*Lampiran 1*

**INSTRUMEN IKLIM ORGANISASI SEKOLAH (X)**

|  |  |
| --- | --- |
| Identitas diri | Petunjuk pelaksanaan |
| Nama :  ………………………………………. | 1. Isilah kolom identitas disamping sesuai dengan identitasa anda |
| Guru Bid. Studi/Pangkat/Golongan :  ………………………………………. | 1. Berilah tanda silang (X) pada jawaban yang bapak/ibu anggap benar sesuai dengan keadaan |
| Jenis Kelamin :  ………………………………………. | 1. Jawaban anda pada angket ini tidak akan mempengaruhi prestasi anda disekolah kecuali untuk kepentingan penelitian |
|  | 1. Terima kasih atas kesedian anda menjawab angket ini |

1. Saya ikut serta dalam kebersihan lingkungan sekolah

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Kebersihan dan kelayakan sarana pembelajaran di sekolah terjaga setiap saat

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya di ikut sertakan dalam pembuatan peraturan di sekolah

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya melaksanakan peraturan sekolah dengan baik

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya melakukan kerja sama dengan masyarakat

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Masyarakat dilibatkan dalam meningkatkan kemajuan sekolah

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Proses pembelajaran bapak/ibu guru mendapat dukungan dari masyarakat

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya menjalin komunikasi yang baik dengan orang tua siswa

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya merasa nyaman berkumpul dengan guru-guru lain

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Hubungan sesama guru terjalin harmonis setiap saat

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya melakukan pekerjaan sesuai tugas masing-masing

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya semangat mengajar di Madrasah Aliyah Nahdlatul Wathan

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya bangga Mengajar di Madrasah Aliyah Nahdlatul Wathan

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Tugas yang di berikan saya kerjakan sebaik mungkin

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya saling membantu dalam menyelesaikan masalah sekolah

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Masalah Saya tidak mendapat respon dari guru-guru lain

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

*Lampiran 2*

**INSTRUMEN MOTIVASI KERJA GURU (Y)**

|  |  |
| --- | --- |
| Identitas diri | Petunjuk pelaksanaan |
| Nama :  ………………………………………. | 1. Isilah kolom identitas disamping sesuai dengan identitasa anda |
| Guru Bid. Studi/Pangkat/Golongan :  ………………………………………. | 1. Berilah tanda silang (X) pada jawaban yang bapak/ibu anggap benar sesuai dengan keadaan |
| Jenis Kelamin :  ………………………………………. | 1. Jawaban anda pada angket ini tidak akan mempengaruhi prestasi anda disekolah kecuali untuk kepentingan penelitian |
|  | 1. Terima kasih atas kesedian anda menjawab angket ini |

1. Saya melaksanakan tugas sesuai dengan tugas yang telah diberikan

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya melengkapi RPP dan Silabus sebelum mengajar sebagai panduan mengajar

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya mengajar dengan tepat waktu walaupun jarak tempuh jauh

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya bersedia mendapat sangsi apabila melakukan kesalahan dalam melaksanakan tugas

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya berani mengambil resiko apabila ada kesalahan saat mengajar

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya tidak keberatan mendapat teguran dari pihak manapun apabila ada kekeliruan dalam memberikan pelajaran

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya menciptakan pembelajaran yang menarik dan menyenangkan

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya menyesuaikan alat bantu mengajar dengan mata pelajaran yang akan di bawakan

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya menguasai materi sebelum memulai untuk mengajar

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya tetap menciptakan rasa nyaman walaupun kelas kurang bersih dan rapi

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya menyelesaikan masalah yang mengakibatkan siswa malas untuk mengikuti mata pelajaran

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya berusaha mencapai prestasi tinggi walaupun imbalan rendah

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya bekerja keras menciptakan siswa yang berprestasi

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya ikhlas dalam bekerja semata-mata menjalankan kewajiban sebagai guru

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya tetap semangat dalam bekerja walaupun ada guru lain yang tidak suka kepada anda

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

1. Saya mengajar karna untuk meningkatkan ilmu peserta didik

|  |  |  |  |
| --- | --- | --- | --- |
| 1. Selalu | 1. Sering | 1. Kadang-kadang | 1. Tidak pernah |

*Lampiran 3*

Hasil Tabulasi Angket Iklim Organisasi (Variabel X)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Skor Item Untuk Setiap Butir Instrumen** | | | | | | | | | | | | | | | | **Skor** | **(%)** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** | **16** |
| **1** | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 35 | 54,68 |
| **2** | 2 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 52 | 81,25 |
| **3** | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 46 | 71,87 |
| **4** | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 | 96,87 |
| **5** | 1 | 4 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 45 | 70,31 |
| **6** | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 53 | 82,81 |
| **7** | 4 | 2 | 3 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 1 | 3 | 37 | 57,81 |
| **8** | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 49 | 76,56 |
| **9** | 1 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 49 | 76,56 |
| **10** | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 47 | 73,43 |
| **11** | 2 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 47 | 73,43 |
| **12** | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 50 | 78,12 |
| **13** | 1 | 2 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 45 | 70,31 |
| **14** | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 49 | 76,56 |
| **15** | 2 | 3 | 1 | 2 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 2 | 49 | 76,56 |
| **16** | 1 | 2 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 47 | 73,43 |
| **17** | 2 | 3 | 3 | 4 | 2 | 3 | 4 | 2 | 2 | 3 | 4 | 4 | 4 | 3 | 2 | 2 | 47 | 73,43 |
| **18** | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 56 | 87,5 |
| **19** | 1 | 2 | 2 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 51 | 79,68 |
| **20** | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 3 | 48 | 75 |
| **21** | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 47 | 73,43 |
| **22** | 3 | 3 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 50 | 78,12 |
| **23** | 1 | 3 | 1 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 46 | 71,87 |
| **24** | 2 | 2 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 47 | 73,43 |
| **25** | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 48 | 75 |
| **26** | 1 | 2 | 1 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 45 | 70,31 |
| **27** | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 56 | 87,5 |
| **28** | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 56 | 87,5 |
| **29** | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 43 | 67,18 |
| **30** | 2 | 2 | 1 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 3 | 44 | 68,75 |
| **Jumlah** | | | | | | | | | | | | | | | | | **1446** |  |
| **Rata-rata** | | | | | | | | | | | | | | | | | **48,2** |  |

*Lampiran 4*

Hasil Tabulasi Angket Motivasi Kerja Guru di Madrasah Aliyah NW (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Skor Item Untuk Setiap Butir Instrumen** | | | | | | | | | | | | | |  |  | **Skor** | **( %)** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** | **16** |
| 1 | 2 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 36 | 56,25 |
| 2 | 3 | 3 | 3 | 1 | 2 | 1 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 2 | 4 | 43 | 67,18 |
| 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 47 | 73,43 |
| 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 | 92,18 |
| 5 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 36 | 56,25 |
| 6 | 4 | 3 | 3 | 1 | 1 | 2 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 1 | 3 | 43 | 67,18 |
| 7 | 4 | 2 | 3 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 42 | 65,62 |
| 8 | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 2 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 39 | 60,93 |
| 9 | 2 | 2 | 3 | 2 | 2 | 1 | 3 | 3 | 2 | 2 | 1 | 4 | 3 | 4 | 3 | 3 | 40 | 62,5 |
| 10 | 4 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 2 | 3 | 45 | 70,31 |
| 11 | 4 | 2 | 2 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 48 | 75 |
| 12 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 52 | 81,25 |
| 13 | 4 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 51 | 79,68 |
| 14 | 4 | 2 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 3 | 3 | 48 | 75 |
| 15 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 1 | 3 | 3 | 4 | 4 | 3 | 41 | 64,06 |
| 16 | 3 | 4 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 2 | 2 | 4 | 3 | 3 | 2 | 3 | 48 | 75 |
| 17 | 3 | 4 | 2 | 3 | 2 | 3 | 2 | 1 | 3 | 2 | 3 | 2 | 4 | 3 | 2 | 4 | 43 | 67,18 |
| 18 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 1 | 4 | 4 | 4 | 3 | 4 | 57 | 89,06 |
| 19 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 1 | 4 | 4 | 4 | 3 | 4 | 56 | 87,5 |
| 20 | 4 | 2 | 2 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 48 | 75 |
| 21 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 52 | 81,25 |
| 22 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 46 | 71,87 |
| 23 | 4 | 1 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 52 | 81,25 |
| 24 | 4 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 41 | 64,06 |
| 25 | 4 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 46 | 71,87 |
| 26 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 44 | 68,75 |
| 27 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 4 | 50 | 76,56 |
| 28 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 | 96,87 |
| 29 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 47 | 73,43 |
| 30 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 3 | 3 | 2 | 4 | 46 | 71,87 |
| **Jumlah** | | | | | | | | | | | | | | | | | **1407** |  |
| **Rata-rata** | | | | | | | | | | | | | | | | | **46,09** |  |

*Lampiran 5*

Tabel pembantu untuk Pengujian Hipotesis

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No** | **X** | **Y** | **X2** | **Y2** | **XY** |
| 1 | 35 | 36 | 1225 | 1296 | 1260 |
| 2 | 52 | 43 | 2704 | 1849 | 2236 |
| 3 | 46 | 47 | 2116 | 2209 | 2162 |
| 4 | 62 | 59 | 3844 | 3481 | 3658 |
| 5 | 45 | 36 | 2025 | 1296 | 1620 |
| 6 | 53 | 43 | 2809 | 1849 | 2279 |
| 7 | 37 | 42 | 1369 | 1764 | 1554 |
| 8 | 49 | 39 | 2401 | 1521 | 1911 |
| 9 | 49 | 40 | 2401 | 1600 | 1960 |
| 10 | 47 | 45 | 2209 | 2025 | 2115 |
| 11 | 47 | 48 | 2209 | 2304 | 2256 |
| 12 | 50 | 52 | 2500 | 2704 | 2600 |
| 13 | 45 | 51 | 2025 | 2601 | 2295 |
| 14 | 49 | 48 | 2401 | 2304 | 2352 |
| 15 | 49 | 41 | 2401 | 1681 | 2009 |
| 16 | 47 | 48 | 2209 | 2304 | 2256 |
| 17 | 47 | 43 | 2209 | 1849 | 2021 |
| 18 | 56 | 57 | 3136 | 3249 | 3192 |
| 19 | 51 | 56 | 2601 | 3136 | 2856 |
| 20 | 48 | 48 | 2304 | 2304 | 2304 |
| 21 | 47 | 52 | 2209 | 2704 | 2444 |
| 22 | 50 | 46 | 2500 | 2116 | 2300 |
| 23 | 46 | 52 | 2116 | 2704 | 2392 |
| 24 | 47 | 41 | 2209 | 1681 | 1927 |
| 25 | 48 | 46 | 2304 | 2116 | 2208 |
| 26 | 45 | 44 | 2025 | 1936 | 1980 |
| 27 | 56 | 49 | 3136 | 2401 | 2744 |
| 28 | 56 | 62 | 3136 | 3844 | 3472 |
| 29 | 43 | 47 | 1849 | 2209 | 2021 |
| 30 | 44 | 46 | 1936 | 2116 | 2024 |
| **Jumlah** | **1446** | **1407** | **70518** | **67153** | **68408** |
| **Rata-rata** | **48,2** | **46,9** |  |  |  |