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DATA UJI COBA INSTRUMEN KOMPETENSI KEPRIBADIAN

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DATA UJI COBA INSTRUMEN KOMPETENSI PROFESIONAL

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PETUNJUK PENGISIAN ANGKET

Dibawah ini terdapat beberapa item pernyataan.

Mohon baca dan pahami setiap pernyataan tersebut, kemudian silanglah huruf di depan masing-masing pernyataan sesuai dengan pendapat anda dengan jujur.

- a. Sangat setuju
- b. Setuju
- c. Ragu – ragu
- d. Tidak setuju
- e. Sangat tidak setuju

Setiap orang dapat mempunyai pandangan yang berbeda, pilihlah jawaban yang paling sesuai menurut anda sendiri karena tidak ada pilihan yang dianggap salah



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0»300¼300Å300Ã300É300İ300Ó300Ô300Ù300Ú300à300á300ç300è300í300î300ô300ö300
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500\$500%500*500+5001500250085009500>500?500E500G500L500M500X500Y500_500a5
00e500f500q500x500|500}500^500%5000500š500ž500Ÿ500!500˙500@500¯500µ500¶500
04500Å500Æ500ç500ì500í500ó500ô500ú500û500à500á500ç500é500ì500ï500ú500û500
06000600



70007000700070007000700-700\$700%700*700+70017003700;700<700A700B700D700E7
00L700M700S700T700X700Y700c700d700f700g700m700n700s700u700{700|700,700f70
0%7000700"700"700™700š700 700;700\$700˙700-700®700´700Œ700À700Á700È700É700
Î700İ700Ï700Ï700Ö700Ó700Ô700Û700â700ã700é700ê700ï700ð700ö700÷700ý700þ70000800
800



□~p^”



□~p^”



□~p^”



~p. e, x~p^x`~p. ,
H„Lý^„H`„Lý. e„~p^
^„`~p. e„è„~p^è`~p. ,
„,„Lý^„,„Lý. „»
~p^»`~po (. e
„<„~p^„<„~p+h^H. ,
„ [
„Lý^„ [
`„Lý+h^H. e
„+„~p^„+„~p+h^H. e
„û„~p^„û`~p+h^H. ,
„Ë„Lý^„Ë`„Lý+h^H. e
„>„~p^„>`~p+h^H. e
„k„~p^„k`~p+h^H. ,
„;„Lý^„;„Lý+h^H. „ ~p^„
`~po (. e„p„~p^„p`~p. ,
„@
„Lý^„@
`„Lý. e„



□~p^□



~p. e, à, ~p^, à, ~p. ,
° „Lý^ „ ° ` „Lý. e, ~p
^ „e ` „ ~p. e, P, ~p^, P ` „ ~p. ,
 „ „Lý^ „ ` „Lý. -
 „ ~p^ „ - ` „ ~p o (. e
 „ ý „ ~p^ „ ý ` „ ~p # h ^ H . ,
 „ í „Lý^ „ í ` „Lý # h ^ H . e
 „ „



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
~p^, ~p+h^H. e
~p^, ~p+h^H. ,
- Ly^, - Ly+h^H. ,8, ~p^,
8, ~po (. e , ~p^, ~p. ,
ø Ly^, ø
Ly. e ,



□~p^”



~p. e, x ~p^ x ~p. ,
H, Ly^ H ` Ly. e, ~p
^, ~p. e, ~p^ è ~p. ,
Ly^ , ` Ly. p
~p^ p ` ~p (. e, @
~p^ @
~p. , ,



□ „Lý^ „ □



“Lý” “à” “~p^” “à” “~p” “Lý
“°” “~p^” “°” “~p” “Lý
“P” “~p^” “P” “~p” “Lý
“ ” “~p^”
“~p” “δ-” “Lý^” “δ-” “Lý” “Lý
“8” “~p^” “8” “~p” (. “Lý
“~p^” “~p” “ø” “Lý^” “ø”
“Lý” “”



□~p^”



~p. H Ly^ H ` Ly. e ,
^ ` ~p. e ,
^ ` ~p. e ,
-
o (. e
` ~p+h^H . ,
í Ly^ í ` Ly+h^H . e
□



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
p, ~p^, ~p+h^H. e
y, ~p^, y ~p+h^H. ,
- Ly^, - Ly+h^H. , -
p^, - ~po (. e
y, ~p^, y ~p+h^H. ,
i Ly^, i Ly+h^H. e
p



□~p^□



~p#h^H. e
m, ~p^, m ~p#h^H. ,
=, Ly^, =, Ly#h^H. e
~p^, ~p#h^H. e
~p^, ~p#h^H. ,
- Ly^, - Ly#h^H. ,8, ~p^,
8, ~po (. e, ~p^, ~p. ,
ø Ly^, ø
Ly. e,



□~p^”



“~p. “x “~p^ “x “~p. ,
 “H “Ly^ “H “Ly. “ “~p
^ “ “~p. “è “~p^ “è “~p. ,
 “ “Ly^ “ “Ly. “8
 “~p^ “8 “~p (. “ “~p^ “ “~p.
 “ø “Ly^ “ø
 “Ly. “



□~p^”



~p. e, x ~p^ x ~p. ,
H, Ly^ H ` Ly. e, ~p
^ ~p. e, ~p^ è ~p. ,
Ly^ , ` Ly. p
~p^ p ` ~p (. e, @
~p^ @
~p. ,



□ „Lý^ „ □



□~p^”



~p. H Ly^ H ` Ly. e x p^ x ` p. ,
H Ly^ H ` Ly. e p^ e ` p.
Ly^ , ` Ly. -
p (. e
y p^ y ` p+h ^ H . ,
i Ly^ i ` Ly+h ^ H . e
p



□~p^□



~p#h^H.€
m~p^m`~p#h^H.€,
=Ly^`=Ly#h^H.€
~p^`~p#h^H.€
Y~p^Y`~p#h^H.€,
-Ly^-`Ly#h^H.€„Đ~p^„
Đ`~po(.€„~p^`~p.€,
pLy^p`Ly.€„@
~p^@
~p.€„



□~p^□



□~p^”



□~p^”



~p. H Ly^ H ` Ly. e x p^ x ` p. ,
H Ly^ H ` Ly. e p^ e ` p.
Ly^ , ` Ly. -
p (. e
y p^ y ` p+h ^ H . ,
i Ly^ i ` Ly+h ^ H . e
p



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, = Ly+h^H. e
~p^, ~p+h^H. e
~p^, ~p+h^H. ,
- Ly^ - Ly+h^H. 8, ~p^,
8 ~pJ P J Q J ^ J . e , ~p^, ~p
 . , , Ly^, Ø
 Ly . e ,



□~p^”



□~p^”



~p. e, x, ~p^, x, ~p. ,
H, Ly^, H, Ly. e, ~p^, ~p.
^, ~p. e, ~p^, ~p. ,
Ly^, Ly. y,
p^, y, ~p (, o, ~p^, o, ~p.
? Ly^?
Ly. e,



□~p^□



~p .e ,B



□„~p^„β



~p. , , "Ly^" ` "Ly. €
 "p^" ` ~p. € "O "p
 ^ "O ` ~p. , , "Ly^" ` "Ly.
 "p^" ` ~p "p^" ` ~pOJPPJQJ^J (-
 € " "p^" ` ~pOJQJ^J (€

 "p "p^" p ` ~pOJQJ (\$δ €
 " @
 "p^" @
 ` ~pOJQJ (· δ € " ,



□~p^□



~pOJQJ^Joo (oooEooooooooooooo
ooa~p^a`~pOJQJoo (oo\$doEooooooooooooo
oo~p^oo`~pOJQJoo (oo·doEooooooooooooo,,~p^,,E
o`~pOJQJ^Joo (oooEooooooooooooo
ooP~p^P`~pOJQJoo (oo\$doEooooooooooooo,,-oo~p^,-
o`~po (oooo.Eooooooooooooo
ooy~p^y`~p+hoo^Hooooo.ooooo,ooooooooooooo
ooi ooLy^i `Ly+hoo^Hooooo.Eooooooooooooo
oooo,,o



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, = Ly+h^H. e
~p^, ~p+h^H. e
~p^, ~p+h^H. ,
- Ly^, - Ly+h^H. ,8, ~p^,
8 ~po (. e , ~p^, ~p . ,
ø Ly^, ø
Ly . e ,



□~p^”



□~p^□



□„~p^„β



~p+h^H. ,
" "Ly^ " "Ly+h^H. e
" "p^ " "p+h^H. e
" "p^ " "p+h^H. ,
" "Ly^ " "Ly+h^H. " -p^ -
" "po (. e
" "y^ " "p^ "y^ " "p+h^H. ,
" "i " "Ly^ "i " "Ly+h^H. e
" " "



□~p^□



~p#h^H. e
m, ~p^, m ~p#h^H. ,
=, Ly^, =, Ly#h^H. e
p, ~p^, ~p#h^H. e
y, ~p^, y ~p#h^H. ,
- , Ly^, - , Ly#h^H. ,8, ~p^,
8, ~po (. e , ~p^, ~p. ,
ø Ly^, ø
Ly. e ,



□~p^”



~p. H Ly^ H ` Ly. e x p^ x ` p. ,
H Ly^ H ` Ly. e p^ e ` p
Ly^ , ` Ly. y
p^ y ` p (o. e
o p^ o ` p+h ^H.
? Ly^? ` Ly+h ^H. e
p



□~p^□



hmmh...^H... .e...
...,,B



□„~p^„β



~p+h^H. ,
" Ly^ " " Ly+h^H. e
" " ~p^ " " ~p+h^H. e
" O " ~p^ " O " ~p+h^H. ,
" " Ly^ "-
" Ly+h^H. " ~p^ " ~p (.
e " " ~p^ " " ~p . ,
" p " Ly^ " p " Ly . e
" ~p^ " @
" ~p . e "



□~p^□



~p. , à „Lÿ^ „à ` „Lÿ. €
 „° „~p^ „° ` „~p. € „~p
 ^ „€ ` „~p. , „P „Lÿ^ „P ` „Lÿ.
 „8 „~p^ „8 ` „~p („~p. €
 „~p^ „ ` „~p. „Ø „Lÿ^ „Ø
 ` „Lÿ. €



□~p^”



~p. e, x~p^x`~p. ,
H^H`L. e, ~p^`~p
^`~p. e, ~p^è`~p. ,
L^, `L. ,
p~p`~p. ,
L^@
`L. ,



□~p^□



~p. e, à, ~p^, à, ~p. ,
° „Lý^ „ ° ` „Lý. e, ~p^ „P, ~p^ „P ` ~p. ,
„ Lý^ „
` „Lý. „8, ~p^ „8 ` ~p (. e
„ ~p^ „ ` ~p. ,
„Lý^ „Ø ` „Lý. e, „



□~p^”



~p. e, x, ~p^, x, ~p. ,
H, Ly^, H, Ly. e, ~p^, ~p.
^, ~p. e, ~p^, ~p. ,
Ly^, Ly. ,
p, Ly^, p, Ly. e,
@
^, @
~p. e,



□~p^□



□~p^□



~p#h^H. e
m, ~p^, m ~p#h^H. ,
=, Ly^, =, Ly#h^H. e
~p^, ~p#h^H. e
~p^, ~p#h^H. ,
- Ly^ - Ly#h^H. ~p^,
~po (. e, ~p^, ~p
p, Ly^, p, Ly. e,
~p^, @
~p. e, "



□~p^□



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
~p^, ~p+h^H. e
~p^, ~p+h^H. ,
- Ly^ - Ly+h^H. , ~p^,
~p^o (. e
o, ~p^o ~p+h^H. ,
? Ly^? Ly+h^H. e
,



□~p^□



`,,~p+h□□□□^H□□□□□□.□□□□□□e□□□□□□□□□□□□□□□□□
□□□□,,β



□„~p^„β



~p+h^H. ,
"Ly^" "Ly+h^H. e
"p^" "p+h^H. e
"O" "p^" "p+h^H. ,
"Ly^"-
"Ly+h^H. "p^" "p (.
e " "p^" "p . ,
"p" "Ly^"p "Ly . e ,
"p^"e
"p . e "



□~p^□



~p. , à „Lÿ^ „à` „Lÿ. €
 „° ~p^ °` ~p. €
 ^ „€` ~p. , P „Lÿ^ „P` „Lÿ.
 „8 „~p^ „8` ~p (. €
 „~p^ „` ~p. „Ø „Lÿ^ „Ø
 ` „Lÿ. €



□~p^”



~p. e, x, ~p^, x, ~p. ,
H, Ly^, H, Ly. e, ~p^, ~p
^, ~p. e, ~p^, ~p.
Ly^, Ly. -
~p^, ~p (. e
y, ~p^, y, ~p+h^H.
i, Ly^, i, Ly+h^H. e



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
p, ~p^, ~p+h^H. e
y, ~p^, y ~p+h^H. ,
- , Ly^, - , Ly+h^H. , -
p, ~p^, - , ~po (. e
y, ~p^, y ~p+h^H. ,
i , Ly^, i , Ly+h^H^H. e
 ,



□~p^□



~p#h^H. e
m, ~p^, m ~p#h^H. ,
=, Ly^, =, Ly#h^H. e
, ~p^, ~p#h^H. e
y, ~p^, y ~p#h^H. ,
- , Ly^, - , Ly#h^H. , 8, ~p^,
8, ~p (. e , ~p^, ~p . ,
 , Ly^,
 , Ly . e ,



□~p^”



□~p^”



□~p^”



“~p. .e. ., .
“H “Lý^ “H “Lý. .e. ., .
^ “ “~p. .e. ., .
 “Lý^ “ “Lý. .8
 “~p^ “8 “~p (.e. ., .
 “Lý^ “ø
 “Lý. .e. .”



□~p^”



~p. e, x ~p^x ~p. ,
H, Ly^ H ` Ly. e, ~p
^, ~p. e, ~p^è ` ~p. ,
Ly^, ` Ly. ,
p^y ` ~po (. e,
o, ~p^o ` ~p+h^H. ,
? Ly^? ` Ly+h^H. e,
,



□~p^□



□„~p^„β



~p+h^H. ,
"Ly^" `Ly+h^H. e
"p^" `p+h^H. e
"O"p^"O `p+h^H. ,
"Ly^" `Ly+h^H. "-p^"-
"po (. e
"y"p^"y `p+h^H. ,
"i" Ly^"i `Ly+h^H. e
"



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
p, ~p^, ~p+h^H. e
y, ~p^, y ~p+h^H. ,
- , Ly^, - , Ly+h^H. , -
p, ~p^, - , ~po (. e
y, ~p^, y ~p+h^H. ,
i , Ly^, i , Ly+h^H^H. e
 ,



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
~p^, ~p+h^H. e
y, ~p^, y ~p+h^H. ,
- Ly^, - Ly+h^H. , -
~p^, - ~po (. e
y, ~p^, y ~p+h^H. ,
i Ly^, i Ly+h^H. e
,



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
~p^, ~p+h^H. e
y, ~p^y, ~p+h^H. ,
- Ly^, - Ly+h^H. , -
~p^, - ~po (. e
y, ~p^y, ~p+h^H. ,
i Ly^, i Ly+h^H. e
,



□~p^□



~p#h^H. e
m, ~p^, m ~p#h^H. ,
=, Ly^, = Ly#h^H. e
~p^, ~p#h^H. e
~p^, ~p#h^H. ,
- Ly^, - Ly#h^H. ,8, ~p^,
8 ~po (. e , ~p^, ~p . ,
ø Ly^, ø
Ly . e ,



□~p^”



~p. e, x ~p^ x ~p. ,
H, Ly^ H ` Ly. e, ~p
^, ~p. e, ~p^ è ` ~p. ,
Ly^ , ` Ly. p
~p^ p ` ~p (. e, @
~p^ @
~p. , ,



□ „Lý^ „ □



□~p^”



~p. e, x ~p^ x ~p. ,
H, Ly^ H ` Ly. e, ~p
^ ~p. e, ~p^ è ~p. ,
Ly^ , ` Ly. p
~p^ p ` ~p (. e, @
~p^ @
~p. , ,



□ „Lý^“ □



□~p^□



□~p^□



□„~p^„β



~p#h^H. ,
" "Ly^ " "Ly#h^H. e
" "p^ " "p#h^H. e
" "p^ " "p#h^H. ,
" "Ly^ "
" "Ly#h^H. " "p^ " "p (.
e "p "p^ "p "p . ,
" @
" Ly^ @
" Ly . e "



□~p^□



~p. .e,,à,,~p^,,à`~p. ,
°,,Lÿ^,,°`,,Lÿ. .e,,~p
^,,e`~p. .e,,P,,~p^,,P`~p. ,
,,Lÿ^,,
`,,Lÿ. .e,,»,,~p^,,»`~p (.e,

,,<,,~p^,,<`~p+h^H. ,
,, [
,,Lÿ^,, [
`,,Lÿ+h^H. .e,
,,+,,~p^,,+`~p+h^H. .e,
,,û,,~p^,,û`~p+h^H. ,
,,Ë,,Lÿ^,,Ë`~p+h^H. .e,
,,>,,~p^,,>`~p+h^H. .e,
,,k,,~p^,,k`~p+h^H. ,
,,;,,Lÿ^,,;`~p+h^H. .e,,8,,~p^,,
8`~p (.e,,~p^,,`~p. ,
,,Ø,,Lÿ^,,Ø
`,,Lÿ. .e,,



□~p^”



~p. e, x ~p^ x ~p. ,
H, Ly^ H ` Ly. e, ~p
^, ~p. e, ~p^ è ` ~p. ,
Ly^ , ` Ly. p
~p^ p ` ~p (. e, @
~p^ @
~p. , ,



□ „Lý^ „ □



“Lý” “à” “~p^” “à” “~p” “Lý”
“°” “~p^” “°” “~p” “P” “~p^” “P” “~p” “Lý”
“^” “Lý” “P” “~p^” “P” “~p” “Lý”
“~p” “~p^”
“~p” “δ-” “Lý^” “δ-” “Lý” “Lý”
“8” “~p^” “8” “~p” (. “Lý”
“~p^” “~p” “ø” “Lý^” “ø”
“Lý” “Lý”



□~p^”



~p. H Ly^ H` Ly. e x p^ x` p. ,
H Ly^ H` Ly. e x p^ x` p. ,
Ly^ , Ly. 8
p^ 8` p (. e x p^ x` p. .
Ly^
Ly. e x p^ x` p. ,



□~p^”



~p. H Ly^ H` Ly. e x p^ x` p. ,
H Ly^ H` Ly. e x p^ x` p. ,
Ly^ , Ly. 8
p^ 8` p (. e x p^ x` p. .
Ly^
Ly. e x p^ x` p. ,



□~p^”



~p. H Ly^ H ` Ly. e x p^ x ` p. ,
H Ly^ H ` Ly. e x p^ x ` p. ,
Ly^ , ` Ly. -
p (. e
y p^ y ` p+h ^ H . ,
i Ly^ i ` Ly+h ^ H . e
p



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
p, ~p^, ~p+h^H. e
y, ~p^, y ~p+h^H. ,
- , Ly^, - , Ly+h^H. , -
p^, - , po (. e
y, ~p^, y ~p+h^H. ,
i , Ly^, i , Ly+h^H^H. e
 ,



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
~p^, ~p+h^H. e
y, ~p^, y ~p+h^H. ,
- Ly^, - Ly+h^H. , -
~p^, - ~po (. e
y, ~p^, y ~p+h^H. ,
i Ly^, i Ly+h^H. e
,



□~p^□



~p+h^H. e
m, ~p^, m ~p+h^H. ,
=, Ly^, =, Ly+h^H. e
p, ~p^, ~p+h^H. e
y, ~p^, y ~p+h^H. ,
- , Ly^ - , Ly+h^H. y, ~p^,
y ~po (. e
o, ~p^, o ~p+h^H. ,
? , Ly^? , Ly+h^H. e
 ,



□~p^□



h~p+h^H.e
,,β



□„~p^„β



~p#h^H. ,
~p#h^H. e
~p#h^H. e
~p#h^H. ,
~p#h^H.
~p#h^H. 8~p^8`~po (.
~p#h^H. ~p#h^H. ,
~p#h^H. ~p#h^H. ,



□~p^”



□~p^□



□~p^”



~p. H Ly^ H` Ly. e x p^ x` p. ,
H Ly^ H` Ly. e x p^ x` p. ,
^ p` p. e x p^ x` p. ,
Ly^ ,` Ly. ,
p^ p (. e
â p` p` p` h` H. ,
^2 Ly^ 2` Ly` h` h` H. e
p`
p`
p` h` h` H. e
p` R



□„~p^„R



□~p^□



`~p+h□□□□^H□□□□□□.□□□□□□e□□□□□□□□□□□□□□□□□
□□□□,,β



□„~p^„β



~p#h^H. ,
"Ly^" ` "Ly#h^H. e
"p^" ` "p#h^H. e
"O"p^"O ` "p#h^H. ,
"Ly^"-
"Ly#h^H. "8"p^"8 ` "p (.
e "p^" ` "p . ,
"Ø "Ly^"Ø ` "Ly. e "



□~p^”



□~p^”



~p. H Ly^ H ` Ly. e ~p^ x ` ~p. ,
H Ly^ H ` Ly. e ~p^ è ` ~p. ,
Ly^ , ` Ly. 8
p^ 8 ` p (. e ~p^ ` ~p. .
Ly^ ø
Ly. e ~p^



□~p^”



“~p. x “p^ x “p. ,
 “H “Lý^ “H “Lý. e “ “~p
 ^ “ “~p. e “è “p^ è “~p. ,
 “ “Lý^ “ “Lý. “8
 “p^ 8 “p (. e “ “p^ “ “~p.
 “ø “Lý^ ø
 “Lý. e “



□~p^”



~p. e, x~p^x`~p. ,
H^H`L. e, ~p^`~p.
^`~p. e, ~p^è`~p. ,
L^, `L. 8
p^8`~p (. e, ~p^`~p. .
ø L^ø
`L. e, ~p^`~p.



□~p^”



~p. H Ly^ H ` Ly. e x p^ x ` p. ,
H Ly^ H ` Ly. e p^ e ` p.
Ly^ , ` Ly. -
p (. e
y p^ y ` p+h ^ H . ,
i Ly^ i ` Ly+h ^ H . e
p



□~p^□



~p#h^H. e
m, ~p^, m ~p#h^H. ,
=, Ly^, =, Ly#h^H. e
p, ~p^, ~p#h^H. e
y, ~p^, y ~p#h^H. ,
- , Ly^, - , Ly#h^H. , 8, ~p^,
8, ~p (. e , ~p^, ~p . ,
ø Ly^, ø
Ly . e ,



□~p^”



~p. e, x, ~p^, x, ~p. ,
H, Ly^, H, Ly. e, ~p^, ~p
^, ~p. e, ~p^, ~p.
Ly^, Ly. ,
p, Ly^, p, Ly. e,
@
~p^@
~p. e, ,



□~p^□



□„~p^„R



~p#h^H. ,
" "Ly^ " " Ly#h^H. €
" "p^ " "p#h^H. €
" "p^ " "p#h^H. ,
" ' "Ly^ " ' " Ly#h^H. "8 "p^ "
8 "po (. € " "p^ " "p. ,
"Ø "Ly^ "Ø
"Ly. € "



□~p^”



“~p. x “~p^ x “~p. ,
 “H “Lý^ “H “Lý. e “ “~p
^ “ “~p. e “è “~p^ è “~p. ,
 “ “Lý^ “ “Lý. e “ý
 “~p^ ý “~p (. e
 o “~p^ o “~p+h ^H ,
 ? “Lý^ ? “Lý+h ^H e



□~p^□



h`~p+h^H.e
,,β



□„~p^„β



~p+h^H. ,
"Ly^" ` "Ly+h^H. e
"p^" ` "p+h^H. e
"O"p^"O ` "p+h^H. ,
"Ly^"-
"Ly+h^H. "8"p^"8 ` "p (.
e "p^" ` "p . ,
"Ø "Ly^"Ø ` "Ly. e "



□~p^”



□~p^”



~p. e, x ~p^x ~p. ,
H, Ly^, H ` Ly. e, ~p
^, ~p. e, ~p^è ` ~p. ,
Ly^, ` Ly. -
~p^ - ` ~po (. e
y ~p^ y ` ~p+h ^H . ,
í Ly^ í ` Ly+h ^H. e
,



□~p^□



~p#h^H. e
m, ~p^, m ~p#h^H. ,
=, Ly^, = Ly#h^H. e
~p^, ~p#h^H. e
~p^, ~p#h^H. ,
- Ly^, - Ly#h^H. ,8, ~p^,
8 ~po (. e , ~p^, ~p . ,
ø Ly^, ø
Ly . e ,



□~p^”



~p. H Ly^ H ` Ly. e x p^ x ` p. ,
H Ly^ H ` Ly. e p^ e ` p. ,
Ly^ , ` Ly. p^ p o (. e
â p^ â ` p#h^H. ,
^2 Ly^ 2 ` Ly#h^H. e
p^ ,
p^ ,
p#h^H. e
R



□„~p^„R



~p#h^H. ,
" "Ly^ " " Ly#h^H. €
" "p^ " "p#h^H. €
" "p^ " "p#h^H. ,
" ' "Ly^ " ' " Ly#h^H. "8 "p^ "
8 "po (. € " "p^ " "p. ,
"Ø "Ly^ "Ø
"Ly. € "



□~p^”



~p. H Ly^ H` Ly. e x p^ x` p. ,
H Ly^ H` Ly. e x p^ x` p. ,
Ly^ , Ly. 8
p^ 8` p (. e x p^ x` p. .
Ly^
Ly. e x p^ x` p.



□~p^”



□„~p^„R



~p#h^H. ,
"Ly^" `Ly#h^H. e
"p^" `p#h^H. e
"A" `p#h^H. ,
" ' Ly^" ' `Ly#h^H. " "p^"
"po (. e "p" `p^"p `p . ,
"e
"Ly^"e
"Ly" . e "



□~p^□



~p. e, à, ~p^, à, ~p. ,
° „Lý^ „ ° ` „Lý. e, ~p
^ „e ` „~p. e, P, ~p^, P ` „~p. ,
„ Lý^ „
` „Lý. p, ~p^, p ` „~p (. e
„@
„~p^, @
` „~p. , „



□ „Lý^ „ □



□~p^”



“~p.” x “~p^ x “~p. ,
“H “Lý^ “H “Lý.” “~p
^ “ “~p.” “è “~p^ “è “~p. ,
“ “Lý^ “ “Lý.” 8
“~p^ 8 “~p (.” “~p^ “ “~p.
“ “Lý^ “ø
“Lý.”



□~p^”



□~p^”



□~p^”



“~p. “x “~p^ “x “~p. ,
 “H “Lý^ “H “Lý “ “~p
^ “ “~p. “è “~p^ “è “~p. ,
 “ “Lý^ “ “Lý “8
 “~p^ “8 “~p (. “ “~p^ “ “~p.
 “Ø “Lý^ “Ø
 “Lý “



□~p^”



`~p.ε,,x~p^x`~p. ,
,,H,,Ly^,,H`,,Ly.ε,,~p^
^,,`~p.ε,,è,,~p^è`~p. ,
,,Ly^,,`,,Ly.d{>`\$,]CX
Ñ"
) ŽW̄R-ó-+%x4' _ôL
¥"5UêpÀsÖP.Ú^Ñux`
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iB;



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YK_ ³ QGY %] ·S ù>.
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G*YSP
¥h-z>ouš fcû



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 ruš □□□□□□G&□
 üT V□□□□□□í□_
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 ÁQ^D□□□□□□□□1!
 v-ÅJ□□□□□□□□□5
 ĭZJ_□□□□□□í:k
 ruš □□□□□□k9†
 ĭZJ_□□□□□□Û?□
 Ú□³⁴w□□□□□□ a" ;

Ú□³⁴w□□□□□□ŠcĚ





*YSP□□□□□□Ū□c



řü□□□□□□ŸPn



izJ_□□□□□□èg²



U34wK_b



မှန် ဝုဝုဝုဝုဝုဝု



□\$o«L□□□□□□m,□□αuŠ □□□□□□k"
□ùIØe□□□□□□μ□9□:*□I□□□□□□dH;□Ú□¼w□□□□□□¼Oj□□1!
□□□□□□Ń□□□αJ¼E□□□□□□x8□□Ú□¼w□□□□□□U□?□αuŠ □□□□□□;.t□*YSP□□□□□□Ö~i□-
Vô□□□□□□-Vô□">□□□□□□□[|ÿ□αuŠ □□□□□□ý%,□Ú□¼w□□□□□□NP~□İ□ü□□□□□□Ù}



□äP□X□□□□□□□^B□□åVé□□□□□□□Y5□Ú□¼w□□□□□□□-xr□*YSP□□□□□□□□;□Ú□¼w□□□□□□□
Ô□ž□^□□□□□□□□İ□ü□ÊxB□□□□□□□MSÂ□¼LçR□□□□□□□Ä□ù□¼Oj□□□□□□□□=□5□□
K/□□□□□□□ÊxB□gA [□□□□□□□HyB□muŠ □□□□□□45 [□muŠ □□□□□□* [g□muŠ
□□□□□□|□ñ□C2m/□□□□□□□O, ß□İ□ü□□□□□□□7□^□*YSP□□□□□□□□é□Ä□ù□□□□□□□□>#□muŠ
□□□□□□□Ô [p□*YSP□□□□□□□□-□İ□ü□□□□□□□~□
□İ□ü□□□□□□□` J□fcû□□□□□□□□çZS□è□E



□□□□□□P4'□□□é□□□□□□□. `Ù□īzJ_□□□□□□□gG□īzJ_□□□□□□



4LÚ³w>s}*YSPáE=-*YSP={L- μ Š ÚpsA,}EÄ-
Ú³wâVÉSä2r,òÀ0_S:P £ Φ <aU- ĩü\pC r,ò-
ÄWn ĩZJ_ μ Š wc'@k



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□□□□□'["*YSP□□□□□□q@ "iZJ_□□□□□cNÃ"À0_S□□□□□Z`,#auš □□□□□ÉQ°#auš
□□□□□ x#*YSP□□□□□Q□ \$iZJ_□□□□□RdM\$Ú□□□□□□□□□□æÇ\$auš □□□□□□P\$^
wv□□□□□_rù%iü□□□□□□□..._P&À0_S□□□□□r"Ú'*YSP□□□□□□25~(auš
□□□□□ÝtB)½□□i□□□□□□1□Ò) äP□X□□□□□□c□□*MD□q□□□□□□□I-**YSP□□□□□□Ñd...*>?



000000šN' **YSP00000000š*ĩü00000000AŸ*hj":00000000ar+ĩü00000000psA,



?éu□□□□□□□□?□, µuŠ □□□□□□\$b`, *YSP□□□□□□ (=î, Ú□³⁴w□□□□□□•
8-*YSP□□□□□□?□É. µuŠ □□□□□□□
K/□_ -t□□□□□□□□C2m/□rÖ□□□□□□□□+°/µuŠ
□□□□□□6□Ê/Ú□³⁴w□□□□□□□□:vä/\$o«L□□□□□□□□Ae}0*YSP□□□□□□□□`V>1µJ³⁴E□□□□□□□□b□±1) [□Y□□□□
□□□²Yi1ïü□□□□□□□□#vö1ìn□@□□□□□□□□Sä2µJ³⁴E□□□□□□□□"□□3ïZJ_□□□□□□□□2□"3ïü□□□□□□□□
-□□4Ñ□□□□□□□□□□žp'4Ý"¥□□□□□□□□□□FgA4µuŠ
□□□□□□□□, Z4*YSP□□□□□□□□E□™4□□` }□□□□□□□□% 'Ù4ïü□□□□□□□□°





5*YSP□□□□□□æñ—6*YSP□□□□□□n>ß6*YSP□□□□□□□BF7\$ø«L□□□□□□□
™7Ů□³w□□□□□□□, □g8À0_S□□□□□□d□v: \$ø«L□□□□□□□hj`":C2m/□□□□□□`39; æuŠ
□□□□□□f' ?; æuŠ □□□□□□ŮPe; Ů}



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cB#J#Eiiiiii"] ;BÚwiiiiii [dEBÚwiiiiii;åBÛ%EHiiiiii-MCÁ`!LiiiiiiV7ìCÚ
wiiiiiiÒAöC*YSPiiiiiiì2Dìn@iiiiiiÁQ^D#föiiiiii<]nE#J#Eiiiiii



#E#J#E#####J#E#
Ô#####?ÝFÏü#####À##GegeM#####m%TG@Vib#####c#HÏü#####Ù%Æ
HU^j@#####>ðHÚ#w#####: *#I£#<#####*j#IÏZJ_#####ì2#JÚ#w#####v-
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\$`z#####æwSK##,c#####ÄU#LÏü#####Á`!LßzXq#####×#0LÏü#####\$o«LÂh-
z#####(#ÖLž#^#####»:âLÏü#####egeM#-
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#####3#`MÚ#w#####G
³MÏZJ_#####*,#N#6"#####Ê=#hNÚ#w#####6#"NÝtB) #####ì?ýN*YSP#####>?



□



#E□□□□□P2Žoĩü□□□□□□ÁTŸO` J□□□□□□ùcíoĩü□□□□□□□□



-e□□□□□□^M·_□□6"□□□□□□yx>`Ú□¼w□□□□□□÷dH`□uŠ
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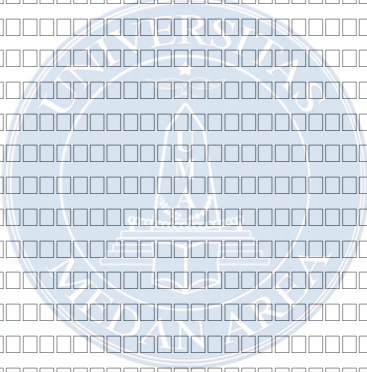


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LAMPIRAN 6 : UJI VALIDITAS DAN RELIABILITAS INSTRUMEN

1. UJI INSTRUMEN KOMPETENSI KEPERIBADIAN

Hasil SPSS :

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.795
		N of Items	16 ^a
	Part 2	Value	.231
		N of Items	15 ^b
		Total N of Items	30
		Correlation Between Forms	.553
Spearman-Brown Coefficient	Equal Length	.712	
	Unequal Length	.712	
	Guttman Split-Half Coefficient	.442	

a. The items are: ITEM1, ITEM2, ITEM3, ITEM4, ITEM5, ITEM6, ITEM7, ITEM8, ITEM9, ITEM10, ITEM11, ITEM12, ITEM13, ITEM14, ITEM15, ITEM16.

b. The items are: ITEM17, ITEM18, ITEM19, ITEM20, ITEM21, ITEM22, ITEM23, ITEM24, ITEM25, ITEM26, ITEM27, ITEM28, ITEM29, ITEM30, ITEMTOT.

Tabel I : Validitas Item-Total Statistics (KOMPETENSI KEPRIBADIAN)

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
ITEM1	211.1081	619.331	-.005	.	.434
ITEM2	210.9595	610.039	.243	.	.424
ITEM3	210.9324	609.050	.229	.	.424
ITEM4	210.7703	614.152	.156	.	.428
ITEM5	210.6351	613.084	.204	.	.427
ITEM6	210.7297	612.337	.236	.	.426
ITEM7	210.7162	609.384	.323	.	.423
ITEM8	210.6892	604.765	.460	.	.419
ITEM9	210.6216	609.910	.366	.	.424
ITEM10	211.1351	587.269	.577	.	.402
ITEM11	211.1892	591.991	.473	.	.407
ITEM12	210.6486	608.094	.504	.	.422
ITEM13	210.6216	604.430	.469	.	.418
ITEM14	210.7162	604.233	.457	.	.418
ITEM15	210.5811	607.891	.486	.	.422
ITEM16	210.5676	615.427	.176	.	.429
ITEM17	210.6216	608.540	.418	.	.422
ITEM18	210.7162	608.727	.357	.	.423
ITEM19	210.6622	607.323	.474	.	.421
ITEM20	210.6351	606.564	.488	.	.420
ITEM21	210.6216	609.088	.444	.	.423
ITEM22	210.6081	608.105	.439	.	.422
ITEM23	210.5676	615.427	.176	.	.429
ITEM24	210.6216	608.540	.418	.	.422
ITEM25	210.7162	608.727	.357	.	.423
ITEM26	210.6216	609.088	.444	.	.423
ITEM27	210.6081	608.105	.439	.	.422
ITEM28	210.5676	615.427	.176	.	.429
ITEM29	210.6216	608.540	.418	.	.422
ITEM30	210.7162	608.727	.357	.	.423
ITEMTOT	108.5000	91.733	.506	.	.890

Berdasarkan hasil perhitungan pada tabel di atas dapat disimpulkan sebagai berikut :

No Angket	Hasil Korelasi	r- Tabel	Keterangan
ITEM1	-0.005	0,3542	Tidak Valid
ITEM2	0.243	0,3571	Valid
ITEM3	0.229	0,3542	Tidak Valid
ITEM4	0.156	0,3587	Valid
ITEM5	0.204	0,3542	Tidak Valid
ITEM6	0.236	0,3542	Tidak Valid
ITEM7	0.323	0,3542	Tidak Valid
ITEM8	0.460	0,3542	Valid
ITEM9	0.366	0,3542	Valid
ITEM10	0.577	0,3542	Valid
ITEM11	0.473	0,3542	Valid
ITEM12	0.504	0,3542	Valid
ITEM13	0.469	0,3542	Valid
ITEM14	0.457	0,3542	Valid
ITEM15	0.486	0,3542	Valid
ITEM16	0.176	0,3542	Tidak Valid
ITEM17	0.418	0,3542	Valid
ITEM18	0.351	0,3542	Tidak Valid
ITEM19	0.474	0,3542	Valid
ITEM20	0.488	0,3542	Valid
ITEM21	0.344	0,3542	Tidak Valid
ITEM22	0.439	0,3542	Valid
ITEM23	0.176	0,3542	Tidak Valid
ITEM24	0.418	0,3542	Valid
ITEM25	0.351	0,3542	Tidak Valid
ITEM26	0.444	0,3542	Valid
ITEM27	0.439	0,3542	Valid
ITEM28	0.476	0,3542	Valid
ITEM29	0.418	0,3542	Valid
ITEM30	0.451	0,3542	Valid

2. UJI INSTRUMEN KOMPETENSI PROFESIONAL

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.812
		N of Items	16 ^a
	Part 2	Value	.577
		N of Items	15 ^b
		Total N of Items	30
		Correlation Between Forms	.758
Spearman-Brown Coefficient	Equal Length	.862	
	Unequal Length	.863	
	Guttman Split-Half Coefficient	.687	

a. The items are: ITEM1, ITEM2, ITEM3, ITEM4, ITEM5, ITEM6, ITEM7, ITEM8, ITEM9, ITEM10, ITEM11, ITEM12, ITEM13, ITEM14, ITEM15, ITEM16.

b. The items are: ITEM17, ITEM18, ITEM19, ITEM20, ITEM21, ITEM22, ITEM23, ITEM24, ITEM25, ITEM26, ITEM27, ITEM28, ITEM29, ITEM30, ITEMTOT.



Tabel II : Validitas Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
ITEM1	214.5676	370.112	.120	.	.741
ITEM2	214.3108	372.628	.054	.	.742
ITEM3	214.1757	363.708	.421	.	.735
ITEM4	214.0946	366.553	.341	.	.737
ITEM5	213.9730	369.424	.226	.	.739
ITEM6	214.1486	366.101	.353	.	.736
ITEM7	214.1351	365.297	.375	.	.736
ITEM8	214.1081	359.824	.590	.	.731
ITEM9	214.0405	362.505	.587	.	.733
ITEM10	214.5541	344.552	.695	.	.720
ITEM11	214.6081	348.981	.567	.	.725
ITEM12	214.0676	366.228	.268	.	.736
ITEM13	214.0405	360.670	.553	.	.732
ITEM14	214.1351	359.708	.570	.	.731
ITEM15	214.0000	363.260	.603	.	.734
ITEM16	213.9865	368.342	.334	.	.738
ITEM17	214.0405	361.793	.622	.	.733
ITEM18	214.1351	361.269	.564	.	.732
ITEM19	214.0811	362.623	.593	.	.733
ITEM20	214.0541	359.668	.721	.	.731
ITEM21	214.0405	361.957	.685	.	.733
ITEM22	214.0270	361.506	.644	.	.732
ITEM23	213.9865	368.342	.334	.	.738
ITEM24	214.0405	361.793	.622	.	.733
ITEM25	214.1351	361.269	.564	.	.732
ITEM26	214.0405	361.957	.685	.	.733
ITEM27	214.0270	361.506	.644	.	.732
ITEM28	213.9865	368.342	.334	.	.738
ITEM29	214.0405	361.793	.622	.	.733
ITEM30	214.1351	361.269	.564	.	.732
ITEMTOT	108.8784	93.697	1.000	.	.900

Berdasarkan hasil perhitungan pada tabel di atas dapat disimpulkan sebagai berikut :

No Angket	Hasil Korelasi	r- Tabel	Keterangan
ITEM1	0.120	0,3542	Tidak Valid
ITEM2	0.054	0,3542	Tidak Valid
ITEM3	0.421	0,3542	Valid
ITEM4	0.341	0,3542	Tidak Valid
ITEM5	0.226	0,3542	Tidak Valid
ITEM6	0.353	0,3542	Tidak Valid
ITEM7	0.375	0,3542	Valid
ITEM8	0.590	0,3542	Valid
ITEM9	0.587	0,3542	Valid
ITEM10	0.695	0,3542	Valid
ITEM11	0.567	0,3542	Valid
ITEM12	0.268	0,3542	Tidak Valid
ITEM13	0.553	0,3542	Valid
ITEM14	0.570	0,3542	Valid
ITEM15	0.603	0,3542	Valid
ITEM16	0.334	0,3542	Tidak Valid
ITEM17	0.622	0,3542	Valid
ITEM18	0.564	0,3542	Valid
ITEM19	0.593	0,3542	Valid
ITEM20	0.321	0,3542	Tidak Valid
ITEM21	0.685	0,3542	Valid
ITEM22	0.644	0,3542	Valid
ITEM23	0.334	0,3542	Tidak Valid
ITEM24	0.622	0,3542	Valid
ITEM25	0.336	0,3542	Tidak Valid
ITEM26	0.685	0,3542	Valid
ITEM27	0.644	0,3542	Valid
ITEM28	0.434	0,3542	Valid
ITEM29	0.622	0,3542	Valid
ITEM30	0.436	0,3542	Valid

3. UJI INSTRUMEN KINERJA GURU

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.813
		N of Items	15 ^a
	Part 2	Value	.794
		N of Items	15 ^b
		Total N of Items	30
		Correlation Between Forms	.738
Spearman-Brown Coefficient		Equal Length	.849
		Unequal Length	.849
		Guttman Split-Half Coefficient	.847

a. The items are: ITEM1, ITEM2, ITEM3, ITEM4, ITEM5, ITEM6, ITEM7, ITEM8, ITEM9, ITEM10, ITEM11, ITEM12, ITEM13, ITEM14, ITEM15.

b. The items are: ITEM16, ITEM17, ITEM18, ITEM19, ITEM20, ITEM21, ITEM22, ITEM23, ITEM24, ITEM25, ITEM26, ITEM27, ITEM28, ITEM29, ITEM30, ITEMTOT.

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.813
		N of Items	15 ^a
	Part 2	Value	.794
		N of Items	15 ^b
		Total N of Items	30
		Correlation Between Forms	.738
Spearman-Brown Coefficient	Equal Length	.849	
	Unequal Length	.849	
	Guttman Split-Half Coefficient	.847	

a. The items are: ITEM1, ITEM2, ITEM3, ITEM4, ITEM5, ITEM6, ITEM7, ITEM8, ITEM9, ITEM10, ITEM11, ITEM12, ITEM13, ITEM14, ITEM15.



Tabel III : Validitas Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
ITEM1	103.1486	101.115	.651	.	.879
ITEM2	103.1216	99.396	.795	.	.877
ITEM3	103.1081	100.920	.735	.	.879
ITEM4	103.0946	100.662	.689	.	.879
ITEM5	103.2027	103.808	.360	.	.884
ITEM6	103.3243	105.071	.168	.	.888
ITEM7	103.6351	103.605	.148	.	.893
ITEM8	103.1757	101.133	.514	.	.881
ITEM9	103.1081	102.427	.512	.	.881
ITEM10	103.6216	94.101	.593	.	.878
ITEM11	103.9865	97.767	.346	.	.889
ITEM12	103.1351	104.475	.377	.	.884
ITEM13	103.1081	100.974	.525	.	.881
ITEM14	103.2027	100.383	.549	.	.880
ITEM15	103.0676	102.256	.582	.	.881
ITEM16	103.0541	105.257	.281	.	.885
ITEM17	103.1081	100.865	.661	.	.879
ITEM18	103.2027	101.123	.551	.	.880
ITEM19	103.1486	101.115	.651	.	.879
ITEM20	103.1216	99.396	.795	.	.877
ITEM21	104.1622	102.001	.189	.	.894
ITEM22	103.4730	102.938	.223	.	.889
ITEM23	103.6081	108.817	-.077	.	.900
ITEM24	103.1081	100.865	.661	.	.879
ITEM25	103.2027	103.808	.360	.	.884
ITEM26	104.1622	102.001	.189	.	.894
ITEM27	103.4730	102.938	.223	.	.889
ITEM28	103.6081	108.817	-.077	.	.900
ITEM29	103.1081	100.865	.661	.	.879
ITEM30	103.2027	103.808	.360	.	.884

Berdasarkan hasil perhitungan pada tabel di atas dapat disimpulkan sebagai berikut :

No Angket	Hasil Korelasi	r- Tabel	Keterangan
ITEM1	0.651	0,3542	Valid
ITEM2	0.795	0,3542	Valid
ITEM3	0.735	0,3542	Valid
ITEM4	0.689	0,3542	Valid
ITEM5	0.360	0,3542	Valid
ITEM6	0.168	0,3542	Tidak Valid
ITEM7	0.148	0,3542	Tidak Valid
ITEM8	0.514	0,3542	Valid
ITEM9	0.512	0,3542	Valid
ITEM10	0.593	0,3542	Valid
ITEM11	0.346	0,3542	Valid
ITEM12	0.377	0,3542	Valid
ITEM13	0.525	0,3542	Valid
ITEM14	0.549	0,3542	Valid
ITEM15	0.582	0,3542	Valid
ITEM16	0.281	0,3542	Valid
ITEM17	0.661	0,3542	Valid
ITEM18	0.551	0,3542	Valid
ITEM19	0.651	0,3542	Valid
ITEM20	0.795	0,3542	Valid
ITEM21	0.189	0,3542	Tidak Valid
ITEM22	0.223	0,3542	Tidak Valid
ITEM23	-0.077	0,3542	Tidak Valid
ITEM24	0.661	0,3542	Valid
ITEM25	0.460	0,3542	Valid
ITEM26	0.489	0,3542	Valid
ITEM27	0.523	0,3542	Valid
ITEM28	0.477	0,3542	Valid
ITEM29	0.661	0,3542	Valid
ITEM30	0.460	0,3542	Valid

Lampiran 4 :Statistik Data Penelitian

Statistics

		Komp. Kepribadian	Komp. Profesional	Kinerja Guru
N	Valid	86	86	86
	Missing	0	0	0
Mean		27.7442	32.8256	36.9767
Std. Deviation		2.63990	3.53201	2.64787
Minimum		23.00	23.00	27.00
Maximum		33.00	40.00	40.00

Komp. Kepribadian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	23.00	6	7.0	7.0	7.0
	24.00	6	7.0	7.0	14.0
	25.00	6	7.0	7.0	20.9
	26.00	10	11.6	11.6	32.6
	27.00	10	11.6	11.6	44.2
	28.00	8	9.3	9.3	53.5
	29.00	24	27.9	27.9	81.4
	30.00	6	7.0	7.0	88.4
	31.00	2	2.3	2.3	90.7
	32.00	2	2.3	2.3	93.0
	33.00	6	7.0	7.0	100.0
	Total		86	100.0	100.0

Komp. Profesional

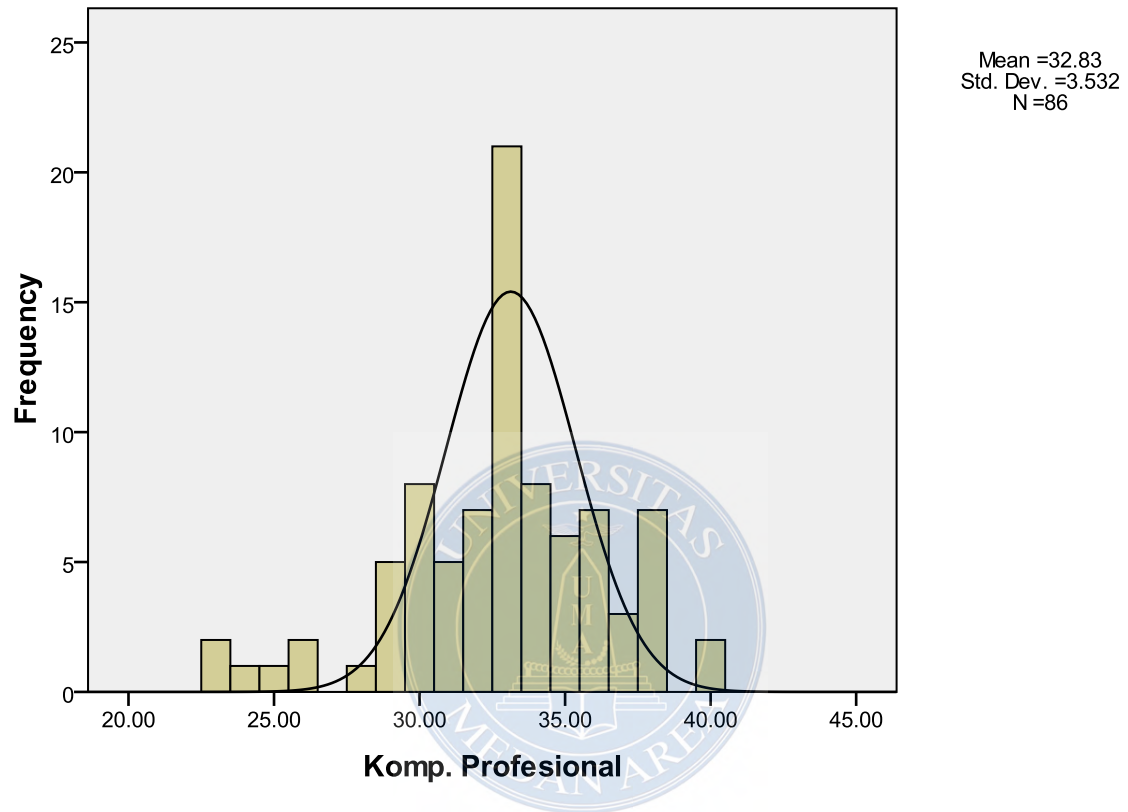
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	23.00	2	2.3	2.3	2.3
	24.00	1	1.2	1.2	3.5
	25.00	1	1.2	1.2	4.7
	26.00	2	2.3	2.3	7.0
	28.00	1	1.2	1.2	8.1
	29.00	5	5.8	5.8	14.0
	30.00	8	9.3	9.3	23.3
	31.00	5	5.8	5.8	29.1
	32.00	7	8.1	8.1	37.2
	33.00	21	24.4	24.4	61.6
	34.00	8	9.3	9.3	70.9
	35.00	6	7.0	7.0	77.9
	36.00	7	8.1	8.1	86.0
	37.00	3	3.5	3.5	89.5
	38.00	7	8.1	8.1	97.7
	40.00	2	2.3	2.3	100.0
Total		86	100.0	100.0	

Kinerja Guru

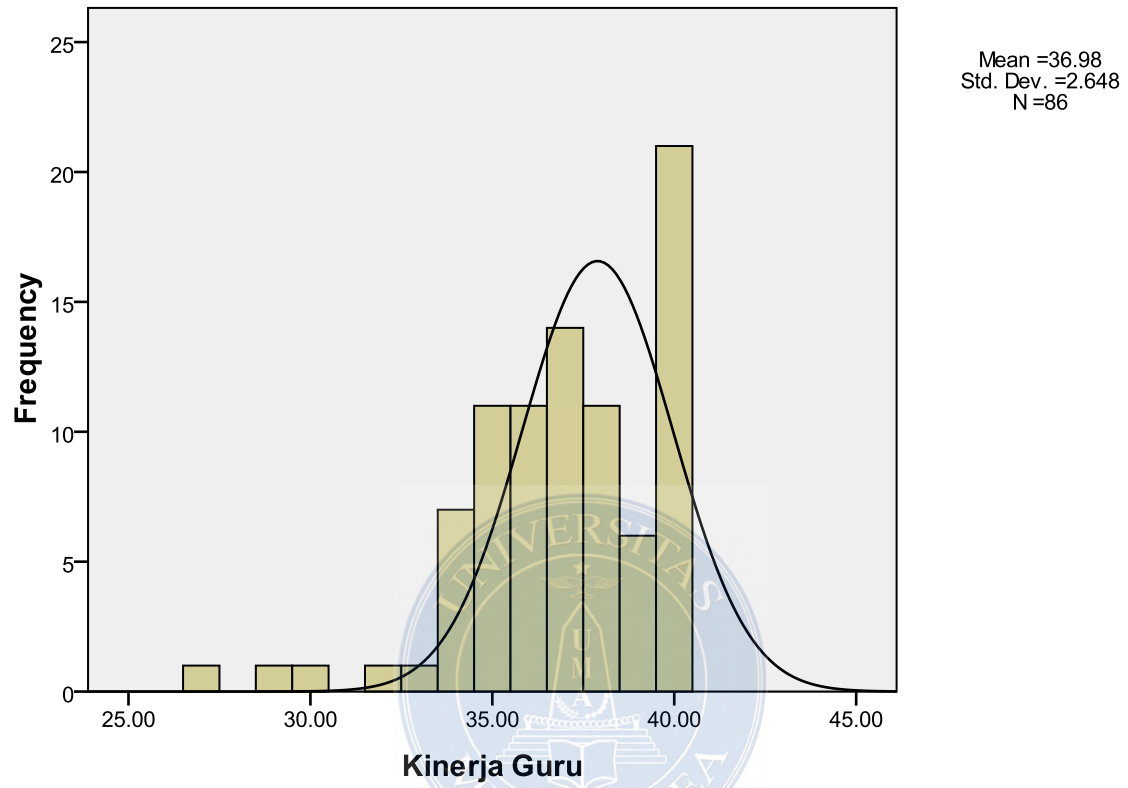
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	27.00	1	1.2	1.2	1.2
	29.00	1	1.2	1.2	2.3
	30.00	1	1.2	1.2	3.5
	32.00	1	1.2	1.2	4.7
	33.00	1	1.2	1.2	5.8
	34.00	7	8.1	8.1	14.0
	35.00	11	12.8	12.8	26.7
	36.00	11	12.8	12.8	39.5
	37.00	14	16.3	16.3	55.8
	38.00	11	12.8	12.8	68.6
	39.00	6	7.0	7.0	75.6
	40.00	21	24.4	24.4	100.0
Total		86	100.0	100.0	

Lampiran 5 : Histogram Data Penelitian

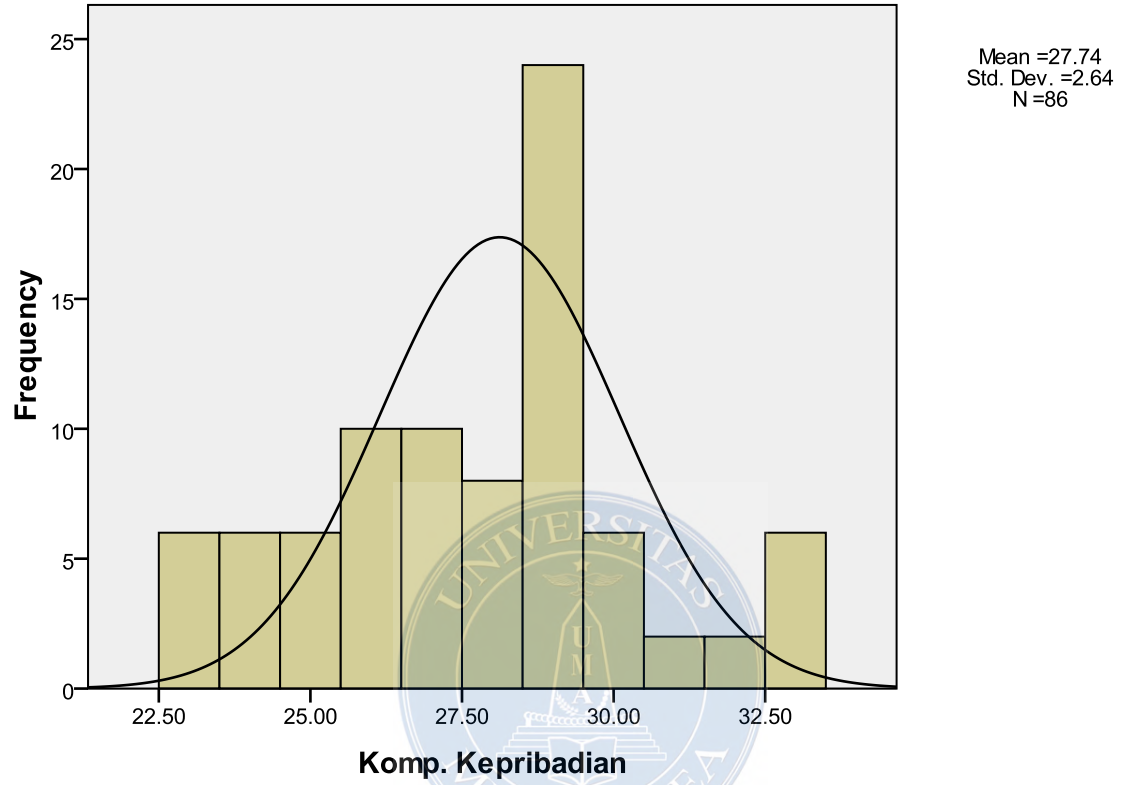
Komp. Profesional



Kinerja Guru



Komp. Kepribadian



Lampiran 7 :Koefisien Korelasi Variabel Kompetensi Kepribadian dan Profesional dengan Kinerja Guru

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.653 ^a	.426	.412	2.02965	.426	30.833	2	83	.000	1.553

a. Predictors: (Constant), Komp. Profesional, Komp. Kepribadian

b. Dependent Variable: Kinerja Guru

Analisis Persamaan Regresi antar Variabel Kompetensi Kepribadian dan Profesional dengan Kinerja Guru

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	254.035	2	127.018	30.833	.000 ^a
	Residual	341.918	83	4.119		
	Total	595.953	85			

a. Predictors: (Constant), Komp. Profesional, Komp. Kepribadian

b. Dependent Variable: Kinerja Guru

Koefisien Persamaan Model Penelitian : $Y = aX_1 + bX_2 + c$

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.410	2.697		7.566	.000
	Komp. Kepribadian	.026	.088	.026	.293	.770
	Komp. Profesional	.483	.066	.644	7.328	.000

a. Dependent Variable: Kinerja Guru



Lampiran 1 : Perhitungan Uji Coba Instrumen Kompetensi Kepribadian

Validitas angket ditentukan dengan menggunakan rumus korelasi produk moment

$$\text{sebagai berikut : } r_{\text{hitung}} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{\{(n\sum X^2) - (\sum X)^2\}\{(n\sum Y^2) - (\sum Y)^2\}}}$$

Keterangan :

r_{hitung} = Koefisien korelasi antara variabel X dan Y dalam hal ini X adalah skor item dan Y adalah skor total

n = Jumlah responden

$\sum X$ = Jumlah skor X

$\sum Y$ = Jumlah skor Y

$\sum X^2$ = Jumlah kuadrat skor X

$\sum Y^2$ = Jumlah kuadrat skor Y

$\sum XY$ = Jumlah hasil skor X dan Y

Berikut diberikan suatu contoh perhitungan koefisien korelasi item nomor 1 dimana dari setiap jawaban responden diperoleh data sebagai berikut :

$$n = 30$$

$$\sum X = 106$$

$$\sum Y = 111$$

$$\sum X^2 = 11236$$

$$\sum Y^2 = 12321$$

$$\sum XY = 11766$$

$$r_{\text{hitung}} = \frac{30(11766) - (106)(111)}{\sqrt{\{(30(11236) - (106)^2)\}\{(30(12321) - (111)^2)\}}} = 0,354$$

Untuk r_{tabel} dengan taraf signifikan 0,05 dengan n = 30 yakni 0,341 maka $r_{\text{hitung}} > r_{\text{tabel}}$ atau $0,354 > 0,341$ dengan demikian butir nomor 1 valid.

Sedangkan untuk menentukan reliabilitas instrument menggunakan rumus Flanagan disebabkan jumlah butir angket genap. Adapun rumus yang digunakan :

$$r_{11} = 2 \left(1 - \frac{V_1 + V_2}{V_t} \right)$$

Keterangan :

R_{11} = Reliabilitas tes

V_1 = Varians belahan pertama (skor ganjil)

V_2 = Varians belahan kedua (skor genap)

V_t = Varians total

Dengan demikian reliabilitas intrumen kompetensi kepribadian memiliki reliabilitas sebesar 0,834. Nilai reliabilitas ini tergolong tinggi.

Berdasarkan hasil perhitungan pada tabel uji coba instrument kompetensi kepribadian guru dapat dirangkum validitas masing-masing butir angket sebagai berikut :

Tabel Hasil Uji Coba Instrumen Kompetensi Kepribadian Guru

No Angket	Hasil Korelasi	Keterangan	No Angket	Hasil Korelasi	Keterangan
ITEM1	0,354	Valid	ITEM16	0,454	Valid
ITEM2	0,403	Valid	ITEM17	0,426	Valid
ITEM3	0,510	Valid	ITEM18	0,334	In Valid
ITEM4	0,370	Valid	ITEM19	0,417	Valid
ITEM5	0,465	Valid	ITEM20	0,382	Valid
ITEM6	0,512	Valid	ITEM21	0,427	Valid
ITEM7	0,405	Valid	ITEM22	0,412	Valid
ITEM8	0,599	Valid	ITEM23	0,364	Valid
ITEM9	0,319	In Valid	ITEM24	0,601	Valid
ITEM10	0,313	In Valid	ITEM25	0,294	In Valid
ITEM11	0,190	Invalid	ITEM26	0,434	Valid
ITEM12	0,165	Invalid	ITEM27	0,398	In Valid
ITEM13	0,340	In Valid	ITEM28	0,338	In Valid
ITEM14	0,434	Valid	ITEM29	0,432	Valid
ITEM15	0,445	Valid	ITEM30	0,611	Valid

Lampiran 2 : Perhitungan Validitas Uji Coba Instrumen Kompetensi Profesional

Validitas angket ditentukan dengan menggunakan rumus korelasi produk moment

sebagai berikut :
$$r_{hitung} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{\{(n \sum X^2) - (\sum X)^2\} \{(n \sum Y^2) - (\sum Y)^2\}}}$$

Keterangan :

r_{hitung} = Koefisien korelasi antara variabel X dan Y dalam hal ini X adalah skor item dan Y adalah skor total

n = Jumlah responden

$\sum X$ = Jumlah skor X

$\sum Y$ = Jumlah skor Y

$\sum X^2$ = Jumlah kuadrat skor X

$\sum Y^2$ = Jumlah kuadrat skor Y

$\sum XY$ = Jumlah hasil skor X dan Y

Berikut diberikan suatu contoh perhitungan koefisien korelasi item nomor 3 dimana dari setiap jawaban responden diperoleh data sebagai berikut :

n = 30

$\sum X$ = 122

$\sum Y$ = 103

$\sum X^2$ = 14884

$\sum Y^2$ = 10609

$\sum XY$ = 12566

$$r_{hitung} = \frac{30(12566) - (122)(103)}{\sqrt{\{(30(14884) - (122)^2)\} \{(30(10609) - (103)^2)\}}} = 0,645$$

Untuk r_{tabel} dengan taraf signifikan 0,05 dengan n = 30 yakni 0,341 maka $r_{hitung} > r_{tabel}$ atau $0,645 > 0,341$ dengan demikian butir nomor 3 valid.

Sedangkan untuk menentukan reliabilitas instrument menggunakan rumus Flanagan disebabkan jumlah butir angket genap. Adapun rumus yang digunakan :

$$r_{11} = 2 \left(1 - \frac{V_1 + V_2}{V_t} \right)$$

Keterangan :

R_{11} = Reliabilitas tes

V_1 = Varians belahan pertama (skor ganjil)

V_2 = Varians belahan kedua (skor genap)

V_t = Varians total

Dengan demikian reliabilitas intrumen kompetensi profesional memiliki reliabilitas sebesar 0,714. Nilai reliabilitas ini tergolong baik.

Berdasarkan hasil perhitungan pada tabel uji coba instrument kompetensi profesional dapat dirangkum validitas masing-masing butir angket sebagai berikut :

Tabel Hasil Uji Coba Instrumen Kompetensi Profesional

No Angket	Hasil Korelasi	Keterangan	No Angket	Hasil Korelasi	Keterangan
ITEM1	0,418	Valid	ITEM16	0,444	Valid
ITEM2	0,396	Valid	ITEM17	0,315	In Valid
ITEM3	0,645	Valid	ITEM18	0,163	In Valid
ITEM4	0,314	In Valid	ITEM19	0,456	Valid
ITEM5	0,140	In Valid	ITEM20	0,413	Valid
ITEM6	0,496	Valid	ITEM21	0,481	Valid
ITEM7	0,393	In Valid	ITEM22	0,364	In Valid
ITEM8	0,468	Valid	ITEM23	0,374	In Valid
ITEM9	0,389	In Valid	ITEM24	0,531	Valid
ITEM10	0,388	In Valid	ITEM25	0,191	In Valid
ITEM11	0,105	In Valid	ITEM26	0,202	In Valid
ITEM12	0,338	In Valid	ITEM27	0,320	In Valid
ITEM13	0,350	In Valid	ITEM28	0,401	Valid
ITEM14	0,378	In Valid	ITEM29	0,475	Valid
ITEM15	0,422	Valid	ITEM30	0,555	Valid

Lampiran 3 : Perhitungan Uji Coba Instrumen Kinerja Guru

Validitas angket ditentukan dengan menggunakan rumus korelasi produk moment

sebagai berikut :
$$r_{hitung} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{\{(n\sum X^2) - (\sum X)^2\}\{(n\sum Y^2) - (\sum Y)^2\}}}$$

Keterangan :

r_{hitung} = Koefisien korelasi antara variabel X dan Y dalam hal ini X adalah skor item dan Y adalah skor total

n = Jumlah responden

$\sum X$ = Jumlah skor X

$\sum Y$ = Jumlah skor Y

$\sum X^2$ = Jumlah kuadrat skor X

$\sum Y^2$ = Jumlah kuadrat skor Y

$\sum XY$ = Jumlah hasil skor X dan Y

Berikut diberikan suatu contoh perhitungan koefisien korelasi item nomor 2 dimana dari setiap jawaban responden diperoleh data sebagai berikut :

n = 30

$\sum X$ = 138

$\sum Y$ = 103

$\sum X^2$ = 1904

$\sum Y^2$ = 10609

$\sum XY$ = 14214

$$r_{hitung} = \frac{30(14214) - (138)(103)}{\sqrt{\{(30(1904) - (138)^2)\}\{(30(10609) - (103)^2)\}}} = 0,368$$

Untuk r_{tabel} dengan taraf signifikan 0,05 dengan n = 30 yakni 0,341 maka $r_{hitung} > r_{tabel}$ atau $0,368 > 0,341$ dengan demikian butir nomor 2 valid.

Sedangkan untuk menentukan reliabilitas instrument menggunakan rumus Flanagan disebabkan jumlah butir angket genap. Adapun rumus yang digunakan :

$$r_{11} = 2 \left(1 - \frac{V_1 + V_2}{V_t} \right)$$

Keterangan :

R_{11} = Reliabilitas tes

V_1 = Varians belahan pertama (skor ganjil)

V_2 = Varians belahan kedua (skor genap)

V_t = Varians total

Dengan demikian reliabilitas intrumen kinerja guru memiliki reliabilitas sebesar 0,785. Nilai reliabilitas ini tergolong baik.

Berdasarkan hasil perhitungan pada tabel uji coba instrument kinerja guru dapat dirangkum validitas masing-masing butir angket sebagai berikut :

Tabel Hasil Uji Coba Instrumen Kinerja Guru

No Angket	Hasil Korelasi	Keterangan	No Angket	Hasil Korelasi	Keterangan
ITEM1	0,467	Valid	ITEM16	0,411	Valid
ITEM2	0,368	In Valid	ITEM17	0,353	In Valid
ITEM3	0,707	Valid	ITEM18	0,323	In Valid
ITEM4	0,375	Valid	ITEM19	0,436	Valid
ITEM5	0,452	In Valid	ITEM20	0,422	Valid
ITEM6	0,519	Valid	ITEM21	0,509	Valid
ITEM7	0,221	In Valid	ITEM22	0,294	In Valid
ITEM8	0,152	In Valid	ITEM23	0,367	In Valid
ITEM9	0,331	In Valid	ITEM24	0,462	Valid
ITEM10	0,488	Valid	ITEM25	0,221	In Valid
ITEM11	0,039	In Valid	ITEM26	0,142	In Valid
ITEM12	0,287	In Valid	ITEM27	0,372	Valid
ITEM13	0,342	In Valid	ITEM28	0,402	Valid
ITEM14	0,358	In Valid	ITEM29	0,434	Valid
ITEM15	0,347	In Valid	ITEM30	0,437	Valid