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Lampiran 1. Kuesioner Penelitian

KUESIONER PENELITIAN

PENGARUH FAKTOR ORGANISASI TERHADAP *ENGAGEMENT* DAN KINERJA DOKTER
PENANGGUNG JAWAB PELAYANAN

DI RUMAH SAKIT UNIVERSITAS HASANUDDIN TAHUN 2023

MAULINA YUNUS

K022202023



PROGRAM STUDI MAGISTER ADMINISTRASI RS

FAKULTAS KESEHATAN MASYARAKAT

UNIVERSITAS HASANUDDIN

MAKASSAR

2023

PERMOHONAN MENJADI RESPONDEN

Kepada Yth.

Bapak/Ibu.....

Di

Tempat

Dengan Hormat,

Saya yang bertanda tangan dibawah ini adalah Mahasiswa dari Program Studi Magister Administrasi Rumah Sakit, Fakultas Kesehatan Masyarakat Universitas Hasanuddin Makassar, akan mengadakan penelitian dengan judul **“Pengaruh faktor organisasi terhadap *engagement* dan kinerja dokter penanggung jawab pelayanan pasien di Rumah Sakit Universitas Hsanuddin”**.

Penelitian ini tidak akan menimbulkan kerugian bagi Bapak/Ibu sebagai responden. Kerahasiaan semua informasi yang diberikan akan dijaga dan hanya digunakan untuk kepentingan penelitian. Apabila Bapak/Ibu menyetujui, maka dimohon kesediaannya menandatangani lembar persetujuan dan menjawab pertanyaan yang saya lampirkan pada surat ini.

Atas perhatian dan kesediaan Bapak/Ibu sebagai responden saya ucapkan terima kasih

Makassar, 2023

Peneliti

MAULINA YUNUS

(No. Hp 081342106668)

FORMULIR PERSETUJUAN

Saya yang bertanda tangan dibawah ini:

Nama :

Usia :

Alamat :

Setelah mendengar/membaca penjelasan yang diberikan, maka saya bersedia menjadi informan pada penelitian yang dilakukan oleh Maulina Yunus . Saya mengerti bahwa pada penelitian ini akan ada beberapa pernyataan yang harus saya jawab. Sebagai seorang responden, saya akan menjawab pernyataan yang diajukan dengan jujur.

Saya menjadi responden bukan karena adanya paksaan dari pihak lain, namun karena keinginan saya sendiri, dan tidak ada biaya yang akan ditanggungkan kepada saya sesuai dengan penjelasan yang sudah dijelaskan oleh peneliti.

Hasil yang diperoleh dari saya sebagai responden dapat dipublikasikan sebagai hasil dari penelitian dan akan diseminarkan pada ujian hasil dengan tidak akan mencantumkan nama kecuali nomor responden.

Nama

Tanda Tangan

Tgl/Bln/Thn

Responden:

Penanggung Jawab Penelitian:

Nama : Maulina Yunus

Alamat: Jl. Monumen Emmy Saelan No 19 A

Telpon : 081342106668

Email : thotamaniezt@gmail.com

Petunjuk Pengisian :

- a. Jawablah pertanyaan di bawah ini dengan menuliskan jawaban singkat pada tempat yang disediakan **atau dengan** memberi tanda (√) pada salah satu jawaban yang menurut saudara benar
- b. Jawaban anda akan **kami jaga dan jamin kerahasiaannya** dan tidak mempengaruhi pangkat/karier dan penilaian kerja anda.

A. Identitas Responden	
No. Responden	: (Di isi oleh Peneliti)
Nama/Inisial Responden	:
Tanggal/Tahun Lahir	:
Jenis Kelamin	: 1. Laki-laki 2. Perempuan
Unit Kerja	:
Status pernikahan	: ...1. Menikah 2. Belum menikah
Memiliki anak	: ...1. Ya 2. Tidak
Lama Kerja di RS saat ini	:
Jumlah Jam Kerja	1. Kurang dari 20 jam seminggu 2. 20-39 jam seminggu 3. 40 jam atau lebih seminggu
Status Kepegawaian	1. PNS unhas organik 2. PNS unhas (perbantuan) 3. PNS unhas/Depkes lainnya 4. Pegawai tetap non PNS 5. Pegawai tidak tetap NON PNS 6. Kontrak Rekrutasi

Petunjuk Pengisian :

Untuk pernyataan-pernyataan berikut ini, beri **tanda checklist** (√) pada pilihan yang telah disediakan, sesuai dengan penilaian Bapak/Ibu/Sdr/Sdri.



1 : Sangat Tidak Setuju (STS)

2 : Tidak Setuju (TS)

3 : Netral (N)

4 : Setuju (S)

5 : Sangat Setuju (SS)

A. FAKTOR ORGANISASI						
Kode	Perceived organizational Support (POS)	Sangat Tidak Setuju  Sangat Setuju				
		STS	TS	N	S	SS
POS1	Rumah sakit sangat mempertimbangkan tujuan dan keahlian saya	1	2	3	4	5
POS2	Rumah sakit memperhatikan saya ketika saya berhasil dalam pekerjaan saya	1	2	3	4	5
POS3	Rumah sakit ini mempertimbangkan pendapat yang saya sampaikan	1	2	3	4	5
POS4	Rumah sakit akan menanggapi keluhan saya	1	2	3	4	5
POS5	Rumah sakit ini benar -benar peduli tentang kesejahteraan saya	1	2	3	4	5
POS6	Rumah sakit peduli dengan kepuasan kerja saya	1	2	3	4	5
POS7	Rumah sakit menghargai kontribusi yang saya berikan	1	2	3	4	5
POS8	Rumah sakit memberikan bantuan ketika saya mengalami masalah	1	2	3	4	5
Kode	Service Climate (SC)	Sangat Tidak Setuju  Sangat Setuju				
		STS	TS	N	S	SS

SC1	Rumah sakit memberikan perhatian pada karyawan untuk kerja dan pelayanan yang baik	1	2	3	4	5
SC2	Rumah sakit memberikan pelatihan untuk pengetahuan dan keahlian karyawan agar dapat memberikan pelayanan yang baik	1	2	3	4	5
SC3	Rumah sakit memberikan penilaian kepada karyawan untuk mengukur kualitas kerja	1	2	3	4	5
SC4	Pimpinan mendukung usaha peningkatan kualitas pelayanan	1	2	3	4	5
SC5	efektifitas komunikasi yang saya lakukan kepada karyawan lainnya dan kepada pasien terjalin dengan baik	1	2	3	4	5
SC6	Rumah sakit menyediakan peralatan, teknologi dan sumberdaya lainnya dalam mendukung pekerjaan saya	1	2	3	4	5
KODE	Authentic Leadership	STS	TS	N	S	SS
AL1	Adanya timbal balik dari pimpinan untuk meningkatkan interaksi dengan karyawannya	1	2	3	4	5
AL2	Pimpinan mengetahui kemampuannya karyawannya	1	2	3	4	5
AL3	Pimpinan mengatakan dengan tepat apa yang ia maksudkan	1	2	3	4	5
AL4	Pimpinan mengakui Ketika dia berbuat kesalahan	1	2	3	4	5
AL5	Pimpinan menunjukkan keyakinan pribadinya secara konsisten melalui perbuatannya	1	2	3	4	5
AL6	Pimpinan membuat keputusan dengan sangat mempertimbangkan nilai keyakinannya	1	2	3	4	5
AL7	Pimpinan meminta pandangan secara mendalam untuk mengoreksi peran kepemimpinannya saat ini	1	2	3	4	5
AL8	Pimpinan mendengarkan dengan seksama pendapat dari sudut pandang yang berbeda sebelum menarik kesimpulan	1	2	3	4	5
	B. KETERLIBATAN (ENGAGEMENT)		Sangat Tidak Setuju ← ↔ Sangat Setuju			
		STS	TS	N	S	SS
KODE	VIGOR (VGR)	STS	TS	N	S	SS
VGR1	Saya bersemangat ketika berangkat kerja	1	2	3	4	5

VGR2	Jika jam kerja di rumah sakit dimulai pukul 08.00 WITA maka saya datang sebelum jam kerja dimulai	1	2	3	4	5
VGR3	Saya bersemangat dalam menyusun rencana tindakan atau pekerjaan yang diberikan kepada saya	1	2	3	4	5
VGR4	Saya bersemangat dalam menyelesaikan pekerjaan tepat waktu	1	2	3	4	5
VGR5	Saya tetap fokus bekerja secara profesional dan menyelesaikan tanggung jawab dalam pekerjaan saya jika mendapatkan masalah pribadi	1	2	3	4	5
KODE	DEDICATION (DDC)	STS	TS	N	S	SS
DDC1	Saya merasa bahwa saya memberikan pengaruh yang baik kepada karyawan yang lain melalui pekerjaan saya	1	2	3	4	5
DDC2	Saya merasa terampil selama saya bekerja	1	2	3	4	5
DDC3	Saya merasa professional selama saya bekerja	1	2	3	4	5
DDC4	Saya bangga terhadap pekerjaan saya bila saya dapat menyelesaikannya dengan baik	1	2	3	4	5
DDC5	Saya bangga terhadap pekerjaan saya bila saya selesai tepat pada waktunya	1	2	3	4	5
KODE	ABSORPTION (ABS)	STS	TS	N	S	SS
ABS1	Saya bangga terhadap pekerjaan saya bila saya bisa menyelesaikannya tanpa ada masalah	1	2	3	4	5
ABS2	Saya menikmati pekerjaan saya saat melayani pasien	1	2	3	4	5
ABS3	Saya akan membantu menyelesaikan pekerjaan rekan sejawat saya ketika pekerjaan saya telah selesai	1	2	3	4	5
ABS4	Saya merasa bahagia ketika melayani pasien sehingga waktu terasa cepat berjalan	1	2	3	4	5

ABS5	Saya merasa bahagia ketika dapat merawat pasien agar cepat pulih	1	2	3	4	5
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EVALUASI PRAKTIK PROFESIONAL BERKELANJUTAN
(ONGOING PROFESSIONAL PRACTICE EVALUATION/ OPPE)

KSM / BAGIAN MATA

Nama : dr. Andi Akhmad Faisal, Sp.M, M.Kes

Periode Evaluasi : 1 januari 2022 – 31 Desember 2022

	Indikator	Triger	Hasil	Nilai
I	PERILAKU			
a	Adanya perilaku yang dianggap tidak dapat diterima atau mengganggu	1 kali	0 kali	100
II	PENGEMBANGAN PROFESIONAL			
1	Asuhan Pasien (<i>Patient Care</i>) :			
a	Benda asing tertinggal dalam tubuh pasien	1 kali	0 kali	100
2	Pengetahuan Medik/ Klinik (<i>Medical/ Clinical Knowledge</i>)			
a.	Penerapan Panduan Praktik Klinis (PPK)	<90%	90 %	100
3	Praktik Belajar berdasar Bukti (<i>Practice-bases learning</i>)			
a.	Dokter mengikuti diklat/prtemuan ilmiah minimal 20 jam per tahun	< 20 jam	>20 jam	100
4	Kemampuan Komunikasi Antarpersonal			
a.	Partisipasi di ronde ilmiah, konsultasi tim dan kepemimpinan tim	<80%	100 %	100
5	Profesionalisme			
a.	Ketepatan waktu pelayanan di rawat inap	<80%	69.23 %	69,23
6	Praktik Berbasis Sistem (<i>System Base Practice</i>)			
a.	Peduli pada masalah resistensi antimikroba	<90%	90 %	100
7	Mengelola Sumber Daya			
a	Kepedulian terhadap biaya yang ditanggung pasien	<90%	90 %	100
III	KINERJA KLINIS			
a.	Kinerja anggota staf medis mendukung budaya aman/keselamatan	<100%	100 %	100
IV	INDIKATOR MUTU UNIT			
	Kehadiran DPJP di rawat inap	<80%	69.23 %	69,23

Total : 93,84.

<u>Ketua Komite Medik</u>	<u>Direktur Pelayanan Penunjang dan Medik</u>
(Prof.Dr. dr. A. Makbul Aman, Sp.PD, KEMD)	(dr. Abdul Azis , SpU (K))

KET

1. 60-69 (Cukup)

Belum sepenuhnya memahami ketrampilan interpersonal dan keilmuan, serta belum sepenuhnya menerapkan keduanya.

2. 70-79 (Baik)

Sudah memahami dan mampu menerapkan keterampilan interpersonal dan keilmuan tetapi masih terdapat ruang untuk perbaikan.

3. 80-89 (Baik Sekali)

Sudah memahami dan menerapkan sepenuhnya ketrampilan interpersonal dan keilmuan

4. 90-100 (Sangat Baik):

Sudah memahami dan menerapkan sepenuhnya ketrampilan interpersonal dan keilmuan serta mempertahankan konsistensi penerapannya

LAMPIRAN SPSS

1. Distribusi Frekuensi Umum

		KategoriUsia			Cumulative
		Frequency	Percent	Valid Percent	Percent
Valid	<40	24	20.0	20.0	20.0
	>60	15	12.5	12.5	32.5
	41-50	50	41.7	41.7	74.2
	51-60	31	25.8	25.8	100.0
	Total	120	100.0	100.0	

		JenisKelamin			Cumulative
		Frequency	Percent	Valid Percent	Percent
Valid	Laki-laki	58	48.3	48.3	48.3
	Perempuan	62	51.7	51.7	100.0
	Total	120	100.0	100.0	

		UnitKerja			Cumulative
		Frequency	Percent	Valid Percent	Percent
Valid	Anak	11	9.2	9.2	9.2
	Anestesi	8	6.7	6.7	15.8
	Bedah Mulut	3	2.5	2.5	18.3
	BTKV	1	.8	.8	19.2
	Dermatologi dan Venerologi	6	5.0	5.0	24.2
	Gizi Klinik	6	5.0	5.0	29.2
	IKFR	3	2.5	2.5	31.7
	Interna	15	12.5	12.5	44.2
	Kardiologi	5	4.2	4.2	48.3
	Neurologi	8	6.7	6.7	55.0
	Obgyn	9	7.5	7.5	62.5
	Onkologi	5	4.2	4.2	66.7
	Orthopedi	3	2.5	2.5	69.2
	Poli Mata	12	10.0	10.0	79.2
	Psikiatri	4	3.3	3.3	82.5
	Pulmonologi	3	2.5	2.5	85.0
	Radioterapi	2	1.7	1.7	86.7
	THT-KL	11	9.2	9.2	95.8

Urologi	5	4.2	4.2	100.0
Total	120	100.0	100.0	

Status Pernikahan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Belum Menikah	6	5.0	5.0	5.0
	Menikah	114	95.0	95.0	100.0
	Total	120	100.0	100.0	

Memiliki Anak

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak	6	5.0	5.0	5.0
	Ya	114	95.0	95.0	100.0
	Total	120	100.0	100.0	

Kategori Lama Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<5 Tahun	20	16.7	16.7	16.7
	>10 Tahun	66	55.0	55.0	71.7
	5-9 Tahun	34	28.3	28.3	100.0
	Total	120	100.0	100.0	

Jumlah Jam Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-39 jam seminggu	22	18.3	18.3	18.3
	40 jam atau lebih seminggu	81	67.5	67.5	85.8
	Kurang dari 20 jam seminggu	17	14.2	14.2	100.0
	Total	120	100.0	100.0	

Status Kepegawaian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PNS UNHAS (Perbantuan)	58	48.3	48.3	48.3
	PNS UNHAS Organik	8	6.7	6.7	55.0
	PNS UNHAS/DEPKES lainnya	54	45.0	45.0	100.0
	Total	120	100.0	100.0	

2. Distribusi Frekuensi Variabel Penelitian

Statistics

		Faktor Organisasi (X)	Engagement (Z)	Kinerja Dokter (Y)
N	Valid	120	120	120
	Missing	0	0	0

Frequency Table

Faktor Organisasi (X)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Mendukung	57	47.5	47.5	47.5
	Mendukung	63	52.5	52.5	100.0
Total		120	100.0	100.0	

Engagement (Z)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rendah	49	40.8	40.8	40.8
	Tinggi	71	59.2	59.2	100.0
Total		120	100.0	100.0	

Kinerja Dokter (Y)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Memenuhi Target	60	50.0	50.0	50.0
	Memenuhi Target	60	50.0	50.0	100.0
Total		120	100.0	100.0	

3. Distribusi Frekuensi Faktor Organisasi

POS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Mendukung	59	49.2	49.2	49.2
	Mendukung	61	50.8	50.8	100.0
	Total	120	100.0	100.0	

SC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Mendukung	58	48.3	48.3	48.3
	Mendukung	62	51.7	51.7	100.0
	Total	120	100.0	100.0	

AL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Mendukung	59	49.2	49.2	49.2
	Mendukung	61	50.8	50.8	100.0
	Total	120	100.0	100.0	

4. Jawaban Pertanyaan Faktor Organisasi

POS1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	27	22.5	22.5	22.5
	Sangat Setuju	24	20.0	20.0	42.5
	Sangat Tidak Setuju	1	.8	.8	43.3
	Setuju	65	54.2	54.2	97.5
	Tidak Setuju	3	2.5	2.5	100.0
	Total	120	100.0	100.0	

POS2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	38	31.7	31.7	31.7
	Sangat Setuju	15	12.5	12.5	44.2
	Sangat Tidak Setuju	2	1.7	1.7	45.8
	Setuju	60	50.0	50.0	95.8

Tidak Setuju	5	4.2	4.2	100.0
Total	120	100.0	100.0	

POS3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	19	15.8	15.8	15.8
	Sangat Setuju	17	14.2	14.2	30.0
	Sangat Tidak Setuju	1	.8	.8	30.8
	Setuju	72	60.0	60.0	90.8
	Tidak Setuju	11	9.2	9.2	100.0
	Total	120	100.0	100.0	

POS4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	44	36.7	36.7	36.7
	Sangat Setuju	13	10.8	10.8	47.5
	Sangat Tidak Setuju	2	1.7	1.7	49.2
	Setuju	55	45.8	45.8	95.0
	Tidak Setuju	6	5.0	5.0	100.0
	Total	120	100.0	100.0	

POS5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	49	40.8	40.8	40.8
	Sangat Setuju	12	10.0	10.0	50.8
	Sangat Tidak Setuju	3	2.5	2.5	53.3
	Setuju	42	35.0	35.0	88.3
	Tidak Setuju	14	11.7	11.7	100.0
	Total	120	100.0	100.0	

POS6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	57	47.5	47.5	47.5
	Sangat Setuju	16	13.3	13.3	60.8
	Sangat Tidak Setuju	2	1.7	1.7	62.5
	Setuju	42	35.0	35.0	97.5

Tidak Setuju	3	2.5	2.5	100.0
Total	120	100.0	100.0	

POS7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	44	36.7	36.7	36.7
	Sangat Setuju	16	13.3	13.3	50.0
	Sangat Tidak Setuju	2	1.7	1.7	51.7
	Setuju	56	46.7	46.7	98.3
	Tidak Setuju	2	1.7	1.7	100.0
	Total	120	100.0	100.0	

POS8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	54	45.0	45.0	45.0
	Sangat Setuju	11	9.2	9.2	54.2
	Sangat Tidak Setuju	4	3.3	3.3	57.5
	Setuju	49	40.8	40.8	98.3
	Tidak Setuju	2	1.7	1.7	100.0
	Total	120	100.0	100.0	

SC1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	44	36.7	36.7	36.7
	Sangat Setuju	15	12.5	12.5	49.2
	Sangat Tidak Setuju	2	1.7	1.7	50.8
	Setuju	55	45.8	45.8	96.7
	Tidak Setuju	4	3.3	3.3	100.0
	Total	120	100.0	100.0	

SC2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	38	31.7	31.7	31.7
	Sangat Setuju	14	11.7	11.7	43.3
	Sangat Tidak Setuju	2	1.7	1.7	45.0
	Setuju	59	49.2	49.2	94.2
	Tidak Setuju	7	5.8	5.8	100.0
	Total	120	100.0	100.0	

SC3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	42	35.0	35.0	35.0
	Sangat Setuju	15	12.5	12.5	47.5
	Sangat Tidak Setuju	1	.8	.8	48.3
	Setuju	61	50.8	50.8	99.2
	Tidak Setuju	1	.8	.8	100.0
	Total	120	100.0	100.0	

SC4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	36	30.0	30.0	30.0
	Sangat Setuju	23	19.2	19.2	49.2
	Sangat Tidak Setuju	1	.8	.8	50.0
	Setuju	57	47.5	47.5	97.5
	Tidak Setuju	3	2.5	2.5	100.0
	Total	120	100.0	100.0	

SC5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	18	15.0	15.0	15.0
	Sangat Setuju	21	17.5	17.5	32.5
	Sangat Tidak Setuju	1	.8	.8	33.3
	Setuju	80	66.7	66.7	100.0
	Total	120	100.0	100.0	

SC6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	50	41.7	41.7	41.7
	Sangat Setuju	18	15.0	15.0	56.7
	Sangat Tidak Setuju	3	2.5	2.5	59.2
	Setuju	42	35.0	35.0	94.2
	Tidak Setuju	7	5.8	5.8	100.0

Total	120	100.0	100.0
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AL1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	46	38.3	38.3	38.3
	Sangat Setuju	16	13.3	13.3	51.7
	Sangat Tidak Setuju	1	.8	.8	52.5
	Setuju	53	44.2	44.2	96.7
	Tidak Setuju	4	3.3	3.3	100.0
	Total	120	100.0	100.0	

AL2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	21	17.5	17.5	17.5
	Sangat Setuju	12	10.0	10.0	27.5
	Sangat Tidak Setuju	3	2.5	2.5	30.0
	Setuju	80	66.7	66.7	96.7
	Tidak Setuju	4	3.3	3.3	100.0
	Total	120	100.0	100.0	

AL3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	39	32.5	32.5	32.5
	Sangat Setuju	13	10.8	10.8	43.3
	Sangat Tidak Setuju	2	1.7	1.7	45.0
	Setuju	63	52.5	52.5	97.5
	Tidak Setuju	3	2.5	2.5	100.0
	Total	120	100.0	100.0	

AL4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	37	30.8	30.8	30.8
	Sangat Setuju	10	8.3	8.3	39.2
	Sangat Tidak Setuju	4	3.3	3.3	42.5
	Setuju	52	43.3	43.3	85.8
	Tidak Setuju	17	14.2	14.2	100.0

Total	120	100.0	100.0
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AL5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	44	36.7	36.7	36.7
	Sangat Setuju	13	10.8	10.8	47.5
	Sangat Tidak Setuju	4	3.3	3.3	50.8
	Setuju	58	48.3	48.3	99.2
	Tidak Setuju	1	.8	.8	100.0
	Total	120	100.0	100.0	

AL6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	42	35.0	35.0	35.0
	Sangat Setuju	14	11.7	11.7	46.7
	Sangat Tidak Setuju	3	2.5	2.5	49.2
	Setuju	59	49.2	49.2	98.3
	Tidak Setuju	2	1.7	1.7	100.0
	Total	120	100.0	100.0	

AL7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	46	38.3	38.3	38.3
	Sangat Setuju	17	14.2	14.2	52.5
	Sangat Tidak Setuju	3	2.5	2.5	55.0
	Setuju	46	38.3	38.3	93.3
	Tidak Setuju	8	6.7	6.7	100.0
	Total	120	100.0	100.0	

AL8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	47	39.2	39.2	39.2
	Sangat Setuju	14	11.7	11.7	50.8
	Sangat Tidak Setuju	3	2.5	2.5	53.3
	Setuju	53	44.2	44.2	97.5

Tidak Setuju	3	2.5	2.5	100.0
Total	120	100.0	100.0	

5. Distribusi Frekuensi Keterlibatan (Engagement)

VGR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rendah	56	46.7	46.7	46.7
	Tinggi	64	53.3	53.3	100.0
	Total	120	100.0	100.0	

DDC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rendah	33	27.5	27.5	27.5
	Tinggi	87	72.5	72.5	100.0
	Total	120	100.0	100.0	

ABS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rendah	33	27.5	27.5	27.5
	Tinggi	87	72.5	72.5	100.0
	Total	120	100.0	100.0	

6. Jawaban Pertanyaan Keterlibatan (Engagement)

VGR1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	10	8.3	8.3	8.3
	Sangat Setuju	27	22.5	22.5	30.8
	Sangat Tidak Setuju	1	.8	.8	31.7
	Setuju	82	68.3	68.3	100.0
	Total	120	100.0	100.0	

VGR2

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Netral	50	41.7	41.7	41.7
	Sangat Setuju	27	22.5	22.5	64.2
	Sangat Tidak Setuju	2	1.7	1.7	65.8
	Setuju	39	32.5	32.5	98.3
	Tidak Setuju	2	1.7	1.7	100.0
	Total	120	100.0	100.0	

VGR3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	15	12.5	12.5	12.5
	Sangat Setuju	27	22.5	22.5	35.0
	Sangat Tidak Setuju	1	.8	.8	35.8
	Setuju	77	64.2	64.2	100.0
	Total	120	100.0	100.0	

VGR4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	7	5.8	5.8	5.8
	Sangat Setuju	31	25.8	25.8	31.7
	Sangat Tidak Setuju	1	.8	.8	32.5
	Setuju	81	67.5	67.5	100.0
	Total	120	100.0	100.0	

VGR5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	10	8.3	8.3	8.3
	Sangat Setuju	31	25.8	25.8	34.2
	Sangat Tidak Setuju	1	.8	.8	35.0
	Setuju	78	65.0	65.0	100.0
	Total	120	100.0	100.0	

DDC1

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Netral	32	26.7	26.7	26.7
	Sangat Setuju	23	19.2	19.2	45.8
	Setuju	64	53.3	53.3	99.2
	Tidak Setuju	1	.8	.8	100.0
	Total	120	100.0	100.0	

DDC2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	7	5.8	5.8	5.8
	Sangat Setuju	29	24.2	24.2	30.0
	Sangat Tidak Setuju	1	.8	.8	30.8
	Setuju	83	69.2	69.2	100.0
	Total	120	100.0	100.0	

DDC3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	8	6.7	6.7	6.7
	Sangat Setuju	40	33.3	33.3	40.0
	Sangat Tidak Setuju	1	.8	.8	40.8
	Setuju	71	59.2	59.2	100.0
	Total	120	100.0	100.0	

DDC4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	6	5.0	5.0	5.0
	Sangat Setuju	42	35.0	35.0	40.0
	Sangat Tidak Setuju	1	.8	.8	40.8
	Setuju	71	59.2	59.2	100.0
	Total	120	100.0	100.0	

DDC5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	6	5.0	5.0	5.0

Sangat Setuju	43	35.8	35.8	40.8
Sangat Tidak Setuju	1	.8	.8	41.7
Setuju	69	57.5	57.5	99.2
Tidak Setuju	1	.8	.8	100.0
Total	120	100.0	100.0	

ABS1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	6	5.0	5.0	5.0
	Sangat Setuju	38	31.7	31.7	36.7
	Sangat Tidak Setuju	1	.8	.8	37.5
	Setuju	75	62.5	62.5	100.0
	Total	120	100.0	100.0	

ABS2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	7	5.8	5.8	5.8
	Sangat Setuju	43	35.8	35.8	41.7
	Sangat Tidak Setuju	1	.8	.8	42.5
	Setuju	69	57.5	57.5	100.0
	Total	120	100.0	100.0	

ABS3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	33	27.5	27.5	27.5
	Sangat Setuju	28	23.3	23.3	50.8
	Sangat Tidak Setuju	1	.8	.8	51.7
	Setuju	57	47.5	47.5	99.2
	Tidak Setuju	1	.8	.8	100.0
	Total	120	100.0	100.0	

ABS4

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Netral	5	4.2	4.2	4.2
	Sangat Setuju	41	34.2	34.2	38.3
	Sangat Tidak Setuju	1	.8	.8	39.2
	Setuju	73	60.8	60.8	100.0
	Total	120	100.0	100.0	

ABS5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	2.5	2.5	2.5
	Sangat Setuju	53	44.2	44.2	46.7
	Sangat Tidak Setuju	1	.8	.8	47.5
	Setuju	63	52.5	52.5	100.0
	Total	120	100.0	100.0	

7. Distribusi Frekuensi Kinerja Dokter

PR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

PP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Memenuhi Target	60	50.0	50.0	50.0
	Memenuhi Target	60	50.0	50.0	100.0
	Total	120	100.0	100.0	

KK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

IM

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Tidak Memenuhi Target	60	50.0	50.0	50.0
	Memenuhi Target	60	50.0	50.0	100.0
	Total	120	100.0	100.0	

8. Jawaban Pertanyaan Kinerja Dokter

PR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

PP1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

PP2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

PP3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

PP4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

PP5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	60	50.0	50.0	50.0

Tidak Memenuhi Target	60	50.0	50.0	100.0
Total	120	100.0	100.0	

PP6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

PP7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

KK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	120	100.0	100.0	100.0

IM

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Memenuhi Target	60	50.0	50.0	50.0
	Tidak Memenuhi Target	60	50.0	50.0	100.0
	Total	120	100.0	100.0	

9. Bivariat Karakteristik Responden dan Faktor Organisasi

Usia * Faktor Organisasi (X)

Crosstab

		Faktor Organisasi (X)		Total	
		Tidak Mendukung	Mendukung		
Usia	<40	Count	10	14	24
		% within Usia	41.7%	58.3%	100.0%
	>60	Count	5	10	15
		% within Usia	33.3%	66.7%	100.0%
	41-50	Count	27	23	50

	% within Usia	54.0%	46.0%	100.0%
51-60	Count	15	16	31
	% within Usia	48.4%	51.6%	100.0%
Total	Count	57	63	120
	% within Usia	47.5%	52.5%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	2.392 ^a	3	.495
Likelihood Ratio	2.421	3	.490
N of Valid Cases	120		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 7.13.

Jenis Kelamin * Faktor Organisasi (X)

Crosstab

		Faktor Organisasi (X)		Total	
		Tidak Mendukung	Mendukung		
Jenis Kelamin	Laki-laki	Count	27	31	58
		% within Jenis Kelamin	46.6%	53.4%	100.0%
	Perempuan	Count	30	32	62
		% within Jenis Kelamin	48.4%	51.6%	100.0%
Total		Count	57	63	120
		% within Jenis Kelamin	47.5%	52.5%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	.040 ^a	1	.841		
Continuity Correction ^b	.000	1	.985		
Likelihood Ratio	.040	1	.841		
Fisher's Exact Test				.857	.493
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 27.55.

b. Computed only for a 2x2 table

Unit Kerja * Faktor Organisasi (X)

Crosstab

		Faktor Organisasi (X)		Total	
		Tidak Mendukung	Mendukung		
Unit Kerja	Anak	Count	9	2	11
		% within Unit Kerja	81.8%	18.2%	100.0%
	Anestesi	Count	2	6	8
		% within Unit Kerja	25.0%	75.0%	100.0%
	Bedah Mulut	Count	0	3	3
		% within Unit Kerja	0.0%	100.0%	100.0%
	BTKV	Count	0	1	1
		% within Unit Kerja	0.0%	100.0%	100.0%
	Dermatologi dan Venerologi	Count	1	5	6
		% within Unit Kerja	16.7%	83.3%	100.0%
	Gizi Klinik	Count	3	3	6
		% within Unit Kerja	50.0%	50.0%	100.0%
	IKFR	Count	1	2	3
		% within Unit Kerja	33.3%	66.7%	100.0%
	Interna	Count	12	3	15
		% within Unit Kerja	80.0%	20.0%	100.0%
	Kardiologi	Count	0	5	5
		% within Unit Kerja	0.0%	100.0%	100.0%
	Neurologi	Count	2	6	8
		% within Unit Kerja	25.0%	75.0%	100.0%
	Obgyn	Count	5	4	9
		% within Unit Kerja	55.6%	44.4%	100.0%
	Onkologi	Count	1	4	5
		% within Unit Kerja	20.0%	80.0%	100.0%
	Orthopedi	Count	2	1	3
		% within Unit Kerja	66.7%	33.3%	100.0%
	Poli Mata	Count	6	6	12
		% within Unit Kerja	50.0%	50.0%	100.0%
	Psikiatri	Count	1	3	4
		% within Unit Kerja	25.0%	75.0%	100.0%
	Pulmonologi	Count	3	0	3
		% within Unit Kerja	100.0%	0.0%	100.0%
	Radioterapi	Count	1	1	2
		% within Unit Kerja	50.0%	50.0%	100.0%
	THT-KL	Count	5	6	11

	% within Unit Kerja	45.5%	54.5%	100.0%
Urologi	Count	3	2	5
	% within Unit Kerja	60.0%	40.0%	100.0%
Total	Count	57	63	120
	% within Unit Kerja	47.5%	52.5%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	32.170 ^a	18	.021
Likelihood Ratio	38.090	18	.004
N of Valid Cases	120		

a. 30 cells (78.9%) have expected count less than 5. The minimum expected count is .48.

Status Pernikahan * Faktor Organisasi (X)

Crosstab

		Faktor Organisasi (X)			
		Tidak Mendukung	Mendukung	Total	
Status Pernikahan	Belum Menikah	Count	1	5	6
		% within Status Pernikahan	16.7%	83.3%	100.0%
	Menikah	Count	56	58	114
		% within Status Pernikahan	49.1%	50.9%	100.0%
Total		Count	57	63	120
		% within Status Pernikahan	47.5%	52.5%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	2.408 ^a	1	.121		
Continuity Correction ^b	1.282	1	.257		
Likelihood Ratio	2.646	1	.104		
Fisher's Exact Test				.210	.128
N of Valid Cases	120				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 2.85.

b. Computed only for a 2x2 table

Memiliki Anak * Faktor Organisasi (X)

Crosstab

		Faktor Organisasi (X)		Total	
		Tidak Mendukung	Mendukung		
Memiliki Anak	Tidak	Count	1	5	6
		% within Memiliki Anak	16.7%	83.3%	100.0%
	Ya	Count	56	58	114
		% within Memiliki Anak	49.1%	50.9%	100.0%
Total		Count	57	63	120
		% within Memiliki Anak	47.5%	52.5%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	2.408 ^a	1	.121		
Continuity Correction ^b	1.282	1	.257		
Likelihood Ratio	2.646	1	.104		
Fisher's Exact Test				.210	.128
N of Valid Cases	120				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 2.85.

b. Computed only for a 2x2 table

Lama Kerja * Faktor Organisasi (X)

Crosstab

		Faktor Organisasi (X)		Total	
		Tidak Mendukung	Mendukung		
Lama Kerja	<5 Tahun	Count	7	13	20
		% within Lama Kerja	35.0%	65.0%	100.0%
	>10 Tahun	Count	34	32	66
		% within Lama Kerja	51.5%	48.5%	100.0%
	5-9 Tahun	Count	16	18	34
		% within Lama Kerja	47.1%	52.9%	100.0%
Total		Count	57	63	120
		% within Lama Kerja	47.5%	52.5%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	1.682 ^a	2	.431
Likelihood Ratio	1.706	2	.426
N of Valid Cases	120		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 9.50.

Jumlah Jam Kerja * Faktor Organisasi (X)

Crosstab

		Faktor Organisasi (X)		Total	
		Tidak Mendukung	Mendukung		
Jumlah Jam Kerja	20-39 jam seminggu	Count	8	14	22
		% within Jumlah Jam Kerja	36.4%	63.6%	100.0%
	40 jam atau lebih seminggu	Count	43	38	81
		% within Jumlah Jam Kerja	53.1%	46.9%	100.0%
	Kurang dari 20 jam seminggu	Count	6	11	17
		% within Jumlah Jam Kerja	35.3%	64.7%	100.0%
Total	Count	57	63	120	
	% within Jumlah Jam Kerja	47.5%	52.5%	100.0%	

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	3.123 ^a	2	.210
Likelihood Ratio	3.159	2	.206
N of Valid Cases	120		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 8.08.

Status Kepegawaian * Faktor Organisasi (X)

Crosstab

			Faktor Organisasi (X)		Total
			Tidak Mendukung	Mendukung	
Status Kepegawaian	PNS UNHAS (Perbantuan)	Count	21	37	58
		% within Status Kepegawaian	36.2%	63.8%	100.0%
	PNS UNHAS Organik	Count	1	7	8
		% within Status Kepegawaian	12.5%	87.5%	100.0%
	PNS UNHAS/DEPKES lainnya	Count	35	19	54
		% within Status Kepegawaian	64.8%	35.2%	100.0%
Total		Count	57	63	120
		% within Status Kepegawaian	47.5%	52.5%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	13.388 ^a	2	.001
Likelihood Ratio	14.046	2	.001
N of Valid Cases	120		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 3.80.

17. Bivariat Karakteristik Responden dan Kinerja Dokter

Usia * Kinerja Dokter (Y)

Crosstab

			Kinerja Dokter (Y)		Total
			Tidak Memenuhi Target	Memenuhi Target	
Usia <40		Count	10	14	24
		% within Usia	41.7%	58.3%	100.0%
>60		Count	7	8	15
		% within Usia	46.7%	53.3%	100.0%
41-50		Count	24	26	50
		% within Usia	48.0%	52.0%	100.0%
51-60		Count	19	12	31
		% within Usia	61.3%	38.7%	100.0%
Total		Count	60	60	120
		% within Usia	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.394 ^a	3	.495
Likelihood Ratio	2.411	3	.492
N of Valid Cases	120		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 7.50.

Jenis Kelamin * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total	
		Tidak Memenuhi Target	Memenuhi Target		
Jenis Kelamin	Laki-laki	Count	34	24	58
		% within Jenis Kelamin	58.6%	41.4%	100.0%
	Perempuan	Count	26	36	62
		% within Jenis Kelamin	41.9%	58.1%	100.0%
Total		Count	60	60	120
		% within Jenis Kelamin	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.337 ^a	1	.068		
Continuity Correction ^b	2.703	1	.100		
Likelihood Ratio	3.353	1	.067		
Fisher's Exact Test				.100	.050
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 29.00.

b. Computed only for a 2x2 table

Unit Kerja * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total
		Tidak Memenuhi Target	Memenuhi Target	

Unit Kerja	Anak	Count	0	11	11
		% within Unit Kerja	0.0%	100.0%	100.0%
Anestesi		Count	1	7	8
		% within Unit Kerja	12.5%	87.5%	100.0%
Bedah Mulut		Count	0	3	3
		% within Unit Kerja	0.0%	100.0%	100.0%
BTKV		Count	1	0	1
		% within Unit Kerja	100.0%	0.0%	100.0%
Dermatologi dan Venerologi		Count	4	2	6
		% within Unit Kerja	66.7%	33.3%	100.0%
Gizi Klinik		Count	5	1	6
		% within Unit Kerja	83.3%	16.7%	100.0%
IKFR		Count	0	3	3
		% within Unit Kerja	0.0%	100.0%	100.0%
Interna		Count	10	5	15
		% within Unit Kerja	66.7%	33.3%	100.0%
Kardiologi		Count	5	0	5
		% within Unit Kerja	100.0%	0.0%	100.0%
Neurologi		Count	5	3	8
		% within Unit Kerja	62.5%	37.5%	100.0%
Obgyn		Count	4	5	9
		% within Unit Kerja	44.4%	55.6%	100.0%
Onkologi		Count	4	1	5
		% within Unit Kerja	80.0%	20.0%	100.0%
Orthopedi		Count	2	1	3
		% within Unit Kerja	66.7%	33.3%	100.0%
Poli Mata		Count	1	11	12
		% within Unit Kerja	8.3%	91.7%	100.0%
Psikiatri		Count	2	2	4
		% within Unit Kerja	50.0%	50.0%	100.0%
Pulmonologi		Count	3	0	3
		% within Unit Kerja	100.0%	0.0%	100.0%
Radioterapi		Count	0	2	2
		% within Unit Kerja	0.0%	100.0%	100.0%
THT-KL		Count	8	3	11
		% within Unit Kerja	72.7%	27.3%	100.0%
Urologi		Count	5	0	5
		% within Unit Kerja	100.0%	0.0%	100.0%
Total		Count	60	60	120
		% within Unit Kerja	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	55.851 ^a	18	.000
Likelihood Ratio	71.093	18	.000
N of Valid Cases	120		

a. 30 cells (78.9%) have expected count less than 5. The minimum expected count is .50.

Status Pernikahan * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total	
		Tidak Memenuhi Target	Memenuhi Target		
Status Pernikahan	Belum Menikah	Count	0	6	6
		% within Status Pernikahan	0.0%	100.0%	100.0%
	Menikah	Count	60	54	114
		% within Status Pernikahan	52.6%	47.4%	100.0%
Total		Count	60	60	120
		% within Status Pernikahan	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	6.316 ^a	1	.012		
Continuity Correction ^b	4.386	1	.036		
Likelihood Ratio	8.634	1	.003		
Fisher's Exact Test				.027	.014
N of Valid Cases	120				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 3.00.

b. Computed only for a 2x2 table

Memiliki Anak * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total
		Tidak Memenuhi Target	Memenuhi Target	

Memiliki Anak	Tidak	Count	0	6	6
		% within Memiliki Anak	0.0%	100.0%	100.0%
	Ya	Count	60	54	114
		% within Memiliki Anak	52.6%	47.4%	100.0%
Total		Count	60	60	120
		% within Memiliki Anak	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	6.316 ^a	1	.012		
Continuity Correction ^b	4.386	1	.036		
Likelihood Ratio	8.634	1	.003		
Fisher's Exact Test				.027	.014
N of Valid Cases	120				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 3.00.

b. Computed only for a 2x2 table

Lama Kerja * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total	
		Tidak Memenuhi Target	Memenuhi Target		
Lama Kerja	<5 Tahun	Count	6	14	20
		% within Lama Kerja	30.0%	70.0%	100.0%
	>10 Tahun	Count	30	36	66
		% within Lama Kerja	45.5%	54.5%	100.0%
	5-9 Tahun	Count	24	10	34
		% within Lama Kerja	70.6%	29.4%	100.0%
Total		Count	60	60	120
		% within Lama Kerja	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	9.510 ^a	2	.009
Likelihood Ratio	9.777	2	.008
N of Valid Cases	120		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 10.00.

Jumlah Jam Kerja * Kinerja Dokter (Y)

Crosstab

			Kinerja Dokter (Y)		Total
			Tidak Memenuhi Target	Memenuhi Target	
Jumlah Jam Kerja	20-39 jam	Count	7	15	22
	seminggu	% within Jumlah Jam Kerja	31.8%	68.2%	100.0%
	40 jam atau lebih	Count	44	37	81
	seminggu	% within Jumlah Jam Kerja	54.3%	45.7%	100.0%
	Kurang dari 20 jam seminggu	Count	9	8	17
		% within Jumlah Jam Kerja	52.9%	47.1%	100.0%
Total		Count	60	60	120
		% within Jumlah Jam Kerja	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	3.573 ^a	2	.168
Likelihood Ratio	3.641	2	.162
N of Valid Cases	120		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 8.50.

Status Kepegawaian * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total
		Tidak Memenuhi Target	Memenuhi Target	

Status Kepegawaian	PNS UNHAS (Perbantuan)	Count	33	25	58
		% within Status Kepegawaian	56.9%	43.1%	100.0%
	PNS UNHAS Organik	Count	1	7	8
		% within Status Kepegawaian	12.5%	87.5%	100.0%
	PNS UNHAS/DEPKES lainnya	Count	26	28	54
		% within Status Kepegawaian	48.1%	51.9%	100.0%
Total		Count	60	60	120
		% within Status Kepegawaian	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.678 ^a	2	.058
Likelihood Ratio	6.243	2	.044
N of Valid Cases	120		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 4.00.

22. Bivariat Faktor Organisasi dan Engagement

Faktor Organisasi (X) * Engagement (Z)

Crosstab

		Engagement (Z)		Total	
		Rendah	Tinggi		
Faktor Organisasi (X)	Tidak Mendukung	Count	39	18	57
		% within Faktor Organisasi (X)	68.4%	31.6%	100.0%
	Mendukung	Count	10	53	63
		% within Faktor Organisasi (X)	15.9%	84.1%	100.0%
Total		Count	49	71	120

	% within Faktor Organisasi (X)	40.8%	59.2%	100.0%
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Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	34.202 ^a	1	.000		
Continuity Correction ^b	32.062	1	.000		
Likelihood Ratio	36.070	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	33.917	1	.000		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 23.28.

b. Computed only for a 2x2 table

POS * Engagement (Z)

Crosstab

		Engagement (Z)			
			Rendah	Tinggi	Total
POS	Tidak Mendukung	Count	39	20	59
		% within POS	66.1%	33.9%	100.0%
	Mendukung	Count	10	51	61
		% within POS	16.4%	83.6%	100.0%
Total		Count	49	71	120
		% within POS	40.8%	59.2%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	30.674 ^a	1	.000		
Continuity Correction ^b	28.651	1	.000		
Likelihood Ratio	32.308	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	30.418	1	.000		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 24.09.

b. Computed only for a 2x2 table

SC * Engagement (Z)

Crosstab

		Engagement (Z)		Total	
		Rendah	Tinggi		
SC	Tidak Mendukung	Count	38	20	58
		% within SC	65.5%	34.5%	100.0%
	Mendukung	Count	11	51	62
		% within SC	17.7%	82.3%	100.0%
Total		Count	49	71	120
		% within SC	40.8%	59.2%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	28.311 ^a	1	.000		
Continuity Correction ^b	26.368	1	.000		
Likelihood Ratio	29.609	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	28.075	1	.000		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 23.68.

b. Computed only for a 2x2 table

AL * Engagement (Z)

Crosstab

		Engagement (Z)		Total	
		Rendah	Tinggi		
AL	Tidak Mendukung	Count	40	19	59
		% within AL	67.8%	32.2%	100.0%
	Mendukung	Count	9	52	61
		% within AL	14.8%	85.2%	100.0%
Total		Count	49	71	120
		% within AL	40.8%	59.2%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	34.927 ^a	1	.000		
Continuity Correction ^b	32.766	1	.000		
Likelihood Ratio	37.101	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	34.636	1	.000		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 24.09.

b. Computed only for a 2x2 table

23. Bivariat Faktor Organisasi dan Kinerja Dokter

Faktor Organisasi (X) * Kinerja Dokter (Y)

Crosstab

			Kinerja Dokter (Y)		Total
			Tidak Memenuhi Target	Memenuhi Target	
Faktor	Tidak	Count	29	28	57
Organisasi (X)	Mendukung	% within Faktor Organisasi (X)	50.9%	49.1%	100.0%
	Mendukung	Count	31	32	63
		% within Faktor Organisasi (X)	49.2%	50.8%	100.0%
Total		Count	60	60	120
		% within Faktor Organisasi (X)	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	.033 ^a	1	.855		
Continuity Correction ^b	.000	1	1.000		
Likelihood Ratio	.033	1	.855		
Fisher's Exact Test				1.000	.500
Linear-by-Linear Association	.033	1	.856		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 28.50.

b. Computed only for a 2x2 table

POS * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total	
		Tidak Memenuhi Target	Memenuhi Target		
POS	Tidak Mendukung	Count	30	29	59
		% within POS	50.8%	49.2%	100.0%
	Mendukung	Count	30	31	61
		% within POS	49.2%	50.8%	100.0%
Total	Count	60	60	120	
	% within POS	50.0%	50.0%	100.0%	

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.033 ^a	1	.855		
Continuity Correction ^b	.000	1	1.000		
Likelihood Ratio	.033	1	.855		
Fisher's Exact Test				1.000	.500
Linear-by-Linear Association	.033	1	.856		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 29.50.

b. Computed only for a 2x2 table

SC * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total	
		Tidak Memenuhi Target	Memenuhi Target		
SC	Tidak Mendukung	Count	28	30	58
		% within SC	48.3%	51.7%	100.0%
	Mendukung	Count	32	30	62
		% within SC	51.6%	48.4%	100.0%
Total	Count	60	60	120	
	% within SC	50.0%	50.0%	100.0%	

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	.133 ^a	1	.715		
Continuity Correction ^b	.033	1	.855		
Likelihood Ratio	.134	1	.715		
Fisher's Exact Test				.855	.428
Linear-by-Linear Association	.132	1	.716		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 29.00.

b. Computed only for a 2x2 table

AL * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)			
		Tidak Memenuhi Target	Memenuhi Target	Total	
AL	Tidak Mendukung	Count	30	29	59
		% within AL	50.8%	49.2%	100.0%
	Mendukung	Count	30	31	61
		% within AL	49.2%	50.8%	100.0%
Total		Count	60	60	120
		% within AL	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	.033 ^a	1	.855		
Continuity Correction ^b	.000	1	1.000		
Likelihood Ratio	.033	1	.855		
Fisher's Exact Test				1.000	.500
Linear-by-Linear Association	.033	1	.856		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 29.50.

b. Computed only for a 2x2 table

24. Bivariat Engagement dan Kinerja Dokter

Engagement (Z) * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total	
		Tidak Memenuhi Target	Memenuhi Target		
Engagement (Z)	Rendah	Count	21	28	49
		% within Engagement (Z)	42.9%	57.1%	100.0%
	Tinggi	Count	39	32	71
		% within Engagement (Z)	54.9%	45.1%	100.0%
Total	Count	60	60	120	
	% within Engagement (Z)	50.0%	50.0%	100.0%	

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.690 ^a	1	.194		
Continuity Correction ^b	1.242	1	.265		
Likelihood Ratio	1.695	1	.193		
Fisher's Exact Test				.265	.133
Linear-by-Linear Association	1.676	1	.195		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 24.50.

b. Computed only for a 2x2 table

VGR * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)		Total	
		Tidak Memenuhi Target	Memenuhi Target		
VGR	Rendah	Count	25	31	56
		% within VGR	44.6%	55.4%	100.0%
	Tinggi	Count	35	29	64
		% within VGR	54.7%	45.3%	100.0%
Total	Count	60	60	120	
	% within VGR	50.0%	50.0%	100.0%	

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	1.205 ^a	1	.272		
Continuity Correction ^b	.837	1	.360		
Likelihood Ratio	1.207	1	.272		
Fisher's Exact Test				.360	.180
Linear-by-Linear Association	1.195	1	.274		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 28.00.

b. Computed only for a 2x2 table

DDC * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)			
		Tidak Memenuhi Target	Memenuhi Target	Total	
DDC	Rendah	Count	16	17	33
		% within DDC	48.5%	51.5%	100.0%
	Tinggi	Count	44	43	87
		% within DDC	50.6%	49.4%	100.0%
Total		Count	60	60	120
		% within DDC	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)	Exact Sig. (2- sided)	Exact Sig. (1- sided)
Pearson Chi-Square	.042 ^a	1	.838		
Continuity Correction ^b	.000	1	1.000		
Likelihood Ratio	.042	1	.838		
Fisher's Exact Test				1.000	.500
Linear-by-Linear Association	.041	1	.839		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 16.50.

b. Computed only for a 2x2 table

ABS * Kinerja Dokter (Y)

Crosstab

		Kinerja Dokter (Y)			
		Tidak Memenuhi Target	Memenuhi Target	Total	
ABS	Rendah	Count	16	17	33
		% within ABS	48.5%	51.5%	100.0%
	Tinggi	Count	44	43	87
		% within ABS	50.6%	49.4%	100.0%
Total		Count	60	60	120
		% within ABS	50.0%	50.0%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.042 ^a	1	.838		
Continuity Correction ^b	.000	1	1.000		
Likelihood Ratio	.042	1	.838		
Fisher's Exact Test				1.000	.500
Linear-by-Linear Association	.041	1	.839		
N of Valid Cases	120				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 16.50.

b. Computed only for a 2x2 table

25. Bivariat Korelasi Faktor Organisasi dan Kinerja Dokter

Descriptive Statistics

	Mean	Std. Deviation	N
KinerjaDokter	88.5489	4.73746	120
SkorPOS	29.0750	5.64818	120
SkorSC	22.3667	3.90848	120
SkorAL	28.9500	5.88096	120

Correlations

KinerjaDokter	SkorPOS	SkorSC	SkorAL
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KinerjaDokter	Pearson Correlation	1	.029	.029	.044
	Sig. (2-tailed)		.754	.757	.636
	N	120	120	120	120
SkorPOS	Pearson Correlation	.029	1	.875**	.854**
	Sig. (2-tailed)	.754		.000	.000
	N	120	120	120	120
SkorSC	Pearson Correlation	.029	.875**	1	.888**
	Sig. (2-tailed)	.757	.000		.000
	N	120	120	120	120
SkorAL	Pearson Correlation	.044	.854**	.888**	1
	Sig. (2-tailed)	.636	.000	.000	
	N	120	120	120	120

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

26. Bivariat Korelasi Keterlibatan (Engagement) dan Kinerja Dokter

Descriptive Statistics

	Mean	Std. Deviation	N
KinerjaDokter	88.5489	4.73746	120
TotalVGR	20.2417	2.86385	120
TotalDDC	20.8500	2.88039	120
TotalABS	21.1000	2.89131	120

Correlations

		KinerjaDokter	TotalVGR	TotalDDC	TotalABS
KinerjaDokter	Pearson Correlation	1	-.156	-.139	-.146
	Sig. (2-tailed)		.088	.131	.111
	N	120	120	120	120
TotalVGR	Pearson Correlation	-.156	1	.826**	.798**
	Sig. (2-tailed)	.088		.000	.000
	N	120	120	120	120
TotalDDC	Pearson Correlation	-.139	.826**	1	.883**
	Sig. (2-tailed)	.131	.000		.000

	N	120	120	120	120
TotalABS	Pearson Correlation	-.146	.798**	.883**	1
	Sig. (2-tailed)	.111	.000	.000	
	N	120	120	120	120

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

27. Pengaruh Faktor Organisasi terhadap Keterlibatan (Engagement)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.674 ^a	.454	.450	6.04429

a. Predictors: (Constant), SkorFaktorOrganisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3589.641	1	3589.641	98.256	.000 ^b
	Residual	4310.951	118	36.533		
	Total	7900.592	119			

a. Dependent Variable: SkorEngagement

b. Predictors: (Constant), SkorFaktorOrganisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	32.284	3.067		10.526	.000
	SkorFaktorOrganisasi	.372	.038	.674	9.912	.000

a. Dependent Variable: SkorEngagement

28. Pengaruh Keterlibatan (Engagement) terhadap Kinerja Dokter

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.156 ^a	.024	.016	4.69925

a. Predictors: (Constant), SkorEngagement

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.993	1	64.993	2.943	.089 ^b
	Residual	2605.783	118	22.083		

Total	2670.776	119			
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a. Dependent Variable: KinerjaDokter

b. Predictors: (Constant), SkorEngagement

Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	94.190	3.316		28.406	.000
	SkorEngagement	-.091	.053	-.156	-1.716	.089

a. Dependent Variable: KinerjaDokter

29. Pengaruh Dimensi terhadap Kinerja Dokter

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.258 ^a	.066	.017	4.69764

a. Predictors: (Constant), TotalABS, SkorAL, TotalVGR, SkorPOS, TotalDDC, SkorSC

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	177.108	6	29.518	1.338	.246 ^b
	Residual	2493.668	113	22.068		
	Total	2670.776	119			

a. Dependent Variable: KinerjaDokter

b. Predictors: (Constant), TotalABS, SkorAL, TotalVGR, SkorPOS, TotalDDC, SkorSC

Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	93.744	3.331		28.146	.000
	SkorPOS	.065	.174	.078	.376	.708
	SkorSC	.185	.298	.152	.621	.536
	SkorAL	.051	.174	.063	.290	.773
	TotalVGR	-.393	.294	-.238	-1.338	.184
	TotalDDC	-.067	.361	-.041	-.186	.853
	TotalABS	-.158	.342	-.096	-.462	.645

a. Dependent Variable: KinerjaDokter

30. Pengaruh Faktor Organisasi terhadap Kinerja Dokter dengan Keterlibatan (Engagement) sebagai Variabel Moderasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.036 ^a	.001	-.007	4.75440

a. Predictors: (Constant), SkorFaktorOrganisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.468	1	3.468	.153	.696 ^b
	Residual	2667.307	118	22.604		
	Total	2670.776	119			

a. Dependent Variable: KinerjaDokter

b. Predictors: (Constant), SkorFaktorOrganisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	87.619	2.413		36.317	.000
	SkorFaktorOrganisasi	.012	.030	.036	.392	.696

a. Dependent Variable: KinerjaDokter

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.285 ^a	.081	.057	4.59961

a. Predictors: (Constant), FaktorOrganisasiEngagement, SkorEngagement, SkorFaktorOrganisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	216.629	3	72.210	3.413	.020 ^b
	Residual	2454.146	116	21.156		

Total	2670.776	119		
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a. Dependent Variable: KinerjaDokter

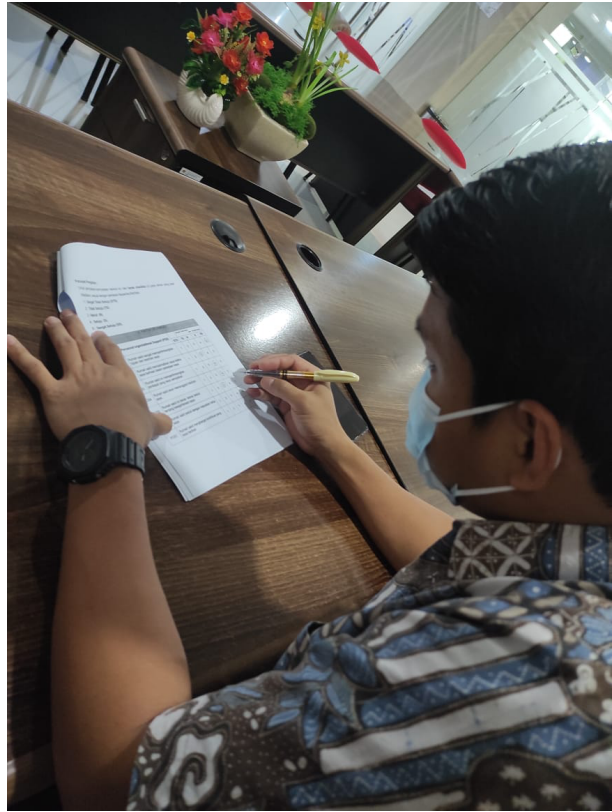
b. Predictors: (Constant), FaktorOrganisasixEngagement, SkorEngagement, SkorFaktorOrganisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	82.316	7.897		10.424	.000
	SkorFaktorOrganisasi	.266	.121	.827	2.203	.030
	SkorEngagement	-.016	.130	-.028	-.126	.900
	FaktorOrganisasixEngagemen t	-.003	.002	-.816	-1.599	.113

a. Dependent Variable: KinerjaDokter

DOKUMENTASI



LAMPIRAN

A. Data Pribadi

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B. Riwayat Pendidikan

Periode (Tahun)	Jenjang Pendidikan	Sekolah/Instansi/Universitas
1990-1996	SD	SD negeri Layang I Makassar
1996 - 1999	SMP	SMP negeri 05 Makassar
1999 - 2002	SMA	SMA negeri 04 Makassar
2002 - 2009	S1	Universitas Hasanuddin Makassar
2009 – 2012	S1-profesi	Universitas Hasanuddin Makassar
2021 - 2023.....	S2	Universitas Hasanuddin Makassar