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**EVALUASI KINERJA GURU BERSERTIFIKASI PENDIDIK
DI SMP NEGERI 2 GATAK SUKOHARJO
TAHUN 2011**



Oleh :
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K7407049

Skripsi

**Ditulis dan diajukan untuk memenuhi sebagian persyaratan mendapatkan
gelar Sarjana Pendidikan Program Studi Pendidikan Ekonomi
Bidang Keahlian Khusus Pendidikan Akuntansi
Jurusan Pendidikan Ilmu Pengetahuan Sosial**

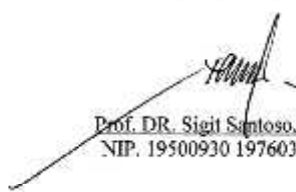
**FAKULTAS KEGURUAN DAN ILMU PENDIDIKAN
UNIVERSITAS SEBELAS MARET
SURAKARTA
2011**

PERSETUJUAN

Skripsi ini disetujui untuk dipertahankan dihadapan Tim Penguji Skripsi
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PENGESALIAN

Skripsi ini telah dipertahankan di hadapan Tim Penguji Skripsi Fakultas Keguruan dan Ilmu Pendidikan Universitas Sebelas Maret Surakarta dan diterima untuk memenuhi persyaratan mendapatkan gelar Sarjana Pendidikan.

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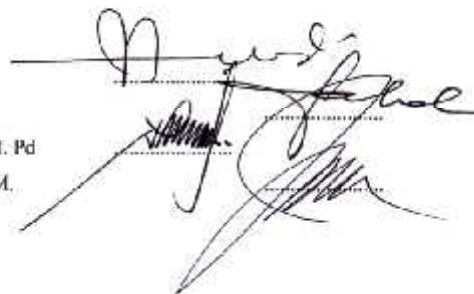
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Nama Terang

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ABSTRAK

Arni Widiastuti. K7407049. EVALUASI KINERJA GURU BERSERTIFIKASI PENDIDIK DI SMP NEGERI 2 GATAK. Skripsi. Surakarta. Fakultas Keguruan dan Ilmu Pendidikan. Universitas Sebelas Maret Surakarta, Juli 2011>

Peranan guru sangatlah penting dalam peningkatan mutu pendidikan. Untuk itu guru sebagai agen pembelajaran guru dituntut untuk mampu menyelenggarakan proses pembelajaran yang sebaik-baiknya. Pada Undang-Undang Republik Indonesia Nomor 14 Tahun 2005 tentang Guru dan Dosen pasal 32 ayat 2, menyatakan pembinaan dan pengembangan profesi meliputi empat kompetensi: a) pedagogik, b) kepribadian, c) sosial, dan d) profesional.

Jenis penelitian ini adalah deskriptif kualitatif, untuk pengumpulan data digunakan teknik cuplikan (*purposive sampling*). Metode pengumpulan data yang digunakan adalah wawancara dan observasi. Teknik analisis data yang digunakan dalam penelitian ini melalui cara: (1) Pengumpulan data (2) reduksi data, (3) penyajian data, (4) kesimpulan.

Berdasarkan hasil penelitian dapat disimpulkan: (1) Kinerja guru bersertifikasi pendidik di SMP Negeri 2 Gatak ditinjau dari kompetensi pedagogik dinilai cukup baik. Hal ini terlihat dari kemampuan guru dalam penguasaan kelas dan pemahaman guru terhadap peserta didiknya. Guru melakukan pendekatan-pendekatan kepada masing-masing peserta didiknya untuk menggali potensi yang dimiliki oleh setiap peserta didiknya. (2) Kinerja guru bersertifikasi pendidik di SMP Negeri 2 Gatak ditinjau dari kompetensi profesional dinilai baik dan sesuai dengan indikator kompetensi pedagogik guru. Hal ini terlihat dari penguasaan guru tentang landasan pendidikan dan penguasaan bahan pengajaran. Semua guru sudah mampu menyusun dan melaksanakan program pengajaran, selain itu semua guru di SMP Negeri 2 Gatak juga telah melakukan penilaian hasil dan proses pembelajaran yang telah dilaksanakan. (3) Kinerja guru bersertifikasi pendidik di SMP Negeri 2 Gatak ditinjau dari kompetensi kepribadian sudah sesuai dengan indikator penilaian kompetensi kepribadian. Semua guru bersertifikasi pendidik di SMP Negeri 2 Gatak terlihat sebagai guru yang mantap, stabil, dewasa, arif dan berwibawa. Selain itu sikap guru yang mulia dapat menjadi teladan bagi peserta didik dan masyarakat. (4) Kinerja guru bersertifikasi pendidik di SMP negeri 2 Gatak ditinjau dari kompetensi sosial sudah baik, hal ini terlihat dari semua guru yang bersertifikasi pendidik mempunyai jiwa sosial yang tinggi, baik di lingkungan sekolah maupun lingkungan luar sekolah.

ABSTRACT

Arni Widiastuti. K7407049. EVALUATION OF TEACHER'S PERFORMACE WHOSE EDUCATOR CERTIFIED IN SMP NEGERI 2 GATAK. Thesis. Surakarta. Teacher Training and Education Faculty. Sebelas Maret University Surakarta, June 2011.

The role of teachers is crucial in improving the quality of education. For that reason, the teacher as learning agent is required to hold the learning process as well as possible. Undang-Undang Republik Indonesia Nomor 14 Tahun 2005 pasal 32 ayat 2 includes four competencies: a) pedagogic, b) personality, c) social, and, d) professional.

The type of this research is descriptive qualitative. The writer used purposive sampling to collect the data. Data collection methods used by the writer were interview and observation. Data analysis technique used in this research report through: (1) Data collection (2) data reduction, (3) presentation of data, (4) conclusions.

Based on the result of the research, it can be concluded: (1) Performance of the teachers whose educator certified in SMP Negeri 2 Gatak termed of pedagogic competence was considered good enough. This is evident from the ability of teachers in the classroom mastery and understanding of teachers to the participant students. Teachers make approaches to each participant students to explore the potential of every participant students. (2) Performance certified teacher educators in SMP Negeri 2 Gatak assessed in terms of both professional competence and in accordance with the indicators of teachers' pedagogical competence. This can be seen from the control of teachers about the educational foundation and mastery of teaching materials. All teachers are able to prepare and implement the teaching program, other than that all teachers at the SMP Negeri 2 Gatak also has assessed the results and learning processes that have been implemented. (3) Performance certified teacher educators in SMP Negeri 2 Gatak personality in terms of competence with the corresponding indicators of competency assessment of personality. All teachers are certified educators in SMP Negeri 2 Gatak seen as a teacher a steady, stable, mature, wise and authoritative. Besides the noble attitude of teachers can be role models for students and the community. (4) Performance of certified teachers in SMP Negeri 2 Gatak terms of social competence has been good, it is seen from all the teachers are certified educators have a high social life, both within school and outside the school environment.

MOTTO

“Kesempurnaan hanya milik Allah SWT”

”Karena sesungguhnya sesudah kesulitan itu ada kemudahan, maka apabila kamu telah selesai (dari suatu urusan), kerjakanlah dengan sungguh-sungguh (urusan) yang lain, dan hanya kepada Tuhanmu-lah hendaknya kamu berharap.”

(Q.S Al-Insyiroh :5-8)

“Ngelmu iku kalakone kanthi laku”

(Pepatah Jawa)

“jer basuki mawa beya”

(Pepatah Jawa)

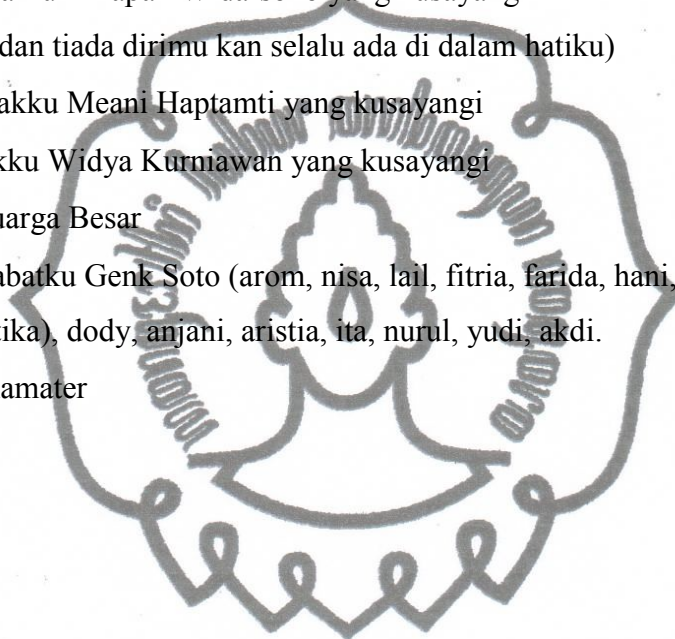
“ Doa, harapan, dan usaha akan menyelamatkan kita dari keterpurukan”

(Penulis)

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(ada dan tiada dirimu kan selalu ada di dalam hatiku)
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- ♥ Adikku Widya Kurniawan yang kusayangi
- ♥ Keluarga Besar
- ♥ Sahabatku Genk Soto (arom, nisa, lail, fitria, farida, hani, yoga, fajar, uni,tika), dody, anjani, aristia, ita, nurul, yudi, akdi.
- ♥ Almamater



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Surakarta, Juli 2011

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DAFTAR ISI

HALAMAN JUDUL	i
HALAMAN PENGAJUAN	ii
HALAMAN PERSETUJUAN	iii
HALAMAN PENGESAHAN	v
ABSTRAK	vi
<i>ABSTRACT</i>	vii
MOTTO	viii
PERSEMBAHAN	ix
KATA PENGANTAR	x
DAFTAR ISI	xi
DAFTAR TABEL	xiii
DAFTAR GAMBAR	xiv
DAFTAR LAMPIRAN	xv
BAB I PENDAHULUAN	1
A. Latar Belakang Masalah	1
B. Identifikasi Masalah	4
C. Pembatasan Masalah	5
D. Perumusan Masalah	5
E. Tujuan Penelitian	6
F. Manfaat Penelitian	6
BAB II LANDASAN TEORI	8
A. Tinjauan Pustaka	8
1. Evaluasi kinerja guru	8
a. Evaluasi	8
b. Kinerja	9
c. Guru	10
2. Sertifikasi	18
1. Pengertian Sertifikasi	18

2. Penyelenggaraan Sertifikasi	20
3. Beban Materi Sertifikasi	21
4. Mekanisme Pelaksanaan Sertifikasi.....	21
B. Penelitian Yang Relevan	23
C. Kerangka Berfikir	24
BAB III METODOLOGI PENELITIAN	27
A. Tempat dan Waktu Penelitian	27
1. Tempat Penelitian	27
2. Waktu Penelitian	27
B. Bentuk dan Strategi Penelitian	21
C. Sumber Data.....	22
D. Teknik Sampling	23
E. Teknik Pengumpulan Data	24
F. Validitas Data	25
G. Teknik Analisis Data.....	27
H. Prosedur Penelitian	29
BAB IV HASIL PENELITIAN	37
A. Deskripsi Lokasi Penelitian	37
B. Deskripsi Permasalahan Penelitian	41
C. Temuan Studi yang dihubungkan dengan kajian teori	53
D. Interpretasi Hasil	58
BAB V SIMPULAN, IMPLIKASI DAN SARAN	60
A. Simpulan	60
B. Implikasi	61
C. Saran	62
DAFTAR PUSTAKA	63
LAMPIRAN.....	64

DAFTAR TABEL

Tabel 1. Jadwal Kegiatan Penelitian	27
Tabel 2. Daftar Pejabat Kepala Sekolah SMP N 2 Gatak	37
Tabel 3. Daftar nama guru bersertifikat pendidik di SMP N 2 Gatak	40



DAFTAR GAMBAR

Gambar 1. Kerangka Berfikir	26
Gambar 2. Analisis Model Interaksi	34
Gambar 3. Struktur Organisasi SMP N 2 Gatak	39



DAFTAR LAMPIRAN

Lampiran 1. Catatan Lapangan dan Pedoman Wawancara	64
Lampiran 2. Surat Perijinan	152



BAB I PENDAHULUAN

A. Latar Belakang Masalah

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]_ SR V[N&>NQV Tb_b fN T]_ SR V[NY NQNYU Tb_b fN T ZRZ] b[fN V QN
 Z R Tb N NVRZ] Na X Z] R aR `VaR R C ba&

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 XbNYN Tb_b ONX Vb Z RYX V] R NN N QN] RYX V N Z Nb] b[] R VTXN N `a_N N
] R[QOXXN \$ [NZ b[b] N N R] R aV Vb CR VZ OVN Z R VTXN XN XbNYN Tb_b & C YU
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 ZNR`\$ X Z b[VN V fNT QVXbXN aRUNQ]R RaN QOXS ZRZ OR_VZ\ aEN V
 ORYMN\$ ZR[PV aNN]RZ ORYMN fNT X[Qb`\$ ZR[TRX YN]RZ ORYMN WKN
 XbNYN fNT QZ VXXV Tb_b]R[QNU&8 NYZ UNV V] RZ R_V aUZ RZ CbNa XROWXN
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]_SR V YW `R RaV Q XaR\$ V`Vfb\$ QN]_SR V YW[fN fNT]_SR V[N&
 GRaSXN V Tb_b QUNN XN ZNZ]b ZR[VTXN XbNYN Tb_b QN [N aV fN
 QN Na ZR[TUN WKN]R RaN QOX fNT CR_XbNYN & HbWN `RaSXN V Tb_b
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- N& A RY Qb[TV]]_SR V]R[QOX QN aR NINXR]R[QOXN
- Q& A RY Qb[TV Z N fN NXNa QNV]_NaX%_NaX fNT aQNX
 X Z]RaR\$ `RUVTIN ZRb`NK P_N]R[QOX QN aR NIN
 XR]R[QOXN
- P& A RZ QN ab QN ZRY Qb[TVYZ ONIN]R[fRY TINN]R[QOXN \$
 QR TN ZR[fRQXN]_NZ Cb%NZ Cb QN V`abZ R[b[abX
 Z RYXbXN `RYX VaRUNQ]RYZ N fNT X Z]RaR
- Q& A RZ QN Tb[P_N Z N fN NXNa aRUNQ]_SR V]R[QOX QN
 aR NINXR]R[QOXN
- R& A RZ CR_WN ` `Y`VQNYZ]_NTXN ZR[VTXN XN Z bab]R[QOX
 QN aR NINXR]R[QOXN

I WY `RaSXN V]R[QOX QZ NX bQXN `RCNIN X[a] Y Z bab UNW
]R[QOXN \$ `RUVTIN]N N YB`N bWY `RaSXN V]R[QOX QVNX V ZNZ]b
 Z RYX N NXN abTN ZR[QOX\$Z R[TNM\$Z RYNaUS\$Z RZ OZ OVT QN ZR[VVUN WY
 ORYMN]R RaN QOX&6 NIV Tb_b fNT Y Y` `RaSXN VONX Tb_b CR`aNb` DBG
 Nb]b[[[DBG "d Na#NXN ZR[QN Na ab[W TN]_SR V RCR N `Nb XNW TNW
]\ X X& GRaSXN V]NQ N QNN[fN NQNU b[abX ZR[VTXN XN XVR_W Tb_b&
 DR aN fN fNT QN fNK OR_RQ_ QVZ N fN NXNa`Na VVNQNU N NXNU Tb_b fNT
 aRYU Y Y` `RaSXN V`bQU CR N%R N ZRZ R[bUVX VR_W`R]_NT Tb_b fNT
 CR_XbNYN &8 N]N NXNU XVR_W Tb_b aR`Rba ZR[VTXN `RRYU Tb_b Y Y`

$\text{R}_{a\text{SVXN}} \& \text{A} \text{R}_{b_ba}] \text{R}_{b\text{W}} \text{Z} \text{N} \text{N} \text{K} \text{U} \text{Q} \text{W} \text{N} \text{N} \text{N} \text{N} \text{Z} \text{R}_{f\text{N}} \text{W} \text{b} [\text{a} \text{b} \text{X} \text{Q} \text{W} \text{T} \text{X} \text{N} \text{a}$
 $\text{Z} \text{R}_{f\text{N}} \text{W} \text{Q} \text{V}] \text{R}_{f\text{N}} \text{W} \text{W} \text{N} \& \text{A} \text{R}_{b_ba} \text{Q} \text{N} \text{N} \text{Q} \text{N} \text{V} \text{Human Development Index} \text{a} \text{R}_{f\text{N}} \text{a} \text{N} \text{T}$
 $] \text{R}_{f\text{N}} \text{R}_{f\text{N}} \text{a} \text{N} \text{R} \text{T} \text{b}_b \text{f} \text{N} \text{T} \text{O} \text{R} \text{V} \text{Z} \text{Y} \text{F} \text{N} \text{K} \text{Z} \text{R}_{f\text{N}} \text{T} \text{N} \text{M} \text{Q} \text{V} \text{G} \text{S} . (! \$ \text{G} \text{A} \text{D} , (! \$ \text{G} \text{A} \text{I} , +! \$$
 $\text{G} \text{A} ? , +! \$ \text{Q} \text{N} \text{O} \text{Q} \text{N} \text{T} \text{Y} \text{W} [\text{f} \text{N}) / \$! \& \text{8} \text{N} \text{Y} \text{Z} \text{I} [\text{Q} \text{N} \text{T} \% [\text{Q} \text{N} \text{T} \text{F} \text{R}] \text{b} \text{O} \text{Y} \text{X}$
 $\text{f} \text{Q} [\text{R} \text{W} \text{B} \backslash \text{Z} \backslash _) , \text{H} \text{N} \text{U} \text{b} [* ((- \text{a} \text{R}_{f\text{N}} \text{a} \text{N} \text{T} ; \text{b}_b \text{Q} \text{N} \text{8} \backslash \text{R}_{f\text{N}} \text{D} \text{N} \text{N} \text{Y} + * \text{N} \text{N} \text{a} * \$$
 $\text{Z} \text{R}_{f\text{N}} \text{f} \text{N} \text{N} \text{N} \text{N}] \text{R} \text{Z} \text{O} \text{V} \text{N} \text{N} \text{Q} \text{N}] \text{R}_{f\text{N}} \text{T} \text{R} \text{Z} \text{O} \text{N} \text{T} \text{N}] _ \text{S} \text{R} \text{V} \text{Z} \text{R} \text{Y} \text{Y} \text{b} \text{a} \text{V} \text{R} \text{Z}] \text{N} \text{a} \text{X} \text{Z}] \text{R} \text{a} \text{R}_{f\text{N}} \text{V} \text{N} \#$
 $] \text{R} \text{Q} \text{N} \backslash \text{T} \text{W} \$ \text{G} \# \text{X} \text{R}_{f\text{N}} _ \text{O} \text{N} \text{Q} \text{N} \$ \text{P} \# \backslash \backslash \text{W} \$ \text{Q} \text{N} \text{Q} \#] _ \text{S} \text{R} \text{V} [\text{N} \& \text{d} [\text{a} \text{b} \text{X} \text{V} \text{b}] \text{R}_{f\text{N}} \text{Y} \text{Q} \text{M} \text{R} \text{Y} \text{V}$
 $\text{N} \text{N} \text{X} \text{U} \text{T} \text{b}_b \text{f} \text{N} \text{T} \text{a} \text{R} \text{Y} \text{U} \text{Q} \text{V} \text{f} \text{N} \text{N} \text{X} \text{N} \text{N} \text{Y} \text{B} \text{Y} \text{B} \text{R}_{a\text{SVXN}} \$ \text{Q} \text{N} \text{O} \text{R} \text{R}_{a\text{SVXN}} \text{a}] \text{R}_{f\text{N}} \text{Q} \text{O} \text{X} \$$
 $\text{O} \text{R}_{f\text{N}} \text{N} \% \text{O} \text{R}_{f\text{N}} \text{N} _ \text{b} \text{Q} \text{N} \text{U} \text{Z} \text{R} \text{Z} \text{W} \text{X} \text{V} \text{X} \text{Z}] \text{R} \text{a} \text{R}_{f\text{N}} \text{V} \text{R} \text{b} \text{N} \text{V} \text{Q} \text{R}_{f\text{N}} \text{T} \text{N} \text{D} \text{R} \text{Z} \text{R}_{f\text{N}} \text{Q} \text{W} \text{N} \text{B} \backslash \text{Z} \backslash _) .$
 $\text{H} \text{N} \text{U} \text{b} [* ((/ \& \text{6} \text{R} \text{I} \text{V} \text{b} \text{O} \text{N} \text{f} \text{N} \text{K} \text{P} \text{N} \text{N} \text{Q} \text{W} \text{X} \text{b} \text{X} \text{N}] \text{R} \text{Z} \text{R}_{f\text{N}} \text{V} \text{a} \text{N} \text{U} \text{b} [\text{a} \text{b} \text{X} \text{Z} \text{R}_{f\text{N}} \text{V} \text{T} \text{X} \text{N} \text{X} \text{N}$
 $\text{X} \text{b} \text{N} \text{Y} \text{N}] \text{R}_{f\text{N}} \text{Q} \text{O} \text{X} \text{N} \text{Q} \text{V} \text{f} \text{Q} [\text{R} \text{W} \& \text{5}] \text{N} \text{N} \text{U} \text{R}_{a\text{SVXN}} \text{V} \text{N} \text{N} \text{N} \text{Z} \text{R} \text{Z} \text{O} \text{R} \text{V} \text{N} \text{N} \text{U} \text{N} \text{W} \text{f} \text{N} \text{T}$
 $] \backslash \backslash \text{W} \$ \text{O} \text{N} \text{T} \text{V}] \text{R}_{f\text{N}} \text{Q} \text{O} \text{X} \text{N} \text{Q} \text{V} \text{f} \text{Q} [\text{R} \text{W} \& \text{8} \text{N} \text{V} \text{b} _ \text{N} \text{N} \text{Q} \text{W} \text{N}] \text{R}_{f\text{N}} \text{b} \text{W} \text{O} \text{R} \text{Z} \text{N} \text{X} \text{b} \text{Q} \text{b} [\text{a} \text{b} \text{X}$
 $\text{Z} \text{R} \text{Y} \text{X} \text{b} \text{X} \text{N}] \text{R}_{f\text{N}} \text{R} \text{Y} \text{W} \text{Q} \text{V} \text{G} \text{A} \text{D} \text{B} \text{R} \text{I} \text{R} \text{V} * ; \text{N} \text{N} \text{X} \& \text{G} \text{A} \text{D} \text{B} \text{R} \text{I} \text{R} \text{V} * ; \text{N} \text{N} \text{X} \text{Z} \text{R} \text{b}] \text{N} \text{N} \text{N}$
 $_ \text{R} \text{X} \text{Y} \text{U} \text{f} \text{N} \text{T} \text{Z} \text{R} \text{Z}] \text{b} [\text{f} \text{N} \text{V} \text{W} \text{Z} \text{Y} \text{U} \text{a} \text{R}_{f\text{N}} \text{N} \text{I} \text{N}] \text{R}_{f\text{N}} \text{T} \text{N} \text{W} \text{f} \text{N} \text{T} \text{O} \text{R} \text{W} \text{Z} \text{Y} \text{U} - (\text{T} \text{b}_b \& \text{8} \text{N} \text{V}$
 $\text{T} \text{b}_b \% \text{T} \text{b}_b \text{a} \text{R}_{f\text{N}} \text{R} \text{C} \text{b} \text{a} * - \text{T} \text{b}_b _ \text{b} \text{Q} \text{N} \text{U} \text{O} \text{R} \text{R}_{a\text{SVXN}} \text{V}] \text{R}_{f\text{N}} \text{Q} \text{O} \text{X} \& \text{D} \text{R}_{f\text{N}} \text{b} \text{W} \text{O} \text{R} \text{Z} \text{N} \text{X} \text{b} \text{Q}$
 $\text{b} [\text{a} \text{b} \text{X} \text{Z} \text{R} \text{Y} \text{X} \text{b} \text{X} \text{N}] \text{R}_{f\text{N}} \text{R} \text{Y} \text{W} \text{Q} \text{R}_{f\text{N}} \text{T} \text{N} \text{W} \text{Q} \text{b} \text{Y} \text{i} \text{9} \text{c} \text{N} \text{b} \text{N} \text{V} \text{X} \text{V} \text{R} \text{W} \text{T} \text{b}_b \text{O} \text{R} \text{R}_{a\text{SVXN}} \text{V}$
 $] \text{R}_{f\text{N}} \text{Q} \text{O} \text{X} \text{Q} \text{V} \text{G} \text{A} \text{D} \text{B} \text{R} \text{I} \text{R} \text{V} * ; \text{N} \text{N} \text{X} \text{H} \text{N} \text{U} \text{b} [* () \text{j}$

B. Identifikasi Masalah

$6 \text{R}_{f\text{N}} \text{Q} \text{N} \text{N} \text{X} \text{N} \text{Y} \text{a} \text{N} _ \text{O} \text{R} \text{Y} \text{X} \text{N} \text{T} \text{Z} \text{N} \text{N} \text{K} \text{U} \text{Q} \text{W} \text{N} \text{N} \text{N} \text{N} \text{Z} \text{R}_{f\text{N}} \text{W} \text{b} \text{Z} \text{N} \text{N} \text{N} \text{K} \text{U} \text{Q} \text{W} \text{N} \text{Z}$
 $] \text{R}_{f\text{N}} \text{R} \text{Y} \text{W} \text{V} \text{V} \text{Q} \text{N} \text{N} \text{a} \text{Q} \text{W} \text{Q} \text{R}_{f\text{N}} \text{a} \text{SVXN} \text{V} \text{N} \text{N} _ \text{R} \text{O} \text{N} \text{I} \text{N} \text{O} \text{R} \text{V} \text{b} \text{a} \text{2}$
 $) \& ? \text{b}_b \text{N} \text{T} [\text{f} \text{N} \text{X} \text{V} \text{R} \text{W} \text{T} \text{b}_b \text{O} \text{R} \text{R}_{a\text{SVXN}} \text{a}] \text{R}_{f\text{N}} \text{Q} \text{O} \text{X} \text{Q} \text{V} \text{W} \text{b} \text{Q} \text{N} \text{V} \text{X} \text{Z}] \text{R} \text{a} \text{R}_{f\text{N}} \text{V}$
 $] \text{R} \text{Q} \text{N} \backslash \text{T} \text{W}$
 $* \& ? \text{b}_b \text{N} \text{T} [\text{f} \text{N} \text{X} \text{V} \text{R} \text{W} \text{T} \text{b}_b \text{O} \text{R} \text{R}_{a\text{SVXN}} \text{a}] \text{R}_{f\text{N}} \text{Q} \text{O} \text{X} \text{Q} \text{V} \text{W} \text{b} \text{Q} \text{N} \text{V} \text{X} \text{Z}] \text{R} \text{a} \text{R}_{f\text{N}} \text{V}$
 $\backslash \backslash \text{W} \text{Y}$
 $+ \& ? \text{b}_b \text{N} \text{T} [\text{f} \text{N} \text{X} \text{V} \text{R} \text{W} \text{T} \text{b}_b \text{O} \text{R} \text{R}_{a\text{SVXN}} \text{a}] \text{R}_{f\text{N}} \text{Q} \text{O} \text{X} \text{Q} \text{V} \text{W} \text{b} \text{Q} \text{N} \text{V} \text{X} \text{Z}] \text{R} \text{a} \text{R}_{f\text{N}} \text{V}$
 $\text{X} \text{R}_{f\text{N}} _ \text{O} \text{N} \text{Q} \text{W}$
 $, \& ? \text{b}_b \text{N} \text{T} [\text{f} \text{N} \text{X} \text{V} \text{R} \text{W} \text{T} \text{b}_b \text{O} \text{R} \text{R}_{a\text{SVXN}} \text{a}] \text{R}_{f\text{N}} \text{Q} \text{O} \text{X} \text{Q} \text{V} \text{W} \text{b} \text{Q} \text{N} \text{V} \text{X} \text{Z}] \text{R} \text{a} \text{R}_{f\text{N}} \text{V}$
 $] _ \text{S} \text{R} \text{V} [\text{N} \text{Y}$
 $- \& \text{F} \text{R}_{f\text{N}} \text{Q} \text{N} [\text{f} \text{N} \text{X} \text{V} \text{R} \text{W} \text{f} \text{N} \text{T} \text{Q} \text{Z} \text{W} \text{X} \text{V}] \text{N} \text{N} \text{T} \text{b}_b _ \text{R} \text{U} \text{V} \text{T} \text{I} \text{N} \text{Y} \text{f} \text{N} \text{Y} \text{N} \text{T} \text{b}_b \text{X} \text{b}_b \text{N} \text{T}$
 $\text{Z} \text{R} \text{Z} \text{b} \text{N} \text{X} \text{N}$

C. Pembatasan Masalah

A R₁ T₁ T₁ N₁ Q₁ f₁ N₁ f₁ N₁ Z₁ N₁ N₁ U₁ f₁ N₁ T₁ Q₁ N₁ N₁ Q₁ V₁ Q₁ a₁ S₁ X₁ N₁ V₁ Z₁ N₁ X₁] R₁ Y₁ N₁ Q₁ f₁ N₁] R₁ Z₁ C₁ R₁ a₁ N₁] Z₁ N₁ N₁ U₁ Q₁ N₁ Y₁] R₁ R₁ Y₁ W₁] V₁ & I [a₁ b₁ X₁ V₁ b₁] R₁ b₁ W₁ Z₁ R₁ Z₁ C₁ N₁ N₁ V₁ Z₁ N₁ N₁ U₁] N₁ Q₁ X₁ V₁ R₁ W₁ T₁ b₁ f₁ N₁ T₁ ` b₁ Q₁ U₁ C₁ R₁ ` R₁ a₁ S₁ X₁ N₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ W₁ b₁ Q₁ N₁ V₁ R₁ Z₁] N₁ X₁ Z₁] R₁ R₁ ` V₁ R₁ b₁ N₁ Q₁ R₁ T₁ N₁ I [Q₁ N₁ T₁ % [Q₁ N₁ T₁; b₁ b₁ Q₁ 8 \ ` R₁ f₁ N₁ b₁ 3

-) &? V₁ R₁ W₁ T₁ b₁ C₁ R₁ R₁ a₁ S₁ X₁ N₁ V₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ G₁ A₁ D₁ B₁ R₁ I₁ R₁ V₁ * ; N₁ N₁ X₁ b₁ [a₁ b₁ X₁ Z₁ R₁ Y₁ X₁ N₁ N₁ N₁ a₁ b₁ T₁ N₁ ` R₁ C₁ N₁ I₁ N₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ W₁ b₁ Q₁ N₁ V₁ X₁ Z₁] R₁ R₁ ` V₁] R₁ Q₁ N₁ I₁ T₁ X₁
- * &? V₁ R₁ W₁ T₁ b₁ C₁ R₁ R₁ a₁ S₁ X₁ N₁ V₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ G₁ A₁ D₁ B₁ R₁ I₁ R₁ V₁ * ; N₁ N₁ X₁ b₁ [a₁ b₁ X₁ Z₁ R₁ Y₁ X₁ N₁ N₁ N₁ a₁ b₁ T₁ N₁ ` R₁ C₁ N₁ I₁ N₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ W₁ b₁ Q₁ N₁ V₁ X₁ Z₁] R₁ R₁ ` V₁ \ ` W₁ Y₁
- + &? V₁ R₁ W₁ T₁ b₁ C₁ R₁ R₁ a₁ S₁ X₁ N₁ V₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ G₁ A₁ D₁ B₁ R₁ I₁ R₁ V₁ * ; N₁ N₁ X₁ b₁ [a₁ b₁ X₁ Z₁ R₁ Y₁ X₁ N₁ N₁ N₁ a₁ b₁ T₁ N₁ ` R₁ C₁ N₁ I₁ N₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ W₁ b₁ Q₁ N₁ V₁ X₁ Z₁] R₁ R₁ ` V₁ X₁ R₁] V₁ C₁ N₁ Q₁ W₁
- , &? V₁ R₁ W₁ T₁ b₁ C₁ R₁ R₁ a₁ S₁ X₁ N₁ V₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ G₁ A₁ D₁ B₁ R₁ I₁ R₁ V₁ * ; N₁ N₁ X₁ b₁ [a₁ b₁ X₁ Z₁ R₁ Y₁ X₁ N₁ N₁ N₁ a₁ b₁ T₁ N₁ ` R₁ C₁ N₁ I₁ N₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ W₁ b₁ Q₁ N₁ V₁ X₁ Z₁] R₁ R₁ ` V₁] \ S₁ R₁ V₁ [N₁ &

D. Perumusan Masalah

6 R₁ Q₁ N₁ N₁ X₁] V₁ Q₁ R₁ a₁ S₁ X₁ N₁ V₁ Z₁ N₁ N₁ U₁ Q₁ N₁ a₁ R₁ V₁ Q₁ W₁ N₁ Z₁ N₁ X₁ N₁ Q₁ N₁ N₁ Q₁ V₁ b₁ Z₁ b₁ X₁ N₁] \ X₁ X₁] R₁ Z₁ N₁ N₁ U₁ N₁ Q₁ N₁ Y₁] R₁ R₁ Y₁ W₁] f₁ N₁ b₁ 2

-) & 6 N₁ I₁ N₁ Z₁ N₁ N₁ X₁ V₁ R₁ W₁ T₁ b₁ C₁ R₁ R₁ a₁ S₁ X₁ N₁ V₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ G₁ A₁ D₁ B₁ R₁ I₁ R₁ V₁ * ; N₁ N₁ X₁ Q₁ V₁ W₁ b₁ Q₁ N₁ V₁ X₁ Z₁] R₁ R₁ ` V₁] R₁ Q₁ N₁ I₁ T₁ X₁ 4
- * & 6 N₁ I₁ N₁ Z₁ N₁ N₁ X₁ V₁ R₁ W₁ T₁ b₁ C₁ R₁ R₁ a₁ S₁ X₁ N₁ V₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ G₁ A₁ D₁ B₁ R₁ I₁ R₁ V₁ * ; N₁ N₁ X₁ Q₁ V₁ W₁ b₁ Q₁ N₁ V₁ X₁ Z₁] R₁ R₁ ` V₁ \ ` W₁ Y₁
- + & 6 N₁ I₁ N₁ Z₁ N₁ N₁ X₁ V₁ R₁ W₁ T₁ b₁ C₁ R₁ R₁ a₁ S₁ X₁ N₁ V₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ G₁ A₁ D₁ B₁ R₁ I₁ R₁ V₁ * ; N₁ N₁ X₁ Q₁ V₁ W₁ b₁ Q₁ N₁ V₁ X₁ Z₁] R₁ R₁ ` V₁ X₁ R₁] V₁ C₁ N₁ Q₁ W₁ 4
- , & 6 N₁ I₁ N₁ Z₁ N₁ N₁ X₁ V₁ R₁ W₁ T₁ b₁ C₁ R₁ R₁ a₁ S₁ X₁ N₁ V₁] R₁ Q₁ Q₁ X₁ Q₁ V₁ G₁ A₁ D₁ B₁ R₁ I₁ R₁ V₁ * ; N₁ N₁ X₁ Q₁ V₁ W₁ b₁ Q₁ N₁ V₁ X₁ Z₁] R₁ R₁ ` V₁] \ S₁ R₁ V₁ [N₁ &

E. Tujuan Penelitian

HbWN fN T V TV QPN NVQNYZ] R RYAW V VNQNKU2
) & I [abX Z R TRaUb VONINZ N N XV R W Tb_b CR RaSVXN V] R QOX
 QW Vb QNVX Z] R R ` V] RQNT\ TVXQGA DBRIR_V* ; NNX
 * & I [abX Z R TRaUb VONINZ N N XV R W Tb_b CR RaSVXN V] R QOX
 QW Vb QNVX Z] R R ` V ` WYQGA DBRIR_V* ; NNX
 + & I [abX Z R TRaUb VONINZ N N XV R W Tb_b CR RaSVXN V] R QOX
 QW Vb QNVX Z] R R ` VXR]_ONQW QGA DBRIR_V* ; NNX
 , & I [abX Z R TRaUb VONINZ N N XV R W Tb_b CR RaSVXN V] R QOX
 QW Vb QNVX Z] R R ` V] SR V [NYQGA DBRIR_V* ; NNX

F. Manfaat Penelitian

< N VQNV] R RYAW V VQUNNXN QN Na Z RZ CR V N Z N SNa CNIVCb [W
] R QOXN ONXfN T CR ` VNaR ` V Z Nb] b [fN T CR ` VNa]_NaV &
) & A N SNa HR _RaV
 < N V QNV] R RYAW V V QUNNXN QN Na Z R NZ ONU QN
 Z R TRZ ON TXN] R TRaUbN QNYZ Qb [W] R QOXN ` RaNQ Na Z R WQVONL
] RaZ ON TN b [abX] R RYAW QZ N NfN T N N QN T &
 * & A N SNa D_NaV
 N & 6 NIV; b_b
 8 N Na Z RZ Nb Tb_b NTN Tb_b QN Na Z R V TXN XN XV R W f N \$ QN
 [N a V f N QN Na Z R V TXN XN XbNYN] ` R] RZ CR V N N \$ QN XbNYN
] R QOXN &
 O & 6 NIVDR RYAV
 I [abX Z RZ CRXNW] R RYAV RONINVPNY [Tb_b & A RYNbV] R RYAW
 V V] R RYAV CR UNN QN Na Z R V TXN XN XRZ NZ] bN fN T QZ V XV
commit to user

/

`RPNN]_ SR V[NY `RONINW `R_ N]T PNY[Tb_b\$ XLb`b`[fN b[abX
]R TRZ ON TN VZ b]R QOXXN &
P& 6NIV8 V N DR QOXXN
6NIVQV N]R QOXXN]R RYXN V VOR_Z N SNa b[abX Z N bXN
QNXZ]RXX N NQ `R_aVXN V T b_b QVGA DBRIR_V* ; NNX&



BAB II

LANDASAN TEORI

A. Tinjauan Pustaka

1. Evaluasi kinerja guru

Revisi

A R b_ba GbUN`V V5 `Wb[a "*((12) # 9 cN6N VOR_N NYQN VXN Nevaluation
 "ONUNN = TT_V#&? Nn aR`RCba QVR_N] XR QNYZ] R_CR] QUN_N] VaYU ONUNN
 = Q [R W QR TN abWN ZRZ] RaUN_XN XaN N YfN QR TN `RQXa
] R f R bNW QR TN YSNY = Q [R W ZR] WQV i ReN6N Y & = aYU i] R VNW j
 Z R b] NN XN CR] QN QN Vi [VY & DR TR aW i] R TbXb_N aRaR ab \$`RUVTIN
 `VNi fN ZR] WQV XbN aVNa CR] RaV QWbaV 5 `Wb[a "*((12) # GbPUZ_N) 1.)
 CR] R QN Na "QNYZ 5 [CR ` [) 1 / - # ZRZ_N QN T ReN6N V RONINV RCbNU] _ `R
 ZR] R abXN UN YfN T aRNU QPN NVORON_N NXRIWaN fN T QVR PN NN b[abX
 ZR] QbXb[T aRPN NY fN abWN & K Nf b 5 QV "*((+ 2 # ZR] f RCba ReN6N V RONINV
 b`NUN b[abX ZR] TRNbVNQN QN aQNi fN] RbONUN fN T aR_WQV & DR TR aW
 ReN6N V ZR] b_ba d NXUV bQV NQNU ReN6N V OR_N NY QN_V 6 NUNN = TT_V
 ReN6NaV [fN T OR_N aV] R VNW Nb] R NX VN \$`RQN TXN ZR] b_ba] R TR aW
 VaYU ReN6N V Z R b] NN XRIWaN fN T aR_R PN N b[abX ZR] TRNbVXRQNN
 `R bNb \ ORX QR TN ZR] TTb[NN V ` a b ZR] QN UN YfN QCN QV TXN QR TN
 a YX bXb_ b[abX ZR] R YU XR V] bY & 9 cN6N V ZR] TN Qb[T] R TR aW 2
 `bNb aV QNXN Nb `bNb] _ `R b[abX ZR] R abXN [VNW QN_V `R bNb &
 "Ua] 2' d NXUV bQV & \ _ Q _ R ` & Z' PNRI \ _ f' ReN6N Wb _ T_NZ %Q %RZ ONIN#

": N_VQNFb`bS) 101# ZR] f RCbaXN ONLd NReN6N VQN Na ZRZ] b[f NVQbN
 Sb[T Vf Nb Sb[T VS _ Z NaS3 ReN6N VQV NKNVb[abX] R ONXN QN] R TRZ QN TN
 XRIWaN fN T `RQN T OR_WY QN Sb[T V `bZ NaS3 ReN6N V QV NKNV b[abX
] RaN TTb[TWI NQ \$XRaR_N TN \$`RXX VNa Nb YWaN &

8 NVORON_N] R TR aW aR`RCba QN Na QVZ] bYXN ONLd Ni 9 cN6N V
 NQNU] R TXb_N Nb] R VNW `bNb UN YfN T QPN NVQNV bNb XRIWaN fN T
 QVWbXN OR_QN_NXN X_VR_WaRaR abj &

commit to user

O&? V R W

=aVWU XV R W OR N NY QN V X N N W O] R S _ Z N] P R N N b N P b N Y] R S _ Z N] P R f N T
 N a V f N] _ R a N V X R W N a N b] _ R a N V ` R b [T T b U f N f N T Q P N] N V ` R R _ N T &
 D R] T R a W] X V R W Q N Y Z ? N Z b ` @ R] T X N] 6 N L N N V Q [R W " 8 N f N a \$ a 2 + + 1 #
 Q Q R S V V W N] ` R C N I N V i ` R b N b f N T Q P N] N b] _ R a N V f N T Q V R X U N X N] 3
 X R Z N Z] b N] X R W " a R] a N T] R N N N #] & A N T X b [R I N N Z R] Q R S V V W N] X V R W
 N Q N Y U U N W X R W f N T ` R P N N X b N N N Q N] X b N a V N f N T Q P N] N V \ Y U ` R _ N T
] R I N N V Q N Y Z Z R Y X N N X N] a b T N [f N ` R b N V Q R] T N] a N T T b [T W I N O f N T
 Q O R _ W N] X R] N Q N f N & " U a] 2 ' Q & U e \ \ [T & Z ` \ P N N % P W] P R ' R Q b P N V ([' *) + 0)) %
[\] R \] T R a W \] % V R W # & ? R Z b Q W \] R \] T R a W \] X V R W Z R \] b _ b a G b f N Q V D N I V \ ` R \] a \[\](#)
 ") 1 1 1 2 * # N Q N U U N W f N T X R W f N T Q N] a Q P N] N V \ Y U ` R \ _ N T N a N b
 ` R X R Y Z] \ X \ _ N T Q N Y Z ` b N b \ _ T N] V N & > N Q V Z R] b _ b a C U L N N X V R W Q N] a
 Q W a V N] _ R a N V f N T [N Z] N X ` R C N I N V O R] a b X X R C R U N W N] X R W] N Q N Q V V
 ` R R _ N T & 6 R Q N N X N]] R] T R a W] Q V M N \$] R] b W Z R] N W X R V Z] b Y] C U d N
 X V R W Z R b] N N] X b N N N Q N] X b N a V N Q N V b N b U N W X R W " \ b a] b a # V Q e V Q b
 Z N b] b [X R Y Z] \ X Q N Y Z ` b N b N a V N a R a R] a b f N T Q W X N X N] \ Y U
 X R Z N Z] b N] N Y Z V N a N b X R Z N Z] b N] f N T Q V R \ Y U Q N V] \ ` R C R Y W W ` R a N
 X R V T V N] b [a b X O R] _ R a N &

? V R W Z R Z] b [f M N a V] R] a V T O N I V T b _ b X N R] N Q R] T N] N Q N f N] R] W W W
 X V R W T b _ b \$ ` R _ N T T b _ b Q N] a C R] _ R a N \$ Z R] T R Z O N T X N]] \ a R] ` V Q N]] N Q N
 N X U] f N Q O R V] R] T U N T N] Q N] _ R a N V & D R] W W W] X V R W T b _ b f N T R S R a V S Q N
 N Q W O R X R Y W a N] N X N] Z R] V T X N X N] Q N] _ R a N V X R W T b _ b & I X b _ N] X V R W
 T b _ b Q N] a Q W U N a Q N V _ N N a N T T b [T W I N O f N ` R C N I N V ` R _ N T] R] Q O X
 Z R] W W N] X N] a b T N] \ S R] V f N & D _ R a N V C b X N] C R _ N a V C N] f N X] f N X R W N N] f N T
 Q V R \ Y U T b _ b a R a N V b N b X R C R U N W N] f N T ` N Y U ` N b [f N [N Z] N X Q N V b N b] \ ` R
 C R Y W W Z R] T N W & I [a b X Z R] P N] N V X V R W Z N X V N S T b _ b U N b ` C R b ` N U N
 Z R] T R Z O N T X N] ` R b _ b U X] Z] R a R] ` V f N T Q V W X V f N Q N] W I N Z R Z N] S N a X N] ` R a N
 P V a X N] ` V b N V f N T N Q N Q W W T X b [T N] ` R X] Y U ` R b N V Q R] T N] N b _ N] f N T C R Y W b &
commit to user

) (

A R b_ba D\ S&8 F&G\ [QN T D&GWfW \$ A &S i] R VNW XVR_W
Z Rb] NN `bNb] \ ` R QVZ N N \ _IN VN VCR_b] N NZ RZ] R \ YU V S _Z N Vf N T
` RNb_Na Z b [TXV aR aN T XVR_W] NN N TT \ aN f N & DR VNW XVR_W UNb`
QVWbXN QR TN CNX XNR N NN ` N TNa CR_Z N SNa CNIV \ _IN VN V ` RPN_N
XR Rb_bUN &9 [NZ UNf N T] R aVT QV N NZ VQNYZ] R VNW XVR_W N QN U 2

- N# ? RIb [NN UN V] R VNW XVR_W
- O# I [`b_% [`b_] R VNW XVR_W
- P# HRX V] R VNW XVR_W Z N NYb
- Q# ? W a Z RYX N NN] R VNW XVR_W f N T OR \ _V a N VXRZ N NQR N
- R# =Z] YXN V] \ ` R] R VNW
- S# I Z] N CNX CNIV NbN XR_W f N T Z R TR Y W ` b Z OR_Q N NZ N b ` W
QNYZ \ _IN VN &

P& b_b

) # DR TR aW ; b_b

A R b_ba A b U & I gR_ I ` Z N ` * ((- 2 # ; b_b Z R b] NN W ON N Na Nb
] \ SR Vf N T Z R Z R_Y XN XRNUY Xb ` b ` ` RONIN Vb_b & DRXR_W V Va QNX OVN
QVWbXN \ YU \ _N T f N T a QNX Z RZ VVX XRNUY b [ab X Z RYXbXN XRTWaN
Na Nb] RXR_W ` RONIN Vb_b & C _N T f N T] N QVCR OVN N QNYZ OQN T % OQN T
aR aR ab \$ CR Y Z QN Na QVR Cba ` RONIN Vb_b & [ab X Z R WQVb_b QY R_Y XN ` f N N %
` f N Na Xb ` b \$ N NYIV RONIN Vb_b] \ SR V [NYf N T UNb ` Z R Tb N VCR b Y Rb X
CR Y X] R QOXN QN] R TNW N QR TN CR_CNIN VZ b] R TR a NbN YW [f N Na Nb
] R QOXN] _N W Na N &

8 NYZ CbXb A b Y N N * ((/ # NQN CR_CNIN V XNW f N T Z R b [WXXN
] R_N N Tb_b f N T ` N TNa] R aVT QNYZ] \ ` R] RZ CR Y W N] & ? NW QN UN W
] R RY W aR ` R Cba N a N Y W ` RONIN VCR Wba 2
N & A b] Uf \$ ") 11 * # Z R f Na NN ON d N XROR UN W] RZ ON UNbN ` R X YU
` N TNa QR abXN \ YU Tb_b [f N \$ XNR N Tb_b N QNU] RZ V] V] RZ CR Y W N \$
SN W Na _ \$ QN ` R X NYb ` Z R b] NN] b ` Na V V W Na S] RZ CR Y W N] & ? N R N Vb \$
Tb_b UNb ` ` R N a W N Z R TRZ ON TXN QVV ` RPN_N Z N QVV ` Ra N a QNX
OR TN ab [T] NQN V V W Na S XR NY R X YU QN ` b] R_c V \ _ &

O&6 _N Q QNYZ 9 Qb PNa V [NY @ RQR ` UY ") 11 + # Z R f Na NN ON d N i < NZ] V
` RZ b N b ` N N _R_ Z N V] R QOXN ` R R a V] RZ ON UNbN Xb_Wb Y Z QN
] R R_N N Z Ra QR] RZ CR Y W N \$ ` RZ b N f N CR TN ab [T] NQN Tb_b & HN] N

commit to user

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]R[TbNnN] ZNR_VQN `a_NRTIV]RZ ORYNN] \$`RaN aN]N QN Na ZR[Q _[T
`Vd N fNb[abX ORYNN_OR`b[TTbU%b[TTbU\$`RINNb]fN]R[VTXNaN Z bab
]R[QQXN aQXNN] ZR[PN NVUN WfN T Z NK V N&
P&7 UR[T QN K \ [T\$ ") 11. # \$ CR_QNN_XN UN W]R[RYWN [fN QVMLRW] T\$ 7 V N\$
Z RN \ _XN RZ] Na XN NaR_VaK`RX YU QNN fN T b[TTbYOR] _R aN \$ fNb2
")#NQ fN QbXb[TN]R[QQXN fN T X[`VaR[QNVZ N fN NN\$"*#aV TTV fN
QR_NNa] _SR V[NVZ R QVXN TN Tb_b\$"+#NQ fNa_NQVVMZ V N XbNAN
"bNf N`b_N PR#QNV RX YU\$QN ", #NQ fN UN N fN T aV TTV QNV Vd N
b[abXOR] _R aN &
Q&Gb] _VQV) 1102)/0#Z R[Tb[TXN XN ONd NZ bab]R[QQXN fN T QV VVQNV
]_R aN VORYNN]R RaN QQX `N TNa QVR abXN] YU Tb_b\$ fNb +, !]NQ
[RIN`RQNT OR_XRZ QN T\$QN +, !]NQ[RIN NV Q`a &
R&>NNY QN Z b`a SN\$ "*(()#\$ Z R[fV] bYN ONd N X Z] \ [R[Tb_b `N TNa
Z RZ]R[TNbUVXbNAN]R[TNMN Z RYbV")#]R[fRQWN d NAb YOVON fNX
]NQ]R RaN QQX\$ "*# VaR_NX VQR TN]R RaN QQX fN T YOV VaR `V
`R_VT\$ "+# aV TTV fN aN TTb[T Wd NO Z R TNN QNV Tb_b&? NR N Vb\$ ONX
Cb_bX fN RX YU`N TNa CR TN ab[T]NQ] R N QN Sb[T V Tb_b&
8 NV RZ bN XNW QN]R[RYWN a`R Ca QVZ] bYN ONd N Tb_b `N TNa
CR] R N]R[aV T QNYZ]R[QQXN \$`RQXV fN NQN ab WU V QXNa _ fN T
Z R[b[WXXN YZ NU fN XVR_W Tb_b QNYZ Z RYX N N N ab TN baZ N fN
Z R[TNN (teaching) fNb2
N# FR[QU fN] RZ N N Z N aR[aN T`a_NRTIV]RZ ORYNN
Q# ? b_N T[fNXRZ NU N QNYZ Z R[TRY YXRY
P# FR[QU fN XRZ NZ] bN Z RYXbXN QN Z RZ N SNAN]R[RYWN aV QXN
XRN "PY` _ \ Z N PaV[_R RN PU#
Q# FR[QU fN Z \ V N VCR] _R aN V
R# ? b_N T QV Y W
S# FR[QU fN X Z VZ R] _SR V
T# FR[QU fN XRZ NZ] bN Z N NWZ R[d NAb Ab Y N N*((/ 2I#

)*

D\ SR V[NWZ RZ R_b] NN ab[abaN fN T UNb` QV R bUM YRU Tb_b ` NNa V\$`
`R _N T Tb_b fN T] \ SR V[NYNN Z RZ ONd N] R RaNQOQX fNXRNNUXRZ NWN &
b[abXZ R VQM] \ SR V[N\$` R _N T Tb_b Qvb[abab[abXZ RZ VXXVZ V V NYZ NUNY
`ROINWOR_Vba2

N&A RZ] b[fNX Z VZ R] NQN] R RaNQOQX QN] \ `R ORYNN[fN
O&A R TbN NV` RPN N Z R QNYZ ONN' Z Nn] RYNN fN T QVNNXN [fN ` RaN
PN N Z R TNM [fNX R] NQN] R RaNQOQX

P&6 RaN TTb[T Wd NO Z RZ N ab UN VCRYNN] R RaNQOQX Z RYb VOR ONINWPN
ReNB NV`

Q&A NZ] b OR] VV ` VaZ NaV aR aN T N N fN T QVXbXN [fN QN ORYNN QNV
] R TNYZ N [fN

R&GR\ TfN fN Z R_b] NN ONW QNV Z N fN NN CRYNN QNYZ YTXb[TN
] \ SR V fN&A R [b_baGb] _VQV") 110# QNYZ A bYNN"*((02)#

*#? \ Z] RaR ` VD \ SR V [NYN ; b b
N#DR TR aW ? \ Z] RaR ` V; b b

A R [b_ba 6 \ XR N Q Ca [R QNYZ `RONINZ N N QVbaV A bYNN*((/ 2* -#
Z R TRZ bXNN ONd N i X Z] RaR ` V Tb_b `RONINXXXX X Z] RaR ` V Tb_b
Z R_b] NN TNZ ONN XbNYNaS aR aN T UNXXNa] R VVb Tb_b fN T] R bU NaV&
GRZ R aN NZ R [b_ba7 UN`R ") 11, #QVbaV NUWfN T `NZ NZ R RZ bXNN ONd Nj
X Z] RaR ` V Z R_b] NN] R VVb _N V[NY b[abX Z R PN NV abWN fN T
QVR ` fN NXN `R bNV QR TN X [QVV fN T QUN N XN & GRQ TXN QNYZ
I [QN T% [QN T FR] bOYX = Q [R W B \ Z \ _), HNUb[*((- aR aN T ; b_b QN
8 \ `R \$ QVXXN ONd N i X Z] RaR ` V NQNU `R] R N TXNa] R TRaUbN \$
XRa_NZ] W \$ QN] R VVb fN T UNb` QZ VXX\$ QUN Na\$ QN QVbN NV YRU Tb_b
NaN Q `R QNYZ Z RYX N NN abTN XR] \ SR V [NY [fN& A R [b_ba GNUR aW
") 11, 2*1#PVVPVVTb_b fN T] \ SR V [NY N QNU `RONINWOR_Vba2

)#5 UW NaN expert, NaV fN Tb_b aR `RCba Z R_b] NN NUW QNYZ OQN T
] R TRaUbN fN T QVNNXN QN NUWQNYZ abTN Z R QOXX&

*#A RZ VXXV _N NaN TTb[T Wd NO NaN _R] \ [`VWVf QN \ a [\ Z \$ NaV fN \$ Tb_b
Z RZ VXXV _N NaN aN TTb[T Wd NO Z \ _N QN VaRXXbNY aR UNQ VZ b

)+

]R] TRaUbN] fN] T QWwXN] XR] NQN] R RaNQwX&GRQ] TXN] \ a [\ Z VNafN
 `R_ N] T Tb_b ZRZ] b[fNVXRZ N] QVW] QNYZ Z R] TRZ bXNN] N] NfN] T UNb`
 QWNNN] CR_QN_N] XN] XRNW] [fN&
 +# A RZ WwV_NNXR Rm] Na] NaVfN\$ `R_ N] T Tb_b Z R] W] W] T aV] TTVZ N_aQNa
 QN] X] QR RaW Tb_b\$` RUVTIN` R] N] aWNZ R] W] INPv] N] Tb_b QVZ NfN] NN&

G# GaN QN_? \ Z] RaR ` V; b_b

GaN QN_ X] Z] RaR ` V Tb_b NQNU] R] fN] aR] aN] T X_VR_W fN] T
 QYR` fN] N] X] \$ QvR] X] \$ QN] QYR] N] NaV CR` NZ N QNYZ CR] abX] R] TbN N]
] R] TRaUbN] \$XRaR NZ] W] \$QN] `WN] CNIV R_ N] T aR] NINXR] R] QQXN] `RUVTIN
 YfNXQVR CbaX] Z] RaR &

A NR_VbW X] Z] RaR ` V Tb_b Z R] b_ba A bYNN"*((/ 2) 1- # QWwXN] QNV
 X_VR_W] \ SR V[N&? _VR_W] \ SR V[NY WCN] Tb_b Z R] PNb] X] Z] RaR ` V
] RQNI \ TV\$XR] _ONQW] \$] \ SR V[N\$QN] ` ` WYf Nwb` RONTVCR_Vba2

N&DR] TbN N] d N] N]] R] QQXN] Z NX]
 O&DR] TbN N] W] TXb[TN] NXNRZ WXNZ] b`
 P&DR] TbN N] Xb_Vb`bZ `"? HGD#
 Q&DR] TbN N] QUN] NM
 R&DR] TbN N] `VfCb`
 S&DR] TbN N] _R] PN] N] RYX N] N]] RZ CRYwN] "F DD#
 T&DR] TbN N] aR] _VORYwN]
 U&DR] TbN N] aR] _V] RZ CRYwN]
 W& RZ NZ] bN] Z R_N] PN] T] RZ CRYwN]
 W& RZ NUvN] Z R] TNW \$QR] TN] Z R] TbN NVXRa_NZ] W] CR_Vba2

)# 6 RaN] fN
 *# A RZ CR_V] R] TbN]
 +# A R] TNQXN] cN_W V
 , # A R] WwXN]
 -# A RZ CbXNQ] Z R] bab]] RYwN]
 . # A RZ OZ OY T QVxb` VXRyZ] \ XXPVY
 / # A R] TRY WXRy
 0# A R] TNW_XRYZ] \ XXPVYQ]] R] _N] TN
 X&A R] TbN NVZ RXN] VZ R] R] WwN]
)# A R_N] PN] T V` a bZ R]
 *# A R] TN] WwV QN]
 +# ? RZ NUvN] Z R] Ttb[NXN] UN W] R] WwN]
 W& RZ NZ] bN] Z R] R] [` a bX V] \ T_NZ] RZ CRYwN]
 Z & RZ NZ] bN] Z R] bW QUN] NM
 [&? RZ NZ] bN] Z R] bW Z NNNUfN] T_RRcN

),

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\ &? ROR_UN WY [ Z R TWbaV abQVY Wa
] &A RZ WXXVXNR_]_ SR V
^&GRZ N TN$Ra ` XR_W$QVY WY
_&? RaRxb[ N $XR_NW N $Xb RaN
`&? RZ NZ ] bN XRbN TN
) # ? R_bXb[ N XRbN TN
*# DR QOXXN XRbN TN
+# ? ROR_UN WY XRbN TN
a& RZ NZ ] bN ` ` WYXNQZ V
) # ? RZ NZ ] bN Z RZ NUNZ VQ [ Z R R_V N ] R R_aNQOXX
*# ? R RQb WY ] NQN ] R R_aNQOXX
+# DRYX N N XR ] NQN ] R R_aNQOXX
b&? RZ NZ ] bN CR_TbYQR TN ` RM Na
c&? RZ NZ ] bN UCb ] CR_Z N f NNNa
d &DR TNOQ [ ] NQNZ N f NNNa
e&? RTW [ ] _ QbXa$QWbN ]_ SR V
f &DN_aV V N VQNZ \ _ TN V N V ]_ SR V
) # 5 [ TT \ aN
*# DR Tb_b `
+# H \ X U
g&? RTW [ ` ` WY XR_R WCN QNYZ CR_ONIN RZ ONIN XRZ N f N_NNN #

```

```

? \ Z ] RaR ` Vtb_b f N T UNb ` QZ WXXVtb_b ` RONINNR [ ] RZ CRYYW [ f Nb2
) &? \ Z ] RaR ` VDRQNI \ TX

```

```

8 NYZ GaN QN_B N V [ NYDR QOXXN $ ] R WY N DN NY * 0 N Na "+# CbaV N
QXRZ bXNN CNd N X Z ] RaR ` V ] RQNI \ TX NQNYU XRZ NZ ] bN Z R TRX YN
] RZ CRYYW [ ] R R_aNQOXX $ ] R_N PN TN QN ] RYX N N ] RZ CRYYW [ $ R_c N6N V
UN WORYW $ QN ] R TRZ ON TN ] R R_aNQOXX b [ abXZ R TNxbNWN WY CR_ONINW
] \ aR ` V f N T QZ WXXV f N & A R b_ba A b Y N N " * ( / 2 - # ? \ Z ] RaR ` V ] RQNI \ TX
Z R_b ] NN XRZ NZ ] bN Tb_b QNYZ ] R TRX YN ] RZ CRYYW [ ] R R_aNQOXX f N T
` RXb_N T%b_N T f NZ RY baVUN%N YOR_Wba2
N&DRZ NUNZ N d N N N Na Nb Y QN XR ] R QOXXN
O&DRZ NUNZ N aR_UNQ [ ] R R_aNQOXX
P&DR TRZ ON TN Xb_Wb YZ ` ` WOb `
Q&DR_N PN TN ] RZ CRYYW [
R&DRYX N N ] RZ CRYYW [ f N T Z R QOXX QN QWY TV
S&DRZ N SNN aRX \ Y TV ] RZ CRYYW [
T&9 cN6N VUN WORYW " 9 < 6 # commit to user

```

)-

U&DR TRZ ON TN] R RaNQOX b[abX Z R TNabNYN WN OR_ONIN] \ aR `Vf N T QZ VXYfN&

A R b_ba GYZ Ra D< *((. # QNYZ GfNsbY GNINW*((12+) # X Z] RaR `V] RQNT\ TVaR_QVQN_VGbO% \ Z] RaR `V

N&6 R_X [a_Vb` VQNYZ] R TRZ ON TN ? HGD f N T aR_XNa QR TN Z NaN] RYWN f N T QWN_XN &

O&A R TRZ ON TXN `Vcb` Z NaN] RYWN `a N QN X Z] RaR `V "G? # QN X Z] RaR `VQN_ "? 8 #

P&A R_R PN_NN] R PN_N] RYX_NN] RZ ORYWN "FDD# OR_QN_NXN `Vcb` f N T aR_XNQXRZ ON TXN &

Q&A R_N PN_T Z_N NRZ_R] RZ ORYWN_QN Z_N NRZ_R XRN &

R&A RYX_NN] RZ ORYWN f N T] _%R_bONL "NXa\$ X_RNa\$ \ cNa\$ RX] R_V R aNa\$RSR\$a\$ QN Z R f R N TXN #&

S&A R VYUN VORYWN] R RaNQOX`RPN\ aR aW&

T&A RZ OZ OVT] R RaNQOXQNYZ OR_ONIN] RSZ VN f N # DRYWN

G# ? R]_VNQW

P# 6 NNa

Q# A VNa

R# ? NV

U&A R TRZ ON TXN] _ SR V [NVZ RQVV RONINVTb_b&

*&? \ Z] RaR `VG `WY

GaN QN BN V [NY DR QOXN \$] R WYN DNNY *0 NNa "+# CbaV Q QXRZ bXNN ONd N f N T QZ NX bQ QR TN X Z] RaR `V ``WY NQNU

XRZ NZ] bN Tb_b `RONIN ONTW QNV Z N f N Na b[abX OR_X Z b[VN V QN OR_TbY `RPN_N RSR\$a\$ QR TN] R RaN QOX\$ `RNZ_N] R QOX\$ aR NIN

XR] R QOXN \$ _N T abNd NW] R RaN QOX QN Z N f N Na `RXN_&? \ Z] RaR `V ``Wf N T UNb` QZ VXY YRUTb_b f Nb2

)&6 R_X Z b[VN V RPN_NYN \$abYN \$QN Vf N Na

*&A R TTb[NXN aRX \ YTVX Z b[VN VQN \ S _Z N V RPN_Nsb[T V [NY

).

+&6 R_TN6Y `RPN_N RSRxAS QR_TN]R_RaN QOXS `RNZN]R_QOXS aR_NIN
XR]R_QOXXN \$\ _N T abNd NY]R_RaNQOXX3QN

, &6 R_TN6Y RPN_N N ab[QR_TN Z NfN_NN`RXV_N

A R]b_ba GYZ Ra D< "*((. # QNYZ GfN8bYGNITNY "*((12+0#\$ X]Z]RaR `V
` \ `WYaR_QV_VQN_VGbO% \ Z]RaR `V

)# A RZ_NNZ V QN Z R]TUN_TN]R_ORQN "_R]RX# `RaN Z RZ WVV XRZ NZ]bN
Z R]TRX_YN [SYXQN QR ab_N &

*# A RYX_N MN XR_WNZ_N `RPN_N UNZ \ [V QR_TN XN_N `RMI_N\$ XR]MN
`RX_YUSQN d NXWXR]NY`RX_YUSQN]VN% VN aR_XN YW [fN&

+# A RZ_QN Tb[XR_WaZ "aRN d \ _#fN_T X]Z]NXSPR_QN \$QV_NZ V QN W_PNU

, # A RYX_N MN X]Z b[VN V "_N\$ aR_abW\$ aR_TNZ_QN# `RPN_N RSRxAS QN
Z R]fR]N_TN QR_TN `Rb_bU d N_TN RX_YUS \ _N T abN]R_RaNQOXS `R_TN
XR_NQN `R]R]bU fN_CN d N_Z N_V T%Z N_V T Z RZ WVV]R_N QN aN TTb [T
W_NO aR_UNQ XRZ_NN]RZ_ORYMN &

-# A RZ WVV XRZ_N bN Z RZ_NNZ V QN Z R]T_V aR [M_VN_VN]R_bONQ
W_TXb [TN fN_T OR]R_TN bU aR_UNQ abTN [fN&

. # A RZ WVVXRZ_NZ]bN Z R]CbCbXXN QV_V fN_QNYZ `VaR [W_VfN_T OR_YXb QV
Z NfN_NN`RXV_N [fN&

/# A RYX_N MN]_V `V%_V `V aN XRY_YN fN_T CNX Z_VN_fN]NaVV_N \$
a_N `]N_N ` \$N\$b [a_NW_N \$]R_RIN_N UbXbZ_QN]_ SR_V [NWZ R&

HX_QN Na_QV b [TX_V Tb_b NQNU_Z_N b`WOW_N fN_T Z_R b]MN Z_NU_BX
` \ `W\$ Tb_b a_QX_OVN aR_YR]N_QN_VXRUCb]N ` \ `WYZ_N fN_NN`a_QN W_TXb [TN
`RXV_N [fN\$ \ YU_XN_R]N_Vb `R_N_T Tb_b Qvb [aba b [abX_Z RZ WVV X]Z]RaR `V
` \ `W&

+&? \ Z]RaR `V? R]_VONQW

8 NYZ GaN_QN_BN_V [NYDR_QOXXN \$]R_WY_N]N_NY*0 N_Na "+# CbaV_O
QXRZ_bXNN_CN d N_fN_T QV_NX_bQ QR_TN X]Z]RaR `V XR]_VONQ_NQNU
XRZ_NZ]bN XR]_VONQW fN_T Z_N aN \$ `a_NW\$ QRd_NN\$ N_V\$ QN OR_d_VN d_N\$
Z R]WQV aRYQN ONIV]R_RaN QOXS QN OR_NUYX Z b_W&A b_YNN "*((/2) /#
Z R]TRZ_bXNN_CN d N_X]Z]RaR `V XR]_VONQW `N_TN` OR_N]R_TN bU fN
aR_UNQ]R_abZ_CbUN_QN]R_XRZ_QN_TN]R_RaNQOXS&? \ Z]RaR `VXR]_VONQW

)/

V VZ RZ W X V] R _ N Q N S b [T V f N T ` N T N a] R j a V T Q N Y Z Z R Z O R j a b X X R j _ V O N Q W
N N X \$ T b [N Z R j f W j X N Q N [Z R j T R Z O N T X N ` b Z O R Q N N Z N j b ` W " G 8 A # \$ ` R a N
Z R j ` R W U a R _ N X N Z N f N N X N \$ X R Z N W N [R I N N \$ Q N O N T N] N Q N b Z b Z [f N &

A R j b _ b a G Y Z R a D < " * ((. # Q N Y Z G f N S b Y G N I N N " * ((1 2 + . # X j Z] R a R j ` V
X R j _ V O N Q W a R Q V V Q N V G b O % \ Z] R a R j ` V

N & A R Z N N Z \$ Z R j T U N N a V Q N Z R Y X N N N X j Q R R a W T b _ b = Q [R W

O & A R Z O R _ V X N Y N] R j Q O X N Q R j T N ` R j R j b U U N a \$] _ S R V [N Y Q N R X] R X a N V
f N T a V T T V a R _ U N Q N] R R a N Q O X j f N

P & A R j T U N T W] R _ O R Q N Y a N O R Y X N T] R R a N Q O X j f N Q N O R X Z V Z R j a V T T V
b [a b X Z R j V T X a X N] _ R a N V C R Y W N j f N &

Q & A R j b [W X X N Q N ` Z R Z] _ Z \ ` W N [W W % W W \$ [\ Z N % \ Z N \$ ` W N Q N
] R _ W X b] \ ` W \$ f N T Z R R X N U N j X N Q N V] R R a N Q O X j f N

R & A R Z O R _ V X N X j [a _ C b ` V a R _ U N Q N] R j T R Z O N T N ` R X Y U b Z b Z [f N Q N
] R Z C R Y W N j X L b ` b ` [f N

S & A R j W Q X N Q V f N R O N I W O N T W j V a R j N Y Q N V R X Y U

T & 6 R a N T T b [T W I N O a R _ U N Q N] _ R a N V f N

U & A R Y X N N N a b T N [f N Q N Y Z X _ Q _] R N b _ N] R b [Q N T % [Q N T N f N T
O R _ Y X b Q N Q N Y Z X _ Q _ a N] R Z R _ V a L N j f N T O N X " T \ \ Q T \ c R j N P R #

V & A R j T R Z O N T X N] _ S R V [N Y Z R Q V Z R Y X V R e N b N V Q V \$ _ R S R X V Q N
] R Z b a X U N j O R _ O N I W U N j f N T a R _ X N a Q R j T N a b T N [f N &

W & A R Z N N Z \$ Z R j T U N N a V Q N Z R Y X N N N Y j Q N N % Y j Q N N] R j Q O X N
" f b _ Q V \$ S W ` \ S V Q N V Z W U # &

, & \ Z] R a R j ` V D _ S R V [N Y

8 N Y Z G a N Q N B N V [N Y D R j Q O X N \$] R j W Y N N D N N Y * 0 N N a " + # C b a V P
Q W R Z b X X N N O N U N f N T Q Z N X b Q Q R j T N X j Z] R a R j ` V] _ S R V [N Y N Q N Y U
X R Z N Z] b N] R j T b N N N Z N a R _ V] R Z C R Y W N j ` R P N N Y N Q N Z R j Q N Y Z f N T
Z R Z b [T X V X N Z R Z O Z O V T] R R a N Q O X Z R Z R j b U V ` a N Q N X j Z] R a R j ` V f N T
Q W R a N X N Q N Y Z G a N Q N B N V [N Y D R j Q O X N & 8 N V] R j T R a W j a R ` R C b a Q N N a
Q V Z] b Y N O N U N X j Z] R a R j ` V] _ S R V [N Y Z R b] N N N X j Z] R a R j ` V f N T U N b `
Q W b N N W j R U T b _ b Q N Y Z a b T N b a Z N j f N Z R j T N W &

A R b_ba GYZ Ra D< *((. # QNYZ Gf Nsb YGNINYN *(((12+1# X Z] RaR `V
] _ SR V [NYaR_QVVQN_VGbO% \ Z] RaR `V
N&A RZ NUNZ VZ Nn] RYNN_N f N T aRYUQV R `WJ XN b [abXZ R TNM
O&A RZ NUNZ V `a [QN_ X Z] RaR `V QN ` a [QN_ VVZ Nn] RYNN_N f N T aR_aR_N
QNYZ DR_Nb_N A R aR_V R_aN ONN_ NN_ f N T NQN QNYZ Xb_WbYBZ aV TXNa
`NbN] R QOQN "? HGD#
P&A RZ NUNZ V a_bXab_\$X [`R] QN Z Ra QR_XVZ bN f N T Z R Nb [TVZ NR_VNM
Q&A RZ NUNZ VUbCb [TN_ X [`R] N aN_Z Nn] RYNN_N aR_XM
R&A R R_N XN X [`R] % [`R] XVZ bN QNYZ XRUCb] N `RUN_VbN_V

2. Sertifikasi

) DR TRaW `RaSVNV

8 NYZ I [QN T% [QN T FR] bOYX = Q [R W B \), HNub [*((- aR aN T
; b_b QN 8 \ `R QXZ bXNN ONd N `RaSVNV NQNYU] _ `R] RZ OR_W
`RaSVNa] R QOQX b [abX Tb_b QN Q `R & GRQ TXN `RaSVNa] R QOQX NQNYU
CbXaVS_Z NY`RONIN] R TNbN f N T QCR_XN XR_NQN Tb_b QN Q `R `RONIN
aR NIN] _ SR V [N&A R b ba AN [b_ A b `YPU *(((/ 2*# `RaSVNV NQNYU] _ `R
] RZ OR_W `RaSVNa] R QOQX XR_NQN Tb_b f N T aRYU Z RZ R bUV] R f N Nn
aR_aR ab\$ f Nb Z RZ VVV Xb NNSVN V N NQRZ VS X Z] RaR `V \$ `RUNa WZ N V QN
_ UN \$ `RaNZ RZ VVVXRZ NZ] bN b [abXZ Rd bWQXN] R QOQX [N V [N \$ f N T
QONR TVQR TN] R V TXNa XR RUMR_N f N T YFN&6 R_QN_NXN] R TRaW
aR`RCba QN Na QW_aXN `RONIN `bNb] _ `R] RZ OR_W] R TNbN ONd N
`R R_N T aRYU Z RZ VVVX Z] RaR `V b [abXZ RYX N Nn] RYX N N] R QOQX
] NQN `NbN] R QOQX aR_aR ab\$ `RaRYU YB ` bW X Z] RaR `V f N T
QVRR TTIN_N \ YU YZ ONIN `RaSVN & GR_aSVN VZ R_b] Nn b] N N] RZ R_V aN
f N T OR_Y QN XN] NQNI I), HNub [*((- QN DD) I HNub [*((- QR TN abWN
b [abX Z R V TXNaXN Z bab aR NIN] R QOQX QV = Q [R W & FR QN f N \ ba] ba
] R QOQX QV = Q [R W CbXN XN R N V] ba] R QOQX f N T R QN aR aN VNXONa
QN V] _ `R] R QOQX f N T Xb_N T Z N X V N Y QN R QN f N Xb N N aR NIN
] R QOQX QV = Q [R W & 5 XN QN V] RZ N N N N [f N N QNYU Z V V [f N] _ `R
] RZ OR_YM_N \$ QN Na QW_aXN] b YN ONd N] _ `R] RZ OR_YM_N QV RX YU Xb_N T

Z NX V N\$`RUVTINZ Rf TNXONaXN] Rf QNf fNXbNYN \ ba| ba] Rf QOQXN &D\ `R
] Rf QOQXN `N TNa QYRf TNbUV \ YRU XbNYN Tb_b& ? bNYN Tb_b NXN
 Z RZ] Rf TNbUVCNINZ N N Tb_b Z RYX N NXN] RZ CRXWMN \$ Z Rf TbN NVZ NaR \$
 Z RYXbXN X Z b[VN V XR] NQN] R RaN QOQX\$ Z RZ CR_V Z \ aVn V CRXWM \$
 Z Rf PV aXN `VbN V] RZ CRXWMN f N T X [Qb` V&6 R_QN N_XN XRf fNaN f N T
 NQN QV YN N TN Z NXN] RZ R_V aNU OR_b` N N Z Rf VTXNaXN XbNYN aRf NIN
] Rf QOQX QRf TN Z RZ CbNa XROWMN f N Mb Z RYXbXN `RaSVXN V Tb_b & GRaSVXN V
 NQN YU] RZ CR_W `RaSVXNa] Rf QOQX b[abX Tb_b QN Q `Rf N Nb CbXaV S_Z NY
 `RONIN V] Rf TNbN f N T QOR_VN XR] NQN Tb_b QN Q `Rf `RONIN V aRf NIN
] \ SR V [N&

A Rf b_ba I I), HNUb[*((-\$] NNY 0 NQN YU ; b_b d NWO Z RZ VXXV
 XbNYSXN VNXQRZ V\$ X Z] RaRf `V GRaSVXNa] Rf QOQX \$` R Na W Z N VQN \ UN V \$
 `RaN Z RZ VXXV XRZ NZ] bN b[abX Z Rd b WQXN abWN] Rf QOQXN [N V [N&
 ? bNYSXN VNXQRZ V f N T QZ NX bQ `RONINZ N NED B \) 1 HNUb[*((- aRf aN
 GaN QN DRf QOQX QN HRf NIN ? Rf Rf QOQXN f N Mb] N NY * 1 " N Na) % #] \ SR V Tb_b
 b[abX D5 I 8 `NZ] NV a VTXNa GA 5 `RQR_NMa UNb` QY Y Z N RZ] Na " 8 , # Na Nb
 `N VM N " G) # &

8 NXZ] RYX N NN `RaSVXN V] R_b NQN f N XR NbN] RZ NUNZ N QNV
 `RZ bN] VNX \$ QUNi NbWN `RaSVXN V NQN YU Z Rf VTXNa f N XbNYN] Rf QOQXN &
 HbWN baZ N `RaSVXN V CbXN b[abX Z Rf QN NaXN ab[VM TN] \ SR V \$ Z RYX XN
 b[abX Z Rf b[WXXN QUNi N Tb_b f N T CR `RaSVXNa Z RZ VXXV X Z] RaRf `V
 `RONINZ N NQV f N NaXN QNYZ `aN QN X Z] RaRf `V Tb_b &

* & N SNa `RaSVXN V

GRaSVXN V Tb_b Z R_b] NN] RZ Rf bUN XRCobUN b[_bX Z Rf VTXNaXN
 X Z] RaRf `V] \ SR V [NYN `Rf _N T Tb_b & 6 R_V ba V VZ N SNa `RaSVXN VZ Rf b_ba
 A b Y N N " * ((0 2 + # 2

) # DRf TNi NN Z bab

@RZ ONIN `RaSVXN V f N T aRYU Z Rf TVQRf aSVXN V QN Z Rf Rf abXN
 `Rf R_N TXNa X Z] RaRf `V f N T OR `VNa b[V&
 Q# I [abX `RaW VM V] \ SR V QN Na Z Rf TN_N XN] NN] _NaVV b[abX
 Z Rf TRZ QN TXN a VTXNa X Z] RaRf `V f N RPNNOR_XRYN WaN &
 P# DRf VTXNa] \ SR V [NYZ RZ RYXbVZ RXN VZ R `RYX VONX] NQN d Na b
 Ni NZ N bX \ _TN VN V] \ SR V Z Nb] b[] Rf TRZ QN TN XN_V `RYN Wa f N

*(

Q#D\`R `RXX V f N T YROU ONXS] \ T_NZ RYAVUN f N T YROU CRZ bab
Z Nb] b[b`NLN CRXWV `RPN Z N QVV b[abX Z R PN NV] R V TXN N
] \ SR V [NYZ R &

*#DR VZ V N Z bab

N# 5 QN f N] \ `R] R TRZ QN TN] \ SR V [NYZ R QN R c N b N V a R UNQN
XV R W] N a V V N N Z R V C b X N] R `R ` V Z N f N N N a QN] R Z R V a U
Z R W Q V Y O U O N X a R UNQN \ T N V N V] \ SR V C R R a N N T T \ a N f N &

G# GR a S X N V Z R f R Q W X N V S _ Z N V f N T O R U N T N O N I V] N N] R Y N T I N '
] R T I b [N f N T V T V Z R Z] R X R W X N \ _ N T Q N X Z O Q N T X R N U Y N Q N
X R a N Z] W N a R a R a b &

A R b b a A N [b _ A b ` Y P U " * ((/ 2 I # Z N S N a b W R a S X N V Q N N U Z R Y J b a V Z
N & Z R Y Q b [T V] \ SR V T b _ b Q N X Z] _ N a X Y F N N] R Q O X N f N T a Q N X
X Z] R a R ` R U V T I N Q N N a Z R b ` N X P a N T b _ b V b ` R Q V V
O & Z R Y Q b [T V Z N f N N N a Q N V] _ N a X] R Q O X N f N T a Q N X O R X b N Y N Q N
] \ SR V [N y f N T N N Z R T U N Z O a b] N N] R V T X N N X b N Y N] R Q O X N Q N
] R f W J N ` b Z O R Q N Z N b ` W
P & Z R W Q V d N L N N] R W Z V Z bab O N I V @ R Z O N I N] R Q O X a R N I N X R] R Q O X N
" @ D H ? # f N T O R a b T N Z R Z] R ` W J X N P N Y [T b _ b Q N W I N O R S b [T V R O N I W
P [a _ Y Z bab O N I V] R T I b [N Y F N N]] R Q O X N
Q & Z R W I N Y Z O N I N] R Y F N N]] R Q O X N Q N V X R V T V N V a R [N Y Q N R X a R [N Y
f N T] \ a R ` W Y Q N N a Z R f V] N T Q N V X R a R a b N f N T O R Y X b &

+ DR f R R T I N N GR a S X N V

@ R Z O N I N] R f R R T I N N GR a S X N V a R Y U Q W b _ \ Y R U I I) , H N b [* ((- \$
] N N Y)) " N N a # f N b 3 i] R T b _ b N a V T I V f N T Z R Z W X V] \ T _ N Z] R T I N Q N
a R N I N X R] R Q O X N f N T a R N X R O M N V Q N Q M R a N X N \ Y R U] R Z R V a U &

D R Y X N N N GR a S X N V Q W b _ \ Y R U] R f R R T I N N \$ f N b X R W ` N Z N N a N N
8 V N D R Q O X N B N V [N Y 8 N R _ N U N a b 8 R] N a R Z R 5 T N Z N D _ c V ` V Q R I T N
D R T b _ b N H V T I V f N T Q b [W X & ? R Z b Q W D R Q N N GR a S X N V Q a N T T b [T
 \ Y R U] R Z R V a U Q N] R Z R V a U Q R _ N U \$ ` R O N I N Z N N I I) , H N b [* ((- \$] N N Y
) + " N N a) # i D R Z R V a U Q N] R Z R V a U Q R _ N U d N W O Z R f R Q W X N N T I N N
 b [a b X] R V T X N N X b N Y S X N V N X N Q R Z V X Q N GR a S X N V] R Q O X O N I V T b _ b Q N X Z
 W O N a N f N T Q W T X N a \ Y R U ` N b N] R Q O X N f N T Q V R R T I N N X N \ Y R U
 D R Z R V a U \$ D R Z R V a U 8 N R _ N U \$ Q N Z N f N N X N &

*)

, &RON A NR VGR aSXN V

6RON ZNR_VGR_aSXN VaRYU QNb_ QNYZ I I), HNUb[*((-\$]NNY)(
"fNa)# ONUd N iTb_b UNb` Z RZ WXXV X Z] RaR`V] RQNI\ TW\$ X Z] RaR`V
XR]_VONQW \$ X Z] RaR`V ` ` W\$ QN X Z] RaR`V] SR V[NY fN T QYR\ YRU
Z RYbV] R QOXN] SR V&

6RON ZNR_V QV NaN VV ZRb]NN ZNR_V ZN\ _ fN T NN
QY_NIZ R aN VN] NQ ZNR_V Z V\ _ \$ `R] RaV X Z] RaR`V] RQNI\ TW fN T
ZRb]NN XRVZ bN fN T Z R TXNW\$ Z R QNYZ V aR aN T] RabZ ObUN QN
] R_XRZ ON TN N NX\$ aR ab[fN YOU ON fNK OR_OPN] ` W YTV] R_XRZ ON TN \$
QRZ WQ] bY X Z] RaR`V] SR V[NY fN T OR_OPN aR aN T X QR RaV\$ abTN \$
XRd NWQ \$aN Ttb[T Wd NO\$XRZ NZ] bN ` R_ N T Tb_b \$QN YW %WV[fN&

6RON ZNR_V Vb b[abX Z R NZ ONU d Ni NN Tb_b QV YN TN QNYZ
Z R TN aVYN VZ NW[fN] R_XRZ ON TN] R QOXN \$QRZ WQ WTN` R bNVQR TN
ab[abaN XRCbabUN ZN fN NN a] RZ NNV " aXRU YR` #& GRX YU QUNQN XN
] NQ Nb[WZ N N\$] R Ttb[N Z R QW RYXa\ [V QR TN aR\ YTV aV TTV fN T
Zb[PbY] NQ ORC_R N NaUb[aR_NXUV&GRZ R aN Tb_b %Tb_b Z N WU ON fNK fN T
ORbZ Z R TbN N VaR\ YTV V \$ Z NN \ YRU `RONO Vb Tb_b QOR_V] R PR_NUN
aR aN T OR QN aR\ YTV aR`RCba\$ aR_ZNbX PNN] R Ttb[NN QN
] R T] R_N W [fN&A RQW RYXa\ [V aR`RCba b[abX Z RZ bQUXN Tb_b b[abX
Z R TX Zb[VN V] RYWN QVXRN aR_UNQ] R R_aNQOXQN Z RZ ON ab] R R_aN
QOX YOU PR] Na Z RZ NUN \$ Z R TRNb \$QN Z R QNYZ VZ NR_VfN T QVNW
Tb_b&

- &RXN VZ R] RYX N NN `RaSXN VTb b

5 QNQbNZ NPZ PN_NQNYZ] RYX N NN `RaSXN VTb_b fNb2
N# A RYbV] R WQW] \ a S W ONIVTb_b QNYZ WCN

D \ a S W NQNYU ObXaVSVW "Q XbZ R # fN T Z R TINZ ONXN] R TNYZ N
OR_XN fN] R aN VfN T QPN NVQNYZ Z R WQW XN abTN] R SR V RONIVTb_b
QNYZ V aR_cNY d NXab aR_aR ab& 8 \ XbZ R VV aR_XN QR TN b[`b_
] R TNYZ N \$XN fN \$QN] R aN V RYZ N Tb_b fN T OR`N TXbaN Z R WQW XN

commit to user

**

]R_N `RONINW NTR]RZ ORYWM_N "X Z]R R `V XR]_ONQW \$]RQNT\TVS
]_SR V[N\$QN ` `W#&

: b[T V]_a S W QNYZ `R_a\$XN V Tb_b "XUb`b`[f N Tb_b QNYZ WCN#
b[abXZ R VVX Z] R R `V Tb_b QNYZ Z R WY XN abTN QN]R_N [f N`RONINW
NTR]RZ ORYWM_N &? \ Z] R R `V]RQNT\TV QV VVW aN NYW Z RYBVQ XbZ R
XbN\$XN V NNQRZ W\$]R QOXN QN]RYAVN \$]R TNYZ N Z R TNM\$
]R R PN NN QN]RYX N NN]RZ ONYWM_N &? \ Z] R R `V XR]_ONQW QN
X Z] R R `V ` WYQV VVW aN NYW Z RYBVQ XbZ R]R VVW QN VNaN N QN
]R TNi N &? \ Z] R R `V]_SR V[NY QV VVW N aN NYW Z RYBV Q XbZ R
XbN\$XN V NNQRZ W\$]R QOXN QN]RYAVN \$]R TNYZ N Z R TNM\$
]R R PN NN QN]RYX N NN]RZ ORYWM_N \$QN]_R aN VNNQRZ W&D_a S W
W TINOR_Sb[T V RONINZ

N&d NUN N Tb_b b[abX Z R NZ] VVW QN'Nb Z RZ CbXaV b[WX XR W f N
f N T Z RYbaV]_CbXa\$V N \$ XbNY N \$ QN]R R `V Z RYBV XN f N \$ N f N
baZ N QN]R Q Xb[T3

O&V S_Z N VQa N QNYZ Z RZ OR_VN]R aZ QN TN aV TXNa XRY N XN
X Z] R R `V `R_N T Tb_b \$ OVN QON QV TXN QR TN `a N QN f N T aRYU
QaR N XN 3

P&QN_N Z R R abXN XRYB`N Tb_b f N T Z R TVbaV `R_a\$XN V "Yf NX
Z R QN NaXN `R_a\$XNa]R QOXNa Nb CRBZ #3

Q&QN_N Z RZ OR_VN]R X Z R QN V ONIV]R RaN f N T CRBZ `B` b[abX
Z R R abXN XRTWaN Y W aN `RONINW_R]R R aN VXRTWaN]RZ OVN QN
]RZ OR_QN N Tb_b &

GR bNV DR_Nb_N A R aR_V DR QOXN BN V[NY F= B \ &0 HNb[*((/
aR aN T GR_a\$XN VONIV; b_b 8 NYZ >NON \$ X Z] \ [R] _a S W Z RYbaZ

N&XbN\$XN VNNQRZ W

O&] R QOXN QN]RYAVN

P&] R TNYZ N CRYWM

Q&] R R PN NN QN]RYX N NN]RZ ORYWM_N

R&] R VVW QN VNaN N

S&] _R aN VNNQRZ W

commit to user

T&XNfN] R TRZ QN TN]_ SR V
 U&XRWba RaN QNYZ S_bZ WZ WU
 &] R TNYZ N]_ TN VN VQOQN T XR] R QOQN QN ``W\$QN
 W] R TUN_TN] fN T _RrN QR TN OQN T]R QOQN &AN[b_ Ab`YPU
 "*((/ 2*)#

Q# A RYbV] R QOQN QN]RYaUN]_ SR Vtb_b

DR QOQN QN]RYaUN]_ SR Vtb_b ZRb]NN]_ T_NZ]R QOQN fN T
 QVRR TINNN \ YU]R Tb_bN aVTIV fN T ZRZ W XV \ a_VN b[abX
 Z RYX N NN `RaSXN Vtb_b QNV] R Ra`RaSXN VfN T CRbZ `b`]R WNW
]\ a S W &5 XLV]R QOQN QN]RYaUN]_ SR Vtb_b\$] R Ra`RaSXN VUNb`
 ZR TWbaV bW fN T ZR PNb] XZ] R R `V Tb_b QOQN T]R QN\ TW\$
 XR]_VNQW \$``W\$QN]_ SR V[N&

B. Penelitian yang relevan

DR RYAW fN T _RrN CR_XMN QR TN RnN VN VXR_WTb_b CR`RaSXN V
]R QOQ CRbZ QN fNX QWbXN &< NYV VQXN R NN `RaSXN VZ Rb] NN UNY
 fN T QNb QNYZ Qb[W]R QOQN QV = Q [R W &5 Z N Na aR aN T `RaSXN V
 aR_abN T QNYZ I [QN T% [QN T FR] bOYX = Q [R WB \ *(HNUb [*((+ aR aN T
 GVQX] N &

DR RYAW _RrN fN T CR_XMN QR TN]R bWN `X_V`V VQWbXN
 \ YU 5 _\$: VQN`V5 [N Q&DR RYAW V VQWbXN]NQN]N_Tb_b CR`RaSXNa
]R QOQHNUb [*((/ QN *((0`RN fNX*- Tb_b QVGA ? B , \$GA ? B - \$GA ? B
 . QV? \ QfN ANNY T < N W] R RYAW QR R\ YU QNUd N\$`RNTW CR_N_ "/\$ / ! #
 XV_R_W Tb_b CR`RaSXNa]R QOQ QWV Wb QNV`aN QN XZ] R R `V Tb_b]NQN
 XZ] R R `V]R QN\ TW NQNYU QNYZ XNRT\ _V ONX GRONTW CR_N_ "/0\$!0! #
 XV_R_W Tb_b CR`RaSXNa]R QOQ QWV Wb QNV`aN QN XZ] R R `V Tb_b]NQN
 XZ] R R `V XR]_VNQW NQNYU QNYZ XNRT\ _V ONX & GRONTW CR_N_ "/\$ *! #
 XV_R_W Tb_b CR`RaSXNa]R QOQ QWV Wb QNV`aN QN XZ] R R `V Tb_b]NQN
 XZ] R R `V \` WYNQNYU QNYZ XNRT\ _V ONX & GRONTW CR_N_ "/0\$. ! # XV_R_W

*

Tb_b CR`RaSVN`R QOQXQaV Wb QNV aN QN_X Z] RaR`VTb_b]NQNX Z] RaR`V]_SR V[NINQNYU QNYZ XNRI_VONX&

C. Kerangka Berfikir

DRZ R_V aNU Z R TRbNXN I I ; 8 aNb[*((- DNNY)(NNa) Z R RaN XN RZ] Na ZNPZ X Z] RaR`VfN T UNb` QZ VXXV\ YU Tb_b fNb3 ")# X Z] RaR`V] RQNI\ TVX\$"*# X Z] RaR`VXR]_VONQV " +# X Z] RaR`V]_SR V[NY", # X Z] RaR`V ` \` W& DR] TbNN XRRZ] Na X Z] RaR`V aR_Cba Z Rb] NN PN_N b[abX Z R TRaUbVXV R_W Tb_b fN T `bQU Y Y` RaSVN & ; b_b NQNYU b[`b_baZ N QNYZ `bNb]_`R] R QOQX & ; b_b CR_NQNYZ QNVN aR_QR] N] R QOQX fN T CR_UNQ] N Y T b[T QR] TN] R RaN QOQX Z RYbV]_`R] RZ CRYNM] & C YU XN R N Vb \$ Tb_b CR] R N] R aV T QNYZ Z R V TXN XN XbNYN] R QOQX & 9cNbN VV VOR_abWN b[abX Z R V TXN XN XV R_W Tb_b fN T NN Z RZ Nb] NQ Z R V TXN fN XbNYN] R QOQX & d [abX Z R TRaUbVXV R_W Tb_b QaV Wb QNV RZ] Na X Z] RaR`V Z NN QOQX ReNbN V X V R_W Tb_b CR`RaSVN V] R QOQX & 9cNbN VZ RYbaV] R TbNN Tb_b QNYZ Z RYX N NN X Z] RaR`V] RQNI\ TVX X Z] RaR`VXR]_VONQV \$ X Z] RaR`V]_SR V[NYQX X Z] RaR`V ` \` W&) & ? V R_W Tb_b CR`RaSVN V] R QOQX QaV Wb QNV X Z] RaR`V] RQNI\ TVX &

? V R_W Tb_b QVNa QNVX Z] RaR`V] RQNI\ TVX NQNYU XRZ NZ] bN Z R TRY YN] RZ CRYNM]] R RaN QOQX \$] R N PN TN QN] RYX N NN] RZ CRYNM] \$ ReNbN V UN Y CRYNM \$ QN] R TRZ ON TN] R RaN QOQX b[abX Z R TNXbNYN WN CR_QNIM] \ aR`VfN T QZ VXXV fN DR] TbNN X Z] RaR`V] RQNI\ TVX fN VZ RZ NUNZ V] R RaN QOQX Z R PNb]] R XRZ ON TN X T VSS NSRxaS QN] ` X Z \ a _ QN Z R TRaUbVORXNYNi NY] R RaN QOQX & GRYN Vb Tb_b UNb` Z NZ] b Z RZ CbNa FR PN N DRYX N NN DRZ CRYNM] "FDD# QN XRZ bQW QVN Z R TN YXN WN _N PN TN Vb QVQNYZ]_`R] RZ CRYNM] `R bNV NY XN V d Nxab fN T `bQU QMaN XN \$ Tb_b WTN UNb` Z RZ VXXV XRZ NZ] bN Z RYXbXN ReNbN V CNX QNYZ QR abX ReNbN V QNYZ]_`R] RZ CRYNM] Z Nb] b[QVXUV] RZ CRYNM] QN WTN Z R TRZ ON TXN] R RaN QOQX fNb QR] TN Z RZ SN VAW V] R RaN QOQX QNYZ Z R TRZ ON TXN] \ aR`V NNQRZ WQ [\ [NNQRZ WfN T QZ VXXV fN &

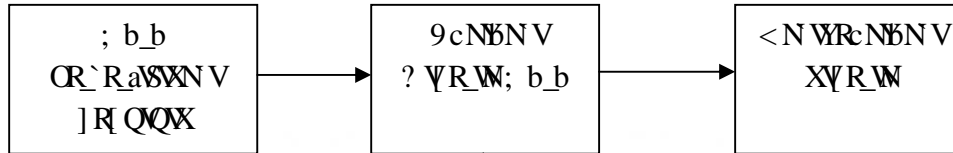
*&? V_R_WTb_b CR`RaSVXN V] R] QOQXQaV Wb QN_VX\ Z] RaR` V \ ` WY&
 ? V_R_WTb_b QWUNa QN_VX\ Z] RaR` V \ ` WYNQNKU XRZ NZ] bN] Tb_b `RONINW
 ONTW] QN_VZ NfN_NXNa b[abXCR_X] Z b[WNVQN CR_TNb Y RPN_NRSRxaS QR] TN
] R RaN QOQX\$ `R NZ N] R] QOQX\$ aR] NIN XR] R] QOQXN \$ \ _N] T abNd NW] R RaN
 QOQX QN] Z NfN_NXNa `RXVN&; b_b aQNK QN] Na CRXR_W aN]] N QN] abN]
 WTXb[TN] `RXVN[fN\$ \ YU XN] R] N Vb Tb_b fN] T CNX NQNKU Tb_b fN] T
 Z R] fNQNVONd NQNaQNX OVNCRXR_WaN]] N QN] abN] \ _N] T WY&; b_b UNb`
 Z RZ WVVXR] RXN] WTXb[TN] QN] `RPN] aRb` Z R] Rb` CR_QVxb` VQR] TN
 aRZ N] `RWN] Na QNYZ Z RZ RPNUXN]] R] `NN]] R] QOQXN &; b_b fN] T aQNX
 CR_VaR_NX V QR] TN] CNX QR] TN] WTXb[TN] QVNXV VaQNX NXN] CR_UN Wb
 GR _N] T Tb_b UNb` `NQ_N ONd N VaR_NX V Tb_b QR] TN] `Vd N UNb` QWxbXN]
 NIN_aR_PV aN] bN] N NCRXW fN] T UN] TN] QN] UNZ \ [V&

+&? V_R_WTb_b CR`RaSVXN V] R] QOQXQaV Wb QN_VX\ Z] RaR` V] _ SR V[N&
 ? V_R_WTb_b QN_V` RIV X\ Z] RaR` V] _ SR V[NYZ RY] baV] R] TbN N] Z NR_V
] RZ CRXW] N] `RPN] YN] QN] Z R] QNYZ fN] T Z RZ b[TXV XN] Z RZ OZ OVT
] R RaN QOQX Z RZ R] bUV` aN] QN] X\ Z] RaR` V fN] T QMaN XN] QNYZ GaN] QN]
 BN V[NYDR] QOQXN &; b_b UNb` Z RZ NUNZ VQN] Z R] TbN NVZ NR_VNM] fN] T
 NQNQNYZ Xb_Wb`bZ \$ Z RZ NUNZ V a_bXb` \$ X[`R] QN] Z Ra] QR_XRvZ bN] fN] T
 fN] T `R bNVQR] TN] Z NR_VNM] \$ Z RZ NUNZ V Ucb[TN] X[`R] Z NaN] RYWN] N]
 aR_XNa QN] Z R] R] N] XN] X[`R] %X[`R] XRvZ bN] QNYZ XRUCb] N] `RUN_VbN_V&
 GRXW] Vb\$ Tb_b WTN UNb` Z R] TbN NVY] TXNU`N] TXNU] R] RYWN] \$ QN] XNW]
 X_VV b[abXZ RZ] R_QNYZ] R] TRaUbN] QN] Z NR_VOQN] T` abQVfN] T QWVXN]
 XR] NQN] R RaN QOQX&

, &? V_R_WTb_b CR`RaSVXN V] R] QOQXQaV Wb QN_VX\ Z] RaR` VXR] _CNQW] &
 ? V_R_WTb_b QaV Wb QN_VX\ Z] RaR` VXR] _CNQW] ONd NTb_b fN] T Z R] TbN NV
 X\ Z] RaR` VXR] _CNQW] NQNKU `R _N] T Tb_b fN] T Z RZ] b[fNV XR] _CNQW]
 fN] T Z N] aN] \$` aNOVb CRd N N \$ N_V\$ QN] CR_d VONd N \$ Z R] WQVaRYQN] ONTV] R RaN
 QOQX\$ QN] CR_NUXK Z b WY&? \ Z] RaR` V XR] _CNQW] NXN] Z R] b[WXXN]
 XRZ NZ] bN] Tb_b QNYZ CR` WN] \$ CR_aV QNX QN] CR] R_WVxb fN] T `N] ab[QNYZ
 XRUCb] N] `RUN_VbN_V&< NYfN] T] NY] T baZ N QNYZ XR] _CNQW] Tb_b NQNKU

*

OR_NXUYX Z b YW\$`RUVTIN[N aVfN`R_ N T Tb_b QN Na Z Rf WQVP\ [a U f N T
ONTV] R R_aN QOQW f N&GRPN` V TXNa OR_Wba `XRZ N XR_N TXN CR_SXV QNYZ
] Rf RYWV V Z



)& ? \ Z] RaR ` V] RQNI \ TVX
 *& ? \ Z] RaR ` VXR] _ONQW
 +& ? \ Z] RaR ` V \ ` WY
 , & ? \ Z] RaR ` VD \ SR V [NY

; NZ ON_) &? RN TXNOR SXV XV_R_W Tb_b CR`RaVXNV] Rf QOQW

BAB III METODOLOGI PENELITIAN

A. Tempat dan Waktu Penelitian

1. Tempat Penelitian

HRZ] Na] R RYAW Z Rb] NN UNYf N T] R aVT QNYZ `bNb] R RYAW \$QV aRZ] Na] R RYAW V YU QVR\ YU QNa fN T XRZ bQW QV YU Z R WQV S Z N & DR RYAW V V QYX N NN QV GAD BRIR_V* ; NNX fN T CR_NYZ Na QV >NN H_N T N \$; NNX GbX UNW&DR bY Z RZ WUGAD BRIR_V* ; NNX` RONIN VY XN V] R RYAW XNR N CRBZ] R] NU NN] R RYAW `Rb] N fN T QYX N NN QV `RX YU V &

2. Waktu Penelitian

DR bY Z R R PN NN] RYX N NN] R RYAW QN VCbY : RO_bNV*() `NZ] NV >bY*() & K N ab V V Z RY baV XRI W aN] R ` W N ` NZ] NV] R f b` b [N YN \ _ N] R RYAW \$QR TN WQI NY RONIMOR Wba2 HNCRY) & NQI NDRYX N NN ? RI W aN 8 NYZ DR RYAW

>R V XRI W aN	HNb [*()						
	>N	: RO	A N	5] _	ARV	>b [	>bY
) &DR ` W N] R RYAW							
%DR TN W N WQbY							
%DR f b` b [N] _] \ ` NY							
%AV DR RYAW							
* &DRYX N NN] R RYAW							
%DR TbZ] bY QNa							
%5 [NY N QNa							
+ &DR f b` b [N @N \ _ N							

B. Bentuk dan Strategi Penelitian

) & 6 R abX DR RYAW

DR RYAW V V Z R TTb[NXN CR abX] R RYAW QR X\YaS XbNYANAS& A Ra QR fN T QMb[NXN NQNNU Z Ra QR] R RYAW XbNYANAS& A Ra QR XbNYANAS QMb[NXN XNR N Z Ra QR V V YOWU] RXN QN YOWU QN Na Z R f R bNXN QVV QR TN CN fNX] R NMZ N] R TNbU OR NZ NQN aR UNQN] \ Y% \ YN [VVf N T QUNQN V & " @Ref > A \ Y [T & ((, # & Gb Nb] R Z N N NUN QNYZ] R RYAW] R Y QXNW RPN QR aNYQN YR TXN & C YU XNR N Vb \$ QYR YXN ` bNb] R QRXN] R Z N N NUN Z RNb VOR abX] R RYAW f N T aR N & 5 QN aVIN CR abX] R QRXN f N T QMb[NXN QNYZ ` bNb] R RYAW f Nb 2 XbNYANAS \$ XbN aVNAS QN X Z O V N V QW aN X R Qb N f N & DR QRXN % R QRXN aR ` R Cba Z R Z] b [f N V QN N SV ` \ SV f N T OR CR QV CR QN & GRaW] R QRXN Z R Z] b [f N V X [` R XbR ` V aR UNQN] RYX N N N aR X V] R RYAW &

6 R QN N XN abWN] R RYAW QN] R b Z b ` N Z N N NUN f N T QXNW \$ Z NXN] R RYAW V V Z R TTb[NXN CR abX] R RYAW XbNYANAS & 6 \ TQN QN HN Y _ ") 1 / - # ` R R a V f N T QWbaY \ YRU @Ref > & A \ Y [T " * ((, 2 , # CR] R QN Na CN d N i A Ra Q Y TV XbNYANAS ` R CNIV] \ ` R Cb _] R RYAW f N T Z R TUN V XN QN QR X\YaS CR b] N X N a % N N a R ab W N N b YN QN V \ _ N T % _ N T N a N b] R V X b f N T QWZ NaY & GRQ TXN Z R b _ ba ? V X QN Z VWR _ ") 10 . # ` R R a V QWbaY \ YRU NUW f N T ` NZ N " * ((, 2 , # Z R TN N N N CN d N i DR RYAW XbNYANAS NQNNU a N QVV a R a R ab QNYZ VZ b] R TRa Nb N ` ` WYf N T ` RPN NS b [QNZ R a NY CR TN ab [T] NQN] R TNZ NaN] NQN Z N b ` WQN XN i N N [f N ` R QVVQN CR Ub Cb [TN \ _ N T % _ N T aR ` R Cba QNYZ CN L N N f N QN QNYZ] R V a V KUN [f N & ? R Z b QW Z R b _ ba 8 R g V QN @ V P Y _ ") 10 / # ` R R a V QWbaY \ YRU NUW f N T ` NZ N Z R QRS V V XN CN d N i] R RYAW XbNYANAS NQNNU] R RYAW f N T Z R TTb[NXN Y a N NYZ WUS QR TN Z N X b Q Z R NS V XN SR \ Z R N f N T aR W QV QN QW Xb XN QR TN WY Z R YON a XN CR CN IV Z Ra QR f N T N QN &

HbTN] R RYAW QNYZ] R RYAW XbNYANAS Z R b _ ba < & Gba] \ " * ((* 2 + # f Nb Z R TINZ CN XN NaN Z R W X XN aR a N T ` Vb N V f N T ` R CR N [f N b [abX Z R Q X b [T] R f NW QN N QN V Y N N TN & DR QRXN XbNYANAS V V Z R YW baV] NQN

YaN_CRYXN T VZ WUQN V QeVb NaB _TN VN VXRQNYZ cN_WORYNaB UY\ aR V\$
aRaJ V RONTW ONTW QN_VXRb abUN NaB XR Rb_bUN &

8 N_VXNWY aR aN T QRSV VVQRSV VVaR`RCba QN Na QVZ] bYN ONLd N
]R RYWY XbNYNaS NQNYU `bNb]R RYWY fN T QVXbXN b[abX Z RZ NUNZ V
`bNb SR\ ZR N aR aN T N N fN T QWYZ V \ YU `bOfRX]R RYWY Z RYbav
]R_VXb\$]R`R] ` \$aV QMN fN T `VN fNU WVaXQN [Nb_NVaX&

*&Ca NRIVDRI RYWY

8 NYZ]R RYWY XbNYNaS NQN + CR abX `a_NRIV fNb RX] Y_NaSS
RX] Y NaS QN QR X_YaS&DR RYWY RX] Y_NaS fNb]R RYWY fN T CR_abWN
b[abXZ R RZ bXN UNUNYfN T CRbZ CN fNK QXNW&DR RYWY RX] Y NaS fNb
]R RYWY fN T CR_abWN Z R WYXN `bNb]RIN TN'] Na XN b[abX] RZ CbXaW
`bNb]R QN Na& DR RYWY QR X_YaS fNb]R RYWY fN T CR_abWN
Z R TTNZ ONXN QNCR TN XNa%NaN b_NWY QN]R WYXN &

Ga_NRIV]R RYWY V VZ R TNPb]NQN]R RYWY QR X_YaS&DR RYWY V V
QW_NUXN]NQN X [QVVN Y fN\$ NaV fN aQX NQN_RXN.NN]NQN QN NaB QaN
QOW_XN `R bNVQR TN N Y fNQVY N TN &A R b_ba GVI G "*") 2 1#]R RYWY
QR X_YaS QW_aWY `RONINCR_Xba2

DR RYWY QR X_YaS NQNYU]R RYWY fN T CR_abWN b[abX
Z R QN NaXN V S_Z N VZ R TR NVSR\ Z R N SR\ Z R N NaB `VbN V fN T NxbNY
NaB fN T NQN]NQN`Na]R RYWY CR_Y T b[T&

A Ra QR QR X_YaS QNYZ]RYXN NN [fN aQX UN fN aR_ONaN]NQN
]R TbZ] bY QN]R fb`b[N QNa `NM aRaJ V WTN Z R TN NYV QN
Z R TV aR]_Ra V XN QNaR`RCba&8 N_VXNWY QRSV VVaR`RCba QN Na QVZ] bYN
ONLd N]R RYWY XbNYNaS NQNYU]R RYWY fN T QVXN NXN b[abXZ R TRaUbV
NaB Z RZ NUNZ V SR\ Z R N aR aN T N N fN T QWYZ V \ YU `bOfRX]R RYWY &
DR RYWY V VZ R_b]NXN]R RYWY]R RYWY QR X_YaS XbNYNaS fN T NXN
Z R QX_V`XN XV R_WTb_b CR`RaSVXN V]R QQX QVGA DBRIR_V* ; NaX&

C. Sumber Data

8 NnNQNYU`RINNY SNaN QN N TXNfN T QN Na QWNQXN ONLN b[abX ZRf b`b[VS_ZN\$`RQN TXN VS_ZNVNQNYU UNW]R T YLN QNaN fN T QMb[NN b[abX `bNb XRjR_YN &ARj_b_ba @SYQ QN @SYQ `RONINZ N N fN T QWbaY \YU @Ref >&A\Y [T *((, 2/ # \$ i GbZ OR_ QNaN baNZ N QNYZ]RjRYWY XbNMaS WYU XNMaNQN aVQNN `RROU fNNNQNYU QNaNaZ ONLN `RjRaVQ XbZRj QN YW%Wj &5_aVfN`bZ OR_ QNaN QNYZ]RjRYWY XbNMaS NQNYU Z N b`W\$aVTXNU YW\$Q XbZRj `RaNCrj Q%rj QNYW &5 QN b[`bZ OR_% `bZ OR_fN T QMb[NN b[abXZRj]Rj YU QNaN QNYZ]RjRYWY VVNQNYU

)&f.S_ZN

ARj_b_ba < &Gba] \ *(((*2 (# VS_ZN "[NNbZ OR# NQNYU VQcVQb fN T ZRZ WYVS_ZN Wi 8 NYZ]RjRYWY XbNMaS] \ `VVbZ OR_ QNaNZ N b`W "[NNbZ OR# `N TNa]Rj aVT f S_ZN NQNYU `RR_N T fN T QVj QN T ZRj TRNbV]R_Z N NYLN fN T `RQN T QXNWQNYZ]RjRYWY QN ORRQW b[abX ZRZ OR_WN VS_ZNV]NQ]RjRYW&f.S_ZN QVVVZRY/baVTb_b CR`RaSWNa]Rj QOXQVGA DBRIR_V* ; NaNSQN XRj NY`RX YU&

*&8 \ XbZRj QN 5 `V

8 \ XbZRj ZR_b] NN `bZ OR_ QNaNaZ ONLN fN T OR_b] NPNaNN %PNNaN aR_abW&8 \ XbZRj fN T QMb[NN QNYZ]RjRYWY VVNQNYU Q XbZRj fN T CR_LbCb[TN QRj TN \ CfRX]RjRYWY \$ QN Na CR_b] N YN _N \$ PNaNN V`aN V aR_XN&&

D. Teknik Sampling

GNZ]RYNQNYU`RONIW NaNb dNXVQNV] \] bYVfN T QV WU&HRX W `NZ] W T fN T QMb[NN b[abXZRj fRjRj VQN ZRZ S Xb`XN]R_Z N NYLN NIN]RZ WYU YROU ZRj TNj]NQ abWN]RjRYWY &DRj TNZ OWN `NZ]RY QNYZ]RjRYWY VVZ Rj Ttb[NN aRX W *purposive sampling* " NZ]RYCR_abWN # \$ fNaB PN]Rj TNZ OWN `NZ]RYQZ N N`NZ]RYfN T QWZ OYQVR bNXN QRj TN abWN]RjRYWY &HRX W V VQWYbXN QRj TN PNjZRj TNZ OY bCfRXCbXN QONNXN

+))

NiN `a_NiN\$ _N Q Z NiNb QR_NU aRaN VQQN_NXN NiN NQN fN abWN aR_aR ab&
8 R_ TN_ PNN V V QUNN_XN]R_ RYV QN Na Z RZ WU V S_ ZN_ fN T QW_ TIN
Z R_ TRaUbVZ NNNU `RPN_Z R_ QNYZ QN_ QJR_PFN_Z R_ WQV`bZ OR_ QaN fN T
R R_ R_ aNv&

E. Teknik Pengumpulan Data

HRX_ X]R_ TbZ]bY_ QaN Z Rb] NN_ PN_NPN fN T QNR_]bU b[abX
Z RZ]R_ YU QaN fN T QJR_YXN_ QNYZ `bNb]R_ RYV_ QR_ TN_ Z R_ Ttb[NN_
`bNb NNaR_aR ab&HRX_ X]R_ TbZ]bY_ QaN fN T QNb[NN_ QNYZ]R_ RYV_ V V
NQNYU2

) &CO R_cNV

BNbaV[") 100# QNYZ GbTV[\ \ "*(. 2 +)(# Z R_ fN_NN_ CNUd \$
i \ O R_cNVNQNYU QNN `RZ bN VZ b]R_ TRaUbN_ & DNN VZ bd N_ UN_ fN QN Na
CRXR_W OR_QN_NXN_ QNi\$ fNb SNaN Z R_ TR_ NVQb[WXR_ fN_NN_ fN T QJR_ YU
Z RYV bNb \ O R_cN &

A R_ b_ba @Ref >&A \ Y_ [T "*(((2) * . #]R_ TNZ NiN NiNb \ O R_cNVQNi Na
QXXN VXXN VXi NiN]R_ TNZ NiN aR_CbXN QN_]R_ TNZ NiN aR_abab] &DR_ TNZ NiN
aR_CbXNQNNU]R_ TNZ NiN QZ N_ N]R_ RYV RPN_NaR_CbXNQXRaUbV \ YU `bOf RX
QN `RONYX_ fN]NN `bOf RX QR_ TN_ `bXNRYN Z RZ OR_WN_ XR RZ]NiN_ XR_ NQN
]R_ RYVb[abXZ R_ TNZ NiV] R_VaV NfN T aR_WQVGRQN TXN_]R_ TNZ NiN aR_abab] \$
]R_ RYV CR_]R_ NVQ_ Z R_ TNQXN_]R_ TNZ NiN aN]N QXRaUbV \ YU `bOf RX &
>R_ V]R_ TNZ NiN QNYZ]R_ RYV_ V V NQNNU]R_ TNZ NiN aR_CbXN &DR_ RYV RPN_N
R Z VZ RZ V aN WY XR NQN YZ CNTN aR_XNa b[abX Z R_ TNQXN_]R_ RYV_ \$ QNYZ
UNY V V NQNNU W_ V]R_ PRaNN_ \$ QR_ TN_ `R_ R_ TRaUbN_ Z N_NN_ QN_]NN
XNfNiN &

* &K NiN PN_N

A R_ b_ba @Ref > A \ Y_ [T "*((/ 2) 0 . # \$ i K NiN PN_NQNNU]R_PNXN N
QR_ TN_ Z NX bQaR_aR ab\$ RQN TXN < & &Ga \ \ "*((*2- 0# OR_]R_ QN Na CNUd N2
i HbWN_ baZ N Z RYXbXN_ d NiN PN_N NQNNU b[abX Z R_ fN_NN_ X
X[`a V V `Na `RXN T_ QNYZ `bNb_ X[aRX `Z R_ TR_ NV] NN]_ VQV \$
NNaV N \$ \ _TN_ VN \$]R_ NN \$ Z \ aN \$ aN TIN N_ NiNb]R_ R_ ` \$ aV TXNa

Q\ QR\ abX XR\ YON\ Q\ `RONIN\ fN\$ b[abX Z R\RX\ [`a_bX VOR_NINZ
 UNY `R] R_aV Vb `RONIN\ ONIV\ Q\ V]R\ TNYZ\ N\ Z NN YZ]Nb Q\
 Z RZ] \ fRX W\ UN\ NYVb Q\X\X\ QR\ TN\ UN\ N\ fNT OVN aR\ WQV
 QVZ NNfN\ T N\ Q\ N\ T&

+&8 \ XbZ R\ aNV

HR\ X Q XbZ R\ aNV Z R_b] N\ aR\ X]R\ TbZ] bY\ Q\ N\ fNT
 Q\X\X\ QR\ TN\ P\ N\ Z R\ TXN\ W\X\ W\ ON\ %ON\ aR\ abW\ fNT
 QR\ UbCb[TN\ QR\ TN\ Z NN\U]R\ RY\W\ & A R\ b_ba < & & Gb\]\ "*((*2 1#
 i8 \ XbZ R\ aR\ abW\ Q\ N\ V\ Z R_b] N\ `bZ OR\ Q\ N\ fNT `R\ V\ T Z RZ W\X\]\ `V
]R\ aV\ T Q\ NYZ]R\ RY\W\ XbN\ N\ & 8 \ XbZ R\ aNV Z R_b] N\ P\ N\ fNT
 Q\ Mb\ N\ b[abX Z RZ] R\ YU Q\ N\ fNT a\ Q\X Q\ Q\ N\ X\ Q\ V\ O R_c NV Q\
 d N\ N\ P\ N\ &

F. Validitas Data

J NYQ\N Q\ N\ N\ TN\ Q\ R\ B\X\ Q\ NYZ OR\ ONIV\]R\ RY\W\ \$ aR\ Z N bX
 W\ N\]R\ RY\W\ XbN\ N\ & 8 N\ N\ fNT Q\ R\ YU `RYZ\ N\ \ `R]R\ RY\W\ N\ Q\ W
 XRZ ONV QR\ TN\ Z RY\X\X\]R\ TbW\ cNYQ\N Q\ N\ Z RY\B\ V]R\ TTb[N\
 a\ W\ TTb\ Y\ VQ\ N\ &

H\ W\ TTb\ Y\ V Q\ N\ fN\ b aR\ U\ X]R\ Z R\ X\ N\ X\ R\ O\ N\ Q\ N\ fNT
 Z RZ\ N\ S\ N\ X\ `R\ b\ N\ b\ fNT Y\ W\ Q\ V\ N\ Q\ N\ V\ b[abX XR\ R\ Y\ N\]R\ TR\ PR\ X\ N\ N\ b
 `RONIN\]RZ ON\ Q\ V\ T aR\ UN\ Q\ Q\ N\ V\ b\ @\ R\ e\ f > A \ R\ [T\$*((, 2++ (#&

A R\ b_ba D\ N\ a[") 10, # `R] R_aV fNT Q\ W\ b\ aV < & & Gb\]\ "*((*2 0#
 Z RZ OR\ Q\ N\ N\ Q\ N\ RZ] N\ Z N\ P\ N\ aR\ X\ W\ a\ W\ TTb\ Y\ V fN\ b2

) & H\ W\ TTb\ Y\ V G\ b\ Z OR\

7 NN V\ V\ Z R\ T\ N\ N\ X\]R\ RY\ V\ N\ I\ N\ Q\ NYZ]R\ TbZ] bY\ Q\ N\ \$
]R\ RY\ V\ d\ N\ W\ Z R\ TTb[N\ X\ OR\ N\ I\ N\ `bZ OR\ Q\ N\ fNT aR\ R\ Q\ W\ &
 5 _a\ V\ f\ N\ \$ Q\ N\ fNT `N\ Z\ N\ N\ `R\ W\ V\ N\ X\ Y\ O\ U\ Z\ N\ a\ X\ R\ O\ R\ N\ N\ [f\ N
 O\ V\ N\ Q\ M\ N\ V\ Q\ V\ O\ R\ O\ R\ N\ N\ `bZ OR\ fNT OR\ OR\ Q\ &

* & H\ W\ TTb\ Y\ V A\ R\ a\ QR

>R\ V H\ W\ TTb\ Y\ V V\ V\ Q\ N\ N\ a Q\ X\ X\ X\ \ YU `R\ _N\ T]R\ RY\ V
 QR\ TN\ Z R\ TbZ] bY\ Q\ N\ `R\ W\ V aR\ N\ V Z R\ TTb[N\ X\ aR\ X\ W\ N\ b
 Z R\ a\ QR\ fNT OR\ OR\ Q\ N\ & 8 NYZ a\ W\ TTb\ Y\ V fNT Z R\ a\ QR\ Q\ V\ X\ X\ X\ N
 N\ Q\ N\ U\]R\ TTb[N\ Z R\ a\ QR\]R\ TbZ] bY\ Q\ N\ fNT OR\ OR\ Q\ N\ Q\ N
 O\ U\ X\ X\ Y\ O\ U\ W\ X\ Q\ W\ N\ X\ X\ Z R\ T\ N\ N\ U\]N\ Q\ N\ fNT `N\ Z\ N\ b[abX
 Z R\ Tb\ W\ X\ R\ Z\ N\ a\ N\ V\ S\ `Z\ N\ V\ f\ N\ &

+&H_W] TTb YN VDR] RYAV
 H_W] TTb YN V] R] RYAVNQNYU UN W] R] RYAV] ONK QNN Z Nb] b[
 `V] bY] Z R] TR] NVONTW] aR_aR] ab Nnb] b[XR RB_bUN] [fNOVNQW
 cNYQAN] [fNQNVOROR_N] N] R] RYAV
 , &H_W] TTb YN VHR] _V
 H_W] TTb YN VaR] _VQWxbXN] \ YU] R] RYAVQR] TN] Z R] TTb[NN
] R_] RxaS YROU QNV Nb aR] _VQNYZ Z RZ ONUN] RZ NNYUN] fN T
 QWNV& 8 N_V OROR_N] N] R_] RxaS aR] _V aR] `Rba NN] QYR] YU
] N QN TN] fN T YROU YR TXN] \$ aQNK UN] fN `R] VNK `RUPTIN OVN
 QW NYV QN QAN`V] `Z] bY] fN T YROU babUQN] Z R] f RB_bU&

>R] V a_W] TTb YN V fN T QMb[NN] b[abX Z R] PN] NV cNYQAN QNYZ
] R] RYAV] V V NQNYU a_W] TTb YN V `bZ OR\$ QZ N] N] R] RYAV Z R] TbZ] bYXN
 VS_Z NVQN_VOROR_N] [NNbZ OR_ fN T OR_ORQ&DR] RYAVWIN Z R] TTb[NN
 a_W] TTb YN VZ Ra QR QNYZ] R] RYAV] V \$ QZ N] N] R] bW Z R] TbZ] bYXN QAN
 `RW] V aRaN] VZ R] TTb[NN] Z Ra QR fN T OR_ORQ&

G. Teknik Analisis Data

HRX] V N NYV QAN fN T QMb[NN] b[abX Z R] TN] NYV QAN NQNYU
 N] NYV QANZ \ QRYV aR] NxaSQR] TN] X] Z] \] R] [fNfNb 2

) &DR] TbZ] bY] 8 NaN

@N TXNU] R] TbZ] bY] QAN V V R bNVQR] TN] aRX] W] R] TbZ] bY] QAN\$
 fNb Z RY] baVd Ni N PN] \$ \ O R_c N \$ Q XbZ R] aN VQN XbR V [R &DR] TbZ] bY]
 QAN QWxbXN] N NOVN QAN QAN fN T QYR] bXN] aRYU Z RZ NQV QNYZ
] R] TNZ OVN] XR] bab`N &

* &FRQbX V8 NN

D] `R `RRX \$] RZ S Xb`N \$QN Z R] TNZ OYQAN fN T QN Na QW YU YROU
 YN Wab[abX QVNWKN] `RONINWUN WY] \ _N] &8 R] TN] _RQbX VQAN \$ QAN XbNYAN \$
 QN Na QYRQR_UN] NXN] QN] QAN `S_Z N VKN] QNYZ OR_ONINVPN] \$ `R] RaV RYX V
 XRaN \$ _YTXN N] QN] Z R] TT] Y [TXN] QNYZ `Nb] \ YN fN T YROU bN &< NY V V
 QN Na Z RZ ON] ab] R] N_VN] XR VZ] bY]] NQNNXUV] R] fb`b[N] YN \ _N]] R] RYAV] &

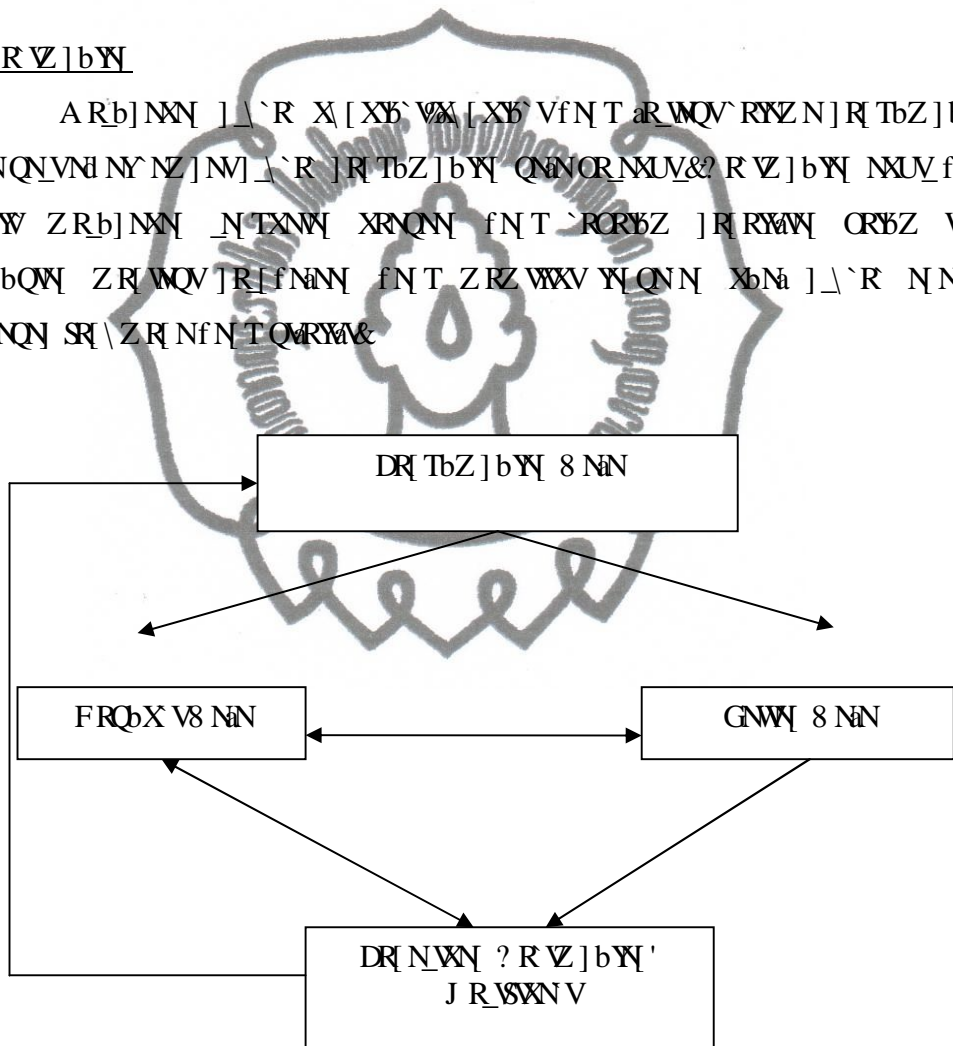
+

+&DR fNW 8 Nn

GbNb XRTWn ZR T\ _TN VN Wn V S\ ZNV`RPN`VaZNv fNT
ZRB[TXV XN XR V] bY _VRa QN Na QWbXN &8 NvZ] R fNW QnN] R RVAV
Nn YROU ZbQU ZRZLNZVN fNT `RQNT aR_WQV QN Nn fNT UNb`
QWbXN YROU WbU ZR TN NVNZR TNZ OW aV QWn CR_QNNXN Nn
] RZLNZn fNT QCN Na QN_V] R fNW QnN&

, & R V] bY

ARb]Nn] \ `R X[Xb` Wn [Xb` V fNT aR_WQV RVZN] R TbZ] bY
QnNQNVn NY NZ] N] \ `R] R TbZ] bY QnNCR_NUV& R V] bY NUV fNT
QbV ZRb]Nn _N TXW XRQn fNT `RCRbZ] R RVAV CRbZ Wn
XRZbQW ZR WQV] R] fNn fNT ZRZ Wv Y QN XbNa] \ `R N NVV
aR_UNQ SR \ ZR NfNT QWV&



; NZ ON * &GXRZ N = aR_NPaVRA \ QRY \ S5 [NY` V "5 [NVV Z \ QRYV aR_NX W

AR b_baA WR QN < bCR_ZN

GbZ CR_2 < & &Gb] \ "*((*2l. #

H. Prosedur Penelitian

DR₁ RY_W Ψ V QY_X N_N Z RY_B V QR_R N_N a_N N_N \$ f_N b_a N_N
] R_W N_N \$] R_T Z_] b_Y Q_N \$ Q_N N_N N_V V Q_N N_N Q_N] R_f b_^ b_[N_N Y_N \ N_N
] R₁ RY_W & 5 Q_N b_[] \ ` R_Q b_]] R₁ RY_W N_N N_Y U_^ R_O N_I N_W R_W a₂

) & H_N N_N] R_W N_N

H_N N_N % a_N N_N] N_Q N_N] R_W N_N Z RY_W b_a 2

N# A R_f b_^ b_[] \] \ ` N_N] R₁ RY_W &

O# A R_T b_^ ` V_Y] R₁ RY_W &

P# A R_f b_^ b_[Ψ ` a_b Z_R % W_^ ` a_b Z_R] R_T Z_] b_Y Q_N &

* & H_N N_N DR_T Z_] b_Y 8 N_N

H_N N_N % a_N N_N Q_N Y_Z] R_T Z_] b_Y Q_N N_Z RY_W b_a 2

N# DR_T Z_] b_Y Q_N N_O V_Y N_N T_N Q_R T_N Z RY_B X_N d_N N_N P_N N_N \$

Z RY_B X_N \ O_R c_N \$ Z RY_B X_N d_N N_N P_N N_N Q_N Z R₁ P_N N_N

Q_X b_Z R_N N_b N_^ V_Y &

O# A R_Z O_b N_a P_N N_N Y_N N_T N_N Q_N a_N ` X_V U_N W_d N_N N_N P_N N_N &

P# A R_Z W_U Q_N Z R_N T_X b_Z Q_N N_^ R_b N_V b_Z b_^ N_N a_b W_N

] R₁ RY_W &

+ & H_N N_N 5 [N_V V 8 N_N

H_N N_N % a_N N_N N_N N_V V Q_N N_Z RY_W b_a 2

N# A R₁ R₁ a_b X_N a_R X₁ V_N N_N V_V Q_N N_f N_T a_R] N_a ` R_b N_V Q_R N_Y

] R₁ RY_W f_N T Z RY_W b_a V_^ R_Q b_X V_Q N_a \$] R_f N_W Q_N N_N Q_N

] R_N W_N X_R V_] b_Y &

O# A R_T R_Z Q_N T_X N_^ N_W Q_N N_Q R_T N_N N_N V_V Y_N W_a X_R Z_b Q_W N_N

Q_O N_Q V_T X_N Q_R T_N a_R Z_b N_N Y_N N_T N_N &

P# 8 N_N f_N T Q_Y R_^ Y_U ` R_b N_V V_a R_^ ` V_N X_R O_b a_b U_N ` R_Y W_a f_N

Q_Y X_b X_N] \ ` R_^ c_R W_X N_V Q_N] R_T N_N N_N Q_R T_N

Z R_T X_] [` b_Y N_W N_N Q_R T_N Q_^ R_] R_Z O_Z O_Y T_^ &

O# A R_Z O_b N_a ` V_] b_Y N_X U_V ` R_b N_V Q_R T_N U_N W_^ \ O_R c_N V_Q V

Y_N N_T N_N &

+

, &HNUN DR fb`b[N @N_N DR RYW

HNUN %NLN]NQN]R fb`b[N YN_N]R RYW VVZ RYbaZ

N# DR fb`b[N YN_N Ni N&

Q# AR V Wb YN_N fNT aRYU QVb`b[QR TN Q`R
]RZ OZ OYT&

P# AR XbXN]R ONXN `R bNW UN W QVXb`V QR TN Q`R
]RZ OZ OYT&

Q# DR fb`b[N YN_N MUV&



BAB IV
HASIL PENELITIAN

A. Deskripsi Lokasi Penelitian

) & @ XN VDR RY W

@ XN V] R RY W NQNYU GA D BRIR_V* ; NNX\$ fN T CR_NYZ Na QV
>NY H_N T N \$? RPZ Na ; NNX\$ GbX UNW\$ >N NHR TN&@N aN NU GA D
BRIR_V* ; NNX` RCR_N) 0&1(Z * QN / YN ` RY_bUCN Tb[N QVGA D BRIR_V*
; NNX` RCR_N , &) 1 Z * &6 MN GA D BRIR_V* ; NNXNQNYU` RONINWOR_Wba2
N&GRORYUbaN_NOR_ONN N QR TN WY XNZ] b[T
O&GRORYUaZ_b_CR_ONN N QR TN WY XNZ] b[T QN] RbZ NU d N TN
P&GRORYU RYaN OR_ONN N QR TN G8 B H_N T N +
Q&GRORYUON_NaCR_ONN N QR TN WY XNZ] b[T QN] RbZ NU d N TN
*&GRW_NUOR_QVYfNGA D [RIR_V ; NNX

DNQNaLb[) 10, Z Rb] NXN NI NYOR_QVYfNGA D BRIR_V* ; NNX&
DNQ` Na Vb QVQR NH_N T N NQN, G8 \$ XRZ bQW NQNTIN N QNVXR] NN
QR N` RfZ] Na b[abX Z R QVW GA D QVXN N QR NH_N T N &; NIN N
XR] NN QR NaR` RCba QV b` fNi N_NUXN QR TN N TT aN @? A 8 fN T XRbNV
\ YU ON NX DNZ N \$ 65 & ? RZ bQW] NQN aLb[) 10- aRYU Z R QN Na
] R` RbW QNV8 V N DR QQVX &? RfW CRNW Z R TNW QV bYVaLb[
] RYWN) 10-') 10. &6 R_Wba V V [NZ N%NZ N] RWN ? R] NY GRX YU ` RMX
OR_QVYfNGA DB * ; NNX` NZ N NV RXN N T2
HNRY* &8 NaN_DRWN ? R] NYGRX YUGA D BRIR_V* ; NNX

Table with 3 columns: B\, BNZ N? R] NYGRX YU, ANN>NONN. Rows contain various symbols and alphanumeric strings.

+& V\$A VVQN abWN GADBRIR +/ X

N&J VV

I [TTbYQNYZ]_R aNVQN X[Z] RaW\$CR_QN_N_XN VZ_N QN aNd N

Q&A VV

)#A RYX_N_NXN]_`R CRYNM_ZR_TNM_fNT RSRxa\$ QN RSVR
CR_QN_N_XN X[`R] CRYNM_ab[aN Z RYbV]_T_NZ]R_TNM_N_RZ RQWY
QN]R_TN_NN QR_TN_ZR_T] aZ_NXN `Rb_UV] ba&

*#A R_VTXN_XN `RZ_N_TN_Xb[TTbY `RPN_N_VaR `V\$ XR_NQN `Rb_U
d_NTN`RX`YU`R_bNVQR_TN]\ aR `Vf_N_T_QZ WXX&

+#A R_VTXN_XN_XRZ_N_N_QN_XRaNd_NN_d_NTN`RX`YUZ_RYb_VCPNab_Y
5`E_b_hN &

,#A R_VTXN_XN`CbQN`N`QVY`Y`QN`aNTTb[T`Wb`NO`QNYZ`XRUCb]N
`RX`YU`

-#A R_VTXN_XN_ZN`NRZR]NaVVNa\$CR_TN_ZRYCN_XN_d_NTN`RX`YU&

P&HbWN

D\T_NZ XR_W`RX`YU`V`QVb`b[QR_TN`abWN`b[abXZ

)#A RZ_CR_VN_NN_QN`YQ`QN` \]R_N_V[NYXR_W`NZ_N]R` \ [Y`RX`YU&

*#A RZ_CR_VQ_\ [TN`QN`Z \ aE`N`VONIV]R`TRZ`QN`XR_W`fNT`YOW`ONX
b[abXZN`NfNT`N`QN`T`QNYZ`_N`TXN]R`V`TXN`]_`SR`V[NVZ`R
XR_W&

+#A R_b[W`T]RXX_N`NN`Xb`Wb`bZ`GAD`aNb[*((, b[abX`ZR`PN`NV
abWN]R`Q`Q`X`N`GAD`Q`NYZ`ZR`b[W`T`abWN`DR`Q`Q`X`N`BN`V[N&

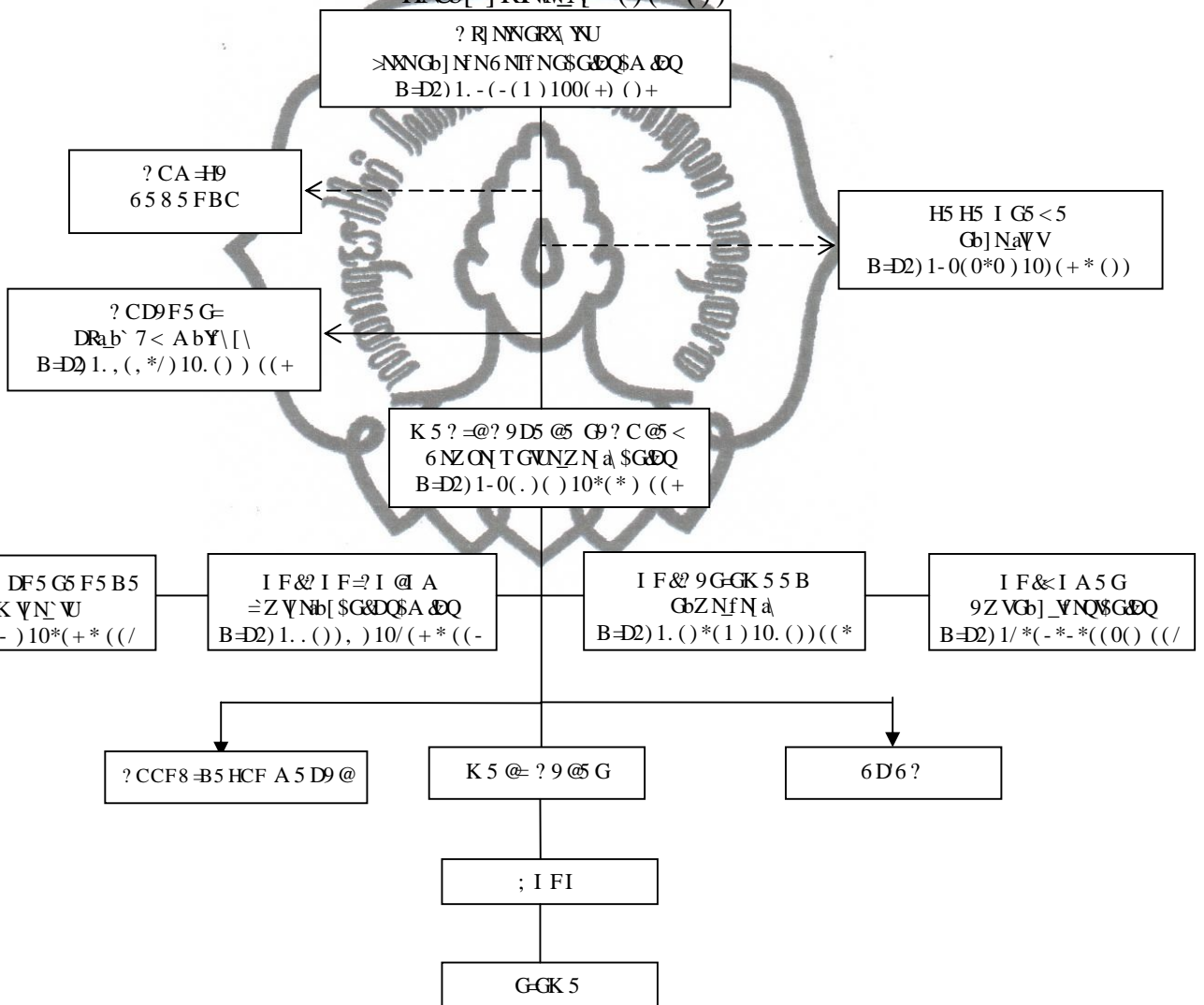
,#GRONTIV`a`Y`X`b`Xb`_XROR_UN`WY`XR`Q`X`OR`UN`WY`Q`NYZ`ZR`TR`Y`Y
`RX`YU`RYZ`N`Nb`aNb[]RYW`N`&

-#A R`TR`Nb`V]R`Z`N`N`X`N`%R`Z`N`N`X`N`f`NT`a`Z`Cb`Y`R`V`T`a`Z`Cb`Y`QV
`RX`YU`ZR`W`QV`UN`Z`CN`N`\$`a`N`a`N`TN`\$`N`PN`Z`N`QN`TN`TTb`N
]R`TR`Z`ON`TN``RX`YU&

, &Ga_bXb_C_TN`VN`VGADBRIR`V* ; N`X

G A D B * ; N N X ` N a V V Q V Z] V \ Y U > N N G b] N N 6 N I f N G \$ G D Q \$ A &
 D Q \$ Q N Y Z Z R [W N X N] a b T N [f N ` R O N I W] R Z V Z] V ` R X Y U ? R] N N ` R X Y U
 Q Q N] a b \ Y U ? R] N N H I \$ K N X W ? R] N N G R X Y U " K N N # I _ b ` N _ G N N N
 D _ N N N N \$? R V d N N \$? b _ V b Y Z \$ < b O b [T N _ A N f N N N a ` R a N O R O R _ N b [` b _
 Y N & I [a b X Y O U W N [f N O R _ V b a V V T N Z O N _ ` a b X a b _ \ _ T N V N V G A D B *
 ; N N X 2

G a b X a b _ C _ T N V N V G A D B * ; N N X
 H N b [] R Y W N N * () (' * ())



; N Z O N + G a b X a b _ C _ T N V N V G A D B R I R V * ; N N X
 H N b [] R Y W N N * () (' * ())

, (

- &8 N&N; b_b 6R`Ra&XNaDRl QOQXQVGA D BRIR_V* ; N&X

>bZ YUXR Rb_bUN Tb_b QVGA D BRIR_V* ; N&XNQNU- * Tb_b ONX

DBG ZNb]b[; HH&6R`Wba V VQNS&N Tb_b QR`Ra&XNV]Rl QOQX QVGA D BRIR_V* ; N&X2

HNOY+&8 N&N_BNZN; b_b 6R`Ra&XNVDRl QOQXQVGA D BRIR_V* ; N&X

B\ &	BNZ N	B=D	HNUb[@b` GRa&XNV	>NB_ GRa&XNV
) &	<NfN a \$G&Q	) 1. , (+* ,) 11+(+( (,	*() (	D@,
* &	≡Z VNb[\$A &Q	) 1. . () ,) 100(+* (- -	*((/	D@,
+ &	G_M aNZ \$G&Q	) 1- 1) () +) 10) (+* (( +	*() (	D@,
, &	9Z VGb]_WQ\$G&Q	) 1/ * (- * - * ((0 () ((/	* ((1	D@,
- &	G_VK b_fN a\$G&Q	) 1- / (- (0) 10+(+* ((*	* ((0	D@,
. &	BN VK Nfb[\$G&Q	) 1.) () * () 10+( ) * ( (	* ( ( 0	D@,
/ &	8 _N&A &@Z V a d N&V	) 1- 0 (.) () 10. (+* ((.	* ((0	D@,
0 &	DRa b` 7 UN RYA bY [\ \$G&Q	) 1. , (, */) 10. () ((+	* ((1	D_ a S W
1 &	FRa [\ K V N` V \$G&Q	) 1.) *) -) 10*(+* ((/	* ((1	D@,
) (&	GbZ NfN a	) 1. () * (1) 10. ( ) ( ( *	* ( ) (	D@,
) &	GbTVN a	) 1- / (0 (,) 10) (+) (+	* ((1	D@,
) * &	6NZ ON TGVNZ N a \$G&Q	) 1- 0 (.) () 10*(*) ((+	* ((0	D_ a S W
) + &	GbZ N [N \$G&Q	) 1. + (0 *) 10/ (+) () 0	* ( ) (	D_ a S W
, &	8 _ & b [P \ _	) 1- / 0 (,) /) 10- ( + ) ( +	* ( ) (	D@,
) - &	9QVb b_fN a \$G&Q	) 1- .) ** ,) 10+(,) (()	* ((/	D_ a S W
). &	5 _VGN a	) 1-) (. * -) 10*(+) ((/	* ((1	D@,
) / &	GVMbONQU	) 1- - (,) 0 1/ /) * (()	* ((1	D@,
) 0 &	H_VGbQNZ \$G&Q	) 1. ((- ,) 10. (** ((*	* ((0	D@,
) 1 &	5 PUZ NQ8 WZ NR \$G&Q	) 1-) (.) -) 1/ 0 (+) ((,	* ((/	D_ a S W
* (&	G_V<N [V= V a \$G&Q	) 1. * (, (0) 10, (+* ())	* ((0	D_ a S W
) &	Gb [NQ\$G&Q	) 1- , (0) /) 10+( ) ( ( *	* ( ) (	D@,
** &	AN VO5 ON \$G&Q	) 1. * () + () 10. () * ((*	* ((1	D@,
* + &	GAV: NUZ NU	) 1- /) ()) 10. (+* ((-	* ((1	D_ a S W
, &	8 _N&= [V NU	) 1. -) () +) 11,) ** ((+	* ((0	D@,
* - &	>NNGb] NfN6 NfNG \$G&Q \$A &Q	) 1. - (- (1) 100(+) (+	* ((0	D@,

B. Deskripsi Permasalahan Penelitian

? RIW&N [] Rl TbZ] b Yl QN NQW&X N N&N QRl TN aRX W d Nl N PN NQN

commit to user

\ O R_c N & DRl RY&VZ Rl Ttb [N&N N NNV V V a R_N&a \$ f N&b QRl TN Z Rl QR X_V` VN

,)

QnN aN T aRNU QWbZ] WnN XRZ bQW QVb`b[`RPN` `VaRZ NaV `RUVTIN
Z RZ] RZ bQU] R RYV QNYZ Z R N W XR V] bY & 8 NV UN W d Ni N PN
QVR\ YRUQnN` R bWQR TN _bZ b`N Z N NNU` RONINWCR_Wba2

1. Kinerja guru bersertifikasi pendidik di SMP N 2 Gatak ditinjau dari kompetensi pedagogik

N&DRZ NUZ N d Ni N N NaN Y QN N XR] R QOXN

@N QN N XR] R QOXN Z R b] N N `R bNb fN T Z R QN N V NaN fN T
Z R WQVQN CR_QV fN` bNb] R QOXN & 8 NYZ] R RYV QVY N TN
`RN fNX *(Tb_b Z R W N OQR TN CR N Z N bQ Y QN N] R QOXN \$
`RN TXN - Tb_b CR` R aV N V] R QOX Xb_N T] N N Z QR TN Y QN N
] R QOXN & GRUVTIN Q N Na QVZ] bY N Q N N *(Tb_b Z N Z] b
Z R Z N N V d N N N Q N Y QN N XR] R QOXN QR TN CNX `R bW
QR TN V QX N `R] R aV W N N V S_Z N B \ & i` RONINW R_N T Tb_b
`N N] N N aR aN T Y QN N] R QOXN \$ Y QN N] R QOXN N N N U
`R bNb fN T Z R QN N V CR_QV fN` bNb] R QOXN & @N QN N aR` R Cba
Z R Y baB Y QN` N S Y ` S V \$ Y QN N ` ` V Y TV \$ Y QN N Xb Yb_N Y \$
Y QN N] ` W Y TV \$ Q N Y QN N W W U J \$ ` R N TXN - Tb_b Y W [f N
Z N U CR B Z Z R Z N N V Y QN N] R QOXN `R] R aV W N N V S_Z N
B \ & i wah `N N` R O R N [f N] R] N U QR TN \$ a N V N Na V V B] N Z CN X &

O&DRZ NUZ N aR UNQ] R R aN QOX

DRZ NUZ N aR UNQ] R R aN QOX Z R b] N N `NNU `Nb X Z] R aR `V
] R QN \ TV fN T UNb` QZ W X V Tb_b & G R O X V f N a R Q N Na R Z] Na UN Y f N T
UNb` QY N N Z V Tb_b Q N V] R R aN QOX f N \$ f N Nb a V T X Na X R P R Q N N \$
X R N a V N \$ P N Na S V X Q N] R X R Z Q N TN X T] W S < N Y V V R O N I N Z N N
Q X R Z b X N N * - Tb_b CR` R aV N V] R QOX QVGA D B * ; NaX Q N N
Z R R X N Z R Z N N Z V] R R aN QOX f N Q N V R I N N N] R X `R] R aV W N N
Q N V V S_Z N [\ & . i f N ` R O N I N W ` R_N T Tb_b X N Z V U N b` Z R Z N N Z V
] R R aN QOX f N \$ kan X N Y b] N N Z X N N X R V a X] R R aN QOX W Q V Z b Q U
X R a X N Z R T N W < N Y V V Q V R X b Na] b Y Q R TN] R [f N N N V S_Z N B \ &

,*

** i`N`N`N`TNa]NLZ QR TN]RRaNOQX`N`Nmbak QNVXRQNN
SVV\$XRZ N bN ΨaRXXabNYQN `RONIN`fNj &

P& DRXK N NN]RZ ORYMM N fN TZ R QOQXQN QWY TV

DRZ ORYMM N fN T Z R QOQX QN QWY TV NQNKU]RZ ORYMM N fN T
QWYbXN QNV]`R QWY TV N aN `RNZN `bOfRX]RZ ORYMM N \$
`RUVTIN Z RYUVXN]RZ VVN X W V QN X Z b[VN &< N W aRZ bN
YJ N TN \$`RN fNX) 1 Z R fN N XN aRYUZ R TMM QR TN Z R QOQX QN
QWY TV \$Tb_b OR`b`NLN Z R TMM `Vd Nb[abX N a \$ QWY]RZ ORYMM N
`RUVTIN aR PV aN]RZ ORYMM N fN T N a & GRQ N TXN . Tb_b YW [fN
Z R fN N XN `bQUZ R TMM `RPN Z R QOQX aR aN VCRbZ QWY TV \$Tb_b
Z N W Z R R N XN Z Ra QR]RZ ORYMM N fN T X [cR `V [N & ; b_b
Z RZ V W U Z Ra QR X [cR `V [N \$ fN T X b N T Z RZ OR VXR RZ] N a `Vd N
N a &< N Y V QWY b XN XN R N Tb_b CRbZ OVN Z R fR b N XN Z Ra QR
QR TN Z NR V fN T QWY XN \$ `R R a V] R [fN N N = S _ Z N B \ &) /
i`RZ bN Tb_b] N a V CR`b`NLN Z R Y b XN]RZ ORYMM N fN T Z R QOQX
mbak, aN V X N b Z R Y X N N N]RZ ORYMM N fN T QWY TV `N`N Z N W
OR`b`NLN Z R Y b XN [fN \$ nggak gampang mbak Z RZ CbNa `Vd N N a & &

Q& DRZ N SNaN aRX \ Y TV]RZ ORYMM N

DRZ N SNaN aRX \ Y TV QWY Qb[W] R QOQX QN]RZ ORYMM N
QZ N X b QXN b[abX Z RZ b Q L X N QN Z R T R X a S X N X R T W a N
]RZ ORYMM N & 8 NYZ UNY V V Tb_b Qvb[aba b[abX Z RZ V X V X R Z N Z] bN
Z R T T b [N X N QN Z RZ] R `W J X N Z N R V]RZ ORYMM N QWY `bNb
`VaRZ W V T N X Z] baR fN T QN Na QWY R \ YU] R R a N QOQX &- Tb_b
OR`R a S X N V] R QOQX Z R fN N X N Q N d N a R Y U Z R Z N S N a X N a R X \ Y TV
QWY]RZ ORYMM N \$`R Q N T X N *(Tb_b Z R fN N X N CRbZ `R R b U f N
Z R T T b [N X N a R X \ Y TV QWY]RZ ORYMM N & GRQ N f N X - Tb_b a R Y U
Z R Z N S N a X N a R X \ Y TV QWY]RZ ORYMM N `R R a V S _ Z N) 1 fN T
Z R fN N X N Q N d N i G N N Z R Z N S N a X N a R X \ Y TV U N f N `R O N N f N T
`N`N OVN Z C N \$ X N R N a R X \ Y TV R Y N b OR X R Z Q N T Q R T N] R N a

, +

`RQ[TX[`NFNZ R_b] NXZ Tb_b Xb_N] T update aRX \ YTV&? NYb QNYZ
]RZ ORYWM_N `NFN `bQU Z R] TTb[NXN aRX \ YTVZ VNYfNB Z RZ NXNW
 Y] a] \$ slide, dNXb Z R] TNM& GRONfNX / Tbb YW[fN CRbZ
 `R] R] bUfNZ R] TTb[NXN aRX \ YTV R] R_aV] R] fNfN] VS_ZN 0 i`NFN
 CRbZ Z R] TTb[NXN aRX \ YTV QNYZ]RZ ORYWM_N Z ON\$ XRCRbY
 `NFN Tb_b \ YU_NIN WQV QNYZ XRTWaN]RZ ORYWM_N NINX `bY
 Z R] TTb[NXN [fN &

R&9cN6N VUN WCRYWM "9<6 #

9cN6N VUN WCRYWM QYXbXN b[abX Z R] TRaUbV] R] bONUN] R] WYb
 QN]RZ CR] abXN XZ] RaR `V] R R_aNQOXSfN T QN Na QYXbXN QR TN
] R] WYX XRYN GRZ bN Tb_b CR` R_aSYXN V] R] QOQX Z RYXbXN R_cN6N V
 UN WCRYWM `R] R_aVfN T QVfNfN] VS_ZN)) iLNaR] ab mbak, `NFN
 Z R] WYXRaXN] `R]RZ ORYWM_N CR_YN T b] T\$QN]NQNXLUV ONO`NFN
 Z RZ CR_VZ R] TNQXN R_cN6N &A R] b_ba`NFNR_cN6N VVb `N TNa] R] aVT
 QYXN NXN mbak XN] N b[abX Z R] TRaUbV XRCR_LN VN `NFN QNYZ
 Z R] TNM `Vd N &

S&DR] TRZ ON TN] R R_aNQOQX b[abXZ R] TNXbNfN VN CR_ONINW] \ aR `V
fN T QZ WYVfN

DR] TRZ ON TN] R R_aN QOQX Z R_b] NXN ONIW QNV XZ] RaR `V
] RQNI\ TWfN T UNb` QZ WYV T b\$b[abXZ R] TNXbNfN VN CR_ONINW
] \ aR `VfN T QZ WYV \ YU `RaV] R R_aN QOQX &< N W aRZ bN YN TN
 Z R] TV QYXN VN `RZ bN Tb_b CR` b`NUN Z R] QRXNXN QVXR] NQN `Vd N
 NIN Tb_b QN Na Z R] TRaUbV] \ aR `VfN T QZ WYV `Vd N\$ QN Z R] TINV
] \ aR `VfN &GR] R_aVWd NON QNV VS_ZN [\ &), fN Mb iXNZ V RYXb
 CR` b`NUN Z R] TRZ ON TXN] \ aR `V] R R_aN QOQX \$ XRaXN QVQNYZ XRYN
 Z N V T % N V T Tb_b Z R] QRXNXN QVXR] NQN] R R_aN QOQX XRZ bQV
 `RX YU NXN Z R] NZ] b[T] \ aR `V] R R_aN QOQX QNYZ XRTWaN
 RX_a_Nb YXb YR_NIN] \ aR `V] R R_aNQOQX OVNOQX RZ ON TXN j &

T& 6 R_X] [a_Vb`VQNYZ] R] TRZ ON TN ? HGDfN T aR_XN] QR TN Z MN
] RYWM_N fN T QYWM_XN &

DR TRZ ON TN ? HGD aR_XNw QR TN Z Nn] RYWN f N T QWw_XN
 NQNU QR TN Z R Vw QN Z RZ] R_ONXV ? HGD `R bNW QR TN
] R_RZ ON TN VZ b] R TRNbN \$aRX \ Y TVQN XRZ NWn gNZ N &GRPN
 bZ bZ Tb_b OR`RaSVXN V] R QOX `bQU OR`NUN Z R TRZ ON TXN
 ? HGD QR TN] R TRZ ON TN `WOb`\$ Z R fb`b[FDD QN Z RYw_XN
 RcnbN V UN WY ORYw_\$ [NZ b[QRZ Ww Tb_b ORbZ OVN Z R Vw QN
 Z RZ] R_ONXV? HGD `R] RaV] R[fNnN V S_ZN B \ &)/ i`N`N`RONINW
 Tb_b `bQU Z RYw_XN] R TRZ ON TN ? HGD QR TN Z R TRZ ON TXN
 `WOb`\$ Z R fb`b[FDD QN `RCNIN fN\$ aR] V`N`N ORbZ OVN Z R Vw
 QN Z RZ] R_ONXV? HGD\$ aR] V`RPNN OR`aUN `N`N OR`NUN Z R Vw
 QN Z RZ] R_ONXV? HGDj &

U&A R TRZ ON TXN `WOb` Z Nn] RYWN `a] QN X Z] R R `V'G' #QN
 X Z] R R `VQN`"? 8 #
 GRZ bN Tb_b OR`RaSVXN V] R QOX aRYU Z RYw_XN] R TRZ ON TN
 Xb_WbVZ QN `WOb`\$ aR] V] R TRZ ON TN Xb_WbVZ QWw_XN
 OR`NZ N aZ Tb_b `R] RaV WdNON QNV V S_ZN B \ & ** i I [abX
] R TRZ ON TN `WOb`\$ `N`N ORXR W`NZ N QR TN Tb_b f N T YW\$ WQV
 `N`N ORXR WQR TN aZ Tb_bj & NI NON f N T `NZ N W IN QV f N XN \ YU
 V S_ZN B \ &*(i 8 NYZ] R TRZ ON TN `WOb`\$ `N`N OR`NZ N aRZ N %
 aRZ N Tb_b YW[f NORXR W`NZ Nb[abXZ R TRZ ON TXN `WOb`j &

W&A R R PN N N] R PN N] RYX N N] RZ ORYWN "FDD#OR_QN_XN
 `WOb` f N T aRYU QXRZ ON TXN &
 A R R PN N N] RZ ORYWN Z R b] N N `NYU `Nb X Z] R R `V
] RQNI \ TV f N T UNb` QZ WwV Tb_b & DR R PN N] RZ ORYWN NZ Z RYw baV
 QR aSVXN V XRC abUN \$] R bZ b`N X Z] R R `V QN N \$ QN] R fb`b[N
] \ T_NZ] RZ ORYWN & GRZ bN Tb_b OR`RaSVXN V] R QOX QVGA D B *
 ; NNX `RYW Z R R PN N N] RZ ORYWN & GRZ bN Tb_b Z R N PN T
] RZ ORYWN QR TN QR aSVXN V XRC abUN \$] R bZ b`N X Z] R R `V
 QN N QN QN] R fb`b[N] \ T_NZ] RZ ORYWN `R] RaV WdNON QNV
 V S_ZN)+ i L N \$ aR ab `NW V N Z ONX QR TN Z RZ CbNa R PN N
] RYX N N] RZ ORYWN N N QN Na manage d Nxb QN Z NR_VNIN

aR] Na& <NY V V QV R_XbNa WtIN QR] TN]R] fNaNN V S_ Z N B \ &) -
 i V N \$ N N R Y N B Z R Z C b N a F D D \$ Q R] T N] Z R Z C b N a _ R] P N] N a R _ Y O U Q N U b Y
 aR] a b ` N N O V N Z R] f R b N X N] Z N a R _ V N M \$ Z R a] Q R \$ N Y a C R Y M \$ Q R] T N]
 d N X b] R Z C R Y M _ N] j &

W A R] P N] T Z N] N R Z R]] R Z C R Y M _ N] Q N] Z N] N R Z R] X R Y N &
 ? R Z N Z] b N] T b _ b Z R] P N] T Z N] N R Z R]] R Z C R Y M _ N] ` N] T N a] R] a V T
 b [a b X Q V R U N a X N] & ; b _ b Q U N N] X N] C R a N] T T b [T W i N O a R U N Q N Y
] R] P N] N N] \$] R Y X N] N N] \$] R] Y N N] N a b] R O N X N]] _ T _ N Z
] R Z C R Y M _ N] & < N W a R Z b N] Y N] T N] Z R Z] R _ Y U N a X N] O N U d N ` R Z b N
 T b _ b Q R ` R a S X N V] R] Q O X Q V G A D B * ; N a X Z R] P N] T Z N] N R Z R]
] R Z C R Y M _ N] Q N] Z N] N R Z R] X R Y N \$ ` R] R a V] R] f N a N N] V S _ Z N] B \ &)
 i G R Z b N U N Y f N] T O R _ X M a N] Q R] T N]] R Z C R Y M _ N] V b U N b ` Q V R] P N] N X N]
 Z O N X \$ Q N] U N b ` Q m a n a g e ` R C R Z X W Y _ b] N N I N] C R _ W M Y R S R X a S &
 X & A R Y X N] N X N]] R Z C R Y M _ N] f N] T] _ % R _ b C N U N] " N X a S \$ X R N a S S V \ c N a S \$
 R X] R _ V R] a N a S \$ R S R X a S Q N] Z R] f R] N] T X N] #
 D R Z C R Y M _ N] f N] T] _ % R _ b C N U N] Z R b] N X N]] R Z C R Y M _ N] f N] T O N] f N X
 Z R] T T b [N X N] Z R a] Q R O N b \$ V \ c N a S \$ Q N] Z R] T b a Z N X N]] N a V V N V N X a S
] R R a N Q O X X & < N W a R Z b N] Y N] T N] Z R] f N a N N] O N U d N) - ; b _ b
 Z N Z] b Z R] T R Z O N] T X N]] R Z C R Y M _ N] Q R] T N] V \ c N V Z R O W \$ Z R a] Q R \$
 N Y a Q N] ` b Z O R _ C R Y M _ & < N Y V V a R _ Y U N a X R a V N T b _ b Z R] T T b [N X N] Y N a] \$
 @ / 8 b [a b X X R I W a N]] R Z C R Y M _ N] \$ ` R] R a V f N] T Q W X b X N] V S _ Z N] * - i
 f N \$ ` N N ` b Q U Z R Y X N] N X N]] R Z C R Y M _ N] f N] T] _ % R _ b C N U N] \$
 d N Y b] b [C R Y Z ` R Z] b _ N] R Y X N] N N] [f N] & < N Y V V Q V R _ X b N a Q R] T N]
 U N W \ O R e N V] R] R Y a \$ f N] T a N] N ` R] T N M Z R Y U N a V S _ Z N] * - ` R Q N] T
 Z R] T N M Q V X R Y N & = S _ Z N] B \ & * - Z R] T T b [N X N] Z R a] Q R f N] T Z R Z C b N a
 ` V d N N X a S \$ T b _ b W t I N Z R] T T b [N X N] Z R a] Q R] R Z C R Y M _ N] f N] T O N b
 b [a b X Z R] V T X N a X N] X b N Y N] R Z C R Y M _ N] & G R Q N] T N X N]) (T b _ b Y W [f N
 Z N W U O R b ` N U N Z R] f R b N X N] O Q N] T ` a b Q V f N] T Q W M X N] Q R] T N]
 Z R a] Q R f N] T ` R b N \$ ` R] R a V] R] f N a N N] V S _ Z N] [\ & , j ` N N Z N W U

OR_b`NLNZ R PN_VZ Ra QR f N T`RXVN f N pas QR TN OQN T`abQVf N T`
`N NNM_XN j &

Y&A RZ OZ OVT] R RaNQOX QNYZ OR_ONINVN] RXSZ VN f N] RYWN] \$

XR] _VNQW \$ONX\$Z V N\$XNV&

< N W] R RYWN QVY N TN Z R] b [WXXN \$Tb_b OR`RaVXN V] R QOXQV
GAD B * ; NNX`RYNB Z RZ OZ OVT `Vd N f N QNYZ OR_ONINVN] RX&
Tb_b OR_b`NLN Z R] QRXNXN QVV XR] NQN `Vd N`NIN Tb_b QN Na
Z R] TRNbV] \ aR `V f N T OZ VVV`Vd N\$ QN Z R] TINW] \ aR `V f N &
GR] RaV Wd NQN QNV V S _ZN) 0 f Nb i XNV `RYNB OR_b`NLN
Z RZ OZ OVT] R RaNQOX QN OR_b`NLN Z R] TRNbV] \ aR `V] R RaN
QOX\$ XRaVN QV QNYZ XRN Z N V T% N V T Tb_b Z R] QRXNXN QVV
XR] NQN] R RaNQOX XRZ bQW `RX YUNXN Z R] NZ] b [T] \ aR `V] R RaN
QOX QNYZ XRVWN RX aNb Wb R _MIN] \ aR `V] R RaN QOX OVN
QXRZ QN TXN j &

Z &A R] TRZ QN TXN] \ SR V [NVZ RQVV RONTNVTb_b&

; b_b `RYNB OR_b`NLN Z R] VTXNXN XZ] RaR `V f N &; b_b OR_b`NLN
Z R] TRZ QN TXN QVVONX QV`RX YU Z Nb] b [QNB_N `RX YU\$ UNY V V
QVNBXN b [abX Z R] NZ ONU] R] TRNbN Tb_b `R bNV OQN T] f N QN
Z R] TNNU XRa_NZ] WQ QN XRN\$VN f N T `bQU QZ VVV Tb_b &; b_b
WTN OR_b`NLNZ RZ] R_ONVXR] _VNQW [f N &HRa] VZ N VUNQN UNZ ONN
b [abX Z R] WQ XN [f N\$ XNR] NSN WVN f N T Xb_N T Z R] QbXb [T\$`R] RaV
] R] f N N] V S _ZN [\ & i `RONTN V R _N T Tb_b `N NUN` Z RZ] b [f N V
XZ] RaR `V f N T `R bNV QR TN ab [abN] \ SR \$ WQV`N N OR_b`NLN
Z R] VTXNXN XZ] RaR `V &6 W N f N`N N Z R] TVbaV] RYAVN \$`RZ V N
Na Nb NPNN f N T QN Na Z RZ OR_VN Z N SNa ONTV`N N QN Qb [W
] R] QOXN j &

2. Kinerja guru bersertifikasi pendidik di SMP N 2 Gatak ditinjau dari kompetensi kepribadian

N&6 R_XR] _VNQW Z N aN \$ aOVXQR N N\$N_VSQN CR_d VNI N&

8 NN UN Wd NI N PN NZ R f RCbaXN `RZ bN Tb_b CR`RaVXN V] R QOX
 CR_XR]_VONQW Z N aN \$`aNOV\$ QRd NN\$ N_V\$ QN CR_d VNI N&8 NN UN W
 \OR_cNVZ R b[WXXN `RZ bN Tb_b CR_XR]_VONQW Z N aN \$ N_V\$ QN
 CR_d VNI N& 8 N Na QVZ]bXN ONd N `RZ bN Tb_b Z R b[WXXN
 XR]_VONQW f N T Z N aN \$ N_V\$ QN CR_d VNI N\$ GR] RaV]R] f N aN
 V_S_Z N) * f N b 3 i = f N 5 YNU VNZ ONX\$ d N Yb] b[CRBZ `RZ] b] N &
 DR[f N aN aR`RCba Z R b[WXXN Tb_b CR_b`NUN Z R WQV]_VONQV f N T
 ONX\$ d N Yb] b[Z N W CRBZ `RZ] b] N &

Q&? ROWN N Tb_b Z R R_VZ N `RINN X_VX QN `NN f N T QOR_VN
 XR] NQ f N &

8 NN UN Wd NI N PN NZ R b[WXXN *- Tb_b Z N b Z R R_VZ N X_VX & 8 NN
 UN W \OR_cNVZ R b[WXXN , Tb_b aQX `bXN Z R R_VZ N X_VX ; b_b
 aRYU Z RZ] b[f NVXROW N N Z R R_VZ N X_VX `R] RaV f N T Wd NQ QNV
 V_S_Z N - f N b 3 i ? N Yb] R CRQ N Vb d N N f NZ ONX\$ QN Z N b` W Vb
 XN `RZ bN CR_CRQ N > NQV `N N `N TNa Z R TUN TN] R CRQ N \$ N N Y Vb
 aQX Z R f V] N T & ? N Yb NQ N X_VX b[abX `N N \$ `N N N XN legowo
 Z R R_VZ N \$ Vb Z R WQVZ \ aV N Vb[abX `N N b[abX Z R WQVROU ONX &

P&6 RaV QX `R b N \ _Z N U b X b Z QN [\ _Z N ` WYQN RaV N f N T CR_YX b &
 GRZ bN Tb_b CR_aV QX `R b N V [\ _Z N U b X b Z f N T CR_YX b & GRONIV
 `R _N T Tb_b \$ `b QU `Rd N N [f NZ R a N a V [\ _Z N f N T CR_YX b \$ `RYW Vb
 Tb_b W TIN UN b` Z R W W T aV TTVX QR RaX] _SR V `R] RaV] R] f N aN
 V_S_Z N B \ &) i `RONIV R _N T Tb_b `b QU `R UN b` [f N `N N CR_aV QX
 `R b N VQR TN [\ _Z N f N T CR_YX b \$ QN `N N `RYN CR_b`NUN Z R W W T
 X QR RaX] _SR V & K N Yb] b[] R_YX b `N N CRBZ `R] R b U f N ONX \$ a R N V
 `N N `RYN CR_b`NUN Z R WQVROU ONX &

Q&A RZ] b[f NVXRZ N QVW b[abX CR_aV QX `RONIV] R QOX QN Z RZ V X V
 Ra `XR_W RONIV Tb_b &

GRZ bN Tb_b Z RZ] b[f NVXRZ N QVW b[abX CR_aV QX `RONIV] R QOX
 QN Z RZ V X V Ra `XR_W `RONIV Tb_b & GRPN N TN V CR_N Tb_b CR_b`NUN
 Z R V TX N X N XN Ra `XR_W f N QN CR_b`NUN Z RZ CR_VN Z N SNa
 XR] NQ] R R_aN QQW f N \$ [NZ b[aR_XN QN T Tb_b Z N W Z R TN X V

XRxb_N]TN] QN] XRbYaN] QNYZ]RXXN]NN] [fN\$ ZNXN Tb_b OR_b`NUN
 ZRZ]R_ONXVQVVQR]TN] OR_abXN_] WVN] QR]TN] _RXN] `RWN] Na&6R_Wba
 VV]R]fNaN] =S]_ZN] B\ &+ i`bQNUZR] WQVaN] TTb[T Wd NO`R]_N]T
 Tb_b b[abXZRZ WXXVRa` XR_W`RONINW`R]_N]T Tb_b\$NXN] aRaN] VZ N WU
 QN]fNX XRxb_N]TN] [fNmbak. A NXNQN_VVb `RZ bNTb_b `RYN` OR_b`NUN
 ZRZ]R_ONXVQVVQN] `RYN` ZRZ CbXN QVVb[abXZR]R_VZ N`N]N] QNV
 aRZ N] fN]T YW]j &

R&AR] WQV ``\`X fN]T OR_ZN]SNa ONTV]RR_aN QQX\$ `RX] YU QN
 ZNfN]NXNa&
 GRZ bNTb_b OR_b`NUNZR] WQV``\`X fN]T OR_ZN]SN\$ [NZ b[aR_XNQNT
 Tb_b ZN WUZR]TNYZ VXRxb_N]TN] QN] XRbYaN] QNYZ]RXXN]NN] [fN\$
 ZNXNTb_b OR_b`NUNZRZ]R_ONXVQV`R]RaV]R]fNaN] V_S]_ZN] [\ &
 i`N`NCR_b`NUNZR] WQV RR]_N]T fN]T OR_ZN]SNa ONTV W]N]b[j &
 S&DR_WXb Tb_b QVRIN]V`RUVTIN OR]R]TNbU]\`V\$ aR_UNQN]]RR_aN
 QQX&
 8 NN\ OR_cN VZ R] b[WXXN] Tb_b `N]TNa QVRIN] W] YU]RR_aN QQX QN
]UNX aR_XNa YW] [fN& <NY VV ZR] b[WXXN] ONd N `RZ bN Tb_b
 ZRZ] b[fN]R] WXXb fN]T]\`V\$`RUVTIN\ _N]T QV`RXa_N] Tb_b `N]TNa
 ZR] TU]_ZN]V Tb_b `RONINW`R]_N]T]R] QQX&

T&HR_YUNa`RONINW]_VNQVfN]T OR_NXUYK Z b YW QN] `RONINW aRYQN] ONTV
 Zb_QQN] ZNfN]NXNa`RXaN] &
 8 N_V]R]RYaW] fN]T QVXbXN] \ YU]R]RYa\$ `RON]fNX *- Tb_b
 ZR]fNaN] `RYN` OR_b`NUNZR] WQV]_VNQVfN]T OR_NXUYK Z b YW& b_b
 OR_b`NUN ZR] WQV]_VNQVfN]T CNX QN] OR_NXUYK Z b YW\$ d N]b] b[
 CRbZ `R]R] bU]fN`RZ] b]N`R] RaV Wd NON] QNV V_S]_ZN])0 iLN\$
 `RONINW`R]_N]T Tb_b `N`N`RYN` OR_b`NUN ZR] WQV CNXN d N]b] b[
 CRbZ `R]R] bU]fN CNX Z CNX\$ XN]b soal NXUYK `N`N]fNXV CRbZ
 `RZ bNTb_b `RZ] b]NaRaN] V RZ bNTb_b OR_b`NUNZR] WQV]_VNQVfN]T
 OR_NXUYK Z b YW] &

U&6R]R_WXb `RONINW]R] QQX] _]SR V] [N&

GRON fNX *- Tb_b ZR Wd NO OR_b`NLN ZR WQV]R QOQX fNT
]\ SR V[NY& NYZ]R TNZ NaN]R RYV\$Tb_b aR_YUNa`RONINW`\\ XfNT
 CR_]R_YVb `R_N]T]R QOQX QN `RYN` OR_b`NLN b[abX `RYN`
 CR_aN]Tib[T Wd NO QNYZ `RaW] abTN[fN QN OR_b`NLN ZR WYXN
 abTN[fN `R bNV X_VQ_]R Nb_N]R b[QN T%[QN TN fNT CR_YVb&
 HR_YUNa]bYNTb_b ZRZ]b[fNVX Z VZ R aVTTVQNYZ ZR QOQX]R RaN
 QOQX fN&

&A R TRZ QN TXN QVV ZRYN`V`RPNN CR_YN Wa b[abX ZR VTXNAN
]R TRANbN \$XRaNZ]W \$XR]_YCNQW &
 <N Y aZ bN YJNTN *- Tb_b ZR fNAN `bQU OR_b`NLN
 ZR TRZ QN TXN QV& ; b_b `RYN` OR_b`NLN ZR VTXNAN
 XZ]R `VfN\$ Tb_b OR_b`NLN ZR TRZ QN TXN QVV CNX QV`RX YU
 ZNb]b[QYN`RX YUSUNYVQVYbXN b[abX ZR NZ CN]R TRANbN
 Tb_b `R bNVOQN T[fN QN ZR TN NU XRaNZ]W QN XRaN\$VN fNT
 `bQU QZ VYV Tb_b& ; b_b WTN OR_b`NLN ZRZ]R ONXVXR]_YCNQW [fN&
 HRaN VZ N UNQUNZ CN b[abX ZR WYXN [fN\$XNR NSN VY fNT
 Xb_N]TZ R QbXb[T&

&A NZ]b ZR TRcNB`N VXR_W fN`R QVVQN ZRZ RPUNXN ZNNYU fNT
 QUNQ VYNAN [fNQRTN]R RaNQOQX&
 ; b_b aR_YUNa OR_b`NLN ZRYN`bXN fNT aR_CN`X b[abX XR] R aV TN
]R QOQX QVGA DB * ; NaX QR TN `RYN` ZR WYVXR_W fN`R QVV
 QN ZRZ]R ONXVXRb_N TN [fN&8 NYZ ZRZ RPUNXN ZNNYU\$ Tb_b
 `RYN` OR_abXN]WY QRTN aZ N `RNZN]R QOQX QN]Z]V N \$UNY
 VVQVYbXN QRZ VXRZ NWN CR`NZ N\$`RYN` Vb XVR_W`RZ bN Tb_b
 CR`Ra\$VN VQVGA DB * ; NaX`RYN` QVReNB`N V YRU XR] NYN`RX YU&
 9cNB`NV VCR_abWN b[abX ZRZ N ab XVR_W Tb_b QN ZRZ]R ONXV
 XVR_W fNT Xb_N]T ONX&

X& ; b_b `RPNNCR_aNUN OR_b`NLN ZR VTXNAN XbNYAN]RZ CR_YNUN &
 ; b_b `RPNNCR_aNUN OR_b`NLN ZRYN`bXN V\ cN Vb[abX ZR VTXNAN
 XbNYAN]RZ CR_YNUN `RPNNCR_aNUN ZR TRZ QN TXN]RZ CR_YNUN
 QR TN V\ cN V ZRQW\$ ZRa`QS`Nna QN `bZ OR_ CR_YNUN\$ `R] RaV

]R[fNnN V S_ ZN B \ &). i LN\$`NFN`RNb CR`b`NLNZ R TRZ ON TXN
]RZ ORYWN mbak.j DR[fNnN V S_ ZN B \ &). WTN QYR_XbN WTN
 XRaVN Tb_b Z R TTb[NnN Y a] \$ @ 8 b[abX XRIWn] RZ ORYWN &
 GRN Vb Tb_b WINZ R TTb[NnN Z Ra QR] RZ ORYWN fN T CNb b[abX
 Z R V TXNnN XbNnN] RZ ORYWN &

3. Kinerja guru bersertifikasi pendidik di SMP N 2 Gatak ditinjau dari kompetensi sosial

N&? RZ NZ] bN Tb_b b[abXCR_VaR_NK VQN CR_X Z b[VN V RPN_NYWN
 abWN QN VfNnNaQR TN] R RaNQOXS`RaZ N `RWD N\$XR NN`RX YUS
 _N T abNd NY] R RaNQOXS`RaZ] VN% VN XaR_XNa YW [fN&
 8 Nn d Nn PN`RZ bN Tb_b Z NZ] b CR_VaR_NK VQN CR_X Z b[VN V
 QR TN ONX QR TN aRZ N `RWD N\$ XR NN`RX YUS _N T abNd NY
] R RaN QOXS`RaZ] VN% VN XaR_XNa YW [fN& 8 Nn \ O R c N V WIN
 Z R b[WXXN Tb_b Z NZ] b CR_VaR_NK VQN CR_X Z b[VN V QR TN ONX &
 GRZ bN Tb_b CR`RaSXN V] R QOX Z NZ] b CR_X Z b[VN V QR TN ONX \$
 `R] RaV] R[fNnN V S_ ZN B \ &) i HR ab VN\$ QR TN X Z b[VN VfN T
 RSRa\$Z NNXR_W NZ NNN Z bQU`NFNYbXN j &

O&? RZ NZ] bN Tb_b Z R TTb[NnN aRX \ YTVX Z b[VN VQN V S_ ZN V
 `RPNNSb[T V [N&
 GRN fNX *(Tb_b Z NZ] b Z R TTb[NnN aRX \ YTVX Z b[VN \$ `R] RaV
] R[fNnN V S_ ZN B \ & i `NFN`RPN`NCR`aLN Z R P CNZ R TTb[NnN
 aRX \ YTV QNYZ] RZ ORYWN \$ Z VN fN XRaVN Z R TNM `NFN
 Z R TTb[NnN @ 8 b[abX Z R NZ] WnN Z NR_VNM & GRN TXN - Tb_b
 CRbZ Z R TTb[NnN aRX \ YTV X Z b[VN V QN V S_ ZN V XNR N
 XR bWN Z R fR bNnN QR TN OQN T `abQVfN T QWNXN [fN`R] RaV
] R[fNnN V S_ ZN B \ & *(i Ww_ `NM `NFN CRbZ Z R R_N XN
 aRX \ YTV QNYZ] RZ ORYWN \$ `NFN CRbZ Z R TbN NVarX \ YTV gNZ N
 `RXN T fN T Z R b_ba `NFN `b`NUQVRYWN \$ aRa] V NFN CR`b`NLNCRN
 Z R TbN NVarX \ YTY &

-)

P&? RZ NZ] bN Tb_b Z RZ NUZ VQN Z R TUN TNM] R_ORQN `R_aNZ NZ] b
 Z R TRY YN X [SYX QN CR ab_N &
 GRQN fNX)1 Tb_b Z R fN aNX Z NZ] b Z RZ NUZ V] R_ORQN QN
 Z R TRY YN X [SYX QN CR ab_N \$ `RQN TXN . Tb_b YW [fN XR b YN
 Z RZ NUZ V] R_ORQN \$ QN Z R TRY YN X [SYX & b_b Z NZ] b Z RZ NUZ V
 QN Z R TUN TNM] R_ORQN `R_aNZ NZ] b Z R TRY YN X [SYX QN CR ab_N \$
 `R] RaV Wd NQN QN VVS _ZN B \ & i; b_b aRYU Z RZ] b [fNVXROWNN
 Z R R_VZ NX VXS `R] RaV fN T Wd NQN QN VVS _ZN B \ & fNb3i? NNB
] R_ORQN Vb dNM fNZ ONX \$ QN Z N b` W Vb XN `RZ bN OR_ORQN & NQV
 `N N` N TNa Z R TUN TNM] R_ORQN \$ N N Vb a QN X Z R f VZ] N T &? RaXN
 aR_WQV X [SYX `N N Z N U CR b` NUN Z R f R R N N [fN `R QV \$ X N N B
 X [SYX CR N Z N N `N N N N Z RZ ONN [fN QR TN Tb_b YW NaB
 XR] NN RX YUj &

Q&A NZ] b Z RZ ON Tb [XR W aZ "teamwork# fN T X Z] N X \$ PR_QN \$
 QV NZ VS QN Y PNU
 GRZ bN Tb_b Z NZ] b Z RZ ON Tb [XR W aZ &; b_b Z NZ] b Z R W W
 XR W NZ N N aN N `R NZ N Tb_b ONX `RPN XRY Z] \ X Z Nb] b [`RPN
 V Q V Q b \$ `R] RaV] R [f N N V S _ZN B \ & 3 i L N \$ `RONTV R _N T Tb_b
 `N N UN b` OVN ORXR W QN YZ XR QN N N N b [QN QR TN `W N b [Z
 ONX \$ X N R N `RZ b N V b `b Q U a b [a b a N] _ SR V N N j &

R&A NZ] b Z RZ NUZ V QN Z R T V a R [N W N W N] R b ONN Y T X b [TN
 f N T O R] R TN b U a R UN QN a b TN [f N &
 GRZ bN Tb_b CR b` NUN `RPN OR_aUN Z R T V a R [N W N W N] R b ONN
 Y T X b [TN f N T O R] R TN b U] N Q N a b TN [f N \$ `R] RaV] R f N N N V S _ZN
 B \ &) (i DR b ONN Vb XN] N a V N Q N Z ONX \$ W Q V `N N `RPN] R Y L N
 Z R T V a R [N W N W N XR Q N Y Z Y T X b [TN j &

4. Kinerja guru bersertifikasi pendidik di SMP N 2 Gatak ditinjau dari kompetensi profesional

N&; b_b Z R TR_aV QN QN Na Z R R N XN Y Q N N XR R Q Q X N ONX
 SW ` \ S \$ f N b Z RZ NUZ V a b W N] R Q Q X N Z R TR a N b V S [T V R X Y U Q V
 Z N f N N N a Z R TR N Y] _ Y % _ Y ^ V] ` W Y T V] R Q Q X N &

GRZ bN Tb_b ZNZ]b Z RZ NUZ V abWN]R QOQN \$ `RZ bN Tb_b
 ZR TRaUbVsb[T V RY YU QVZ NfNfNN\$`RZ bNTb_b ZR TR NY]_Y`V%
]_Y`V&; b_b PbXb] ZR TRaV QN Z RZ NUZ V YQNN QN abWN
]R QOQN `RUPTIN Tb_b QN Na CR]R_N NxaS QNYZ ZR T]aZ NXXN
 Sb[T V `RX YU QV QNYZ Z NfNfNN& GRN Vb Tb_b WIN `bQU
 ZR WNY XN]_Y`V%_Y`V]`W YTV]R QOQN QNYZ]RZ ORYWN \$
 `RUPTIN QN Na ZR T]aZ NXXN XRTWaN]RZ ORYWN QVXRN \$`R RaV
]R[fNN VS_ZN + iLN\$`fN]NUNZ aR aN T YQNN]R QOQN \$
 YQNN]R QOQN NQNU`RbNb fNT ZR QNV `bNb]R QOQN
 fNb YQNN SY`SV\$YQNN `V YTV\$YQNN XbYb_N\$YQNN
]`W YTV\$Q YQNN VZ WJ &
 Q&A R TbN NQUN]R TNM &
 GRZ bNTb_b `bQU PbXb] Z RZ NUZ V aN QN X Z]R R `VQN `aN QN VV
 ZMN]RYWN `RUPTIN Tb_b QN Na ZR TbN NQUN]R TNM fNT
 NN QVNZ]NN XR]QN]R RaNQOQ&; b_b WIN Z RZ NUZ V abXb \$
 X[`R QN Z Ra QR XRZ bN QN Tb_b WIN ZR R_N XN [fN QNYZ
]_ `R]RZ ORYWN QVXRN \$`R RaV]R[fNN VS_ZN , 3i LN\$`fN
 UNb`]_SR V[NYZ CNX XRaXN ZR TNM WQV`fN UNb` `RYN]NUNZ
 aR aN T X[`R XRZ bN fNT`fN NMXN XR]QN]R RaNQOQ &
 P&; b_b ZNZ]b ZR fb`b[]_ T_NZ]R TNM &
 A R fb`b[]_ T_NZ ZRb] NN `NYU`Nb]_SR V[NYfNT UNb` QZ VXXV
 Tb_b < NY fNT aR_XM]R fb`b[]_ T_NZ]R TNM ZRYWbaB
 ZR RaN XN abWN]RZ ORYWN \$ Z RZ WU QN ZR TRZ QN TXN QUN
]RZ ORYWN \$ Z RZ WU QN ZR TRZ QN TXN `aNRTVORYWN ZR TNM \$
 Z RZ WU QN ZR TRZ QN TXN ZRQW]R TNM fNT `RbNV QN
 Z RZ WU QN Z RZ N SNXN `bZ CR_ORYWN & GRZ bN Tb_b CR_ RaSXN V
]R QOQ QVGA D B * ; NaX `bQU PbXb] CNX QNYZ]R TRZ QN TN
]_ T_NZ]R TNM & b_b `RPN NPR Z Na Z RZ WU `aNRTV` bZ CR_ORYWN
 QN ZRQW fNT QMb[NN QNYZ]_ T_NZ]R TNM &
 Q&; b_b ZNZ]b ZR fb`b[]R_N TXNa]R WNY UN WORYWN QN]_ `R
]RZ ORYWN]R TNM *commit to user*

DR_N TXN_a] R_l V_WW_l `N_l TN_a Q_VR_bX_N b[abXZ R_l V_WCR_YW_W `Vd N_l< N_W V_l
 aR_Zb_N Y_N N_l TN_l Tb_b `b_QNU_l ON_X Q_NY_Z] R_l V_WW_l UN_l W_lCR_YW_W\$ a_RY_UN_a
 Q_NV_XR_OW_N N_l Tb_b f_N T_Z R_YW_bX_N _R_Z Q_VX_R] N_QN_l `Vd N_l f_Nf_N T_OR_bZ_l
 Z_R P_N N_l V_l [V_W `a_N Q_N _Z_l V_l V_l N_l `R_l R_aV_l] R_l f_N N_l V_l S_l _Z_N B\ & .
 i_l `R_aV_l X_N W_l N_l N_Z R_l TN_W\$ `N_l N_l R_YW_b Z_R R_YW_bX_N] R_l R_l P_N N_l a_RZ_N b_X
 W_l TN_Z R_Z C_b N_a] R_N TXN_a] R_l V_WW_l j &

R<; b_b Z_NZ_l] b_l Z_R R_l N_l TN_l V_l Q_N Z_R TR_Z Q_N TX_N O_Q N_l T_l `a_b Q_V f_N T_l
 Z_R W_Q V_a N_l T_T b_l T_l W_l N_l Q_l f_N &

< N_W] R_l R_Y W_l Q_V Y_N N_l TN_l Z_R Z_l R_l Y_U N_a X_N Tb_b Z_NZ_l] b_l Z_R R_l N_l TN_l V_l
 Q_N Z_R TR_Z Q_N TX_N O_Q N_l T_l `a_b Q_V f_N T_l Z_R W_Q V_a N_l T_T b_l T_l W_l N_l Q_l f_N \$
 a_RY_UN_a Q_NV_XR_OW_N N_l Tb_b f_N T_l `R_l V_l T_Z R_l T_X b_a V_l R_Z V_l N_l \$] R_Y W_l N_l \$ Q_N
 W_b a_l `R_a N_l Q_N Y_Z S_l _b_Z W_l V_l W_l & G_RZ_b N_l V_l V_l Q_W W_b X_N b[abX
 Z_R TR_Z Q_N TX_N O_Q N_l T_l `a_b Q_V f_N T_l Z_R W_Q V_a N_l T_T b_l T_l W_l N_l Q_l f_N &

S& A_NZ_l] b_l Z_R TR_Z Q_N TX_N] R_Z C_R Y_W N_l Q_R l_l TN_l V_l \ c_N V_Z R_O W_l \$ Z_R a_l Q_R \$
 N_Y a_l Q_N `b_Z O_R _O_R Y_W W_l &

< N_W] R_l R_Y W_l Q_V Y_N N_l TN_l \$ *(Tb_b Z_R R_Y W_b X_N Z_NZ_l] b_l
 Z_R TR_Z Q_N TX_N] R_Z C_R Y_W N_l Q_R l_l TN_l V_l \ c_N V_Z R_O W_l \$ Z_R a_l Q_R \$ N_Y a_l Q_N
 `b_Z O_R _O_R Y_W W_l & G_R Q_N TX_N - Tb_b Y_W [f_N Z_N W_l X_R b_Y a_N
 Z_R TR_Z Q_N TX_N] R_Z C_R Y_W N_l & ; b_b Z_NZ_l] b_l Z_R TR_Z Q_N TX_N
] R_Z C_R Y_W N_l Q_R l_l TN_l V_l \ c_N V_Z R_O W_l \$ Z_R a_l Q_R \$ N_Y a_l Q_N `b_Z O_R _O_R Y_W W_l &

< N_Y V_a R_l Y_U N_a X_R a_l X_N Tb_b Z_R T_T b_l [N_l N_l Y_l a_l] \$ @ / 8 b[abX X_R T_l W_a N_l
] R_Z C_R Y_W N_l & G_R Y_W V_b Tb_b W_l TN_Z R_l T_T b_l [N_l N_l Z_R a_l Q_R] R_Z C_R Y_W N_l
 f_N T_l O_N b_l b[abX Z_R V_l T_X N_a X_N X_b N_Y a_N] R_Z C_R Y_W N_l & G_R Q_N TX_N Tb_b
 f_N T_l O_R b_Z O_V N_Z R_l TR_Z Q_N TX_N] R_Z C_R Y_W N_l Z_N W_l X_R b_Y a_N Q_N Y_Z
] R_l T_b N_l N_l Z_R a_l Q_R \$ Z_R Q_W] R_Z C_R Y_W N_l \$ `R_l R_a V_l] R_l f_N N_l V_l S_l _Z_N
 B\ & j `b_l N_l Umbak O_N T_V N_l N_l b[abX Z_R T_T b_l [N_l N_l Z_R Q_W \$ Z_R a_l Q_R X_N R_l N_l
 `N_l N_l O_R b_Z Z_R T_b N_l N_l V_Z R_a Q_R f_N T_l `R_X V_l N_l f_N O_N X_l Q_l T_b [N_l N_l Q_N Y_Z
] R_Z C_R Y_W N_l \$ a_N V_l `N_l N_l N_l a_R b_l `O_R b_l N_l N_l Z_R TR_Z Q_N TX_N
] R_Z C_R Y_W N_l \$ `R_P N_l N_l O_R a_l N_l `N_l N_l N_l O_R Y_W _Z_R TR_Z Q_N TX_N
] R_Z C_R Y_W N_l j &

C. Temuan Studi yang Dihubungkan dengan Kajian Teori

8 NVUNWY]R RYWN QVYN TN QYR\ YU QN`R bWQR TN_bZb`N
ZNNNUfN TQVbCb[TXN QR TN aR_vfNb`RNINWR_Wba2

1. Kinerja guru bersertifikasi pendidik di SMP N 2 Gatak ditinjau dari kompetensi pedagogik.

8 NYZ GaN QN_BN V[NYDR QOXXN \$] R VYN DN N*0 NNa"+#CbaV
N QXRZ bXNN ONL N X Z] RaR`V] RQNI\ TX NQNU XRZ NZ] bN ZR TRX YN
]RZ CRYWN_N]R RaN QOXS]R_N PN TN QN]RYX N NN]RZ CRYWN_N \$
RcNB NV` UNW CRYWN\$ QN]R TRZ ON TN]R RaN QOXX b[abX
ZR TNxbNWN WN CR_QNINW]\ aR`V fN T QZ VXXV fN& A R b_ba A bYNN
"*((/ 2 - # ? \ Z] RaR`V]RQNI\ TX ZR_b] NN XRZ NZ] bN Tb_b QNYZ
]R TRX YN]RZ CRYWN_N]R RaN QOXX fN T` Rxb N T%b_N T] fNZ RY baUN%
UNWR_Wba2

&DRZ NUNZ N d Ni NN NaB YN QN XR] R QOXX
&DRZ NUNZ N aR_UNN]R RaN QOXX
X&DR TRZ ON TN Xb_Wb`bZ`" VCb`
&DR_N PN TN]RZ CRYWN_N
Z &DRX N NN]RZ CRYWN_N fN TZR QOXX QN QWY TV
[&DRZ N SNaN aRX \ YTV] RZ CRYWN_N
\ &9cNB NVUN WCRYWN "9<6#
] &DR TRZ ON TN]R RaN QOXX b[abX ZR TNxbNWN WN CR_QNINW]\ aR`V
fN T QZ VXXV fN&

A R b_ba GYZ Ra D< "*((. # QNYZ GfNB Y GNINN)*((12+)#
X Z] RaR`V] RQNI\ TX aR_QVQN_VGbO% \ Z] RaR`V
&6R_X [a_Vb`V QNYZ]R TRZ ON TN ? HGD fN T aR_XN QR TN ZNn
]RYWN_N fN T QWXXN &
& A R TRZ ON TXN ` VCb` ZNn]RYWN_N `aN QN X Z] RaR`V "G? # QN
X Z] RaR`V QN_N "? 8 #

X&A R R PN NN]R PN N]RYX N NN]RZ CRYWN_N "FDD# CR_QN_N_XN
` VCb` fN T aRYU QXRZ ON TXN &
& A R_N PN TZN NRZ R]RZ CRYWN_N QN ZN NRZ R XRYN &

Z &A RYK N NXN] RZ CRYNM N f N T] \ % R_b ONUN "NXaV\$ X_RNaV\$ V\ cNaV\$
 RX] R_VZ R aNaV\$SRXa\$QN Z R f R N TXN #&
 [&A R VVMUN VYCRYNM] R R_aNOQX`RPN\ aR aX&
 \ &A RZ OZ OVT] R R_aNOQXQNZ OR_ONINM] RX\$Z VN f N2
 \$# DRYM N
 T# ? R]_VONQW
 U# 6 NXNa
 VA V Na
 W? N V
] &A R TRZ ON TXN] \ SR V [NWZ RQV RONTNb_b &
 ? V_R W Tb_b CR`RaSXN V] R QOX QVGA D BRIR_V* ; NaX QaV Wb
 QNV X Z] R R `V] RQNT\ TX QV VVW ONX\$ `RONTW Tb_b Z NZ] b Z R TbNNW
 V QXNa_] R VNW X V_R W R bNVX Z] R R `V] RQNT\ TX\$ [NZ b [CROR_N NTb_b
 Z N VU CRBZ Z R TbNNW V QXNa_] R VNW & ; b_b CR`RaSXN VDR QOX QV
 GA D BRIR_V* ; NaXaR YUNa QNVXRZ NZ] bN Tb_b QNZ] R TbNN XRYN QN
] RZ NUN N aR UNQ Z N V T % Z N V T] R R_aN QOX f N & ; b_b Z RYXbXN
] R QXNaN % R QXNaN X R] NQ Z N V T % Z N V T] R R_aN QOX f N b [abX
 Z R TINW] \ aR `V f N T QZ VVXV] R R_aN QOX f N & ; b_b CR`RaSXN V] R QOX
 Z RYXbXN] R N TN N Z N NNU f N T QUNQ V] R R_aNOQX`RPN_NZ NX V N &
 GRYN Vb Tb_b WTNZ RYXbXN R_eNB N VQNV RaW] R Z N NNU f N T QVNZ V
] R R_aNOQX < N f N T Z N VU Z R WQVUNZ ON N Tb_b QNYZ Z R T] aZ NXN
 abTN QN X Z] R R `V] RQNT\ TX f N NQNU Tb_b Z N VU XR b YN QNYZ
] RZ WUN QN] R TRZ ON TN Xb_WbBZ ``WOb` f N T `R bNVQR TN X [QVV
] R R_aN QOX QVGA D BRIR_V* ; NNX < N V] R RYW WTNZ RZ] R YUNaXN
 ONd N Tb_b f N T YB ` `RaSXN VZ RYXbXN D@, `bQU Z RYK N NXN
] RZ CRYNM N f N T V\ cNaV\$ X_RNaV\$ QN RX] R_VZ R aNaV\$`RQNTXN Tb_b f N T
 YB ` `RaSXN VZ RYXbXN] _a S W Z N VU XR b YN QNYZ Z RYK N NXN
] RZ CRYNM N f N T V\ cNaV\$DR_CRQN] R TbNN] RZ CRYNM N VQVRCNOXN
 XNR N Tb_b f N T YB ` Z RYXbXN D@, Z R QN NaXN] R TRNUbN aR aN T
] RZ CRYNM N QNb f N T V\ cNaV\$ QNYZ `RYX NXRIW N D@, CR_YN T b [T &

? $\Psi R_W T b_b CR`RaSXNV]R] QOQX QVGA D [RIR_V^*$; $N\alpha X Q\alpha V Wb$
 $QN_V X] Z] RaR`V` \` WY` bQU CNX$ UNY \Psi VaR_YUN\alpha QN_V` RZ bN Tb_b fN] T$
 $CR`RaSXNV]R] QOQX Z RZ] b[fN W\alpha N` \` WYf N] T a\P TT$ CNX QV\P TXb[TN$
 $`RX\ YU Z Nb] b[\Psi TXb[TN \ YN `RX\ YU < NY \Psi V QN] Na QWUN\alpha XRaVN Tb_b$
 $Z NZ] b CR`VaNX V QR TN _RXN `R NZ N] _SR $] \Psi] \Psi N $ Z Nb] b[$
 $Z N f N \alpha N \& GRZ bN Tb_b QV GA D BRIR_V^*$; $N\alpha X WTN Z NZ] b Z R] W\P$
 $XR_W NZ N CNX` RPNN\P Q\alpha V b NZ Nb] b[XRY Z] \ X\&$

3. Kinerja guru bersertifikasi pendidik di SMP N 2 Gatak ditinjau dari kompetensi profesional.

8 NYZ GaN QN_BN V[NYDR QOQXN \$] R] WYN N DN NY*0 N Na "+# CbaV
 P QWRZ bXNN ONL N fN] T QZ NX bQ QR TN X] Z] RaR`V] _SR V[NYNQNKU
 XRZ NZ] bN] R] TbNN Z NR_V] RZ ORNM N `RPNN YN QN Z R] QNYZ fN] T
 Z RZ b[TXV XN Z RZ OZ OVT] R R aNQOQX Z RZ R] bUV aN QN_X] Z] RaR`Vf N] T
 QvRaN XN QNYZ GaN QN_BN V[NYDR QOQXN & \$ NV] R] TR aW aR`R Cba QN Na
 QVZ] bYN ONL NX] Z] RaR`V] _SR V[NYZ Rb] NN X] Z] RaR`Vf N] T UNb`
 QVbN NM YUTb_b QNYZ abTN baZN fNZ R] TNM &

A R] b_ba GYZ RaD < "*" ((. # QNYZ Gf N\ b YGNINYN "*" ((12+1# X] Z] RaR`V
] _SR V[NYaR_QV VQN_V Gb O% \ Z] RaR`V

N& A RZ NUNZ VZ NaN] RYNN N fN] T aRYU QV R` WJ XN b[abXZ R] TNM

O& A RZ NUNZ V aN QN_X] Z] RaR`VQN `aN QN_VVZ NaN] RYNN N fN] T aRaR_N
 QNYZ DR Nb_N A R] aR_V` RaN ONL N NM fN] T NQN QNYZ Xb_Wb YZ
 a\P TXNa` NbN] R] QOQXN "?" HGD#

P& A RZ NUNZ V a_b Xb_\$ X[`R] QN Z Ra QR XRVZ bN fN] T Z R] Nb[TVZ NR_V
 NM

Q& A RZ NUNZ VUbOb[TN X[`R] N aN_Z NaN] RYNN N aR_XN\

R& A R] R_N XN X[`R] %X[`R] XRVZ bN QNYZ XRUCb] N `RUN_VLNV

? $\Psi R_W T b_b CR`RaSXNV]R] QOQX QVGA D BRIR_V^*$; $N\alpha X Q\alpha V Wb$
 $QN_V X] Z] RaR`V] _SR V[NY QV V\alpha V CNX QN `R bNV QR TN \Psi QVNa _$
 $X] Z] RaR`V] _SR V[NY Tb_b & < NY \Psi VaR_YUN\alpha QN_V Y\alpha N ORYXN T] R] QOQXN$
 $fN] T QZ V\alpha V] NN Tb_b QN XRZ NZ] bN Tb_b QNYZ] R] TbNN YQ QN N$
 $] R] QOQXN QN] R] TbNN ONL N] R] TNM N \& GRZ bN Tb_b `bQU Z NZ] b$

Z R f b` b[Q N Z R Y X N N X N] _ T _ N Z] R T N M N \$ ` R Y W V b ` R Z b N T b _ b Q V
 G A D B R I R _ V * ; N a X W I N a R Y U Z R Y X b X N] R V W W U N W Q N] _ ` R
] R Z C R Y W W N f N T a R Y U Q W X N N X N & G R Q N T X N U N % N Y f N T Z R T U N Z O n a
 T b _ b Q N Y Z Z R T \] a V N X N a b T N [f N N Q N U S N W W N ` R X Y U f N T X b _ N T
 Z R Z N Q N \$ [N Z b [Q R Z W W T b _ b Q V G A D B R I R _ V * ; N a X a R a N O R b ` N U N
 Z R Z N X V N X N] R T T b [N N S N W W N f N T N Q N b [a b X a b W N] R Z C R Y W W N] &

4. Kinerja guru bersertifikasi pendidik di SMP N 2 Gatak ditinjau dari kompetensi kepribadian.

8 N Y Z G a N Q N _ B N V [N Y D R Q Q X N \$] R W X N N] N N Y * 0 N N a " + # C b a V
 O Q X R Z b X N N O N U N f N T Q Z N X b Q Q R T N X Z] R a R ` V X R] _ V O N W N Q N N U
 X R Z N Z] b N X R] _ V O N W N f N T Z N a N \$ ` a N O X \$ Q R d N N \$ N _ V \$ Q N O R d V O N d N \$
 Z R W Q V a R Y Q N O N V] R R a N Q Q X \$ Q N O R N U Y X Z b W & A b Y N N " * ((/ 2) / #
 Z R T R Z b X N N O N U N X Z] R a R ` V X R] _ V O N W N ` N T N a O R N _] R T N b U f N
 a R U N Q N] R a b Z O b U N Q N] R X R Z O N T N] R R a N Q Q X & ? \ Z] R a R ` V
 X R] _ V O N W N V V Z R Z W X V] R N Q N S b [T V f N T ` N T N a] R a V T Q N Y Z
 Z R Z O R a b X X R] _ V O N W N N N X \$ T b [N Z R f W X N Q N [Z R T R Z O N T X N ` b Z O R
 Q N N Z N b ` W " G 8 A # \$ ` R a N Z R ` R W a R M N] Z N f N N X N \$ X R Z N W N [R I N N \$
 Q N O N T N] N Q N b Z b Z [f N &

A R f b _ b a G Y Z R a D < " * ((. # Q N Y Z G f N S b Y G N I N N " * ((1 2 + . # X Z] R a R ` V
 X R] _ V O N W N a R Q V V Q N V G b O % \ Z] R a R ` V

N & A R Z N U N Z \$ Z R T U N N a V Q N Z R Y X N N X N X Q R R a X T b _ b = Q [R W

O & A R Z O R _ W N Y N N N] R Q Q X N Q R T N ` R] R b U U N a \$] _ S R V [N Y Q N
 R X] R X a N V f N T a V T T V a R U N Q N] R R a N Q Q X] f N

P & A R T U N T W] R C R Q N Y a N C R Y X N T] R R a N Q Q X] f N Q N O R X Z V Z R
 a V T T V b [a b X Z R V T X N a X N] _ R a N V C R Y W W] f N &

Q & A R f b [W X N Q N Z R Z] _ Z \ ` W N [W W % W N \$ [\ _ Z N % \ _ Z N \$ ` W N Q N
] R W X b] \ ` W S f N T Z R R X N U N X N Q N V] R R a N Q Q X] f N

R & A R Z O R _ W N X [a _ V b ` V a R U N Q N] R T R Z O N T N ` R X Y U b Z b Z [f N Q N
] R Z C R Y W W N X L b ` b ` [f N

S & A R W Q X N Q V V f N ` R O N I W O N I W V V a R T _ N Y Q N V R X Y U

T & 6 R a N T T b [T W d N O a R U N Q N] _ R a N V f N

U& A RYK N NXN abTN [fN QNYZ X _VQ _] R Nb N] R b [QN T% [QN TN
fN T CR YWb QN QNYZ X _VQ _ aNa] RZ R V aLN fN T ONX "T \ Q
T \ cR] N PR#

& A R TRZ QN TXN] \ SR V [NWZ R QVVZ RYb VRc N b N VQV\$ _RSYX VQN
] RZ baXUVN CR ONINUNYfN T aR XNa QR TN abTN [fN&

W& A RZ NUNZ \$Z R TUN N VQN Z RYK N NXN YN QN N %N QN N] R QOXXN
"fb_QV\$W\ \ SV QN VZ WU#&

? VR W Tb_b CR `RaSXN V] R QOXX QVGA D BRIR_V* ; NaX QaV Wb
QN V X Z] RaR `V XR]_VQVW `bQU / R bNV QR TN V QXNa _] R VNW
X Z] RaR `V XR]_VQVW & GRZ bN Tb_b CR `RaSXN V] R QOXX QVGA D BRIR_V*
; NaX aR YUN `RCNINW Tb_b fN T Z N aN \$` aNVB QR d N N \$ N \$ QN CR d VCN N &
GRYV Vb `WN Tb_b fN T Z b YWQN Na Z R WQV aRYQN ONIV] R RaN QOXX QN
Z N fN N N & DR VNB] \ SR V [NY Tb_b aR YUNa WTN XRaXN Tb_b
Z R TRZ QN TXN QVV `RPN CR YW a b [abX Z R V TXNaXN] R TRaUbN \$
XRa_NZ] VV QN XR]_VQVW [fN < NY V VQV Wb XN Tb_b b [abX Z R V TXNaXN
X Z] RaR `V fN RU V TIN CR QZ] NX] N QZ R V TXN fN Xb NYN] RZ CR YW N] &

D. Interpretasi Hasil

? VR W Tb_b CR `RaSXN V] R QOXX QVGA D BRIR_V* ; NaX QaV Wb QN V
X Z] RaR `V] RQNI \ TVX QV VNW ONX \$ `RZ bN Tb_b Z NZ] b Z R TbN NV V QXNa _
] R VNW X VR W `R bNV X Z] RaR `V] RQNI \ TVX&; b_b CR `RaSXN VDR QOXX QV
GA D BRIR_V* ; NaX aR YUNa QN VXRZ NZ] bN Tb_b QNZ] R TbN NQ XRYN QN
] RZ NUNZ N aR UNQ Z N V T % N V T] R RaN QOXX fN & ; b_b Z RYWb XN
] R QRXNaN % R QRXNaN XR] N QZ N V T % N V T] R RaN QOXX fN b [abX Z R TINV
] \ aR `V fN T QZ WVV] R RaN QOXX fN &; b_b CR `RaSXN V] R QOXX Z RYWb XN
] R N TN N Z N N N U fN T QUNQ V] R RaN QOXX `RPN NZ N X V N & GRYV Vb Tb_b
W TN Z RYWb XN R c N b N V QN V RaW] R Z N N N UN fN T QWYZ V] R RaN QOXX & < NY
fN T Z N VUZ R WQV UNZ ONa Tb_b QNYZ Z R T] aZ N XN abTN QN X Z] RaR `V
] RQNI \ TV fN N QN YU Tb_b Z N W XR b YN QNYZ] RZ WUN QN] R TRZ QN TN
Xb_Wb YZ `` Wcb` fN T `R bNV QR TN X [QVV] R RaN QOXX QVGA D BRIR_V*
; NaX &

. (

? $\Psi R W T b_b CR R a S X N V$] R $Q O X Q V G A D B R I R V^*$; $N a X Q a V W b Q N V$
 $X Z] R a R V] \Delta S R V [N Y Q V V W C N X Q N$ ` R b N V Q R T N $\Psi Q X N a$ _ $X Z] R a R V$
 $] \Delta S R V [N Y T b_b \& \< N Y V a R Y U N a Q N V Y N a C R Y X N T]$ R $Q O X N$ f N T Q Z V X V] N N
 $T b_b Q N$ X R Z N Z] b N $T b_b Q N Y Z$] R T b N N N $Y I Q N N$] R $Q O X N$ Q N
 $] R T b N N N$ C N N] R T N W N $\& G R Z b N T b_b$ ` b Q N U Z N Z] b Z R f b ` b [Q N
 $Z R Y X N N X N] \Delta T N Z$] R T N W N $\$` R Y W$ V b ` R Z b N T b_b Q V G A D B R I R V^* ; $N a X$
 $W I N a R X U Z R Y X b X N$] R V W N U N W Q N] $\Delta ` R$] R Z C R Y W W N f N T a R X U
 $Q M X N N X N \& G R Q N T X N$ U N $\% N Y f N T Z R T U N Z C N$ T b_b Q N Y Z Z R T] a V N X N
 $a b T N [f N N Q N Y U S N W I N ` R X Y U f N T X b N T Z R Z N Q N \$ [N Z b [Q R Z W W T b_b Q V$
 $G A D B R I R V^*$; $N a X a R N$ C R b ` N U N Z R Z N X V N X N] R T T b N N N S N W I N f N T
 $N Q N b [a b X a b W N] R Z C R Y W W N \&$

? $\Psi R W T b_b CR R a S X N V$] R $Q O X Q V G A D B R I R V^*$; $N a X Q a V W b Q N V$
 $X Z] R a R V X R] V O N Q W$ ` b Q N U ` R b N V Q R T N $\Psi Q X N a$ _] R V W N X Z] R a R V
 $X R] V O N Q W \& G R Z b N T b_b CR R a S X N V$] R $Q O X Q V G A D B R I R V^*$; $N a X a R Y U N a$
 $` R O N I N T b_b f N T Z N a N \$` a O V \$ Q R d N N \$ N \$ Q N$ C R d V O N $\& G R Y W$ V b ` V N
 $T b_b f N T Z b W N Q N N a Z R W Q V a R Y Q N$ C N V] R R a N Q O X Q N Z N f N N X N $\&$
 $D R W X b] \Delta S R V [N Y T b_b a R Y U N a W I N X R a X N T b_b Z R T R Z C N T X N Q V ` R P N N$
 $C R Y N W a b [a b X Z R \Psi T X N X N] R T R a N b N \$ X R a N Z] W N Q N X R] V O N Q W [f N \< N Y$
 $\Psi V Q V X b X N T b_b b [a b X Z R \Psi T X N X N X Z] R a R V f N ` R U V T I N C R Q N Z] N X] N Q N$
 $Z R \Psi T X N [f N X b N W I N] R Z C R Y W W N \&$

? $\Psi R W T b_b CR R a S X N V$] R $Q O X Q V G A D [R I R V^*$; $N a X Q a V W b Q N V$
 $X Z] R a R V ` W Y ` b Q N U C N X \$ U N Y \Psi V a R Y U N a Q N V R Z b N T b_b f N T C R R a S X N V$
 $] R Q O X Z R Z] b [f N W I N ` ` W Y f N T a V T T \$ C N X Q V \Psi T X b [T N ` R X Y U Z N b] b [$
 $W T X b [T N Y N ` R X Y U \& \< N Y \Psi V Q N N a Q Y U N a X R a X N T b_b Z N Z] b C R V a N X V$
 $Q R T N R X N ` R N Z N] \Delta S R \$] V] V N \$ Z N b] b [Z N f N N X N \& G R Z b N T b_b Q V G A D$
 $B R I R V^*$; $N a X W I N Z N Z] b Z R W W Y X R W N Z N C N X ` R P N N \Psi Q e Q b N Y Z N b] b [$
 $X R Y Z] \ X \&$

.)

BAB V
SIMPULAN, IMPLIKASI, DAN SARAN

A. Simpulan

6 RQN NXN] R RYWN f N T aRYU QVX N NXN QN] RZ ONLN f N T aRYU
Qb NXN] NQN ONO%NO ` RORbZ [f N\$ Z NXN] R RYV QN Na Z R N V X R VZ] b Y
` RONINOR Vb a2

)&? V R W Tb_b CR` RaSYXNV] [QVX QVGA D BRIR_V* ; NNX QV Wb QNV
X Z] RaR ` V] RQNI \ TV QV WMPbXb] CNX < NY V aR YUNa QN VXRZ NZ] bN Tb_b
QNZ N] R TbNN XRYN QN] RZ NNZ N Tb_b aRLNQ] R RaNOQV f N & ; b_b
Z RYXbXN] R QRXN % R QRXN XRNQN Z N V T % N V T] R RaN QV f N
b [abXZ R TINV] \ aR ` V f N T QZ V X V YU ` RaW] R RaNOQV f N & B NZ b [NQN
OROR_N N UNZ ONa f N T QVYZ V \ YU Tb_b QVYZ b` NUN Z R V TXN XN
X Z] RaR ` V f N < NZ ONa % NZ ONa aR ` R Cba Z VN f N ORbZ Z RZ NQW f N
SN WVN f N T NQN QVRX YUS QN X R b YN Tb_b QVYZ Z R TRZ QN TXN
Xb Vb bZ ` V Cb ` f N T ` R b NVQR TN X [QV VQGA D BRIR_V* ; NNX &

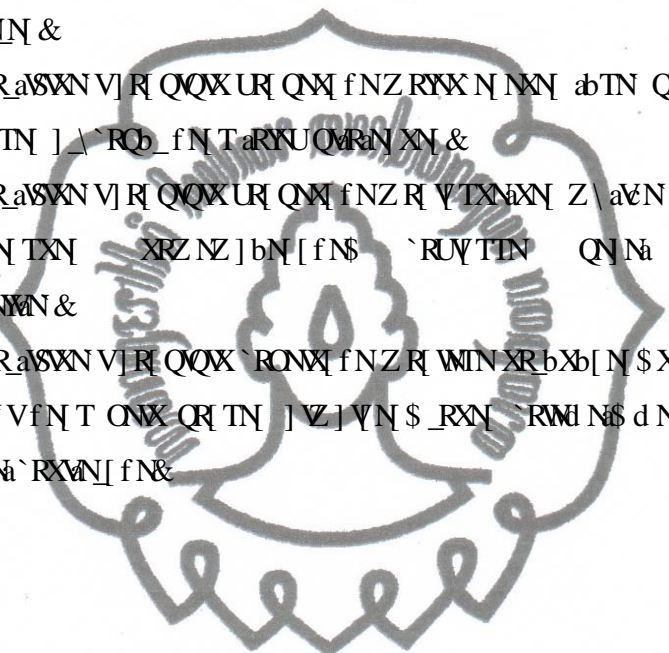
&? V R W Tb_b CR` RaSYXNV] R QVX QVGA D BRIR_V ; NNX QV Wb QNV
X Z] RaR ` V] SR V [NY QV V W ONX QN ` R b NVQR TN V QVNa _ X Z] RaR ` V
] SR V [NY Tb_b < NY V V aR YUNa QNV] R TbNN Tb_b aR aN T YQ NN
] R QVXN QN] R TbNN ONLN] R TNM N & GRZ bN Tb_b ` b QNU Z NZ] b
Z R f b ` b [QN Z RYX N NXN] T NZ] R TNM N \$ ` RYW Vb ` RZ bN Tb_b QV
GA D BRIR_V* ; NNX WTN aRYU Z RYXbXN] R VWN UN W QN] ` R
] RZ CRYWN f N T aRYU QVX N NXN &

+&? V R W Tb_b CR` RaSYXNV] R QVX QVGA D BRIR_V* ; NNX QV Wb QNV
X Z] RaR ` VXR] VONQV ` b QNU ` R b NVQR TN V QVNa _] R VWN X Z] RaR ` V
XR] VONQV & GRZ bN Tb_b CR` RaSYXNV] R QVX QVGA D BRIR_V* ; NNX
aR YUNa ` RONIN/Tb_b f N T Z N aN \$ ` a NOV QRd N N \$ N V QN ORd VON N & GRYW
Vb ` VN Tb_b f N T Z b YW QN Na Z R WOV aRYQN CNIV] R RaN QVX QN
Z N f N NXN & DR VYXb] SR V [NY Tb_b aR YUNa WTN X RaVN Tb_b
Z R TRZ QN TXN QVV ` RPNN OR YN Wa b [abX Z R V TXN XN] R TRNbN \$

.)

C. Saran

6R_QN_N_XN N_NVV]R_RY_W QV Y_N_TN\$ Z_NN]R_b_W Q_N_Na
 Z_RZ_CR_WN `N_N %N_N `R_NIN_VCR_Wba2
)& b_b CR`R_a`SXN V]R_QQX QN XR]_NY `R_X_YU `R_NX]_fN Z_RYX_N_NXN
 R_eN_bN V QN Z\[V_`VT Z_R]_TR]_NV X_V]_R_W]_fN\$ N_TN X_bN_YN X_V]_R_W]_fN
 `R_Z_NX_V Z_R]_V]_TXN`\$ `R_U]_V]_TIN_NXN CR_QZ]_N_X]_NQN]_R]_V]_TXN_N X_bN_YN
]_RZ_CR_Y_W_N]_&
 *& b_b CR`R_a`SXN V]R_QQX UR]_Q_N]_fN Z_RYX_N_NXN a_b]_TN QN XR_d]_N_W]_N]_fN
 `R_b]_N_V]_Q]_T_N]_`R_Q_b]_f]_N_T_a]_R_Y_U_Q_V]_R_N]_X_N]_&
 +& b_b CR`R_a`SXN V]R_QQX UR]_Q_N]_fN Z_R]_V]_TXN_N XN Z\[a`N_V_Q]_V]_b]_a_b_X`R_O]_U
 Z_R]_TR]_Q_N]_TXN XR_Z]_N_Z]_b]_N]_f]_N`\$ `R_U]_V]_TIN Q_N_Na Z_R]_V]_TXN_N
]_`SR_V]_N_YN]_&
 , & b_b CR`R_a`SXN V]R_QQX `R_NX]_fN Z_R]_W]_N_XR_b]_X_b]_N]_X_R]_X]_R]_b]_N]_T_N]_Q_N
 X_Z]_b]_W]_N_V]_f]_N]_T_O_N]_Q]_R]_T_N]_]_V]_V]_N]_X_R]_N]_`R_W]_N]_S]_d]_N]_T_N]_`R_X]_Y_U]_Q_N
 Z_N]_f]_N]_N]_N]_`R_X]_N]_f]_N]_&



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