

# LAMPIRAN

## LAMPIRAN 1. KUISIONER



**MAGISTER MANAJEMEN  
PASCA SARJANA  
UNIVERSITAS MUHAMMADIYAH YOGYAKARTA**

**KUESIONER PENELITIAN**

Kepada Yth.

**Bapak/Ibu Responden**

Di tempat

Assalamu 'alaikum Warahmatullahi Wabarrokatuh

Dengan hormat, sehubungan dengan penyelesaian tugas akhir strata dua di Universitas Muhammadiyah Yogyakarta, bersama dengan ini saya :

Nama : Witri Nur Solehah

Prodi : Magister Manajemen

Akan melakukan penelitian mengenai "**Pengaruh *islamic work ethic* dan *transformational leadership* dalam meningkatkan kinerja guru di sekolah Wonosobo**". Berkaitan dengan hal tersebut saya mohon kesediaan Bapak/Ibu agar berkenan meluangkan waktunya mengisi kuisisioner di bawah ini.

Penelitian ini diharapkan memberikan hasil yang bermanfaat bagi semua pihak yang terkait, oleh karena itu dimohon untuk mengisi / menjawab kuisisioner ini dengan sejujur-jujurnya dan sebenar-benarnya. Jawaban yang Anda berikan akan **dijamin kerahasiaannya** dan hanya akan digunakan untuk kepentingan ilmiah.

Atas kerjasama yang baik dan kesungguhan Saudara/i dalam mengisi kuisisioner ini, saya ucapkan terima kasih.

Wassalamu 'alaikum Warahmatullahi Wabarrokatuh

Peneliti,

**Witri Nur Solehah**  
NIM. 20161020023

## i. Data Responden

Nama Sekolah :

Nama :

Jenis Kelamin :

Usia :

Lama Bekerja :

## ii. Daftar Pernyataan dan Pertanyaan

**Petunjuk Pengisian Kuesioner :**

- Bapak/Ibu diminta untuk menjawab pertanyaan dengan **singkat** sesuai yang ada di **pikiran anda**.
- Bapak/Ibu diminta untuk memberi tanda silang (✓) pada salah satu skala 1 sampai 5 yang tersedia pada kolom di samping pernyataan untuk menentukan seberapa setuju S Bapak/Ibu mengenai hal-hal tersebut.
- Jika menurut Bapak/Ibu tidak ada jawaban yang tepat, maka jawaban dapat diberikan pada pilihan yang paling mendekati.
- Masing-masing angka menunjukkan persetujuan terhadap nilai yang terdapat pada kolom yang bersangkutan, diantaranya :

Simbol	Kategori	Nilai Bobot
STS	Sangat Tidak Setuju	1
TS	Tidak Setuju	2
N	Netral	3
S	Setuju	4
SS	Sangat Setuju	5

No	Pernyataan/Pertanyaan	Pilihan Sikap/Jawaban				
		STS	TS	N	S	SS
<b>IWE</b>	<b>Etika Kerja Islam (<i>Islamic Work Ethic</i>)</b>					
<b>1</b>	Bagi saya, dedikasi dalam hal bekerja adalah hal yang penting					
	Bentuk dedikasi seperti apa yang anda berikan ditempat kerja? Jawab:					

2	Saya menjalankan pekerjaan dengan ikhlas dan senang hati						
	Apa yang membuat anda merasa ikhlas dan senang? Jawab:						
3	Bagi saya, setiap orang harus bekerja keras untuk memenuhi tanggung jawabnya						
	Menurut anda kerja keras seperti apa yang anda lakukan untuk memenuhi tanggung jawab anda? Jawab:						
4	Saya bertanggungjawab terhadap pekerjaan saya						
	Bagaimanakah anda bertanggungjawab dengan pekerjaan anda? Jawab:						
5	Saya selalu mengutamakan keadilan dan kebaikan ditempat kerja						
	Sebutkan bentuk keadilan dan kebaikan yang anda lakukan di tempat kerja anda? Jawab:						
6	Saya adil dan bijak dalam mengajar peserta didik						
	Bagaimana cara anda bersikap adil? Jawab:						
7	Saya selalu berprinsip kerja bukanlah tujuan akhir melainkan sarana untuk mendorong pengembangan diri						
	Sebutkan dorongan dalam bentuk apa yang anda butuhkan untuk meningkatkan pengembangan diri anda dalam bekerja Jawab:						
8	Pekerjaan saya memberikan suatu kesempatan untuk mandiri						
	Sebutkan pekerjaan seperti apa yang membuat anda mandiri ? Jawab:						
9	Bagi saya, nilai pekerjaan berasal dari niat yang menyertainya bukan dari hasilnya						
	Bagaimana anda menumbuhkan niat yang kuat dalam diri anda untuk bekerja? Jawab:						
10	Saya dapat memberikan manfaat kepada peserta didik dari ilmu yang saya miliki						
	Bagaimana cara anda mennyampaikan ilmu yang menurut anda bermanfaat bagi peserta didik? Jawab:						

No	Pernyataan/Pertanyaan	Pilihan Sikap/Jawaban				
		STS	TS	N	S	SS
<b>TL</b>	<b>Kepemimpinan Transformasional (<i>Transformational Leadership</i>)</b>					
<b>1</b>	Pimpinan sekolah memiliki visi misi yang kuat dalam mengembangkan sekolah ini					
	Apa visi misi anda yang sejalan dengan Pimpinan sekolah? Jawab:					
<b>2</b>	Pimpinan sekolah mampu memberikan motivasi kepada saya					
	Motivasi seperti apa yang diberikan kepada anda? Jawab:					
<b>3</b>	Pimpinan sekolah memberikan workshop untuk pengembangan diri saya					
	Workshop apa saja yang sudah anda ikuti? (Sebutkan minimal 3) Jawab:					
<b>4</b>	Pimpinan dapat memerintah saya untuk melakukan tugas-tugas yang sebenarnya tidak saya inginkan					
	Tugas seperti apa yang tidak anda inginkan? Jawab:					
<b>5</b>	Pimpinan senantiasa memantau kegiatan karyawan dalam melaksanakan pekerjaan dan memperhatikan lingkungan kerja					
	Berapa kali dalam seminggu pimpinan sekolah memantau anda? Jawab:					
<b>7</b>	Pimpinan mampu memberikan pengetahuan teknis yang saya perlukan dalam pekerjaan saya					
	Apakah anda memahami yang disampaikan pimpinan sekolah? Jawab:					
<b>8</b>	Pimpinan dapat membuat posisi saya ditempat kerja menjadi tidak nyaman					
	Hal apa yang membuat anda tidak nyaman? Jawab:					
<b>9</b>	Kebijakan Pimpinan sekolah sesuai dengan harapan saya					
	Apa saja kebijakan yang sesuai dengan anda? (Sebutkan minimal 3) Jawab:					
<b>10</b>	Pimpinan dapat mempengaruhi promosi jabatan saya					
<b>11</b>	Pimpinan dapat membuat saya merasa dihargai					
<b>12</b>	Dalam melaksanakan pekerjaan, saya tidak pernah mendapatkan					

	arahan dari pimpinan sekolah					
13	Pimpinan dapat membuat saya merasa sebagai orang yang penting					

No	Pernyataan/Pertanyaan	Pilihan Sikap/Jawaban				
		STS	TS	N	S	SS
<b>EE</b>	<b>Keterikatan Karyawan (<i>Employee Engagement</i>)</b>					
1	Saya bekerja dengan penuh energi					
	Hal apa yang membuat anda selalu penuh dengan energi dalam bekerja? Jawab:					
2	Saya merasa nyaman di lingkungan kerja saya					
	Apa yang membuat anda nyaman di lingkungan kerja anda? Jawab:					
3	Tekanan ditempat kerja saya mempengaruhi kinerja saya					
	Tekanan seperti apa yang anda rasakan? Jawab:					
4	Saya bangga dengan pekerjaan yang saya lakukan					
	Mengapa anda merasa bangga? Jawab:					
5	Saya selalu merasa bahagia dengan pekerjaan saya					
	Hal apa yang membuat anda bahagia dalam melakukan pekerjaan anda? Jawab:					
6	Saya antusias dengan pekerjaan saya saat ini					
	Sebutkan hal yang membuat anda antusias dalam bekerja? Jawab:					
7	Saya berkomitmen untuk menjalankan tugas saya dengan baik					
	Apa alasan anda berkomitmen dalam menjalankan tugas tugas anda? Jawab:					

No	Pernyataan/Pertanyaan	Pilihan Sikap/Jawaban				
		STS	TS	N	S	SS
<b>EP</b>	<b>Kinerja Guru (<i>Teacher Performance</i>)</b>					
1	Saya melakukan pekerjaan dengan baik dan benar					

	Pekerjaan apa saja yang sudah anda lakukan ? (Sebutkan salah satunya) Jawab:					
2	Saya melakukan pekerjaan sesuai target					
	Pekerjaan apa saja yang sudah anda lakukan ? (Sebutkan salah satunya) Jawab:					
3	Saya menyelesaikan pekerjaan dengan tepat waktu					
	Pekerjaan apa saja yang sudah anda lakukan ? (Sebutkan salah satunya) Jawab:					
4	Saya dapat menyelesaikan semua pekerjaan sesuai dengan permintaan pimpinan sekolah					
	Pekerjaan seperti apa yang anda lakukan? (sebutkan 2) Jawab:					
5	Pengetahuan dan kemampuan saya sesuai dengan tugas yang diberikan					
	Kemampuan apa yang anda miliki ? (Sebutkan salah satunya) Jawab:					
6	Saya berkerjasama dengan baik diantara rekan kerja saya					
	Interaksi seperti apa yang sering anda lakukan ditempat kerja? Jawab:					
7	Saya menguasai materi yang akan saya berikan kepada peserta didik					
	Materi apa yang anda kuasai? (Sebutkan 2) Jawab:					
8	Saya mengajar sesuai dengan kompetensi saya					
	Kompetensi apa yang anda miliki? Jawab:					
9	Saya masuk kelas tepat waktu					

☺ **Terima Kasih Atas Bantuan Bapak Ibu Guru....**

**Semoga Allah memudahkan semua urusan Bapak/Ibu Guru... aamin☺**

*Witri*

## LAMPIRAN 2. Analisis deskriptif yang diolah menggunakan SPSS

### a. Tabulasi silang usia dengan jenis kelamin

**Jenis\_Kelamin \* Usia Crosstabulation**

		Usia				
		<25th	26 - 35th	36 - 45th	>46th	
Jenis_Kelami	Count	21	38	22	12	93
	Laki-laki % of	10,0%	18,2%	10,5%	5,7%	44,5%
	Total					
n	Count	15	53	37	11	116
	Perempuan % of	7,2%	25,4%	17,7%	5,3%	55,5%
	Total					
Total	Count	36	91	59	23	209
	% of	17,2%	43,5%	28,2%	11,0%	100,0%
	Total					

### b. Tabulasi silang jenis kelamin dengan lama bekerja

**Jenis\_Kelamin \* Lama-Bekerja Crosstabulation**

		Lama-Bekerja				Total
		<5th	6-10th	11-15th	>16th	
Jenis_Kelami	Count	31	34	16	12	93
	Laki-laki % of	14,8%	16,3%	7,7%	5,7%	44,5%
	Total					
n	Count	40	38	20	18	116
	Perempuan % of	19,1%	18,2%	9,6%	8,6%	55,5%
	Total					
Total	Count	71	72	36	30	209
	% of	34,0%	34,4%	17,2%	14,4%	100,0%
	Total					



## c. Tabulasi silang Usia dnegan lama bekerja

Usia \* Lama-Bekerja Crosstabulation

		Lama-Bekerja				Total	
		<5th	6-10th	11-15th	>16th		
Usia	<25th	Count	28	8	0	0	36
		% of Total	13,4%	3,8%	0,0%	0,0%	17,2%
	26 - 35th	Count	39	39	7	6	91
		% of Total	18,7%	18,7%	3,3%	2,9%	43,5%
	36 - 45th	Count	7	20	18	14	59
		% of Total	3,3%	9,6%	8,6%	6,7%	28,2%
	>46th	Count	3	7	8	5	23
		% of Total	1,4%	3,3%	3,8%	2,4%	11,0%
	Total	Count	77	74	33	25	209
		% of Total	36,8%	35,4%	15,8%	12,0%	100,0%

### LAMPIRAN 3. Analisis Deskriptif

#### 1. Variabel Islamic Work Ethic

##### Statistics

	IWE1	IWE2	IWE3	IWE4	IWE5	IWE6	IWE7	IWE8	IWE9	IWE10	TotalIWE
N	Valid	209	209	209	209	209	209	209	209	209	209
	Missing	0	0	0	0	0	0	0	0	0	0
Mean	3,57	3,78	3,53	3,60	3,68	3,67	3,80	3,83	3,70	3,61	36,78
Median	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	38,00
Mode	4	4	4	4	4	4	4	4	4	4	41
Std. Deviation	,984	,923	,971	,821	,959	,946	,800	,923	,888	,985	6,463
Variance	,968	,852	,943	,673	,919	,895	,639	,852	,789	,969	41,776
Range	4	4	4	4	4	4	3	3	3	4	32
Minimum	1	1	1	1	1	1	2	2	2	1	18
Maximum	5	5	5	5	5	5	5	5	5	5	50
Sum	746	791	737	753	770	767	795	801	773	755	7688

##### IWE1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	5	2,4	2,4	2,4
2	29	13,9	13,9	16,3
3	48	23,0	23,0	39,2
4	96	45,9	45,9	85,2
5	31	14,8	14,8	100,0
Total	209	100,0	100,0	

##### IWE2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	1,0	1,0	1,0
2	21	10,0	10,0	11,0
3	41	19,6	19,6	30,6
4	101	48,3	48,3	78,9
5	44	21,1	21,1	100,0
Total	209	100,0	100,0	

**IWE3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4	1,9	1,9	1,9
2	30	14,4	14,4	16,3
3	57	27,3	27,3	43,5
4	88	42,1	42,1	85,6
5	30	14,4	14,4	100,0
Total	209	100,0	100,0	

**IWE4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	,5	,5	,5
2	20	9,6	9,6	10,0
3	62	29,7	29,7	39,7
4	104	49,8	49,8	89,5
5	22	10,5	10,5	100,0
Total	209	100,0	100,0	

**IWE5**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1,0	1,0	1,0
2	28	13,4	13,4	14,4
3	43	20,6	20,6	34,9
4	97	46,4	46,4	81,3
5	39	18,7	18,7	100,0
Total	209	100,0	100,0	

**WE6**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1,0	1,0	1,0
2	31	14,8	14,8	15,8
3	34	16,3	16,3	32,1
4	109	52,2	52,2	84,2
5	33	15,8	15,8	100,0
Total	209	100,0	100,0	

**IWE7**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	14	6,7	6,7	6,7
3	49	23,4	23,4	30,1
Valid 4	110	52,6	52,6	82,8
5	36	17,2	17,2	100,0
Total	209	100,0	100,0	

**IWE8**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	19	9,1	9,1	9,1
3	52	24,9	24,9	34,0
Valid 4	83	39,7	39,7	73,7
5	55	26,3	26,3	100,0
Total	209	100,0	100,0	

**IWE9**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	17	8,1	8,1	8,1
3	72	34,4	34,4	42,6
Valid 4	77	36,8	36,8	79,4
5	43	20,6	20,6	100,0
Total	209	100,0	100,0	

**IWE10**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	1,0	1,0	1,0
2	27	12,9	12,9	13,9
Valid 3	64	30,6	30,6	44,5
4	73	34,9	34,9	79,4
5	43	20,6	20,6	100,0
Total	209	100,0	100,0	

2. Variabel *Transformational Leadership***Statistics**

		TL1	TL2	TL3	TL4	TL5	TL6	TL7	TL8	TL9	TL10	TL11	TL12	TotalT L
N	Valid	209	209	209	209	209	209	209	209	209	209	209	209	209
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0
Mean		3,88	3,79	3,43	3,79	3,80	3,66	3,64	3,62	3,50	3,69	3,54	3,71	44,05
Median		4,00	4,00	3,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	45,00
Mode		4	4	4	4	4	4	4	4	3	4	4	3	45
Std. Deviation		,971	,936	,983	,890	,908	,938	,941	1,063	1,043	,992	1,019	,927	7,723
Variance		,942	,876	,967	,792	,825	,881	,885	1,130	1,088	,985	1,038	,859	59,652
Range		4	3	4	4	3	4	4	4	4	4	4	4	34
Minimum		1	2	1	1	2	1	1	1	1	1	1	1	26
Maximum		5	5	5	5	5	5	5	5	5	5	5	5	60
Sum		811	793	716	792	794	764	761	757	731	771	740	776	9206

**TL1**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	,5	,5	,5
2	21	10,0	10,0	10,5
3	43	20,6	20,6	31,1
4	81	38,8	38,8	69,9
5	63	30,1	30,1	100,0
Total	209	100,0	100,0	

**TL2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	21	10,0	10,0	10,0
3	54	25,8	25,8	35,9
4	81	38,8	38,8	74,6
5	53	25,4	25,4	100,0
Total	209	100,0	100,0	

**TL3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	2,9	2,9	2,9
2	29	13,9	13,9	16,7
3	72	34,4	34,4	51,2
4	74	35,4	35,4	86,6
5	28	13,4	13,4	100,0
Total	209	100,0	100,0	

**TL4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	,5	,5	,5
2	16	7,7	7,7	8,1
3	55	26,3	26,3	34,4
4	91	43,5	43,5	78,0
5	46	22,0	22,0	100,0
Total	209	100,0	100,0	

**TL5**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	18	8,6	8,6	8,6
3	57	27,3	27,3	35,9
4	83	39,7	39,7	75,6
5	51	24,4	24,4	100,0
Total	209	100,0	100,0	

**TL6**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	,5	,5	,5
2	22	10,5	10,5	11,0
3	68	32,5	32,5	43,5
4	75	35,9	35,9	79,4
5	43	20,6	20,6	100,0
Total	209	100,0	100,0	

TL7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	1,9	1,9	1,9
2	19	9,1	9,1	11,0
3	62	29,7	29,7	40,7
4	87	41,6	41,6	82,3
5	37	17,7	17,7	100,0
Total	209	100,0	100,0	

TL8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	1,9	1,9	1,9
2	30	14,4	14,4	16,3
3	58	27,8	27,8	44,0
4	66	31,6	31,6	75,6
5	51	24,4	24,4	100,0
Total	209	100,0	100,0	

TL9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	7	3,3	3,3	3,3
2	27	12,9	12,9	16,3
3	69	33,0	33,0	49,3
4	67	32,1	32,1	81,3
5	39	18,7	18,7	100,0
Total	209	100,0	100,0	

TL10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	1,0	1,0	1,0
2	28	13,4	13,4	14,4
3	49	23,4	23,4	37,8
4	84	40,2	40,2	78,0
5	46	22,0	22,0	100,0
Total	209	100,0	100,0	

TL11

	Frequency	Percent	Valid Percent	Cumulative Percent
1	8	3,8	3,8	3,8
2	20	9,6	9,6	13,4
3	70	33,5	33,5	46,9
4	73	34,9	34,9	81,8
5	38	18,2	18,2	100,0
Total	209	100,0	100,0	

TL12

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	1,0	1,0	1,0
2	13	6,2	6,2	7,2
3	77	36,8	36,8	44,0
4	68	32,5	32,5	76,6
5	49	23,4	23,4	100,0
Total	209	100,0	100,0	

### 3. Variabel *Employee Engagement*

Statistics

	EE1	EE2	EE3	EE4	EE5	EE6	EE7	TOTALEE
N Valid	209	209	209	209	209	209	209	209
Missing	0	0	0	0	0	0	0	0
Mean	3,78	3,67	3,80	3,77	3,69	3,57	3,86	26,14
Median	4,00	4,00	4,00	4,00	4,00	4,00	4,00	27,00
Mode	4	4	4	4	4	4	4	28
Std. Deviation	,882	,856	,908	,919	1,006	1,003	,912	4,110
Variance	,778	,733	,825	,844	1,012	1,005	,832	16,889
Range	3	3	4	4	4	4	4	23
Minimum	2	2	1	1	1	1	1	12
Maximum	5	5	5	5	5	5	5	35
Sum	790	766	794	787	772	747	807	5463



## EE1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	16	7,7	7,7	7,7
3	61	29,2	29,2	36,8
Valid 4	85	40,7	40,7	77,5
5	47	22,5	22,5	100,0
Total	209	100,0	100,0	

## EE2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	20	9,6	9,6	9,6
3	63	30,1	30,1	39,7
Valid 4	93	44,5	44,5	84,2
5	33	15,8	15,8	100,0
Total	209	100,0	100,0	

## EE3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	1,0	1,0	1,0
2	16	7,7	7,7	8,6
Valid 3	51	24,4	24,4	33,0
4	93	44,5	44,5	77,5
5	47	22,5	22,5	100,0
Total	209	100,0	100,0	

## EE4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	,5	,5	,5
2	20	9,6	9,6	10,0
Valid 3	52	24,9	24,9	34,9
4	90	43,1	43,1	78,0
5	46	22,0	22,0	100,0
Total	209	100,0	100,0	

**EE5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	1,0	1,0	1,0
2	27	12,9	12,9	13,9
3	54	25,8	25,8	39,7
4	76	36,4	36,4	76,1
5	50	23,9	23,9	100,0
Total	209	100,0	100,0	

**EE6**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	1,4	1,4	1,4
2	33	15,8	15,8	17,2
3	51	24,4	24,4	41,6
4	85	40,7	40,7	82,3
5	37	17,7	17,7	100,0
Total	209	100,0	100,0	

**EE7**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	1,0	1,0	1,0
2	15	7,2	7,2	8,1
3	46	22,0	22,0	30,1
4	93	44,5	44,5	74,6
5	53	25,4	25,4	100,0
Total	209	100,0	100,0	

## 4. Variabel Employee Performance

**Statistics**

		EP1	EP2	EP3	EP4	EP5	EP6	EP7	EP8	EP9	TOTALEP
N	Valid	209	209	209	209	209	209	209	209	209	209
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		3,54	3,30	3,34	3,36	3,49	3,50	3,46	3,38	3,84	31,22
Median		4,00	3,00	3,00	3,00	4,00	4,00	4,00	4,00	4,00	32,00
Mode		4	4	4	4	4	4	4	4	4	36
Std. Deviation		1,014	1,046	1,036	1,101	,872	1,075	,995	1,050	,860	7,083
Variance		1,028	1,094	1,073	1,213	,761	1,155	,990	1,103	,739	50,163
Range		4	4	4	4	4	4	4	4	3	33
Minimum		1	1	1	1	1	1	1	1	2	12
Maximum		5	5	5	5	5	5	5	5	5	45
Sum		740	689	699	703	729	731	724	707	803	6525

**EP1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	3,8	3,8	3,8
	2	25	12,0	12,0	15,8
	3	54	25,8	25,8	41,6
	4	90	43,1	43,1	84,7
	5	32	15,3	15,3	100,0
	Total	209	100,0	100,0	

**EP2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	5,7	5,7	5,7
	2	35	16,7	16,7	22,5
	3	62	29,7	29,7	52,2
	4	79	37,8	37,8	90,0
	5	21	10,0	10,0	100,0
	Total	209	100,0	100,0	

**EP3**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	10	4,8	4,8	4,8
2	33	15,8	15,8	20,6
3	66	31,6	31,6	52,2
4	75	35,9	35,9	88,0
5	25	12,0	12,0	100,0
Total	209	100,0	100,0	

**EP4**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	14	6,7	6,7	6,7
2	29	13,9	13,9	20,6
3	64	30,6	30,6	51,2
4	71	34,0	34,0	85,2
5	31	14,8	14,8	100,0
Total	209	100,0	100,0	

**EP5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	4	1,9	1,9	1,9
2	21	10,0	10,0	12,0
3	73	34,9	34,9	46,9
4	91	43,5	43,5	90,4
5	20	9,6	9,6	100,0
Total	209	100,0	100,0	

**EP6**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	13	6,2	6,2	6,2
2	25	12,0	12,0	18,2
3	46	22,0	22,0	40,2
4	95	45,5	45,5	85,6
5	30	14,4	14,4	100,0
Total	209	100,0	100,0	

## EP7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	6	2,9	2,9	2,9
2	30	14,4	14,4	17,2
Valid 3	63	30,1	30,1	47,4
4	81	38,8	38,8	86,1
5	29	13,9	13,9	100,0
Total	209	100,0	100,0	

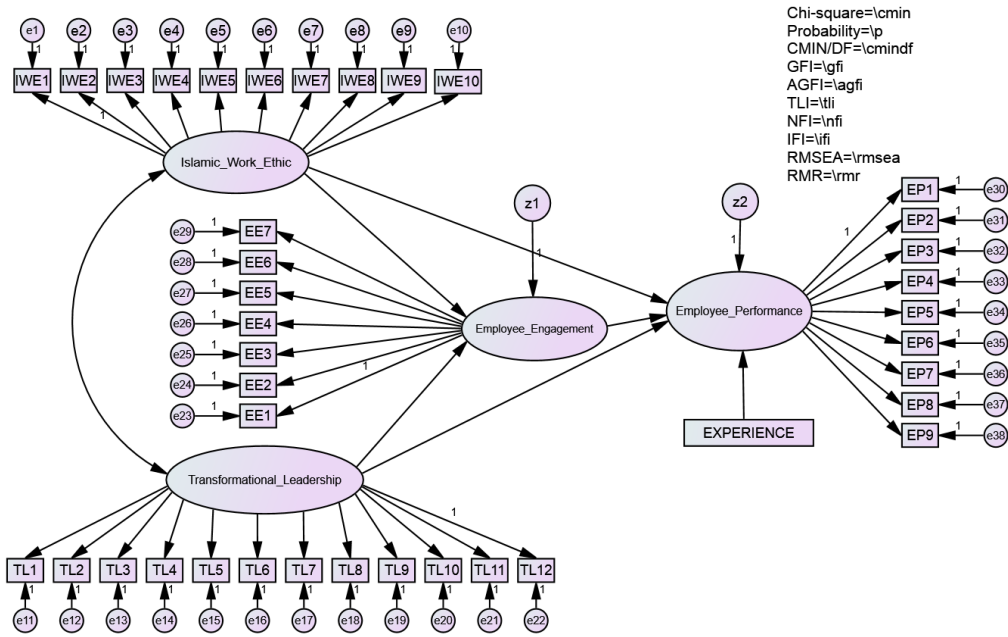
## EP8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	7	3,3	3,3	3,3
2	43	20,6	20,6	23,9
Valid 3	48	23,0	23,0	46,9
4	85	40,7	40,7	87,6
5	26	12,4	12,4	100,0
Total	209	100,0	100,0	

## EP9

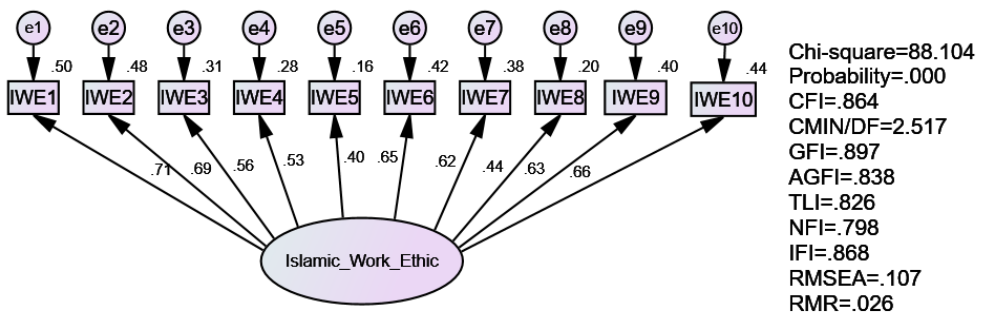
	Frequency	Percent	Valid Percent	Cumulative Percent
2	21	10,0	10,0	10,0
3	33	15,8	15,8	25,8
Valid 4	113	54,1	54,1	79,9
5	42	20,1	20,1	100,0
Total	209	100,0	100,0	

**LAMPIRAN 4.Full Model**



**LAMPIRAN 5.Uji Validitas Data**

**1. Islamic Work Ethic (sebelum CFA)**

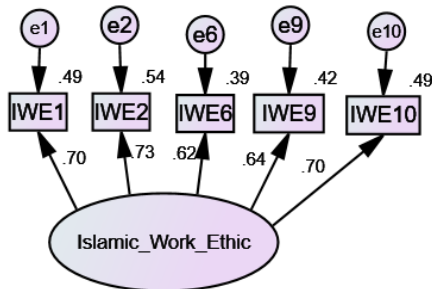


**Standardized Regression Weights: (Group number 1 - Default model)**

	Estimate
IWE1 <--- Islamic_Work_Ethic	.710
IWE2 <--- Islamic_Work_Ethic	.693

	Estimate
IWE3 <--- Islamic_Work_Ethic	.559
IWE4 <--- Islamic_Work_Ethic	.527
IWE5 <--- Islamic_Work_Ethic	.398
IWE6 <--- Islamic_Work_Ethic	.650
IWE7 <--- Islamic_Work_Ethic	.616
IWE8 <--- Islamic_Work_Ethic	.443
IWE9 <--- Islamic_Work_Ethic	.634
IWE10 <--- Islamic_Work_Ethic	.664

### Islamic Work Ethic (setelah uji CFA)

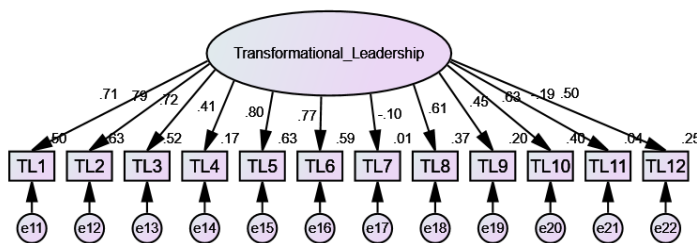


Chi-square=4.722  
 Probability=.451  
 CMIN/DF=.944  
 GFI=.986  
 AGFI=.957  
 TLI=1.003  
 NFI=.976  
 IFI=1.001  
 RMSEA=.000  
 RMR=.011

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

	Estimate
IWE1 <--- Islamic_Work_Ethic	.699
IWE2 <--- Islamic_Work_Ethic	.733
IWE6 <--- Islamic_Work_Ethic	.625
IWE9 <--- Islamic_Work_Ethic	.645
IWE10 <--- Islamic_Work_Ethic	.701

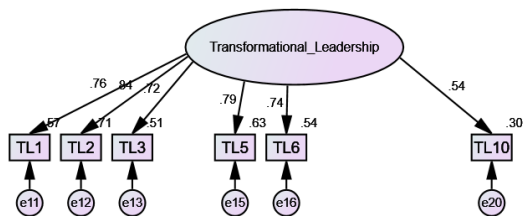
2. Uji Transformational Leadership (sebelum CFA)



Chi-square=274.680  
 Probability=.000  
 CFI=.686  
 CMIN/DF=5.087  
 GFI=.722  
 AGFI=.599  
 TLI=.616  
 NFI=.643  
 IFI=.691  
 RMSEA=.175  
 RMR=.088

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

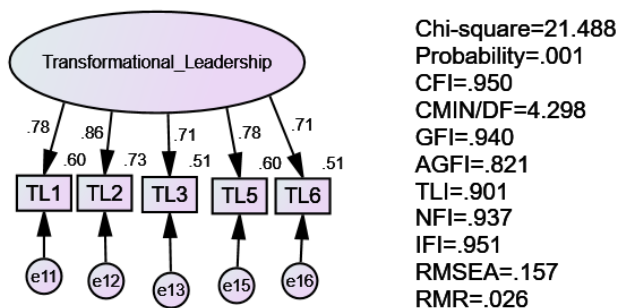
	Estimate
TL12 <--- Transformational_Leadership	.498
TL11 <--- Transformational_Leadership	-.195
TL10 <--- Transformational_Leadership	.633
TL9 <--- Transformational_Leadership	.447
TL8 <--- Transformational_Leadership	.609
TL7 <--- Transformational_Leadership	-.098
TL6 <--- Transformational_Leadership	.765
TL5 <--- Transformational_Leadership	.796
TL4 <--- Transformational_Leadership	.409
TL3 <--- Transformational_Leadership	.722
TL2 <--- Transformational_Leadership	.794
TL1 <--- Transformational_Leadership	.705



Chi-square=31.680  
 Probability=.000  
 CFI=.940  
 CMIN/DF=3.520  
 GFI=.924  
 AGFI=.822  
 TLI=.900  
 NFI=.919  
 IFI=.941  
 RMSEA=.138  
 RMR=.028



Uji *Transformational Leadership* (setelah CFA)

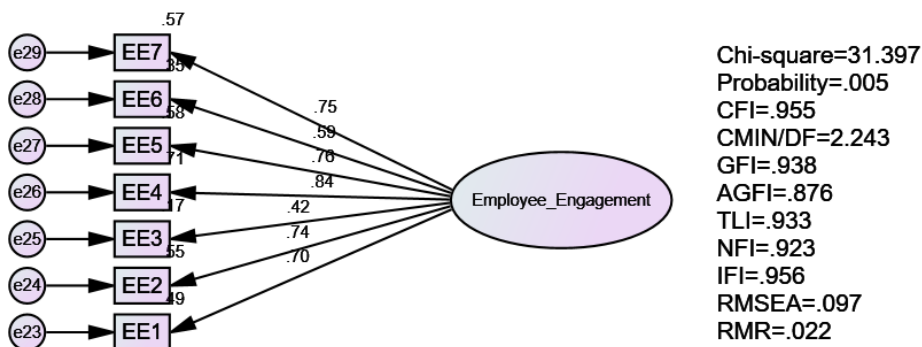


Chi-square=21.488  
 Probability=.001  
 CFI=.950  
 CMIN/DF=4.298  
 GFI=.940  
 AGFI=.821  
 TLI=.901  
 NFI=.937  
 IFI=.951  
 RMSEA=.157  
 RMR=.026

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

	Estimate
TL6 <--- Transformational_Leadership	.714
TL5 <--- Transformational_Leadership	.777
TL3 <--- Transformational_Leadership	.711
TL2 <--- Transformational_Leadership	.857
TL1 <--- Transformational_Leadership	.776

3. Uji *Employee Engagement* (sebelum uji CFA)

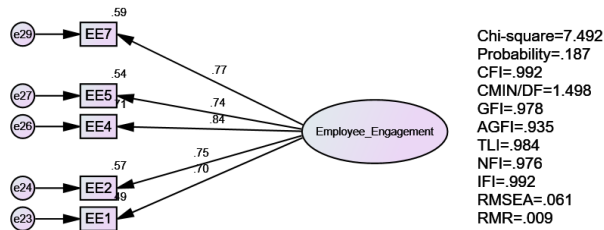


Chi-square=31.397  
 Probability=.005  
 CFI=.955  
 CMIN/DF=2.243  
 GFI=.938  
 AGFI=.876  
 TLI=.933  
 NFI=.923  
 IFI=.956  
 RMSEA=.097  
 RMR=.022

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

	Estimate
EE1 <--- Employee_Engagement	.702
EE2 <--- Employee_Engagement	.738
EE3 <--- Employee_Engagement	.416
EE4 <--- Employee_Engagement	.843
EE5 <--- Employee_Engagement	.765
EE6 <--- Employee_Engagement	.594
EE7 <--- Employee_Engagement	.754

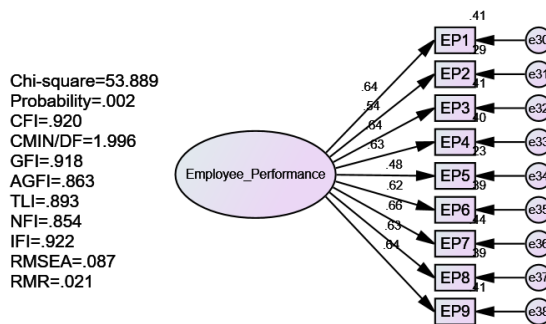
Uji Employee Engagement (setelah CFA)



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

	Estimate
EE1 <--- Employee_Engagement	.698
EE2 <--- Employee_Engagement	.753
EE4 <--- Employee_Engagement	.843
EE5 <--- Employee_Engagement	.736
EE7 <--- Employee_Engagement	.769

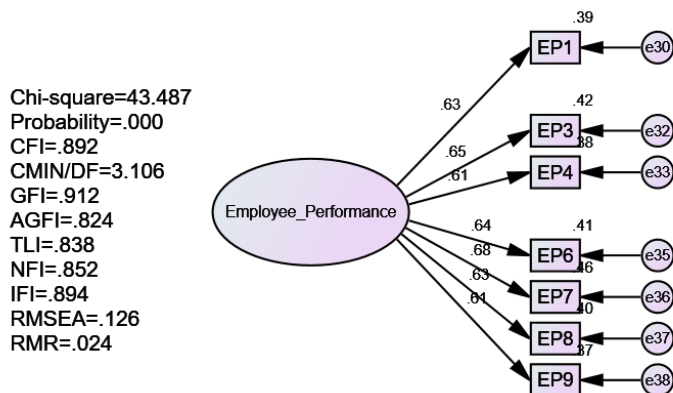
4. Uji Employee Performance (sebelum CFA)



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

	Estimate
EP1 <--- Employee_Performance	.638
EP2 <--- Employee_Performance	.540
EP3 <--- Employee_Performance	.641
EP4 <--- Employee_Performance	.629
EP5 <--- Employee_Performance	.484
EP6 <--- Employee_Performance	.624
EP7 <--- Employee_Performance	.661
EP8 <--- Employee_Performance	.626
EP9 <--- Employee_Performance	.638

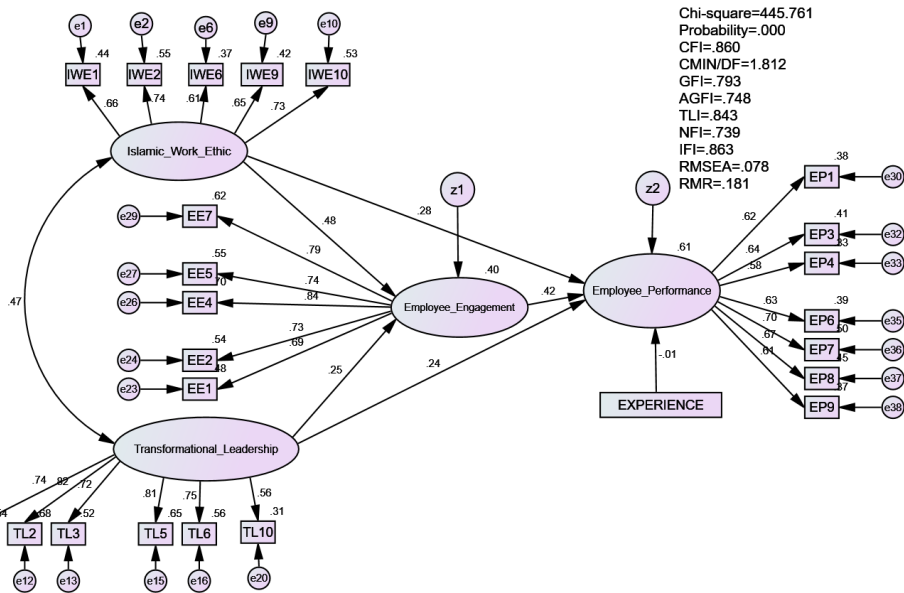
*Employee Performance (setelah CFA)*



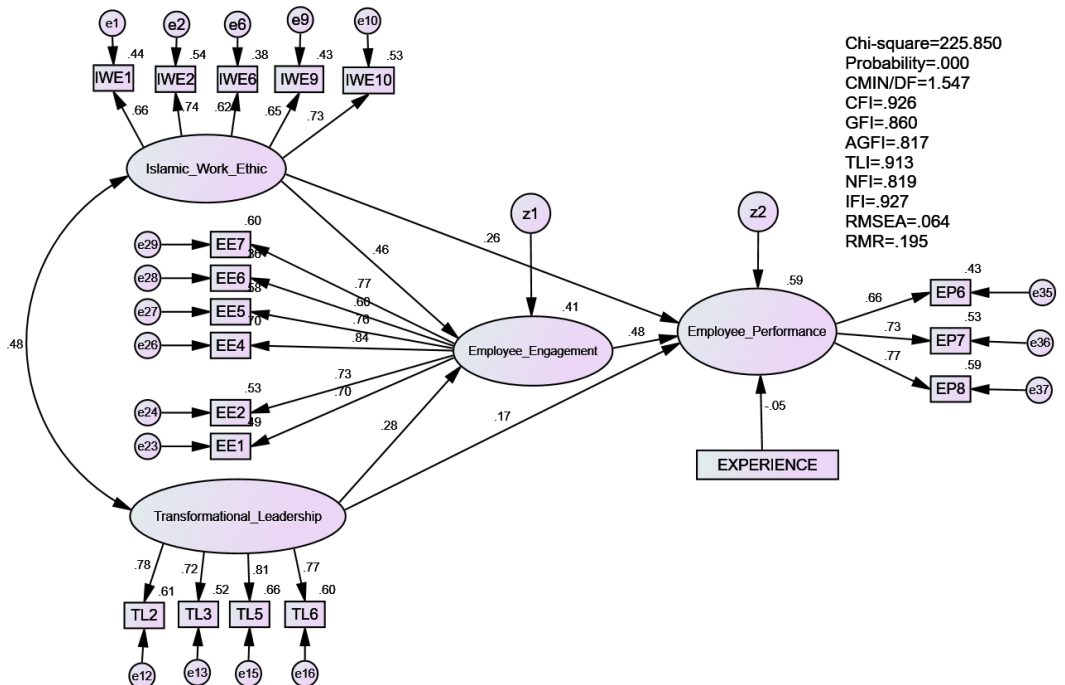
**Standardized Regression Weights: (Group number 1 - Default model)**

	Estimate
EP1 <--- Employee_Performance	.625
EP3 <--- Employee_Performance	.650
EP4 <--- Employee_Performance	.613
EP6 <--- Employee_Performance	.640
EP7 <--- Employee_Performance	.677
EP8 <--- Employee_Performance	.633
EP9 <--- Employee_Performance	.610

**MODEL SETELAH Uji CFA Parsial (belum Uji CFA Full)**



**FULL MODEL SETELAH Uji CFA (FULL MODEL)**



**LAMPIRAN 6.Uji Reliabilitas**

Regression Weights: (Group number 1 - Default model)

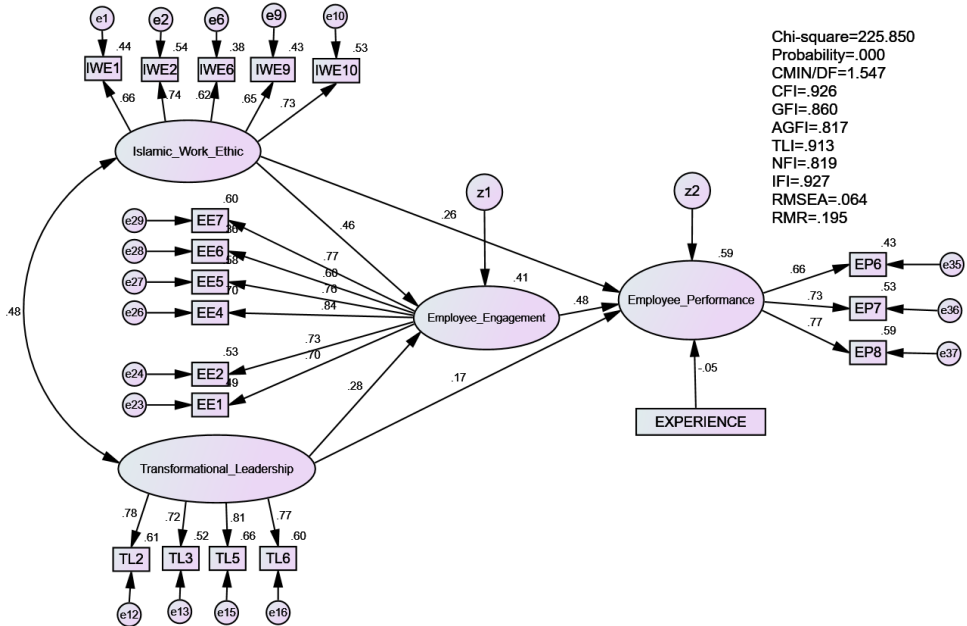
			Estimate	S.E.	C.R.	P	Label
Employee_Engagement	<-- Islamic_Work_Ethic	- c	,440	,17	3,774	** *	par_15
Employee_Engagement	<-- Transformational_Leadership	-	,185	,069	2,679	,007	par_16
Employee_Performance	<-- Employee_Engagement	-	,476	,130	3,645	** *	par_17
Employee_Performance	<-- Islamic_Work_Ethic	- c	,245	,121	2,015	,044	par_19
Employee_Performance	<-- Transformational_Leadership	-	,112	,074	1,512	,130	par_20
Employee_Performance	<-- EXPERIENCE	-	-,004	,007	-,572	,568	par_21
IWE1	<-- Islamic_Work_Ethic	- c	1,000				
IWE2	<-- Islamic_Work_Ethic	- c	1,187	,170	6,970	** *	par_1
IWE6	<-- Islamic_Work_Ethic	- c	,819	,135	6,082	** *	par_2
IWE9	<-- Islamic_Work_Ethic	- c	1,189	,189	6,304	** *	par_3
IWE10	<-- Islamic_Work_Ethic	- c	1,135	,168	6,735	** *	par_4
TL6	<-- Transformational_Leadership	-	,929	,106	8,744	** *	par_5
TL5	<-- Transformational_Leadership	-	1,102	,102	9,402	** *	par_5

		Estimate	S.E.	C.R.	P	Label
	- Leadership		17	51	*	6
TL3	<-- Transformational_Leadership	,969	,19	8,146	** *	par_ 7
TL2	<-- Transformational_Leadership	1,000				
EE1	<-- Employee_Engagement	1,000				
EE2	<-- Employee_Engagement	1,062	,136	7,830	** *	par_ 8
EE4	<-- Employee_Engagement	1,368	,158	8,641	** *	par_ 9
EE5	<-- Employee_Engagement	1,186	,149	7,973	** *	par_ 10
EE6	<-- Employee_Engagement	,898	,141	6,388	** *	par_ 11
EE7	<-- Employee_Engagement	1,081	,131	8,249	** *	par_ 12
EP6	<-- Employee_Performance	1,000				
EP7	<-- Employee_Performance	,995	,155	6,432	** *	par_ 13
EP8	<-- Employee_Performance	1,129	,164	6,905	** *	par_ 14

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

		Estimate
Employee_Engagement	<--- Islamic_Work_Ethic	,459
Employee_Engagement	<--- Transformational_Leadership	,279
Employee_Performance	<--- Employee_Engagement	,476
Employee_Performance	<--- Islamic_Work_Ethic	,256
Employee_Performance	<--- Transformational_Leadership	,168
Employee_Performance	<--- EXPERIENCE	-,046
IWE1	<--- Islamic_Work_Ethic	,663
IWE2	<--- Islamic_Work_Ethic	,735
IWE6	<--- Islamic_Work_Ethic	,618
IWE9	<--- Islamic_Work_Ethic	,655
IWE10	<--- Islamic_Work_Ethic	,727
TL6	<--- Transformational_Leadership	,773
TL5	<--- Transformational_Leadership	,813
TL3	<--- Transformational_Leadership	,722
TL2	<--- Transformational_Leadership	,781
EE1	<--- Employee_Engagement	,701
EE2	<--- Employee_Engagement	,729
EE4	<--- Employee_Engagement	,835
EE5	<--- Employee_Engagement	,761
EE6	<--- Employee_Engagement	,600
EE7	<--- Employee_Engagement	,772
EP6	<--- Employee_Performance	,658
EP7	<--- Employee_Performance	,730
EP8	<--- Employee_Performance	,768

**LAMPIRAN 7. Full Model SEM**



**LAMPIRAN 8. Mahalanobis distance  
MAHALANOBIS SEBELUM OUTLIER DI BUANG**

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

Observation number	Mahalanobis d-squared	p1	p2
56	52.222	.001	.093
19	50.931	.001	.009
27	49.883	.001	.001
70	47.768	.003	.001
22	46.462	.004	.000
110	46.346	.004	.000
97	46.287	.004	.000
63	45.853	.005	.000
28	45.651	.005	.000
10	44.999	.006	.000
13	44.281	.007	.000
46	43.943	.008	.000
15	40.145	.021	.000
45	37.958	.035	.000



Observation number	Mahalanobis d-squared	p1	p2
108	35.286	.064	.026
72	34.824	.071	.029
66	34.805	.071	.015
25	34.067	.083	.030
29	34.025	.084	.017
53	33.525	.093	.025
77	33.221	.099	.024
48	32.414	.117	.064
41	32.312	.119	.047
51	31.870	.130	.065
84	31.867	.130	.040
74	31.353	.144	.067
26	30.954	.155	.089
20	30.684	.163	.096
54	30.671	.163	.066
93	30.568	.167	.052
65	30.262	.176	.063
64	29.249	.211	.243
34	28.809	.227	.332
73	28.679	.232	.310
112	28.575	.237	.280
1	28.157	.253	.375
134	27.609	.277	.541
52	27.566	.279	.483
3	27.425	.285	.471
76	27.037	.303	.575
104	26.959	.306	.536
49	26.777	.315	.548
79	26.773	.315	.476
121	26.536	.327	.515
11	26.373	.335	.520
6	26.165	.345	.547
21	26.068	.350	.523
8	25.796	.364	.584
23	25.449	.382	.679
71	25.418	.383	.628
37	25.305	.389	.614

Observation number	Mahalanobis d-squared	p1	p2
30	25.266	.391	.564
68	25.069	.402	.593
78	25.015	.405	.551
38	24.976	.407	.501
40	24.809	.416	.517
16	24.692	.423	.508
33	24.648	.425	.461
62	24.579	.429	.427
96	24.033	.460	.641
18	23.740	.477	.719
103	23.599	.485	.724
44	23.499	.491	.711
86	23.386	.497	.704
17	23.302	.502	.684
117	23.231	.506	.656
88	23.133	.512	.642
130	23.037	.518	.626
116	22.890	.526	.637
5	22.632	.542	.704
31	22.343	.559	.777
120	22.337	.559	.725
99	22.049	.576	.796
50	22.014	.578	.759
75	21.845	.589	.779
125	21.767	.593	.759
35	21.703	.597	.732
98	21.640	.601	.703
106	21.218	.626	.831
67	20.759	.653	.925
89	20.711	.656	.909
61	20.677	.658	.886
69	20.633	.660	.862
47	20.443	.671	.882
59	20.390	.674	.860
107	20.178	.687	.886
129	19.786	.709	.945
94	19.623	.718	.951

Observation number	Mahalanobis d-squared	p1	p2
87	19.607	.719	.932
85	19.223	.740	.969
119	19.150	.744	.963
42	19.128	.745	.948
36	18.603	.773	.987
57	18.298	.788	.993
12	17.473	.828	1.000
123	17.287	.836	1.000
2	17.065	.846	1.000
24	16.894	.853	1.000
43	16.562	.867	1.000
109	16.379	.874	1.000

### MAHALANOBIS SETELAH OUTLIER DIBUANG

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

Observation number	Mahalanobis d-squared	p1	p2
66	29.477	.059	.027
51	29.058	.065	.028
74	28.138	.081	.075
45	27.355	.097	.150
62	26.684	.112	.244
112	26.606	.114	.190
25	26.390	.120	.177
20	26.303	.122	.137
72	25.902	.133	.173
48	25.707	.139	.162
1	25.548	.143	.145
49	25.502	.145	.107
29	24.386	.182	.391
8	24.294	.185	.346
65	23.907	.200	.429
77	23.803	.204	.392
2	23.453	.218	.468
40	23.020	.236	.589
28	22.997	.237	.519
22	22.709	.250	.577

Observation number	Mahalanobis d-squared	p1	p2
3	22.245	.272	.715
16	22.095	.280	.712
93	22.078	.280	.650
31	21.886	.290	.669
64	21.694	.300	.689
6	21.651	.302	.640
108	21.538	.308	.625
110	21.378	.316	.633
37	21.378	.316	.561
23	21.362	.317	.495
53	21.081	.332	.571
81	21.055	.334	.512
33	21.024	.335	.456
78	20.995	.337	.400
76	20.874	.344	.394
26	20.833	.346	.347
89	20.703	.353	.347
41	20.695	.354	.287
120	20.645	.357	.251
68	20.576	.361	.226
96	20.506	.365	.202
34	20.466	.367	.170
84	20.412	.370	.146
121	20.086	.389	.221
106	20.026	.393	.196
116	20.003	.394	.159
11	19.947	.398	.137
104	19.821	.405	.139
107	19.682	.414	.145
88	19.415	.431	.200
98	19.170	.446	.257
86	18.824	.468	.379
117	18.794	.470	.332
103	18.747	.473	.296
125	18.191	.510	.555
5	18.166	.511	.502
47	18.022	.521	.522

Observation number	Mahalanobis d-squared	p1	p2
69	17.883	.530	.539
35	17.599	.549	.644
79	17.541	.553	.613
119	17.490	.557	.577
129	16.715	.609	.896
30	16.669	.612	.877
94	16.337	.635	.936
71	16.267	.639	.928
55	16.240	.641	.908
73	16.228	.642	.880
75	16.187	.645	.856
59	16.179	.645	.816
85	16.051	.654	.824
67	16.051	.654	.774
36	16.034	.655	.726
18	16.000	.657	.683
21	15.757	.673	.756
42	15.149	.713	.936
95	15.009	.722	.942
50	14.963	.725	.928
99	14.906	.729	.915
52	14.617	.747	.953
61	14.532	.752	.948
44	14.384	.761	.954
54	14.285	.767	.951
17	14.086	.779	.964
12	13.805	.795	.981
105	13.531	.810	.991
118	13.433	.816	.990
87	12.968	.840	.998

**LAMPIRAN 9. Uji Normalitas**

a. Uji Normalitas Sebelum seleksi data

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
EXPERIENCE	1,000	27,000	1,313	7,749	2,762	8,151
EP9	2,000	5,000	-,647	-3,818	-,049	-,144
EP8	1,000	5,000	-,338	-1,992	-,720	-2,124
EP7	1,000	5,000	-,355	-2,098	-,389	-1,148
EP6	1,000	5,000	-,693	-4,088	-,127	-,376
EP5	1,000	5,000	-,421	-2,484	,099	,291
EP4	1,000	5,000	-,387	-2,285	-,466	-1,374
EP3	1,000	5,000	-,335	-1,976	-,430	-1,270
EP2	1,000	5,000	-,387	-2,286	-,461	-1,360
EP1	1,000	5,000	-,568	-3,354	-,132	-,389
EE7	1,000	5,000	-,600	-3,542	-,007	-,020
EE6	1,000	5,000	-,362	-2,137	-,631	-1,862
EE5	1,000	5,000	-,354	-2,089	-,704	-2,078
EE4	1,000	5,000	-,416	-2,453	-,437	-1,289
EE3	1,000	5,000	-,520	-3,071	-,095	-,281
EE2	2,000	5,000	-,221	-1,307	-,557	-1,644
EE1	2,000	5,000	-,231	-1,362	-,707	-2,086
TL1	1,000	5,000	-,549	-3,243	-,518	-1,529
TL2	2,000	5,000	-,322	-1,900	-,787	-2,323
TL3	1,000	5,000	-,264	-1,557	-,364	-1,075

Variable	min	max	skew	c.r.	kurtosis	c.r.
TL4	1,000	5,000	-,397	-2,341	-,344	-1,014
TL5	2,000	5,000	-,289	-1,704	-,742	-2,189
TL6	1,000	5,000	-,176	-1,037	-,701	-2,070
TL7	1,000	5,000	-,447	-2,636	-,098	-,289
TL8	1,000	5,000	-,309	-1,824	-,767	-2,265
TL9	1,000	5,000	-,287	-1,692	-,487	-1,438
TL10	1,000	5,000	-,413	-2,435	-,607	-1,792
TL11	1,000	5,000	-,411	-2,427	-,186	-,549
TL12	1,000	5,000	-,164	-,967	-,547	-1,615
IWE10	1,000	5,000	-,224	-1,324	-,708	-2,090
IWE9	2,000	5,000	-,075	-,445	-,804	-2,372
IWE8	2,000	5,000	-,362	-2,136	-,725	-2,141
IWE7	2,000	5,000	-,426	-2,514	-,132	-,391
IWE6	1,000	5,000	-,632	-3,728	-,263	-,777
IWE5	1,000	5,000	-,516	-3,045	-,390	-1,150
IWE4	1,000	5,000	-,411	-2,424	-,096	-,282
IWE3	1,000	5,000	-,390	-2,303	-,413	-1,218
IWE2	1,000	5,000	-,627	-3,700	-,041	-,122
IWE1	1,000	5,000	-,544	-3,208	-,254	-,751
Multivariate					100,525	12,849

b. Uji normalitas Setelah Seleksi data  
**Assessment of normality (Group number 1)**

Variable	min	max	skew	c.r.	kurtosis	c.r.
EXPERIENCE	1.000	27.000	1.246	3.890	1.353	3.560
EP8	2.000	5.000	-.485	-2.290	1.590	1.756
EP7	3.000	5.000	.068	.323	-.012	-.028
EP6	2.000	5.000	-.326	-1.538	.375	.887
EE7	3.000	5.000	-.074	-.352	-.536	-1.267
EE6	3.000	5.000	-.076	-.361	-.393	-.929
EE5	3.000	5.000	-.116	-.546	-.561	-1.325

Variable	min	max	skew	c.r.	kurtosis	c.r.
EE4	3.000	5.000	-.287	-1.357	-.790	-1.866
EE2	2.000	5.000	-.383	-1.808	.582	1.374
EE1	3.000	5.000	-.044	-.208	-.312	-.736
TL2	2.000	5.000	-.512	-2.420	.008	.018
TL3	2.000	5.000	-.167	-.788	-.485	-1.147
TL5	2.000	5.000	-.391	-1.849	-.309	-.730
TL6	2.000	5.000	-.463	-2.187	.087	.206
IWE10	3.000	5.000	-.548	-2.390	-.709	-1.676
IWE9	3.000	5.000	-.362	-1.710	-1.237	-1.923
IWE6	3.000	5.000	.018	.086	-.184	-.434
IWE2	3.000	5.000	-.415	-1.961	-.852	-2.013
IWE1	3.000	5.000	-.687	-2.248	-.537	-1.268
Multivariate					13.463	1.905

### LAMPIRAN 10.Uji Kecocokan Model SEM

#### Model Fit Summary

##### CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	44	225,850	146	,000	1,547
Saturated model	190	,000	0		
Independence model	19	1245,338	171	,000	7,283

##### RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,195	,860	,817	,661
Saturated model	,000	1,000		
Independence model	,241	,307	,230	,276

##### Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI



Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,819	,788	,927	,913	,926
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

#### Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,854	,699	,790
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

#### NCP

Model	NCP	LO 90	HI 90
Default model	79,850	43,104	124,544
Saturated model	,000	,000	,000
Independence model	1074,338	965,990	1190,141

#### FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	1,698	,600	,324	,936
Saturated model	,000	,000	,000	,000
Independence model	9,363	8,078	7,263	8,948

#### RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,064	,047	,080	,083
Independence model	,217	,206	,229	,000

## AIC

Model	AIC	BCC	BIC	CAIC
Default model	313,850	329,425	441,355	485,355
Saturated model	380,000	447,257	930,590	1120,590
Independence model	1283,338	1290,063	1338,397	1357,397

## ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	2,360	2,083	2,696	2,477
Saturated model	2,857	2,857	2,857	3,363
Independence model	9,649	8,835	10,520	9,700

## HOELTER

Model	HOELTER .05	HOELTER .01
Default model	104	112
Independence model	22	24

**LAMPIRAN 11. Analisa Jalur**

## a. Pengaruh Langsung

## Standardized Direct Effects (Group number 1 - Default model)

	EXPE RIEN CE	Transformati onal_Leaders hip	Islamic_ Work_Et hic	Employee _Engagem ent	Employee _Performa nce
Employee _Engagem ent	,000	,279	,459	,000	,000
Employee _Performa nce	-,046	,168	,256	,476	,000

	EXPE RIEN CE	Transformati onal_Leaders hip	Islamic_ Work_Et hic	Employee _Engagem ent	Employee _Performa nce
EP8	,000	,000	,000	,000	,768
EP7	,000	,000	,000	,000	,730
EP6	,000	,000	,000	,000	,658
EE7	,000	,000	,000	,772	,000
EE6	,000	,000	,000	,600	,000
EE5	,000	,000	,000	,761	,000
EE4	,000	,000	,000	,835	,000
EE2	,000	,000	,000	,729	,000
EE1	,000	,000	,000	,701	,000
TL2	,000	,781	,000	,000	,000
TL3	,000	,722	,000	,000	,000
TL5	,000	,813	,000	,000	,000
TL6	,000	,773	,000	,000	,000
IWE10	,000	,000	,727	,000	,000
IWE9	,000	,000	,655	,000	,000
IWE6	,000	,000	,618	,000	,000
IWE2	,000	,000	,735	,000	,000
IWE1	,000	,000	,663	,000	,000

## b. Pengaruh tidak langsung

## Standardized Indirect Effects (Group number 1 - Default model)

	EXPE RIEN CE	Transformati onal_Leaders hip	Islamic_ Work_Et hic	Employee _Engagem ent	Employee _Performa nce
Employee _Engagem ent	,000	,000	,000	,000	,000
Employee _Performa nce	,000	,133	,219	,000	,000
EP8	-,035	,231	,365	,366	,000
EP7	-,034	,220	,347	,348	,000
EP6	-,030	,198	,313	,314	,000
EE7	,000	,215	,355	,000	,000
EE6	,000	,167	,275	,000	,000
EE5	,000	,212	,350	,000	,000
EE4	,000	,233	,384	,000	,000
EE2	,000	,203	,335	,000	,000
EE1	,000	,195	,322	,000	,000
TL2	,000	,000	,000	,000	,000
TL3	,000	,000	,000	,000	,000
TL5	,000	,000	,000	,000	,000
TL6	,000	,000	,000	,000	,000
IWE10	,000	,000	,000	,000	,000
IWE9	,000	,000	,000	,000	,000

	EXPE RIEN CE	Transformati onal_Leaders hip	Islamic_ Work_Et hic	Employee _Engagem ent	Employee _Performa nce
IWE6	,000	,000	,000	,000	,000
IWE2	,000	,000	,000	,000	,000
IWE1	,000	,000	,000	,000	,000

## c. Pengaruh Total

## Standardized Total Effects (Group number 1 - Default model)

	EXPE RIEN CE	Transformati onal_Leaders hip	Islamic_ Work_Et hic	Employee _Engagem ent	Employee _Performa nce
Employee _Engagem ent	,000	,279	,459	,000	,000
Employee _Performa nce	-,046	,301	,475	,476	,000
EP8	-,035	,231	,365	,366	,768
EP7	-,034	,220	,347	,348	,730
EP6	-,030	,198	,313	,314	,658
EE7	,000	,215	,355	,772	,000
EE6	,000	,167	,275	,600	,000
EE5	,000	,212	,350	,761	,000
EE4	,000	,233	,384	,835	,000
EE2	,000	,203	,335	,729	,000
EE1	,000	,195	,322	,701	,000

	EXPE RIEN CE	Transformati onal_Leaders hip	Islamic_ Work_Et hic	Employee _Engagem ent	Employee _Perform ance
TL2	,000	,781	,000	,000	,000
TL3	,000	,722	,000	,000	,000
TL5	,000	,813	,000	,000	,000
TL6	,000	,773	,000	,000	,000
IWE10	,000	,000	,727	,000	,000
IWE9	,000	,000	,655	,000	,000
IWE6	,000	,000	,618	,000	,000
IWE2	,000	,000	,735	,000	,000
IWE1	,000	,000	,663	,000	,000

## LAMPIRAN 12. Uji Hipotesis

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

			Estimat e	S.E.	C.R.	P	Label
Employee_Engagem ent	<-- -	Islamic_Work_Et hic	.440	.117	3.774	***	par_15
Employee_Engagem ent	<-- -	Transformational _Leadership	.185	.069	2.679	.007	par_16
Employee_Perform ance	<-- -	Employee_Engag ement	.476	.130	3.645	***	par_17
Employee_Perform ance	<-- -	Islamic_Work_Et hic	.245	.121	2.015	.044	par_19
Employee_Perform ance	<-- -	Transformational _Leadership	.112	.074	1.512	.130	par_20
Employee_Perform ance	<-- -	EXPERIENCE	-.004	.007	-.572	.568	par_21
IWE1	<--	Islamic_Work_Et	1.000				

		Estimate	S.E.	C.R.	P	Label
IWE2	- hic <-- Islamic_Work_Et - hic	1.187	.170	6.970	***	par_1
IWE6	<-- Islamic_Work_Et - hic	.819	.135	6.082	***	par_2
IWE9	<-- Islamic_Work_Et - hic	1.189	.189	6.304	***	par_3
IWE10	<-- Islamic_Work_Et - hic	1.135	.168	6.735	***	par_4
TL6	<-- Transformational - _Leadership	.929	.106	8.744	***	par_5
TL5	<-- Transformational - _Leadership	1.102	.117	9.451	***	par_6
TL3	<-- Transformational - _Leadership	.969	.119	8.146	***	par_7
TL2	<-- Transformational - _Leadership	1.000				
EE1	<-- Employee_Engag - ement	1.000				
EE2	<-- Employee_Engag - ement	1.062	.136	7.830	***	par_8
EE4	<-- Employee_Engag - ement	1.368	.158	8.641	***	par_9
EE5	<-- Employee_Engag - ement	1.186	.149	7.973	***	par_10
EE6	<-- Employee_Engag - ement	.898	.141	6.388	***	par_11
EE7	<-- Employee_Engag - ement	1.081	.131	8.249	***	par_12
EP6	<-- Employee_Perfor - mance	1.000				
EP7	<-- Employee_Perfor - mance	.995	.155	6.432	***	par_13
EP8	<-- Employee_Perfor - mance	1.129	.164	6.905	***	par_14