## LAMPIRAN-LAMPIRAN

**Lampiran 1. Terjemahan Bahasa Asing**

| No. | Bab | Kutipan | Hal | Terjemahan |
|---|---|---|---|---|
| 1. | I | Q.S At-Taubah ayat 105 Juz 11 | 4 | Katakanlah (Nabi Muhammad), "Bekerjalah! Maka, Allah, rasul- Nya, dan orang-orang mukmin akan melihat pekerjaanmu. Kamu akan dikembalikan kepada (Zat) yang mengetahui yang gaib dan yang nyata. Lalu, Dia akan memberitakan kepada kamu apa yang selama ini kamu kerjakan." |
| 2. | I | Q.S Al-Baqarah ayat 286 Juz 2 | 6 | Allah tidak membebani seseorang, kecuali menurut kesanggupannya. Baginya ada sesuatu (pahala) dari (kebajikan) yang diusahakannya dan terhadapnya ada (pula) sesuatu (siksa) atas (kejahatan) yang diperbuatnya. (Mereka berdoa,) "Wahai Tuhan kami, janganlah Engkau hukum kami jika kami lupa atau kami salah. Wahai Tuhan kami, janganlah Engkau bebani kami dengan beban yang berat sebagaimana Engkau bebankan kepada orang-orang sebelum kami. Wahai Tuhan kami, janganlah Engkau pikulkan kepada kami apa yang tidak sanggup kami memikulnya. Maafkanlah kami, ampunilah kami, dan rahmatilah kami. Engkaulah pelindung kami. Maka, tolonglah kami dalam menghadapi kaum kafir." |

**Lampiran 2. Kuesioner Penelitian**

**LEMBAR INSTRUMEN PENELITIAN**

*Assalamu'alaikum Warahmatullahi Wabarakatuh*

Saya Rida, mahasiswi Magister (S2) Prodi Manajemen Pendidikan Islam UIN Antasari Banjarmasin.

Saya sedang melakukan penelitian Tesis dengan judul **"Pengaruh Budaya Sekolah Dan Beban Kerja Terhadap Kinerja Guru Sekolah Dasar Islam Terpadu Di Kota Banjarmasin".**

Untuk penelitian tersebut maka saya mohon kesediaan Anda untuk mengisi kuesioner berikut dengan cara memberikan penilaian yang benar dan jujur

Saya ucapkan terimakasih.

**Petunjuk pengisian:**

1. Di bawah ini Anda akan menjumpai sejumlah pernyataan yang menggambarkan tentang budaya sekolah, beban kerja, dan kinerja guru.
2. Anda diminta untuk menyampaikan pandangan berdasarkan pengalaman dan perasaan Anda sebagai seorang Guru yang beraktivitas dan berinteraksi di sekolah Anda.
3. Pilih salah satu jawaban yang paling sesuai dengan kondisi Anda.
4. Silakan beri tanda centang (√) pada kolom yang telah disediakan untuk pilihan jawaban yang menurut Anda paling mencerminkan kondisi yang sebenarnya.
   Keterangan:
   SS = Sangat Setuju (4)
   S = Setuju (3)
   TS = Tidak Setuju (2)
   STS = Sangat Tidak Setuju (1)
5. Seluruh informasi yang Anda sampaikan akan dirahasiakan dan hanya akan digunakan untuk keperluan penelitian ini.

*Wassalamu'alaikum Warahmatullahi Wabarakatuh*

Salam hormat,

Rida, S.Pd.

**Identitas Responden**

Nama :
Usias :
Jenis Kelamin :
Sekolah Tempat Mengajar :
Pendidikan Terakhir :
Lama bekerja di sekolah tersebut (Tahun dan Bulan) :
Status Kepegawaian :

**INSTRUMEN PENELITIAN**

| No. | Pernyataan | SS (4) | S (3) | TS (2) | STS (1) |
|---|---|---|---|---|---|
| 1 | Saya menyusun RPP (Rencana Pelaksanaan Pembelajaran) yang memuat tujuan, materi, metode, media, dan penilaian. | | | | |
| 2 | Saya menyesuaikan rencana pembelajaran dengan nilai-nilai islam dan karakteristik siswa SDIT. | | | | |
| 3 | Saya menentukan strategi pembelajaran yang memadukan ilmu pengetahuan umum dan nilai keislaman. | | | | |
| 4 | Saya memilih media pembelajaran yang sesuai dengan usia dan tingkat pemahaman siswa. | | | | |
| 5 | Saya mengevaluasi dan memperbarui RPP berdasarkan hasil pembelajaran sebelumnya. | | | | |
| 6 | Saya membuka pembelajaran dengan doa dan motivasi islami untuk menumbuhkan semangat belajar. | | | | |
| 7 | Saya menjelaskan materi dengan bahasa yang mudah dipahami dan dikaitkan dengan nilai-nilai Al-Qur'an dan akhlak. | | | | |
| 8 | Saya menggunakan metode pembelajaran aktif seperti diskusi, permainan edukatif, dan praktik langsung. | | | | |
| 9 | Saya menciptakan suasana kelas yang menyenangkan, tertib, dan penuh keteladanan. | | | | |
| 10 | Saya menutup pembelajaran dengan refleksi dan penguatan nilai karakter. | | | | |

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|---|---|---|---|---|---|
| 11 | Saya menilai hasil belajar siswa dari aspek kognitif, afektif, dan spiritual secara menyeluruh. | | | | |
| 12 | Saya menggunakan berbagai bentuk penilaian seperti tes, observasi sikap, dan praktik ibadah. | | | | |
| 13 | Saya memberikan umpan balik (feedback) yang membangun dan memotivasi siswa untuk memperbaiki diri. | | | | |
| 14 | Saya mencatat hasil penilaian dalam jurnal penilaian harian yang mencakup nilai akademik dan perilaku. | | | | |
| 15 | Saya menilai perkembangan akhlak dan kedisiplinan siswa sebagai bagian dari prestasi belajar. | | | | |
| 16 | Saya menganalisis hasil penilaian untuk mengetahui siswa yang memerlukan program remedial atau pengayaan. | | | | |
| 17 | Saya menyusun dan melaksanakan pembelajaran remedial bagi siswa yang belum mencapai ketuntasan belajar. | | | | |
| 18 | Saya memberikan kegiatan tambahan atau tugas yang lebih menantang kepada siswa yang sudah memahami pelajaran dengan baik. | | | | |
| 19 | Saya berkoordinasi dengan orang tua/wali murid dalam menindaklanjuti hasil belajar siswa. | | | | |
| 20 | Saya melakukan refleksi diri dan perbaikan metode mengajar berdasarkan hasil penilaian siswa. | | | | |
| 21 | Ada pertemuan yang diselenggarakan secara rutin di kalangan guru dan tenaga pendidik. | | | | |
| 22 | Ada pertemuan yang diselenggarakan secara rutin di kalangan guru, tenaga pendidik, dan orang tua murid. | | | | |
| 23 | Terjalin kerja sama antar kepala sekolah, guru dan tenaga pendidik untuk memecahkan isu-isu profesional terkait dengan pembelajaran dan kurukulum. | | | | |
| 24 | Terjalin kerja sama antar guru dan siswa/i di sekolah. | | | | |

| | | | | | |
|---|---|---|---|---|---|
| 25 | Terjalin komunikasi yang baik antar kepala sekolah, guru, dan tenaga pendidik di sekolah. | | | | |
| 26 | Saya senang dengan cara bekerja sama di sekolah ini. | | | | |
| 27 | Saya senang antar guru mendukung satu sama lain di sekolah ini. | | | | |
| 28 | Saya merasa berharga menjadi satu bagian di sekolah ini. | | | | |
| 29 | Saya memiliki komunikasi yang baik dengan kepala sekolah. | | | | |
| 30 | Saya selalu mendapat arahan positif dari kepala sekolah. | | | | |
| **Efficacy or self-determination** | | | | | |
| 31 | Saya merasa menjadi bagian dari sekolah. | | | | |
| 32 | Saya berusaha keras untuk meningkatkan keahlian sebagai profesional. | | | | |
| 33 | Saya mengikuti pelatihan dan pen..gembangan profesi guru. | | | | |
| 34 | Saya yakin dapat membimbing siswa agar memiliki akhlak mulia. | | | | |
| 35 | Saya yakin mampu mengajar siswa dengan baik meskipun menghadapi berbagai tantangan. | | | | |
| 36 | Saya menyusun perangkat pembelajaran (RPP/Modul Ajar) sesuai dengan target kurikulum dan visi-misi sekolah. | | | | |
| 37 | Saya mengintegrasikan pembelajaran umum dan agama islam untuk meningkatkan kualitas pendidikan yang diberikan kepada peserta didik. | | | | |
| 38 | Saya menyelesaikan program semester sesuai dengan rencana yang ditetapkan. | | | | |
| 39 | Saya merasa puas dengan prestasi siswa dalam ujian sekolah. | | | | |
| 40 | Saya memberikan pembelajaran yang mendorong siswa berprestasi akademik dan berakhlak islami. | | | | |

| | | | | | |
|---|---|---|---|---|---|
| 41 | Saya merasa sarana dan prasarana pembelajaran yang tersedia di sekolah sudah cukup memadai untuk mendukung proses pembelajaran. | | | | |
| 42 | Ruang guru menyediakan fasilitas yang memadai untuk bekerja. | | | | |
| 43 | Saya merasa lingkungan kerja di sekolah sangat mendukung suasana Islami. | | | | |
| 44 | Kebersihan ruang kelas selalu terjaga. | | | | |
| 45 | Kondisi ruangan kelas tempat saya mengajar sudah kondusif untuk proses pembelajaran. | | | | |
| 46 | Saya melaksanakan pembelajaran sesuai dengan jadwal yang telah ditentukan sekolah. | | | | |
| 47 | Saya selalu menyelesaikan administrasi pembelajaran tepat waktu. | | | | |
| 48 | Saya merasa memiliki waktu yang cukup untuk mempersiapkan materi pembelajaran. | | | | |
| 49 | Saya merasa waktu mengajar yang dialokasikan sudah sesuai dengan saya. | | | | |
| 50 | Saya mendampingi siswa dalam kegiatan keislaman sesuai jadwal yang telah ditentukan. | | | | |
| 51 | Pekerjaan saya di SDIT ini memiliki standar pekerjaan yang tinggi. | | | | |
| 52 | Saya merasa kompeten dalam menyelesaikan semua tugas yang diberikan. | | | | |
| 53 | Saya merasa memiliki cukup waktu untuk menyelesaikan semua tugas yang diberikan. | | | | |
| 54 | Saya merasa tugas-tugas yang saya kerjakan sesuai dengan kemampuan saya. | | | | |
| 55 | Saya berusaha memberikan teladan akhlak Islami kepada siswa. | | | | |

## Lampiran 3. Tabulasi Data Budaya Sekolah (X1)

| Responden | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | Total X1 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 2 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 48 |
| 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 50 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 6 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 54 |
| 7 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 50 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 9 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 48 |
| 10 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | 4 | 4 | 53 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 47 |
| 12 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 50 |
| 13 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 49 |
| 14 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 57 |
| 15 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 55 |
| 16 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 53 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 18 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 49 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 58 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 25 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 26 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 27 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 56 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 30 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 32 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 54 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 36 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 50 |
| 37 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 58 |
| 38 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 53 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 59 |
| 42 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 57 |
| 43 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 53 |
| 44 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 51 |
| 45 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 58 |
| 46 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 54 |
| 47 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 50 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 53 |
| 51 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 48 |
| 52 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 49 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 54 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 49 |
| 55 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 45 |
| 56 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 57 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 59 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 46 |
| 60 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 61 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 56 |
| 62 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 63 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 53 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 65 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 45 |
| 66 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 54 |
| 67 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 56 |
| **Total Item** | **248** | **230** | **249** | **249** | **250** | **241** | **245** | **245** | **242** | **232** | **247** | **251** | **239** | **244** | **240** | **3652** |
| **Mean** | **245,2** | | | | | **241** | | | | | **244,2** | | | | | |

## Lampiran 4. Tabulasi Data Beban Kerja (X2)

| Responden | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 | X2.16 | X2.17 | X2.18 | X2.19 | X2.20 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 57 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 66 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 62 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 67 |
| 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 74 |
| 6 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 67 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 62 |
| 8 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 59 |
| 9 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 61 |
| 10 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 69 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 64 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 61 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 64 |
| 15 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 78 |
| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 61 |
| 17 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 78 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 4 | 59 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 76 |
| 21 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 73 |
| 22 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 62 |
| 23 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 69 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 74 |
| 25 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 27 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 78 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 74 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 32 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 67 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 34 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 68 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 78 |
| 36 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 64 |
| 37 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 67 |
| 38 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 71 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 41 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 69 |
| 42 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 70 |
| 43 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 69 |
| 44 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 63 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 77 |
| 46 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 74 |
| 47 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 75 |
| 51 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 52 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 67 |
| 53 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 71 |
| 54 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 55 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 4 | 56 |
| 56 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 57 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 74 |
| 58 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 74 |
| 59 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 57 |
| 60 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 63 |
| 61 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 69 |
| 62 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| 63 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 62 |
| 64 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 78 |
| 65 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 66 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 57 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| Total Item | 240 | 241 | 241 | 220 | 242 | 222 | 224 | 241 | 242 | 239 | 247 | 230 | 223 | 230 | 237 | 226 | 221 | 219 | 228 | 246 | 4659 |
| Mean | 236,8 | | | | | 233,6 | | | | | 233,4 | | | | | 228 | | | | | |

## Lampiran 5. Tabulasi Data Kinerja Guru (Y)

| Responden | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.16 | Y.17 | Y.18 | Y.19 | Y.20 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 58 |
| 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 67 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 64 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 6 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 72 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 60 |
| 9 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 61 |
| 10 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 4 | 1 | 3 | 3 | 1 | 1 | 1 | 59 |
| 11 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 64 |
| 12 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 61 |
| 13 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 68 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 72 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 16 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 72 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 78 |
| 18 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 63 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 75 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 77 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 22 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 70 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 24 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 72 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 72 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 27 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 71 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 74 |
| 30 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 74 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 32 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 74 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 34 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 75 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 77 |
| 36 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 64 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 70 |
| 38 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 73 |
| 39 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 62 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 79 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 75 |
| 42 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 67 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 75 |
| 44 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 65 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 75 |
| 46 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 70 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 79 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 49 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 79 |
| 51 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 63 |
| 52 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 67 |
| 53 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 70 |
| 54 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 64 |
| 55 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 66 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 76 |
| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 77 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 59 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 56 |
| 60 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 64 |
| 61 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 77 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 63 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 72 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 80 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 71 |
| 66 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 69 |
| 67 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 76 |
| **Total Item** | **253** | **256** | **255** | **252** | **240** | **256** | **253** | **243** | **239** | **240** | **244** | **238** | **244** | **235** | **239** | **235** | **228** | **221** | **220** | **219** | **4810** |
| **Mean** | **251,2** | | | | | **246,2** | | | | | **240** | | | | | **224,6** | | | | | |

**Lampiran 6. Distribusi Nilai Rtabel**

| df = (N-2) | Tingkat signifikansi untuk uji satu arah | | | | |
|---|---|---|---|---|---|
| | 0.05 | 0.025 | 0.01 | 0.005 | 0.0005 |
| | Tingkat signifikansi untuk uji dua arah | | | | |
| | 0.1 | 0.05 | 0.02 | 0.01 | 0.001 |
| 51 | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| 52 | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| 53 | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| 54 | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| 55 | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| 56 | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| 57 | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| 58 | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| 59 | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| 60 | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |
| 61 | 0.2091 | 0.2480 | 0.2925 | 0.3223 | 0.4048 |
| 62 | 0.2075 | 0.2461 | 0.2902 | 0.3198 | 0.4018 |
| 63 | 0.2058 | 0.2441 | 0.2880 | 0.3173 | 0.3988 |
| 64 | 0.2042 | 0.2423 | 0.2858 | 0.3150 | 0.3959 |
| 65 | 0.2027 | 0.2404 | 0.2837 | 0.3126 | 0.3931 |
| 66 | 0.2012 | 0.2387 | 0.2816 | 0.3104 | 0.3903 |
| 67 | 0.1997 | 0.2369 | 0.2796 | 0.3081 | 0.3876 |
| 68 | 0.1982 | 0.2352 | 0.2776 | 0.3060 | 0.3850 |
| 69 | 0.1968 | 0.2335 | 0.2756 | 0.3038 | 0.3823 |
| 70 | 0.1954 | 0.2319 | 0.2737 | 0.3017 | 0.3798 |
| 71 | 0.1940 | 0.2303 | 0.2718 | 0.2997 | 0.3773 |
| 72 | 0.1927 | 0.2287 | 0.2700 | 0.2977 | 0.3748 |
| 73 | 0.1914 | 0.2272 | 0.2682 | 0.2957 | 0.3724 |
| 74 | 0.1901 | 0.2257 | 0.2664 | 0.2938 | 0.3701 |
| 75 | 0.1888 | 0.2242 | 0.2647 | 0.2919 | 0.3678 |

# Lampiran 7. Hasil Uji Validitas Instrumen Penelitian Variabel X1

**Correlations**

| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | Total_X1 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X1.1 | Pearson Correlation | 1 | .218 | .386 | .386 | .267 | .196 | .215 | .215 | .150 | .117 | .333 | .369 | .315 | .329 | .373 | .445 |
| | Sig. (2-tailed) | | .076 | .001 | .001 | .029 | .113 | .080 | .080 | .226 | .348 | .006 | .002 | .009 | .007 | .002 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.2 | Pearson Correlation | .218 | 1 | .296 | .249 | .135 | .161 | .224 | .133 | .231 | .224 | .282 | .116 | .293 | .330 | .266 | .423 |
| | Sig. (2-tailed) | .076 | | .015 | .043 | .276 | .193 | .069 | .282 | .060 | .069 | .021 | .349 | .016 | .006 | .030 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.3 | Pearson Correlation | .386 | .296 | 1 | .633 | .814 | .563 | .661 | .591 | .586 | .409 | .646 | .470 | .466 | .566 | .541 | .793 |
| | Sig. (2-tailed) | .001 | .015 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.4 | Pearson Correlation | .386 | .249 | .633 | 1 | .739 | .631 | .591 | .591 | .450 | .462 | .360 | .470 | .406 | .428 | .340 | .711 |
| | Sig. (2-tailed) | .001 | .043 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .003 | <.001 | <.001 | <.001 | .005 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.5 | Pearson Correlation | .267 | .135 | .814 | .739 | 1 | .532 | .626 | .555 | .554 | .445 | .462 | .420 | .439 | .460 | .374 | .714 |
| | Sig. (2-tailed) | .029 | .276 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .002 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.6 | Pearson Correlation | .196 | .161 | .563 | .631 | .532 | 1 | .816 | .752 | .782 | .651 | .691 | .640 | .513 | .655 | .538 | .844 |
| | Sig. (2-tailed) | .113 | .193 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.7 | Pearson Correlation | .215 | .224 | .661 | .591 | .626 | .816 | 1 | .801 | .650 | .481 | .731 | .590 | .515 | .640 | .598 | .842 |
| | Sig. (2-tailed) | .080 | .069 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.8 | Pearson Correlation | .215 | .133 | .591 | .591 | .555 | .752 | .801 | 1 | .714 | .481 | .663 | .734 | .572 | .443 | .407 | .794 |
| | Sig. (2-tailed) | .080 | .282 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.9 | Pearson Correlation | .150 | .231 | .586 | .450 | .554 | .782 | .650 | .714 | 1 | .633 | .650 | .662 | .707 | .555 | .567 | .829 |
| | Sig. (2-tailed) | .226 | .060 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.10 | Pearson Correlation | .117 | .224 | .409 | .462 | .445 | .651 | .481 | .481 | .633 | 1 | .445 | .428 | .275 | .351 | .334 | .641 |
| | Sig. (2-tailed) | .348 | .069 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | .024 | .004 | .006 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.11 | Pearson Correlation | .333 | .282 | .646 | .360 | .462 | .691 | .731 | .663 | .650 | .445 | 1 | .641 | .461 | .703 | .667 | .807 |
| | Sig. (2-tailed) | .006 | .021 | <.001 | .003 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.12 | Pearson Correlation | .369 | .116 | .470 | .470 | .420 | .640 | .590 | .734 | .662 | .428 | .641 | 1 | .474 | .423 | .410 | .717 |
| | Sig. (2-tailed) | .002 | .349 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.13 | Pearson Correlation | .315 | .293 | .466 | .406 | .439 | .513 | .515 | .572 | .707 | .275 | .461 | .474 | 1 | .542 | .541 | .703 |
| | Sig. (2-tailed) | .009 | .016 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .024 | <.001 | <.001 | | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.14 | Pearson Correlation | .329 | .330 | .566 | .428 | .460 | .655 | .640 | .443 | .555 | .351 | .703 | .423 | .542 | 1 | .819 | .766 |
| | Sig. (2-tailed) | .007 | .006 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .004 | <.001 | <.001 | <.001 | | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X1.15 | Pearson Correlation | .373 | .266 | .541 | .340 | .374 | .538 | .598 | .407 | .567 | .334 | .667 | .410 | .541 | .819 | 1 | .722 |
| | Sig. (2-tailed) | .002 | .030 | <.001 | .005 | .002 | <.001 | <.001 | <.001 | <.001 | .006 | <.001 | <.001 | <.001 | <.001 | | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Total_X1 | Pearson Correlation | .445 | .423 | .793 | .711 | .714 | .844 | .842 | .794 | .829 | .641 | .807 | .717 | .703 | .766 | .722 | 1 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |

# Lampiran 8. Hasil Uji Validitas Instrumen Penelitian Variabel X2

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 | X2.16 | X2.17 | X2.18 | X2.19 | X2.20 | Total_X2 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X2.1 | Pearson Correlation | 1 | .798 | .723 | .444 | .816 | .540 | .648 | .661 | .505 | .665 | .602 | .526 | .411 | .618 | .576 | .685 | .463 | .520 | .482 | .567 | .842 |
| | Sig. (2-tailed) | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.2 | Pearson Correlation | .798 | 1 | .826 | .512 | .855 | .402 | .508 | .592 | .443 | .597 | .528 | .475 | .318 | .561 | .463 | .583 | .371 | .433 | .435 | .619 | .774 |
| | Sig. (2-tailed) | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .009 | <.001 | <.001 | <.001 | .002 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.3 | Pearson Correlation | .723 | .826 | 1 | .543 | .719 | .477 | .539 | .504 | .345 | .449 | .494 | .388 | .280 | .472 | .375 | .516 | .282 | .410 | .403 | .462 | .701 |
| | Sig. (2-tailed) | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | .004 | <.001 | <.001 | .001 | .022 | <.001 | .002 | <.001 | .021 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.4 | Pearson Correlation | .444 | .512 | .543 | 1 | .474 | .550 | .498 | .374 | .304 | .458 | .295 | .409 | .196 | .433 | .460 | .460 | .370 | .355 | .336 | .484 | .622 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | .002 | .012 | <.001 | .015 | <.001 | .112 | <.001 | <.001 | <.001 | .002 | .003 | .005 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.5 | Pearson Correlation | .816 | .855 | .719 | .474 | 1 | .464 | .574 | .595 | .560 | .726 | .584 | .540 | .320 | .572 | .521 | .603 | .379 | .399 | .499 | .617 | .808 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .008 | <.001 | <.001 | <.001 | .002 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.6 | Pearson Correlation | .540 | .402 | .477 | .550 | .464 | 1 | .808 | .578 | .363 | .503 | .457 | .467 | .332 | .395 | .455 | .506 | .259 | .458 | .406 | .310 | .684 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | .003 | <.001 | <.001 | <.001 | .006 | <.001 | <.001 | <.001 | .034 | <.001 | <.001 | .011 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.7 | Pearson Correlation | .648 | .508 | .539 | .498 | .574 | .808 | 1 | .683 | .526 | .661 | .516 | .449 | .330 | .476 | .562 | .569 | .349 | .529 | .349 | .427 | .769 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | .006 | <.001 | <.001 | <.001 | .004 | <.001 | .004 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.8 | Pearson Correlation | .661 | .592 | .504 | .374 | .595 | .578 | .683 | 1 | .657 | .695 | .691 | .562 | .337 | .595 | .664 | .618 | .337 | .509 | .344 | .592 | .797 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | .002 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | .005 | <.001 | <.001 | <.001 | .005 | <.001 | .004 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.9 | Pearson Correlation | .505 | .443 | .345 | .304 | .560 | .363 | .526 | .657 | 1 | .726 | .650 | .482 | .263 | .510 | .521 | .397 | .267 | .299 | .323 | .552 | .659 |
| | Sig. (2-tailed) | <.001 | <.001 | .004 | .012 | <.001 | .003 | <.001 | <.001 | | <.001 | <.001 | <.001 | .032 | <.001 | <.001 | <.001 | .029 | .014 | .008 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.10 | Pearson Correlation | .665 | .597 | .449 | .458 | .726 | .503 | .661 | .695 | .726 | 1 | .579 | .548 | .371 | .581 | .604 | .548 | .312 | .383 | .329 | .672 | .781 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | .002 | <.001 | <.001 | <.001 | .010 | .001 | .006 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.11 | Pearson Correlation | .602 | .528 | .494 | .295 | .584 | .457 | .516 | .691 | .650 | .579 | 1 | .619 | .298 | .525 | .566 | .532 | .428 | .454 | .338 | .418 | .724 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | .015 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | .014 | <.001 | <.001 | <.001 | <.001 | <.001 | .005 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.12 | Pearson Correlation | .526 | .475 | .388 | .409 | .540 | .467 | .449 | .562 | .482 | .548 | .619 | 1 | .563 | .657 | .562 | .583 | .538 | .613 | .564 | .456 | .760 |
| | Sig. (2-tailed) | <.001 | <.001 | .001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.13 | Pearson Correlation | .411 | .318 | .280 | .196 | .320 | .332 | .330 | .337 | .263 | .371 | .298 | .563 | 1 | .596 | .384 | .417 | .435 | .602 | .549 | .194 | .571 |

| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Sig. (2-tailed) | <.001 | .009 | .022 | .112 | .008 | .006 | .006 | .005 | .032 | .002 | .014 | <.001 | | <.001 | .001 | <.001 | <.001 | <.001 | <.001 | .117 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.14 | Pearson Correlation | .618 | .561 | .472 | .433 | .572 | .395 | .476 | .595 | .510 | .581 | .525 | .657 | .596 | 1 | .766 | .567 | .515 | .600 | .597 | .483 | .793 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.15 | Pearson Correlation | .576 | .463 | .375 | .460 | .521 | .455 | .562 | .664 | .521 | .604 | .566 | .562 | .384 | .766 | 1 | .503 | .479 | .523 | .516 | .471 | .756 |
| | Sig. (2-tailed) | <.001 | <.001 | .002 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.16 | Pearson Correlation | .685 | .583 | .516 | .460 | .603 | .506 | .569 | .618 | .397 | .548 | .532 | .583 | .417 | .567 | .503 | 1 | .530 | .585 | .383 | .492 | .770 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | .001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.17 | Pearson Correlation | .463 | .371 | .282 | .370 | .379 | .259 | .349 | .337 | .267 | .312 | .428 | .538 | .435 | .515 | .479 | .530 | 1 | .696 | .522 | .207 | .610 |
| | Sig. (2-tailed) | <.001 | .002 | .021 | .002 | .002 | .034 | .004 | .005 | .029 | .010 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | .092 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.18 | Pearson Correlation | .520 | .433 | .410 | .355 | .399 | .458 | .529 | .509 | .299 | .383 | .454 | .613 | .602 | .600 | .523 | .585 | .696 | 1 | .691 | .358 | .730 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | .003 | <.001 | <.001 | <.001 | <.001 | .014 | .001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | .003 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.19 | Pearson Correlation | .482 | .435 | .403 | .336 | .499 | .406 | .349 | .344 | .323 | .329 | .338 | .564 | .549 | .597 | .516 | .383 | .522 | .691 | 1 | .420 | .658 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | .005 | <.001 | <.001 | .004 | .004 | .008 | .006 | .005 | <.001 | <.001 | <.001 | <.001 | .001 | <.001 | <.001 | | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| X2.20 | Pearson Correlation | .567 | .619 | .462 | .484 | .617 | .310 | .427 | .592 | .552 | .672 | .418 | .456 | .194 | .483 | .471 | .492 | .207 | .358 | .420 | 1 | .667 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | <.001 | .011 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .117 | <.001 | <.001 | <.001 | .092 | .003 | <.001 | | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Total_X2 | Pearson Correlation | .842 | .774 | .701 | .622 | .808 | .684 | .769 | .797 | .659 | .781 | .724 | .760 | .571 | .793 | .756 | .770 | .610 | .730 | .658 | .667 | 1 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |

# Lampiran 9. Hasil Uji Validitas Instrumen Penelitian Variabel Y

**Correlations**

| | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Y.16 | Y.17 | Y.18 | Y.19 | Y.20 | Total_Y |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Y.1 | Pearson Correlation | 1 | .683 | .551 | .455 | .416 | .282 | .227 | .474 | .376 | .489 | .570 | .452 | .495 | .515 | .341 | .448 | .330 | .186 | .237 | .273 | .617 |
| | Sig. (2-tailed) | | <.001 | <.001 | <.001 | <.001 | .021 | .065 | <.001 | .002 | <.001 | <.001 | <.001 | <.001 | <.001 | .005 | <.001 | .006 | .132 | .053 | .025 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.2 | Pearson Correlation | .683 | 1 | .657 | .560 | .315 | .449 | .309 | .364 | .282 | .393 | .382 | .362 | .463 | .375 | .256 | .375 | .201 | .150 | .206 | .249 | .550 |
| | Sig. (2-tailed) | <.001 | | <.001 | <.001 | .010 | <.001 | .011 | .002 | .021 | <.001 | .001 | .003 | <.001 | .002 | .037 | .002 | .102 | .225 | .094 | .042 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.3 | Pearson Correlation | .551 | .657 | 1 | .345 | .349 | .778 | .551 | .324 | .315 | .503 | .578 | .545 | .578 | .471 | .350 | .471 | .361 | .275 | .276 | .257 | .664 |
| | Sig. (2-tailed) | <.001 | <.001 | | .004 | .004 | <.001 | <.001 | .008 | .010 | <.001 | <.001 | <.001 | <.001 | <.001 | .004 | <.001 | .003 | .024 | .024 | .036 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.4 | Pearson Correlation | .455 | .560 | .345 | 1 | .306 | .261 | .035 | .509 | .605 | .377 | .458 | .340 | .385 | .405 | .428 | .339 | .220 | .407 | .466 | .546 | .617 |
| | Sig. (2-tailed) | <.001 | <.001 | .004 | | .012 | .033 | .778 | <.001 | <.001 | .002 | <.001 | .005 | .001 | <.001 | <.001 | .005 | .073 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.5 | Pearson Correlation | .416 | .315 | .349 | .306 | 1 | .287 | .416 | .473 | .512 | .448 | .503 | .576 | .566 | .412 | .412 | .470 | .457 | .333 | .374 | .391 | .659 |
| | Sig. (2-tailed) | <.001 | .010 | .004 | .012 | | .019 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .006 | .002 | .001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.6 | Pearson Correlation | .282 | .449 | .778 | .261 | .287 | 1 | .538 | .258 | .257 | .431 | .496 | .473 | .422 | .409 | .295 | .341 | .248 | .190 | .188 | .173 | .538 |
| | Sig. (2-tailed) | .021 | <.001 | <.001 | .033 | .019 | | <.001 | .035 | .035 | <.001 | <.001 | <.001 | <.001 | <.001 | .015 | .005 | .043 | .124 | .127 | .161 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.7 | Pearson Correlation | .227 | .309 | .551 | .035 | .416 | .538 | 1 | .104 | .103 | .561 | .420 | .452 | .420 | .312 | .341 | .380 | .330 | .133 | .237 | .219 | .498 |
| | Sig. (2-tailed) | .065 | .011 | <.001 | .778 | <.001 | <.001 | | .403 | .407 | <.001 | <.001 | <.001 | <.001 | .010 | .005 | .002 | .006 | .285 | .053 | .075 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.8 | Pearson Correlation | .474 | .364 | .324 | .509 | .473 | .258 | .104 | 1 | .775 | .410 | .453 | .360 | .453 | .332 | .169 | .273 | .342 | .160 | .245 | .267 | .554 |
| | Sig. (2-tailed) | <.001 | .002 | .008 | <.001 | <.001 | .035 | .403 | | <.001 | <.001 | <.001 | .003 | <.001 | .006 | .170 | .025 | .005 | .197 | .046 | .029 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.9 | Pearson Correlation | .376 | .282 | .315 | .605 | .512 | .257 | .103 | .775 | 1 | .339 | .511 | .401 | .511 | .307 | .464 | .361 | .399 | .410 | .497 | .508 | .664 |
| | Sig. (2-tailed) | .002 | .021 | .010 | <.001 | <.001 | .035 | .407 | <.001 | | .005 | <.001 | <.001 | <.001 | .011 | <.001 | .003 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.10 | Pearson Correlation | .489 | .393 | .503 | .377 | .448 | .431 | .561 | .410 | .339 | 1 | .566 | .576 | .503 | .527 | .464 | .527 | .402 | .287 | .327 | .345 | .681 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | .002 | <.001 | <.001 | <.001 | <.001 | .005 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | .018 | .007 | .004 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |

| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Y.11 | Pearson Correlation | .570 | .382 | .578 | .458 | .503 | .496 | .420 | .453 | .511 | .566 | 1 | .642 | .610 | .540 | .517 | .599 | .493 | .519 | .524 | .493 | .794 |
| | Sig. (2-tailed) | <.001 | .001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.12 | Pearson Correlation | .452 | .362 | .545 | .340 | .576 | .473 | .452 | .360 | .401 | .576 | .642 | 1 | .704 | .467 | .519 | .637 | .553 | .536 | .491 | .503 | .778 |
| | Sig. (2-tailed) | <.001 | .003 | <.001 | .005 | <.001 | <.001 | <.001 | .003 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.13 | Pearson Correlation | .495 | .463 | .578 | .385 | .566 | .422 | .420 | .453 | .511 | .503 | .610 | .704 | 1 | .481 | .624 | .658 | .549 | .566 | .572 | .493 | .812 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | .001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.14 | Pearson Correlation | .515 | .375 | .471 | .405 | .412 | .409 | .312 | .332 | .307 | .527 | .540 | .467 | .481 | 1 | .376 | .627 | .479 | .331 | .411 | .379 | .667 |
| | Sig. (2-tailed) | <.001 | .002 | <.001 | <.001 | <.001 | <.001 | .010 | .006 | .011 | <.001 | <.001 | <.001 | <.001 | | .002 | <.001 | <.001 | .006 | <.001 | .002 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.15 | Pearson Correlation | .341 | .256 | .350 | .428 | .412 | .295 | .341 | .169 | .464 | .464 | .517 | .519 | .624 | .376 | 1 | .620 | .456 | .565 | .652 | .656 | .721 |
| | Sig. (2-tailed) | .005 | .037 | .004 | <.001 | <.001 | .015 | .005 | .170 | <.001 | <.001 | <.001 | <.001 | <.001 | .002 | | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.16 | Pearson Correlation | .448 | .375 | .471 | .339 | .470 | .341 | .380 | .273 | .361 | .527 | .599 | .637 | .658 | .627 | .620 | 1 | .788 | .626 | .587 | .593 | .802 |
| | Sig. (2-tailed) | <.001 | .002 | <.001 | .005 | <.001 | .005 | .002 | .025 | .003 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.17 | Pearson Correlation | .330 | .201 | .361 | .220 | .457 | .248 | .330 | .342 | .399 | .402 | .493 | .553 | .549 | .479 | .456 | .788 | 1 | .608 | .566 | .609 | .713 |
| | Sig. (2-tailed) | .006 | .102 | .003 | .073 | <.001 | .043 | .006 | .005 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.18 | Pearson Correlation | .186 | .150 | .275 | .407 | .333 | .190 | .133 | .160 | .410 | .287 | .519 | .536 | .566 | .331 | .565 | .626 | .608 | 1 | .845 | .798 | .702 |
| | Sig. (2-tailed) | .132 | .225 | .024 | <.001 | .006 | .124 | .285 | .197 | <.001 | .018 | <.001 | <.001 | <.001 | .006 | <.001 | <.001 | <.001 | | <.001 | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.19 | Pearson Correlation | .237 | .206 | .276 | .466 | .374 | .188 | .237 | .245 | .497 | .327 | .524 | .491 | .572 | .411 | .652 | .587 | .566 | .845 | 1 | .913 | .752 |
| | Sig. (2-tailed) | .053 | .094 | .024 | <.001 | .002 | .127 | .053 | .046 | <.001 | .007 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 | <.001 |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |
| Y.20 | Pearson Correlation | .273 | .249 | .257 | .546 | .391 | .173 | .219 | .267 | .508 | .345 | .493 | .503 | .493 | .379 | .656 | .593 | .609 | .798 | .913 | 1 | .754 |
| | Sig. (2-tailed) | .025 | .042 | .036 | <.001 | .001 | .161 | .075 | .029 | <.001 | .004 | <.001 | <.001 | <.001 | .002 | <.001 | <.001 | <.001 | <.001 | <.001 | | <.001 |
| Total_Y | Pearson Correlation | .617 | .550 | .664 | .617 | .659 | .538 | .498 | .554 | .664 | .681 | .794 | .778 | .812 | .667 | .721 | .802 | .713 | .702 | .752 | .754 | 1 |
| | Sig. (2-tailed) | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | <.001 | |
| | N | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 | 67 |

**Lampiran 10. Hasil Uji Reliabilitas Instrumen Penelitian**

Budaya Kerja

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .926 | 15 |

Beban Kerja

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .951 | 20 |

Kinerja Guru

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .937 | 20 |

## Lampiran 11. Surat Keputusan Pembimbing Tesis



KEPUTUSAN REKTOR UIN ANTASARI
NOMOR 656 TAHUN 2025
TENTANG
PEMBIMBING TESIS

DIREKTUR PASCASARJANA UIN ANTASARI

Menimbang :
1. bahwa untuk mendukung kelancaran penulisan tesis mahasiswa Pascasarjana UIN Antasari a.n. Rida/NIM 230211030095 diperlukan Dosen Pembimbing Tesis;
2. bahwa untuk keperluan itu dipandang perlu menetapkan Dosen Pembimbing Tesis dimaksud dengan Surat Keputusan Direktur Pascasarjana;
3. bahwa mereka yang nama-namanya tercantum pada Surat Keputusan ini sesuai dengan latar belakang pendidikan dan keahliannya dipandang mampu melaksanakan tugas-tugasnya dengan baik.

Mengingat :
1. Undang-Undang RI No. 20 Tahun 2003 tentang Sistem Pendidikan Nasional;
2. Undang-Undang RI No. 12 Tahun 2012 tentang Sistem Pendidikan Tinggi;
3. Perpres RI No. 36 Tahun 2017 tentang Universitas Islam Negeri Antasari;
4. Surat Keputusan Menteri Agama No. 20 Tahun 2017 tentang Organisasi dan Tata Kerja IAIN Antasari;
5. Surat Keputusan Menteri Agama No. 29 Tahun 2017 tentang Statuta UIN Antasari Banjarmasin;
6. Keputusan Dirjen Binbaga Islam Depag RI No. E/176/2000 tentang Program Pascasarjana IAIN Antasari;
7. Surat Keputusan Dirjen Pendidikan Islam Kementerian Agama RI Nomor : 2085 Tahun 2013 tentang Transformasi Konsentrasi Menjadi Program Studi pada Program Magister IAIN Antasari Banjarmasin;
8. Petunjuk Operasional (PO) Penggunaan Dana DIPA pada UIN Antasari Banjarmasin Tahun 2025;
9. Pedoman Akademik Pascasarjana UIN Antasari.

MEMUTUSKAN

Menetapkan :

Pertama : Mengangkat Prof. Dr. Zulfa Jamalie, M.Pd dan Dr. Siti Aisyah, M.Ag Sebagai Pembimbing Tesis a.n. Rida/ NIM 230211030095 dengan judul: "Pengaruh Beban Kerja dan Motivasi Kerja Terhadap Kinerja Guru di Sekolah Dasar Islam Terpadu di Kota Banjarmasin"

Kedua : Tugas Pembimbing adalah membantu mahasiswa menyelesaikan penulisan tesis sampai dengan ujian tesis;

Ketiga : Kepada masing-masing pembimbing diberikan honor pembimbing sesuai ketentuan yang berlaku;

Keempat : Segala biaya yang diakibatkan dari kegiatan ini akan dibebankan kepada DIPA UIN Antasari Banjarmasin Tahun 2025;

Kelima : Keputusan ini disampaikan kepada masing-masing Pembimbing untuk diketahui dan dipergunakan sebagaimana mestinya, dengan ketentuan apabila terdapat kekeliruan akan diadakan perubahan dan perbaikan sebagaimana mestinya.

Ditetapkan di : Banjarmasin,
Pada tanggal : 19 September 2025

a.n. Rektor
Direktur

Prof. Dr. Hj. Zulfa Jamalie, M.Pd.
NIP. 197105281997031006

Tembusan :
1. Rektor UIN Antasari;
2. Ketua Prodi S2 Manajemen Pendidikan Islam;
3. Pembimbing;
4. Rida (Mhs.yang bersangkutan);
5. Arsip.

## Lampiran 12. Pengantar Riset dari Pascasarjana

KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI
ANTASARI BANJARMASIN
PASCASARJANA
Jalan A. Yani Km. 4.5 Banjarmasin 70235
Telepon (0511) 3250801, Faksimili (0511) 3264143
E-mail: ps@uin-antasari.ac.id Website: pasca.uin-antasari.ac.id

**S U R A T  R I S E T**
**Nomor : 499/Un.14/IV/TL.00/10/2025**

yang bertanda tangan di bawah ini Direktur Pascasarjana UIN Antasari Banjarmasin menerangkan dengan sebenarnya bahwa :

| | | |
|---|---|---|
| Nama | : | Rida |
| NIM | : | 230211030095 |
| TTL | : | Pembuang Hulu, 04 Oktober 1998 |
| Jenis Kelamin | : | Perempuan |
| Alamat | : | Jalan Sungai Bakung Komplek Cluster Villa Bakung No.10 RT 002 Desa Sungai Bakung Kec. Sungai Tabuk, Kab. Banjar |
| Program Studi | : | S-2 Manajemen Pendidikan Islam |
| Semester | : | V (Lima) |

Adalah benar Mahasiswa Program Magister (S2) Pascasarjana UIN Antasari Banjarmasin dan saat ini sedang melaksanakan riset dalam rangka penulisan Tesis dengan judul:

Pengaruh Budaya Sekolah Dan Beban Kerja Terhadap Kinerja Guru Di Sekolah Dasar Islam Terpadu Di Kota Banjarmasin

| | | |
|---|---|---|
| Tujuan | : | **Kepala Sekolah SDIT Insantama, Kepala Sekolah SDIT Nurul Fikri, Kepala Sekolah SDIT Al-Hikmah, Kepala Sekolah SDIT Hunafa** |
| Lama riset | : | **28 Oktober 2025 s.d 28 Desember 2025** |

Demikian Surat Riset ini dibuat dan diberikan kepada yang bersangkutan, agar dapat dipergunakan sebagaimana mestinya.

Banjarmasin, 28 Oktober 2025
Direktur,

**Prof. Dr. H. Zulfa Jamalie, M.Pd.**
NIP. 197105251997031006

KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI
ANTASARI BANJARMASIN
PASCASARJANA
Jalan A. Yani Km. 4.5 Banjarmasin 70235
Telepon (0511) 3250801, Faksimili (0511) 3264143
E-mail: ps@uin-antasari.ac.id Website: pasca.uin-antasari.ac.id

Nomor : 490 /Un.14/IV/TL.00/10/2025 Banjarmasin, 28 Oktober 2025
Lamp : -
Hal : **Pengantar Penelitian Tesis**

Kepada Yth.
Kepala/Pimpinan

**Kepala Sekolah SDIT Insantama**
Di- Tempat

Assalamu'alaikum, Wr, Wb.

Sehubungan dengan penyelesaian tugas akhir kuliah Pengantar Penelitian atas mahasiswa kami :

| | | |
|---|---|---|
| Nama | : | Rida |
| NIM | : | 230211030095 |
| TTL | : | Pembuang Hulu, 04 Oktober 1998 |
| Jenis Kelamin | : | Perempuan |
| Alamat | : | Jalan Sungai Bakung Komplek Cluster Villa Bakung No.10 RT 002 Desa Sungai Bakung Kec. Sungai Tabuk, Kab. Banjar |
| Program Studi | : | S-2 Manajemen Pendidikan Islam |
| Semester | : | V (Lima) |

adalah benar mahasiswa Program Magister (S2) Pascasarjana UIN Antasari Banjarmasin, dan yang bersangkutan akan melakukan penelitian / meminta data dalam rangka menyusun Tesis:

| | | |
|---|---|---|
| Judul | : | **Pengaruh Budaya Sekolah Dan Beban Kerja Terhadap Kinerja Guru Di Sekolah Dasar Islam Terpadu Di Kota Banjarmasin** |
| Lama riset | : | **28 Oktober 2025 s.d 28 Desember 2025** |

Dengan ini kami memohon perkenan izin dan bantuan seperlunya untuk kerpeluan dan kelancaran penelitian.
Demikian surat ini diberikan untuk dipergunakan sebagaimana mestinya, sebelum dan sesudahnya diucapkan terimakasih.

Wassalam
Direktur,

**Prof. Dr. H. Zulfa Jamalie, M.Pd.**

KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI
ANTASARI BANJARMASIN
PASCASARJANA
Jalan A. Yani Km. 4.5 Banjarmasin 70235
Telepon (0511) 3250801, Faksimili (0511) 3264143
E-mail: ps@uin-antasari.ac.id Website: pasca.uin-antasari.ac.id

Nomor : 4992 /Un.14/IV/TL.00/10/2025 Banjarmasin, 28 Oktober 2025
Lamp : -
Hal : **Pengantar Penelitian Tesis**

Kepada Yth.
Kepala/Pimpinan

**Kepala Sekolah SDIT Hunafa**
Di- Tempat

Assalamu'alaikum, Wr, Wb.

Sehubungan dengan penyelesaian tugas akhir kuliah Pengantar Penelitian atas mahasiswa kami :

| | | |
|---|---|---|
| Nama | : | Rida |
| NIM | : | 230211030095 |
| TTL | : | Pembuang Hulu, 04 Oktober 1998 |
| Jenis Kelamin | : | Perempuan |
| Alamat | : | Jalan Sungai Bakung Komplek Cluster Villa Bakung No.10 RT 002 Desa Sungai Bakung Kec. Sungai Tabuk, Kab. Banjar |
| Program Studi | : | S-2 Manajemen Pendidikan Islam |
| Semester | : | V (Lima) |

adalah benar mahasiswa Program Magister (S2) Pascasarjana UIN Antasari Banjarmasin, dan yang bersangkutan akan melakukan penelitian / meminta data dalam rangka menyusun Tesis:

| | | |
|---|---|---|
| Judul | : | **Pengaruh Budaya Sekolah Dan Beban Kerja Terhadap Kinerja Guru Di Sekolah Dasar Islam Terpadu Di Kota Banjarmasin** |
| Lama riset | : | **28 Oktober 2025 s.d 28 Desember 2025** |

Dengan ini kami memohon perkenan izin dan bantuan seperlunya untuk kerpeluan dan kelancaran penelitian.
Demikian surat ini diberikan untufk dipergunakan sebagaimana mestinya, sebelum dan sesudahnya diucapkan terimakasih.

Wassalam
Direktur,

**Prof. Dr. H. Zulfa Jamalie, M.Pd.**
NIP. 197105251997031006

KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI
ANTASARI BANJARMASIN
PASCASARJANA
Jalan A. Yani Km. 4.5 Banjarmasin 70235
Telepon (0511) 3250801, Faksimili (0511) 3264143
E-mail: ps@uin-antasari.ac.id Website: pasca.uin-antasari.ac.id

Nomor : 490 /Un.14/IV/TL.00/10/2025
Lamp : -
Hal : **Pengantar Penelitian Tesis**

Banjarmasin, 28 Oktober 2025

Kepada Yth.
Kepala/Pimpinan

**Kepala Sekolah SDIT Al-Hikmah**
Di- Tempat

Assalamu'alaikum, Wr, Wb.

Sehubungan dengan penyelesaian tugas akhir kuliah Pengantar Penelitian atas mahasiswa kami:

| | | |
|---|---|---|
| Nama | : | Rida |
| NIM | : | 230211030095 |
| TTL | : | Pembuang Hulu, 04 Oktober 1998 |
| Jenis Kelamin | : | Perempuan |
| Alamat | : | Jalan Sungai Bakung Komplek Cluster Villa Bakung No.10 RT 002 Desa Sungai Bakung Kec. Sungai Tabuk, Kab. Banjar |
| Program Studi | : | S-2 Manajemen Pendidikan Islam |
| Semester | : | V (Lima) |

adalah benar mahasiswa. Program Magister (S2) Pascasarjana UIN Antasari Banjarmasin, dan yang bersangkutan akan melakukan penelitian / meminta data dalam rangka menyusun Tesis:

| | | |
|---|---|---|
| Judul | : | **Pengaruh Budaya Sekolah Dan Beban Kerja Terhadap Kinerja Guru Di Sekolah Dasar Islam Terpadu Di Kota Banjarmasin** |
| Lama riset | : | **28 Oktober 2025 s.d 28 Desember 2025** |

Dengan ini kami memohon perkenan izin dan bantuan seperlunya untuk kerpeluan dan kelancaran penelitian.
Demikian surat ini diberikan untuk dipergunakan sebagaimana mestinya, sebelum dan sesudahnya diucapkan terimakasih.

Wassalam
Direktur,

**Prof. Dr. H. Zulfa Jamalie, M.Pd.**
NIP. 197105251997031006

KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI
ANTASARI BANJARMASIN
PASCASARJANA
Jalan A. Yani Km. 4.5 Banjarmasin 70235
Telepon (0511) 3250801, Faksimili (0511) 3264143
E-mail: ps@uin-antasari.ac.id Website: pasca.uin-antasari.ac.id

Nomor : 4990/Un.14/IV/TL.00/10/2025 Banjarmasin, 28 Oktober 2025
Lamp : -
Hal : **Pengantar Penelitian Tesis**

Kepada Yth.
Kepala/Pimpinan

**Kepala Sekolah SDIT Nurul Fikri**
Di- Tempat

Assalamu'alaikum, Wr, Wb.

Sehubungan dengan penyelesaian tugas akhir kuliah Pengantar Penelitian atas mahasiswa kami:

| | | |
|---|---|---|
| Nama | : | Rida |
| NIM | : | 230211030095 |
| TTL | : | Pembuang Hulu, 04 Oktober 1998 |
| Jenis Kelamin | : | Perempuan |
| Alamat | : | Jalan Sungai Bakung Komplek Cluster Villa Bakung No.10 RT 002 Desa Sungai Bakung Kec. Sungai Tabuk, Kab. Banjar |
| Program Studi | : | S-2 Manajemen Pendidikan Islam |
| Semester | : | V (Lima) |

adalah benar Mahasiswa Program Magister (S2) Pascasarjana UIN Antasari Banjarmasin, dan yang bersangkutan akan melakukan penelitian / meminta data dalam rangka awal menyusun proposal tesis :

**Judul** : **Pengaruh Budaya Sekolah Dan Beban Kerja Terhadap Kinerja Guru Di Sekolah Dasar Islam Terpadu Di Kota Banjarmasin**

**Lama riset** : **28 Oktober 2025 s.d 28 Desember 2025**

Dengan ini kami memohon perkenan izin dan bantuan seperlunya untuk kerpeluan dan kelancaran penelitian.

Demikian surat ini diberikan untuk dipergunakan sebagaimana mestinya, sebelum dan sesudahnya diucapkan terimakasih.

Wassalam
Direktur,

**Prof. Dr. H. Zulfa Jamalie, M.Pd.**
NIP. 197105251997031006

**Lampiran 13. Surat Izin Penelitian Dari Pihak Sekolah**

SEKOLAH DASAR ISLAM TERPADU
**INSANTAMA BANJARMASIN**

SURAT IZIN PENELITIAN
Nomor: 051/SDIT-IT/XI/2025

Kepada Yth.
Sdr. Rida
Mahasiswa UIN Antasari Banjarmasin
di Tempat

Dengan hormat,

Menindaklanjuti surat permohonan penelitian dari Saudari Rida tertanggal 28 Oktober 2025, perihal permohonan izin penelitian, bersama ini kami memberikan izin kepada:

Nama : Rida
NIM : 230211030095
Program Studi : S-2 Manajemen Pendidikan Islam
Universitas : UIN Antasari Banjarmasin

Untuk melaksanakan kegiatan riset/penelitian di SDIT Insantama Banjarmasin dengan judul penelitian:

**"Pengaruh Budaya Sekolah Dan Beban Kerja Terhadap Kinerja Guru Di Sekolah Dasar Islam Terpadu Di Kota Banjarmasin"**

Kegiatan penelitian ini dilaksanakan mulai tanggal 28 Oktober 2025 sampai dengan 28 Desember 2025, dengan tetap memperhatikan tata tertib dan ketentuan yang berlaku di lingkungan SDIT Insantama Banjarmasin.

Demikian surat izin ini dibuat untuk dipergunakan sebagaimana mestinya. Atas perhatian dan kerja sama Saudari, kami ucapkan terima kasih.

Wassalamu'alaikum warahmatullahi wabarakatuh.

Banjarmasin, Rabu, 5 November 2025

Kepala Sekolah,

PEMERINTAH KOTA BANJARMASIN
Insantama
DINAS PENDIDIKAN

Muksin, S.Pd

Jl. Ahmad Yani KM 5, Komplek Dharma Praja - Dharma Bakti V no.9 Banjarmasin Telp. (0511) 6777 159

BETTER EDUCATION FOR BETTER LIFE | SEKOLAH PARA JUARA

**Sekolah Dasar Islam Terpadu (SDIT) Hunafaa**
Jl. Sultan Adam Komp.Hunafa Blok Wahdah II RT. 30 Banjarmasin 70122
Telp. 085248864100 / 0811508096
Email : sdit.hunafaa@gmail.com

Nomor : 035/SDIT HF/SI/XI/2025 Banjarmasin, 4 November 2025
Lampiran : -
Hal : Izin Penelitian

Kepada Yth,
Direktur Pascasarjana UIN Antasari Banjarmasin
Di- Tempat

Assalamu'alaikum Wr. Wb

Sehubungan dengan adanya surat permohonan untuk melakukan penyelesaian tugas akhir kuliah Pengantar Penelitian di SD Islam Terpadu Hunafaa, maka dengan ini saya:

Nama : Mariatul Kiptiah, S. Pd
Jabatan : Kepala Sekolah

memberikan izin kepada saudara/i:

Nama : Rida
NIM : 230211030095
Program Studi : S-2 Manajemen Pendidikan Islam
Judul Penelitian : Pengaruh Budaya Sekolah dan Beban Kerja Terhadap Kinerja Guru di Sekolah Dasar Islam Terpadu di Kota Banjarmasin

Untuk melakukan penelitian tersebut mulai tanggal 28 Oktober 2025 s.d 28 Desember 2025 dan bersedia memberikan bantuan untuk keperluan dan kelancaran penelitian.

Demikian surat izin ini kami sampaikan, atas perhatian Bapak/Ibu kami ucapkan terima kasih.

Wassalamu'alaikum Wr. Wb.

Kepala SD IT Hunafaa

Mariatul Kiptiah, S. Pd

YAYASAN WAKAF MASJID AL-HIKMAH
**SEKOLAH DASAR ISLAM TERPADU AL-HIKMAH**
KOTA BANJARMASIN
*"Berakhlak Islami – Berprestasi – Cinta Lingkungan"*

**SURAT KETERANGAN**
Nomor: 254/SDIT-AH/SK/B/11/2025

*Assalamualaikum warahmatullah wabarakaatuh*

Saya yang bertanda tangan di bawah ini:

| | | |
|---|---|---|
| Nama | : | Nur Faizi, S.Pd. |
| NUPTK | : | 3149775676130333 |
| Jabatan | : | Kepala SD Islam Terpadu Al-Hikmah |

dengan ini menyatakan bahwa:

| | | |
|---|---|---|
| Nama | : | Rida |
| NIM | : | 230211030095 |
| Program Studi | : | S-2 Manajemen Pendidikan Islam |
| Semester | : | V (Lima) |
| Judul Tesis | : | Pengaruh Budaya Sekolah dan Beban Kerja Terhadap Kinerja Guru di Sekolah Dasar Islam Terpadu di Kota Banjarmasin |

telah diterima untuk melakukan riset/penelitian penggalian data guna menyelesaikan tugas akhir tesis yang bersangkutan dengan rincian sebagai berikut:

| | | |
|---|---|---|
| Waktu Penelitian | : | 28 Oktober 2025 s.d. 28 Desember 2025 |
| Lama Penelitian | : | 2 (dua) bulan |

Demikian surat keterangan ini dibuat agar dapat dipahami sebagaimana mestinya.

*Wassalamualaikum warahmatullah wabarakaatuh*

Banjarmasin, 3 November 2025

Kepala Sekolah,

SDIT AL-HIKMAH KOTA BANJARMASIN

**Nur Faizi, S.Pd.**
NUPTK. 3149775676130333

Alamat: Jl. Kelayan A II No.19 RT.15 RW.02 Kel. Murung Raya, Kec. Banjarmasin Selatan, Kota Banjarmasin 70247
Terakreditasi B SK Nomor: 016/BAN-PDM/SK/2025 NPSN: 70007956 E-mail: sditalhikmah170719@gmail.com

YAYASAN PENDIDIKAN SOSIAL DAN DAKWAH
SDIT NURUL FIKRI
Banjarmasin

**SURAT IZIN PENELITIAN**
Nomor : 204.3/NF-BJM/B.4/XI/2025

Yang bertanda tangan di bawah ini:

| | |
|---|---|
| Nama | : **H. Usamah, S. Th. I, S. Pd** |
| NIK | : 30883 |
| Jabatan | : Kepala Sekolah SDIT Nurul Fikri Banjarmasin |

Menerangkan dengan sesungguhnya bahwa yang bersangkutan di bawah ini:

| | |
|---|---|
| Nama | : **Rida** |
| NIM | : 230211030095 |
| Program Studi | : Strata Dua (S.2) |
| Jurusan | : Manajemen Pendidikan Islam |
| Alamat | : Jalan Sungai Bakung Komplek Cluster Villa Bakung No. 10 RT 002 Desa Sungai Bakung Kec. Sungai Tabuk, Kab. Banjar |

Benar telah diizinkan melakukan Penelitian di Sekolah Dasar Islam Terpadu Nurul Fikri Banjarmasin terhitung mulai tanggal 28 Oktober 2025 s.d 28 Desember 2025 guna Penyusunan Tesis yang berjudul **"Pengaruh Budaya Sekolah dan Beban Kerja Terhadap Kinerja Guru Di Sekolah Dasar Islam Terpadu Di Kota Banjarmasin".**

Demikian surat keterangan ini dibuat agar dapat digunakan sebagaimana mestinya.

Banjarmasin, 11 November 2025
Kepala Sekolah

**H. Usamah, S. Th. I, S. Pd**
NIK. 30883

**Lampiran 14. Bersama Guru Di Sekolah**

SDIT ALHIKMAH



Foto ini diambil pada saat peneliti melakukan proses permohonan izin riset dan penjelasan instrumen penelitian kepada wakil kepala bid. Humas di SDIT Alhikmah yaitu kepada Ibu Musliati, S.Pd yang sekaligus beliau adalah guru di SDIT Alhikmah. Pada pertemuan tersebut, peneliti memberikan pemaparan terkait tujuan penelitian serta cara pengisian kuesioner yang akan digunakan dalam penelitian. Kegiatan ini merupakan bagian dari tahap pengumpulan data untuk memastikan bahwa responden mengisi kuesioner secara tepat dan konsisten berdasarkan pedoman yang telah ditetapkan. Dokumentasi ini menunjukkan adanya komunikasi yang efektif antara peneliti dan responden sebagai bagian dari proses penelitian.

SDIT NURUL FIKRI



Foto ini diambil ketika peneliti melakukan proses permohonan izin riset kepada Staff TU Sekolah yaitu Ibu Suhailah, S.Pd di SDIT Nurul Fikri. Dalam pertemuan tersebut, peneliti memberikan penjelasan mengenai tujuan penelitian. Dokumentasi ini turut memperlihatkan interaksi dan komunikasi yang efektif antara peneliti dan pihak sekolah di lokasi penelitian.

SDIT INSANTAMA BANJARMASIN




Foto ini diambil pada saat peneliti melakukan kunjungan dan pertemuan dengan salah satu guru di SDIT Insantama Banjarmasin yaitu dengan bapak Ahmad Ari Yanur, S.Sos dan rekan yang bertempat di SDIT Insantama Banjarmasin. Pada kesempatan tersebut, peneliti menjelaskan secara langsung tujuan penelitian serta memberikan penjelasan rinci mengenai kuesioner yang akan diisi oleh responden. Pertemuan ini bertujuan memastikan bahwa instrumen penelitian dipahami dengan tepat sehingga data yang diperoleh dapat merepresentasikan kondisi sebenarnya.

SDIT HUNAFAA



Foto ini diambil saat peneliti melakukan kunjungan ke SDIT Hunafaa sebagai bagian dari proses pengumpulan data penelitian. Pada kesempatan tersebut, peneliti bertemu dengan Mariatul Kiptiah, S. Pd selaku kepala sekolah dan guru di SDIT Hunafaa untuk melakukan koordinasi awal terkait pelaksanaan penelitian dan penyampaian informasi mengenai instrumen yang akan digunakan. Pertemuan berlangsung dalam suasana yang komunikatif dan penuh keterbukaan, sehingga mendukung kelancaran tahap persiapan sebelum pengisian kuesioner oleh responden. Dokumentasi ini menunjukkan hubungan kerja sama yang baik antara peneliti dan pihak sekolah dalam mendukung proses penelitian.

## DAFTAR RIWAYAT HIDUP PENULIS

| | | |
|---|---|---|
| Nama | : | Rida |
| TTL | : | Pembuang Hulu, 04 Oktober 1998 |
| Agama | : | Islam |
| NIM | : | 230211030095 |
| Prodi | : | Manajemen Pendidikan Islam |
| No. Wa | : | 085787747204 |
| Alamat | : | Jalan Sungai Bakung Komplek Cluster Villa Bakung No.10 RT 002 Desa Sungai Bakung Kec. Sungai Tabuk, Kab. Banjar |
| Pendidikan | : | S1 UIN Antasari Banjarmasin (2016-2021)<br>SMK Miftahussalam Seruyan (2013-2016)<br>MTsN Hanau, Seruyan (2010-2013)<br>SDN 1 Pembuang Hulu 1, Seruyan (2004-2010)<br>TK Habaring Hurung, Seruyan (2002-2004) |
| Pekerjaan | : | Ibu Rumah Tangga |
| Status Pernikahan | : | Menikah |
| Nama Suami | : | Abdul Halim, S.E, M.H |
| Nama Orang Tua | | |
| Ayah | : Mulyadi | |
| Ibu | : Mesti Neni Rukati | |

Banjarmasin, 24 November 2025
Penulis

Rida