

LAMPIRAN-LAMPIRAN

Lampiran 1 (Kuesioner)

Identitas Responden (silakan diberi tanda ✓)

Nama : _____

Jenis Kelamin : Laki-laki Perempuan

Usia : 21-25 tahun 26-30 tahun 31-35 tahun

36-40 tahun > 40 tahun

Lama bekerja : 0-3 tahun 4-6 tahun

7-9 tahun > 9 tahun

Status : Menikah Belum Menikah

No HP/WA Aktif : _____

Petunjuk Pengisian Kuesioner:

Silakan Saudara/i memilih salah satu jawaban atas pernyataan dibawah ini yang sesuai dengan Saudara/i lakukan/rasakan selama bekerja.

Skor	Jawaban
1	Sangat Tidak Setuju
2	Tidak Setuju
3	Agak Tidak Setuju
4	Agak Setuju
5	Setuju
6	Sangat Setuju

CONTOH:

Saya mampu menghadapi tuntutan pekerjaan

Jika Saudara/i sangat setuju, maka lingkari skor 6 (lihat contoh)

No	Pernyataan	STS	TS	ATS	AS	S	SS
1	Saya mampu menghadapi tuntutan pekerjaan	1	2	3	4	5	6

KUESIONER PENELITIAN

No	Pernyataan	STS	TS	ATS	AS	S	SS
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Bagian I Semangat Kerja							
1	Saya bersedia mengerjakan apa yang menjadi tanggungjawab saya yang sudah diberikan oleh pihak Rumah Sakit	1	2	3	4	5	6
2	Saya bersedia membantu rekan kerja ketika ada kesulitan	1	2	3	4	5	6
3	Saya memberikan kontribusi terhadap pekerjaan	1	2	3	4	5	6
4	Saya sudah mengerahkan kemampuan yang saya miliki secara maksimal	1	2	3	4	5	6
5	Saya selalu hadir dalam <i>shift</i> yang telah dijadwalkan	1	2	3	4	5	6
6	Saya datang tepat waktu saat jaga <i>shift</i>	1	2	3	4	5	6
7	Saya pulang tepat waktu saat jaga <i>shift</i>	1	2	3	4	5	6
8	Saya mematuhi aturan yang berlaku di Rumah Sakit	1	2	3	4	5	6
9	Saya menyelesaikan pekerjaan tepat waktu	1	2	3	4	5	6
10	Saya merasa sudah efektif dalam bekerja	1	2	3	4	5	6
11	Saya merasa bisa mengatasi rasa ketidaktenangan saat bekerja	1	2	3	4	5	6
12	Saya jarang mengeluh saat bekerja	1	2	3	4	5	6
13	Saya bisa menghadapi tekanan dari lingkungan tempat kerja	1	2	3	4	5	6
Bagian II Lingkungan Kerja							
14	Saya merasa fasilitas kerja sudah memadai bagi para perawat	1	2	3	4	5	6
15	Saya merasa penerangan cahaya di tempat kerja sudah cukup	1	2	3	4	5	6
16	Saya merasa suhu di tempat kerja sudah nyaman (tidak terlalu panas/tidak terlalu dingin)	1	2	3	4	5	6
17	Saya merasa kebisingan di tempat kerja bisa terkendali	1	2	3	4	5	6
18	Saya merasa kebersihan di lingkungan kerja sudah baik	1	2	3	4	5	6
19	Saya merasa hubungan antara karyawan dengan pimpinan terjalin baik	1	2	3	4	5	6
20	Saya merasa hubungan antar sesama karyawan terjalin baik	1	2	3	4	5	6
Bagian III Personal Resilience							
21	Saya mampu beradaptasi terhadap perubahan lingkungan sekitar	1	2	3	4	5	6
22	Saya mampu mengatasi konflik	1	2	3	4	5	6
23	Saya mampu menghadapi tuntutan pekerjaan	1	2	3	4	5	6
24	Saya memiliki pandangan yang objektif ketika menghadapi masalah	1	2	3	4	5	6
25	Saya selalu mempertimbangkan pengambilan keputusan berdasarkan pada kenyataan, saat saya bekerja	1	2	3	4	5	6
26	Saya memiliki pengharapan yang tinggi dalam bekerja	1	2	3	4	5	6
27	Saya tidak mudah merasa putus asa	1	2	3	4	5	6
28	Saya merupakan orang yang percaya diri	1	2	3	4	5	6
29	Saya merupakan orang yang selalu berpikir positif	1	2	3	4	5	6
30	Saya nyaman untuk mengekspresikan pikiran yang saya pikirkan	1	2	3	4	5	6

31	Saya nyaman untuk mengekspresikan perasaan yang saya rasakan	1	2	3	4	5	6
32	Saya berani untuk mengekspresikan pikiran yang saya pikirkan	1	2	3	4	5	6
33	Saya berani untuk mengekspresikan perasaan yang saya rasakan	1	2	3	4	5	6

Lampiran 2 (Uji Validitas)

Correlations

		SK1	SK2	SK3	SK4	SK5	SK6	SK7	SK8	SK9	SK1 0	SK1 1	SK1 2	SK1 3	Seman gatKerj a
SK1	Pearson Correlation	1	.248*	.239*	.189	-.023	.044	.153	.100	.323*	.146	-.031	.025	.155	.335**
	Sig. (2-tailed)		.011	.015	.055	.816	.655	.122	.312	.001	.139	.755	.802	.116	.001
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK2	Pearson Correlation	.248*	1	.111	.137	.130	.149	-.123	.123	.170	.074	.125	-.186	.076	.256**
	Sig. (2-tailed)	.011		.262	.167	.189	.132	.213	.214	.085	.458	.206	.058	.442	.009
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK3	Pearson Correlation	.239*	.111	1	.403*	-.128	.174	-.020	-.009	.297*	.296*	.374*	.247*	.278*	.448**
	Sig. (2-tailed)	.015	.262		.000	.197	.078	.837	.927	.002	.002	.000	.011	.004	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK4	Pearson Correlation	.189	.137	.403*	1	.161	.396*	.171	.222*	.140	.189	.212*	.235*	.329*	.522**
	Sig. (2-tailed)	.055	.167	.000		.104	.000	.083	.024	.155	.054	.030	.016	.001	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK5	Pearson Correlation	-.023	.130	-.128	.161	1	.343*	.292*	.381*	.065	.188	.144	.129	.121	.393**
	Sig. (2-tailed)	.816	.189	.197	.104		.000	.003	.000	.513	.056	.145	.193	.220	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK6	Pearson Correlation	.044	.149	.174	.396*	.343*	1	.241*	.491*	.477*	.275*	.489*	.393*	.436*	.709**
	Sig. (2-tailed)	.655	.132	.078	.000	.000		.014	.000	.000	.005	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104

SK7	Pearson Correlation	.153	-.123	-.020	.171	.292*	.241*	1	.462*	.072	.199*	.173	.365*	.171	.466**
	Sig. (2-tailed)	.122	.213	.837	.083	.003	.014		.000	.467	.043	.079	.000	.083	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK8	Pearson Correlation	.100	.123	-.009	.222*	.381*	.491*	.462*	1	.436*	.304*	.476*	.394*	.323*	.674**
	Sig. (2-tailed)	.312	.214	.927	.024	.000	.000	.000		.000	.002	.000	.000	.001	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK9	Pearson Correlation	.323*	.170	.297*	.140	.065	.477*	.072	.436*	1	.513*	.462*	.315*	.355*	.645**
	Sig. (2-tailed)	.001	.085	.002	.155	.513	.000	.467	.000		.000	.000	.001	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK10	Pearson Correlation	.146	.074	.296*	.189	.188	.275*	.199*	.304*	.513*	1	.512*	.278*	.321*	.600**
	Sig. (2-tailed)	.139	.458	.002	.054	.056	.005	.043	.002	.000		.000	.004	.001	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK11	Pearson Correlation	-.031	.125	.374*	.212*	.144	.489*	.173	.476*	.462*	.512*	1	.522*	.347*	.695**
	Sig. (2-tailed)	.755	.206	.000	.030	.145	.000	.079	.000	.000	.000		.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK12	Pearson Correlation	.025	-.186	.247*	.235*	.129	.393*	.365*	.394*	.315*	.278*	.522*	1	.560*	.641**
	Sig. (2-tailed)	.802	.058	.011	.016	.193	.000	.000	.000	.001	.004	.000		.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SK13	Pearson Correlation	.155	.076	.278*	.329*	.121	.436*	.171	.323*	.355*	.321*	.347*	.560*	1	.652**
	Sig. (2-tailed)	.116	.442	.004	.001	.220	.000	.083	.001	.000	.001	.000	.000		.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
SemangatKerja	Pearson Correlation	.335*	.256*	.448*	.522*	.393*	.709*	.466*	.674*	.645*	.600*	.695*	.641*	.652*	1
	Sig. (2-tailed)	.001	.009	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104

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

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

		Correlations							LingkunganKerja
		LK1	LK2	LK3	LK4	LK5	LK6	LK7	
LK1	Pearson Correlation	1	.323**	.535**	.417**	.548**	.403**	.230*	.781**
	Sig. (2-tailed)		.001	.000	.000	.000	.000	.019	.000
	N	104	104	104	104	104	104	104	104
LK2	Pearson Correlation	.323**	1	.443**	.311**	.246*	.243*	.315**	.621**
	Sig. (2-tailed)	.001		.000	.001	.012	.013	.001	.000
	N	104	104	104	104	104	104	104	104
LK3	Pearson Correlation	.535**	.443**	1	.343**	.260**	.290**	.222*	.719**
	Sig. (2-tailed)	.000	.000		.000	.008	.003	.023	.000
	N	104	104	104	104	104	104	104	104
LK4	Pearson Correlation	.417**	.311**	.343**	1	.379**	.234*	.322**	.622**
	Sig. (2-tailed)	.000	.001	.000		.000	.017	.001	.000
	N	104	104	104	104	104	104	104	104
LK5	Pearson Correlation	.548**	.246*	.260**	.379**	1	.411**	.336**	.681**
	Sig. (2-tailed)	.000	.012	.008	.000		.000	.000	.000
	N	104	104	104	104	104	104	104	104
LK6	Pearson Correlation	.403**	.243*	.290**	.234*	.411**	1	.576**	.635**
	Sig. (2-tailed)	.000	.013	.003	.017	.000		.000	.000
	N	104	104	104	104	104	104	104	104
LK7	Pearson Correlation	.230*	.315**	.222*	.322**	.336**	.576**	1	.579**
	Sig. (2-tailed)	.019	.001	.023	.001	.000	.000		.000
	N	104	104	104	104	104	104	104	104
LingkunganKerja	Pearson Correlation	.781**	.621**	.719**	.622**	.681**	.635**	.579**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	104	104	104	104	104	104	104	104

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

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

Correlations

		PR1	PR2	PR3	PR4	PR5	PR6	PR7	PR8	PR9	PR10	PR11	PR12	PR13	Personal Resilience
PR1	Pearson Correlation	1	.271*	.427*	.477*	.221*	.508*	.322*	.513*	.498*	.455*	.494*	.463*	.441*	.644**
	Sig. (2-tailed)		.005	.000	.000	.024	.000	.001	.000	.000	.000	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR2	Pearson Correlation	.271*	1	.592*	.644*	.252*	.193*	.250*	.258*	.189	.264*	.222*	.310*	.397*	.485**
	Sig. (2-tailed)	.005		.000	.000	.010	.050	.010	.008	.055	.007	.024	.001	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR3	Pearson Correlation	.427*	.592*	1	.665*	.382*	.337*	.324*	.466*	.359*	.385*	.350*	.424*	.531*	.635**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR4	Pearson Correlation	.477*	.644*	.665*	1	.287*	.368*	.312*	.399*	.334*	.379*	.366*	.391*	.498*	.621**
	Sig. (2-tailed)	.000	.000	.000		.003	.000	.001	.000	.001	.000	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR5	Pearson Correlation	.221*	.252*	.382*	.287*	1	.473*	.442*	.538*	.535*	.438*	.397*	.354*	.434*	.613**
	Sig. (2-tailed)	.024	.010	.000	.003		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR6	Pearson Correlation	.508*	.193*	.337*	.368*	.473*	1	.535*	.601*	.669*	.630*	.480*	.428*	.443*	.721**
	Sig. (2-tailed)	.000	.050	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR7	Pearson Correlation	.322*	.250*	.324*	.312*	.442*	.535*	1	.509*	.471*	.497*	.443*	.504*	.509*	.673**
	Sig. (2-tailed)	.001	.010	.001	.001	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR8	Pearson Correlation	.513*	.258*	.466*	.399*	.538*	.601*	.509*	1	.759*	.687*	.676*	.669*	.638*	.846**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104

	Sig. (2-tailed)	.000	.008	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR9	Pearson Correlation	.498*	.189	.359*	.334*	.535*	.669*	.471*	.759*	1	.692*	.594*	.582*	.584*	.794**
	Sig. (2-tailed)	.000	.055	.000	.001	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR10	Pearson Correlation	.455*	.264*	.385*	.379*	.438*	.630*	.497*	.687*	.692*	1	.737*	.701*	.708*	.829**
	Sig. (2-tailed)	.000	.007	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR11	Pearson Correlation	.494*	.222*	.350*	.366*	.397*	.480*	.443*	.676*	.594*	.737*	1	.738*	.673*	.785**
	Sig. (2-tailed)	.000	.024	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR12	Pearson Correlation	.463*	.310*	.424*	.391*	.354*	.428*	.504*	.669*	.582*	.701*	.738*	1	.829*	.811**
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PR13	Pearson Correlation	.441*	.397*	.531*	.498*	.434*	.443*	.509*	.638*	.584*	.708*	.673*	.829*	1	.832**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104
PersonalResilience	Pearson Correlation	.644*	.485*	.635*	.621*	.613*	.721*	.673*	.846*	.794*	.829*	.785*	.811*	.832*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	104	104	104	104	104	104	104	104	104	104	104	104	104	104

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

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

Lampiran 3 (Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		104
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.59902837
Most Extreme Differences	Absolute	.047
	Positive	.047
	Negative	-.042
Test Statistic		.047
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Sumber: Data primer diolah, 2022

Lampiran 4 (Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
SemangatKerja * LingkunganKerja	Between Groups	(Combined)	736.698	15	49.113	4.572	.000
		Linearity	593.970	1	593.970	55.299	.000
		Deviation from Linearity	142.729	14	10.195	.949	.511
	Within Groups		945.215	88	10.741		
	Total		1681.913	103			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
SemangatKerja * PersonalResilience	Between Groups	(Combined)	1145.427	24	47.726	7.028	.000
		Linearity	907.975	1	907.975	133.703	.000
		Deviation from Linearity	237.452	23	10.324	1.520	.088
	Within Groups		536.486	79	6.791		
Total		1681.913	103				

Sumber: Data primer diolah, 2022

Lampiran 5 (Uji Multikolinearitas)

Model		Unstandardized Coefficients		Standardized	t	Sig.	Collinearity Statistics	
		B	Std. Error	Coefficients Beta			Tolerance	VIF
1	(Constant)	33.508	3.016		11.110	.000		
	LingkunganKerja	.318	.095	.262	3.369	.001	.678	1.474
	PersonalResilience	.369	.049	.586	7.545	.000	.678	1.474

a. Dependent Variable: SemangatKerja
 Sumber: Data primer diolah, 2022

Lampiran 6 (Uji Heteroskedastisitas)

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	3.555	1.870		1.901	.060
	LingkunganKerja	.013	.059	.026	.219	.827
	PersonalResilience	-.030	.030	-.118	-.983	.328

a. Dependent Variable: abs_res
 Sumber: Data primer diolah, 2022

Lampiran 7 (Uji Hipotesis)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.766 ^a	.586	.578	2.625

a. Predictors: (Constant), PersonalResilience, LingkunganKerja

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	986.154	2	493.077	71.578	.000 ^b
	Residual	695.760	101	6.889		
	Total	1681.913	103			

a. Dependent Variable: SemangatKerja
 b. Predictors: (Constant), PersonalResilience, LingkunganKerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized	t	Sig.	
	B	Std. Error	Coefficients Beta			
1	(Constant)	33.508		11.110	.000	
	LingkunganKerja	.318	.095	.262	3.369	.001
	PersonalResilience	.369	.049	.586	7.545	.000

a. Dependent Variable: SemangatKerja

Sumber: Data primer diolah, 2022

