

ETHICAL CLEARANCE LETTER

Surat Kelaikan Etik

No. 5785/B.1/KEPK-FKUMS/VI/2025

Komisi Etik Penelitian Kesehatan (KEPK) FK UMS, setelah menelaah rancangan penelitian yang diusulkan menyatakan bahwa:

Health Research Ethics Committee Faculty of medicine of Universitas Muhammadiyah Surakarta, after reviewing the research design, state that:

Penelitian dengan judul:

The research proposal with topic:

Peran Kepuasan kerja dalam memediasi pengaruh lingkungan kerja, gaji dan promosi jabatan terhadap kinerja pegawai di Rsu Pku Muhammadiyah Delanggu

Peneliti:

The researcher:

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Institusi/ Institution : **FAKULTAS KEDOKTERAN UNIVERSITAS MUHAMMADIYAH SURAKARTA**

Telah memenuhi deklarasi Helsinki 1975, Council for International Organizations of Medical Sciences (CIOMS) dan World Health Organization (WHO) 2016

Has met the declaration of Helsinki 1975, Council for International Organizations of Medical Sciences (CIOMS) and World Health Organization (WHO) 2016

dan dinyatakan lolos etik

and ethically approved

Surakarta, 25 Juli 2025

Ketua/Chairman,



Prof. Dr. dr. EM. Sutrisna, M.Kes.