ANALISIS BIVARIAT SEMUA VARIABEL

```
CROSSTABS
  /TABLES=umur jk masaKerja kepemimpinan supervisi motivasi sikap BY kinerja
  /FORMAT=AVALUE TABLES
  /STATISTICS=CHISQ RISK
  /CELLS=COUNT

  /COUNT ROUND CELL.
```

Crosstabs

Notes

Output Created		03-Feb-2018 14:43:10
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	143
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each table are based on all the cases with valid data in the specified range(s) for all variables in each table.
Syntax		CROSSTABS /TABLES=umur jk masaKerja kepemimpinan supervisi motivasi sikap BY kinerja /FORMAT=AVALUE TABLES /STATISTICS=CHISQ RISK /CELLS=COUNT /COUNT ROUND CELL.
Resources	Processor Time	00:00:00.094
	Elapsed Time	00:00:00.046
	Dimensions Requested	2
	Cells Available	174762

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
umur * kinerja	143	100.0%	0	.0%	143	100.0%
jk * kinerja	143	100.0%	0	.0%	143	100.0%
masaKerja * kinerja	143	100.0%	0	.0%	143	100.0%
kepemimpinan * kinerja	143	100.0%	0	.0%	143	100.0%
supervisi * kinerja	143	100.0%	0	.0%	143	100.0%
motivasi * kinerja	143	100.0%	0	.0%	143	100.0%
sikap * kinerja	143	100.0%	0	.0%	143	100.0%

sikap * kinerja

Crosstab

Count

		kinerja		
		kurang	baik	Total
sikap	buruk	19	24	43
	baik	20	80	100
Total		39	104	143

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	8.868[a]	1	.003		
Continuity Correction[b]	7.691	1	.006		
Likelihood Ratio	8.474	1	.004		
Fisher's Exact Test				.004	.003
Linear-by-Linear Association	8.806	1	.003		
N of Valid Cases[b]	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 11.73.

b. Computed only for a 2x2 table

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for sikap (buruk / baik)	3.167	1.457	6.881
For cohort kinerja = kurang	2.209	1.318	3.702
For cohort kinerja = baik	.698	.525	.926
N of Valid Cases	143		

motivasi * kinerja

Crosstab

Count

		kinerja		
		kurang	baik	Total
motivasi	buruk	19	48	67
	baik	20	56	76
Total		39	104	143

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.075[a]	1	.784		
Continuity Correction[b]	.007	1	.932		
Likelihood Ratio	.075	1	.784		
Fisher's Exact Test				.852	.465
Linear-by-Linear Association	.074	1	.785		
N of Valid Cases[b]	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 18.27.

b. Computed only for a 2x2 table

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for motivasi (buruk / baik)	1.108	.530	2.316
For cohort kinerja = kurang	1.078	.631	1.840
For cohort kinerja = baik	.972	.795	1.190
N of Valid Cases	143		

supervisi * kinerja

Crosstab

Count

		kinerja		
		kurang	baik	Total
supervisi	buruk	16	18	34
	baik	23	86	109
Total		39	104	143

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	8.804[a]	1	.003		
Continuity Correction[b]	7.544	1	.006		
Likelihood Ratio	8.233	1	.004		
Fisher's Exact Test				.004	.004
Linear-by-Linear Association	8.742	1	.003		
N of Valid Cases[b]	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 9.27.

b. Computed only for a 2x2 table

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for supervisi (buruk / baik)	3.324	1.470	7.513
For cohort kinerja = kurang	2.230	1.341	3.709
For cohort kinerja = baik	.671	.482	.935
N of Valid Cases	143		

kepemimpinan * kinerja

Crosstab

Count		kinerja		
		kurang	baik	Total
kepemimpinan	buruk	27	42	69
	baik	12	62	74
Total		39	104	143

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	9.452[a]	1	.002		
Continuity Correction[b]	8.332	1	.004		
Likelihood Ratio	9.616	1	.002		
Fisher's Exact Test				.003	.002
Linear-by-Linear Association	9.386	1	.002		
N of Valid Cases[b]	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 18.82.

b. Computed only for a 2x2 table

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for kepemimpinan (buruk / baik)	3.321	1.515	7.280
For cohort kinerja = kurang	2.413	1.330	4.378
For cohort kinerja = baik	.727	.586	.900
N of Valid Cases	143		

masaKerja * kinerja

Crosstab

Count		kinerja		
		kurang	baik	Total
masaKerja	kurang	22	55	77
	baik	17	49	66
Total		39	104	143

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.142[a]	1	.706		
Continuity Correction[b]	.035	1	.851		
Likelihood Ratio	.142	1	.706		
Fisher's Exact Test				.851	.426
Linear-by-Linear Association	.141	1	.707		
N of Valid Cases[b]	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 18.00.

b. Computed only for a 2x2 table

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for masaKerja (kurang / baik)	1.153	.550	2.418
For cohort kinerja = kurang	1.109	.646	1.905
For cohort kinerja = baik	.962	.787	1.176
N of Valid Cases	143		

jk * kinerja

Crosstab

Count		kinerja		
		kurang	baik	Total
jk	Lk	5	23	28
	pr	34	81	115
Total		39	104	143

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.556[a]	1	.212		
Continuity Correction[b]	1.022	1	.312		
Likelihood Ratio	1.665	1	.197		
Fisher's Exact Test				.246	.156
Linear-by-Linear Association	1.545	1	.214		
N of Valid Cases[b]	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 7.64.

b. Computed only for a 2x2 table

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for jk (Lk / pr)	.518	.182	1.475
For cohort kinerja = kurang	.604	.260	1.403
For cohort kinerja = baik	1.166	.946	1.438
N of Valid Cases	143		

umur * kinerja

Crosstab

Count		kinerja		
		kurang	baik	Total
umur	<28	19	52	71
	>=28	20	52	72
Total		39	104	143

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.019[a]	1	.891		
Continuity Correction[b]	.000	1	1.000		
Likelihood Ratio	.019	1	.891		
Fisher's Exact Test				1.000	.520
Linear-by-Linear Association	.019	1	.892		
N of Valid Cases[b]	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 19.36.

b. Computed only for a 2x2 table

Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for umur (<28 / >=28)	.950	.455	1.984
For cohort kinerja = kurang	.963	.564	1.646
For cohort kinerja = baik	1.014	.830	1.240
N of Valid Cases	143		

DISTRIBUSI FREKUENSI VARIABEL KEPEMIMPINAN

```
FREQUENCIES VARIABLES=k1 k2 k3 k4 k6 skor_total
  /NTILES=4
  /STATISTICS=MEAN MEDIAN MODE

  /ORDER=ANALYSIS.
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Frequencies

Notes

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	Weight	<none>
	Split File	<none>
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=k1 k2 k3 k4 k6 skor_total /NTILES=4 /STATISTICS=MEAN MEDIAN MODE /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.063
	Elapsed Time	00:00:00.031

Statistics

		k1	k2	k3	k4	k6	skor_total
N	Valid	143	143	143	143	143	143
	Missing	0	0	0	0	0	0
Mean		2.13	1.99	2.35	2.04	2.18	10.70
Median		2.00	2.00	2.00	2.00	2.00	11.00
Mode		2	2	2	2	2	10
Percentiles	25	2.00	2.00	2.00	2.00	2.00	10.00
	50	2.00	2.00	2.00	2.00	2.00	11.00
	75	2.00	2.00	3.00	2.00	2.00	11.00

Frequency Table

k1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	2	118	82.5	82.5	84.6
	3	22	15.4	15.4	100.0
	Total	143	100.0	100.0	

k2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	2	1.4	1.4	1.4
	1	14	9.8	9.8	11.2
	2	110	76.9	76.9	88.1
	3	17	11.9	11.9	100.0
	Total	143	100.0	100.0	

k3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	89	62.2	62.2	63.6
	3	52	36.4	36.4	100.0
	Total	143	100.0	100.0	

k4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	4.9	4.9	4.9
	2	123	86.0	86.0	90.9
	3	13	9.1	9.1	100.0
	Total	143	100.0	100.0	

k6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	3.5	3.5	3.5
	2	107	74.8	74.8	78.3
	3	31	21.7	21.7	100.0
	Total	143	100.0	100.0	

skor_total

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6	2	1.4	1.4	1.4
	8	4	2.8	2.8	4.2
	9	9	6.3	6.3	10.5
	10	54	37.8	37.8	48.3
	11	46	32.2	32.2	80.4
	12	14	9.8	9.8	90.2
	13	9	6.3	6.3	96.5
	14	1	.7	.7	97.2
	15	4	2.8	2.8	100.0
	Total	143	100.0	100.0	

DISTRIBUSI FREKUENSI VARIABEL MOTIVASI

```
FREQUENCIES VARIABLES=M1 M2 M3 M4 M5 M6 M7 M9 TOTAL
  /NTILES=4
  /STATISTICS=MEAN MEDIAN MODE

  /ORDER=ANALYSIS.
```

Frequencies

Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=M1 M2 M3 M4 M5 M6 M7 M9 TOTAL /NTILES=4 /STATISTICS=MEAN MEDIAN MODE /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.016
	Elapsed Time	00:00:00.014

```
[DataSet0]
```

Statistics

		M1	M2	M3	M4	M5	M6	M7	M9	TOTAL
N	Valid	143	143	143	143	143	143	143	143	143
	Missing	0	0	0	0	0	0	0	0	0
Mean		2.13	2.05	2.06	1.87	1.96	2.02	2.04	1.61	15.74
Median		2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	16.00
Mode		2	2	2	2	2	2	2	2	16
Percentiles	25	2.00	2.00	2.00	2.00	2.00	2.00	2.00	1.00	14.00
	50	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	16.00
	75	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	16.00

Frequency Table

M1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	125	87.4	87.4	87.4
	3	18	12.6	12.6	100.0
	Total	143	100.0	100.0	

M2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	5.6	5.6	5.6
	2	120	83.9	83.9	89.5
	3	15	10.5	10.5	100.0
	Total	143	100.0	100.0	

M3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	3.5	3.5	3.5
	2	124	86.7	86.7	90.2
	3	14	9.8	9.8	100.0
	Total	143	100.0	100.0	

M4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	2	1.4	1.4	1.4
	1	26	18.2	18.2	19.6
	2	103	72.0	72.0	91.6
	3	12	8.4	8.4	100.0
	Total	143	100.0	100.0	

M5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	9.1	9.1	9.1
	2	123	86.0	86.0	95.1
	3	7	4.9	4.9	100.0
	Total	143	100.0	100.0	

M6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	3.5	3.5	3.5
	2	130	90.9	90.9	94.4
	3	8	5.6	5.6	100.0
	Total	143	100.0	100.0	

M7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	2	131	91.6	91.6	93.7
	3	9	6.3	6.3	100.0
	Total	143	100.0	100.0	

M9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3	2.1	2.1	2.1
	1	58	40.6	40.6	42.7
	2	74	51.7	51.7	94.4
	3	8	5.6	5.6	100.0
	Total	143	100.0	100.0	

TOTAL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11	2	1.4	1.4	1.4
	12	2	1.4	1.4	2.8
	13	4	2.8	2.8	5.6
	14	29	20.3	20.3	25.9
	15	30	21.0	21.0	46.9
	16	49	34.3	34.3	81.1
	17	7	4.9	4.9	86.0
	18	5	3.5	3.5	89.5
	19	8	5.6	5.6	95.1
	20	1	.7	.7	95.8
	21	4	2.8	2.8	98.6
	24	2	1.4	1.4	100.0
	Total	143	100.0	100.0	

DISTRIBUSI FREKUENSI VARIABEL SIKAP

Frequencies

Statistics

		SI1	SI2	SI3	SI5	SI6	SI7	SI8	TOTAL
N	Valid	143	143	143	143	143	143	143	143
	Missing	0	0	0	0	0	0	0	0
Mean		2.10	2.17	2.13	2.06	2.12	2.69	2.03	15.31
Median		2.00	2.00	2.00	2.00	2.00	3.00	2.00	15.00
Mode		2	2	2	2	2	3	2	15
Percentiles	25	2.00	2.00	2.00	2.00	2.00	3.00	2.00	14.00
	50	2.00	2.00	2.00	2.00	2.00	3.00	2.00	15.00
	75	2.00	2.00	2.00	2.00	2.00	3.00	2.00	16.00

Frequency Table

SI1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	.7	.7	.7
2	126	88.1	88.1	88.8
3	16	11.2	11.2	100.0
Total	143	100.0	100.0	

SI2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	.7	.7	.7
2	117	81.8	81.8	82.5
3	25	17.5	17.5	100.0
Total	143	100.0	100.0	

SI3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	124	86.7	86.7	86.7
3	19	13.3	13.3	100.0
Total	143	100.0	100.0	

SI5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	2.1	2.1	2.1
2	129	90.2	90.2	92.3

3	11	7.7	7.7	100.0
Total	143	100.0	100.0	

SI6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	8	5.6	5.6	5.6
2	110	76.9	76.9	82.5
3	25	17.5	17.5	100.0
Total	143	100.0	100.0	

SI7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	11	7.7	7.7	7.7
2	22	15.4	15.4	23.1
3	110	76.9	76.9	100.0
Total	143	100.0	100.0	

SI8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	22	15.4	15.4	15.4
2	94	65.7	65.7	81.1
3	27	18.9	18.9	100.0
Total	143	100.0	100.0	

TOTAL

	Frequency	Percent	Valid Percent	Cumulative Percent
9	1	.7	.7	.7
12	7	4.9	4.9	5.6
13	10	7.0	7.0	12.6
14	25	17.5	17.5	30.1
15	56	39.2	39.2	69.2
16	19	13.3	13.3	82.5
17	6	4.2	4.2	86.7

18	5	3.5	3.5	90.2
19	4	2.8	2.8	93.0
20	6	4.2	4.2	97.2
21	4	2.8	2.8	100.0
Total	143	100.0	100.0	

DISTRIBUSI FREKUENSI VARIABEL SUPERVISI

Frequencies

Notes

Output Created		03-Feb-2018 13:01:56
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	143
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=SU2 SU3 SU4 SU5 skor_total /NTILES=4 /STATISTICS=MEAN MEDIAN MODE /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.047
	Elapsed Time	00:00:00.031

Statistics

		SU2	SU3	SU4	SU5	skor_total
N	Valid	143	143	143	143	143
	Missing	0	0	0	0	0
Mean		1.99	1.88	2.00	2.01	7.87
Median		2.00	2.00	2.00	2.00	8.00
Mode		2	2	2	2	8
Percentiles	25	2.00	2.00	2.00	2.00	8.00
	50	2.00	2.00	2.00	2.00	8.00
	75	2.00	2.00	2.00	2.00	8.00

Frequency Table

SU2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	5.6	5.6	5.6
	2	129	90.2	90.2	95.8
	3	6	4.2	4.2	100.0
	Total	143	100.0	100.0	

SU3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	4	2.8	2.8	2.8
	1	23	16.1	16.1	18.9
	2	102	71.3	71.3	90.2
	3	14	9.8	9.8	100.0
	Total	143	100.0	100.0	

SU4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	15	10.5	10.5	10.5
	2	113	79.0	79.0	89.5
	3	15	10.5	10.5	100.0
	Total	143	100.0	100.0	

SU5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	16	11.2	11.2	11.2
	2	110	76.9	76.9	88.1
	3	17	11.9	11.9	100.0
	Total	143	100.0	100.0	

skor_total

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5	10	7.0	7.0	7.0
	6	9	6.3	6.3	13.3
	7	15	10.5	10.5	23.8
	8	90	62.9	62.9	86.7
	9	3	2.1	2.1	88.8
	10	10	7.0	7.0	95.8
	11	2	1.4	1.4	97.2
	12	4	2.8	2.8	100.0
	Total	143	100.0	100.0	

FORM INFORMED CONSENT SETELAH PENJELASAN

Kepada

Yth Responden

Di tempat

Perkenalkan, saya Yessi Elsera Mawaddah, mahasiswi S1 jurusan Kesehatan Masyarakat Fakultas Ilmu-Ilmu Kesehatan, Universitas Esa Unggul Jakarta, saat ini sedang melakukan penelitian guna memenuhi tugas akhir. Penilitian ini dilakukan dengan tujuan untuk menguji validitas kuesioner yang telah saya buat untuk mengetahui faktor-faktor yang mempengaruhi penilaian kinerja perawat rawat inap Non PNS di RSUD Pasar Rebo Tahun 2018 dengan melakukan pengisian kuesioner yang telah dibuat oleh peneliti.

Untuk keperluan tersebut saya mohon kesediaan bapak/ibu untuk menjadi responden dalam penelitian ini. Hasil dari penelitian ini bermanfaat untuk kemajuan dan peningkatan kualitas pelayanan yang akan diberikan, sehingga bapak/ibu dapat meningkatkan lagi kinerja yang dihasilkan. Selanjutnya saya mohon kesediaan bapak/ibu mengisi kuesioner dengan jujur dan apa adanya.

Partisipasi dalam penelitian ini bersifat sukarela, sehingga bapak/ibu bebas untuk mengundurkan diri setiap saat tanpa adanya sanksi apapun. Identitas pribadi bapak/ibu dan semua informasi yang diberikan akan dirahasiakan dan hanya akan digunakan untuk penelitian ini. Saya menyiapkan souvenir untuk tanda terimakasih saya karena kesediaan bapak/ibu dalam pengisian kuesioner ini.

Terima kasih atas partisipasi bapak/ibu dalam penelitian ini.

Jakarta, Januari 2018

(Yessi Elsera Mawaddah)

LEMBAR PERSETUJUAN MENJADI RESPONDEN

Saya yang bertanda tangan dibawah ini bersedia untuk menjadi responden penelitian yang dilakukan oleh mahasiswi S1 jurusan Kesehatan Masyarakat Fakultas Ilmu-Ilmu Kesehatan Masyarakat, Universitas Esa Unggul Jakarta dengan judul **"Faktor-Faktor Yang Mempengaruhi Penilaian Kinerja Perawat rawat inap Non PNS Di RSUD Pasar Rebo Tahun 2018".**

Saya memahami bahwa penelitian ini bertujuan untuk mendapatkan informasi yang lebih mendalam serta menggali gagasan atau ide atas permasalahan yang diteliti dan tidak akan berakibat negatif terhadap saya, oleh karena itu saya bersedia menjadi responden pada penelitian ini.

Demikian pernyataan ini saya buat dalam keadaan sadar dan tidak ada paksaan dari pihak manapun.

Jakarta, Januari 2018

Saksi Responden

( ) ( )

Peneliti

( )

JUMLAH SAMPEL PERKELAS

No	Kelas	Jumlah Perawat	Jumlah Sampel
1	Anggrek	16	8
2	Cempaka	28	14
3	Dahlia	24	12
4	Flamboyan	38	19
5	ICCU	20	10
6	ICU	23	12
7	Mawar	23	12
8	Melati	22	11
9	NICU	30	15
10	Perinatologi	15	7
11	PICU	21	11
12	Teratai	23	12
	Total	**283**	**143**

KUESIONER

Petunjuk Pengisian :

a. Bacalah pertanyaan
b. Jawablah pertanyaan satu persatu dengan teliti
c. Jawablah pertanyaan dengan memberi tanda (√) pada pilihan yang paling tepat menurut Saudara
d. Apabila Saudara ingin mengganti jawaban, coretlah pilihan pertama dengan dua garis (=) dan beri tanda (√) pada pilihan yang baru.
e. Keterangan pilihan STS (Sangat Tidak Setuju), TS (Tidak Setuju), S (Setuju), SS (Sangat Setuju)

1. Inisial Nama : ……
2. Rawat Inap, Kelas: ……(contoh: mawar, kelas 3)
3. Umur : ..... tahun
4. Jenis Kelamin : Pria ☐
   Wanita ☐
5. Masa Kerja : ..... tahun ……. Bulan
6. Pendapatan : ……../bulan

Instrumen Variabel Kepemimpinan

Indikator		**Jawaban**			
		STS	**TS**	**S**	**SS**
1	Kepala ruangan (*Head Nurse*) memfasilitasi saya dalam memenuhi pencapaian target kinerja individu.				
2	Kepala ruangan (*Head Nurse*) tidak pernah memperhatikan kebutuhan peningkatan kompetensi saya.				
3	Kepala ruangan (*Head Nurse*) menekankan kepada saya bahwa dalam melaksanakan tugas harus sesuai dengan prinsip tindakan, aman dan tepat.				
4	Saya tidak pernah dilibatkan oleh atasan langsung dalam menentukan pekerjaan yang harus saya lakukan dan cara melakukannya.				

Indikator		Jawaban			
		STS	TS	S	SS
5	Kepala ruangan (*Head Nurse*) tidak pernah memberi pujian terhadap hasil kerja saya yang sesuai dengan harapannya.				
6	Kepala ruangan (*Head Nurse*) selalu memberikan arahan kepada saya dalam menjalankan tugas dan fungsi saya sebagai perawat pelaksana.				

Instrumen Variabel Supervisi

Indikator		Jawaban			
		STS	TS	S	SS
1	Kepala ruangan (*Head Nurse*) melakukan supervisi atau bimbingan kepada saya secara tiba-tiba tanpa pemberitahuan sebelumnya.				
2	Kepala ruangan (*Head Nurse*) memberikan umpan balik jika saya melakukan kesalahan dalam pemberian asuhan keperawatan.				
3	Kepala ruangan (*Head Nurse*) tidak mensupervisi saya secara berkala.				
4	Kepala ruangan (*Head Nurse*) selalu memberitahu hasil supervisi kepada saya sebagai pemicu agar saya selalu meningkatkan kinerja.				
5	Kepala ruangan (*Head Nurse*) tidak memberikan masukan langsung kepada saya tentang upaya pencapaian target kinerja individu perawat pelaksana.				

Instrumen Variabel Motivasi

Indikator		Jawaban			
		STS	TS	S	SS
1	Saya merasa termotivasi untuk bekerja keras.				
2	Saya melakukan pekerjaan ini karena memberikan keamanan jangka panjang bagi saya				
3	Secara umum, saya sangat puas dengan pekerjaan saya.				
4	Gaji yang saya terima selama ini memberikan dorongan untuk bekerja lebih baik.				
5	Pekerjaan saya selama ini sangat menantang				
6	Saya merasa puas dengan kesempatan untuk menggunakan kemampuan saya dalam pekerjaan ini.				
7	Selama bekerja disini, saya selalu mengembangkan kemampuan saya				
8	Selama bekerja, setiap hasil kerja yang telah dilaksanakan layak mendapat penghargaan				
9	Selama ini saya giat bekerja karena adanya kesempatan yang diberikan oleh isntitusi untuk menduduki posisi terntentu				

Instrumen Variabel Sikap

Indikator		Jawaban			
		STS	TS	S	SS
1	Selama bekerja di RS ini saya selalu menyelesaikan setiap pekerjaan				
2	Selama bekerja di RS ini saya selalu bekerja sesuai dengan prosedur dan jadwal				
3	Selama bekerja di RS ini saya selalu dapat bekerjasama dengan semua karyawan				
4	Selama bekerja di RS ini saya selalu mampu mengambil inisiatif dalam bekerja				
5	Selama bekerja di RS ini saya selalu dapat mempertanggung jawabkan tugas yang diberikan				
6	Selama bekerja di RS ini saya selalu hadir tepat waktu				
7	Saya sering tidak masuk kerja				
8	Tidak menjadi masalah apabila sesekali saya datang terlambat ke tempat kerja.				

UJI NORMALITAS

Notes

Output Created		05-Feb-2018 16:43:23
Comments		
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	Cases Used	Statistics are based on cases with no missing values for any dependent variable or factor used.
Syntax		EXAMINE VARIABLES=kinerja /PLOT BOXPLOT STEMLEAF NPPLOT /COMPARE GROUP /STATISTICS DESCRIPTIVES /CINTERVAL 95 /MISSING LISTWISE /NOTOTAL.
Resources	Processor Time	00:00:03.234
	Elapsed Time	00:00:03.093

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
kinerja	143	100.0%	0	.0%	143	100.0%

Descriptives

			Statistic	Std. Error
kinerja	Mean		67.26	2.003
	95% Confidence Interval for Mean	Lower Bound	63.30	
		Upper Bound	71.22	
	5% Trimmed Mean		68.64	
	Median		77.00	
	Variance		573.686	
	Std. Deviation		23.952	
	Minimum		23	
	Maximum		85	
	Range		62	
	Interquartile Range		25	
	Skewness		-1.127	.203
	Kurtosis		-.570	.403

UJI NORMALITAS

```
EXAMINE VARIABLES=kEPEMIMPINAN SUPERVISI MOTIVASI SIKAP
  /PLOT BOXPLOT STEMLEAF NPPLOT
  /COMPARE GROUP
  /STATISTICS DESCRIPTIVES
  /CINTERVAL 95
  /MISSING LISTWISE

  /NOTOTAL.
```

Explore

Notes

Output Created		03-Feb-2018 13:41:40
Comments		
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	N of Rows in Working Data File	143
Missing Value Handling	Definition of Missing	User-defined missing values for dependent variables are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any dependent variable or factor used.
Syntax		EXAMINE VARIABLES=kEPEMIMPINAN SUPERVISI MOTIVASI SIKAP /PLOT BOXPLOT STEMLEAF NPPLOT /COMPARE GROUP /STATISTICS DESCRIPTIVES /CINTERVAL 95 /MISSING LISTWISE /NOTOTAL.
Resources	Processor Time	00:00:09.235
	Elapsed Time	00:00:09.271

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
kEPEMIMPINAN	143	100.0%	0	.0%	143	100.0%
SUPERVISI	143	100.0%	0	.0%	143	100.0%

MOTIVASI	143	100.0%	0	.0%	143	100.0%
SIKAP	143	100.0%	0	.0%	143	100.0%

Descriptives

			Statistic	Std. Error
kEPEMIMPINAN	Mean		10.70	.119
	95% Confidence Interval for Mean	Lower Bound	10.46	
		Upper Bound	10.93	
	5% Trimmed Mean		10.67	
	Median		11.00	
	Variance		2.015	
	Std. Deviation		1.419	
	Minimum		6	
	Maximum		15	
	Range		9	
	Interquartile Range		1	
	Skewness		.367	.203
	Kurtosis		2.466	.403
SUPERVISI	Mean		7.87	.114
	95% Confidence Interval for Mean	Lower Bound	7.65	
		Upper Bound	8.10	
	5% Trimmed Mean		7.84	
	Median		8.00	
	Variance		1.857	
	Std. Deviation		1.363	
	Minimum		5	
	Maximum		12	
	Range		7	
	Interquartile Range		0	
	Skewness		.383	.203
	Kurtosis		1.964	.403
MOTIVASI	Mean		15.74	.172
	95% Confidence Interval for Mean	Lower Bound	15.40	
		Upper Bound	16.08	
	5% Trimmed Mean		15.61	
	Median		16.00	

	Variance		4.207	
	Std. Deviation		2.051	
	Minimum		11	
	Maximum		24	
	Range		13	
	Interquartile Range		2	
	Skewness		1.299	.203
	Kurtosis		3.429	.403
SIKAP	Mean		15.31	.171
	95% Confidence Interval for Mean	Lower Bound	14.97	
		Upper Bound	15.65	
	5% Trimmed Mean		15.22	
	Median		15.00	
	Variance		4.200	
	Std. Deviation		2.049	
	Minimum		9	
	Maximum		21	
	Range		12	
	Interquartile Range		2	
	Skewness		.836	.203
	Kurtosis		1.493	.403

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
kEPEMIMPINAN	.220	143	.000	.888	143	.000
SUPERVISI	.330	143	.000	.804	143	.000
MOTIVASI	.261	143	.000	.872	143	.000
SIKAP	.252	143	.000	.886	143	.000

a. Lilliefors Significance Correction

UJI REABILITAS 2

```
RELIABILITY
 /VARIABLES=K1 K2 K3 K4 K6 su2 su3 su4 su5 m1 m2 m3 m4 m5 m6 m7 m9 si1 si2 si3 si5
si6 si7 si8 skor_total
 /SCALE('ALL VARIABLES') ALL
 /MODEL=ALPHA
 /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		01-Feb-2018 17:23:04
Comments		
Input	Data	D:\yessi elsera\MRS\PROPOSAL SKRIPSI\SKRIPSI YESSI ELSERA\VALIDITAS 2.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	20
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=K1 K2 K3 K4 K6 su2 su3 su4 su5 m1 m2 m3 m4 m5 m6 m7 m9 si1 si2 si3 si5 si6 si7 si8 skor_total /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.047
	Elapsed Time	00:00:00.030

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded[a]	0	.0
	Total	20	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.756	25

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K1	107.50	235.316	.621	.747
K2	107.50	237.632	.450	.750
K3	107.35	231.503	.731	.743
K4	107.40	232.358	.715	.744
K6	107.55	238.682	.428	.751
su2	107.15	231.082	.818	.742
su3	107.40	232.358	.715	.744
su4	107.10	232.095	.748	.743
su5	107.15	231.082	.818	.742
m1	107.10	231.674	.775	.743
m2	107.35	232.976	.641	.745
m3	107.00	232.947	.588	.745
m4	107.20	233.432	.674	.745
m5	107.35	234.766	.667	.746

m6	107.30	230.853	.741	.742
m7	107.15	231.082	.818	.742
m9	107.30	236.221	.526	.748
si1	107.60	239.516	.440	.752
si2	107.60	239.516	.440	.752
si3	107.05	234.050	.520	.746
si5	107.55	237.208	.550	.749
si6	107.60	236.253	.537	.748
si7	107.05	235.313	.451	.748
si8	107.30	231.063	.729	.742
skor_total	54.80	61.011	1.000	.941

UJI RELIABILITY

```
  /VARIABLES=K1 K2 K3 K4 K5 K6 Su1 su2 su3 su4 su5 m1 m2 m3 m4 m5 m6 m7 m
8 m9 si1 si2 si3 si4 si5 si6 si7 si8 skor_total
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA

  /SUMMARY=TOTAL.
```

Reliability

Notes

Output Created		01-Feb-2018 16:21:30
Comments		
Input	Data	D:\yessi elsera\MRS\PROPOSAL SKRIPSI\SKRIPSI YESSI ELSERA\Validitas RSUD Budi Asih.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	20
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=K1 K2 K3 K4 K5 K6 Su1 su2 su3 su4 su5 m1 m2 m3 m4 m5 m6 m7 m8 m9 si1 si2 si3 si4 si5 si6 si7 si8 skor_total /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00.015
	Elapsed Time	00:00:00.015

Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded[a]	0	.0
	Total	20	100.0

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

Scale: ALL VARIABLES

Reliability Statistics

Cronbach's Alpha	N of Items
.757	29

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K1	122.80	323.116	.685	.748
K2	122.90	321.989	.802	.747
K3	123.05	328.261	.554	.752
K4	122.95	319.629	.804	.745
K5	123.25	332.197	.236	.755
K6	123.10	323.358	.758	.748
Su1	123.35	334.239	.103	.757
su2	123.00	319.895	.832	.745
su3	122.95	323.524	.753	.748
su4	123.05	319.418	.762	.745
su5	122.75	323.250	.667	.748
m1	122.95	323.103	.779	.748
m2	122.85	321.713	.786	.747
m3	122.85	320.766	.696	.746
m4	123.05	323.524	.681	.748
m5	123.00	322.316	.900	.747
m6	122.90	321.568	.828	.746

m7	122.60	323.937	.532	.749
m8	123.25	334.618	.132	.757
m9	122.90	323.253	.726	.748
si1	122.95	318.787	.848	.744
si2	123.05	324.997	.596	.750
si3	122.95	321.839	.860	.747
si4	123.15	335.292	.049	.758
si5	122.90	319.147	.797	.745
si6	123.00	322.316	.900	.747
si7	122.65	323.818	.531	.749
si8	122.85	321.713	.786	.747
skor_total	62.60	83.937	1.000	.958

UJI VALIDITAS

```
CORRELATIONS
  /VARIABLES=K1 K2 K3 K4 K5 K6 Su1 su2 su3 su4 su5 m1 m2 m3 m4 m5 m6 m7 m8 m9 si1 si2 si3 si4 si5 si6 si7 si8 skor_total
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Notes

Output Created		01-Feb-2018 16:03:53
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	Split File	<none>
	N of Rows in Working Data File	20

Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=K1 K2 K3 K4 K5 K6 Su1 su2 su3 su4 su5 m1 m2 m3 m4 m5 m6 m7 m8 m9 si1 si2 si3 si4 si5 si6 si7 si8 skor_total /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.203
	Elapsed Time	00:00:00.142

Correlations

		K1	K2	K3	K4	K5	K6	Su1	su2	su3	su4	su5	m1	m2	m3	m4	m5	m6	m7	m8	m9	si1	si2	si3	si4	si5	si6	si7	si8	skor_total
K1	Pearson Correlation	1	.356	.514*	.571**	.372	.515*	.057	.480*	.471*	.678**	.903**	.471*	.471*	.392	.385	.612**	.579**	.385	.187	.356	.571**	.385	.471*	-.187	.477*	.612**	.450*	.471*	.699**

	Sig. (2-tailed)		.123	.020	.009	.106	.020	.811	.032	.036	.001	.000	.036	.036	.087	.094	.004	.007	.094	.429	.123	.009	.094	.036	.429	.034	.004	.046	.036	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K2	Pearson Correlation	.356	1	.336	.509*	.085	.601**	-.031	.599**	.630**	.591**	.504*	.630**	.892**	.553*	.709**	.764**	.524*	.449*	.150	.762**	.712**	.480*	.882**	.350	.627**	.764**	.315	.663**	.811**
	Sig. (2-tailed)	.123		.147	.022	.721	.005	.898	.005	.003	.006	.023	.003	.000	.011	.000	.000	.018	.047	.527	.000	.000	.032	.000	.130	.003	.000	.177	.001	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K3	Pearson Correlation	.514*	.336	1	.588**	.419	.546*	.176	.384	.404	.379	.464*	.404	.572**	.232	.455*	.490*	.336	.288	.096	.336	.326	.455*	.404	-.096	.277	.490*	.321	.279	.568**
	Sig. (2-tailed)	.020	.147		.006	.066	.013	.457	.094	.077	.099	.039	.077	.008	.324	.044	.028	.147	.218	.686	.147	.160	.044	.077	.686	.238	.028	.168	.234	.009
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K4	Pearson Correlation	.571**	.509*	.588**	1	.304	.535*	.196	.914**	.592**	.693**	.515*	.592**	.635**	.530*	.440	.699*	.712**	.480*	.107	.509*	.652**	.440	.592**	-.107	.586**	.699*	.514*	.635**	.815**
	Sig. (2-tailed)	.009	.022	.006		.193	.015	.408	.000	.006	.001	.020	.006	.003	.016	.052	.001	.000	.032	.654	.022	.002	.052	.006	.654	.007	.001	.020	.003	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20

K5	Pearson Correlation	.372	.085	.419	.304	1	.329	-.055	.051	.075	.034	.379	.075	.368	-.148	.314	.065	.085	.357	-.030	.085	.061	.041	.075	.030	.070	.065	.342	.096	.257
	Sig. (2-tailed)	.106	.721	.066	.193		.157	.819	.831	.753	.886	.099	.753	.110	.534	.178	.785	.721	.122	.901	.721	.799	.864	.753	.901	.769	.785	.140	.689	.275
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
K6	Pearson Correlation	.515*	.601**	.546*	.535*	.329	1	.096	.585**	.662**	.541*	.484*	.662**	.553*	.461*	.890**	.746**	.601**	.157	.053	.601**	.535*	.890**	.662**	-.053	.494*	.746**	.175	.553*	.768**
	Sig. (2-tailed)	.020	.005	.013	.015	.157		.686	.007	.001	.014	.031	.001	.011	.041	.000	.000	.005	.508	.826	.005	.015	.000	.001	.826	.027	.000	.460	.011	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
Su1	Pearson Correlation	.057	-.031	.176	.196	-.055	.096	1	.165	.243	.110	-.183	-.081	.015	.257	-.161	.210	.275	-.288	-.096	-.336	.196	.132	.243	.096	.226	.210	-.083	.015	.122
	Sig. (2-tailed)	.811	.898	.457	.408	.819	.686		.488	.303	.644	.440	.735	.951	.274	.496	.374	.241	.218	.686	.147	.408	.579	.303	.686	.337	.374	.727	.951	.607
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
su2	Pearson Correlation	.480*	.599**	.384	.914**	.051	.585**	.165	1	.679**	.754**	.434	.679**	.535*	.617**	.493*	.784**	.813**	.437	.090	.599**	.732**	.493*	.679**	-.090	.669**	.784**	.466*	.740**	.841**
	Sig. (2-tailed)	.032	.005	.094	.000	.831	.007	.488		.001	.000	.056	.001	.015	.004	.027	.000	.000	.054	.706	.005	.000	.027	.001	.706	.001	.000	.038	.000	.000

	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
su3	Pearson Correlation	.471*	.630**	.404	.592**	.075	.662**	.243	.679**	1	.656**	.406	.733**	.545*	.454*	.545*	.866**	.630**	.198	.132	.630**	.592**	.545*	.733**	-.132	.518*	.866**	.245	.545*	.763**
	Sig. (2-tailed)	.036	.003	.077	.006	.753	.001	.303	.001		.002	.076	.000	.013	.044	.013	.000	.003	.403	.578	.003	.006	.013	.000	.578	.019	.000	.298	.013	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
su4	Pearson Correlation	.678**	.591**	.379	.693**	.034	.541*	.110	.754**	.656**	1	.641**	.656**	.540*	.450*	.467*	.743**	.591**	.330	.060	.591**	.693**	.467*	.656**	-.060	.486*	.743**	.348	.540*	.775**
	Sig. (2-tailed)	.001	.006	.099	.001	.886	.014	.644	.000	.002		.002	.002	.014	.046	.038	.000	.006	.156	.801	.006	.001	.038	.002	.801	.030	.000	.132	.014	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
su5	Pearson Correlation	.903**	.504*	.464*	.515*	.379	.484*	-.183	.434	.406	.641**	1	.406	.601**	.325	.558*	.553*	.504*	.448*	.208	.504*	.515*	.348	.406	-.208	.415	.553*	.350	.601**	.682**
	Sig. (2-tailed)	.000	.023	.039	.020	.099	.031	.440	.056	.076	.002		.076	.005	.162	.011	.011	.023	.048	.380	.023	.020	.133	.076	.380	.069	.011	.131	.005	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
m1	Pearson Correlation	.471*	.630**	.404	.592**	.075	.662**	-.081	.679**	.733**	.656**	.406	1	.545*	.454*	.545*	.866**	.630**	.396	.132	.882**	.592**	.545*	.733**	-.132	.518*	.866**	.441	.545*	.789**

	Sig. (2-tailed)	.036	.003	.077	.006	.753	.001	.735	.001	.000	.002	.076		.013	.044	.013	.000	.003	.084	.578	.000	.006	.013	.000	.578	.019	.000	.052	.013	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
m2	Pearson Correlation	.471*	.892**	.572**	.635**	.368	.553*	.015	.535*	.545*	.540*	.601**	.545*	1	.467*	.648**	.681*	.435	.503*	.168	.663**	.635**	.429	.787**	.313	.546*	.681*	.382	.560*	.796**
	Sig. (2-tailed)	.036	.000	.008	.003	.110	.011	.951	.015	.013	.014	.005	.013		.038	.002	.001	.055	.024	.478	.001	.003	.059	.000	.180	.013	.001	.096	.010	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
m3	Pearson Correlation	.392	.553*	.232	.530*	-.148	.461*	.257	.617**	.454*	.450*	.325	.454*	.467*	1	.357	.568*	.744**	.270	.140	.362	.855**	.540*	.656**	.261	.926**	.568*	.319	.650**	.712**
	Sig. (2-tailed)	.087	.011	.324	.016	.534	.041	.274	.004	.044	.046	.162	.044	.038		.122	.009	.000	.250	.555	.117	.000	.014	.002	.267	.000	.009	.171	.002	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
m4	Pearson Correlation	.385	.709**	.455*	.440	.314	.890**	-.161	.493*	.545*	.467*	.558*	.545*	.648**	.357	1	.629*	.480*	.216	.072	.709**	.440	.780**	.545*	-.072	.395	.629*	.062	.648**	.695**
	Sig. (2-tailed)	.094	.000	.044	.052	.178	.000	.496	.027	.013	.038	.011	.013	.002	.122		.003	.032	.361	.762	.000	.052	.000	.013	.762	.084	.003	.794	.002	.001
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20

m5	Pearson Correlation	.612**	.764**	.490*	.699**	.065	.746**	.210	.784**	.866**	.743**	.553*	.866**	.681**	.568**	.629**	1	.764**	.343	-.115	.764**	.699**	.629**	.866**	-.115	.629**	1.000**	.382	.681**	.904**
	Sig. (2-tailed)	.004	.000	.028	.001	.785	.000	.374	.000	.000	.000	.011	.000	.001	.009	.003		.000	.139	.630	.000	.001	.003	.000	.630	.003	.000	.097	.001	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
m6	Pearson Correlation	.579**	.524*	.336	.712**	.085	.601**	.275	.813**	.630**	.591**	.504*	.630**	.435	.744**	.480*	.764**	1	.449*	-.150	.524*	.712**	.480*	.630**	-.150	.823**	.764**	.500*	.892**	.836**
	Sig. (2-tailed)	.007	.018	.147	.000	.721	.005	.241	.000	.003	.006	.023	.003	.055	.000	.032	.000		.047	.527	.018	.000	.032	.003	.527	.000	.000	.025	.000	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
m7	Pearson Correlation	.385	.449*	.288	.480*	.357	.157	-.288	.437	.198	.330	.448*	.396	.503*	.270	.216	.343	.449*	1	-.157	.449*	.480*	-.144	.396	.157	.524*	.343	.931**	.503*	.555*
	Sig. (2-tailed)	.094	.047	.218	.032	.122	.508	.218	.054	.403	.156	.048	.084	.024	.250	.361	.139	.047		.508	.047	.032	.545	.084	.508	.018	.139	.000	.024	.011
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
m8	Pearson Correlation	.187	.150	.096	.107	-.030	.053	-.096	.090	.132	.060	.208	.132	.168	.140	.072	.115	.150	-.157	1	.150	.107	.072	.132	.053	.124	.115	-.175	.168	.144
	Sig. (2-tailed)	.429	.527	.686	.654	.901	.826	.686	.706	.578	.801	.380	.578	.478	.555	.762	.630	.527	.508		.527	.654	.762	.578	.826	.604	.630	.460	.478	.545

	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
m9	Pearson Correlation	.356	.762**	.336	.509*	.085	.601**	-.336	.599**	.630**	.591**	.504*	.882**	.663**	.362	.709**	.764*	.524*	.449*	.150	1	.509*	.480*	.630**	-.150	.431	.764*	.315	.663**	.738**
	Sig. (2-tailed)	.123	.000	.147	.022	.721	.005	.147	.005	.003	.006	.023	.000	.001	.117	.000	.000	.018	.047	.527		.022	.032	.003	.527	.058	.000	.177	.001	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
si1	Pearson Correlation	.571**	.712**	.326	.652**	.061	.535*	.196	.732**	.592**	.693**	.515*	.592**	.635**	.855**	.440	.699*	.712**	.480*	.107	.509*	1	.440	.808**	.321	.921**	.699*	.514*	.635**	.856**
	Sig. (2-tailed)	.009	.000	.160	.002	.799	.015	.408	.000	.006	.001	.020	.006	.003	.000	.052	.001	.000	.032	.654	.022		.052	.000	.168	.000	.001	.020	.003	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
si2	Pearson Correlation	.385	.480*	.455*	.440	.041	.890**	.132	.493*	.545*	.467*	.348	.545*	.429	.540*	.780**	.629*	.480*	-.144	.072	.480*	.440	1	.545*	-.072	.395	.629*	-.116	.429	.613**
	Sig. (2-tailed)	.094	.032	.044	.052	.864	.000	.579	.027	.013	.038	.133	.013	.059	.014	.000	.003	.032	.545	.762	.032	.052		.013	.762	.084	.003	.627	.059	.004
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
si3	Pearson Correlation	.471*	.882**	.404	.592**	.075	.662**	.243	.679**	.733**	.656**	.406	.733**	.787**	.656**	.545*	.866*	.630**	.396	.132	.630**	.808**	.545*	1	.397	.726**	.866*	.441	.545*	.866**

	Sig. (2-tailed)	.036	.000	.077	.006	.753	.001	.303	.001	.000	.002	.076	.000	.000	.002	.013	.000	.003	.084	.578	.003	.000	.013		.083	.000	.000	.052	.013	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
si4	Pearson Correlation	-.187	.350	-.096	-.107	.030	-.053	.096	-.090	-.132	-.060	-.208	-.132	.313	.261	-.072	-.115	-.150	.157	.053	-.150	.321	-.072	.397	1	.288	-.115	.175	-.168	.062
	Sig. (2-tailed)	.429	.130	.686	.654	.901	.826	.686	.706	.578	.801	.380	.578	.180	.267	.762	.630	.527	.508	.826	.527	.168	.762	.083		.217	.630	.460	.478	.796
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
si5	Pearson Correlation	.477*	.627**	.277	.586**	.070	.494*	.226	.669**	.518*	.486*	.415	.518*	.546*	.926**	.395	.629*	.823**	.524*	.124	.431	.921**	.395	.726**	.288	1	.629*	.564**	.734**	.809**
	Sig. (2-tailed)	.034	.003	.238	.007	.769	.027	.337	.001	.019	.030	.069	.019	.013	.000	.084	.003	.000	.018	.604	.058	.000	.084	.000	.217		.003	.010	.000	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
si6	Pearson Correlation	.612**	.764**	.490*	.699**	.065	.746**	.210	.784**	.866**	.743**	.553*	.866**	.681**	.568**	.629**	1.000**	.764**	.343	.115	.764**	.699**	.629**	.866**	-.115	.629**	1	.382	.681**	.904**
	Sig. (2-tailed)	.004	.000	.028	.001	.785	.000	.374	.000	.000	.000	.011	.000	.001	.009	.003	.000	.000	.139	.630	.000	.001	.003	.000	.630	.003		.097	.001	.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20

si7	Pearson Correlation	.450*	.315	.321	.514*	.342	.175	-.083	.466*	.245	.348	.350	.441	.382	.319	.062	.382	.500*	.931**	-.175	.315	.514*	-.116	.441	.175	.564**	.382	1	.382	.555*
	Sig. (2-tailed)	.046	.177	.168	.020	.140	.460	.727	.038	.298	.132	.131	.052	.096	.171	.794	.097	.025	.000	.460	.177	.020	.627	.052	.460	.010	.097		.096	.011
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
si8	Pearson Correlation	.471*	.663**	.279	.635**	.096	.553*	.015	.740**	.545*	.540*	.601**	.545*	.560*	.650**	.648**	.681*	.892**	.503*	.168	.663**	.635**	.429	.545*	-.168	.734**	.681*	.382	1	.796**
	Sig. (2-tailed)	.036	.001	.234	.003	.689	.011	.951	.000	.013	.014	.005	.013	.010	.002	.002	.001	.000	.024	.478	.001	.003	.059	.013	.478	.000	.001	.096		.000
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
skor_total	Pearson Correlation	.699**	.811**	.568**	.815**	.257	.768**	.122	.841**	.763**	.775**	.682**	.789**	.796**	.712**	.695**	.904*	.836**	.555*	.144	.738**	.856**	.613**	.866**	.062	.809**	.904*	.555*	.796**	1
	Sig. (2-tailed)	.001	.000	.009	.000	.275	.000	.607	.000	.000	.000	.001	.000	.000	.000	.001	.000	.000	.011	.545	.000	.000	.004	.000	.796	.000	.000	.011	.000	
	N	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20

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

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