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LAMPIRAN

Lampiran 1. Skala Penelitian

KUESIONER PENELITIAN

JIHAN CHAIRUNNISA

PROGRAM STUDI PSIKOLOGI
FAKULTAS KEDOKTERAN
UNIVERSITAS HASANUDDIN

LEMBAR PERSETUJUAN

Saya, yang bertanda tangan dibawah ini:

Nama/Inisial :

Jenis Kelamin : Laki-laki/Perempuan (*Coret yang tidak perlu)

Usia : Tahun

Departement/Section :

Lama Bekerja : Tahun

Status Pernikahan : Belum Menikah / Menikah (*Coret yang tidak perlu)

Nomor Handphone :

Menyatakan bahwa saya bersedia menjadi responden dalam penelitian ini dan mengikuti prosedur serta aturan selama penelitian berlangsung. 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: Baca dan pahami baik-baik setiap pernyataan dibawah ini dengan seksama. Berilah tanda silang (x) atau ceklis (v) pada pilihan yang paling sesuai dengan diri Anda seperti contoh di bawah ini:

TSS	SS X	KK	CS	S

Setiap pernyataan disediakan empat (5) alternatif jawaban, yaitu:

TSS	**:**	Tidak Sama Sekali	**CS**	**:**	Cukup Sering
SS	**:**	Sesekali	**S**	**:**	Sering
KK	**:**	Kadang-kadang			

1. Saya mencari cara yang lebih efektif untuk membantu saya dalam melakukan pekerjaan.
2. Saya merancang suatu prosedur kerja di area kerja saya.
3. Saya melakukan pekerjaan sesuai apa yang di perintahkan.
4. Saya menemukan cara baru dengan memanfaatkan sumber daya yang ada untuk membantu melakukan pekerjaan.
5. Saya berperilaku sesuai dengan adat istiadat, norma, dan nilai-nilai yang ada di tempat kerja.
6. Saya berkomunikasi dengan baik dengan orang-orang dari berbagai latar belakang di tempat kerja.
7. Di tempat kerja, saya mampu menggunakan alat kerja yang baru.
8. Saya merupakan orang yang *up to date* terkait informasi-informasi yang ada di tempat kerja.
9. Saya dapat menyesuaikan diri dengan prosedur kerja baru yang ada di perusahaan dengan cepat.
10. Saya memiliki hubungan yang baik dengan orang-orang dari divisi lainnya.
11. Saya dapat mengerjakan beberapa proyek sekaligus.
12. Saya mudah frustasi dan stress jika terjadi perubahan di tempat kerja.

13. Saya suka mengubah cara lama dalam melakukan pekerjaan.
14. Saya mampu tetap tenang ketika menghadapi keadaan yang sulit.
15. Saya dapat menyelesaikan pekerjaan saya secara efisien dalam situasi yang sulit atau stress sekalipun.
16. Saya dapat bekerja dengan baik saat dihadapi dengan beban kerja atau jadwal kerja yang sempit (*deadline*).
17. Saya mengambil tindakan alternatif dalam menangani masalah pekerjaan yang mendesak.

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki–Laki	73	63.5	63.5	63.5
	Perempuan	42	36.5	36.5	100.0
	Total	115	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21 - 25	20	17.4	17.4	17.4
	26 - 30	34	29.6	29.6	47.0
	31 - 35	30	26.1	26.1	73.0
	36 - 40	14	12.2	12.2	85.2
	41 - 45	6	5.2	5.2	90.4
	46 - 50	5	4.3	4.3	94.8
	51 - 55	6	5.2	5.2	100.0
	Total	115	100.0	100.0	

Status Pernikahan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Belum Menikah	40	34.8	34.8	34.8
	Menikah	75	65.2	65.2	100.0
	Total	115	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 5	58	50.4	50.4	50.4
	6 - 10	28	24.3	24.3	74.8
	11 - 15	15	13.0	13.0	87.8
	16 - 20	3	2.6	2.6	90.4
	21 - 25	1	.9	.9	91.3
	26 - 30	7	6.1	6.1	97.4
	< 30	3	2.6	2.6	100.0
	Total	115	100.0	100.0	

Lampiran 3. Hasil Uji Validitas Skala *Workforce Agility*

- **Daya Diskriminasi Aitem *Workforce Agility***

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
A1	66.11	62.644	.785	.924
A2	66.29	60.668	.731	.924
A3	66.12	64.551	.512	.929
A4	66.24	60.997	.807	.922
A5	65.96	64.414	.644	.927
A6	65.99	63.513	.749	.925
A7	66.14	61.945	.807	.923
A8	66.23	62.319	.689	.925
A9	66.22	62.438	.801	.923
A10	66.04	63.494	.775	.925
A11	66.50	59.686	.713	.925
A12	68.34	72.351	-.182	.955
A13	66.67	58.596	.738	.924
A14	66.43	61.185	.766	.923
A15	66.44	60.567	.817	.922
A16	66.46	61.154	.779	.923
A17	66.39	60.912	.765	.923

- ***Factor Loadings* Skala *Workforce Agility***

Model fit

			Baseline test			Difference test		
	AIC	**BIC**	**n**	**χ^2**	**df**	**p**	**$\Delta\chi^2$**	**Δdf**	**p**
Model 1			115	337.439	101	< .001	337.439	101	< .001

Note. Model tests based on scaled and shifted test-statistic.

Fit indices

Index	Value
Comparative Fit Index (CFI)	0.995
T-size CFI	0.994

Model fit

	AIC	BIC	n	Baseline test χ^2	df	p	Difference test $\Delta\chi^2$	Δdf	p	
Tucker-Lewis Index (TLI)										0.995
Bentler-Bonett Non-normed Fit Index (NNFI)										0.995
Bentler-Bonett Normed Fit Index (NFI)										0.993
Parsimony Normed Fit Index (PNFI)										0.836
Bollen's Relative Fit Index (RFI)										0.991
Bollen's Incremental Fit Index (IFI)										0.995
Relative Noncentrality Index (RNI)										0.995

Note. T-size CFI is computed for $\alpha = 0.05$. The T-size equivalents of the conventional CFI cut-off values (poor < 0.90 < fair < 0.95 < close) are **poor < 0.82 < fair < 0.888 < close** for model: Model 1.

Other fit measures

Metric	Value
Root mean square error of approximation (RMSEA)	0.124
RMSEA 90% CI lower bound	0.106
RMSEA 90% CI upper bound	0.141
RMSEA p-value	6.888×10^{-11}
T-size RMSEA	0.141
Standardized root mean square residual (SRMR)	0.073
Hoelter's critical N (α = .05)	52.644
Hoelter's critical N (α = .01)	57.383
Goodness of fit index (GFI)	0.993
McDonald fit index (MFI)	0.462
Expected cross validation index (ECVI)	

Note. T-size RMSEA is computed for $\alpha = 0.05$. The T-size equivalents of the conventional RMSEA cut-off values (close < 0.05 < fair < 0.08 < poor) are **close < 0.074 < fair < 0.099 < poor** for model: Model 1.

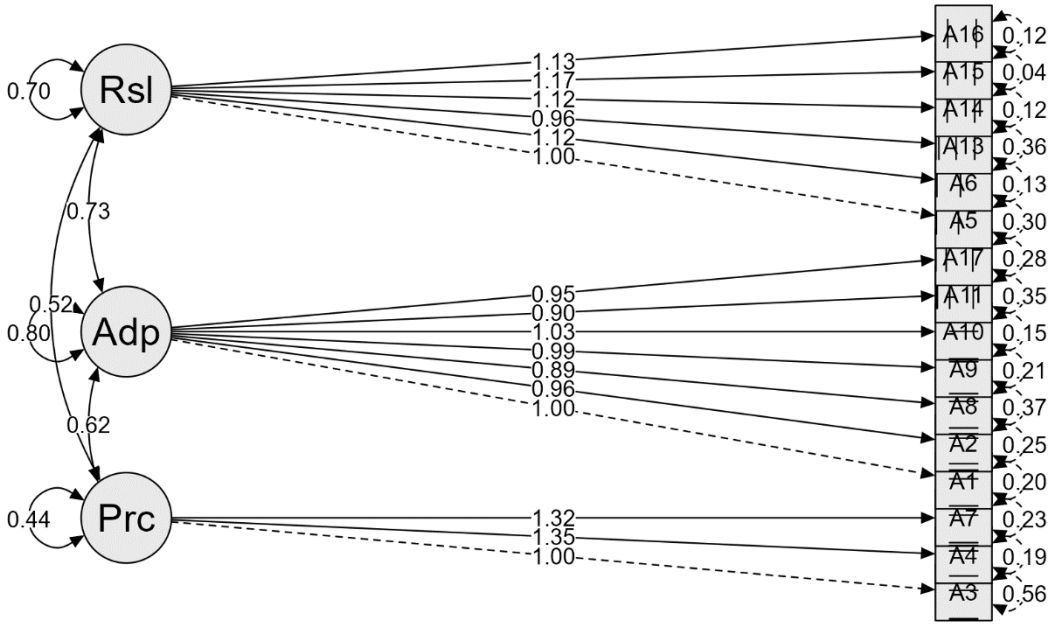
Factor Loadings

				95% Confidence Interval		Standardized

Model fit

AIC	BIC	n	Baseline test χ^2	df	p	Difference test $\Delta\chi^2$	Δdf	p

Latent	Indicator	Estimate	Std. Error	z-value	p	Lower	Upper	All	LV	Endo
Adaptability	A1	1.000	0.000			1.000	1.000	0.897	0.897	0.897
	A2	0.963	0.021	46.766	< .001	0.923	1.004	0.864	0.864	0.864
	A8	0.887	0.020	43.731	< .001	0.847	0.926	0.795	0.795	0.795
	A9	0.989	0.020	48.924	< .001	0.950	1.029	0.887	0.887	0.887
	A10	1.028	0.022	45.805	< .001	0.984	1.072	0.922	0.922	0.922
	A11	0.896	0.020	44.318	< .001	0.856	0.935	0.804	0.804	0.804
	A17	0.948	0.021	45.804	< .001	0.907	0.988	0.850	0.850	0.850
Proactivity	A3	1.000	0.000			1.000	1.000	0.666	0.666	0.666
	A4	1.354	0.038	35.875	< .001	1.280	1.428	0.901	0.901	0.901
	A7	1.321	0.037	35.376	< .001	1.248	1.394	0.880	0.880	0.880
Resilience	A5	1.000	0.000			1.000	1.000	0.834	0.834	0.834
	A6	1.119	0.031	36.586	< .001	1.059	1.179	0.933	0.933	0.933
	A13	0.956	0.026	36.462	< .001	0.905	1.008	0.797	0.797	0.797
	A14	1.123	0.027	41.630	< .001	1.070	1.176	0.937	0.937	0.937
	A15	1.173	0.027	42.957	< .001	1.119	1.226	0.978	0.978	0.978
	A16	1.125	0.027	41.932	< .001	1.073	1.178	0.939	0.939	0.939


Rsl
Adp
Prc
0.70
0.52
0.80
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0.20
0.23
0.19
0.56

Lampiran 4. Hasil Uji Reliabilitas

- **Hasil Uji Reliabilitas Skala *Workforce Agility***

Reliability Statistics

Cronbach's Alpha	N of Items
.955	16

Lampiran 5. Hasil Uji Deskriptif

- ***Workforce Agility***

- Count

		Workforce Agility					
		Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Jenis Kelamin	Laki–Laki	4	18	23	24	4	73
	Perempuan	7	8	13	11	3	42
Total		11	26	36	35	7	115

Crosstab

Count

		Workforce Agility					
		Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Usia	21 - 25	4	7	6	3	0	20
	26 - 30	3	8	14	8	1	34
	31 - 35	3	5	10	11	1	30
	36 - 40	0	4	3	6	1	14
	41 - 45	1	0	1	4	0	6
	46 - 50	0	1	0	1	3	5
	51 - 55	0	1	2	2	1	6
Total		11	26	36	35	7	115

Crosstab

Count

		Workforce Agility					
		Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Masa Kerja	< 5	7	14	21	15	1	58
	6 - 10	3	7	7	9	2	28
	11 - 15	0	2	5	8	0	15
	16 - 20	1	0	1	0	1	3
	21 - 25	0	0	0	0	1	1
	26 - 30	0	2	2	2	1	7
	< 30	0	1	0	1	1	3
Total		11	26	36	35	7	115

Crosstab

Count

		Workforce Agility					
		Sangat Rendah	Rendah	Sedang	Tinggi	Sangat Tinggi	Total
Status Pernikahan	Belum Menikah	8	10	11	10	1	40
	Menikah	3	16	25	25	6	75
Total		11	26	36	35	7	115

Lampiran 6. Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		115
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	8.06725863
Most Extreme Differences	Absolute	.093
	Positive	.093
	Negative	-.072
Test Statistic		.093
Asymp. Sig. (2-tailed)		.016[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 7. Hasil Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
workforce agility * usia	Between Groups	(Combined)	1489.167	6	248.195	3.874	.002
		Linearity	989.796	1	989.796	15.448	.000
		Deviation from Linearity	499.372	5	99.874	1.559	.178
	Within Groups		6919.824	108	64.072		
	Total		8408.991	114			

Lampiran 8. Hasil Uji Hipotesis

Correlations

			workforce agility	usia
Spearman's rho	workforce agility	Correlation Coefficient	1.000	.334**
		Sig. (2-tailed)	.	.000
		N	115	115
	usia	Correlation Coefficient	.334**	1.000
		Sig. (2-tailed)	.000	.
		N	115	115

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