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Penelitian Terdahulu **Lampiran 1**

NO	Author; Tahun, Negara	Tujuan	Sampel (N, Setting, Metode)	Hasil	Kesimpulan
1	(Chen et al., 2021), Cina	Untuk menguji hubungan antara syok transisi, dukungan preseptor, dan kompetensi keperawatan pada sampel perawat terdaftar yang baru lulus	• N: 215 perawat baru lulus • 6 RS • Cross-sectional	• Kompetensi keperawatan berpikir kritis (rata-rata = 2,68, SD = 0,63) • Persepsi dukungan preceptor (r = 0,56, p < 0,01) secara statistik berkorelasi signifikan dengan kompetensi keperawatan. • Preseptor yang ditugaskan bervariasi dari hari ke hari, dan tantangan emosional dari syok transisi adalah prediktor utama kompetensi keperawatan (F = 36,86, p = 0,00).	• Peningkatan Kompetensi • Metode: Preceptorship • Waktu orientasi: - Basic training 2 minggu – 1 bulan - Profesional traning area spesifik 2 tahun
2	(Eklund et al., 2021), Swedia	Mengeksplorasi proses pembelajaran yang diberlakukan dalam program transisi perawat baru yang diterapkan di RS di Swedia.	• N: 31 • 6 RS • Kualitatif	tiga tema yang mewakili proses pembelajaran yang menonjol dalam program transisi. • Mengenali Peran perawat baru Sebagai Praktisi Pemula,	• Peningkatan kepercayaan diri, pengetahuan klinik • Metode: Clinical Rotation, ward work, lectures, and the reflection seminars

NO	Author; Tahun, Negara	Tujuan	Sampel (N, Setting, Metode)	Hasil	Kesimpulan
				• Menekankan perawat baru Sebagai Pembelajar, Dan • Berkembang menuju peran keperawatan yang komprehensif.	• Waktu orientasi 12 bulan
3	(Lalithabai et al., 2021), Arab Saudi	Meneliti program orientasi untuk perawat baru dalam pengaturan multikultural untuk merancang ulang program orientasi	• N: 70 • 1 RS • Kualitatif-Kuantitatif	• Ada peningkatan skor kompetensi secara keseluruhan (5,48%) di antara perawat. • Hasil penelitian menunjukkan bahwa perbedaan skor keseluruhan sebelum dan sesudah tes secara statistik signifikan (P < 0,05) di semua dimensi kecuali situasi pembinaan dan pengelolaan pengajaran, dan program tersebut efektif.	• Peningkatan Kompetensi, kepuasan, kepercayaan diri • Metode: pendidikan kelas dan praktek simulasi laboratorium • Waktu orientasi 3 minggu (lima hari/minggu)
4	(Ma et al., 2021), Cina	Untuk menilai sikap perawat lulusan baru di Cina terhadap lingkungan kerja mereka dan	• N: 2.361 • 31 RS • Cross-sectional	Perawat baru menilai lingkungan kerja mereka dengan skor keseluruhan 84,67 (12,85).	• Persepsi posistif terhadap program orientasi

NO	Author; Tahun, Negara	Tujuan	Sampel (N, Setting, Metode)	Hasil	Kesimpulan
		mengidentifikasi faktor-faktor yang mempengaruhi persepsi mereka.		Regresi linier berganda mengidentifikasi bahwa tingkat pendidikan, pendapatan bulanan, tipe dan lokasi RS, partisipasi (atau tidak) dalam program pelatihan standar dan memiliki (atau tidak) mentor/pengajar merupakan faktor yang secara signifikan terkait dengan persepsi mereka terhadap lingkungan kerja	• Metode: mentor/preceptor, Program Residency • > 3 Bulan
5	(Woo & Newman, 2020), Singapura	Untuk menyelidiki pengalaman perawat terdaftar yang baru lulus di Singapura setelah 6-12 bulan awal transisi mereka dari mahasiswa keperawatan menjadi perawat terdaftar	• N: 30 • Gmail alumni politeknik • Kuantitatif dan kualitatif	• Penelitian ini menyatakan puas secara keseluruhan dengan transisi mereka, (2,97 ± 0,61) • Mayoritas (83,3 %) juga menganggap transisi mereka ke praktik profesional menjadi stres (3,07 ± 0,74) • Tiga tema muncul dari wawancara, 'pengalaman	• Peningkatan kompetensi, kepuasan, kepercayaan diri • Penilaian positif terhadap program • Metode: Preceptorship/Mentorship • Waktu orientasi 12-24 bulan

NO	Author; Tahun, Negara	Tujuan	Sampel (N, Setting, Metode)	Hasil	Kesimpulan
				transisi pribadi', 'pengalaman transisi profesional', dan 'pengalaman transisi organisasi', yang terjalin untuk membangun keseluruhan pengalaman transisi perawat baru.	
6	(Cleary et al., 2009), Australia	menilai kepuasan perawat dengan transisi 12 bulan ke program praktik keperawatan kesehatan mental dan pengaruhnya terhadap pengetahuan, kepercayaan diri, dan konsep diri yang mereka rasakan	• N: 45 • 1 RS • Kuantitatif (Pre dan Post Program)	• Sebagian besar staf cukup puas dengan dukungan keseluruhan staf perawat (93%, n = 41) • Peserta menilai pengetahuan meningkat (P < 0,01) dan percaya diri meningkat (P < 0,01) setelah program orientasi	• Peningkatan pengetahuan, kepercayaan diri • Perawat baru merasa puas dengan program orientasi • Metode: Preceptorship dan rotasi • Waktu orientasi 12 bulan
7	(Charette et al., 2022), Australia	Untuk menilai keefektifan dua program perawat lulusan baru terhadap kompetensi keselur uhan pada 3, 6, 9 dan 12 bulan.	• N: 278 • 2 rs	• Kompetensi meningkat secara signifikan di T1 • Di T2, meskipun tidak ada perbedaan kompetensi yang	• Peningkatan Kompetensi • Metode: - Orientasi Struktur organisasi

NO	Author; Tahun, Negara	Tujuan	Sampel (N, Setting, Metode)	Hasil	Kesimpulan
		Tujuan sekunder adalah untuk menilai kepuasan kerja perawat baru pada 12 bulan dan mengeksplorasi pengalaman dukungan mereka	• Kuantitatif prospektif observasional dan fase kualitatif deskriptif	signifikan, peserta menyatakan bahwa mereka lebih percaya diri dan terkendali, karena merasa didukung. • Di T3, tidak ada peningkatan kompetensi yang signifikan. • Di T4, kompetensi meningkat secara signifikan, dengan para peserta mengakui bahwa mereka masih harus banyak belajar	- Rotasi setiap 6 bulan - Preceptorship - Pelatihan - Praktek reflektif • Waktu pelaksanaan orientasi 12 bulan.
8	(Raju et al., 2017), Arab Saudi	Menilai efektivitas program orientasi diantara perawat baru lulus.	• N: 30 • Universitas • One group pretest and posttest	• Semua peserta dalam penelitian ini adalah perempuan dalam rentang usia 22-26 tahun, dengan usia rata-rata 23,5 tahun. • Perbandingan skor pengetah uan pre dan post test Perawat Magang dilakukan dengan menggunakan uji t berpasan-	• Peningkatan Kompetensi, kepuasan, Kepercayaan diri • Metode: Pembelajaran Kelas • Waktu Orientasi 8 Jam

NO	Author; Tahun, Negara	Tujuan	Sampel (N, Setting, Metode)	Hasil	Kesimpulan
				gan. Hasilnya menyatakan bahwa perbedaan pre dan post test dianggap sangat signifikan secara statistik (p<0,0001) dan program efektif.	
9	(Wijaya et al., 2012), Indonesia	Untuk menganalisis hubungan program orientasi berbasis kompetensi dengan kinerja perawatbaru di unit rawat inap di RS Husada Jakarta	• N: 58 • 1 RS • Deskriptif analisis cross-sectional.	• Didapatkan 42 orang (72,4%) perawat baru memiliki kinerja baik, sisanya 16 orang (27,6%) perawat barumemiliki kinerja yang kurang setelah mendapatkan program orientasi berbasis kompetensi. • Adanya hubungan yang signifikan antara program orientasi berbasis kompetensi dengan kinerja perawat baru dengan p value0,00	• Peningkatan Kinerja • Metode: Preceptorship • Waktu Orientasi 3 bulan

Lampiran 2

LEMBAR PERSETUJUAN RESPONDEN

Saya yang bertanda tangan dibawah ini:

Nama (inisial) :

Umur :

Kode : *(Peneliti yang mengisi)

Setelah mendapat penjelasan dari peneliti, dengan ini saya menyatakan bersedia berpartisipasi menjadi informan dalam penelitian yang berjudul "Eksplorasi Dampak Program Orientasi: Kompetensi, Kepercayaan diri dan Kepuasan kerja Perawat Baru Di Rumah Sakit Wilayah Kota Makassar".

Adapun bentuk ketersediaan saya adalah:

1. Meluangkan waktu untuk mengisi kuesioner penelitian.
2. Memberikan informasi yang benar dan sejujurnya.

Keikutsertaan saya ini bersifat sukarela dan tidak ada unsur paksaan dari pihak manapun. Demikian surat pernyataan ini saya buat, untuk dapat dipergunakan sebagaimana mestinya.

Makassar, 2023

Responden

……

Lampiran 3

BIODATA RESPONDEN

Kode Responden

Diisi oleh peneliti

Petunjuk :

Teman sejawat diminta untuk mengisi kuesioner ini dengan cara mengisi titik-titik atau memberi tanda check (√) pada kolom yang tersedia.

1	Umur	..... tahun
2	Jenis Kelamin	L / P
3	Pendidikan Terakhir	( ) DIII Keperawatan ( ) S1 Keperawatan ( ) S1 Keperawatan +Ners ( ) S2 Keperawatan
4	Status perkawinan	( ) Menikah ( ) Belum menikah
5	Masa Kerja / Orientasi	.....Minggu .....Bulan .....Tahun
6	Ruang Bekerja	( ) UGD ( ) ICU ( ) OK ( ) Poliklinik ( ) Perawatan Bedah ( ) Perawatan Anak ( ) Perawatan Interna ( ) Perawatan Maternitas ( ) …….
7	Nilai IPK Pendidikan Terakhir	....

Lampiran 4

SKALA KOMPETENSI PERAWAT (NCS)©

Berikut ini berisi pernyataan terkait berapa persen tingkat kompetensi anda dalam melakukan asuhan keperawatan. Isilah garis datar yang ada dalam kolom tingkat kompetensi, angka capaian kompetensi anda mulai dari 0 sampai 100.

NO	Item	Tingkat kompetensi • (0) untuk tingkat kompetensi sangat rendah • (100) untuk tingkat kompetensi sangat tinggi
Peran Membantu		
1	Merencanakan perawatan pasien sesuai dengan kebutuhan individu	(0)_____(100)
2	Mendukung strategi koping pasien	(0)_____(100)
3	Mengevaluaisi secara kritis filosofi keperawatan bagi diri sendiri	(0)_____(100)
4	Memodifikasi rencana perawatan sesuai dengan kebutuhan individu	(0)_____(100)
5	Memanfaatkan temuan penelitian keperawatan dalam interaksi dengan pasien	(0)_____(100)
6	Mengembangkan budaya perawatan di unit saya	(0)_____(100)
7	Pengambilan keputusan dipandu oleh nilai-nilai etika	(0)_____(100)
Mengajar – Pelatihan		
8	Mengidentifikasi dan menganalisa kebutuhan pendidikan kesehatan pasien dengan cermat	(0)_____(100)
9	Menemukan waktu yang optimal untuk pendidikan kesehatan pasien	(0)_____(100)
10	Menguasai isi pendidikan kesehatan pasien	(0)_____(100)
11	Memberikan pendidikan kesehatan pasien secara individual	(0)_____(100)
12	Mengkoordinir pendidikan kesehatan pasien	(0)_____(100)
13	Mampu mengenali kebutuhan anggota keluarga pasien dalam membimbing/mengarahkan	(0)_____(100)
14	Bertindak mandiri dalam membimbing anggota keluarga pasien	(0)_____(100)
15	Mempertimbangkan tingkat penguasaan keterampilan mahasiswa perawat dalam proses bimbingan atau mentoring	(0)_____(100)
16	Mendukung mahasiswa perawat dalam mencapai tujuan pembelajaran	(0)_____(100)
17	Mengevaluasi hasil Pendidikan kesehatan pasien bersama dengan pasien	(0)_____(100)
18	Mengevaluasi hasil pendidikan kesehatan pasien bersama keluarga	(0)_____(100)

NO	Item	Tingkat kompetensi • (0) untuk tingkat kompetensi sangat rendah • (100) untuk tingkat kompetensi sangat tinggi
19	Mengevaluasi hasil pendidikan kesehatan pasien bersama tim perawatan	(0)_____(100)
20	Mengambil langkah aktif untuk mempertahankan dan meningkatkan keterampilan profesional saya	(0)_____(100)
21	Mengembangkan pendidikan kesehatan pasien di unit saya	(0)_____(100)
22	Mengembangkan program orientasi untuk perawat baru di unit saya	(0)_____(100)
23	Melatih orang lain dalam tugas-tugas di area tanggung jawab saya	(0)_____(100)
Fungsi Diagnostik		
24	Menganalisis kesejahteraan pasien dari berbagai perspektif	(0)_____(100)
25	Mampu mengidentifikasi kebutuhan pasien akan dukungan emosional	(0)_____(100)
26	Mampu mengidentifikasi kebutuhan anggota keluarga akan dukungan emosional	(0)_____(100)
27	Mengkolaborasi dengan tim ahli untuk pasien bila diperlukan	(0)_____(100)
28	Melatih anggota staf lain dalam keterampilan observasi pasien	(0)_____(100)
29	Melatih anggota staf lain dalam penggunaan peralatan diagnostik	(0)_____(100)
30	Mengembangkan dokumentasi perawatan pasien	(0)_____(100)
Mengelola Situasi		
31	Mampu mengenali situasi yang mengancam kehidupan sejak dini	(0)_____(100)
32	Menyusun proiritas kegiatan sesuai dengan perubahan situasi	(0)_____(100)
33	Bertindak dengan tepat dalam situasi yang mengancam jiwa	(0)_____(100)
34	Mengatur sesi pembekalan untuk tim perawatan bila diperlukan	(0)_____(100)
35	Melatih anggota tim lain dalam menguasai situasi yang berubah dengan cepat	(0)_____(100)
36	Merencanakan perawatan secara konsisten dengan sumber daya yang tersedia	(0)_____(100)
37	Menjaga peralatan asuhan keperawatan dalam kondisi baik	(0)_____(100)
38	Mempromosikan kerjasama tim yang fleksibel dalam situasi yang berubah dengan cepat	(0)_____(100)

NO	Item	Tingkat kompetensi • (0) untuk tingkat kompetensi sangat rendah • (100) untuk tingkat kompetensi sangat tinggi
Intervensi Terapeutik		
39	Merencanakan aktivitas atau tindakan secara fleksibel sesuai dengan situasi klinis	(0)_____(100)
40	Membuat keputusan tentang perawatan pasien dengan mempertimbangkan situasi tertentu	(0)_____(100)
41	Mengkoordinasikan kegiatan keperawatan tim multidisiplin	(0)_____(100)
42	*Melatih tim perawatan dalam kinerja intervensi keperawatan*	(0)_____(100)
43	Memperbarui pedoman tertulis untuk perawatan	(0)_____(100)
44	Memberikan konsultasi untuk tim perawatan	(0)_____(100)
45	Memanfaatkan temuan penelitian dalam intervensi keperawatan	(0)_____(100)
46	Mengevaluasi hasil perawatan pasien secara sistematis	(0)_____(100)
47	Menggabungkan pengetahuan yang relevan untuk memberikan perawatan yang optimal	(0)_____(100)
48	Berkontribusi untuk pengmbangan lebih lanjut clinical pathway secara multi disiplin	(0)_____(100)
Memastikan Kualitas		
49	Berkomitmen pada filosofi perawatan organisasi saya	(0)_____(100)
50	Mampu mengidentifikasi area dalam perawatan pasien yang membutuhkan pengembangan dan penelitian lebih lanjut	(0)_____(100)
51	Mengevaluasi secara kritis filosofi perawatan unit saya	(0)_____(100)
52	Mengevaluasi kepuasan pasien secara sistematis dengan perawatan	(0)_____(100)
53	Memanfaatkan temuan penelitian dalam pengembangan lebih lanjut dari perawatan pasien	(0)_____(100)
54	Membuat proposal tentang pengembangan dan penelitian lebih lanjut	(0)_____(100)
Peran Kerja		
55	Mampu mengenali kebutuhan rekan kerja akan dukungan dan bantuan	(0)_____(100)
56	Sadar akan keterbatasan sumber daya saya sendiri	(0)_____(100)
57	Identitas profesional berfungsi sebagai sumber daya dalam keperawatan	(0)_____(100)

NO	Item	Tingkat kompetensi • (0) untuk tingkat kompetensi sangat rendah • (100) untuk tingkat kompetensi sangat tinggi
58	Bertindak secara bertanggung jawab dalam hal sumber daya keuangan yang terbatas	(0)_____(100)
59	Akrab dengan kebijakan organisasi saya tentang pembagian kerja dan koordinasi tugas	(0)_____(100)
60	Mengkoordinasikan pendampingan perawat mahasiswa di unitnya	(0)_____(100)
61	Mentoring pemula dan pemula tingkat lanjut	(0)_____(100)
62	Memberikan keahlian untuk tim perawatan	(0)_____(100)
63	Bertindak secara mandiri	(0)_____(100)
64	Membimbing anggota staf untuk tugas yang sesuai dengan tingkat keahlian mereka	(0)_____(100)
65	Menggabungkan pengetahuan baru untuk mengoptimalkan perawatan pasien	(0)_____(100)
66	Memastikan kelancaran proses perawatan di unit dengan mendelegasikan tugas	(0)_____(100)
67	Memperhatikan diri sendiri sehingga tidak berdampak pada mental dan fisik	(0)_____(100)
68	Memanfaatkan teknologi informasi dalam pekerjaan saya	(0)_____(100)
69	Mengkoordinasikan perawatan pasien secara keseluruhan	(0)_____(100)
70	Mengatur seluruh situasi saat dibutuhkan	(0)_____(100)
71	Memberikan umpan balik kepada rekan kerja dengan cara yang konstruktif atau membangun	(0)_____(100)
72	Mengembangkan perawatan pasien dalam tim multidisiplin	(0)_____(100)
73	Mengembangkan lingkungan kerja	(0)_____(100)

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Meretoja R, Isoaho H, Leino-Kilpi H. Skala kompetensi perawat: tes psikometri dan pengembangan. J Adv Nurs. 2004 Jul;47(2):124-33
NCS- Bahasa Inggris – Dari terbitan NCS_AU1.0_eng_PUBLICATION

Lampiran 5

Skala Self-EfficacyAsuhan Keperawatan (NCSES) ©

Kuesioner ini dirancang untuk membantu Anda mendapatkan pemahaman yang lebih baik tentang kemampuan praktik keperawatan Anda. Sesuaikan keadaan khusus dalam pekerjaan Anda saat Anda mengisi formulir ini. Di kolom sebelah kanan diberi label **Kepercayaan Diri** tentukan seberapa yakin Anda bahwa Anda dapat melakukan setiap aktivitas yang dijelaskan **di tempat kerja pada saat ini.**

Beri nilai tingkat kepercayaan diri Anda dengan mengisi angka dari 0 sampai 10 menggunakan skala di bawah ini:

0	1	2	3	4	5	6	7	8	9	10
Saya tidak bisa melakukannya sama sekali		**Saya cukup yakin bisa melakukannya**							**Tentu Saja bisa saya lakukan**	

Tingkat kepercayaan diri saya untuk dapat:	**Kepercayaan Diri (0 – 10)**
Asuhan Keperawatan Kompleks	
1. Meningkatkan kontrol/partisipasi pasien dalam pengambilan keputusan berkaitan dengan perawatan Rumah Sakit.	
2. Memberikan perawatan yang memperhatikan perbedaan budaya.	
3. Mengajarkan pasien tentang perawatan diri untuk kesehatan yang optimal.	
4. Menggunakan temuan penelitian dalam praktik.	
5. Mengelola konflik antarpribadi di tempat kerja.	
6. Menggunakan sumber daya secara efektif untuk memenuhi tuntutan perawatan pasien.	
7. Membimbing anggota tim saat situasi berubah dengan cepat.	
8. Memberikan dukungan emosional untuk pasien rawat inap.	
9. Mendelegasikan tugas perawatan pasien dengan tepat.	
10. Berkolaborasi secara efektif dengan tim interprofessional.	
11. Melakukan Tindakan dalam meminimalkan rasa sakit dan penderitaan pasien.	
Asuhan Keperawatan Dasar	
12. Melakukan keterampilan teknis yang aman untuk pemenuhan perawatan pasien.	
13. Memprioritaskan intervensi untuk mengatasi perubahan kebutuhan pasien.	
14. Menerapkan intervensi untuk menangani masalah pasien secara efektif.	
15. Menginterpretasikan data pasien dari berbagai sumber.	
16. Evaluasi respons pasien terhadap perawatan yang diberikan.	

Lampiran 6

KEPUASAN KERJA PERAWAT

PETUNJUK :

Di bawah ini ada sejumlah pernyataan tentang situasi kerja Rumah Sakit. Anda diminta untuk menetapkan sikap terhadap pernyataan tersebut dalam 5 kemungkinan dengan memberikan tanda (√) pada kolom yang sesuai.

1. STS : Sangat Tidak Setuju
2. TS : Tidak Setuju
3. R : Ragu-ragu
4. S : Setuju
5. SS : Sangat Setuju

No	Pernyataan	STS	TS	R	S	SS
Variabel pekerjaan						
1	Pekerjaan saya saat ini sangat menarik bagi saya					
2	Pekerjaan saya saat ini memberi kesempatan untuk belajar					
3	Saya menerima tanggung jawab atas pekerjaan saya dengan senang hati					
Variabel kondisi kerja						
4	Rumah Sakit memberikan jaminan keamanan karyawan dalam bekerja					
5	Rumah Sakit memberikan jaminan kenyamanan karyawan dalam bekerja					
6	Menurut saya kondisi pekerjaan dimana saya bekerja sangat menarik					
Variabel gaji						
7	Gaji yang saya terima saat ini sudah memadai					
8	Gaji yang saya terima saat ini sudah sesuai dengan harapan saya					
9	Gaji yang saya terima saat ini sudah sesuai dengan posisi pekerjaan saya					
Variabel rekan kerja						
10	Hubungan antar karyawan selama ini sangat baik					
11	Hubungan antar bawahan dan atasan selama ini sudah baik					
12	Ditempat kerja saya selama ini jarang terjadi konflik					
Variabel keselamatan dan keamanan kerja						

No	Pernyataan	STS	TS	R	S	SS
13	Karyawan mempunyai keinginan yang kuat jaminan atas keselamatan dan keamanan dalam bekerja baik secara fisik maupun ekonomi					
14	Rumah Sakit tempat bekerja selama ini telah memberikan jaminan atas keselamatan dan keamanan karyawan dalam bekerja baik secara fisik maupun ekonomi					
Variabel pengawasan						
15	Karyawan selama ini sudah bekerja sesuai dengan *job* deskripsinya					
16	Rumah Sakit selama ini benar-benar menerapkan peraturan yang berlaku bagi semua karyawan					
Variabel promosi jabatan						
17	Rumah Sakit memberikan kesempatan kepada karyawan yang berprestasi untuk dipromosikan ke jenjang jabatan lebih tinggi					
18	Rumah Sakit selalu memberikan penghargaan kepada karyawan yang mempunyai prestasi baik.					

Lampiran 7

PERTANYAAN TERBUKA PROGRAM ORIENTASI
PERAWAT BARU DI RUMAH SAKIT

Petunjuk :

Teman sejawat diminta untuk mengisi kuesioner ini dengan cara mengisi titik-titik atau memberi tanda check (√) pada kolom yang tersedia.

1	Umur	..... tahun
2	Jenis Kelamin	L / P
3	Pendidikan	( ) SPK/ SPR ( ) DIII Keperawatan ( ) S1 Keperawatan ( ) S1 Keperawatan +Ners ( ) S2 Keperawatan
4	Status perkawinan	( ) Menikah ( ) Belum menikah
5	Jabatan	…….
6	Lama Menjabat	..... tahun

1. Apakah Rumah Sakit anda memiliki program orientasi untuk perawat baru ?
   ……
   ……
2. Berapalama waktu pelaksanaan program orientasi untuk perawat baru ? dan di unit manasaja dilaksanakan ?
   ……
   ……
   ……
3. Apakah perbedaan program orientasi berdasarkan tingkat pendidikan perawat baru ?
   ……
   ……

4. Materi apasaja yang diajarkan dalam program orientasi?

   ……
   ……
   ……

5. Bagaimana peran preseptor dalam mendampingi perawat baru selama program orientasi, dan berapa lama pertemuan biasanya dilakukan selama program orientasi?

   ……
   ……
   ……

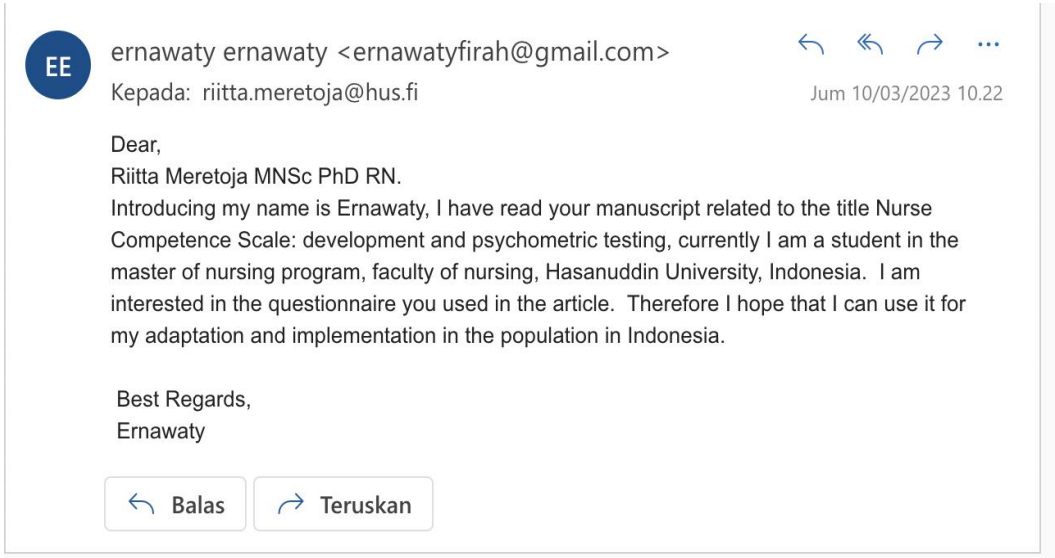
6. Bagaimana regulasi yang ada di rumah sakit Anda terkait dengan program orientasi untuk perawat baru?

   ……
   ……
   ……

7. Apa yang diharapkan dari perawat baru setelah menyelsaikan program orientasi untuk perawat baru ?

   ……
   ……
   ……
   ……

Ijin penggunaan kuesioner



EE

ernawaty ernawaty <ernawatyfirah@gmail.com>

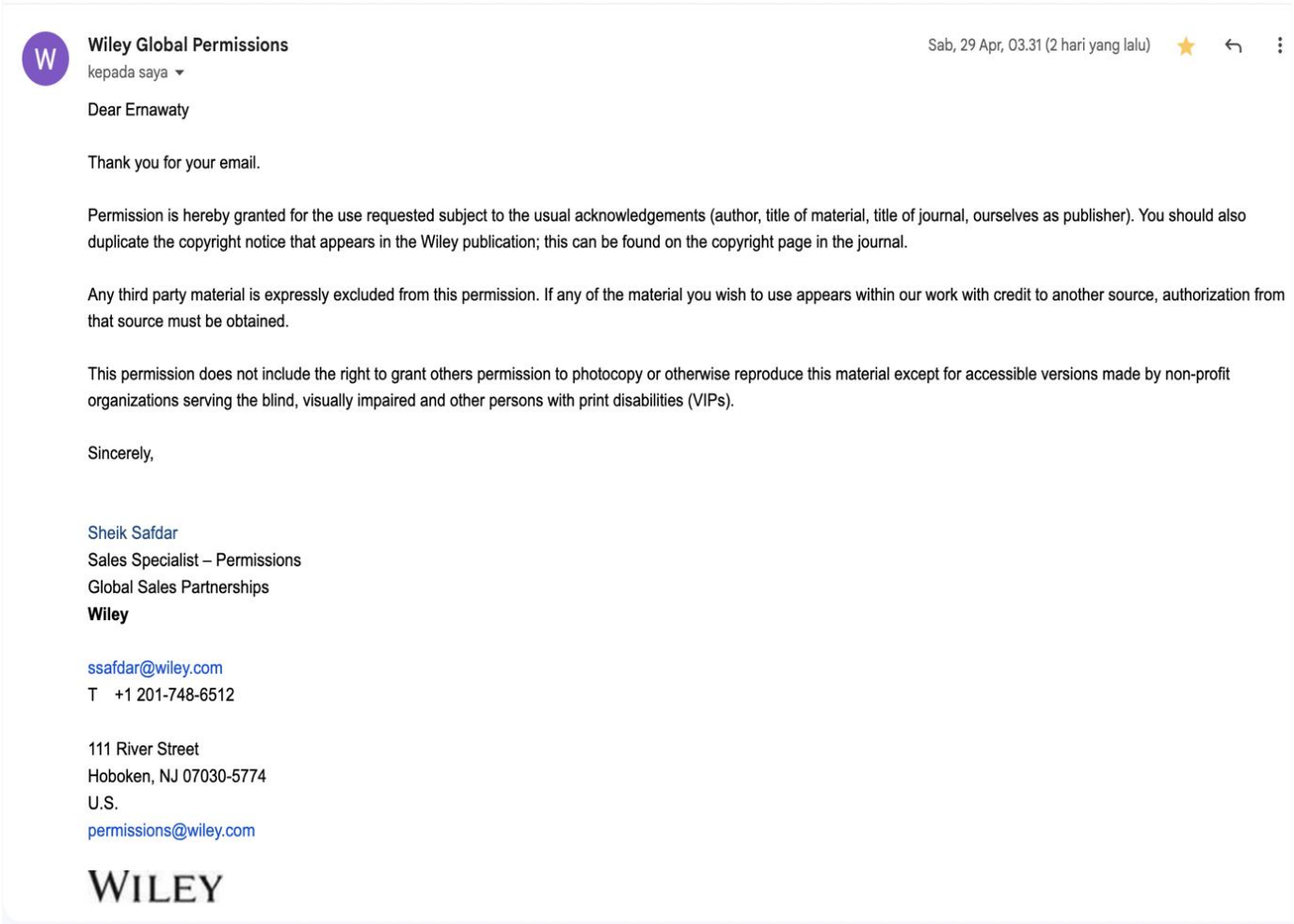
Kepada: riitta.meretoja@hus.fi

Jum 10/03/2023 10.22

Dear,
Riitta Meretoja MNSc PhD RN.
Introducing my name is Ernawaty, I have read your manuscript related to the title Nurse Competence Scale: development and psychometric testing, currently I am a student in the master of nursing program, faculty of nursing, Hasanuddin University, Indonesia. I am interested in the questionnaire you used in the article. Therefore I hope that I can use it for my adaptation and implementation in the population in Indonesia.

Best Regards,
Ernawaty

Balas Teruskan



W

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kepada saya

Sab, 29 Apr, 03.31 (2 hari yang lalu)

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Sincerely,

Sheik Safdar
Sales Specialist – Permissions
Global Sales Partnerships
Wiley

ssafdar@wiley.com
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Hoboken, NJ 07030-5774
U.S.
permissions@wiley.com

WILEY

Welsh, Darlene
kepada saya

Sen, 27 Mar, 18.04 (13 jam yang lalu)

Ernawaty,
Thank you for your interest in this instrument. As the article in *MedSurg Nurse* mentioned, it takes about 10 minutes to administer and is easy to score – the rating for each item is added up to obtain a total scale score – the sum of all 16 items on the scale, or a sub-scale score – the total of the score of all items in a subscale (fundamental or complex nursing care self-efficacy items). One problem I experienced during the study was that some of the nurses (12 of them) actually scored the items in reverse. For example, we would expect a nurse who was confident about his or her teaching abilities to rate "Teach patients about self-care for optimal health" as a "10" on the scale. However, some nurses rated their abilities as "0" instead of "10 " and I had evidence to suggest that they simply keyed the items wrong. They had high scores on another instrument that I used to measure confidence but low scores on the NCSES. I omitted their data from the study and the lesson learned was to make certain that I gave very clear instructions before administering in the future.

So, my advice is: 1. Clear instructions, 2. Approximately 10 minutes or more to administer, 3. Sum the scores to calculate total or subscale scores

I attached the scale for your information, feel free to use as you wish for your work. Good luck!

Darlene

Author: Welsh, Darlene
Institution: Darlene Welsh, PhD, RN is Professor, College of Nursing, University of Kentucky, Lexington, KY.
Title: Self-Efficacy Measurement and Enhancement Strategies for Medical-Surgical Clinical Nurses
Source: MEDSURG Nursing. 23(6):371-377, November/December 2014.

The Nursing Care Self-Efficacy Scale, a tool for measuring nurses' confidence in their nursing abilities, was developed and tested in a subset of medical-surgical clinical nurses. Scale construction, nurses' self-efficacy beliefs, and strategies for enhancing self-efficacy are described.
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kepada saya

Sab, 29 Apr, 03.31 (2 hari yang lalu)

Dear Ernawaty

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Sheik Safdar
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KEMENTERIAN PENDIDIKAN, KEBUDAYAAN
RISET, DAN TEKNOLOGI
UNIVERSITAS HASANUDDIN
FAKULTAS KESEHATAN MASYARAKAT
Jln.Perintis Kemerdekaan Km.10 Makassar 90245, Telp.(0411) 585658,
E-mail : fkm.unhas@gmail.com, website: https/fkm.unhas.ac.id/

REKOMENDASI PERSETUJUAN ETIK
Nomor: **4854/UN4.14.1/TP.01.02/2023**

Tanggal: 18 Agustus 2023

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

No.Protokol	10823092160	No. Sponsor Protokol	
Peneliti Utama	**Ernawaty**	Sponsor	Pribadi
Judul Peneliti	**Evaluasi Program Orientasi Perawat Baru di Rumah Sakit Wilayah Kota Makassar**		
No.Versi Protokol	1	Tanggal Versi	10 Agustus 2023
No.Versi PSP	1	Tanggal Versi	10 Agustus 2023
Tempat Penelitian	**Rumah Sakit Wilayah Kota Makassar**		
Judul Review	☐ Exempted ☒ Expedited ☐ Fullboard	Masa Berlaku **18 Agustus 2023 Sampai 18 Agustus 2024**	Frekuensi review lanjutan
Ketua Komisi Etik Penelitian	Nama : Prof.dr.Veni Hadju,M.Sc,Ph.D	Tanda tangan	Tanggal 18 Agustus 2023
Sekretaris komisi Etik Penelitian	Nama : Dr. Wahiduddin, SKM.,M.Kes	Tanda tangan	Tanggal 18 Agustus 2023

Kewajiban Peneliti Utama:

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

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

Nomor : **3360/UN4.18.1/PT.01.04/2023** 06 November 2023
Lamp : -
H a l : ***Permohonan izin penelitian.-***

Yth. Kepala Dinas Penanaman Modal & Pelayanan
Terpadu Satu Pintu Provinsi Sulawesi Selatan
Cq. Bidang Penyelenggaraan Pelayanan Perizinan
di Tempat

Dengan hormat kami sampaikan bahwa mahasiswa Program Studi Magister (S2) Fakultas Keperawatan Universitas Hasanuddin yang tersebut dibawah ini :

N a m a	: **Ernawaty, S.Kep.,Ns.**
Nomor Pokok	: **R012221009**
Program Pendidikan	: Magister (S2)
Program Studi	: Keperawatan

bermaksud melakukan penelitian dalam rangka persiapan penulisan tesis dengan judul "**Evaluasi Program Orientasi Perawat Baru di Rumah Sakit Wilayah kota Makassar".**

Pembimbing : **1. Dr. Suni Haiati S.Kep, Ns.,M.Kes., Ph.D** (Ketua)
2. Prof. Dr. Ariyanti Saleh, S.Kp.,M.Si. (Anggota)

Waktu Penelitian : November 2023 sampai sampel terpenuhi

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

Atas perkenan dan kerjasamanya disampaikan terima kasih.

a.n. Dekan,
Wakil Dekan Bidang Akademik dan Kemahasiswaan.

Syahrul, S.Kep.,Ns.,M.Kes.,Ph.D.
NIP 198204192006041002

Tembusan:
1. Kabag. Tata Usaha
2. Mahasiswa yang bersangkutan
3. Arsip.

PEMERINTAH PROVINSI SULAWESI SELATAN

DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU

Jl.Bougenville No.5 Telp. (0411) 441077 Fax. (0411) 448936
Website : http://simap-new.sulselprov.go.id Email : ptsp@sulselprov.go.id
Makassar 90231

Nomor	: **29065/S.01/PTSP/2023**	**Kepada Yth.**
Lampiran	: -	1. Direktur RSUP Dr. Wahidin Sudirohusodo Makassar
Perihal	: **Izin penelitian**	2. Direktur RSUD Dr Tajuddin Chalid Makassar
		3. Kepala RS Pelamonia Makassar
		di-
		Tempat

Berdasarkan surat Dekan Fak. Keperawatan Univ. Hasanuddin Makassar Nomor : 3360/UN4.18.1/PT.01.04/2023 tanggal 06 November 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

N a m a	: **ERNAWATY, S.KEP,NS**
Nomor Pokok	: R012221009
Program Studi	: Keperawatan
Pekerjaan/Lembaga	: Mahasiswa (S2)
Alamat	: Jl. P. Kemerdekaan Km 10, Makassar

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

" EVALUASI PROGRAM ORIENTASI PERAWAT BARU DI RUMAH SAKIT WILAYAH KOTA MAKASSAR "

Yang akan dilaksanakan dari : Tgl. ***08 November 2023 s/d 08 Februari 2024***

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 08 November 2023

KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU PROVINSI SULAWESI SELATAN

ASRUL SANI, S.H., M.Si.
Pangkat : PEMBINA TINGKAT I
Nip : 19750321 200312 1 008

Tembusan Yth
1. Dekan Fak. Keperawatan Univ. Hasanuddin Makassar di Makassar;
2. *Pertinggal.*

PEMERINTAH PROVINSI SULAWESI SELATAN

DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU

Jl.Bougenville No.5 Telp. (0411) 441077 Fax. (0411) 448936
Website : http://simap-new.sulselprov.go.id Email : ptsp@sulselprov.go.id
Makassar 90231

Nomor	:	**29093/S.01/PTSP/2023**	**Kepada Yth.**
Lampiran	:	-	1. Direktur RS Primaya Makassar
Perihal	:	**Izin penelitian**	2. Direktur RS Stella Maris Makassar
			di-
			Tempat

Berdasarkan surat Dekan Fak, Keperawatan Univ. Hasanuddin Makassar Nomor : 3360/UN4.18.1/PT.01.04/2023 tanggal 06 November 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

N a m a	:	**ERNAWATY, S.KEP,NS**
Nomor Pokok	:	R012221009
Program Studi	:	Keperawatan
Pekerjaan/Lembaga	:	Mahasiswa (S2)
Alamat	:	Jl. P. Kemerdekaan Km,. 10 Makassar

dpmptsp
PROVINSI SULAWESI SELATAN

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

" EVALUASI PROGRAM ORIENTASI PERAWAT BARU DI RUMAH SAKIT WILAYAH KOTA MAKASSAR "

Yang akan dilaksanakan dari : Tgl. ***08 November 2023 s/d 08 Januari 2024***

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

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Pada Tanggal 08 November 2023

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ASRUL SANI, S.H., M.Si.
Pangkat : PEMBINA TINGKAT I
Nip : 19750321 200312 1 008

Tembusan Yth
1. Dekan Fak, Keperawatan Univ. Hasanuddin Makassar di Makassar;
2. *Pertinggal.*

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Makassar 90231

Nomor	:	**29076/S.01/PTSP/2023**
Lampiran	:	-
Perihal	:	**Izin penelitian**

Kepada Yth.
1. Direktur RS Hermina Makassar
2. Direktur RS AL-Jala Ammari Makassar
3. Direktur RS Sandi Karsa Makassar

di-
Tempat

Berdasarkan surat Dekan Fak, Keperawatan Univ. Hasanuddin Makassar Nomor : 3360/UN4.18.1/PT.01.04/2023 tanggal 06 November 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

N a m a	:	**ERNAWATY, S.KEP,NS**
Nomor Pokok	:	R012221009
Program Studi	:	Keperawatan
Pekerjaan/Lembaga	:	Mahasiswa (S2)
Alamat	:	Jl. P. Kemerdekaan Km. 10 Makassar

PROVINSI SULAWESI SELATAN

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

" EVALUASI PROGRAM ORIENTASI PERAWAT BARU DI RUMAH SAKIT WILAYAH KOTA MAKASSAR "

Yang akan dilaksanakan dari : Tgl. ***08 November 2023 s/d 08 Januari 2024***

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 08 November 2023

KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU PROVINSI SULAWESI SELATAN

ASRUL SANI, S.H., M.Si.
Pangkat : PEMBINA TINGKAT I
Nip : 19750321 200312 1 008

Tembusan Yth
1. Dekan Fak, Keperawatan Univ. Hasanuddin Makassar di Makassar;
2. *Pertinggal.*

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Makassar 90231

Nomor	:	**29170/S.01/PTSP/2023**	**Kepada Yth.**
Lampiran	:	1 lembar	Terlampir
Perihal	:	**Izin penelitian**	

di-
Tempat

Berdasarkan surat Dekan Fak. Keperawatan UNHAS Makassar Nomor : 3360/UN4.18.1/PT.01.04/2023 tanggal 06 November 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

N a m a	:	**ERNAWATY, S.KEP,NS**
Nomor Pokok	:	R012221009
Program Studi	:	Keperawatan
Pekerjaan/Lembaga	:	Mahasiswa (S2)
Alamat	:	Jl. P. Kemerdekaan Km,. 10 Makassar

dpmptsp
PROVINSI SULAWESI SELATAN

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

[redacted]

Yang akan dilaksanakan dari : Tgl. ***09 November 2023 s/d 09 Januari 2024***

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

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Diterbitkan di Makassar
Pada Tanggal 09 November 2023

KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU PROVINSI SULAWESI SELATAN

ASRUL SANI, S.H., M.Si.
Pangkat : PEMBINA TINGKAT I
Nip : 19750321 200312 1 008

Tembusan Yth
1. Dekan Fak. Keperawatan UNHAS Makassar di Makassar;

DAFTAR TUJUAN SURAT :

1. Direktur Rumah Sakit Stella Maris Makassar
2. Direktur Rumah Sakit Akademis Makassar
3. Direktur Rumah Sakit Sayang Bunda Makassar
4. Direktur Rumah Sakit umum wisata UIT Makassar

dpmptsp
PROVINSI SULAWESI SELATAN

KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU PROVINSI SULAWESI SELATAN

ASRUL SANI, S.H., M.Si.
Pangkat : PEMBINA TINGKAT I
Nip : 19750321 200312 1 008

PEMERINTAH PROVINSI SULAWESI SELATAN

DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU

Jl Bougenville No 5 Telp. (0411) 441077 Fax. (0411) 448936
Website : http://simap-new.sulselprov.go.id Email : ptsp@sulselprov.go.id
Makassar 90231

Nomor	: **29093/S.01/PTSP/2023**	**Kepada Yth.**
Lampiran	: -	1. Direktur RS Primaya Makassar
Perihal	: **Izin penelitian**	2. Direktur RS Stella Maris Makassar
		di-
		Tempat

Berdasarkan surat Dekan Fak. Keperawatan Univ. Hasanuddin Makassar Nomor : 3360/UN4.18.1/PT.01.04/2023 tanggal 06 November 2023 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

N a m a	: **ERNAWATY, S.KEP,NS**
Nomor Pokok	: R012221009
Program Studi	: Keperawatan
Pekerjaan/Lembaga	: Mahasiswa (S2)
Alamat	: Jl. P. Kemerdekaan Km,. 10 Makassar

Bermaksud untuk melakukan penelitian di daerah/kantor saudara dalam rangka menyusun Tesis. dengan judul :

[redacted]

Yang akan dilaksanakan dari : Tgl. ***08 November 2023 s/d 08 Januari 2024***

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 08 November 2023

KEPALA DINAS PENANAMAN MODAL DAN PELAYANAN TERPADU SATU PINTU PROVINSI SULAWESI SELATAN

ASRUL SANI, S.H., M.Si.
Pangkat : PEMBINA TINGKAT I
Nip : 19750321 200312 1 008

Tembusan Yth
1. Dekan Fak. Keperawatan Univ. Hasanuddin Makassar di Makassar;
2. *Pertinggal.*

Up. Ibu Selvi (Santa Maria).
Acc penelitian

Fransiska Upa, S.Kep., Ns

Dipindai dengan CamScanner

RS. Stella Maris

Jl. Somba Opu No.273
Makassar 90111 - Indonesia
Tel +62 411 854341
+62 411 871391
+62 411 873346
Call center
081 393 888 100
https://rsstellamaris.com

SURAT KETERANGAN

Nomor : 4861 .DIR.SM.DIKLAT.KET.EX.XI.2023

Pimpinan RS. Stella Maris Makassar menerangkan bahwa :

Nama Lengkap	:	Emawaty, S.Kep.,Ns
Tempat / Tgl. Lahir	:	Ujung Pandang, 06 Februari 1985
No. Pokok	:	R012221009
Asal Pendidikan	:	Universitas Hasanuddin Makassar

Telah melaksanakan penelitian di RS. Stella Maris dalam rangka penyusunan Tesis yang dimulai pada tanggal 08 November s/d 29 November 2023 dengan judul :

[redacted]

Demikan surat keterangan ini di buat untuk dipergunakan sebagaimana fungsinya.

Makassar, 29 November 2023
Direksi RS. Stella Maris,

RS. Stella Maris

dr. Teoroci Luisa Nunuhitu, M.Kes
Direktur

Cc. Arsip

Dipindai dengan CamScanner

RUMAH SAKIT SANDI KARSA MAKASSAR
Kantor : Jl. Abdullah Dg Sirua No. 16 A Telp. 0811 4460 0343 / 0811 4416 343
Email : rssandikarsa@gmail.com , website : rssandikarsa.co.id

SURAT IZIN PENELITIAN

Nomor : 1168/01.4.1.2/DIK/RSSK/X/2023

Yang bertanda tangan dibawah ini :
Nama : dr. Faisal Sommeng, M.Kes,Sp.An-KIC
Jabatan : Direktur RS Sandi Karsa

Dengan ini memberi izin kepada saudara (i) :

Nama : **Ernawaty, S.Kep, NS**
Nomor Pokok : R012221009
Program Studi : Keperawatan
Judul Tesis :**"EVALUASI PROGRAM ORIENTASI PERAWAT BARU DI RUMAH SAKIT WILAYAH KOTA MAKASSAR"**

Untuk melakukan penelitian dengan menggunakan kuesioner mulai tanggal 06 Desember 2023 s/d 08 Januari 2024 dengan ketentuan sebagai berikut :

1. Selama kegiatan penelitian saudara (i) diharuskan berpakaian rapih, sopan dan santun serta menggunakan APD.
2. Tidak diperbolehkan menggunakan fasilitas rumah sakit tanpa izin dengan petugas yang terkait.
3. Menyimpan 1 (satu) copy tesis pada instalasi Diklat RS Sandi Karsa.

Demikian surat izin penelitian ini diberikan untuk digunakan sebagaimana perlunya

Makassar 06 Desember 2023
Direktur RS Sandi Karsa

RS SANDI KARSA

dr. Faisal Sommeng, M.Kes, Sp.An-KIC
NIK.15.10.22.07.06.73.001

Tembusan kepada ;
1. Para Senior Manajer RS sandi Karsa
2. Para Manjer RS sandi karsa
3. Para Kepala Instalasi RS Sandi Karsa
4. Para kepala Ruangan RS Sandi karsa
5. Para Kepa Unit RS Sandi Karsa

RUMAH SAK IT TK. II 14.05.01 PELAMONIA
INSTALASI PENDIDIKAN

Makassar, 11 Nopember 2023

Nomor : B / 1368 / XI / 2023
Klasifikasi : Biasa
Lampiran : -
Perihal : Pelaksanaan Pengambilan data

Kepada

Yth. – Kabag Keperawatan
- Para Karu

Di
Tempat

1. Dasar :

a. Surat Dekan Fakultas Keperawatan Unhas Nomor : 3362/UN4.18.1/PT.01.04/2023 tanggal,06 Nopember 2023 tentang permohonan izin penelitian.

b. Disposisi Karumkit No Agenda : 454 / XI / 2023, Tanggal 08 Nopember 2023, tentang tindak lanjut ijin penelitian.

2. Sehubungan dengan hal tersebut di atas, mohon kiranya dapat membantu memberikan data untuk penyusunan proposal penelitian, mulai tanggal 13 s.d 18 Nopember 2023, Atas nama:

Nama : Ernawaty, S.Kep.Ners
Stambuk : R012221009
Program Studi : Magister Keperawatan

3. Demikian untuk dimaklumi.

Kainstaldik

Andi Arnoli, S. Kep., Ns.,M.Kep
Penata Tk. I III/d NIP 197604232007121001

KESEHATAN DAERAH MILITER XIV/HASANUDDIN
RUMAH SAKIT TK II 14.05.01 PELAMONIA

SURAT KETERANGAN
Nomor : Sket / Diklat / 202 / XI / 2023

Yang bertanda tangan dibawah ini

Nama	:	Andi Arnoli, S. Kep., Ns.,M.Kep
Pangkat / NRP	:	Penata Tk. I III/d NIP 19760423200712100
Jabatan	:	Kainstaldik Rumkit Tk.II 14.05.01 Pelamonia
Kesatuan	:	Kesdam XIV/Hasanuddin

Dengan ini menerangkan bahwa :

Nama	:	Ernawaty,S.Kep,Ners
NIM	:	R012221009
Program Studi	:	Magister Keperawatan

Dengan ini menerangkan bahwa yang bersangkutan benar telah melakukan penelitian dalam rangka penyusunan Tesis Rumkit TK.II.14.05.01 Pelamonia mulai tanggal 13 s/d 25 November 2023, dengan Judul :

"Evaluasi Program Orientasi Perawat Baru Di Rumah Sakit Wilayah Kota Makassar"

Demikian surat keterangan ini dibuat untuk dipergunakan sebagaimana mestinya.

Makassar, 30 November 2023
a.n Kepala Rumah Sakit
Wakil Kepala
U.b
Kainstaldik,

KESDAM XIV / HASANUDDIN
KEPALA
RUMKIT TK II 14.05.01 PELAMONIA

Andi Arnoli, S. Kep., Ns.,M.Kep
Penata Tk. I III/d NIP 197604232007121001

KEMENTERIAN KESEHATAN REPUBLIK INDONESIA
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 : www.rstc.co.id, E-mail : rsup.dr.tadjuddinchalidmakassar@gmail.com

Nomor : DP.04.03/D.XXVII/10199 /2023 — 20 November 2023
Perihal : Izin Penelitian

Kepada Yth.
Dekan Fakultas Keperawatan
Universitas Hasanuddin Makassar
Di,
T e m p a t

Berdasarkan surat Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi Sulawesi Selatan nomor : 29065/S.01/PTSP/2023 Tanggal 08 November 2023 perihal izin penelitian Peneliti di bawah ini :

N a m a	**: Ernawaty, S.Kep., NS.**
NIM	**: R012221009**
Program Studi	**: S2 Keperawatan**
Institusi	**: Fak. Keperawatan Universitas Hasanuddin Makassar**
Judul Penelitian	**: Evaluasi Program Orientasi Perawat Baru Di Rumah Sakit Wilayah Kota Makassar**
Waktu Penelitian	**: 20 November s/d 20 Desember 2023**

Pada prinsipnya kami menyetujui kegiatan dimaksud dengan ketentuan :

1. Sebelum dan sesudah melaksanakan kegiatan, kepada yang bersangkutan melapor kepada Direktur Utama RSUP dr. Tadjuddin Chalid Makassar Cq. Diklit.
2. Penelitian tidak menyimpang dari izin yang diberikan.
3. Menaati semua peraturan dan tata tertib yang berlaku di RSUP dr. Tadjuddin Chalid Makassar.
4. Menyerahkan satu eksamplar copy proposal dan hasil penelitian kepada Direktur Utama RSUP dr. Tadjuddin Chalid Makassaar Cq. Diklit.
5. Surat izin akan dicabut kembali dan dinyatakan tidak berlaku apabila ternyata pemegang surat izin tidak menaati ketentuan tersebut di atas.

Demikian surat izin ini kami berikan, agar dapat dipergunakan sebagaimana mestinya.

Direktur Utama

Prof. dr. Mansyur Arif, Ph.D, Sp.PK (K)
NIP 196411041990021001

KEMENTERIAN KESEHATAN REPUBLIK INDONESIA
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 : www.rstc.co.id, E-mail : rsup.dr.tadjuddinchalidmakassar@gmail.com

SURAT KETERANGAN

Nomor : DP.04.03/D.XXVII.2.3/ 6850 /2023

Berdasarkan surat Direktur Utama RSUP dr. Tadjuddin Chalid Makassar nomor : DP.04.03/D.XXVII/12128/2023 tanggal 20 November 2023 perihal Izin Penelitian, maka yang bertanda tangan di bawah ini menerangkan bahwa :

N a m a	**: Ernawaty, S.Kep., NS.**
NIM	**: R012221009**
Program Studi	**: S2 Keperawatan**
Institusi	**: Fak. Keperawatan Universitas Hasanuddin Makassar**
Judul Penelitian	**: Evaluasi Program Orientasi Perawat Baru Di Rumah Sakit Wilayah Kota Makassar**

Benar-benar telah melaksanakan penelitian tanggal 20 November s/d 20 Desember 2023 di RSUP dr. Tadjuddin Chalid Makassar . Demikian surat keterangan ini diberikan kepada yang bersangkutan untuk dipergunakan sebagaimana mestinya.

8 Desember 2023
A.n. Direktur Utama,
Ka. Instalasi Pendidikan dan Penelitian

Arman, S.Kep., Ns., M.Kep.
NIP 197406061998031002

Lampiran 12

Uji validitas Kompetensi

data tabulasi kompetensi (X1)

no.	Nama responden	pertanyaaan																							
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1
2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
3	3	1	1	1	1	1	0	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
4	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
6	6	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
7	7	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
8	8	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
9	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1
10	10	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
	total number of agrement	10	10	10	10	10	9	10	9	10	10	10	10	9	10	10	10	10	10	10	10	10	10	9	10	10
	percent agrement	100	100	100	100	100	90	100	90	100	100	100	100	90	100	100	100	100	100	100	100	100	100	90	100	100
	total percent agrement	total number of agrement/total number of observation x 100																								
		7150/7300 x 100 = 97,9 %																								

pertanyaaan																																						
26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1
0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	1	1	1	1	1	1
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
9	9	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	9	10	10	10	9	10	9	10	9	10	10	10	10	10	10	10
90	90	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	90	100	100	100	90	100	90	100	90	100	100	100	100	100	100	100

59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	total
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	72
1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	72
1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	70
1	1	0	1	1	1	1	1	1	1	1	1	1	1	1	72
1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	72
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	72
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	70
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	72
1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	70
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	73
10	9	9	10	9	10	10	10	10	10	10	10	9	10	9	715
100	90	90	100	90	100	100	100	100	100	100	100	90	100	90	7150

Uji validitas Kepercayaan diri

data tabulasi kepercayaan diri (X1)

no.	Nama responden	pertanyaaan																total
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	16
2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	16
3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	16
4	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	16
5	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	16
6	6	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	16
7	7	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	16
8	8	0	1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	14
9	9	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	15
10	10	1	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1	15
	total number of agrement	9	10	10	10	9	9	10	10	10	10	10	10	9	10	10	10	156
	percent agrement	90	100	100	100	90	90	100	100	100	100	100	100	90	100	100	100	1560
	total percent agrement	**1560/1600 x100 = 97,5%**																

Uji Realibilitas Kompetensi

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	80	100.0
	Excluded[a]	0	.0
	Total	80	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.962	73

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P01	280.1375	161.057	.357	.962
P02	280.1000	162.116	.275	.962
P03	280.1625	161.657	.223	.962
P04	280.2375	160.842	.260	.962
P05	280.2125	157.435	.657	.961
P06	280.1875	159.142	.463	.961
P07	280.1375	160.753	.397	.961
P08	280.1000	161.332	.403	.961
P09	280.1375	160.753	.397	.961
P10	280.1000	161.332	.403	.961
P11	280.0625	162.920	.234	.962
P12	280.0875	162.131	.305	.962
P13	280.2000	161.403	.249	.962
P14	280.1375	161.057	.357	.962
P15	280.1000	162.116	.275	.962
P16	280.1625	161.657	.223	.962
P17	280.1375	160.880	.380	.961
P18	280.1500	158.585	.649	.961
P19	280.1250	158.769	.703	.961
P20	280.0875	160.157	.663	.961
P21	280.0750	161.361	.512	.961
P22	280.1000	160.952	.386	.961
P23	280.1625	159.505	.384	.962
P24	280.1875	158.357	.597	.961
P25	280.1625	159.783	.474	.961
P26	280.0750	161.361	.512	.961
P27	280.1250	160.161	.506	.961
P28	280.1375	159.842	.455	.961
P29	280.2000	158.390	.524	.961
P30	280.1250	159.427	.529	.961
P31	280.1125	160.253	.531	.961
P32	280.1500	160.838	.365	.962
P33	280.1000	160.952	.386	.961
P34	280.1875	157.648	.616	.961
P35	280.2250	157.392	.554	.961
P36	280.1750	159.691	.465	.961
P37	280.0875	160.537	.594	.961
P38	280.1250	158.541	.638	.961
P39	280.1500	159.218	.506	.961
P40	280.2125	157.030	.644	.961
P41	280.1625	157.581	.666	.961
P42	280.1625	158.594	.555	.961
P43	280.1875	156.863	.644	.961
P44	280.2125	156.904	.610	.961
P45	280.1875	159.319	.489	.961
P46	280.1125	159.975	.573	.961
P47	280.1000	159.357	.727	.961
P48	280.1375	156.854	.809	.960
P49	280.1750	156.956	.653	.961
P50	280.1250	158.491	.645	.961
P51	280.2250	156.784	.608	.961
P52	280.1125	158.658	.659	.961
P53	280.1250	158.237	.676	.961
P54	280.3125	155.914	.476	.962
P55	280.1250	158.364	.660	.961
P56	280.0625	161.857	.501	.961
P57	280.1125	161.114	.401	.961
P58	280.1250	158.237	.676	.961
P59	280.1250	160.896	.403	.961
P60	280.0750	161.083	.570	.961
P61	280.1875	157.420	.703	.961
P62	280.1875	157.572	.505	.961
P63	280.1375	159.690	.538	.961
P64	280.1750	156.880	.718	.960
P65	280.1250	159.782	.560	.961
P66	280.1000	160.192	.589	.961
P67	280.3125	155.914	.476	.962
P68	280.1250	158.364	.660	.961
P69	280.1125	159.367	.665	.961
P70	280.2000	159.403	.463	.961
P71	280.1125	162.126	.250	.962
P72	280.2000	159.023	.505	.961
P73	280.1250	159.149	.563	.961

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
284.0375	163.885	12.80174	73

Uji Realibilitas kepercayaan diri

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	80	100.0
	Excluded[a]	0	.0
	Total	80	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.905	16

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P01	57.6250	14.491	.894	.887
P02	57.4750	16.784	.406	.904
P03	57.6250	14.491	.894	.887
P04	57.6500	14.306	.677	.897
P05	57.5250	16.177	.440	.904
P06	57.4625	16.859	.404	.904
P07	57.6250	15.630	.546	.900
P08	57.4375	16.958	.445	.904
P09	57.4750	16.784	.406	.904
P10	57.6250	14.491	.894	.887
P11	57.4625	16.834	.416	.904
P12	57.6500	14.306	.677	.897
P13	57.4000	17.610	.200	.908
P14	57.5250	16.556	.322	.908
P15	57.6250	14.491	.894	.887
P16	57.6250	15.275	.651	.896

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
61.3875	17.810	4.22019	16

Tabel 5.1 ditribusi frekuensi karakteristik responden

1. Jenis kelamin

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
RS * JK	126	100.0%	0	0.0%	126	100.0%

RS * JK Crosstabulation

			JK		
			Laki-laki	Perempuan	Total
RS	Pelamonia	Count	7	13	20
		% within RS	35.0%	65.0%	100.0%
	Tajuddin Chalid	Count	6	7	13
		% within RS	46.2%	53.8%	100.0%
	Stella Maris	Count	9	48	57
		% within RS	15.8%	84.2%	100.0%
	Jala Ammari	Count	4	6	10
		% within RS	40.0%	60.0%	100.0%
	Sayang Bunda	Count	0	9	9
		% within RS	0.0%	100.0%	100.0%
	Sandi Karsa	Count	4	13	17
		% within RS	23.5%	76.5%	100.0%
Total		Count	30	96	126
		% within RS	23.8%	76.2%	100.0%

2. Usia

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Umur * RS	126	100.0%	0	0.0%	126	100.0%

Report

Umur

RS	Mean	N	Std. Deviation	Minimum	Maximum
Pelamonia	29.70	20	6.079	23	40
Tajuddin Chalid	23.85	13	1.625	22	26
Stella Maris	25.19	57	1.125	23	28
Jala Ammari	25.20	10	1.619	23	27
Sayang Bunda	23.56	9	1.333	22	26
Sandi Karsa	24.18	17	1.912	21	27
Total	25.52	126	3.298	21	40

3. Waktu orientasi

Report

waktu orientasi

RS	Mean	N	Std. Deviation	Minimum	Maximum
Pelamonia	3.000	20	.0000	3.0	3.0
Tajuddin Chalid	1.000	13	.0000	1.0	1.0
Stella Maris	1.500	57	.0000	1.5	1.5
Jala Ammari	3.000	10	.0000	3.0	3.0
Sayang Bunda	1.000	9	.0000	1.0	1.0
Sandi Karsa	.500	17	.0000	.5	.5
Total	1.635	126	.8376	.5	3.0

4. Pendidikan

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
RS * Dik	126	100.0%	0	0.0%	126	100.0%

RS * Dik Crosstabulation

			Dik			
			D III Keperawatan	S1 Keperawatan	S1 + Nurse	Total
RS	Pelamonia	Count	17	0	3	20
		% within RS	85.0%	0.0%	15.0%	100.0%
	Tajuddin Chalid	Count	9	1	3	13
		% within RS	69.2%	7.7%	23.1%	100.0%
	Stella Maris	Count	0	0	57	57
		% within RS	0.0%	0.0%	100.0%	100.0%
	Jala Ammari	Count	6	0	4	10
		% within RS	60.0%	0.0%	40.0%	100.0%
	Sayang Bunda	Count	5	2	2	9
		% within RS	55.6%	22.2%	22.2%	100.0%
	Sandi Karsa	Count	10	2	5	17
		% within RS	58.8%	11.8%	29.4%	100.0%
Total		Count	47	5	74	126
		% within RS	37.3%	4.0%	58.7%	100.0%

5. Status

RS * SP Crosstabulation

			SP		
			Menikah	Belum Menikah	Total
RS	Pelamonia	Count	12	8	20
		% within RS	60.0%	40.0%	100.0%
	Tajuddin Chalid	Count	5	8	13
		% within RS	38.5%	61.5%	100.0%
	Stella Maris	Count	1	56	57
		% within RS	1.8%	98.2%	100.0%
	Jala Ammari	Count	2	8	10
		% within RS	20.0%	80.0%	100.0%
	Sayang Bunda	Count	2	7	9
		% within RS	22.2%	77.8%	100.0%
	Sandi Karsa	Count	6	11	17
		% within RS	35.3%	64.7%	100.0%
Total		Count	28	98	126
		% within RS	22.2%	77.8%	100.0%

6. Masa kerja

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Masakerja * RS	126	100.0%	0	0.0%	126	100.0%

Report

Masakerja

RS	Mean	N	Std. Deviation	Minimum	Maximum
Pelamonia	5.375	20	4.6023	1.0	12.0
Tajuddin Chalid	4.538	13	2.4703	1.0	12.0
Stella Maris	5.430	57	3.6538	1.0	12.0
Jala Ammari	5.700	10	4.1110	1.0	12.0
Sayang Bunda	4.889	9	4.9357	1.0	12.0
Sandi Karsa	5.779	17	4.2847	1.0	12.0
Total	5.359	126	3.8773	1.0	12.0

7. Unit Kerja

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
RS * Unit	126	100.0%	0	0.0%	126	100.0%

RS * Unit Crosstabulation

			Unit								
			UGD	ICU	OK	POLIKLINIK	Perawatan Bedah	Perawatan Anak	Perawatan Interna	Perawatan Maternitas	Total
RS	Pelamonia	Count	5	2	0	0	6	0	7	0	20
		% within RS	25.0%	10.0%	0.0%	0.0%	30.0%	0.0%	35.0%	0.0%	100.0%
	Tajuddin Chalid	Count	0	1	1	1	3	0	6	1	13
		% within RS	0.0%	7.7%	7.7%	7.7%	23.1%	0.0%	46.2%	7.7%	100.0%
	Stella Maris	Count	4	3	4	7	2	3	32	2	57
		% within RS	7.0%	5.3%	7.0%	12.3%	3.5%	5.3%	56.1%	3.5%	100.0%
	Jala Ammari	Count	2	0	1	0	1	0	6	0	10
		% within RS	20.0%	0.0%	10.0%	0.0%	10.0%	0.0%	60.0%	0.0%	100.0%
	Sayang Bunda	Count	4	1	0	2	0	0	1	1	9
		% within RS	44.4%	11.1%	0.0%	22.2%	0.0%	0.0%	11.1%	11.1%	100.0%
	Sandi Karsa	Count	4	6	1	4	0	1	1	0	17
		% within RS	23.5%	35.3%	5.9%	23.5%	0.0%	5.9%	5.9%	0.0%	100.0%
Total		Count	19	13	7	14	12	4	53	4	126
		% within RS	15.1%	10.3%	5.6%	11.1%	9.5%	3.2%	42.1%	3.2%	100.0%

8. Sistem rotasi

rotasi * RS Crosstabulation

			RS						
			Pelamonia	Tajuddin Chalid	Stella Maris	Jala Ammari	Sayang Bunda	Sandi Karsa	Total
rotasi	tidak rotasi	Count	0	0	57	0	0	17	74
		% within rotasi	0.0%	0.0%	77.0%	0.0%	0.0%	23.0%	100.0%
		% within RS	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	58.7%
		% of Total	0.0%	0.0%	45.2%	0.0%	0.0%	13.5%	58.7%
	berotasi	Count	20	13	0	10	9	0	52
		% within rotasi	38.5%	25.0%	0.0%	19.2%	17.3%	0.0%	100.0%
		% within RS	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	41.3%
		% of Total	15.9%	10.3%	0.0%	7.9%	7.1%	0.0%	41.3%
Total		Count	20	13	57	10	9	17	126
		% within rotasi	15.9%	10.3%	45.2%	7.9%	7.1%	13.5%	100.0%
		% within RS	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	15.9%	10.3%	45.2%	7.9%	7.1%	13.5%	100.0%

9. IPK

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
IPK * RS	126	100.0%	0	0.0%	126	100.0%

Report

IPK

RS	Mean	N	Std. Deviation	Minimum	Maximum
Pelamonia	3.5950	20	.25558	3.20	4.00
Tajuddin Chalid	3.7115	13	.21828	3.18	4.00
Stella Maris	3.7414	57	.19433	3.03	4.00
Jala Ammari	3.7330	10	.22642	3.23	4.00
Sayang Bunda	3.6856	9	.15653	3.50	3.92
Sandi Karsa	3.6665	17	.19232	3.00	3.88
Total	3.7003	126	.21031	3.00	4.00

Tabel 5.3 distribusi frekuensi kompetensi

1. Total Kompetensi

RS * Kompetensi Crosstabulation

			Kompetensi			
			Cukup baik	Baik	Sangat baik	Total
RS	Pelamonia	Count	0	3	17	20
		% within RS	0.0%	15.0%	85.0%	100.0%
	Tajuddin Chalid	Count	0	3	10	13
		% within RS	0.0%	23.1%	76.9%	100.0%
	Stella Maris	Count	8	6	43	57
		% within RS	14.0%	10.5%	75.4%	100.0%
	Jala Ammari	Count	0	2	8	10
		% within RS	0.0%	20.0%	80.0%	100.0%
	Sayang Bunda	Count	0	1	8	9
		% within RS	0.0%	11.1%	88.9%	100.0%
	Sandi Karsa	Count	2	5	10	17
		% within RS	11.8%	29.4%	58.8%	100.0%
Total		Count	10	20	96	126
		% within RS	7.9%	15.9%	76.2%	100.0%

Report

Kompetensi

RS	Mean	Std. Deviation	Minimum	Maximum	N
Pelamonia	80.95	6.013	71	91	20
Tajuddin Chalid	82.00	11.655	54	96	13
Stella Maris	79.21	15.798	45	98	57
Jala Ammari	83.80	8.377	74	96	10
Sayang Bunda	90.89	7.507	74	99	9
Sandi Karsa	77.59	15.898	49	99	17
Total	80.75	13.495	45	99	126

2. Subvariabel peran membantu

RS * Peran Membantu Crosstabulation

			Peran Membantu			
			Cukup baik	Baik	Sangat baik	Total
RS	Pelamonia	Count	0	4	16	20
		% within RS	0.0%	20.0%	80.0%	100.0%
	Tajuddin Chalid	Count	0	5	8	13
		% within RS	0.0%	38.5%	61.5%	100.0%
	Stella Maris	Count	5	8	44	57
		% within RS	8.8%	14.0%	77.2%	100.0%
	Jala Ammari	Count	0	0	10	10
		% within RS	0.0%	0.0%	100.0%	100.0%
	Sayang Bunda	Count	0	0	9	9
		% within RS	0.0%	0.0%	100.0%	100.0%
	Sandi Karsa	Count	2	4	11	17
		% within RS	11.8%	23.5%	64.7%	100.0%
Total		Count	7	21	98	126
		% within RS	5.6%	16.7%	77.8%	100.0%

Report

Peran Membantu

RS	Mean	Std. Deviation	Minimum	Maximum	N
Pelamonia	80.20	5.502	70	90	20
Tajuddin Chalid	80.54	10.767	69	99	13
Stella Maris	77.68	17.115	40	99	57
Jala Ammari	83.40	5.337	76	91	10
Sayang Bunda	90.00	6.652	81	99	9
Sandi Karsa	75.12	15.992	49	99	17
Total	79.37	14.072	40	99	126

3. Subvariabel mengajar-pelatihan

RS * Mengajar-Pelatihan Crosstabulation

			Mengajar-Pelatihan			
			Cukup baik	Baik	Sangat baik	Total
RS	Pelamonia	Count	0	3	17	20
		% within RS	0.0%	15.0%	85.0%	100.0%
	Tajuddin Chalid	Count	0	3	10	13
		% within RS	0.0%	23.1%	76.9%	100.0%
	Stella Maris	Count	6	6	45	57
		% within RS	10.5%	10.5%	78.9%	100.0%
	Jala Ammari	Count	0	1	9	10
		% within RS	0.0%	10.0%	90.0%	100.0%
	Sayang Bunda	Count	0	0	9	9
		% within RS	0.0%	0.0%	100.0%	100.0%
	Sandi Karsa	Count	2	4	11	17
		% within RS	11.8%	23.5%	64.7%	100.0%
Total		Count	8	17	101	126
		% within RS	6.3%	13.5%	80.2%	100.0%

Report

Mengajar-Pelatihan

RS	Mean	Std. Deviation	Minimum	Maximum	N
Pelamonia	81.25	6.703	72	93	20
Tajuddin Chalid	82.08	10.751	61	97	13
Stella Maris	79.88	16.619	46	99	57
Jala Ammari	83.30	8.512	69	95	10
Sayang Bunda	90.44	5.318	84	98	9
Sandi Karsa	77.41	14.517	49	98	17
Total	81.02	13.600	46	99	126

4. Fungsi diagnostik

RS * Fungsi Diagnostik Crosstabulation

			Fungsi Diagnostik			
			Cukup baik	Baik	Sangat baik	Total
RS	Pelamonia	Count	0	4	16	20
		% within RS	0.0%	20.0%	80.0%	100.0%
	Tajuddin Chalid	Count	0	3	10	13
		% within RS	0.0%	23.1%	76.9%	100.0%
	Stella Maris	Count	5	10	42	57
		% within RS	8.8%	17.5%	73.7%	100.0%
	Jala Ammari	Count	0	2	8	10
		% within RS	0.0%	20.0%	80.0%	100.0%
	Sayang Bunda	Count	0	0	9	9
		% within RS	0.0%	0.0%	100.0%	100.0%
	Sandi Karsa	Count	0	5	12	17
		% within RS	0.0%	29.4%	70.6%	100.0%
Total		Count	5	24	97	126
		% within RS	4.0%	19.0%	77.0%	100.0%

Report

Fungsi diagnostik

RS	Mean	Std. Deviation	Minimum	Maximum	N
Pelamonia	79.85	6.792	67	90	20
Tajuddin Chalid	80.46	14.199	51	98	13
Stella Maris	77.54	16.481	41	99	57
Jala Ammari	83.60	9.300	73	98	10
Sayang Bunda	92.44	6.002	83	99	9
Sandi Karsa	77.35	14.705	50	99	17
Total	79.73	14.146	41	99	126

5. Mengelola situasi

RS * Mengelola Situasi Crosstabulation

			Mengelola Situasi			
			Cukup baik	Baik	Sangat baik	Total
RS	Pelamonia	Count	0	3	17	20
		% within RS	0.0%	15.0%	85.0%	100.0%
	Tajuddin Chalid	Count	0	3	10	13
		% within RS	0.0%	23.1%	76.9%	100.0%
	Stella Maris	Count	6	8	43	57
		% within RS	10.5%	14.0%	75.4%	100.0%
	Jala Ammari	Count	0	1	9	10
		% within RS	0.0%	10.0%	90.0%	100.0%
	Sayang Bunda	Count	0	0	9	9
		% within RS	0.0%	0.0%	100.0%	100.0%
	Sandi Karsa	Count	2	6	9	17
		% within RS	11.8%	35.3%	52.9%	100.0%
Total		Count	8	21	97	126
		% within RS	6.3%	16.7%	77.0%	100.0%

Report

Mengelola situasi

RS	Mean	Std. Deviation	Minimum	Maximum	N
Pelamonia	81.70	6.626	71	95	20
Tajuddin Chalid	82.69	13.756	51	100	13
Stella Maris	79.49	16.142	47	99	57
Jala Ammari	84.10	9.339	71	99	10
Sayang Bunda	93.67	5.766	86	100	9
Sandi Karsa	76.41	17.267	49	100	17
Total	81.13	14.308	47	100	126

6. Intervensi terapeutik

RS * Intervensi Terapeutik Crosstabulation

			Intervensi Terapeutik			
			Cukup baik	Baik	Sangat baik	Total
RS	Pelamonia	Count	0	3	17	20
		% within RS	0.0%	15.0%	85.0%	100.0%
	Tajuddin Chalid	Count	0	3	10	13
		% within RS	0.0%	23.1%	76.9%	100.0%
	Stella Maris	Count	5	11	41	57
		% within RS	8.8%	19.3%	71.9%	100.0%
	Jala Ammari	Count	0	0	10	10
		% within RS	0.0%	0.0%	100.0%	100.0%
	Sayang Bunda	Count	0	0	9	9
		% within RS	0.0%	0.0%	100.0%	100.0%
	Sandi Karsa	Count	2	5	10	17
		% within RS	11.8%	29.4%	58.8%	100.0%
Total		Count	7	22	97	126
		% within RS	5.6%	17.5%	77.0%	100.0%

Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Intervensi terapeutik * RS	126	100.0%	0	0.0%	126	100.0%

Report

Intervensi terapeutik

RS	Mean	Std. Deviation	Minimum	Maximum	N
Pelamonia	80.75	7.362	69	94	20
Tajuddin Chalid	81.23	13.230	52	97	13
Stella Maris	79.37	15.971	43	98	57
Jala Ammari	84.90	8.975	75	99	10
Sayang Bunda	93.78	6.418	83	100	9
Sandi Karsa	77.53	17.579	49	99	17
Total	81.00	14.253	43	100	126

7. Memastikan kualitas

RS * Memastikan Kualitas Crosstabulation

			Memastikan Kualitas			
			Cukup baik	Baik	Sangat baik	Total
RS	Pelamonia	Count	0	4	16	20
		% within RS	0.0%	20.0%	80.0%	100.0%
	Tajuddin Chalid	Count	0	2	11	13
		% within RS	0.0%	15.4%	84.6%	100.0%
	Stella Maris	Count	8	7	42	57
		% within RS	14.0%	12.3%	73.7%	100.0%
	Jala Ammari	Count	0	2	8	10
		% within RS	0.0%	20.0%	80.0%	100.0%
	Sayang Bunda	Count	1	0	8	9
		% within RS	11.1%	0.0%	88.9%	100.0%
	Sandi Karsa	Count	3	4	10	17
		% within RS	17.6%	23.5%	58.8%	100.0%
Total		Count	12	19	95	126
		% within RS	9.5%	15.1%	75.4%	100.0%

Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Memastikan kualitas * RS	126	100.0%	0	0.0%	126	100.0%

Report

Memastikan kualitas

RS	Mean	Std. Deviation	Minimum	Maximum	N
Pelamonia	79.85	6.784	68	92	20
Tajuddin Chalid	80.38	11.273	50	88	13
Stella Maris	77.33	15.562	42	97	57
Jala Ammari	83.10	10.503	68	98	10
Sayang Bunda	89.44	16.287	48	99	9
Sandi Karsa	75.41	17.924	46	99	17
Total	79.11	14.362	42	99	126

8. Peran kerja

RS * Peran Kerja Crosstabulation

			Peran Kerja			
			Cukup baik	Baik	Sangat baik	Total
RS	Pelamonia	Count	0	2	18	20
		% within RS	0.0%	10.0%	90.0%	100.0%
	Tajuddin Chalid	Count	1	1	11	13
		% within RS	7.7%	7.7%	84.6%	100.0%
	Stella Maris	Count	7	8	42	57
		% within RS	12.3%	14.0%	73.7%	100.0%
	Jala Ammari	Count	0	2	8	10
		% within RS	0.0%	20.0%	80.0%	100.0%
	Sayang Bunda	Count	1	0	8	9
		% within RS	11.1%	0.0%	88.9%	100.0%
	Sandi Karsa	Count	3	1	13	17
		% within RS	17.6%	5.9%	76.5%	100.0%
Total		Count	12	14	100	126
		% within RS	9.5%	11.1%	79.4%	100.0%

Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Peran Kerja * RS	126	100.0%	0	0.0%	126	100.0%

Report

Peran Kerja

RS	Mean	Std. Deviation	Minimum	Maximum	N
Pelamonia	81.80	5.791	73	92	20
Tajuddin Chalid	83.85	12.602	48	95	13
Stella Maris	80.46	15.592	44	99	57
Jala Ammari	84.30	9.334	72	98	10
Sayang Bunda	88.78	15.417	49	99	9
Sandi Karsa	79.71	17.406	48	99	17
Total	81.82	13.978	44	99	126

5.4 ditribusi frekuensi kepercayaan diri

1. Total kepercayaan diri

RS * Total kepercayaan diri Crosstabulation

			Total kepercayaan diri		
			Rendah	Tinggi	Total
RS	Pelamonia	Count	2	18	20
		% within RS	10.0%	90.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	4	53	57
		% within RS	7.0%	93.0%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	1	8	9
		% within RS	11.1%	88.9%	100.0%
	Sandi Karsa	Count	0	17	17
		% within RS	0.0%	100.0%	100.0%
Total		Count	7	119	126
		% within RS	5.6%	94.4%	100.0%

2. kepercayaan diri kompleks

RS * Jumlah keperawatan kompleks Crosstabulation

			Jumlah keperawatan kompleks		
			Rendah	Tinggi	Total
RS	Pelamonia	Count	3	17	20
		% within RS	15.0%	85.0%	100.0%
	Tajuddin Chalid	Count	1	12	13
		% within RS	7.7%	92.3%	100.0%
	Stella Maris	Count	5	52	57
		% within RS	8.8%	91.2%	100.0%
	Jala Ammari	Count	1	9	10
		% within RS	10.0%	90.0%	100.0%
	Sayang Bunda	Count	2	7	9
		% within RS	22.2%	77.8%	100.0%
	Sandi Karsa	Count	2	15	17
		% within RS	11.8%	88.2%	100.0%
Total		Count	14	112	126
		% within RS	11.1%	88.9%	100.0%

3. kepercayaan diri fundamental

RS * Keperawatan fundamental Crosstabulation

			Keperawatan fundamental		
			Rendah	Tinggi	Total
RS	Pelamonia	Count	2	18	20
		% within RS	10.0%	90.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	2	55	57
		% within RS	3.5%	96.5%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	1	8	9
		% within RS	11.1%	88.9%	100.0%
	Sandi Karsa	Count	0	17	17
		% within RS	0.0%	100.0%	100.0%
Total		Count	5	121	126
		% within RS	4.0%	96.0%	100.0%

Report

RS		kompleks	Fundamental	Kepercyaan diri
Pelamonia	Mean	6.25	7.90	6.80
	N	20	20	20
	Std. Deviation	2.124	1.410	1.704
	Minimum	3	5	4
	Maximum	10	10	10
Tajuddin Chalid	Mean	7.54	8.92	7.92
	N	13	13	13
	Std. Deviation	1.984	1.115	1.441
	Minimum	3	7	5
	Maximum	10	10	10
Stella Maris	Mean	6.89	8.05	7.32
	N	57	57	57
	Std. Deviation	2.050	1.342	1.723
	Minimum	3	5	4
	Maximum	10	10	10
Jala Ammari	Mean	6.40	8.20	7.10
	N	10	10	10
	Std. Deviation	2.271	1.033	1.524
	Minimum	3	6	5
	Maximum	10	10	10
Sayang Bunda	Mean	6.67	8.44	7.33
	N	9	9	9
	Std. Deviation	3.041	1.509	2.398
	Minimum	3	5	4
	Maximum	10	10	10
Sandi Karsa	Mean	6.41	8.65	7.18
	N	17	17	17
	Std. Deviation	2.373	1.222	1.776
	Minimum	3	7	5
	Maximum	10	10	10
Total	Mean	6.74	8.24	7.26
	N	126	126	126
	Std. Deviation	2.184	1.323	1.731
	Minimum	3	5	4
	Maximum	10	10	10

Tabel 5.5 Distribusi frekuensi kepuasan kerja

1. Total kepuasan

RS * Kepuasan kerja Crosstabulation

			Kepuasan kerja		
			Kurang puas	Puas	Total
RS	Pelamonia	Count	0	20	20
		% within RS	0.0%	100.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	1	56	57
		% within RS	1.8%	98.2%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	4	5	9
		% within RS	44.4%	55.6%	100.0%
	Sandi Karsa	Count	1	16	17
		% within RS	5.9%	94.1%	100.0%
Total		Count	6	120	126
		% within RS	4.8%	95.2%	100.0%

2. Pekerjaan

RS * Pekerjaan Crosstabulation

			Pekerjaan		
			Kurang puas	Puas	Total
RS	Pelamonia	Count	0	20	20
		% within RS	0.0%	100.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	0	57	57
		% within RS	0.0%	100.0%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	1	8	9
		% within RS	11.1%	88.9%	100.0%
	Sandi Karsa	Count	0	17	17
		% within RS	0.0%	100.0%	100.0%
Total		Count	1	125	126
		% within RS	0.8%	99.2%	100.0%

3. Kondisi kerja

RS * Kondisi Kerja Crosstabulation

			Kondisi Kerja		
			Kurang puas	Puas	Total
RS	Pelamonia	Count	0	20	20
		% within RS	0.0%	100.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	0	57	57
		% within RS	0.0%	100.0%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	3	6	9
		% within RS	33.3%	66.7%	100.0%
	Sandi Karsa	Count	1	16	17
		% within RS	5.9%	94.1%	100.0%
Total		Count	4	122	126
		% within RS	3.2%	96.8%	100.0%

4. Gaji

RS * Gaji Crosstabulation

			Gaji		
			Kurang puas	Puas	Total
RS	Pelamonia	Count	1	19	20
		% within RS	5.0%	95.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	13	44	57
		% within RS	22.8%	77.2%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	4	5	9
		% within RS	44.4%	55.6%	100.0%
	Sandi Karsa	Count	3	14	17
		% within RS	17.6%	82.4%	100.0%
Total		Count	21	105	126
		% within RS	16.7%	83.3%	100.0%

5. Rekan kerja

RS * Rekan Kerja Crosstabulation

			Rekan Kerja		
			Kurang puas	Puas	Total
RS	Pelamonia	Count	0	20	20
		% within RS	0.0%	100.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	1	56	57
		% within RS	1.8%	98.2%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	2	7	9
		% within RS	22.2%	77.8%	100.0%
	Sandi Karsa	Count	0	17	17
		% within RS	0.0%	100.0%	100.0%
Total		Count	3	123	126
		% within RS	2.4%	97.6%	100.0%

6. Keselamatan dan keamanan

RS * Keselamatan dan keamanan Crosstabulation

			Keselamatan dan keamanan		
			Kurang puas	Puas	Total
RS	Pelamonia	Count	0	20	20
		% within RS	0.0%	100.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	0	57	57
		% within RS	0.0%	100.0%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	1	8	9
		% within RS	11.1%	88.9%	100.0%
	Sandi Karsa	Count	0	17	17
		% within RS	0.0%	100.0%	100.0%
Total		Count	1	125	126
		% within RS	0.8%	99.2%	100.0%

7. Pengawasan

RS * Pengawasan Crosstabulation

			Pengawasan		
			Kurang puas	Puas	Total
RS	Pelamonia	Count	0	20	20
		% within RS	0.0%	100.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	0	57	57
		% within RS	0.0%	100.0%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	3	6	9
		% within RS	33.3%	66.7%	100.0%
	Sandi Karsa	Count	0	17	17
		% within RS	0.0%	100.0%	100.0%
Total		Count	3	123	126
		% within RS	2.4%	97.6%	100.0%

8. Promosi jabatan

RS * Promosi Jabatan Crosstabulation

			Promosi Jabatan		
			Kurang puas	Puas	Total
RS	Pelamonia	Count	0	20	20
		% within RS	0.0%	100.0%	100.0%
	Tajuddin Chalid	Count	0	13	13
		% within RS	0.0%	100.0%	100.0%
	Stella Maris	Count	0	57	57
		% within RS	0.0%	100.0%	100.0%
	Jala Ammari	Count	0	10	10
		% within RS	0.0%	100.0%	100.0%
	Sayang Bunda	Count	0	9	9
		% within RS	0.0%	100.0%	100.0%
	Sandi Karsa	Count	1	16	17
		% within RS	5.9%	94.1%	100.0%
Total		Count	1	125	126
		% within RS	0.8%	99.2%	100.0%

Tabel 5.6 Hubungan karakteristik perawat dengan kompetensi

1. Jenis kelamin dengan kompetensi

Uji normaliats

Case Processing Summary

		Cases					
		Valid		Missing		Total	
	JK	N	Percent	N	Percent	N	Percent
Kompetensi	Laki-laki	30	100.0%	0	0.0%	30	100.0%
	Perempuan	96	100.0%	0	0.0%	96	100.0%

Descriptives

	JK			Statistic	Std. Error
Kompetensi	Laki-laki	Mean		78.63	2.227
		95% Confidence Interval for Mean	Lower Bound	74.08	
			Upper Bound	83.19	
		5% Trimmed Mean		79.44	
		Median		81.00	
		Variance		148.792	
		Std. Deviation		12.198	
		Minimum		49	
		Maximum		94	
		Range		45	
		Interquartile Range		13	
		Skewness		-1.240	.427
		Kurtosis		.994	.833
	Perempuan	Mean		81.42	1.415
		95% Confidence Interval for Mean	Lower Bound	78.61	
			Upper Bound	84.23	
		5% Trimmed Mean		82.38	
		Median		82.00	
		Variance		192.330	
		Std. Deviation		13.868	
		Minimum		45	
		Maximum		99	
		Range		54	
		Interquartile Range		15	
		Skewness		-1.174	.246
		Kurtosis		.732	.488

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	JK	Statistic	df	Sig.	Statistic	df	Sig.
Kompetensi	Laki-laki	.178	30	.016	.870	30	.002
	Perempuan	.149	96	<.001	.864	96	<.001

Data tidak Normal dilanjutkan uji

Mann-Whitney Test

Ranks

	JK	N	Mean Rank	Sum of Ranks
Kompetensi	Laki-laki	30	54.53	1636.00
	Perempuan	96	66.30	6365.00
	Total	126		

Test Statistics[a]

	Kompetensi
Mann-Whitney U	1171.000
Wilcoxon W	1636.000
Z	-1.543
Asymp. Sig. (2-tailed)	.123

a. Grouping Variable: JK

2. Usia dengan kompetensi

Uji normalitas

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			126
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		3.29770635
Most Extreme Differences	Absolute		.254
	Positive		.254
	Negative		-.137
Test Statistic			.254
Asymp. Sig. (2-tailed)[c]			<.001
Monte Carlo Sig. (2-tailed)[d]	Sig.		<.001
	99% Confidence Interval	Lower Bound	.000
		Upper Bound	.000

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Data tidak normal dilakukan Uji Spearman

Nonparametric Correlations

Correlations

			Kompetensi	Umur
Spearman's rho	Kompetensi	Correlation Coefficient	1.000	-.044
		Sig. (2-tailed)	.	.629
		N	126	126
	Umur	Correlation Coefficient	-.044	1.000
		Sig. (2-tailed)	.629	.
		N	126	126

3. Waktu orientasi dengan kompetensi

Descriptives

			Statistic	Std. Error
waktu orientasi	Mean		1.635	.0746
	95% Confidence Interval for Mean	Lower Bound	1.487	
		Upper Bound	1.783	
	5% Trimmed Mean		1.622	
	Median		1.500	
	Variance		.702	
	Std. Deviation		.8376	
	Minimum		.5	
	Maximum		3.0	
	Range		2.5	
	Interquartile Range		.5	
	Skewness		.632	.216
	Kurtosis		-.755	.428
Mean Kompetensi	Mean		80.75	1.202
	95% Confidence Interval for Mean	Lower Bound	78.37	
		Upper Bound	83.13	
	5% Trimmed Mean		81.66	
	Median		82.00	
	Variance		182.107	
	Std. Deviation		13.495	
	Minimum		45	
	Maximum		99	
	Range		54	
	Interquartile Range		15	
	Skewness		-1.136	.216
	Kurtosis		.673	.428

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
waktu orientasi	.326	126	.000	.806	126	.000
Mean Kompetensi	.144	126	.000	.876	126	.000

a. Lilliefors Significance Correction

Nonparametric Correlations

Correlations

			Mean Kompetensi	waktu orientasi
Spearman's rho	Mean Kompetensi	Correlation Coefficient	1.000	-.077
		Sig. (2-tailed)	.	.391
		N	126	126
	waktu orientasi	Correlation Coefficient	-.077	1.000
		Sig. (2-tailed)	.391	.
		N	126	126

4. Pendidikan dengan kompetensi

Uji normalitas

Tests of Normality

	Dik	Kolmogorov-Smirnov[a] Statistic	df	Sig.	Shapiro-Wilk Statistic	df	Sig.
Kompetensi	D III Keperawatan	.121	47	.082	.931	47	.008
	S1 Keperawatan	.150	5	.200*	.982	5	.943
	S1 + Nurse	.177	74	<.001	.867	74	<.001

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Descriptives

	Dik			Statistic	Std. Error
Kompetensi	D III Keperawatan	Mean		83.26	1.397
		95% Confidence Interval for Mean	Lower Bound	80.44	
			Upper Bound	86.07	
		5% Trimmed Mean		83.81	
		Median		82.00	
		Variance		91.673	
		Std. Deviation		9.575	
		Minimum		49	
		Maximum		99	
		Range		50	
		Interquartile Range		15	
		Skewness		-.989	.347
		Kurtosis		2.041	.681
	S1 Keperawatan	Mean		85.80	4.104
		95% Confidence Interval for Mean	Lower Bound	74.41	
			Upper Bound	97.19	
		5% Trimmed Mean		85.83	
		Median		86.00	
		Variance		84.200	
		Std. Deviation		9.176	
		Minimum		74	
		Maximum		97	
		Range		23	
		Interquartile Range		18	
		Skewness		-.105	.913
		Kurtosis		-1.347	2.000
	S1 + Nurse	Mean		78.82	1.801
		95% Confidence Interval for Mean	Lower Bound	75.24	
			Upper Bound	82.41	
		5% Trimmed Mean		79.57	
		Median		81.50	
		Variance		239.900	
		Std. Deviation		15.489	
		Minimum		45	
		Maximum		99	
		Range		54	
		Interquartile Range		17	
		Skewness		-.914	.279
		Kurtosis		-.311	.552

Data tidak normal lanjut uji kruskal wallis

Kruskal-Wallis Test

Ranks

	Dik	N	Mean Rank
Kompetensi	D III Keperawatan	47	66.47
	S1 Keperawatan	5	74.60
	S1 + Nurse	74	60.86
	Total	126	

Test Statistics[a,b]

	Kompetensi
Kruskal-Wallis H	1.161
df	2
Asymp. Sig.	.560

a. Kruskal Wallis Test

b. Grouping Variable: Dik

5. Status dengan kompetensi

Descriptives

	SP			Statistic	Std. Error
Kompetensi	Menikah	Mean		80.68	1.777
		95% Confidence Interval for Mean	Lower Bound	77.03	
			Upper Bound	84.33	
		5% Trimmed Mean		81.30	
		Median		80.50	
		Variance		88.448	
		Std. Deviation		9.405	
		Minimum		49	
		Maximum		96	
		Range		47	
		Interquartile Range		11	
		Skewness		-1.219	.441
		Kurtosis		3.538	.858
	Belum Menikah	Mean		80.78	1.464
		95% Confidence Interval for Mean	Lower Bound	77.87	
			Upper Bound	83.68	
		5% Trimmed Mean		81.67	
		Median		82.00	
		Variance		210.052	
		Std. Deviation		14.493	
		Minimum		45	
		Maximum		99	
		Range		54	
		Interquartile Range		17	
		Skewness		-1.102	.244
		Kurtosis		.299	.483

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	SP	Statistic	df	Sig.	Statistic	df	Sig.
Kompetensi	Menikah	.098	28	.200*	.916	28	.027
	Belum Menikah	.169	98	<.001	.861	98	<.001

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Data tidak normal lanjut uji Mann-whitney

Mann-Whitney Test

Ranks

	SP	N	Mean Rank	Sum of Ranks
Kompetensi	Menikah	28	56.36	1578.00
	Belum Menikah	98	65.54	6423.00
	Total	126		

Test Statistics[a]

	Kompetensi
Mann-Whitney U	1172.000
Wilcoxon W	1578.000
Z	-1.175
Asymp. Sig. (2-tailed)	.240

a. Grouping Variable: SP

6. Masa kerja

Uji normalitas

Descriptives

			Statistic	Std. Error
Masakerja	Mean		5.359	.3454
	95% Confidence Interval for Mean	Lower Bound	4.676	
		Upper Bound	6.043	
	5% Trimmed Mean		5.232	
	Median		4.000	
	Variance		15.033	
	Std. Deviation		3.8773	
	Minimum		1.0	
	Maximum		12.0	
	Range		11.0	
	Interquartile Range		6.3	
	Skewness		.526	.216
	Kurtosis		-1.088	.428
Kompetensi	Mean		80.75	1.202
	95% Confidence Interval for Mean	Lower Bound	78.37	
		Upper Bound	83.13	
	5% Trimmed Mean		81.66	
	Median		82.00	
	Variance		182.107	
	Std. Deviation		13.495	
	Minimum		45	
	Maximum		99	
	Range		54	
	Interquartile Range		15	
	Skewness		-1.136	.216
	Kurtosis		.673	.428

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Masakerja	.153	126	<.001	.875	126	<.001
Kompetensi	.144	126	<.001	.876	126	<.001

a. Lilliefors Significance Correction

Data tidak normal lanjut uji spearman

Correlations

			Masakerja	Kompetensi
Spearman's rho	Masakerja	Correlation Coefficient	1.000	.452**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Kompetensi	Correlation Coefficient	.452**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

7. Unit kerja

Uji normalitas

Descriptives

	Unit			Statistic	Std. Error
Kompetensi	UGD	Mean		86.11	1.645
		95% Confidence Interval for Mean	Lower Bound	82.65	
			Upper Bound	89.56	
		5% Trimmed Mean		85.95	
		Median		86.00	
		Variance		51.433	
		Std. Deviation		7.172	
		Minimum		76	
		Maximum		99	
		Range		23	
		Interquartile Range		11	
		Skewness		.178	.524
		Kurtosis		-1.051	1.014
	ICU	Mean		82.08	3.437
		95% Confidence Interval for Mean	Lower Bound	74.59	
			Upper Bound	89.57	
		5% Trimmed Mean		82.97	
		Median		81.00	
		Variance		153.577	
		Std. Deviation		12.393	
		Minimum		49	
		Maximum		99	
		Range		50	
		Interquartile Range		14	
		Skewness		-1.447	.616
		Kurtosis		3.835	1.191
	OK	Mean		77.00	5.372
		95% Confidence Interval for Mean	Lower Bound	63.86	
			Upper Bound	90.14	
		5% Trimmed Mean		76.94	
		Median		80.00	
		Variance		202.000	
		Std. Deviation		14.213	
		Minimum		59	
		Maximum		96	
		Range		37	
		Interquartile Range		31	
		Skewness		-.207	.794
		Kurtosis		-1.177	1.587
	POLIKLINIK	Mean		87.14	3.700
		95% Confidence Interval for Mean	Lower Bound	79.15	
			Upper Bound	95.14	
		5% Trimmed Mean		88.66	
		Median		92.00	
		Variance		191.670	
		Std. Deviation		13.845	
		Minimum		49	
		Maximum		98	
		Range		49	
		Interquartile Range		10	
		Skewness		-2.025	.597
		Kurtosis		3.790	1.154
	Perawatan Bedah	Mean		84.92	1.734
		95% Confidence Interval for Mean	Lower Bound	81.10	
			Upper Bound	88.73	
		5% Trimmed Mean		84.85	
		Median		83.00	
		Variance		36.083	
		Std. Deviation		6.007	
		Minimum		77	
		Maximum		94	
		Range		17	
		Interquartile Range		11	
		Skewness		.403	.637
		Kurtosis		-1.270	1.232
	Perawatan Anak	Mean		81.00	5.788
		95% Confidence Interval for Mean	Lower Bound	62.58	
			Upper Bound	99.42	
		5% Trimmed Mean		81.06	
		Median		81.50	
		Variance		134.000	
		Std. Deviation		11.576	
		Minimum		70	
		Maximum		91	
		Range		21	
		Interquartile Range		21	
		Skewness		-.026	1.014
		Kurtosis		-5.851	2.619
	Perawatan Interna	Mean		76.21	2.154
		95% Confidence Interval for Mean	Lower Bound	71.89	
			Upper Bound	80.53	
		5% Trimmed Mean		76.81	
		Median		81.00	
		Variance		245.821	
		Std. Deviation		15.679	
		Minimum		45	
		Maximum		95	
		Range		50	
		Interquartile Range		22	
		Skewness		-.752	.327
		Kurtosis		-.670	.644
	Perawatan Maternitas	Mean		82.75	3.568
		95% Confidence Interval for Mean	Lower Bound	71.40	
			Upper Bound	94.10	
		5% Trimmed Mean		82.78	
		Median		83.00	
		Variance		50.917	
		Std. Deviation		7.136	
		Minimum		74	
		Maximum		91	
		Range		17	
		Interquartile Range		14	
		Skewness		-.188	1.014
		Kurtosis		.038	2.619

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Unit	Statistic	df	Sig.	Statistic	df	Sig.
Kompetensi	UGD	.138	19	.200*	.954	19	.469
	ICU	.217	13	.094	.853	13	.032
	OK	.183	7	.200*	.922	7	.489
	POLIKLINIK	.367	14	<.001	.695	14	<.001
	Perawatan Bedah	.186	12	.200*	.916	12	.255
	Perawatan Anak	.306	4	.	.770	4	.058
	Perawatan Interna	.162	53	.001	.877	53	<.001
	Perawatan Maternitas	.153	4	.	.998	4	.995

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Data tidak normal lanjut uji kruskal-walls

Kruskal–Wallis Test

Ranks

	Unit	N	Mean Rank
Kompetensi	UGD	19	74.92
	ICU	13	64.65
	OK	7	51.43
	POLIKLINIK	14	87.57
	Perawatan Bedah	12	70.54
	Perawatan Anak	4	57.25
	Perawatan Interna	53	53.35
	Perawatan Maternitas	4	62.00
	Total	126	

Test Statistics[a,b]

	Kompetensi
Kruskal–Wallis H	13.424
df	7
Asymp. Sig.	.062

a. Kruskal Wallis Test
b. Grouping Variable: Unit

7. IPK dengan kompetensi

Uji normalitas

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			126
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		.21028371
Most Extreme Differences	Absolute		.097
	Positive		.076
	Negative		-.097
Test Statistic			.097
Asymp. Sig. (2-tailed)[c]			.005
Monte Carlo Sig. (2-tailed)[d]	Sig.		.006
	99% Confidence Interval	Lower Bound	.004
		Upper Bound	.008

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 926214481.

Data tidak normal lanjut uji spearman

Correlations

			Kompetensi	IPK
Spearman's rho	Kompetensi	Correlation Coefficient	1.000	.082
		Sig. (2-tailed)	.	.359
		N	126	126
	IPK	Correlation Coefficient	.082	1.000
		Sig. (2-tailed)	.359	.
		N	126	126

8. Sistem rotasi dengan kompetensi

Case Processing Summary

		Cases					
		Valid		Missing		Total	
	rotasi	N	Percent	N	Percent	N	Percent
Mean Kompetensi	tidak rotasi	74	100.0%	0	0.0%	74	100.0%
	berotasi	52	100.0%	0	0.0%	52	100.0%

Descriptives

	rotasi			Statistic	Std. Error
Mean Kompetensi	tidak rotasi	Mean		78.84	1.828
		95% Confidence Interval for Mean	Lower Bound	75.19	
			Upper Bound	82.48	
		5% Trimmed Mean		79.60	
		Median		81.00	
		Variance		247.316	
		Std. Deviation		15.726	
		Minimum		45	
		Maximum		99	
		Range		54	
		Interquartile Range		19	
		Skewness		-.912	.279
		Kurtosis		-.369	.552
	berotasi	Mean		83.48	1.236
		95% Confidence Interval for Mean	Lower Bound	81.00	
			Upper Bound	85.96	
		5% Trimmed Mean		83.86	
		Median		84.00	
		Variance		79.431	
		Std. Deviation		8.912	
		Minimum		54	
		Maximum		99	
		Range		45	
		Interquartile Range		14	
		Skewness		-.619	.330
		Kurtosis		.940	.650

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	rotasi	Statistic	df	Sig.	Statistic	df	Sig.
Mean Kompetensi	tidak rotasi	.178	74	.000	.859	74	.000
	berotasi	.095	52	.200*	.961	52	.086

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	rotasi	N	Mean Rank	Sum of Ranks
Mean Kompetensi	tidak rotasi	74	60.83	4501.50
	berotasi	52	67.30	3499.50
	Total	126		

Test Statistics[a]

	Mean Kompetensi
Mann-Whitney U	1726.500
Wilcoxon W	4501.500
Z	-.980
Asymp. Sig. (2-tailed)	.327

a. Grouping Variable: rotasi

Tabel 5.7 Hubungan karakteristik perawat dengan kepercayaan diri

1. Usia dengan kepercayaan diri

Uji normalitas

Descriptives

			Statistic	Std. Error
Umur	Mean		25.52	.294
	95% Confidence Interval for Mean	Lower Bound	24.93	
		Upper Bound	26.10	
	5% Trimmed Mean		25.06	
	Median		25.00	
	Variance		10.876	
	Std. Deviation		3.298	
	Minimum		21	
	Maximum		40	
	Range		19	
	Interquartile Range		2	
	Skewness		2.587	.216
	Kurtosis		8.036	.428
Kepercyaan diri	Mean		7.26	.154
	95% Confidence Interval for Mean	Lower Bound	6.96	
		Upper Bound	7.57	
	5% Trimmed Mean		7.29	
	Median		8.00	
	Variance		2.995	
	Std. Deviation		1.731	
	Minimum		4	
	Maximum		10	
	Range		6	
	Interquartile Range		3	
	Skewness		-.074	.216
	Kurtosis		-1.039	.428

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Umur	.259	126	<.001	.718	126	<.001
Kepercyaan diri	.196	126	<.001	.924	126	<.001

a. Lilliefors Significance Correction

Data tidak normal lanjut uji spearman

Correlations

			Umur	Kepercyaan diri
Spearman's rho	Umur	Correlation Coefficient	1.000	-.068
		Sig. (2-tailed)	.	.449
		N	126	126
	Kepercyaan diri	Correlation Coefficient	-.068	1.000
		Sig. (2-tailed)	.449	.
		N	126	126

2. Masa kerja dengan kepercayaan diri

Uji normalitas

			Statistic	Std. Error
Kepercyaan diri	Mean		7.26	.154
	95% Confidence Interval for Mean	Lower Bound	6.96	
		Upper Bound	7.57	
	5% Trimmed Mean		7.29	
	Median		8.00	
	Variance		2.995	
	Std. Deviation		1.731	
	Minimum		4	
	Maximum		10	
	Range		6	
	Interquartile Range		3	
	Skewness		-.074	.216
	Kurtosis		-1.039	.428
Masakerja	Mean		5.359	.3454
	95% Confidence Interval for Mean	Lower Bound	4.676	
		Upper Bound	6.043	
	5% Trimmed Mean		5.232	
	Median		4.000	
	Variance		15.033	
	Std. Deviation		3.8773	
	Minimum		1.0	
	Maximum		12.0	
	Range		11.0	
	Interquartile Range		6.3	
	Skewness		.526	.216
	Kurtosis		-1.088	.428

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Kepercyaan diri	.196	126	<.001	.924	126	<.001
Masakerja	.153	126	<.001	.875	126	<.001

a. Lilliefors Significance Correction

Data tidak normal lanjut uji spearman

Correlations

			Kepercyaan diri	Masakerja
Spearman's rho	Kepercyaan diri	Correlation Coefficient	1.000	.724**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Masakerja	Correlation Coefficient	.724**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

3. Waktu orientasi dengan kepercayaan diri

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
waktu orientasi	126	100.0%	0	0.0%	126	100.0%
kepercayaan diri	126	100.0%	0	0.0%	126	100.0%

Descriptives

			Statistic	Std. Error
waktu orientasi	Mean		1.635	.0746
	95% Confidence Interval for Mean	Lower Bound	1.487	
		Upper Bound	1.783	
	5% Trimmed Mean		1.622	
	Median		1.500	
	Variance		.702	
	Std. Deviation		.8376	
	Minimum		.5	
	Maximum		3.0	
	Range		2.5	
	Interquartile Range		.5	
	Skewness		.632	.216
	Kurtosis		-.755	.428
kepercayaan diri	Mean		7.35	.143
	95% Confidence Interval for Mean	Lower Bound	7.07	
		Upper Bound	7.63	
	5% Trimmed Mean		7.34	
	Median		8.00	
	Variance		2.581	
	Std. Deviation		1.607	
	Minimum		4	
	Maximum		10	
	Range		6	
	Interquartile Range		3	
	Skewness		.107	.216
	Kurtosis		-1.184	.428

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
waktu orientasi	.326	126	.000	.806	126	.000
kepercayaan diri	.228	126	.000	.905	126	.000

a. Lilliefors Significance Correction

Correlations

			waktu orientasi	kepercayaan diri
Spearman's rho	waktu orientasi	Correlation Coefficient	1.000	-.094
		Sig. (2-tailed)	.	.296
		N	126	126
	kepercayaan diri	Correlation Coefficient	-.094	1.000
		Sig. (2-tailed)	.296	.
		N	126	126

4. IPK dengan kepercayaan diri

Uji normalitas

			Statistic	Std. Error
Kepercyaan diri	Mean		7.26	.154
	95% Confidence Interval for Mean	Lower Bound	6.96	
		Upper Bound	7.57	
	5% Trimmed Mean		7.29	
	Median		8.00	
	Variance		2.995	
	Std. Deviation		1.731	
	Minimum		4	
	Maximum		10	
	Range		6	
	Interquartile Range		3	
	Skewness		-.074	.216
	Kurtosis		-1.039	.428
IPK	Mean		3.7003	.01874
	95% Confidence Interval for Mean	Lower Bound	3.6632	
		Upper Bound	3.7374	
	5% Trimmed Mean		3.7145	
	Median		3.7250	
	Variance		.044	
	Std. Deviation		.21031	
	Minimum		3.00	
	Maximum		4.00	
	Range		1.00	
	Interquartile Range		.23	
	Skewness		-.958	.216
	Kurtosis		1.037	.428

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Kepercyaan diri	.196	126	<.001	.924	126	<.001
IPK	.093	126	.009	.937	126	<.001

a. Lilliefors Significance Correction

Data tidak normal lanjut uji spearman

Correlations

			Kepercyaan diri	IPK
Spearman's rho	Kepercyaan diri	Correlation Coefficient	1.000	.017
		Sig. (2-tailed)	.	.847
		N	126	126
	IPK	Correlation Coefficient	.017	1.000
		Sig. (2-tailed)	.847	.
		N	126	126

5. Jenis kelamin dengan kepercayaan diri

Uji normalitas

Descriptives

	JK			Statistic	Std. Error
Kepercyaan diri	Laki-laki	Mean		7.00	.292
		95% Confidence Interval for Mean	Lower Bound	6.40	
			Upper Bound	7.60	
		5% Trimmed Mean		7.00	
		Median		8.00	
		Variance		2.552	
		Std. Deviation		1.597	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		2	
		Skewness		-.326	.427
		Kurtosis		-.354	.833
	Perempuan	Mean		7.34	.181
		95% Confidence Interval for Mean	Lower Bound	6.99	
			Upper Bound	7.70	
		5% Trimmed Mean		7.37	
		Median		8.00	
		Variance		3.133	
		Std. Deviation		1.770	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		3	
		Skewness		-.050	.246
		Kurtosis		-1.219	.488

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	JK	Statistic	df	Sig.	Statistic	df	Sig.
Kepercyaan diri	Laki-laki	.268	30	.000	.881	30	.003
	Perempuan	.214	96	.000	.911	96	.000

a. Lilliefors Significance Correction

Data tidak normal lanjut uji Mann-whitney

Mann-Whitney Test

Ranks

	JK	N	Mean Rank	Sum of Ranks
Kepercyaan diri	Laki-laki	30	57.70	1731.00
	Perempuan	96	65.31	6270.00
	Total	126		

Test Statistics[a]

	Kepercyaan diri
Mann-Whitney U	1266.000
Wilcoxon W	1731.000
Z	-1.019
Asymp. Sig. (2-tailed)	.308

a. Grouping Variable: JK

6. Pendidikan dengan kepercayaan diri

Uji normalitas

Descriptives

	Dik			Statistic	Std. Error
Kepercyaan diri	D III Keperawatan	Mean		7.32	.262
		95% Confidence Interval for Mean	Lower Bound	6.79	
			Upper Bound	7.85	
		5% Trimmed Mean		7.35	
		Median		8.00	
		Variance		3.222	
		Std. Deviation		1.795	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		3	
		Skewness		-.222	.347
		Kurtosis		-1.111	.681
	S1 Keperawatan	Mean		7.80	1.020
		95% Confidence Interval for Mean	Lower Bound	4.97	
			Upper Bound	10.63	
		5% Trimmed Mean		7.83	
		Median		8.00	
		Variance		5.200	
		Std. Deviation		2.280	
		Minimum		5	
		Maximum		10	
		Range		5	
		Interquartile Range		5	
		Skewness		-.228	.913
		Kurtosis		-2.507	2.000
	S1 + Nurse	Mean		7.19	.194
		95% Confidence Interval for Mean	Lower Bound	6.80	
			Upper Bound	7.58	
		5% Trimmed Mean		7.21	
		Median		7.00	
		Variance		2.786	
		Std. Deviation		1.669	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		2	
		Skewness		.000	.279
		Kurtosis		-.908	.552

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Dik	Statistic	df	Sig.	Statistic	df	Sig.
Kepercyaan diri	D III Keperawatan	.222	47	<.001	.910	47	.002
	S1 Keperawatan	.233	5	.200*	.884	5	.329
	S1 + Nurse	.194	74	<.001	.932	74	<.001

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Data tidak normal

Kruskal-Wallis Test

Ranks

	Dik	N	Mean Rank
Kepercyaan diri	D III Keperawatan	47	64.78
	S1 Keperawatan	5	73.30
	S1 + Nurse	74	62.03
	Total	126	

Test Statistics[a,b]

	Kepercyaan diri
Kruskal-Wallis H	.562
df	2
Asymp. Sig.	.755

a. Kruskal Wallis Test

b. Grouping Variable: Dik

7. Status dengan kepercayaan diri

Uji normalitas

Descriptives

	SP			Statistic	Std. Error
Kepercyaan diri	Menikah	Mean		7.07	.300
		95% Confidence Interval for Mean	Lower Bound	6.46	
			Upper Bound	7.69	
		5% Trimmed Mean		7.08	
		Median		7.50	
		Variance		2.513	
		Std. Deviation		1.585	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		2	
		Skewness		-.066	.441
		Kurtosis		-.495	.858
	Belum Menikah	Mean		7.32	.179
		95% Confidence Interval for Mean	Lower Bound	6.96	
			Upper Bound	7.67	
		5% Trimmed Mean		7.35	
		Median		8.00	
		Variance		3.146	
		Std. Deviation		1.774	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		3	
		Skewness		-.098	.244
		Kurtosis		-1.136	.483

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	SP	Statistic	df	Sig.	Statistic	df	Sig.
Kepercyaan diri	Menikah	.221	28	.001	.911	28	.021
	Belum Menikah	.189	98	<.001	.922	98	<.001

a. Lilliefors Significance Correction

Data tidak normal lanjut uji mann-whitney

Mann-Whitney Test

Ranks

	SP	N	Mean Rank	Sum of Ranks
Kepercyaan diri	Menikah	28	59.41	1663.50
	Belum Menikah	98	64.67	6337.50
	Total	126		

Test Statistics[a]

	Kepercyaan diri
Mann-Whitney U	1257.500
Wilcoxon W	1663.500
Z	-.687
Asymp. Sig. (2-tailed)	.492

a. Grouping Variable: SP

8. Unit kerja dengan kepercayaan diri

Uji normalitas

Descriptives

	Unit			Statistic	Std. Error
Kepercyaan diri	UGD	Mean		7.47	.414
		95% Confidence Interval for Mean	Lower Bound	6.60	
			Upper Bound	8.34	
		5% Trimmed Mean		7.53	
		Median		8.00	
		Variance		3.263	
		Std. Deviation		1.806	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		3	
		Skewness		-.426	.524
		Kurtosis		-.340	1.014
	ICU	Mean		6.77	.441
		95% Confidence Interval for Mean	Lower Bound	5.81	
			Upper Bound	7.73	
		5% Trimmed Mean		6.69	
		Median		7.00	
		Variance		2.526	
		Std. Deviation		1.589	
		Minimum		5	
		Maximum		10	
		Range		5	
		Interquartile Range		3	
		Skewness		.445	.616
		Kurtosis		-.512	1.191
	OK	Mean		6.57	.369
		95% Confidence Interval for Mean	Lower Bound	5.67	
			Upper Bound	7.47	
		5% Trimmed Mean		6.52	
		Median		6.00	
		Variance		.952	
		Std. Deviation		.976	
		Minimum		6	
		Maximum		8	
		Range		2	
		Interquartile Range		2	
		Skewness		1.230	.794
		Kurtosis		-.840	1.587
	Perawatan Interna	Mean		7.00	.235
		95% Confidence Interval for Mean	Lower Bound	6.53	
			Upper Bound	7.47	
		5% Trimmed Mean		7.00	
		Median		6.00	
		Variance		2.923	
		Std. Deviation		1.710	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		2	
		Skewness		.120	.327
		Kurtosis		-1.069	.644
	Perawatan Maternitas	Mean		7.50	.645
		95% Confidence Interval for Mean	Lower Bound	5.45	
			Upper Bound	9.55	
		5% Trimmed Mean		7.50	
		Median		7.50	
		Variance		1.667	
		Std. Deviation		1.291	
		Minimum		6	
		Maximum		9	
		Range		3	
		Interquartile Range		3	
		Skewness		.000	1.014
		Kurtosis		-1.200	2.619
	POLIKLINIK	Mean		8.79	.366
		95% Confidence Interval for Mean	Lower Bound	8.00	
			Upper Bound	9.58	
		5% Trimmed Mean		8.87	
		Median		9.00	
		Variance		1.874	
		Std. Deviation		1.369	
		Minimum		6	
		Maximum		10	
		Range		4	
		Interquartile Range		2	
		Skewness		-1.232	.597
		Kurtosis		.764	1.154
	Perawatan Bedah	Mean		7.00	.492
		95% Confidence Interval for Mean	Lower Bound	5.92	
			Upper Bound	8.08	
		5% Trimmed Mean		7.06	
		Median		7.00	
		Variance		2.909	
		Std. Deviation		1.706	
		Minimum		4	
		Maximum		9	
		Range		5	
		Interquartile Range		3	
		Skewness		-.264	.637
		Kurtosis		-1.203	1.232
	Perawatan Anak	Mean		7.75	1.315
		95% Confidence Interval for Mean	Lower Bound	3.57	
			Upper Bound	11.93	
		5% Trimmed Mean		7.83	
		Median		8.50	
		Variance		6.917	
		Std. Deviation		2.630	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		5	
		Skewness		-1.443	1.014
		Kurtosis		2.235	2.619

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Unit	Statistic	df	Sig.	Statistic	df	Sig.
Kepercyaan diri	UGD	.194	19	.059	.924	19	.135
	ICU	.175	13	.200*	.888	13	.090
	OK	.435	7	<.001	.600	7	<.001
	POLIKLINIK	.276	14	.005	.796	14	.004
	Perawatan Bedah	.221	12	.109	.889	12	.115
	Perawatan Anak	.288	4	.	.887	4	.369
	Perawatan Interna	.230	53	<.001	.919	53	.002
	Perawatan Maternitas	.151	4	.	.993	4	.972

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Data tidak normal

Kruskal-Wallis Test

Ranks

	Unit	N	Mean Rank
Kepercyaan diri	UGD	19	68.29
	ICU	13	51.65
	OK	7	48.43
	POLIKLINIK	14	95.57
	Perawatan Bedah	12	58.67
	Perawatan Anak	4	75.75
	Perawatan Interna	53	57.99
	Perawatan Maternitas	4	68.63
	Total	126	

Test Statistics[a,b]

	Kepercyaan diri
Kruskal-Wallis H	16.331
df	7
Asymp. Sig.	.022

a. Kruskal Wallis Test

b. Grouping Variable: Unit

9. Sistem rotasi dengan kepercyaan diri

Case Processing Summary

		Cases					
		Valid		Missing		Total	
	rotasi	N	Percent	N	Percent	N	Percent
kepercayaan diri	tidak rotasi	74	100.0%	0	0.0%	74	100.0%
	berotasi	52	100.0%	0	0.0%	52	100.0%

Descriptives

	rotasi			Statistic	Std. Error
kepercayaan diri	tidak rotasi	Mean		7.34	.191
		95% Confidence Interval for Mean	Lower Bound	6.96	
			Upper Bound	7.72	
		5% Trimmed Mean		7.33	
		Median		7.50	
		Variance		2.693	
		Std. Deviation		1.641	
		Minimum		4	
		Maximum		10	
		Range		6	
		Interquartile Range		3	
		Skewness		.048	.279
		Kurtosis		-1.155	.552
	berotasi	Mean		7.37	.218
		95% Confidence Interval for Mean	Lower Bound	6.93	
			Upper Bound	7.80	
		5% Trimmed Mean		7.35	
		Median		8.00	
		Variance		2.472	
		Std. Deviation		1.572	
		Minimum		5	
		Maximum		10	
		Range		5	
		Interquartile Range		3	
		Skewness		.211	.330
		Kurtosis		-1.249	.650

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	rotasi	Statistic	df	Sig.	Statistic	df	Sig.
kepercayaan diri	tidak rotasi	.198	74	.000	.921	74	.000
	berotasi	.269	52	.000	.870	52	.000

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	rotasi	N	Mean Rank	Sum of Ranks
kepercayaan diri	tidak rotasi	74	63.37	4689.50
	berotasi	52	63.68	3311.50
	Total	126		

Test Statistics[a]

	kepercayaan diri
Mann-Whitney U	1914.500
Wilcoxon W	4689.500
Z	-.048
Asymp. Sig. (2-tailed)	.961

a. Grouping Variable: rotasi

Tabel 5.8 Hubungan karakteristik dengan kepuasan kerja

1. Usia dengan Kepuasan kerja

Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
Umur	Kurang puas	Mean		24.17	.654
		95% Confidence Interval for Mean	Lower Bound	22.49	
			Upper Bound	25.85	
		5% Trimmed Mean		24.19	
		Median		24.00	
		Variance		2.567	
		Std. Deviation		1.602	
		Minimum		22	
		Maximum		26	
		Range		4	
		Interquartile Range		3	
		Skewness		.041	.845
		Kurtosis		−1.311	1.741
	Puas	Mean		25.58	.306
		95% Confidence Interval for Mean	Lower Bound	24.98	
			Upper Bound	26.19	
		5% Trimmed Mean		25.13	
		Median		25.00	
		Variance		11.220	
		Std. Deviation		3.350	
		Minimum		21	
		Maximum		40	
		Range		19	
		Interquartile Range		2	
		Skewness		2.549	.221
		Kurtosis		7.685	.438

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Umur * Kepuasan kerja	126	100.0%	0	0.0%	126	100.0%

Report

Umur

Kepuasan kerja	Mean	N	Std. Deviation
Kurang puas	24.17	6	1.602
Puas	25.58	120	3.350
Total	25.52	126	3.298

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Umur	Kurang puas	.208	6	.200*	.908	6	.425
	Puas	.259	120	<.001	.719	120	<.001

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Umur	Kurang puas	6	47.17	283.00
	Puas	120	64.32	7718.00
	Total	126		

Test Statistics[a]

	Umur
Mann-Whitney U	262.000
Wilcoxon W	283.000
Z	−1.139
Asymp. Sig. (2-tailed)	.255

a. Grouping Variable: Kepuasan kerja

2. Masa kerja

Uji normalitas

	Kepuasan kerja			Statistic	Std. Error
Masakerja	Kurang puas	Mean		2.833	1.8333
		95% Confidence Interval for Mean	Lower Bound	-1.879	
			Upper Bound	7.546	
		5% Trimmed Mean		2.426	
		Median		1.000	
		Variance		20.167	
		Std. Deviation		4.4907	
		Minimum		1.0	
		Maximum		12.0	
		Range		11.0	
		Interquartile Range		2.8	
		Skewness		2.449	.845
		Kurtosis		6.000	1.741
	Puas	Mean		5.485	.3489
		95% Confidence Interval for Mean	Lower Bound	4.795	
			Upper Bound	6.176	
		5% Trimmed Mean		5.373	
		Median		4.500	
		Variance		14.606	
		Std. Deviation		3.8218	
		Minimum		1.0	
		Maximum		12.0	
		Range		11.0	
		Interquartile Range		6.8	
		Skewness		.496	.221
		Kurtosis		-1.092	.438

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Masakerja * Kepuasan kerja	126	100.0%	0	0.0%	126	100.0%

Report

Masakerja

Kepuasan kerja	Mean	N	Std. Deviation
Kurang puas	2.8333	6	4.49073
Puas	5.4854	120	3.82183
Total	5.3591	126	3.87731

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Masakerja	Kurang puas	.492	6	<.001	.496	6	<.001
	Puas	.151	120	<.001	.885	120	<.001

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Masakerja	Kurang puas	6	32.17	193.00
	Puas	120	65.07	7808.00
	Total	126		

Test Statistics[a]

	Masakerja
Mann-Whitney U	172.000
Wilcoxon W	193.000
Z	-2.174
Asymp. Sig. (2-tailed)	.030

a. Grouping Variable: Kepuasan kerja

3. Waktu orientasi dengan kepuasan kerja

Case Processing Summary

	Kepuasan kerja	Cases					
		Valid		Missing		Total	
		N	Percent	N	Percent	N	Percent
waktu orientasi	Tidak Puas	6	100.0%	0	0.0%	6	100.0%
	Puas	120	100.0%	0	0.0%	120	100.0%

Double-click to activate

Descriptives

	Kepuasan kerja			Statistic	Std. Error
waktu orientasi	Tidak Puas	Mean		1.000	.1291
		95% Confidence Interval for Mean	Lower Bound	.668	
			Upper Bound	1.332	
		5% Trimmed Mean		1.000	
		Median		1.000	
		Variance		.100	
		Std. Deviation		.3162	
		Minimum		.5	
		Maximum		1.5	
		Range		1.0	
		Interquartile Range		.3	
		Skewness		.000	.845
		Kurtosis		2.500	1.741
	Puas	Mean		1.667	.0770
		95% Confidence Interval for Mean	Lower Bound	1.514	
			Upper Bound	1.819	
		5% Trimmed Mean		1.657	
		Median		1.500	
		Variance		.711	
		Std. Deviation		.8435	
		Minimum		.5	
		Maximum		3.0	
		Range		2.5	
		Interquartile Range		1.6	
		Skewness		.571	.221
		Kurtosis		-.841	.438

Tests of Normality

	Kepuasan kerja	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
waktu orientasi	Tidak Puas	.333	6	.036	.827	6	.101
	Puas	.328	120	.000	.804	120	.000

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
waktu orientasi	Tidak Puas	6	31.83	191.00
	Puas	120	65.08	7810.00
	Total	126		

Test Statistics[a]

	waktu orientasi
Mann-Whitney U	170.000
Wilcoxon W	191.000
Z	-2.312
Asymp. Sig. (2-tailed)	.021

a. Grouping Variable: Kepuasan kerja

4. IPK

Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
IPK	Kurang puas	Mean		3.7183	.08134
		95% Confidence Interval for Mean	Lower Bound	3.5092	
			Upper Bound	3.9274	
		5% Trimmed Mean		3.7148	
		Median		3.6500	
		Variance		.040	
		Std. Deviation		.19924	
		Minimum		3.50	
		Maximum		4.00	
		Range		.50	
		Interquartile Range		.37	
		Skewness		.621	.845
		Kurtosis		-1.502	1.741
	Puas	Mean		3.6994	.01932
		95% Confidence Interval for Mean	Lower Bound	3.6612	
			Upper Bound	3.7377	
		5% Trimmed Mean		3.7138	
		Median		3.7300	
		Variance		.045	
		Std. Deviation		.21160	
		Minimum		3.00	
		Maximum		4.00	
		Range		1.00	
		Interquartile Range		.23	
		Skewness		-1.000	.221
		Kurtosis		1.074	.438

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
IPK * Kepuasan kerja	126	100.0%	0	0.0%	126	100.0%

Report

IPK

Kepuasan kerja	Mean	N	Std. Deviation
Kurang puas	3.7183	6	.19924
Puas	3.6994	120	.21160
Total	3.7003	126	.21031

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
IPK	Kurang puas	.224	6	.200*	.901	6	.381
	Puas	.106	120	.002	.932	120	<.001

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
IPK	Kurang puas	6	61.83	371.00
	Puas	120	63.58	7630.00
	Total	126		

Test Statistics[a]

	IPK
Mann-Whitney U	350.000
Wilcoxon W	371.000
Z	-.115
Asymp. Sig. (2-tailed)	.909

a. Grouping Variable: Kepuasan kerja

5. Jenis kelamin dengan Kepuasan kerja

JK * Kepuasan kerja Crosstabulation

			Kepuasan kerja		
			Kurang puas	Puas	Total
JK	Laki-laki	Count	1	29	30
		Expected Count	1.4	28.6	30.0
		% of Total	0.8%	23.0%	23.8%
	Perempuan	Count	5	91	96
		Expected Count	4.6	91.4	96.0
		% of Total	4.0%	72.2%	76.2%
Total		Count	6	120	126
		Expected Count	6.0	120.0	126.0
		% of Total	4.8%	95.2%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.177[a]	1	.674		
Continuity Correction[b]	.000	1	1.000		
Likelihood Ratio	.191	1	.662		
Fisher's Exact Test				1.000	.561
Linear-by-Linear Association	.176	1	.675		
N of Valid Cases	126				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 1.43.

b. Computed only for a 2x2 table

6. Pendidikan dengan Kepuasan kerja

Dik * Kepuasan kerja Crosstabulation

			Kepuasan kerja		
			Kurang puas	Puas	Total
Dik	D III Keperawatan	Count	3	44	47
		Expected Count	2.2	44.8	47.0
		% of Total	2.4%	34.9%	37.3%
	S1 Keperawatan	Count	0	5	5
		Expected Count	.2	4.8	5.0
		% of Total	0.0%	4.0%	4.0%
	S1 + Nurse	Count	3	71	74
		Expected Count	3.5	70.5	74.0
		% of Total	2.4%	56.3%	58.7%
Total		Count	6	120	126
		Expected Count	6.0	120.0	126.0
		% of Total	4.8%	95.2%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	.604[a]	2	.739
Likelihood Ratio	.821	2	.663
Linear-by-Linear Association	.314	1	.575
N of Valid Cases	126		

a. 4 cells (66.7%) have expected count less than 5. The minimum expected count is .24.

Lanjut Mann-whitney

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Dik	Kurang puas	6	56.75	340.50
	Puas	120	63.84	7660.50
	Total	126		

Test Statistics[a]

	Dik
Mann-Whitney U	319.500
Wilcoxon W	340.500
Z	-.537
Asymp. Sig. (2-tailed)	.591

a. Grouping Variable: Kepuasan kerja

7. Status dengan Kepuasan kerja

SP * Kepuasan kerja Crosstabulation

			Kepuasan kerja		
			Kurang puas	Puas	Total
SP	Menikah	Count	2	26	28
		Expected Count	1.3	26.7	28.0
		% of Total	1.6%	20.6%	22.2%
	Belum Menikah	Count	4	94	98
		Expected Count	4.7	93.3	98.0
		% of Total	3.2%	74.6%	77.8%
Total		Count	6	120	126
		Expected Count	6.0	120.0	126.0
		% of Total	4.8%	95.2%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.450[a]	1	.502		
Continuity Correction[b]	.028	1	.867		
Likelihood Ratio	.410	1	.522		
Fisher's Exact Test				.614	.400
Linear-by-Linear Association	.446	1	.504		
N of Valid Cases	126				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 1.33.

b. Computed only for a 2x2 table

8. Unit kerja dengan Kepuasan kerja

Unit * Kepuasan kerja Crosstabulation

			Kepuasan kerja		
			Kurang puas	Puas	Total
Unit	UGD	Count	4	15	19
		Expected Count	.9	18.1	19.0
		% of Total	3.2%	11.9%	15.1%
	ICU	Count	1	12	13
		Expected Count	.6	12.4	13.0
		% of Total	0.8%	9.5%	10.3%
	OK	Count	0	7	7
		Expected Count	.3	6.7	7.0
		% of Total	0.0%	5.6%	5.6%
	POLIKLINIK	Count	0	14	14
		Expected Count	.7	13.3	14.0
		% of Total	0.0%	11.1%	11.1%
	Perawatan Bedah	Count	0	12	12
		Expected Count	.6	11.4	12.0
		% of Total	0.0%	9.5%	9.5%
	Perawatan Anak	Count	0	4	4
		Expected Count	.2	3.8	4.0
		% of Total	0.0%	3.2%	3.2%
	Perawatan Interna	Count	0	53	53
		Expected Count	2.5	50.5	53.0
		% of Total	0.0%	42.1%	42.1%
	Perawatan Maternitas	Count	1	3	4
		Expected Count	.2	3.8	4.0
		% of Total	0.8%	2.4%	3.2%
Total		Count	6	120	126
		Expected Count	6.0	120.0	126.0
		% of Total	4.8%	95.2%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	19.477[a]	7	.007
Likelihood Ratio	17.137	7	.017
Linear-by-Linear Association	6.918	1	.009
N of Valid Cases	126		

a. 10 cells (62.5%) have expected count less than 5. The minimum expected count is .19.

Lanjut mann-whitney

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Unit	Kurang puas	6	31.75	190.50
	Puas	120	65.09	7810.50
	Total	126		

Test Statistics[a]

	Unit
Mann-Whitney U	169.500
Wilcoxon W	190.500
Z	-2.277
Asymp. Sig. (2-tailed)	.023

a. Grouping Variable: Kepuasan kerja

9. sistem rotasi dengan kepuasan kerja

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
rotasi * Kepuasan kerja	126	100.0%	0	0.0%	126	100.0%

rotasi * Kepuasan kerja Crosstabulation

			Kepuasan kerja		
			Tidak Puas	Puas	Total
rotasi	tidak rotasi	Count	2	72	74
		Expected Count	3.5	70.5	74.0
		% of Total	1.6%	57.1%	58.7%
	berotasi	Count	4	48	52
		Expected Count	2.5	49.5	52.0
		% of Total	3.2%	38.1%	41.3%
Total		Count	6	120	126
		Expected Count	6.0	120.0	126.0
		% of Total	4.8%	95.2%	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.677[a]	1	.195		
Continuity Correction[b]	.757	1	.384		
Likelihood Ratio	1.651	1	.199		
Fisher's Exact Test				.229	.192
Linear-by-Linear Association	1.663	1	.197		
N of Valid Cases	126				

a. 2 cells (50.0%) have expected count less than 5. The minimum expected count is 2.48.

b. Computed only for a 2x2 table

Tabel 5.9 Hubungan kompetensi dengan kepercayaan diri

1. Total kompetensi

Uji normalitas

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
total Kompetensi	.134	126	<.001	.876	126	<.001
Kepercyaan diri	.196	126	<.001	.924	126	<.001

a. Lilliefors Significance Correction

Uji spearman's

Correlations

			total Kompetensi	Kepercyaan diri
Spearman's rho	total Kompetensi	Correlation Coefficient	1.000	.516**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Kepercyaan diri	Correlation Coefficient	.516**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

2. Peran Membantu

Uji normalitas

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Peran Membantu	.220	126	<.001	.865	126	<.001
Kepercyaan diri	.196	126	<.001	.924	126	<.001

a. Lilliefors Significance Correction

Uji spearman's

Correlations

			Peran Membantu	Kepercyaan diri
Spearman's rho	Peran Membantu	Correlation Coefficient	1.000	.421**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Kepercyaan diri	Correlation Coefficient	.421**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

3. Mengajar -Pelatihan

Uji normalitas

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Mengajar-Pelatihan	.179	126	<.001	.863	126	<.001
Kepercyaan diri	.196	126	<.001	.924	126	<.001

a. Lilliefors Significance Correction

Uji spearman's

Correlations

			Mengajar-Pelatihan	Kepercyaan diri
Spearman's rho	Mengajar-Pelatihan	Correlation Coefficient	1.000	.496**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Kepercyaan diri	Correlation Coefficient	.496**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

4. Fungsi Diagnostik

Uji normalitas

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Fungsi diagnostik	.150	126	<.001	.889	126	<.001
Kepercyaan diri	.196	126	<.001	.924	126	<.001

a. Lilliefors Significance Correction

Uji spearman's

Correlations

			Kepercyaan diri	Fungsi diagnostik
Spearman's rho	Kepercyaan diri	Correlation Coefficient	1.000	.402**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Fungsi diagnostik	Correlation Coefficient	.402**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

5. Mengelola Situasi

Uji normalitas

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Mengelola situasi	.136	126	<.001	.898	126	<.001
Kepercyaan diri	.196	126	<.001	.924	126	<.001

a. Lilliefors Significance Correction

Uji spearman's

Correlations

			Kepercyaan diri	Mengelola situasi
Spearman's rho	Kepercyaan diri	Correlation Coefficient	1.000	.489**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Mengelola situasi	Correlation Coefficient	.489**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

6. Intervensi Terapeutik

Uji normalitas

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Kepercyaan diri	.196	126	<.001	.924	126	<.001
Intervensi terapeutik	.135	126	<.001	.901	126	<.001

a. Lilliefors Significance Correction

Uji spearman's

Correlations

			Kepercyaan diri	Intervensi terapeutik
Spearman's rho	Kepercyaan diri	Correlation Coefficient	1.000	.483**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Intervensi terapeutik	Correlation Coefficient	.483**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

7. Memastikan Kualitas

Uji normalitas

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Memastikan kualitas	.172	126	<.001	.901	126	<.001
Kepercyaan diri	.196	126	<.001	.924	126	<.001

a. Lilliefors Significance Correction

Uji spearman's

Correlations

			Memastikan kualitas	Kepercyaan diri
Spearman's rho	Memastikan kualitas	Correlation Coefficient	1.000	.445**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Kepercyaan diri	Correlation Coefficient	.445**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

9. Peran Kerja

Uji normalitas

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Peran Kerja	.126	126	<.001	.854	126	<.001
Kepercyaan diri	.196	126	<.001	.924	126	<.001

a. Lilliefors Significance Correction

Uji spearman's

Correlations

			Kepercyaan diri	Peran Kerja
Spearman's rho	Kepercyaan diri	Correlation Coefficient	1.000	.530**
		Sig. (2-tailed)	.	<.001
		N	126	126
	Peran Kerja	Correlation Coefficient	.530**	1.000
		Sig. (2-tailed)	<.001	.
		N	126	126

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

Tabel 5.10 Hubungan kompetensi dengan kepuasan kerja

1. **Kompetensi**
   Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
Kompetensi	Kurang puas	Mean		85.00	3.367
		95% Confidence Interval for Mean	Lower Bound	76.35	
			Upper Bound	93.65	
		5% Trimmed Mean		85.17	
		Median		87.50	
		Variance		68.000	
		Std. Deviation		8.246	
		Minimum		74	
		Maximum		93	
		Range		19	
		Interquartile Range		17	
		Skewness		-.578	.845
		Kurtosis		-1.962	1.741
	Puas	Mean		80.54	1.250
		95% Confidence Interval for Mean	Lower Bound	78.07	
			Upper Bound	83.02	
		5% Trimmed Mean		81.42	
		Median		82.00	
		Variance		187.477	
		Std. Deviation		13.692	
		Minimum		45	
		Maximum		99	
		Range		54	
		Interquartile Range		15	
		Skewness		-1.109	.221
		Kurtosis		.560	.438

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Kompetensi	Kurang puas	.228	6	.200*	.865	6	.207
	Puas	.151	120	<.001	.877	120	<.001

*. This is a lower bound of the true significance.
a. Lilliefors Significance Correction

Uji Mann-whitney

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Kompetensi	Kurang puas	6	70.58	423.50
	Puas	120	63.15	7577.50
	Total	126		

Test Statistics[a]

	Kompetensi
Mann-Whitney U	317.500
Wilcoxon W	7577.500
Z	-.488
Asymp. Sig. (2-tailed)	.626

a. Grouping Variable: Kepuasan kerja

2. Peran Membantu

Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
Peran Membantu	Kurang puas	Mean		85.83	2.626
		95% Confidence Interval for Mean	Lower Bound	79.08	
			Upper Bound	92.58	
		5% Trimmed Mean		85.70	
		Median		83.00	
		Variance		41.367	
		Std. Deviation		6.432	
		Minimum		80	
		Maximum		94	
		Range		14	
		Interquartile Range		13	
		Skewness		.826	.845
		Kurtosis		-1.861	1.741
	Puas	Mean		79.04	1.304
		95% Confidence Interval for Mean	Lower Bound	76.46	
			Upper Bound	81.62	
		5% Trimmed Mean		79.96	
		Median		82.50	
		Variance		204.057	
		Std. Deviation		14.285	
		Minimum		40	
		Maximum		99	
		Range		59	
		Interquartile Range		13	
		Skewness		-1.195	.221
		Kurtosis		.757	.438

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Peran Membantu	Kurang puas	.337	6	.032	.774	6	.034
	Puas	.216	120	<.001	.870	120	<.001

a. Lilliefors Significance Correction

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Peran Membantu	Kurang puas	6	78.25	469.50
	Puas	120	62.76	7531.50
	Total	126		

Test Statistics[a]

	Peran Membantu
Mann-Whitney U	271.500
Wilcoxon W	7531.500
Z	-1.015
Asymp. Sig. (2-tailed)	.310

a. Grouping Variable: Kepuasan kerja

3. Mengajar -Pelatihan
Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
Mengajar-Pelatihan	Kurang puas	Mean		84.83	2.358
		95% Confidence Interval for Mean	Lower Bound	78.77	
			Upper Bound	90.90	
		5% Trimmed Mean		84.93	
		Median		85.50	
		Variance		33.367	
		Std. Deviation		5.776	
		Minimum		75	
		Maximum		93	
		Range		18	
		Interquartile Range		6	
		Skewness		-.628	.845
		Kurtosis		2.428	1.741
	Puas	Mean		80.83	1.265
		95% Confidence Interval for Mean	Lower Bound	78.32	
			Upper Bound	83.33	
		5% Trimmed Mean		81.73	
		Median		83.00	
		Variance		192.112	
		Std. Deviation		13.860	
		Minimum		46	
		Maximum		99	
		Range		53	
		Interquartile Range		14	
		Skewness		-1.180	.221
		Kurtosis		.718	.438

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Mengajar-Pelatihan	Kurang puas	.276	6	.171	.896	6	.348
	Puas	.181	120	<.001	.865	120	<.001

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Mengajar-Pelatihan	Kurang puas	6	71.00	426.00
	Puas	120	63.13	7575.00
	Total	126		

Test Statistics[a]

	Mengajar-Pelatihan
Mann-Whitney U	315.000
Wilcoxon W	7575.000
Z	-.516
Asymp. Sig. (2-tailed)	.606

a. Grouping Variable: Kepuasan kerja

4. Fungsi Diagnostik

Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
Fungsi diagnostik	Kurang puas	Mean		86.50	2.861
		95% Confidence Interval for Mean	Lower Bound	79.15	
			Upper Bound	93.85	
		5% Trimmed Mean		86.50	
		Median		86.50	
		Variance		49.100	
		Std. Deviation		7.007	
		Minimum		76	
		Maximum		97	
		Range		21	
		Interquartile Range		11	
		Skewness		.000	.845
		Kurtosis		.896	1.741
	Puas	Mean		79.39	1.309
		95% Confidence Interval for Mean	Lower Bound	76.80	
			Upper Bound	81.98	
		5% Trimmed Mean		80.11	
		Median		81.00	
		Variance		205.702	
		Std. Deviation		14.342	
		Minimum		41	
		Maximum		99	
		Range		58	
		Interquartile Range		16	
		Skewness		-.970	.221
		Kurtosis		.186	.438

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Fungsi diagnostik	Kurang puas	.142	6	.200*	.986	6	.976
	Puas	.148	120	<.001	.891	120	<.001

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Fungsi diagnostik	Kurang puas	6	78.50	471.00
	Puas	120	62.75	7530.00
	Total	126		

Test Statistics[a]

	Fungsi diagnostik
Mann-Whitney U	270.000
Wilcoxon W	7530.000
Z	-1.033
Asymp. Sig. (2-tailed)	.302

a. Grouping Variable: Kepuasan kerja

5. Mengelola Situasi

Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
Mengelola situasi	Kurang puas	Mean		89.00	3.307
		95% Confidence Interval for Mean	Lower Bound	80.50	
			Upper Bound	97.50	
		5% Trimmed Mean		89.00	
		Median		86.50	
		Variance		65.600	
		Std. Deviation		8.099	
		Minimum		78	
		Maximum		100	
		Range		22	
		Interquartile Range		14	
		Skewness		.254	.845
		Kurtosis		-.792	1.741
	Puas	Mean		80.74	1.320
		95% Confidence Interval for Mean	Lower Bound	78.13	
			Upper Bound	83.35	
		5% Trimmed Mean		81.49	
		Median		83.00	
		Variance		209.017	
		Std. Deviation		14.457	
		Minimum		47	
		Maximum		100	
		Range		53	
		Interquartile Range		17	
		Skewness		-.920	.221
		Kurtosis		.049	.438

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Mengelola situasi	Kurang puas	.264	6	.200*	.915	6	.468
	Puas	.133	120	<.001	.899	120	<.001

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Mengelola situasi	Kurang puas	6	83.92	503.50
	Puas	120	62.48	7497.50
	Total	126		

Test Statistics[a]

	Mengelola situasi
Mann-Whitney U	237.500
Wilcoxon W	7497.500
Z	-1.405
Asymp. Sig. (2-tailed)	.160

a. Grouping Variable: Kepuasan kerja

6. Intervensi Terapeutik

Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
Intervensi terapeutik	Kurang puas	Mean		87.83	3.790
		95% Confidence Interval for Mean	Lower Bound	78.09	
			Upper Bound	97.57	
		5% Trimmed Mean		87.93	
		Median		88.50	
		Variance		86.167	
		Std. Deviation		9.283	
		Minimum		74	
		Maximum		100	
		Range		26	
		Interquartile Range		14	
		Skewness		-.277	.845
		Kurtosis		-.525	1.741
	Puas	Mean		80.66	1.314
		95% Confidence Interval for Mean	Lower Bound	78.06	
			Upper Bound	83.26	
		5% Trimmed Mean		81.50	
		Median		82.00	
		Variance		207.286	
		Std. Deviation		14.397	
		Minimum		43	
		Maximum		100	
		Range		57	
		Interquartile Range		16	
		Skewness		-.941	.221
		Kurtosis		.148	.438

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Intervensi terapeutik	Kurang puas	.211	6	.200*	.958	6	.806
	Puas	.134	120	<.001	.901	120	<.001

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Intervensi terapeutik	Kurang puas	6	81.42	488.50
	Puas	120	62.60	7512.50
	Total	126		

Test Statistics[a]

	Intervensi terapeutik
Mann-Whitney U	252.500
Wilcoxon W	7512.500
Z	-1.233
Asymp. Sig. (2-tailed)	.218

a. Grouping Variable: Kepuasan kerja

7. Memastikan Kualitas

Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
Memastikan kualitas	Kurang puas	Mean		81.50	7.663
		95% Confidence Interval for Mean	Lower Bound	61.80	
			Upper Bound	101.20	
		5% Trimmed Mean		82.39	
		Median		86.50	
		Variance		352.300	
		Std. Deviation		18.770	
		Minimum		48	
		Maximum		99	
		Range		51	
		Interquartile Range		30	
		Skewness		-1.340	.845
		Kurtosis		1.668	1.741
	Puas	Mean		78.99	1.296
		95% Confidence Interval for Mean	Lower Bound	76.43	
			Upper Bound	81.56	
		5% Trimmed Mean		79.78	
		Median		82.00	
		Variance		201.555	
		Std. Deviation		14.197	
		Minimum		42	
		Maximum		99	
		Range		57	
		Interquartile Range		13	
		Skewness		-.984	.221
		Kurtosis		.431	.438

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Memastikan kualitas	Kurang puas	.261	6	.200*	.878	6	.262
	Puas	.178	120	<.001	.901	120	<.001

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Memastikan kualitas	Kurang puas	6	75.33	452.00
	Puas	120	62.91	7549.00
	Total	126		

Test Statistics[a]

	Memastikan kualitas
Mann-Whitney U	289.000
Wilcoxon W	7549.000
Z	-.814
Asymp. Sig. (2-tailed)	.416

a. Grouping Variable: Kepuasan kerja

8. Peran Kerja

Uji normalitas

Descriptives

	Kepuasan kerja			Statistic	Std. Error
Peran Kerja	Kurang puas	Mean		82.00	7.099
		95% Confidence Interval for Mean	Lower Bound	63.75	
			Upper Bound	100.25	
		5% Trimmed Mean		83.11	
		Median		88.50	
		Variance		302.400	
		Std. Deviation		17.390	
		Minimum		49	
		Maximum		95	
		Range		46	
		Interquartile Range		24	
		Skewness		-1.801	.845
		Kurtosis		3.238	1.741
	Puas	Mean		81.81	1.267
		95% Confidence Interval for Mean	Lower Bound	79.30	
			Upper Bound	84.32	
		5% Trimmed Mean		82.83	
		Median		82.00	
		Variance		192.526	
		Std. Deviation		13.875	
		Minimum		44	
		Maximum		99	
		Range		55	
		Interquartile Range		17	
		Skewness		-1.227	.221
		Kurtosis		1.079	.438

Tests of Normality

		Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Kepuasan kerja	Statistic	df	Sig.	Statistic	df	Sig.
Peran Kerja	Kurang puas	.302	6	.094	.784	6	.042
	Puas	.128	120	<.001	.858	120	<.001

a. Lilliefors Significance Correction

Mann-Whitney Test

Ranks

	Kepuasan kerja	N	Mean Rank	Sum of Ranks
Peran Kerja	Kurang puas	6	68.75	412.50
	Puas	120	63.24	7588.50
	Total	126		

Test Statistics[a]

	Peran Kerja
Mann-Whitney U	328.500
Wilcoxon W	7588.500
Z	-.361
Asymp. Sig. (2-tailed)	.718

a. Grouping Variable: Kepuasan kerja

Tabel 5.11 Capaian tingkat kompetensi, kepercayaan diri dan kepuasan kerja perawat baru berdasarkan kepemilikan RS

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Mean Kompetensi * RS	126	100.0%	0	0.0%	126	100.0%

Report

Mean Kompetensi

RS	Mean	N	Std. Deviation
RS TNI	81.90	30	6.880
RS KEMENKES	82.00	13	11.655
RS SWASTA	80.14	83	15.488
Total	80.75	126	13.495

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kepercyaan diri * RS	126	95.5%	6	4.5%	132	100.0%

Report

Kepercyaan diri

RS	Mean	N	Std. Deviation
Rs TNI	6.90	30	1.626
Rs kemenkes	7.92	13	1.441
Rs swasta	7.29	83	1.791
Total	7.26	126	1.731

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Kepuasan Kerja * RS	126	100.0%	0	0.0%	126	100.0%

Report

Kepuasan Kerja

RS	Mean	N	Std. Deviation
RS TNI	77.60	30	7.304
RS KEMENKES	82.38	13	6.410
RS SWASTA	77.19	83	10.513
Total	77.83	126	9.553

Tabulasi data Kompetensi

No	RS	Umur	JK	Dik	SP	MK	Unit	IPK	P1	P2	P3	P4	P5	P6	P7	J.A	Mean A	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	J.B	Mean B	P24	P25	P26	P27	P28	P29	P30	J.C	Mean C	P31	P32	P33	P34	P35	P36	P37	P38	J.D	Mean D	P39	P40	P41	P42	P43	P44	P45	P46	P47	P48	J.E	Mean E
1	1	39	1	1	1	3	7	3,34	90	80	100	60	90	80	80	580	83	100	100	90	90	90	90	90	90	90	90	90	90	90	90	90	80	1450	91	90	80	90	90	90	90	100	630	90	100	100	100	90	90	90	100	90	760	95	90	90	100	100	100	90	90	100	90	90	940	94
2	1	40	1	1	1	3	7	3,48	60	80	75	70	60	80	80	505	72	75	80	70	80	60	70	80	75	75	70	70	70	70	70	60	100	1145	72	70	65	75	70	65	60	65	470	67	70	65	75	70	65	70	80	71	566	71	73	73	70	65	70	65	70	65	70	65	686	69
3	1	39	2	1	1	2	7	3,81	80	80	75	80	75	80	80	550	79	75	75	80	80	75	75	60	75	50	80	75	80	80	80	80	75	1195	75	80	75	80	80	80	80	75	550	79	75	80	80	80	80	80	80	70	625	78	80	80	80	75	75	75	70	75	75	75	760	76
4	1	30	1	1	1	12	1	3,2	100	70	80	50	90	100	100	590	84	100	90	100	100	90	90	100	90	100	90	90	100	90	100	100	50	1480	93	90	80	70	80	50	50	90	510	73	90	70	90	80	90	90	100	700	88	100	80	100	100	100	100	90	100	70	80	920	92
5	1	30	2	1	2	12	1	3,26	70	70	70	60	70	70	80	490	70	70	60	80	80	80	80	80	80	70	70	80	80	80	80	80	80	1230	77	70	80	80	60	80	80	80	530	76	80	80	70	70	70	70	80	100	620	78	80	80	70	80	70	80	70	60	80	90	760	76
6	1	26	1	2	9	1	3,57	80	80	50	90	80	80	90	550	79	80	80	85	70	80	80	80	80	80	80	90	80	80	80	90	80	90	1305	82	80	80	80	80	90	80	80	570	81	90	80	80	80	80	80	80	80	650	81	80	80	90	80	80	80	80	80	80	80	810	81
7	1	35	2	1	1	3	1	3,4	80	80	80	60	80	80	80	540	77	80	80	80	80	80	80	80	80	70	80	80	80	80	80	80	80	1270	79	80	80	80	70	80	80	80	550	79	80	80	80	60	80	80	80	80	620	78	75	80	80	75	80	80	60	80	80	80	770	77
8	1	28	1	1	1	12	1	3,32	100	80	80	50	90	80	90	570	81	100	90	90	90	90	90	90	90	90	90	90	90	100	100	90	90	1470	92	80	90	90	90	90	90	90	620	89	90	90	80	90	90	90	90	90	710	89	90	90	90	90	90	90	90	100	90	910	91
9	1	24	2	1	2	10	5	3,92	90	90	91	90	92	90	90	633	90	90	89	90	90	90	90	90	90	90	90	90	90	90	90	90	90	1439	90	90	90	90	80	91	90	90	621	89	90	92	96	94	90	90	90	90	732	92	90	90	90	90	90	90	91	90	90	90	901	90
10	1	23	2	1	2	4	2	3,98	80	80	80	70	80	80	80	550	79	70	70	70	80	70	80	80	70	80	80	80	80	80	80	80	80	1230	77	80	80	80	80	70	80	80	550	79	80	70	80	80	80	70	80	80	620	78	80	70	80	80	80	70	80	80	80	80	780	78
11	1	24	2	1	1	12	2	3,7	85	85	85	85	85	85	85	595	85	70	70	70	80	70	80	80	70	80	80	80	80	80	80	80	80	1230	77	80	80	80	80	90	80	80	570	81	80	80	80	80	80	80	80	85	645	81	85	80	80	80	80	80	80	80	80	80	805	81
12	1	23	2	1	2	4	5	3,86	85	85	85	85	90	85	85	600	86	85	85	85	90	85	90	90	90	90	90	85	85	90	85	85	85	1395	87	85	85	85	85	85	85	90	600	86	90	90	90	85	85	90	85	85	700	88	85	85	85	85	85	70	85	85	85	85	835	84
13	1	34	2	1	1	1	7	3,38	80	80	75	80	75	80	80	550	79	75	75	80	80	75	75	60	75	50	80	75	80	80	80	80	75	1195	75	80	75	80	80	80	80	75	550	79	75	80	80	80	80	80	80	70	625	78	80	80	80	75	75	75	70	75	75	75	760	76
14	1	34	1	1	1	12	7	3,48	60	80	75	70	60	80	80	505	72	75	80	70	80	60	70	80	75	75	70	70	70	70	70	70	60	1145	72	70	65	75	70	65	60	65	470	67	70	65	75	70	65	70	80	71	566	71	73	73	70	65	70	65	70	65	70	65	686	69
15	1	27	2	3	1	1	7	4	88	85	80	80	82	85	90	590	84	83	82	80	85	85	83	83	82	82	80	82	85	84	85	86	83	1330	83	84	85	80	90	90	90	90	609	87	85	83	90	85	87	88	85	89	692	87	82	83	80	83	85	83	80	80	819	82
16	1	24	2	3	2	1,5	5	3,98	85	85	85	85	85	85	85	595	85	85	80	85	85	85	85	85	80	85	85	85	85	85	85	85	85	1350	84	85	85	80	85	85	85	85	590	84	85	85	80	85	85	85	85	85	675	84	80	85	85	85	85	85	85	85	85	85	845	85
17	1	23	2	1	2	1	5	3,45	75	80	85	80	85	87	88	580	83	89	88	88	88	85	85	70	75	80	75	80	85	80	88	85	85	1326	83	85	90	85	85	80	81	82	588	84	81	83	88	78	79	80	75	75	639	80	80	80	80	80	80	80	84	84	84	84	816	82
18	1	38	2	1	1	1	5	3,53	80	85	80	82	83	80	80	570	81	87	85	86	85	85	82	83	85	82	88	80	75	75	80	80	82	1320	83	85	75	70	80	85	80	82	557	80	75	70	80	85	80	82	82	80	636	80	88	85	83	80	75	80	80	85	88	824	82
19	1	29	1	1	1	5	5	3,64	90	90	80	80	80	85	85	590	84	85	80	80	80	80	70	75	80	80	80	80	75	80	90	90	80	1285	80	80	70	70	75	80	80	80	525	75	90	85	80	85	80	85	85	85	670	84	75	80	80	85	75	80	80	85	85	85	810	81
20	1	24	2	3	2	3	7	3,6	80	75	70	75	70	70	60	500	71	80	80	80	80	70	75	70	70	60	70	70	70	75	75	75	65	1165	73	70	75	75	75	75	65	70	505	72	75	75	75	75	70	70	70	70	580	73	80	70	70	60	75	70	70	70	65	60	690	69
1	2	24	1	1	1	4	5	3,57	100	90	80	80	80	80	100	610	87	100	100	90	100	80	80	90	80	100	100	100	100	100	90	90	50	1450	91	100	90	90	90	90	90	90	640	91	100	90	100	90	90	90	90	90	740	93	90	80	90	80	80	80	90	80	100	90	860	86
2	2	24	2	1	2	4	7	3,64	70	80	50	70	60	80	70	480	69	80	80	70	80	80	70	70	70	80	80	80	100	80	80	80	80	1260	79	70	70	70	80	80	80	80	530	76	80	80	90	80	70	80	100	80	660	83	80	80	80	80	90	90	80	80	80	80	840	84
3	2	26	1	3	1	4	7	4	88	85	80	80	82	85	90	590	84	83	82	80	85	85	83	83	82	82	80	82	85	84	85	86	83	1330	83	84	85	80	90	90	90	90	609	87	85	83	90	85	87	88	85	89	692	87	82	83	80	83	85	83	80	83	80	819	82
4	2	23	2	1	2	4	5	3,87	70	80	50	70	60	80	70	480	69	80	80	70	80	80	70	70	70	80	80	80	100	80	80	80	80	1260	79	70	70	70	80	80	80	80	530	76	80	80	90	80	70	80	100	80	660	83	80	80	80	80	90	90	80	80	80	80	840	84
6	2	26	1	3	2	1	7	3,81	70	70	60	70	70	70	70	480	69	60	60	60	60	60	60	60	60	60	60	60	50	40	40	80	70	980	61	50	60	50	50	50	50	50	360	51	50	50	50	50	50	50	50	50	410	51	50	40	50	50	50	60	60	520	52
9	2	26	2	1	2	12	7	3,66	80	75	50	80	80	80	80	525	75	50	50	50	80	50	80	80	70	70	80	50	100	80	50	50	50	1070	67	50	70	70	50	70	50	50	410	59	50	80	50	70	70	50	50	80	500	63	80	80	50	50	70	50	70	50	50	50	600	60
11	2	22	2	1	2	5	5	3,72	100	100	80	90	80	100	100	650	93	94	85	100	100	80	80	86	100	100	100	95	100	93	100	100	90	1503	94	90	100	95	100	100	100	100	685	98	100	100	100	100	100	100	100	100	800	100	100	100	100	100	80	90	100	100	100	90	960	96
12	2	22	2	1	2	4	7	3,77	70	80	50	70	60	80	70	480	69	80	80	70	80	80	70	70	70	80	80	80	100	80	80	80	80	1260	79	70	70	70	80	80	80	80	530	76	80	80	90	80	70	80	100	80	660	83	80	80	80	80	90	90	80	80	80	80	840	84
13	2	22	2	1	2	4	4	3,75	100	100	95	100	95	100	100	690	99	100	85	100	100	95	100	95	100	100	100	95	100	96	100	100	90	1556	97	90	100	95	100	100	100	100	685	98	100	100	100	97	100	100	100	100	797	100	100	100	100	100	85	90	100	100	100	90	965	97
14	2	23	1	2	1	3	3	3,79	80	75	70	75	70	70	60	500	71	80	80	80	80	70	75	70	70	60	70	70	70	75	75	75	65	1165	73	70	75	75	75	75	65	70	505	72	75	75	75	75	70	70	70	70	580	73	80	70	70	60	75	70	70	70	65	60	690	69
16	2	23	2	1	2	4	7	3,49	90	100	90	90	90	90	100	650	93	90	90	90	100	100	90	100	90	100	100	100	100	90	90	90	90	1510	94	90	90	90	100	90	90	100	650	93	90	90	100	90	80	90	90	90	720	90	80	90	100	100	90	80	90	90	100	90	910	91
18	2	26	1	3	1	5	2	4	85	80	85	90	85	85	85	595	85	85	80	85	80	85	85	90	85	85	85	85	85	90	85	85	85	1360	85	85	80	85	85	85	85	85	590	84	90	85	85	85	80	85	80	85	680	85	85	85	90	85	90	85	80	85	85	85	855	86
19	2	23	1	1	1	5	8	3,18	80	85	85	85	85	85	85	590	84	85	90	85	85	85	85	85	85	85	85	85	85	80	85	85	85	1360	85	90	85	85	80	85	85	85	595	85	85	85	85	85	80	85	85	85	675	84	85	85	90	85	85	80	85	85	85	85	850	85
1	3	25	2	3	2	11	7	3,33	95	90	95	95	80	90	95	640	91	90	80	100	95	90	90	80	90	95	95	90	95	98	98	80	80	1446	90	75	90	90	95	92	92	92	626	89	80	85	85	85	95	90	100	90	710	89	85	90	97	95	95	98	85	90	92	90	917	92
2	3	25	2	3	2	3	7	3,81	70	70	70	70	90	90	90	550	79	90	80	80	80	90	80	90	90	90	80	80	80	80	80	80	80	1330	83	80	80	80	90	80	80	80	570	81	80	90	80	80	80	80	80	80	660	83	90	80	80	80	80	80	80	80	80	80	810	81
3	3	24	2	3	2	5	7	3,53	89	89	76	92	90	87	95	618	88	92	82	90	98	87	93	87	73	75	93	85	83	95	93	78	90	1394	87	93	95	93	95	80	91	95	642	92	92	95	99	87	90	90	91	93	737	92	92	95	90	95	95	85	89	89	90	915	92
4	3	23	1	3	2	1	7	3,8	40	40	50	50	50	50	50	330	47	50	50	50	50	50	50	40	40	40	50	40	40	50	50	50	40	740	46	40	50	50	50	50	50	50	340	49	40	50	50	40	50	45	50	50	375	47	50	50	50	50	40	50	70	50	50	50	510	51
5	3	23	2	3	2	1	7	3,82	50	50	50	60	50	50	50	360	51	50	50	50	50	50	50	40	40	40	50	50	50	50	50	50	50	770	48	50	50	50	50	50	40	60	350	50	50	50	50	50	50	40	50	30	400	50	30	50	50	50	50	40	50	30	50	50	450	45
6	3	25	2	3	2	9	7	3,75	95	90	95	95	80	100	100	655	94	100	95	100	100	100	100	100	95	100	95	100	90	90	100	90	95	1550	97	90	90	95	95	90	80	100	640	91	90	90	100	85	95	95	100	100	755	94	85	95	95	90	95	100	100	100	100	100	960	96
7	3	26	2	3	2	7	7	3,2	72	80	80	70	83	80	70	535	76	89	90	90	80	82	83	77	89	80	77	71	70	80	72	80	80	1290	81	81	80	72	75	90	73	79	550	79	78	90	80	81	83	89	79	80	660	83	77	72	78	80	85	83	90	78	90	80	813	81
8	3	26	2	3	2	6	7	3,58	80	70	70	90	70	70	80	530	76	80	80	90	90	80	90	90	80	90	90	90	90	80	90	80	80	1380	86	70	70	80	70	80	80	80	530	76	90	70	80	80	80	90	90	80	660	83	80	70	80	90	70	80	90	80	90	80	820	82
9	3	24	2	3	2	3	7	3,5	50	50	50	50	50	50	50	350	50	50	50	50	50	50	50	40	40	50	40	40	50	50	50	40	40	740	46	40	40	45	40	40	40	40	285	41	50	40	50	50	50	50	50	50	390	49	50	50	40	40	40	40	40	40	40	40	430	43
10	3	24	2	3	2	9	7	3,97	95	90	95	90	80	100	100	650	93	100	95	100	100	100	100	100	95	100	95	100	90	100	100	90	95	1560	98	90	90	95	95	90	80	100	640	91	90	90	100	85	95	95	100	100	755	94	85	95	95	90	95	100	100	100	100	100	960	96
11	3	25	2	3	2	1	7	3,39	50	60	50	60	40	50	50	360	51	50	50	50	50	50	50	60	60	40	50	50	40	50	50	50	50	800	50	50	70	60	50	30	50	50	360	51	50	50	50	40	50	60	50	50	390	49	50	50	50	50	40	50	50	60	50	500	50
12	3	23	2	3	2	1	7	3,64	60	50	50	40	50	50	50	350	50	50	50	60	50	60	55	40	55	50	50	50	50	50	50	50	50	830	52	50	45	50	40	50	50	40	325	46	50	50	50	60	50	40	40	50	390	49	50	50	50	50	40	50	50	50	50	50	490	49
13	3	24	2	3	2	1	7	3,69	50	50	50	60	50	50	50	360	51	50	50	50	50	50	50	40	40	40	50	50	70	50	50	50	50	790	49	50	50	50	50	50	60	60	360	51	50	60	50	40	50	50	40	50	390	49	50	50	50	50	40	50	50	50	50	50	490	49
14	3	26	2	3	2	1	7	3,6	50	50	50	60	50	50	50	360	51	50	50	50	50	50	50	40	40	40	50	50	50	50	50	50	50	770	48	50	50	50	50	50	50	40	340	49	50	50	50	40	50	70	50	50	410	51	50	50	50	50	40	70	60	50	50	50	520	52
15	3	24	2	3	2	6	7	3,58	90	80	70	90	70	70	80	550	79	80	80	90	90	80	90	80	70	90	70	80	90	80	1320	83	70	90	80	80	80	80	80	80	80	80	570	81	90	80	80	80	80	70	90	80	650	81	80	70	70	90	70	80	80	80	90	790	79
16	3	25	2	3	2	12	7	3,03	95	90	95	90	80	90	80	625	89	90	80	100	95	90	90	80	90	95	90	90	90	98	95	100	80	1453	91	75	90	90	95	90	90	92	622	89	85	80	95	95	95	90	90	90	725	91	85	90	97	95	95	90	80	90	92	90	904	90
17	3	26	2	3	2	7	7	3,75	95	90	95	95	80	100	100	655	94	100	95	100	100	100	100	100	95	100	95	100	80	85	100	90	95	1535	96	90	90	95	95	90	80	100	640	91	90	90	100	85	95	95	100	100	755	94	85	95	95	90	95	100	100	100	100	100	960	96
18	3	24	2	3	2	8	4	3,81	90	90	90	90	90	90	90	630	90	90	95	100	100	95	95	90	95	100	100	90	90	90	100	90	95	1515	95	90	90	90	95	100	100	100	665	95	100	100	100	100	100	100	95	100	795	99	95	100	100	100	95	95	975	98
19	3	25	2	3	2	1	7	3,99	65	70	75	75	80	85	90	540	77	90	80	85	60	85	75	85	60	80	85	75	85	85	85	85	90	1290	81	75	75	85	85	60	60	65	505	72	80	85	60	85	60	70	80	75	595	74	85	85	70	75	70	85	70	60	80	60	740	74
20	3	23	2	3	2	1	7	3,95	50	60	50	50	50	50	50	360	51	50	50	50	50	50	50	40	40	40	50	40	40	50	50	50	40	740	46	40	50	50	50	50	50	50	340	49	50	50	50	40	45	50	50	50	385	48	50	50	50	50	40	50	50	50	50	50	490	49
21	3	24	1	3	2	4	1	4	80	90	95	95	80	80	75	595	85	95	95	95	95	80	95	95	80	80	95	90	90	95	75	50	50	1355	85	95	95	95	55	55	45	30	470	67	95	95	95	55	50	95	95	95	675	84	95	80	75	100	45	35	95	95	95	95	810	81
22	3	25	2	3	2	4	1	3,64	90	90	85	95	80	80	75	595	85	95	95	95	85	90	80	85	95	80	90	90	95	85	90	80	85	1415	88	95	95	90	55	50	45	30	460	66	95	90	95	55	50	90	95	95	665	83	95	80	30	50	45	40	95	90	95	95	715	72
23	3	25	2	3	2	8	4	3,9	95	90	95	95	80	100	100	655	94	100	95	100	100	100	100	100	95	100	95	100	90	100	100	90	95	1560	98	90	90	95	95	90	80	100	640	91	90	90	100	85	95	95	100	100	755	94	85	95	95	90	95	100	100	100	100	100	960	96
24	3	25	2	3	2	8	4	3,8	100	100	95	100	100	100	100	695	99	100	100	95	100	100	100	100	100	100	100	100	100	100	100	100	95	1590	99	100	100	100	100	90	90	100	680	97	100	100	100	90	100	100	100	100	790	99	100	100	100	100	90	80	100	100	100	100	970	97
25	3	26	2	3	2	12	4	4	95	90	95	95	80	90	100	645	92	90

Mean E	P49	P50	P51	P52	P53	P54	J.F	Mean F	P55	P56	P57	P58	P59	P60	P61	P62	P63	P64	P65	P66	P67	P68	P69	P70	P71	P72	P73	J.G	Mean G	total Kompetensi	Mean Kompetensi
94	90	100	90	90	90	90	550	92	90	90	90	90	90	90	90	90	90	90	100	100	90	90	100	90	90	90	90	1740	92	6.650	91
69	70	70	65	70	70	65	410	68	65	80	80	80	80	70	70	70	70	70	70	70	80	80	70	70	80	70	70	1395	73	5.177	71
76	80	75	75	80	75	75	460	77	80	80	75	75	80	75	75	75	80	80	75	80	80	80	80	80	80	80	80	1490	78	5.630	77
92	100	100	50	90	50	50	440	73	80	100	100	60	100	90	100	100	100	50	80	100	80	90	100	90	90	90	90	1690	89	6.330	87
76	100	80	80	70	80	80	490	82	80	80	70	90	70	70	70	70	70	80	85	80	80	85	85	80	70	75	70	1460	77	5.580	76
81	80	80	70	80	80	80	470	78	80	80	80	80	90	80	80	80	80	80	80	80	80	80	80	80	80	80	80	1530	81	5.885	81
77	80	80	75	80	80	80	475	79	80	80	80	80	80	80	75	75	75	75	80	80	80	80	80	80	80	80	80	1500	79	5.725	78
91	90	90	90	90	90	90	540	90	100	90	90	100	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	1730	91	6.550	90
90	90	90	90	90	90	96	546	91	95	90	90	90	90	100	90	96	90	90	90	100	90	90	90	90	90	90	90	1741	92	6.613	91
78	70	80	70	80	80	60	440	73	80	80	75	80	80	80	80	75	80	80	75	80	80	80	80	80	80	80	80	1505	79	5.675	78
81	70	80	80	85	80	80	475	79	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	70	80	80	80	1510	79	5.830	80
84	85	85	75	85	85	85	500	83	90	85	85	85	85	90	85	85	90	90	90	90	90	90	85	85	85	85	85	1655	87	6.285	86
76	80	75	75	80	75	75	460	77	80	80	75	75	80	75	75	75	80	80	75	80	80	80	80	80	80	80	80	1490	78	5.630	77
69	70	70	65	70	70	65	410	68	65	80	80	80	80	70	70	70	70	70	70	70	80	80	70	70	80	70	70	1395	73	5.177	71
82	90	85	83	85	83	80	506	84	83	87	83	83	85	80	80	83	88	85	83	85	88	89	87	85	85	85	85	1609	85	6.155	84
85	80	85	85	85	85	85	505	84	85	85	80	85	85	85	80	85	85	85	85	80	85	80	85	80	85	80	85	1585	83	6.145	84
82	88	82	83	88	85	85	511	85	85	80	85	85	75	70	75	75	75	80	80	88	85	85	82	83	88	82	83	1541	81	6.001	82
82	85	80	80	80	80	80	485	81	80	80	80	80	80	85	85	85	80	85	80	85	85	85	80	80	80	80	80	1555	82	5.947	81
81	80	75	70	80	75	70	450	75	70	75	70	70	75	90	80	80	80	80	80	75	80	85	80	75	80	70	80	1475	78	5.805	80
69	80	80	75	85	80	70	470	78	70	80	85	85	85	75	70	70	80	65	75	80	85	85	85	75	85	85	85	1505	79	5.415	74
86	100	90	80	90	80	80	520	87	100	90	100	90	80	80	100	90	100	80	90	80	100	90	80	90	100	100	100	1740	92	6.560	90
84	90	90	90	90	85	80	525	88	100	90	100	100	90	90	90	80	80	100	80	100	100	80	80	80	80	80	80	1680	88	5.975	82
82	90	85	83	85	83	80	506	84	83	87	83	83	85	80	80	83	88	85	83	85	88	89	87	85	85	85	85	1609	85	6.155	84
84	90	90	90	90	90	80	530	88	100	90	100	100	90	90	90	80	80	100	80	100	100	80	80	80	80	80	80	1680	88	5.980	82
52	50	40	50	50	60	50	300	50	40	50	50	50	50	50	60	50	40	50	50	40	50	50	40	50	50	50	50	920	48	3.970	54
60	70	50	50	70	70	70	380	63	100	50	70	70	70	70	70	70	80	70	50	50	80	80	100	70	50	70	70	1340	71	4.825	66
96	100	100	100	90	90	20	500	83	95	100	100	20	100	100	100	95	100	95	100	100	100	100	100	99	100	90	100	1794	94	6.892	94
84	90	90	90	90	80	80	520	87	100	90	100	100	90	90	90	80	80	100	80	100	100	80	80	80	80	80	80	1680	88	5.970	82
97	100	100	100	100	100	20	520	87	95	100	100	20	100	100	100	100	98	100	100	100	100	100	100	100	100	90	100	1803	95	7.016	96
69	80	80	75	85	80	70	470	78	70	80	85	85	85	75	70	70	80	65	75	80	85	85	85	75	85	85	85	1505	79	5.415	74
91	80	80	80	80	90	90	500	83	90	80	90	90	100	90	100	90	100	100	100	100	90	90	90	80	90	100	100	1770	93	6.710	92
86	80	80	80	85	85	85	495	83	85	80	85	85	85	85	90	85	85	85	85	85	85	85	80	80	80	85	85	1600	84	6.175	85
85	85	85	85	85	80	85	505	84	85	85	85	90	85	85	85	80	85	85	85	90	85	85	85	80	85	85	85	1615	85	6.190	85
92	85	80	75	95	90	75	500	83	80	90	85	100	97	98	98	90	97	92	98	90	100	100	92	90	92	98	95	1782	94	6.621	91
81	80	80	80	85	80	80	485	81	80	90	80	80	80	80	80	80	80	80	80	80	80	85	80	80	80	80	80	1535	81	5.940	81
92	89	89	88	92	87	88	533	89	95	95	92	88	87	90	88	90	87	95	95	91	92	95	95	95	99	99	98	1766	93	6.605	90
51	60	50	60	50	50	50	320	53	50	40	50	50	50	30	50	70	50	50	60	70	50	50	50	50	50	50	50	970	51	3.585	49
45	40	50	50	40	50	50	280	47	50	40	40	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	930	49	3.540	48
96	100	95	90	95	100	90	570	95	95	90	90	90	90	95	90	95	95	95	95	100	95	95	95	95	95	95	100	1790	94	6.920	95
81	86	78	90	80	81	86	501	84	76	75	70	70	80	80	80	80	80	81	88	86	83	90	80	90	80	72	75	1516	80	5.865	80
82	80	80	70	80	80	70	460	77	90	90	80	90	80	80	70	90	90	90	70	80	80	80	70	70	90	70	90	1550	82	5.930	81
43	40	50	40	40	40	40	250	42	40	40	40	40	50	50	50	50	50	50	40	40	40	40	40	40	40	50	50	840	44	3.285	45
96	95	95	90	95	100	90	565	94	95	90	90	90	90	95	90	95	95	95	95	100	95	95	95	95	95	95	100	1790	94	6.920	95
50	50	40	60	30	50	40	270	45	40	60	60	50	50	60	50	30	50	60	50	50	40	40	50	50	40	50	50	930	49	3.610	49
49	40	50	40	40	60	50	280	47	50	40	40	50	50	50	50	50	50	50	30	50	50	50	50	50	40	50	50	900	47	3.565	49
49	40	50	50	60	40	50	290	48	50	40	40	50	50	50	50	50	50	50	50	50	40	50	50	50	50	45	50	915	48	3.595	49
52	50	40	50	40	50	50	280	47	50	40	40	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	930	49	3.610	49
79	80	80	70	90	80	70	470	78	90	90	80	90	80	80	70	90	90	90	70	70	70	80	70	70	90	70	90	1530	81	5.880	81
90	85	80	75	95	80	75	490	82	80	90	85	100	97	95	95	90	97	92	98	90	98	98	92	90	92	98	95	1772	93	6.591	90
96	100	95	90	95	100	90	570	95	95	90	90	90	90	95	90	95	95	95	95	100	95	95	95	95	95	95	100	1790	94	6.905	95
98	90	95	95	100	100	90	570	95	90	90	95	95	90	90	100	100	90	100	100	100	100	100	95	95	90	95	100	1815	96	6.965	95
74	75	70	70	60	60	70	405	68	85	75	70	85	60	75	75	75	60	60	70	85	75	75	60	75	60	70	70	1360	72	5.435	74
49	40	50	50	50	50	50	290	48	50	40	30	30	30	30	50	50	50	50	50	50	50	50	50	50	50	50	50	860	45	3.465	47
81	95	80	75	95	95	90	530	88	95	95	95	55	95	55	95	20	95	80	95	95	95	95	95	95	95	55	40	1540	81	5.975	82
72	95	80	75	70	95	95	510	85	95	95	90	55	95	50	55	50	80	70	95	95	95	95	90	95	80	70	70	1520	80	5.880	81
96	100	95	90	95	100	90	570	95	95	90	90	90	90	95	90	95	95	95	95	100	95	95	95	95	95	95	100	1790	94	6.930	95
97	100	100	100	80	100	100	580	97	100	100	100	100	100	95	100	100	100	100	100	100	90	100	100	100	100	100	100	1885	99	7.190	98
91	85	80	75	95	85	75	495	83	80	90	85	100	97	95	95	90	97	92	98	90	100	100	92	90	92	98	95	1776	93	6.656	91
80	70	70	90	90	70	70	460	77	90	90	80	70	90	70	70	80	90	80	90	100	90	90	80	70	90	90	90	1600	84	5.940	81
92	89	89	100	92	87	88	545	91	95	95	92	88	87	90	88	90	87	95	95	91	100	95	100	95	99	99	98	1779	94	6.624	91
95	95	95	90	95	95	95	565	94	95	90	95	95	95	95	95	95	95	95	95	95	95	95	95	95	95	95	95	1800	95	6.855	94
81	80	80	70	80	80	80	470	78	80	90	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	1530	81	5.920	81
77	78	76	76	76	75	76	457	76	76	75	75	70	73	76	78	80	72	75	73	80	76	80	81	73	72	74	78	1437	76	5.632	77
78	78	76	78	78	75	76	461	77	76	75	75	70	73	76	78	78	72	78	73	77	76	80	81	73	72	74	78	1435	76	5.658	78
96	100	95	90	95	100	90	570	95	95	90	90	90	90	95	90	95	95	95	95	100	95	95	95	95	95	95	100	1790	94	6.915	95

| | | |

96	100	95	90	95	100	90	570	95	95	90	90	90	90	95	90	95	95	95	95	100	95	95	95	95	95	95	100	1790	94	6.915	95
60	70	70	72	60	60	50	382	64	70	75	70	70	70	70	70	70	70	75	70	70	70	75	75	75	75	75	75	1370	72	4.282	59
77	76	76	78	76	75	76	457	76	76	76	75	75	70	75	70	74	72	75	75	75	74	76	81	70	72	74	78	1413	74	5.602	77
77	78	76	78	78	75	76	461	77	76	75	75	70	73	76	78	77	72	73	73	77	76	80	81	75	72	74	78	1431	75	5.627	77
89	95	85	90	85	95	100	550	92	100	100	95	100	95	90	100	95	100	80	95	100	100	95	90	95	95	80	95	1800	95	6.882	94
91	85	80	75	95	80	75	490	82	80	90	85	100	97	95	95	90	97	92	98	90	100	100	92	98	92	98	95	1784	94	6.623	91
92	89	89	75	92	87	88	520	87	95	95	92	88	87	90	88	90	87	95	95	91	92	95	95	95	99	99	98	1766	93	6.589	90
60	70	70	72	60	60	50	382	64	70	75	70	70	70	60	70	75	70	75	70	75	70	75	70	75	75	75	75	1365	72	4.277	59
58	70	70	72	60	72	50	394	66	70	75	70	70	70	70	70	70	70	75	70	70	70	75	75	75	75	75	75	1370	72	4.294	59
96	100	95	90	95	100	90	570	95	95	90	90	90	90	95	90	95	95	95	95	100	95	95	95	95	95	95	100	1790	94	6.915	95
83	70	90	80	90	80	70	480	80	80	80	80	70	70	80	90	80	80	80	80	90	70	100	90	70	80	90	90	1550	82	6.030	83
89	90	100	80	80	70	80	500	83	90	100	100	100	100	100	90	100	80	90	100	100	90	100	80	80	90	100	100	1790	94	6.660	91
92	89	89	88	85	85	88	524	87	95	95	92	88	87	90	88	90	87	95	95	91	92	95	95	95	99	99	98	1766	93	6.597	90
92	89	92	90	92	87	90	540	90	95	95	92	90	87	90	90	90	87	95	95	91	92	95	95	95	99	99	98	1770	93	6.585	90
60	70	70	72	60	60	50	382	64	70	75	70	70	70	70	70	70	70	75	70	70	70	75	75	75	75	75	75	1370	72	4.352	60
80	80	80	75	80	80	80	475	79	75	80	80	80	80	80	80	80	80	80	80	80	85	80	80	80	86	80	80	1526	80	5.916	81
95	97	91	90	92	100	85	555	93	90	100	100	100	90	90	90	90	100	90	90	90	100	100	100	90	100	90	90	1790	94	6.915	95
74	70	80	70	80	70	70	440	73	80	80	80	80	70	70	70	80	90	70	80	80	80	80	70	70	80	80	80	1470	77	5.560	76
83	90	75	75	80	85	70	475	79	85	90	85	85	85	80	80	75	85	75	80	70	85	95	95	80	85	85	80	1580	83	5.947	81
92	85	80	75	95	95	75	505	84	80	90	85	100	97	95	95	90	97	92	98	90	100	100	92	90	92	98	95	1776	93	6.664	91
91	85	75	75	95	80	75	485	81	80	90	85	100	97	95	95	90	97	92	98	90	90	90	92	90	92	98	95	1756	92	6.638	91
74	40	50	50	40	60	50	290	48	70	70	70	70	70	75	70	70	70	70	70	70	70	80	70	70	70	70	70	1345	71	5.285	72
82	90	90	80	90	80	70	500	83	90	80	80	70	70	80	90	80	80	80	80	90	70	100	90	70	80	90	90	1560	82	6.025	83
83	70	90	80	90	80	70	480	80	80	80	80	70	70	80	90	80	80	80	80	90	70	100	90	70	80	90	90	1550	82	6.010	82
92	89	89	88	92	87	88	533	89	95	95	92	88	87	90	88	90	87	95	95	91	92	95	95	95	99	99	98	1766	93	6.596	90
81	80	80	70	80	80	80	470	78	80	80	80	80	80	85	80	80	80	80	80	80	80	80	80	80	86	80	80	1531	81	5.921	81
95	96	95	95	95	95	95	571	95	90	90	90	80	90	90	90	90	95	95	90	95	90	90	95	95	95	95	95	1740	92	6.781	93
75	60	60	80	80	70	60	410	68	60	90	60	80	60	75	85	70	70	70	80	60	70	70	70	70	60	75	95	1370	72	5.430	74
86	80	90	80	80	90	80	500	83	90	90	90	80	90	80	80	90	90	90	80	90	90	90	90	90	80	90	80	1650	87	6.230	85
81	80	80	85	80	80	80	485	81	100	100	100	80	100	100	100	100	100	100	90	100	100	100	100	100	100	100	100	1870	98	6.309	86
99	99	99	95	99	99	99	590	98	99	95	95	95	95	95	95	95	95	95	95	95	95	95	95	95	95	95	95	1809	95	6.983	96
77	75	75	75	75	70	70	440	73	80	80	80	70	80	90	85	80	75	80	80	80	75	80	80	75	75	75	80	1500	79	5.630	77
97	99	90	100	100	100	99	588	98	95	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	1715	90	6.838	94
77	78	76	78	78	75	76	461	77	76	76	75	75	70	75	70	74	72	75	75	75	74	76	81	75	72	74	75	1415	74	5.612	77
79	90	70	70	70	80	90	470	78	85	90	85	60	60	70	85	75	70	70	90	90	80	70	80	70	70	60	70	1430	75	5.420	74
83	70	90	80	90	80	70	480	80	80	80	80	70	70	80	90	80	80	80	80	90	70	80	90	70	80	90	90	1530	81	6.010	82
99	100	100	100	83	100	100	583	97	100	100	97	100	98	100	100	100	70	100	100	100	70	100	100	100	100	100	100	1835	97	7.100	97
100	100	100	95	100	100	100	595	99	100	100	100	100	95	100	100	100	100	100	100	100	100	100	100	100	100	100	95	1890	99	7.236	99
93	90	90	85	90	80	80	515	86	95	95	95	95	95	90	95	95	95	95	95	95	95	95	95	95	95	93	95	95	1798	95	6.754	93
93	100	93	100	100	100	100	593	99	90	98	90	100	90	100	100	100	100	98	90	90	90	100	100	100	100	100	100	1836	97	6.712	92
97	100	100	100	100	100	90	590	98	98	90	90	90	90	100	100	100	100	100	100	100	90	90	95	90	90	100	100	1813	95	6.902	95
84	95	90	90	80	85	80	520	87	80	95	90	80	80	70	90	90	90	90	90	100	80	90	80	90	95	95	95	1670	88	6.225	85
83	40	50	50	50	50	50	290	48	50	40	40	50	50	45	50	50	50	55	50	50	50	50	50	50	50	50	50	930	49	5.373	74
100	95	100	100	100	100	80	575	96	80	95	90	80	80	70	40	90	100	90	90	100	100	100	100	100	95	95	95	1690	89	6.582	90
95	95	95	95	95	95	95	570	95	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	90	1710	90	6.790	93
95	90	100	80	80	90	90	530	88	100	90	100	100	100	90	90	100	90	90	100	90	100	100	90	90	100	100	100	1820	96	6.710	92
80	80	75	80	80	75	80	470	78	80	80	75	80	80	80	80	80	80	80	80	75	80	80	80	80	80	80	80	1510	79	5.855	80
70	70	60	60	60	70	70	390	65	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	70	1330	70	5.415	74
98	10	100	100	100	100	100	510	85	90	100	100	100	100	100	100	95	100	100	100	100	100	100	100	100	100	100	100	1885	99	6.515	89
99	100	90	100	100	100	100	590	98	90	100	100	100	100	100	100	100	100	100	100	100	90	100	100	100	100	100	100	1880	99	7.200	99
66	60	60	85	80	70	60	415	69	70	75	70	70	80	80	80	80	70	85	85	80	80	85	80	80	85	80	85	1500	79	5.270	72
66	50	60	60	80	70	60	380	63	50	70	70	70	70	80	80	80	80	70	80	80	80	80	80	80	80	80	80	1440	76	5.090	70
93	100	100	100	95	100	100	595	99	90	98	90	100	90	100	100	100	100	98	90	90	90	100	90	90	90	90	90	1786	94	6.687	92
49	40	40	50	45	60	40	275	46	50	60	40	50	40	40	60	50	30	40	50	50	40	60	50	50	50	60	60	930	49	3.565	49
81	80	80	70	80	80	80	470	78	80	85	80	85	80	80	80	100	70	80	80	80	80	80	80	80	80	80	80	1540	81	5.900	81
94	100	90	100	100	100	100	590	98	90	98	90	100	90	100	100	100	100	98	90	90	90	100	100	100	100	100	100	1836	97	6.774	93
86	89	90	85	85	90	90	529	88	90	80	82	82	82	80	90	90	92	91	92	92	92	85	88	88	88	88	80	1652	87	6.246	86
49	50	50	50	50	40	50	290	48	50	50	50	50	50	50	50	50	50	50	50	40	50	50	50	50	40	50	50	930	49	3.700	51
50	40	40	50	45	60	40	275	46	50	60	40	50	40	40	60	40	30	40	50	50	40	60	50	50	50	60	60	920	48	3.565	49
95	90	100	80	80	90	90	530	88	100	90	100	100	100	90	90	100	90	90	100	90	100	100	90	90	100	100	100	1820	96	6.710	92
81	80	80	90	80	80	80	490	82	80	80	80	80	80	80	80	90	80	80	80	70	80	80	80	80	80	80	80	1520	80	5.870	80
66	50	60	60	80	70	60	380	63	50	70	70	70	70	80	80	80	80	70	80	80	80	80	80	80	80	80	80	1440	76	5.090	70

Tabulasi data kepercayaan diri

No	RS	Umur	JK	Dik	SP	MK	MK_Kat	Unit	IPK-Kat	IPK	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	total A	Mean A	P12	P13	P14	P15	P16	Total B	Mean B	total	mean
1		39	1	1	1	3	2	7	3	3,34	4	6	6	3	4	6	4	6	4	6	6	55	5	6	5	4	4	5	24	5	79	5
2		40	1	1	1	3	2	7	3	3,48	7	6	5	6	5	5	4	5	6	5	6	60	5	9	8	8	8	8	41	8	101	6
3	1	39	2	1	1	2	2	7	4	3,81	4	4	6	2	4	7	4	6	6	7	5	55	5	8	8	8	8	8	40	8	95	6
4	1	30	1	1	1	12	5	1	3	3,2	10	10	10	9	8	10	10	8	10	10	10	105	10	10	10	10	10	10	50	10	155	10
5	1	30	2	1	2	12	5	1	3	3,26	6	7	8	7	8	8	8	8	8	8	8	84	8	7	8	8	8	8	39	8	123	8
6	1	26	1	1	2	9	4	1	4	3,57	9	9	8	9	9	8	8	8	8	8	8	92	8	8	8	8	8	8	40	8	132	8
7	1	35	22	1	1	3	2	1	3	3,4	5	6	9	2	3	3	2	4	5	5	6	50	5	6	6	6	6	6	30	6	80	5
8	1	28	1	1	1	12	5	1	3	3,32	8	6	9	9	9	9	8	9	9	9	8	93	8	8	8	8	8	8	40	8	133	8
9	1	24	2	1	2	10	5	5	4	3,92	9	9	10	8	10	9	9	10	10	10	10	104	9	9	9	9	9	9	45	9	149	9
10	1	23	2	1	2	4	3	2	4	3,98	9	8	9	7	8	8	8	8	8	8	8	89	8	8	8	8	8	8	40	8	129	8
11	1	24	2	1	1	12	5	2	4	3,7	9	8	9	7	8	8	8	8	8	8	8	89	8	8	8	8	8	8	40	8	129	8
12	1	23	2	1	2	4	3	5	4	3,86	8	8	9	8	9	8	8	8	9	9	9	93	8	9	8	9	8	9	43	9	136	9
13	1	34	2	1	1	1	2	7	3	3,38	4	6	6	3	4	6	4	6	4	6	6	55	5	6	7	9	7	8	37	7	92	6
14	1	34	1	1	1	12	5	7	3	3,48	7	8	8	8	7	8	8	9	8	7	8	86	8	8	8	8	8	8	40	8	126	8
15	1	27	2	3	1	1	2	7	4	4	4	5	7	2	6	6	7	6	7	6	8	64	6	4	8	8	8	8	36	7	100	6
16	1	24	2	3	2	1,5	2	5	4	3,98	3	4	5	4	6	4	4	5	6	6	6	53	5	8	8	8	8	8	40	8	93	6
17	1	23	2	1	2	1	2	5	3	3,45	4	4	6	2	5	5	4	5	7	6	6	54	5	6	5	4	4	5	24	5	78	5
18	1	38	2	1	1	1	2	5	4	3,53	4	4	6	2	4	5	4	5	6	7	5	52	5	10	10	9	9	10	48	10	100	6
19	1	29	1	1	1	1	2	5	4	3,64	4	4	6	2	5	5	4	5	7	6	6	54	5	9	10	10	9	10	48	10	102	6
20	1	24	2	3	2	3	2	7	4	3,6	5	4	5	4	5	6	6	6	6	5	5	57	5	9	9	8	8	8	42	8	99	6
21	2	24	1	1	1	4	3	5	4	3,57	8	9	8	9	8	7	8	8	8	8	8	89	8	8	7	8	7	8	38	8	127	8
22	2	24	2	1	2	4	3	7	4	3,64	10	10	10	10	10	10	10	10	10	10	10	110	10	10	10	10	10	10	50	10	160	10
23	2	26	1	3	1	4	3	7	4	4	7	7	8	7	8	9	7	8	8	9	9	87	8	8	8	8	8	8	40	8	127	8
24	2	23	2	1	2	4	3	5	4	3,87	8	7	9	8	10	8	8	7	8	9	8	90	8	8	7	8	7	8	38	8	128	8
25	6	24	1	2	1	5	3	1	4	3,56	8	8	7	8	8	8	7	7	7	8	8	84	8	8	8	8	7	7	38	8	122	8
26	2	26	1	3	2	1	2	7	4	3,81	3	4	5	4	6	4	4	5	6	6	6	53	5	10	10	10	10	10	50	10	103	6
27	6	26	2	3	2	1	2	7	4	3,73	3	4	5	4	6	4	4	5	6	6	6	53	5	6	7	7	8	7	35	7	88	6
28	6	26	1	3	1	4	3	2	4	3,81	9	4	9	6	8	9	8	9	9	9	9	89	8	10	10	9	9	8	46	9	135	8
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30	6	24	2	1	1	4	3	4	2	3	9	8	10	10	10	10	5	10	10	10	10	102	9	10	10	10	9	10	49	10	151	9
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Tabulasi data kepuasan kerja

No	RS	Umur	JK	Dik	SP	MK	Un	IPK	P1	P2	P3	J.A	Mean A	P4	P5	P6	J.B	Mean B	P7	P8	P9	J.C	Mean C	P10	P11	P12	J.D	Mean D	P13	P14	J.E	Mean E	P15	P16	J.F	Mean F	P17	P18	J.G	Mean G	total	mean
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106	4	23	2	1	2	6	1	3,68	5	5	5	15	5	5	5	5	15	5	5	5	5	15	5	5	5	5	15	5	5	5	10	5	5	5	10	5	5	5	10	5	90	5
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