

LAMPIRAN

UJI VALIDITAS VARIABEL KINERJA KARYAWAN

	K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K13	K14	K15	K16	K17	K18	K19	K20	K21	K22	K23	K24	K25	K26	K27	K
K1																												
Pearson		.491**	.589**	.607**	.065	.258	.232	.290	.350*	.350*	.292	.434*	.429**	.211	.363*	.427**	.549**	.067	.102	.050	.393*	.134	.226	.091	.172	.439**	.363*	.604**
Correlation																												
Significance (2-tailed)		.002	.000	.000	.695	.113	.155	.073	.029	.029	.071	.006	.006	.199	.023	.007	.008	.637	.537	.764	.013	.415	.166	.588	.294	.005	.023	.000
N	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39
K2																												
Pearson		.491**	.379**	.373*	.101	.369*	.264	.330*	.472**	.398*	.258	.555**	.488**	.380*	.413**	.485**	.353*	.368*	.492**	.145	.371*	.240	.326*	.104	.046	.327*	.241	.661**
Correlation																												
Significance (2-tailed)		.002	.017	.019	.543	.021	.104	.040	.002	.011	.113	.000	.002	.009	.000	.028	.001	.001	.001	.379	.020	.141	.044	.529	.780	.042	.139	.000

	K 3			K 4		
	Pearson Correlations Sig. (2-tailed)			Pearson Correlations Sig. (2-tailed)		
	.589*	.379*	.1	.607*	.373*	.1
	.442*	.442*	.1	.442*	.442*	.1
	.080	.115	.4884	.115	.115	.4884
	.153	.200	.0008	.200	.200	.0008
	.160	.223	.0003	.223	.223	.0003
	.251	.223	.0003	.251	.251	.0003
	.349*	.229	.0001	.349*	.349*	.0001
	.422*	.008	.0001	.422*	.422*	.0001
	.352*	.008	.0001	.352*	.352*	.0001
	.395*	.003	.0003	.395*	.395*	.0003
	.465*	.003	.0003	.465*	.465*	.0003
	.328*	.002	.0004	.328*	.328*	.0004
	.091	.058	.0003	.091	.091	.0003
	.540*	.000	.0000	.540*	.540*	.0000
	.452*	.004	.0004	.452*	.452*	.0004
	.184	.026	.0002	.184	.184	.0002
	.129	.034	.0004	.129	.129	.0004
	.016	.095	.0002	.016	.016	.0002
	.413*	.009	.0009	.413*	.413*	.0009
	.271	.005	.0009	.271	.271	.0009
	.077	.063	.0003	.077	.077	.0003
	.199	.024	.0004	.199	.199	.0004
	.126	.046	.0004	.126	.126	.0004
	.179	.027	.0005	.179	.179	.0005
	.265	.004	.0004	.265	.265	.0004
	.577*	.000	.0000	.577*	.577*	.0000

	K 5		K 6	
	2-tailed)	Pearson	2-tailed)	Pearson
	N	Correlation	N	Correlation
	39	-.0655	39	.2588
	39	.101	39	.369*
	39	.080	39	.153
	39	.1115	39	.420*
	39	1	39	.405*
	39	.405*	39	1
	39	.188	39	.294
	39	.361*	39	.338*
	39	.422*	39	.384*
	39	.248	39	.158
	39	.272	39	.200
	39	.191	39	.205
	39	.253	39	.531*
	39	.253	39	.328*
	39	.346*	39	.258
	39	-.046	39	.051
	39	-.157	39	.090
	39	.297	39	.284
	39	.171	39	.319*
	39	.169	39	.144
	39	.192	39	.327*
	39	-.016	39	.218
	39	.394*	39	.242
	39	.254	39	.286
	39	.157	39	.242
	39	.110	39	.172
	39	.008	39	.172
	39	.388*	39	.535*

	K 7		K 8	
	Pearson Correlation		Pearson Correlation	
	(2-tailed)	(2-tailed)	(2-tailed)	(2-tailed)
3	39	.232	39	.290
1	39	.264	39	.330*
3	39	.160	39	.251
8	39	.294	39	.465*
1	39	.188	39	.361*
	39	.294	39	.338*
0	39	1	39	.330*
5	39	.330*	39	1
6	39	.325*	39	.584**
6	39	.177	39	.508*
3	39	.109	39	.386*
0	39	.186	39	.680**
1	39	.171	39	.411**
1	39	.380*	39	.504**
2	39	.338*	39	.386*
9	39	.485**	39	.297
5	39	-.100	39	.156
0	39	.146	39	.332*
8	39	.210	39	.097
3	39	.120	39	.305
2	39	.070	39	.313
2	39	-.022	39	.393*
8	39	.120	39	.380*
8	39	-.065	39	.175
8	39	.046	39	.233
5	39	.155	39	.060
5	39	-.018	39	.327*
0	39	.395*	39	.671**

	K 9		K 10	
	Pearson	Sig. (2-tailed)	Pearson	Sig. (2-tailed)
	.350*	.073	.350*	.029
	.472**	.040	.399**	.002
	.349*	.123	.422**	.001
	.497**	.003	.260*	.007
	.422**	.024	.244*	.009
	.384*	.035	.158	.099
	.325*	.040	.177	.099
	.584**	.000	.508**	.000
	1	.000	.338*	.035
	.338*	.001	1	.000
	.637**	.015	.338*	.035
	.491**	.000	.429**	.002
	.622**	.000	.305*	.039
	.524**	.001	.246*	.039
	.556**	.015	.258*	.039
	.375*	.066	.303*	.039
	.100	.342	.190	.039
	.299*	.039	.372**	.039
	.167	.555	.261*	.039
	.145	.059	.145	.039
	.459**	.053	.308*	.039
	.288*	.013	.198*	.039
	.224	.017	.361**	.039
	.149	.287	.149	.039
	.046	.153	.254*	.039
	.104	.719	.190*	.039
	.018	.042	.363**	.039
	.686**	.000	.592**	.000

	K 1 1		K 1 2	
	Pearson Correlations		Pearson Correlations	
	Sig. (2-tailed)	N	Sig. (2-tailed)	N
	.029	39	.071	39
	.012	39	.113	39
	.008	39	.028	39
	.110	39	.187	39
	.128	39	.094	39
	.336	39	.223	39
	.280	39	.509	39
	.001	39	.015	39
	.035	39	.000	39
		39	.035	39
	.035	39	.427	39
	.006	39	.007	39
	.059	39	.002	39
	.131	39	.065	39
	.113	39	.079	39
	.060	39	.048	39
	.246	39	.144	39
	.020	39	.600	39
	.109	39	.723	39
	.379	39	.111	39
	.057	39	.001	39
	.228	39	.407	39
	.024	39	.131	39
	.364	39	.171	39
	.119	39	.285	39
	.246	39	.903	39
	.023	39	.253	39
	.000	39	.253	39
	.000	39	.653	39

K13	Pearson Correlation	Significance (2-tailed)	N	Significance (2-tailed)	N	Pearson Correlation	Significance (2-tailed)	N	Pearson Correlation	Significance (2-tailed)	N
.429**	.006	39	.429**	.006	39	.211*	.006	39	.211*	.006	39
.488**	.000	39	.488**	.000	39	.380**	.000	39	.380**	.000	39
.465**	.001	39	.465**	.001	39	.328*	.001	39	.328*	.001	39
.532**	.000	39	.532**	.000	39	.500**	.000	39	.500**	.000	39
.253	.024	39	.253	.024	39	.253	.024	39	.253	.024	39
.531**	.000	39	.531**	.000	39	.328*	.000	39	.328*	.000	39
.171	.256	39	.171	.256	39	.380**	.001	39	.380**	.001	39
.411**	.000	39	.411**	.000	39	.504**	.000	39	.504**	.000	39
.622**	.000	39	.622**	.000	39	.524**	.000	39	.524**	.000	39
.305	.006	39	.305	.006	39	.244	.006	39	.244	.006	39
.489**	.000	39	.489**	.000	39	.299	.000	39	.299	.000	39
.439**	.000	39	.439**	.000	39	.456**	.000	39	.456**	.000	39
.439**	.000	39	.439**	.000	39	.605**	.000	39	.605**	.000	39
.605**	.000	39	.605**	.000	39	.1	.000	39	.1	.000	39
.557**	.000	39	.557**	.000	39	.477**	.000	39	.477**	.000	39
.422**	.000	39	.422**	.000	39	.500**	.000	39	.500**	.000	39
.443**	.000	39	.443**	.000	39	.053	.000	39	.053	.000	39
.350**	.000	39	.350**	.000	39	.360*	.000	39	.360*	.000	39
.156	.359	39	.156	.359	39	.410*	.000	39	.410*	.000	39
.344*	.006	39	.344*	.006	39	.321*	.006	39	.321*	.006	39
.582**	.000	39	.582**	.000	39	.389**	.000	39	.389**	.000	39
.269	.000	39	.269	.000	39	.458**	.000	39	.458**	.000	39
.433**	.000	39	.433**	.000	39	.299	.000	39	.299	.000	39
.413**	.000	39	.413**	.000	39	.448**	.000	39	.448**	.000	39
.062	.579	39	.062	.579	39	.093	.579	39	.093	.579	39
.193	.120	39	.193	.120	39	.063	.120	39	.063	.120	39
.288**	.000	39	.288**	.000	39	.100	.000	39	.100	.000	39
.776**	.000	39	.776**	.000	39	.682**	.000	39	.682**	.000	39

	K 1 5		K 1 6	
	Pearson	Sig. (2-tailed)	Pearson	Sig. (2-tailed)
	.363*	.023	.427*	.000
	.413*	.009	.485*	.000
	.091	.583	.540*	.000
	.346*	.031	.398*	.000
	.346*	.031	.046	.812
	.258	.112	.051	.805
	.338*	.035	.485*	.000
	.386*	.005	.297	.000
	.556*	.000	.375*	.000
	.258	.113	.303	.000
	.285	.079	.319*	.000
	.446*	.004	.304	.000
	.557*	.000	.422*	.000
	.477*	.002	.500*	.000
	1		.335*	.000
	.335*	.037	1	
	.219	.181	.414*	.000
	.213	.192	.283	.000
	.132	.423	.155	.000
	.103	.532	.179	.000
	.271	.096	.204	.000
	.130	.431	.190	.000
	.311	.054	.149	.000
	.204	.212	.025	.857
	.053	.750	.157	.000
	.242	.138	.032	.832
	.020	.903	.116	.000
	.581*	.000	.544*	.000

K18	Pearson's	(2-tailed)	Significance	N	Pearson's	(2-tailed)	Significance	N
	.0067	.0000	.0000	39	.5499	.0000	.0000	39
	.3684	.0208	.0008	39	.3533	.0028	.0008	39
	.1843	.0044	.0004	39	.4525	.0086	.0004	39
	.2977	.0113	.0011	39	.1157	.3441	.0113	39
	.2844	.0155	.0015	39	.0900	.5845	.0155	39
	.3328	.0042	.0004	39	.1156	.3442	.0042	39
	.2998	.0145	.0014	39	.1000	.5445	.0145	39
	.3728	.0076	.0007	39	.1900	.2446	.0076	39
	.1599	.0065	.0006	39	.0905	.5665	.0065	39
	.3508	.0055	.0005	39	.4433	.0055	.0005	39
	.3600	.0050	.0005	39	.0533	.7500	.0050	39
	.2133	.0111	.0011	39	.2199	.0811	.0111	39
	.2883	.0089	.0009	39	.4144	.0099	.0089	39
	.0223	.8888	.8888	39	1	.0233	.8888	39
	.2991	.0089	.0008	39	.0364	.8298	.0089	39
	.4796	.0064	.0006	39	.0640	.6998	.0064	39
	.2996	.0076	.0007	39	.3000	.0644	.0076	39
	.2322	.0088	.0008	39	.2006	.7788	.0088	39
	.2661	.0099	.0009	39	.1336	.4009	.0099	39
	.1164	.5119	.0011	39	.1007	.5119	.0011	39
	.2164	.0077	.0007	39	.2007	.2007	.0077	39
	.4708	.0077	.0007	39	.2007	.2007	.0077	39
	.0270	.0277	.0002	39	.3555	.0277	.0002	39

	on	Corr	elation	Sig	(2	-	tailed)	N	Pearson	Corr	elation	Sig	(2	-	tailed)	N
	.687				.	2	-	tailed)	39	.102				.	5	-	tailed)	39
	.021				.	0	-	tailed)	39	.492	*			.	0	-	tailed)	39
	.262				.	4	-	tailed)	39	.129				.	4	-	tailed)	39
	.386				.	0	-	tailed)	39	.086				.	6	-	tailed)	39
	.067				.	2	-	tailed)	39	.171				.	2	-	tailed)	39
	.080				.	0	-	tailed)	39	.319	*			.	0	-	tailed)	39
	.375				.	2	-	tailed)	39	.210				.	2	-	tailed)	39
	.039				.	5	-	tailed)	39	.097				.	5	-	tailed)	39
	.065				.	3	-	tailed)	39	.167				.	3	-	tailed)	39
	.020				.	1	-	tailed)	39	.261				.	1	-	tailed)	39
	.600				.	7	-	tailed)	39	.059				.	7	-	tailed)	39
	.335				.	1	-	tailed)	39	.230				.	1	-	tailed)	39
	.029				.	3	-	tailed)	39	.156				.	3	-	tailed)	39
	.024				.	0	-	tailed)	39	.410	*			.	0	-	tailed)	39
	.192				.	4	-	tailed)	39	.132				.	4	-	tailed)	39
	.081				.	3	-	tailed)	39	.155				.	3	-	tailed)	39
	.888				.	0	-	tailed)	39	.036				.	8	-	tailed)	39
	.072				.	2	-	tailed)	39	.291				.	0	-	tailed)	39
	.114				.	0	-	tailed)	39	.009				.	9	-	tailed)	39
*	.002				.	4	-	tailed)	39	.088	*			.	0	-	tailed)	39
	.067				.	0	-	tailed)	39	.310				.	0	-	tailed)	39
	.155				.	3	-	tailed)	39	.155				.	3	-	tailed)	39
	.108				.	0	-	tailed)	39	.466	*			.	0	-	tailed)	39
	.482				.	2	-	tailed)	39	.207				.	2	-	tailed)	39
	.788				.	1	-	tailed)	39	.178				.	1	-	tailed)	39
	.187				.	0	-	tailed)	39	.068				.	6	-	tailed)	39
*	.003				.	4	-	tailed)	39	.228	*			.	0	-	tailed)	39

K 2 0	Pearson Correlations	Sign. (2-tailed)	N	K 2 1	Pearson Correlations	Sign. (2-tailed)
	.050	.764	39	.393*	.013	
	.145	.379	39	.371*	.020	
	.016	.925	39	.413*	.009	
	.083	.616	39	.356*	.026	
	.169	.304	39	.192	.240	
	.144	.333	39	.327*	.042	
	.120	.467	39	.070	.673	
	.305	.059	39	.313	.053	
	.145	.379	39	.459*	.003	
	.145	.379	39	.308	.057	
	.255	.118	39	.494*	.001	
	.066	.689	39	.296	.067	
	.344*	.032	39	.582**	.000	
	.321*	.046	39	.389*	.014	
	.103	.532	39	.271	.096	
	.179	.276	39	.204	.214	
	.064	.698	39	.300	.064	
	.257	.114	39	.479**	.002	
	.009	.958	39	.408**	.010	
	.1		39	.334*	.037	
	.334*	.037	39	.1	.004	
	.313	.053	39	.456**	.004	
	.245	.132	39	.358*	.025	
	.296	.067	39	.540**	.000	
	.312	.053	39	.432**	.006	
	.188	.251	39	.306	.058	
	.226	.167	39	.483**	.002	
	.323*	.045	39	.716**	.000	

K22	N	Pearson Correlation	Significance (2-tailed)	K23	Pearson Correlation	Significance (2-tailed)
	39	.134	.415	39	.226	.166
	39	.240	.141	39	.326	.043
	39	.271	.095	39	.077	.643
	39	.278	.087	39	.292	.071
	39	-.016	.923	39	.394	.013
	39	.218	.182	39	.242	.138
	39	-.022	.892	39	.120	.468
	39	.393*	.013	39	.380	.017
	39	.285	.078	39	.224	.171
	39	.198	.228	39	.361	.024
	39	.137	.407	39	.246	.131
	39	.340*	.034	39	.382	.017
	39	.269	.098	39	.433	.006
	39	.458*	.003	39	.295	.069
	39	.130	.431	39	.311	.054
	39	.190	.246	39	.149	.364
	39	.047	.776	39	.206	.208
	39	.296	.067	39	.232	.155
	39	.310	.055	39	.155	.345
	39	.313	.053	39	.245	.132
	39	.456**	.004	39	.358	.025
	39	1		39	.212	.196
	39	.212	.196	39	1	.182
	39	.279	.086	39	.218	.187
	39	.392*	.014	39	.307	.057
	39	-.116	.483	39	.312	.053
	39	.295	.069	39	.473*	.002
	39	.475*	.002	39	.563*	.000

	K 2 4		K 2 5	
d)	Pearson Correlation Sig. (2-tailed)		Pearson Correlation Sig. (2-tailed)	
	3 9	.091	3 9	.172
	3 9	.104	3 9	.046
	3 9	.199	3 9	.126
	3 9	.168	3 9	.074
	3 9	.254	3 9	.157
	3 9	.286	3 9	.242
	3 9	.065	3 9	.046
	3 9	.175	3 9	.233
	3 9	.149	3 9	.046
	3 9	.149	3 9	.254
	3 9	.224	3 9	.175
	3 9	.207	3 9	.092
	3 9	.413	3 9	.062
	3 9	.448	3 9	.093
	3 9	.204	3 9	.053
	3 9	.025	3 9	.157
	3 9	.136	3 9	.107
	3 9	.261	3 9	.116
	3 9	.466	3 9	.207
	3 9	.296	3 9	.312
	3 9	.540	3 9	.432
	3 9	.279	3 9	.392
	3 9	.218	3 9	.307
	3 9	1	3 9	.358
	3 9	.358	3 9	1
	3 9	.061	3 9	.027
	3 9	.259	3 9	.467
	3 9	.457	3 9	.357
	3 9	.003	3 9	.026

K 26		K 27	
ailed) N	Pearson Correlations Sig. (2-tailed)	ailed) N	Pearson Correlations Sig. (2
39	.4399*	39	.3633*
39	.327*	39	.2441
39	.179	39	.2665
39	.404*	39	.3112
39	.110	39	.008
39	.172	39	.172
39	.155	39	.018
39	.060	39	.327*
39	.104	39	.018
39	.190	39	.3633*
39	.020	39	.1088
39	.253	39	.253
39	.193	39	.286
39	.063	39	.100
39	.242	39	.020
39	.032	39	.116
39	.207	39	.207
39	.044	39	.216
39	.178	39	.068
39	.188	39	.226
39	.306	39	.483*
39	.116	39	.295
39	.312	39	.473*
39	.061	39	.259
39	.027	39	.467*
39	1	39	.394*
39	.394*	39	1
39	.339*	39	.473*
39	.339*	39	.002

K	Pearson	Correlation	Sig.	(2-tailed)	N	.604**	.661**	.577**	.6335*	.388*	.5335*	.395*	.671*	.686**	.599*	.552*	.553*	.676*	.682*	.581*	.544*	.355*	.470*	.422*	.323*	.716**	.475**	.563**	.457**	.357*	.339*	.473*	.1					
						.000	.000	.000	.005	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		
						N	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39

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

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

UJI VALIDITAS VARIABEL *EMPLOYEE ENGAGEMENT*

Correlations

	EE1	EE2	EE3	EE4	EE5	EE6	EE7	EE8	EE9	EE10	EE11	EE12	EE13	EE14	EE15	EE16	EE17	EE
EE1	1	.687*	.431*	.536*	.458*	.445*	.416*	.511*	.553*	.510*	.498*	.384*	.509*	.646*	.589*	.511*	.468*	.755*

E E 2	Sig. (2-tailed)		.000	.006	.000	.003	.005	.008	.001	.000	.001	.006	.000	.000	.000	.001	.003	.000	
	N	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	
E E 3	Pearson Correlation	.687*	1	.499*	.506*	.522*	.400*	.464*	.476*	.508*	.518*	.283	.383*	.522*	.402*	.565*	.525*	.259	.708*
	Sig. (2-tailed)	.000		.001	.001	.001	.012	.003	.002	.001	.008	.016	.000	.001	.000	.001	.001	.112	.000
E E 4	Pearson Correlation	.431*	.499*	1	.441*	.682*	.638*	.571*	.462*	.392*	.358*	.359*	.496*	.454*	.290	.331*	.355*	.681*	
	Sig. (2-tailed)	.006	.001		.005	.000	.000	.000	.003	.004	.005	.005	.001	.004	.007	.003	.009	.000	
E E 5	Pearson Correlation	.536*	.566*	.441*	1	.522*	.446*	.448*	.500*	.409*	.646*	.337*	.277*	.600*	.299*	.548*	.352*	.690*	
	Sig. (2-tailed)	.000	.001	.005		.001	.004	.007	.001	.000	.000	.003	.008	.000	.007	.008	.008	.000	
E E 6	Pearson Correlation	.458*	.522*	.682*	.522*	1	.699*	.522*	.400*	.459*	.546*	.381*	.134*	.366*	.399*	.377*	.492*	.714*	
	Sig. (2-tailed)	.003	.001	.000	.001		.000	.001	.002	.003	.000	.007	.023	.003	.006	.008	.001	.000	
E E 6	Pearson Correlation	.445*	.400*	.638*	.446*	.699*	1	.622*	.555*	.438*	.500*	.442*	.435*	.371*	.151	.159	.415*	.690*	
	Sig. (2-tailed)	.005	.002	.000	.004	.000		.000	.001	.005	.001	.002	.005	.006	.300	.035	.009	.000	
E E 6	Pearson Correlation	.445*	.400*	.638*	.446*	.699*	.622*	1	.555*	.438*	.500*	.442*	.435*	.371*	.151	.159	.415*	.690*	
	Sig. (2-tailed)	.005	.002	.000	.004	.000	.000		.001	.005	.001	.002	.005	.006	.300	.035	.009	.000	
E E 6	Pearson Correlation	.445*	.400*	.638*	.446*	.699*	.622*	.555*	1	.438*	.500*	.442*	.435*	.371*	.151	.159	.415*	.690*	
	Sig. (2-tailed)	.005	.002	.000	.004	.000	.000	.001		.005	.001	.002	.005	.006	.300	.035	.009	.000	

E E 7	Pearson Correlation	.416*	.464*	.571*	.428*	.522*	.626*	1	.758*	.586*	.658*	.520*	.407*	.642*	.334*	.360*	.426*	.517*	.776*
	Sig. (2-tailed)	.008	.003	.000	.007	.001	.000		.000	.000	.000	.001	.000	.000	.003	.002	.007	.001	.000
E E 8	Pearson Correlation	.515*	.476*	.462*	.506*	.490*	.525*	.758*	1	.669*	.566*	.661*	.409*	.599*	.338*	.343*	.569*	.434*	.776*
	Sig. (2-tailed)	.001	.002	.003	.001	.002	.001	.000		.000	.000	.000	.000	.000	.003	.003	.000	.006	.000
E E 9	Pearson Correlation	.553*	.508*	.392*	.409*	.459*	.438*	.586*	1	.644*	.603*	.497*	.529*	.555*	.413*	.663*	.433*	.773*	
	Sig. (2-tailed)	.000	.001	.014	.000	.003	.005	.000		.000	.000	.001	.000	.000	.000	.000	.006	.000	
E E 10	Pearson Correlation	.510*	.518*	.358*	.646*	.546*	.522*	.658*	.644*	1	.498*	.328*	.532*	.341*	.554*	.549*	.642*	.777*	
	Sig. (2-tailed)	.001	.001	.025	.000	.000	.001	.000	.000		.001	.002	.000	.004	.000	.000	.000	.000	
E E 11	Pearson Correlation	.498*	.283	.372*	.336*	.381*	.479*	.520*	.613*	.600*	.498*	.675*	.386*	.521*	.338*	.460*	.490*	.695*	
	Sig. (2-tailed)	.008	.081	.020	.037	.017	.002	.001	.000	.000	.000	.001	.005	.001	.003	.003	.002	.000	
E E 12	Pearson Correlation	.384*	.383*	.359*	.277	.199	.442*	.407*	.409*	.497*	.328*	.675*	1	.513*	.521*	.284	.369*	.353*	.610*
	Sig. (2-tailed)	.001	.001	.000	.037	.017	.002	.001	.000	.000	.000	.001	.000	.001	.001	.005	.003	.002	.000

E E 1 3	Pearson Correlation	.509*	.522*	.4996*	.600*	.364*	.435*	.642*	.5994*	.5229*	.5386*	.5133*	.5111	.4188*	.4066*	.3995*	.3722*	.728*
		Sig. (2-tailed)	.016	.016	.025	.008	.042	.005	.000	.000	.000	.000	.000	.001	.008	.020	.021	.028
E E 1 4	Pearson Correlation	.646*	.402*	.454*	.2992	.432*	.3771*	.3334*	.3338*	.595*	.341*	.521*	.521*	.4188*	.467*	.548*	.412*	.660*
		Sig. (2-tailed)	.000	.011	.004	.071	.006	.023	.007	.005	.000	.004	.001	.001	.008	.003	.000	.009
E E 1 5	Pearson Correlation	.589*	.565*	.2990	.548*	.393*	.1551	.360*	.343*	.413*	.554*	.388*	.284*	.4067*	.13*	.683*	.627*	.658*
		Sig. (2-tailed)	.000	.000	.073	.000	.003	.360	.024	.003	.009	.000	.005	.000	.003	.000	.000	.000
E E 1 6	Pearson Correlation	.511*	.525*	.3331*	.3552*	.377*	.1559	.426*	.569*	.663*	.549*	.460*	.3695*	.548*	.683*	.13*	.509*	.689*
		Sig. (2-tailed)	.011	.011	.039	.028	.035	.369	.007	.000	.000	.000	.003	.001	.000	.000	.000	.000
E E 1 7	Pearson Correlation	.468*	.259	.355*	.380*	.492*	.415*	.517*	.433*	.433*	.622*	.490*	.3572*	.412*	.627*	.509*	.13*	.669*
		Sig. (2-tailed)	.003	.122	.007	.007	.001	.009	.001	.006	.006	.000	.002	.008	.009	.000	.001	.000

E	Pearson	.75	.70	.68	.69	.71	.69	.77	.77	.77	.77	.69	.61	.72	.66	.65	.68	.66	1
E	Correlation	.5*	.8*	.1*	.0*	.4*	.0*	.6*	.6*	.3*	.7*	.5*	.0*	.8*	.0*	.8*	.9*	.9*	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39

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

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

UJI VALIDITAS VARIABEL KEPUASAN KERJA

		KK1	KK2	KK3	KK4	KK
KK1	Pearson Correlation	1	.573**	.506**	.461**	.797**
	Sig. (2-tailed)		.000	.001	.003	.000
	N	39	39	39	39	39
KK2	Pearson Correlation	.573**	1	.556**	.528**	.825**
	Sig. (2-tailed)	.000		.000	.001	.000
	N	39	39	39	39	39
KK3	Pearson Correlation	.506**	.556**	1	.432**	.791**
	Sig. (2-tailed)	.001	.000		.006	.000
	N	39	39	39	39	39
KK4	Pearson Correlation	.461**	.528**	.432**	1	.766**
	Sig. (2-tailed)	.003	.001	.006		.000
	N	39	39	39	39	39
KK	Pearson Correlation	.797**	.825**	.791**	.766**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	39	39	39	39	39

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

UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
DAFTAR PEGAWAI BERDASARKAN STATUS
KEPEGAWAIAN
STATUS : KARYAWAN KONTRAK

No	NAMA	JENIS KELAMIN	UNIT KERJA
1	Budi Nugroho, S.IP.	Laki-Laki	Divisi Pengembangan Penelitian
2	RM Dimas Widiarto SW, SH	Laki-Laki	Lembaga Pengembangan Kemahasiswaan dan Alumni
3	Lasa HS., Drs., M.Si.	Laki-Laki	UPT Perpustakaan
4	Listiyaningsih, S.Kom.	Perempuan	Biro Sistem Informasi
5	Reza Yusuf Haryono	Laki-Laki	Biro Sistem Informasi
6	Muklasin	Laki-Laki	Biro Sistem Informasi
7	Astari Wibawanti, S.H.	Perempuan	Biro Hukum
8	Ahmad Syaifudin, A.Md.	Laki-Laki	Teknik Elektromedik
9	Wisnu Kusuma Wardana, A.Md.	Laki-Laki	Teknik Elektromedik
10	Tiar Prilian, A.Md	Laki-Laki	Teknik Elektromedik
11	Khabib Abdullah	Laki-Laki	Teknik Mesin Otomotif dan Manufaktur
12	Arda Putri Winata, S.IP., M.A.	Perempuan	UPT Perpustakaan
13	Yuliana Rahmawati.A.Md	Perempuan	UPT Perpustakaan
14	Muhammad Jubaidi, S.IP.	Laki-Laki	UPT Perpustakaan
15	Eko Kurniawan, S.IP.	Laki-Laki	UPT Perpustakaan
16	Anhar Wahyu Cahya Putra,S.E	Laki-Laki	Biro Sistem Informasi
17	Mustarifin Muhtar, S.Kom.	Laki-Laki	Biro Sistem Informasi
18	Kahpi Yanur	Laki-Laki	Fakultas Teknik
19	Ir. Iman Basuki	Laki-Laki	Fakultas Teknik
20	Endra Aji Setyawan	Laki-Laki	Teknik Sipil
21	Apriana Daru Prabowo Wati, S.H	Perempuan	Biro Sumberdaya Manusia
22	Yustitia Agil Reswari, S.E.	Perempuan	Biro Sumberdaya Manusia
23	Nastiti Trisnowati, S.S	Perempuan	Biro Sumberdaya Manusia
24	Adi Syairul Alim	Laki-Laki	Ilmu Komunikasi
25	Ulil Amri	Laki-Laki	Teknik Mesin Otomotif dan Manufaktur
26	Jasmine Alvinia Savitri	Perempuan	Biro Kerjasama
27	Farkhan Hasani	Laki-Laki	Lembaga Pengkajian dan Pengamalan Islam
28	Naseha Elkarima, S.H.	Perempuan	Biro Sumberdaya Manusia
29	Eko Sumanjaya	Laki-Laki	Biro Kerjasama
30	M. Hazyar Arumbinang	Laki-Laki	Biro Kerjasama
31	Nur Hasyim Latif	Laki-Laki	UPT Perpustakaan
32	Muhammad Erdiansyah Cholid Anjali	Laki-Laki	UPT Perpustakaan
33	Ahdi Kurniawan	Laki-Laki	Teknik Elektro

34	Meidana Wahyu Pratama	Laki-Laki	Biro Sistem Informasi
35	lilis Kurniasari	Perempuan	Teknik Informatika
36	Adrian Nurfatoni	Laki-Laki	Biro Sumberdaya Keuangan
37	Dyah Wahyu Prihandari, S.E.	Perempuan	Biro Sumberdaya Manusia
38	Muhammad Syafii Nurhasanal, S.Pd.I.	Laki-Laki	Biro Sumberdaya Keuangan
39	Embyan Suharsana	Laki-Laki	Biro Sumberdaya Manusia
40	Sukirno	Laki-Laki	Fakultas Pertanian
41	Muhammad Ma'rifatullah Katiga Putra	Laki-Laki	Biro Sistem Informasi
42	Arif Hadianto	Laki-Laki	Biro Sistem Informasi
43	Muh. Chabib Nurrohman	Laki-Laki	Biro Sistem Informasi
44	Siti Wijayati	Perempuan	Ilmu Komunikasi
45	Riza Kurniawan, S.Kom.	Laki-Laki	Biro Sistem Informasi
46	Endip Yus Fauzi	Laki-Laki	Biro Sistem Informasi

Kepada

Yth. Bapak/Ibu/Sdr. Responden

Di Tempat

Assalamualaikum Wr.Wb.

Saya yang bernama Joneka Saputra, Mahasiswa tingkat akhir Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Yogyakarta, sedang mengadakan penelitian di Universitas Muhammadiyah Yogyakarta dalam rangka penyelesaian skripsi. Penelitian saya berjudul “Pengaruh *employee engagement* (keterikatan karyawan) dan kepuasan kerja terhadap kinerja karyawan” serta besar harapan saya agar Bapak/Ibu/Sdr/I dapat meluangkan waktu untuk mengisi kuesioner penelitian ini

Penelitian ini diharapkan memberikan manfaat dan untuk itu dimohon kesediaan Bapak/Ibu/Sdr/I untuk mengisi/Menjawab Kuesioner ini dengan sejujur-jujurnya. Jawaban yang diberikan akan dijamin kerahasiannya dan hanya akan dipergunakan untuk keperluan penelitian semata.

Atas kerjasama yang baik dan kesungguhan Bapak/Ibu/Sdr dalam mengisi kuesioner ini, diucapkan trimakasih.

Wassalamu’alaikum Wr.Wb.

Hormat Saya

Joneka Saputra

**KUESIONER PENGARUH EMPLOYEE ENGAGEMENT
(KETERIKATAN KARYAWAN) DAN KEPUASAN KERJA TERHADAP
KINERJA KARYAWAN.**

A. Karakteristik Responden

Nama : (Boleh tidak di isi)

Jenis Kelamin : Laki-Laki
Perempuan

Usia : Tahun

Status Pernikahan : Belum Menikah
Sudah Menikah
Janda/Duda

Pendidikan Terakhir : SMU Sederajat
Diploma
Sarjana S1
Master (S2)

Lama Kerja :

B. Petunjuk Pengisian

1. Jawablah setiap pertanyaan sesuai dengan pendapat anda
2. Pilihlah jawaban dengan memberi tanda *checklist* (✓) pada salah satu jawaban yang paling sesuai menurut anda.

Menggunakan Skala penilaian 5 angka :

1 = Sangat Tidak Setuju

2 = Tidak Setuju

3 = Netral

4 = Setuju

5 = Sangat Setuju

A. KINERJA

No	Pernyataan	1	2	3	4	5
1	Saya mengatur rencana pekerjaan saya sehingga selesai tepat waktu.					
2	Rencana saya sudah optimal.					
3	Saya tetap ingat hasil yang harus saya capai dalam pekerjaan saya.					
4	Saya bisa memisahkan masalah pribadi dari masalah di tempat kerja.					
5	Saya tahu bagaimana menetapkan prioritas yang tepat.					
6	Saya bisa melakukan pekerjaan dengan baik dengan sedikit waktu dan usaha.					
7	Kerjasama dengan orang lain sangat produktif.					
8	Saya mengambil tanggung jawab ekstra yang sangat besar.					
9	Saya memulai tugas baru saya sendiri, ketika yang lain sudah selesai.					
10	Saya mengambil tugas kerja yang menantang, jika itu tersedia.					
11	Saya bekerja untuk menjaga pengetahuan pekerjaan saya agar tetap up to date.					
12	Saya bekerja untuk menjaga ketrampilan kerja saya agar tetap up to date.					
13	Saya menemukan solusi kreatif untuk masalah baru.					
14	Saya terus mencari tantangan baru dalam pekerjaan saya.					
15	Saya melakukan lebih dari apa yang saya harapkan.					
16	Saya berpartisipasi aktif dalam rapat pekerjaan.					
17	Saya secara aktif mencari cara untuk meningkatkan kinerja saya di tempat kerja.					

18	Saya mendapatkan peluang saat mereka menampilkan diri mereka.					
19	Saya tahu bagaimana menyelesaikan situasi sulit dan kemunduran dengan cepat.					
20	Saya mengeluh tentang hal-hal yang tidak penting di tempat kerja.					
21	Saya membuat masalah lebih besar dari mereka ditempat kerja.					
22	Saya berfokus pada aspek negatif dari situasi kerja, bukan pada aspek positif.					
23	Saya berbicara dengan rekan kerja tentang aspek negatif dari pekerjaan saya.					
24	Saya berbicara dengan orang-orang dari luar organisasi tentang aspek negatif pekerjaan saya.					
25	Saya melakukan kurang dari apa yang diharapkan dari saya.					
26	Saya berhasil keluar dari tugas kerja dengan mudah.					
27	Terkadang saya tidak melakukan apapun, sementara seharusnya saya bekerja.					

Sumber: Koopmans *et. al* , (2014)

B. EMPLOYEE ENGAGEMENT (KETERIKATAN KARYAWAN)

No	Pernyataan	1	2	3	4	5
1	Saya selalu bersemangat untuk pergi bekerja.					
2	Saya bersemangat untuk melakukan pekerjaan saya setiap hari.					
3	Saya tidak menyerah jika terdapat kesulitan ditempat kerja saya.					
4	Saya dapat bekerja dengan waktu yang lama pada saat					

	tertentu.					
5	Saya memiliki ketahanan mental yang kuat ketika bekerja.					
6	Saya merasa kuat dan tangguh dalam menyelesaikan pekerjaan.					
7	Saya ,merasa pekerjaan saya menantang.					
8	Pekerjaan saya merupakan sumber kebanggaan bagi diri saya.					
9	Saya merasa bangga ketika mengerjakan pekerjaan saya.					
10	Saya siap mencurahkan hati dan jiwa saya pada pekerjaan.					
11	Saya merasa pekerjaan yang saya lakukan sangat bermakna.					
12	Saya fokus ketika sedang bekerja.					
13	Saya merasa bahagia ketika sedang bekerja.					
14	Saya merasa totalitas ketika sedang bekerja.					
15	Saya merasa waktu cepat berlalu ketika sedang bekerja.					
16	Saya sangat menikmati pekerjaan saya.					
17	Saya merasa senang ketika saya bekerja dengan intens.					

Sumber : Schaufeli et al,

(2002)

C. KEPUASAN KERJA

No	Pernyataan	1	2	3	4	5
1	Saya sudah merasa puas dengan pekerjaan saya.					

2	Saya merasa puas dengan rekan kerja saya.					
3	Saya sudah merasa puas dengan atasan saya.					
4	Saya sudah merasa puas dengan dengan pekerjaan saya di perusahaan ini.					

Sumber : Sharma *et. al.*, (2016)

Hasil Variabel *Employee Engagement*

EE1	EE2	EE3	EE4	EE5	EE6	EE7	EE8	EE9	EE10	EE11	EE12	EE13	EE14	EE15	EE16	EE17	EE
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
5	5	5	5	5	5	4	5	5	4	5	5	5	5	5	5	4	82
4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	66
4	4	4	4	4	4	3	4	4	4	4	3	4	4	4	4	4	66
4	4	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	65
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	85
5	5	5	5	5	4	5	4	4	5	4	3	5	4	5	4	5	77
4	4	5	4	5	4	4	5	5	4	5	4	4	5	4	5	4	75
3	3	4	2	3	4	4	3	3	3	4	4	3	4	3	3	4	57
5	5	5	3	4	4	4	4	4	4	4	4	4	4	4	4	4	70
5	5	4	5	4	4	4	5	5	5	5	5	4	5	4	4	4	77
5	5	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	71
4	4	4	4	3	3	3	3	4	3	4	4	4	4	4	4	3	62
4	4	3	3	3	2	3	3	4	3	4	5	5	5	4	4	4	63
5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	84

5	5	3	3	3	3	3	3	5	4	4	4	3	5	5	5	4	67
3	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	49
3	4	4	4	4	4	4	3	4	4	4	4	4	4	4	3	4	65
4	4	4	4	4	4	4	4	5	4	4	4	4	4	3	4	4	68
5	5	5	5	5	4	4	4	4	4	4	4	4	4	5	5	5	77
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	85
4	4	4	4	3	3	4	4	4	4	4	3	4	4	3	4	3	63
4	4	3	4	4	4	4	4	3	4	4	3	4	4	4	4	4	65
5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	74
5	5	3	4	4	4	3	4	4	4	4	4	4	4	4	4	4	68
4	4	4	4	3	4	4	4	4	4	5	5	4	4	4	4	4	69
4	4	4	5	3	3	3	3	3	4	4	5	4	4	5	4	4	66
3	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	64
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	85
4	4	4	3	4	3	4	4	4	3	4	3	3	4	4	4	4	63
4	3	3	4	3	2	3	4	4	4	4	3	3	4	5	5	5	63
5	4	4	5	3	4	4	5	4	3	4	4	5	4	4	3	4	69

3	4	4	4	4	3	2	2	3	3	2	2	3	4	4	3	3	53
4	4	5	3	4	5	4	4	4	3	4	5	4	5	3	4	4	69
3	4	3	4	4	4	4	4	4	4	4	4	3	3	4	4	64	
4	4	4	4	4	4	5	5	5	5	4	4	5	4	5	5	76	
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4	4	4	4	3	4	3	3	4	4	4	4	4	4	4	4	66	
5	3	4	4	5	5	3	3	4	4	5	4	3	5	4	3	69	

Hasil Variabel Kepuasan Kerja

KK1	2	3	4	3	2	3	4	3	3	4	5	4	3	3	3	3	3	1	3	4	4	4	4	2	4	4	4	4	3	5	3	5	5	5	4	4	5	4	4	3
KK2	4	4	5	4	4	4	5	3	5	4	4	5	3	3	5	3	1	3	4	4	4	4	3	4	4	4	5	3	5	3	4	4	5	3	4	4	5	3	5	4
KK3	4	4	5	4	4	4	4	2	1	4	4	5	3	4	4	3	1	3	4	5	3	5	4	4	4	4	4	3	5	2	3	4	4	4	4	4	5	4	5	3
KK4	3	4	4	4	4	4	3	2	3	4	5	4	3	3	5	3	1	3	4	1	5	4	4	4	4	4	4	3	5	3	4	5	3	4	4	4	5	3	4	5
KK	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	2	1	1	1
	3	5	8	5	4	5	6	0	2	6	8	8	2	3	7	2	4	2	6	4	6	7	3	6	6	6	7	2	0	1	6	8	7	5	6	0	4	8	5	

Hasil Variabel Kinerja Karyawan

K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K13	K14	K15	K16	K17	K18	K19	K20	K21	K22	K23	K24	K25	K26	K27	KK
4	4	4	3	3	3	3	4	3	4	4	4	3	3	3	4	4	3	3	3	3	3	3	3	4	3	3	91
5	4	5	4	3	3	5	4	4	4	4	5	4	4	4	5	4	4	3	3	4	3	3	3	3	4	4	105
4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	3	4	3	4	3	4	4	4	4	4	106
4	4	4	4	3	3	3	3	3	3	4	4	4	3	3	4	4	3	3	3	3	2	3	3	2	4	3	89
4	4	3	3	3	4	4	3	3	3	3	3	4	4	4	4	4	3	4	4	3	3	3	3	3	3	3	92
4	4	4	5	4	4	4	5	5	3	4	5	4	5	4	4	3	3	3	3	3	4	4	3	3	3	3	103
2	3	3	3	4	3	4	3	3	3	3	3	3	4	4	4	3	4	3	3	2	2	3	3	2	3	2	82
3	3	4	4	4	4	4	4	4	4	4	3	4	4	3	4	3	3	3	4	3	3	3	3	3	3	3	94
4	4	4	4	4	4	4	4	3	4	3	4	3	4	3	3	3	3	4	3	3	3	3	3	4	4	4	96
3	4	3	3	3	3	4	4	4	4	4	4	3	4	3	4	3	4	4	3	3	3	3	3	3	2	3	91
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3	4	4	3	4	4	3	3	4	4	4	3	4	3	3	3	4	4	3	3	3	3	3	3	3	3	3	91
3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	83
3	3	4	3	3	4	4	3	3	3	3	3	3	3	3	4	4	3	3	3	2	3	2	3	3	3	3	84

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4	3	3	3	4	3	3	3	4	3	4	3	3	2	4	3	4	2	3	3	3	2	3	3	3	3	4	3	85
3	4	3	3	4	3	3	4	3	4	3	4	3	3	4	3	3	4	3	3	3	3	4	3	3	4	4	91	
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3	3	3	3	4	4	4	5	4	4	5	5	4	4	4	3	3	3	3	4	3	3	3	4	3	3	3	97	
4	3	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	3	4	4	3	4	3	3	4	4	101	
3	4	4	3	4	3	4	4	4	3	4	4	4	5	4	5	4	4	4	4	4	4	3	4	3	3	3	102	
3	3	4	3	3	3	2	3	3	3	4	4	4	4	3	3	4	3	3	4	4	4	4	4	4	4	3	4	93
4	3	3	4	3	4	3	3	3	3	3	3	4	4	4	3	4	3	3	3	3	3	3	3	4	3	3	3	89
4	4	4	4	3	4	4	4	3	3	3	4	4	3	3	4	4	3	3	3	3	3	4	3	3	4	4	95	
3	3	4	3	4	4	3	3	3	3	4	3	3	3	2	3	3	4	4	3	4	3	3	4	3	3	3	88	

UJI RELIABEL

Hasil Uji Reliabel Variabel Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	N of Items
.907	27

Hasil Uji Reliabel Variabel *Employee Engagement*

Reliability Statistics

Cronbach's Alpha	N of Items
.937	17

Hasil Uji Reliabel Variabel Kepuasan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.803	4

LAMPIRAN KARAKTERISTIK RESPONDEN

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-laki	28	71.8	71.8	71.8
Valid Perempuan	11	28.2	28.2	100.0
Total	39	100.0	100.0	

Distribusi Responden Berdasarkan Umur

UMUR				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21-30	27	69.2	69.2	69.2
31-40	7	17.9	17.9	87.2
41>	2	5.2	5.2	92.3
TM	3	7.7	7.7	100.0
Total	39	100.0	100.0	

Distribusi Responden Berdasarkan Lama Kerja

	Frequency	Percent
< 1 tahun	6	15.4%
1-5 tahun	17	43.6%
6-10 tahun	2	5.1%
> 10 tahun	1	2.6%
tidak menyebutkan	13	33.3%
Total	39	100.0%

Distribusi Responden Berdasarkan Pendidikan Terakhir

	Total	Prosentase
Diploma	2	5.1%
S1	34	87.2%
S2	2	5.1%
TM	1	2.6%
Total	39	100%

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		39
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	6.15528740
	Absolute	.083
Most Extreme Differences	Positive	.070
	Negative	-.083
Kolmogorov-Smirnov Z		.521
Asymp. Sig. (2-tailed)		.949

a. Test distribution is Normal.

b. Calculated from data.

LAMPIRAN UJI MULTIKOLINEARITAS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
	(Constant)	51.625	8.434				6.121
Employee Engagement	.321	.138	.328	2.331	.025	.750	1.334
Kepuasan Karyawan	1.283	.395	.457	3.249	.003	.750	1.334

a. Dependent Variable: Kinerja Karyawan

UJI HETEROSKEDASTISITAS

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

1	(Constant)	.788	4.492		.175	.862
	Employee Engagement	.026	.073	.067	.356	.724
	Kepuasan Karyawan	.167	.210	.150	.793	.433

a. Dependent Variable: abs_res

LAMPIRAN UJI REGRESI LINEAR BERGANDA

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.683 ^a	.466	.437	6.324

a. Predictors: (Constant), Kepuasan Karyawan, Employee Engagement

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1257.350	2	628.675	15.720	.000 ^b
	Residual	1439.727	36	39.992		
	Total	2697.077	38			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepuasan Karyawan, Employee Engagement

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	51.625	8.434		6.121	.000
	Employee Engagement	.321	.138	.328	2.331	.025
	Kepuasan Karyawan	1.283	.395	.457	3.249	.003

a. Dependent Variable: Kinerja Karyawan

Statistik Deskriptif Variabel Employee Engagement

Descriptive Statistics				
	N	Minimum	Maximum	Mean
EE1	39	3	5	4.26
EE2	39	3	5	4.23
EE3	39	3	5	4.10
EE4	39	2	5	4.10
EE5	39	3	5	3.97
EE6	39	2	5	3.92
EE7	39	2	5	3.79
EE8	39	2	5	3.90
EE9	39	3	5	4.15
EE10	39	3	5	4.00
EE11	39	2	5	4.13
EE12	39	2	5	4.03
EE13	39	3	5	4.05
EE14	39	3	5	4.26
EE15	39	2	5	4.13
EE16	39	3	5	4.08
EE17	39	3	5	4.15
Rata-rata	39			4.07

Sumber: Data Primer Diolah, 2018

Statistik Deskriptif Variabel Kepuasan Kerja

Descriptive Statistics				
	N	Minimum	Maximum	Mean
KK1	39	1	5	3.59
KK2	39	1	5	3.92
KK3	39	1	5	3.74
KK4	39	1	5	3.69
Rata-rata	39			3.74

Sumber: Data Primer Diolah, 2018

Statistik Deskriptif Variabel Kinerja

Descriptive Statistics				
	N	Minimum	Maximum	Mean
K1	39	2	5	3.56
K2	39	2	5	3.56
K3	39	3	5	3.72
K4	39	3	5	3.51
K5	39	3	4	3.54
K6	39	3	5	3.64
K7	39	2	5	3.56
K8	39	3	5	3.67
K9	39	2	5	3.44
K10	39	2	4	3.44
K11	39	3	5	3.62
K12	39	2	5	3.59
K13	39	2	4	3.54
K14	39	2	5	3.62
K15	39	2	4	3.38
K16	39	3	5	3.69
K17	39	3	4	3.64
K18	39	2	4	3.41
K19	39	3	4	3.31
K20	39	2	4	3.26
K21	39	2	4	3.23
K22	39	2	4	3.10
K23	39	1	4	3.10
K24	39	2	4	3.31
K25	39	2	5	3.15
K26	39	2	4	3.28
K27	39	2	4	3.28
Rata-rata	39			3.45

Sumber: Data Primer Diolah, 2018