

PERMOHONAN MENJADI RESPONDEN

Kepada
Yth. Calon Responden Penelitian
Di Tempat

Dengan hormat,

Yang bertanda tangan dibawah ini :

Nama : Susanto

NIM : 201906017

Saya adalah Mahasiswa S2 Keperawatan STIKES Bina Sehat PPNI Kabupaten Mojokerto yang sedang mengadakan penelitian. Penelitian ini dilaksanakan sebagai salah satu syarat dalam menyelesaikan tugas akhir program pendidikan S2 Keperawatan. Judul dari penelitian ini adalah “Hubungan Kepemimpinan, Motivasi Dan Kepuasan Kerja Perawat Dengan Kinerja Rumah Sakit Menggunakan Pendekatan *Balance Scorecard* Di RS Gatoel Mojokerto”.

Partisipasi saudara dalam penelitian ini bersifat bebas dan tanpa ada sanksi jika saudara tidak bersedia.

Jika saudara bersedia berpartisipasi dalam penelitian ini, silahkan bubuhkan tanda tangan pada tempat yang telah disediakan pada lembar persetujuan di halaman berikut.

Atas perhatian dan kerjasamanya saya ucapkan terima kasih.

Hormat saya,
Peneliti

SUSANTO

Lampiran 2

LEMBAR PERSETUJUAN MENJADI RESPONDEN

Saya yang bertanda tangan di bawah ini bersedia menjadi responden dalam penelitian yang dilakukan oleh Mahasiswa S2 Keperawatan STIKES Bina Sehat PPNI Kabupaten Mojokerto.

No. Responden :

Umur :

Alamat :

Dengan sukarela menyetujui diikutsertakan dalam penelitian dan memberikan jawaban dengan sejujurnya serta bila suatu waktu merasa dirugikan dalam bentuk apapun berhak membatalkan persetujuan ini. Saya percaya yang saya tulis dijamin kerahasiaannya.

Mojokerto, 2021
Responden

(_____)

LEMBAR KUESIONER

**HUBUNGAN KEPEMIMPINAN, MOTIVASI DAN KEPUASAN KERJA
PERAWAT DENGAN KINERJA RUMAH SAKIT MENGGUNAKAN
PENDEKATAN *BALANCE SCORECARD*
DI RS GATOEL MOJOKERTO**

A. Petunjuk Pengisian

1. Isilah titik-titik di bawah ini dan berilah tanda checklist (\surd) *pada salah satu* pernyataan/ jawaban sesuai dengan jawaban yang menurut anda benar.
2. Bila ada yang kurang dimengerti Bapak/Ibu, dapat dipertanyakan pada peneliti

B. Data Umum

1. Usia : tahun
2. Jenis Kelamin
 - a. Laki-laki
 - b. Perempuan
3. Lama Kerja
 - a. < 2 tahun
 - b. \geq 2 tahun
4. Pendidikan Terakhir
 - a. D3 Keperawatan
 - b. S1 Keperawatan
 - c. S2 Keperawatan

C. Data Khusus

1. Kepemimpinan

Berilah tanda cheklist (√) untuk pernyataan di bawah ini yang sesuai dengan perilaku pimpinan/ atasan Anda (Kepala Ruang)

| No | Pernyataan | Jawaban | |
|----|---|---------|-------|
| | | Ya | Tidak |
| 1 | Pimpinan Anda berusaha meningkatkan kompetensi diri dengan mengikuti kegiatan pelatihan | | |
| 2 | Pimpinan anda mampu menjadi motivator bagi staff/ pelaksana | | |
| 3 | Pimpinan anda mampu melakukan komunikasi efektif | | |
| 4 | Pimpinan anda mampu melaksanakan edukasi terhadap pasien dan keluarga | | |
| 5 | Pimpinan anda mampu mengisi CPPT dengan lengkap | | |
| 6 | Pimpinan anda dapat mengambil keputusan dengan tepat | | |
| 7 | Pimpinan anda mampu menjadi <i>role model</i> | | |
| 8 | Pimpinan anda mampu melakukan pengkajian berdasarkan SPO | | |
| 9 | Pimpinan anda bersikap <i>critical thinking</i> | | |
| 10 | Pimpinan anda melaksanakan monitoring asuhan keperawatan | | |
| 11 | Pimpinan anda melaksanakan evaluasi asuhan keperawatan | | |
| 12 | Mampu melakukan kolaborasi dengan profesi kesehatan lain (dokter, ahli gizi, farmasi) | | |
| 13 | Mampu bekerja sama dalam kerja tim | | |
| 14 | Mampu menjadi <i>change agent</i> | | |
| 15 | Mampu melakukan penanggulangan risiko keselamatan pasien/keluarga | | |
| 16 | Mampu melaksanakan deteksi dini terhadap risiko keselamatan pasien/ keluarga | | |
| 17 | Mampu Melakukan pencegahan resiko keselamatan pasien | | |
| 18 | Mampu memenuhi kebutuhan spiritual pasien | | |
| 19 | Mampu menciptakan suasana aman dan nyaman terhadap pasien | | |
| 20 | Mampu melakukan promosi kesehatan | | |

2. Motivasi

STS : Sangat Tidak Setuju

S : Setuju

TS : Tidak Setuju

SS : Sangat Setuju

| No. | Pernyataan | STS | TS | S | SS |
|-----|--|-----|----|---|----|
| 1 | Rumah sakit tempat saya bekerja menggaji saya lebih tinggi dari rumah sakit lain yang sekelas. | | | | |
| 2 | Gaji yang saya terima sesuai dengan tanggung jawab yang saya kerjakan | | | | |
| 3 | Ditempat saya bekerja kenaikan gaji terjadi secara berkala | | | | |
| 4 | Tunjangan yang saya terima cukup banyak | | | | |
| 5 | Tunjangan yang diberikan pihak rumah sakit sudah memuaskan bagi saya | | | | |
| 6 | Saya menyukai cara rumah sakit ini melakukan promosi terhadap pegawai | | | | |
| 7 | Promosi dilakukan terhadap pegawai memiliki kinerja yang baik | | | | |
| 8 | Saya puas dengan kemajuan karir saya | | | | |
| 9 | Saya diberikan tanggung jawab penuh atas pekerjaan saya | | | | |
| 10 | Saya memperoleh banyak pengetahuan dan keterampilan dari pekerjaan saya | | | | |
| 11 | Beban kerja yang diberikan sesuai dengan kemampuan saya | | | | |
| 12 | Rekan kerja saya memberikan dukungan yang cukup kepada saya | | | | |
| 13 | Saya bekerja dengan orang-orang yang bertanggung jawab | | | | |
| 14 | Saya senang bekerja dengan orang-orang di rumah sakit ini | | | | |
| 15 | Atasan saya selalu mendukung saya | | | | |
| 16 | Atasan saya mendengarkan pendapat saya | | | | |
| 17 | Atasan saya memberikan pujian atas prestasi yang saya lakukan | | | | |

3. Kepuasan Kerja

STS : Sangat Tidak Setuju

S : Setuju

TS : Tidak Setuju

SS : Sangat Setuju

| No. | Pernyataan | STS | TS | S | SS |
|-----|--|-----|----|---|----|
| 1 | Saya merasa nyaman dengan lingkungan dan kondisi kerja saat ini | | | | |
| 2 | Terjalin hubungan yang baik antar atasan dan bawahan maupun antara sesama karyawan | | | | |
| 3 | Manajemen rumah sakit menampung ide dan inspirasi karyawan | | | | |
| 4 | Program pelatihan diberikan kepada karyawan sebagai salah satu alternatif untuk pengembangan karir | | | | |
| 5 | Tunjangan yang saya terima sudah sesuai dengan pekerjaan yang saya lakukan | | | | |
| 6 | Kelengkapan peralatan rumah sakit sudah cukup memadai | | | | |
| 7 | Memperoleh informasi yang lengkap untuk mengerjakan tugas | | | | |
| 8 | Promosi dilakukan terhadap pegawai memiliki kinerja yang baik | | | | |
| 9 | Rumah sakit memberikan penjelasan dan informasi yang lengkap terkait dengan pekerjaan yang saya lakukan | | | | |
| 10 | Rumah sakit memberikan penghargaan terhadap kompetensi yang saya miliki | | | | |
| 11 | Saya diberikan tanggung jawab penuh atas pekerjaan saya | | | | |
| 12 | Saya memperoleh banyak pengetahuan dan keterampilan dari pekerjaan saya | | | | |
| 13 | Beban kerja yang saya terima sesuai dengan kemampuan dan ketrampilan saya | | | | |
| 14 | Semua rekan kerja saling memberikan dukungan dalam melaksanakan pekerjaan | | | | |
| 15 | Saya selalu berusaha untuk memberikan layanan yang baik kepada pelanggan | | | | |
| 16 | Lingkungan kerja di rumah sakit ini sangat menyenangkan dan tidak membuat saya merasa bosan | | | | |
| 17 | Pimpinan selalu mendengarkan keluhan atau ide yang disampaikan oleh bawahannya | | | | |
| 18 | Pengetahuan tentang tugas dan tanggung jawab pada pekerjaan diberikan dengan baik oleh pihak manajemen rumah sakit | | | | |

Balance Scorecard (data sekunder)**a. Perspektif Keuangan**

| No | Uraian | Target | Capaian | Prosentage pencapaian | Nilai |
|----|-------------|--------|---------|-----------------------|-------|
| 1 | Pendapatan | | | | |
| 2 | Laba | | | | |
| | Rata2 Nilai | | | | |

b. Perspektif Konsumen

| No | Kepuasan Pasien | Capaian | Nilai |
|----|------------------------|---------|-------|
| 1 | Indeks Kepuasan Pasien | | |

c. Perspektif Internal Bisnis

| No | Indikator | Capaian | Standar/target | Nilai |
|----|------------------------------------|---------|----------------|-------|
| 1 | BOR (<i>Bed Occupancy Ratio</i>) | | | |
| 2 | LOS (<i>Length of Stay</i>) | | | |
| 3 | BTO (<i>Bed Turn Over</i>) | | | |
| 4 | GDR (<i>Gross Date Rate</i>) | | | |
| | Rata2 nilai | | | |

d. Perspektif Pembelajaran dan pertumbuhan

| No | Indikator | Capaian | Standar/target | Nilai |
|----|-------------------------------------|---------|----------------|-------|
| 1 | Pencapaian pelatihan Staff/ perawat | | | |

e. Jumlah Nilai :



Yayasan Kesejahteraan Warga Perawatan Perawat Nasional Indonesia
SEKOLAH TINGGI ILMU KESEHATAN (S T I K E S)

BINA SEHAT PPNI

KABUPATEN MOJOKERTO

PROGRAM STUDI : • S1 KEPERAWATAN • PROFESI NERS • S2 KEPERAWATAN • D III KEPERAWATAN
• D III KEBIDANAN • S1 KEBIDANAN • PROFESI KEBIDANAN

Alamat : Jl. Raya Jabon km. 6 Mojokerto Telp./Fax. (0321) 390303 email : stikes_ppni@yahoo.co.id

Nomor : IV.b / 263 / S.1 KEP – KS / V / 2021
Lamp : -
Perihal : Surat Ijin Study Pendahuluan dan Penelitian
Kepada, :
Yth : Direktur Rumah Sakit Gatoel

Di
KOTA MOJOKERTO

Dengan hormat,

Sehubungan dengan tugas akhir mahasiswa Prodi Magister Keperawatan STIKes Bina Sehat PPNI Kab. Mojokerto tahun ajaran 2020/2021, tentang pembuatan Tesis. Terkait dengan hal itu maka, kami butuhkan informasi berupa data yang dapat dijadikan dasar dalam pembuatan tugas akhir. Untuk itu kami mohon sekiranya Bapak / Ibu memberikan ijin kepada anak didik kami dalam memperoleh data yang sesuai dengan permasalahan yang ada. Adapun nama mahasiswa tersebut adalah :

NAMA : SUSANTO
NIM : 201906017
Judul : Hubungan kepemimpinan, motivasi dan kepuasan kerja perawat dengan kinerja Rumah Sakit menggunakan pendekatan *Balance Scorecard* di RS Gatoel Mojokerto

Demikian permohonan ijin ini, atas perhatian dan kerjasamanya kami sampaikan terima kasih.



Mojokerto, 5 Mei 2021

V-tua

MAMMAD SAJIDIN, S.Kp, M.Kes.

NIK. 162 601011

Tembusan

1. Wakil Direktur Keperawatan RS Gatoel

Mojokerto, 11 Juni 2021
Nomor RSG-RUPA2/210611.001

Perihal Jawaban Permohonan Ijin Studi Pendahuluan & Penelitian

Kepada Yth.
Ketua STIKes Bina Sehat PPNI
Jl. Raya Jabon Km. 6
Mojokerto

Dengan hormat,

Menjawab surat Saudara No.IV.b/263/S.1 KEP-KSN/2021 tanggal 5 Mei 2021 perihal Permohonan Ijin Studi Pendahuluan dan Penelitian kepada mahasiswa Prodi Magister Keperawatan STIKes Bina Sehat PPNI Kabupaten Mojokerto Tahun Ajaran 2020/2021 berikut ini :

Nama : Susanto
NIM : 201906017
Judul : Hubungan Kepemimpinan, Motivasi dan Kepuasan Kerja Perawat Dengan Kinerja Rumah Sakit Menggunakan Pendekatan *Balance Scorecard*

Pada prinsipnya disetujui dengan catatan :

1. Etik penelitian dilakukan sesuai regulasi/prosedur yang berlaku
2. Mahasiswa mampu menjaga kerahasiaan perusahaan dan tidak diperkenankan mempublikasikan hal-hal yang bersifat rahasia tanpa ijin tertulis dari Direktur RS Gatoel
3. Hasil penelitian agar dilaporkan ke Rumah Sakit Gatoel
4. Mahasiswa yang bersangkutan mengikuti protokol kesehatan yang berlaku di Rumah Sakit Gatoel

Demikian disampaikan, atas perhatian dan perkenannya kami ucapkan terima kasih.

PT Nusantara Medika Utama
Direktur Rumah Sakit Gatoel,



Wahjo Harijanto, dr., MMRS.



KOMISI ETIK PENELITIAN KESEHATAN (KEPK)
HEALTH RESEARCH ETHICS COMMITTEE
RSUD Dr. WAHIDIN SUDIRO HUSODO
KOTA MOJOKERTO

Dr. WAHIDIN SUDIRO HUSODO KOTA MOJOKERTO GENERAL HOSPITAL

KETERANGAN LOLOS KAJI ETIK
DESCRIPTION OF ETHICAL APPROVAL
"ETHICAL APPROVAL"
No. 15/KEPK-RSWH/ EA/2021

Komite Etik Penelitian Kesehatan (KEPK) RSUD Dr. Wahidin Sudiro Husodo Kota Mojokerto dalam melindungi hak asasi dan kesejahteraan subyek penelitian kesehatan, telah mengkaji dengan teliti protokol berjudul :

Hubungan Kepemimpinan, Motivasi dan Kepuasan Kerja Perawat Dengan Kinerja Rumah Sakit Dengan Pendekatan *Balance Scorecard*

The Committee of Ethical Approval in the Dr. Wahidin Sudiro Husodo Kota Mojokerto General Hospital, with regards of the protection of Human Right and Welfare in health research, has carefully reviewed the research protocol entitled:

Relationship between Leadership, Motivation and Job Satisfaction of Nurses with Hospital Performance Using a Balanced Scorecard Approach

| | |
|--|---|
| Peneliti utama <i>Principal Investigator</i> | Susanto |
| Pembimbing <i>Mentor</i> | 1. Ns. Rina Nur Hidayati, M.Kep.,Sp.Kep.,Kom 2. Dr. Muhamad Sajidin, S.Kp.,M.Kes |
| Nama Institusi <i>Name of Institution</i> | STIKES BINA SEHAT PPNI |
| Unit/Instalasi/Tempat Penelitian <i>Setting of research</i> | Rumah Sakit Gatoel Mojokerto |

Dinyatakan layak etik sesuai 7 standar WHO 2011

Declared to be ethically appropriate in accordance to 7 (seven) WHO 2011 standards

Pernyataan laik etik ini berlaku selama kurun waktu 29 Juni 2021 sampai 29 Juni 2022
This declaration of ethics applies during the period 29 June,2021 until June 29,2022

Mojokerto, 29 Juni 2021
Komisi Etik Penelitian Kesehatan (KEPK)
Health Research Ethics Committee

Sekretaris,

(dr. Dhani Tri Wahyu Nugroho, Sp.JP-FIHA)
NIP. 19820105 201403 1 001

Ketua,

(Dr.dr.Rini Kusumawar Dhany, Sp.M)
NIP. 19810727 201403 2 001

LEMBAR HASIL UJI VALIDITAS

A. Hasil Uji Validitas Kuesioner Kepemimpinan Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 10 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 10 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .977 | 20 |

Item Statistics

| | Mean | Std. Deviation | N |
|---------|------|----------------|----|
| Soal 1 | 1.50 | .527 | 10 |
| Soal 2 | 1.50 | .527 | 10 |
| Soal 3 | 1.30 | .483 | 10 |
| Soal 4 | 1.50 | .527 | 10 |
| Soal 5 | 1.50 | .527 | 10 |
| Soal 6 | 1.30 | .483 | 10 |
| Soal 7 | 1.60 | .516 | 10 |
| Soal 8 | 1.50 | .527 | 10 |
| Soal 9 | 1.30 | .483 | 10 |
| Soal 10 | 1.60 | .516 | 10 |
| Soal 11 | 1.60 | .516 | 10 |
| Soal 12 | 1.30 | .483 | 10 |
| Soal 13 | 1.50 | .527 | 10 |
| Soal 14 | 1.50 | .527 | 10 |
| Soal 15 | 1.30 | .483 | 10 |
| Soal 16 | 1.50 | .527 | 10 |
| Soal 17 | 1.60 | .516 | 10 |
| Soal 18 | 1.30 | .483 | 10 |
| Soal 19 | 1.60 | .516 | 10 |
| Soal 20 | 1.50 | .527 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---------|----------------------------------|---|--|---|
| Soal 1 | 27.80 | 65.289 | .861 | .975 |
| Soal 2 | 27.80 | 65.733 | .806 | .976 |
| Soal 3 | 28.00 | 66.000 | .849 | .976 |
| Soal 4 | 27.80 | 65.289 | .861 | .975 |
| Soal 5 | 27.80 | 65.733 | .806 | .976 |
| Soal 6 | 28.00 | 66.000 | .849 | .976 |
| Soal 7 | 27.70 | 66.233 | .761 | .976 |
| Soal 8 | 27.80 | 65.733 | .806 | .976 |
| Soal 9 | 28.00 | 66.000 | .849 | .976 |
| Soal 10 | 27.70 | 66.233 | .761 | .976 |
| Soal 11 | 27.70 | 66.678 | .706 | .977 |
| Soal 12 | 28.00 | 66.000 | .849 | .976 |
| Soal 13 | 27.80 | 65.289 | .861 | .975 |
| Soal 14 | 27.80 | 65.733 | .806 | .976 |
| Soal 15 | 28.00 | 66.000 | .849 | .976 |
| Soal 16 | 27.80 | 65.289 | .861 | .975 |
| Soal 17 | 27.70 | 66.233 | .761 | .976 |
| Soal 18 | 28.00 | 66.000 | .849 | .976 |
| Soal 19 | 27.70 | 66.233 | .761 | .976 |
| Soal 20 | 27.80 | 65.733 | .806 | .976 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 29.30 | 72.900 | 8.538 | 20 |

B. Hasil Uji Validitas Kuesioner Motivasi

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 10 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 10 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| ,980 | ,980 | 17 |

Item Statistics

| | Mean | Std. Deviation | N |
|---------|------|----------------|----|
| Soal 1 | 2,30 | ,823 | 10 |
| Soal 2 | 2,30 | ,949 | 10 |
| Soal 3 | 2,30 | ,823 | 10 |
| Soal 4 | 2,50 | ,972 | 10 |
| Soal 5 | 2,30 | 1,059 | 10 |
| Soal 6 | 2,60 | ,843 | 10 |
| Soal 7 | 2,50 | ,972 | 10 |
| Soal 8 | 2,30 | ,949 | 10 |
| Soal 9 | 2,30 | 1,059 | 10 |
| Soal 10 | 2,50 | ,972 | 10 |
| Soal 11 | 2,20 | 1,033 | 10 |
| Soal 12 | 2,50 | ,972 | 10 |
| Soal 13 | 2,20 | ,919 | 10 |
| Soal 14 | 2,50 | ,972 | 10 |
| Soal 15 | 2,30 | 1,059 | 10 |
| Soal 16 | 2,60 | ,843 | 10 |
| Soal 17 | 2,30 | 1,059 | 10 |

Item Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Soal 1 | 38,20 | 185,511 | ,708 | ,980 |
| Soal 2 | 38,20 | 180,178 | ,824 | ,979 |
| Soal 3 | 38,20 | 185,511 | ,708 | ,980 |
| Soal 4 | 38,00 | 176,222 | ,965 | ,977 |
| Soal 5 | 38,20 | 175,733 | ,897 | ,978 |
| Soal 6 | 37,90 | 183,211 | ,794 | ,979 |
| Soal 7 | 38,00 | 176,222 | ,965 | ,977 |
| Soal 8 | 38,20 | 180,178 | ,824 | ,979 |
| Soal 9 | 38,20 | 175,733 | ,897 | ,978 |
| Soal 10 | 38,00 | 176,222 | ,965 | ,977 |
| Soal 11 | 38,30 | 182,678 | ,656 | ,981 |
| Soal 12 | 38,00 | 176,222 | ,965 | ,977 |
| Soal 13 | 38,30 | 182,011 | ,774 | ,980 |
| Soal 14 | 38,00 | 176,222 | ,965 | ,977 |
| Soal 15 | 38,20 | 175,733 | ,897 | ,978 |
| Soal 16 | 37,90 | 183,211 | ,794 | ,979 |
| Soal 17 | 38,20 | 175,733 | ,897 | ,978 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 40,50 | 202,056 | 14,215 | 17 |

C. Hasil Uji Validitas Kuesioner Kepuasan kerja

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------|----|-------|
| Cases | Valid | 10 | 100,0 |
| | Excludeda | 0 | ,0 |
| | Total | 10 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,982 | 18 |

Item Statistics

| | Mean | Std. Deviation | N |
|---------|------|----------------|----|
| Soal 1 | 2,30 | ,823 | 10 |
| Soal 2 | 2,30 | ,949 | 10 |
| Soal 3 | 2,30 | ,823 | 10 |
| Soal 4 | 2,50 | ,972 | 10 |
| Soal 5 | 2,30 | 1,059 | 10 |
| Soal 6 | 2,60 | ,843 | 10 |
| Soal 7 | 2,50 | ,972 | 10 |
| Soal 8 | 2,30 | ,949 | 10 |
| Soal 9 | 2,30 | 1,059 | 10 |
| Soal 10 | 2,50 | ,972 | 10 |
| Soal 11 | 2,20 | 1,033 | 10 |
| Soal 12 | 2,50 | ,972 | 10 |
| Soal 13 | 2,20 | ,919 | 10 |
| Soal 14 | 2,50 | ,972 | 10 |
| Soal 15 | 2,30 | 1,059 | 10 |
| Soal 16 | 2,60 | ,843 | 10 |
| Soal 17 | 2,30 | 1,059 | 10 |
| Soal 18 | 2,30 | 1,059 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Soal 1 | 40,50 | 213,167 | ,698 | ,982 |
| Soal 2 | 40,50 | 207,167 | ,826 | ,981 |
| Soal 3 | 40,50 | 213,167 | ,698 | ,982 |
| Soal 4 | 40,30 | 203,122 | ,959 | ,979 |
| Soal 5 | 40,50 | 202,056 | ,911 | ,980 |
| Soal 6 | 40,20 | 210,622 | ,788 | ,981 |
| Soal 7 | 40,30 | 203,122 | ,959 | ,979 |
| Soal 8 | 40,50 | 207,167 | ,826 | ,981 |
| Soal 9 | 40,50 | 202,056 | ,911 | ,980 |
| Soal 10 | 40,30 | 203,122 | ,959 | ,979 |

| | | | | |
|---------|-------|---------|------|------|
| Soal 11 | 40,60 | 209,822 | ,660 | ,983 |
| Soal 12 | 40,30 | 203,122 | ,959 | ,979 |
| Soal 13 | 40,60 | 209,156 | ,776 | ,981 |
| Soal 14 | 40,30 | 203,122 | ,959 | ,979 |
| Soal 15 | 40,50 | 202,056 | ,911 | ,980 |
| Soal 16 | 40,20 | 210,622 | ,788 | ,981 |
| Soal 17 | 40,50 | 202,056 | ,911 | ,980 |
| Soal 18 | 40,50 | 202,056 | ,911 | ,980 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 42,80 | 230,622 | 15,186 | 18 |

TABULASI DATA

| No | Usia | JK | Lama Kerja | Pendidikan | Kepemimpinan | Motivasi | Kepuasan Kerja | Kinerja | |
|----|------|----|------------|------------|--------------|----------|----------------|---------|---|
| 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | Keterangan 20-30 tahun : 1 31-40 tahun : 2 41-50 tahun : 3 > 50 tahun : 4 |
| 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | |
| 3 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | |
| 4 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | |
| 5 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | Jenis Kelamin Laki-laki : 1 Perempuan : 2 |
| 6 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | |
| 7 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | |
| 8 | 4 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | |
| 9 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | Lama Kerja < 2 tahun : 1 ≥ 2 tahun : 2 |
| 10 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | |
| 11 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | |
| 12 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | |
| 13 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | Pendidikan D3 Keperawatan : 1 S1 Keperawatan : 2 S2 Keperawatan : 3 |
| 14 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | |
| 15 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | |
| 16 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | |
| 17 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | Kepemimpinan Baik : 1 Cukup : 2 Kurang : 3 |
| 18 | 1 | 2 | 1 | 2 | 1 | 3 | 2 | 1 | |
| 19 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 | |
| 20 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | |
| 21 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | Motivasi Kuat : 1 Sedang : 2 Lemah : 3 |
| 22 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | |
| 23 | 1 | 2 | 2 | 1 | 1 | 3 | 1 | 1 | |
| 24 | 2 | 2 | 2 | 1 | 1 | 3 | 1 | 1 | |
| 25 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | Kepuasan Puas : 1 Tidak Puas : 2 |
| 26 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | |
| 27 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | |
| 28 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | |
| 29 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | Kinerja Baik : 1 Cukup : 2 |
| 30 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | |
| 31 | 4 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | |
| 32 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | |
| 33 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | |
| 34 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | |
| 35 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | |
| 36 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | |

| | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----------------|-----|
| 37 | 2 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | Kurang | : 3 |
| 38 | 2 | 2 | 2 | 2 | 2 | 3 | 1 | 1 | Keterangan | |
| 39 | 1 | 1 | 1 | 2 | 2 | 3 | 2 | 1 | 20-30 tahun | : 1 |
| 40 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 31-40 tahun | : 2 |
| 41 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 41-50 tahun | : 3 |
| 42 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | > 50 tahun | : 4 |
| 43 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | | |
| 44 | 2 | 1 | 2 | 2 | 1 | 3 | 2 | 1 | Jenis Kelamin | |
| 45 | 4 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | Laki-laki | : 1 |
| 46 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | Perempuan | : 2 |
| 47 | 3 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | | |
| 48 | 4 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | Lama Kerja | |
| 49 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | < 2 tahun | : 1 |
| 50 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | ≥ 2 tahun | : 2 |
| 51 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | | |
| 52 | 4 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | Pendidikan | |
| 53 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | D3 Keperawatan | : 1 |
| 54 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | S1 Keperawatan | : 2 |
| 55 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 3 | S2 Keperawatan | : 3 |
| 56 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | | |
| 57 | 1 | 2 | 1 | 2 | 1 | 3 | 2 | 3 | Kepemimpinan | |
| 58 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | Baik | : 1 |
| 59 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | Cukup | : 2 |
| 60 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | Kurang | : 3 |
| 61 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | | |
| 62 | 4 | 2 | 2 | 1 | 1 | 3 | 2 | 3 | Motivasi | |
| 63 | 2 | 2 | 2 | 1 | 2 | 1 | 2 | 3 | Kuat | : 1 |
| 64 | 4 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | Sedang | : 2 |
| 65 | 2 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | Lemah | : 3 |
| 66 | 4 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | | |
| 67 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | Kepuasan | |
| 68 | 3 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | Puas | : 1 |
| 69 | 4 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | Tidak Puas | : 2 |
| 70 | 3 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | | |
| 71 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | Kinerja | |
| 72 | 3 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | Baik | : 1 |
| 73 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | Cukup | : 2 |
| 74 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | Kurang | : 3 |
| 75 | 3 | 2 | 2 | 2 | 3 | 3 | 1 | 3 | | |
| 76 | 3 | 1 | 2 | 1 | 3 | 3 | 1 | 3 | | |

| | | | | | | | | | | |
|-----|---|---|---|---|---|---|---|---|----------------|-----|
| 77 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | | |
| 78 | 3 | 2 | 2 | 1 | 2 | 1 | 2 | 1 | | |
| 79 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | Keterangan | |
| 80 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 20-30 tahun | : 1 |
| 81 | 4 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 31-40 tahun | : 2 |
| 82 | 4 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 41-50 tahun | : 3 |
| 83 | 3 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | > 50 tahun | : 4 |
| 84 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | | |
| 85 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | Jenis Kelamin | |
| 86 | 3 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | Laki-laki | : 1 |
| 87 | 3 | 2 | 2 | 1 | 2 | 3 | 2 | 2 | Perempuan | : 2 |
| 88 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | | |
| 89 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | Lama Kerja | |
| 90 | 2 | 2 | 2 | 1 | 1 | 3 | 2 | 2 | < 2 tahun | : 1 |
| 91 | 1 | 2 | 1 | 1 | 3 | 3 | 2 | 3 | ≥ 2 tahun | : 2 |
| 92 | 3 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | | |
| 93 | 2 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | Pendidikan | |
| 94 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | D3 Keperawatan | : 1 |
| 95 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | S1 Keperawatan | : 2 |
| 96 | 4 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | S2 Keperawatan | : 3 |
| 97 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | | |
| 98 | 4 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | Kepemimpinan | |
| 99 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | Baik | : 1 |
| 100 | 4 | 2 | 2 | 1 | 3 | 1 | 1 | 1 | Cukup | : 2 |
| 101 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | Kurang | : 3 |
| 102 | 3 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | | |
| | | | | | | | | | Motivasi | |
| | | | | | | | | | Kuat | : 1 |
| | | | | | | | | | Sedang | : 2 |
| | | | | | | | | | Lemah | : 3 |
| | | | | | | | | | | |
| | | | | | | | | | Kepuasan | |
| | | | | | | | | | Puas | : 1 |
| | | | | | | | | | Tidak Puas | : 2 |
| | | | | | | | | | | |
| | | | | | | | | | Kinerja | |
| | | | | | | | | | Baik | : 1 |
| | | | | | | | | | Cukup | : 2 |
| | | | | | | | | | Kurang | : 3 |

LEMBAR OBSERVASI KINERJA RUMAH SAKIT

Perpektif Keuangan

| Indikator | Pencapaian disbanding target Prosentage (%) |
|------------|---|
| Pendapatan | 108% |
| Laba | 108% |

Perspektif Proses Bisnis

Internal

s/d mei

| Indikator | Pencapaian | Target | Standart Permenkes |
|---|------------|--------|--------------------|
| BOR (<i>Bed Occupancy Ratio</i>) | 49.87 | 70.00 | 60-85 |
| AVLOS (<i>Average Length Of Stay</i>) | 4.31 | 3.96 | 6-9 hari |
| TOI (<i>Turn Over Interval</i>) | 3.6 | | 1-3 hari |
| BTO (<i>Bed Turn Over</i>) | 4.76 | | 40-50 kali |
| NDR (<i>Net Death Rate</i>) | 8.12 | | < 25 per mil |
| GDR (<i>Gross Death Rate</i>) | 29.00 | | < 45 per mil |

Perpektif Learn and Growth

Pencapaian pelatihan staff

| Indikator | Prosentage (%) |
|---|----------------|
| Rawat Intensif | 88.88% |
| Ruang Flamboyan | 85.00% |
| Kamar operasi | 87.50% |
| Dahlia | 90.00% |
| Jasmine Gold | 75.00% |
| Jasmine Silver | 85.71% |
| Kandungan | 75.00% |
| | 587.09% |
| Rata-rata pencapaian pelatihan staff | 83.87% |

Perpektif Konsumen

| | Indikator | Pencapaian | Target |
|----|-----------------------------------|-------------------|---------------|
| 1 | Rawat Inap Anggrek | 98.21% | 85% |
| 2 | Rawat Inap Jasmin Gold | 89.48% | 85% |
| 3 | Rawat Inap Jasmin Silver | 96.23% | 85% |
| 4 | Rawat Inap Flamboyan | 93.85% | 85% |
| 5 | Rawat Inap Dahlia | 92.76% | 85% |
| 6 | Rawat Inap Kana | 82.86% | 85% |
| 7 | Rawat Inap Aster | 97.99% | 85% |
| 8 | Kamar Bersalin | 93.14% | 85% |
| 9 | Hemodialisa | 90.13% | 85% |
| 10 | Laboratorium | 91.18% | 85% |
| 11 | Rawat Intensif/ICU | 82.72% | 85% |
| 12 | Poli Eksekutif/Umum/ Spesialis | 88.52% | 85% |
| 13 | Fisioterapi | 82.72% | 85% |
| 14 | Poli Mata | 79.91% | 85% |
| 15 | Radiologi | 100.00% | 85% |
| 16 | Poli Gigi | 84.20% | 85% |
| 17 | Instalasi Gawat Darurat (IGD) | 90.86% | 85% |
| 18 | Kamar Operasi | 81.19% | 85% |
| 19 | Apotik | 99.49% | 85% |
| | Tingkat Kepuasan rata-rata | 90.29% | 85% |

LEMBAR PERHITUNGAN STATISTIK

Frequencies

Usia

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid 20 - 30 Tahun | 16 | 15.7 | 15.7 | 15.7 |
| 31 - 40 Tahun | 54 | 52.9 | 52.9 | 68.6 |
| 41 - 50 Tahun | 18 | 17.6 | 17.6 | 86.3 |
| > 50 Tahun | 14 | 13.7 | 13.7 | 100.0 |
| Total | 102 | 100.0 | 100.0 | |

Jenis Kelamin

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid Laki-laki | 38 | 37.3 | 37.3 | 37.3 |
| Perempuan | 64 | 62.7 | 62.7 | 100.0 |
| Total | 102 | 100.0 | 100.0 | |

Lama Kerja

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid < 2 Tahun | 16 | 15.7 | 15.7 | 15.7 |
| > 2 Tahun | 86 | 84.3 | 84.3 | 100.0 |
| Total | 102 | 100.0 | 100.0 | |

Pendidikan Terakhir

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------------|-----------|---------|---------------|--------------------|
| Valid D3 Keperawatan | 38 | 37.3 | 37.3 | 37.3 |
| S1 Keperawatan | 64 | 62.7 | 62.7 | 100.0 |
| Total | 102 | 100.0 | 100.0 | |

Kepemimpinan

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Baik | 40 | 39.2 | 39.2 | 39.2 |
| | Cukup | 54 | 52.9 | 52.9 | 92.2 |
| | Kurang | 8 | 7.8 | 7.8 | 100.0 |
| | Total | 102 | 100.0 | 100.0 | |

Motivasi

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Kuat | 45 | 44.1 | 44.1 | 44.1 |
| | Sedang | 39 | 38.2 | 38.2 | 82.4 |
| | Lemah | 18 | 17.6 | 17.6 | 100.0 |
| | Total | 102 | 100.0 | 100.0 | |

Kepuasan Kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------------|-----------|---------|---------------|--------------------|
| Valid | Puas | 53 | 52.0 | 52.0 | 52.0 |
| | Tidak Puas | 49 | 48.0 | 48.0 | 100.0 |
| | Total | 102 | 100.0 | 100.0 | |

Kinerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Baik | 65 | 63.7 | 63.7 | 63.7 |
| | Cukup | 24 | 23.5 | 23.5 | 87.3 |
| | Kurang | 13 | 12.7 | 12.7 | 100.0 |
| | Total | 102 | 100.0 | 100.0 | |

Crosstabs
Kepemimpinan * Kinerja

Crosstab

| | | | Kinerja | | | Total |
|--------------|--------|-----------------------|---------|--------|--------|--------|
| | | | Baik | Cukup | Kurang | |
| Kepemimpinan | Baik | Count | 35 | 3 | 2 | 40 |
| | | Expected Count | 25.5 | 9.4 | 5.1 | 40.0 |
| | | % within Kepemimpinan | 87.5% | 7.5% | 5.0% | 100.0% |
| | | % within Kinerja | 53.8% | 12.5% | 15.4% | 39.2% |
| | | % of Total | 34.3% | 2.9% | 2.0% | 39.2% |
| Cukup | Cukup | Count | 29 | 21 | 4 | 54 |
| | | Expected Count | 34.4 | 12.7 | 6.9 | 54.0 |
| | | % within Kepemimpinan | 53.7% | 38.9% | 7.4% | 100.0% |
| | | % within Kinerja | 44.6% | 87.5% | 30.8% | 52.9% |
| | | % of Total | 28.4% | 20.6% | 3.9% | 52.9% |
| Kurang | Kurang | Count | 1 | 0 | 7 | 8 |
| | | Expected Count | 5.1 | 1.9 | 1.0 | 8.0 |
| | | % within Kepemimpinan | 12.5% | 0.0% | 87.5% | 100.0% |
| | | % within Kinerja | 1.5% | 0.0% | 53.8% | 7.8% |
| | | % of Total | 1.0% | 0.0% | 6.9% | 7.8% |
| Total | Total | Count | 65 | 24 | 13 | 102 |
| | | Expected Count | 65.0 | 24.0 | 13.0 | 102.0 |
| | | % within Kepemimpinan | 63.7% | 23.5% | 12.7% | 100.0% |
| | | % within Kinerja | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 63.7% | 23.5% | 12.7% | 100.0% |

Symmetric Measures

| | | Value | Asymptotic Standardized Error ^a | Approximate T ^b | Approximate Significance |
|----------------------|-------------------------|-------|--|----------------------------|--------------------------|
| Nominal by Nominal | Contingency Coefficient | .601 | | | .000 |
| Interval by Interval | Pearson's R | .513 | .093 | 5.978 | .000 ^c |
| Ordinal by Ordinal | Spearman Correlation | .473 | .086 | 5.362 | .000 ^c |
| N of Valid Cases | | 102 | | | |

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Motivasi * Kinerja

Crosstab

| | | | Kinerja | | | Total |
|----------|-------------------|-------------------|---------|--------|--------|--------|
| | | | Baik | Cukup | Kurang | |
| Motivasi | Kuat | Count | 37 | 7 | 1 | 45 |
| | | Expected Count | 28.7 | 10.6 | 5.7 | 45.0 |
| | | % within Motivasi | 82.2% | 15.6% | 2.2% | 100.0% |
| | | % within Kinerja | 56.9% | 29.2% | 7.7% | 44.1% |
| | | % of Total | 36.3% | 6.9% | 1.0% | 44.1% |
| | Sedang | Count | 21 | 15 | 3 | 39 |
| | | Expected Count | 24.9 | 9.2 | 5.0 | 39.0 |
| | | % within Motivasi | 53.8% | 38.5% | 7.7% | 100.0% |
| | | % within Kinerja | 32.3% | 62.5% | 23.1% | 38.2% |
| | | % of Total | 20.6% | 14.7% | 2.9% | 38.2% |
| | Lemah | Count | 7 | 2 | 9 | 18 |
| | | Expected Count | 11.5 | 4.2 | 2.3 | 18.0 |
| | | % within Motivasi | 38.9% | 11.1% | 50.0% | 100.0% |
| | | % within Kinerja | 10.8% | 8.3% | 69.2% | 17.6% |
| | | % of Total | 6.9% | 2.0% | 8.8% | 17.6% |
| Total | Count | 65 | 24 | 13 | 102 | |
| | Expected Count | 65.0 | 24.0 | 13.0 | 102.0 | |
| | % within Motivasi | 63.7% | 23.5% | 12.7% | 100.0% | |
| | % within Kinerja | 100.0% | 100.0% | 100.0% | 100.0% | |
| | % of Total | 63.7% | 23.5% | 12.7% | 100.0% | |

Symmetric Measures

| | | Value | Asymptotic Standardized Error ^a | Approximate T ^b | Approximate Significance |
|----------------------|-------------------------|-------|--|----------------------------|--------------------------|
| Nominal by Nominal | Contingency Coefficient | .506 | | | .000 |
| Interval by Interval | Pearson's R | .452 | .092 | 5.066 | .000 ^c |
| Ordinal by Ordinal | Spearman Correlation | .409 | .091 | 4.478 | .000 ^c |
| N of Valid Cases | | 102 | | | |

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Kepuasan Kerja * Kinerja

Crosstab

| | | | Kinerja | | | Total |
|----------------|------|-------------------------|---------|--------|--------|--------|
| | | | Baik | Cukup | Kurang | |
| Kepuasan Kerja | Puas | Count | 42 | 9 | 2 | 53 |
| | | Expected Count | 33.8 | 12.5 | 6.8 | 53.0 |
| | | % within Kepuasan Kerja | 79.2% | 17.0% | 3.8% | 100.0% |
| | | % within Kinerja | 64.6% | 37.5% | 15.4% | 52.0% |
| | | % of Total | 41.2% | 8.8% | 2.0% | 52.0% |
| Tidak Puas | | Count | 23 | 15 | 11 | 49 |
| | | Expected Count | 31.2 | 11.5 | 6.2 | 49.0 |
| | | % within Kepuasan Kerja | 46.9% | 30.6% | 22.4% | 100.0% |
| | | % within Kinerja | 35.4% | 62.5% | 84.6% | 48.0% |
| | | % of Total | 22.5% | 14.7% | 10.8% | 48.0% |
| Total | | Count | 65 | 24 | 13 | 102 |
| | | Expected Count | 65.0 | 24.0 | 13.0 | 102.0 |
| | | % within Kepuasan Kerja | 63.7% | 23.5% | 12.7% | 100.0% |
| | | % within Kinerja | 100.0% | 100.0% | 100.0% | 100.0% |
| | | % of Total | 63.7% | 23.5% | 12.7% | 100.0% |

Symmetric Measures

| | | Value | Asymptotic Standardized Error ^a | Approximate T ^b | Approximate Significance |
|----------------------|-------------------------|-------|--|----------------------------|--------------------------|
| Nominal by Nominal | Contingency Coefficient | .338 | | | .001 |
| Interval by Interval | Pearson's R | .359 | .085 | 3.840 | .000 ^c |
| Ordinal by Ordinal | Spearman Correlation | .355 | .089 | 3.798 | .000 ^c |
| N of Valid Cases | | 102 | | | |

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Correlations

Correlations

| | | Kepemimpinan | Motivasi | Kepuasan Kerja | Kinerja |
|----------------|---------------------|--------------|----------|----------------|---------|
| Kepemimpinan | Pearson Correlation | 1 | .164 | .108 | .513** |
| | Sig. (2-tailed) | | .101 | .278 | .000 |
| | N | 102 | 102 | 102 | 102 |
| Motivasi | Pearson Correlation | .164 | 1 | .185 | .452** |
| | Sig. (2-tailed) | .101 | | .063 | .000 |
| | N | 102 | 102 | 102 | 102 |
| Kepuasan Kerja | Pearson Correlation | .108 | .185 | 1 | .359** |
| | Sig. (2-tailed) | .278 | .063 | | .000 |
| | N | 102 | 102 | 102 | 102 |
| Kinerja | Pearson Correlation | .513** | .452** | .359** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 102 | 102 | 102 | 102 |

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

Nonparametric Correlations

Correlations

| | | | Kepemimpinan | Motivasi | Kepuasan Kerja | Kinerja |
|----------------|----------------|-------------------------|--------------|----------|----------------|---------|
| Spearman's rho | Kepemimpinan | Correlation Coefficient | 1.000 | .127 | .105 | .473** |
| | | Sig. (2-tailed) | . | .204 | .294 | .000 |
| | | N | 102 | 102 | 102 | 102 |
| | Motivasi | Correlation Coefficient | .127 | 1.000 | .179 | .409** |
| | | Sig. (2-tailed) | .204 | . | .072 | .000 |
| | | N | 102 | 102 | 102 | 102 |
| | Kepuasan Kerja | Correlation Coefficient | .105 | .179 | 1.000 | .355** |
| | | Sig. (2-tailed) | .294 | .072 | . | .000 |
| | | N | 102 | 102 | 102 | 102 |
| | Kinerja | Correlation Coefficient | .473** | .409** | .355** | 1.000 |
| | | Sig. (2-tailed) | .000 | .000 | .000 | . |
| | | N | 102 | 102 | 102 | 102 |