

2. Pernyataan Variabel Kepuasan Kerja

P1	P2	P3	P4	P5	P6	P7	P8	P9	P10
4	3	4	4	3	4	4	4	3	4
4	5	5	5	5	5	4	5	5	5
4	4	1	1	4	4	1	1	4	4
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
5	5	5	5	5	5	5	5	5	5
4	4	5	5	5	5	5	5	5	5
4	4	4	4	4	4	4	4	4	4
4	4	5	5	5	5	5	5	5	5
3	3	3	4	3	3	4	4	3	4
4	5	5	5	4	4	4	4	4	5
5	5	5	5	5	5	5	5	5	5
5	4	5	5	5	5	5	4	5	5
5	5	5	4	5	5	4	4	5	5
5	4	4	4	4	5	5	5	4	4
5	5	5	5	4	4	5	5	5	5
4	5	5	4	4	4	4	4	4	4
4	4	4	4	4	4	4	4	4	4
4	4	5	5	4	5	5	4	4	4
5	5	5	5	5	5	4	5	5	5
4	5	4	4	3	3	4	4	3	4
5	4	5	4	5	4	4	4	5	4
4	5	5	5	5	4	4	4	5	5
5	5	5	4	5	4	4	5	5	5
4	5	5	5	4	4	5	5	5	5
4	4	4	5	4	4	5	5	5	5
5	5	4	5	4	4	5	5	5	5
4	4	4	4	3	4	5	4	4	4
4	4	5	5	5	5	5	5	5	5
4	5	5	5	4	5	5	5	4	4
4	4	4	4	4	5	5	5	5	5
4	5	5	5	5	4	4	4	5	5
4	4	5	4	4	4	4	4	4	5
4	5	4	4	3	4	4	5	4	5
5	5	4	4	4	5	5	4	4	4
4	4	4	5	4	5	5	4	4	5
5	5	4	4	5	5	4	4	5	4
4	5	4	5	5	4	4	4	4	5
5	5	4	4	4	4	5	4	4	5
5	4	4	4	5	5	5	4	5	5
5	4	5	5	4	4	4	4	4	5
5	4	4	4	4	5	4	4	4	5
5	4	4	5	5	4	4	4	4	4
5	4	5	5	4	4	4	4	4	5
5	4	4	4	5	5	5	5	4	5
5	5	4	5	4	4	5	5	5	5
5	5	5	5	5	5	5	5	5	5
5	4	4	5	4	4	5	5	4	5
4	5	5	4	4	4	4	4	4	4
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	5	4
4	5	5	5	5	5	5	5	5	5
5	5	5	5	5	5	5	5	5	5

3. Pernyataan Variabel Komitmen Organisasional

Lampiran 4. Uji Validitas dan Reliabilitas

1. Uji Validitas Variabel Praktik Manajemen Sumber Daya Manusia

		Correlations												TOTAL
		PMSDM01	PMSDM02	PMSDM03	PMSDM04	PMSDM05	PMSDM06	PMSDM07	PMSDM08	PMSDM09	PMSDM10	PMSDM11	PMSDM12	
PMSDM01	Pearson Correlation	1	.380**	.297*	.436**	.434**	.210	.422**	.447**	.287*	.414**	.374**	.452**	.670**
	Sig. (2-tailed)		.003	.022	<.001	<.001	.111	<.001	<.001	.027	.001	.003	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM02	Pearson Correlation	.380**	1	.336**	.285*	.196	.192	.472**	.311*	.392**	.266*	.303*	.429**	.568**
	Sig. (2-tailed)	.003		.009	.029	.136	.146	<.001	.017	.002	.041	.020	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM03	Pearson Correlation	.297*	.336**	1	.470**	.232	.197	.385**	.235	.292*	.414**	.440**	.241	.584**
	Sig. (2-tailed)	.022	.009		<.001	.078	.134	.003	.073	.025	.001	<.001	.066	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM04	Pearson Correlation	.436**	.285*	.470**	1	.414**	.268*	.290*	.356**	.334**	.475**	.218	.264*	.623**
	Sig. (2-tailed)	<.001	.029	<.001		.001	.040	.026	.006	.010	<.001	.096	.044	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM05	Pearson Correlation	.434**	.196	.232	.414**	1	.266*	.488**	.263*	.232	.285**	.232	.164	.540**
	Sig. (2-tailed)	<.001	.136	.078	.001		.041	<.001	.044	.077	.029	.077	.216	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM06	Pearson Correlation	.210	.192	.197	.268*	.266*	1	.402**	.365**	.258*	.229	.227	.235	.476**
	Sig. (2-tailed)	.111	.146	.134	.040	.041		.002	.004	.048	.082	.084	.074	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM07	Pearson Correlation	.422**	.472**	.385**	.290*	.488**	.402**	1	.370**	.356**	.317*	.457**	.443**	.679**
	Sig. (2-tailed)	<.001	<.001	.003	.026	<.001	.002		.004	.006	.015	<.001	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM08	Pearson Correlation	.447**	.311*	.235	.356**	.263*	.365**	.370**	1	.545**	.597**	.339**	.642**	.727**
	Sig. (2-tailed)	<.001	.017	.073	.006	.044	.004	.004		<.001	<.001	.009	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM09	Pearson Correlation	.287*	.392**	.292*	.334**	.232	.258*	.356**	.545**	1	.651**	.238	.774**	.716**
	Sig. (2-tailed)	.027	.002	.025	.010	.077	.048	.006	<.001		<.001	.069	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM10	Pearson Correlation	.414**	.266*	.414**	.475**	.285*	.229	.317*	.597**	.651**	1	.337**	.599**	.747**
	Sig. (2-tailed)	.001	.041	.001	<.001	.029	.082	.015	<.001	<.001		.009	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM11	Pearson Correlation	.374**	.303*	.440**	.218	.232	.227	.457**	.339**	.238	.337**	1	.489**	.598**
	Sig. (2-tailed)	.003	.020	<.001	.096	.077	.084	<.001	.009	.069	.009		<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
PMSDM12	Pearson Correlation	.452**	.429**	.241	.264*	.164	.235	.443**	.642**	.774**	.599**	.489**	1	.762**
	Sig. (2-tailed)	<.001	<.001	.066	.044	.216	.074	<.001	<.001	<.001	<.001	<.001		<.001
	N	59	59	59	59	59	59	59	59	59	59	59	59	59
TOTAL	Pearson Correlation	.670**	.568**	.584**	.623**	.540**	.476**	.679**	.727**	.716**	.747**	.598**	.762**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	59	59	59	59	59	59	59	59	59	59	59	59	59

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

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

2. Uji Validitas Kepuasan Kerja

		Correlations										
		KK01	KK02	KK03	KK04	KK05	KK06	KK07	KK08	KK09	KK10	TOTAL
KK01	Pearson Correlation	1	.359**	.233	.294*	.388**	.434**	.361**	.292*	.389**	.391**	.569**
	Sig. (2-tailed)		.005	.076	.024	.002	<.001	.005	.025	.002	.002	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KK02	Pearson Correlation	.359**	1	.440**	.301*	.381**	.229	.201	.254	.484**	.408**	.564**
	Sig. (2-tailed)	.005		<.001	.021	.003	.082	.127	.052	<.001	.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KK03	Pearson Correlation	.233	.440**	1	.701**	.447**	.338**	.586**	.601**	.457**	.396**	.764**
	Sig. (2-tailed)	.076	<.001		<.001	<.001	.009	<.001	<.001	<.001	.002	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KK04	Pearson Correlation	.294*	.301*	.701**	1	.386**	.376**	.739**	.700**	.409**	.525**	.796**
	Sig. (2-tailed)	.024	.021	<.001		.003	.003	<.001	<.001	.001	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KK05	Pearson Correlation	.388**	.381**	.447**	.386**	1	.542**	.190	.425**	.686**	.431**	.688**
	Sig. (2-tailed)	.002	.003	<.001	.003		<.001	.149	<.001	<.001	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KK06	Pearson Correlation	.434**	.229	.338**	.376**	.542**	1	.404**	.374**	.496**	.371**	.638**
	Sig. (2-tailed)	<.001	.082	.009	.003	<.001		.002	.003	<.001	.004	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KK07	Pearson Correlation	.361**	.201	.586**	.739**	.190	.404**	1	.720**	.315*	.402**	.725**
	Sig. (2-tailed)	.005	.127	<.001	<.001	.149	.002		<.001	.015	.002	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KK08	Pearson Correlation	.292*	.254	.601**	.700**	.425**	.374**	.720**	1	.565**	.442**	.792**
	Sig. (2-tailed)	.025	.052	<.001	<.001	<.001	.003	<.001		<.001	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KK09	Pearson Correlation	.389**	.484**	.457**	.409**	.686**	.496**	.315*	.565**	1	.567**	.757**
	Sig. (2-tailed)	.002	<.001	<.001	.001	<.001	<.001	.015	<.001		<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KK10	Pearson Correlation	.391**	.408**	.396**	.525**	.431**	.371**	.402**	.442**	.567**	1	.686**
	Sig. (2-tailed)	.002	.001	.002	<.001	<.001	.004	.002	<.001	<.001		<.001
	N	59	59	59	59	59	59	59	59	59	59	59
TOTAL	Pearson Correlation	.569**	.564**	.764**	.796**	.688**	.638**	.725**	.792**	.757**	.686**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	59	59	59	59	59	59	59	59	59	59	59

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

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

3. Uji Validitas Komitmen Organisasional

		Correlations										
		KO01	KO02	KO03	KO04	KO05	KO06	KO07	KO08	KO09	KO10	TOTAL
KO01	Pearson Correlation	1	.484**	.170	.389**	.274*	.364**	.408**	.391**	.309*	.369**	.602**
	Sig. (2-tailed)		<.001	.199	.002	.035	.005	.001	.002	.017	.004	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KO02	Pearson Correlation	.484**	1	.190	.253	.350**	.338**	.229	.392**	.158	.281*	.530**
	Sig. (2-tailed)	<.001		.150	.053	.007	.009	.081	.002	.231	.031	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KO03	Pearson Correlation	.170	.190	1	.280*	.315*	.289*	.346**	.421**	.317*	.288*	.530**
	Sig. (2-tailed)	.199	.150		.032	.015	.026	.007	<.001	.014	.027	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KO04	Pearson Correlation	.389**	.253	.280*	1	.466**	.456**	.537**	.439**	.372**	.340**	.668**
	Sig. (2-tailed)	.002	.053	.032		<.001	<.001	<.001	<.001	.004	.008	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KO05	Pearson Correlation	.274*	.350**	.315*	.466**	1	.602**	.338**	.465**	.351**	.472**	.686**
	Sig. (2-tailed)	.035	.007	.015	<.001		<.001	.009	<.001	.006	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KO06	Pearson Correlation	.364**	.338**	.289*	.456**	.602**	1	.578**	.512**	.575**	.444**	.769**
	Sig. (2-tailed)	.005	.009	.026	<.001	<.001		<.001	<.001	<.001	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KO07	Pearson Correlation	.408**	.229	.346**	.537**	.338**	.578**	1	.647**	.660**	.450**	.777**
	Sig. (2-tailed)	.001	.081	.007	<.001	.009	<.001		<.001	<.001	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KO08	Pearson Correlation	.391**	.392**	.421**	.439**	.465**	.512**	.647**	1	.552**	.445**	.782**
	Sig. (2-tailed)	.002	.002	<.001	<.001	<.001	<.001	<.001		<.001	<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KO09	Pearson Correlation	.309*	.158	.317*	.372**	.351**	.575**	.660**	.552**	1	.442**	.711**
	Sig. (2-tailed)	.017	.231	.014	.004	.006	<.001	<.001	<.001		<.001	<.001
	N	59	59	59	59	59	59	59	59	59	59	59
KO10	Pearson Correlation	.369**	.281*	.288*	.340**	.472**	.444**	.450**	.445**	.442**	1	.686**
	Sig. (2-tailed)	.004	.031	.027	.008	<.001	<.001	<.001	<.001	<.001		<.001
	N	59	59	59	59	59	59	59	59	59	59	59
TOTAL	Pearson Correlation	.602**	.530**	.530**	.668**	.686**	.769**	.777**	.782**	.711**	.686**	1
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	59	59	59	59	59	59	59	59	59	59	59

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

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

Uji Reliabilitas

1. Uji Reliabilitas Variabel Praktik Manajemen Sumber Daya Manusia

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.871	12

2. Uji Reliabilitas Variabel Kepuasan Kerja

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.884	10

3. Uji Reliabilitas Variabel Komitmen Organisasional

Case Processing Summary

		N	%
Cases	Valid	59	100.0
	Excluded ^a	0	.0
	Total	59	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.868	10

Lampiran 5
Hasil Analisis Karakteristik Responden

ANALISIS DEMOGRAFI

Statistics

		StatusKaryawan	LamaBekerja	Usia	JenisKelamin	Divisi
N	Valid	59	59	59	59	59
	Missing	0	0	0	0	0

StatusKaryawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Karyawan Tetap	26	44.1	44.1	44.1
	Karyawan Kontrak	33	55.9	55.9	100.0
	Total	59	100.0	100.0	

LamaBekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-3 tahun	23	39.0	39.0	39.0
	> 3 tahun	36	61.0	61.0	100.0
	Total	59	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang dari 25 tahun	1	1.7	1.7	1.7
	25-34 tahun	22	37.3	37.3	39.0
	35-44 tahun	24	40.7	40.7	79.7
	45-55 tahun	9	15.3	15.3	94.9
	Lebih dari 55 tahun	3	5.1	5.1	100.0
	Total	59	100.0	100.0	

JenisKelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	10	16.9	16.9	16.9
	Perempuan	49	83.1	83.1	100.0
	Total	59	100.0	100.0	

Divisi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bidan	22	37.3	37.3	37.3
	Tenaga Promosi Kesehatan dan Ilmu Perilaku	1	1.7	1.7	39.0
	Perawat	19	32.2	32.2	71.2
	Penata Layanan Operasional	1	1.7	1.7	72.9
	Pranata Laboratorium Kesehatan	1	1.7	1.7	74.6
	Pengadministrasi Perkantoran	2	3.4	3.4	78.0
	Apoteker	2	3.4	3.4	81.4
	Ahli Gizi	2	3.4	3.4	84.7
	Perekam medis	3	5.1	5.1	89.8
	Dokter	3	5.1	5.1	94.9
	Tenaga Kebersihan	2	3.4	3.4	98.3
	Wakar	1	1.7	1.7	100.0
	Total	59	100.0	100.0	

Lampiran 6 Hasil Analisis Deskriptif

1. Analisis Deskriptif Variabel Praktik Sumber Daya Manusia

Descriptive Statistics					Std.
	N	Minimum	Maximum	Mean	Deviation
PMSDM01	59	3.00	5.00	4.3559	.68889
PMSDM02	59	3.00	5.00	4.3051	.50015
PMSDM03	59	2.00	5.00	4.1864	.68165
PMSDM04	59	3.00	5.00	4.3729	.64054
PMSDM05	59	3.00	5.00	4.3390	.68507
PMSDM06	59	3.00	5.00	4.1695	.53021
PMSDM07	59	3.00	5.00	4.4068	.56075
PMSDM08	59	1.00	5.00	4.4576	.75022
PMSDM09	59	1.00	5.00	4.3051	.74866
PMSDM10	59	1.00	5.00	4.1864	.73048
PMSDM11	59	3.00	5.00	4.3559	.63688
PMSDM12	59	1.00	5.00	4.2542	.75643
Valid N (listwise)	59				

2. Analisis Deskriptif Variabel Kepuasan Kerja

Descriptive Statistics					Std.
	N	Minimum	Maximum	Mean	Deviation
KK01	59	3.00	5.00	4.4407	.56542
KK02	59	3.00	5.00	4.4237	.59316
KK03	59	1.00	5.00	4.4407	.72567
KK04	59	1.00	5.00	4.5085	.70400
KK05	59	3.00	5.00	4.2542	.65898
KK06	59	3.00	5.00	4.3390	.57566
KK07	59	1.00	5.00	4.5254	.70359
KK08	59	1.00	5.00	4.3729	.76335

KK09	59	3.00	5.00	4.3898	.61636
KK10	59	3.00	5.00	4.6271	.52188
Valid N (listwise)	59				

3. Analisis Deskriptif Variabel Komitmen Organisasional

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
KO01	59	4.00	5.00	4.6780	.47127
KO02	59	4.00	5.00	4.5593	.50073
KO03	59	4.00	5.00	4.4915	.50422
KO04	59	3.00	5.00	4.6102	.52578
KO05	59	3.00	5.00	4.6271	.52188
KO06	59	3.00	5.00	4.5593	.56542
KO07	59	3.00	5.00	4.4915	.56851
KO08	59	3.00	5.00	4.6271	.55393
KO09	59	3.00	5.00	4.4068	.56075
KO10	59	3.00	5.00	4.5424	.62483
Valid N (listwise)	59				

Lampiran 7
Analisis Regresi Linier Berganda, Uji t, Uji F dan (R²)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KK, PMSDM ^b	.	Enter

a. Dependent Variable: KO

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.655 ^a	.429	.408	2.81760

a. Predictors: (Constant), KK, PMSDM

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	333.661	2	166.830	21.014	<.001 ^b
	Residual	444.577	56	7.939		
	Total	778.237	58			

a. Dependent Variable: KO

b. Predictors: (Constant), KK, PMSDM

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.786	3.998		4.949	<.001
	PMSDM	.273	.102	.383	2.686	.010
	KK	.264	.115	.326	2.290	.026

a. Dependent Variable: KO

