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# LAMPIRAN

## Lampiran 1. Rekomendasi Etik



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN,  
RISET, DAN TEKNOLOGI  
UNIVERSITAS HASANUDDIN  
FAKULTAS KEPERAWATAN  
PROGRAM STUDI MAGISTER ILMU KEPERAWATAN  
Jalan Perintis Kemerdekaan Km.10 Makassar 90245  
Laman: keperawatan@unhas.ac.id

Nomor : 5772/UN4.18.8/TP.02.02/2022

22 September 2022

Lamp : 1 (satu) berkas

Hal : *Rekomendasi Etik.*

**Yth. Ketua Komisi Etik**

Fakultas Kesehatan Masyarakat UNHAS  
di Makassar

Dengan hormat kami sampaikan bahwa mahasiswa Program Pascasarjana Universitas Hasanuddin yang tersebut dibawah ini :

N a m a : **Zulfi Ekawaty, S.Kep.,Ns.**  
Nomor Pokok : **R012201015**  
Program Pendidikan : **Magister (S2)**  
Program Studi : **Keperawatan**

bermaksud melakukan penelitian dalam rangka persiapan penulisan tesis dengan judul "**Analisis Psychological Capital Terhadap Performa Perawat Di RSUD Prof.Dr.H.M.Anwar Makkatutu Bantaeng**".

Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan memberi izin persetujuan etik penelitian dengan menggunakan data sekunder.

Atas perkenan dan kerjasamanya diucapkan terima kasih.



Ketua Program Studi,

**Prof.Dr. Ely L. Sjattar, S.Kp.,M.Kes.**  
NIP. 19740422 199903 2 002

Tembusan:

1. Kepala Tata Usaha FKep.Unhas
2. Arsip





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

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

**REKOMENDASI PERSETUJUAN ETIK**

Nomor : 12181/UN4.14.1/TP.01.02/2022

Tanggal : 17 Oktober 2022

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

No. Protokol	121022092283	No. Sponsor Protokol	
Peneliti Utama	Zulfi Ekawaty	Sponsor	Pribadi
Judul Peneliti	<b>Analisis <i>Psychological Capital</i> Terhadap Performa Perawat di RSUD Prof. Dr. H. M. Anwar Makkatutu Bantaeng</b>		
No. Versi Protokol	1	Tanggal Versi	12 Oktober 2022
No. Versi PSP	1	Tanggal Versi	12 Oktober 2022
Tempat Penelitian	<b>RSUD. Prof. Dr. H. M. Anwar Makkatutu Bantaeng / Pelayanan</b>		
Judul Review	<input type="checkbox"/> Exempted <input checked="" type="checkbox"/> Expedited <input type="checkbox"/> Fullboard	Masa Berlaku <b>17 Oktober 2022 Sampai 17 Oktober 2023</b>	Frekuensi review lanjutan
Ketua Komisi Etik Penelitian	Nama : Prof.dr.Veni Hadju,M.Sc,Ph.D	Tanda tangan 	Tanggal <b>17 Oktober 2022</b> 
Sekretaris komisi Etik Penelitian	Nama : Dr. Wahiduddin, SKM, M.Kes	Tanda tangan 	Tanggal <b>17 Oktober 2022</b> 

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. Melaporkan penyimpangan dari protocol yang disetujui (protocol deviation/violation)
6. Mematuhi semua peraturan yang ditentukan



**Lampiran 2. Lembar Persetujuan Responden**

Link: [https://bit.ly/PsyCap\\_2022](https://bit.ly/PsyCap_2022)

# Analisis *Psychological Capital* Terhadap Performa Perawat Di RSUD Prof Dr.H.M.Anwar Makkatutu Bantaeng

Assalamualaikum Warahmatullahi Wabarakatuh  
Shalom dan salam sejahtera  
Selamat pagi/siang/sore/malam

Responden yang terhormat,  
Saat ini, saya sedang melakukan pengambilan data dalam rangka penelitian untuk tugas akhir (S2) saya pada Magister Ilmu Keperawatan Universitas Hasanuddin. Tujuan penelitian ini adalah untuk menganalisis *psychological capital* terhadap performa perawat dalam pemberian pelayanan di RSUD Prof. Dr. H.M. Anwar Makkatutu Kabupaten Bantaeng.

Pada form ini terdapat 4 bagian kuesioner.

- 1) Persetujuan responden
- 2) Identitas responden;
- 3) *Psychological capital*;
- 4) Performa perawat;

Untuk itu, kami memohon Bapak/Ibu/Saudara(i) berkenan meluangkan waktu guna mengisi kuesioner penelitian ini dengan jujur dan lengkap. Setiap jawaban Bapak/Ibu/Saudara(i) berikan akan terjamin kerahasiaannya dan hanya akan digunakan untuk penelitian ini saja.

Jika Anda setuju untuk berpartisipasi, diharapkan untuk mengisi formulir persetujuan mengikuti penelitian. Atas kesediaan Bapak/Ibu/Saudara(i) mengisi kuesioner ini, saya ucapkan terima kasih.

Wassalamualaikum Warahmatullahi Wabarakatuh

Hormat Saya,  
Peneliti

Zulfi Ekawaty

 faikaannisa31@gmail.com (not shared) [Switch account](#)



\* Required

### Persetujuan Responden Penelitian \*


Selanjutnya setelah membaca dan mendengar penjelasan pada *informed consent* penelitian, maka saya secara sadar dan sukarela **bersedia/tidak bersedia**\* ikut dalam penelitian ini sebagai responden penelitian sesuai dengan peran, hak dan kewajiban saya sebagaimana yang tercantum dalam *informed consent* penelitian.

Your answer

---

Tanggal Kesediaan \*

Date

dd/mm/yyyy 

Nama/Inisial \*

Your answer

Telp/Hp \*

Your answer

Next

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Google Forms

### Lampiran 3. Kuesioner Psychological Capital

No	Pernyataan	Sangat tidak setuju	Tidak setuju	Agak tidak setuju	Agak setuju	Setuju	Sangat setuju
1	Saya merasa percaya diri menganalisis masalah jangka panjang untuk menemukan solusi.						
2.	Saya merasa percaya diri dalam mewakili wilayah kerja saya dalam pertemuan dengan manajemen.						
3	Saya merasa percaya diri berkontribusi dalam diskusi tentang strategi organisasi.						
4	Saya merasa percaya diri membantu menetapkan target/sasaran di area kerja saya.						
5	Saya merasa percaya diri menghubungi orang di luar organisasi (mis., pemasok, pelanggan) untuk mendiskusikan masalah.						
6	Saya merasa percaya diri menyajikan informasi kepada sekelompok rekan kerja.						
7	Jika saya harus menemukan diri saya dalam permasalahan di tempat kerja, saya bisa memikirkan banyak cara untuk keluar dari itu.						
8	Saat ini, saya dengan penuh semangat mengejar tujuan pada pekerjaan saya.						
9	Ada banyak cara untuk mengatasi masalah apa pun.						
10	Saat ini saya melihat diri saya cukup sukses di tempat kerja.						
11	Saya dapat memikirkan banyak cara untuk						



No	Pernyataan	Sangat tidak setuju	Tidak setuju	Agak tidak setuju	Agak setuju	Setuju	Sangat setuju
	mencapai tujuan pekerjaan saya saat ini.						
12	Saat ini, saya memenuhi tujuan kerja yang telah saya tetapkan untuk diri saya sendiri.						
13	Saya biasanya mengatasi kesulitan dengan satu atau lain cara di tempat kerja.						
14	Saya biasanya mengatasi hal-hal stress di tempat kerja dengan tenang.						
15	Saya dapat melewati masa-masa sulit di tempat kerja karena saya pernah mengalami kesulitan sebelumnya.						
16	Saya merasa dapat menangani banyak hal sekaligus di pekerjaan ini.						
17	Ketika hal-hal tidak pasti bagi saya terjadi di tempat kerja, saya biasanya tetap melakukan yang terbaik.						
18	Saya selalu melihat sisi baiknya mengenai pekerjaan saya.						
19	Saya optimis tentang apa yang akan terjadi pada saya di masa depan sehubungan dengan pekerjaan.						
20	Saya mendekati pekerjaan ini seolah-olah “setiap hal memiliki hikmahnya”.						

#### Lampiran 4. Kuesioner Performa Perawat

No	Aspek Yang Dinilai	Nilai				
		Sangat Tidak Setuju	Tidak Setuju	Kurang Setuju	Setuju	Sangat Setuju
<b>Perilaku</b>						
1	Perawat dapat bertanggung jawab sesuai dengan tugas dan kewajibannya					
2	Perawat dapat bekerjasama secara baik dalam pemenuhan kebutuhan pasien dengan pasien keluarga, dan tim Kesehatan					
3	Perawat dapat bersikap sopan terhadap pasien, keluarga pasien dan sesama tim Kesehatan					
4	Perawat peduli terhadap pemeliharaan fasilitas dan lingkungan					
5	Perawat memiliki loyalitas terhadap pekerjaan dan tanggung jawabnya					
<b>Kemampuan Profesional</b>						
6	Perawat dapat melaksanakan tugas dengan baik, tepat waktu, dan teliti					
7	Perawat terampil dalam mempersiapkan alat, pasien dan lingkungan dalam melakukan tindakan					
8	Perawat cepat dan tanggap terhadap keluhan pasien dan keluarga					
9	Perawat bekerja dengan memperhatikan keselamatan diri					
<b>Proses Keperawatan</b>						
10	Perawat melaksanakan pengumpulan data dengan cara anamnesis, observasi, pemeriksaan fisik dan pemeriksaan penunjang					

11	Perawat pengumpulan data yang dilakukan bersumber langsung dari klien, keluarga, orang terdekat, tim Kesehatan, rekam medis dan catatan lain					
12	Perawat mengumpulkan data secara holistic, lengkap, akurat, relevan dan baru					
13	Perawat melakukan diagnosis yang terdiri atas analisis, interpretasi data dan identifikasi masalah					
14	Diagnosisi yang dibuat berdasarkan masalah (P), penyebab (E), dan tanda gejala (S)					
15	Perawat bekerja sama dengan tim Kesehatan lain dalam memvalidasi diagnosis keperawatan					
16	Perawat membuat rencana perawatan berdasarkan prioritas masalah, tujuan dan rencana tindakan keperawatan					
17	Perawat bekerja sama dengan anggota tim Kesehatan lain dalam merencanakan tindakan keperawatan					
18	Perencanaan yang dilakukan sesuai dengan kondisi atau kebutuhan klien					
19	Perawat bekerja sama dengan tim kesehatan dan klien dalam melakukan asuhan keperawatan					
20	Perawat melakukan tindakan keperawatan secara holistic untuk mengatasi masalah kesehatan klien.					

### Lampiran 5. Uji Validitas, Reliabilitas, dan Normalitas

Item Pertanyaan	R <sub>hitung</sub>	R <sub>tabel</sub>	Keterangan
Saya merasa percaya diri menganalisis masalah jangka panjang untuk menemukan solusi.	0,568**	0,374	Valid
Saya merasa percaya diri dalam mewakili wilayah kerja saya dalam pertemuan dengan manajemen.	0,589**	0,374	Valid
Saya merasa percaya diri berkontribusi dalam diskusi tentang strategi organisasi.	0,625**	0,374	Valid
Saya merasa percaya diri membantu menetapkan target/sasaran di area kerja saya.	0,465**	0,374	Valid
Saya merasa percaya diri menghubungi orang di luar organisasi (mis., pemasok, pelanggan) untuk mendiskusikan masalah.	0,587**	0,374	Valid
Saya merasa percaya diri menyajikan informasi kepada sekelompok rekan kerja.	0,638**	0,374	Valid
Jika saya harus menemukan diri saya dalam permasalahan di tempat kerja, saya bisa memikirkan banyak cara untuk keluar dari itu.	0,810**	0,374	Valid
Saat ini, saya dengan penuh semangat mengejar tujuan pada pekerjaan saya.	0,804**	0,374	Valid
Ada banyak cara untuk mengatasi masalah apa pun.	0,839**	0,374	Valid
Saat ini saya melihat diri saya cukup sukses di tempat kerja.	0,714**	0,374	Valid
Saya dapat memikirkan banyak cara untuk mencapai tujuan pekerjaan saya saat ini.	0,858**	0,374	Valid
Saat ini, saya memenuhi tujuan kerja yang telah saya tetapkan untuk diri saya sendiri.	0,613**	0,374	Valid
Saya biasanya mengatasi kesulitan dengan satu atau lain cara di tempat kerja.	0,703**	0,374	Valid
Saya biasanya mengatasi hal-hal stress di tempat kerja dengan tenang.	0,822**	0,374	Valid
Saya dapat melewati masa-masa sulit di tempat kerja karena saya pernah mengalami kesulitan sebelumnya.	0,750**	0,374	Valid
Saya merasa dapat menangani banyak hal sekaligus di pekerjaan ini.	0,657**	0,374	Valid
Ketika hal-hal tidak pasti bagi saya terjadi di tempat kerja, saya biasanya tetap melakukan yang terbaik.	0,621**	0,374	Valid
Saya selalu melihat sisi baiknya mengenai pekerjaan saya.	0,717**	0,374	Valid
Saya optimis tentang apa yang akan terjadi pada saya di masa depan sehubungan dengan pekerjaan.	0,623**	0,374	Valid
Saya mendekati pekerjaan ini seolah-olah “setiap hal memiliki hikmahnya”.	0,524**	0,374	Valid
Perawat dapat bertanggung jawab sesuai dengan tugas dan kewajibannya	0,571**	0,374	Valid

Perawat dapat bekerjasama secara baik dalam pemenuhan kebutuhan pasien dengan pasien keluarga, dan tim Kesehatan	0,467**	0,374	Valid
Perawat dapat bersikap sopan terhadap pasien, keluarga pasien dan sesama tim Kesehatan	0,403**	0,374	Valid
Perawat peduli terhadap pemeliharaan fasilitas dan lingkungan	0,403**	0,374	Valid
Perawat memiliki loyalitas terhadap pekerjaan dan tanggung jawabnya	0,658**	0,374	Valid
Perawat dapat melaksanakan tugas dengan baik, tepat waktu, dan teliti	0,487**	0,374	Valid
Perawat terampil dalam mempersiapkan alat, pasien dan lingkungan dalam melakukan tindakan	0,560**	0,374	Valid
Perawat cepat dan tanggap terhadap keluhan pasien dan keluarga	0,693**	0,374	Valid
Perawat bekerja dengan memperhatikan keselamatan diri	0,660**	0,374	Valid
Perawat melaksanakan pengumpulan data dengan cara anamnesis, observasi, pemeriksaan fisik dan pemeriksaan penunjang	0,674**	0,374	Valid
Perawat pengumpulan data yang dilakukan bersumber langsung dari klien, keluarga, orang terdekat, tim Kesehatan, rekam medis dan catatan lain	0,683**	0,374	Valid
Perawat mengumpulkan data secara holistic, lengkap, akurat, relevan dan baru	0,640**	0,374	Valid
Perawat melakukan diagnosis yang terdiri atas analisis, interpretasi data dan identifikasi masalah	0,632**	0,374	Valid
Diagnosis yang dibuat berdasarkan masalah (P), penyebab (E), dan tanda gejala (S)	0,624**	0,374	Valid
Perawat bekerja sama dengan tim Kesehatan lain dalam memvalidasi diagnosis keperawatan	0,521**	0,374	Valid
Perawat membuat rencana perawatan berdasarkan prioritas masalah, tujuan dan rencana tindakan keperawatan	0,725**	0,374	Valid
Perawat bekerja sama dengan anggota tim Kesehatan lain dalam merencanakan tindakan keperawatan	0,446**	0,374	Valid
Perencanaan yang dilakukan sesuai dengan kondisi atau kebutuhan klien	0,661**	0,374	Valid
Perawat bekerja sama dengan tim kesehatan dan klien dalam melakukan asuhan keperawatan	0,627**	0,374	Valid
Perawat melakukan tindakan keperawatan secara holistic untuk mengatasi masalah kesehatan klien.	0,779**	0,374	Valid

<b>Cronbach's Alpha</b>	<b>N of Items</b>
0,947	40

		Unstandardize d Residual
N		28
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	9.15388933
Most Extreme Differences	Absolute	.111
	Positive	.110
	Negative	-.111
Kolmogorov-Smirnov Z		.588
Asymp. Sig. (2-tailed)		.880
a. Test distribution is Normal.		
b. Calculated from data.		

## Lampiran 6. Hasil Analisis

### JK

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	36	25.2	25.2	25.2
Valid Perempuan	107	74.8	74.8	100.0
Total	143	100.0	100.0	

### StatusNkh

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Belum Menikah	25	17.5	17.5	17.5
Valid Menikah	110	76.9	76.9	94.4
Valid Janda/Duda	8	5.6	5.6	100.0
Total	143	100.0	100.0	

### LatbelPend

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid D3 Keperawatan	82	57.3	57.3	57.3
Valid Profesi Ners	61	42.7	42.7	100.0
Total	143	100.0	100.0	

### Agama

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Islam	140	97.9	97.9	97.9
Valid Kristen Protestan	3	2.1	2.1	100.0
Total	143	100.0	100.0	

### UnitKerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ruang IGD	19	13.3	13.3	13.3
Valid Ruang Poliklinik	15	10.5	10.5	23.8

Ruang Rawat Inap Muntea	10	7.0	7.0	30.8
Ruang Rawat Inap Seruni	5	3.5	3.5	34.3
Ruang Rawat Inap Marina	16	11.2	11.2	45.5
Ruang Rawat Inap Lamalaka	11	7.7	7.7	53.1
Ruang Rawat Inap Eremerasa	10	7.0	7.0	60.1
Ruang Rawat Inap Bissappu	6	4.2	4.2	64.3
Ruang ICU/PICCU	18	12.6	12.6	76.9
Ruang CVCU	3	2.1	2.1	79.0
Ruang NICU	7	4.9	4.9	83.9
Ruang Isolasi	10	7.0	7.0	90.9
Ruang Operasi	13	9.1	9.1	100.0
Total	143	100.0	100.0	

#### Jabatan

	Frequency	Percent	Valid Percent	Cumulative Percent
Kepala Timn	19	13.3	13.3	13.3
Valid Perawat Pelaksana	124	86.7	86.7	100.0
Total	143	100.0	100.0	

#### StatusKep

	Frequency	Percent	Valid Percent	Cumulative Percent
PNS	35	24.5	24.5	24.5
Valid Non PNS	108	75.5	75.5	100.0
Total	143	100.0	100.0	

#### MasaKjRS

	Frequency	Percent	Valid Percent	Cumulative Percent
<1 Tahun	4	2.8	2.8	2.8
Valid 1-5 Tahun	52	36.4	36.4	39.2
6-10 Tahun	36	25.2	25.2	64.3
>10 Tahun	51	35.7	35.7	100.0



Total	143	100.0	100.0
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### Descriptive Statistics

	Mean	Std. Deviation	N
Performa Perawat (Y)	93.00	9.271	143
Self efficacy (X1)	28.27	4.358	143
Optimism (X2)	29.29	4.259	143
Self efficacy (X3)	19.40	2.876	143
Resilience (X4)	21.08	2.675	143

### Kategori Umur \* Kategori Y Crosstabulation

Count

	Kategori Y		Total
	Rendah	Tinggi	
0 - 25	4	10	14
26 - 35	30	62	92
36 - 45	13	19	32
46 - 58	1	4	5
Total	48	95	143

### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.322 <sup>a</sup>	3	.724
Likelihood Ratio	1.344	3	.719
N of Valid Cases	143		

a. 3 cells (37,5%) have expected count less than 5. The minimum expected count is 1,68.

### JK \* Kategori Y Crosstabulation

Count

	Kategori Y		Total
	Rendah	Tinggi	
JK Laki-Laki	11	25	36
JK Perempuan	37	70	107

Total	48	95	143
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#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.196 <sup>a</sup>	1	.658		
Continuity Correction <sup>b</sup>	.057	1	.812		
Likelihood Ratio	.198	1	.657		
Fisher's Exact Test				.690	.410
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 12,08.

b. Computed only for a 2x2 table

#### StatusNkh \* Kategori Y Crosstabulation

Count

		Kategori Y		Total
		Rendah	Tinggi	
StatusNkh	Belum Menikah	10	15	25
	Menikah	36	74	110
	Janda/Duda	2	6	8
Total		48	95	143

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.762 <sup>a</sup>	2	.683
Likelihood Ratio	.763	2	.683
N of Valid Cases	143		

a. 1 cells (16,7%) have expected count less than 5. The minimum expected count is 2,69.

#### LatbelPend \* Kategori Y Crosstabulation

Count

		Kategori Y		Total
		Rendah	Tinggi	
LatbelPend	D3 Keperawatan	30	52	82
	Profesi Ners	18	43	61
Total		48	95	143

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.786 <sup>a</sup>	1	.375		
Continuity Correction <sup>b</sup>	.500	1	.479		
Likelihood Ratio	.791	1	.374		
Fisher's Exact Test				.474	.240
Linear-by-Linear Association	.780	1	.377		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 20,48.

b. Computed only for a 2x2 table

**Jabatan \* Kategori Y Crosstabulation**

Count

		Kategori Y		Total
		Rendah	Tinggi	
Jabatan	Kepala Tim	5	14	19
	Perawat Pelaksana	43	81	124
Total		48	95	143

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.517 <sup>a</sup>	1	.472		
Continuity Correction <sup>b</sup>	.210	1	.647		
Likelihood Ratio	.535	1	.464		
Fisher's Exact Test				.605	.330
Linear-by-Linear Association	.513	1	.474		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 6,38.

b. Computed only for a 2x2 table

**Correlations**

		Psychological Capital (X)	Performa Perawat
Psychological Capital (X)	Pearson Correlation	1	.612**
	Sig. (2-tailed)		.000

	N	143	143
	Pearson Correlation	.612**	1
Performa Perawat	Sig. (2-tailed)	.000	
	N	143	143

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

#### Correlations

		Self efficacy (X1)	Performa Perawat (Y)
Self efficacy (X1)	Pearson Correlation	1	.458**
	Sig. (2-tailed)		.000
	N	143	143
Performa Perawat (Y)	Pearson Correlation	.458**	1
	Sig. (2-tailed)	.000	
	N	143	143

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

#### Correlations

		Optimism (X2)	Performa Perawat (Y)
Optimism (X2)	Pearson Correlation	1	.559**
	Sig. (2-tailed)		.000
	N	143	143
Performa Perawat (Y)	Pearson Correlation	.559**	1
	Sig. (2-tailed)	.000	
	N	143	143

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

#### Correlations

		Self efficacy (X3)	Performa Perawat (Y)
Self efficacy (X3)	Pearson Correlation	1	.491**
	Sig. (2-tailed)		.000
	N	143	143
Performa Perawat (Y)	Pearson Correlation	.491**	1
	Sig. (2-tailed)	.000	

N	143	143
---	-----	-----

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

### Correlations

		Resilience (X4)	Performa Perawat (Y)
Resilience (X4)	Pearson Correlation	1	.638**
	Sig. (2-tailed)		.000
	N	143	143
Performa Perawat (Y)	Pearson Correlation	.638**	1
	Sig. (2-tailed)	.000	
	N	143	143

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

### Descriptive Statistics

	Mean	Std. Deviation	N
Performa Perawat (Y)	93.00	9.271	143
Self efficacy (X1)	28.27	4.358	143
Optimism (X2)	29.29	4.259	143
Self efficacy (X3)	19.40	2.876	143
Resilience (X4)	21.08	2.675	143

### Correlations

		Performa Perawat (Y)	Self efficacy (X1)	Optimism (X2)	Self efficacy (X3)	Resilience (X4)
Pearson Correlation	Performa Perawat (Y)	1.000	.458	.559	.491	.638
	Self efficacy (X1)	.458	1.000	.668	.654	.518
	Optimism (X2)	.559	.668	1.000	.705	.743
	Self efficacy (X3)	.491	.654	.705	1.000	.665
	Resilience (X4)	.638	.518	.743	.665	1.000
Sig. (1-tailed)	Performa Perawat (Y)	.	.000	.000	.000	.000
	Self efficacy (X1)	.000	.	.000	.000	.000
	Optimism (X2)	.000	.000	.	.000	.000
	Self efficacy (X3)	.000	.000	.000	.	.000
N	Resilience (X4)	.000	.000	.000	.000	.
	Performa Perawat (Y)	143	143	143	143	143
	Self efficacy (X1)	143	143	143	143	143

Optimism (X2)	143	143	143	143	143
Self efficacy (X3)	143	143	143	143	143
Resilience (X4)	143	143	143	143	143

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Psychological Capital (X) <sup>b</sup>		Enter

a. Dependent Variable: Performa Perawat (Y)

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.612 <sup>a</sup>	.374	.370	7.361	1.586

a. Predictors: (Constant), Psychological Capital (X)

b. Dependent Variable: Performa Perawat (Y)

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4566.757	1	4566.757	84.290	.000 <sup>b</sup>
	Residual	7639.243	141	54.179		
	Total	12206.000	142			

a. Dependent Variable: Performa Perawat (Y)

b. Predictors: (Constant), Psychological Capital (X)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	47.637	4.979		9.567	.000		
	Psychological Capital (X)	.463	.050	.612	9.181	.000	1.000	1.000

a. Dependent Variable: Performa Perawat (Y)

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions
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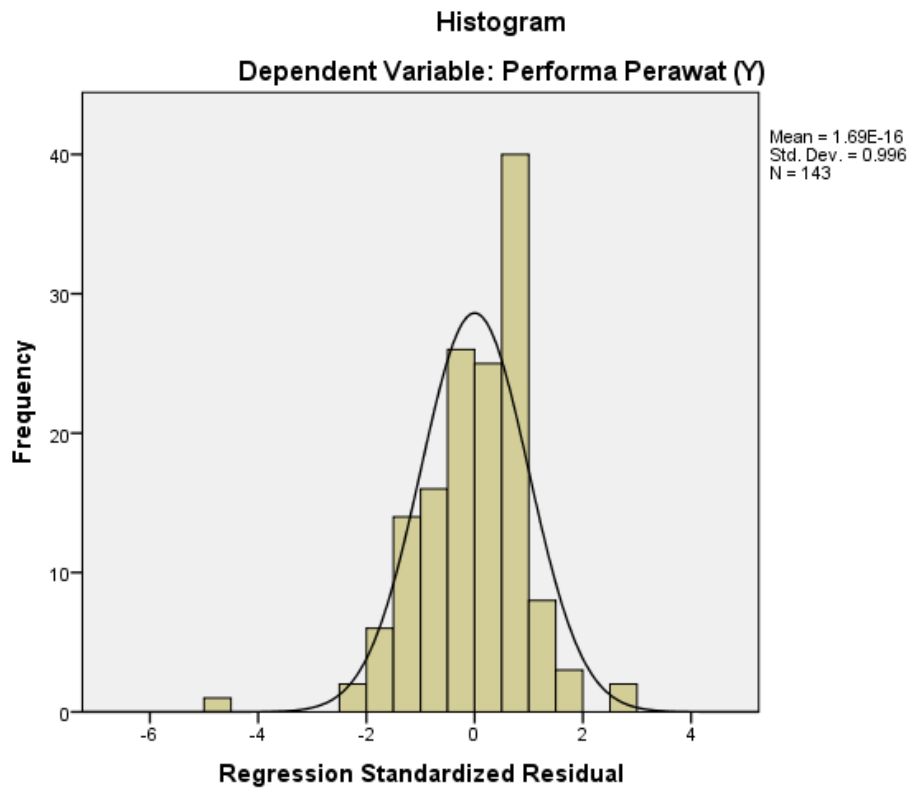
			(Constant)	Psychological Capital (X)
1	1	1.992	1.000	.00
	2	.008	16.117	1.00

a. Dependent Variable: Performa Perawat (Y)

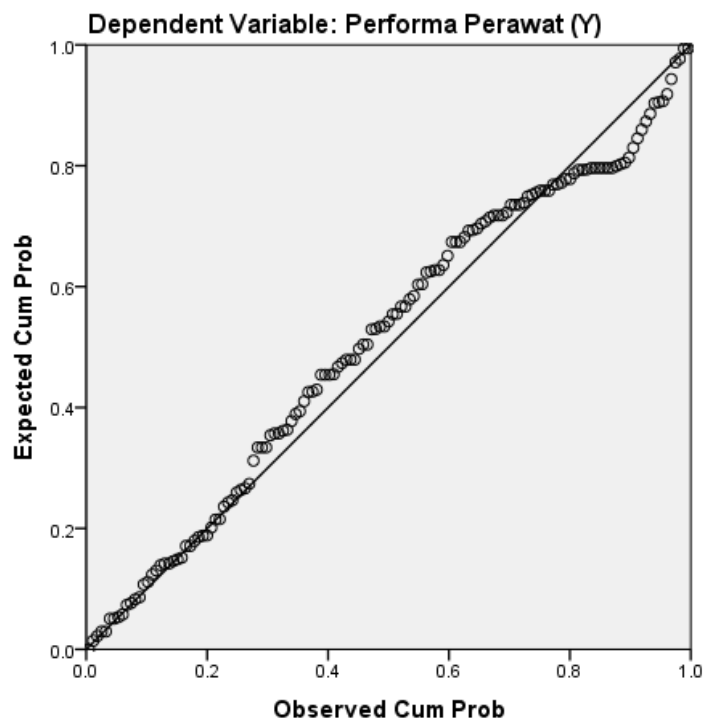
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	66.61	103.16	93.00	5.671	143
Std. Predicted Value	-4.654	1.792	.000	1.000	143
Standard Error of Predicted Value	.616	2.940	.818	.298	143
Adjusted Predicted Value	72.81	103.35	93.04	5.538	143
Residual	-36.607	18.527	.000	7.335	143
Std. Residual	-4.973	2.517	.000	.996	143
Stud. Residual	-5.425	2.627	-.002	1.020	143
Deleted Residual	-43.555	20.185	-.035	7.705	143
Stud. Deleted Residual	-6.077	2.684	-.007	1.050	143
Mahal. Distance	.000	21.660	.993	2.194	143
Cook's Distance	.000	2.793	.027	.235	143
Centered Leverage Value	.000	.153	.007	.015	143

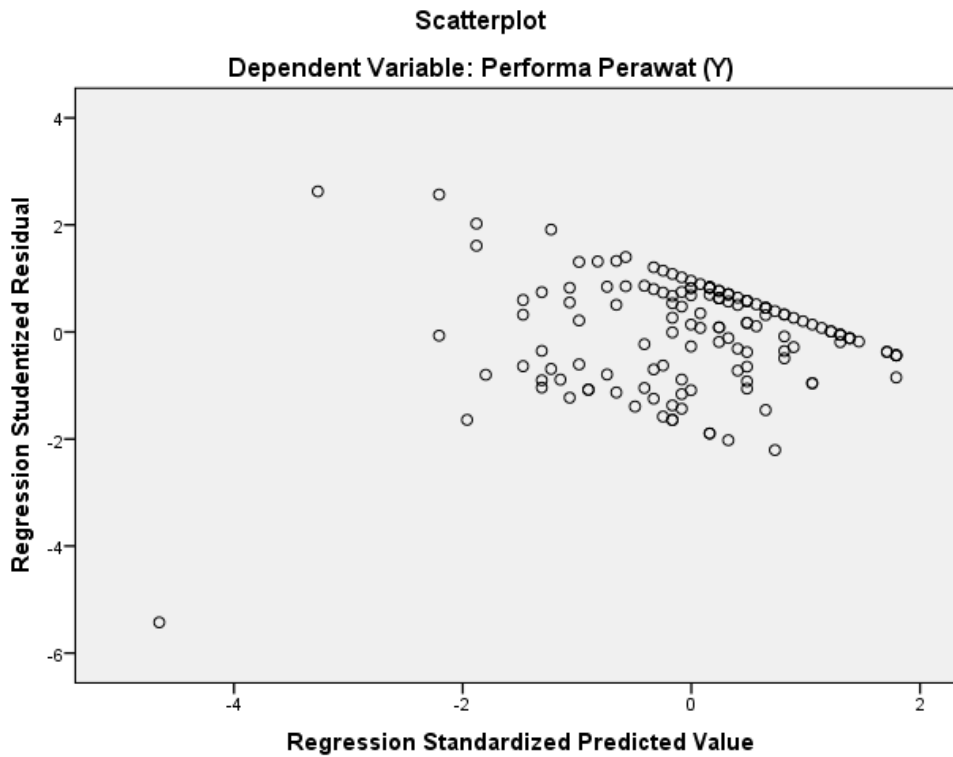
a. Dependent Variable: Performa Perawat (Y)



Normal P-P Plot of Regression Standardized Residual







**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Resilience (X4), Self efficacy (X1), Self efficacy (X3), Optimism (X2) <sup>b</sup>		Enter

a. Dependent Variable: Performa Perawat (Y)

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.658 <sup>a</sup>	.433	.417	7.079	1.576

a. Predictors: (Constant), Resilience (X4), Self efficacy (X1), Self efficacy (X3), Optimism (X2)

b. Dependent Variable: Performa Perawat (Y)

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5291.191	4	1322.798	26.399	.000 <sup>b</sup>
	Residual	6914.809	138	50.107		
	Total	12206.000	142			

a. Dependent Variable: Performa Perawat (Y)

b. Predictors: (Constant), Resilience (X4), Self efficacy (X1), Self efficacy (X3), Optimism (X2)

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	Self efficacy (X1)	.281	.196	.132	1.435	.154	.485	2.060
	Optimism (X2)	.225	.247	.103	.910	.364	.319	3.133
	Self efficacy (X3)	.021	.326	.006	.063	.950	.402	2.487
	Resilience (X4)	1.695	.348	.489	4.867	.000	.407	2.459

a. Dependent Variable: Performa Perawat (Y)

**Collinearity Diagnostics<sup>a</sup>**

Mod el	Dimensi on	Eigenvalue	Condition Index	Variance Proportions				
				(Constant)	Self efficacy (X1)	Optimism (X2)	Self efficacy (X3)	Resilience (X4)
1	1	4.967	1.000	.00	.00	.00	.00	.00
	2	.013	19.549	.70	.17	.03	.05	.01
	3	.009	22.910	.15	.60	.07	.04	.16
	4	.006	27.676	.02	.05	.25	.88	.05
	5	.004	35.204	.14	.18	.65	.03	.77

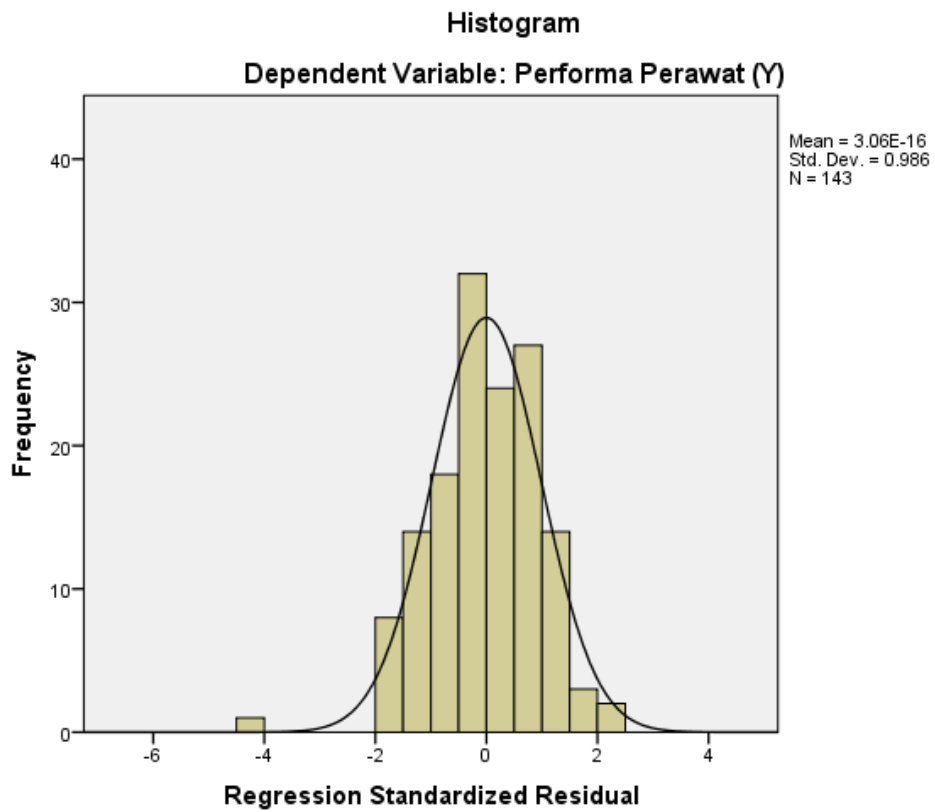
a. Dependent Variable: Performa Perawat (Y)

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	61.27	101.73	93.00	6.104	143
Std. Predicted Value	-5.198	1.429	.000	1.000	143
Standard Error of Predicted Value	.666	3.250	1.254	.427	143

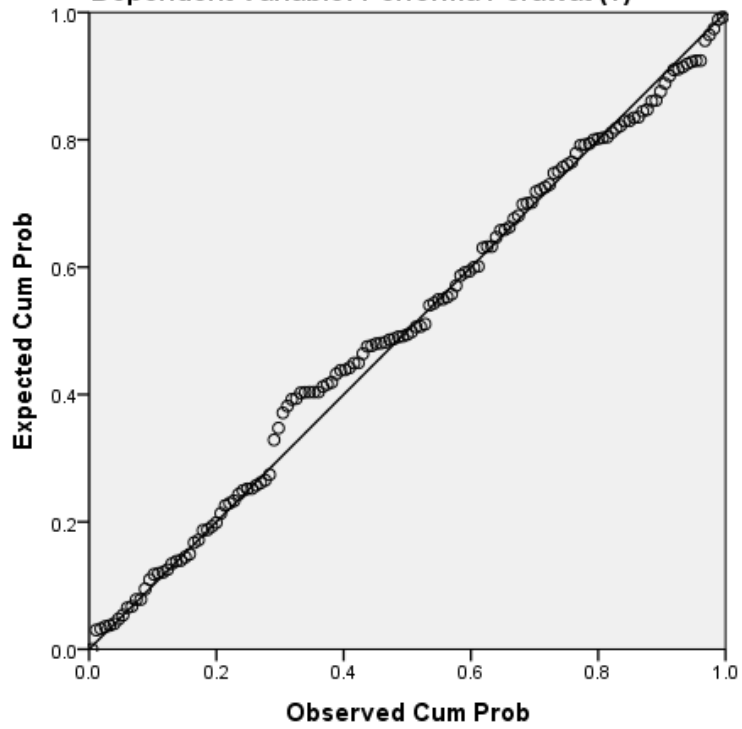
Adjusted Predicted Value	69.63	101.89	93.02	5.922	143
Residual	-31.272	17.222	.000	6.978	143
Std. Residual	-4.418	2.433	.000	.986	143
Stud. Residual	-4.973	2.549	-.001	1.021	143
Deleted Residual	-39.626	18.904	-.022	7.512	143
Stud. Deleted Residual	-5.469	2.602	-.005	1.043	143
Mahal. Distance	.264	28.944	3.972	3.949	143
Cook's Distance	.000	1.321	.017	.111	143
Centered Leverage Value	.002	.204	.028	.028	143

a. Dependent Variable: Performa Perawat (Y)



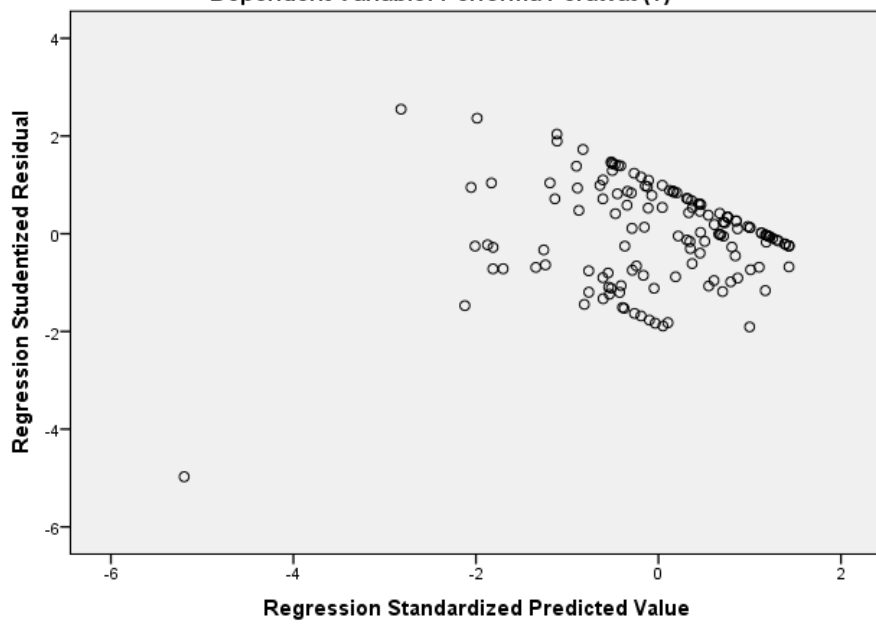
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Performa Perawat (Y)



Scatterplot

Dependent Variable: Performa Perawat (Y)



**Crosstab**

			Kategori Y		Total
			Rendah	Tinggi	
Kategori Self efficacy	Rendah	Count	28	22	50
		% within Kategori Self efficacy	56.0%	44.0%	100.0%
	Tinggi	Count	20	73	93
		% within Kategori Self efficacy	21.5%	78.5%	100.0%
Total		Count	48	95	143
		% within Kategori Self efficacy	33.6%	66.4%	100.0%

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	17.351 <sup>a</sup>	1	.000		
Continuity Correction <sup>b</sup>	15.839	1	.000		
Likelihood Ratio	17.082	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	17.230	1	.000		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 16,78.

b. Computed only for a 2x2 table

**Crosstab**

			Kategori Y		Total
			Rendah	Tinggi	
Kategori Optimism	Rendah	Count	28	22	50
		% within Kategori Optimism	56.0%	44.0%	100.0%
	Tinggi	Count	20	73	93
		% within Kategori Optimism	21.5%	78.5%	100.0%
Total		Count	48	95	143
		% within Kategori Optimism	33.6%	66.4%	100.0%

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	17.351 <sup>a</sup>	1	.000		
Continuity Correction <sup>b</sup>	15.839	1	.000		

Likelihood Ratio	17.082	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	17.230	1	.000		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 16,78.

b. Computed only for a 2x2 table

#### Crosstab

		Kategori Y		Total	
		Rendah	Tinggi		
Kategori Hope	Rendah	Count	24	26	50
		% within Kategori Hope	48.0%	52.0%	100.0%
	Tinggi	Count	24	69	93
		% within Kategori Hope	25.8%	74.2%	100.0%
Total		Count	48	95	143
		% within Kategori Hope	33.6%	66.4%	100.0%

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	7.183 <sup>a</sup>	1	.007		
Continuity Correction <sup>b</sup>	6.222	1	.013		
Likelihood Ratio	7.057	1	.008		
Fisher's Exact Test				.009	.007
Linear-by-Linear Association	7.132	1	.008		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 16,78.

b. Computed only for a 2x2 table

#### Crosstab

		Kategori Y		Total	
		Rendah	Tinggi		
Kategori Resilience	Rendah	Count	33	28	61
		% within Kategori Resilience	54.1%	45.9%	100.0%
	Tinggi	Count	15	67	82
		% within Kategori Resilience	18.3%	81.7%	100.0%
Total		Count	48	95	143
		% within Kategori Resilience	33.6%	66.4%	100.0%

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	20.110 <sup>a</sup>	1	.000		
Continuity Correction <sup>b</sup>	18.537	1	.000		
Likelihood Ratio	20.316	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	19.970	1	.000		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 20,48.

b. Computed only for a 2x2 table

**Crosstab**

		Kategori Y		Total	
		Rendah	Tinggi		
JK	Laki-Laki	Count	11	25	36
		% within JK	30.6%	69.4%	100.0%
Perempuan		Count	37	70	107
		% within JK	34.6%	65.4%	100.0%
Total		Count	48	95	143
		% within JK	33.6%	66.4%	100.0%

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.196 <sup>a</sup>	1	.658		
Continuity Correction <sup>b</sup>	.057	1	.812		
Likelihood Ratio	.198	1	.657		
Fisher's Exact Test				.690	.410
Linear-by-Linear Association	.194	1	.659		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 12,08.

b. Computed only for a 2x2 table

**Crosstab**

	Kategori Y		Total
	Rendah	Tinggi	

StatusNkh	Belum Menikah	Count	10	15	25
		% within StatusNkh	40.0%	60.0%	100.0%
	Menikah	Count	36	74	110
		% within StatusNkh	32.7%	67.3%	100.0%
	Janda/Duda	Count	2	6	8
		% within StatusNkh	25.0%	75.0%	100.0%
Total		Count	48	95	143
		% within StatusNkh	33.6%	66.4%	100.0%

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.762 <sup>a</sup>	2	.683
Likelihood Ratio	.763	2	.683
Linear-by-Linear Association	.756	1	.385
N of Valid Cases	143		

a. 1 cells (16,7%) have expected count less than 5. The minimum expected count is 2,69.

#### Crosstab

			Kategori Y		Total
			Rendah	Tinggi	
LatbelPend	D3 Keperawatan	Count	30	52	82
		% within LatbelPend	36.6%	63.4%	100.0%
	Profesi Ners	Count	18	43	61
		% within LatbelPend	29.5%	70.5%	100.0%
Total		Count	48	95	143
		% within LatbelPend	33.6%	66.4%	100.0%

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.786 <sup>a</sup>	1	.375		
Continuity Correction <sup>b</sup>	.500	1	.479		
Likelihood Ratio	.791	1	.374		
Fisher's Exact Test				.474	.240



Linear-by-Linear Association	.780	1	.377	
N of Valid Cases	143			

- a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 20,48.  
b. Computed only for a 2x2 table

#### Crosstab

		Kategori Y		Total	
		Rendah	Tinggi		
Agama	Islam	Count	47	93	140
		% within Agama	33.6%	66.4%	100.0%
	Kristen Protestan	Count	1	2	3
		% within Agama	33.3%	66.7%	100.0%
Total	Count	48	95	143	
	% within Agama	33.6%	66.4%	100.0%	

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.000 <sup>a</sup>	1	.993		
Continuity Correction <sup>b</sup>	.000	1	1.000		
Likelihood Ratio	.000	1	.993		
Fisher's Exact Test				1.000	.739
Linear-by-Linear Association	.000	1	.993		
N of Valid Cases	143				

- a. 2 cells (50,0%) have expected count less than 5. The minimum expected count is 1,01.  
b. Computed only for a 2x2 table

#### Crosstab

		Kategori Y		Total	
		Rendah	Tinggi		
Jabatan	Kepala Tim	Count	5	14	19
		% within Jabatan	26.3%	73.7%	100.0%
	Perawat Pelaksana	Count	43	81	124
		% within Jabatan	34.7%	65.3%	100.0%
Total	Count	48	95	143	
	% within Jabatan	33.6%	66.4%	100.0%	

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.517 <sup>a</sup>	1	.472		
Continuity Correction <sup>b</sup>	.210	1	.647		
Likelihood Ratio	.535	1	.464		
Fisher's Exact Test				.605	.330
Linear-by-Linear Association	.513	1	.474		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 6,38.

b. Computed only for a 2x2 table

#### Crosstab

		Kategori Y		Total	
		Rendah	Tinggi		
StatusKep	PNS	Count	11	24	35
		% within StatusKep	31.4%	68.6%	100.0%
Tidak Tetap/Kontrak		Count	37	71	108
		% within StatusKep	34.3%	65.7%	100.0%
Total		Count	48	95	143
		% within StatusKep	33.6%	66.4%	100.0%

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.095 <sup>a</sup>	1	.758		
Continuity Correction <sup>b</sup>	.010	1	.919		
Likelihood Ratio	.096	1	.757		
Fisher's Exact Test				.839	.464
Linear-by-Linear Association	.094	1	.759		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 11,75.

b. Computed only for a 2x2 table

#### Crosstab

		Kategori Y		Total	
		Rendah	Tinggi		
MasaKrijRS <1 Tahun		Count	0	4	4
		% within MasaKrijRS	0.0%	100.0%	100.0%

1-5 Tahun	Count	22	30	52
	% within MasaKrijRS	42.3%	57.7%	100.0%
6-10 Tahun	Count	11	25	36
	% within MasaKrijRS	30.6%	69.4%	100.0%
>10 Tahun	Count	15	36	51
	% within MasaKrijRS	29.4%	70.6%	100.0%
Total	Count	48	95	143
	% within MasaKrijRS	33.6%	66.4%	100.0%

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.344 <sup>a</sup>	3	.227
Likelihood Ratio	5.543	3	.136
Linear-by-Linear Association	.595	1	.440
N of Valid Cases	143		

a. 2 cells (25,0%) have expected count less than 5. The minimum expected count is 1,34.

#### Crosstab

		Kategori Y		Total	
		Rendah	Tinggi		
Umur_KAT_1	1.00	Count	4	10	14
		% within Umur_KAT_1	28.6%	71.4%	100.0%
	2.00	Count	30	62	92
		% within Umur_KAT_1	32.6%	67.4%	100.0%
	3.00	Count	13	21	34
		% within Umur_KAT_1	38.2%	61.8%	100.0%
	4.00	Count	1	2	3
		% within Umur_KAT_1	33.3%	66.7%	100.0%
Total	Count	48	95	143	
	% within Umur_KAT_1	33.6%	66.4%	100.0%	

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.527 <sup>a</sup>	3	.913
Likelihood Ratio	.525	3	.913
Linear-by-Linear Association	.416	1	.519
N of Valid Cases	143		

a. 3 cells (37,5%) have expected count less than 5. The minimum expected count is 1,01.

#### Crosstab

			Kategori Y		Total
			Rendah	Tinggi	
Kategori Self efficacy	Rendah	Count	28	22	50
		% within Kategori Y	58.3%	23.2%	35.0%
	Tinggi	Count	20	73	93
		% within Kategori Y	41.7%	76.8%	65.0%
Total	Count	48	95	143	
	% within Kategori Y	100.0%	100.0%	100.0%	

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	17.351 <sup>a</sup>	1	.000		
Continuity Correction <sup>b</sup>	15.839	1	.000		
Likelihood Ratio	17.082	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	17.230	1	.000		
N of Valid Cases	143				

a. 0 cells (,0%) have expected count less than 5. The minimum expected count is 16,78.

b. Computed only for a 2x2 table

#### Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for Kategori Self efficacy (Rendah / Tinggi)	4.645	2.203	9.795
For cohort Kategori Y = Rendah	2.604	1.645	4.123

For cohort Kategori Y = Tinggi	.561	.403	.780
N of Valid Cases	143		

**Crosstab**

			Kategori Y		Total
			Rendah	Tinggi	
Kategori Optimism	Rendah	Count	28	22	50
		% within Kategori Y	58.3%	23.2%	35.0%
	Tinggi	Count	20	73	93
		% within Kategori Y	41.7%	76.8%	65.0%
Total	Count	48	95	143	
	% within Kategori Y	100.0%	100.0%	100.0%	

**Chi-Square Tests**

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	17.351 <sup>a</sup>	1	.000		
Continuity Correction <sup>b</sup>	15.839	1	.000		
Likelihood Ratio	17.082	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	17.230	1	.000		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 16,78.

b. Computed only for a 2x2 table

**Risk Estimate**

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for Kategori Optimism (Rendah / Tinggi)	4.645	2.203	9.795
For cohort Kategori Y = Rendah	2.604	1.645	4.123
For cohort Kategori Y = Tinggi	.561	.403	.780
N of Valid Cases	143		

**Crosstab**

			Kategori Y		Total
			Rendah	Tinggi	
Kategori Hope	Rendah	Count	24	26	50

	% within Kategori Y	50.0%	27.4%	35.0%
	Count	24	69	93
Tinggi	% within Kategori Y	50.0%	72.6%	65.0%
	Count	48	95	143
Total	% within Kategori Y	100.0%	100.0%	100.0%

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	7.183 <sup>a</sup>	1	.007		
Continuity Correction <sup>b</sup>	6.222	1	.013		
Likelihood Ratio	7.057	1	.008		
Fisher's Exact Test				.009	.007
Linear-by-Linear Association	7.132	1	.008		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 16,78.

b. Computed only for a 2x2 table

#### Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for Kategori Hope (Rendah / Tinggi)	2.654	1.287	5.472
For cohort Kategori Y = Rendah	1.860	1.187	2.915
For cohort Kategori Y = Tinggi	.701	.523	.939
N of Valid Cases	143		

#### Crosstab

		Kategori Y		Total	
		Rendah	Tinggi		
Kategori Resilience	Rendah	Count	33	28	61
		% within Kategori Y	68.8%	29.5%	42.7%
	Tinggi	Count	15	67	82
		% within Kategori Y	31.2%	70.5%	57.3%
Total		Count	48	95	143
		% within Kategori Y	100.0%	100.0%	100.0%

#### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	20.110 <sup>a</sup>	1	.000		
Continuity Correction <sup>b</sup>	18.537	1	.000		
Likelihood Ratio	20.316	1	.000		
Fisher's Exact Test				.000	.000
Linear-by-Linear Association	19.970	1	.000		
N of Valid Cases	143				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 20,48.

b. Computed only for a 2x2 table

#### Risk Estimate

	Value	95% Confidence Interval	
		Lower	Upper
Odds Ratio for Kategori Resilience (Rendah / Tinggi)	5.264	2.479	11.178
For cohort Kategori Y = Rendah	2.957	1.771	4.937
For cohort Kategori Y = Tinggi	.562	.420	.752
N of Valid Cases	143		

## Lampiran 7. Hasil Uji SPSS

### Case Processing Summary

	Kategori Y	Cases					
		Valid		Missing		Total	
		N	Percent	N	Percent	N	Percent
Kategori Self efficacy	Rendah	48	100.0%	0	0.0%	48	100.0%
	Tinggi	95	100.0%	0	0.0%	95	100.0%
Kategori Optimism	Rendah	48	100.0%	0	0.0%	48	100.0%
	Tinggi	95	100.0%	0	0.0%	95	100.0%
Kategori Hope	Rendah	48	100.0%	0	0.0%	48	100.0%
	Tinggi	95	100.0%	0	0.0%	95	100.0%
Kategori Resilience	Rendah	48	100.0%	0	0.0%	48	100.0%
	Tinggi	95	100.0%	0	0.0%	95	100.0%

### Descriptives

Kategori Y		Statistic	Std. Error	
Kategori Self efficacy	Mean	1.42	.072	
	95% Confidence Interval for Mean	Lower Bound	1.27	
		Upper Bound	1.56	
	5% Trimmed Mean	1.41		
	Median	1.00		
	Variance	.248		
	Rendah	Std. Deviation	.498	
	Minimum	1		
	Maximum	2		
	Range	1		
	Interquartile Range	1		
	Skewness	.349	.343	
	Kurtosis	-1.962	.674	
	Tinggi	Mean	1.77	.044
		95% Confidence Interval for Mean	Lower Bound	1.68
			Upper Bound	1.85
5% Trimmed Mean		1.80		
Median	2.00			
Variance	.180			



		Std. Deviation		.424	
		Minimum		1	
		Maximum		2	
		Range		1	
		Interquartile Range		0	
		Skewness		-1.293	.247
		Kurtosis		-.335	.490
		Mean		1.42	.072
		95% Confidence Interval for Mean	Lower Bound	1.27	
			Upper Bound	1.56	
		5% Trimmed Mean		1.41	
		Median		1.00	
		Variance		.248	
	Rendah	Std. Deviation		.498	
		Minimum		1	
		Maximum		2	
		Range		1	
		Interquartile Range		1	
		Skewness		.349	.343
		Kurtosis		-1.962	.674
Kategori	Optimism	Mean		1.77	.044
		95% Confidence Interval for Mean	Lower Bound	1.68	
			Upper Bound	1.85	
		5% Trimmed Mean		1.80	
		Median		2.00	
		Variance		.180	
	Tinggi	Std. Deviation		.424	
		Minimum		1	
		Maximum		2	
		Range		1	
		Interquartile Range		0	
		Skewness		-1.293	.247
		Kurtosis		-.335	.490
		Mean		1.50	.073
		95% Confidence Interval for Mean	Lower Bound	1.35	
			Upper Bound	1.65	
Kategori	Rendah	5% Trimmed Mean		1.50	
Hope		Median		1.50	
		Variance		.255	

Kategori Resilience	Tinggi	Std. Deviation		.505	
		Minimum		1	
		Maximum		2	
		Range		1	
		Interquartile Range		1	
		Skewness		.000	.343
		Kurtosis		-2.089	.674
		Mean		1.73	.046
		95% Confidence Interval for Mean	Lower Bound	1.64	
			Upper Bound	1.82	
		5% Trimmed Mean		1.75	
		Median		2.00	
		Variance		.201	
		Std. Deviation		.448	
		Minimum		1	
	Maximum		2		
	Range		1		
	Interquartile Range		1		
	Skewness		-1.032	.247	
	Kurtosis		-.956	.490	
	Mean		1.31	.068	
	95% Confidence Interval for Mean	Lower Bound	1.18		
		Upper Bound	1.45		
	5% Trimmed Mean		1.29		
	Median		1.00		
	Variance		.219		
	Rendah	Std. Deviation	.468		
	Minimum	1			
	Maximum	2			
	Range	1			
	Interquartile Range	1			
	Skewness	.835	.343		
	Kurtosis	-1.361	.674		
	Mean	1.71	.047		
	95% Confidence Interval for Mean	Lower Bound	1.61		
		Upper Bound	1.80		
	5% Trimmed Mean	1.73			
	Tinggi				

Median	2.00	
Variance	.210	
Std. Deviation	.458	
Minimum	1	
Maximum	2	
Range	1	
Interquartile Range	1	
Skewness	-.915	.247
Kurtosis	-1.188	.490

### Kategori Self efficacy \* Kategori Y

#### Crosstab

Count

		Kategori Y		Total
		Rendah	Tinggi	
Kategori Self efficacy	Rendah	28	22	50
	Tinggi	20	73	93
Total		48	95	143

#### Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Contingency Coefficient	.329	.000
N of Valid Cases		143	

### Kategori Optimism \* Kategori Y

#### Crosstab

Count

		Kategori Y		Total
		Rendah	Tinggi	
Kategori Optimism	Rendah	28	22	50
	Tinggi	20	73	93
Total		48	95	143

#### Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Contingency Coefficient	.329	.000
N of Valid Cases		143	

### Kategori Hope \* Kategori Y

Crosstab

Count

		Kategori Y		Total
		Rendah	Tinggi	
Kategori Hope	Rendah	24	26	50
	Tinggi	24	69	93
Total		48	95	143

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Contingency Coefficient	.219	.007
N of Valid Cases		143	

### Kategori Resilience \* Kategori Y

Crosstab

Count

		Kategori Y		Total
		Rendah	Tinggi	
Kategori Resilience	Rendah	33	28	61
	Tinggi	15	67	82
Total		48	95	143

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Contingency Coefficient	.351	.000
N of Valid Cases		143	

Variables in the Equation

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for EXP(B)	
							Lower	Upper
KatSelf	.943	.497	3.597	1	.058	2.568	.969	6.803
KatOptim	.350	.565	.385	1	.535	1.419	.469	4.292
Step 1 <sup>a</sup> KatHo	-.969	.608	2.538	1	.111	.379	.115	1.250
KatResc	.984	.513	3.676	1	.055	2.676	.978	7.322
Constant	-3.367	.907	13.778	1	.000	.034		

a. Variable(s) entered on step 1: KatSelf, KatOptim, KatHo, KatResc, Kat\_X.

**Variables in the Equation**

	B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I. for EXP(B)	
							Lower	Upper
Step 1 <sup>a</sup>								
KatSelf	1.397	.445	9.840	1	.002	4.044	1.689	9.681
KatHo	-.258	.489	.278	1	.598	.773	.296	2.015
KatResc	1.548	.439	12.459	1	.000	4.702	1.991	11.108
Constant	-3.474	.886	15.370	1	.000	.031		

a. Variable(s) entered on step 1: KatSelf, KatHo, KatResc.

## Lampiran 8. Matriks Data

### Psychological Capital

P1	P2	P3	P4	P5	P6	Total 1	P7	P8	P9	P10	P11	P12	Total 2	P13	P14	P15	P16	Total 3	P17	P18	P19	P20	Total 4	Total Keseluruhan
4	5	5	5	4	5	28	3	5	5	5	4	5	27	5	6	5	5	21	5	6	5	5	21	97
5	5	5	5	5	5	30	5	5	5	4	5	5	29	5	5	5	5	20	5	5	5	6	21	100
5	5	5	5	5	5	30	6	5	6	5	5	5	32	5	5	5	5	20	5	6	5	6	22	104
5	4	4	5	4	6	28	5	6	6	5	5	4	31	5	6	5	5	21	5	6	6	5	22	102
5	5	5	4	4	5	28	5	6	6	5	6	5	33	5	5	6	4	20	6	6	5	6	23	104
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3	3	3	4	4	5	22	5	4	5	4	5	4	27	4	4	4	4	16	4	5	5	4	18	83
3	2	3	3	1	2	14	3	5	3	2	2	2	17	3	3	4	2	12	4	4	3	4	15	58
4	4	4	4	3	5	24	4	5	5	4	4	4	26	4	5	5	2	16	5	6	5	6	22	88
5	5	6	5	5	5	31	5	6	6	5	5	5	32	5	4	5	4	18	5	6	6	6	23	104
5	4	4	2	3	4	22	5	5	6	5	5	5	31	5	6	6	4	21	6	5	5	5	21	95
5	5	5	5	3	5	28	5	5	5	5	5	5	30	3	3	5	5	16	5	5	5	5	20	94
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6	6	6	6	2	6	32	6	6	6	3	6	6	33	6	6	6	4	22	6	6	6	6	24	111
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4	4	3	4	3	5	23	4	6	6	3	4	4	27	3	6	4	4	17	5	4	5	4	18	85

P1	P2	P3	P4	P5	P6	Total 1	P7	P8	P9	P10	P11	P12	Total 2	P13	P14	P15	P16	Total 3	P17	P18	P19	P20	Total 4	Total Keseluruhan
5	5	5	5	4	4	28	5	5	5	5	5	4	29	4	5	4	4	17	4	5	5	5	19	93
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5	3	4	4	3	6	25	6	6	6	5	6	5	34	6	6	6	6	24	6	6	6	6	24	107
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6	3	3	6	3	6	27	5	6	5	4	5	4	29	5	6	6	6	23	6	6	6	6	24	103
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P1	P2	P3	P4	P5	P6	Total 1	P7	P8	P9	P10	P11	P12	Total 2	P13	P14	P15	P16	Total 3	P17	P18	P19	P20	Total 4	Total Keseluruhan
5	5	5	6	3	6	30	5	6	6	4	6	5	32	6	6	6	5	23	6	6	4	5	21	106
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2	6	6	6	1	6	27	6	6	6	6	6	6	36	6	6	1	6	19	6	6	6	6	24	106



P1	P2	P3	P4	P5	P6	Total 1	P7	P8	P9	P10	P11	P12	Total 2	P13	P14	P15	P16	Total 3	P17	P18	P19	P20	Total 4	Total Keseluruhan
5	2	6	5	5	6	29	6	6	5	6	6	5	34	3	5	6	6	20	5	5	5	6	21	104
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P1	P2	P3	P4	P5	P6	Total 1	P7	P8	P9	P10	P11	P12	Total 2	P13	P14	P15	P16	Total 3	P17	P18	P19	P20	Total 4	Total Keseluruhan
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P1	P2	P3	P4	P5	P6	Total 1	P7	P8	P9	P10	P11	P12	Total 2	P13	P14	P15	P16	Total 3	P17	P18	P19	P20	Total 4	Total Keseluruhan
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5	5	5	6	5	5	31	5	6	5	5	5	6	32	5	5	5	5	20	5	6	6	6	23	106

Performa Kerja

P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	Total
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P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	Total
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P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	Total
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4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	99
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5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	99

P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	Total
5	4	4	4	4	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	83
5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	92
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5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	100
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4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	97
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