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# LAMPIRAN



## Lampiran 1 Informed Consent dan Kuesioner Penelitian

### INFORMED CONSENT

Bapak/Ibu/Sdr(i). Perkenalkan nama saya : Puput Indah Permata Yance. Mahasiswa jurusan Manajemen Rumah Sakit Fakultas Kesehatan Masyarakat Universitas Hasanuddin. Saat ini saya sedang melakukan penelitian skripsi berjudul “Gambaran Iklim Organisasi di Rumah Sakit Universitas Hasanuddin Tahun 2020”. Terkait dengan penelitian tersebut, saya memohon kesediaan Bapak/Ibu/Sdr(i) untuk mengisi kuesioner dengan baik, jujur, dan apa adanya. Tidak ada jawaban yang benar atau salah. Semua data ini digunakan untuk meningkatkan pelayanan kesehatan di RS Unhas. Saya menjamin untuk menjaga kerahasiaan data yang Bapak/Ibu/Sdr(i) berikan dan hanya menggunakannya untuk tujuan penelitian saja. Atas kerja sama dan kesediaannya, saya ucapkan terima kasih.

### PERNYATAAN PERSETUJUAN SUBYEK PENELITIAN

Saya memahami keterangan yang diberikan dan setuju untuk mengisi kuesioner,

Makassar, Juli 2020

Responden




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(tanda tangan responden)

## KUESIONER PENELITIAN

### GAMBARAN IKLIM ORGANISASI DI RUMAH SAKIT UNIVERSITAS HASANUDDIN TAHUN 2020

#### A. Petunjuk Cara Menjawab Pertanyaan

11. Mohon dibaca dan dipahami tiap pertanyaan dalam lembar kuesioner berikut serta diisi dengan teliti, lengkap dan jujur.
12. Jawaban harus merupakan jawaban pribadi bukan jawaban kelompok, dalam hal ini tidak ada jawaban yang benar atau salah, yang penting jawaban Bapak/Ibu/Sdr(i) benar-benar tepat dengan situasi yang dirasakan.
13. Harap beri tanda centang (√) pada jawaban-jawaban dari pertanyaan-pertanyaan di bawah ini yang paling sesuai menurut pendapat Bapak/Ibu/Sdr(i).

#### B. Identitas Responden

1. Nomor Responden : (diisi oleh peneliti)
2. Nama :
3. Umur : Tahun
4. Jenis Kelamin :
  1. Laki-laki
  2. Perempuan
5. Pendidikan :
  1. SD/Sederajat
  2. SMP/Sederajat
  3. SMA/Sederajat
  4. Diploma (DIII)
  5. Sarjana (S1)
  6. Magister (S2)
  7. Doktoral (S3)
- Masa Kerja :
- Unit Kerja :
- Status Pegawai :
  1. PNS
  2. Kontrak



### C. Pertanyaan Penelitian

**Keterangan:**

**SS** : Sangat Setuju

**S** : Setuju

**TS** : Tidak Setuju

**STS** : Sangat Tidak Setuju

Pernyataan		Jawaban			
<i>Involvement</i>		SS	S	TS	STS
1.	Para staf saling berkomitmen dalam berkontribusi untuk mencapai tujuan organisasi.				
2.	Staf kurang tertarik pada pekerjaan mereka.				
3.	Para staf pada dasarnya termotivasi untuk berkontribusi pada keberhasilan organisasi.				
4.	Staf memandang pekerjaan sebagai peluang meningkatkan karier bukan sebagai kewajiban.				
5.	Interaksi dengan sesama staf membosankan.				
6.	Staf merasa terkait dengan tujuan jangka panjang organisasi.				
<i>Freedom</i>		SS	S	TS	STS
7.	Dalam pengembangan inovasi, Staf melakukan pekerjaan mereka dengan cara yang ditentukan dengan hanya sedikit ruang untuk menyelesaikan tugas mereka.				
8.	Dalam pengembangan inovasi demi kemajuan organisasi, staf membuat pilihan sendiri tentang apa yang akan mereka kerjakan				
9.	Staf diberikan fasilitas untuk menyelesaikan pekerjaan mereka sendiri.				
	Staf yang ada di instalasi ini menerapkan kepandaian dan pengalamannya dalam bekerja				
	Staf diberi kesempatan untuk berbagi				



	informasi tentang pekerjaan mereka.				
12.	Staf di instalasi ini bekerja dalam pedoman dan peran yang ketat.				
<b>Openness</b>		<b>SS</b>	<b>S</b>	<b>TS</b>	<b>STS</b>
13.	Para staf saling percaya, ketika melakukan pengembangan inovasi untuk kemajuan organisasi.				
14.	Staf di instalasi ini saling mengandalkan satu sama lain untuk dukungan pribadi.				
15.	Staf di sini saling berbagi ide satu sama lain.				
16.	Staf saling memberikan nilai/penghargaan atas suatu tindakan yang baik				
17.	Staf menjaga erat atau tidak membagikan rencana dan ide-ide mereka kepada staf yang lain				
18.	Staf merasa sulit untuk berkomunikasi secara terbuka satu sama lain.				
<b>Idea time</b>		<b>SS</b>	<b>S</b>	<b>TS</b>	<b>STS</b>
19.	Staf dalam mengembangkan inovasi meluangkan waktu untuk mempertimbangkan cara-cara baru dalam melakukan sesuatu.				
20.	Waktu tersedia untuk mengeksplorasi ide-ide baru.				
21.	Kemungkinan ada waktu untuk membahas saran yang tidak termasuk dalam tugas yang diberikan				
22.	Adanya jadwal yang fleksibel yang memungkinkan orang untuk mengeksplorasi alternatif dan ide-ide baru dalam pengembangan organisasi				
23.	Staf dalam melaksanakan pekerjaannya, setiap menit sudah diatur dan ditentukan sehingga menghambat staf memunculkan idenya				
	Adanya tekanan waktu dalam mengembangkan inovasi membuat pemikiran di luar instruksi dan pekerjaan menjadi tidak mungkin				



	untuk diselesaikan.				
<b><i>Playfulness/ Humor</i></b>		<b>SS</b>	<b>S</b>	<b>TS</b>	<b>STS</b>
25.	Dalam mengembangkan inovasi baru, staf bersenang-senang namun tetap profesional				
26.	Ada banyak lelucon yang sifatnya baik.				
27.	Para staf di sini menunjukkan selera humor.				
28.	Suasana ditandai oleh keseriusan/kaku				
29.	Lelucon dan tawa dianggap tidak pantas/ tidak diperbolehkan				
30.	Kondisi/karakteristik lingkungan bekerja yang santai.				
<b><i>Conflicts</i></b>		<b>SS</b>	<b>S</b>	<b>TS</b>	<b>STS</b>
31.	Dalam pengembangan inovasi baru, staf saling menjatuhkan untuk satu sama lain.				
32.	Ada perebutan kekuasaan dan wilayah di instalasi				
33.	Kelompok dan individu saling tidak menyukai.				
34.	Perbedaan pribadi menghasilkan gosip/fitnah				
35.	Staf mampu mengontrol diri agar tidak terjadi pertentangan dalam organisasi.				
36.	Para staf menyambut, menerima, dan menangani secara efektif keragaman ide.				
37.	Staf menyambut, menerima, dan menangani secara efektif keragaman dalam kawan sekerja/seprofesi				
<b><i>Idea support</i></b>		<b>SS</b>	<b>S</b>	<b>TS</b>	<b>STS</b>
38.	Ide-ide baru diterima dengan cara yang penuh perhatian oleh orang lain.				
39.	Staf saling mendengarkan inisiatif satu sama lain.				
	Staf biasanya merasa disambut ketika mempresentasikan ide baru di sini.				
	Suasana disini menjadi konstruktif ketika mempertimbangkan ide-ide baru.				



42.	Mengusulkan gagasan baru, tidak diperbolehkan.				
43.	Mencari kesalahan dan hambatan adalah gaya yang biasa dalam menanggapi ide-ide baru.				
<b><i>Debates</i></b>		<b>SS</b>	<b>S</b>	<b>TS</b>	<b>STS</b>
44.	Dalam pengembangan inovasi baru, staf mendiskusikan opini yang bertentangan.				
45.	Berbagai macam sudut pandang diekspresikan di sini.				
46.	Banyak suara terdengar saat mencari solusi untuk masalah.				
47.	Para staf tertarik mengedepankan ide-ide mereka untuk dipertimbangkan.				
48.	Staf mengikuti pola otoriter tanpa mempertanyakan anggota staf yang lain				
49.	Staf sering terlihat berbagi keragaman perspektif.				
<b><i>Risk taking</i></b>		<b>SS</b>	<b>S</b>	<b>TS</b>	<b>STS</b>
50.	Dalam pengembangan inovasi baru, para staf merasa seolah-olah mereka dapat mengambil risiko dan menjadi yang pertama mengedepankan ide.				
51.	Para staf mentolerir ketidakpastian dan ambiguitas ketika membuat keputusan.				
52.	Para staf di sini sering menjelajah ide-ide yang tidak diprediksi.				
53.	Para staf merasa seolah-olah mereka dapat “bertaruh/memperjuangkan” ide-ide mereka.				
54.	Para staf berusaha untuk berada di "sisi aman", tidak berani beresiko				
55.	Staf cenderung menutupi diri/ ide-ide mereka dengan banyak cara.				





## Lampiran 2 Hasil Analisis Data Penelitian

### 1. Karakteristik Responden

#### Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21-24	10	11.2	11.2	11.2
25-28	13	14.6	14.6	25.8
29-32	50	56.2	56.2	82.0
33-36	14	15.7	15.7	97.8
37-40	2	2.2	2.2	100.0
Total	89	100.0	100.0	

#### JenisKelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	24	27.0	27.0	27.0
Perempuan	65	73.0	73.0	100.0
Total	89	100.0	100.0	

#### Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA/Sederajat	2	2.2	2.2	2.2
Diploma	21	23.6	23.6	25.8
Sarjana	63	70.8	70.8	96.6
Magister	3	3.4	3.4	100.0
Total	89	100.0	100.0	



**MasaKerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
<5 Tahun	17	19.1	19.1	19.1
Valid ?5 Tahun	72	80.9	80.9	100.0
Total	89	100.0	100.0	

**StatusPegawai**

	Frequency	Percent	Valid Percent	Cumulative Percent
PNS	22	24.7	24.7	24.7
Valid Kontrak	67	75.3	75.3	100.0
Total	89	100.0	100.0	

**UnitKerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
IGD	5	5.6	5.6	5.6
Rawat Jalan	3	3.4	3.4	9.0
Rawat Inap dan Kamar Bersalin	13	14.6	14.6	23.6
Perawatan Intensif	3	3.4	3.4	27.0
Perawatan Khusus	4	4.5	4.5	31.5
Bedah Sentral	3	3.4	3.4	34.8
Rekam Medik	3	3.4	3.4	38.2
Rehabilitasi Medik	1	1.1	1.1	39.3
Farmasi	4	4.5	4.5	43.8
IPSRS	4	4.5	4.5	48.3
Lab Patologi Klinik	2	2.2	2.2	50.6
Lab Mikrobiologi	1	1.1	1.1	51.7
gi	2	2.2	2.2	53.9
rapi	1	1.1	1.1	55.1
	4	4.5	4.5	59.6
& Laundry	2	2.2	2.2	61.8



Pelayanan Medik	23	25.8	25.8	87.6
Keuangan	3	3.4	3.4	91.0
SDM & Administrasi Umum	3	3.4	3.4	94.4
Satuan Penjaminan Mutu	1	1.1	1.1	95.5
ULP	1	1.1	1.1	96.6
Casemix	2	2.2	2.2	98.9
SIM RS	1	1.1	1.1	100.0
Total	89	100.0	100.0	

### *Challenge/Involvement*

**inv.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	1.1	1.1	1.1
S	39	43.8	43.8	44.9
SS	49	55.1	55.1	100.0
Total	89	100.0	100.0	

**inv.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	48	53.9	53.9	53.9
TS	35	39.3	39.3	93.3
S	6	6.7	6.7	100.0
Total	89	100.0	100.0	

**inv.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	2.2	2.2	2.2
S	40	44.9	44.9	47.2



SS	47	52.8	52.8	100.0
Total	89	100.0	100.0	

**inv.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	2.2	2.2	2.2
TS	35	39.3	39.3	41.6
Valid S	41	46.1	46.1	87.6
SS	11	12.4	12.4	100.0
Total	89	100.0	100.0	

**inv.5**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	80	89.9	89.9	89.9
Valid TS	9	10.1	10.1	100.0
Total	89	100.0	100.0	

**inv.6**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	4.5	4.5	4.5
Valid S	63	70.8	70.8	75.3
SS	22	24.7	24.7	100.0
Total	89	100.0	100.0	

**k.involvement**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	1.1	1.1	1.1
Valid S	42	47.2	47.2	48.3
SS	46	51.7	51.7	100.0



Total	89	100.0	100.0
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#### Umur \* k.involvement Crosstabulation

		k.involvement			Total
		TS	S	SS	
21-24	Count	0	3	7	10
	% within Umur	0.0%	30.0%	70.0%	100.0%
25-28	Count	0	4	9	13
	% within Umur	0.0%	30.8%	69.2%	100.0%
29-32	Count	0	28	22	50
	% within Umur	0.0%	56.0%	44.0%	100.0%
33-36	Count	1	6	7	14
	% within Umur	7.1%	42.9%	50.0%	100.0%
37-40	Count	0	1	1	2
	% within Umur	0.0%	50.0%	50.0%	100.0%
Total	Count	1	42	46	89
	% within Umur	1.1%	47.2%	51.7%	100.0%

#### JenisKelamin \* k.involvement Crosstabulation

		k.involvement			Total
		TS	S	SS	
Laki-laki	Count	1	9	14	24
	% within JenisKelamin	4.2%	37.5%	58.3%	100.0%
Perempuan	Count	0	33	32	65
	% within JenisKelamin	0.0%	50.8%	49.2%	100.0%
Total	Count	1	42	46	89
	% within JenisKelamin	1.1%	47.2%	51.7%	100.0%

#### Pendidikan \* k.involvement Crosstabulation

		k.involvement			Total
		TS	S	SS	
SMA/Sederajat	Count	0	2	0	2



	% within Pendidikan	0.0%	100.0%	0.0%	100.0%
Diploma	Count	0	10	11	21
	% within Pendidikan	0.0%	47.6%	52.4%	100.0%
Sarjana	Count	0	29	34	63
	% within Pendidikan	0.0%	46.0%	54.0%	100.0%
Magister	Count	1	1	1	3
	% within Pendidikan	33.3%	33.3%	33.3%	100.0%
Total	Count	1	42	46	89
	% within Pendidikan	1.1%	47.2%	51.7%	100.0%

#### MasaKerja \* k.involvement Crosstabulation

		k.involvement			Total	
		TS	S	SS		
MasaKerja	<5 Tahun	Count	0	7	10	17
		% within MasaKerja	0.0%	41.2%	58.8%	100.0%
MasaKerja	?5 Tahun	Count	1	35	36	72
		% within MasaKerja	1.4%	48.6%	50.0%	100.0%
Total		Count	1	42	46	89
		% within MasaKerja	1.1%	47.2%	51.7%	100.0%

#### UnitKerja \* k.involvement Crosstabulation

		k.involvement			Total	
		TS	S	SS		
IGD		Count	0	1	4	5
		% within UnitKerja	0.0%	20.0%	80.0%	100.0%
Rawat Jalan		Count	0	2	1	3
		% within UnitKerja	0.0%	66.7%	33.3%	100.0%
UnitKerja	Rawat Inap dan Kamar Bersalin	Count	0	4	9	13
		% within UnitKerja	0.0%	30.8%	69.2%	100.0%
UnitKerja	Rawat Intensif	Count	0	0	3	3
		% within UnitKerja	0.0%	0.0%	100.0%	100.0%
UnitKerja	Rawat Khusus	Count	0	1	3	4
		% within UnitKerja	0.0%	25.0%	75.0%	100.0%



	% within UnitKerja	0.0%	25.0%	75.0%	100.0%
	Count	1	0	2	3
Bedah Sentral	% within UnitKerja	33.3%	0.0%	66.7%	100.0%
	Count	0	1	2	3
Rekam Medik	% within UnitKerja	0.0%	33.3%	66.7%	100.0%
	Count	0	1	0	1
Rehabilitasi Medik	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	4	0	4
Farmasi	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	4	0	4
IPSR	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	1	1	2
Lab Patologi Klinik	% within UnitKerja	0.0%	50.0%	50.0%	100.0%
	Count	0	1	0	1
Lab Mikrobiologi	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	0	2	2
Radiologi	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
	Count	0	0	1	1
Radioterapi	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
	Count	0	4	0	4
Gizi	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	2	0	2
CSSD & Laundry	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	11	12	23
Pelayanan Medik	% within UnitKerja	0.0%	47.8%	52.2%	100.0%
	Count	0	2	1	3
Keuangan	% within UnitKerja	0.0%	66.7%	33.3%	100.0%
	Count	0	3	0	3
SDM & Administrasi Umum	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	0	1	1
Penjaminan Mutu	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
	Count	0	0	1	1



	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Casemix	Count	0	0	2	2
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
SIM RS	Count	0	0	1	1
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Total	Count	1	42	46	89
	% within UnitKerja	1.1%	47.2%	51.7%	100.0%

**StatusPegawai \* k.involvement Crosstabulation**

			k.involvement			Total
			TS	S	SS	
StatusPegawai	PNS	Count	1	14	7	22
		% within StatusPegawai	4.5%	63.6%	31.8%	100.0%
Kontrak	Count	0	28	39	67	
	% within StatusPegawai	0.0%	41.8%	58.2%	100.0%	
Total	Count	1	42	46	89	
	% within StatusPegawai	1.1%	47.2%	51.7%	100.0%	

*Freedom*

**free.7**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	13	14.6	14.6	14.6
TS	58	65.2	65.2	79.8
Valid S	13	14.6	14.6	94.4
SS	5	5.6	5.6	100.0
Total	89	100.0	100.0	

**free.8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	1.1	1.1	1.1





	TS	29	32.6	32.6	33.7
	S	47	52.8	52.8	86.5
	SS	12	13.5	13.5	100.0
	Total	89	100.0	100.0	

free.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	5.6	5.6	5.6
	S	38	42.7	42.7	48.3
	SS	46	51.7	51.7	100.0
	Total	89	100.0	100.0	

free.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1.1	1.1	1.1
	S	26	29.2	29.2	30.3
	SS	62	69.7	69.7	100.0
	Total	89	100.0	100.0	

free.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.1	1.1	1.1
	TS	1	1.1	1.1	2.2
	S	38	42.7	42.7	44.9
	SS	49	55.1	55.1	100.0
	Total	89	100.0	100.0	

free.12



	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	5.6	5.6	5.6
S	52	58.4	58.4	64.0
SS	32	36.0	36.0	100.0
Total	89	100.0	100.0	

**k.freedom**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	7	7.9	7.9	7.9
S	75	84.3	84.3	92.1
SS	7	7.9	7.9	100.0
Total	89	100.0	100.0	

**Umur \* k.freedom Crosstabulation**

		k.freedom			Total	
		TS	S	SS		
Umur	21-24	Count	0	7	3	10
		% within Umur	0.0%	70.0%	30.0%	100.0%
	25-28	Count	2	11	0	13
		% within Umur	15.4%	84.6%	0.0%	100.0%
	29-32	Count	1	46	3	50
		% within Umur	2.0%	92.0%	6.0%	100.0%
	33-36	Count	4	9	1	14
		% within Umur	28.6%	64.3%	7.1%	100.0%
	37-40	Count	0	2	0	2
		% within Umur	0.0%	100.0%	0.0%	100.0%
	Total	Count	7	75	7	89
		% within Umur	7.9%	84.3%	7.9%	100.0%

**JenisKelamin \* k.freedom Crosstabulation**

	k.freedom	Total
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			TS	S	SS	
JenisKelamin	Laki-laki	Count	2	19	3	24
		% within JenisKelamin	8.3%	79.2%	12.5%	100.0%
	Perempuan	Count	5	56	4	65
		% within JenisKelamin	7.7%	86.2%	6.2%	100.0%
Total	Count	7	75	7	89	
	% within JenisKelamin	7.9%	84.3%	7.9%	100.0%	

**Pendidikan \* k.freedom Crosstabulation**

			k.freedom			Total
			TS	S	SS	
Pendidikan	SMA/Sederajat	Count	2	0	0	2
		% within Pendidikan	100.0%	0.0%	0.0%	100.0%
	Diploma	Count	3	18	0	21
		% within Pendidikan	14.3%	85.7%	0.0%	100.0%
	Sarjana	Count	2	54	7	63
		% within Pendidikan	3.2%	85.7%	11.1%	100.0%
	Magister	Count	0	3	0	3
		% within Pendidikan	0.0%	100.0%	0.0%	100.0%
Total	Count	7	75	7	89	
	% within Pendidikan	7.9%	84.3%	7.9%	100.0%	

**MasaKerja \* k.freedom Crosstabulation**

			k.freedom			Total
			TS	S	SS	
MasaKerja	<5 Tahun	Count	1	13	3	17
		% within MasaKerja	5.9%	76.5%	17.6%	100.0%
	?5 Tahun	Count	6	62	4	72
		% within MasaKerja	8.3%	86.1%	5.6%	100.0%
	Total	Count	7	75	7	89
		% within MasaKerja	7.9%	84.3%	7.9%	100.0%



## UnitKerja \* k.freedom Crosstabulation

			k.freedom			Total
			TS	S	SS	
IGD	Count	0	4	1	5	
	% within UnitKerja	0.0%	80.0%	20.0%	100.0%	
Rawat Jalan	Count	1	2	0	3	
	% within UnitKerja	33.3%	66.7%	0.0%	100.0%	
Rawat Inap dan Kamar Bersalin	Count	0	11	2	13	
	% within UnitKerja	0.0%	84.6%	15.4%	100.0%	
Perawatan Intensif	Count	0	3	0	3	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
Perawatan Khusus	Count	0	4	0	4	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
Bedah Sentral	Count	0	2	1	3	
	% within UnitKerja	0.0%	66.7%	33.3%	100.0%	
Rekam Medik	Count	0	3	0	3	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
UnitKerja Rehabilitasi Medik	Count	0	1	0	1	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
Farmasi	Count	0	4	0	4	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
IPSR	Count	0	4	0	4	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
Lab Patologi Klinik	Count	0	2	0	2	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
Lab Mikrobiologi	Count	0	1	0	1	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
Radiologi	Count	0	2	0	2	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
Terapi	Count	0	1	0	1	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	
	Count	0	4	0	4	
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%	



CSSD & Laundry	Count	2	0	0	2
	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
Pelayanan Medik	Count	3	17	3	23
	% within UnitKerja	13.0%	73.9%	13.0%	100.0%
Keuangan	Count	1	2	0	3
	% within UnitKerja	33.3%	66.7%	0.0%	100.0%
SDM & Administrasi Umum	Count	0	3	0	3
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Satuan Penjaminan Mutu	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
ULP	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Casemix	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
SIM RS	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Total	Count	7	75	7	89
	% within UnitKerja	7.9%	84.3%	7.9%	100.0%

**StatusPegawai \* k.freedom Crosstabulation**

		k.freedom			Total	
		TS	S	SS		
StatusPegawai	PNS	Count	4	18	0	22
		% within StatusPegawai	18.2%	81.8%	0.0%	100.0%
StatusPegawai	Kontrak	Count	3	57	7	67
		% within StatusPegawai	4.5%	85.1%	10.4%	100.0%
Total		Count	7	75	7	89
		% within StatusPegawai	7.9%	84.3%	7.9%	100.0%



ness

open.13

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	2.2	2.2	2.2
S	33	37.1	37.1	39.3
SS	54	60.7	60.7	100.0
Total	89	100.0	100.0	

**open.14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	3.4	3.4	3.4
TS	4	4.5	4.5	7.9
S	26	29.2	29.2	37.1
SS	56	62.9	62.9	100.0
Total	89	100.0	100.0	

**open.15**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	1.1	1.1	1.1
S	21	23.6	23.6	24.7
SS	67	75.3	75.3	100.0
Total	89	100.0	100.0	

**open.16**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	2.2	2.2	2.2
S	28	31.5	31.5	33.7
SS	59	66.3	66.3	100.0
Total	89	100.0	100.0	



**open.17**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	22	24.7	24.7	24.7
TS	59	66.3	66.3	91.0
Valid S	3	3.4	3.4	94.4
SS	5	5.6	5.6	100.0
Total	89	100.0	100.0	

**open.18**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	42	47.2	47.2	47.2
Valid TS	45	50.6	50.6	97.8
S	2	2.2	2.2	100.0
Total	89	100.0	100.0	

**k.trust**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	2.2	2.2	2.2
Valid S	27	30.3	30.3	32.6
SS	60	67.4	67.4	100.0
Total	89	100.0	100.0	

**Umur \* k.trust Crosstabulation**

		k.trust			Total	
		TS	S	SS		
Umur	21-24	Count	0	1	9	10
		% within Umur	0.0%	10.0%	90.0%	100.0%
25-28	Count	0	2	11	13	
		% within Umur	0.0%	15.4%	84.6%	100.0%
29-32	Count	1	19	30	50	



	% within Umur	2.0%	38.0%	60.0%	100.0%
33-36	Count	1	4	9	14
	% within Umur	7.1%	28.6%	64.3%	100.0%
37-40	Count	0	1	1	2
	% within Umur	0.0%	50.0%	50.0%	100.0%
Total	Count	2	27	60	89
	% within Umur	2.2%	30.3%	67.4%	100.0%

#### JenisKelamin \* k.trust Crosstabulation

			k.trust			Total
			TS	S	SS	
JenisKelamin	Laki-laki	Count	1	5	18	24
		% within JenisKelamin	4.2%	20.8%	75.0%	100.0%
	Perempuan	Count	1	22	42	65
		% within JenisKelamin	1.5%	33.8%	64.6%	100.0%
Total		Count	2	27	60	89
		% within JenisKelamin	2.2%	30.3%	67.4%	100.0%

#### Pendidikan \* k.trust Crosstabulation

			k.trust			Total
			TS	S	SS	
Pendidikan	SMA/Sederajat	Count	0	2	0	2
		% within Pendidikan	0.0%	100.0%	0.0%	100.0%
	Diploma	Count	2	6	13	21
		% within Pendidikan	9.5%	28.6%	61.9%	100.0%
	Sarjana	Count	0	17	46	63
		% within Pendidikan	0.0%	27.0%	73.0%	100.0%
	Magister	Count	0	2	1	3
		% within Pendidikan	0.0%	66.7%	33.3%	100.0%
Total		Count	2	27	60	89
		% within Pendidikan	2.2%	30.3%	67.4%	100.0%





MasaKerja \* k.trust Crosstabulation

		k.trust			Total	
		TS	S	SS		
MasaKerja	<5 Tahun	Count	1	1	15	17
		% within MasaKerja	5.9%	5.9%	88.2%	100.0%
	?5 Tahun	Count	1	26	45	72
		% within MasaKerja	1.4%	36.1%	62.5%	100.0%
Total		Count	2	27	60	89
		% within MasaKerja	2.2%	30.3%	67.4%	100.0%

UnitKerja \* k.trust Crosstabulation

		k.trust			Total	
		TS	S	SS		
IGD		Count	0	0	5	5
		% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Rawat Jalan		Count	1	1	1	3
		% within UnitKerja	33.3%	33.3%	33.3%	100.0%
Rawat Inap dan Kamar Bersalin		Count	0	4	9	13
		% within UnitKerja	0.0%	30.8%	69.2%	100.0%
Perawatan Intensif		Count	0	0	3	3
		% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Perawatan Khusus		Count	0	0	4	4
		% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Bedah Sentral		Count	0	0	3	3
		% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Rekam Medik		Count	0	1	2	3
		% within UnitKerja	0.0%	33.3%	66.7%	100.0%
Rehabilitasi Medik		Count	0	0	1	1
		% within UnitKerja	0.0%	0.0%	100.0%	100.0%
		Count	0	0	4	4
		% within UnitKerja	0.0%	0.0%	100.0%	100.0%
		Count	0	0	4	4
		% within UnitKerja	0.0%	0.0%	100.0%	100.0%



Lab Patologi Klinik	Count	0	0	2	2
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Lab Mikrobiologi	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Radiologi	Count	0	0	2	2
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Radioterapi	Count	0	0	1	1
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Gizi	Count	0	4	0	4
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
CSSD & Laundry	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Pelayanan Medik	Count	1	7	15	23
	% within UnitKerja	4.3%	30.4%	65.2%	100.0%
Keuangan	Count	0	1	2	3
	% within UnitKerja	0.0%	33.3%	66.7%	100.0%
SDM & Administrasi Umum	Count	0	2	1	3
	% within UnitKerja	0.0%	66.7%	33.3%	100.0%
Satuan Penjaminan Mutu	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
ULP	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Casemix	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
SIM RS	Count	0	0	1	1
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Total	Count	2	27	60	89
	% within UnitKerja	2.2%	30.3%	67.4%	100.0%

StatusPegawai \* k.trust Crosstabulation

k.trust			Total
TS	S	SS	



StatusPegawai	PNS	Count	2	9	11	22
		% within StatusPegawai	9.1%	40.9%	50.0%	100.0%
	Kontrak	Count	0	18	49	67
		% within StatusPegawai	0.0%	26.9%	73.1%	100.0%
Total		Count	2	27	60	89
		% within StatusPegawai	2.2%	30.3%	67.4%	100.0%

### *Idea Time*

**idea.19**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	4.5	4.5
	S	60	67.4	71.9
	SS	25	28.1	100.0
	Total	89	100.0	100.0

**idea.20**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	7.9	7.9
	S	58	65.2	73.0
	SS	24	27.0	100.0
	Total	89	100.0	100.0

**idea.21**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3.4	3.4
	TS	15	16.9	20.2
	S	61	68.5	88.8
	SS	10	11.2	100.0
	Total	89	100.0	100.0



**idea.22**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	9	10.1	10.1	10.1
S	65	73.0	73.0	83.1
SS	15	16.9	16.9	100.0
Total	89	100.0	100.0	

**idea.23**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	22	24.7	24.7	24.7
TS	57	64.0	64.0	88.8
S	9	10.1	10.1	98.9
SS	1	1.1	1.1	100.0
Total	89	100.0	100.0	

**idea.24**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	22	24.7	24.7	24.7
TS	61	68.5	68.5	93.3
S	3	3.4	3.4	96.6
SS	3	3.4	3.4	100.0
Total	89	100.0	100.0	

**k.idea**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	6	6.7	6.7	6.7
S	69	77.5	77.5	84.3
SS	14	15.7	15.7	100.0



Total	89	100.0	100.0
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Umur \* k.idea Crosstabulation

		k.idea			Total
		TS	S	SS	
21-24	Count	0	9	1	10
	% within Umur	0.0%	90.0%	10.0%	100.0%
25-28	Count	1	10	2	13
	% within Umur	7.7%	76.9%	15.4%	100.0%
29-32	Count	4	38	8	50
	% within Umur	8.0%	76.0%	16.0%	100.0%
33-36	Count	1	10	3	14
	% within Umur	7.1%	71.4%	21.4%	100.0%
37-40	Count	0	2	0	2
	% within Umur	0.0%	100.0%	0.0%	100.0%
Total	Count	6	69	14	89
	% within Umur	6.7%	77.5%	15.7%	100.0%

JenisKelamin \* k.idea Crosstabulation

		k.idea			Total
		TS	S	SS	
Laki-laki	Count	1	18	5	24
	% within JenisKelamin	4.2%	75.0%	20.8%	100.0%
Perempuan	Count	5	51	9	65
	% within JenisKelamin	7.7%	78.5%	13.8%	100.0%
Total	Count	6	69	14	89
	% within JenisKelamin	6.7%	77.5%	15.7%	100.0%

Pendidikan \* k.idea Crosstabulation

		k.idea			Total
		TS	S	SS	
SMA/Sederajat	Count	0	2	0	2



	% within Pendidikan	0.0%	100.0%	0.0%	100.0%
Diploma	Count	1	16	4	21
	% within Pendidikan	4.8%	76.2%	19.0%	100.0%
Sarjana	Count	5	49	9	63
	% within Pendidikan	7.9%	77.8%	14.3%	100.0%
Magister	Count	0	2	1	3
	% within Pendidikan	0.0%	66.7%	33.3%	100.0%
Total	Count	6	69	14	89
	% within Pendidikan	6.7%	77.5%	15.7%	100.0%

#### MasaKerja \* k.idea Crosstabulation

		k.idea			Total	
		TS	S	SS		
MasaKerja	<5 Tahun	Count	2	13	2	17
		% within MasaKerja	11.8%	76.5%	11.8%	100.0%
	?5 Tahun	Count	4	56	12	72
		% within MasaKerja	5.6%	77.8%	16.7%	100.0%
Total	Count	6	69	14	89	
	% within MasaKerja	6.7%	77.5%	15.7%	100.0%	

#### UnitKerja \* k.idea Crosstabulation

		k.idea			Total
		TS	S	SS	
IGD	Count	0	5	0	5
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Rawat Jalan	Count	0	2	1	3
	% within UnitKerja	0.0%	66.7%	33.3%	100.0%
UnitKerja Rawat Inap dan Kamar Bersalin	Count	1	11	1	13
	% within UnitKerja	7.7%	84.6%	7.7%	100.0%
Intensif	Count	0	3	0	3
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Khusus	Count	0	3	1	4



	% within UnitKerja	0.0%	75.0%	25.0%	100.0%
	Count	0	0	3	3
Bedah Sentral	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
	Count	0	3	0	3
Rekam Medik	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	1	0	1
Rehabilitasi Medik	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	3	1	0	4
Farmasi	% within UnitKerja	75.0%	25.0%	0.0%	100.0%
	Count	0	4	0	4
IPSR	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	2	0	2
Lab Patologi Klinik	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	1	0	1
Lab Mikrobiologi	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	1	1	2
Radiologi	% within UnitKerja	0.0%	50.0%	50.0%	100.0%
	Count	0	1	0	1
Radioterapi	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	4	0	4
Gizi	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	2	0	2
CSSD & Laundry	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	1	17	5	23
Pelayanan Medik	% within UnitKerja	4.3%	73.9%	21.7%	100.0%
	Count	0	2	1	3
Keuangan	% within UnitKerja	0.0%	66.7%	33.3%	100.0%
	Count	1	2	0	3
SDM & Administrasi Umum	% within UnitKerja	33.3%	66.7%	0.0%	100.0%
	Count	0	1	0	1
Penjaminan Mutu	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	1	0	1



	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Casemix	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
SIM RS	Count	0	0	1	1
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Total	Count	6	69	14	89
	% within UnitKerja	6.7%	77.5%	15.7%	100.0%

**StatusPegawai \* k.idea Crosstabulation**

			k.idea			Total
			TS	S	SS	
StatusPegawai	PNS	Count	1	19	2	22
		% within StatusPegawai	4.5%	86.4%	9.1%	100.0%
Kontrak	Count	5	50	12	67	
		% within StatusPegawai	7.5%	74.6%	17.9%	100.0%
Total	Count	6	69	14	89	
		% within StatusPegawai	6.7%	77.5%	15.7%	100.0%

*Playfulness/Humor*

**hum.25**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2.2	2.2	2.2
	S	62	69.7	69.7	71.9
	SS	25	28.1	28.1	100.0
	Total	89	100.0	100.0	

**hum.26**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3.4	3.4	3.4
	S	63	70.8	70.8	74.2





SS	23	25.8	25.8	100.0
Total	89	100.0	100.0	

hum.27

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	2.2	2.2	2.2
S	46	51.7	51.7	53.9
SS	41	46.1	46.1	100.0
Total	89	100.0	100.0	

hum.28

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	29	32.6	32.6	32.6
TS	53	59.6	59.6	92.1
S	4	4.5	4.5	96.6
SS	3	3.4	3.4	100.0
Total	89	100.0	100.0	

hum.29

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	41	46.1	46.1	46.1
TS	46	51.7	51.7	97.8
S	2	2.2	2.2	100.0
Total	89	100.0	100.0	

hum.30

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	22	24.7	24.7	24.7



S	56	62.9	62.9	87.6
SS	11	12.4	12.4	100.0
Total	89	100.0	100.0	

**k.humor**

	Frequency	Percent	Valid Percent	Cumulative Percent
S	66	74.2	74.2	74.2
Valid SS	23	25.8	25.8	100.0
Total	89	100.0	100.0	

**Umur \* k.humor Crosstabulation**

		k.humor		Total
		S	SS	
21-24	Count	5	5	10
	% within Umur	50.0%	50.0%	100.0%
25-28	Count	9	4	13
	% within Umur	69.2%	30.8%	100.0%
Umur 29-32	Count	41	9	50
	% within Umur	82.0%	18.0%	100.0%
33-36	Count	11	3	14
	% within Umur	78.6%	21.4%	100.0%
37-40	Count	0	2	2
	% within Umur	0.0%	100.0%	100.0%
Total	Count	66	23	89
	% within Umur	74.2%	25.8%	100.0%

**JenisKelamin \* k.humor Crosstabulation**

			k.humor		Total
			S	SS	
JenisKelamin	Laki-laki	Count	18	6	24
		% within JenisKelamin	75.0%	25.0%	100.0%
	Perempuan	Count	48	17	65



Total	% within JenisKelamin	73.8%	26.2%	100.0%
	Count	66	23	89
	% within JenisKelamin	74.2%	25.8%	100.0%

#### Pendidikan \* k.humor Crosstabulation

		k.humor		Total
		S	SS	
SMA/Sederajat	Count	2	0	2
	% within Pendidikan	100.0%	0.0%	100.0%
Diploma	Count	15	6	21
	% within Pendidikan	71.4%	28.6%	100.0%
Sarjana	Count	47	16	63
	% within Pendidikan	74.6%	25.4%	100.0%
Magister	Count	2	1	3
	% within Pendidikan	66.7%	33.3%	100.0%
Total	Count	66	23	89
	% within Pendidikan	74.2%	25.8%	100.0%

#### MasaKerja \* k.humor Crosstabulation

		k.humor		Total
		S	SS	
<5 Tahun	Count	9	8	17
	% within MasaKerja	52.9%	47.1%	100.0%
?5 Tahun	Count	57	15	72
	% within MasaKerja	79.2%	20.8%	100.0%
Total	Count	66	23	89
	% within MasaKerja	74.2%	25.8%	100.0%

#### UnitKerja \* k.humor Crosstabulation

		k.humor		Total
		S	SS	
GD	Count	5	0	5



	% within UnitKerja	100.0%	0.0%	100.0%
	Count	2	1	3
Rawat Jalan	% within UnitKerja	66.7%	33.3%	100.0%
	Count	9	4	13
Rawat Inap dan Kamar Bersalin	% within UnitKerja	69.2%	30.8%	100.0%
	Count	3	0	3
Perawatan Intensif	% within UnitKerja	100.0%	0.0%	100.0%
	Count	2	2	4
Perawatan Khusus	% within UnitKerja	50.0%	50.0%	100.0%
	Count	1	2	3
Bedah Sentral	% within UnitKerja	33.3%	66.7%	100.0%
	Count	2	1	3
Rekam Medik	% within UnitKerja	66.7%	33.3%	100.0%
	Count	0	1	1
Rehabilitasi Medik	% within UnitKerja	0.0%	100.0%	100.0%
	Count	4	0	4
Farmasi	% within UnitKerja	100.0%	0.0%	100.0%
	Count	4	0	4
IPSRS	% within UnitKerja	100.0%	0.0%	100.0%
	Count	2	0	2
Lab Patologi Klinik	% within UnitKerja	100.0%	0.0%	100.0%
	Count	1	0	1
Lab Mikrobiologi	% within UnitKerja	100.0%	0.0%	100.0%
	Count	0	2	2
Radiologi	% within UnitKerja	0.0%	100.0%	100.0%
	Count	0	1	1
Radioterapi	% within UnitKerja	0.0%	100.0%	100.0%
	Count	4	0	4
Gizi	% within UnitKerja	100.0%	0.0%	100.0%
	Count	2	0	2
CSSD & Laundry	% within UnitKerja	100.0%	0.0%	100.0%
	Count	15	8	23



	% within UnitKerja	65.2%	34.8%	100.0%
Keuangan	Count	3	0	3
	% within UnitKerja	100.0%	0.0%	100.0%
SDM & Administrasi Umum	Count	2	1	3
	% within UnitKerja	66.7%	33.3%	100.0%
Satuan Penjaminan Mutu	Count	1	0	1
	% within UnitKerja	100.0%	0.0%	100.0%
ULP	Count	1	0	1
	% within UnitKerja	100.0%	0.0%	100.0%
Casemix	Count	2	0	2
	% within UnitKerja	100.0%	0.0%	100.0%
SIM RS	Count	1	0	1
	% within UnitKerja	100.0%	0.0%	100.0%
Total	Count	66	23	89
	% within UnitKerja	74.2%	25.8%	100.0%

**StatusPegawai \* k.humor Crosstabulation**

			k.humor		Total
			S	SS	
StatusPegawai	PNS	Count	17	5	22
		% within StatusPegawai	77.3%	22.7%	100.0%
Kontrak	Count	49	18	67	
		% within StatusPegawai	73.1%	26.9%	100.0%
Total	Count	66	23	89	
		% within StatusPegawai	74.2%	25.8%	100.0%

*Conflicts*

**con.31**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	68	76.4	76.4	76.4
	TS	18	20.2	20.2	96.6



S	2	2.2	2.2	98.9
SS	1	1.1	1.1	100.0
Total	89	100.0	100.0	

**con.32**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	73	82.0	82.0	82.0
TS	11	12.4	12.4	94.4
Valid S	4	4.5	4.5	98.9
SS	1	1.1	1.1	100.0
Total	89	100.0	100.0	

**con.33**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	57	64.0	64.0	64.0
Valid TS	29	32.6	32.6	96.6
S	3	3.4	3.4	100.0
Total	89	100.0	100.0	

**con.34**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	57	64.0	64.0	64.0
TS	26	29.2	29.2	93.3
Valid S	5	5.6	5.6	98.9
SS	1	1.1	1.1	100.0
Total	89	100.0	100.0	

**con.35**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.1	1.1	1.1
TS	4	4.5	4.5	5.6
Valid S	54	60.7	60.7	66.3
SS	30	33.7	33.7	100.0
Total	89	100.0	100.0	

**con.36**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	2.2	2.2	2.2
Valid S	44	49.4	49.4	51.7
SS	43	48.3	48.3	100.0
Total	89	100.0	100.0	

**con.37**

	Frequency	Percent	Valid Percent	Cumulative Percent
S	33	37.1	37.1	37.1
Valid SS	56	62.9	62.9	100.0
Total	89	100.0	100.0	

**k.konflik**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	64	71.9	71.9	71.9
Valid TS	23	25.8	25.8	97.8
S	2	2.2	2.2	100.0
Total	89	100.0	100.0	

**Umur \* k.konflik Crosstabulation**

	k.konflik	Total
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		STS	TS	S	
21-24	Count	9	1	0	10
	% within Umur	90.0%	10.0%	0.0%	100.0%
25-28	Count	10	2	1	13
	% within Umur	76.9%	15.4%	7.7%	100.0%
Umur 29-32	Count	34	15	1	50
	% within Umur	68.0%	30.0%	2.0%	100.0%
33-36	Count	10	4	0	14
	% within Umur	71.4%	28.6%	0.0%	100.0%
37-40	Count	1	1	0	2
	% within Umur	50.0%	50.0%	0.0%	100.0%
Total	Count	64	23	2	89
	% within Umur	71.9%	25.8%	2.2%	100.0%

**JenisKelamin \* k.konflik Crosstabulation**

		k.konflik			Total	
		STS	TS	S		
JenisKelamin	Laki-laki	Count	19	5	0	24
		% within JenisKelamin	79.2%	20.8%	0.0%	100.0%
	Perempuan	Count	45	18	2	65
		% within JenisKelamin	69.2%	27.7%	3.1%	100.0%
Total		Count	64	23	2	89
		% within JenisKelamin	71.9%	25.8%	2.2%	100.0%

**Pendidikan \* k.konflik Crosstabulation**

		k.konflik			Total
		STS	TS	S	
SMA/Sederajat	Count	0	1	1	2
	% within Pendidikan	0.0%	50.0%	50.0%	100.0%
Diploma	Count	15	6	0	21
	% within Pendidikan	71.4%	28.6%	0.0%	100.0%
Sarjana	Count	48	14	1	63





	% within Pendidikan	76.2%	22.2%	1.6%	100.0%
	Count	1	2	0	3
Magister	% within Pendidikan	33.3%	66.7%	0.0%	100.0%
	Count	64	23	2	89
Total	% within Pendidikan	71.9%	25.8%	2.2%	100.0%

MasaKerja \* k.konflik Crosstabulation

		k.konflik			Total	
		STS	TS	S		
MasaKerja	<5 Tahun	Count	14	3	0	17
		% within MasaKerja	82.4%	17.6%	0.0%	100.0%
MasaKerja	?5 Tahun	Count	50	20	2	72
		% within MasaKerja	69.4%	27.8%	2.8%	100.0%
Total		Count	64	23	2	89
		% within MasaKerja	71.9%	25.8%	2.2%	100.0%

UnitKerja \* k.konflik Crosstabulation

		k.konflik			Total	
		STS	TS	S		
UnitKerja	IGD	Count	5	0	0	5
		% within UnitKerja	100.0%	0.0%	0.0%	100.0%
UnitKerja	Rawat Jalan	Count	2	1	0	3
		% within UnitKerja	66.7%	33.3%	0.0%	100.0%
UnitKerja	Rawat Inap dan Kamar Bersalin	Count	9	4	0	13
		% within UnitKerja	69.2%	30.8%	0.0%	100.0%
UnitKerja	Perawatan Intensif	Count	3	0	0	3
		% within UnitKerja	100.0%	0.0%	0.0%	100.0%
UnitKerja	Perawatan Khusus	Count	4	0	0	4
		% within UnitKerja	100.0%	0.0%	0.0%	100.0%
UnitKerja	Sentral	Count	3	0	0	3
		% within UnitKerja	100.0%	0.0%	0.0%	100.0%
UnitKerja	Medik	Count	1	2	0	3
		% within UnitKerja	33.3%	66.7%	0.0%	100.0%



	% within UnitKerja	33.3%	66.7%	0.0%	100.0%
	Count	1	0	0	1
Rehabilitasi Medik	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
	Count	1	3	0	4
Farmasi	% within UnitKerja	25.0%	75.0%	0.0%	100.0%
	Count	4	0	0	4
IPSR	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
	Count	2	0	0	2
Lab Patologi Klinik	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
	Count	1	0	0	1
Lab Mikrobiologi	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
	Count	2	0	0	2
Radiologi	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
	Count	1	0	0	1
Radioterapi	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
	Count	1	3	0	4
Gizi	% within UnitKerja	25.0%	75.0%	0.0%	100.0%
	Count	0	1	1	2
CSSD & Laundry	% within UnitKerja	0.0%	50.0%	50.0%	100.0%
	Count	19	4	0	23
Pelayanan Medik	% within UnitKerja	82.6%	17.4%	0.0%	100.0%
	Count	2	1	0	3
Keuangan	% within UnitKerja	66.7%	33.3%	0.0%	100.0%
	Count	1	1	1	3
SDM & Administrasi Umum	% within UnitKerja	33.3%	33.3%	33.3%	100.0%
	Count	0	1	0	1
Satuan Penjaminan Mutu	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	1	0	0	1
ULP	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	1	0	0	1



Total	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
	Count	64	23	2	89
	% within UnitKerja	71.9%	25.8%	2.2%	100.0%

**StatusPegawai \* k.konflik Crosstabulation**

			k.konflik			Total
			STS	TS	S	
StatusPegawai	PNS	Count	14	8	0	22
		% within StatusPegawai	63.6%	36.4%	0.0%	100.0%
StatusPegawai	Kontrak	Count	50	15	2	67
		% within StatusPegawai	74.6%	22.4%	3.0%	100.0%
Total		Count	64	23	2	89
		% within StatusPegawai	71.9%	25.8%	2.2%	100.0%

*Idea Support*

**ideas.38**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	1.1	1.1	1.1
Valid S	53	59.6	59.6	60.7
Valid SS	35	39.3	39.3	100.0
Total	89	100.0	100.0	

**ideas.39**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid S	36	40.4	40.4	40.4
Valid SS	53	59.6	59.6	100.0
Total	89	100.0	100.0	

**ideas.40**



	Frequency	Percent	Valid Percent	Cumulative Percent
S	46	51.7	51.7	51.7
Valid SS	43	48.3	48.3	100.0
Total	89	100.0	100.0	

**ideas.41**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	2.2	2.2	2.2
TS	8	9.0	9.0	11.2
Valid S	53	59.6	59.6	70.8
SS	26	29.2	29.2	100.0
Total	89	100.0	100.0	

**ideas.42**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	66	74.2	74.2	74.2
TS	21	23.6	23.6	97.8
Valid S	1	1.1	1.1	98.9
SS	1	1.1	1.1	100.0
Total	89	100.0	100.0	

**ideas.43**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	35	39.3	39.3	39.3
TS	45	50.6	50.6	89.9
Valid S	8	9.0	9.0	98.9
SS	1	1.1	1.1	100.0
Total	89	100.0	100.0	



**k.ideasupport**

	Frequency	Percent	Valid Percent	Cumulative Percent
S	44	49.4	49.4	49.4
Valid SS	45	50.6	50.6	100.0
Total	89	100.0	100.0	

**Umur \* k.ideasupport Crosstabulation**

		k.ideasupport		Total
		S	SS	
21-24	Count	4	6	10
	% within Umur	40.0%	60.0%	100.0%
25-28	Count	5	8	13
	% within Umur	38.5%	61.5%	100.0%
Umur 29-32	Count	28	22	50
	% within Umur	56.0%	44.0%	100.0%
33-36	Count	7	7	14
	% within Umur	50.0%	50.0%	100.0%
37-40	Count	0	2	2
	% within Umur	0.0%	100.0%	100.0%
Total	Count	44	45	89
	% within Umur	49.4%	50.6%	100.0%

**JenisKelamin \* k.ideasupport Crosstabulation**

		k.ideasupport		Total
		S	SS	
Laki-laki	Count	12	12	24
	% within JenisKelamin	50.0%	50.0%	100.0%
Perempuan	Count	32	33	65
	% within JenisKelamin	49.2%	50.8%	100.0%
Total	Count	44	45	89
	% within JenisKelamin	49.4%	50.6%	100.0%



**Pendidikan \* k.ideasupport Crosstabulation**

			k.ideasupport		Total
			S	SS	
Pendidikan	SMA/Sederajat	Count	2	0	2
		% within Pendidikan	100.0%	0.0%	100.0%
	Diploma	Count	9	12	21
		% within Pendidikan	42.9%	57.1%	100.0%
	Sarjana	Count	31	32	63
		% within Pendidikan	49.2%	50.8%	100.0%
	Magister	Count	2	1	3
		% within Pendidikan	66.7%	33.3%	100.0%
Total	Count	44	45	89	
	% within Pendidikan	49.4%	50.6%	100.0%	

**MasaKerja \* k.ideasupport Crosstabulation**

			k.ideasupport		Total
			S	SS	
MasaKerja	<5 Tahun	Count	7	10	17
		% within MasaKerja	41.2%	58.8%	100.0%
	?5 Tahun	Count	37	35	72
		% within MasaKerja	51.4%	48.6%	100.0%
Total	Count	44	45	89	
	% within MasaKerja	49.4%	50.6%	100.0%	

**UnitKerja \* k.ideasupport Crosstabulation**

			k.ideasupport		Total
			S	SS	
GD	Count	1	4	5	
	% within UnitKerja	20.0%	80.0%	100.0%	
Rawat Jalan	Count	1	2	3	
	% within UnitKerja	33.3%	66.7%	100.0%	



	Count	6	7	13
Rawat Inap dan Kamar Bersalin	% within UnitKerja	46.2%	53.8%	100.0%
	Count	1	2	3
Perawatan Intensif	% within UnitKerja	33.3%	66.7%	100.0%
	Count	2	2	4
Perawatan Khusus	% within UnitKerja	50.0%	50.0%	100.0%
	Count	0	3	3
Bedah Sentral	% within UnitKerja	0.0%	100.0%	100.0%
	Count	2	1	3
Rekam Medik	% within UnitKerja	66.7%	33.3%	100.0%
	Count	1	0	1
Rehabilitasi Medik	% within UnitKerja	100.0%	0.0%	100.0%
	Count	4	0	4
Farmasi	% within UnitKerja	100.0%	0.0%	100.0%
	Count	0	4	4
IPSRS	% within UnitKerja	0.0%	100.0%	100.0%
	Count	0	2	2
Lab Patologi Klinik	% within UnitKerja	0.0%	100.0%	100.0%
	Count	1	0	1
Lab Mikrobiologi	% within UnitKerja	100.0%	0.0%	100.0%
	Count	1	1	2
Radiologi	% within UnitKerja	50.0%	50.0%	100.0%
	Count	0	1	1
Radioterapi	% within UnitKerja	0.0%	100.0%	100.0%
	Count	4	0	4
Gizi	% within UnitKerja	100.0%	0.0%	100.0%
	Count	2	0	2
CSSD & Laundry	% within UnitKerja	100.0%	0.0%	100.0%
	Count	10	13	23
Pelayanan Medik	% within UnitKerja	43.5%	56.5%	100.0%
	Count	2	1	3
Keuangan	% within UnitKerja	66.7%	33.3%	100.0%



SDM & Administrasi Umum	Count	1	2	3
	% within UnitKerja	33.3%	66.7%	100.0%
Satuan Penjaminan Mutu	Count	1	0	1
	% within UnitKerja	100.0%	0.0%	100.0%
ULP	Count	1	0	1
	% within UnitKerja	100.0%	0.0%	100.0%
Casemix	Count	2	0	2
	% within UnitKerja	100.0%	0.0%	100.0%
SIM RS	Count	1	0	1
	% within UnitKerja	100.0%	0.0%	100.0%
Total	Count	44	45	89
	% within UnitKerja	49.4%	50.6%	100.0%

StatusPegawai \* k.ideasupport Crosstabulation

		k.ideasupport		Total	
		S	SS		
StatusPegawai	PNS	Count	17	5	22
		% within StatusPegawai	77.3%	22.7%	100.0%
Kontrak		Count	27	40	67
		% within StatusPegawai	40.3%	59.7%	100.0%
Total		Count	44	45	89
		% within StatusPegawai	49.4%	50.6%	100.0%

*Debates*

deb.44

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.4	3.4	3.4
TS	20	22.5	22.5	25.8
Valid S	54	60.7	60.7	86.5
SS	12	13.5	13.5	100.0
Total	89	100.0	100.0	





**deb.45**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	2.2	2.2	2.2
S	56	62.9	62.9	65.2
SS	31	34.8	34.8	100.0
Total	89	100.0	100.0	

**deb.46**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	3.4	3.4	3.4
TS	9	10.1	10.1	13.5
S	49	55.1	55.1	68.5
SS	28	31.5	31.5	100.0
Total	89	100.0	100.0	

**deb.47**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	7	7.9	7.9	7.9
S	54	60.7	60.7	68.5
SS	28	31.5	31.5	100.0
Total	89	100.0	100.0	

**deb.48**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	45	50.6	50.6	50.6
TS	40	44.9	44.9	95.5
S	3	3.4	3.4	98.9



SS	1	1.1	1.1	100.0
Total	89	100.0	100.0	

**deb.49**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.4	3.4	3.4
TS	7	7.9	7.9	11.2
Valid S	67	75.3	75.3	86.5
SS	12	13.5	13.5	100.0
Total	89	100.0	100.0	

**k.debat**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	5.6	5.6	5.6
Valid S	57	64.0	64.0	69.7
SS	27	30.3	30.3	100.0
Total	89	100.0	100.0	

**Umur \* k.debat Crosstabulation**

		k.debat			Total	
		TS	S	SS		
Umur	21-24	Count	0	4	6	10
		% within Umur	0.0%	40.0%	60.0%	100.0%
	25-28	Count	0	8	5	13
		% within Umur	0.0%	61.5%	38.5%	100.0%
	29-32	Count	3	37	10	50
		% within Umur	6.0%	74.0%	20.0%	100.0%
	33-36	Count	2	8	4	14
		% within Umur	14.3%	57.1%	28.6%	100.0%
	37-40	Count	0	0	2	2
		% within Umur	0.0%	0.0%	100.0%	100.0%



Total	Count	5	57	27	89
	% within Umur	5.6%	64.0%	30.3%	100.0%

**JenisKelamin \* k.debat Crosstabulation**

		k.debat			Total	
		TS	S	SS		
JenisKelamin	Laki-laki	Count	1	17	6	24
		% within JenisKelamin	4.2%	70.8%	25.0%	100.0%
Perempuan		Count	4	40	21	65
		% within JenisKelamin	6.2%	61.5%	32.3%	100.0%
Total		Count	5	57	27	89
		% within JenisKelamin	5.6%	64.0%	30.3%	100.0%

**Pendidikan \* k.debat Crosstabulation**

		k.debat			Total	
		TS	S	SS		
Pendidikan	SMA/Sederajat	Count	0	2	0	2
		% within Pendidikan	0.0%	100.0%	0.0%	100.0%
Diploma		Count	0	14	7	21
		% within Pendidikan	0.0%	66.7%	33.3%	100.0%
Sarjana		Count	5	39	19	63
		% within Pendidikan	7.9%	61.9%	30.2%	100.0%
Magister		Count	0	2	1	3
		% within Pendidikan	0.0%	66.7%	33.3%	100.0%
Total		Count	5	57	27	89
		% within Pendidikan	5.6%	64.0%	30.3%	100.0%

**MasaKerja \* k.debat Crosstabulation**

		k.debat			Total	
		TS	S	SS		
MasaKerja	<5 Tahun	Count	0	9	8	17
		% within MasaKerja	0.0%	52.9%	47.1%	100.0%



	?5 Tahun	Count	5	48	19	72
		% within MasaKerja	6.9%	66.7%	26.4%	100.0%
Total		Count	5	57	27	89
		% within MasaKerja	5.6%	64.0%	30.3%	100.0%

## UnitKerja \* k.debat Crosstabulation

		k.debat			Total
		TS	S	SS	
IGD	Count	0	5	0	5
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Rawat Jalan	Count	0	1	2	3
	% within UnitKerja	0.0%	33.3%	66.7%	100.0%
Rawat Inap dan Kamar Bersalin	Count	0	8	5	13
	% within UnitKerja	0.0%	61.5%	38.5%	100.0%
Perawatan Intensif	Count	0	0	3	3
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Perawatan Khusus	Count	1	2	1	4
	% within UnitKerja	25.0%	50.0%	25.0%	100.0%
Bedah Sentral	Count	0	2	1	3
	% within UnitKerja	0.0%	66.7%	33.3%	100.0%
Rekam Medik	Count	0	1	2	3
	% within UnitKerja	0.0%	33.3%	66.7%	100.0%
Rehabilitasi Medik	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Farmasi	Count	0	4	0	4
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
IPSR	Count	0	4	0	4
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Patologi Klinik	Count	0	1	1	2
	% within UnitKerja	0.0%	50.0%	50.0%	100.0%
Mikrobiologi	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%



Radiologi	Count	0	1	1	2
	% within UnitKerja	0.0%	50.0%	50.0%	100.0%
Radioterapi	Count	0	0	1	1
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Gizi	Count	0	4	0	4
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
CSSD & Laundry	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Pelayanan Medik	Count	2	12	9	23
	% within UnitKerja	8.7%	52.2%	39.1%	100.0%
Keuangan	Count	1	2	0	3
	% within UnitKerja	33.3%	66.7%	0.0%	100.0%
SDM & Administrasi Umum	Count	1	1	1	3
	% within UnitKerja	33.3%	33.3%	33.3%	100.0%
Satuan Penjaminan Mutu	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
ULP	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Casemix	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
SIM RS	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Total	Count	5	57	27	89
	% within UnitKerja	5.6%	64.0%	30.3%	100.0%

**StatusPegawai \* k.debat Crosstabulation**

		k.debat			Total
		TS	S	SS	
PNS	Count	1	17	4	22
	% within StatusPegawai	4.5%	77.3%	18.2%	100.0%
Kontrak	Count	4	40	23	67
	% within StatusPegawai	6.0%	59.7%	34.3%	100.0%



Total	Count	5	57	27	89
	% within StatusPegawai	5.6%	64.0%	30.3%	100.0%

### *Risk Taking*

**risk.50**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	3.4	3.4	3.4
TS	27	30.3	30.3	33.7
Valid S	49	55.1	55.1	88.8
SS	10	11.2	11.2	100.0
Total	89	100.0	100.0	

**risk.51**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	9	10.1	10.1	10.1
TS	33	37.1	37.1	47.2
Valid S	44	49.4	49.4	96.6
SS	3	3.4	3.4	100.0
Total	89	100.0	100.0	

**risk.52**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	4	4.5	4.5	4.5
TS	21	23.6	23.6	28.1
Valid S	59	66.3	66.3	94.4
SS	5	5.6	5.6	100.0
Total	89	100.0	100.0	

**risk.53**



	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	2.2	2.2	2.2
TS	27	30.3	30.3	32.6
Valid S	54	60.7	60.7	93.3
SS	6	6.7	6.7	100.0
Total	89	100.0	100.0	

**risk.54**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	8	9.0	9.0	9.0
TS	49	55.1	55.1	64.0
Valid S	31	34.8	34.8	98.9
SS	1	1.1	1.1	100.0
Total	89	100.0	100.0	

**risk.55**

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	16	18.0	18.0	18.0
TS	66	74.2	74.2	92.1
Valid S	5	5.6	5.6	97.8
SS	2	2.2	2.2	100.0
Total	89	100.0	100.0	

**k.risk**

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	25	28.1	28.1	28.1
Valid S	62	69.7	69.7	97.8
SS	2	2.2	2.2	100.0
Total	89	100.0	100.0	



Umur \* k.risk Crosstabulation

		k.risk			Total
		TS	S	SS	
21-24	Count	2	8	0	10
	% within Umur	20.0%	80.0%	0.0%	100.0%
25-28	Count	4	8	1	13
	% within Umur	30.8%	61.5%	7.7%	100.0%
Umur 29-32	Count	14	36	0	50
	% within Umur	28.0%	72.0%	0.0%	100.0%
33-36	Count	5	9	0	14
	% within Umur	35.7%	64.3%	0.0%	100.0%
37-40	Count	0	1	1	2
	% within Umur	0.0%	50.0%	50.0%	100.0%
Total	Count	25	62	2	89
	% within Umur	28.1%	69.7%	2.2%	100.0%

JenisKelamin \* k.risk Crosstabulation

		k.risk			Total
		TS	S	SS	
Laki-laki	Count	6	18	0	24
	% within JenisKelamin	25.0%	75.0%	0.0%	100.0%
Perempuan	Count	19	44	2	65
	% within JenisKelamin	29.2%	67.7%	3.1%	100.0%
Total	Count	25	62	2	89
	% within JenisKelamin	28.1%	69.7%	2.2%	100.0%

Pendidikan \* k.risk Crosstabulation

		k.risk			Total
		TS	S	SS	
SMA/Sederajat	Count	2	0	0	2
	% within Pendidikan	100.0%	0.0%	0.0%	100.0%





Diploma	Count	7	13	1	21
	% within Pendidikan	33.3%	61.9%	4.8%	100.0%
Sarjana	Count	15	47	1	63
	% within Pendidikan	23.8%	74.6%	1.6%	100.0%
Magister	Count	1	2	0	3
	% within Pendidikan	33.3%	66.7%	0.0%	100.0%
Total	Count	25	62	2	89
	% within Pendidikan	28.1%	69.7%	2.2%	100.0%

#### MasaKerja \* k.risk Crosstabulation

		k.risk			Total	
		TS	S	SS		
MasaKerja	<5 Tahun	Count	3	14	0	17
		% within MasaKerja	17.6%	82.4%	0.0%	100.0%
	?5 Tahun	Count	22	48	2	72
		% within MasaKerja	30.6%	66.7%	2.8%	100.0%
Total		Count	25	62	2	89
		% within MasaKerja	28.1%	69.7%	2.2%	100.0%

#### UnitKerja \* k.risk Crosstabulation

		k.risk			Total	
		TS	S	SS		
IGD		Count	0	5	0	5
		% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Rawat Jalan		Count	0	3	0	3
		% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Rawat Inap dan Kamar Bersalin		Count	5	8	0	13
		% within UnitKerja	38.5%	61.5%	0.0%	100.0%
Rawatan Intensif		Count	0	3	0	3
		% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Rawatan Khusus		Count	1	3	0	4
		% within UnitKerja	25.0%	75.0%	0.0%	100.0%



Bedah Sentral	Count	0	3	0	3
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Rekam Medik	Count	0	3	0	3
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Rehabilitasi Medik	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Farmasi	Count	3	1	0	4
	% within UnitKerja	75.0%	25.0%	0.0%	100.0%
IPSR	Count	2	2	0	4
	% within UnitKerja	50.0%	50.0%	0.0%	100.0%
Lab Patologi Klinik	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Lab Mikrobiologi	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Radiologi	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Radioterapi	Count	0	0	1	1
	% within UnitKerja	0.0%	0.0%	100.0%	100.0%
Gizi	Count	4	0	0	4
	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
CSSD & Laundry	Count	2	0	0	2
	% within UnitKerja	100.0%	0.0%	0.0%	100.0%
Pelayanan Medik	Count	5	17	1	23
	% within UnitKerja	21.7%	73.9%	4.3%	100.0%
Keuangan	Count	2	1	0	3
	% within UnitKerja	66.7%	33.3%	0.0%	100.0%
SDM & Administrasi Umum	Count	1	2	0	3
	% within UnitKerja	33.3%	66.7%	0.0%	100.0%
Sistem Penjaminan Mutu	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%



Casemix	Count	0	2	0	2
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
SIM RS	Count	0	1	0	1
	% within UnitKerja	0.0%	100.0%	0.0%	100.0%
Total	Count	25	62	2	89
	% within UnitKerja	28.1%	69.7%	2.2%	100.0%

#### StatusPegawai \* k.risk Crosstabulation

		k.risk			Total	
		TS	S	SS		
StatusPegawai	PNS	Count	6	15	1	22
		% within StatusPegawai	27.3%	68.2%	4.5%	100.0%
	Kontrak	Count	19	47	1	67
		% within StatusPegawai	28.4%	70.1%	1.5%	100.0%
Total		Count	25	62	2	89
		% within StatusPegawai	28.1%	69.7%	2.2%	100.0%

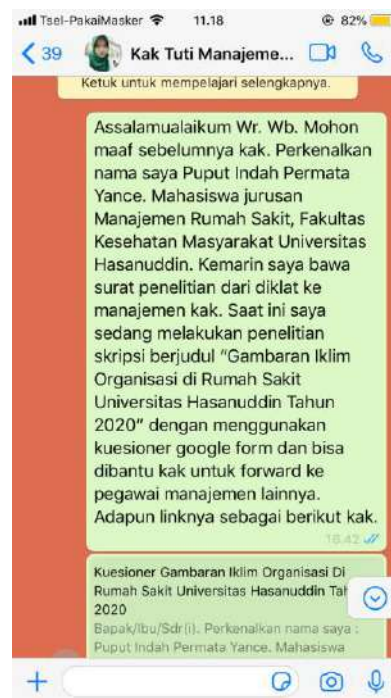
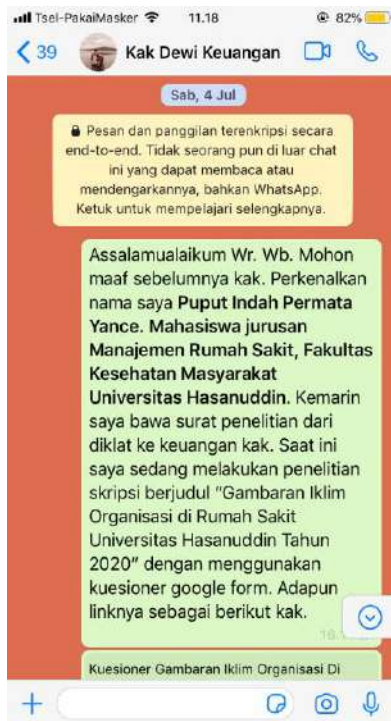
#### Iklm Organisasi

##### k.iklim

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tnggi	89	100.0	100.0	100.0



### Lampiran 3 Dokumentasi Penelitian



## Lampiran 4 Surat-Surat



KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN  
UNIVERSITAS HASANUDDIN  
FAKULTAS KESEHATAN MASYARAKAT

Jl. Perintis Kemerdekaan Km. 10 Makassar 90245, Telp. (0411) 585658, 516-005, fax (0411) 586013  
E-mail : dekanfkmuh@gmail.com, Website : www.unhas.ac.id/fkm

**SURAT PENUGASAN SEMINAR PROPOSAL**

Nomor : 1236/UN4.14/PK.03.00/2020

- Dari : Dekan Fakultas Kesehatan Masyarakat Universitas Hasanuddin  
Untuk : Mereka yang tersebut namanya pada surat penugasan ini dianggap cakap dalam bidangnya untuk bertugas dalam panitia Seminar Proposal mahasiswa FKM- UNHAS  
Isi : 1. Menilai Mahasiwa Seminar dengan susunan Tim Penilai:

No	Nama Dosen	Jabatan/ Peminatan
1.	Dr. dr. A. Indahwaty Sidin.,MHSM	Pembimbing I
2.	Adelia U. Ady Mangilep, SKM.MARS	Pembimbing II
3.	Dr. Irwandy, SKM.,M.Sc.PH.,M.Kes	Penguji / I
4.	Dian Saputra Marzuki, SKM.,M.Kes	Penguji / II

2. Mahasiswa FKM-UH yang akan menempuh Seminar Proposal:

Nama : Puput Indah Permata Yance  
Nim : K11116506  
Departemen : Manajemen Rumah Sakit  
Judul : Gambaran Iklim Organisasi di Rumah Sakit Universitas Hasanuddin Tahun 2020

3. Waktu Pelaksanaan Seminar Proposal :

Hari/ Tanggal : Selasa/ 11 Februari 2020  
Jam : 13.00 Wita - 14.40 Wita  
Tempat : Ruang K-224. Lt II FKM Unhas

4. Agar surat penugasan ini dilaksanakan dengan penuh rasa tanggung jawab  
5. Surat penugasan ini berlaku sejak tanggal ditetapkannya, dengan ketentuan bahwa segala sesuatunya akan berubah dan diperbaiki sebagaimana mestinya apabila di kemudian hari ternyata terdapat kekeliruan dalam penugasan ini.

Makassar, 7 Februari 2020

a.n. Dekan,

Wakil Dekan Bidang Akademik, Riset dan Inovasi

**Ansariadi, SKM, M.Sc.PH,Ph.D**

Nip. 19720109 199703 1 004

Tembusan :

1. Dekan FKM Unhas Sebagai Laporan
2. Bagian Akademik FKM-UNHAS
3. Bagian Keuangan FKM-UNHAS
4. Pengelola Seminar Departemen MRS FKM-UNHAS







**KEMENTERIAN KESEHATAN RI**  
**DIREKTORAT JENDERAL PELAYANAN KESEHATAN**  
**RSUP Dr. TADJUDDIN CHALID MAKASSAR**

Jalan Paccerakkang No. 67 / Jalan Pajjaiyang Daya Makassar 90241

Telepon : (0411) 512902 Faksimile : (0411) 511011

Website : [ww-rsk-tadjuddin-chalidmakassar.co.id](http://ww-rsk-tadjuddin-chalidmakassar.co.id), E-mail : [rs.tadjuddinchalid\\_makassar@yahoo.co.id](mailto:rs.tadjuddinchalid_makassar@yahoo.co.id)



06 Maret 2020

Nomor : LB.02.01/XXXIII.2.2.3/ /2020  
 Lampiran : -  
 Perihal : Izin Pengambilan Data

**Kepada Yth.**

**Bapak / Ibu**

.....  
**RSUP dr. Tadjuddin Chalid**  
**Di,**

**Tempat**

Berdasarkan surat Direktur Utama RSUP dr. Tadjuddin Chalid Makassar nomor : LB.02.01/XXXIII.2.2.3/ /2020 Tanggal 06 Maret 2020 perihal izin pengambilan data awal mahasiswa berikut ini :

**N a m a** : Puput Indah Permata Yance  
**NIM** : K11116506  
**Program Studi** : PPs Kesehatan Masyarakat  
**Institusi** : Fak. Kesehatan Masyarakat Univ. Hasanuddin Makassar  
**Judul Penelitian** : Gambaran Iklim Organisasi Di Rumah Sakit Universitas Hasanuddin Tahun 2020  
**Waktu Penelitian** : 06 Maret s/d 06 April 2020

Maka kami memohon kepada bapak/ibu kiranya berkenan mendampingi dan membantu mahasiswa tersebut dalam mengumpulkan data yang dibutuhkan pada penelitiannya. Demikian permohonan ini, atas perhatian dan kerjasamanya diucapkan terima kasih.

Kepala Sub Bagian  
 Pendidikan dan Penelitian  
  
**Muzakkirah, SKM.**  
 NIP.197804262006042012





12020193002011

PEMERINTAH PROVINSI SULAWESI SELATAN  
**DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU**  
 BIDANG PENYELENGGARAAN PELAYANAN PERIZINAN

Nomor : 2892/S.01/PTSP/2020  
 Lampiran : -  
 Perihal : Izin Penelitian

KepadaYth.  
 Direktur RS. Universitas Hasanuddin Makassar

di-  
 Tempat

Berdasarkan surat Dekan Fak. Kesehatan Masyarakat UNHAS Makassar Nomor : 2427/UN4.14.1/PT.00.00/2020 tanggal 27 Februari 2020 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

Nama : PUPUT INDAH PERMATA YANCE  
 Nomor Pokok : K11116506  
 Program Studi : Kesehatan Masyarakat  
 Pekerjaan/Lembaga : Mahasiswa(S2)  
 Alamat : Jl. P. Kemerdekaan Km. 10, Makassar

Bermaksud untuk melakukan penelitian di daerah/kantor saudara dalam rangka penyusunan Tesis, dengan judul :

**" GAMBARAN IKLIM ORGANISASI DI RUMAH SAKIT UNIVERSITAS HASANUDDIN TAHUN 2020 "**

Yang akan dilaksanakan dari : Tgl. 23 Juni s/d 23 Juli 2020

Sehubungan dengan hal tersebut diatas, pada prinsipnya kami *menyetujui* kegiatan dimaksud dengan ketentuan yang tertera di belakang surat izin penelitian.

Demikian Surat Keterangan ini diberikan agar dipergunakan sebagaimana mestinya.

Diterbitkan di Makassar  
 Pada tanggal : 19 Juni 2020

A.n. GUBERNUR SULAWESI SELATAN  
 PTL. KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU  
 PINTU PROVINSI SULAWESI SELATAN  
 Selaku Administrator Pelayanan Perizinan Terpadu

  
 IFFAH RAFIDA DJAFAR, ST., MT.  
 Nip. 197410212009032001

Terselamatkan  
 1. Dekan Fak. Kesehatan Masyarakat UNHAS Makassar di Makassar,  
 2. Peringgal



Optimization Software:  
[www.balesio.com](http://www.balesio.com)

Jl. Bougainville No.5 Telp. (0411) 441077 Fax. (0411) 448936  
 Website : <http://pimmap.sulawesi.go.id> Email : [ptsp@sulawesi.go.id](mailto:ptsp@sulawesi.go.id)  
 Makassar 90231





AR&amp;T

 <b>RUMAH SAKIT UNHAS</b>	<b>SURAT IZIN PENELITIAN</b>	
	<b>Nomor:</b> 5628/UN4.24.1.2/PT.01.04/2020	<b>Tanggal</b> 30 Juni 2020
<b>FORMULIR</b> 2  <b>BIDANG</b> <b>PENELITIAN</b> <b>DAN</b> <b>INOVASI</b>	<b>Kepada Yth</b> Kepala Bidang Pelayanan Medik Kepala Bidang Keperawatan Kepala Bidang Administrasi Umum dan SDM Kepala Bidang Keuangan Kepala Bidang Keuangan Ketua Unit Layanan Pengadaan (ULP) Kepala Instalasi Rawat Jalan Kepala Instalasi Rawat Inap dan Kamar Bersalin Kepala Instalasi Radioterapi Kepala Instalasi Kamar Bedah Kepala Instalasi ICU Kepala Instalasi Gawat Darurat Kepala Instalasi Perawatan Khusus Kepala Instalasi Rekam Medis Ketua Casemix Kepala Instalasi Laboratorium Patologi Klinik Kepala Instalasi Laboratorium Patologi Anatomi Kepala Instalasi Farmasi Kepala Instalasi Radiologi Kepala Instalasi Pemeliharaan Sarana dan Prasarana (IPSR) Kepala Instalasi Gizi Kepala Ruang Laboratorium Penelitian Ketua Satuan Penjaminan Mutu Kepala Instalasi CSSD dan Laundry	
<p>Dengan hormat,</p> <p>Dengan ini menerangkan bahwa peneliti/ mahasiswa berikut ini:</p> <p>Nama : Puput Indah Permata Yance</p> <p>NIM / NIP : K11116506</p> <p>Institusi : Manajemen Rumah Sakit, Kesehatan Masyarakat, Universitas Hasanuddin</p> <p>Kode penelitian : 200630_3</p> <p>Akan melakukan pengambilan data/ analisa bahan hayati:</p> <p>Terhitung : 30 Juni 2020 s/d 31 Juli 2020</p> <p>Jumlah Subjek/Sample : 89</p> <p>Jenis Data : Data primer</p> <p>Untuk penelitian dengan judul:</p> <p><b>"Gambaran Iklim Organisasi di Rumah Sakit Universitas Hasanuddin Tahun 2020"</b></p> <p>Harap dilakukan bimbingan dan pendampingan seperlunya. Kepala Bidang Penelitian dan Inovasi</p> <p>  <b>dr. Muh. Firdaus Kasim, M.Sc</b>  <b>NIP.1984120120118073001</b></p> <p><i>Catatan: Lembaran ini diarsipkan oleh Bidang Penelitian dan Inovasi</i></p>		



## Lampiran 5 Daftar Riwayat Hidup

### DAFTAR RIWAYAT HIDUP



Nama : Puput Indah Permata Yance

Tempat/TanggalLahir : Makassar / 28 Juli 1998

Alamat : Bukit Khatulistiwa 2 Blok B9 No 1, Sudiang

Agama : Kristen Protestan

E-mail : indah12.permata@gmail.com

Riwayat Pendidikan :

1. SD Kristen Elim Makassar (2004-2010)
2. SMP Negeri 12 Makassar (2010-2013)
3. SMA Negeri 21 Makassar (2013-2016)
4. S1 FKM Unhas (2016-2020)

Riwayat Organisasi :

1. PMK FKM UNHAS (2016-2020)
2. KM BEM FKM UNHAS (2017-2020)
3. HMSC FKM UNHAS (2018-2019)

