

DAFTAR PUSTAKA

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Nomor : 11176/UN4.6.8/PT.01.04/2023
Lampiran : 1 rangkap Proposal Skripsi
Perihal : Permohonan Izin Penelitian

11 Mei 2023

Yth, - Kepala Cabang Bank BCA Makassar
- Kepala Cabang Bank BNI Makassar
- Kepala Cabang Bank BRI Makassar
- Kepala Cabang Bank Mandiri Makassar
- Kepala Cabang Bank BTN Makassar
- Kepala Cabang Bank Danamon Makassar

Di -

Tempat

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

Nama : Ailani Kristanti
NIM : C021191067
HP : 082190360690

bermaksud melakukan pengambilan data penelitian dalam rangka penulisan Skripsi mengenai "**Kontribusi *Perceived Organizational Support* terhadap *Work Engagement* Karyawan Industri Perbankan di Kota Makassar dengan *Organization-Based Self-Esteem* sebagai Mediator**".

Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan untuk memberikan izin kepada yang bersangkutan untuk melakukan Pengambilan Data penelitian di beberapa Cabang Bank.

Atas perkenan dan kerjasamanya diucapkan terima kasih.

Kema,

Tembusan :

1. Dekan Fakultas Kedokteran Unhas
2. Kasubang Akademik FK Unhas
3. Arsip



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Nomor : 12178/UN4.6.8/PT.01.04/2023
Lampiran : -
Perihal : Permohonan Izin Pengambilan Data untuk Penelitian

Yth, Kepala Cabang Bank Mega Makassar
Kepala Cabang Bank Panin Makassar
Kepala Cabang Bank CIMB Makassar
Kepala Cabang Bank Maybank Makassar

Di -
Tempat

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

Nama : Ailani Kristanti
NIM : C021191067
Hp : 082190360690

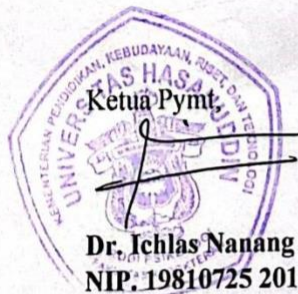
bermaksud melakukan Pengambilan data untuk penelitian dalam rangka penulisan Skripsi mengenai "Kontribusi Perceived Organizational Support Terhadap Work Engagement Karyawan Industry Perbankan di Kota Makassar Dengan Organization Based Self Esteem Sebagai Mediator".

Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan untuk memberikan izin penelitian kepada yang bersangkutan untuk melakukan Pengambilan Data Penelitian di Kantor Cabang Bank dimaksud.

Demikian permohonan kami, atas bantuan dan kerja samanya di ucapkan terima kasih.

Tembusan:

1. Dekan Fakultas Kedokteran Unhas
2. Kepala Tata Usaha FK. Unhas
3. Peringgal



Dr. Ichlas Nanang Afandi, S.Psi., M.A
NIP. 19810725 201012 1 004

Makassar, 9 MAY 2023



No : W077/2154
Lamp : -

Kepada
UNIVERSITAS HASANUDDIN
JL. Perintis Kemerdekaan Kampus Tamalanrea Km. 10
Makassar

Hal : Persetujuan Izin Penelitian

Surat Saudara No : 11176/UN4.6.8/PT.01.04/2023 tanggal 11 Mei 2023

Menunjuk surat di atas perihal tersebut pada pokok surat dengan ini kami menyetujui permohonan izin Penelitian atas nama :

No	Nama / STB	Univ / Sekolah	Judul Penelitian	Penempatan	Jangka Waktu
1	Allani Kristanti/ C021191067	Universitas Hasanuddin	Kontribusi <i>Perceived Organizational Support</i> terhadap <i>Work Engagement</i> Karyawan Industri Perbankan di Kota Makassar dengan <i>Organization-Based Self-Esteem</i> sebagai Mediator	Cabang Makassar	05 Juni s.d 05 Juli 2023

Berkenaan dengan hal tersebut kami sampaikan hal-hal sebagai berikut :

1. Surat pernyataan dari mahasiswa yang bersangkutan dengan mencantumkan bahwa Ybs tetap menjunjung tinggi kode etik *surveyor/research* semata-mata digunakan untuk kepentingan ilmiah dan sanggup menjaga kerahasiaan Bank menurut kelajiman dalam dunia perbankan cf. UU No.10 tahun 1998 tentang perubahan UU No.7 tahun 1992 tentang perbankan.
2. Hasil pengambilan data berupa copy diserahkan kepada kami yang sebelumnya telah mendapat pengesahan dari kami.
3. Memiliki tabungan Taplus sesuai yang dipersyaratkan.
4. Menyerahkan asli Kartu Mahasiswa selama melakukan penelitian dan akan diserahkan kembali apabila hasil penelitian telah kami terima.
5. Bahan untuk Penelitian dapat diperoleh di Website BNI : <http://www.bni.co.id>.
6. Peserta penelitian menerapkan protokol kesehatan yang ditetapkan dalam rangka pencegahan dan penanggulangan Covid-19 tetap berlaku untuk wajib dilaksanakan, seperti memakai masker, mencuci tangan sosial & *physical distancing* agar dipedomani dalam pelaksanaanya.
7. Agar peserta penelitian menerapkan protokol kesehatan yang ditetapkan dalam rangka pencegahan dan penanggulangan Covid-19 tetap berlaku untuk wajib dilaksanakan, seperti memakai masker, mencuci tangan sosial & *physical distancing* agar dipedomani dalam pelaksanaanya.

Demikian agar maklum, atas perhatian dan kerjasama Saudara kami ucapkan terima kasih.

PT. Bank Negara Indonesia (Persero) Tbk.
Kantor Wilayah 07



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Alamat Kawat BANWIL MAKASSAR

Kuesioner Penelitian

Assalamualaikum wr. wb.
Syalom dan salam sejahtera
Om swastiastu
Namo budaya
Salam kebajikan

Selamat pagi/siang/sore/malam. Perkenalkan saya Ailani Kristanti, mahasiswa Prodi Psikologi Fakultas Kedokteran Universitas Hasanuddin. SSaat ini saya sedang mengerjakan skripsi sebagai syarat kelulusan, maka dari itu saya membutuhkan bantuan Anda untuk mengisi kuesioner ini. Seluruh data dan informasi yang Anda berikan hanya akan digunakan untuk keperluan penelitian ini dan dijamin kerahasiaannya.

Berikut ini merupakan kriteria responden yang dibutuhkan dalam penelitian ini:

1. Karyawan industri perbankan di Kota Makassar yang telah bekerja selama minimal 1 tahun terakhir.
2. Lahir pada tahun 1980-2000.

Apabila Anda memenuhi kriteria tersebut, silakan mengisi kuesioner ini dengan jujur dan sungguh-sungguh. Atas waktu dan perhatian Anda, saya ucapkan terima kasih.

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Not shared

Saya bersedia menjadi responden dalam penelitian ini

Ya

Tidak

BAGIAN 3

Mohon untuk memberikan jawaban yang jujur sesuai dengan kondisi Anda, tidak ada jawaban yang benar atau salah. Berikut ini merupakan pilihan jawaban yang tersedia:

- (1) STS : Sangat Tidak Setuju (5) AS : Agak Setuju
 (2) TS : Tidak Setuju (6) S : Setuju
 (3) ATS : Agak Tidak Setuju (7) SS : Sangat Setuju
 (4) N : Netral

No.	Pernyataan	Pilihan						
		1	2	3	4	5	6	7
1.	Organisasi menghargai kontribusi saya atas pencapaiannya							
2.	Jika organisasi dapat mempekerjakan seseorang dengan gaji yang lebih rendah, maka organisasi akan menggantikan saya							
3.	Organisasi tidak mengapresiasi kerja keras yang saya lakukan							
4.	Organisasi sangat mempertimbangkan tujuan dan nilai-nilai saya							
5.	Organisasi memahami ketidakhadiran saya dalam kurun waktu yang lama, karena sakit							
6.	Organisasi akan mengabaikan keluhan dari saya							
7.	Organisasi mengabaikan kepentingan saya ketika membuat keputusan yang berkaitan dengan saya							
8.	Organisasi menyediakan bantuan ketika saya memiliki masalah							
9.	Organisasi sangat peduli terhadap kesejahteraan saya							
10	Organisasi bersedia mengembangkan dirinya untuk membantu saya bekerja sesuai kemampuan terbaik saya							
11	Organisasi sulit memahami ketidakhadiran dengan alasan masalah pribadi							
12	Jika organisasi menemukan cara yang lebih efisien untuk menyelesaikan pekerjaan saya, maka organisasi akan menggantikan saya							
13	Organisasi akan memaafkan jika saya mengakui kekeliruan dalam bekerja							
14	Apabila kinerja saya mengalami penurunan, maka organisasi akan langsung menggantikan saya							
15	Organisasi merasa masih dapat memperoleh sedikit keuntungan jika mempekerjakan saya di akhir masa karir (sebelum pensiun)							

No.	Pernyataan	1	2	3	4	5	6	7
34	Jika pekerjaan saya dihilangkan, organisasi lebih memilih untuk memecat saya daripada memindahkan saya ke pekerjaan baru							
35	Organisasi mencoba untuk membuat pekerjaan saya menjadi semenarik mungkin							
36	Supervisor saya bangga bahwa saya adalah bagian dari organisasi ini							

BAGIAN 4

Berikut ini merupakan pertanyaan terbuka yang dapat Anda jawab sesuai dengan kondisi Anda saat ini berkaitan dengan pekerjaan Anda. Silakan memberikan jawaban yang jujur dan sungguh-sungguh. Seluruh jawaban Anda dijamin kerahasiaannya dan hanya akan digunakan untuk keperluan penelitian.

1. Bagaimana penghayatan (yang Anda rasakan) terhadap pekerjaan Anda saat ini?
2. Apa yang menjadi keistimewaan atau kelebihan organisasi bagi diri Anda?
3. Apakah ada hal yang membuat Anda kurang nyaman dengan pekerjaan Anda? Sertakan alasan Anda
4. Silakan tuliskan bentuk dukungan (dapat berupa gaji, bonus, bantuan emosional, dan segala yang yang dapat membantu atau mendukung pekerjaan Anda) yang diberikan oleh organisasi Anda*
5. Menurut Anda, apakah dukungan tersebut sudah sesuai dengan usaha yang Anda berikan dalam pekerjaan Anda? Sertakan alasan Anda
6. Apakah atasan dan rekan kerja Anda memberikan tanggapan, reaksi atau respon yang positif terhadap diri Anda dan pekerjaan Anda? Sertakan alasan Anda

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		111
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.25507835
Most Extreme Differences	Absolute	.079
	Positive	.046
	Negative	-.079
Test Statistic		.079
Asymp. Sig. (2-tailed)		.087 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
OBSENEW * POSNEW	Between Groups	(Combined)	39.769	38	1.047	1.019	.461
		Linearity	3.727	1	3.727	3.630	.061
		Deviation from Linearity	36.042	37	.974	.949	.560
	Within Groups		73.918	72	1.027		
Total			113.687	110			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WENEW * POSNEW	Between Groups	(Combined)	98.943	38	2.604	1.453	.087
		Linearity	19.262	1	19.262	10.748	.002
		Deviation from Linearity	79.681	37	2.154	1.202	.250
	Within Groups		129.034	72	1.792		
Total			227.977	110			

ANOVA Table

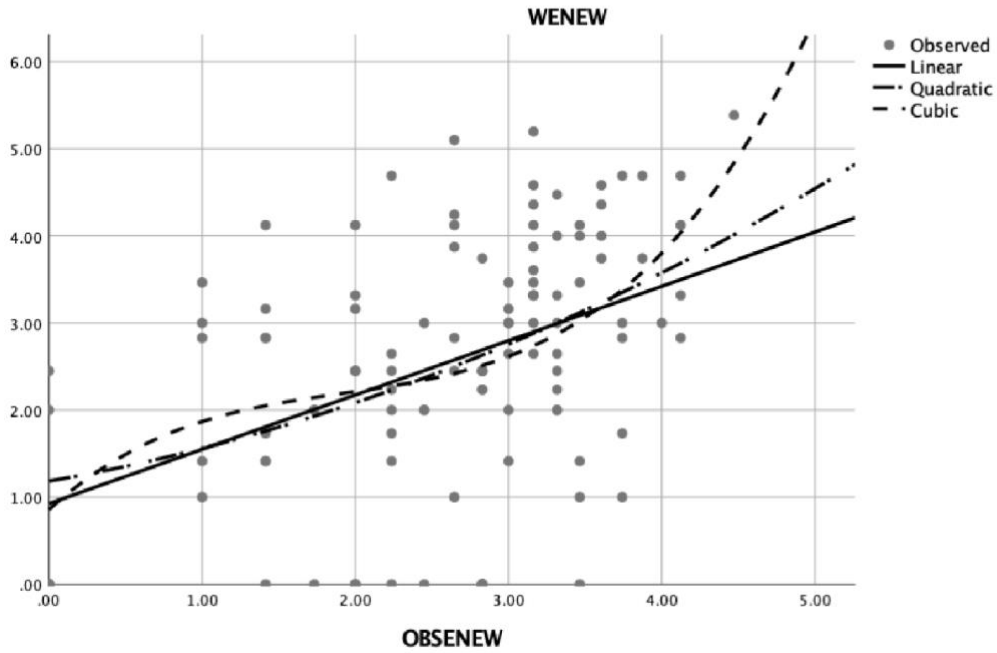
			Sum of Squares	df	Mean Square	F	Sig.
WENEW * OBSENEW	Between Groups	(Combined)	96.234	18	5.346	3.734	.000
		Linearity	44.215	1	44.215	30.876	.000
		Deviation from Linearity	52.020	17	3.060	2.137	.011
	Within Groups		131.742	92	1.432		
Total			227.977	110			

Model Summary and Parameter Estimates

Dependent Variable: WENEW

Equation	R Square	Model Summary				Parameter Estimates			
		F	df1	df2	Sig.	Constant	b1	b2	b3
Linear	.194	26.226	1	109	.000	.926	.624		
Quadratic	.198	13.371	2	108	.000	1.184	.303	.074	
Cubic	.217	9.856	3	107	.000	.857	1.584	-.694	.121

The independent variable is OBSENEW.



Coefficients^a

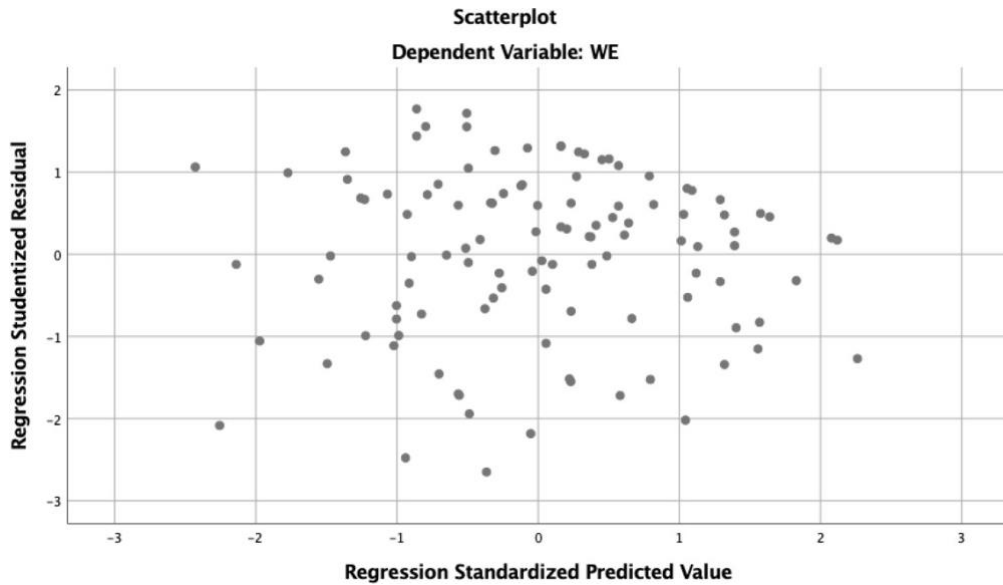
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.754	.462		3.798	.000		
	POSNEW	.164	.085	.181	1.922	.057	1.000	1.000

a. Dependent Variable: OBSENEW

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.409	.620		-.660	.511		
	POSNEW	.280	.109	.218	2.557	.012	.967	1.034
	OBSENEW	.568	.121	.401	4.700	.000	.967	1.034

a. Dependent Variable: WENEW



Correlations

		Usia	JKelamin	AsalBank	MasaKerja	Status	UnitKerja	POSNEW	OBSENEW	WENEW
Usia	Pearson Correlation	1	-.174	-.006	.638**	-.433**	.100	.164	-.054	-.106
	Sig. (2-tailed)		.068	.950	.000	.000	.296	.085	.574	.267
	N	111	111	111	111	111	111	111	111	111
JKelamin	Pearson Correlation	-.174	1	.035	-.201*	.021	-.113	.037	.038	.085
	Sig. (2-tailed)	.068		.719	.035	.828	.239	.703	.695	.377
	N	111	111	111	111	111	111	111	111	111
AsalBank	Pearson Correlation	-.006	.035	1	.009	-.152	.051	-.063	-.257**	-.044
	Sig. (2-tailed)	.950	.719		.926	.112	.594	.513	.007	.648
	N	111	111	111	111	111	111	111	111	111
MasaKerja	Pearson Correlation	.638**	-.201*	.009	1	-.314**	.182	.087	-.072	-.080
	Sig. (2-tailed)	.000	.035	.926		.001	.056	.366	.452	.405
	N	111	111	111	111	111	111	111	111	111
Status	Pearson Correlation	-.433**	.021	-.152	-.314**	1	.011	-.078	.034	-.060
	Sig. (2-tailed)	.000	.828	.112	.001		.911	.413	.725	.529
	N	111	111	111	111	111	111	111	111	111
UnitKerja	Pearson Correlation	.100	-.113	.051	.182	.011	1	.108	-.122	-.117
	Sig. (2-tailed)	.296	.239	.594	.056	.911		.258	.203	.223
	N	111	111	111	111	111	111	111	111	111
POSNEW	Pearson Correlation	.164	.037	-.063	.087	-.078	.108	1	.181	.291**
	Sig. (2-tailed)	.085	.703	.513	.366	.413	.258		.057	.002
	N	111	111	111	111	111	111	111	111	111
OBSENEW	Pearson Correlation	-.054	.038	-.257**	-.072	.034	-.122	.181	1	.440**
	Sig. (2-tailed)	.574	.695	.007	.452	.725	.203	.057		.000
	N	111	111	111	111	111	111	111	111	111
WENEW	Pearson Correlation	-.106	.085	-.044	-.080	-.060	-.117	.291**	.440**	1
	Sig. (2-tailed)	.267	.377	.648	.405	.529	.223	.002	.000	
	N	111	111	111	111	111	111	111	111	111

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

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

Run MATRIX procedure:

***** PROCESS Procedure for SPSS Version 4.2 beta *****

Written by Andrew F. Hayes, Ph.D. www.afhayes.com
Documentation available in Hayes (2022). www.guilford.com/p/hayes3

Model : 4
Y : WENEW
X : POSNEW
M : OBSENEW

Sample
Size: 111

OUTCOME VARIABLE:
OBSENEW

Model Summary

R	R-sq	MSE	F	df1	df2	p
.1811	.0328	1.0088	3.6942	1.0000	109.0000	.0572

Model

	coeff	se	t	p	LLCI	ULCI
constant	1.7539	.4618	3.7980	.0002	.8386	2.6691
POSNEW	.1639	.0853	1.9220	.0572	-.0051	.3330

Standardized coefficients

	coeff
POSNEW	.1811

Covariance matrix of regression parameter estimates:

	constant	POSNEW
constant	.2133	-.0385
POSNEW	-.0385	.0073

OUTCOME VARIABLE:

WENEW

Model Summary

R	R-sq	MSE	F	df1	df2	p
.4898	.2399	1.6044	17.0477	2.0000	108.0000	.0000

Model

	coeff	se	t	p	LLCI	ULCI
constant	-.4091	.6197	-.6602	.5105	-1.6375	.8192
POSNEW	.2796	.1094	2.5568	.0120	.0628	.4964
OBSENEW	.5677	.1208	4.6999	.0000	.3283	.8071

Standardized coefficients

	coeff
POSNEW	.2181
OBSENEW	.4009

Covariance matrix of regression parameter estimates:

	constant	POSNEW	OBSENEW
constant	.3840	-.0571	-.0256
POSNEW	-.0571	.0120	-.0024
OBSENEW	-.0256	-.0024	.0146

***** TOTAL EFFECT MODEL *****

OUTCOME VARIABLE:

WENEW

Model Summary

R	R-sq	MSE	F	df1	df2	p
.2907	.0845	1.9148	10.0596	1.0000	109.0000	.0020

Model

	coeff	se	t	p	LLCI	ULCI
constant	.5866	.6362	.9220	.3586	-.6744	1.8476
POSNEW	.3727	.1175	3.1717	.0020	.1398	.6056

Standardized coefficients

	coeff
POSNEW	.2907

***** TOTAL, DIRECT, AND INDIRECT EFFECTS OF X ON Y *****

Total effect of X on Y

Effect	se	t	p	LLCI	ULCI	c_cs
.3727	.1175	3.1717	.0020	.1398	.6056	.2907

Direct effect of X on Y

Effect	se	t	p	LLCI	ULCI	c'_cs
.2796	.1094	2.5568	.0120	.0628	.4964	.2181

Indirect effect(s) of X on Y:

	Effect	BootSE	BootLLCI	BootULCI
OBSNEW	.0931	.0522	-.0093	.1977

Completely standardized indirect effect(s) of X on Y:

	Effect	BootSE	BootLLCI	BootULCI
OBSNEW	.0726	.0407	-.0065	.1568

***** BOOTSTRAP RESULTS FOR REGRESSION MODEL PARAMETERS *****

OUTCOME VARIABLE:

OBSNEW

	Coeff	BootMean	BootSE	BootLLCI	BootULCI
constant	1.7539	1.7739	.4694	.8826	2.7329
POSNEW	.1639	.1603	.0864	-.0151	.3229

OUTCOME VARIABLE:

WENEW

	Coeff	BootMean	BootSE	BootLLCI	BootULCI
constant	-.4091	-.5229	.7716	-2.1366	.8540
POSNEW	.2796	.3011	.1413	.0545	.5978
OBSNEW	.5677	.5665	.1223	.3177	.7983

***** ANALYSIS NOTES AND ERRORS *****

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	32.399	6.361		5.094	.000		
	Fairness	.092	.108	.090	.859	.392	.808	1.238
	SupervisorSupport	-.069	.118	-.069	-.590	.557	.660	1.516
	Reward_JobCondition	.160	.078	.218	2.043	.044	.788	1.268

a. Dependent Variable: OBSE

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.440 ^a	.194	.187	1.29842

a. Predictors: (Constant), OBSENEW

b. Dependent Variable: WENEW

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44.215	1	44.215	26.226	.000 ^b
	Residual	183.762	109	1.686		
	Total	227.977	110			

a. Dependent Variable: WENEW

b. Predictors: (Constant), OBSENEW

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.926	.342		2.704	.008		
	OBSENEW	.624	.122	.440	5.121	.000	1.000	1.000

a. Dependent Variable: WENEW

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.291 ^a	.084	.076	1.38377

a. Predictors: (Constant), POSNEW

b. Dependent Variable: WENEW

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.262	1	19.262	10.060	.002 ^b
	Residual	208.715	109	1.915		
	Total	227.977	110			

a. Dependent Variable: WENEW

b. Predictors: (Constant), POSNEW

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.587	.636		.922	.359		
	POSNEW	.373	.118	.291	3.172	.002	1.000	1.000

a. Dependent Variable: WENEW