



3335 matches from 119 sources, of which 11 are online sources.

PlagLevel: 7.7%/89.1%

- [0] (944 matches, 0.0%/88.8%) from your PlagScan document "Mutiaranda_Nandini_13.42.0058_Hubungan_antara_Iklim_Psikologis_dan_Komitmen_Profesi_dengan_Adaptive_Performance.docx" dated 2017-09-28
- [1] (91 matches, 4.7%/6.1%) from a PlagScan document of your organisation...ro Djara 1201.pdf" dated 2016-10-12
- [2] (85 matches, 4.2%/5.5%) from a PlagScan document of your organisation... arturo 1803.docx" dated 2016-10-18
- [3] (67 matches, 2.8%/3.8%) from a PlagScan document of your organisation...e_Engagement.docx" dated 2017-06-14
(+ 2 documents with identical matches)
- [6] (67 matches, 2.9%/3.8%) from a PlagScan document of your organisation...e_engagement.docx" dated 2017-06-12
- [7] (51 matches, 2.6%/3.0%) from a PlagScan document of your organisation...e_engagement.docx" dated 2017-06-07
- [8] (46 matches, 2.4%/2.7%) from your PlagScan document "Feriyanto_1...yontek_Siswa.docx" dated 2017-07-25
- [9] (45 matches, 2.4%/2.7%) from your PlagScan document "Feriyanto_1...ku_menyontek.docx" dated 2017-07-19
- [10] (43 matches, 1.8%/2.5%) from your PlagScan document "Arifzal_Keh...Dewasa_UNIKA.docx" dated 2017-09-19
- [11] (42 matches, 1.8%/2.5%) from your PlagScan document "Kehi_Arifza...Dewasa_UNIKA.docx" dated 2017-09-26
(+ 1 documents with identical matches)
- [13] (37 matches, 0.7%/2.0%) from a PlagScan document of your organisation...terhadap_OCB.docx" dated 2017-05-24
- [14] (34 matches, 0.6%/1.9%) from a PlagScan document of your organisation...ITA MAYAWATI.docx" dated 2017-05-17
- [15] (26 matches, 0.5%/1.5%) from ejournal-s1.undip.ac.id/index.php/empati/article/download/7418/7178
- [16] (25 matches, 0.7%/1.3%) from a PlagScan document of your organisation...san_Bawahan.docx" dated 2017-05-15
- [17] (23 matches, 0.9%/1.1%) from your PlagScan document "12.40.0197 ... Lidwina 1...docx" dated 2017-02-28
- [18] (23 matches, 0.7%/1.1%) from your PlagScan document "MENGTY_DESE... DAN HARAPAN.docx" dated 2017-07-19
(+ 1 documents with identical matches)
- [20] (22 matches, 0.7%/1.1%) from your PlagScan document "MengtY_Dese... DAN HARAPAN.docx" dated 2017-07-13
- [21] (19 matches, 0.6%/1.2%) from www.jasonhuangatwork.com/papers/Huang ...I 2014 JAP - Adaptive Perf.pdf
- [22] (21 matches, 0.6%/0.9%) from a PlagScan document of your organisation...ada_mahasiswa.doc" dated 2017-10-01
(+ 1 documents with identical matches)
- [24] (22 matches, 0.4%/0.8%) from a PlagScan document of your organisation...Indrasuryani.docx" dated 2017-02-22
- [25] (19 matches, 0.4%/0.9%) from a PlagScan document of your organisation...0133 Vebrian.docx" dated 2016-03-17
- [26] (21 matches, 0.5%/0.8%) from a PlagScan document of your organisation...0.0071 Nimas.docx" dated 2016-05-03
- [27] (19 matches, 0.5%/0.8%) from a PlagScan document of your organisation...IN 11.40.0150.doc" dated 2016-03-30
- [28] (19 matches, 0.6%/0.8%) from a PlagScan document of your organisation...ria Gabriela.docx" dated 2016-05-27
- [29] (20 matches, 0.5%/0.8%) from a PlagScan document of your organisation...AH_RT_DAN_RW.docx" dated 2016-10-28
- [30] (17 matches, 0.4%/0.8%) from a PlagScan document of your organisation...as Duhita P.A.doc" dated 2016-06-24
- [31] (18 matches, 0.4%/0.7%) from a PlagScan document of your organisation...cia Wicaksana.pdf" dated 2016-07-14
- [32] (17 matches, 0.4%/0.8%) from a PlagScan document of your organisation...ADA_MAHASISWI.doc" dated 2017-07-19
- [33] (19 matches, 0.4%/0.7%) from a PlagScan document of your organisation...115 Aurelius.docx" dated 2016-04-28
- [34] (17 matches, 0.4%/0.7%) from a PlagScan document of your organisation...15 Adella AW.docx" dated 2016-05-16
(+ 1 documents with identical matches)
- [36] (14 matches, 0.4%/0.7%) from a PlagScan document of your organisation...07 Regina Ayu.doc" dated 2016-06-23
- [37] (17 matches, 0.4%/0.8%) from a PlagScan document of your organisation...impinan_Tran.docx" dated 2017-04-28
- [38] (16 matches, 0.4%/0.7%) from a PlagScan document of your organisation...KONTROL DIRI.docx" dated 2017-07-19
- [39] (14 matches, 0.3%/0.7%) from a PlagScan document of your organisation..._TEMAN_SEBAYA.doc" dated 2016-11-03
- [40] (17 matches, 0.3%/0.8%) from docplayer.info/193698-Hubungan-antara-ik...kerja-di-perusahaan-tambang-jakarta.html
- [41] (15 matches, 0.4%/0.7%) from a PlagScan document of your organisation...sif_Orangtua.docx" dated 2017-06-07
- [42] (17 matches, 0.6%/0.8%) from a PlagScan document of your organisation...restasi_Atlet.doc" dated 2017-08-26
(+ 2 documents with identical matches)
- [45] (15 matches, 0.3%/0.6%) from a PlagScan document of your organisation...mandiri_Prati.docx" dated 2017-08-29
- [46] (15 matches, 0.4%/0.6%) from a PlagScan document of your organisation...osional_suami.pdf" dated 2017-03-21
- [47] (17 matches, 0.4%/0.7%) from a PlagScan document of your organisation...ANG_KAKI_LIMA.doc" dated 2016-11-08
- [48] (17 matches, 0.3%/0.7%) from a PlagScan document of your organisation...0.0206 IRENE.docx" dated 2016-06-01
- [49] (16 matches, 0.4%/0.7%) from a PlagScan document of your organisation...0102 BUNGA A.docx" dated 2016-03-17
- [50] (16 matches, 0.2%/0.7%) from core.ac.uk/download/pdf/11715361.pdf
- [51] (18 matches, 0.5%/0.7%) from a PlagScan document of your organisation...pendampingan.docx" dated 2017-07-10
(+ 1 documents with identical matches)
- [53] (16 matches, 0.5%/0.7%) from a PlagScan document of your organisation...erjaKaryawan.docx" dated 2017-06-18
- [54] (15 matches, 0.1%/0.6%) from a PlagScan document of your organisation...ted_Learning.docx" dated 2017-08-24
(+ 1 documents with identical matches)
- [56] (19 matches, 0.4%/0.6%) from a PlagScan document of your organisation...40.0171 Ayu C.doc" dated 2016-07-13
- [57] (11 matches, 0.5%/0.9%) from www.hardiness-resilience.com/docs/Hardin...bility-IJSA-Final-accepted-28NOV2012.pdf
- [58] (14 matches, 0.1%/0.6%) from a PlagScan document of your organisation...ted_Learning.docx" dated 2017-08-23
- [59] (16 matches, 0.5%/0.7%) from a PlagScan document of your organisation...ina Grasellya.pdf" dated 2017-03-20
- [60] (17 matches, 0.3%/0.6%) from a PlagScan document of your organisation...0.0153 Bagas.docx" dated 2016-03-29
- [61] (14 matches, 0.4%/0.6%) from a PlagScan document of your organisation...U_SEKS_REMAJA.doc" dated 2017-06-22
(+ 2 documents with identical matches)
- [64] (14 matches, 0.4%/0.7%) from a PlagScan document of your organisation...BAB 1 kartika.doc" dated 2016-07-14
- [65] (15 matches, 0.4%/0.8%) from a PlagScan document of your organisation...s_Eka_Restini.pdf" dated 2016-05-02



LAMPIRAN A

SKALA PENELITIAN

A-1: SKALA *ADAPTIVE PERFORMANCE*

A-2: SKALA IKLIM PSIKOLOGIS

A3: SKALA KOMITMEN PROFESI

A. IDENTITAS SUBJEK

Inisial :
Lama Kerja :
Ruang :
Usia :tahun

B. PETUNJUK PENGISIAN SKALA PSIKOLOGI

Pada halaman selanjutnya terdapat sebuah skala psikologis. Anda diminta untuk memilih salah satu dari pilihan jawaban yang ada. Sebelum menjawab, ada beberapa hal yang perlu saudara/i perhatikan, yaitu:

1. Skala ini tidak ada jawaban **BENAR** atau **SALAH**.
2. Isilah dengan sejujur-jujurnya sesuai dengan **keadaan** anda.
3. **Pilihlah** salah satu dari jawaban yang paling sesuai dengan keadaan saudara sendiri, dengan memberi **tanda checklist** (√) pada kemungkinan jawaban yang sesuai dengan pilihan saudara.

Contoh:

No	Pernyataan	SS	S	TS	STS
1.	Saya merasa senang	√			

Artinya : Subjek menyatakan bahwa ia merasa senang

Keterangan:

SS : Sangat Setuju

S : Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

4. Jika Anda ingin mengganti pilihan Anda, beri tanda **korreksi** (√) pada pilihan yang Anda ingin ganti dan beri tanda silang pada pilihan yang sesuai dengan Anda.

Contoh:

no	Pernyataan	SS	S	TS	STS
1.	Saya merasa	√			√

	senang				
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Artinya : Subjek menyatakan bahwa ia tidak merasa senang

5. **Jangan** ada pernyataan yang **terlewatkan**.



SKALA I

No	Pernyataan	Pilihan Jawaban			
		STS	TS	S	SS
1.	Saya berusaha menyelesaikan setiap keluhan dari pasien				
2.	Konsentrasi saya terganggu ketika mendapat tugas tambahan				
3.	Saya lebih tertarik pada rutinitas sehari-hari				
4.	Saya lebih nyaman mengerjakan tugas sendiri				
5.	Mengikuti peraturan yang baru dan belum jelas hasilnya, hanya akan membuang waktu				
6.	Saya bertindak berlebihan dalam menghadapi situasi sulit				
7.	Saya takut menghadapi situasi yang menekan				
8.	Pada kondisi krisis, saya tidak dapat berpikir dengan jernih				
9.	Ketika mendapat masalah baru, saya mudah menyalahkan orang lain.				
10.	Saya dapat bersikap tenang ketika menghadapi pasien yang banyak keluhan.				
11.	Saya mudah terpancing emosi saat lingkungan kerja menjadi kurang nyaman				
12.	Bekerja bersama dengan teman lebih memotivasi saya.				
13.	Saya menyelesaikan tugas yang ada di depan mata terlebih dulu sebelum merespon permintaan pasien.				
14.	Saya bingung setiap kali mendapat prosedur baru				

15.	Saya tidak siap menghadapi perubahan peraturan di tempat kerja				
16.	Saya menyelesaikan masalah kurang mengacu pada SOP yang ada.				



SKALA II

No	Pernyataan	Pilihan Jawaban			
		STS	TS	S	SS
1.	Atasan saya memiliki integritas				
2.	Atasan saya dapat saya percayai				
3.	Saya bertanggung jawab atas prosedur kerja saya				
4.	Saya dihargai atas kontribusi pekerjaan yang saya lakukan				
5.	Ada banyak orang yang memberikan semangat di rumah sakit				
6.	Atasan saya mendorong saya untuk menemukan cara baru dari permasalahan lama				
7.	Atasan saya tidak memberikan nasihat yang buruk				
8.	Atasan saya adalah tipikal orang yang tidak memandang rendah kepada bawahannya				
9.	Hal-hal yang bersifat rahasia dapat saya percayakan pada atasan				
10.	Atasan saya patuh pada komitmen				
11.	Atasan saya menerima hasil kerja saya				
12.	Di rumah sakit ini, orang-orang cenderung memiliki irama yang sama dalam bekerja				
13.	Atasan saya menyuruh saya untuk mencoba hal-hal baru pada pekerjaan saya				
14.	Atasan saya mendorong saya untuk mengembangkan cara-cara yang dia lakukan				
15.	Saya memiliki banyak pekerjaan, tetapi saya hanya memiliki sedikit waktu untuk menyelesaikannya.				
16.	Atasan saya mendorong saya untuk mengembangkan ide-ide saya				
17.	Atasan saya mengajarkan saya untuk belajar dari kesalahan				

18.	Atasan saya mengetahui apa yang menjadi kemampuan saya dan mengatakan itu pada saya				
19.	Saya percayakan peraturan yang ada kepada atasan				



SKALA III

No	Pernyataan	Pilihan Jawaban			
		STS	TS	S	SS
1.	Saya termotivasi pada tugas keperawatan				
2.	Saya tidak suka menjadi seorang perawat				
3.	Saya total menjalankan tugas sebagai perawat				
4.	Saat ini saya sangat mempertimbangkan untuk beralih profesi				
5.	Saya percaya bahwa orang-orang yang sudah dilatih secara professional memiliki tanggungjawab untuk layak dipertahankan pada profesinya dalam jangka waktu yang lama				
6.	Tanggung jawab profesi perawat bukan merupakan bagian dari hidup saya				
7.	Saya merasa tidak wajib untuk bertahan pada profesi perawat				
8.	Saya adalah seorang perawat, karena saya memiliki loyalitas terhadap profesi perawat				
9.	Menjadi perawat adalah profesi yang membebani saya jika mungkin saya ingin alih profesi				

LAMPIRAN B

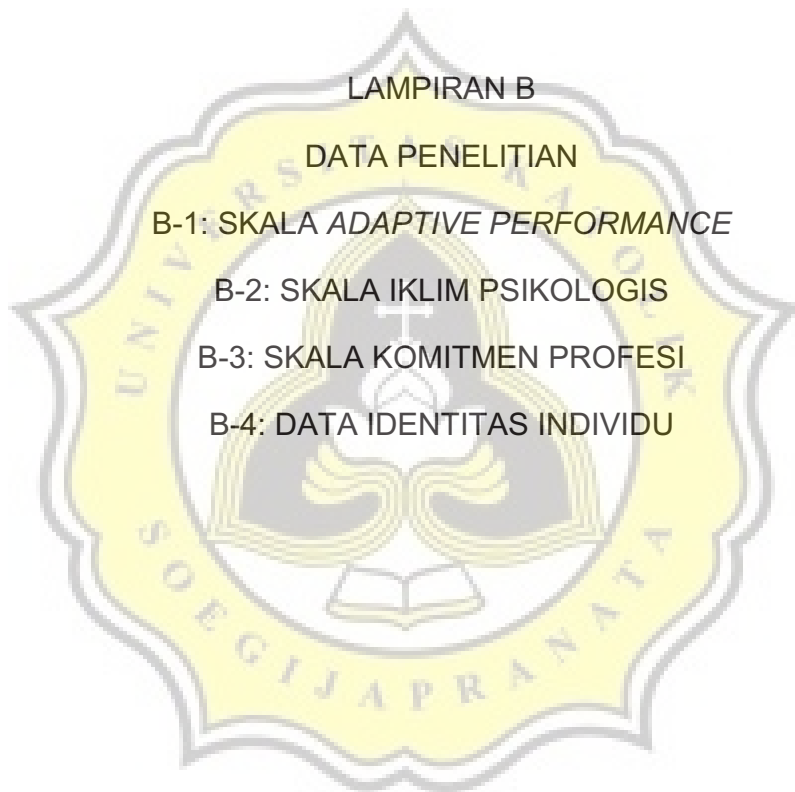
DATA PENELITIAN

B-1: SKALA *ADAPTIVE PERFORMANCE*

B-2: SKALA IKLIM PSIKOLOGIS

B-3: SKALA KOMITMEN PROFESI

B-4: DATA IDENTITAS INDIVIDU



B1 SKALA ADAPTIVE PERFORMANCE

Subjek	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
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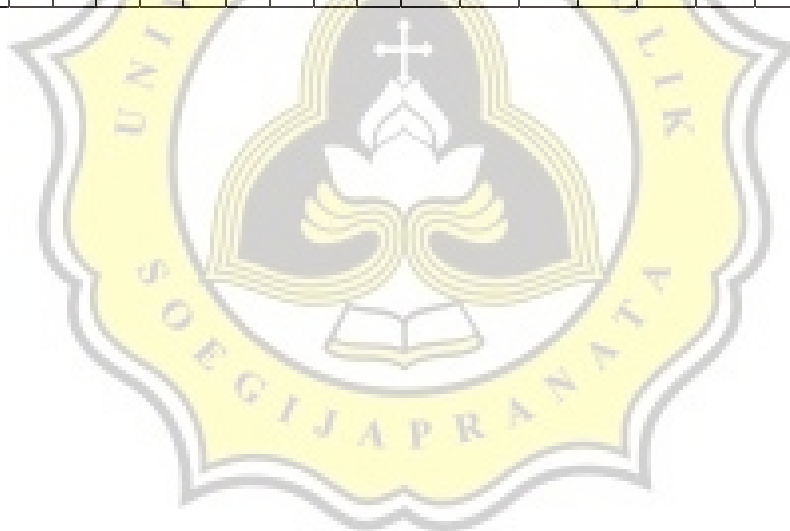
B-2: SKALA IKLIM PSIKOLOGIS

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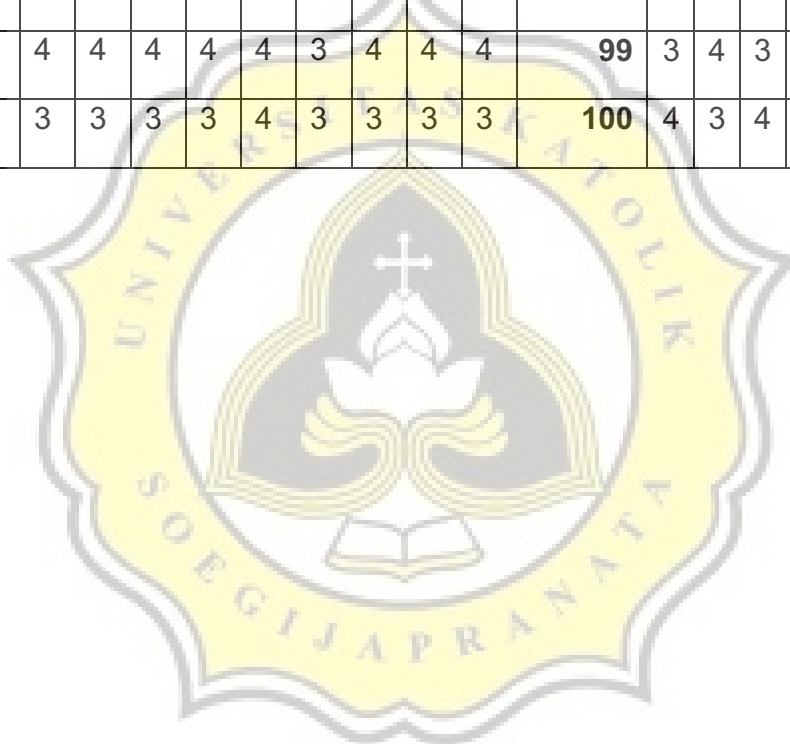


B-3: SKALA KOMITMEN PROFESI

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B-4 DATA IDENTITAS INDIVIDU

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2	23	2	PEREMPUAN	D3
3	24	2	PEREMPUAN	S1
4	27	4	PEREMPUAN	S1 PROFESI
5	26	4	LAKI-LAKI	D3
6	27	4	PEREMPUAN	D3
7	27	6	PEREMPUAN	D3
8	28	4	PEREMPUAN	S1
9	29	7	LAKI-LAKI	D3
10	30	7	LAKI-LAKI	D3
11	36	9	PEREMPUAN	S1 PROFESI
12	24	2	LAKI-LAKI	D3
13	25	3	PEREMPUAN	D3
14	26	3	PEREMPUAN	D3
15	27	3	PEREMPUAN	S1 PROFESI
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17	25	3	LAKI-LAKI	D3
18	26	3	LAKI-LAKI	D3
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20	25	3	LAKI-LAKI	D3
21	24	2	PEREMPUAN	D3
22	32	8	PEREMPUAN	S1 PROFESI
23	23	2	PEREMPUAN	D3
24	37	11	PEREMPUAN	D3
25	23	2	PEREMPUAN	D3
26	24	2	LAKI-LAKI	D3
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29	28	6	LAKI-LAKI	D3
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31	26	4	LAKI-LAKI	D3
32	27	4	PEREMPUAN	D3
33	26	4	LAKI-LAKI	S1 PROFESI
34	28	5	LAKI-LAKI	D3
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79	27	3	PEREMPUAN	D3
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98	29	5	PEREMPUAN	D3
99	30	5	PEREMPUAN	D3
100	25	2	PEREMPUAN	S1





LAMPIRAN C

UJI VALIDITAS DAN RELIABILITAS

C-1: SKALA *ADAPTIVE PERFORMANCE*

C-2: SKALA IKLIM PSIKOLOGIS

C-3: SKALA KOMITMEN PROFESI

UJI VALIDITAS DAN RELIABILITAS

C-1: SKALA ADAPTIVE PERFORMANCE

PUTARAN I

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
,808	32

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
AP1	88,50	47,569	,542	,796
AP2	89,47	47,913	,420	,799
AP3	88,83	50,351	,155	,808
AP4	89,37	48,999	,322	,803
AP5	89,50	46,879	,563	,794
AP6	88,90	48,576	,435	,800
AP7	89,17	46,213	,566	,793
AP8	88,87	49,016	,406	,801
AP9	88,83	50,144	,371	,804
AP10	89,50	47,224	,460	,797
AP11	88,93	49,375	,133	,813
AP12	89,93	48,616	,240	,807
AP13	88,67	51,747	-,063	,814

AP14	89,00	45,103	,537	,792
AP15	89,27	47,513	,431	,798
AP16	88,90	50,576	,157	,808
AP17	89,20	49,269	,314	,803
AP18	88,87	49,775	,369	,803
AP19	88,77	45,633	,545	,792
AP20	88,70	47,390	,507	,796
AP21	88,80	46,028	,447	,797
AP22	89,27	48,616	,219	,808
AP23	88,97	50,309	,065	,815
AP24	88,60	49,421	,290	,804
AP25	88,63	47,206	,447	,798
AP26	89,23	48,047	,422	,799
AP27	89,03	48,999	,387	,802
AP28	88,97	51,275	-,001	,814
AP29	89,10	47,059	,443	,798
AP30	89,30	54,769	-,393	,830
AP31	88,90	50,438	,075	,813
AP32	88,93	47,375	,369	,801

PUTARAN II

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
,874	21

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
AP1	56,87	39,292	,404	,870
AP2	57,83	39,523	,310	,873
AP4	57,73	39,582	,349	,872
AP5	57,87	37,430	,626	,863
AP6	57,27	40,133	,299	,873
AP7	57,53	36,740	,634	,862
AP8	57,23	40,185	,326	,872
AP9	57,20	41,338	,203	,874
AP10	57,87	37,637	,530	,866
AP14	57,37	34,930	,684	,859
AP15	57,63	37,826	,510	,867
AP17	57,57	39,771	,353	,871
AP18	57,23	40,944	,249	,874
AP19	57,13	35,844	,650	,861
AP20	57,07	38,547	,470	,868
AP21	57,17	36,006	,562	,865
AP25	57,00	37,862	,482	,868
AP26	57,60	38,248	,520	,867
AP27	57,40	39,421	,450	,869
AP29	57,47	37,499	,507	,867
AP32	57,30	37,528	,457	,869

PUTARAN III

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
,874	18

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
AP1	47,77	35,840	,391	,872
AP2	48,73	36,133	,287	,875
AP4	48,63	35,964	,361	,873
AP5	48,77	34,047	,617	,864
AP7	48,43	33,220	,650	,862
AP8	48,13	36,809	,287	,874
AP10	48,77	34,323	,510	,867
AP14	48,27	31,444	,703	,858
AP15	48,53	34,395	,505	,868
AP17	48,47	36,189	,359	,873
AP19	48,03	32,378	,663	,861
AP20	47,97	35,275	,434	,870
AP21	48,07	32,340	,595	,864
AP25	47,90	34,576	,457	,870
AP26	48,50	34,672	,536	,867
AP27	48,30	35,803	,467	,870
AP29	48,37	34,033	,509	,867
AP32	48,20	33,959	,471	,869

PUTARAN IV

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
,875	16

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
AP1	42,30	32,424	,321	,875
AP4	43,17	32,420	,314	,875
AP5	43,30	30,355	,616	,864
AP7	42,97	29,482	,663	,861
AP10	43,30	30,562	,516	,868
AP14	42,80	27,890	,703	,858
AP15	43,07	30,478	,536	,867
AP17	43,00	32,345	,364	,873
AP19	42,57	28,599	,686	,859
AP20	42,50	31,638	,412	,872
AP21	42,60	28,386	,638	,862
AP25	42,43	31,082	,421	,872
AP26	43,03	30,930	,537	,867
AP27	42,83	31,868	,497	,870
AP29	42,90	30,369	,503	,868
AP32	42,73	30,271	,469	,870

C-2: SKALA IKLIM PSIKOLOGIS

PUTARAN I

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
,745	28

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
IP1	78,80	25,614	,561	,723
IP2	78,73	25,375	,564	,721
IP3	78,83	26,006	,499	,727
IP4	78,97	26,585	,404	,733
IP5	78,87	26,051	,529	,727
IP6	78,97	26,240	,499	,729
IP7	79,10	26,921	,239	,739
IP8	78,83	25,040	,525	,721
IP9	79,17	23,247	,587	,710
IP10	79,47	29,016	-,164	,777
IP11	78,97	26,930	,473	,734
IP12	79,10	27,541	,148	,743
IP13	79,00	26,966	,353	,736
IP14	79,93	26,133	,161	,750
IP15	79,00	26,828	,120	,750

IP16	79,00	26,897	,692	,732
IP17	78,77	27,978	,013	,750
IP18	78,97	26,999	,446	,735
IP19	79,47	29,430	-,224	,774
IP20	79,17	25,799	,320	,734
IP21	78,90	26,162	,425	,730
IP22	79,73	25,444	,325	,734
IP23	79,17	25,799	,424	,728
IP24	79,23	25,357	,543	,722
IP25	79,27	27,030	,150	,745
IP26	79,67	30,092	-,354	,774
IP27	79,07	25,306	,335	,733
IP28	78,77	25,426	,576	,721

PUTARAN II

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
,853	19

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
IP1	54,27	20,616	,585	,841
IP2	54,20	20,510	,559	,841

IP3	54,30	21,114	,483	,845
IP4	54,43	21,702	,368	,849
IP5	54,33	21,057	,542	,843
IP6	54,43	21,151	,537	,843
IP8	54,30	19,872	,593	,839
IP9	54,63	18,723	,560	,842
IP11	54,43	21,978	,439	,848
IP13	54,47	22,051	,311	,851
IP16	54,47	21,913	,667	,846
IP18	54,43	21,978	,439	,848
IP20	54,63	20,447	,395	,850
IP21	54,37	21,344	,387	,848
IP22	55,20	20,441	,339	,855
IP23	54,63	20,999	,393	,848
IP24	54,70	20,355	,571	,840
IP27	54,53	20,257	,358	,854
IP28	54,23	20,392	,613	,839

C-3: SKALA KOMITMEN PROFESI

PUTARAN I

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
,725	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KP1	32,57	12,737	,111	,735
KP2	32,60	11,214	,384	,703
KP3	32,53	12,189	,361	,709
KP4	33,10	11,334	,328	,712
KP5	32,37	10,792	,681	,668
KP6	32,80	9,476	,710	,645
KP7	32,90	11,128	,533	,685
KP8	32,43	11,082	,636	,676
KP9	32,97	12,240	,210	,725
KP10	33,00	14,897	-,365	,798
KP11	32,63	10,033	,589	,668
KP12	32,43	12,116	,391	,706

PUTARAN II**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
,815	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
KP2	24,13	10,189	,402	,812
KP3	24,07	11,099	,399	,809
KP4	24,63	10,171	,375	,817
KP5	23,90	9,817	,697	,777
KP6	24,33	8,506	,736	,763
KP7	24,43	10,254	,512	,796
KP8	23,97	10,102	,651	,783
KP11	24,17	9,247	,561	,791
KP12	23,97	11,137	,390	,810



LAMPIRAN D

ANALISA DATA

D-1 DATA UNTUK ANALISIS

D-2 HASIL UJI NORMALITAS

D-3 HASIL UJI LINIERITAS

D-4 HASIL UJI MULTIKOLINIERITAS

D-5 HASIL UJI TAMBAHAN

D-6 HASIL UJI HIPOTESIS

D-7 ANALISIS DESKRIPTIF

D-8 MEAN EMPIRIK DAN MEAN HIPOTETIK

D-1 DATA UNTUK ANALISIS

NO	ADAPTIVE PERFORMANCE	IKLIM PSIKOLOGIS	KOMITMEN PROFESI	USIA	MASA KERJA
1	45	52	24	1	1
2	50	57	27	1	1
3	48	62	31	1	1
4	44	71	29	1	1
5	47	58	23	1	1
6	45	63	29	1	1
7	39	64	24	1	2
8	49	61	30	2	1
9	48	61	27	2	2
10	53	57	28	2	2
11	48	60	27	3	3
12	49	57	29	1	1
13	48	62	27	1	1
14	48	56	25	1	1
15	48	60	27	1	1
16	48	58	27	2	2
17	48	59	28	1	1
18	41	59	27	1	1
19	53	73	33	1	1
20	54	71	36	1	1
21	54	73	33	1	1
22	47	70	33	2	2
23	54	70	32	1	1
24	54	73	33	3	3
25	43	56	30	1	1
26	43	58	29	1	1
27	52	63	35	1	1
28	45	55	26	1	1
29	48	54	32	2	2
30	45	61	34	1	1
31	52	63	28	1	1
32	49	62	33	1	1
33	51	59	30	1	1
34	40	60	29	2	2
35	54	73	30	1	1

36	54	74	33	2	2
37	52	66	30	3	3
38	51	59	30	1	1
39	46	76	27	3	2
40	48	60	28	1	1
41	45	70	30	1	1
42	50	58	26	3	2
43	55	69	35	1	1
44	54	70	34	1	1
45	43	68	28	1	1
46	55	70	34	2	1
47	55	70	35	2	1
48	52	70	35	3	3
49	54	69	35	1	1
50	7	61	28	1	1
51	50	58	30	2	2
52	40	57	30	2	2
53	41	59	26	1	1
54	39	59	27	1	1
55	48	61	25	1	1
56	46	58	25	1	1
57	47	61	25	3	3
58	48	60	25	3	2
59	49	57	28	2	1
60	39	57	23	1	1
61	45	57	27	2	2
62	48	58	28	1	1
63	45	60	27	3	3
64	57	65	29	1	1
65	45	58	27	1	1
66	39	66	27	2	1
67	47	66	33	3	2
68	48	63	28	2	2
69	46	58	27	2	2
70	48	59	27	1	1
71	52	65	25	1	1
72	44	64	27	1	1
73	47	65	27	2	1
74	46	62	28	1	1
75	53	69	32	2	2
76	51	56	27	1	1

77	49	67	30	2	1
78	50	64	31	1	1
79	50	59	31	1	1
80	51	59	30	3	3
81	49	61	34	1	1
82	50	63	34	2	2
83	47	59	30	1	1
84	46	65	28	1	1
85	44	63	28	2	1
86	51	58	28	1	1
87	51	63	29	1	2
88	54	65	32	1	1
89	53	65	29	3	3
90	52	64	31	2	2
91	53	66	35	1	1
92	54	64	32	1	1
93	49	67	30	1	1
94	50	66	29	1	2
95	53	63	35	1	1
96	52	61	32	1	1
97	54	65	30	2	2
98	56	68	32	2	2
99	51	67	32	2	2
100	52	66	33	1	2

Kelompok Usia:

1 = 22-27 tahun

2 = 28-33 tahun

3 = 34-38 tahun

Kelompok Masa Kerja:

1 = 1-4 tahun

2 = 5-8 tahun

3 = 9-13 tahun

D-2 UJI NORMALITAS

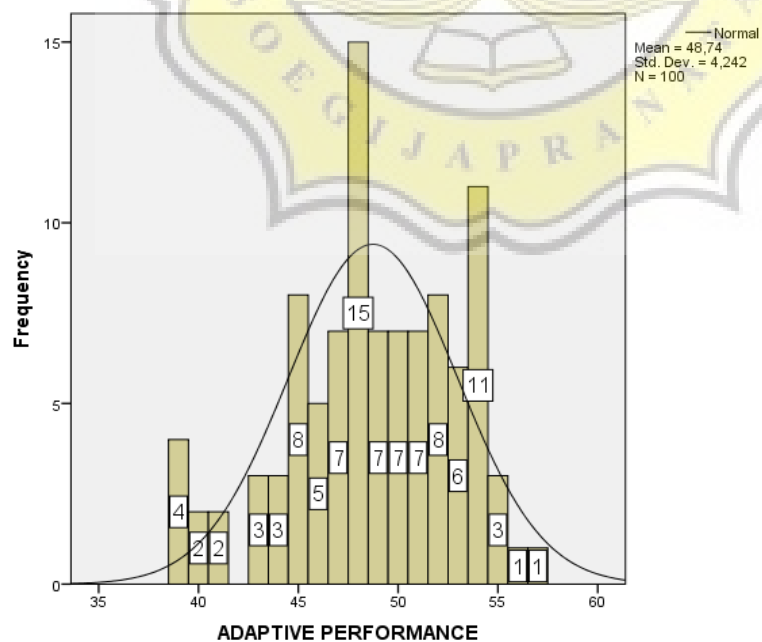
One-Sample Kolmogorov-Smirnov Test

		IKLIM PSIKOLOGIS	KOMITMEN PROFESI	ADAPTIVE PERFORMANCE
N		100	100	100
Normal Parameters ^{a,b}	Mean	62,87	29,48	48,74
	Std. Deviation	5,142	3,119	4,242
Most Extreme Differences	Absolute	,112	,122	,091
	Positive	,112	,122	,059
	Negative	-,067	-,083	-,091
Kolmogorov-Smirnov Z		1,120	1,224	,908
Asymp. Sig. (2-tailed)		,163	,100	,382

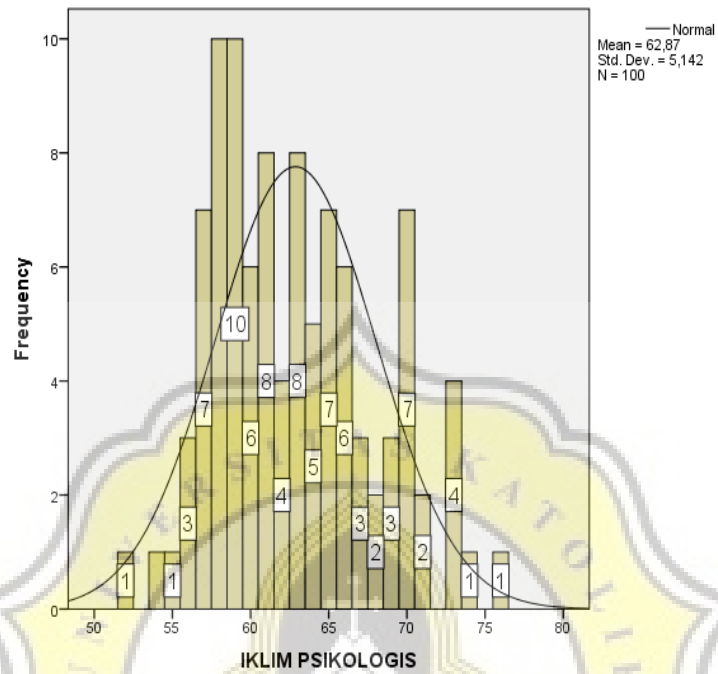
a. Test distribution is Normal.

b. Calculated from data.

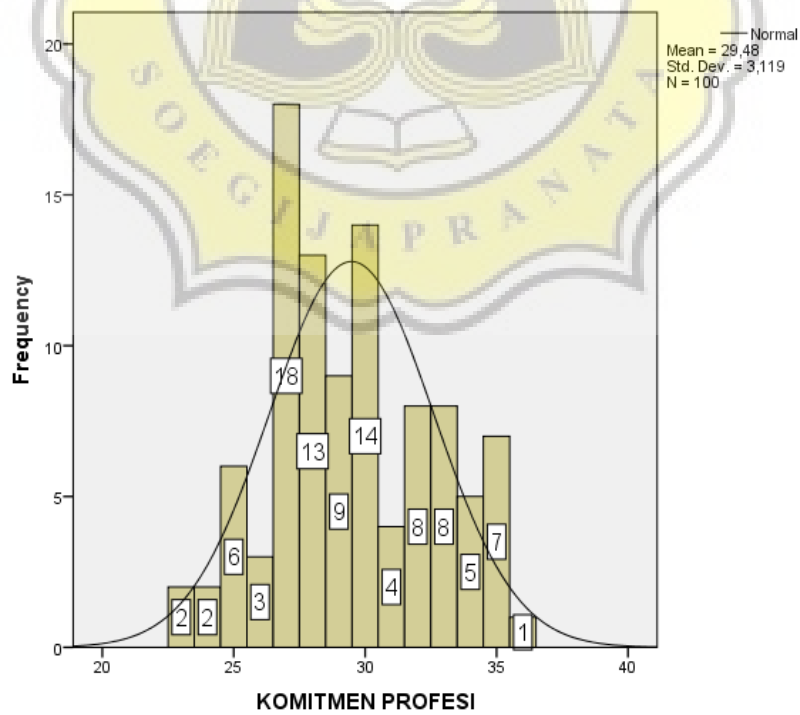
a. Grafik Normalitas Data Adaptive Performance



b. Grafik Normalitas Data Iklim Psikologis



c. Grafik Normalitas Data Komitmen Profesi



D-3 HASIL UJI LINIERITAS

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
ADAPTIVE PERFORMANCE * IKLIM PSIKOLOGIS	100	100,0%	0	0,0%	100	100,0%
ADAPTIVE PERFORMANCE * KOMITMEN PROFESI	100	100,0%	0	0,0%	100	100,0%

Adaptive performance * Iklim Psikologis

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			538,190	21	25,628	1,608	,069
ADAPTIVE PERFORMANCE * IKLIM PSIKOLOGIS	Between Groups	Linearity	337,326	1	337,326	21,167	,000
		Deviation from Linearity	200,864	20	10,043	,630	,878
	Within Groups		1243,050	78	15,937		
Total			1781,240	99			

Measures of Association

	R	R Squared	Eta	Eta Squared
ADAPTIVE PERFORMANCE * IKLIM PSIKOLOGIS	,435	,189	,550	,302

Adaptive performance * Komitmen Profesi**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			738,196	13	56,784	4,682	,000
ADAPTIVE	Between	Linearity	605,323	1	605,323	49,909	,000
PERFORMANCE *	Groups	Deviation from	132,873	12	11,073	,913	,538
KOMITMEN		Linearity					
PROFESI	Within Groups		1043,044	86	12,128		
Total			1781,240	99			

Measures of Association

	R	R Squared	Eta	Eta Squared
ADAPTIVE	,583	,340	,644	,414
PERFORMANCE *				
KOMITMEN PROFESI				

D-4 HASIL UJI MULTIKOLINERITAS**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	20,367	4,381		4,649	,000		
1 IKLIM	,138	,080	,167	1,719	,089	,702	1,424
PSIKOLOGIS							
KOMITMEN	,669	,132	,492	5,073	,000	,702	1,424
PROFESI							

a. Dependent Variable: ADAPTIVE PERFORMANCE

Coefficient Correlations^a

Model			KOMITMEN PROFESI	IKLIM PSIKOLOGIS
1	Correlations	KOMITMEN PROFESI	1,000	-,546
		IKLIM PSIKOLOGIS	-,546	1,000
	Covariances	KOMITMEN PROFESI	,017	-,006
		IKLIM PSIKOLOGIS	-,006	,006

a. Dependent Variable: ADAPTIVE PERFORMANCE

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	IKLIM PSIKOLOGIS	KOMITMEN PROFESI
1	1	2,991	1,000	,00	,00	,00
1	2	,006	23,132	,41	,02	,82
1	3	,003	31,435	,59	,98	,18

a. Dependent Variable: ADAPTIVE PERFORMANCE

D-5 HASIL UJI TAMBAHAN

a. Adaptive Performance*Usia

Descriptives

Adaptive Performance

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
					22-27	62		
28-33	26	48,85	4,654	,913	46,97	50,73	39	56
34-38	12	49,42	2,968	,857	47,53	51,30	45	54
Total	100	48,74	4,242	,424	47,90	49,58	39	57

Test of Homogeneity of Variances

Adaptive Performance

Levene Statistic	df1	df2	Sig.
,737	2	97	,481

ANOVA

Adaptive Performance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	7,697	2	3,848	,210	,811
Within Groups	1773,543	97	18,284		
Total	1781,240	99			

b. Adaptive Performance*Pendidikan

Descriptives

Adaptive Performance

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
					D3	81		
S1	3	49,67	2,082	1,202	44,50	54,84	48	52
S1+Profesi	16	48,69	3,381	,845	46,89	50,49	44	55
Total	100	48,74	4,242	,424	47,90	49,58	39	57

Test of Homogeneity of Variances

Adaptive Performance

Levene Statistic	df1	df2	Sig.
2,020	2	97	,138

ANOVA

Adaptive Performance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2,667	2	1,333	,073	,930
Within Groups	1778,573	97	18,336		
Total	1781,240	99			

c. Adaptive Performance* Masa Kerja

Descriptives

Adaptive Performance

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
					1-4	68		
5-8	23	48,39	4,510	,940	46,44	50,34	39	56
9-13	9	50,22	2,991	,997	47,92	52,52	45	54
Total	100	48,74	4,242	,424	47,90	49,58	39	57

Test of Homogeneity of Variances

Adaptive Performance

Levene Statistic	df1	df2	Sig.
,681	2	97	,508

ANOVA

Adaptive Performance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	22,986	2	11,493	,634	,533
Within Groups	1758,254	97	18,126		
Total	1781,240	99			

d. Adaptive Performance*Jenis Kelamin

Descriptives

Adaptive Performance

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
					Laki-laki	24		
Perempuan	76	48,58	4,225	,485	47,61	49,54	39	56
Total	100	48,74	4,242	,424	47,90	49,58	39	57

Test of Homogeneity of Variances

Adaptive Performance

Levene Statistic	df1	df2	Sig.
,005	1	98	,942

ANOVA

Adaptive Performance

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	8,214	1	8,214	,454	,502
Within Groups	1773,026	98	18,092		
Total	1781,240	99			

D-6 HASIL UJI HIPOTESIS

1. Uji Hipotesis Mayor (H_1)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,599 ^a	,359	,346	3,430

a. Predictors: (Constant), KOMITMEN PROFESI, IKLIM PSIKOLOGIS

b. Dependent Variable: ADAPTIVE PERFORMANCE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	640,098	2	320,049	27,205	,000 ^b
	Residual	1141,142	97	11,764		
	Total	1781,240	99			

a. Dependent Variable: ADAPTIVE PERFORMANCE

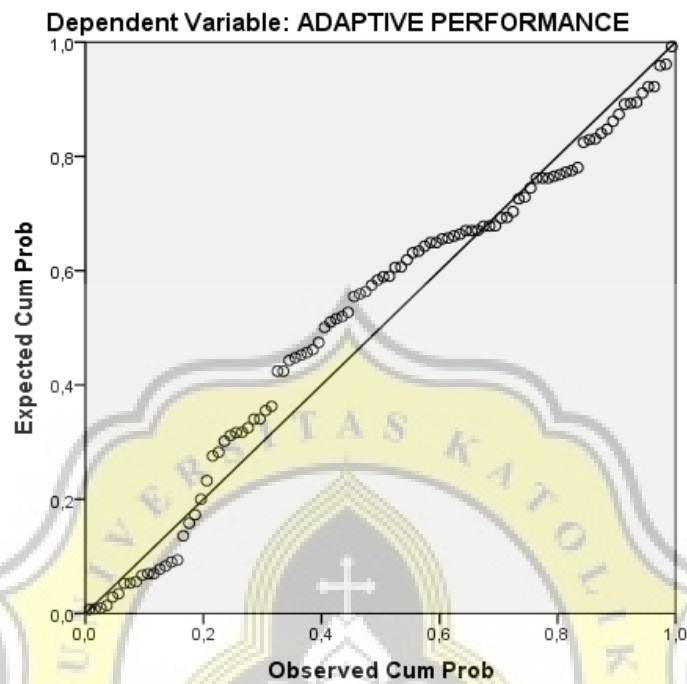
b. Predictors: (Constant), KOMITMEN PROFESI, IKLIM PSIKOLOGIS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20,367	4,381		4,649	,000
	IKLIM PSIKOLOGIS	,138	,080	,167	1,719	,089
	KOMITMEN PROFESI	,669	,132	,492	5,073	,000

a. Dependent Variable: ADAPTIVE PERFORMANCE

Normal P-P Plot of Regression Standardized Residual



2. Uji Hipotesis Minor 1 (H₂)

Correlations

		IKLIM PSIKOLOGIS	ADAPTIVE PERFORMANC E
IKLIM PSIKOLOGIS	Pearson Correlation	1	,435**
	Sig. (2-tailed)		,000
	N	100	100
ADAPTIVE PERFORMANCE	Pearson Correlation	,435**	1
	Sig. (2-tailed)	,000	
	N	100	100

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

3. Uji Hipotesis Minor 2 (H₃)

Correlations

		KOMITMEN PROFESI	ADAPTIVE PERFORMANC E
KOMITMEN PROFESI	Pearson Correlation	1	,583**
	Sig. (2-tailed)		,000
	N	100	100
ADAPTIVE PERFORMANCE	Pearson Correlation	,583**	1
	Sig. (2-tailed)	,000	
	N	100	100

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

Hubungan Dimensi Komitmen Profesi dengan *Adaptive Performance*

Correlations

		AP	KP1	KP2	KP3
AP	Pearson Correlation	1	,473**	,262**	,617**
	Sig. (2-tailed)		,000	,008	,000
	N	100	100	100	100
KP1	Pearson Correlation	,473**	1	,434**	,577**
	Sig. (2-tailed)	,000		,000	,000
	N	100	100	100	100
KP2	Pearson Correlation	,262**	,434**	1	,387**
	Sig. (2-tailed)	,008	,000		,000
	N	100	100	100	100
KP3	Pearson Correlation	,617**	,577**	,387**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	100	100	100	100

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

D-7 ANALISIS DESKRIPTIF

A. Analisis Deskriptif Variabel *Adaptive Performance*

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	58	58,0	58,0	58,0
Valid 4	42	42,0	42,0	100,0
Total	100	100,0	100,0	

Y17

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
2	7	7,0	7,0	9,0
Valid 3	58	58,0	58,0	67,0
4	33	33,0	33,0	100,0
Total	100	100,0	100,0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	11	11,0	11,0	11,0
2	21	21,0	21,0	32,0
Valid 3	53	53,0	53,0	85,0
4	15	15,0	15,0	100,0
Total	100	100,0	100,0	

Y16

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	7,0	7,0	7,0
Valid 3	68	68,0	68,0	75,0
4	25	25,0	25,0	100,0
Total	100	100,0	100,0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	12	12,0	12,0	12,0
Valid 2	32	32,0	32,0	44,0
3	45	45,0	45,0	89,0
4	11	11,0	11,0	100,0
Total	100	100,0	100,0	

Y15

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
Valid 2	13	13,0	13,0	14,0
3	72	72,0	72,0	86,0
4	14	14,0	14,0	100,0
Total	100	100,0	100,0	

Y13

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	5,0	5,0	5,0
Valid 3	57	57,0	57,0	62,0
4	38	38,0	38,0	100,0
Total	100	100,0	100,0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	20	20,0	20,0	21,0
Valid 3	69	69,0	69,0	90,0
4	10	10,0	10,0	100,0
Total	100	100,0	100,0	

Y14

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	7	7,0	7,0	8,0
Valid 3	66	66,0	66,0	74,0
4	26	26,0	26,0	100,0
Total	100	100,0	100,0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	4,0	4,0	4,0
2	29	29,0	29,0	33,0
Valid 3	46	46,0	46,0	79,0
4	21	21,0	21,0	100,0
Total	100	100,0	100,0	

Y11

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
2	17	17,0	17,0	19,0
Valid 3	51	51,0	51,0	70,0
4	30	30,0	30,0	100,0
Total	100	100,0	100,0	

Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	8	8,0	8,0	9,0
Valid 3	55	55,0	55,0	64,0
4	36	36,0	36,0	100,0
Total	100	100,0	100,0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	21	21,0	21,0	21,0
Valid 3	58	58,0	58,0	79,0
4	21	21,0	21,0	100,0
Total	100	100,0	100,0	

Y9

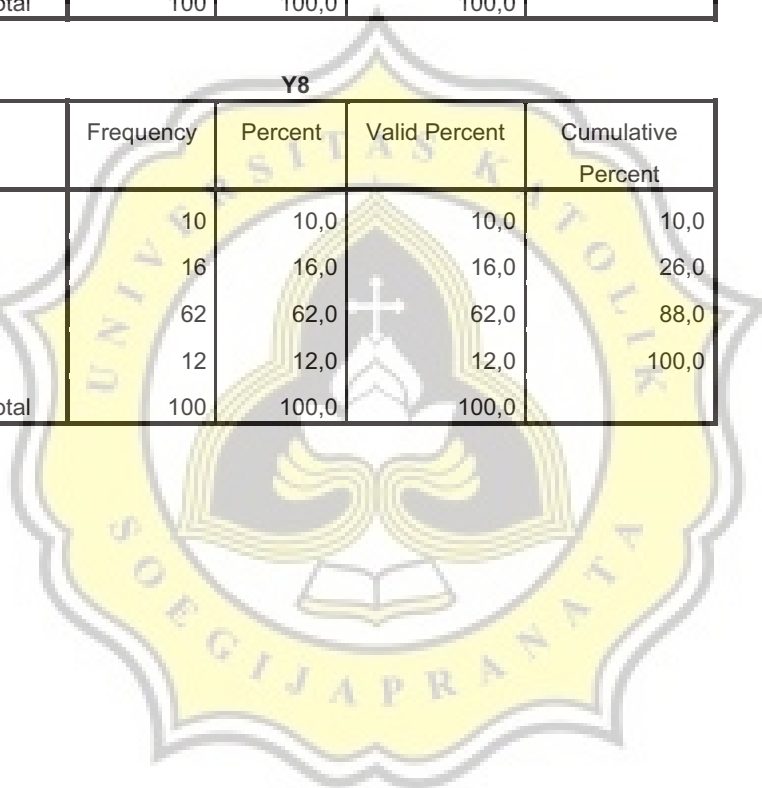
	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	7,0	7,0	7,0
Valid 3	48	48,0	48,0	55,0
4	45	45,0	45,0	100,0
Total	100	100,0	100,0	

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	17	17,0	17,0	17,0
Valid 3	71	71,0	71,0	88,0
4	12	12,0	12,0	100,0
Total	100	100,0	100,0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	10	10,0	10,0	10,0
Valid 2	16	16,0	16,0	26,0
3	62	62,0	62,0	88,0
4	12	12,0	12,0	100,0
Total	100	100,0	100,0	



Analisis Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1	100	3	4	3,42	,496
Y17	100	1	4	3,22	,660
Y2	100	1	4	2,72	,854
Y16	100	2	4	3,18	,539
Y3	100	1	4	2,55	,845
Y15	100	1	4	2,99	,559
Y13	100	2	4	3,33	,570
Y4	100	1	4	2,88	,573
Y14	100	1	4	3,17	,587
Y5	100	1	4	2,84	,801
Y11	100	1	4	3,09	,740
Y10	100	1	4	3,26	,645
Y6	100	2	4	3,00	,651
Y9	100	2	4	3,38	,616
Y7	100	2	4	2,95	,539
Y8	100	1	4	2,76	,793
Adaptive Performance	100	39	57	48,74	4,242
Valid N (listwise)	100				

Hasil Analisis Deskriptif Adaptive Performance

Item	Dimensi/Pernyataan	Min	Max	Mean	Std. Dev
Solving problems creatively				3,32	
Y1	Saya berusaha menyelesaikan setiap keluhan dari pasien	3	4	3,42	0,496
Y17	Saya menyelesaikan masalah kurang mengacu pada SOP yang ada.	1	4	3,22	0,660
Dealing with				2,95	

<i>uncertain/ predictable work situations</i>					
Y2	Konsentrasi saya terganggu ketika mendapat tugas tambahan	1	4	2,72	0,854
Y16	Saya tidak siap menghadapi perubahan peraturan di tempat kerja	2	4	3,18	0,539
				2,77	
<i>Learning new tasks, technologies, and procedures</i>					
Y3	Saya lebih tertarik pada rutinitas sehari-hari	1	4	2,55	0,845
Y15	Saya bingung setiap kali mendapat prosedur baru	1	4	2,99	0,559
				3,127	
<i>Demonstrating interpersonal adaptability</i>					
Y13	Bekerja bersama dengan teman lebih memotivasi saya	2	4	3,33	0,570
Y4	Saya lebih nyaman mengerjakan tugas sendiri	1	4	2,88	0,573
Y14	Saya menyelesaikan tugas yang ada di depan mata terlebih dulu sebelum merespon permintaan pasien	1	4	3,17	0,587
				2,84	
<i>Demostrating cultural adaptability</i>					
Y5	Mengikuti peraturan yang baru dan belum jelas hasilnya, hanya akan membuang waktu	1	4	2,84	0,801
				3,09	
<i>Demostrating physically oriented adaptability</i>					
Y11	Saya mudah terpancing emosi saat lingkungan kerja menjadi kurang nyaman	1	4	3,09	0,740
				3,21	
<i>Handling work stress</i>					
Y10	Saya dapat bersikap tenang ketika menghadapi pasien yang banyak keluhan.	1	4	3,26	0,645
Y6	Saya bertindak berlebihan dalam menghadapi situasi sulit	2	4	3,00	0,651
Y9	Ketika mendapat masalah	2	4	3,38	0,616

	baru, saya mudah menyalahkan orang lain.				
Handling emergencies or crisis situation.				2,86	
Y7	Saya takut menghadapi situasi yang menekan	2	4	2,95	0,539
Y8	Pada kondisi krisis, saya tidak dapat berpikir dengan jernih	1	4	2,76	0,793
Adaptive Performance		39	57	48,74	4,242

B. Analisis Deskriptif Variabel Iklim Psikologis

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2,0	2,0	2,0
Valid 3	66	66,0	66,0	68,0
4	32	32,0	32,0	100,0
Total	100	100,0	100,0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	3,0	3,0	3,0
Valid 3	62	62,0	62,0	65,0
4	35	35,0	35,0	100,0
Total	100	100,0	100,0	

X1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
Valid 3	56	56,0	56,0	57,0
4	43	43,0	43,0	100,0
Total	100	100,0	100,0	

X1.17

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2,0	2,0	2,0
Valid 3	68	68,0	68,0	70,0
Valid 4	30	30,0	30,0	100,0
Total	100	100,0	100,0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2,0	2,0	2,0
Valid 3	67	67,0	67,0	69,0
Valid 4	31	31,0	31,0	100,0
Total	100	100,0	100,0	

X1.9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	7,0	7,0	7,0
Valid 3	49	49,0	49,0	56,0
Valid 4	44	44,0	44,0	100,0
Total	100	100,0	100,0	

X1.19

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	12	12,0	12,0	12,0
Valid 3	63	63,0	63,0	75,0
Valid 4	25	25,0	25,0	100,0
Total	100	100,0	100,0	

X1.10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2,0	2,0	2,0
Valid 3	55	55,0	55,0	57,0
4	43	43,0	43,0	100,0
Total	100	100,0	100,0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	50	50,0	50,0	50,0
Valid 4	50	50,0	50,0	100,0
Total	100	100,0	100,0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1,0	1,0	1,0
Valid 3	55	55,0	55,0	56,0
4	44	44,0	44,0	100,0
Total	100	100,0	100,0	

X1.11

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	4,0	4,0	4,0
Valid 3	68	68,0	68,0	72,0
4	28	28,0	28,0	100,0
Total	100	100,0	100,0	

X1.18

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	3,0	3,0	3,0
Valid 3	80	80,0	80,0	83,0
4	17	17,0	17,0	100,0
Total	100	100,0	100,0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	4,0	4,0	4,0
Valid 3	56	56,0	56,0	60,0
4	40	40,0	40,0	100,0
Total	100	100,0	100,0	

X1.12

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
2	16	16,0	16,0	18,0
Valid 3	43	43,0	43,0	61,0
4	39	39,0	39,0	100,0
Total	100	100,0	100,0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	3,0	3,0	3,0
Valid 3	57	57,0	57,0	60,0
4	40	40,0	40,0	100,0
Total	100	100,0	100,0	

X1.13

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	5,0	5,0	5,0
Valid 3	62	62,0	62,0	67,0
4	33	33,0	33,0	100,0
Total	100	100,0	100,0	

X1.14

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	2,0	2,0	2,0
Valid 3	61	61,0	61,0	63,0
4	37	37,0	37,0	100,0
Total	100	100,0	100,0	

X1.16

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1,0	1,0	1,0
Valid 3	67	67,0	67,0	68,0
4	32	32,0	32,0	100,0
Total	100	100,0	100,0	

X1.15

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
Valid 2	15	15,0	15,0	17,0
3	45	45,0	45,0	62,0
4	38	38,0	38,0	100,0
Total	100	100,0	100,0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
IKLIM PSIKOLOGIS	100	52	76	62,87	5,142
X1.1	100	2	4	3,30	,503
X1.7	100	2	4	3,32	,530
X1.8	100	1	4	3,41	,552
X1.17	100	2	4	3,28	,494
X1.2	100	2	4	3,29	,498
X1.9	100	2	4	3,37	,614
X1.19	100	2	4	3,13	,597
X1.10	100	2	4	3,41	,534
X1.3	100	3	4	3,50	,503
X1.4	100	2	4	3,43	,517
X1.11	100	2	4	3,24	,515
X1.18	100	2	4	3,14	,427
X1.5	100	2	4	3,36	,560
X1.12	100	1	4	3,19	,775
X1.6	100	2	4	3,37	,544
X1.13	100	2	4	3,28	,552
X1.14	100	2	4	3,35	,520
X1.16	100	2	4	3,31	,486
X1.15	100	1	4	3,19	,761
Valid N (listwise)	100				

Hasil Analisis Deskriptif Iklim Psikologis

Item	Dimensi/Pernyataan	Min	Max	Mean	Std. Dev
Dukungan				3,33	
X1.1	Atasan saya memiliki integritas	2	4	3,30	0,503
X1.7	Atasan saya tidak memberikan nasihat yang buruk	2	4	3,32	0,530
X1.8	Atasan saya adalah tipikal orang yang tidak memandang rendah kepada bawahannya	1	4	3,41	0,552
X1.17	Atasan saya mengajarkan saya untuk belajar dari kesalahan	2	4	3,28	0,494

Kepercayaan				3,3	
X1.2	Atasan saya dapat saya percayai	2	4	3,29	0,498
X1.9	Hal-hal yang bersifat rahasia dapat saya percayakan pada atasan	2	4	3,37	0,614
X1.19	Saya percayakan peraturan yang ada kepada atasan	2	4	3,13	0,597
X1.10	Atasan saya patuh pada komitmen	2	4	3,41	0,534
Kekompakan				3,50	
X1.3	Saya bertanggung jawab atas prosedur kerja saya	3	4	3,50	0,503
Penghargaan				3,27	
X1.4	Saya dihargai atas kontribusi pekerjaan yang saya lakukan	2	4	3,43	0,517
X1.11	Atasan saya menerima hasil kerja saya	2	4	3,24	0,515
X1.18	Atasan saya mengetahui apa yang menjadi kemampuan saya dan mengatakan itu pada saya	2	4	3,14	0,427
Otonomi				3,28	
X1.5	Ada banyak orang yang memberikan semangat di rumah sakit	2	4	3,36	0,560
X1.12	Di rumah sakit ini, orang-orang cenderung memiliki irama yang sama dalam bekerja	1	4	3,19	0,775
Inovasi				3,33	
X1.6	Atasan saya mendorong saya untuk menemukan cara baru dari permasalahan lama	2	4	3,37	0,544
X1.13	Atasan saya menyuruh saya untuk mencoba hal-hal baru pada pekerjaan saya	2	4	3,28	0,552
X1.14	Atasan saya mendorong saya untuk mengembangkan cara-cara yang dia lakukan	2	4	3,35	0,520
X1.16	Atasan saya mendorong saya untuk mengembangkan ide-ide saya	2	4	3,31	0,486
Tekanan				3,19	
X1.15	Saya memiliki banyak pekerjaan, tetapi saya hanya memiliki sedikit waktu untuk menyelesaikannya.	1	4	3,19	0,761
IklmPsikologis		52	76	62,87	5,142

C. Analisis Deskriptif Variabel Komitmen Profesi

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1,0	1,0	1,0
Valid 3	64	64,0	64,0	65,0
4	35	35,0	35,0	100,0
Total	100	100,0	100,0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
Valid 2	8	8,0	8,0	10,0
3	46	46,0	46,0	56,0
4	44	44,0	44,0	100,0
Total	100	100,0	100,0	

X2.9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
Valid 2	5	5,0	5,0	6,0
3	61	61,0	61,0	67,0
4	33	33,0	33,0	100,0
Total	100	100,0	100,0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	7	7,0	7,0	7,0
2	7	7,0	7,0	14,0
Valid 3	55	55,0	55,0	69,0
4	31	31,0	31,0	100,0
Total	100	100,0	100,0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	2,0	2,0	2,0
2	11	11,0	11,0	13,0
Valid 3	56	56,0	56,0	69,0
4	31	31,0	31,0	100,0
Total	100	100,0	100,0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1,0	1,0	1,0
2	1	1,0	1,0	2,0
Valid 3	51	51,0	51,0	53,0
4	47	47,0	47,0	100,0
Total	100	100,0	100,0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	3,0	3,0	3,0
2	7	7,0	7,0	10,0
Valid 3	56	56,0	56,0	66,0
4	34	34,0	34,0	100,0
Total	100	100,0	100,0	

X2.7

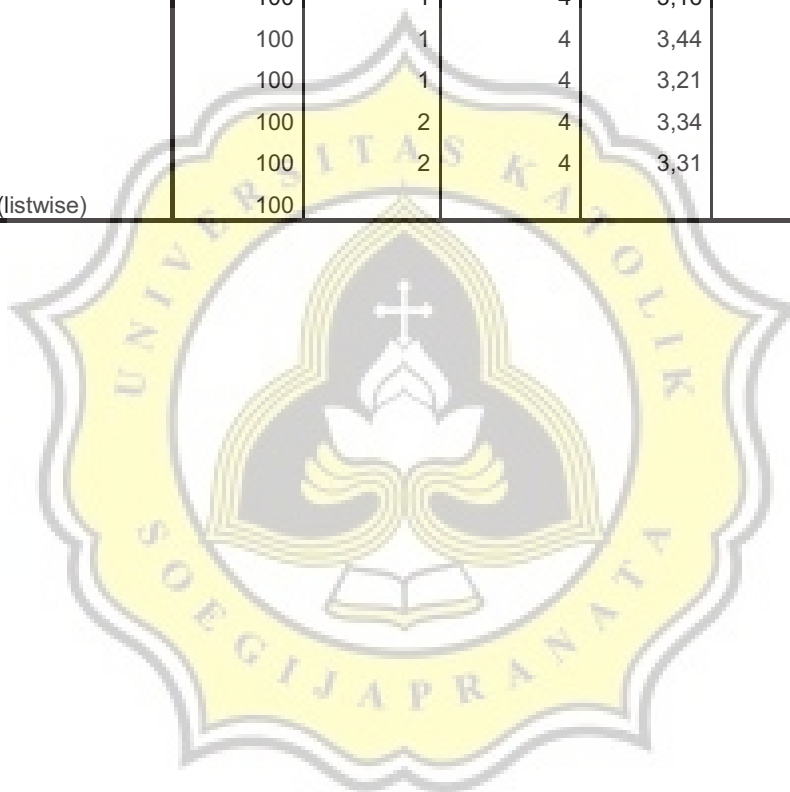
	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	5,0	5,0	5,0
Valid 3	56	56,0	56,0	61,0
4	39	39,0	39,0	100,0
Total	100	100,0	100,0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	4,0	4,0	4,0
Valid 3	61	61,0	61,0	65,0
4	35	35,0	35,0	100,0
Total	100	100,0	100,0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KOMITMEN PROFESI	100	12	20	16,18	1,977
X2.1	100	2	4	3,34	,497
X2.2	100	1	4	3,32	,709
X2.9	100	1	4	3,26	,597
X2.3	100	1	4	3,10	,810
X2.4	100	1	4	3,16	,692
X2.5	100	1	4	3,44	,574
X2.6	100	1	4	3,21	,701
X2.7	100	2	4	3,34	,572
X2.8	100	2	4	3,31	,545
Valid N (listwise)	100				

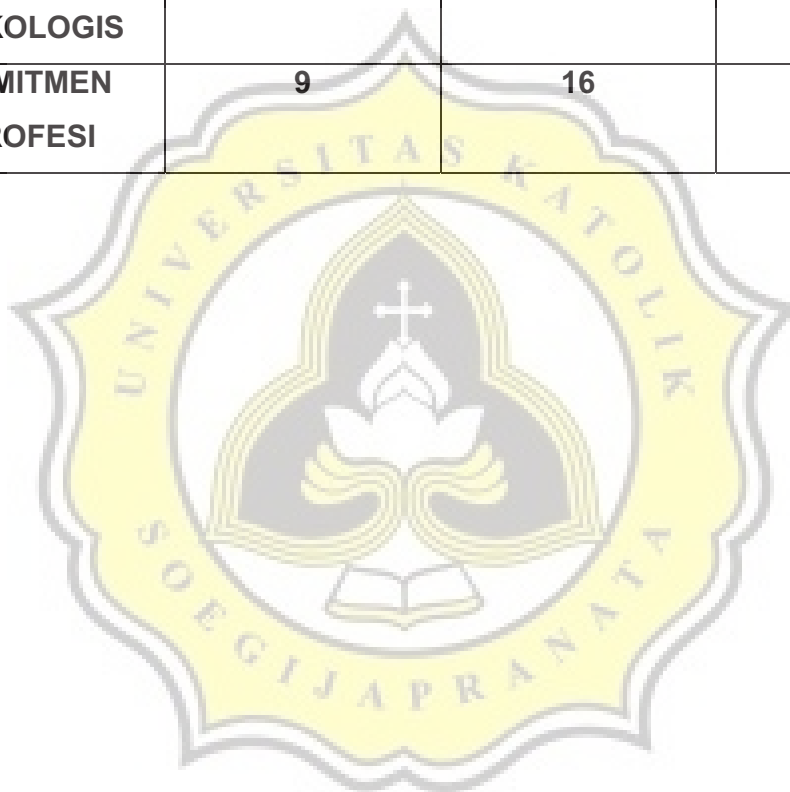


Hasil Analisis Deskriptif Komitmen Profesi

Item	Dimensi/Pernyataan	Min	Max	Mean	Std. Dev
Komitmen Afektif				3,34	
X2.1	Saya termotivasi pada tugas keperawatan	2	4	3,34	0,497
X2.2	Saya tidak suka menjadi seorang perawat	1	4	3,32	0,709
X2.9	Menjadi perawat adalah profesi yang membebani saya jika mungkin saya ingin alih profesi	1	4	3,36	0,587
Komitmen Normatif				3,13	
X2.3	Saya total menjalankan tugas sebagai perawat	1	4	3,10	0,810
X2.4	Saat ini saya sangat mempertimbangkan untuk beralih profesi	1	4	3,16	0,692
Komitmen Keberlanjutan				3,325	
X2.5	Saya percaya bahwa orang-orang yang sudah dilatih secara professional memiliki tanggungjawab untuk layak dipertahankan pada profesinya dalam jangka waktu yang lama	1	4	3,44	0,574
X2.6	Tanggung jawab profesi perawat bukan merupakan bagian dari hidup saya	1	4	3,21	0,701
X2.7	Saya merasa tidak wajib untuk bertahan pada profesi perawat	2	4	3,34	0,572
X2.8	Saya adalah seorang perawat, karena saya memiliki loyalitas terhadap profesi perawat	2	4	3,31	0,545
Komitmen Profesi		12	20	16,18	1,977

D-8 MEAN EMPIRIK DAN MEAN HIPOTETIK

VARIABEL	JUMLAH INDIKATOR	MEAN HIPOTETIK	MEAN EMPIRIK
<i>ADAPTIVE PERFORMANCE</i>	16	48	48,74
IKLIM PSIKOLOGIS	19	64	62,87
KOMITMEN PROFESI	9	16	16,18





3335 matches from 119 sources, of which 11 are online sources.

PlagLevel: 7.7%/89.1%

- [0] (944 matches, 0.0%/88.8%) from your PlagScan document "Mutiara_Nan..._Performance.docx" dated 2017-09-28
- [1] (91 matches, 4.7%/6.1%) from a PlagScan document of your organisation...ro Djara 1201.pdf" dated 2016-10-12
- [2] (85 matches, 4.2%/5.5%) from a PlagScan document of your organisation... arturo 1803.docx" dated 2016-10-18
- [3] (67 matches, 2.8%/3.8%) from a PlagScan document of your organisation...e_Engagement.docx" dated 2017-06-14
(+ 2 documents with identical matches)
- [6] (67 matches, 2.9%/3.8%) from a PlagScan document of your organisation...e_engagement.docx" dated 2017-06-12
- [7] (51 matches, 2.6%/3.0%) from a PlagScan document of your organisation...e_engagement.docx" dated 2017-06-07
- [8] (46 matches, 2.4%/2.7%) from your PlagScan document "Feriyanto_1...yontek_Siswa.docx" dated 2017-07-25
- [9] (45 matches, 2.4%/2.7%) from your PlagScan document "Feriyanto_1...ku_menyontek.docx" dated 2017-07-19
- [10] (43 matches, 1.8%/2.5%) from your PlagScan document "Arifzal_Keh...Dewasa_UNIKA.docx" dated 2017-09-19
- [11] (42 matches, 1.8%/2.5%) from your PlagScan document "Kehi_Arifza...Dewasa_UNIKA.docx" dated 2017-09-26
(+ 1 documents with identical matches)
- [13] (37 matches, 0.7%/2.0%) from a PlagScan document of your organisation...terhadap_OCB.docx" dated 2017-05-24
- [14] (34 matches, 0.6%/1.9%) from a PlagScan document of your organisation...ITA MAYAWATI.docx" dated 2017-05-17
- [15] (26 matches, 0.5%/1.5%) from ejournal-s1.undip.ac.id/index.php/empati/article/download/7418/7178
- [16] (25 matches, 0.7%/1.3%) from a PlagScan document of your organisation...san_Bawahan.docx" dated 2017-05-15
- [17] (23 matches, 0.9%/1.1%) from your PlagScan document "12.40.0197 ... Lidwina 1...docx" dated 2017-02-28
- [18] (23 matches, 0.7%/1.1%) from your PlagScan document "MENGTY_DESE... DAN HARAPAN.docx" dated 2017-07-19
(+ 1 documents with identical matches)
- [20] (22 matches, 0.7%/1.1%) from your PlagScan document "Mengty_Dese... DAN HARAPAN.docx" dated 2017-07-13
- [21] (19 matches, 0.6%/1.2%) from www.jasonhuangatwork.com/papers/Huang ...I 2014 JAP - Adaptive Perf.pdf
- [22] (21 matches, 0.6%/0.9%) from a PlagScan document of your organisation...ada_mahasiswa.doc" dated 2017-10-01
(+ 1 documents with identical matches)
- [24] (22 matches, 0.4%/0.8%) from a PlagScan document of your organisation...Indrasuryani.docx" dated 2017-02-22
- [25] (19 matches, 0.4%/0.9%) from a PlagScan document of your organisation...0133 Vebrian.docx" dated 2016-03-17
- [26] (21 matches, 0.5%/0.8%) from a PlagScan document of your organisation...0.0071 Nimas.docx" dated 2016-05-03
- [27] (19 matches, 0.5%/0.8%) from a PlagScan document of your organisation...IN 11.40.0150.doc" dated 2016-03-30
- [28] (19 matches, 0.6%/0.8%) from a PlagScan document of your organisation...ria Gabriela.docx" dated 2016-05-27
- [29] (20 matches, 0.5%/0.8%) from a PlagScan document of your organisation...AH_RT_DAN_RW.docx" dated 2016-10-28
- [30] (17 matches, 0.4%/0.8%) from a PlagScan document of your organisation...as Duhita P.A.doc" dated 2016-06-24
- [31] (18 matches, 0.4%/0.7%) from a PlagScan document of your organisation...cia Wicaksana.pdf" dated 2016-07-14
- [32] (17 matches, 0.4%/0.8%) from a PlagScan document of your organisation...ADA_MAHASISWI.doc" dated 2017-07-19
- [33] (19 matches, 0.4%/0.7%) from a PlagScan document of your organisation...115 Aurelius.docx" dated 2016-04-28
- [34] (17 matches, 0.4%/0.7%) from a PlagScan document of your organisation...15 Adella AW.docx" dated 2016-05-16
(+ 1 documents with identical matches)
- [36] (14 matches, 0.4%/0.7%) from a PlagScan document of your organisation...07 Regina Ayu.doc" dated 2016-06-23
- [37] (17 matches, 0.4%/0.8%) from a PlagScan document of your organisation...impinan_Tran.docx" dated 2017-04-28
- [38] (16 matches, 0.4%/0.7%) from a PlagScan document of your organisation...KONTROL DIRI.docx" dated 2017-07-19
- [39] (14 matches, 0.3%/0.7%) from a PlagScan document of your organisation..._TEMAN_SEBAYA.doc" dated 2016-11-03
- [40] (17 matches, 0.3%/0.8%) from docplayer.info/193698-Hubungan-antara-ik...kerja-di-perusahaan-tambang-jakarta.html
- [41] (15 matches, 0.4%/0.7%) from a PlagScan document of your organisation...sif_Orangtua.docx" dated 2017-06-07
- [42] (17 matches, 0.6%/0.8%) from a PlagScan document of your organisation...restasi_Atlet.doc" dated 2017-08-26
(+ 2 documents with identical matches)
- [45] (15 matches, 0.3%/0.6%) from a PlagScan document of your organisation...mandiri_Prati.docx" dated 2017-08-29
- [46] (15 matches, 0.4%/0.6%) from a PlagScan document of your organisation...osional_suami.pdf" dated 2017-03-21
- [47] (17 matches, 0.4%/0.7%) from a PlagScan document of your organisation...ANG_KAKI_LIMA.doc" dated 2016-11-08
- [48] (17 matches, 0.3%/0.7%) from a PlagScan document of your organisation...0.0206 IRENE.docx" dated 2016-06-01
- [49] (16 matches, 0.4%/0.7%) from a PlagScan document of your organisation...0102 BUNGA A.docx" dated 2016-03-17
- [50] (16 matches, 0.2%/0.7%) from core.ac.uk/download/pdf/11715361.pdf
- [51] (18 matches, 0.5%/0.7%) from a PlagScan document of your organisation...pendampingan.docx" dated 2017-07-10
(+ 1 documents with identical matches)
- [53] (16 matches, 0.5%/0.7%) from a PlagScan document of your organisation...erjaKaryawan.docx" dated 2017-06-18
- [54] (15 matches, 0.1%/0.6%) from a PlagScan document of your organisation...ted_Learning.docx" dated 2017-08-24
(+ 1 documents with identical matches)
- [56] (19 matches, 0.4%/0.6%) from a PlagScan document of your organisation...40.0171 Ayu C.doc" dated 2016-07-13
- [57] (11 matches, 0.5%/0.9%) from www.hardiness-resilience.com/docs/Hardin...bility-IJSA-Final-accepted-28NOV2012.pdf
- [58] (14 matches, 0.1%/0.6%) from a PlagScan document of your organisation...ted_Learning.docx" dated 2017-08-23
- [59] (16 matches, 0.5%/0.7%) from a PlagScan document of your organisation...ina Grasellya.pdf" dated 2017-03-20
- [60] (17 matches, 0.3%/0.6%) from a PlagScan document of your organisation...0.0153 Bagas.docx" dated 2016-03-29
- [61] (14 matches, 0.4%/0.6%) from a PlagScan document of your organisation...U_SEKS_REMAJA.doc" dated 2017-06-22
(+ 2 documents with identical matches)
- [64] (14 matches, 0.4%/0.7%) from a PlagScan document of your organisation...BAB 1 kartika.doc" dated 2016-07-14
- [65] (15 matches, 0.4%/0.8%) from a PlagScan document of your organisation...s_Eka_Restini.pdf" dated 2016-05-02