



KUISIONER

Pengaruh Kompensasi, Lingkungan Kerja dan Komitmen Organisasi terhadap Kinerja Tenaga Kesehatan Non PNS di RSUD Kota Tangerang Selatan

Kepada Yth,
Bapak/Ibu/Sdr/i/teman-teman Responden
Dengan hormat,

Kami memahami sepenuhnya bahwa waktu teman-teman sangat terbatas dan berharga. Namun demikian, saya sangat mengharapkan kesediaan teman-teman untuk meluangkan waktu .mengisi kuesioner ini. Kuesioner ini disusun dalam rangka penyusunan Tugas Akhir (Tesis) yang merupakan syarat kelulusan Program Magister Administrasi Rumah Sakit paa Universitas Esa Unggul Jakarta.

Kuesioner ini dimaksudkan untuk mengetahui bagaimana “ **Pengaruh Kompensasi, Lingkungan Kerja dan Komitmen Organisasi terhadap Kinerja Tenaga Kesehatan Non PNS di RSUD Kota Tangerang Selatan** “. Informasi yang teman-teman berikan merupakan bantuan yang sangat berarti dalam menyelesaikan penelitian ini. Kuesioner ini digunakan untuk kepentingan ilmiah, sehingga semua jawaban teman-teman akan dijaga kerahasiaannya. Atas bantuan dan perhatiannya saya ucapkan terima kasih.

Hormat Saya

Susanti Angraeni
20180309095

IDENTITAS RESPONDEN

Nama	
Usia/Jenis Kelamin	Th/Lk/Pr*
Unit Kerja	
No Telepon/HP	
Pendidikan Terakhir	
Lama Bekerja	
Profesi	
Status kepegawaian	PNS/Non PNS

*coret yang tidak perlu

Beri jawaban atas pernyataan berikut ini sesuai dengan pendapat anda, dengan cara memberi tanda (√) pada kolom yang tersedia.

Keterangan:

KRITERIA JAWABAN	SKOR PENILAIAN
SS = Sangat Setuju	5
S = Setuju	4
KS = Kurang Setuju	3
TS = Tidak Setuju	2
STS = Sangat Tidak Setuju	1

No	PERTANYAAN	SS	S	KS	TS	STS
KOMPENSASI						
1	Gaji yang Saya terima setiap bulan dapat mencukupi kebutuhan sehari-hari					
2	Saya merasa, bahwa motivasi dan semangat kerja terpacu dengan gaji yang saya terima.					
3	Saya merasa jasa pelayanan diberikan secara adil					
4	Perbedaan jasa pelayanan antar bagian sudah sesuai dengan harapan					
5	Tunjangan yang diterima sesuai harapan					
6	Saya merasa aman dengan adanya asuransi yang diberikan					
7	Saya mendapat penghargaan yang layak atas hasil pekerjaan saya					
8	Rumah sakit tempat saya bekerja memberikan peluang yang merata kepada karyawan untuk mengembangkan pendidikan					
9	Rumah sakit tempat saya bekerja, memberikan kesempatan bagi karyawan mengikuti pelatihan untuk meningkatkan kemampuannya					

10	Adanya toleransi waktu untuk beribadah merupakan pencerminan penghargaan pihak rumah sakit terhadap karyawan yang ingin melakukan ibadah.					
LINGKUNGAN KERJA						
11	Fasilitas kerja yang tersedia saat ini sudah cukup memadai untuk mendukung aktifitas kerja					
12	Kondisi udara di ruang kerja memberikan kenyamanan pada saya selama bekerja					
13	Pimpinan tempat saya bekerja selalu bersikap ramah dan santun pada semua karyawan					
14	Hubungan kerja dengan atasan berjalan harmonis					
15	Lingkungan kerja karyawan tenang dan bebas dari suara bising mesin					
KOMITMEN ORGANISASI						
16	Saya bangga menjadi bagian dari RSUD Kota Tangerang Selatan					
17	Saya selalu setia pada organisasi RSUD Kota Tangerang Selatan yang merupakan kewajiban moral					
18	Saya bersedia meluangkan waktu apabila dibutuhkan untuk kepentingan organisasi					
19	Tetap bekerja di RSUD Kota Tangerang Selatan merupakan kebutuhan sekaligus keinginan saya					
20	Saya bersedia untuk ikut serta dalam berbagai kegiatan di RSUD Kota Tangerang Selatan					
21	Kehidupan saya akan terganggu bila meninggalkan RSUD Kota Tangerang Selatan					
22	Saya merasa terikat secara emosional pada RSUD Kota Tangerang Selatan					

TERIMAKASIH

FORMULIR KEY PERFORMANCE INDIKATOR

NAMA PEGAWAI :		
STATUS :		
JABATAN :		
UNIT KERJA :		
MASA KERJA :		
A. KUANTITAS PELAYANAN		
JENIS PEKERJAAN	INDIKATOR	HASIL
PELAKSANAAN ASUHAN	Penerimaan Pasien	
	Persiapan Tindakan dan Alat	
	Pencatatan Logbook Pasien/Target	
	Pemeriksaan Pasien	
B. PERILAKU KERJA		
PELAKSANA	KEBERADAAN	
	INISIATIF	
	KEANDALAN	
	KEPATUHAN	
	KERJASAMA	
	SIKAP PERILAKU	
	<i>Jumlah</i>	

F Table Statistik								
Tingkat Signifikansi 0.05								
DF2	DF1							
	1	2	3	4	5	6	7	8
1	161,448	199,500	215,707	224,583	230,162	233,986	236,768	238,883
2	18,513	19,000	19,164	19,247	19,296	19,330	19,353	19,371
3	10,128	9,552	9,277	9,117	9,013	8,941	8,887	8,845
4	7,709	6,944	6,591	6,388	6,256	6,163	6,094	6,041
39	4,091	3,238	2,845	2,612	2,456	2,342	2,255	2,187
40	4,085	3,232	2,839	2,606	2,449	2,336	2,249	2,180
41	4,079	3,226	2,833	2,600	2,443	2,330	2,243	2,174
42	4,073	3,220	2,827	2,594	2,438	2,324	2,237	2,168
43	4,067	3,214	2,822	2,589	2,432	2,318	2,232	2,163
44	4,062	3,209	2,816	2,584	2,427	2,313	2,226	2,157
45	4,057	3,204	2,812	2,579	2,422	2,308	2,221	2,152
46	4,052	3,200	2,807	2,574	2,417	2,304	2,216	2,147
47	4,047	3,195	2,802	2,570	2,413	2,299	2,212	2,143
48	4,043	3,191	2,798	2,565	2,409	2,295	2,207	2,138
49	4,038	3,187	2,794	2,561	2,404	2,290	2,203	2,134
50	4,034	3,183	2,790	2,557	2,400	2,286	2,199	2,130
65	3,989	3,138	2,746	2,513	2,356	2,242	2,154	2,084
66	3,986	3,136	2,744	2,511	2,354	2,239	2,152	2,082
67	3,984	3,134	2,742	2,509	2,352	2,237	2,150	2,080
68	3,982	3,132	2,740	2,507	2,350	2,235	2,148	2,078
69	3,980	3,130	2,737	2,505	2,348	2,233	2,145	2,076
70	3,978	3,128	2,736	2,503	2,346	2,231	2,143	2,074
71	3,976	3,126	2,734	2,501	2,344	2,229	2,142	2,072
87	3,951	3,101	2,709	2,476	2,319	2,205	2,117	2,047
88	3,949	3,100	2,708	2,475	2,318	2,203	2,115	2,045
89	3,948	3,099	2,707	2,474	2,317	2,202	2,114	2,044
90	3,947	3,098	2,706	2,473	2,316	2,201	2,113	2,043
91	3,946	3,097	2,705	2,472	2,315	2,200	2,112	2,042
92	3,945	3,095	2,704	2,471	2,313	2,199	2,111	2,041
93	3,943	3,094	2,703	2,470	2,312	2,198	2,110	2,040
94	3,942	3,093	2,701	2,469	2,311	2,197	2,109	2,038
95	3,941	3,092	2,700	2,467	2,310	2,196	2,108	2,037
96	3,940	3,091	2,699	2,466	2,309	2,195	2,106	2,036
97	3,939	3,090	2,698	2,465	2,308	2,194	2,105	2,035
98	3,938	3,089	2,697	2,465	2,307	2,193	2,104	2,034
99	3,937	3,088	2,696	2,464	2,306	2,192	2,103	2,033
100	3,936	3,087	2,696	2,463	2,305	2,191	2,103	2,032

t Table Statistik					
Tingkat Signifikansi 0.05					
DF	Pengujian		DF	Pengujian	
	2 Sisi	1 Sisi		2 Sisi	1 Sisi
1	12,706	6,314	51	2,008	1,675
2	4,303	2,920	52	2,007	1,675
3	3,182	2,353	53	2,006	1,674
4	2,776	2,132	54	2,005	1,674
16	2,120	1,746	66	1,997	1,668
17	2,110	1,740	67	1,996	1,668
18	2,101	1,734	68	1,995	1,668
19	2,093	1,729	69	1,995	1,667
33	2,035	1,692	83	1,989	1,663
34	2,032	1,691	84	1,989	1,663
35	2,030	1,690	85	1,988	1,663
36	2,028	1,688	86	1,988	1,663
37	2,026	1,687	87	1,988	1,663
38	2,024	1,686	88	1,987	1,662
39	2,023	1,685	89	1,987	1,662
40	2,021	1,684	90	1,987	1,662
41	2,020	1,683	91	1,986	1,662
42	2,018	1,682	92	1,986	1,662
43	2,017	1,681	93	1,986	1,661
47	2,012	1,678	97	1,985	1,661
48	2,011	1,677	98	1,984	1,661
49	2,010	1,677	99	1,984	1,660
50	2,009	1,676	100	1,984	1,660

r Table Statistik					
Tingkat Signifikansi 0.05					
DF	Pengujian		DF	Pengujian	
	2 Sisi	1 Sisi		2 Sisi	1 Sisi
1	0,997	0,988	51	0,271	0,228
2	0,950	0,900	52	0,268	0,226
3	0,878	0,805	53	0,266	0,224
10	0,576	0,497	60	0,250	0,211
11	0,553	0,476	61	0,248	0,209
12	0,532	0,458	62	0,246	0,207
13	0,514	0,441	63	0,244	0,206
25	0,381	0,323	75	0,224	0,189
26	0,374	0,317	76	0,223	0,188
27	0,367	0,311	77	0,221	0,186
28	0,361	0,306	78	0,220	0,185
29	0,355	0,301	79	0,219	0,184
39	0,308	0,260	89	0,206	0,174
40	0,304	0,257	90	0,205	0,173
41	0,301	0,254	91	0,204	0,172
42	0,297	0,251	92	0,203	0,171
43	0,294	0,248	93	0,202	0,170
44	0,291	0,246	94	0,201	0,169
45	0,288	0,243	95	0,200	0,168
46	0,285	0,240	96	0,199	0,167
47	0,282	0,238	97	0,198	0,166
48	0,279	0,235	98	0,197	0,165
49	0,276	0,233	99	0,196	0,165
50	0,273	0,231	100	0,195	0,164

Tabel Durbin Watson (DW)
Tingkat Signifikansi 0,05

71	1.5865	1.6435	1.5577	1.6733	1.5284	1.7041	1.4987	1.7358	1.4685	1.7685
72	1.5895	1.6457	1.5611	1.6751	1.5323	1.7054	1.5029	1.7366	1.4732	1.7688
73	1.5924	1.6479	1.5645	1.6768	1.5360	1.7067	1.5071	1.7375	1.4778	1.7691
74	1.5953	1.6500	1.5677	1.6785	1.5397	1.7079	1.5112	1.7383	1.4822	1.7694
75	1.5981	1.6521	1.5709	1.6802	1.5432	1.7092	1.5151	1.7390	1.4866	1.7698
76	1.6009	1.6541	1.5740	1.6819	1.5467	1.7104	1.5190	1.7399	1.4909	1.7701
77	1.6036	1.6561	1.5771	1.6835	1.5502	1.7117	1.5228	1.7407	1.4950	1.7704
78	1.6063	1.6581	1.5801	1.6851	1.5535	1.7129	1.5265	1.7415	1.4991	1.7708
79	1.6089	1.6601	1.5830	1.6867	1.5568	1.7141	1.5302	1.7423	1.5031	1.7712
80	1.6114	1.6620	1.5859	1.6882	1.5600	1.7153	1.5337	1.7430	1.5070	1.7716
81	1.6139	1.6639	1.5888	1.6898	1.5632	1.7164	1.5372	1.7438	1.5109	1.7720
82	1.6164	1.6657	1.5915	1.6913	1.5663	1.7176	1.5406	1.7446	1.5146	1.7724
83	1.6188	1.6675	1.5942	1.6928	1.5693	1.7187	1.5440	1.7454	1.5183	1.7728
84	1.6212	1.6693	1.5969	1.6942	1.5723	1.7199	1.5472	1.7462	1.5219	1.7732
85	1.6235	1.6711	1.5995	1.6957	1.5752	1.7210	1.5505	1.7470	1.5254	1.7736
86	1.6258	1.6728	1.6021	1.6971	1.5780	1.7221	1.5536	1.7478	1.5289	1.7740
87	1.6280	1.6745	1.6046	1.6985	1.5808	1.7232	1.5567	1.7485	1.5322	1.7745
88	1.6302	1.6762	1.6071	1.6999	1.5836	1.7243	1.5597	1.7493	1.5356	1.7749
89	1.6324	1.6778	1.6095	1.7013	1.5863	1.7254	1.5627	1.7501	1.5388	1.7754
90	1.6345	1.6794	1.6119	1.7026	1.5889	1.7264	1.5656	1.7508	1.5420	1.7758
91	1.6366	1.6810	1.6143	1.7040	1.5915	1.7275	1.5685	1.7516	1.5452	1.7763
92	1.6387	1.6826	1.6166	1.7053	1.5941	1.7285	1.5713	1.7523	1.5482	1.7767
93	1.6407	1.6841	1.6188	1.7066	1.5966	1.7295	1.5741	1.7531	1.5513	1.7772
94	1.6427	1.6857	1.6211	1.7078	1.5991	1.7306	1.5768	1.7538	1.5542	1.7776
95	1.6447	1.6872	1.6233	1.7091	1.6015	1.7316	1.5795	1.7546	1.5572	1.7781
96	1.6466	1.6887	1.6254	1.7103	1.6039	1.7326	1.5821	1.7553	1.5600	1.7785
97	1.6485	1.6901	1.6275	1.7116	1.6063	1.7335	1.5847	1.7560	1.5628	1.7790
98	1.6504	1.6916	1.6296	1.7128	1.6086	1.7345	1.5872	1.7567	1.5656	1.7795
99	1.6522	1.6930	1.6317	1.7140	1.6108	1.7355	1.5897	1.7575	1.5683	1.7799
100	1.6540	1.6944	1.6337	1.7152	1.6131	1.7364	1.5922	1.7582	1.5710	1.7804

TABEL DISTRIBUSI RESPONDEN

Subjek	Kompensasi (X1)										Skor Total	RataX1
	1	2	3	4	5	5	7	8	9	10		
1	5	5	4	3	4	4	3	4	3	5	40	4
2	5	5	4	3	4	4	3	4	3	5	40	4
3	3	3	3	2	2	3	4	3	3	3	29	2,9
4	5	5	3	3	4	2	3	4	4	5	38	3,8
5	5	5	5	5	3	4	4	4	3	5	43	4,3
6	3	3	4	3	2	3	4	3	3	3	31	3,1
7	5	5	4	3	4	2	3	4	4	5	39	3,9
8	5	5	4	3	4	2	3	4	4	5	39	3,9
9	3	4	3	2	2	4	4	4	4	4	34	3,4
10	2	2	1	3	2	3	2	2	3	2	22	2,2
11	4	3	4	3	3	3	3	3	4	4	34	3,4
12	3	4	4	4	3	4	4	3	4	5	38	3,8
13	4	4	3	3	3	4	3	4	4	4	36	3,6
14	2	3	4	2	2	3	4	2	2	2	26	2,6
15	4	3	4	3	3	3	4	3	3	4	34	3,4
16	3	4	4	3	3	4	4	4	4	4	37	3,7
17	3	4	4	4	3	4	4	3	4	4	37	3,7
18	2	3	2	2	4	3	3	2	2	3	26	2,6
19	4	4	4	2	3	4	4	3	5	5	38	3,8
20	2	3	3	2	3	3	3	2	2	3	26	2,6
21	3	3	3	3	4	4	3	4	4	4	35	3,5
22	3	3	4	4	4	3	4	4	4	4	37	3,7
23	3	3	4	3	4	4	4	4	4	3	36	3,6
24	3	2	2	3	2	3	4	3	2	2	26	2,6
25	3	3	4	3	3	4	4	4	4	4	36	3,6
26	2	4	3	3	2	2	3	4	4	4	31	3,1
27	3	2	4	3	3	3	2	1	2	3	26	2,6
28	3	4	3	3	3	4	4	4	4	4	36	3,6
29	2	4	3	3	4	4	3	3	3	4	33	3,3
30	3	3	2	3	3	4	4	3	4	4	33	3,3
31	3	4	2	2	2	2	4	2	3	3	27	2,7
32	3	3	3	4	4	4	4	4	4	5	38	3,8
33	4	4	3	3	3	3	3	4	3	4	34	3,4
34	4	4	3	3	4	3	3	3	4	4	35	3,5
35	3	3	1	2	4	3	3	3	3	1	26	2,6
36	3	3	3	3	3	4	4	4	4	4	35	3,5
37	3	3	3	3	3	4	4	4	4	4	35	3,5
38	4	4	3	4	4	4	3	4	4	4	38	3,8
39	4	3	4	4	3	4	4	4	4	4	38	3,8
40	4	4	3	3	4	4	3	4	4	4	37	3,7
41	3	2	3	2	2	3	3	2	2	3	25	2,5
42	2	4	4	4	4	3	2	4	4	4	35	3,5
43	2	2	3	4	4	4	3	3	4	4	33	3,3
44	2	2	3	4	4	4	4	3	4	4	34	3,4
45	2	4	3	4	4	4	2	3	4	4	34	3,4
46	3	4	2	1	2	2	3	2	4	2	25	2,5
47	4	4	4	3	2	4	3	4	4	4	36	3,6
48	4	3	4	4	4	4	3	3	4	4	37	3,7
49	3	4	4	4	4	3	4	5	5	5	41	4,1
50	2	3	3	3	3	2	2	2	3	2	25	2,5
51	4	4	3	3	3	4	4	4	4	4	37	3,7
52	4	4	3	3	3	4	3	4	4	5	37	3,7
53	3	3	3	3	4	3	4	4	4	5	36	3,6
54	2	2	1	2	4	3	3	3	1	3	24	2,4
55	4	4	4	3	4	3	3	4	4	4	37	3,7
56	3	4	3	2	4	3	4	4	4	5	36	3,6
57	3	4	4	4	3	4	3	4	4	4	37	3,7
58	4	3	3	2	3	3	4	4	4	4	34	3,4

59	2	2	2	2	3	3	3	3	3	2	25	2,5
60	3	4	4	4	4	4	4	4	4	4	39	3,9
61	4	4	4	3	4	4	3	4	4	4	38	3,8
62	4	4	3	4	3	1	3	4	4	4	34	3,4
63	3	2	2	2	2	2	3	3	2	2	23	2,3
64	3	4	2	4	2	2	4	4	4	4	33	3,3
65	2	4	2	2	2	4	4	5	5	5	35	3,5
66	3	3	2	4	2	2	2	3	3	3	27	2,7
67	4	4	3	4	4	4	4	3	4	4	38	3,8
68	4	3	3	3	4	4	4	4	4	4	37	3,7
69	3	4	4	4	3	4	4	4	4	4	38	3,8
70	3	3	3	3	3	3	4	4	4	4	34	3,4
71	3	3	3	3	3	3	1	3	3	3	28	2,8
72	4	4	4	4	2	2	4	4	3	3	34	3,4
73	3	4	4	4	2	2	3	2	3	3	30	3
74	3	4	3	3	2	4	4	4	3	5	35	3,5
75	2	3	2	3	2	4	2	3	3	2	26	2,6
76	3	4	4	3	3	3	3	4	4	4	35	3,5
77	3	4	4	3	3	3	3	4	4	4	35	3,5
78	3	2	2	3	2	2	2	2	2	3	23	2,3
79	3	3	3	3	3	3	3	4	4	5	34	3,4
80	1	4	4	4	4	4	4	4	4	4	37	3,7
81	3	4	4	3	3	3	3	4	4	4	35	3,5
82	4	3	3	3	3	3	4	4	4	4	35	3,5
83	2	2	2	3	3	2	3	3	3	2	25	2,5
84	4	3	3	3	3	3	4	4	4	4	35	3,5
85	3	3	3	3	3	3	3	4	4	4	33	3,3
86	2	3	4	1	3	2	3	2	4	2	26	2,6
87	4	3	4	4	3	4	4	2	3	5	36	3,6
88	4	4	3	4	4	3	2	3	3	5	35	3,5
89	2	3	3	3	3	3	3	2	4	4	30	3
90	3	3	3	3	3	2	2	2	2	3	26	2,6
91	2	4	3	3	3	4	2	4	3	5	33	3,3
92	4	4	3	3	4	4	2	3	3	5	35	3,5
93	2	3	3	3	2	3	1	1	3	3	24	2,4
94	4	2	3	4	4	4	2	3	3	4	33	3,3
95	3	3	3	3	3	3	3	4	4	4	33	3,3

Subjek	Lingkungan Kerja (X2)					Skor	RataX2
	1	2	3	4	5	Total	
1	4	4	4	5	4	21	4,2
2	4	4	4	5	4	21	4,2
3	3	3	1	3	2	12	2,4
4	4	4	5	4	3	20	4
5	4	4	4	5	4	21	4,2
6	2	2	2	3	2	11	2,2
7	4	4	4	5	4	21	4,2
8	4	4	4	5	4	21	4,2
9	4	4	4	4	4	20	4
10	3	3	4	2	2	14	2,8
11	4	4	5	4	4	21	4,2
12	4	4	4	4	4	20	4
13	3	4	4	4	4	19	3,8
14	2	1	2	3	2	10	2
15	4	4	4	4	4	20	4
16	4	4	4	4	4	20	4
17	4	4	5	4	4	21	4,2
18	3	2	2	2	2	11	2,2
19	4	4	5	4	5	22	4,4
20	3	2	3	2	3	13	2,6
21	4	4	4	4	4	20	4
22	4	4	4	4	4	20	4
23	3	4	4	4	4	19	3,8
24	2	4	2	2	3	13	2,6
25	3	4	4	4	5	20	4
26	4	4	4	4	4	20	4
27	2	2	1	3	2	10	2
28	4	4	4	4	4	20	4
29	4	4	4	4	4	20	4
30	3	4	4	4	4	19	3,8
31	3	2	3	2	2	12	2,4
32	4	4	4	4	2	18	3,6
33	3	3	4	4	2	16	3,2
34	3	3	4	4	2	16	3,2
35	2	1	3	2	3	11	2,2
36	4	4	4	4	4	20	4
37	4	4	4	4	4	20	4
38	4	2	3	3	4	16	3,2

39	4	4	4	4	4	20	4
40	4	2	3	3	4	16	3,2
41	2	3	4	2	3	14	2,8
42	4	4	4	4	4	20	4
43	4	4	3	3	4	18	3,6
44	4	2	3	3	4	16	3,2
45	4	3	4	4	3	18	3,6
46	2	2	1	3	3	11	2,2
47	4	4	4	4	4	20	4
48	4	3	4	4	3	18	3,6
49	4	4	5	5	4	22	4,4
50	2	2	3	3	2	12	2,4
51	4	4	4	4	4	20	4
52	4	4	4	4	4	20	4
53	4	4	4	4	3	19	3,8
54	3	4	3	2	3	15	3
55	4	4	4	4	4	20	4
56	4	4	4	4	3	19	3,8
57	4	4	4	4	4	20	4
58	3	3	4	4	3	17	3,4
59	2	1	3	2	3	11	2,2
60	4	4	3	3	3	17	3,4
61	4	4	4	4	4	20	4
62	4	3	3	4	4	18	3,6
63	3	3	2	3	3	14	2,8
64	4	4	4	4	4	20	4
65	4	5	5	5	5	24	4,8
66	2	2	4	2	3	13	2,6
67	4	4	3	4	3	18	3,6
68	4	4	4	5	5	22	4,4
69	4	4	5	5	4	22	4,4
70	3	3	4	4	4	18	3,6
71	3	3	3	2	2	13	2,6
72	3	3	3	2	4	15	3
73	3	3	4	3	4	17	3,4
74	3	2	4	4	1	14	2,8
75	3	2	3	1	3	12	2,4
76	4	3	5	4	3	19	3,8

77	4	3	5	4	3	19	3,8
78	2	3	2	3	3	13	2,6
79	4	4	4	4	4	20	4
80	5	4	5	4	4	22	4,4
81	4	3	5	4	3	19	3,8
82	4	4	4	4	3	19	3,8
83	2	3	1	1	2	9	1,8
84	4	3	4	4	4	19	3,8
85	3	4	4	4	4	19	3,8
86	2	3	2	2	2	11	2,2
87	3	4	4	4	4	19	3,8
88	4	4	4	4	3	19	3,8
89	4	3	4	4	3	18	3,6
90	4	4	4	3	4	19	3,8
91	2	2	3	2	2	11	2,2
92	4	3	4	4	4	19	3,8
93	2	1	3	2	2	10	2
94	4	4	3	4	4	19	3,8
95	4	4	4	4	4	20	4

Subjek	Komitmen Organisasi (X3)							Skor Total	RataX3
	1	2	3	4	5	6	7		
1	5	4	4	5	4	4	3	29	4,14
2	5	4	4	5	4	3	3	28	4,00
3	3	2	2	4	3	2	2	18	2,57
4	5	5	4	5	4	4	4	31	4,43
5	5	4	4	5	3	2	3	26	3,71
6	3	2	3	3	3	3	2	19	2,71
7	5	5	4	5	4	4	4	31	4,43
8	5	5	4	5	4	4	4	31	4,43
9	4	4	4	4	4	3	3	26	3,71
10	3	3	2	3	1	2	2	16	2,29
11	5	5	4	5	4	2	4	29	4,14
12	4	4	3	4	3	3	3	24	3,43
13	4	4	4	3	3	3	4	25	3,57
14	2	3	3	3	4	2	2	19	2,71
15	4	4	4	4	4	4	3	27	3,86
16	4	4	4	4	3	3	3	25	3,57
17	4	4	4	5	4	4	4	29	4,14
18	2	3	1	2	2	3	2	15	2,14
19	4	4	4	4	4	4	2	26	3,71
20	3	4	3	2	3	2	2	19	2,71
21	4	4	4	4	4	4	4	28	4,00
22	4	4	4	4	4	4	4	28	4,00
23	4	4	4	4	4	4	4	28	4,00
24	3	3	3	3	3	2	3	20	2,86
25	4	4	4	5	5	3	4	29	4,14
26	4	4	4	4	4	4	4	28	4,00
27	3	3	3	3	1	2	3	18	2,57
28	4	4	4	4	4	3	3	26	3,71
29	4	4	4	4	4	4	4	28	4,00
30	4	4	4	4	4	3	4	27	3,86
31	3	2	2	3	3	2	2	17	2,43
32	4	4	4	4	4	4	4	28	4,00
33	4	4	4	4	4	3	3	26	3,71
34	4	4	4	4	4	3	3	26	3,71
35	2	2	1	2	2	2	2	13	1,86
36	4	4	4	4	4	4	4	28	4,00
37	4	4	4	4	4	4	4	28	4,00
38	2	3	3	3	4	4	3	22	3,14
39	4	3	4	3	3	4	3	24	3,43
40	2	3	3	3	4	3	3	21	3,00
41	2	2	3	3	2	2	2	16	2,29
42	4	4	4	4	4	3	2	25	3,57
43	2	4	4	3	4	4	3	24	3,43
44	2	4	4	3	4	4	4	25	3,57
45	3	3	3	3	3	4	3	22	3,14
46	2	2	2	3	3	4	2	18	2,57
47	4	4	4	4	4	4	2	26	3,71

48	3	3	3	3	3	4	3	22	3,14
49	5	4	4	4	4	4	4	29	4,14
50	2	2	2	2	2	3	2	15	2,14
51	4	4	4	4	4	4	4	28	4,00
52	4	4	4	4	4	4	4	28	4,00
53	5	5	4	5	4	4	4	31	4,43
54	2	2	3	3	1	2	3	16	2,29
55	4	3	3	4	4	3	4	25	3,57
56	4	4	4	4	4	4	4	28	4,00
57	4	4	4	4	4	4	4	28	4,00
58	4	4	4	4	3	3	4	26	3,71
59	3	3	3	2	3	3	2	19	2,71
60	5	4	4	4	4	2	3	26	3,71
61	5	4	4	4	4	4	4	29	4,14
62	3	4	4	4	4	3	3	25	3,57
63	3	2	3	4	3	2	2	19	2,71
64	4	4	4	4	4	4	4	28	4,00
65	5	5	5	5	3	5	5	33	4,71
66	2	2	3	2	2	3	2	16	2,29
67	4	4	4	4	4	4	4	28	4,00
68	5	4	4	4	3	4	4	28	4,00
69	5	4	4	4	4	3	4	28	4,00
70	4	4	4	4	4	4	4	28	4,00
71	3	2	2	3	3	2	2	17	2,43
72	4	4	4	3	3	4	4	26	3,71
73	3	4	4	4	3	4	3	25	3,57
74	4	4	3	4	3	3	4	25	3,57
75	3	3	4	2	3	2	3	20	2,86
76	4	4	4	4	4	3	3	26	3,71
77	4	4	4	4	4	4	3	27	3,86
78	3	2	1	2	2	3	1	14	2,00
79	4	4	4	5	5	4	4	30	4,29
80	5	4	4	4	4	4	4	29	4,14
81	4	4	4	4	4	3	3	26	3,71
82	4	4	4	3	4	3	3	25	3,57
83	3	2	2	3	2	3	2	17	2,43
84	5	5	4	4	4	3	4	29	4,14
85	4	4	4	4	4	3	4	27	3,86
86	3	3	2	1	2	2	3	16	2,29
87	3	4	3	4	3	3	4	24	3,43
88	4	4	4	4	4	3	4	27	3,86
89	4	4	4	3	4	3	3	25	3,57
90	3	2	3	2	2	3	2	17	2,43
91	3	4	3	3	4	4	3	24	3,43
92	3	4	3	3	4	4	3	24	3,43
93	4	4	3	4	4	4	4	27	3,86
94	2	3	1	2	3	2	2	15	2,14
95	3	4	3	3	4	4	3	24	3,43

Subjek	Kinerja (Y)										Skor Total	RataY
	PP	PTA	PLB	PemP	ADA	INI	ANDAL	PATUH	KSM	SKP		
1	4	4	3	4	4	4	3	3	4	4	37	3,7
2	4	4	4	3	3	3	4	3	3	4	35	3,5
3	3	2	2	2	2	2	2	2	2	2	21	2,1
4	3	4	3	3	4	4	3	4	4	3	35	3,5
5	3	4	3	4	3	4	3	3	3	4	34	3,4
6	3	2	2	2	1	2	3	3	1	3	22	2,2
7	4	4	3	4	4	3	4	4	3	4	37	3,7
8	3	2	2	3	2	3	3	3	3	3	27	2,7
9	4	3	4	4	4	4	3	3	4	4	37	3,7
10	2	2	3	2	4	2	2	2	4	3	26	2,6
11	3	3	4	3	4	4	3	3	3	3	33	3,3
12	3	3	3	3	4	3	3	4	4	4	34	3,4
13	3	4	3	3	4	4	3	3	3	3	33	3,3
14	3	2	2	3	3	3	2	2	3	2	25	2,5
15	4	4	4	3	4	4	4	3	4	4	38	3,8
16	4	4	4	3	3	4	4	4	3	3	36	3,6
17	4	3	4	4	3	3	3	4	3	4	35	3,5
18	3	2	2	2	1	3	2	3	2	2	22	2,2
19	3	4	3	3	4	3	3	4	3	4	34	3,4
20	2	3	3	3	2	2	2	2	3	3	25	2,5
21	4	3	3	4	4	4	4	2	3	3	34	3,4
22	4	3	4	4	3	3	4	4	3	3	35	3,5
23	4	4	4	4	4	4	4	3	4	4	39	3,9
24	3	3	3	3	2	2	3	2	3	4	28	2,8
25	3	3	4	4	3	4	3	3	3	4	34	3,4
26	4	4	3	4	3	4	3	3	4	3	35	3,5
27	3	3	2	2	2	3	2	3	2	2	24	2,4
28	3	4	3	3	4	4	3	3	3	3	33	3,3
29	4	4	4	3	4	4	3	4	4	3	37	3,7
30	3	3	4	4	4	2	3	3	4	4	34	3,4
31	3	3	3	4	2	2	2	2	2	2	25	2,5
32	4	4	3	3	3	4	4	4	4	3	36	3,6
33	3	4	3	3	3	4	3	3	3	3	32	3,2
34	3	4	3	4	3	4	3	4	4	3	35	3,5
35	2	3	2	2	2	2	2	1	2	3	21	2,1
36	3	3	3	4	3	4	4	3	3	3	33	3,3
37	3	4	3	3	4	3	4	3	4	4	35	3,5
38	4	4	4	4	3	4	3	3	3	3	35	3,5
39	4	3	4	4	4	3	3	4	4	4	37	3,7
40	4	4	4	4	4	3	3	3	3	3	35	3,5
41	3	3	3	3	2	3	2	2	3	3	27	2,7
42	4	4	3	3	4	4	3	4	3	4	36	3,6
43	3	4	4	4	4	4	3	3	4	3	36	3,6
44	4	3	4	4	4	3	3	3	4	4	36	3,6
45	4	3	4	3	3	4	4	4	3	3	35	3,5
46	2	3	2	1	2	3	4	2	2	2	23	2,3
47	3	3	4	3	3	4	3	4	3	3	33	3,3

48	3	3	4	3	3	4	4	4	4	3	35	3,5
49	4	3	3	3	3	3	3	3	3	3	31	3,1
50	3	2	3	2	2	3	3	2	3	2	25	2,5
51	3	3	4	3	3	4	3	4	3	4	34	3,4
52	3	4	4	3	3	4	4	3	4	3	35	3,5
53	4	4	3	3	4	3	4	3	3	4	35	3,5
54	2	2	2	3	3	2	3	3	3	2	25	2,5
55	3	3	4	3	3	4	4	3	3	3	33	3,3
56	3	4	3	4	4	4	3	4	3	3	35	3,5
57	4	3	4	3	4	3	4	4	3	3	35	3,5
58	4	4	4	3	4	4	4	3	4	3	37	3,7
59	3	2	2	2	3	2	2	2	3	2	23	2,3
60	4	4	4	4	4	4	4	4	3	4	39	3,9
61	3	4	3	4	4	3	3	4	4	4	36	3,6
62	3	4	4	4	3	3	4	4	3	4	36	3,6
63	2	3	1	3	2	3	2	1	2	2	21	2,1
64	3	4	4	3	4	4	3	4	3	4	36	3,6
65	4	4	3	4	4	4	4	4	3	4	38	3,8
66	3	3	3	3	3	2	3	3	2	2	27	2,7
67	4	3	3	4	4	4	3	4	4	4	37	3,7
68	4	4	4	3	4	4	4	3	4	4	38	3,8
69	3	3	3	4	3	4	4	4	4	3	35	3,5
70	3	4	3	4	4	3	3	4	4	4	36	3,6
71	3	3	3	4	3	3	2	3	4	2	30	3
72	3	3	3	4	4	3	4	4	3	4	35	3,5
73	4	4	4	4	4	3	4	4	4	4	39	3,9
74	3	3	4	3	3	3	4	4	4	4	35	3,5
75	2	2	3	2	2	2	2	2	2	3	22	2,2
76	4	4	3	4	4	4	3	4	4	4	38	3,8
77	3	4	4	4	3	4	4	4	3	3	36	3,6
78	3	3	3	3	2	3	2	2	2	3	26	2,6
79	4	4	3	4	4	4	3	4	4	4	38	3,8
80	3	4	4	4	3	4	4	4	4	3	37	3,7
81	4	4	4	4	3	3	4	4	4	3	37	3,7
82	4	3	4	4	3	3	4	4	3	4	36	3,6
83	3	4	2	2	3	1	3	2	4	3	27	2,7
84	4	3	3	4	4	4	4	4	3	3	36	3,6
85	3	4	3	4	3	3	4	4	4	3	35	3,5
86	3	3	2	3	3	2	2	3	2	2	25	2,5
87	3	4	4	3	4	4	3	4	4	3	36	3,6
88	3	3	3	3	4	3	3	4	4	3	33	3,3
89	4	3	3	4	3	3	4	4	3	3	34	3,4
90	2	3	2	2	2	2	3	2	3	3	24	2,4
91	3	3	4	4	3	3	4	3	4	4	35	3,5
92	4	3	4	4	4	3	4	4	4	3	37	3,7
93	3	2	2	3	4	2	3	2	2	1	24	2,4
94	3	3	4	3	4	3	4	4	3	3	34	3,4
95	4	4	3	3	4	3	4	3	4	3	35	3,5

HASIL UJI VALIDITAS**Correlations**

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TotalX1
X1.1 Pearson Correlation	1	.463**	.354**	.170	.229*	.072	.146	.324**	.185	.475**	.574**
Sig. (2-tailed)		.000	.000	.100	.026	.487	.158	.001	.073	.000	.000
N	95	95	95	95	95	95	95	95	95	95	95
X1.2 Pearson Correlation	.463**	1	.447**	.149	.194	.131	.112	.477**	.425**	.586**	.659**
Sig. (2-tailed)	.000		.000	.149	.060	.207	.280	.000	.000	.000	.000
N	95	95	95	95	95	95	95	95	95	95	95
X1.3 Pearson Correlation	.354**	.447**	1	.328**	.211*	.286**	.207*	.250*	.333**	.477**	.636**
Sig. (2-tailed)	.000	.000		.001	.040	.005	.045	.014	.001	.000	.000
N	95	95	95	95	95	95	95	95	95	95	95
X1.4 Pearson Correlation	.170	.149	.328**	1	.355**	.283**	.020	.285**	.263*	.415**	.523**
Sig. (2-tailed)	.100	.149	.001		.000	.006	.849	.005	.010	.000	.000
N	95	95	95	95	95	95	95	95	95	95	95
X1.5 Pearson Correlation	.229*	.194	.211*	.355**	1	.257*	.004	.283**	.256*	.373**	.507**
Sig. (2-tailed)	.026	.060	.040	.000		.012	.969	.005	.012	.000	.000
N	95	95	95	95	95	95	95	95	95	95	95
X1.6 Pearson Correlation	.072	.131	.286**	.283**	.257*	1	.286**	.286**	.253*	.380**	.517**
Sig. (2-tailed)	.487	.207	.005	.006	.012		.005	.005	.014	.000	.000
N	95	95	95	95	95	95	95	95	95	95	95
X1.7 Pearson Correlation	.146	.112	.207*	.020	.004	.286**	1	.408**	.365**	.251*	.453**
Sig. (2-tailed)	.158	.280	.045	.849	.969	.005		.000	.000	.014	.000
N	95	95	95	95	95	95	95	95	95	95	95
X1.8 Pearson Correlation	.324**	.477**	.250*	.285**	.283**	.286**	.408**	1	.624**	.578**	.739**
Sig. (2-tailed)	.001	.000	.014	.005	.005	.005	.000		.000	.000	.000
N	95	95	95	95	95	95	95	95	95	95	95
X1.9 Pearson Correlation	.185	.425**	.333**	.263*	.256*	.253*	.365**	.624**	1	.506**	.682**
Sig. (2-tailed)	.073	.000	.001	.010	.012	.014	.000	.000		.000	.000
N	95	95	95	95	95	95	95	95	95	95	95
X1.10 Pearson Correlation	.475**	.586**	.477**	.415**	.373**	.380**	.251*	.578**	.506**	1	.833**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.014	.000	.000		.000
N	95	95	95	95	95	95	95	95	95	95	95
TotalX ¹ Pearson Correlation	.574**	.659**	.636**	.523**	.507**	.517**	.453**	.739**	.682**	.833**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	95	95	95	95	95	95	95	95	95	95	95

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	TotalX2
X2.1 Pearson Correlation	1	.659**	.648**	.697**	.606**	.858**
Sig. (2-tailed)		.000	.000	.000	.000	.000
N	95	95	95	95	95	95
X2.2 Pearson Correlation	.659**	1	.532**	.650**	.604**	.836**
Sig. (2-tailed)	.000		.000	.000	.000	.000
N	95	95	95	95	95	95
X2.3 Pearson Correlation	.648**	.532**	1	.641**	.541**	.804**
Sig. (2-tailed)	.000	.000		.000	.000	.000
N	95	95	95	95	95	95
X2.4 Pearson Correlation	.697**	.650**	.641**	1	.598**	.856**
Sig. (2-tailed)	.000	.000	.000		.000	.000
N	95	95	95	95	95	95
X2.5 Pearson Correlation	.606**	.604**	.541**	.598**	1	.795**
Sig. (2-tailed)	.000	.000	.000	.000		.000
N	95	95	95	95	95	95
TotalX ² Pearson Correlation	.858**	.836**	.804**	.856**	.795**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	95	95	95	95	95	95

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	TotalX3
X3.1 Pearson Correlation	1	.734**	.687**	.758**	.515**	.346**	.619**	.828**
Sig. (2-tailed)		.000	.000	.000	.000	.001	.000	.000
N	95	95	95	95	95	95	95	95
X3.2 Pearson Correlation	.734**	1	.754**	.679**	.672**	.498**	.729**	.891**
Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000
N	95	95	95	95	95	95	95	95
X3.3 Pearson Correlation	.687**	.754**	1	.683**	.645**	.492**	.688**	.870**
Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000
N	95	95	95	95	95	95	95	95
X3.4 Pearson Correlation	.758**	.679**	.683**	1	.619**	.392**	.614**	.840**
Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000
N	95	95	95	95	95	95	95	95
X3.5 Pearson Correlation	.515**	.672**	.645**	.619**	1	.500**	.528**	.784**
Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000
N	95	95	95	95	95	95	95	95
X3.6 Pearson Correlation	.346**	.498**	.492**	.392**	.500**	1	.533**	.650**
Sig. (2-tailed)	.001	.000	.000	.000	.000		.000	.000
N	95	95	95	95	95	95	95	95
X3.7 Pearson Correlation	.619**	.729**	.688**	.614**	.528**	.533**	1	.826**
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
N	95	95	95	95	95	95	95	95
Total X3 Pearson Correlation	.828**	.891**	.870**	.840**	.784**	.650**	.826**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
N	95	95	95	95	95	95	95	95

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TotalY
Y1	Pearson Correlation	1	.405**	.481**	.502**	.473**	.431**	.477**	.483**	.336**	.399**	.690**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.001	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y2	Pearson Correlation	.405**	1	.403**	.417**	.496**	.523**	.420**	.427**	.467**	.485**	.704**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y3	Pearson Correlation	.481**	.403**	1	.477**	.444**	.486**	.530**	.537**	.475**	.522**	.754**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y4	Pearson Correlation	.502**	.417**	.477**	1	.466**	.412**	.349**	.510**	.437**	.451**	.704**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.001	.000	.000	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y5	Pearson Correlation	.473**	.496**	.444**	.466**	1	.404**	.386**	.490**	.599**	.457**	.738**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y6	Pearson Correlation	.431**	.523**	.486**	.412**	.404**	1	.406**	.496**	.372**	.321**	.685**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.002	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y7	Pearson Correlation	.477**	.420**	.530**	.349**	.386**	.406**	1	.541**	.368**	.395**	.683**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000		.000	.000	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y8	Pearson Correlation	.483**	.427**	.537**	.510**	.490**	.496**	.541**	1	.434**	.459**	.763**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y9	Pearson Correlation	.336**	.467**	.475**	.437**	.599**	.372**	.368**	.434**	1	.467**	.698**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	95	95	95	95	95	95	95	95	95	95	95
Y10	Pearson Correlation	.399**	.485**	.522**	.451**	.457**	.321**	.395**	.459**	.467**	1	.694**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.000	.000	.000		.000
	N	95	95	95	95	95	95	95	95	95	95	95
Total Y	Pearson Correlation	.690**	.704**	.754**	.704**	.738**	.685**	.683**	.763**	.698**	.694**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	95	95	95	95	95	95	95	95	95	95	95

HASIL UJI RELIABILITAS

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RELIABILITY
/VARIABLES=SKORX1 X11 X12 X13 X14 X16 X17 X18 X19 X110 X111
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
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Case Processing Summary

		N	%
Cases	Valid	13	100,0
	Excluded ^a	0	,0
	Total	13	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,778	11

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RELIABILITY
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Case Processing Summary

		N	%
Cases	Valid	13	100,0
	Excluded ^a	0	,0
	Total	13	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
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RELIABILITY

```

/VARIABLES=X32 X33 X34 X35 X36 X37 X38 SKORX3
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Case Processing Summary

		N	%
Cases	Valid	13	100,0
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	Total	13	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,797	8