

LAMPIRAN**Lampiran 1. Kuesioner Penelitian*****Support Teamwork (X1)***

No	Pertanyaan	SS	S	N	TS	STS
Komunikasi						
1	Setiap karyawan melakukan komunikasi dengan baik					
Koordinasi						
2	Setiap karyawan bekerja dengan saling jujur					
3	Setiap karyawan saling percaya dengan karyawan lainnya					
Kontribusi						
4	Setiap karyawan saling memberikan bantuan dalam melaksanakan tugas					
Tanggung jawab						
5	Setiap karyawan memelihara dengan baik barang milik perusahaan					
6	Setiap karyawan akan mengerahkan segala kemampuan untuk menyelesaikan tugas					
Saling mendukung						
7	Saya merasa bahwa, permasalahan di tempat kerja adalah masalah bersama					
Upaya						
8	Setiap karyawan saling melakukan evaluasi					
Kohesi						
9	Setiap karyawan mempunyai peranan masing-masing					

Support Leadership (X2)

No	Pertanyaan	SS	S	N	TS	STS
Kemampuan mengambil keputusan						
1	Pimpinan memiliki strategi yang jelas					
2	Pimpinan mampu membuat keputusan dengan baik					
Kemampuan memotivasi						
3	Pimpinan memberikan perhatian dan motivasi kepada karyawan					
4	Pimpinan mampu mendorong semangat para karyawan					
Kemampuan komunikasi						
5	Pimpinan mampu berkomunikasi dengan baik					
6	Pimpinan bersikap terbuka					
Kemampuan mengendalikan bawahan						
7	Pimpinan memberikan arahan kepada karyawan untuk bekerja lebih baik					
8	Pimpinan melakukan tindakan perbaikan atas kesalahan yang karyawan lakukan.					
Tanggung Jawab						
9	Pimpinan mendisiplinkan karyawan yang melanggar etika					
Kemampuan mengendalikan emosi						
10	Pimpinan bersikap tenang ketika terdapat perselisihan pendapat antar karyawan					

Employee Loyalty (X3)

No	Pertanyaan	SS	S	N	TS	STS
Taat pada peraturan						

1	Saya berusaha menyelesaikan pekerjaan, dengan baik					
2	Saya taat pada semua peraturan yang telah ditetapkan perusahaan.					
Tanggung jawab pada perusahaan/organisasi						
3	Saya bersedia bekerja lembur, demi menyelesaikan pekerjaan yang belum tuntas					
4	Saya melakukan tugas tanpa paksaan dari pihak manapun					
Kemauan untuk bekerja sama						
5	Saya mampu bekerja sama dengan rekan kerja					
6	Saya dan rekan kerja selalu bekerja sama dalam menyelesaikan pekerjaan					
Rasa memiliki						
7	Saya mempromosikan RSUD Darmayu kepada orang-orang disekitars saya					
8	Saya senantiasa memperbaiki kesalahan saya					
Kesukaan terhadap pekerjaan						
9	Saya melaksanakan pekerjaan dengan senang hati					
10	Saya mengutamakan pekerjaan, daripada kepentingan pribadi					

Kepuasan Kerja (Y)

No	Pertanyaan	SS	S	N	TS	STS
Kesempatan untuk maju						

1	Saya diberi informasi dan diberi tawaran tentang pelatihan					
Keamanan kerja						
2	Tingkat keamanan lingkungan kerja saya tinggi					
Gaji						
3	Gaji yang saya terima sesuai dengan tugas yang saya kerjakan					
Perusahaan dan Manejemen						
4	Manajemen menuntut pencapaian target kepada karyawan					
Pengawasan (supervise)						
5	Supervisor selalu memberikan evaluasi kepada setiap unit					
Faktor intrinsic dari pekerjaan						
6	Saya bangga dan senang melayani pasien					
Kondisi kerja						
7	Lingkungan kerja fisik di tempat saya bekerja sudah memadai					
Aspek sosial						
8	Saya merasa senang ketika memberikan bantuan terhadap orang lain					
9	Saya merasa senang ketika mendapat rekan kerja yang dapat diajak bekerja sama					
Komunikasi						
10	Manajemen mempertimbangkan pendapat dari karyawan.					
11	Saya merasa tenang, ketika berkomunikasi dengan rekan kerja					

Fasilitas						
12	Adaya medical check up terhadap setiap karyawan.					



Lampiran 2. Tabulasi Data Responden

NO	Support Teamwork									X1	Support Leadership										X2
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
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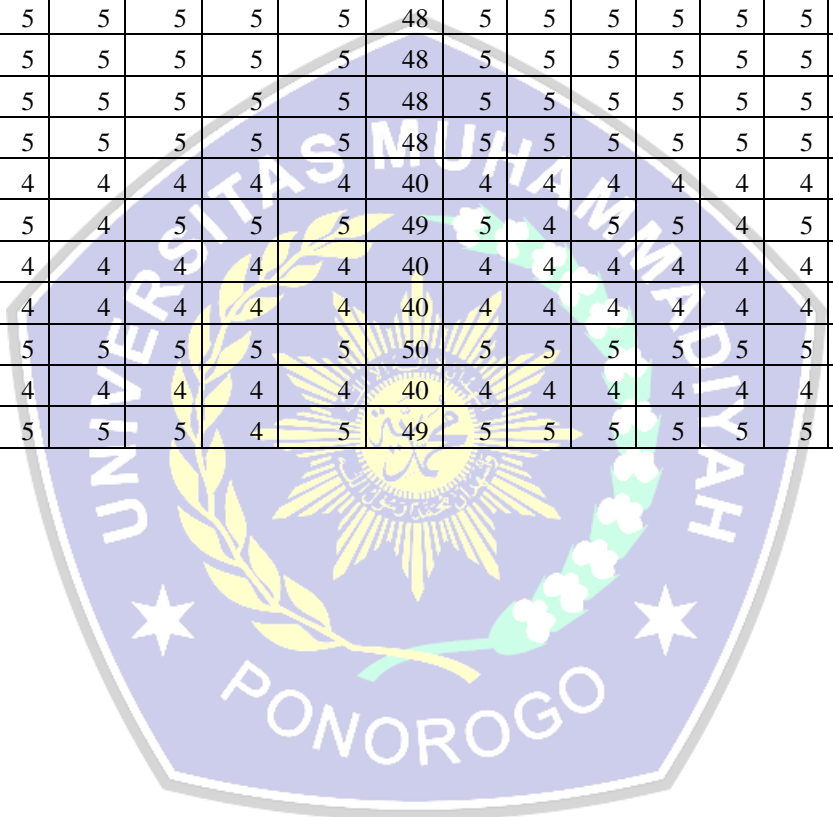
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N O	<i>Employee Loyalty</i>										X3	Kepuasan Kerja												Y
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	
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55	4	5	5	5	3	5	5	3	5	5	45	4	5	5	5	4	5	5	5	4	5	4	5	56	
56	4	5	5	5	4	5	5	4	5	5	47	5	5	4	5	5	4	5	5	5	5	5	4	5	57
57	4	5	5	5	5	5	5	4	5	4	47	5	5	5	5	5	5	5	5	5	5	5	4	5	59
58	4	4	4	4	4	4	4	4	4	4	40	4	4	4	4	4	4	4	4	4	4	4	4	4	48
59	5	4	5	5	5	5	5	5	5	5	49	5	5	5	5	5	5	5	5	5	5	5	5	4	59
60	5	4	4	4	5	5	5	5	5	5	47	5	5	5	5	5	5	5	5	5	5	5	5	4	59
61	5	4	5	5	5	5	5	5	5	5	49	5	5	5	5	5	5	5	5	5	5	5	5	4	59
62	5	5	5	5	5	5	5	5	5	5	50	5	5	5	5	5	5	5	5	5	5	5	5	5	60
63	4	4	4	4	4	4	4	4	4	4	40	4	4	4	4	4	4	4	4	4	4	4	4	4	48
64	5	4	5	5	5	5	5	5	5	4	48	5	5	5	5	5	5	5	5	5	5	5	5	4	59
65	5	4	5	5	5	5	5	5	4	5	48	5	5	5	5	5	5	5	5	5	5	5	5	4	59
66	5	4	5	5	5	5	5	5	5	5	49	5	5	5	5	5	5	5	5	5	5	5	5	4	59

67	5	4	5	5	4	5	5	5	5	5	48	5	5	4	5	5	4	5	5	5	5	5	4	57	
68	5	4	5	5	5	5	5	5	5	5	49	5	5	5	5	5	5	5	5	5	5	5	5	4	59
69	5	4	5	5	4	5	5	5	5	5	48	5	5	4	5	5	4	5	5	5	5	5	4	57	
70	5	5	4	4	5	5	5	5	5	5	48	5	5	5	5	5	5	5	5	5	5	5	5	5	60
71	5	5	4	4	5	5	5	5	5	5	48	5	5	5	5	5	5	5	5	5	5	5	5	5	60
72	5	5	4	4	5	5	5	5	5	5	48	5	5	5	5	5	5	5	5	5	5	5	5	5	60
73	5	5	4	4	5	5	5	5	5	5	48	5	5	5	5	5	5	5	5	5	5	5	5	5	60
74	4	4	4	4	4	4	4	4	4	4	40	4	4	4	4	4	4	4	4	4	4	4	4	4	48
75	5	5	5	5	5	5	4	5	5	5	49	5	4	5	5	4	5	5	4	5	4	5	5	5	56
76	4	4	4	4	4	4	4	4	4	4	40	4	4	4	4	4	4	4	4	4	4	4	4	4	48
77	4	4	4	4	4	4	4	4	4	4	40	4	4	4	4	4	4	4	4	4	4	4	4	4	48
78	5	5	5	5	5	5	5	5	5	5	50	5	5	5	5	5	5	5	5	5	5	5	5	5	60
79	4	4	4	4	4	4	4	4	4	4	40	4	4	4	4	4	4	4	4	4	4	4	4	4	48
80	5	5	5	5	5	5	5	5	4	5	49	5	5	5	5	5	5	5	5	5	5	5	5	5	60



Lampiran 3. Data Responden

NO	Jenis Kelamin	Usia	Jenis Pekerjaan	Pendidikan terakhir
1	Laki-laki	30-34	Perawat	S1
2	Perempuan	25-29	Perawat	DIII
3	Laki-laki	20-24	Binatu	SMA
4	Perempuan	25-29	TU	S1
5	Perempuan	20-24	Perawat	DIII
6	Perempuan	25-29	Perawat	S1
7	Perempuan	25-29	Perawat	S1
8	Laki-laki	30-34	Perawat	DIII
9	Laki-laki	35->39	Driver	SMA
10	Laki-laki	30-34	Perawat	DIII
11	Laki-laki	25-29	Server	S1
12	Perempuan	25-29	Farmasi	DIII
13	Laki-laki	30-34	Perawat	S1
14	Laki-laki	25-29	Binatu	SMA
15	Perempuan	35->39	Bidan	DIII
16	Laki-laki	30-34	Driver	SMA
17	Laki-laki	25-29	TU	S1
18	Laki-laki	35->39	Farmasi	SMA
19	Perempuan	25-29	Administrasi	DIII
20	Laki-laki	25-29	Rekam Medis	SMA
21	Laki-laki	35->39	Perawat	DIII
22	Perempuan	25-29	Laboratorium	S1
23	Perempuan	25-29	Perawat	S1
24	Laki-laki	20-24	CSSD	SMA
25	Laki-laki	30-34	Driver	SMA
26	Perempuan	25-29	Bidan	DIII
27	Perempuan	30-34	Bidan	DIII
28	Laki-laki	35->39	Rekam Medis	S1
29	Perempuan	30-34	Binatu	SMA
30	Perempuan	20-24	Administrasi	SMA
31	Perempuan	20-24	Kasir	SMA
32	Laki-laki	35->39	Perawat	DIII
33	Laki-laki	20-24	CSSD	SMA
34	Laki-laki	30-34	CSSD	SMA
35	Perempuan	30-34	Bidan	DIII
36	Laki-laki	25-29	Perawat	S1

37	Laki-laki	25-29	Perawat	DIII
38	Laki-laki	30-34	Perawat	DIII
39	Perempuan	25-29	Perawat	S1
40	Perempuan	30-34	Perawat	DIII
41	Laki-laki	30-34	Perawat	S1
42	Laki-laki	25-29	Perawat	DIII
43	Laki-laki	35->39	Perawat	DIII
44	Perempuan	35->39	Perawat	DIII
45	Perempuan	25-29	Perawat	DIII
46	Perempuan	20-24	Administrasi	SMA
47	Perempuan	20-24	P.Gizi	SMA
48	Perempuan	25-29	Kesling	DIII
49	Perempuan	30-34	Keuangan	S1
50	Laki-laki	25-29	Perawat	S1
51	Perempuan	20-24	Laboratorium	DIII
52	Perempuan	30-34	P. Gizi	SMA
53	Perempuan	25-29	Farmasi	SMA
54	Laki-laki	25-29	Farmasi	SMA
55	Perempuan	25-29	Rekam Medis	SMA
56	Perempuan	30-34	Humas	S1
57	Perempuan	25-29	Unit Klaim	SMA
58	Laki-laki	35->39	Perawat	DIII
59	Laki-laki	25-29	Kesling	DIII
60	Perempuan	30-34	Binatu	SMA
61	Perempuan	25-29	P. Gizi	SMA
62	Laki-laki	35->39	Dokter Anestesi	S2
63	Laki-laki	35->39	Perawat	DIII
64	Laki-laki	30-34	Dokter Obgyn	S2
65	Laki-laki	35->39	Dokter Orthopedi	S2
66	Perempuan	30-34	Bidan	DIII
67	Perempuan	25-29	Bidan	DIII
68	Laki-laki	30-34	UPS	S1
69	Laki-laki	35->39	Perawat	DIII
70	Perempuan	30-34	Farmasi	DIII
71	Laki-laki	30-34	Humas	S1
72	Laki-laki	25-29	Perawat	DIII
73	Laki-laki	35->39	Perawat	DIII
74	Perempuan	30-34	Perawat	DIII
75	Perempuan	30-34	Laboratorium	DIII
76	Laki-laki	30-34	P. Gizi	SMA
77	Perempuan	20-24	Unit Klaim	SMA

78	Perempuan	35->39	Bidan	DIII
79	Laki-laki	30-34	Perawat	DIII
80	Laki-laki	20-24	Server	DIII



Lampiran 4. Hasil Uji Validitas

X1

		Correlations									Support Teamwork
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	
X1.1	Pearson Correlation	1	.296**	.446**	.191	.079	.433**	.236*	.225*	.381**	.674**
	Sig. (2-tailed)		.008	.000	.090	.488	.000	.035	.045	.000	.000
	N	80	80	80	80	80	80	80	80	80	80
X1.2	Pearson Correlation	.296**	1	.510**	.515**	.188	.143	.225*	.030	.523**	.665**
	Sig. (2-tailed)	.008		.000	.000	.095	.206	.044	.794	.000	.000
	N	80	80	80	80	80	80	80	80	80	80
X1.3	Pearson Correlation	.446**	.510**	1	.291**	.359**	.401**	.267*	.301**	.464**	.780**
	Sig. (2-tailed)	.000	.000		.009	.001	.000	.017	.007	.000	.000
	N	80	80	80	80	80	80	80	80	80	80
X1.4	Pearson Correlation	.191	.515**	.291**	1	.160	.040	.296**	-.024	.352**	.538**
	Sig. (2-tailed)	.090	.000	.009		.155	.726	.008	.833	.001	.000
	N	80	80	80	80	80	80	80	80	80	80
X1.5	Pearson Correlation	.079	.188	.359**	.160	1	-.155	.234*	.048	.184	.382**
	Sig. (2-tailed)	.488	.095	.001	.155		.171	.037	.673	.102	.000
	N	80	80	80	80	80	80	80	80	80	80
X1.6	Pearson Correlation	.433**	.143	.401**	.040	-.155	1	.259*	.189	.235*	.508**
	Sig. (2-tailed)	.000	.206	.000	.726	.171		.021	.094	.036	.000
	N	80	80	80	80	80	80	80	80	80	80

X1.7	Pearson Correlation	.236*	.225*	.267*	.296**	.234*	.259*	1	.036	.296**	.557**
	Sig. (2-tailed)	.035	.044	.017	.008	.037	.021		.749	.008	.000
	N	80	80	80	80	80	80	80	80	80	80
X1.8	Pearson Correlation	.225*	.030	.301**	-.024	.048	.189	.036	1	.209	.356**
	Sig. (2-tailed)	.045	.794	.007	.833	.673	.094	.749		.063	.001
	N	80	80	80	80	80	80	80	80	80	80
X1.9	Pearson Correlation	.381**	.523**	.464**	.352**	.184	.235*	.296**	.209	1	.699**
	Sig. (2-tailed)	.000	.000	.000	.001	.102	.036	.008	.063		.000
	N	80	80	80	80	80	80	80	80	80	80
Support Teamwork	Pearson Correlation	.674**	.665**	.780**	.538**	.382**	.508**	.557**	.356**	.699**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.000	
	N	80	80	80	80	80	80	80	80	80	80

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

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



X2

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Support Leadership
X2.1	Pearson Correlation	1	.637**	.037	.047	.042	.169	.281*	.165	.010	-.052	.377**
	Sig. (2-tailed)		.000	.747	.681	.711	.133	.011	.144	.932	.649	.001
	N	80	80	80	80	80	80	80	80	80	80	80
X2.2	Pearson Correlation	.637**	1	.179	.026	.027	.109	.312**	.134	.232*	-.017	.436**
	Sig. (2-tailed)	.000		.113	.818	.815	.335	.005	.234	.038	.884	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X2.3	Pearson Correlation	.037	.179	1	-.123	-.007	.172	.145	.371**	.251*	.008	.383**
	Sig. (2-tailed)	.747	.113		.278	.949	.128	.200	.001	.025	.941	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X2.4	Pearson Correlation	.047	.026	-.123	1	-.107	.092	.318**	.293**	.014	.721**	.458**
	Sig. (2-tailed)	.681	.818	.278		.344	.416	.004	.008	.903	.000	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X2.5	Pearson Correlation	.042	.027	-.007	-.107	1	.045	.133	.253*	.132	-.013	.338**
	Sig. (2-tailed)	.711	.815	.949	.344		.690	.239	.023	.243	.906	.002
	N	80	80	80	80	80	80	80	80	80	80	80
X2.6	Pearson Correlation	.169	.109	.172	.092	.045	1	.316**	.176	.215	.154	.520**
	Sig. (2-tailed)	.133	.335	.128	.416	.690		.004	.119	.055	.173	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X2.7	Pearson Correlation	.281*	.312**	.145	.318**	.133	.316**	1	.288**	.344**	.401**	.720**
	Sig. (2-tailed)											
	N	80	80	80	80	80	80	80	80	80	80	80

	Sig. (2-tailed)	.011	.005	.200	.004	.239	.004		.010	.002	.000	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X2.8	Pearson Correlation	.165	.134	.371**	.293**	.253*	.176	.288**	1	.314**	.329**	.662**
	Sig. (2-tailed)	.144	.234	.001	.008	.023	.119	.010		.005	.003	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X2.9	Pearson Correlation	.010	.232*	.251*	.014	.132	.215	.344**	.314**	1	.145	.554**
	Sig. (2-tailed)	.932	.038	.025	.903	.243	.055	.002	.005		.198	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X2.10	Pearson Correlation	-.052	-.017	.008	.721**	-.013	.154	.401**	.329**	.145	1	.557**
	Sig. (2-tailed)	.649	.884	.941	.000	.906	.173	.000	.003	.198		.000
	N	80	80	80	80	80	80	80	80	80	80	80
Support Leadership	Pearson Correlation	.377**	.436**	.383**	.458**	.338**	.520**	.720**	.662**	.554**	.557**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.002	.000	.000	.000	.000	.000	
	N	80	80	80	80	80	80	80	80	80	80	80

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

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



X3

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Employee Loyalty
X3.1	Pearson Correlation	1	.234*	.054	.056	.218	.375**	.104	.652**	.411**	.277*	.618**
	Sig. (2-tailed)		.037	.635	.625	.053	.001	.361	.000	.000	.013	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X3.2	Pearson Correlation	.234*	1	-.114	-.091	.259*	.481**	.229*	.159	.451**	.300**	.525**
	Sig. (2-tailed)	.037		.314	.425	.021	.000	.041	.158	.000	.007	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X3.3	Pearson Correlation	.054	-.114	1	.714**	.107	.059	.070	.029	.113	.084	.408**
	Sig. (2-tailed)	.635	.314		.000	.344	.600	.535	.800	.317	.460	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X3.4	Pearson Correlation	.056	-.091	.714**	1	.025	.017	.126	-.060	.210	.033	.400**
	Sig. (2-tailed)	.625	.425	.000		.825	.879	.265	.600	.061	.773	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X3.5	Pearson Correlation	.218	.259*	.107	.025	1	.284*	.201	.184	.200	.149	.463**
	Sig. (2-tailed)	.053	.021	.344	.825		.011	.074	.102	.075	.188	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X3.6	Pearson Correlation	.375**	.481**	.059	.017	.284*	1	.119	.390**	.653**	.455**	.678**
	Sig. (2-tailed)	.001	.000	.600	.879	.011		.292	.000	.000	.000	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X3.7	Pearson Correlation	.104	.229*	.070	.126	.201	.119	1	.081	.204	.280*	.469**
	Sig. (2-tailed)											
	N	80	80	80	80	80	80	80	80	80	80	80

	Sig. (2-tailed)	.361	.041	.535	.265	.074	.292		.477	.069	.012	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X3.8	Pearson Correlation	.652**	.159	.029	-.060	.184	.390**	.081	1	.310**	.365**	.558**
	Sig. (2-tailed)	.000	.158	.800	.600	.102	.000	.477		.005	.001	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X3.9	Pearson Correlation	.411**	.451**	.113	.210	.200	.653**	.204	.310**	1	.435**	.727**
	Sig. (2-tailed)	.000	.000	.317	.061	.075	.000	.069	.005		.000	.000
	N	80	80	80	80	80	80	80	80	80	80	80
X3.10	Pearson Correlation	.277*	.300**	.084	.033	.149	.455**	.280*	.365**	.435**	1	.603**
	Sig. (2-tailed)	.013	.007	.460	.773	.188	.000	.012	.001	.000		.000
	N	80	80	80	80	80	80	80	80	80	80	80
Employee Loyalty	Pearson Correlation	.618**	.525**	.408**	.400**	.463**	.678**	.469**	.558**	.727**	.603**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	80	80	80	80	80	80	80	80	80	80	80

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

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



Y

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Kepuasan Kerja
Y.1	Pearson Correlation	1	.445**	.098	.367**	.431**	.063	.553**	.207	.700**	.316**	.410**	.241*	.669**
	Sig. (2-tailed)		.000	.386	.001	.000	.576	.000	.065	.000	.004	.000	.032	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Y.2	Pearson Correlation	.445**	1	.178	.394**	.527**	.196	.279*	.620**	.443**	.805**	.203	.299**	.738**
	Sig. (2-tailed)	.000		.113	.000	.000	.081	.012	.000	.000	.000	.071	.007	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Y.3	Pearson Correlation	.098	.178	1	.129	.144	.571**	.304**	.327**	.254*	.245*	.159	.074	.493**
	Sig. (2-tailed)	.386	.113		.253	.203	.000	.006	.003	.023	.029	.158	.516	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Y.4	Pearson Correlation	.367**	.394**	.129	1	.366**	.157	.267*	.285*	.584**	.357**	.213	.159	.586**
	Sig. (2-tailed)	.001	.000	.253		.001	.165	.017	.010	.000	.001	.057	.160	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Y.5	Pearson Correlation	.431**	.527**	.144	.366**	1	.241*	.205	.430**	.459**	.581**	.154	.077	.647**
	Sig. (2-tailed)	.000	.000	.203	.001		.031	.068	.000	.000	.000	.174	.497	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80

Y.6	Pearson Correlation	.063	.196	.571**	.157	.241*	1	.033	.201	.202	.265*	.094	.098	.447**
	Sig. (2-tailed)	.576	.081	.000	.165	.031		.774	.073	.072	.018	.405	.387	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Y.7	Pearson Correlation	.553**	.279*	.304**	.267*	.205	.033	1	.402**	.438**	.317**	.436**	.098	.611**
	Sig. (2-tailed)	.000	.012	.006	.017	.068	.774		.000	.000	.004	.000	.387	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Y.8	Pearson Correlation	.207	.620**	.327**	.285*	.430**	.201	.402**	1	.314**	.711**	.260*	.231*	.689**
	Sig. (2-tailed)	.065	.000	.003	.010	.000	.073	.000		.005	.000	.020	.039	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Y.9	Pearson Correlation	.700**	.443**	.254*	.584**	.459**	.202	.438**	.314**	1	.333**	.375**	.434**	.756**
	Sig. (2-tailed)	.000	.000	.023	.000	.000	.072	.000	.005		.003	.001	.000	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Y.10	Pearson Correlation	.316**	.805**	.245*	.357**	.581**	.265*	.317**	.711**	.333**	1	.049	.206	.715**
	Sig. (2-tailed)	.004	.000	.029	.001	.000	.018	.004	.000	.003		.664	.067	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Y.11	Pearson Correlation	.410**	.203	.159	.213	.154	.094	.436**	.260*	.375**	.049	1	.095	.476**
	Sig. (2-tailed)	.000	.071	.158	.057	.174	.405	.000	.020	.001	.664		.402	.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80

Y.12	Pearson Correlation	.241*	.299**	.074	.159	.077	.098	.098	.231*	.434**	.206	.095	1	.395**
	Sig. (2-tailed)	.032	.007	.516	.160	.497	.387	.387	.039	.000	.067	.402		.000
	N	80	80	80	80	80	80	80	80	80	80	80	80	80
Kepuasan Kerja	Pearson Correlation	.669**	.738**	.493**	.586**	.647**	.447**	.611**	.689**	.756**	.715**	.476**	.395**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	80	80	80	80	80	80	80	80	80	80	80	80	80

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

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



Lampiran 5. Hasil Uji Reliabilitas

1. X1

Reliability Statistics	
Cronbach's Alpha	N of Items
.753	9

2. X2

Reliability Statistics	
Cronbach's Alpha	N of Items
.669	10

3. X3

Reliability Statistics	
Cronbach's Alpha	N of Items
.729	10

4. Y

Reliability Statistics	
Cronbach's Alpha	N of Items
.836	12

Lampiran 6. Hasil Analisis Data

1. Uji Regresi Linier Berganda

		Coefficients ^a				Collinearity Statistics		
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	21.383	5.242		4.079	.000		
	Support Teamwork	.558	.113	.462	4.950	.000	.704	1.420
	Support Leadership	-.823	.252	-.563	-3.261	.002	.206	4.864
	Employee Loyalty	1.070	.218	.845	4.907	.000	.207	4.834

a. Dependent Variable: Kepuasan Kerja

2. Uji Koefisien Determinasi

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.731 ^a	.534	.516	2.97190

a. Predictors: (Constant), Employee Loyalty, Support Teamwork, Support Leadership

b. Dependent Variable: Kepuasan Kerja

Lampiran 7. Hasil Uji Hipotesis

1. UJI T

		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	21.383	5.242		4.079	.000		
	Support Teamwork	.558	.113	.462	4.950	.000	.704	1.420
	Support Leadership	-.823	.252	-.563	-3.261	.002	.206	4.864
	Employee Loyalty	1.070	.218	.845	4.907	.000	.207	4.834

a. Dependent Variable: Kepuasan Kerja

2. UJI F

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	769.239	3	256.413	29.032	.000 ^b
	Residual	671.248	76	8.832		
	Total	1440.487	79			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Employee Loyalty, Support Teamwork, Support Leadership

Lampiran 8. Ouput Jawaban SPSS

1. X1

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.3	1.3	1.3
	Tidak Setuju	1	1.3	1.3	2.5
	Netral/Ragu-ragu	12	15.0	15.0	17.5
	Setuju	18	22.5	22.5	40.0
	Sangat Setuju	48	60.0	60.0	100.0
	Total	80	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	6	7.5	7.5	8.8
	Setuju	19	23.8	23.8	32.5
	Sangat Setuju	54	67.5	67.5	100.0
	Total	80	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.5	2.5	2.5
	Netral/Ragu-ragu	4	5.0	5.0	7.5
	Setuju	22	27.5	27.5	35.0
	Sangat Setuju	52	65.0	65.0	100.0
	Total	80	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	7	8.8	8.8	8.8
	Setuju	41	51.2	51.2	60.0
	Sangat Setuju	32	40.0	40.0	100.0
	Total	80	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	4	5.0	5.0	5.0
	Setuju	39	48.8	48.8	53.8
	Sangat Setuju	37	46.3	46.3	100.0
	Total	80	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	8	10.0	10.0	10.0
	Setuju	33	41.3	41.3	51.2
	Sangat Setuju	39	48.8	48.8	100.0
	Total	80	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.5	2.5	2.5
	Netral/Ragu-ragu	4	5.0	5.0	7.5
	Setuju	29	36.3	36.3	43.8
	Sangat Setuju	45	56.3	56.3	100.0
	Total	80	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.5	2.5	2.5
	Netral/Ragu-ragu	4	5.0	5.0	7.5
	Setuju	64	80.0	80.0	87.5
	Sangat Setuju	10	12.5	12.5	100.0
	Total	80	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	8	10.0	10.0	10.0
	Setuju	7	8.8	8.8	18.8
	Sangat Setuju	65	81.3	81.3	100.0

Total	80	100.0	100.0
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2. X2

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	5	6.3	6.3	6.3
	Setuju	67	83.8	83.8	90.0
	Sangat Setuju	8	10.0	10.0	100.0
	Total	80	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	1	1.3	1.3	2.5
	Setuju	71	88.8	88.8	91.3
	Sangat Setuju	7	8.8	8.8	100.0
	Total	80	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	4	5.0	5.0	5.0
	Setuju	8	10.0	10.0	15.0
	Sangat Setuju	68	85.0	85.0	100.0
	Total	80	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	3	3.8	3.8	3.8
	Setuju	43	53.8	53.8	57.5
	Sangat Setuju	34	42.5	42.5	100.0
	Total	80	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.5	2.5	2.5

	Netral/Ragu-ragu	3	3.8	3.8	6.3
	Setuju	39	48.8	48.8	55.0
	Sangat Setuju	36	45.0	45.0	100.0
	Total	80	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	6	7.5	7.5	8.8
	Setuju	31	38.8	38.8	47.5
	Sangat Setuju	42	52.5	52.5	100.0
	Total	80	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	2.5	2.5	2.5
	Netral/Ragu-ragu	3	3.8	3.8	6.3
	Setuju	18	22.5	22.5	28.7
	Sangat Setuju	57	71.3	71.3	100.0
	Total	80	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	4	5.0	5.0	5.0
	Setuju	19	23.8	23.8	28.7
	Sangat Setuju	57	71.3	71.3	100.0
	Total	80	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	4	5.0	5.0	6.3
	Setuju	21	26.3	26.3	32.5
	Sangat Setuju	54	67.5	67.5	100.0
	Total	80	100.0	100.0	

X2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	5	6.3	6.3	6.3
	Setuju	44	55.0	55.0	61.3
	Sangat Setuju	31	38.8	38.8	100.0
	Total	80	100.0	100.0	

3. X3**X3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	6	7.5	7.5	8.8
	Setuju	43	53.8	53.8	62.5
	Sangat Setuju	30	37.5	37.5	100.0
	Total	80	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	3	3.8	3.8	5.0
	Setuju	37	46.3	46.3	51.2
	Sangat Setuju	39	48.8	48.8	100.0
	Total	80	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	4	5.0	5.0	6.3
	Setuju	32	40.0	40.0	46.3
	Sangat Setuju	43	53.8	53.8	100.0
	Total	80	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3

Netral/Ragu-ragu	5	6.3	6.3	7.5
Setuju	34	42.5	42.5	50.0
Sangat Setuju	40	50.0	50.0	100.0
Total	80	100.0	100.0	

X3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	3	3.8	3.8	3.8
	Setuju	20	25.0	25.0	28.7
	Sangat Setuju	57	71.3	71.3	100.0
	Total	80	100.0	100.0	

X3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	3	3.8	3.8	3.8
	Setuju	17	21.3	21.3	25.0
	Sangat Setuju	60	75.0	75.0	100.0
	Total	80	100.0	100.0	

X3.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	5	6.3	6.3	7.5
	Setuju	22	27.5	27.5	35.0
	Sangat Setuju	52	65.0	65.0	100.0
	Total	80	100.0	100.0	

X3.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	6	7.5	7.5	7.5
	Setuju	44	55.0	55.0	62.5
	Sangat Setuju	30	37.5	37.5	100.0
	Total	80	100.0	100.0	

X3.9

		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	4	5.0	5.0	6.3
	Setuju	21	26.3	26.3	32.5
	Sangat Setuju	54	67.5	67.5	100.0
	Total	80	100.0	100.0	

X3.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	3	3.8	3.8	3.8
	Setuju	23	28.7	28.7	32.5
	Sangat Setuju	54	67.5	67.5	100.0
	Total	80	100.0	100.0	

4. Y

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	6	7.5	7.5	7.5
	Setuju	18	22.5	22.5	30.0
	Sangat Setuju	56	70.0	70.0	100.0
	Total	80	100.0	100.0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	1	1.3	1.3	2.5
	Setuju	25	31.3	31.3	33.8
	Sangat Setuju	53	66.3	66.3	100.0
	Total	80	100.0	100.0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	2	2.5	2.5	3.8
	Setuju	20	25.0	25.0	28.7
	Sangat Setuju	57	71.3	71.3	100.0

Total	80	100.0	100.0
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Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	2	2.5	2.5	3.8
	Setuju	18	22.5	22.5	26.3
	Sangat Setuju	59	73.8	73.8	100.0
	Total	80	100.0	100.0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	2	2.5	2.5	3.8
	Setuju	26	32.5	32.5	36.3
	Sangat Setuju	51	63.7	63.7	100.0
	Total	80	100.0	100.0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	3	3.8	3.8	5.0
	Setuju	19	23.8	23.8	28.7
	Sangat Setuju	57	71.3	71.3	100.0
	Total	80	100.0	100.0	

Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	4	5.0	5.0	6.3
	Setuju	15	18.8	18.8	25.0
	Sangat Setuju	60	75.0	75.0	100.0
	Total	80	100.0	100.0	

Y.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.3	1.3	1.3
	Netral/Ragu-ragu	2	2.5	2.5	3.8
	Setuju	22	27.5	27.5	31.3
	Sangat Setuju	55	68.8	68.8	100.0
	Total	80	100.0	100.0	

Y.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	2	2.5	2.5	2.5
	Setuju	17	21.3	21.3	23.8
	Sangat Setuju	61	76.3	76.3	100.0
	Total	80	100.0	100.0	

Y.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	2	2.5	2.5	2.5
	Setuju	20	25.0	25.0	27.5
	Sangat Setuju	58	72.5	72.5	100.0
	Total	80	100.0	100.0	

Y.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	3	3.8	3.8	3.8
	Setuju	47	58.8	58.8	62.5
	Sangat Setuju	30	37.5	37.5	100.0
	Total	80	100.0	100.0	

Y.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral/Ragu-ragu	1	1.3	1.3	1.3
	Setuju	40	50.0	50.0	51.2
	Sangat Setuju	39	48.8	48.8	100.0
	Total	80	100.0	100.0	

Lampiran 9. Surat Izin Penelitian



UNIVERSITAS MUHAMMADIYAH PONOROGO FAKULTAS EKONOMI

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Akreditasi Institusi B oleh BAN-PT
(SK Nomor : 77/SK/BAN-PT/Ak-PPJ/PT/IV/2020)

Nomor : 1479/IV.4/PN/2022
Hal : Ijin Penelitian

Ponorogo, 09 Desember 2022

Kepada :

Yth. Direktur RSUD Darmayu Ponorogo
Jl. Dr. Sutomo No.44 - 50, Bangunsari, Kec. Ponorogo,
Kabupaten Ponorogo, Jawa Timur 63419

Assalaamualaikum wr. wb.

Yang bertanda tangan di bawah ini :

Nama : Dr. SLAMET SANTOSO., M.Si
NIK : 19701016 199904 12
Jabatan : Wakil Dekan Fakultas Ekonomi
Universitas Muhammadiyah Ponorogo

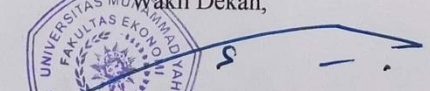
Menerangkan bahwa mahasiswa :

Nama : Sofia Rifqotul Aulia
NIM : 18414880
Semester : IX (Sembilan)
Jurusan : Manajemen
No. HP : 087860590692
Lokasi/Objek : RSUD Darmayu Ponorogo
Lama Penelitian : 1 Bulan
Bidang : Msdm
Judul Skripsi : "Pengaruh Support Teamwork, Support Leadership dan Employee Loyalty terhadap Kepuasan Kerja Karyawan di RSUD Darmayu"


Adalah benar-benar mahasiswa Fakultas Ekonomi Universitas Muhammadiyah Ponorogo. Dalam hal ini mohon diberi kesempatan untuk mengadakan penelitian pada Instansi/Perusahaan yang Bapak/Ibu Pimpin guna melaksanakan tugas skripsi.

Demikian atas perhatian dan kerjasamanya, kami sampaikan terima kasih.

Wassalaamualaikum wr. wb.

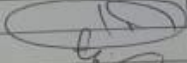
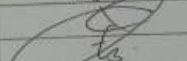
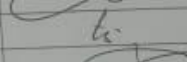
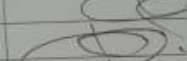
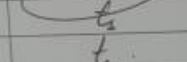
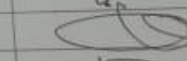

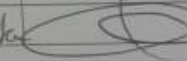

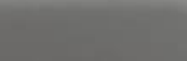

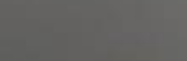

Wakil Dekan,

Dr. SLAMET SANTOSO., M.Si
NIK. 19701016 199904 12

Lampiran 10 Berita Acara


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 (SK Nomor : 77/SK/BAN-PT/Ak-PP/PT/IV/2020)

BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : SOFIA RIFQOTUL AULIA
2. NIM : 18414880
3. Jurusan : Manajemen
4. Bidang : MSDM
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6. Judul Skripsi : Pengaruh Disiplin Kerja, Kompetensi dan Loyalitas Karyawan terhadap Kinerja Karyawan di RSU Darmayu
7. Masa Pembimbingan : September 2022 s/d Agustus 2023
8. Tanggal Mengajukan Skripsi : 23 Desember 2021
9. Konsultasi :

Tanggal Disetujui	BAB	Paraf Pembimbing
29/11/22	Ace Judul	
6 Des '22	Proposal	
8/12/22	Am proposal	
15/Des '22	Revisi Bab 1, 2, 3	
3 Januari '23	ACC Bab 1, 2, 3	
22 Desember 22	Revisi Bab 1	
15 Januari 23	Revisi Kuesioner	
1 November 22	Pengajuan proposal	
21 November 22	Pengajuan proposal - ganti judul	
15 Desember 22	ACC proposal	
1 November 22	Pengajuan proposal	
17 Januari 23	ACC Bab 1, 2, 3	
17 Januari 23	Keputusan Kelembagaan Baku	

Tanggal Disetujui	BAB	Paraf Pembimbing
24 Januari 2023	Kerji bab. 4	
26 Januari 2023	Revisi bab 4	
28 Februari 23	Revisi Bab 4 & 5	
3 Februari '23	ACC	
25 Januari 2023	Revisi bab 4. (Gambaran umum analisis deskriptif)	
31 Januari 2023	Revisi bab 4 & 5	
2 Januari 2023	Revisi bab 4 & daftar pustaka.	
5/2 2023	layak untuk diajukan dan sidang skripsi	

10. Tanggal Selesai Penulisan Skripsi : _____
11. Keterangan Bimbingan Telah Selesai : 5/2 2023
12. Telah Di Evaluasi/Di Uji Dengan Nilai : _____ (angka)
- _____ (huruf)

Pembimbing,

Dr. HERI WHAYANTO, ST., MM., M.Kom
NIDN. 0025057401

Ponorogo, 27 Oktober 2022
Dekan,

Dr. HADI SUMARSONO, M.Si
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