

Lampiran 1. Daftar Kuesioner

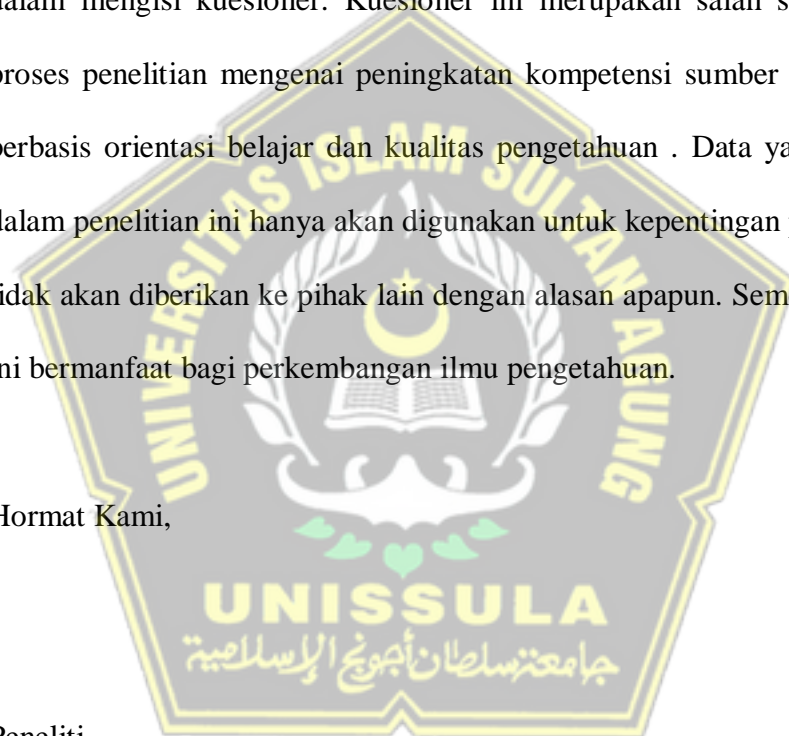
Yth. Responden Penelitian

Dengan Hormat

Peneliti mengucapkan terima kasih atas partisipasi Bapak/Ibu/Saudara dalam mengisi kuesioner. Kuesioner ini merupakan salah satu rangkaian proses penelitian mengenai peningkatan kompetensi sumber daya manusia berbasis orientasi belajar dan kualitas pengetahuan . Data yang terkumpul dalam penelitian ini hanya akan digunakan untuk kepentingan penelitian dan tidak akan diberikan ke pihak lain dengan alasan apapun. Semoga penelitian ini bermanfaat bagi perkembangan ilmu pengetahuan.

Hormat Kami,

Peneliti



I. Identitas Responden

- a) Nomor Responden :/T/I/2021
b) Umur Tahun
c) Jenis Kelamin : 1) Laki-laki
2) Perempuan
d) Pendidikan : 1) SD
2) SMP
3) SMU
4) Diploma III
5) Sarjana
6) Magister
e) Masa Kerja Tahun

II. Petunjuk:

Pilihlah salah satu jawaban yang menurut saudara sesuai dengan keadaan saudara, dengan cara memberi tanda silang (X) pada jawaban yang saudara pilih. Jawaban dikerjakan di kertas ini.

<i>Sangat Tidak Setuju</i>	1	2	3	4	5	<i>Sangat Setuju</i>
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1. Kompetensi Sumber daya Manusia

No.	Scale	Score
1	<i>Pengetahuan</i> yang saya miliki STS memadai dalam pelaksanaan kerja <i>Pengetahuan</i> tersebut seperti apa, mohon dijelaskan	1 2 3 4 5 SS
2	<i>Keterampilan</i> yang saya miliki STS memadai dalam pelaksanaan kerja <i>Keterampilan</i> tersebut seperti apa, mohon dijelaskan	1 2 3 4 5 SS
3	<i>Perilaku</i> saya dalam bekerja STS berorientasi pada tujuan Rumah Sakit <i>Perilaku</i> tersebut seperti apa, mohon dijelaskan	1 2 3 4 5 SS

2. Orientasi Belajar

No.	Scale	Score
1	Saya <i>mengetahui perkembangan hal baru</i> dalam bekerja <i>Perkembangan hal baru</i> tersebut seperti apa, mohon dijelaskan	STS 1 2 3 4 5 SS
2	Di tempat kerja saya <i>terdapat pelatihan</i> dalam pelaksanaan kerja <i>Pelatihan</i> tersebut seperti apa, mohon dijelaskan	STS 1 2 3 4 5 SS
3	Saya mendapatkan <i>umpan balik</i> dari pasien <i>Umpan balik</i> tersebut seperti apa, mohon dijelaskan	STS 1 2 3 4 5 SS
4	Saya <i>secara kontinu melakukan pengembangan</i> Saya mendapatkan <i>umpan balik</i> dari pasien <i>Pengembangan</i> tersebut seperti apa, mohon dijelaskan	STS 1 2 3 4 5 SS

3. Kualitas Pengetahuan

No.	Scale	Score
1	<i>Keandalan pengetahuan</i> saya menunjang pekerjaan saya <i>Keandalan pengetahuan</i> tersebut seperti apa, mohon dijelaskan	STS 1 2 3 4 5 SS
2	<i>Pengetahuan</i> saya sesuai dengan pekerjaan saya <i>Kesesuaian pengetahuan</i> tersebut seperti apa, mohon dijelaskan	STS 1 2 3 4 5 SS
3	Saya <i>secara kontinu melakukan Pengetahuan yang saya miliki</i> bermakna pada tugas lain <i>Makna pengetahuan</i> tersebut seperti apa, mohon dijelaskan	

Lampiran 2. Hasil SPSS Output

Correlations

		X1.1	X1.2	X1.3	X1.4	Orientasi Belajar
X1.1	Pearson Correlation	1	,519**	,337**	,617**	,755**
	Sig. (2-tailed)		,000	,000	,000	,000
	N	135	135	135	135	135
X1.2	Pearson Correlation	,519**	1	,425**	,453**	,811**
	Sig. (2-tailed)	,000		,000	,000	,000
	N	135	135	135	135	135
X1.3	Pearson Correlation	,337**	,425**	1	,435**	,787**
	Sig. (2-tailed)	,000	,000		,000	,000
	N	135	135	135	135	135
X1.4	Pearson Correlation	,617**	,453**	,435**	1	,630**
	Sig. (2-tailed)	,000	,000	,000		,000
	N	135	135	135	135	135
Orientasi Belajar	Pearson Correlation	,755**	,811**	,787**	,630**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	135	135	135	135	135

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

Correlations

		Y1.1	Y1.2	Y1.3	Kualitas Pengetahuan
Y1.1	Pearson Correlation	1	,561**	,595**	,864**
	Sig. (2-tailed)		,000	,000	,000
	N	135	135	135	135
Y1.2	Pearson Correlation	,561**	1	,540**	,799**
	Sig. (2-tailed)	,000		,000	,000
	N	135	135	135	135
Y1.3	Pearson Correlation	,595**	,540**	1	,862**
	Sig. (2-tailed)	,000	,000		,000
	N	135	135	135	135
Kualitas Pengetahuan	Pearson Correlation	,864**	,799**	,862**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	135	135	135	135

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

Correlations

		Y2.1	Y2.2	Y2.3	Kompetensi SDM
Y2.1	Pearson Correlation	1	,631**	,633**	,866**
	Sig. (2-tailed)		,000	,000	,000
	N	135	135	135	135
Y2.2	Pearson Correlation	,631**	1	,667**	,871**
	Sig. (2-tailed)	,000		,000	,000
	N	135	135	135	135
Y2.3	Pearson Correlation	,633**	,667**	1	,882**
	Sig. (2-tailed)	,000	,000		,000
	N	135	135	135	135
Kompetensi SDM	Pearson Correlation	,866**	,871**	,882**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	135	135	135	135

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	135	100,0
	Excluded ^a	0	,0
	Total	135	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,762	4

Case Processing Summary

		N	%
Cases	Valid	135	100,0
	Excluded ^a	0	,0
	Total	135	100,0

Case Processing Summary

		N	%
Cases	Valid	135	100,0
	Excluded ^a	0	,0
	Total	135	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,790	3

Case Processing Summary

		N	%
Cases	Valid	135	100,0
	Excluded ^a	0	,0
	Total	135	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,844	3

Descriptive Statistics

	Mean	Std. Deviation	N
Kualitas Pengetahuan	11,93	1,851	135
Orientasi Belajar	12,18	1,731	135

Correlations

		Kualitas Pengetahuan	Orientasi Belajar
Pearson Correlation	Kualitas Pengetahuan	1,000	,661
	Orientasi Belajar	,661	1,000
Sig. (1-tailed)	Kualitas Pengetahuan	.	,000
	Orientasi Belajar	,000	.
N	Kualitas Pengetahuan	135	135
	Orientasi Belajar	135	135

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Orientasi Belajar ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kualitas Pengetahuan

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	,661 ^a	,436	,432	1,395	,436	103,015	1

a. Predictors: (Constant), Orientasi Belajar

b. Dependent Variable: Kualitas Pengetahuan

Model Summary^b

Model	Change Statistics		Durbin-Watson
	df2	Sig. F Change	
1	133	,000	2,086

b. Dependent Variable: Kualitas Pengetahuan

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	200,456	1	200,456	103,015	,000 ^a
	Residual	258,803	133	1,946		
	Total	459,259	134			

a. Predictors: (Constant), Orientasi Belajar

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	200,456	1	200,456	103,015	,000 ^a
	Residual	258,803	133	1,946		
	Total	459,259	134			

a. Predictors: (Constant), Orientasi Belajar

b. Dependent Variable: Kualitas Pengetahuan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,324	,856		3,883	,000
	Orientasi Belajar	,706	,070	,661	10,150	,000

a. Dependent Variable: Kualitas Pengetahuan

Coefficients^a

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	Orientasi Belajar	,661	,661	,661	1,000	1,000

Coefficients^a

Model	Correlations			Collinearity Statistics	
	Zero-order	Partial	Part	Tolerance	VIF
1					
(Constant)					
Orientasi Belajar	,661	,661	,661	1,000	1,000

a. Dependent Variable: Kualitas Pengetahuan

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions			
		Eigenvalue	Condition Index	(Constant)	Orientasi Belajar
1	1	1,990	1,000	,00	,00
	2	,010	14,189	1,00	1,00

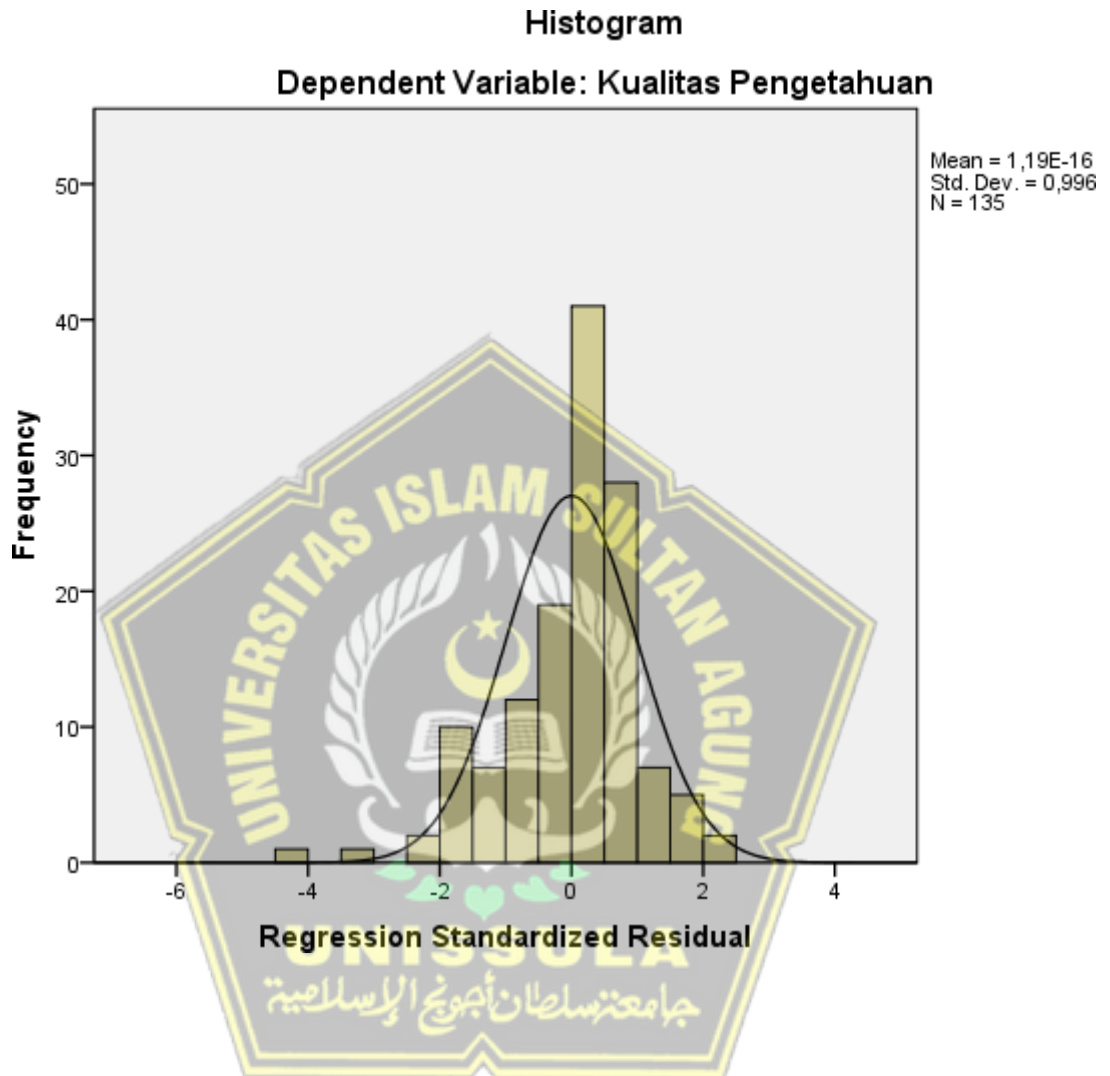
a. Dependent Variable: Kualitas Pengetahuan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8,97	13,92	11,93	1,223	135
Std. Predicted Value	-2,413	1,630	,000	1,000	135
Standard Error of Predicted Value	,121	,315	,162	,050	135
Adjusted Predicted Value	8,81	14,09	11,92	1,225	135
Residual	-5,919	3,200	,000	1,390	135
Std. Residual	-4,244	2,294	,000	,996	135
Stud. Residual	-4,303	2,302	,001	1,005	135
Deleted Residual	-6,085	3,224	,002	1,413	135
Stud. Deleted Residual	-4,620	2,341	-,003	1,022	135
Mahal. Distance	,011	5,822	,993	1,320	135
Cook's Distance	,000	,259	,009	,026	135
Centered Leverage Value	,000	,043	,007	,010	135

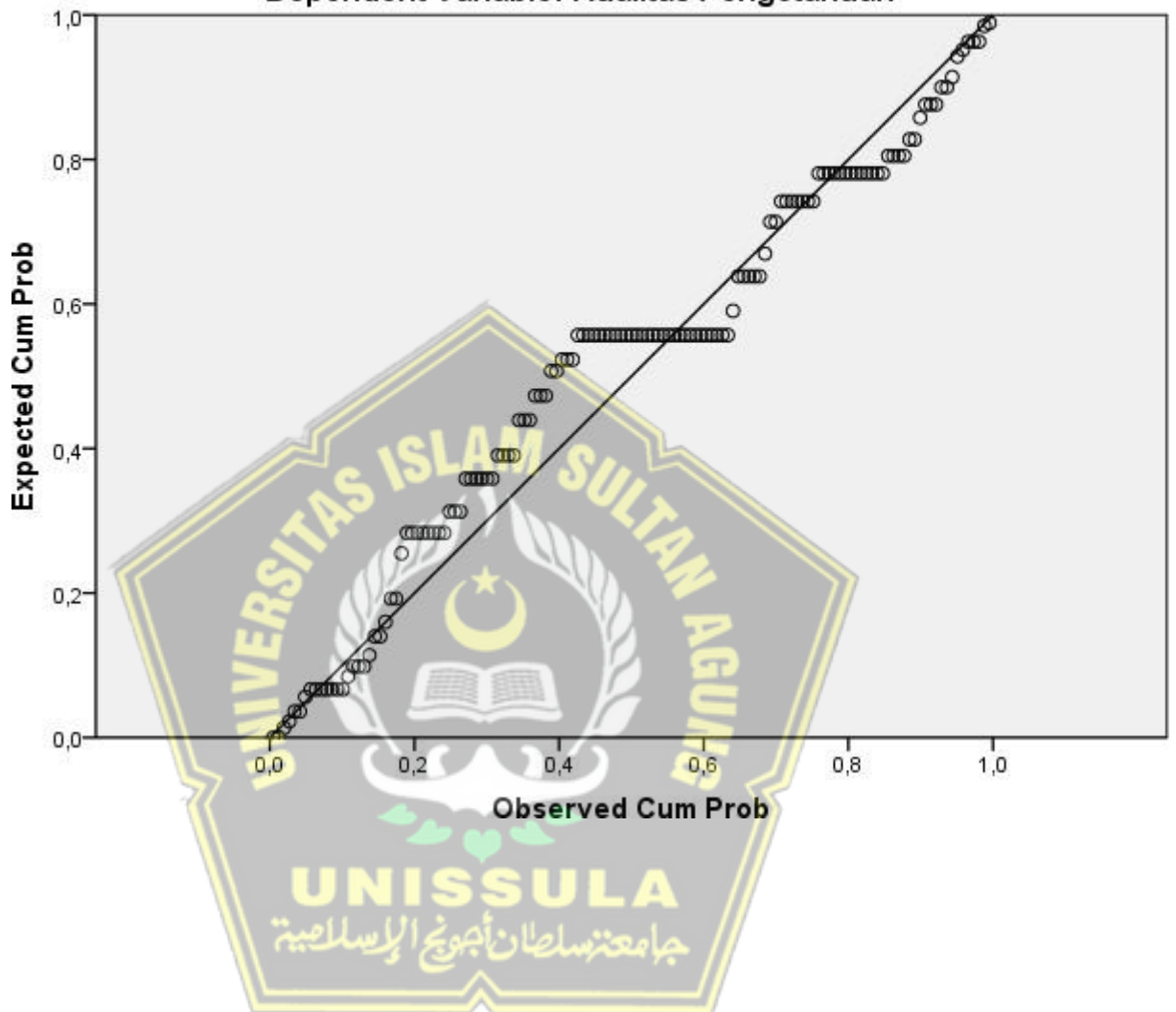
a. Dependent Variable: Kualitas Pengetahuan

Charts



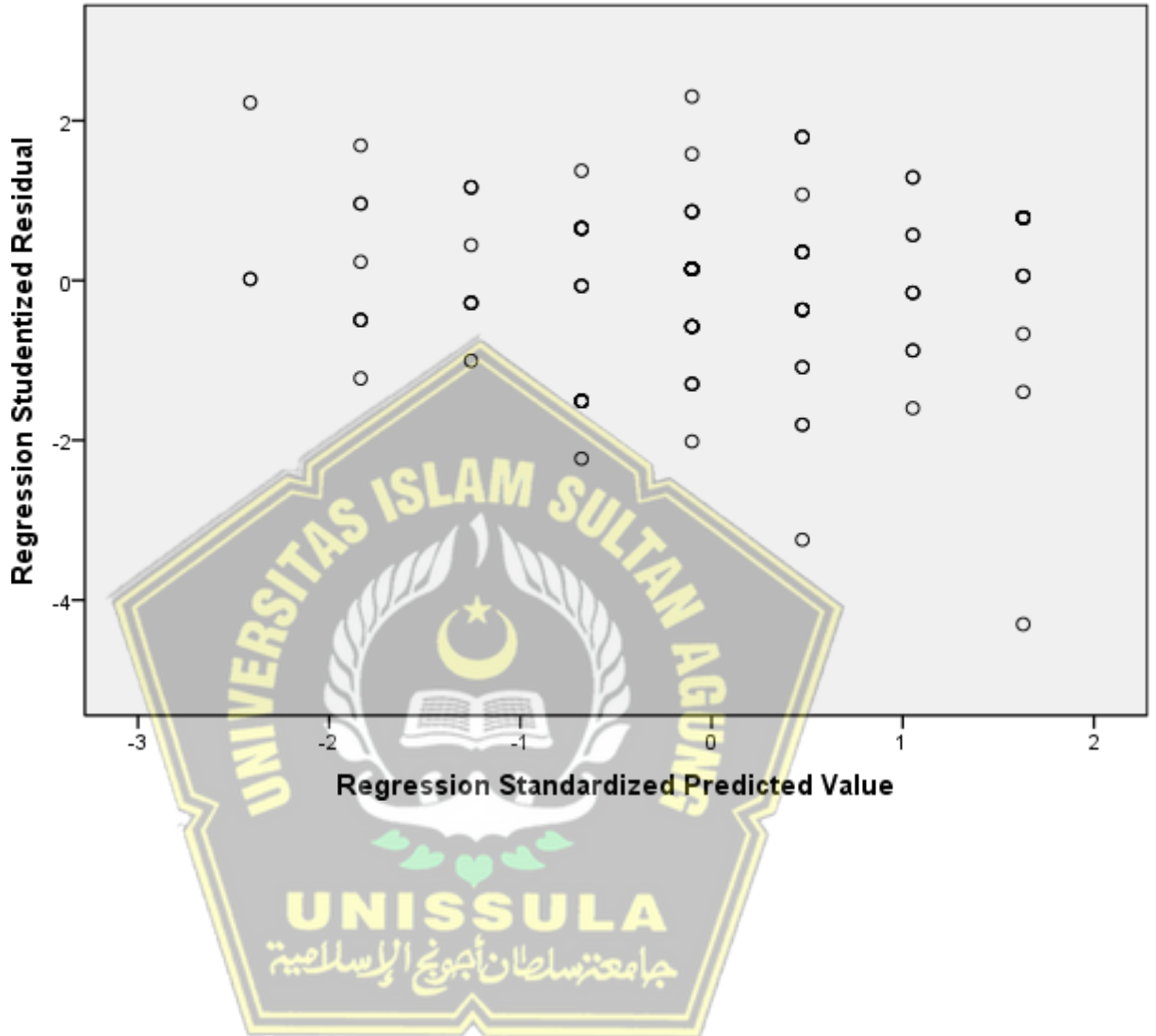
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kualitas Pengetahuan



Scatterplot

Dependent Variable: Kualitas Pengetahuan



Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Kompetensi SDM	12,68	1,624	135
Orientasi Belajar	12,18	1,731	135
Kualitas Pengetahuan	11,93	1,851	135

Correlations

		Kompetensi SDM	Orientasi Belajar	Kualitas Pengetahuan
Pearson Correlation	Kompetensi SDM	1,000	,681	,690
	Orientasi Belajar	,681	1,000	,661
	Kualitas Pengetahuan	,690	,661	1,000
Sig. (1-tailed)	Kompetensi SDM		,000	,000
	Orientasi Belajar	,000		,000
	Kualitas Pengetahuan	,000	,000	
N	Kompetensi SDM	135	135	135
	Orientasi Belajar	135	135	135
	Kualitas Pengetahuan	135	135	135

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kualitas Pengetahuan, Orientasi Belajar ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kompetensi SDM

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	,752 ^a	,566	,559	1,078	,566	86,060	2

a. Predictors: (Constant), Kualitas Pengetahuan, Orientasi Belajar

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	,752 ^a	,566	,559	1,078	,566	86,060	2

a. Predictors: (Constant), Kualitas Pengetahuan, Orientasi Belajar

b. Dependent Variable: Kompetensi SDM

Model Summary^b

Model	Change Statistics		Durbin-Watson
	df2	Sig. F Change	
1	132	,000	2,249

Model Summary^b

Model	Change Statistics		Durbin-Watson
	df2	Sig. F Change	
1	132	,000	2,249

b. Dependent Variable: Kompetensi SDM

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	199,956	2	99,978	86,060	,000 ^a
	Residual	153,347	132	1,162		
	Total	353,304	134			

a. Predictors: (Constant), Kualitas Pengetahuan, Orientasi Belajar

b. Dependent Variable: Kompetensi SDM

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,662	,698		5,248	,000
Orientasi Belajar	,375	,072	,400	5,240	,000
Kualitas Pengetahuan	,373	,067	,425	5,567	,000

a. Dependent Variable: Kompetensi SDM

Coefficients^a

Model	Correlations			Collinearity Statistics	
	Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)					
Orientasi Belajar	,681	,415	,300	,564	1,775
Kualitas Pengetahuan	,690	,436	,319	,564	1,775

a. Dependent Variable: Kompetensi SDM

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Orientasi Belajar	Kualitas Pengetahuan
1	_ 1	2,981	1,000	,00	,00	,00
	2	,012	15,625	,92	,05	,33
	3	,007	20,466	,08	,94	,67

a. Dependent Variable: Kompetensi SDM

Residuals Statistics^a

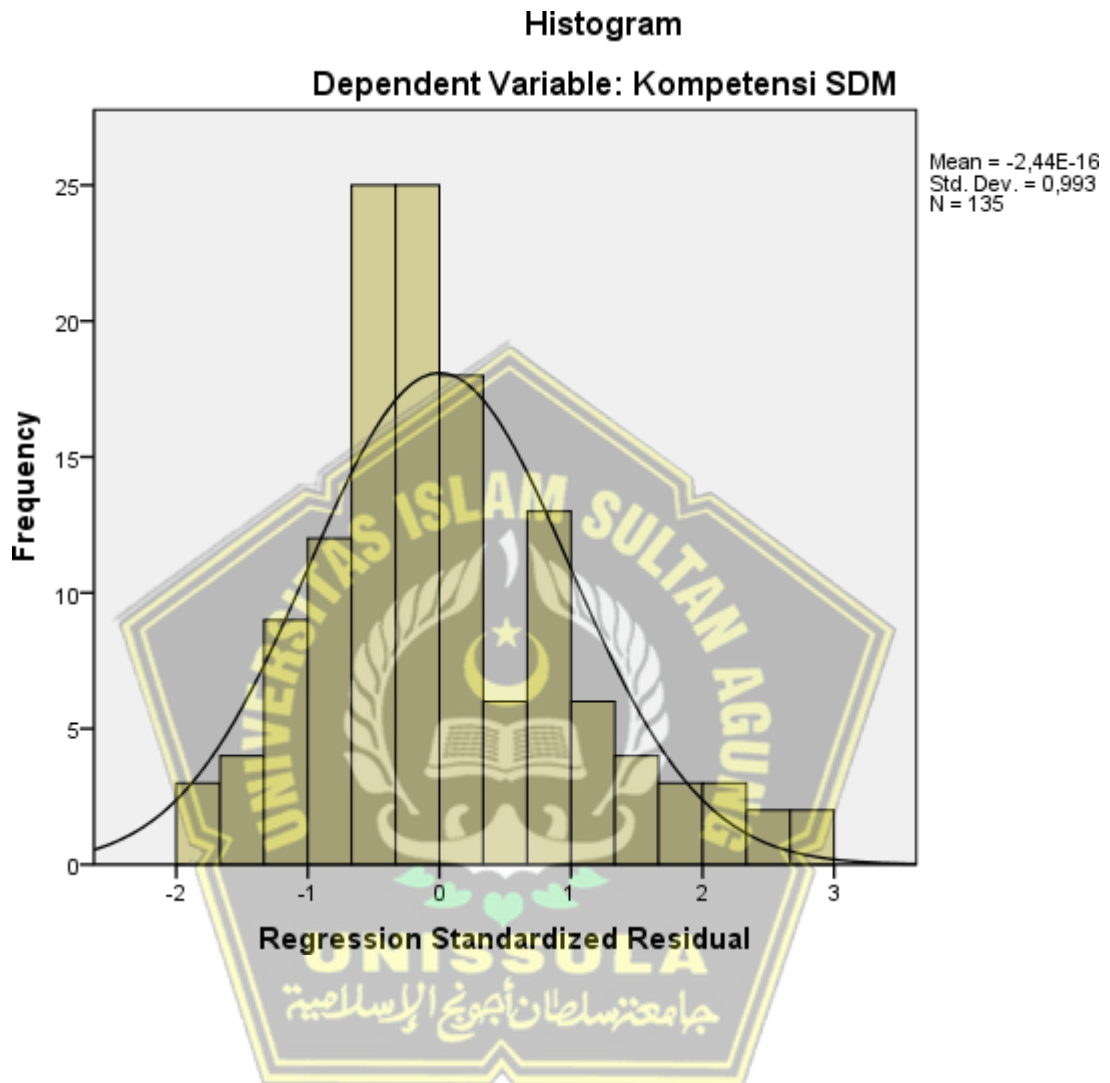
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10,02	14,89	12,68	1,222	135
Std. Predicted Value	-2,177	1,806	,000	1,000	135
Standard Error of Predicted Value	,094	,435	,151	,055	135
Adjusted Predicted Value	10,02	14,95	12,68	1,223	135
Residual	-2,146	3,106	,000	1,070	135
Std. Residual	-1,991	2,882	,000	,993	135
Stud. Residual	-2,011	2,909	,001	1,006	135
Deleted Residual	-2,189	3,167	,002	1,099	135
Stud. Deleted Residual	-2,034	2,995	,004	1,016	135
Mahal. Distance	,031	20,800	1,985	2,514	135
Cook's Distance	,000	,242	,009	,024	135
Centered Leverage Value	,000	,155	,015	,019	135

Residuals Statistics^a

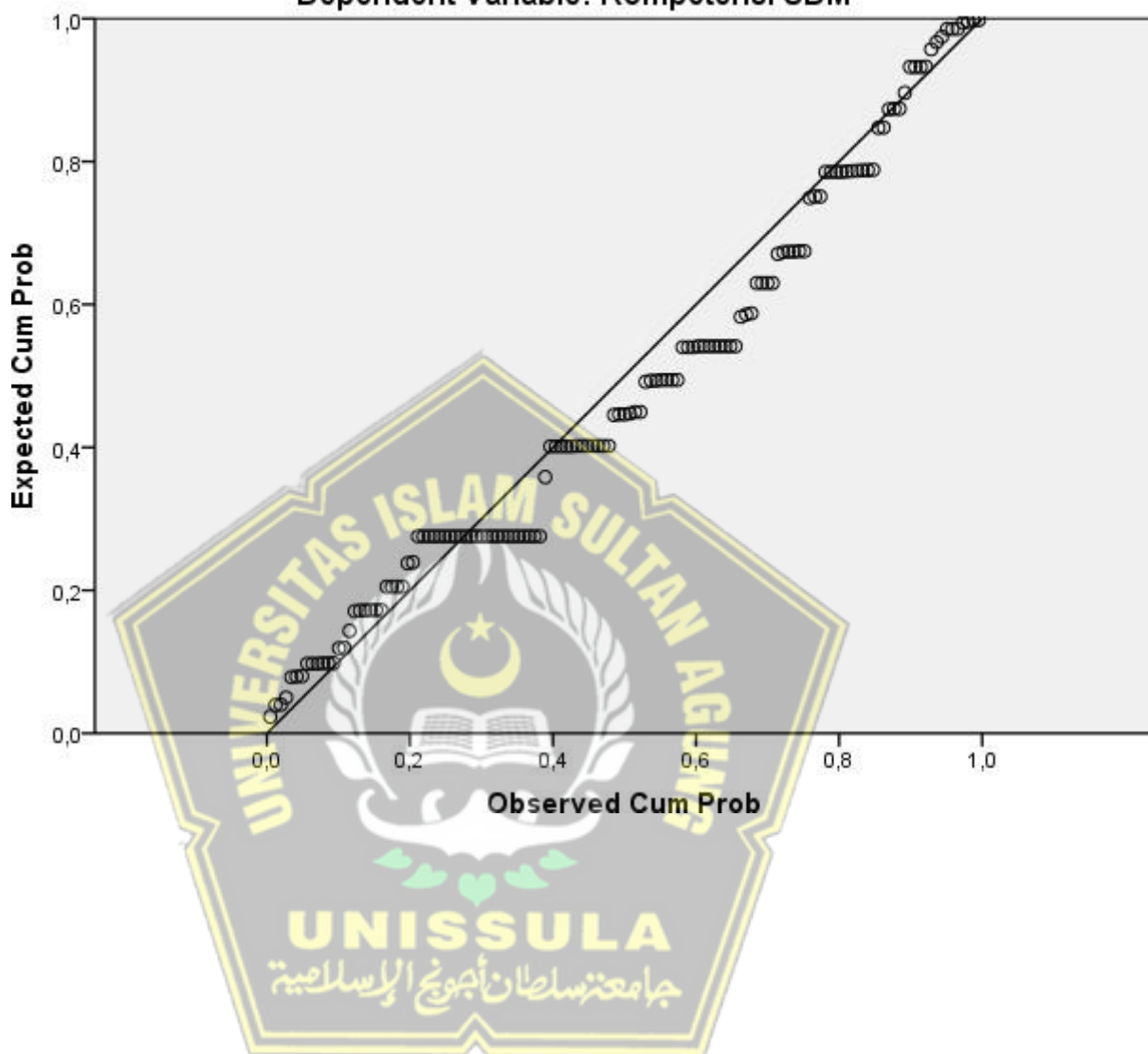
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10,02	14,89	12,68	1,222	135
Std. Predicted Value	-2,177	1,806	,000	1,000	135
Standard Error of Predicted Value	,094	,435	,151	,055	135
Adjusted Predicted Value	10,02	14,95	12,68	1,223	135
Residual	-2,146	3,106	,000	1,070	135
Std. Residual	-1,991	2,882	,000	,993	135
Stud. Residual	-2,011	2,909	,001	1,006	135
Deleted Residual	-2,189	3,167	,002	1,099	135
Stud. Deleted Residual	-2,034	2,995	,004	1,016	135
Mahal. Distance	,031	20,800	1,985	2,514	135
Cook's Distance	,000	,242	,009	,024	135
Centered Leverage Value	,000	,155	,015	,019	135

a. Dependent Variable: Kompetensi SDM

Charts



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kompetensi SDM



Scatterplot

Dependent Variable: Kompetensi SDM

