



Lampiran 1. Skala The Short Schwartz's Value Survey

Instruksi:

Pada masing-masing pernyataan diberikan 9 alternatif pilihan, silahkan memilih sesuai dengan kondisi yang Anda rasakan saat ini.

Kekuatan (Kekuatan sosial, otoritas, dan kekayaan)

Berlawanan
dengan prinsip
hidup saya

0 1 2 3 4 5 6 7 8

Luar biasa
penting bagi
saya

Pencapaian (Kesuksesan, kemampuan, ambisi, pengaruh pada orang lain dan kejadian tertentu)

Berlawanan
dengan prinsip
hidup saya

0 1 2 3 4 5 6 7 8

Luar biasa
penting bagi
saya

Hedonisme (Pemuasan keinginan, kenikmatan dalam hidup, kenikmatan diri sendiri)

Berlawanan
dengan prinsip
hidup saya

0 1 2 3 4 5 6 7 8

Luar biasa
penting bagi
saya

Stimulasi (Keberanian, kehidupan yang bervariasi dan menantang, kehidupan yang menyenangkan)

Berlawanan
dengan prinsip
hidup saya

0 1 2 3 4 5 6 7 8

Luar biasa
penting bagi
saya

Arah Diri (Kreativitas, kebebasan, keingintahuan, kemandirian, memilih tujuan sendiri)

Berlawanan
dengan prinsip
hidup saya

0 1 2 3 4 5 6 7 8

Luar biasa
penting bagi
saya

Universalisme (Pikiran luas, keindahan alam dan seni, keadilan sosial, dunia yang damai, kesetaraan, kebijaksanaan, persatuan dengan alam, perlindungan lingkungan)

Berlawanan dengan prinsip hidup saya

0 1 2 3 4 5 6 7 8

Luar biasa penting bagi saya

Benevolence (Membantu, kejujuran, pengampunan, kesetiaan, tanggungjawab)

Berlawanan dengan prinsip hidup saya

0 1 2 3 4 5 6 7 8

Luar biasa penting bagi saya

Tradisi (Menghormati tradisi, kerendahan hati, menerima menjadi bagian kita, pengabdian, kesopanan)

Berlawanan dengan prinsip hidup saya

0 1 2 3 4 5 6 7 8

Luar biasa penting bagi saya

Konformitas (Kepatuhan, menghormati orang tua dan orang yang lebih tua, disiplin diri, kesopanan)

Berlawanan dengan prinsip hidup saya

0 1 2 3 4 5 6 7 8

Luar biasa penting bagi saya

Keamanan (Keamanan sosial, keamanan keluarga, ketertiban sosial, kebersihan, balas budi)

0 1 2 3 5

Lampiran 2. Adaptasi Utrecht Work Engagement Scale (UWES)

| No | Item Asli | Stage I : Translation | | Stage II : Synthesis | Stage III : Back Translate | | Stage IV : Expert Committee Review (Lucia Trisni W., S.Psi. M.Si., Psikolog) | Stage V : Pretesting |
|----|--|--|--|--|--|--|---|--|
| | | Translator 1 Hanna Meyti Br Sitepu, S.S | Translator 2 Evi Eunike Mendrofa, S.S., M.Han | | Back Translate 1 Jevita Irawan, S.S | Back Translate 2 Rika Anastasia Br Sitepu, S.S | | |
| 1 | <i>At my work, I feel bursting with energy</i> | Saya merasa penuh energi dalam pekerjaan saya/ Dalam pekerjaan saya, saya merasa penuh energi. | Dalam pekerjaan saya, saya merasa penuh energi. | Dalam pekerjaan saya, saya merasa penuh energi. | <i>In my work, I feel full of energy.</i> | <i>In my work, I feel full of energy.</i> | Dalam pekerjaan saya, saya merasa penuh energi | Dalam pekerjaan saya, saya merasa penuh energi |
| 2 | <i>I find the work that I do full of meaning and purpose</i> | Saya menemukan pekerjaan yang saya lakukan dengan penuh makna dan tujuan. | Saya menemukan bahwa pekerjaan yang saya lakukan punya makna dan tujuan. | Saya menemukan bahwa pekerjaan yang saya lakukan punya makna dan tujuan. | <i>I find my work that I do is meaningful and has purpose.</i> | <i>I find that the work I do is full of meaning and purpose.</i> | Saya mendapati bahwa pekerjaan yang saya lakukan penuh makna dan tujuan. | Saya mendapati bahwa pekerjaan yang saya lakukan penuh makna dan tujuan. |
| 3 | <i>Time flies when I'm working</i> | Waktu berlalu dengan cepat saat saya sedang bekerja. | Waktu berlalu begitu cepat ketika saya bekerja. | Waktu berlalu begitu cepat ketika saya bekerja. | <i>Time passes so quickly when I am working.</i> | <i>Time flies so fast when I work.</i> | Waktu berlalu dengan cepat saat saya sedang bekerja | Waktu berlalu dengan cepat saat saya sedang bekerja |
| 4 | <i>At my job, I feel strong and vigorous</i> | Dalam pekerjaan saya, saya merasa kuat dan penuh semangat/ Saya merasa kuat | Dalam pekerjaan saya, saya merasa kuat dan bersemangat. | Dalam pekerjaan saya, saya merasa kuat | <i>In my work, I feel strong and excited.</i> | <i>In my work, I fell strong and excited.</i> | Dalam pekerjaan saya, saya merasa kuat dan bersemangat. | Dalam pekerjaan saya, saya merasa kuat |

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|---|--|--|--|---|---|--|--|--|
| | | dan penuh semangat dalam pekerjaan saya. | | dan bersemangat. | | | | dan bersemangat. |
| 5 | <i>I am enthusiastic about my job</i> | Saya antusias dengan pekerjaan saya. | Saya antusias tentang pekerjaan saya. | Saya antusias dengan pekerjaan saya. | <i>I am enthusiastic with my work.</i> | <i>I am enthusiastic about my work.</i> | Saya antusias dengan pekerjaan saya. | Saya antusias dengan pekerjaan saya. |
| 6 | <i>When I am working, I forget everything else around me</i> | Ketika saya bekerja, saya melupakan segala sesuatu di sekitar saya. | Ketika saya bekerja, saya fokus dan lupa akan segala sesuatu di sekeliling saya. | Ketika saya bekerja, saya melupakan segala sesuatu di sekitar saya. | <i>When I am working, I forget everything around me.</i> | <i>When I am working, I forget all things around me.</i> | Ketika saya bekerja, saya fokus dan lupa akan segala sesuatu di sekeliling saya. | Ketika saya bekerja, saya fokus dan lupa akan segala sesuatu di sekeliling saya. |
| 7 | <i>My job inspires me</i> | Pekerjaan saya menginspirasi saya. | Pekerjaan saya menginspirasi saya. | Pekerjaan saya menginspirasi saya. | <i>My work inspires me.</i> | <i>My work inspire me.</i> | Pekerjaan saya menginspirasi saya. | Pekerjaan saya menginspirasi saya. |
| 8 | <i>When I get up in the morning, I feel like going to work</i> | Ketika bangun di pagi hari, saya merasa seperti pergi untuk bekerja. | Ketika saya bangun pagi, saya merasa seperti akan pergi bekerja. | Ketika saya bangun pagi, saya merasa seperti akan pergi bekerja. | <i>When I wake up in the morning, I feel like I am going to work.</i> | <i>When I wake up in the morning, I feel like going to work.</i> | Ketika saya bangun pagi, saya merasa seperti siap pergi bekerja. | Ketika saya bangun pagi, saya merasa seperti siap pergi bekerja. |
| 9 | <i>I feel happy when I am working intensely</i> | Saya merasa bahagia saat saya bekerja dengan sungguh-sungguh. | Saya merasa senang ketika saya bekerja dengan sungguh-sungguh. | Saya merasa senang ketika saya bekerja dengan sungguh-sungguh. | <i>I feel excited when I work earnestly.</i> | <i>I feel happy when I work seriously.</i> | Saya merasa bahagia saat saya bekerja dengan sungguh-sungguh. | Saya merasa bahagia saat saya bekerja dengan sungguh-sungguh. |

| | | | | | | | | |
|----|---|--|--|--|---|--|--|--|
| 10 | <i>I am proud on the work that I do</i> | Saya bangga dengan pekerjaan yang saya kerjakan. | Saya bangga dengan pekerjaan yang saya lakukan. | Saya bangga dengan pekerjaan yang saya kerjakan. | <i>I am proud with my work.</i> | <i>I am proud with the work I do</i> | Saya bangga dengan pekerjaan yang saya lakukan. | Saya bangga dengan pekerjaan yang saya lakukan. |
| 11 | <i>I am immersed in my work</i> | Saya tenggelam dalam pekerjaan saya. | Saya menyatu dengan pekerjaan saya. | Saya menyatu dengan pekerjaan saya. | <i>I merge with my my work.</i> | <i>I unite with my work</i> | Saya menyatu dengan pekerjaan saya. | Saya menyatu dengan pekerjaan saya. |
| 12 | <i>I can continue working for very long periods at a time</i> | Saya dapat terus bekerja untuk jangka waktu yang lama. | Saya dapat melanjutkan pekerjaan dalam satu waktu yang lama. | Saya dapat terus bekerja untuk jangka waktu yang lama. | <i>I can keep working for long term.</i> | <i>I can work for a long time</i> | Saya dapat terus bekerja untuk jangka waktu yang lama. | Saya dapat terus bekerja untuk jangka waktu yang lama. |
| 13 | <i>To me, my job is challenging</i> | Bagi saya, pekerjaan saya menantang. | Bagi saya, pekerjaan saya itu menantang. | Bagi saya, pekerjaan saya itu menantang. | <i>For me, my work is challenging.</i> | <i>For me, my work is challenging</i> | Bagi saya, pekerjaan saya itu menantang. | Bagi saya, pekerjaan saya itu menantang. |
| 14 | <i>I get carried away when I'm working</i> | Saya terbawa ketika bekerja. | saya sering terbawa larut ketika saya bekerja. | Saya terbawa ketika bekerja. | <i>I get carried away while working.</i> | <i>I get carried away while working</i> | Saya terbawa larut ketika saya bekerja. | Saya terbawa larut ketika saya bekerja. |
| 15 | <i>At my job, I am very resilient, mentally</i> | Dalam pekerjaan saya, saya sangat ulet secara mental. | Dalam pekerjaan saya, saya sangat tangguh secara mental. | Dalam pekerjaan saya, saya sangat tangguh secara mental. | <i>In my work, I am pretty tough in mentally.</i> | <i>In my work, I am so tough mentally.</i> | Dalam pekerjaan saya, saya sangat tangguh secara mental. | Dalam pekerjaan saya, saya sangat tangguh secara mental. |
| 16 | <i>It is difficult to detach</i> | Sangat sulit untuk melepaskan saya | Sangat sulit untuk meninggalkan | Sangat sulit untuk melepaskan | <i>It is too difficult to</i> | <i>It's so hard to let my work away from me.</i> | Sangat sulit untuk meninggalkan pekerjaan saya | Sangat sulit untuk meninggalkan |

| | | | | | | | | |
|----|---|---|---|---|---|---|---|---|
| | <i>myself from my job</i> | dari pekerjaan saya. | pekerjaan saya (cenderung bekerja terus-terusan). | saya dari pekerjaan saya. | <i>detach me from my work.</i> | | | pekerjaan saya |
| 17 | <i>At my work I always persevere, even when things do not go well</i> | Dalam pekerjaan saya, saya selalu bertekun, bahkan disaat semuanya tidak berjalan dengan baik | Saya selalu bertekun dalam pekerjaan saya, meski pun sesuatu berjalan tidak baik. | Dalam pekerjaan saya, saya selalu bertekun, bahkan disaat semuanya tidak berjalan dengan baik | <i>In my work, I always persevere, even when things are not going well.</i> | <i>In my work, I always persevere, even when everything not going well.</i> | Dalam pekerjaan saya, saya selalu bertekun, bahkan disaat semuanya tidak berjalan dengan baik | Dalam pekerjaan saya, saya selalu bertekun, bahkan disaat semuanya tidak berjalan dengan baik |

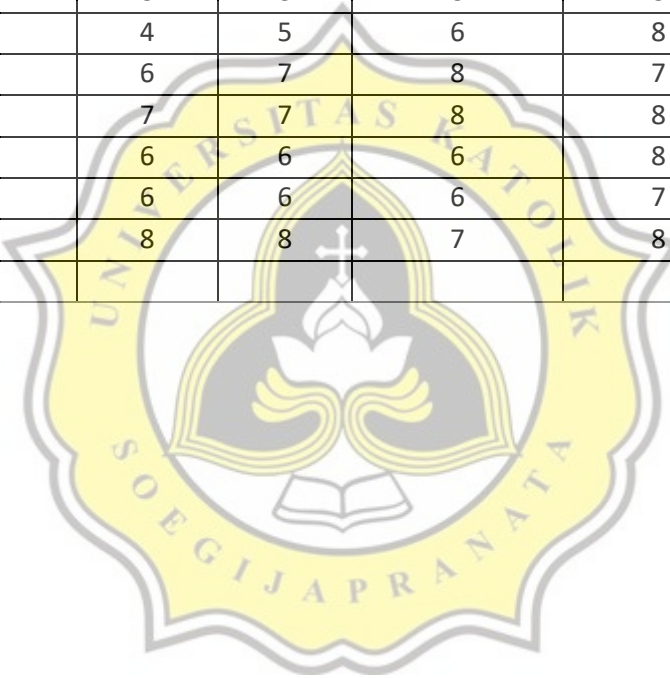


Lampiran 3. Data Kasar Try Out Skala *Personal Values*

| Subjek | Kekuatan | Pencapaian | Hedonisme | Stimulasi | Arah Diri | Universalisme | Benevolence | Tradisi | Konformitas | Keamanan | Total |
|-----------|----------|------------|-----------|-----------|-----------|---------------|-------------|---------|-------------|----------|-------|
| Subjek 1 | 7 | 5 | 6 | 8 | 8 | 8 | 7 | 7 | 7 | 8 | 71 |
| Subjek 2 | 6 | 7 | 4 | 6 | 7 | 7 | 8 | 7 | 7 | 7 | 66 |
| Subjek 3 | 4 | 2 | 0 | 5 | 8 | 8 | 8 | 8 | 8 | 8 | 59 |
| Subjek 4 | 7 | 8 | 4 | 7 | 7 | 8 | 8 | 4 | 5 | 6 | 64 |
| Subjek 5 | 2 | 2 | 1 | 7 | 7 | 7 | 8 | 7 | 7 | 7 | 55 |
| Subjek 6 | 4 | 5 | 5 | 7 | 7 | 5 | 8 | 8 | 8 | 7 | 64 |
| Subjek 7 | 7 | 5 | 6 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 73 |
| Subjek 8 | 4 | 1 | 6 | 6 | 8 | 4 | 7 | 6 | 8 | 2 | 52 |
| Subjek 9 | 0 | 5 | 8 | 0 | 1 | 1 | 1 | 2 | 2 | 2 | 22 |
| Subjek 10 | 4 | 4 | 0 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 64 |
| Subjek 11 | 7 | 8 | 6 | 8 | 8 | 6 | 8 | 8 | 8 | 8 | 75 |
| Subjek 12 | 4 | 6 | 4 | 5 | 5 | 6 | 7 | 5 | 6 | 6 | 54 |
| Subjek 13 | 6 | 7 | 5 | 7 | 7 | 8 | 7 | 6 | 7 | 7 | 67 |
| Subjek 14 | 1 | 6 | 1 | 8 | 8 | 8 | 8 | 7 | 8 | 6 | 61 |
| Subjek 15 | 5 | 5 | 6 | 4 | 5 | 5 | 7 | 6 | 7 | 6 | 56 |
| Subjek 16 | 5 | 5 | 5 | 8 | 8 | 8 | 8 | 7 | 8 | 7 | 69 |
| Subjek 17 | 6 | 6 | 4 | 7 | 6 | 7 | 6 | 7 | 6 | 6 | 61 |
| Subjek 18 | 5 | 6 | 2 | 8 | 8 | 8 | 8 | 8 | 7 | 7 | 67 |
| Subjek 19 | 6 | 6 | 3 | 6 | 6 | 7 | 8 | 8 | 8 | 6 | 64 |
| Subjek 20 | 7 | 8 | 1 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 72 |
| Subjek 21 | 7 | 6 | 7 | 6 | 6 | 7 | 6 | 6 | 8 | 7 | 66 |
| Subjek 22 | 6 | 7 | 1 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 69 |
| Subjek 23 | 2 | 1 | 2 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 60 |

| | | | | | | | | | | | |
|-----------|---|---|---|---|---|---|---|---|---|---|----|
| Subjek 24 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 6 | 6 | 6 | 49 |
| Subjek 25 | 1 | 1 | 2 | 3 | 5 | 4 | 7 | 7 | 7 | 6 | 43 |
| Subjek 26 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 80 |
| Subjek 27 | 7 | 7 | 1 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 68 |
| Subjek 28 | 7 | 6 | 3 | 7 | 7 | 8 | 8 | 6 | 8 | 8 | 68 |
| Subjek 29 | 5 | 6 | 7 | 7 | 7 | 7 | 6 | 7 | 8 | 7 | 67 |
| Subjek 30 | 4 | 2 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| Subjek 31 | 7 | 8 | 4 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 74 |
| Subjek 32 | 4 | 7 | 1 | 6 | 7 | 5 | 7 | 4 | 6 | 6 | 53 |
| Subjek 33 | 8 | 8 | 8 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 79 |
| Subjek 34 | 4 | 6 | 4 | 6 | 6 | 6 | 6 | 7 | 7 | 7 | 59 |
| Subjek 35 | 6 | 7 | 6 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 68 |
| Subjek 36 | 5 | 5 | 3 | 3 | 4 | 5 | 8 | 8 | 8 | 8 | 57 |
| Subjek 37 | 7 | 7 | 6 | 7 | 7 | 7 | 7 | 7 | 8 | 7 | 70 |
| Subjek 38 | 4 | 6 | 1 | 6 | 7 | 7 | 7 | 7 | 7 | 7 | 59 |
| Subjek 39 | 1 | 6 | 4 | 8 | 5 | 8 | 8 | 8 | 8 | 8 | 64 |
| Subjek 40 | 5 | 5 | 3 | 7 | 7 | 7 | 8 | 7 | 8 | 7 | 64 |
| Subjek 41 | 5 | 6 | 7 | 6 | 7 | 7 | 7 | 6 | 7 | 7 | 65 |
| Subjek 42 | 7 | 6 | 6 | 7 | 7 | 8 | 8 | 7 | 8 | 8 | 72 |
| Subjek 43 | 5 | 7 | 4 | 7 | 7 | 7 | 7 | 7 | 7 | 6 | 64 |
| Subjek 44 | 4 | 7 | 3 | 7 | 8 | 7 | 8 | 8 | 8 | 7 | 67 |
| Subjek 45 | 4 | 5 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 73 |
| Subjek 46 | 7 | 8 | 3 | 7 | 8 | 8 | 8 | 7 | 7 | 7 | 70 |
| Subjek 47 | 6 | 5 | 3 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 69 |
| Subjek 48 | 6 | 6 | 5 | 8 | 8 | 7 | 8 | 7 | 8 | 8 | 71 |

| | | | | | | | | | | | |
|-----------|---|---|---|---|---|---|---|---|---|---|----|
| Subjek 49 | 3 | 8 | 4 | 8 | 7 | 8 | 8 | 8 | 8 | 7 | 69 |
| Subjek 50 | 6 | 5 | 6 | 7 | 8 | 7 | 8 | 7 | 8 | 7 | 69 |
| Subjek 51 | 6 | 5 | 3 | 5 | 7 | 6 | 7 | 5 | 8 | 6 | 58 |
| Subjek 52 | 4 | 8 | 4 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 72 |
| Subjek 53 | 4 | 4 | 4 | 4 | 5 | 6 | 8 | 8 | 8 | 8 | 59 |
| Subjek 54 | 6 | 7 | 3 | 6 | 7 | 8 | 7 | 6 | 7 | 7 | 64 |
| Subjek 55 | 7 | 7 | 6 | 7 | 7 | 8 | 8 | 8 | 8 | 8 | 74 |
| Subjek 56 | 3 | 6 | 6 | 6 | 6 | 6 | 8 | 4 | 4 | 5 | 54 |
| Subjek 57 | 6 | 6 | 2 | 6 | 6 | 6 | 7 | 7 | 8 | 8 | 62 |
| Subjek 58 | 7 | 5 | 7 | 8 | 8 | 7 | 8 | 7 | 8 | 8 | 73 |
| | | | | | | | | | | | |



Lampiran 4. Data Kasar Try Out Skala *Work Engagement*

| Subjek | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | Total |
|-----------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-------|
| | Vg | Dc | Ab | Vg | Dc | Ab | Dc | Vg | Ab | Dc | Ab | Vg | Dc | Ab | Vg | Ab | Vg | |
| Subjek 1 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 70 |
| Subjek 2 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 6 | 79 |
| Subjek 3 | 6 | 6 | 6 | 4 | 6 | 5 | 5 | 5 | 6 | 5 | 5 | 5 | 6 | 5 | 6 | 5 | 6 | 92 |
| Subjek 4 | 6 | 6 | 5 | 5 | 6 | 3 | 5 | 4 | 5 | 5 | 6 | 4 | 5 | 4 | 4 | 3 | 4 | 80 |
| Subjek 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 85 |
| Subjek 6 | 6 | 6 | 6 | 6 | 6 | 2 | 6 | 3 | 6 | 6 | 6 | 6 | 2 | 5 | 6 | 6 | 5 | 89 |
| Subjek 7 | 5 | 6 | 5 | 5 | 5 | 5 | 6 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 5 | 90 |
| Subjek 8 | 3 | 2 | 3 | 3 | 4 | 0 | 4 | 4 | 4 | 4 | 2 | 5 | 6 | 4 | 3 | 6 | 5 | 62 |
| Subjek 9 | 6 | 6 | 5 | 6 | 6 | 4 | 6 | 6 | 5 | 6 | 5 | 6 | 4 | 4 | 6 | 3 | 6 | 90 |
| Subjek 10 | 6 | 6 | 6 | 5 | 4 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 86 |
| Subjek 11 | 5 | 6 | 5 | 5 | 6 | 4 | 6 | 5 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 93 |
| Subjek 12 | 5 | 6 | 4 | 6 | 5 | 4 | 6 | 5 | 5 | 6 | 6 | 6 | 5 | 6 | 4 | 6 | 6 | 91 |
| Subjek 13 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 76 |
| Subjek 14 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 6 | 5 | 6 | 5 | 6 | 5 | 96 |
| Subjek 15 | 6 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 5 | 6 | 94 |
| Subjek 16 | 6 | 6 | 5 | 5 | 6 | 4 | 5 | 5 | 6 | 6 | 5 | 5 | 6 | 5 | 5 | 5 | 6 | 91 |
| Subjek 17 | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 69 |
| Subjek 18 | 5 | 6 | 6 | 5 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 4 | 6 | 5 | 5 | 95 |
| Subjek 19 | 5 | 6 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 75 |
| Subjek 20 | 5 | 6 | 5 | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 97 |
| Subjek 21 | 6 | 6 | 6 | 6 | 6 | 3 | 5 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 5 | 6 | 96 |
| Subjek 22 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 101 |

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|-----------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Subjek 23 | 6 | 6 | 6 | 6 | 6 | 1 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 5 | 6 | 6 | 92 |
| Subjek 24 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 6 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 73 |
| Subjek 25 | 6 | 6 | 6 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 2 | 4 | 80 |
| Subjek 26 | 6 | 6 | 6 | 5 | 6 | 5 | 6 | 5 | 6 | 6 | 6 | 5 | 3 | 4 | 6 | 5 | 5 | 91 |
| Subjek 27 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 6 | 6 | 5 | 5 | 4 | 6 | 5 | 4 | 5 | 5 | 84 |
| Subjek 28 | 6 | 6 | 6 | 6 | 5 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 5 | 95 |
| Subjek 29 | 3 | 3 | 6 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 63 |
| Subjek 30 | 4 | 3 | 6 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 5 | 60 |
| Subjek 31 | 5 | 6 | 5 | 3 | 5 | 3 | 6 | 6 | 6 | 4 | 6 | 6 | 3 | 5 | 3 | 6 | 5 | 83 |
| Subjek 32 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 78 |
| Subjek 33 | 6 | 6 | 5 | 6 | 6 | 1 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 4 | 6 | 5 | 92 |
| Subjek 34 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 6 | 5 | 5 | 5 | 5 | 6 | 4 | 6 | 5 | 4 | 83 |
| Subjek 35 | 5 | 6 | 6 | 5 | 6 | 5 | 6 | 5 | 5 | 5 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 90 |
| Subjek 36 | 5 | 5 | 5 | 5 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 81 |
| Subjek 37 | 5 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 6 | 6 | 5 | 5 | 2 | 5 | 90 |
| Subjek 38 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 58 |
| Subjek 39 | 6 | 6 | 4 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 4 | 4 | 90 |
| Subjek 40 | 5 | 6 | 5 | 5 | 5 | 5 | 6 | 5 | 5 | 6 | 5 | 5 | 6 | 5 | 5 | 5 | 5 | 89 |
| Subjek 41 | 4 | 6 | 5 | 4 | 3 | 0 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 86 |
| Subjek 42 | 5 | 5 | 5 | 6 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 4 | 5 | 5 | 6 | 5 | 5 | 92 |
| Subjek 43 | 6 | 6 | 6 | 6 | 6 | 3 | 6 | 5 | 5 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 93 |
| Subjek 44 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 5 | 6 | 6 | 6 | 5 | 6 | 5 | 4 | 5 | 89 |
| Subjek 45 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 6 | 2 | 3 | 5 | 2 | 4 | 67 |
| Subjek 46 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 68 |
| Subjek 47 | 6 | 6 | 6 | 5 | 6 | 3 | 5 | 5 | 6 | 6 | 5 | 6 | 6 | 6 | 3 | 0 | 3 | 83 |

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|------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| Subjek 48 | 6 | 6 | 6 | 6 | 6 | 3 | 5 | 6 | 6 | 6 | 6 | 6 | 5 | 4 | 5 | 4 | 5 | 91 |
| Subjek 49 | 6 | 5 | 5 | 6 | 5 | 1 | 4 | 5 | 5 | 6 | 6 | 5 | 5 | 4 | 5 | 0 | 5 | 78 |
| Subjek 50 | 6 | 6 | 6 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 4 | 6 | 6 | 4 | 4 | 4 | 6 | 91 |
| Subjek 51 | 4 | 3 | 6 | 4 | 4 | 5 | 2 | 5 | 5 | 6 | 5 | 3 | 6 | 5 | 6 | 3 | 5 | 77 |
| Subjek 52 | 4 | 6 | 4 | 6 | 6 | 2 | 5 | 5 | 6 | 6 | 6 | 6 | 4 | 3 | 4 | 4 | 4 | 81 |
| Subjek 53 | 5 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 6 | 5 | 5 | 5 | 6 | 5 | 6 | 94 |
| Subjek 54 | 5 | 6 | 5 | 5 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 90 |
| Subjek 55 | 5 | 4 | 5 | 4 | 3 | 5 | 6 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 79 |
| Subjek 56 | 4 | 3 | 6 | 6 | 6 | 2 | 2 | 0 | 4 | 4 | 4 | 4 | 3 | 2 | 0 | 2 | 2 | 54 |
| Subjek 57 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 6 | 98 |
| Subjek 58 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 3 | 5 | 4 | 5 | 5 | 6 | 5 | 3 | 4 | 3 | 69 |



Lampiran 5. Data Kasar Penelitian Skala *Personal Values*

| Subjek | Kekuatan | Pencapaian | Hedonisme | Stimulasi | Arah Diri | Universalisme | Benevolence | Tradisi | Konformitas | Keamanan | Total |
|-----------|----------|------------|-----------|-----------|-----------|---------------|-------------|---------|-------------|----------|-------|
| Subjek 1 | 6 | 7 | 6 | 8 | 7 | 7 | 8 | 7 | 8 | 7 | 71 |
| Subjek 2 | 7 | 8 | 8 | 8 | 5 | 8 | 8 | 8 | 8 | 8 | 76 |
| Subjek 3 | 7 | 3 | 6 | 6 | 7 | 7 | 8 | 7 | 8 | 7 | 66 |
| Subjek 4 | 7 | 3 | 6 | 6 | 7 | 7 | 8 | 7 | 8 | 7 | 66 |
| Subjek 5 | 7 | 7 | 6 | 8 | 8 | 7 | 8 | 7 | 8 | 7 | 73 |
| Subjek 6 | 2 | 3 | 1 | 1 | 4 | 2 | 2 | 3 | 1 | 3 | 22 |
| Subjek 7 | 6 | 6 | 6 | 8 | 5 | 5 | 6 | 6 | 6 | 6 | 60 |
| Subjek 8 | 5 | 3 | 5 | 7 | 8 | 8 | 8 | 8 | 8 | 7 | 67 |
| Subjek 9 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 80 |
| Subjek 10 | 6 | 7 | 5 | 7 | 7 | 7 | 5 | 6 | 7 | 7 | 64 |
| Subjek 11 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 7 | 76 |
| Subjek 12 | 6 | 7 | 5 | 6 | 7 | 7 | 6 | 7 | 6 | 8 | 65 |
| Subjek 13 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 78 |
| Subjek 14 | 7 | 7 | 8 | 7 | 8 | 7 | 8 | 7 | 8 | 7 | 74 |
| Subjek 15 | 4 | 4 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 7 | 68 |
| Subjek 16 | 8 | 7 | 8 | 7 | 7 | 7 | 7 | 6 | 7 | 8 | 72 |
| Subjek 17 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 80 |
| Subjek 18 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 70 |
| Subjek 19 | 5 | 6 | 7 | 8 | 5 | 7 | 6 | 6 | 8 | 7 | 65 |
| Subjek 20 | 7 | 7 | 6 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 73 |
| Subjek 21 | 7 | 6 | 6 | 7 | 8 | 8 | 8 | 7 | 8 | 7 | 72 |
| Subjek 22 | 7 | 7 | 6 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 73 |
| Subjek 23 | 4 | 4 | 6 | 3 | 7 | 8 | 8 | 7 | 8 | 7 | 62 |

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|-----------|---|---|---|---|---|---|---|---|---|---|---|----|
| Subjek 24 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 76 |
| Subjek 25 | 6 | 7 | 7 | 6 | 7 | 7 | 8 | 8 | 8 | 8 | 8 | 72 |
| Subjek 26 | 7 | 7 | 7 | 7 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 73 |
| Subjek 27 | 7 | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 8 | 74 |
| Subjek 28 | 8 | 8 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 77 |
| Subjek 29 | 8 | 8 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 78 |
| Subjek 30 | 6 | 7 | 6 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 8 | 72 |
| Subjek 31 | 6 | 7 | 6 | 7 | 6 | 7 | 6 | 7 | 8 | 8 | 8 | 68 |
| Subjek 32 | 5 | 6 | 6 | 6 | 7 | 5 | 7 | 8 | 8 | 7 | 7 | 65 |
| Subjek 33 | 7 | 6 | 6 | 6 | 7 | 6 | 8 | 8 | 8 | 8 | 8 | 70 |
| Subjek 34 | 8 | 8 | 8 | 8 | 7 | 7 | 6 | 8 | 8 | 8 | 8 | 76 |
| Subjek 35 | 8 | 7 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 76 |
| Subjek 36 | 7 | 6 | 6 | 7 | 7 | 6 | 8 | 7 | 8 | 7 | 7 | 69 |
| Subjek 37 | 7 | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 7 | 7 | 73 |
| Subjek 38 | 6 | 6 | 8 | 7 | 7 | 8 | 8 | 8 | 8 | 7 | 7 | 73 |
| Subjek 39 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 7 | 7 | 7 | 7 | 74 |
| Subjek 40 | 7 | 5 | 8 | 7 | 6 | 7 | 8 | 8 | 8 | 7 | 7 | 71 |
| Subjek 41 | 4 | 5 | 7 | 6 | 4 | 6 | 6 | 6 | 6 | 5 | 5 | 55 |
| Subjek 42 | 7 | 7 | 7 | 6 | 7 | 7 | 8 | 8 | 8 | 7 | 7 | 72 |
| Subjek 43 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 79 |
| Subjek 44 | 5 | 5 | 5 | 7 | 7 | 6 | 7 | 8 | 8 | 8 | 8 | 66 |
| Subjek 45 | 7 | 6 | 7 | 8 | 8 | 6 | 6 | 8 | 8 | 8 | 8 | 72 |
| Subjek 46 | 8 | 7 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 76 |
| Subjek 47 | 7 | 6 | 5 | 5 | 5 | 7 | 8 | 7 | 8 | 7 | 7 | 65 |
| Subjek 48 | 7 | 6 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 7 | 7 | 72 |

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|-----------|---|---|---|---|---|---|---|---|---|---|----|
| Subjek 49 | 8 | 7 | 6 | 8 | 8 | 6 | 8 | 8 | 8 | 6 | 73 |
| Subjek 50 | 8 | 7 | 6 | 8 | 8 | 8 | 8 | 7 | 7 | 7 | 74 |
| Subjek 51 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 8 | 7 | 75 |
| Subjek 52 | 7 | 6 | 5 | 7 | 7 | 8 | 8 | 7 | 8 | 7 | 70 |
| Subjek 53 | 7 | 6 | 5 | 7 | 7 | 8 | 8 | 7 | 8 | 7 | 70 |
| Subjek 54 | 7 | 6 | 5 | 7 | 7 | 8 | 8 | 7 | 8 | 7 | 70 |
| Subjek 55 | 7 | 6 | 5 | 7 | 8 | 7 | 7 | 8 | 8 | 7 | 70 |
| Subjek 56 | 7 | 8 | 6 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 75 |
| Subjek 57 | 8 | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 75 |
| Subjek 58 | 6 | 6 | 5 | 6 | 7 | 6 | 7 | 7 | 8 | 8 | 66 |
| Subjek 59 | 7 | 8 | 6 | 7 | 8 | 7 | 8 | 8 | 8 | 6 | 73 |
| Subjek 60 | 7 | 7 | 6 | 7 | 6 | 7 | 7 | 8 | 8 | 7 | 70 |
| Subjek 61 | 6 | 7 | 6 | 8 | 7 | 6 | 8 | 8 | 8 | 7 | 71 |
| Subjek 62 | 6 | 6 | 6 | 7 | 8 | 6 | 7 | 7 | 8 | 8 | 69 |
| Subjek 63 | 6 | 6 | 6 | 6 | 7 | 6 | 8 | 8 | 8 | 7 | 68 |
| Subjek 64 | 6 | 7 | 6 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 73 |
| Subjek 65 | 6 | 7 | 2 | 6 | 6 | 8 | 8 | 8 | 8 | 8 | 67 |
| Subjek 66 | 6 | 7 | 3 | 7 | 7 | 8 | 8 | 8 | 8 | 8 | 70 |
| Subjek 67 | 7 | 7 | 3 | 7 | 7 | 8 | 8 | 8 | 8 | 8 | 71 |
| Subjek 68 | 7 | 8 | 3 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 73 |
| Subjek 69 | 7 | 8 | 4 | 6 | 8 | 8 | 8 | 8 | 8 | 8 | 73 |
| Subjek 70 | 6 | 6 | 7 | 5 | 8 | 6 | 8 | 7 | 8 | 7 | 68 |
| Subjek 71 | 5 | 6 | 6 | 6 | 7 | 6 | 8 | 7 | 8 | 7 | 66 |
| Subjek 72 | 6 | 6 | 7 | 6 | 6 | 6 | 7 | 7 | 8 | 7 | 66 |
| Subjek 73 | 8 | 8 | 6 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 78 |

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|-----------|---|---|---|---|---|---|---|---|---|---|----|
| Subjek 74 | 6 | 6 | 6 | 5 | 6 | 0 | 6 | 6 | 6 | 6 | 53 |
| Subjek 75 | 4 | 6 | 6 | 6 | 6 | 5 | 7 | 6 | 8 | 6 | 60 |
| Subjek 76 | 4 | 5 | 5 | 6 | 6 | 5 | 7 | 6 | 8 | 8 | 60 |
| Subjek 77 | 7 | 6 | 7 | 6 | 7 | 8 | 8 | 8 | 8 | 8 | 73 |
| Subjek 78 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 80 |
| Subjek 79 | 5 | 6 | 6 | 7 | 8 | 6 | 8 | 8 | 8 | 8 | 70 |
| Subjek 80 | 8 | 2 | 2 | 6 | 7 | 8 | 8 | 8 | 8 | 8 | 65 |
| Subjek 81 | 6 | 6 | 6 | 7 | 8 | 5 | 8 | 8 | 8 | 8 | 70 |
| Subjek 82 | 5 | 6 | 6 | 6 | 4 | 5 | 7 | 6 | 8 | 7 | 60 |
| Subjek 83 | 6 | 5 | 5 | 5 | 7 | 6 | 7 | 6 | 8 | 7 | 62 |
| Subjek 84 | 0 | 2 | 6 | 5 | 6 | 0 | 6 | 6 | 6 | 6 | 43 |
| Subjek 85 | 7 | 6 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 7 | 72 |
| Subjek 86 | 5 | 4 | 5 | 6 | 7 | 6 | 7 | 7 | 7 | 6 | 60 |
| Subjek 87 | 0 | 6 | 6 | 2 | 6 | 2 | 5 | 6 | 5 | 6 | 44 |
| Subjek 88 | 7 | 7 | 7 | 6 | 8 | 7 | 8 | 7 | 8 | 7 | 72 |
| Subjek 89 | 7 | 7 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 74 |
| Subjek 90 | 6 | 7 | 7 | 6 | 6 | 8 | 8 | 8 | 8 | 7 | 71 |
| Subjek 91 | 6 | 6 | 5 | 6 | 6 | 6 | 7 | 8 | 8 | 7 | 65 |
| Subjek 92 | 6 | 6 | 6 | 6 | 6 | 5 | 7 | 7 | 8 | 8 | 65 |
| Subjek 93 | 5 | 6 | 6 | 5 | 7 | 6 | 7 | 7 | 8 | 7 | 64 |
| Subjek 94 | 5 | 5 | 5 | 5 | 7 | 5 | 7 | 6 | 8 | 6 | 59 |
| Subjek 95 | 7 | 7 | 6 | 7 | 8 | 7 | 7 | 8 | 8 | 8 | 73 |
| Subjek 96 | 6 | 7 | 3 | 5 | 8 | 8 | 8 | 8 | 8 | 8 | 69 |
| Subjek 97 | 6 | 7 | 4 | 5 | 7 | 8 | 8 | 8 | 8 | 8 | 69 |
| Subjek 98 | 5 | 6 | 6 | 5 | 7 | 5 | 8 | 8 | 8 | 8 | 66 |

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|------------|---|---|---|---|---|---|---|---|---|---|----|
| Subjek 99 | 4 | 5 | 5 | 7 | 8 | 7 | 8 | 7 | 8 | 7 | 66 |
| Subjek 100 | 6 | 7 | 4 | 5 | 7 | 8 | 7 | 8 | 7 | 8 | 67 |
| Subjek 101 | 5 | 6 | 4 | 5 | 7 | 7 | 8 | 8 | 7 | 7 | 64 |
| Subjek 102 | 5 | 5 | 5 | 5 | 6 | 5 | 7 | 6 | 7 | 7 | 58 |
| Subjek 103 | 8 | 7 | 8 | 7 | 7 | 7 | 8 | 7 | 8 | 8 | 75 |
| Subjek 104 | 5 | 6 | 4 | 5 | 7 | 7 | 8 | 8 | 7 | 7 | 64 |
| Subjek 105 | 6 | 7 | 4 | 5 | 7 | 8 | 7 | 8 | 7 | 8 | 67 |
| Subjek 106 | 6 | 6 | 6 | 7 | 8 | 6 | 8 | 8 | 8 | 6 | 69 |
| Subjek 107 | 6 | 7 | 7 | 7 | 8 | 6 | 8 | 7 | 8 | 7 | 71 |
| Subjek 108 | 4 | 5 | 5 | 7 | 8 | 7 | 8 | 7 | 8 | 7 | 66 |
| Subjek 109 | 5 | 6 | 6 | 5 | 7 | 5 | 8 | 8 | 8 | 8 | 66 |
| Subjek 110 | 5 | 7 | 4 | 5 | 7 | 8 | 8 | 8 | 8 | 8 | 68 |
| Subjek 111 | 6 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 8 | 74 |
| Subjek 112 | 6 | 7 | 7 | 7 | 7 | 6 | 6 | 7 | 8 | 8 | 69 |
| Subjek 113 | 6 | 5 | 6 | 6 | 7 | 6 | 8 | 7 | 8 | 8 | 67 |
| Subjek 114 | 4 | 5 | 5 | 6 | 7 | 5 | 8 | 6 | 8 | 7 | 61 |
| Subjek 115 | 7 | 7 | 6 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 76 |
| Subjek 116 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 80 |
| Subjek 117 | 5 | 5 | 6 | 7 | 8 | 4 | 7 | 7 | 8 | 7 | 64 |
| Subjek 118 | 8 | 8 | 8 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 79 |
| Subjek 119 | 7 | 6 | 6 | 6 | 8 | 6 | 8 | 8 | 8 | 8 | 71 |
| Subjek 120 | 1 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 73 |
| Subjek 121 | 6 | 6 | 5 | 6 | 7 | 8 | 8 | 8 | 8 | 8 | 70 |
| Subjek 122 | 7 | 6 | 7 | 7 | 8 | 4 | 8 | 7 | 8 | 7 | 69 |
| Subjek 123 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 78 |

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|------------|---|---|---|---|---|---|---|---|---|---|----|
| Subjek 124 | 7 | 6 | 6 | 6 | 8 | 5 | 8 | 7 | 8 | 6 | 67 |
| Subjek 125 | 1 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 73 |
| Subjek 126 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 60 |
| Subjek 127 | 7 | 6 | 6 | 6 | 6 | 6 | 7 | 7 | 8 | 8 | 67 |
| Subjek 128 | 6 | 7 | 6 | 7 | 7 | 5 | 7 | 7 | 8 | 6 | 66 |
| Subjek 129 | 7 | 7 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 7 | 74 |
| Subjek 130 | 4 | 5 | 3 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 68 |
| Subjek 131 | 7 | 7 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 7 | 74 |
| Subjek 132 | 6 | 7 | 7 | 6 | 8 | 6 | 8 | 8 | 8 | 8 | 72 |
| Subjek 133 | 7 | 6 | 6 | 5 | 7 | 5 | 7 | 5 | 7 | 7 | 62 |



Lampiran 6. Data Kasar Penelitian Skala *Work Engagement*

| Subjek | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | Total |
|------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-------|
| | Vg | Dc | Ab | Vg | Dc | Ab | Dc | Vg | Ab | Dc | Ab | Vg | Dc | Ab | Vg | Ab | Vg | |
| Subjek 1 | 6 | 5 | 5 | 5 | 6 | 5 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 6 | 92 |
| Subjek 2 | 6 | 6 | 4 | 6 | 6 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 96 |
| Subjek 3 | 6 | 6 | 5 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 5 | 6 | 5 | 6 | 95 |
| Subjek 4 | 6 | 6 | 5 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 5 | 6 | 5 | 6 | 95 |
| Subjek 5 | 6 | 6 | 6 | 6 | 6 | 2 | 4 | 6 | 6 | 6 | 6 | 1 | 3 | 4 | 6 | 5 | 6 | 85 |
| Subjek 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 102 |
| Subjek 7 | 6 | 6 | 5 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 3 | 4 | 3 | 3 | 5 | 6 | 86 |
| Subjek 8 | 6 | 6 | 6 | 6 | 6 | 1 | 3 | 6 | 6 | 6 | 6 | 4 | 0 | 2 | 3 | 2 | 6 | 75 |
| Subjek 9 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 4 | 4 | 98 |
| Subjek 10 | 5 | 6 | 6 | 5 | 4 | 3 | 6 | 6 | 4 | 6 | 4 | 4 | 6 | 5 | 6 | 6 | 5 | 87 |
| Subjek 11 | 6 | 6 | 5 | 6 | 6 | 5 | 5 | 6 | 6 | 6 | 5 | 5 | 6 | 5 | 6 | 5 | 5 | 94 |
| Subjek 12 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 63 |
| Subjek 13 | 5 | 6 | 5 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 95 |
| Subjek 14 | 6 | 6 | 5 | 5 | 6 | 5 | 5 | 4 | 6 | 6 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 88 |
| Subjek 15 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 6 | 4 | 6 | 6 | 6 | 6 | 5 | 4 | 6 | 5 | 83 |
| Subjek 16 | 6 | 6 | 5 | 5 | 6 | 5 | 5 | 4 | 6 | 6 | 6 | 5 | 5 | 4 | 5 | 6 | 5 | 90 |
| Subjek 17 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 101 |
| Subjek 18 | 6 | 6 | 6 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 0 | 2 | 6 | 6 | 6 | 89 |
| Subjek 19 | 6 | 6 | 6 | 6 | 6 | 4 | 6 | 6 | 6 | 6 | 6 | 3 | 5 | 6 | 6 | 6 | 5 | 95 |
| Subjek 20 | 6 | 5 | 6 | 6 | 6 | 4 | 6 | 5 | 6 | 5 | 6 | 5 | 6 | 3 | 3 | 2 | 6 | 86 |
| Subjek 21 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 5 | 5 | 6 | 3 | 3 | 2 | 6 | 88 |

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| Subjek 22 | 6 | 5 | 6 | 6 | 6 | 4 | 6 | 5 | 6 | 5 | 6 | 5 | 6 | 3 | 3 | 2 | 6 | 86 |
| Subjek 23 | 6 | 3 | 6 | 5 | 6 | 3 | 4 | 3 | 6 | 6 | 6 | 5 | 0 | 3 | 2 | 6 | 1 | 71 |
| Subjek 24 | 6 | 6 | 5 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 6 | 5 | 6 | 6 | 6 | 95 |
| Subjek 25 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 93 |
| Subjek 26 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 90 |
| Subjek 27 | 6 | 6 | 5 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 6 | 5 | 5 | 6 | 6 | 94 |
| Subjek 28 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 98 |
| Subjek 29 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 98 |
| Subjek 30 | 6 | 6 | 5 | 5 | 6 | 5 | 5 | 4 | 6 | 6 | 4 | 5 | 5 | 4 | 5 | 6 | 5 | 88 |
| Subjek 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 88 |
| Subjek 32 | 6 | 5 | 5 | 4 | 6 | 5 | 5 | 5 | 6 | 6 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 85 |
| Subjek 33 | 6 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 93 |
| Subjek 34 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 5 | 6 | 6 | 6 | 99 |
| Subjek 35 | 6 | 6 | 5 | 5 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 5 | 6 | 6 | 6 | 97 |
| Subjek 36 | 5 | 5 | 5 | 5 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 4 | 5 | 4 | 5 | 5 | 6 | 87 |
| Subjek 37 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 6 | 6 | 5 | 5 | 5 | 4 | 5 | 5 | 6 | 88 |
| Subjek 38 | 6 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 93 |
| Subjek 39 | 4 | 6 | 6 | 5 | 6 | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 95 |
| Subjek 40 | 6 | 6 | 4 | 5 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 3 | 4 | 3 | 3 | 82 |
| Subjek 41 | 6 | 5 | 5 | 5 | 6 | 4 | 5 | 5 | 6 | 6 | 4 | 5 | 4 | 4 | 6 | 5 | 6 | 87 |
| Subjek 42 | 6 | 5 | 5 | 5 | 6 | 4 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 89 |
| Subjek 43 | 6 | 6 | 5 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 94 |
| Subjek 44 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 6 | 6 | 5 | 5 | 4 | 5 | 5 | 6 | 5 | 84 |
| Subjek 45 | 5 | 5 | 5 | 5 | 6 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 4 | 5 | 6 | 6 | 89 |
| Subjek 46 | 6 | 6 | 5 | 6 | 6 | 5 | 6 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 94 |

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| Subjek 47 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 102 |
| Subjek 48 | 6 | 4 | 5 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 5 | 4 | 4 | 4 | 5 | 5 | 6 | 89 |
| Subjek 49 | 6 | 6 | 3 | 6 | 6 | 4 | 5 | 6 | 6 | 6 | 6 | 3 | 6 | 3 | 5 | 6 | 6 | 89 |
| Subjek 50 | 4 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 100 |
| Subjek 51 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 97 |
| Subjek 52 | 3 | 6 | 6 | 4 | 4 | 4 | 6 | 5 | 6 | 6 | 6 | 5 | 6 | 5 | 4 | 4 | 6 | 86 |
| Subjek 53 | 4 | 6 | 6 | 6 | 6 | 5 | 4 | 4 | 6 | 5 | 6 | 4 | 3 | 6 | 6 | 4 | 6 | 87 |
| Subjek 54 | 4 | 6 | 6 | 6 | 6 | 4 | 6 | 6 | 6 | 5 | 6 | 4 | 3 | 6 | 6 | 4 | 6 | 90 |
| Subjek 55 | 6 | 6 | 3 | 5 | 5 | 3 | 5 | 6 | 5 | 6 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 80 |
| Subjek 56 | 5 | 6 | 3 | 5 | 5 | 3 | 5 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 85 |
| Subjek 57 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 95 |
| Subjek 58 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 5 | 5 | 87 |
| Subjek 59 | 6 | 6 | 5 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 6 | 95 |
| Subjek 60 | 5 | 5 | 5 | 5 | 6 | 5 | 5 | 6 | 6 | 6 | 5 | 4 | 5 | 5 | 6 | 6 | 6 | 91 |
| Subjek 61 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 86 |
| Subjek 62 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 86 |
| Subjek 63 | 6 | 6 | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 91 |
| Subjek 64 | 6 | 6 | 6 | 6 | 6 | 0 | 6 | 6 | 6 | 6 | 6 | 1 | 3 | 6 | 2 | 2 | 6 | 80 |
| Subjek 65 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 5 | 6 | 6 | 6 | 6 | 3 | 1 | 3 | 3 | 3 | 81 |
| Subjek 66 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 4 | 6 | 6 | 6 | 6 | 3 | 1 | 3 | 3 | 3 | 80 |
| Subjek 67 | 6 | 6 | 6 | 6 | 6 | 3 | 4 | 6 | 6 | 6 | 6 | 3 | 1 | 3 | 3 | 3 | 3 | 77 |
| Subjek 68 | 6 | 6 | 6 | 6 | 6 | 3 | 4 | 6 | 6 | 6 | 6 | 3 | 1 | 3 | 3 | 3 | 3 | 77 |
| Subjek 69 | 6 | 6 | 6 | 6 | 6 | 3 | 5 | 6 | 6 | 6 | 6 | 4 | 3 | 3 | 3 | 3 | 5 | 83 |
| Subjek 70 | 5 | 5 | 4 | 5 | 6 | 4 | 4 | 4 | 6 | 6 | 4 | 4 | 4 | 4 | 5 | 6 | 5 | 81 |
| Subjek 71 | 6 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 6 | 6 | 5 | 4 | 4 | 4 | 5 | 6 | 5 | 83 |

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| Subjek 72 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 102 |
| Subjek 73 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 102 |
| Subjek 74 | 6 | 6 | 4 | 6 | 5 | 4 | 6 | 6 | 6 | 5 | 6 | 5 | 0 | 3 | 6 | 6 | 3 | 83 |
| Subjek 75 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 5 | 6 | 6 | 4 | 4 | 5 | 5 | 5 | 6 | 5 | 81 |
| Subjek 76 | 6 | 4 | 4 | 6 | 5 | 3 | 4 | 4 | 6 | 6 | 5 | 4 | 4 | 4 | 5 | 6 | 5 | 81 |
| Subjek 77 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 5 | 6 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 6 | 97 |
| Subjek 78 | 3 | 5 | 5 | 5 | 6 | 6 | 4 | 6 | 6 | 6 | 6 | 6 | 4 | 3 | 6 | 6 | 6 | 89 |
| Subjek 79 | 6 | 5 | 5 | 6 | 6 | 5 | 6 | 5 | 6 | 6 | 6 | 5 | 5 | 4 | 5 | 6 | 6 | 93 |
| Subjek 80 | 6 | 6 | 6 | 6 | 3 | 1 | 6 | 6 | 6 | 6 | 4 | 6 | 3 | 0 | 6 | 6 | 6 | 83 |
| Subjek 81 | 6 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 6 | 6 | 5 | 5 | 5 | 4 | 5 | 6 | 5 | 83 |
| Subjek 82 | 6 | 4 | 4 | 4 | 6 | 5 | 5 | 4 | 6 | 6 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 81 |
| Subjek 83 | 6 | 5 | 5 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 87 |
| Subjek 84 | 6 | 6 | 4 | 6 | 4 | 0 | 6 | 4 | 6 | 6 | 6 | 5 | 0 | 5 | 6 | 6 | 3 | 79 |
| Subjek 85 | 6 | 5 | 5 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 93 |
| Subjek 86 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 6 | 6 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 80 |
| Subjek 87 | 6 | 6 | 5 | 6 | 5 | 5 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 3 | 6 | 5 | 4 | 92 |
| Subjek 88 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 102 |
| Subjek 89 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 102 |
| Subjek 90 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 102 |
| Subjek 91 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 6 | 6 | 5 | 5 | 5 | 5 | 4 | 6 | 5 | 84 |
| Subjek 92 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 6 | 5 | 5 | 6 | 5 | 90 |
| Subjek 93 | 6 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 6 | 6 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 81 |
| Subjek 94 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 6 | 6 | 97 |
| Subjek 95 | 4 | 6 | 6 | 4 | 5 | 4 | 5 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 5 | 6 | 4 | 89 |
| Subjek 96 | 4 | 6 | 6 | 4 | 5 | 4 | 5 | 6 | 6 | 6 | 4 | 5 | 6 | 4 | 6 | 5 | 4 | 86 |

| | | | | | | | | | | | | | | | | | | |
|-------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|-----|
| Subjek 97 | 4 | 6 | 6 | 4 | 5 | 4 | 5 | 6 | 6 | 6 | 4 | 4 | 5 | 6 | 5 | 6 | 4 | 86 |
| Subjek 98 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 6 | 6 | 4 | 4 | 4 | 4 | 5 | 6 | 5 | 78 |
| Subjek 99 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 6 | 5 | 76 |
| Subjek 100 | 4 | 6 | 6 | 4 | 5 | 4 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 4 | 6 | 4 | 4 | 87 |
| Subjek 101 | 5 | 6 | 6 | 4 | 5 | 5 | 5 | 6 | 6 | 6 | 5 | 5 | 6 | 5 | 6 | 5 | 5 | 91 |
| Subjek 102 | 6 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 6 | 6 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 83 |
| Subjek 103 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 5 | 5 | 6 | 6 | 97 |
| Subjek 104 | 5 | 6 | 6 | 4 | 5 | 5 | 5 | 6 | 6 | 6 | 5 | 5 | 6 | 5 | 6 | 5 | 5 | 91 |
| Subjek 105 | 4 | 6 | 6 | 4 | 5 | 4 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 4 | 6 | 4 | 4 | 87 |
| Subjek 106 | 6 | 5 | 3 | 4 | 4 | 3 | 6 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 6 | 5 | 76 |
| Subjek 107 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 5 | 100 |
| Subjek 108 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 6 | 5 | 77 |
| Subjek 109 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 6 | 4 | 4 | 4 | 4 | 5 | 6 | 6 | 5 | 78 |
| Subjek 110 | 4 | 6 | 6 | 4 | 5 | 4 | 5 | 6 | 6 | 6 | 4 | 4 | 6 | 5 | 6 | 6 | 4 | 87 |
| Subjek 111 | 4 | 6 | 6 | 4 | 5 | 4 | 5 | 6 | 6 | 6 | 4 | 5 | 6 | 4 | 6 | 5 | 4 | 86 |
| Subjek 112 | 6 | 6 | 6 | 5 | 6 | 6 | 4 | 4 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 4 | 5 | 92 |
| Subjek 113 | 6 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 6 | 6 | 5 | 4 | 4 | 6 | 5 | 6 | 5 | 82 |
| Subjek 114 | 6 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 6 | 6 | 3 | 3 | 3 | 4 | 3 | 6 | 4 | 74 |
| Subjek 115 | 6 | 6 | 6 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 6 | 6 | 6 | 96 |
| Subjek 116 | 6 | 6 | 6 | 6 | 3 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 95 |
| Subjek 117 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 6 | 6 | 4 | 4 | 4 | 4 | 4 | 6 | 5 | 75 |
| Subjek 118 | 6 | 6 | 6 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 99 |
| Subjek 119 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | 4 | 4 | 4 | 6 | 5 | 86 |
| Subjek 120 | 6 | 6 | 6 | 6 | 6 | 3 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 4 | 6 | 2 | 6 | 92 |
| Subjek 121 | 4 | 6 | 6 | 4 | 5 | 5 | 5 | 6 | 6 | 6 | 4 | 4 | 5 | 6 | 5 | 6 | 4 | 87 |

| | | | | | | | | | | | | | | | | | | |
|-------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|----|
| Subjek 122 | 6 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 6 | 6 | 5 | 4 | 3 | 6 | 4 | 6 | 5 | 76 |
| Subjek 123 | 6 | 6 | 4 | 4 | 6 | 4 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 95 |
| Subjek 124 | 6 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 6 | 6 | 4 | 3 | 3 | 4 | 4 | 6 | 5 | 76 |
| Subjek 125 | 6 | 6 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 6 | 3 | 93 |
| Subjek 126 | 6 | 6 | 6 | 6 | 6 | 4 | 4 | 6 | 6 | 6 | 6 | 3 | 4 | 3 | 6 | 6 | 90 | |
| Subjek 127 | 6 | 6 | 6 | 6 | 5 | 5 | 4 | 4 | 6 | 5 | 5 | 5 | 4 | 5 | 5 | 6 | 6 | 89 |
| Subjek 128 | 6 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 6 | 6 | 4 | 4 | 5 | 5 | 4 | 6 | 5 | 85 |
| Subjek 129 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 5 | 4 | 4 | 4 | 5 | 6 | 5 | 88 |
| Subjek 130 | 6 | 6 | 6 | 6 | 6 | 2 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 4 | 6 | 6 | 5 | 95 |
| Subjek 131 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 6 | 5 | 96 |
| Subjek 132 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 86 |
| Subjek 133 | 6 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 6 | 6 | 5 | 4 | 4 | 4 | 4 | 6 | 5 | 81 |



Lampiran 6. Reliabilitas dan Validitas Skala *Personal Values (Try Out)*

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 58 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 58 | 100.0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .845 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Item1 | 58.55 | 80.111 | .565 | .829 |
| Item2 | 57.93 | 84.872 | .424 | .844 |
| Item3 | 59.53 | 97.692 | .001 | .897 |
| Item4 | 57.10 | 77.954 | .776 | .808 |
| Item5 | 56.84 | 81.853 | .730 | .815 |
| Item6 | 56.78 | 79.861 | .788 | .809 |
| Item7 | 56.28 | 86.028 | .678 | .822 |
| Item8 | 56.74 | 85.949 | .604 | .826 |
| Item9 | 56.31 | 86.288 | .668 | .823 |
| Item10 | 56.67 | 83.803 | .707 | .818 |

**Lampiran 7. Reliabilitas dan Validitas Skala *Work Engagement*
(Try Out)**

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 58 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 58 | 100.0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .903 | 17 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Item1 | 78.53 | 110.850 | .664 | .895 |
| Item2 | 78.33 | 106.750 | .776 | .890 |
| Item3 | 78.53 | 115.516 | .403 | .902 |
| Item4 | 78.64 | 111.989 | .574 | .897 |
| Item5 | 78.41 | 111.896 | .585 | .897 |
| Item6 | 79.69 | 118.463 | .124 | .917 |
| Item7 | 78.48 | 108.465 | .700 | .893 |
| Item8 | 78.78 | 106.809 | .694 | .893 |
| Item9 | 78.31 | 110.920 | .797 | .892 |
| Item10 | 78.22 | 110.247 | .773 | .892 |
| Item11 | 78.38 | 109.643 | .728 | .893 |
| Item12 | 78.55 | 114.532 | .448 | .901 |
| Item13 | 78.67 | 112.856 | .459 | .901 |
| Item14 | 79.07 | 111.188 | .612 | .896 |
| Item15 | 78.97 | 107.016 | .649 | .894 |
| Item16 | 79.28 | 109.466 | .424 | .905 |
| Item17 | 78.81 | 109.455 | .667 | .894 |

**Lampiran 8. Uji Normalitas
Descriptive Statistics**

| | N | Mean | Std. Deviation | Minimum | Maximum |
|----------------|-----|-------|----------------|---------|---------|
| Power | 133 | 6.17 | 1.518 | 0 | 8 |
| Achievement | 133 | 6.36 | 1.233 | 2 | 8 |
| Hedonism | 133 | 6.04 | 1.373 | 1 | 8 |
| Stimulation | 133 | 6.56 | 1.170 | 1 | 8 |
| SelfDirection | 133 | 7.13 | .900 | 4 | 8 |
| Universalism | 133 | 6.69 | 1.468 | 0 | 8 |
| Benevolence | 133 | 7.53 | .858 | 2 | 8 |
| Tradition | 133 | 7.41 | .827 | 3 | 8 |
| Conformity | 133 | 7.74 | .804 | 1 | 8 |
| Security | 133 | 7.35 | .789 | 3 | 8 |
| WorkEngagement | 133 | 88.46 | 7.556 | 63 | 102 |

One-Sample Kolmogorov-Smirnov Test

| | Power | Achievement | Hedonism | Stimulation | SelfDirection | Universalism | Benevolence | Tradition | Conformity | Security | WorkEngagement | |
|---|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|---------------------|-------|
| N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | |
| Normal Parameter _{s^{a,b}} | Mean | 6.17 | 6.36 | 6.04 | 6.56 | 7.13 | 6.69 | 7.53 | 7.41 | 7.74 | 7.35 | 88.46 |
| | Std. Deviation | 1.518 | 1.233 | 1.373 | 1.170 | .900 | 1.468 | .858 | .827 | .804 | .789 | 7.556 |
| Most Extreme Differences | Absolute | .224 | .219 | .226 | .247 | .271 | .230 | .391 | .340 | .474 | .285 | .064 |
| | Positive | .163 | .159 | .127 | .167 | .181 | .186 | .293 | .239 | .375 | .203 | .043 |
| | Negative | -.224 | -.219 | -.226 | -.247 | -.271 | -.230 | -.391 | -.340 | -.474 | -.285 | -.064 |
| Test Statistic | .224 | .219 | .226 | .247 | .271 | .230 | .391 | .340 | .474 | .285 | .064 | |
| Asymp. Sig. (2-tailed) | .000 ^c | .000 ^c | .000 ^c | .000 ^c | .000 ^c | .000 ^c | .000 ^c | .000 ^c | .000 ^c | .000 ^c | .200 ^{c,d} | |

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.

Lampiran 9. Uji Hipotesis

Correlations

| | | | Power | Achievement | Hedonism | Stimulation | SelfDirection | Universalism | Benevolence | Tradition | Conformity | Security | WorkEngagement |
|----------------|-------|-------------------------|--------|-------------|----------|-------------|---------------|--------------|-------------|-----------|------------|----------|----------------|
| Spearman's rho | Power | Correlation Coefficient | 1.000 | .529** | .407** | .458** | .321** | .384** | .318** | .313** | .220** | .279** | .439** |
| | | Sig. (1-tailed) | . | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .006 | .001 | .000 |
| | | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| Achievement | | Correlation Coefficient | .529** | 1.000 | .419** | .519** | .358** | .502** | .258** | .468** | .165* | .464** | .414** |
| | | Sig. (1-tailed) | .000 | . | .000 | .000 | .000 | .000 | .001 | .000 | .029 | .000 | .000 |
| | | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| Hedonism | | Correlation Coefficient | .407** | .419** | 1.000 | .478** | .192* | .115 | .190* | .168* | .198* | .108 | .483** |
| | | Sig. (1-tailed) | .000 | .000 | . | .000 | .013 | .093 | .014 | .026 | .011 | .108 | .000 |
| | | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| Stimulation | | Correlation Coefficient | .458** | .519** | .478** | 1.000 | .434** | .402** | .246** | .302** | .285** | .221** | .326** |
| | | Sig. (1-tailed) | .000 | .000 | .000 | . | .000 | .000 | .002 | .000 | .000 | .005 | .000 |
| | | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| SelfDirection | | Correlation Coefficient | .321** | .358** | .192* | .434** | 1.000 | .289** | .491** | .385** | .315** | .224** | .058 |
| | | Sig. (1-tailed) | .000 | .000 | .013 | .000 | . | .000 | .000 | .000 | .000 | .005 | .254 |
| | | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| Universalism | | Correlation Coefficient | .384** | .502** | .115 | .402** | .289** | 1.000 | .480** | .521** | .211** | .415** | .304** |
| | | Sig. (1-tailed) | | | | | | | | | | | |
| | | N | | | | | | | | | | | |

| | | | | | | | | | | | | |
|----------------|-------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| | Sig. (1-tailed) | .000 | .000 | .093 | .000 | .000 | . | .000 | .000 | .007 | .000 | .000 |
| | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| Benevolence | Correlation Coefficient | .318** | .258** | .190* | .246** | .491** | .480** | 1.000 | .515** | .505** | .222** | .157* |
| | Sig. (1-tailed) | .000 | .001 | .014 | .002 | .000 | .000 | . | .000 | .000 | .005 | .035 |
| | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| Tradition | Correlation Coefficient | .313** | .468** | .168* | .302** | .385** | .521** | .515** | 1.000 | .433** | .521** | .175* |
| | Sig. (1-tailed) | .000 | .000 | .026 | .000 | .000 | .000 | .000 | . | .000 | .000 | .022 |
| | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| Conformity | Correlation Coefficient | .220** | .165* | .198* | .285** | .315** | .211** | .505** | .433** | 1.000 | .344** | .054 |
| | Sig. (1-tailed) | .006 | .029 | .011 | .000 | .000 | .007 | .000 | .000 | . | .000 | .269 |
| | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| Security | Correlation Coefficient | .279** | .464** | .108 | .221** | .224** | .415** | .222** | .521** | .344** | 1.000 | .138 |
| | Sig. (1-tailed) | .001 | .000 | .108 | .005 | .005 | .000 | .005 | .000 | .000 | . | .057 |
| | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |
| WorkEngagement | Correlation Coefficient | .439** | .414** | .483** | .326** | .058 | .304** | .157* | .175* | .054 | .138 | 1.000 |
| | Sig. (1-tailed) | .000 | .000 | .000 | .000 | .254 | .000 | .035 | .022 | .269 | .057 | . |
| | N | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 | 133 |

** . Correlation is significant at the 0.01 level (1-tailed).

* . Correlation is significant at the 0.05 level (1-tailed).

Lampiran 10. Uji Beda *Work Engagement* ditinjau dari Jenis Kelamin

Group Statistics

| | JenisKelamin | N | Mean | Std. Deviation | Std. Error Mean |
|----------------|--------------|----|-------|----------------|-----------------|
| WorkEngagement | Laki-Laki | 52 | 87.96 | 8.964 | 1.243 |
| | Perempuan | 81 | 88.78 | 6.536 | .726 |

Independent Samples Test

| | | Levene's Test for Equality of Variances | | t-test for Equality of Means | | | | | | |
|----------------|-----------------------------|---|------|------------------------------|--------|-----------------|-----------------|-----------------------|---|-------|
| | | F | Sig. | T | df | Sig. (2-tailed) | Mean Difference | Std. Error Difference | 95% Confidence Interval of the Difference | |
| | | | | | | | | | Lower | Upper |
| WorkEngagement | Equal variances assumed | 5.926 | .016 | -.606 | 131 | .545 | -.816 | 1.346 | -3.479 | 1.846 |
| | Equal variances not assumed | | | -.567 | 85.416 | .572 | -.816 | 1.440 | -3.679 | 2.046 |

Lampiran 11. Uji Beda *Work Engagement* ditinjau dari Status Sertifikasi

Group Statistics

| | StatusSertifikasi | N | Mean | Std. Deviation | Std. Error Mean |
|----------------|-------------------|----|-------|----------------|-----------------|
| WorkEngagement | Bersertifikasi | 84 | 88.96 | 8.370 | .913 |
| | Non Sertifikasi | 49 | 87.59 | 5.888 | .841 |

Independent Samples Test

| | | Levene's Test for Equality of Variances | | t-test for Equality of Means | | | | | | |
|----------------|-----------------------------|---|------|------------------------------|---------|-----------------|-----------------|-----------------------|---|-------|
| | | F | Sig. | T | df | Sig. (2-tailed) | Mean Difference | Std. Error Difference | 95% Confidence Interval of the Difference | |
| | | | | | | | | | Lower | Upper |
| WorkEngagement | Equal variances assumed | 9.835 | .002 | 1.010 | 131 | .314 | 1.372 | 1.358 | -1.314 | 4.059 |
| | Equal variances not assumed | | | 1.105 | 126.342 | .271 | 1.372 | 1.242 | -1.084 | 3.829 |

Lampiran 12. Analisis Faktor *Personal Values*

KMO and Bartlett's Test

| | |
|--|--------------------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | .842 |
| Bartlett's Test of Sphericity | Approx. Chi-Square |
| | Df |
| | Sig. |
| | 630.342 |
| | 45 |
| | .000 |

Total Variance Explained

| Component | Initial Eigenvalues | | | Extraction Sums of Squared Loadings | | | Rotation Sums of Squared Loadings | | |
|-----------|---------------------|---------------|--------------|-------------------------------------|---------------|--------------|-----------------------------------|---------------|--------------|
| | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % | Total | % of Variance | Cumulative % |
| 1 | 4.904 | 49.043 | 49.043 | 4.904 | 49.043 | 49.043 | 3.894 | 38.939 | 38.939 |
| 2 | 1.223 | 12.227 | 61.271 | 1.223 | 12.227 | 61.271 | 2.233 | 22.332 | 61.271 |
| 3 | .873 | 8.728 | 69.999 | | | | | | |
| 4 | .662 | 6.625 | 76.623 | | | | | | |
| 5 | .642 | 6.421 | 83.044 | | | | | | |
| 6 | .489 | 4.886 | 87.930 | | | | | | |
| 7 | .429 | 4.293 | 92.223 | | | | | | |
| 8 | .317 | 3.172 | 95.394 | | | | | | |
| 9 | .296 | 2.957 | 98.351 | | | | | | |
| 10 | .165 | 1.649 | 100.000 | | | | | | |

Extraction Method: Principal Component Analysis.

Rotated Component Matrix^a

| | Component | |
|---------------|-----------|------|
| | 1 | 2 |
| Benevolence | .839 | .133 |
| Tradition | .831 | .210 |
| Conformity | .793 | .250 |
| Security | .728 | .212 |
| Universalism | .717 | .247 |
| Selfdirection | .636 | .205 |
| Hedonism | -.028 | .822 |
| Stimulasm | .409 | .710 |
| Achievement | .299 | .700 |
| Power | .407 | .539 |

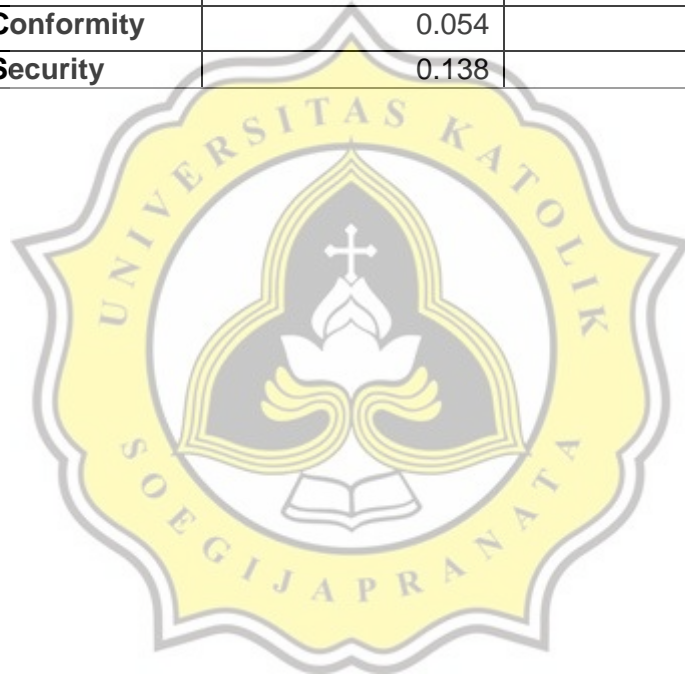
Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.^a

a. Rotation converged in 3 iterations.

Lampiran 13. Sumbangan Relatif

| Value | Koefisien Korelasi | Sumbangan Relatif |
|----------------|--------------------|-------------------|
| Power | 0.439 | 19.27% |
| Achievement | 0.414 | 17.14% |
| Hedonism | 0.483 | 23.33% |
| Stimulation | 0.326 | 10.63% |
| Self-Direction | 0.058 | 0.34% |
| Universalism | 0.304 | 9.24% |
| Benevolence | 0.157 | 2.46% |
| Tradition | 0.157 | 2.46% |
| Conformity | 0.054 | 0.29% |
| Security | 0.138 | 1.90% |





9.37% PLAGIARISM
APPROXIMATELY

0.19% IN QUOTES

Report #12974467

BAB I PENDAHULUAN Latar Belakang Pemerintah Indonesia memberlakukan UU Nomor 14 Tahun 2005 tentang Guru dan Dosen yang dianggap sebagai strategi paling komprehensif yang telah diterapkan untuk meningkatkan kualitas pengajaran di Indonesia. Aturan perundangan itu meletakkan dasar bagi program sertifikasi guru berskala besar oleh Pemerintah Pusat yang berupaya menetapkan standar bagi guru, meningkatkan kecakapan mereka, dan akhirnya meningkatkan kualitas pendidikan. UU Nomor 14 Tahun 2005 tentang Guru dan Dosen mengamanatkan bahwa semua guru diharapkan memiliki empat kelompok kompetensi yaitu pedagogik (kemampuan mengajar), kepribadian (karakter dan contoh), profesional (pelatihan dan pendidikan), dan sosial (partisipasi masyarakat) (Suryahadi dan Sambodho, 2017). Pada Hari Guru Nasional 2019 Menteri Pendidikan dan Kebudayaan, Nadiem Makarim berpendapat bahwa tuntutan pekerjaan terhadap guru mengakibatkan guru tidak mampu bekerja dengan maksimal. Guru yang ditugasi untuk membentuk masa depan