Lampiran 1

KUESIONER PENELITIAN

PERAN *SERVANT LEADERSHIP* DAN *LEADER INTEGRITY* DALAM MENINGKATKAN *WORK ENGAGEMENT*

Program Studi Manajemen

Disusun Oleh: Febri Aditya Pratama

UNIVERSITAS ISLAM SULTAN AGUNG SEMARANG

2019

KUESIONER PENELITIAN
PERAN *SERVANT LEADERSHIP* DAN *LEADER INTEGRITY* DALAM MENINGKATKAN *WORK ENGAGAMENT*

PENGANTAR

Dalam rangka menyelesaikan Tugas Akhir di Jurusan Manajemen Fakultas Ekonomi Universitas Islam Sultan Agung Semarang, saya bermaksud mengadakan penelitian terhadap Bapak/Ibu. Tujuan penelitian ini adalah untuk mengetahui peran *servant leadership* dan *leader integrity* dalam meningkatkan *work engagement.*

Berkaitan dengan itu, saya mohon bantuan Bapak/Ibu untuk menjawab pertanyaan/pernyataaan dalam kuesioner penelitian ini dengan sebaik-baiknya. Kuesioner/angket ini bukan tes, sehingga tidak ada jawaban benar atau salah. Jawaban yang paling baik adalah yang sesuai dengan keadaan diri Bapak/Ibu yang sebenarnya. Jawaban yang Bapak/Ibu berikan semata-mata demi kepentingan ilmu pengetahuan dan peneliti menjamin kerahasiaannya. Jawaban Bapak/Ibu juga tidak akan mempengaruhi nilai Bapak/Ibu atau nama baik instansi.

Atas bantuan Bapak/Ibu, saya ucapkan terima kasih.

Semarang, 28 Maret 2019
Hormat saya,

Febri Aditya Pratama
Nim. 30401511730

A. Identitas Responden
   1. Jenis Kelamin : □ Pria □ Wanita
   2. Umur (Tahun) : □ 22-34 □ 35-47 □ 48-60 □61-75
   3. Pendidikan Terakhir : □SMA □Diploma □S1 □S2 □S3
   4. Masa Kerja (Tahun) : □ 0-10 □ 11-20 □>20
   5. Jabatan :
   6. Status : □ Menikah □ Belum Menikah

B. Petunjuk Pengisian
   1. Sebelum mengisi pertanyaan/pernyataan berikut, kami memohon kesediaan Bapak/Ibu untuk membaca terlebih dahulu petunjuk pengisian ini.
   2. Setiap pertanyaan pilihlah salah satu jawaban yang paling sesuai dengan keadaan Bapak/Ibu, kemudian berikan tanda centang (√) pada kolom yang tersedia.
   3. Contoh pengisian :

No	Pertanyaan/Pernyataan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1.	Rekruitmen yang dilakukan sangat sesuai dengan kebutuhan perusahaan.					√

Keterangan :

STS = Sangat Tidak Setuju (1)
TS = Tidak Setuju (2)
CS = Cukup Setuju (3)
S = Setuju (4)
SS = Sangat Setuju (5)

4. Mohon setiap pertanyaan/pernyataan dapat diisi seluruhnya.

A. Servant Leadership

No.	Pernyataan/Pertanyaan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1.	Pimpinan saya selalu memperlakukan dengan baik terhadap bawahannya.					
2.	Pimpinan saya selalu memperdayakan dengan baik terhadap bawahannya.					
3.	Pimpinan saya mempunyai visi yang baik dan dapat memotivasi bawahannya dalam melaksanakan pekerjaannya.					
4.	Pimpinan saya percaya terhadap apa yang di lakukan bawahan dalam melaksanakan pekerjaannya.					

B. Leader Integrity

No.	Pernyataan/Pertanyaan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1.	Pimpinan saya memiliki kejujuran yang tinggi terhadap pekerjaanya.					
2.	Pimpinan saya dapat di percaya dalam mengelola sebuah organisasi.					
3.	Pimpinan saya selalu bertanggung jawab terhadap pekerjaan yang di lakukan bawahannya.					
4.	Pimpinan saya berani mengambil resiko terhadap pekerjaannya.					

C. Trust in leader

No.	Pernyataan/Pertanyaan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1.	Pimpinan saya memiliki integritas yang tinggi dalam melakukan kepemimpinannya.					
2.	Pimpinan saya memiliki kompetensi yang tinggi dalam menjalankan pekerjaanya.					
3.	Pimpinan saya memiliki tanggung jawab yang besar terhadap pekerjaannya.					
4.	Pimpinan saya memiliki sifat keterbukaan terhadap bawahannya.					

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D. Work Engagement

No.	Pernyataan/Pertanyaan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1.	Pimpinan saya bersedia dengan sekuat tenaga mencurahkan energinya untuk pekerjaannya.					
2.	Pimpinan saya memiliki dedikasi yang tinggi terhadap pekerjaannya.					
3.	Pimpinan saya melakukan penyerapan dengan baik terhadap pekerjaannya					
4.	Pimpinan saya memiliki gairah yang tinggi terhadap pekerjaannya.					

E. Organization Culture

NO.	Pernyataan/Pertanyaan	Pilihan Jawaban				
		STS	TS	CS	S	SS
1.	Di dalam organisasi semua orang mematuhi dan memiliki visi yang sama.					
2.	Di dalam organisasi saya masing-masing individu selalu konsisten terhadap anggota-anggotanya.					
3.	Di dalam organisasi saya seluruh individu memiliki adaptabilitas yang tinggi terhadap perubahan.					
4.	Di dalam organisasi saya setiap individu melibatkan anggota-anggotanya.					

Lampiran 2

Tabulasi Data *Servant Leadership*

No	SL1	SL2	SL3	SL4	SL
1	4	4	5	4	17
2	4	4	4	4	16
3	5	5	5	4	19
4	5	4	5	5	19
5	3	3	3	3	12
6	4	3	4	3	14
7	5	4	5	5	19
8	5	5	5	5	20
9	5	4	5	4	18
10	4	4	4	4	16
11	4	5	4	5	18
12	5	4	4	5	18
13	4	4	5	4	17
14	5	5	5	5	20
15	4	4	4	4	16
16	5	5	5	5	20
17	5	5	5	5	20
18	4	4	5	4	17
19	4	3	3	3	13
20	5	5	4	5	19
21	4	4	4	4	16
22	5	5	5	5	20
23	5	5	5	5	20
24	4	4	4	4	16
25	4	5	5	4	18
26	4	4	4	4	16
27	4	4	5	4	17
28	5	4	5	3	17
29	4	3	4	4	15
30	4	4	5	5	18
31	4	4	4	4	16
32	5	4	3	4	16
33	4	4	4	4	16
34	3	3	3	3	12
35	4	4	4	4	16
36	5	4	5	4	18
37	4	4	4	4	16
38	4	4	4	4	16
39	4	4	4	4	16

40	4	4	4	4	16
41	4	4	4	4	16
42	4	4	4	4	16
43	5	5	5	5	20
44	3	3	4	3	13
45	5	4	4	5	18
46	4	4	4	4	16
47	4	4	5	4	17
48	4	4	3	3	14
49	4	3	5	4	16
50	5	5	5	5	20
51	4	5	4	4	17
52	5	5	5	5	20
53	4	4	4	4	16
54	4	4	4	4	16
55	3	3	4	4	14
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57	4	3	5	4	16
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64	4	4	4	4	16
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77	4	4	5	5	18
78	4	4	4	5	17
79	4	4	4	4	16
80	5	5	5	4	19
81	4	4	4	4	16
82	5	4	5	5	19

83	3	3	3	3	12
84	3	3	3	4	13
85	4	4	5	4	17
86	3	3	3	4	13
87	5	4	5	5	19
88	4	3	5	5	17
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95	4	4	4	4	16
96	4	3	4	4	15
97	3	4	3	4	14
98	4	4	4	4	16
99	4	4	3	4	15
100	4	4	4	4	16
101	4	4	4	4	16

Tabulasi Data

Variabel *Leader Integrity*

LI1	LI2	LI3	LI4	LI
4	4	3	5	16
5	5	5	5	20
4	4	4	4	16
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5	5	5	5	20
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5	5	5	5	20
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4	5	5	5	19
4	4	4	4	16
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4	4	4	4	16
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4	5	4	5	18
3	5	3	3	14

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4	5	4	5	18
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5	4	5	4	18
4	3	4	4	15
4	3	4	4	15
3	4	3	4	14

Tabulasi Data

Variabel *Trust In Leader*

TIL1	TIL2	TIL3	TIL4	TIL
4	5	4	5	18
5	5	5	4	19
4	5	5	3	17
5	5	5	4	19
3	3	3	3	12
4	5	5	3	17
5	5	5	4	19
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4	4	4	4	16
4	4	4	4	16
5	5	5	4	19
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3	3	3	3	12
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4	4	4	4	16
4	4	4	4	16
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4	4	5	3	15
4	4	4	3	15
5	4	4	3	16
4	4	4	3	15
3	3	3	3	12
4	4	4	3	15

Tabulasi Data

Variabel *Work Engagement*

WE1	WE2	WE3	WE4	WE
4	5	3	4	16
4	5	5	5	19
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4	4	5	5	18
4	4	5	5	18
4	4	4	4	16

Tabulasi Data

Variabel *Organization Culture*

OC1	OC2	OC3	OC4	OC
3	3	4	4	14
4	4	4	4	16
5	5	5	5	25
4	4	2	3	13
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4	4	4	4	16
4	3	4	4	15

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3	3	3	3	12
3	3	3	3	12
3	4	3	4	14
3	3	3	3	12
4	4	4	4	16
4	4	2	2	12

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3	3	3	3	12
3	3	4	4	14
2	4	1	4	11
3	4	3	4	14
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3	3	4	4	14
4	4	4	4	16
4	4	4	4	16
3	3	3	3	12
4	4	4	4	16

Lampiran 3
Karakteristik Responden

Karakteristik	Jumlah	Persen
Jenis Kelamin		
Laki-laki	54	54
Perempuan	47	46
Umur		
22-34	34	34
35-47	35	35
48-60	26	25
61-75	6	6
Pendidikan Terakhir		
DIPLOMA	2	1
S1	3	2
S2	78	77
S3	18	20

Masa Kerja		
0-10	40	39
11-20	31	30
>20	30	31
Jabatan		
Dosen	99	98
Sekertaris Dekan	1	1
Asdos Diploma	1	1
Status		
Menikah	80	79
Belum Menikah	21	21
Jumlah	101	100

Sumber Data Primer yang diolah 2019.

Lampiran 4

Analisis Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
SL.1	101	3	5	4.12	0.605
SL.2	101	3	5	3.96	0.647
SL.3	101	3	5	4.23	0.705
SL.4	101	3	5	4.15	0.623
SL	101	12	20	16.46	2.128
Valid N (listwise)	101				

SL.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	13	12.9	12.9	12.9
	S	63	62.4	62.4	75.2
	SS	25	24.8	24.8	100.0
	Total	101	100.0	100.0	

SL.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	23	22.8	22.8	22.8
	S	59	58.4	58.4	81.2
	SS	19	18.8	18.8	100.0
	Total	101	100.0	100.0	

SL.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	16	15.8	15.8	15.8
	S	46	45.5	45.5	61.4
	SS	39	38.6	38.6	100.0
	Total	101	100.0	100.0	

SL.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	13	12.9	12.9	12.9
	S	60	59.4	59.4	72.3
	SS	28	27.7	27.7	100.0

SL.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	13	12.9	12.9	12.9
	S	60	59.4	59.4	72.3
	SS	28	27.7	27.7	100.0
	Total	101	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
LI.1	101	3	5	4.10	0.608
LI.2	101	3	5	4.22	0.657
LI.3	101	3	5	4.11	0.747
LI.4	101	3	5	4.20	0.693
LI	101	12	20	16.58	2.215
Valid N (listwise)	101				

LI.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	14	13.9	13.9	13.9
	S	63	62.4	62.4	76.2
	SS	24	23.8	23.8	100.0
	Total	101	100.0	100.0	

LI.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	13	12.9	12.9	12.9
	S	53	52.5	52.5	65.3
	SS	35	34.7	34.7	100.0
	Total	101	100.0	100.0	

LI.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	23	22.8	22.8	22.8
	S	44	43.6	43.6	66.3
	SS	34	33.7	33.7	100.0
	Total	101	100.0	100.0	

LI.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	16	15.8	15.8	15.8
	S	49	48.5	48.5	64.4
	SS	36	35.6	35.6	100.0
	Total	101	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
TIL.1	101	3	5	4.20	0.664
TIL.2	101	3	5	4.28	0.680
TIL.3	101	3	5	4.30	0.656
TIL.4	101	2	5	3.50	0.856
TIL	101	11	20	16.28	2.329
Valid N (listwise)	101				

TIL.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	14	13.9	13.9	13.9
	S	53	52.5	52.5	66.3
	SS	34	33.7	33.7	100.0
	Total	101	100.0	100.0	

TIL.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	13	12.9	12.9	12.9
	S	47	46.5	46.5	59.4
	SS	41	40.6	40.6	100.0
	Total	101	100.0	100.0	

TIL.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	11	10.9	10.9	10.9
	S	49	48.5	48.5	59.4
	SS	41	40.6	40.6	100.0
	Total	101	100.0	100.0	

TIL.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	8.9	8.9	8.9
	CS	47	46.5	46.5	55.4
	S	30	29.7	29.7	85.1
	SS	15	14.9	14.9	100.0
	Total	101	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
WE.1	101	3	5	4.25	0.607
WE.2	101	3	5	4.33	0.585
WE.3	101	3	5	4.21	0.683
WE.4	101	3	5	4.38	0.598
WE	101	12	20	17.18	2.061
Valid N (listwise)	101				

WE.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	9	8.9	8.9	8.9
	S	58	57.4	57.4	66.3
	SS	34	33.7	33.7	100.0
	Total	101	100.0	100.0	

WE.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	6	5.9	5.9	5.9
	S	56	55.4	55.4	61.4
	SS	39	38.6	38.6	100.0
	Total	101	100.0	100.0	

WE.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	15	14.9	14.9	14.9
	S	50	49.5	49.5	64.4
	SS	36	35.6	35.6	100.0
	Total	101	100.0	100.0	

WE.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CS	6	5.9	5.9	5.9
	S	51	50.5	50.5	56.4
	SS	44	43.6	43.6	100.0
	Total	101	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
OC.1	101	2	5	3.55	0.670
OC.2	101	2	5	3.56	0.607
OC.3	101	1	5	3.60	0.708
OC.4	101	2	5	3.65	0.655
OC	101	8	25	14.45	2.317
Valid N (listwise)	101				

OC.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	4.0	4.0	4.0
	CS	43	42.6	42.6	46.5
	S	48	47.5	47.5	94.1
	SS	6	5.9	5.9	100.0
	Total	101	100.0	100.0	

OC.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2.0	2.0	2.0
	CS	44	43.6	43.6	45.5
	S	51	50.5	50.5	96.0
	SS	4	4.0	4.0	100.0
	Total	101	100.0	100.0	

OC.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1.0	1.0	1.0
	TS	3	3.0	3.0	4.0
	CS	38	37.6	37.6	41.6
	S	52	51.5	51.5	93.1
	SS	7	6.9	6.9	100.0
	Total	101	100.0	100.0	

OC.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3.0	3.0	3.0
	CS	36	35.6	35.6	38.6
	S	55	54.5	54.5	93.1
	SS	7	6.9	6.9	100.0
	Total	101	100.0	100.0	

Lampiran 5

Hasil Uji Validitas

Correlations

		SL.1	SL.2	SL.3	SL.4	SL
SL.1	Pearson Correlation	1	.677**	.592**	.590**	.859**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	101	101	101	101	101
SL.2	Pearson Correlation	.677**	1	.458**	.561**	.812**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	101	101	101	101	101
SL.3	Pearson Correlation	.592**	.458**	1	.582**	.809**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	101	101	101	101	101
SL.4	Pearson Correlation	.590**	.561**	.582**	1	.824**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	101	101	101	101	101
SL	Pearson Correlation	.859**	.812**	.809**	.824**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	101	101	101	101	101

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

Correlations

		LI.1	LI.2	LI.3	LI.4	LI
LI.1	Pearson Correlation	1	.496**	.570**	.427**	.736**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	101	101	101	101	101
LI.2	Pearson Correlation	.496**	1	.644**	.563**	.818**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	101	101	101	101	101
LI.3	Pearson Correlation	.570**	.644**	1	.615**	.868**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	101	101	101	101	101
LI.4	Pearson Correlation	.427**	.563**	.615**	1	.810**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	101	101	101	101	101
LI	Pearson Correlation	.736**	.818**	.868**	.810**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	101	101	101	101	101

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

Correlations

		TIL.1	TIL.2	TIL.3	TIL.4	TIL
TIL.1	Pearson Correlation	1	.564**	.598**	.491**	.805**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	101	101	101	101	101
TIL.2	Pearson Correlation	.564**	1	.710**	.530**	.841**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	101	101	101	101	101
TIL.3	Pearson Correlation	.598**	.710**	1	.425**	.796**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	101	101	101	101	101
TIL.4	Pearson Correlation	.491**	.530**	.425**	1	.757**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	101	101	101	101	101
TIL	Pearson Correlation	.805**	.841**	.796**	.757**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	101	101	101	101	101

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

Correlations

	WE.1	WE.2	WE.3	WE.4	WE

WE.1	Pearson Correlation	1	.756**	.623**	.540**	.868**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	101	101	101	101	101
WE.2	Pearson Correlation	.756**	1	.579**	.618**	.872**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	101	101	101	101	101
WE.3	Pearson Correlation	.623**	.579**	1	.566**	.826**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	101	101	101	101	101
WE.4	Pearson Correlation	.540**	.618**	.566**	1	.789**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	101	101	101	101	101
WE	Pearson Correlation	.868**	.872**	.826**	.789**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	101	101	101	101	101

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

Correlations

		OC.1	OC.2	OC.3	OC.4	OC
OC.1	Pearson Correlation	1	.575**	.530**	.510**	.786**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	101	101	101	101	101
OC.2	Pearson Correlation	.575**	1	.479**	.472**	.765**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	101	101	101	101	101
OC.3	Pearson Correlation	.530**	.479**	1	.628**	.809**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	101	101	101	101	101
OC.4	Pearson Correlation	.510**	.472**	.628**	1	.782**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	101	101	101	101	101
OC	Pearson Correlation	.786**	.765**	.809**	.782**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	101	101	101	101	101

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

Lampiran 6

Hasil Uji Reliabilitas

Servant leadership (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.842	4

Leader Integrity (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.832	4

Trust In Leader (Y1)

Reliability Statistics

Cronbach's Alpha	N of Items
.822	4

Work Engagement (Y2)

Reliability Statistics

Cronbach's Alpha	N of Items
.862	4

Organization Culture (X3)

Reliability Statistics

Cronbach's Alpha	N of Items
.820	4

Lampiran 7

Hasil Uji Asumsi Klasik

MODEL 1

Trust in leader Y1

I. UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		101
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	1.77439624
Most Extreme Differences	Absolute	.111
	Positive	.088
	Negative	-.111
Kolmogorov-Smirnov Z		1.117
Asymp. Sig. (2-tailed)		.165

a. Test distribution is Normal.

II. HASIL UJI MULTIKOLINERITAS

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.228	1.561		2.067	.041		
	SL	.417	.101	.381	4.144	.000	.700	1.428
	LI	.373	.097	.355	3.857	.000	.700	1.428

a. Dependent Variable: TIL

III. HASIL UJI HETEROKEDASTISITAS (UJI GLEJSER)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.337	1.066		1.255	.212
	SL	-.081	.069	-.141	-1.181	.240
	LI	.077	.066	.140	1.167	.246

a. Dependent Variable: RES2

UJI ASUMSI KLASIK

MODEL 11
Work Engagement Y2

IV. UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		101
Normal Parameters[a]	Mean	.0000000
	Std. Deviation	1.71030416
Most Extreme Differences	Absolute	.064
	Positive	.064
	Negative	-.039
Kolmogorov-Smirnov Z		.645
Asymp. Sig. (2-tailed)		.800

a. Test distribution is Normal.

V. HASIL UJI MULTIKOLINERITAS

Coefficients[a]

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Collinearity Statistics

		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8.765	1.443		6.074	.000		
	TIL	.481	.077	.544	6.229	.000	.922	1.084
	OC	.040	.078	.045	.517	.607	.922	1.084

a. Dependent Variable: WE

VI. HASIL UJI HETEROKEDASTISITAS (UJI GLEJSER)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.793	.845		3.307	.001
	TIL	-.092	.045	-.210	-2.039	.044
	OC	.005	.045	.011	.109	.913

a. Dependent Variable: RES2

Lampiran 8

Hasil Uji Regresi Liniear Berganda

Outpur Regresi I

Trust in leader (Y1)

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	LI, SL[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: TIL

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.648[a]	.419	.408	1.792	2.049

a. Predictors: (Constant), LI, SL

b. Dependent Variable: TIL

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	227.389	2	113.695	35.389	.000[a]
	Residual	314.848	98	3.213		
	Total	542.238	100			

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	227.389	2	113.695	35.389	.000[a]
	Residual	314.848	98	3.213		
	Total	542.238	100			

a. Predictors: (Constant), LI, SL

b. Dependent Variable: TIL

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.228	1.561		2.067	.041
	SL	.417	.101	.381	4.144	.000
	LI	.373	.097	.355	3.857	.000

a. Dependent Variable: TIL

Output Regresi II

Work Engagement (Y2)

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	OC, TIL[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: WE

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.558[a]	.311	.297	1.728	1.649

a. Predictors: (Constant), OC, TIL

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.558[a]	.311	.297	1.728	1.649

b. Dependent Variable: WE

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	132.278	2	66.139	22.158	.000[a]
	Residual	292.514	98	2.985		
	Total	424.792	100			

a. Predictors: (Constant), OC, TIL

b. Dependent Variable: WE

Coefficients[a]

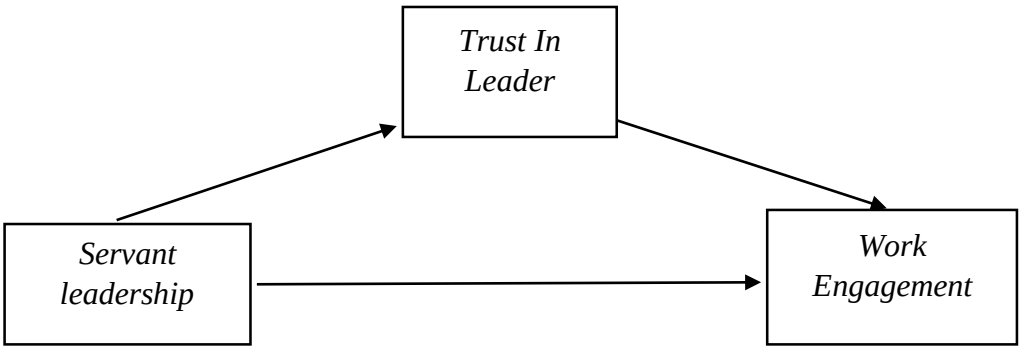
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.765	1.443		6.074	.000
	TIL	.481	.077	.544	6.229	.000
	OC	.040	.078	.045	.517	.607

a. Dependent Variable: WE

Lampiran 9

Hasil Uji Sobel

Model Regresi I



A : 0,355

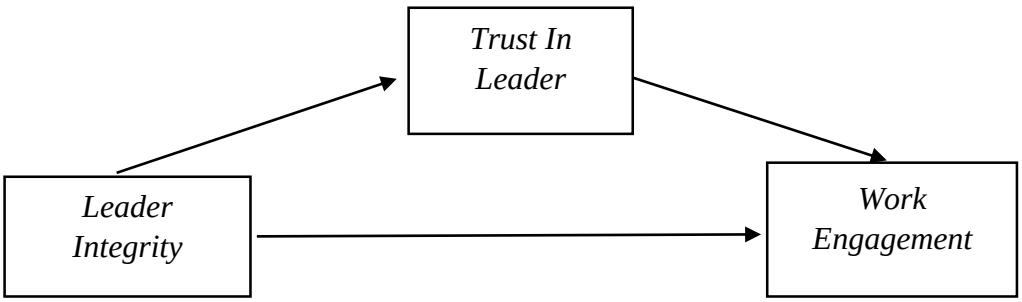
B : 0,544

SE_A : 0,097

SE_B : 0,077

Input:			Test statistic:	Std. Error:	*p*-value:
a	0.355	Sobel test:	3.24965727	0.05942781	0.00115544
b	0.544	Aroian test:	3.22429169	0.05989533	0.00126285
s_a	0.097	Goodman test:	3.27563109	0.05895658	0.00105426
s_b	0.077	Reset all		Calculate	

Model Regresi II



A :0,381

B : 0,544

SE_A : 0,101

SE_B : 0,077

Input:			Test statistic:	Std. Error:	*p*-value:
a	0.381	Sobel test:	3.32763624	0.06228565	0.00087586
b	0.544	Aroian test:	3.3019966	0.0627693	0.00095999
s_a	0.101	Goodman test:	3.35388258	0.06179823	0.00079686
s_b	0.077	Reset all		Calculate	