



LAMPIRAN A.1

SKALA JOB PERFORMANCE KARYAWAN MILENIAL PT.XYZ

KUESIONER PENELITIAN

Perkenalkan saya Chelsea Kayla Wijaya mahasiswa Psikologi Universitas Katolik Soegijapranata Semarang. Saat ini saya sedang melakukan penelitian mengenai Keterkaitan Job Performance dengan Psychological Capital pada PT.XYZ. Kriteria partisipan dalam penelitian ini merupakan karyawan yang bekerja di PT. XYZ dan terlahir pada tahun 1977-200 atau berusia 44 – 21 tahun apabila anda memenuhi kriteria penelitian, kami mengharapkan kesediaan Bapak/Ibu untuk berpartisipasi dalam penelitian ini dengan mengisi kuesioner.

BIODATA PENGISI

- a. Nama (Initial):
- b. Jenis Kelamin (P/ L) :
- c. Umur:
- d. Pendidikan terakhir :
- e. Lama Bekerja :
- f. Penempatan Kerja :

PETUNJUK PENGISIAN

1. Sebelum mengisi, kami memohon Bapak/Ibu untuk membaca terlebih dahulu petunjuk pengisian ini.
2. Pilihlah satu jawaban pada setiap pernyataan yang sesuai dengan keadaan Bapak/Ibu. Diharapkan semua pernyataan tidak ada yang dilewatkan/dikosongkan karena jawaban tersebut sesuai dengan pendapat pribadi, maka tidak ada jawaban yang salah. Jawablah dengan jujur karena jawaban dan identitas diri anda akan kami rahasiakan.
3. Pengisian jawaban dilakukan dengan cara memberi tanda centang (✓) di salah satu kolom di setiap pernyataan/pertanyaan.

Keterangan pilihan:

SS= Sangat Sesuai

S = Sesuai

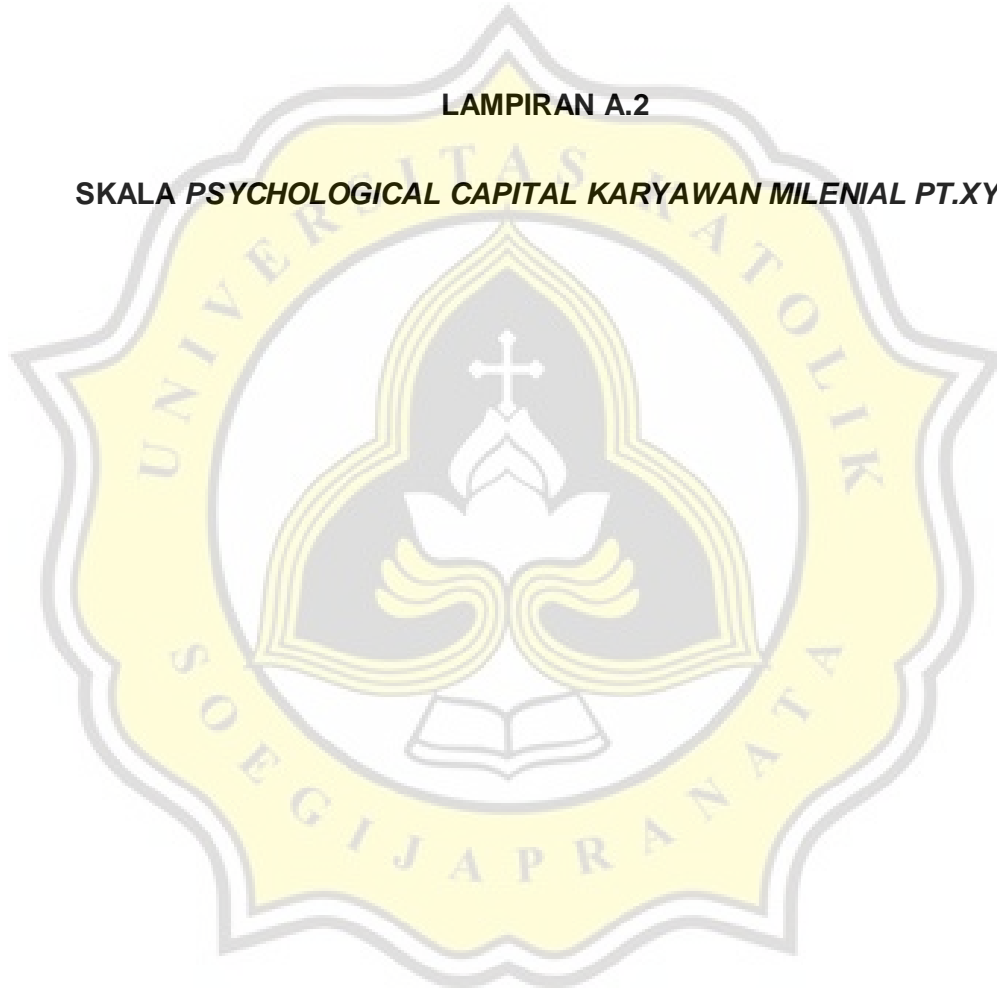
TS = Tidak Sesuai

STS = Sangat Tidak Sesuai

NO	PERNYATAAN	SS	S	TS	STS
1.	Perencanaan pekerjaan yang saya lakukan sangat optimal				
2.	Ketika teman kerja saya kesulitan untuk menyelesaikan tugasnya saya dengan sukarela membantunya				
3.	Ketika meeting saya hanya diam dan mendengarkan orang lain				
4.	Perencanaan pekerjaan yang saya rencanakan seringkali berantakan				
5.	Banyak permasalahan yang muncul dalam pekerjaan sulit untuk saya tangani				
6.	Saya selalu mencari berbagai cara untuk mengoptimalkan kinerja saya dalam pekerjaan				
7.	Saya melakukan pekerjaan saya dengan waktu dan usaha yang minimal				
8.	Pada saat meeting saya selalu berpartisipasi dengan aktif				
9.	Seringkali saya membutuhkan waktu lebih dari yang waktu sudah ditentukan untuk menyelesaikan suatu pekerjaan				
10.	Saya dapat merencanakan pengerjaan pekerjaan sehingga dapat selesai secara tepat waktu				
11.	Saya dapat menemukan berbagai macam solusi kreatif pada setiap permasalahan yang ada				
12.	Saya mengerjakan pekerjaan saya dengan sungguh - sungguh				

LAMPIRAN A.2

SKALA *PSYCHOLOGICAL CAPITAL* KARYAWAN MILENIAL PT.XYZ



KUESIONER PENELITIAN

Perkenalkan saya Chelsea Kayla Wijaya mahasiswa Psikologi Universitas Katolik Soegijapranata Semarang. Saat ini saya sedang melakukan penelitian mengenai Keterkaitan Job Performance dengan Psychological Capital pada PT.XYZ. Kriteria partisipan dalam penelitian ini merupakan karyawan yang bekerja di PT. XYZ dan terlahir pada tahun 1977-200 atau berusia 44 – 21 tahun apabila anda memenuhi kriteria penelitian, kami mengharapkan kesediaan Bapak/Ibu untuk berpartisipasi dalam penelitian ini dengan mengisi kuesioner.

BIODATA PENGISI

- a. Nama (Initial):
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- c. Umur:
- d. Pendidikan terakhir :
- e. Lama Bekerja :
- f. Penempatan Kerja :

PETUNJUK PENGISIAN

1. Sebelum mengisi, kami memohon Bapak/Ibu untuk membaca terlebih dahulu petunjuk pengisian ini.
2. Pilihlah satu jawaban pada setiap pernyataan yang sesuai dengan keadaan Bapak/Ibu. Diharapkan semua pernyataan tidak ada yang dilewatkan/dikosongkan karena jawaban tersebut sesuai dengan pendapat pribadi, maka tidak ada jawaban yang salah. Jawablah dengan jujur karena jawaban dan identitas diri anda akan kami rahasiakan.

1. Pengisian jawaban dilakukan dengan cara memberi tanda centang (✓) di salah satu kolom di setiap pernyataan/pertanyaan.

Keterangan pilihan:

SS= Sangat Sesuai

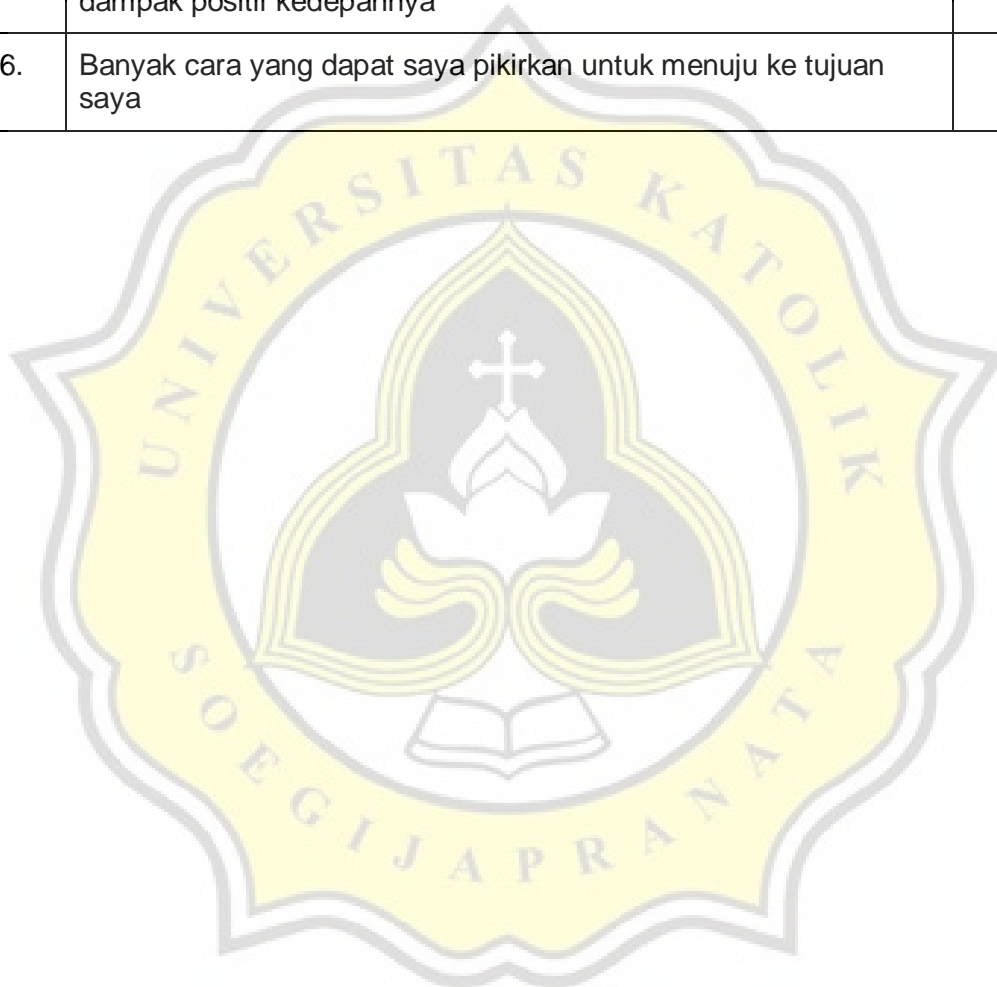
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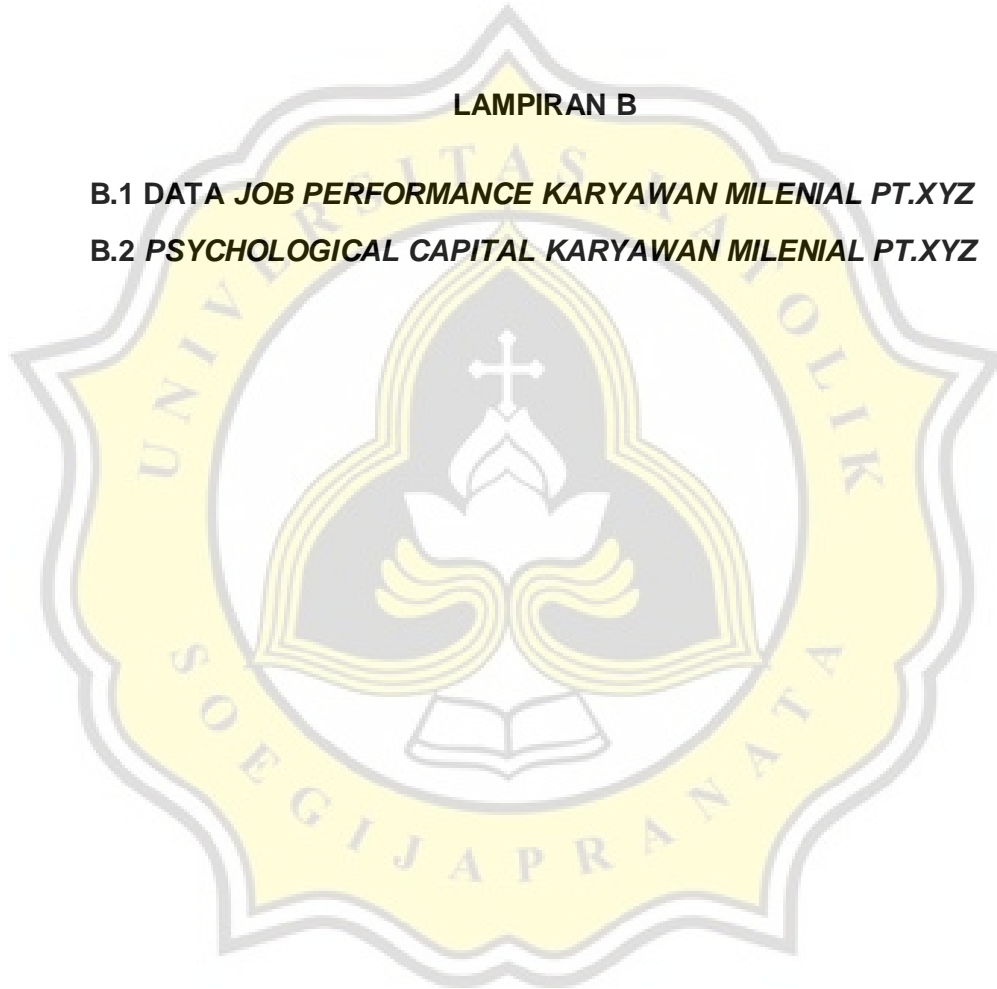
TS = Tidak Sesuai

STS = Sangat Tidak Sesuai

NO	PERNYATAAN	SS	S	TS	STS
1.	Saya merasa saya cukup sukses saat ini				
2.	Banyak hal baik yang saya nantikan pada masa yang akan datang				
3.	Jika saya menemukan diri saya dalam kesulitan, biasanya saya dapat menghadapi kesulitan tersebut				
4.	Saya memiliki keyakinan dalam kemampuan saya dalam bekerja				
5.	Dalam melaksanakan pekerjaan saya seringkali ragu dengan hasil kerja saya				
6.	Seringkali saya kesulitan untuk menemukan jalan keluar dari masalah saya				
7.	Saya ragu dengan adanya hal baik yang akan terjadi di masa depan				
8.	Saat ini saya tidak merasa sudah berhasil dalam pekerjaan saya				
9.	Sangat sulit untuk menemukan cara agar saya dapat lebih dekat dengan tujuan saya				
10.	Pekerjaan saya sekarang tidak berdampak apapun di masa depan				
11.	Saya mudah terdistraksi ketika sedang bekerja				
12.	Permasalahan seringkali membuat saya kesulitan dan putus asa				

13.	Saya percaya diri dapat menyelesaikan kebanyakan masalah jika saya berusaha				
14.	Ketika muncul sebuah gangguan saya tetap bisa fokus dalam pengerjaan pekerjaan saya				
15.	Saya percaya bahwa apa yang saya kerjakan sekarang memiliki dampak positif kedepannya				
16.	Banyak cara yang dapat saya pikirkan untuk menuju ke tujuan saya				



LAMPIRAN B**B.1 DATA *JOB PERFORMANCE* KARYAWAN MILENIAL PT.XYZ****B.2 *PSYCHOLOGICAL CAPITAL* KARYAWAN MILENIAL PT.XYZ**

LAMPIRAN B.1

DATA JOB PERFORMANCE KARYAWAN MILENIAL PT.XYZ

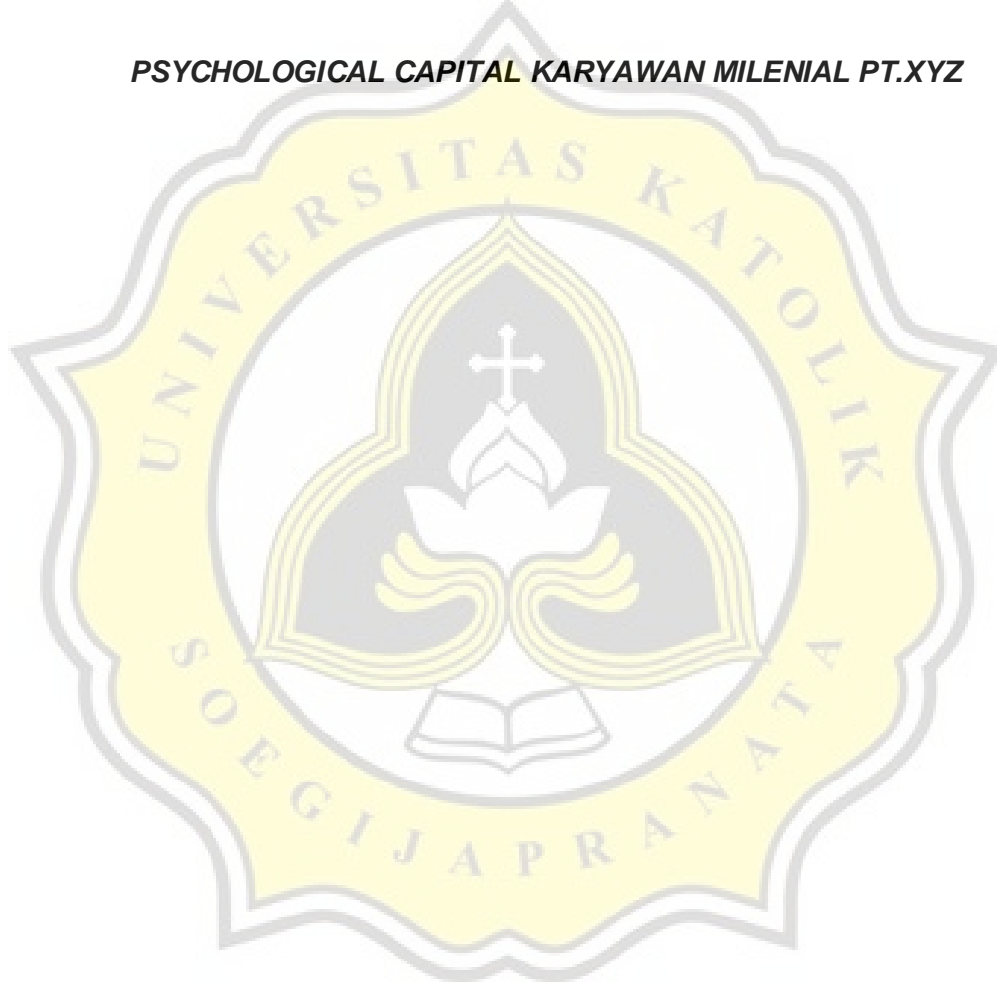


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LAMPIRAN B.2

PSYCHOLOGICAL CAPITAL KARYAWAN MILENIAL PT.XYZ





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59	2	4	4	4	4	3	4	4	3	4	4	4	4	4	4	4	60
60	3	3	3	3	3	3	4	2	2	3	3	3	4	4	4	3	50

60	3	3	3	3	3	3	4	2	2	3	3	3	4	4	4	3	50
61	2	3	3	4	4	3	4	3	3	3	3	3	3	3	3	3	50
62	2	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	46
63	2	3	3	3	3	3	2	3	2	3	2	3	3	2	3	3	43
64	2	3	3	2	3	3	2	3	3	3	3	3	4	3	3	3	46
65	2	4	3	3	4	3	4	3	3	3	3	3	4	3	3	3	51
66	2	4	3	1	4	1	4	2	3	3	3	4	4	3	4	4	49
67	3	4	3	4	3	3	3	3	3	2	4	3	3	3	4	4	52
68	2	3	3	3	2	3	3	2	3	2	2	3	3	3	3	3	43
69	2	4	4	4	3	4	4	4	3	4	4	3	4	4	4	4	59
70	3	4	2	3	2	2	3	3	2	2	3	3	4	4	4	4	48
71	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	47
72	3	4	3	4	2	2	2	2	2	3	3	2	2	3	3	4	45
73	2	2	2	3	3	3	2	3	3	2	3	3	2	3	2	3	41
74	2	3	2	3	2	3	2	3	2	3	3	3	2	3	3	3	42
75	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	63
76	3	4	4	4	4	3	3	3	3	4	4	3	4	3	3	4	55
77	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	47
78	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	47
79	3	4	4	4	3	3	3	3	3	3	3	3	4	3	3	4	53
80	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	2	46
81	2	3	3	3	3	3	3	3	3	2	3	3	2	2	3	3	44
82	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48
83	3	4	3	3	3	3	3	3	3	3	2	3	3	4	4	4	51
84	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	47
85	2	2	3	3	2	2	2	2	2	2	2	2	3	3	3	3	39
86	3	3	3	4	2	2	2	2	2	2	2	2	3	3	3	3	42
87	2	3	3	2	4	4	4	4	4	2	4	4	3	3	3	3	52
88	2	3	3	4	2	2	2	2	2	2	2	3	4	4	3	3	43
89	2	4	3	3	3	3	3	2	3	3	3	3	3	3	3	3	47
90	3	4	3	4	2	2	2	2	2	3	3	3	3	3	4	3	46
91	3	4	3	3	4	3	3	3	3	3	3	3	3	3	3	3	50
92	2	3	3	3	2	2	4	2	2	3	3	2	3	2	3	3	42
93	2	4	4	4	3	3	3	3	3	3	3	3	4	3	4	3	52
94	3	4	3	3	3	2	3	3	3	4	3	3	3	3	4	3	50
95	3	4	3	4	3	3	3	3	4	3	3	3	3	4	4	4	54
96	3	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	61
97	2	4	4	4	1	2	4	2	2	1	3	3	4	2	4	4	46
98	3	4	3	3	3	3	3	3	3	3	2	3	3	3	3	3	48
99	4	1	1	1	1	1	1	4	1	1	4	1	1	4	1	1	28
100	2	4	2	3	3	3	3	3	3	3	3	3	3	3	4	4	49
101	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	47
102	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	48
103	1	4	4	4	2	3	3	2	2	2	2	2	3	3	3	3	43
104	2	4	3	4	1	2	3	4	1	4	3	4	2	1	3	4	45
105	2	4	3	4	3	3	3	3	3	2	3	3	3	2	3	4	48
106	1	4	4	4	4	4	4	3	3	3	3	4	3	4	2	4	54
107	2	4	3	3	2	3	3	2	3	3	2	3	3	3	4	4	47
108	3	3	3	4	3	2	4	3	3	3	2	4	4	3	4	4	52
109	1	4	3	3	2	3	4	3	4	4	4	4	4	4	4	4	54
110	1	4	3	4	3	2	3	1	2	3	3	3	4	2	4	4	46
111	1	4	4	3	4	4	4	2	4	4	4	4	4	1	4	4	55
112	2	4	3	3	4	3	4	3	2	4	3	3	3	3	4	3	51
113	2	3	3	3	2	3	3	2	2	3	3	3	3	3	3	3	44
114	2	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	45
115	4	3	3	3	3	2	3	1	2	2	3	3	4	3	3	4	46
116	2	3	3	3	3	3	2	2	2	2	2	4	1	3	3	3	42
117	1	3	3	3	3	2	3	2	2	1	3	2	3	3	2	2	38
118	3	4	3	3	3	3	3	3	3	3	3	3	3	3	4	3	50
119	2	3	3	3	3	3	3	2	3	3	3	3	2	3	3	3	44
120	3	3	3	3	2	2	2	2	2	2	2	2	3	3	3	3	40
121	2	4	3	4	3	3	4	2	2	4	3	4	3	3	4	3	51



LAMPIRAN C

VALIDITAS DAN RELIABILITAS

C.1 SKALA *JOB PERFORMANCE KARYAWAN MILENIAL PT.XYZ*

C.2 SKALA *PSYCHOLOGICAL CAPITAL KARYAWAN MILENIAL PT.XYZ*



LAMPIRAN C.1

VALIDITAS DAN RELIABILITAS

JOB PERFORMANCE KARYAWAN MILENIAL PT.XYZ

1. Validitas (Putraran 1)

Correlations

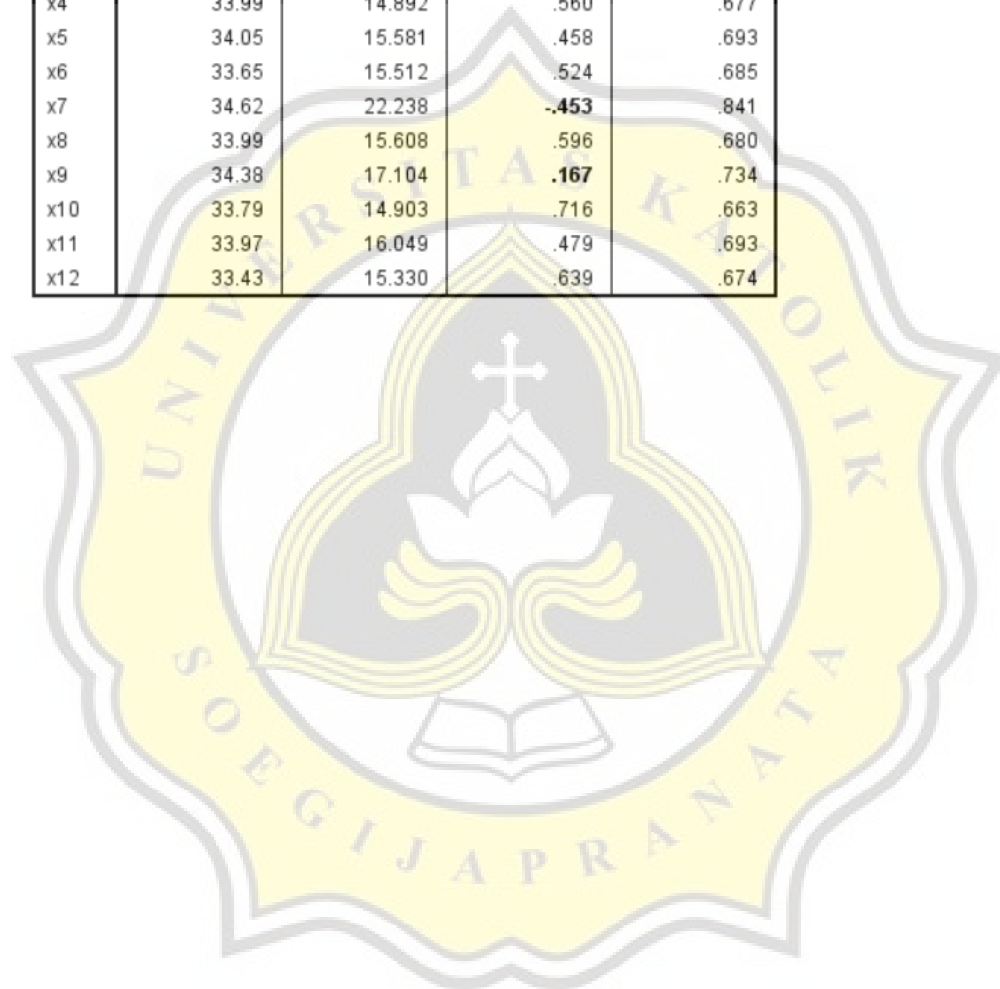
		x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	xtot
x1	Pearson Correlation	1	.422	.261	.371	.334	.300	-.251	.473	.202	.518	.439	.453	.669
	Sig. (2-tailed)		.000	.004	.000	.000	.001	.005	.000	.027	.000	.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x2	Pearson Correlation	.422	1	.107	.378	.374	.474	-.233	.287	.084	.515	.264	.706	.648
	Sig. (2-tailed)	.000		.241	.000	.000	.000	.010	.001	.363	.000	.003	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x3	Pearson Correlation	.261	.107	1	.394	.207	.133	-.268	.361	.167	.255	.152	.199	.464
	Sig. (2-tailed)	.004	.241		.000	.023	.146	.003	.000	.067	.005	.095	.029	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x4	Pearson Correlation	.371	.378	.394	1	.485	.245	-.299	.313	.359	.454	.218	.413	.677
	Sig. (2-tailed)	.000	.000	.000		.000	.007	.001	.000	.000	.000	.016	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x5	Pearson Correlation	.334	.374	.207	.485	1	.183	-.407	.455	.241	.344	.302	.394	.589
	Sig. (2-tailed)	.000	.000	.023	.000		.045	.000	.000	.008	.000	.001	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x6	Pearson Correlation	.300	.474	.133	.245	.183	1	-.154	.449	.134	.519	.415	.538	.635
	Sig. (2-tailed)	.001	.000	.146	.007	.045		.091	.000	.143	.000	.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x7	Pearson Correlation	-.251	-.233	-.268	-.299	-.407	-.154	1	-.263	-.470	-.163	-.308	-.231	-.251
	Sig. (2-tailed)	.005	.010	.003	.001	.000	.091		.004	.000	.074	.001	.011	.005
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x8	Pearson Correlation	.473	.287	.361	.313	.455	.449	-.263	1	.120	.515	.537	.352	.683
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.004		.191	.000	.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x9	Pearson Correlation	.202	.084	.167	.359	.241	.134	-.470	.120	1	.164	.151	.079	.344
	Sig. (2-tailed)	.027	.363	.067	.000	.008	.143	.000	.191		.073	.099	.387	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x10	Pearson Correlation	.518	.515	.255	.454	.344	.519	-.163	.515	.164	1	.506	.569	.784
	Sig. (2-tailed)	.000	.000	.005	.000	.000	.000	.074	.000	.073		.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x11	Pearson Correlation	.439	.264	.152	.218	.302	.415	-.308	.537	.151	.506	1	.368	.587
	Sig. (2-tailed)	.000	.003	.095	.016	.001	.000	.001	.000	.099	.000		.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
x12	Pearson Correlation	.453	.706	.199	.413	.394	.538	-.231	.352	.079	.569	.368	1	.720
	Sig. (2-tailed)	.000	.000	.029	.000	.000	.000	.011	.000	.387	.000	.000		.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121
xtot	Pearson Correlation	.669	.648	.464	.677	.589	.635	-.251	.683	.344	.784	.587	.720	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.005	.000	.000	.000	.000	.000	
	N	121	121	121	121	121	121	121	121	121	121	121	121	121

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

* . Correlation is significant at the 0.05 level (2-tailed).

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1	33.70	15.711	.580	.682
x2	33.45	15.716	.551	.684
x3	34.17	16.356	.307	.714
x4	33.99	14.892	.560	.677
x5	34.05	15.581	.458	.693
x6	33.65	15.512	.524	.685
x7	34.62	22.238	-.453	.841
x8	33.99	15.608	.596	.680
x9	34.38	17.104	.167	.734
x10	33.79	14.903	.716	.663
x11	33.97	16.049	.479	.693
x12	33.43	15.330	.639	.674



2. Validitas (Putaran 2)

Correlations

		x1	x2	x3	x4	x5	x6	x8	x10	x11	x12	xtot2
x1	Pearson Correlation	1	.422**	.261**	.371**	.334**	.300**	.473**	.518**	.439**	.453**	.678**
	Sig. (2-tailed)		.000	.004	.000	.000	.001	.000	.000	.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121
x2	Pearson Correlation	.422**	1	.107	.378**	.374**	.474**	.287**	.515**	.264**	.706**	.674**
	Sig. (2-tailed)	.000		.241	.000	.000	.000	.001	.000	.003	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121
x3	Pearson Correlation	.261**	.107	1	.394**	.207	.133	.361**	.255**	.152	.199	.487**
	Sig. (2-tailed)	.004	.241		.000	.023	.146	.000	.005	.095	.029	.000
	N	121	121	121	121	121	121	121	121	121	121	121
x4	Pearson Correlation	.371**	.378**	.394**	1	.485**	.245**	.313	.454**	.218	.413	.668**
	Sig. (2-tailed)	.000	.000	.000		.000	.007	.000	.000	.016	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121
x5	Pearson Correlation	.334**	.374**	.207	.485**	1	.183	.455**	.344**	.302**	.394**	.629**
	Sig. (2-tailed)	.000	.000	.023	.000		.045	.000	.000	.001	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121
x6	Pearson Correlation	.300**	.474**	.133	.245**	.183	1	.449**	.519**	.415**	.538**	.634**
	Sig. (2-tailed)	.001	.000	.146	.007	.045		.000	.000	.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121
x8	Pearson Correlation	.473**	.287**	.361**	.313	.455**	.449**	1	.515**	.537**	.352**	.709**
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000		.000	.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121
x10	Pearson Correlation	.518**	.515**	.255**	.454**	.344**	.519**	.515**	1	.506**	.569**	.776**
	Sig. (2-tailed)	.000	.000	.005	.000	.000	.000	.000		.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121
x11	Pearson Correlation	.439**	.264**	.152	.218	.302**	.415**	.537**	.506**	1	.368**	.620**
	Sig. (2-tailed)	.000	.003	.095	.016	.001	.000	.000	.000		.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121
x12	Pearson Correlation	.453**	.706**	.199	.413	.394**	.538**	.352**	.569**	.368**	1	.745**
	Sig. (2-tailed)	.000	.000	.029	.000	.000	.000	.000	.000	.000		.000
	N	121	121	121	121	121	121	121	121	121	121	121
xtot2	Pearson Correlation	.678**	.674**	.487**	.668**	.629**	.634**	.709**	.776**	.620**	.745**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	121	121	121	121	121	121	121	121	121	121	121

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

* . Correlation is significant at the 0.05 level (2-tailed).

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1	28.67	16.406	.593	.835
x2	28.41	16.311	.584	.836
x3	29.13	16.949	.337	.859
x4	28.96	15.673	.551	.839
x5	29.02	16.050	.509	.843
x6	28.62	16.254	.525	.840
x8	28.96	16.207	.630	.832
x10	28.75	15.671	.708	.825
x11	28.93	16.612	.520	.841
x12	28.40	15.925	.671	.828

3. Reliabilitas

Scale: Job Performance

Case Processing Summary

		N	%
Cases	Valid	121	100.0
	Excluded ^a	0	.0
	Total	121	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.852	10



LAMPIRAN C2

VALIDITAS DAN RELIABILITAS

PSYCHOLOGICAL CAPITAL KARYAWAN MILENIAL PT.XYZ

1. Validitas (Putraran 1)

		Correlations																
		x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	xtot
x1	Pearson Correlation	1																
	Sig. (2-tailed)		.060	.148	.073	.109	.131	.137	.134	.047	.066	.002	.077	.077	.282	.044	.065	.054
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x2	Pearson Correlation	-.060	1															
	Sig. (2-tailed)	.516		.510	.543	.150	.244	.485	.085	.346	.466	.234	.387	.528	.184	.636	.611	.665
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x3	Pearson Correlation	-.148	.510	1														
	Sig. (2-tailed)	.104	.000		.000	.000	.000	.001	.850	.017	.000	.001	.000	.000	.004	.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x4	Pearson Correlation	-.073	.543	.642	1													
	Sig. (2-tailed)	.426	.000	.000		.096	.317	.264	.021	.174	.430	.209	.449	.559	.329	.595	.574	.625
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x5	Pearson Correlation	-.109	.150	.322	.096	1												
	Sig. (2-tailed)	.233	.101	.000	.295	.000	.482	.311	.152	.390	.329	.421	.382	.315	.169	.210	.170	.511
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x6	Pearson Correlation	-.131	.244	.335	.317	.482	1											
	Sig. (2-tailed)	.153	.007	.000	.000	.000	.000	.401	.216	.533	.501	.320	.545	.298	.317	.253	.375	.640
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x7	Pearson Correlation	-.137	.485	.296	.264	.311	.401	1										
	Sig. (2-tailed)	.134	.000	.001	.003	.001	.000	.000	.262	.498	.443	.235	.556	.377	.216	.371	.461	.648
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x8	Pearson Correlation	-.134	.085	-.017	-.021	.152	.216	.262	1									
	Sig. (2-tailed)	.143	.353	.850	.815	.095	.017	.004	.001	.287	.184	.124	.215	-.108	.170	-.025	.113	.316
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x9	Pearson Correlation	.047	.346	.217	.174	.390	.533	.498	.287	1								
	Sig. (2-tailed)	.605	.000	.017	.056	.000	.000	.000	.001	.000	.449	.390	.483	.247	.267	.387	.363	.632
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x10	Pearson Correlation	-.066	.466	.476	.430	.329	.501	.443	.184	.449	1							
	Sig. (2-tailed)	.471	.000	.000	.000	.000	.000	.043	.000	.003	.003	.266	.584	.456	.361	.626	.597	.756
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x11	Pearson Correlation	-.002	.234	.298	.208	.421	.320	.235	.124	.290	.266	1						
	Sig. (2-tailed)	.984	.010	.001	.022	.000	.000	.010	.174	.001	.003	.004	.258	.229	.220	.216	.284	.467
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x12	Pearson Correlation	-.077	.387	.377	.449	.382	.545	.558	.215	.483	.584	.258	1					
	Sig. (2-tailed)	.404	.000	.000	.000	.000	.000	.000	.018	.000	.000	.004	.000	.474	.377	.467	.611	.755
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x13	Pearson Correlation	-.077	.528	.646	.559	.315	.298	.377	-.108	.247	.456	.229	.474	1				
	Sig. (2-tailed)	.400	.000	.000	.000	.000	.001	.000	.240	.006	.000	.012	.000	.000	.374	.682	.606	.684
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x14	Pearson Correlation	.282	.184	.257	.329	.169	.317	.216	.170	.267	.361	.220	.377	.374	1			
	Sig. (2-tailed)	.002	.044	.004	.000	.063	.000	.018	.063	.003	.000	.015	.000	.000	.000	.301	.374	.552
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x15	Pearson Correlation	-.044	.636	.536	.536	.210	.253	.371	-.025	.287	.626	.216	.467	.682	.301	1		
	Sig. (2-tailed)	.632	.000	.000	.000	.021	.005	.000	.783	.001	.000	.017	.000	.000	.001	.690	.703	.767
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
x16	Pearson Correlation	-.065	.611	.549	.574	.170	.375	.461	.113	.363	.597	.284	.611	.606	.374	.690	1	
	Sig. (2-tailed)	.482	.000	.000	.000	.062	.000	.000	.217	.000	.000	.002	.000	.000	.000	.000	.000	.767
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121
xtot	Pearson Correlation	.054	.665	.650	.625	.511	.640	.648	.316	.632	.756	.487	.755	.684	.552	.703	.767	1
	Sig. (2-tailed)	.559	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121

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

*. Correlation is significant at the 0.05 level (2-tailed).

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1	46.36	44.817	-.051	.888
x2	45.18	39.117	.600	.862
x3	45.49	39.785	.591	.863
x4	45.33	39.473	.555	.864
x5	45.78	40.391	.424	.869
x6	45.81	39.439	.574	.863
x7	45.55	38.800	.574	.862
x8	46.00	42.050	.201	.881
x9	45.85	39.128	.559	.863
x10	45.67	37.406	.698	.856
x11	45.74	40.746	.400	.870
x12	45.55	37.900	.701	.857
x13	45.39	39.256	.626	.861
x14	45.60	39.975	.469	.867
x15	45.24	39.000	.647	.860
x16	45.26	38.463	.721	.857

2. Validitas (Putaran 2)

Correlations

	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	tot2
x2 Pearson Correlation	1															
Sig. (2-tailed)	.510	.543	.150	.244	.485	.085	.346	.466	.234	.387	.526	.184	.636	.611	.671	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x3 Pearson Correlation	.510	1														
Sig. (2-tailed)	.000	.000	.322	.335	.296	-.017	.217	.476	.298	.377	.646	.257	.536	.549	.666	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x4 Pearson Correlation	.543	.642	1													
Sig. (2-tailed)	.000	.000	.000	.000	.001	.850	.017	.000	.001	.000	.000	.004	.000	.000	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x5 Pearson Correlation	.150	.322	.096	1												
Sig. (2-tailed)	.101	.000	.295	.000	.003	.815	.056	.000	.022	.000	.000	.000	.000	.000	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x6 Pearson Correlation	.244	.335	.317	.482	1											
Sig. (2-tailed)	.007	.000	.000	.000	.000	.001	.095	.000	.000	.000	.000	.001	.000	.005	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x7 Pearson Correlation	.485	.296	.264	.311	.401	1										
Sig. (2-tailed)	.000	.001	.003	.001	.000	.000	.004	.000	.000	.010	.000	.000	.018	.000	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x8 Pearson Correlation	.085	-.017	-.021	.152	.216	.262	1									
Sig. (2-tailed)	.353	.850	.815	.095	.017	.004	.001	.043	.174	.018	.240	.063	.783	.217	.001	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x9 Pearson Correlation	.346	.217	.174	.390	.533	.498	.287	1								
Sig. (2-tailed)	.000	.017	.056	.000	.000	.001	.000	.001	.000	.001	.000	.006	.003	.001	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x10 Pearson Correlation	.466	.476	.430	.329	.501	.443	.184	.449	1							
Sig. (2-tailed)	.000	.000	.000	.000	.000	.043	.000	.000	.003	.000	.000	.000	.000	.000	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x11 Pearson Correlation	.234	.298	.208	.421	.320	.235	.124	.290	.266	1						
Sig. (2-tailed)	.010	.001	.022	.000	.000	.010	.174	.001	.003	.004	.012	.015	.017	.002	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x12 Pearson Correlation	.387	.377	.449	.362	.545	.556	.215	.483	.564	.258	1					
Sig. (2-tailed)	.000	.000	.000	.000	.000	.019	.000	.000	.004	.000	.000	.000	.000	.000	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x13 Pearson Correlation	.526	.646	.559	.315	.298	.377	-.108	.247	.456	.229	.474	1				
Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.240	.006	.000	.012	.000	.000	.000	.000	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x14 Pearson Correlation	.184	.257	.329	.169	.317	.216	.170	.267	.361	.220	.377	.374	1			
Sig. (2-tailed)	.044	.004	.000	.063	.000	.018	.063	.003	.000	.015	.000	.000	.001	.000	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x15 Pearson Correlation	.636	.636	.535	.210	.253	.371	-.025	.287	.626	.216	.467	.682	.301	1		
Sig. (2-tailed)	.000	.000	.000	.021	.005	.000	.783	.001	.000	.017	.000	.000	.001	.000	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
x16 Pearson Correlation	.611	.649	.574	.170	.375	.461	.113	.363	.597	.284	.611	.606	.374	.690	1	
Sig. (2-tailed)	.000	.000	.000	.062	.000	.000	.217	.000	.000	.002	.000	.000	.000	.000	.000	
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	
tot2 Pearson Correlation	.671	.666	.633	.522	.654	.662	.302	.628	.763	.467	.763	.692	.522	.707	.773	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121	121

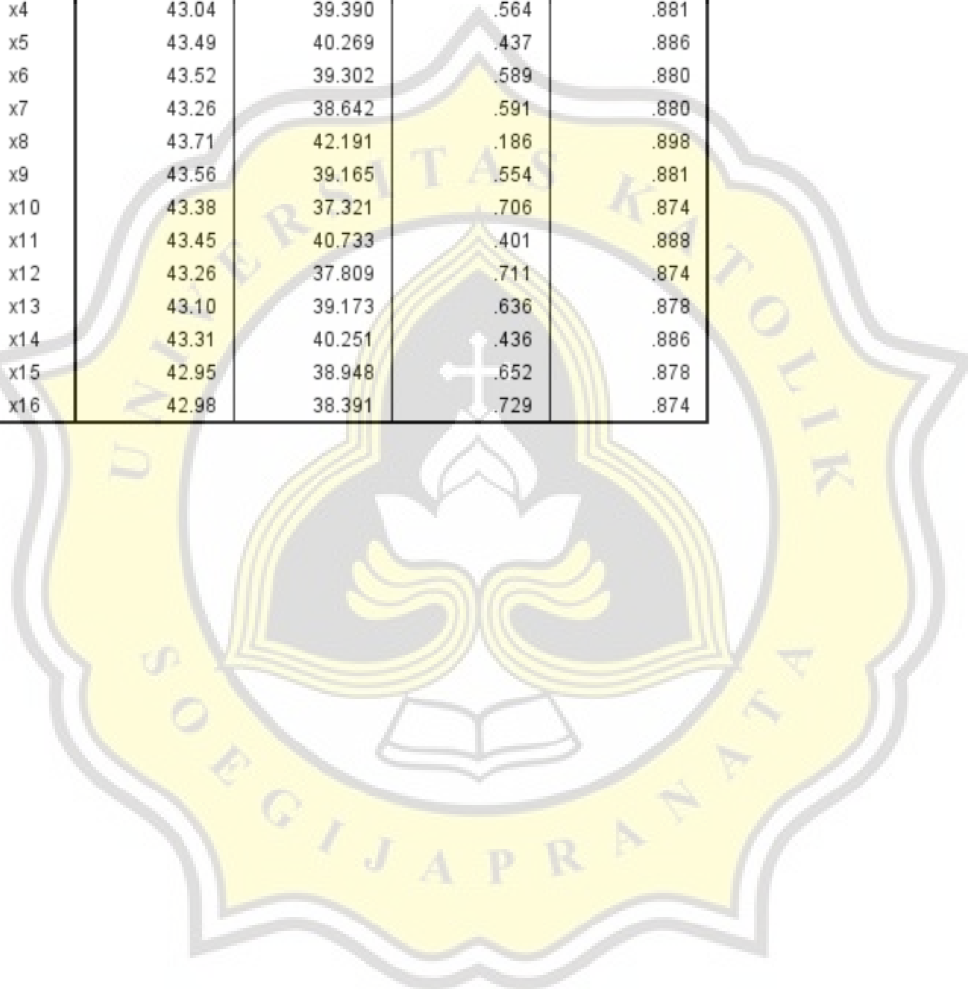
** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).



Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x2	42.89	39.047	.608	.879
x3	43.20	39.644	.609	.880
x4	43.04	39.390	.564	.881
x5	43.49	40.269	.437	.886
x6	43.52	39.302	.589	.880
x7	43.26	38.642	.591	.880
x8	43.71	42.191	.186	.898
x9	43.56	39.165	.554	.881
x10	43.38	37.321	.706	.874
x11	43.45	40.733	.401	.888
x12	43.26	37.809	.711	.874
x13	43.10	39.173	.636	.878
x14	43.31	40.251	.436	.886
x15	42.95	38.948	.652	.878
x16	42.98	38.391	.729	.874



3. Reliabilitas

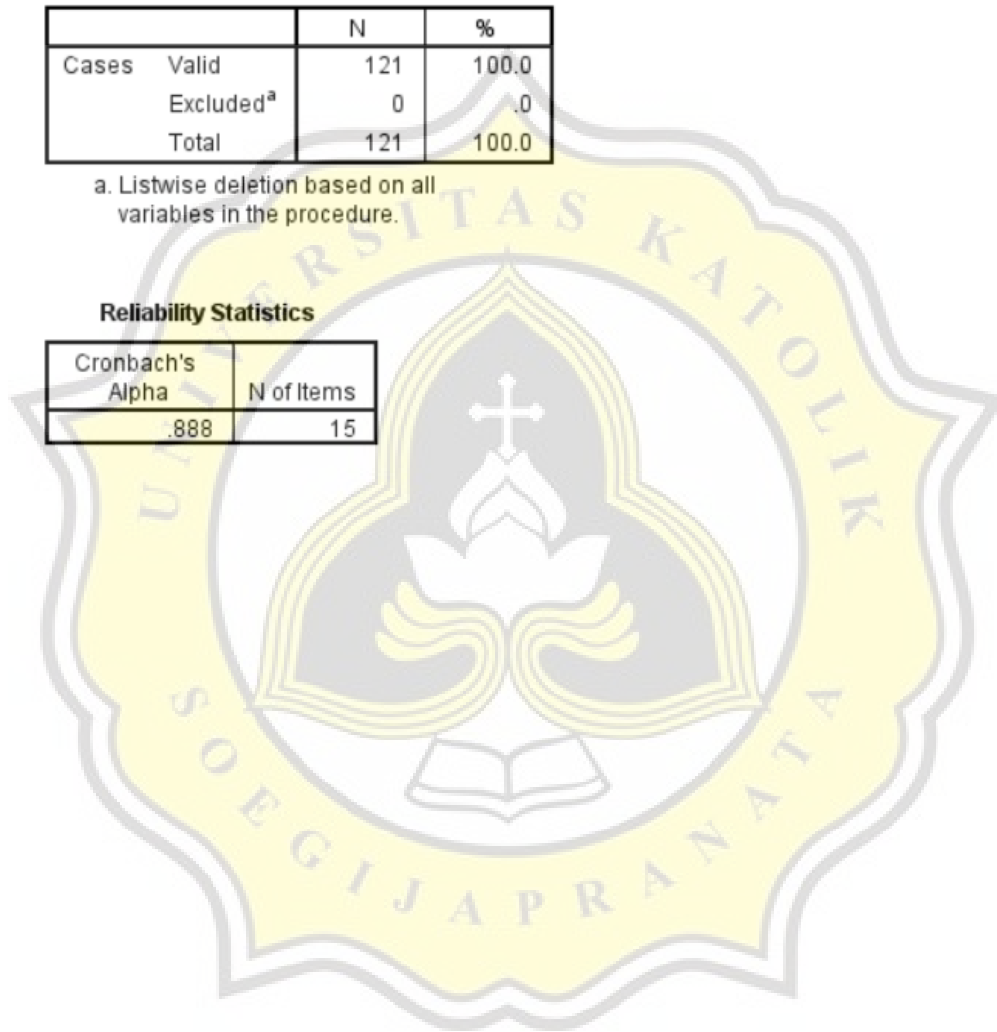
Case Processing Summary

		N	%
Cases	Valid	121	100.0
	Excluded ^a	0	.0
	Total	121	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.888	15







LAMPIRAN D.1
UJI NORMALITAS

NPar Tests

[DataSet2]

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
psycap	121	46.36	6.695	21	60
jobperformance	121	31.98	4.437	14	40

One-Sample Kolmogorov-Smirnov Test

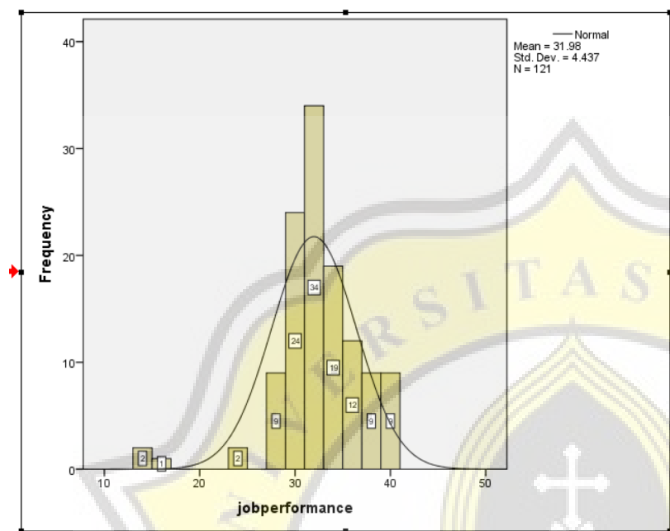
		psycap	jobperformance
N		121	121
Normal Parameters ^{a,b}	Mean	46.36	31.98
	Std. Deviation	6.695	4.437
Most Extreme Differences	Absolute	.098	.135
	Positive	.093	.120
	Negative	-.098	-.135
Kolmogorov-Smirnov Z		1.073	1.484
Asymp. Sig. (2-tailed)		.200	.024

a. Test distribution is Normal.

b. Calculated from data.

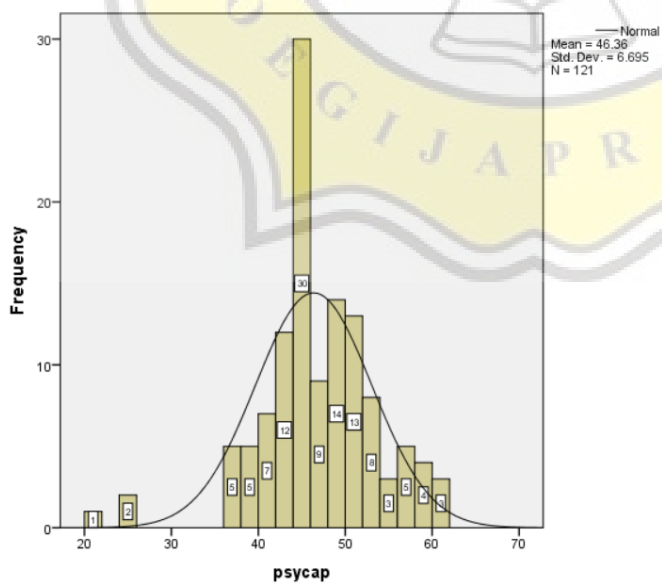
Graph

[DataSet2]



Graph

[DataSet2]





Curve Fit

[DataSet2]

Model Description

Model Name		MOD_1
Dependent Variable	1	jobperformance
Equation	1	Linear
Independent Variable		psycap
Constant		Included
Variable Whose Values Label Observations in Plots		Unspecified

Case Processing Summary

	N
Total Cases	121
Excluded Cases ^a	0
Forecasted Cases	0
Newly Created Cases	0

a. Cases with a missing value in any variable are excluded from the analysis.

Variable Processing Summary

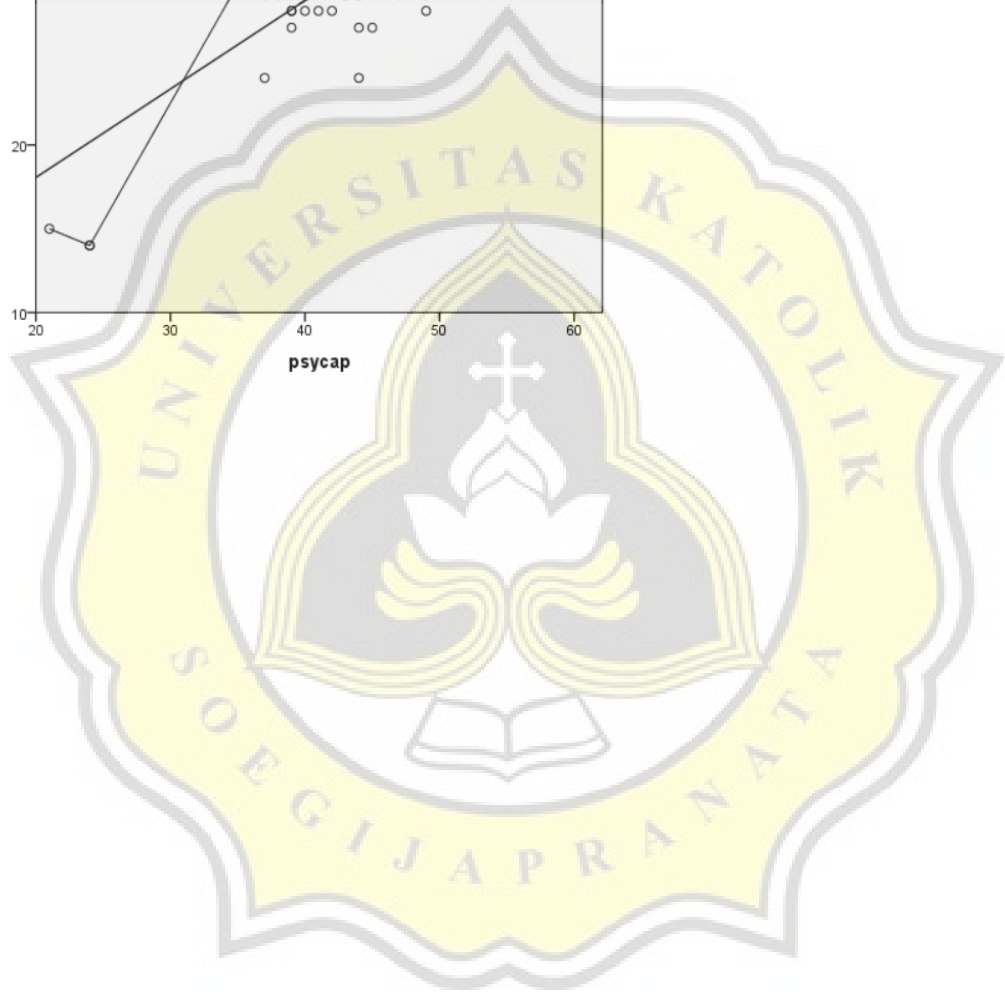
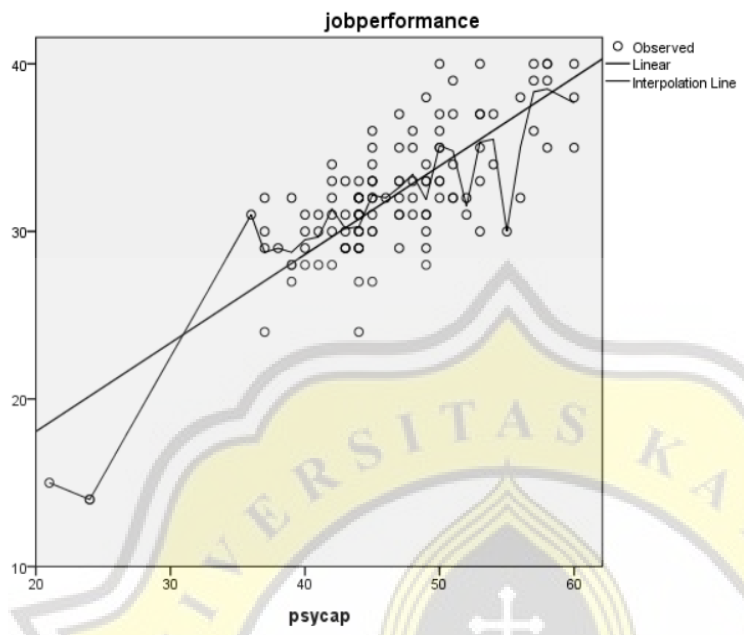
	Variables	
	Dependent	Independent
	jobperformance	psycap
Number of Positive Values	121	121
Number of Zeros	0	0
Number of Negative Values	0	0
Number of Missing Values	User-Missing	0
	System-Missing	0

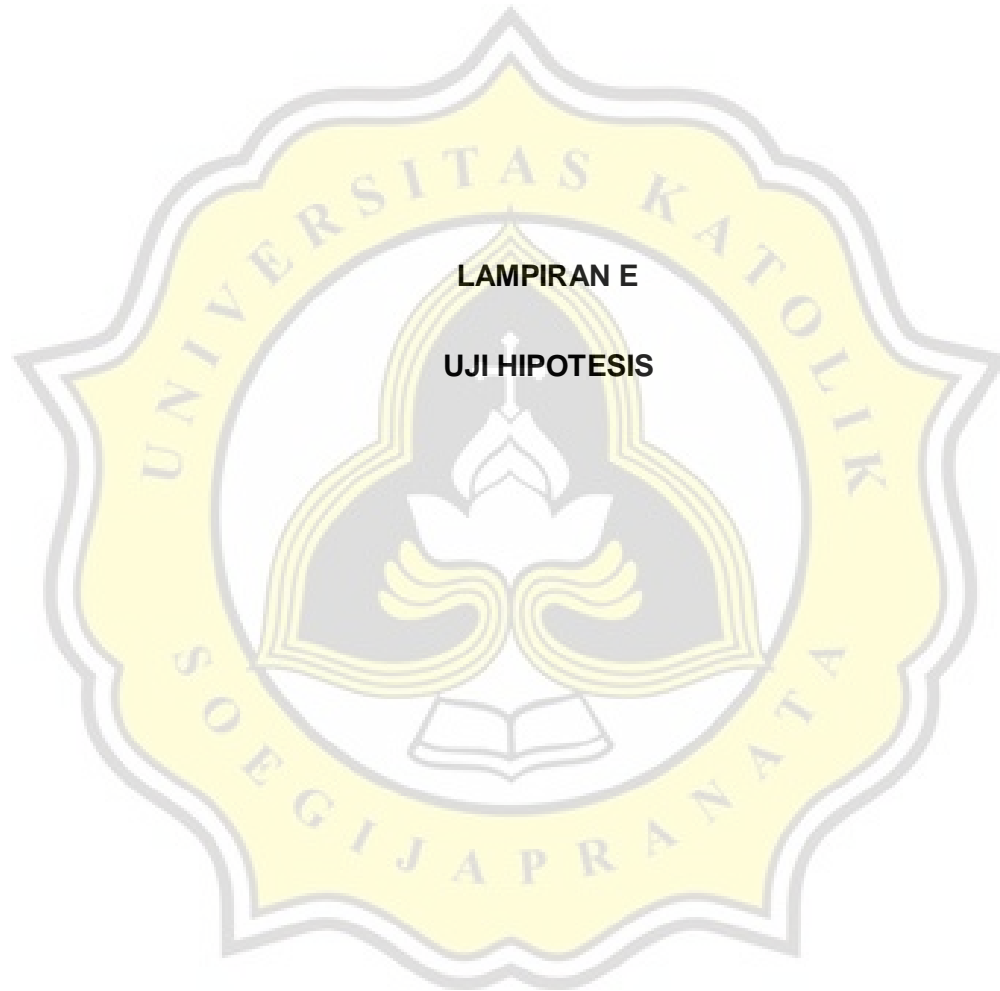
Model Summary and Parameter Estimates

Dependent Variable: jobperformance

Equation	Model Summary					Parameter Estimates	
	R Square	F	df1	df2	Sig.	Constant	b1
Linear	.635	207.277	1	119	.000	7.494	.528

The independent variable is psycap.





LAMPIRAN E
UJI HIPOTESIS

Nonparametric Correlations

[DataSet2]

Correlations

			psycap	jobperforman ce
Spearman's rho	psycap	Correlation Coefficient	1.000	.696**
		Sig. (1-tailed)	.	.000
		N	121	121
	jobperformance	Correlation Coefficient	.696**	1.000
		Sig. (1-tailed)	.000	.
		N	121	121

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



Hubungan antar aspek

Correlations

		Harapan	Optimisme	Ketahanan	Efikasi_Diri	Job performance
Harapan	Pearson Correlation	1	.703**	.562**	.539**	.551**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	121	121	121	121	121
Optimisme	Pearson Correlation	.703**	1	.626**	.737**	.730**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	121	121	121	121	121
Ketahanan	Pearson Correlation	.562**	.626**	1	.741**	.658**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	121	121	121	121	121
Efikasi_Diri	Pearson Correlation	.539**	.737**	.741**	1	.772**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	121	121	121	121	121
Job performance	Pearson Correlation	.551**	.730**	.658**	.772**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	121	121	121	121	121

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



LAMPIRAN F
SURAT IJIN PENELITIAN

FAKULTAS PSIKOLOGI
Jl. Pawiyatan Luhur IV/11 Bendan Dukur Semarang 50234
 Telp. (024) 844155, 350503 (hunting) Fax. (024) 8415429 - 8445265
 e-mail: unika@unika.ac.id, http://www.unika.ac.id

Unika
SOEGIJAPRANATA

Nomor : 0842/B.7.3/FP/V/2022 Semarang, 19 Mei 2022
 Lamp. :
 Hal : Ijin Penelitian

Kepada Yth.
Bp. Zefanya Widiasmoro - Varuna Entertainment
 Blok E1/8, Jl. Anjasmoro Raya, Tawang Sari, Kec. Semarang Barat, Kota
 Semarang, Jawa Tengah 50144

Dengan hormat,
 Kami mohon bantuan Bapak/Ibu/Saudara/i, untuk berkenan memberikan ijin kepada mahasiswa/i Fakultas Psikologi Unika Soegijapranata Semarang tersebut di bawah ini :

Nama NIM / NIRM Tempat / Tgl/Lahir Alamat No. HP	Chelsea Kayla Wijaya 18.E1.0090 Semarang, 5 September 2000 Tlogo Mantis No.2 Semarang 081231455454
--	--

Untuk mengadakan penelitian, di Varuna Entertainment dalam rangka penyusunan tugas Skripsi dengan judul "KETERKAITAN PSYCHOLOGICAL CAPITAL TERHADAP JOB PERFORMANCE PADA KARYAWAN MILENIAL PT.XYZ", di bawah bimbingan Dosen Pembimbing Lucia Trisni Widyaningtanti, S.Psi, M.Si.


Demikian atas bantuan serta kerja sama Bapak/Ibu, kami ucapkan terima kasih.

Ka. Progd. Sarjana Psikologi,


Dr. Suparmi, M.Si
NPP:088.1.1992.105

Tembusan :
 - Mahasiswa yang bersangkutan

Doc. by D/srt penelitian



SURAT KETERANGAN PELAKSANAAN PENELITIAN
001-15/06/2022/SK-PKL/HC-VEI

Yang bertanda tangan di bawah ini :

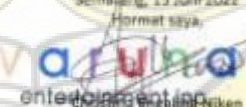
Nama : Christina Engelina Niken
Jabatan : Human Capital Officer
NIP : A442082012
Alamat : Jl. Puri Anjasmoro Blok E1/B, Tawangsari, Semarang Barat, Kota Semarang

Dengan ini menerangkan bahwa :


Nama : Chelsea Kayla Wijaya
NIM : 18.E1.0090
Prodi/Universitas : S1 Psikologi Universitas Katolik Soegijapranata

Telah melaksanakan penelitian guna bahan/materi skripsi dengan judul :
* Keterkaitan *Psychological Capital Terhadap Job Performance Pada Karyawan Milenial PT.XYZ* *
yang dilakukan pada periode 17 s/d 20 Januari 2022.

Demikian Surat Keterangan ini dibuat dengan sebenarnya dan untuk dipergunakan sebagaimana mestinya.

Semarang, 15 Juni 2022
Hormat saya,

Christina Engelina Niken
Human Capital Officer

Semarang, 15 Juni 2022
0822082012, Kota Semarang 50132
p.11- 2024-3596-001


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Summary