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LAMPIRAN

Lampiran 1: Alat Ukur Penelitian



ELVIERA P D MUNIR (C021191049)
FARID FIRMANSYAH (C021191003)

KUESIONER PENELITIAN

**PROGRAM STUDI PSIKOLOGI
FAKULTAS KEDOKTERAN
UNIVERSITAS HASANUDDIN**



KATA PENGANTAR

Dengan hormat,

Dalam rangka melengkapi data yang diperlukan untuk memenuhi tugas akhir (skripsi). Bersama ini kami selaku peneliti memaparkan kuesioner penelitian mengenai “Kontribusi *Career adaptability* dan *Work Engagement* terhadap *Employee well-being* Karyawan PT. Pelabuhan Indonesia (Persero Regional IV) Kota Makassar”. Adapun hasil dari kuesioner ini akan digunakan sebagai bahan penyusunan tugas akhir (skripsi) pada program studi Psikologi Fakultas Kedokteran Universitas Hasanuddin.

Peneliti memahami waktu Anda sangatlah terbatas dan berharga, namun peneliti juga berharap kesediaan Anda untuk membantu penelitian ini dengan mengisi secara lengkap kuesioner yang terlampir. Peneliti mengucapkan terima kasih sebesar-besarnya atas kesediaan Anda yang telah meluangkan waktu untuk menjawab kuesioner ini.

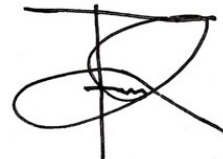
Hormat Kami,

Peneliti 1



Elviera P D Munir (C021191049)

Peneliti 2



Farid Firmansyah (C021191003)

INFORMED CONSENT

Saya, yang bertanda tangan di bawah ini:

Nama/ inisial:

Jenis Kelamin :

Usia:

Unit Kerja :

Level Jabatan :

Lama Bekerja :

No Hp :

Menyatakan bahwa saya bersedia menjadi responden dalam penelitian yang berjudul “Kontribusi *Career adaptability* dan *Work Engagement* terhadap *Employee well-being* Karyawan PT. Pelabuhan Indonesia (Persero Regional IV) Kota Makassar”. Segala data yang saya berikan benar adanya digunakan untuk kepentingan penelitian dan pengembangan ilmu pengetahuan serta dapat dipertanggungjawabkan sebagaimana mestinya.

Makassar.....,.....,2023

Menyetujui,
Responden Penelitian

(.....)

PETUNJUK PENGISIAN

Berikut terdapat skala yang akan digunakan dalam penelitian. Skala ini terdiri dari tigabagian, Anda dimohon untuk mengisi seluruh item sesuai dengan kondisi Anda atau kenyataan yang Anda alami dan Anda rasakan. Pada setiap bagian telah dijelaskan tata carapengerjaan. Anda diminta memilih salah satu dari beberapa alternatif jawaban yang disediakan dengan memberikan tandang “centang” (✓) sesuai pilihan jawaban anda.

Sebagai informasi skala ini bukanlah tes, sehingga tidak ada jawaban benar atau salah, baik atau buruk, jawaban yang diberikan tidak berpengaruh terhadap apapun yang berhubungan dengan jabatan Anda. Informasi, identitas, dan jawaban akan dijamin kerahasiaannya. Terima kasih atas kesediaan anda.

SKALA CAREER ADAPTABILITY

Petunjuk:

Setiap orang menggunakan kekuatan yang berbeda-beda dalam membangun karirnya. Tidakada orang yang hebat dalam segala hal, setiap orang lebih kuat dalam beberapa hal dibandingdalam hal-hal lainnya. Silahkan anda tetapkan seberapa kuat anda mengembangkan kemampuan-kemampuan di bawah ini menggunakan skala berikut:

Berikut adalah keterangan jawaban:

5 = Paling kuat (PK)

2 = Cukup Kuat (CK)

4 = Sangat Kuat (SK)

1 = Tidak Kuat (TK)

3 = Kuat (K)

| No. | Pernyataan | TK | CK | K | SK | PK |
|-----|--|----|----|---|----|----|
| 1 | Berpikir seperti apa masa depan saya | | | | | |
| 2 | Menyadari bahwa pilihan hari ini menentukan masadepan saya | | | | | |
| 3 | Mempersiapkan masa depan | | | | | |
| 4 | Menyadari akan pilihan-pilihan pendidikan dan pilihan karir yang harus saya buat | | | | | |
| 5 | Merencanakan bagaimana cara mencapai tujuan saya | | | | | |
| 6 | Silahkan isi sesuai dengan pilihan respon nomor 5 | | | | | |
| 7 | Memikirkan mengenai karir saya | | | | | |
| 8 | Menjaga agar tetap optimis | | | | | |
| 9 | Membuat keputusan sendiri | | | | | |
| 10 | Bertanggung jawab atas tindakan saya | | | | | |
| 11 | Tetap teguh dengan keyakinan saya | | | | | |
| 12 | Mengendalikan kemampuan diri sendiri | | | | | |
| 13 | Melakukan apa yang benar menurut saya | | | | | |
| 14 | Mengeksplorasi lingkungan sekitar | | | | | |
| 15 | Mencari peluang-peluang untuk berkembang | | | | | |
| 16 | Mencari tahu alternatif sebelum menentukan pilihan | | | | | |
| 17 | Mengamati cara-cara yang berbeda dalam melakukansesuatu | | | | | |
| 18 | Menyelidiki secara berlebih dalam pertanyaan-pertanyaan yang saya miliki | | | | | |
| 19 | Menjadi ingin tahu tentang peluang-peluang | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| | baru | | | | | |
| 20 | Mengerjakan tugas secara efisien | | | | | |
| 21 | Menjaga dalam melakukan sesuatu dengan baik | | | | | |
| 22 | Mempelajari keterampilan-keterampilan baru | | | | | |
| 23 | Bekerja dengan kemampuan saya | | | | | |
| 24 | Mengatasi hambatan-hambatan | | | | | |
| 25 | Menyelesaikan masalah-masalah | | | | | |

SKALA EMPLOYEE WELL-BEING

Petunjuk:

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

5 = Sangat Sering (SS)

2 = Jarang (J)

4 = Sering (S)

1 = Tidak Pernah (TP)

3 = Kadang-kadang (KK)

| No. | Pernyataan | TP | J | KK | S | SS |
|-----|--|----|---|----|---|----|
| 1 | Saya merasa puas dengan hidup saya. | | | | | |
| 2 | Saya sudah mendekati impian saya dalam sebagianbesar aspek kehidupan saya. | | | | | |
| 3 | Saya merasakan kebahagiaan yang sebenarnya hampirsepanjang waktu | | | | | |
| 4 | Saya berada di situasi kehidupan yang baik | | | | | |
| 5 | Hidup saya sangat menyenangkan | | | | | |
| 6 | Cara hidup saya saat ini sudah sesuai untukmempersiapkan kehidupan di akhirat | | | | | |
| 7 | Saya puas dengan tugas yang menjadi tanggung jawab saya | | | | | |
| 8 | Silahkan pilih jawaban "jarang" | | | | | |
| 9 | Secara umum, saya merasa cukup puas dengan pekerjaan saya saat ini | | | | | |
| 10 | Saya benar-benar menikmati pekerjaan saya. | | | | | |
| 11 | Saya selalu dapat menemukan cara untukmeningkatkan kualitas pekerjaan saya | | | | | |
| 12 | Bekerja merupakan pengalaman yang berarti bagi saya | | | | | |
| 13 | Pada dasarnya saya merasa puas dengan pencapaiansaya pada pekerjaan saya saat ini. | | | | | |
| 14 | Saya merasa telah berkembang menjadi manusia yang lebih baik. | | | | | |
| 15 | Saya menyelesaikan urusan sehari-hari dengan baik | | | | | |

| | | | | | | |
|----|---|--|--|--|--|--|
| 16 | Secara umum, saya merasa nyaman dengan diri sayasendiri, dan saya percaya diri. | | | | | |
| 17 | Orang lain menganggap saya sebagai seseorang yangbersedia memberikan dan meluangkan waktu saya untuk orang lain. | | | | | |
| 18 | Saya mampu membuat jadwal yang fleksibel untuk pekerjaan saya. | | | | | |
| 19 | Saya senang terlibat dalam pembicaraan yang mendalam dengan keluarga dan teman-teman saya,sehingga kami lebih saling memahami | | | | | |

Lampiran 2: Uji Deskriptif

Jenis_Kelamin * Kategori_CA Crosstabulation

Count

| | | Kategori_CA | | | | | Total |
|---------------|-----------|---------------|--------|--------|--------|---------------|-------|
| | | Sangat Rendah | Rendah | Sedang | Tinggi | Sangat Tinggi | |
| Jenis_Kelamin | Laki-Laki | 4 | 17 | 9 | 23 | 1 | 54 |
| | Perempuan | 2 | 9 | 5 | 17 | 0 | 33 |
| Total | | 6 | 26 | 14 | 40 | 1 | 87 |

Kategori_CA * Usia Crosstabulation

Count

| | | Usia | | | Total |
|-------------|---------------|------------|---------------|------------|-------|
| | | < 35 Tahun | 35 - 45 Tahun | > 45 Tahun | |
| Kategori_CA | Sangat Rendah | 3 | 3 | 0 | 6 |
| | Rendah | 13 | 11 | 2 | 26 |
| | Sedang | 2 | 6 | 6 | 14 |
| | Tinggi | 18 | 16 | 6 | 40 |
| | Sangat Tinggi | 0 | 1 | 0 | 1 |
| Total | | 36 | 37 | 14 | 87 |

lama_kerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | <5 | 31 | 35.6 | 35.6 | 35.6 |
| | 6-10 | 35 | 40.2 | 40.2 | 75.9 |
| | >11 | 21 | 24.1 | 24.1 | 100.0 |
| | Total | 87 | 100.0 | 100.0 | |

Jenis_Kelamin * Kategori_EWB Crosstabulation

| | | Count | | | | | Total |
|---------------|-----------|---------------|--------|--------|--------|---------------|-------|
| | | Kategori_EWB | | | | | |
| Jenis_Kelamin | | Sangat Rendah | Rendah | Sedang | Tinggi | Sangat Tinggi | |
| | Laki-Laki | 1 | 13 | 18 | 20 | 2 | 54 |
| | Perempuan | 1 | 7 | 10 | 14 | 1 | 33 |
| | Total | 2 | 20 | 28 | 34 | 3 | 87 |

Kategori_EWB * Usia Crosstabulation

| | | Count | | | Total |
|--------------|---------------|------------|---------------|------------|-------|
| | | Usia | | | |
| Kategori_EWB | | < 35 Tahun | 35 - 45 Tahun | > 45 Tahun | |
| | Sangat Rendah | 2 | 1 | 0 | 3 |
| | Rendah | 11 | 6 | 2 | 19 |
| | Sedang | 9 | 13 | 5 | 27 |
| | Tinggi | 12 | 16 | 6 | 34 |
| | Sangat Tinggi | 2 | 1 | 1 | 4 |
| | Total | 36 | 37 | 14 | 87 |

lama_kerja * Kategori_EWB Crosstabulation

| | | Count | | | | | Total |
|------------|-------|---------------|--------|--------|--------|---------------|-------|
| | | Kategori_EWB | | | | | |
| lama_kerja | | Sangat Rendah | Rendah | Sedang | Tinggi | Sangat Tinggi | |
| | <5 | 0 | 7 | 14 | 9 | 1 | 31 |
| | 6-10 | 0 | 9 | 7 | 18 | 1 | 35 |
| | >11 | 2 | 4 | 7 | 7 | 1 | 21 |
| | Total | 2 | 20 | 28 | 34 | 3 | 87 |

Lampiran 3: Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|----------------------------|
| N | | 87 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 4.71730079 |
| Most Extreme Differences | Absolute | .068 |
| | Positive | .068 |
| | Negative | -.060 |
| Test Statistic | | .068 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Lampiran 4: Uji Linearitas

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|--|---------------|--------------------------------|-------------------|----|----------------|-------|------|
| <i>Employee well-being * Career adaptability</i> | Between | (Combined) | 2316.464 | 27 | 85.795 | 6.170 | .000 |
| | Groups | Linearity | 1744.460 | 1 | 1744.460 | 125.4 | .000 |
| | | Deviation from Linearity | 572.004 | 26 | 22.000 | 1.582 | .074 |
| | | 57 | | | | | |
| | Within Groups | | 820.387 | 59 | 13.905 | | |
| Total | | 3136.851 | 86 | | | | |

Lampiran 5: Matriks Korelasi

| | | Correlations | | | | |
|---------------|---------------------|---------------------|--------|------------------|--------|--------|
| | | Jenis_Kelami n | Usia | Lama_Bekerj a | EWB | CA |
| Jenis_Kelamin | Pearson Correlation | 1 | -.088 | -.006 | .222* | .110 |
| | Sig. (2-tailed) | | .418 | .953 | .039 | .311 |
| | N | 87 | 87 | 87 | 87 | 87 |
| Usia | Pearson Correlation | -.088 | 1 | .431** | .186 | .188 |
| | Sig. (2-tailed) | .418 | | .000 | .084 | .081 |
| | N | 87 | 87 | 87 | 87 | 87 |
| Lama_Bekerja | Pearson Correlation | -.006 | .431** | 1 | .063 | .159 |
| | Sig. (2-tailed) | .953 | .000 | | .562 | .141 |
| | N | 87 | 87 | 87 | 87 | 87 |
| EWB | Pearson Correlation | .222* | .186 | .063 | 1 | .694** |
| | Sig. (2-tailed) | .039 | .084 | .562 | | .000 |
| | N | 87 | 87 | 87 | 87 | 87 |
| CA | Pearson Correlation | .110 | .188 | .159 | .694** | 1 |
| | Sig. (2-tailed) | .311 | .081 | .141 | .000 | |
| | N | 87 | 87 | 87 | 87 | 87 |

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

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

Lampiran 6: Uji Hipotesis (Regresi Linear Sederhana)

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 22.643 | 4.331 | | 5.228 | .000 |
| | <i>Career adaptability</i> | .440 | .043 | .746 | 10.320 | .000 |

a. Dependent Variable: *Employee well-being*

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .746 ^a | .556 | .551 | 4.04735 |

a. Predictors: (Constant), *Career adaptability*

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 1744.460 | 1 | 1744.460 | 106.492 | .000 ^b |
| | Residual | 1392.391 | 85 | 16.381 | | |
| | Total | 3136.851 | 86 | | | |

a. Dependent Variable: *Employee well-being*

b. Predictors: (Constant), *Career adaptability*

UJI VALIDITAS DAN RELIABILITAS *CAREER ADAPTABILITY*

| Pertanyaan | r hitung | r tabel | keterangan |
|---------------|----------|---------|------------|
| Pertanyaan 1 | .503 | 0,213 | Valid |
| Pertanyaan 2 | .582 | 0,213 | Valid |
| Pertanyaan 3 | .514 | 0,213 | Valid |
| Pertanyaan 4 | .701 | 0,213 | Valid |
| Pertanyaan 5 | .616 | 0,213 | Valid |
| Pertanyaan 6 | .772 | 0,213 | Valid |
| Pertanyaan 7 | .616 | 0,213 | Valid |
| Pertanyaan 8 | .559 | 0,213 | Valid |
| Pertanyaan 9 | .774 | 0,213 | Valid |
| Pertanyaan 10 | .574 | 0,213 | Valid |
| Pertanyaan 11 | .644 | 0,213 | Valid |
| Pertanyaan 12 | .640 | 0,213 | Valid |
| Pertanyaan 13 | .736 | 0,213 | Valid |
| Pertanyaan 14 | .819 | 0,213 | Valid |
| Pertanyaan 15 | .766 | 0,213 | Valid |
| Pertanyaan 16 | .829 | 0,213 | Valid |
| Pertanyaan 17 | .799 | 0,213 | Valid |
| Pertanyaan 18 | .808 | 0,213 | Valid |
| Pertanyaan 19 | .633 | 0,213 | Valid |
| Pertanyaan 20 | .571 | 0,213 | Valid |
| Pertanyaan 21 | .799 | 0,213 | Valid |
| Pertanyaan 22 | .573 | 0,213 | Valid |
| Pertanyaan 23 | .566 | 0,213 | Valid |
| Pertanyaan 24 | .677 | 0,213 | Valid |

Valid= r hitung > r tabel

Tidak Valid= r hitung < r tabel

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .947 | 24 |

Adapun hasil uji realibilitas kuesioner *career adaptability* menunjukkan nilai *Cronbach's Alpha* 0,947 > 0,60 hal ini berarti **Reliabel**.

Correlations

| | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 | Q7 | Q8 | Q9 | Q10 | Q11 | Q12 | Q13 | Q14 | Q15 | Q16 | Q17 | Q18 | TOTAL |
|---------------------------|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Q1 Pearson Correlation | 1 | .429** | .410** | .393** | .395** | .310** | .286** | .223** | .183** | .292** | .333** | .289** | .206** | .109** | .052** | .223** | .540** | | |
| Q1 Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .006 | .003 | .015 | .007 | .000 | .006 | .002 | .007 | .056 | .313 | .038 | .000 | | |
| Q2 Pearson Correlation | | 1 | .617** | .417** | .507** | .325** | .317** | .386** | .381** | .442** | .435** | .453** | .371** | .315** | .317** | .184 | .298** | .280** | .662** |
| Q2 Sig. (2-tailed) | | | .000 | .000 | .000 | .002 | .003 | .000 | .000 | .000 | .000 | .000 | .000 | .003 | .003 | .088 | .005 | .009 | .000 |
| Q3 Pearson Correlation | | | 1 | .469** | .590** | .396** | .365** | .361** | .477** | .436** | .498** | .436** | .360** | .306** | .243** | .296** | .320** | .310** | .733** |
| Q3 Sig. (2-tailed) | | | | .000 | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 | .001 | .004 | .023 | .002 | .004 | .000 | .000 |
| Q4 Pearson Correlation | | | | 1 | .616** | .439** | .257** | .400** | .265** | .333** | .405** | .357** | .257** | .280** | .267** | .216** | .175 | .272** | .638** |
| Q4 Sig. (2-tailed) | | | | | .000 | .000 | .016 | .000 | .017 | .002 | .000 | .001 | .019 | .009 | .005 | .044 | .105 | .011 | .000 |
| Q5 Pearson Correlation | | | | | 1 | .523** | .397** | .326** | .339** | .368** | .426** | .438** | .337** | .319** | .348** | .230** | .151 | .317** | .699** |
| Q5 Sig. (2-tailed) | | | | | | .000 | .000 | .002 | .001 | .000 | .000 | .000 | .001 | .003 | .001 | .032 | .163 | .003 | .000 |
| Q6 Pearson Correlation | | | | | | 1 | .286** | .365** | .057 | .048 | .225** | .195 | .119 | .111 | .054 | .022 | .096 | .125 | .440** |
| Q6 Sig. (2-tailed) | | | | | | | .007 | .001 | .000 | .000 | .000 | .070 | .271 | .307 | .617 | .843 | .378 | .247 | .000 |
| Q7 Pearson Correlation | | | | | | | 1 | .231** | .312** | .198 | .403** | .179 | .340** | .283** | .167 | .098 | .179 | .155 | .509** |
| Q7 Sig. (2-tailed) | | | | | | | | .032 | .003 | .066 | .000 | .096 | .001 | .008 | .123 | .366 | .096 | .151 | .000 |
| Q8 Pearson Correlation | | | | | | | | 1 | .294** | .216** | .233** | .239** | .275** | .250** | .268** | .211** | .084 | .163 | .513** |
| Q8 Sig. (2-tailed) | | | | | | | | | .008 | .044 | .030 | .026 | .010 | .015 | .007 | .050 | .442 | .131 | .000 |
| Q9 Pearson Correlation | | | | | | | | | 1 | .291** | .527** | .444** | .442** | .340** | .272** | .283** | .263** | .218 | .591** |
| Q9 Sig. (2-tailed) | | | | | | | | | | .006 | .000 | .000 | .000 | .001 | .011 | .008 | .014 | .042 | .000 |
| Q10 Pearson Correlation | | | | | | | | | | 1 | .535** | .422** | .344** | .317** | .241** | .390** | .300** | .359** | .578** |
| Q10 Sig. (2-tailed) | | | | | | | | | | | .000 | .000 | .000 | .001 | .003 | .024 | .000 | .005 | .001 |
| Q11 Pearson Correlation | | | | | | | | | | | 1 | .465** | .433** | .401** | .381** | .399** | .381** | .408** | .696** |
| Q11 Sig. (2-tailed) | | | | | | | | | | | | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| Q12 Pearson Correlation | | | | | | | | | | | | 1 | .508** | .636** | .640** | .575** | .521** | .534** | .756** |
| Q12 Sig. (2-tailed) | | | | | | | | | | | | | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| Q13 Pearson Correlation | | | | | | | | | | | | | 1 | .523** | .479** | .377** | .419** | .333** | .663** |
| Q13 Sig. (2-tailed) | | | | | | | | | | | | | | .000 | .000 | .000 | .000 | .000 | .002 |
| Q14 Pearson Correlation | | | | | | | | | | | | | | 1 | .637** | .463** | .422** | .426** | .661** |
| Q14 Sig. (2-tailed) | | | | | | | | | | | | | | | .000 | .000 | .000 | .000 | .000 |
| Q15 Pearson Correlation | | | | | | | | | | | | | | | 1 | .614** | .423** | .416** | .628** |
| Q15 Sig. (2-tailed) | | | | | | | | | | | | | | | | .000 | .000 | .000 | .000 |
| Q16 Pearson Correlation | | | | | | | | | | | | | | | | 1 | .360** | .393** | .551** |
| Q16 Sig. (2-tailed) | | | | | | | | | | | | | | | | | .001 | .001 | .000 |
| Q17 Pearson Correlation | | | | | | | | | | | | | | | | | 1 | .525** | .529** |
| Q17 Sig. (2-tailed) | | | | | | | | | | | | | | | | | | .000 | .000 |
| Q18 Pearson Correlation | | | | | | | | | | | | | | | | | | 1 | .574** |
| Q18 Sig. (2-tailed) | | | | | | | | | | | | | | | | | | | .000 |
| TOTAL Pearson Correlation | | | | | | | | | | | | | | | | | | | 1 |
| TOTAL Sig. (2-tailed) | | | | | | | | | | | | | | | | | | | |

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

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

UJI VALIDITAS DAN RELIABILITAS *EMPLOYEE WEL-BEING*

| Pertanyaan | r hitung | r tabel | keterangan |
|---------------|----------|---------|------------|
| Pertanyaan 1 | .540 | 0,213 | Valid |
| Pertanyaan 2 | .692 | 0,213 | Valid |
| Pertanyaan 3 | .733 | 0,213 | Valid |
| Pertanyaan 4 | .628 | 0,213 | Valid |
| Pertanyaan 5 | .699 | 0,213 | Valid |
| Pertanyaan 6 | .440 | 0,213 | Valid |
| Pertanyaan 7 | .509 | 0,213 | Valid |
| Pertanyaan 8 | .513 | 0,213 | Valid |
| Pertanyaan 9 | .591 | 0,213 | Valid |
| Pertanyaan 10 | .578 | 0,213 | Valid |
| Pertanyaan 11 | .696 | 0,213 | Valid |
| Pertanyaan 12 | .756 | 0,213 | Valid |
| Pertanyaan 13 | .663 | 0,213 | Valid |
| Pertanyaan 14 | .661 | 0,213 | Valid |
| Pertanyaan 15 | .628 | 0,213 | Valid |
| Pertanyaan 16 | .551 | 0,213 | Valid |
| Pertanyaan 17 | .529 | 0,213 | Valid |
| Pertanyaan 18 | .574 | 0,213 | Valid |

Valid= r hitung > r tabel

Tidak Valid= r hitung < r tabel

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .899 | 18 |

Adapun hasil uji realibilitas kuesioner *career adaptability* menunjukkan nilai *Cronbach's Alpha* 0,899 > 0,60 hal ini berarti **Reliabel**.

Lampiran 8: Surat izin Penelitian



Nomor : DL.04/16/6/17/PLAS/PSDU/REG4-23
Lampiran : 1
Perihal : Persetujuan Izin Penelitian Mahasiswa a.n Farid Firmansyah dan Elviera

Makassar, 16 Juni 2023

Kepada Yth. Universitas Hasanuddin
Jl. Perintis Kemerdekaan Km. 10 Tamalanrea
di
Makassar

1. Menunjuk Surat Wakil Dekan Bidang Akademik dan Kemahasiswaan Nomor : 12637/UN4.6.8/PT.01.04/2023, tanggal 29 Mei 2023 perihal Permohonan Data Penelitian Mahasiswa, dengan ini disampaikan bahwa pada prinsipnya menyetujui pelaksanaan penelitian dibawah ini :

| NO | STAMBUK | NAMA MAHASISWA | JURUSAN |
|----|------------|-------------------------------|-----------|
| 1 | C021191003 | Farid Firmansyah | Psikologi |
| 2 | C021191049 | Elviera Putri Damayanti Munir | Psikologi |

2. Tersebut butir 1 (satu) 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 Mengingat situasi dan kondisi saat ini sebaiknya dilakukan;
 - c. Agar menyerahkan 1 (satu) soft copy penelitian ke Dept. Layanan SDM Regional 4 PT Pelabuhan Indonesia;
 - d. Untuk lebih lanjut dapat menghubungi narahubung Ibu. Mega Warssi No. Hp 081241994608
3. Demikian disampaikan, atas perhatiannya kami mengucapkan terima kasih.

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



**BASRI ALAM
NIP. 101891**





KEMENTERIAN PENDIDIKAN, KEBUDAYAAN,
RISET DAN TEKNOLOGI
UNIVERSITAS HASANUDDIN
FAKULTAS KEDOKTERAN
PROGRAM STUDI PSIKOLOGI

Jl. Perintis Kemerdekaan Kampus Tamalanrea Km. 10 Makassar 90245 Telp. 586010, 586296 (0411) 586200 pswt. 2767
Fax. 586297. Email : psikologifk@unhas.ac.id

Nomor : 12637/UN4.6.8/PT.01.04/2023
Lampiran : 1 rangkap Proposal Skripsi
Perihal : Permohonan Izin Penelitian

29 Mei 2023

Yth. PT. Pelabuhan Indonesia (Persero Regional IV) Kota Makassar.

Di -

Tempat

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

1. Nama : Farid Firmansyah
NIM : C021191003
HP : 082333396653
2. Nama : Elviera Putri Damayanti Munir
NIM : C021191049
HP : 082248200811

bermaksud melakukan Pengambilan data penelitian dalam rangka penulisan Skripsi mengenai "**Kontribusi Career adaptability dan Work Engagement terhadap Employee Well-Being Karyawan di PT. Pelabuhan Indonesia (Persero Regional IV) Kota Makassar.**".

Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan untuk memberikan izin kepada yang bersangkutan untuk melakukan Pengambilan Data awal penelitian di PT. Pelabuhan Indonesia (Persero Regional IV) Kota Makassar dalam kurun waktu Juni - juli 2023.

Atas perkenan dan kerjasamanya diucapkan terima kasih.

Tembusan :

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



Dr. Ichlis Nanang Afandi, M.A
NIP. 19810725 201012 1 004