

KUESIONER PENELITIAN

PENGARUH KOMPENSASI DAN DISIPLIN KERJA TERHADAP KINERJA PERAWAT HONORER PADA RSUD ANDI DJEMMA

KOTA MASAMBA

A. Identitas Responden

1. Nama (Inisial) :
2. Umur :
3. Jenis Kelamin :
4. Pendidikan :
5. Lama Kerja :

Petunjuk: Silahkan berikan tanda “√” pada salah satu kolom pilihan respon untuk jawaban yang paling sesuai.

Keterangan pilihan :

- SS** : Sangat Setuju
S : Setuju
R : Ragu-Ragu
TS : Tidak Setuju
STS : Sangat Tidak Setuju

B. Kompensasi (X₁)

PERNYATAAN		SS	S	R	TS	STS
1	Gaji yang saya terima secara periodik sesuai dengan harapan.					
2	Gaji yang saya terima secara periodik sesuai dengan kinerja/usaha yang dikeluarkan.					
3	Perbedaan gaji yang diterima oleh perawat antar bagian didalam tempat kerja sudah sesuai dengan harapan.					
4	Sudah merasa puas dengan penghasilan tambahan yang diberikan oleh pihak rumah sakit.					
5	Bonus yang diberikan oleh pihak rumah sakit sebanding dengan waktu kerja para perawat.					
6	Bonus yang diberikan oleh pihak rumah sakit tidak menentu, tergantung kinerja perawat					
7	Tunjangan yang diberikan oleh pihak rumah sakit sesuai dengan harapan.					
8	Besarnya jaminan kecelakaan kerja sesuai dengan pekerjaan.					
9	Sudah puas terhadap tunjangan-tunjangan (hari raya, kesehatan, bingkisan, dll) yang diberikan oleh pihak rumah sakit.					

C. Disiplin Kerja (X₂)

PERNYATAAN		SS	S	R	TS	STS
1	Saya bekerja terus menerus selama waktu yang telah ditentukan.					
2	Saya berusaha menyelesaikan tugas dengan benar dan tepat waktu					
3	Saya berusaha datang ke tempat kerja lebih awal dari waktu yang ditentukan.					
4	Saya datang dan pulang kerja sesuai dengan waktu yang ditentukan instansi.					
5	Saya selalu menyelesaikan pekerjaan sesuai dengan waktu atau jam yang telah ditentukan.					
6	Dalam setiap pelaksanaan kerja, saya selalu memperhatikan prosedur.					
7	Saya bersungguh-sungguh setiap melakukan pekerjaan.					
8	Saya berusaha menemukan cara-cara baru yang lebih efektif untuk menyelesaikan setiap tugas atau pekerjaan.					
9	Saya puas jika dapat melaksanakan tugas dengan maksimal.					

D. Kinerja Perawat (Y)

PERNYATAAN		SS	S	R	TS	STS
1	Saya selalu menyelesaikan pekerjaan dengan tuntas sesuai tugas yang diberikan pihak rumah sakit.					
2	Saya dapat mencapai kualitas kerja yang maksimal sesuai dengan tugas masing-masing perawat.					
3	Saya selalu melaksanakan pekerjaan sesuai dengan Standar Operasional Prosedur (SOP).					
4	Saya menggunakan waktu kerja saya secara efektif dan efisien.					
5	Saya menyelesaikan pekerjaan sesuai dengan target yang ingin dicapai.					
6	Saya dapat memenuhi beban kerja yang telah ditetapkan pihak rumah sakit.					
7	Dalam pekerjaan, saya berusaha untuk tidak melakukan kesalahan.					
8	Saya tidak pernah menunda pekerjaan.					
9	Saya mampu mempercepat menyelesaikan pekerjaan sebelum batas waktu yang ditentukan.					

MASTER TABEL

NO	UM	JK	PD	MK	Kompensasi (X1)									Skor	Disiplin Kerja (X2)									Skor	
					1	2	3	4	5	6	7	8	9		1	2	3	4	5	6	7	8	9		
1	3	1	3	3	5	4	4	4	4	5	5	4	4	4	39	5	4	5	4	4	4	5	4	4	39
2	3	2	3	3	4	5	4	4	4	5	5	4	4	5	40	5	4	5	4	5	4	4	4	4	39
3	2	1	3	3	5	5	5	5	4	4	4	4	4	5	41	5	4	4	4	4	4	4	5	5	39
4	1	2	3	1	4	4	5	5	4	4	5	5	5	41	4	4	4	5	4	4	5	4	4	4	38
5	1	1	2	1	5	5	4	4	5	4	4	4	4	5	40	4	4	4	4	4	5	4	4	4	37
6	1	2	3	1	4	5	5	4	4	4	4	4	4	4	38	4	5	4	4	4	5	4	5	5	41
7	1	2	1	1	4	4	5	5	4	4	4	4	4	4	38	5	5	4	4	4	4	4	5	4	39
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9	2	2	2	1	5	4	4	5	4	4	4	4	5	5	40	5	5	4	4	5	4	5	5	4	41
10	2	1	3	1	4	5	4	4	4	4	4	4	4	4	37	4	4	4	4	4	4	4	4	4	36
11	1	2	1	1	4	5	5	5	4	4	4	4	4	4	39	4	4	4	4	4	4	4	5	5	38
12	2	2	2	1	5	4	5	4	4	4	4	4	4	4	38	5	5	4	4	4	4	4	4	4	38
13	2	2	2	2	4	4	4	4	5	4	4	4	4	4	37	5	5	4	4	5	4	4	5	5	41
14	1	2	3	1	5	5	4	4	4	4	4	4	5	4	39	4	5	4	4	4	4	4	4	5	38
15	1	2	2	1	5	5	5	5	4	4	4	4	5	5	42	5	4	4	4	4	4	4	5	4	38
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19	2	1	3	1	4	5	5	4	4	4	4	4	4	5	39	4	4	4	4	4	4	4	4	4	36
20	3	2	2	2	5	5	5	4	5	5	4	4	4	5	42	4	4	5	4	5	5	5	4	4	40
21	1	2	1	1	4	4	5	4	4	4	5	5	5	5	40	4	5	4	5	5	4	5	5	5	42
22	2	2	2	2	5	5	4	5	5	4	5	4	5	4	42	5	5	4	5	4	5	4	5	4	41
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25	2	2	2	3	5	4	4	5	5	4	4	4	4	5	40	4	4	4	4	4	5	5	4	4	38
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36	2	2	3	2	4	5	4	4	5	5	4	4	5	40	4	5	5	4	4	4	5	5	5	41
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43	1	2	3	1	5	4	4	4	4	3	4	5	5	38	5	3	4	4	4	4	4	5	4	37
44	3	2	3	2	4	5	4	5	4	4	3	4	4	37	4	5	4	4	5	3	5	4	4	38
45	1	2	2	2	4	5	3	3	4	4	4	4	4	35	5	5	3	4	4	4	3	5	4	37
46	2	1	2	2	3	4	5	5	4	4	4	4	4	37	5	3	4	4	4	4	4	5	4	37
47	2	2	2	3	4	4	3	4	4	4	4	4	4	35	4	5	4	4	4	4	4	4	4	37
48	2	2	2	3	5	5	4	4	3	4	3	4	3	35	5	5	3	4	3	4	4	5	4	37
49	2	2	2	3	4	3	4	4	4	4	4	4	4	35	5	3	4	4	4	4	4	5	4	37
50	2	2	2	1	3	4	5	4	4	4	4	4	4	36	5	5	4	4	4	4	4	5	4	39
51	2	2	2	3	5	5	5	5	5	4	5	4	5	43	4	4	4	4	3	4	5	4	4	36
52	1	1	2	1	5	5	3	5	5	5	5	4	4	41	4	4	5	5	5	5	5	4	4	41
53	2	1	3	1	4	5	4	4	3	5	4	4	5	38	4	5	3	4	4	4	5	5	5	39
54	3	2	2	3	3	5	4	4	5	5	4	4	5	39	5	5	5	4	5	4	4	5	4	41
55	2	1	3	2	4	3	5	5	4	4	4	5	5	39	4	5	4	3	4	4	4	4	4	36
56	1	2	3	1	5	5	5	5	4	4	5	4	5	42	5	5	4	5	4	4	5	5	4	41
57	2	2	3	1	4	5	4	4	5	4	4	3	4	37	5	5	4	3	4	5	4	5	4	39
58	1	2	2	1	4	4	5	4	4	4	4	4	3	36	4	5	4	4	3	4	5	4	4	37
59	1	1	2	1	5	4	5	5	4	4	4	4	5	40	5	5	4	4	4	4	4	5	4	39

Umur (UM):

1 = 21 - 30 tahun
2 = 31 - 40 tahun
3 = > 40 tahun

Jenis Kelamin (JK):

1 = Laki-Laki
2 = Perempuan

Pendidikan (PD):

1 = D3
2 = S1
3 = Ners
4 = S2

Masa Kerja (MK):

1 = < 5 tahun
2 = 5-10 tahun
3 = > 10 tahun

NO	UM	JK	PD	MK	Kinerja Perawat Honorer (Y)									Skor
					1	2	3	4	5	6	7	8	9	
1	3	1	3	3	5	4	4	4	5	5	4	4	5	40
2	3	2	3	3	5	4	5	4	4	5	4	4	5	40
3	2	1	3	3	4	4	4	4	4	4	5	5	5	39
4	1	2	3	1	4	5	4	4	5	5	5	5	4	41
5	1	1	2	1	4	4	4	5	4	4	4	4	5	38
6	1	2	3	1	4	4	5	4	5	5	5	4	4	40
7	1	2	1	1	4	4	4	4	4	4	5	5	5	39
8	2	2	2	2	4	4	4	4	4	4	4	4	4	36
9	2	2	2	1	4	4	5	4	5	5	4	5	4	40
10	2	1	3	1	4	4	4	4	4	5	4	4	4	37
11	1	2	1	1	4	4	4	4	4	4	5	5	4	38
12	2	2	2	1	4	4	4	4	4	4	5	4	4	37
13	2	2	2	2	4	4	5	4	4	5	4	4	4	38
14	1	2	3	1	4	4	4	4	4	4	4	4	4	36
15	1	2	2	1	4	4	4	4	4	4	4	4	4	36
16	3	2	1	3	4	4	4	5	4	4	4	4	4	37
17	1	1	2	2	4	5	4	4	4	4	4	4	4	37
18	2	2	1	2	5	4	4	5	5	4	4	4	5	40
19	2	1	3	1	4	4	4	4	4	5	5	4	4	38
20	3	2	2	2	5	4	5	5	5	5	5	4	5	43
21	1	2	1	1	4	5	5	4	5	4	5	4	4	40
22	2	2	2	2	4	5	4	5	4	5	4	5	4	40
23	3	1	3	2	4	4	5	4	4	5	4	5	4	39
24	2	2	1	1	4	5	5	4	4	5	4	4	4	39
25	2	2	2	3	4	4	4	5	5	5	4	5	4	40
26	2	1	1	2	4	4	5	4	4	4	4	5	4	38
27	2	2	1	2	4	5	5	4	4	5	4	4	4	39
28	1	2	2	1	5	4	5	5	5	4	5	4	5	42
29	2	2	2	2	4	5	5	5	4	5	5	5	4	42
30	2	2	2	2	5	5	5	5	4	4	5	4	4	41
31	3	1	1	3	4	4	4	5	4	5	5	5	4	40
32	3	1	2	2	5	5	5	4	5	4	4	5	5	42
33	1	2	2	2	4	5	5	5	4	5	5	5	4	42
34	2	2	2	2	4	4	4	4	5	5	5	5	4	40
35	1	1	2	1	5	5	5	5	5	5	5	5	5	45
36	2	2	3	2	5	4	4	4	5	5	4	4	5	40
37	2	2	2	3	5	4	5	4	4	5	4	4	5	40
38	2	1	3	2	4	4	4	4	4	4	5	5	5	39
39	1	2	3	1	4	5	4	4	5	5	5	5	4	41
40	2	2	3	2	4	4	4	5	4	4	4	4	5	38
41	1	2	2	1	4	4	5	4	5	5	5	4	4	40
42	1	1	2	2	3	4	4	3	4	4	3	5	5	35
43	1	2	3	1	4	4	4	4	4	4	4	4	4	36
44	3	2	3	2	4	4	5	4	3	5	4	5	4	38
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48	2	2	2	3	4	4	5	4	4	5	3	4	4	37
49	2	2	2	3	4	4	4	4	4	4	4	4	4	36
50	2	2	2	1	4	4	4	4	4	4	5	4	3	36
51	2	2	2	3	3	4	4	4	5	5	5	5	4	39
52	1	1	2	1	5	5	5	5	5	5	5	5	5	45
53	2	1	3	1	5	4	4	4	5	5	4	4	5	40
54	3	2	2	3	5	4	5	4	4	5	3	4	5	39
55	2	1	3	2	3	4	4	4	4	3	5	5	3	35
56	1	2	3	1	4	5	4	4	5	5	5	5	4	41
57	2	2	3	1	4	4	4	5	4	4	4	4	5	38
58	1	2	2	1	4	4	5	3	5	5	3	4	4	37
59	1	1	2	1	4	4	4	4	4	4	5	5	5	39

Frequency Table

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-30 tahun	21	35.6	35.6	35.6
31-40 tahun	29	49.2	49.2	84.7
> 40 tahun	9	15.3	15.3	100.0
Total	59	100.0	100.0	

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	18	30.5	30.5	30.5
Perempuan	41	69.5	69.5	100.0
Total	59	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid D3	9	15.3	15.3	15.3
S1	31	52.5	52.5	67.8
Ners	19	32.2	32.2	100.0
Total	59	100.0	100.0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 5 tahun	25	42.4	42.4	42.4
5-10 tahun	22	37.3	37.3	79.7
> 10 tahun	12	20.3	20.3	100.0
Total	59	100.0	100.0	

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.717 ^a	.514	.496	1.608

a. Predictors: (Constant), Disiplin Kerja, Kompensasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	152.913	2	76.457	29.566	.000 ^b
	Residual	144.816	56	2.586		
	Total	297.729	58			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Disiplin Kerja, Kompensasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.439	5.011		.088	.930
	Kompensasi	.381	.092	.394	4.115	.000
	Disiplin Kerja	.606	.113	.513	5.357	.000

a. Dependent Variable: Kinerja

Correlations

		K1	K2	K3	K4	K5	K6	K7	K8	K9	Kompensasi
K1	Pearson Correlation	1	.108	.084	.366**	.165	.036	.212	.230	.324*	.613**
	Sig. (2-tailed)		.415	.529	.004	.212	.789	.106	.080	.012	.000
	N	59	59	59	59	59	59	59	59	59	59
K2	Pearson Correlation	.108	1	-.113	-.043	.174	.203	-.056	-.129	.066	.292*
	Sig. (2-tailed)	.415		.392	.746	.186	.123	.672	.330	.619	.025
	N	59	59	59	59	59	59	59	59	59	59
K3	Pearson Correlation	.084	-.113	1	.481**	-.130	-.115	.192	.145	.152	.423**
	Sig. (2-tailed)	.529	.392		.000	.326	.385	.145	.272	.251	.001
	N	59	59	59	59	59	59	59	59	59	59
K4	Pearson Correlation	.366**	-.043	.481**	1	.058	-.071	.262*	.284*	.304*	.633**
	Sig. (2-tailed)	.004	.746	.000		.661	.592	.045	.029	.019	.000
	N	59	59	59	59	59	59	59	59	59	59
K5	Pearson Correlation	.165	.174	-.130	.058	1	.289*	.291*	-.103	.195	.446**
	Sig. (2-tailed)	.212	.186	.326	.661		.027	.025	.438	.139	.000
	N	59	59	59	59	59	59	59	59	59	59
K6	Pearson Correlation	.036	.203	-.115	-.071	.289*	1	.075	-.171	.083	.279*
	Sig. (2-tailed)	.789	.123	.385	.592	.027		.573	.197	.534	.033
	N	59	59	59	59	59	59	59	59	59	59
K7	Pearson Correlation	.212	-.056	.192	.262*	.291*	.075	1	.125	.333**	.549**
	Sig. (2-tailed)	.106	.672	.145	.045	.025	.573		.347	.010	.000
	N	59	59	59	59	59	59	59	59	59	59
K8	Pearson Correlation	.230	-.129	.145	.284*	-.103	-.171	.125	1	.361**	.381**
	Sig. (2-tailed)	.080	.330	.272	.029	.438	.197	.347		.005	.003
	N	59	59	59	59	59	59	59	59	59	59
K9	Pearson Correlation	.324*	.066	.152	.304*	.195	.083	.333**	.361**	1	.656**
	Sig. (2-tailed)	.012	.619	.251	.019	.139	.534	.010	.005		.000
	N	59	59	59	59	59	59	59	59	59	59
Kompensasi	Pearson Correlation	.613**	.292*	.423**	.633**	.446**	.279*	.549**	.381**	.656**	1
	Sig. (2-tailed)	.000	.025	.001	.000	.000	.033	.000	.003	.000	
	N	59	59	59	59	59	59	59	59	59	59

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.678	9

Correlations

		DK1	DK2	DK3	DK4	DK5	DK6	DK7	DK8	DK9	Disiplin Kerja
DK1	Pearson Correlation	1	-.091	.071	.092	.035	.086	-.349**	.524**	-.187	.312*
	Sig. (2-tailed)		.491	.594	.490	.794	.519	.007	.000	.156	.016
	N	59	59	59	59	59	59	59	59	59	59
DK2	Pearson Correlation	-.091	1	-.226	-.040	.131	-.250	.027	.070	.121	.256
	Sig. (2-tailed)	.491		.086	.766	.321	.056	.837	.596	.363	.050
	N	59	59	59	59	59	59	59	59	59	59
DK3	Pearson Correlation	.071	-.226	1	.174	.336**	.289*	.359**	-.109	.036	.523**
	Sig. (2-tailed)	.594	.086		.188	.009	.027	.005	.412	.788	.000
	N	59	59	59	59	59	59	59	59	59	59
DK4	Pearson Correlation	.092	-.040	.174	1	.174	.107	.204	-.022	.030	.450**
	Sig. (2-tailed)	.490	.766	.188		.188	.418	.121	.871	.819	.000
	N	59	59	59	59	59	59	59	59	59	59
DK5	Pearson Correlation	.035	.131	.336**	.174	1	.107	-.005	.063	.252	.603**
	Sig. (2-tailed)	.794	.321	.009	.188		.418	.972	.634	.054	.000
	N	59	59	59	59	59	59	59	59	59	59
DK6	Pearson Correlation	.086	-.250	.289*	.107	.107	1	-.069	-.020	.108	.351**
	Sig. (2-tailed)	.519	.056	.027	.418	.418		.602	.880	.416	.006
	N	59	59	59	59	59	59	59	59	59	59
DK7	Pearson Correlation	-.349**	.027	.359**	.204	-.005	-.069	1	-.168	.128	.299*
	Sig. (2-tailed)	.007	.837	.005	.121	.972	.602		.204	.333	.021
	N	59	59	59	59	59	59	59	59	59	59
DK8	Pearson Correlation	.524**	.070	-.109	-.022	.063	-.020	-.168	1	.341**	.431**
	Sig. (2-tailed)	.000	.596	.412	.871	.634	.880	.204		.008	.001
	N	59	59	59	59	59	59	59	59	59	59
DK9	Pearson Correlation	-.187	.121	.036	.030	.252	.108	.128	.341**	1	.458**
	Sig. (2-tailed)	.156	.363	.788	.819	.054	.416	.333	.008		.000
	N	59	59	59	59	59	59	59	59	59	59
Disiplin Kerja	Pearson Correlation	.312*	.256	.523**	.450**	.603**	.351**	.299*	.431**	.458**	1
	Sig. (2-tailed)	.016	.050	.000	.000	.000	.006	.021	.001	.000	
	N	59	59	59	59	59	59	59	59	59	59

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

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

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

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.637	9

Correlations

		KPH1	KPH2	KPH3	KPH4	KPH5	KPH6	KPH7	KPH8	KPH9	Kinerja
KPH1	Pearson Correlation	1	.144	.371**	.338**	.389**	.264*	-.081	-.254	.559**	.625**
	Sig. (2-tailed)		.275	.004	.009	.002	.043	.540	.052	.000	.000
	N	59	59	59	59	59	59	59	59	59	59
KPH2	Pearson Correlation	.144	1	.289*	.237	.206	.198	.231	.247	-.074	.531**
	Sig. (2-tailed)	.275		.026	.070	.118	.133	.078	.059	.576	.000
	N	59	59	59	59	59	59	59	59	59	59
KPH3	Pearson Correlation	.371**	.289*	1	.066	.130	.386**	-.112	-.052	.086	.473**
	Sig. (2-tailed)	.004	.026		.618	.325	.003	.399	.693	.517	.000
	N	59	59	59	59	59	59	59	59	59	59
KPH4	Pearson Correlation	.338**	.237	.066	1	.068	.011	.279*	.034	.203	.507**
	Sig. (2-tailed)	.009	.070	.618		.611	.934	.032	.796	.122	.000
	N	59	59	59	59	59	59	59	59	59	59
KPH5	Pearson Correlation	.389**	.206	.130	.068	1	.334**	.156	.089	.221	.602**
	Sig. (2-tailed)	.002	.118	.325	.611		.010	.237	.503	.093	.000
	N	59	59	59	59	59	59	59	59	59	59
KPH6	Pearson Correlation	.264*	.198	.386**	.011	.334**	1	-.109	.056	.004	.483**
	Sig. (2-tailed)	.043	.133	.003	.934	.010		.413	.675	.977	.000
	N	59	59	59	59	59	59	59	59	59	59
KPH7	Pearson Correlation	-.081	.231	-.112	.279*	.156	-.109	1	.351**	-.132	.390**
	Sig. (2-tailed)	.540	.078	.399	.032	.237	.413		.006	.321	.002
	N	59	59	59	59	59	59	59	59	59	59
KPH8	Pearson Correlation	-.254	.247	-.052	.034	.089	.056	.351**	1	-.013	.331*
	Sig. (2-tailed)	.052	.059	.693	.796	.503	.675	.006		.925	.010
	N	59	59	59	59	59	59	59	59	59	59
KPH9	Pearson Correlation	.559**	-.074	.086	.203	.221	.004	-.132	-.013	1	.438**
	Sig. (2-tailed)	.000	.576	.517	.122	.093	.977	.321	.925		.001
	N	59	59	59	59	59	59	59	59	59	59
Kinerja	Pearson Correlation	.625**	.531**	.473**	.507**	.602**	.483**	.390**	.331*	.438**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.002	.010	.001	
	N	59	59	59	59	59	59	59	59	59	59

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

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

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

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.688	9

Frequency Table

K1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	4	6.8	6.8	6.8
	Setuju	25	42.4	42.4	49.2
	Sangat Setuju	30	50.8	50.8	100.0
	Total	59	100.0	100.0	

K2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.4	3.4	3.4
	Setuju	26	44.1	44.1	47.5
	Sangat Setuju	31	52.5	52.5	100.0
	Total	59	100.0	100.0	

K3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	4	6.8	6.8	6.8
	Setuju	28	47.5	47.5	54.2
	Sangat Setuju	27	45.8	45.8	100.0
	Total	59	100.0	100.0	

K4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.4	3.4	3.4
	Setuju	31	52.5	52.5	55.9
	Sangat Setuju	26	44.1	44.1	100.0
	Total	59	100.0	100.0	

K5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.4	3.4	3.4
	Setuju	33	55.9	55.9	59.3
	Sangat Setuju	24	40.7	40.7	100.0
	Total	59	100.0	100.0	

K6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.4	3.4	3.4
	Setuju	45	76.3	76.3	79.7
	Sangat Setuju	12	20.3	20.3	100.0
	Total	59	100.0	100.0	

K7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.4	3.4	3.4
	Setuju	43	72.9	72.9	76.3
	Sangat Setuju	14	23.7	23.7	100.0
	Total	59	100.0	100.0	

K8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	1	1.7	1.7	1.7
	Setuju	45	76.3	76.3	78.0
	Sangat Setuju	13	22.0	22.0	100.0
	Total	59	100.0	100.0	

K9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.4	3.4	3.4
	Setuju	27	45.8	45.8	49.2
	Sangat Setuju	30	50.8	50.8	100.0
	Total	59	100.0	100.0	

DK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	26	44.1	44.1	44.1
	Sangat Setuju	33	55.9	55.9	100.0
	Total	59	100.0	100.0	

DK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	4	6.8	6.8	6.8
	Setuju	23	39.0	39.0	45.8
	Sangat Setuju	32	54.2	54.2	100.0
	Total	59	100.0	100.0	

DK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	5	8.5	8.5	8.5
	Setuju	42	71.2	71.2	79.7
	Sangat Setuju	12	20.3	20.3	100.0
	Total	59	100.0	100.0	

DK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.4	3.4	3.4
	Setuju	43	72.9	72.9	76.3
	Sangat Setuju	14	23.7	23.7	100.0
	Total	59	100.0	100.0	

DK5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	5	8.5	8.5	8.5
	Setuju	34	57.6	57.6	66.1
	Sangat Setuju	20	33.9	33.9	100.0
	Total	59	100.0	100.0	

DK6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	3	5.1	5.1	5.1
	Setuju	41	69.5	69.5	74.6
	Sangat Setuju	15	25.4	25.4	100.0
	Total	59	100.0	100.0	

DK7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	1	1.7	1.7	1.7
	Setuju	37	62.7	62.7	64.4
	Sangat Setuju	21	35.6	35.6	100.0
	Total	59	100.0	100.0	

DK8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	28	47.5	47.5	47.5
	Sangat Setuju	31	52.5	52.5	100.0
	Total	59	100.0	100.0	

DK9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	46	78.0	78.0	78.0
	Sangat Setuju	13	22.0	22.0	100.0
	Total	59	100.0	100.0	

KPH1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	4	6.8	6.8	6.8
	Setuju	42	71.2	71.2	78.0
	Sangat Setuju	13	22.0	22.0	100.0
	Total	59	100.0	100.0	

KPH2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	45	76.3	76.3	76.3
	Sangat Setuju	14	23.7	23.7	100.0
	Total	59	100.0	100.0	

KPH3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	36	61.0	61.0	61.0
	Sangat Setuju	23	39.0	39.0	100.0
	Total	59	100.0	100.0	

KPH4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.4	3.4	3.4
	Setuju	42	71.2	71.2	74.6
	Sangat Setuju	15	25.4	25.4	100.0
	Total	59	100.0	100.0	

KPH5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	2	3.4	3.4	3.4
	Setuju	37	62.7	62.7	66.1
	Sangat Setuju	20	33.9	33.9	100.0
	Total	59	100.0	100.0	

KPH6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	1	1.7	1.7	1.7
	Setuju	26	44.1	44.1	45.8
	Sangat Setuju	32	54.2	54.2	100.0
	Total	59	100.0	100.0	

KPH7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ragu-Ragu	4	6.8	6.8	6.8
	Setuju	28	47.5	47.5	54.2
	Sangat Setuju	27	45.8	45.8	100.0
	Total	59	100.0	100.0	

KPH8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	34	57.6	57.6	57.6
	Sangat Setuju	25	42.4	42.4	100.0
	Total	59	100.0	100.0	

KPH9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Ragu-Ragu	3	5.1	5.1	5.1
Setuju	36	61.0	61.0	66.1
Sangat Setuju	20	33.9	33.9	100.0
Total	59	100.0	100.0	