LAMPIRAN

Lampiran 1

Surat Izin Penelitian

RUMAH SAKIT GIGI DAN MULUT (RSGM)
UNIVERSITAS MUHAMMADIYAH SEMARANG
Jl. Kedungmundu Raya No. 22 Semarang, Telp.024-76601005, email: rsgmp@unimus.ac.id

Nomor : 123/UNIMUS.RSGM/KM/2020 Semarang, 25 Juni 2020
Lampiran : -
Hal : **Jawaban Permohonan**

Lampiran 2

Kuesioner

KUESIONER PENELITIAN

Model Peningkatan Kinerja Sumber Daya Manusia Melalui Etika Kerja Islam dan Motivasi Intrinsik serta Komitmen Organisasi Sebagai Variabel Intervening di RSGM Universitas Muhammadiyah Semarang

I. Identitas Responden

Nama :
Usia :
Jenis Kelamin : ☐ Pria ☐ Wanita
Status : ☐ Belum Menikah ☐ Menikah

II. Daftar Pertanyaan

Berilah tanda centang (✓) pada salah satu kotak sesuai dengan penilaian dan prioritas anda dalam menilai setiap item pernyataan.

Keterangan :
STS : Sangat Tidak Setuju
TS : Tidak Setuju
N : Netral
S : Setuju
SS : Sangat Setuju

A. Etika Kerja Islam

No	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
1.	Saya selalu menanamkan niat yang baik dalam bekerja yaitu untuk mencapai ridha Allah SWT					
2.	Saya mengutamakan kejujuran dan bersikap adil dalam bekerja					
3.	Saya berkeyakinan jika mengabdikan diri terhadap suatu tugas adalah sebuah kebaikan, oleh karenanya hal tersebut merupakan pelaksanaan suatu amanah					
4.	Saya berusaha untuk selalu bekerja keras ketika menjalankan tugas pekerjaan					

B. Motivasi Intrinsik

No	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS

1.	Saya perlu menghasilkan prestasi atau pencapaian hasil					
2.	Saya membutuhkan penghargaan dan pengakuan dari atasan ataupun rekan kerja					
3.	Saya membutuhkan pekerjaan saya					
4.	Saya memiliki rasa untuk bertanggung jawab atas pekerjaan atau tugas yang telah diberikan					
5.	Saya perlu untuk mengembangkan diri dan karir					

C. Komitmen Organisasi

No	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
1.	Saya memiliki kebanggaan tersendiri untuk dapat bekerja di RSGM Unimus					
2.	Saya mengikuti orgnisasi ini karena memiliki kesesuaian dengan nilai-nilai saya					
3.	Saya selalu berusaha untuk menyelesaikan tugas dengan rasa penuh tanggung jawab					

D. Kinerja Karyawan

No	Pernyataan	Pilihan Jawaban				
		STS	TS	N	S	SS
1.	Saya melakukan pekerjaan dengan cermat, tuntas, dan sesuai dengan SOP (*Standar Operasional Procedure*) dan SPM (Standar Pelayanan Minimal) RSGM Unimus					
2.	Hasil dan efisiensi kerja saya dalam periode waktu tertentu sesuai dengan standar waktu yang ditetapkan RSGM Unimus					
3.	Saya memiliki pengetahuan, keahlian, informasi praktis dan teknis yang digunakan pada pekerjaan dan upaya meningkatkan keselamatan pasien					
4.	Saya selalu mencoba untuk dapat diandalkan menyangkut penyelesaian					

	tugas, dan penyelesaian masalah dalam pekerjaan					
5.	Saya hadir tepat waktu dan ada pada saat dibutuhkan					

Lampiran 3
TABULASI DATA PENELITIAIN

Usia	Jenis Kelamin	Status	EKI 1	EKI 2	EKI 3	EKI 4	EKI	MI 1	MI 2	MI 3	MI 4	MI 5	MI
23	LK	BM	S	S	S	S	16	S	SS	S	S	S	21
23	LK	M	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24
23	LK	BM	SS	SS	SS	SS	20	SS	SS	SS	SS	SS	25
23	PR	BM	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24
26	PR	BM	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24
24	PR	BM	S	S	S	SS	17	SS	S	SS	SS	S	23
25	PR	BM	SS	SS	SS	SS	20	N	N	S	SS	SS	20
25	PR	BM	S	S	S	S	16	S	N	SS	SS	SS	22
23	PR	BM	SS	S	S	S	17	S	N	S	SS	SS	21
23	PR	BM	SS	SS	SS	SS	20	SS	TS	SS	SS	SS	22
23	PR	BM	S	N	S	S	15	SS	N	SS	S	S	21
24	PR	BM	SS	SS	S	S	18	S	N	S	S	S	19
23	PR	BM	SS	SS	S	S	18	SS	S	S	SS	SS	23
23	PR	BM	SS	S	SS	SS	19	S	N	S	S	SS	20
23	PR	BM	SS	SS	S	S	18	N	N	S	SS	S	19
22	PR	BM	S	S	SS	S	17	S	N	S	S	S	19
22	PR	BM	SS	SS	S	S	18	S	TS	N	SS	SS	19
22	PR	BM	SS	SS	SS	S	19	S	N	S	S	SS	20
24	PR	BM	SS	SS	SS	S	19	SS	TS	S	SS	SS	21
23	PR	BM	SS	SS	SS	SS	20	SS	N	S	SS	SS	22
23	PR	BM	S	S	S	S	16	S	N	S	S	S	19
22	PR	BM	SS	SS	SS	SS	20	SS	N	SS	SS	SS	23
22	PR	BM	SS	SS	SS	SS	20	S	N	S	SS	SS	21
23	PR	BM	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24
23	PR	BM	S	S	S	S	16	S	N	S	S	S	19
25	LK	BM	S	SS	S	S	17	SS	SS	N	SS	SS	23
23	LK	BM	SS	SS	SS	S	19	S	N	N	S	SS	19
23	PR	BM	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24
22	PR	BM	SS	SS	SS	SS	20	S	N	S	SS	SS	21
25	PR	BM	SS	SS	SS	SS	20	S	N	SS	SS	SS	22
23	PR	BM	SS	SS	SS	SS	20	SS	SS	SS	SS	SS	25
23	LK	BM	SS	SS	S	S	18	S	S	S	SS	SS	22
24	PR	BM	S	N	S	S	15	S	N	S	S	S	19
24	PR	BM	SS	SS	S	S	18	S	TS	S	N	SS	18
23	LK	BM	SS	SS	S	S	18	S	S	S	S	S	20
22	PR	BM	SS	SS	SS	S	19	SS	S	SS	SS	SS	24
22	PR	BM	SS	SS	SS	SS	20	S	N	S	SS	SS	21

25	PR	BM	SS	SS	SS	SS	20	S	TS	S	SS	S	19
24	LK	M	S	S	S	S	16	S	N	S	S	S	19
24	LK	BM	SS	SS	S	S	18	N	S	N	S	S	18
24	LK	BM	SS	SS	SS	SS	20	SS	SS	SS	SS	SS	25
25	PR	BM	SS	S	S	S	17	N	N	S	N	S	17
24	PR	BM	N	N	N	S	13	N	N	N	S	S	17
25	PR	BM	S	S	S	S	16	S	TS	S	S	S	18
22	PR	BM	S	S	N	N	14	N	N	S	S	S	18
24	PR	BM	SS	SS	SS	SS	20	S	SS	SS	SS	SS	24
25	PR	BM	S	S	S	SS	17	S	S	SS	SS	S	22
23	PR	BM	SS	SS	SS	SS	20	SS	SS	SS	SS	SS	25
24	PR	BM	SS	SS	SS	SS	20	SS	SS	SS	SS	SS	25
24	LK	BM	SS	SS	S	SS	19	N	N	SS	SS	N	19
23	LK	BM	S	S	S	S	16	S	SS	S	S	S	21
23	LK	M	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24
23	LK	BM	SS	SS	SS	SS	20	SS	SS	SS	SS	SS	25
23	PR	BM	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24
26	PR	BM	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24
24	PR	BM	S	S	S	SS	17	SS	S	SS	SS	S	23
25	PR	BM	SS	SS	SS	SS	20	N	N	S	SS	SS	20
25	PR	BM	S	S	S	S	16	S	N	SS	SS	SS	22
23	PR	BM	SS	S	S	S	17	S	N	S	SS	SS	21
23	PR	BM	SS	SS	SS	SS	20	SS	TS	SS	SS	SS	22
23	PR	BM	S	N	S	S	15	SS	N	SS	S	S	21
24	PR	BM	SS	SS	S	S	18	S	N	S	S	S	19
23	PR	BM	SS	SS	S	S	18	SS	S	S	SS	SS	23
23	PR	BM	SS	S	SS	SS	19	S	N	S	S	SS	20
23	PR	BM	SS	SS	S	S	18	N	N	S	SS	S	19
22	PR	BM	S	S	SS	S	17	S	N	S	S	S	19
22	PR	BM	SS	SS	S	S	18	S	TS	N	SS	SS	19
22	PR	BM	SS	SS	SS	S	19	S	N	S	S	SS	20
24	PR	BM	SS	SS	SS	S	19	SS	TS	S	SS	SS	21
23	PR	BM	SS	SS	SS	SS	20	SS	N	S	SS	SS	22
23	PR	BM	S	S	S	S	16	S	N	S	S	S	19
22	PR	BM	SS	SS	SS	SS	20	SS	N	SS	SS	SS	23
22	PR	BM	SS	SS	SS	SS	20	S	N	S	SS	SS	21
23	PR	BM	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24
23	PR	BM	S	S	S	S	16	S	N	S	S	S	19
25	LK	BM	S	SS	S	S	17	SS	SS	N	SS	SS	23
23	LK	BM	SS	SS	SS	S	19	S	N	N	S	SS	19
23	PR	BM	SS	SS	SS	SS	20	SS	S	SS	SS	SS	24

22	PR	BM	SS	SS	SS	SS	20	S	N	S	SS	SS	21
25	PR	BM	SS	SS	SS	SS	20	S	N	SS	SS	SS	22
23	PR	BM	SS	SS	SS	SS	20	SS	SS	SS	SS	SS	25
23	LK	BM	SS	SS	S	S	18	S	S	S	SS	SS	22
24	PR	BM	S	N	S	S	15	S	N	S	S	S	19
24	PR	BM	SS	SS	S	S	18	S	TS	S	N	SS	18
23	LK	BM	SS	SS	S	S	18	S	S	S	S	S	20
22	PR	BM	SS	SS	SS	S	19	SS	S	SS	SS	SS	24
22	PR	BM	SS	SS	SS	SS	20	S	N	S	SS	SS	21
25	PR	BM	SS	SS	SS	SS	20	S	TS	S	SS	S	19
24	LK	M	S	S	S	S	16	S	N	S	S	S	19
24	LK	BM	SS	SS	S	S	18	N	S	N	S	S	18

KO1	KO2	KO3	KO	KSDM1	KSDM2	KSDM3	KSDM4	KSDM5	KSDM
N	S	S	11	S	S	S	S	SS	21
S	S	SS	13	SS	SS	SS	SS	S	24
SS	SS	SS	15	SS	SS	SS	SS	SS	25
SS	SS	SS	15	SS	SS	SS	SS	S	24
SS	SS	SS	15	SS	SS	SS	SS	SS	25
S	N	S	11	S	N	S	S	SS	20
S	N	SS	12	SS	S	SS	SS	S	23
SS	SS	SS	15	S	S	S	S	S	20
S	S	S	12	S	N	S	S	S	19
SS	SS	SS	15	SS	SS	SS	SS	SS	25
S	N	S	11	S	S	S	S	N	19
S	S	S	12	S	S	S	S	S	20
SS	S	S	13	S	S	SS	SS	SS	23
N	S	SS	12	S	N	S	N	N	17
S	N	S	11	S	S	S	S	S	20
N	N	S	10	S	N	S	N	S	18
N	N	S	10	S	N	S	N	S	18
SS	N	S	12	S	S	S	N	N	18
SS	S	SS	14	SS	N	SS	S	SS	22
S	N	SS	12	SS	S	SS	SS	S	23
S	N	S	11	S	S	S	S	N	19
S	S	SS	13	SS	S	SS	SS	S	23
S	N	S	11	SS	S	S	SS	S	22
SS	SS	SS	15	SS	SS	S	SS	S	23
S	N	S	11	S	S	S	S	N	19
N	N	S	10	S	S	S	S	S	20
SS	SS	S	14	S	N	S	S	S	19
SS	S	SS	14	SS	SS	SS	SS	S	24
S	N	S	11	SS	S	S	SS	S	22
S	SS	SS	14	SS	N	SS	SS	S	22
N	S	SS	12	SS	SS	S	SS	SS	24
S	S	SS	13	SS	S	S	SS	SS	23
N	N	S	10	S	N	N	N	N	16
S	TS	S	10	S	TS	S	S	N	17
S	SS	S	13	SS	S	SS	SS	SS	24
SS	SS	S	14	SS	SS	SS	SS	S	24
S	N	S	11	SS	S	S	SS	S	22
S	S	SS	13	SS	S	S	SS	S	22
N	N	S	10	S	S	S	S	S	20

N	N	S	10	S	S	S	S	S	20
N	N	SS	11	SS	N	SS	S	N	20
N	N	S	10	S	N	N	N	N	16
N	N	N	9	S	N	N	N	N	16
S	S	S	12	S	S	S	S	S	20
S	S	S	12	S	S	N	N	N	17
S	N	S	11	S	S	S	SS	SS	22
S	S	SS	13	SS	SS	SS	S	SS	24
SS	SS	SS	15	SS	SS	SS	SS	SS	25
SS	SS	SS	15	SS	SS	SS	SS	SS	25
SS	SS	SS	15	S	SS	S	N	SS	21
N	S	S	11	S	S	S	S	SS	21
S	S	SS	13	SS	SS	SS	SS	S	24
SS	SS	SS	15	SS	SS	SS	SS	SS	25
SS	SS	SS	15	SS	SS	SS	SS	S	24
SS	SS	SS	15	SS	SS	SS	SS	SS	25
S	N	S	11	S	N	S	S	SS	20
S	N	SS	12	SS	S	SS	SS	S	23
SS	SS	SS	15	S	S	S	S	S	20
S	S	S	12	S	N	S	S	S	19
SS	SS	SS	15	SS	SS	SS	SS	SS	25
S	N	S	11	S	S	S	S	N	19
S	S	S	12	S	S	S	S	S	20
SS	S	S	13	S	S	SS	SS	SS	23
N	S	SS	12	S	N	S	N	N	17
S	N	S	11	S	S	S	S	S	20
N	N	S	10	S	N	S	N	S	18
N	N	S	10	S	N	S	N	S	18
SS	N	S	12	S	S	S	N	N	18
SS	S	SS	14	SS	N	SS	S	SS	22
S	N	SS	12	SS	S	SS	SS	S	23
S	N	S	11	S	S	S	S	N	19
S	S	SS	13	SS	S	SS	SS	S	23
S	N	S	11	SS	S	S	SS	S	22
SS	SS	SS	15	SS	SS	S	SS	S	23
S	N	S	11	S	S	S	S	N	19
N	N	S	10	S	S	S	S	S	20
SS	SS	S	14	S	N	S	S	S	19
SS	S	SS	14	SS	SS	SS	SS	S	24
S	N	S	11	SS	S	S	SS	S	22

S	SS	SS	14	SS	N	SS	SS	S	22
N	S	SS	12	SS	SS	S	SS	SS	24
S	S	SS	13	SS	S	S	SS	SS	23
N	N	S	10	S	N	N	N	N	16
S	TS	S	10	S	TS	S	S	N	17
S	SS	S	13	SS	S	SS	SS	SS	24
SS	SS	S	14	SS	SS	SS	SS	S	24
S	N	S	11	SS	S	S	SS	S	22
S	S	SS	13	SS	S	S	SS	S	22
N	N	S	10	S	S	S	S	S	20
N	N	S	10	S	S	S	S	S	20

HASIL UJI DESKRIPSI

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Usia	90	22	26	23,38	1,023
Valid N (listwise)	90				

Frequencies

Statistics

		Jenis Kelamin	Status
N	Valid	90	90
	Missing	0	0

Frequency Table

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LK	20	22,2	22,2	22,2
	PR	70	77,8	77,8	100,0
	Total	90	100,0	100,0	

Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BM	86	95,6	95,6	95,6
	M	4	4,4	4,4	100,0
	Total	90	100,0	100,0	

Frequencies

Statistics

		EKI1	EKI2	EKI3	EKI4
N	Valid	90	90	90	90
	Missing	0	0	0	0
Mean		4,72	4,64	4,51	4,46

EKI

Descriptive Statistics

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
EKI1	90	3	5	4,72	0,050	0,475
EKI2	90	3	5	4,64	0,062	0,587
EKI3	90	3	5	4,51	0,058	0,546
EKI4	90	3	5	4,46	0,055	0,523
Valid N (listwise)	90					

Frequency Table

EKI1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1,1	1,1	1,1
	S	23	25,6	25,6	26,7
	SS	66	73,3	73,3	100,0
	Total	90	100,0	100,0	

EKI2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	5,6	5,6	5,6
	S	22	24,4	24,4	30,0
	SS	63	70,0	70,0	100,0
	Total	90	100,0	100,0	

EKI3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	2,2	2,2	2,2
	S	40	44,4	44,4	46,7
	SS	48	53,3	53,3	100,0
	Total	90	100,0	100,0	

EKI4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1,1	1,1	1,1
	S	47	52,2	52,2	53,3
	SS	42	46,7	46,7	100,0
	Total	90	100,0	100,0	

Frequencies

Statistics

		MI1	MI2	MI3	MI4	MI5
N	Valid	90	90	90	90	90
	Missing	0	0	0	0	0
Mean		4,28	3,40	4,28	4,61	4,63

MI

Descriptive Statistics

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
MI1	90	3	5	4,28	0,069	0,654
MI2	90	2	5	3,40	0,092	0,872
MI3	90	3	5	4,28	0,067	0,636
MI4	90	3	5	4,61	0,058	0,555
MI5	90	3	5	4,63	0,053	0,507
Valid N (listwise)	90					

Frequency Table

MI1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	10	11,1	11,1	11,1
	S	45	50,0	50,0	61,1
	SS	35	38,9	38,9	100,0
	Total	90	100,0	100,0	

MI2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	11	12,2	12,2	12,2
	N	44	48,9	48,9	61,1
	S	23	25,6	25,6	86,7
	SS	12	13,3	13,3	100,0
	Total	90	100,0	100,0	

MI3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	9	10,0	10,0	10,0

	S	47	52,2	52,2	62,2
	SS	34	37,8	37,8	100,0
	Total	90	100,0	100,0	

MI4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	3	3,3	3,3	3,3
	S	29	32,2	32,2	35,6
	SS	58	64,4	64,4	100,0
	Total	90	100,0	100,0	

MI5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1,1	1,1	1,1
	S	31	34,4	34,4	35,6
	SS	58	64,4	64,4	100,0
	Total	90	100,0	100,0	

Frequencies

Statistics

		ko1	ko2	ko3
N	Valid	90	90	90
	Missing	0	0	0
Mean		4,07	3,79	4,42

KO

Descriptive Statistics

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
KO1	90	3	5	4,07	0,077	0,731
KO2	90	2	5	3,79	0,090	0,855
KO3	90	3	5	4,42	0,055	0,519
Valid N (listwise)	90					

Frequency Table

ko1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	21	23,3	23,3	23,3
	S	42	46,7	46,7	70,0
	SS	27	30,0	30,0	100,0
	Total	90	100,0	100,0	

ko2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,2	2,2	2,2
	N	38	42,2	42,2	44,4
	S	27	30,0	30,0	74,4
	SS	23	25,6	25,6	100,0
	Total	90	100,0	100,0	

ko3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	1	1,1	1,1	1,1
	S	50	55,6	55,6	56,7
	SS	39	43,3	43,3	100,0
	Total	90	100,0	100,0	

Frequencies

Statistics

		ksdm1	ksdm2	ksdm3	ksdm4	ksdm5
N	Valid	90	90	90	90	90
	Missing	0	0	0	0	0
Mean		4,49	3,97	4,30	4,32	4,08

KSDM

Descriptive Statistics

	N	Minimum	Maximum	Mean		Std. Deviation
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic
KSDM1	90	4	5	4,49	0,053	0,503
KSDM2	90	2	5	3,97	0,080	0,756
KSDM3	90	3	5	4,30	0,060	0,570
KSDM4	90	3	5	4,32	0,077	0,732
KSDM5	90	3	5	4,08	0,073	0,691
Valid N (listwise)	90					

Frequency Table

ksdm1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S	46	51,1	51,1	51,1
	SS	44	48,9	48,9	100,0
	Total	90	100,0	100,0	

ksdm2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,2	2,2	2,2
	N	21	23,3	23,3	25,6
	S	45	50,0	50,0	75,6
	SS	22	24,4	24,4	100,0
	Total	90	100,0	100,0	

ksdm3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	5,6	5,6	5,6
	S	53	58,9	58,9	64,4
	SS	32	35,6	35,6	100,0
	Total	90	100,0	100,0	

ksdm4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	14	15,6	15,6	15,6
	S	33	36,7	36,7	52,2
	SS	43	47,8	47,8	100,0
	Total	90	100,0	100,0	

ksdm5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	18	20,0	20,0	20,0
	S	47	52,2	52,2	72,2
	SS	25	27,8	27,8	100,0
	Total	90	100,0	100,0	

HASIL UJI VALIDITAS

Correlations

Correlations

		EKI1	EKI2	EKI3	EKI4	EKI
EKI1	Pearson Correlation	1	,812**	,598**	,425**	,851**
	Sig. (1-tailed)		,000	,000	,000	,000
	N	90	90	90	90	90
EKI2	Pearson Correlation	,812**	1	,539**	,388**	,834**
	Sig. (1-tailed)	,000		,000	,000	,000
	N	90	90	90	90	90
EKI3	Pearson Correlation	,598**	,539**	1	,711**	,862**
	Sig. (1-tailed)	,000	,000		,000	,000
	N	90	90	90	90	90
EKI4	Pearson Correlation	,425**	,388**	,711**	1	,761**
	Sig. (1-tailed)	,000	,000	,000		,000
	N	90	90	90	90	90
EKI	Pearson Correlation	,851**	,834**	,862**	,761**	1
	Sig. (1-tailed)	,000	,000	,000	,000	
	N	90	90	90	90	90

**. Correlation is significant at the 0.01 level (1-tailed).

Correlations

Correlations

		MI1	MI2	MI3	MI4	MI5	MI
MI1	Pearson Correlation	1	,355**	,541**	,425**	,480**	,798**
	Sig. (1-tailed)		,000	,000	,000	,000	,000
	N	90	90	90	90	90	90
MI2	Pearson Correlation	,355**	1	,304**	,256**	,132	,672**
	Sig. (1-tailed)	,000		,002	,008	,107	,000
	N	90	90	90	90	90	90
MI3	Pearson Correlation	,541**	,304**	1	,405**	,180*	,702**
	Sig. (1-tailed)	,000	,002		,000	,045	,000
	N	90	90	90	90	90	90
MI4	Pearson Correlation	,425**	,256**	,405**	1	,486**	,696**
	Sig. (1-tailed)	,000	,008	,000		,000	,000
	N	90	90	90	90	90	90
MI5	Pearson Correlation	,480**	,132	,180*	,486**	1	,589**
	Sig. (1-tailed)	,000	,107	,045	,000		,000
	N	90	90	90	90	90	90
MI	Pearson Correlation	,798**	,672**	,702**	,696**	,589**	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	90	90	90	90	90	90

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

Correlations

Correlations

		ko1	ko2	ko3	KO
ko1	Pearson Correlation	1	,598**	,369**	,823**
	Sig. (1-tailed)		,000	,000	,000
	N	90	90	90	90
ko2	Pearson Correlation	,598**	1	,533**	,900**
	Sig. (1-tailed)	,000		,000	,000
	N	90	90	90	90
ko3	Pearson Correlation	,369**	,533**	1	,714**
	Sig. (1-tailed)	,000	,000		,000
	N	90	90	90	90
KO	Pearson Correlation	,823**	,900**	,714**	1
	Sig. (1-tailed)	,000	,000	,000	
	N	90	90	90	90

**. Correlation is significant at the 0.01 level (1-tailed).

Correlations

Correlations

		ksdm1	ksdm2	ksdm3	ksdm4	ksdm5	KSDM
ksdm1	Pearson Correlation	1	,516**	,659**	,789**	,407**	,823**
	Sig. (1-tailed)		,000	,000	,000	,000	,000
	N	90	90	90	90	90	90
ksdm2	Pearson Correlation	,516**	1	,441**	,568**	,414**	,762**
	Sig. (1-tailed)	,000		,000	,000	,000	,000
	N	90	90	90	90	90	90
ksdm3	Pearson Correlation	,659**	,441**	1	,655**	,482**	,792**
	Sig. (1-tailed)	,000	,000		,000	,000	,000
	N	90	90	90	90	90	90
ksdm4	Pearson Correlation	,789**	,568**	,655**	1	,506**	,883**
	Sig. (1-tailed)	,000	,000	,000		,000	,000
	N	90	90	90	90	90	90
ksdm5	Pearson Correlation	,407**	,414**	,482**	,506**	1	,717**
	Sig. (1-tailed)	,000	,000	,000	,000		,000
	N	90	90	90	90	90	90
KSDM	Pearson Correlation	,823**	,762**	,792**	,883**	,717**	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	90	90	90	90	90	90

**. Correlation is significant at the 0.01 level (1-tailed).

HASIL UJI RELIABILITAS

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	90	100,0
	Excluded[a]	0	,0
	Total	90	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,843	4

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	90	100,0
	Excluded[a]	0	,0
	Total	90	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,845	5

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	90	100,0
	Excluded[a]	0	,0
	Total	90	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,742	3

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	90	100,0
	Excluded[a]	0	,0
	Total	90	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,712	5

HASIL UJI NORMALITAS

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	Unstandardized Residual
N		90	90
Normal Parameters[a,b]	Mean	0E-7	0E-7
	Std. Deviation	1,34634860	1,38186120
Most Extreme Differences	Absolute	,065	,106
	Positive	,044	,093
	Negative	-,065	-,106
Kolmogorov-Smirnov Z		,612	1,005
Asymp. Sig. (2-tailed)		,847	,264

a. Test distribution is Normal.

b. Calculated from data.

HASIL UJI HETERKOKEDASTISITAS SPEARMAN RHO

Nonparametric Correlations

Correlations

			EKI	MI	Unstandardized Residual
Spearman's rho	EKI	Correlation Coefficient	1,000	,563**	,046
		Sig. (2-tailed)	.	,000	,668
		N	90	90	90
	MI	Correlation Coefficient	,563**	1,000	,083
		Sig. (2-tailed)	,000	.	,437
		N	90	90	90
	Unstandardized Residual	Correlation Coefficient	,046	,083	1,000
		Sig. (2-tailed)	,668	,437	.
		N	90	90	90

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

Nonparametric Correlations

Correlations

			EKI	MI	KO	Unstandardized Residual
Spearman's rho	EKI	Correlation Coefficient	1,000	,563**	,528**	,076
		Sig. (2-tailed)	.	,000	,000	,477
		N	90	90	90	90
	MI	Correlation Coefficient	,563**	1,000	,584**	-,040
		Sig. (2-tailed)	,000	.	,000	,711
		N	90	90	90	90
	KO	Correlation Coefficient	,528**	,584**	1,000	-,021
		Sig. (2-tailed)	,000	,000	.	,846
		N	90	90	90	90
	Unstandardized Residual	Correlation Coefficient	,076	-,040	-,021	1,000
		Sig. (2-tailed)	,477	,711	,846	.
		N	90	90	90	90

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

HASIL UJI MULTIKOLINEARITAS

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-,071	1,648		-,043	,966		
	EKI	,289	,097	,293	2,975	,004	,710	1,408
	MI	,332	,076	,427	4,344	,000	,710	1,408

a. Dependent Variable: KO

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2,392	1,701		-1,406	,163		
	EKI	,446	,105	,304	4,230	,000	,644	1,552
	MI	,477	,087	,414	5,478	,000	,584	1,714
	KO	,428	,111	,289	3,869	,000	,597	1,674

a. Dependent Variable: KSDM

HASIL UJI REGRESI BERGANDA

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MI, EKI[b]	.	Enter

a. Dependent Variable: KO

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,635[a]	,403	,389	1,362

a. Predictors: (Constant), MI, EKI

b. Dependent Variable: KO

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	108,729	2	54,365	29,318	,000[b]
	Residual	161,326	87	1,854		
	Total	270,056	89			

a. Dependent Variable: KO

b. Predictors: (Constant), MI, EKI

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-,071	1,648		-,043	,966		
	EKI	,289	,097	,293	2,975	,004	,710	1,408
	MI	,332	,076	,427	4,344	,000	,710	1,408

a. Dependent Variable: KO

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	KO, EKI, MI[b]	.	Enter

a. Dependent Variable: KSDM

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,845[a]	,714	,704	1,406

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

b. Dependent Variable: KSDM

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	423,873	3	141,291	71,498	,000[b]
	Residual	169,949	86	1,976		
	Total	593,822	89			

a. Dependent Variable: KSDM

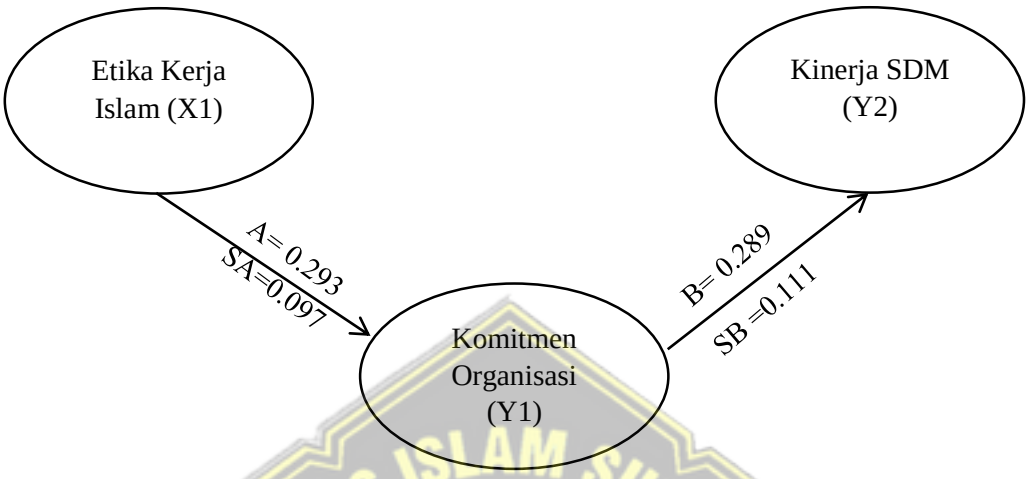
b. Predictors: (Constant), KO, EKI, MI

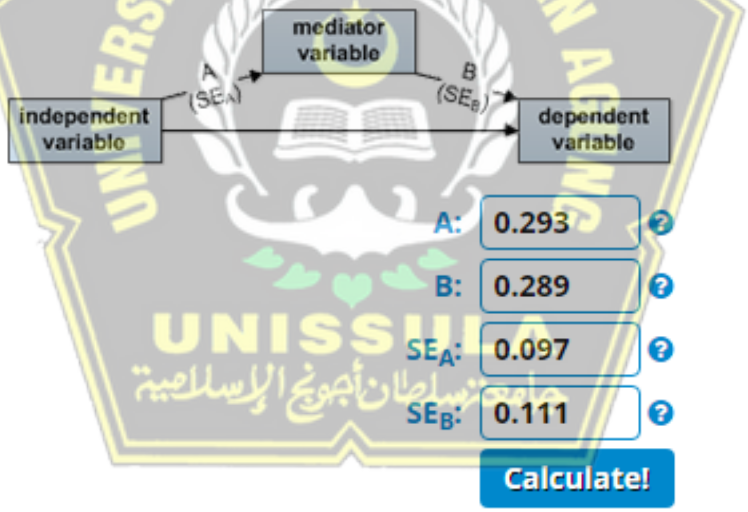
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2,392	1,701		-1,406	,163		
	EKI	,446	,105	,304	4,230	,000	,644	1,552
	MI	,477	,087	,414	5,478	,000	,584	1,714
	KO	,428	,111	,289	3,869	,000	,597	1,674

a. Dependent Variable: KSDM

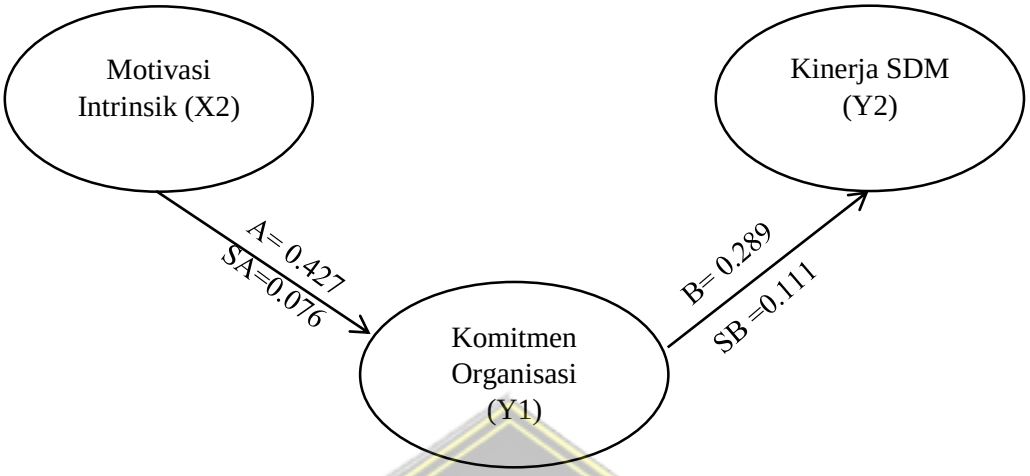
HASIL PERHITUNGAN SOBEL TEST

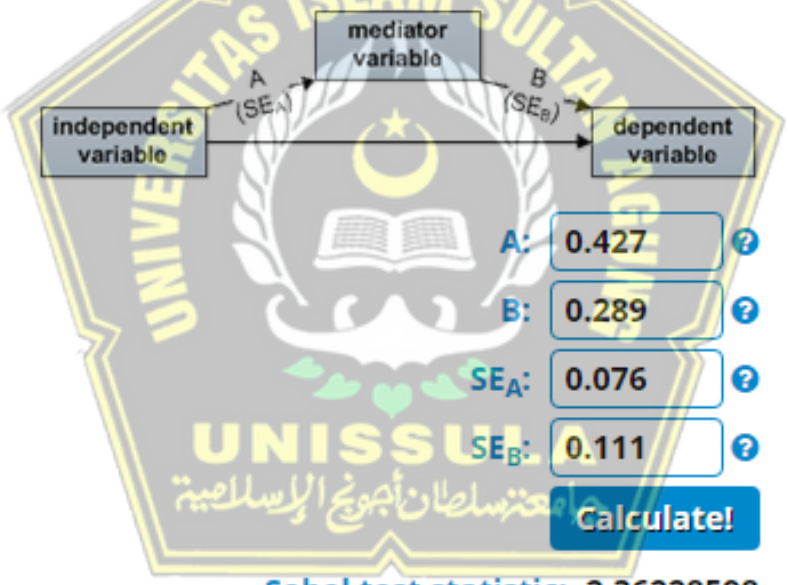




A: 0.293
B: 0.289
SE_A: 0.097
SE_B: 0.111
Calculate!

Sobel test statistic: 1.97211732
One-tailed probability: 0.02429811
Two-tailed probability: 0.04859622





A: 0.427
B: 0.289
SE_A: 0.076
SE_B: 0.111
Calculate!

Sobel test statistic: 2.36228598
One-tailed probability: 0.00908131
Two-tailed probability: 0.01816263