

## DAFTAR PUSTAKA

- Abdulah, B. A. (2020). Determinants of Teachers' Job Satisfaction: School Culture Perspective. *Humaniora UGM*, 151-162.
- Abdullah, T., Khan, M. I., Shah, S. M., & Ullah, S. (2023). Intrinsic and Extrinsic Factors Affecting Job Satisfaction: A Comparative Study of Public and Private Primary School Teachers. *Journal of Education and Social Studies*, 348-358.
- Ahmed, O. (2014). Job Satisfaction of Teachers at Private and Public Secondary Schools. *Bangladesh Journal of Psychology*, 20, 31-41.
- Aini, N. (2014). Perbedaan Kepuasan Kerja antara guru di Sekolah Menengah Atas Negeri dengan Guru di Sekolah Menengah Atas Swasta dan Efeknya terhadap Prestasi Belajar Siswa. *Skripsi Fakultas Tarbiyah dan Keguruan Universitas Islam Negeri Syarif Hidayatullah*, 1-133.
- Aini, W. (2021). *Pendidikan Berkualitas Dimulai dari kompetensi Guru*. Hämtat från Kompas.id: <https://www.kompas.id/baca/metro/2021/10/03/pendidikan-berkualitas-dimulai-dari-kompetensi-guru> den 25 Desember 2022
- Ali, A., Ahmad, I., & Shah, M. A. (2016). Comparing Perceptions of Public versus Government School Teachers towards Job Satisfaction at District Malakand. *Global Regional Review*, 285-298.
- Anjani, S. A., & Kadiyono, A. L. (2018). Studi Korelasi antara Teacher Learning Climate dengan Job Satisfaction pada Guru Sekolah Menengah Pertama (SMP) Kota Bandung. *Jurnal Psikogenesis*, 6(2), 165-175.
- Ariana, N. (2016). Studi Dampak Perubahan Status Sekolah menjadi Sekolah Negeri pada Sikap Siswa Program Studi Teknik Survey Pemetaan SMK PU Negeri Jawa Barat. *Skripsi. Program Studi Pendidikan Teknik Bangunan, Fakultas Pendidikan Teknologi dan Kejuruan Universitas Pendidikan Indonesia*.
- Arika, Y. (2020, Juli). *Berdayakan Semua Guru untuk Percepat Transformasi Pendidikan*. Dipetik Desember 3, 2022, dari Kompas.id: <https://www.kompas.id/baca/dikbud/2020/07/08/berdayakan-semua-guru-untuk-percepat-transformasi-pendidikan>
- Arikunto, S. (2010). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- Auken, S. V., & Barry, T. E. (1995). An assessment of the trait validity of cognitive age measures. *Journal of Consumer Psychology*, 4(2), 107-132.
- Azwar, S. (2017). *Metode Penelitian (2 uppl.)*. Yogyakarta: Pustaka Pelajar.

- Bala, I., & El-jajah, W. G. (2019). Relationship between promotion and classroom teachers' job satisfaction in Senior Secondary Schools in Taraba State, Nigeria. *International Journal of Philosophy and Social-Psychological Sciences*, 5(3), 63-67.
- Baluyos, G. R., Rivera, H. L., & Baluyos, E. L. (2019). Teachers' Job Satisfaction and Work Performance. *Open Journal of Social Sciences*, 7, 206-221.
- Chakraborty, M., & Kuchy, S. A. (2021). Impact of teachers' qualification and experience on their job satisfaction. *Indian Journal of Adult Education*, 82, 158-170.
- Cirocki, A., Anam, S., Retnaningdyah, P., & Soden, B. (2023). Measuring Job Satisfaction of Indonesian Secondary School English Language Teachers Before and During the Pandemic : A Mixed-Methods Study. *The Electronic Journal for English as a Second Language*, 27(2), 1-39.
- Cortez, A. O., Galman, S. M., Amaranto, J., Tomas, M. J., & Rufino, M. V. (2021). Teacher's Job Satisfaction and Its Relationship with Their Work Performance, Professionalism, and Commitment. *Open Access Library Journal*, 8, 1-10.
- Ghozali, I. (2011). *Analisis Multivariate dengan Program SPSS*. Semarang: Badan Penerbit Universitas Diponegoro Semarang.
- Guoba, A., Zygaitiene, B., & Kepaliene, I. (2022). Factors Influencing Teachers' Job Satisfaction. *Journal of Humanities and Social Sciences Studies*, 4(4), 234-241.
- Haider, S., Jabeen, S., & Ahmad, J. (2018). Moderated mediation between work life balance and employee job performance: The role of psychological wellbeing and satisfaction with coworkers. *Journal of Work and Organizational Psychology*, 34, 29-37.
- Hair, J. F. (2016). *A primer on partial least squares structural equation modeling (PLS-SEM)*. California: SAGE Publications Inc.
- Harian Kompas. (2020, Februari). *Guru, Penggerak Infrastruktur Manusia*. Dipetik Desember 25, 2022, dari Kompas.id: <https://www.kompas.id/baca/arsip/2020/02/27/guru-penggerak-infrastruktur-manusia>
- Hasanah, E., & Supardi. (2020). Effect of Work Environment and Salary on Private School Teachers in Indonesia. *Utopía y Praxis Latinoamericana*, 25(6), 365-376.
- Hasibuan, M. S. (2011). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Hendajany, N. (2016). The Effectiveness of Public vs Private Schools in Indonesia. *Journal of Indonesian Applied Economics*, 6(1), 66-89.

- Hidayat, R., Patras, Y. E., & Laihad, G. H. (2018). Kepuasan Kerja Guru dan Peran Kepemimpinan Pendidikan: Survei Guru di Bogor dan Sekitarnya. *JMP Universitas PGRI Semarang*, 7(3), 248-265.
- Hidayat, R., Patras, Y. E., Harijanto, S., & Hasanah, L. (2020). Analisis Instrumen dan Prioritas Tindakan untuk Kepuasan Kerja Guru di Indonesia Berdasarkan Pemodelan Rasch. *Kelola: Jurnal Manajemen Pendidikan*, 7(2), 110-130.
- Iqbal, F., Muzamil, M., & Shiraz, M. (2023). Comparative study of job satisfaction of male and female teachers of private and public secondary schools in Lahore, Pakistan. *UMT Education Review*, 25-43.
- Kang, W., & Malvaso, A. (2023). Associations between Personality Traits and Areas of Job Satisfaction: Pay, Work Itself, Security, and Hours Worked. *Behavioral Science*, 13, 445.
- Kaur, A., Chaudhary, K., Singh, S., & Bedi, S. (2018). A Comparative study of Job Satisfaction Between Public and Private School academicians at higher secondary level in Amritsar, Punjab. *International Journal of Creative Research Thoughts (IJCRT)*, 1513-1524.
- Kocsis, T., Kovács-Székely, I., & Anda, A. (2020). Homogeneity tests and non-parametric analyses of tendencies in precipitation time series in Keszthely, Western Hungary. *Theoretical and Applied Climatology*, 849-859.
- Kume, E. (2020). Demographic Factors and Job Satisfaction among Teachers in Lower Secondary Schools in Albania. *European Journal of Education and Pedagogy*, 1-5.
- Kunandar. (2008). *Langkah Mudah Penelitian Tindakan Kelas Sebagai Pengembangan Profesi Guru*. Jakarta: Raja Grafindo Persada.
- Kurniawati, F. N. (2022). Meninjau Permasalahan Rendahnya Kualitas Pendidikan di Indonesia dan Solusi. *AoEJ: Academy of Education Journal*, 13(1), 1-13.
- Landy, F. J., & Conte, J. M. (2013). *Work In The 21st Century*. Hoboken: John Wiley & Sons, Inc.
- Lie, D., Sherly, Dharma, E., Wakhyuni, E., & Sudirman, A. (2021). Reflections on Teacher Job Satisfaction: The Role of Principal Supervision, Organizational Culture, Motivation, and Compensation. *Jurnal Organisasi dan Manajemen*, 17(1), 234-248.
- Locke, E. A. (1996). The nature and causes of job satisfaction. i M. D. Dunnette, *Handbook of industrial and organizational psychology* (ss. 1297-1349). Chicago, IL: Rand McNally.
- Mbonea, T. J., Eric, A., Ounga, O., & Nyarusanda, C. (2021). Factors Affecting Secondary School Teachers' Job Satisfaction in Lushoto District, Tanga Region in Tanzania. *Open Journal of Social Sciences*, 9, 474-490.

- Monyamane, L., & Gaerupe, B. (2020). A Comparison of the Job Satisfaction of Teachers in Public and Private Secondary Schols: The Reviewed Literature. *American Based Research Journal*, 9(11), 12-17.
- Mukhtan, Ali, H., & Rusmini. (2021). *Kepuasan Kerja Guru*. Jambi: Pusat Studi Agama dan Kemasyarakatan (PUSAKA).
- Nisa, T. M., Akhtar, N., & Ali, Y. (2022). Comparative Study between Public and Private School Teachers, Job Satisfaction and their Job Performance in District Peshawar. *Research Journal of Social Sciences and Economics Review*, 2(2), 40-47.
- Noori, A. Q. (2023). Job satisfaction variance among public and private school teachers: A case study. *Cogent Education*, 10(1), 1-18.
- Ouellette, R. R. (2018). Teacher Job Stress and Satisfaction in Urban Schools: Disentangling Individual-, Classroom-, and Organizational-Level Influences. *Behavior Therapy*, 1-15.
- Özkan, U. B., & Akgenç, E. (2022). Teachers job satisfaction: Multilevel analyses of teacher, school, and principal effects. *Forum for International Research in Education*, 7(3), 1-23.
- Paschal, S., & Srivastava, N. (2020). Perception of Teachers about Job Satisfaction with Special Emphasis on A to T Approach: A Qualitative Study. *Global Scientific Journal*, 1311-1320.
- Pemerintah Pusat. (2003). *Undang-undang (UU) No. 20 Tahun 2003 tentang Sistem Pendidikan Nasional*. Dipetik Desember 21, 2022, dari JDIIH BPK RI Database Peraturan: <https://peraturan.bpk.go.id/Home/Details/43920/uu-no-20-tahun-2003>
- Purnamansyah. (2014). Pendidikan Karakter dalam Pandangan Pendidikan Islam (Studi Kasus: Pemikiran Doni Koesoema Albertus). *Skripsi. Program Studi Pendidikan Agama Islam, Fakultas Agama Islam Universitas Muhammadiyah Surakarta*.
- Putra, R. M. (2021). Kepuasan Kerja Guru berdasarkan Status Kepegawaian dan Jenis Kelamin. *Tanjak: Journal of Education and Teaching*, 79-86.
- Riggio, R. E. (2018). *Introduction to Industrial / Organizational Psychology*. New York: Routledge.
- Robbins, S. P., & Judge, T. A. (2013). *Organizational Behavior*. Hoboken, New Jersey: Pearson Education, Inc.
- Shabbir, M., & Wei, S. (2015). Job Satisfaction Variance among Public and Private School Teachers, Case of Pakistan Administrative Kashmir. *Mediterranean Journal of Social Sciences*, 6(4), 574-583.
- Singarimbun, M., & Effendi, S. (1982). *Metode Penelitian Survei*. Jakarta: Lembaga Penelitian, Pendidikan dan Penerangan Ekonomi dan Sosial (LP3ES).

- Small, C. (2020). *A Comparison of Public and Private School Teachers' Job Satisfaction When Controlling for Policy Perspectives, Individual, and Workplace Characteristics*. Kennesaw State University. Kennesaw: Doctor of Education in Educational Leadership for Learning Dissertations .
- Soegiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Soehartono, I. (2000). *Suatu Teknik Penelitian Bidang Kesejahteraan Sosial dan Ilmu Sosial Lain*. Bandung: PT. Remaja Rosdakarya.
- Sothina, K., & Ye, Y. (2015). A Comparative Study of Teachers' Job Satisfaction of Chea Sim Boeung Keng Kang and Chea Sim Angkor Chey Upper Secondary Schools in Cambodia. *Scholar: Human Sciences*, 7(1), 51-69.
- Spector, P. E. (1997). *Job satisfaction: Application, assessment, causes, and consequences*. Thousand Oaks, CA: SAGE Publications, Inc.
- Spector, P. E. (2012). *Industrial and Organizational Psychology Research and Practice*. Hoboken, NJ: John Wiley & Sons, Inc.
- Sriadmitum, I., Sudarno, & Nyoto. (2023). Leadership Style, Work Environment, and Compensation on Job Satisfaction and Teacher Performance. *JABT : Journal of Applied Business and Technology*, 4(1), 79 - 92.
- Sriwidadi, T. (2011). Penggunaan Uji Mann-Whitney pada Analisis Pengaruh Pelatihan Wiraniaga dalam Penjualan Produk Baru. *Binus Business Review*, 2(2), 751-762.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta, CV.
- Suhr, D. (2006). Exploratory or Confirmatory Factor Analysis? Proceedings of the 31st Annual SAS? Users Group International Conference (hal. 200-231). Cary, NC: SAS Institute Inc.
- Sumedho. (2015). The Effect of Nine Facets of Job Satisfaction for Creative Employees in Creative Agency. *iBuss Management*, 21-27.
- Supardi. (2014). *Kinerja Guru*. Jakarta: PT Raja Grafindo Persada.
- Surya, B. (2014). Globalization, Modernization, Mastery of Reproduction of Space, Spatial Articulation and Social Change in Developmental Dynamics in Suburb Area of Makassar City (A Study Concerning on Urban Spatial Sociology). *Asian Social Science*, 10(15), 261-268.
- Syani, R., Tentama, F., & Diponegoro, A. M. (2021). Validitas dan Reliabilitas Konstruk Skala Kepuasan Kerja Guru. *Jurnal Penelitian dan Pengukuran Psikologi*, 10(2), 91-99.
- Taie, S., & Goldring, R. (2020). *Characteristics of Public and Private Elementary and Secondary School Teachers in the United States: Results From the 2017–18*

*National Teacher and Principal Survey First Look (NCES 2020-142)*. Washington D.C.: National Center for Education Statistics.

Tim Dapodikbud. (2023). *Halaman Utama Sekolah Kita*. Dipetik Januari 25, 2023, dari <https://sekolah.data.kemdikbud.go.id/>

Wahyudi, L. E. (2022). Mengukur Kualitas Pendidikan di Indonesia. *Ma'arif Journal of Education, Madrasah Innovation and Aswaja Studies (MJEMIAS)*, 1(1), 18-22.

Wong, P. M. (2009). Teachers and Promotion: Research Evidence on the Role of Gender, Career Intentions, Promotion Criteria and Teacher Satisfaction. i L. J. Saha, & A. G. Dworkin, *International Handbook of Research on Teachers and Teaching* (ss. 511-523). Boston, MA: Springer.

Zakariya, Y. F., Bjorkestol, K., & Nilsen, H. K. (2020). Teacher job satisfaction across 38 countries and economies: An alignment optimalization approach to a cross-cultural mean comparison. *International Journal of Educational Research*, 1-10.

Zebua, A. M., & Primanda, O. (2021). Perbedaan Kinerja Mengajar Guru Ditinjau Dari Peringkat Akreditasi Lembaga (Studi Komparatif di MAN 1 Sungai Penuh dan MAN 2 Sungai Penuh). *Fitrah: Journal of Islamic Education*, 204-215.

# LAMPIRAN

Lampiran 1- Alat Ukur Skala Kepuasan Kerja

Sampul





## **LEMBAR PERSETUJUAN (INFORMED CONSENT) PARTISIPAN**

Perkenalkan penulis Muhammad Fadlurrahman Imran (C021181504), mahasiswa S1 Program Studi Psikologi, Fakultas Kedokteran, Universitas Hasanuddin. Saat ini, penulis sedang melakukan penelitian untuk tugas skripsi. Penulis ingin meminta kesediaan Bapak atau Ibu untuk mengisi kuesioner yang penulis bagikan. Untuk itu, penulis ucapkan terima kasih atas kesediaan dan waktunya

Penulis yang bertanda-tangan di bawah ini

Nama :

Usia :

Jenis Kelamin :

No. Hp :

Menyatakan persetujuan penulis untuk ikut serta sebagai partisipan dalam penelitian ini. Penulis menyatakan bahwa keikutsertaan dalam penelitian ini penulis lakukan secara sukarela atau tanpa paksaan dari pihak manapun. Penulis juga memperkenalkan kepada peneliti untuk menggunakan data-data yang penulis berikan untuk dipergunakan sesuai dengan kepentingan dan tujuan penelitian. Penulis menyadari dan memahami bahwa data yang diberikan dan yang digunakan memuat informasi-informasi jelas tentang diri penulis. Walaupun demikian, berbagai informasi seperti nama jelas, nomor kontak, dan informasi lengkap lainnya, hanya penulis izinkan untuk diketahui peneliti. Penulis bersedia dihubungi kembali apabila terdapat beberapa data yang masih kurang lengkap

Makassar, 2023

**Partisipan**

---

### INFORMASI IDENTITAS

- Nama Lengkap/Inisial : \_\_\_\_\_
- Jenis Kelamin :  Perempuan  Laki-laki
- Usia : \_\_\_\_\_
- Suku :  Bugis  Makassar  
 Toraja  Mandar  
 Lainnya (silahkan tulis suku Anda) : \_\_\_\_\_
- Status Pekerjaan :  PNS  
 Non-PNS (Tetap)  
 Non-PNS (Honorar/K-ontrak)
- Pendidikan Terakhir :  D4/S1  S2  S3
- Status Sekolah : \_\_\_\_\_
- Peringkat Akreditasi Sekolah : \_\_\_\_\_
- Status Pernikahan :  Menikah  Belum Menikah  
 Lainnya
- Bidang Mata Pelajaran : \_\_\_\_\_
- Masa Kerja : \_\_\_\_\_  
(Contoh: 2 tahun)

**BAGIAN I**  
**PETUNJUK PENGISIAN**

Pernyataan di bawah ini terdiri dari dua pilihan jawaban kata yang saling berlawanan

Contoh :

<b>Menurut penulis, bekerja adalah...</b>						
Menyenangkan			X			Melelahkan

**Berilah tanda silang untuk jawaban yang Anda pilih**

**Semakin ke kiri** berarti pilihan jawaban Anda semakin “menyenangkan”, **semakin ke kanan** berarti pilihan jawaban Anda semakin “melelahkan”.

**Selamat Mengerjakan...**

<b>Menurut penulis, gaji yang penulis terima...</b>						
Memuaskan						Mengecewakan
Adil						Timpang
Layak						Tidak Layak
Cukup						Kurang

<b>Menurut penulis, kesempatan untuk mendapatkan promosi jabatan dalam pekerjaan...</b>						
Adil						Timpang
Sesuai						Kurang
Menguntungkan						Merugikan
Berpengaruh						Tidak Berpengaruh

<b>Menurut penulis, adanya kompensasi finansial dari tempat kerja...</b>						
Menguntungkan						Merugikan
Memuaskan						Belum Memadai
Memotivasi						Membebani
Mendukung						Merepotkan

<b>Menurut penulis, penghargaan atau apresiasi dari tempat kerja...</b>						
Memuaskan						Mengecewakan
Memotivasi						Menjatuhkan
Membanggakan						Memalukan

<b>Menurut penulis, kepala sekolah di tempat bekerja...</b>						
Mendukung						Mengabaikan
Menyenangkan						Menjengkelkan
Baik						Buruk
Mengayomi						Acuh

<b>Prosedur dan aturan-aturan dalam pekerjaan membuat penulis merasa...</b>						
Tertantang						Tertekan
Bersemangat						Lelah
Rajin						Malas
Senang						Sedih

<b>Rekan-rekan di tempat bekerja membuat penulis merasa...</b>						
Terbantu						Repot
Termotivasi						Kacau
Gembira						Bosan
Nyaman						Tertekan

<b>Menurut penulis, pekerjaan penulis...</b>						
Membanggakan						Memalukan
Menantang						Membosankan
Baik						Buruk
Nyaman						Melelahkan

<b>Menurut penulis, komunikasi yang terjalin di tempat kerja...</b>						
Baik						Buruk
Aktif						Pasif
Menyenangkan						Membosankan
Mudah						Sulit

## Lampiran 2- Hasil Uji Validitas

### Chi-square test

Model	X <sup>2</sup>	df	p
Baseline model	111687.325	595	
Factor model	598.685	524	0.013

### Fit indices

Index	Value
Comparative Fit Index (CFI)	0.999
Tucker-Lewis Index (TLI)	0.999
Bentler-Bonett Non-normed Fit Index (NNFI)	0.999
Bentler-Bonett Normed Fit Index (NFI)	0.995
Parsimony Normed Fit Index (PNFI)	0.876
Bollen's Relative Fit Index (RFI)	0.994
Bollen's Incremental Fit Index (IFI)	0.999
Relative Noncentrality Index (RNI)	0.999

### Other fit measures

Metric	Value
Root mean square error of approximation (RMSEA)	0.026
RMSEA 90% CI lower bound	0.013
RMSEA 90% CI upper bound	0.035
RMSEA p-value	1.000
Standardized root mean square residual (SRMR)	0.053
Hoelter's critical N ( $\alpha = .05$ )	210.633
Hoelter's critical N ( $\alpha = .01$ )	219.288
Goodness of fit index (GFI)	0.995
McDonald fit index (MFI)	0.842
Expected cross validation index (ECVI)	

## Lampiran 3- Hasil Uji Reliabilitas

### Reliability Statistics

Cronbach's	
Alpha	N of Items
.953	35

## Lampiran 4- Profil Demografis Keseluruhan Responden

### Jenis Kelamin

Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Laki-laki	72	32.9	32.9	32.9
	Perempuan	147	67.1	67.1	100.0
	Total	219	100.0	100.0	

### Kelompok Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang dari usia 25	21	9.6	9.6	9.6
	Usia 26 - 35	99	45.2	45.2	54.8
	Usia 36 - 45	47	21.5	21.5	76.3
	Lebih dari usia 46	52	23.7	23.7	100.0
	Total	219	100.0	100.0	

### Status Kepegawaian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PNS	60	27.4	27.4	27.4
	Non-PNS (Tetap)	54	24.7	24.7	52.1
	Non-PNS (Honorar/Kontrak)	105	47.9	47.9	100.0
	Total	219	100.0	100.0	

### Pendidikan Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D4/S1	187	85.4	85.4	85.4
	S2	30	13.7	13.7	99.1
	S3	2	.9	.9	100.0
	Total	219	100.0	100.0	

### Status Sekolah

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Negeri	99	45.2	45.2	45.2
	Swasta	120	54.8	54.8	100.0
	Total	219	100.0	100.0	

### Akreditasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	A	153	69.9	69.9	69.9
	B	37	16.9	16.9	86.8
	C	29	13.2	13.2	100.0
	Total	219	100.0	100.0	

### Status Pernikahan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Menikah	148	67.6	67.6	67.6
	Belum Menikah	66	30.1	30.1	97.7
	Lainnya	5	2.3	2.3	100.0
	Total	219	100.0	100.0	

### Lokasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pusat Kota	158	72.1	72.1	72.1
	Pinggir Kota	61	27.9	27.9	100.0
	Total	219	100.0	100.0	





### Crosstab Aspek Gaji

Status Sekolah			KategoriGA				Total
			Sangat Rendah	Rendah	Sedang	Tinggi	
Negeri	KategoriTPK Sangat	Count	1	2	3	0	6
		% within KategoriTPK	16.7%	33.3%	50.0%	0.0%	100.0%
		% within KategoriGA	14.3%	14.3%	6.7%	0.0%	6.1%
		% of Total	1.0%	2.0%	3.0%	0.0%	6.1%
	KategoriTPK Rendah	Count	5	6	9	0	20
		% within KategoriTPK	25.0%	30.0%	45.0%	0.0%	100.0%
		% within KategoriGA	71.4%	42.9%	20.0%	0.0%	20.2%
		% of Total	5.1%	6.1%	9.1%	0.0%	20.2%
	KategoriTPK Sedang	Count	0	6	17	4	27
		% within KategoriTPK	0.0%	22.2%	63.0%	14.8%	100.0%
		% within KategoriGA	0.0%	42.9%	37.8%	12.1%	27.3%
		% of Total	0.0%	6.1%	17.2%	4.0%	27.3%
	KategoriTPK Tinggi	Count	1	0	16	29	46
		% within KategoriTPK	2.2%	0.0%	34.8%	63.0%	100.0%
		% within KategoriGA	14.3%	0.0%	35.6%	87.9%	46.5%
		% of Total	1.0%	0.0%	16.2%	29.3%	46.5%
Total	Count	7	14	45	33	99	
	% within KategoriTPK	7.1%	14.1%	45.5%	33.3%	100.0%	
	% within KategoriGA	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	7.1%	14.1%	45.5%	33.3%	100.0%	
Swasta	KategoriTPK Sangat Rendah	Count	7	6	0	0	13
		% within KategoriTPK	53.8%	46.2%	0.0%	0.0%	100.0%

		% within KategoriGA	38.9%	18.2%	0.0%	0.0%	10.8%
		% of Total	5.8%	5.0%	0.0%	0.0%	10.8%
	Rendah	Count	8	11	7	0	26
		% within KategoriTPK	30.8%	42.3%	26.9%	0.0%	100.0%
		% within KategoriGA	44.4%	33.3%	18.9%	0.0%	21.7%
		% of Total	6.7%	9.2%	5.8%	0.0%	21.7%
	Sedang	Count	3	15	21	7	46
		% within KategoriTPK	6.5%	32.6%	45.7%	15.2%	100.0%
		% within KategoriGA	16.7%	45.5%	56.8%	21.9%	38.3%
		% of Total	2.5%	12.5%	17.5%	5.8%	38.3%
	Tinggi	Count	0	1	9	25	35
		% within KategoriTPK	0.0%	2.9%	25.7%	71.4%	100.0%
		% within KategoriGA	0.0%	3.0%	24.3%	78.1%	29.2%
		% of Total	0.0%	0.8%	7.5%	20.8%	29.2%
	Total	Count	18	33	37	32	120
		% within KategoriTPK	15.0%	27.5%	30.8%	26.7%	100.0%
		% within KategoriGA	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	15.0%	27.5%	30.8%	26.7%	100.0%
Total	KategoriTPK Sangat	Count	8	8	3	0	19
	Rendah	% within KategoriTPK	42.1%	42.1%	15.8%	0.0%	100.0%
		% within KategoriGA	32.0%	17.0%	3.7%	0.0%	8.7%
		% of Total	3.7%	3.7%	1.4%	0.0%	8.7%
	Rendah	Count	13	17	16	0	46
		% within KategoriTPK	28.3%	37.0%	34.8%	0.0%	100.0%
		% within KategoriGA	52.0%	36.2%	19.5%	0.0%	21.0%

		% of Total	5.9%	7.8%	7.3%	0.0%	21.0%
	Sedang	Count	3	21	38	11	73
		% within KategoriTPK	4.1%	28.8%	52.1%	15.1%	100.0%
		% within KategoriGA	12.0%	44.7%	46.3%	16.9%	33.3%
		% of Total	1.4%	9.6%	17.4%	5.0%	33.3%
	Tinggi	Count	1	1	25	54	81
		% within KategoriTPK	1.2%	1.2%	30.9%	66.7%	100.0%
		% within KategoriGA	4.0%	2.1%	30.5%	83.1%	37.0%
		% of Total	0.5%	0.5%	11.4%	24.7%	37.0%
	Total	Count	25	47	82	65	219
		% within KategoriTPK	11.4%	21.5%	37.4%	29.7%	100.0%
		% within KategoriGA	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	11.4%	21.5%	37.4%	29.7%	100.0%

### Crosstab Aspek Promosi

Status Sekolah			KategoriPR				Total	
			Sangat Rendah	Rendah	Sedang	Tinggi		
Negeri	KategoriTPK	Sangat	Count	2	4	0	0	6
		Rendah	% within KategoriTPK	33.3%	66.7%	0.0%	0.0%	100.0%
			% within KategoriPR	18.2%	16.7%	0.0%	0.0%	6.1%
			% of Total	2.0%	4.0%	0.0%	0.0%	6.1%
	Rendah	Count	9	7	4	0	20	
		% within KategoriTPK	45.0%	35.0%	20.0%	0.0%	100.0%	
		% within KategoriPR	81.8%	29.2%	10.8%	0.0%	20.2%	
		% of Total	9.1%	7.1%	4.0%	0.0%	20.2%	
	Sedang	Count	0	6	18	3	27	

		% within KategoriTPK	0.0%	22.2%	66.7%	11.1%	100.0%
		% within KategoriPR	0.0%	25.0%	48.6%	11.1%	27.3%
		% of Total	0.0%	6.1%	18.2%	3.0%	27.3%
	Tinggi	Count	0	7	15	24	46
		% within KategoriTPK	0.0%	15.2%	32.6%	52.2%	100.0%
		% within KategoriPR	0.0%	29.2%	40.5%	88.9%	46.5%
		% of Total	0.0%	7.1%	15.2%	24.2%	46.5%
	Total	Count	11	24	37	27	99
		% within KategoriTPK	11.1%	24.2%	37.4%	27.3%	100.0%
		% within KategoriPR	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	11.1%	24.2%	37.4%	27.3%	100.0%
Swasta	KategoriTPK Sangat Rendah	Count	3	8	2	0	13
		% within KategoriTPK	23.1%	61.5%	15.4%	0.0%	100.0%
		% within KategoriPR	27.3%	19.5%	4.9%	0.0%	10.8%
		% of Total	2.5%	6.7%	1.7%	0.0%	10.8%
	Rendah	Count	5	18	2	1	26
		% within KategoriTPK	19.2%	69.2%	7.7%	3.8%	100.0%
		% within KategoriPR	45.5%	43.9%	4.9%	3.7%	21.7%
		% of Total	4.2%	15.0%	1.7%	0.8%	21.7%
	Sedang	Count	3	14	24	5	46
		% within KategoriTPK	6.5%	30.4%	52.2%	10.9%	100.0%
		% within KategoriPR	27.3%	34.1%	58.5%	18.5%	38.3%
		% of Total	2.5%	11.7%	20.0%	4.2%	38.3%
	Tinggi	Count	0	1	13	21	35
		% within KategoriTPK	0.0%	2.9%	37.1%	60.0%	100.0%

			% within KategoriPR	0.0%	2.4%	31.7%	77.8%	29.2%
			% of Total	0.0%	0.8%	10.8%	17.5%	29.2%
	Total		Count	11	41	41	27	120
			% within KategoriTPK	9.2%	34.2%	34.2%	22.5%	100.0%
			% within KategoriPR	100.0%	100.0%	100.0%	100.0%	100.0%
			% of Total	9.2%	34.2%	34.2%	22.5%	100.0%
Total	KategoriTPK	Sangat Rendah	Count	5	12	2	0	19
			% within KategoriTPK	26.3%	63.2%	10.5%	0.0%	100.0%
			% within KategoriPR	22.7%	18.5%	2.6%	0.0%	8.7%
			% of Total	2.3%	5.5%	0.9%	0.0%	8.7%
		Rendah	Count	14	25	6	1	46
			% within KategoriTPK	30.4%	54.3%	13.0%	2.2%	100.0%
			% within KategoriPR	63.6%	38.5%	7.7%	1.9%	21.0%
			% of Total	6.4%	11.4%	2.7%	0.5%	21.0%
		Sedang	Count	3	20	42	8	73
			% within KategoriTPK	4.1%	27.4%	57.5%	11.0%	100.0%
			% within KategoriPR	13.6%	30.8%	53.8%	14.8%	33.3%
			% of Total	1.4%	9.1%	19.2%	3.7%	33.3%
		Tinggi	Count	0	8	28	45	81
			% within KategoriTPK	0.0%	9.9%	34.6%	55.6%	100.0%
			% within KategoriPR	0.0%	12.3%	35.9%	83.3%	37.0%
			% of Total	0.0%	3.7%	12.8%	20.5%	37.0%
	Total		Count	22	65	78	54	219
			% within KategoriTPK	10.0%	29.7%	35.6%	24.7%	100.0%
			% within KategoriPR	100.0%	100.0%	100.0%	100.0%	100.0%

% of Total	10.0%	29.7%	35.6%	24.7%	100.0%
------------	-------	-------	-------	-------	--------

### Crosstab Aspek Tunjangan

Status Sekolah	KategoriTPK			KategoriTU				Total
				Sangat Rendah	Rendah	Sedang	Tinggi	
Negeri	Sangat Rendah	Count	2	4	0	0	6	
		% within KategoriTPK	33.3%	66.7%	0.0%	0.0%	100.0%	
		% within KategoriTU	33.3%	14.3%	0.0%	0.0%	6.1%	
		% of Total	2.0%	4.0%	0.0%	0.0%	6.1%	
	Rendah	Count	3	15	1	1	20	
		% within KategoriTPK	15.0%	75.0%	5.0%	5.0%	100.0%	
		% within KategoriTU	50.0%	53.6%	3.2%	2.9%	20.2%	
		% of Total	3.0%	15.2%	1.0%	1.0%	20.2%	
	Sedang	Count	1	8	14	4	27	
		% within KategoriTPK	3.7%	29.6%	51.9%	14.8%	100.0%	
		% within KategoriTU	16.7%	28.6%	45.2%	11.8%	27.3%	
		% of Total	1.0%	8.1%	14.1%	4.0%	27.3%	
	Tinggi	Count	0	1	16	29	46	
		% within KategoriTPK	0.0%	2.2%	34.8%	63.0%	100.0%	
		% within KategoriTU	0.0%	3.6%	51.6%	85.3%	46.5%	
		% of Total	0.0%	1.0%	16.2%	29.3%	46.5%	
Total	Count	6	28	31	34	99		
	% within KategoriTPK	6.1%	28.3%	31.3%	34.3%	100.0%		
	% within KategoriTU	100.0%	100.0%	100.0%	100.0%	100.0%		
	% of Total	6.1%	28.3%	31.3%	34.3%	100.0%		
Swasta	KategoriTPK	Count	2	10	1	0	13	

	Sangat Rendah	% within KategoriTPK	15.4%	76.9%	7.7%	0.0%	100.0%	
		% within KategoriTU	20.0%	24.4%	2.1%	0.0%	10.8%	
		% of Total	1.7%	8.3%	0.8%	0.0%	10.8%	
	Rendah	Count	6	16	3	1	26	
		% within KategoriTPK	23.1%	61.5%	11.5%	3.8%	100.0%	
		% within KategoriTU	60.0%	39.0%	6.4%	4.5%	21.7%	
		% of Total	5.0%	13.3%	2.5%	0.8%	21.7%	
	Sedang	Count	2	12	27	5	46	
		% within KategoriTPK	4.3%	26.1%	58.7%	10.9%	100.0%	
		% within KategoriTU	20.0%	29.3%	57.4%	22.7%	38.3%	
		% of Total	1.7%	10.0%	22.5%	4.2%	38.3%	
	Tinggi	Count	0	3	16	16	35	
		% within KategoriTPK	0.0%	8.6%	45.7%	45.7%	100.0%	
		% within KategoriTU	0.0%	7.3%	34.0%	72.7%	29.2%	
		% of Total	0.0%	2.5%	13.3%	13.3%	29.2%	
	Total	Count	10	41	47	22	120	
		% within KategoriTPK	8.3%	34.2%	39.2%	18.3%	100.0%	
		% within KategoriTU	100.0%	100.0%	100.0%	100.0%	100.0%	
		% of Total	8.3%	34.2%	39.2%	18.3%	100.0%	
Total	KategoriTPK	Sangat Rendah	Count	4	14	1	0	19
			% within KategoriTPK	21.1%	73.7%	5.3%	0.0%	100.0%
			% within KategoriTU	25.0%	20.3%	1.3%	0.0%	8.7%
			% of Total	1.8%	6.4%	0.5%	0.0%	8.7%
		Rendah	Count	9	31	4	2	46
			% within KategoriTPK	19.6%	67.4%	8.7%	4.3%	100.0%

	% within KategoriTU	56.3%	44.9%	5.1%	3.6%	21.0%
	% of Total	4.1%	14.2%	1.8%	0.9%	21.0%
Sedang	Count	3	20	41	9	73
	% within KategoriTPK	4.1%	27.4%	56.2%	12.3%	100.0%
	% within KategoriTU	18.8%	29.0%	52.6%	16.1%	33.3%
	% of Total	1.4%	9.1%	18.7%	4.1%	33.3%
Tinggi	Count	0	4	32	45	81
	% within KategoriTPK	0.0%	4.9%	39.5%	55.6%	100.0%
	% within KategoriTU	0.0%	5.8%	41.0%	80.4%	37.0%
	% of Total	0.0%	1.8%	14.6%	20.5%	37.0%
Total	Count	16	69	78	56	219
	% within KategoriTPK	7.3%	31.5%	35.6%	25.6%	100.0%
	% within KategoriTU	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	7.3%	31.5%	35.6%	25.6%	100.0%

### Crosstab Aspek Imbalan

Status Sekolah			KategoriIM				Total	
			Sangat Rendah	Rendah	Sedang	Tinggi		
Negeri	KategoriTPK	Sangat	Count	2	3	1	0	6
		Rendah	% within KategoriTPK	33.3%	50.0%	16.7%	0.0%	100.0%
			% within KategoriIM	50.0%	12.5%	2.7%	0.0%	6.1%
			% of Total	2.0%	3.0%	1.0%	0.0%	6.1%
	Rendah	Count	2	15	3	0	20	
		% within KategoriTPK	10.0%	75.0%	15.0%	0.0%	100.0%	
		% within KategoriIM	50.0%	62.5%	8.1%	0.0%	20.2%	



		% of Total	2.0%	15.2%	3.0%	0.0%	20.2%
	Sedang	Count	0	4	20	3	27
		% within KategoriTPK	0.0%	14.8%	74.1%	11.1%	100.0%
		% within KategoriIM	0.0%	16.7%	54.1%	8.8%	27.3%
		% of Total	0.0%	4.0%	20.2%	3.0%	27.3%
	Tinggi	Count	0	2	13	31	46
		% within KategoriTPK	0.0%	4.3%	28.3%	67.4%	100.0%
		% within KategoriIM	0.0%	8.3%	35.1%	91.2%	46.5%
		% of Total	0.0%	2.0%	13.1%	31.3%	46.5%
	Total	Count	4	24	37	34	99
		% within KategoriTPK	4.0%	24.2%	37.4%	34.3%	100.0%
		% within KategoriIM	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	4.0%	24.2%	37.4%	34.3%	100.0%
Swasta	KategoriTPK Sangat	Count	2	10	1	0	13
	Rendah	% within KategoriTPK	15.4%	76.9%	7.7%	0.0%	100.0%
		% within KategoriIM	33.3%	20.4%	2.2%	0.0%	10.8%
		% of Total	1.7%	8.3%	0.8%	0.0%	10.8%
	Rendah	Count	3	19	4	0	26
		% within KategoriTPK	11.5%	73.1%	15.4%	0.0%	100.0%
		% within KategoriIM	50.0%	38.8%	8.9%	0.0%	21.7%
		% of Total	2.5%	15.8%	3.3%	0.0%	21.7%
	Sedang	Count	1	15	27	3	46
		% within KategoriTPK	2.2%	32.6%	58.7%	6.5%	100.0%
		% within KategoriIM	16.7%	30.6%	60.0%	15.0%	38.3%
		% of Total	0.8%	12.5%	22.5%	2.5%	38.3%
	Tinggi	Count	0	5	13	17	35

		% within KategoriTPK	0.0%	14.3%	37.1%	48.6%	100.0%	
		% within KategoriIM	0.0%	10.2%	28.9%	85.0%	29.2%	
		% of Total	0.0%	4.2%	10.8%	14.2%	29.2%	
Total		Count	6	49	45	20	120	
		% within KategoriTPK	5.0%	40.8%	37.5%	16.7%	100.0%	
		% within KategoriIM	100.0%	100.0%	100.0%	100.0%	100.0%	
		% of Total	5.0%	40.8%	37.5%	16.7%	100.0%	
Total	KategoriTPK	Sangat Rendah	Count	4	13	2	0	19
			% within KategoriTPK	21.1%	68.4%	10.5%	0.0%	100.0%
			% within KategoriIM	40.0%	17.8%	2.4%	0.0%	8.7%
			% of Total	1.8%	5.9%	0.9%	0.0%	8.7%
		Rendah	Count	5	34	7	0	46
			% within KategoriTPK	10.9%	73.9%	15.2%	0.0%	100.0%
			% within KategoriIM	50.0%	46.6%	8.5%	0.0%	21.0%
			% of Total	2.3%	15.5%	3.2%	0.0%	21.0%
		Sedang	Count	1	19	47	6	73
			% within KategoriTPK	1.4%	26.0%	64.4%	8.2%	100.0%
			% within KategoriIM	10.0%	26.0%	57.3%	11.1%	33.3%
			% of Total	0.5%	8.7%	21.5%	2.7%	33.3%
		Tinggi	Count	0	7	26	48	81
			% within KategoriTPK	0.0%	8.6%	32.1%	59.3%	100.0%
			% within KategoriIM	0.0%	9.6%	31.7%	88.9%	37.0%
			% of Total	0.0%	3.2%	11.9%	21.9%	37.0%
Total		Count	10	73	82	54	219	
		% within KategoriTPK	4.6%	33.3%	37.4%	24.7%	100.0%	

	% within KategoriIM	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	4.6%	33.3%	37.4%	24.7%	100.0%

### Crosstab Pengawasan

Status Sekolah				KategoriPE				Total
				Sangat Rendah	Rendah	Sedang	Tinggi	
Negeri	KategoriTPK	Sangat	Count	5	1	0	0	6
			% within KategoriTPK	83.3%	16.7%	0.0%	0.0%	100.0%
		% within KategoriPE	35.7%	16.7%	0.0%	0.0%	6.1%	
		% of Total	5.1%	1.0%	0.0%	0.0%	6.1%	
	Rendah	Count	5	2	11	2	20	
		% within KategoriTPK	25.0%	10.0%	55.0%	10.0%	100.0%	
		% within KategoriPE	35.7%	33.3%	27.5%	5.1%	20.2%	
		% of Total	5.1%	2.0%	11.1%	2.0%	20.2%	
	Sedang	Count	4	3	15	5	27	
		% within KategoriTPK	14.8%	11.1%	55.6%	18.5%	100.0%	
		% within KategoriPE	28.6%	50.0%	37.5%	12.8%	27.3%	
		% of Total	4.0%	3.0%	15.2%	5.1%	27.3%	
	Tinggi	Count	0	0	14	32	46	
		% within KategoriTPK	0.0%	0.0%	30.4%	69.6%	100.0%	
		% within KategoriPE	0.0%	0.0%	35.0%	82.1%	46.5%	
		% of Total	0.0%	0.0%	14.1%	32.3%	46.5%	
Total	Count	14	6	40	39	99		
	% within KategoriTPK	14.1%	6.1%	40.4%	39.4%	100.0%		
	% within KategoriPE	100.0%	100.0%	100.0%	100.0%	100.0%		

		% of Total	14.1%	6.1%	40.4%	39.4%	100.0%	
Swasta	KategoriTPK	Sangat	Count	9	4	0	0	13
		Rendah	% within	69.2%	30.8%	0.0%	0.0%	100.0%
			KategoriTPK					
		% within	39.1%	33.3%	0.0%	0.0%	10.8%	
		KategoriPE						
		% of Total	7.5%	3.3%	0.0%	0.0%	10.8%	
	Rendah	Count	11	5	7	3	26	
		% within	42.3%	19.2%	26.9%	11.5%	100.0%	
		KategoriTPK						
		% within	47.8%	41.7%	19.4%	6.1%	21.7%	
		KategoriPE						
		% of Total	9.2%	4.2%	5.8%	2.5%	21.7%	
Sedang	Count	2	3	21	20	46		
	% within	4.3%	6.5%	45.7%	43.5%	100.0%		
	KategoriTPK							
	% within	8.7%	25.0%	58.3%	40.8%	38.3%		
	KategoriPE							
	% of Total	1.7%	2.5%	17.5%	16.7%	38.3%		
Tinggi	Count	1	0	8	26	35		
	% within	2.9%	0.0%	22.9%	74.3%	100.0%		
	KategoriTPK							
	% within	4.3%	0.0%	22.2%	53.1%	29.2%		
	KategoriPE							
	% of Total	0.8%	0.0%	6.7%	21.7%	29.2%		
Total	Count	23	12	36	49	120		
	% within	19.2%	10.0%	30.0%	40.8%	100.0%		
	KategoriTPK							
	% within	100.0%	100.0%	100.0%	100.0%	100.0%		
	KategoriPE							
	% of Total	19.2%	10.0%	30.0%	40.8%	100.0%		
Total	KategoriTPK	Sangat	Count	14	5	0	0	19
		Rendah	% within	73.7%	26.3%	0.0%	0.0%	100.0%
			KategoriTPK					
		% within	37.8%	27.8%	0.0%	0.0%	8.7%	
		KategoriPE						
	% of Total	6.4%	2.3%	0.0%	0.0%	8.7%		
	Rendah	Count	16	7	18	5	46	

	% within KategoriTPK	34.8%	15.2%	39.1%	10.9%	100.0%
	% within KategoriPE	43.2%	38.9%	23.7%	5.7%	21.0%
	% of Total	7.3%	3.2%	8.2%	2.3%	21.0%
Sedang	Count	6	6	36	25	73
	% within KategoriTPK	8.2%	8.2%	49.3%	34.2%	100.0%
	% within KategoriPE	16.2%	33.3%	47.4%	28.4%	33.3%
	% of Total	2.7%	2.7%	16.4%	11.4%	33.3%
Tinggi	Count	1	0	22	58	81
	% within KategoriTPK	1.2%	0.0%	27.2%	71.6%	100.0%
	% within KategoriPE	2.7%	0.0%	28.9%	65.9%	37.0%
	% of Total	0.5%	0.0%	10.0%	26.5%	37.0%
Total	Count	37	18	76	88	219
	% within KategoriTPK	16.9%	8.2%	34.7%	40.2%	100.0%
	% within KategoriPE	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	16.9%	8.2%	34.7%	40.2%	100.0%

### Crosstab Prosedur Pekerjaan

Status Sekolah	KategoriTPK		KategoriPP				Total
			Sangat Rendah	Rendah	Sedang	Tinggi	
Negeri	Sangat Rendah	Count	4	0	2	0	6
		% within KategoriTPK	66.7%	0.0%	33.3%	0.0%	100.0%
		% within KategoriPP	26.7%	0.0%	4.5%	0.0%	6.1%
		% of Total	4.0%	0.0%	2.0%	0.0%	6.1%
	Rendah	Count	10	6	4	0	20
		% within KategoriTPK	50.0%	30.0%	20.0%	0.0%	100.0%

		% within KategoriPP	66.7%	60.0%	9.1%	0.0%	20.2%
		% of Total	10.1%	6.1%	4.0%	0.0%	20.2%
	Sedang	Count	1	4	21	1	27
		% within KategoriTPK	3.7%	14.8%	77.8%	3.7%	100.0%
		% within KategoriPP	6.7%	40.0%	47.7%	3.3%	27.3%
		% of Total	1.0%	4.0%	21.2%	1.0%	27.3%
	Tinggi	Count	0	0	17	29	46
		% within KategoriTPK	0.0%	0.0%	37.0%	63.0%	100.0%
		% within KategoriPP	0.0%	0.0%	38.6%	96.7%	46.5%
		% of Total	0.0%	0.0%	17.2%	29.3%	46.5%
	Total	Count	15	10	44	30	99
		% within KategoriTPK	15.2%	10.1%	44.4%	30.3%	100.0%
		% within KategoriPP	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	15.2%	10.1%	44.4%	30.3%	100.0%
Swasta	KategoriTPK Sangat Rendah	Count	11	1	1	0	13
		% within KategoriTPK	84.6%	7.7%	7.7%	0.0%	100.0%
		% within KategoriPP	50.0%	4.2%	2.0%	0.0%	10.8%
		% of Total	9.2%	0.8%	0.8%	0.0%	10.8%
	Rendah	Count	8	8	7	3	26
		% within KategoriTPK	30.8%	30.8%	26.9%	11.5%	100.0%
		% within KategoriPP	36.4%	33.3%	14.3%	12.0%	21.7%
		% of Total	6.7%	6.7%	5.8%	2.5%	21.7%
	Sedang	Count	3	12	25	6	46
		% within KategoriTPK	6.5%	26.1%	54.3%	13.0%	100.0%
		% within KategoriPP	13.6%	50.0%	51.0%	24.0%	38.3%

		% of Total	2.5%	10.0%	20.8%	5.0%	38.3%
	Tinggi	Count	0	3	16	16	35
		% within KategoriTPK	0.0%	8.6%	45.7%	45.7%	100.0%
		% within KategoriPP	0.0%	12.5%	32.7%	64.0%	29.2%
	Total	% of Total	0.0%	2.5%	13.3%	13.3%	29.2%
		Count	22	24	49	25	120
		% within KategoriTPK	18.3%	20.0%	40.8%	20.8%	100.0%
		% within KategoriPP	100.0%	100.0%	100.0%	100.0%	100.0%
	Total	% of Total	18.3%	20.0%	40.8%	20.8%	100.0%
Total	KategoriTPK Sangat Rendah	Count	15	1	3	0	19
		% within KategoriTPK	78.9%	5.3%	15.8%	0.0%	100.0%
		% within KategoriPP	40.5%	2.9%	3.2%	0.0%	8.7%
	Total	% of Total	6.8%	0.5%	1.4%	0.0%	8.7%
	Rendah	Count	18	14	11	3	46
		% within KategoriTPK	39.1%	30.4%	23.9%	6.5%	100.0%
		% within KategoriPP	48.6%	41.2%	11.8%	5.5%	21.0%
	Total	% of Total	8.2%	6.4%	5.0%	1.4%	21.0%
	Sedang	Count	4	16	46	7	73
		% within KategoriTPK	5.5%	21.9%	63.0%	9.6%	100.0%
		% within KategoriPP	10.8%	47.1%	49.5%	12.7%	33.3%
	Total	% of Total	1.8%	7.3%	21.0%	3.2%	33.3%
	Tinggi	Count	0	3	33	45	81
		% within KategoriTPK	0.0%	3.7%	40.7%	55.6%	100.0%
		% within KategoriPP	0.0%	8.8%	35.5%	81.8%	37.0%
	Total	% of Total	0.0%	1.4%	15.1%	20.5%	37.0%
	Total	Count	37	34	93	55	219

	% within KategoriTPK	16.9%	15.5%	42.5%	25.1%	100.0%
	% within KategoriPP	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	16.9%	15.5%	42.5%	25.1%	100.0%

### Crosstab

Status Sekolah			KategoriRK				Total
			Sangat Rendah	Rendah	Sedang	Tinggi	
Negeri	KategoriTPK Sangat Rendah	Count	4	1	1	0	6
		% within KategoriTPK	66.7%	16.7%	16.7%	0.0%	100.0%
		% within KategoriRK	80.0%	3.8%	3.6%	0.0%	6.1%
		% of Total	4.0%	1.0%	1.0%	0.0%	6.1%
	Rendah	Count	1	9	6	4	20
		% within KategoriTPK	5.0%	45.0%	30.0%	20.0%	100.0%
		% within KategoriRK	20.0%	34.6%	21.4%	10.0%	20.2%
		% of Total	1.0%	9.1%	6.1%	4.0%	20.2%
	Sedang	Count	0	13	6	8	27
		% within KategoriTPK	0.0%	48.1%	22.2%	29.6%	100.0%
		% within KategoriRK	0.0%	50.0%	21.4%	20.0%	27.3%
		% of Total	0.0%	13.1%	6.1%	8.1%	27.3%
Tinggi	Count	0	3	15	28	46	
	% within KategoriTPK	0.0%	6.5%	32.6%	60.9%	100.0%	
	% within KategoriRK	0.0%	11.5%	53.6%	70.0%	46.5%	
	% of Total	0.0%	3.0%	15.2%	28.3%	46.5%	
Total		Count	5	26	28	40	99
		% within KategoriTPK	5.1%	26.3%	28.3%	40.4%	100.0%



			% within KategoriRK	100.0%	100.0%	100.0%	100.0%	100.0%
			% of Total	5.1%	26.3%	28.3%	40.4%	100.0%
Swasta	KategoriTPK	Sangat Rendah	Count	11	2	0	0	13
			% within KategoriTPK	84.6%	15.4%	0.0%	0.0%	100.0%
		% within KategoriRK	73.3%	5.3%	0.0%	0.0%	10.8%	
		% of Total	9.2%	1.7%	0.0%	0.0%	10.8%	
	Rendah	Count	2	16	4	4	26	
		% within KategoriTPK	7.7%	61.5%	15.4%	15.4%	100.0%	
		% within KategoriRK	13.3%	42.1%	19.0%	8.7%	21.7%	
		% of Total	1.7%	13.3%	3.3%	3.3%	21.7%	
	Sedang	Count	2	17	9	18	46	
		% within KategoriTPK	4.3%	37.0%	19.6%	39.1%	100.0%	
		% within KategoriRK	13.3%	44.7%	42.9%	39.1%	38.3%	
		% of Total	1.7%	14.2%	7.5%	15.0%	38.3%	
	Tinggi	Count	0	3	8	24	35	
		% within KategoriTPK	0.0%	8.6%	22.9%	68.6%	100.0%	
		% within KategoriRK	0.0%	7.9%	38.1%	52.2%	29.2%	
		% of Total	0.0%	2.5%	6.7%	20.0%	29.2%	
Total	Count	15	38	21	46	120		
	% within KategoriTPK	12.5%	31.7%	17.5%	38.3%	100.0%		
	% within KategoriRK	100.0%	100.0%	100.0%	100.0%	100.0%		
	% of Total	12.5%	31.7%	17.5%	38.3%	100.0%		
Total	KategoriTPK	Sangat Rendah	Count	15	3	1	0	19
			% within KategoriTPK	78.9%	15.8%	5.3%	0.0%	100.0%
		% within KategoriRK	75.0%	4.7%	2.0%	0.0%	8.7%	

		% of Total	6.8%	1.4%	0.5%	0.0%	8.7%
	Rendah	Count	3	25	10	8	46
		% within KategoriTPK	6.5%	54.3%	21.7%	17.4%	100.0%
		% within KategoriRK	15.0%	39.1%	20.4%	9.3%	21.0%
		% of Total	1.4%	11.4%	4.6%	3.7%	21.0%
	Sedang	Count	2	30	15	26	73
		% within KategoriTPK	2.7%	41.1%	20.5%	35.6%	100.0%
		% within KategoriRK	10.0%	46.9%	30.6%	30.2%	33.3%
		% of Total	0.9%	13.7%	6.8%	11.9%	33.3%
	Tinggi	Count	0	6	23	52	81
		% within KategoriTPK	0.0%	7.4%	28.4%	64.2%	100.0%
		% within KategoriRK	0.0%	9.4%	46.9%	60.5%	37.0%
		% of Total	0.0%	2.7%	10.5%	23.7%	37.0%
	Total	Count	20	64	49	86	219
		% within KategoriTPK	9.1%	29.2%	22.4%	39.3%	100.0%
		% within KategoriRK	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	9.1%	29.2%	22.4%	39.3%	100.0%

### Crosstab Kategori Sifat Pekerjaan dan Status Sekolah

Status Sekolah		KategoriSP				Total	
		Sangat Rendah	Rendah	Sedang	Tinggi		
Negeri	KategoriTPK Sangat Rendah	Count	3	2	1	0	6
		% within KategoriTPK	50.0%	33.3%	16.7%	0.0%	100.0%
		% within KategoriSP	50.0%	9.5%	3.1%	0.0%	6.1%
		% of Total	3.0%	2.0%	1.0%	0.0%	6.1%
	Rendah	Count	2	8	5	5	20

		% within KategoriTPK	10.0%	40.0%	25.0%	25.0%	100.0%
		% within KategoriSP	33.3%	38.1%	15.6%	12.5%	20.2%
		% of Total	2.0%	8.1%	5.1%	5.1%	20.2%
	Sedang	Count	1	7	10	9	27
		% within KategoriTPK	3.7%	25.9%	37.0%	33.3%	100.0%
		% within KategoriSP	16.7%	33.3%	31.3%	22.5%	27.3%
		% of Total	1.0%	7.1%	10.1%	9.1%	27.3%
	Tinggi	Count	0	4	16	26	46
		% within KategoriTPK	0.0%	8.7%	34.8%	56.5%	100.0%
		% within KategoriSP	0.0%	19.0%	50.0%	65.0%	46.5%
		% of Total	0.0%	4.0%	16.2%	26.3%	46.5%
	Total	Count	6	21	32	40	99
		% within KategoriTPK	6.1%	21.2%	32.3%	40.4%	100.0%
		% within KategoriSP	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	6.1%	21.2%	32.3%	40.4%	100.0%
Swasta	KategoriTPK Sangat	Count	10	2	0	1	13
	Rendah	% within KategoriTPK	76.9%	15.4%	0.0%	7.7%	100.0%
		% within KategoriSP	52.6%	7.7%	0.0%	2.3%	10.8%
		% of Total	8.3%	1.7%	0.0%	0.8%	10.8%
	Rendah	Count	5	9	6	6	26
		% within KategoriTPK	19.2%	34.6%	23.1%	23.1%	100.0%
		% within KategoriSP	26.3%	34.6%	19.4%	13.6%	21.7%
		% of Total	4.2%	7.5%	5.0%	5.0%	21.7%
	Sedang	Count	3	15	12	16	46
		% within KategoriTPK	6.5%	32.6%	26.1%	34.8%	100.0%

			% within KategoriSP	15.8%	57.7%	38.7%	36.4%	38.3%
			% of Total	2.5%	12.5%	10.0%	13.3%	38.3%
		Tinggi	Count	1	0	13	21	35
			% within KategoriTPK	2.9%	0.0%	37.1%	60.0%	100.0%
			% within KategoriSP	5.3%	0.0%	41.9%	47.7%	29.2%
			% of Total	0.8%	0.0%	10.8%	17.5%	29.2%
		Total	Count	19	26	31	44	120
			% within KategoriTPK	15.8%	21.7%	25.8%	36.7%	100.0%
			% within KategoriSP	100.0%	100.0%	100.0%	100.0%	100.0%
			% of Total	15.8%	21.7%	25.8%	36.7%	100.0%
Total	KategoriTPK	Sangat	Count	13	4	1	1	19
		Rendah	% within KategoriTPK	68.4%	21.1%	5.3%	5.3%	100.0%
			% within KategoriSP	52.0%	8.5%	1.6%	1.2%	8.7%
			% of Total	5.9%	1.8%	0.5%	0.5%	8.7%
		Rendah	Count	7	17	11	11	46
			% within KategoriTPK	15.2%	37.0%	23.9%	23.9%	100.0%
			% within KategoriSP	28.0%	36.2%	17.5%	13.1%	21.0%
			% of Total	3.2%	7.8%	5.0%	5.0%	21.0%
		Sedang	Count	4	22	22	25	73
			% within KategoriTPK	5.5%	30.1%	30.1%	34.2%	100.0%
			% within KategoriSP	16.0%	46.8%	34.9%	29.8%	33.3%
			% of Total	1.8%	10.0%	10.0%	11.4%	33.3%
		Tinggi	Count	1	4	29	47	81
			% within KategoriTPK	1.2%	4.9%	35.8%	58.0%	100.0%
			% within KategoriSP	4.0%	8.5%	46.0%	56.0%	37.0%

Total	% of Total	0.5%	1.8%	13.2%	21.5%	37.0%
	Count	25	47	63	84	219
	% within KategoriTPK	11.4%	21.5%	28.8%	38.4%	100.0%
	% within KategoriSP	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	11.4%	21.5%	28.8%	38.4%	100.0%

### Crosstab Kategori Komunikasi dan Status Sekolah

Status Sekolah			KategoriKO				Total
			Sangat Rendah	Rendah	Sedang	Tinggi	
Negeri	Sangat Rendah	Count	2	2	2	0	6
		% within KategoriTPK	33.3%	33.3%	33.3%	0.0%	100.0%
		% within KategoriKO	100.0%	33.3%	5.9%	0.0%	6.1%
		% of Total	2.0%	2.0%	2.0%	0.0%	6.1%
	Rendah	Count	0	3	11	6	20
		% within KategoriTPK	0.0%	15.0%	55.0%	30.0%	100.0%
		% within KategoriKO	0.0%	50.0%	32.4%	10.5%	20.2%
		% of Total	0.0%	3.0%	11.1%	6.1%	20.2%
	Sedang	Count	0	1	14	12	27
		% within KategoriTPK	0.0%	3.7%	51.9%	44.4%	100.0%
		% within KategoriKO	0.0%	16.7%	41.2%	21.1%	27.3%
		% of Total	0.0%	1.0%	14.1%	12.1%	27.3%
	Tinggi	Count	0	0	7	39	46
		% within KategoriTPK	0.0%	0.0%	15.2%	84.8%	100.0%
		% within KategoriKO	0.0%	0.0%	20.6%	68.4%	46.5%
		% of Total	0.0%	0.0%	7.1%	39.4%	46.5%
Total		Count	2	6	34	57	99

		% within KategoriTPK	2.0%	6.1%	34.3%	57.6%	100.0%
		% within KategoriKO	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	2.0%	6.1%	34.3%	57.6%	100.0%
Swasta	KategoriTPK Sangat Rendah	Count	4	8	1	0	13
		% within KategoriTPK	30.8%	61.5%	7.7%	0.0%	100.0%
		% within KategoriKO	100.0%	53.3%	3.0%	0.0%	10.8%
		% of Total	3.3%	6.7%	0.8%	0.0%	10.8%
	Rendah	Count	0	3	13	10	26
		% within KategoriTPK	0.0%	11.5%	50.0%	38.5%	100.0%
		% within KategoriKO	0.0%	20.0%	39.4%	14.7%	21.7%
		% of Total	0.0%	2.5%	10.8%	8.3%	21.7%
	Sedang	Count	0	4	15	27	46
		% within KategoriTPK	0.0%	8.7%	32.6%	58.7%	100.0%
		% within KategoriKO	0.0%	26.7%	45.5%	39.7%	38.3%
		% of Total	0.0%	3.3%	12.5%	22.5%	38.3%
	Tinggi	Count	0	0	4	31	35
		% within KategoriTPK	0.0%	0.0%	11.4%	88.6%	100.0%
		% within KategoriKO	0.0%	0.0%	12.1%	45.6%	29.2%
		% of Total	0.0%	0.0%	3.3%	25.8%	29.2%
	Total	Count	4	15	33	68	120
		% within KategoriTPK	3.3%	12.5%	27.5%	56.7%	100.0%
		% within KategoriKO	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	3.3%	12.5%	27.5%	56.7%	100.0%
Total	KategoriTPK Sangat Rendah	Count	6	10	3	0	19
		% within KategoriTPK	31.6%	52.6%	15.8%	0.0%	100.0%

	% within KategoriKO	100.0%	47.6%	4.5%	0.0%	8.7%
	% of Total	2.7%	4.6%	1.4%	0.0%	8.7%
Rendah	Count	0	6	24	16	46
	% within KategoriTPK	0.0%	13.0%	52.2%	34.8%	100.0%
	% within KategoriKO	0.0%	28.6%	35.8%	12.8%	21.0%
	% of Total	0.0%	2.7%	11.0%	7.3%	21.0%
Sedang	Count	0	5	29	39	73
	% within KategoriTPK	0.0%	6.8%	39.7%	53.4%	100.0%
	% within KategoriKO	0.0%	23.8%	43.3%	31.2%	33.3%
	% of Total	0.0%	2.3%	13.2%	17.8%	33.3%
Tinggi	Count	0	0	11	70	81
	% within KategoriTPK	0.0%	0.0%	13.6%	86.4%	100.0%
	% within KategoriKO	0.0%	0.0%	16.4%	56.0%	37.0%
	% of Total	0.0%	0.0%	5.0%	32.0%	37.0%
Total	Count	6	21	67	125	219
	% within KategoriTPK	2.7%	9.6%	30.6%	57.1%	100.0%
	% within KategoriKO	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	2.7%	9.6%	30.6%	57.1%	100.0%

## Lampiran 6- Hasil Uji Normalitas

		Tests of Normality					
		Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Status Sekolah	Statistic	df	Sig.	Statistic	df	Sig.
NTKK	Negeri	.130	99	.000	.938	99	.000
	Swasta	.066	120	.200*	.971	120	.011

\*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

## One-Sample Kolmogorov-Smirnov Test

		Unstandardized Predicted Value
N		219
Normal Parameters <sup>a,b</sup>	Mean	142.8173516
	Std. Deviation	2.86981947
Most Extreme Differences	Absolute	.366
	Positive	.366
	Negative	-.316
Test Statistic		.366
Asymp. Sig. (2-tailed)		.000 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

## Lampiran 7- Hasil Uji Homogenitas

### Test of Homogeneity of Variances

		Levene Statistic	df1	df2	Sig.
NTKK	Based on Mean	.065	1	217	.799
	Based on Median	.014	1	217	.906
	Based on Median and with adjusted df	.014	1	217.000	.906
	Based on trimmed mean	.023	1	217	.879



## Lampiran 8- Surat Izin dari DPMPTSP

 <b>PEMERINTAH PROVINSI SULAWESI SELATAN</b> <b>DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU</b> Jl. Bougenville No.5 Telp. (0411) 441077 Fax. (0411) 448936 Website : <a href="http://simap-new.sulselprov.go.id">http://simap-new.sulselprov.go.id</a> Email : <a href="mailto:ptsp@sulselprov.go.id">ptsp@sulselprov.go.id</a> Makassar 90231		
Nomor	: 14339/S.02/PTSP/2023	Kepada Yth.
Lampiran	: 1 lembar	Terlampir
Perihal	: <u>Izin pengambilan data</u>	
di-		
<b>Tempat</b>		
Berdasarkan surat Ketua Prog. Studi Psikologi Fak. Kedokteran UNHAS Makassar Nomor : 7801/UN4.6.8/PT.01.04/2023 tanggal 28 Maret 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:		
N a m a	: <b>M. FADLURRAHMAN IMRAN</b>	
Nomor Pokok	: C021181504	
Program Studi	: Psikologi	
Pekerjaan/Lembaga	: Mahasiswa (S1)	
Alamat	: Jl. P. Kemerdekaan Km, 10 Makassar	
PROVINSI SULAWESI SELATAN		
Bermaksud untuk melakukan pengumpulan data di daerah/kantor saudara dalam rangka menyusun SKRIPSI, dengan judul :		
<b>" KEPUASAN KERJA GURU SMA DI KOTA MAKASSAR DITINJAU DARI STATUS SEKOLAH "</b>		
Yang akan dilaksanakan dari : Tgl. <b>30 Maret s/d 30 April</b>		
Sehubungan dengan hal tersebut diatas, pada prinsipnya kami <b>menyetujui</b> kegiatan dimaksud dengan ketentuan yang tertera di belakang surat izin penelitian.		
Demikian Surat Keterangan ini diberikan agar dipergunakan sebagaimana mestinya.		
Diterbitkan di Makassar Pada Tanggal 30 Maret 2023		
A.n. GUBERNUR SULAWESI SELATAN KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU PROVINSI SULAWESI SELATAN		
		
<b>Ir. H. SULKAF S LATIEF, M.M.</b> Pangkat : PEMBINA UTAMA MADYA Nip : 19630424 198903 1 010		
Tembusan Yth	1. Ketua Prog. Studi Psikologi Fak. Kedokteran UNHAS Makassar di Makassar; 2. <i>Pertinggal.</i>	



PEMERINTAH PROVINSI SULAWESI SELATAN  
DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU

Jl. Bougainville No.5 Telp. (0411) 441077 Fax. (0411) 448936  
Website : <http://simap-new.sulselprov.go.id> Email : [ptsp@sulselprov.go.id](mailto:ptsp@sulselprov.go.id)  
Makassar 90231

Nomor : 15953/S.01/PTSP/2023 Kepada Yth.  
Lampiran : 1 lembar Terlampir  
Perihal : Izin penelitian

di-  
Tempat

Berdasarkan surat Dekan Fak. Psikologi UNHAS Makassar Nomor : 8770/UN4.6.8/PT.01.04.2023 tanggal 06 April 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

Nama : M. FADLURRAHMAN IMRAN  
Nomor Pokok : C021181504  
Program Studi : Psikologi  
Pekerjaan/Lembaga : Mahasiswa (S1)  
Alamat : Jl. P. Kemerdekaan Km. 10 Makassar

PROVINSI SULAWESI SELATAN

Bermaksud untuk melakukan penelitian di daerah/kantor saudara dalam rangka menyusun SKRIPSI, dengan judul :

" KEPUASAN KERJA GURU SMA DI KOTA MAKASSARDITINJAU DARI STATUS SEKOLAH "

Yang akan dilaksanakan dari : Tgl. 28 April s/d 28 Mei 2023

Sehubungan dengan hal tersebut diatas, pada prinsipnya kami *menyetujui* kegiatan dimaksud dengan ketentuan yang tertera di belakang surat izin penelitian.

Demikian Surat Keterangan ini diberikan agar dipergunakan sebagaimana mestinya.

Diterbitkan di Makassar  
Pada Tanggal 28 April 2023

A.n. GUBERNUR SULAWESI SELATAN  
KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU  
SATU PINTU PROVINSI SULAWESI SELATAN



Ir. H. SULKAF S LATIEF, M.M.  
Pangkat : PEMBINA UTAMA MADYA  
Nip : 19630424 198903 1 010

Tembusan Yth

1. Dekan Fak. Psikologi UNHAS Makassar di Makassar;
2. *Pertinggal.*

## Lampiran 9- Perizinan Alat Ukur Skala Kepuasan Kerja

