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LAMPIRAN

Lampiran 1. Kuisisioner Penelitian

KUISISIONER BUDAYA ORGANISASI (*ORGANIZATIONAL CULTURE*)

(Diadaptasi dari Organizational Culture Assessment Instrument (OCAI) oleh Cameron & Quinn, 2011)

Petunjuk Pengisian Kuisisioner :

Kuisisioner ini terdiri dari 24 pernyataan yang terbagi dalam 6 kategori indikator (tiap indikator terdiri atas 4 pernyataan : A, B, C, D). Tugas Anda adalah memberi skor/nilai pada masing-masing pernyataan pada kolom penilaian dengan ketentuan sebagai berikut :

- Memberi tanda Centang (✓) untuk masing-masing pernyataan pada kolom penilaian yang tersedia sesuai ketentuan penilaian sebagai berikut :
5 = Sangat setuju (SS) 3 = Kurang Setuju (KS) 1 = Sangat Tidak Setuju (STS)
4 = Setuju (S) 2 = Tidak Setuju (TS)
- Skor yang Anda berikan pada kolom penilaian menggambarkan situasi organisasi yang Anda alami dan rasakan sekarang. **Jumlah skor yang lebih tinggi diberikan untuk pernyataan yang paling mirip atau sesuai dengan kondisi RS tempat Anda bekerja (antara A, B, C, D)**
- Contoh : bila menurut Anda, pernyataan A sangat sesuai dengan kondisi RS tempat Anda bekerja, pernyataan B dan C cukup sesuai, dan pernyataan D hampir tidak sesuai sama sekali, maka Anda dapat memberikan 5 poin untuk A, masing-masing 3 poin untuk B dan C, dan 1 poin untuk D (***Hindari memberikan nilai yang merata diantara keempat pilihan (A, B, C, D)***)

I. KARAKTERISTIK DOMINAN ORGANISASI

Pilihan	Pernyataan	5 (SS)	4 (S)	3 (KS)	2 (TS)	1 (STS)
A	Rumah sakit ini adalah tempat saling berbagi banyak hal layaknya sebuah keluarga besar.					
B	Rumah sakit ini adalah tempat dengan iklim wirausaha yang sangat dinamis					
C	Rumah sakit ini adalah tempat yang berorientasi pada prestasi kerja					
D	Rumah sakit ini adalah tempat yang mengontrol kinerja orang-orang di dalamnya dengan cara terstruktur.					

II. KEPEMIMPINAN ORGANISASI

Pilihan	Pernyataan	5 (SS)	4 (S)	3 (KS)	2 (TS)	1 (STS)
A	Kepemimpinan dalam Rumah sakit secara umum dianggap memberikan teladan melalui proses mentoring untuk pertumbuhan para karyawan.					
B	Kepemimpinan dalam Rumah sakit secara umum dianggap memberikan teladan melalui proses kewirausahaan yang inovatif					
C	Kepemimpinan dalam Rumah sakit secara umum dianggap memberikan teladan melalui kegigihan dalam pencapaian hasil.					
D	Kepemimpinan dalam Rumah sakit secara umum dianggap memberikan teladan melalui tatakelola organisasi yang efisien.					

III. MANAJEMEN KARYAWAN

Pilihan	Pernyataan	5 (SS)	4 (S)	3 (KS)	2 (TS)	1 (STS)
A	Gaya manajemen dalam Rumah Sakit ditandai dengan partisipasi individu dalam hal kerja sama					
B	Gaya manajemen dalam Rumah Sakit ditandai dengan kebebasan individu dalam mengambil risiko					
C	Gaya manajemen dalam Rumah Sakit ditandai dengan tuntutan untuk berkompetisi guna mencapai prestasi yang setinggi-tingginya					
D	Gaya manajemen dalam Rumah Sakit ditandai dengan stabilitas relasi antar-anggota di dalamnya.					

IV. PEREKAT ORGANISASI

Pilihan	Pernyataan	5 (SS)	4 (S)	3 (KS)	2 (TS)	1 (STS)
A	Hal-hal yang menjadi perekat Rumah sakit ini adalah rasa saling percaya yang menumbuhkan loyalitas anggota					
B	Hal-hal yang menjadi perekat Rumah sakit ini adalah komitmen anggota terhadap pengembangan inovasi					
C	Hal-hal yang menjadi perekat Rumah sakit ini adalah adanya penekanan pada pencapaian tujuan kerja.					
D	Hal-hal yang menjadi perekat Rumah sakit ini adalah peraturan-peraturan maupun kebijakan-kebijakan formal.					

V. PENEKANAN STRATEGIS ORGANISASI

Pilihan	Pernyataan	5 (SS)	4 (S)	3 (KS)	2 (TS)	1 (STS)
A	Rumah sakit menekankan adanya pengembangan sumber daya manusia yang partisipatif					
B	Rumah sakit menekankan adanya pembaruan sumber daya melalui tantangan-tantangan baru.					
C	Rumah sakit menekankan adanya tindakan-tindakan kompetitif untuk memenangkan pasar.					
D	Rumah sakit menekankan adanya ketetapan dalam mengontrol kelancaran operasional.					

VI. KRITERIA SUKSES ORGANISASI

Pilihan	Pernyataan	5 (SS)	4 (S)	3 (KS)	2 (TS)	1 (STS)
A	Kriteria sukses bagi Rumah sakit didasarkan pada proses kerja sama guna menumbuhkan komitmen karyawan.					
B	Kriteria sukses bagi Rumah sakit didasarkan oleh adanya inovasi dari produk-produk terbaru yang unggul.					
C	Kriteria sukses Rumah sakit adalah menjadi pemimpin terdepan dalam kompetisi yang mampu memenangkan pasar.					
D	Kriteria sukses Rumah sakit adalah efisiensi.					

**KUISIONER PERSEPSI DUKUNGAN ORGANISASI
(PERCEIVED ORGANIZATIONAL SUPPORT)**

(Diadaptasi dari Kuisisioner *Innovation Support Inventory* yang dikembangkan oleh Lukes & Stephan (2017))

Petunjuk Pengisian Kuisisioner :

Kuisisioner ini terdiri dari 13 pernyataan yang terbagi dalam 3 kategori indikator (Dukungan Manajerial, Dukungan Organisasi, dan Dukungan Budaya). Tugas Anda adalah memilih salah satu pilihan jawaban dengan memberi tanda **Centang** (√) untuk masing-masing pernyataan pada kolom penilaian yang tersedia.

I. DUKUNGAN MANAGERIAL

No	Pernyataan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Manajer* saya memotivasi saya untuk mendatangi dengan ide-ide baru					
2	Manajer* saya selalu memberikan penghargaan finansial untuk ide-ide yang baru					
3	Manajer* saya mendukung saya dalam mengimplementasikan ide-ide baru secepat mungkin					
4	Manajer* saya bersikap toleran terhadap kesalahan maupun kegagalan dalam hal penerapan hal yang baru					
5	Manajer* saya mampu memperoleh dukungan dari luar unit saya untuk usulan yang saya ajukan					

*Manajer termasuk pimpinan di unit kerja Anda, termasuk : Direksi, Manajer, Ketua komite, Ketua KSM, kepala Instalasi/Unit

II. DUKUNGAN ORGANISASI

No	Pernyataan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Sistem pembagian jasa di RS ini memotivasi saya untuk mengusulkan hal-hal atau prosedur baru					
2	RS ini telah menyediakan sumber daya yang cukup untuk mendukung penerapan ide/gagasan baru					
3	RS ini telah menyediakan waktu bagi saya untuk mempraktikkan ide yang inovatif					
4	Gaya kepemimpinan dari pimpinan RS mendorong saya untuk berperilaku inovatif dalam bekerja					

III. DUKUNGAN BUDAYA

No	Pernyataan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Sebagian besar karyawan di RS ini datang ke tempat kerja dengan ide-ide yang baru orisinal					
2	Sebagian besar karyawan di RS ini mampu mengimplementasikan ide-ide baru secara sungguh-sungguh di tempat kerja					
3	Sebagian besar karyawan di RS ini mencari tantangan baru di tempat kerja					
4	Sebagian besar karyawan di RS ini dapat berimprovisasi dengan mudah saat terjadi perubahan yang tidak terduga					

KUISIONER PERILAKU KERJA INOVATIF (*INNOVATIVE WORK BEHAVIOR*)

(Diadaptasi dari Kuisisioner *Individual Innovativeness Scale* yang dikembangkan oleh Yigit & Aksay (2017))

Petunjuk Pengisian Kuisisioner :

Kuisisioner ini terdiri dari 20 pernyataan yang terbagi dalam 4 kategori indikator (Kepemimpinan Opini, Keterbukaan terhadap Pengalaman, Pengambilan Risiko, dan Resistensi terhadap Perubahan).

Tugas Anda adalah memilih salah satu pilihan jawaban dengan memberi tanda **Centang (√)** untuk masing-masing pernyataan pada kolom penilaian yang tersedia.

I. KEPEMIMPINAN OPINI

No	Pernyataan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Saya merasa bahwa saya adalah anggota yang berpengaruh dalam kelompok /kolega saya					
2	Saya menganggap diri saya kreatif dalam berpikir maupun berperilaku					
3	Saya adalah tipe orang yang inventif (pandai menciptakan sesuatu yang baru)					
4	Saya senang mengambil bagian dalam tanggung jawab kepemimpinan pada kelompok tempat saya berada.					
5	Saya merasa terdorong untuk menjadi orisinal dalam pemikiran maupun perilaku saya					
6	Saya mudah menerima ide-ide / gagasan baru					

II. KETERBUKAAN TERHADAP PENGALAMAN

No	Pernyataan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Teman-teman saya sering meminta saran atau informasi kepada saya					
2	Saya senang mencoba ide-ide baru					
3	Saya mencari cara baru untuk melakukan sesuatu					
4	Saya sering mengimprovisasi metode/cara untuk memecahkan masalah ketika jawaban/solusinya tidak jelas					

III. PENGAMBILAN RISIKO

No	Pernyataan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Saya merasa tertantang oleh hal yang bersifat ambigu					
2	Saya merasa tertantang oleh pertanyaan yang belum terjawab					
3	Saya merasa bahwa melakukan sesuatu dengan cara yang baru merupakan cara terbaik					
4	Saya mempertimbangkan untuk menggunakan inovasi tanpa perlu melihat orang lain menggunakan inovasi tersebut					

IV. RESISTENSI TERHADAP PERUBAHAN

No	Pernyataan	Sangat Setuju	Setuju	Kurang Setuju	Tidak Setuju	Sangat Tidak Setuju
1	Secara umum, saya berhati-hati dalam menerima ide-ide baru.					
2	Saya curiga terhadap penemuan maupun cara berpikir baru.					
3	Saya jarang memercayai ide baru sampai saya dapat melihat apakah sebagian besar orang di sekitar saya menerimanya.					
4	Saya menyadari bahwa saya seringkali menjadi salah satu orang terakhir dalam kelompok saya yang menerima sesuatu yang baru					
5	Saya enggan mengadopsi cara-cara baru dalam melakukan sesuatu sampai saya melihatnya bekerja untuk orang-orang di sekitar saya					
6	Saya sering merasa ragu-ragu terhadap ide-ide baru					

Lampiran 2. Dokumen Rekomendasi Persetujuan Etik Penelitian



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN
RISET, DAN TEKNOLOGI
UNIVERSITAS HASANUDDIN
FAKULTAS KESEHATAN MASYARAKAT

Jln. Perintis Kemerdekaan Km.10 Makassar 90245, Telp. (0411) 585658,
E-mail : fkunhas@gmail.com, website: <https://fkunhas.ac.id/>

REKOMENDASI PERSETUJUAN ETIK

Nomor : 4248/UN4.14.1/TP.01.02/2023

Tanggal: 27 Juni 2023

Dengan ini Menyatakan bahwa Protokol dan Dokumen yang Berhubungan dengan Protokol berikut ini telah mendapatkan Persetujuan Etik :

No.Protokol	19623052114	No. Sponsor Protokol	
Peneliti Utama	Andi Raisyiah Akrimah Imran	Sponsor	Pribadi
Judul Peneliti	Analisis Pengaruh <i>Organizational Culture</i> dan <i>Perceived Organizational Support</i> terhadap <i>Innovative Work Behaviour</i> di Rumah Sakit Universitas Hasanuddin Makassar		
No. Versi Protokol	1	Tanggal Versi	19 Juni 2023
No. Versi PSP	1	Tanggal Versi	19 Juni 2023
Tempat Penelitian	Rumah Sakit Universitas Hasanuddin Makassar		
Judul Review	<input type="checkbox"/> Exempted <input checked="" type="checkbox"/> Expedited <input type="checkbox"/> Fullboard	Masa Berlaku 27 Juni 2023 Sampai 27 Juni 2024	Frekuensi review lanjutan
Ketua Komisi Etik Penelitian	Nama : Prof.dr.Veni Hadju,M.Sc,Ph.D	Tanda tangan	Tanggal 27 Juni 2023
Sekretaris komisi Etik Penelitian	Nama : Dr. Wahiduddin, SKM.,M.Kes	Tanda tangan	Tanggal 27 Juni 2023

Kewajiban Peneliti Utama:

1. Menyerahkan Amandemen Protokol untuk persetujuan sebelum di implementasikan
2. Menyerahkan Laporan SAE ke Komisi Etik dalam 24 Jam dan dilengkapi dalam 7 hari dan Laporan SUSAR dalam 72 Jam setelah Peneliti Utama menerima laporan
3. Menyerahkan Laporan Kemajuan (*progress report*) setiap 6 bulan untuk penelitian resiko tinggi dan setiap setahun untuk penelitian resiko rendah
4. Menyerahkan laporan akhir setelah Penelitian berakhir
5. Melaporakn penyimpangan dari protocol yang disetujui (*protocol deviation/violation*)
6. Mematuhi semua peraturan yang ditentukan

Lampiran 3. Surat Izin Penelitian dari Fakultas



KEMENTERIAN PENDIDIKAN KEBUDAYAAN,
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Nomor : 22970/UN4.14.1/PT.01.04/2023

4 Juli 2023

Lampiran : -

Hal : Permohonan Izin Penelitian

Yth.

**Direktur Rumah Sakit Universitas Hasanuddin
MAKASSAR**

Dengan hormat kami sampaikan bahwa mahasiswa Program Studi Magister Administrasi Rumah Sakit Fakultas Kesehatan Masyarakat Universitas Hasanuddin yang dibawah ini:

Nama : Andi Raisyiah Akrimah Imran

NIM : K022211013

Program Pendidikan : Magister (S2)

Program Studi : Administrasi Rumah Sakit

Bermaksud melakukan penelitian dalam rangka persiapan penulisan tesis dengan judul

"ANALISIS PENGARUH ORGANIZATIONAL CULTURE DAN PERCEIVED ORGANIZATIONAL SUPPORT TERHADAP INNOVATIVE WORK BEHAVIOR DI RUMAH SAKIT UNIVERSITAS HASANUDDIN MAKASSAR"

Pembimbing : 1. Dr. Syahrir A. Pasiringi, MS

2. Dr. Fridawaty Rivai, SKM.,M.Kes

Waktu Penelitian : Juli - Agustus 2023

Lokasi Penelitian : Rumah Sakit Universitas Hasanuddin

Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan memberi izin kepada yang bersangkutan.

Atas perkenan dan kerjasamanya diucapkan terima kasih

Wakil Dekan Bidang Akademik dan
Kemahasiswaan,



Dr. Wahiduddin, SKM.,M.Kes.
NIP. 197604072005011004

Tembusan Kepada Yth.:

1. Dekan FKM Unhas (Sebagai laporan)
2. Ketua Program Studi Administrasi Rumah Sakit FKM-Unhas
3. Mahasiswa Yang Bersangkutan
4. Peringgal



Catatan :

1. UU ITE No. 11 Tahun 2008 Pasal 5 Ayat 1 "Informasi Elektronik dan/atau Dokumen Elektronik dan/atau hasil cetaknya merupakan alat bukti yang sah."
2. Dokumen ini telah diandatangani secara elektronik menggunakan sertifikat elektronik yang diterbitkan oleh BSE.



Lampiran 4. Hasil Uji Validitas dan Reliabilitas Variabel Penelitian

Hasil Uji Validitas dan Reliabel Item Variabel *Organizational Culture*

Kode Item	Item-Rest Correlation	r tabel	Validitas	Nilai Cronbach's α	Standar	Reliabilitas
DC1	0.460	0,361	Valid	0.928	0,60	Reliabel
DC2	0.647	0,361	Valid	0.925	0,60	Reliabel
DC3	0.516	0,361	Valid	0.927	0,60	Reliabel
DC4	0.676	0,361	Valid	0.924	0,60	Reliabel
OL1	0.718	0,361	Valid	0.924	0,60	Reliabel
OL2	0.597	0,361	Valid	0.926	0,60	Reliabel
OL3	0.514	0,361	Valid	0.927	0,60	Reliabel
OL4	0.744	0,361	Valid	0.924	0,60	Reliabel
EM1	0.694	0,361	Valid	0.924	0,60	Reliabel
EM2	0.424	0,361	Valid	0.930	0,60	Reliabel
EM3	0.478	0,361	Valid	0.928	0,60	Reliabel
EM4	0.723	0,361	Valid	0.925	0,60	Reliabel
OG1	0.589	0,361	Valid	0.926	0,60	Reliabel
OG2	0.687	0,361	Valid	0.925	0,60	Reliabel
OG3	0.607	0,361	Valid	0.926	0,60	Reliabel
OG4	0.559	0,361	Valid	0.926	0,60	Reliabel
SE1	0.588	0,361	Valid	0.926	0,60	Reliabel
SE2	0.625	0,361	Valid	0.925	0,60	Reliabel
SE3	0.618	0,361	Valid	0.925	0,60	Reliabel
SE4	0.444	0,361	Valid	0.928	0,60	Reliabel
CS1	0.555	0,361	Valid	0.927	0,60	Reliabel
CS2	0.674	0,361	Valid	0.925	0,60	Reliabel
CS3	0.540	0,361	Valid	0.927	0,60	Reliabel
CS4	0.559	0,361	Valid	0.926	0,60	Reliabel

Frequentist Scale Reliability Statistics

Estimate	Cronbach's α
Point estimate	0.929
95% CI lower bound	0.881
95% CI upper bound	0.960

Hasil Uji Validitas dan Reliabel Item Variabel *Perceived Organizational Culture*

Kode Item	Item-Rest Correlation	r tabel	Validitas	Nilai Cronbach's α	Standar	Reliabilitas
MS1	0.519	0,361	Valid	0.929	0,60	Reliabel
MS2	0.540	0,361	Valid	0.931	0,60	Reliabel
MS3	0.740	0,361	Valid	0.923	0,60	Reliabel
MS4	0.659	0,361	Valid	0.925	0,60	Reliabel
MS5	0.719	0,361	Valid	0.923	0,60	Reliabel
OS1	0.581	0,361	Valid	0.932	0,60	Reliabel
OS2	0.866	0,361	Valid	0.918	0,60	Reliabel
OS3	0.776	0,361	Valid	0.922	0,60	Reliabel
OS4	0.721	0,361	Valid	0.923	0,60	Reliabel
CS1	0.856	0,361	Valid	0.919	0,60	Reliabel
CS2	0.675	0,361	Valid	0.925	0,60	Reliabel
CS3	0.731	0,361	Valid	0.922	0,60	Reliabel
CS4	0.710	0,361	Valid	0.923	0,60	Reliabel

Frequentist Scale Reliability Statistics

Estimate	Cronbach's α
Point estimate	0.930
95% CI lower bound	0.883
95% CI upper bound	0.960

Hasil Uji Validitas dan Reliabel Item Variabel *Innovative Work Behavior*

Kode Item	Item-Rest Correlation	r tabel	Validitas	Nilai Cronbach's α	Standar	Reliabilitas
OP1	0.559	0,361	Valid	0.865	0,60	Reliabel
OP2	0.447	0,361	Valid	0.869	0,60	Reliabel
OP3	0.699	0,361	Valid	0.860	0,60	Reliabel
OP4	0.672	0,361	Valid	0.862	0,60	Reliabel
OP5	0.505	0,361	Valid	0.867	0,60	Reliabel
OP6	0.432	0,361	Valid	0.869	0,60	Reliabel
OE1	0.547	0,361	Valid	0.865	0,60	Reliabel
OE2	0.662	0,361	Valid	0.864	0,60	Reliabel
OE3	0.745	0,361	Valid	0.859	0,60	Reliabel
OE4	0.715	0,361	Valid	0.860	0,60	Reliabel
RT1	0.424	0,361	Valid	0.869	0,60	Reliabel
RT2	0.449	0,361	Valid	0.869	0,60	Reliabel
RT3	0.471	0,361	Valid	0.868	0,60	Reliabel
RT4	0.401	0,361	Valid	0.870	0,60	Reliabel
RC1	0.274	0,361	Tidak Valid	0.879	0,60	Reliabel
RC2	0.395	0,361	Valid	0.872	0,60	Reliabel

Kode Item	Item-Rest Correlation	r tabel	Validitas	Nilai Cronbach's α	Standar	Reliabilitas
RC3	0.439	0,361	Valid	0.869	0,60	Reliabel
RC4	0.393	0,361	Valid	0.871	0,60	Reliabel
RC5	0.305	0,361	Tidak Valid	0.876	0,60	Reliabel
RC6	0.428	0,361	Valid	0.870	0,60	Reliabel

Frequentist Scale Reliability Statistics

	Estimate	Cronbach's α
Point estimate		0.873
95% CI lower bound		0.787
95% CI upper bound		0.930

Lampiran 5. Output Statistik Penelitian

Hasil Output Analisis Bivariat (OC → IWB) menggunakan Uji Chi-Square & Fisher

Contingency Tables

OC		IWB		
		Rendah	Tinggi	Total
Rendah	Count	10.000	20.000	30.000
	Expected count	3.057	26.943	30.000
	% of total	3.774 %	7.547 %	11.321 %
Tinggi	Count	17.000	218.000	235.000
	Expected count	23.943	211.057	235.000
	% of total	6.415 %	82.264 %	88.679 %
Total	Count	27.000	238.000	265.000
	Expected count	27.000	238.000	265.000
	% of total	10.189 %	89.811 %	100.000 %

Chi-Squared Tests

	Value	df	p
X ²	19.804	1	< .001
N	265		

Log Odds Ratio

	Log Odds Ratio	95% Confidence Intervals		p
		Lower	Upper	
Odds ratio	1.858	0.953	2.764	
Fisher's exact test	1.846	0.824	2.840	< .001

Hasil Output Analisis Bivariat (OC → POS) menggunakan Uji Chi-Square & Fisher

Contingency Tables

OC		IWB		
		Rendah	Tinggi	Total
Rendah	Count	10.000	20.000	30.000
	Expected count	3.849	26.151	30.000
	% of total	3.774 %	7.547 %	11.321 %
Tinggi	Count	24.000	211.000	235.000
	Expected count	30.151	204.849	235.000
	% of total	9.057 %	79.623 %	88.679 %
Total	Count	34.000	231.000	265.000
	Expected count	34.000	231.000	265.000
	% of total	12.830 %	87.170 %	100.000 %

Chi-Squared Tests

	Value	df	p
X ²	12.716	1	< .001
N	265		

Log Odds Ratio

	Log Odds Ratio	95% Confidence Intervals		p
		Lower	Upper	
Odds ratio	1.481	0.612	2.349	
Fisher's exact test	1.472	0.487	2.415	0.002

Hasil Output Analisis Bivariat (POS → IWB) menggunakan Uji Chi-Square dan Fisher

Contingency Tables

OC		IWB		
		Rendah	Tinggi	Total
Rendah	Count	8.000	26.000	34.000
	Expected count	3.464	30.536	34.000
	% of total	3.019 %	9.811 %	12.830 %
Tinggi	Count	19.000	212.000	231.000
	Expected count	23.536	207.464	231.000
	% of total	7.170 %	80.000 %	87.170 %
Total	Count	27.000	238.000	265.000
	Expected count	27.000	238.000	265.000
	% of total	10.189 %	89.811 %	100.000 %

Chi-Squared Tests

	Value	df	p
X ²	7.586	1	0.006
N	265		

Log Odds Ratio

	Log Odds Ratio	95% Confidence Intervals		p
		Lower	Upper	
Odds ratio	1.233	0.312	2.154	
Fisher's exact test	1.227	0.158	2.220	0.012

CURRICULUM VITAE**A. DATA PRIBADI**

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B. RIWAYAT PENDIDIKAN

1. (2001-2005) SD Inpres Toddopuli Makassar
2. (2005-2006) SD Negeri 5 Parepare
3. (2006-2007) SMP Negeri 1 Parepare
4. (2007-2009) SMP Negeri 8 Makassar
5. (2009-2012) SMAN 17 MAKASSAR
6. (2012-2016) Universitas Hasanuddin Makassar -Program Studi S1 Pendidikan Dokter
7. (2016-2018) Universitas Hasanuddin Makassar -Program Studi Profesi Dokter
8. (2021-2024) Universitas Hasanuddin Makassar -Program Studi Magister Administrasi Rumah Sakit

C. PENGALAMAN KERJA

No.	Institusi	Jabatan	Periode
1.	Puskesmas Baringeng, Soppeng	Dokter Internship	2018 –2019
2.	RSUD La Temmamala, Soppeng	Dokter Internship	2018 - 2019
3.	RSKD Dadi Prov. Sulawesi Selatan	Dokter Umum	2020 - 2021
4.	Klinik Shafia Medika Makassar	Dokter Umum	2022 - sekarang
5.	RSIA Masyita Makassar	Dokter Umum	2022 - 2023
6.	RS Islam Faisal Makassar	Dokter Umum	2023
7.	Fakultas Kedokteran Universitas Hasanuddin	Dosen	2021 - sekarang