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LAMPIRAN

Lampiran 1: Biodata**BIODATA****Identitas Diri**

Nama : Grace Febricha
Tempat, Tanggal Lahir : Makassar, 27 Februari 2003
Jenis Kelamin : Perempuan
Alamat Rumah : BTN TNI AL BLOK B.7 NO.4
Telepon Rumah dan Hp : 085343889281
Alamat E-mail : gracefebricha@gmail.com

Riwayat Pendidikan

Pendidikan Formal

1. SD Frater Bhakti Luhur (2008-2017)
2. SMP Negeri 35 Makassar (2017-2017)
3. SMA Negeri 21 Makassar (2017-2020)

Pendidikan Informal

1. Latihan Kepemimpinan Pemuda Dasar PPGT Jemaat Biring Romang (2018)
2. Latihan Kepemimpinan Pemuda Lanjutan PPGT Klasis Makassar Timur (2021)

Pengalaman Organisasi

1. Bendahara CRISMAS SMA Negeri 21 Makassar (2019-2020)
2. Wakil Sekretaris PPGT Jemaat Biring Romang (2020-2022)
3. Koordinator Bidang Sumber Daya Manusia PPGT Jemaat Biring Romang (2022-2024)

Demikian Data Ini dibuat dengan sebenar-benarnya.

Makassar, 03 Juni 2024



Grace Febricha

Lampiran 2: Penelitian terdahulu

No.	Penulis	Judul	Variabel Penelitian	Hasil Penelitian
1	Fitriani., Shofia Amin., Besse Wediawati (2022)	Pengaruh Dukungan Organisasi Terhadap Kinerja Karyawan Melalui Keterikatan Karyawan sebagai Mediator (Studi pada Balai Perikanan Budidaya Air Tawar Sungai Gelam)	X : Dukungan organisasi XM : Keterikatan karyawan Y : Kinerja karyawan	Dukungan organisasi berpengaruh negatif dan tidak signifikan terhadap kinerja karyawan.
2	Pratama Junius Hapis (2022)	Pengaruh Persepsi Dukungan Organisasi dan Kualitas Kehidupan Kerja Terhadap Kinerja Karyawan Pada PT <i>Great Giant Pineapple</i> Lampung Tengah	X1 : Persepsi Dukungan Organisasi X2 : Kualitas kehidupan kerja Y : Kinerja karyawan	Persepsi dukungan organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan.
3	Denta Umihastanti., Agus Frianto (2022)	Pengaruh Dukungan Organisasi dan Employee Engagement Terhadap Kinerja Pegawai Badan Kepegawaian Daerah	X1 : Dukungan organisasi X2 : <i>Employee Engagement</i> Y : Kinerja karyawan	Dukungan organisasi dan <i>Employee Engagement</i> berpengaruh positif dan signifikan terhadap kinerja pegawai.

4	Septi Diana., Agus Frianto (2021)	Pengaruh <i>Perceived Support Organization</i> dan <i>Employee Engagement</i> Terhadap Kinerja Karyawan	X1 : <i>Perceived Organizational Support</i> X2 : <i>Employee Engagement</i> Y : Kinerja karyawan	<i>Perceived Organizational Support</i> tidak berpengaruh terhadap kinerja karyawan dan <i>Employee Engagement</i> berpengaruh signifikan terhadap kinerja karyawan.
5	Ardinal Djalil., Wiara Sanchia Grafita Ryana Devi., Indriana Damaianti (2021)	Pengaruh Gaya Kepemimpinan dan <i>Employee Engagement</i> Terhadap Kinerja Karyawan (Studi pada Karyawan bagian produksi PT Daya Anugrah Mandiri)	X1 : Gaya kepemimpinan X2 : <i>Employee Engagement</i> Y : Kinerja karyawan	Gaya kepemimpinan dan <i>Employee Engagement</i> berpengaruh positif terhadap kinerja karyawan.
6	Afdilki (2020)	Pengaruh <i>Perceived Support Organization</i> (Persepsi Dukungan Organisasi) Terhadap Kinerja Pegawai Pada Dinas Kependudukan dan Pencatatan Sipil Kota Pekanbaru	X : <i>Perceived Organizational Support</i> Y : Kinerja karyawan	Persepsi dukungan organisasi (<i>Perceived Organizational Support</i>) berpengaruh positif dan signifikan terhadap kinerja pegawai pada dinas kependudukan dan pencatatan sipil kota pekanbaru.

7	Chen at al. (2019)	<i>The Impact of Organizational Support on Employee Performance</i>	X : <i>Organizational Support</i> Y : <i>Employee Performance</i>	Hasil penelitian menunjukkan bahwa dukungan organisasi memiliki pengaruh yang signifikan dan positif terhadap kinerja karyawan.
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Lampiran 3: Hasil Olah Data SPSS

5.1 Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Perceived Organizational Support	88	21	30	25,01	2,125
Employee Engagement	88	9	15	12,19	1,429
Kinerja Karyawan	88	17	25	21,45	1,761
Valid N (listwise)	88				

5.2 Uji Validitas

5.2.1 Perceived Organizational Support (X₁)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Perceived Organizational Support
X1.1	Pearson Correlation	1	,332**	,075	,037	,206	,266*	,528**
	Sig. (2-tailed)		,002	,486	,734	,054	,012	,000
	N	88	88	88	88	88	88	88
X1.2	Pearson Correlation	,332**	1	,190	,228*	,316**	,308**	,655**
	Sig. (2-tailed)	,002		,076	,033	,003	,003	,000
	N	88	88	88	88	88	88	88

X1.3	Pearson Correlation	,075	,190	1	,275**	,289**	,145	,525**
	Sig. (2-tailed)	,486	,076		,010	,006	,178	,000
	N	88	88	88	88	88	88	88
X1.4	Pearson Correlation	,037	,228*	,275**	1	,290**	,223*	,585**
	Sig. (2-tailed)	,734	,033	,010		,006	,037	,000
	N	88	88	88	88	88	88	88
X1.5	Pearson Correlation	,206	,316**	,289**	,290**	1	,320**	,676**
	Sig. (2-tailed)	,054	,003	,006	,006		,002	,000
	N	88	88	88	88	88	88	88
X1.6	Pearson Correlation	,266*	,308**	,145	,223*	,320**	1	,634**
	Sig. (2-tailed)	,012	,003	,178	,037	,002		,000
	N	88	88	88	88	88	88	88
Perceived Organizational Support	Pearson Correlation	,528**	,655**	,525**	,585**	,676**	,634**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	88	88	88	88	88	88	88

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

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

5.2.2 Employee Engagement (X₂)

Correlations

		X2.1	X2.2	X2.3	Employee Engagement
X2.1	Pearson Correlation	1	,371**	,423**	,789**
	Sig. (2-tailed)		,000	,000	,000
	N	88	88	88	88
X2.2	Pearson Correlation	,371**	1	,290**	,742**
	Sig. (2-tailed)	,000		,006	,000
	N	88	88	88	88
X2.3	Pearson Correlation	,423**	,290**	1	,742**
	Sig. (2-tailed)	,000	,006		,000
	N	88	88	88	88
Employee Engagement	Pearson Correlation	,789**	,742**	,742**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	88	88	88	88

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

5.2.3 Kinerja (Y)

Correlations

		Y1	Y2	Y3	Y4	Y5	Kinerja Karyawan
Y1	Pearson Correlation	1	,311**	,202	,353**	,393**	,729**
	Sig. (2-tailed)		,003	,059	,001	,000	,000
	N	88	88	88	88	88	88
Y2	Pearson Correlation	,311**	1	-,039	,285**	,184	,544**
	Sig. (2-tailed)	,003		,717	,007	,087	,000
	N	88	88	88	88	88	88
Y3	Pearson Correlation	,202	-,039	1	,193	,152	,499**
	Sig. (2-tailed)	,059	,717		,071	,157	,000
	N	88	88	88	88	88	88
Y4	Pearson Correlation	,353**	,285**	,193	1	,399**	,708**
	Sig. (2-tailed)	,001	,007	,071		,000	,000
	N	88	88	88	88	88	88
Y5	Pearson Correlation	,393**	,184	,152	,399**	1	,660**
	Sig. (2-tailed)	,000	,087	,157	,000		,000
	N	88	88	88	88	88	88

Kinerja Karyawan	Pearson Correlation	,729**	,544**	,499**	,708**	,660**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	88	88	88	88	88	88

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

5.3 Uji Reliabilitas

5.1.1 *Perceived Organizational Support (X₁)*

Reliability Statistics

Cronbach's Alpha	N of Items
,647	6

5.1.2 *Employee Engagement (X₂)*

Reliability Statistics

Cronbach's Alpha	N of Items
,628	3

5.1.3 *Kinerja (Y)*

Reliability Statistics

Cronbach's Alpha	N of Items
,614	5

5.4 Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		88
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,28682240
Most Extreme Differences	Absolute	,057
	Positive	,057
	Negative	-,038
Test Statistic		,057
Asymp. Sig. (2-tailed)		,200 ^{c,d}

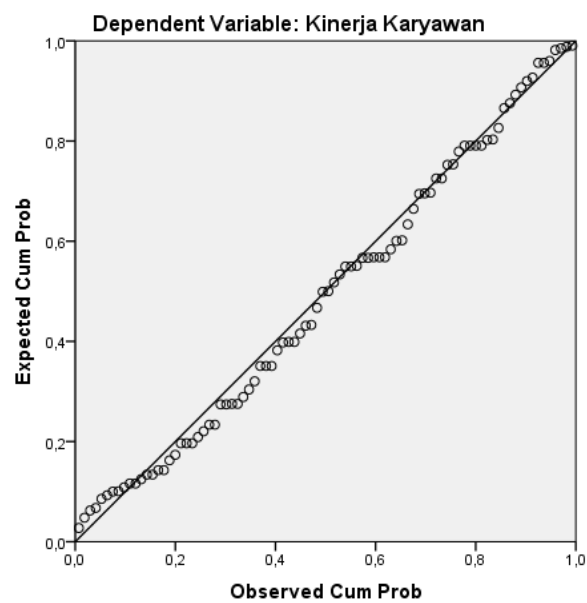
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Normal P-P Plot of Regression Standardized Residual



5.5 Uji Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	8,433	1,683		5,010	,000		
Perceived Organizational Support	,222	,079	,268	2,817	,006	,696	1,438
Employee Engagement	,613	,117	,497	5,235	,000	,696	1,438

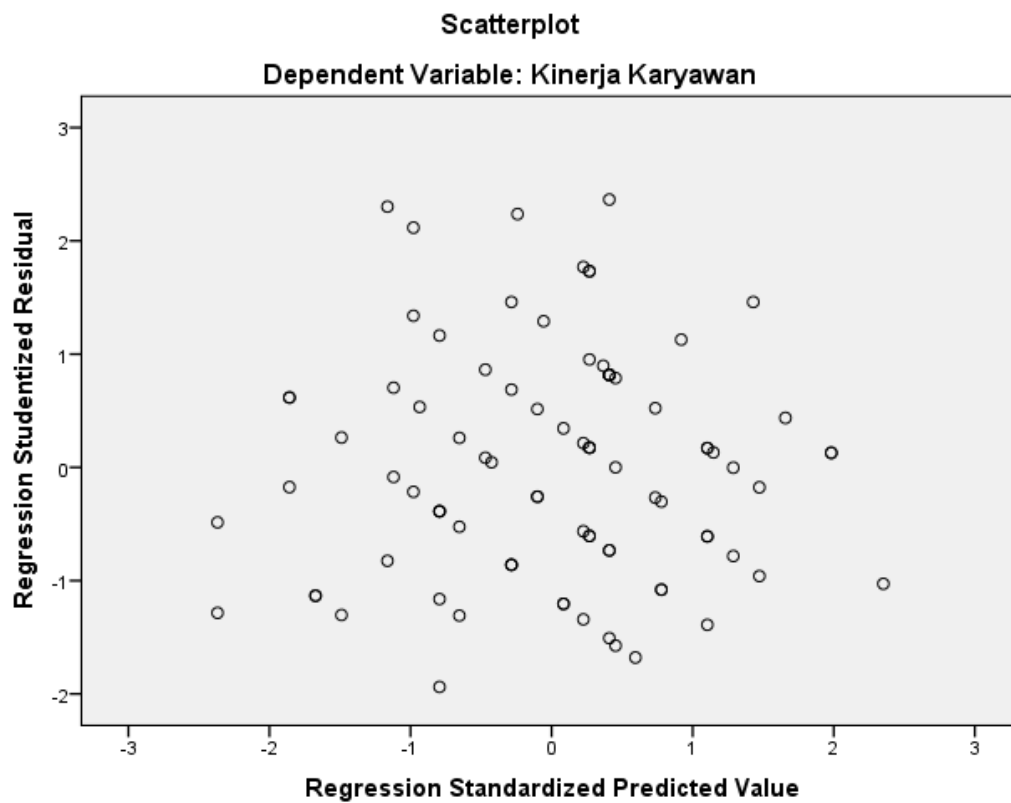
a. Dependent Variable: Kinerja Karyawan

5.6 Uji Heteroskedastisitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,101	,965		2,178	,032
Perceived Organizational Support	-,031	,045	-,087	-,677	,500
Employee Engagement	-,024	,067	-,046	-,357	,722

a. Dependent Variable: Abs_RES



5.7 Uji Hipotesis

5.7.1 Analisis Regresi Berganda

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8,433	1,683		5,010	,000
Perceived Organizational Support	,222	,079	,268	2,817	,006
Employee Engagement	,613	,117	,497	5,235	,000

a. Dependent Variable: Kinerja Karyawan

$$Y = 8,433 + 0,222X_1 + 0,613X_2 + e$$

5.7.2 Uji T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8,433	1,683		5,010	,000
Perceived Organizational Support	,222	,079	,268	2,817	,006
Employee Engagement	,613	,117	,497	5,235	,000

a. Dependent Variable: Kinerja Karyawan

5.7.3 Uji Koefisien Determinasi (Uji R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,683 ^a	,466	,454	1,302

a. Predictors: (Constant), Employee Engagement, Perceived Organizational Support