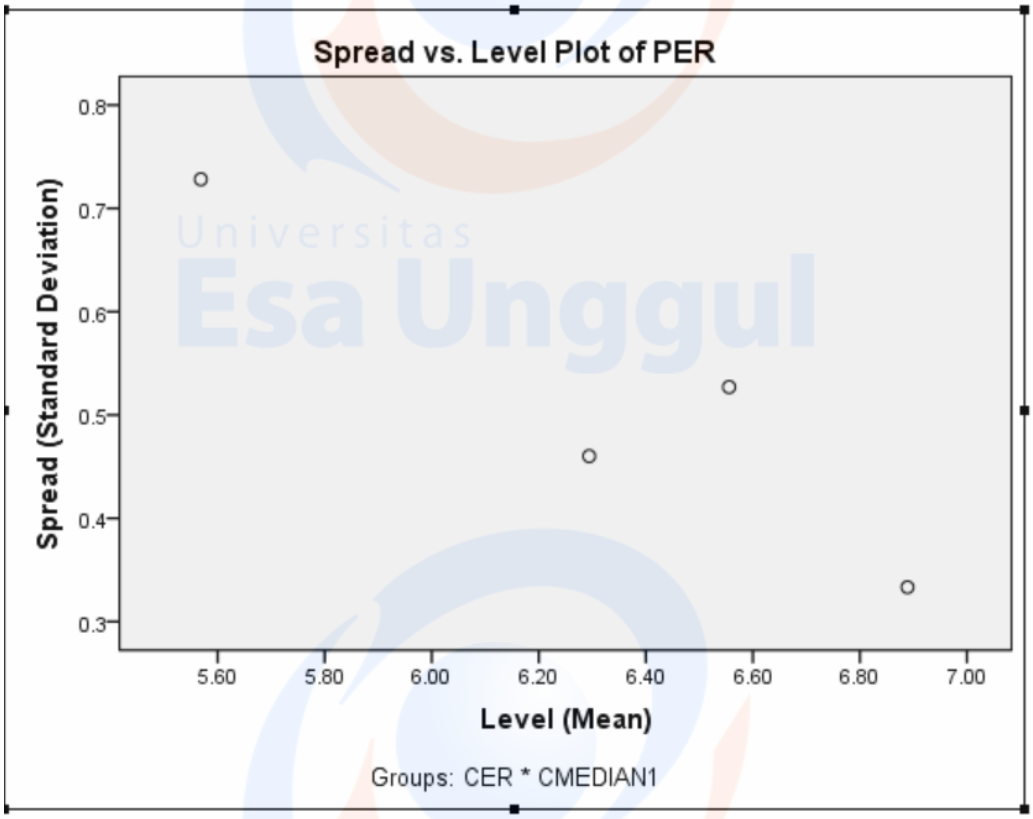
Estimates

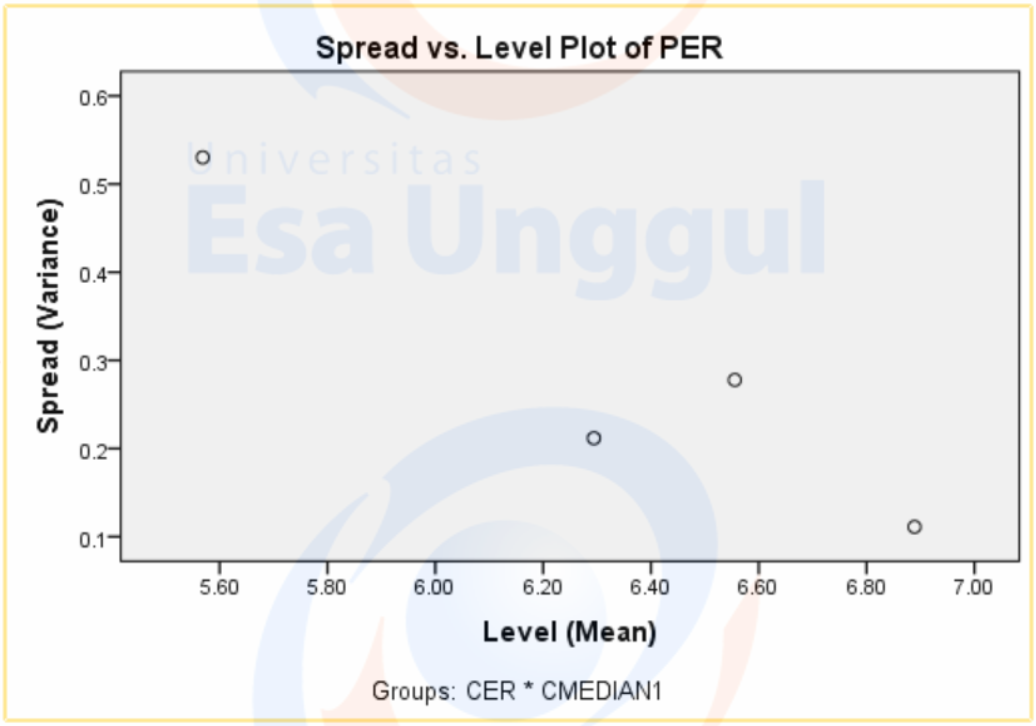
Dependent Variable: PER

Mean	Std. Error	95% Confidence Interval	
		Lower Bound	Upper Bound
6.327	.075	6.178	6.476

Lampiran 5 : Hasil Uji Analisa(Lanjutan)

Spread-versus-Level Plots





Lampiran 5 : Hasil Uji Analisa(Lanjutan)