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LAMPIRAN

LAMPIRAN 1 : SURAT IZIN PENELITIAN

PELINDO

Nomor : 19/KP.201/1/REG4-2021
Klasifikasi : Biasa
Lampiran : ---
Perihal : Persetujuan Izin Penelitian

Makassar, 29 NOV 2021

Kepada

Yth. **Ketua Program Studi Psikologi**
Universitas Hasanuddin
Di

Tempat

1. Menunjuk Surat Ketua Program Studi Psikologi Universitas Hasanuddin, Nomor 24339/UN4.6.8/PT.01.04/2021, perihal Permohonan Izin Pengambilan Data, dengan ini disampaikan bahwa pada prinsipnya menyetujui pelaksanaan Permohonan Izin Penelitian dibawah ini :

   Nama : Nurul Utami
   No Pokok : C021171309
   Program Studi : Psikologi
   Judul : Pengaruh *Organizational Based Self Esteem* Terhadap *Employed Engagement* di PT Pelindo

2. Sehubungan butir 1 di atas dan untuk efektivitas dalam pelaksanaannya, maka kegiatan tersebut dapat dilaksanakan dengan ketentuan sebagai berikut:
   a. Menyampaikan proposal penelitian;
   b. Membuat rencana jadwal pengambilan data;
   c. Observasi pengambilan data dimaksud dilaksanakan mulai bulan Desember 2021 dan mengingat siatuasi dan kondisi saat ini sebaiknya dilakukan secara online, tetapi apabila memerlukan tatap muka langsung kiranya memperhatikan prosedur/protocol pencegahan Covid-19;
   d. Agar menyerahkan 1 (satu) soft copy penelitian ke Manajemen Region Head 4 PT Pelabuhan Indonesia (Persero);
   e. Untuk lebih lanjut dapat menghubungi narahubung Sdr. Jafar Sangaji, No. Hp 082112800221.

3. Demikian disampaikan, atas perhatiannya kami mengucapkan terima kasih.

An. REGION HEAD 4
PT PELABUHAN INDONESIA (PERSERO)
DIVISION HEAD PELAYANAN SDM DAN UMUM

BASRI ALAM

PT PELABUHAN INDONESIA (PERSERO) REGIONAL 4
Jl. Soekarno No.1 Makassar 90173, Kotak Pos 1040
T (0411) 3616549, Faximile (0411) 3619044 | E info@pelindo.co.id
www.pelindo.co.id

SURAT TELAH MELAKUKAN PENELITIAN

Makassar, 31 Januari 2022

Nomor : KP.20.04/31/1/3/PLAS/PSDU/REG4-22
Lampiran : -
Perihal : Surat Keterangan

Kepada Yth. Ketua Program Studi Psikologi Universitas Hasanuddin

Yang bertanda tangan di bawah ini :

Nama : BASRI ALAM

Jabatan : DIVISION HEAD PELAYANAN SDM DAN UMUM

Dengan ini menerangkan bahwa :

Nama : NURUL UTAMI

NIM : C021181309

Program Studi : Psikologi

Universitas : Universitas Hasanuddin

Telah melaksanakan Penelitian di wilayah kerja PT Pelabuhan Indonesia (Persero) Regional 4, (Kantor Regional 4 dan Makassar New Port), tanggal 12 s/d tanggal 28 Januari 2022.

Demikian surat keterangan ini di buat untuk dipergunakan sebagaimana mestinya.

PT PELABUHAN INDONESIA (PERSERO)
REGIONAL 4
DIVISION HEAD LAYANAN SDM DAN UMUM

BASRI ALAM
NIP. 101891

LAMPIRAN 2 : SKALA PENELITIAN

PRODI PSIKOLOGI

UNIVERSITAS HASANUDDIN

INFORMED CONSENT

Selamat siang Bapak/Ibu,

Perkanalkan saya Nurul Utami, mahasiswa Prodi Psikologi Universitas Hasanuddin Makassar. Saat ini saya sedang melakukan penelitian mengenai pekerjaan dan organisasi untuk keperluan tugas akhir skripsi. Untuk itu saya memohon kesediaan Bapak/Ibu untuk menjadi partisipan penelitian dengan mengisi kuisioner berikut.

Kuisioner terdiri dari 2 (dua) bagian. Masing-masing bagian terdiri dari pernyataan dengan alternatif respon yang menggambarkan diri anda. Dalam kuisioner ini tidak ada jawaban benar maupun salah, melainkan jawaban yang paling sesuai dengan keadaan yang Bapak/Ibu alami ketika bekerja.

Sebelum mengerjakan kuisioner ini mohon baca dengan teliti petunjuk penelitian yang ada pada setiap bagian. Setelah selesai, Bapak/Ibu diharapkan untuk memeriksa kembali respon yang dituliskan untuk memastikan tidak ada yang terlewat.

Seluruh respon yang Bapak/Ibu berikan pada kuisioner ini akan dijaga kerahasiaannya dan hanya akan digunakan untuk keperluan penelitian. Jika ada pertanyaan terkait kuisioner ini, Bapak/Ibu dapat menghubungi saya di nomor 081248600659 (Nurul Utami).

Atas waktu dan kesediaan yang Bapak/Ibu berikan, saya mengucapkan banyak terima kasih.

*Berikan tanda silang (X) pada alternatif respon yang paling sesuai

DATA RESPONDEN

NAMA : _____

JENIS KELAMIN

○ Laki - laki ○ Perempuan

USIA : _____

MASA KERJA

○ < 5 tahun ○ 5 - 10 tahun ○ > 10 tahun

JABATAN : _____

SELAMAT MENGERJAKAN

KUISIONER *ORGANIZATIONAL BASED SELF ESTEEM*

PRODI PSIKOLOGI
UNIVERSITAS HASANUDDIN

BAGIAN 1

Berikut terdapat 10 pernyataan mengenai perasaan anda ketika bekerja.
Beri tanda (√) pada jawaban yang paling menggambarkan diri anda dari rentang Sangat Setuju (SS), Setuju (S), Netral (N), Tidak Setuju (TS), Sangat Tidak Setuju (STS).

N0	PERNYATAAN	JAWABAN				
		SS	S	N	TS	STS
1	Saya selalu dianggap serius					
2	Saya adalah orang yang dapat dipercaya					
3	Saya dianggap penting di Organisasi					
4	Saya dapat membawa perubahaan					
5	Saya merasa berharga					
6	Saya suka menolong					
7	Saya adalah orang yang diperhitungkan di dalam organisasi					
8	Saya dapat bekerja sama					
9	Orang-orang yakin dengan kinerja saya					
10	Saya dapat bekerja secara efisien					

KUISIONER *EMPLOYEE ENGAGEMENT*

PRODI PSIKOLOGI
UNIVERSITAS HASANUDDIN

BAGIAN 2

Berikut terdapat 9 pernyataan mengenai perasaan anda ketika bekerja.
Beri tanda (**V**) pada jawaban yang paling menggambarkan diri anda dari rentang Sangat Tidak Setuju (STS), Tidak Setuju (TS), Setuju (S), Sangat Setuju (SS).

N0	PERNYATAAN	JAWABAN			
		SS	S	TS	STS
1	Saat bekerja saya merasa penuh dengan tenaga				
2	Saat bekerja saya merasa kuat dan penuh dengan semangat				
3	Saya antusias dengan pekerjaan saya				
4	Pekerjaan saya menginpirasi saya				
5	Saat bangun di pagi hari, saya ingin bekerja				
6	Saya merasa senang ketika bekerja sungguh-sungguh				
7	Saya bangga dengan pekerjaan yang saya kerjakan				
8	Saya terhanyut dalam pekerjaan saya				
9	Saya terbawa dalam pekerjaan ketiika saya bekerja				

LAMPIRAN 3 : UJI VALIDITAS

SKALA *ORGANIZATIONAL BASED SELF ESTEEM*

Correlations

		Item1	Item2	Item3	Item4	Item5	Item6	Item7	Item8	Item9	Item10	Total
Item1	Pearson Correlation	1	.606**	.661**	.617**	.588**	.547**	.604**	.597**	.583**	.528**	.747**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202	202
Item2	Pearson Correlation	.606**	1	.721**	.684**	.738**	.834**	.722**	.862**	.799**	.810**	.870**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202	202
Item3	Pearson Correlation	.661**	.721**	1	.826**	.817**	.726**	.832**	.733**	.776**	.757**	.904**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202	202
Item4	Pearson Correlation	.617**	.684**	.826**	1	.811**	.734**	.822**	.737**	.755**	.744**	.883**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202	202
Item5	Pearson Correlation	.588**	.738**	.817**	.811**	1	.781**	.851**	.780**	.778**	.751**	.900**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202	202
Item6	Pearson Correlation	.547**	.834**	.726**	.734**	.781**	1	.747**	.891**	.809**	.839**	.884**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202	202
Item7	Pearson Correlation	.604**	.722**	.832**	.822**	.851**	.747**	1	.765**	.807**	.781**	.905**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202	202
Item8	Pearson Correlation	.597**	.862**	.733**	.737**	.780**	.891**	.765**	1	.850**	.862**	.901**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202	202
Item9	Pearson Correlation	.583**	.799**	.776**	.755**	.778**	.809**	.807**	.850**	1	.903**	.894**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	202	202	202	202	202	202	202	202	202	202	202
Item10	Pearson Correlation	.528**	.810**	.757**	.744**	.751**	.839**	.781**	.862**	.903**	1	.872**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	202	202	202	202	202	202	202	202	202	202	202
Total	Pearson Correlation	.747**	.870**	.904**	.883**	.900**	.884**	.905**	.901**	.894**	.872**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	202	202	202	202	202	202	202	202	202	202	202

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

SKALA *EMPLOYEE ENGAGEMENT*

Correlations

		Item1	Item2	Item3	Item4	Item5	Item6	Item7	Item8	Item9	Total
Item1	Pearson Correlation	1	.890**	.849**	.796**	.819**	.801**	.755**	.737**	.774**	.910**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202
Item2	Pearson Correlation	.890**	1	.878**	.841**	.785**	.832**	.813**	.664**	.801**	.920**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202
Item3	Pearson Correlation	.849**	.878**	1	.896**	.820**	.858**	.836**	.716**	.818**	.939**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202
Item4	Pearson Correlation	.796**	.841**	.896**	1	.789**	.882**	.875**	.706**	.817**	.930**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202
Item5	Pearson Correlation	.819**	.785**	.820**	.789**	1	.794**	.731**	.732**	.732**	.883**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202
Item6	Pearson Correlation	.801**	.832**	.858**	.882**	.794**	1	.905**	.729**	.831**	.935**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202
Item7	Pearson Correlation	.755**	.813**	.836**	.875**	.731**	.905**	1	.673**	.821**	.907**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	202	202	202	202	202	202	202	202	202	202
Item8	Pearson Correlation	.737**	.664**	.716**	.706**	.732**	.729**	.673**	1	.817**	.830**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	202	202	202	202	202	202	202	202	202	202
Item9	Pearson Correlation	.774**	.801**	.818**	.817**	.732**	.831**	.821**	.817**	1	.907**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	202	202	202	202	202	202	202	202	202	202
Total	Pearson Correlation	.910**	.920**	.939**	.930**	.883**	.935**	.907**	.830**	.907**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	202	202	202	202	202	202	202	202	202	202

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

LAMPIRAN 4: UJI RELIABILITAS

SKALA *ORGANIZATIONAL BASED SELF ESTEEM*

Case Processing Summary

		N	%
Cases	Valid	202	100.0
	Excluded[a]	0	.0
	Total	202	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
.966	.968	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item1	38.14	78.050	.658	.505	.971
Item2	37.80	77.314	.851	.788	.962
Item3	38.10	76.736	.867	.796	.962
Item4	38.07	76.228	.849	.769	.962
Item5	38.00	76.836	.871	.803	.961
Item6	37.84	77.467	.868	.833	.962
Item7	38.11	75.739	.876	.814	.961
Item8	37.78	77.607	.893	.870	.961
Item9	37.86	77.895	.891	.856	.961
Item10	37.86	77.155	.877	.865	.961

SKALA *EMPLOYEE ENGAGEMENT*

Case Processing Summary

		N	%
Cases	Valid	202	100.0
	Excluded[a]	0	.0
	Total	202	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
.973	.973	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Item1	33.89	62.420	.884	.848	.969
Item2	33.81	62.734	.897	.869	.969
Item3	33.76	63.008	.922	.874	.968
Item4	33.76	63.734	.912	.867	.968
Item5	33.86	63.543	.850	.759	.971
Item6	33.82	62.021	.916	.876	.968
Item7	33.74	63.506	.881	.857	.970
Item8	33.89	64.917	.786	.740	.974
Item9	33.83	63.325	.882	.828	.970

LAMPIRAN 5: UJI ASUMSI

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		202
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.20618212
Most Extreme Differences	Absolute	.062
	Positive	.059
	Negative	-.062
Test Statistic		.062
Asymp. Sig. (2-tailed)		.054[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

UJI LINEARITAS

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Employee Engagement * Organizational Based Sel Esteem	202	100.0%	0	0.0%	202	100.0%

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Employee Engagement * Organizational Based Sel Esteem	Between Groups	(Combined)	142.122	8	17.765	3.805	.000
		Linearity	64.794	1	64.794	13.879	.000
		Deviation from Linearity	77.328	7	11.047	2.366	.024
	Within Groups		900.987	193	4.668		
	Total		1043.109	201			

LAMPIRAN 6: UJI HIPOTESIS

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Organizational Based Sel Esteem[b]	.	Enter

a. Dependent Variable: Employee Engagement

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.249[a]	.062	.057	2.212

a. Predictors: (Constant), Organizational Based Sel Esteem

b. Dependent Variable: Employee Engagement

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.794	1	64.794	13.246	.000[b]
	Residual	978.315	200	4.892		
	Total	1043.109	201			

a. Dependent Variable: Employee Engagement

b. Predictors: (Constant), Organizational Based Sel Esteem

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.031	4.023		5.476	.000
	Organizational Based Sel Esteem	.383	.105	.249	3.640	.000

a. Dependent Variable: Employee Engagement

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	35.44	38.50	36.66	.568	202
Residual	-5.739	5.644	.000	2.206	202
Std. Predicted Value	-2.155	3.244	.000	1.000	202
Std. Residual	-2.595	2.552	.000	.998	202

a. Dependent Variable: Employee Engagement