

BAB V

PENUTUP

5.1 Kesimpulan

Kesetiaan karyawan merupakan sesuatu yang dapat diberikan oleh karyawan kepada perusahaan tempatnya bekerja. Tujuan dari penelitian ini adalah untuk melakukan kajian kembali faktor-faktor yang secara teoritis dapat mempengaruhi kesetiaan karyawan pada karyawan di rumah sakit terdapat empat faktor yang terbagi menjadi lima hipotesis.

Hasil uji hipotesis yang telah dilakukan kelima hipotesis tersebut 2 signifikan dan 3 tidak signifikan. Hipotesis pertama variabel motivasi karyawan dengan variabel komitmen organisasi dinyatakan signifikan, hal ini menjelaskan bahwa motivasi karyawan berpengaruh positif terhadap komitmen organisasi, artinya motivasi karyawan memiliki pengaruh terhadap komitmen organisasi disuatu rumah sakit.

Hipotesis kedua, variabel kepuasan kerja dengan variabel komitmen organisasi dinyatakan signifikan, hal ini menjelaskan bahwa kepuasan kerja berpengaruh positif terhadap komitmen organisasi, artinya kepuasan kerja memiliki pengaruh terhadap komitmen organisasi disuatu rumah sakit.

Hipotesis ketiga, variabel komitmen organisasi dengan variabel kesetiaan karyawan dinyatakan tidak signifikan, hal ini menjelaskan bahwa komitmen organisasi berpengaruh positif terhadap kesetiaan karyawan, namun komitmen

organisasi memiliki tidak berpengaruh terhadap kesetiaan karyawan disuatu rumah sakit.

Hipotesis keempat, variabel motivasi karyawan dengan variabel kesetiaan karyawan dinyatakan tidak signifikan, hal ini menjelaskan bahwa motivasi karyawan berpengaruh positif terhadap kesetiaan karyawan, namun komitmen organisasi memiliki tidak berpengaruh terhadap kesetiaan karyawan disuatu rumah sakit.

Hipotesis kelima, variabel kepuasan kerja dengan variabel kesetiaan karyawan dinyatakan tidak signifikan, hal ini menjelaskan bahwa kepuasan kerja berpengaruh positif terhadap kesetiaan karyawan, namun komitmen organisasi memiliki tidak berpengaruh terhadap kesetiaan karyawan disuatu rumah sakit.

Berdasarkan hasil penelitian dapat disimpulkan bahwa motivasi karyawan, kepuasan kerja, dan komitmen organisasi adalah faktor yang tidak mempengaruhi kesetiaan karyawan. Hal ini dimaknai bahwa semakin tinggi motivasi karyawan, kepuasan kerja, dan komitmen organisasi dapat meningkatkan kesetiaan karyawan.

5.2 Keterbatasan

Penelitian ini telah diusahakan dan dilaksanakan sesuai dengan prosedur ilmiah, namun demikian masih memiliki keterbatasan yaitu:

1. Jumlah responden yang seharusnya berjumlah 200 tetapi hanya mendapat 130 responden non medis di RS PKU Muhammadiyah Surakarta.

2. Hanya melakukan penelitian disatu instansi rumah sakit saja yang mengakibatkan kurangnya keberagaman hasil penelitian.
3. Tidak dicantumkannya masa kerja karyawan pada kuesioner agar lebih mudah mencari jumlah responden yang mengakibatkan hasil tidak signifikan jika dibutuhkan.

5.3 Saran

Saran-saran yang dapat disampaikan berdasarkan hasil penelitian ini adalah sebagai berikut:

1. Untuk manajer RS PKU Muhammadiyah Surakarta harus terus memotivasi dan menjaga kepuasan kerja para karyawan pada organisasi agar kesetiaan dari karyawan tetap pada RS PKU Muhammadiyah Surakarta.
2. Memaksimalkan saran informasi dan komunikasi yang telah ada di rumah sakit guna mempercepat proses dan kordinasi antara fungsi-fungsi yang terkait.
3. Lahan parkir untuk keluarga pasien/penjenguk lebih diperluas khususnya kendaraan mobil, karena sulitnya mencari lahan parkir di RS PKU Muhammadiyah Surakarta.
4. Saran untuk peneliti masa depan, perlu dilakukan penelitian kembali terhadap variabel kesetiaan karyawan dengan menggunakan faktor-faktor variabel yang lainnya, dan disarankan untuk melakukan penelitian di rumah sakit lainnya agar lebih bervariasi lagi.

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KUESIONER

Yth. Responden

Saya sedang melakukan penelitian dengan judul **Pengaruh Motivasi Karyawan, Kepuasan Kerja dan Komitmen Organisasi Terhadap Kesetiaan Karyawan**. Saya mohon Bpk/Ibu/Sdr/i berkenan mengisi kuesioner dengan sejujurnya. Sebuah informasi tentang karyawan akan dirahasiakan. Atas perhatian dan kerjasamanya saya ucapkan terimakasih.

Hormat Saya,

Agung Prakoso Eddi Wibowo

Nim: 13150332L

IDENTITAS RESPONDEN

Mohon untuk memberi tanda (√) pada pilihan dibawah.

Usia :
 Jenis Kelamin : Laki- laki Perempuan
 Pendidikan Terakhir :

PETUNJUK MENJAWAB

Mohon untuk memberikan tanda (√) pada pernyataan yang anda pilih.

Keterangan :

STS = Sangat Tidak Setuju
 TS = Tidak Setuju
 CS = Cukup Setuju
 S = Setuju
 SS = Sangat Setuju

	No.	PERNYATAAN	PERSEPSI				
			STS	TS	CS	S	SS
Kesetiaan Karyawan	1	Saya bertanggung jawab pada tugas yang telah diberikan.					
Kesetiaan Karyawan	2	Saya berkeinginan untuk bertahan untuk tetap menjalankan tugas-tugas saya.					
Komitmen Organisasi	3	Saya merasa menjadi bagian dari organisasi ditempat saya bekerja.					
Komitmen Organisasi	4	Saya merasa tidak komitmen jika meninggalkan organisasi ditempat saya bekerja.					
Motivasi Karyawan	5	Saya memiliki keinginan untuk memajukan rumah sakit ini					
Motivasi Karyawan	6	Saya memiliki sikap yang positif dalam bekerja untuk keberhasilan pada rumah sakit ini.					
Motivasi Karyawan	7	Saya memiliki target dalam pencapaian tujuan untuk mendukung keberhasilan rumah sakit ini.					
Kepuasan Kerja	8	Rumah sakit memberikan pekerjaan yang sesuai dengan harapan saya.					
Kepuasan Kerja	9	Kualitas kerja saya sudah sesuai dengan upah yang diberikan oleh rumah sakit ini.					
Kepuasan Kerja	10	Tugas-tugas yang diberikan oleh rumah sakit sudah sesuai dengan yang saya harapkan.					

UJI VALIDITAS KUESIONER

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.796
Approx. Chi-Square	585.144
Bartlett's Test of Sphericity	
df	45
Sig.	.000

Communalities

	Initial	Extraction
KESETIAAN1	1.000	.743
KESETIAAN2	1.000	.848
KOMITMEN1	1.000	.726
KOMITMEN2	1.000	.810
MOTIVASI1	1.000	.739
MOTIVASI2	1.000	.788
MOTIVASI3	1.000	.855
KEPUASAN1	1.000	.749
KEPUASAN2	1.000	.832
KEPUASAN3	1.000	.679

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.289	42.887	42.887	4.289	42.887	42.887	2.333	23.326	23.326
2	1.785	17.848	60.736	1.785	17.848	60.736	2.248	22.484	45.810
3	.947	9.470	70.205	.947	9.470	70.205	1.660	16.604	62.414
4	.748	7.479	77.685	.748	7.479	77.685	1.527	15.270	77.685
5	.646	6.462	84.147						
6	.461	4.609	88.756						
7	.364	3.642	92.397						
8	.310	3.105	95.502						
9	.236	2.361	97.863						
10	.214	2.137	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
KESETIAAN1	.668			
KESETIAAN2	.654		.637	
KOMITMEN1	.723			
KOMITMEN2	.671			-.587
MOTIVASI1	.600	.534		
MOTIVASI2	.573	.676		
MOTIVASI3	.564	.726		
KEPUASAN1	.743			
KEPUASAN2	.691			
KEPUASAN3	.636			

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Rotated Component Matrix^a

	Component			
	1	2	3	4
KESETIAAN1			.775	
KESETIAAN2			.868	
KOMITMEN1				.711
KOMITMEN2				.837
MOTIVASI1	.811			
MOTIVASI2	.859			
MOTIVASI3	.898			
KEPUASAN1		.757		
KEPUASAN2		.862		
KEPUASAN3		.776		

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.^a

a. Rotation converged in 5 iterations.

UJI RELIABILITAS KUESIONER DALAM VARIABEL MOTIVASI KARYAWAN

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	130	100.0
	Excluded ^a	0	.0
	Total	130	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.851	3

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.55	3.117	1.766	3

UJI RELIABILITAS KUESIONER DALAM VARIABEL KEPUASAN KERJA

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	130	100.0
	Excluded ^a	0	.0
	Total	130	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.823	3

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
12.25	2.203	1.484	3

UJI RELIABILITAS KUESIONER DALAM VARIABEL KOMITMEN ORGANISASI

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	130	100.0
	Excluded ^a	0	.0
	Total	130	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.672	2

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
7.70	2.026	1.423	2

UJI RELIABILITAS KUESIONER DALAM VARIABEL KESETIAAN KARYAWAN

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	130	100.0
	Excluded ^a	0	.0
	Total	130	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.742	2

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
8.48	.918	.958	2

UJI NILAI MEAN**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
KESETIAAN1	130	3	5	4.35	.511
KESETIAAN2	130	3	5	4.13	.562
KOMITMEN1	130	2	5	3.93	.706
KOMITMEN2	130	1	5	3.77	.920
MOTIVASI1	130	2	5	3.93	.637
MOTIVASI2	130	2	5	3.78	.682
MOTIVASI3	130	2	5	3.84	.691
KEPUASAN1	130	3	5	4.14	.581
KEPUASAN2	130	3	5	4.10	.582
KEPUASAN3	130	2	5	4.01	.564
Valid N (listwise)	130				

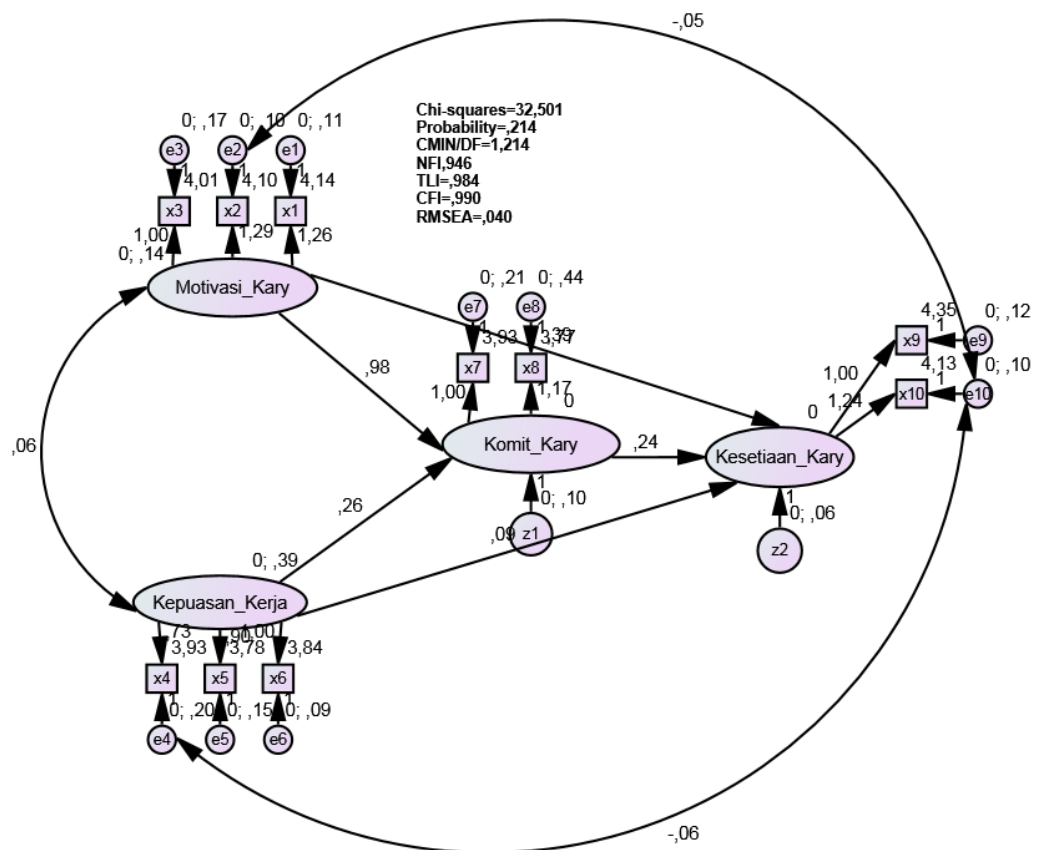
TABULASI DATA KUESIONER

KK1	KK2	KO1	KO2	MK1	MK2	MK3	KNK1	KNK2	KNK3
5	5	5	4	3	3	3	4	4	4
4	4	3	3	3	3	3	4	4	4
4	4	4	4	4	4	4	4	4	4
4	4	4	4	3	3	3	4	4	4
4	4	4	4	4	4	4	4	4	4
4	4	2	1	3	3	3	4	3	3
4	4	2	1	4	4	5	4	3	3
4	4	3	1	4	4	4	4	3	4
5	5	4	4	4	4	4	3	3	3
4	4	4	4	5	5	5	4	4	4
4	3	3	2	3	3	3	3	3	3
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4	4	4	4	3	3	3	4	4	4
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3	3	4	4	3	3	3	4	4	4
4	4	3	4	4	4	4	4	3	3
4	4	4	4	3	3	3	4	4	4

KK1	KK2	KO1	KO2	MK1	MK2	MK3	KNK1	KNK2	KNK3
4	4	2	3	3	3	3	4	4	4
4	4	2	3	4	4	4	4	4	4
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5	4	5	4	5	4	4	5	4	4
4	3	3	2	4	3	3	3	4	4
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4	4	3	4	4	4	4	4	4	4
5	4	5	4	5	4	4	5	5	4
5	4	4	4	4	4	4	4	4	4
4	4	4	2	4	4	4	4	4	4
5	4	4	4	4	4	4	4	4	4
5	5	5	4	4	4	4	4	4	4
5	4	4	5	5	4	4	5	5	5

KK1	KK2	KO1	KO2	MK1	MK2	MK3	KNK1	KNK2	KNK3
5	4	4	5	5	4	4	5	5	5
5	4	4	5	5	4	4	5	5	5
5	5	4	4	4	4	4	5	5	5
5	5	4	5	4	4	4	5	5	5
5	5	4	5	4	4	4	5	5	4
5	5	4	5	4	4	4	5	5	5
5	5	4	5	5	4	4	5	5	4
5	5	5	5	4	4	4	5	5	5
4	4	4	2	4	4	4	4	4	4
4	4	4	4	5	4	5	4	4	4
4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	5	5
4	4	4	4	4	4	4	4	4	4
5	5	5	4	4	3	4	5	5	5
5	5	5	5	4	5	5	5	5	5
4	4	3	4	4	4	4	4	3	3
5	5	5	4	5	5	5	4	5	5
5	4	4	3	4	5	4	5	5	5
4	4	4	4	5	5	4	4	4	4
4	5	5	5	4	4	4	4	4	4
5	5	4	4	4	4	4	4	4	4
5	5	5	5	4	4	5	4	3	4
5	4	4	5	5	4	5	5	5	5
4	4	4	4	4	4	4	4	4	4
5	4	4	4	4	5	5	4	4	4
5	5	5	5	4	4	4	5	4	5
4	4	3	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	3	3
5	5	4	4	4	4	4	4	4	4
5	4	4	4	4	5	5	4	4	4
4	4	4	4	4	4	4	3	3	4
4	4	4	5	4	5	5	5	5	4
4	4	3	4	4	4	4	3	4	4
4	5	4	4	3	3	4	4	5	4
5	5	5	5	5	5	5	5	5	4
4	4	4	4	4	4	4	4	4	3
4	5	4	4	4	4	4	4	4	4
5	5	4	4	4	4	4	4	4	4
5	5	5	4	4	4	4	5	4	5
5	5	4	4	4	5	5	4	4	4
4	4	5	5	4	3	3	5	5	4

MODEL STRUKTURAL



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Notes for Group (Group number 1)

The model is recursive.

Sample size = 130

Variable Summary (Group number 1)

Your model contains the following variables (Group number 1)

Observed, endogenous variables

x3

x2

x1

x6

x5

x4

x7

x8

x9

x10

Unobserved, endogenous variables

Komit_Kary

Kesetiaan_Kary

Unobserved, exogenous variables

Motivasi_Kary

e3

e2

e1

Kepuasan_Kerja

e6

e5

e4

e7

e8

e9

e10

z1

z2

Variable counts (Group number 1)

Number of variables in your model: 26

Number of observed variables: 10

Number of unobserved variables: 16

Number of exogenous variables: 14

Number of endogenous variables: 12

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
x10	3,000	5,000	,031	,145	,003	,006
x9	3,000	5,000	,259	1,204	-1,132	-2,635
x8	1,000	5,000	-1,270	-5,911	1,716	3,995
x7	2,000	5,000	-,565	-2,629	,641	1,491
x4	2,000	5,000	-,123	-,571	-,045	-,104
x5	2,000	5,000	-,146	-,680	-,112	-,260
x6	2,000	5,000	-,061	-,285	-,343	-,797
x1	3,000	5,000	-,017	-,077	-,172	-,400
x2	3,000	5,000	-,009	-,044	-,110	-,255
x3	2,000	5,000	-,258	-1,202	1,113	2,591
Multivariate					26,618	9,795

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
69	40,163	,000	,002
24	33,735	,000	,000
7	28,426	,002	,001
59	25,817	,004	,002
80	25,116	,005	,001
123	25,094	,005	,000
13	20,892	,022	,025
77	20,661	,024	,012
56	20,620	,024	,004
6	20,400	,026	,002
40	19,716	,032	,003
111	19,430	,035	,002
70	19,324	,036	,001
107	18,318	,050	,006
121	17,703	,060	,012
8	16,622	,083	,074
78	16,436	,088	,064
9	16,380	,089	,041
35	16,371	,090	,023
23	16,342	,090	,013
106	15,746	,107	,037
29	14,990	,132	,135
67	13,770	,184	,615

Observation number	Mahalanobis d-squared	p1	p2
68	13,770	,184	,525
74	13,770	,184	,436
38	13,582	,193	,454
112	13,460	,199	,437
73	12,922	,228	,667
41	12,854	,232	,628
34	12,776	,236	,595
95	12,599	,247	,622
71	12,585	,248	,551
72	12,585	,248	,470
53	12,535	,251	,422
79	12,404	,259	,427
45	12,001	,285	,614
63	11,867	,294	,626
44	11,787	,300	,605
26	11,757	,302	,549
27	11,757	,302	,473
64	11,749	,302	,404
30	11,728	,304	,346
130	11,425	,325	,480
115	11,216	,341	,557
42	11,127	,348	,548
105	11,127	,348	,475

Observation number	Mahalanobis d-squared	p1	p2
114	11,098	,350	,423
119	11,098	,350	,353
108	10,942	,362	,394
103	10,922	,364	,339
109	10,870	,368	,310
1	10,845	,370	,265
120	10,788	,374	,242
88	10,783	,375	,192
89	10,783	,375	,147
90	10,783	,375	,110
128	10,517	,396	,186
48	10,298	,415	,261
49	10,298	,415	,207
36	10,258	,418	,180
25	10,067	,435	,239
122	10,039	,437	,204
101	9,919	,448	,223
75	9,779	,460	,258
104	9,779	,460	,205
93	9,501	,485	,336
11	9,433	,492	,324
12	9,078	,525	,550
124	8,943	,537	,596

Observation number	Mahalanobis d-squared	p1	p2
39	8,931	,539	,538
65	8,745	,556	,628
66	8,745	,556	,560
83	8,745	,556	,490
117	8,655	,565	,499
50	8,440	,586	,619
129	8,311	,598	,662
28	8,166	,613	,716
32	8,143	,615	,672
62	8,069	,622	,668
33	8,023	,627	,641
15	8,017	,627	,578
98	8,017	,627	,506
126	7,720	,656	,700
85	7,308	,696	,907
97	7,308	,696	,873
37	7,082	,718	,934
92	7,071	,719	,910
94	7,071	,719	,876
19	7,066	,719	,836
91	6,485	,773	,987
87	6,197	,798	,997
125	5,906	,823	1,000

Observation number	Mahalanobis d-squared	p1	p2
10	5,863	,827	,999
14	5,863	,827	,999
18	5,863	,827	,998
17	5,595	,848	1,000
96	5,022	,890	1,000
57	4,343	,931	1,000
110	4,343	,931	1,000
118	4,343	,931	1,000

Notes for Model (Default model)

Computation of degrees of freedom (Default model)

Number of distinct sample moments: 65

Number of distinct parameters to be estimated: 38

Degrees of freedom (65 - 38): 27

Result (Default model)

Minimum was achieved

Chi-square = 32,501

Degrees of freedom = 27

Probability level = ,214

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Komit_Kary	<---	Motivasi_Kary	,977	,175	5,578	***	par_8
Komit_Kary	<---	Kepuasan_Kerja	,261	,081	3,218	,001	par_9
Kesetiaan_Kary	<---	Komit_Kary	,243	,167	1,454	,146	par_10
Kesetiaan_Kary	<---	Motivasi_Kary	,390	,205	1,905	,057	par_13
Kesetiaan_Kary	<---	Kepuasan_Kerja	,088	,070	1,270	,204	par_14
x3	<---	Motivasi_Kary	1,000				
x2	<---	Motivasi_Kary	1,285	,160	8,045	***	par_1
x1	<---	Motivasi_Kary	1,256	,160	7,864	***	par_2
x6	<---	Kepuasan_Kerja	1,000				
x5	<---	Kepuasan_Kerja	,898	,084	10,661	***	par_3

			Estimate	S.E.	C.R.	P	Label
x4	<---	Kepuasan_Kerja	,726	,081	8,988	***	par_4
x7	<---	Komit_Kary	1,000				
x8	<---	Komit_Kary	1,170	,177	6,619	***	par_5
x9	<---	Kesetiaan_Kary	1,000				
x10	<---	Kesetiaan_Kary	1,237	,173	7,138	***	par_6

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
Komit_Kary	<---	Motivasi_Kary	,690
Komit_Kary	<---	Kepuasan_Kerja	,302
Kesetiaan_Kary	<---	Komit_Kary	,344
Kesetiaan_Kary	<---	Motivasi_Kary	,390
Kesetiaan_Kary	<---	Kepuasan_Kerja	,145
x3	<---	Motivasi_Kary	,676
x2	<---	Motivasi_Kary	,842
x1	<---	Motivasi_Kary	,824
x6	<---	Kepuasan_Kerja	,904
x5	<---	Kepuasan_Kerja	,823
x4	<---	Kepuasan_Kerja	,712
x7	<---	Komit_Kary	,764
x8	<---	Komit_Kary	,686
x9	<---	Kesetiaan_Kary	,745
x10	<---	Kesetiaan_Kary	,824

Intercepts: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
x3	4,008	,049	81,061	***	par_15
x2	4,100	,051	80,351	***	par_16
x1	4,138	,051	81,250	***	par_17
x6	3,838	,061	63,330	***	par_18
x5	3,785	,060	63,288	***	par_19
x4	3,931	,056	70,350	***	par_20
x7	3,931	,062	63,442	***	par_21
x8	3,769	,081	46,736	***	par_22
x9	4,354	,045	97,090	***	par_23
x10	4,131	,050	82,391	***	par_24

Covariances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Kepuasan_Kerja <--> Motivasi_Kary	,056	,025	2,187	,029	par_7
e4 <--> e10	-,057	,018	-3,106	,002	par_11
e2 <--> e10	-,048	,015	-3,178	,001	par_12

Correlations: (Group number 1 - Default model)

	Estimate
Kepuasan_Kerja <--> Motivasi_Kary	,236
e4 <--> e10	-,398
e2 <--> e10	-,478

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Motivasi_Kary	,144	,035	4,129	***	par_25
Kepuasan_Kerja	,387	,063	6,113	***	par_26
z1	,097	,040	2,433	,015	par_27
z2	,062	,018	3,486	***	par_28
e3	,171	,024	7,079	***	par_29
e2	,098	,022	4,543	***	par_30
e1	,107	,021	5,109	***	par_31
e6	,087	,028	3,145	,002	par_32
e5	,149	,027	5,419	***	par_33
e4	,198	,029	6,810	***	par_34
e7	,206	,044	4,742	***	par_35
e8	,444	,073	6,057	***	par_36
e9	,115	,021	5,594	***	par_37
e10	,104	,028	3,752	***	par_38

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
Komit_Kary	,665
Kesetiaan_Kary	,569
x10	,679
x9	,555
x8	,471
x7	,583

	Moti vasi_ Kary	Kepu asan_ Kerja	Ko mit_ Kar y	Keset iaan_ Kary	x 1 0	x 9	x 8	x 7	x 4	x 5	x 6	x 1	x 2	x 3
x8	,182	,182	,338	,169	8 2 0 9	9 1 6 9								
x7	,155	,155	,289	,144	1 7 9	1 4 4	3 3 8	4 9 5						
x4	,040	,281	,113	,068	0 2 7	0 6 8	1 3 2	1 1 3	4 0 3					
x5	,050	,348	,140	,084	1 0 4	0 8 4	1 6 3	1 4 0	2 5 3	4 6 1				
x6	,056	,387	,155	,094	1 1 6	0 9 4	1 8 2	1 5 5	2 8 1	3 4 8	4 7 4			
x1	,181	,070	,195	,124	1 5 3	1 2 4	2 2 8	1 9 5	0 5 1	0 6 3	0 7 0	0 3 5		
x2	,185	,072	,200	,127	1 0 9	1 2 7	2 3 3	2 0 0	0 5 2	0 6 4	0 7 2	0 3 3	2 3 6	3 3 6
x3	,144	,056	,155	,099	1 2	0 9	1 8	1 5	0 4	0 5	0 5	1 8	1 8	3 1

	Moti vasi_ Kary	Kepu asan_ Kerja	Ko mit_ Kar y	Keset iaan_ Kary	x 1 0	x 9	x 8	x 7	x 4	x 5	x 6	x 1	x 2	x 3
					2	9	2	5	0	0	6	1	5	5

Implied (for all variables) Correlations (Group number 1 - Default model)

	Moti vasi_ _Kar y	Kepu asan_ Kerja	Ko mit_ _Ka ry	Kese tiaan_ _Kar y	x 1 0	x 9	x 8	x 7	x 4	x 5	x 6	x 1	x 2	x 3
Moti vasi_ Kary	1,00 0													
Kepu asan_ Kerja	,236	1,000												
Komi t_ _Kar y	,761	,465	1,0 00											
Keset iaan_ Kary	,686	,397	,70 8	1,00 0										
x10	,565	,327	,58 4	,824	1, 0 0 0									
x9	,511	,296	,52 8	,745	,6 1 4	1, 0 0 0								
x8	,522	,319	,68 6	,486	,4 0 1	,3 6 2	1, 0 0 0							

	Motivasi_Karyawan	Kepuasan_Kerja	Komitmen_Karyawan	Kesejahteraan_Karyawan	x ₀	x ₉	x ₈	x ₇	x ₄	x ₅	x ₆	x ₁	x ₂	x ₃
x7	,581	,355	,764	,541	,446	,403	,524	1,000						
x4	,168	,712	,331	,282	,075	,210	,227	,253	1,000					
x5	,194	,823	,382	,326	,269	,243	,262	,292	,586	1,000				
x6	,213	,904	,420	,358	,295	,267	,288	,321	,644	,744	1,000			
x1	,824	,194	,627	,565	,466	,411	,411	,499	,188	,100	,106	1,000		
x2	,842	,199	,641	,578	,330	,430	,440	,489	,141	,163	,180	,604	1,000	
x3	,676	,159	,514	,464	,382	,345	,353	,393	,144	,131	,144	,547	,569	1,000

Implied (for all variables) Means (Group number 1 - Default model)

	Moti vasi_ Kary	Kepu asan_ Kerja	Ko mit_ Kar y	Keset iaan_ Kary	x 1 0	x 9	x 8	x 7	x 4	x 5	x 6	x 1	x 2	x 3
					4, 1 3 1	4, 3 5 4	3, 7 6 9	3, 9 3 1	3, 9 3 1	3, 7 8 5	3, 8 3 8	4, 1 3 8	4, 1 0 0	4, 0 0 8

Implied Covariances (Group number 1 - Default model)

	x10	x9	x8	x7	x4	x5	x6	x1	x2	x3
x10	,324									
x9	,178	,259								
x8	,209	,169	,839							
x7	,179	,144	,338	,495						
x4	,027	,068	,132	,113	,403					
x5	,104	,084	,163	,140	,253	,461				
x6	,116	,094	,182	,155	,281	,348	,474			
x1	,153	,124	,228	,195	,051	,063	,070	,335		
x2	,109	,127	,233	,200	,052	,064	,072	,233	,336	
x3	,122	,099	,182	,155	,040	,050	,056	,181	,185	,315

Implied Correlations (Group number 1 - Default model)

	x10	x9	x8	x7	x4	x5	x6	x1	x2	x3
x10	1,000									
x9	,614	1,000								
x8	,401	,362	1,000							
x7	,446	,403	,524	1,000						
x4	,075	,210	,227	,253	1,000					
x5	,269	,243	,262	,292	,586	1,000				
x6	,295	,267	,288	,321	,644	,744	1,000			
x1	,466	,421	,431	,479	,138	,160	,176	1,000		
x2	,330	,430	,440	,489	,141	,163	,180	,694	1,000	
x3	,382	,345	,353	,393	,114	,131	,144	,557	,569	1,000

Implied Means (Group number 1 - Default model)

	x10	x9	x8	x7	x4	x5	x6	x1	x2	x3
	4,131	4,354	3,769	3,931	3,931	3,785	3,838	4,138	4,100	4,008

Residual Covariances (Group number 1 - Default model)

	x10	x9	x8	x7	x4	x5	x6	x1	x2	x3
x10	-,011									
x9	-,009	,000								
x8	-,025	-,026	,000							
x7	,007	,011	,000	,000						
x4	,028	,033	,037	,029	,000					
x5	,001	-,008	,049	-,001	-,006	,000				
x6	,005	-,006	,012	-,036	,000	,002	,000			
x1	-,018	,004	,004	,022	,066	,005	-,009	,000		
x2	-,022	-,001	,005	-,016	,055	-,012	-,040	,000	,000	
x3	,000	-,002	-,011	-,016	,022	,029	,015	-,005	,006	,000

Residual Means (Group number 1 - Default model)

	x10	x9	x8	x7	x4	x5	x6	x1	x2	x3
	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000

Standardized Residual Covariances (Group number 1 - Default model)

	x10	x9	x8	x7	x4	x5	x6	x1	x2	x3
x10	-,262									
x9	-,298	,000								
x8	-,503	-,590	,000							
x7	,192	,319	,000	,000						
x4	,886	1,148	,698	,704	,003					
x5	,031	-,252	,858	-,013	-,136	,000				
x6	,148	-,179	,203	-,798	-,002	,041	,000			

	x10	x9	x8	x7	x4	x5	x6	x1	x2	x3
x1	-,554	,135	,075	,561	2,036	,155	-,257	,000		
x2	-,716	-,031	,097	-,393	1,679	-,342	-1,123	-,009	,007	
x3	-,004	-,057	-,221	-,434	,684	,843	,429	-,156	,192	,000

Standardized Residual Means (Group number 1 - Default model)

	x10	x9	x8	x7	x4	x5	x6	x1	x2	x3
	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000

Factor Score Weights (Group number 1 - Default model)

	x10	x9	x8	x7	x4	x5	x6	x1	x2	x3
Motivasi_Kary	,134	-,012	,019	,034	,031	-,013	-,025	,199	,290	,099
Kepuasan_Kerja	,086	-,015	,010	,019	,182	,259	,494	-,025	,014	-,013
Komit_Kary	,149	,030	,149	,273	,057	,024	,045	,082	,166	,041
Kesetiaan_Kary	,388	,183	,009	,017	,106	-,010	-,020	-,017	,173	-,008

Total Effects (Group number 1 - Default model)

	Motivasi_Kary	Kepuasan_Kerja	Komit_Kary	Kesetiaan_Kary
Komit_Kary	,977	,261	,000	,000
Kesetiaan_Kary	,627	,152	,243	,000
x10	,775	,188	,301	1,237
x9	,627	,152	,243	1,000
x8	1,143	,305	1,170	,000
x7	,977	,261	1,000	,000

	Motivasi_Kary	Kepuasan_Kerja	Komit_Kary	Kesetiaan_Kary
x4	,000	,726	,000	,000
x5	,000	,898	,000	,000
x6	,000	1,000	,000	,000
x1	1,256	,000	,000	,000
x2	1,285	,000	,000	,000
x3	1,000	,000	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	Motivasi_Kary	Kepuasan_Kerja	Komit_Kary	Kesetiaan_Kary
Komit_Kary	,690	,302	,000	,000
Kesetiaan_Kary	,627	,249	,344	,000
x10	,517	,205	,284	,824
x9	,467	,185	,256	,745
x8	,474	,207	,686	,000
x7	,527	,230	,764	,000
x4	,000	,712	,000	,000
x5	,000	,823	,000	,000
x6	,000	,904	,000	,000
x1	,824	,000	,000	,000
x2	,842	,000	,000	,000
x3	,676	,000	,000	,000

Direct Effects (Group number 1 - Default model)

	Motivasi_Kary	Kepuasan_Kerja	Komit_Kary	Kesetiaan_Kary
Komit_Kary	,977	,261	,000	,000
Kesetiaan_Kary	,390	,088	,243	,000
x10	,000	,000	,000	1,237
x9	,000	,000	,000	1,000
x8	,000	,000	1,170	,000
x7	,000	,000	1,000	,000
x4	,000	,726	,000	,000
x5	,000	,898	,000	,000
x6	,000	1,000	,000	,000
x1	1,256	,000	,000	,000
x2	1,285	,000	,000	,000
x3	1,000	,000	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	Motivasi_Kary	Kepuasan_Kerja	Komit_Kary	Kesetiaan_Kary
Komit_Kary	,690	,302	,000	,000
Kesetiaan_Kary	,390	,145	,344	,000
x10	,000	,000	,000	,824
x9	,000	,000	,000	,745
x8	,000	,000	,686	,000
x7	,000	,000	,764	,000
x4	,000	,712	,000	,000
x5	,000	,823	,000	,000

	Motivasi_Kary	Kepuasan_Kerja	Komit_Kary	Kesetiaan_Kary
x6	,000	,904	,000	,000
x1	,824	,000	,000	,000
x2	,842	,000	,000	,000
x3	,676	,000	,000	,000

Indirect Effects (Group number 1 - Default model)

	Motivasi_Kary	Kepuasan_Kerja	Komit_Kary	Kesetiaan_Kary
Komit_Kary	,000	,000	,000	,000
Kesetiaan_Kary	,237	,063	,000	,000
x10	,775	,188	,301	,000
x9	,627	,152	,243	,000
x8	1,143	,305	,000	,000
x7	,977	,261	,000	,000
x4	,000	,000	,000	,000
x5	,000	,000	,000	,000
x6	,000	,000	,000	,000
x1	,000	,000	,000	,000
x2	,000	,000	,000	,000
x3	,000	,000	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	Motivasi_Kary	Kepuasan_Kerja	Komit_Kary	Kesetiaan_Kary
Komit_Kary	,000	,000	,000	,000
Kesetiaan_Kary	,237	,104	,000	,000
x10	,517	,205	,284	,000
x9	,467	,185	,256	,000
x8	,474	,207	,000	,000
x7	,527	,230	,000	,000
x4	,000	,000	,000	,000
x5	,000	,000	,000	,000
x6	,000	,000	,000	,000
x1	,000	,000	,000	,000
x2	,000	,000	,000	,000
x3	,000	,000	,000	,000

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

	M.I.	Par Change
e4 <--> Motivasi_Kary	7,596	,044

Variances: (Group number 1 - Default model)

	M.I.	Par Change
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Regression Weights: (Group number 1 - Default model)

	M.I.	Par Change
x4 <--- Motivasi_Kary	7,016	,298

Means: (Group number 1 - Default model)

	M.I.	Par Change
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Intercepts: (Group number 1 - Default model)

	M.I.	Par Change
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Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	38	32,501	27	,214	1,204
Saturated model	65	,000	0		
Independence model	20	604,674	45	,000	13,437

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,946	,910	,990	,984	,990
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,600	,568	,594
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	5,501	,000	24,048
Saturated model	,000	,000	,000
Independence model	559,674	483,979	642,809

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	,252	,043	,000	,186
Saturated model	,000	,000	,000	,000
Independence model	4,687	4,339	3,752	4,983

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,040	,000	,083	,604
Independence model	,311	,289	,333	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	108,501	115,586		
Saturated model	130,000	142,119		
Independence model	644,674	648,403		

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	,841	,798	,985	,896
Saturated model	1,008	1,008	1,008	1,102
Independence model	4,997	4,411	5,642	5,026

HOELTER

Model	HOELTER	HOELTER
	.05	.01
Default model	160	187
Independence model	14	15



RS. PKU MUHAMMADIYAH SURAKARTA ★★★★★

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 Ijin Operasional Rumah Sakit Nomor : 445 / 107 Tahun 2013



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

SURAT KETERANGAN

No. 2572 /Sekt/RS-PKU/VII/2019

Direktur Rumah Sakit PKU Muhammadiyah Surakarta, menerangkan bahwa :

Nama : **AGUNG PRAKOSO EDDI WIBOWO**
 NIM : 13150332L
 Prgram Studi : S1 Manajemen Rumah Sakit Fakultas Ekonomi
 Universitas Setia Budi Surakarta

Tersebut di atas benar-benar telah menyelesaikan penelitian pada karyawan Rumah Sakit PKU Muhammadiyah Surakarta tanggal 19 Maret – 19 April 2019, dengan judul Skripsi : ***Pengaruh Motivasi Karyawan, Kepuasan Karyawan dan Komitmen Kerja Terhadap Kesetiaan Karyawan di RS. PKU Muhammadiyah Surakarta***

Demikian, surat keterangan ini dibuat untuk dipergunakan sebagaimana mestinya.

Surakarta, 19 Dzul Qo'dah 1440 H
 22 Juli 2019 M

RS PKU Muhammadiyah Surakarta
 Direktur,


dr. H. Mardiatno, Sp.Rad
 NBM. 1086.487