

**PENGARUH PENDIDIKAN DAN PELATAIHAN TERHADAP MOTIVASI
GURU YAYASAN DAARUL AQILA MEDAN**

Yth. Bapak/Ibu

Di tempat

Dengan hormat,

Dalam rangka penyusunan skripsi untuk menyelesaikan program studi Sarjana (S1) jurusan Manajemen Fak. Ekonomi Universitas Medan Area, saya mengharapkan kesediaan dan partisipasi Bapak/Ibu untuk mengisi kuisisioner ini sesuai dengan keadaan sebenarnya di Yayasan Daarul Aqila Medan dengan jujur dan tanpa paksaan dari pihak manapun. Kerahasiaan Bapak/Ibu akan dijaga sesuai dengan kode etik penelitian.

Atas perhatian dan kerjasama Bapak/Ibu dalam pengisian kuisisioner ini, saya ucapkan terima kasih.

Penulis

Anggi

INFORMASI RESPONDEN

- No.Responden** :
1. Nama :
2. Jabatan Anda saat ini :
3. Jenis Kelamin : a.Pria b.Wanita
4. Pendidikan : a.SLTA b.Akademi
c.Sarjana d.Pascasarjana
5. Kelompok Usia : a.20-30 thn b.diatas 30-40 thn
c.diatas 40-50 thn d.diatas 50 thn

KUISIONER

Isilah lembar pertanyaan dibawah ini tanpa kecuali sesuai dengan pendapat saudara dan kondisi di lingkungan kerja saudara. Beri tanda check list (\checkmark) pada kolom sebelah kanan sesuai dengan jawaban saudara. Penilaian dilakukan dengan skala berikut:

NO	Item Instrumen	Skor
1.	Sangat Setuju	5
2.	Setuju	4
3.	Kurang Setuju	3
4.	Tidak Setuju	2
5.	Sangat Tidak Setuju	1

Pernyataan

I. Variabel Pendidikan (X_1)

No	Pernyataan	SS	S	KS	TS	STS
1	Semakin tinggi tingkat pendidikan yang saya peroleh akan semakin membantu saya dalam menyelesaikan pekerjaan					
2	Pendidikan terakhir saya sesuai dengan bidang pekerjaan / program studi					
3	Dengan adanya Mutu dan relevansi pendidikan yang saya peroleh sangat mudah diaplikasikan dalam melaksanakan pekerjaan					
4	Materi pendidikan yang telah diberikan telah sesuai dengan kebutuhan pekerjaan					
5	Metode pendidikan yang telah diberikan sesuai subjek yang diajarkan.					

II. Variabel Pelatihan(X₂)

No	Pernyataan	SS	S	KS	TS	STS
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1	Pelatihan memberikan kesempatan untuk mengembangkan bakat mengenai pekerjaan					
2	Pelatihan meningkatkan kemampuan saya untuk menyelesaikan pekerjaan					
3	Pelatihan meningkatkan keterampilan saya untuk meningkatkan kualitas pekerjaan					
4	Dengan adanya pelatihan membuat saya bersikap tenang saat menghadapi permasalahan dalam bekerja					
5	Pelatihan dapat membangkitkan rasa ingin tahu terhadap masalah yang berhubungan dengan pekerjaan					
6	Pelatihan kerja meningkatkan akurasi, ketelitian dan kehandalan saya dalam bekerja					

III. Motivasi (Y)

No	Pernyataan	SS	S	KS	TS	STS
1	Gaji atau penghasilan yang saya peroleh sesuai harapan					
2	Fasilitas kerja yang disediakan oleh sekolah mendorong saya untuk semangat bekerja					
3	Penghargaan atas prestasi kerja dari kepala sekolah mendorong saya untuk lebih giat dalam melaksanakan tugas					
4	Pelatihan yang saya dapatkan mampu membuat saya termotivasi dalam melaksanakan pekerjaan					
5	Lingkungan disekitar sekolah membuat saya nyaman dalam bekerja.					

Frequencies PENDIDIKAN (X1)

[DataSet0]

Statistics

		P1	P2	P3	P4	P5
N	Valid	50	50	50	50	50
	Missing	0	0	0	0	0

Frequency Table

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	24	48.0	48.0	48.0
	5	26	52.0	52.0	100.0
Total		50	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.0	2.0	2.0
	4	30	60.0	60.0	62.0
	5	19	38.0	38.0	100.0
Total		50	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	4.0	4.0	4.0
	4	25	50.0	50.0	54.0
	5	23	46.0	46.0	100.0
	Total	50	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	25	50.0	50.0	50.0
	5	25	50.0	50.0	100.0
	Total	50	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.0	2.0	2.0
	4	20	40.0	40.0	42.0
	5	29	58.0	58.0	100.0
	Total	50	100.0	100.0	

Frequencies PELATIHAN (X2)

[DataSet0]

Statistics

		P1	P2	P3	P4	P5	P6
N	Valid	50	50	50	50	50	50
	Missing	0	0	0	0	0	0

Frequency Table

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	10.0	10.0	10.0
	4	20	40.0	40.0	50.0
	5	25	50.0	50.0	100.0
	Total	50	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	10.0	10.0	10.0
	4	23	46.0	46.0	56.0
	5	22	44.0	44.0	100.0
	Total	50	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.0	6.0	6.0
	4	19	38.0	38.0	44.0
	5	28	56.0	56.0	100.0
	Total	50	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	10.0	10.0	10.0
	4	22	44.0	44.0	54.0
	5	23	46.0	46.0	100.0
	Total	50	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	4.0	4.0	4.0
	4	33	66.0	66.0	70.0
	5	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

P6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	4.0	4.0	4.0
	4	33	66.0	66.0	70.0
	5	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

Frequencies MOTIVASI KERJA (Y)

[DataSet0]

Statistics

		P1	P2	P3	P4	P5
N	Valid	50	50	50	50	50
	Missing	0	0	0	0	0

Frequency Table

P1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	8.0	8.0	8.0
	4	31	62.0	62.0	70.0
	5	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

P2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.0	6.0	6.0
	4	36	72.0	72.0	78.0
	5	11	22.0	22.0	100.0
	Total	50	100.0	100.0	

P3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.0	6.0	6.0
	4	36	72.0	72.0	78.0
	5	11	22.0	22.0	100.0
	Total	50	100.0	100.0	

P4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	4.0	4.0	4.0
	4	37	74.0	74.0	78.0
	5	11	22.0	22.0	100.0
	Total	50	100.0	100.0	

P5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	4.0	4.0	4.0
	4	34	68.0	68.0	72.0
	5	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

PENDIDIKAN (x1)

CORRELATIONS
/VARIABLES=P1 P2 P3 P4 P5 TOTAL
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations

[DataSet0]

Correlations

		P1	P2	P3	P4	P5	TOTAL
P1	Pearson Correlation	1	.357*	.076	.320*	.183	.590**
	Sig. (2-tailed)		.011	.600	.023	.205	.000
	N	50	50	50	50	50	50
P2	Pearson Correlation	.357*	1	.165	.077	.138	.542**
	Sig. (2-tailed)	.011		.252	.595	.339	.000
	N	50	50	50	50	50	50
P3	Pearson Correlation	.076	.165	1	.387**	.476**	.683**
	Sig. (2-tailed)	.600	.252		.006	.000	.000
	N	50	50	50	50	50	50
P4	Pearson Correlation	.320*	.077	.387**	1	.374**	.670**
	Sig. (2-tailed)	.023	.595	.006		.008	.000
	N	50	50	50	50	50	50
P5	Pearson Correlation	.183	.138	.476**	.374**	1	.692**
	Sig. (2-tailed)	.205	.339	.000	.008		.000
	N	50	50	50	50	50	50
TOTAL	Pearson Correlation	.590**	.542**	.683**	.670**	.692**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

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

PELATIHAN (X2)

CORRELATIONS
/VARIABLES=P1 P2 P3 P4 P5 P6 TOTAL
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

Correlations

[DataSet0]

Correlations

		P1	P2	P3	P4	P5	P6	TOTAL
P1	Pearson Correlation	1	.287*	.595**	.313*	.393**	.335*	.700**
	Sig. (2-tailed)		.043	.000	.027	.005	.017	.000
	N	50	50	50	50	50	50	50
P2	Pearson Correlation	.287*	1	.328*	.509**	.328*	.446**	.693**
	Sig. (2-tailed)	.043		.020	.000	.020	.001	.000
	N	50	50	50	50	50	50	50
P3	Pearson Correlation	.595**	.328*	1	.351*	.472**	.409**	.743**
	Sig. (2-tailed)	.000	.020		.012	.001	.003	.000
	N	50	50	50	50	50	50	50
P4	Pearson Correlation	.313*	.509**	.351*	1	.661**	.369**	.758**
	Sig. (2-tailed)	.027	.000	.012		.000	.008	.000
	N	50	50	50	50	50	50	50
P5	Pearson Correlation	.393**	.328*	.472**	.661**	1	.192	.708**
	Sig. (2-tailed)	.005	.020	.001	.000		.181	.000
	N	50	50	50	50	50	50	50
P6	Pearson Correlation	.335*	.446**	.409**	.369**	.192	1	.634**
	Sig. (2-tailed)	.017	.001	.003	.008	.181		.000
	N	50	50	50	50	50	50	50
TOTAL	Pearson Correlation	.700**	.693**	.743**	.758**	.708**	.634**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50

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

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

MOTIVASI KERJA (Y)

CORRELATIONS
 /VARIABLES=P1 P2 P3 P4 P5 TOTAL
 /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.

Correlations

[DataSet0]

Correlations

		P1	P2	P3	P4	P5	TOTAL
P1	Pearson Correlation	1	.154	.223	.220	.160	.631**
	Sig. (2-tailed)		.285	.119	.125	.267	.000
	N	50	50	50	50	50	50
P2	Pearson Correlation	.154	1	.292*	.130	.006	.534**
	Sig. (2-tailed)	.285		.039	.369	.966	.000
	N	50	50	50	50	50	50
P3	Pearson Correlation	.223	.292*	1	.130	.238	.639**
	Sig. (2-tailed)	.119	.039		.369	.095	.000
	N	50	50	50	50	50	50
P4	Pearson Correlation	.220	.130	.130	1	.232	.565**
	Sig. (2-tailed)	.125	.369	.369		.104	.000
	N	50	50	50	50	50	50
P5	Pearson Correlation	.160	.006	.238	.232	1	.556**
	Sig. (2-tailed)	.267	.966	.095	.104		.000
	N	50	50	50	50	50	50
TOTAL	Pearson Correlation	.631**	.534**	.639**	.565**	.556**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50

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

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

PENDIDIKAN (X1)

RELIABILITY

```
/VARIABLES=P1 P2 P3 P4 P5  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.632	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	17.84	2.096	.340	.600
P2	18.00	2.163	.264	.635
P3	17.94	1.853	.424	.558
P4	17.86	1.960	.447	.549
P5	17.80	1.878	.457	.541

PELATIHAN X2

RELIABILITY

```
/VARIABLES=P1 P2 P3 P4 P5 P6  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.797	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	21.72	4.736	.526	.773
P2	21.78	4.787	.521	.774
P3	21.62	4.730	.603	.754
P4	21.76	4.553	.611	.752
P5	21.86	5.062	.582	.762
P6	21.86	5.266	.486	.781

MOTIVASI KERJA (Y)

RELIABILITY

```
/VARIABLES=P1 P2 P3 P4 P5  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
```

Reliability

[DataSet0]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.520	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	16.74	1.543	.307	.453
P2	16.80	1.755	.230	.499
P3	16.80	1.592	.368	.414
P4	16.78	1.726	.289	.464
P5	16.72	1.716	.252	.487

UJI REGRESI BERGANDA

REGRESSION
 /MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT y
 /METHOD=ENTER x1 x2.

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	x2, x1 ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.970 ^a	.941	.939	.378

a. Predictors: (Constant), x2, x1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	107.208	2	53.604	375.357	.000 ^a
	Residual	6.712	47	.143		
	Total	113.920	49			

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

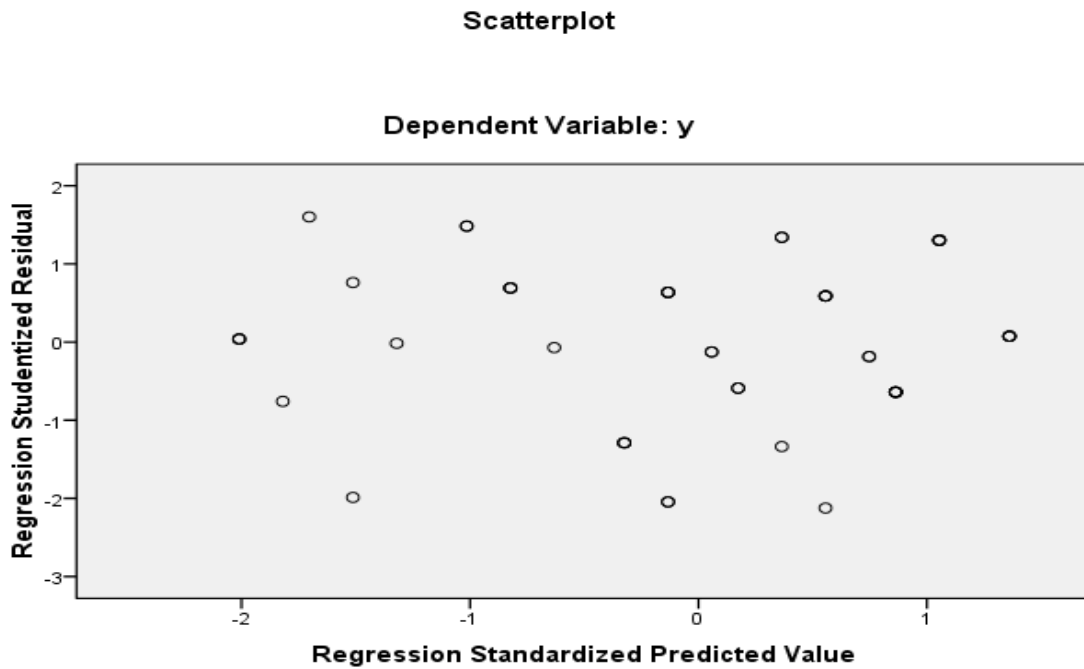
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.421	.827		4.136	.000
	x1	.454	.099	.502	4.583	.000
	x2	.283	.064	.481	4.392	.000

a. Dependent Variable: y

UJI HETEROKEDASTISITAS

Charts



UJI NORMALITAS

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters ^a	Mean	.0000000

	Std. Deviation	.37010708
Most Extreme Differences	Absolute	.122
	Positive	.071
	Negative	-.122
Kolmogorov-Smirnov Z		.860
Asymp. Sig. (2-tailed)		.451
a. Test distribution is Normal.		

UJI MULTIKONEARITAS

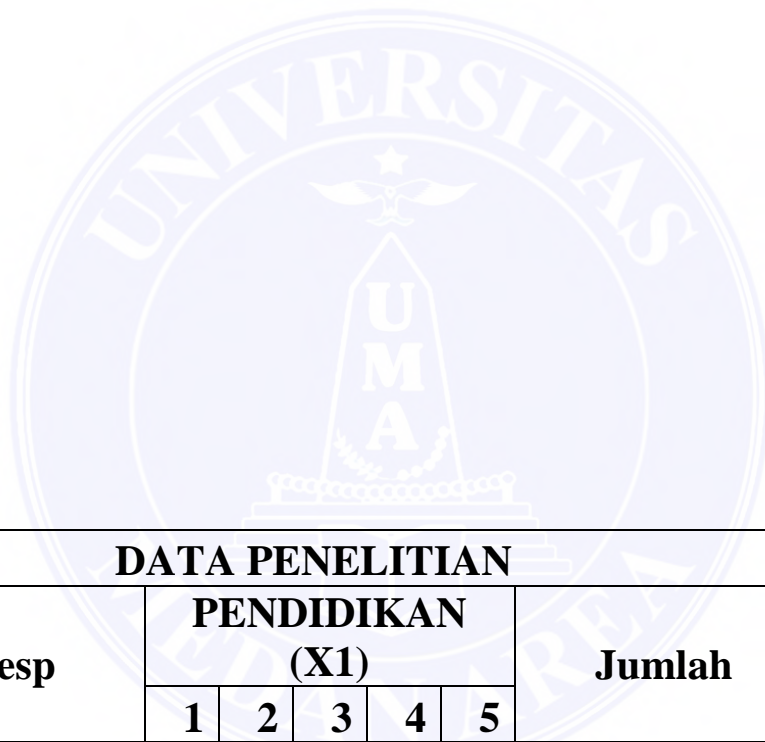
REGRESSION

/MISSING LISTWISE
 /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
 /CRITERIA=PIN(.05) POUT(.10)
 /NOORIGIN
 /DEPENDENT y
 /METHOD=ENTER x1 x2
 /SCATTERPLOT=(*SRESID ,*ZPRED)
 /SAVE RESID.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.421	.827		4.136	.000		
	x1	.454	.099	.502	4.583	.000	.104	9.577
	x2	.283	.064	.481	4.392	.000	.104	9.577

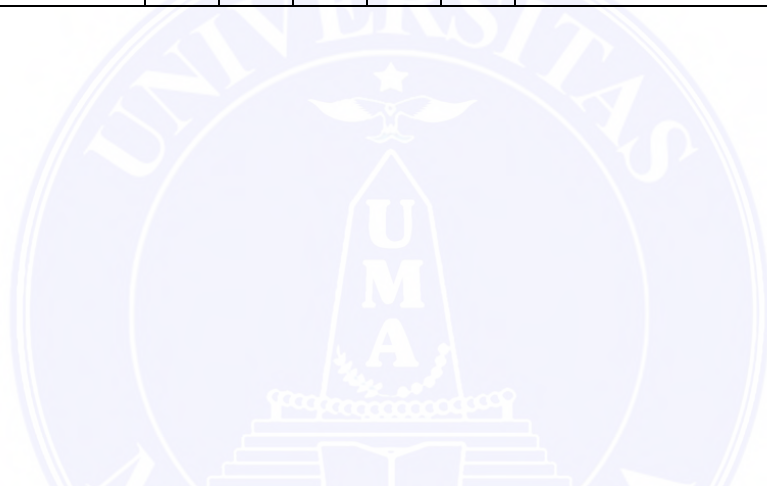
a. Dependent Variable: y



DATA PENELITIAN						
No Resp	PENDIDIKAN (X1)					Jumlah
	1	2	3	4	5	
1	4	4	3	4	4	19
2	4	3	4	4	4	19
3	4	4	3	4	4	19
4	4	4	4	4	3	19
5	4	4	4	4	4	20
6	4	4	4	4	4	20
7	4	4	4	4	4	20
8	4	4	4	4	4	20
9	4	4	4	4	5	21

10	5	4	4	4	4	21
11	4	4	5	4	4	21
12	5	4	4	4	4	21
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41	5	5	5	5	4	24
42	5	4	5	5	5	24
43	5	5	4	5	5	24
44	5	5	4	5	5	24
45	5	4	5	5	5	24
46	4	5	5	5	5	24
47	5	5	5	5	5	25
48	5	5	5	5	5	25
49	5	5	5	5	5	25
50	5	5	5	5	5	25



DATA PENELITIAN							
No Resp	PELATIHAN (X2)						Jumlah
	1	2	3	4	5	6	
1	3	4	3	4	3	4	21
2	4	3	4	3	4	4	22
3	3	4	4	3	4	3	21
4	4	3	4	3	4	3	21
5	3	4	3	4	4	4	22
6	4	3	4	3	4	4	22
7	3	4	4	3	3	4	21
8	4	4	3	4	4	4	23

9	4	3	4	4	4	4	23
10	3	4	4	4	4	4	23
11	4	3	4	5	4	4	24
12	4	4	4	4	4	4	24
13	4	4	4	4	4	4	24
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34	5	4	5	5	4	4	27
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36	5	5	5	4	4	4	27
37	5	5	5	4	4	5	28
38	5	5	5	4	4	5	28
39	5	5	4	5	5	4	28

40	5	4	5	5	5	4	28
41	5	5	4	5	5	4	28
42	5	4	5	5	5	4	28
43	5	5	5	5	5	4	29
44	5	4	5	5	5	5	29
45	4	5	5	5	5	5	29
46	4	5	5	5	5	5	29
47	5	5	5	5	5	4	29
48	5	4	5	5	5	5	29
49	5	5	5	5	5	4	29
50	5	5	5	5	4	5	29

DATA PENELITIAN						
No Resp	MOTIVASI KERJA (Y)					Jumlah
	1	2	3	4	5	
1	3	4	4	3	4	18
2	3	4	3	4	4	18
3	4	4	3	4	3	18
4	4	3	4	4	3	18
5	3	4	3	4	4	18
6	4	3	4	4	4	19
7	4	4	4	3	4	19
8	4	3	4	4	4	19
9	4	4	4	4	4	20
10	4	4	4	4	4	20

11	4	4	4	4	4	20
12	4	4	4	4	4	20
13	4	4	4	4	4	20
14	4	4	4	4	4	20
15	4	4	4	4	4	20
16	4	4	4	4	4	20
17	4	4	4	4	4	20
18	4	4	4	4	4	20
19	4	4	4	4	4	20
20	4	4	4	4	5	21
21	5	4	4	4	4	21
22	4	5	4	4	4	21
23	4	4	4	4	5	21
24	5	4	4	4	4	21
25	4	4	4	4	5	21
26	4	5	4	4	4	21
27	4	4	5	4	4	21
28	3	5	4	5	4	21
29	5	4	4	4	5	22
30	4	4	4	5	5	22
31	4	4	5	4	5	22
32	4	4	4	5	5	22
33	5	4	4	5	4	22
34	4	5	5	4	4	22
35	5	4	4	4	5	22
36	4	5	5	4	4	22
37	4	4	5	4	5	22
38	5	4	4	4	5	22
39	5	4	4	5	4	22
40	5	4	4	5	4	22
41	5	5	4	4	4	22

42	5	4	5	4	4	22
43	4	5	5	5	4	23
44	4	4	5	5	5	23
45	5	4	4	5	5	23
46	5	5	5	4	4	23
47	5	5	4	4	5	23
48	5	5	4	5	4	23
49	5	5	5	4	4	23
50	4	4	5	5	5	23

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