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Lampiran 1. Kuesioner Penelitian



KUESIONER PENELITIAN

Kepada Yth.

Bpk/Ibu/Sdr. Responden

Saya akan melakukan penelitian dengan judul: Pengaruh lingkungan kerja, pembelajaran organisasional, dan perilaku adaptif terhadap produktivitas kerja tenaga kesehatan di Surakarta. Untuk itu saya mohon ketersediaan Bpk/Ibu/Sdr mengisi kuesioner dengan apa adanya. Jawaban akan dirahasiakan oleh peneliti.

Atas perhatian dan kerjasamanya saya ucapkan terima kasih.

Hormat Saya,

Yodi Pratama

NIM. 15170387L

BIODATA RESPONDEN

Mohon memberikan tanda (✓) pada pilihan di bawah ini.

Nama / Inisial :

Jenis Kelamin : Perempuan Laki-Laki

Usia : 20 s/d 30 tahun 41 s/d 50 tahun
 31 s/d 40 tahun

Pendidikan Terakhir : Diploma Sarjana
 Profesi Magister

Pekerjaan : Perawat Bidan
 Kefarmasian Tenaga Gizi

Pengalaman Kerja : < 1 tahun 2-5 tahun
 1-2 tahun > 5 tahun

Lampiran 2. Tabulasi Data Penelitian

NO.	Lingkungan Kerja				Pembelajaran Organisasional				Perilaku Adaptif				Produktivitas Kerja			
	LK 1	LK 2	LK 3	Rerata	PO1	PO2	PO3	Rerata	PA1	PA2	PA3	Rerata	PK1	PK2	PK3	Rerata
1	4	5	4	4,33	4	5	4	4,33	4	4	4	4	4	4	4	4
2	4	4	4	4	3	4	4	3,67	4	5	4	4,33	5	4	5	4,67
3	4	4	4	4	4	4	3	3,67	4	4	4	4	4	5	4	4,33
4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
5	5	5	5	5	5	5	5	5	4	5	5	4,67	4	4	4	4
6	3	3	3	3	3	3	3	3	4	4	4	4	5	4	5	4,67
7	4	4	4	4	4	4	4	4	4	4	3	3,67	3	3	4	3,33
8	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5
9	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3,67
10	3	4	3	3,33	3	3	3	3	4	4	4	4	5	5	5	5
11	4	4	4	4	3	4	4	3,67	5	5	5	5	4	4	4	4
12	4	4	4	4	4	3	3	3,33	4	4	4	4	4	4	5	4,33
13	4	4	4	4	4	3	4	3,67	3	3	3	3	4	4	4	4
14	4	4	4	4	4	4	4	4	3	3	3	3	3	4	4	3,67
15	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5
16	5	5	5	5	5	5	5	5	5	4	4	4,33	5	3	4	4
17	4	4	4	4	4	4	4	4	4	4	5	4,33	5	3	4	4
18	3	3	3	3	3	3	3	3	4	4	4	4	4	3	5	4
19	4	4	4	4	4	4	4	4	4	5	5	4,67	4	4	5	4,33
20	3	3	3	3	4	4	4	4	5	5	5	5	3	1	2	2
21	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4,33
22	5	5	5	5	5	5	5	5	4	4	4	4	4	5	4	4,33

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25	4	4	4	4	4	4	4	4	5	4	4	4,33	2	3	1	2
26	4	4	4	4	4	4	4	4	5	5	5	5	3	1	2	2
27	5	5	5	5	3	3	3	3	4	4	4	4	5	3	5	4,33
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31	4	4	4	4	4	5	5	4,67	4	4	4	4	4	4	4	4
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53	5	5	4	4,67	5	5	4	4,67	4	4	5	4,33	2	5	5	4
54	5	4	5	4,67	5	3	3	3,67	5	4	3	4	5	4	4	4,33
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121	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4
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123	4	4	4	4	4	4	4	4	5	4	5	4,67	4	4	4	4
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129	4	4	4	4	4	4	4	4	5	5	4	4,67	4	4	4	4
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198	3	3	3	3	5	3	4	4	4	3	4	3,67	4	4	4	4
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200	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

Lampiran 3. Uji Validitas Kuesioner

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.676
Bartlett's Test of Sphericity	Approx. Chi-Square	295.799
	Df	66
	Sig.	0.000

Communalities

	Initial	Extraction
LK1	1.000	0.969
LK2	1.000	0.916
LK3	1.000	0.947
PO1	1.000	0.888
PO2	1.000	0.919
PO3	1.000	0.914
PA1	1.000	0.779
PA2	1.000	0.871
PA3	1.000	0.861
PK1	1.000	0.814
PK2	1.000	0.715
PK3	1.000	0.870

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	4.350	36.253	36.253	4.350	36.253	36.253	2.853	23.776	23.776
2	2.987	24.893	61.147	2.987	24.893	61.147	2.746	22.885	46.661
3	1.879	15.657	76.803	1.879	15.657	76.803	2.599	21.661	68.322
4	1.247	10.393	87.196	1.247	10.393	87.196	2.265	18.875	87.196
5	0.422	3.513	90.709						
6	0.363	3.024	93.733						
7	0.247	2.062	95.795						
8	0.183	1.522	97.317						
9	0.145	1.206	98.523						
10	0.079	0.658	99.181						
11	0.069	0.577	99.758						
12	0.029	0.242	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component			
	1	2	3	4
LK1	0.842			
LK2	0.794			
LK3	0.801			-0.472
PO1	0.776			
PO2	0.839			0.418
PO3	0.822			0.416
PA1		-0.747		
PA2		-0.633	0.588	
PA3		-0.617	0.591	
PK1		0.486	0.753	
PK2		0.767		
PK3		0.707	0.488	

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Rotated Component Matrix^a

	Component			
	1	2	3	4
LK1	0.936			
LK2	0.912			
LK3	0.947			
PO1		0.903		
PO2		0.901		
PO3		0.914		
PA1			0.804	
PA2			0.929	
PA3			0.922	
PK1				0.846
PK2				0.748
PK3				0.917

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Component Transformation Matrix

Component	1	2	3	4
1	0.678	0.675	0.291	-0.003
2	0.317	-0.022	-0.681	0.660
3	0.080	-0.365	0.670	0.641
4	-0.658	0.641	0.053	0.392

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Lampiran 4. Uji Reliabilitas

1. Reliabilitas Variabel Lingkungan Kerja

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0.969	3

Item Statistics

	Mean	Std. Deviation	N
LK1	4.03	.615	30
LK2	4.10	.607	30
LK3	4.00	.587	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
LK1	8.10	1.334	0.966	0.930
LK2	8.03	1.413	0.903	0.976
LK3	8.13	1.430	0.933	0.955

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
12.13	3.085	1.756	3

2. Reliabilitas Variabel Pembelajaran Organisasional

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.945	3

Item Statistics

	Mean	Std. Deviation	N
PO1	3.97	.669	30
PO2	4.00	.695	30
PO3	3.97	.669	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PO1	7.97	1.757	.735	.942
PO2	7.93	1.651	.807	.916
PO3	7.97	1.689	.835	.899

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.93	3.720	1.929	3

3. Reliabilitas Variabel Perilaku Adaptif

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.886	3

Item Statistics

	Mean	Std. Deviation	N
PA1	4.13	.507	30
PA2	4.17	.531	30
PA3	4.13	.571	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PA1	8.30	1.114	.695	.908
PA2	8.27	.961	.840	.785
PA3	8.30	.907	.811	.811

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
12.43	2.116	1.455	3

4. Reliabilitas Variabel Produktivitas Kerja

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.807	3

Item Statistics

	Mean	Std. Deviation	N
PK1	4.07	.828	30
PK2	3.87	1.042	30
PK3	4.20	.997	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PK1	8.07	3.375	.632	.768
PK2	8.27	2.823	.592	.811
PK3	7.93	2.547	.768	.610

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
12.13	5.982	2.446	3

Lampiran 5. Uji Analisis Regresi

1. Uji T Statistik

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.590	0.952		5.874	0.000
	LK	0.296	0.087	0.310	3.415	0.001
	PO	0.032	0.086	0.032	0.369	0.712
	PA	0.193	0.093	0.177	2.082	0.039

a. Dependent Variable: PK

2. Uji F Statistik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	103.494	3	34.498	18.097	0.000 ^b
	Residual	373.626	196	1.906		
	Total	477.120	199			

a. Dependent Variable: PK

b. Predictors: (Constant), PA, PO, LK

3. Uji Koefisien Determinasi (R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.466 ^a	0.217	0.205	1.381

a. Predictors: (Constant), PA, PO, LK