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Lampiran 1. Kuesioner Penelitian

INFORMED CONSENT **(PERSETUJUAN SETELAH PENJELASAN)**

Assalamualaikum Warrahmatullahi Wabarakatuh,

Saya yang bertanda tangan di bawah ini adalah Mahasiswa Manajemen Rumah Sakit Program Studi Kesehatan Masyarakat Pascasarjana Universitas Hasanuddin Makassar yang akan mengadakan penelitian dengan judul “**PENGARUH ORGANIZATIONAL FACTORS DAN EMPLOYEE ENGAGEMENT TERHADAP KINERJA DOKTER RSUD HAJI PROVINSI SULAWESI SELATAN**”.

Tidak ada risiko fisik yang akan terjadi dalam penelitian ini. Risiko yang mungkin didapat adalah waktu yang tersita dari perawat-perawat sekalian untuk menjawab pertanyaan ini sekitar 15-30 menit. Keuntungannya, informasi yang di berikan dapat menjadi masukan bagi manajemen rumah sakit tempat penelitian.

Pada penelitian ini, identitas anda akan disamarkan. Data penelitian ini akan dikumpulkan dan disimpan tanpa menyebutkan nama anda dalam arsip tertulis atau elektronik (komputer), yang tidak bisa dilihat oleh orang lain selain peneliti. Kerahasiaan data anda sepenuhnya akan dijamin. Bila data akan dipublikasikan, kerahasiaan tetap akan dijaga. Jika anda tidak ingin berpartisipasi, kami tidak akan memasukkan anda sebagai objek penelitian dan anda dapat menolak untuk mengisi kuesioner yang dibagikan.

Jika anda setuju untuk berpartisipasi, diharapkan untuk mengisi dan menandatangani formulir persetujuan mengikuti penelitian. Atas perhatian dan kesediaan Bapak/Ibu sebagai responden saya ucapkan terima kasih.

Makassar, April 2021
Peneliti

Nurul Mutiah Aminuddin

KUESIONER PENELITIAN

I. Identitas Responden

a) Nama :

b) Usia : tahun

c) Jenis Kelamin :

Laki-laki

Perempuan

d) Lama Bekerja : tahun bulan

e) Pendidikan Terakhir :

dr umum

dr subspesialis

drg umum

Magister

dr spesialis

Doktoral

drg spesialis

f) Status Kepegawaian :

PNS

Lainnya: _____

II. Petunjuk Pengisian

1. Diharapkan kepada Bapak/ Ibu untuk memberikan tanggapan terhadap pernyataan-pernyataan dibawah ini sesuai dengan kenyataan yang terjadi di rumah sakit.
2. Berikan tanggapan dengan memberi tanda checklist (√) pada kolom yang telah disediakan dari masing-masing pernyataan untuk jawaban yang menurut anda paling tepat. Pastikan semua pernyataan terisi.

Kategori :

SS : Sangat Setuju

S : Setuju

KS : Kurang Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

ORGANIZATIONAL FACTORS

No	PERNYATAAN	STS	TS	KS	S	SS
<i>Perceived Organizational Support (POS)</i>						

1	Rumah sakit sangat mempertimbangkan tujuan saya					
2	Rumah sakit memperhatikan saya ketika saya berhasil dalam pekerjaan saya					
3	Rumah sakit ini mempertimbangkan pendapat yang saya sampaikan					
4	Rumah sakit akan menanggapi keluhan saya					
5	Rumah sakit ini benar-benar peduli tentang kesejahteraan saya					
6	Rumah sakit peduli dengan kepuasan kerja saya					
7	Rumah sakit menghargai kontribusi yang saya berikan					
8	Rumah sakit memberikan bantuan ketika saya mengalami masalah					
Service Climate						
9	Rumah sakit memberikan perhatian pada karyawan untuk kerja dan pelayanan yang baik					
10	Rumah sakit memberikan pelatihan untuk pengetahuan dan keahlian karyawan agar dapat memberikan pelayanan yang baik					
11	Rumah sakit memberikan penilaian kepada karyawan untuk mengukur kualitas kerja					
12	Pimpinan mendukung usaha peningkatan kualitas pelayanan					
13	efektifitas komunikasi yang saya lakukan kepada karyawan lainnya dan kepada pasien terjalin dengan baik					
14	Rumah sakit menyediakan peralatan, teknologi dan sumberdaya lainnya dalam mendukung pekerjaan saya					
Authentic Leadership						
15	Adanya timbal balik dari pimpinan untuk meningkatkan interaksi dengan karyawannya					
16	Pimpinan mengetahui kemampuannya karyawannya					
17	Pimpinan mengatakan dengan tepat apa yang ia maksudkan					
18	Pimpinan mengakui ketika dia					

	berbuat kesalahan					
19	Pimpinan menunjukkan keyakinan pribadinya secara konsisten melalui perbuatannya					
20	Pimpinan membuat keputusan dengan sangat mempertimbangkan nilai keyakinannya					
21	Pimpinan meminta pandangan secara mendalam untuk mengoreksi peran kepemimpinannya saat ini					
22	Pimpinan mendengarkan dengan seksama pendapat dari sudut pandang yang berbeda sebelum menarik kesimpulan					

EMPLOYEE ENGAGEMENT

NO	PERNYATAAN	STS	TS	KS	S	SS
1.1	Saya bersemangat ketika berangkat kerja					
1.2	Jika jam kerja di rumah sakit dimulai pukul 08.00 WITA maka saya datang sebelum jam kerja dimulai					
1.3	Saya bersemangat dalam menyusun rencana tindakan atau pekerjaan yang diberikan kepada saya					
1.4	Saya bersemangat dalam menyelesaikan pekerjaan tepat waktu					
1.5	Saya tetap fokus bekerja secara profesional dan menyelesaikan tanggung jawab dalam pekerjaan saya jika mendapatkan masalah pribadi					
2.1	Saya merasa bahwa saya memberikan pengaruh yang baik kepada karyawan yang lain melalui pekerjaan saya					
2.2	Saya merasa terampil selama saya bekerja					
2.3	Saya merasa profesional selama saya bekerja					
2.4	Saya bangga terhadap pekerjaan saya bila saya dapat menyelesaikannya dengan baik					
2.5	Saya bangga terhadap pekerjaan saya bila saya selesai tepat pada waktunya					
3.1	Saya bangga terhadap pekerjaan saya bila saya bisa menyelesaikannya tanpa ada masalah					
3.2	Saya menikmati pekerjaan saya saat melayani					

	pasien					
3.3	Saya akan membantu menyelesaikan pekerjaan rekan sejawat saya ketika pekerjaan saya telah selesai					
3.4	Saya merasa bahagia ketika melayani pasien sehingga waktu terasa cepat berjalan					
3.5	Saya merasa bahagia ketika dapat merawat pasien agar cepat pulih					

KINERJA DOKTER

NO	PERNYATAAN	SKB (1)	KB (2)	B (3)	SB (4)
Asuhan Pasien (<i>Patient Care</i>)					
1.1	Melakukan pengkajian awal pasien (<i>assessment</i> awal) yang dilaksanakan dalam waktu 24 jam sejak pasien masuk rumah sakit.				
1.2	Memberikan edukasi kepada pasien				
1.3	Menghargai hak pasien dan keluarga				
Pengetahuan medis/klinis (<i>Medical Knowledge</i>)					
2.1	Selalu meng- <i>update</i> kemampuan menegakkan diagnosis dan tata laksana pasien dengan mengikuti diklat minimal 20 jam per tahun				
Pembelajaran dan Perbaikan Berbasis Praktik (<i>Practice base learning improvement</i>)					
3.1	Menggunakan metode ilmiah dan bahasa medis untuk evaluasi pasien, penggunaan singkatan yang tepat pada penulisan diagnosis dan terapi				
Keterampilan Interpersonal dan Komunikasi (<i>Interpersonal and Skill Communication</i>)					
4.1	Komunikasi dengan pasien dan keluarga pasien, adanya komplain dari pasien atau keluarga pasien atas pelayanan yang diberikan				
4.2	Komunikasi dengan teman sejawat/perawat,				

NO	PERNYATAAN	SKB (1)	KB (2)	B (3)	SB (4)
	adanya komplain dari teman sejawat/perawat/staf dalam hubungan pekerjaan pelayanan pasien				
Praktik Berbasis Sistem (<i>System Based Practice</i>)					
5.1	Pemahaman terhadap peraturan perundang-undangan tentang pelayanan kesehatan, di antaranya mengisi resume medik yang jelas terbaca, lengkap, dan tepat waktu disertai nama, tanda tangan, tanggal dan jam yang jelas.				
5.2	Kepatuhan terhadap kebijakan dan prosedur pelayanan di rumah sakit				
Profesionalisme					
6.1	Komitmen untuk secara terus menerus mengembangkan profesionalitas, dan hadir dalam rapat-rapat tim medis				
6.2	Komitmen untuk secara terus menerus mengembangkan praktek-praktek etika di antaranya melaksanakan pelayanan kesehatan setiap hari, pada saat jam kerja				

Lampiran 2. Output SPSS

Frequencies

		Statistics				
		Usia	Jenis_Kelamin	LamaKerja	Pendidikan	Status_Kepegawaian
N	Valid	104	104	104	104	104
	Missing	0	0	0	0	0

Frequency Table

		Usia			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-35 Tahun	20	19.2	19.2	19.2
	30-45 Tahun	48	46.2	46.2	65.4
	>45 Tahun	36	34.6	34.6	100.0
	Total	104	100.0	100.0	

		Jenis_Kelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	24	23.1	23.1	23.1
	Perempuan	80	76.9	76.9	100.0
	Total	104	100.0	100.0	

LamaKerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3-5 Tahun	13	12.5	12.5	12.5
	6-8 Tahun	54	51.9	51.9	64.4
	>9 Tahun	37	35.6	35.6	100.0
	Total	104	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	dr. umum	12	11.5	11.5	11.5
	dr. spesialis	80	76.9	76.9	88.5
	drg. spesialis	12	11.5	11.5	100.0
	Total	104	100.0	100.0	

Status_Kepegawaian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PNS	70	67.3	67.3	67.3
	Lainnya	34	32.7	32.7	100.0
	Total	104	100.0	100.0	

Frequencies

Statistics

		KAT_OF	KAT_EMP	KAT_KINERJA
N	Valid	104	104	104
	Missing	0	0	0

Frequency Table

KAT_OF

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tinggi	46	44.2	44.2	44.2
	Rendah	58	55.8	55.8	100.0
Total		104	100.0	100.0	

KAT_EMP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tinggi	46	44.2	44.2	44.2
	Rendah	58	55.8	55.8	100.0
Total		104	100.0	100.0	

KAT_KINERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Baik	48	46.2	46.2	46.2

Rendah	56	53.8	53.8	100.0
Total	104	100.0	100.0	

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Usia * KAT_OF	104	100.0%	0	0.0%	104	100.0%
Jenis_Kelamin * KAT_OF	104	100.0%	0	0.0%	104	100.0%
LamaKerja * KAT_OF	104	100.0%	0	0.0%	104	100.0%
Pendidikan * KAT_OF	104	100.0%	0	0.0%	104	100.0%
Status_Kepegawaian * KAT_OF	104	100.0%	0	0.0%	104	100.0%

Usia * KAT_OF

Crosstab

			KAT_OF		Total
			Tinggi	Rendah	
Usia	20-35 Tahun	Count	8	12	20
		% within Usia	40.0%	60.0%	100.0%
		% of Total	7.7%	11.5%	19.2%
	30-45 Tahun	Count	22	26	48

	% within Usia	45.8%	54.2%	100.0%
	% of Total	21.2%	25.0%	46.2%
>45 Tahun	Count	16	20	36
	% within Usia	44.4%	55.6%	100.0%
	% of Total	15.4%	19.2%	34.6%
	Count	46	58	104
Total	% within Usia	44.2%	55.8%	100.0%
	% of Total	44.2%	55.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.196 ^a	2	.907
Likelihood Ratio	.197	2	.906
Linear-by-Linear Association	.064	1	.800
N of Valid Cases	104		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 8,85.

Jenis_Kelamin * KAT_OF

Crosstab

			KAT_OF		Total
			Tinggi	Rendah	
Jenis_Kelamin	Laki-laki	Count	11	13	24
		% within Jenis_Kelamin	45.8%	54.2%	100.0%
		% of Total	10.6%	12.5%	23.1%
	Perempuan	Count	35	45	80
		% within Jenis_Kelamin	43.8%	56.3%	100.0%
		% of Total	33.7%	43.3%	76.9%
Total		Count	46	58	104

% within Jenis_Kelamin	44.2%	55.8%	100.0%
% of Total	44.2%	55.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (2-sided)
Pearson Chi-Square	.032 ^a	1	.857		
Continuity Correction ^b	.000	1	1.000		
Likelihood Ratio	.032	1	.857		
Fisher's Exact Test				1.000	
Linear-by-Linear Association	.032	1	.858		
N of Valid Cases	104				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 10,62.

b. Computed only for a 2x2 table

LamaKerja * KAT_OF

Crosstab

			KAT_OF		Total
			Tinggi	Rendah	
LamaKerja	3-5 Tahun	Count	6	7	13
		% within LamaKerja	46.2%	53.8%	100.0%
		% of Total	5.8%	6.7%	12.5%
	6-8 Tahun	Count	22	32	54
		% within LamaKerja	40.7%	59.3%	100.0%
		% of Total	21.2%	30.8%	51.9%
	>9 Tahun	Count	18	19	37
		% within LamaKerja	48.6%	51.4%	100.0%
		% of Total	17.3%	18.3%	35.6%
Total	Count	46	58	104	
	% within LamaKerja	44.2%	55.8%	100.0%	

% of Total	44.2%	55.8%	100.0%
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Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.579 ^a	2	.749
Likelihood Ratio	.579	2	.749
Linear-by-Linear Association	.173	1	.677
N of Valid Cases	104		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 5,75.

Pendidikan * KAT_OF

Crosstab

			KAT_OF		Total
			Tinggi	Rendah	
Pendidikan	dr. umum	Count	4	8	12
		% within Pendidikan	33.3%	66.7%	100.0%
		% of Total	3.8%	7.7%	11.5%
	dr. spesialis	Count	37	43	80
		% within Pendidikan	46.3%	53.8%	100.0%
		% of Total	35.6%	41.3%	76.9%
	drg. spesialis	Count	5	7	12
		% within Pendidikan	41.7%	58.3%	100.0%
		% of Total	4.8%	6.7%	11.5%
Total	Count	46	58	104	
	% within Pendidikan	44.2%	55.8%	100.0%	
	% of Total	44.2%	55.8%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.742 ^a	2	.690
Likelihood Ratio	.757	2	.685
Linear-by-Linear Association	.365	1	.546
N of Valid Cases	104		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 5,31.

Status_Kepegawaian * KAT_OF

Crosstab

			KAT_OF		Total
			Tinggi	Rendah	
Status_Kepegawaian	PNS	Count	31	39	70
		% within Status_Kepegawaian	44.3%	55.7%	100.0%
		% of Total	29.8%	37.5%	67.3%
Lainnya		Count	15	19	34
		% within Status_Kepegawaian	44.1%	55.9%	100.0%
		% of Total	14.4%	18.3%	32.7%
Total		Count	46	58	104
		% within Status_Kepegawaian	44.2%	55.8%	100.0%
		% of Total	44.2%	55.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.000 ^a	1	.987		
Continuity Correction ^b	.000	1	1.000		
Likelihood Ratio	.000	1	.987		
Fisher's Exact Test				1.000	.578
Linear-by-Linear Association	.000	1	.987		

N of Valid Cases	104			
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a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 15,04.

b. Computed only for a 2x2 table

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
KAT_OF * KAT_KINERJA	104	100.0%	0	0.0%	104	100.0%

KAT_OF * KAT_KINERJA Crosstabulation

			KAT_KINERJA		Total
			Baik	Rendah	
KAT_OF	Tinggi	Count	33	13	46
		% within KAT_OF	71.7%	28.3%	100.0%
		% of Total	31.7%	12.5%	44.2%
	Rendah	Count	15	43	58
		% within KAT_OF	25.9%	74.1%	100.0%
		% of Total	14.4%	41.3%	55.8%
Total		Count	48	56	104
		% within KAT_OF	46.2%	53.8%	100.0%
		% of Total	46.2%	53.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	21.726 ^a	1	.000		
Continuity Correction ^b	19.919	1	.000		

Likelihood Ratio	22.475	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	21.517	1	.000		
N of Valid Cases	104				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 21,23.

b. Computed only for a 2x2 table

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
KAT_OF * KAT_EMP	104	100.0%	0	0.0%	104	100.0%

KAT_OF * KAT_EMP Crosstabulation

			KAT_EMP		Total
			Tinggi	Rendah	
KAT_OF	Tinggi	Count	30	16	46
		% within KAT_OF	65.2%	34.8%	100.0%
		% of Total	28.8%	15.4%	44.2%
Rendah	Rendah	Count	16	42	58
		% within KAT_OF	27.6%	72.4%	100.0%
		% of Total	15.4%	40.4%	55.8%
Total	Total	Count	46	58	104
		% within KAT_OF	44.2%	55.8%	100.0%
		% of Total	44.2%	55.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	14.728 ^a	1	.000		

Continuity Correction ^b	13.241	1	.000		
Likelihood Ratio	15.022	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	14.586	1	.000		
N of Valid Cases	104				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 20,35.

b. Computed only for a 2x2 table

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
KAT_OF * KAT_KINERJA	53	100.0%	0	0.0%	53	100.0%

KAT_OF * KAT_KINERJA Crosstabulation

			KAT_KINERJA		Total
			Baik	Rendah	
KAT_OF	Tinggi	Count	17	5	22
		% within KAT_OF	77.3%	22.7%	100.0%
		% of Total	32.1%	9.4%	41.5%
	Rendah	Count	7	24	31
		% within KAT_OF	22.6%	77.4%	100.0%
		% of Total	13.2%	45.3%	58.5%
Total		Count	24	29	53
		% within KAT_OF	45.3%	54.7%	100.0%
		% of Total	45.3%	54.7%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	15.535 ^a	1	.000		
Continuity Correction ^b	13.406	1	.000		
Likelihood Ratio	16.301	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	15.241	1	.000		
N of Valid Cases	53				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 9,96.

b. Computed only for a 2x2 table

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Usia * KAT_KINERJA	104	100.0%	0	0.0%	104	100.0%
Jenis_Kelamin * KAT_KINERJA	104	100.0%	0	0.0%	104	100.0%
LamaKerja * KAT_KINERJA	104	100.0%	0	0.0%	104	100.0%
Pendidikan * KAT_KINERJA	104	100.0%	0	0.0%	104	100.0%
Status_Kepegawaian * KAT_KINERJA	104	100.0%	0	0.0%	104	100.0%

Usia * KAT_KINERJA

Crosstab

	KAT_KINERJA		Total
	Baik	Rendah	

Usia	20-35 Tahun	Count	7	13	20
		% within Usia	35.0%	65.0%	100.0%
		% of Total	6.7%	12.5%	19.2%
	30-45 Tahun	Count	27	21	48
		% within Usia	56.3%	43.8%	100.0%
		% of Total	26.0%	20.2%	46.2%
	>45 Tahun	Count	14	22	36
		% within Usia	38.9%	61.1%	100.0%
		% of Total	13.5%	21.2%	34.6%
Total		Count	48	56	104
		% within Usia	46.2%	53.8%	100.0%
		% of Total	46.2%	53.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.734 ^a	2	.155
Likelihood Ratio	3.757	2	.153
Linear-by-Linear Association	.011	1	.916
N of Valid Cases	104		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 9,23.

Jenis_Kelamin * KAT_KINERJA

Crosstab

			KAT_KINERJA		Total
			Baik	Rendah	
Jenis_Kelamin	Laki-laki	Count	10	14	24
		% within Jenis_Kelamin	41.7%	58.3%	100.0%
		% of Total	9.6%	13.5%	23.1%

Perempuan	Count	38	42	80
	% within Jenis_Kelamin	47.5%	52.5%	100.0%
	% of Total	36.5%	40.4%	76.9%
Total	Count	48	56	104
	% within Jenis_Kelamin	46.2%	53.8%	100.0%
	% of Total	46.2%	53.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (2-sided)
Pearson Chi-Square	.253 ^a	1	.615		
Continuity Correction ^b	.073	1	.788		
Likelihood Ratio	.254	1	.614		
Fisher's Exact Test				.648	
Linear-by-Linear Association	.250	1	.617		
N of Valid Cases	104				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 11,08.

b. Computed only for a 2x2 table

LamaKerja * KAT_KINERJA

Crosstab

			KAT_KINERJA		Total
			Baik	Rendah	
LamaKerja	3-5 Tahun	Count	6	7	13
		% within LamaKerja	46.2%	53.8%	100.0%
		% of Total	5.8%	6.7%	12.5%
	6-8 Tahun	Count	22	32	54
		% within LamaKerja	40.7%	59.3%	100.0%
		% of Total	21.2%	30.8%	51.9%
	>9 Tahun	Count	20	17	37

	% within LamaKerja	54.1%	45.9%	100.0%
	% of Total	19.2%	16.3%	35.6%
Total	Count	48	56	104
	% within LamaKerja	46.2%	53.8%	100.0%
	% of Total	46.2%	53.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.566 ^a	2	.457
Likelihood Ratio	1.567	2	.457
Linear-by-Linear Association	.766	1	.382
N of Valid Cases	104		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 6,00.

Pendidikan * KAT_KINERJA

Crosstab

			KAT_KINERJA		Total
			Baik	Rendah	
Pendidikan	dr. umum	Count	5	7	12
		% within Pendidikan	41.7%	58.3%	100.0%
		% of Total	4.8%	6.7%	11.5%
	dr. spesialis	Count	40	40	80
		% within Pendidikan	50.0%	50.0%	100.0%
		% of Total	38.5%	38.5%	76.9%
	drg. spesialis	Count	3	9	12
		% within Pendidikan	25.0%	75.0%	100.0%
		% of Total	2.9%	8.7%	11.5%
Total		Count	48	56	104

% within Pendidikan	46.2%	53.8%	100.0%
% of Total	46.2%	53.8%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.734 ^a	2	.255
Likelihood Ratio	2.858	2	.240
Linear-by-Linear Association	.145	1	.703
N of Valid Cases	104		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 5,54.

Status_Kepegawaian * KAT_KINERJA

Crosstab

			KAT_KINERJA		Total
			Baik	Rendah	
Status_Kepegawaian	PNS	Count	30	40	70
		% within Status_Kepegawaian	42.9%	57.1%	100.0%
		% of Total	28.8%	38.5%	67.3%
	Lainnya	Count	18	16	34
		% within Status_Kepegawaian	52.9%	47.1%	100.0%
		% of Total	17.3%	15.4%	32.7%
Total	Count	48	56	104	
	% within Status_Kepegawaian	46.2%	53.8%	100.0%	
	% of Total	46.2%	53.8%	100.0%	

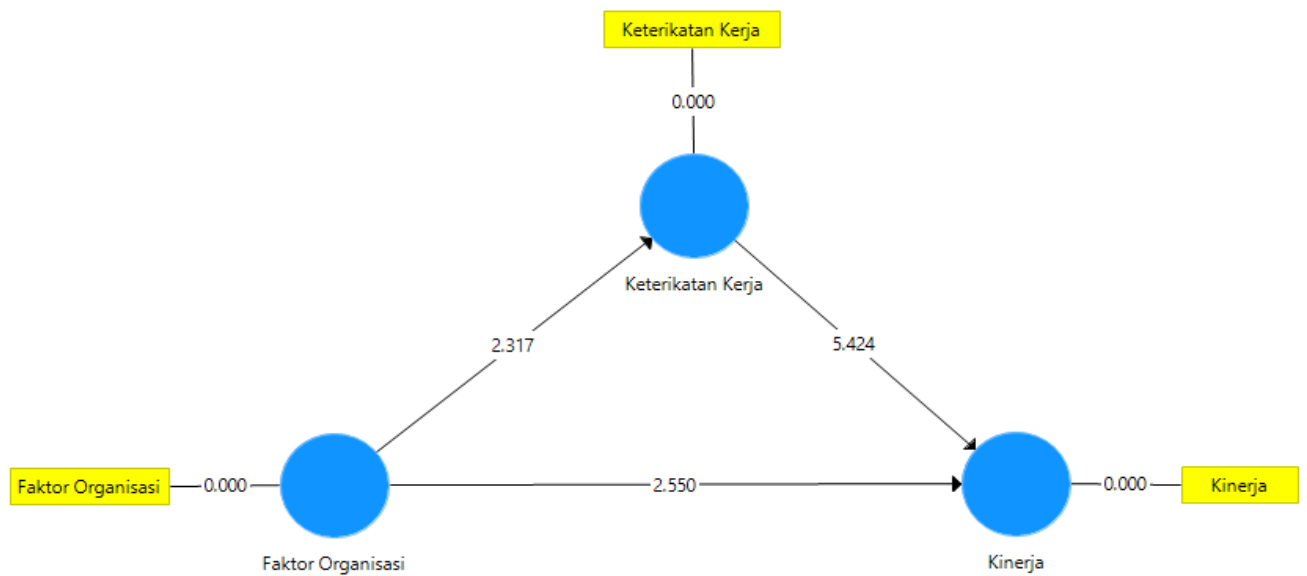
Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.936 ^a	1	.333		
Continuity Correction ^b	.575	1	.448		
Likelihood Ratio	.935	1	.334		
Fisher's Exact Test				.403	.224
Linear-by-Linear Association	.927	1	.336		
N of Valid Cases	104				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 15,69.

b. Computed only for a 2x2 table

Lampiran Multivariat



	Original Sample	T Statistics	P Values
Faktor Organisasi -> Keterikatan Kerja	0.317	2.317	0.021
Faktor Organisasi -> Kinerja	0.296	2.550	0.011
Keterikatan	0.614	5.424	0.000

Kerja -> Kinerja			
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INDIRECT EFFECTS

	Original Sample	T Statistics	P Values
Faktor Organisasi -> Keterikatan Kerja -> Kinerja	0.194	2.082	0.038

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Faktor Organisasi	1.000	1.000	1.000	1.000
Keterikatan Kerja	1.000	1.000	1.000	1.000
Kinerja	1.000	1.000	1.000	1.000

Uji Normalitas

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Faktor_organisasi	.373	53	.000	.630	53	.000

a. Lilliefors Significance Correction

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Keterikatan_Kerja	.354	53	.000	.636	53	.000

a. Lilliefors Significance Correction

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Kinerja	.363	53	.000	.634	53	.000

a. Lilliefors Significance Correction



**KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN
UNIVERSITAS HASANUDDIN
FAKULTAS KESEHATAN MASYARAKAT**

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Lamp : Proposal
Hal : **Permohonan Izin Penelitian**

7 April 2021

Yth.
Gubernur Provinsi Sulawesi Selatan
Cq. Kepala UPT P2T, BKPM
Provinsi Sulawesi Selatan
Di –
Tempat

Dengan hormat, kami sampaikan bahwa mahasiswa Program Pascasarjana Fakultas Kesehatan Masyarakat Universitas Hasanuddin yang tersebut di bawah ini :

Nama : **Nurul Mutiah A**
Nomor Pokok : **K012181013**
Program Studi : Kesehatan Masyarakat

Bermaksud melakukan penelitian dalam rangka persiapan penulisan tesis dengan judul "**Pengaruh *organizational factors* dan *employee engagement* terhadap kinerja dokter RSUD Haji Provinsi Sulawesi Selatan dan RSUP dr. Tadjuddin Chalid**".

Pembimbing : 1. Dr. Syahrir A. Pasinringi, MS. (Ketua)
2. Dr. Lalu Muhammad Saleh, SKM.,M.Kes (Anggota)

Waktu Penelitian : April – Juni 2021

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

Atas perkenan dan kerjasamanya disampaikan terima kasih.



Dr. Aminuddin Syam, SKM.,M.Kes.,M.Med.Ed
NIP. 19670617 199903 1 001

Tembusan :
1. Para Wakil Dekan FKM Unhas
2. Peninggal

Lampiran 3. Surat Penelitian

Lampiran 4. Dokumentasi Penelitian





Lampiran 5. Curriculum Vitae

A. Data Pribadi

Nama : Nurul Mutiah Aminuddin
 Tempat / Tanggal Lahir : Ujung Pandang/ 15 Februari 1992
 Alamat Sekarang : Perum. Dosen Unhas Tamalanrea Blok
 N (baru) No. 2 Makassar
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 Agama : Islam
 Email : nurul.mutiah@ymail.com
 No. Hp : 081340511571

B. Riwayat Pendidikan

Periode (Tahun)	Jenjang Pendidikan	Sekolah/Institusi/Universitas
1995-1997	TK	TK Dharma Siwi II Surabaya
1997-2003	SD	SDN Mojo IV Surabaya, SDN Sudirman III Makassar
2003-2006	SMP	SMPN 35 Makassar
2006-2009	SMA	SMAN 17 Makassar
2009-2018	S1 - Profesi	Universitas Hasanuddin Fakultas Kedokteran
2018-2021	S2	Universitas Hasanuddin Fakultas Kesehatan Masyarakat Program Studi Ilmu Kesehatan Masyarakat

