

## Lampiran 1. Kuesioner

### Kuesioner Analisis *Islamic Work Ethic* dan *Ethic Leadership* pada *Employee Turnover Intention* yang Dimediasi *Employee Engagement*

#### Responden

Bagian :

Grade :

#### Petunjuk Pengisian Kuesioner

- Berilah checklist (✓) pada jawaban yang Bapak/ Ibu/ Saudara anggap paling sesuai
- Adapun pilihan jawaban adalah :  
1 = Sangat tidak setuju, 2 = Tidak setuju, 3 = Netral, 4 = Setuju, 5 = Sangat setuju
- Setiap pertanyaan hanya membutuhkan 1 Jawaban saja

#### Variabel Turn Over

Indicator: Berfikir berhenti kerja, Niat mencari kerja, Niat berhenti kerja

| No | Item                                                                                                                 | Ceck list | Kategori |   |   |   |   |
|----|----------------------------------------------------------------------------------------------------------------------|-----------|----------|---|---|---|---|
|    |                                                                                                                      |           | 1        | 2 | 3 | 4 | 5 |
| 5  | Saya berkomitmen untuk tidak berfikir berhenti kerja dari Perusahaan                                                 | ✓         |          |   |   |   |   |
| 6  | Perusahaan telah banyak memberikan manfaat kepada karyawan, sehingga Saya tidak berniat untuk keluar dari Perusahaan | ✓         |          |   |   |   |   |
| 7  | Jika dalam waktu dekat ada lowongan kerja yang lebih baik dari Perusahaan ini, Saya tidak akan berniat melamar kerja | ✓         |          |   |   |   |   |
| 8  | Setiap Perusahaan memiliki kelebihan dan kekurangan masing-masing, sehingga Saya tidak berniat untuk berhenti kerja  | ✓         |          |   |   |   |   |
| 9  | Menurut Saudara, faktor dominan yang mempengaruhi intensitas turnover (keluar masuk karyawan) antara lain?           |           |          |   |   |   |   |

#### Variabel *Islamic Work Ethics*

Indicator: Membuang-buang waktu, Sentralitas kerja, Moralitas / etika, Kenyamanan, Penundaan gratifikasi, Kerja keras, Kemandirian

| No | Item                                                                   | Ceck list | Kategori |   |   |   |   |
|----|------------------------------------------------------------------------|-----------|----------|---|---|---|---|
|    |                                                                        |           | 1        | 2 | 3 | 4 | 5 |
| 1. | Saya berfikir membuang waktu dengan sia-sia adalah sifat yang buruk    | ✓         |          |   |   |   |   |
| 2. | Dedikasi untuk bekerja adalah suatu kebajikan bagi Saya                | ✓         |          |   |   |   |   |
| 3. | Pekerjaan yang baik adalah bermanfaat bagi Saya pribadi dan orang lain | ✓         |          |   |   |   |   |
| 4. | Saya fikir keadilan dan kedermawanan di tempat kerja adalah diperlukan | ✓         |          |   |   |   |   |
| 5. | Saya berkontribusi pada kemakmuran perusahaan secara keseluruhan       | ✓         |          |   |   |   |   |
| 6. | Saya harus melakukan yang terbaik sesuai kemampuan diri                | ✓         |          |   |   |   |   |

|     |                                                                                                            |   |  |  |  |  |  |
|-----|------------------------------------------------------------------------------------------------------------|---|--|--|--|--|--|
| 7.  | Saya fikir pekerjaan bukanlah tujuan utama, tetapi sarana mendorong pertumbuhan pribadi dan sosial         | √ |  |  |  |  |  |
| 8.  | Saya merasa hidup tidak memiliki arti tanpa bekerja                                                        | √ |  |  |  |  |  |
| 9.  | Saya ingin ada waktu luang untuk hidup bermasyarakat                                                       | √ |  |  |  |  |  |
| 10. | Saya selalu menekankan dan mendorong hubungan manusia dalam organisasi                                     | √ |  |  |  |  |  |
| 11. | Pekerjaan memungkinkan Saya untuk mengendalikan kebutuhan                                                  | √ |  |  |  |  |  |
| 12. | Saya melakukan pekerjaan kreatif karena sumber kebahagiaan dan pencapaian                                  | √ |  |  |  |  |  |
| 13. | Saya harus bekerja lebih baik untuk kemajuan dalam hidup                                                   | √ |  |  |  |  |  |
| 14. | Pekerjaan memberi peluang Saya untuk mandiri                                                               | √ |  |  |  |  |  |
| 15. | Saya Selalu memenuhi aturan waktu di tempat kerja                                                          | √ |  |  |  |  |  |
| 16. | Saya harus terus bekerja keras untuk memenuhi tanggung jawabnya                                            | √ |  |  |  |  |  |
| 17. | Saya percaya nilai pekerjaan berasal dari niat yang menyertainya hasilnya                                  | √ |  |  |  |  |  |
| 18. | Menurut Saudara, Praktek <i>Islamic work ethic</i> yg bagaimana yang sudah Saudara terapkan di Perusahaan? |   |  |  |  |  |  |

### Variabel *Ethic Leadership*

Indicator: Emosi, Kecocokan/ kesesuaian, Identitas / personality

| No | Item                                                            | Ceck list | Kategori |   |   |   |   |
|----|-----------------------------------------------------------------|-----------|----------|---|---|---|---|
|    |                                                                 |           | 1        | 2 | 3 | 4 | 5 |
| 1. | Atasan yang beretika lebih Saya sukai                           | √         |          |   |   |   |   |
| 2. | Kestabilan emosi atasan mempengaruhi kenyamanan Saya bekerja    | √         |          |   |   |   |   |
| 3. | Saya tidak dapat bekerja, jika atasan tidak beretika baik       | √         |          |   |   |   |   |
| 4. | Perbedaan suku/ golongan tidak jadi masalah dalam Saya bekerja  | √         |          |   |   |   |   |
| 5. | Saya tidak suka dibanding-bandingkan karena perbedaan suku/ ras | √         |          |   |   |   |   |
| 6. | Menurut Saudara, etika pemimpin yang baik seperti apa?          |           |          |   |   |   |   |

### Variabel *Employee Engagement*

Indicator: *Enjoyment, Belief, Value*, Kepuasan, Komitmen, Advokasi

| No | Item                                                               | Ceck list | Kategori |   |   |   |   |
|----|--------------------------------------------------------------------|-----------|----------|---|---|---|---|
|    |                                                                    |           | 1        | 2 | 3 | 4 | 5 |
| 1. | Saya merasa nyaman bekerja dan merasa memiliki perusahaan          | √         |          |   |   |   |   |
| 2. | Saya akan tetap bekerja semaksimal mungkin di perusahaan ini       | √         |          |   |   |   |   |
| 3. | Saya merasa perusahaan sudah memberikan value yang baik kekaryawan | √         |          |   |   |   |   |
| 4. | Saya merasa puas terhadap apa yang sudah diberikan perusahaan      | √         |          |   |   |   |   |

|    |                                                                                                                     |   |  |  |  |  |  |
|----|---------------------------------------------------------------------------------------------------------------------|---|--|--|--|--|--|
| 5. | Saya memiliki komitmen yang tinggi untuk memajukan Perusahaan                                                       | √ |  |  |  |  |  |
| 6. | Saya merasa apa yang menjadi aspirasi Saya sudah tersampaikan ke Perusahaan                                         | √ |  |  |  |  |  |
| 7. | Menurut Saudara, apa yang perlu dilakukan perusahaan untuk dapat membuat karyawan merasa terikat dengan perusahaan? |   |  |  |  |  |  |



## Lampiran 2. Data Kuesioner

### Data Kuesioner Turn Over

| Resp | Turnover Intention |     |     |     | TOTAL |
|------|--------------------|-----|-----|-----|-------|
|      | TI1                | TI2 | TI3 | TI4 |       |
| 1    | 2                  | 2   | 2   | 2   | 8     |
| 2    | 3                  | 3   | 3   | 3   | 12    |
| 3    | 4                  | 4   | 4   | 4   | 16    |
| 4    | 4                  | 4   | 4   | 4   | 16    |
| 5    | 2                  | 1   | 2   | 2   | 7     |
| 6    | 3                  | 3   | 3   | 3   | 12    |
| 7    | 4                  | 4   | 3   | 4   | 15    |
| 8    | 5                  | 4   | 5   | 4   | 18    |
| 9    | 5                  | 5   | 4   | 4   | 18    |
| 10   | 3                  | 4   | 3   | 4   | 14    |
| 11   | 1                  | 1   | 3   | 2   | 7     |
| 12   | 3                  | 1   | 1   | 1   | 6     |
| 13   | 3                  | 3   | 3   | 3   | 12    |
| 14   | 3                  | 3   | 3   | 3   | 12    |
| 15   | 3                  | 4   | 3   | 3   | 13    |
| 16   | 3                  | 3   | 3   | 3   | 12    |
| 17   | 2                  | 2   | 3   | 3   | 10    |
| 18   | 4                  | 4   | 5   | 5   | 18    |
| 19   | 4                  | 4   | 3   | 4   | 15    |
| 20   | 4                  | 4   | 4   | 4   | 16    |
| 21   | 4                  | 4   | 3   | 3   | 14    |
| 22   | 3                  | 3   | 2   | 3   | 11    |
| 23   | 3                  | 3   | 4   | 4   | 14    |
| 24   | 4                  | 3   | 3   | 3   | 13    |
| 25   | 3                  | 4   | 3   | 4   | 14    |
| 26   | 3                  | 4   | 3   | 3   | 13    |
| 27   | 3                  | 3   | 3   | 3   | 12    |
| 28   | 2                  | 1   | 2   | 1   | 6     |
| 29   | 4                  | 5   | 4   | 4   | 17    |
| 30   | 1                  | 2   | 2   | 4   | 9     |
| 31   | 4                  | 4   | 3   | 4   | 15    |
| 32   | 4                  | 4   | 4   | 3   | 15    |
| 33   | 4                  | 4   | 4   | 4   | 16    |
| 34   | 4                  | 4   | 3   | 4   | 15    |
| 35   | 4                  | 4   | 3   | 4   | 15    |
| 36   | 3                  | 3   | 3   | 3   | 12    |
| 37   | 4                  | 4   | 3   | 4   | 15    |
| 38   | 4                  | 4   | 3   | 4   | 15    |
| 39   | 3                  | 4   | 3   | 4   | 14    |
| 40   | 3                  | 3   | 3   | 3   | 12    |
| 41   | 4                  | 4   | 4   | 4   | 16    |
| 42   | 3                  | 3   | 2   | 2   | 10    |

|    |   |   |   |   |           |
|----|---|---|---|---|-----------|
| 43 | 4 | 3 | 3 | 2 | <b>12</b> |
| 44 | 2 | 2 | 3 | 3 | <b>10</b> |
| 45 | 3 | 4 | 4 | 3 | <b>14</b> |
| 46 | 3 | 3 | 3 | 3 | <b>12</b> |
| 47 | 1 | 1 | 2 | 2 | <b>6</b>  |
| 48 | 3 | 3 | 3 | 5 | <b>14</b> |
| 49 | 1 | 2 | 3 | 3 | <b>9</b>  |
| 50 | 2 | 2 | 2 | 2 | <b>8</b>  |
| 51 | 4 | 4 | 3 | 3 | <b>14</b> |
| 52 | 2 | 3 | 2 | 2 | <b>9</b>  |
| 53 | 2 | 3 | 2 | 3 | <b>10</b> |
| 54 | 3 | 3 | 3 | 4 | <b>13</b> |
| 55 | 5 | 5 | 5 | 5 | <b>20</b> |
| 56 | 3 | 3 | 3 | 3 | <b>12</b> |
| 57 | 4 | 3 | 4 | 4 | <b>15</b> |
| 58 | 2 | 2 | 3 | 3 | <b>10</b> |
| 59 | 3 | 3 | 5 | 5 | <b>16</b> |
| 60 | 5 | 4 | 5 | 5 | <b>19</b> |
| 61 | 3 | 3 | 3 | 3 | <b>12</b> |
| 62 | 4 | 4 | 5 | 5 | <b>18</b> |
| 63 | 5 | 5 | 5 | 5 | <b>20</b> |
| 64 | 3 | 3 | 3 | 3 | <b>12</b> |
| 65 | 3 | 3 | 3 | 3 | <b>12</b> |
| 66 | 4 | 5 | 5 | 5 | <b>19</b> |
| 67 | 2 | 3 | 1 | 2 | <b>8</b>  |
| 68 | 1 | 1 | 1 | 1 | <b>4</b>  |
| 69 | 3 | 3 | 3 | 3 | <b>12</b> |
| 70 | 2 | 3 | 2 | 2 | <b>9</b>  |
| 71 | 1 | 1 | 2 | 2 | <b>6</b>  |
| 72 | 1 | 2 | 2 | 2 | <b>7</b>  |
| 73 | 3 | 3 | 2 | 4 | <b>12</b> |
| 74 | 2 | 2 | 2 | 2 | <b>8</b>  |
| 75 | 5 | 5 | 4 | 5 | <b>19</b> |
| 76 | 3 | 4 | 3 | 4 | <b>14</b> |
| 77 | 4 | 4 | 3 | 3 | <b>14</b> |
| 78 | 1 | 1 | 3 | 3 | <b>8</b>  |
| 79 | 3 | 2 | 3 | 2 | <b>10</b> |
| 80 | 3 | 4 | 4 | 3 | <b>14</b> |
| 81 | 4 | 3 | 4 | 4 | <b>15</b> |
| 82 | 1 | 1 | 2 | 3 | <b>7</b>  |
| 83 | 4 | 3 | 4 | 4 | <b>15</b> |
| 84 | 4 | 4 | 3 | 4 | <b>15</b> |
| 85 | 1 | 1 | 1 | 1 | <b>4</b>  |
| 86 | 3 | 4 | 3 | 3 | <b>13</b> |
| 87 | 4 | 4 | 3 | 4 | <b>15</b> |
| 88 | 2 | 3 | 2 | 2 | <b>9</b>  |
| 89 | 2 | 1 | 1 | 2 | <b>6</b>  |
| 90 | 4 | 4 | 4 | 4 | <b>16</b> |
| 91 | 2 | 2 | 2 | 2 | <b>8</b>  |



### Lampiran 3. Data Kuesioner

#### Data kuesioner *Islamic Work Ethic*

| Resp | Islamic Work Ethic |      |      |      |      |      |      |      |      |       |       |       |       |       |       |       |       | TOTAL |
|------|--------------------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|      | IWT1               | IWT2 | IWT3 | IWT4 | IWT5 | IWT6 | IWT7 | IWT8 | IWT9 | IWT10 | IWT11 | IWT12 | IWT13 | IWT14 | IWT15 | IWT16 | IWT17 |       |
| 1    | 5                  | 4    | 4    | 4    | 5    | 5    | 4    | 4    | 4    | 4     | 4     | 4     | 5     | 5     | 5     | 5     | 5     | 76    |
| 2    | 2                  | 4    | 2    | 4    | 2    | 3    | 3    | 3    | 4    | 2     | 3     | 2     | 3     | 3     | 3     | 3     | 4     | 50    |
| 3    | 5                  | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 5    | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 72    |
| 4    | 5                  | 5    | 5    | 4    | 4    | 4    | 3    | 4    | 3    | 3     | 4     | 4     | 5     | 4     | 4     | 3     | 3     | 67    |
| 5    | 5                  | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5     | 5     | 5     | 5     | 5     | 5     | 5     | 5     | 84    |
| 6    | 3                  | 4    | 4    | 4    | 3    | 4    | 3    | 3    | 4    | 3     | 4     | 3     | 4     | 4     | 4     | 4     | 3     | 61    |
| 7    | 4                  | 4    | 4    | 4    | 4    | 4    | 4    | 5    | 4    | 4     | 4     | 3     | 4     | 4     | 4     | 4     | 4     | 68    |
| 8    | 4                  | 4    | 4    | 4    | 3    | 4    | 2    | 4    | 3    | 3     | 5     | 4     | 4     | 5     | 4     | 4     | 5     | 66    |
| 9    | 4                  | 4    | 3    | 4    | 3    | 4    | 3    | 3    | 5    | 3     | 4     | 4     | 4     | 4     | 3     | 4     | 3     | 62    |
| 10   | 4                  | 4    | 5    | 4    | 3    | 5    | 4    | 4    | 4    | 4     | 5     | 5     | 4     | 4     | 4     | 4     | 5     | 72    |
| 11   | 5                  | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 5     | 4     | 5     | 5     | 5     | 5     | 3     | 4     | 80    |
| 12   | 5                  | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 4     | 5     | 5     | 5     | 5     | 4     | 5     | 5     | 82    |
| 13   | 5                  | 4    | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 4     | 4     | 4     | 5     | 4     | 4     | 4     | 4     | 71    |
| 14   | 4                  | 4    | 4    | 4    | 4    | 4    | 3    | 3    | 4    | 4     | 4     | 4     | 4     | 5     | 4     | 4     | 4     | 67    |
| 15   | 5                  | 4    | 4    | 4    | 4    | 4    | 3    | 4    | 4    | 4     | 4     | 4     | 5     | 5     | 3     | 4     | 3     | 68    |
| 16   | 4                  | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 5    | 5     | 5     | 4     | 5     | 5     | 4     | 5     | 4     | 79    |
| 17   | 4                  | 4    | 5    | 4    | 4    | 5    | 4    | 4    | 4    | 5     | 4     | 4     | 4     | 5     | 4     | 5     | 5     | 74    |
| 18   | 2                  | 2    | 3    | 3    | 3    | 3    | 3    | 2    | 3    | 2     | 2     | 3     | 3     | 2     | 3     | 3     | 3     | 45    |
| 19   | 3                  | 3    | 2    | 3    | 3    | 3    | 2    | 2    | 4    | 4     | 3     | 2     | 4     | 2     | 3     | 2     | 3     | 48    |
| 20   | 2                  | 2    | 4    | 4    | 3    | 3    | 3    | 3    | 4    | 2     | 3     | 3     | 3     | 3     | 3     | 3     | 4     | 52    |
| 21   | 5                  | 5    | 5    | 5    | 4    | 4    | 3    | 4    | 5    | 4     | 3     | 4     | 5     | 5     | 4     | 4     | 5     | 74    |
| 22   | 2                  | 4    | 5    | 4    | 3    | 2    | 3    | 2    | 5    | 3     | 3     | 2     | 3     | 4     | 3     | 3     | 2     | 53    |
| 23   | 2                  | 4    | 3    | 4    | 2    | 4    | 2    | 2    | 3    | 2     | 3     | 3     | 3     | 4     | 3     | 3     | 3     | 50    |
| 24   | 5                  | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 4    | 4     | 4     | 4     | 4     | 4     | 4     | 4     | 5     | 75    |
| 25   | 4                  | 3    | 5    | 5    | 4    | 5    | 5    | 3    | 5    | 5     | 2     | 5     | 5     | 3     | 4     | 3     | 2     | 68    |
| 26   | 5                  | 4    | 5    | 5    | 4    | 5    | 4    | 2    | 5    | 3     | 4     | 3     | 4     | 5     | 5     | 5     | 4     | 72    |
| 27   | 5                  | 5    | 5    | 4    | 3    | 5    | 3    | 3    | 5    | 4     | 4     | 3     | 5     | 4     | 4     | 4     | 4     | 70    |





|    |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 61 | 2 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 54 |
| 62 | 3 | 3 | 4 | 4 | 2 | 4 | 1 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 45 |
| 63 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 48 |
| 64 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 49 |
| 65 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 62 |
| 66 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 66 |
| 67 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 69 |
| 68 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 83 |
| 69 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 4 | 65 |
| 70 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 77 |
| 71 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 73 |
| 72 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 84 |
| 73 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 71 |
| 74 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 84 |
| 75 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 1 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 2 | 46 |
| 76 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 74 |
| 77 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 74 |
| 78 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 76 |
| 79 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 83 |
| 80 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 65 |
| 81 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 83 |
| 82 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 81 |
| 83 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 73 |
| 84 | 5 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 67 |
| 85 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 83 |
| 86 | 2 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 51 |
| 87 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 66 |
| 88 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 72 |
| 89 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 72 |
| 90 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 69 |
| 91 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 76 |

**Lampiran 4. Data Kuesioner (Data Kuesioner *Ethic Leadership*)**

| Resp | Ethic Leadership |     |     |     |     | TOTAL |
|------|------------------|-----|-----|-----|-----|-------|
|      | EL1              | EL2 | EL3 | EL4 | EL5 |       |
| 1    | 5                | 5   | 5   | 5   | 5   | 25    |
| 2    | 5                | 4   | 4   | 4   | 4   | 21    |
| 3    | 5                | 5   | 5   | 5   | 5   | 25    |
| 4    | 4                | 4   | 4   | 4   | 4   | 20    |
| 5    | 4                | 4   | 3   | 5   | 5   | 21    |
| 6    | 5                | 5   | 5   | 5   | 5   | 25    |
| 7    | 4                | 4   | 4   | 4   | 5   | 21    |
| 8    | 4                | 4   | 3   | 4   | 4   | 19    |
| 9    | 5                | 4   | 3   | 4   | 4   | 20    |
| 10   | 5                | 4   | 3   | 4   | 4   | 20    |
| 11   | 5                | 4   | 3   | 4   | 4   | 20    |
| 12   | 4                | 4   | 3   | 4   | 4   | 19    |
| 13   | 4                | 3   | 3   | 4   | 4   | 18    |
| 14   | 5                | 5   | 4   | 5   | 4   | 23    |
| 15   | 4                | 4   | 3   | 5   | 4   | 20    |
| 16   | 5                | 5   | 3   | 3   | 4   | 20    |
| 17   | 5                | 5   | 4   | 4   | 5   | 23    |
| 18   | 4                | 4   | 4   | 5   | 4   | 21    |
| 19   | 5                | 5   | 5   | 5   | 5   | 25    |
| 20   | 4                | 4   | 4   | 4   | 5   | 21    |
| 21   | 5                | 5   | 5   | 5   | 5   | 25    |
| 22   | 4                | 4   | 4   | 4   | 4   | 20    |
| 23   | 4                | 4   | 3   | 4   | 4   | 19    |
| 24   | 5                | 5   | 4   | 5   | 4   | 23    |
| 25   | 4                | 5   | 3   | 5   | 5   | 22    |
| 26   | 4                | 4   | 3   | 4   | 5   | 20    |
| 27   | 2                | 4   | 2   | 5   | 5   | 18    |
| 28   | 5                | 5   | 5   | 5   | 5   | 25    |
| 29   | 3                | 3   | 3   | 5   | 4   | 18    |
| 30   | 4                | 5   | 5   | 5   | 5   | 24    |
| 31   | 4                | 5   | 4   | 4   | 4   | 21    |
| 32   | 4                | 4   | 3   | 4   | 3   | 18    |
| 33   | 5                | 5   | 4   | 5   | 3   | 22    |
| 34   | 5                | 5   | 5   | 4   | 4   | 23    |
| 35   | 5                | 5   | 4   | 4   | 5   | 23    |
| 36   | 4                | 3   | 3   | 4   | 4   | 18    |
| 37   | 5                | 5   | 4   | 4   | 5   | 23    |
| 38   | 5                | 5   | 4   | 4   | 4   | 22    |
| 39   | 5                | 4   | 5   | 4   | 5   | 23    |
| 40   | 4                | 4   | 2   | 4   | 4   | 18    |
| 41   | 5                | 5   | 5   | 5   | 4   | 24    |
| 42   | 4                | 4   | 4   | 5   | 5   | 22    |
| 43   | 5                | 3   | 2   | 5   | 5   | 20    |
| 44   | 5                | 5   | 5   | 5   | 5   | 25    |

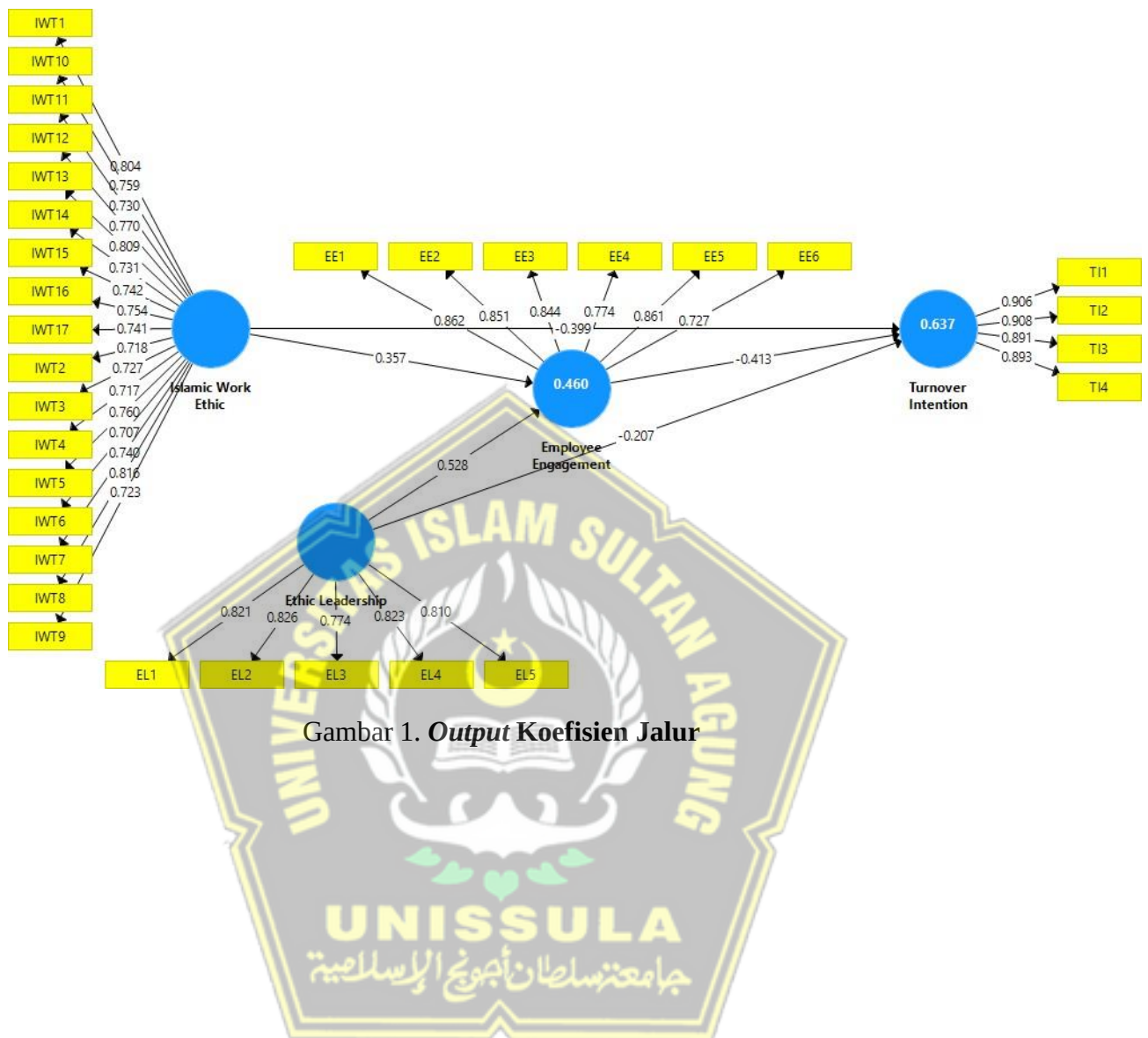
|    |   |   |   |   |   |    |
|----|---|---|---|---|---|----|
| 45 | 3 | 4 | 2 | 4 | 4 | 17 |
| 46 | 4 | 5 | 5 | 4 | 4 | 22 |
| 47 | 4 | 5 | 5 | 5 | 5 | 24 |
| 48 | 4 | 5 | 3 | 5 | 5 | 22 |
| 49 | 5 | 5 | 5 | 4 | 4 | 23 |
| 50 | 5 | 5 | 5 | 5 | 5 | 25 |
| 51 | 4 | 5 | 4 | 4 | 5 | 22 |
| 52 | 4 | 4 | 4 | 5 | 5 | 22 |
| 53 | 5 | 5 | 5 | 5 | 5 | 25 |
| 54 | 5 | 5 | 5 | 5 | 4 | 24 |
| 55 | 1 | 1 | 2 | 1 | 1 | 6  |
| 56 | 3 | 3 | 2 | 3 | 3 | 14 |
| 57 | 4 | 3 | 3 | 4 | 4 | 18 |
| 58 | 5 | 4 | 4 | 5 | 5 | 23 |
| 59 | 5 | 5 | 3 | 4 | 5 | 22 |
| 60 | 1 | 1 | 2 | 1 | 1 | 6  |
| 61 | 4 | 4 | 4 | 4 | 4 | 20 |
| 62 | 4 | 4 | 3 | 4 | 5 | 20 |
| 63 | 4 | 4 | 3 | 4 | 4 | 19 |
| 64 | 5 | 5 | 5 | 5 | 5 | 25 |
| 65 | 5 | 5 | 4 | 5 | 5 | 24 |
| 66 | 1 | 4 | 1 | 4 | 4 | 14 |
| 67 | 4 | 3 | 3 | 5 | 5 | 20 |
| 68 | 5 | 5 | 5 | 5 | 5 | 25 |
| 69 | 5 | 5 | 3 | 5 | 4 | 22 |
| 70 | 5 | 5 | 5 | 5 | 5 | 25 |
| 71 | 5 | 5 | 5 | 5 | 5 | 25 |
| 72 | 5 | 5 | 5 | 5 | 5 | 25 |
| 73 | 5 | 4 | 2 | 4 | 4 | 19 |
| 74 | 5 | 4 | 3 | 4 | 5 | 21 |
| 75 | 4 | 3 | 2 | 4 | 3 | 16 |
| 76 | 5 | 1 | 1 | 4 | 5 | 16 |
| 77 | 4 | 3 | 3 | 5 | 5 | 20 |
| 78 | 5 | 5 | 5 | 5 | 5 | 25 |
| 79 | 4 | 4 | 2 | 4 | 4 | 18 |
| 80 | 4 | 4 | 2 | 4 | 4 | 18 |
| 81 | 4 | 4 | 4 | 5 | 5 | 22 |
| 82 | 5 | 4 | 5 | 5 | 5 | 24 |
| 83 | 4 | 4 | 3 | 5 | 4 | 20 |
| 84 | 4 | 4 | 4 | 4 | 4 | 20 |
| 85 | 5 | 5 | 5 | 5 | 5 | 25 |
| 86 | 5 | 5 | 5 | 5 | 4 | 24 |
| 87 | 5 | 5 | 4 | 5 | 5 | 24 |
| 88 | 5 | 5 | 4 | 5 | 5 | 24 |
| 89 | 5 | 5 | 5 | 5 | 5 | 25 |
| 90 | 5 | 5 | 5 | 5 | 5 | 25 |
| 91 | 5 | 5 | 5 | 4 | 5 | 24 |

Lampiran 5. Data Kuesioner (Data Kuesioner *Employee Engagement*)

| Resp | Employee Engagement |     |     |     |     |     | TOTAL |
|------|---------------------|-----|-----|-----|-----|-----|-------|
|      | EE1                 | EE2 | EE3 | EE4 | EE5 | EE6 |       |
| 1    | 5                   | 5   | 5   | 5   | 5   | 4   | 29    |
| 2    | 4                   | 3   | 4   | 4   | 4   | 3   | 22    |
| 3    | 4                   | 4   | 4   | 4   | 4   | 3   | 23    |
| 4    | 2                   | 2   | 3   | 3   | 3   | 3   | 16    |
| 5    | 4                   | 4   | 4   | 4   | 4   | 4   | 24    |
| 6    | 3                   | 4   | 3   | 3   | 3   | 3   | 19    |
| 7    | 4                   | 4   | 4   | 4   | 4   | 3   | 23    |
| 8    | 3                   | 3   | 2   | 1   | 2   | 3   | 14    |
| 9    | 3                   | 3   | 3   | 3   | 3   | 3   | 18    |
| 10   | 4                   | 4   | 4   | 5   | 4   | 4   | 25    |
| 11   | 5                   | 5   | 5   | 5   | 5   | 5   | 30    |
| 12   | 5                   | 5   | 5   | 3   | 5   | 4   | 27    |
| 13   | 4                   | 4   | 4   | 4   | 4   | 4   | 24    |
| 14   | 4                   | 4   | 4   | 4   | 4   | 3   | 23    |
| 15   | 4                   | 4   | 4   | 4   | 4   | 4   | 24    |
| 16   | 3                   | 4   | 4   | 3   | 4   | 3   | 21    |
| 17   | 4                   | 4   | 4   | 4   | 4   | 4   | 24    |
| 18   | 3                   | 4   | 3   | 4   | 3   | 2   | 19    |
| 19   | 3                   | 3   | 4   | 3   | 4   | 4   | 21    |
| 20   | 3                   | 3   | 3   | 3   | 3   | 3   | 18    |
| 21   | 3                   | 4   | 3   | 4   | 5   | 2   | 21    |
| 22   | 4                   | 5   | 4   | 4   | 4   | 3   | 24    |
| 23   | 3                   | 4   | 3   | 4   | 4   | 3   | 21    |
| 24   | 4                   | 4   | 4   | 3   | 4   | 3   | 22    |
| 25   | 4                   | 5   | 3   | 4   | 5   | 1   | 22    |
| 26   | 4                   | 4   | 4   | 3   | 4   | 3   | 22    |
| 27   | 3                   | 3   | 3   | 3   | 4   | 2   | 18    |
| 28   | 4                   | 3   | 2   | 3   | 3   | 2   | 17    |
| 29   | 3                   | 3   | 3   | 3   | 3   | 3   | 18    |
| 30   | 4                   | 5   | 4   | 4   | 4   | 3   | 24    |
| 31   | 4                   | 4   | 3   | 3   | 4   | 3   | 21    |
| 32   | 4                   | 4   | 3   | 3   | 4   | 3   | 21    |
| 33   | 4                   | 4   | 4   | 4   | 4   | 4   | 24    |
| 34   | 4                   | 4   | 4   | 2   | 4   | 2   | 20    |
| 35   | 4                   | 4   | 3   | 3   | 4   | 4   | 22    |
| 36   | 3                   | 4   | 3   | 2   | 4   | 2   | 18    |
| 37   | 4                   | 4   | 4   | 4   | 4   | 3   | 23    |
| 38   | 4                   | 3   | 3   | 4   | 4   | 4   | 22    |
| 39   | 4                   | 4   | 4   | 4   | 4   | 3   | 23    |
| 40   | 3                   | 3   | 3   | 4   | 4   | 2   | 19    |
| 41   | 4                   | 4   | 3   | 3   | 4   | 3   | 21    |
| 42   | 4                   | 4   | 3   | 3   | 5   | 3   | 22    |
| 43   | 4                   | 4   | 4   | 3   | 4   | 3   | 22    |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 44 | 4 | 5 | 4 | 4 | 5 | 4 | 26 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 46 | 5 | 4 | 3 | 3 | 4 | 3 | 22 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 48 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 49 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 50 | 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| 51 | 3 | 3 | 3 | 3 | 4 | 3 | 19 |
| 52 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 53 | 4 | 5 | 4 | 3 | 4 | 3 | 23 |
| 54 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 55 | 1 | 1 | 1 | 2 | 1 | 3 | 9  |
| 56 | 3 | 5 | 3 | 5 | 5 | 4 | 25 |
| 57 | 4 | 4 | 2 | 3 | 4 | 2 | 19 |
| 58 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 59 | 4 | 4 | 2 | 2 | 4 | 2 | 18 |
| 60 | 1 | 1 | 1 | 2 | 2 | 2 | 9  |
| 61 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 62 | 4 | 3 | 4 | 4 | 4 | 2 | 21 |
| 63 | 1 | 3 | 1 | 1 | 3 | 1 | 10 |
| 64 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 65 | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| 66 | 1 | 3 | 1 | 1 | 3 | 1 | 10 |
| 67 | 3 | 4 | 3 | 4 | 3 | 3 | 20 |
| 68 | 5 | 5 | 4 | 4 | 5 | 4 | 27 |
| 69 | 4 | 4 | 3 | 3 | 5 | 3 | 22 |
| 70 | 4 | 5 | 4 | 5 | 5 | 4 | 27 |
| 71 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 72 | 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| 73 | 4 | 4 | 3 | 3 | 4 | 4 | 22 |
| 74 | 5 | 5 | 3 | 4 | 5 | 3 | 25 |
| 75 | 3 | 3 | 2 | 3 | 3 | 2 | 16 |
| 76 | 4 | 4 | 3 | 4 | 4 | 3 | 22 |
| 77 | 5 | 5 | 3 | 3 | 4 | 4 | 24 |
| 78 | 5 | 5 | 3 | 3 | 4 | 4 | 24 |
| 79 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 80 | 3 | 3 | 4 | 3 | 4 | 3 | 20 |
| 81 | 4 | 4 | 4 | 2 | 4 | 1 | 19 |
| 82 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 83 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 84 | 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| 85 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 86 | 3 | 5 | 4 | 3 | 4 | 3 | 22 |
| 87 | 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 88 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 89 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 90 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 91 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |

### Lampiran 6. Penilaian *Outer Model* atau *Measurement Model*



Gambar 1. *Output Koefisien Jalur*

## Final Results

### Path Coefficients

|                     | Employee Engagement | Ethic Leadership | Islamic Work Ethic | Turnover Intention |
|---------------------|---------------------|------------------|--------------------|--------------------|
| Employee Engagement |                     |                  |                    | -0.413             |
| Ethic Leadership    | 0.528               |                  |                    | -0.207             |
| Islamic Work Ethic  | 0.357               |                  |                    | -0.399             |
| Turnover Intention  |                     |                  |                    |                    |

### Indirect Effects

#### Total Indirect Effects

|                     | Employee Engagement | Ethic Leadership | Islamic Work Ethic | Turnover Intention |
|---------------------|---------------------|------------------|--------------------|--------------------|
| Employee Engagement |                     |                  |                    |                    |
| Ethic Leadership    |                     |                  |                    | -0.218             |
| Islamic Work Ethic  |                     |                  |                    | -0.148             |
| Turnover Intention  |                     |                  |                    |                    |

#### Specific Indirect Effects

|                                                                 | Specific Indirect Effects |
|-----------------------------------------------------------------|---------------------------|
| Ethic Leadership -> Employee Engagement -> Turnover Intention   | -0.218                    |
| Islamic Work Ethic -> Employee Engagement -> Turnover Intention | -0.148                    |

### Total Effects

|                     | Employee Engagement | Ethic Leadership | Islamic Work Ethic | Turnover Intention |
|---------------------|---------------------|------------------|--------------------|--------------------|
| Employee Engagement |                     |                  |                    | -0.413             |
| Ethic Leadership    | 0.528               |                  |                    | -0.425             |
| Islamic Work Ethic  | 0.357               |                  |                    | -0.546             |
| Turnover Intention  |                     |                  |                    |                    |



## Outer Loadings

|       | Employee Engagement | Ethic Leadership | Islamic Work Ethic | Turnover Intention |
|-------|---------------------|------------------|--------------------|--------------------|
| EE1   | 0.862               |                  |                    |                    |
| EE2   | 0.851               |                  |                    |                    |
| EE3   | 0.844               |                  |                    |                    |
| EE4   | 0.774               |                  |                    |                    |
| EE5   | 0.861               |                  |                    |                    |
| EE6   | 0.727               |                  |                    |                    |
| EL1   |                     | 0.821            |                    |                    |
| EL2   |                     | 0.826            |                    |                    |
| EL3   |                     | 0.774            |                    |                    |
| EL4   |                     | 0.823            |                    |                    |
| EL5   |                     | 0.810            |                    |                    |
| IWT1  |                     |                  | 0.804              |                    |
| IWT10 |                     |                  | 0.759              |                    |
| IWT11 |                     |                  | 0.730              |                    |
| IWT12 |                     |                  | 0.770              |                    |
| IWT13 |                     |                  | 0.809              |                    |
| IWT14 |                     |                  | 0.731              |                    |
| IWT15 |                     |                  | 0.742              |                    |
| IWT16 |                     |                  | 0.754              |                    |
| IWT17 |                     |                  | 0.741              |                    |
| IWT2  |                     |                  | 0.718              |                    |
| IWT3  |                     |                  | 0.727              |                    |
| IWT4  |                     |                  | 0.717              |                    |
| IWT5  |                     |                  | 0.760              |                    |
| IWT6  |                     |                  | 0.707              |                    |
| IWT7  |                     |                  | 0.740              |                    |
| IWT8  |                     |                  | 0.816              |                    |
| IWT9  |                     |                  | 0.723              |                    |
| TI1   |                     |                  |                    | 0.906              |
| TI2   |                     |                  |                    | 0.908              |
| TI3   |                     |                  |                    | 0.891              |
| TI4   |                     |                  |                    | 0.893              |



### Outer Weights

|       | Employee Engagement | Ethic Leadership | Islamic Work Ethic | Turnover Intention |
|-------|---------------------|------------------|--------------------|--------------------|
| EE1   | 0.227               |                  |                    |                    |
| EE2   | 0.221               |                  |                    |                    |
| EE3   | 0.201               |                  |                    |                    |
| EE4   | 0.168               |                  |                    |                    |
| EE5   | 0.221               |                  |                    |                    |
| EE6   | 0.174               |                  |                    |                    |
| EL1   |                     | 0.277            |                    |                    |
| EL2   |                     | 0.216            |                    |                    |
| EL3   |                     | 0.223            |                    |                    |
| EL4   |                     | 0.249            |                    |                    |
| EL5   |                     | 0.267            |                    |                    |
| IWT1  |                     |                  | 0.052              |                    |
| IWT10 |                     |                  | 0.080              |                    |
| IWT11 |                     |                  | 0.077              |                    |
| IWT12 |                     |                  | 0.064              |                    |
| IWT13 |                     |                  | 0.081              |                    |
| IWT14 |                     |                  | 0.076              |                    |
| IWT15 |                     |                  | 0.089              |                    |
| IWT16 |                     |                  | 0.070              |                    |
| IWT17 |                     |                  | 0.083              |                    |
| IWT2  |                     |                  | 0.078              |                    |
| IWT3  |                     |                  | 0.073              |                    |
| IWT4  |                     |                  | 0.080              |                    |
| IWT5  |                     |                  | 0.102              |                    |
| IWT6  |                     |                  | 0.066              |                    |
| IWT7  |                     |                  | 0.092              |                    |
| IWT8  |                     |                  | 0.077              |                    |
| IWT9  |                     |                  | 0.096              |                    |
| TI1   |                     |                  |                    | 0.282              |
| TI2   |                     |                  |                    | 0.277              |
| TI3   |                     |                  |                    | 0.287              |
| TI4   |                     |                  |                    | 0.265              |

### Quality Criteria

### R Square

|                     | R Square | R Square Adjusted |
|---------------------|----------|-------------------|
| Employee Engagement | 0.460    | 0.447             |
| Turnover Intention  | 0.637    | 0.624             |

### Construct Reliability and Validity

|                     | Cronbach's Alpha | rho_A | Composite Reliability | Average Variance Extracted (AVE) |
|---------------------|------------------|-------|-----------------------|----------------------------------|
| Employee Engagement | 0.903            | 0.912 | 0.925                 | 0.675                            |
| Ethic Leadership    | 0.870            | 0.875 | 0.906                 | 0.658                            |
| Islamic Work Ethic  | 0.952            | 0.954 | 0.956                 | 0.563                            |
| Turnover Intention  | 0.921            | 0.922 | 0.944                 | 0.809                            |

### Discriminant Validity

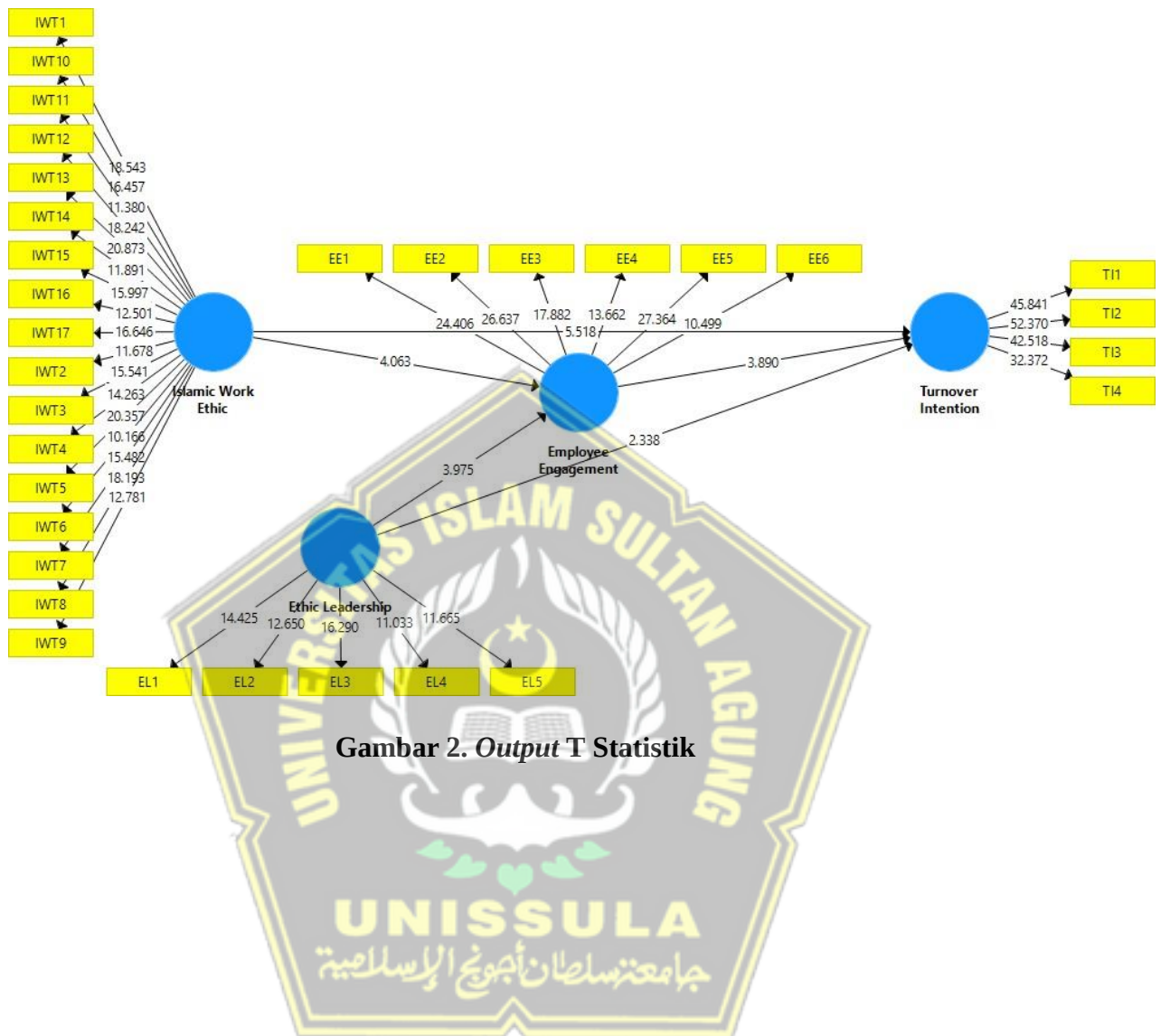
Fornell-Larcker Criterion

|                     | Employee Engagement | Ethic Leadership | Islamic Work Ethic | Turnover Intention |
|---------------------|---------------------|------------------|--------------------|--------------------|
| Employee Engagement | 0.821               |                  |                    |                    |
| Ethic Leadership    | 0.578               | 0.811            |                    |                    |
| Islamic Work Ethic  | 0.432               | 0.142            | 0.751              |                    |
| Turnover Intention  | -0.705              | -0.502           | -0.607             | 0.900              |

## Cross Loadings

|       | Employee<br>Engagement | Ethic<br>Leadership | Islamic<br>Work Ethic | Turnover<br>Intention |
|-------|------------------------|---------------------|-----------------------|-----------------------|
| EE1   | 0.862                  | 0.558               | 0.424                 | -0.610                |
| EE2   | 0.851                  | 0.555               | 0.364                 | -0.609                |
| EE3   | 0.844                  | 0.523               | 0.297                 | -0.555                |
| EE4   | 0.774                  | 0.346               | 0.293                 | -0.509                |
| EE5   | 0.861                  | 0.526               | 0.368                 | -0.631                |
| EE6   | 0.727                  | 0.286               | 0.375                 | -0.547                |
| EL1   | 0.565                  | 0.821               | 0.084                 | -0.405                |
| EL2   | 0.422                  | 0.826               | 0.071                 | -0.339                |
| EL3   | 0.388                  | 0.774               | 0.129                 | -0.405                |
| EL4   | 0.471                  | 0.823               | 0.105                 | -0.407                |
| EL5   | 0.476                  | 0.810               | 0.182                 | -0.469                |
| IWT1  | 0.213                  | 0.022               | 0.804                 | -0.290                |
| IWT10 | 0.293                  | 0.128               | 0.759                 | -0.473                |
| IWT11 | 0.270                  | 0.089               | 0.730                 | -0.464                |
| IWT12 | 0.251                  | -0.022              | 0.770                 | -0.364                |
| IWT13 | 0.326                  | 0.080               | 0.809                 | -0.462                |
| IWT14 | 0.292                  | 0.025               | 0.731                 | -0.442                |
| IWT15 | 0.362                  | 0.033               | 0.742                 | -0.497                |
| IWT16 | 0.246                  | 0.052               | 0.754                 | -0.419                |
| IWT17 | 0.345                  | 0.233               | 0.741                 | -0.465                |
| IWT2  | 0.296                  | 0.041               | 0.718                 | -0.455                |
| IWT3  | 0.306                  | 0.178               | 0.727                 | -0.407                |
| IWT4  | 0.321                  | 0.052               | 0.717                 | -0.451                |
| IWT5  | 0.457                  | 0.179               | 0.760                 | -0.543                |
| IWT6  | 0.293                  | 0.126               | 0.707                 | -0.357                |
| IWT7  | 0.379                  | 0.170               | 0.740                 | -0.514                |
| IWT8  | 0.303                  | 0.150               | 0.816                 | -0.442                |
| IWT9  | 0.411                  | 0.174               | 0.723                 | -0.524                |
| TI1   | -0.661                 | -0.481              | -0.523                | 0.906                 |
| TI2   | -0.631                 | -0.421              | -0.562                | 0.908                 |
| TI3   | -0.655                 | -0.504              | -0.545                | 0.891                 |
| TI4   | -0.587                 | -0.396              | -0.555                | 0.893                 |

### Lampiran 7. Pengujian Model Struktural (*Inner Model*)



Gambar 2. Output T Statistik

## Final Results

### Path Coefficients

Mean, STDEV, T-Values, P-Values

|                                           | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values     |
|-------------------------------------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| Employee Engagement -> Turnover Intention | -0.413              | -0.409          | 0.106                      | 3.890                    | <b>0.000</b> |
| Ethic Leadership -> Employee Engagement   | 0.528               | 0.505           | 0.133                      | 3.975                    | <b>0.000</b> |
| Ethic Leadership -> Turnover Intention    | -0.207              | -0.204          | 0.088                      | 2.338                    | <b>0.020</b> |
| Islamic Work Ethic -> Employee Engagement | 0.357               | 0.371           | 0.088                      | 4.063                    | <b>0.000</b> |
| Islamic Work Ethic -> Turnover Intention  | -0.399              | -0.402          | 0.072                      | 5.518                    | <b>0.000</b> |

### Total Indirect Effects

Mean, STDEV, T-Values, P-Values

|                                           | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values     |
|-------------------------------------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| Employee Engagement -> Turnover Intention |                     |                 |                            |                          |              |
| Ethic Leadership -> Employee Engagement   |                     |                 |                            |                          |              |
| Ethic Leadership -> Turnover Intention    | -0.218              | -0.210          | 0.086                      | 2.532                    | <b>0.012</b> |
| Islamic Work Ethic -> Employee Engagement |                     |                 |                            |                          |              |
| Islamic Work Ethic -> Turnover Intention  | -0.148              | -0.153          | 0.057                      | 2.600                    | <b>0.010</b> |

### Specific Indirect Effects

Mean, STDEV, T-Values, P-Values

|                                                                 | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values     |
|-----------------------------------------------------------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| Ethic Leadership -> Employee Engagement -> Turnover Intention   | -0.218              | -0.210          | 0.086                      | 2.532                    | <b>0.012</b> |
| Islamic Work Ethic -> Employee Engagement -> Turnover Intention | -0.148              | -0.153          | 0.057                      | 2.600                    | <b>0.010</b> |

### Total Effects

Mean, STDEV, T-Values, P-Values

|                                           | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values     |
|-------------------------------------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| Employee Engagement -> Turnover Intention | -0.413              | -0.409          | 0.106                      | 3.890                    | <b>0.000</b> |
| Ethic Leadership -> Employee Engagement   | 0.528               | 0.505           | 0.133                      | 3.975                    | <b>0.000</b> |
| Ethic Leadership -> Turnover Intention    | -0.425              | -0.414          | 0.084                      | 5.050                    | <b>0.000</b> |
| Islamic Work Ethic -> Employee Engagement | 0.357               | 0.371           | 0.088                      | 4.063                    | <b>0.000</b> |
| Islamic Work Ethic -> Turnover Intention  | -0.546              | -0.554          | 0.055                      | 10.011                   | <b>0.000</b> |

### Outer Loadings

Mean, STDEV, T-Values, P-Values

|                             | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values     |
|-----------------------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| EE1 <- Employee Engagement  | 0.862               | 0.860           | 0.035                      | 24.406                   | <b>0.000</b> |
| EE2 <- Employee Engagement  | 0.851               | 0.850           | 0.032                      | 26.637                   | <b>0.000</b> |
| EE3 <- Employee Engagement  | 0.844               | 0.836           | 0.047                      | 17.882                   | <b>0.000</b> |
| EE4 <- Employee Engagement  | 0.774               | 0.767           | 0.057                      | 13.662                   | <b>0.000</b> |
| EE5 <- Employee Engagement  | 0.861               | 0.859           | 0.031                      | 27.364                   | <b>0.000</b> |
| EE6 <- Employee Engagement  | 0.727               | 0.729           | 0.069                      | 10.499                   | <b>0.000</b> |
| EL1 <- Ethic Leadership     | 0.821               | 0.815           | 0.057                      | 14.425                   | <b>0.000</b> |
| EL2 <- Ethic Leadership     | 0.826               | 0.818           | 0.065                      | 12.650                   | <b>0.000</b> |
| EL3 <- Ethic Leadership     | 0.774               | 0.786           | 0.048                      | 16.290                   | <b>0.000</b> |
| EL4 <- Ethic Leadership     | 0.823               | 0.805           | 0.075                      | 11.033                   | <b>0.000</b> |
| EL5 <- Ethic Leadership     | 0.810               | 0.799           | 0.069                      | 11.665                   | <b>0.000</b> |
| IWT1 <- Islamic Work Ethic  | 0.804               | 0.796           | 0.043                      | 18.543                   | <b>0.000</b> |
| IWT10 <- Islamic Work Ethic | 0.759               | 0.756           | 0.046                      | 16.457                   | <b>0.000</b> |
| IWT11 <- Islamic Work Ethic | 0.730               | 0.729           | 0.064                      | 11.380                   | <b>0.000</b> |



|                             |       |       |       |        |       |
|-----------------------------|-------|-------|-------|--------|-------|
| IWT12 <- Islamic Work Ethic | 0.770 | 0.769 | 0.042 | 18.242 | 0.000 |
| IWT13 <- Islamic Work Ethic | 0.809 | 0.802 | 0.039 | 20.873 | 0.000 |
| IWT14 <- Islamic Work Ethic | 0.731 | 0.730 | 0.061 | 11.891 | 0.000 |
| IWT15 <- Islamic Work Ethic | 0.742 | 0.746 | 0.046 | 15.997 | 0.000 |
| IWT16 <- Islamic Work Ethic | 0.754 | 0.749 | 0.060 | 12.501 | 0.000 |
| IWT17 <- Islamic Work Ethic | 0.741 | 0.743 | 0.045 | 16.646 | 0.000 |
| IWT2 <- Islamic Work Ethic  | 0.718 | 0.715 | 0.062 | 11.678 | 0.000 |
| IWT3 <- Islamic Work Ethic  | 0.727 | 0.730 | 0.047 | 15.541 | 0.000 |
| IWT4 <- Islamic Work Ethic  | 0.717 | 0.715 | 0.050 | 14.263 | 0.000 |
| IWT5 <- Islamic Work Ethic  | 0.760 | 0.760 | 0.037 | 20.357 | 0.000 |
| IWT6 <- Islamic Work Ethic  | 0.707 | 0.702 | 0.070 | 10.166 | 0.000 |
| IWT7 <- Islamic Work Ethic  | 0.740 | 0.740 | 0.048 | 15.482 | 0.000 |
| IWT8 <- Islamic Work Ethic  | 0.816 | 0.812 | 0.045 | 18.193 | 0.000 |
| IWT9 <- Islamic Work Ethic  | 0.723 | 0.722 | 0.057 | 12.781 | 0.000 |
| TI1 <- Turnover Intention   | 0.906 | 0.906 | 0.020 | 45.841 | 0.000 |
| TI2 <- Turnover Intention   | 0.908 | 0.910 | 0.017 | 52.370 | 0.000 |
| TI3 <- Turnover Intention   | 0.891 | 0.891 | 0.021 | 42.518 | 0.000 |
| TI4 <- Turnover Intention   | 0.893 | 0.892 | 0.028 | 32.372 | 0.000 |

### Outer Weights

Mean, STDEV, T-Values, P-Values

|                             | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values |
|-----------------------------|---------------------|-----------------|----------------------------|--------------------------|----------|
| EE1 <- Employee Engagement  | 0.227               | 0.230           | 0.021                      | 10.708                   | 0.000    |
| EE2 <- Employee Engagement  | 0.221               | 0.222           | 0.017                      | 12.643                   | 0.000    |
| EE3 <- Employee Engagement  | 0.201               | 0.197           | 0.017                      | 12.104                   | 0.000    |
| EE4 <- Employee Engagement  | 0.168               | 0.167           | 0.017                      | 9.831                    | 0.000    |
| EE5 <- Employee Engagement  | 0.221               | 0.222           | 0.016                      | 14.080                   | 0.000    |
| EE6 <- Employee Engagement  | 0.174               | 0.175           | 0.023                      | 7.589                    | 0.000    |
| EL1 <- Ethic Leadership     | 0.277               | 0.280           | 0.039                      | 7.018                    | 0.000    |
| EL2 <- Ethic Leadership     | 0.216               | 0.214           | 0.025                      | 8.715                    | 0.000    |
| EL3 <- Ethic Leadership     | 0.223               | 0.232           | 0.044                      | 5.131                    | 0.000    |
| EL4 <- Ethic Leadership     | 0.249               | 0.246           | 0.033                      | 7.554                    | 0.000    |
| EL5 <- Ethic Leadership     | 0.267               | 0.268           | 0.029                      | 9.310                    | 0.000    |
| IWT1 <- Islamic Work Ethic  | 0.052               | 0.051           | 0.009                      | 5.762                    | 0.000    |
| IWT10 <- Islamic Work Ethic | 0.080               | 0.080           | 0.010                      | 7.697                    | 0.000    |
| IWT11 <- Islamic Work Ethic | 0.077               | 0.077           | 0.013                      | 6.040                    | 0.000    |
| IWT12 <- Islamic Work Ethic | 0.064               | 0.063           | 0.011                      | 5.612                    | 0.000    |



|                             |       |       |       |        |       |
|-----------------------------|-------|-------|-------|--------|-------|
| IWT13 <- Islamic Work Ethic | 0.081 | 0.081 | 0.009 | 9.364  | 0.000 |
| IWT14 <- Islamic Work Ethic | 0.076 | 0.077 | 0.013 | 6.029  | 0.000 |
| IWT15 <- Islamic Work Ethic | 0.089 | 0.089 | 0.013 | 6.561  | 0.000 |
| IWT16 <- Islamic Work Ethic | 0.070 | 0.069 | 0.013 | 5.271  | 0.000 |
| IWT17 <- Islamic Work Ethic | 0.083 | 0.084 | 0.012 | 7.083  | 0.000 |
| IWT2 <- Islamic Work Ethic  | 0.078 | 0.078 | 0.010 | 7.718  | 0.000 |
| IWT3 <- Islamic Work Ethic  | 0.073 | 0.074 | 0.012 | 6.265  | 0.000 |
| IWT4 <- Islamic Work Ethic  | 0.080 | 0.080 | 0.010 | 7.735  | 0.000 |
| IWT5 <- Islamic Work Ethic  | 0.102 | 0.103 | 0.015 | 6.897  | 0.000 |
| IWT6 <- Islamic Work Ethic  | 0.066 | 0.066 | 0.011 | 5.972  | 0.000 |
| IWT7 <- Islamic Work Ethic  | 0.092 | 0.092 | 0.015 | 6.140  | 0.000 |
| IWT8 <- Islamic Work Ethic  | 0.077 | 0.076 | 0.009 | 8.338  | 0.000 |
| IWT9 <- Islamic Work Ethic  | 0.096 | 0.096 | 0.015 | 6.595  | 0.000 |
| TI1 <- Turnover Intention   | 0.282 | 0.281 | 0.011 | 25.192 | 0.000 |
| TI2 <- Turnover Intention   | 0.277 | 0.279 | 0.013 | 21.026 | 0.000 |
| TI3 <- Turnover Intention   | 0.287 | 0.287 | 0.014 | 21.098 | 0.000 |
| TI4 <- Turnover Intention   | 0.265 | 0.264 | 0.012 | 21.627 | 0.000 |

