

# LAMPIRAN-LAMPIRAN



## LAMPIRAN

### Lampiran 1 Kuesioner Penelitian

#### A. IDENTITAS RESPONDEN

No	Identitas	Penjelasan
1	Masa Kerja	<ul style="list-style-type: none"><li>▪ <math>\leq</math> 1 Tahun</li><li>▪ <math>\geq</math> 1 Tahun – 20 Tahun</li></ul>
2	Nama Responden	.....(boleh tidak diisi)
3	Tahun lahir	1980 - 2000
4	Jenis Kelamin	<ul style="list-style-type: none"><li>▪ Laki – laki</li><li>▪ Perempuan</li></ul>
5	Jabatan	▪ Dosen
6	Usia	20 - 40 Tahun

#### B. PETUNJUK PENGISIAN KUESIONER

1. Bacalah sejumlah pernyataan di bawah ini dengan teliti.
2. Anda dimohon untuk memberikan penilaian mengenai peningkatan *career satisfaction* melalui *work style* dan *work values*.

3. Anda dimohon untuk memberikan jawaban sesuai dengan keadaan Anda secara objektif dengan memberi tanda silang (X) pada salah satu kriteria untuk setiap pernyataan yang menurut Anda paling tepat.
4. Skor yang diberikan tidak mengandung nilai jawaban benar-salah melainkan menunjukkan kesesuaian penilaian Anda terhadap isi setiap pernyataan.
5. Pilihan jawaban yang tersedia adalah:
  - STS** = apabila Anda merasa **Sangat Tidak Setuju** dengan pernyataan
  - TS** = apabila Anda merasa **Tidak Setuju** dengan pernyataan
  - N** = apabila Anda merasa **Netral** atau **Ragu-ragu** dengan pernyataan
  - S** = apabila Anda merasa **Setuju** dengan pernyataan
  - SS** = apabila Anda merasa **Sangat Setuju** dengan pernyataan
6. Dimohon dalam memberikan penilaian tidak ada pernyataan yang terlewatkan.
7. Hasil penelitian ini hanya untuk kepentingan akademis. Identitas dari Anda akan dirahasiakan dan hanya diketahui oleh peneliti.

### C. DIGITAL FLUENCY

No	Pernyataan	Pilihan Jawaban				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Saya mampu mensikapi perubahan secara sigap					
2	Saya mampu memanfaatkan internet dengan baik dan bijak sesuai dengan kebutuhan dalam pekerjaan					

3	Saya mampu bersosialisasi dengan baik melalui komunikasi secara verbal maupun non verbal					
4	Saya dapat menerima, menilai, mengelola, serta mengontrol emosi saya dalam bekerja					
5	Saya mampu memecahkan masalah, dan mengambil keputusan di dalam pekerjaan					

#### D. SPIRITUAL WORK VALUES

No	Pernyataan	Pilihan Jawaban				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Saya merasa resah dan kebingungan setiap apa yang saya lakukan dalam pekerjaan tidak sesuai target					
2	Saya selalu melibatkan kehadiran Tuhan dalam menyelesaikan pekerjaan saya					
3	Saya memiliki rasa percaya diri yang tinggi atas pekerjaan yang saya kerjakan					
4	Saya mempunyai rasa optimisme yang tinggi ketika bekerja					
5	Saya mempunyai ketekunan untuk tujuan kerja saya					
6	Saya memiliki keyakinan keberhasilan yang kuat atas pekerjaan saya					

7	Saya selalu bisa menyelesaikan tugas yang diberikan kepada saya dengan baik					
---	---	--	--	--	--	--

#### E. MEANING OF WORK

No	Pernyataan	Pilihan Jawaban				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Bekerja membuat saya memiliki makna hidup yang sesungguhnya					
2	Pekerjaan saya mampu memenuhi kebutuhan saya akan hubungan social.					
3	Saya merasa berharga jika mendapatkan penghargaan (reward) atas pekerjaan saya yang kerjakan.					
4	Saya mampu memahami tujuan dan kepentingan saya bekerja					

#### F. CAREER AS CALLING

No	Pernyataan	Pilihan Jawaban				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Saya merasa bahwa pekerjaan saya memberikan dampak social yang luas bagi masyarakat.					
2	Pekerjaan saya memiliki nilai moral yang tinggi					
3	Saya merasa dalam bekerja tidak memprioritaskan imbalan melainkan keberkahan					

4	Saya memiliki tujuan bekerja untuk dapat merubah sistem pendidikan menjadi lebih baik untuk generasi-generasi berikutnya					
---	--	--	--	--	--	--

### G. CAREER SATISFACTION

No	Pernyataan	Pilihan Jawaban				
		STS (1)	TS (2)	N (3)	S (4)	SS (5)
1	Saya menyukai pekerjaan yang sedang saya jalani sekarang					
2	Saya mendapatkan berbagai prestasi selama bekerja di kampus ini					
3	Saya senang atas tanggung jawab yang diberikan dalam pekerjaan saya					
4	Saya merasa ikhlas dalam menyelesaikan pekerjaan saya					

### Lampiran 2 Tabulasi Data

No	Digital Fluency						Spritual Work Value							
	1	2	3	4	5	Total	1	2	3	4	5	6	7	Total
1	5	4	4	4	4	21	5	4	4	4	5	4	4	30
2	4	4	4	4	4	20	4	4	4	4	4	4	4	28
3	3	2	3	2	4	14	4	3	3	4	4	3	3	24
4	4	4	4	4	4	20	4	5	5	5	4	5	4	32
5	3	2	3	2	3	13	3	4	3	3	3	4	3	23
6	3	2	3	2	4	14	4	3	3	4	4	3	3	24
7	5	4	5	4	3	21	4	3	3	4	4	3	3	24
8	4	4	4	4	4	20	4	5	3	5	4	5	4	30
9	4	4	4	4	4	20	4	5	5	4	4	5	4	31
10	3	2	3	2	3	13	3	3	3	3	3	3	3	21
11	4	5	4	4	5	22	4	5	5	5	4	5	4	32
12	4	4	4	4	4	20	4	4	4	4	4	4	4	28

13	5	4	5	4	4	22	4	4	4	4	4	3	4	27
14	4	3	4	3	3	17	4	3	3	4	4	5	3	26
15	3	2	3	2	3	13	5	5	5	5	3	4	5	32
16	4	4	5	4	5	22	4	5	5	5	4	3	4	30
17	4	4	4	4	4	20	4	4	4	4	4	3	4	27
18	3	4	4	4	4	19	4	4	4	4	4	4	4	28
19	4	3	4	3	3	17	3	3	3	3	4	3	3	22
20	4	3	4	3	4	18	4	5	5	4	4	4	4	30
21	4	4	4	4	5	21	4	4	4	5	4	4	4	29
22	4	3	4	3	4	18	4	4	4	4	4	4	4	28
23	4	3	4	3	4	18	4	5	5	5	4	5	4	32
24	4	4	4	5	5	22	4	5	5	5	4	5	4	32
25	3	2	3	2	3	13	4	3	3	4	4	3	3	24
26	3	2	3	2	3	13	3	4	4	3	3	4	3	24
27	4	5	5	5	5	24	4	4	4	4	4	4	4	28
28	5	4	5	5	3	22	4	5	5	5	4	5	4	32
29	3	2	3	2	3	13	3	3	3	3	3	3	3	21
30	3	2	3	2	4	14	4	5	5	4	4	5	4	31
31	4	4	4	4	4	20	4	4	4	5	4	4	4	29
32	3	4	4	4	4	19	4	4	4	4	4	4	4	28
33	4	4	4	4	4	20	4	5	5	5	4	5	4	32
34	5	4	5	4	5	23	4	4	4	4	4	4	4	28
35	4	3	4	3	3	17	4	3	3	4	4	3	3	24
36	4	3	4	3	4	18	4	3	3	4	4	3	3	24
37	4	4	5	4	4	21	4	4	4	4	4	4	4	28
38	4	5	4	4	5	22	4	5	5	5	4	5	4	32
39	4	4	4	4	4	20	4	4	4	4	4	4	4	28
40	4	3	4	3	4	18	4	5	5	4	4	5	4	31
41	4	4	4	4	5	21	4	5	5	4	4	5	4	31
42	4	3	4	3	4	18	5	4	4	4	5	4	4	30
43	4	3	4	3	4	18	4	5	5	5	4	5	4	32
44	5	4	4	4	5	22	4	5	5	5	4	5	4	32
45	3	2	3	2	2	12	3	3	3	3	3	3	4	22
46	4	4	4	4	4	20	4	4	4	4	4	4	4	28
47	5	5	4	5	4	23	4	5	5	5	4	5	4	32
48	4	4	4	4	4	20	4	5	5	4	4	5	4	31
49	3	4	4	4	4	19	4	4	4	4	4	4	4	28
50	4	5	4	4	5	22	4	5	5	5	4	5	4	32
51	4	4	4	4	4	20	4	4	4	4	4	4	4	28

52	3	4	4	4	4	19	4	4	4	5	4	4	4	29
53	3	2	3	2	3	13	4	3	3	4	4	3	3	24
54	4	4	4	4	4	20	4	4	4	4	4	4	4	28
55	3	2	3	2	3	13	3	4	4	3	3	4	3	24
56	3	2	3	2	2	12	3	4	4	3	3	4	3	24
57	4	4	4	4	4	20	4	5	5	4	4	5	4	31
58	3	2	3	2	3	13	3	4	4	3	3	4	3	24
59	3	4	4	4	4	19	4	4	4	4	4	4	4	28
60	3	3	3	3	4	16	4	3	3	4	4	3	3	24
61	3	3	3	4	3	16	4	3	3	4	4	3	3	24
62	3	2	3	2	3	13	3	3	3	3	3	3	4	22
63	3	2	3	2	3	13	4	3	3	4	4	3	3	24
64	4	4	5	4	5	22	4	4	4	4	4	4	4	28
65	3	4	4	4	4	19	4	5	5	5	4	5	4	32
66	4	4	4	4	4	20	4	4	4	4	4	4	4	28
67	3	2	3	2	3	13	3	3	3	3	3	3	4	22
68	3	2	3	2	3	13	4	3	3	4	4	3	3	24
69	3	2	3	2	4	14	4	5	5	4	4	5	4	31
70	4	4	4	5	4	21	4	4	4	4	4	4	5	29
71	4	4	4	4	5	21	4	3	3	4	4	3	3	24
72	4	4	4	4	2	18	4	5	5	5	4	5	4	32
73	3	2	3	2	3	13	4	3	3	4	4	3	3	24
74	3	2	3	2	3	13	3	3	3	3	3	3	3	21
75	4	4	5	4	5	22	3	4	4	3	3	4	3	24
76	4	4	4	4	4	20	4	4	4	4	4	4	4	28
77	4	4	4	4	5	21	4	5	5	4	4	5	4	31
78	3	2	3	2	2	12	4	4	4	4	4	4	4	28
79	3	2	3	2	2	12	3	4	4	3	3	4	3	24
80	4	5	4	4	5	22	4	4	4	4	4	4	4	28
81	5	5	5	4	4	23	4	4	4	4	4	4	4	28
82	3	4	4	4	4	19	4	4	4	4	4	4	4	28
83	3	3	3	4	4	17	4	5	5	5	4	5	4	32
84	3	2	3	2	3	13	4	3	3	4	4	3	3	24
85	3	2	3	2	2	12	3	4	4	3	3	4	3	24
86	3	2	3	2	3	13	3	4	4	3	3	4	3	24
87	3	4	4	4	4	19	4	4	4	5	4	4	4	29
88	3	4	4	4	4	19	4	4	4	4	4	4	4	28
89	3	2	3	2	2	12	3	3	3	3	3	3	3	21
90	5	4	5	4	4	22	4	5	5	4	4	5	4	31



91	4	3	4	3	4	18	4	4	4	4	4	4	4	28
92	4	4	4	4	4	20	4	5	5	4	4	5	4	31
93	3	4	4	4	4	19	4	4	4	4	4	4	4	28
94	5	5	4	5	4	23	4	5	5	5	4	5	4	32
95	5	4	5	4	5	23	4	5	5	5	4	5	4	32
96	5	4	4	4	4	21	4	4	4	4	4	4	4	28
97	4	4	4	4	4	20	4	5	5	5	4	5	4	32
98	3	3	3	4	4	17	4	4	4	4	4	4	4	28
99	4	5	4	4	4	21	4	4	4	5	4	4	4	29
100	3	3	3	3	3	15	4	3	3	4	4	3	3	24
101	4	4	5	4	4	21	4	4	4	4	4	4	4	28
102	4	4	4	4	4	20	4	4	4	4	4	4	4	28
103	3	2	3	2	4	14	4	3	3	4	4	3	3	24
104	4	4	4	4	4	20	4	5	5	5	4	5	4	32
105	3	2	3	2	3	13	3	4	4	3	3	4	3	24
106	3	2	3	2	4	14	4	3	3	4	4	3	3	24
107	5	4	5	4	3	21	4	3	3	4	4	3	3	24
108	4	4	4	4	4	20	4	5	5	5	4	5	4	32
109	4	4	4	4	4	20	4	4	4	4	4	4	4	28
110	3	2	3	2	3	13	3	3	3	3	3	3	3	21
111	4	4	4	5	5	22	4	5	5	5	4	5	4	32
112	4	4	4	4	4	20	4	4	4	4	4	4	4	28
113	5	4	5	4	4	22	4	4	4	4	4	4	5	29
114	4	3	4	3	3	17	4	3	3	4	4	3	3	24
115	3	2	3	2	3	13	5	5	5	5	5	5	5	35
116	4	4	5	4	5	22	4	5	5	5	4	5	4	32
117	4	4	4	4	4	20	4	4	4	4	4	4	4	28
118	3	4	4	4	4	19	4	4	4	4	4	4	4	28
119	4	3	4	3	3	17	3	3	3	3	3	3	3	21
120	4	3	4	3	4	18	4	5	5	4	4	5	4	31
121	4	4	4	4	5	21	4	4	4	4	4	4	4	28
122	4	3	4	3	4	18	4	4	4	4	4	4	4	28
123	4	3	4	3	4	18	4	5	5	5	4	5	4	32
124	4	5	4	4	5	22	4	5	5	5	4	5	4	32
125	3	2	3	2	3	13	4	3	3	4	4	3	3	24
126	3	2	3	2	3	13	3	4	4	3	3	4	3	24
127	5	4	5	5	5	24	4	4	4	4	4	4	4	28
128	4	5	5	5	3	22	4	5	5	5	4	5	4	32
129	3	2	3	2	3	13	3	3	3	3	3	3	3	21

130	3	2	3	2	4	14	4	5	5	4	4	5	4	31
131	4	4	4	4	4	20	4	4	4	5	4	4	4	29
132	3	4	4	4	4	19	4	4	4	4	4	4	4	28
133	4	4	4	4	4	20	4	5	5	5	4	5	4	32
134	5	4	5	4	5	23	4	4	4	4	4	4	4	28
135	4	3	4	3	3	17	4	3	3	4	4	3	3	24
136	4	3	4	3	4	18	4	3	3	4	4	3	3	24
137	5	4	4	4	4	21	4	4	4	4	4	4	4	28
138	4	5	4	4	5	22	4	5	5	5	4	5	4	32
139	4	4	4	4	4	20	4	4	4	4	4	4	4	28
140	4	3	4	3	4	18	4	5	5	4	4	5	4	31
141	4	4	4	4	5	21	4	5	5	4	4	5	4	31
142	5	4	5	5	4	23	4	5	5	5	4	5	4	32
143	4	4	4	4	4	20	4	5	5	4	4	5	4	31
144	3	4	4	4	4	19	4	4	4	4	4	4	4	28
145	4	4	4	5	5	22	4	5	5	5	4	5	4	32
146	4	4	4	4	4	20	4	4	4	4	4	4	4	28
147	5	4	5	5	4	23	4	5	5	5	4	5	4	32
148	4	4	4	4	4	20	4	5	5	4	4	5	4	31
149	3	4	4	4	4	19	4	4	4	4	4	4	4	28
150	4	4	4	5	5	22	4	5	5	5	4	5	4	32

No	Meaning of Work					Career As Calling					Career Satisfaction				
	1	2	3	4	Tot	1	2	3	4	Tot	1	2	3	4	Tot
1	4	5	5	4	18	5	4	5	4	18	4	4	5	5	18
2	3	4	4	4	15	4	4	4	4	16	3	4	4	4	15
3	3	3	3	2	11	2	3	3	3	11	2	3	2	3	10
4	5	4	4	4	17	5	4	4	4	17	4	4	4	4	16
5	3	4	3	3	13	3	3	3	3	12	3	3	3	3	12
6	3	2	3	4	12	3	4	2	3	12	4	3	3	3	13
7	4	4	4	3	15	4	3	3	4	14	4	3	4	4	15
8	4	5	5	4	18	5	4	4	4	17	5	4	4	4	17
9	4	4	4	4	16	5	4	4	4	17	4	5	4	4	17
10	3	2	3	2	10	3	3	2	3	11	2	3	2	3	10
11	4	4	4	4	16	4	4	4	5	17	4	4	5	5	18
12	4	4	4	5	17	4	4	4	4	16	4	4	5	4	17
13	4	4	4	5	17	4	4	5	4	17	4	4	5	5	18
14	3	3	3	3	12	3	3	4	3	13	3	3	3	3	12

15	3	3	5	5	16	2	3	3	2	10	2	3	2	3	10
16	5	4	5	4	18	4	5	5	4	18	4	4	5	5	18
17	4	4	4	4	16	4	4	4	4	16	4	4	3	4	15
18	4	4	4	4	16	4	3	4	3	14	3	4	4	3	14
19	5	5	3	3	16	2	3	2	2	9	2	3	2	3	10
20	4	3	4	4	15	4	4	3	4	15	3	4	4	3	14
21	5	3	5	4	17	4	4	4	4	16	4	4	4	3	15
22	4	4	4	4	16	4	4	4	5	17	4	4	4	5	17
23	2	3	5	5	15	5	4	5	5	19	5	4	5	5	19
24	4	5	4	5	18	5	5	5	5	20	5	4	5	5	19
25	3	3	3	3	12	3	4	3	3	13	3	3	3	3	12
26	3	3	3	3	12	4	3	2	3	12	2	3	2	3	10
27	4	4	5	5	18	4	4	5	4	17	4	4	5	4	17
28	4	4	4	4	16	4	3	3	2	12	4	5	4	4	17
29	4	3	3	3	13	2	3	2	2	9	2	3	2	3	10
30	4	3	4	4	15	4	3	4	4	15	3	4	3	3	13
31	5	4	5	4	18	5	4	4	5	18	4	4	4	4	16
32	4	4	4	4	16	4	4	4	4	16	4	4	3	4	15
33	4	5	5	4	18	5	5	4	4	18	4	4	4	4	16
34	4	4	5	5	18	5	5	5	5	20	4	4	5	5	18
35	3	3	3	3	12	3	3	3	4	13	2	3	2	3	10
36	3	3	3	4	13	3	3	3	3	12	3	4	4	3	14
37	4	4	4	4	16	4	4	5	4	17	5	4	4	4	17
38	3	5	5	4	17	4	4	4	4	16	4	4	4	4	16
39	4	4	4	5	17	4	4	5	4	17	4	4	4	4	16
40	4	3	4	4	15	4	4	3	4	15	3	4	4	3	14
41	5	3	5	4	17	4	4	4	4	16	4	3	4	4	15
42	4	4	4	4	16	4	4	4	5	17	4	5	4	4	17
43	2	3	5	5	15	5	4	5	5	19	5	4	5	5	19
44	4	5	4	5	18	5	5	5	5	20	5	4	5	5	19
45	2	4	3	4	13	2	2	3	2	9	2	3	2	3	10
46	4	5	4	5	18	4	4	4	4	16	4	4	4	4	16
47	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
48	3	3	4	4	14	4	4	4	4	16	3	3	4	3	13
49	4	2	3	4	13	4	4	4	4	16	3	4	4	4	15
50	5	4	5	4	18	4	5	5	4	18	4	4	5	5	18
51	4	4	4	4	16	4	4	4	4	16	4	3	4	4	15
52	4	4	4	4	16	5	4	5	4	18	4	4	3	4	15
53	3	2	3	2	10	4	4	4	4	16	2	3	2	3	10

54	5	4	4	4	17	3	5	4	4	16	4	4	4	4	16
55	3	2	3	2	10	2	3	3	3	11	3	2	3	2	10
56	2	2	2	3	9	3	3	3	3	12	3	3	2	3	11
57	4	3	4	4	15	4	3	4	4	15	3	4	4	3	14
58	3	2	2	3	10	4	4	4	3	15	3	2	3	2	10
59	4	4	4	4	16	5	5	4	4	18	4	4	5	5	18
60	3	4	3	4	14	4	4	5	3	16	3	4	4	3	14
61	3	4	4	4	15	3	3	2	4	12	4	4	4	3	15
62	3	2	4	2	11	3	3	3	4	13	3	2	3	2	10
63	2	3	2	4	11	3	4	4	3	14	3	3	2	3	11
64	4	4	4	5	17	5	4	4	4	17	4	4	5	4	17
65	4	4	4	4	16	4	4	4	4	16	4	4	3	4	15
66	4	4	4	4	16	4	4	4	4	16	4	3	4	4	15
67	3	4	2	3	12	3	3	3	2	11	3	2	3	2	10
68	2	4	2	3	11	4	4	3	3	14	3	3	3	3	12
69	3	3	4	3	13	4	4	3	3	14	3	3	3	4	13
70	4	4	4	4	16	4	4	5	4	17	4	4	4	5	17
71	4	4	5	4	17	2	3	3	5	13	4	4	4	4	16
72	4	4	4	5	17	1	2	2	2	7	4	4	4	4	16
73	2	4	2	2	10	3	3	3	2	11	3	3	2	3	11
74	2	2	2	3	9	3	4	3	3	13	3	3	2	3	11
75	5	4	4	5	18	3	3	2	5	13	4	4	5	4	17
76	4	4	4	4	16	4	4	4	4	16	3	4	4	4	15
77	4	5	5	4	18	4	4	4	4	16	4	4	5	5	18
78	2	4	4	3	13	4	4	4	3	15	3	4	4	3	14
79	2	4	2	3	11	3	3	3	3	12	3	3	3	3	12
80	5	4	5	5	19	3	5	4	4	16	4	4	4	4	16
81	4	4	5	4	17	4	4	5	4	17	4	4	4	4	16
82	4	3	4	4	15	4	4	3	4	15	3	3	4	3	13
83	4	3	4	4	15	4	3	3	4	14	3	3	3	3	12
84	3	4	3	2	12	3	3	4	2	12	3	3	2	3	11
85	2	3	2	2	9	3	3	3	3	12	3	2	3	2	10
86	3	3	3	3	12	3	2	2	3	10	3	2	3	2	10
87	5	4	5	5	19	4	3	3	4	14	4	5	4	4	17
88	4	4	5	5	18	5	4	4	4	17	4	3	4	4	15
89	2	3	3	3	11	2	3	3	2	10	3	2	3	2	10
90	4	4	5	5	18	4	4	4	5	17	4	4	5	5	18
91	4	3	4	4	15	4	4	3	4	15	3	4	4	3	14
92	4	3	5	4	16	4	4	4	4	16	4	4	4	4	16

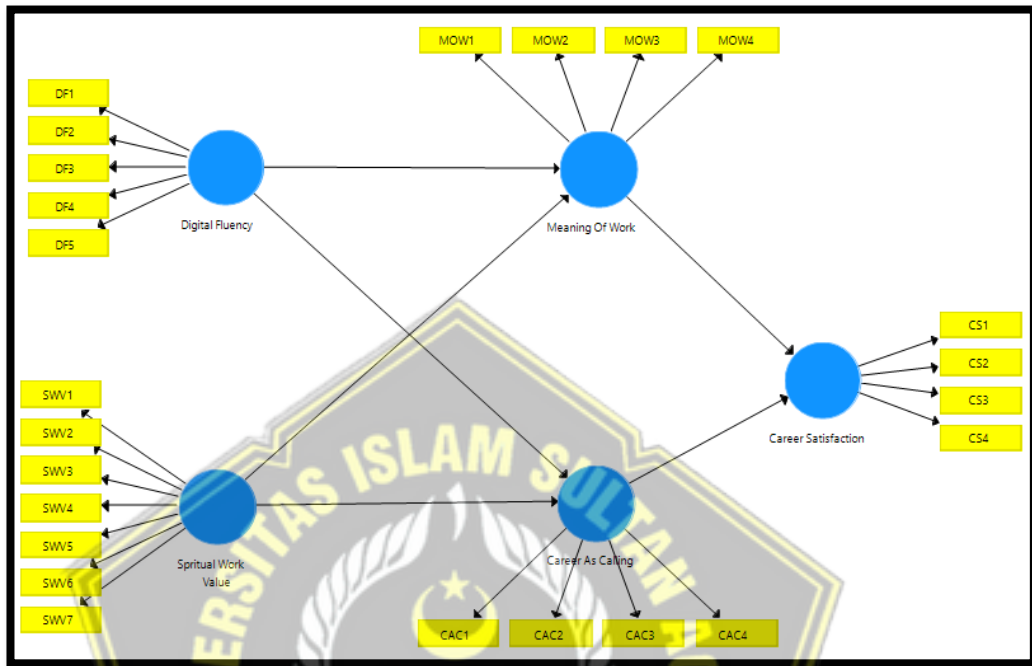
93	4	4	5	4	17	4	4	4	4	16	5	4	4	4	17
94	4	5	5	5	19	5	4	5	5	19	5	4	5	5	19
95	4	5	4	5	18	4	5	4	4	17	5	4	5	5	19
96	4	5	5	4	18	5	4	5	4	18	4	4	5	5	18
97	3	4	5	4	16	4	4	4	4	16	4	4	3	4	15
98	4	2	4	2	12	2	3	3	3	11	3	3	3	3	12
99	5	4	4	4	17	4	4	4	4	16	4	4	4	4	16
100	3	4	3	4	14	4	4	4	3	15	3	4	4	3	14
101	4	5	5	4	18	5	4	5	4	18	4	4	5	5	18
102	3	4	4	4	15	4	4	4	4	16	4	4	4	3	15
103	3	3	3	2	11	2	3	3	3	11	3	2	3	2	10
104	5	4	4	4	17	5	4	4	4	17	4	4	4	4	16
105	3	4	3	3	13	3	3	3	3	12	3	3	3	3	12
106	3	2	3	4	12	3	4	2	3	12	3	4	3	3	13
107	4	4	4	3	15	4	3	3	4	14	4	4	3	4	15
108	4	5	5	4	18	5	4	4	4	17	4	5	4	4	17
109	4	4	4	4	16	5	4	4	4	17	4	4	5	4	17
110	3	2	3	2	10	3	3	2	3	11	3	2	3	2	10
111	4	4	4	4	16	4	4	4	5	17	4	4	5	5	18
112	4	4	4	5	17	4	4	4	4	16	4	4	4	5	17
113	4	4	4	5	17	4	4	5	4	17	4	4	5	5	18
114	3	3	3	3	12	3	3	4	3	13	3	3	3	3	12
115	3	3	5	5	16	2	3	3	2	10	3	2	3	2	10
116	5	4	5	4	18	4	5	5	4	18	4	4	5	5	18
117	4	4	4	4	16	4	4	4	4	16	4	3	4	4	15
118	4	4	4	4	16	4	3	4	3	14	3	4	4	3	14
119	5	5	3	3	16	2	3	2	2	9	2	3	2	3	10
120	4	3	4	4	15	4	4	3	4	15	3	4	4	3	14
121	5	3	5	4	17	4	4	4	4	16	3	4	4	4	15
122	4	4	4	4	16	4	4	4	5	17	4	4	5	4	17
123	2	3	5	5	15	5	4	5	5	19	5	4	5	5	19
124	4	5	4	5	18	5	5	5	5	20	5	4	5	5	19
125	3	3	3	3	12	3	4	3	3	13	3	3	3	3	12
126	3	3	3	3	12	4	3	2	3	12	2	3	2	3	10
127	4	4	5	5	18	4	4	5	4	17	4	5	4	4	17
128	4	4	4	4	16	4	3	3	2	12	5	4	4	4	17
129	4	3	3	3	13	2	3	2	2	9	2	3	2	3	10
130	4	3	4	4	15	4	3	4	4	15	4	3	3	3	13
131	5	4	5	4	18	5	4	4	5	18	4	4	4	4	16

132	4	4	4	4	16	4	4	4	4	16	4	3	4	4	15
133	4	5	5	4	18	5	5	4	4	18	4	4	4	4	16
134	4	4	5	5	18	5	5	5	5	20	4	4	5	5	18
135	3	3	3	3	12	3	3	3	4	13	2	3	2	3	10
136	3	3	3	4	13	3	3	3	3	12	3	4	4	3	14
137	4	4	4	4	16	4	4	5	4	17	4	5	4	4	17
138	3	5	5	4	17	4	4	4	4	16	4	4	4	4	16
139	4	4	4	5	17	4	4	5	4	17	4	4	4	4	16
140	4	3	4	4	15	4	4	3	4	15	3	4	4	3	14
141	5	3	5	4	17	4	4	4	4	16	4	4	3	4	15
142	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
143	3	3	4	4	14	4	4	4	4	16	3	4	3	3	13
144	4	2	3	4	13	4	4	4	4	16	4	4	4	3	15
145	5	4	5	4	18	4	5	5	4	18	4	4	5	5	18
146	4	5	4	5	18	4	4	4	4	16	4	4	4	4	16
147	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16
148	3	3	4	4	14	4	4	4	4	16	3	4	3	3	13
149	4	2	3	4	13	4	4	4	4	16	4	4	4	3	15
150	5	4	5	4	18	4	5	5	4	18	4	4	5	5	18

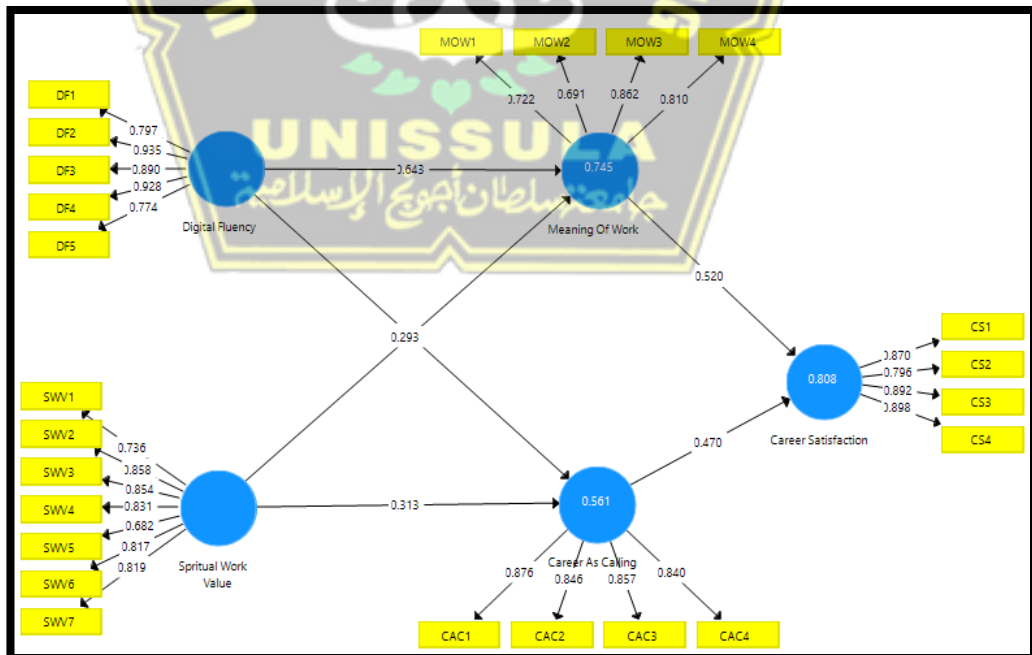


## Lampiran 3 Output Smart PLS

### 1. Estimasi Model

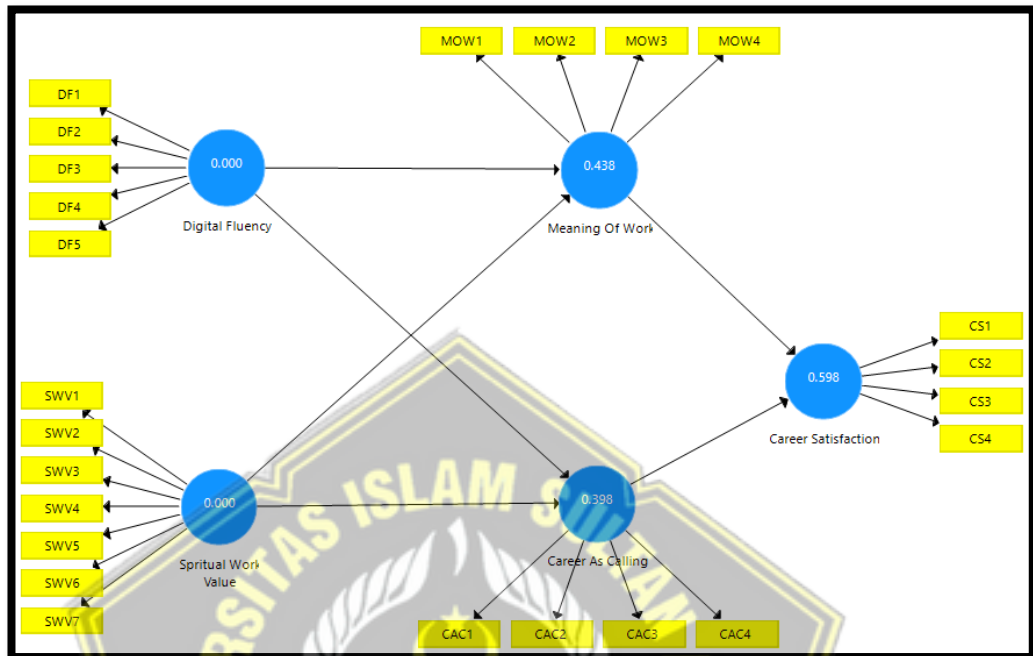


### 2. Evaluasi Model

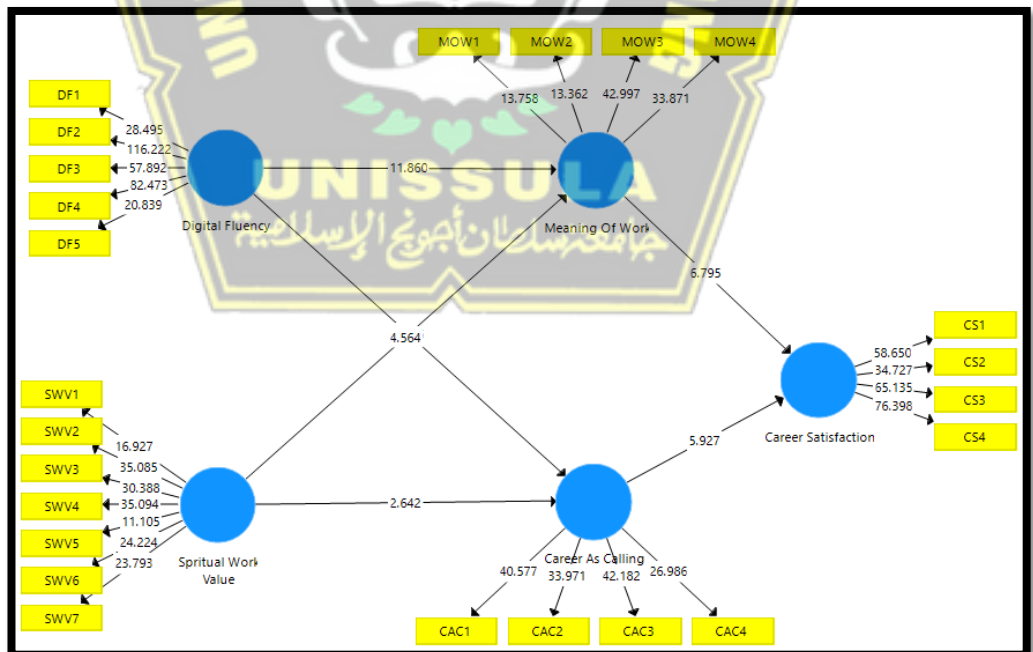




### 3. Predictive Relevance (Q-Square)



### 4. Struktural Model





Lampiran 4 Hasil dan Chart PLS

# SmartPLS Report

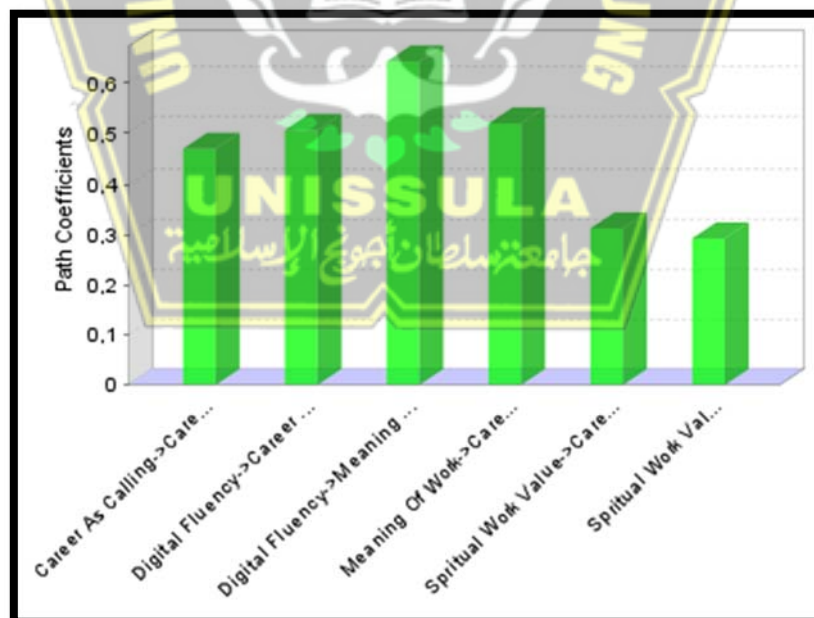
Please cite the use of SmartPLS: Ringle, C. M., Wende, S., and Becker, J.-M. 2015. "SmartPLS 3." Boenningstedt: SmartPLS GmbH, <http://www.smartpls.com>.

## Final Results

### Path Coefficients

	Career As Calling	Career Satisfaction	Digital Fluency	Meaning Of Work	Spritual Work Value
Career As Calling		0,470			
Career Satisfaction					
Digital Fluency	0,507			0,643	
Meaning Of Work		0,520			
Spritual Work Value	0,313			0,293	

### Path Coefficients charts



### Indirect Effects

#### Total Indirect Effects

	Career As Calling	Career Satisfaction	Digital Fluency	Meaning Of Work	Spritual Work Value
<b>Career As Calling</b>					
<b>Career Satisfaction</b>					
<b>Digital Fluency</b>		0,572			
<b>Meaning Of Work</b>					
<b>Spritual Work Value</b>		0,299			

#### Specific Indirect Effects

	Specific Indirect Effects
Digital Fluency -> Career As Calling -> Career Satisfaction	0,238
Spritual Work Value -> Career As Calling -> Career Satisfaction	0,147
Digital Fluency -> Meaning Of Work -> Career Satisfaction	0,334
Spritual Work Value -> Meaning Of Work -> Career Satisfaction	0,152

#### Total Effects

	Career As Calling	Career Satisfaction	Digital Fluency	Meaning Of Work	Spritual Work Value
<b>Career As Calling</b>		0,470			
<b>Career Satisfaction</b>					
<b>Digital Fluency</b>	0,507	0,572		0,643	
<b>Meaning Of Work</b>		0,520			
<b>Spritual Work Value</b>	0,313	0,299		0,293	

## Outer Loadings

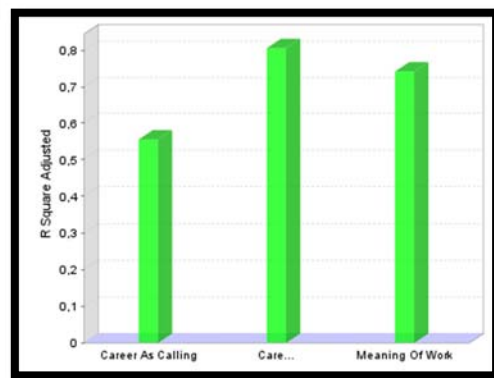
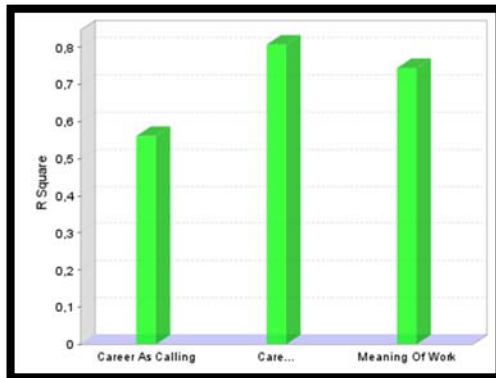
	Career As Calling	Career Satisfaction	Digital Fluency	Meaning Of Work	Spritual Work Value
CAC1	0,876				
CAC2	0,846				
CAC3	0,857				
CAC4	0,840				
CS1		0,870			
CS2		0,796			
CS3		0,892			
CS4		0,898			
DF1			0,797		
DF2			0,935		
DF3			0,890		
DF4			0,928		
DF5			0,774		
MOW1				0,722	
MOW2				0,691	
MOW3				0,862	
MOW4				0,810	
SWV1					0,736
SWV2					0,858
SWV3					0,854
SWV4					0,831
SWV5					0,682
SWV6					0,817
SWV7					0,819

## Quality Criteria

### R Square

	R Square	R Square Adjusted
Career As Calling	0,561	0,555
Career Satisfaction	0,808	0,805
Meaning Of Work	0,745	0,741

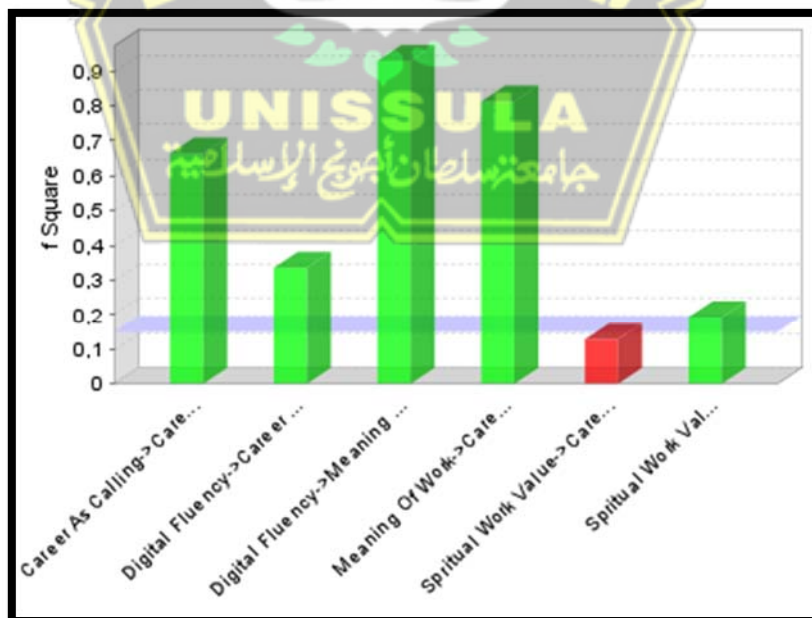
## R Square charts



## f Square

	Career As Calling	Career Satisfaction	Digital Fluency	Meaning Of Work	Spiritual Work Value
Career As Calling		0,663			
Career Satisfaction					
Digital Fluency	0,336			0,929	
Meaning Of Work		0,812			
Spiritual Work Value	0,128			0,193	

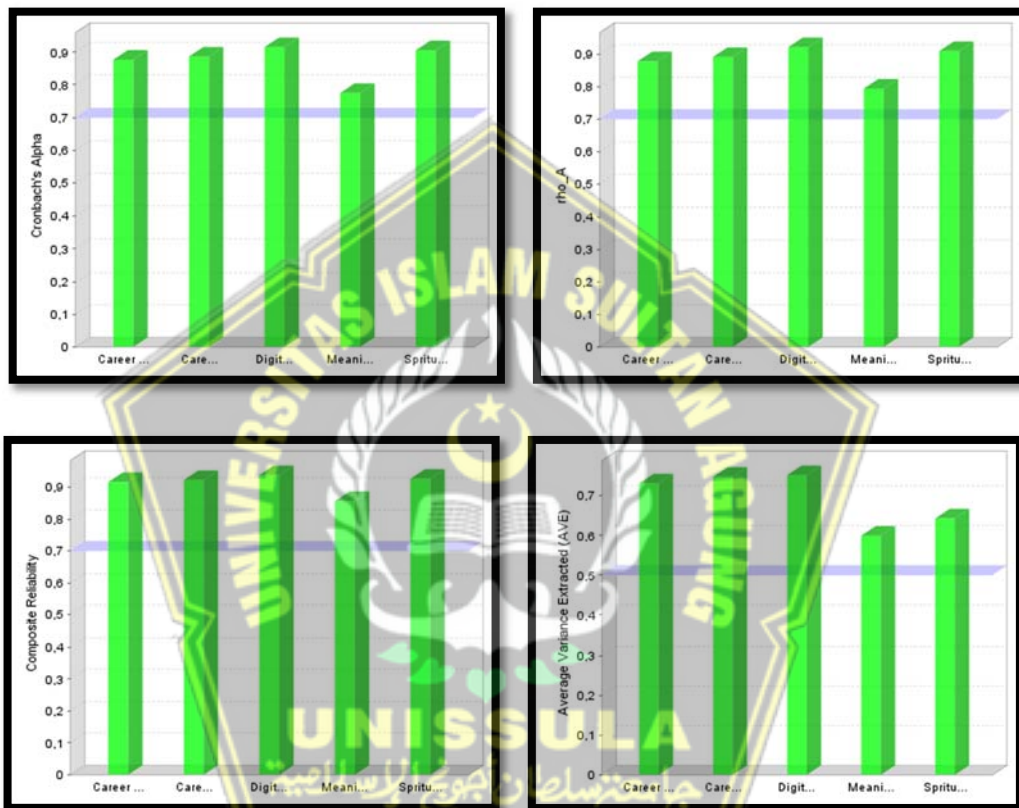
## f Square charts



## Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Career As Calling	0,877	0,878	0,916	0,731
Career Satisfaction	0,887	0,891	0,922	0,748
Digital Fluency	0,916	0,922	0,938	0,752
Meaning Of Work	0,776	0,794	0,856	0,600
Spritual Work Value	0,906	0,909	0,926	0,643

### Construct Reliability and Validity charts



## Discriminant Validity

### Fornell-Larcker Criterion

	Career As Calling	Career Satisfaction	Digital Fluency	Meaning Of Work	Spiritual Work Value
Career As Calling	0,855				
Career Satisfaction	0,807	0,865			
Digital Fluency	0,711	0,841	0,867		
Meaning Of Work	0,650	0,825	0,834	0,774	
Spiritual Work Value	0,644	0,691	0,653	0,713	0,802

### Cross Loadings

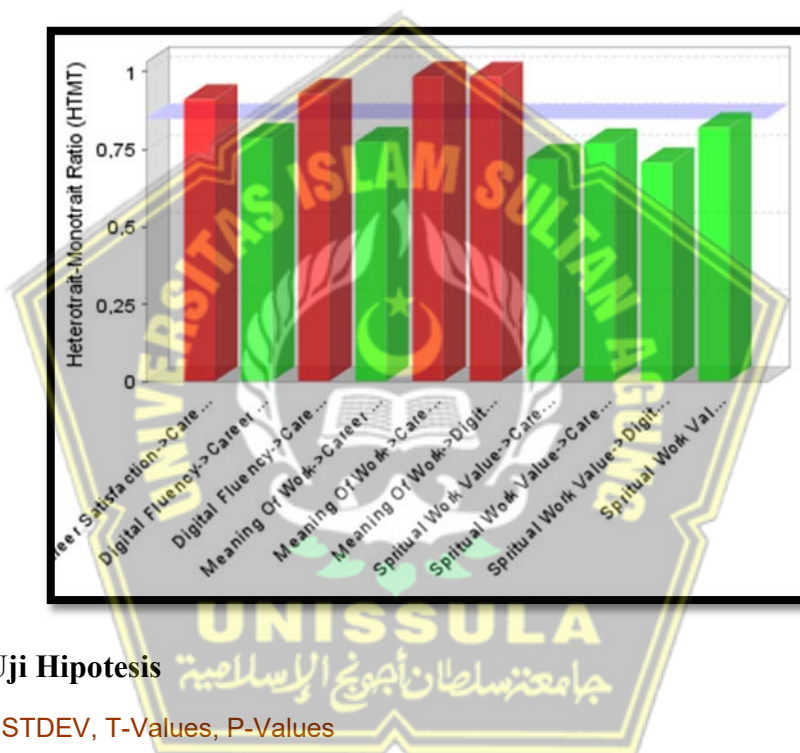
	Career As Calling	Career Satisfaction	Digital Fluency	Meaning Of Work	Spiritual Work Value
CAC1	0,876	0,692	0,575	0,548	0,578
CAC2	0,846	0,652	0,573	0,533	0,524
CAC3	0,857	0,702	0,625	0,565	0,581
CAC4	0,840	0,713	0,654	0,576	0,516
CS1	0,702	0,870	0,688	0,677	0,609
CS2	0,600	0,796	0,705	0,690	0,590
CS3	0,738	0,892	0,756	0,729	0,604
CS4	0,744	0,898	0,759	0,757	0,591
DF1	0,518	0,653	0,797	0,615	0,456
DF2	0,653	0,782	0,935	0,801	0,631
DF3	0,556	0,725	0,890	0,696	0,483
DF4	0,625	0,779	0,928	0,778	0,642
DF5	0,705	0,691	0,774	0,700	0,587
MOW1	0,385	0,503	0,667	0,722	0,418
MOW2	0,404	0,583	0,542	0,691	0,356
MOW3	0,607	0,704	0,710	0,862	0,732
MOW4	0,580	0,740	0,660	0,810	0,637
SWV1	0,484	0,507	0,476	0,518	0,736
SWV2	0,507	0,544	0,503	0,568	0,858
SWV3	0,500	0,532	0,504	0,552	0,854
SWV4	0,544	0,627	0,574	0,606	0,831
SWV5	0,523	0,550	0,536	0,517	0,682
SWV6	0,477	0,508	0,474	0,510	0,817
SWV7	0,559	0,589	0,574	0,692	0,819



### Heterotrait-Monotrait Ratio (HTMT)

	Career As Calling	Career Satisfaction	Digital Fluency	Meaning Of Work	Spiritual Work Value
Career As Calling					
Career Satisfaction	0,912				
Digital Fluency	0,787	0,931			
Meaning Of Work	0,774	0,987	0,985		
Spiritual Work Value	0,720	0,770	0,708	0,821	

### Discriminant Validity charts



### Hasil Uji Hipotesis

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
Career As Calling -> Career Satisfaction	0,470	0,475	0,079	5,927	0,000
Digital Fluency -> Career As Calling	0,507	0,499	0,099	5,116	0,000
Digital Fluency -> Meaning Of Work	0,643	0,645	0,054	11,860	0,000
Meaning Of Work -> Career Satisfaction	0,520	0,516	0,076	6,795	0,000
Spiritual Work Value -> Career As Calling	0,313	0,325	0,118	2,642	0,008
Spiritual Work Value -> Meaning Of Work	0,293	0,291	0,064	4,564	0,000

### Specific Indirect Effects

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
Digital Fluency -> Career As Calling -> Career Satisfaction	0,238	0,239	0,070	3,417	<b>0,001</b>
Spiritual Work Value -> Career As Calling -> Career Satisfaction	0,147	0,155	0,064	2,309	<b>0,021</b>
Digital Fluency -> Meaning Of Work -> Career Satisfaction	0,334	0,334	0,062	5,416	<b>0,000</b>
Spiritual Work Value -> Meaning Of Work -> Career Satisfaction	0,152	0,149	0,036	4,267	<b>0,000</b>

### Construct Crossvalidated Redundancy

Total

	SSO	SSE	Q <sup>2</sup> (=1-SSE/SSO)
Career As Calling	600,000	360,931	0,398
Career Satisfaction	600,000	241,296	0,598
Digital Fluency	750,000	750,000	
Meaning Of Work	600,000	337,107	0,438
Spiritual Work Value	1050,000	1050,000	

### Construct Crossvalidated Communality

Total

	SSO	SSE	Q <sup>2</sup> (=1-SSE/SSO)
Career As Calling	600,000	276,872	0,539
Career Satisfaction	600,000	258,019	0,570
Digital Fluency	750,000	281,843	0,624
Meaning Of Work	600,000	395,706	0,340
Spiritual Work Value	1050,000	503,617	0,520