

Lampiran 1 : Kuesioner dan Hasil Pra-Penelitian

Kuesioner Pra-penelitian

Responden yang terhormat,

Bersama dengan ini saya mengharapkan kesediaan Bapak atau Ibu untuk mengisi daftar pertanyaan, yang ditujukan untuk mengetahui kinerja karyawan dalam penyusunan tesis dengan judul “Pengaruh Budaya Kerja dan Motivasi Terhadap Kinerja Perawat dengan Kepuasan sebagai Variabel Intervening di Rumah Sakit Medika Permata Hijau”.

Atas kesediaan Bapak atau Ibu dalam menjawab pertanyaan tersebut dengan sejujur-jujurnya, kami mengucapkan terimakasih.

I. Identitas Responden

1. Nama :
2. Jenis Kelamin Pria Wanita
3. Usia 20 - 30 th
 31 - 40 th
 41 - 50 th

II. Petunjuk Pengisian Kuesioner

1. Setiap pertanyaan mempunyai alternatif jawaban sebagai berikut:
 - Sangat Tidak Setuju (STS)
 - Tidak Setuju (TS)
 - Kurang Setuju (KS)
 - Setuju (S)
 - Sangat Setuju (SS)
 2. Berilah tanda ceklist (✓) pada salah satu jawaban yang saudara pilih
- Isilah seluruh butir pertanyaan

III. Kuesioner

Kepuasan Kerja Perawat

| No | Materi Pernyataan | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| 1 | Puas karena dapat menyelesaikan pekerjaan dengan baik sesuai dengan tuntutan pekerjaan yang dibebankan | | | | | |
| 2 | Puas karena gaji dan promosi yang diberikan oleh organisasi tempat bekerja sudah sesuai dengan kompetensi | | | | | |
| 3 | Puas karena sarana dan prasarana kerja yang ada di organisasi sudah memadai sehingga dapat menunjang pelaksanaan pekerjaan | | | | | |
| 4 | Puas karena pimpinan selalu mempertimbangkan usul atau saran bawahan | | | | | |
| 5 | Puas, karena organisasi sudah tepat dan sesuai menempatkan pegawai sesuai dengan keahlian | | | | | |

Budaya Kerja Perawat

| No | Materi Pernyataan | SS | S | KS | TS | STS |
|----|---|----|---|----|----|-----|
| 1 | Terdapat tanggung jawab karyawan terhadap pekerjaan | | | | | |
| 2 | Terdapat ketelitian dalam melakukan pekerjaan | | | | | |
| 3 | Terdapat pencapaian target karyawan | | | | | |
| 4 | Terdapat kerjasama antar karyawan | | | | | |
| 5 | Terdapat kemantapan dan kenyamanan didalam perusahaan | | | | | |

Motivasi Kerja Perawat

| No | Materi Pernyataan | SS | S | KS | TS | STS |
|----|---|----|---|----|----|-----|
| 1 | Terdapat kedisiplinan karyawan terhadap pekerjaan | | | | | |
| 2 | Terdapat semangat dalam melakukan pekerjaan | | | | | |
| 3 | Terdapat komitmen untuk berkontribusi terhadap perusahaan | | | | | |
| 4 | Terdapat tanggung jawab karyawan terhadap pekerjaan | | | | | |
| 5 | Terdapat penghargaan atas hasil atau prestasi yang dikerjakan dari perusahaan | | | | | |

Hasil Kuesioener Pra Penelitian

| Responden | Kepuasan Kerja | | | | | Budaya Kerja | | | | | Motivasi Kerja | | | | |
|-----------|----------------|----|----|----|----|--------------|----|----|----|----|----------------|----|----|----|----|
| | A1 | A2 | A3 | A4 | A5 | B1 | B2 | B3 | B4 | B5 | C1 | C2 | C3 | C4 | C5 |
| 1 | 4 | 5 | 4 | 1 | 3 | 1 | 2 | 3 | 3 | 4 | 2 | 2 | 5 | 4 | 4 |
| 2 | 4 | 4 | 2 | 5 | 3 | 4 | 2 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 |
| 3 | 5 | 3 | 1 | 4 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 1 | 5 | 2 | 3 |
| 4 | 3 | 2 | 4 | 5 | 3 | 1 | 2 | 3 | 5 | 2 | 4 | 2 | 4 | 2 | 4 |
| 5 | 2 | 1 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 1 | 3 | 3 | 3 | 2 |
| 6 | 1 | 3 | 4 | 3 | 4 | 4 | 3 | 1 | 3 | 1 | 3 | 3 | 4 | 4 | 2 |
| 7 | 3 | 3 | 5 | 2 | 4 | 3 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 2 | 1 |
| 8 | 3 | 4 | 1 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 1 | 2 | 3 | 4 |
| 9 | 2 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 5 | 2 | 2 | 2 | 1 | 1 | 3 |
| 10 | 2 | 4 | 4 | 3 | 2 | 4 | 4 | 2 | 1 | 5 | 4 | 3 | 1 | 4 | 3 |
| 11 | 1 | 1 | 4 | 4 | 1 | 3 | 1 | 5 | 5 | 1 | 3 | 4 | 5 | 4 | 4 |
| 12 | 1 | 3 | 3 | 2 | 5 | 4 | 5 | 1 | 2 | 4 | 2 | 3 | 2 | 1 | 1 |
| 13 | 5 | 2 | 3 | 4 | 1 | 4 | 5 | 4 | 1 | 4 | 1 | 5 | 5 | 5 | 2 |
| 14 | 5 | 1 | 2 | 4 | 4 | 5 | 1 | 3 | 4 | 4 | 5 | 2 | 4 | 5 | 4 |
| 15 | 5 | 5 | 2 | 4 | 5 | 2 | 4 | 3 | 5 | 2 | 4 | 1 | 3 | 4 | 1 |
| 16 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 5 | 4 | 5 | 3 | 2 | 1 | 5 |
| 17 | 3 | 2 | 5 | 4 | 4 | 1 | 5 | 4 | 2 | 1 | 5 | 5 | 3 | 5 | 2 |
| 18 | 4 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 4 | 5 | 3 | 2 | 1 | 5 |
| 19 | 2 | 2 | 1 | 3 | 4 | 4 | 5 | 4 | 1 | 4 | 4 | 2 | 4 | 5 | 1 |
| 20 | 2 | 2 | 1 | 5 | 4 | 5 | 4 | 3 | 5 | 1 | 5 | 5 | 4 | 5 | 4 |

Lampiran 2 : Kuesioner Penelitian

PENJELASAN SEBELUM PENELITIAN

Kepada Yth. Responden Penelitian

Di Tempat,

Bersama ini saya :

Nama : Mekko Pebin

NIM : 20170309045

Keterangan : Mahasiswa S2 Jurusan Magister
Administrasi Rumah Sakit
Universitas Esa Unggul Jakarta

Terkait dengan penelitian saya, yang berjudul “Pengaruh Budaya Kerja dan Motivasi Terhadap Kinerja Perawat yang Dimediasi oleh Kepuasan di Rumah Sakit Medika Permata Hijau”, maka untuk mendukung keberhasilan pelaksanaan penelitian ini, saya mohon kesediaan saudara/i mengisi daftar pertanyaan yang saya ajukan. Kesediaan saudara/i merupakan bantuan yang sangat bernilai bagi saya.

Atas perhatian dan bantuan saudara/i saya ucapkan banyak terimakasih.

Hormat saya,

(Mekko Pebin)

PENJELASAN SEBELUM PENELITIAN

Adapun tujuan penelitian ini adalah:

1. Tujuan penelitian: untuk penelitian tesis sebagai syarat kelulusan mahasiswa S2 Magister Administrasi Rumah Sakit Universitas Esa Unggul Jakarta.
2. Prosedur Penelitian: dengan menyebar kuesioner dan wawancara apabila dibutuhkan yang membutuhkan waktu penelitian selama dua bulan.
3. Kerahasiaan: data responden yang sudah diisi kerahasiaannya dijaga dan hanya digunakan untuk penelitian tesis saja.
4. Manfaat penelitian: digunakan untuk pendidikan, institusi, peneliti dan peneliti selanjutnya.

PENGESAHAN RESPONDEN

Dengan menandatangani lembar ini, saya:

Nama :

Usia :

Tempat kerja :

Memberikan persetujuan untuk menjadi responden dalam penelitian yang berjudul “Pengaruh Budaya Kerja dan Motivasi Terhadap Kinerja Perawat yang Dimediasi oleh Kepuasan di Rumah Sakit Medika Permata Hijau”, yang akan dilakukan oleh Mekko Pebin, Mahasiswa S2 Jurusan Magister Administrasi Rumah Sakit Universitas Esa Unggul Jakarta.

Saya telah dijelaskan di lembar informasi penelitian dan saya secara sukarela bersedia menjadi responden penelitian ini.

Saksi

Jakarta, Agustus 2019

Yang menyatakan,

(.....)

(.....)

KUESIONER

PENGARUH BUDAYA KERJA DAN MOTIVASI TERHADAP KINERJA PERAWAT YANG DIMEDIASI OLEH KEPUASAN DI RUMAH SAKIT MEDIKA PERMATA HIJAU

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:
 - Sangat Tidak Setuju (STS)
 - Tidak Setuju (TS)
 - Kurang Setuju (KS)
 - Setuju (S)
 - Sangat Setuju (SS)
2. Berilah tanda ceklist (√) pada salah satu jawaban yang saudara pilih
3. Isilah seluruh butir pertanyaan

III.Kuesioner

Budaya Kerja

| No. | Pertanyaan | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 1. | Saya memiliki tanggung jawab terhadap pekerjaan yang diberikan | | | | | |
| 2. | Saya teliti dalam melakukan pekerjaan | | | | | |
| 3. | Saya memiliki pencapaian target terhadap pekerjaan saya | | | | | |
| 4. | Saya memiliki kerjasama antar perawat | | | | | |
| 5. | Saya memiliki kemandirian dan kenyamanan didalam rumah sakit | | | | | |

Motivasi Kerja

| No. | Pertanyaan | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 1. | Saya memiliki dorongan kuat dari dalam diri untuk bekerja bersungguh-sungguh, serius dan disiplin. | | | | | |
| 2. | Saya berkerja dengan semangat karena dengan bekerja saya merasa telah dapat memenuhi kebutuhan hidup saya. | | | | | |
| 3. | Saya mengerjakan tugas-tugas dengan penuh komitmen, karena saya memiliki dorongan kuat meraih hasil optimal. | | | | | |
| 4. | Saya bekerja keras karena merasa memiliki tanggung jawab kepada pasien, rumah sakit dan masyarakat. | | | | | |
| 5. | Di tempat saya bekerja, saya dihargai sebagai pribadi yang berguna dan bernilai. | | | | | |

Kepuasan Kerja

| No. | Pertanyaan | SS | S | KS | TS | STS |
|-----|--|----|---|----|----|-----|
| 1. | Saya merasa puas karena dapat menyelesaikan pekerjaan dengan baik sesuai dengan tuntutan pekerjaan yang dibebankan | | | | | |
| 2. | Saya merasa pendapatan saya cukup sesuai dengan apa yang sudah saya kerjakan | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 3. | Saya merasa puas kerana sarana dan prasarana kerja yang ada sudah memadai sehingga dapat menunjang pelaksanaan pekerjaan | | | | | |
| 4. | Saya merasa puas karena pimpinan selalu mempertimbangkan usul atau saran bawahan | | | | | |
| 5. | Saya merasa puas karena rumah sakit sudah tepat menempatkan pegawai sesuai dengan keahliannya | | | | | |

Kinerja Perawat

| No. | Pertanyaan | SS | S | KS | TS | STS |
|-----|---|----|---|----|----|-----|
| 1. | Saya mengetahui apa itu asuhan keperawatan | | | | | |
| 2. | Saya mengetahui bagaimana menganalisa data pasien sesuai dengan biopsikosoiospiritual | | | | | |
| 3. | Saya mampu merumuskan diagnosa keperawatan berdasarkan masalah yang telah dirumuskan | | | | | |
| 4. | Saya mengetahui bagaimana menyusun rencana tindakan menurut urutan prioritas. | | | | | |
| 5. | Saya melakukan kerjasama dengan tim kesehatan lain dalam melaksanakan tindakan | | | | | |

Lampiran 3 : Data Uji Validitas dan Reabilitas

| Nama | JK | Umur | Unit | Pendidikan | BK 1 | BK 2 | BK 3 | BK 4 | BK 5 | BK 6 | BK 7 | BK 8 | Total | Rerata | MK 1 | MK 2 | MK 3 | MK 4 | MK 5 | Total | Rerata |
|------|----|------|-------------|------------|------|------|------|------|------|------|------|------|-------|--------|------|------|------|------|------|-------|--------|
| IL | P | 39 | Ranap | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 | 2 | 4 | 4 | 3 | 4 | 17 | 3.4 |
| H | P | 32 | Keperawatan | S1 | 3 | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 24 | 3.00 | 2 | 3 | 4 | 2 | 2 | 13 | 2.6 |
| M | P | 22 | Ranap | Diploma | 4 | 3 | 4 | 3 | 4 | 2 | 1 | 2 | 23 | 2.88 | 2 | 4 | 1 | 3 | 3 | 13 | 2.6 |
| YA | P | 27 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 | 2 | 4 | 4 | 4 | 4 | 18 | 3.6 |
| IR | P | 35 | Fisioterapi | Diploma | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 31 | 3.88 | 4 | 2 | 4 | 4 | 4 | 18 | 3.6 |
| RL | P | 30 | Poli | Diploma | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 33 | 4.13 | 3 | 4 | 3 | 4 | 5 | 19 | 3.8 |
| RL | P | 37 | Poli | Diploma | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 31 | 3.88 | 4 | 4 | 4 | 4 | 4 | 20 | 4 |
| MA | P | 25 | Poli | Diploma | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 31 | 3.88 | 4 | 4 | 4 | 5 | 4 | 21 | 4.2 |
| DR | P | 30 | Keperawatan | Diploma | 4 | 3 | 5 | 4 | 2 | 4 | 4 | 4 | 30 | 3.75 | 4 | 4 | 4 | 4 | 4 | 20 | 4 |
| SS | P | 42 | Keperawatan | Diploma | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 30 | 3.75 | 4 | 4 | 3 | 4 | 4 | 19 | 3.8 |
| E | P | 27 | Poli | S1 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 | 3.88 | 4 | 4 | 4 | 4 | 4 | 20 | 4 |
| K | P | 22 | Ranap | Diploma | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 | 3.88 | 4 | 4 | 4 | 4 | 4 | 20 | 4 |
| MP | P | 42 | Keperawatan | Diploma | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 30 | 3.75 | 4 | 4 | 4 | 4 | 3 | 19 | 3.8 |
| AL | P | 22 | Fisioterapi | Diploma | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 29 | 3.63 | 4 | 4 | 4 | 4 | 4 | 20 | 4 |
| A | P | 30 | Ranap | Diploma | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 32 | 4.00 | 4 | 5 | 4 | 4 | 4 | 21 | 4.2 |
| DN | L | 30 | OK | Diploma | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 31 | 3.88 | 4 | 5 | 4 | 3 | 4 | 20 | 4 |
| F | P | 30 | Maternity | Diploma | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 31 | 3.88 | 4 | 5 | 4 | 4 | 4 | 21 | 4.2 |
| OF | P | 25 | Keperawatan | Diploma | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 32 | 4.00 | 4 | 4 | 4 | 5 | 5 | 22 | 4.4 |
| A | P | 21 | Ranap | Diploma | 4 | 2 | 2 | 3 | 4 | 4 | 2 | 2 | 23 | 2.88 | 2 | 2 | 2 | 2 | 3 | 11 | 2.2 |
| M | P | 28 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 | 4.00 | 4 | 4 | 4 | 4 | 4 | 20 | 4 |
| Z | P | 27 | Poli | Diploma | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 31 | 3.88 | 3 | 4 | 4 | 4 | 4 | 19 | 3.8 |
| SL | L | 54 | Poli | SLTA | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 30 | 3.75 | 3 | 3 | 4 | 4 | 4 | 18 | 3.6 |
| RL | P | 26 | Poli | Diploma | 4 | 2 | 4 | 2 | 4 | 4 | 3 | 3 | 26 | 3.25 | 2 | 4 | 3 | 4 | 3 | 16 | 3.2 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|---|----|-----------|---------|---|---|---|---|---|---|---|---|----|------|---|---|---|---|---|----|-----|
| C | P | 23 | Poli | S1 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 27 | 3.38 | 1 | 4 | 2 | 4 | 4 | 15 | 3 |
| TP | P | 25 | Maternity | Diploma | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 28 | 3.50 | 2 | 4 | 4 | 2 | 3 | 15 | 3 |
| SN | P | 33 | pediatri | Diploma | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 3 | 30 | 3.75 | 3 | 4 | 4 | 4 | 3 | 18 | 3.6 |
| M | P | 29 | Ranap | Diploma | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 2 | 25 | 3.13 | 1 | 4 | 2 | 4 | 4 | 15 | 3 |
| J | L | 31 | Poli | Diploma | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 4 | 33 | 4.13 | 4 | 3 | 4 | 4 | 3 | 18 | 3.6 |
| E | P | 21 | Maternity | SLTA | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 2 | 26 | 3.25 | 2 | 4 | 2 | 2 | 2 | 12 | 2.4 |
| E | P | 32 | Maternity | Diploma | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 26 | 3.25 | 1 | 4 | 2 | 4 | 4 | 15 | 3 |

| KK 1 | KK 2 | KK 3 | KK 4 | KK 5 | KK 6 | KK 7 | KK 8 | KK 9 | Total | Rerata | KP 1 | KP 2 | KP 3 | KP 4 | KP 5 | KP 6 | KP 7 | KP 8 | KP 9 | KP 10 | Total | Rerata |
|------|------|------|------|------|------|------|------|------|-------|--------|------|------|------|------|------|------|------|------|------|-------|-------|--------|
| 4 | 4 | 4 | 2 | 1 | 4 | 3 | 4 | 3 | 29 | 3.22 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 34 | 3.40 |
| 2 | 3 | 3 | 2 | 1 | 3 | 3 | 4 | 3 | 24 | 2.67 | 4 | 3 | 1 | 4 | 4 | 3 | 1 | 1 | 2 | 3 | 26 | 2.60 |
| 5 | 2 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 32 | 3.56 | 4 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 21 | 2.10 |
| 4 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 2 | 29 | 3.22 | 4 | 3 | 2 | 4 | 4 | 4 | 1 | 2 | 4 | 4 | 32 | 3.20 |
| 4 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 33 | 3.67 | 3 | 3 | 2 | 4 | 4 | 4 | 1 | 2 | 4 | 4 | 31 | 3.10 |
| 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 30 | 3.33 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 2 | 2 | 4 | 31 | 3.10 |
| 4 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 5 | 32 | 3.56 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 4 | 2 | 4 | 34 | 3.40 |
| 4 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 30 | 3.33 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 4 | 32 | 3.20 |
| 2 | 4 | 4 | 2 | 4 | 4 | 4 | 2 | 4 | 30 | 3.33 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 32 | 3.20 |
| 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 32 | 3.56 | 4 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 35 | 3.50 |
| 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 35 | 3.89 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 36 | 3.60 |
| 2 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 29 | 3.22 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 38 | 3.80 |
| 2 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 30 | 3.33 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 33 | 3.30 |
| 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 3 | 29 | 3.22 | 5 | 4 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 33 | 3.30 |
| 2 | 4 | 4 | 2 | 3 | 4 | 4 | 2 | 3 | 28 | 3.11 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 35 | 3.50 |
| 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 33 | 3.67 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 37 | 3.70 |

| | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|----|------|---|---|---|---|---|---|---|---|---|---|----|------|
| 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 32 | 3.56 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 32 | 3.20 |
| 2 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 34 | 3.78 | 5 | 2 | 4 | 4 | 4 | 5 | 2 | 2 | 4 | 5 | 37 | 3.70 |
| 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 4 | 31 | 3.44 | 3 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 27 | 2.70 |
| 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 5 | 29 | 3.22 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 | 3.90 |
| 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 30 | 3.33 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 4 | 35 | 3.50 |
| 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 5 | 31 | 3.44 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 37 | 3.70 |
| 4 | 4 | 4 | 1 | 1 | 2 | 4 | 2 | 4 | 26 | 2.89 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 4 | 34 | 3.40 |
| 4 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 30 | 3.33 | 4 | 4 | 4 | 2 | 2 | 2 | 1 | 2 | 4 | 2 | 27 | 2.70 |
| 4 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 31 | 3.44 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 34 | 3.40 |
| 4 | 5 | 4 | 2 | 1 | 4 | 4 | 4 | 4 | 32 | 3.56 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 38 | 3.80 |
| 4 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 30 | 3.33 | 2 | 4 | 4 | 2 | 2 | 2 | 1 | 2 | 4 | 2 | 25 | 2.50 |
| 4 | 2 | 4 | 1 | 2 | 3 | 4 | 4 | 4 | 28 | 3.11 | 2 | 3 | 2 | 4 | 4 | 2 | 2 | 2 | 3 | 2 | 26 | 2.60 |
| 4 | 4 | 4 | 2 | 1 | 4 | 4 | 4 | 2 | 29 | 3.22 | 4 | 4 | 4 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 34 | 3.40 |
| 4 | 2 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 30 | 3.33 | 3 | 4 | 4 | 2 | 2 | 2 | 1 | 2 | 4 | 2 | 26 | 2.60 |

Lampiran 4 : Output SPSS Uji Validitas dan Reabilitas

Descriptive Statistics

| | Mean | Std. Deviation | Analysis N |
|-----|--------|----------------|------------|
| bk1 | 3.9000 | .30513 | 30 |
| bk2 | 3.6000 | .77013 | 30 |
| bk3 | 4.1000 | .66176 | 30 |
| bk4 | 3.4333 | .72793 | 30 |
| bk5 | 3.6333 | .80872 | 30 |
| bk6 | 3.8000 | .80516 | 30 |
| bk7 | 3.4667 | .89955 | 30 |
| bk8 | 3.4333 | .81720 | 30 |

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .558 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 76.349 |
| | Df | 28 |
| | Sig. | .000 |

Communalities

| | Initial | Extraction |
|-----|---------|------------|
| bk1 | 1.000 | .573 |
| bk2 | 1.000 | .822 |
| bk3 | 1.000 | .575 |
| bk4 | 1.000 | .816 |
| bk5 | 1.000 | .474 |
| bk6 | 1.000 | .640 |
| bk7 | 1.000 | .842 |
| bk8 | 1.000 | .836 |

Extraction Method: Principal

Component Analysis.

Descriptive Statistics

| | Mean | Std. Deviation | Analysis N |
|-----|--------|----------------|------------|
| mk1 | 3.9000 | .30513 | 30 |

| | | | |
|-----|--------|--------|----|
| mk2 | 3.6000 | .77013 | 30 |
| mk3 | 4.1000 | .66176 | 30 |
| mk4 | 3.4333 | .72793 | 30 |
| mk5 | 3.6333 | .80872 | 30 |

KMO and Bartlett's Test

| | |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .481 |
| Bartlett's Test of Sphericity | Approx. Chi-Square |
| | 26.031 |
| | Df |
| | 10 |
| | Sig. |
| | .004 |

Communalities

| | Initial | Extraction |
|-----|---------|------------|
| mk1 | 1.000 | .554 |
| mk2 | 1.000 | .804 |
| mk3 | 1.000 | .699 |
| mk4 | 1.000 | .798 |
| mk5 | 1.000 | .335 |

Extraction Method: Principal

Component Analysis.

Descriptive Statistics

| | Mean | Std. Deviation | Analysis N |
|-----|--------|----------------|------------|
| kk1 | 3.4333 | .81720 | 30 |
| kk2 | 3.6333 | .88992 | 30 |
| kk3 | 3.9000 | .30513 | 30 |
| kk4 | 2.5000 | .90019 | 30 |
| kk5 | 2.2333 | .93526 | 30 |
| kk6 | 3.1333 | .89955 | 30 |
| kk7 | 3.8667 | .43417 | 30 |
| kk8 | 3.6333 | .76489 | 30 |
| kk9 | 3.7333 | .78492 | 30 |

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .478 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 31.952 |
| | Df | 36 |
| | Sig. | .662 |

Communalities

| | Initial | Extraction |
|-----|---------|------------|
| kk1 | 1.000 | .621 |
| kk2 | 1.000 | .691 |
| kk3 | 1.000 | .638 |
| kk4 | 1.000 | .847 |
| kk5 | 1.000 | .677 |
| kk6 | 1.000 | .386 |
| kk7 | 1.000 | .421 |
| kk8 | 1.000 | .692 |
| kk9 | 1.000 | .863 |

Extraction Method: Principal
Component Analysis.

Descriptive Statistics

| | Mean | Std. Deviation | Analysis N |
|------|--------|----------------|------------|
| kp1 | 3.7333 | .78492 | 30 |
| kp2 | 3.2667 | .78492 | 30 |
| kp3 | 3.5000 | .93772 | 30 |
| kp4 | 3.5000 | .90019 | 30 |
| kp5 | 3.5333 | .89955 | 30 |
| kp6 | 3.6333 | .88992 | 30 |
| kp7 | 2.0667 | .94443 | 30 |
| kp8 | 2.4333 | .93526 | 30 |
| kp9 | 3.0667 | .90719 | 30 |
| kp10 | 3.6333 | .88992 | 30 |

**Correlation
Matrix^a**



a. This matrix
is not
positive
definite.

Communalities

| | Initial | Extraction |
|------|---------|------------|
| kp1 | 1.000 | .192 |
| kp2 | 1.000 | .813 |
| kp3 | 1.000 | .774 |
| kp4 | 1.000 | .941 |
| kp5 | 1.000 | .927 |
| kp6 | 1.000 | .917 |
| kp7 | 1.000 | .563 |
| kp8 | 1.000 | .625 |
| kp9 | 1.000 | .898 |
| kp10 | 1.000 | .917 |

Extraction Method: Principal
Component Analysis.

Lampiran 5 : Data Kuesioner

| Nama | JK | Umur | Unit | Pendidikan | BK 1 | BK 2 | BK 3 | BK 4 | BK 5 | BK 6 | BK 7 | Total | Rerata |
|------|----|------|-------------|------------|------|------|------|------|------|------|------|-------|--------|
| IL | P | 39 | Ranap | Diploma | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 16 | 2.29 |
| H | P | 32 | Keperawatan | S1 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 20 | 2.86 |
| M | P | 22 | Ranap | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4.00 |
| YA | P | 27 | Poli | Diploma | 4 | 4 | 2 | 4 | 3 | 2 | 2 | 21 | 3.00 |
| IR | P | 35 | Fisioterapi | Diploma | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 20 | 2.86 |
| RL | P | 30 | Poli | Diploma | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 13 | 1.86 |
| RL | P | 37 | Poli | Diploma | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 18 | 2.57 |
| MA | P | 25 | Poli | Diploma | 2 | 2 | 4 | 2 | 2 | 4 | 4 | 20 | 2.86 |
| DR | P | 30 | Keperawatan | Diploma | 4 | 2 | 4 | 4 | 5 | 4 | 2 | 25 | 3.57 |
| SS | P | 42 | Keperawatan | Diploma | 5 | 2 | 4 | 4 | 5 | 4 | 2 | 26 | 3.71 |
| E | P | 27 | Poli | S1 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 27 | 3.86 |
| K | P | 22 | Ranap | Diploma | 4 | 2 | 3 | 2 | 5 | 2 | 2 | 20 | 2.86 |
| MP | P | 42 | Keperawatan | Diploma | 5 | 2 | 2 | 2 | 5 | 4 | 2 | 22 | 3.14 |
| AL | P | 22 | Fisioterapi | Diploma | 2 | 4 | 2 | 2 | 5 | 4 | 2 | 21 | 3.00 |
| A | P | 30 | Ranap | Diploma | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 28 | 4.00 |
| DN | L | 30 | OK | Diploma | 5 | 2 | 3 | 3 | 5 | 4 | 2 | 24 | 3.43 |
| F | P | 30 | Maternity | Diploma | 4 | 2 | 2 | 2 | 5 | 2 | 2 | 19 | 2.71 |
| OF | P | 25 | Keperawatan | Diploma | 2 | 2 | 2 | 2 | 5 | 4 | 4 | 21 | 3.00 |
| A | P | 21 | Ranap | Diploma | 2 | 2 | 3 | 2 | 5 | 2 | 3 | 19 | 2.71 |
| M | P | 28 | Poli | Diploma | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 | 4.14 |
| Z | P | 27 | Poli | Diploma | 3 | 1 | 2 | 2 | 5 | 4 | 2 | 19 | 2.71 |
| SL | L | 54 | Poli | SLTA | 4 | 1 | 2 | 2 | 5 | 4 | 2 | 20 | 2.86 |
| RL | P | 26 | Poli | Diploma | 4 | 3 | 3 | 2 | 5 | 3 | 2 | 22 | 3.14 |
| C | P | 23 | Poli | S1 | 5 | 4 | 3 | 2 | 5 | 4 | 3 | 26 | 3.71 |
| TP | P | 25 | Maternity | Diploma | 4 | 4 | 3 | 2 | 5 | 4 | 3 | 25 | 3.57 |
| SN | P | 33 | pediatri | Diploma | 4 | 5 | 4 | 5 | 5 | 2 | 2 | 27 | 3.86 |
| M | P | 29 | Ranap | Diploma | 2 | 2 | 2 | 2 | 5 | 2 | 1 | 16 | 2.29 |
| J | L | 31 | Poli | Diploma | 2 | 3 | 2 | 2 | 5 | 1 | 2 | 17 | 2.43 |
| E | P | 21 | Maternity | SLTA | 3 | 1 | 2 | 2 | 5 | 2 | 2 | 17 | 2.43 |
| E | P | 32 | Maternity | Diploma | 1 | 2 | 2 | 2 | 5 | 2 | 1 | 15 | 2.14 |
| DD | P | 30 | Ranap | S1 | 3 | 2 | 2 | 1 | 5 | 1 | 2 | 16 | 2.29 |
| SS | P | 42 | Keperawatan | Diploma | 4 | 2 | 2 | 2 | 5 | 4 | 2 | 21 | 3.00 |
| DG | P | 27 | Fisioterapi | Diploma | 4 | 4 | 2 | 2 | 5 | 1 | 4 | 22 | 3.14 |
| HG | P | 22 | Ranap | Diploma | 4 | 4 | 2 | 2 | 5 | 1 | 4 | 22 | 3.14 |
| GG | P | 42 | OK | Diploma | 3 | 4 | 2 | 2 | 5 | 1 | 4 | 21 | 3.00 |
| L | P | 22 | Maternity | Diploma | 4 | 2 | 2 | 4 | 5 | 2 | 4 | 23 | 3.29 |

| | | | | | | | | | | | | | |
|----|---|----|-------------|---------|---|---|---|---|---|---|---|----|------|
| JG | P | 30 | Keperawatan | Diploma | 4 | 1 | 2 | 2 | 5 | 4 | 2 | 20 | 2.86 |
| HK | P | 30 | Ranap | Diploma | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 27 | 3.86 |
| CB | P | 30 | Poli | Diploma | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 27 | 3.86 |
| FD | P | 25 | Poli | Diploma | 4 | 2 | 4 | 4 | 5 | 2 | 3 | 24 | 3.43 |
| HY | L | 21 | Maternity | Diploma | 4 | 2 | 4 | 4 | 5 | 2 | 2 | 23 | 3.29 |
| HU | P | 28 | pediatri | Diploma | 2 | 2 | 1 | 1 | 5 | 2 | 2 | 15 | 2.14 |
| LL | P | 32 | Ranap | Diploma | 4 | 2 | 1 | 1 | 5 | 3 | 2 | 18 | 2.57 |
| CG | P | 30 | Poli | Diploma | 4 | 1 | 1 | 1 | 5 | 4 | 1 | 17 | 2.43 |
| DS | P | 42 | Maternity | Diploma | 2 | 2 | 4 | 2 | 5 | 4 | 2 | 21 | 3.00 |
| HS | P | 27 | Maternity | Diploma | 2 | 2 | 4 | 4 | 5 | 4 | 2 | 23 | 3.29 |
| GH | L | 22 | Ranap | Diploma | 2 | 2 | 1 | 1 | 5 | 3 | 2 | 16 | 2.29 |
| AF | P | 42 | Keperawatan | Diploma | 2 | 1 | 2 | 3 | 5 | 2 | 2 | 17 | 2.43 |
| SF | P | 22 | Fisioterapi | Diploma | 3 | 2 | 3 | 4 | 5 | 4 | 4 | 25 | 3.57 |
| GS | P | 30 | Ranap | S1 | 2 | 1 | 2 | 2 | 5 | 1 | 4 | 17 | 2.43 |
| HK | P | 25 | Poli | Diploma | 4 | 2 | 4 | 4 | 5 | 4 | 2 | 25 | 3.57 |
| FI | L | 29 | Poli | Diploma | 1 | 2 | 2 | 2 | 5 | 5 | 2 | 19 | 2.71 |
| AN | P | 31 | Maternity | Diploma | 1 | 2 | 4 | 2 | 5 | 4 | 2 | 20 | 2.86 |
| AB | P | 21 | pediatri | Diploma | 4 | 2 | 4 | 2 | 5 | 4 | 4 | 25 | 3.57 |
| NN | P | 32 | Ranap | Diploma | 2 | 2 | 4 | 4 | 5 | 3 | 4 | 24 | 3.43 |
| DR | P | 30 | Poli | Diploma | 1 | 2 | 2 | 2 | 5 | 4 | 4 | 20 | 2.86 |
| GF | P | 42 | Maternity | Diploma | 4 | 3 | 5 | 4 | 5 | 2 | 4 | 27 | 3.86 |
| NB | P | 27 | Maternity | Diploma | 1 | 2 | 2 | 4 | 5 | 4 | 2 | 20 | 2.86 |
| GT | P | 22 | Keperawatan | S1 | 4 | 1 | 1 | 1 | 5 | 1 | 1 | 14 | 2.00 |
| IU | P | 42 | Ranap | Diploma | 2 | 2 | 1 | 2 | 5 | 1 | 2 | 15 | 2.14 |
| MD | P | 22 | Poli | Diploma | 2 | 4 | 4 | 4 | 5 | 2 | 4 | 25 | 3.57 |
| EH | P | 30 | Poli | Diploma | 1 | 1 | 1 | 1 | 5 | 5 | 2 | 16 | 2.29 |
| SE | L | 22 | Poli | Diploma | 2 | 2 | 4 | 4 | 5 | 2 | 2 | 21 | 3.00 |
| PE | P | 27 | Poli | Diploma | 3 | 3 | 3 | 2 | 5 | 3 | 4 | 23 | 3.29 |
| KO | P | 35 | Poli | Diploma | 2 | 2 | 3 | 3 | 5 | 2 | 3 | 20 | 2.86 |
| ME | P | 30 | Maternity | Diploma | 3 | 2 | 2 | 3 | 5 | 4 | 4 | 23 | 3.29 |
| GM | P | 37 | Ranap | Diploma | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 17 | 2.43 |
| GS | P | 25 | Poli | S1 | 2 | 1 | 1 | 1 | 5 | 3 | 1 | 14 | 2.00 |
| YT | L | 30 | Fisioterapi | Diploma | 4 | 3 | 3 | 3 | 5 | 2 | 3 | 23 | 3.29 |
| UN | P | 42 | Poli | S1 | 1 | 1 | 1 | 1 | 5 | 2 | 1 | 12 | 1.71 |
| PI | P | 27 | Poli | Diploma | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 30 | 4.29 |
| GO | P | 22 | Poli | Diploma | 1 | 1 | 1 | 1 | 5 | 2 | 1 | 12 | 1.71 |
| IH | P | 42 | Keperawatan | Diploma | 1 | 1 | 1 | 1 | 5 | 2 | 1 | 12 | 1.71 |
| KK | P | 22 | Keperawatan | Diploma | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 | 4.14 |
| CS | L | 30 | Poli | Diploma | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 | 4.14 |
| CI | P | 30 | Ranap | Diploma | 4 | 1 | 1 | 1 | 5 | 2 | 1 | 15 | 2.14 |

| | | | | | | | | | | | | | |
|----|---|----|-------------|---------|---|---|---|---|---|---|---|----|------|
| GN | P | 27 | Keperawatan | Diploma | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 17 | 2.43 |
| DD | P | 35 | pediatri | S1 | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 17 | 2.43 |
| DE | P | 30 | Ranap | S1 | 2 | 3 | 2 | 2 | 5 | 4 | 3 | 21 | 3.00 |
| EB | P | 37 | Poli | Diploma | 3 | 3 | 2 | 2 | 5 | 3 | 3 | 21 | 3.00 |
| LN | P | 25 | Poli | S1 | 3 | 4 | 4 | 4 | 5 | 3 | 2 | 25 | 3.57 |
| AR | L | 30 | Ranap | Diploma | 4 | 3 | 4 | 4 | 5 | 4 | 2 | 26 | 3.71 |
| DM | P | 42 | Keperawatan | Diploma | 2 | 4 | 4 | 4 | 5 | 3 | 1 | 23 | 3.29 |
| MS | P | 27 | Ranap | Diploma | 2 | 2 | 2 | 2 | 5 | 2 | 2 | 17 | 2.43 |
| MP | P | 22 | Poli | Diploma | 4 | 1 | 2 | 4 | 5 | 1 | 2 | 19 | 2.71 |
| EW | P | 42 | Poli | Diploma | 3 | 4 | 2 | 4 | 5 | 3 | 4 | 25 | 3.57 |
| EA | P | 22 | Poli | Diploma | 3 | 3 | 3 | 2 | 5 | 2 | 4 | 22 | 3.14 |
| HK | L | 30 | Poli | Diploma | 2 | 4 | 4 | 2 | 5 | 3 | 4 | 24 | 3.43 |
| MM | P | 23 | Poli | Diploma | 4 | 4 | 3 | 4 | 5 | 2 | 4 | 26 | 3.71 |
| EI | P | 27 | Ranap | Diploma | 3 | 4 | 2 | 2 | 5 | 2 | 3 | 21 | 3.00 |

| Nama | JK | Umur | Unit | Pendidikan | MK 1 | MK 2 | MK 3 | MK 4 | Total | Rerata |
|------|----|------|-------------|------------|------|------|------|------|-------|--------|
| IL | P | 39 | Ranap | Diploma | 4 | 3 | 3 | 3 | 13 | 3.25 |
| H | P | 32 | Keperawatan | S1 | 4 | 4 | 4 | 4 | 16 | 4.00 |
| M | P | 22 | Ranap | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| YA | P | 27 | Poli | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| IR | P | 35 | Fisioterapi | Diploma | 2 | 2 | 3 | 2 | 9 | 2.25 |
| RL | P | 30 | Poli | Diploma | 2 | 2 | 4 | 4 | 12 | 3.00 |
| RL | P | 37 | Poli | Diploma | 2 | 4 | 4 | 2 | 12 | 3.00 |
| MA | P | 25 | Poli | Diploma | 4 | 3 | 3 | 4 | 14 | 3.50 |
| DR | P | 30 | Keperawatan | Diploma | 2 | 2 | 3 | 4 | 11 | 2.75 |
| SS | P | 42 | Keperawatan | Diploma | 4 | 4 | 4 | 5 | 17 | 4.25 |
| E | P | 27 | Poli | S1 | 4 | 4 | 4 | 4 | 16 | 4.00 |
| K | P | 22 | Ranap | Diploma | 4 | 2 | 3 | 4 | 13 | 3.25 |
| MP | P | 42 | Keperawatan | Diploma | 2 | 4 | 4 | 4 | 14 | 3.50 |
| AL | P | 22 | Fisioterapi | Diploma | 2 | 3 | 4 | 3 | 12 | 3.00 |
| A | P | 30 | Ranap | Diploma | 4 | 4 | 3 | 4 | 15 | 3.75 |
| DN | L | 30 | OK | Diploma | 4 | 2 | 4 | 4 | 14 | 3.50 |
| F | P | 30 | Maternity | Diploma | 4 | 3 | 4 | 2 | 13 | 3.25 |
| OF | P | 25 | Keperawatan | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| A | P | 21 | Ranap | Diploma | 3 | 3 | 3 | 3 | 12 | 3.00 |
| M | P | 28 | Poli | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| Z | P | 27 | Poli | Diploma | 1 | 2 | 4 | 4 | 11 | 2.75 |
| SL | L | 54 | Poli | SLTA | 1 | 2 | 4 | 4 | 11 | 2.75 |
| RL | P | 26 | Poli | Diploma | 3 | 4 | 5 | 5 | 17 | 4.25 |
| C | P | 23 | Poli | S1 | 2 | 4 | 4 | 2 | 12 | 3.00 |
| TP | P | 25 | Maternity | Diploma | 1 | 4 | 4 | 3 | 12 | 3.00 |
| SN | P | 33 | pediatri | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| M | P | 29 | Ranap | Diploma | 1 | 2 | 3 | 5 | 11 | 2.75 |
| J | L | 31 | Poli | Diploma | 1 | 3 | 3 | 4 | 11 | 2.75 |
| E | P | 21 | Maternity | SLTA | 1 | 3 | 2 | 3 | 9 | 2.25 |
| E | P | 32 | Maternity | Diploma | 2 | 4 | 4 | 5 | 15 | 3.75 |
| DD | P | 30 | Ranap | S1 | 2 | 2 | 4 | 4 | 12 | 3.00 |
| SS | P | 42 | Keperawatan | Diploma | 2 | 4 | 4 | 4 | 14 | 3.50 |
| DG | P | 27 | Fisioterapi | Diploma | 1 | 3 | 4 | 4 | 12 | 3.00 |
| HG | P | 22 | Ranap | Diploma | 1 | 3 | 4 | 4 | 12 | 3.00 |
| GG | P | 42 | OK | Diploma | 1 | 3 | 4 | 4 | 12 | 3.00 |
| L | P | 22 | Maternity | Diploma | 2 | 3 | 2 | 2 | 9 | 2.25 |
| JG | P | 30 | Keperawatan | Diploma | 2 | 2 | 2 | 4 | 10 | 2.50 |
| HK | P | 30 | Ranap | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |

| | | | | | | | | | | |
|----|---|----|-------------|---------|---|---|---|---|----|------|
| CB | P | 30 | Poli | Diploma | 2 | 4 | 4 | 4 | 14 | 3.50 |
| FD | P | 25 | Poli | Diploma | 4 | 3 | 4 | 4 | 15 | 3.75 |
| HY | L | 21 | Maternity | Diploma | 2 | 2 | 3 | 4 | 11 | 2.75 |
| HU | P | 28 | pediatri | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| LL | P | 32 | Ranap | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| CG | P | 30 | Poli | Diploma | 5 | 2 | 4 | 5 | 16 | 4.00 |
| DS | P | 42 | Maternity | Diploma | 2 | 4 | 3 | 5 | 14 | 3.50 |
| HS | P | 27 | Maternity | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| GH | L | 22 | Ranap | Diploma | 2 | 3 | 3 | 4 | 12 | 3.00 |
| AF | P | 42 | Keperawatan | Diploma | 2 | 3 | 3 | 5 | 13 | 3.25 |
| SF | P | 22 | Fisioterapi | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| GS | P | 30 | Ranap | S1 | 2 | 1 | 3 | 3 | 9 | 2.25 |
| HK | P | 25 | Poli | Diploma | 4 | 4 | 2 | 4 | 14 | 3.50 |
| FI | L | 29 | Poli | Diploma | 4 | 4 | 4 | 5 | 17 | 4.25 |
| AN | P | 31 | Maternity | Diploma | 4 | 4 | 4 | 5 | 17 | 4.25 |
| AB | P | 21 | pediatri | Diploma | 5 | 4 | 2 | 5 | 16 | 4.00 |
| NN | P | 32 | Ranap | Diploma | 4 | 4 | 4 | 5 | 17 | 4.25 |
| DR | P | 30 | Poli | Diploma | 2 | 4 | 5 | 5 | 16 | 4.00 |
| GF | P | 42 | Maternity | Diploma | 3 | 5 | 5 | 3 | 16 | 4.00 |
| NB | P | 27 | Maternity | Diploma | 2 | 1 | 2 | 3 | 8 | 2.00 |
| GT | P | 22 | Keperawatan | S1 | 5 | 5 | 5 | 5 | 20 | 5.00 |
| IU | P | 42 | Ranap | Diploma | 2 | 3 | 5 | 3 | 13 | 3.25 |
| MD | P | 22 | Poli | Diploma | 3 | 4 | 3 | 2 | 12 | 3.00 |
| EH | P | 30 | Poli | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| SE | L | 22 | Poli | Diploma | 4 | 2 | 4 | 4 | 14 | 3.50 |
| PE | P | 27 | Poli | Diploma | 3 | 2 | 3 | 2 | 10 | 2.50 |
| KO | P | 35 | Poli | Diploma | 2 | 2 | 3 | 3 | 10 | 2.50 |
| ME | P | 30 | Maternity | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| GM | P | 37 | Ranap | Diploma | 4 | 3 | 4 | 4 | 15 | 3.75 |
| GS | P | 25 | Poli | S1 | 4 | 4 | 4 | 4 | 16 | 4.00 |
| YT | L | 30 | Fisioterapi | Diploma | 1 | 3 | 3 | 3 | 10 | 2.50 |
| UN | P | 42 | Poli | S1 | 2 | 2 | 3 | 2 | 9 | 2.25 |
| PI | P | 27 | Poli | Diploma | 4 | 4 | 5 | 4 | 17 | 4.25 |
| GO | P | 22 | Poli | Diploma | 2 | 2 | 3 | 2 | 9 | 2.25 |
| IH | P | 42 | Keperawatan | Diploma | 2 | 2 | 3 | 2 | 9 | 2.25 |
| KK | P | 22 | Keperawatan | Diploma | 4 | 4 | 5 | 4 | 17 | 4.25 |
| CS | L | 30 | Poli | Diploma | 3 | 3 | 5 | 3 | 14 | 3.50 |
| CI | P | 30 | Ranap | Diploma | 2 | 2 | 3 | 2 | 9 | 2.25 |
| GN | P | 27 | Keperawatan | Diploma | 4 | 3 | 4 | 4 | 15 | 3.75 |
| DD | P | 35 | pediatri | S1 | 4 | 4 | 4 | 4 | 16 | 4.00 |

| | | | | | | | | | | |
|----|---|----|-------------|---------|---|---|---|---|----|------|
| DE | P | 30 | Ranap | S1 | 3 | 3 | 3 | 4 | 13 | 3.25 |
| EB | P | 37 | Poli | Diploma | 3 | 3 | 3 | 5 | 14 | 3.50 |
| LN | P | 25 | Poli | S1 | 1 | 4 | 4 | 5 | 14 | 3.50 |
| AR | L | 30 | Ranap | Diploma | 3 | 4 | 3 | 4 | 14 | 3.50 |
| DM | P | 42 | Keperawatan | Diploma | 2 | 2 | 3 | 4 | 11 | 2.75 |
| MS | P | 27 | Ranap | Diploma | 4 | 4 | 4 | 4 | 16 | 4.00 |
| MP | P | 22 | Poli | Diploma | 2 | 1 | 2 | 4 | 9 | 2.25 |
| EW | P | 42 | Poli | Diploma | 4 | 4 | 4 | 3 | 15 | 3.75 |
| EA | P | 22 | Poli | Diploma | 4 | 2 | 3 | 3 | 12 | 3.00 |
| HK | L | 30 | Poli | Diploma | 4 | 2 | 3 | 3 | 12 | 3.00 |
| MM | P | 23 | Poli | Diploma | 3 | 3 | 3 | 4 | 13 | 3.25 |
| EI | P | 27 | Ranap | Diploma | 3 | 4 | 2 | 2 | 11 | 2.75 |

| Nama | JK | Umur | Unit | Pendidikan | KK 1 | KK 2 | KK 3 | KK 4 | KK 5 | KK 6 | KK 7 | Total | Rerata |
|------|----|------|-------------|------------|------|------|------|------|------|------|------|-------|--------|
| IL | P | 39 | Ranap | Diploma | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 23 | 3.29 |
| H | P | 32 | Keperawatan | S1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4.00 |
| M | P | 22 | Ranap | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 26 | 3.71 |
| YA | P | 27 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 26 | 3.71 |
| IR | P | 35 | Fisioterapi | Diploma | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 25 | 3.57 |
| RL | P | 30 | Poli | Diploma | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 18 | 2.57 |
| RL | P | 37 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4.00 |
| MA | P | 25 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4.00 |
| DR | P | 30 | Keperawatan | Diploma | 4 | 4 | 3 | 4 | 2 | 5 | 4 | 26 | 3.71 |
| SS | P | 42 | Keperawatan | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 | 3.86 |
| E | P | 27 | Poli | S1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4.00 |
| K | P | 22 | Ranap | Diploma | 3 | 3 | 2 | 3 | 2 | 3 | 5 | 21 | 3.00 |
| MP | P | 42 | Keperawatan | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 26 | 3.71 |
| AL | P | 22 | Fisioterapi | Diploma | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 24 | 3.43 |
| A | P | 30 | Ranap | Diploma | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| DN | L | 30 | OK | Diploma | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 | 3.57 |
| F | P | 30 | Maternity | Diploma | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 24 | 3.43 |
| OF | P | 25 | Keperawatan | Diploma | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 34 | 4.86 |
| A | P | 21 | Ranap | Diploma | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 20 | 2.86 |
| M | P | 28 | Poli | Diploma | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 32 | 4.57 |
| Z | P | 27 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 | 3.86 |
| SL | L | 54 | Poli | SLTA | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 | 3.86 |
| RL | P | 26 | Poli | Diploma | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 22 | 3.14 |
| C | P | 23 | Poli | S1 | 5 | 3 | 5 | 5 | 5 | 4 | 2 | 29 | 4.14 |
| TP | P | 25 | Maternity | Diploma | 3 | 3 | 1 | 3 | 1 | 1 | 1 | 13 | 1.86 |
| SN | P | 33 | pediatri | Diploma | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 26 | 3.71 |
| M | P | 29 | Ranap | Diploma | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 11 | 1.57 |
| J | L | 31 | Poli | Diploma | 3 | 4 | 3 | 3 | 2 | 2 | 1 | 18 | 2.57 |
| E | P | 21 | Maternity | SLTA | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 7 | 1.00 |
| E | P | 32 | Maternity | Diploma | 5 | 5 | 5 | 5 | 2 | 2 | 2 | 26 | 3.71 |
| DD | P | 30 | Ranap | S1 | 3 | 3 | 3 | 3 | 1 | 3 | 1 | 17 | 2.43 |
| SS | P | 42 | Keperawatan | Diploma | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 | 3.71 |
| DG | P | 27 | Fisioterapi | Diploma | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 30 | 4.29 |
| HG | P | 22 | Ranap | Diploma | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 30 | 4.29 |
| GG | P | 42 | OK | Diploma | 5 | 5 | 5 | 5 | 2 | 4 | 4 | 30 | 4.29 |
| L | P | 22 | Maternity | Diploma | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 17 | 2.43 |

| | | | | | | | | | | | | | |
|----|---|----|-------------|---------|---|---|---|---|---|---|---|----|------|
| JG | P | 30 | Keperawatan | Diploma | 2 | 2 | 2 | 4 | 3 | 2 | 2 | 17 | 2.43 |
| HK | P | 30 | Ranap | Diploma | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 18 | 2.57 |
| CB | P | 30 | Poli | Diploma | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 24 | 3.43 |
| FD | P | 25 | Poli | Diploma | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 19 | 2.71 |
| HY | L | 21 | Maternity | Diploma | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 | 3.00 |
| HU | P | 28 | pediatri | Diploma | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 26 | 3.71 |
| LL | P | 32 | Ranap | Diploma | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 26 | 3.71 |
| CG | P | 30 | Poli | Diploma | 4 | 5 | 5 | 5 | 1 | 5 | 1 | 26 | 3.71 |
| DS | P | 42 | Maternity | Diploma | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 17 | 2.43 |
| HS | P | 27 | Maternity | Diploma | 4 | 3 | 4 | 4 | 2 | 3 | 2 | 22 | 3.14 |
| GH | L | 22 | Ranap | Diploma | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 18 | 2.57 |
| AF | P | 42 | Keperawatan | Diploma | 3 | 1 | 1 | 3 | 3 | 2 | 1 | 14 | 2.00 |
| SF | P | 22 | Fisioterapi | Diploma | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 22 | 3.14 |
| GS | P | 30 | Ranap | S1 | 5 | 4 | 5 | 5 | 2 | 2 | 1 | 24 | 3.43 |
| HK | P | 25 | Poli | Diploma | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 16 | 2.29 |
| FI | L | 29 | Poli | Diploma | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 25 | 3.57 |
| AN | P | 31 | Maternity | Diploma | 4 | 4 | 2 | 4 | 1 | 3 | 1 | 19 | 2.71 |
| AB | P | 21 | pediatri | Diploma | 5 | 5 | 5 | 5 | 1 | 3 | 1 | 25 | 3.57 |
| NN | P | 32 | Ranap | Diploma | 4 | 4 | 2 | 3 | 1 | 4 | 1 | 19 | 2.71 |
| DR | P | 30 | Poli | Diploma | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 33 | 4.71 |
| GF | P | 42 | Maternity | Diploma | 4 | 2 | 4 | 2 | 2 | 2 | 2 | 18 | 2.57 |
| NB | P | 27 | Maternity | Diploma | 3 | 2 | 3 | 3 | 2 | 3 | 1 | 17 | 2.43 |
| GT | P | 22 | Keperawatan | S1 | 5 | 5 | 5 | 5 | 5 | 3 | 1 | 29 | 4.14 |
| IU | P | 42 | Ranap | Diploma | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 24 | 3.43 |
| MD | P | 22 | Poli | Diploma | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 31 | 4.43 |
| EH | P | 30 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4.00 |
| SE | L | 22 | Poli | Diploma | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 16 | 2.29 |
| PE | P | 27 | Poli | Diploma | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 16 | 2.29 |
| KO | P | 35 | Poli | Diploma | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 11 | 1.57 |
| ME | P | 30 | Maternity | Diploma | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 26 | 3.71 |
| GM | P | 37 | Ranap | Diploma | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 24 | 3.43 |
| GS | P | 25 | Poli | S1 | 4 | 2 | 4 | 3 | 2 | 3 | 2 | 20 | 2.86 |
| YT | L | 30 | Fisioterapi | Diploma | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 18 | 2.57 |
| UN | P | 42 | Poli | S1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 9 | 1.29 |
| PI | P | 27 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 24 | 3.43 |
| GO | P | 22 | Poli | Diploma | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 9 | 1.29 |
| IH | P | 42 | Keperawatan | Diploma | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 9 | 1.29 |
| KK | P | 22 | Keperawatan | Diploma | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 24 | 3.43 |
| CS | L | 30 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 24 | 3.43 |
| CI | P | 30 | Ranap | Diploma | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 9 | 1.29 |

| | | | | | | | | | | | | | |
|----|---|----|-------------|---------|---|---|---|---|---|---|---|----|------|
| GN | P | 27 | Keperawatan | Diploma | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 20 | 2.86 |
| DD | P | 35 | pediatri | S1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4.00 |
| DE | P | 30 | Ranap | S1 | 3 | 4 | 3 | 3 | 4 | 3 | 1 | 21 | 3.00 |
| EB | P | 37 | Poli | Diploma | 3 | 3 | 3 | 3 | 1 | 3 | 1 | 17 | 2.43 |
| LN | P | 25 | Poli | S1 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 13 | 1.86 |
| AR | L | 30 | Ranap | Diploma | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 20 | 2.86 |
| DM | P | 42 | Keperawatan | Diploma | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 24 | 3.43 |
| MS | P | 27 | Ranap | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4.00 |
| MP | P | 22 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 | 4.00 |
| EW | P | 42 | Poli | Diploma | 4 | 2 | 2 | 2 | 4 | 2 | 3 | 19 | 2.71 |
| EA | P | 22 | Poli | Diploma | 2 | 3 | 4 | 4 | 2 | 4 | 2 | 21 | 3.00 |
| HK | L | 30 | Poli | Diploma | 3 | 4 | 4 | 4 | 2 | 3 | 2 | 22 | 3.14 |
| MM | P | 23 | Poli | Diploma | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 23 | 3.29 |
| EI | P | 27 | Ranap | Diploma | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 19 | 2.71 |

| Nama | JK | Umur | Unit | Pendidikan | KP 1 | KP 2 | KP 3 | KP 4 | KP 5 | KP 6 | KP 7 | KP 8 | KP 9 | Total | Rerata |
|------|----|------|-------------|------------|------|------|------|------|------|------|------|------|------|-------|--------|
| IL | P | 39 | Ranap | Diploma | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 34 | 3.78 |
| H | P | 32 | Keperawatan | S1 | 4 | 3 | 1 | 2 | 2 | 3 | 1 | 2 | 1 | 19 | 2.11 |
| M | P | 22 | Ranap | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| YA | P | 27 | Poli | Diploma | 5 | 4 | 5 | 3 | 5 | 5 | 3 | 5 | 5 | 40 | 4.44 |
| IR | P | 35 | Fisioterapi | Diploma | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 35 | 3.89 |
| RL | P | 30 | Poli | Diploma | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 29 | 3.22 |
| RL | P | 37 | Poli | Diploma | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 30 | 3.33 |
| MA | P | 25 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| DR | P | 30 | Keperawatan | Diploma | 4 | 2 | 5 | 2 | 2 | 5 | 4 | 4 | 2 | 30 | 3.33 |
| SS | P | 42 | Keperawatan | Diploma | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 33 | 3.67 |
| E | P | 27 | Poli | S1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| K | P | 22 | Ranap | Diploma | 2 | 1 | 3 | 4 | 4 | 3 | 5 | 5 | 2 | 29 | 3.22 |
| MP | P | 42 | Keperawatan | Diploma | 3 | 2 | 2 | 4 | 4 | 2 | 3 | 3 | 2 | 25 | 2.78 |
| AL | P | 22 | Fisioterapi | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 |
| A | P | 30 | Ranap | Diploma | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 | 3.89 |
| DN | L | 30 | OK | Diploma | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 38 | 4.22 |
| F | P | 30 | Maternity | Diploma | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 33 | 3.67 |
| OF | P | 25 | Keperawatan | Diploma | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 | 4.11 |
| A | P | 21 | Ranap | Diploma | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 27 | 3.00 |
| M | P | 28 | Poli | Diploma | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 | 4.11 |
| Z | P | 27 | Poli | Diploma | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 34 | 3.78 |
| SL | L | 54 | Poli | SLTA | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 34 | 3.78 |
| RL | P | 26 | Poli | Diploma | 3 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 29 | 3.22 |
| C | P | 23 | Poli | S1 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 | 2.22 |
| TP | P | 25 | Maternity | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 39 | 4.33 |
| SN | P | 33 | pediatri | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 32 | 3.56 |
| M | P | 29 | Ranap | Diploma | 3 | 1 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 32 | 3.56 |
| J | L | 31 | Poli | Diploma | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 35 | 3.89 |
| E | P | 21 | Maternity | SLTA | 1 | 1 | 4 | 4 | 4 | 4 | 2 | 1 | 1 | 22 | 2.44 |
| E | P | 32 | Maternity | Diploma | 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 29 | 3.22 |
| DD | P | 30 | Ranap | S1 | 3 | 1 | 3 | 4 | 5 | 4 | 5 | 5 | 1 | 31 | 3.44 |
| SS | P | 42 | Keperawatan | Diploma | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 32 | 3.56 |
| DG | P | 27 | Fisioterapi | Diploma | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 34 | 3.78 |
| HG | P | 22 | Ranap | Diploma | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 34 | 3.78 |
| GG | P | 42 | OK | Diploma | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 34 | 3.78 |
| L | P | 22 | Maternity | Diploma | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 36 | 4.00 |
| JG | P | 30 | Keperawatan | Diploma | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 4 | 30 | 3.33 |
| HK | P | 30 | Ranap | Diploma | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 32 | 3.56 |

| | | | | | | | | | | | | | | | | |
|----|---|----|-------------|---------|---|---|---|---|---|---|---|---|---|----|------|------|
| CB | P | 30 | Poli | Diploma | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 34 | 3.78 |
| FD | P | 25 | Poli | Diploma | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 | 3.89 |
| HY | L | 21 | Maternity | Diploma | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 | 3.89 |
| HU | P | 28 | pediatri | Diploma | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 30 | 3.33 | |
| LL | P | 32 | Ranap | Diploma | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 30 | 3.33 | |
| CG | P | 30 | Poli | Diploma | 5 | 2 | 2 | 5 | 5 | 4 | 4 | 4 | 2 | 33 | 3.67 | |
| DS | P | 42 | Maternity | Diploma | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 4 | 2 | 27 | 3.00 | |
| HS | P | 27 | Maternity | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| GH | L | 22 | Ranap | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| AF | P | 42 | Keperawatan | Diploma | 3 | 2 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 29 | 3.22 | |
| SF | P | 22 | Fisioterapi | Diploma | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 30 | 3.33 | |
| GS | P | 30 | Ranap | S1 | 5 | 2 | 5 | 1 | 5 | 1 | 4 | 4 | 1 | 28 | 3.11 | |
| HK | P | 25 | Poli | Diploma | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 32 | 3.56 | |
| FI | L | 29 | Poli | Diploma | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 39 | 4.33 | |
| AN | P | 31 | Maternity | Diploma | 3 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 33 | 3.67 | |
| AB | P | 21 | pediatri | Diploma | 5 | 5 | 3 | 4 | 5 | 4 | 2 | 4 | 4 | 36 | 4.00 | |
| NN | P | 32 | Ranap | Diploma | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 35 | 3.89 | |
| DR | P | 30 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| GF | P | 42 | Maternity | Diploma | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 33 | 3.67 | |
| NB | P | 27 | Maternity | Diploma | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 2 | 28 | 3.11 | |
| GT | P | 22 | Keperawatan | S1 | 4 | 1 | 1 | 2 | 4 | 3 | 5 | 5 | 1 | 26 | 2.89 | |
| IU | P | 42 | Ranap | Diploma | 3 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 3 | 33 | 3.67 | |
| MD | P | 22 | Poli | Diploma | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 35 | 3.89 | |
| EH | P | 30 | Poli | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 39 | 4.33 | |
| SE | L | 22 | Poli | Diploma | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 2 | 37 | 4.11 | |
| PE | P | 27 | Poli | Diploma | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 27 | 3.00 | |
| KO | P | 35 | Poli | Diploma | 3 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 29 | 3.22 | |
| ME | P | 30 | Maternity | Diploma | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 | 4.11 | |
| GM | P | 37 | Ranap | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| GS | P | 25 | Poli | S1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| YT | L | 30 | Fisioterapi | Diploma | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 27 | 3.00 | |
| UN | P | 42 | Poli | S1 | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 1 | 25 | 2.78 | |
| PI | P | 27 | Poli | Diploma | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 1 | 25 | 2.78 | |
| GO | P | 22 | Poli | Diploma | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 1 | 25 | 2.78 | |
| IH | P | 42 | Keperawatan | Diploma | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 1 | 25 | 2.78 | |
| KK | P | 22 | Keperawatan | Diploma | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 1 | 25 | 2.78 | |
| CS | L | 30 | Poli | Diploma | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 27 | 3.00 | |
| CI | P | 30 | Ranap | Diploma | 2 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 1 | 25 | 2.78 | |
| GN | P | 27 | Keperawatan | Diploma | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |
| DD | P | 35 | pediatri | S1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 | 4.00 | |

| | | | | | | | | | | | | | | | |
|----|---|----|-------------|---------|---|---|---|---|---|---|---|---|---|----|------|
| DE | P | 30 | Ranap | S1 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 30 | 3.33 |
| EB | P | 37 | Poli | Diploma | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 28 | 3.11 |
| LN | P | 25 | Poli | S1 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 31 | 3.44 |
| AR | L | 30 | Ranap | Diploma | 3 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 29 | 3.22 |
| DM | P | 42 | Keperawatan | Diploma | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 43 | 4.78 |
| MS | P | 27 | Ranap | Diploma | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 29 | 3.22 |
| MP | P | 22 | Poli | Diploma | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 2 | 4 | 31 | 3.44 |
| EW | P | 42 | Poli | Diploma | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 29 | 3.22 |
| EA | P | 22 | Poli | Diploma | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 26 | 2.89 |
| HK | L | 30 | Poli | Diploma | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 2 | 3 | 29 | 3.22 |
| MM | P | 23 | Poli | Diploma | 2 | 3 | 1 | 2 | | 4 | 4 | 3 | 3 | 22 | 2.44 |
| EI | P | 27 | Ranap | Diploma | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 26 | 2.89 |

Lampiran 6: Output SPSS

Descriptives

Notes

| | | |
|------------------------|---------------------------|--|
| Output Created | | 15-SEP-2019 09:32:49 |
| Comments | | |
| Input | Data | C:\Users\windows7\Desktop\spss\15919.sav |
| | Active Dataset | DataSet1 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 90 |
| | File | |
| Missing Value Handling | Definition of Missing | User defined missing values are treated as missing. |
| | Cases Used | All non-missing data are used. |
| Syntax | | DESCRIPTIVES VARIABLES=BK MK KK KP /STATISTICS=MEAN STDDEV MIN MAX. |
| Resources | Processor Time | 00:00:00.05 |
| | Elapsed Time | 00:00:00.10 |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|--------|----------------|
| Budaya Kerja | 90 | 1.71 | 4.29 | 3.0002 | .62696 |
| Motivasi Kerja | 90 | 2.00 | 5.00 | 3.3583 | .65990 |
| Kepuasan Kerja | 90 | 1.00 | 4.86 | 3.1523 | .84807 |
| Kinerja Perawat | 90 | 2.11 | 4.78 | 3.5098 | .52902 |
| Valid N (listwise) | 90 | | | | |

Regression

Notes

| | | |
|-------------------------------|---|---|
| Output Created | | 15-SEP-2019 09:58:26 |
| Comments | | |
| Input | Data | C:\Users\windows7\Desktop\spss\15919.sav |
| | Active Dataset | DataSet1 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data File | 90 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | <pre> REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KP /METHOD=ENTER BK MK KK /SAVE RESID. </pre> |
| Resources | Processor Time | 00:00:00.13 |
| | Elapsed Time | 00:00:00.40 |
| | Memory Required | 1956 bytes |
| | Additional Memory Required for Residual Plots | 0 bytes |
| Variables Created or Modified | RES_1 | Unstandardized Residual |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| | | | |

| | | | |
|---|---|---|-------|
| 1 | Kepuasan Kerja, Budaya Kerja, Motivasi Kerja ^b | . | Enter |
|---|---|---|-------|

a. Dependent Variable: Kinerja Perawat

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .328 ^a | .108 | .077 | .50831 |

a. Predictors: (Constant), Kepuasan Kerja, Budaya Kerja, Motivasi Kerja

b. Dependent Variable: Kinerja Perawat

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 2.687 | 3 | .896 | 3.467 | .020 ^b |
| | Residual | 22.221 | 86 | .258 | | |
| | Total | 24.908 | 89 | | | |

a. Dependent Variable: Kinerja Perawat

b. Predictors: (Constant), Kepuasan Kerja, Budaya Kerja, Motivasi Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.671 | .341 | | 7.830 | .000 |
| | Budaya Kerja | .004 | .091 | .005 | .043 | .966 |
| | Motivasi Kerja | .099 | .094 | .123 | 1.054 | .295 |
| | Kepuasan Kerja | .157 | .072 | .252 | 2.186 | .032 |

a. Dependent Variable: Kinerja Perawat

Regression

Notes

| | | |
|------------------------|---|---|
| Output Created | | 15-SEP-2019 10:09:16 |
| Comments | | |
| Input | Data | C:\Users\windows7\Desktop\spss\15919.sav |
| | Active Dataset | DataSet1 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 90 |
| | File | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | <pre> REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KK /METHOD=ENTER BK MK /SCATTERPLOT=(*SRESID ,*ZPRED). </pre> |
| Resources | Processor Time | 00:00:09.16 |
| | Elapsed Time | 00:00:14.68 |
| | Memory Required | 1684 bytes |
| | Additional Memory Required for Residual Plots | 232 bytes |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Motivasi Kerja, Budaya Kerja ^b | | Enter |

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .470 ^a | .221 | .203 | .75725 |

a. Predictors: (Constant), Motivasi Kerja, Budaya Kerja

b. Dependent Variable: Kepuasan Kerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 14.123 | 2 | 7.062 | 12.315 | .000 ^b |
| | Residual | 49.888 | 87 | .573 | | |
| | Total | 64.011 | 89 | | | |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Motivasi Kerja, Budaya Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .837 | .500 | | 1.673 | .098 |
| | Budaya Kerja | .173 | .134 | .128 | 1.291 | .200 |
| | Motivasi Kerja | .535 | .127 | .416 | 4.209 | .000 |

a. Dependent Variable: Kepuasan Kerja

Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|----------------------|---------|---------|--------|----------------|----|
| Predicted Value | 2.3363 | 3.8579 | 3.1523 | .39835 | 90 |
| Std. Predicted Value | -2.048 | 1.771 | .000 | 1.000 | 90 |

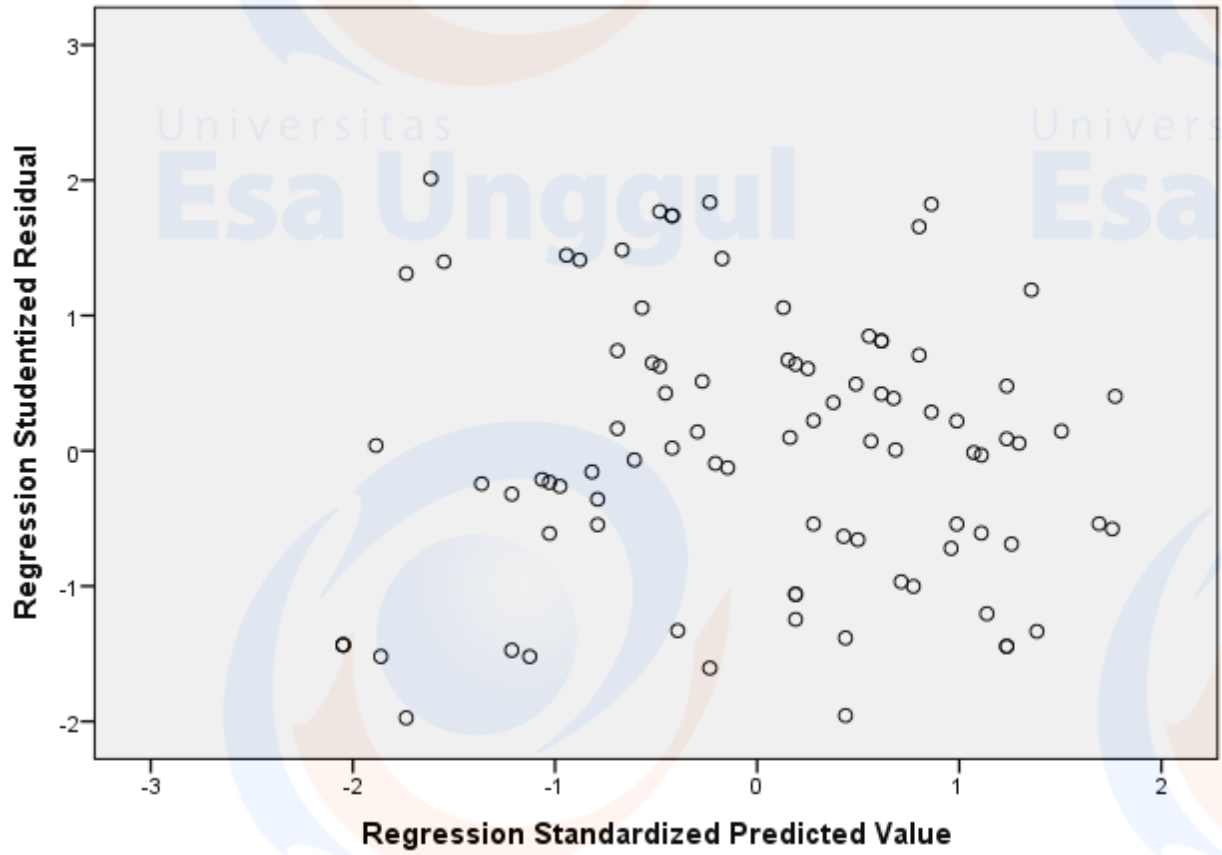
| | | | | | |
|-----------------------------------|----------|---------|---------|--------|----|
| Standard Error of Predicted Value | .081 | .290 | .134 | .035 | 90 |
| Adjusted Predicted Value | 2.3994 | 3.8820 | 3.1543 | .39460 | 90 |
| Residual | -1.46660 | 1.49088 | .00000 | .74869 | 90 |
| Std. Residual | -1.937 | 1.969 | .000 | .989 | 90 |
| Stud. Residual | -1.974 | 2.012 | -.001 | 1.005 | 90 |
| Deleted Residual | -1.52954 | 1.55756 | -.00193 | .77384 | 90 |
| Stud. Deleted Residual | -2.008 | 2.049 | -.001 | 1.012 | 90 |
| Mahal. Distance | .029 | 12.066 | 1.978 | 1.721 | 90 |
| Cook's Distance | .000 | .061 | .011 | .015 | 90 |
| Centered Leverage Value | .000 | .136 | .022 | .019 | 90 |

a. Dependent Variable: Kepuasan Kerja

Charts

Scatterplot

Dependent Variable: Kepuasan Kerja



Regression

Notes

| | | |
|------------------------|---|---|
| Output Created | | 15-SEP-2019 10:54:07 |
| Comments | | |
| Input | Data | C:\Users\windows7\Desktop\159 buat uji f dan t.sav |
| | Active Dataset | DataSet0 |
| | Filter | <none> |
| | Weight | <none> |
| | Split File | <none> |
| | N of Rows in Working Data | 90 |
| | File | |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| | Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT KK /METHOD=ENTER BK MK. |
| Resources | Processor Time | 00:00:00.13 |
| | Elapsed Time | 00:00:00.16 |
| | Memory Required | 1652 bytes |
| | Additional Memory Required for Residual Plots | 0 bytes |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Motivasi Kerja, Budaya Kerja ^b | | Enter |

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .470 ^a | .221 | .203 | .75725 |

a. Predictors: (Constant), Motivasi Kerja, Budaya Kerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 14.123 | 2 | 7.062 | 12.315 | .000 ^b |
| | Residual | 49.888 | 87 | .573 | | |
| | Total | 64.011 | 89 | | | |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Motivasi Kerja, Budaya Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .837 | .500 | | 1.673 | .098 |
| | Budaya Kerja | .173 | .134 | .128 | 1.291 | .200 |
| | Motivasi Kerja | .535 | .127 | .416 | 4.209 | .000 |

a. Dependent Variable: Kepuasan Kerja

Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Motivasi Kerja, Budaya Kerja ^b | | Enter |

a. Dependent Variable: Kinerja Perawat

b. All requested variables entered.

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.802 | .343 | | 8.172 | .000 |
| | Budaya Kerja | .031 | .092 | .037 | .339 | .736 |
| | Motivasi Kerja | .183 | .087 | .228 | 2.098 | .039 |

a. Dependent Variable: Kinerja Perawat

Regression

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .309 ^a | .096 | .085 | .50595 |

a. Predictors: (Constant), Kepuasan Kerja

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 2.381 | 1 | 2.381 | 9.303 | .003 ^b |
| | Residual | 22.526 | 88 | .256 | | |
| | Total | 24.908 | 89 | | | |

a. Dependent Variable: Kinerja Perawat

b. Predictors: (Constant), Kepuasan Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.902 | .206 | | 14.062 | .000 |
| | Kepuasan Kerja | .193 | .063 | .309 | 3.050 | .003 |

a. Dependent Variable: Kinerja Perawat