

LAMPIRAN

Lampiran I : Daftar Pernyataan

Kuesioner

I. Petunjuk Pengisian

1. Kiranya Bapak/Ibu/Saudara (i) memberikan tanggapan sesuai dengan keadaan yang sebenarnya.
2. Berikan tanda silang (√) pada salah satu pilihan jawaban yang Bapak/Ibu/Saudara(i) paling sesuai dengan keadaan sebenarnya.
3. Setelah pengisian selesai, harap di kembalikan kepada orang yang pertama memberikan kuesioner.
4. Ada lima alternatif jawaban berdasarkan skala likert, yaitu :
 - a) Sangat Tidak Setuju (STS)
 - b) Tidak Setuju (TS)
 - c) Netral (N)
 - d) Setuju (S)
 - e) Sangat Setuju (SS)

II. Identitas Responden

- a) Nama : (boleh diisi/tidak)
- b) Umur :Tahun
- c) Jenis Kelamin : Laki-laki Perempuan
- d) Pendidikan : D3 S2
 S1 S3
 Pendidikan (sebutkan.....) lainnya
- e) Masa Kerja :Tahun
- f) Status Pegawai : Tetap Kontrak
- g) Unit Kerja : Adn Instalasi
 Bedah Sentral Instalasi
 Baitul Athfal Instalasi
 Hemodialisa Instalasi ICU
 Baitul Izzah Instalasi SEC
 Baitul Ma'ruf Kabag.
 Baitunnisa Keperawatan
 Keperawatan Baitul Rijal Komite PPI
 Baitussyifa Ma'wa
 Baitussalam Manajer
 Keperawatan Cardiac Center Na'im
 Darul Muqomah Peristi
 Darussalam Poliklinik
 Firdaus Radiologi
 Keperawatan IGD Supervisi

III. Daftar Pertanyaan

A. Kinerja Sumber Daya Manusia

No	Scale	STS	TS	N	S	SS
1	Saya dalam bekerja selalu memprioritaskan dan mengutamakan layanan terhadap pasien dengan maksimal					
Layanan yang seperti apa? Mohon dijelaskan						

2	Saya selalu menyelesaikan pekerjaan tepat waktu					
Seberapa banyak jam kerja tersebut? Mohon dijelaskan						

3	Saya dalam melakukan pekerjaan selalu mengandalkan orang lain					

B. Kepuasan Kerja

No	Scale	STS	TS	N	S	SS
1	Saya merasa senang dan puas atas tunjangan yang diberikan					
Perasaan senang seperti apa? Mohon dijelaskan						

2	Hubungan dengan rekan kerja terjalin dengan baik					
Hubungan baik seperti apa? Mohon dijelaskan						

3	Saya sudah merasa puas atas pekerjaan yang saya jalani					

C. Kepemimpinan

No	Scale	STS	TS	N	S	SS
1	Atasan membuat saya senang jika saya berada disekitar dia					
Perasaan seneng itu seperti apa? Mohon dijelaskan						

2	Atasan memberikan inspirasi kepada saya bagaimana cara dalam melihat masalah yang ada					
Inspirasi seperti apa? Mohon dijelaskan						

3	Atasan memberikan pujian jika melakukan pekerjaan dengan baik					

D. Performance Appraisal

No.	Scale	STS	TS	N	S	SS
1	Penilaian kinerja saat ini dapat memberikan keuntungan bagi perawat					
Keuntungan yang seperti apa? Mohon dijelaskan						
2	Penilaian yang ada dapat merubah perilaku perawat					
Perubahan yang seperti apa? Mohon dijelaskan						
3	Penilaian kinerja berpengaruh terhadap kinerja perawat					
Pengaruh yang seperti apa? Mohon dijelaskan						

Uji Statistic Descriptive Variabel

Leadership

		Statistics		
		Q1	Q2	Q3
N	Valid	100	100	100
	Missing	0	0	0
Mean		3.44	4.01	4.26
Median		3.00	4.00	4.00
Mode		3	4	4
Std. Deviation		.592	.301	.463
Sum		344	401	426

Performance Appraisal

		Statistics		
		Q1	Q2	Q3
N	Valid	100	100	100
	Missing	0	0	0
Mean		3.69	4.14	4.62
Median		4.00	4.00	5.00
Mode		4	4	5
Std. Deviation		.506	.427	.488
Sum		369	414	462

Job Satisfaction

		Statistics		
		Q1	Q2	Q3
N	Valid	100	100	100
	Missing	0	0	0
Mean		3.58	4.13	4.45
Median		4.00	4.00	4.00
Mode		4	4	4
Std. Deviation		.516	.393	.500
Sum		358	413	445

Job Performance

		Statistics		
		Q1	Q2	Q3
N	Valid	100	100	100
	Missing	0	0	0
Mean		3.72	4.08	4.40
Median		4.00	4.00	4.00
Mode		4	4	4
Std. Deviation		.514	.464	.492
Sum		372	408	440

UJI VALIDITAS

Leadership

Correlations

		Q1	Q2	Q3	Leadership
Q1	Pearson Correlation	1	.350**	.446**	.858**
	Sig. (2-tailed)		.000	.000	.000
	N	115	115	115	115
Q2	Pearson Correlation	.350**	1	.321**	.612**
	Sig. (2-tailed)	.000		.000	.000
	N	115	115	115	115
Q3	Pearson Correlation	.446**	.321**	1	.785**
	Sig. (2-tailed)	.000	.000		.000
	N	115	115	115	115
Leadership	Pearson Correlation	.858**	.612**	.785**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	115	115	115	115

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

Performance Appraisal

Correlations

		Q1	Q2	Q3	Performance Appraisal
Q1	Pearson Correlation	1	.363**	.322**	.760**
	Sig. (2-tailed)		.000	.000	.000
	N	115	115	115	115
Q2	Pearson Correlation	.363**	1	.395**	.736**
	Sig. (2-tailed)	.000		.000	.000
	N	115	115	115	115
Q3	Pearson Correlation	.322**	.395**	1	.771**
	Sig. (2-tailed)	.000	.000		.000
	N	115	115	115	115
Performance Appraisal	Pearson Correlation	.760**	.736**	.771**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	115	115	115	115

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

Job Satisfaction

		Correlations			
		Q1	Q2	Q3	Kepuasan Kerja
Q1	Pearson Correlation	1	.289**	.333**	.750**
	Sig. (2-tailed)		.002	.000	.000
	N	115	115	115	115
Q2	Pearson Correlation	.289**	1	.453**	.711**
	Sig. (2-tailed)	.002		.000	.000
	N	115	115	115	115
Q3	Pearson Correlation	.333**	.453**	1	.800**
	Sig. (2-tailed)	.000	.000		.000
	N	115	115	115	115
Kepuasan Kerja	Pearson Correlation	.750**	.711**	.800**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	115	115	115	115

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

Job Performance

		Correlations			
		Q1	Q2	Q3	Kinerja SDM
Q1	Pearson Correlation	1	.449**	.187*	.739**
	Sig. (2-tailed)		.000	.046	.000
	N	115	115	115	115
Q2	Pearson Correlation	.449**	1	.412**	.805**
	Sig. (2-tailed)	.000		.000	.000
	N	115	115	115	115
Q3	Pearson Correlation	.187*	.412**	1	.711**
	Sig. (2-tailed)	.046	.000		.000
	N	115	115	115	115
Kinerja SDM	Pearson Correlation	.739**	.805**	.711**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	115	115	115	115

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

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

Uji Reliabilitas

Leadership

Reliability Statistics

Cronbach's Alpha	N of Items
.614	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Q1	8.27	.374	.497	.445
Q2	7.74	.791	.395	.606
Q3	7.49	.533	.480	.430

Performance Appraisal

Reliability Statistics

Cronbach's Alpha	N of Items
.620	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Q1	8.70	.564	.406	.557
Q2	8.27	.655	.466	.487
Q3	7.82	.554	.428	.523

Job Satisfaction**Reliability Statistics**

Cronbach's Alpha	N of Items
.612	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Q1	8.54	.549	.367	.605
Q2	8.03	.675	.453	.499
Q3	7.71	.505	.474	.431

Job Performance**Reliability Statistics**

Cronbach's Alpha	N of Items
.607	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Q1	8.45	.601	.369	.580
Q2	8.10	.586	.559	.314
Q3	7.79	.640	.341	.615

Uji Multikolinearitas Model 1

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	14.940	2	7.470	7.210	.001 ^b
Residual	100.500	97	1.036		
Total	115.440	99			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Performance Appraisal, Leadership

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5.889	1.656		3.557	.001		
Leadership	.246	.096	.243	2.565	.012	.999	1.001
Performance Appraisal	.272	.094	.274	2.887	.005	.999	1.001

a. Dependent Variable: Kepuasan Kerja

Uji Multikolinearitas Model 2

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	26.664	3	8.888	8.950	.000 ^b
Residual	95.336	96	.993		
Total	122.000	99			

a. Dependent Variable: Kinerja SDM

b. Predictors: (Constant), Kepuasan Kerja, Leadership, Performance Appraisal

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3.382	1.724		1.962	.053		
Leadership	.226	.097	.217	2.326	.022	.935	1.069
Performance Appraisal	.261	.096	.255	2.716	.008	.920	1.087
Kepuasan Kerja	.240	.099	.234	2.417	.018	.871	1.149

a. Dependent Variable: Kinerja SDM

Uji Heterokedastisitas Model 1

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	.061	2	.030	.096	.908 ^b
Residual	30.711	97	.317		
Total	30.772	99			

a. Dependent Variable: Abs_RES

b. Predictors: (Constant), Performance Appraisal, Leadership

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.587	.915		.641	.523
Leadership	-.003	.053	-.005	-.053	.958
Performance Appraisal	.023	.052	.044	.433	.666

a. Dependent Variable: Abs_RES

Uji Heterokedastisitas Model 2

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1.338	3	.446	1.260	.293 ^b
Residual	34.002	96	.354		
Total	35.340	99			

a. Dependent Variable: Abs_RES

b. Predictors: (Constant), Kepuasan Kerja, Leadership, Performance Appraisal

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.122	1.029		-.119	.906
Leadership	.030	.058	.054	.521	.604
Performance Appraisal	-.050	.057	-.092	-.879	.382
Kepuasan Kerja	.096	.059	.174	1.622	.108

a. Dependent Variable: Abs_RES

Uji Normalitas Model 1

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.00754948
	Absolute	.092
Most Extreme Differences	Positive	.087
	Negative	-.092
Kolmogorov-Smirnov Z		.918
Asymp. Sig. (2-tailed)		.368

a. Test distribution is Normal.

b. Calculated from data.

Uji Normalitas Model 2

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.98132071
	Absolute	.073
Most Extreme Differences	Positive	.073
	Negative	-.050
Kolmogorov-Smirnov Z		.728
Asymp. Sig. (2-tailed)		.664

a. Test distribution is Normal.

b. Calculated from data.

Uji Regresi Linear Berganda

Uji Regresi Linear Berganda Model 1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.940	2	7.470	7.210	.001 ^b
	Residual	100.500	97	1.036		
	Total	115.440	99			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Performance Appraisal, Leadership

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.889	1.656		3.557	.001
	Leadership	.246	.096	.243	2.565	.012
	Performance Appraisal	.272	.094	.274	2.887	.005

a. Dependent Variable: Kepuasan Kerja

Uji Regresi Linear Berganda Model 2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26.664	3	8.888	8.950	.000 ^b
	Residual	95.336	96	.993		
	Total	122.000	99			

a. Dependent Variable: Kinerja SDM

b. Predictors: (Constant), Kepuasan Kerja, Leadership, Performance Appraisal

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.382	1.724		1.962	.053
	Leadership	.226	.097	.217	2.326	.022
	Performance Appraisal	.261	.096	.255	2.716	.008
	Kepuasan Kerja	.240	.099	.234	2.417	.018

a. Dependent Variable: Kinerja SDM

Uji T Model 1

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.889	1.656		3.557	.001
Leadership	.246	.096	.243	2.565	.012
Performance Appraisal	.272	.094	.274	2.887	.005

a. Dependent Variable: Kepuasan Kerja

Uji T Model 2

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.382	1.724		1.962	.053
Leadership	.226	.097	.217	2.326	.022
Performance Appraisal	.261	.096	.255	2.716	.008
Kepuasan Kerja	.240	.099	.234	2.417	.018

a. Dependent Variable: Kinerja SDM

Uji Determinasi (R²) Model 1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.360 ^a	.129	.111	1.018

a. Predictors: (Constant), Leadership, Performance Appraisal

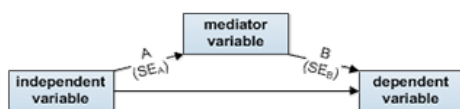
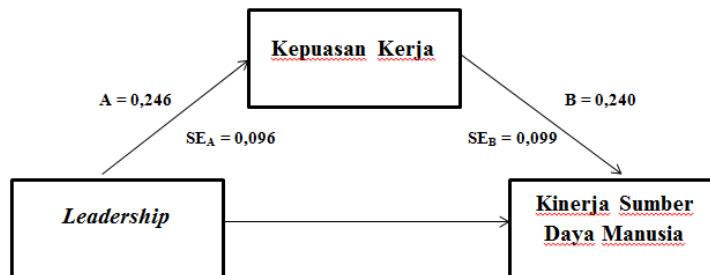
Uji Determinasi (R²) Model 2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.468 ^a	.219	.194	.997

a. Predictors: (Constant), Leadership, Performance Appraisal, Kepuasan Kerja

Uji Sobel Model 1



A:

B:

SE_A:

SE_B:

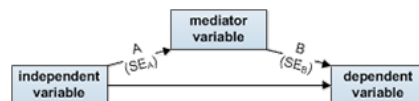
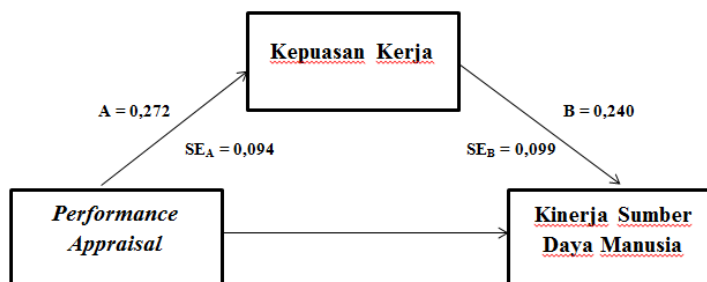
Calculate!

Sobel test statistic: 1.76104774

One-tailed probability: 0.03911516

Two-tailed probability: 0.07823032

Uji Sobel Model 2



A:

B:

SE_A:

SE_B:

Calculate!

Sobel test statistic: 1.85827554

One-tailed probability: 0.03156495

Two-tailed probability: 0.06312990