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Lampiran 1. Kuesioner Penelitian

KUESIONER PENELITIAN

PENGARUH QUALITY OF WORK LIFE, SELF EFFICACY, DAN KOMITMEN ORGANISASI TER Lampiran 1. Kuesioner Penelitian

KUESIONER PENELITIAN

PENGARUH QUALITY OF WORK LIFE, SELF EFFICACY, DAN KOMITMEN ORGANISASI TERHADAP JOBSATISFACTION PADA PEGAWAI DI RSKDIA PERTIWI DAN RSKDIA SITI FATIMAH PROVINSI SULAWESI-SELATAN

Fakhrana Nasaruddin



**PRODI MAGISTER ADMINSTRASI RUMAH SAKIT
FAKULTAS KESEHATAN MASYARAKAT
UNIVERSITAS HASANUDDIN MAKASSA R
2024**

PERMOHONAN MENJADI RESPONDEN

Kepada Yth.Bapak/Ibu.....

Di Tempat

Dengan Hormat,

Saya yang bertanda tangan dibawah ini adalah Mahasiswa dari Program Studi Magister Adminstrasi Rumah sakit, Fakultas Kesehatan Masyarakat Universitas Hasanuddin Makassar, akan mengadakan penelitian dengan judul **“PENGARUH *QUALITY OF WORK LIFE, SELF EFFICACY* DAN KOMITMEN ORGANISASI TERHADAP *JOB SATISFACTION* PADA PEGAWAI DI RSKDIA PERTWI DAN RSKDIA SITTI FATIMAH PROVINSI SULAWESI SELATAN”**.

Penelitian ini tidak akan menimbulkan kerugian bagi Bapak/Ibu sebagai responden. Kerahasiaan semua informasi yang diberikan akan dijaga dan hanya digunakan untuk kepentingan penelitian. Apabila Bapak/Ibu menyetujui, mohon untuk kesediannya menandatangani lembar persetujuan dan menjawab pertanyaan yang saya lampirkan pada surat ini.

Atas perhatiannya dan kesediaan Bapak/Ibu sebagai responden saya ucapkan terima kasih.

Makassar, Maret 2024

Peneliti

Fakhrana Nasaruddin
(No. Hp: 082194322963)

FORMULIR PERSETUJUAN

Saya yang bertanda tangan dibawah ini:

Nama :

Usia :

Alamat :

Setelah mendengar/membaca penjelasan yang diberikan, maka saya bersedia menjadi informan pada penelitian yang dilakukan oleh FakhranaNasaruddin. Saya mengerti bahwa pada penelitian ini akan ada beberapa pernyataan yang harus saya jawab. Sebagai seorang responden, saya akan menjawab pernyataan yang diajukan dengan jujur.

Saya menjadi responden bukan karena adanya paksaan dari pihak lain, namun karena keinginan saya sendiri, dan tidak ada biaya yang akan ditanggungkan kepada saya sesuai dengan penjelasan yang sudah dijelaskan oleh peneliti.

Hasil yang diperoleh dari saya sebagai responden dapat dipublikasikan sebagai hasil dari penelitian dan akan diseminarkan pada ujian hasil dengan tidak mencantumkan nama kecuali nomor responden.

Nama

Tanda Tangan

Tgl/Bln/Thn

Responden:

Penanggung Jawab Penelitian:

Nama : Fakhrana Nasaruddin

Telpon 082194322963

Email : fakhrana_nasaruddin@yahoo.com

KUISIONER PENELITIAN

Petunjuk pengisian

1. Jawablah pertanyaan di bawah ini dengan jujur sesuai dengan keadaan yang sebenarnya. Pada bagian isian, isilah dengan huruf cetak atau angka jelas. Pada bagian pilihan, pilih salah satu jawaban yang paling sesuai dengan kondisi Anda.
2. Jawaban akan dijaga kerahasiannya dan hanya dipergunakan untuk penelitian.

A. Identitas Responden

1. ID (*Inisial 2 huruf pertama*) :

2. Umur tahun

3. Lama bekerjatahun

4. Profesi

- Dokter
- Dokter gigi
- Perawat
- Bidan
- Apoteker dan asisten apoteker
- Laboran
- Radiogrer
- Dietisen
- Fisoterapi
- Tenaga lainnya

5. Jenis Kelamin

- Laki-laki
- Perempuan

6. Pendidikan terakhir

- SMA
- Diploma
- S1
- Profesi/Spesialis
- S2
- S3

7. Status pekerjaan

- Pegawai Negeri Sipil
- Pegawai tetap
- Pegawai kontrak

8. Tempat bekerja

- RSKD Pertiwi
- RSKDIA St. Fatimah

SURVEI KEPUASAN KERJA DI BIDANG LAYANAN KESEHATAN

Petunjuk untuk mengisi kuisioner:

1. Pahami setiap pernyataan dengan seksama. Pertanyaan ini diadopsi dari instrument *Job Satisfaction Survey (JSS) in healthcare* oleh Karaferis et al, 2022.
2. Terdapat enam pilihan jawaban mulai dari Sangat Tidak Setuju (STS), Tidak Setuju (TS), Kurang setuju (KS), Cukup Setuju (CS), Setuju (S) dan Sangat Setuju (SS)
3. Berikan tanda centang (√) pada jawaban yang sesuai dengan kondisi Anda

| No | Pertanyaan | STS | TS | KS | CS | S | SS |
|---------------------------------|---|-----|----|----|----|---|----|
| Tunjangan dan gaji | | | | | | | |
| 1. | Saya puas dengan peluang yang ada untuk promosi jabatan di tempat saya bekerja | | | | | | |
| 2. | Saya merasa puas dengan peluang yang ada untuk kenaikan gaji | | | | | | |
| 3. | Di tempat saya bekerja, siapapun yang bekerja dengan baik mempunyai peluang yang besar untuk dipromosikan | | | | | | |
| Sikap manajemen | | | | | | | |
| 4. | Saya merasa tidak dihargai oleh manajemen tempat saya bekerja, ketika saya memikirkan gaji yang mereka berikan kepada saya. | | | | | | |
| 5. | Ada hal yang seharusnya kita dapatkan, namun tidak diberikan oleh atasan/manajemen | | | | | | |
| Pengawasan | | | | | | | |
| 6. | Atasan saya kompeten dalam melakukan pekerjaannya | | | | | | |
| 7. | Saya suka atasan saya | | | | | | |
| 8. | Atasan saya kurang menaruh perhatian pada perasaannya bawahannya | | | | | | |
| 9. | Atasan saya tidak adil terhadap saya | | | | | | |
| Komunikasi | | | | | | | |
| 10. | Saya sering merasa tidak tahu apa yang terjadi di tempat saya bekerja | | | | | | |
| 11. | Tujuan organisasi tempat saya bekerja ini tidak jelas bagi saya | | | | | | |
| 12. | Penugasan kerja tidak dijelaskan secara lengkap | | | | | | |
| Sikap terhadap pekerjaan | | | | | | | |
| 13. | Saya suka melakukan pekerjaan ini | | | | | | |
| 14. | Saya merasa bangga dengan pekerjaan saya | | | | | | |
| 15. | Pekerjaan saya menyenangkan | | | | | | |
| Dukungan rekan kerja | | | | | | | |
| 16. | Saya menyukai orang-orang yang bekerja dengan saya | | | | | | |
| 17. | Saya enjoy bekerja dengan rekan kerja saya | | | | | | |

KUISIONER KUALITAS KEHIDUPAN KERJA PEGAWAI DI LAYANAN KESEHATAN

Petunjuk untuk mengisi kuisioner:

1. Pahami setiap pernyataan dengan seksama. Pertanyaan ini diadopsi dari instrument *Quality of Working Life (QWL) of employees working in public healthcare* oleh Kesti et al, 2023.
2. Terdapat lima pilihan jawaban mulai dari Sangat Tidak Setuju (STS), Tidak Setuju (TS), Cukup Setuju (CS), Setuju (S) dan Sangat Setuju (SS)
3. Berikan tanda centang (√) pada jawaban yang sesuai dengan kondisi Anda

| No | Pertanyaan | STS | TS | CS | S | SS |
|-------------------------------------|---|-----|----|----|---|----|
| Keamanan fisik dan emosional | | | | | | |
| 1. | Top manajemen menunjukkan kepeduliannya terhadap kesejahteraan pegawai di tempat kerja | | | | | |
| 2. | Di tempat saya bekerja, saya dapat dengan aman berbagi pandangan, bertukar pendapat dan pengalaman saya | | | | | |
| 3. | Saya merasa bahwa keterampilan saya cukup untuk melaksanakan pekerjaan saya dengan efektif | | | | | |
| 4. | Kami bekerja secara tim sesuai dengan praktik yang disepakati bersama | | | | | |
| Kolaborasi dan identitas | | | | | | |
| 5. | Top manajemen berkomunikasi secara terbuka dan interaktif | | | | | |
| 6. | Atasan saya mempromosikan dan mendukung kolaborasi antar profesional di tempat saya bekerja | | | | | |
| 7. | Kami bekerja dengan lancar dalam kolaborasi antar profesional demi kepentingan pasien | | | | | |
| 8. | Kami dapat menggunakan keahlian yang dimiliki untuk meningkatkan alur kerja dan pengalaman pasien | | | | | |
| 9. | Tugas dan tujuan cukup jelas sehingga saya mengerti apa yang diharapkan manajemen | | | | | |
| Tujuan dan kreativitas | | | | | | |
| 10. | Top manajemen membimbing saya agar siap menghadapi tantangan masa depan | | | | | |
| 11. | Atasan saya menginspirasi dan mendorong saya untuk mengembangkan cara kerja | | | | | |
| 12. | Kami saling membantu untuk sukses | | | | | |
| 13. | Pekerjaan menawarkan kesempatan bagi saya dalam pengembangan profesional | | | | | |
| 14. | Secara tim, kami terus mengembangkan layanan, memanfaatkan masukan yang kami terima dari pasiendan peluang digitalisasi yang ditawarkan | | | | | |

SKALA EFIKASI DIRI BAGI TENAGA KESEHATAN

Petunjuk untuk mengisi kuisioner:

1. Pahami setiap pernyataan dengan seksama. Pertanyaan ini diadopsi dari instrument *General Self-Efficacy Scale for Community Health Workers* oleh Hennein et al, 2022.
2. Terdapat empat pilihan jawaban mulai dari Tidak pernah (TP), Jarang (JR), Kadang-kadang (KK), Selalu (SL)
3. Berikan tanda centang (✓) pada jawaban yang sesuai dengan kondisi Anda

| No | Pernyataan | TP | JR | KK | SL |
|--------------------------|---|----|----|----|----|
| Pemecahan masalah | | | | | |
| 1. | Jika saya dalam masalah, saya biasanya dapat memikirkan solusinya | | | | |
| 2. | Saya dapat menyelesaikan sebagian besar masalah jika saya memfokuskan upaya yang diperlukan. | | | | |
| 3. | Jika seseorang mempersulit pekerjaan saya, saya dapat menemukan cara untuk mencapai apa yang telah menjadi focus saya. | | | | |
| Ketekunan | | | | | |
| 4. | Mudah bagi saya untuk tetap focus pada tujuan dan mencapai tujuan tersebut | | | | |
| 5. | Saya biasanya bisa menangani apa pun yang menghadang. | | | | |
| 6. | Saya yakin bahwa saya dapat menghadapi situasi apa pun yang terjadi secara tidak terduga. | | | | |
| Akal sehat | | | | | |
| 7. | Ketika saya dihadapkan pada suatu masalah, saya biasanya dapat menemukan banyak solusi. | | | | |
| 8. | Saya dapat tetap tenang ketika menghadapi kesulitan karena saya dapat mengandalkan kemampuan yang saya miliki. | | | | |
| 9. | Berkat kemampuan saya memanfaatkan sumber daya di sekitar saya semaksimal mungkin, saya tahu cara menangani situasi yang tidak terduga. | | | | |

**KUISIONER KOMITMEN ORGANISASI PROFESIONAL KESEHATAN
YANG BEKERJA DI RUMAH SAKIT**

Petunjuk untuk mengisi kuisioner:

1. Pahami setiap pernyataan dengan seksama. Pertanyaan ini diadopsi dari instrument *Organizational commitment* oleh Fantahun et al, 2023.
2. Terdapat lima pilihan jawaban mulai dari Sangat Tidak Setuju (STS), Tidak Setuju (TS), Netral (N), Setuju (S) dan Sangat Setuju (SS)
3. Berikan tanda centang (✓) pada jawaban yang sesuai dengan kondisi Anda

| No | Pertanyaan | STS | TS | CS | S | SS |
|-------------------------------|---|-----|----|----|---|----|
| Komitmen berkelanjutan | | | | | | |
| 1. | Terdapat pilihan yang sedikit sebagai pertimbangan bagi saya jika ingin berhenti bekerja di rumah sakit | | | | | |
| 2. | Salah satu konsekuensi serius yang akan terjadi jika saya berhenti bekerja di rumah sakit ini adalah kelangkaan alternatif tempat bekerja lainnya | | | | | |
| 3. | Salah satu alasan utama saya terus bekerja untuk rumah sakit ini karena jika saya berhenti bekerja maka memerlukan pengorbanan pribadi yang besar dan rumah sakit lain mungkin tidak memberikan hal yang lebih baik dari yang diberikan rumah sakit tempat saya bekerja saat ini. | | | | | |
| Komitmen normatif | | | | | | |
| 4. | Saya tidak percaya pada pernyataan bahwa "seseorang harus selalu setia pada organisasi tempat ia bekerja" | | | | | |
| 5. | Tampak tidak etis jika saya berpindah dari satu rumah sakit ke rumah sakit lain. | | | | | |
| 6. | Menurut saya, sudah tidak menyenangkan lagi berteman dengan karyawan pria maupun wanita di rumah sakit tempat saya bekerja | | | | | |
| 7. | Saya tidak terlalu berat jika saya meninggalkan rumah sakit tempat saya bekerja sekarang. | | | | | |
| Komitmen afektif | | | | | | |
| 8. | Saya senang mendiskusikan tentang rumah sakit tempat saya bekerja saya dengan orang-orang diluar sana. | | | | | |
| 9. | Akan sangat sulit bagi saya untuk meninggalkan rumah sakit tempat saya bekerja saat ini, meskipun saya menginginkannya | | | | | |
| 10. | Saat ini, bertahan di rumah sakit tempat saya bekerja adalah sebuah keharusan dan juga keinginan | | | | | |

Lampiran 2. Dokumen Rekomendasi Persetujuan Etik Penelitian



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

REKOMENDASI PERSETUJUAN ETIK

Nomor : 612/UN4.14.1/TP.01.02/2024

Tanggal: 04 Maret 2024

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

| | | | |
|-----------------------------------|--|---|------------------------------|
| No. Protokol | 22224052078 | No. Sponsor Protokol | |
| Peneliti Utama | Fakhrana Nasaruddin | Sponsor | Pribadi |
| Judul Peneliti | Pengaruh Quality Of Work Life, Self Efficacy dan Komitmen Organisasi terhadap Job Satisfaction Pada Pegawai di RSKD Pertiwi dan RSKDIA Siti Fatimah Provinsi Sulawesi Selatan | | |
| No.Versi Protokol | 1 | Tanggal Versi | 22 Februari 2024 |
| No.Versi PSP | 1 | Tanggal Versi | 22 Februari 2024 |
| Tempat Penelitian | RSKD Pertiwi dan RSKDIA Siti Fatimah | | |
| Judul Review | <input type="checkbox"/> Exempted <input checked="" type="checkbox"/> Expedited <input type="checkbox"/> Fullboard | Masa Berlaku 04 Maret 2024 Sampai 04 Maret 2025 | Frekuensi review lanjutan |
| Ketua Komisi Etik Penelitian | Nama : Prof.dr.Veni Hadju,M.Sc,Ph.D | Tanda tangan | Tanggal 04 Maret 2024 |
| Sekretaris komisi Etik Penelitian | Nama : Dr. Wahiduddin, SKM.,M.Kes | Tanda tangan | Tanggal 04 Maret 2024 |

Kewajiban Peneliti Utama :

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



Lampiran 3.Surat Izin Penelitian Dari Fakultas Kesehatan Masyarakat



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

Nomor : 01335/UN4.14.1/PT.01.04/2024
Lampiran : -
Hal : Permohonan Izin Penelitian

12 Februari 2024

Yth.
Gubernur Provinsi Sulawesi Selatan
Cq. Kepala UPT P2T, BKPMMD
Provinsi Sulawesi Selatan
MAKASSAR

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

Nama : Fakhra Nasaruddin
NIM : K022211027
Program Pendidikan : Magister (S2)
Program Studi : Administrasi Rumah Sakit

Bermaksud melakukan penelitian dalam rangka persiapan penulisan tesis dengan judul
PENGARUH QUALITY OF WORK LIFE , SELF EFFICACY DAN KOMITMEN ORGANISASI TERHADAP JOB SATISFACTION PADA PEGAWAI RSKD PERTIWI DAN RSKDIA SITI FATIMAH PROVINSI SULAWESI SELATAN

Pembimbing : 1. Dr. Fridawaty Rival, SKM, M.Kes
2. Prof. Dr. dr. M. Alimin Maidin, MPH
Lokasi Penelitian : 1. Rumah Sakit Khusus Daerah (RSKD) Ibu dan Anak Pertiwi
2. Rumah Sakit Khusus Daerah (RSKD) Ibu dan Anak Siti Fatimah
Waktu Penelitian : Februari 2024 - Maret 2024

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

Atas perkenan dan kerjasamanya diucapkan terima kasih

Wakil Dekan Bidang Akademik dan
Kemahasiswaan,



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

Tembusan Kepada Yth.:

1. Dekan FKM Unhas (Sebagai Laporan)
2. Ketua Program Studi Administrasi Rumah Sakit FKM-UNHAS
3. Fakhra Nasaruddin
4. Peninggal



Catatan :

1. UU ITE No. 11 Tahun 2008 Pasal 5, Ayat 1 "Informasi Elektronik adalah Dokumen Elektronik apapun hasil prosesnya manapun and baik yang sah"
2. Dokumen ini saat dibagikan secara elektronik menggunakan sertifikat elektronik yang diterbitkan oleh BSSN



Nomor: 3522/S.01/PTSP/2024

KETENTUAN PEMEGANG IZIN PENELITIAN :

1. Sebelum dan sesudah melaksanakan kegiatan, kepada yang bersangkutan melapor kepada Bupati/Walikota C q. Kepala Bappelitbangda Prov. Sulsel, apabila kegiatan dilaksanakan di Kab/Kota
2. Penelitian tidak menyimpang dari izin yang diberikan
3. Mentaati semua peraturan perundang-undangan yang berlaku dan mengindahkan adat istiadat setempat
4. Menyerahkan 1 (satu) eksamplar hardcopy dan softcopy kepada Gubernur Sulsel. Cq. Kepala Badan Perencanaan Pembangunan Penelitian dan Pengembangan Daerah Prov. Sulsel
5. Surat izin akan dicabut kembali dan dinyatakan tidak berlaku apabila ternyata pemegang surat izin ini tidak mentaati ketentuan tersebut diatas.

REGISTRASI ONLINE IZIN PENELITIAN DI WEBSITE :**<https://izin-penelitian.sulselprov.go.id>**

NOMOR REGISTRASI 20240215148391

**Catatan :**

- UU ITE No. 11 Tahun 2008 Pasal 5 ayat 1 '*Informasi Elektronik dan/atau hasil cetaknya merupakan alat bukti yang sah.*'
- Dokumen ini telah ditandatangani secara elektronik menggunakan **sertifikat elektronik** yang diterbitkan **BSrE**
- Surat ini dapat dibuktikan keasliannya dengan melakukan scan pada QR Code





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

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

| | | |
|----------|--------------------------|--|
| Nomor | : 3522/S.01/PTSP/2024 | Kepada Yth. |
| Lampiran | : - | 1. Direktur RSKDIA Siti Fatimah Kota Makassar |
| Perihal | : <u>izin penelitian</u> | 2. Direktur RSKD Ibu dan Anak Pertiwi Makassar |

di-
Tempat

Berdasarkan surat Dekan Fak. Kesehatan Masyarakat UNHAS Makassar Nomor : 01335/UN4.14.1/PT.01.04/2024 tanggal 12 Februari 2024 perihal tersebut diatas, mahasiswa/peneliti dibawah ini:

| | |
|-------------------|---|
| N a m a | : FAKHRANA NASARUDDIN |
| Nomor Pokok | : K022211027 |
| Program Studi | : Administrasi Rumah Sakit |
| 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 :

" PENGARUH QUALITY OF WORK LIFE , SELF EFFICACY , DAN KOMITMEN ORGANISASI TERHADAP JOB SATISFACTION PADA PEGAWAI DI RSKD PERTIWI DAN RSKDIA St. FATIMAH PROVINSI SULAWESI SELATAN "

Yang akan dilaksanakan dari : Tgl. **15 Februari s/d 15 Maret 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 15 Februari 2024

**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. Kesehatan Masyarakat UNHAS Makassar di Makassar;
2. Peringgal.

LAMPIRAN 5. Hasil Uji Validitas dan Reabilitas

Correlations

| | | KK P1 | KK P2 | KK P3 | KK P4 | KK P5 | KK P6 | KK P7 | KK P8 | KK P9 | KKP 10 | KKP 11 | KKP 12 | KKP 13 | KKP 14 | KKP 15 | KKP 16 | KKP 17 | KKP 18 | KKP 19 | KKP 20 | Total KKP |
|-------|---------------------|-------|--------|--------|--------|-------|-------|-------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------|
| KKP 1 | Pearson Correlation | 1 | .341 | .436* | .551** | -.041 | -.104 | .340 | .191 | .528** | .637* | .255 | .403* | .317 | .318 | .192 | .470* | .320 | .455 | .504* | .505* | .635** |
| | Sig. (2-tailed) | | .065 | .016 | .002 | .829 | .586 | .066 | .313 | .003 | .000 | .174 | .027 | .088 | .087 | .309 | .009 | .085 | .012 | .005 | .004 | .00 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 2 | Pearson Correlation | .341 | 1 | .535** | .676** | .245 | -.156 | -.029 | .258 | .189 | .302 | .155 | .376* | .327 | .201 | .195 | .415* | .325 | .338 | .374* | .337 | .555** |
| | Sig. (2-tailed) | .065 | | .002 | .000 | .193 | .410 | .879 | .168 | .317 | .104 | .414 | .040 | .078 | .286 | .302 | .023 | .080 | .068 | .042 | .068 | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 3 | Pearson Correlation | .436* | .535** | 1 | .468** | -.135 | -.113 | -.165 | -.148 | .275 | .378* | .198 | .141 | -.187 | .013 | -.089 | .346 | .257 | .338 | .293 | .169 | .296 |
| | Sig. (2-tailed) | .016 | .002 | | .009 | .477 | .553 | .385 | .436 | .141 | .039 | .295 | .457 | .323 | .947 | .638 | .061 | .170 | .068 | .117 | .373 | .112 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | | | | | | | |
|-------|-----------------|------------|------------|------------|-----------|------------|----------|----------|------------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---------------|
| KKP 4 | Pearson | .55 1** | .67 6** | .46 8** | 1 | .32 1 | - .09 | .13 0 | .42 9* | .07 7 | .237 | - .077 | .316 | .209 | .197 | .073 | .093 | .091 | .066 | .218 | .189 | .47 6** |
| | Correlation | | | | | | | | | | | | | | | | | | | | | |
| | Sig. (2-tailed) | .00 2 | .00 0 | .00 9 | | .08 4 | .61 1 | .49 4 | .01 8 | .68 6 | .208 | .686 | .089 | .268 | .297 | .703 | .626 | .633 | .730 | .247 | .318 | .00 8 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 5 | Pearson | - .04 | .24 5 | - .13 | .32 1 | 1 | .09 7 | - .19 | .48 2** | - .07 | .247 | .137 | .410* | .373* | .287 | .065 | .075 | .280 | .181 | .200 | .337 | .41 2* |
| | Correlation | | | | | | | | | | | | | | | | | | | | | |
| | Sig. (2-tailed) | .82 9 | .19 3 | .47 7 | .08 4 | | .60 9 | .29 8 | .00 7 | .69 4 | .189 | .470 | .025 | .043 | .124 | .734 | .693 | .134 | .339 | .288 | .069 | .02 4 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 6 | Pearson | - .10 | - .15 | - .11 | - .09 | .09 7 | 1 | .22 4 | - .15 | - .40 | - .291 | - .100 | - .360 | - .023 | - .192 | - .254 | - .163 | - .247 | - .208 | - .048 | - .073 | - .09 9 |
| | Correlation | | | | | | | | | | | | | | | | | | | | | |
| | Sig. (2-tailed) | .58 6 | .41 0 | .55 3 | .61 1 | .60 9 | | .23 5 | .41 1 | .02 8 | .118 | .598 | .051 | .903 | .309 | .175 | .389 | .188 | .271 | .799 | .700 | .60 2 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 7 | Pearson | .34 0 | .02 9 | - .16 | .13 0 | - .19 | .22 4 | 1 | .21 5 | .18 6 | - .126 | .208 | .206 | .311 | .293 | .183 | - .115 | - .147 | - .073 | .054 | .000 | .27 2 |
| | Correlation | | | | | | | | | | | | | | | | | | | | | |
| | Sig. (2-tailed) | .06 6 | .87 9 | .38 5 | .49 4 | .29 8 | .23 5 | | .25 3 | .32 5 | .507 | .271 | .275 | .094 | .116 | .334 | .545 | .440 | .700 | .776 | 1.00 0 | .14 5 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 8 | Pearson | .19 1 | .25 8 | - .14 | .42 9* | .48 2** | - .15 | .21 5 | 1 | - .07 | .080 | .200 | .299 | .376* | .280 | - .052 | .029 | .172 | .047 | .206 | .304 | .42 0* |
| | Correlation | | | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | | | | | | |
|-------|---------------------|--------|------|------|------|-------|--------|------|-------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| | Correlation | | | 8 | | 6 | | | 3 | | | | | | | | | | | | | |
| | Sig. (2-tailed) | .313 | .168 | .436 | .018 | .007 | .411 | .253 | .702 | .674 | .289 | .109 | .041 | .135 | .787 | .878 | .364 | .807 | .274 | .103 | .021 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | |
| KKP 9 | Pearson Correlation | .528** | .189 | .275 | .077 | -.075 | -.402* | .186 | -.073 | 1 | .745* | .441* | .557* | .529* | .670* | .529* | .681* | .580* | .716* | .553* | .582* | .64**4 |
| | Sig. (2-tailed) | .003 | .317 | .141 | .686 | .694 | .028 | .325 | .702 | | .000 | .015 | .001 | .003 | .000 | .003 | .000 | .001 | .000 | .002 | .001 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | | | | | | | |
|--------|---------------------|--------|-------|-------|-------|-------|-------|-------|------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| KKP 10 | Pearson Correlation | .637** | .302 | .378* | .237 | .247 | -.291 | -.126 | .080 | .745** | 1 | .522* | .612* | .466* | .532* | .423* | .734* | .660* | .763* | .740* | .787* | .75**0 |
| | Sig. (2-tailed) | .000 | .104 | .039 | .208 | .189 | .118 | .507 | .674 | .000 | | .003 | .000 | .010 | .002 | .020 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 11 | Pearson Correlation | .255 | .155 | .198 | -.077 | .137 | -.100 | .208 | .200 | .441* | .522* | 1 | .661* | .426* | .539* | .403* | .375* | .420* | .423* | .529* | .520* | .62**0 |
| | Sig. (2-tailed) | .174 | .414 | .295 | .686 | .470 | .598 | .271 | .289 | .015 | .003 | | .000 | .019 | .002 | .027 | .041 | .021 | .020 | .003 | .003 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 12 | Pearson Correlation | .403* | .376* | .141 | .316 | .410* | -.360 | .206 | .299 | .557** | .612* | .661* | 1 | .567* | .725* | .600* | .350 | .520* | .535* | .592* | .598* | .78**1 |
| | Sig. (2-tailed) | | | | | | | | | | | | | | | | | | | | | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | | | | | | | | |
|--------|---------------------|--------|-------|-------|------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|----|
| | Sig. (2-tailed) | .027 | .040 | .457 | .089 | .025 | .051 | .275 | .109 | .001 | .000 | .000 | | .001 | .000 | .000 | .058 | .003 | .002 | .001 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 13 | Pearson Correlation | .317 | .327 | -.187 | .209 | .373* | -.023 | .311 | .376* | .529** | .466* | .426* | .567* | 1 | .808* | .685* | .537* | .489* | .530* | .457* | .587* | .775** | |
| | Sig. (2-tailed) | .088 | .078 | .323 | .268 | .043 | .903 | .094 | .041 | .003 | .010 | .019 | .001 | | .000 | .000 | .002 | .006 | .003 | .011 | .001 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 14 | Pearson Correlation | .318 | .201 | .013 | .197 | .287 | -.192 | .293 | .280 | .670** | .532* | .539* | .725* | .808* | 1 | .739* | .486* | .534* | .603* | .580* | .593* | .788** | |
| | Sig. (2-tailed) | .087 | .286 | .947 | .297 | .124 | .309 | .116 | .135 | .000 | .002 | .002 | .000 | .000 | | .000 | .006 | .002 | .000 | .001 | .001 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 15 | Pearson Correlation | .192 | .195 | -.089 | .073 | .065 | -.254 | .183 | -.052 | .529** | .423* | .403* | .600* | .685* | .739* | 1 | .435* | .388* | .482* | .477* | .472* | .585** | |
| | Sig. (2-tailed) | .309 | .302 | .638 | .703 | .734 | .175 | .334 | .787 | .003 | .020 | .027 | .000 | .000 | .000 | | .016 | .034 | .007 | .008 | .008 | .001 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 16 | Pearson Correlation | .470** | .415* | .346 | .093 | .075 | -.163 | -.115 | .029 | .681** | .734* | .375* | .350 | .537* | .486* | .435* | 1 | .845* | .872* | .773* | .819* | .703** | |
| | Sig. (2-tailed) | .009 | .023 | .061 | .626 | .693 | .389 | .545 | .878 | .000 | .000 | .041 | .058 | .002 | .006 | .016 | | .000 | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | | | | | | | |
|-----------|---------------------|------------|-----------|----------|----------|----------|----------|----------|----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 17 | Pearson | .32 0 | .32 5 | .25 7 | .09 1 | .28 0 | - .24 | - .14 | .17 2 | .58 0** | .660* * | .420* * | .520* * | .489* * | .534* * | .388* * | .845* * | 1 | .888* * | .795* * | .835* * | .70 8** |
| | Correlat ion | | | | | | .7 7 | | | | | | | | | | | | | | | |
| | Sig. (2- tailed) | .08 5 | .08 0 | .17 0 | .63 3 | .13 4 | .18 8 | .44 0 | .36 4 | .00 1 | .000 | .021 | .003 | .006 | .002 | .034 | .000 | | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 18 | Pearson | .45 5* | .33 8 | .33 8 | .06 6 | .18 1 | - .20 | - .07 | .04 7 | .71 6** | .763* * | .423* * | .535* * | .530* * | .603* * | .482* * | .872* * | .888* * | 1 | .800* * | .852* * | .75 2** |
| | Correlat ion | | | | | | .8 3 | | | | | | | | | | | | | | | |
| | Sig. (2- tailed) | .01 2 | .06 8 | .06 8 | .73 0 | .33 9 | .27 1 | .70 0 | .80 7 | .00 0 | .000 | .020 | .002 | .003 | .000 | .007 | .000 | .000 | | .000 | .000 | .00 0 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KKP 19 | Pearson | .50 4** | .37 4* | .29 3 | .21 8 | .20 0 | - .04 | .05 4 | .20 6 | .55 3** | .740* * | .529* * | .592* * | .457* * | .580* * | .477* * | .773* * | .795* * | .800* * | 1 | .944* * | .81 2** |
| | Correlat ion | | | | | | .8 | | | | | | | | | | | | | | | |
| | Sig. (2- tailed) | .00 5 | .04 2 | .11 7 | .24 7 | .28 8 | .79 9 | .77 6 | .27 4 | .00 2 | .000 | .003 | .001 | .011 | .001 | .008 | .000 | .000 | .000 | | .000 | .00 0 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | | | | | | | |
|-----------|---------------------|--------|--------|------|--------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| KKP 20 | Pearson Correlation | .505** | .337 | .169 | .189 | .337 | -.073 | .000 | .304 | .582** | .787* | .520* | .598* | .587* | .593* | .472* | .819* | .835* | .852* | .944* | 1 | .844** |
| | Sig. (2-tailed) | .004 | .068 | .373 | .318 | .069 | .700 | 1.000 | .103 | .001 | .000 | .003 | .000 | .001 | .001 | .008 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total KKP | Pearson Correlation | .635** | .555** | .296 | .476** | .412* | -.099 | .272 | .420* | .644** | .750* | .620* | .781* | .775* | .788* | .585* | .703* | .708* | .752* | .812* | .844* | 1 |
| | Sig. (2-tailed) | .000 | .001 | .112 | .008 | .024 | .602 | .145 | .021 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

*. Correlation is significant at the 0.05 level (2-tailed).

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .903 | 17 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KKP1 | 76.23 | 67.978 | .513 | .899 |
| KKP2 | 76.57 | 70.185 | .471 | .900 |
| KKP4 | 76.47 | 70.878 | .362 | .904 |
| KKP5 | 76.87 | 69.706 | .340 | .907 |
| KKP8 | 77.30 | 68.976 | .318 | .911 |
| KKP9 | 75.90 | 71.059 | .630 | .897 |
| KKP10 | 75.80 | 69.062 | .757 | .893 |
| KKP11 | 76.43 | 66.806 | .527 | .899 |
| KKP12 | 76.17 | 66.626 | .777 | .891 |
| KKP13 | 76.30 | 64.631 | .734 | .891 |
| KKP14 | 76.07 | 67.375 | .768 | .892 |
| KKP15 | 76.37 | 66.102 | .533 | .900 |
| KKP16 | 75.80 | 69.062 | .685 | .894 |
| KKP17 | 75.87 | 68.602 | .713 | .894 |
| KKP18 | 75.77 | 68.944 | .744 | .893 |
| KKP19 | 75.77 | 69.357 | .785 | .893 |
| KKP20 | 75.80 | 69.131 | .844 | .893 |

Correlations

Correlations

| | | KHP1 | KHP2 | KHP 3 | KHP 4 | KHP 5 | KHP 6 | KHP 7 | KHP 8 | KHP 9 | KHP1 0 | KHP11 | KHP12 | KHP13 | KHP14 | KHP1 5 | Total KHP |
|------|---------------------|--------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------|
| KHP1 | Pearson Correlation | 1 | .080 | .680** | .693** | .599** | .791** | .728** | .710** | .693** | .811** | .679** | .738** | .682** | .702** | .664** | .814** |
| | Sig. (2-tailed) | | .676 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP2 | Pearson Correlation | .080 | 1 | .297 | .099 | .019 | .247 | .146 | .146 | .099 | .261 | .205 | .285 | .189 | .214 | .231 | .311 |
| | Sig. (2-tailed) | .676 | | .111 | .603 | .921 | .189 | .442 | .441 | .603 | .164 | .277 | .126 | .318 | .255 | .218 | .094 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP3 | Pearson Correlation | .680** | .297 | 1 | .740** | .616** | .724** | .700** | .771** | .740** | .762** | .747** | .894** | .804** | .834** | .776** | .879** |
| | Sig. (2-tailed) | .000 | .111 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP4 | Pearson Correlation | .693** | .099 | .740** | 1 | .909** | .740** | .678** | .945** | .888** | .802** | .745** | .810** | .843** | .803** | .781** | .895** |
| | Sig. (2-tailed) | .000 | .603 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | | |
|------|---------------------|--------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| KHP5 | Pearson Correlation | .599** | .019 | .616** | .909** | 1 | .638** | .570** | .865** | .807** | .758** | .773** | .748** | .759** | .637** | .694** | .806** |
| | Sig. (2-tailed) | .000 | .921 | .000 | .000 | | .000 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP6 | Pearson Correlation | .791** | .247 | .724** | .740** | .638** | 1 | .706** | .764** | .740** | .855** | .717** | .780** | .723** | .814** | .789** | .878** |
| | Sig. (2-tailed) | .000 | .189 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP7 | Pearson Correlation | .728** | .146 | .700** | .678** | .570** | .706** | 1 | .703** | .761** | .686** | .748** | .739** | .739** | .613** | .548** | .802** |
| | Sig. (2-tailed) | .000 | .442 | .000 | .000 | .001 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .002 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP8 | Pearson Correlation | .710** | .146 | .771** | .945** | .865** | .764** | .703** | 1 | .945** | .835** | .785** | .854** | .900** | .854** | .839** | .931** |
| | Sig. (2-tailed) | .000 | .441 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | | |
|-------|---------------------|--------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| KHP9 | Pearson Correlation | .693** | .099 | .740** | .888** | .807** | .740** | .761** | .945** | 1 | .802** | .745** | .810** | .950** | .803** | .781** | .903** |
| | Sig. (2-tailed) | .000 | .603 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP10 | Pearson Correlation | .811** | .261 | .762** | .802** | .758** | .855** | .686** | .835** | .802** | 1 | .809** | .880** | .777** | .725** | .741** | .912** |
| | Sig. (2-tailed) | .000 | .164 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP11 | Pearson Correlation | .679** | .205 | .747** | .745** | .773** | .717** | .748** | .785** | .745** | .809** | 1 | .920** | .802** | .674** | .763** | .878** |
| | Sig. (2-tailed) | .000 | .277 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP12 | Pearson Correlation | .738** | .285 | .894** | .810** | .748** | .780** | .739** | .854** | .810** | .880** | .920** | 1 | .872** | .824** | .829** | .948** |
| | Sig. (2-tailed) | .000 | .126 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP13 | Pearson Correlation | .682** | .189 | .804** | .843** | .759** | .723** | .739** | .900** | .950** | .777** | .802** | .872** | 1 | .859** | .842** | .920** |
| | Sig. (2-tailed) | .000 | .318 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | | |
|--------------|---------------------|--------|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| KHP1 4 | Pearson Correlation | .702** | .214 | .834** | .803** | .637** | .814** | .613** | .854** | .803** | .725** | .674** | .824** | .859** | 1 | .911** | .886** |
| | Sig. (2-tailed) | .000 | .255 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KHP1 5 | Pearson Correlation | .664** | .231 | .776** | .781** | .694** | .789** | .548** | .839** | .781** | .741** | .763** | .829** | .842** | .911** | 1 | .878** |
| | Sig. (2-tailed) | .000 | .218 | .000 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total KHP | Pearson Correlation | .814** | .311 | .879** | .895** | .806** | .878** | .802** | .931** | .903** | .912** | .878** | .948** | .920** | .886** | .878** | 1 |
| | Sig. (2-tailed) | .000 | .094 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .977 | 14 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KHP1 | 51.63 | 51.964 | .796 | .977 |
| KHP3 | 51.50 | 52.190 | .848 | .975 |
| KHP4 | 51.33 | 53.402 | .897 | .975 |
| KHP5 | 51.27 | 53.513 | .801 | .976 |
| KHP6 | 51.60 | 51.007 | .850 | .976 |
| KHP7 | 51.53 | 52.120 | .772 | .977 |
| KHP8 | 51.37 | 53.551 | .933 | .974 |
| KHP9 | 51.33 | 53.333 | .906 | .974 |
| KHP10 | 51.50 | 52.466 | .893 | .974 |
| KHP11 | 51.40 | 52.248 | .859 | .975 |
| KHP12 | 51.40 | 52.317 | .933 | .974 |
| KHP13 | 51.30 | 52.907 | .914 | .974 |
| KHP14 | 51.33 | 52.851 | .869 | .975 |
| KHP15 | 51.27 | 53.789 | .860 | .975 |

Correlations

| | | Correlations | | | | | | | | | |
|------|---------------------|--------------|------|--------|-------|-------|------|------|--------|--------|-----------|
| | | EDP1 | EDP2 | EDP3 | EDP4 | EDP5 | EDP6 | EDP7 | EDP8 | EDP9 | Total EDP |
| EDP1 | Pearson Correlation | 1 | .258 | .250 | -.107 | .000 | .299 | .107 | .535** | .091 | .428* |
| | Sig. (2-tailed) | | .169 | .183 | .574 | 1.000 | .109 | .574 | .002 | .634 | .018 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| EDP2 | Pearson Correlation | .258 | 1 | .746** | .210 | .182 | .137 | .210 | .435* | .534** | .736** |
| | Sig. (2-tailed) | .169 | | .000 | .266 | .335 | .471 | .266 | .016 | .002 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | |
|------|---------------------|--------|--------|--------|-------|-------|--------|--------|--------|-------|--------|
| EDP3 | Pearson Correlation | .250 | .746** | 1 | .186 | .206 | .208 | .186 | .609** | .330 | .724** |
| | Sig. (2-tailed) | .183 | .000 | | .325 | .276 | .270 | .325 | .000 | .075 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| EDP4 | Pearson Correlation | -.107 | .210 | .186 | 1 | .441* | .267 | .239 | .130 | .055 | .434* |
| | Sig. (2-tailed) | .574 | .266 | .325 | | .015 | .153 | .203 | .492 | .772 | .017 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| EDP5 | Pearson Correlation | .000 | .182 | .206 | .441* | 1 | .000 | .000 | .264 | .448* | .490** |
| | Sig. (2-tailed) | 1.000 | .335 | .276 | .015 | | 1.000 | 1.000 | .158 | .013 | .006 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| EDP6 | Pearson Correlation | .299 | .137 | .208 | .267 | .000 | 1 | .632** | .753** | .062 | .554** |
| | Sig. (2-tailed) | .109 | .471 | .270 | .153 | 1.000 | | .000 | .000 | .746 | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| EDP7 | Pearson Correlation | .107 | .210 | .186 | .239 | .000 | .632** | 1 | .565** | .424* | .576** |
| | Sig. (2-tailed) | .574 | .266 | .325 | .203 | 1.000 | .000 | | .001 | .020 | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| EDP8 | Pearson Correlation | .535** | .435* | .609** | .130 | .264 | .753** | .565** | 1 | .332 | .824** |
| | Sig. (2-tailed) | .002 | .016 | .000 | .492 | .158 | .000 | .001 | | .073 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| EDP9 | Pearson Correlation | .091 | .534** | .330 | .055 | .448* | .062 | .424* | .332 | 1 | .636** |
| | Sig. (2-tailed) | .634 | .002 | .075 | .772 | .013 | .746 | .020 | .073 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | |
|-----------|---------------------|-------|--------|--------|-------|--------|--------|--------|--------|--------|----|
| Total EDP | Pearson Correlation | .428* | .736** | .724** | .434* | .490** | .554** | .576** | .824** | .636** | 1 |
| | Sig. (2-tailed) | .018 | .000 | .000 | .017 | .006 | .001 | .001 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

* . Correlation is significant at the 0.05 level (2-tailed).

Reliability

Scale: ALL VARIABLES**Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .779 | 9 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| EDP1 | 26.80 | 10.510 | .279 | .782 |
| EDP2 | 26.87 | 8.395 | .593 | .737 |
| EDP3 | 26.90 | 8.783 | .598 | .736 |
| EDP4 | 26.90 | 10.507 | .287 | .780 |
| EDP5 | 27.30 | 10.010 | .314 | .781 |
| EDP6 | 26.73 | 10.202 | .440 | .763 |
| EDP7 | 26.90 | 9.955 | .450 | .760 |
| EDP8 | 26.90 | 8.990 | .760 | .719 |
| EDP9 | 27.10 | 9.403 | .498 | .753 |

| | | KOP1 | KOP2 | KOP3 | KOP4 | KOP5 | KOP6 | KOP7 | KOP8 | KOP9 | KOP10 | Total KOP |
|------|---------------------|--------|--------|--------|--------|--------|--------|--------|-------|---------|---------|-----------|
| KOP1 | Pearson Correlation | 1 | .527** | .049 | .085 | .072 | .057 | -.304 | -.190 | -.035 | -.022 | .314 |
| | Sig. (2-tailed) | | .003 | .796 | .656 | .706 | .767 | .102 | .314 | .854 | .909 | .091 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KOP2 | Pearson Correlation | .527** | 1 | .648** | .018 | -.339 | .223 | -.133 | -.101 | .310 | .485** | .612** |
| | Sig. (2-tailed) | .003 | | .000 | .926 | .067 | .236 | .483 | .595 | .095 | .007 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KOP3 | Pearson Correlation | .049 | .648** | 1 | -.163 | -.051 | .046 | .020 | .246 | .479** | .370* | .626** |
| | Sig. (2-tailed) | .796 | .000 | | .389 | .787 | .810 | .918 | .189 | .007 | .044 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KOP4 | Pearson Correlation | .085 | .018 | -.163 | 1 | -.377* | .187 | .208 | -.219 | .116 | .215 | .252 |
| | Sig. (2-tailed) | .656 | .926 | .389 | | .040 | .322 | .271 | .245 | .543 | .253 | .179 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KOP5 | Pearson Correlation | .072 | -.339 | -.051 | -.377* | 1 | -.413* | -.368* | .182 | -.356** | -.656** | -.271 |
| | Sig. (2-tailed) | .706 | .067 | .787 | .040 | | .023 | .046 | .337 | .054 | .000 | .147 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KOP6 | Pearson Correlation | .057 | .223 | .046 | .187 | -.413* | 1 | .427* | .113 | .366* | .485** | .561** |
| | Sig. (2-tailed) | .767 | .236 | .810 | .322 | .023 | | .019 | .552 | .047 | .007 | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KOP7 | Pearson Correlation | -.304 | -.133 | .020 | .208 | -.368* | .427* | 1 | .063 | .010 | .078 | .205 |
| | Sig. (2-tailed) | .102 | .483 | .918 | .271 | .046 | .019 | | .742 | .956 | .683 | .278 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | |
|-----------|---------------------|-------|--------|--------|-------|---------|--------|------|-------|--------|--------|--------|
| KOP8 | Pearson Correlation | -.190 | -.101 | .246 | -.219 | .182 | .113 | .063 | 1 | .297 | .282 | .441* |
| | Sig. (2-tailed) | .314 | .595 | .189 | .245 | .337 | .552 | .742 | | .111 | .131 | .015 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KOP9 | Pearson Correlation | -.035 | .310 | .479** | .116 | -.356 | .366* | .010 | .297 | 1 | .749** | .710** |
| | Sig. (2-tailed) | .854 | .095 | .007 | .543 | .054 | .047 | .956 | .111 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| KOP10 | Pearson Correlation | -.022 | .485** | .370* | .215 | -.656** | .485** | .078 | .282 | .749** | 1 | .706** |
| | Sig. (2-tailed) | .909 | .007 | .044 | .253 | .000 | .007 | .683 | .131 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Total KOP | Pearson Correlation | .314 | .612** | .626** | .252 | -.271 | .561** | .205 | .441* | .710** | .706** | 1 |
| | Sig. (2-tailed) | .091 | .000 | .000 | .179 | .147 | .001 | .278 | .015 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

* . Correlation is significant at the 0.05 level (2-tailed).

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .748 | 6 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KOP2 | 17.67 | 7.954 | .435 | .726 |
| KOP3 | 17.63 | 7.413 | .529 | .701 |
| KOP6 | 16.63 | 8.378 | .355 | .744 |
| KOP8 | 17.87 | 8.051 | .242 | .788 |
| KOP9 | 17.57 | 6.461 | .685 | .651 |
| KOP10 | 17.47 | 6.257 | .736 | .633 |

Lampiran 6. MASTER TABEL

| | A | B | C | D | E | F | G | H | I | J | K |
|----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 2 | 1 | 27 | 5 | 10 | 2 | 3 | 3 | 1 | 4 | 5 | 5 |
| 3 | 2 | 46 | 15 | 10 | 1 | 3 | 3 | 1 | 6 | 6 | 6 |
| 4 | 3 | 35 | 4 | 10 | 2 | 3 | 3 | 1 | 6 | 6 | 6 |
| 5 | 4 | 25 | 5 | 10 | 2 | 2 | 1 | 1 | 4 | 5 | 2 |
| 6 | 5 | 30 | 7 | 10 | 2 | 3 | 1 | 1 | 3 | 2 | 2 |
| 7 | 6 | 36 | 11 | 4 | 2 | 3 | 3 | 1 | 2 | 2 | 2 |
| 8 | 7 | 45 | 20 | 4 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 9 | 8 | 23 | 2 | 4 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 10 | 9 | 30 | 8 | 10 | 2 | 2 | 3 | 1 | 3 | 4 | 3 |
| 11 | 10 | 41 | 26 | 10 | 2 | 3 | 3 | 1 | 3 | 5 | 3 |
| 12 | 11 | 28 | 2 | 10 | 1 | 2 | 3 | 1 | 4 | 4 | 3 |
| 13 | 12 | 26 | 4 | 10 | 2 | 2 | 3 | 1 | 3 | 4 | 3 |
| 14 | 13 | 29 | 8 | 10 | 2 | 1 | 3 | 1 | 3 | 4 | 3 |
| 15 | 14 | 28 | 4 | 4 | 2 | 3 | 3 | 1 | 3 | 4 | 3 |
| 16 | 15 | 30 | 3 | 4 | 2 | 3 | 3 | 1 | 3 | 4 | 3 |
| 17 | 16 | 32 | 5 | 4 | 2 | 2 | 3 | 1 | 4 | 5 | 5 |
| 18 | 17 | 34 | 6 | 4 | 2 | 3 | 3 | 1 | 3 | 5 | 3 |
| 19 | 18 | 42 | 11 | 4 | 2 | 3 | 3 | 1 | 5 | 6 | 5 |
| 20 | 19 | 35 | 12 | 4 | 2 | 3 | 3 | 1 | 5 | 6 | 5 |
| 21 | 20 | 34 | 15 | 4 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 22 | 21 | 54 | 32 | 4 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 23 | 22 | 32 | 10 | 4 | 2 | 2 | 2 | 1 | 5 | 5 | 5 |
| 24 | 23 | 43 | 10 | 4 | 2 | 4 | 3 | 1 | 5 | 5 | 5 |
| 25 | 24 | 40 | 12 | 4 | 2 | 3 | 3 | 1 | 5 | 6 | 5 |
| 26 | 25 | 47 | 23 | 4 | 2 | 4 | 3 | 1 | 5 | 6 | 5 |
| 27 | 26 | 36 | 10 | 4 | 2 | 3 | 3 | 1 | 5 | 6 | 5 |
| 28 | 27 | 32 | 4 | 4 | 2 | 4 | 3 | 1 | 5 | 5 | 5 |
| 29 | 28 | 35 | 5 | 4 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 30 | 29 | 42 | 14 | 10 | 2 | 5 | 3 | 1 | 5 | 5 | 5 |
| 31 | 30 | 35 | 9 | 10 | 2 | 3 | 3 | 1 | 4 | 4 | 4 |
| 32 | 31 | 44 | 12 | 3 | 2 | 2 | 3 | 1 | 6 | 6 | 6 |
| 33 | 32 | 38 | 10 | 3 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 34 | 33 | 40 | 15 | 10 | 2 | 3 | 3 | 1 | 3 | 1 | 2 |
| 35 | 34 | 38 | 17 | 3 | 2 | 3 | 1 | 1 | 5 | 5 | 4 |
| 36 | 35 | 35 | 16 | 3 | 2 | 2 | 3 | 1 | 5 | 5 | 4 |
| 37 | 36 | 31 | 10 | 3 | 2 | 2 | 1 | 1 | 5 | 5 | 4 |
| 38 | 37 | 38 | 11 | 3 | 2 | 3 | 3 | 1 | 5 | 5 | 4 |
| 39 | 38 | 28 | 4 | 5 | 2 | 4 | 3 | 1 | 2 | 2 | 2 |
| 40 | 39 | 40 | 14 | 5 | 2 | 4 | 3 | 1 | 2 | 2 | 2 |
| 41 | 40 | 37 | 15 | 5 | 2 | 3 | 3 | 1 | 2 | 2 | 2 |
| 42 | 41 | 33 | 14 | 5 | 2 | 3 | 3 | 1 | 2 | 2 | 2 |
| 43 | 42 | 35 | 13 | 5 | 2 | 3 | 3 | 1 | 2 | 2 | 2 |
| 44 | 43 | 26 | 2 | 5 | 2 | 2 | 3 | 1 | 2 | 2 | 2 |

| | A | B | C | D | E | F | G | H | I | J | K |
|----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 45 | 44 | 32 | 2 | 5 | 2 | 3 | 3 | 1 | 2 | 2 | 2 |
| 46 | 45 | 49 | 14 | 5 | 2 | 5 | 3 | 1 | 2 | 2 | 2 |
| 47 | 46 | 35 | 12 | 10 | 2 | 1 | 1 | 1 | 5 | 4 | 5 |
| 48 | 47 | 45 | 15 | 10 | 2 | 1 | 3 | 1 | 5 | 4 | 4 |
| 49 | 48 | 33 | 9 | 10 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 50 | 49 | 36 | 15 | 4 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 51 | 50 | 46 | 15 | 4 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 52 | 51 | 45 | 18 | 9 | 2 | 3 | 3 | 1 | 2 | 5 | 2 |
| 53 | 52 | 39 | 15 | 5 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 54 | 53 | 34 | 3 | 5 | 2 | 2 | 3 | 1 | 3 | 3 | 2 |
| 55 | 54 | 33 | 14 | 10 | 1 | 2 | 3 | 1 | 5 | 5 | 5 |
| 56 | 55 | 49 | 18 | 10 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 57 | 56 | 55 | 30 | 4 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 58 | 57 | 45 | 16 | 10 | 1 | 5 | 3 | 1 | 5 | 5 | 6 |
| 59 | 58 | 32 | 2 | 10 | 1 | 3 | 3 | 1 | 4 | 3 | 3 |
| 60 | 59 | 46 | 19 | 10 | 1 | 3 | 1 | 1 | 4 | 4 | 4 |
| 61 | 60 | 40 | 15 | 10 | 1 | 1 | 2 | 1 | 5 | 6 | 5 |
| 62 | 61 | 31 | 1 | 10 | 1 | 2 | 3 | 1 | 4 | 4 | 5 |
| 63 | 62 | 47 | 19 | 10 | 1 | 2 | 3 | 1 | 4 | 4 | 5 |
| 64 | 63 | 43 | 10 | 10 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 65 | 64 | 33 | 5 | 10 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 66 | 65 | 32 | 3 | 10 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 67 | 66 | 31 | 10 | 4 | 2 | 2 | 3 | 1 | 4 | 4 | 3 |

| | A | B | C | D | E | F | G | H | I | J | K |
|----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 68 | 67 | 35 | 10 | 3 | 2 | 4 | 3 | 1 | 5 | 5 | 5 |
| 69 | 68 | 38 | 7 | 1 | 2 | 4 | 3 | 1 | 5 | 2 | 5 |
| 70 | 69 | 36 | 10 | 4 | 2 | 3 | 3 | 1 | 2 | 5 | 3 |
| 71 | 70 | 45 | 18 | 3 | 2 | 5 | 3 | 1 | 5 | 5 | 5 |
| 72 | 71 | 35 | 13 | 4 | 2 | 5 | 3 | 1 | 4 | 5 | 6 |
| 73 | 72 | 35 | 8 | 1 | 2 | 3 | 3 | 1 | 5 | 5 | 4 |
| 74 | 73 | 31 | 9 | 4 | 2 | 3 | 3 | 1 | 3 | 5 | 4 |
| 75 | 74 | 27 | 5 | 10 | 2 | 3 | 3 | 1 | 4 | 4 | 4 |
| 76 | 75 | 34 | 14 | 10 | 1 | 3 | 3 | 1 | 3 | 4 | 3 |
| 77 | 76 | 24 | 2 | 10 | 2 | 2 | 3 | 1 | 6 | 6 | 6 |
| 78 | 77 | 58 | 35 | 10 | 1 | 3 | 3 | 1 | 6 | 6 | 6 |
| 79 | 78 | 59 | 35 | 10 | 1 | 5 | 3 | 1 | 5 | 5 | 5 |
| 80 | 79 | 40 | 3 | 10 | 2 | 5 | 3 | 1 | 5 | 5 | 5 |
| 81 | 80 | 30 | 11 | 10 | 1 | 3 | 3 | 1 | 5 | 5 | 5 |
| 82 | 81 | 49 | 26 | 10 | 2 | 5 | 3 | 1 | 5 | 5 | 3 |
| 83 | 82 | 29 | 5 | 10 | 1 | 3 | 3 | 1 | 2 | 2 | 2 |
| 84 | 83 | 32 | 4 | 10 | 2 | 3 | 3 | 1 | 3 | 5 | 2 |
| 85 | 84 | 52 | 14 | 10 | 2 | 3 | 3 | 1 | 4 | 5 | 5 |
| 86 | 85 | 44 | 15 | 10 | 1 | 3 | 3 | 1 | 5 | 5 | 5 |
| 87 | 86 | 48 | 15 | 10 | 2 | 1 | 3 | 1 | 5 | 6 | 5 |
| 88 | 87 | 46 | 15 | 10 | 2 | 1 | 3 | 1 | 5 | 5 | 5 |
| 89 | 88 | 56 | 19 | 4 | 2 | 3 | 3 | 1 | 2 | 3 | 4 |
| 90 | 89 | 50 | 23 | 3 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 91 | 90 | 48 | 22 | 3 | 2 | 5 | 3 | 1 | 5 | 5 | 5 |
| 92 | 91 | 54 | 32 | 4 | 2 | 2 | 3 | 1 | 6 | 6 | 5 |
| 93 | 92 | 50 | 15 | 4 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 94 | 93 | 35 | 5 | 4 | 2 | 3 | 3 | 1 | 4 | 3 | 4 |
| 95 | 94 | 39 | 15 | 3 | 2 | 4 | 3 | 1 | 4 | 5 | 5 |
| 96 | 95 | 37 | 15 | 3 | 2 | 2 | 3 | 1 | 5 | 6 | 5 |
| 97 | 96 | 46 | 25 | 3 | 2 | 4 | 3 | 1 | 5 | 6 | 5 |
| 98 | 97 | 39 | 12 | 3 | 2 | 4 | 1 | 1 | 5 | 6 | 5 |
| 99 | 98 | 36 | 2 | 3 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 100 | 99 | 27 | 1.5 | 3 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 101 | 100 | 24 | 2 | 10 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 102 | 101 | 28 | 3 | 10 | 2 | 2 | 1 | 1 | 6 | 6 | 6 |
| 103 | 102 | 52 | 27 | 3 | 2 | 4 | 3 | 1 | 5 | 5 | 5 |
| 104 | 103 | 34 | 10 | 4 | 2 | 2 | 1 | 1 | 5 | 5 | 5 |
| 105 | 104 | 34 | 8 | 4 | 2 | 2 | 3 | 1 | 2 | 2 | 3 |
| 106 | 105 | 44 | 20 | 3 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 107 | 106 | 46 | 10 | 3 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 108 | 107 | 34 | 10 | 4 | 2 | 3 | 1 | 1 | 5 | 5 | 5 |
| 109 | 108 | 28 | 2 | 3 | 2 | 4 | 3 | 1 | 4 | 5 | 2 |
| 110 | 109 | 42 | 18 | 4 | 2 | 2 | 3 | 1 | 4 | 5 | 5 |
| 111 | 110 | 37 | 5 | 3 | 2 | 3 | 3 | 1 | 5 | 4 | 5 |
| 112 | 111 | 35 | 1 | 3 | 2 | 2 | 3 | 1 | 5 | 6 | 5 |
| 113 | 112 | 32 | 5 | 3 | 2 | 2 | 3 | 1 | 5 | 6 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 114 | 113 | 41 | 13 | 3 | 2 | 5 | 3 | 1 | 2 | 5 | 5 |
| 115 | 114 | 29 | 3 | 3 | 2 | 2 | 3 | 1 | 4 | 5 | 3 |
| 116 | 115 | 35 | 10 | 3 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 117 | 116 | 40 | 19 | 3 | 2 | 2 | 3 | 1 | 5 | 5 | 5 |
| 118 | 117 | 35 | 6 | 4 | 2 | 3 | 3 | 1 | 4 | 5 | 3 |
| 119 | 118 | 48 | 25 | 4 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 120 | 119 | 30 | 2 | 3 | 2 | 3 | 3 | 1 | 4 | 4 | 5 |
| 121 | 120 | 50 | 24 | 3 | 2 | 3 | 3 | 1 | 5 | 4 | 5 |
| 122 | 121 | 37 | 3 | 10 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 123 | 122 | 29 | 4 | 10 | 2 | 2 | 3 | 1 | 2 | 2 | 3 |
| 124 | 123 | 52 | 31 | 6 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 125 | 124 | 50 | 24 | 10 | 2 | 3 | 3 | 2 | 4 | 4 | 5 |
| 126 | 125 | 41 | 15 | 10 | 1 | 3 | 3 | 2 | 5 | 5 | 4 |
| 127 | 126 | 44 | 13 | 10 | 2 | 5 | 3 | 2 | 3 | 3 | 3 |
| 128 | 127 | 44 | 18 | 6 | 2 | 3 | 3 | 2 | 5 | 5 | 6 |
| 129 | 128 | 53 | 30 | 8 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 130 | 129 | 48 | 25 | 10 | 2 | 3 | 3 | 2 | 4 | 5 | 5 |
| 131 | 130 | 27 | 2 | 10 | 2 | 3 | 3 | 2 | 2 | 2 | 4 |
| 132 | 131 | 24 | 1 | 3 | 2 | 4 | 3 | 2 | 6 | 6 | 6 |
| 133 | 132 | 25 | 4 | 10 | 2 | 1 | 1 | 2 | 5 | 5 | 5 |
| 134 | 133 | 40 | 12 | 10 | 2 | 1 | 1 | 2 | 5 | 5 | 5 |
| 135 | 134 | 40 | 10 | 3 | 2 | 2 | 1 | 2 | 5 | 4 | 6 |
| 136 | 135 | 38 | 12 | 4 | 2 | 2 | 3 | 2 | 5 | 4 | 6 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 137 | 136 | 37 | 10 | 3 | 2 | 2 | 3 | 2 | 6 | 4 | 5 |
| 138 | 137 | 41 | 17 | 4 | 2 | 2 | 3 | 2 | 5 | 4 | 6 |
| 139 | 138 | 43 | 10 | 10 | 2 | 3 | 3 | 2 | 4 | 4 | 4 |
| 140 | 139 | 45 | 18 | 10 | 2 | 3 | 3 | 2 | 3 | 5 | 2 |
| 141 | 140 | 32 | 4 | 10 | 2 | 3 | 3 | 2 | 3 | 3 | 3 |
| 142 | 141 | 51 | 23 | 10 | 2 | 1 | 3 | 2 | 4 | 4 | 5 |
| 143 | 142 | 37 | 10 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 144 | 143 | 35 | 9 | 10 | 2 | 3 | 1 | 2 | 4 | 4 | 4 |
| 145 | 144 | 48 | 19 | 8 | 2 | 3 | 3 | 2 | 4 | 4 | 4 |
| 146 | 145 | 49 | 20 | 10 | 2 | 1 | 3 | 2 | 4 | 4 | 3 |
| 147 | 146 | 40 | 10 | 10 | 2 | 3 | 3 | 2 | 4 | 4 | 3 |
| 148 | 147 | 30 | 2 | 10 | 2 | 3 | 3 | 2 | 4 | 3 | 4 |
| 149 | 148 | 44 | 18 | 10 | 2 | 3 | 3 | 2 | 3 | 4 | 3 |
| 150 | 149 | 25 | 1 | 10 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 151 | 150 | 50 | 25 | 10 | 2 | 3 | 3 | 2 | 2 | 3 | 4 |
| 152 | 151 | 44 | 10 | 10 | 2 | 3 | 3 | 2 | 5 | 4 | 6 |
| 153 | 152 | 25 | 1 | 10 | 2 | 2 | 1 | 2 | 3 | 4 | 3 |
| 154 | 153 | 51 | 27 | 10 | 2 | 1 | 3 | 2 | 2 | 4 | 3 |
| 155 | 154 | 45 | 28 | 5 | 2 | 4 | 3 | 2 | 3 | 4 | 3 |
| 156 | 155 | 44 | 13 | 10 | 2 | 2 | 3 | 2 | 3 | 4 | 3 |
| 157 | 156 | 43 | 9 | 10 | 1 | 3 | 1 | 2 | 5 | 5 | 5 |
| 158 | 157 | 23 | 1 | 10 | 2 | 2 | 3 | 2 | 3 | 3 | 3 |
| 159 | 158 | 40 | 13 | 1 | 2 | 3 | 3 | 2 | 4 | 3 | 3 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 160 | 159 | 43 | 9 | 10 | 2 | 2 | 1 | 2 | 3 | 1 | 6 |
| 161 | 160 | 30 | 1 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 162 | 161 | 25 | 2 | 10 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 163 | 162 | 35 | 5 | 10 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 164 | 163 | 36 | 13 | 10 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 165 | 164 | 30 | 2 | 10 | 2 | 3 | 3 | 2 | 4 | 4 | 4 |
| 166 | 165 | 49 | 20 | 6 | 2 | 3 | 3 | 2 | 3 | 5 | 5 |
| 167 | 166 | 43 | 13 | 3 | 2 | 3 | 3 | 2 | 6 | 6 | 6 |
| 168 | 167 | 31 | 9 | 4 | 2 | 2 | 3 | 2 | 6 | 6 | 6 |
| 169 | 168 | 43 | 13 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 170 | 169 | 52 | 24 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 171 | 170 | 24 | 1 | 10 | 2 | 2 | 3 | 2 | 6 | 3 | 3 |
| 172 | 171 | 39 | 15 | 4 | 2 | 2 | 3 | 2 | 5 | 4 | 3 |
| 173 | 172 | 25 | 1.5 | 7 | 1 | 2 | 3 | 2 | 4 | 5 | 4 |
| 174 | 173 | 29 | 1 | 7 | 2 | 2 | 3 | 2 | 4 | 4 | 6 |
| 175 | 174 | 32 | 2 | 7 | 2 | 2 | 3 | 2 | 4 | 4 | 4 |
| 176 | 175 | 43 | 19 | 4 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 177 | 176 | 38 | 15 | 4 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 178 | 177 | 45 | 16 | 10 | 1 | 5 | 3 | 2 | 4 | 5 | 4 |
| 179 | 178 | 35 | 12 | 4 | 2 | 2 | 1 | 2 | 5 | 5 | 5 |
| 180 | 179 | 32 | 9 | 4 | 2 | 2 | 1 | 2 | 5 | 5 | 5 |
| 181 | 180 | 36 | 14 | 4 | 2 | 2 | 1 | 2 | 5 | 5 | 5 |
| 182 | 181 | 53 | 22 | 10 | 1 | 5 | 3 | 2 | 5 | 6 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 183 | 182 | 29 | 1 | 10 | 2 | 2 | 3 | 2 | 5 | 5 | 4 |
| 184 | 183 | 24 | 1 | 10 | 2 | 5 | 3 | 2 | 4 | 4 | 5 |
| 185 | 184 | 34 | 10 | 9 | 2 | 2 | 1 | 2 | 4 | 5 | 4 |
| 186 | 185 | 45 | 18 | 3 | 2 | 5 | 3 | 2 | 5 | 5 | 5 |
| 187 | 186 | 51 | 23 | 4 | 2 | 5 | 3 | 2 | 5 | 5 | 6 |
| 188 | 187 | 40 | 14 | 3 | 2 | 3 | 2 | 2 | 5 | 5 | 5 |
| 189 | 188 | 34 | 12 | 4 | 2 | 2 | 2 | 2 | 5 | 5 | 5 |
| 190 | 189 | 32 | 4 | 4 | 2 | 2 | 2 | 2 | 5 | 5 | 5 |
| 191 | 190 | 32 | 14 | 3 | 2 | 3 | 3 | 2 | 2 | 6 | 6 |
| 192 | 191 | 30 | 4 | 3 | 2 | 2 | 3 | 2 | 5 | 6 | 5 |
| 193 | 192 | 38 | 14 | 3 | 1 | 4 | 2 | 2 | 5 | 5 | 5 |
| 194 | 193 | 37 | 16 | 3 | 2 | 2 | 1 | 2 | 5 | 6 | 5 |
| 195 | 194 | 38 | 14 | 3 | 2 | 4 | 2 | 2 | 5 | 5 | 5 |
| 196 | 195 | 28 | 4 | 8 | 2 | 3 | 3 | 2 | 4 | 4 | 2 |
| 197 | 196 | 43 | 23 | 10 | 1 | 3 | 1 | 2 | 2 | 3 | 2 |
| 198 | 197 | 50 | 27 | 10 | 2 | 1 | 3 | 2 | 2 | 3 | 3 |
| 199 | 198 | 45 | 20 | 10 | 2 | 3 | 3 | 2 | 4 | 4 | 3 |
| 200 | 199 | 38 | 11 | 10 | 2 | 3 | 1 | 2 | 5 | 5 | 5 |
| 201 | 200 | 57 | 35 | 6 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 202 | 201 | 56 | 32 | 6 | 2 | 2 | 3 | 2 | 2 | 2 | 2 |
| 203 | 202 | 49 | 19 | 7 | 2 | 2 | 3 | 2 | 4 | 5 | 4 |
| 204 | 203 | 24 | 1.5 | 7 | 2 | 2 | 3 | 2 | 3 | 3 | 3 |
| 205 | 204 | 31 | 10 | 4 | 2 | 2 | 1 | 2 | 4 | 4 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 206 | 205 | 36 | 14 | 4 | 2 | 4 | 3 | 2 | 4 | 4 | 4 |
| 207 | 206 | 38 | 12 | 4 | 2 | 2 | 3 | 2 | 4 | 4 | 4 |
| 208 | 207 | 43 | 17 | 3 | 2 | 4 | 3 | 2 | 4 | 4 | 5 |
| 209 | 208 | 42 | 15 | 3 | 2 | 4 | 3 | 2 | 5 | 5 | 5 |
| 210 | 209 | 43 | 17 | 3 | 2 | 4 | 3 | 2 | 5 | 5 | 5 |
| 211 | 210 | 34 | 10 | 4 | 2 | 4 | 3 | 2 | 5 | 4 | 5 |
| 212 | 211 | 33 | 12 | 3 | 2 | 4 | 3 | 2 | 4 | 4 | 4 |
| 213 | 212 | 49 | 17 | 4 | 2 | 2 | 3 | 2 | 5 | 6 | 5 |
| 214 | 213 | 55 | 30 | 4 | 2 | 2 | 3 | 2 | 6 | 6 | 6 |
| 215 | 214 | 46 | 18 | 3 | 2 | 3 | 3 | 2 | 5 | 6 | 5 |
| 216 | 215 | 41 | 11 | 4 | 2 | 2 | 3 | 2 | 5 | 6 | 5 |
| 217 | 216 | 37 | 10 | 4 | 2 | 2 | 1 | 2 | 5 | 6 | 5 |
| 218 | 217 | 36 | 10 | 4 | 2 | 3 | 1 | 2 | 5 | 6 | 5 |
| 219 | 218 | 39 | 12 | 4 | 2 | 2 | 3 | 2 | 5 | 6 | 5 |
| 220 | 219 | 42 | 17 | 3 | 2 | 3 | 3 | 2 | 5 | 6 | 5 |
| 221 | 220 | 44 | 18 | 3 | 1 | 2 | 3 | 2 | 5 | 6 | 5 |
| 222 | 221 | 58 | 33 | 3 | 2 | 2 | 3 | 2 | 5 | 6 | 5 |
| 223 | 222 | 56 | 33 | 4 | 2 | 5 | 3 | 2 | 5 | 5 | 5 |
| 224 | 223 | 35 | 10 | 3 | 2 | 2 | 1 | 2 | 5 | 5 | 5 |
| 225 | 224 | 39 | 15 | 4 | 1 | 2 | 3 | 2 | 5 | 4 | 5 |
| 226 | 225 | 39 | 15 | 3 | 2 | 2 | 1 | 2 | 5 | 5 | 5 |
| 227 | 226 | 32 | 13 | 3 | 2 | 3 | 1 | 2 | 6 | 6 | 6 |
| 228 | 227 | 31 | 5 | 1 | 2 | 4 | 1 | 2 | 3 | 5 | 6 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 229 | 228 | 28 | 1 | 1 | 2 | 4 | 1 | 2 | 4 | 6 | 4 |
| 230 | 229 | 31 | 4 | 1 | 2 | 4 | 1 | 2 | 2 | 2 | 2 |
| 231 | 230 | 29 | 1 | 1 | 2 | 4 | 3 | 2 | 5 | 5 | 5 |
| 232 | 231 | 28 | 2 | 1 | 2 | 4 | 3 | 2 | 3 | 5 | 2 |
| 233 | 232 | 56 | 35 | 4 | 2 | 5 | 3 | 2 | 4 | 4 | 4 |
| 234 | 233 | 42 | 20 | 3 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 235 | 234 | 33 | 5 | 4 | 2 | 2 | 1 | 2 | 5 | 5 | 5 |
| 236 | 235 | 45 | 18 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 237 | 236 | 45 | 28 | 5 | 2 | 4 | 3 | 2 | 5 | 5 | 5 |
| 238 | 237 | 45 | 20 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 239 | 238 | 52 | 25 | 4 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 240 | 239 | 45 | 20 | 4 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 241 | 240 | 46 | 15 | 10 | 1 | 3 | 3 | 2 | 5 | 5 | 4 |
| 242 | 241 | 46 | 15 | 4 | 2 | 2 | 3 | 2 | 5 | 4 | 6 |
| 243 | 242 | 46 | 19 | 10 | 1 | 3 | 1 | 2 | 4 | 5 | 6 |
| 244 | 243 | 46 | 15 | 10 | 2 | 1 | 3 | 2 | 5 | 5 | 5 |
| 245 | 245 | 28 | 7 | 4 | 2 | 2 | 1 | 2 | 5 | 5 | 5 |
| 246 | 246 | 31 | 4 | 10 | 1 | 2 | 1 | 2 | 5 | 5 | 5 |
| 247 | 247 | 46 | 25 | 3 | 2 | 4 | 3 | 2 | 5 | 4 | 5 |
| 248 | 248 | 46 | 10 | 3 | 2 | 3 | 3 | 2 | 6 | 6 | 6 |
| 249 | 249 | 46 | 18 | 3 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 250 | 250 | 47 | 23 | 4 | 2 | 4 | 3 | 2 | 5 | 6 | 6 |
| 251 | 251 | 45 | 28 | 5 | 2 | 4 | 3 | 2 | 5 | 5 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 252 | 252 | 32 | 4 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 253 | 253 | 32 | 4 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 4 |
| 254 | 254 | 57 | 26 | 10 | 2 | 3 | 3 | 2 | 5 | 4 | 4 |
| 255 | 255 | 35 | 10 | 4 | 2 | 2 | 3 | 2 | 4 | 4 | 5 |
| 256 | 256 | 35 | 10 | 4 | 2 | 2 | 3 | 2 | 3 | 3 | 4 |
| 257 | 257 | 26 | 1 | 10 | 2 | 2 | 3 | 2 | 3 | 3 | 3 |
| 258 | 258 | 27 | 2 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 259 | 259 | 32 | 5 | 10 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 260 | 260 | 45 | 20 | 4 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 261 | 261 | 38 | 10 | 4 | 2 | 3 | 3 | 2 | 5 | 5 | 5 |
| 262 | 262 | 43 | 10 | 4 | 2 | 2 | 3 | 2 | 4 | 4 | 5 |
| 263 | 263 | 32 | 4 | 4 | 2 | 2 | 3 | 2 | 5 | 5 | 5 |
| 264 | 264 | 50 | 25 | 3 | 2 | 4 | 3 | 2 | 5 | 5 | 5 |
| 265 | 265 | 33 | 4 | 4 | 2 | 3 | 1 | 2 | 5 | 5 | 5 |
| 266 | 266 | 32 | 5 | 3 | 2 | 2 | 3 | 2 | 4 | 5 | 4 |
| 267 | 267 | 28 | 3 | 3 | 2 | 2 | 1 | 2 | 5 | 6 | 5 |
| 268 | 268 | 37 | 5 | 3 | 2 | 3 | 3 | 2 | 5 | 4 | 5 |
| 269 | 269 | 39 | 11 | 10 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 270 | 270 | 31 | 3 | 10 | 1 | 3 | 3 | 1 | 4 | 5 | 5 |
| 271 | 271 | 44 | 13 | 3 | 2 | 4 | 3 | 1 | 4 | 5 | 3 |
| 272 | 272 | 27 | 3 | 3 | 2 | 4 | 1 | 1 | 4 | 4 | 5 |
| 273 | 273 | 35 | 4 | 6 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 274 | 274 | 37 | 4 | 3 | 2 | 2 | 3 | 1 | 4 | 3 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 275 | 275 | 25 | 5 | 10 | 2 | 2 | 1 | 1 | 6 | 6 | 6 |
| 276 | 276 | 27 | 5 | 10 | 2 | 3 | 3 | 1 | 5 | 5 | 3 |
| 277 | 277 | 27 | 5 | 10 | 2 | 3 | 1 | 1 | 5 | 5 | 5 |
| 278 | 278 | 29 | 5 | 10 | 1 | 3 | 1 | 1 | 4 | 6 | 5 |
| 279 | 279 | 31 | 5 | 1 | 2 | 4 | 1 | 1 | 4 | 3 | 3 |
| 280 | 280 | 38 | 15 | 3 | 2 | 4 | 3 | 1 | 5 | 5 | 5 |
| 281 | 281 | 52 | 25 | 4 | 2 | 3 | 3 | 1 | 2 | 3 | 4 |
| 282 | 282 | 46 | 25 | 3 | 2 | 4 | 3 | 1 | 5 | 4 | 6 |
| 283 | 283 | 45 | 28 | 5 | 2 | 4 | 3 | 1 | 5 | 5 | 5 |
| 284 | 284 | 48 | 16 | 10 | 1 | 3 | 3 | 1 | 6 | 6 | 6 |
| 285 | 285 | 31 | 5 | 3 | 2 | 2 | 3 | 1 | 4 | 4 | 4 |
| 286 | 286 | 29 | 3 | 3 | 2 | 2 | 1 | 1 | 5 | 4 | 4 |
| 287 | 287 | 34 | 11 | 3 | 2 | 4 | 1 | 1 | 3 | 5 | 3 |
| 288 | 288 | 30 | 4 | 3 | 2 | 4 | 2 | 1 | 5 | 5 | 5 |
| 289 | 289 | 37 | 18 | 3 | 2 | 2 | 1 | 1 | 2 | 5 | 1 |
| 290 | 290 | 36 | 11 | 3 | 1 | 3 | 3 | 1 | 5 | 6 | 5 |
| 291 | 291 | 37 | 15 | 3 | 2 | 2 | 3 | 1 | 2 | 2 | 5 |
| 292 | 292 | 43 | 13 | 3 | 2 | 3 | 3 | 1 | 5 | 5 | 5 |
| 293 | 293 | 25 | 2 | 8 | 2 | 2 | 3 | 1 | 5 | 5 | 4 |
| 294 | 294 | 30 | 4 | 3 | 2 | 4 | 1 | 1 | 5 | 5 | 5 |
| 295 | 295 | 32 | 9 | 4 | 2 | 3 | 3 | 1 | 2 | 3 | 2 |
| 296 | 296 | 50 | 25 | 4 | 2 | 5 | 3 | 1 | 3 | 3 | 3 |
| 297 | 297 | 37 | 4 | 3 | 2 | 2 | 3 | 1 | 3 | 4 | 3 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 298 | 298 | 29 | 4 | 2 | 2 | 4 | 1 | 1 | 4 | 4 | 5 |
| 299 | 299 | 33 | 4 | 10 | 2 | 3 | 1 | 1 | 5 | 6 | 5 |
| 300 | 300 | 50 | 22 | 10 | 1 | 3 | 3 | 1 | 5 | 5 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 2 | 1 | 14 | 4 | 2 | 6 | 5 | 5 | 1 | 1 | 12 | 4 |
| 3 | 2 | 18 | 6 | 6 | 12 | 1 | 1 | 6 | 6 | 14 | 6 |
| 4 | 3 | 18 | 6 | 6 | 12 | 1 | 1 | 6 | 6 | 14 | 6 |
| 5 | 4 | 11 | 3 | 3 | 6 | 2 | 2 | 2 | 2 | 8 | 3 |
| 6 | 5 | 7 | 4 | 2 | 6 | 5 | 5 | 1 | 1 | 12 | 4 |
| 7 | 6 | 6 | 4 | 3 | 7 | 3 | 3 | 3 | 4 | 13 | 4 |
| 8 | 7 | 15 | 5 | 5 | 10 | 2 | 3 | 3 | 3 | 11 | 5 |
| 9 | 8 | 15 | 5 | 2 | 7 | 2 | 2 | 5 | 5 | 14 | 5 |
| 10 | 9 | 10 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 11 | 10 | 11 | 4 | 2 | 6 | 2 | 2 | 2 | 4 | 10 | 5 |
| 12 | 11 | 11 | 3 | 3 | 6 | 3 | 3 | 4 | 4 | 14 | 4 |
| 13 | 12 | 10 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 14 | 13 | 10 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 15 | 14 | 10 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 16 | 15 | 10 | 5 | 4 | 9 | 2 | 2 | 3 | 3 | 10 | 4 |
| 17 | 16 | 14 | 4 | 2 | 6 | 5 | 5 | 1 | 1 | 12 | 4 |
| 18 | 17 | 11 | 5 | 4 | 9 | 4 | 4 | 3 | 4 | 15 | 2 |
| 19 | 18 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 20 | 19 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 21 | 20 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 2 |
| 22 | 21 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 2 |
| 23 | 22 | 15 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 2 |
| 24 | 23 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 2 |
| 25 | 24 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 26 | 25 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 27 | 26 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 28 | 27 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 2 |
| 29 | 28 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 2 |
| 30 | 29 | 15 | 2 | 2 | 4 | 2 | 2 | 3 | 5 | 12 | 4 |
| 31 | 30 | 12 | 4 | 4 | 8 | 3 | 3 | 4 | 4 | 14 | 4 |
| 32 | 31 | 18 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 33 | 32 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 2 |
| 34 | 33 | 6 | 2 | 1 | 3 | 6 | 5 | 1 | 2 | 14 | 4 |
| 35 | 34 | 14 | 4 | 4 | 8 | 2 | 2 | 5 | 5 | 14 | 4 |
| 36 | 35 | 14 | 4 | 4 | 8 | 2 | 2 | 5 | 5 | 14 | 3 |
| 37 | 36 | 14 | 4 | 4 | 8 | 2 | 2 | 5 | 5 | 14 | 4 |
| 38 | 37 | 14 | 4 | 4 | 8 | 2 | 2 | 5 | 5 | 14 | 4 |
| 39 | 38 | 6 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 40 | 39 | 6 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 41 | 40 | 6 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 42 | 41 | 6 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 43 | 42 | 6 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 44 | 43 | 6 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 45 | 44 | 6 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 46 | 45 | 6 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 47 | 46 | 14 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 3 |
| 48 | 47 | 13 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 3 |
| 49 | 48 | 15 | 5 | 5 | 10 | 1 | 2 | 4 | 6 | 13 | 5 |
| 50 | 49 | 15 | 5 | 5 | 10 | 1 | 2 | 4 | 6 | 13 | 5 |
| 51 | 50 | 15 | 5 | 5 | 10 | 1 | 2 | 4 | 6 | 13 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 52 | 51 | 9 | 5 | 5 | 10 | 1 | 2 | 4 | 6 | 13 | 5 |
| 53 | 52 | 15 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 5 |
| 54 | 53 | 8 | 3 | 4 | 7 | 3 | 3 | 3 | 4 | 13 | 3 |
| 55 | 54 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 56 | 55 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 57 | 56 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 58 | 57 | 16 | 3 | 4 | 7 | 3 | 3 | 4 | 4 | 14 | 4 |
| 59 | 58 | 10 | 3 | 4 | 7 | 1 | 1 | 6 | 6 | 14 | 4 |
| 60 | 59 | 12 | 3 | 3 | 6 | 3 | 3 | 3 | 3 | 12 | 3 |
| 61 | 60 | 16 | 4 | 3 | 7 | 2 | 1 | 5 | 5 | 13 | 5 |
| 62 | 61 | 13 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 63 | 62 | 13 | 6 | 6 | 12 | 1 | 1 | 6 | 6 | 14 | 3 |
| 64 | 63 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 3 |
| 65 | 64 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 3 |
| 66 | 65 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 2 |
| 67 | 66 | 11 | 5 | 5 | 10 | 2 | 3 | 4 | 4 | 13 | 5 |
| 68 | 67 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 69 | 68 | 12 | 2 | 2 | 4 | 5 | 5 | 5 | 5 | 20 | 2 |
| 70 | 69 | 10 | 3 | 2 | 5 | 2 | 2 | 5 | 5 | 14 | 4 |
| 71 | 70 | 15 | 4 | 3 | 7 | 2 | 2 | 4 | 4 | 12 | 4 |
| 72 | 71 | 15 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 6 |
| 73 | 72 | 14 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 74 | 73 | 12 | 5 | 4 | 9 | 2 | 2 | 4 | 5 | 13 | 5 |
| 75 | 74 | 12 | 4 | 4 | 8 | 4 | 4 | 4 | 5 | 17 | 5 |
| 76 | 75 | 10 | 4 | 5 | 9 | 3 | 3 | 2 | 4 | 12 | 3 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 77 | 76 | 18 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 78 | 77 | 18 | 6 | 6 | 12 | 1 | 1 | 5 | 6 | 13 | 6 |
| 79 | 78 | 15 | 3 | 3 | 6 | 2 | 2 | 3 | 3 | 10 | 3 |
| 80 | 79 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 81 | 80 | 15 | 6 | 6 | 12 | 2 | 2 | 6 | 6 | 16 | 4 |
| 82 | 81 | 13 | 3 | 5 | 8 | 5 | 3 | 1 | 2 | 11 | 5 |
| 83 | 82 | 6 | 2 | 2 | 4 | 6 | 4 | 1 | 2 | 13 | 2 |
| 84 | 83 | 10 | 5 | 2 | 7 | 3 | 3 | 3 | 3 | 12 | 5 |
| 85 | 84 | 14 | 4 | 5 | 9 | 1 | 6 | 4 | 4 | 15 | 5 |
| 86 | 85 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 87 | 86 | 16 | 5 | 5 | 10 | 2 | 1 | 5 | 5 | 13 | 4 |
| 88 | 87 | 15 | 5 | 5 | 10 | 1 | 2 | 5 | 5 | 13 | 4 |
| 89 | 88 | 9 | 4 | 4 | 8 | 4 | 3 | 5 | 4 | 16 | 5 |
| 90 | 89 | 15 | 6 | 6 | 12 | 2 | 2 | 5 | 5 | 14 | 5 |
| 91 | 90 | 15 | 6 | 6 | 12 | 2 | 2 | 6 | 6 | 16 | 6 |
| 92 | 91 | 17 | 2 | 2 | 4 | 1 | 2 | 2 | 4 | 9 | 4 |
| 93 | 92 | 15 | 5 | 5 | 10 | 3 | 3 | 4 | 3 | 13 | 2 |
| 94 | 93 | 11 | 5 | 5 | 10 | 5 | 2 | 2 | 4 | 13 | 4 |
| 95 | 94 | 14 | 4 | 4 | 8 | 2 | 2 | 4 | 4 | 12 | 4 |
| 96 | 95 | 16 | 6 | 4 | 10 | 2 | 2 | 3 | 5 | 12 | 3 |
| 97 | 96 | 16 | 6 | 4 | 10 | 2 | 2 | 3 | 5 | 12 | 3 |
| 98 | 97 | 16 | 6 | 4 | 10 | 2 | 2 | 3 | 4 | 11 | 3 |
| 99 | 98 | 15 | 5 | 4 | 9 | 2 | 2 | 4 | 6 | 14 | 4 |
| 100 | 99 | 15 | 5 | 5 | 10 | 2 | 2 | 4 | 5 | 13 | 4 |
| 101 | 100 | 15 | 4 | 3 | 7 | 2 | 2 | 2 | 4 | 10 | 4 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 102 | 101 | 18 | 6 | 6 | 12 | 1 | 1 | 6 | 6 | 14 | 6 |
| 103 | 102 | 15 | 6 | 6 | 12 | 2 | 2 | 5 | 5 | 14 | 6 |
| 104 | 103 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 105 | 104 | 7 | 4 | 2 | 6 | 2 | 2 | 4 | 4 | 12 | 2 |
| 106 | 105 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 107 | 106 | 15 | 5 | 5 | 10 | 2 | 2 | 4 | 4 | 12 | 5 |
| 108 | 107 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 109 | 108 | 11 | 5 | 4 | 9 | 2 | 2 | 2 | 5 | 11 | 3 |
| 110 | 109 | 14 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 111 | 110 | 14 | 4 | 2 | 6 | 2 | 2 | 4 | 4 | 12 | 4 |
| 112 | 111 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 113 | 112 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 114 | 113 | 12 | 2 | 5 | 7 | 2 | 4 | 4 | 4 | 14 | 4 |
| 115 | 114 | 12 | 4 | 4 | 8 | 3 | 3 | 3 | 3 | 12 | 2 |
| 116 | 115 | 15 | 5 | 5 | 10 | 3 | 4 | 3 | 3 | 13 | 4 |
| 117 | 116 | 15 | 5 | 5 | 10 | 4 | 4 | 4 | 3 | 15 | 3 |
| 118 | 117 | 12 | 4 | 4 | 8 | 4 | 4 | 4 | 4 | 16 | 4 |
| 119 | 118 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 120 | 119 | 13 | 2 | 2 | 4 | 2 | 2 | 4 | 5 | 13 | 5 |
| 121 | 120 | 14 | 4 | 2 | 6 | 2 | 2 | 4 | 4 | 12 | 4 |
| 122 | 121 | 15 | 5 | 5 | 10 | 2 | 3 | 3 | 3 | 11 | 3 |
| 123 | 122 | 7 | 4 | 2 | 6 | 2 | 2 | 4 | 4 | 12 | 2 |
| 124 | 123 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 125 | 124 | 13 | 2 | 2 | 4 | 2 | 2 | 4 | 5 | 13 | 5 |
| 126 | 125 | 14 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 127 | 126 | 9 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 128 | 127 | 16 | 5 | 3 | 8 | 2 | 2 | 5 | 5 | 14 | 5 |
| 129 | 128 | 15 | 6 | 5 | 11 | 1 | 1 | 6 | 6 | 14 | 6 |
| 130 | 129 | 14 | 5 | 5 | 10 | 5 | 4 | 4 | 4 | 17 | 3 |
| 131 | 130 | 8 | 3 | 5 | 8 | 5 | 4 | 4 | 4 | 17 | 3 |
| 132 | 131 | 18 | 5 | 2 | 7 | 2 | 2 | 5 | 5 | 14 | 2 |
| 133 | 132 | 15 | 3 | 3 | 6 | 1 | 1 | 5 | 5 | 12 | 6 |
| 134 | 133 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 3 |
| 135 | 134 | 15 | 5 | 2 | 7 | 1 | 1 | 6 | 6 | 14 | 4 |
| 136 | 135 | 15 | 5 | 2 | 7 | 1 | 1 | 6 | 6 | 14 | 4 |
| 137 | 136 | 15 | 5 | 2 | 7 | 1 | 1 | 6 | 6 | 14 | 4 |
| 138 | 137 | 15 | 5 | 2 | 7 | 1 | 1 | 6 | 6 | 14 | 5 |
| 139 | 138 | 12 | 5 | 5 | 10 | 3 | 3 | 5 | 5 | 16 | 4 |
| 140 | 139 | 10 | 6 | 4 | 10 | 3 | 2 | 5 | 5 | 15 | 4 |
| 141 | 140 | 9 | 4 | 4 | 8 | 2 | 2 | 4 | 2 | 10 | 4 |
| 142 | 141 | 13 | 3 | 2 | 5 | 2 | 3 | 5 | 5 | 15 | 5 |
| 143 | 142 | 15 | 5 | 5 | 10 | 4 | 3 | 3 | 4 | 14 | 4 |
| 144 | 143 | 12 | 4 | 3 | 7 | 3 | 3 | 4 | 4 | 14 | 4 |
| 145 | 144 | 12 | 5 | 4 | 9 | 2 | 2 | 5 | 5 | 14 | 5 |
| 146 | 145 | 11 | 4 | 3 | 7 | 3 | 3 | 3 | 4 | 13 | 4 |
| 147 | 146 | 11 | 3 | 4 | 7 | 4 | 4 | 4 | 3 | 15 | 3 |
| 148 | 147 | 11 | 3 | 3 | 6 | 3 | 4 | 4 | 4 | 15 | 3 |
| 149 | 148 | 10 | 5 | 4 | 9 | 4 | 3 | 4 | 3 | 14 | 3 |
| 150 | 149 | 15 | 5 | 5 | 10 | 4 | 4 | 4 | 3 | 15 | 3 |
| 151 | 150 | 9 | 3 | 5 | 8 | 5 | 4 | 4 | 4 | 17 | 3 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 152 | 151 | 15 | 5 | 2 | 7 | 1 | 1 | 6 | 6 | 14 | 4 |
| 153 | 152 | 10 | 4 | 4 | 8 | 5 | 4 | 4 | 4 | 17 | 4 |
| 154 | 153 | 9 | 3 | 3 | 6 | 3 | 2 | 4 | 5 | 14 | 4 |
| 155 | 154 | 10 | 3 | 3 | 6 | 3 | 2 | 4 | 5 | 14 | 4 |
| 156 | 155 | 10 | 3 | 3 | 6 | 3 | 2 | 4 | 5 | 14 | 4 |
| 157 | 156 | 15 | 5 | 2 | 7 | 5 | 2 | 5 | 5 | 17 | 3 |
| 158 | 157 | 9 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 159 | 158 | 10 | 4 | 3 | 7 | 3 | 4 | 4 | 4 | 15 | 2 |
| 160 | 159 | 10 | 1 | 1 | 2 | 1 | 1 | 6 | 6 | 14 | 1 |
| 161 | 160 | 15 | 5 | 4 | 9 | 1 | 1 | 6 | 6 | 14 | 2 |
| 162 | 161 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 163 | 162 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 4 |
| 164 | 163 | 15 | 5 | 4 | 9 | 2 | 2 | 4 | 4 | 12 | 3 |
| 165 | 164 | 12 | 5 | 4 | 9 | 2 | 2 | 5 | 5 | 14 | 4 |
| 166 | 165 | 13 | 4 | 2 | 6 | 2 | 5 | 5 | 4 | 16 | 5 |
| 167 | 166 | 18 | 6 | 6 | 12 | 1 | 1 | 6 | 6 | 14 | 6 |
| 168 | 167 | 18 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 3 |
| 169 | 168 | 15 | 6 | 5 | 11 | 2 | 2 | 5 | 5 | 14 | 4 |
| 170 | 169 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 4 | 13 | 4 |
| 171 | 170 | 12 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 172 | 171 | 12 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 173 | 172 | 13 | 4 | 4 | 8 | 2 | 1 | 4 | 4 | 11 | 4 |
| 174 | 173 | 14 | 4 | 4 | 8 | 2 | 2 | 4 | 4 | 12 | 4 |
| 175 | 174 | 12 | 3 | 3 | 6 | 4 | 4 | 2 | 2 | 12 | 2 |
| 176 | 175 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 177 | 176 | 15 | 2 | 2 | 4 | 2 | 2 | 5 | 6 | 15 | 5 |
| 178 | 177 | 13 | 4 | 4 | 8 | 2 | 1 | 4 | 4 | 11 | 4 |
| 179 | 178 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 180 | 179 | 15 | 2 | 2 | 4 | 2 | 2 | 5 | 5 | 14 | 5 |
| 181 | 180 | 15 | 2 | 2 | 4 | 2 | 2 | 5 | 6 | 15 | 5 |
| 182 | 181 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 183 | 182 | 14 | 5 | 4 | 9 | 2 | 1 | 4 | 5 | 12 | 5 |
| 184 | 183 | 13 | 5 | 5 | 10 | 2 | 2 | 4 | 5 | 13 | 4 |
| 185 | 184 | 13 | 4 | 4 | 8 | 3 | 2 | 4 | 4 | 13 | 4 |
| 186 | 185 | 15 | 5 | 5 | 10 | 2 | 1 | 4 | 5 | 12 | 5 |
| 187 | 186 | 16 | 5 | 4 | 9 | 3 | 2 | 5 | 5 | 15 | 5 |
| 188 | 187 | 15 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 5 |
| 189 | 188 | 15 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 5 |
| 190 | 189 | 15 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 5 |
| 191 | 190 | 14 | 3 | 2 | 5 | 1 | 1 | 5 | 5 | 12 | 5 |
| 192 | 191 | 16 | 5 | 5 | 10 | 2 | 2 | 2 | 2 | 8 | 5 |
| 193 | 192 | 15 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 5 |
| 194 | 193 | 16 | 5 | 5 | 10 | 2 | 2 | 6 | 6 | 16 | 5 |
| 195 | 194 | 15 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 5 |
| 196 | 195 | 10 | 5 | 4 | 9 | 3 | 3 | 4 | 4 | 14 | 5 |
| 197 | 196 | 7 | 3 | 2 | 5 | 3 | 3 | 3 | 3 | 12 | 4 |
| 198 | 197 | 8 | 3 | 2 | 5 | 3 | 3 | 2 | 2 | 10 | 5 |
| 199 | 198 | 11 | 4 | 4 | 8 | 3 | 3 | 3 | 2 | 11 | 2 |
| 200 | 199 | 15 | 5 | 5 | 10 | 1 | 1 | 5 | 5 | 12 | 5 |
| 201 | 200 | 15 | 6 | 5 | 11 | 2 | 1 | 5 | 6 | 14 | 5 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 202 | 201 | 6 | 4 | 5 | 9 | 6 | 6 | 4 | 4 | 20 | 5 |
| 203 | 202 | 13 | 2 | 5 | 7 | 3 | 2 | 4 | 5 | 14 | 5 |
| 204 | 203 | 9 | 4 | 4 | 8 | 3 | 3 | 3 | 3 | 12 | 3 |
| 205 | 204 | 13 | 2 | 5 | 7 | 2 | 2 | 2 | 6 | 12 | 6 |
| 206 | 205 | 12 | 2 | 5 | 7 | 2 | 2 | 2 | 6 | 12 | 6 |
| 207 | 206 | 12 | 2 | 1 | 3 | 2 | 3 | 2 | 6 | 13 | 6 |
| 208 | 207 | 13 | 2 | 5 | 7 | 2 | 2 | 2 | 6 | 12 | 6 |
| 209 | 208 | 15 | 2 | 5 | 7 | 2 | 2 | 2 | 6 | 12 | 6 |
| 210 | 209 | 15 | 2 | 5 | 7 | 2 | 2 | 2 | 6 | 12 | 6 |
| 211 | 210 | 14 | 3 | 3 | 6 | 2 | 2 | 4 | 4 | 12 | 3 |
| 212 | 211 | 12 | 3 | 3 | 6 | 2 | 2 | 4 | 4 | 12 | 4 |
| 213 | 212 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 6 | 15 | 6 |
| 214 | 213 | 18 | 4 | 4 | 8 | 2 | 1 | 4 | 5 | 12 | 6 |
| 215 | 214 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 6 | 15 | 5 |
| 216 | 215 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 6 | 15 | 5 |
| 217 | 216 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 6 | 15 | 5 |
| 218 | 217 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 6 | 15 | 5 |
| 219 | 218 | 16 | 5 | 5 | 10 | 2 | 2 | 4 | 6 | 14 | 5 |
| 220 | 219 | 16 | 5 | 5 | 10 | 2 | 2 | 4 | 6 | 14 | 5 |
| 221 | 220 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 6 | 15 | 5 |
| 222 | 221 | 16 | 5 | 5 | 10 | 2 | 2 | 5 | 6 | 15 | 5 |
| 223 | 222 | 15 | 2 | 2 | 4 | 5 | 5 | 5 | 6 | 21 | 5 |
| 224 | 223 | 15 | 5 | 4 | 9 | 2 | 2 | 4 | 4 | 12 | 6 |
| 225 | 224 | 14 | 5 | 5 | 10 | 1 | 1 | 6 | 6 | 14 | 6 |
| 226 | 225 | 15 | 5 | 4 | 9 | 2 | 2 | 4 | 4 | 12 | 6 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 227 | 226 | 18 | 5 | 4 | 9 | 2 | 2 | 4 | 4 | 12 | 6 |
| 228 | 227 | 14 | 2 | 1 | 3 | 1 | 2 | 5 | 5 | 13 | 1 |
| 229 | 228 | 14 | 4 | 5 | 9 | 1 | 1 | 5 | 6 | 13 | 5 |
| 230 | 229 | 6 | 5 | 4 | 9 | 2 | 2 | 5 | 5 | 14 | 4 |
| 231 | 230 | 15 | 5 | 4 | 9 | 2 | 2 | 5 | 5 | 14 | 3 |
| 232 | 231 | 10 | 5 | 4 | 9 | 2 | 2 | 4 | 5 | 13 | 5 |
| 233 | 232 | 12 | 6 | 4 | 10 | 1 | 1 | 6 | 6 | 14 | 6 |
| 234 | 233 | 15 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 235 | 234 | 15 | 5 | 5 | 10 | 2 | 2 | 4 | 5 | 13 | 5 |
| 236 | 235 | 15 | 5 | 5 | 10 | 2 | 2 | 4 | 5 | 13 | 5 |
| 237 | 236 | 15 | 5 | 5 | 10 | 2 | 2 | 4 | 5 | 13 | 5 |
| 238 | 237 | 15 | 5 | 5 | 10 | 2 | 2 | 4 | 5 | 13 | 5 |
| 239 | 238 | 15 | 2 | 5 | 7 | 2 | 2 | 2 | 6 | 12 | 6 |
| 240 | 239 | 15 | 6 | 5 | 11 | 1 | 1 | 6 | 6 | 14 | 4 |
| 241 | 240 | 14 | 2 | 2 | 4 | 2 | 2 | 3 | 2 | 9 | 2 |
| 242 | 241 | 15 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 8 | 3 |
| 243 | 242 | 15 | 3 | 2 | 5 | 2 | 2 | 5 | 5 | 14 | 5 |
| 244 | 243 | 15 | 5 | 5 | 10 | 2 | 2 | 4 | 5 | 13 | 5 |
| 245 | 245 | 15 | 5 | 4 | 9 | 1 | 1 | 6 | 6 | 14 | 6 |
| 246 | 246 | 15 | 5 | 5 | 10 | 2 | 2 | 4 | 4 | 12 | 5 |
| 247 | 247 | 14 | 2 | 2 | 4 | 2 | 2 | 3 | 2 | 9 | 3 |
| 248 | 248 | 18 | 2 | 5 | 7 | 2 | 2 | 5 | 5 | 14 | 5 |
| 249 | 249 | 15 | 1 | 2 | 3 | 1 | 2 | 2 | 2 | 7 | 1 |
| 250 | 250 | 17 | 2 | 1 | 3 | 2 | 2 | 2 | 1 | 7 | 2 |
| 251 | 251 | 15 | 2 | 2 | 4 | 1 | 1 | 1 | 2 | 5 | 1 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 252 | 252 | 15 | 6 | 5 | 11 | 1 | 1 | 6 | 5 | 13 | 4 |
| 253 | 253 | 14 | 2 | 1 | 3 | 2 | 2 | 1 | 1 | 6 | 4 |
| 254 | 254 | 13 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 255 | 255 | 13 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 256 | 256 | 10 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 257 | 257 | 9 | 5 | 5 | 10 | 2 | 2 | 5 | 5 | 14 | 5 |
| 258 | 258 | 15 | 6 | 5 | 11 | 1 | 2 | 2 | 5 | 10 | 5 |
| 259 | 259 | 15 | 4 | 4 | 8 | 4 | 3 | 4 | 3 | 14 | 4 |
| 260 | 260 | 15 | 5 | 5 | 10 | 2 | 2 | 4 | 4 | 12 | 5 |
| 261 | 261 | 15 | 5 | 5 | 10 | 4 | 4 | 4 | 3 | 15 | 4 |
| 262 | 262 | 13 | 5 | 5 | 10 | 2 | 2 | 2 | 5 | 11 | 5 |
| 263 | 263 | 9 | 23 | 4 | 4 | 5 | 13 | 2 | 4 | 2 | 2 |
| 264 | 264 | 12 | 24 | 3 | 3 | 4 | 10 | 4 | 4 | 2 | 2 |
| 265 | 265 | 12 | 27 | 4 | 4 | 3 | 11 | 4 | 4 | 2 | 4 |
| 266 | 266 | 9 | 21 | 4 | 4 | 4 | 12 | 4 | 3 | 4 | 4 |
| 267 | 267 | 10 | 24 | 4 | 4 | 4 | 12 | 5 | 4 | 4 | 5 |
| 268 | 268 | 12 | 28 | 4 | 4 | 4 | 12 | 3 | 3 | 3 | 3 |
| 269 | 269 | 11 | 25 | 4 | 4 | 4 | 12 | 4 | 5 | 5 | 5 |
| 270 | 270 | 10 | 22 | 3 | 3 | 2 | 8 | 5 | 3 | 2 | 4 |
| 271 | 271 | 12 | 28 | 4 | 4 | 4 | 12 | 2 | 3 | 2 | 2 |
| 272 | 272 | 8 | 17 | 4 | 4 | 3 | 11 | 2 | 4 | 2 | 3 |
| 273 | 273 | 10 | 24 | 4 | 4 | 4 | 12 | 4 | 4 | 5 | 5 |
| 274 | 274 | 12 | 25 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 |
| 275 | 275 | 12 | 28 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 5 |
| 276 | 276 | 12 | 28 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 |

| | A | B | C | D | E | F | G | H | I | J | K |
|-----|---------------|--------------|--------------------|---------|---------------|---------------------|------------------|----------------|------|------|------|
| 1 | No. responden | Umur (Tahun) | Masa kerja (Tahun) | Profesi | Jenis kelamin | Pendidikan terakhir | Status pekerjaan | Tempat bekerja | KKP1 | KKP2 | KKP3 |
| 277 | 277 | 12 | 28 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 |
| 278 | 278 | 12 | 28 | 4 | 4 | 4 | 12 | 3 | 4 | 4 | 3 |
| 279 | 279 | 11 | 21 | 4 | 5 | 4 | 13 | 4 | 4 | 4 | 4 |
| 280 | 280 | 12 | 25 | 4 | 3 | 4 | 11 | 3 | 3 | 4 | 4 |
| 281 | 281 | 12 | 26 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 |
| 282 | 282 | 11 | 22 | 4 | 4 | 2 | 10 | 2 | 3 | 4 | 4 |
| 283 | 283 | 10 | 25 | 4 | 4 | 5 | 13 | 2 | 4 | 4 | 4 |
| 284 | 284 | 12 | 28 | 3 | 3 | 3 | 9 | 3 | 4 | 4 | 4 |
| 285 | 285 | 9 | 22 | 2 | 2 | 4 | 8 | 3 | 2 | 2 | 2 |
| 286 | 286 | 9 | 20 | 3 | 3 | 3 | 9 | 2 | 2 | 2 | 2 |
| 287 | 287 | 12 | 28 | 2 | 3 | 4 | 9 | 2 | 4 | 2 | 2 |
| 288 | 288 | 12 | 27 | 4 | 4 | 3 | 11 | 2 | 3 | 1 | 2 |
| 289 | 289 | 12 | 28 | 4 | 5 | 5 | 14 | 5 | 5 | 1 | 1 |
| 290 | 290 | 9 | 21 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 |
| 291 | 291 | 12 | 28 | 2 | 2 | 2 | 6 | 2 | 4 | 2 | 3 |
| 292 | 292 | 3 | 10 | 4 | 4 | 4 | 12 | 4 | 4 | 4 | 4 |
| 293 | 293 | 12 | 23 | 3 | 2 | 3 | 8 | 2 | 1 | 1 | 4 |
| 294 | 294 | 11 | 24 | 2 | 2 | 3 | 7 | 3 | 4 | 2 | 2 |
| 295 | 295 | 8 | 17 | 2 | 3 | 3 | 8 | 3 | 2 | 2 | 2 |
| 296 | 296 | 9 | 20 | 2 | 2 | 3 | 7 | 3 | 1 | 1 | 2 |
| 297 | 297 | 10 | 23 | 2 | 4 | 4 | 10 | 2 | 2 | 2 | 3 |
| 298 | 298 | 12 | 27 | 4 | 4 | 4 | 12 | 4 | 5 | 5 | 5 |
| 299 | 299 | 10 | 24 | 4 | 4 | 4 | 12 | 2 | 2 | 2 | 2 |
| 300 | 300 | 10 | 22 | 4 | 4 | 4 | 12 | 4 | 4 | 2 | 2 |

| | A | BT | BU | BV | BW | BX | BY |
|----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 2 | 1 | 14 | 2 | 2 | 3 | 7 | 29 |
| 3 | 2 | 12 | 5 | 5 | 5 | 15 | 36 |
| 4 | 3 | 12 | 5 | 5 | 5 | 15 | 36 |
| 5 | 4 | 13 | 3 | 3 | 3 | 9 | 34 |
| 6 | 5 | 13 | 2 | 3 | 3 | 8 | 30 |
| 7 | 6 | 9 | 3 | 3 | 3 | 9 | 28 |
| 8 | 7 | 10 | 3 | 2 | 3 | 8 | 27 |
| 9 | 8 | 10 | 4 | 3 | 3 | 10 | 30 |
| 10 | 9 | 11 | 3 | 3 | 3 | 9 | 29 |
| 11 | 10 | 11 | 3 | 3 | 3 | 9 | 31 |
| 12 | 11 | 12 | 3 | 3 | 3 | 9 | 29 |
| 13 | 12 | 11 | 3 | 3 | 3 | 9 | 29 |
| 14 | 13 | 11 | 3 | 3 | 3 | 9 | 29 |
| 15 | 14 | 12 | 3 | 3 | 3 | 9 | 30 |
| 16 | 15 | 14 | 2 | 2 | 3 | 7 | 29 |
| 17 | 16 | 16 | 4 | 4 | 4 | 12 | 40 |
| 18 | 17 | 16 | 4 | 4 | 4 | 12 | 40 |
| 19 | 18 | 8 | 5 | 2 | 4 | 11 | 31 |
| 20 | 19 | 8 | 4 | 2 | 4 | 10 | 30 |
| 21 | 20 | 12 | 4 | 4 | 4 | 12 | 36 |
| 22 | 21 | 12 | 4 | 4 | 4 | 12 | 36 |
| 23 | 22 | 9 | 3 | 1 | 4 | 8 | 31 |
| 24 | 23 | 12 | 4 | 4 | 4 | 12 | 36 |
| 25 | 24 | 8 | 4 | 2 | 5 | 11 | 31 |
| 26 | 25 | 8 | 4 | 2 | 4 | 10 | 30 |
| 27 | 26 | 8 | 4 | 2 | 4 | 10 | 30 |

| | A | BT | BU | BV | BW | BX | BY |
|----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 28 | 27 | 12 | 4 | 4 | 4 | 12 | 36 |
| 29 | 28 | 12 | 4 | 4 | 4 | 12 | 36 |
| 30 | 29 | 16 | 4 | 4 | 4 | 12 | 39 |
| 31 | 30 | 7 | 3 | 3 | 2 | 8 | 21 |
| 32 | 31 | 10 | 5 | 4 | 4 | 13 | 29 |
| 33 | 32 | 12 | 4 | 4 | 4 | 12 | 36 |
| 34 | 33 | 10 | 2 | 2 | 2 | 6 | 23 |
| 35 | 34 | 10 | 4 | 4 | 4 | 12 | 32 |
| 36 | 35 | 10 | 4 | 4 | 4 | 12 | 32 |
| 37 | 36 | 10 | 4 | 4 | 4 | 12 | 32 |
| 38 | 37 | 10 | 4 | 4 | 4 | 12 | 32 |
| 39 | 38 | 8 | 4 | 2 | 4 | 10 | 26 |
| 40 | 39 | 8 | 4 | 2 | 4 | 10 | 26 |
| 41 | 40 | 8 | 4 | 2 | 4 | 10 | 26 |
| 42 | 41 | 8 | 4 | 2 | 4 | 10 | 26 |
| 43 | 42 | 8 | 4 | 2 | 4 | 10 | 26 |
| 44 | 43 | 8 | 4 | 2 | 4 | 10 | 26 |
| 45 | 44 | 8 | 4 | 2 | 4 | 10 | 24 |
| 46 | 45 | 8 | 4 | 2 | 4 | 10 | 26 |
| 47 | 46 | 7 | 3 | 2 | 2 | 7 | 22 |
| 48 | 47 | 8 | 3 | 2 | 2 | 7 | 23 |
| 49 | 48 | 8 | 4 | 3 | 3 | 10 | 25 |
| 50 | 49 | 8 | 4 | 3 | 3 | 10 | 25 |
| 51 | 50 | 8 | 4 | 3 | 3 | 10 | 25 |
| 52 | 51 | 8 | 4 | 4 | 4 | 12 | 33 |
| 53 | 52 | 8 | 4 | 2 | 4 | 10 | 26 |

| | A | BT | BU | BV | BW | BX | BY |
|----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 54 | 53 | 8 | 2 | 2 | 3 | 7 | 23 |
| 55 | 54 | 16 | 4 | 4 | 4 | 12 | 40 |
| 56 | 55 | 16 | 4 | 4 | 4 | 12 | 36 |
| 57 | 56 | 16 | 4 | 4 | 4 | 12 | 40 |
| 58 | 57 | 8 | 4 | 4 | 4 | 12 | 31 |
| 59 | 58 | 12 | 3 | 3 | 3 | 9 | 29 |
| 60 | 59 | 12 | 3 | 3 | 3 | 9 | 30 |
| 61 | 60 | 14 | 4 | 4 | 5 | 13 | 37 |
| 62 | 61 | 10 | 4 | 2 | 4 | 10 | 32 |
| 63 | 62 | 20 | 5 | 5 | 5 | 15 | 50 |
| 64 | 63 | 10 | 3 | 4 | 4 | 11 | 33 |
| 65 | 64 | 10 | 3 | 4 | 4 | 11 | 33 |
| 66 | 65 | 10 | 3 | 4 | 4 | 11 | 33 |
| 67 | 66 | 11 | 3 | 3 | 4 | 10 | 31 |
| 68 | 67 | 10 | 4 | 3 | 2 | 9 | 27 |
| 69 | 68 | 12 | 4 | 4 | 4 | 12 | 36 |
| 70 | 69 | 7 | 4 | 3 | 4 | 11 | 27 |
| 71 | 70 | 11 | 2 | 2 | 4 | 8 | 27 |
| 72 | 71 | 4 | 5 | 5 | 4 | 14 | 25 |
| 73 | 72 | 9 | 3 | 3 | 3 | 9 | 29 |
| 74 | 73 | 8 | 4 | 5 | 5 | 14 | 29 |
| 75 | 74 | 9 | 3 | 4 | 4 | 11 | 29 |
| 76 | 75 | 9 | 3 | 2 | 2 | 7 | 22 |
| 77 | 76 | 13 | 5 | 5 | 5 | 15 | 36 |
| 78 | 77 | 5 | 5 | 5 | 5 | 15 | 30 |
| 79 | 78 | 12 | 3 | 3 | 3 | 9 | 30 |

| | A | BT | BU | BV | BW | BX | BY |
|-----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 80 | 79 | 11 | 2 | 4 | 4 | 10 | 33 |
| 81 | 80 | 10 | 4 | 3 | 4 | 11 | 30 |
| 82 | 81 | 8 | 3 | 3 | 3 | 9 | 26 |
| 83 | 82 | 16 | 2 | 2 | 3 | 7 | 31 |
| 84 | 83 | 11 | 4 | 3 | 3 | 10 | 31 |
| 85 | 84 | 11 | 3 | 2 | 4 | 9 | 32 |
| 86 | 85 | 8 | 3 | 2 | 2 | 7 | 22 |
| 87 | 86 | 8 | 3 | 2 | 2 | 7 | 22 |
| 88 | 87 | 8 | 3 | 2 | 2 | 7 | 22 |
| 89 | 88 | 6 | 4 | 4 | 4 | 12 | 22 |
| 90 | 89 | 8 | 3 | 2 | 4 | 9 | 29 |
| 91 | 90 | 4 | 5 | 4 | 4 | 13 | 20 |
| 92 | 91 | 8 | 2 | 2 | 2 | 6 | 20 |
| 93 | 92 | 12 | 3 | 3 | 3 | 9 | 33 |
| 94 | 93 | 16 | 4 | 4 | 4 | 12 | 40 |
| 95 | 94 | 11 | 2 | 3 | 2 | 7 | 26 |
| 96 | 95 | 10 | 4 | 2 | 4 | 10 | 29 |
| 97 | 96 | 10 | 4 | 2 | 4 | 10 | 29 |
| 98 | 97 | 10 | 4 | 2 | 4 | 10 | 29 |
| 99 | 98 | 9 | 3 | 3 | 4 | 10 | 30 |
| 100 | 99 | 10 | 4 | 3 | 3 | 10 | 30 |
| 101 | 100 | 11 | 4 | 4 | 4 | 12 | 33 |
| 102 | 101 | 4 | 5 | 1 | 5 | 11 | 18 |
| 103 | 102 | 10 | 4 | 4 | 5 | 13 | 36 |
| 104 | 103 | 14 | 4 | 4 | 4 | 12 | 34 |
| 105 | 104 | 12 | 4 | 4 | 4 | 12 | 34 |

| | A | BT | BU | BV | BW | BX | BY |
|-----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 106 | 105 | 12 | 4 | 4 | 4 | 12 | 32 |
| 107 | 106 | 16 | 4 | 4 | 4 | 12 | 34 |
| 108 | 107 | 8 | 4 | 4 | 4 | 12 | 28 |
| 109 | 108 | 14 | 4 | 4 | 4 | 12 | 39 |
| 110 | 109 | 10 | 4 | 4 | 4 | 12 | 34 |
| 111 | 110 | 16 | 4 | 4 | 4 | 12 | 40 |
| 112 | 111 | 8 | 2 | 4 | 4 | 10 | 30 |
| 113 | 112 | 8 | 2 | 4 | 4 | 10 | 30 |
| 114 | 113 | 11 | 4 | 3 | 4 | 11 | 34 |
| 115 | 114 | 11 | 4 | 3 | 4 | 11 | 34 |
| 116 | 115 | 16 | 4 | 4 | 4 | 12 | 40 |
| 117 | 116 | 16 | 4 | 4 | 4 | 12 | 40 |
| 118 | 117 | 13 | 3 | 3 | 4 | 10 | 35 |
| 119 | 118 | 9 | 4 | 4 | 4 | 12 | 33 |
| 120 | 119 | 11 | 2 | 2 | 4 | 8 | 30 |
| 121 | 120 | 11 | 4 | 4 | 4 | 12 | 35 |
| 122 | 121 | 9 | 3 | 3 | 3 | 9 | 28 |
| 123 | 122 | 10 | 3 | 3 | 3 | 9 | 30 |
| 124 | 123 | 9 | 4 | 4 | 4 | 12 | 33 |
| 125 | 124 | 11 | 2 | 2 | 4 | 8 | 30 |
| 126 | 125 | 8 | 5 | 4 | 4 | 13 | 31 |
| 127 | 126 | 12 | 4 | 4 | 4 | 12 | 30 |
| 128 | 127 | 10 | 4 | 4 | 5 | 13 | 27 |
| 129 | 128 | 4 | 4 | 4 | 4 | 12 | 23 |
| 130 | 129 | 9 | 3 | 4 | 4 | 11 | 31 |
| 131 | 130 | 16 | 4 | 4 | 4 | 12 | 40 |

| | A | BT | BU | BV | BW | BX | BY |
|-----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 132 | 131 | 20 | 4 | 2 | 3 | 9 | 41 |
| 133 | 132 | 9 | 3 | 3 | 3 | 9 | 30 |
| 134 | 133 | 16 | 4 | 4 | 4 | 12 | 40 |
| 135 | 134 | 10 | 4 | 4 | 4 | 12 | 32 |
| 136 | 135 | 10 | 4 | 4 | 4 | 12 | 32 |
| 137 | 136 | 10 | 4 | 4 | 4 | 12 | 32 |
| 138 | 137 | 10 | 4 | 4 | 4 | 12 | 32 |
| 139 | 138 | 11 | 3 | 3 | 4 | 10 | 30 |
| 140 | 139 | 9 | 3 | 3 | 4 | 10 | 28 |
| 141 | 140 | 9 | 3 | 4 | 3 | 10 | 27 |
| 142 | 141 | 11 | 2 | 3 | 4 | 9 | 31 |
| 143 | 142 | 14 | 3 | 3 | 3 | 9 | 34 |
| 144 | 143 | 9 | 3 | 3 | 3 | 9 | 27 |
| 145 | 144 | 9 | 3 | 3 | 3 | 9 | 27 |
| 146 | 145 | 11 | 3 | 3 | 3 | 9 | 28 |
| 147 | 146 | 16 | 4 | 4 | 4 | 12 | 41 |
| 148 | 147 | 13 | 4 | 4 | 4 | 12 | 35 |
| 149 | 148 | 16 | 4 | 4 | 4 | 12 | 40 |
| 150 | 149 | 14 | 4 | 4 | 4 | 12 | 37 |
| 151 | 150 | 16 | 4 | 4 | 4 | 12 | 40 |
| 152 | 151 | 11 | 4 | 4 | 4 | 12 | 33 |
| 153 | 152 | 16 | 4 | 4 | 4 | 12 | 40 |
| 154 | 153 | 13 | 3 | 4 | 4 | 11 | 36 |
| 155 | 154 | 11 | 3 | 4 | 4 | 11 | 34 |
| 156 | 155 | 11 | 3 | 4 | 4 | 11 | 34 |
| 157 | 156 | 12 | 3 | 3 | 2 | 8 | 33 |

| | A | BT | BU | BV | BW | BX | BY |
|-----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 158 | 157 | 9 | 3 | 3 | 3 | 9 | 27 |
| 159 | 158 | 13 | 4 | 3 | 3 | 10 | 33 |
| 160 | 159 | 8 | 4 | 1 | 5 | 10 | 30 |
| 161 | 160 | 11 | 3 | 4 | 4 | 11 | 28 |
| 162 | 161 | 7 | 4 | 4 | 4 | 12 | 27 |
| 163 | 162 | 7 | 4 | 4 | 4 | 12 | 27 |
| 164 | 163 | 7 | 4 | 4 | 4 | 12 | 29 |
| 165 | 164 | 11 | 3 | 3 | 3 | 9 | 29 |
| 166 | 165 | 10 | 4 | 3 | 2 | 9 | 28 |
| 167 | 166 | 10 | 4 | 4 | 4 | 12 | 32 |
| 168 | 167 | 7 | 4 | 2 | 4 | 10 | 27 |
| 169 | 168 | 11 | 5 | 5 | 5 | 15 | 35 |
| 170 | 169 | 11 | 5 | 5 | 5 | 15 | 35 |
| 171 | 170 | 9 | 3 | 3 | 3 | 9 | 27 |
| 172 | 171 | 11 | 4 | 4 | 4 | 12 | 37 |
| 173 | 172 | 11 | 2 | 2 | 3 | 7 | 27 |
| 174 | 173 | 12 | 2 | 2 | 2 | 6 | 25 |
| 175 | 174 | 16 | 4 | 4 | 4 | 12 | 37 |
| 176 | 175 | 11 | 4 | 4 | 4 | 12 | 33 |
| 177 | 176 | 9 | 4 | 4 | 4 | 12 | 27 |
| 178 | 177 | 11 | 3 | 3 | 3 | 9 | 29 |
| 179 | 178 | 8 | 4 | 4 | 4 | 12 | 32 |
| 180 | 179 | 11 | 4 | 4 | 4 | 12 | 33 |
| 181 | 180 | 12 | 4 | 4 | 4 | 12 | 35 |
| 182 | 181 | 8 | 4 | 3 | 4 | 11 | 27 |
| 183 | 182 | 9 | 4 | 2 | 4 | 10 | 25 |

| | A | BT | BU | BV | BW | BX | BY |
|-----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 184 | 183 | 6 | 4 | 4 | 4 | 12 | 26 |
| 185 | 184 | 8 | 5 | 2 | 4 | 11 | 31 |
| 186 | 185 | 9 | 4 | 2 | 4 | 10 | 25 |
| 187 | 186 | 9 | 5 | 3 | 4 | 12 | 25 |
| 188 | 187 | 11 | 4 | 2 | 4 | 10 | 33 |
| 189 | 188 | 11 | 4 | 2 | 4 | 10 | 33 |
| 190 | 189 | 9 | 4 | 1 | 4 | 9 | 30 |
| 191 | 190 | 10 | 4 | 1 | 4 | 9 | 34 |
| 192 | 191 | 13 | 4 | 2 | 4 | 10 | 35 |
| 193 | 192 | 13 | 4 | 2 | 4 | 10 | 35 |
| 194 | 193 | 13 | 4 | 2 | 4 | 10 | 35 |
| 195 | 194 | 11 | 4 | 2 | 4 | 10 | 33 |
| 196 | 195 | 8 | 3 | 3 | 3 | 9 | 26 |
| 197 | 196 | 10 | 4 | 4 | 4 | 12 | 30 |
| 198 | 197 | 9 | 3 | 4 | 4 | 11 | 28 |
| 199 | 198 | 16 | 4 | 4 | 4 | 12 | 38 |
| 200 | 199 | 6 | 3 | 4 | 5 | 12 | 33 |
| 201 | 200 | 5 | 5 | 5 | 5 | 15 | 33 |
| 202 | 201 | 8 | 2 | 4 | 5 | 11 | 29 |
| 203 | 202 | 13 | 2 | 2 | 2 | 6 | 28 |
| 205 | 204 | 8 | 4 | 4 | 4 | 12 | 30 |
| 206 | 205 | 8 | 4 | 5 | 4 | 13 | 31 |
| 207 | 206 | 10 | 4 | 4 | 4 | 12 | 32 |
| 208 | 207 | 9 | 4 | 4 | 4 | 12 | 31 |
| 209 | 208 | 8 | 4 | 4 | 4 | 12 | 30 |
| 210 | 209 | 8 | 4 | 4 | 4 | 12 | 30 |

| | A | BT | BU | BV | BW | BX | BY |
|-----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 211 | 210 | 13 | 3 | 4 | 4 | 11 | 34 |
| 212 | 211 | 11 | 4 | 3 | 4 | 11 | 30 |
| 213 | 212 | 8 | 4 | 4 | 4 | 12 | 30 |
| 214 | 213 | 12 | 3 | 3 | 3 | 9 | 30 |
| 215 | 214 | 8 | 4 | 4 | 4 | 12 | 30 |
| 216 | 215 | 8 | 4 | 4 | 4 | 12 | 30 |
| 217 | 216 | 8 | 4 | 4 | 4 | 12 | 30 |
| 218 | 217 | 8 | 4 | 4 | 4 | 12 | 30 |
| 219 | 218 | 8 | 4 | 4 | 4 | 12 | 30 |
| 220 | 219 | 8 | 4 | 4 | 4 | 12 | 30 |
| 221 | 220 | 8 | 4 | 4 | 4 | 12 | 30 |
| 222 | 221 | 8 | 4 | 4 | 4 | 12 | 30 |
| 223 | 222 | 16 | 4 | 4 | 4 | 12 | 40 |
| 224 | 223 | 10 | 5 | 5 | 5 | 15 | 31 |
| 225 | 224 | 8 | 3 | 4 | 4 | 11 | 31 |
| 226 | 225 | 10 | 5 | 5 | 5 | 15 | 31 |
| 227 | 226 | 10 | 5 | 5 | 5 | 15 | 31 |
| 228 | 227 | 16 | 4 | 4 | 4 | 12 | 40 |
| 229 | 228 | 9 | 3 | 3 | 3 | 9 | 25 |
| 230 | 229 | 10 | 4 | 4 | 4 | 12 | 34 |
| 231 | 230 | 10 | 3 | 4 | 4 | 11 | 33 |
| 232 | 231 | 11 | 4 | 2 | 5 | 11 | 37 |
| 233 | 232 | 5 | 5 | 5 | 4 | 14 | 31 |
| 234 | 233 | 16 | 4 | 4 | 4 | 12 | 39 |
| 235 | 234 | 8 | 4 | 3 | 2 | 9 | 27 |
| 236 | 235 | 8 | 4 | 3 | 2 | 9 | 27 |

| | A | BT | BU | BV | BW | BX | BY |
|-----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 237 | 236 | 8 | 4 | 3 | 2 | 9 | 27 |
| 238 | 237 | 8 | 4 | 3 | 2 | 9 | 27 |
| 239 | 238 | 8 | 4 | 4 | 4 | 12 | 30 |
| 240 | 239 | 9 | 3 | 5 | 5 | 13 | 32 |
| 241 | 240 | 16 | 4 | 4 | 4 | 12 | 40 |
| 242 | 241 | 17 | 4 | 4 | 4 | 12 | 40 |
| 243 | 242 | 16 | 4 | 4 | 4 | 12 | 40 |
| 244 | 243 | 8 | 4 | 3 | 2 | 9 | 27 |
| 245 | 245 | 7 | 5 | 5 | 5 | 15 | 30 |
| 246 | 246 | 9 | 5 | 5 | 5 | 15 | 35 |
| 247 | 247 | 15 | 2 | 2 | 2 | 6 | 32 |
| 248 | 248 | 17 | 4 | 5 | 4 | 13 | 43 |
| 249 | 249 | 14 | 4 | 4 | 4 | 12 | 37 |
| 250 | 250 | 17 | 4 | 5 | 5 | 14 | 44 |
| 251 | 251 | 18 | 5 | 4 | 5 | 14 | 45 |
| 252 | 252 | 14 | 2 | 4 | 4 | 10 | 35 |
| 253 | 253 | 11 | 4 | 4 | 4 | 12 | 32 |
| 254 | 254 | 10 | 3 | 3 | 4 | 10 | 34 |
| 255 | 255 | 8 | 2 | 2 | 2 | 6 | 20 |
| 256 | 256 | 8 | 4 | 4 | 4 | 12 | 26 |
| 257 | 257 | 9 | 3 | 3 | 3 | 9 | 27 |
| 258 | 258 | 9 | 4 | 4 | 3 | 11 | 28 |
| 259 | 259 | 11 | 3 | 3 | 3 | 9 | 32 |
| 260 | 260 | 16 | 4 | 4 | 4 | 12 | 40 |
| 261 | 261 | 15 | 3 | 3 | 4 | 10 | 31 |
| 262 | 262 | 10 | 3 | 4 | 4 | 11 | 27 |

| | A | BT | BU | BV | BW | BX | BY |
|-----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 263 | 263 | 10 | 4 | 4 | 5 | 13 | 36 |
| 264 | 264 | 12 | 3 | 3 | 3 | 9 | 31 |
| 265 | 265 | 14 | 2 | 2 | 4 | 8 | 33 |
| 266 | 266 | 15 | 3 | 4 | 5 | 12 | 39 |
| 267 | 267 | 18 | 4 | 4 | 4 | 12 | 42 |
| 268 | 268 | 12 | 3 | 3 | 3 | 9 | 33 |
| 269 | 269 | 19 | 5 | 4 | 4 | 13 | 44 |
| 270 | 270 | 14 | 2 | 2 | 3 | 7 | 29 |
| 271 | 271 | 9 | 4 | 4 | 4 | 12 | 33 |
| 272 | 272 | 11 | 2 | 2 | 4 | 8 | 30 |
| 273 | 273 | 18 | 4 | 2 | 2 | 8 | 38 |
| 274 | 274 | 16 | 4 | 4 | 4 | 12 | 40 |
| 275 | 275 | 20 | 4 | 2 | 3 | 9 | 41 |
| 276 | 276 | 16 | 4 | 4 | 4 | 12 | 40 |
| 277 | 277 | 16 | 4 | 4 | 4 | 12 | 40 |
| 278 | 278 | 14 | 3 | 4 | 4 | 11 | 37 |
| 279 | 279 | 16 | 4 | 4 | 4 | 12 | 41 |
| 280 | 280 | 14 | 4 | 4 | 4 | 12 | 37 |
| 281 | 281 | 16 | 4 | 4 | 4 | 12 | 40 |
| 282 | 282 | 13 | 4 | 4 | 4 | 12 | 35 |
| 283 | 283 | 14 | 4 | 4 | 4 | 12 | 39 |
| 284 | 284 | 15 | 5 | 5 | 5 | 15 | 39 |
| 285 | 285 | 9 | 4 | 3 | 4 | 11 | 28 |
| 286 | 286 | 8 | 3 | 2 | 3 | 8 | 25 |
| 287 | 287 | 10 | 4 | 4 | 4 | 12 | 31 |
| 288 | 288 | 8 | 2 | 1 | 2 | 5 | 24 |

| | A | BT | BU | BV | BW | BX | BY |
|-----|---------------|-------------------------|------|------|-------|------------------------|---------------------------|
| 1 | No. responden | Total Komitmen normatif | KOP8 | KOP9 | KOP10 | Total Komitmen afektif | Total komitmen organisasi |
| 289 | 289 | 12 | 1 | 4 | 5 | 10 | 36 |
| 290 | 290 | 16 | 4 | 4 | 4 | 12 | 40 |
| 291 | 291 | 11 | 2 | 3 | 4 | 9 | 26 |
| 292 | 292 | 16 | 4 | 4 | 4 | 12 | 40 |
| 293 | 293 | 8 | 3 | 2 | 2 | 7 | 23 |
| 294 | 294 | 11 | 4 | 4 | 4 | 12 | 30 |
| 295 | 295 | 9 | 2 | 5 | 5 | 12 | 29 |
| 296 | 296 | 7 | 2 | 3 | 2 | 7 | 21 |
| 297 | 297 | 9 | 2 | 2 | 3 | 7 | 26 |
| 298 | 298 | 19 | 4 | 5 | 5 | 14 | 45 |
| 299 | 299 | 8 | 2 | 4 | 4 | 10 | 30 |
| 300 | 300 | 12 | 4 | 4 | 4 | 12 | 36 |

Lampiran 7. HASIL OLAH DATA

Crosstabs

Case Processing Summary

| | Valid | | Cases Missing | | Total | |
|--------------------------------------|-------|---------|---------------|---------|-------|---------|
| | N | Percent | N | Percent | N | Percent |
| KatUmur * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatMasaKerja * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Profesi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Jenis kelamin * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Pendidikan terakhir * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Status pekerjaan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |

KatUmur * Tempat bekerja Crosstabulation

| KatUmur | Tempat bekerja | | Tempat bekerja | | Total |
|-------------|-------------------------|--|----------------|--------------------|--------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| 20-30 tahun | Count | | 33 | 25 | 58 |
| | % within Tempat bekerja | | 21.3% | 17.2% | 19.3% |
| 31-40 tahun | Count | | 74 | 53 | 127 |
| | % within Tempat bekerja | | 47.7% | 36.6% | 42.3% |
| 41-50 tahun | Count | | 39 | 52 | 91 |
| | % within Tempat bekerja | | 25.2% | 35.9% | 30.3% |
| >50 tahun | Count | | 9 | 15 | 24 |
| | % within Tempat bekerja | | 5.8% | 10.3% | 8.0% |
| Total | Count | | 155 | 145 | 300 |
| | % within Tempat bekerja | | 100.0% | 100.0% | 100.0% |

KatMasaKerja * Tempat bekerja Crosstabulation

| KatMasaKerja | Tempat bekerja | | Tempat bekerja | | Total |
|--------------|-------------------------|--|----------------|--------------------|--------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| 1-5 tahun | Count | | 54 | 39 | 93 |
| | % within Tempat bekerja | | 34.8% | 26.9% | 31.0% |
| 6-10 tahun | Count | | 26 | 23 | 49 |
| | % within Tempat bekerja | | 16.8% | 15.9% | 16.3% |
| >10 tahun | Count | | 75 | 83 | 158 |
| | % within Tempat bekerja | | 48.4% | 57.2% | 52.7% |
| Total | Count | | 155 | 145 | 300 |
| | % within Tempat bekerja | | 100.0% | 100.0% | 100.0% |

Profesi * Tempat bekerja Crosstabulation

| Profesi | Tempat bekerja | | Tempat bekerja | | Total |
|-------------------------------|-------------------------|--|----------------|--------------------|--------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| Dokter | Count | | 3 | 6 | 9 |
| | % within Tempat bekerja | | 1.9% | 4.1% | 3.0% |
| Dokter gigi | Count | | 1 | 0 | 1 |
| | % within Tempat bekerja | | 0.6% | 0.0% | 0.3% |
| Perawat | Count | | 44 | 30 | 74 |
| | % within Tempat bekerja | | 28.4% | 20.7% | 24.7% |
| Bidan | Count | | 38 | 38 | 76 |
| | % within Tempat bekerja | | 24.5% | 26.2% | 25.3% |
| Apoteker dan asisten apoteker | Count | | 12 | 3 | 15 |
| | % within Tempat bekerja | | 7.7% | 2.1% | 5.0% |
| Laboran | Count | | 1 | 5 | 6 |
| | % within Tempat bekerja | | 0.6% | 3.4% | 2.0% |
| Radiografer | Count | | 0 | 5 | 5 |
| | % within Tempat bekerja | | 0.0% | 3.4% | 1.7% |
| Dietisien | Count | | 1 | 3 | 4 |
| | % within Tempat bekerja | | 0.6% | 2.1% | 1.3% |
| Fisioterapi | Count | | 1 | 1 | 2 |
| | % within Tempat bekerja | | 0.6% | 0.7% | 0.7% |
| Tenaga lainnya | Count | | 54 | 54 | 108 |
| | % within Tempat bekerja | | 34.8% | 37.2% | 36.0% |
| Total | Count | | 155 | 145 | 300 |
| | % within Tempat bekerja | | 100.0% | 100.0% | 100.0% |

Jenis kelamin * Tempat bekerja Crosstabulation

| | | | Tempat bekerja | | Total |
|---------------|-----------|-------------------------|----------------|--------------------|--------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| Jenis kelamin | Laki-laki | Count | 20 | 12 | 32 |
| | | % within Tempat bekerja | 12.9% | 8.3% | 10.7% |
| | Perempuan | Count | 135 | 133 | 268 |
| | | % within Tempat bekerja | 87.1% | 91.7% | 89.3% |
| Total | | Count | 155 | 145 | 300 |
| | | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Pendidikan terakhir * Tempat bekerja Crosstabulation

| | | | Tempat bekerja | | Total |
|---------------------|-------------------|-------------------------|----------------|--------------------|--------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| Pendidikan terakhir | SMA | Count | 6 | 7 | 13 |
| | | % within Tempat bekerja | 3.9% | 4.8% | 4.3% |
| | Diploma | Count | 49 | 58 | 107 |
| | | % within Tempat bekerja | 31.6% | 40.0% | 35.7% |
| | S1 | Count | 66 | 52 | 118 |
| | | % within Tempat bekerja | 42.6% | 35.9% | 39.3% |
| | Profesi/Spesialis | Count | 22 | 20 | 42 |
| | | % within Tempat bekerja | 14.2% | 13.8% | 14.0% |
| | S2 | Count | 12 | 8 | 20 |
| | | % within Tempat bekerja | 7.7% | 5.5% | 6.7% |
| Total | | Count | 155 | 145 | 300 |
| | | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Status pekerjaan * Tempat bekerja Crosstabulation

| | | | Tempat bekerja | | Total |
|------------------|----------------------|-------------------------|----------------|--------------------|--------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| Status pekerjaan | Pegawai kontrak | Count | 21 | 29 | 50 |
| | | % within Tempat bekerja | 13.5% | 20.0% | 16.7% |
| | Pegawai tetap | Count | 3 | 5 | 8 |
| | | % within Tempat bekerja | 1.9% | 3.4% | 2.7% |
| | Pegawai Negeri Sipil | Count | 131 | 111 | 242 |
| | | % within Tempat bekerja | 84.5% | 76.6% | 80.7% |
| Total | | Count | 155 | 145 | 300 |
| | | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Crosstabs

Case Processing Summary

| | Valid | | Cases Missing | | Total | |
|---|-------|---------|---------------|---------|-------|---------|
| | N | Percent | N | Percent | N | Percent |
| KatUmur * KatQWL * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatMasaKerja * KatQWL * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Profesi * KatQWL * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Jenis kelamin * KatQWL * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Pendidikan terakhir * KatQWL * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Status pekerjaan * KatQWL * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |

KatUmur * KatQWL * Tempat bekerja Crosstabulation

| | | | KatQWL | | Total | | |
|----------------|----------------|-----------|-------------|------------|-------|------|-------|
| | | | Tinggi | Rendah | | | |
| Tempat bekerja | RSKDIA Peritwi | KatUmur | 20-30 tahun | Count | 31 | 2 | 33 |
| | | | | % of Total | 20.0% | 1.3% | 21.3% |
| | | | 31-40 tahun | Count | 64 | 10 | 74 |
| | | | | % of Total | 41.3% | 6.5% | 47.7% |
| | | | 41-50 tahun | Count | 35 | 4 | 39 |
| | | | | % of Total | 22.6% | 2.6% | 25.2% |
| | | >50 tahun | Count | 9 | 0 | 9 | |

| | | | % of Total | 5.8% | 0.0% | 5.8% |
|--------------------|-----------|-------------|------------|-------|-------|--------|
| Total | | | Count | 139 | 16 | 155 |
| | | | % of Total | 89.7% | 10.3% | 100.0% |
| RSKDIA St. Fatimah | KatUmur | 20-30 tahun | Count | 23 | 2 | 25 |
| | | | % of Total | 15.9% | 1.4% | 17.2% |
| | | 31-40 tahun | Count | 51 | 2 | 53 |
| | | | % of Total | 35.2% | 1.4% | 36.6% |
| | | 41-50 tahun | Count | 48 | 4 | 52 |
| | | % of Total | 33.1% | 2.8% | 35.9% | |
| | >50 tahun | Count | 15 | 0 | 15 | |
| | | % of Total | 10.3% | 0.0% | 10.3% | |
| | Total | | Count | 137 | 8 | 145 |
| | | | % of Total | 94.5% | 5.5% | 100.0% |
| Total | KatUmur | 20-30 tahun | Count | 54 | 4 | 58 |
| | | | % of Total | 18.0% | 1.3% | 19.3% |
| | | 31-40 tahun | Count | 115 | 12 | 127 |
| | | | % of Total | 38.3% | 4.0% | 42.3% |
| | | 41-50 tahun | Count | 83 | 8 | 91 |
| | | % of Total | 27.7% | 2.7% | 30.3% | |
| | >50 tahun | Count | 24 | 0 | 24 | |
| | | % of Total | 8.0% | 0.0% | 8.0% | |
| | Total | | Count | 276 | 24 | 300 |
| | | | % of Total | 92.0% | 8.0% | 100.0% |

KatMasaKerja * KatQWL * Tempat bekerja Crosstabulation

| | | | KatQWL | | Total | | |
|-----------------|--------------------|--------------|------------|------------|--------|--------|-------|
| | | | Tinggi | Rendah | | | |
| RSKDIA Peritiwi | KatMasaKerja | 1-5 tahun | Count | 51 | 3 | 54 | |
| | | | % of Total | 32.9% | 1.9% | 34.8% | |
| | | 6-10 tahun | Count | 24 | 2 | 26 | |
| | | | % of Total | 15.5% | 1.3% | 16.8% | |
| | | >10 tahun | Count | 64 | 11 | 75 | |
| | | % of Total | 41.3% | 7.1% | 48.4% | | |
| | Total | | Count | 139 | 16 | 155 | |
| | | | % of Total | 89.7% | 10.3% | 100.0% | |
| | RSKDIA St. Fatimah | KatMasaKerja | 1-5 tahun | Count | 37 | 2 | 39 |
| | | | | % of Total | 25.5% | 1.4% | 26.9% |
| 6-10 tahun | | | Count | 20 | 3 | 23 | |
| | | | % of Total | 13.8% | 2.1% | 15.9% | |
| >10 tahun | | | Count | 80 | 3 | 83 | |
| | | % of Total | 55.2% | 2.1% | 57.2% | | |
| Total | | Count | 137 | 8 | 145 | | |
| | | % of Total | 94.5% | 5.5% | 100.0% | | |
| Total | | KatMasaKerja | 1-5 tahun | Count | 88 | 5 | 93 |
| | | | | % of Total | 29.3% | 1.7% | 31.0% |
| | 6-10 tahun | | Count | 44 | 5 | 49 | |
| | | | % of Total | 14.7% | 1.7% | 16.3% | |
| | >10 tahun | | Count | 144 | 14 | 158 | |
| | | % of Total | 48.0% | 4.7% | 52.7% | | |
| | Total | | Count | 276 | 24 | 300 | |
| | | | % of Total | 92.0% | 8.0% | 100.0% | |

Profesi * KatQWL * Tempat bekerja Crosstabulation

| | | | KatQWL | | Total | |
|-----------------|---------|-------------------------------|------------|--------|-------|-------|
| | | | Tinggi | Rendah | | |
| RSKDIA Peritiwi | Profesi | Dokter | Count | 3 | 0 | 3 |
| | | | % of Total | 1.9% | 0.0% | 1.9% |
| | | Doktergigi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Perawat | Count | 44 | 0 | 44 |
| | | | % of Total | 28.4% | 0.0% | 28.4% |
| | | Bidan | Count | 34 | 4 | 38 |
| | | | % of Total | 21.9% | 2.6% | 24.5% |
| | | Apoteker dan asisten apoteker | Count | 4 | 8 | 12 |
| | | | % of Total | 2.6% | 5.2% | 7.7% |
| | | Laboran | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Dietisien | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Fisioterapi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Tenaga lainnya | Count | 50 | 4 | 54 |
| | | | % of Total | 32.3% | 2.6% | 34.8% |

| | | Total | Count | 139 | 16 | 155 |
|--------------------|----------------|-------------------------------|------------|-------|--------|--------|
| | | | % of Total | 89.7% | 10.3% | 100.0% |
| RSKDIA St. Fatimah | Profesi | Dokter | Count | 6 | 0 | 6 |
| | | | % of Total | 4.1% | 0.0% | 4.1% |
| | | Perawat | Count | 29 | 1 | 30 |
| | | | % of Total | 20.0% | 0.7% | 20.7% |
| | | Bidan | Count | 34 | 4 | 38 |
| | | | % of Total | 23.4% | 2.8% | 26.2% |
| | | Apoteker dan asisten apoteker | Count | 2 | 1 | 3 |
| | | | % of Total | 1.4% | 0.7% | 2.1% |
| | | Laboran | Count | 5 | 0 | 5 |
| | | | % of Total | 3.4% | 0.0% | 3.4% |
| | | Radiogter | Count | 5 | 0 | 5 |
| | | | % of Total | 3.4% | 0.0% | 3.4% |
| | Dietisien | Count | 3 | 0 | 3 | |
| | | % of Total | 2.1% | 0.0% | 2.1% | |
| | Fisioterapi | Count | 1 | 0 | 1 | |
| | | % of Total | 0.7% | 0.0% | 0.7% | |
| | Teraga lainnya | Count | 52 | 2 | 54 | |
| | | % of Total | 35.9% | 1.4% | 37.2% | |
| | Total | Count | 137 | 8 | 145 | |
| | | % of Total | 94.5% | 5.5% | 100.0% | |
| Total | Profesi | Dokter | Count | 9 | 0 | 9 |
| | | | % of Total | 3.0% | 0.0% | 3.0% |
| | | Doktergigi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.3% | 0.0% | 0.3% |
| | | Perawat | Count | 73 | 1 | 74 |
| | | | % of Total | 24.3% | 0.3% | 24.7% |
| | | Bidan | Count | 68 | 8 | 76 |
| | | | % of Total | 22.7% | 2.7% | 25.3% |
| | | Apoteker dan asisten apoteker | Count | 6 | 9 | 15 |
| | | | % of Total | 2.0% | 3.0% | 5.0% |
| | | Laboran | Count | 6 | 0 | 6 |
| | | | % of Total | 2.0% | 0.0% | 2.0% |
| | Radiogter | Count | 5 | 0 | 5 | |
| | | % of Total | 1.7% | 0.0% | 1.7% | |
| | Dietisien | Count | 4 | 0 | 4 | |
| | | % of Total | 1.3% | 0.0% | 1.3% | |
| | Fisioterapi | Count | 2 | 0 | 2 | |
| | | % of Total | 0.7% | 0.0% | 0.7% | |
| | Teraga lainnya | Count | 102 | 6 | 108 | |
| | | % of Total | 34.0% | 2.0% | 36.0% | |
| | Total | Count | 276 | 24 | 300 | |
| | | % of Total | 92.0% | 8.0% | 100.0% | |

Jenis kelamin * KatQWL * Tempat bekerja Crosstabulation

| Tempat bekerja | | Jenis kelamin | | KatQWL | | Total |
|--------------------|---------------|---------------|------------|--------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Pertiwi | Jenis kelamin | Laki-laki | Count | 20 | 0 | 20 |
| | | | % of Total | 12.9% | 0.0% | 12.9% |
| | | Perempuan | Count | 119 | 16 | 135 |
| | | % of Total | 76.8% | 10.3% | 87.1% | |
| | Total | Count | 139 | 16 | 155 | |
| | | % of Total | 89.7% | 10.3% | 100.0% | |
| RSKDIA St. Fatimah | Jenis kelamin | Laki-laki | Count | 12 | 0 | 12 |
| | | | % of Total | 8.3% | 0.0% | 8.3% |
| | | Perempuan | Count | 125 | 8 | 133 |
| | | % of Total | 86.2% | 5.5% | 91.7% | |
| | Total | Count | 137 | 8 | 145 | |
| | | % of Total | 94.5% | 5.5% | 100.0% | |
| Total | Jenis kelamin | Laki-laki | Count | 32 | 0 | 32 |
| | | | % of Total | 10.7% | 0.0% | 10.7% |
| | | Perempuan | Count | 244 | 24 | 268 |
| | | % of Total | 81.3% | 8.0% | 89.3% | |
| | Total | Count | 276 | 24 | 300 | |
| | | % of Total | 92.0% | 8.0% | 100.0% | |

Pendidikan terakhir * KatQWL * Tempat bekerja Crosstabulation

| Tempat bekerja | | Pendidikan terakhir | | KatQWL | | Total |
|----------------|--|---------------------|-------|--------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Pertiwi | | SMA | Count | 4 | 2 | 6 |

| | | | | | | |
|--------------------|---------------------|-------------------|------------|-------|-------|--------|
| | | | % of Total | 2.6% | 1.3% | 3.9% |
| | | Dipbma | Count | 45 | 4 | 49 |
| | | | % of Total | 29.0% | 2.6% | 31.6% |
| | | S1 | Count | 59 | 7 | 66 |
| | | | % of Total | 38.1% | 4.5% | 42.6% |
| | | Profesi/Spesialis | Count | 20 | 2 | 22 |
| | | | % of Total | 12.9% | 1.3% | 14.2% |
| | | S2 | Count | 11 | 1 | 12 |
| | | | % of Total | 7.1% | 0.6% | 7.7% |
| | Total | | Count | 139 | 16 | 155 |
| | | | % of Total | 89.7% | 10.3% | 100.0% |
| RSKDIA St. Fatimah | Pendidikan terakhir | SMA | Count | 7 | 0 | 7 |
| | | | % of Total | 4.8% | 0.0% | 4.8% |
| | | Dipbma | Count | 54 | 4 | 58 |
| | | | % of Total | 37.2% | 2.8% | 40.0% |
| | | S1 | Count | 50 | 2 | 52 |
| | | | % of Total | 34.5% | 1.4% | 35.9% |
| | | Profesi/Spesialis | Count | 18 | 2 | 20 |
| | | | % of Total | 12.4% | 1.4% | 13.8% |
| | | S2 | Count | 8 | 0 | 8 |
| | | | % of Total | 5.5% | 0.0% | 5.5% |
| | Total | | Count | 137 | 8 | 145 |
| | | | % of Total | 94.5% | 5.5% | 100.0% |
| Total | Pendidikan terakhir | SMA | Count | 11 | 2 | 13 |
| | | | % of Total | 3.7% | 0.7% | 4.3% |
| | | Dipbma | Count | 99 | 8 | 107 |
| | | | % of Total | 33.0% | 2.7% | 35.7% |
| | | S1 | Count | 109 | 9 | 118 |
| | | | % of Total | 36.3% | 3.0% | 39.3% |
| | | Profesi/Spesialis | Count | 38 | 4 | 42 |
| | | | % of Total | 12.7% | 1.3% | 14.0% |
| | | S2 | Count | 19 | 1 | 20 |
| | | | % of Total | 6.3% | 0.3% | 6.7% |
| | Total | | Count | 276 | 24 | 300 |
| | | | % of Total | 92.0% | 8.0% | 100.0% |

Status pekerjaan * KatQWL * Tempat bekerja Crosstabulation

| | | | KatQWL | | | |
|--------------------|----------------------|----------------|------------|--------|--------|-------|
| Tempat bekerja | | | Tinggi | Rendah | Total | |
| RSKDIA Peritiwi | Status pekerjaan | Pegawai kontak | Count | 20 | 1 | 21 |
| | | | % of Total | 12.9% | 0.6% | 13.5% |
| | | Pegawai tetap | Count | 3 | 0 | 3 |
| | | % of Total | 1.9% | 0.0% | 1.9% | |
| | Pegawai Negeri Sipil | Count | 116 | 15 | 131 | |
| | | % of Total | 74.8% | 9.7% | 84.5% | |
| Total | | Count | 139 | 16 | 155 | |
| | | % of Total | 89.7% | 10.3% | 100.0% | |
| RSKDIA St. Fatimah | Status pekerjaan | Pegawai kontak | Count | 29 | 0 | 29 |
| | | | % of Total | 20.0% | 0.0% | 20.0% |
| | | Pegawai tetap | Count | 5 | 0 | 5 |
| | | % of Total | 3.4% | 0.0% | 3.4% | |
| | Pegawai Negeri Sipil | Count | 103 | 8 | 111 | |
| | | % of Total | 71.0% | 5.5% | 76.6% | |
| Total | | Count | 137 | 8 | 145 | |
| | | % of Total | 94.5% | 5.5% | 100.0% | |
| Total | Status pekerjaan | Pegawai kontak | Count | 49 | 1 | 50 |
| | | | % of Total | 16.3% | 0.3% | 16.7% |
| | | Pegawai tetap | Count | 8 | 0 | 8 |
| | | % of Total | 2.7% | 0.0% | 2.7% | |
| | Pegawai Negeri Sipil | Count | 219 | 23 | 242 | |
| | | % of Total | 73.0% | 7.7% | 80.7% | |
| Total | | Count | 276 | 24 | 300 | |
| | | % of Total | 92.0% | 8.0% | 100.0% | |

| | Valid | | Missing | | Total | |
|---|-------|---------|---------|---------|-------|---------|
| | N | Percent | N | Percent | N | Percent |
| KatUmur * KatEfikasi * Tempat bekerja | 300 | 100.0 % | 0 | 0.0 % | 300 | 100.0 % |
| KatMasaKerja * KatEfikasi * Tempat bekerja | 300 | 100.0 % | 0 | 0.0 % | 300 | 100.0 % |
| Profesi * KatEfikasi * Tempat bekerja | 300 | 100.0 % | 0 | 0.0 % | 300 | 100.0 % |
| Jenis kelamin * KatEfikasi * Tempat bekerja | 300 | 100.0 % | 0 | 0.0 % | 300 | 100.0 % |
| Pendidikan terakhir * KatEfikasi * Tempat bekerja | 300 | 100.0 % | 0 | 0.0 % | 300 | 100.0 % |
| Status pekerjaan * KatEfikasi * Tempat bekerja | 300 | 100.0 % | 0 | 0.0 % | 300 | 100.0 % |

KatUmur * KatEfikasi * Tempat bekerja Crosstabulation

| Tempat bekerja | KatUmur | | | KatEfikasi | | Total |
|--------------------|-----------|-------------|------------|------------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Pertiwi | KatUmur | 20-30 tahun | Count | 31 | 2 | 33 |
| | | | % of Total | 20.0% | 1.3% | 21.3% |
| | | 31-40 tahun | Count | 64 | 10 | 74 |
| | | | % of Total | 41.3% | 6.5% | 47.7% |
| | | 41-50 tahun | Count | 34 | 5 | 39 |
| | | % of Total | 21.9% | 3.2% | 25.2% | |
| | >50 tahun | Count | 9 | 0 | 9 | |
| | | % of Total | 5.8% | 0.0% | 5.8% | |
| | Total | Count | 138 | 17 | 155 | |
| | | % of Total | 89.0% | 11.0% | 100.0% | |
| RSKDIA St. Fatimah | KatUmur | 20-30 tahun | Count | 23 | 2 | 25 |
| | | | % of Total | 15.9% | 1.4% | 17.2% |
| | | 31-40 tahun | Count | 51 | 2 | 53 |
| | | | % of Total | 35.2% | 1.4% | 36.6% |
| | | 41-50 tahun | Count | 48 | 4 | 52 |
| | | % of Total | 33.1% | 2.8% | 35.9% | |
| | >50 tahun | Count | 15 | 0 | 15 | |
| | | % of Total | 10.3% | 0.0% | 10.3% | |
| | Total | Count | 137 | 8 | 145 | |
| | | % of Total | 94.5% | 5.5% | 100.0% | |
| Total | KatUmur | 20-30 tahun | Count | 54 | 4 | 58 |
| | | | % of Total | 18.0% | 1.3% | 19.3% |
| | | 31-40 tahun | Count | 115 | 12 | 127 |
| | | | % of Total | 38.3% | 4.0% | 42.3% |
| | | 41-50 tahun | Count | 82 | 9 | 91 |
| | | % of Total | 27.3% | 3.0% | 30.3% | |
| | >50 tahun | Count | 24 | 0 | 24 | |
| | | % of Total | 8.0% | 0.0% | 8.0% | |
| | Total | Count | 275 | 25 | 300 | |
| | | % of Total | 91.7% | 8.3% | 100.0% | |

KatMasaKerja * KatEfikasi * Tempat bekerja Crosstabulation

| Tempat bekerja | KatMasaKerja | | | KatEfikasi | | Total |
|--------------------|--------------|------------|------------|------------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Pertiwi | KatMasaKerja | 1-5 tahun | Count | 51 | 3 | 54 |
| | | | % of Total | 32.9% | 1.9% | 34.8% |
| | | 6-10 tahun | Count | 25 | 1 | 26 |
| | | % of Total | 16.1% | 0.6% | 16.8% | |
| | >10 tahun | Count | 82 | 13 | 95 | |
| | | % of Total | 40.0% | 8.4% | 48.4% | |
| | Total | Count | 138 | 17 | 155 | |
| | % of Total | 89.0% | 11.0% | 100.0% | | |
| RSKDIA St. Fatimah | KatMasaKerja | 1-5 tahun | Count | 37 | 2 | 39 |
| | | | % of Total | 25.5% | 1.4% | 26.9% |
| | | 6-10 tahun | Count | 20 | 3 | 23 |
| | | % of Total | 13.8% | 2.1% | 15.9% | |
| | >10 tahun | Count | 80 | 3 | 83 | |
| | | % of Total | 55.2% | 2.1% | 57.2% | |
| | Total | Count | 137 | 8 | 145 | |
| | % of Total | 94.5% | 5.5% | 100.0% | | |
| Total | KatMasaKerja | 1-5 tahun | Count | 88 | 5 | 93 |
| | | | % of Total | 29.3% | 1.7% | 31.0% |
| | | 6-10 tahun | Count | 45 | 4 | 49 |
| | | | % of Total | 15.0% | 1.3% | 16.3% |
| >10 tahun | Count | 142 | 16 | 158 | | |

| | | | | |
|-------|------------|-------|------|--------|
| Total | % of Total | 47.3% | 5.3% | 52.7% |
| | Count | 275 | 25 | 300 |
| | % of Total | 91.7% | 8.3% | 100.0% |

Profesi * KatEfikasi * Tempat bekerja Crosstabulation

| Tempat bekerja | Profesi | | | KatEfikasi | | Total |
|--------------------|------------|-------------------------------|------------|------------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Peritwi | Profesi | Dokter | Count | 3 | 0 | 3 |
| | | | % of Total | 1.9% | 0.0% | 1.9% |
| | | Dokter gigi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Perawat | Count | 43 | 1 | 44 |
| | | | % of Total | 27.7% | 0.6% | 28.4% |
| | | Bidan | Count | 34 | 4 | 38 |
| | | | % of Total | 21.9% | 2.6% | 24.5% |
| | | Apoteker dan asisten apoteker | Count | 4 | 8 | 12 |
| | | | % of Total | 2.6% | 5.2% | 7.7% |
| | | Laboran | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Dietisien | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| Fisioterapi | Count | 1 | 0 | 1 | | |
| | % of Total | 0.6% | 0.0% | 0.6% | | |
| Tenaga lainnya | Count | 50 | 4 | 54 | | |
| | % of Total | 32.3% | 2.6% | 34.8% | | |
| Total | | Count | 138 | 17 | 155 | |
| | | % of Total | 89.0% | 11.0% | 100.0% | |
| RSKDIA St. Fatimah | Profesi | Dokter | Count | 6 | 0 | 6 |
| | | | % of Total | 4.1% | 0.0% | 4.1% |
| | | Perawat | Count | 29 | 1 | 30 |
| | | | % of Total | 20.0% | 0.7% | 20.7% |
| | | Bidan | Count | 34 | 4 | 38 |
| | | | % of Total | 23.4% | 2.8% | 26.2% |
| | | Apoteker dan asisten apoteker | Count | 2 | 1 | 3 |
| | | | % of Total | 1.4% | 0.7% | 2.1% |
| | | Laboran | Count | 5 | 0 | 5 |
| | | | % of Total | 3.4% | 0.0% | 3.4% |
| | | Radiografer | Count | 5 | 0 | 5 |
| | | | % of Total | 3.4% | 0.0% | 3.4% |
| | | Dietisien | Count | 3 | 0 | 3 |
| | | | % of Total | 2.1% | 0.0% | 2.1% |
| Fisioterapi | Count | 1 | 0 | 1 | | |
| | % of Total | 0.7% | 0.0% | 0.7% | | |
| Tenaga lainnya | Count | 52 | 2 | 54 | | |
| | % of Total | 35.9% | 1.4% | 37.2% | | |
| Total | | Count | 137 | 8 | 145 | |
| | | % of Total | 94.5% | 5.5% | 100.0% | |
| Total | Profesi | Dokter | Count | 9 | 0 | 9 |
| | | | % of Total | 3.0% | 0.0% | 3.0% |
| | | Dokter gigi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.3% | 0.0% | 0.3% |
| | | Perawat | Count | 72 | 2 | 74 |
| | | | % of Total | 24.0% | 0.7% | 24.7% |
| | | Bidan | Count | 68 | 8 | 76 |
| | | | % of Total | 22.7% | 2.7% | 25.3% |
| | | Apoteker dan asisten apoteker | Count | 6 | 9 | 15 |
| | | | % of Total | 2.0% | 3.0% | 5.0% |
| | | Laboran | Count | 6 | 0 | 6 |
| | | | % of Total | 2.0% | 0.0% | 2.0% |
| | | Radiografer | Count | 5 | 0 | 5 |
| | | | % of Total | 1.7% | 0.0% | 1.7% |
| Dietisien | Count | 4 | 0 | 4 | | |
| | % of Total | 1.3% | 0.0% | 1.3% | | |
| Fisioterapi | Count | 2 | 0 | 2 | | |
| | % of Total | 0.7% | 0.0% | 0.7% | | |
| Tenaga lainnya | Count | 102 | 6 | 108 | | |
| | % of Total | 34.0% | 2.0% | 36.0% | | |
| Total | | Count | 275 | 25 | 300 | |
| | | % of Total | 91.7% | 8.3% | 100.0% | |

| RSKDIA Pertiwi | Jenis kelamin | Laki-laki | Count | 20 | 0 | 20 |
|--------------------|---------------|-----------|------------|-------|-------|--------|
| | | | % of Total | 12.9% | 0.0% | 12.9% |
| | | Perempuan | Count | 118 | 17 | 135 |
| | | | % of Total | 76.1% | 11.0% | 87.1% |
| | Total | | Count | 138 | 17 | 155 |
| | | | % of Total | 89.0% | 11.0% | 100.0% |
| RSKDIA St. Fatimah | Jenis kelamin | Laki-laki | Count | 12 | 0 | 12 |
| | | | % of Total | 8.3% | 0.0% | 8.3% |
| | | Perempuan | Count | 125 | 8 | 133 |
| | | | % of Total | 86.2% | 5.5% | 91.7% |
| | Total | | Count | 137 | 8 | 145 |
| | | | % of Total | 94.5% | 5.5% | 100.0% |
| Total | Jenis kelamin | Laki-laki | Count | 32 | 0 | 32 |
| | | | % of Total | 10.7% | 0.0% | 10.7% |
| | | Perempuan | Count | 243 | 25 | 268 |
| | | | % of Total | 81.0% | 8.3% | 89.3% |
| | Total | | Count | 275 | 25 | 300 |
| | | | % of Total | 91.7% | 8.3% | 100.0% |

Pendidikan terakhir * KatEfikasi * Tempat bekerja Crosstabulation

| Tempat bekerja | Pendidikan terakhir | | Count | KatEfikasi | | Total | |
|--------------------|---------------------|------------|-------------------|------------|--------|--------|-----|
| | | | | Tinggi | Rendah | | |
| RSKDIA Pertiwi | Pendidikan terakhir | SMA | Count | 4 | 2 | 6 | |
| | | | % of Total | 2.6% | 1.3% | 3.9% | |
| | | | Diploma | Count | 45 | 4 | 49 |
| | | % of Total | | 29.0% | 2.6% | 31.6% | |
| | | | S1 | Count | 58 | 8 | 66 |
| | | % of Total | | 37.4% | 5.2% | 42.6% | |
| | | | Profesi/Spesialis | Count | 20 | 2 | 22 |
| | | % of Total | | 12.9% | 1.3% | 14.2% | |
| | | | S2 | Count | 11 | 1 | 12 |
| | | % of Total | | 7.1% | 0.6% | 7.7% | |
| | Total | | Count | 138 | 17 | 155 | |
| | | | % of Total | 89.0% | 11.0% | 100.0% | |
| RSKDIA St. Fatimah | Pendidikan terakhir | SMA | Count | 7 | 0 | 7 | |
| | | | % of Total | 4.8% | 0.0% | 4.8% | |
| | | | Diploma | Count | 54 | 4 | 58 |
| | | % of Total | | 37.2% | 2.8% | 40.0% | |
| | | | S1 | Count | 50 | 2 | 52 |
| | | % of Total | | 34.5% | 1.4% | 35.9% | |
| | | | Profesi/Spesialis | Count | 18 | 2 | 20 |
| | | % of Total | | 12.4% | 1.4% | 13.8% | |
| | | | S2 | Count | 8 | 0 | 8 |
| | | % of Total | | 5.5% | 0.0% | 5.5% | |
| | Total | | Count | 137 | 8 | 145 | |
| | | | % of Total | 94.5% | 5.5% | 100.0% | |
| Total | Pendidikan terakhir | SMA | Count | 11 | 2 | 13 | |
| | | | % of Total | 3.7% | 0.7% | 4.3% | |
| | | | Diploma | Count | 99 | 8 | 107 |
| | | % of Total | | 33.0% | 2.7% | 35.7% | |
| | | | S1 | Count | 108 | 10 | 118 |
| | | % of Total | | 36.0% | 3.3% | 39.3% | |
| | | | Profesi/Spesialis | Count | 38 | 4 | 42 |
| | | % of Total | | 12.7% | 1.3% | 14.0% | |
| | | | S2 | Count | 19 | 1 | 20 |
| | | % of Total | | 6.3% | 0.3% | 6.7% | |
| | Total | | Count | 275 | 25 | 300 | |
| | | | % of Total | 91.7% | 8.3% | 100.0% | |

Status pekerjaan * KatEfikasi * Tempat bekerja Crosstabulation

| Tempat bekerja | Status pekerjaan | | Count | KatEfikasi | | Total |
|--------------------|------------------|---------------|------------|------------|--------|--------|
| | | | | Tinggi | Rendah | |
| RSKDIA Pertiwi | Pegawai kontak | Count | 20 | 1 | 21 | |
| | | % of Total | 12.9% | 0.6% | 13.5% | |
| | | Count | 3 | 0 | 3 | |
| | | Pegawai tetap | Count | 115 | 16 | 131 |
| | % of Total | | 74.2% | 10.3% | 84.5% | |
| | Count | | 138 | 17 | 155 | |
| | Total | | % of Total | 89.0% | 11.0% | 100.0% |
| RSKDIA St. Fatimah | Pegawai kontak | Count | 29 | 0 | 29 | |
| | | % of Total | 20.0% | 0.0% | 20.0% | |
| | Pegawai tetap | Count | 5 | 0 | 5 | |
| | | % of Total | 1.8% | 0.0% | 1.8% | |

| | | | | | | |
|-------|------------------|----------------------|------------|-------|------|--------|
| | | | % of Total | 3.4% | 0.0% | 3.4% |
| | | Pegawai Negeri Sipil | Count | 103 | 8 | 111 |
| | | | % of Total | 71.0% | 5.5% | 76.6% |
| | Total | | Count | 137 | 8 | 145 |
| | | | % of Total | 94.5% | 5.5% | 100.0% |
| Total | Status pekerjaan | Pegawai kontrak | Count | 49 | 1 | 50 |
| | | | % of Total | 16.3% | 0.3% | 16.7% |
| | | Pegawai tetap | Count | 8 | 0 | 8 |
| | | | % of Total | 2.7% | 0.0% | 2.7% |
| | | Pegawai Negeri Sipil | Count | 218 | 24 | 242 |
| | | | % of Total | 72.7% | 8.0% | 80.7% |
| | Total | | Count | 275 | 25 | 300 |
| | | | % of Total | 91.7% | 8.3% | 100.0% |

Crosstabs

Case Processing Summary

| | Valid | | Cases Missing | | Total | |
|--|-------|---------|---------------|---------|-------|---------|
| | N | Percent | N | Percent | N | Percent |
| KatUmur * KatKomitmenOrganisasi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatMasaKerja * KatKomitmenOrganisasi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Profesi * KatKomitmenOrganisasi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Jenis_kelamin * KatKomitmenOrganisasi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Pendidikan_terakhir * KatKomitmenOrganisasi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Status_pekerjaan * KatKomitmenOrganisasi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |

KatUmur * KatKomitmenOrganisasi * Tempat bekerja Crosstabulation

| Tempat bekerja | KatUmur | | KatKomitmenOrganisasi | | Total | |
|--------------------|------------|-------------|-----------------------|--------|-------|--------|
| | | | Tinggi | Rendah | | |
| RSKDIA Pertiwi | KatUmur | 20-30 tahun | Count | 27 | 6 | 33 |
| | | | % of Total | 17.4% | 3.9% | 21.3% |
| | | 31-40 tahun | Count | 50 | 24 | 74 |
| | | | % of Total | 32.3% | 15.5% | 47.7% |
| | | 41-50 tahun | Count | 28 | 11 | 39 |
| | | % of Total | 18.1% | 7.1% | 25.2% | |
| | >50 tahun | Count | 7 | 2 | 9 | |
| | | % of Total | 4.5% | 1.3% | 5.8% | |
| | Total | | Count | 112 | 43 | 155 |
| | | | % of Total | 72.3% | 27.7% | 100.0% |
| RSKDIA St. Fatimah | KatUmur | 20-30 tahun | Count | 12 | 13 | 25 |
| | | | % of Total | 8.3% | 9.0% | 17.2% |
| | | 31-40 tahun | Count | 45 | 8 | 53 |
| | | | % of Total | 31.0% | 5.5% | 36.6% |
| | | 41-50 tahun | Count | 36 | 16 | 52 |
| | % of Total | 24.8% | 11.0% | 35.9% | | |
| | >50 tahun | Count | 12 | 3 | 15 | |
| | % of Total | 8.3% | 2.1% | 10.3% | | |
| | Total | | Count | 105 | 40 | 145 |
| | | | % of Total | 72.4% | 27.6% | 100.0% |
| Total | KatUmur | 20-30 tahun | Count | 39 | 19 | 58 |
| | | | % of Total | 13.0% | 6.3% | 19.3% |
| | | 31-40 tahun | Count | 95 | 32 | 127 |
| | | | % of Total | 31.7% | 10.7% | 42.3% |
| | | 41-50 tahun | Count | 64 | 27 | 91 |
| | | % of Total | 21.3% | 9.0% | 30.3% | |
| | >50 tahun | Count | 19 | 5 | 24 | |
| | % of Total | 6.3% | 1.7% | 8.0% | | |
| | Total | | Count | 217 | 83 | 300 |
| | | | % of Total | 72.3% | 27.7% | 100.0% |

| RSKDIA Peritwi | KatMasaKerj | 1-5 tahun | Count | 43 | 11 | 54 |
|--------------------|-------------|------------|------------|-------|-------|--------|
| | | | % of Total | 27.7% | 7.1% | 34.8% |
| | | 6-10 tahun | Count | 20 | 6 | 26 |
| | | | % of Total | 12.9% | 3.9% | 16.8% |
| | | >10 tahun | Count | 49 | 26 | 75 |
| | | | % of Total | 31.6% | 16.8% | 48.4% |
| | Total | | Count | 112 | 43 | 155 |
| | | | % of Total | 72.3% | 27.7% | 100.0% |
| RSKDIA St. Fatimah | KatMasaKerj | 1-5 tahun | Count | 23 | 16 | 39 |
| | | | % of Total | 15.9% | 11.0% | 26.9% |
| | | 6-10 tahun | Count | 18 | 5 | 23 |
| | | % of Total | 12.4% | 3.4% | 15.9% | |
| | >10 tahun | Count | 64 | 19 | 83 | |
| | | % of Total | 44.1% | 13.1% | 57.2% | |
| | Total | | Count | 105 | 40 | 145 |
| | | | % of Total | 72.4% | 27.6% | 100.0% |
| Total | KatMasaKerj | 1-5 tahun | Count | 66 | 27 | 93 |
| | | | % of Total | 22.0% | 9.0% | 31.0% |
| | | 6-10 tahun | Count | 38 | 11 | 49 |
| | | % of Total | 12.7% | 3.7% | 16.3% | |
| | >10 tahun | Count | 113 | 45 | 158 | |
| | | % of Total | 37.7% | 15.0% | 52.7% | |
| | Total | | Count | 217 | 83 | 300 |
| | | | % of Total | 72.3% | 27.7% | 100.0% |

Profesi * KatKomitmenOrganisasi * Tempat bekerja Crosstabulation

| Tempat bekerja | Profesi | Dokter | Count | KatKomitmenOrganisasi | | Total |
|--------------------|------------|-------------------------------|------------|-----------------------|--------|--------|
| | | | | Tinggi | Rendah | |
| RSKDIA Peritwi | | Dokter | Count | 3 | 0 | 3 |
| | | | % of Total | 1.9% | 0.0% | 1.9% |
| | | Dokter gigi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Pesawat | Count | 35 | 9 | 44 |
| | | | % of Total | 22.6% | 5.8% | 28.4% |
| | | Bidan | Count | 28 | 10 | 38 |
| | | | % of Total | 18.1% | 6.5% | 24.5% |
| | | Apoteker dan asisten apoteker | Count | 1 | 11 | 12 |
| | | | % of Total | 0.6% | 7.1% | 7.7% |
| | | Laboran | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Dietsien | Count | 0 | 1 | 1 |
| | % of Total | 0.0% | 0.6% | 0.6% | | |
| Fisiolesiapi | Count | 1 | 0 | 1 | | |
| | % of Total | 0.6% | 0.0% | 0.6% | | |
| Tenaga lainnya | Count | 42 | 12 | 54 | | |
| | % of Total | 27.1% | 7.7% | 34.8% | | |
| | Total | | Count | 112 | 43 | 155 |
| | | | % of Total | 72.3% | 27.7% | 100.0% |
| RSKDIA St. Fatimah | Profesi | Dokter | Count | 5 | 1 | 6 |
| | | | % of Total | 3.4% | 0.7% | 4.1% |
| | | Pesawat | Count | 28 | 2 | 30 |
| | | | % of Total | 19.3% | 1.4% | 20.7% |
| | | Bidan | Count | 30 | 8 | 38 |
| | | | % of Total | 20.7% | 5.5% | 26.2% |
| | | Apoteker dan asisten apoteker | Count | 1 | 2 | 3 |
| | | | % of Total | 0.7% | 1.4% | 2.1% |
| | | Laboran | Count | 3 | 2 | 5 |
| | | | % of Total | 2.1% | 1.4% | 3.4% |
| | | Radiogrer | Count | 1 | 4 | 5 |
| | | | % of Total | 0.7% | 2.8% | 3.4% |
| | | Dietsien | Count | 0 | 3 | 3 |
| | % of Total | 0.0% | 2.1% | 2.1% | | |
| Fisiolesiapi | Count | 1 | 0 | 1 | | |
| | % of Total | 0.7% | 0.0% | 0.7% | | |
| Tenaga lainnya | Count | 36 | 18 | 54 | | |
| | % of Total | 24.8% | 12.4% | 37.2% | | |
| | Total | | Count | 105 | 40 | 145 |
| | | | % of Total | 72.4% | 27.6% | 100.0% |
| Total | Profesi | Dokter | Count | 8 | 1 | 9 |
| | | | % of Total | 2.7% | 0.3% | 3.0% |
| | | Dokter gigi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.3% | 0.0% | 0.3% |
| Pesawat | Count | 63 | 11 | 74 | | |
| | % of Total | 21.0% | 3.7% | 24.7% | | |

| | | | | |
|-------------------------------|------------|-------|-------|--------|
| Bidan | Count | 58 | 18 | 76 |
| | % of Total | 19.3% | 6.0% | 25.3% |
| Apoteker dan asisten apoteker | Count | 2 | 13 | 15 |
| | % of Total | 0.7% | 4.3% | 5.0% |
| Labo san | Count | 4 | 2 | 6 |
| | % of Total | 1.3% | 0.7% | 2.0% |
| Radiogrer | Count | 1 | 4 | 5 |
| | % of Total | 0.3% | 1.3% | 1.7% |
| Di tisen | Count | 0 | 4 | 4 |
| | % of Total | 0.0% | 1.3% | 1.3% |
| Fisio te rap i | Count | 2 | 0 | 2 |
| | % of Total | 0.7% | 0.0% | 0.7% |
| Tenaga li nnya | Count | 78 | 30 | 108 |
| | % of Total | 26.0% | 10.0% | 36.0% |
| Total | Count | 217 | 83 | 300 |
| | % of Total | 72.3% | 27.7% | 100.0% |

Jenis kelamin * Ka/Komitmen Organisasi * Tempat bekerja Crosstabulation

| Tempat bekerja | Jenis kelamin | | Count | Ka/Komitmen Organisasi | | Total |
|--------------------|---------------|------------|-------|------------------------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Peritwi | Laki-laki | Count | 18 | 2 | 20 | |
| | | % of Total | 11.6% | 1.3% | 12.9% | |
| | Perempuan | Count | 94 | 41 | 135 | |
| | | % of Total | 60.6% | 26.5% | 87.1% | |
| | Total | Count | 112 | 43 | 155 | |
| | | % of Total | 72.3% | 27.7% | 100.0% | |
| RSKDIA St. Fatimah | Laki-laki | Count | 10 | 2 | 12 | |
| | | % of Total | 6.9% | 1.4% | 8.3% | |
| | Perempuan | Count | 95 | 38 | 133 | |
| | | % of Total | 65.5% | 26.2% | 91.7% | |
| | Total | Count | 105 | 40 | 145 | |
| | | % of Total | 72.4% | 27.6% | 100.0% | |
| Total | Laki-laki | Count | 28 | 4 | 32 | |
| | | % of Total | 9.3% | 1.3% | 10.7% | |
| | Perempuan | Count | 189 | 79 | 268 | |
| | | % of Total | 63.0% | 26.3% | 89.3% | |
| | Total | Count | 217 | 83 | 300 | |
| | | % of Total | 72.3% | 27.7% | 100.0% | |

Pendidikan terakhir * Ka/Komitmen Organisasi * Tempat bekerja Crosstabulation

| Tempat bekerja | Pendidikan terakhir | | Count | Ka/Komitmen Organisasi | | Total |
|--------------------|---------------------|------------|-------|------------------------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Peritwi | SMA | Count | 2 | 4 | 6 | |
| | | % of Total | 1.3% | 2.6% | 3.9% | |
| | Dipb ma | Count | 37 | 12 | 49 | |
| | | % of Total | 23.9% | 7.7% | 31.6% | |
| | S1 | Count | 51 | 15 | 66 | |
| | | % of Total | 32.9% | 9.7% | 42.6% | |
| | Profesi/Spesialis | Count | 17 | 5 | 22 | |
| | | % of Total | 11.0% | 3.2% | 14.2% | |
| | S2 | Count | 5 | 7 | 12 | |
| | | % of Total | 3.2% | 4.5% | 7.7% | |
| Total | Count | 112 | 43 | 155 | | |
| | % of Total | 72.3% | 27.7% | 100.0% | | |
| RSKDIA St. Fatimah | SMA | Count | 4 | 3 | 7 | |
| | | % of Total | 2.8% | 2.1% | 4.8% | |
| | Dipb ma | Count | 42 | 16 | 58 | |
| | | % of Total | 29.0% | 11.0% | 40.0% | |
| | S1 | Count | 39 | 13 | 52 | |
| | | % of Total | 26.9% | 9.0% | 35.9% | |
| | Profesi/Spesialis | Count | 16 | 4 | 20 | |
| | | % of Total | 11.0% | 2.8% | 13.8% | |
| | S2 | Count | 4 | 4 | 8 | |
| | | % of Total | 2.8% | 2.8% | 5.5% | |
| Total | Count | 105 | 40 | 145 | | |
| | % of Total | 72.4% | 27.6% | 100.0% | | |
| Total | SMA | Count | 6 | 7 | 13 | |
| | | % of Total | 2.0% | 2.3% | 4.3% | |
| | Dipb ma | Count | 79 | 28 | 107 | |
| | | % of Total | 26.3% | 9.3% | 35.7% | |
| | S1 | Count | 90 | 28 | 118 | |
| | | % of Total | 30.0% | 9.3% | 39.3% | |

| | Profesi/Specialis | Count | 33 | 9 | 42 |
|-------|-------------------|------------|-------|-------|--------|
| | | % of Total | 11.0% | 3.0% | 14.0% |
| | S2 | Count | 9 | 11 | 20 |
| | | % of Total | 3.0% | 3.7% | 6.7% |
| Total | | Count | 217 | 83 | 300 |
| | | % of Total | 72.3% | 27.7% | 100.0% |

Status pekerjaan * KatKomitmenOrganisasi * Tempat bekerja Crosstabulation

| Tempat bekerja | Status pekerjaan | Pegawai kontak | Count | KatKomitmenOrganisasi | | Total |
|--------------------|----------------------|----------------|-------|-----------------------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Peritiwi | Pegawai kontak | Count | 17 | 4 | 21 | |
| | | % of Total | 11.0% | 2.6% | 13.5% | |
| | Pegawai tetap | Count | 2 | 1 | 3 | |
| | | % of Total | 1.3% | 0.6% | 1.9% | |
| | Pegawai Negeri Sipil | Count | 93 | 38 | 131 | |
| % of Total | | 60.0% | 24.5% | 84.5% | | |
| Total | Count | 112 | 43 | 155 | | |
| | % of Total | 72.3% | 27.7% | 100.0% | | |
| RSKDIA St. Fatimah | Pegawai kontak | Count | 26 | 3 | 29 | |
| | | % of Total | 17.9% | 2.1% | 20.0% | |
| | Pegawai tetap | Count | 5 | 0 | 5 | |
| | | % of Total | 3.4% | 0.0% | 3.4% | |
| | Pegawai Negeri Sipil | Count | 74 | 37 | 111 | |
| % of Total | | 51.0% | 25.5% | 76.6% | | |
| Total | Count | 105 | 40 | 145 | | |
| | % of Total | 72.4% | 27.6% | 100.0% | | |
| Total | Pegawai kontak | Count | 43 | 7 | 50 | |
| | | % of Total | 14.3% | 2.3% | 16.7% | |
| | Pegawai tetap | Count | 7 | 1 | 8 | |
| | | % of Total | 2.3% | 0.3% | 2.7% | |
| | Pegawai Negeri Sipil | Count | 167 | 75 | 242 | |
| % of Total | | 55.7% | 25.0% | 80.7% | | |
| Total | Count | 217 | 83 | 300 | | |
| | % of Total | 72.3% | 27.7% | 100.0% | | |

Crosstabs

Case Processing Summary

| | Valid | | Cases Missing | | Total | |
|--|-------|---------|---------------|---------|-------|---------|
| | N | Percent | N | Percent | N | Percent |
| KatUmur * KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatMasaKerja * KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Profesi * KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Jenis kelamin * KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Pendidikan terakhir * KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Status pekerjaan * KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |

KatUmur * KatKepuasan * Tempat bekerja Crosstabulation

| Tempat bekerja | KatUmur | | Count | KatKepuasan | | Total |
|--------------------|-------------|-------------|------------|-------------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Peritiwi | 20-30 tahun | Count | 31 | 2 | 33 | |
| | | % of Total | 20.0% | 1.3% | 21.3% | |
| | | 31-40 tahun | Count | 63 | 11 | 74 |
| | | | % of Total | 40.6% | 7.1% | 47.7% |
| | | 41-50 tahun | Count | 35 | 4 | 39 |
| | % of Total | | 22.8% | 2.6% | 25.2% | |
| | >50 tahun | Count | 9 | 0 | 9 | |
| % of Total | 5.8% | 0.0% | 5.8% | | | |
| Total | Count | 138 | 17 | 155 | | |
| | % of Total | 89.0% | 11.0% | 100.0% | | |
| RSKDIA St. Fatimah | 20-30 tahun | Count | 23 | 2 | 25 | |
| | | % of Total | 15.9% | 1.4% | 17.2% | |

| | | | | | | |
|-------|---------|-------------|------------|-------|------|--------|
| | | 31-40 tahun | Count | 51 | 2 | 53 |
| | | | % of Total | 35.2% | 1.4% | 36.6% |
| | | 41-50 tahun | Count | 47 | 5 | 52 |
| | | | % of Total | 32.4% | 3.4% | 35.9% |
| | | >50 tahun | Count | 15 | 0 | 15 |
| | | | % of Total | 10.3% | 0.0% | 10.3% |
| | Total | | Count | 136 | 9 | 145 |
| | | | % of Total | 93.8% | 6.2% | 100.0% |
| Total | KatUmur | 20-30 tahun | Count | 54 | 4 | 58 |
| | | | % of Total | 18.0% | 1.3% | 19.3% |
| | | 31-40 tahun | Count | 114 | 13 | 127 |
| | | | % of Total | 38.0% | 4.3% | 42.3% |
| | | 41-50 tahun | Count | 82 | 9 | 91 |
| | | | % of Total | 27.3% | 3.0% | 30.3% |
| | | >50 tahun | Count | 24 | 0 | 24 |
| | | | % of Total | 8.0% | 0.0% | 8.0% |
| | Total | | Count | 274 | 26 | 300 |
| | | | % of Total | 91.3% | 8.7% | 100.0% |

KatMasaKerja * KatKepuasan * Tempat bekerja Crosstabulation

| Tempat bekerja | | | | KatKepuasan | | Total |
|--------------------|--------------|------------|------------|-------------|--------|--------|
| | | | | Tinggi | Rendah | |
| RSKDIA Pertiwi | KatMasaKerja | 1-5 tahun | Count | 51 | 3 | 54 |
| | | | % of Total | 32.9% | 1.9% | 34.8% |
| | | 6-10 tahun | Count | 24 | 2 | 26 |
| | | | % of Total | 15.5% | 1.3% | 16.8% |
| | >10 tahun | Count | 63 | 12 | 75 | |
| | | % of Total | 40.6% | 7.7% | 48.4% | |
| | Total | | Count | 138 | 17 | 155 |
| | | | % of Total | 89.0% | 11.0% | 100.0% |
| RSKDIA St. Fatimah | KatMasaKerja | 1-5 tahun | Count | 37 | 2 | 39 |
| | | | % of Total | 25.5% | 1.4% | 26.9% |
| | | 6-10 tahun | Count | 20 | 3 | 23 |
| | | | % of Total | 13.8% | 2.1% | 15.9% |
| | >10 tahun | Count | 79 | 4 | 83 | |
| | | % of Total | 54.5% | 2.8% | 57.2% | |
| | Total | | Count | 136 | 9 | 145 |
| | | | % of Total | 93.8% | 6.2% | 100.0% |
| Total | KatMasaKerja | 1-5 tahun | Count | 88 | 5 | 93 |
| | | | % of Total | 29.3% | 1.7% | 31.0% |
| | | 6-10 tahun | Count | 44 | 5 | 49 |
| | | | % of Total | 14.7% | 1.7% | 16.3% |
| | >10 tahun | Count | 142 | 16 | 158 | |
| | | % of Total | 47.3% | 5.3% | 52.7% | |
| | Total | | Count | 274 | 26 | 300 |
| | | | % of Total | 91.3% | 8.7% | 100.0% |

Profesi * KatKepuasan * Tempat bekerja Crosstabulation

| Tempat bekerja | | | | KatKepuasan | | Total |
|-----------------|------------|---------------------------------|------------|-------------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Pertiwi | Profesi | Dokter | Count | 3 | 0 | 3 |
| | | | % of Total | 1.9% | 0.0% | 1.9% |
| | | Dokter gigi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Perawat | Count | 44 | 0 | 44 |
| | | | % of Total | 28.4% | 0.0% | 28.4% |
| | | Bidan | Count | 34 | 4 | 38 |
| | | | % of Total | 21.9% | 2.6% | 24.5% |
| | | Apotheker dan asisten apotheker | Count | 4 | 8 | 12 |
| | | | % of Total | 2.6% | 5.2% | 7.7% |
| | | Laboran | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Dietisien | Count | 1 | 0 | 1 |
| | | | % of Total | 0.6% | 0.0% | 0.6% |
| | | Fisioterapi | Count | 1 | 0 | 1 |
| | % of Total | 0.6% | 0.0% | 0.6% | | |
| Terlaga lainnya | Count | 49 | 5 | 54 | | |
| | % of Total | 31.6% | 3.2% | 34.8% | | |
| | Total | | Count | 138 | 17 | 155 |

| RSKDIA St. Fatimah | Profesi | Dokter | % of Total | 89.0% | 11.0% | 100.0% |
|--------------------|---------|-------------------------------|------------|-------|-------|--------|
| | | | Count | 6 | 0 | 6 |
| | | | % of Total | 4.1% | 0.0% | 4.1% |
| | | Perawat | Count | 29 | 1 | 30 |
| | | | % of Total | 20.0% | 0.7% | 20.7% |
| | | Bidan | Count | 33 | 5 | 38 |
| | | | % of Total | 22.8% | 3.4% | 26.2% |
| | | Apoteker dan asisten apoteker | Count | 2 | 1 | 3 |
| | | | % of Total | 1.4% | 0.7% | 2.1% |
| | | Laboran | Count | 5 | 0 | 5 |
| | | | % of Total | 3.4% | 0.0% | 3.4% |
| | | Radiografer | Count | 5 | 0 | 5 |
| | | | % of Total | 3.4% | 0.0% | 3.4% |
| | | Diuisen | Count | 3 | 0 | 3 |
| | | | % of Total | 2.1% | 0.0% | 2.1% |
| | | Fisioterapi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.7% | 0.0% | 0.7% |
| | | Tenaga lainnya | Count | 52 | 2 | 54 |
| | | | % of Total | 35.9% | 1.4% | 37.2% |
| | Total | | Count | 136 | 9 | 145 |
| | | | % of Total | 93.8% | 6.2% | 100.0% |
| Total | Profesi | Dokter | Count | 9 | 0 | 9 |
| | | | % of Total | 3.0% | 0.0% | 3.0% |
| | | Dokter gigi | Count | 1 | 0 | 1 |
| | | | % of Total | 0.3% | 0.0% | 0.3% |
| | | Perawat | Count | 73 | 1 | 74 |
| | | | % of Total | 24.3% | 0.3% | 24.7% |
| | | Bidan | Count | 67 | 9 | 76 |
| | | | % of Total | 22.3% | 3.0% | 25.3% |
| | | Apoteker dan asisten apoteker | Count | 6 | 9 | 15 |
| | | | % of Total | 2.0% | 3.0% | 5.0% |
| | | Laboran | Count | 6 | 0 | 6 |
| | | | % of Total | 2.0% | 0.0% | 2.0% |
| | | Radiografer | Count | 5 | 0 | 5 |
| | | | % of Total | 1.7% | 0.0% | 1.7% |
| | | Diuisen | Count | 4 | 0 | 4 |
| | | | % of Total | 1.3% | 0.0% | 1.3% |
| | | Fisioterapi | Count | 2 | 0 | 2 |
| | | | % of Total | 0.7% | 0.0% | 0.7% |
| | | Tenaga lainnya | Count | 101 | 7 | 108 |
| | | | % of Total | 33.7% | 2.3% | 36.0% |
| | Total | | Count | 274 | 26 | 300 |
| | | | % of Total | 91.3% | 8.7% | 100.0% |

Jenis kelamin * KatKepuasan * Tempat bekerja Crosstabulation

| Tempat bekerja | Jenis kelamin | Laki-laki | Count | KatKepuasan | | Total |
|--------------------|---------------|------------|------------|-------------|--------|-------|
| | | | | Tinggi | Rendah | |
| RSKDIA Pertiwi | Jenis kelamin | Laki-laki | Count | 20 | 0 | 20 |
| | | | % of Total | 12.9% | 0.0% | 12.9% |
| | Perempuan | Count | 118 | 17 | 135 | |
| | | % of Total | 76.1% | 11.0% | 87.1% | |
| Total | Count | 138 | 17 | 155 | | |
| | % of Total | 89.0% | 11.0% | 100.0% | | |
| RSKDIA St. Fatimah | Jenis kelamin | Laki-laki | Count | 12 | 0 | 12 |
| | | | % of Total | 8.3% | 0.0% | 8.3% |
| | Perempuan | Count | 124 | 9 | 133 | |
| | | % of Total | 85.5% | 6.2% | 91.7% | |
| Total | Count | 136 | 9 | 145 | | |
| | % of Total | 93.8% | 6.2% | 100.0% | | |
| Total | Jenis kelamin | Laki-laki | Count | 32 | 0 | 32 |
| | | | % of Total | 10.7% | 0.0% | 10.7% |
| | Perempuan | Count | 242 | 26 | 268 | |
| | | % of Total | 80.7% | 8.7% | 89.3% | |
| Total | Count | 274 | 26 | 300 | | |
| | % of Total | 91.3% | 8.7% | 100.0% | | |

| | | | | | | |
|--------------------|---------------------|-------------------|------------|-------|-------|--------|
| | | | % of Total | 2.6% | 1.3% | 3.9% |
| | | Diploma | Count | 45 | 4 | 49 |
| | | | % of Total | 29.0% | 2.6% | 31.6% |
| | | S1 | Count | 58 | 8 | 66 |
| | | | % of Total | 37.4% | 5.2% | 42.6% |
| | | Profesi/Spesialis | Count | 20 | 2 | 22 |
| | | | % of Total | 12.9% | 1.3% | 14.2% |
| | | S2 | Count | 11 | 1 | 12 |
| | | | % of Total | 7.1% | 0.6% | 7.7% |
| | Total | | Count | 138 | 17 | 155 |
| | | | % of Total | 89.0% | 11.0% | 100.0% |
| RSKDIA St. Fatimah | Pendidikan terakhir | SMA | Count | 7 | 0 | 7 |
| | | | % of Total | 4.8% | 0.0% | 4.8% |
| | | Diploma | Count | 53 | 5 | 58 |
| | | | % of Total | 36.6% | 3.4% | 40.0% |
| | | S1 | Count | 50 | 2 | 52 |
| | | | % of Total | 34.5% | 1.4% | 35.9% |
| | | Profesi/Spesialis | Count | 18 | 2 | 20 |
| | | | % of Total | 12.4% | 1.4% | 13.8% |
| | | S2 | Count | 8 | 0 | 8 |
| | | | % of Total | 5.5% | 0.0% | 5.5% |
| | Total | | Count | 136 | 9 | 145 |
| | | | % of Total | 93.8% | 6.2% | 100.0% |
| Total | Pendidikan terakhir | SMA | Count | 11 | 2 | 13 |
| | | | % of Total | 3.7% | 0.7% | 4.3% |
| | | Diploma | Count | 98 | 9 | 107 |
| | | | % of Total | 32.7% | 3.0% | 35.7% |
| | | S1 | Count | 108 | 10 | 118 |
| | | | % of Total | 36.0% | 3.3% | 39.3% |
| | | Profesi/Spesialis | Count | 38 | 4 | 42 |
| | | | % of Total | 12.7% | 1.3% | 14.0% |
| | | S2 | Count | 19 | 1 | 20 |
| | | | % of Total | 6.3% | 0.3% | 6.7% |
| | Total | | Count | 274 | 26 | 300 |
| | | | % of Total | 91.3% | 8.7% | 100.0% |

Status pekerjaan * KatKepuasan * Tempat bekerja Crosstabulation

| Tempat bekerja | | | KatKepuasan | | Total | |
|--------------------|----------------------|-----------------|-------------|--------|-------|-------|
| | | | Tinggi | Rendah | | |
| RSKDIA Peritiwi | Status pekerjaan | Pegawai kontrak | Count | 20 | 1 | 21 |
| | | | % of Total | 12.9% | 0.6% | 13.5% |
| | Pegawai tetap | Count | 3 | 0 | 3 | |
| | | % of Total | 1.9% | 0.0% | 1.9% | |
| | Pegawai Negeri Sipil | Count | 115 | 16 | 131 | |
| | | % of Total | 74.2% | 10.3% | 84.5% | |
| Total | Count | 138 | 17 | 155 | | |
| | % of Total | 89.0% | 11.0% | 100.0% | | |
| RSKDIA St. Fatimah | Status pekerjaan | Pegawai kontrak | Count | 29 | 0 | 29 |
| | | | % of Total | 20.0% | 0.0% | 20.0% |
| | Pegawai tetap | Count | 5 | 0 | 5 | |
| | | % of Total | 3.4% | 0.0% | 3.4% | |
| | Pegawai Negeri Sipil | Count | 102 | 9 | 111 | |
| | | % of Total | 70.3% | 6.2% | 76.6% | |
| Total | Count | 136 | 9 | 145 | | |
| | % of Total | 93.8% | 6.2% | 100.0% | | |
| Total | Status pekerjaan | Pegawai kontrak | Count | 49 | 1 | 50 |
| | | | % of Total | 16.3% | 0.3% | 16.7% |
| | Pegawai tetap | Count | 8 | 0 | 8 | |
| | | % of Total | 2.7% | 0.0% | 2.7% | |
| | Pegawai Negeri Sipil | Count | 217 | 25 | 242 | |
| | | % of Total | 72.3% | 8.3% | 80.7% | |
| Total | Count | 274 | 26 | 300 | | |
| | % of Total | 91.3% | 8.7% | 100.0% | | |

Crosstabs

| | N | Percent | N | Percent | N | Percent |
|--|-----|---------|---|---------|-----|---------|
| KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatTunjanganGaji * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatSikapManajemen * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatPengawasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatKomunikasi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatSikapPejabat * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatDukunganRekanKerja * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |

KatKepuasan * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|-------------|--------|-------------------------|--------------------|--------|
| | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| KatKepuasan | Tinggi | Count | 138 | 136 |
| | | % within Tempat bekerja | 89.0% | 93.8% |
| | Rendah | Count | 17 | 9 |
| | | % within Tempat bekerja | 11.0% | 6.2% |
| Total | | Count | 155 | 145 |
| | | % within Tempat bekerja | 100.0% | 100.0% |

KatTunjanganGaji * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|------------------|--------|-------------------------|--------------------|--------|
| | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| KatTunjanganGaji | Tinggi | Count | 132 | 132 |
| | | % within Tempat bekerja | 85.2% | 91.0% |
| | Rendah | Count | 23 | 13 |
| | | % within Tempat bekerja | 14.8% | 9.0% |
| Total | | Count | 155 | 145 |
| | | % within Tempat bekerja | 100.0% | 100.0% |

KatSikapManajemen * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|-------------------|--------|-------------------------|--------------------|--------|
| | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| KatSikapManajemen | Tinggi | Count | 122 | 120 |
| | | % within Tempat bekerja | 78.7% | 82.8% |
| | Rendah | Count | 33 | 25 |
| | | % within Tempat bekerja | 21.3% | 17.2% |
| Total | | Count | 155 | 145 |
| | | % within Tempat bekerja | 100.0% | 100.0% |

KatPengawasan * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|---------------|--------|-------------------------|--------------------|--------|
| | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| KatPengawasan | Tinggi | Count | 133 | 130 |
| | | % within Tempat bekerja | 85.8% | 89.7% |
| | Rendah | Count | 22 | 15 |
| | | % within Tempat bekerja | 14.2% | 10.3% |
| Total | | Count | 155 | 145 |
| | | % within Tempat bekerja | 100.0% | 100.0% |

KatKomunikasi * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|---------------|--------|-------------------------|--------------------|--------|
| | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| KatKomunikasi | Tinggi | Count | 127 | 123 |
| | | % within Tempat bekerja | 81.9% | 84.8% |
| | Rendah | Count | 28 | 22 |
| | | % within Tempat bekerja | 18.1% | 15.2% |
| Total | | Count | 155 | 145 |
| | | % within Tempat bekerja | 100.0% | 100.0% |

| | | Tempat bekerja | | Total | |
|--------------------------|--------|-------------------------|--------------------|--------|--------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | | |
| Kategori Sikap Pekerjaan | Tinggi | Count | 34 | 12 | 46 |
| | | % within Tempat bekerja | 21.9% | 8.3% | 15.3% |
| | Rendah | Count | 121 | 133 | 254 |
| | | % within Tempat bekerja | 78.1% | 91.7% | 84.7% |
| Total | | Count | 155 | 145 | 300 |
| | | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Kategori Dukungan Rekan Kerja * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total | |
|-------------------------------|--------|-------------------------|--------------------|--------|--------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | | |
| Kategori Dukungan Rekan Kerja | Tinggi | Count | 33 | 12 | 45 |
| | | % within Tempat bekerja | 21.3% | 8.3% | 15.0% |
| | Rendah | Count | 122 | 133 | 255 |
| | | % within Tempat bekerja | 78.7% | 91.7% | 85.0% |
| Total | | Count | 155 | 145 | 300 |
| | | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Cross tabs

Case Processing Summary

| | Valid | | Cases Missing | | Total | |
|---|-------|---------|---------------|---------|-------|---------|
| | N | Percent | N | Percent | N | Percent |
| Kategori QWL * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Kategori Keamanan Fisik Sosial * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Kategori Kolaborasi Identitas * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Kategori Tujuan Kreativitas * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |

Kategori QWL * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total | |
|--------------|--------|-------------------------|--------------------|--------|--------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | | |
| Kategori QWL | Tinggi | Count | 139 | 137 | 276 |
| | | % within Tempat bekerja | 89.7% | 94.5% | 92.0% |
| | Rendah | Count | 16 | 8 | 24 |
| | | % within Tempat bekerja | 10.3% | 5.5% | 8.0% |
| Total | | Count | 155 | 145 | 300 |
| | | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Kategori Keamanan Fisik Sosial * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total | |
|--------------------------------|--------|-------------------------|--------------------|--------|--------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | | |
| Kategori Keamanan Fisik Sosial | Tinggi | Count | 140 | 137 | 277 |
| | | % within Tempat bekerja | 90.3% | 94.5% | 92.3% |
| | Rendah | Count | 15 | 8 | 23 |
| | | % within Tempat bekerja | 9.7% | 5.5% | 7.7% |
| Total | | Count | 155 | 145 | 300 |
| | | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Kategori Kolaborasi Identitas * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total | |
|-------------------------------|--------|-------------------------|--------------------|-------|-------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | | |
| Kategori Kolaborasi Identitas | Tinggi | Count | 140 | 137 | 277 |
| | | % within Tempat bekerja | 90.3% | 94.5% | 92.3% |
| | Rendah | Count | 15 | 8 | 23 |
| | | % within Tempat bekerja | 9.7% | 5.5% | 7.7% |

| | | | | |
|-------|-------------------------|--------|--------|--------|
| Total | Count | 155 | 145 | 300 |
| | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

KatTujuanKreativitas * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|----------------------|-------------------------|-------------------------|--------------------|--------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | |
| KatTujuanKreativitas | Tinggi | Count | 137 | 137 |
| | | % within Tempat bekerja | 88.4% | 94.5% |
| | Rendah | Count | 18 | 8 |
| | | % within Tempat bekerja | 11.6% | 5.5% |
| Total | Count | 155 | 145 | 300 |
| | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Crosstabs

Case Processing Summary

| | Valid | | Cases Missing | | Total | |
|--------------------------------------|-------|---------|---------------|---------|-------|---------|
| | N | Percent | N | Percent | N | Percent |
| KatEfikasi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatPemecahanMasalah * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatKelekunan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatAkaSehat * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |

KatEfikasi * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|------------|-------------------------|-------------------------|--------------------|--------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | |
| KatEfikasi | Tinggi | Count | 138 | 137 |
| | | % within Tempat bekerja | 89.0% | 94.5% |
| | Rendah | Count | 17 | 8 |
| | | % within Tempat bekerja | 11.0% | 5.5% |
| Total | Count | 155 | 145 | 300 |
| | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

KatPemecahanMasalah * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|---------------------|-------------------------|-------------------------|--------------------|--------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | |
| KatPemecahanMasalah | Tinggi | Count | 141 | 136 |
| | | % within Tempat bekerja | 91.0% | 93.8% |
| | Rendah | Count | 14 | 9 |
| | | % within Tempat bekerja | 9.0% | 6.2% |
| Total | Count | 155 | 145 | 300 |
| | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

KatKelekunan * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|--------------|-------------------------|-------------------------|--------------------|--------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | |
| KatKelekunan | Tinggi | Count | 139 | 137 |
| | | % within Tempat bekerja | 89.7% | 94.5% |
| | Rendah | Count | 16 | 8 |
| | | % within Tempat bekerja | 10.3% | 5.5% |
| Total | Count | 155 | 145 | 300 |
| | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

KatAkaSehat * Tempat bekerja Crosstabulation

| | | Tempat bekerja | | Total |
|-------------|-------------------------|-------------------------|--------------------|--------|
| | | RSKDIA Peritiwi | RSKDIA St. Fatimah | |
| KatAkaSehat | Tinggi | Count | 140 | 137 |
| | | % within Tempat bekerja | 90.3% | 94.5% |
| | Rendah | Count | 15 | 8 |
| | | % within Tempat bekerja | 9.7% | 5.5% |
| Total | Count | 155 | 145 | 300 |
| | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Crosstabs

Case Processing Summary

| | Cases | | | | | |
|--|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| KatKomitmenOrganisasi * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Komitmenberkelanjutan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| KatKomitmenNormatif * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |
| Komitmenefektif * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% |

KatKomitmenOrganisasi * Tempat bekerja Crosstabulation

| KatKomitmenOrganisasi | | Count | Tempat bekerja | | Total |
|-----------------------|-------------------------|-------|----------------|--------------------|--------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| Tinggi | Count | | 112 | 105 | 217 |
| | % within Tempat bekerja | | 72.3% | 72.4% | 72.3% |
| Rendah | Count | | 43 | 40 | 83 |
| | % within Tempat bekerja | | 27.7% | 27.6% | 27.7% |
| Total | Count | | 155 | 145 | 300 |
| | % within Tempat bekerja | | 100.0% | 100.0% | 100.0% |

Komitmenberkelanjutan * Tempat bekerja Crosstabulation

| Komitmenberkelanjutan | | Count | Tempat bekerja | | Total |
|-----------------------|-------------------------|-------|----------------|--------------------|--------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| Tinggi | Count | | 132 | 127 | 259 |
| | % within Tempat bekerja | | 85.2% | 87.6% | 86.3% |
| Rendah | Count | | 23 | 18 | 41 |
| | % within Tempat bekerja | | 14.8% | 12.4% | 13.7% |
| Total | Count | | 155 | 145 | 300 |
| | % within Tempat bekerja | | 100.0% | 100.0% | 100.0% |

KatKomitmenNormatif * Tempat bekerja Crosstabulation

| KatKomitmenNormatif | | Count | Tempat bekerja | | Total |
|---------------------|-------------------------|-------|----------------|--------------------|--------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| Tinggi | Count | | 109 | 100 | 209 |
| | % within Tempat bekerja | | 70.3% | 69.0% | 69.7% |
| Rendah | Count | | 46 | 45 | 91 |
| | % within Tempat bekerja | | 29.7% | 31.0% | 30.3% |
| Total | Count | | 155 | 145 | 300 |
| | % within Tempat bekerja | | 100.0% | 100.0% | 100.0% |

Komitmenefektif * Tempat bekerja Crosstabulation

| Komitmenefektif | | Count | Tempat bekerja | | Total |
|-----------------|-------|-------|----------------|--------------------|-------|
| | | | RSKDIA Peritwi | RSKDIA St. Fatimah | |
| Tinggi | Count | | 135 | 133 | 268 |

| | | | | |
|--------|-------------------------|--------|--------|--------|
| | % within Tempat bekerja | 87.1% | 9.17% | 89.3% |
| Rendah | Count | 20 | 12 | 32 |
| | % within Tempat bekerja | 12.9% | 8.3% | 10.7% |
| Total | Count | 155 | 145 | 300 |
| | % within Tempat bekerja | 100.0% | 100.0% | 100.0% |

Crosstabs

Case Processing Summary

| | Valid | | N | Cases Missing | | N | Total | |
|---|-------|---------|---|---------------|---------|--------|-------|--|
| | N | Percent | | Percent | Percent | | | |
| KatIQWL * KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% | | |
| KatEfikasi * KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% | | |
| KatKomitmen Organisasi * KatKepuasan * Tempat bekerja | 300 | 100.0% | 0 | 0.0% | 300 | 100.0% | | |

KatQWL * KatKepuasan * Tempat bekerja

Crosstab

| Tempat bekerja | | | KatKepuasan | | Total | |
|--------------------|-----------------|-----------------|-------------|--------|--------|--------|
| | | | Tinggi | Rendah | | |
| RSKDIA Pertiwi | KatQWL | Tinggi | Count | 138 | 1 | 139 |
| | | % within KatQWL | | 99.3% | 0.7% | 100.0% |
| | Rendah | Count | 0 | 16 | 16 | |
| | % within KatQWL | | 0.0% | 100.0% | 100.0% | |
| Total | | Count | 138 | 17 | 155 | |
| | | % within KatQWL | 89.0% | 11.0% | 100.0% | |
| RSKDIA St. Fatimah | KatQWL | Tinggi | Count | 136 | 1 | 137 |
| | | % within KatQWL | | 99.3% | 0.7% | 100.0% |
| | Rendah | Count | 0 | 8 | 8 | |
| | % within KatQWL | | 0.0% | 100.0% | 100.0% | |
| Total | | Count | 136 | 9 | 145 | |
| | | % within KatQWL | 93.8% | 6.2% | 100.0% | |
| Total | KatQWL | Tinggi | Count | 274 | 2 | 276 |
| | | % within KatQWL | | 99.3% | 0.7% | 100.0% |
| | Rendah | Count | 0 | 24 | 24 | |
| | % within KatQWL | | 0.0% | 100.0% | 100.0% | |
| Total | | Count | 274 | 26 | 300 | |
| | | % within KatQWL | 91.3% | 8.7% | 100.0% | |

Chi-Square Tests

| Tempat bekerja | | Value | df | Asymptotic Significance (2-sided) | Exact Sig. (2-sided) | Exact Sig. (1-sided) |
|--------------------|------------------------------------|----------------------|----|-----------------------------------|----------------------|----------------------|
| RSKDIA Pertiwi | Pearson Chi-Square | 144.833 ^a | 1 | <.001 | | |
| | Continuity Correction ^b | 134.844 | 1 | <.001 | | |
| | Likelihood Ratio | 95.349 | 1 | <.001 | | |
| | Fisher's Exact Test | | | | <.001 | <.001 |
| | Linear-by-Linear Association | 143.898 | 1 | <.001 | | |
| | No. of Valid Cases | 155 | | | | |
| RSKDIA St. Fatimah | Pearson Chi-Square | 127.948 ^a | 1 | <.001 | | |
| | Continuity Correction ^b | 111.464 | 1 | <.001 | | |
| | Likelihood Ratio | 55.628 | 1 | <.001 | | |
| | Fisher's Exact Test | | | | <.001 | <.001 |
| | Linear-by-Linear Association | 127.066 | 1 | <.001 | | |
| | No. of Valid Cases | 145 | | | | |
| Total | Pearson Chi-Square | 274.916 ^a | 1 | <.001 | | |
| | Continuity Correction ^b | 262.518 | 1 | <.001 | | |

| | | | | | |
|------------------------------|---------|---|-------|-------|-------|
| Likelihood Ratio | 153.160 | 1 | <.001 | | |
| Fisher's Exact Test | | | | <.001 | <.001 |
| Linear-by-Linear Association | 274.000 | 1 | <.001 | | |
| N of Valid Cases | 300 | | | | |

- a. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 2.08.
 b. Computed only for a 2x2 table.
 c. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.75.
 d. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .50.

Tests of Homogeneity of the Odds Ratio

| | Chi-Squared | df | Asymptotic Significance (2-sided) |
|-------------|-------------|----|-----------------------------------|
| Breslow-Day | | | |
| Tarone's | | | |

Tests of Conditional Independence

| | Chi-Squared | df | Asymptotic Significance (2-sided) |
|-----------------|-------------|----|-----------------------------------|
| Cochran's | 256.908 | 1 | <.001 |
| Mantel-Haenszel | 243.623 | 1 | <.001 |

Under the conditional independence assumption, Cochran's statistic is asymptotically distributed as a 1 df chi-squared distribution, only if the number of strata is fixed, while the Mantel-Haenszel statistic is always asymptotically distributed as a 1 df chi-squared distribution. Note that the continuity correction is removed from the Mantel-Haenszel statistic when the sum of the differences between the observed and the expected is 0.

Mantel-Haenszel Common Odds Ratio Estimate

| | | | |
|------------------------------------|-----------------------|-------------|-------------|
| Estimate | | | |
| ln(Estimate) | | | |
| Standard Error of ln(Estimate) | | | |
| Asymptotic Significance (2-sided) | | | |
| Asymptotic 95% Confidence Interval | Common Odds Ratio | Lower Bound | Upper Bound |
| | ln(Common Odds Ratio) | Lower Bound | Upper Bound |

The Mantel-Haenszel common odds ratio estimate is asymptotically normally distributed under the common odds ratio of 1.000 assumption. So is the natural log of the estimate.

- a. Every stratum is such that the first group's second response outcome is 0 or the second group's first response outcome is 0.

KatEfikasi * KatKepuasan * Tempat bekerja

| Tempat bekerja | | KatEfikasi | | Crosstab | | |
|--------------------|------------|-----------------------|-----------------------|-------------|--------|--------|
| | | | | KatKepuasan | | Total |
| | | Tinggi | Rendah | Tinggi | Rendah | |
| RSKDIA Peritiwi | KatEfikasi | Tinggi | Count | 137 | 1 | 138 |
| | | | % within KatEfikasi i | 99.3% | 0.7% | 100.0% |
| | Rendah | Count | 1 | 16 | 17 | |
| | | % within KatEfikasi i | 5.9% | 94.1% | 100.0% | |
| | Total | | Count | 138 | 17 | 155 |
| | | | % within KatEfikasi i | 89.0% | 11.0% | 100.0% |
| RSKDIA St. Fatimah | KatEfikasi | Tinggi | Count | 136 | 1 | 137 |
| | | | % within KatEfikasi i | 99.3% | 0.7% | 100.0% |
| | Rendah | Count | 0 | 8 | 8 | |
| | | % within KatEfikasi i | 0.0% | 100.0% | 100.0% | |
| | Total | | Count | 136 | 9 | 145 |
| | | | % within KatEfikasi i | 93.8% | 6.2% | 100.0% |
| Total | KatEfikasi | Tinggi | Count | 273 | 2 | 275 |
| | | | % within KatEfikasi i | 99.3% | 0.7% | 100.0% |
| | Rendah | Count | 1 | 24 | 25 | |
| | | % within KatEfikasi i | 4.0% | 96.0% | 100.0% | |
| | Total | | Count | 274 | 26 | 300 |
| | | | % within KatEfikasi i | 91.3% | 8.7% | 100.0% |

Chi-Square Tests

| Tempat bekerja | | Value | df | Asymptotic Significance (2-sided) | Exact Sig. (2-sided) | Exact Sig. (1-sided) |
|-----------------|------------------------------------|----------------------|----|-----------------------------------|----------------------|----------------------|
| RSKDIA Peritiwi | Pearson Chi-Square | 135.195 ^a | 1 | <.001 | | |
| | Continuity Correction ^b | 125.800 | 1 | <.001 | | |

| | | | | | | |
|--------------------|------------------------------------|----------------------|---|-------|-------|-------|
| | Likelihood Ratio | 87.757 | 1 | <.001 | | |
| | Fisher's Exact Test | | | | <.001 | <.001 |
| | Linear-by-Linear Association | 134.323 | 1 | <.001 | | |
| | N of Valid Cases | 155 | | | | |
| RSKDIA St. Fatimah | Pearson Chi-Square | 127.948 ^a | 1 | <.001 | | |
| | Continuity Correction ^b | 111.464 | 1 | <.001 | | |
| | Likelihood Ratio | 55.628 | 1 | <.001 | | |
| | Fisher's Exact Test | | | | <.001 | <.001 |
| | Linear-by-Linear Association | 127.066 | 1 | <.001 | | |
| | N of Valid Cases | 145 | | | | |
| Total | Pearson Chi-Square | 262.789 ^a | 1 | <.001 | | |
| | Continuity Correction ^b | 250.891 | 1 | <.001 | | |
| | Likelihood Ratio | 144.777 | 1 | <.001 | | |
| | Fisher's Exact Test | | | | <.001 | <.001 |
| | Linear-by-Linear Association | 261.913 | 1 | <.001 | | |
| | N of Valid Cases | 300 | | | | |

a. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 2.17.

b. Computed only for a 2x2 table

c. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 1.86.

d. 1 cells (25.0%) have expected count less than 5. The minimum expected count is .50.

Tests of Homogeneity of the Odds Ratio

| | Chi-Squared | df | Asymptotic Significance (2-sided) |
|-------------|-------------|----|-----------------------------------|
| Breslow-Day | .397 | 1 | .528 |
| Tarone's | .390 | 1 | .532 |

Tests of Conditional Independence

| | Chi-Squared | df | Asymptotic Significance (2-sided) |
|-----------------|-------------|----|-----------------------------------|
| Cochran's | 244.132 | 1 | <.001 |
| Mantel-Haenszel | 231.454 | 1 | <.001 |

Under the conditional independence assumption, Cochran's statistic is asymptotically distributed as a 1 df chi-squared distribution, only if the number of strata is fixed, while the Mantel-Haenszel statistic is always asymptotically distributed as a 1 df chi-squared distribution. Note that the continuity correction is removed from the Mantel-Haenszel statistic when the sum of the differences between the observed and the expected is 0.

Mantel-Haenszel Common Odds Ratio Estimate

| | | |
|------------------------------------|-----------------------|--|
| Estimate | | 3.355 034 |
| ln(Estimate) | | 8.118 |
| Standard Error of ln(Estimate) | | 1.373 |
| Asymptotic Significance (2-sided) | | <.001 |
| Asymptotic 95% Confidence Interval | Common Odds Ratio | Lower Bound 227.647 Upper Bound 49446.197 |
| | ln(Common Odds Ratio) | Lower Bound 5.428 Upper Bound 10.809 |

The Mantel-Haenszel common odds ratio estimate is asymptotically normally distributed under the common odds ratio of 1.000 as assumption. So is the natural log of the estimate.

KatKomitmenOrganisasi * KatKepuasan * Tempat bekerja

Crosstab

| Tempat bekerja | KatKomitmenOrganisasi | Tinggi | | KatKepuasan | | Total |
|--------------------|--------------------------------|--------------------------------|--------------------------------|-------------|--------|--------|
| | | | | Tinggi | Rendah | |
| RSKDIA Peritwi | KatKomitmenOrganisasi | Tinggi | Count | 112 | 0 | 112 |
| | | | % within KatKomitmenOrganisasi | 100.0% | 0.0% | 100.0% |
| | | Rendah | Count | 26 | 17 | 43 |
| | % within KatKomitmenOrganisasi | 60.5% | 39.5% | 100.0% | | |
| | Total | Count | 138 | 17 | 155 | |
| | | % within KatKomitmenOrganisasi | 89.0% | 11.0% | 100.0% | |
| RSKDIA St. Fatimah | KatKomitmenOrganisasi | Tinggi | Count | 104 | 1 | 105 |

| | | | | | | |
|-------|---------------------|--------|---------------------------------|-------|-------|--------|
| | | | % within Kategori Organisasi | 99.0% | 1.0% | 100.0% |
| | Rendah | | Count | 32 | 8 | 40 |
| | | | % within Kategori Organisasi | 80.0% | 20.0% | 100.0% |
| Total | | | Count | 136 | 9 | 145 |
| | | | % within Kategori Organisasi | 93.8% | 6.2% | 100.0% |
| Total | Kategori Organisasi | Tinggi | Count | 216 | 1 | 217 |
| | | | % within Kategori Organisasi | 99.5% | 0.5% | 100.0% |
| | Rendah | | Count | 58 | 25 | 83 |
| | | | % within Kategori Organisasi | 69.9% | 30.1% | 100.0% |
| Total | | | Count | 274 | 26 | 300 |
| | | | % within Kategori Organisasi | 91.3% | 8.7% | 100.0% |

Chi-Square Tests

| Tempat bekerja | | Value | df | Asymptotic Significance (2- sided) | Exact Sig. (2- sided) | Exact Sig. (1- sided) |
|--------------------|------------------------------------|---------------------|----|--|--------------------------|--------------------------|
| RSKDIA Pertiwi | Pearson Chi-Square | 49.734 ^a | 1 | <.001 | | |
| | Continuity Correction ^b | 45.767 | 1 | <.001 | | |
| | Likelihood Ratio | 49.498 | 1 | <.001 | | |
| | Fisher's Exact Test | | | | <.001 | <.001 |
| | Linear-by-Linear Association | 49.413 | 1 | <.001 | | |
| | N of Valid Cases | 155 | | | | |
| RSKDIA St. Fatimah | Pearson Chi-Square | 18.052 ^c | 1 | <.001 | | |
| | Continuity Correction ^d | 14.928 | 1 | <.001 | | |
| | Likelihood Ratio | 18.130 | 1 | <.001 | | |
| | Fisher's Exact Test | | | | <.001 | <.001 |
| | Linear-by-Linear Association | 17.927 | 1 | <.001 | | |
| | N of Valid Cases | 145 | | | | |
| Total | Pearson Chi-Square | 66.722 ^e | 1 | <.001 | | |
| | Continuity Correction ^f | 63.027 | 1 | <.001 | | |
| | Likelihood Ratio | 62.527 | 1 | <.001 | | |
| | Fisher's Exact Test | | | | <.001 | <.001 |
| | Linear-by-Linear Association | 66.499 | 1 | <.001 | | |
| | N of Valid Cases | 300 | | | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 7.19.

b. Computed only for a 2x2 table

c. 1 cells (.25%) have expected count less than 5. The minimum expected count is 4.72.

d. 1 cells (.25%) have expected count less than 5. The minimum expected count is 2.48.

Tests of Homogeneity of the Odds Ratio

| | Chi-Squared | df | Asymptotic Significance (2-sided) |
|-------------|-------------|----|--------------------------------------|
| Breslow-Day | 2.143 | 1 | .143 |
| Tarone's | 2.115 | 1 | .146 |

Tests of Conditional Independence

| | Chi-Squared | df | Asymptotic Significance (2-sided) |
|-----------------|-------------|----|--------------------------------------|
| Cochran's | 67.131 | 1 | <.001 |
| Mantel-Haenszel | 62.994 | 1 | <.001 |

Under the conditional independence assumption, Cochran's statistic is asymptotically distributed as a 1 df chi-squared distribution, only if the number of strata is fixed, while the Mantel-Haenszel statistic is always asymptotically distributed as a 1 df chi-squared distribution. Note that the continuity correction is removed from the Mantel-Haenszel statistic when the sum of the differences between the observed and the expected is 0.

Mantel-Haenszel Common Odds Ratio Estimate

| | | | |
|------------------------------------|-----------------------|-------------|---------|
| Estimate | | 81.661 | |
| ln(Estimate) | | 4.403 | |
| Standard Error of ln(Estimate) | | .991 | |
| Asymptotic Significance (2-sided) | | <.001 | |
| Asymptotic 95% Confidence Interval | Common Odds Ratio | Lower Bound | 11.699 |
| | | Upper Bound | 570.002 |
| | ln(Common Odds Ratio) | Lower Bound | 2.460 |
| | | Upper Bound | 63.46 |

The Mantel-Haenszel common odds ratio estimate is asymptotically normally distributed under the common odds ratio of 1.000 as assumption. So is the natural log of the estimate.

NPar Tests

Mann-Whitney Test

| | | Ranks | | N | Mean Rank | Sum of Ranks |
|-----------------------|--------------------|-------|--|-----|-----------|--------------|
| Tempat bekerja | | | | | | |
| KatIQWL | RSKDIA Perthwi | | | 155 | 153.98 | 23867.50 |
| | RSKDIA St. Fatimah | | | 145 | 146.78 | 21282.50 |
| | Total | | | 300 | | |
| KatEfikasi | RSKDIA Perthwi | | | 155 | 154.45 | 23940.00 |
| | RSKDIA St. Fatimah | | | 145 | 146.28 | 21210.00 |
| | Total | | | 300 | | |
| KatKomitmenOrganisasi | RSKDIA Perthwi | | | 155 | 150.61 | 23345.00 |
| | RSKDIA St. Fatimah | | | 145 | 150.38 | 21805.00 |
| | Total | | | 300 | | |
| KatKepuasan | RSKDIA Perthwi | | | 155 | 153.95 | 23862.50 |
| | RSKDIA St. Fatimah | | | 145 | 146.81 | 21287.50 |
| | Total | | | 300 | | |

Test Statistics^a

| | KatIQWL | KatEfikasi | KatKomitmenOrganisasi | KatKepuasan |
|------------------------|-----------|------------|-----------------------|-------------|
| Mann-Whitney U | 10697.500 | 10625.000 | 11220.000 | 10702.500 |
| Wilcoxon W | 21282.500 | 21210.000 | 21805.000 | 21287.500 |
| Z | 1.531 | 1.704 | .030 | 1.462 |
| Asymp. Sig. (2-tailed) | .126 | .088 | .976 | .144 |

a. Grouping Variable: Tempat bekerja

Logistic Regression

Case Processing Summary

| Unweighted Cases ^a | | N | Percent |
|-------------------------------|----------------------|-----|---------|
| Selected Cases | Included in Analysis | 300 | 100.0 |
| | Missing Cases | 0 | .0 |
| | Total | 300 | 100.0 |
| Unselected Cases | | 0 | .0 |
| Total | | 300 | 100.0 |

a. If weight is in effect, see classification table for the total number of cases.

Dependent Variable Encoding

| Original Value | Internal Value |
|----------------|----------------|
| Tinggi | 0 |
| Rendah | 1 |

Categorical Variables Codings

| | | Frequency | Parameter coding (1) |
|-----------------------|--------|-----------|----------------------|
| KatKomitmenOrganisasi | Tinggi | 217 | .000 |
| | Rendah | 83 | 1.000 |
| KatEfikasi | Tinggi | 275 | .000 |
| | Rendah | 25 | 1.000 |
| KatIQWL | Tinggi | 276 | .000 |
| | Rendah | 24 | 1.000 |

| | | KatKepuasan | | Percentage Correct |
|--------------------|-------------|-------------|--------|--------------------|
| | | Tinggi | Rendah | |
| Step0 | KatKepuasan | Tinggi | 274 | 0 |
| | | Rendah | 26 | 0 |
| Overall Percentage | | | | 91.3 |

- a. Constant is included in the model.
b. The cut value is .500

| Variables in the Equation | | | | | | | |
|---------------------------|----------|--------|------|---------|----|-------|--------|
| | | B | S.E. | Wald | df | Sig. | Exp(B) |
| Step0 | Constant | -2.355 | .205 | 131.703 | 1 | <.001 | .095 |

| Variables not in the Equation | | | | | | |
|-------------------------------|--------------------------|--|---------|----|-------|--|
| | Variables | | Score | df | Sig. | |
| Step0 | KatQWL(1) | | 274.916 | 1 | <.001 | |
| | KatEfikasi(1) | | 262.789 | 1 | <.001 | |
| | KatKomitmenOrganisasi(1) | | 66.722 | 1 | <.001 | |
| Overall Statistics | | | 279.124 | 3 | <.001 | |

Block 1: Method = Backward Stepwise (Wald)

| Omnibus Tests of Model Coefficients | | | | |
|-------------------------------------|-------|------------|----|-------|
| | | Chi-square | df | Sig. |
| Step 1 | Step | 161.121 | 3 | <.001 |
| | Block | 161.121 | 3 | <.001 |
| | Model | 161.121 | 3 | <.001 |
| Step 2 ^a | Step | -11.790 | 1 | <.001 |
| | Block | 149.331 | 2 | <.001 |
| | Model | 149.331 | 2 | <.001 |

- a. A negative Chi-squares value indicates that the Chi-squares value has decreased from the previous step.

| Model Summary | | | | |
|---------------|---------------------|----------------------|---------------------|--|
| Step | -2 Log likelihood | Cox & Snell R Square | Nagelkerke R Square | |
| 1 | 15.733 ^a | .416 | .933 | |
| 2 | 27.523 ^b | .392 | .880 | |

- a. Estimation terminated at iteration number 20 because maximum iterations has been reached. Final solution cannot be found.
b. Estimation terminated at iteration number 9 because parameter estimates changed by less than .001.

| Classification Table ^a | | | | |
|-----------------------------------|-------------|-----------|--------|--------------------|
| | | Predicted | | Percentage Correct |
| | | Tinggi | Rendah | |
| Step 1 | KatKepuasan | Tinggi | 274 | 0 |
| | | Rendah | 1 | 25 |
| Overall Percentage | | | | 99.7 |
| Step 2 | KatKepuasan | Tinggi | 273 | 1 |
| | | Rendah | 2 | 24 |
| Overall Percentage | | | | 99.0 |

- a. The cut value is .500

| Variables in the Equation | | | | | | | |
|---------------------------|--------------------------|--------|----------|--------|----|-------|----------------|
| | | B | S.E. | Wald | df | Sig. | Exp(B) |
| Step | KatQWL(1) | 22.771 | 69213.16 | .000 | 1 | .997 | 7752866128.949 |
| 1 ^a | KatEfikasi(1) | 5.430 | 1.771 | 9.403 | 1 | .002 | 228.189 |
| | KatKomitmenOrganisasi(1) | .879 | 1.676 | .275 | 1 | .600 | 2.409 |
| | Constant | -5.870 | 1.197 | 24.038 | 1 | <.001 | .003 |

95% C.I. for
EXP(B)

Lower Upper

.000 7.095 7339.438

64.273

| | | | | | | | | | |
|----------------|--------------------------|--------|-------|--------|---|-------|----------|--------|-----------|
| Step | KatEfikasi(1) | 7.110 | 1.297 | 30.027 | 1 | <.001 | 1223.746 | 96.224 | 15563.179 |
| 2 ^a | KatKomitmenOrganisasi(1) | 2.907 | 1.495 | 3.781 | 1 | .052 | 18.309 | .977 | 343.004 |
| | Constant | -6.450 | 1.427 | 20.431 | 1 | <.001 | .002 | | |

a. Variable(s) entered on step 1: KatQWL, KatEfikasi, KatKomitmenOrganisasi.

| | | Variables not in the Equation ^b | | | |
|---------------------|--------------------|--|--------|------|-------|
| | | Score | df | Sig. | |
| Step 2 ^a | Variables | KatQWL(1) | 17.726 | 1 | <.001 |
| | Overall Statistics | | 17.726 | 1 | <.001 |

a. Variable(s) removed on step 2: KatQWL.

b. Adding the most significant variable will result in a model which duplicates a prior model.

CURRICULUM VITAE**A. DATA PRIBADI**

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B. RIWAYAT PENDIDIKAN

1. (1998-1999) TK Islam Athirah Makassar
2. (1999-2005) SDN Mangkura I Makassar
3. (2005-2008) SMPN 8 Makassar
4. (2008-2011) SMAN 5 Makassar
5. (2011-2019) Fakultas Kedokteran Universitas Hasanuddin Makassar

C. PENGALAMAN KERJA

1. Dokter Internship Kemenkes Periode Oktober 2019 – Agustus 2020 di Rumah Sakit TK II Pelamonia Makassar.
2. Dokter Umum Mapala Medical Clinic Makassar 2021-2022
3. Dokter IGD RSIA Sentosa Makassar 2022-2023.