

## Lampiran 1. Kuesioner Penelitian

### DAFTAR PERNYATAAN

#### IDENTITAS RESPONDEN

- 1) Nama Lengkap : .....
- 2) Jenis Kelamin.....tahun
- 3) Lama Bekerja : .....
- 4) Usia : .....
- 5) Jabatan : .....
- 6) Pendidikan Terakhir : .....

#### Petunjuk

Berilah peringkat ( jawab) atas pernyataan berikut ini dengan memberikan tanda centang (√) pada huruf-huruf yang tersedia di depan jawaban yang paling tepat dengan keadaan saudara.

- 1 Sangat Setuju (SS) skor 5
- 2 Setuju (S) skor 4
- 3 Netral (N) skor 3
- 4 Tidak Setuju (TS) skor 2
- 5 Sangat Tidak Setuju (STS) skor 1

**PERNYATAAN**

**PENGUKURAN *EMPLOYEE PERFORMANCE***

N0	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Saya mampu menyelesaikan pekerjaan dengan baik sesuai kualitas kerja yang diharapkan koperasi					
2	Saya mampu menyelesaikan pekerjaan dengan baik sesuai kuantitas kerja yang diharapkan koperasi					
3	Saya dapat beradaptasi dengan karyawan lain dan lingkungan kerja saya					
4	Saya dapat bersikap luwes terhadap situasi darurat contohnya problem pekerjaan, deadline mepet dll					

- a. Berikan tanggapan anda tentang target kualitas, kuantitas, adaptasi, dan fleksibilitas ada dikoperasi anda?

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.....

**PERNYATAAN**

**PENGUKURAN *WORK ENGAGEMENT***

N0	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Saya mempunyai dedikasi yang tinggi dalam pekerjaan saya dikoperasi					
2	Saya mempunyai semangat yang tinggi dalam pekerjaan yang saya jalankan					
3	Saya sangat antusias dengan pekerjaan yang saya kerjakan dikoperasi					

a. Hal-hal apa saja yang membuat anda terlibat dalam pekerjaan saat ini?

Sebutkan!



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**PERNYATAAN**

**PENGUKURAN *JOB CRAFTING***

N0	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Saya berusaha membuat diri saya profesional dalam bekerja					
2	Saya mencoba mempelajari hal baru ketika bekerja					
3	Saya bertanya kepada atasan apakah ia puas dengan pekerjaan yang saya lakukan					
4	Saya mengantur pekerjaan saya sedemikian rupa agar tidak merepotkan orang lain					

a. Hal-hal apa saja yang membuat anda menjadi rajin dalam pekerjaan?

Sebutkan!



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**PERNYATAAN**

**PENGUKURAN *ORGANIZATIONAL SUPPORT***

N0	Pernyataan	STS	TS	N	S	SS
		1	2	3	4	5
1	Saya merasakan adanya dukungan yang diberikan atasan dalam pekerjaan yang saya jalani					
2	Saya merasakan adanya keadilan kepada karyawan lain yang diberikan atasan					
3	Koperasi tempat saya bekerja ini memberikan penghargaan atas pekerjaan yang dilakukan karyawan dalam meningkatkan pekerjaannya					

- a. Apa sajakah bentuk dukungan organisasi (koperasi) anda terhadap pekerjaan karyawan?

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**Lampiran 2. Tabulasi Data**

No	Job Crafting					Organizational Support				Work Engagement				Employee Performance				
	1	2	3	4	Total	1	2	3	Total	1	2	3	Total	1	2	3	4	Total
1	5	5	4	4	18	4	5	5	14	2	2	2	6	4	4	4	4	16
2	4	4	3	4	19	4	4	4	12	2	2	2	6	4	5	4	4	17
3	4	4	4	5	17	4	4	4	12	3	4	2	9	4	4	4	4	16
4	4	4	4	4	16	4	3	5	12	3	4	2	9	4	4	4	4	16
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6	4	4	4	4	16	5	4	4	13	4	5	2	11	4	4	4	4	16
7	5	5	5	5	20	5	4	4	13	4	4	4	12	5	5	4	5	19
8	4	4	4	4	16	4	4	4	12	4	5	5	14	4	5	5	4	18
9	4	4	4	4	16	4	4	4	12	4	4	4	12	4	4	4	4	16
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23	5	5	5	5	20	4	4	5	13	4	4	5	13	5	4	5	5	19

No	Job Crafting					Organizational Support				Work Engagement				Employee Performance				
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No	Job Crafting					Organizational Support				Work Engagement				Employee Performance				
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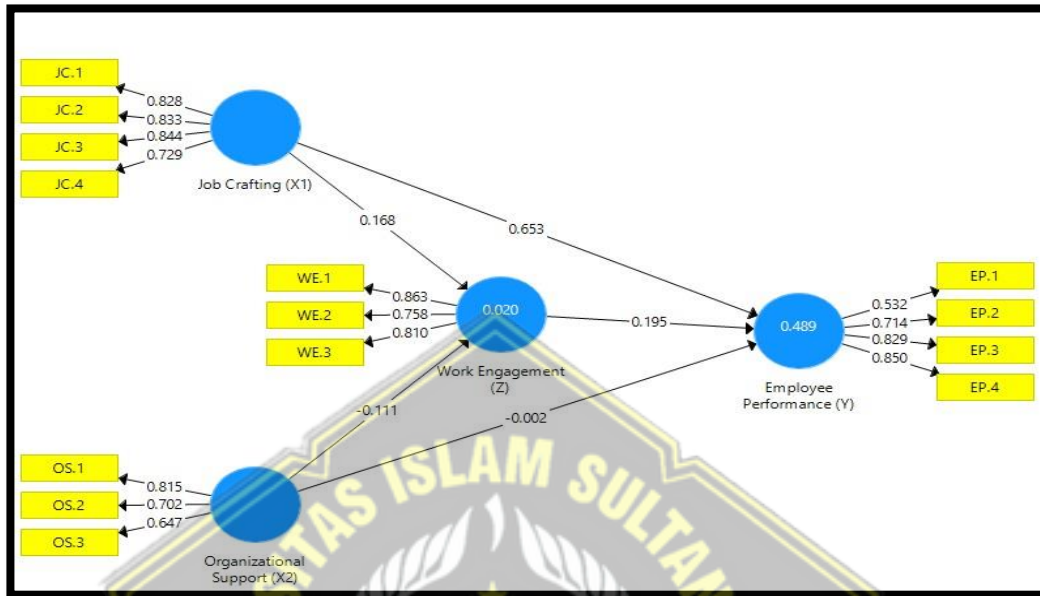
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91	4	5	4	4	17	4	4	4	12	5	4	4	13	4	5	5	5	19
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93	5	5	4	4	18	4	5	5	14	5	5	5	15	5	5	5	5	20
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95	4	4	4	4	16	3	4	4	11	5	4	4	13	4	5	4	4	17

No	Job Crafting					Organizational Support				Work Engagement				Employee Performance				
	1	2	3	4	Total	1	2	3	Total	1	2	3	Total	1	2	3	4	Total
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99	5	5	5	5	20	4	4	4	12	5	4	5	14	5	5	5	5	20
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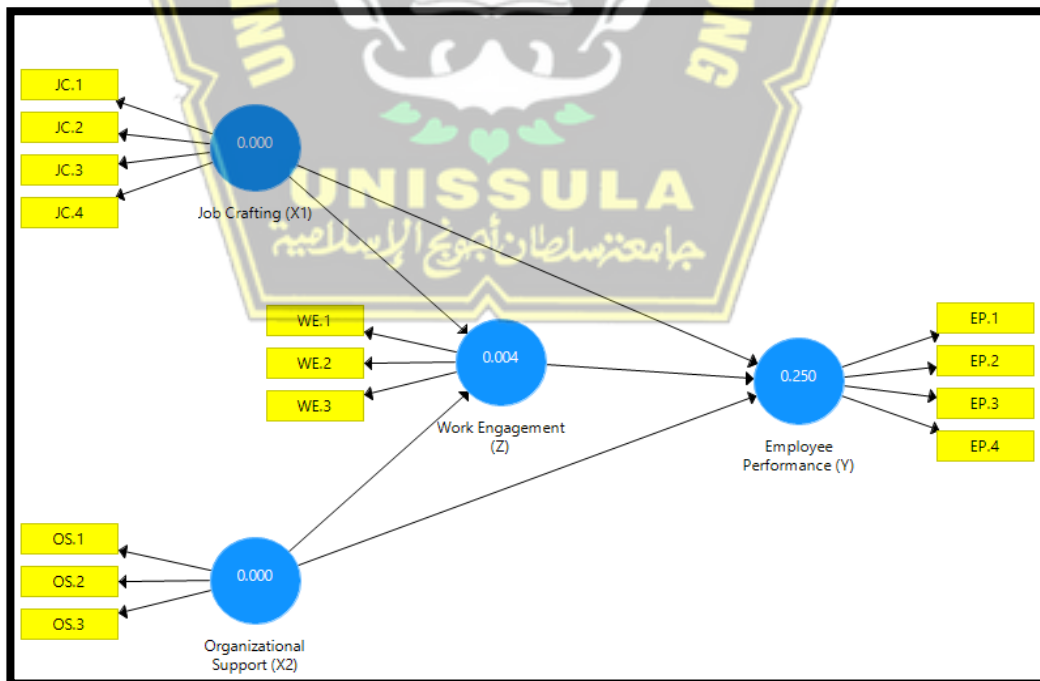


Lampiran 2. Output Smart PLS

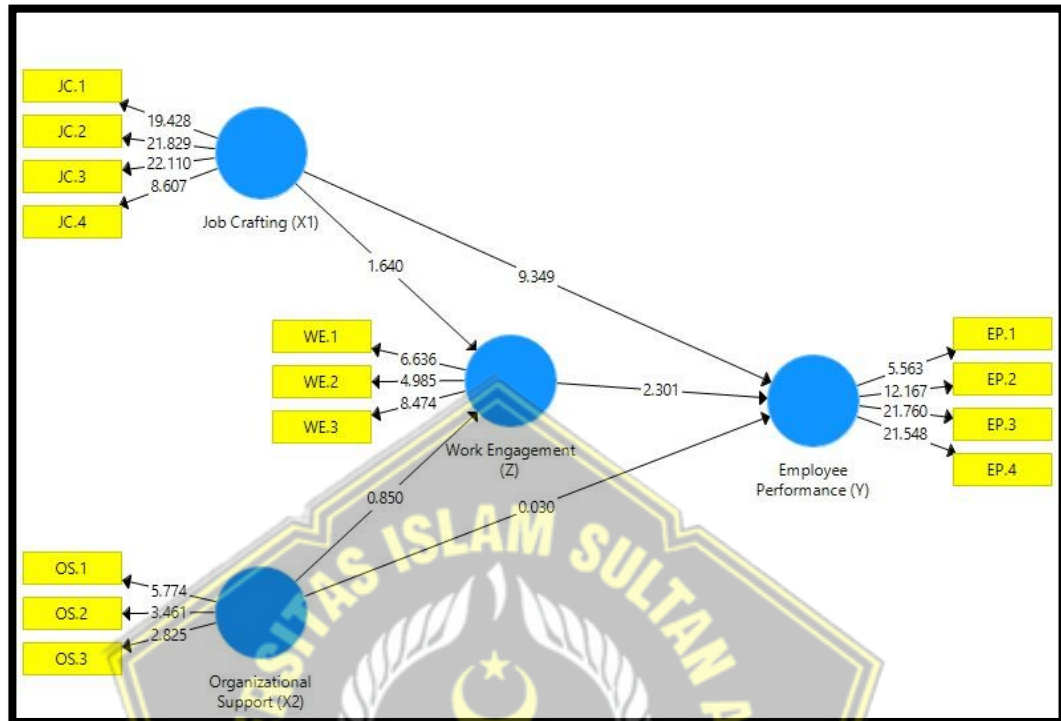
1. Evaluasi Model



2. Predictive Relevance (Q- Square)



### 3. Struktural Model



### Lampiran 3. Hasil Output Smart PLS

#### Outer Loading

##### Outer Loadings

Matrix		Copy			
	Employee Performance (Y)	Job Crafting (X1)	Organizational Support (X2)	Work Engagement (Z)	
EP.1	0.532				
EP.2	0.714				
EP.3	0.829				
EP.4	0.850				
JC.1		0.828			
JC.2		0.833			
JC.3		0.844			
JC.4		0.729			
OS.1			0.815		
OS.2			0.702		
OS.3			0.647		
	Employee Performance (Y)	Job Crafting (X1)	Organizational Support (X2)	Work Engagement (Z)	
EP.4	0.850				
JC.1		0.828			
JC.2		0.833			
JC.3		0.844			
JC.4		0.729			
OS.1			0.815		
OS.2			0.702		
OS.3			0.647		
WE.1				0.863	
WE.2				0.758	
WE.3				0.810	

##### Construct Reliability and Validity

Matrix	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (...)	Copy to
	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)	
Employee Performance (Y)	0.711	0.728	0.826	0.550	
Job Crafting (X1)	0.824	0.834	0.884	0.655	
Organizational Support (X2)	0.606	0.650	0.767	0.525	
Work Engagement (Z)	0.744	0.775	0.852	0.658	

##### Discriminant Validity

Fornell-Larcker Criterio...	Cross Loadings	Heterotrait-Monotrait R...	Heterotrait-Monotrait R...	Copy to Clipboard:
	Employee Performance (Y)	Job Crafting (X1)	Organizational Support (X2)	Work Engagement (Z)
Employee Performance (Y)	0.742			
Job Crafting (X1)	0.672	0.810		
Organizational Support (X2)	0.353	0.550	0.725	
Work Engagement (Z)	0.265	0.107	-0.018	0.811

**Discriminant Validity**

	Employee Performance (Y)	Job Crafting (X1)	Organizational Support (X2)	Work Engagement (Z)
EP.1	0.532	0.442	0.335	0.132
EP.2	0.714	0.459	0.195	0.324
EP.3	0.829	0.526	0.256	0.192
EP.4	0.850	0.553	0.271	0.132
JC.1	0.533	0.828	0.520	0.068
JC.2	0.589	0.833	0.430	0.031
JC.3	0.584	0.844	0.459	0.186
JC.4	0.458	0.729	0.370	0.053
OS.1	0.349	0.537	0.815	-0.051
OS.2	0.192	0.285	0.702	0.038
OS.3	0.160	0.282	0.647	0.007

	Employee Performance (Y)	Job Crafting (X1)	Organizational Support (X2)	Work Engagement (Z)
EP.4	0.850	0.553	0.271	0.132
JC.1	0.533	0.828	0.520	0.068
JC.2	0.589	0.833	0.430	0.031
JC.3	0.584	0.844	0.459	0.186
JC.4	0.458	0.729	0.370	0.053
OS.1	0.349	0.537	0.815	-0.051
OS.2	0.192	0.285	0.702	0.038
OS.3	0.160	0.282	0.647	0.007
WE.1	0.251	0.138	0.012	0.863
WE.2	0.204	0.056	-0.029	0.758
WE.3	0.176	0.047	-0.038	0.810

**Discriminant Validity**

	Employee Performance (Y)	Job Crafting (X1)	Organizational Support (X2)	Work Engagement (Z)
Employee Performance (Y)				
Job Crafting (X1)	0.879			
Organizational Support (X2)	0.497	0.693		
Work Engagement (Z)	0.359	0.151	0.113	

**Inner Model**

**R Square**

Matrix	R Square	R Square Adjusted
	R Square	R Square Adjusted
Employee Performance (Y)	0.489	0.473
Work Engagement (Z)	0.020	-0.000

### f Square

	Employee Performance (Y)	Job Crafting (X1)	Organizational Support (X2)	Work Engagement (Z)
Employee Performance (Y)				
Job Crafting (X1)	0.570			0.020
Organizational Support (X2)	0.000			0.009
Work Engagement (Z)	0.073			

### Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
Job Crafting (X1) -> Employee Performance (Y)	0.653	0.653	0.071	9.153	0.000
Job Crafting (X1) -> Work Engagement (Z)	0.168	0.173	0.102	1.658	0.098
Organizational Support (X2) -> Employee Performance (Y)	-0.002	0.013	0.075	0.030	0.976
Organizational Support (X2) -> Work Engagement (Z)	-0.111	-0.092	0.121	0.913	0.362
Work Engagement (Z) -> Employee Performance (Y)	0.195	0.204	0.085	2.290	0.022

### Specific Indirect Effects

	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics ( O/...	P Values
Organizational Support (X2) -> Work Engagement (Z) -> Employee Performance (Y)	-0.022	-0.018	0.028	0.779	0.436
Job Crafting (X1) -> Work Engagement (Z) -> Employee Performance (Y)	0.033	0.031	0.021	1.583	0.114

### Construct Crossvalidated Redundancy

	SSO	SSE	Q <sup>2</sup> (=1-SSE/SSO)
Employee Performance (Y)	400.000	300.036	0.250
Job Crafting (X1)	400.000	400.000	
Organizational Support (X2)	300.000	300.000	
Work Engagement (Z)	300.000	298.698	0.004

### Construct Crossvalidated Communality

Total	Case1	Case2	Case3	Case4	Case5	Case6
			SSO		SSE	$Q^2 (= 1 - SSE/SSO)$
Employee Performance (Y)			400.000		289.919	0.275
Job Crafting (X1)			400.000		230.127	0.425
Organizational Support (X2)			300.000		272.714	0.091
Work Engagement (Z)			300.000		206.217	0.313

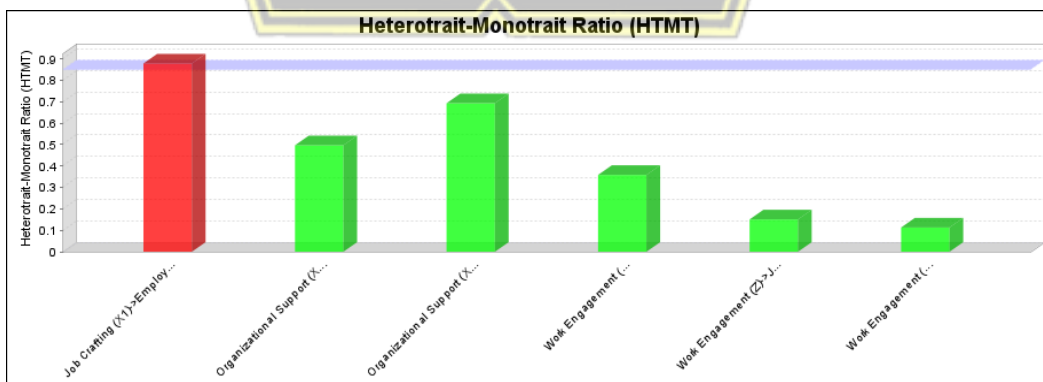
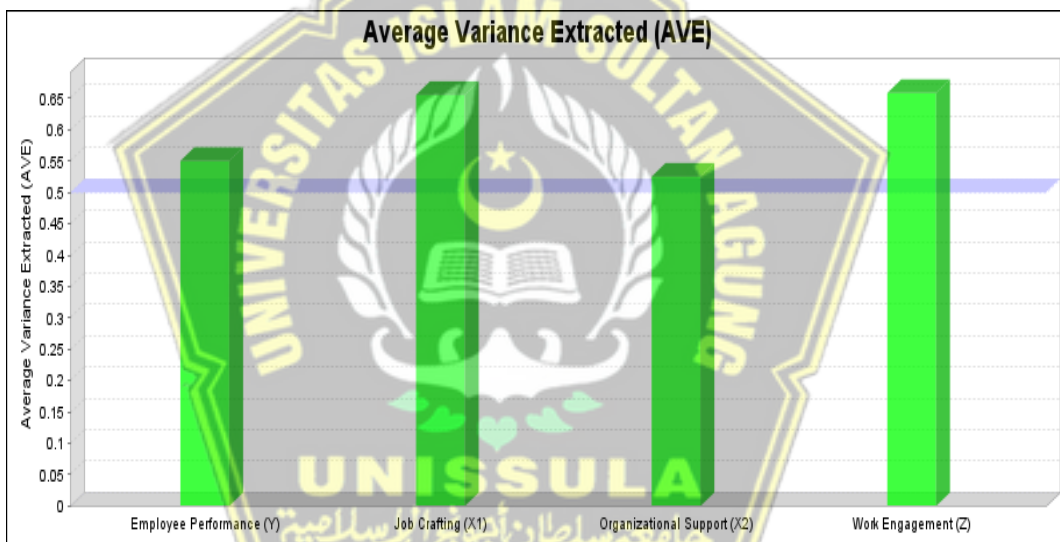
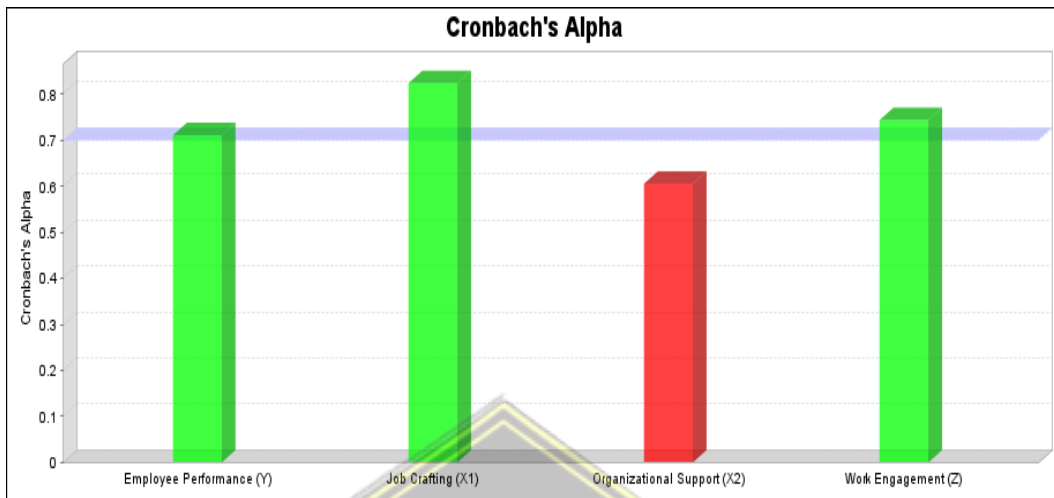
### Model\_Fit

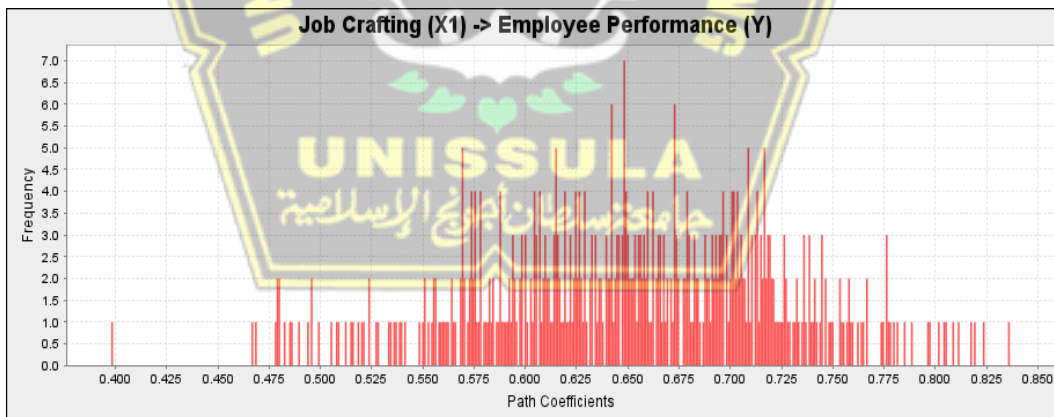
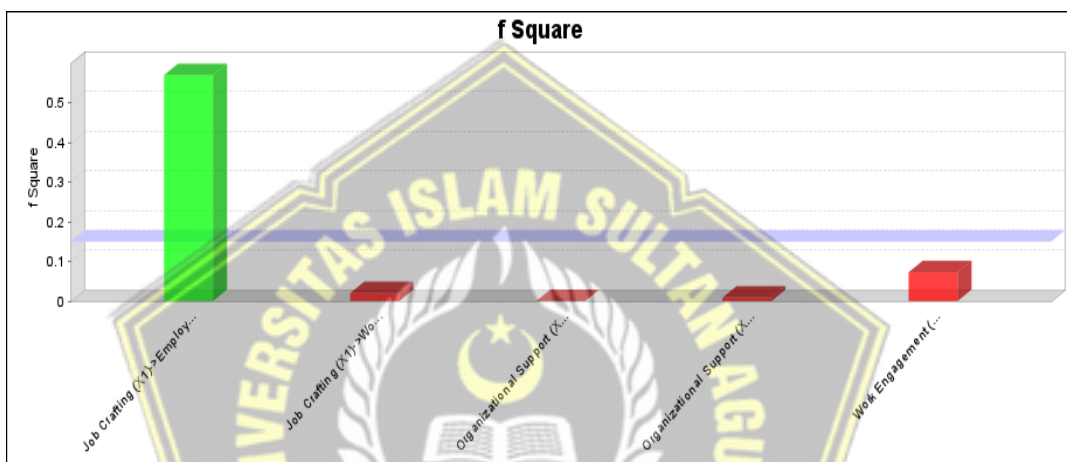
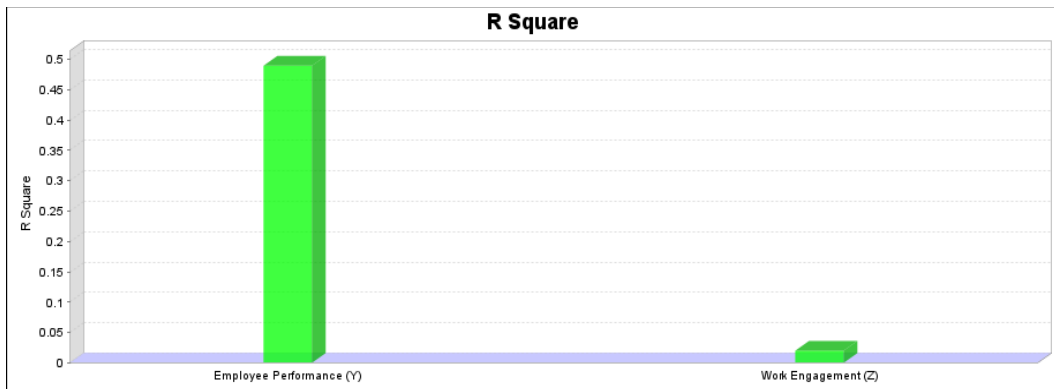
Fit Summary	rms Theta	
	Saturated Model	Estimated Mo...
SRMR	0.099	0.099
d_ULS	1.020	1.020
d_G	0.331	0.331
Chi-Square	196.576	196.576
NFI	0.636	0.636

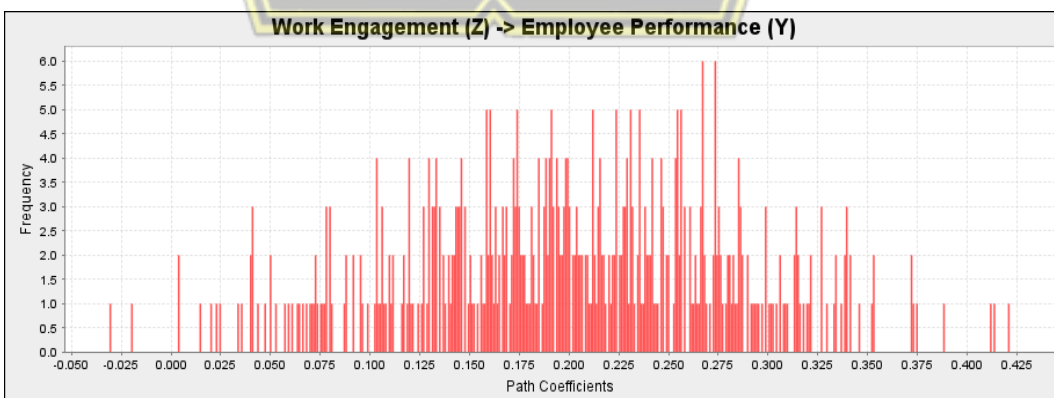
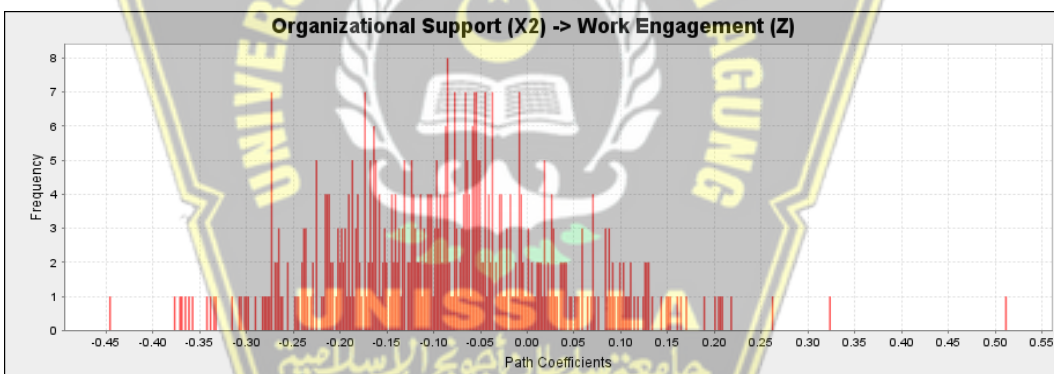
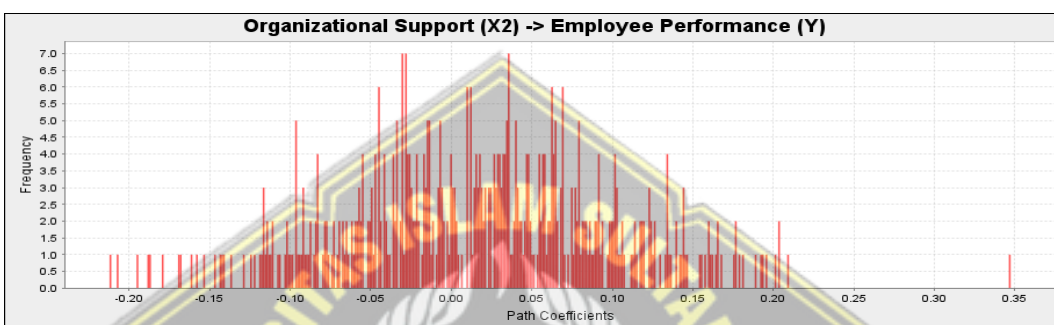
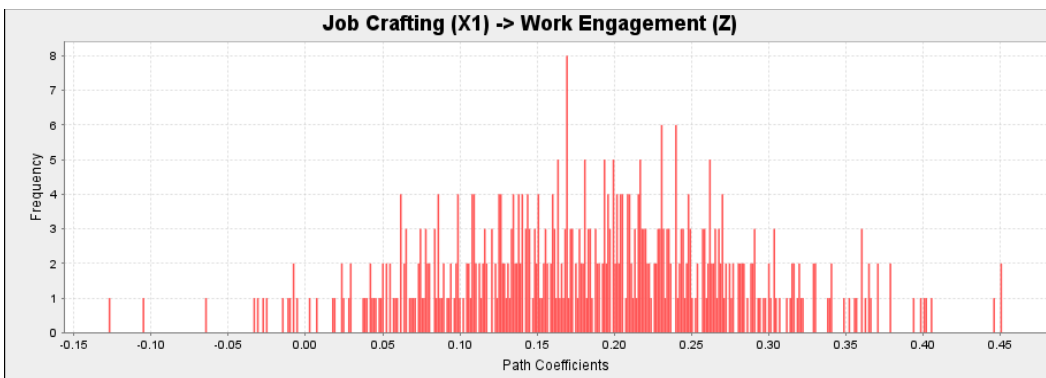




Lampiran 4. Diagram Output Smart PLS







Lampiran 5 Dokumentasi

