

## ATTACHMENT

### Attachment 1 Preliminary Study Submission Letter



**Kementerian Kesehatan**  
**Poltekkes Malang**

📍 Jalan Besar Ijen 77C  
Malang, Jawa Timur 65112  
☎ (0341) 566075  
🌐 <https://poltekkes-malang.ac.id>

Nomor : PP.06.02/F.XXI.15/112/2025 17 Januari 2025  
Perihal : Permohonan Ijin Studi Pendahuluan untuk Penyusunan Proposal Skripsi Mahasiswa  
Jurusan Keperawatan Poltekkes Kemenkes Malang

Kepada Yth:  
Direktur RSUD dr. Soedomo Trenggalek  
Jl. Dr. Sutomo No. 2, Cengkong, Tamanan Kec. Trenggalek  
di –

Tempat

Bersama ini kami mohon bantuan demi terlaksananya kegiatan Studi Pendahuluan untuk bahan penyusunan Proposal Skripsi bagi Mahasiswa Sarjana Terapan Keperawatan Malang Jurusan Keperawatan Poltekkes Kemenkes Malang di wilayah kerja RSUD dr. Soedomo Trenggalek.

Adapun mahasiswa yang akan melaksanakan Studi Pendahuluan adalah:

Nama : Yanuar Putrikasari  
NIM/Semester : P17211217138 / VIII  
Asal Program Studi : Sarjana Terapan Keperawatan Malang  
Judul Skripsi : Hubungan Kepemimpinan Berbasis Empati Dengan Manajemen Konflik  
Ruangan Pada Tim Keperawatan di Ruang Rawat Inap RSUD dr. Soedomo  
Trenggalek  
No. HP : 085925079449

Demikian atas perhatian dan kerjasamanya disampaikan terima kasih.

Ketua Jurusan Keperawatan Poltekkes Kemenkes  
malang,



Dr. Erlina Suci Astuti, S.Kep, Ns, M.Kep

## Attachment 2 Ethical Exemption Letter



KOMITE ETIK PENELITIAN KESEHATAN  
RSUD Dr. SOEDOMO KABUPATEN TRENGGALEK

KETERANGAN LAYAK ETIK  
"ETHICAL EXEMPTION"

Nomor: 000.9/ 332/406.010.001/18.00/2025

Protokol penelitian yang diusulkan oleh:

Peneliti Utama	: YANUAR PUTRIKASARI
Nama Institusi	: POLITEKNIK KESEHATAN KEMENKES MALANG
Dengan Judul	: The Relationship Between Empathetic Leadership and Ward Conflict Management In The Nursing Team In The Inpatient Ward of dr. Soedomo Trenggalek Hospital

Dinyatakan layak etik sesuai 7 (tujuh) Standar WHO 2011, yaitu 1) Nilai Sosial, 2) Nilai Ilmiah, 3) Pemerataan Beban dan Manfaat, 4) Risiko, 5) Bujukan/Eksploitasi, 6) Kerahasiaan dan Privacy, dan 7) Persetujuan Setelah Penjelasan, yang merujuk pada Pedoman CIOMS 2016. Hal ini seperti yang ditunjukkan oleh terpenuhinya indikator setiap standar.

Pernyataan Layak Etik ini berlaku selama kurun waktu tanggal 05 Mei 2025 sampai dengan tanggal 05 November 2025.

Trenggalek, 06 Mei 2025

Ketua Komite Etik Penelitian Kesehatan  
RSUD Dr. Soedomo Kabupaten Trenggalek



## Attachment 3 Letter of Authorization for Data Collection



PEMERINTAH KABUPATEN TRENGGALEK  
DINAS KESEHATAN, PENGENDALIAN PENDUDUK  
DAN KELUARGA BERENCANA  
**RUMAH SAKIT UMUM DAERAH dr. SOEDOMO**  
Jl. Dr. Soetomo No. 02 Telp. (0355) 793110  
Email : rsuddrsoedomo\_trenggalek@yahoo.co.id  
TRENGGALEK 66312

Trenggalek, 10 Mei 2025

Nomor : 000.9/348/406.010.001/18.00/2025  
Lampiran : -  
Perihal : Persetujuan Penelitian

Yth. Sdr. Ketua Jurusan Keperawatan Poltekkes  
Kemenkes Malang  
di  
**MALANG**

Menjawab surat Saudara nomor PP.06.02/F.XXI.15/596/2025 tanggal 17 April 2025 perihal Permohonan Surat Keterangan Kelayakan Etik (Ethical Clearance) Dalam Rangka Pengambilan Data Untuk Penyusunan Skripsi, maka dengan ini kami sampaikan bahwa pada prinsipnya kami dapat memberikan izin kepada:

Nama : Yanuar Putrikasari  
NIM : P17211217138  
Program Studi : Sarjana Terapan Keperawatan Malang  
Institusi Asal : Poltekkes Kemenkes Malang

untuk melaksanakan Penelitian berjudul **"The Relationship Between Empathetic Leadership and Ward Conflict Management In The Nursing Team In The Inpatient Ward of Dr. Soedomo Trenggalek Hospital"**. Adapun ketentuan yang harus dipenuhi peneliti, sebagai berikut:

1. Memenuhi biaya penelitian sebesar Rp 300000;
2. Mentaati Tata Tertib dan Protokol Kesehatan yang berlaku;
3. Melaporkan hasil penelitian tersebut kepada RSUD dr. SOEDOMO Kabupaten Trenggalek melalui Tim Koordinasi Pendidikan (Tim Kordik).

Demikian atas kerja sama yang baik disampaikan terima kasih

Ditandatangani secara elektronik oleh :  
DIREKTUR RSUD dr. SOEDOMO  
KABUPATEN TRENGGALEK



**dr. MOKH. ROFIQ HINDIONO, M.M.R.S**

Pembina Tk. I  
NIP. 19671030 200212 1 002

**Tembusan disampaikan kepada:**

- Yth. 1. Sdr. Kasi Pelayanan Keperawatan  
2. Sdr. Ka. Instalasi Rawat Inap  
3. Sdr. Ka.  
RSUD dr. SOEDOMO Kab. Trenggalek  
4. Sdr. Peneliti

**Catatan :**

- UU ITE No 11 Tahun 2008 Pasal 5 Ayat 1
- "Informasi Elektronik dan/atau Dokumen Elektronik dan/atau hasil cetaknya merupakan alat bukti yang sah"
- Dokumen ini telah ditandatangani secara elektronik menggunakan Sertifikat Elektronik yang diterbitkan BSrE



## Attachment 4 Statement Letter of Data Collection Completion



PEMERINTAH KABUPATEN TRENGGALEK  
DINAS KESEHATAN, PENGENDALIAN PENDUDUK  
DAN KELUARGA BERENCANA  
**RUMAH SAKIT UMUM DAERAH dr. SOEDOMO**  
Jl. Dr. Soetomo No. 02 Telp. (0355) 793110  
Email : rsudrsoedomo\_trenggalek@yahoo.co.id  
TRENGGALEK 66312

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**SURAT KETERANGAN**

Nomor : 400.7.22.1/ *362* /406.010.001/18.00/2025

Yang bertandatangan di bawah ini Direktur RSUD dr. SOEDOMO Kabupaten Trenggalek:

Nama	: dr. MOKH. ROFIQ HINDIONO, M.M.R.S.
NIP	: 196710302002121002
Pangkat/Gol. Ruang	: Pembina Tk. I (IV/b)
Jabatan	: Direktur
Unit Kerja	: RSUD dr. SOEDOMO Kabupaten Trenggalek

Menerangkan dengan sesungguhnya bahwa nama yang tercantum di bawah ini:

Nama	: YANUAR PUTRIKASARI
NIM	: P17211217138
Program Studi	: Sarjana Terapan Keperawatan
Institusi Pendidikan	: Poltekkes Kemenkes Malang

sehubungan dengan pendidikan yang sedang dijalannya, benar-benar telah melaksanakan Pengambilan Data untuk Penyusunan Skripsi di RSUD dr. SOEDOMO Kabupaten Trenggalek.

Demikian surat keterangan ini dibuat untuk dapat dipergunakan sebagaimana mestinya.

Trenggalek, *04* Juni 2025  
DIREKTUR RSUD dr. SOEDOMO  
KABUPATEN TRENGGALEK

  


dr. MOKH. ROFIQ HINDIONO, M.M.R.S.  
Pembina Tk. I  
NIP. 196710302002121002

Attachment 5 Letter of Application to Become a Respondent

**APPLICATION LETTER TO BE A RESPONDENT**

Dear respondents,

I am a student of the Health Polytechnic Malang, Bachelor of Applied Nursing Study Program, Malang.

Name : Yanuar Putrikasari

NIM : P17211217138

In order to carry out thesis research of bachelor of applied nursing study program (D4), I need information to support my research entitled "The Relationship Between Empathetic Leadership with Conflict Management among the Nursing Team at Dr. Soedomo Trenggalek Hospital", then I ask for your willingness to take the time to fill out the questionnaire or statement attached. The answers you provide will greatly assist this research and this questionnaire can be used if it has been filled in completely.

All data and information that you provide will be kept confidential and will only be used for academic research purposes. I would like to thank you for taking the time to fill out this questionnaire objectively and correctly.

Researcher,

Yanuar Putrikasari

NIM P17211217138

## Attachment 6 Informed Consent Sheet

**INFORMED CONSENT**

I, the undersigned below:

Name :

Age :

Gender :

After getting sufficient explanation from the researcher and knowing the benefits of the research entitled "The Relationship between Empathetic Leadership With Conflict Management among the Nursing Team at Dr. Soedomo Trenggalek Hospital" then I declare (\*willing/unwilling) to be included in this study.

**\*cross out one**

Trenggalek, ..... 2025

Researcher

Who gives consent

(Yanuar Putrikasari)

(.....)

## Attachment 7 Empathetic Leadership Questionnaire Sheet for staff Nurses

**Research Questionnaire**

**The Relationship Between Empathetic Leadership with Conflict  
Management among the Nursing Team at Dr. Soedomo Trenggalek  
Hospital**

## I. Instructions for filling in identity

1. The following statement is regarding your personal data.
2. Fill in the requested data in the space provided and mark (✓) on the answer that describes the situation that best suits you.
3. Please be available to answer all questions.
- 4.

## Demographic Data

Initial Name : \_\_\_\_\_

Age : ..... year

Gender : ☐ Man  
☐ Woman

Education Final : ☐ D3 Nursing  
☐ D-IV/S1 Nursing  
☐ Other

Length of work : .....year

## II. Questionnaire Completion Instructions

On each questionnaire item, please rate how far you agree with the available statements. Fill in the answers to the statements on this questionnaire and do not miss anything. Give a check mark (✓) on one of the answers with your understanding with the following information:

1. SD = Strongly Disagree
2. D = Disagree
3. LA = Less Agree

4. A = Agree

5. SA = Strongly Agree

### Empathetic Leadership Questionnaire

No.	Question	Strongly Agree (SA)	Agree (A)	Less Agree (LA)	Disagree (D)	Strongly Disagree (SD)
1	The distribution of schedules by head nurse is fair					
2	My leader contributes to the development of systems that help employees manage their time and workload more effectively.					
3	My leader ensures that team plans and actions are flexible, and take into account the needs and working patterns of others.					
4	My leader creates a positive, productive and innovative work environment.					
5	My leader respects, values, and recognizes the roles, contributions, and expertise of others.					
6	My leader provides encouragement, and opportunities for people to be involved in decision making and provides constructive challenge.					
7	My leader creates opportunities to bring individuals and					



No.	Question	Strongly Agree (SA)	Agree (A)	Less Agree (LA)	Disagree (D)	Strongly Disagree (SD)
	groups together to achieve goals.					
8	My leader upholds personal and professional ethics and values, taking into account the organization's values and respecting individual culture, beliefs, and abilities.					
9	My leader communicates effectively with individuals, respecting their social, cultural, religious and ethnic backgrounds as well as their age, gender and abilities.					
10	My leader encourages employees to take training that can improve their skills.					
11	My leader is willing to listen with empathy, consider the needs and feelings of others, and recognize different perspectives.					
12	My leader is willing to provide input and suggestions					
13	My leader is willing to offer reasonable assistance, such as encouraging me to take time off					

No.	Question	Strongly Agree (SA)	Agree (A)	Less Agree (LA)	Disagree (D)	Strongly Disagree (SD)
14	My leader spoke directly with the employee concerned					
15	My leader ensures employee conditions					
16	My leader conveys compassion with gentleness and empathy					

## Attachment 8 Empathetic Leadership Questionnaire for Head Nurse

**Research Questionnaire**

**The Relationship Between Empathetic Leadership with Conflict  
Management among the Nursing Team at Dr. Soedomo Trenggalek  
Hospital**

**I. Instructions for filling in identity**

1. The following statement is regarding your personal data.
2. Fill in the requested data in the space provided and mark (✓) on the answer that describes the situation that best suits you.
3. Please be available to answer all questions.

**Demographic Data**

Initial Name : \_\_\_\_\_

Age : ..... year

Gender : ☐ Man  
☐ Woman

Education Final : ☐ D3 Nursing  
☐ D-IV/S1 Nursing  
☐ S2 Nursing  
☐ Other

Length of work : .....year

**II. Questionnaire Completion Instructions**

On each questionnaire item, please rate how far you agree with the available statements. Fill in the answers to the statements on this questionnaire and do not miss anything. Give a check mark (✓) on one of the answers with your understanding with the following information:

1. SD = Strongly Disagree
2. D = Disagree

3. LA = Less Agree
4. A = Agree
5. SA = Strongly Agree

### Empathetic Leadership Questionnaire B

No.	Question	Strongly Agree (SA)	Agree (A)	Less Agree (LA)	Disagree (D)	Strongly Disagree (SD)
1	I divide the shift schedule fairly					
2	I contribute to the development of systems that help employees manage their time and workload more effectively.					
3	I ensure that team plans and actions are flexible and take into account the needs and working patterns of others.					
4	I create a positive, productive and innovative work environment.					
5	I respect, appreciate and acknowledge the roles, contributions and expertise of others.					
6	I provide encouragement, and opportunities for people to be involved in decision making and provide constructive challenge.					
7	I create opportunities to bring individuals					

No.	Question	Strongly Agree (SA)	Agree (A)	Less Agree (LA)	Disagree (D)	Strongly Disagree (SD)
	and groups together to achieve goals.					
8	I uphold personal and professional ethics and values, taking into account organizational values and respecting individual culture, beliefs and abilities.					
9	I communicate effectively with individuals, respecting their social, cultural, religious and ethnic backgrounds as well as their age, gender and abilities.					
10	I encourage employees to take training that can improve their skills.					
11	I am willing to listen with empathy, consider the needs and feelings of others, and recognize different perspectives.					
12	I am willing to provide input and suggestions					
13	I am willing to offer reasonable assistance, such as encouraging you to take time off					
14	I spoke directly with the employee concerned					

No.	Question	Strongly Agree (SA)	Agree (A)	Less Agree (LA)	Disagree (D)	Strongly Disagree (SD)
15	I ensure the condition of the employees					
16	I extend compassion with gentleness and empathy					

## Attachment 9 Conflict Management Questionnaire Sheet For Head Nurse

**Research Questionnaire****The Relationship of Empathetic Leadership with Conflict Management  
among the Nursing Team at Dr. Soedomo Trenggalek Hospital****I. Instructions for filling in identity**

1. The following statement is regarding your personal data.
2. Fill in the requested data in the space provided and mark (✓) on the answer that describes the situation that best suits you.
3. Please be available to answer all questions.

**Demographic Data**

Initial Name : \_\_\_\_\_

Age : ..... year

Gender : ☐ Man  
☐ Woman

Education Final : ☐ D3 Nursing  
☐ D-IV/S1 Nursing  
☐ S2 Nursing  
☐ Other

Length of work : .....year

**II. On each questionnaire item, please rate how far you agree with the available statements. Fill in the answers to the statements on this questionnaire and do not miss anything. Give a check mark (✓) on one of the answers with your understanding with the following information:**

1. SD = Strongly disagree
2. D = Disagree
3. LA = Less agree

4. A = Agree

5. SA= Strongly agree

### **Conflict Management**

<b>No</b>	<b>Question</b>	<b>Strongly Disagree (SD)</b>	<b>Disagree (D)</b>	<b>Less Agree (LA)</b>	<b>Agree (A)</b>	<b>Strongly Agree (SA)</b>
1.	I try to investigate a problem with my subordinates to find a solution that is acceptable to both of us.					
2	I usually try to fulfill the needs of my subordinates.					
3	I try to avoid being in situations that put me in a “corner” and try to keep conflicts with my subordinates to myself.					
4	I try to combine my ideas with those of my subordinates to produce joint decisions.					
5	I try to work together with my subordinates to find solutions to problems that meet our expectations.					
6	I usually avoid open discussions about my differences of opinion with my subordinates.					
7	I try to find a middle way to solve the problem					
8	I use my influence to get my ideas accepted.					



No	Question	Strongly Disagree (SD)	Disagree (D)	Less Agree (LA)	Agree (A)	Strongly Agree (SA)
9	I use my authority to make decisions that benefit me.					
10	I usually accommodate the wishes of my subordinates.					
11	I obey my subordinates' wishes.					
12	I exchange accurate information with my subordinates to solve problems together.					
13	I usually give my subordinates leeway.					
14	I usually propose a middle way to break the deadlock.					
15	I negotiate with my subordinates so that a compromise can be reached.					
16	I try to avoid disputes with my subordinates.					
17	I avoid meetings with my subordinates.					
18	I use my skills to make decisions that benefit me.					
19	I often follow the advice of my subordinates.					
20	I use "give and take" so that compromises can be made.					
21	I am usually firm in expressing my opinions					

No	Question	Strongly Disagree (SD)	Disagree (D)	Less Agree (LA)	Agree (A)	Strongly Agree (SA)
22	I try to communicate all our problems openly so that they can be resolved in the best way.					
23	I collaborate with my subordinates to come up with decisions that are acceptable to both of us.					
24	I try to meet the expectations of my subordinates.					
25	I sometimes use my power to win competitive situations.					
26	I try to keep my disagreements with my subordinates to myself to avoid hard feelings.					
27	I try to avoid unpleasant conversations with my subordinates.					
28	I try to work with my subordinates to get a proper understanding of a problem.					

## Attachment 10 Conflict Management Questionnaire Sheet For Staff Nurses

**Research Questionnaire****The Relationship of Empathetic Leadership with Conflict Management  
among the Nursing Team at Dr. Soedomo Trenggalek Hospital****I. Instructions for filling in identity**

1. The following statement is regarding your personal data.
2. Fill in the requested data in the space provided and mark (✓) on the answer that describes the situation that best suits you.
3. Please be available to answer all questions.

**Demographic Data**

Initial Name : \_\_\_\_\_

Age : ..... year

Gender : ☐ Man  
☐ Woman

Education Final : ☐ D3 Nursing  
☐ D-IV/S1 Nursing  
☐ S2 Nursing  
☐ Other

Length of work : .....year

**II. On each questionnaire item, please rate how far you agree with the available statements. Fill in the answers to the statements on this questionnaire and do not miss anything. Give a check mark (✓) on one of the answers with your understanding with the following information:**

1. SD = Strongly disagree
2. D = Disagree

3. LA = Less agree

4. A = Agree

5. SA= Strongly agree

### Conflict Management

No	Question	Strongly Disagree (SD)	Disagree (D)	Less Agree (LA)	Agree (A)	Strongly Agree (SA)
1.	The Head nurse tries to investigate a problem with subordinates to find a solution that is acceptable to all.					
2	The Head nurse usually tries to fulfill the needs of his subordinates					
3	The Head nurse tries to avoid being in a situation that puts him in a "corner" and tries to keep conflicts with his subordinates to himself.					
4	The Head nurse tries to combine his ideas with those of his subordinates to produce joint decisions.					
5	The Head nurse strives to work together with subordinates to find solutions to problems that meet our expectations.					
6	The Head nurse usually avoids open discussions about his differences of					

No	Question	Strongly Disagree (SD)	Disagree (D)	Less Agree (LA)	Agree (A)	Strongly Agree (SA)
	opinion with subordinates.					
7	The Head nurse tries to find a middle way to solve the problem					
8	The Head nurse uses his influence to get his ideas accepted.					
9	The Head nurse uses his authority to make decisions that benefit him.					
10	The Head nurse usually accommodates the wishes of his subordinates.					
11	The Head nurse complies with his subordinates' wishes.					
12	The Head nurse exchanges accurate information with subordinates to solve problems together.					
13	The Head nurse usually gives leeway to his subordinates.					
14	The Head nurse usually proposes a middle way to break the deadlock.					
15	The Head nurse negotiates with subordinates so that a compromise can be reached.					
16	The Head nurse tries to avoid conflict with his subordinates.					

No	Question	Strongly Disagree (SD)	Disagree (D)	Less Agree (LA)	Agree (A)	Strongly Agree (SA)
17	The Head nurse avoids meeting with his subordinates.					
18	The Head nurse uses his skills to make decisions that benefit him.					
19	The Head nurse often follows the advice of his subordinates.					
20	The Head nurse uses the principle of “give and take” so that compromises can be made.					
21	The Head nurse is usually firm in expressing his opinions.					
22	The Head nurse tries to convey all our problems openly so that they can be resolved in the best way.					
23	The Head nurse collaborates with subordinates to produce decisions that are acceptable to us.					
24	The Head nurse tries to meet the expectations of his subordinates.					
25	The Head nurse sometimes uses his power to win competitive situations.					
26	The Head nurse tries to keep his					

No	Question	Strongly Disagree (SD)	Disagree (D)	Less Agree (LA)	Agree (A)	Strongly Agree (SA)
	disagreements with his subordinates to himself to avoid hard feelings.					
27	The Head nurse tries to avoid unpleasant conversations with his subordinates.					
28	The Head nurse tries to work together with his subordinates to gain a proper understanding of a problem.					

## Attachment 11 Validity and Reliability Test Result

Empathetic Leadership A Validity Test Results			
No. Question	rx <sub>y</sub>	r <sub>table</sub>	Status
1	0.87	0.75	Valid
2	0.86	0.75	Valid
3	0.86	0.75	Valid
4	0.85	0.75	Valid
5	0.89	0.75	Valid
6	0.86	0.75	Valid
7	0.85	0.75	Valid
8	0.80	0.75	Valid
9	0.83	0.75	Valid
10	0.84	0.75	Valid
11	0.89	0.75	Valid
12	0.87	0.75	Valid
13	0.85	0.75	Valid
14	0.82	0.75	Valid
15	0.86	0.75	Valid
16	0.85	0.75	Valid

## Empathetic Leadership A Reliability Test Results

Respondent No.	Questionnaire Item Number																Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
Grain Variance	0.93	1.31	1.33	1.01	1.23	1.29	1.10	1.17	1.09	1.30	1.01	1.20	1.12	1.01	1.27	0.94	213.31
Number of Item Variances	18,391																
Total variance	213,310																
r <sub>11</sub>	0.91378381																
Reliability	Very high																

Empathetic Leadership B Validity Test Results			
No. Question	rx <sub>y</sub>	r <sub>table</sub>	Status
1	0.85	0.75	Valid
2	0.89	0.75	Valid
3	0.83	0.75	Valid
4	0.86	0.75	Valid
5	0.86	0.75	Valid
6	0.86	0.75	Valid
7	0.84	0.75	Valid
8	0.85	0.75	Valid
9	0.88	0.75	Valid





## Attachment 12 Data Tabulation Results

No	EMPATHETIC LEADERSHIP BY STAFF NURSE																TOTAL
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	
1	4	5	4	4	5	4	4	5	5	4	5	4	5	4	4	4	70
2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
3	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	62
4	4	4	5	4	5	5	4	5	5	4	4	4	4	4	4	5	70
5	4	4	4	5	5	5	5	4	4	4	4	5	4	4	4	4	69
6	4	4	5	4	4	4	5	4	4	5	4	5	4	5	4	5	70
7	4	5	4	4	5	4	4	4	5	5	4	4	5	5	4	4	70
8	5	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	66
9	5	4	4	4	4	4	4	4	5	4	4	5	4	5	4	4	68
10	4	3	4	5	4	4	4	5	4	4	4	4	5	5	4	4	67
11	5	4	5	5	4	5	5	4	5	5	5	4	5	5	4	5	75
12	4	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	78
13	4	5	4	4	4	5	5	4	4	4	4	4	4	4	4	4	67
14	5	5	4	5	5	5	5	5	5	5	4	5	5	4	5	5	77
15	4	5	4	5	4	5	5	5	4	4	5	5	4	5	5	4	73
16	5	4	5	5	4	4	4	4	4	4	4	5	4	4	4	4	68
17	2	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	48
18	5	5	5	3	3	3	3	3	3	3	4	3	3	3	3	3	55
19	4	4	5	4	5	4	4	4	4	4	4	4	5	5	4	4	68
20	4	4	4	4	4	4	4	4	4	5	4	4	4	5	4	5	67
21	4	4	4	5	4	4	5	4	4	4	4	4	4	4	4	4	66
22	4	5	4	5	4	4	4	4	5	4	5	4	4	5	4	5	70
23	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	79
24	4	4	4	4	5	4	4	5	4	5	4	4	4	4	4	4	67
25	5	5	5	4	5	5	5	5	4	4	5	5	5	4	5	5	76
26	4	5	5	5	5	4	5	5	5	5	5	5	5	5	4	4	76
27	5	5	4	4	4	4	5	4	5	5	4	5	4	5	4	4	71
28	4	4	4	5	4	4	4	4	5	4	5	5	4	4	5	5	70
29	4	5	5	4	5	4	4	4	5	5	4	5	4	4	4	4	70
30	4	5	4	5	5	5	5	5	4	4	4	4	5	4	4	4	71
31	4	5	4	5	5	4	4	4	5	4	4	4	4	4	5	4	69
32	4	4	5	5	4	4	5	4	4	5	5	4	5	4	4	4	70
33	4	4	5	4	5	4	5	4	4	5	4	5	4	4	4	5	70
34	4	5	4	5	5	4	4	5	5	4	4	4	4	4	4	4	69
35	4	4	5	4	4	4	4	5	4	5	5	4	4	4	4	5	69
36	4	4	5	4	4	4	4	4	4	5	4	4	4	4	4	5	67
37	4	4	5	4	4	4	4	5	4	4	4	4	4	4	4	4	66

No	EMPATHETIC LEADERSHIP BY STAFF NURSE																TOTAL
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	
38	3	5	4	5	5	5	4	5	5	5	5	5	5	5	5	5	76
39	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	76
40	5	4	5	4	5	4	5	4	4	4	5	5	4	4	5	4	71
41	4	5	5	4	4	5	4	5	4	4	5	5	4	5	5	4	72
42	4	4	4	5	5	5	4	4	4	4	4	4	4	4	4	4	67
43	4	4	5	4	5	3	3	4	3	3	3	3	5	3	5	3	60
44	4	3	3	4	3	4	3	5	3	4	3	5	5	4	3	4	60
45	4	4	5	5	5	3	3	3	3	3	4	3	5	3	3	4	60
46	4	5	4	5	4	4	4	4	4	5	4	4	4	4	4	4	67
47	4	5	4	4	5	4	4	4	5	4	5	4	4	4	5	4	69
48	4	4	4	4	4	5	4	5	4	5	5	4	4	4	4	4	68
49	4	4	3	4	4	4	3	3	4	3	4	5	3	3	4	4	59
50	4	4	4	4	4	4	4	3	4	3	4	4	4	4	3	3	60
51	4	4	5	4	4	4	5	5	5	5	4	4	4	4	4	4	69
52	4	4	5	5	4	4	5	5	4	5	4	4	4	5	4	4	70
53	4	4	4	4	4	5	4	5	4	5	4	4	4	4	4	5	68
54	4	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	78
55	5	5	4	5	4	5	4	5	5	5	5	5	5	5	4	5	76
56	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	65
57	4	4	5	5	5	5	5	5	4	4	4	5	4	4	4	4	71
58	4	5	4	5	4	4	5	4	5	4	4	5	4	5	5	4	71
59	5	5	4	5	5	5	4	5	5	4	5	4	5	5	5	5	76
60	4	4	4	5	4	4	5	5	4	4	4	4	4	5	4	4	68
61	4	5	5	4	4	5	5	4	5	5	4	5	4	5	5	4	73
62	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5	5	78
63	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	4	65
64	5	5	5	4	5	5	5	5	5	5	4	5	5	5	4	5	77
65	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
66	4	4	5	5	4	4	5	5	4	4	5	4	5	5	4	5	72
67	4	5	4	5	5	5	5	5	4	5	5	4	5	5	5	5	76
68	5	5	4	5	4	5	4	5	4	5	5	5	5	5	5	5	76
69	4	4	5	4	5	5	5	5	5	5	4	5	5	5	5	5	76
70	4	4	4	4	5	5	4	4	5	4	5	4	4	5	4	4	69
71	3	3	3	3	4	4	4	4	4	3	3	4	4	4	4	4	58
72	4	4	5	4	4	4	5	4	4	5	4	5	4	5	4	4	69
73	4	4	4	4	5	4	4	4	4	4	4	5	4	4	4	4	66
74	4	5	4	4	5	4	5	4	4	5	4	5	4	4	4	4	69
75	5	4	4	5	5	5	5	5	5	5	5	5	4	5	4	5	76
76	4	5	5	4	4	4	4	4	4	5	4	5	5	4	5	4	70

No	EMPATHETIC LEADERSHIP BY STAFF NURSE																TOTAL
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	
77	4	4	4	3	3	4	4	4	4	3	3	4	3	4	4	4	59
78	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
79	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	65
80	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
81	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48
82	5	5	5	5	4	5	4	4	5	4	5	5	5	5	5	5	76
83	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
84	5	4	4	5	5	4	4	5	5	5	4	5	4	5	5	4	73
85	3	4	3	3	3	3	4	3	3	3	3	3	2	3	3	3	49
86	4	5	4	3	3	4	3	3	3	4	3	4	5	5	4	4	61
87	5	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4	66
88	5	5	5	5	5	4	4	5	5	4	4	5	5	5	5	4	75
89	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
90	4	5	5	3	3	3	5	3	3	3	5	3	4	3	3	3	58
91	5	5	4	4	4	4	5	5	4	5	4	5	4	4	5	4	71
92	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
93	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
94	4	4	4	4	4	4	3	3	3	4	4	4	3	4	4	4	60
95	5	4	4	3	3	5	4	4	3	3	5	3	3	4	3	3	59
96	5	5	4	5	5	3	5	5	4	5	5	5	5	5	5	5	76
97	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	64
98	5	5	4	4	5	4	5	5	5	5	4	5	4	5	5	5	75
99	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	80
100	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	61
101	4	5	3	3	5	3	3	4	3	3	3	4	3	3	3	3	55

No.	EMPATHETIC LEADERSHIP BY HEAD NURSE																TOTAL
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	
1	4	5	4	4	4	4	5	5	5	4	5	5	5	5	5	4	73
2	4	4	5	4	5	4	4	5	4	5	4	4	4	5	5	5	71
3	4	4	4	5	5	5	5	4	5	5	5	5	4	5	5	5	75
4	4	4	5	4	4	4	4	5	5	4	4	5	4	4	5	5	70
5	4	5	4	4	5	5	4	4	4	4	4	5	4	5	5	4	70
6	4	4	3	3	5	3	3	5	3	3	5	3	3	5	4	4	60
7	4	5	4	5	5	4	4	4	4	4	5	4	5	4	5	4	70

	CONFLICT MANAGEMENT BY STAFF NURSE																												TOTAL
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28	
1	4	4	2	4	4	4	4	3	4	4	3	4	4	4	3	2	4	3	3	4	2	4	4	4	3	3	3	4	98
2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	4	4	4	2	2	4	4	4	2	2	2	4	100
3	4	5	3	5	5	3	5	3	3	3	5	5	5	5	4	1	1	3	4	4	1	5	5	5	3	3	1	5	104
4	5	5	3	5	5	3	5	2	4	2	4	5	4	5	4	2	4	4	4	4	2	5	4	4	4	3	2	5	108
5	4	4	4	5	5	4	5	4	4	4	3	5	4	4	4	2	5	5	4	4	2	4	4	4	4	4	2	4	111
6	5	4	5	5	5	5	4	5	5	3	3	4	4	5	4	2	4	4	3	3	2	4	4	4	3	3	3	4	109
7	5	5	1	5	5	1	5	1	5	5	1	5	1	5	1	1	5	5	5	1	1	5	5	5	1	5	1	5	96
8	5	5	5	5	5	1	5	5	5	5	3	5	3	5	5	3	5	3	3	3	1	5	5	3	3	3	3	5	112
9	4	4	2	4	4	2	4	2	2	4	4	4	4	4	4	2	2	2	4	4	2	4	4	4	2	2	2	4	90
10	2	4	4	4	4	4	4	4	4	4	2	4	4	4	4	2	4	4	2	4	2	2	4	4	4	2	2	4	96
11	4	5	3	5	5	3	5	3	4	4	3	5	4	5	5	1	5	3	4	4	2	5	5	5	3	3	3	5	111
12	5	5	4	4	4	4	5	4	2	4	2	4	3	4	4	3	3	3	4	4	2	5	4	4	4	4	3	4	105
13	5	5	1	5	5	4	5	1	4	3	1	5	3	5	5	1	5	1	3	3	2	4	4	3	3	3	2	3	94
14	5	5	2	5	5	5	5	4	5	5	3	5	5	5	4	1	5	4	4	3	1	5	5	4	5	4	4	5	118
15	5	5	1	5	5	1	5	1	1	5	5	5	5	5	5	1	4	5	4	3	1	5	5	5	5	3	1	5	106
16	5	5	1	5	5	1	5	1	1	5	3	5	5	5	4	1	5	5	3	3	1	5	5	4	4	1	1	5	99
17	5	3	3	3	3	2	3	2	2	3	2	2	3	3	2	3	4	3	2	2	1	3	3	2	2	4	2	3	75
18	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	84
19	4	3	3	4	4	3	4	3	3	4	3	5	4	4	4	3	3	3	4	4	1	5	5	4	3	3	4	4	101
20	4	4	3	4	4	2	4	4	4	3	2	4	4	4	3	2	3	4	3	4	2	5	5	4	4	3	2	4	98
21	5	5	1	5	5	1	5	1	1	5	5	5	5	5	5	1	1	1	5	5	1	5	5	5	1	1	1	5	96
23	5	4	3	5	4	4	4	3	3	4	3	4	4	4	3	3	5	4	3	4	2	5	4	4	5	3	3	5	107

	CONFLICT MANAGEMENT BY STAFF NURSE																												TOTAL
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28	
24	4	4	1	4	4	5	4	5	5	4	1	5	4	5	5	1	5	5	3	4	1	5	5	4	5	3	1	5	107
25	5	5	4	5	5	5	5	4	5	5	5	5	5	5	5	1	5	5	5	5	1	5	5	5	5	5	1	5	126
26	5	5	5	5	5	5	4	5	5	4	3	5	4	4	3	1	5	5	4	5	2	5	5	4	3	3	2	5	116
27	4	4	3	4	4	3	4	3	3	4	3	4	4	4	4	2	3	3	4	4	2	4	4	4	3	3	2	4	97
28	4	4	5	5	5	5	2	5	4	3	3	5	4	4	4	2	4	4	3	3	2	5	5	4	3	3	2	5	107
29	4	4	4	4	4	4	3	2	4	4	4	4	4	4	4	2	4	4	3	4	2	4	4	4	2	3	3	4	100
30	5	5	1	5	5	4	5	5	5	5	5	5	5	5	4	1	5	5	5	4	1	5	5	5	3	2	2	5	117
31	4	4	5	5	5	5	5	5	5	3	2	4	3	4	2	5	5	5	3	2	1	4	4	4	5	4	5	3	111
32	4	4	2	4	4	2	5	3	4	4	4	5	4	4	4	2	4	3	4	4	2	5	4	4	3	2	3	5	102
33	4	4	4	4	4	4	4	4	4	2	2	4	4	4	4	2	4	4	4	4	2	4	4	4	4	4	4	4	104
34	4	5	4	4	4	4	4	4	5	4	4	4	4	4	4	2	5	5	4	4	2	4	5	4	5	3	2	4	111
35	5	5	4	5	5	3	4	3	3	4	5	5	5	4	4	5	5	3	3	4	1	4	4	4	5	5	4	5	116
36	5	5	4	5	5	1	5	1	1	5	5	5	5	5	5	1	1	1	5	5	1	5	5	5	2	1	1	5	100
37	5	5	3	5	5	1	5	3	3	4	3	5	5	5	5	5	5	5	3	5	1	5	5	5	3	2	2	4	112
38	5	5	3	5	5	3	4	3	4	5	3	5	4	4	5	1	5	5	5	4	4	5	5	3	5	4	2	5	116
39	3	5	4	5	5	5	4	4	5	2	3	5	4	4	5	2	5	5	4	5	1	5	5	5	3	3	3	5	114
40	4	4	2	4	4	2	4	4	4	2	4	4	4	4	4	2	4	3	4	4	2	4	4	4	3	3	2	4	97
41	5	4	4	5	5	5	5	4	5	4	3	5	4	4	4	2	5	5	4	4	2	5	5	4	5	4	2	5	118
42	4	3	4	4	4	4	4	3	1	3	3	4	3	4	4	2	3	3	3	4	2	4	4	3	3	3	3	4	93
43	4	5	5	4	5	3	3	3	4	3	3	4	3	3	3	2	3	3	3	4	2	3	4	3	4	4	2	4	96
44	4	4	5	4	4	5	4	3	5	4	4	5	4	4	4	2	5	5	4	4	3	4	4	4	5	3	2	4	112
45	1	1	4	2	2	4	2	4	4	2	2	2	2	2	2	4	4	4	2	2	4	2	2	2	4	4	4	2	76
46	5	5	4	5	5	1	5	3	4	4	4	5	4	4	4	3	5	2	4	5	2	5	5	5	4	2	3	5	112

	CONFLICT MANAGEMENT BY STAFF NURSE																												TOTAL	
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28		
47	5	1	5	5	5	5	5	5	5	5	1	5	5	5	5	5	5	5	4	5	1	1	5	5	5	5	5	5	123	
48	4	5	4	3	3	4	4	3	3	3	4	4	4	4	3	3	4	2	4	4	3	4	3	4	4	3	3	4	100	
49	4	4	2	4	4	2	4	2	2	4	4	4	4	4	4	2	2	2	4	4	2	4	4	4	2	2	2	4	90	
50	4	4	2	4	4	2	4	2	2	4	4	4	4	4	4	2	2	2	4	4	2	4	4	4	2	2	2	4	90	
51	5	4	4	5	5	4	5	2	4	2	3	5	3	4	4	3	4	4	3	3	2	4	4	4	2	3	2	4	101	
52	4	4	3	4	4	3	4	3	4	4	3	4	3	4	4	2	4	3	4	4	2	4	4	4	2	4	2	4	98	
53	4	4	4	4	4	4	4	3	5	4	3	4	3	4	4	3	3	4	4	4	3	5	4	4	4	3	3	5	107	
54	4	4	4	4	4	5	4	2	4	4	4	4	4	4	4	2	5	5	4	4	2	4	4	4	2	4	2	4	105	
55	4	4	2	3	4	3	4	2	5	3	2	3	3	4	4	2	5	5	3	3	2	4	4	4	2	2	2	4	92	
56	5	5	1	5	5	5	4	5	5	4	3	4	4	4	4	2	5	5	3	4	2	4	4	4	3	3	4	4	110	
57	4	4	4	4	4	4	5	1	5	4	2	5	2	5	5	1	4	5	4	5	2	5	5	4	5	4	4	5	111	
58	4	4	3	4	4	4	4	4	4	2	2	4	2	4	4	2	4	4	4	4	2	4	4	4	4	4	4	4	101	
59	4	5	4	5	5	4	5	4	4	4	4	5	4	5	5	4	4	5	4	4	1	5	5	5	5	4	4	5	122	
60	4	5	3	4	4	3	5	3	4	4	4	4	4	4	4	2	3	3	4	4	2	4	4	4	2	3	2	5	101	
61	4	4	2	4	4	2	3	3	2	4	4	3	3	4	3	2	4	4	4	4	2	5	4	4	3	3	3	4	95	
62	3	4	2	4	3	2	4	4	4	4	3	4	4	4	4	2	4	4	4	4	2	4	4	4	2	3	2	4	96	
63	4	3	2	3	4	2	5	4	2	4	3	4	3	4	5	1	3	2	5	4	2	4	4	4	4	3	3	5	96	
64	4	4	4	5	5	2	4	4	4	4	2	3	4	4	4	2	4	5	4	3	4	4	4	4	4	1	1	4	101	
65	4	4	2	4	4	2	4	3	3	4	4	4	4	4	4	2	3	3	3	3	4	2	4	4	4	3	2	3	4	95
66	4	4	3	4	4	3	4	3	3	3	3	4	4	4	4	3	3	3	3	3	2	4	4	3	3	3	2	4	94	
67	5	5	5	5	5	5	4	5	5	4	4	5	2	5	5	1	5	5	3	1	1	5	5	5	5	5	2	5	117	
68	5	5	1	5	5	1	5	1	1	5	5	5	5	5	5	5	5	4	5	5	1	5	3	1	5	5	5	5	113	
69	4	4	4	4	4	5	4	3	5	4	3	4	3	4	4	4	4	4	3	4	2	4	4	3	3	3	3	4	104	

	CONFLICT MANAGEMENT BY STAFF NURSE																												TOTAL
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28	
70	5	1	5	5	5	5	5	5	5	1	1	5	1	5	1	1	5	5	1	4	1	5	5	2	5	5	1	5	100
71	4	4	2	4	4	2	4	2	2	4	3	4	3	4	4	2	3	3	3	4	2	4	4	3	2	3	2	4	89
72	5	2	2	4	4	5	5	5	5	4	1	4	4	4	4	2	5	1	4	4	2	4	4	4	4	4	2	4	102
73	3	4	4	4	4	4	4	4	4	3	3	4	4	4	2	4	4	4	1	2	2	4	4	4	3	3	2	4	96
74	4	4	2	4	4	2	4	2	4	4	2	4	4	4	4	2	4	4	4	4	4	4	4	4	4	2	2	3	97
75	5	4	5	5	4	5	4	4	5	4	4	5	4	5	5	4	5	5	3	4	2	5	5	4	4	2	2	5	118
76	4	4	3	4	4	4	4	4	4	2	2	4	2	4	2	2	4	4	2	2	2	4	4	2	4	4	2	4	91
77	4	4	2	4	4	2	4	2	2	4	4	4	4	4	4	2	2	2	4	4	2	4	4	4	2	2	2	4	90
78	5	5	5	5	5	5	5	1	5	1	1	5	5	5	5	1	1	5	5	5	1	5	5	1	5	1	1	5	104
79	5	5	1	5	5	1	5	1	1	5	5	5	5	5	5	1	1	1	5	5	1	5	5	5	1	1	1	5	96
80	4	4	4	5	4	3	5	2	2	4	3	4	3	4	3	3	4	3	3	4	1	4	4	4	3	4	3	4	98
81	4	5	3	4	5	4	5	2	4	4	4	5	4	4	5	1	4	4	3	5	1	5	5	5	3	2	3	5	108
82	5	5	5	5	5	5	5	5	5	3	3	5	3	5	4	5	5	5	4	4	2	5	4	3	5	3	4	4	121
83	4	4	3	4	5	3	4	3	3	4	3	4	4	4	4	2	3	3	3	4	2	4	4	4	3	3	2	4	97
84	4	4	2	4	4	2	4	2	2	4	4	4	4	4	4	2	4	4	4	4	2	4	4	4	4	4	4	4	100
85	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	86
86	3	3	4	3	3	4	2	4	5	1	1	2	4	2	3	3	3	3	3	3	5	1	1	1	5	5	5	1	83
87	5	4	4	2	5	4	5	2	5	4	4	5	5	4	4	2	5	5	2	2	4	4	4	4	4	4	4	4	110
88	5	4	5	5	5	5	5	5	5	4	1	5	4	4	4	1	5	5	4	5	5	5	5	4	5	5	2	5	122
89	4	5	3	4	4	5	4	5	5	5	5	4	5	4	4	3	5	5	3	4	1	5	4	5	3	2	3	4	113
90	4	4	2	4	4	2	4	2	2	4	4	4	4	4	4	2	2	2	4	4	2	4	4	4	2	2	2	4	90
91	4	5	2	4	4	2	4	5	5	4	3	3	3	4	4	3	5	5	4	4	2	4	4	4	2	3	2	4	102
92	4	4	3	5	5	4	5	3	5	4	3	5	4	4	4	1	5	5	5	4	3	4	4	4	4	3	3	4	111



CONFLICT MANAGEMENT BY STAFF NURSE																												TOTAL	
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28	
93	4	5	3	4	4	3	4	2	3	4	4	4	4	4	4	2	3	3	4	4	2	4	4	4	3	3	3	4	99
94	2	5	2	5	5	4	5	4	4	4	4	4	4	4	4	2	5	4	4	4	2	5	5	4	4	2	2	5	108
95	3	3	3	4	3	4	3	4	4	2	2	3	2	2	2	3	4	4	2	2	4	2	2	2	4	4	4	2	83
96	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	1	5	5	5	5	1	5	5	5	1	5	5	5	128
97	4	4	3	4	4	3	4	3	3	4	4	4	4	4	4	2	3	3	4	4	2	4	4	4	3	3	2	4	98
98	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	1	5	5	5	5	1	5	5	5	5	5	1	5	128
99	5	4	2	4	4	2	5	3	3	4	2	4	3	4	4	1	4	5	2	3	3	5	5	3	5	5	4	5	103
100	4	4	2	4	5	1	4	1	3	4	3	3	3	2	3	3	2	3	3	3	3	3	4	3	2	3	3	3	84
101	2	2	4	3	3	2	3	4	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	2	3	3	3	2	80

CONFLICT MANAGEMENT BY HEAD NURSE																													TOTAL
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28	
1	4	4	4	5	4	4	4	2	1	4	1	5	4	4	4	4	2	2	4	4	4	4	4	4	4	4	4	4	102
2	5	5	2	5	5	1	5	4	1	5	2	5	5	5	5	5	1	1	1	4	5	5	5	3	1	1	3	5	100
3	5	4	5	5	5	1	5	1	1	4	3	5	4	5	5	5	5	5	4	4	4	5	5	5	5	4	5	5	119
4	5	5	4	5	5	5	5	4	2	4	3	5	3	5	5	4	1	2	3	4	4	5	5	4	2	2	2	5	108
5	4	2	2	2	2	2	4	2	2	2	2	4	4	4	4	4	2	2	2	2	2	2	2	2	2	2	2	2	70
6	5	4	2	5	5	2	4	2	2	3	2	5	4	4	4	3	1	1	3	3	4	4	4	3	2	2	3	4	90
7	5	3	1	5	5	1	5	3	1	5	3	5	3	5	5	5	1	1	3	5	5	5	5	3	1	3	3	5	100

## Attachment 13 Data Processing Results

**Empathetic Leadership A**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Low	18	17.8	17.8	17.8
	Moderate	57	56.4	56.4	74.3
	High	26	25.7	25.7	100.0
	Total	101	100.0	100.0	

**Conflict Management A**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Poor	14	13.9	13.9	13.9
	Fair	71	70.3	70.3	84.2
	Good	16	15.8	15.8	100.0
	Total	101	100.0	100.0	

**Empathetic Leadership \* Conflict Management Crosstabulation**

			Conflict Management			
			Poor	Fair	Good	Total
Empathetic Leadership	Low	Count	13	5	0	18
		% of Total	12.9%	5.0%	0.0%	17.8%
	Moderate	Count	1	52	4	57
		% of Total	1.0%	51.5%	4.0%	56.4%
	High	Count	0	14	12	26
		% of Total	0.0%	13.9%	11.9%	25.7%
Total		Count	14	71	16	101
		% of Total	13.9%	70.3%	15.8%	100.0%

**Correlations**

			Empathetic Leadership	Conflict Management
Spearman's rho	Empathetic Leadership	Correlation Coefficient	1.000	.681**
		Sig. (2-tailed)	.	.000
		N	101	101
		Correlation Coefficient	.681**	1.000

	Manajemen	Sig. (2-tailed)	.000	.
	Konflik	N	101	101

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

### Empathetic Leadership B

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Low	1	14.3	14.3	14.3
	Moderate	5	71.4	71.4	85.7
	High	1	14.3	14.3	100.0
	Total	7	100.0	100.0	

### Conflict Management B

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Poor	2	28.6	28.6	28.6
	Fair	4	57.1	57.1	85.7
	Good	1	14.3	14.3	100.0
	Total	7	100.0	100.0	

### Empathetic Leadership \* Conflict Management Crosstabulation

			Conflict Management			
			Poor	Fair	Good	Total
Empathetic Leadership	Low	Count	1	0	0	1
		% of Total	14.3%	0.0%	0.0%	14.3%
	Moderate	Count	1	4	0	5
		% of Total	14.3%	57.1%	0.0%	71.4%
	High	Count	0	0	1	1
		% of Total	0.0%	0.0%	14.3%	14.3%
Total		Count	2	4	1	7
		% of Total	28.6%	57.1%	14.3%	100.0%

### Correlations

			Empathetic Leadership	Conflict Management
Spearman's rho	Empathetic Leadership	Correlation Coefficient	1.000	.820*
		Sig. (2-tailed)	.	.024
		N	7	7
	Conflict Management	Correlation Coefficient	.820*	1.000
		Sig. (2-tailed)	.024	.
		N	7	7

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

## Attachment 14 Advising Record Sheet



**LEMBAR BIMBINGAN SKRIPSI**  
**PRODI SARJANA TERAPAN KEPERAWATAN MALANG**  
**JURUSAN KEPERAWATAN POLTEKKES KEMENKES MALANG**

Nama Mahasiswa : **YANUAR PUTRIKASARI**  
 NIM : **P17211217138**  
 Nama Pembimbing : **Dr. Tri Johan Agus Yuswanto, S.Kp, M.Kep**  
 Judul Skripsi : **Hubungan Kepemimpinan Berbasis Empati Dengan Manajemen Konflik Ruangan Pada Tim Keperawatan Ruang Rawat Inap RSUD Dr. Soedomo Trenggalek**

NO	TANGGAL	REKOMENDASI PEMBIMBING	TANDA TANGAN	
			PEMBIMBING	MAHASISWA
1.	2 Januari 2025	a) Pengarahan skripsi b) Pengajuan judul c) Revisi Judul		
2.	9 Januari 2025	a) Pengajuan judul b) Revisi Judul		
3.	6 Januari 2025	a) Pengajuan judul b) ACC Judul		
4.	10 Januari 2025	a) Bimbingan Bab 1 - 3 b) Pengarahan latar belakang menurut Finer c) Revisi Bab 1,2,3		
5.	13 Januari 2025	Persetujuan studi penelitian di RSUD Dr. Soedomo Trenggalek		

NO	TANGGAL	REKOMENDASI PEMBIMBING	TANDA TANGAN	
			PEMBIMBING	MAHASISWA
6	22 Januari 2025	Marukkan home Stupen kedalam LPM: Ditambah Kritera inklusi & tawar Setelah direvisi siapakan nytra lengkap		
7.	21 Mei 2025	Pengarahan untuk pengolahan data dan pengerjaan Bab 4 dan 5		
8.	09 Juni 2025	Bimbingan bab 4 & 5		
9.	11 Juni 2025	a. Revisi bab 4 & 5 b. Tabel demografi jadikan satu c. Susun pembahasan dengan FTO d. Revisi kesimpulan		
10	12 Juni 2025	ACC pengajuan sidang		

Mengetahui,  
Ketua  
Prodi Sarjana Terapan Keperawatan Malang  
  
**Dr. Arief Bachtiar, S.Kep., Ns., M.Kep.**  
NIP. 197407281998031002

Malang, 22 Januari 2025  
Pembimbing  
  
**Dr. Tri Johan Agus Yusranto, S.Kp, M.Kep**  
NIP 196508281989031003

## Attachment 15 Turnitin Results

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Child to : 3

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2. SMPN 1 Trenggalek  
3. SMAN 1 Trenggalek