

# LAMPIRAN

## Lampiran 1 Kuesioner

### **PERSETUJUAN MENJADI RESPONDEN**

Setelah saya membaca maksud dan tujuan dari penelitian ini maka saya menyatakan bahwa saya bersedia menjadi responden dalam penelitian ini.

No. Responden : \_\_\_\_\_

Tanggal Pengisian : \_\_\_\_\_

Tanda tangan : \_\_\_\_\_

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#### **A. IDENTITAS RESPONDEN**

Pertanyaan-pertanyaan berikut akan kami jaga kerahasiaannya. Beri tanda (X) pada salah satu jawaban yang menurut Bapak/Ibu/Saudara/i paling tepat.

1. Jenis kelamin
  - Laki-laki
  - Perempuan
2. Usia anda saat ini
  - Dibawah 30 tahun
  - 30 tahun – 40 tahun
  - 41 tahun – 50 tahun
  - Diatas 50 tahun
3. Lama bekerja di RS PKU Muhammadiyah Yogyakarta
  - Kurang dari 5 tahun
  - 5 tahun – 10 tahun
  - Diatas 10 tahun
4. Status pernikahan
  - Belum menikah
  - Menikah
5. Pendidikan terakhir
  - SPK
  - D III Keperawatan
  - D IV Keperawatan
  - S1 Keperawatan
  - AKBID

## B. VARIABEL MOTIVASI

Petunjuk Pengisian :

Untuk no. 1 – 6 Berdasarkan pengalaman anda selama ini, isilah lajur motivasi kerja sesuai dengan kenyataan anda, dengan memberi tanda (x) pada kolom yang Anda pilih.

**SS** : berarti **Selalu** (apabila kegiatan tersebut senantiasa dilakukan terus menerus)

**S** : berarti **Sering** (apabila keadaan tersebut sering kali/kerap kali dilakukan)

**KK** : berarti **kadang – kadang** (apabila kegiatan tersebut tidak kerap kali/sesekali dilakukan)

**TP** : berarti **tidak pernah** (apabila kegiatan tersebut tidak pernah dilakukan)

Untuk no. 7 - 12. Berikan tanda silang (x) pada satu kolom yang tersedia dibawah huruf – huruf:

**SS, S, TS, dan STS** sesuai sikap saudara terhadap pernyataan – pernyataan berikut.

**SS** : berarti **sangat setuju**

**S** : berarti **setuju**

**TS** : berarti **tidak setuju**

**STS** : berarti **sangat tidak setuju**

| NO | PERNYATAAN   | JAWABAN |   |        |    |
|----|--|---------|---|--------|----|
|    |  | SS      | S | K<br>K | TP |
| 1  | Dalam melakukan tugas asuhan keperawatan, saya melakukan sesempurna mungkin sesuai dengan diagnosa keperawatan pasien dan standar asuhan keperawatan yang ada di rumah sakit |         |   |        |    |
| 2  | Saya mengupayakan setiap pasien yang saya rawat mengalami kemajuan dalam pemulihan kesehatan jiwanya (perbaikan)   |         |   |        |    |
| 3  | Dalam melaksanakan tugas sehari-hari saya merasa senang dan bahagia karena pekerjaan itu sudah menjadi tugas dan tanggung jawab saya.  |         |   |        |    |
| 4  | Saya ingin hasil pekerjaan saya diketahui oleh semua orang termasuk teman sejawat dan pimpinan   |         |   |        |    |
| 5  | Dalam menjalankan tugas, saya berkeinginan menyelesaikan pekerjaan yang belum pernah saya kerjakan sebelumnya.   |         |   |        |    |
| 6  | Hampir setiap pekerjaan dapat saya kerjakan dengan baik<br>melakukan tugas-tugas sebagaimana diperlukan  |         |   |        |    |

|    |   | SS | S | TS | STS |
|----|---|----|---|----|-----|
| 7  | Saya bangga menjadi perawat   |    |   |    |     |
| 8  | Atasan selalu mengkomunikasikan kepada saya segala sesuatu yang berhubungan dengan usaha pencapaian tugas (supervisi) |    |   |    |     |
| 9  | Honor yang saya terima sesuai dengan pekerjaan saya (tenaga yang saya keluarkan)                                      |    |   |    |     |
| 10 | Pekerjaan saya dihargai karena prestasi kerja saya yang baik  |    |   |    |     |
| 11 | Saya dapat bekerja dengan tim   |    |   |    |     |
| 12 | Saya diberi kesempatan untuk memperoleh pendidikan dan pelatihan untuk menunjang karir saya di rumah sakit            |    |   |    |     |

### C. VARIABEL LINGKUNGAN KERJA

Petunjuk Pengisian :1-10

Berikan tanda silang (x) pada satu kolom yang tersedia dibawah huruf – huruf: **SS, S, TS,** dan **STS** sesuai sikap saudara terhadap pernyataan – pernyataan berikut.

**SS** : berarti **sangat setuju**

**S** : berarti **setuju**

**TS** : berarti **tidak setuju**

**STS** : berarti **sangat tidak setuju**

| NO                      | PERNYATAAN   | JAWABAN |   |    |     |
|-------------------------|--|---------|---|----|-----|
|                         |  | SS      | S | TS | STS |
| <b>LINGKUNGAN FISIK</b> |  |         |   |    |     |
| 1                       | Warna ruangan, warna seragam yang ada di lingkungan RS PKU Muhammadiyah Yogyakarta membangkitkan kerja saya.         |         |   |    |     |
| 2                       | Kebersihan alat-alat kesehatan yang saya gunakan, dan perabot ditempat saya bekerja, sangat terpelihara              |         |   |    |     |
| 3                       | Penerangan (matahari dan lampu) ruangan kerja saya ,cukup membuat nyaman sehingga membuat saya lebih teliti bekerja. |         |   |    |     |
| 4                       | Pertukaran udara (suhu) dalam ruangan bekerja saya cukup nyaman.   |         |   |    |     |
| 5                       | Penataan tata ruang di bagian saya, memberikan kenyamanan dalam bekerja dan ruang gerak tidak sempit.                |         |   |    |     |
| 6                       | kondisi lingkungan tempat kerja aman yang  |         |   |    |     |

|                             |  |  |  |  |  |
|-----------------------------|--|--|--|--|--|
|                             | dilaksanakan oleh manajemen RS untuk melindungi perawat pada khususnya, dari Penyakit Akibat Kerja (PAK), mencegah terjadinya Kecelakaan Akibat Kerja (KAK). |  |  |  |  |
| <b>LINGKUNGAN NON FISIK</b> |  |  |  |  |  |
| 7                           | Sesama perawat ditempat saya bekerja sangat kompak dan ramah satu sama lain.   |  |  |  |  |
| 8                           | Konflik, beda pendapat diselesaikan dengan terbuka dan baik.   |  |  |  |  |
| 9                           | Saya dapat berbicara terbuka dengan tim (dokter, supervisor) mengenai rencana diagnosa keperawatan.  |  |  |  |  |
| 10                          | Atasan tidak membeda-bedakan sesama perawat, tidak ada perlakuan khusus (diskriminasi)   |  |  |  |  |

#### D. VARIABEL KINERJA PERAWAT

Petunjuk pengisian: 1 – 20

Berikan tanda silang (x) pada satu kolom yang tersedia dibawah huruf – huruf: **SS, S, TS,** dan **STS** sesuai sikap saudara terhadap pernyataan – pernyataan berikut.

**SS** : berarti **Selalu** (apabila kegiatan tersebut senantiasa dilakukan terus menerus)

**S** : berarti **Sering** (apabila keadaan tersebut sering kali/kerap kali dilakukan)

**KK** : berarti **kadang – kadang** (apabila kegiatan tersebut tidak kerap kali/sesekali dilakukan)

**TP** : berarti **tidak pernah** (apabila kegiatan tersebut tidak pernah dilakukan)

| NO                  | PERNYATAAN  | JAWABAN |   |    |    |
|---------------------|---|---------|---|----|----|
|                     |   | SS      | S | KK | TP |
| <b>PENGENKAJIAN</b> |   |         |   |    |    |
| 1                   | Melaksanakan pengkajian pada klien saat klien masuk rumah sakit             |         |   |    |    |
| 2                   | Melengkapi format catatan pengkajian klien (buku status klien) dengan tepat |         |   |    |    |
| 3                   | Menilai kondisi klien secara terus menerus                                  |         |   |    |    |
| 4                   | Menilai kebutuhan akan klien/keluarga                                       |         |   |    |    |
| 5                   | Membuat prioritas masalah   |         |   |    |    |

| <b>DIAGNOSIS KEPERAWATAN</b> |   |  |  |  |  |
|------------------------------|---|--|--|--|--|
| 6                            | Membuat diagnosis keperawatan yang terdiri atas analisis, interpretasi data, identifikasi masalah pasien dan perumusan diagnosis keperawatan. |  |  |  |  |
| 7                            | Membuat perumusan diagnosa keperawatan terdiri dari PES (problem/masalah, etiologi/penyebab, dan symptom/tanda dan gejala).                   |  |  |  |  |
| 8                            | Memvalidasi diagnosis keperawatan bekerjasama dengan klien, dan petugas kesehatan lain.   |  |  |  |  |
| 9                            | Bila menemukan masalah baru, melakukan pengkajian ulang, dan merevisi diagnosis berdasarkan data terbaru.                                     |  |  |  |  |
| <b>PERENCANAAN</b>           |   |  |  |  |  |
| 10                           | Membuat rencana keperawatan berdasarkan kebutuhan klien   |  |  |  |  |
| 11                           | Bekerja sama dengan anggota tim kesehatan yang lain dalam merencanakan keperawatan  |  |  |  |  |
| 12                           | Membuat penjadwalan dalam melaksanakan rencana keperawatan  |  |  |  |  |
| <b>IMPLEMENTASI</b>          |   |  |  |  |  |
| 13                           | Memberikan asuhan keperawatan secara menyeluruh (holistik) kepada klien yang menjadi tanggung jawabnya.                                       |  |  |  |  |
| 14                           | Menghormati martabat dan rahasia klien  |  |  |  |  |
| 15                           | Mampu berfungsi secara cepat dan tepat dalam situasi kegawatan  |  |  |  |  |
| 16                           | Melaksanakan program pendidikan kepada klien dan keluarga   |  |  |  |  |
| 17                           | Bekerjasama dengan anggota tim kesehatan lain dalam memberikan asuhan keperawatan   |  |  |  |  |
| <b>EVALUASI</b>              |   |  |  |  |  |
| 18                           | Mengevaluasi dan menyesuaikan rencana keperawatan sesuai kebutuhan klien  |  |  |  |  |
| 19                           | Mengevaluasi praktik keperawatan dengan dibandingkan standar keperawatan  |  |  |  |  |
| 20                           | Evaluasi dilakukan terus-menerus  |  |  |  |  |

Lampiran 2 HASIL DATA VALIDITAS DAN RELIABILITAS

| No | M. Intrinsik |   |   |   |   |   | M. Ekstrinsik  |   |   |   |   |   | Ling. Non Fisik |                |   |   | Ling. Fisik |   |                |   |   |   | Kinerja Perawat |   |   |                |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
|----|--------------|---|---|---|---|---|----------------|---|---|---|---|---|-----------------|----------------|---|---|-------------|---|----------------|---|---|---|-----------------|---|---|----------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|    | 1            | 2 | 3 | 4 | 5 | 6 | X <sub>1</sub> | 1 | 2 | 3 | 4 | 5 | 6               | X <sub>2</sub> | 1 | 2 | 3           | 4 | X <sub>3</sub> | 1 | 2 | 3 | 4               | 5 | 6 | X <sub>4</sub> | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 |   |   |   |   |   |   |   |
| 1  | 3            | 3 | 2 | 2 | 3 | 3 | 1              | 6 | 3 | 3 | 3 | 3 | 3               | 3              | 1 | 4 | 3           | 3 | 3              | 3 | 2 | 2 | 3               | 3 | 2 | 5              | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 |   |   |   |   |   |
| 2  | 4            | 3 | 3 | 4 | 4 | 4 | 2              | 3 | 3 | 3 | 3 | 3 | 3               | 8              | 2 | 2 | 2           | 2 | 8              | 3 | 3 | 3 | 2               | 2 | 3 | 6              | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 |   |   |   |   |
| 3  | 3            | 3 | 3 | 3 | 3 | 3 | 1              | 8 | 2 | 2 | 3 | 3 | 2               | 2              | 4 | 3 | 3           | 3 | 3              | 2 | 2 | 2 | 3               | 3 | 5 | 2              | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |   |   |   |   |
| 4  | 4            | 3 | 4 | 3 | 4 | 3 | 1              | 3 | 3 | 3 | 3 | 3 | 3               | 8              | 3 | 2 | 3           | 4 | 2              | 3 | 3 | 3 | 3               | 3 | 8 | 3              | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |   |   |   |   |
| 5  | 4            | 3 | 4 | 3 | 3 | 3 | 0              | 4 | 3 | 3 | 3 | 3 | 3               | 9              | 3 | 3 | 3           | 3 | 2              | 2 | 2 | 3 | 3               | 2 | 4 | 3              | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |   |   |   |   |
| 6  | 3            | 3 | 3 | 2 | 3 | 3 | 1              | 7 | 3 | 3 | 3 | 3 | 4               | 9              | 2 | 2 | 2           | 2 | 8              | 2 | 2 | 3 | 3               | 3 | 5 | 3              | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 3 |   |   |   |
| 7  | 4            | 4 | 3 | 3 | 3 | 2 | 1              | 9 | 3 | 3 | 3 | 3 | 4               | 9              | 3 | 3 | 3           | 3 | 2              | 4 | 3 | 3 | 4               | 3 | 0 | 3              | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |   |   |   |   |
| 8  | 4            | 4 | 4 | 4 | 4 | 4 | 1              | 4 | 3 | 3 | 3 | 3 | 3               | 9              | 3 | 3 | 3           | 3 | 2              | 3 | 3 | 4 | 4               | 4 | 2 | 3              | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 2 |   |   |   |   |
| 9  | 3            | 3 | 3 | 3 | 3 | 3 | 1              | 8 | 3 | 4 | 3 | 4 | 3               | 0              | 3 | 3 | 3           | 4 | 3              | 3 | 3 | 4 | 3               | 4 | 0 | 3              | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |   |   |
| 0  | 3            | 3 | 3 | 3 | 3 | 3 | 1              | 8 | 3 | 3 | 3 | 3 | 3               | 8              | 4 | 4 | 4           | 4 | 6              | 4 | 4 | 4 | 3               | 4 | 2 | 3              | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |   |
| 1  | 3            | 3 | 3 | 3 | 2 | 3 | 1              | 7 | 4 | 3 | 3 | 3 | 3               | 9              | 3 | 3 | 3           | 3 | 2              | 4 | 3 | 3 | 3               | 4 | 0 | 3              | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |   |   |
| 2  | 3            | 3 | 3 | 3 | 3 | 3 | 1              | 8 | 3 | 3 | 3 | 3 | 4               | 9              | 3 | 3 | 3           | 3 | 2              | 3 | 3 | 4 | 3               | 4 | 0 | 3              | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |   |
| 3  | 4            | 4 | 3 | 4 | 3 | 3 | 1              | 3 | 3 | 3 | 3 | 3 | 3               | 8              | 3 | 3 | 3           | 3 | 2              | 2 | 2 | 3 | 3               | 2 | 4 | 3              | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 2 |   |
| 4  | 3            | 3 | 3 | 3 | 3 | 3 | 1              | 8 | 3 | 4 | 3 | 3 | 3               | 9              | 4 | 3 | 3           | 3 | 2              | 3 | 3 | 3 | 3               | 7 | 3 | 3              | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 |   |
| 5  | 4            | 4 | 4 | 3 | 3 | 4 | 1              | 2 | 3 | 3 | 3 | 3 | 3               | 8              | 3 | 3 | 3           | 2 | 1              | 3 | 3 | 3 | 3               | 8 | 4 | 4              | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |   |
| 6  | 3            | 3 | 3 | 3 | 3 | 3 | 1              | 8 | 3 | 4 | 3 | 3 | 3               | 9              | 3 | 3 | 4           | 3 | 3              | 3 | 3 | 4 | 4               | 2 | 3 | 3              | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 |
| 7  | 3            | 3 | 3 | 3 | 2 | 3 | 1              | 7 | 3 | 3 | 3 | 3 | 4               | 0              | 3 | 3 | 3           | 3 | 2              | 4 | 3 | 4 | 4               | 4 | 3 | 4              | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |   |
| 8  | 3            | 3 | 2 | 3 | 3 | 3 | 1              | 7 | 3 | 3 | 3 | 3 | 3               | 8              | 3 | 3 | 3           | 3 | 2              | 2 | 2 | 4 | 3               | 4 | 7 | 3              | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |
| 9  | 4            | 4 | 4 | 3 | 4 | 4 | 1              | 3 | 3 | 3 | 3 | 3 | 3               | 8              | 3 | 3 | 3           | 4 | 3              | 3 | 3 | 3 | 7               | 3 | 3 | 3              | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |   |
| 0  | 4            | 4 | 3 | 3 | 4 | 3 | 1              | 3 | 3 | 3 | 3 | 3 | 3               | 8              | 3 | 3 | 3           | 3 | 2              | 2 | 3 | 3 | 3               | 7 | 3 | 3              | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |   |
| 1  | 4            | 4 | 4 | 4 | 4 | 4 | 1              | 4 | 4 | 3 | 4 | 4 | 4               | 3              | 3 | 3 | 3           | 3 | 2              | 3 | 3 | 3 | 4               | 3 | 9 | 3              | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 |   |   |
| 2  | 3            | 3 | 3 | 3 | 3 | 3 | 1              | 8 | 3 | 3 | 3 | 3 | 4               | 9              | 3 | 3 | 3           | 3 | 2              | 2 | 2 | 2 | 3               | 2 | 4 | 3              | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 |   |
| 3  | 3            | 3 | 3 | 3 | 3 | 3 | 1              | 8 | 3 | 3 | 2 | 3 | 3               | 4              | 2 | 2 | 2           | 2 | 8              | 3 | 3 | 3 | 3               | 3 | 8 | 3              | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 2 |
| 4  | 3            | 2 | 3 | 2 | 3 | 2 | 1              | 5 | 4 | 4 | 3 | 3 | 4               | 2              | 3 | 3 | 3           | 4 | 3              | 3 | 3 | 2 | 3               | 7 | 3 | 2              | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 |   |   |
| 5  | 3            | 3 | 2 | 3 | 3 | 3 | 1              | 7 | 3 | 3 | 3 | 3 | 3               | 8              | 3 | 3 | 3           | 3 | 2              | 3 | 3 | 3 | 3               | 8 | 3 | 3              | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 2 |   |   |
| 6  | 4            | 4 | 4 | 3 | 3 | 4 | 1              | 2 | 4 | 4 | 3 | 4 | 4               | 4              | 3 | 3 | 2           | 3 | 1              | 3 | 3 | 3 | 3               | 7 | 3 | 3              | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |   |   |
| 7  | 3            | 3 | 3 | 3 | 3 | 3 | 1              | 8 | 3 | 3 | 3 | 3 | 3               | 8              | 3 | 3 | 3           | 3 | 2              | 2 | 2 | 3 | 3               | 5 | 3 | 3              | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |   |   |
| 8  | 3            | 3 | 3 | 4 | 3 | 3 | 1              | 9 | 3 | 3 | 3 | 3 | 3               | 8              | 3 | 3 | 2           | 3 | 1              | 2 | 2 | 3 | 2               | 4 | 3 | 3              | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |   |
| 9  | 3            | 3 | 3 | 4 | 3 | 2 | 1              | 8 | 4 | 4 | 4 | 3 | 4               | 3              | 3 | 3 | 3           | 3 | 2              | 4 | 4 | 4 | 4               | 4 | 2 | 4              | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 |   |
| 0  | 3            | 3 | 3 | 4 | 3 | 3 | 1              | 9 | 4 | 4 | 4 | 4 | 4               | 4              | 4 | 3 | 3           | 3 | 4              | 3 | 3 | 4 | 3               | 9 | 3 | 3              | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 4 |   |

Lampiran 3                    **DATA PENELITIAN**

| NO | MOTIVASI<br>INTRINSIK | MOTIVASI<br>EKSTRINSIK | LINGKUNGAN<br>NON FISIK | LINGKUNGAN<br>FISIK | KINERJA |
|----|-----------------------|------------------------|-------------------------|---------------------|---------|
| 1  | 20                    | 21                     | 15                      | 22                  | 78      |
| 2  | 21                    | 21                     | 12                      | 18                  | 66      |
| 3  | 22                    | 19                     | 15                      | 18                  | 79      |
| 4  | 22                    | 22                     | 14                      | 16                  | 77      |
| 5  | 17                    | 10                     | 14                      | 10                  | 66      |
| 6  | 15                    | 16                     | 11                      | 22                  | 76      |
| 7  | 22                    | 20                     | 14                      | 20                  | 69      |
| 8  | 17                    | 18                     | 11                      | 10                  | 60      |
| 9  | 21                    | 24                     | 16                      | 19                  | 69      |
| 10 | 22                    | 19                     | 16                      | 24                  | 71      |
| 11 | 17                    | 19                     | 12                      | 18                  | 60      |
| 12 | 20                    | 10                     | 12                      | 17                  | 64      |
| 13 | 20                    | 13                     | 12                      | 17                  | 64      |
| 14 | 20                    | 13                     | 12                      | 17                  | 64      |
| 15 | 20                    | 13                     | 12                      | 17                  | 64      |
| 16 | 19                    | 15                     | 11                      | 12                  | 64      |
| 17 | 22                    | 22                     | 16                      | 19                  | 77      |
| 18 | 20                    | 20                     | 16                      | 16                  | 67      |
| 19 | 22                    | 17                     | 10                      | 14                  | 72      |
| 20 | 18                    | 13                     | 12                      | 17                  | 60      |
| 21 | 20                    | 20                     | 16                      | 16                  | 66      |
| 22 | 17                    | 18                     | 12                      | 18                  | 60      |
| 23 | 17                    | 15                     | 6                       | 13                  | 55      |
| 24 | 21                    | 18                     | 12                      | 22                  | 62      |
| 25 | 19                    | 19                     | 15                      | 18                  | 68      |
| 26 | 20                    | 19                     | 8                       | 11                  | 62      |
| 27 | 16                    | 18                     | 10                      | 18                  | 60      |
| 28 | 16                    | 18                     | 10                      | 18                  | 60      |
| 29 | 15                    | 11                     | 9                       | 9                   | 53      |
| 30 | 20                    | 19                     | 13                      | 18                  | 67      |
| 31 | 20                    | 20                     | 15                      | 17                  | 68      |
| 32 | 23                    | 19                     | 11                      | 17                  | 79      |
| 33 | 17                    | 13                     | 9                       | 14                  | 58      |
| 34 | 23                    | 20                     | 15                      | 21                  | 80      |
| 35 | 22                    | 23                     | 14                      | 21                  | 80      |
| 36 | 22                    | 23                     | 15                      | 22                  | 80      |
| 37 | 18                    | 18                     | 12                      | 15                  | 76      |
| 38 | 16                    | 17                     | 10                      | 17                  | 61      |
| 39 | 20                    | 15                     | 14                      | 16                  | 62      |
| 40 | 18                    | 18                     | 12                      | 18                  | 60      |
| 41 | 18                    | 16                     | 13                      | 18                  | 76      |
| 42 | 24                    | 23                     | 16                      | 15                  | 76      |
| 43 | 22                    | 18                     | 12                      | 13                  | 68      |
| 44 | 19                    | 19                     | 12                      | 14                  | 72      |
| 45 | 19                    | 17                     | 10                      | 13                  | 65      |
| 46 | 19                    | 15                     | 13                      | 18                  | 72      |
| 47 | 20                    | 15                     | 11                      | 15                  | 67      |
| 48 | 24                    | 16                     | 13                      | 14                  | 61      |



|     |    |    |    |    |    |
|-----|----|----|----|----|----|
| 49  | 18 | 17 | 10 | 16 | 59 |
| 50  | 18 | 16 | 7  | 16 | 59 |
| 51  | 16 | 13 | 7  | 14 | 58 |
| 52  | 20 | 19 | 8  | 11 | 69 |
| 53  | 17 | 18 | 12 | 14 | 59 |
| 54  | 19 | 17 | 10 | 15 | 58 |
| 55  | 17 | 15 | 13 | 13 | 65 |
| 56  | 17 | 17 | 11 | 13 | 55 |
| 57  | 17 | 17 | 10 | 14 | 62 |
| 58  | 18 | 18 | 12 | 14 | 65 |
| 59  | 19 | 17 | 11 | 16 | 71 |
| 60  | 19 | 11 | 6  | 14 | 55 |
| 61  | 16 | 16 | 8  | 15 | 58 |
| 62  | 20 | 20 | 16 | 15 | 78 |
| 63  | 18 | 16 | 12 | 17 | 72 |
| 64  | 18 | 16 | 14 | 16 | 77 |
| 65  | 18 | 17 | 10 | 15 | 76 |
| 66  | 18 | 17 | 10 | 17 | 77 |
| 67  | 16 | 18 | 12 | 11 | 69 |
| 68  | 17 | 18 | 12 | 11 | 69 |
| 69  | 17 | 16 | 14 | 16 | 71 |
| 70  | 24 | 22 | 13 | 18 | 68 |
| 71  | 19 | 21 | 13 | 16 | 71 |
| 72  | 24 | 16 | 11 | 22 | 78 |
| 73  | 21 | 18 | 15 | 20 | 65 |
| 74  | 19 | 17 | 10 | 18 | 62 |
| 75  | 19 | 18 | 11 | 12 | 71 |
| 76  | 18 | 17 | 10 | 10 | 60 |
| 77  | 21 | 21 | 15 | 22 | 78 |
| 78  | 19 | 18 | 11 | 12 | 71 |
| 79  | 19 | 18 | 11 | 12 | 71 |
| 80  | 17 | 16 | 11 | 15 | 61 |
| 81  | 19 | 20 | 12 | 18 | 67 |
| 82  | 17 | 15 | 9  | 14 | 68 |
| 83  | 20 | 16 | 11 | 17 | 72 |
| 84  | 20 | 17 | 11 | 18 | 72 |
| 85  | 21 | 16 | 13 | 19 | 68 |
| 86  | 16 | 17 | 14 | 17 | 66 |
| 87  | 19 | 14 | 11 | 14 | 62 |
| 88  | 20 | 21 | 13 | 16 | 78 |
| 89  | 21 | 20 | 15 | 18 | 68 |
| 90  | 22 | 17 | 11 | 22 | 77 |
| 91  | 22 | 18 | 13 | 23 | 79 |
| 92  | 16 | 10 | 8  | 9  | 53 |
| 93  | 23 | 24 | 16 | 21 | 80 |
| 94  | 24 | 18 | 14 | 19 | 78 |
| 95  | 16 | 18 | 12 | 16 | 58 |
| 96  | 20 | 19 | 12 | 11 | 66 |
| 97  | 22 | 20 | 14 | 22 | 71 |
| 98  | 17 | 9  | 7  | 15 | 53 |
| 99  | 18 | 14 | 12 | 12 | 59 |
| 100 | 18 | 14 | 6  | 17 | 64 |
| 101 | 23 | 22 | 15 | 24 | 79 |

|     |    |    |    |    |    |
|-----|----|----|----|----|----|
| 102 | 17 | 14 | 6  | 15 | 58 |
| 103 | 21 | 15 | 11 | 18 | 60 |
| 104 | 20 | 18 | 8  | 19 | 69 |
| 105 | 21 | 20 | 13 | 18 | 69 |
| 106 | 22 | 20 | 16 | 24 | 79 |
| 107 | 19 | 18 | 13 | 15 | 65 |
| 108 | 24 | 24 | 15 | 24 | 80 |
| 109 | 20 | 15 | 11 | 12 | 64 |
| 110 | 19 | 17 | 14 | 17 | 61 |
| 111 | 16 | 16 | 9  | 17 | 61 |
| 112 | 16 | 16 | 9  | 17 | 61 |
| 113 | 19 | 19 | 12 | 18 | 66 |
| 114 | 16 | 17 | 14 | 17 | 62 |
| 115 | 21 | 18 | 13 | 18 | 65 |
| 116 | 19 | 15 | 7  | 13 | 66 |
| 117 | 18 | 14 | 12 | 15 | 59 |
| 118 | 19 | 16 | 10 | 11 | 59 |
| 119 | 16 | 18 | 8  | 14 | 58 |
| 120 | 18 | 11 | 7  | 10 | 55 |
| 121 | 21 | 19 | 12 | 21 | 77 |

## Lampiran 4

**ANALISIS IDENTITAS RESPONDEN****Jenis Kelamin**

|       |           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 13        | 10.7    | 10.7          | 10.7               |
|       | Perempuan | 108       | 89.3    | 89.3          | 100.0              |
|       | Total     | 121       | 100.0   | 100.0         |                    |

**Usia**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Dibawah 30 tahun    | 29        | 24.0    | 24.0          | 24.0               |
|       | 30 tahun - 40 tahun | 76        | 62.8    | 62.8          | 86.8               |
|       | 40 tahun - 50 tahun | 16        | 13.2    | 13.2          | 100.0              |
|       | Total               | 121       | 100.0   | 100.0         |                    |

**Lama Bekerja**

|       |                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Kurang dari 5 tahun | 36        | 29.8    | 29.8          | 29.8               |
|       | 5 tahun - 10 tahun  | 10        | 8.3     | 8.3           | 38.0               |
|       | Diatas 10 tahun     | 75        | 62.0    | 62.0          | 100.0              |
|       | Total               | 121       | 100.0   | 100.0         |                    |

**Status Pernikahan**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Belum menikah | 16        | 13.2    | 13.2          | 13.2               |
|       | Menikah       | 105       | 86.8    | 86.8          | 100.0              |
|       | Total         | 121       | 100.0   | 100.0         |                    |

**Pendidikan Terakhir**

|       |                   | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------------|-----------|---------|---------------|--------------------|
| Valid | SPK               | 7         | 5.8     | 5.8           | 5.8                |
|       | D III Keperawatan | 86        | 71.1    | 71.1          | 76.9               |
|       | S1 Keperawatan    | 21        | 17.4    | 17.4          | 94.2               |
|       | AKBID             | 7         | 5.8     | 5.8           | 100.0              |
|       | Total             | 121       | 100.0   | 100.0         |                    |

## Lampiran 5

**HASIL UJI VALIDITAS DAN RELIABILITAS****MOTIVASI INTRINSIK****Reliability****Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .831             | 6          |

**Item-Total Statistics**

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| MI 1 | 15.73                      | 3.789                          | .793                             | .767                             |
| MI 2 | 15.87                      | 3.913                          | .689                             | .787                             |
| MI 3 | 15.97                      | 3.826                          | .621                             | .800                             |
| MI 4 | 15.97                      | 4.309                          | .382                             | .850                             |
| MI 5 | 15.97                      | 4.102                          | .575                             | .809                             |
| MI 6 | 16.00                      | 3.931                          | .603                             | .803                             |

## MOTIVASI EKSTRINSIK

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .840             | 6          |

#### Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| ME 1 | 15.90                      | 2.783                          | .685                             | .800                             |
| ME 2 | 15.90                      | 2.714                          | .735                             | .789                             |
| ME 3 | 16.10                      | 3.610                          | .392                             | .851                             |
| ME 4 | 16.00                      | 3.379                          | .543                             | .830                             |
| ME 5 | 15.87                      | 2.740                          | .683                             | .801                             |
| ME 6 | 15.90                      | 2.783                          | .685                             | .800                             |

## LINGKUNGAN NON FISIK

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .840             | 4          |

#### Item-Total Statistics

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| LNF 1 | 8.87                       | 1.499                          | .743                             | .768                             |
| LNF 2 | 9.00                       | 1.586                          | .694                             | .791                             |
| LNF 3 | 8.93                       | 1.513                          | .740                             | .771                             |
| LNF 4 | 8.80                       | 1.407                          | .568                             | .863                             |

## LINGKUNGAN FISIK

### Reliability

#### Case Processing Summary

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .846             | 6          |

#### Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| LF 1 | 15.03                      | 4.792                          | .754                             | .793                             |
| LF 2 | 15.07                      | 5.375                          | .745                             | .799                             |
| LF 3 | 14.60                      | 5.834                          | .548                             | .835                             |
| LF 4 | 14.77                      | 6.116                          | .494                             | .843                             |
| LF 5 | 14.73                      | 5.926                          | .462                             | .851                             |
| LF 6 | 14.97                      | 4.861                          | .777                             | .788                             |

**KINERJA****Reliability****Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100.0 |
|       | Excluded <sup>a</sup> | 0  | .0    |
|       | Total                 | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .900             | 20         |

**Item-Total Statistics**

|       | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KI 1  | 54.03                      | 35.964                         | .456                             | .897                             |
| KI 2  | 54.17                      | 35.178                         | .428                             | .898                             |
| KI 3  | 54.27                      | 35.513                         | .431                             | .897                             |
| KI 4  | 54.53                      | 32.257                         | .765                             | .887                             |
| KI 5  | 54.00                      | 36.276                         | .469                             | .897                             |
| KI 6  | 54.10                      | 36.162                         | .401                             | .898                             |
| KI 7  | 54.37                      | 34.171                         | .525                             | .895                             |
| KI 8  | 54.47                      | 33.706                         | .632                             | .892                             |
| KI 9  | 54.20                      | 34.993                         | .505                             | .896                             |
| KI 10 | 54.13                      | 33.499                         | .666                             | .891                             |
| KI 11 | 54.20                      | 35.545                         | .497                             | .896                             |
| KI 12 | 54.53                      | 34.740                         | .452                             | .897                             |
| KI 13 | 54.17                      | 35.523                         | .442                             | .897                             |
| KI 14 | 54.27                      | 32.961                         | .634                             | .892                             |
| KI 15 | 54.27                      | 33.168                         | .604                             | .893                             |
| KI 16 | 54.30                      | 33.045                         | .666                             | .891                             |
| KI 17 | 54.07                      | 34.547                         | .495                             | .896                             |
| KI 18 | 54.10                      | 35.679                         | .513                             | .896                             |
| KI 19 | 54.20                      | 34.372                         | .533                             | .895                             |
| KI 20 | 54.53                      | 33.913                         | .470                             | .898                             |



## Lampiran 6

**ANALISIS DESKRIPTIF****Descriptive Statistics**

|                      | N   | Minimum | Maximum | Mean  | Std. Deviation |
|----------------------|-----|---------|---------|-------|----------------|
| Motivasi Intrinsik   | 121 | 15      | 24      | 19.26 | 2.265          |
| Motivasi Ekstrinsik  | 121 | 9       | 24      | 17.31 | 3.039          |
| Lingkungan Non Fisik | 121 | 6       | 16      | 11.79 | 2.547          |
| Lingkungan Fisik     | 121 | 9       | 24      | 16.34 | 3.482          |
| Kinerja              | 121 | 53      | 80      | 67.03 | 7.444          |
| Valid N (listwise)   | 121 |         |         |       |                |

## Lampiran 7

**KATEGORI 5 VARIABEL PENELITIAN**

Langkah-langkah dalam melakukan pengkategorian variabel (kategori 5) untuk variabel penelitian baik untuk variabel motivasi intrinsik, motivasi ekstrinsik, lingkungan non fisik, lingkungan fisik dan kinerja perawat adalah sebagai berikut:

1. Menentukan batas kategori skor untuk variabel penelitian
  - a. Menghitung *mean* hipotetik (M)
  - b. Menghitung standar deviasi hipotetik (SD)
  - c. Memasukkan hasil perhitungan ke dalam kategori

Menentukan batas kategori skor pada masing-masing variabel dapat dilihat pada tabel sebagai berikut:

| <b><u>Motivasi Intrinsik</u></b> |  |              |             |         |
|----------------------------------|--|--------------|-------------|---------|
| skor max                         | 4  | x            | 6           | = 24    |
| skor min                         | 1  | x            | 6           | = 6     |
| M teoritik                       | 30   | /            | 2           | = 15,00 |
| SD teoritik                      | 18   | /            | 6           | = 3,00  |
|                                  |  |              |             |         |
| Sangat tinggi                    | : $X \geq M + 1,5 \text{ SD}$                      |              |             |         |
| Tinggi                           | : $M + 0,5 \text{ SD} \leq X < M + 1,5 \text{ SD}$ |              |             |         |
| Sedang                           | : $M - 0,5 \text{ SD} \leq X < M + 0,5 \text{ SD}$ |              |             |         |
| Rendah                           | : $M - 1,5 \text{ SD} \leq X < M - 0,5 \text{ SD}$ |              |             |         |
| Sangat rendah                    | : $X \leq M - 1,5 \text{ SD}$                      |              |             |         |
|                                  |  |              |             |         |
|                                  | <b>Kategori</b>                                    |              | <b>Skor</b> |         |
| Sangat tinggi                    | :  | $X \geq$     | 19,50       |         |
| Tinggi                           | :  | $16,50 \leq$ | $X <$       | 19,50   |
| Sedang                           | :  | $13,50 \leq$ | $X <$       | 16,50   |
| Rendah                           | :  | $10,50 \leq$ | $X <$       | 13,50   |
| Sangat rendah                    | :  | $X <$        | 10,50       |         |

**Motivasi Ekstrinsik**

|             |    |   |   |   |       |
|-------------|----|---|---|---|-------|
| skor max    | 4  | x | 6 | = | 24    |
| skor min    | 1  | x | 6 | = | 6     |
| M teoritik  | 30 | / | 2 | = | 15,00 |
| SD teoritik | 18 | / | 6 | = | 3,00  |

|               |   |                                  |
|---------------|---|----------------------------------|
| Sangat tinggi | : | $X \geq M + 1,5 SD$              |
| Tinggi        | : | $M + 0,5 SD \leq X < M + 1,5 SD$ |
| Sedang        | : | $M - 0,5 SD \leq X < M + 0,5 SD$ |
| Rendah        | : | $M - 1,5 SD \leq X < M - 0,5 SD$ |
| Sangat rendah | : | $X \leq M - 1,5 SD$              |

| <b>Kategori</b> |   | <b>Skor</b>            |
|-----------------|---|------------------------|
| Sangat tinggi   | : | $X \geq 19,50$         |
| Tinggi          | : | $16,50 \leq X < 19,50$ |
| Sedang          | : | $13,50 \leq X < 16,50$ |
| Rendah          | : | $10,50 \leq X < 13,50$ |
| Sangat rendah   | : | $X < 10,50$            |

**Lingkungan Non Fisik**

|             |    |   |   |   |       |
|-------------|----|---|---|---|-------|
| skor max    | 4  | x | 4 | = | 16    |
| skor min    | 1  | x | 4 | = | 4     |
| M teoritik  | 20 | / | 2 | = | 10,00 |
| SD teoritik | 12 | / | 6 | = | 2,00  |

|               |   |                                  |
|---------------|---|----------------------------------|
| Sangat baik   | : | $X \geq M + 1,5 SD$              |
| Baik          | : | $M + 0,5 SD \leq X < M + 1,5 SD$ |
| Cukup         | : | $M - 0,5 SD \leq X < M + 0,5 SD$ |
| Kurang        | : | $M - 1,5 SD \leq X < M - 0,5 SD$ |
| Sangat kurang | : | $X \leq M - 1,5 SD$              |

| <b>Kategori</b> |   | <b>Skor</b>            |
|-----------------|---|------------------------|
| Sangat baik     | : | $X \geq 13,00$         |
| Baik            | : | $11,00 \leq X < 13,00$ |
| Cukup           | : | $9,00 \leq X < 11,00$  |
| Kurang          | : | $7,00 \leq X < 9,00$   |
| Sangat kurang   | : | $X < 7,00$             |

**Lingkungan Fisik**

|             |    |   |   |   |       |
|-------------|----|---|---|---|-------|
| skor max    | 4  | x | 6 | = | 24    |
| skor min    | 1  | x | 6 | = | 6     |
| M teoritik  | 30 | / | 2 | = | 15,00 |
| SD teoritik | 18 | / | 6 | = | 3,00  |

|               |   |                                  |
|---------------|---|----------------------------------|
| Sangat baik   | : | $X \geq M + 1,5 SD$              |
| Baik          | : | $M + 0,5 SD \leq X < M + 1,5 SD$ |
| Cukup         | : | $M - 0,5 SD \leq X < M + 0,5 SD$ |
| Kurang        | : | $M - 1,5 SD \leq X < M - 0,5 SD$ |
| Sangat kurang | : | $X \leq M - 1,5 SD$              |

| <b>Kategori</b> |   | <b>Skor</b>            |
|-----------------|---|------------------------|
| Sangat baik     | : | $X \geq 19,50$         |
| Baik            | : | $16,50 \leq X < 19,50$ |
| Cukup           | : | $13,50 \leq X < 16,50$ |
| Kurang          | : | $10,50 \leq X < 13,50$ |
| Sangat kurang   | : | $X < 10,50$            |

**Kinerja Perawat**

|             |     |   |    |   |       |
|-------------|-----|---|----|---|-------|
| skor max    | 4   | x | 20 | = | 80    |
| skor min    | 1   | x | 20 | = | 20    |
| M teoritik  | 100 | / | 2  | = | 50,00 |
| SD teoritik | 60  | / | 6  | = | 10,00 |

|               |   |                                  |
|---------------|---|----------------------------------|
| Sangat baik   | : | $X \geq M + 1,5 SD$              |
| Baik          | : | $M + 0,5 SD \leq X < M + 1,5 SD$ |
| Cukup         | : | $M - 0,5 SD \leq X < M + 0,5 SD$ |
| Kurang        | : | $M - 1,5 SD \leq X < M - 0,5 SD$ |
| Sangat kurang | : | $X \leq M - 1,5 SD$              |

| <b>Kategori</b> |   | <b>Skor</b>            |
|-----------------|---|------------------------|
| Sangat baik     | : | $X \geq 65,00$         |
| Baik            | : | $55,00 \leq X < 65,00$ |
| Cukup           | : | $45,00 \leq X < 55,00$ |
| Kurang          | : | $35,00 \leq X < 45,00$ |
| Sangat kurang   | : | $X < 35,00$            |

2. Kategorikan data penelitian untuk masing-masing variabel penelitian berdasarkan kategori tersebut.
3. Hasil kategorisasi dapat dilihat sebagai berikut:

**motivasi\_intrinsik**

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid sedang  | 15        | 12.4    | 12.4          | 12.4               |
| tinggi        | 52        | 43.0    | 43.0          | 55.4               |
| sangat tinggi | 54        | 44.6    | 44.6          | 100.0              |
| Total         | 121       | 100.0   | 100.0         |                    |

**motivasi\_ekstrinsik**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid sangat rendah | 4         | 3.3     | 3.3           | 3.3                |
| rendah              | 9         | 7.4     | 7.4           | 10.7               |
| sedang              | 30        | 24.8    | 24.8          | 35.5               |
| tinggi              | 52        | 43.0    | 43.0          | 78.5               |
| sangat tinggi       | 26        | 21.5    | 21.5          | 100.0              |
| Total               | 121       | 100.0   | 100.0         |                    |

**lingkungan\_non\_fisik**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid sangat kurang | 4         | 3.3     | 3.3           | 3.3                |
| kurang              | 11        | 9.1     | 9.1           | 12.4               |
| cukup               | 18        | 14.9    | 14.9          | 27.3               |
| baik                | 43        | 35.5    | 35.5          | 62.8               |
| sangat baik         | 45        | 37.2    | 37.2          | 100.0              |
| Total               | 121       | 100.0   | 100.0         |                    |

## lingkungan\_fisik

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | sangat kurang | 6         | 5.0     | 5.0           | 5.0                |
|       | kurang        | 18        | 14.9    | 14.9          | 19.8               |
|       | cukup         | 36        | 29.8    | 29.8          | 49.6               |
|       | baik          | 42        | 34.7    | 34.7          | 84.3               |
|       | sangat baik   | 19        | 15.7    | 15.7          | 100.0              |
|       | Total         | 121       | 100.0   | 100.0         |                    |

## kinerja\_perawat

|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | cukup       | 3         | 2.5     | 2.5           | 2.5                |
|       | baik        | 46        | 38.0    | 38.0          | 40.5               |
|       | sangat baik | 72        | 59.5    | 59.5          | 100.0              |
|       | Total       | 121       | 100.0   | 100.0         |                    |

## Lampiran 8

**UJI NORMALITAS****One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Motivasi<br>Intrinsik | Motivasi<br>Ekstrinsik | Lingkungan<br>Non Fisik |
|----------------------------------|----------------|-----------------------|------------------------|-------------------------|
| N                                |                | 121                   | 121                    | 121                     |
| Normal Parameters <sup>a,b</sup> | Mean           | 19.26                 | 17.31                  | 11.79                   |
|                                  | Std. Deviation | 2.265                 | 3.039                  | 2.547                   |
| Most Extreme<br>Differences      | Absolute       | .100                  | .103                   | .112                    |
|                                  | Positive       | .100                  | .097                   | .094                    |
|                                  | Negative       | -.077                 | -.103                  | -.112                   |
| Kolmogorov-Smirnov Z             |                | 1.102                 | 1.138                  | 1.233                   |
| Asymp. Sig. (2-tailed)           |                | .176                  | .150                   | .095                    |

a. Test distribution is Normal.

b. Calculated from data.

**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Lingkungan<br>Fisik | Kinerja |
|----------------------------------|----------------|---------------------|---------|
| N                                |                | 121                 | 121     |
| Normal Parameters <sup>a,b</sup> | Mean           | 16.34               | 67.03   |
|                                  | Std. Deviation | 3.482               | 7.444   |
| Most Extreme<br>Differences      | Absolute       | .118                | .109    |
|                                  | Positive       | .118                | .098    |
|                                  | Negative       | -.079               | -.109   |
| Kolmogorov-Smirnov Z             |                | 1.302               | 1.198   |
| Asymp. Sig. (2-tailed)           |                | .068                | .113    |

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran 9

**UJI LINIERITAS****Kinerja \* Motivasi Intrinsik**

ANOVA Table

|                              |                |                          | Sum of Squares | df  | Mean Square | F      | Sig. |
|------------------------------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| Kinerja * Motivasi Intrinsik | Between Groups | (Combined)               | 2963.863       | 9   | 329.318     | 9.917  | .000 |
|                              |                | Linearity                | 2493.720       | 1   | 2493.720    | 75.096 | .000 |
|                              |                | Deviation from Linearity | 470.142        | 8   | 58.768      | 1.770  | .091 |
|                              | Within Groups  |                          | 3686.005       | 111 | 33.207      |        |      |
|                              | Total          |                          | 6649.868       | 120 |             |        |      |

**Kinerja \* Motivasi Ekstrinsik**

ANOVA Table

|                               |                |                          | Sum of Squares | df  | Mean Square | F      | Sig. |
|-------------------------------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| Kinerja * Motivasi Ekstrinsik | Between Groups | (Combined)               | 2794.893       | 14  | 199.635     | 5.489  | .000 |
|                               |                | Linearity                | 2426.534       | 1   | 2426.534    | 66.722 | .000 |
|                               |                | Deviation from Linearity | 368.359        | 13  | 28.335      | .779   | .680 |
|                               | Within Groups  |                          | 3854.975       | 106 | 36.368      |        |      |
|                               | Total          |                          | 6649.868       | 120 |             |        |      |

**Kinerja \* Lingkungan Non Fisik**

ANOVA Table

|                                |                |                          | Sum of Squares | df  | Mean Square | F      | Sig. |
|--------------------------------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| Kinerja * Lingkungan Non Fisik | Between Groups | (Combined)               | 2641.740       | 10  | 264.174     | 7.250  | .000 |
|                                |                | Linearity                | 2268.548       | 1   | 2268.548    | 62.259 | .000 |
|                                |                | Deviation from Linearity | 373.192        | 9   | 41.466      | 1.138  | .342 |
|                                | Within Groups  |                          | 4008.128       | 110 | 36.438      |        |      |
|                                | Total          |                          | 6649.868       | 120 |             |        |      |

**Kinerja \* Lingkungan Fisik**

ANOVA Table

|                            |                |                          | Sum of Squares | df  | Mean Square | F      | Sig. |
|----------------------------|----------------|--------------------------|----------------|-----|-------------|--------|------|
| Kinerja * Lingkungan Fisik | Between Groups | (Combined)               | 2845.386       | 15  | 189.692     | 5.235  | .000 |
|                            |                | Linearity                | 1952.707       | 1   | 1952.707    | 53.893 | .000 |
|                            |                | Deviation from Linearity | 892.680        | 14  | 63.763      | 1.760  | .055 |
|                            | Within Groups  |                          | 3804.481       | 105 | 36.233      |        |      |
|                            | Total          |                          | 6649.868       | 120 |             |        |      |



## Lampiran 10

**UJI MULTIKOLINIERITAS****Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .736 <sup>a</sup> | .542     | .526              | 5.125                      |

a. Predictors: (Constant), Lingkungan Fisik, Motivasi Ekstrinsik, Motivasi Intrinsik, Lingkungan Non Fisik

**Coefficients<sup>a</sup>**

| Model |                      | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                      | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)           | 24.896                      | 4.077      |                           | 6.106 | .000 |                         |       |
|       | Motivasi Intrinsik   | .957                        | .263       | .291                      | 3.633 | .000 | .615                    | 1.626 |
|       | Motivasi Ekstrinsik  | .619                        | .205       | .253                      | 3.022 | .003 | .565                    | 1.770 |
|       | Lingkungan Non Fisik | .559                        | .247       | .191                      | 2.265 | .025 | .553                    | 1.808 |
|       | Lingkungan Fisik     | .391                        | .166       | .183                      | 2.358 | .020 | .656                    | 1.524 |

a. Dependent Variable: Kinerja

## Lampiran 11

**UJI AUTOKORELASI****Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered   | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1     | Lingkungan Fisik, Motivasi Ekstrinsik, Motivasi Intrinsik, Lingkungan Non Fisik | .                 | Enter  |

- a. All requested variables entered.  
 b. Dependent Variable: Kinerja

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .643 <sup>a</sup> | .414     | .394              | 6.84019                    | 2.162         |

- a. Predictors: (Constant), Lingkungan Fisik, Motivasi Ekstrinsik, Motivasi Intrinsik, Lingkungan Non Fisik  
 b. Dependent Variable: Kinerja

## Lampiran 12

**UJI HETEROSKEDASTISITAS****Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .172 <sup>a</sup> | .030     | -.004             | 2.74683                    |

a. Predictors: (Constant), Lingkungan Fisik, Motivasi Ekstrinsik, Motivasi Intrinsik, Lingkungan Non Fisik

**Coefficients<sup>a</sup>**

| Model |                      | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|----------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                      | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)           | 3.976                       | 2.185      |                           | 1.819  | .071 |
|       | Motivasi Intrinsik   | -.164                       | .141       | -.136                     | -1.164 | .247 |
|       | Motivasi Ekstrinsik  | .030                        | .110       | .033                      | .271   | .787 |
|       | Lingkungan Non Fisik | .117                        | .132       | .109                      | .887   | .377 |
|       | Lingkungan Fisik     | .092                        | .089       | .117                      | 1.033  | .304 |

a. Dependent Variable: Abs\_Residual

## Lampiran 13

**ANALISIS REGRESI LINIER BERGANDA****Variables Entered/Removed<sup>a</sup>**

| Model | Variables Entered   | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1     | Lingkungan Fisik, Motivasi Ekstrinsik, Motivasi Intrinsik, Lingkungan Non Fisik | .                 | Enter  |

- a. All requested variables entered.  
 b. Dependent Variable: Kinerja

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .736 <sup>a</sup> | .542     | .526              | 5.125                      |

- a. Predictors: (Constant), Lingkungan Fisik, Motivasi Ekstrinsik, Motivasi Intrinsik, Lingkungan Non Fisik  
 b. Dependent Variable: Kinerja

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df  | Mean Square | F      | Sig.              |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1     | Regression | 3603.363       | 4   | 900.841     | 34.301 | .000 <sup>a</sup> |
|       | Residual   | 3046.505       | 116 | 26.263      |        |                   |
|       | Total      | 6649.868       | 120 |             |        |                   |

- a. Predictors: (Constant), Lingkungan Fisik, Motivasi Ekstrinsik, Motivasi Intrinsik, Lingkungan Non Fisik  
 b. Dependent Variable: Kinerja

**Coefficients<sup>a</sup>**

| Model |                      | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                      | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)           | 24.896                      | 4.077      |                           | 6.106 | .000 |
|       | Motivasi Intrinsik   | .957                        | .263       | .291                      | 3.633 | .000 |
|       | Motivasi Ekstrinsik  | .619                        | .205       | .253                      | 3.022 | .003 |
|       | Lingkungan Non Fisik | .559                        | .247       | .191                      | 2.265 | .025 |
|       | Lingkungan Fisik     | .391                        | .166       | .183                      | 2.358 | .020 |

a. Dependent Variable: Kinerja

**Coefficients<sup>a</sup>**

| Model |                      | Contribution |          |
|-------|----------------------|--------------|----------|
|       |                      | Effective    | Relative |
| 1     | Motivasi Intrinsik   | 17.8%        | 32.9%    |
|       | Motivasi Ekstrinsik  | 15.3%        | 28.2%    |
|       | Lingkungan Non Fisik | 11.2%        | 20.6%    |
|       | Lingkungan Fisik     | 9.9%         | 18.3%    |
|       | (Constan)            | 54.2%        | 100.0%   |

a. Dependent Variable: Kinerja