

**LAMPIRAN I****KUESIONER PENELITIAN****MODEL PENINGKATAN KINERJA SUMBER DAYA MANUSIA DAN  
KEPUASAN KERJA MELALUI KOMITMEN ORGANISASI DAN  
ETIKA KERJA ISLAM PADA PERAWAT  
DI RUMAH SAKIT ISLAM SULTAN AGUNG SEMARANG****Program Studi Manajemen****Disusun oleh : Mustika Wulan Sari**

**UNIVERSITAS ISLAM SULTAN AGUNG SEMARANG**  
**2018**

**LAMPIRAN II**  
**HASIL TABULASI RESPONDEN**

No	EKI				Total	KO			Total	KK			Total	KSDM				Total
	1	2	3	4		1	2	3		1	2	3		1	2	3	4	
1	4	4	2	3	13	4	4	4	12	3	4	4	11	3	3	3	3	12
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78	2	2	2	2	8	2	2	2	6	2	2	2	6	2	2	2	2	8

## **HASIL ANALISIS DATA STATISTIK**

## Lampiran 3

## HASIL UJI VALIDITAS

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	9,67	11,472	,848	,773	,930
X1.2	9,73	11,004	,855	,826	,927
X1.3	9,86	10,408	,810	,810	,947
X1.4	9,78	11,160	,968	,939	,897

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	7,14	3,421	,804	,647	,892
X2.2	7,38	3,071	,833	,697	,864
X2.3	7,29	2,808	,843	,713	,860

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1.1	8,04	3,024	,740	,556	,831
Y1.2	8,03	2,363	,788	,623	,779
Y1.3	7,88	2,623	,735	,543	,827

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y2.1	10,94	6,762	,846	,757	,921
Y2.2	11,04	7,128	,783	,677	,940
Y2.3	10,92	6,799	,839	,802	,923
Y2.4	10,99	6,818	,951	,909	,889

**HASIL UJI RELIABILITAS**

EKI

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,943	,947	4

KO

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,912	,914	3

KK

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,868	,871	3

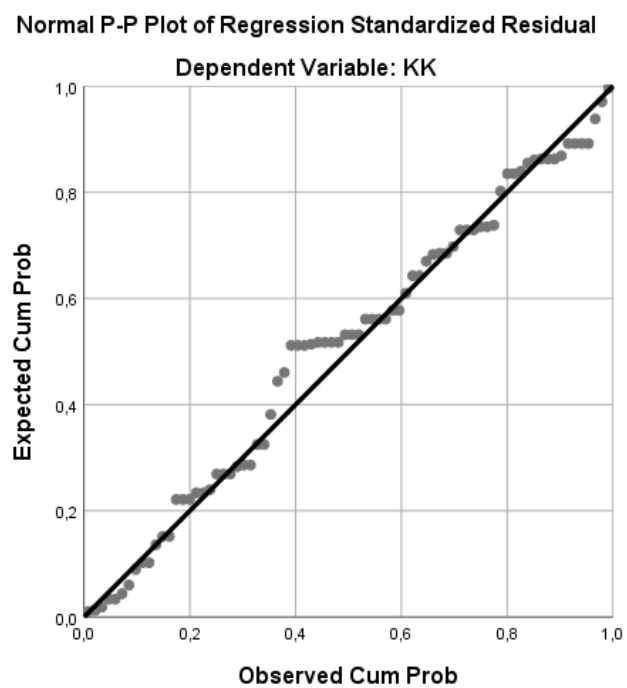
KSDM

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,938	,939	4

### HASIL UJI ASUMSI KLASIK

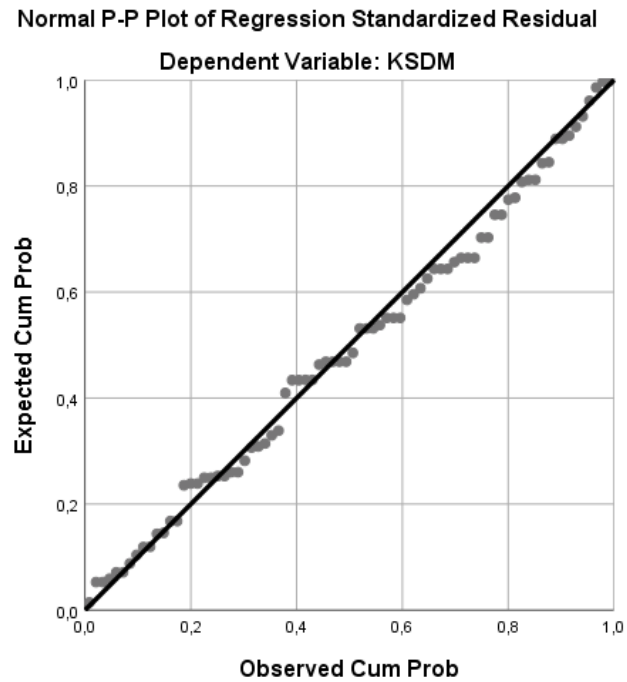
#### 1. Uji Normalitas (*Normal Probability Plot*)

EKI & KO terhadap KK



EKI & KO & KK terhadap KSDM





2. Uji Multikolinearitas (Nilai Tolerance dan VIF)  
EKI & KO terhadap KK

#### Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	EKI	,847	1,181
	KO	,847	1,181

a. Dependent Variable: KK

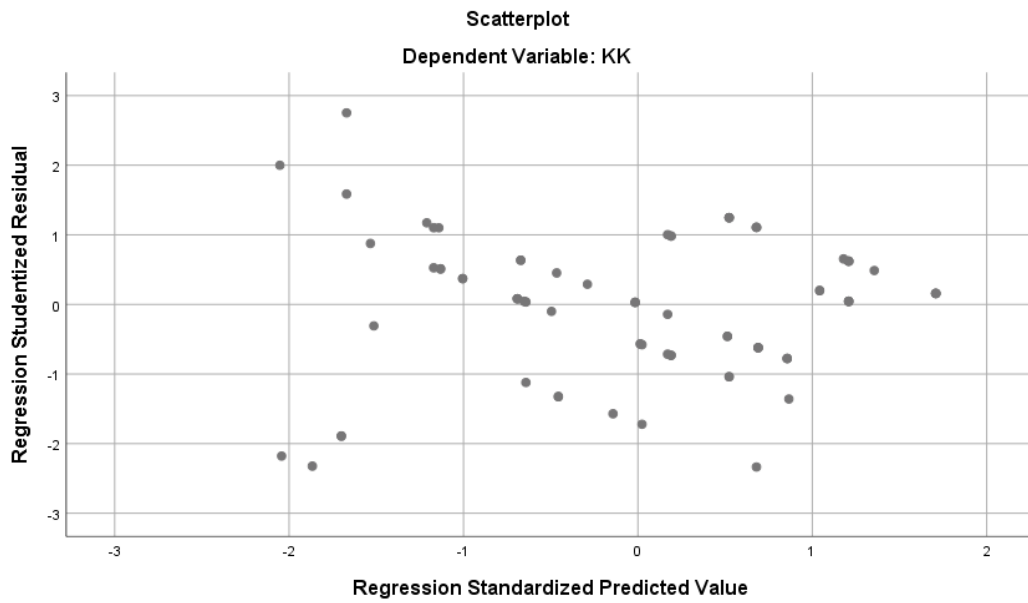
EKI & KO & KK terhadap KSDM

#### Coefficients<sup>a</sup>

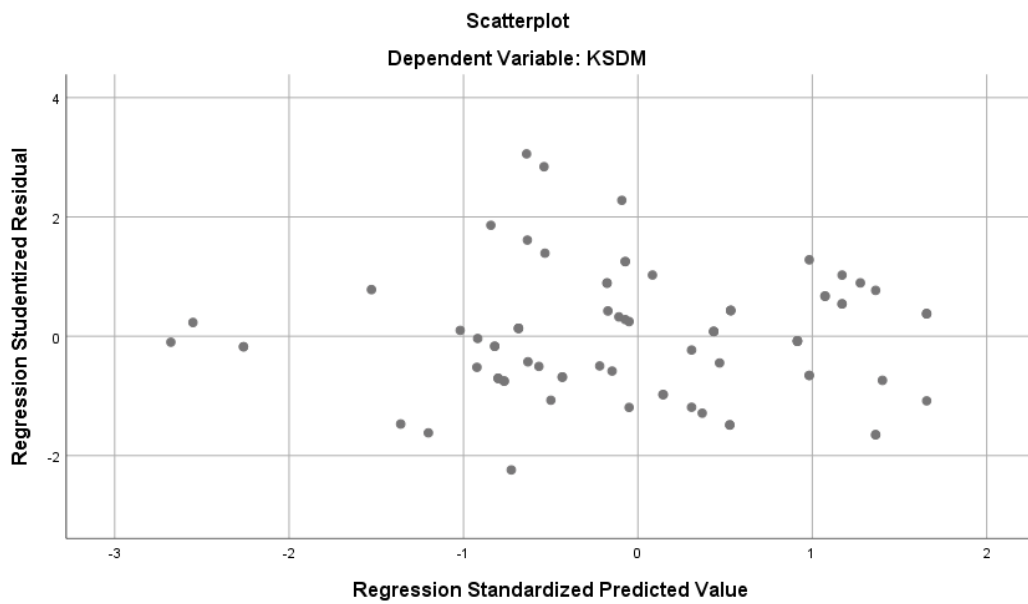
Model		Collinearity Statistics	
		Tolerance	VIF
1	EKI	,611	1,637
	KO	,736	1,358
	KK	,539	1,857

a. Dependent Variable: KSDM

3. Uji Heterokedastisitas  
EKI & KO terhadap KK



EKI & KO & KK terhadap KSDM



## HASIL UJI REGRESI LINIER BERGANDA

Output Regresi EKI & KO terhadap KK

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	KO, EKI <sup>b</sup>	.	Enter

a. Dependent Variable: KK

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,679 <sup>a</sup>	,461	,447	1,765

a. Predictors: (Constant), KO, EKI

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	200,244	2	100,122	32,131	,000 <sup>b</sup>
	Residual	233,704	75	3,116		
	Total	433,949	77			

a. Dependent Variable: KK

b. Predictors: (Constant), KO, EKI

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,379	,919		5,855	,000
	EKI	,268	,050	,496	5,383	,000
	KO	,284	,085	,310	3,362	,001

a. Dependent Variable: KK

## EKI &amp; KO &amp; KK terhadap KSDM

**Variables Entered/Removed<sup>a</sup>**

Model	Variables	Variables	Method
	Entered	Removed	
1	KK, KO, EKI <sup>b</sup>	.	Enter

a. Dependent Variable: KSDM

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,802 <sup>a</sup>	,643	,629	2,108

a. Predictors: (Constant), KK, KO, EKI

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	593,257	3	197,752	44,484	,000 <sup>b</sup>
	Residual	328,961	74	4,445		
	Total	922,218	77			

a. Dependent Variable: KSDM

b. Predictors: (Constant), KK, KO, EKI

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,869	1,325		,656	,514
	EKI	,271	,070	,343	3,860	,000
	KO	,352	,108	,263	3,248	,002
	KK	,534	,138	,366	3,873	,000

a. Dependent Variable: KSDM