

DAFTAR PERTANYAAN

I. Pengantar

Tujuan penelitian ini semata-mata hanya untuk kepentingan ilmiah yaitu penelitian kemampuan dan motivasi kerja dengan kinerja tenaga paramedis/perawat di Rumah Sakit Panti Wilasa Citarum Semarang.

Oleh sebab itu, demi terselenggaranya penelitian ini, penulis memohon kesediaan dari saudara untuk membantu mengisi angket/daftar pertanyaan yang penulis sediakan dengan sebenar-benarnya sesuai dengan apa yang saudara alami.

Sebelumnya penulis ucapkan banyak terima kasih atas kesediaan saudara yang telah meluangkan waktu untuk mengisi angket/daftar pertanyaan ini dan untuk itu penulis mohon maaf sebesar-besarnya apabila terdapat pertanyaan yang tidak berkenan di hati Bapak/Ibu/Saudara.

II. Identitas Responden

Isilah data pribadi Anda di bawah ini :

1. Nama :
2. Umur : tahun
3. Jenis Kelamin : Laki-laki / wanita
4. Pendidikan Terakhir : SPK
D III Keperawatan
Sarjana Keperawatan
5. Lama Kerja : tahun

III. Petunjuk Pengisian

Pilihlah salah satu jawaban yang ada dengan memberi tanda (|) pada jawaban :

- SS : Sangat Setuju
S : Setuju
N : Netral
TS : Tidak Setuju
STS : Sangat Tidak Setuju

Pertanyaan	SS	S	N	TS	STS
Variabel Pendidikan dan latihan					
1. Saya memperoleh pendidikan dan latihan dari pihak Rumah Sakit sebelum melaksanakan tugas/pekerjaan saya sebagai perawat.					
2. Saya sering mengikuti pendidikan dan pelatihan /training yang diadakan oleh pihak Rumah Sakit.					
3. Pendidikan dan latihan yang saya peroleh dari pihak Rumah Sakit dapat meningkatkan pengetahuan dan ketrampilan saya dalam melakukan perawatan terhadap pasien secara langsung.					
4. Pendidikan dan latihan yang saya peroleh dari pihak Rumah Sakit banyak memberikan manfaat dan membantu saya dalam melaksanakan pekerjaan sebagai perawat.					
5. Pendidikan dan latihan yang saya peroleh dari Rumah Sakit dapat meningkatkan kemampuan saya dalam berkomunikasi dengan atasan.					
6. Pendidikan dan latihan yang saya peroleh dari Rumah Sakit membuat saya cepat menguasai peralatan kerja yang digunakan.					
7. Pendidikan dan latihan yang saya peroleh di luar Rumah Sakit tempat saya bekerja membuat saya terampil dalam bekerja.					
8. Tingkat pendidikan terakhir yang telah saya tempuh sudah sesuai dengan tuntutan pekerjaan saat ini.					
Variabel Pengalaman Kerja					
9. Dengan masa kerja yang saya miliki di Rumah Sakit tempat saya bekerja membuat saya terampil dalam bekerja.					
10. Pengalaman kerja di tempat lain banyak memberikan manfaat dan membantu saya dalam melaksanakan pekerjaan sebagai perawat.					

11. Pengalaman kerja yang saya miliki selama bekerja di Rumah sakit ini dapat membantu mengatasi kesulitan dalam melaksanakan pekerjaan.					
Variabel Inisiatif					
12. Saya sering mengemukakan inisiatif (ide/gagasan) Kepada pihak Rumah sakit.					
13. Inisiatif yang saya usulkan sering diterapkan dalam pekerjaan/Rumah sakit tempat saya bekerja					
14. Inisiatif yang saya usulkan sering mendapat pujian dari atasan dan rekan sekerja.					
Variabel Motivasi Kerja					
Indikator Kebutuhan Fisiologis					
15. Gaji yang saya terima dari pihak Rumah Sakit saat ini sudah sesuai dengan beban pekerjaan yang saya lakukan					
16. Gaji yang saya terima dari pihak Rumah Sakit saat ini sudah cukup untuk memenuhi kebutuhan hidup sehari-hari					
17. Pihak Rumah Sakit sudah memberikan waktu istirahat yang cukup bagi para perawat					
Indikator Kebutuhan Rasa Aman					
18. Pihak Rumah Sakit sudah memberikan Tunjangan kecelakaan kerja, kesehatan dan kematian.					
19. Besarnya Tunjangan kecelakaan kerja, kesehatan dan kematian dari pihak Rumah Sakit sudah sesuai dengan harapan saya.					
20. Pihak Rumah Sakit selalu memperhatikan para perawat yang sedang mengalami kesulitan					
Indikator Kebutuhan Sosial					
21. Hubungan kerja antara saya dengan atasan berlangsung dengan baik (tidak terjadi konflik).					
22. Pimpinan Rumah Sakit selalu memberikan perhatian kepada saya dengan baik.					

23. Hubungan kerja antara saya dengan rekan sekerja berlangsung dengan baik (tidak terjadi konflik).					
24. Hubungan antara saya dengan rekan sekerja dalam Rumah Sakit terdapat rasa saling perhatian satu sama lain.					
Indikator Kebutuhan Penghargaan					
25. Pihak Rumah Sakit selalu memberikan penghargaan berupa hadiah/pujian kepada perawat yang berprestasi.					
26. Prestasi yang saya peroleh dari hasil kerja selalu mendapat penghargaan dari atasan dan rekan sekerja.					
27. Pihak Rumah Sakit selalu memperhatikan ide/gagasan yang saya sampaikan.					
Indikator Aktualisasi Diri					
28. Saya selalu diberi kesempatan untuk menunjukkan kemampuan/kepandaian yang saya miliki kepada atasan dan rekan sekerja.					
29. Pihak Rumah Sakit selalu memberikan kesempatan kepada saya untuk ikut berperan serta dalam berbagai kegiatan.					
30. Atasan saya selalu memberikan kesempatan kepada saya untuk mengembangkan ketrampilan yang saya miliki.					
Variabel Kinerja					
Ketrampilan					
31. Saya dapat menguasai peralatan kerja yang digunakan.					
32. Saya dapat menyelesaikan tugas sesuai dengan Standar Asuhan Keperawatan (SAK)/Protap yang ada					
33. Saya selalu bertindak dengan cekatan dan tepat dalam menyelesaikan tugas.					
34. Saya selalu menyelesaikan tugas/pekerjaan dengan teliti					
Kerjasama					
35. Kerjasama yang terjalin dalam hubungan kerja antara saya dengan rekan sekerja berlangsung dengan baik.					
36. Kerjasama yang terjalin dalam hubungan kerja antara saya dengan					

tenaga perawat dar bagian lain berlangsung dengan baik.					
37. Kerjasama yang terjalin dalam hubungan kerja antara saya dengan atasan berlangsung dengan baik					
38. Kerjasama yang terjalin dalam hubungan kerja antara saya dengan dokter berlangsung dengan baik					
Kedisiplinan					
39. Saya selalu hadir lima menit sebelum jam kerja/tepat pada jam kerja yang telah ditetapkan oleh pihak Rumah Sakit.					
40. Saya selalu mematuhi segala peraturan yang berlaku di rumah sakit ini					
41. Saya selalu mengerjakan tugas dengan tepat waktu					
42. Saya selalu menepati jadwal yang telah ditetapkan oleh pihak Rumah Sakit.					
Komitmen Pekerjaan					
43. Saya selalu melaksanakan pekerjaan/tugas dengan penuh tanggung jawab.					
44. Saya selalu bersedia untuk datang bila sewaktu-waktu diperlukan					
45. Saya selalu berusaha untuk bekerja keras					
46. Saya mempunyai inisiatif untuk memulai sendiri suatu pekerjaan					
Kemampuan Berkomunikasi					
47. Saya selalu bersikap ramah terhadap sivitas hospitalia.					
48. Saya selalu bersikap sopan terhadap sivitas hospitalia					
49. Saya dapat memahami apa yang disampaikan oleh lawan bicara saya.					
50. Saya dapat menyampaikan ide/gagasan dengan jelas.					
Penampilan					
51. Saya selalu rapi dalam penampilan					
52. Saya selalu menjaga kebersihan					
53. Saya selalu memakai seragam dengan lengkap					
54. Saya tidak pernah berlebihan dalam penampilan					

Kejujuran					
55. Hasil kerja yang saya laporkan kepada atasan sesuai dengan hasil yang sebenarnya.					
56. Saya tidak pernah menyalahgunakan wewenang yang diberikan oleh atasan kepada saya.					
57. Saya tidak pernah melempar kesalahan pada orang lain.					
58. Saya selalu tulus dalam melaksanakan tugas sebagai perawat.					



RELIABILITY ANALYSIS - SCALE (ALPHA)

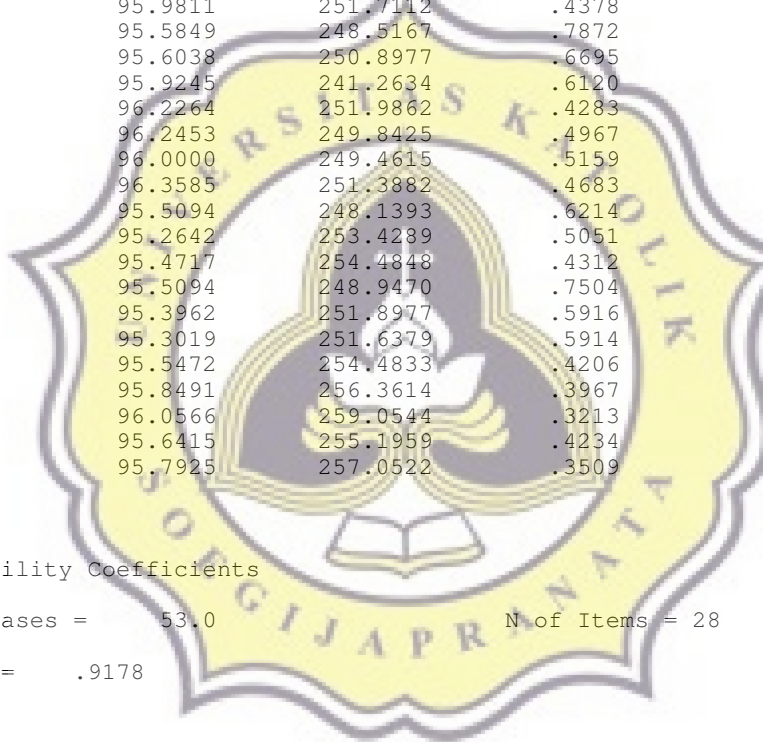
Item-total Statistics **Kinerja**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
Y01	95.7358	256.6212	.3508	.9176
Y02	95.6226	249.1626	.6939	.9125
Y03	95.7358	255.6212	.4914	.9154
Y04	95.6038	250.2438	.5525	.9143
Y05	95.6981	248.2917	.5924	.9136
Y06	95.9245	247.7250	.5977	.9135
Y07	96.3208	254.2605	.3944	.9170
Y08	95.6415	253.1575	.5944	.9141
Y09	96.1132	248.9869	.5162	.9150
Y10	95.9811	251.7112	.4378	.9164
Y11	95.5849	248.5167	.7872	.9116
Y12	95.6038	250.8977	.6695	.9130
Y13	95.9245	241.2634	.6120	.9133
Y14	96.2264	251.9862	.4283	.9166
Y15	96.2453	249.8425	.4967	.9153
Y16	96.0000	249.4615	.5159	.9149
Y17	96.3585	251.3882	.4683	.9158
Y18	95.5094	248.1393	.6214	.9132
Y19	95.2642	253.4289	.5051	.9151
Y20	95.4717	254.4848	.4312	.9162
Y21	95.5094	248.9470	.7504	.9120
Y22	95.3962	251.8977	.5916	.9139
Y23	95.3019	251.6379	.5914	.9139
Y24	95.5472	254.4833	.4206	.9164
Y25	95.8491	256.3614	.3967	.9167
Y26	96.0566	259.0544	.3213	.9177
Y27	95.6415	255.1959	.4234	.9163
Y28	95.7925	257.0522	.3509	.9175

Reliability Coefficients

N of Cases = 53.0 N of Items = 28

Alpha = .9178



RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics **Pendidikan dan Latihan**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X01	23.2830	26.2453	.6118	.7615
X02	23.3774	25.1241	.7021	.7467
X03	23.6038	25.9361	.6038	.7618
X04	24.0000	27.6923	.4186	.7902
X05	23.6792	28.9913	.3386	.8005
X06	23.7925	27.1292	.4383	.7879
X07	23.6604	25.2671	.6021	.7610
X08	23.6038	28.0900	.3799	.7960

Reliability Coefficients

N of Cases = 53.0 N of Items = 8
Alpha = .7989

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics **Pengalaman Kerja**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X09	7.0377	3.9601	.7755	.8800
X10	7.1132	3.9100	.8484	.8192
X11	7.3208	3.8759	.7850	.8725

Reliability Coefficients

N of Cases = 53.0 N of Items = 3
Alpha = .9001

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics **Inisiatif**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X12	6.4340	4.2888	.6956	.7689
X13	6.1887	4.2329	.7460	.7197
X14	6.5094	4.4470	.6444	.8192

Reliability Coefficients

N of Cases = 53.0

N of Items = 3

Alpha = .8340

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics **Motivasi Kerja**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X15	56.6415	91.8113	.3928	.8916
X16	56.4151	87.4398	.6871	.8805
X17	56.6038	88.5131	.5752	.8845
X18	56.6038	92.1669	.4828	.8879
X19	56.4717	91.4848	.4830	.8879
X20	56.4528	87.7525	.6837	.8808
X21	56.5849	87.4782	.6112	.8831
X22	56.8491	92.3999	.3753	.8920
X23	56.7736	92.4862	.3513	.8933
X24	56.9434	88.9775	.5675	.8848
X25	56.9434	88.1698	.5869	.8841
X26	56.9057	88.4717	.5717	.8847
X27	56.8113	87.9253	.5618	.8851
X28	56.8491	87.3229	.6126	.8830
X29	56.5849	88.5167	.6685	.8816
X30	56.6415	87.2344	.6234	.8826

Reliability Coefficients

N of Cases = 53.0

N of Items = 16

Alpha = .8919

* * * * MULTIPLE REGRESSION * * * *

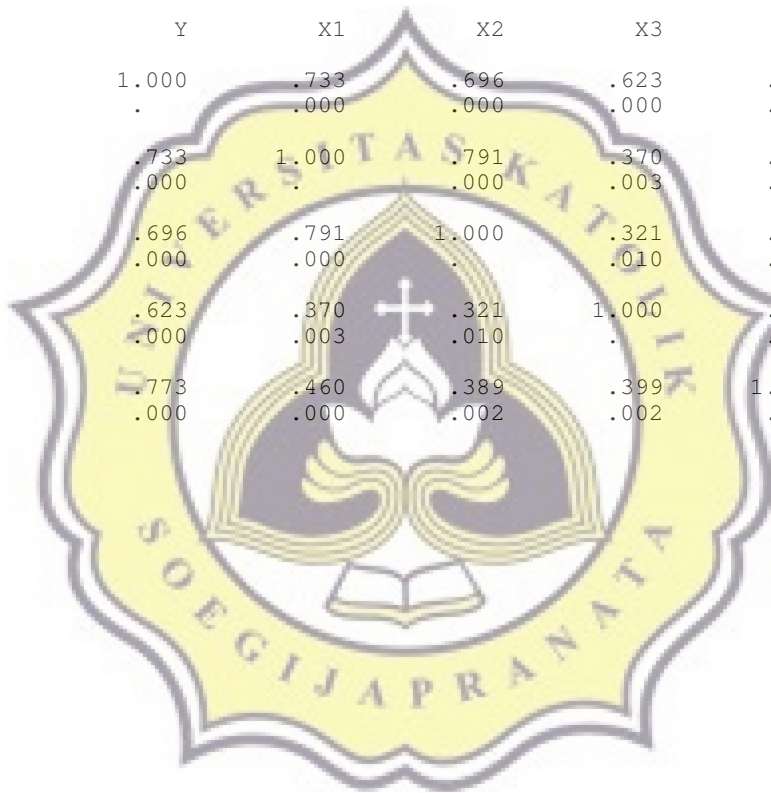
Listwise Deletion of Missing Data

	Mean	Std Dev	Label
Y	99.321	16.430	Kinerja
X1	27.000	5.834	Pendidikan dan Latihan
X2	10.736	2.897	Pengalaman Kerja
X3	9.566	2.997	Inisiatif
X4	60.472	10.041	Motivasi Kerja

N of Cases = 53

Correlation, 1-tailed Sig:

	Y	X1	X2	X3	X4
Y	1.000 .000	.733 .000	.696 .000	.623 .000	.773 .000
X1	.733 .000	1.000 .000	.791 .000	.370 .003	.460 .000
X2	.696 .000	.791 .000	1.000 .000	.321 .010	.389 .002
X3	.623 .000	.370 .003	.321 .010	1.000 .000	.399 .002
X4	.773 .000	.460 .000	.389 .002	.399 .002	1.000 .000



* * * * MULTIPLE REGRESSION * * * *

Equation Number 1 Dependent Variable.. Y Kinerja

Descriptive Statistics are printed on Page 54

Block Number 1. Method: Enter X1 X2 X3 X4

Variable(s) Entered on Step Number
 1.. X4 Motivasi Kerja
 2.. X2 Pengalaman Kerja
 3.. X3 Inisiatif
 4.. X1 Pendidikan dan Latihan

Multiple R .93124
 R Square .86721
 Adjusted R Square .85615
 Standard Error 6.23164

Analysis of Variance

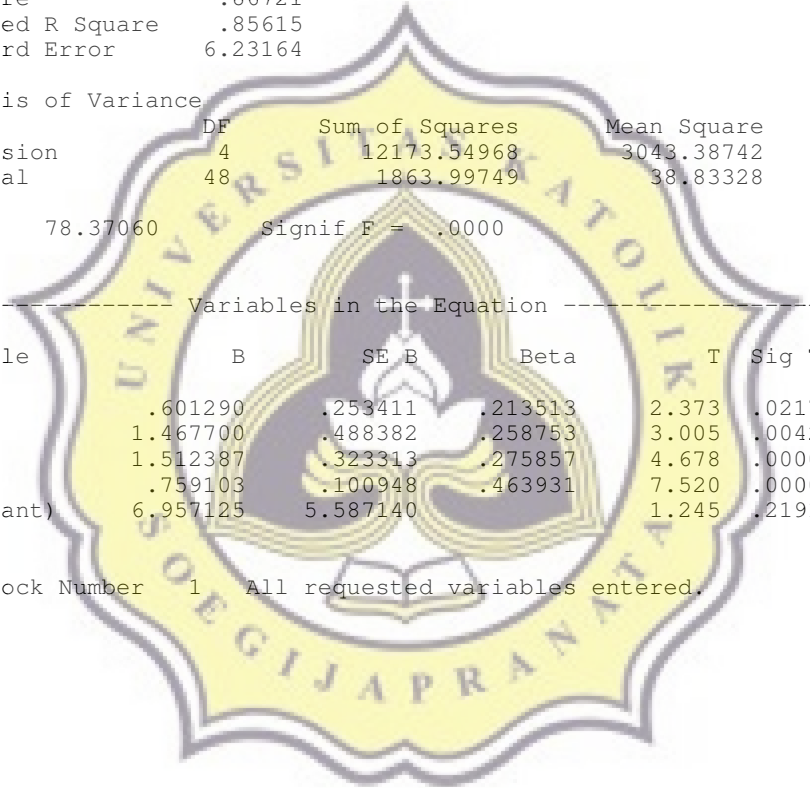
	DF	Sum of Squares	Mean Square
Regression	4	12173.54968	3043.38742
Residual	48	1863.99749	38.83328

F = 78.37060 Signif F = .0000

----- Variables in the Equation -----

Variable	B	SE B	Beta	T	Sig T
X1	.601290	.253411	.213513	2.373	.0217
X2	1.467700	.488382	.258753	3.005	.0042
X3	1.512387	.323313	.275857	4.678	.0000
X4	.759103	.100948	.463931	7.520	.0000
(Constant)	6.957125	5.587140		1.245	.2191

End Block Number 1 All requested variables entered.



X01

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	13	24.5	24.5	24.5
	4	23	43.4	43.4	67.9
	3	6	11.3	11.3	79.2
	2	11	20.8	20.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X02

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	11	20.8	20.8	20.8
	4	23	43.4	43.4	64.2
	3	9	17.0	17.0	81.1
	2	8	15.1	15.1	96.2
	1	2	3.8	3.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X03

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	6	11.3	11.3	11.3
	4	25	47.2	47.2	58.5
	3	10	18.9	18.9	77.4
	2	8	15.1	15.1	92.5
	1	4	7.5	7.5	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X04

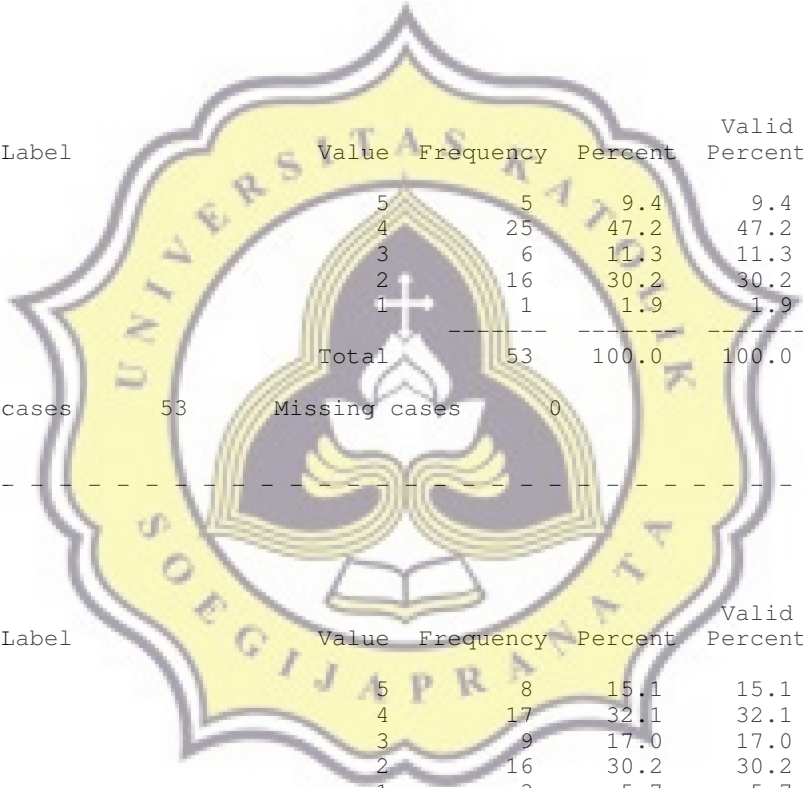
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	6	11.3	11.3	11.3
	4	12	22.6	22.6	34.0
	3	15	28.3	28.3	62.3
	2	16	30.2	30.2	92.5
	1	4	7.5	7.5	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X05

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	5	9.4	9.4	9.4
	4	25	47.2	47.2	56.6
	3	6	11.3	11.3	67.9
	2	16	30.2	30.2	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X06

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	8	15.1	15.1	15.1
	4	17	32.1	32.1	47.2
	3	9	17.0	17.0	64.2
	2	16	30.2	30.2	94.3
	1	3	5.7	5.7	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



X07

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	17	32.1	32.1	50.9
	3	10	18.9	18.9	69.8
	2	13	24.5	24.5	94.3
	1	3	5.7	5.7	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X08

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	17	32.1	32.1	50.9
	3	12	22.6	22.6	73.6
	2	12	22.6	22.6	96.2
	1	2	3.8	3.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X09

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	13	24.5	24.5	24.5
	4	22	41.5	41.5	66.0
	3	7	13.2	13.2	79.2
	2	11	20.8	20.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X10

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	23	43.4	43.4	62.3
	3	11	20.8	20.8	83.0
	2	8	15.1	15.1	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X11

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	6	11.3	11.3	11.3
	4	25	47.2	47.2	58.5
	3	10	18.9	18.9	77.4
	2	9	17.0	17.0	94.3
	1	3	5.7	5.7	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X12

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	5	9.4	9.4	9.4
	4	20	37.7	37.7	47.2
	3	9	17.0	17.0	64.2
	2	15	28.3	28.3	92.5
	1	4	7.5	7.5	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X13

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	17	32.1	32.1	50.9
	3	9	17.0	17.0	67.9
	2	17	32.1	32.1	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X14

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	6	11.3	11.3	11.3
	4	15	28.3	28.3	39.6
	3	12	22.6	22.6	62.3
	2	16	30.2	30.2	92.5
	1	4	7.5	7.5	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X15

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	14	26.4	26.4	26.4
	4	25	47.2	47.2	73.6
	3	7	13.2	13.2	86.8
	2	5	9.4	9.4	96.2
	1	2	3.8	3.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X16

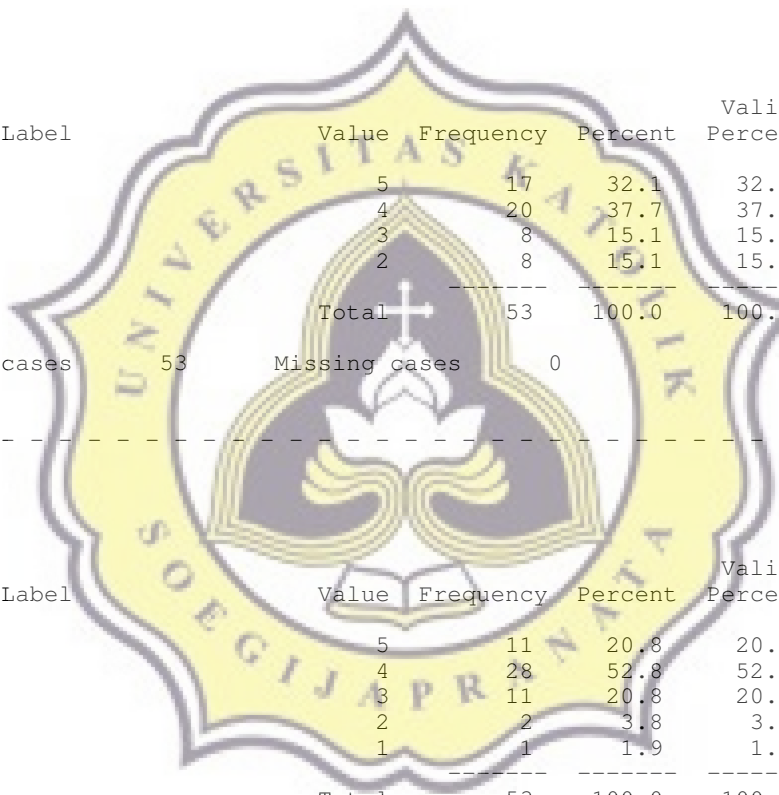
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	20	37.7	37.7	37.7
	4	22	41.5	41.5	79.2
	3	5	9.4	9.4	88.7
	2	6	11.3	11.3	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X17

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	17	32.1	32.1	32.1
	4	20	37.7	37.7	69.8
	3	8	15.1	15.1	84.9
	2	8	15.1	15.1	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X18

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	11	20.8	20.8	20.8
	4	28	52.8	52.8	73.6
	3	11	20.8	20.8	94.3
	2	2	3.8	3.8	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



X19

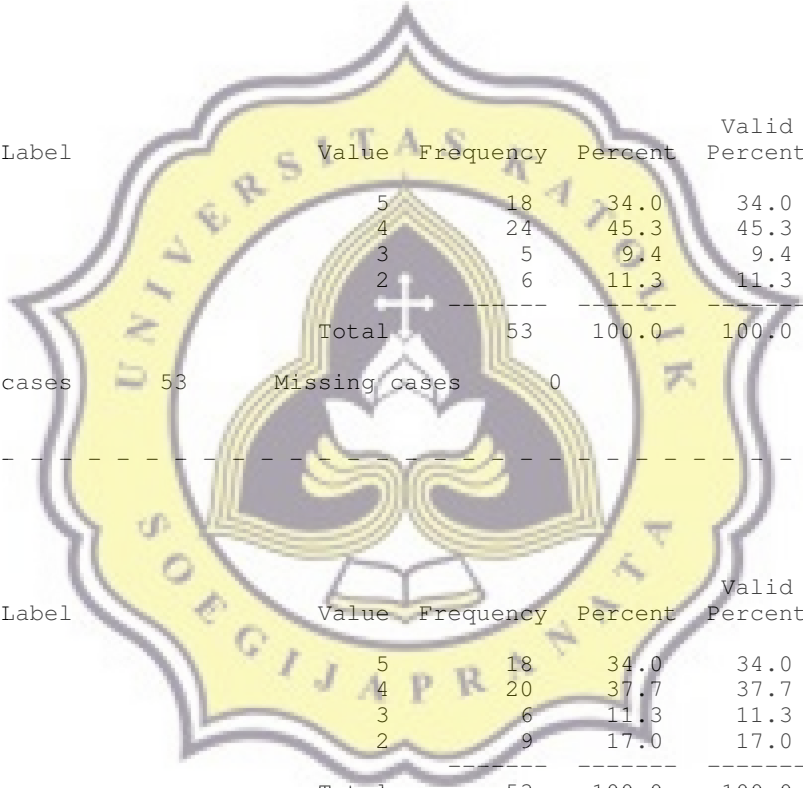
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	16	30.2	30.2	30.2
	4	26	49.1	49.1	79.2
	3	7	13.2	13.2	92.5
	2	3	5.7	5.7	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X20

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	18	34.0	34.0	34.0
	4	24	45.3	45.3	79.2
	3	5	9.4	9.4	88.7
	2	6	11.3	11.3	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X21

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	18	34.0	34.0	34.0
	4	20	37.7	37.7	71.7
	3	6	11.3	11.3	83.0
	2	9	17.0	17.0	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



X22

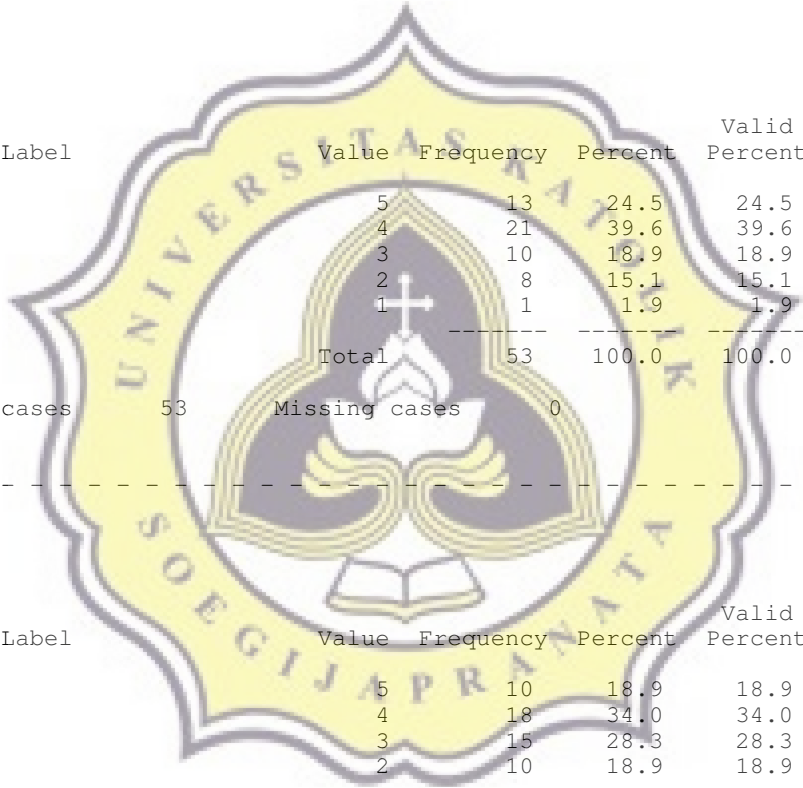
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	23	43.4	43.4	62.3
	3	11	20.8	20.8	83.0
	2	8	15.1	15.1	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X23

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	13	24.5	24.5	24.5
	4	21	39.6	39.6	64.2
	3	10	18.9	18.9	83.0
	2	8	15.1	15.1	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X24

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	18	34.0	34.0	52.8
	3	15	28.3	28.3	81.1
	2	10	18.9	18.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



X25

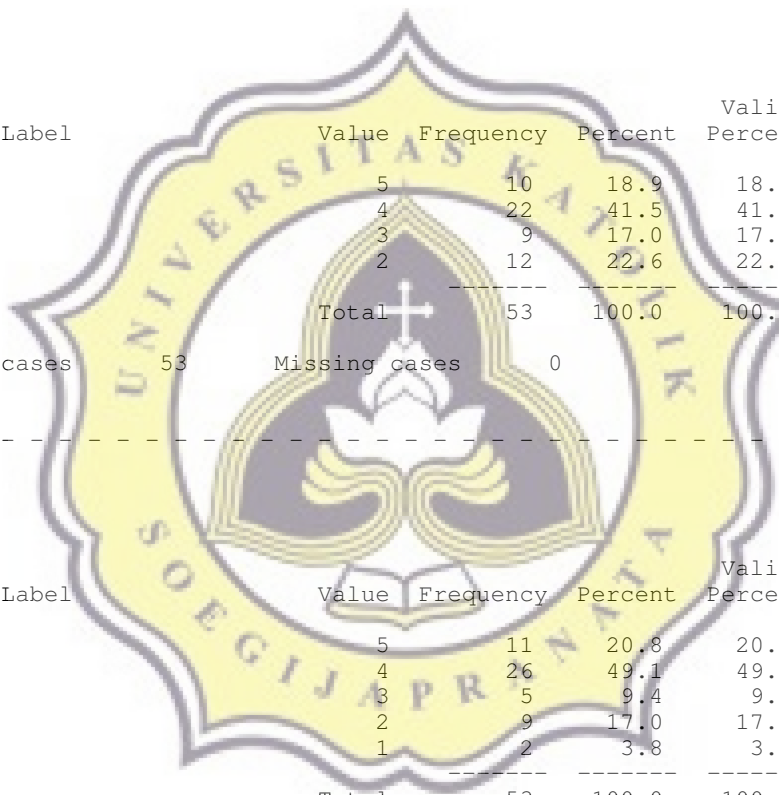
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	8	15.1	15.1	15.1
	4	26	49.1	49.1	64.2
	3	5	9.4	9.4	73.6
	2	14	26.4	26.4	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X26

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	22	41.5	41.5	60.4
	3	9	17.0	17.0	77.4
	2	12	22.6	22.6	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X27

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	11	20.8	20.8	20.8
	4	26	49.1	49.1	69.8
	3	5	9.4	9.4	79.2
	2	9	17.0	17.0	96.2
	1	2	3.8	3.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



X28

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	11	20.8	20.8	20.8
	4	24	45.3	45.3	66.0
	3	5	9.4	9.4	75.5
	2	13	24.5	24.5	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X29

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	13	24.5	24.5	24.5
	4	27	50.9	50.9	75.5
	3	7	13.2	13.2	88.7
	2	6	11.3	11.3	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

X30

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	16	30.2	30.2	30.2
	4	22	41.5	41.5	71.7
	3	5	9.4	9.4	81.1
	2	10	18.9	18.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y01

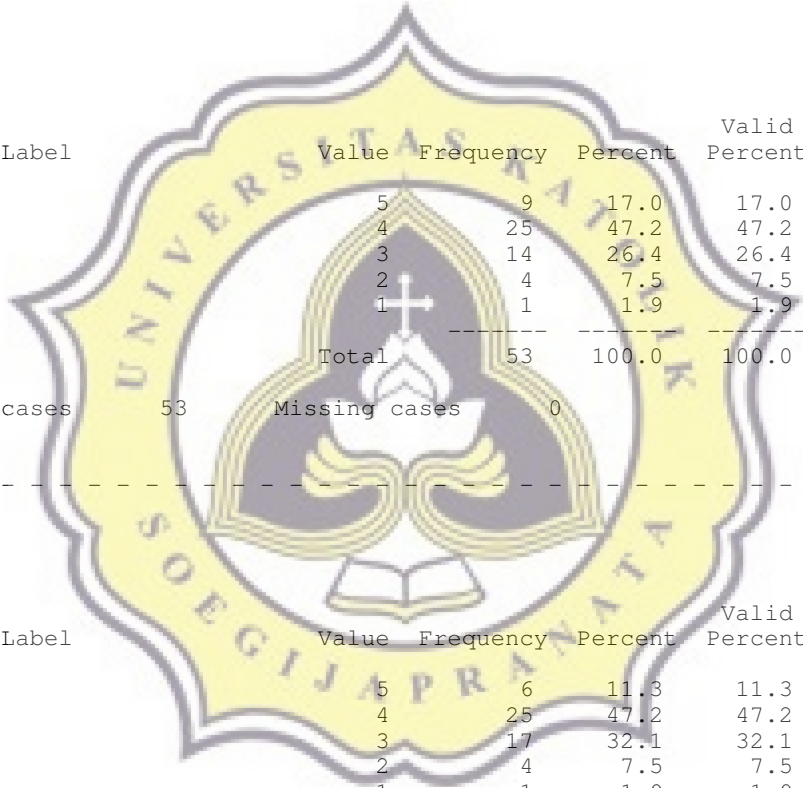
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	7	13.2	13.2	13.2
	4	30	56.6	56.6	69.8
	3	7	13.2	13.2	83.0
	2	5	9.4	9.4	92.5
	1	4	7.5	7.5	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y02

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	9	17.0	17.0	17.0
	4	25	47.2	47.2	64.2
	3	14	26.4	26.4	90.6
	2	4	7.5	7.5	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y03

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	6	11.3	11.3	11.3
	4	25	47.2	47.2	58.5
	3	17	32.1	32.1	90.6
	2	4	7.5	7.5	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



Y04

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	13	24.5	24.5	24.5
	4	23	43.4	43.4	67.9
	3	6	11.3	11.3	79.2
	2	11	20.8	20.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y05

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	11	20.8	20.8	20.8
	4	23	43.4	43.4	64.2
	3	9	17.0	17.0	81.1
	2	8	15.1	15.1	96.2
	1	2	3.8	3.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y06

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	6	11.3	11.3	11.3
	4	25	47.2	47.2	58.5
	3	10	18.9	18.9	77.4
	2	8	15.1	15.1	92.5
	1	4	7.5	7.5	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y07

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	6	11.3	11.3	11.3
	4	12	22.6	22.6	34.0
	3	15	28.3	28.3	62.3
	2	16	30.2	30.2	92.5
	1	4	7.5	7.5	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y08

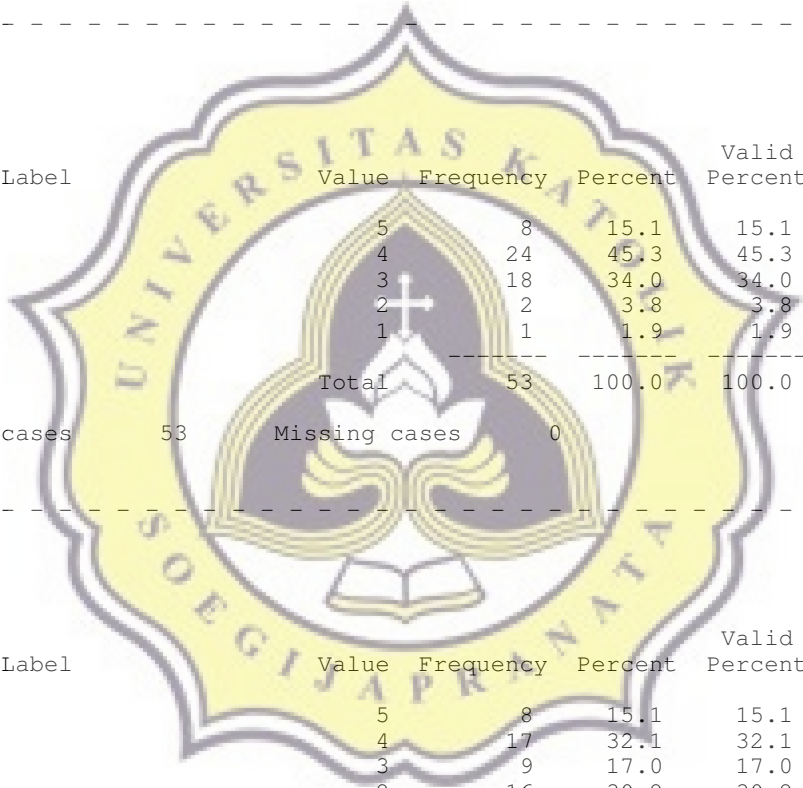
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	8	15.1	15.1	15.1
	4	24	45.3	45.3	60.4
	3	18	34.0	34.0	94.3
	2	2	3.8	3.8	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y09

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	8	15.1	15.1	15.1
	4	17	32.1	32.1	47.2
	3	9	17.0	17.0	64.2
	2	16	30.2	30.2	94.3
	1	3	5.7	5.7	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0



Y10

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	17	32.1	32.1	50.9
	3	10	18.9	18.9	69.8
	2	13	24.5	24.5	94.3
	1	3	5.7	5.7	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y11

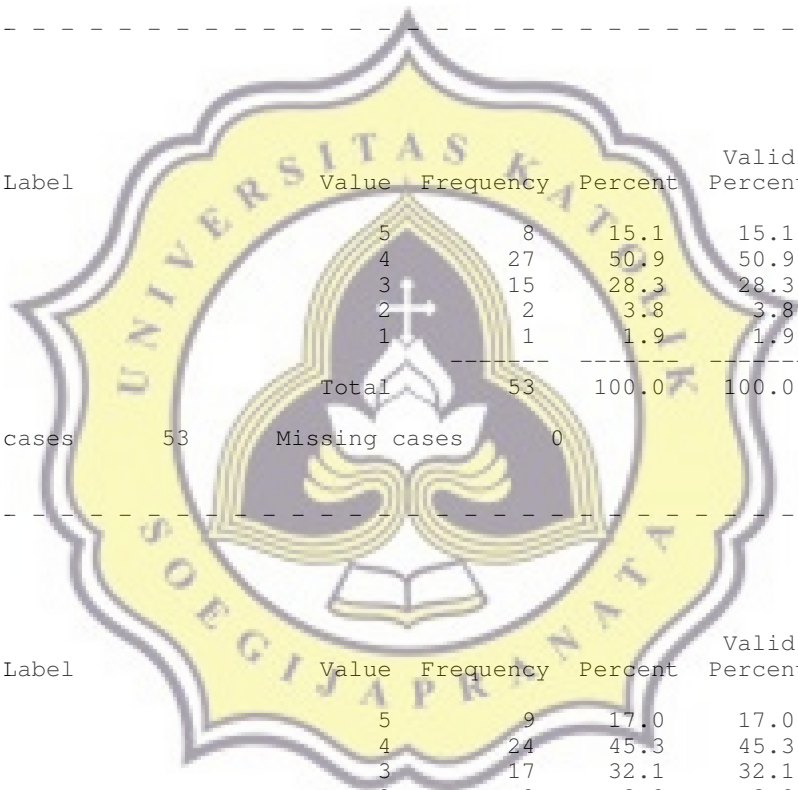
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	8	15.1	15.1	15.1
	4	27	50.9	50.9	66.0
	3	15	28.3	28.3	94.3
	2	2	3.8	3.8	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y12

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	9	17.0	17.0	17.0
	4	24	45.3	45.3	62.3
	3	17	32.1	32.1	94.3
	2	2	3.8	3.8	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0



Y13

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	17	32.1	32.1	32.1
	4	10	18.9	18.9	50.9
	3	8	15.1	15.1	66.0
	2	13	24.5	24.5	90.6
	1	5	9.4	9.4	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y14

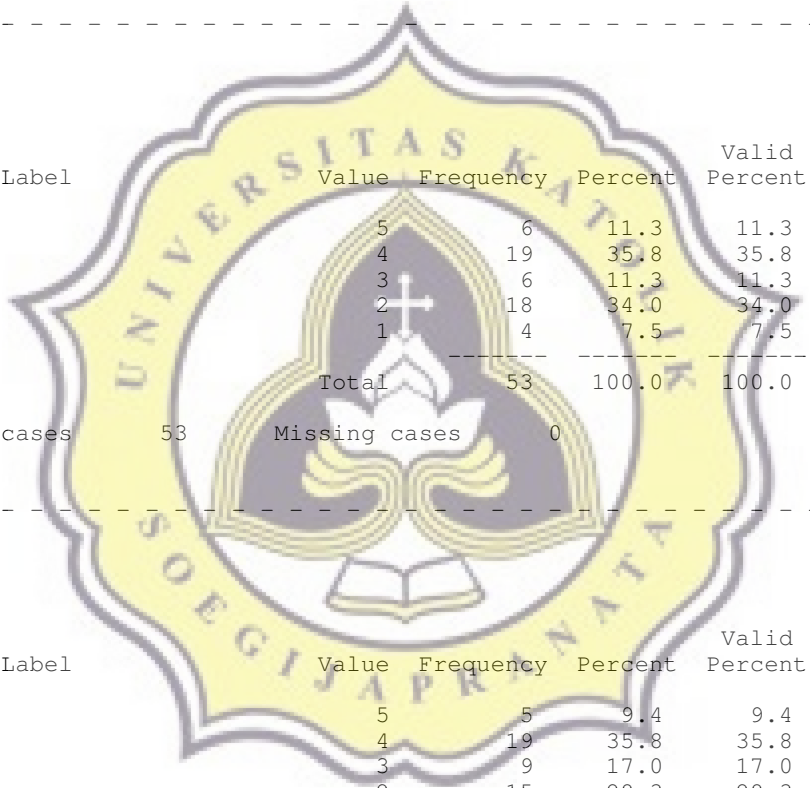
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	6	11.3	11.3	11.3
	4	19	35.8	35.8	47.2
	3	6	11.3	11.3	58.5
	2	18	34.0	34.0	92.5
	1	4	7.5	7.5	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y15

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	5	9.4	9.4	9.4
	4	19	35.8	35.8	45.3
	3	9	17.0	17.0	62.3
	2	15	28.3	28.3	90.6
	1	5	9.4	9.4	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0



Y16

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	16	30.2	30.2	49.1
	3	9	17.0	17.0	66.0
	2	17	32.1	32.1	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y17

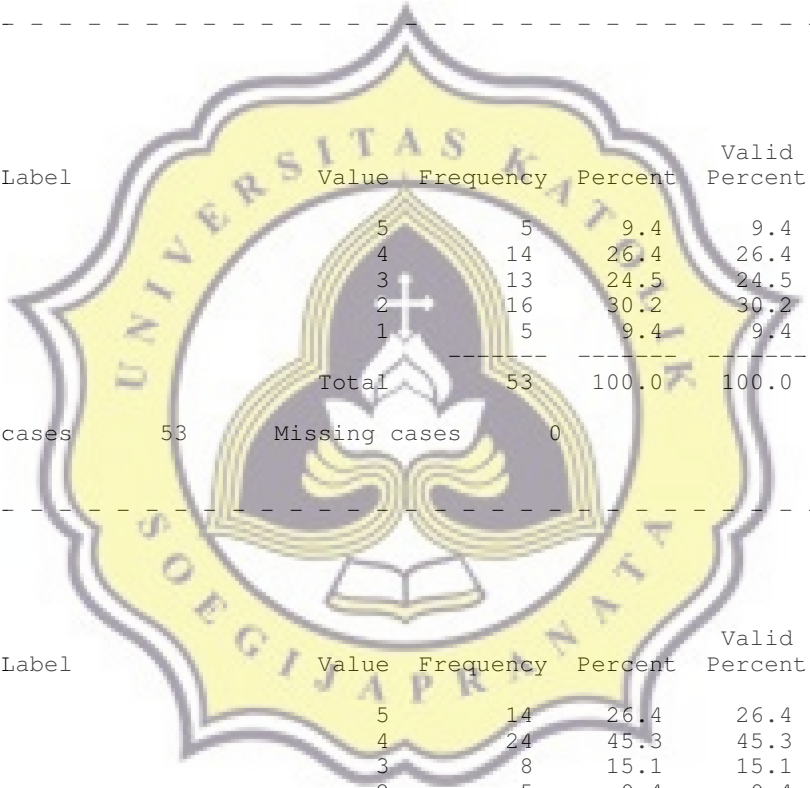
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	5	9.4	9.4	9.4
	4	14	26.4	26.4	35.8
	3	13	24.5	24.5	60.4
	2	16	30.2	30.2	90.6
	1	5	9.4	9.4	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y18

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	14	26.4	26.4	26.4
	4	24	45.3	45.3	71.7
	3	8	15.1	15.1	86.8
	2	5	9.4	9.4	96.2
	1	2	3.8	3.8	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0



Y19

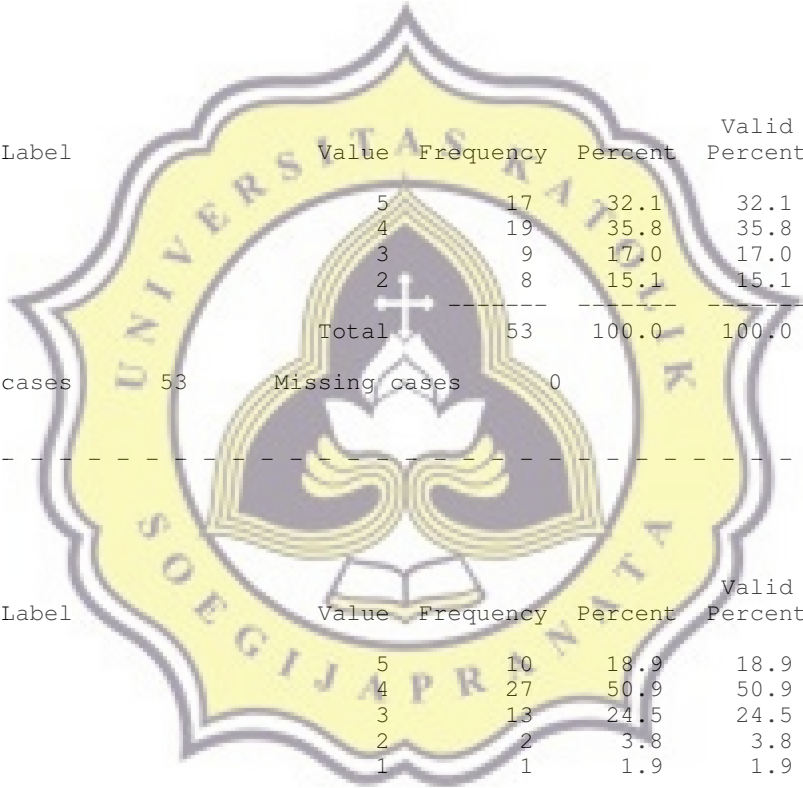
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	20	37.7	37.7	37.7
	4	22	41.5	41.5	79.2
	3	5	9.4	9.4	88.7
	2	6	11.3	11.3	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y20

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	17	32.1	32.1	32.1
	4	19	35.8	35.8	67.9
	3	9	17.0	17.0	84.9
	2	8	15.1	15.1	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y21

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	27	50.9	50.9	69.8
	3	13	24.5	24.5	94.3
	2	2	3.8	3.8	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



Y22

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	14	26.4	26.4	26.4
	4	26	49.1	49.1	75.5
	3	9	17.0	17.0	92.5
	2	3	5.7	5.7	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y23

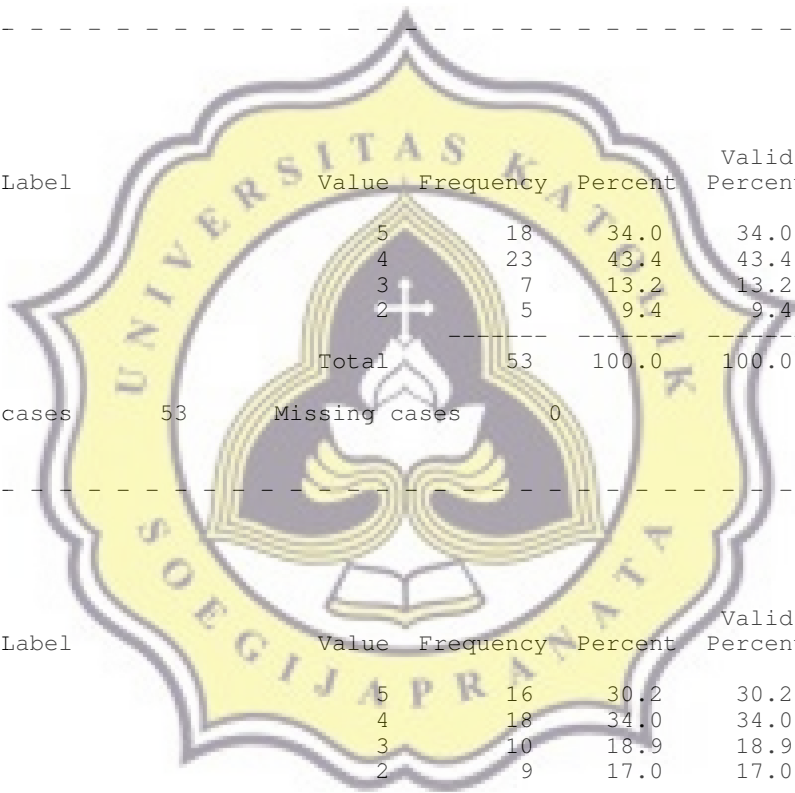
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	18	34.0	34.0	34.0
	4	23	43.4	43.4	77.4
	3	7	13.2	13.2	90.6
	2	5	9.4	9.4	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

Y24

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	16	30.2	30.2	30.2
	4	18	34.0	34.0	64.2
	3	10	18.9	18.9	83.0
	2	9	17.0	17.0	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0



Y25

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	7	13.2	13.2	13.2
	4	22	41.5	41.5	54.7
	3	14	26.4	26.4	81.1
	2	9	17.0	17.0	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y26

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	3	5.7	5.7	5.7
	4	22	41.5	41.5	47.2
	3	16	30.2	30.2	77.4
	2	10	18.9	18.9	96.2
	1	2	3.8	3.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y27

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	10	18.9	18.9	18.9
	4	26	49.1	49.1	67.9
	3	8	15.1	15.1	83.0
	2	8	15.1	15.1	98.1
	1	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

Y28

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	8	15.1	15.1	15.1
	4	26	49.1	49.1	64.2
	3	5	9.4	9.4	73.6
	2	14	26.4	26.4	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

K_UMUR Umur

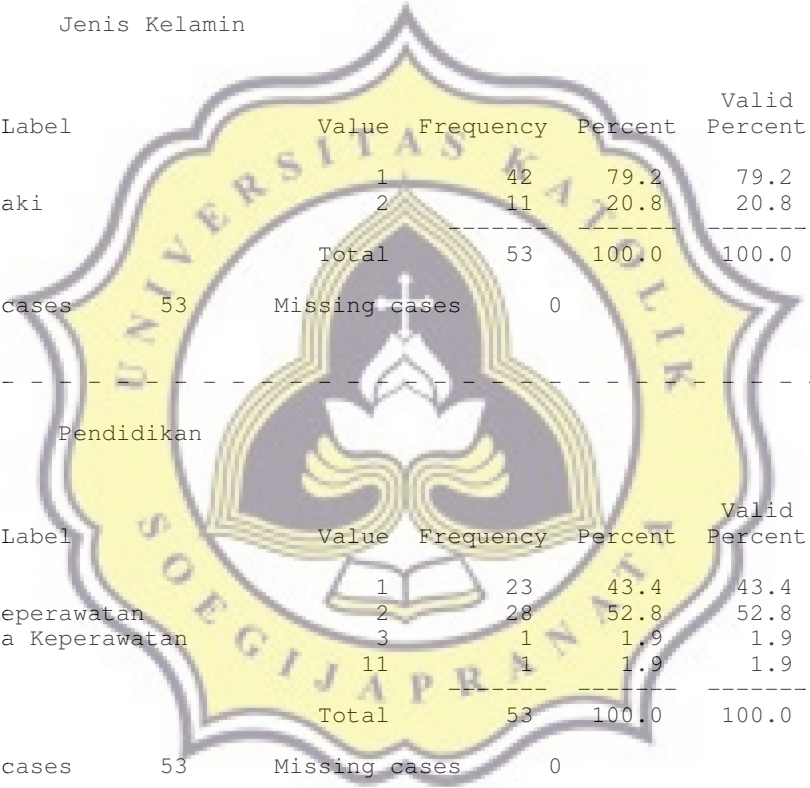
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
< 26 th	1	23	43.4	43.4	43.4
26 - 30 th	2	26	49.1	49.1	92.5
> 30 th	3	4	7.5	7.5	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

JK Jenis Kelamin

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Wanita	1	42	79.2	79.2	79.2
Laki-laki	2	11	20.8	20.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

PEND Pendidikan

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SPK	1	23	43.4	43.4	43.4
DIII Keperawatan	2	28	52.8	52.8	96.2
Sarjana Keperawatan	3	1	1.9	1.9	98.1
	11	1	1.9	1.9	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



K_LK Lama Kerja

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
< 6 th	1	33	62.3	62.3	62.3
6 - 10 th	2	18	34.0	34.0	96.2
> 10 th	3	2	3.8	3.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



JK Jenis Kelamin by K_UMUR Umur

Page 1 of 1

JK	Count	K_UMUR			Row Total
		< 26 th	26 - 30 th	> 30 th	
		Col Pct			
		Tot Pct	1	2	
1	17	21	4	42	
Wanita	40.5	50.0	9.5	79.2	
	73.9	80.8	100.0		
	32.1	39.6	7.5		
2	6	5		11	
Laki-laki	54.5	45.5		20.8	
	26.1	19.2			
	11.3	9.4			
Column Total	23	26	4	53	
	43.4	49.1	7.5	100.0	

Number of Missing Observations: 0

JK Jenis Kelamin by PEND Pendidikan

Page 1 of 1

JK	Count	PEND			Row Total
		SPK	DIII erawatan	Sarjana Keperawa	
		Col Pct			
		Tot Pct	1	2	
1	22	19	1	42	
Wanita	52.4	45.2	2.4	79.2	
	95.7	67.9	100.0		
	41.5	35.8	1.9		
2	1	9	1	11	
Laki-laki	9.1	81.8	9.1	20.8	
	4.3	32.1	100.0		
	1.9	17.0	1.9		
Column Total	23	28	1	53	
	43.4	52.8	1.9	100.0	

Number of Missing Observations: 0

JK Jenis Kelamin by K_LK Lama Kerja

Page 1 of 1

JK	Count	K_LK			Row Total	
		Row Pct	< 6 th	6 - 10 t		> 10 th
		Col Pct	1	2		3
		Tot Pct				
1	24	16	2	42		
Wanita	57.1	38.1	4.8	79.2		
	72.7	88.9	100.0			
	45.3	30.2	3.8			
2	9	2		11		
Laki-laki	81.8	18.2		20.8		
	27.3	11.1				
	17.0	3.8				
Column Total	33	18	2	53		
	62.3	34.0	3.8	100.0		

Number of Missing Observations: 0

K_UMUR Umur by PEND Pendidikan

Page 1 of 1

K_UMUR	Count	PEND			Row Total	
		Row Pct	SPK	DIII Kep Sarjana		erawatan Keperawa
		Col Pct	1	2		3
		Tot Pct				
1	10	13		23		
< 26 th	43.5	56.5		43.4		
	43.5	46.4				
	18.9	24.5				
2	12	12	1	26		
26 - 30 th	46.2	46.2	3.8	49.1		
	52.2	42.9	100.0			
	22.6	22.6	1.9			
3	1	3		4		
> 30 th	25.0	75.0		7.5		
	4.3	10.7				
	1.9	5.7				
Column Total	23	28	1	53		
	43.4	52.8	1.9	100.0		

Number of Missing Observations: 0

K_UMUR Umur by K_LK Lama Kerja

Page 1 of 1

K_UMUR	Count	K_LK			Row Total
		< 6 th	6 - 10 th	> 10 th	
	Row Pct	Col Pct			
	Tot Pct	1	2	3	
1	23				23
< 26 th	100.0				43.4
	69.7				
	43.4				
2	9	16	1		26
26 - 30 th	34.6	61.5	3.8		49.1
	27.3	88.9	50.0		
	17.0	30.2	1.9		
3	1	2	1		4
> 30 th	25.0	50.0	25.0		7.5
	3.0	11.1	50.0		
	1.9	3.8	1.9		
Column Total	33	18	2		53
Total	62.3	34.0	3.8		100.0

Number of Missing Observations: 0

PEND Pendidikan by K_LK Lama Kerja

Page 1 of 1

PEND	Count	K_LK			Row Total
		< 6 th	6 - 10 th	> 10 th	
	Row Pct	Col Pct			
	Tot Pct	1	2	3	
1	11	10	2		23
SPK	47.8	43.5	8.7		43.4
	33.3	55.6	100.0		
	20.8	18.9	3.8		
2	21	7			28
DIII Keperawatan	75.0	25.0			52.8
	63.6	38.9			
	39.6	13.2			
3	1				1
Sarjana Keperawa	100.0				1.9
	3.0				
	1.9				
11		1			1
		100.0			1.9
		5.6			
		1.9			
Column Total	33	18	2		53
Total	62.3	34.0	3.8		100.0

Number of Missing Observations: 0

K_UMUR Umur

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
< 26 th	1	23	43.4	43.4	43.4
26 - 30 th	2	26	49.1	49.1	92.5
> 30 th	3	4	7.5	7.5	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

JK Jenis Kelamin

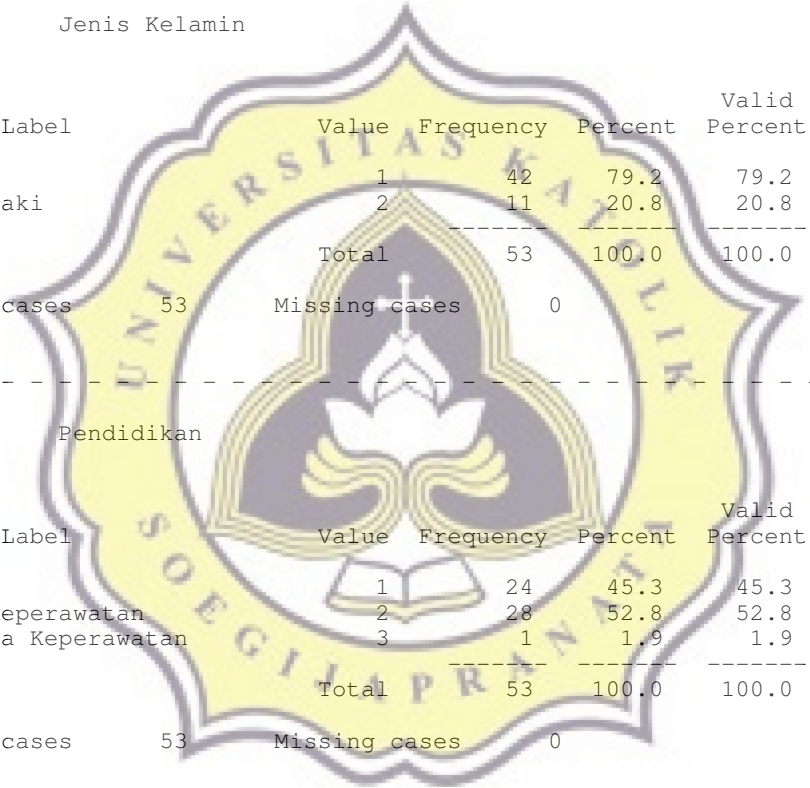
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Wanita	1	42	79.2	79.2	79.2
Laki-laki	2	11	20.8	20.8	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

PEND Pendidikan

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SPK	1	24	45.3	45.3	45.3
DIII Keperawatan	2	28	52.8	52.8	98.1
Sarjana Keperawatan	3	1	1.9	1.9	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0



K_LK Lama Kerja

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
< 6 th	1	33	62.3	62.3	62.3
6 - 10 th	2	18	34.0	34.0	96.2
> 10 th	3	2	3.8	3.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



JK Jenis Kelamin by K_UMUR Umur

Page 1 of 1

JK	Count	K_UMUR			Row Total
		< 26 th	26 - 30 th	> 30 th	
		Col Pct			
		Tot Pct	1	2	
Wanita	1	17	21	4	42
		40.5	50.0	9.5	79.2
		73.9	80.8	100.0	
		32.1	39.6	7.5	
Laki-laki	2	6	5		11
		54.5	45.5		20.8
		26.1	19.2		
		11.3	9.4		
Column Total	23	26	4	53	
	43.4	49.1	7.5	100.0	

Number of Missing Observations: 0

JK Jenis Kelamin by PEND Pendidikan

Page 1 of 1

JK	Count	PEND			Row Total
		SPK	DIII Kep erawatan	Sarjana Keperawa	
		Col Pct			
		Tot Pct	1	2	
Wanita	1	23	19		42
		54.8	45.2		79.2
		95.8	67.9		
		43.4	35.8		
Laki-laki	2	1	9	1	11
		9.1	81.8	9.1	20.8
		4.2	32.1	100.0	
		1.9	17.0	1.9	
Column Total	24	28	1	53	
	45.3	52.8	1.9	100.0	

Number of Missing Observations: 0

JK Jenis Kelamin by K_LK Lama Kerja

Page 1 of 1

JK	Count	K_LK			Row Total
		< 6 th	6 - 10 th	> 10 th	
	Row Pct	Col Pct			
	Tot Pct	1	2	3	Total
Wanita	1	24	16	2	42
		57.1	38.1	4.8	79.2
		72.7	88.9	100.0	
		45.3	30.2	3.8	
Laki-laki	2	9	2		11
		81.8	18.2		20.8
		27.3	11.1		
		17.0	3.8		
Column Total		33	18	2	53
	Total	62.3	34.0	3.8	100.0

Number of Missing Observations: 0

K_UMUR Umur by PEND Pendidikan

Page 1 of 1

K_UMUR	Count	PEND			Row Total
		SPK	DIII erawatan	Sarjana Keperawa	
	Row Pct	Col Pct			
	Tot Pct	1	2	3	Total
< 26 th	1	10	13		23
		43.5	56.5		43.4
		41.7	46.4		
		18.9	24.5		
26 - 30 th	2	13	12	1	26
		50.0	46.2	3.8	49.1
		54.2	42.9	100.0	
		24.5	22.6	1.9	
> 30 th	3	1	3		4
		25.0	75.0		7.5
		4.2	10.7		
		1.9	5.7		
Column Total		24	28	1	53
	Total	45.3	52.8	1.9	100.0

Number of Missing Observations: 0

K_UMUR Umur by K_LK Lama Kerja

Page 1 of 1

K_UMUR	Count	K_LK			Row Total
		< 6 th	6 - 10 th	> 10 th	
	Row Pct	Col Pct			
	Tot Pct	1	2	3	
1	23				23
< 26 th	100.0				43.4
	69.7				
	43.4				
2	9	16	1		26
26 - 30 th	34.6	61.5	3.8		49.1
	27.3	88.9	50.0		
	17.0	30.2	1.9		
3	1	2	1		4
> 30 th	25.0	50.0	25.0		7.5
	3.0	11.1	50.0		
	1.9	3.8	1.9		
Column Total	33	18	2		53
Total	62.3	34.0	3.8		100.0

Number of Missing Observations: 0

PEND Pendidikan by K_LK Lama Kerja

Page 1 of 1

PEND	Count	K_LK			Row Total
		< 6 th	6 - 10 th	> 10 th	
	Row Pct	Col Pct			
	Tot Pct	1	2	3	
1	11	11	2		24
SPK	45.8	45.8	8.3		45.3
	33.3	61.1	100.0		
	20.8	20.8	3.8		
2	21	7			28
DIII Keperawatan	75.0	25.0			52.8
	63.6	38.9			
	39.6	13.2			
3	1				1
Sarjana Keperawa	100.0				1.9
	3.0				
	1.9				
Column Total	33	18	2		53
Total	62.3	34.0	3.8		100.0

Number of Missing Observations: 0

K_UMUR Umur

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
< 26 th	1	17	32.1	32.1	32.1
26 - 30 th	2	19	35.8	35.8	67.9
> 30 th	3	17	32.1	32.1	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

JK Jenis Kelamin

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
Wanita	1	40	75.5	75.5	75.5
Laki-laki	2	11	20.8	20.8	96.2
	3	2	3.8	3.8	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		

PEND Pendidikan

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SPK	1	30	56.6	56.6	56.6
DIII Keperawatan	2	23	43.4	43.4	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



K_LK Lama Kerja

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
< 6 th	1	23	43.4	43.4	43.4
6 - 10 th	2	17	32.1	32.1	75.5
> 10 th	3	13	24.5	24.5	100.0
	Total	53	100.0	100.0	
Valid cases	53	Missing cases	0		



JK Jenis Kelamin by K_UMUR Umur

Page 1 of 1

JK	Count	K_UMUR			Row Total
		< 26 th	26 - 30 th	> 30 th	
Row Pct	Col Pct	1	2	3	
Tot Pct					
1	12	13	15	40	
Wanita	30.0	32.5	37.5	75.5	
	70.6	68.4	88.2		
	22.6	24.5	28.3		
2	5	5	1	11	
Laki-laki	45.5	45.5	9.1	20.8	
	29.4	26.3	5.9		
	9.4	9.4	1.9		
3		1	1	2	
		50.0	50.0	3.8	
		5.3	5.9		
		1.9	1.9		
Column Total	17	19	17	53	
Total	32.1	35.8	32.1	100.0	

Number of Missing Observations: 0

JK Jenis Kelamin by PEND Pendidikan

Page 1 of 1

JK	Count	PEND		Row Total
		SPK	DIII Kerawatan	
Row Pct	Col Pct	1	2	
Tot Pct				
1	27	13	40	
Wanita	67.5	32.5	75.5	
	90.0	56.5		
	50.9	24.5		
2	3	8	11	
Laki-laki	27.3	72.7	20.8	
	10.0	34.8		
	5.7	15.1		
3		2	2	
		100.0	3.8	
		8.7		
		3.8		
Column Total	30	23	53	
Total	56.6	43.4	100.0	

Number of Missing Observations: 0

JK Jenis Kelamin by K_LK Lama Kerja

Page 1 of 1

JK	Count	K_LK			Row Total
		< 6 th	6 - 10 th	> 10 th	
	Row Pct	Col Pct	Tot Pct		
		1	2	3	
Wanita	1	12	15	13	40
		30.0	37.5	32.5	75.5
		52.2	88.2	100.0	
Laki-laki	2	10	1		11
		90.9	9.1		20.8
		43.5	5.9		
	3	1	1		2
		50.0	50.0		3.8
		4.3	5.9		
		1.9	1.9		
Column Total		23	17	13	53
Total		43.4	32.1	24.5	100.0

Number of Missing Observations: 0

K_UMUR Umur by PEND Pendidikan

Page 1 of 1

K_UMUR	Count	PEND		Row Total
		SPK	DIII Kerawatan	
	Row Pct	Col Pct	Tot Pct	
		1	2	
< 26 th	1	11	6	17
		64.7	35.3	32.1
		36.7	26.1	
26 - 30 th	2	14	5	19
		73.7	26.3	35.8
		46.7	21.7	
> 30 th	3	5	12	17
		29.4	70.6	32.1
		16.7	52.2	
		9.4	22.6	
Column Total		30	23	53
Total		56.6	43.4	100.0

Number of Missing Observations: 0

K_UMUR Umur by K_LK Lama Kerja

Page 1 of 1

K_UMUR	Count	K_LK			Row Total
		< 6 th	6 - 10 th	> 10 th	
	Row Pct	1	2	3	
	Col Pct	h			
	Tot Pct				
1	15	2			17
< 26 th	88.2	11.8			32.1
	65.2	11.8			
	28.3	3.8			
2	8	9	2		19
26 - 30 th	42.1	47.4	10.5		35.8
	34.8	52.9	15.4		
	15.1	17.0	3.8		
3		6	11		17
> 30 th		35.3	64.7		32.1
		35.3	84.6		
		11.3	20.8		
Column	23	17	13		53
Total	43.4	32.1	24.5		100.0

Number of Missing Observations: 0

PEND Pendidikan by K_LK Lama Kerja

Page 1 of 1

PEND	Count	K_LK			Row Total
		< 6 th	6 - 10 th	> 10 th	
	Row Pct	1	2	3	
	Col Pct	h			
	Tot Pct				
1	13	12	5		30
SPK	43.3	40.0	16.7		56.6
	56.5	70.6	38.5		
	24.5	22.6	9.4		
2	10	5	8		23
DIII Keperawatan	43.5	21.7	34.8		43.4
	43.5	29.4	61.5		
	18.9	9.4	15.1		
Column	23	17	13		53
Total	43.4	32.1	24.5		100.0

Number of Missing Observations: 0

K_X1 Pendidikan dan Latihan

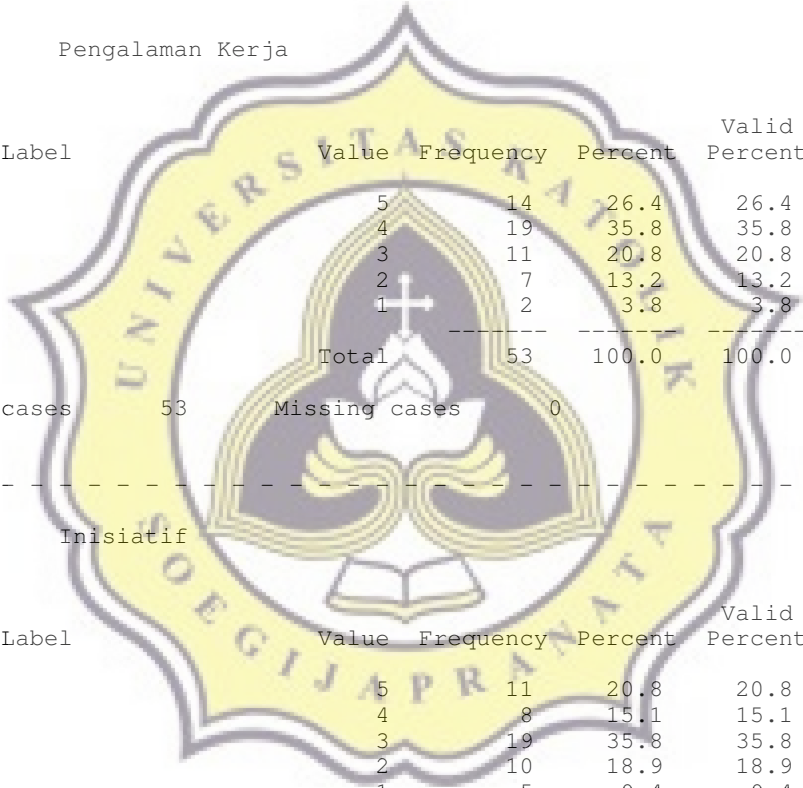
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SB	5	7	13.2	13.2	13.2
B	4	21	39.6	39.6	52.8
CB	3	18	34.0	34.0	86.8
TB	2	7	13.2	13.2	100.0
Total		53	100.0	100.0	
Valid cases	53	Missing cases	0		

K_X2 Pengalaman Kerja

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SB	5	14	26.4	26.4	26.4
B	4	19	35.8	35.8	62.3
CB	3	11	20.8	20.8	83.0
TB	2	7	13.2	13.2	96.2
STB	1	2	3.8	3.8	100.0
Total		53	100.0	100.0	
Valid cases	53	Missing cases	0		

K_X3 Inisiatif

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SB	5	11	20.8	20.8	20.8
B	4	8	15.1	15.1	35.8
CB	3	19	35.8	35.8	71.7
TB	2	10	18.9	18.9	90.6
STB	1	5	9.4	9.4	100.0
Total		53	100.0	100.0	
Valid cases	53	Missing cases	0		



K_X4 Motivasi Kerja

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ST	5	12	22.6	22.6	22.6
T	4	29	54.7	54.7	77.4
C	3	9	17.0	17.0	94.3
R	2	3	5.7	5.7	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

K_Y Kinerja

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SB	5	7	13.2	13.2	13.2
B	4	25	47.2	47.2	60.4
CB	3	17	32.1	32.1	92.5
TB	2	4	7.5	7.5	100.0
	Total	53	100.0	100.0	

Valid cases 53 Missing cases 0

