



RS PKU MUHAMMADIYAH GAMPING

Jl. Wates Km 5,5 Gamping, Sleman, Yogyakarta 55294
Telp. (0274) 6499704, IGD 0274-6499118 Fax 0274-6499727,
E-mail : pku.gamping@gmail.com, Web : www.pkugamping.com

30 Syaban 1439 H/ 16 Mei 2018

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Nomor : 0922 /PI.24.2/V/2018

Hal : Ijin Penelitian

Kepada Yth.
Kaprodik Magister Manajemen UMY
Jl Lingkar Selatan Tamantirto Bantul

السلام عليكم ورحمة الله وبركاته

Sehubungan dengan surat Saudara Nomor : 07/D2-III/SIP-MM/V/2018 tanggal 9 Mei 2018 tentang permohonan Penelitian bagi:

Nama : Roisul Iksan
NIM : 20151020022
Judul Penelitian : Pengaruh Spritualitas Kerja Terhadap Niat Untuk Tetap Bekerja dan Pelayanan yang Dimediasi Oleh Keterikatan Karyawan

Bersama ini disampaikan bahwa pada prinsipnya, kami dapat mengabulkan permohonan tersebut dengan ketentuan :

1. Bersedia mentaati peraturan yang berlaku di RS PKU Muhammadiyah Gamping.
2. Bersedia mengganti barang yang rusak selama menjalankan Penelitian..
3. Bersedia menyerahkan pas foto 2 x 3 sebanyak 2 lembar untuk arsip dan tanda pengenalan.
4. Bersedia memberikan biaya administrasi sebesar Rp. 500.000 (Lima Ratus Ribu Rupiah)berlaku untuk kurun waktu 6 (enam) bulan dan diselesaikan sebelum pelaksanaan.
5. Pembayaran dilakukan di bagian Keuangan pada jam kerja (08.00 – 14.00 WIB)
6. Setelah selesai pengambilan data penelitian di RS PKU Muhammadiyah Gamping, peneliti wajib melapor ke Bagian Diklitbang dengan membawa hasil penelitian yang belum diujikan untuk dikoreksi dan dibuatkan surat keterangan sefesai penfitian.
7. Peneliti wajib menyerahkan hasil penelitian yang telah diujikan dan disyahkan kepada RS PKU Muhammadiyah Gamping. melalui Bagian Diklitbang serta menyerahkan Abstrak dan hasil penelitian kepada rumah sakit.

Catatan:

1. Sebelum melaksanakan penelitian kepada yang bersangkutan diminta menghubungi Manajer Diklitbang Dra. Inayati, Apt., M.Si No Hp/WA 0811267562
2. Selama melakukan Penelitian berkonsultasi dengan Pembimbing dari rumah sakit, yaitu :
- Endah Suharyanti, S.Psi

Demikian jawaban ijin penelitian ini kami sampaikan atas perhatiannya kami ucapkan terimakasih.

والسلام عليكم ورحمة الله وبركاته

Direktur Utama

dr. H. Ahmad Faesol, Sp.Rad, M.Kes.,MMR
NBM. 797.692

Tembusan:

1. Bagian Diklitbang RS PKU Muh Gamping
2. Pembimbing yang Bersangkutan
3. Peneliti yang bersangkutan (Roisul Iksan)
4. Arsip

**BAGIAN PENELITIAN DAN PENGEMBANGAN
RS PKU MUHAMMADIYAH GAMPING SLEMAN**

Jln. Wates Km 5,5 Gamping Sleman Yogyakarta 55294
Telp. (0274) 6499704, Fax (0274) 6499727 Mobile : 0811267562

Email : pkujogja@yahoo.co.id / inayghufron@yahoo.com

Kepada Yth.

121. Ibu Triamin Lestari, S.Kep.,Ns (Supervisor Bangsal Wardah) ✓
 2. Ibu Eni Hernani, S.Kep.,Ns (Supervisor bangsal Zaitun) ✓
 3. Ibu Yuni Pratiwi, S.Kep.,Ns (Supervisor bangsal Naim) ✓
 4. Ibu Ratna Tri Susanti, S.Kep.,Ns (Supervisor bangsal Ar Royan) ✓
 25. Ibu Kisti Samsundari, S.Kep.,Ns (Supervisor Al Kautsar) ✓
 6. Ibu Hartatik Dwi Cahyani, S.Kep.,Ns (Supervisor KBY) ✓
 7. Bapak Rubiyanto, S.kep.,Ns (Supervisor bangsal Az Zahra)
 8. Ibu Mardiyani, SE (Manajer Keuangan) ✓
 9. Bapak Ir Ari Dewantoro (Supervisor Pemeliharaan)
- Sania

Di tempat

Assalamualaikum wr wb.

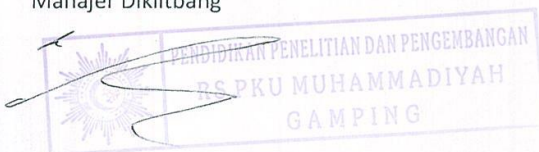
Bersama ini kami hadapkan mahasiswa atas nama,

Nama : Roisul Iksan
Institusi : Pasca Sarjana UMY Prodi MM
Judul Penelitian : Pengaruh Spritualitas Kerja Terhadap Niat Untuk Tetap Bekerja dan Pelayanan yang Dimediasi Oleh Keterikatan Karyawan

Mohon ijin melakukan penyebaran Kuesioner (angket) di bagian/unit di jajaran bapak/Ibu pimpin. Demikian permohonan ini disampaikan dan atas kerjasamanya kami mengucapkan terima kasih.

Wassalamu'alaikum wr wb

Sleman, 23 november 2018
Manajer Diklitbang



(Dra.Hj. Inayati, Apt., M.Si)

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Kepada Yth.

1. Bapak Adityawarman, S.Kep.,Ns (Supervisor CVC) X
2. Ibu Sri Subekti RL, A.Md (Supervisor Rekam Medis) ✓
3. Bapak Tawakal Akbar Darajat, S.H I (supervisor BRI) ✓
4. Ibu Laili Nailul Muna, S.Ag (manajer BinaCitra) X

Di tempat

Assalamualaikum wr wb.

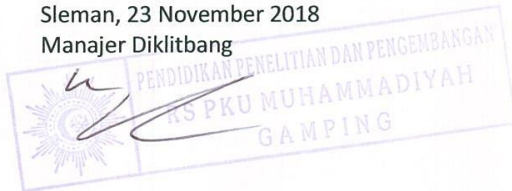
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Wassalamu'alaikum wr wb

Sleman, 23 November 2018
Manajer Diklitbang



(Dra. Hj. Inayati, Apt., M.Si)

LAMPIRAN 1

Jenis Kelamin * Usia Crosstabulation

			Usia				Total
			21- 30 tahun	31- 40 tahun	41-50 tahun	> 50 tahun	
Jenis Kelamin	Perempuan	Count	121	12	11	5	149
		% of Total	67.2%	6.7%	6.1%	2.8%	82.8%
	Laki-laki	Count	26	2	0	3	31
		% of Total	14.4%	1.1%	.0%	1.7%	17.2%
Total		Count	147	14	11	8	180
		% of Total	81.7%	7.8%	6.1%	4.4%	100.0%

Jenis Kelamin * Status Crosstabulation

			Status		Total
			Belum Kawin	Kawin	
Jenis Kelamin	Perempuan	Count	48	101	149
		% of Total	26.7%	56.1%	82.8%
	Laki-laki	Count	7	24	31
		% of Total	3.9%	13.3%	17.2%
Total		Count	55	125	180
		% of Total	30.6%	69.4%	100.0%

Usia * Lama Bekerja Crosstabulation

			Lama Bekerja				Total
			0-1 tahun	2-5 tahun	6-10 tahun	> 10 tahun	
Usia	21- 30 tahun	Count	23	87	31	6	147
		% of Total	12.8%	48.3%	17.2%	3.3%	81.7%
	31- 40 tahun	Count	0	5	6	3	14
		% of Total	.0%	2.8%	3.3%	1.7%	7.8%
	41-50 tahun	Count	0	0	2	9	11
		% of Total	.0%	.0%	1.1%	5.0%	6.1%
	> 50 tahun	Count	0	1	0	7	8
		% of Total	.0%	.6%	.0%	3.9%	4.4%
Total		Count	23	93	39	25	180
		% of Total	12.8%	51.7%	21.7%	13.9%	100.0%

Lama Bekerja * Gaji Crosstabulation

			Gaji			Total
			< 1.5 Juta	1.6 - 3 juta	> 3 juta	
Lama Bekerja	0-1 tahun	Count	11	10	2	23
		% of Total	6.1%	5.6%	1.1%	12.8%
	2-5 tahun	Count	49	43	1	93
		% of Total	27.2%	23.9%	.6%	51.7%
	6-10 tahun	Count	19	19	1	39
		% of Total	10.6%	10.6%	.6%	21.7%
> 10 tahun	Count	10	14	1	25	
	% of Total	5.6%	7.8%	.6%	13.9%	
Total	Count	89	86	5	180	
	% of Total	49.4%	47.8%	2.8%	100.0%	

**Lampiran 2
Statistic**

		MW1	MW2	MW3	MW4	SC1	SC2	SC3	SC4	AOV1	AOV2	AOV3	AOV4
N	Valid	180	180	180	180	180	180	180	180	180	180	180	180
	Missing	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3.64	3.7	3.86	3.64	3.78	4.03	3.62	4.05	3.89	4.18	3.78	3.56

OC1	OC2	OC3	OC5	OC6	J11	J12	J13	J14
180	180	180	180	180	180	180	180	180
0	0	0	0	0	0	0	0	0
3.52	3.63	3.93	3.56	3.56	3.69	4.02	3.78	3.41

TP1	TP2	TP3	TP4	TP7	CP1	CP3	CP5	CP6	CP7
180	180	180	180	180	180	180	180	180	180
0	0	0	0	0	0	0	0	0	0
4	3.86	4.11	3.67	3.62	3.63	3.76	3.9	3.67	3.87

MW1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	20	11.1	11.1	11.1
	3	49	27.2	27.2	38.3
	4	87	48.3	48.3	86.7
	5	24	13.3	13.3	100.0
	Total	180	100.0	100.0	

MW2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.6	.6	.6
	2	15	8.3	8.3	8.9
	3	59	32.8	32.8	41.7
	4	67	37.2	37.2	78.9
	5	38	21.1	21.1	100.0
	Total	180	100.0	100.0	

MW3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	6.1	6.1	6.1
	3	54	30.0	30.0	36.1
	4	65	36.1	36.1	72.2
	5	50	27.8	27.8	100.0
	Total	180	100.0	100.0	

MW4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	14	7.8	7.8	7.8
	3	64	35.6	35.6	43.3
	4	75	41.7	41.7	85.0
	5	27	15.0	15.0	100.0
	Total	180	100.0	100.0	

SC1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.1	1.1	1.1
	2	10	5.6	5.6	6.7
	3	45	25.0	25.0	31.7
	4	91	50.6	50.6	82.2
	5	32	17.8	17.8	100.0
	Total	180	100.0	100.0	

SC2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	2.2	2.2	2.2
	3	44	24.4	24.4	26.7
	4	75	41.7	41.7	68.3
	5	57	31.7	31.7	100.0
	Total	180	100.0	100.0	

SC3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	21	11.7	11.7	11.7
	3	56	31.1	31.1	42.8
	4	74	41.1	41.1	83.9
	5	29	16.1	16.1	100.0
	Total	180	100.0	100.0	

SC4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	3.3	3.3	3.3
	3	39	21.7	21.7	25.0
	4	75	41.7	41.7	66.7
	5	60	33.3	33.3	100.0
	Total	180	100.0	100.0	

AOV1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	4.4	4.4	4.4
	3	37	20.6	20.6	25.0
	4	101	56.1	56.1	81.1
	5	34	18.9	18.9	100.0
	Total	180	100.0	100.0	

AOV2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.1	1.1	1.1
	3	21	11.7	11.7	12.8
	4	99	55.0	55.0	67.8
	5	58	32.2	32.2	100.0
	Total	180	100.0	100.0	

AOV3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	5.6	5.6	5.6
	3	57	31.7	31.7	37.2
	4	76	42.2	42.2	79.4
	5	37	20.6	20.6	100.0
	Total	180	100.0	100.0	

AOV4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	19	10.6	10.6	10.6
	3	72	40.0	40.0	50.6
	4	59	32.8	32.8	83.3
	5	30	16.7	16.7	100.0
	Total	180	100.0	100.0	

OC1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	27	15.0	15.0	15.0
	3	52	28.9	28.9	43.9
	4	81	45.0	45.0	88.9
	5	20	11.1	11.1	100.0
	Total	180	100.0	100.0	

OC2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	15	8.3	8.3	8.3
	3	72	40.0	40.0	48.3
	4	57	31.7	31.7	80.0
	5	36	20.0	20.0	100.0
	Total	180	100.0	100.0	

OC3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	2.8	2.8	2.8
	3	58	32.2	32.2	35.0
	4	62	34.4	34.4	69.4
	5	55	30.6	30.6	100.0
	Total	180	100.0	100.0	

OC5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	6.7	6.7	6.7
	3	73	40.6	40.6	47.2
	4	77	42.8	42.8	90.0
	5	18	10.0	10.0	100.0
	Total	180	100.0	100.0	

OC6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	33	18.3	18.3	18.3
	3	55	30.6	30.6	48.9
	4	51	28.3	28.3	77.2
	5	41	22.8	22.8	100.0
	Total	180	100.0	100.0	

J11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	6.1	6.1	6.1
	3	57	31.7	31.7	37.8
	4	89	49.4	49.4	87.2
	5	23	12.8	12.8	100.0
	Total	180	100.0	100.0	

J12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	41	22.8	22.8	22.8
	4	94	52.2	52.2	75.0
	5	45	25.0	25.0	100.0
	Total	180	100.0	100.0	

J13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	2.2	2.2	2.2
	3	61	33.9	33.9	36.1
	4	86	47.8	47.8	83.9
	5	29	16.1	16.1	100.0
	Total	180	100.0	100.0	

J14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	16	8.9	8.9	8.9
	3	100	55.6	55.6	64.4
	4	38	21.1	21.1	85.6
	5	26	14.4	14.4	100.0
	Total	180	100.0	100.0	

TP1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	5.6	5.6	5.6
	3	28	15.6	15.6	21.1
	4	94	52.2	52.2	73.3
	5	48	26.7	26.7	100.0
	Total	180	100.0	100.0	

TP2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	5.6	5.6	5.6
	3	47	26.1	26.1	31.7
	4	81	45.0	45.0	76.7
	5	42	23.3	23.3	100.0
	Total	180	100.0	100.0	

TP3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	2.2	2.2	2.2
	3	29	16.1	16.1	18.3
	4	90	50.0	50.0	68.3
	5	57	31.7	31.7	100.0
	Total	180	100.0	100.0	

TP4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	5.0	5.0	5.0
	3	66	36.7	36.7	41.7
	4	81	45.0	45.0	86.7
	5	24	13.3	13.3	100.0
	Total	180	100.0	100.0	

TP7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.6	.6	.6
	2	17	9.4	9.4	10.0
	3	63	35.0	35.0	45.0
	4	68	37.8	37.8	82.8
	5	31	17.2	17.2	100.0
	Total	180	100.0	100.0	

CP5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	9	5.0	5.0	5.0
	3	52	28.9	28.9	33.9
	4	67	37.2	37.2	71.1
	5	52	28.9	28.9	100.0
	Total	180	100.0	100.0	

CP6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	6.7	6.7	6.7
	3	64	35.6	35.6	42.2
	4	76	42.2	42.2	84.4
	5	28	15.6	15.6	100.0
	Total	180	100.0	100.0	

CP7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	3.9	3.9	3.9
	3	45	25.0	25.0	28.9
	4	92	51.1	51.1	80.0
	5	36	20.0	20.0	100.0
	Total	180	100.0	100.0	

LAMPIRAN 3

Regression Weight Uji Parsial Variabel Workplace Spirituality
Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
Sense_Community	<---	Workplace_Spirituality	.974
Alignmen_	<---	Workplace_Spirituality	.956
Organizational_Value			
Meaningful_Work	<---	Workplace_Spirituality	.821
MW4	<---	Meaningful_Work	.686
MW3	<---	Meaningful_Work	.640
MW2	<---	Meaningful_Work	.613
MW1	<---	Meaningful_Work	.696
SC4	<---	Sense_Community	.622
SC3	<---	Sense_Community	.698
SC2	<---	Sense_Community	.605
SC1	<---	Sense_Community	.627
AOV4	<---	Alignmen_Organizational_Value	.688
AOV3	<---	Alignmen_Organizational_Value	.616
AOV2	<---	Alignmen_Organizational_Value	.627
AOV1	<---	Alignmen_Organizational_Value	.636

Regression Weight Uji Parsial Variabel Organizational Commitment

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
OC1	<---	Organizational_Commitment	.733
OC2	<---	Organizational Commitment	.677
OC3	<---	Organizational_Commitment	.631
OC5	<---	Organizational_Commitment	.631
OC6	<---	Organizational_Commitment	.643

Regression Weight Uji Parsial Variabel Job Involvement
Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
Jl1 <--- Job_Involvement	.673
Jl2 <--- Job_Involvement	.695
Jl3 <--- Job_Involvement	.626
Jl4 <--- Job_Involvement	.757

Regression Weight Uji Parsial Variabel Job Performance
Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
Task_Performance <--- Job_Performance	.860
Contextual_Performance <--- Job_Performance	.989
TP7 <--- Task_Performance	.601
TP4 <--- Task_Performance	.636
TP3 <--- Task_Performance	.698
TP2 <--- Task_Performance	.635
TP1 <--- Task_Performance	.759
CP7 <--- Contextual_Performance	.611
CP6 <--- Contextual_Performance	.600
CP5 <--- Contextual_Performance	.628
CP3 <--- Contextual_Performance	.620
CP1 <--- Contextual_Performance	.654

LAMPIRAN 4

Hasil Uji *Construct Reliability (CR)* , *VE (Variance Extracted)* dan *AVE (Average Variance Extracted)*

Standardized Regression Weight						Jumlah
Meaningful Work	0.701	0.612	0.63	0.691		2.634
Sense of Community	0.625	0.603	0.69	0.635		2.553
Alignment Organization Value	0.657	0.617	0.631	0.666		2.571
Organizational Commitment	0.766	0.673	0.627	0.626	0.607	3.299
Job Involvement	0.663	0.696	0.636	0.757		2.752
Task Performance	0.738	0.646	0.693	0.631	0.612	3.320
Contextual Performance	0.693	0.615	0.609	0.601	0.6	3.118

Uji Reliabilitas Konstruk (CR) (>0,7)	
Meaningful Work	0.754
Sense of Community	0.734
Alignment Organization Value	0.738
Organizational Commitment	0.795
Job Involvement	0.783
Task Performance	0.798
Contextual Performance	0.761

Uji Validitas Konstruk (VE) (>0,5)	
Meaningful Work	0.538
Sense of Community	0.519
Alignment Organization Value	0.523
Organizational Commitment	0.540
Job Involvement	0.567
Task Performance	0.544
Contextual Performance	0.506

Discriminant Validity (AVE) (>0,5)	
Meaningful Work	0.734
Sense of Community	0.720
Alignment Organization Value	0.723
Organizational Commitment	0.735
Job Involvement	0.753
Task Performance	0.737
Contextual Performance	0.711

LAMPIRAN 5
Observations farthest from the centroid (Mahalanobis distance)
(Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
23	56.547	.003	.455
136	49.187	.020	.880
153	48.009	.026	.854
155	47.251	.031	.812
176	46.809	.034	.738
170	46.618	.036	.619
149	46.389	.037	.509
166	45.994	.041	.447
77	45.451	.045	.433
94	45.294	.047	.338
108	45.040	.049	.279
172	44.835	.052	.220
163	43.808	.063	.354
174	43.664	.065	.287
97	43.370	.069	.263
49	43.116	.073	.236
31	42.996	.074	.185
141	42.939	.075	.132
46	42.927	.075	.086
29	42.587	.080	.088
167	42.024	.089	.127
145	41.920	.091	.097
81	41.435	.100	.131
120	40.654	.115	.250
111	40.466	.119	.233
86	40.434	.120	.179
25	40.273	.123	.161
162	40.266	.123	.115
178	39.748	.135	.177
92	39.551	.139	.171
57	39.042	.152	.254

Observation number	Mahalanobis d-squared	p1	p2
56	38.836	.157	.255
13	38.280	.173	.381
18	37.958	.182	.433
147	37.754	.188	.441
144	37.232	.204	.582
5	36.681	.222	.730
66	36.545	.227	.718
148	36.504	.228	.671
61	36.078	.243	.768
85	35.938	.248	.762
27	35.723	.256	.782
62	35.679	.258	.743
37	35.211	.276	.846
3	35.088	.280	.839
48	34.879	.289	.856
53	34.569	.301	.896
39	34.566	.301	.864
140	34.553	.302	.828
87	34.344	.311	.849
52	34.250	.314	.836
103	34.206	.316	.807
16	34.185	.317	.768
98	34.183	.317	.716
113	34.100	.321	.695
84	33.941	.328	.707
157	33.812	.333	.707
34	33.388	.352	.819
118	33.346	.354	.790
43	33.245	.358	.781
15	33.178	.361	.759
95	33.027	.368	.770
80	33.003	.369	.730
82	32.947	.372	.701

Observation number	Mahalanobis d-squared	p1	p2
104	32.944	.372	.647
151	32.697	.384	.705
173	32.475	.394	.749
36	32.457	.395	.706
116	32.441	.396	.658
35	32.421	.397	.611
22	32.377	.399	.574
126	32.341	.400	.532
165	32.201	.407	.545
161	31.952	.419	.613
180	31.934	.420	.564
67	31.920	.421	.511
54	31.852	.424	.487
135	31.590	.437	.566
45	31.557	.438	.524
146	31.524	.440	.481
58	31.453	.444	.460
123	31.362	.448	.449
83	31.358	.448	.392
78	31.301	.451	.365
159	31.263	.453	.329
1	31.183	.457	.313
91	31.069	.463	.315
30	31.054	.464	.271
44	31.008	.466	.243
93	30.746	.479	.313
109	30.644	.484	.309
89	30.640	.484	.261
164	30.634	.485	.217
127	30.624	.485	.179
139	30.481	.493	.192
102	30.317	.501	.214
177	30.047	.515	.285

Observation number	Mahalanobis d-squared	p1	p2
60	30.046	.515	.236
129	29.985	.518	.217
88	29.576	.539	.359

Cut Of Value = 61.098

LAMPIRAN 6

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
J11	2.000	5.000	-.209	-1.143	-.288	-.789
J12	3.000	5.000	-.029	-.160	-.905	-2.479
J13	2.000	5.000	.038	.209	-.572	-1.567
J14	2.000	5.000	.560	3.067	-.384	-1.051
CP7	2.000	5.000	-.294	-1.612	-.275	-.752
TP7	1.000	5.000	-.144	-.788	-.527	-1.442
OC6	2.000	5.000	-.028	-.154	-1.158	-3.172
OC5	2.000	5.000	.020	.109	-.378	-1.036
OC3	2.000	5.000	-.127	-.693	-1.093	-2.995
OC2	2.000	5.000	.086	.471	-.868	-2.376
OC1	2.000	5.000	-.240	-1.313	-.683	-1.869
TP4	2.000	5.000	-.016	-.090	-.447	-1.226
TP3	2.000	5.000	-.505	-2.765	-.121	-.331
TP2	2.000	5.000	-.307	-1.683	-.527	-1.443
TP1	2.000	5.000	-.644	-3.529	.157	.430
CP6	2.000	5.000	-.054	-.298	-.567	-1.552
CP5	2.000	5.000	-.251	-1.373	-.856	-2.343
CP3	2.000	5.000	-.141	-.772	-.785	-2.151
CP1	2.000	5.000	-.321	-1.760	-.460	-1.260
SC1	1.000	5.000	-.593	-3.247	.467	1.278
SC2	2.000	5.000	-.305	-1.672	-.790	-2.164
SC3	2.000	5.000	-.165	-.904	-.703	-1.925
SC4	2.000	5.000	-.449	-2.459	-.576	-1.578
AOV1	2.000	5.000	-.460	-2.520	.133	.364
AOV2	2.000	5.000	-.454	-2.485	.091	.250
AOV3	2.000	5.000	-.140	-.768	-.660	-1.807
AOV4	2.000	5.000	.093	.507	-.773	-2.118
MW1	2.000	5.000	-.329	-1.805	-.465	-1.273
MW2	1.000	5.000	-.207	-1.135	-.580	-1.589
MW3	2.000	5.000	-.224	-1.228	-.879	-2.408
MW4	2.000	5.000	-.065	-.359	-.575	-1.574
Multivariate					11.518	1.708

LAMPIRAN 7
Result (Default model)
Minimum was achieved
Chi-square = 496.153
Degrees of freedom = 425
Probability level = .010

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	71	496.153	425	.010	1.167
Saturated model	496	.000	0		
Independence model	31	2373.309	465	.000	5.104

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.037	.847	.822	.726
Saturated model	.000	1.000		
Independence model	.210	.252	.202	.236

Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	.791	.771	.963	.959	.963
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.914	.723	.880
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	71.153	19.849	130.715
Saturated model	.000	.000	.000
Independence model	1908.309	1759.780	2064.299

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	2.772	.398	.111	.730
Saturated model	.000	.000	.000	.000
Independence model	13.259	10.661	9.831	11.532

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.031	.016	.041	.999
Independence model	.151	.145	.157	.000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	638.153	669.064	864.853	935.853
Saturated model	992.000	1207.946	2575.707	3071.707
Independence model	2435.309	2448.805	2534.290	2565.290

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	3.565	3.278	3.898	3.738
Saturated model	5.542	5.542	5.542	6.748
Independence model	13.605	12.775	14.477	13.680

HOELTER

Model	HOELTER .05	HOELTER .01
Default model	172	179
Independence model	39	41

LAMPIRAN 8 Estimate Model

			Estimate	S.E.	C.R.	P	Label
Organizational Commitment	<---	Workplace Spirituality	.874	.143	6.119	***	par_18
Job Involvement	<---	Workplace Spirituality	.936	.143	6.553	***	par_29
Job Performance	<---	Organizational Commitment	.300	.083	3.607	***	par_19
Job Performance	<---	Job Involvement	.068	.103	.657	.511	par_30
Job Performance	<---	Workplace Spirituality	.524	.165	3.183	.001	par_31

Standardized Direct Effects - Estimates

	Workplace Spirituality	Job Involvement	Organizational Commitment	Job Performance
Job Involvement	.745	.000	.000	.000
Organizational Commitment	.659	.000	.000	.000
Job Performance	.488	.079	.371	.000

Standardized Indirect Effects - Estimates

	Workplace Spirituality	Job Involvement	Organizational Commitment	Job Performance
Job Involvement	.000	.000	.000	.000
Organizational Commitment	.000	.000	.000	.000
Job Performance	.303	.000	.000	.000

Standardized Total Effects - Estimates

	Workplace Spirituality	Job Involvement	Organizational Commitment	Job Performance
Job Involvement	.745	.000	.000	.000
Organizational Commitment	.659	.000	.000	.000
Job Performance	.792	.079	.371	.000

PENGARUH SPIRITUALITAS
KERJA TERHADAP KINERJA
KARYAWAN YANG DIMEDIASI
OLEH KOMITMEN
ORGANISASIONAL DAN
KETRLIBATAN KERJA

by Roisul Iksan

Submission date: 30-Dec-2018 10:01AM (UTC+0700)

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