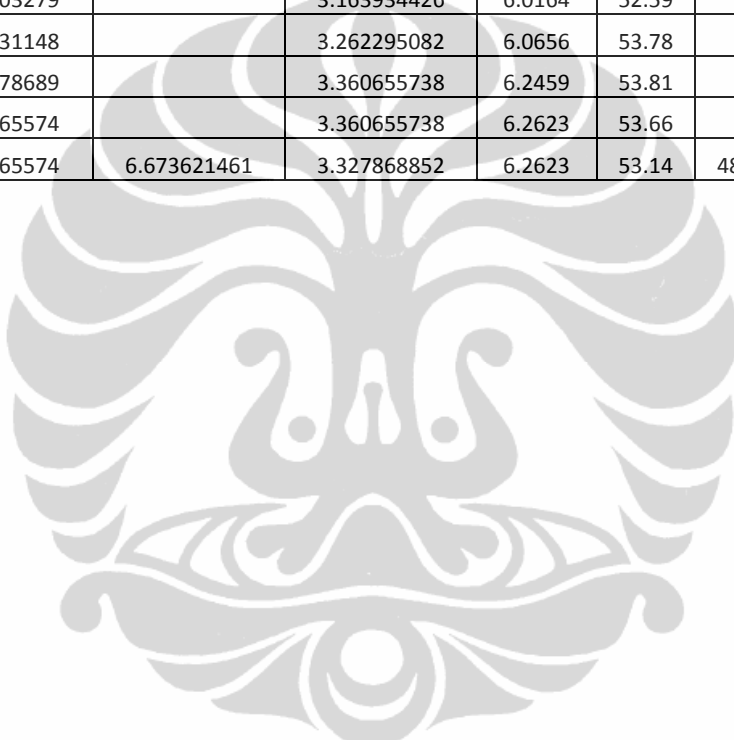


HASIL PENGOLAHAN DATA

Variabel	Item	Pentingnya	Aktual	Ideal	Kesesuaian	Gap		
Manajerial	1	6.62295082	2.606557377	5.9672	43.68		3.3607	
	2	6.606557377	2.62295082	5.9672	43.96		3.3443	
	3	6.62295082	2.721311475	6.0000	45.36		3.2787	
	4	6.721311475	2.704918033	6.1148	44.24		3.4098	
	5	6.721311475	2.950819672	6.1148	48.26		3.1639	
	6	6.62295082	2.803278689	6.0000	46.72		3.1967	
	7	6.672131148	2.819672131	5.9836	47.12		3.1639	
	8	6.672131148	2.819672131	5.9836	47.12		3.1639	
	9	6.573770492	2.885245902	6.0820	47.44		3.1967	
	10	6.557377049	2.803278689	6.1148	45.84		3.3115	
	11	6.68852459	2.786885246	6.1475	45.33		3.3607	
	12	6.639344262	3.016393443	6.0492	49.86		3.0328	
	13	6.540983607	2.967213115	5.9180	50.14		2.9508	
	14	6.606557377	2.983606557	5.9672	50.00		2.9836	
	15	6.62295082	2.967213115	5.9508	49.86		2.9836	
	16	6.639344262	2.68852459	5.9672	45.05		3.2787	
	17	6.639344262	2.786885246	6.0000	46.45		3.2131	
	18	6.62295082	2.737704918	6.0656	45.14		3.3279	
	19	6.868852459	2.770491803	6.2295	44.47		3.4590	
	20	6.836065574	2.737704918	6.2131	44.06		3.4754	
	21	6.770491803	2.721311475	6.1148	44.50		3.3934	
	22	6.754098361	2.983606557	6.1311	48.66		3.1475	
	23	6.639344262	2.885245902	6.0164	47.96		3.1311	
	24	6.639344262	2.852459016	5.9672	47.80		3.1148	
	25	6.524590164	2.868852459	5.9180	48.48		3.0492	
	26	6.508196721	6.651324086	2.885245902	5.8852	49.03	46.79	3.0000
Pengelolaan Informasi	27	6.557377049	2.967213115	5.9836	49.59		3.0164	
	28	6.590163934	2.672131148	5.9672	44.78		3.2951	
	29	6.590163934	2.639344262	5.9508	44.35		3.3115	
	30	6.590163934	2.62295082	5.9672	43.96		3.3443	
	31	6.704918033	2.62295082	6.1148	42.90		3.4918	
	32	6.540983607	2.62295082	6.0656	43.24		3.4426	
	33	6.540983607	2.557377049	6.0492	42.28		3.4918	
	34	6.540983607	2.721311475	6.0656	44.86		3.3443	

	35	6.590163934		2.508196721	6.0164	41.69		3.5082	
	36	6.524590164		2.508196721	6.0164	41.69		3.5082	
	37	6.672131148		2.524590164	6.0984	41.40		3.5738	
	38	6.68852459		2.573770492	6.0820	42.32		3.5082	
	39	6.68852459		2.704918033	6.0820	44.47		3.3770	
	40	6.704918033		2.704918033	6.0820	44.47		3.3770	
	41	6.721311475		2.737704918	6.0656	45.14		3.3279	
	42	6.819672131		3.06557377	6.2131	49.34		3.1475	
	43	6.704918033		3.081967213	6.1311	50.27		3.0492	
	44	6.573770492		2.868852459	6.0656	47.30		3.1967	
	45	6.573770492		2.819672131	6.0656	46.49		3.2459	
	46	6.704918033		2.836065574	6.1475	46.13		3.3115	
	47	6.606557377		2.868852459	6.0000	47.81		3.1311	
	48	6.590163934	6.628166915	2.836065574	6.0000	47.27	45.08	3.1639	3.3256
Kependidikan	49	6.672131148		3.098360656	6.0000	51.64		2.9016	
	50	6.803278689		3.098360656	6.0820	50.94		2.9836	
	51	6.737704918		3.098360656	6.1803	50.13		3.0820	
	52	6.721311475		2.819672131	6.1967	45.50		3.3770	
	53	6.68852459		2.901639344	6.1967	46.83		3.2951	
	54	6.819672131		2.721311475	6.2787	43.34		3.5574	
	55	6.62295082		2.655737705	6.0492	43.90		3.3934	
	56	6.62295082		2.639344262	6.0328	43.75		3.3934	
	57	6.491803279		2.754098361	5.9672	46.15		3.2131	
	58	6.491803279		2.737704918	5.9836	45.75		3.2459	
	59	6.475409836		2.803278689	5.9836	46.85		3.1803	
	60	6.508196721		2.655737705	5.9836	44.38		3.3279	
	61	6.590163934		2.704918033	6.0492	44.72		3.3443	
	62	6.606557377		2.655737705	6.0328	44.02		3.3770	
	63	6.737704918		3.06557377	6.0984	50.27		3.0328	
	64	6.639344262		3.049180328	6.0492	50.41		3.0000	
	65	6.770491803		2.901639344	6.1148	47.45		3.2131	
		66	6.639344262	6.646630237	3.016393443	6.0492	49.86	46.99	3.0328
Kepribadian	67	6.655737705		3.295081967	6.0984	54.03		2.8033	
	68	6.786885246		3.163934426	6.1475	51.47		2.9836	
	69	6.639344262		3.147540984	6.0820	51.75		2.9344	
	70	6.754098361		3.409836066	6.2295	54.74		2.8197	
	71	6.901639344		3.016393443	6.2787	48.04		3.2623	
	72	6.770491803		3.049180328	6.2131	49.08		3.1639	
	73	6.770491803		2.983606557	6.1967	48.15		3.2131	
	74	6.62295082		3	6.1475	48.80		3.1475	
		75	6.639344262	6.726775956	3.016393443	6.1475	49.07	50.57	3.1311

Sosial	76	6.557377049		3.655737705	6.0492	60.43		2.3934	
	77	6.672131148		3.68852459	6.1148	60.32		2.4262	
	78	6.803278689		3.721311475	6.2623	59.42		2.5410	
	79	6.916666667	6.737363388	3.666666667	6.3279	57.94	59.53	2.6612	2.5055
Pengembangan Profesi	80	6.836065574		2.721311475	6.2951	43.23		3.5738	
	81	6.704918033		2.683333333	6.1967	43.30		3.5134	
	82	6.704918033		2.590163934	6.1148	42.36		3.5246	
	83	6.590163934		2.62295082	6.0492	43.36		3.4262	
	84	6.459016393		2.606557377	6.0164	43.32		3.4098	
	85	6.475409836		3.081967213	6.0000	51.37		2.9180	
	86	6.491803279		3.163934426	6.0164	52.59		2.8525	
	87	6.672131148		3.262295082	6.0656	53.78		2.8033	
	88	6.803278689		3.360655738	6.2459	53.81		2.8852	
	89	6.836065574		3.360655738	6.2623	53.66		2.9016	
	90	6.836065574	6.673621461	3.327868852	6.2623	53.14	48.54	2.9344	3.1584

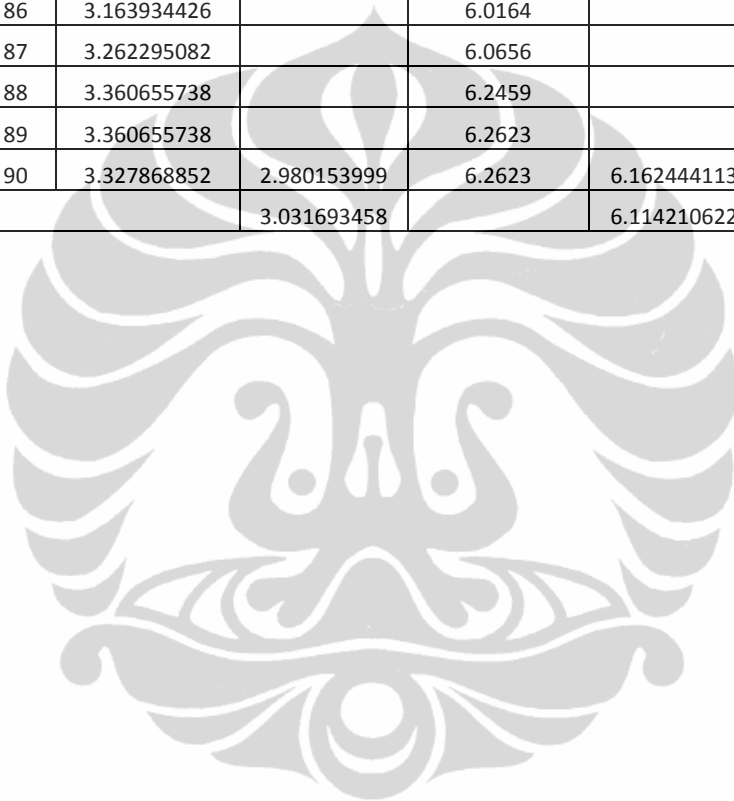


HASIL PENGOLAHAN DATA

Variabel	Item	Aktual	X	Ideal	Y
Manajerial	1	2.606557377		5.9672	
	2	2.62295082		5.9672	
	3	2.721311475		6.0000	
	4	2.704918033		6.1148	
	5	2.950819672		6.1148	
	6	2.803278689		6.0000	
	7	2.819672131		5.9836	
	8	2.819672131		5.9836	
	9	2.885245902		6.0820	
	10	2.803278689		6.1148	
	11	2.786885246		6.1475	
	12	3.016393443		6.0492	
	13	2.967213115		5.9180	
	14	2.983606557		5.9672	
	15	2.967213115		5.9508	
	16	2.68852459		5.9672	
	17	2.786885246		6.0000	
	18	2.737704918		6.0656	
	19	2.770491803		6.2295	
	20	2.737704918		6.2131	
	21	2.721311475		6.1148	
	22	2.983606557		6.1311	
	23	2.885245902		6.0164	
	24	2.852459016		5.9672	
	25	2.868852459		5.9180	
	26	2.885245902	2.822194199	5.8852	6.033417402
Pengelolaan Informasi	27	2.967213115		5.9836	
	28	2.672131148		5.9672	
	29	2.639344262		5.9508	
	30	2.62295082		5.9672	
	31	2.62295082		6.1148	
	32	2.62295082		6.0656	
	33	2.557377049		6.0492	
	34	2.721311475		6.0656	
	35	2.508196721		6.0164	

	36	2.508196721		6.0164	
	37	2.524590164		6.0984	
	38	2.573770492		6.0820	
	39	2.704918033		6.0820	
	40	2.704918033		6.0820	
	41	2.737704918		6.0656	
	42	3.06557377		6.2131	
	43	3.081967213		6.1311	
	44	2.868852459		6.0656	
	45	2.819672131		6.0656	
	46	2.836065574		6.1475	
	47	2.868852459		6.0000	
	48	2.836065574	2.730253353	6.0000	6.055886736
Keperibadian	49	3.098360656		6.0000	
	50	3.098360656		6.0820	
	51	3.098360656		6.1803	
	52	2.819672131		6.1967	
	53	2.901639344		6.1967	
	54	2.721311475		6.2787	
	55	2.655737705		6.0492	
	56	2.639344262		6.0328	
	57	2.754098361		5.9672	
	58	2.737704918		5.9836	
	59	2.803278689		5.9836	
	60	2.655737705		5.9836	
	61	2.704918033		6.0492	
	62	2.655737705		6.0328	
	63	3.06557377		6.0984	
	64	3.049180328		6.0492	
	65	2.901639344		6.1148	
	66	3.016393443	2.85428051	6.0492	6.073770492
	Kepribadian	67	3.295081967		6.0984
68		3.163934426		6.1475	
69		3.147540984		6.0820	
70		3.409836066		6.2295	
71		3.016393443		6.2787	
72		3.049180328		6.2131	
73		2.983606557		6.1967	
74		3		6.1475	
75		3.016393443	3.120218579	6.1475	6.171220401
Sosial	76	3.655737705		6.0492	

	77	3.68852459		6.1148	
	78	3.721311475		6.2623	
	79	3.666666667	3.683060109	6.3279	6.18852459
Pengembangan Profesi	80	2.721311475		6.2951	
	81	2.683333333		6.1967	
	82	2.590163934		6.1148	
	83	2.62295082		6.0492	
	84	2.606557377		6.0164	
	85	3.081967213		6.0000	
	86	3.163934426		6.0164	
	87	3.262295082		6.0656	
	88	3.360655738		6.2459	
	89	3.360655738		6.2623	
	90	3.327868852	2.980153999	6.2623	6.162444113
				3.031693458	



Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	29	96.7
	Excluded ^a	1	3.3
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.990	90

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	595.2414	1197.261	.833	.990
VAR00002	595.2414	1197.261	.833	.990
VAR00003	595.2069	1195.384	.908	.990
VAR00004	595.1034	1212.667	.433	.990
VAR00005	595.1034	1212.667	.433	.990
VAR00006	595.2069	1198.741	.806	.990
VAR00007	595.1724	1197.648	.863	.990
VAR00008	595.2069	1200.027	.767	.990
VAR00009	595.2759	1189.850	.758	.990
VAR00010	595.3103	1188.650	.779	.990
VAR00011	595.1379	1202.480	.738	.990
VAR00012	595.1724	1188.791	.807	.990
VAR00013	595.2759	1182.493	.917	.990
VAR00014	595.1724	1199.291	.812	.990
VAR00015	595.1379	1198.195	.876	.990
VAR00016	595.1724	1197.648	.863	.990
VAR00017	595.1724	1197.648	.863	.990
VAR00018	595.2069	1196.670	.869	.990
VAR00019	595.0345	1214.534	.422	.990
VAR00020	595.0690	1212.281	.471	.990
VAR00021	595.1034	1208.239	.646	.990
VAR00022	595.1034	1208.025	.587	.990
VAR00023	595.2069	1197.170	.854	.990
VAR00024	595.1379	1198.195	.876	.990
VAR00025	595.2759	1183.778	.889	.990
VAR00026	595.3448	1179.305	.910	.990
VAR00027	595.3103	1192.365	.842	.990
VAR00028	595.2414	1194.404	.918	.990
VAR00029	595.2414	1194.404	.918	.990
VAR00030	595.2414	1194.404	.918	.990
VAR00031	595.1034	1201.882	.792	.990
VAR00032	595.2414	1187.833	.808	.990
VAR00033	595.2414	1191.118	.736	.990
VAR00034	595.2759	1190.135	.752	.990
VAR00035	595.2069	1194.956	.921	.990
VAR00036	595.3103	1194.293	.793	.990
VAR00037	595.1724	1207.791	.476	.990
VAR00038	595.2069	1211.241	.431	.990
VAR00039	595.1724	1205.148	.631	.990
VAR00040	595.1379	1204.195	.684	.990
VAR00041	595.1379	1204.195	.684	.990
VAR00042	595.0345	1210.677	.567	.990
VAR00043	595.1034	1203.167	.749	.990
VAR00044	595.1724	1191.362	.750	.990
VAR00045	595.1724	1191.362	.750	.990
VAR00046	595.1034	1201.239	.813	.990
VAR00047	595.2069	1198.099	.826	.990
VAR00048	595.2414	1196.047	.869	.990
VAR00049	595.1724	1197.219	.876	.990
VAR00050	595.0690	1210.852	.521	.990
VAR00051	595.1379	1199.195	.844	.990
VAR00052	595.1379	1199.195	.844	.990
VAR00053	595.1724	1200.433	.776	.990
VAR00054	595.0690	1215.567	.356	.990
VAR00055	595.2069	1196.456	.875	.990
VAR00056	595.2069	1196.456	.875	.990
VAR00057	595.3448	1180.805	.880	.990
VAR00058	595.3103	1181.365	.871	.990
VAR00059	595.3448	1182.877	.901	.990
VAR00060	595.3448	1182.877	.901	.990
VAR00061	595.2759	1197.421	.816	.990
VAR00062	595.2414	1196.047	.869	.990
VAR00063	595.1379	1208.695	.508	.990
VAR00064	595.2069	1194.956	.921	.990
VAR00065	595.0690	1210.852	.521	.990
VAR00066	595.1724	1197.219	.876	.990
VAR00067	595.1724	1197.005	.883	.990
VAR00068	595.0345	1211.806	.532	.990
VAR00069	595.1379	1197.980	.883	.990
VAR00070	595.0690	1205.709	.702	.990
VAR00071	594.9310	1218.067	.436	.990
VAR00072	595.0345	1204.463	.801	.990
VAR00073	595.0345	1204.463	.801	.990
VAR00074	595.1379	1191.052	.770	.990
VAR00075	595.1379	1191.052	.770	.990
VAR00076	595.1724	1190.362	.772	.990
VAR00077	595.0690	1203.781	.770	.990
VAR00078	595.0000	1208.000	.732	.990
VAR00079	594.9310	1218.067	.436	.990
VAR00080	595.1034	1213.667	.339	.991
VAR00081	595.2069	1200.027	.670	.990
VAR00082	595.2069	1210.670	.390	.991
VAR00083	595.2759	1199.278	.671	.990
VAR00084	595.3793	1184.887	.708	.990
VAR00085	595.3793	1184.887	.708	.990
VAR00086	595.3793	1184.887	.708	.990
VAR00087	595.1724	1204.505	.459	.991
VAR00088	595.0690	1208.424	.507	.990
VAR00089	595.0000	1208.000	.732	.990
VAR00090	595.0000	1208.000	.732	.990

Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	29	96.7
	Excluded ^a	1	3.3
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.991	89

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	588.4828	1185.116	.833	.990
VAR00002	588.4828	1185.116	.833	.990
VAR00003	588.4483	1183.256	.907	.990
VAR00004	588.3448	1200.520	.429	.991
VAR00005	588.3448	1200.520	.429	.991
VAR00006	588.4483	1186.542	.807	.990
VAR00007	588.4138	1185.466	.863	.990
VAR00008	588.4483	1187.828	.768	.990
VAR00009	588.5172	1177.616	.760	.990
VAR00010	588.5517	1176.542	.779	.990
VAR00011	588.3793	1190.244	.740	.990
VAR00012	588.4138	1176.537	.810	.990
VAR00013	588.5172	1170.259	.920	.990
VAR00014	588.4138	1187.037	.814	.990
VAR00015	588.3793	1185.958	.878	.990
VAR00016	588.4138	1185.466	.863	.990
VAR00017	588.4138	1185.466	.863	.990
VAR00018	588.4483	1184.470	.870	.990
VAR00019	588.2759	1202.421	.416	.991
VAR00020	588.3103	1200.222	.465	.991
VAR00021	588.3448	1194.091	.644	.990
VAR00022	588.3448	1195.805	.587	.990
VAR00023	588.4483	1184.970	.855	.990
VAR00024	588.3793	1185.958	.878	.990
VAR00025	588.5172	1171.473	.898	.990
VAR00026	588.5862	1167.108	.913	.990
VAR00027	588.5517	1180.399	.838	.990
VAR00028	588.4828	1182.259	.918	.990
VAR00029	588.4828	1182.259	.918	.990
VAR00030	588.4828	1182.259	.918	.990
VAR00031	588.3448	1189.734	.790	.990
VAR00032	588.4828	1175.616	.810	.990
VAR00033	588.4828	1178.830	.740	.990
VAR00034	588.5172	1177.830	.755	.990
VAR00035	588.4483	1182.756	.922	.990
VAR00036	588.5517	1182.256	.790	.990
VAR00037	588.4138	1195.680	.473	.991
VAR00038	588.4483	1199.185	.425	.991
VAR00039	588.4138	1192.966	.630	.990
VAR00040	588.3793	1192.101	.680	.990
VAR00041	588.3793	1192.101	.680	.990
VAR00042	588.2759	1198.564	.562	.991
VAR00043	588.3448	1191.020	.747	.990
VAR00044	588.4138	1179.037	.754	.990
VAR00045	588.4138	1179.037	.754	.990
VAR00046	588.3448	1189.020	.814	.990
VAR00047	588.4483	1185.828	.829	.990
VAR00048	588.4828	1183.830	.871	.990
VAR00049	588.4138	1184.966	.879	.990
VAR00050	588.3103	1198.650	.520	.991
VAR00051	588.3793	1187.030	.843	.990
VAR00052	588.3793	1187.030	.843	.990
VAR00053	588.4138	1188.251	.776	.990
VAR00054	588.3103	1203.436	.352	.991
VAR00055	588.4483	1184.256	.876	.990
VAR00056	588.4483	1184.256	.876	.990
VAR00057	588.5862	1168.608	.882	.990
VAR00058	588.5517	1169.113	.874	.990
VAR00059	588.5862	1170.608	.905	.990
VAR00060	588.5862	1170.608	.905	.990
VAR00061	588.5172	1185.187	.818	.990
VAR00062	588.4828	1183.830	.871	.990
VAR00063	588.3793	1197.530	.506	.991
VAR00064	588.4483	1182.756	.922	.990
VAR00065	588.3103	1198.650	.520	.991
VAR00066	588.4138	1184.966	.879	.990
VAR00067	588.4138	1184.751	.885	.990
VAR00068	588.2759	1199.421	.529	.991
VAR00069	588.3793	1185.744	.885	.990
VAR00070	588.3103	1193.436	.704	.990
VAR00071	588.1724	1205.862	.432	.991
VAR00072	588.2759	1192.207	.803	.990
VAR00073	588.2759	1192.207	.803	.990
VAR00074	588.3793	1178.744	.774	.990
VAR00075	588.3793	1178.744	.774	.990
VAR00076	588.4138	1177.966	.778	.990
VAR00077	588.3103	1191.436	.775	.990
VAR00078	588.2414	1195.690	.736	.990
VAR00079	588.1724	1205.862	.432	.991
VAR00081	588.4483	1188.185	.661	.990
VAR00082	588.4483	1198.828	.380	.991
VAR00083	588.5172	1187.330	.665	.990
VAR00084	588.6207	1173.030	.704	.991
VAR00085	588.6207	1173.030	.704	.991
VAR00086	588.6207	1173.030	.704	.991
VAR00087	588.4138	1192.537	.454	.991
VAR00088	588.3103	1196.365	.502	.991
VAR00089	588.2414	1195.690	.736	.990
VAR00090	588.2414	1195.690	.736	.990

Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	29	96.7
	Excluded ^a	1	3.3
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.995	90

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	249.1379	6608.552	.798	.995
VAR00002	249.0690	6581.495	.830	.995
VAR00003	248.9310	6558.567	.806	.995
VAR00004	249.1379	6567.480	.901	.995
VAR00005	248.8966	6596.667	.902	.995
VAR00006	249.1034	6578.596	.896	.995
VAR00007	249.0345	6564.463	.880	.995
VAR00008	249.0690	6580.138	.892	.995
VAR00009	248.9310	6594.995	.733	.995
VAR00010	249.0345	6566.820	.892	.995
VAR00011	248.9655	6565.177	.843	.995
VAR00012	248.7586	6578.975	.847	.995
VAR00013	248.8621	6590.909	.881	.995
VAR00014	248.8966	6604.739	.812	.995
VAR00015	248.8966	6596.667	.902	.995
VAR00016	249.2069	6568.099	.920	.995
VAR00017	249.0000	6556.214	.825	.995
VAR00018	249.2759	6580.921	.872	.995
VAR00019	249.2069	6565.956	.880	.995
VAR00020	249.2069	6565.884	.905	.995
VAR00021	249.2069	6571.956	.898	.995
VAR00022	248.8276	6571.933	.888	.995
VAR00023	249.0690	6599.495	.776	.995
VAR00024	249.0345	6607.963	.757	.995
VAR00025	249.0345	6592.534	.797	.995
VAR00026	249.0345	6585.677	.837	.995
VAR00027	248.8966	6590.525	.871	.995
VAR00028	249.2414	6590.047	.878	.995
VAR00029	249.3103	6602.436	.868	.995
VAR00030	249.3448	6593.948	.890	.995
VAR00031	249.3103	6574.436	.812	.995
VAR00032	249.2759	6571.993	.870	.995
VAR00033	249.3448	6590.805	.845	.995
VAR00034	249.3103	6623.936	.665	.995
VAR00035	249.4483	6579.470	.817	.995
VAR00036	249.4483	6587.399	.797	.995
VAR00037	249.4483	6595.470	.730	.995
VAR00038	249.4138	6586.608	.774	.995
VAR00039	249.1034	6597.167	.785	.995
VAR00040	249.0690	6580.567	.835	.995
VAR00041	249.0345	6605.177	.701	.995
VAR00042	248.6897	6605.722	.677	.995
VAR00043	248.7241	6611.921	.807	.995
VAR00044	249.0000	6626.714	.733	.995
VAR00045	249.0345	6590.606	.808	.995
VAR00046	249.0000	6595.000	.764	.995
VAR00047	249.0000	6588.929	.775	.995
VAR00048	249.0690	6615.638	.731	.995
VAR00049	248.7241	6562.850	.925	.995
VAR00050	248.7241	6562.850	.925	.995
VAR00051	248.7241	6562.421	.955	.995
VAR00052	249.0000	6558.643	.918	.995
VAR00053	248.8621	6589.409	.780	.995
VAR00054	249.1034	6598.953	.866	.995
VAR00055	249.1724	6588.433	.891	.995
VAR00056	249.2069	6604.884	.816	.995
VAR00057	249.1034	6579.167	.839	.995
VAR00058	249.1034	6573.453	.846	.995
VAR00059	248.9655	6551.677	.913	.995
VAR00060	249.2414	6575.975	.848	.995
VAR00061	249.1379	6560.623	.826	.995
VAR00062	249.2069	6574.384	.834	.995
VAR00063	248.7931	6590.099	.882	.995
VAR00064	248.8276	6581.648	.888	.995
VAR00065	248.9310	6552.209	.855	.995
VAR00066	248.7586	6584.333	.870	.995
VAR00067	248.4828	6585.687	.865	.995
VAR00068	248.6897	6589.936	.902	.995
VAR00069	248.6897	6590.579	.897	.995
VAR00070	248.3793	6600.030	.741	.995
VAR00071	248.7586	6566.833	.915	.995
VAR00072	248.7586	6566.833	.915	.995
VAR00073	248.9310	6564.138	.835	.995
VAR00074	248.9310	6554.138	.865	.995
VAR00075	248.9310	6554.138	.865	.995
VAR00076	248.1724	6604.933	.733	.995
VAR00077	248.1724	6604.933	.733	.995
VAR00078	248.1379	6597.409	.676	.995
VAR00079	248.2414	6592.333	.682	.995
VAR00080	249.1379	6618.552	.842	.995
VAR00081	249.1034	6605.167	.861	.995
VAR00082	249.2759	6573.135	.890	.995
VAR00083	249.2414	6567.333	.896	.995
VAR00084	249.2759	6570.850	.932	.995
VAR00085	248.7241	6567.207	.852	.995
VAR00086	248.6207	6558.315	.872	.995
VAR00087	248.5172	6565.687	.904	.995
VAR00088	248.4828	6560.259	.903	.995
VAR00089	248.4483	6580.399	.891	.995
VAR00090	248.4828	6585.901	.864	.995

Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.982	90

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	542.3333	591.471	.622	.982
VAR00002	542.3333	591.471	.622	.982
VAR00003	542.2667	593.375	.499	.982
VAR00004	542.0667	591.168	.473	.982
VAR00005	542.1000	590.576	.532	.982
VAR00006	542.2667	595.651	.625	.982
VAR00007	542.3000	592.769	.658	.982
VAR00008	542.3000	592.769	.658	.982
VAR00009	542.3333	589.816	.470	.982
VAR00010	542.2333	591.702	.366	.982
VAR00011	542.1667	593.109	.476	.982
VAR00012	542.3000	590.424	.480	.982
VAR00013	542.4000	593.007	.412	.982
VAR00014	542.3333	594.506	.326	.982
VAR00015	542.3667	591.620	.431	.982
VAR00016	542.3667	591.620	.431	.982
VAR00017	542.2667	593.444	.494	.982
VAR00018	542.1667	596.144	.295	.982
VAR00019	542.0000	586.552	.642	.982
VAR00020	542.0333	585.964	.596	.982
VAR00021	542.1000	588.783	.623	.982
VAR00022	542.0667	588.754	.501	.982
VAR00023	542.2333	587.082	.793	.982
VAR00024	542.3333	583.057	.759	.982
VAR00025	542.4000	586.179	.638	.982
VAR00026	542.4667	585.085	.464	.982
VAR00027	542.2667	590.340	.695	.982
VAR00028	542.3000	589.803	.627	.982
VAR00029	542.3333	586.851	.710	.982
VAR00030	542.3000	588.148	.720	.982
VAR00031	542.2333	584.944	.740	.982
VAR00032	542.3000	585.803	.597	.982
VAR00033	542.3000	585.872	.594	.982
VAR00034	542.3000	585.872	.594	.982
VAR00035	542.2333	591.633	.774	.982
VAR00036	542.2000	592.303	.596	.982
VAR00037	542.0667	591.237	.470	.982
VAR00038	542.1000	590.714	.438	.982
VAR00039	542.1000	590.231	.549	.982
VAR00040	542.1000	590.231	.549	.982
VAR00041	542.1000	590.231	.549	.982
VAR00042	542.0333	586.999	.645	.982
VAR00043	542.1667	593.109	.476	.982
VAR00044	542.3000	588.217	.501	.982
VAR00045	542.3000	588.217	.501	.982
VAR00046	542.1667	593.109	.476	.982
VAR00047	542.2333	596.323	.393	.982
VAR00048	542.2333	596.323	.393	.982
VAR00049	542.3000	588.217	.716	.982
VAR00050	542.1667	586.420	.593	.982
VAR00051	542.1667	580.213	.850	.981
VAR00052	542.1333	581.499	.879	.981
VAR00053	542.1333	581.499	.879	.981
VAR00054	542.0000	584.345	.643	.982
VAR00055	542.2000	584.855	.695	.982
VAR00056	542.2333	585.495	.884	.981
VAR00057	542.3333	583.471	.741	.982
VAR00058	542.3000	584.148	.663	.982
VAR00059	542.3000	584.148	.663	.982
VAR00060	542.3000	584.148	.663	.982
VAR00061	542.1667	585.385	.746	.982
VAR00062	542.2000	584.717	.841	.981
VAR00063	542.1000	588.369	.538	.982
VAR00064	542.2000	586.166	.766	.982
VAR00065	542.1000	588.369	.538	.982
VAR00066	542.2000	584.717	.841	.981
VAR00067	542.1667	589.040	.721	.982
VAR00068	542.1000	590.576	.532	.982
VAR00069	542.2000	588.372	.864	.982
VAR00070	542.1333	585.154	.870	.981
VAR00071	542.0667	586.754	.583	.982
VAR00072	542.1667	584.557	.786	.982
VAR00073	542.2000	584.028	.639	.982
VAR00074	542.2667	581.237	.607	.982
VAR00075	542.2667	581.237	.607	.982
VAR00076	542.2667	586.685	.603	.982
VAR00077	542.1667	588.695	.741	.982
VAR00078	542.1000	585.472	.793	.982
VAR00079	542.0000	587.655	.592	.982
VAR00080	542.0000	588.000	.577	.982
VAR00081	542.1333	585.154	.870	.981
VAR00082	542.1000	590.576	.532	.982
VAR00083	542.2333	587.771	.754	.982
VAR00084	542.3000	586.355	.667	.982
VAR00085	542.3333	585.747	.643	.982
VAR00086	542.3000	584.976	.630	.982
VAR00087	542.2333	586.461	.576	.982
VAR00088	542.1000	584.369	.850	.981
VAR00089	542.0667	584.961	.774	.982
VAR00090	542.0667	584.961	.774	.982

Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.982	89

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	536.2000	586.441	.620	.982
VAR00002	536.2000	586.441	.620	.982
VAR00003	536.1333	588.395	.493	.982
VAR00004	535.9333	586.133	.472	.982
VAR00005	535.9667	585.482	.533	.982
VAR00006	536.1333	590.602	.621	.982
VAR00007	536.1667	587.730	.655	.982
VAR00008	536.1667	587.730	.655	.982
VAR00009	536.2000	584.717	.472	.982
VAR00010	536.1000	586.783	.360	.982
VAR00011	536.0333	588.102	.472	.982
VAR00012	536.1667	585.385	.479	.982
VAR00013	536.2667	587.926	.413	.982
VAR00015	536.2333	586.461	.435	.982
VAR00016	536.2333	586.461	.435	.982
VAR00017	536.1333	588.464	.488	.982
VAR00019	535.8667	581.499	.642	.982
VAR00020	535.9000	580.852	.598	.982
VAR00021	535.9667	583.757	.622	.982
VAR00022	535.9333	583.857	.494	.982
VAR00023	536.1000	582.024	.794	.982
VAR00024	536.2000	577.890	.764	.982
VAR00025	536.2667	581.099	.639	.982
VAR00026	536.3333	579.885	.468	.982
VAR00027	536.1333	585.292	.695	.982
VAR00028	536.1667	584.695	.630	.982
VAR00029	536.2000	581.752	.712	.982
VAR00030	536.1667	583.040	.723	.982
VAR00031	536.1000	579.817	.744	.982
VAR00032	536.1667	580.695	.599	.982
VAR00033	536.1667	580.764	.597	.982
VAR00034	536.1667	580.764	.597	.982
VAR00035	536.1000	586.576	.773	.982
VAR00036	536.0667	587.306	.591	.982
VAR00037	535.9333	586.202	.468	.982
VAR00038	535.9667	585.620	.439	.982
VAR00039	535.9667	585.206	.547	.982
VAR00040	535.9667	585.206	.547	.982
VAR00041	535.9667	585.206	.547	.982
VAR00042	535.9000	581.955	.645	.982
VAR00043	536.0333	588.102	.472	.982
VAR00044	536.1667	583.247	.497	.982
VAR00045	536.1667	583.247	.497	.982
VAR00046	536.0333	588.102	.472	.982
VAR00047	536.1000	591.334	.385	.982
VAR00048	536.1000	591.334	.385	.982
VAR00049	536.1667	583.178	.715	.982
VAR00050	536.0333	581.344	.594	.982
VAR00051	536.0333	575.206	.850	.982
VAR00052	536.0000	576.483	.878	.981
VAR00053	536.0000	576.483	.878	.981
VAR00054	535.8667	579.361	.641	.982
VAR00055	536.0667	579.857	.694	.982
VAR00056	536.1000	580.438	.885	.982
VAR00057	536.2000	578.441	.741	.982
VAR00058	536.1667	579.178	.660	.982
VAR00059	536.1667	579.178	.660	.982
VAR00060	536.1667	579.178	.660	.982
VAR00061	536.0333	580.447	.741	.982
VAR00062	536.0667	579.720	.839	.982
VAR00063	535.9667	583.344	.537	.982
VAR00064	536.0667	581.168	.763	.982
VAR00065	535.9667	583.344	.537	.982
VAR00066	536.0667	579.720	.839	.982
VAR00067	536.0333	584.033	.718	.982
VAR00068	535.9667	585.482	.533	.982
VAR00069	536.0667	583.306	.865	.982
VAR00070	536.0000	580.069	.873	.982
VAR00071	535.9333	581.582	.589	.982
VAR00072	536.0333	579.413	.791	.982
VAR00073	536.0667	578.823	.646	.982
VAR00074	536.1333	576.120	.610	.982
VAR00075	536.1333	576.120	.610	.982
VAR00076	536.1333	581.637	.603	.982
VAR00077	536.0333	583.620	.743	.982
VAR00078	535.9667	580.378	.796	.982
VAR00079	535.8667	582.533	.595	.982
VAR00080	535.8667	582.947	.577	.982
VAR00081	536.0000	580.069	.873	.982
VAR00082	535.9667	585.482	.533	.982
VAR00083	536.1000	582.645	.758	.982
VAR00084	536.1667	581.316	.667	.982
VAR00085	536.2000	580.648	.646	.982
VAR00086	536.1667	579.937	.630	.982
VAR00087	536.1000	581.334	.579	.982
VAR00088	535.9667	579.344	.849	.982
VAR00089	535.9333	579.995	.770	.982
VAR00090	535.9333	579.995	.770	.982
VAR00014	536.2000	589.338	.330	.982

Reliability

Warnings

The space saver method is used. That is, the covariance matrix is not calculated or used in the analysis.

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.982	88

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	530.2333	579.702	.619	.982
VAR00002	530.2333	579.702	.619	.982
VAR00003	530.1667	581.661	.491	.982
VAR00004	529.9667	579.413	.470	.982
VAR00005	530.0000	578.759	.532	.982
VAR00006	530.1667	583.868	.616	.982
VAR00007	530.2000	580.993	.654	.982
VAR00008	530.2000	580.993	.654	.982
VAR00009	530.2333	578.116	.466	.982
VAR00010	530.1333	579.913	.365	.982
VAR00011	530.0667	581.237	.479	.982
VAR00012	530.2000	578.648	.479	.982
VAR00013	530.3000	581.321	.405	.982
VAR00015	530.2667	579.995	.422	.982
VAR00016	530.2667	579.995	.422	.982
VAR00017	530.1667	581.592	.495	.982
VAR00019	529.9000	574.783	.642	.982
VAR00020	529.9333	574.271	.593	.982
VAR00021	530.0000	577.034	.621	.982
VAR00022	529.9667	576.999	.499	.982
VAR00023	530.1333	575.292	.794	.982
VAR00024	530.2333	571.289	.760	.982
VAR00025	530.3000	574.355	.640	.982
VAR00026	530.3667	573.551	.457	.982
VAR00027	530.1667	578.557	.694	.982
VAR00028	530.2000	577.959	.630	.982
VAR00029	530.2333	575.151	.706	.982
VAR00030	530.2000	576.441	.715	.982
VAR00031	530.1333	573.223	.739	.982
VAR00032	530.2000	574.097	.595	.982
VAR00033	530.2000	574.028	.597	.982
VAR00034	530.2000	574.028	.597	.982
VAR00035	530.1333	579.844	.772	.982
VAR00036	530.1000	580.438	.599	.982
VAR00037	529.9667	579.344	.474	.982
VAR00038	530.0000	578.759	.444	.982
VAR00039	530.0000	578.345	.553	.982
VAR00040	530.0000	578.345	.553	.982
VAR00041	530.0000	578.345	.553	.982
VAR00042	529.9333	575.089	.651	.982
VAR00043	530.0667	581.237	.479	.982
VAR00044	530.2000	576.372	.503	.982
VAR00045	530.2000	576.372	.503	.982
VAR00046	530.0667	581.237	.479	.982
VAR00047	530.1333	584.464	.392	.982
VAR00048	530.1333	584.464	.392	.982
VAR00049	530.2000	576.441	.715	.982
VAR00050	530.0667	574.616	.595	.982
VAR00051	530.0667	568.478	.851	.982
VAR00052	530.0333	569.757	.880	.982
VAR00053	530.0333	569.757	.880	.982
VAR00054	529.9000	572.507	.646	.982
VAR00055	530.1000	572.990	.700	.982
VAR00056	530.1333	573.706	.886	.982
VAR00057	530.2333	571.702	.742	.982
VAR00058	530.2000	572.303	.667	.982
VAR00059	530.2000	572.303	.667	.982
VAR00060	530.2000	572.303	.667	.982
VAR00061	530.0667	573.582	.749	.982
VAR00062	530.1000	572.990	.840	.982
VAR00063	530.0000	576.483	.543	.982
VAR00064	530.1000	574.300	.771	.982
VAR00065	530.0000	576.483	.543	.982
VAR00066	530.1000	572.990	.840	.982
VAR00067	530.0667	577.168	.725	.982
VAR00068	530.0000	578.759	.532	.982
VAR00069	530.1000	576.576	.865	.982
VAR00070	530.0333	573.344	.873	.982
VAR00071	529.9667	574.999	.583	.982
VAR00072	530.0667	572.823	.786	.982
VAR00073	530.1000	572.369	.636	.982
VAR00074	530.1667	569.661	.602	.982
VAR00075	530.1667	569.661	.602	.982
VAR00076	530.1667	574.902	.604	.982
VAR00077	530.0667	576.892	.742	.982
VAR00078	530.0000	573.655	.796	.982
VAR00079	529.9000	575.817	.595	.982
VAR00080	529.9000	576.093	.582	.982
VAR00081	530.0333	573.344	.873	.982
VAR00082	530.0000	578.759	.532	.982
VAR00083	530.1333	576.051	.750	.982
VAR00084	530.2000	574.579	.667	.982
VAR00085	530.2333	574.047	.641	.982
VAR00086	530.2000	573.338	.625	.982
VAR00087	530.1333	574.878	.568	.982
VAR00088	530.0000	572.621	.850	.982
VAR00089	529.9667	573.275	.771	.982
VAR00090	529.9667	573.275	.771	.982



DEPARTEMEN PENDIDIKAN NASIONAL
DIREKTORAT JENDERAL MANAJEMEN PENDIDIKAN DASAR DAN MENENGAH
DIREKTORAT PEMBINAAN TAMAN KANAK-KANAK DAN SEKOLAH DASAR
Gedung E Depdiknas Lantai 17-18, Jl. Jenderal Sudirman – Senayan Jakarta 10270
Telp. 5725641, 5725642, 5725643 Fax : 5725635, 5725636, 5725637

INSTRUMEN PENELITIAN

**PEMETAAN KOMPETENSI DAN ANALISIS KEBUTUHAN PELATIHAN
BAGI TENAGA PERPUSTAKAAN SEKOLAH DASAR**



DEPARTEMEN PENDIDIKAN NASIONAL
DIREKTORAT JENDERAL MANAJEMEN PENDIDIKAN DASAR DAN MENENGAH
DIREKTORAT PEMBINAAN TAMAN KANAK-KANAK DAN SEKOLAH DASAR
2009

Nama :

Nama Sekolah :

Pilihlah salah satu alternatif jawaban dan beri tanda centang (✓) pada kotak yang telah disediakan.

A Profil Sekolah

- a) Jumlah tenaga perpustakaan 1 orang > 1 orang
b) Jumlah rombongan belajar 6 rombel > 6 rombel
c) Jumlah judul koleksi perpustakaan < 1000 judul > 1000 judul

B Identitas Pelengkap

- a) Pendidikan terakhir SMA/ sederajat D2 S1
b) Pelatihan pengelola perpustakaan sekolah Tidak Ada Ada
c) Masa kerja di perpustakaan sekolah < 3 tahun > 3 tahun

Petunjuk Pengisian!

Dalam instrumen ini terdapat 6 kompetensi tenaga perpustakaan sekolah. Bapak/Ibu diminta untuk memberikan penilaian dengan memberikan angka terhadap pernyataan yang terdapat pada masing-masing kompetensi. Penilaian diberikan pada kolom yang telah tersedia.

*Kolom **tingkat pentingnya** untuk mengukur seberapa penting kompetensi tersebut dalam mendukung pelaksanaan tugas sebagai tenaga perpustakaan sekolah.*

*Kolom tingkat kemampuan mengukur **kemampuan aktual** yang dimiliki oleh Bapak/Ibu dan **kemampuan ideal** yang seharusnya dimiliki dalam menjalankan tugas sebagai tenaga perpustakaan sekolah.*

Skala jawaban berkisar antara 1 sampai dengan 7. Tingkat persetujuan jawaban sebagai berikut:

Sangat tidak penting/ mampu ← 1 2 3 4 5 6 7 → Sangat penting/ mampu

Kompetensi adalah kemampuan dan karakteristik yang dimiliki oleh seorang petugas berupa pengetahuan, keterampilan, dan sikap yang diperlukan dalam melaksanakan tugas yang diembannya.

Kompetensi yang dimaksud dalam instrumen ini adalah kompetensi yang telah ditetapkan dalam Peraturan Menteri Pendidikan Nasional Nomor 25 Tahun 2008 tentang Standar Tenaga Perpustakaan Sekolah.

No	Kompetensi	Pernyataan	Tingkat Pentingnya (1-7)	Tingkat Kemampuan	
				Aktual (1-7)	Ideal (1-7)
Kompetensi Manajerial					
A	Memimpin tenaga perpustakaan*	1. Mengarahkan tenaga perpustakaan untuk bekerja secara efektif efisien*			
		2. Menggerakkan tenaga perpustakaan untuk bekerja secara efektif efisien*			
		3. Membina tenaga perpustakaan untuk pengembangan pribadi dan karir*			
		4. Menjadi teladan dalam menjalankan tugas*			
B	Merencanakan program perpustakaan sekolah*	5. Merencanakan program pengembangan perpustakaan sekolah*			
		6. Merencanakan pengembangan sumber daya perpustakaan*			
		7. Merencanakan anggaran perpustakaan sekolah*			
C	Melaksanakan program perpustakaan sekolah*	8. Melaksanakan program pengembangan*			
		9. Melaksanakan pengembangan sumber daya perpustakaan*			
		10. Memanfaatkan anggaran sesuai dengan program*			
		11. Mengupayakan bantuan finansial dari berbagai sumber*			
D	Memantau pelaksanaan program perpustakaan sekolah*	12. Memantau pelaksanaan program pengembangan*			
		13. Memantau pengembangan sumber daya perpustakaan*			
		14. Memantau penggunaan anggaran perpustakaan sekolah*			
E	Mengevaluasi program perpustakaan sekolah*	15. Mengevaluasi program pengembangan*			
		16. Mengevaluasi pengembangan sumber daya perpustakaan*			
		17. Mengevaluasi pemanfaatan anggaran perpustakaan sekolah*			
F	Melaksanakan kebijakan	18. Melaksanakan pengembangan perpustakaan			
		19. Mengorganisasi sumber daya perpustakaan			
		20. Melaksanakan fungsi, tugas, dan program perpustakaan			
		21. Mengevaluasi program dan kinerja perpustakaan			
G	Melakukan perawatan koleksi	22. Melakukan perawatan preventif			
		23. Melakukan perawatan kuratif			

H	Melakukan pengelolaan keuangan dan anggaran	24. Membantu menyusun anggaran perpustakaan			
		25. Menggunakan anggaran secara efektif, efisien, dan bertanggung jawab			
		26. Melaksanakan pelaporan penggunaan anggaran			
Kompetensi Pengelolaan Infomasi					
I	Mengembangkan koleksi perpustakaan	27. Memiliki pengetahuan mengenai penerbitan			
		28. Memiliki pengetahuan tentang karya sastra Indonesia dan dunia			
		29. Memiliki pengetahuan tentang sumber biografi tokoh nasional dan dunia			
		30. Menggunakan berbagai alat bantu seleksi untuk pemilihan materi perpustakaan			
		31. Mengkoordinasi dengan guru terkait dalam pemilihan koleksi perpustakaan			
		32. Membuat kriteria tentang buku hadiah dan lembaga donor			
		33. Melakukan pemesanan, penerimaan, dan pencatatan			
		34. Bekerja sama dengan <i>stakeholder</i> dalam pengembangan koleksi			
J	Mengorganisasi informasi	35. Mendayagunakan teknologi tepat guna untuk keperluan perawatan bahan perpustakaan			
		36. Membuat deskripsi pengkatalogan sesuai standar nasional			
		37. Menentukan deskripsi subjek dan menggunakan DDC			
		38. Menggunakan daftar tajuk subjek dalam bahasa Indonesia			
		39. Menjajarkan kartu katalog			
K	Memberikan jasa dan sumber informasi	40. Memanfaatkan teknologi informasi dan komunikasi untuk mengorganisasian dan penelusuran informasi			
		41. Merancang layanan baca di tempat*			
		42. Memberikan layanan baca di tempat			
		43. Memberikan jasa informasi dan referensi			
		44. Menyelenggarakan jasa sirkulasi			
		45. Memiliki pengetahuan mengenai sumber referensi*			
		46. Memberikan bimbingan penggunaan perpustakaan bagi warga sekolah			

L	Menerapkan teknologi informasi dan komunikasi*	47. Memanfaatkan TIK sesuai kebutuhan*			
		48. Membimbing warga sekolah dalam penggunaan TIK*			
Kompetensi Kependidikan					
M	Memiliki wawasan kependidikan	49. Memahami tujuan dan fungsi sekolah dalam konteks pendidikan nasional			
		50. Memahami kebijakan pengembangan kurikulum yang berlaku			
		51. Memahami peran perpustakaan sebagai sumber belajar			
		52. Memfasilitasi siswa untuk belajar mandiri			
N	Mengembangkan keterampilan memanfaatkan informasi	53. Menganalisis kebutuhan informasi warga sekolah			
		54. Memanfaatkan TIK untuk memfasilitasi proses pembelajaran			
		55. Membantu warga sekolah menggunakan sumber informasi secara efektif			
O	Mempromosikan perpustakaan	56. Mengorganisasi promosi perpustakaan*			
		57. Menginformasikan kepada warga sekolah tentang koleksi perpustakaan yang baru			
		58. Membimbing warga sekolah untuk memanfaatkan koleksi perpustakaan			
		59. Mengorganisasi pajangan dan pameran koleksi perpustakaan			
		60. Membuat dan menyebarkan media promosi jasa perpustakaan			
P	Memberikan bimbingan literasi informasi	61. Mengidentifikasi kemampuan dasar literasi informasi pemustaka			
		62. Menyusun panduan dan materi bimbingan literasi informasi sesuai dengan kebutuhan pemustaka			
		63. Membimbing pemustaka mencapai literasi informasi			
		64. Mengevaluasi pencapaian bimbingan literasi informasi			
		65. Memotivasi dan mengembangkan minat baca warga sekolah			
		66. Menciptakan kiat pengembangan perpustakaan sekolah*			

Kompetensi Kepribadian					
Q	Memiliki integritas	67. Disiplin, rapi, bersih			
		68. Jujur dan adil			
		69. Sopan, santun, sabar, dan ramah			
R	Memiliki etos kerja	70. Mengikuti prosedur kerja			
		71. Mengupayakan hasil kerja yang bermutu			
		72. Bertindak secara tepat			
		73. Fokus pada tugas yang diberikan			
		74. Meningkatkan kinerja			
		75. Melakukan evaluasi diri			
Kompetensi Sosial					
S	Membangun hubungan sosial	76. Berinteraksi dengan warga sekolah			
		77. Bekerja sama dengan warga sekolah			
T	Membangun komunikasi	78. Memberikan jasa untuk warga sekolah			
		79. Mengintensifkan komunikasi internal dan eksternal			
Kompetensi Pengembangan Profesi					
U	Mengembangkan ilmu	80. Membuat karya tulis di bidang ilmu perpustakaan			
		81. Meresensi dan meresume buku			
		82. Menyusun pedoman di bidang ilmu perpustakaan			
		83. Membuat indeks			
		84. Membuat bibliografi			
		85. Membuat abstrak			
V	Menghayati etika profesi	86. Menerapkan kode etik profesi			
		87. Menghormati hak atas kekayaan intelektual			
		88. Menghormati privasi pemustaka			
W	Menunjukkan kebiasaan membaca	89. Menyediakan waktu untuk membaca setiap hari			
		90. Kegemaran terhadap membaca			