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LAMPIRAN

Lampiran 1

BIODATA

Identita Diri

Nama : Nasya Tia Ajrina
Tempat, Tanggal Lahir : Jakarta, 2 Desember 2001
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Riwayat Pendidikan

2006 – 2007 : TK Aisyiyah Bustanul Athfal
2007 – 2013 : SD Negeri Mamajang II, Makassar
2013 – 2016 : SMP Islam Athirah 1, Makassar
2016 – 2019 : SMA Islam Athirah 1, Makassar

Demikian data ini dibuat dengan sebenarnya.

Makassar, 12 September 2024

Nasya Tia Ajrina

Lampiran 2

KUESIONER PENELITIAN

A. IDENTITAS RESPONDEN

Nama :
Jenis Kelamin :
Usia/Umur :
Pendidikan Terakhir :
Masa Kerja :
Jabatan :

B. PETUNJUK PENGISIAN

1. Bacalah sejumlah pertanyaan dibawah ini dengan teliti.
2. Anda dimohon untuk memberikan jawaban dengan keadaan anda secara objektif dengan memilih salah satu kriteria untuk setiap pernyataan yang menurut anda paling tepat
3. Skor yang diberikan tidak mengandung nilai jawaban benar-salah melainkan menunjukkan kesesuaian penilaian anda terhadap isi setiap pernyataan.
4. Pilihan jawaban yang tersedia adalah:
 - STS : Sangat Tidak Setuju
 - TS : Tidak Setuju
 - N : Netral
 - S : Setuju
 - SS : Sangat Setuju
5. Dimohon dalam memberikan penilaian tidak ada pernyataan yang terlewatkan.
6. Hasil penelitian ini hanya untuk kepentingan akademik saja, identitas dari anda akan dirahasiakan dan hanya diketahui untuk peneliti saja. Hasil penelitian ini tidak akan ada pengaruhnya terhadap status anda sebagai pegawai

C. DAFTAR PERNYATAAN

| No | Pernyataan | Jawaban | | | | |
|---------------------------|--|---------|----|---|---|----|
| | | STS | TS | N | S | SS |
| Beban Kerja (X) | | | | | | |
| 1 | Saya sering kali harus menangani banyak tugas secara bersamaan | | | | | |
| 2 | Pekerjaan yang saya dapatkan termasuk rumit | | | | | |
| 3 | Saya sering merasa terburu-buru dalam menyelesaikan pekerjaan | | | | | |
| 4 | Sering terjadi interupsi selama jam kerja seperti rapat yang tak terjadwal | | | | | |
| 5 | Saya sering bekerja lembur untuk menyelesaikan tugas saya | | | | | |
| Kepuasan Kerja (Z) | | | | | | |
| 6 | Saya menerima apresiasi atas kerja keras saya dari atasan | | | | | |
| 7 | Saya merasa gaji saya sebanding dengan pekerjaan dan tanggung jawab saya | | | | | |
| 8 | Saya merasa lingkungan kerja saya nyaman dan mendukung produktivitas | | | | | |
| 9 | Saya puas dengan peluang pengembangan diri (Misalnya pelatihan dan pengembangan keterampilan) di tempat kerja saya | | | | | |
| 10 | Saya merasa puas dengan peluang promosi yang tersedia | | | | | |
| Kinerja (Y) | | | | | | |
| 11 | Saya secara konsisten mencapai kualitas hasil kerja yang diharapkan oleh perusahaan | | | | | |
| 12 | Saya selalu menyelesaikan tugas dalam jumlah yang diharapkan dalam tenggat waktu yang ditentukan | | | | | |
| 13 | Saya memahami tugas dan tanggung jawab bidang pekerjaan saya | | | | | |
| 14 | Saya secara aktif berkontribusi dalam diskusi tim dan proyek bersama | | | | | |
| 15 | Saya selalu hadir dan tepat waktu di tempat kerja | | | | | |
| 16 | Saya secara proaktif mencari cara untuk meningkatkan efisiensi dan efektivitas pekerjaan saya | | | | | |

Lampiran 3

PENGUJIAN DATA SMARTPLS

PLS Algorithm

Outer Loading

| | X | Y | Z |
|----|-------|-------|-------|
| X1 | 0,817 | | |
| X2 | 0,888 | | |
| X3 | 0,825 | | |
| X4 | 0,733 | | |
| X5 | 0,800 | | |
| Y1 | | 0,664 | |
| Y2 | | 0,695 | |
| Y3 | | 0,767 | |
| Y4 | | 0,711 | |
| Y5 | | 0,758 | |
| Y6 | | 0,692 | |
| Z1 | | | 0,733 |
| Z2 | | | 0,691 |
| Z3 | | | 0,763 |
| Z4 | | | 0,772 |
| Z5 | | | 0,789 |

R Square

| | R Square | R Square Adjusted |
|---|----------|-------------------|
| Y | 0,682 | 0,676 |
| Z | 0,061 | 0,052 |

f Square

| | X | Y | Z |
|---|---|-------|-------|
| X | | 0,047 | 0,065 |
| Y | | | |
| Z | | 1,825 | |

Construct Reliability and Validity

| | Cronbach's Alpha | rho_A | Composite Reliability | Average Variance Extracted (AVE) |
|----------|-------------------------|--------------|------------------------------|---|
| X | 0,882 | 0,916 | 0,907 | 0,663 |
| Y | 0,808 | 0,810 | 0,863 | 0,512 |
| Z | 0,806 | 0,811 | 0,865 | 0,563 |

Cross Loadings

| | X | Y | Z |
|-----------|----------|----------|----------|
| X1 | 0,817 | -0,263 | -0,252 |
| X2 | 0,888 | -0,318 | -0,276 |
| X3 | 0,825 | -0,286 | -0,192 |
| X4 | 0,733 | -0,095 | -0,010 |
| X5 | 0,800 | -0,210 | -0,088 |
| Y1 | -0,264 | 0,664 | 0,569 |
| Y2 | -0,201 | 0,695 | 0,578 |
| Y3 | -0,217 | 0,767 | 0,604 |
| Y4 | -0,246 | 0,711 | 0,517 |
| Y5 | -0,261 | 0,758 | 0,630 |
| Y6 | -0,188 | 0,692 | 0,598 |
| Z1 | -0,221 | 0,643 | 0,733 |
| Z2 | -0,132 | 0,504 | 0,691 |
| Z3 | -0,151 | 0,617 | 0,763 |
| Z4 | -0,279 | 0,642 | 0,772 |
| Z5 | -0,127 | 0,641 | 0,789 |

Bootstrapping

Path Coefficients

| | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics (O/STDEV) | P Values |
|--------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| X -> Y | -0,127 | -0,127 | 0,062 | 2,025 | 0,043 |
| X -> Z | -0,247 | -0,276 | 0,071 | 3,458 | 0,001 |
| Z -> Y | 0,786 | 0,790 | 0,040 | 19,519 | 0,000 |

Specific Indirect Effects

| | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics (O/STDEV) | P Values |
|-------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| X -> Z -> Y | -0,194 | -0,218 | 0,058 | 3,373 | 0,001 |

Blindfolding

Construct Crossvalidated Redundancy

| | SSO | SSE | Q ² (=1-SSE/SSO) |
|---|---------|---------|-----------------------------|
| X | 515,000 | 515,000 | |
| Y | 618,000 | 409,620 | 0,337 |
| Z | 515,000 | 498,807 | 0,031 |

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