

KUESIONER
PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL KEPALA
RUANGAN DAN PRILAKU ORGANISASI TERHADAP KINERJA PERAWAT

I. IDENTITAS RESPONDEN

1. Jenis Kelamin Pria Wanita

2. Usia 20 - 30 th
 31 - 40 th
 41 - 50 th

3. Pendidikan D III Keperawatan
 S1 Keperawatan
 S2 Keperawatan

4. Level PKK Pra PKK PKK I PKK II PKK III

II. PETUNJUK PENGISIAN KUESIONER :

1. Setiap pertanyaan mempunyai alternatif jawaban sebagai berikut:
 SS : Sangat Setuju
 S : Setuju
 TS : Tidak Setuju
 STS : Sangat Tidak Setuju

2. Berilah tanda ceklist (√) pada salah satu jawaban yang saudara pilih

3. Isilah seluruh butir pertanyaan

Kuesioner *Organizational Citizenship Behavior (Prilaku Organisasi)*

NO	PENDAPAT TENTANG OCB	ALTERNATIF JAWABAN			
		SS	S	TS	STS
A.	<i>Altruism (Ketidak egoisan)</i>				
1	Saya pernah dengan senang hati membantu teman sekerja yang membutuhkan bantuan tanpa mengharapkan imbalan				
2	Saya pernah menggantikan rekan kerja yang tidak masuk.				
3	Saya bersedia untuk bekerja lembur untuk membantu rekan kerja saya menyelesaikan pekerjaannya tanpa dikenakan gaji lembur				
B.	<i>Conscientiousness (Berhati- hati)</i>				
1	Saya selalu datang lebih awal dari yang dijadwalkan				
2	Saya merasa puas dalam hati bila pekerjaan saya selesai tepat pada waktunya				
3	Setiap tugas yang diberikan akan saya selesaikan dengan penuh tanggung jawab				
C.	<i>Courtesy (Kesopanan)</i>				
1	Saya selalu terlibat dalam kegiatan yang diadakan rumah sakit				
2	saya pernah <i>sharing dengan rekan kerja saya</i> mengenai kendala atau masalah yang dihadapi dalam menyelesaikan tugasnya				
3	Saya pernah mengingatkan teman saya agar tidak lupa menyelesaikan tugasnya				
D.	<i>Sportsmanship (sikap sportif)</i>				
1	Saya mudah beradaptasi dengan perubahan yang terjadi dalam rumah sakit				
2	Saya tidak pernah mengeluh tentang tugas dan kebijakan rumah sakit				
3	Jika rumah sakit memberlakukan kebijakan baru dan tidak sesuai dengan pendapat saya. Saya akan menyesuaikan diri dan melaksanakan kebijakan tersebut				
E.	<i>Civic Virtue (Moral Kemasyarakatan)</i>				
1	Saya berusaha tidak melanggar aturan organisasi.				
2	Saya tertarik untuk mencari informasi-informasi penting yang dapat bermanfaat bagi rumah sakit				
3	Saya selalu mempertimbangkan hal-hal terbaik untuk kemajuan rumah sakit.				
KEPEMIMPINAN TRANSFORMATIONAL					

A.	<i>Idealized influence / Kharismatik</i>				
1	Memberikan motivasi untuk mendorong saya				
2	Mendorong saya untuk lebih kreatif				
3	Menjelaskan akan pentingnya saling percaya diantara staf untuk mengatasi kesulitan- kesulitan yang ada				
B.	<i>Inspirasioanal Motivatio</i>				
1	Menetapkan standar yang tinggi terhadap hasil kerja yang harus dicapai.				
2	Membicarakan secara optimis tentang masa depan dengan staf Menunjukan kepercayaan diri atas kemampuannya mencapai tujuan				
C.	<i>Intellectual Stimulation</i>				
1	Memberi tahu saya bagaimana saya mengerjakan pekerjaan saya				
2	Menyarankan staf tentang perlunya menggunakan cara- cara baru dalam melaksanakan pekerjaan/ tugas				
3	Memberi kesempatan kepada staf untuk mengeluarkan dan menyatakan gagasan- gagasan dan pendapat- pendapat yang mereka miliki.				
D.	<i>Individualized Consederation</i>				
1	Mendengarkan dengan penuh perhatian apa yang dikemukakan oleh staf				
2	Memberlakukan staf sebagai individu yang berbeda satu dengan yang lain				
3	Meluangkan waktu untuk mengajari dan memberi petunjuk kepada staf				
KINERJA PEGAWAI					
1	Saya tahu apa itu asuhan keperawatan				
2	Saya tahu bagaimana menganalisa data pasien sesuai dengan biopsikosoiospiritual				
3	Saya mampu merumuskan diagnosa keperawatan berdasarkan masalah yang telah dirumuskan				
4	Saya tahu bagaimana menyusun rencana tindakan menurut urutan prioritas.				
5	Saya melakukan kerjasama dengan tim kesehatan lain dalam melaksanakan tindakan				
6	Saya melakukan tindakan keperawatan sesuai				

	standar yang telah ditetapkan				
7	Saya tahu bagaimana menyusun rencana pulang pasien berdasarkan asuhan keperawatan				
8	Saya tahu bagaimana melakukan evaluasi pasien				
9	Saya tahu bahwa evaluasi yang saya lakukan harus engacu pada tujuan.				
10	Dalam melakukan tindakan keperawatan, saya harus melihat respon pasien				
11	Saya memberikan penjelasan pada pasien sebelum dilakukan tindakan				
12	Saya tidak perlu melibatkan pasien/ keluarga dalam melaksanakan asuhan keperawatan.				
13	Saya perlu mencatat semua tindakan yang telah dilaksanakan secara ringkas dan jelas.				
14	Saya perlu melakukan evaluasi				
15	Saya mengutamakan keselamatan pasien dalam memberikan asuhan.				

O C B 1 2	Pearson Correlation Sig. (2-tailed)	0,0 0,0 1,0 00 00 00	0,0 0,0 1,0 00 00 00	- ,42 ,05 9 9 9	0,0 0,0 1,0 00 00 00	0,0 0,0 1,0 00 00 00	,29 0,0 1,0 00 00 00	0,0 0,0 1,0 00 00 00	,22 ,22 ,34 1 1 1	,209 ,209 ,378 20 20 20	,781* ,781* ,000 20 20 20	1 1 ,048 20 20 20	,447* ,447* ,037 20 20 20	,469* ,469* ,037 20 20 20	0,00 0 1,00 0 1,00 0	,397 ,397 ,083 20 20 20	
O C B 1 3	Pearson Correlation Sig. (2-tailed)	,50 0* ,02 5 5 20	,50 3* ,02 4 4 20	- ,12 ,59 1 1 20	0,0 00 1,0 00 00 00	,10 1 ,67 3 3 20	,21 8 ,35 5 5 20	,13 0 ,58 4 4 20	,30 2 ,19 6 6 20	,50 3* ,02 4 4 20	,466* ,466* ,038 20 20 20	,262 ,262 ,048 20 20 20	,447* ,447* ,018 20 20 20	1 1 ,524* 20 20 20	,524* ,524* ,018 20 20 20	,420 ,420 ,065 20 20 20	,725* ,725* ,000 20 20 20
O C B 1 4	Pearson Correlation Sig. (2-tailed)	,36 7 ,11 2 2 20	,39 0 ,08 9 9 20	- ,25 ,27 8 8 20	,10 5 ,66 0 0 20	,24 2 ,30 3 3 20	,25 2 ,28 5 5 20	,09 6 ,68 9 9 20	,03 2 ,89 5 5 20	,60 1** ,00 5 5 20	,635* ,635* ,003 20 20 20	,376 ,376 ,103 20 20 20	,469* ,469* ,037 20 20 20	,524* ,524* ,018 20 20 20	1 1 ,572* 20 20 20	,572* ,572* ,008 20 20 20	,730* ,730* ,000 20 20 20
O C B 1 5	Pearson Correlation Sig. (2-tailed)	,21 0 ,37 4 4 20	,46 4* ,03 9 9 20	,16 1 ,49 7 7 20	,32 7 ,16 0 0 20	- ,18 ,44 0 0 20	- ,03 ,89 8 8 20	,05 5 ,81 9 9 20	,09 9 ,67 9 9 20	,46 4* ,03 9 9 20	,326 ,326 ,160 20 20 20	-,135 ,135 ,572 20 20 20	0,00 0 1,00 0 0,065 20	,420 ,420 ,065 20 20 20	,572* ,572* ,008 20 20 20	1 1 ,495* 20 20 20	,495* ,495* ,026 20 20 20
T O T A L	Pearson Correlation Sig. (2-tailed)	,60 6** ,00 5 5 20	,67 9** ,00 1 1 20	- ,16 ,47 7 7 20	,36 0 ,11 9 9 20	,54 0* ,01 4 4 20	,45 5* ,04 4 4 20	,24 5 ,29 9 9 20	,45 0* ,04 6 6 20	,76 9** ,00 0 0 20	,697* ,697* ,001 20 20 20	,363 ,363 ,116 20 20 20	,397 ,397 ,083 20 20 20	,725* ,725* ,000 20 20 20	,730* ,730* ,000 20 20 20	,495* ,495* ,026 20 20 20	1 1 ,026 20 20 20

GK**Case Processing Summary**

		N	%
Cases	Valid	20	100,0
	Excluded ^a	0	0,0
	Total	20	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,970	12

		GK 1	GK 2	GK 3	GK 4	GK 5	GK 6	GK 7	GK 8	GK 9	GK 10	GK 11	GK 12	TOTAL
GK 1	Pearson Correlation	1	1,000**	,435	,764**	,524*	,762**	,524*	,630**	,524*	,663**	,599**	,630**	,769**
	Sig. (2-tailed)		0,000	,055	,000	,018	,000	,018	,003	,018	,001	,005	,003	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
GK 2	Pearson Correlation	1,000**	1	,435	,764**	,524*	,762**	,524*	,630**	,524*	,663**	,599**	,630**	,769**
	Sig. (2-tailed)	0,000		,055	,000	,018	,000	,018	,003	,018	,001	,005	,003	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
GK 3	Pearson Correlation	,435	,435	1	,681**	,892**	,663**	,892**	,787**	,663**	,560*	,535*	,787**	,796**
	Sig. (2-tailed)	,055	,055		,001	,000	,001	,000	,000	,001	,010	,015	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
GK 4	Pearson Correlation	,764**	,764**	,681**	1	,764**	,764**	,764**	,866**	,764**	,681**	,784**	,866**	,902**
	Sig. (2-tailed)	,000	,000	,001		,000	,000	,000	,000	,000	,001	,000	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
GK 5	Pearson Correlation	,524*	,524*	,892**	,764**	1	,762**	1,000**	,882**	,762**	,663**	,599**	,882**	,883**
	Sig. (2-tailed)	,018	,018	,000	,000		,000	0,000	,000	,000	,001	,005	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
GK 6	Pearson Correlation	,762**	,762**	,663**	,764**	,762**	1	,762**	,882**	,762**	,892**	,813**	,882**	,929**
	Sig. (2-tailed)	,000	,000	,001	,000	,000		,000	,000	,000	,000	,000	,000	,000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20
GK 7	Pearson Correlation	,524*	,524*	,892**	,764**	1,000**	,762**	1	,882**	,762**	,663**	,599**	,882**	,883**

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	31	15,5	15,5	15,5
	Perempuan	169	84,5	84,5	100,0
	Total	200	100,0	100,0	

Usia Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 tahun	68	34,0	34,0	34,0
	31-40 tahun	94	47,0	47,0	81,0
	41-50 tahun	38	19,0	19,0	100,0
	Total	200	100,0	100,0	

Pendidikan responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D III	129	64,5	64,5	64,5
	S1	70	35,0	35,0	99,5
	S2	1	,5	,5	100,0
	Total	200	100,0	100,0	

level PKK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pra PKK	27	13,5	13,5	13,5
	PKK I	26	13,0	13,0	26,5
	PKK II	61	30,5	30,5	57,0
	PKK III	86	43,0	43,0	100,0
	Total	200	100,0	100,0	

Altruism

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	2,5	2,5	2,5
	TS	3	1,5	1,5	4,0
	S	57	28,5	28,5	32,5
	SS	135	67,5	67,5	100,0
	Total	200	100,0	100,0	

Conscientiousness

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1,5	1,5	1,5
	TS	3	1,5	1,5	3,0
	S	129	64,5	64,5	67,5
	SS	65	32,5	32,5	100,0
	Total	200	100,0	100,0	

Courtesy

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	19	9,5	9,5	9,5
	TS	65	32,5	32,5	42,0
	S	97	48,5	48,5	90,5
	SS	19	9,5	9,5	100,0
	Total	200	100,0	100,0	

Sportsmanship

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1,5	1,5	1,5
	TS	10	5,0	5,0	6,5
	S	143	71,5	71,5	78,0
	SS	44	22,0	22,0	100,0
	Total	200	100,0	100,0	

Civic Virtue

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	,5	,5	,5
	S	71	35,5	35,5	36,0
	SS	128	64,0	64,0	100,0
	Total	200	100,0	100,0	

Kharismatik

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	,5	,5	,5
	S	71	35,5	35,5	36,0
	SS	128	64,0	64,0	100,0
	Total	200	100,0	100,0	

Motivation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1,0	1,0	1,0
	TS	44	22,0	22,0	23,0
	S	141	70,5	70,5	93,5
	SS	13	6,5	6,5	100,0
	Total	200	100,0	100,0	

Stimulation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1,5	1,5	1,5
	S	124	62,0	62,0	63,5
	SS	73	36,5	36,5	100,0
	Total	200	100,0	100,0	

Consederation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2,0	2,0	2,0
	S	132	66,0	66,0	68,0
	SS	64	32,0	32,0	100,0
	Total	200	100,0	100,0	

Kinerja1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	24	12,0	12,0	12,0
	S	144	72,0	72,0	84,0
	SS	32	16,0	16,0	100,0
	Total	200	100,0	100,0	

Kinerja2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1,5	1,5	1,5
	TS	46	23,0	23,0	24,5
	S	132	66,0	66,0	90,5
	SS	19	9,5	9,5	100,0
	Total	200	100,0	100,0	

Kinerja3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	4,0	4,0	4,0
	S	171	85,5	85,5	89,5
	SS	21	10,5	10,5	100,0
	Total	200	100,0	100,0	

Kinerja4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1,5	1,5	1,5
	S	115	57,5	57,5	59,0
	SS	82	41,0	41,0	100,0
	Total	200	100,0	100,0	

Kinerja5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1,0	1,0	1,0
	S	149	74,5	74,5	75,5
	SS	49	24,5	24,5	100,0
	Total	200	100,0	100,0	

Kinerja6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1,0	1,0	1,0
	S	149	74,5	74,5	75,5
	SS	49	24,5	24,5	100,0
	Total	200	100,0	100,0	

Kinerja7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2,0	2,0	2,0
	S	144	72,0	72,4	74,4
	SS	51	25,5	25,6	100,0
	Total	199	99,5	100,0	
Missing	System	1	,5		
Total		200	100,0		

Kinerja8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	2,5	2,5	2,5
	S	140	70,0	70,0	72,5
	SS	55	27,5	27,5	100,0
	Total	200	100,0	100,0	

Kinerja9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1,0	1,0	1,0
	S	140	70,0	70,0	71,0
	SS	58	29,0	29,0	100,0
	Total	200	100,0	100,0	

Kinerja10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	10	5,0	5,0	5,0
	S	152	76,0	76,0	81,0
	SS	38	19,0	19,0	100,0
	Total	200	100,0	100,0	

Kinerja11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	4,5	4,5	4,5
	S	146	73,0	73,0	77,5
	SS	45	22,5	22,5	100,0
	Total	200	100,0	100,0	

Kinerja12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2,0	2,0	2,0
	S	140	70,0	70,0	72,0
	SS	56	28,0	28,0	100,0
	Total	200	100,0	100,0	

Kinerja13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1,5	1,5	1,5
	S	160	80,0	80,0	81,5
	SS	37	18,5	18,5	100,0
	Total	200	100,0	100,0	

Kinerja14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	3,0	3,0	3,0
	S	157	78,5	78,5	81,5
	SS	37	18,5	18,5	100,0
	Total	200	100,0	100,0	

Kinerja15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	3,5	3,5	3,5
	S	148	74,0	74,0	77,5
	SS	45	22,5	22,5	100,0
	Total	200	100,0	100,0	

kinerja1111 * consideration1**Crosstab**

		consideration1		Total
		TS	S	
kinerja111 1	TS	Count 0	9	9
		% within kinerja1111 ,0%	100,0%	100,0%
	S	Count 4	187	191
		% within kinerja1111 2,1%	97,9%	100,0%
	Total	Count 4	196	200
		% within kinerja1111 2,0%	98,0%	100,0%

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.192 ^a	1	,661		
Continuity Correction ^b	,000	1	1,000		
Likelihood Ratio	,372	1	,542		
Fisher's Exact Test				1,000	,831
Linear-by-Linear Association	,191	1	,662		
N of Valid Cases	200				

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
For cohort consideration1 = S	1,021	1,000	1,043
N of Valid Cases	200		

motivation1 * Courtesy1 Crosstabulation

		Courtesy1		Total
		TS	S	
motivation1	TS	Count 30	16	46
		% within motivation1 65,2%	34,8%	100,0%
	S	Count 54	100	154
		% within motivation1 35,1%	64,9%	100,0%
Total		Count 84	116	200
		% within motivation1 42,0%	58,0%	100,0%

motivation1 * Courtesy1

Crosstab

			Courtesy1		Total
			TS	S	
motivation1	TS	Count	30	16	46
		% within motivation1	65,2%	34,8%	100,0%
	S	Count	54	100	154
		% within motivation1	35,1%	64,9%	100,0%
Total		Count	84	116	200
		% within motivation1	42,0%	58,0%	100,0%

kharismatik1 * Altruism1

Crosstab

			Altruism1		Total
			TS	S	
kharismatik 1	TS	Count	1	0	1
		% within kharismatik1	100,0%	,0%	100,0%
	S	Count	7	192	199
		% within kharismatik1	3,5%	96,5%	100,0%
Total		Count	8	192	200
		% within kharismatik1	4,0%	96,0%	100,0%

kharismatik1 * Concientiousness1

Crosstab

			Concientiousness1		Total
			TS	S	
kharismatik 1	TS	Count	0	1	1
		% within kharismatik1	,0%	100,0%	100,0%
	S	Count	6	193	199
		% within kharismatik1	3,0%	97,0%	100,0%
Total		Count	6	194	200
		% within kharismatik1	3,0%	97,0%	100,0%

kharismatik1 * Courtesy1

Crosstab

			Courtesy1		Total
			TS	S	
kharismatik 1	TS	Count % within kharismatik1	0 .0%	1 100,0%	1 100,0%
	S	Count % within kharismatik1	84 42,2%	115 57,8%	199 100,0%
Total		Count % within kharismatik1	84 42,0%	116 58,0%	200 100,0%

kharismatik1 * sportman1

Crosstab

			sportman1		Total
			TS	S	
kharismatik 1	TS	Count % within kharismatik1	0 .0%	1 100,0%	1 100,0%
	S	Count % within kharismatik1	13 6,5%	186 93,5%	199 100,0%
Total		Count % within kharismatik1	13 6,5%	187 93,5%	200 100,0%

kharismatik1 * civic1

Crosstab

			civic1		Total
			TS	S	
kharismatik 1	TS	Count % within kharismatik1	0 .0%	1 100,0%	1 100,0%
	S	Count % within kharismatik1	1 .5%	198 99,5%	199 100,0%
Total		Count % within kharismatik1	1 .5%	199 99,5%	200 100,0%

stimulation1 * Altruism1

Crosstab

		Altruism1		Total	
		TS	S		
stimulation 1	TS	Count % within stimulation1	3 100,0%	0 ,0%	3 100,0%
	S	Count % within stimulation1	5 2,5%	192 97,5%	197 100,0%
Total		Count % within stimulation1	8 4,0%	192 96,0%	200 100,0%

stimulation1 * Concientiousness1

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2- sided)	Exact Sig. (1-sided)
Pearson Chi-Square	98.477 ^a	1	,000		
Continuity Correction ^b	67,544	1	,000		
Likelihood Ratio	22,835	1	,000		
Fisher's Exact Test				,000	,000
Linear-by-Linear Association	97,985	1	,000		
N of Valid Cases	200				

stimulation1 * Courtesy1

Crosstab

		Courtesy1		Total	
		TS	S		
stimulation 1	TS	Count	3	0	3
		% within stimulation1	100,0%	,0%	100,0%
	S	Count	81	116	197
		% within stimulation1	41,1%	58,9%	100,0%
Total		Count	84	116	200
		% within stimulation1	42,0%	58,0%	100,0%

stimulation1 * sportman1

Crosstab

		sportman1		Total	
		TS	S		
stimulation 1	TS	Count	3	0	3
		% within stimulation1	100,0%	,0%	100,0%
	S	Count	10	187	197
		% within stimulation1	5,1%	94,9%	100,0%
Total		Count	13	187	200
		% within stimulation1	6,5%	93,5%	100,0%

stimulation1 * civic1

Crosstab

			civic1		Total
			TS	S	
stimulation 1	TS	Count	0	3	3
		% within stimulation1	,0%	100,0 %	100,0%
	S	Count	1	196	197
		% within stimulation1	,5%	99,5%	100,0%
Total		Count	1	199	200
		% within stimulation1	,5%	99,5%	100,0%

kinerja111 *
Altruism1

Crosstab

			Altruism1		Total
			TS	S	
kinerja1 11	TS	Count	6	18	24
		% within kinerja111	25,0 %	75,0%	100,0%
	S	Count	2	174	176
		% within kinerja111	1,1%	98,9%	100,0%
Total		Count	8	192	200
		% within kinerja111	4,0%	96,0%	100,0%

Chi-Square Tests

	Value	Df	Asymp. Sig. (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	31.321 ^a	1	,000		
Continuity Correction ^b	25,415	1	,000		
Likelihood Ratio	18,299	1	,000		
Fisher's Exact Test Linear-by-Linear Association	31,164	1	,000	,000	,000
N of Valid Cases	200				

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for kinerja111 (TS / S)	29,000	5,447	154,402
For cohort Altruism1 = TS	22,000	4,705	102,870
For cohort Altruism1 = S	,759	,602	,956
N of Valid Cases	200		

kinerja111 *
Concientiousness1

Crosstab

			Concientiousnes s1		Total
			TS	S	
kinerja1 11	TS	Count	3	21	24
		% within kinerja11 1	12,5%	87,5 %	100,0%
	S	Count	3	173	176
		% within kinerja11 1	1,7%	98,3 %	100,0%
Total		Count	6	194	200
		% within kinerja11 1	3,0%	97,0 %	100,0%

Chi-Square Tests

	Value	Df	Asymp. Sig. (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	8,458 ^a	1	,004		
Continuity Correction ^b	5,155	1	,023		
Likelihood Ratio	5,432	1	,020		
Fisher's Exact Test				,024	,024
Linear-by- Linear Association	8,416	1	,004		
N of Valid Cases	200				

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for kinerja111 (TS / S)	8,238	1,561	43,464
For cohort Concientiousness1 = TS	7,333	1,568	34,290
For cohort Concientiousness1 = S	,890	,764	1,037
N of Valid Cases	200		

**kinerja111 *
Courtesy1****Crosstab**

		Courtesy1		
		TS	S	Total
kinerja111	TS	Count 17 % within kinerja111 70,8%	Count 7 29,2%	Count 24 100,0%
	S	Count 67 % within kinerja111 38,1%	Count 109 61,9%	Count 176 100,0%
Total		Count 84 % within kinerja111 42,0%	Count 116 58,0%	Count 200 100,0%

Chi-Square Tests

	Value	Df	Asymp. Sig. (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	9,308 ^a	1	,002		
Continuity Correction ^b	8,011	1	,005		
Likelihood Ratio	9,274	1	,002		
Fisher's Exact Test				,004	,002
Linear-by-Linear Association	9,261	1	,002		
N of Valid Cases	200				

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for kinerja111 (TS / S)	3,951	1,557	10,027
For cohort Courtesy1 = TS	1,861	1,353	2,558
For cohort Courtesy1 = S	,471	,250	,888
N of Valid Cases	200		

**kinerja111 *
sportman1**

Crosstab

		sportman1		Total
		TS	S	
kinerja1 11	TS	Count 20,8%	5 79,2%	19 100,0%
		% within kinerja111		
	S	Count 4,5%	8 95,5%	168 100,0%
		% within kinerja111		
Total		Count 6,5%	13 93,5%	187 100,0%
		% within kinerja111		

Chi-Square Tests

	Value	Df	Asymp. Sig. (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	9,219 ^a	1	,002		
Continuity Correction ^b	6,734	1	,009		
Likelihood Ratio	6,553	1	,010		
Fisher's Exact Test				,011	,011
Linear-by- Linear Association	9,173	1	,002		
N of Valid Cases	200				

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for kinerja11 1 (TS / S)	5,526	1,642	18,605
For cohort sportman 1 = TS	4,583	1,632	12,874
For cohort sportman 1 = S	,829	,674	1,021
N of Valid Cases	200		

kinerja111 * civic1

Crosstab

		civic1		Total
		TS	S	
kinerja111	TS	Count 0	24	24
		% within kinerja111 ,0%	100,0%	100,0%
	S	Count 1	175	176
		% within kinerja111 ,6%	99,4%	100,0%
Total		Count 1	199	200
		% within kinerja111 ,5%	99,5%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.137 ^a	1	,711		
Continuity Correction ^b	,000	1	1,000		
Likelihood Ratio	,256	1	,613		
Fisher's Exact Test				1,000	,880
Linear-by-Linear Association	,136	1	,712		
N of Valid Cases	200				

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
For cohort civic1 = S	1,006	,995	1,017
N of Valid Cases	200		

**kinerja111 *
kharismatik1**

Crosstab

		kharismatik1		Total	
		TS	S		
kinerja1 11	TS	Count 0	24	24	
		% within kinerja1 11	,0%	100,0%	100,0%
	S	Count 1	175	176	
		% within kinerja1 11	,6%	99,4%	100,0%
Total		Count 1	199	200	
		% within kinerja1 11	,5%	99,5%	100,0%

Chi-Square Tests

	Val ue	df	Asymp. Sig. (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	,137 ^a	1	,711		
Continuity Correction ^b	,000	1	1,000		
Likelihood Ratio	,256	1	,613		
Fisher's Exact Test				1,000	,880
Linear-by-Linear Association	,136	1	,712		
N of Valid Cases	200				

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
For cohort kharismatik1 = S	1,006	,995	1,017
N of Valid Cases	200		

**kinerja111 *
stimulation1**

Crosstab

			stimulation1		Total
			TS	S	
kinerja111	TS	Count	3	21	24
		% within kinerja111	12,5%	87,5%	100,0%
	S	Count	0	176	176
		% within kinerja111	,0%	100,0%	100,0%
Total		Count	3	197	200
		% within kinerja111	1,5%	98,5%	100,0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	22.335 ^a	1	,000		
Continuity Correction ^b	14,676	1	,000		
Likelihood Ratio	13,068	1	,000		
Fisher's Exact Test				,002	,002
Linear-by- Linear	22,223	1	,000		
Association N of Valid Cases	200				

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
For cohort stimulatio n1 = S	,875	,752	1,018
N of Valid Cases	200		

Crosstab

		motivation1		Total	
		TS	S		
kinerja1 111	TS	Count 8	1	9	
		% within kinerja1111	88,9 %	11,1 %	100,0%
	S	Count 38	153	191	
		% within kinerja1111	19,9 %	80,1 %	100,0%
Total		Count 46	154	200	
		% within kinerja1111	23,0 %	77,0 %	100,0%

**kinerja1111 *
motivation1**

Chi-Square Tests

	Value	Df	Asymp. Sig. (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	23,10 2 ^a	1	,000		
Continuity Correction ^b	19,37 0	1	,000		
Likelihood Ratio	18,83 4	1	,000		
Fisher's Exact Test				,000	,000
Linear-by-Linear Association	22,98 6	1	,000		
N of Valid Cases	200				

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for kinerja11 (TS / S)	32,211	3,909	265,412
For cohort motivation 1 = TS	4,468	3,097	6,446
For cohort motivation 1 = S	,139	,022	,881
N of Valid Cases	200		

Omnibus Tests of Model Coefficients

		Chi-square	Df	Sig.
Step 1	Step	3,432	1	,064
	Block	3,432	1	,064
	Model	3,432	1	,064

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	219.278 ^a	,017	,025

Classification Table^a

		Predicted			Percentage Correct
		kinerja21			
		TS	S		
Step 1	kinerja21	0	49	,0	
		0	151	100,0	
Overall Percentage				75,5	

Variables in the Equation

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for EXP(B)	
							Lower	Upper
Step 1 ^a organisasi 21	-2,012E+01	16408,608	,000	1	,999	1,832E-09	,000	.
Constant	41,321	32817,215	,000	1	,999	8,819E+17		

Omnibus Tests of Model Coefficients

		Chi-square	Df	Sig.
Step 1	Step	4,604	1	,032
	Block	4,604	1	,032
	Model	4,604	1	,032

Classification Table^a

		Predicted			Percentage Correct
		kinerja21		S	
Observed	kinerja21	TS	S		Overall Percentage
		Step 1	kinerja21	TS	
		S	0	151	100,0
					75,5

Omnibus Tests of Model Coefficients

		Chi-square	Df	Sig.
Step 1	Step	3,432	1	,064
	Block	3,432	1	,064
	Model	3,432	1	,064

Classification Table^a

		Predicted			Percentage Correct
		kinerja21			
		Observed	TS	S	
Step 1	kinerja21	TS	0	49	,0
		S	0	151	100,0
Overall Percentage					75,5

Omnibus Tests of Model Coefficients

		Chi-square	Df	Sig.
Step 1	Step	5,548	1	,019
	Block	5,548	1	,019
	Model	5,548	1	,019

Classification Table^a

		Predicted			Percentage Correct
		kinerja21			
		Observed	TS	S	
Step 1	kinerja21	TS	7	42	14,3
		S	6	145	96,0
Overall Percentage					76,0

Omnibus Tests of Model Coefficients

		Chi-square	Df	Sig.
Step 1	Step	3,229	1	,072
	Block	3,229	1	,072
	Model	3,229	1	,072

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Pendidikan

- | | |
|---|-------------------|
| 1. SDN 17 Jakarta | Tahun 1977 – 1983 |
| 2. SMPN 77 Jakarta | Tahun 1983 – 1986 |
| 3. SMAN 1 Jakarta | Tahun 1986 – 1989 |
| 4. AKPER Gatot Soebroto | Tahun 1989 – 1992 |
| 5. Universitas Indonesia
Fakultas Ilmu Keperawatan | Tahun 2006 – 2009 |

Riwayat Pekerjaan

- | | |
|--|-----------------------|
| 1. Perawat Pelaksana | Tahun 1993 – 2001 |
| 2. Ketua Tim | Tahun 2001 – 2004 |
| 3. Kepala Ruangan | Tahun 2004 – 2009 |
| 4. Sekertaris jendral Komite Keperawatan | Tahun 2009 - 2013 |
| 5. Ka.Sub.Kredensial Komite Keperawatan | Tahun 2013 - sekarang |