

Lampiran 1. Tabulasi data tahun 2010

No.	Variabel				
	X1	X2	X3a	X3b	Y
1	0.65	1	0	0	3.17
2	0.96	0	0	0	2.97
3	1.05	1	0	0	3.05
4	1.12	1	0	0	3.00
5	0.89	0	0	0	2.94
6	1.00	0	0	0	2.82
7	0.91	1	0	1	3.40
8	1.11	1	0	0	3.06
9	1.02	0	0	0	2.80
10	1.09	1	0	0	3.05
11	0.55	0	0	0	2.76
12	0.61	0	0	0	2.78
13	0.87	0	0	0	2.89
14	0.91	1	0	0	3.00
15	1.08	0	0	0	2.99
16	0.80	0	0	0	2.64
17	1.15	1	1	0	3.31
18	1.17	0	0	0	2.99
19	0.60	0	0	0	2.74
20	1.19	1	0	0	3.12
21	0.65	0	0	0	2.67
22	0.50	0	0	0	2.97
23	0.96	0	0	0	2.92
24	1.09	0	0	0	2.91
25	0.83	0	0	0	2.88
26	0.36	0	0	0	2.88
27	0.90	0	0	0	2.72
28	1.14	1	1	0	3.36
29	1.12	1	0	0	3.37
30	0.89	0	0	0	2.81
31	1.11	0	0	0	2.77
32	0.71	0	0	0	2.60
33	1.00	1	1	0	3.23
34	0.60	0	0	0	2.90
35	1.08	1	0	0	3.14
36	1.07	1	0	0	3.15

37	1.02	1	0	0	3.04
38	0.80	1	0	0	3.13
39	1.15	1	0	0	3.16
40	0.74	1	0	0	3.18
41	1.18	1	0	0	3.21
42	1.07	1	0	0	3.19
43	1.00	1	0	0	3.12
44	1.14	1	1	0	3.39
45	0.94	0	0	0	2.90
46	1.16	1	1	0	3.35
47	0.78	0	0	0	2.76
48	0.96	0	0	0	2.91
49	1.17	0	0	0	2.95
50	1.11	1	0	0	3.09
51	0.84	0	0	0	2.88
52	1.02	1	1	0	3.25
53	0.96	1	0	0	3.14
54	0.70	0	0	0	2.67
55	0.36	0	0	0	2.82
56	0.94	1	0	0	3.12
57	1.04	1	0	0	3.36
58	1.03	1	0	0	3.23
59	0.90	0	0	0	2.79
60	0.54	0	0	0	2.95
61	0.99	0	0	0	2.71
62	0.46	0	0	0	2.89
63	0.71	1	0	0	3.21
64	0.92	1	0	0	3.06
65	0.69	0	0	0	2.71
66	0.92	0	0	0	2.24
67	0.91	1	0	0	3.06
68	1.02	0	0	0	2.84
69	0.98	1	0	0	3.08
70	1.02	0	0	1	3.08
71	0.38	0	0	0	2.68
72	1.05	1	1	0	3.17
73	1.01	1	0	0	3.25
74	0.40	0	0	0	2.66
75	0.94	0	0	0	2.94
76	1.00	1	0	0	3.10
77	0.62	0	0	0	2.67

78	1.09	1	0	0	3.11
79	1.14	1	0	0	3.00
80	1.16	1	1	0	3.36
81	1.08	1	0	0	3.14
82	0.98	1	0	0	3.04
83	1.11	1	0	0	3.12
84	1.01	1	0	0	3.05
85	1.00	1	0	0	3.25
86	1.05	1	0	0	3.19
87	1.17	1	0	0	3.10
88	0.69	0	0	0	2.82
89	1.15	0	0	0	2.87
90	1.15	1	0	0	3.03
91	1.17	0	0	0	2.97
92	0.96	0	0	0	2.93
93	1.02	1	1	0	3.09
94	1.18	0	0	0	2.93
95	0.86	0	0	0	2.79
96	1.08	1	0	1	3.53
97	0.77	1	0	0	3.16
98	0.98	0	0	0	2.83
99	1.08	1	1	0	3.03
100	0.78	1	0	0	3.00
101	1.00	0	0	0	2.88
102	1.06	1	0	0	3.03
103	1.14	1	1	0	3.14
104	1.13	1	0	0	3.09
105	1.17	1	0	0	3.19
106	1.13	1	0	0	3.23
107	1.07	1	0	0	3.14
108	1.20	0	0	0	2.77
109	0.92	1	0	0	3.00
110	0.78	0	0	0	2.79
111	1.13	1	1	0	3.07
112	0.42	1	0	0	3.09
113	1.10	1	0	0	3.13
114	0.65	0	0	0	2.95
115	0.96	0	1	0	2.93
116	0.94	1	0	0	3.05
117	0.57	0	0	0	2.80
118	1.14	0	0	0	2.82

119	1.08	0	0	0	2.61
120	0.98	0	0	0	2.76
121	1.15	0	0	0	2.87
122	1.13	0	0	1	3.37
123	1.10	1	0	0	3.22
124	1.13	0	0	0	2.91
125	0.68	0	0	0	2.92
126	1.03	0	0	0	2.93
127	0.94	0	0	0	2.77
128	0.63	0	0	0	2.94
129	0.76	1	0	0	3.00
130	0.87	1	0	0	3.11
131	0.99	0	0	0	2.95
132	0.73	0	0	0	2.86
133	0.79	0	0	0	2.99
134	0.60	0	0	0	2.84
135	0.96	1	0	0	3.02
136	0.43	0	0	0	2.91
137	1.18	0	0	0	2.97
138	1.01	1	0	0	3.05
139	1.18	1	0	1	3.26
140	1.07	0	0	0	2.91
141	1.05	0	0	1	3.45
142	0.71	0	0	0	2.86
143	0.50	0	0	0	2.79
144	0.88	0	0	0	2.93
145	1.09	0	0	0	2.91
146	1.16	1	0	0	3.27
147	0.94	0	0	0	2.81
148	0.94	0	0	0	2.75
149	0.80	0	0	0	2.78
150	0.76	0	0	0	2.89
151	0.66	0	0	0	2.88
152	0.94	0	0	0	2.88
153	0.60	0	0	0	2.90
154	1.17	0	0	0	2.70
155	0.92	1	0	0	3.06
156	0.74	0	0	0	2.74
157	0.98	0	0	0	2.82
158	1.01	0	0	0	2.91

Lampiran 2. Tabulasi data tahun 2011

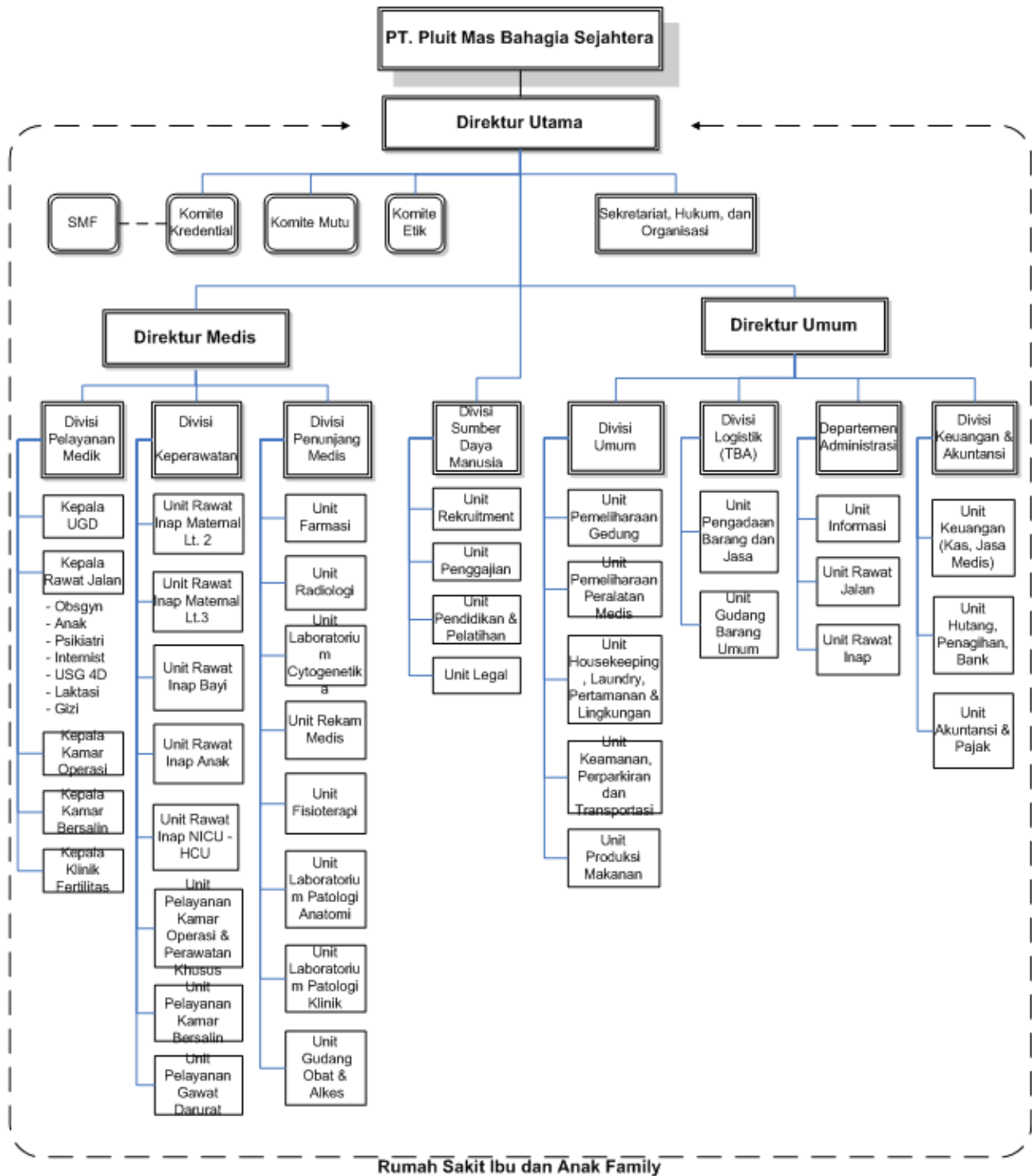
No.	Variabel				
	X1	X2	X3a	X3b	Y
1	0.35	1	0	0	3.04
2	0.96	1	0	0	3.32
3	1.05	1	0	0	3.03
4	1.12	1	0	0	3.33
5	0.89	0	0	0	2.95
6	1.00	0	0	0	2.99
7	0.81	1	0	1	3.69
8	1.11	1	0	0	3.33
9	1.02	0	0	0	2.78
10	1.09	1	0	0	3.39
11	0.55	0	0	0	2.55
12	0.61	0	0	0	2.61
13	0.87	0	0	0	2.97
14	0.71	1	0	0	3.23
15	1.08	0	0	0	2.93
16	0.80	1	0	0	3.04
17	1.15	1	1	0	3.43
18	1.17	1	0	0	3.10
19	0.80	1	0	0	3.52
20	1.19	0	0	0	2.76
21	0.75	0	0	0	2.55
22	0.50	1	0	0	3.03
23	0.96	0	0	0	2.98
24	1.09	1	0	0	3.34
25	0.83	1	0	0	3.08
26	0.36	0	0	0	2.95
27	1.10	0	0	0	2.68
28	1.14	1	0	1	3.62
29	0.94	1	1	0	3.64
30	0.39	0	0	0	2.95
31	1.11	0	0	0	2.99
32	0.71	0	0	0	2.58
33	0.70	1	0	1	3.59
34	0.60	0	0	0	2.68
35	0.58	1	0	0	3.54
36	0.57	1	0	0	3.15

37	1.02	1	0	0	3.23
38	0.70	1	0	0	3.48
39	1.15	1	0	0	3.09
40	0.54	1	0	0	3.04
41	1.18	1	0	0	3.22
42	0.77	1	0	0	3.12
43	1.00	0	0	0	2.97
44	1.14	1	1	0	3.45
45	0.94	1	0	0	3.15
46	0.76	1	1	0	3.52
47	1.18	1	0	0	3.08
48	1.06	0	0	0	2.78
49	1.17	1	0	0	3.24
50	1.11	1	0	0	3.24
51	0.54	0	0	0	2.85
52	0.82	1	1	0	3.09
53	0.36	1	0	0	3.10
54	0.70	1	0	0	3.56
55	0.36	0	0	0	2.71
56	0.94	1	0	0	3.28
57	0.84	1	0	0	3.04
58	0.80	0	0	0	2.83
59	1.14	1	1	0	3.65
60	0.54	0	0	0	2.92
61	1.19	0	0	0	2.82
62	0.46	0	0	0	2.78
63	0.71	0	0	0	2.94
64	0.92	1	0	0	3.54
65	0.69	0	0	0	2.64
66	0.92	0	0	0	2.92
67	0.51	0	0	0	2.93
68	1.02	1	0	0	3.27
69	0.38	0	1	0	2.67
70	0.82	0	0	0	2.59
71	0.38	1	1	0	3.01
72	0.95	1	0	0	3.55
73	0.81	0	0	0	2.54
74	0.40	1	0	0	2.95
75	0.94	1	0	0	3.03
76	1.00	0	0	0	2.48
77	0.62	1	0	0	3.04

78	1.09	1	0	0	3.04
79	1.14	1	1	0	3.64
80	1.16	1	0	0	3.44
81	1.08	1	0	0	3.00
82	0.58	1	0	0	3.15
83	1.11	1	0	0	3.21
84	0.91	1	0	0	3.03
85	0.90	1	0	0	3.58
86	0.95	0	0	0	2.90
87	1.17	1	0	0	3.46
88	0.69	1	0	0	3.22
89	1.15	1	0	0	3.19
90	1.15	1	0	0	3.04
91	1.17	1	1	0	3.14
92	0.96	1	0	0	3.39
93	0.72	0	0	0	2.84
94	1.18	1	0	0	3.51
95	0.86	0	0	0	2.89
96	0.48	0	1	0	2.92
97	0.77	1	0	0	3.18
98	0.98	1	0	0	3.13
99	0.68	0	0	0	2.94
100	0.58	0	1	0	2.89
101	1.00	1	0	0	3.01
102	1.06	1	0	0	3.11
103	1.14	1	0	0	3.55
104	1.13	1	0	0	3.23
105	1.17	1	0	0	3.02
106	0.80	1	0	0	3.33
107	1.07	1	0	0	3.03
108	1.20	0	0	0	2.98
109	0.32	1	1	0	3.16
110	0.78	0	0	0	2.89
111	1.13	1	0	0	3.09
112	0.42	0	1	0	2.71
113	1.10	1	0	0	3.28
114	0.65	0	0	0	2.86
115	0.86	0	0	0	2.83
116	0.54	1	0	0	3.00
117	0.57	0	0	0	2.63
118	1.14	0	0	0	2.91

119	1.08	0	0	0	2.95
120	0.98	1	0	0	3.34
121	1.15	1	0	0	3.53
122	1.13	1	1	0	3.57
123	1.10	0	0	0	2.85
124	1.13	1	0	0	3.26
125	0.68	0	0	0	2.81
126	1.03	0	0	0	2.93
127	0.94	0	0	0	2.86
128	0.63	1	0	0	3.18
129	0.54	1	0	0	3.12
130	0.77	1	0	0	3.01
131	0.99	0	0	0	2.97
132	0.73	1	0	0	3.05
133	0.79	1	0	0	3.13
134	0.60	0	0	0	2.83
135	0.66	0	0	0	2.92
136	0.43	1	0	1	3.43
137	1.18	1	0	0	3.04
138	1.01	0	0	0	2.62
139	1.18	0	0	0	2.92
140	1.07	1	0	0	3.25
141	0.35	1	0	0	3.03
142	0.71	0	0	0	2.81
143	0.50	0	0	0	2.88
144	0.88	1	0	0	3.11
145	1.09	1	0	0	3.15
146	1.13	1	0	0	3.21
147	0.94	0	0	0	2.95
148	0.94	0	0	0	2.85
149	0.80	1	0	0	3.12
150	0.76	1	0	0	3.04
151	0.66	0	0	0	2.72
152	0.94	1	0	0	3.17
153	0.60	1	1	0	3.07
154	1.17	1	0	0	3.25
155	0.82	0	0	0	2.78
156	0.74	1	0	1	3.12
157	0.98	0	0	0	2.87

Lampiran 3. Struktur organisasi Rumah Sakit Ibu dan Anak Family



Lampiran 4. Form Penilaian kinerja karyawan staff/pelaksana

Variabel	Dimensi	Indikator	Bobot (%)
Kinerja Karyawan	Kepribadian dan perilaku (40 %)	Kedisiplinan	30
		Integritas	25
		Tanggung jawab	15
		Komunikasi	15
		Antusiasme	15
	Prestasi dan hasil kerja (35 %)	Pelayanan kepada konsumen	25
		Pengetahuan dan kemampuan teknis	20
		Efisiensi dan efektivitas	15
		Kerjasama dalam bekerja	15
		Tindak lanjut dari pendelegasian	15
		Pelaksanaan tugas khusus / saat kritis	10
	Proses kerja (25 %)	Pengaturan waktu kerja	25
		Kreatifitas dalam bekerja	25
		Pencatatan, penyimpanan, pelaporan	20
		Pengelolaan alat dan lingkungan kerja	15
Kemampuan persuasif		15	

Lampiran 5. Form penilaian kinerja karyawan struktural

Variabel	Dimensi	Indikator	Bobot (%)
Kinerja Karyawan	Kepribadian dan perilaku (30 %)	Kedisiplinan	30
		Integritas	25
		Tanggung jawab	15
		Komunikasi	15
		Antusiasme	15
	Prestasi dan hasil kerja (25 %)	Pelayanan kepada konsumen	25
		Pengetahuan dan kemampuan teknis	20
		Efisiensi dan efektivitas	15
		Kerjasama dalam bekerja	15
		Tindak lanjut dari pendelegasian	15
		Pelaksanaan tugas khusus / saat kritis	10
	Proses kerja (20 %)	Pengaturan waktu kerja	25
		Kreatifitas dalam bekerja	25
		Pencatatan, penyimpanan, pelaporan	20
		Pengelolaan alat dan lingkungan kerja	15
		Kemampuan persuasif	15
	Kepemimpinan (25 %)	Perencanaan dan pengorganisasian	25
		Pemecahan masalah	25
		Membangun dan membina tim	20
		Pengambilan keputusan	15
Pengawasan dan pengendalian		15	

Lampiran 6. Hasil uji regresi tahun 2010

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.841 ^a	.708	.700	.10968

a. Predictors: (Constant), KABID, INSENTIF, KAUNIT, DISIPLIN

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.455	4	1.114	92.589	.000 ^b
	Residual	1.840	153	.012		
	Total	6.296	157			

a. Dependent Variable: Y

b. Predictors: (Constant), KABID, INSENTIF, KAUNIT, DISIPLIN

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.754	.041		67.216	.000
	DISIPLIN	.097	.046	.102	2.110	.036
	INSENTIF	.265	.020	.659	13.549	.000
	KAUNIT	.102	.034	.141	3.046	.003
	KABID	.359	.046	.344	7.767	.000

a. Dependent Variable: Y

Lampiran 7. Hasil uji regresi tahun 2011

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.808 ^a	.652	.643	.16171

a. Predictors: (Constant), KABID, KAUNIT, DISIPLIN, INSENTIF

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7.451	4	1.863	71.230	.000 ^b
	Residual	3.975	152	.026		
	Total	11.426	156			

a. Dependent Variable: Y

b. Predictors: (Constant), KABID, KAUNIT, DISIPLIN, INSENTIF

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.641	.048		54.705	.000
	DISIPLIN	.215	.054	.198	3.990	.000
	INSENTIF	.370	.028	.671	13.430	.000
	KAUNIT	.135	.043	.151	3.103	.002
	KABID	.314	.075	.204	4.185	.000

a. Dependent Variable: Y