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LAMPIRAN

PENGANTAR

Assalamu'alaikum Warahmatullahi Wabarakatuh

Perkenalkan, saya Cindy Firdayani Suleman, mahasiswa S1 Prodi Psikologi Fakultas Kedokteran Universitas Hasanuddin. Saat ini saya sedang memprogramkan mata kuliah Skripsi sebagai prasyarat kelulusan studi S1 saya. Oleh karena itu, saya mengharapkan kesediaan Bapak/Ibu untuk berpartisipasi dengan mengisi skala yang akan saya berikan sesuai dengan apa yang anda alami, rasakan, maupun pikirkan jujur dan apa adanya. Segala informasi yang anda berikan akan bersifat RAHASIA dan Anonim. Adapun data yang didapatkan dipergunakan hanya untuk keperluan penelitian. Atas kesediaan dan waktu yang Bapak/Ibu berikan, saya ucapkan terima kasih yang sebanyak-banyaknya.

Hormat Saya,

Cindy Firdayani Suleman

I. IDENTITAS

Bagian ini adalah untuk melengkapi data tentang diri anda. Anda diminta untuk mengisi identitas diri anda pada ruang yang tersedia.

- a. Jenis Kelamin :
- b. Usia :
- c. Lokasi Kerja :
- d. Level Jabatan :
- e. SBU :
- f. Masa Kerja :
- g. Status Kepegawaian :

II. SKALA A

Bacalah setiap pernyataan dengan seksama. Dalam pengukuran skala ini, tidak terdapat jawaban yang benar/salah. Berikan jawaban yang sesuai dengan diri anda pada setiap pernyataan dengan memberikan tanda silang (X) pada salah satu jawaban pada kotak yang tersedia. Adapun pilihan jawaban yang tersedia yaitu:

| Tidak Pernah | Hampir Tidak Pernah | Jarang | Kadang-Kadang | Sering | Sangat Sering | Selalu |
|--------------|---------------------|---------------------------------|-----------------------------|-----------------|------------------------------|-------------|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| | | Sekali atau kurang dari sebulan | Beberapa kali dalam sebulan | Sekali Seminggu | Beberapa kali dalam seminggu | Setiap hari |

SKALA A

| No | Pernyataan | Pilihan Jawaban | | | | | | |
|----|--|-----------------|---|---|---|---|---|---|
| | | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 1. | Di tempat kerja, saya merasa penuh dengan energi | | | | | | | |
| 2. | Saya merasa sangat kuat dan bertenaga mengerjakan pekerjaan saya | | | | | | | |
| 3. | Saya antusias dengan pekerjaan saya | | | | | | | |
| 4. | Pekerjaan yang saya lakukan membuat saya bersemangat | | | | | | | |

| | | | | | | | | |
|----|---|--|--|--|--|--|--|--|
| 5. | Saat bangun tidur di pagi hari, saya ingin bergegas bekerja | | | | | | | |
| 6. | Saya merasa senang bekerja sampai tuntas | | | | | | | |
| 7. | Saya bangga dengan pekerjaan saya | | | | | | | |
| 8. | Saya total pada pekerjaan saya | | | | | | | |
| 9. | Saya terbawa suasana dalam pekerjaan saya | | | | | | | |

III. SKALA B

Bacalah setiap pernyataan dengan seksama. Dalam pengukuran skala ini, tidak terdapat jawaban yang benar/salah. Berikan jawaban yang sesuai dengan diri anda pada setiap pernyataan dengan memberikan tanda silang (X) pada salah satu jawaban pada kotak yang tersedia. Adapun pilihan jawaban yang tersedia yaitu:

| 0 | 1 | 2 | 3 | 4 | 5 |
|---------------------|--------------|-------------------|-------------|--------|---------------|
| Sangat Tidak Setuju | Tidak Setuju | Agak Tidak Setuju | Agak Setuju | Setuju | Sangat Setuju |

SKALA B

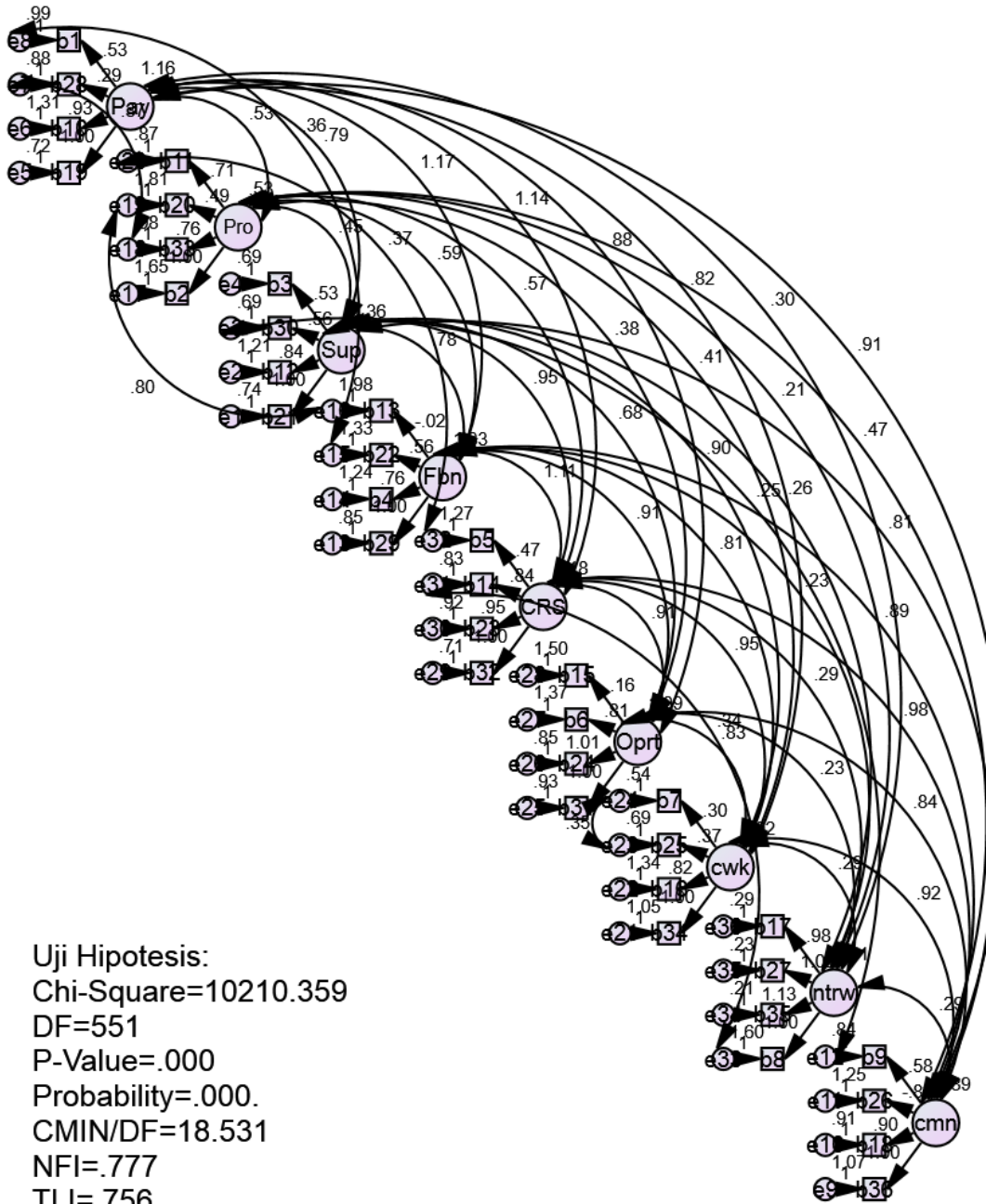
| No | Pernyataan | Pilihan Jawaban | | | | | |
|----|---|-----------------|---|---|---|---|---|
| | | 0 | 1 | 2 | 3 | 4 | 5 |
| 1. | Saya di gaji sesuai dengan yang saya kerjakan | | | | | | |
| 2. | Kecil kesempatan bagi saya untuk mendapatkan promosi dalam pekerjaan | | | | | | |
| 3. | Atasan langsung saya cukup ahli dalam melaksanakan pekerjaannya | | | | | | |
| 4. | Saya tidak cukup puas dengan tunjangan yang saya terima | | | | | | |
| 5. | Saya menerima penghargaan yang pantas, ketika saya melakukan pekerjaan dengan baik | | | | | | |
| 6. | Banyak peraturan dan prosedur kerja yang menyulitkan saya untuk bekerja dengan baik | | | | | | |

| | | | | | | | |
|-----|---|--|--|--|--|--|--|
| 7. | Saya senang bekerja dengan rekan kerja saat ini | | | | | | |
| 8. | Terkadang saya merasa pekerjaan saya tidak bermakna | | | | | | |
| 9. | Komunikasi berjalan dengan baik di perusahaan ini | | | | | | |
| 10. | Perusahaan tempat saya bekerja, jarang memberikan kenaikan gaji | | | | | | |
| 11. | Pegawai yang bekerja dengan baik memiliki peluang untuk kenaikan jabatan | | | | | | |
| 12. | Atasan langsung saya berlaku tidak adil terhadap saya | | | | | | |
| 13. | Tunjangan yang saya terima, setara dengan tunjangan yang ditawarkan perusahaan lain | | | | | | |
| 14. | Saya merasa pekerjaan yang saya lakukan tidak dihargai | | | | | | |
| 15. | Upaya saya dalam melakukan pekerjaan pada perusahaan tidak terhambat oleh aturan yang ada | | | | | | |
| 16. | Saya merasa rekan kerja saya tidak kompeten sehingga saya bekerja lebih keras | | | | | | |
| 17. | Saya menyukai tugas-tugas yang saya lakukan dalam pekerjaan saya | | | | | | |
| 18. | Saya merasa tujuan perusahaan ini tidak jelas | | | | | | |
| 19. | Dengan pendapatan yang saya terima, saya merasa tidak dihargai oleh perusahaan | | | | | | |
| 20. | Kenaikan jabatan di perusahaan ini sama cepatnya dengan perusahaan lain | | | | | | |
| 21. | Atasan langsung saya tidak peduli dengan perasaan bawahannya | | | | | | |
| 22. | Tunjangan di perusahaan ini sama dengan perusahaan lain | | | | | | |
| 23. | Saya merasa penghargaan di perusahaan ini kecil | | | | | | |
| 24. | Saya memiliki pekerjaan yang terlalu banyak | | | | | | |

| | | | | | | | |
|-----|--|--|--|--|--|--|--|
| 25. | Saya merasa nyaman dengan rekan kerja saat ini | | | | | | |
| 26. | Saya sering merasa tidak mengetahui hal-hal yang terjadi di perusahaan ini | | | | | | |
| 27. | Saya merasa bangga dalam melakukan pekerjaan saya | | | | | | |
| 28. | Saya merasa puas dengan kesempatan untuk mendapatkan kenaikan gaji | | | | | | |
| 29. | Saya tidak mendapatkan tunjangan yang seharusnya saya terima | | | | | | |
| 30. | Saya menyukai atasan saya dalam hal pekerjaan | | | | | | |
| 31. | Saya memiliki terlalu banyak tugas administratif | | | | | | |
| 32. | Saya merasa usaha saya tidak dihargai sebagaimana mestinya | | | | | | |
| 33. | Saya puas dengan kesempatan saya untuk mendapatkan kenaikan jabatan | | | | | | |
| 34. | Terlalu banyak pertengkaran dan perselisihan di tempat kerja saya | | | | | | |
| 35. | Saya menikmati pekerjaan saya | | | | | | |
| 36. | Tugas-tugas yang diberikan kepada saya tidak dijelaskan secara detail | | | | | | |

Terima Kasih Atas Partisipasi Anda ☺

Uji Validitas Skala Job Satisfaction



Uji Hipotesis:
Chi-Square=10210.359
DF=551
P-Value=.000
Probability=.000.
CMIN/DF=18.531
NFI=.777
TLI=.756
CFI=.786
RMSEA=.077

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

| | | Estimate | S.E. | C.R. | P | Label |
|-----|-----------|----------|------|---------|------|-------|
| b21 | <--- Sup | 1.000 | | | | |
| b12 | <--- Sup | .835 | .025 | 33.893 | *** | |
| b30 | <--- Sup | .557 | .018 | 31.665 | *** | |
| b3 | <--- Sup | .534 | .017 | 30.638 | *** | |
| b19 | <--- Pay | 1.000 | | | | |
| b10 | <--- Pay | .926 | .025 | 36.602 | *** | |
| b28 | <--- Pay | .285 | .017 | 16.544 | *** | |
| b1 | <--- Pay | .533 | .020 | 26.963 | *** | |
| b36 | <--- cmn | 1.000 | | | | |
| b18 | <--- cmn | .899 | .027 | 32.794 | *** | |
| b26 | <--- cmn | -.818 | .029 | -28.389 | *** | |
| b9 | <--- cmn | .579 | .022 | 26.011 | *** | |
| b29 | <--- Fbn | 1.000 | | | | |
| b4 | <--- Fbn | .760 | .024 | 32.076 | *** | |
| b22 | <--- Fbn | .559 | .022 | 25.052 | *** | |
| b13 | <--- Fbn | -.021 | .024 | -.887 | .375 | |
| b2 | <--- Pro | 1.000 | | | | |
| b33 | <--- Pro | .760 | .045 | 16.928 | *** | |
| b20 | <--- Pro | .487 | .045 | 10.772 | *** | |
| b11 | <--- Pro | .706 | .042 | 16.858 | *** | |
| b34 | <--- cwk | 1.000 | | | | |
| b16 | <--- cwk | .820 | .029 | 28.278 | *** | |
| b25 | <--- cwk | .366 | .018 | 20.046 | *** | |
| b7 | <--- cwk | .300 | .016 | 18.763 | *** | |
| b31 | <--- Oprt | 1.000 | | | | |
| b24 | <--- Oprt | 1.006 | .028 | 35.760 | *** | |
| b6 | <--- Oprt | .813 | .028 | 28.594 | *** | |
| b15 | <--- Oprt | .161 | .024 | 6.689 | *** | |
| b32 | <--- CRS | 1.000 | | | | |
| b23 | <--- CRS | .950 | .022 | 42.757 | *** | |
| b14 | <--- CRS | .840 | .020 | 41.664 | *** | |
| b5 | <--- CRS | .472 | .021 | 22.552 | *** | |
| b8 | <--- ntrw | 1.000 | | | | |
| b35 | <--- ntrw | 1.126 | .054 | 20.808 | *** | |
| b27 | <--- ntrw | 1.025 | .050 | 20.623 | *** | |
| b17 | <--- ntrw | .983 | .049 | 20.204 | *** | |

Standardized Regression Weights: (Group number 1 - Default model)

| | Estimate |
|---------------|----------|
| b21 <--- Sup | .805 |
| b12 <--- Sup | .662 |
| b30 <--- Sup | .615 |
| b3 <--- Sup | .600 |
| b19 <--- Pay | .785 |
| b10 <--- Pay | .658 |
| b28 <--- Pay | .312 |
| b1 <--- Pay | .501 |
| b36 <--- cmn | .674 |
| b18 <--- cmn | .664 |
| b26 <--- cmn | -.567 |
| b9 <--- cmn | .512 |
| b29 <--- Fbn | .782 |
| b4 <--- Fbn | .618 |
| b22 <--- Fbn | .489 |
| b13 <--- Fbn | -.017 |
| b2 <--- Pro | .492 |
| b33 <--- Pro | .487 |
| b20 <--- Pro | .254 |
| b11 <--- Pro | .482 |
| b34 <--- cwk | .702 |
| b16 <--- cwk | .583 |
| b25 <--- cwk | .407 |
| b7 <--- cwk | .381 |
| b31 <--- Oprt | .734 |
| b24 <--- Oprt | .751 |
| b6 <--- Oprt | .586 |
| b15 <--- Oprt | .135 |
| b32 <--- CRS | .790 |
| b23 <--- CRS | .733 |
| b14 <--- CRS | .708 |
| b5 <--- CRS | .414 |
| b8 <--- ntrw | .405 |
| b35 <--- ntrw | .806 |
| b27 <--- ntrw | .770 |
| b17 <--- ntrw | .714 |

Covariances: (Group number 1 - Default model)

| | | Estimate | S.E. | C.R. | P | Label |
|------|-----------|----------|------|--------|-----|-------|
| Pay | <--> Pro | .529 | .032 | 16.689 | *** | |
| Sup | <--> Pay | .789 | .036 | 22.051 | *** | |
| Pay | <--> Fbn | 1.166 | .042 | 27.939 | *** | |
| Pay | <--> CRS | 1.145 | .039 | 29.125 | *** | |
| Pay | <--> Oprt | .885 | .036 | 24.381 | *** | |
| Pay | <--> cwk | .816 | .036 | 22.752 | *** | |
| Pay | <--> ntrw | .304 | .021 | 14.723 | *** | |
| Pay | <--> cmn | .912 | .036 | 25.401 | *** | |
| Sup | <--> Pro | .454 | .031 | 14.846 | *** | |
| Fbn | <--> Pro | .594 | .035 | 16.957 | *** | |
| Pro | <--> CRS | .566 | .032 | 17.501 | *** | |
| Pro | <--> Oprt | .381 | .028 | 13.820 | *** | |
| Pro | <--> cwk | .409 | .029 | 14.069 | *** | |
| Pro | <--> ntrw | .212 | .017 | 12.473 | *** | |
| cmn | <--> Pro | .467 | .029 | 16.164 | *** | |
| Sup | <--> Fbn | .783 | .038 | 20.648 | *** | |
| Sup | <--> CRS | .949 | .038 | 25.288 | *** | |
| Sup | <--> Oprt | .677 | .034 | 19.734 | *** | |
| Sup | <--> cwk | .895 | .038 | 23.294 | *** | |
| Sup | <--> ntrw | .260 | .020 | 13.219 | *** | |
| Sup | <--> cmn | .811 | .035 | 23.050 | *** | |
| Fbn | <--> CRS | 1.114 | .041 | 27.459 | *** | |
| Fbn | <--> Oprt | .911 | .039 | 23.596 | *** | |
| Fbn | <--> cwk | .808 | .038 | 21.328 | *** | |
| Fbn | <--> ntrw | .231 | .019 | 12.024 | *** | |
| cmn | <--> Fbn | .890 | .037 | 23.953 | *** | |
| Oprt | <--> CRS | .911 | .036 | 25.051 | *** | |
| cwk | <--> CRS | .952 | .038 | 25.372 | *** | |
| CRS | <--> ntrw | .291 | .020 | 14.294 | *** | |
| cmn | <--> CRS | .975 | .037 | 26.438 | *** | |
| cwk | <--> Oprt | .835 | .037 | 22.821 | *** | |
| Oprt | <--> ntrw | .234 | .018 | 12.922 | *** | |
| cmn | <--> Oprt | .836 | .035 | 23.783 | *** | |
| cwk | <--> ntrw | .288 | .020 | 14.130 | *** | |
| cmn | <--> cwk | .918 | .037 | 24.654 | *** | |
| cmn | <--> ntrw | .292 | .020 | 14.917 | *** | |
| e23 | <--> e24 | .351 | .014 | 25.828 | *** | |
| e16 | <--> e19 | .802 | .038 | 20.949 | *** | |
| e3 | <--> e12 | .252 | .016 | 15.866 | *** | |
| e20 | <--> e32 | .370 | .022 | 16.993 | *** | |
| e31 | <--> e33 | .340 | .023 | 14.562 | *** | |
| e7 | <--> e18 | .372 | .019 | 19.156 | *** | |

| | | | Estimate | S.E. | C.R. | P | Label |
|----|------|-----|----------|------|--------|-----|-------|
| e8 | <--> | e15 | .362 | .023 | 15.519 | *** | |

Correlations: (Group number 1 - Default model)

| | | | Estimate |
|------|------|------|----------|
| Pay | <--> | Pro | .676 |
| Sup | <--> | Pay | .627 |
| Pay | <--> | Fbn | .936 |
| Pay | <--> | CRS | .976 |
| Pay | <--> | Oprt | .786 |
| Pay | <--> | cwk | .748 |
| Pay | <--> | ntrw | .502 |
| Pay | <--> | cmn | .895 |
| Sup | <--> | Pro | .537 |
| Fbn | <--> | Pro | .709 |
| Pro | <--> | CRS | .718 |
| Pro | <--> | Oprt | .503 |
| Pro | <--> | cwk | .558 |
| Pro | <--> | ntrw | .522 |
| cmn | <--> | Pro | .682 |
| Sup | <--> | Fbn | .583 |
| Sup | <--> | CRS | .749 |
| Sup | <--> | Oprt | .557 |
| Sup | <--> | cwk | .760 |
| Sup | <--> | ntrw | .398 |
| Sup | <--> | cmn | .738 |
| Fbn | <--> | CRS | .888 |
| Fbn | <--> | Oprt | .757 |
| Fbn | <--> | cwk | .692 |
| Fbn | <--> | ntrw | .358 |
| cmn | <--> | Fbn | .817 |
| Oprt | <--> | CRS | .804 |
| cwk | <--> | CRS | .867 |
| CRS | <--> | ntrw | .477 |
| cmn | <--> | CRS | .951 |
| cwk | <--> | Oprt | .792 |
| Oprt | <--> | ntrw | .400 |
| cmn | <--> | Oprt | .851 |
| cwk | <--> | ntrw | .508 |
| cmn | <--> | cwk | .962 |
| cmn | <--> | ntrw | .552 |
| e23 | <--> | e24 | .575 |

| | | | Estimate |
|-----|------|-----|----------|
| e16 | <--> | e19 | .423 |
| e3 | <--> | e12 | .331 |
| e20 | <--> | e32 | .352 |
| e31 | <--> | e33 | .295 |
| e7 | <--> | e18 | .401 |
| e8 | <--> | e15 | .316 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|------|----------|------|--------|-----|-------|
| Sup | 1.357 | .057 | 23.881 | *** | |
| Pay | 1.165 | .049 | 23.841 | *** | |
| cmn | .890 | .045 | 19.632 | *** | |
| Fbn | 1.332 | .059 | 22.671 | *** | |
| Pro | .527 | .046 | 11.435 | *** | |
| ckw | 1.022 | .053 | 19.127 | *** | |
| Oprt | 1.086 | .052 | 21.086 | *** | |
| CRS | 1.181 | .047 | 24.879 | *** | |
| ntrw | .314 | .029 | 10.719 | *** | |
| e1 | .736 | .031 | 23.437 | *** | |
| e2 | 1.213 | .038 | 32.064 | *** | |
| e3 | .691 | .021 | 33.467 | *** | |
| e4 | .687 | .020 | 33.866 | *** | |
| e5 | .724 | .026 | 27.882 | *** | |
| e6 | 1.307 | .038 | 34.365 | *** | |
| e7 | .879 | .023 | 37.890 | *** | |
| e8 | .989 | .027 | 36.822 | *** | |
| e9 | 1.071 | .032 | 33.869 | *** | |
| e10 | .911 | .027 | 34.164 | *** | |
| e11 | 1.254 | .035 | 36.167 | *** | |
| e12 | .843 | .023 | 36.821 | *** | |
| e13 | .847 | .035 | 24.461 | *** | |
| e14 | 1.243 | .037 | 33.816 | *** | |
| e15 | 1.327 | .037 | 36.163 | *** | |
| e16 | 1.984 | .052 | 38.339 | *** | |
| e17 | 1.652 | .051 | 32.360 | *** | |
| e18 | .977 | .030 | 32.455 | *** | |
| e19 | 1.807 | .049 | 37.146 | *** | |
| e20 | .869 | .027 | 32.719 | *** | |
| e21 | 1.053 | .038 | 27.796 | *** | |
| e22 | 1.336 | .040 | 33.744 | *** | |
| e23 | .688 | .019 | 36.823 | *** | |
| e24 | .542 | .015 | 37.060 | *** | |

| | Estimate | S.E. | C.R. | P | Label |
|-----|----------|------|--------|-----|-------|
| e25 | .932 | .033 | 28.576 | *** | |
| e26 | .851 | .031 | 27.418 | *** | |
| e27 | 1.375 | .040 | 34.133 | *** | |
| e28 | 1.501 | .039 | 38.194 | *** | |
| e29 | .711 | .023 | 31.585 | *** | |
| e30 | .916 | .027 | 33.993 | *** | |
| e31 | .830 | .024 | 34.670 | *** | |
| e32 | 1.272 | .034 | 37.690 | *** | |
| e33 | 1.598 | .043 | 36.818 | *** | |
| e34 | .215 | .009 | 23.082 | *** | |
| e35 | .227 | .009 | 26.221 | *** | |
| e36 | .293 | .010 | 29.888 | *** | |

Model Fit Summary

CMIN

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|-----------|-----|------|---------|
| Default model | 115 | 10210.359 | 551 | .000 | 18.531 |
| Saturated model | 666 | .000 | 0 | | |
| Independence model | 36 | 45834.041 | 630 | .000 | 72.752 |

RMR, GFI

| Model | RMR | GFI | AGFI | PGFI |
|--------------------|------|-------|------|------|
| Default model | .146 | .768 | .719 | .635 |
| Saturated model | .000 | 1.000 | | |
| Independence model | .486 | .251 | .208 | .237 |

Baseline Comparisons

| Model | NFI Delta1 | RFI rho1 | IFI Delta2 | TLI rho2 | CFI |
|--------------------|---------------|-------------|---------------|-------------|-------|
| Default model | .777 | .745 | .787 | .756 | .786 |
| Saturated model | 1.000 | | 1.000 | | 1.000 |
| Independence model | .000 | .000 | .000 | .000 | .000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | .875 | .680 | .688 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 1.000 | .000 | .000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|-----------|-----------|-----------|
| Default model | 9659.359 | 9334.669 | 9990.446 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 45204.041 | 44505.332 | 45909.055 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|--------|--------|--------|--------|
| Default model | 3.473 | 3.285 | 3.175 | 3.398 |
| Saturated model | .000 | .000 | .000 | .000 |
| Independence model | 15.590 | 15.376 | 15.138 | 15.615 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | .077 | .076 | .079 | .000 |
| Independence model | .156 | .155 | .157 | .000 |

AIC

| Model | AIC | BCC | BIC | CAIC |
|--------------------|-----------|-----------|-----------|-----------|
| Default model | 10440.359 | 10443.291 | 11128.807 | 11243.807 |
| Saturated model | 1332.000 | 1348.977 | 5319.012 | 5985.012 |
| Independence model | 45906.041 | 45906.958 | 46121.555 | 46157.555 |

ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|--------|--------|--------|--------|
| Default model | 3.551 | 3.441 | 3.664 | 3.552 |
| Saturated model | .453 | .453 | .453 | .459 |
| Independence model | 15.614 | 15.377 | 15.854 | 15.615 |

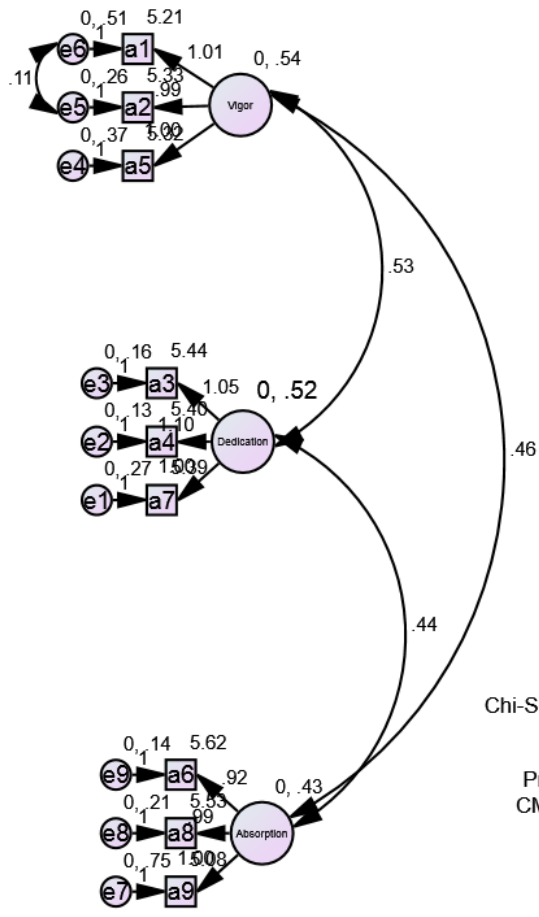
HOELTER

| Model | HOELTER | HOELTER |
|--------------------|---------|---------|
| Default model | .05 | .01 |
| Independence model | 175 | 182 |
| | 45 | 46 |

Execution time summary

Minimization : .062
 Miscellaneous: 2.422
 Bootstrap: .000
 Total: 2.484

Uji Validitas Skala *Work Engagement*



Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

| | | Estimate | S.E. | C.R. | P | Label |
|----|-----------------|----------|------|--------|-----|-------|
| a7 | <--- Dedication | 1.000 | | | | |
| a4 | <--- Dedication | 1.103 | .018 | 60.400 | *** | |
| a3 | <--- Dedication | 1.048 | .018 | 57.741 | *** | |
| a5 | <--- Vigor | 1.000 | | | | |
| a2 | <--- Vigor | .990 | .020 | 48.482 | *** | |
| a1 | <--- Vigor | 1.006 | .024 | 41.309 | *** | |
| a9 | <--- Absorption | 1.000 | | | | |
| a8 | <--- Absorption | .992 | .029 | 34.073 | *** | |
| a6 | <--- Absorption | .925 | .027 | 34.869 | *** | |

Standardized Regression Weights: (Group number 1 - Default model)

| | | Estimate |
|----|-----------------|----------|
| a7 | <--- Dedication | .811 |
| a4 | <--- Dedication | .909 |
| a3 | <--- Dedication | .882 |
| a5 | <--- Vigor | .772 |
| a2 | <--- Vigor | .820 |
| a1 | <--- Vigor | .720 |
| a9 | <--- Absorption | .604 |
| a8 | <--- Absorption | .821 |
| a6 | <--- Absorption | .855 |

Intercepts: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|----|----------|------|---------|-----|-------|
| a7 | 5.391 | .016 | 327.683 | *** | |
| a4 | 5.403 | .016 | 333.643 | *** | |
| a3 | 5.443 | .016 | 343.303 | *** | |
| a5 | 5.322 | .018 | 302.403 | *** | |
| a2 | 5.332 | .016 | 325.076 | *** | |
| a1 | 5.209 | .019 | 274.384 | *** | |
| a9 | 5.079 | .020 | 252.666 | *** | |
| a8 | 5.526 | .015 | 376.845 | *** | |
| a6 | 5.615 | .013 | 427.417 | *** | |

Covariances: (Group number 1 - Default model)

| | | Estimate | S.E. | C.R. | P | Label |
|-----------------|------------|----------|------|--------|-----|-------|
| Dedication <--> | Vigor | .530 | .018 | 29.794 | *** | |
| Absorption <--> | Dedication | .435 | .018 | 24.788 | *** | |
| Absorption <--> | Vigor | .456 | .019 | 24.492 | *** | |
| e5 <--> | e6 | .114 | .009 | 12.215 | *** | |

Correlations: (Group number 1 - Default model)

| | | Estimate |
|-----------------|------------|----------|
| Dedication <--> | Vigor | .993 |
| Absorption <--> | Dedication | .914 |
| Absorption <--> | Vigor | .940 |
| e5 <--> | e6 | .313 |

Variances: (Group number 1 - Default model)

| | Estimate | S.E. | C.R. | P | Label |
|------------|----------|------|--------|-----|-------|
| Dedication | .524 | .020 | 26.313 | *** | |
| Vigor | .543 | .023 | 24.093 | *** | |
| Absorption | .433 | .025 | 17.307 | *** | |
| e1 | .272 | .008 | 33.493 | *** | |
| e2 | .134 | .005 | 25.799 | *** | |
| e3 | .164 | .006 | 29.277 | *** | |
| e4 | .367 | .011 | 32.476 | *** | |
| e5 | .259 | .009 | 28.518 | *** | |
| e6 | .510 | .015 | 33.725 | *** | |
| e7 | .755 | .021 | 35.922 | *** | |
| e8 | .206 | .007 | 29.055 | *** | |
| e9 | .137 | .005 | 25.836 | *** | |

Model Fit Summary

CMIN

| Model | NPAR | CMIN | DF | P | CMIN/DF |
|--------------------|------|-----------|----|------|---------|
| Default model | 31 | 388.352 | 23 | .000 | 16.885 |
| Saturated model | 54 | .000 | 0 | | |
| Independence model | 18 | 19759.352 | 36 | .000 | 548.871 |

Baseline Comparisons

| Model | NFI | RFI | IFI | TLI | CFI |
|--------------------|--------|------|--------|------|-------|
| | Delta1 | rho1 | Delta2 | rho2 | |
| Default model | .980 | .969 | .981 | .971 | .981 |
| Saturated model | 1.000 | | 1.000 | | 1.000 |
| Independence model | .000 | .000 | .000 | .000 | .000 |

Parsimony-Adjusted Measures

| Model | PRATIO | PNFI | PCFI |
|--------------------|--------|------|------|
| Default model | .639 | .626 | .627 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 1.000 | .000 | .000 |

NCP

| Model | NCP | LO 90 | HI 90 |
|--------------------|-----------|-----------|-----------|
| Default model | 365.352 | 305.162 | 432.978 |
| Saturated model | .000 | .000 | .000 |
| Independence model | 19723.352 | 19264.280 | 20188.701 |

FMIN

| Model | FMIN | F0 | LO 90 | HI 90 |
|--------------------|-------|-------|-------|-------|
| Default model | .132 | .124 | .104 | .147 |
| Saturated model | .000 | .000 | .000 | .000 |
| Independence model | 6.721 | 6.709 | 6.552 | 6.867 |

RMSEA

| Model | RMSEA | LO 90 | HI 90 | PCLOSE |
|--------------------|-------|-------|-------|--------|
| Default model | .074 | .067 | .080 | .000 |
| Independence model | .432 | .427 | .437 | .000 |

AIC

| Model | AIC | BCC | BIC | CAIC |
|--------------------|-----------|-----------|-----|------|
| Default model | 450.352 | 450.564 | | |
| Saturated model | 108.000 | 108.369 | | |
| Independence model | 19795.352 | 19795.475 | | |

ECVI

| Model | ECVI | LO 90 | HI 90 | MECVI |
|--------------------|-------|-------|-------|-------|
| Default model | .153 | .133 | .176 | .153 |
| Saturated model | .037 | .037 | .037 | .037 |
| Independence model | 6.733 | 6.577 | 6.891 | 6.733 |

HOELTER

| Model | HOELTER | HOELTER |
|--------------------|---------|---------|
| Default model | .05 | .01 |
| Default model | 267 | 316 |
| Independence model | 8 | 9 |

Execution time summary

| | |
|----------------|------|
| Minimization: | .031 |
| Miscellaneous: | .641 |
| Bootstrap: | .000 |
| Total: | .672 |

Lampiran 3 : Uji Reliabilitas

Uji Reliabilitas Skala *Job Satisfaction*

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .910 | 36 |

Uji Reliabilitas Skala *Work Engagement*

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .932 | 9 |

Lampiran 4 : Uji Asumsi

Uji Normalitas

Tests of Normality

| | Kolmogorov-Smirnov ^a | | | Shapiro-Wilk | | |
|-------------------------|---------------------------------|------|------|--------------|------|------|
| | Statistic | df | Sig. | Statistic | df | Sig. |
| Unstandardized Residual | .095 | 2941 | .000 | .939 | 2941 | .000 |

a. Lilliefors Significance Correction

Uji Rank-Spearman

Correlations

| | | Total_WE | Total_JS | |
|----------------|----------|-------------------------|----------|--------|
| Spearman's rho | Total_WE | Correlation Coefficient | 1.000 | .480** |
| | | Sig. (2-tailed) | . | .000 |
| | | N | 2941 | 2941 |
| | Total_JS | Correlation Coefficient | .480** | 1.000 |
| | | Sig. (2-tailed) | .000 | . |
| | | N | 2941 | 2941 |

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



KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN
UNIVERSITAS HASANUDDIN
FAKULTAS KEDOKTERAN
PROGRAM STUDI PSIKOLOGI

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02 Juni 2020

Nomor : KJ91A/UN1.6.S/PT.01.04/2020
Lampiran : -
Perihal : Permohonan Izin Pengambilan Data

Yth. Bpk Risandy Mulyadi
CHCM Division Head Kalla Group
di
Makassar

Dengan hormat kami sampaikan bahwa Mahasiswa Program Studi Psikologi Fakultas Kedokteran Universitas Hasanuddin yang tersebut dibawah ini :

| No. | Nama Mahasiswa | Nim |
|-----|-------------------------|-----------|
| 1. | Cindy Firdayani Suleman | Q11116011 |

Memerlukan data awal dalam rangka persiapan penulisan Skripsi tentang "Pengaruh *Job Satisfaction Terhadap Work Engagement* Karyawan PT Kalla di Makassar."

Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak / Ibu kiranya berkenan memberi izin kepada yang bersangkutan untuk pengambilan data Awal dan Izin Wawancara langsung yang dibutuhkan dalam Proses persiapan Penulisan Skripsi.
Demikian permohonan kami sampaikan, atas bantuan dan kerjasamanya di ucapkan terima kasih.

Tembusan :
1. Dekan
2. Arsip



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