

BAB V

PENUTUP

5.1 Kesimpulan

Penelitian ini bertujuan untuk menguji pengaruh kepemimpinan autentik terhadap komitmen organisasional yang dimediasi oleh modal psikologis. Penelitian ini dilakukan di dua rumah sakit yaitu Rumah Sakit Jiwa Daerah (RSJD) Surakarta dan Rumah Sakit PKU Muhammadiyah Surakarta. Berdasarkan hasil analisa data dan pembahasan yang telah disajikan dalam bab sebelumnya, maka dapat ditarik kesimpulan sebagai berikut:

1. Kepemimpinan autentik berpengaruh positif dan signifikan terhadap komitmen organisasional.
2. Kepemimpinan autentik berpengaruh positif dan signifikan terhadap modal psikologis.
3. Modal psikologis berpengaruh positif dan signifikan terhadap komitmen organisasional.
4. Modal psikologis memediasi sebagian hubungan antara kepemimpinan autentik terhadap komitmen organisasional.

5.2 Keterbatasan Penelitian

Dalam penelitian ini peneliti menemui keterbatasan, sehingga keterbatasan ini perlu diperhatikan untuk peneliti selanjutnya. Keterbatasan dalam penelitian ini adalah Rumah Sakit PKU Muhammadiyah Surakarta membatasi jumlah responden

sehingga penyebaran kuesioner di Rumah Sakit PKU Muhammadiyah hanya satu unit saja. Hasil kuesioner yang didapat dari Rumah Sakit PKU Muhammadiyah Surakarta tidak tergeneralisasi lebih luas.

5.3 Saran untuk penelitian selanjutnya

Berdasarkan keterbatasan yang ditemukan dalam penelitian ini, maka saran yang dapat disampaikan untuk penelitian selanjutnya yaitu perlu dilakukan penelitian dengan industri yang beragam, seperti klinik kecantikan, perbankan, dan sebagainya mengenai kepemimpinan autentik terhadap komitmen organisasional yang dimediasi oleh modal psikologis sehingga hasil penelitian lebih baik,

5.4 Implikasi Manajerial

Berdasarkan hasil penelitian, implikasi manajerial untuk rumah sakit dalam membangun komitmen karyawan terhadap rumah sakit adalah sebagai berikut:

- (1) Rumah Sakit Jiwa Daerah Surakarta (RSJD) dan Rumah Sakit PKU Muhammadiyah Surakarta perlu memertahakan kepemimpinan autentik dalam meningkatkan komitmen karyawan terhadap rumah sakit.
- (2) Rumah Sakit Jiwa Daerah Surakarta (RSJD) dan Rumah Sakit PKU Muhammadiyah Surakarta perlu meningkatkan modal psikologis karyawan dengan cara menyediakan program pelatihan tentang pemantauan diri dan keterampilan yang sesuai dengan bidang karyawan, baik karyawan medis, non medis, hingga pejabat struktural rumah sakit, sehingga komitmen karyawan semakin meningkat.

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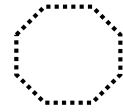
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KUESIONER PENELITIAN



Yth. Bapak/Ibu/Saudara/Saudari
di tempat

Saya sedang melakukan penelitian skripsi yang berjudul: Hubungan Antara Kepemimpinan Autentik dan Komitmen Organisasional : Peran Mediasi Modal Psikologis

Saya mengharapkan kesediaannya untuk berkenan mengisi kuesioner penelitian ini. Informasi Bapak/Ibu/Saudara/Saudari akan dirahasiakan. Atas kerelaan dan dukungannya, saya menghaturkan limpah terimakasih.

Salam,

Yosephin Dila Sintka Sekar P

NIM: 14160371

A. Identitas Responden

1. Usia :
2. Jenis Kelamin : Laki-Laki Perempuan
3. Profesi :
4. Masa Kerja :

B. Petunjuk Pengisian Kuesioner

Silahkan memilih jawaban yang menurut Bapak/Ibu/Saudara/Saudari paling sesuai dengan kondisi yang ada, dengan memberi tanda centang (√) pada pilihan jawaban yang tersedia:

SS = Sangat Setuju

TS = Tidak Setuju

S = Setuju

STS = Sangat Tida Setuju

CS = Cukup Setuju

NO	PERNYATAAN	TANGGAPAN				
		SS	S	CS	TS	STS
1	Saya akan merasa sangat senang menghabiskan sisa karir saya di rumah sakit ini					
2	Akan terlalu merugikan bagi saya untuk meninggalkan rumah sakit ini					
3	Saya merasa rumah sakit ini telah banyak berjasa bagi hidup saya					
4	Pemimpin saya menunjukkan bahwa dia mengerti keputusan dan kebijakannya berdampak pada karyawan dan institusi rumah sakit					
5	Pemimpin saya menganalisa informasi secara bijaksana dan objektif sebelum mengambil keputusan					
6	Pemimpin saya membuat keputusan sulit dengan mempertimbangkan standar perilaku yang etis					
9	Saya memiliki berbagai cara untuk menyelesaikan masalah					
10	Saya mampu menghadapi masalah dalam pekerjaan					
11	Saya mampu untuk meningkatkan pelayanan di unit kerja saya serta untuk pencapaian visi, misi dan tujuan rumah sakit					

Lampiran 2.

TABULASI DATA PENELITIAN

Responden	KOMITMEN ORGANISASIONAL			RERATA	KEPEMIMPINAN AUTENTIK			RERATA	MODAL PSIKOLOGIS			RERATA
	KO 1	KO 2	KO 3		KA 1	KA 2	KA 3		MP 2	MP 3	MP 4	
1	4	3	4	3.66667	4	4	3	3.66667	4	5	4	
2	4	4	5	4.33333	4	4	4	4	4	3	4	3.66667
3	2	2	4	2.66667	4	3	3	3.33333	4	4	5	4.33333
4	5	5	4	4.66667	5	4	4	4.33333	4	4	5	4.33333
5	5	4	4	4.33333	4	4	4	4	4	3	4	3.66667
6	4	5	5	4.66667	4	4	4	4	4	4	4	4
7	4	3	4	3.66667	4	4	3	3.66667	4	4	4	4
8	4	4	4	4	4	4	4	4	4	3	4	3.66667
9	4	4	4	4	4	4	4	4	4	4	4	4
10	4	4	4	4	4	4	4	4	4	4	4	4
11	5	5	5	5	4	4	4	4	4	5	5	4.66667
12	4	2	4	3.33333	4	4	3	3.66667	3	4	4	3.66667
13	4	4	4	4	4	4	4	4	4	4	4	4
14	5	4	4	4.33333	4	3	3	3.33333	3	3	3	3
15	5	5	4	4.66667	4	4	5	4.33333	4	4	4	4

Responden	KOMITMEN ORGANISASIONAL			RERATA	KEPEMIMPINAN AUTENTIK			RERATA	MODAL PSIKOLOGIS			RERATA
	KO 1	KO 2	KO 3		KA 1	KA 2	KA 3		MP 2	MP 3	MP 4	
16	4	3	3	3.33333	4	4	3	3.66667	4	4	4	4
17	4	4	4	4	4	4	4	4	4	4	4	4
18	4	4	4	4	4	4	3	3.66667	4	4	4	4
19	4	4	4	4	4	5	5	4.66667	2	3	2	2.33333
20	5	3	4	4	4	4	4	4	3	4	4	3.66667
21	2	2	2	2	4	4	4	4	4	4	4	4
22	3	3	4	3.33333	4	4	3	3.66667	4	4	4	4
23	3	3	3	3	3	4	4	3.66667	4	4	4	4
24	4	4	4	4	4	4	4	4	4	4	4	4
25	3	4	4	3.66667	3	3	3	3	3	4	3	3.33333
26	4	4	4	4	4	4	4	4	4	4	4	4
27	4	4	5	4.33333	3	2	3	2.66667	4	4	4	4
28	4	4	4	4	4	4	4	4	4	3	4	3.66667
29	4	3	4	3.66667	4	4	3	3.66667	3	4	4	3.66667
30	4	4	4	4	4	3	3	3.33333	4	4	4	4
31	3	3	3	3	3	4	4	3.66667	4	4	4	4
32	2	2	5	3	4	4	3	3.66667	3	4	4	3.66667
33	5	5	5	5	4	4	4	4	4	5	5	4.66667
34	4	4	5	4.33333	4	4	4	4	4	3	4	3.66667
35	5	4	5	4.66667	4	4	3	3.66667	4	3	4	3.66667
36	4	4	4	4	4	4	4	4	5	5	4	4.66667

Responden	KOMITMEN ORGANISASIONAL			RERATA	KEPEMIMPINAN AUTENTIK			RERATA	MODAL PSIKOLOGIS			RERATA
	KO 1	KO 2	KO 3		KA 1	KA 2	KA 3		MP 2	MP 3	MP 4	
37	5	4	4	4.33333	5	4	4	4.33333	5	4	5	4.66667
38	3	3	5	3.66667	4	4	5	4.33333	4	4	4	4
39	3	4	4	3.66667	3	4	4	3.66667	5	3	4	4
40	4	4	4	4	4	4	4	4	4	4	4	4
41	4	5	5	4.66667	4	4	4	4	4	4	4	4
42	3	3	3	3	3	3	3	3	4	4	4	4
43	5	4	5	4.66667	4	4	4	4	5	5	5	5
44	5	5	4	4.66667	3	3	4	3.33333	4	4	4	4
45	4	5	5	4.66667	4	3	3	3.33333	4	4	3	3.66667
46	4	3	5	4	3	3	4	3.33333	3	4	5	4
47	2	2	4	2.66667	4	4	5	4.33333	4	4	4	4
48	4	3	3	3.33333	4	4	3	3.66667	4	4	4	4
49	4	4	4	4	4	4	4	4	4	4	4	4
50	5	5	5	5	4	4	4	4	4	5	5	4.66667
51	5	4	5	4.66667	3	3	4	3.33333	4	4	4	4
52	5	4	5	4.66667	4	4	4	4	4	5	5	4.66667
53	4	4	5	4.33333	4	4	5	4.33333	4	4	5	4.33333
54	3	3	5	3.66667	3	3	5	3.66667	4	4	4	4
55	5	4	5	4.66667	4	4	4	4	5	5	5	5
56	4	4	4	4	4	4	4	4	4	4	4	4
57	5	5	4	4.66667	4	4	5	4.33333	4	4	4	4

Responden	KOMITMEN ORGANISASIONAL			RERATA	KEPEMIMPINAN AUTENTIK			RERATA	MODAL PSIKOLOGIS			RERATA
	KO 1	KO 2	KO 3		KA 1	KA 2	KA 3		MP 2	MP 3	MP 4	
58	4	4	4	4	4	4	4	4	4	4	4	4
59	4	3	5	4	4	4	4	4	4	5	5	4.66667
60	3	5	5	4.33333	5	4	4	4.33333	4	4	4	4
61	5	5	5	5	5	5	5	5	5	5	5	5
62	5	4	5	4.66667	4	5	5	4.66667	4	5	5	4.66667
63	3	3	4	3.33333	4	5	5	4.66667	3	3	4	3.33333
64	5	5	5	5	4	5	5	4.66667	4	4	4	4
65	3	3	4	3.33333	4	4	4	4	4	4	3	3.66667
66	5	5	5	5	4	4	4	4	5	5	4	4.66667
67	4	4	4	4	4	4	4	4	4	3	4	3.66667
68	5	5	5	5	5	5	5	5	5	5	5	5
69	5	4	5	4.66667	5	5	4	4.66667	5	5	5	5
70	4	4	4	4	4	4	5	4.33333	4	4	4	4
71	5	5	4	4.66667	4	4	3	3.66667	3	3	4	3.33333
72	2	2	4	2.66667	4	4	5	4.33333	4	4	4	4
73	4	4	4	4	4	4	4	4	4	4	4	4
74	3	2	3	2.66667	3	3	4	3.33333	4	4	4	4
75	3	2	3	2.66667	4	4	5	4.33333	4	4	4	4
76	3	4	4	3.66667	3	4	4	3.66667	4	4	4	4
77	4	5	5	4.66667	3	3	4	3.33333	5	5	5	5
78	4	4	5	4.33333	4	4	5	4.33333	4	4	4	4

Responden	KOMITMEN ORGANISASIONAL			RERATA	KEPEMIMPINAN AUTENTIK			RERATA	MODAL PSIKOLOGIS			RERATA
	KO 1	KO 2	KO 3		KA 1	KA 2	KA 3		MP 2	MP 3	MP 4	
79	5	3	5	4.33333	5	5	4	4.66667	5	4	5	4.66667
80	3	3	4	3.33333	4	3	4	3.66667	4	5	3	4
81	5	5	4	4.66667	4	4	4	4	4	4	4	4
82	4	4	4	4	4	4	4	4	4	4	4	4
83	1	2	3	2	4	4	4	4	4	4	4	4
84	4	4	4	4	4	4	3	3.66667	4	4	4	4
85	5	5	4	4.66667	5	4	4	4.33333	4	3	3	3.33333
86	5	5	4	4.66667	4	4	3	3.66667	4	4	4	4
87	3	2	4	3	4	4	4	4	3	4	4	3.66667
88	4	4	4	4	5	3	4	4	4	4	4	4
89	5	5	4	4.66667	4	4	4	4	5	5	5	5
90	5	5	5	5	4	5	4	4.33333	5	4	5	4.66667
91	3	2	4	3	4	4	4	4	4	4	4	4
92	2	1	3	2	3	3	3	3	3	4	3	3.33333
93	2	1	3	2	3	3	3	3	3	3	3	3
94	2	1	3	2	3	3	3	3	3	3	3	3
95	2	1	3	2	3	3	3	3	3	3	3	3
96	3	2	4	3	4	4	4	4	4	4	4	4
97	2	1	3	2	3	3	3	3	3	3	3	3
98	2	1	3	2	3	3	3	3	3	3	3	3
99	2	2	3	2.33333	3	4	4	3.66667	4	4	4	4

Responden	KOMITMEN ORGANISASIONAL			RERATA	KEPEMIMPINAN AUTENTIK			RERATA	MODAL PSIKOLOGIS			RERATA
	KO 1	KO 2	KO 3		KA 1	KA 2	KA 3		MP 2	MP 3	MP 4	
100	3	2	3	2.66667	3	3	3	3	4	4	4	4
101	2	3	3	2.66667	3	3	3	3	3	4	3	3.33333
102	4	5	5	4.66667	4	4	3	3.66667	3	3	3	3
103	5	4	4	4.33333	3	4	4	3.66667	4	4	5	4.33333
104	4	3	3	3.33333	3	4	4	3.66667	3	3	4	3.33333
105	4	3	4	3.66667	4	4	3	3.66667	3	3	3	3
106	5	4	3	4	3	4	3	3.33333	4	4	3	3.66667
107	4	4	4	4	5	4	4	4.33333	5	4	4	4.33333
108	4	4	3	3.66667	4	4	3	3.66667	4	4	4	4
109	2	3	3	2.66667	3	3	3	3	3	3	3	3
110	5	5	5	5	5	5	5	5	5	5	5	5
111	4	4	4	4	4	3	3	3.33333	2	3	2	2.33333
112	4	4	4	4	3	3	3	3	4	3	3	3.33333
113	4	4	4	4	4	4	3	3.66667	3	3	3	3
114	3	3	3	3	4	4	4	4	3	4	4	3.66667
115	4	4	4	4	4	4	4	4	4	4	4	4
116	2	1	3	2	3	3	3	3	3	4	3	3.33333
117	3	2	3	2.66667	3	3	3	3	4	4	4	4
118	3	3	4	3.33333	4	4	3	3.66667	3	4	4	3.66667
119	2	2	3	2.33333	2	3	4	3	3	3	3	3
120	3	3	3	3	3	3	3	3	3	3	3	3

Responden	KOMITMEN ORGANISASIONAL			RERATA	KEPEMIMPINAN AUTENTIK			RERATA	MODAL PSIKOLOGIS			RERATA
	KO 1	KO 2	KO 3		KA 1	KA 2	KA 3		MP 2	MP 3	MP 4	
121	3	2	3	2.66667	3	3	3	3	3	3	3	3
122	3	2	3	2.66667	3	3	2	2.66667	3	4	4	3.66667
123	2	3	4	3	4	4	2	3.33333	4	4	4	4
124	3	2	4	3	3	3	3	3	4	3	4	3.66667
125	5	3	3	3.66667	3	2	2	2.33333	5	4	4	4.33333
126	4	2	4	3.33333	4	4	4	4	4	4	4	4
127	4	4	4	4	4	4	4	4	4	4	4	4
128	4	3	4	3.66667	4	4	4	4	4	4	3	3.66667
129	4	4	3	3.66667	4	4	4	4	3	4	4	3.66667
130	5	2	4	3.66667	4	3	4	3.66667	4	4	3	3.66667
131	5	5	5	5	5	5	5	5	5	5	5	5
132	4	1	4	3	3	4	4	3.66667	3	4	4	3.66667
133	4	1	4	3	5	4	4	4.33333	5	4	4	4.33333
134	3	2	4	3	2	3	3	2.66667	3	3	3	3
135	2	2	3	2.33333	2	2	3	2.33333	3	3	3	3
136	5	5	5	5	5	4	3	4	3	3	3	3
137	2	2	3	2.33333	2	3	3	2.66667	3	3	3	3
138	1	1	3	1.66667	2	3	2	2.33333	4	4	4	4
139	4	3	4	3.66667	3	3	3	3	2	4	3	3
140	4	5	3	4	3	3	2	2.66667	4	4	4	4
141	3	3	4	3.33333	5	5	4	4.66667	4	4	4	4

Responden	KOMITMEN ORGANISASIONAL			RERATA	KEPEMIMPINAN AUTENTIK			RERATA	MODAL PSIKOLOGIS			RERATA
	KO 1	KO 2	KO 3		KA 1	KA 2	KA 3		MP 2	MP 3	MP 4	
142	4	3	4	3.66667	4	3	4	3.66667	3	4	4	3.66667
143	2	2	4	2.66667	4	3	4	3.66667	3	4	4	3.66667
144	1	3	4	2.66667	4	3	4	3.66667	3	4	3	3.33333
145	5	3	4	4	4	4	4	4	4	4	4	4
146	4	4	4	4	3	4	4	3.66667	4	4	4	4
147	4	4	4	4	4	4	4	4	4	4	4	4
148	4	4	4	4	3	4	4	3.66667	3	4	4	3.66667
149	4	3	3	3.33333	4	4	4	4	4	4	4	4
150	5	5	5	5	5	5	4	4.66667	4	4	4	4
151	3	3	2	2.66667	3	3	3	3	4	3	3	3.33333
152	4	1	3	2.66667	4	4	5	4.33333	3	4	4	3.66667
153	3	3	4	3.33333	4	3	4	3.66667	3	4	3	3.33333
154	3	3	3	3	3	2	2	2.33333	3	3	3	3
155	4	3	4	3.66667	3	3	2	2.66667	4	3	3	3.33333
156	3	2	2	2.33333	3	3	3	3	3	3	4	3.33333
157	3	3	3	3	2	3	2	2.33333	3	3	3	3
158	5	4	4	4.33333	3	3	3	3	4	3	4	3.66667
159	4	4	3	3.66667	4	3	4	3.66667	3	3	4	3.33333

Lampiran 3.

UJI VALIDITAS KUESIONER

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.842
Bartlett's Test of Sphericity	Approx. Chi-Square	655.952
	df	36
	Sig.	.000

Communalities

	Initial	Extraction
ko_1	1.000	.797
ko_2	1.000	.833
ko_3	1.000	.606
ka_1	1.000	.691
ka_2	1.000	.782
ka_3	1.000	.718
mp_2	1.000	.713
mp_3	1.000	.743
mp_4	1.000	.784

Extraction Method: Principal
Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	4.491	49.895	49.895
2	1.169	12.991	62.886
3	1.006	11.180	74.065
4	.564	6.270	80.335
5	.488	5.419	85.754
6	.395	4.388	90.143
7	.363	4.031	94.174
8	.287	3.184	97.358
9	.238	2.642	100.000

Extraction Method: Principal Component Analysis.

Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
4.491	49.895	49.895	2.273	25.250	25.250
1.169	12.991	62.886	2.233	24.813	50.063
1.006	11.180	74.065	2.160	24.003	74.065

Component Matrix^a

	Component		
	1	2	3
ko_1	.711	-.468	
ko_2	.689	-.542	
ko_3	.734		
ka_1	.739		
ka_2	.741		.482
ka_3	.636		.533
mp_2	.695		
mp_3	.659	.509	
mp_4	.745	.422	

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Rotated Component Matrix^a

	Component		
	1	2	3
ko_1	.852		
ko_2	.887		
ko_3	.630		
ka_1			.710
ka_2			.820
ka_3			.810
mp_2		.781	
mp_3		.826	
mp_4		.818	

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3
1	.582	.575	.575
2	-.729	.683	.055
3	-.361	-.451	.816

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Lampiran 4.

UJI RELIABILITAS KOMITMEN ORGANISASIONAL

Case Processing Summary

		N	%
Cases	Valid	159	100.0
	Excluded ^a	0	.0
	Total	159	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.814	3

Item Statistics

	Mean	Std. Deviation	N
ko_1	3.73	1.029	159
ko_2	3.40	1.158	159
ko_3	3.94	.740	159

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ko_1	7.34	2.871	.721	.684
ko_2	7.67	2.411	.748	.667
ko_3	7.13	4.111	.595	.832

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.07	6.445	2.539	3

Lampiran 5.

UJI RELIABILITAS KEPEMIMPINAN AUTENTIK

Case Processing Summary

		N	%
Cases	Valid	159	100.0
	Excluded ^a	0	.0
	Total	159	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.795	3

Item Statistics

	Mean	Std. Deviation	N
ka_1	3.75	.684	159
ka_2	3.73	.643	159
ka_3	3.70	.743	159

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ka_1	7.43	1.526	.624	.735
ka_2	7.45	1.490	.729	.632
ka_3	7.48	1.466	.573	.797

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.18	3.049	1.746	3

Lampiran 6.

UJI RELIABILITAS MODAL PSIKOLOGIS

Case Processing Summary

		N	%
Cases	Valid	159	100.0
	Excluded ^a	0	.0
	Total	159	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.822	3

Item Statistics

	Mean	Std. Deviation	N
mp_2	3.79	.657	159
mp_3	3.87	.597	159
mp_4	3.89	.642	159

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
mp_2	7.76	1.259	.654	.779
mp_3	7.69	1.381	.653	.778
mp_4	7.66	1.213	.727	.702

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.55	2.654	1.629	3

Lampiran 7.

HASIL ANALISIS REGRESI
KEPEMIMPINAN AUTENTIK TERHADAP
KOMITMEN ORGANISASIONAL

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kepemimpinan Autentik ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Komitmen Organisasional

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.531 ^a	.282	.278	.71924930536

a. Predictors: (Constant), Kepemimpinan Autentik

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	31.918	1	31.918	61.700	.000 ^a
	Residual	81.219	157	.517		
	Total	113.138	158			

a. Predictors: (Constant), Kepemimpinan Autentik

b. Dependent Variable: Komitmen Organisasional

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.811	.371		2.187	.030
	Kepemimpinan Autentik	.772	.098	.531	7.855	.000

a. Dependent Variable: Komitmen Organisasional

Lampiran 8.

HASIL ANALISIS REGRESI KEPEMIMPINAN AUTENTIK TERHADAP MODAL PSIKOLOGIS

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kepemimpinan Autentik ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Modal Psikologis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.525 ^a	.276	.271	.46362645309

a. Predictors: (Constant), Kepemimpinan Autentik

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.841	1	12.841	59.741	.000 ^a
	Residual	33.747	157	.215		
	Total	46.588	158			

a. Predictors: (Constant), Kepemimpinan Autentik

b. Dependent Variable: Modal Psikologis

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.025	.239		8.472	.000
	Kepemimpinan Autentik	.490	.063	.525	7.729	.000

a. Dependent Variable: Modal Psikologis

Lampiran 9.

HASIL ANALISIS REGRESI

MODAL PSIKOLOGIS TERHADAP KOMITMEN ORGANISASIONAL

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Modal Psikologis ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Komitmen Organisasional

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.487 ^a	.237	.232	.74164209080

a. Predictors: (Constant), Modal Psikologis

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26.782	1	26.782	48.693	.000 ^a
	Residual	86.355	157	.550		
	Total	113.138	158			

a. Predictors: (Constant), Modal Psikologis

b. Dependent Variable: Komitmen Organisasional

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.770	.423		1.822	.070
	Modal Psikologis	.758	.109	.487	6.978	.000

a. Dependent Variable: Komitmen Organisasional

Lampiran 10

HASIL ANALISIS REGRESI
KEPEMIMPINAN AUTENTIK DAN MODAL PSIKOLOGIS
TERHADAP KOMITMEN ORGANISASIONAL

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Modal Psikologis, Kepemimpinan Autentik ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Komitmen Organisasional

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.585 ^a	.342	.333	.69097787308

a. Predictors: (Constant), Modal Psikologis, Kepemimpinan Autentik

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	38.655	2	19.328	40.481	.000 ^a
	Residual	74.482	156	.477		
	Total	113.138	158			

a. Predictors: (Constant), Modal Psikologis, Kepemimpinan Autentik

b. Dependent Variable: Komitmen Organisasional

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.094	.430		-.218	.828
	Kepemimpinan Autentik	.553	.111	.381	4.987	.000
	Modal Psikologis	.447	.119	.287	3.756	.000

a. Dependent Variable: Komitmen Organisasional

Lampiran 11

SURAT KETERANGAN PENELITIAN
RUMAH SAKIT JIWA DAERAH SURAKARTA



PEMERINTAH PROVINSI JAWA TENGAH
RUMAH SAKIT JIWA DAERAH SURAKARTA

Jl. Ki Hajar Dewantoro 80 Jebres Kotak Pos 187 Surakarta 57126 Telp. (0271) 641442 Fax. (0271) 648920 E-Mail : rsjd_surakarta@yahoo.com
E-Mail : rsjdsurakarta@jatengprov.go.id Website : <http://rsjd-surakarta.jatengprov.go.id>

Nomor : 070/ 1240 / 02 / 2020
Lampiran :
Perihal : Permohonan Ijin Penelitian

Kepada Yth :
Dekan Fakultas Ekonomi / S1 Manajemen
Universitas Setia Budi
di
SURAKARTA

Sehubungan dengan surat saudara No.092/H6-04/20.02.2020 tanggal 20 Februari 2020 perihal sebagaimana tersebut pada pokok surat, maka dengan ini diberitahukan bahwa pada prinsipnya kami tidak keberatan dan memberikan ijin penelitian pada :

- **Nama** : Yosephin Dila S.K.P
- **Nomor mhs** : 14160371 L
- **Universitas** : Universitas Setia Budi Surakarta
- **Fakultas** : Ekonomi / S1 Manajemen

Untuk melakukan Penelitian di Rumah Sakit Jiwa Daerah Surakarta dengan judul Skripsi “**Hubungan Kepemimpinan Autentik dan Komitmen Organisasional :Peran Mediasi Modal Psikologis**”

Informasi lebih lanjut tentang hal-hal yang bersifat teknis harap berhubungan langsung dengan Subbag Diklitbang RS.Jiwa Daerah Surakarta

Demikian atas perhatian saudara kami diucapkan terimakasih

Surakarta, 27 FEB 2020

An.Direktur RS.Jiwa Daerah Surakarta
Provinsi Jawa Tengah
Wakil Direktur Administrasi



Dra. **ME.KUSDYAH SRI WINARNI,MM**
Pembina TK.I
NIP. 19630716 198303 2 009

Lampiran 12

SURAT KETERANGAN PENELITIAN
RUMAH SAKIT PKU MUHAMMADIYAH SURAKARTA



RS. PKU MUHAMMADIYAH SURAKARTA ★★★★★

Jl. Ronggowarsito No. 130 Surakarta 57131
 Telp. 0271.714578 (Hunting) Fax. 0271.726359
 Website : www.rspkusolo.co.id || email : humas_pkusolo@yahoo.co.id
 Ijin Operasional Rumah Sakit Nomor : 445/8866/2018



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

No. : /Diklat/RS.PKU/III/2020. Surakarta_30 Maret 2020
 Lamp : -
 Hal : Permohonan izin penelitian

Kepada Yth.
 Manager PPSDM
 RS PKU Muhammadiyah Surakarta
 Di Tempat.

السَّلَامُ عَلَيْكُمْ وَرَحْمَةُ اللَّهِ وَبَرَكَاتُهُ

Ba'da salam, berikut kami sampaikan permohonan izin untuk melakukan Penelitian di RS. PKU Muhammadiyah, dengan mahasiswa sebagai berikut :

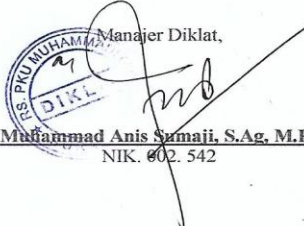

Nama : Yosephin Dila Sintka
 NIM : 14160371L
 Program Studi : S1 Managemen Universitas Setia Budi Surakarta
 Judul : "Hubungan Kepemimpinan Autentik dan Komitmen Organisasi: peran Mediasi Modal Psikologis "

Demikian pengantar ini disampaikan atas perhatiannya kami mengucapkan banyak terima kasih

السَّلَامُ عَلَيْكُمْ وَرَحْمَةُ اللَّهِ وَبَرَكَاتُهُ

Menyetujui
 Manager PPSDM

Rina Javani, S.Psi., M.Psi

Manajer Diklat,


Muhammad Anis Samaji, S.Ag, M.Pi
 NIK. 602. 542