

**LAMPIRAN**

## Lampiran 1

**KUESIONER PENELITIAN**

**PENGARUH GAYA KEPEMIMPINAN, LINGKUNGAN KERJA, DAN STIGMA MASYARAKAT TERHADAP PSIKOLOGIS TENAGA KESEHATAN UGD RUMAH SAKIT SILOAM KEBUN JERUK.DI ERA PANDEMIK *COVID-19***

(Studi Kasus pada Tenaga Kesehatan di UGD Rumah Sakit Siloam Kebun Jeruk)

**A. Umum**

Dengan hormat, sehubungan dengan penelitian saya yang berjudul “Pengaruh Gaya Kepemimpinan. Lingkungan Kerja, stigma Masyarakat Terhadap Psikologis Tenaga Kesehatan UGD Rumah Sakit Siloam Kebun Jeruk di Era Pandemi *Covid-19*”, maka untuk mendukung keberhasilan pelaksanaan penelitian ini, saya mohon kesediaan Bapak/ Ibu untuk mengisi daftar pertanyaan pada kuesioner yang saya lampirkan. Saya berharap kesediaannya untuk menjawabnya sesuai dengan keadaan yang sebenarnya. Kesediaan Bapak/ Ibu merupakan bantuan yang sangat bernilai bagi saya. Atas bantuan, kesediaan, dan kerjasamanya, saya mengucapkan terima kasih.

Helvyda Sari

Mahasiswa Magister Administrasi Rumah Sakit

Universitas Esa Unggul

B. Petunjuk Pengisian

1. Mohon dibaca dan dipahami tiap pernyataan dalam lembar kuesioner berikut serta diisi dengan lengkap, teliti, dan jujur.
2. Jawaban harus merupakan jawaban pribadi bukan jawaban kelompok, dalam hal ini tidak ada jawaban yang benar atau salah, yang penting jawaban Bapak/Ibu benar-benar tepat dengan situasi yang dirasakan.
3. Tiap-tiap jawaban yang Bapak/Ibu berikan pada kami merupakan bantuan yang tidak ternilai bagi penelitian kami dan bersifat rahasia. Untuk itu, kami menyampaikan terima kasih yang sebesar-besarnya.
4. Beri tanda cek (√) pada jawaban-jawaban dari pernyataan-pernyataan di bawah ini yang paling sesuai menurut pendapat Bapak/Ibu.

Keterangan :

- STS : Sangat Tidak Setuju  
 TS : Tidak Setuju  
 N : Netral  
 S : Setuju  
 SS : Sangat Setuju

C. Identitas Responden

1. Nama Responden: .....

2. Jenis Kelamin:

Pria  Wanita

3. Usia:

- |                |                          |                    |                          |
|----------------|--------------------------|--------------------|--------------------------|
| a. 17-20 tahun | <input type="checkbox"/> | c. 31-40 tahun     | <input type="checkbox"/> |
| b. 21-30 tahun | <input type="checkbox"/> | d. diatas 40 tahun | <input type="checkbox"/> |

4. Pendidikan terakhir

- |       |                          |            |                          |
|-------|--------------------------|------------|--------------------------|
| a. SD | <input type="checkbox"/> | d. Diploma | <input type="checkbox"/> |
|       |                          |            | <input type="checkbox"/> |

- b. SMP / sederajat  e. S1
- c. SMA / sederajat  f. S2
- 5. Lama Bekerja
- a. Kurang dari 1 tahun
- b. 1-2 tahun
- c. 2-3 tahun
- d. 4 tahun
- 6. Penghasilan per bulan
- a. < Rp. 4.000.000
- b. Rp. 4.000.000 – Rp. 5.000.000
- c. Rp. 5.000.000 – Rp. 6.000.000
- d. > Rp. 6.000.000

D. PERTANYAAN

**Gaya Kepemimpinan Transformasional**

No	Pernyataan	SS	S	N	TS	STS
1	Pimpinan saya memberikan arahan dalam bertugas					
2	Pimpinan saya memberi solusi pada saat ada kendala dalam bertugas					
3	Pimpinan saya ramah kepada bawahan					
4	Pimpinan saya perhatian kepada bawahan					
5	Pimpinan saya menerima pendapat/ide-ide dari bawahan					
6	Pimpinan saya mendorong bawahannya untuk memberi ide-ide atau gagasan dalam bekerja.					

7	Pimpinan saya menanyakan persetujuan jika ada kebijakan baru					
8	Pimpinan saya memberi <i>reward</i> jika saya lembur					
9	Pimpinan saya sadar akan bahaya covid-19 sehingga berusaha untuk melindungi karyawannya					
10	Pimpinan saya akan memberi fasilitas kesehatan jika saya menderita covid-19					
11	Pimpinan saya memberi suplemen pada masa pandemik ini					
12	Pimpinan saya memberi vaksin influenza					
13	Pimpinan saya meminta pemeriksaan rutin swab/ rapid test pada masa pandemik ini					
14	Pimpinan saya pengertian jika saya tidak masuk dikarenakan sakit					
15	Pimpinan saya menanamkan rasa bangga terhadap rumah sakit ini.					

**Lingkungan Kerja**

No	Pernyataan	SS	S	N	TS	STS
16	Ruang UGD nyaman sehingga saya nyaman dalam bertugas					
17	Ruang UGD terang sehingga saya dapat melakukan pekerjaan dengan jelas					
18	Saya selalu berhubungan baik dengan semua karyawan di ugd					
19	Saya dapat berdiskusi tentang pekerjaan dengan rekan kerja yang bertugas di UGD					
20	Pekerjaan saya didukung dengan komputerisasi					
21	Teknologi di rumah sakit ini mempermudah pekerjaan saya					
22	Saya tidak pernah merasa alat APD habis					
23	Saya tidak sulit meminta APD untuk bekerja					
24	Tersedia tempat istirahat untuk tenaga kesehatan UGD					
25	RS menyediakan APD lengkap dalam era pandemik COVID-19					
26	RS menyediakan sarana ruang ganti APD					

**Stigma Masyarakat**

No	Pernyataan	SS	S	N	TS	STS
27	Tetangga merasa terganggu dengan keberadaan saya sebagai tenaga medis					
28	Tetangga saya menolak jika saya berkunjung					
29	Tetangga menganggap saya dapat menularkan penyakit covid-19					
30	Kerabat dekat merasa terganggu dengan					

	keberadaan saya					
31	Kerabat dekat menolak untuk saya kunjungi					

### Psikologi Tenaga Kesehatan

No	Pernyataan	SS	S	N	TS	STS
32	Saya senang dengan pekerjaan saya					
33	Saya bekerja dengan ikhlas melayani pasien					
34	Saya ramah dengan pasien					
35	Saya takut keluarga saya tertular covid-19 dari saya					
36	Saya bekerja sesuai kompetensi saya					
37	Saya selalu semangat mengikuti pelatihan sesuai dengan profesi saya					
38	Pekerjaan saya sangat penting untuk memenuhi kebutuhan keluarga saya					
39	Saya dapat menenangkan pasien yang panik					
40	Saya bosan dengan pekerjaan saya					
41	pekerjaan saya mengganggu kehidupan pribadi saya					

Lampiran 2

Hasil Uji Validitas dan Reliabilitas

1. Psikologis Tenaga Kesehatan

Case Processing Summary

		N	%
Cases	Valid	21	100.0
	Excluded <sup>a</sup>	0	.0
	Total	21	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.757	11

Correlations

		psikologis tenaga kesehatan 36	psikologis tenaga kesehatan 37	psikologis tenaga kesehatan 38	psikologis tenaga kesehatan 39	psikologis tenaga kesehatan 40	psikologis tenaga kesehatan 41	psikologis tenaga kesehatan 42	psikologis tenaga kesehatan 43	psikologis tenaga kesehatan 44	psikologis tenaga kesehatan 45	psikologis tenaga kesehatan 46	psikologis tenaga kesehatan 47	psikologis tenaga kesehatan 48	psikologis tenaga kesehatan 49	psikologis tenaga kesehatan total
psikologis tenaga kesehatan 36	Pearson Correlation	1	.839	.630	-.049	.196	.261	.131	.583	.660	-.266	.129	.479	.458	.578	.743
	Sig. (2-tailed)		.000	.002	.834	.396	.254	.572	.006	.001	.208	.577	.028	.037	.006	.000
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 37	Pearson Correlation	.839	1	.824	.039	.165	.127	.300	.609	.604	.441	-.051	.399	.357	.530	.746
	Sig. (2-tailed)	.000		.000	.867	.423	.562	.167	.003	.004	.045	.226	.074	.112	.014	.000
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 38	Pearson Correlation	.630	.824	1	-.091	-.006	.000	.465	.656	.650	.630	-.104	.681	.421	.676	.822
	Sig. (2-tailed)	.002	.000		.695	.980	1.000	.026	.000	.001	.002	.652	.001	.057	.001	.000
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 39	Pearson Correlation	-.049	.039	-.091	1	.701	.119	.015	.018	-.150	-.049	-.060	-.466	.088	-.132	.121
	Sig. (2-tailed)	.834	.867	.695		.000	.608	.949	.937	.516	.834	.933	.706	.569	.602	.602
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 40	Pearson Correlation	.196	.165	-.006	.701	1	.506	.021	.209	.307	.063	-.372	-.219	.427	.094	.328
	Sig. (2-tailed)	.396	.423	.980	.000		.019	.927	.363	.644	.786	.097	.340	.054	.685	.157
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 41	Pearson Correlation	.261	.127	.000	.119	.506	1	.220	.180	.158	-.130	-.375	-.146	.198	.277	.242
	Sig. (2-tailed)	.254	.582	1.000	.608	.019		.339	.435	.494	.573	.094	.527	.389	.224	.290
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 42	Pearson Correlation	.131	.300	.465	.015	.021	.220	1	.576	.347	.369	-.130	.238	.246	.396	.517
	Sig. (2-tailed)	.572	.167	.026	.949	.927	.339		.006	.123	.062	.576	.299	.283	.075	.016
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 43	Pearson Correlation	.583	.609	.656	.018	.209	.180	.576	1	.854	.583	-.159	.451	.704	.749	.841
	Sig. (2-tailed)	.006	.003	.000	.937	.363	.435	.006		.000	.006	.491	.040	.000	.000	.000
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 44	Pearson Correlation	.660	.604	.655	-.150	.107	.158	.347	.854	1	.660	-.119	.508	.815	.877	.833
	Sig. (2-tailed)	.001	.004	.001	.516	.644	.494	.123	.000		.001	.609	.019	.000	.000	.000
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 45	Pearson Correlation	.266	.441	.630	-.049	.063	-.130	.389	.583	.660	1	-.129	.479	.613	.576	.706
	Sig. (2-tailed)	.208	.045	.002	.834	.786	.573	.082	.006	.001		.577	.028	.003	.006	.000
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 46	Pearson Correlation	.129	-.051	.104	-.060	-.372	-.375	-.130	-.159	-.119	-.129	1	.348	-.146	.052	.107
	Sig. (2-tailed)	.577	.826	.652	.795	.097	.094	.576	.491	.609	.577		.122	.527	.823	.644
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 47	Pearson Correlation	.479	.399	.681	-.466	-.219	-.146	.238	.451	.508	.479	.348	1	.443	.567	.588
	Sig. (2-tailed)	.028	.074	.001	.033	.340	.527	.298	.040	.019	.028	.122		.044	.007	.004
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 48	Pearson Correlation	.458	.357	.421	.088	.427	.198	.246	.704	.815	.613	-.146	.443	1	.798	.768
	Sig. (2-tailed)	.037	.112	.057	.706	.054	.389	.283	.000	.000	.003	.527	.044		.000	.000
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan 49	Pearson Correlation	.578	.530	.676	-.132	.094	.277	.396	.749	.877	.578	.352	.567	.798	1	.852
	Sig. (2-tailed)	.006	.014	.001	.569	.685	.224	.075	.000	.000	.006	.823	.007	.000		.000
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
psikologis tenaga kesehatan total	Pearson Correlation	.743	.746	.822	.121	.320	.242	.517	.841	.833	.706	.107	.598	.768	.852	1
	Sig. (2-tailed)	.000	.000	.000	.602	.157	.290	.016	.000	.000	.844	.004	.000	.000	.000	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21

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

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

Gaya Kepemimpinan Transformasional

Case Processing Summary

	N	%
Valid	21	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	21	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.757	16

		GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8	GK9	GK10	GK11	GK12	GK13	GK14	GK15	GK16	TOTAL	
GK1	Pearson Correlation	1																	
	Sig. (2-tailed)	.962	.873	.745	.523	.663	.299	.353	.197	.515	.350	.709	.463	.538	.470	.720	.817		
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK2	Pearson Correlation	.982	1																
	Sig. (2-tailed)	.000		.837	.885	.475	.620	.311	.391	.178	.827	.329	.672	.461	.578	.428	.673	.808	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK3	Pearson Correlation	.673	.637	1															
	Sig. (2-tailed)	.001	.002		.867	.738	.775	.570	.521	.006	.645	.365	.453	.248	.417	.656	.624	.813	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK4	Pearson Correlation	.745	.685	.867	1														
	Sig. (2-tailed)	.000	.001	.000		.727	.792	.516	.493	.047	.518	.509	.625	.298	.358	.625	.626	.828	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK5	Pearson Correlation	.523	.475	.738	.727	1													
	Sig. (2-tailed)	.015	.030	.000	.000		.717	.675	.555	.210	.528	.299	.241	.252	.409	.538	.511	.758	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK6	Pearson Correlation	.663	.620	.775	.792	.717	1												
	Sig. (2-tailed)	.001	.003	.000	.000	.000		.598	.223	-.011	.576	.507	.488	.228	.331	.411	.425	.731	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK7	Pearson Correlation	.299	.311	.570	.516	.875	.598	1											
	Sig. (2-tailed)	.197	.170	.007	.017	.000	.004		.522	.331	.554	.251	.110	.331	.447	.456	.365	.673	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK8	Pearson Correlation	.353	.391	.521	.463	.555	.223	.522	1										
	Sig. (2-tailed)	.117	.080	.015	.023	.009	.330	.015		.291	.454	.066	.111	.316	.409	.408	.332	.575	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK9	Pearson Correlation	.197	.176	.006	.047	.210	-.011	.331	.291	1									
	Sig. (2-tailed)	.391	.444	.979	.840	.360	.964	.143	.201		.238	.135	.167	.661	.461	.184	.230	.403	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK10	Pearson Correlation	.515	.627	.645	.518	.528	.576	.554	.454	.238	1								
	Sig. (2-tailed)	.017	.002	.016	.014	.006	.009	.039	.039	.299		.497	.346	.296	.425	.624	.551	.743	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK11	Pearson Correlation	.350	.329	.365	.509	.299	.507	.251	.066	.135	.497	1							
	Sig. (2-tailed)	.120	.146	.103	.018	.188	.019	.273	.775	.560	.022		.570	.274	.067	.448	.317	.510	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK12	Pearson Correlation	.709	.672	.453	.625	.241	.488	.110	.111	.167	.346	.570	1						
	Sig. (2-tailed)	.000	.001	.039	.002	.293	.025	.634	.631	.469	.124	.007		.459	.186	.372	.596	.625	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK13	Pearson Correlation	.463	.461	.248	.298	.252	.228	.331	.316	.661	.296	.274	.459	1					
	Sig. (2-tailed)	.035	.035	.279	.189	.270	.321	.143	.162	.001	.193	.229	.036		.000	.054	.020	.001	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK14	Pearson Correlation	.538	.578	.417	.358	.409	.331	.447	.409	.461	.425	.067	.186	.771	1				
	Sig. (2-tailed)	.012	.006	.060	.111	.065	.143	.042	.065	.035	.055	.773	.418	.000		.448	.514	.693	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK15	Pearson Correlation	.470	.428	.656	.625	.538	.411	.456	.408	.164	.824	.448	.372	.426	.448	1			
	Sig. (2-tailed)	.032	.053	.001	.002	.012	.064	.038	.067	.425	.003	.041	.097	.054	.042		.838	.747	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
GK16	Pearson Correlation	.720	.673	.624	.626	.511	.425	.365	.332	.230	.551	.317	.596	.504	.514	.838	1		
	Sig. (2-tailed)	.000	.001	.003	.002	.018	.055	.104	.142	.315	.010	.161	.004	.020	.017	.000		.794	
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
TOTAL	Pearson Correlation	.817	.808	.813	.828	.758	.731	.673	.575	.403	.743	.510	.625	.654	.693	.747	.794	1	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.006	.070	.000	.018	.002	.001	.000	.000	.000		.000
	N	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21

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

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



Lingkungan Kerja

Case Processing Summary

	N	%
Valid	20	90.9
Cases Excluded <sup>a</sup>	2	9.1
Total	22	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.734	12

Correlations

	LK17	LK18	LK19	LK20	LK21	LK22	LK23	LK24	LK25	LK26	LK27	LK28	LK29	LK30	TOTAL
LK17	Pearson Correlation Sig. (2-tailed) N	1 .955** 21	.424 .056 21	.396 .076 21	.228 .321 21	-.119 .606 21	.038 .870 21	.125 .589 21	.221 .336 21	.213 .353 21	.413 .063 21	.089 .703 21	.222 .335 21	.171 .460 21	.600 .005 20
LK18	Pearson Correlation Sig. (2-tailed) N	.955** .000 21	1 .496 21	.496 .022 21	.478 .143 21	.331 .143 21	-.017 .940 21	.017 .943 21	.127 .582 21	.096 .677 21	.326 .150 21	.293 .197 21	-.010 .967 21	.121 .602 21	.238 .298 21
LK19	Pearson Correlation Sig. (2-tailed) N	.424 .056 21	.496 .022 21	1 .000 21	.124 .593 21	.124 .288 21	.243 .525 21	.147 .043 21	.446 .724 21	.418 .059 21	-.016 .946 21	.120 .605 21	.164 .478 21	.556 .009 21	.621 .003 20
LK20	Pearson Correlation Sig. (2-tailed) N	.396 .076 21	.478 .028 21	.770** .000 21	1 .311 21	.232 .215 21	.283 .553 21	.137 .287 21	-.081 .727 21	.415 .061 21	.065 .781 21	.071 .760 21	.247 .281 21	.347 .124 21	.582 .007 20
LK21	Pearson Correlation Sig. (2-tailed) N	.228 .321 21	.331 .143 21	.124 .593 21	.232 .311 21	1 .436 21	-.171 .458 21	-.202 .379 21	-.362 .106 21	.129 .576 21	-.311 .171 21	-.438 .047 21	-.307 .175 21	.272 .233 21	.020 .933 20
LK22	Pearson Correlation Sig. (2-tailed) N	-.119 .606 21	-.017 .940 21	.243 .288 21	.283 .215 21	.180 .436 21	1 .553 21	.642** .002 21	.637** .002 21	-.099 .670 21	.509 .155 21	-.150 .576 21	.218 .018 21	.242 .343 21	.400 .090 20
LK23	Pearson Correlation Sig. (2-tailed) N	.038 .870 21	.017 .943 21	.147 .525 21	.137 .553 21	-.171 .458 21	.642** .002 21	1 .759** 21	.759** .000 21	.192 .405 21	.129 .576 21	.081 .728 21	.572** .007 21	.509 .799 21	.505 .023 20
LK24	Pearson Correlation Sig. (2-tailed) N	.125 .589 21	.127 .582 21	.446 .043 21	.244 .287 21	-.202 .379 21	.637 .002 21	.759** .000 21	1 .155 21	.321 .054 21	.426 .552 21	.138 .013 21	.532 .016 21	.517 .231 21	.670 .001 20
LK25	Pearson Correlation Sig. (2-tailed) N	.221 .336 21	.096 .677 21	.082 .724 21	-.081 .727 21	-.362 .106 21	-.099 .670 21	.192 .405 21	.321 .155 21	1 .200 21	.291 .032 21	.470 .001 21	.685** .001 21	.687** .001 21	.583** .001 20
LK26	Pearson Correlation Sig. (2-tailed) N	.213 .353 21	.326 .150 21	.418 .059 21	.415 .061 21	.129 .576 21	.509 .018 21	.129 .576 21	.426 .054 21	.291 .200 21	1 .568 21	-.132 .568 21	.132 .412 21	.189 .310 21	.233 .016 20
LK27	Pearson Correlation Sig. (2-tailed) N	.413 .063 21	.293 .197 21	-.016 .946 21	.065 .781 21	-.311 .171 21	-.150 .515 21	.081 .728 21	.138 .552 21	.470 .032 21	-.132 .568 21	1 .052 21	.429 .009 21	.558 .554 21	.483 .031 20
LK28	Pearson Correlation Sig. (2-tailed) N	.089 .703 21	-.010 .967 21	.120 .605 21	.071 .760 21	-.438 .047 21	.218 .343 21	.572** .007 21	.532** .013 21	.685** .001 21	.132 .568 21	.429 .052 21	1 .21 21	.841** .000 21	.889** .001 20
LK29	Pearson Correlation Sig. (2-tailed) N	.222 .335 21	.121 .602 21	.164 .478 21	.247 .281 21	-.307 .175 21	.242 .291 21	.509 .018 21	.517 .016 21	.687** .001 21	.189 .412 21	.556** .009 21	.841** .000 21	1 .824 21	.761** .000 20
LK30	Pearson Correlation Sig. (2-tailed) N	.171 .460 21	.238 .298 21	.556** .009 21	.347 .124 21	.272 .233 21	.112 .630 21	.059 .799 21	.273 .231 21	-.050 .829 21	.233 .310 21	-.137 .554 21	.014 .953 21	-.052 .824 21	.348 .133 20
TOTAL	Pearson Correlation Sig. (2-tailed) N	.600** .005 20	.582** .007 20	.621** .003 20	.582** .007 20	.020 .933 20	.400 .080 20	.505 .023 20	.670** .001 20	.583** .007 20	.529 .016 20	.483 .031 20	.689** .001 20	.761** .000 20	.348 .133 20

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

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

Stigma Masyarakat

**Case Processing Summary**

		N	%
Cases	Valid	20	95.2
	Excluded <sup>a</sup>	1	4.8
	Total	21	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.809	6

**Correlations**

		sm31	sm2	sm3	sm4	sm5	total
sm31	Pearson Correlation	1	.648**	.240	.732**	.534	.640**
	Sig. (2-tailed)		.001	.294	.000	.015	.002
	N	21	21	21	21	20	21
sm2	Pearson Correlation	.648**	1	.456*	.633**	.715**	.828**
	Sig. (2-tailed)	.001		.038	.002	.000	.000
	N	21	21	21	21	20	21
sm3	Pearson Correlation	.240	.456*	1	.383	.773**	.709**
	Sig. (2-tailed)	.294	.038		.086	.000	.000
	N	21	21	21	21	20	21
sm4	Pearson Correlation	.732**	.633**	.383	1	.696**	.820**
	Sig. (2-tailed)	.000	.002	.086		.001	.000
	N	21	21	21	21	20	21
sm5	Pearson Correlation	.534	.715**	.773**	.696**	1	.926**
	Sig. (2-tailed)	.015	.000	.000	.001		.000
	N	20	20	20	20	20	20
total	Pearson Correlation	.640**	.828**	.709**	.820**	.926**	1
	Sig. (2-tailed)	.002	.000	.000	.000	.000	
	N	21	21	21	21	20	21

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

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

### Gaya Kepemimpinan Transformasional

Rspn	GK 1	GK2	GK 3	GK 4	GK 5	GK 6	GK 7	GK 8	GK 9	GK 10	GK 11	GK 12	GK 13	GK 14	GK 15	Total
1	5	5	5	3	4	4	5	5	3	3	4	1	5	4	4	60
2	5	5	5	5	5	4	5	4	5	5	5	5	5	5	5	73
3	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	58
4	5	5	4	4	4	4	3	4	5	3	5	2	5	4	3	60
5	4	4	4	3	3	4	3	4	4	3	4	2	4	4	4	54
6	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	59
7	4	4	4	3	4	4	4	3	4	4	4	3	3	4	4	56
8	5	5	5	5	5	5	5	4	5	5	4	3	5	5	5	71
9	3	4	3	3	3	3	4	3	3	3	3	2	4	3	3	47
10	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
11	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	74
12	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	59
13	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
14	5	4	4	4	4	4	4	4	4	4	4	1	4	4	4	58
15	5	4	5	5	4	4	4	3	5	5	5	3	5	5	5	67
16	5	5	5	5	5	5	5	3	5	5	5	1	5	5	5	69
17	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
18	4	4	4	4	4	3	3	4	4	5	4	3	4	4	4	58
19	4	4	4	4	4	4	4	5	5	4	4	4	5	5	5	65
20	4	4	4	4	4	4	4	4	4	4	5	2	4	4	4	59
21	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	58

22	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	61
23	5	5	5	5	5	5	5	5	5	5	5	2	5	5	5	72
24	5	5	5	5	5	5	5	5	5	5	5	2	5	5	5	72
25	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	45
26	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	59
27	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	46
28	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
29	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	60
30	4	2	4	3	4	4	3	2	4	5	4	3	4	3	4	53
31	4	4	4	4	4	4	3	4	4	3	4	3	5	4	4	58
32	4	4	5	4	4	4	4	3	4	4	5	2	5	4	5	61
33	4	4	5	5	5	5	4	3	5	4	5	2	4	4	4	63
34	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	58
35	4	5	4	4	4	4	5	5	5	5	5	2	5	4	5	66

## Lingkungan Kerja

rspn	LK 16	LK 17	LK 18	LK 19	LK20	LK 21	LK22	LK23	LK 24	LK 25	LK 26	total
1	4	4	4	5	3	3	3	3	3	3	5	40
2	5	5	5	5	5	5	5	5	5	5	5	55
3	4	4	4	4	4	4	4	4	4	4	4	44
4	4	4	4	4	4	3	4	4	4	4	4	43
5	4	4	5	4	4	4	4	4	3	4	4	44
6	3	4	5	4	5	5	4	4	4	4	4	46
7	3	4	3	4	3	4	5	5	4	4	4	43
8	4	4	4	5	5	5	5	5	5	5	5	52
9	4	4	4	4	4	4	4	4	4	4	4	44
10	4	4	4	4	4	4	4	4	4	4	4	44
11	5	4	5	5	5	5	5	5	5	5	5	54
12	4	4	4	4	4	4	4	4	4	4	4	44
13	4	4	4	4	4	4	4	4	4	4	4	44
14	4	4	4	4	4	4	4	4	4	4	4	44
15	5	5	5	5	3	5	5	5	5	5	5	53
16	5	5	5	5	5	5	5	5	4	5	5	54
17	4	4	4	4	4	4	4	4	4	4	4	44
18	4	4	3	4	3	4	4	4	4		4	38

19	4	5	5	5	5	5	5	4	4	2	5	4	48
20	5	5	5	5	5	5	5	3	5	5	5	5	53
22	4	5	4	4	4	4	4	3	4	4	4	4	44
22	4	4	4	4	4	4	4	4	4	4	4	4	44
23	5	5	5	5	5	5	5	4	4	4	4	5	51
24	5	5	5	5	5	5	5	4	4	4	4	5	51
25	4	4	4	5	4	4	4	3	4	3	4	4	43
26	4	4	4	4	4	4	4	5	5	3	3	3	43
27	5	4	4	4	4	4	4	4	4	4	4	4	45
28	5	5	5	5	5	5	5	5	5	5	5	5	55
29	4	4	4	4	4	4	4	4	4	4	4	4	44
30	4	4	4	4	4	4	4	4	4	4	4	4	44
31	4	4	4	4	4	4	4	4	4	4	4	4	44
32	3	4	4	4	4	4	5	3	2	4	4	4	41
33	5	5	5	5	5	5	5	4	4	4	4	4	50
34	3	3	4	4	4	4	4	3	4	2	4	4	39
35	4	5	4	5	5	5	5	5	5	5	3	3	49

## Stigma Masyarakat

RSPN	SM 27	SM 28	SM 29	SM 30	SM 31	total
1	2	4	2	2	3	13
2	2	3	4	4	4	17
3	4	4	4	4	4	20
4	5	5	5	5	5	25
5	3	3	3	4	4	17
6	4	4	4	4	4	20
7	4	4	4	4	4	20
8	5	5	5	5	5	25
9	4	4	4	4	4	20
10	4	4	4	4	4	20
11	2	3	3	3	3	14
12	2	2	2	2	2	10
13	2	2	2	2	2	10
14	5	5	3	3	3	19
15	3	3	4	3	4	17
16	5	5	5	5	5	25
17	4	4	4	4	4	20
18	3	3	3	3	3	15
19	4	4	4	4	4	20

20	4	4	4	4	4	20
21	3	3	3	3	4	16
22	4	4	3	2	3	16
23	4	4	4	4	4	20
24	5	5	5	5	5	25
25	1	2	2	2	2	9
26	5	5	5	5	5	25
27	2	3	3	3	3	14
28	1	2	2	2	2	9
29	2	2	2	2	2	10
30	5	5	3	5	5	23
31	3	3	3	4	4	17
32	4	4	4	3	4	19
33	2	3	2	3	3	13
34	3	3	3	3	3	15
35	4	3	3	4	4	18



## Psikologis Tenaga Kesehatan

RSPN	PTK 32	PTK 33	PTK 34	PTK 35	PTK 36	PTK 37	PTK 38	PTK 39	PTK 40	PTK 41	Total
1	5	5	5	5	5	4	5	3	5	5	47
2	5	5	4	4	4	4	4	3	4	4	41
3	4	4	4	4	4	4	4	4	2	3	37
4	3	4	4	5	4	3	5	4	2	2	36
5	5	4	4	5	4	4	4	4	4	4	42
6	5	5	5	4	5	5	5	5	4	4	47
7	4	4	4	4	4	4	4	4	4	4	40
8	5	5	5	5	5	5	5	5	5	5	50
9	3	3	3	3	3	3	3	3	2	3	29
10	4	4	4	5	4	4	4	4	2	2	37
11	5	4	5	5	4	5	3	4	2	2	39
12	4	4	4	4	4	4	4	4	2	2	36
13	4	4	4	4	4	4	4	4	2	2	36
14	4	4	4	5	5	5	5	3	3	4	42
15	5	5	5	5	5	5	5	5	4	4	48
16	4	4	4	5	5	4	4	4	4	4	42
17	4	4	4	4	4	4	4	4	2	2	36
18	4	4	4	5	4	4	4	4	4	3	40
19	5	5	4	5	5	5	4	4	5	5	47
20	4	4	4	4	4	4	4	4	3	3	38

<b>21</b>	4	4	4	4	4	4	4	4	4	3	3	38
<b>22</b>	4	4	4	4	4	4	4	4	4	2	2	36
<b>23</b>	5	5	5	4	5	5	5	5	5	3	4	46
<b>24</b>	5	5	5	4	5	5	5	5	5	3	5	47
<b>25</b>	3	4	3	4	4	3	4	3	3	3	3	34
<b>26</b>	4	4	4	4	4	4	4	4	4	4	4	40
<b>27</b>	3	3	3	4	4	5	4	4	4	2	2	34
<b>28</b>	4	4	5	5	5	5	5	5	5	4	4	46
<b>29</b>	4	4	4	4	4	4	4	4	4	5	5	42
<b>30</b>	4	4	4	4	4	4	4	4	4	3	5	40
<b>31</b>	4	4	4	4	4	4	4	4	4	4	4	40
<b>32</b>	4	4	4	4	4	4	4	5	4	3	4	40
<b>33</b>	5	5	5	5	5	5	5	5	4	5	5	49
<b>34</b>	4	3	4	3	3	4	4	4	4	4	4	37
<b>35</b>	4	4	4	3	4	4	4	4	4	3	4	38