BAB V

KESIMPULAN DAN SARAN

5.1 Kesimpulan

Studi penelitian ini bertujuan untuk menguji pengaruh kerja tim, komitmen organisasi, motivasi melalui kepuasan kerja terhadap kesetiaan kerja. Berdasarkan analisis SEM menunjukkan bahwa dua hipotesis terdukung dan dua hipotesis tidak terdukung. Dalam penelitian ini dapat disimpulkan sebagai berikut :

1. Hipotesis pertama, menunjukkan bahwa kepuasan berpengaruh signifikan terhadap kesetiaan karyawan. Hal ini menunjukkan bahwa ketika karyawan mendapatkan kepuasan kerja maka kesetiaan karyawan akan meningkat.
2. Hipotesis kedua, menunjukkan bahwa tim kerja berpengaruh tidak signifikan terhadap kepuasan.
3. Hipotesis ketiga, menunjukkan bahwa komitmen organisasi berpengaruh tidak signifikan terhadap kepuasan.
4. Hipotesis keempat, menunjukkan bahwa motivasi berpengaruh signifikan terhadap kepuasaan. Hal ini menunjukkan bahwa ketika karyawan memiliki motivasi kerja maka kepuasan kerja akan meningkat.

5.2 Keterbatasan Penelitian

Penelitian ini telah dilakukan sesuai dengan prosedur yang ada, namun masih memiliki keterbatasan yaitu :

1. Penelitian ini didapat melalui penyebaran kuesioner sehingga terkadang responden mengisi tidak sesuai dengan keadaan sesungguhnya. Jika tidak didampingi selama pengisian kuesioner, responden terkadang kurang teliti terhadap dan tidak mengisi data dengan lengkap.
2. Penelitian ini terbatas dari satu jenis dan data diperoleh dari rumah sakit pemerintah sehingga tidak mendapatkan hasil yang lebih baik dan sesuai kenyataan yang ada.

5.3 Saran

Berdasarkan dari hasil analisis yang telah dilakukan, adapun saran yang dapat diberikan sebagai berikut :

5.3.1 Bagi Rumah Sakit

Adapun beberapa saran yang perlu diperhatikan bagi rumah sakit, tentang pengaruh kerja tim, komitmen organisasi dan motivasi kerja melalui kepuasan kerja terhadap kesetian kerja :

1. Rumah Sakit Kaimana diharapkan terus meningkatkan motivasi kerja karyawan dengan saling bertukar pendapat/pikiran antar atasan dan bawahan sehingga dapat menciptakan dorongan dari dalam diri karyawan untuk terus bekerja mencapai tujuan rumah sakit dan menimbulkan rasa puas dalam bekerja.

2. Rumah Sakit Kaimana diharapkan dapat memperkuat komitmen organisasi dengan melakukan sosialisasi di setiap ruangan tentang nilai-nilai organisasi, tujuan organisasi, visi dan misi yang ada di rumah sakit.
3. Rumah Sakit Kaimana diharapkan dapat meningkatkan kerja tim dengan menerapkan saling menghormati dimulai dari atasan yang menerima pendapat bawahannya dan antar senior junior. Mengadakan pelatihan tiga bulan sekali atau bahkan lebih untuk meningkatkan kerja tim antar karyawan di Rumah Sakit Kaimana. Rumah sakit harus menciptakan rasa saling mendukung antar karyawan karena dalam satu instansi itu adalah tim.
4. Rumah Sakit Kaimana diharapkan dapat meningkatkan kepuasan kerja dengan menerapkan keadaan emosional yang menyenangkan seperti memberikan kepercayaan penuh kepada karyawan untuk menyelesaikan tanggung jawab dalam bekerja dan didukung atasan selama proses bekerja.

5.3.2 Bagi Peneliti Selanjutnya

Adapun beberapa saran yang perlu diperhatikan bagi peneliti selanjutnya yang tertarik meneliti tentang pengaruh kerja tim, komitmen organisasi dan motivasi kerja melalui kepuasan kerja terhadap kesetian kerja :

1. Bagi peneliti selanjutnya diharapakan mencari variabel-variabel lain yang mempengaruhi kesetiaan. Baik menggunakan variabel

moderator untuk memperkuat variabel yang tidak signifikan di dalam penelitiaan ini.

2. Bagi peneliti selanjutnya diharapkan mencari indikator-indikator yang lebih akurat.
3. Bagi peneliti selanjutnya diharapkan lebih memperhatikan waktu penelitian. Waktu penelitian diharapkan tidak lakukan pada waktu karyawan sedang sibuk sehingga tingkat pengembaliaan kuesioner tepat waktu dan memperoleh hasil yang lebih akurat.

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LAMPIRAN

UJI VALID

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,702
Bartlett's Test of Sphericity	Approx. Chi-Square	1058,757
	Df	66
	Sig.	,000

Communalities

	Initial	Extraction
KSK1	1,000	,724
KSK2	1,000	,813
KSK3	1,000	,783
KPK1	1,000	,879
KPK2	1,000	,876
KTP1	1,000	,803
KTP2	1,000	,823
KTP3	1,000	,871
KO1	1,000	,955
KO2	1,000	,958
MO1	1,000	,873
MO2	1,000	,875

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	4,110	34,247	34,247	4,110	34,247	34,247	2,521	21,008	21,008
2	2,481	20,671	54,918	2,481	20,671	54,918	2,136	17,800	38,808
3	1,726	14,385	69,304	1,726	14,385	69,304	2,081	17,338	56,146
4	1,359	11,325	80,629	1,359	11,325	80,629	1,789	14,911	71,057
5	,558	4,649	85,278	,558	4,649	85,278	1,707	14,221	85,278
6	,430	3,580	88,859						
7	,361	3,007	91,865						
8	,330	2,748	94,614						
9	,241	2,006	96,620						
10	,185	1,542	98,162						
11	,160	1,336	99,498						
12	,060	,502	100,000						

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component				
	1	2	3	4	5
KSK1	,785				
KSK2	,661				
KSK3	,710			-,508	
KPK1			,685		
KPK2			,777		
KTP1		,786			
KTP2		,798			
KTP3		,858			
KO1	,625		-,557		
KO2	,616		-,502		
MO1	,770				
MO2	,707				

Extraction Method: Principal Component Analysis.
a. 5 components extracted.

Rotated Component Matrix[a]

	Component				
	1	2	3	4	5
KSK1		,682			
KSK2		,861			
KSK3		,803			
KPK1				,917	
KPK2				,917	
KTP1	,883				
KTP2	,883				
KTP3	,927				
KO1			,951		
KO2			,952		
MO1					,828
MO2					,822

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.
a. Rotation converged in 6 iterations.

Component Transformation Matrix

Component	1	2	3	4	5
1	,317	,596	,467	,263	,506
2	,908	,027	-,213	-,131	-,336
3	-,018	,102	-,588	,802	,017
4	,164	-,615	,566	,499	-,161
5	,220	-,506	-,266	-,142	,777

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

UJI RELIABEL

KESETIAAN

Scale: ALL VARIABLES

Variabel KSK

Case Processing Summary

		N	%
Cases	Valid	136	100,0
	Excluded[a]	0	,0
	Total	136	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,807	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KSK1	8,44	1,137	,621	,772
KSK2	8,59	1,103	,633	,760
KSK3	8,40	1,071	,715	,674

UJI RELIABEL

KEPUASAN KERJA

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	136	100,0
	Excluded[a]	0	,0
	Total	136	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,846	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KPK1	4,45	,383	,733	.
KPK2	4,44	,367	,733	.

UJI RELIABEL

KERJA TIM

Scale: ALL VARIABLES

Variabel KTP

Case Processing Summary

		N	%
Cases	Valid	136	100,0
	Excluded[a]	0	,0
	Total	136	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,890	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KTP1	8,68	1,317	,766	,869
KTP2	8,68	1,551	,789	,845
KTP3	8,61	1,425	,814	,818

UJI RELIABEL

KOMITMEN ORGANISASI

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	136	100,0
	Excluded[a]	0	,0
	Total	136	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,961	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KO1	4,11	,410	,926	.
KO2	4,14	,373	,926	.

UJI RELIABEL

MOTIVASI

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	136	100,0
	Excluded[a]	0	,0
	Total	136	100,0

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

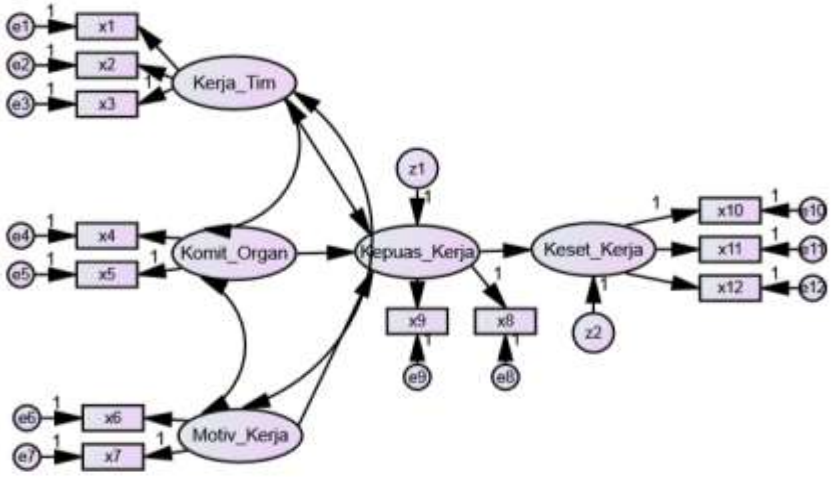
Reliability Statistics

Cronbach's Alpha	N of Items
,861	2

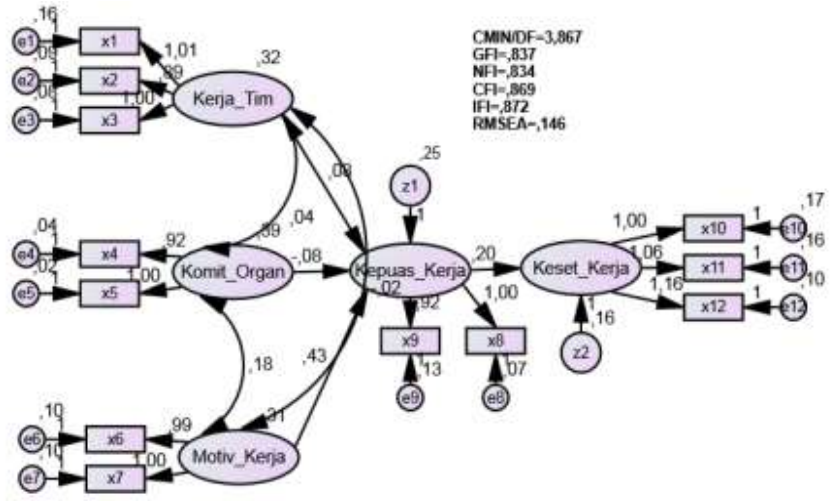
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
MO1	4,16	,418	,755	.
MO2	4,09	,407	,755	.

Structural Equation Modelling



(SEM)



Notes for Group (Group number 1)
The model is recursive.
Sample size = 136

Variable Summary (Group number 1)
Your model contains the following variables (Group number 1)
Observed, endogenous variables
x2
x1
x5
x4
x7

x6
x8
x9
x10
x11
x12
x3
Unobserved, endogenous variables
Kepuas_Kerja
Keset_Kerja
Unobserved, exogenous variables
Kerja_Tim
Komit_Organ
Motiv_Kerja
e2
e1
e5
e4
e7
e6
e8
e9
e10
e11
e12
z2
z1
e3

Variable counts (Group number 1)

Number of variables in your model:	31
Number of observed variables:	12
Number of unobserved variables:	19
Number of exogenous variables:	17
Number of endogenous variables:	14

Parameter Summary (Group number 1)

	Weights	Covariances	Variances	Means	Intercepts	Total
Fixed	19	0	0	0	0	19
Labeled	0	0	0	0	0	0
Unlabeled	11	3	17	0	0	31
Total	30	3	17	0	0	50

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
x3	3,000	5,000	-,495	-2,356	-,656	-1,562
x12	3,000	5,000	-,166	-,792	-,630	-1,499
x11	1,000	5,000	-,874	-4,159	4,469	10,637
x10	3,000	5,000	-,147	-,698	-,542	-1,290
x9	2,000	5,000	-,841	-4,003	,630	1,499
x8	3,000	5,000	-,577	-2,745	-,593	-1,412
x6	3,000	5,000	-,076	-,359	-,551	-1,312
x7	3,000	5,000	-,164	-,781	-,656	-1,562
x4	3,000	5,000	-,081	-,384	-,401	-,955
x5	3,000	5,000	-,099	-,471	-,581	-1,383
x1	2,000	5,000	-,640	-3,046	-,288	-,685
x2	3,000	5,000	-,180	-,855	-,602	-1,432
Multivariate					88,907	28,282

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

Observation number	Mahalanobis d-squared	p1	p2
48	65,306	,000	,000
62	49,042	,000	,000
64	42,870	,000	,000
43	42,306	,000	,000
59	38,737	,000	,000
103	32,532	,001	,000
4	32,307	,001	,000
19	30,455	,002	,000
56	28,613	,004	,000
54	28,389	,005	,000
12	27,486	,007	,000
111	27,486	,007	,000
127	27,486	,007	,000
55	25,897	,011	,000
52	25,111	,014	,000
27	22,718	,030	,000
68	22,718	,030	,000
80	22,718	,030	,000
18	22,075	,037	,000
117	22,075	,037	,000
130	22,075	,037	,000
118	20,218	,063	,000
131	20,218	,063	,000
60	19,775	,071	,000
61	19,402	,079	,000
58	18,274	,108	,003
28	18,086	,113	,003
69	18,086	,113	,001
81	18,086	,113	,001
87	18,086	,113	,000
20	16,626	,164	,033
119	16,626	,164	,020
132	16,626	,164	,012
24	15,268	,227	,292
8	15,237	,229	,242
107	15,237	,229	,184
123	15,237	,229	,136
136	15,237	,229	,098
14	15,109	,236	,098
113	15,109	,236	,068

Observation number	Mahalanobis d-squared	p1	p2
129	15,109	,236	,046
47	14,760	,255	,091
6	14,733	,256	,069
63	14,433	,274	,116
65	13,906	,307	,300
45	13,735	,318	,336
23	13,292	,348	,558
26	12,916	,375	,732
67	12,916	,375	,670
32	12,734	,389	,721
73	12,734	,389	,659
85	12,734	,389	,592
91	12,734	,389	,523
29	12,588	,400	,558
70	12,588	,400	,488
82	12,588	,400	,419
88	12,588	,400	,352
11	12,505	,406	,344
110	12,505	,406	,282
126	12,505	,406	,227
44	11,506	,486	,832
3	10,982	,530	,966
102	10,982	,530	,951
49	9,996	,616	1,000
1	8,487	,746	1,000
53	8,107	,777	1,000
13	7,996	,785	1,000
112	7,996	,785	1,000
128	7,996	,785	1,000
38	7,910	,792	1,000
79	7,910	,792	1,000
97	7,910	,792	1,000
9	7,467	,825	1,000
108	7,467	,825	1,000
124	7,467	,825	1,000
50	6,649	,880	1,000
35	6,482	,890	1,000
76	6,482	,890	1,000
94	6,482	,890	1,000
22	6,211	,905	1,000

Observation number	Mahalanobis d-squared	p1	p2
121	6,211	,905	1,000
134	6,211	,905	1,000
2	6,195	,906	1,000
7	6,195	,906	1,000
105	6,195	,906	1,000
106	6,195	,906	1,000
122	6,195	,906	1,000
135	6,195	,906	1,000
36	5,702	,930	1,000
77	5,702	,930	1,000
95	5,702	,930	1,000
30	5,621	,934	1,000
71	5,621	,934	1,000
83	5,621	,934	1,000
89	5,621	,934	1,000
34	4,843	,963	1,000
39	4,843	,963	1,000
41	4,843	,963	1,000
42	4,843	,963	1,000
46	4,843	,963	1,000

Sample Moments (Group number 1)
Sample Covariances (Group number 1)

	x3	x12	x11	x10	x9	x8	x6	x7	x4	x5	x1	x2
x3	,396											
x12	,073	,334										
x11	,071	,218	,359									
x10	,030	,208	,179	,345								
x9	,008	,027	,076	,018	,380							
x8	-,018	,037	,092	,071	,273	,364						
x6	,004	,193	,158	,204	,093	,115	,404					
x7	-,075	,162	,156	,213	,097	,112	,309	,415				
x4	,051	,081	,049	,161	-,004	,034	,164	,147	,370			
x5	,032	,068	,045	,154	,009	,069	,181	,173	,360	,407		
x1	,325	,116	,108	,092	,045	,018	,017	-,006	,052	,025	,493	
x2	,284	,081	,102	,087	,041	,029	,025	-,027	,046	,033	,289	,343

Condition number = 66,769
Eigenvalues
1,559 1,014 ,651 ,501 ,218 ,159 ,135 ,127 ,091 ,068 ,064 ,023
Determinant of sample covariance matrix = ,000

Sample Correlations (Group number 1)

	x3	x12	x11	x10	x9	x8	x6	x7	x4	x5	x1	x2
x3	1,000											
x12	,200	1,000										
x11	,188	,629	1,000									
x10	,082	,613	,509	1,000								
x9	,021	,077	,207	,049	1,000							
x8	-,048	,106	,254	,201	,733	1,000						
x6	,009	,525	,415	,546	,237	,301	1,000					
x7	-,186	,435	,405	,564	,243	,289	,755	1,000				
x4	,132	,230	,134	,449	-,010	,092	,424	,374	1,000			
x5	,080	,185	,118	,410	,024	,179	,447	,422	,926	1,000		
x1	,736	,285	,258	,224	,105	,043	,038	-,013	,123	,055	1,000	
x2	,771	,240	,291	,253	,114	,081	,067	-,071	,129	,088	,704	1,000

Condition number = 68,239

Eigenvalues

4,110 2,481 1,726 1,359 ,558 ,430 ,361 ,330 ,241 ,185 ,160 ,060

Notes for Model (Default model)
Computation of degrees of freedom (Default model)
Number of distinct sample moments: 78
Number of distinct parameters to be estimated: 31
Degrees of freedom (78 - 31): 47
Result (Default model)
Minimum was achieved
Chi-square = 181,731
Degrees of freedom = 47
Probability level = ,000

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
Kepuas_Kerja	<---	Kerja_Tim	,082	,096	,857	,392	par_1
Kepuas_Kerja	<---	Komit_Organ	-,079	,113	-,697	,486	par_2
Kepuas_Kerja	<---	Motiv_Kerja	,426	,118	3,607	***	par_3
Keset_Kerja	<---	Kepuas_Kerja	,200	,086	2,335	,020	par_4
x2	<---	Kerja_Tim	,887	,073	12,231	***	par_5
x1	<---	Kerja_Tim	1,015	,087	11,630	***	par_6
x5	<---	Komit_Organ	1,000				
x4	<---	Komit_Organ	,919	,075	12,269	***	par_7
x7	<---	Motiv_Kerja	1,000				
x6	<---	Motiv_Kerja	,989	,125	7,890	***	par_8
x8	<---	Kepuas_Kerja	1,000				
x9	<---	Kepuas_Kerja	,920	,148	6,199	***	par_9
x10	<---	Keset_Kerja	1,000				
x11	<---	Keset_Kerja	1,061	,146	7,259	***	par_10
x12	<---	Keset_Kerja	1,164	,152	7,660	***	par_11
x3	<---	Kerja_Tim	1,000				

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

			Estimate
Kepuas_Kerja	<---	Kerja_Tim	,086
Kepuas_Kerja	<---	Komit_Organ	-,091
Kepuas_Kerja	<---	Motiv_Kerja	,439
Keset_Kerja	<---	Kepuas_Kerja	,259
x2	<---	Kerja_Tim	,858
x1	<---	Kerja_Tim	,818
x5	<---	Komit_Organ	,981
x4	<---	Komit_Organ	,945
x7	<---	Motiv_Kerja	,868
x6	<---	Motiv_Kerja	,870
x8	<---	Kepuas_Kerja	,899
x9	<---	Kepuas_Kerja	,810
x10	<---	Keset_Kerja	,714
x11	<---	Keset_Kerja	,742
x12	<---	Keset_Kerja	,845
x3	<---	Kerja_Tim	,899

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Kerja_Tim	<-->	Komit_Organ	,038	,034	1,098	,272	par_12
Komit_Organ	<-->	Motiv_Kerja	,176	,038	4,604	***	par_13
Kerja_Tim	<-->	Motiv_Kerja	-,015	,034	-,459	,647	par_14

Correlations: (Group number 1 - Default model)

			Estimate
Kerja_Tim	<-->	Komit_Organ	,107
Komit_Organ	<-->	Motiv_Kerja	,504
Kerja_Tim	<-->	Motiv_Kerja	-,049

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
Kerja_Tim	,320	,050	6,360	***	par_15
Komit_Organ	,391	,057	6,822	***	par_16
Motiv_Kerja	,313	,060	5,230	***	par_17
z1	,246	,058	4,252	***	par_18
z2	,164	,038	4,308	***	par_19
e2	,091	,017	5,187	***	par_20
e1	,163	,026	6,161	***	par_21
e5	,016	,029	,536	,592	par_22
e4	,040	,025	1,595	,111	par_23
e7	,102	,037	2,804	,005	par_24
e6	,098	,036	2,753	,006	par_25
e8	,070	,045	1,564	,118	par_26
e9	,131	,039	3,341	***	par_27
e10	,169	,027	6,234	***	par_28
e11	,161	,029	5,657	***	par_29
e12	,096	,027	3,553	***	par_30
e3	,076	,020	3,863	***	par_31

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

	Estimate
Kepuas_Kerja	,163
Keset_Kerja	,067
x3	,809
x12	,714
x11	,551
x10	,510
x9	,656
x8	,808
x6	,757
x7	,753
x4	,892
x5	,962
x1	,670
x2	,736

Matrices (Group number 1 - Default model)

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

	Motiv_Kerja	Komit_Organ	Kerja_Tim	Kepuas_Kerja	Keset_Kerja	x3	x12	x11	x10	x9	x8	x6	x7	x4	x5	x1	x2
Motiv_Kerja	,313																
Komit_Organ	,176	,391															
Kerja_Tim	-,015	,038	,320														
Kepuas_Kerja	,118	,047	,017	,294													
Keset_Kerja	,024	,009	,003	,059	,176												
x3	-,015	,038	,320	,017	,003	,396											
x12	,027	,011	,004	,069	,205	,004	,334										
x11	,025	,010	,004	,063	,187	,004	,217	,359									
x10	,024	,009	,003	,059	,176	,003	,205	,187	,345								
x9	,109	,044	,015	,271	,054	,015	,063	,058	,054	,380							
x8	,118	,047	,017	,294	,059	,017	,069	,063	,059	,271	,364						
x6	,309	,174	-,015	,117	,023	-,015	,027	,025	,023	,107	,117	,404					
x7	,313	,176	-,015	,118	,024	-,015	,027	,025	,024	,109	,118	,309	,415				
x4	,162	,360	,035	,043	,009	,035	,010	,009	,009	,040	,043	,160	,162	,370			
x5	,176	,391	,038	,047	,009	,038	,011	,010	,009	,044	,047	,174	,176	,360	,407		
x1	-,016	,038	,325	,017	,003	,325	,004	,004	,003	,016	,017	-,016	-,016	,035	,038	,493	
x2	-,014	,034	,284	,015	,003	,284	,003	,003	,003	,014	,015	-,014	-,014	,031	,034	,289	,343

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

	Motiv Kerja	Komit_Organ	Kerja Tim	Kepua Kerja	Keset Kerja	x3	x12	x11	x10	x9	x8	x6	x7	x4	x5	x1	x2
Motiv_Kerja	1,000																
Komit_Organ	,504	1,000															
Kerja_Tim	-,049	,107	1,000														
Kepuas_Kerja	,389	,139	,055	1,000													
Keset_Kerja	,101	,036	,014	,259	1,000												
x3	-,044	,096	,899	,049	,013	1,000											
x12	,085	,031	,012	,219	,845	,011	1,000										
x11	,075	,027	,011	,192	,742	,009	,627	1,000									
x10	,072	,026	,010	,185	,714	,009	,603	,530	1,000								
x9	,315	,113	,044	,810	,210	,040	,177	,156	,150	1,000							
x8	,349	,125	,049	,899	,233	,044	,197	,173	,166	,728	1,000						
x6	,870	,439	-,043	,338	,088	-,038	,074	,065	,063	,274	,304	1,000					
x7	,868	,438	-,042	,337	,087	-,038	,074	,065	,062	,273	,303	,755	1,000				
x4	,476	,945	,101	,132	,034	,091	,029	,025	,024	,107	,118	,415	,413	1,000			
x5	,494	,981	,105	,137	,035	,094	,030	,026	,025	,111	,123	,430	,429	,926	1,000		
x1	-,040	,087	,818	,045	,012	,736	,010	,009	,008	,036	,040	-,035	-,035	,083	,086	1,000	
x2	-,042	,092	,858	,047	,012	,772	,010	,009	,009	,038	,042	-,037	-,036	,087	,090	,702	1,000

Implied Covariances (Group number 1 - Default model)

	x3	x12	x11	x10	x9	x8	x6	x7	x4	x5	x1	x2
x3	,396											
x12	,004	,334										
x11	,004	,217	,359									
x10	,003	,205	,187	,345								
x9	,015	,063	,058	,054	,380							
x8	,017	,069	,063	,059	,271	,364						
x6	-,015	,027	,025	,023	,107	,117	,404					
x7	-,015	,027	,025	,024	,109	,118	,309	,415				
x4	,035	,010	,009	,009	,040	,043	,160	,162	,370			
x5	,038	,011	,010	,009	,044	,047	,174	,176	,360	,407		
x1	,325	,004	,004	,003	,016	,017	-,016	-,016	,035	,038	,493	
x2	,284	,003	,003	,003	,014	,015	-,014	-,014	,031	,034	,289	,343

Implied Correlations (Group number 1 - Default model)

	x3	x12	x11	x10	x9	x8	x6	x7	x4	x5	x1	x2
x3	1,000											
x12	,011	1,000										
x11	,009	,627	1,000									
x10	,009	,603	,530	1,000								
x9	,040	,177	,156	,150	1,000							
x8	,044	,197	,173	,166	,728	1,000						
x6	-,038	,074	,065	,063	,274	,304	1,000					
x7	-,038	,074	,065	,062	,273	,303	,755	1,000				
x4	,091	,029	,025	,024	,107	,118	,415	,413	1,000			
x5	,094	,030	,026	,025	,111	,123	,430	,429	,926	1,000		
x1	,736	,010	,009	,008	,036	,040	-,035	-,035	,083	,086	1,000	
x2	,772	,010	,009	,009	,038	,042	-,037	-,036	,087	,090	,702	1,000

Residual Covariances (Group number 1 - Default model)

	x3	x12	x11	x10	x9	x8	x6	x7	x4	x5	x1	x2
x3	,000											
x12	,069	,000										
x11	,067	,001	,000									
x10	,027	,003	-,007	,000								
x9	-,007	-,036	,019	-,037	,000							
x8	-,035	-,032	,029	,012	,002	,000						
x6	,019	,166	,133	,181	-,015	-,001	,000					
x7	-,060	,135	,131	,190	-,012	-,005	,000	,000				
x4	,016	,071	,039	,152	-,044	-,010	,004	-,016	,000			
x5	-,006	,057	,035	,144	-,034	,022	,007	-,003	,000	,000		
x1	,000	,112	,105	,089	,030	,001	,032	,010	,017	-,014	,000	
x2	,000	,078	,099	,084	,028	,014	,038	-,013	,015	-,001	,001	,000

Standardized Residual Covariances (Group number 1 - Default model)

	x3	x12	x11	x10	x9	x8	x6	x7	x4	x5	x1	x2
x3	,000											
x12	2,195	,000										
x11	2,070	,017	,000									
x10	,848	,098	-,217	,000								
x9	-,214	-1,151	,583	-1,160	,000							
x8	-1,074	-1,033	,930	,396	,050	,000						
x6	,551	5,222	4,056	5,608	-,416	-,032	,000					
x7	-1,715	4,190	3,939	5,814	-,337	-,155	,000	,000				
x4	,476	2,335	1,257	4,934	-1,352	-,299	,107	-,426	,000			
x5	-,164	1,797	1,062	4,474	-1,005	,649	,184	-,079	,000	,000		
x1	,003	3,197	2,894	2,509	,796	,032	,844	,254	,465	-,353	,000	
x2	-,010	2,667	3,272	2,841	,887	,456	1,200	-,399	,495	-,021	,015	,000

Factor Score Weights (Group number 1 - Default model)

	x3	x12	x11	x10	x9	x8	x6	x7	x4	x5	x1	x2
Motiv_Kerja	-,009	,001	,001	,001	,020	,040	,409	,396	,022	,062	-,004	-,007
Komit_Organ	,002	,000	,000	,000	-,001	-,001	,010	,009	,260	,724	,001	,002
Kerja_Tim	,420	,000	,000	,000	,003	,005	-,007	-,007	,004	,011	,198	,312
Kepuas_Kerja	,005	,018	,010	,009	,283	,573	,028	,027	-,002	-,005	,002	,004
Keset_Kerja	,000	,368	,199	,179	,010	,021	,001	,001	,000	,000	,000	,000

Total Effects (Group number 1 - Default model)

	Motiv Kerja	Komit Organ	Kerja Tim	Kepuas Kerja	Keset Kerja
Kepuas_Kerja	,426	-,079	,082	,000	,000
Keset_Kerja	,085	-,016	,016	,200	,000
x3	,000	,000	1,000	,000	,000
x12	,099	-,018	,019	,233	1,164
x11	,090	-,017	,017	,213	1,061
x10	,085	-,016	,016	,200	1,000
x9	,392	-,073	,076	,920	,000
x8	,426	-,079	,082	1,000	,000
x6	,989	,000	,000	,000	,000
x7	1,000	,000	,000	,000	,000
x4	,000	,919	,000	,000	,000
x5	,000	1,000	,000	,000	,000
x1	,000	,000	1,015	,000	,000
x2	,000	,000	,887	,000	,000

Standardized Total Effects (Group number 1 - Default model)

	Motiv Kerja	Komit Organ	Kerja Tim	Kepuas Kerja	Keset Kerja
Kepuas_Kerja	,439	-,091	,086	,000	,000
Keset_Kerja	,114	-,024	,022	,259	,000
x3	,000	,000	,899	,000	,000
x12	,096	-,020	,019	,219	,845
x11	,084	-,017	,016	,192	,742
x10	,081	-,017	,016	,185	,714
x9	,355	-,074	,070	,810	,000
x8	,394	-,082	,077	,899	,000
x6	,870	,000	,000	,000	,000
x7	,868	,000	,000	,000	,000
x4	,000	,945	,000	,000	,000
x5	,000	,981	,000	,000	,000
x1	,000	,000	,818	,000	,000
x2	,000	,000	,858	,000	,000

Direct Effects (Group number 1 - Default model)

	Motiv Kerja	Komit Organ	Kerja Tim	Kepuas Kerja	Keset Kerja
Kepuas_Kerja	,426	-,079	,082	,000	,000
Keset_Kerja	,000	,000	,000	,200	,000
x3	,000	,000	1,000	,000	,000
x12	,000	,000	,000	,000	1,164
x11	,000	,000	,000	,000	1,061
x10	,000	,000	,000	,000	1,000
x9	,000	,000	,000	,920	,000
x8	,000	,000	,000	1,000	,000
x6	,989	,000	,000	,000	,000
x7	1,000	,000	,000	,000	,000
x4	,000	,919	,000	,000	,000
x5	,000	1,000	,000	,000	,000
x1	,000	,000	1,015	,000	,000
x2	,000	,000	,887	,000	,000

Standardized Direct Effects (Group number 1 - Default model)

	Motiv Kerja	Komit Organ	Kerja Tim	Kepuas Kerja	Keset Kerja
Kepuas_Kerja	,439	-,091	,086	,000	,000
Keset_Kerja	,000	,000	,000	,259	,000
x3	,000	,000	,899	,000	,000
x12	,000	,000	,000	,000	,845
x11	,000	,000	,000	,000	,742
x10	,000	,000	,000	,000	,714
x9	,000	,000	,000	,810	,000
x8	,000	,000	,000	,899	,000
x6	,870	,000	,000	,000	,000
x7	,868	,000	,000	,000	,000
x4	,000	,945	,000	,000	,000
x5	,000	,981	,000	,000	,000
x1	,000	,000	,818	,000	,000
x2	,000	,000	,858	,000	,000

Indirect Effects (Group number 1 - Default model)

	Motiv Kerja	Komit Organ	Kerja Tim	Kepuas Kerja	Keset Kerja
Kepuas_Kerja	,000	,000	,000	,000	,000
Keset_Kerja	,085	-,016	,016	,000	,000
x3	,000	,000	,000	,000	,000
x12	,099	-,018	,019	,233	,000
x11	,090	-,017	,017	,213	,000
x10	,085	-,016	,016	,200	,000
x9	,392	-,073	,076	,000	,000
x8	,426	-,079	,082	,000	,000
x6	,000	,000	,000	,000	,000
x7	,000	,000	,000	,000	,000
x4	,000	,000	,000	,000	,000
x5	,000	,000	,000	,000	,000
x1	,000	,000	,000	,000	,000
x2	,000	,000	,000	,000	,000

Standardized Indirect Effects (Group number 1 - Default model)

	Motiv Kerja	Komit Organ	Kerja Tim	Kepuas Kerja	Keset Kerja
Kepuas_Kerja	,000	,000	,000	,000	,000
Keset_Kerja	,114	-,024	,022	,000	,000
x3	,000	,000	,000	,000	,000
x12	,096	-,020	,019	,219	,000
x11	,084	-,017	,016	,192	,000
x10	,081	-,017	,016	,185	,000
x9	,355	-,074	,070	,000	,000
x8	,394	-,082	,077	,000	,000
x6	,000	,000	,000	,000	,000
x7	,000	,000	,000	,000	,000
x4	,000	,000	,000	,000	,000
x5	,000	,000	,000	,000	,000
x1	,000	,000	,000	,000	,000
x2	,000	,000	,000	,000	,000

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

			M.I.	Par Change
z2	<-->	Motiv_Kerja	29,873	,112
z2	<-->	Kerja_Tim	11,648	,078
z2	<-->	z1	8,200	-,061
e3	<-->	Motiv_Kerja	4,839	-,036
e12	<-->	z1	8,142	-,055
e10	<-->	Komit_Organ	10,580	,071
e10	<-->	e3	7,119	-,038
e9	<-->	Komit_Organ	4,809	-,044
e9	<-->	e10	7,136	-,044
e8	<-->	Komit_Organ	4,006	,039
e8	<-->	e12	5,244	-,033
e6	<-->	Kerja_Tim	5,372	,048
e6	<-->	z2	10,924	,052
e6	<-->	e3	4,912	,028
e6	<-->	e12	9,333	,044
e7	<-->	Kerja_Tim	5,410	-,049
e7	<-->	e3	11,473	-,043
e4	<-->	z1	4,173	-,022
e4	<-->	e8	6,296	-,020
e5	<-->	z2	4,506	-,020
e5	<-->	e8	10,599	,027
e1	<-->	e7	6,743	,042
e2	<-->	e10	4,921	,031

Variances: (Group number 1 - Default model)

	M.I.	Par Change

Regression Weights: (Group number 1 - Default model)

			M.I.	Par Change
Keset_Kerja	<---	Motiv_Kerja	33,825	,432
Keset_Kerja	<---	Komit_Organ	8,715	,186
Keset_Kerja	<---	Kerja_Tim	9,684	,224
x3	<---	Kepuas_Kerja	5,418	-,144
x3	<---	x10	6,888	-,139
x3	<---	x8	5,361	-,119
x3	<---	x7	7,845	-,135
x12	<---	x8	5,097	-,132
x12	<---	x6	4,280	,115
x10	<---	Motiv_Kerja	14,945	,289
x10	<---	Komit_Organ	20,994	,290
x10	<---	x6	8,978	,184
x10	<---	x7	15,166	,236
x10	<---	x4	21,974	,301
x10	<---	x5	19,560	,271
x9	<---	Komit_Organ	4,862	-,129
x9	<---	x10	7,349	-,167
x9	<---	x5	5,279	-,130
x6	<---	Kerja_Tim	5,624	,154
x6	<---	Keset_Kerja	10,182	,292
x6	<---	x3	7,629	,153
x6	<---	x12	13,611	,223
x6	<---	x11	4,082	,118
x6	<---	x2	4,698	,129
x7	<---	Kerja_Tim	5,663	-,157
x7	<---	x3	9,977	-,178
x7	<---	x10	5,642	,143
x7	<---	x2	4,034	-,122
x4	<---	x8	5,678	-,078
x4	<---	x1	4,287	,058
x5	<---	x8	6,346	,085
x5	<---	x1	4,726	-,063
x1	<---	Keset_Kerja	4,435	,214
x1	<---	x12	4,210	,138
x2	<---	Keset_Kerja	4,237	,164
x2	<---	x11	4,826	,112
x2	<---	x10	7,536	,142

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	31	181,731	47	,000	3,867
Saturated model	78	,000	0		
Independence model	12	1098,071	66	,000	16,637

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,061	,837	,730	,504
Saturated model	,000	1,000		
Independence model	,126	,418	,312	,353

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,834	,768	,872	,817	,869
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,712	,594	,619
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	134,731	97,076	179,960
Saturated model	,000	,000	,000
Independence model	1032,071	928,373	1143,177

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	1,346	,998	,719	1,333
Saturated model	,000	,000	,000	,000
Independence model	8,134	7,645	6,877	8,468

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,146	,124	,168	,000
Independence model	,340	,323	,358	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	243,731	250,338	334,023	365,023
Saturated model	156,000	172,623	383,187	461,187
Independence model	1122,071	1124,628	1157,023	1169,023

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	1,805	1,526	2,140	1,854
Saturated model	1,156	1,156	1,156	1,279
Independence model	8,312	7,544	9,135	8,331

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	48	54
Independence model	11	12

KUESIONER

IDENTITAS RESPONDEN

Petunjuk : Bapak/ibu diminta untuk menandai (√) salah satu dari masing-masing pilihan berikut yang sesuai dengan identitas bapak/ibu.

Nama :.....

Usia :.....(mohon diisi)

Jenis Kelamin : □ Laki- laki □ Perempuan

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

1. Kesetiaan Kerja

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya mengutamakan penyelesaian tugas dengan baik dan penuh tanggung jawab					
2	Saya selalu menyelesaikan tugas dengan disiplin tinggi					
3	Saya menyelesaikan pekerjaan dengan penuh kejujuran					

2. Kepuasan Kerja

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya merasa bahagia dengan pekerjaan ini					
2	Saya merasa nyaman dengan lingkungan kerja saya					

3. Kerja Tim

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya mempunyai kerja tim yang kompak					
2	Anggota tim kerja saya saling bersinergi					
3	Anggota tim kerja saya bekerja sama dengan baik					

4. Komitmen Organisasi

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya berkomitmen untuk mendukung tujuan rumah sakit					
2	Saya berupaya dengan optimal untuk ikut memajukan rumah sakit					

5. Motivasi Kerja

No	Pertanyaan	STS	TS	CS	S	SS
1	Saya selalu merasa termotivasi dalam setiap menjalankan tugas					
2	Saya berupaya dengan optimal untuk ikut memajukan rumah sakit					