

Lampiran 1:

**Kuesioner Preferensi Guru Berdasarkan Gaya Kepemimpinan,
Penugasan dan Reward di Sekolah Buddhi Tangerang**

No Responden : _____

KETERANGAN : - Lingkari pilihan Anda, pilih (1) rating, dari 1 sampai dengan 10. Dengan ketentuan 1= sangat tidak disukai ; 10=sangat disukai.

CONTOH :

Gaya Kepemimpinan	Otoriter
Penugasan	Mengajar Satu Bidang Studi
Penghargaan	Promosi jabatan
Rating	1 2 3 4 5 6 7 8 9 10

Artinya : Responden paling menyukai Gaya kepemimpinan yang otoriter, mengajar dengan Satu bidang studi saja dan mendapat reward berupa Promosi jabatan.

No	Pertanyaan	
1	Gaya Kepemimpinan	Otoriter
	Penugasan	Mengajar Satu Bidang Studi
	Reward	Promosi Jabatan
	Rating	1 2 3 4 5 6 7 8 9 10
2	Gaya Kepemimpinan	Otoriter
	Penugasan	Mengajar Dua Bidang Studi
	Reward	Insentif
	Rating	1 2 3 4 5 6 7 8 9 10
3	Gaya Kepemimpinan	Otoriter
	Penugasan	Mengajar Tiga Bidang Studi
	Reward	Beasiswa
	Rating	1 2 3 4 5 6 7 8 9 10
4	Gaya Kepemimpinan	Demokratis
	Penugasan	Mengajar Satu Bidang Studi
	Reward	Beasiswa
	Rating	1 2 3 4 5 6 7 8 9 10
5	Gaya Kepemimpinan	Demokratis
	Penugasan	Mengajar Dua Bidang Studi
	Reward	Promosi Jabatan
	Rating	1 2 3 4 5 6 7 8 9 10
6	Gaya Kepemimpinan	Demokratis
	Penugasan	Mengajar Tiga Bidang Studi
	Reward	Insentif
	Rating	1 2 3 4 5 6 7 8 9 10
7	Gaya Kepemimpinan	Liberal
	Penugasan	Mengajar Satu Bidang Studi
	Reward	Insentif
	Rating	1 2 3 4 5 6 7 8 9 10
8	Gaya Kepemimpinan	Liberal
	Penugasan	Mengajar Dua Bidang Studi
	Reward	Beasiswa
	Rating	1 2 3 4 5 6 7 8 9 10
9	Gaya Kepemimpinan	Liberal
	Penugasan	Mengajar Tiga Bidang Studi
	Reward	Promosi Jabatan
	Rating	1 2 3 4 5 6 7 8 9 10

Lampiran 2:

Rekapitulasi hasil rating preferensi guru SD berdasarkan gaya kepemimpinan, penugasan, dan *reward*.

NO	PRO FIL1	PRO FIL2	PRO FIL3	PRO FIL4	PRO FIL5	PRO FIL6	PRO FIL7	PRO FIL8	PRO FIL9
1	5	4	4	8	6	10	7	5	4
2	4	4	4	10	6	8	7	7	4
3	8	7	6	10	7	6	7	6	5
4	7	8	7	9	8	8	7	7	7
5	6	6	5	9	7	10	8	8	7
6	6	6	4	8	8	10	8	6	6
7	4	4	4	9	7	10	8	7	7
8	7	8	9	8	9	10	8	9	9
9	2	4	2	5	7	10	7	10	2
10	2	5	3	7	8	10	8	6	5
11	3	5	3	4	6	9	5	3	1
12	5	6	5	7	7	7	10	10	10
13	6	7	5	6	5	9	8	7	5
14	8	9	7	7	7	8	7	6	6
15	4	5	2	10	8	7	4	3	3
16	6	8	2	8	8	10	4	3	3
17	1	1	1	9	7	7	10	9	7
18	9	10	8	8	9	10	7	7	7
19	5	5	3	6	6	10	8	6	6
20	1	6	3	7	8	10	8	5	3
21	5	6	6	7	7	7	10	10	10
22	6	6	6	9	9	10	1	1	1
23	8	10	7	9	8	10	9	8	9
24	8	10	7	9	8	10	9	8	8
25	3	7	5	8	8	10	5	1	1
26	2	6	5	7	6	10	8	7	6
27	2	4	1	6	8	10	7	5	5
28	3	5	2	6	7	10	8	6	5
29	2	5	1	7	6	10	7	5	6
30	5	7	4	8	7	9	8	6	7
31	2	7	3	8	6	10	6	4	5
32	1	2	1	6	7	10	6	5	3
33	3	5	3	7	8	10	9	6	6
34	1	6	4	8	6	10	7	5	4
35	3	7	6	8	7	10	8	2	5
	153	211	148	268	252	325	254	209	188
	4.37	6.03	4.23	7.66	7.20	9.29	7.26	5.97	5.37

Lampiran 3:

Rekapitulasi hasil rating preferensi guru SMP berdasarkan gaya kepemimpinan, penugasan, dan *reward*.

NO	PRO FIL1	PRO FIL2	PRO FIL3	PRO FIL4	PRO FIL5	PRO FIL6	PRO FIL7	PRO FIL8	PRO FIL9
1	6	7	7	6	7	7	8	8	8
2	5	6	7	6	7	7	8	8	8
3	8	9	6	10	8	10	8	7	6
4	8	9	6	10	8	10	8	7	6
5	7	9	8	6	9	8	8	8	10
6	5	8	7	7	6	8	7	8	7
7	8	9	5	10	9	10	8	6	6
8	9	7	5	10	9	10	8	6	6
9	8	9	6	10	8	10	8	7	6
10	6	8	5	8	6	7	8	7	7
11	8	9	9	7	9	8	8	8	8
12	9	9	8	9	6	7	5	8	7
13	8	6	8	6	8	7	9	8	5
14	8	10	6	8	6	6	8	6	8
15	8	9	6	10	8	10	8	7	6
16	9	5	8	5	7	4	8	6	5
17	8	8	9	6	7	5	6	8	6
18	5	8	5	4	7	6	9	3	8
19	8	8	6	7	8	6	8	6	7
20	7	8	8	6	6	8	5	8	10
21	8	5	1	7	3	6	6	7	2
22	7	7	7	9	9	10	9	9	9
	163	173	143	167	161	170	168	156	151
	7.41	7.86	6.50	7.59	7.32	7.73	7.64	7.09	6.86

Lampiran 4 :

Rekapitulasi hasil rating preferensi guru SMA berdasarkan gaya kepemimpinan, penugasan, dan *reward*.

NO	PRO FIL1	PRO FIL2	PRO FIL3	PRO FIL4	PRO FIL5	PRO FIL6	PRO FIL7	PRO FIL8	PRO FIL9
1	1	1	2	7	6	6	6	5	4
2	1	1	1	10	7	10	2	2	3
3	5	6	6	10	7	7	6	6	6
4	1	3	1	8	6	5	6	2	1
5	10	4	1	10	1	6	1	4	1
6	6	5	5	10	6	6	7	6	5
7	6	5	5	10	7	6	6	5	4
8	6	6	5	10	7	6	6	5	6
9	6	6	6	7	7	7	8	8	8
10	5	3	1	10	5	3	5	2	1
11	5	3	1	10	5	3	5	2	1
12	4	5	6	8	6	7	3	4	5
13	2	2	3	8	7	7	6	5	4
14	2	2	2	10	6	10	5	3	4
15	4	6	6	10	7	7	6	5	5
16	1	4	1	9	6	5	8	3	2
17	6	5	5	10	7	6	6	5	4
18	6	4	2	10	6	4	6	2	1
19	4	5	7	9	7	8	3	4	5
20	7	6	6	10	6	6	8	7	6
21	3	5	5	9	6	7	3	5	4
22	4	4	2	10	6	5	5	2	1
23	5	3	2	9	6	3	5	2	1
	100	94	81	214	140	140	122	94	82
	4.35	4.09	3.52	9.30	6.09	6.09	5.30	4.09	3.57

Lampiran 5 :

Rekapitulasi hasil rating preferensi guru SMK berdasarkan gaya kepemimpinan, penugasan, dan *reward*.

No	PRO FIL1	PRO FIL2	PRO FIL3	PRO FIL4	PRO FIL5	PRO FIL6	PRO FIL7	PRO FIL8	PRO FIL9
1	5	5	5	9	6	7	8	6	6
2	7	6	5	10	8	6	10	8	6
3	9	10	9	9	10	10	9	10	9
4	8	6	6	9	8	6	7	5	5
5	10	1	1	10	1	1	10	1	1
6	3	3	2	8	6	3	7	6	5
7	6	6	5	10	7	6	5	6	5
8	2	5	1	8	5	8	8	6	4
9	5	1	7	10	9	10	10	5	6
10	7	7	6	10	9	8	7	4	7
11	7	7	6	10	9	8	7	4	7
12	8	6	7	8	6	7	7	6	5
13	6	7	5	7	6	8	6	8	6
14	8	7	5	7	8	6	7	6	8
15	7	10	6	10	8	6	6	7	8
16	4	10	6	8	5	10	10	8	5
17	8	9	8	9	10	10	9	10	9
18	8	6	5	10	7	6	10	8	6
19	7	5	5	8	5	4	8	6	5
20	4	5	5	9	7	5	7	5	4
21	8	7	7	9	7	6	8	6	6
22	9	3	2	10	4	3	9	5	3
23	9	9	9	6	6	3	8	7	5
24	5	5	4	9	6	5	4	5	4
25	3	6	2	9	6	9	8	6	4
26	6	2	6	9	8	9	9	6	7
27	6	6	5	9	7	5	8	5	7
28	6	6	5	9	8	7	8	5	7
29	3	5	6	8	9	10	9	7	5
30	1	2	2	9	6	7	1	1	1
	185	173	153	266	207	199	230	178	166
	6.17	5.77	5.10	8.87	6.90	6.63	7.67	5.93	5.53

Lampiran 6:

Hasil analisis *conjoint* guru SD

Overall Statistics

Utilities

		Utility Estimate	Std. Error
GAYA	Otoriter	-1.498	.129
	Demokratis	1.673	.129
	Liberal	-.175	.129
PENUGASAN	Satu Bidang Studi	.054	.129
	Dua Bidang Studi	.025	.129
	Tiga Bidang Studi	-.079	.129
REWARD	Promosi	-.727	.129
	Beasiswa	-.422	.129
	Insentif	1.149	.129
(Constant)		6.375	.091

Importance Values

GAYA	54.553
PENUGASAN	13.380
REWARD	32.067

Averaged
Importance Score

Correlations^a

	Value	Sig.
Pearson's R	.996	.000
Kendall's tau	.944	.000

a. Correlations between
observed and estimated
preferences

Lampiran 7:

Hasil analisis *conjoint* guru SMP

Overall Statistics

Utilities

		Utility Estimate	Std. Error
GAYA	Otoriter	-.071	.125
	Demokratis	.217	.125
	Liberal	-.146	.125
PENUGASAN	Satu Bidang Studi	.217	.125
	Dua Bidang Studi	.096	.125
	Tiga Bidang Studi	-.313	.125
REWARD	Promosi	-.146	.125
	Beasiswa	-.268	.125
	Insentif	.414	.125
(Constant)		7.328	.088

Importance Values

GAYA	37.445
PENUGASAN	32.474
REWARD	30.080

Averaged
Importance Score

Correlations^a

	Value	Sig.
Pearson's R	.955	.000
Kendall's tau	.817	.001

a. Correlations between
observed and estimated
preferences

Lampiran 8:

Hasil *Conjoint* guru SMA

Overall Statistics

Utilities

		Utility Estimate	Std. Error
GAYA	Otoriter	-1.169	.356
	Demokratis	2.005	.356
	Liberal	-.836	.356
PENUGASAN	Satu Bidang Studi	1.164	.356
	Dua Bidang Studi	-.401	.356
	Tiga Bidang Studi	-.763	.356
REWARD	Promosi	-.488	.356
	Beasiswa	.483	.356
	Insentif	.005	.356
(Constant)		5.155	.252

Importance Values

GAYA	52.534
PENUGASAN	30.451
REWARD	17.015

Averaged
Importance Score

Correlations^a

	Value	Sig.
Pearson's R	.979	.000
Kendall's tau	.857	.001

a. Correlations between
observed and estimated
preferences

Lampiran 9:

Hasil Conjoint guru SMK

Overall Statistics

Utilities

		Utility Estimate	Std. Error
GAYA	Otoriter	-.830	.198
	Demokratis	.959	.198
	Liberal	-.130	.198
PENUGASAN	Satu Bidang Studi	1.059	.198
	Dua Bidang Studi	-.307	.198
	Tiga Bidang Studi	-.752	.198
REWARD	Promosi	-.307	.198
	Beasiswa	.126	.198
	Insentif	.181	.198
(Constant)		6.507	.140

Importance Values

GAYA	39.219
PENUGASAN	40.121
REWARD	20.660

Averaged
Importance Score

Correlations^a

	Value	Sig.
Pearson's R	.984	.000
Kendall's tau	.944	.000

a. Correlations between
observed and estimated
preferences