

LAMPIRAN

Lampiran 1 Kuisisioner Penelitian

KUESIONER PENELITIAN

“Pengaruh Motivasi, Disiplin Kerja Dan Komunikasi Terhadap Kinerja Bidan Non PNS Pada Rumah Sakit Umum Daerah Sidoarjo”

Kepada, Yth. Saudara/i

Dengan hormat,

Dalam rangka penyusunan skripsi, saya mohon kesediaan saudara/i untuk membantu mengisi kuesioner sebagaimana terlampir. Jawaban dalam kuesioner tersebut saya jadikan sebagai bahan penelitian yang berjudul “Pengaruh Motivasi, Disiplin Kerja Dan Komunikasi Terhadap Kinerja Bidan Non PNS Pada Rumah Sakit Umum Daerah Sidoarjo”, maka saya :

Nama : Lista Ayu Octaviani

Fakultas / Jurusan : Ekonomi dan Bisnis / Manajemen

NBI : 1211900262

Dengan kerelaan saudara/i dalam mengisi pertanyaan kuesioner ini sangat membantu dalam penyelesaian studi saya. Saya sangat menghargai partisipasi saudara/i dan jawaban tersebut akan tetap saya pegang teguh kerahasiannya.

Atas perhatian dan partisipasi saudara/i dalam mengisi kuesioner ini kami ucapkan terima kasih. Semoga Tuhan membalas kebaikan saudara/i dengan berlipat ganda.

Hormat Saya

Lista Ayu Octaviani

KUESIONER

PENGARUH MOTIVASI, DISIPLIN KERJA DAN KOMUNIKASI TERHADAP KINERJA BIDAN NON PNS PADA RUMAH SAKIT UMUM DAERAH SIDOARJO

1. Nama :
2. Jenis Kelamin :
3. Usia :
 - a. < 20 Tahun
 - b. 20 - ≤ 25 Tahun
 - c. 25 - ≤ 30 Tahun
4. Pendidikan Terakhir :
 - a. D4
 - b. D3
 - c. S1
5. Lama Bekerja :
 - a. < 1 Tahun
 - b. 1 – 2 Tahun
 - c. 3 – 4 Tahun
 - d. 5 Tahun ke atas

Bobot Skala Likert

Berilah tanda (X) pada tempat yang telah tersedia dengan jawaban Anda.
Penilaian dilakukan berdasarkan berikut :

1. Sangat tidak setuju (STS) dengan skor 1
2. Tidak setuju (TS) dengan skor 2
3. Netral (N) dengan skor 3
4. Setuju (S) dengan skor 4
5. Sangat setuju (SS) dengan skor 5

Indikator Motivasi (X1)

| NO. | Indikator | Pernyataan | SS | S | N | TS | STS |
|-----|-----------------------|--|----|---|---|----|-----|
| 1 | Balas jasa | Saya merasa puas menerima bonus sesuai dengan penilaian hasil kerja pribadi | | | | | |
| 2 | Kondisi kerja | Ruangan tempat saya bekerja luas dan rapi | | | | | |
| 3 | Fasilitas kerja | Fasilitas di tempat saya bekerja sangat mendukung dalam kelancaran bekerja | | | | | |
| 4 | Prestasi kerja | Prestasi yang saya capai sangat membantu dan bermanfaat dalam pekerjaan saya | | | | | |
| 5 | Pengakuan dari atasan | Saya mendapat dukungan dalam melaksanakan pekerjaan dari atasan | | | | | |
| 6 | Pekerjaan itu sendiri | Saya siap lembur apabila | | | | | |

| | | | | | | | |
|--|--|--|--|--|--|--|--|
| | | pekerjaan saya belum selesai tepat waktu | | | | | |
|--|--|--|--|--|--|--|--|

Indikator Disiplin Kerja (X2)

| NO. | Indikator | Pernyataan | SS | S | N | TS | STS |
|-----|---|---|----|---|---|----|-----|
| 1 | Taat terhadap aturan waktu | Saya selalu hadir tepat waktu pada jam kerja | | | | | |
| 2 | Taat terhadap peraturan perusahaan | Saya selalu merapikan peralatan kerja setelah selesai dipakai | | | | | |
| 3 | Taat terhadap aturan perilaku dalam pekerjaan | Saya selalu menggunakan seragam kerja yang telah ditentukan | | | | | |
| 4 | Taat terhadap peraturan lainnya di perusahaan | Saya mampu menggunakan peralatan kerja dengan baik sesuai standar yang diberikan perusahaan | | | | | |

Indikator Komunikasi (X3)

| NO. | Indikator | Pernyataan | SS | S | N | TS | STS |
|-----|--------------------------|---|----|---|---|----|-----|
| 1 | Pemahaman | Saya dapat memahami pesan dan melakukan tindakan sesuai dengan isi pesan yang dikomunikasikan oleh pimpinan atau atasan | | | | | |
| 2 | Kesenangan | Proses komunikasi saya, yang terjadi sehari-hari berlangsung dalam suasana yang menyenangkan | | | | | |
| 3 | Pengaruh pada sikap | Proses komunikasi saya yang terjadi saat ini mampu mempengaruhi sikap pegawai lain dalam bekerja | | | | | |
| 4 | Hubungan yang makin baik | Komunikasi yang terjadi saat ini mampu menciptakan hubungan yang baik antar sesama pegawai | | | | | |

Indikator Kinerja (Y)

| NO. | Indikator | Pernyataan | SS | S | N | TS | STS |
|-----|------------------------------------|---|----|---|---|----|-----|
| 1 | Kuantitas hasil kerja | Mampu menyelesaikan pekerjaan sesuai dengan jumlah standar yang ditetapkan perusahaan | | | | | |
| 2 | Kualitas hasil kerja | Saya bekerja dengan cekatan dan tepat | | | | | |
| 3 | Efisiensi dalam melaksanakan tugas | Menyelesaikan pekerjaan yang telah menjadi tanggung jawab saya dalam kurun waktu tertentu | | | | | |
| 4 | Disiplin Kerja | Saya mampu menyelesaikan pekerjaan dengan tepat waktu | | | | | |
| 5 | Inisiatif | Menyadari kesalahan dan memperbaiki kesalahan tersebut | | | | | |
| 6 | Ketelitian | Saya mampu menyelesaikan | | | | | |

| | | | | | | | |
|---|--------------|---|--|--|--|--|--|
| | | pekerjaan dengan ketelitian yang tinggi | | | | | |
| 7 | Kepemimpinan | Memberikan saran, kritik atau masukan yang membangun untuk tim kerja | | | | | |
| 8 | Kejujuran | Saya mampu bekerja dengan baik tanpa pengawasan pimpinan | | | | | |
| 9 | Kreativitas | Mencoba hal baru dalam bekerja agar menguasai dan dapat meningkatkan mutu kinerja | | | | | |
| 8 | Kejujuran | Saya mampu bekerja dengan baik tanpa pengawasan pimpinan | | | | | |
| | | Hasil kerja saya sesuai dengan kualitas yang telah ditentukan | | | | | |

LAMPIRAN

Lampiran 2 Data Tabulasi

Variabel Motivasi (X1)

| Responden | Motivasi | | | | | | |
|-----------|----------|------|------|------|------|------|-------|
| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | TOTAL |
| 1 | 3 | 2 | 3 | 2 | 3 | 3 | 16 |
| 2 | 4 | 2 | 4 | 2 | 2 | 3 | 17 |
| 3 | 2 | 4 | 3 | 2 | 4 | 3 | 18 |
| 4 | 3 | 3 | 3 | 2 | 2 | 4 | 17 |
| 5 | 3 | 2 | 3 | 2 | 3 | 3 | 16 |
| 6 | 4 | 3 | 3 | 2 | 2 | 3 | 17 |
| 7 | 2 | 3 | 2 | 2 | 4 | 3 | 16 |
| 8 | 3 | 2 | 3 | 2 | 3 | 2 | 15 |
| 9 | 3 | 2 | 3 | 3 | 2 | 5 | 18 |
| 10 | 3 | 3 | 3 | 2 | 2 | 3 | 16 |
| 11 | 3 | 2 | 3 | 3 | 2 | 2 | 15 |
| 12 | 3 | 2 | 2 | 2 | 2 | 3 | 14 |
| 13 | 2 | 3 | 2 | 3 | 3 | 2 | 15 |
| 14 | 3 | 2 | 3 | 3 | 2 | 3 | 16 |
| 15 | 3 | 2 | 3 | 2 | 3 | 2 | 15 |
| 16 | 3 | 3 | 2 | 3 | 2 | 3 | 16 |
| 17 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 18 | 2 | 2 | 3 | 2 | 2 | 3 | 14 |
| 19 | 2 | 3 | 2 | 2 | 3 | 4 | 16 |
| 20 | 4 | 2 | 3 | 3 | 2 | 3 | 17 |
| 21 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 22 | 4 | 2 | 3 | 2 | 3 | 3 | 17 |
| 23 | 2 | 3 | 4 | 2 | 5 | 3 | 19 |
| 24 | 3 | 3 | 2 | 2 | 3 | 2 | 15 |
| 25 | 3 | 3 | 2 | 4 | 2 | 3 | 17 |
| 26 | 3 | 2 | 3 | 2 | 3 | 3 | 16 |

| | | | | | | | |
|-------------|-------|------|------|------|------|------|----|
| 27 | 3 | 2 | 2 | 2 | 4 | 3 | 16 |
| 28 | 4 | 2 | 2 | 3 | 3 | 3 | 17 |
| 29 | 4 | 2 | 5 | 3 | 3 | 2 | 19 |
| 30 | 3 | 2 | 3 | 2 | 3 | 2 | 15 |
| 31 | 4 | 2 | 2 | 3 | 3 | 3 | 17 |
| 32 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 33 | 4 | 3 | 2 | 2 | 3 | 3 | 17 |
| 34 | 2 | 2 | 3 | 2 | 2 | 3 | 14 |
| 35 | 4 | 2 | 4 | 3 | 2 | 3 | 18 |
| 36 | 3 | 4 | 3 | 3 | 4 | 4 | 21 |
| 37 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 38 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 39 | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| 40 | 4 | 2 | 2 | 3 | 3 | 3 | 17 |
| 41 | 4 | 2 | 4 | 3 | 2 | 3 | 18 |
| 42 | 4 | 3 | 2 | 2 | 3 | 3 | 17 |
| 43 | 3 | 3 | 2 | 2 | 3 | 3 | 16 |
| 44 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 45 | 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 46 | 5 | 3 | 4 | 3 | 3 | 3 | 21 |
| 47 | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| 48 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 49 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 50 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| Mean | 3,26 | 2,74 | 2,96 | 2,78 | 2,98 | 3,18 | |
| Total | 17,90 | | | | | | |
| Rata – rata | 2,98 | | | | | | |

Variabel Disiplin Kerja (X2)

| Responden | Disiplin Kerja | | | | |
|-----------|----------------|------|------|------|-------|
| | X2.1 | X2.2 | X2.3 | X2.4 | TOTAL |
| 1 | 5 | 4 | 5 | 4 | 18 |
| 2 | 4 | 4 | 4 | 3 | 15 |
| 3 | 5 | 5 | 5 | 4 | 19 |
| 4 | 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 4 | 4 | 4 | 16 |
| 6 | 5 | 5 | 4 | 5 | 19 |
| 7 | 4 | 4 | 4 | 4 | 16 |
| 8 | 5 | 5 | 3 | 4 | 17 |
| 9 | 3 | 3 | 3 | 4 | 13 |
| 10 | 3 | 3 | 3 | 4 | 13 |
| 11 | 5 | 4 | 4 | 4 | 17 |
| 12 | 4 | 4 | 4 | 4 | 16 |
| 13 | 4 | 4 | 4 | 4 | 16 |
| 14 | 5 | 5 | 4 | 4 | 18 |
| 15 | 4 | 4 | 4 | 4 | 16 |
| 16 | 4 | 4 | 4 | 4 | 16 |
| 17 | 4 | 4 | 4 | 4 | 16 |
| 18 | 4 | 4 | 3 | 3 | 14 |
| 19 | 4 | 4 | 4 | 4 | 16 |
| 20 | 4 | 5 | 4 | 4 | 17 |
| 21 | 4 | 4 | 4 | 4 | 16 |
| 22 | 3 | 3 | 3 | 4 | 13 |
| 23 | 4 | 4 | 4 | 4 | 16 |
| 24 | 5 | 4 | 5 | 4 | 18 |
| 25 | 4 | 4 | 4 | 3 | 15 |
| 26 | 5 | 5 | 5 | 4 | 19 |
| 27 | 4 | 4 | 4 | 4 | 16 |
| 28 | 4 | 4 | 4 | 4 | 16 |

| | | | | | |
|-------------|-------|------|------|------|----|
| 29 | 5 | 5 | 4 | 5 | 19 |
| 30 | 4 | 4 | 4 | 4 | 16 |
| 31 | 5 | 5 | 3 | 4 | 17 |
| 32 | 3 | 3 | 3 | 4 | 13 |
| 33 | 3 | 3 | 3 | 4 | 13 |
| 34 | 5 | 4 | 4 | 4 | 17 |
| 35 | 4 | 4 | 4 | 4 | 16 |
| 36 | 4 | 4 | 4 | 4 | 16 |
| 37 | 5 | 5 | 4 | 4 | 18 |
| 38 | 4 | 4 | 4 | 4 | 16 |
| 39 | 4 | 4 | 4 | 4 | 16 |
| 40 | 4 | 4 | 4 | 4 | 16 |
| 41 | 4 | 4 | 3 | 3 | 14 |
| 42 | 4 | 4 | 4 | 4 | 16 |
| 43 | 4 | 5 | 4 | 4 | 17 |
| 44 | 4 | 4 | 4 | 4 | 16 |
| 45 | 3 | 3 | 3 | 4 | 13 |
| 46 | 4 | 4 | 4 | 4 | 16 |
| 47 | 5 | 5 | 4 | 4 | 18 |
| 48 | 4 | 4 | 4 | 4 | 16 |
| 49 | 4 | 4 | 4 | 4 | 16 |
| 50 | 4 | 4 | 4 | 4 | 16 |
| Mean | 4,14 | 4,10 | 3,88 | 3,96 | |
| Total | 16,08 | | | | |
| Rata – rata | 4,02 | | | | |

Variabel Komunikasi (X3)

| Responden | Komunikasi | | | | |
|-----------|------------|------|------|------|-------|
| | X3.1 | X3.2 | X3.3 | X3.4 | TOTAL |
| 1 | 4 | 4 | 4 | 4 | 16 |
| 2 | 4 | 4 | 4 | 5 | 17 |
| 3 | 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 5 | 5 | 5 | 19 |
| 5 | 4 | 4 | 4 | 4 | 16 |
| 6 | 5 | 5 | 5 | 5 | 20 |
| 7 | 4 | 4 | 5 | 5 | 18 |
| 8 | 5 | 5 | 4 | 5 | 19 |
| 9 | 3 | 4 | 3 | 4 | 14 |
| 10 | 3 | 4 | 4 | 4 | 15 |
| 11 | 4 | 5 | 5 | 4 | 18 |
| 12 | 4 | 4 | 4 | 4 | 16 |
| 13 | 4 | 4 | 3 | 3 | 14 |
| 14 | 4 | 4 | 4 | 5 | 17 |
| 15 | 4 | 5 | 4 | 5 | 18 |
| 16 | 4 | 5 | 4 | 4 | 17 |
| 17 | 4 | 4 | 4 | 4 | 16 |
| 18 | 3 | 4 | 4 | 4 | 15 |
| 19 | 4 | 5 | 4 | 4 | 17 |
| 20 | 4 | 5 | 5 | 4 | 18 |
| 21 | 4 | 4 | 4 | 4 | 16 |
| 22 | 4 | 4 | 4 | 3 | 15 |
| 23 | 3 | 4 | 4 | 5 | 16 |
| 24 | 4 | 4 | 4 | 4 | 16 |
| 25 | 4 | 4 | 4 | 5 | 17 |
| 26 | 5 | 5 | 5 | 5 | 20 |
| 27 | 4 | 5 | 5 | 5 | 19 |
| 28 | 4 | 4 | 4 | 4 | 16 |

| | | | | | |
|-------------|-------|------|------|------|----|
| 29 | 5 | 5 | 5 | 5 | 20 |
| 30 | 4 | 4 | 5 | 5 | 18 |
| 31 | 5 | 5 | 4 | 5 | 19 |
| 32 | 3 | 4 | 3 | 4 | 14 |
| 33 | 3 | 4 | 4 | 4 | 15 |
| 34 | 4 | 5 | 5 | 4 | 18 |
| 35 | 4 | 4 | 4 | 4 | 16 |
| 36 | 4 | 4 | 3 | 3 | 14 |
| 37 | 4 | 4 | 4 | 5 | 17 |
| 38 | 4 | 5 | 4 | 5 | 18 |
| 39 | 4 | 5 | 4 | 4 | 17 |
| 40 | 4 | 4 | 4 | 4 | 16 |
| 41 | 3 | 4 | 4 | 4 | 15 |
| 42 | 4 | 5 | 4 | 4 | 17 |
| 43 | 4 | 5 | 5 | 4 | 18 |
| 44 | 4 | 4 | 4 | 4 | 16 |
| 45 | 4 | 4 | 4 | 3 | 15 |
| 46 | 3 | 4 | 4 | 5 | 16 |
| 47 | 4 | 4 | 4 | 5 | 17 |
| 48 | 4 | 5 | 4 | 5 | 18 |
| 49 | 4 | 5 | 4 | 4 | 17 |
| 50 | 4 | 4 | 4 | 4 | 16 |
| Mean | 3,96 | 4,40 | 4,16 | 4,32 | |
| Total | 16,84 | | | | |
| Rata – rata | 4,21 | | | | |

Variabel Kinerja Karyawan (Y)

| Responden | Kinerja Karyawan | | | | | | | | | |
|-----------|------------------|----|----|----|----|----|----|----|----|-------|
| | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | TOTAL |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 2 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 39 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 7 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 8 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 35 |
| 9 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 31 |
| 10 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 31 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| 13 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 32 |
| 14 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 15 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| 16 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 40 |
| 17 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 30 |
| 19 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 33 |
| 20 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 22 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 30 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 24 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 25 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 39 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 27 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 39 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 29 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |

| | | | | | | | | | | |
|-------------|-------|------|------|------|------|------|------|------|------|----|
| 30 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 38 |
| 31 | 3 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | 35 |
| 32 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 31 |
| 33 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 31 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 35 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 39 |
| 36 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 32 |
| 37 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 38 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| 39 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 40 |
| 40 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 41 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 30 |
| 42 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 33 |
| 43 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| 44 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 45 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 30 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 47 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 41 |
| 48 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 40 |
| 49 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 40 |
| 50 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| Mean | 3,92 | 4,12 | 4,02 | 4,00 | 4,08 | 4,04 | 4,42 | 4,30 | 4,02 | |
| Total | 36,92 | | | | | | | | | |
| Rata - rata | 4,10 | | | | | | | | | |

LAMPIRAN

Lampiran 3 Hasil Uji Validitas

Variabel Motivasi (X1)

| Correlations | | | | | | | | |
|---------------------|---------------------|--------|--------|-------|--------|--------|--------|--------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | TOTAL |
| X1.1 | Pearson Correlation | 1 | -,0098 | ,319* | ,341* | -,026 | 0,109 | ,441** |
| | Sig. (2-tailed) | | 0,496 | 0,024 | 0,015 | 0,856 | 0,452 | 0,001 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.2 | Pearson Correlation | -,0098 | 1 | 0,017 | ,471** | ,470** | ,486** | ,644** |
| | Sig. (2-tailed) | 0,496 | | 0,905 | 0,001 | 0,001 | 0,000 | 0,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.3 | Pearson Correlation | ,319* | 0,017 | 1 | ,284* | 0,169 | 0,132 | ,525** |
| | Sig. (2-tailed) | 0,024 | 0,905 | | 0,046 | 0,242 | 0,363 | 0,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.4 | Pearson Correlation | ,341* | ,471** | ,284* | 1 | 0,245 | ,543** | ,794** |
| | Sig. (2-tailed) | 0,015 | 0,001 | 0,046 | | 0,087 | 0,000 | 0,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.5 | Pearson Correlation | -,026 | ,470** | 0,169 | 0,245 | 1 | 0,230 | ,582** |
| | Sig. (2-tailed) | 0,856 | 0,001 | 0,242 | 0,087 | | 0,109 | 0,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |

| | | | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|
| X1.6 | Pearson Correlation | 0,109 | ,486** | 0,132 | ,543** | 0,230 | 1 | ,670** |
| | Sig. (2-tailed) | 0,452 | 0,000 | 0,363 | 0,000 | 0,109 | | 0,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TOTAL | Pearson Correlation | ,441** | ,644** | ,525** | ,794** | ,582** | ,670** | 1 |
| | Sig. (2-tailed) | 0,001 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |

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

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

Variabel Disiplin Kerja (X2)

| | | Correlations | | | | | |
|-------|---------------------|--------------|--------|--------|--------|--------|--|
| | | X2.1 | X2.2 | X2.3 | X2.4 | TOTAL | |
| X2.1 | Pearson Correlation | 1 | ,829** | ,571** | 0,221 | ,913** | |
| | Sig. (2-tailed) | | 0,000 | 0,000 | 0,123 | 0,000 | |
| | N | 50 | 50 | 50 | 50 | 50 | |
| X2.2 | Pearson Correlation | ,829** | 1 | ,446** | 0,223 | ,870** | |
| | Sig. (2-tailed) | 0,000 | | 0,001 | 0,120 | 0,000 | |
| | N | 50 | 50 | 50 | 50 | 50 | |
| X2.3 | Pearson Correlation | ,571** | ,446** | 1 | 0,198 | ,746** | |
| | Sig. (2-tailed) | 0,000 | 0,001 | | 0,167 | 0,000 | |
| | N | 50 | 50 | 50 | 50 | 50 | |
| X2.4 | Pearson Correlation | 0,221 | 0,223 | 0,198 | 1 | ,446** | |
| | Sig. (2-tailed) | 0,123 | 0,120 | 0,167 | | 0,001 | |
| | N | 50 | 50 | 50 | 50 | 50 | |
| TOTAL | Pearson Correlation | ,913** | ,870** | ,746** | ,446** | 1 | |
| | Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,001 | | |
| | N | 50 | 50 | 50 | 50 | 50 | |

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

Variabel Komunikasi (X3)

| Correlations | | | | | | |
|---------------------|---------------------|--------|--------|--------|--------|--------|
| | | X3.1 | X3.2 | X3.3 | X3.4 | TOTAL |
| X3.1 | Pearson Correlation | 1 | ,526** | ,442** | ,286* | ,737** |
| | Sig. (2-tailed) | | 0,000 | 0,001 | 0,044 | 0,000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| X3.2 | Pearson Correlation | ,526** | 1 | ,512** | ,306* | ,757** |
| | Sig. (2-tailed) | 0,000 | | 0,000 | 0,031 | 0,000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| X3.3 | Pearson Correlation | ,442** | ,512** | 1 | ,446** | ,798** |
| | Sig. (2-tailed) | 0,001 | 0,000 | | 0,001 | 0,000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| X3.4 | Pearson Correlation | ,286* | ,306* | ,446** | 1 | ,710** |
| | Sig. (2-tailed) | 0,044 | 0,031 | 0,001 | | 0,000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| TOTAL | Pearson Correlation | ,737** | ,757** | ,798** | ,710** | 1 |
| | Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,000 | |
| | N | 50 | 50 | 50 | 50 | 50 |

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

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

| | | | | | | | | | | | |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----|
| TOTAL | Pearson Correlation | ,791** | ,752** | ,695** | ,853** | ,656** | ,691** | ,796** | ,780** | ,679** | 1 |
| | Sig. (2-tailed) | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | 0,000 | |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |

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

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

LAMPIRAN

Lampiran 4 Hasil Uji Reabilitas

Variabel Motivasi (X1)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,664 | 6 |

Variabel Disiplin Kerja (X2)

| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,763 | 4 |

Variabel Komunikasi (X3)

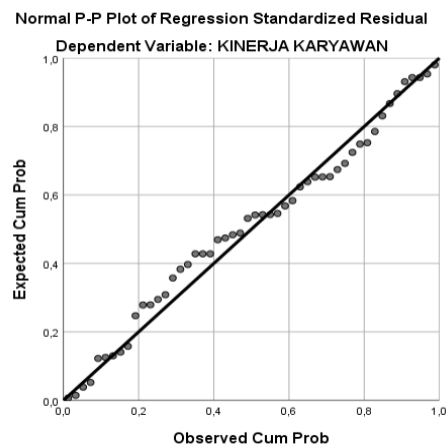
| Reliability Statistics | |
|-------------------------------|------------|
| Cronbach's Alpha | N of Items |
| ,735 | 4 |

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Lampiran 5 Hasil Uji Normalitas

| One-Sample Kolmogorov-Smirnov Test | | |
|--|----------------|-------------------------|
| | | Unstandardized Residual |
| N | | 50 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 2,05330685 |
| | | |
| Most Extreme Differences | Absolute | ,086 |
| | Positive | ,062 |
| | Negative | -,086 |
| Test Statistic | | ,086 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

Grafik P-Plot Uji Normalitas



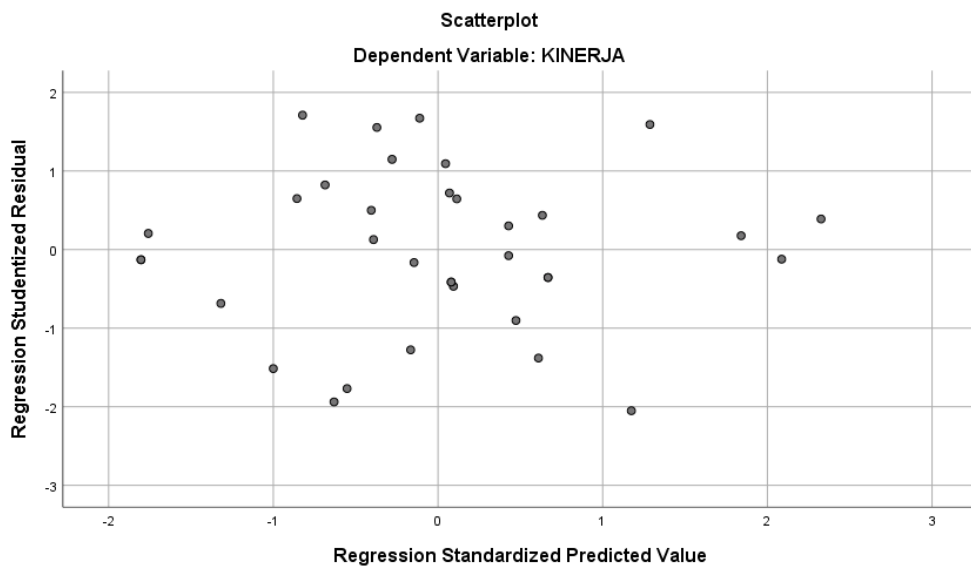
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Lampiran 6 Hasil Uji Multikolinearitas

| Coefficients ^a | | | | | | | | |
|---------------------------|-------------------|-------|-------|--------------|--------|-------|--------------|-------|
| Model | | | | Standardized | t | Sig. | Collinearity | |
| | | Beta | | Coefficients | | | Statistics | |
| 1 | (Constant) | 6,340 | 4,135 | | -1,533 | 0,132 | | |
| | MOTIVASI | 0,305 | 0,111 | 0,212 | 2,742 | 0,009 | 0,963 | 1,038 |
| | DISIPLIN KERJA | 1,100 | 0,266 | 0,440 | 4,129 | 0,000 | 0,504 | 1,985 |
| | KOMUNIKASI | 1,194 | 0,263 | 0,492 | 4,548 | 0,000 | 0,491 | 2,038 |

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Lampiran 7 Hasil Uji Heterokedastisitas



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Lampiran 8 Hasil Analisis Linear Berganda

| Coefficients^a | | | | | | |
|---------------------------------|----------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6,340 | 4,135 | | -1,533 | ,132 |
| | MOTIVASI | ,305 | ,111 | ,212 | 2,742 | ,009 |
| | DISIPLIN KERJA | 1,100 | ,266 | ,440 | 4,129 | ,000 |
| | KOMUNIKASI | 1,194 | ,263 | ,492 | 4,548 | ,000 |

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Lampiran 9 Hasil Koefisien Determinasi (Uji T) dan (Uji F)

| Model Summary | | | | |
|----------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,858 ^a | ,736 | ,719 | 2,119 |

Uji T (Parsial)


| Coefficients^a | | | | | | |
|---------------------------------|-----------------------|-----------------------------|------------|---------------------------|--------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6,340 | 4,135 | | -1,533 | ,132 |
| | MOTIVASI (X1) | ,305 | ,111 | ,212 | 2,742 | ,009 |
| | DISIPLIN KERJA (X2) | 1,100 | ,266 | ,440 | 4,129 | ,000 |
| | KOMUNIKASI (X3) | 1,194 | ,263 | ,492 | 4,548 | ,000 |

Uji F (Simultan)

| ANOVA^a | | | | | | |
|--------------------------|------------|-----------------------|-----------|--------------------|----------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 577,093 | 3 | 192,364 | 42,833 | ,000 ^b |
| | Residual | 206,587 | 46 | 4,491 | | |
| | Total | 783,680 | 49 | | | |

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Lampiran 10 Kartu Bimbingan Skripsi


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







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 2022, 2023

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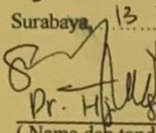
Nama Mahasiswa / NBI : LISTA AYU OCTAVIATI, 1211900002
 Nama Pembimbing : Dr. Hj. Sumiati, M.M
 Judul Skripsi : _____



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| 3. | | | Manfaat Penelitian |  |
| 4. | Senin ²⁷ / ₀₃ ²³ | Bab II | Landasan Teori |  |
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 Semester : _____
 Th. Ak. : _____
 Paraf Kajar : _____

Surabaya, 13 Juli 2023

Dr. Hj. Sumiati, M.M
 (Nama dan tanda tangan Pembimbing)

LAMPIRAN

Lampiran 11 Hasil Turnitin

PENGARUH MOTIVASI, DISIPLIN KERJA DAN KOMUNIKASI
TERHADAP KINERJA BIDAN NON PNS PADA RUMAH SAKIT
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