**KUESIONER**

Lampiran 1

**I. IDENTITAS PEMBERI KUESIONER**

Nama : Togi Febrian Sitanggang

NPM : 173114141

Jenis Kelamin : Laki-Laki

Jurusan : Manajemen

Fakultas : Ekonomi

Perguruan Tinggi : Universitas Muslim Nusantara Al Washliya Medan

Judul Penelitian : “Pengaruh Gaya Kepemimpinan Demokratis Kepala Sekolah Terhadap Kinerja Guru di SMA Negeri 1 Galang Kabupaten Deli Serdang”.

Medan, 30 Agustus 2021

Togi Febrian Sitanggang

NPM. 173114141

**II. IDENTITAS RESPONDEN**

Nama : ……………………………………..

Umur : …………… tahun

Jabatan : ……………………………………..

Jenis Kelamin : Laki-Laki / Perempuan

Pendidikan : ……………………………………..

**III. PETUNJUK PENGISIAN**

Pada setiap nomor pernyataan berilah tanda benar pada kolom yang tersedia sesuai dengan penilaian anda.

Keterangan jawaban:

**SS : Sangat Setuju S : Setuju**

**KS : Kurang Setuju TS : Tidak Setuju**

**STS : Sangat Tidak Setuju**

1. **Gaya Kepemimpinan Demokratis (X)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **1** | **2** | **3** | | | | |
|  | **Kemampuan Mengambil Keputusan** | **5** | **4** | **3** | **2** | **1** |
| 1. | Pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang selalu mengambil keputusan sesuai dengan kebijakan yang telah ditentukan |  |  |  |  |  |
| 2. | Keputusan yang diambil pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang dapat diterima dengan baik oleh guru |  |  |  |  |  |
|  | **Kemampuan Memotivasi** |  |  |  |  |  |
| 3. | Pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang mampu memotivasi guru agar kinerjanya semakin meningkat |  |  |  |  |  |
| 4. | Pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang selalu memberikan motivasi yang baik pada guru |  |  |  |  |  |
|  | **Kemampuan Komunikasi** |  |  |  |  |  |
| 5. | Kemampuan komunikasi pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang dengan guru sangat baik |  |  |  |  |  |
| 6. | Pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang selalu berusaha untuk berkomunikasi dengan guru agar tidak terjadi kesalahan dalam bekerja |  |  |  |  |  |
|  | **Kemampuan Mengendalikan Bawahan** |  |  |  |  |  |
| 7. | Pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang mampu mengendalikan guru dalam menjalankan tugasnya |  |  |  |  |  |
|  | **Tanggung Jawab** |  |  |  |  |  |
| 8. | Pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang selalu bertanggungjawab atas kebijakan yang telah diterapkan |  |  |  |  |  |
| 9. | Pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang akan bertanguungjawab apabila terjadi kecelakaan kerja bagi guru |  |  |  |  |  |
|  | **Kemampuan Mengendalikan Emosional** |  |  |  |  |  |
| 10. | Pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang mampu mengendalikan emosional nya ketika menghadapi guru |  |  |  |  |  |

1. **Kinerja Guru (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| **1** | **2** | **3** | | | | |
|  | **Efisiensi** | **5** | **4** | **5** | **6** | **7** |
| 1. | Pekerjaan dilakukan guru saat ini sudah sesuai dengan keterampilan yang dimiliki dalam bekerja di SMA Negeri 1 Galang Kabupaten Deli Serdang |  |  |  |  |  |
| 2. | Para guru mampu menyelesaikan pekerjaan yang diberikan pimpinan SMA Negeri 1 Galang Kabupaten Deli Serdang dalam waktu yang telah ditentukan |  |  |  |  |  |
| 3. | Guru menjalankan target kerja yang ditetapkan organisasi SMA Negeri 1 Galang Kabupaten Deli Serdang penuh dengan perhitungan |  |  |  |  |  |
|  | **Efektivitas** |  |  |  |  |  |
| 4. | Guru merasa senang dan puas dengan hasil kerja yang dicapai di SMA Negeri 1 Galang Kabupaten Deli Serdang |  |  |  |  |  |
| 5. | Dengan keahlian yang guru miliki, para guru dapat meminimalisir kesalahan dalam bekerja di SMA Negeri 1 Galang Kabupaten Deli Serdang |  |  |  |  |  |
| 6. | Guru sadar akan tugas dan tanggap dalam memberikan solusi terhadap permasalahan di SMA Negeri 1 Galang Kabupaten Deli Serdang |  |  |  |  |  |
|  | **Keadilan** |  |  |  |  |  |
| 7. | SMA Negeri 1 Galang Kabupaten Deli Serdang akan memberikan bonus kepada guru yang memiliki kinerja yang bagus |  |  |  |  |  |
| 8. | SMA Negeri 1 Galang Kabupaten Deli Serdang akan memberikan sangsi berupa surat peringatan kepada guru yang memiliki kinerja yang buruk |  |  |  |  |  |
|  | **Daya Tanggap** |  |  |  |  |  |
| 9. | Dalam bekerja guru berusaha mencapai hasil kerja melebihi standar kerja yang sudah ditetapkan di SMA Negeri 1 Galang Kabupaten Deli Serdang |  |  |  |  |  |
| 10. | Pekerjaan guru saat ini sudah sesuai dengan keterampilan yang saya miliki dalam bekerja di SMA Negeri 1 Galang Kabupaten Deli Serdang |  |  |  |  |  |

**Lampiran 2: Tabulasi Penelitian**

Varabel Gaya Kepemimpinan Demokratis (X)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Nomor Item Peryataan** | | | | | | | | | | **Total X** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 2 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 38 |
| 2 | 4 | 2 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 38 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 6 | 2 | 5 | 2 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 37 |
| 7 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 37 |
| 8 | 3 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 36 |
| 9 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 36 |
| 10 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 36 |
| 11 | 3 | 2 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 5 | 35 |
| 12 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 35 |
| 13 | 3 | 5 | 2 | 4 | 5 | 2 | 4 | 4 | 3 | 3 | 35 |
| 14 | 3 | 3 | 4 | 4 | 2 | 4 | 5 | 4 | 3 | 3 | 35 |
| 15 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 35 |
| 16 | 3 | 5 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 35 |
| 17 | 5 | 2 | 2 | 4 | 3 | 2 | 3 | 4 | 5 | 5 | 35 |
| 18 | 2 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 2 | 2 | 34 |
| 19 | 2 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 2 | 34 |
| 20 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 34 |
| 21 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 34 |
| 22 | 4 | 2 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 34 |
| 23 | 4 | 2 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 34 |
| 24 | 3 | 3 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 34 |
| 25 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 34 |
| 26 | 2 | 3 | 4 | 4 | 5 | 3 | 4 | 4 | 2 | 2 | 33 |
| 27 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 33 |
| 28 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 33 |
| 29 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 33 |
| 30 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 33 |
| 31 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 33 |
| 32 | 4 | 2 | 4 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 33 |
| 33 | 4 | 2 | 4 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 33 |
| 34 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 33 |
| 35 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 33 |
| 36 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 33 |
| 37 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 32 |
| 38 | 3 | 2 | 4 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 32 |
| 39 | 3 | 2 | 4 | 3 | 2 | 4 | 2 | 4 | 4 | 4 | 32 |
| 40 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 32 |
| 41 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 32 |
| 42 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 32 |
| 43 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 30 |
| 44 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 30 |
| 45 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 2 | 28 |
| 46 | 2 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 25 |
| 47 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 23 |
| 48 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 23 |
| ∑X | | | | | | | | | |  | 1603 |

Variabel Kinerja Guru (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Nomor Item Peryataan** | | | | | | | | | | **Total Y** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 3 | 4 | 4 | 3 | 1 | 4 | 1 | 4 | 3 | 3 | 30 |
| 2 | 4 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 30 |
| 3 | 4 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 30 |
| 4 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 30 |
| 5 | 2 | 4 | 2 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 33 |
| 6 | 1 | 4 | 4 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 33 |
| 7 | 2 | 4 | 2 | 2 | 4 | 4 | 5 | 3 | 4 | 4 | 34 |
| 8 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 35 |
| 9 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 35 |
| 10 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 35 |
| 11 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 36 |
| 12 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 36 |
| 13 | 4 | 2 | 2 | 2 | 4 | 4 | 5 | 4 | 4 | 5 | 36 |
| 14 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 3 | 4 | 5 | 36 |
| 15 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 36 |
| 16 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 36 |
| 17 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 18 | 1 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 36 |
| 19 | 3 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 37 |
| 20 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 5 | 37 |
| 21 | 4 | 4 | 2 | 2 | 4 | 4 | 5 | 3 | 4 | 5 | 37 |
| 22 | 2 | 4 | 2 | 5 | 4 | 4 | 5 | 4 | 2 | 5 | 37 |
| 23 | 2 | 2 | 2 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 37 |
| 24 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 37 |
| 25 | 4 | 2 | 2 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 37 |
| 26 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| 27 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| 28 | 4 | 4 | 3 | 5 | 4 | 2 | 4 | 4 | 3 | 4 | 37 |
| 29 | 4 | 4 | 4 | 2 | 5 | 4 | 3 | 4 | 5 | 2 | 37 |
| 30 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 2 | 37 |
| 31 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| 32 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 38 |
| 33 | 4 | 3 | 5 | 5 | 4 | 2 | 5 | 4 | 3 | 3 | 38 |
| 34 | 4 | 2 | 5 | 5 | 4 | 2 | 5 | 4 | 4 | 3 | 38 |
| 35 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 36 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 5 | 4 | 38 |
| 37 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 38 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| 39 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 38 |
| 40 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 41 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 39 |
| 42 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 4 | 5 | 4 | 39 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 44 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 45 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 46 | 4 | 4 | 4 | 5 | 4 | 2 | 5 | 3 | 4 | 5 | 40 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| ∑Y | | | | | | | | | | | 1752 |

**Lampiran 3: Hasil Output SPSS**

REGRESSION

/DESCRIPTIVES MEAN STDDEV CORR SIG N

/MISSING LISTWISE

/STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL CHANGE ZPP

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT VAR00002

/METHOD=ENTER VAR00001

/SCATTERPLOT=(\*ZRESID ,\*ZPRED)

/RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)

/CASEWISE PLOT(ZRESID) OUTLIERS(3).

**Regression**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 18-OCT-2021 17:13:37 |
| Comments | |  |
| Input | Active Dataset | DataSet0 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 48 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /DESCRIPTIVES MEAN STDDEV CORR SIG N  /MISSING LISTWISE  /STATISTICS COEFF OUTS BCOV R ANOVA COLLIN TOL CHANGE ZPP  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT VAR00002  /METHOD=ENTER VAR00001  /SCATTERPLOT=(\*ZRESID ,\*ZPRED)  /RESIDUALS DURBIN HISTOGRAM(ZRESID) NORMPROB(ZRESID)  /CASEWISE PLOT(ZRESID) OUTLIERS(3). |
| Resources | Processor Time | 00:00:04.89 |
| Elapsed Time | 00:00:08.03 |
| Memory Required | 1356 bytes |
| Additional Memory Required for Residual Plots | 912 bytes |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|
| 1 | .965a | .930 | .929 | .679 |
| a. Predictors: (Constant), Gaya Kepemimpinan Demokratis (X) | | | | |
| b. Dependent Variable: Kinerja Guru (Y) | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 282.809 | 1 | 282.809 | 613.904 | .000b |
| Residual | 21.191 | 46 | .461 |  |  |
| Total | 304.000 | 47 |  |  |  |
| a. Dependent Variable: Kinerja Guru (Y) | | | | | | |
| b. Predictors: (Constant), Gaya Kepemimpinan Demokratis (X) | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 12.000 | .994 |  | 12.077 | .000 |
| Gaya Kepemimpinan Demokratis (X) | .734 | .030 | .965 | 24.777 | .000 |
| a. Dependent Variable: Kinerja Guru (Y) | | | | | | |

**Charts**





