

Data Responden seluruh variabel

RESPON	X1_Pelibatan	X2_Kepuasan	X3_Iklim	Y_Semangat
1	80	142	70	124
2	87	150	72	119
3	83	146	68	116
4	86	146	72	114
5	78	136	68	105
6	83	164	67	121
7	79	136	59	103
8	101	160	77	107
9	82	81	73	106
10	94	118	75	107
11	88	114	63	105
12	93	97	71	105
13	87	99	75	100
14	80	104	64	107
15	75	103	79	102
16	86	82	85	97
17	81	123	75	81
18	91	94	69	95
19	83	122	64	106
20	80	108	67	112
21	79	126	68	100
22	94	105	68	101
23	84	107	68	97
24	74	108	79	102
25	80	107	78	96
26	78	102	71	98
27	87	106	76	105
28	94	104	81	98
29	82	112	73	102
30	80	109	69	99
31	84	108	75	100
32	76	113	81	93
33	86	109	75	98
34	70	106	67	96
35	64	110	78	101
36	85	107	72	96
37	66	113	78	99
38	82	111	80	92
39	71	113	74	99
40	89	116	63	104
41	67	107	71	106

42	77	106	68	110
43	84	109	67	95
44	63	122	75	96
45	69	109	75	88
46	68	111	72	92
47	80	111	71	89
48	66	110	73	107
49	79	115	71	98
50	85	110	73	107
51	78	109	70	103
52	68	112	72	101
53	82	109	76	101
54	68	110	71	88
55	71	116	72	96
56	89	111	69	110
57	69	117	77	94
58	74	117	70	97
59	76	109	68	112
60	81	109	82	96
61	85	106	77	97
62	77	111	74	93
63	91	107	74	97
64	80	109	64	98
65	76	105	68	97
66	79	114	73	95
67	84	111	68	92
68	83	107	72	99
69	79	102	68	103
70	78	103	73	99
71	90	106	83	105
72	64	112	72	98
73	75	108	67	104
74	82	109	74	96
75	81	105	70	101
76	81	104	78	100
77	64	105	70	98
78	81	106	79	107
79	79	101	78	104
80	76	103	76	92
81	79	106	70	97
82	82	109	74	110
83	85	110	71	107
84	73	101	82	102
85	81	99	81	94

86	80	110	73	103
87	90	100	70	94
88	77	108	81	98
89	75	99	82	103
90	86	98	77	110
91	94	99	75	94
92	77	101	68	100
93	87	96	71	103
94	80	111	67	105
95	87	101	71	104
96	83	100	67	112
97	94	103	74	101
98	88	98	71	108
99	84	101	64	95
100	86	105	69	100
101	91	92	64	106
102	83	102	71	104
103	90	103	68	93
104	81	98	62	94
105	83	107	68	110
106	86	101	73	110
107	89	104	67	103
108	92	107	70	104
109	77	102	68	96
110	85	104	74	102

Lampiran 6

Hasil Output SPSS 20 untuk semua variabel

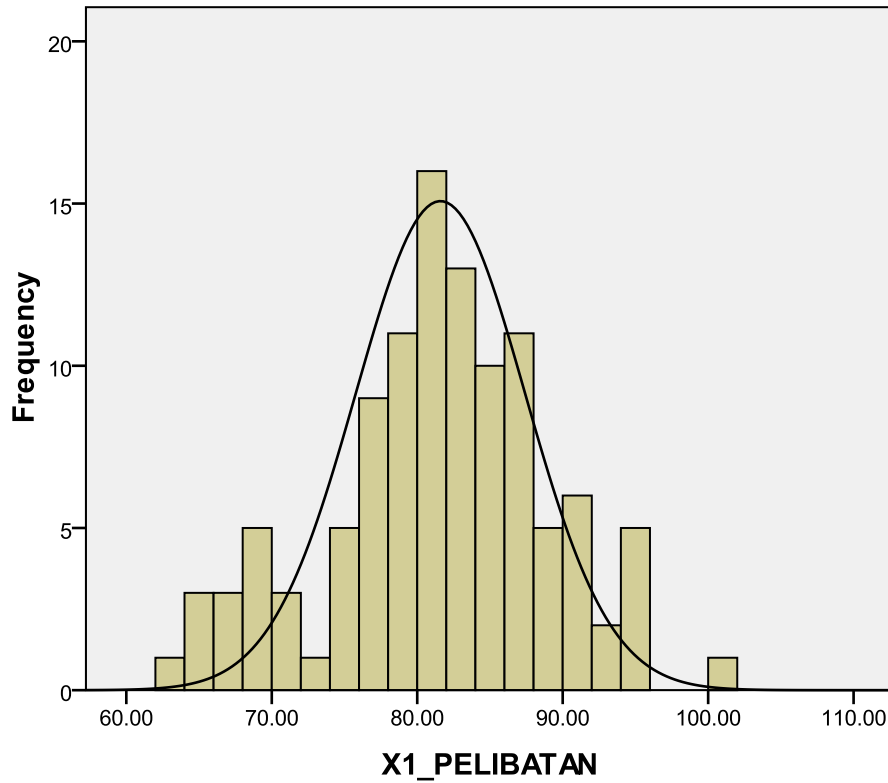
Statistics

		X1_PELIBATAN	X2_KEPUASAN	X3_IKLIM	Y_SEMANGAT
N	Valid	110	110	110	110
	Missing	0	0	0	0

X1_PELIBATAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	63.00	1	.9	.9	.9
	64.00	3	2.7	2.7	3.6
	66.00	2	1.8	1.8	5.5
	67.00	1	.9	.9	6.4
	68.00	3	2.7	2.7	9.1
	69.00	2	1.8	1.8	10.9
	70.00	1	.9	.9	11.8
	71.00	2	1.8	1.8	13.6
	73.00	1	.9	.9	14.5
	74.00	2	1.8	1.8	16.4
	75.00	3	2.7	2.7	19.1
	76.00	4	3.6	3.6	22.7
	77.00	5	4.5	4.5	27.3
	78.00	4	3.6	3.6	30.9
	79.00	7	6.4	6.4	37.3
	80.00	9	8.2	8.2	45.5
	81.00	7	6.4	6.4	51.8
	82.00	6	5.5	5.5	57.3
	83.00	7	6.4	6.4	63.6
	84.00	5	4.5	4.5	68.2
85.00	5	4.5	4.5	72.7	
86.00	6	5.5	5.5	78.2	
87.00	5	4.5	4.5	82.7	
88.00	2	1.8	1.8	84.5	
89.00	3	2.7	2.7	87.3	
90.00	3	2.7	2.7	90.0	
91.00	3	2.7	2.7	92.7	
92.00	1	.9	.9	93.6	
93.00	1	.9	.9	94.5	
94.00	5	4.5	4.5	99.1	
101.00	1	.9	.9	100.0	
Total		110	100.0	100.0	

X1_PELIBATAN



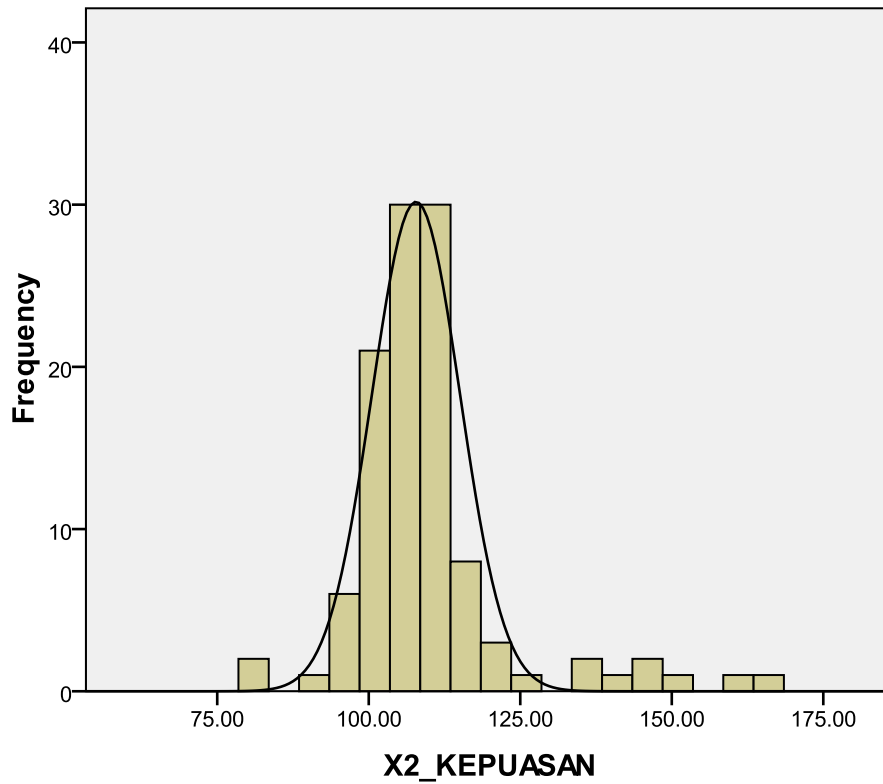
Mean =80.96
 Std. Dev. =7.607
 N =110

X2_KEPUASAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	81.00	1	.9	.9	.9
	82.00	1	.9	.9	1.8
	92.00	1	.9	.9	2.7
	94.00	1	.9	.9	3.6
	96.00	1	.9	.9	4.5
	97.00	1	.9	.9	5.5
	98.00	3	2.7	2.7	8.2
	99.00	4	3.6	3.6	11.8
	100.00	2	1.8	1.8	13.6
	101.00	6	5.5	5.5	19.1
	102.00	4	3.6	3.6	22.7
	103.00	5	4.5	4.5	27.3
	104.00	5	4.5	4.5	31.8
	105.00	5	4.5	4.5	36.4
	106.00	7	6.4	6.4	42.7
	107.00	8	7.3	7.3	50.0
	108.00	5	4.5	4.5	54.5
	109.00	11	10.0	10.0	64.5
	110.00	6	5.5	5.5	70.0

111.00	7	6.4	6.4	76.4
112.00	3	2.7	2.7	79.1
113.00	3	2.7	2.7	81.8
114.00	2	1.8	1.8	83.6
115.00	1	.9	.9	84.5
116.00	2	1.8	1.8	86.4
117.00	2	1.8	1.8	88.2
118.00	1	.9	.9	89.1
122.00	2	1.8	1.8	90.9
123.00	1	.9	.9	91.8
126.00	1	.9	.9	92.7
136.00	2	1.8	1.8	94.5
142.00	1	.9	.9	95.5
146.00	2	1.8	1.8	97.3
150.00	1	.9	.9	98.2
160.00	1	.9	.9	99.1
164.00	1	.9	.9	100.0
Total	110	100.0	100.0	

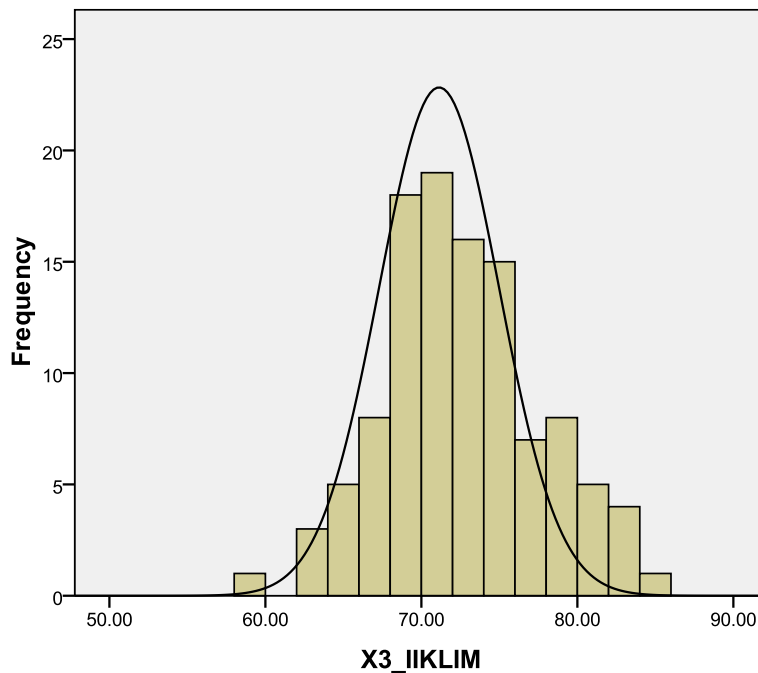
X2_KEPUASAN



X3_IKLIM

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	59.00	1	.9	.9	.9
	62.00	1	.9	.9	1.8
	63.00	2	1.8	1.8	3.6
	64.00	5	4.5	4.5	8.2
	67.00	8	7.3	7.3	15.5
	68.00	14	12.7	12.7	28.2
	69.00	4	3.6	3.6	31.8
	70.00	8	7.3	7.3	39.1
	71.00	11	10.0	10.0	49.1
	72.00	8	7.3	7.3	56.4
	73.00	8	7.3	7.3	63.6
	74.00	7	6.4	6.4	70.0
	75.00	8	7.3	7.3	77.3
	76.00	3	2.7	2.7	80.0
	77.00	4	3.6	3.6	83.6
	78.00	5	4.5	4.5	88.2
	79.00	3	2.7	2.7	90.9
	80.00	1	.9	.9	91.8
	81.00	4	3.6	3.6	95.5
	82.00	3	2.7	2.7	98.2
	83.00	1	.9	.9	99.1
	85.00	1	.9	.9	100.0
Total		110	100.0	100.0	

Histogram

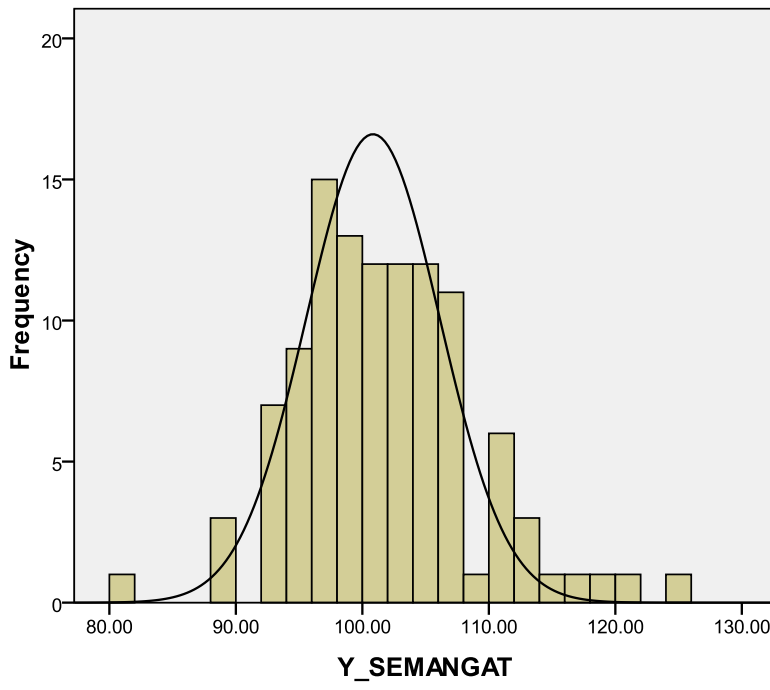


Mean =72.10
 Std. Dev. =5.081
 N =110

Y_SEMANGAT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	81.00	1	.9	.9	.9
	88.00	2	1.8	1.8	2.7
	89.00	1	.9	.9	3.6
	92.00	4	3.6	3.6	7.3
	93.00	3	2.7	2.7	10.0
	94.00	5	4.5	4.5	14.5
	95.00	4	3.6	3.6	18.2
	96.00	8	7.3	7.3	25.5
	97.00	7	6.4	6.4	31.8
	98.00	8	7.3	7.3	39.1
	99.00	5	4.5	4.5	43.6
	100.00	6	5.5	5.5	49.1
	101.00	6	5.5	5.5	54.5
	102.00	5	4.5	4.5	59.1
	103.00	7	6.4	6.4	65.5
	104.00	6	5.5	5.5	70.9
	105.00	6	5.5	5.5	76.4
	106.00	4	3.6	3.6	80.0
	107.00	7	6.4	6.4	86.4
	108.00	1	.9	.9	87.3
	110.00	6	5.5	5.5	92.7
	112.00	3	2.7	2.7	95.5
	114.00	1	.9	.9	96.4
	116.00	1	.9	.9	97.3
	119.00	1	.9	.9	98.2
	121.00	1	.9	.9	99.1
	124.00	1	.9	.9	100.0
	Total	110	100.0	100.0	

Y_SEMANGAT



Mean =101.19
Std. Dev. =6.955
N=110

Lampiran 7

Output SPSS 20 untuk analisis Regresi

Output Variabel X1 Keterlibatan Guru dalam Pengambilan Keputusan

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig.
1	.222 ^a	.049	.041	6.81294	.049	5.603	1	108	

a. Predictors: (Constant), X1_PELIBATAN

b. Dependent Variable: Y_SEMANGAT

[DataSet0] D:\Tesis as'ari IAIN\DATA.sav

Descriptive Statistics

	Mean	Std. Deviation	N
Y_SEMANGAT	101.1909	6.95529	110
X1_PELIBATAN	80.9636	7.60725	110

Correlations

		Y_SEMANGAT	X1_PELIBATAN
Pearson Correlation	Y_SEMANGAT	1.000	.222
	X1_PELIBATAN	.222	1.000
Sig. (1-tailed)	Y_SEMANGAT	.	.010
	X1_PELIBATAN	.010	.
N	Y_SEMANGAT	110	110
	X1_PELIBATAN	110	110

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	X1_PELIBATAN ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y_SEMANGAT

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	260.050	1	260.050	5.603	.020 ^a
	Residual	5012.941	108	46.416		
	Total	5272.991	109			

a. Predictors: (Constant), X1_PELIBATAN

b. Dependent Variable: Y_SEMANGAT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	84.752	6.975		12.150	.000		
	X1_PELIBATAN	.203	.086	.222	2.367	.020	1.000	1

a. Dependent Variable: Y_SEMANGAT

Collinearity Diagnostics^a

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	X1_PELIBATAN
1	1	1.996	1.000	.00	.00
	2	.004	21.430	1.00	1.00

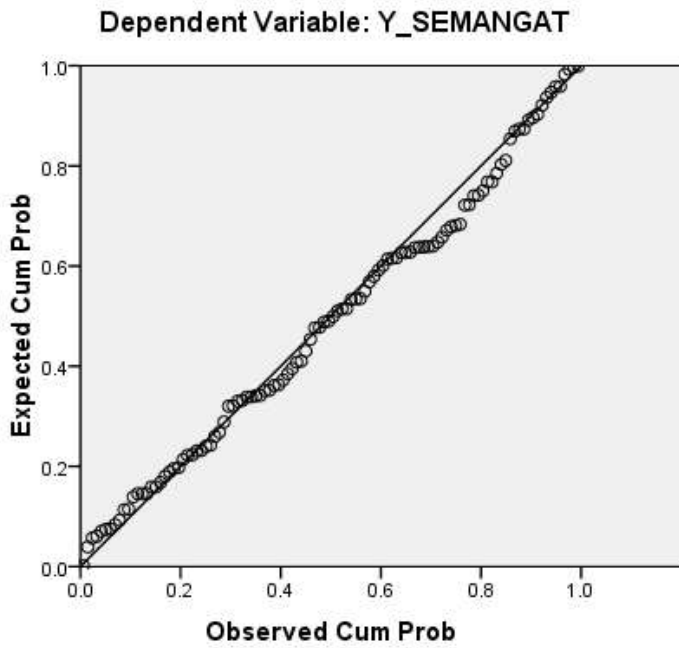
a. Dependent Variable: Y_SEMANGAT

Residuals Statistics^a

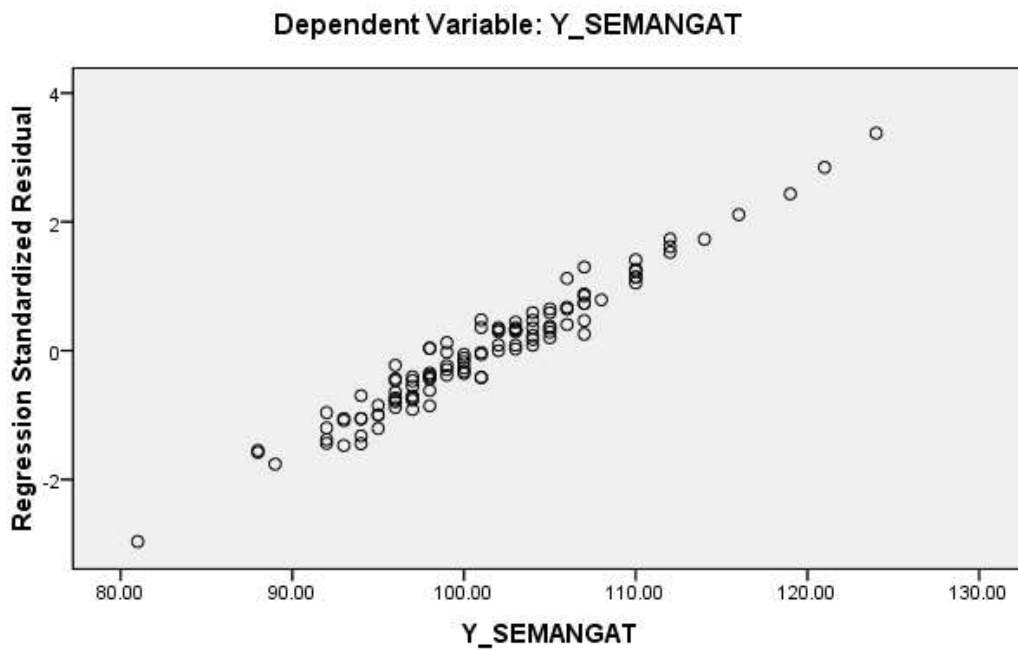
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	97.5435	105.2591	101.1909	1.54460	110
Residual	-20.19829	23.00475	.00000	6.78161	110
Std. Predicted Value	-2.361	2.634	.000	1.000	110
Std. Residual	-2.965	3.377	.000	.995	110

a. Dependent Variable: Y_SEMANGAT

Normal P-P Plot of Regression Standardized Residual



Scatterplot



Output Analisis Regresi variabel X2 Kepuasan Kerja Guru

[DataSet0] D:\Tesis as'ari IAIN\DATA.sav

Descriptive Statistics

	Mean	Std. Deviation	N
Y_SEMANGAT	101.1909	6.95529	110
X2_KEPUASAN	109.5909	12.92483	110

Correlations

		Y_SEMANGAT	X2_KEPUASAN
Pearson Correlation	Y_SEMANGAT	1.000	.360
	X2_KEPUASAN	.360	1.000
Sig. (1-tailed)	Y_SEMANGAT	.	.000
	X2_KEPUASAN	.000	.
N	Y_SEMANGAT	110	110
	X2_KEPUASAN	110	110

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	X2_KEPUASAN ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y_SEMANGAT

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.360 ^a	.129	.121	6.52001	.129	16.040	1	108	.000

a. Predictors: (Constant), X2_KEPUASAN

b. Dependent Variable: Y_SEMANGAT

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	681.859	1	681.859	16.040	.000 ^a
	Residual	4591.132	108	42.510		
	Total	5272.991	109			

a. Predictors: (Constant), X2_KEPUASAN

b. Dependent Variable: Y_SEMANGAT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	79.984	5.332		15.002	.000		
	X2_KEPUASAN	.194	.048	.360	4.005	.000	1.000	1.000

a. Dependent Variable: Y_SEMANGAT

Collinearity Diagnostics^a

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	X2_KEPUASAN
1	1	1.993	1.000	.00	.00
	2	.007	17.094	1.00	1.00

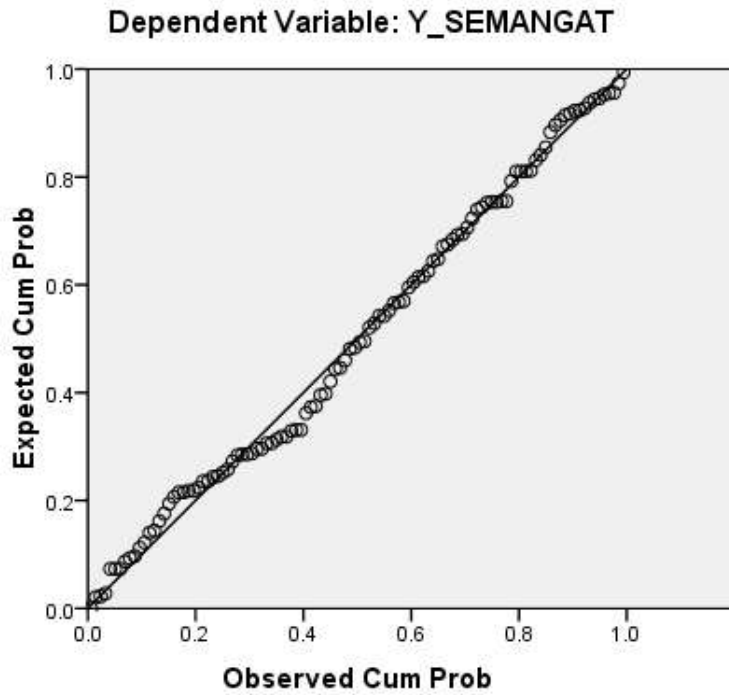
a. Dependent Variable: Y_SEMANGAT

Residuals Statistics^a

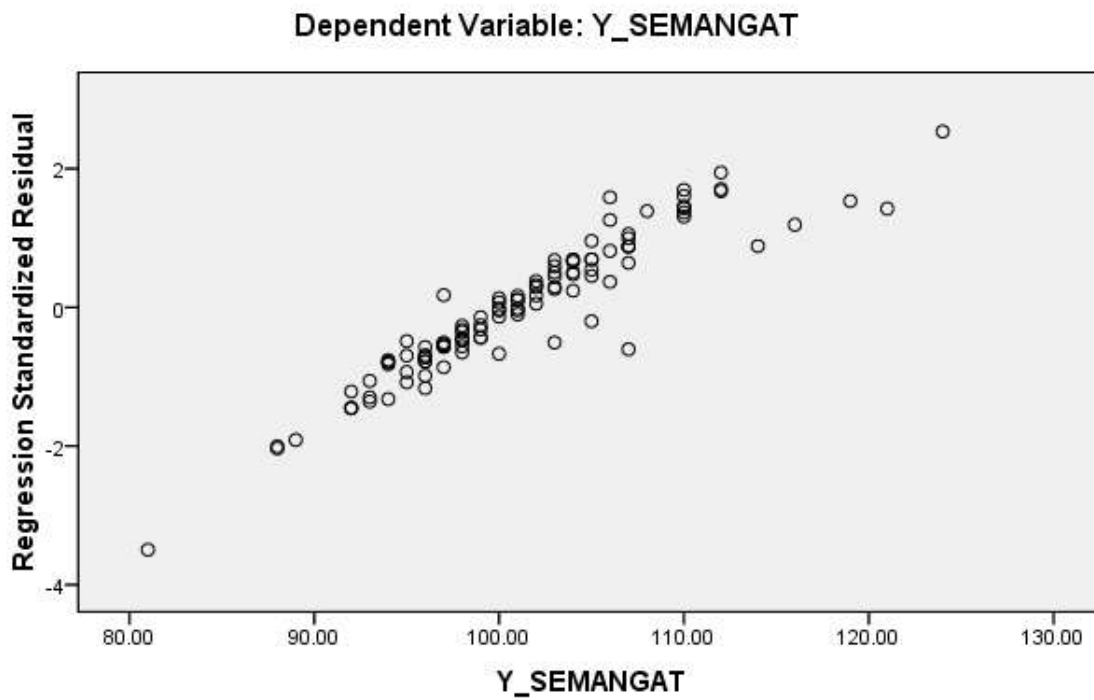
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	95.6582	111.7197	101.1909	2.50112	110
Residual	-22.78574	16.53753	.00000	6.49003	110
Std. Predicted Value	-2.212	4.210	.000	1.000	110
Std. Residual	-3.495	2.536	.000	.995	110

a. Dependent Variable: Y_SEMANGAT

Normal P-P Plot of Regression Standardized Residual



Scatterplot



Output Analisis Regresi variabel X3 Iklim Lembaga

[DataSet1] D:\Tesis as'ari IAIN\DATA.sav

Descriptive Statistics

	Mean	Std. Deviation	N
Y_SEMANGAT	101.1909	6.95529	110
X3_IIKLIM	72.1000	5.08091	110

Correlations

		Y_SEMANGAT	X3_IIKLIM
Pearson Correlation	Y_SEMANGAT	1.000	-.197
	X3_IIKLIM	-.197	1.000
Sig. (1-tailed)	Y_SEMANGAT	.	.019
	X3_IIKLIM	.019	.
N	Y_SEMANGAT	110	110
	X3_IIKLIM	110	110

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	X3_IIKLIM ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y_SEMANGAT

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.197 ^a	.039	.030	6.85003	.039	4.376	1	108	.039

a. Predictors: (Constant), X3_IIKLIM

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	205.321	1	205.321	4.376	.039 ^a
	Residual	5067.670	108	46.923		
	Total	5272.991	109			

a. Predictors: (Constant), X3_IIKLIM

b. Dependent Variable: Y_SEMANGAT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	120.667	9.333		12.929	.000		
	X3_IIKLIM	-.270	.129	-.197	-2.092	.039	1.000	1.000

a. Dependent Variable: Y_SEMANGAT

Collinearity Diagnostics^a

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	X3_IIKLIM
1	1	1.998	1.000	.00	.00
	2	.002	28.546	1.00	1.00

a. Dependent Variable: Y_SEMANGAT

Analisis Regresi Linier Berganda

[DataSet1] D:\Tesis as'ari IAIN\DATA.sav

Descriptive Statistics

	Mean	Std. Deviation	N
Y_SEMANGAT	101.1909	6.95529	110
X1_PELIBATAN	80.9636	7.60725	110
X2_KEPUASAN	109.5909	12.92483	110
X3_IIKLIM	72.1000	5.08091	110

Correlations

		Y_SEMANGAT	X1_PELIBATAN	X2_KEPUASAN	X3_IIKLIM
Pearson Correlation	Y_SEMANGAT	1.000	.222	.360	-.197
	X1_PELIBATAN	.222	1.000	-.024	-.082
	X2_KEPUASAN	.360	-.024	1.000	-.154
	X3_IIKLIM	-.197	-.082	-.154	1.000
Sig. (1-tailed)	Y_SEMANGAT	.	.010	.000	.019
	X1_PELIBATAN	.010	.	.400	.198
	X2_KEPUASAN	.000	.400	.	.054
	X3_IIKLIM	.019	.198	.054	.
N	Y_SEMANGAT	110	110	110	110
	X1_PELIBATAN	110	110	110	110
	X2_KEPUASAN	110	110	110	110
	X3_IIKLIM	110	110	110	110

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	X3_IIKLIM, X1_PELIBATAN, X2_KEPUASAN ^a		. Enter

a. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.445 ^a	.198	.175	6.31618	.198	8.725	3	106	.000

a. Predictors: (Constant), X3_IKLIM, X1_PELIBATAN, X2_KEPUASAN

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1044.214	3	348.071	8.725	.000 ^a
	Residual	4228.777	106	39.894		
	Total	5272.991	109			

a. Predictors: (Constant), X3_IKLIM, X1_PELIBATAN, X2_KEPUASAN

b. Dependent Variable: Y_SEMANGAT

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
		1	(Constant)	76.953				
	X1_PELIBATAN	.201	.080	.220	2.521	.013	.992	1.008
	X2_KEPUASAN	.186	.047	.346	3.922	.000	.975	1.026
	X3_IKLIM	-.173	.121	-.126	-1.426	.157	.969	1.032

a. Dependent Variable: Y_SEMANGAT

Collinearity Diagnostics^a

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1_PELIBATAN	X2_KEPUASAN	X3_IKLIM
1	1	3.979	1.000	.00	.00	.00	.00
	2	.012	17.893	.00	.12	.77	.04
	3	.007	23.063	.01	.61	.01	.28
	4	.002	51.303	.99	.27	.22	.69

a. Dependent Variable: Y_SEMANGAT

Lampiran 8

Output SPSS 20 untuk analisis Homogenitas dan Normalitas

Analisis Homogenitas

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
X1_PELIBATAN	1.098 ^a	18	83	.369
X2_KEPUASAN	1.454 ^b	18	83	.129
X3_IKLIM	1.428 ^c	18	83	.140

a. Groups with only one case are ignored in computing the test of homogeneity of variance for X1_PELIBATAN.

b. Groups with only one case are ignored in computing the test of homogeneity of variance for X2_KEPUASAN.

c. Groups with only one case are ignored in computing the test of homogeneity of variance for X3_IKLIM.

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		X1_PELIBATAN	X2_KEPUASAN	X3_IKLIM	Y_SEMANGAT
N		110	110	110	110
Normal Parameters ^{a,b}	Mean	80.9636	109.5909	68.4818	101.1909
	Std. Deviation	7.60725	12.92483	6.32562	6.95529
Most Extreme Differences	Absolute	.089	.220	.113	.068
	Positive	.051	.220	.098	.068
	Negative	-.089	-.130	-.113	-.057
Kolmogorov-Smirnov Z		.934	2.310	1.185	.710
Asymp. Sig. (2-tailed)		.347	.000	.120	.694

a. Test distribution is Normal.

b. Calculated from data.

Angket + Surat ket riset dr sklh + gmbr + riwayat hidup