

## ANGKET PENELITIAN

### PENGARUH PELATIHAN KERJA, BEBAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN BAGIAN KEPERAWATAN DI RSUD UNGARAN

#### A. Karakteristik Responden

1. Nama :
2. Umur : ..... Tahun
3. Pangkat/Golongan :
4. Pendidikan terakhir :
5. Masa kerja : ..... Tahun
  
6. Tanda tangan :

#### B. Petunjuk Pengisian.

1. Mohon bantuan ibu / saudara untuk menjawab seluruh pertanyaan yang ada dengan jujur.
2. Berilah tanda (x) pada kolom yang tersedia dan pilih sesuai dengan keadaan yang sebenarnya.
3. Tidak ada jawaban yang benar atau salah. Bapak/ibu cukup menjawab sesuai yang bapak/ibu alami dan rasakan dalam menjalankan tugasnya. Jawaban bapak/ibu dijamin kerahasiaannya. Selamat mengisi kuesioner !

Keterangan Kolom Jawaban:

- |     |   |                     |     |
|-----|---|---------------------|-----|
| SS  | = | Sangat Setuju       | (5) |
| S   | = | Setuju              | (4) |
| N   | = | Netral              | (3) |
| TS  | = | Tidak setuju        | (2) |
| STS | = | Sangat Tidak Setuju | (1) |

## DAFTAR PERTANYAAN

### a. Pelatihan Kerja

No	Pertanyaan	SS	S	N	TS	STS
1.	Karyawan mendapatkan pelatihan rutin setiap semester sekali					
2.	Materi yang diberikan dapat meningkatkan kompetensi keperawatan					
3.	Training yang diselenggarakan sesuai dengan kaidah materi dan dapat menambah pengetahuan					
4.	Jenis pelatihan sesuai dengan jabatan dan analisis kebutuhan pelatihan					
5.	Karyawan juga diperkenankan mengikuti pelatihan diluar organisasi yang menaunginya					
6.	Pelatihan kerja mampu menumbuhkan tanggung jawab kinerja					
7.	Pelatihan yang diikuti selalu di sharingkan kepada teman sejawat					
8.	Pelatihan yang dilaksanakan dapat menambah produktivitas kerja					

## DAFTAR PERTANYAAN

### b. Beban Kerja

No	Pertanyaan	SS	S	N	TS	STS
1.	Jumlah pegawai yang ada saat ini sudah cukup untuk menangani pekerjaan yang ada					
2.	Target yang harus Karyawan capai dalam pekerjaan sudah jelas					
3.	Waktu untuk menyelesaikan pekerjaan Karyawan sudah cukup					
4.	Karyawan selalu mengerjakan pekerjaan yang sama tiap harinya					
5.	Karyawan dapat meninggalkan kantor ketika waktu kerja telah Selesai					
6.	Pada saat-saat tertentu Karyawan menjadi sangat sibuk dengan pekerjaan					
7.	Karyawan dapat menikmati pekerjaan yang dilakukannya					
8.	Beban kerja Karyawan sehari-hari sudah sesuai dengan standar pekerjaan					

## DAFTAR PERTANYAAN

### c. Motivasi Kerja

No	Pertanyaan	SS	S	N	TS	STS
1.	Karyawan bekerja semata-mata hanya untuk mencari upah yang layak					
2.	Sistem reward dan punishment diterapkan untuk meningkatkan motivasi kerja					
3.	Fasilitas kerja memberikan kemudahan bagi karyawan dalam bekerja					
4.	Lingkungan dan situasi kerja yang kondusif dibangun untuk karyawan bekerja					
5.	Perusahaan memberikan peluang dan kesempatan bagi karyawan yang berprestasi					
6.	Karyawan mendapatkan program tunjangan hari tua					
7.	Karyawan mendapatkan penghargaan yang baik di organisasi kerja RSUD Ungaran					
8.	Karyawan merasa aman bekerja di organisasi RSUD Ungaran					

## DAFTAR PERTANYAAN

### d. Kinerja karyawan

No	Pertanyaan	SS	S	N	TS	STS
1.	Karyawan bisa bekerjasama dengan karyawan lain/team					
2.	Karyawan bertanggung jawab sepenuhnya dengan pekerjaan masing-masing yang telah ditetapkan.					
3.	Karyawan segera memperbaiki jika Melakukan kesalahan dalam bekerja					
4.	Karyawan mampu menyelesaikan pekerjaan yang diberikan atasan dalam waktu yang singkat.					
5.	Karyawan mengerjakan pekerjaan bapak/Ibu dengan baik.					
6.	Karyawan selalu hadir tepat waktu.					
7.	Hubungan kerjasama dengan rekan sekerja baik.					
8.	Kualitas kerja Karyawan sudah memenuhi standard yang diinginkan					

**TABULASI DATA  
DESKRIPSI RESPONDEN RSUD UNGARAN**

NO	Nama	Umur	Pangkat Golongan	Pendidikan	Masa Kerja
1	Siti'	5	13	2	4
2	Pam	2	11	1	4
3	WS	2	8	1	1
4	NY e	5	7	2	1
5	J	5	6	1	4
6	S	3	4	1	1
7	Nafi	1	8	2	2
8	m	3	1	1	2
9	s	2	1	1	1
10	l	3	1	1	1
11	barorotul kam	4	8	2	2
12	re	4	8	2	2
13	Ny, Ari	1	5	2	1
14	Rista Kusumar	2	7	1	1
15	Besty	3	9	2	1
16	Ny. W	2	6	1	1
17	Sumiyati	4	8	2	2
18	Ny, Ngadun	2	12	1	1
19	Tn. A	2	13	1	1
20	Nu Nova	1	8	1	1
21	Ny D	4	7	2	1
22	Ny N	4	9	2	2
23	Ny U	4	9	2	2
24	Ny DiAN	4	8	2	2
25	Nn T	3	7	2	1
26	nn A	2	6	1	1
27	Fita	2	8	1	1
28	Tn. R	4	10	2	2
29	Ny., Siti	4	8	2	2

Umur

20-25	1
26-30	2
31-35	3
36-40	4
40 tahun ke atas	5

Masa Kerja

di bawah 10 tahun	1
11-15 tahun	2
16 -20 tahun	3
20 tahun ke atas	4

Pangkat Golongan

1 PHL
2 Pra PK
3 Pelaksana
4 2a
5 2b
6 2c
7 2d
8 3a
9 3b
10 3c
11 3d
12 4a
13 4b

30	April	3	5	1	1
31	Ny y	5	12	1	4
32	Agus '	2	8	2	1
33	Atik	4	9	2	2
34	Tri Astuti	4	5	1	1
35	Ruri	2	7	2	1
36	Yulia	4	9	2	1
37	Fitri	4	5	1	2
38	T	4	1	1	1
39	Mita	4	8	2	2
40	Diah	4	9	2	2
41	Nn A	2	5	1	1
42	Tjahyanti	4	8	2	2
43	Tutik	4	5	1	1
44	Yuli Marhaeni	4	9	2	2
45	Asri Setyaning	3	8	2	3
46	Dw	4	9	2	3
47	Tri Hermin	4	9	2	2
48	Utami	4	8	2	2
49	Heni Anipah	4	8	2	3
50	Arif	4	8	2	2
51	Tri R	4	8	2	2
52	A	5	10	2	3
53	Ina	2	5	1	1
54	Ny y	5	11	1	3
55	Tn A	3	9	2	1
56	Sri	2	8	2	1
57	Anin	4	8	2	1
58	S	3	8	1	1
59	L	4	9	2	3
60	L	1	4	1	1
61	Tri Yuliani	4	5	1	1
62	Rewart	4	8	2	2
63	Laras	4	10	20	2

Pendidikan Terakhir

D3	1
S1	2

## HASIL OLAH DATA UJI VALIDITAS PELATIHAN KERJA

### Correlations

Correlations

		PelKer1	PelKer2	PelKer3	PelKer4	PelKer5	Pelker6	Pelker7	PelKer8	Pelatihan KerjaX1
PelKer1	Pearson Correlation	1	.128	.924**	.238	1.000**	.251	.421	.238	.713*
	Sig. (2-tailed)		.724	.000	.508	.000	.483	.226	.508	.021
	N	10	10	10	10	10	10	10	10	10
PelKer2	Pearson Correlation	.128	1	.312	.905**	.128	.873**	.667*	.905**	.734*
	Sig. (2-tailed)	.724		.380	.000	.724	.001	.035	.000	.016
	N	10	10	10	10	10	10	10	10	10
PelKer3	Pearson Correlation	.924**	.312	1	.420	.924**	.467	.611	.420	.837**
	Sig. (2-tailed)	.000	.380		.227	.000	.174	.061	.227	.003
	N	10	10	10	10	10	10	10	10	10
PelKer4	Pearson Correlation	.238	.905**	.420	1	.238	.842**	.796**	1.000**	.828**
	Sig. (2-tailed)	.508	.000	.227		.508	.002	.006	.000	.003
	N	10	10	10	10	10	10	10	10	10
PelKer5	Pearson Correlation	1.000**	.128	.924**	.238	1	.251	.421	.238	.713*
	Sig. (2-tailed)	.000	.724	.000	.508		.483	.226	.508	.021
	N	10	10	10	10	10	10	10	10	10
Pelker6	Pearson Correlation	.251	.873**	.467	.842**	.251	1	.842**	.842**	.810**
	Sig. (2-tailed)	.483	.001	.174	.002	.483		.002	.002	.005
	N	10	10	10	10	10	10	10	10	10
Pelker7	Pearson Correlation	.421	.667*	.611	.796**	.421	.842**	1	.796**	.861**
	Sig. (2-tailed)	.226	.035	.061	.006	.226	.002		.006	.001
	N	10	10	10	10	10	10	10	10	10
PelKer8	Pearson Correlation	.238	.905**	.420	1.000**	.238	.842**	.796**	1	.828**
	Sig. (2-tailed)	.508	.000	.227	.000	.508	.002	.006		.003
	N	10	10	10	10	10	10	10	10	10
PelatihanKerjaX1	Pearson Correlation	.713*	.734*	.837**	.828**	.713*	.810**	.861**	.828**	1
	Sig. (2-tailed)	.021	.016	.003	.003	.021	.005	.001	.003	
	N	10	10	10	10	10	10	10	10	10

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

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



## HASIL OLAH DATA UJI VALIDITAS BEBAN KERJA

### Correlations

Correlations

		BebKer1	BebKer2	BebKer3	Bebker4	BebKer5	BebKer6	BebKer7	BebKer8	BebanKerjaX2
BebKer1	Pearson Correlation	1	.639*	.354	.538	.373	1.000**	.707*	.415	.749*
	Sig. (2-tailed)		.047	.316	.108	.289	.000	.022	.233	.013
	N	10	10	10	10	10	10	10	10	10
BebKer2	Pearson Correlation	.639*	1	.678*	.843**	.429	.639*	.452	.504	.829**
	Sig. (2-tailed)	.047		.031	.002	.217	.047	.190	.137	.003
	N	10	10	10	10	10	10	10	10	10
BebKer3	Pearson Correlation	.354	.678*	1	.761*	.791**	.354	.500	.881**	.856**
	Sig. (2-tailed)	.316	.031		.011	.006	.316	.141	.001	.002
	N	10	10	10	10	10	10	10	10	10
Bebker4	Pearson Correlation	.538	.843**	.761*	1	.562	.538	.381	.648*	.853**
	Sig. (2-tailed)	.108	.002	.011		.091	.108	.278	.043	.002
	N	10	10	10	10	10	10	10	10	10
BebKer5	Pearson Correlation	.373	.429	.791**	.562	1	.373	.527	.867**	.773**
	Sig. (2-tailed)	.289	.217	.006	.091		.289	.117	.001	.009
	N	10	10	10	10	10	10	10	10	10
BebKer6	Pearson Correlation	1.000**	.639*	.354	.538	.373	1	.707*	.415	.749*
	Sig. (2-tailed)	.000	.047	.316	.108	.289		.022	.233	.013
	N	10	10	10	10	10	10	10	10	10
BebKer7	Pearson Correlation	.707*	.452	.500	.381	.527	.707*	1	.587	.734*
	Sig. (2-tailed)	.022	.190	.141	.278	.117	.022		.074	.016
	N	10	10	10	10	10	10	10	10	10
BebKer8	Pearson Correlation	.415	.504	.881**	.648*	.867**	.415	.587	1	.838**
	Sig. (2-tailed)	.233	.137	.001	.043	.001	.233	.074		.002
	N	10	10	10	10	10	10	10	10	10
BebanKerjaX2	Pearson Correlation	.749*	.829**	.856**	.853**	.773**	.749*	.734*	.838**	1
	Sig. (2-tailed)	.013	.003	.002	.002	.009	.013	.016	.002	
	N	10	10	10	10	10	10	10	10	10

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

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

## HASIL OLAH DATA UJI VALIDITAS MOTIVASI KERJA

### Correlations

Correlations

		MotKer1	MotKer2	MotKer3	MotKer4	MotKer5	MotKer6	MotKer7	MotKer8	Motivasi KerjaX3
MotKer1	Pearson Correlation	1	.783**	.587	.557	.783**	.769**	.655*	.655*	.879**
	Sig. (2-tailed)		.007	.074	.094	.007	.009	.040	.040	.001
	N	10	10	10	10	10	10	10	10	10
MotKer2	Pearson Correlation	.783**	1	.741*	.736*	1.000**	.602	.783**	.493	.940**
	Sig. (2-tailed)	.007		.014	.015	.000	.065	.007	.148	.000
	N	10	10	10	10	10	10	10	10	10
MotKer3	Pearson Correlation	.587	.741*	1	.452	.741*	.452	.881**	.587	.823**
	Sig. (2-tailed)	.074	.014		.190	.014	.190	.001	.074	.003
	N	10	10	10	10	10	10	10	10	10
MotKer4	Pearson Correlation	.557	.736*	.452	1	.736*	.224	.557	.027	.669*
	Sig. (2-tailed)	.094	.015	.190		.015	.533	.094	.942	.034
	N	10	10	10	10	10	10	10	10	10
MotKer5	Pearson Correlation	.783**	1.000**	.741*	.736*	1	.602	.783**	.493	.940**
	Sig. (2-tailed)	.007	.000	.014	.015		.065	.007	.148	.000
	N	10	10	10	10	10	10	10	10	10
MotKer6	Pearson Correlation	.769**	.602	.452	.224	.602	1	.504	.769**	.747*
	Sig. (2-tailed)	.009	.065	.190	.533	.065		.137	.009	.013
	N	10	10	10	10	10	10	10	10	10
MotKer7	Pearson Correlation	.655*	.783**	.881**	.557	.783**	.504	1	.655*	.879**
	Sig. (2-tailed)	.040	.007	.001	.094	.007	.137		.040	.001
	N	10	10	10	10	10	10	10	10	10
MotKer8	Pearson Correlation	.655*	.493	.587	.027	.493	.769**	.655*	1	.695*
	Sig. (2-tailed)	.040	.148	.074	.942	.148	.009	.040		.026
	N	10	10	10	10	10	10	10	10	10
MotivasiKerjaX3	Pearson Correlation	.879**	.940**	.823**	.669*	.940**	.747*	.879**	.695*	1
	Sig. (2-tailed)	.001	.000	.003	.034	.000	.013	.001	.026	
	N	10	10	10	10	10	10	10	10	10

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

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

## HASIL OLAH DATA UJI VALIDITAS KINERJA KARYAWAN

### Correlations

Correlations

		KinKar1	KinKer2	KinKer3	KinKer4	KinKer5	KinKer6	KinKer7	KinKer8	Kinerja KaryawanY
KinKar1	Pearson Correlation	1	.783**	.769**	.587	.783**	.836**	1.000**	1.000**	.973**
	Sig. (2-tailed)		.007	.009	.074	.007	.003	.000	.000	.000
	N	10	10	10	10	10	10	10	10	10
KinKer2	Pearson Correlation	.783**	1	.602	.247	1.000**	.547	.783**	.783**	.842**
	Sig. (2-tailed)	.007		.065	.492	.000	.102	.007	.007	.002
	N	10	10	10	10	10	10	10	10	10
KinKer3	Pearson Correlation	.769**	.602	1	.678*	.602	.643*	.769**	.769**	.856**
	Sig. (2-tailed)	.009	.065		.031	.065	.045	.009	.009	.002
	N	10	10	10	10	10	10	10	10	10
KinKer4	Pearson Correlation	.587	.247	.678*	1	.247	.395	.587	.587	.637*
	Sig. (2-tailed)	.074	.492	.031		.492	.258	.074	.074	.048
	N	10	10	10	10	10	10	10	10	10
KinKer5	Pearson Correlation	.783**	1.000**	.602	.247	1	.547	.783**	.783**	.842**
	Sig. (2-tailed)	.007	.000	.065	.492		.102	.007	.007	.002
	N	10	10	10	10	10	10	10	10	10
KinKer6	Pearson Correlation	.836**	.547	.643*	.395	.547	1	.836**	.836**	.793**
	Sig. (2-tailed)	.003	.102	.045	.258	.102		.003	.003	.006
	N	10	10	10	10	10	10	10	10	10
KinKer7	Pearson Correlation	1.000**	.783**	.769**	.587	.783**	.836**	1	1.000**	.973**
	Sig. (2-tailed)	.000	.007	.009	.074	.007	.003		.000	.000
	N	10	10	10	10	10	10	10	10	10
KinKer8	Pearson Correlation	1.000**	.783**	.769**	.587	.783**	.836**	1.000**	1	.973**
	Sig. (2-tailed)	.000	.007	.009	.074	.007	.003	.000		.000
	N	10	10	10	10	10	10	10	10	10
KinerjaKaryawanY	Pearson Correlation	.973**	.842**	.856**	.637*	.842**	.793**	.973**	.973**	1
	Sig. (2-tailed)	.000	.002	.002	.048	.002	.006	.000	.000	
	N	10	10	10	10	10	10	10	10	10

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

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

## HASIL OLAH DATA UJI RELIABILITAS VARIABEL PELATIHAN KERJA

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### Reliability

#### Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded <sup>a</sup>	0	.0
	Total	10	100.0

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

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.786	.937	9

#### Item Statistics

	Mean	Std. Deviation	N
PelKer1	3.7000	.82327	10
PelKer2	4.2000	.63246	10
PelKer3	3.8000	.78881	10
PelKer4	4.1000	.73786	10
PelKer5	3.7000	.82327	10
Pelker6	4.3000	.48305	10
Pelker7	4.1000	.73786	10
PelKer8	4.1000	.73786	10
PelatihanKerjaX1	32.0000	4.54606	10

## HASIL OLAH DATA UJI RELIABILITAS VARIABEL BEBAN KERJA

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### Reliability

#### Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded <sup>a</sup>	0	.0
	Total	10	100.0

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

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.787	.940	9

#### Item Statistics

	Mean	Std. Deviation	N
BebKer1	4.0000	.47140	10
BebKer2	3.9000	.73786	10
BebKer3	4.0000	.66667	10
Bebker4	3.9000	.87560	10
BebKer5	3.8000	.63246	10
BebKer6	4.0000	.47140	10
BebKer7	4.0000	.66667	10
BebKer8	3.9000	.56765	10
BebanKerjaX2	31.5000	4.08928	10

## HASIL OLAH DATA UJI RELIABILITAS VARIABEL MOTIVASI KERJA

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### Reliability

#### Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded <sup>a</sup>	0	.0
	Total	10	100.0

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

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.791	.948	9

#### Item Statistics

	Mean	Std. Deviation	N
MotKer1	4.1000	.56765	10
MotKer2	4.3000	.67495	10
MotKer3	4.0000	.66667	10
MotKer4	3.9000	.73786	10
MotKer5	4.3000	.67495	10
MotKer6	4.1000	.73786	10
MotKer7	4.1000	.56765	10
MotKer8	4.1000	.56765	10
MotivasiKerjaX3	32.9000	4.25441	10

## HASIL OLAH DATA UJI RELIABILITAS VARIABEL KINERJA KARYAWAN

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### Reliability

#### Case Processing Summary

		N	%
Cases	Valid	10	100.0
	Excluded <sup>a</sup>	0	.0
	Total	10	100.0

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

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.795	.963	9

#### Item Statistics

	Mean	Std. Deviation	N
KinKar1	4.1000	.56765	10
KinKer2	4.3000	.67495	10
KinKer3	4.1000	.73786	10
KinKer4	4.0000	.66667	10
KinKer5	4.3000	.67495	10
KinKer6	4.2000	.42164	10
KinKer7	4.1000	.56765	10
KinKer8	4.1000	.56765	10
KinerjaKaryawanY	33.2000	4.18463	10

## HASIL OLAH DATA DESKRIPSI FREKUENSI RESPONDEN

### Frequencies

#### Statistics

		Umur	Pangkat Golongan	Pendidikan Terakhir	MasaKerja
N	Valid	63	63	63	63
	Missing	0	0	0	0

### Frequency Table

#### Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-25 tahun	4	6.3	6.3	6.3
	26-30 tahun	14	22.2	22.2	28.6
	31-35 tahun	9	14.3	14.3	42.9
	36-40 tahun	30	47.6	47.6	90.5
	40 tahun ke atas	6	9.5	9.5	100.0
Total		63	100.0	100.0	

#### PangkatGolongan

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	PHL	4	6.3	6.3	6.3	
	2a	2	3.2	3.2	9.5	
	2b	8	12.7	12.7	22.2	
	2c	3	4.8	4.8	27.0	
	2d	5	7.9	7.9	34.9	
	3a	21	33.3	33.3	68.3	
	3b	11	17.5	17.5	85.7	
	3c	3	4.8	4.8	90.5	
	3d	2	3.2	3.2	93.7	
	4a	2	3.2	3.2	96.8	
	4b	2	3.2	3.2	100.0	
	Total		63	100.0	100.0	

#### PendidikanTerakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	26	41.3	41.3	41.3
	S1	36	57.1	57.1	98.4
	20.00	1	1.6	1.6	100.0
	Total	63	100.0	100.0	



### MasaKerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Di bawah 10 tahun	31	49.2	49.2	49.2
11-15 tahun	22	34.9	34.9	84.1
16-20 Tahun	6	9.5	9.5	93.7
20 tahun ke atas	4	6.3	6.3	100.0
Total	63	100.0	100.0	

## Frequency Table

### PeIKer1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	1.6	1.6	1.6
Netral	1	1.6	1.6	3.2
Setuju	45	71.4	71.4	74.6
Sangat Setuju	16	25.4	25.4	100.0
Total	63	100.0	100.0	

### PeIKer2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	1	1.6	1.6	1.6
Setuju	34	54.0	54.0	55.6
Sangat Setuju	28	44.4	44.4	100.0
Total	63	100.0	100.0	

### PeIKer3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	6	9.5	9.5	9.5
Setuju	36	57.1	57.1	66.7
Sangat Setuju	21	33.3	33.3	100.0
Total	63	100.0	100.0	

### PeIKer4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Netral	5	7.9	7.9	7.9
Setuju	41	65.1	65.1	73.0
Sangat Setuju	17	27.0	27.0	100.0
Total	63	100.0	100.0	

**PeIKer5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	4.8	4.8	4.8
	Setuju	36	57.1	57.1	61.9
	Sangat Setuju	24	38.1	38.1	100.0
	Total	63	100.0	100.0	

**PeIKer6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	1	1.6	1.6	1.6
	Setuju	48	76.2	76.2	77.8
	Sangat Setuju	14	22.2	22.2	100.0
	Total	63	100.0	100.0	

**PeIKer7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	3.2	3.2	3.2
	Setuju	45	71.4	71.4	74.6
	Sangat Setuju	16	25.4	25.4	100.0
	Total	63	100.0	100.0	

**PeIKer8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	7.9	7.9	7.9
	Setuju	43	68.3	68.3	76.2
	Sangat Setuju	15	23.8	23.8	100.0
	Total	63	100.0	100.0	

**PelatihanKerjaX1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	24.00	1	1.6	1.6	1.6
	29.00	1	1.6	1.6	3.2
	31.00	3	4.8	4.8	7.9
	32.00	27	42.9	42.9	50.8
	33.00	7	11.1	11.1	61.9
	34.00	3	4.8	4.8	66.7
	35.00	5	7.9	7.9	74.6
	36.00	1	1.6	1.6	76.2
	37.00	5	7.9	7.9	84.1
	39.00	2	3.2	3.2	87.3
	40.00	8	12.7	12.7	100.0
	Total	63	100.0	100.0	

**BebKer1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	11	17.5	17.5	17.5
	Netral	6	9.5	9.5	27.0
	Setuju	36	57.1	57.1	84.1
	Sangat Setuju	10	15.9	15.9	100.0
	Total	63	100.0	100.0	

**BebKer2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	9.5	9.5	9.5
	Netral	7	11.1	11.1	20.6
	Setuju	35	55.6	55.6	76.2
	Sangat Setuju	15	23.8	23.8	100.0
	Total	63	100.0	100.0	

**BebKer3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	9.5	9.5	9.5
	Netral	10	15.9	15.9	25.4
	Setuju	33	52.4	52.4	77.8
	Sangat Setuju	14	22.2	22.2	100.0
	Total	63	100.0	100.0	

**Bebker4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	15.9	15.9	15.9
	Netral	14	22.2	22.2	38.1
	Setuju	17	27.0	27.0	65.1
	Sangat Setuju	22	34.9	34.9	100.0
	Total	63	100.0	100.0	

**BebKer5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.2	3.2	3.2
	Netral	4	6.3	6.3	9.5
	Setuju	43	68.3	68.3	77.8
	Sangat Setuju	14	22.2	22.2	100.0
	Total	63	100.0	100.0	

**BebKer6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	4.8	4.8	4.8
	Netral	6	9.5	9.5	14.3
	Setuju	46	73.0	73.0	87.3
	Sangat Setuju	8	12.7	12.7	100.0
	Total	63	100.0	100.0	

**BebKer7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	6.3	6.3	6.3
	Netral	10	15.9	15.9	22.2
	Setuju	38	60.3	60.3	82.5
	Sangat Setuju	11	17.5	17.5	100.0
	Total	63	100.0	100.0	

**BebKer8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	6.3	6.3	6.3
	Netral	10	15.9	15.9	22.2
	Setuju	40	63.5	63.5	85.7
	Sangat Setuju	9	14.3	14.3	100.0
	Total	63	100.0	100.0	

### BebanKerjaX2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20.00	2	3.2	3.2	3.2
	21.00	1	1.6	1.6	4.8
	22.00	2	3.2	3.2	7.9
	23.00	2	3.2	3.2	11.1
	24.00	3	4.8	4.8	15.9
	25.00	1	1.6	1.6	17.5
	26.00	3	4.8	4.8	22.2
	27.00	3	4.8	4.8	27.0
	28.00	3	4.8	4.8	31.7
	29.00	1	1.6	1.6	33.3
	31.00	4	6.3	6.3	39.7
	32.00	14	22.2	22.2	61.9
	34.00	2	3.2	3.2	65.1
	35.00	11	17.5	17.5	82.5
	36.00	1	1.6	1.6	84.1
	37.00	5	7.9	7.9	92.1
	38.00	5	7.9	7.9	100.0
	Total	63	100.0	100.0	

### MotKer1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.6	1.6	1.6
	Tidak Setuju	18	28.6	28.6	30.2
	Netral	21	33.3	33.3	63.5
	Setuju	13	20.6	20.6	84.1
	Sangat Setuju	10	15.9	15.9	100.0
	Total	63	100.0	100.0	

### MotKer2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.2	3.2	3.2
	Netral	10	15.9	15.9	19.0
	Setuju	30	47.6	47.6	66.7
	Sangat Setuju	21	33.3	33.3	100.0
	Total	63	100.0	100.0	

**MotKer3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	19	30.2	30.2	30.2
	Setuju	27	42.9	42.9	73.0
	Sangat Setuju	17	27.0	27.0	100.0
	Total	63	100.0	100.0	

**MotKer4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	9	14.3	14.3	14.3
	Setuju	30	47.6	47.6	61.9
	Sangat Setuju	24	38.1	38.1	100.0
	Total	63	100.0	100.0	

**MotKer5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	20	31.7	31.7	33.3
	Setuju	26	41.3	41.3	74.6
	Sangat Setuju	16	25.4	25.4	100.0
	Total	63	100.0	100.0	

**MotKer6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	10	15.9	15.9	17.5
	Setuju	28	44.4	44.4	61.9
	Sangat Setuju	24	38.1	38.1	100.0
	Total	63	100.0	100.0	

**MotKer7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	10	15.9	15.9	17.5
	Setuju	31	49.2	49.2	66.7
	Sangat Setuju	21	33.3	33.3	100.0
	Total	63	100.0	100.0	

**MotKer8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	12	19.0	19.0	19.0
	Setuju	31	49.2	49.2	68.3
	Sangat Setuju	20	31.7	31.7	100.0
	Total	63	100.0	100.0	

**MotivasiKerjaX3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	24.00	6	9.5	9.5	9.5
	25.00	1	1.6	1.6	11.1
	26.00	2	3.2	3.2	14.3
	28.00	1	1.6	1.6	15.9
	29.00	11	17.5	17.5	33.3
	30.00	8	12.7	12.7	46.0
	31.00	4	6.3	6.3	52.4
	32.00	3	4.8	4.8	57.1
	33.00	2	3.2	3.2	60.3
	34.00	4	6.3	6.3	66.7
	35.00	6	9.5	9.5	76.2
	36.00	1	1.6	1.6	77.8
	37.00	9	14.3	14.3	92.1
	40.00	5	7.9	7.9	100.0
	Total	63	100.0	100.0	

**KinKar1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	2	3.2	3.2	4.8
	Setuju	46	73.0	73.0	77.8
	Sangat Setuju	14	22.2	22.2	100.0
	Total	63	100.0	100.0	

**KinKer2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	2	3.2	3.2	4.8
	Setuju	36	57.1	57.1	61.9
	Sangat Setuju	24	38.1	38.1	100.0
	Total	63	100.0	100.0	

**KinKer3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.6	1.6	1.6
	Netral	4	6.3	6.3	7.9
	Setuju	37	58.7	58.7	66.7
	Sangat Setuju	21	33.3	33.3	100.0
	Total	63	100.0	100.0	

**KinKer4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	7.9	7.9	7.9
	Netral	16	25.4	25.4	33.3
	Setuju	24	38.1	38.1	71.4
	Sangat Setuju	18	28.6	28.6	100.0
	Total	63	100.0	100.0	

**KinKer5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.2	3.2	3.2
	Netral	3	4.8	4.8	7.9
	Setuju	36	57.1	57.1	65.1
	Sangat Setuju	22	34.9	34.9	100.0
	Total	63	100.0	100.0	

**KinKer6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	4.8	4.8	4.8
	Netral	3	4.8	4.8	9.5
	Setuju	36	57.1	57.1	66.7
	Sangat Setuju	21	33.3	33.3	100.0
	Total	63	100.0	100.0	

**KinKer7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	4.8	4.8	4.8
	Setuju	40	63.5	63.5	68.3
	Sangat Setuju	20	31.7	31.7	100.0
	Total	63	100.0	100.0	



**KinKer8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.2	3.2	3.2
	Netral	3	4.8	4.8	7.9
	Setuju	40	63.5	63.5	71.4
	Sangat Setuju	18	28.6	28.6	100.0
	Total	63	100.0	100.0	

**KinerjaKaryawanY**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	24.00	1	1.6	1.6	1.6
	25.00	1	1.6	1.6	3.2
	26.00	2	3.2	3.2	6.3
	28.00	3	4.8	4.8	11.1
	29.00	2	3.2	3.2	14.3
	30.00	3	4.8	4.8	19.0
	31.00	6	9.5	9.5	28.6
	32.00	13	20.6	20.6	49.2
	34.00	8	12.7	12.7	61.9
	35.00	6	9.5	9.5	71.4
	36.00	4	6.3	6.3	77.8
	37.00	1	1.6	1.6	79.4
	38.00	5	7.9	7.9	87.3
	40.00	8	12.7	12.7	100.0
	Total	63	100.0	100.0	

## HASIL OLAH DATA UJI KORELASI SEDERHANA

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### Correlations

### Correlations

Correlations

		Pelatihan KerjaX1	BebanKerjaX2	Motivasi KerjaX3	Kinerja KaryawanY
PelatihanKerjaX1	Pearson Correlation	1	.470**	.448**	.591**
	Sig. (2-tailed)		.000	.000	.000
	N	63	63	63	63
BebanKerjaX2	Pearson Correlation	.470**	1	.516**	.548**
	Sig. (2-tailed)	.000		.000	.000
	N	63	63	63	63
MotivasiKerjaX3	Pearson Correlation	.448**	.516**	1	.605**
	Sig. (2-tailed)	.000	.000		.000
	N	63	63	63	63
KinerjaKaryawanY	Pearson Correlation	.591**	.548**	.605**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	63	63	63	63

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

## HASIL OLAH DATA UJI KORELASI BERGANDA

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### Correlations

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.724 <sup>a</sup>	.524	.500	2.84215	2.066

a. Predictors: (Constant), MotivasiKerjaX3, PelatihanKerjaX1, BebanKerjaX2

b. Dependent Variable: KinerjaKaryawanY

# HASIL OLAH DATA UJI REGRESI SEDERHANA PELATIHAN KERJA TERHADAP KINERJA KARYAWAN

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## Regression

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Pelatihan KerjaX1 <sup>a</sup>	.	Enter

- a. All requested variables entered.  
 b. Dependent Variable: KinerjaKaryawanY

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.591 <sup>a</sup>	.350	.339	3.26778

- a. Predictors: (Constant), PelatihanKerjaX1

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	350.271	1	350.271	32.802	.000 <sup>a</sup>
	Residual	651.380	61	10.678		
	Total	1001.651	62			

- a. Predictors: (Constant), PelatihanKerjaX1  
 b. Dependent Variable: KinerjaKaryawanY

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.723	4.339		2.010	.049		
	PelatihanKerjaX1	.729	.127	.591	5.727	.000	1.000	1.000

- a. Dependent Variable: KinerjaKaryawanY

### Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Pelatihan KerjaX1
1	1	1.995	1.000	.00	.00
	2	.005	21.030	1.00	1.00

a. Dependent Variable: KinerjaKaryawanY

# HASIL OLAH DATA UJI REGRESI SEDERHANA BEBAN KERJA TERHADAP KINERJA KARYAWAN

## Regression

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	Beban <sup>a</sup> KerjaX2	.	Enter

- a. All requested variables entered.  
 b. Dependent Variable: KinerjaKaryawanY

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.548 <sup>a</sup>	.300	.289	3.38943

- a. Predictors: (Constant), BebanKerjaX2

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	300.866	1	300.866	26.189	.000 <sup>a</sup>
	Residual	700.784	61	11.488		
	Total	1001.651	62			

- a. Predictors: (Constant), BebanKerjaX2  
 b. Dependent Variable: KinerjaKaryawanY

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	20.108	2.644		7.606	.000		
	BebanKerjaX2	.430	.084	.548	5.118	.000	1.000	1.000

- a. Dependent Variable: KinerjaKaryawanY

### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	BebanKerjaX2
1	1	1.987	1.000	.01	.01
	2	.013	12.301	.99	.99

- a. Dependent Variable: KinerjaKaryawanY

## HASIL OLAH DATA UJI REGRESI SEDERHANA MOTIVASI KERJA TERHADAP KINERJA KARYAWAN

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### Regression

#### Variables Entered/Removed<sup>d</sup>

Model	Variables Entered	Variables Removed	Method
1	Motivasi <sub>a</sub> KerjaX3	.	Enter

- a. All requested variables entered.  
 b. Dependent Variable: KinerjaKaryawanY

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.605 <sup>a</sup>	.366	.356	3.22653

- a. Predictors: (Constant), MotivasiKerjaX3

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	366.609	1	366.609	35.215	.000 <sup>a</sup>
	Residual	635.041	61	10.411		
	Total	1001.651	62			

- a. Predictors: (Constant), MotivasiKerjaX3  
 b. Dependent Variable: KinerjaKaryawanY

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16.449	2.895		5.681	.000	1.000	1.000
	MotivasiKerjaX3	.533	.090	.605	5.934	.000		

- a. Dependent Variable: KinerjaKaryawanY

### Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Motivasi KerjaX3
1	1	1.990	1.000	.00	.00
	2	.010	14.175	1.00	1.00

a. Dependent Variable: KinerjaKaryawanY



# HASIL OLAH DATA UJI REGRESI SEDERHANA MOTIVASI KERJA TERHADAP KINERJA KARYAWAN

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Motivasi KerjaX3, Pelatihan KerjaX1, Beban <sup>a</sup> KerjaX2	.	Enter

- a. All requested variables entered.  
 b. Dependent Variable: KinerjaKaryawanY

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.724 <sup>a</sup>	.524	.500	2.84215	2.066

- a. Predictors: (Constant), MotivasiKerjaX3, PelatihanKerjaX1, BebanKerjaX2  
 b. Dependent Variable: KinerjaKaryawanY

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	525.058	3	175.019	21.667	.000 <sup>a</sup>
	Residual	476.592	59	8.078		
	Total	1001.651	62			

- a. Predictors: (Constant), MotivasiKerjaX3, PelatihanKerjaX1, BebanKerjaX2  
 b. Dependent Variable: KinerjaKaryawanY

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	4.489	3.892		1.154	.253					
	PelatihanKerjaX1	.416	.130	.338	3.193	.002	.591	.384	.287	.722	1.385
	BebanKerjaX2	.262	.087	.212	2.920	.021	.548	.243	.172	.663	1.509
	MotivasiKerjaX3	.304	.096	.345	3.165	.002	.605	.381	.284	.680	1.471

- a. Dependent Variable: KinerjaKaryawanY

**Collinearity Diagnostic<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Pelatihan KerjaX1	BebanKerjaX2	Motivasi KerjaX3
1	1	3.971	1.000	.00	.00	.00	.00
	2	.014	16.581	.17	.04	.74	.00
	3	.010	19.841	.07	.03	.21	.99
	4	.004	30.602	.76	.92	.05	.01

a. Dependent Variable: KinerjaKaryawanY

**Residuals Statistics<sup>a</sup>**

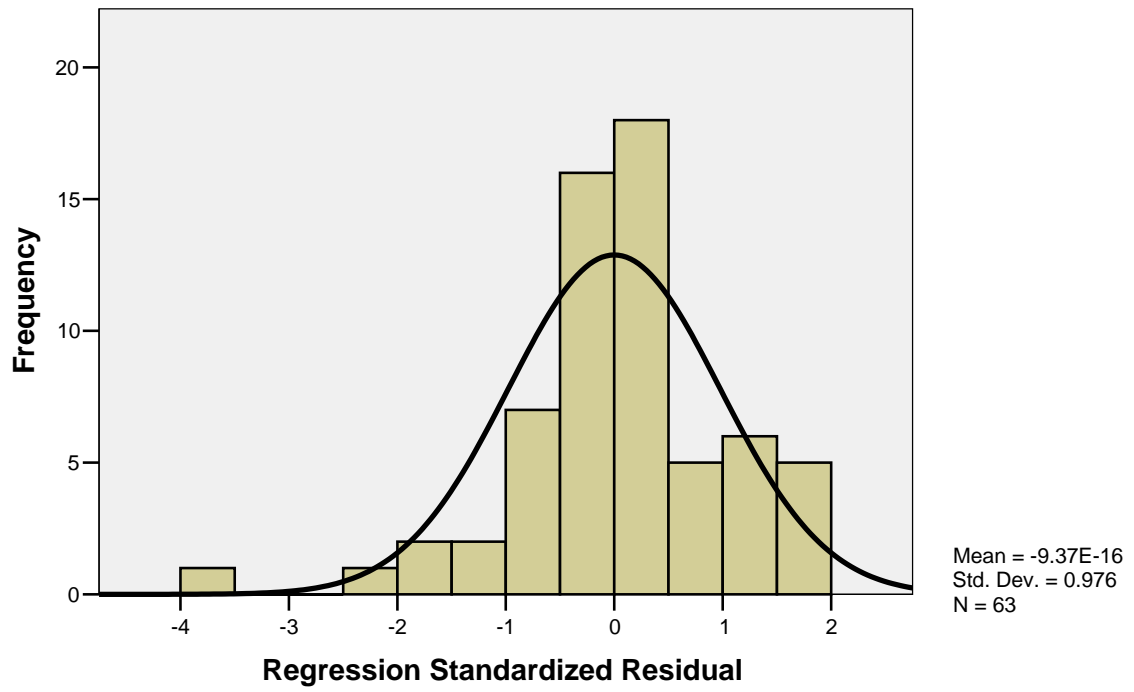
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	28.1933	39.1951	33.4603	2.91010	63
Residual	-10.57239	4.65420	.00000	2.77254	63
Std. Predicted Value	-1.810	1.971	.000	1.000	63
Std. Residual	-3.720	1.638	.000	.976	63

a. Dependent Variable: KinerjaKaryawanY

# Charts

## Histogram

Dependent Variable: KinerjaKaryawanY



**NILAI – NILAI r PRODUCT MOMENT**

N	Taraf Signif		N	Taraf Signif		N	Taraf Signif	
	5%	1%		5%	1%		5%	1%
3	0.997	0.999	27	0.381	0.487	55	0.266	0.345
4	0.950	0.990	28	0.374	0.478	60	0.254	0.330
5	0.878	0.959	29	0.367	0.470	65	0.244	0.317
6	0.811	0.917	30	0.361	0.463	70	0.235	0.306
7	0.754	0.874	31	0.355	0.456	75	0.227	0.296
8	0.707	0.834	32	0.349	0.449	80	0.220	0.286
9	0.666	0.798	33	0.344	0.442	85	0.213	0.278
10	0.632	0.765	34	0.339	0.436	90	0.207	0.270
11	0.602	0.735	35	0.334	0.430	95	0.202	0.263
12	0.576	0.708	36	0.329	0.424	100	0.195	0.256
13	0.553	0.684	37	0.325	0.418	125	0.176	0.230
14	0.532	0.661	38	0.320	0.413	150	0.159	0.210
15	0.514	0.641	39	0.316	0.408	175	0.148	0.194
16	0.497	0.623	40	0.312	0.403	200	0.138	0.181
17	0.482	0.606	41	0.308	0.398	300	0.113	0.148
18	0.468	0.590	42	0.304	0.393	400	0.098	0.128
19	0.456	0.575	43	0.301	0.389	500	0.088	0.115
20	0.444	0.561	44	0.297	0.384	600	0.080	0.105
21	0.433	0.549	45	0.294	0.380	700	0.074	0.097
22	0.423	0.537	46	0.291	0.376	800	0.070	0.091
23	0.413	0.526	47	0.288	0.372	900	0.065	0.086
24	0.404	0.515	48	0.284	0.368	1000	0.062	0.081
25	0.396	0.505	49	0.281	0.364			
26	0.388	0.496	50	0.279	0.361			

Sumber : Sugiyono, 2002. Metode Penelitian Bisnis

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Menyatakan bahwa skripsi ini adalah hasil karya saya sendiri dan apabila dikemudian hari ditemukan dan adanya bukti plagiasi, manipulasi dan atau pemalsuan data maupun bentuk – bentuk kecurangan lainnya, saya bersedia untuk menerima sanksi dari **UNIVERSITAS DARUL ULUM ISLAMIC CENTER SUDIRMAN GUPPI (UNDARIS) UNGARAN**

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