



LAMPIRAN A
SKALA PENELITIAN

Skala Penelitian



Salam sejahtera, perkenalkan nama saya Lam Ferdinandus Yogi, merupakan mahasiswa Fakultas Psikologi Universitas Katolik Soegijapranata Semarang. Saya saat ini sedang melakukan pengambilan data dengan dibimbing oleh Dr. Ferdinand Hindarto, S.Psi., M.Si dan Eugenius Tintus Reinaldi, S.Psi., M.Psi. Saya memohon bantuan Saudara/Saudari untuk meluangkan waktu 15-30 menit dalam mengisi skala ini hingga selesai.

Berikut adalah kriteria responden yang dibutuhkan dalam penelitian ini:

1. Karyawan/karyawati yang berdomisili di Jawa Tengah
2. Memiliki tahun lahir antara 1965 - 2000

Apabila Saudara/i termasuk dalam kriteria tersebut, saya memohon kesediaannya untuk dapat mengisi skala penelitian ini.

Ada dua skala penelitian, dan semua jawaban adalah benar selama dijawab berdasarkan perasaan/kondisi Saudara/i yang sebenarnya. Oleh sebab itu, diharapkan Saudara/i dapat mengisi skala ini dengan jujur sesuai kondisi yang Saudara/i alami saat ini. Identitas, jawaban maupun data Saudara/i akan sangat dijawan kerahasiaannya. Saya sangat berharap anda dapat mengisi skala penelitian ini hingga selesai.

Apabila ada pertanyaan terkait penelitian ini, dapat segera menghubungi saya melalui:

WA: 088227386761

Email: Lamferdinandus@gmail.com

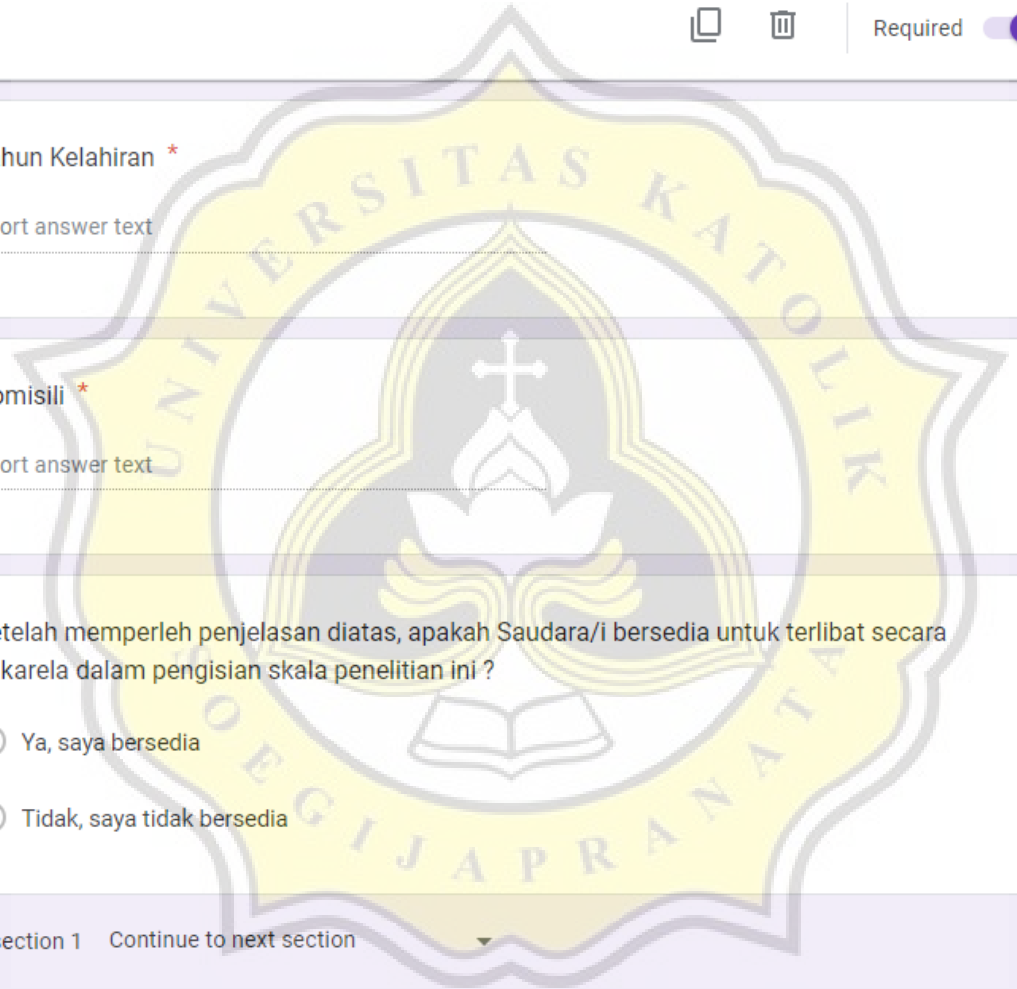
Terimakasih atas kesediaan dan partisipasi Saudara/i. Terdapat total Rp 150.000,00 dalam bentuk E-Wallet dibagi 5 orang responden yang beruntung. Bantuan Saudara/i sangat berarti bagi peneliti.

Salam,
Lam Ferdinandus Yogi Kurnia Salam



Email *

Valid email

This form is collecting emails. [Change settings](#)






...

Nama/Inisial  Short answer 

Short answer text

.....

.....

  Required 


Tahun Kelahiran *
Short answer text
.....

Domisili *
Short answer text
.....

Setelah memperoleh penjelasan diatas, apakah Saudara/i bersedia untuk terlibat secara sukarela dalam pengisian skala penelitian ini ? *

Ya, saya bersedia

Tidak, saya tidak bersedia

After section 1 Continue to next section 



| Subjek | Item | | | | | | | | | | | | | | | | | | | | | | | |
|--------|-----------------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| | Tahun Kelahiran | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 1 | 2000 | 4 | 3 | 2 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 3 | 1 | 3 | 4 | 3 | 4 | 3 | 6 | 3 | 5 | 1 | 0 | 0 |
| 2 | 2000 | 2 | 3 | 2 | 4 | 1 | 4 | 4 | 2 | 4 | 4 | 4 | 1 | 2 | 4 | 3 | 4 | 4 | 5 | 3 | 2 | 6 | 4 | 5 |
| 3 | 1997 | 1 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 6 | 4 | 4 |
| 4 | 1997 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 2 | 3 | 5 | 2 | 5 | 2 |
| 5 | 2000 | 3 | 4 | 2 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 |
| 6 | 1997 | 1 | 4 | 1 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 2 | 3 | 3 | 6 | 5 | 5 | 5 | 3 | 5 | 6 | 5 | 5 |
| 7 | 1994 | 3 | 3 | 2 | 2 | 1 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 8 | 1999 | 4 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 1 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 0 | 3 | 3 |
| 9 | 1975 | 1 | 1 | 2 | 2 | 3 | 1 | 1 | 1 | 3 | 2 | 3 | 1 | 3 | 4 | 5 | 5 | 5 | 6 | 5 | 4 | 6 | 4 | 3 |
| 10 | 1997 | 1 | 4 | 1 | 4 | 1 | 4 | 4 | 2 | 1 | 1 | 1 | 4 | 2 | 4 | 6 | 6 | 6 | 5 | 2 | 4 | 3 | 4 | 3 |
| 11 | 2000 | 3 | 4 | 2 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 1 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 |
| 12 | 2000 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 4 | 4 | 1 | 1 | 1 | 4 | 1 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 5 | 5 |
| 13 | 2000 | 3 | 3 | 1 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 3 | 1 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 6 | 6 | 6 |
| 14 | 2000 | 1 | 1 | 3 | 2 | 1 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 5 |
| 15 | 1998 | 3 | 3 | 2 | 1 | 2 | 3 | 4 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 |
| 16 | 2000 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 |
| 17 | 2000 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 4 |
| 18 | 1990 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 4 | 4 | 6 | 5 | 6 | 5 | 5 | 5 | 6 | 5 | 5 |
| 19 | 1997 | 2 | 3 | 2 | 2 | 1 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 |
| 20 | 1995 | 4 | 2 | 1 | 1 | 1 | 2 | 3 | 2 | 3 | 2 | 1 | 1 | 3 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 21 | 1996 | 3 | 1 | 1 | 3 | 2 | 4 | 4 | 4 | 4 | 1 | 3 | 2 | 3 | 3 | 5 | 5 | 5 | 6 | 3 | 5 | 6 | 5 | 5 |
| 22 | 2000 | 1 | 3 | 1 | 1 | 1 | 4 | 4 | 3 | 4 | 1 | 1 | 1 | 2 | 4 | 4 | 4 | 6 | 5 | 3 | 4 | 6 | 6 | 6 |
| 23 | 2000 | 3 | 3 | 2 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 1 | 2 |
| 24 | 1993 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 4 | 3 | 3 | 2 | 2 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 5 |
| 25 | 2000 | 3 | 4 | 1 | 3 | 2 | 3 | 4 | 3 | 3 | 1 | 2 | 4 | 3 | 1 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 |

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|----|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 26 | 2000 | 2 | 3 | 1 | 4 | 1 | 3 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 27 | 1997 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 2 | 4 | 1 | 4 | 1 | 1 | 4 | 6 | 6 | 6 | 6 | 6 | 2 | 6 | 1 | 1 |
| 28 | 1999 | 1 | 3 | 1 | 1 | 1 | 4 | 3 | 2 | 2 | 4 | 4 | 2 | 1 | 4 | 5 | 6 | 6 | 5 | 6 | 6 | 5 | 2 | 3 |
| 29 | 1998 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 3 | 1 | 3 | 2 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 |
| 30 | 1980 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 3 | 4 | 4 | 3 | 1 | 1 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 6 | 3 | 4 |
| 31 | 2000 | 1 | 1 | 2 | 1 | 1 | 3 | 3 | 2 | 4 | 3 | 4 | 1 | 1 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 32 | 1976 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 1 | 4 | 4 | 1 | 1 | 4 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 5 | 6 |
| 33 | 1995 | 3 | 4 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 2 | 4 | 1 | 3 | 4 | 5 | 5 | 6 | 6 | 4 | 5 | 4 | 0 | 5 |
| 34 | 1999 | 3 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 1 | 3 | 2 | 4 | 4 | 2 | 3 | 1 | 3 | 5 | 2 | 3 |
| 35 | 1997 | 3 | 2 | 2 | 3 | 2 | 4 | 4 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 1 | 0 | 2 | 1 | 2 | 1 | 1 | |
| 36 | 1995 | 3 | 4 | 2 | 3 | 2 | 4 | 4 | 3 | 4 | 1 | 2 | 3 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 6 |
| 37 | 1993 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 2 | 3 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 38 | 1996 | 2 | 2 | 1 | 1 | 2 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 6 | 6 | 6 | 4 | 4 | 4 | 6 | 3 | 4 |
| 39 | 1998 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40 | 1998 | 1 | 3 | 1 | 1 | 3 | 2 | 3 | 4 | 1 | 4 | 4 | 1 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 1 | 3 |
| 41 | 1999 | 3 | 1 | 2 | 2 | 3 | 2 | 4 | 3 | 4 | 3 | 2 | 1 | 3 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 6 | 5 |
| 42 | 1973 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 4 | 4 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 43 | 1978 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 4 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 44 | 1968 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 3 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 4 | 6 |
| 45 | 1996 | 4 | 3 | 3 | 1 | 1 | 4 | 2 | 1 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 |
| 46 | 1998 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 |
| 47 | 1986 | 4 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 1 | 2 | 2 | 3 | 3 | 6 | 6 | 6 | 4 | 5 | 5 | 6 | 5 | 5 |
| 48 | 1995 | 2 | 2 | 1 | 2 | 3 | 3 | 2 | 3 | 4 | 1 | 1 | 3 | 3 | 3 | 5 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49 | 1980 | 2 | 2 | 3 | 1 | 2 | 2 | 2 | 1 | 1 | 3 | 3 | 2 | 2 | 4 | 6 | 5 | 6 | 3 | 5 | 4 | 6 | 4 | 6 |
| 50 | 1997 | 1 | 1 | 2 | 1 | 2 | 3 | 1 | 1 | 4 | 2 | 2 | 1 | 3 | 4 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 51 | 1971 | 1 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 |
| 52 | 1992 | 1 | 1 | 3 | 1 | 3 | 4 | 2 | 2 | 4 | 3 | 2 | 2 | 2 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 5 |
| 53 | 1998 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 54 | 1994 | 3 | 2 | 1 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 55 | 1974 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |

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|----|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 56 | 1968 | 1 | 2 | 1 | 1 | 3 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | |
| 57 | 1967 | 4 | 1 | 1 | 1 | 4 | 1 | 1 | 2 | 4 | 4 | 1 | 1 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 58 | 1977 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 3 | 1 | 2 | 2 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | |
| 59 | 1968 | 1 | 2 | 1 | 2 | 3 | 2 | 1 | 2 | 2 | 3 | 1 | 2 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | |
| 60 | 1975 | 1 | 2 | 2 | 1 | 3 | 3 | 1 | 3 | 3 | 2 | 1 | 1 | 3 | 3 | 6 | 6 | 5 | 5 | 6 | 6 | 6 | 5 | 5 | |
| 61 | 1971 | 1 | 1 | 2 | 2 | 1 | 3 | 3 | 2 | 3 | 1 | 2 | 2 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | |
| 62 | 1992 | 4 | 2 | 2 | 1 | 1 | 4 | 4 | 4 | 4 | 1 | 1 | 1 | 3 | 1 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | |
| 63 | 1975 | 3 | 1 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 1 | 4 | 1 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | |
| 64 | 1966 | 1 | 2 | 2 | 1 | 3 | 3 | 1 | 3 | 3 | 2 | 1 | 1 | 3 | 3 | 6 | 6 | 5 | 5 | 6 | 6 | 6 | 5 | 5 | |
| 65 | 1998 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | |
| 66 | 1980 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 1 | 1 | 2 | 3 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | |
| 67 | 1980 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 2 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | |
| 68 | 1967 | 1 | 1 | 2 | 1 | 3 | 1 | 2 | 1 | 3 | 1 | 1 | 1 | 4 | 4 | 5 | 6 | 6 | 5 | 6 | 6 | 6 | 5 | 5 | |
| 69 | 1973 | 1 | 1 | 3 | 1 | 2 | 3 | 3 | 2 | 3 | 1 | 3 | 2 | 3 | 3 | 5 | 4 | 6 | 5 | 4 | 0 | 6 | 1 | 1 | |
| 70 | 1966 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 3 | 4 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | |
| 71 | 1979 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 1 | 4 | 1 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 2 | 4 | |
| 72 | 1973 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 2 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | |
| 73 | 1985 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 1 | 1 | 2 | 2 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | |
| 74 | 1992 | 2 | 3 | 2 | 2 | 2 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | |
| 75 | 1995 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | 3 | 4 | 1 | 1 | 2 | 3 | 1 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 6 | |
| 76 | 1986 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | |
| 77 | 1999 | 1 | 1 | 1 | 1 | 2 | 3 | 3 | 3 | 2 | 4 | 3 | 1 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 6 | 4 | 4 | |
| 78 | 1965 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 1 | 4 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | |
| 79 | 1997 | 3 | 4 | 2 | 3 | 1 | 4 | 4 | 2 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 3 | 5 | 5 | 2 | 2 | 3 | 3 | 4 | |
| 80 | 1980 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | |
| 81 | 1997 | 2 | 1 | 2 | 1 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 1 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | |
| 82 | 1992 | 1 | 1 | 2 | 2 | 2 | 3 | 1 | 2 | 3 | 1 | 3 | 4 | 4 | 2 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 6 | |
| 83 | 1999 | 2 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 2 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | |
| 84 | 1968 | 1 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | |
| 85 | 1978 | 1 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 4 | 1 | 1 | 4 | 4 | 4 | 6 | 4 | 6 | 6 | 4 | 6 | 6 | 4 | 5 | |

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 116 | 1979 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 1 | 4 | 1 | 3 | 3 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 2 | 4 | |
| 117 | 1980 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 2 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | |
| 118 | 1967 | 1 | 1 | 2 | 1 | 3 | 1 | 2 | 1 | 3 | 1 | 1 | 1 | 4 | 4 | 5 | 6 | 6 | 5 | 6 | 6 | 6 | 5 | 5 | |
| 119 | 1974 | 2 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 120 | 1971 | 1 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | |





LAMPIRAN C

VALIDATS DAN RELIABILITAS

**C.1 VALIDITAS DAN RELIABILITAS SKALA INTENSI
*TURNOVER***

**C.2 VALIDITAS DANRELIABILITAS SKALA *WORK
ENGAGEMENT***



**C.1 VALIDITAS DAN RELIABILITAS SKALA INTENSI
TURNOVER**

Reliability (Putaran Pertama)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 120 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .683 | 14 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| TIS1 | 30.43 | 29.357 | .488 | .638 |
| TIS2 | 30.32 | 28.571 | .560 | .626 |
| TIS3 | 30.53 | 33.613 | .192 | .679 |
| TIS4 | 30.67 | 30.812 | .477 | .645 |
| TIS5 | 30.33 | 36.594 | -.120 | .715 |
| TIS6 | 29.78 | 28.596 | .572 | .625 |
| TIS7 | 29.89 | 26.232 | .717 | .594 |
| TIS8 | 30.13 | 30.822 | .437 | .649 |
| TIS9 | 29.29 | 31.217 | .359 | .658 |
| TIS10 | 30.17 | 32.969 | .157 | .688 |
| TIS11 | 30.03 | 29.680 | .430 | .646 |
| TIS12 | 30.76 | 33.681 | .188 | .680 |
| TIS13 | 29.53 | 37.378 | -.192 | .723 |
| TIS14 | 29.34 | 36.765 | -.135 | .716 |

Reliability (Putaran Kedua)

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 120 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .812 | 10 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| TIS1 | 20.21 | 29.309 | .513 | .793 |
| TIS2 | 20.09 | 28.386 | .599 | .783 |
| TIS3 | 20.30 | 33.808 | .196 | .822 |
| TIS4 | 20.44 | 30.215 | .571 | .789 |
| TIS6 | 19.55 | 27.628 | .692 | .772 |
| TIS7 | 19.67 | 25.686 | .791 | .756 |
| TIS8 | 19.91 | 30.336 | .512 | .794 |
| TIS9 | 19.07 | 30.449 | .457 | .799 |
| TIS11 | 19.81 | 31.333 | .304 | .818 |
| TIS12 | 20.53 | 33.259 | .260 | .817 |



**C.2 VALIDITAS DAN RELIABILITAS SKALA WORK
ENGAGEMENT**

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 120 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 120 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .924 | 9 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| UWES1 | 36.85 | 64.666 | .824 | .910 |
| UWES2 | 36.95 | 64.603 | .733 | .914 |
| UWES3 | 36.74 | 64.882 | .797 | .912 |
| UWES4 | 37.00 | 62.336 | .743 | .914 |
| UWES5 | 37.11 | 63.324 | .745 | .913 |
| UWES6 | 36.95 | 63.325 | .711 | .916 |
| UWES7 | 36.63 | 63.127 | .756 | .913 |
| UWES8 | 37.56 | 61.644 | .621 | .925 |
| UWES9 | 37.22 | 62.205 | .702 | .917 |



| Subjek | Item | | | | | | | | | | | | | | | | | | | | | | |
|--------|-----------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|--|--|--|
| | Tahun Kelahiran | 1 | 2 | 3 | 4 | 6 | 7 | 8 | 9 | 11 | 12 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | | | |
| 1 | 2000 | 4 | 3 | 2 | 1 | 4 | 4 | 4 | 4 | 3 | 1 | 3 | 4 | 3 | 6 | 3 | 5 | 1 | 0 | 0 | | | |
| 2 | 2000 | 2 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 1 | 3 | 4 | 4 | 5 | 3 | 2 | 6 | 4 | 5 | | | |
| 3 | 1997 | 1 | 2 | 2 | 2 | 4 | 4 | 2 | 3 | 3 | 2 | 5 | 4 | 5 | 5 | 4 | 4 | 6 | 4 | 4 | | | |
| 4 | 1997 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 5 | 2 | 5 | 2 | | | |
| 5 | 2000 | 3 | 4 | 2 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | | | |
| 6 | 1997 | 1 | 4 | 1 | 2 | 2 | 2 | 3 | 2 | 1 | 2 | 6 | 5 | 5 | 5 | 3 | 5 | 6 | 5 | 5 | | | |
| 7 | 1994 | 3 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | | | |
| 8 | 1999 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 0 | 3 | 3 | | | |
| 9 | 1975 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 3 | 3 | 1 | 5 | 5 | 5 | 6 | 5 | 4 | 6 | 4 | 3 | | | |
| 10 | 1997 | 1 | 4 | 1 | 4 | 4 | 4 | 2 | 1 | 1 | 4 | 6 | 6 | 6 | 5 | 2 | 4 | 3 | 4 | 3 | | | |
| 11 | 2000 | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 3 | 1 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | | | |
| 12 | 2000 | 1 | 1 | 1 | 1 | 1 | 3 | 4 | 4 | 1 | 1 | 6 | 5 | 5 | 5 | 5 | 6 | 6 | 5 | 5 | | | |
| 13 | 2000 | 3 | 3 | 1 | 2 | 4 | 4 | 2 | 4 | 3 | 1 | 4 | 4 | 4 | 5 | 4 | 5 | 6 | 6 | 6 | | | |
| 14 | 2000 | 1 | 1 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 5 | 4 | 3 | 5 | | | |
| 15 | 1998 | 3 | 3 | 2 | 1 | 3 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 4 | | | |
| 16 | 2000 | 3 | 2 | 2 | 2 | 3 | 4 | 2 | 3 | 2 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | | | |
| 17 | 2000 | 2 | 4 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | | | |
| 18 | 1990 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 6 | 5 | 6 | 5 | 5 | 5 | 6 | 5 | 5 | | | |
| 19 | 1997 | 2 | 3 | 2 | 2 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | | | |
| 20 | 1995 | 4 | 2 | 1 | 1 | 2 | 3 | 2 | 3 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | | | |
| 21 | 1996 | 3 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 5 | 5 | 5 | 6 | 3 | 5 | 6 | 5 | 5 | | | |
| 22 | 2000 | 1 | 3 | 1 | 1 | 4 | 4 | 3 | 4 | 1 | 1 | 4 | 4 | 6 | 5 | 3 | 4 | 6 | 6 | 6 | | | |
| 23 | 2000 | 3 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 1 | 2 | | | |
| 24 | 1993 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 5 | | | |
| 25 | 2000 | 3 | 4 | 1 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | | | |
| 26 | 2000 | 2 | 3 | 1 | 4 | 3 | 4 | 3 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | | | |
| 27 | 1997 | 1 | 1 | 1 | 2 | 2 | 1 | 2 | 4 | 4 | 1 | 6 | 6 | 6 | 6 | 6 | 2 | 6 | 1 | 1 | | | |
| 28 | 1999 | 1 | 3 | 1 | 1 | 4 | 3 | 2 | 2 | 4 | 2 | 5 | 6 | 6 | 5 | 6 | 6 | 5 | 2 | 3 | | | |
| 29 | 1998 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 1 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | | | |
| 30 | 1980 | 1 | 2 | 2 | 2 | 2 | 1 | 3 | 4 | 3 | 1 | 5 | 5 | 5 | 3 | 4 | 5 | 6 | 3 | 4 | | | |
| 31 | 2000 | 1 | 1 | 2 | 1 | 3 | 3 | 2 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | | | |
| 32 | 1976 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 5 | 6 | | | |
| 33 | 1995 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 1 | 5 | 5 | 6 | 6 | 4 | 5 | 4 | 0 | 5 | | | |
| 34 | 1999 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 1 | 4 | 4 | 2 | 3 | 1 | 3 | 5 | 2 | 3 | | | |
| 35 | 1997 | 3 | 2 | 2 | 3 | 4 | 4 | 2 | 3 | 3 | 2 | 2 | 1 | 1 | 0 | 2 | 1 | 2 | 1 | 1 | | | |
| 36 | 1995 | 3 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 6 | | | |
| 37 | 1993 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | | | |
| 38 | 1996 | 2 | 2 | 1 | 1 | 4 | 4 | 3 | 3 | 2 | 2 | 6 | 6 | 6 | 4 | 4 | 4 | 6 | 3 | 4 | | | |
| 39 | 1998 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | | |
| 40 | 1998 | 1 | 3 | 1 | 1 | 2 | 3 | 4 | 1 | 4 | 1 | 4 | 4 | 5 | 5 | 3 | 3 | 5 | 1 | 3 | | | |

| | | | | | | | | | | | | | | | | | | | | |
|----|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 41 | 1999 | 3 | 1 | 2 | 2 | 2 | 4 | 3 | 4 | 2 | 1 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 6 | 5 |
| 42 | 1973 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 43 | 1978 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 44 | 1968 | 3 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 4 | 6 |
| 45 | 1996 | 4 | 3 | 3 | 1 | 4 | 2 | 1 | 4 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 |
| 46 | 1998 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 |
| 47 | 1986 | 4 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | 2 | 2 | 6 | 6 | 6 | 4 | 5 | 5 | 6 | 5 | 5 |
| 48 | 1995 | 2 | 2 | 1 | 2 | 3 | 2 | 3 | 4 | 1 | 3 | 5 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 49 | 1980 | 2 | 2 | 3 | 1 | 2 | 2 | 1 | 1 | 3 | 2 | 6 | 5 | 6 | 3 | 5 | 4 | 6 | 4 | 6 |
| 50 | 1997 | 1 | 1 | 2 | 1 | 3 | 1 | 1 | 4 | 2 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 51 | 1971 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 |
| 52 | 1992 | 1 | 1 | 3 | 1 | 4 | 2 | 2 | 4 | 2 | 2 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 5 |
| 53 | 1998 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 54 | 1994 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 55 | 1974 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 56 | 1968 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 57 | 1967 | 4 | 1 | 1 | 1 | 1 | 1 | 2 | 4 | 1 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 58 | 1977 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 1 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 3 |
| 59 | 1968 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 |
| 60 | 1975 | 1 | 2 | 2 | 1 | 3 | 1 | 3 | 3 | 1 | 1 | 6 | 6 | 5 | 5 | 6 | 6 | 6 | 5 | 5 |
| 61 | 1971 | 1 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 |
| 62 | 1992 | 4 | 2 | 2 | 1 | 4 | 4 | 4 | 4 | 1 | 1 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 63 | 1975 | 3 | 1 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 64 | 1966 | 1 | 2 | 2 | 1 | 3 | 1 | 3 | 3 | 1 | 1 | 6 | 6 | 5 | 5 | 6 | 6 | 6 | 5 | 5 |
| 65 | 1998 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 1 |
| 66 | 1980 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 1 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 67 | 1980 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 68 | 1967 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 1 | 1 | 5 | 6 | 6 | 5 | 6 | 6 | 6 | 5 | 5 |
| 69 | 1973 | 1 | 1 | 3 | 1 | 3 | 3 | 2 | 3 | 3 | 2 | 5 | 4 | 6 | 5 | 4 | 0 | 6 | 1 | 1 |
| 70 | 1966 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 |
| 71 | 1979 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 1 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 2 | 4 |
| 72 | 1973 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 73 | 1985 | 4 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 1 | 2 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 74 | 1992 | 2 | 3 | 2 | 2 | 4 | 4 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 |
| 75 | 1995 | 1 | 2 | 2 | 2 | 3 | 2 | 3 | 4 | 1 | 2 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 6 |
| 76 | 1986 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 |
| 77 | 1999 | 1 | 1 | 1 | 1 | 3 | 3 | 3 | 2 | 3 | 1 | 4 | 4 | 5 | 5 | 4 | 5 | 6 | 4 | 4 |
| 78 | 1965 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 1 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 |
| 79 | 1997 | 3 | 4 | 2 | 3 | 4 | 4 | 2 | 4 | 2 | 2 | 4 | 3 | 5 | 5 | 2 | 2 | 3 | 3 | 4 |
| 80 | 1980 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 81 | 1997 | 2 | 1 | 2 | 1 | 3 | 3 | 2 | 4 | 4 | 1 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 |
| 82 | 1992 | 1 | 1 | 2 | 2 | 3 | 1 | 2 | 3 | 3 | 4 | 6 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 6 |
| 83 | 1999 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 5 |

| | | | | | | | | | | | | | | | | | | | | |
|-----|------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 84 | 1968 | 1 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 5 | 4 | 5 | 3 | 5 | 5 | 5 | 3 | 3 |
| 85 | 1978 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 4 | 1 | 4 | 6 | 4 | 6 | 6 | 4 | 6 | 6 | 4 | 5 |
| 86 | 1968 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 87 | 1972 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 |
| 88 | 1980 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 |
| 89 | 1966 | 1 | 1 | 4 | 1 | 3 | 1 | 1 | 4 | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 6 | 4 |
| 90 | 1970 | 1 | 1 | 4 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 5 | 5 | 6 | 6 | 5 | 6 | 6 | 6 | 6 |
| 91 | 1977 | 1 | 1 | 1 | 1 | 2 | 2 | 4 | 3 | 3 | 1 | 5 | 5 | 5 | 4 | 6 | 6 | 5 | 5 | 5 |
| 92 | 1972 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 3 | 1 | 1 | 5 | 5 | 5 | 6 | 5 | 5 | 6 | 5 | 5 |
| 93 | 1989 | 4 | 4 | 1 | 1 | 4 | 3 | 1 | 4 | 1 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 94 | 1973 | 4 | 1 | 1 | 1 | 4 | 2 | 1 | 4 | 1 | 1 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 4 |
| 95 | 1969 | 2 | 4 | 3 | 2 | 3 | 3 | 2 | 4 | 4 | 1 | 5 | 5 | 5 | 5 | 4 | 4 | 6 | 5 | 5 |
| 96 | 1977 | 2 | 2 | 1 | 1 | 4 | 4 | 1 | 4 | 3 | 1 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 4 | 5 |
| 97 | 1988 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | 3 | 3 | 3 | 0 | 3 | 3 | 3 | 0 | 0 |
| 98 | 1968 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 3 | 2 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 99 | 1966 | 2 | 3 | 2 | 2 | 4 | 4 | 2 | 4 | 3 | 2 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 0 | 2 |
| 100 | 1965 | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 6 |
| 101 | 1966 | 1 | 1 | 2 | 1 | 3 | 1 | 1 | 4 | 1 | 1 | 5 | 6 | 6 | 6 | 5 | 5 | 6 | 6 | 4 |
| 102 | 1969 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 6 | 5 | 6 | 6 | 6 | 6 | 6 | 5 | 6 |
| 103 | 1969 | 2 | 3 | 2 | 1 | 3 | 2 | 3 | 4 | 2 | 2 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 |
| 104 | 1965 | 1 | 3 | 1 | 1 | 2 | 1 | 3 | 3 | 2 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 105 | 1966 | 1 | 1 | 1 | 1 | 3 | 1 | 1 | 2 | 1 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 106 | 1977 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 1 | 4 | 6 | 4 | 3 | 6 | 3 | 3 | 3 | 3 |
| 107 | 1974 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 4 | 5 |
| 108 | 1980 | 1 | 1 | 4 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 6 | 6 | 6 | 6 | 5 | 6 | 6 | 6 | 6 |
| 109 | 1998 | 3 | 2 | 1 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 |
| 110 | 1974 | 2 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 3 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 3 | 6 |
| 111 | 1978 | 1 | 1 | 3 | 1 | 1 | 2 | 3 | 1 | 3 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 112 | 1970 | 1 | 1 | 4 | 1 | 1 | 1 | 1 | 1 | 4 | 1 | 5 | 5 | 6 | 6 | 5 | 6 | 6 | 6 | 6 |
| 113 | 1966 | 1 | 2 | 2 | 1 | 3 | 1 | 3 | 3 | 1 | 1 | 6 | 6 | 5 | 5 | 6 | 6 | 6 | 5 | 5 |
| 114 | 1973 | 1 | 1 | 3 | 1 | 3 | 3 | 2 | 3 | 3 | 2 | 5 | 4 | 6 | 5 | 4 | 0 | 6 | 1 | 1 |
| 115 | 1966 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 |
| 116 | 1979 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 1 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 2 | 4 |
| 117 | 1980 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| 118 | 1967 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 3 | 1 | 1 | 5 | 6 | 6 | 5 | 6 | 6 | 6 | 5 | 5 |
| 119 | 1974 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 |
| 120 | 1971 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 |



LAMPIRAN E

UJI ASUMSI

E.1. UJI NORMALITAS

E.2. UJI HOMOGENITAS

E.3 UJI LINIERITAS



LAMPIRAN E.1

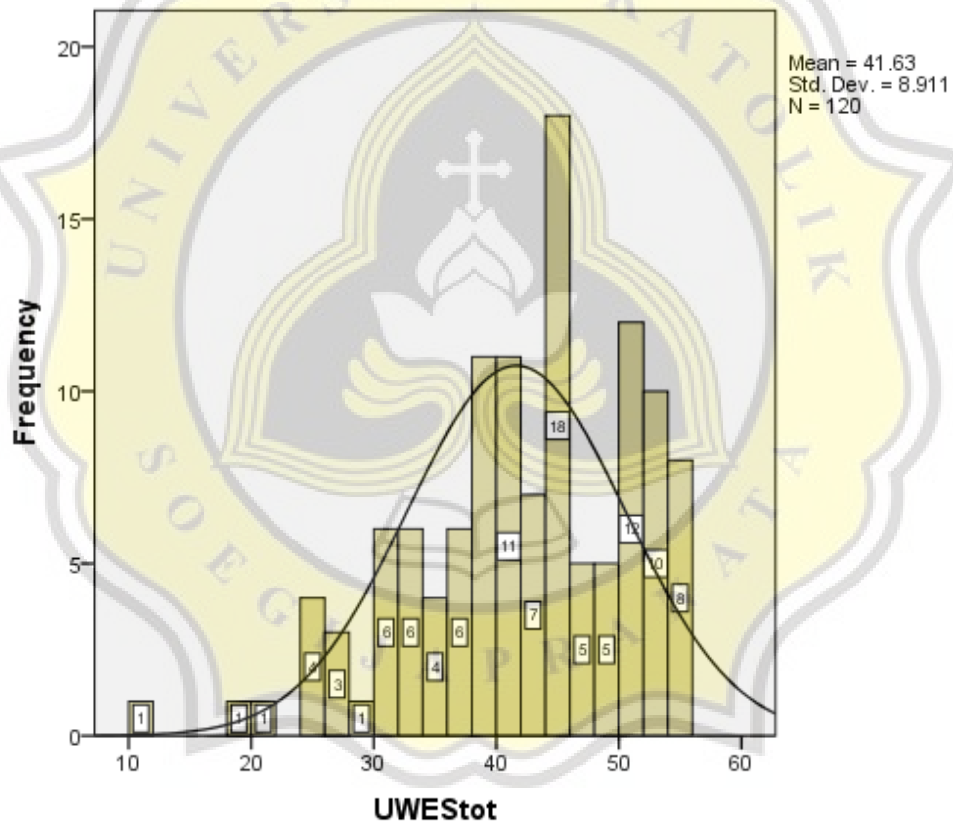
UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

| | | UWES _{tot} |
|----------------------------------|----------------|---------------------|
| N | | 120 |
| Normal Parameters ^{a,b} | Mean | 41.63 |
| | Std. Deviation | 8.911 |
| | Absolute | .088 |
| Most Extreme Differences | Positive | .082 |
| | Negative | -.088 |
| Kolmogorov-Smirnov Z | | .968 |
| Asymp. Sig. (2-tailed) | | .305 |

a. Test distribution is Normal.

b. Calculated from data.

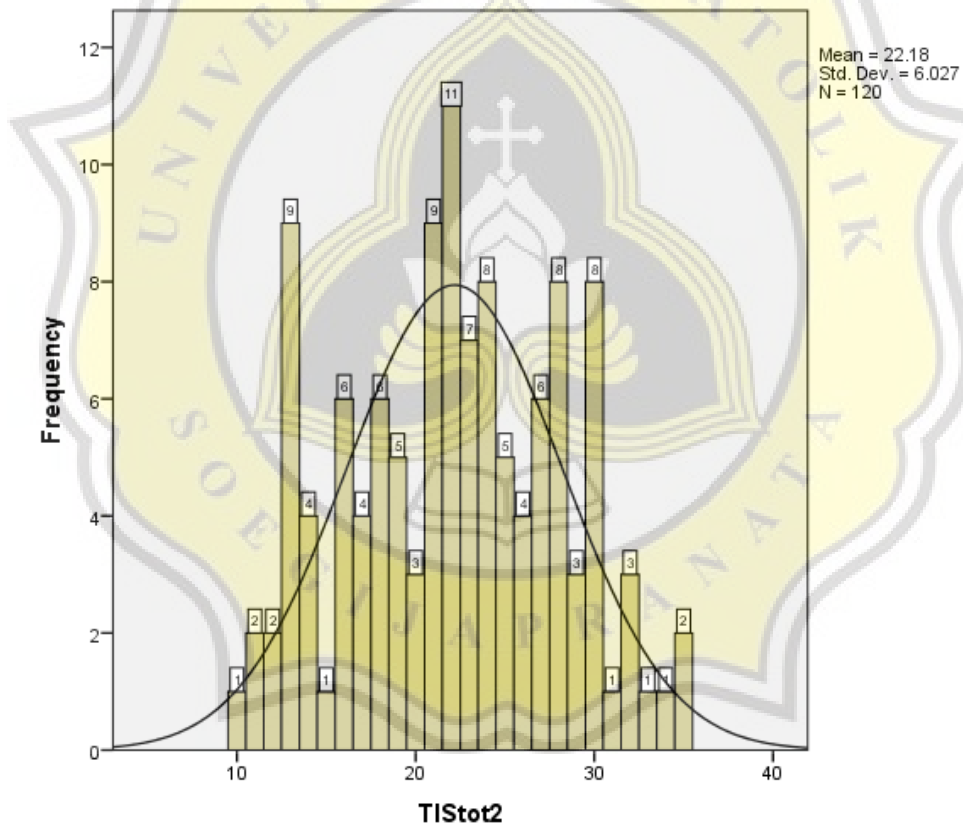


One-Sample Kolmogorov-Smirnov Test

| | | T1Stot2 |
|----------------------------------|----------------|---------|
| N | | 120 |
| Normal Parameters ^{a,b} | Mean | 22.18 |
| | Std. Deviation | 6.027 |
| | Absolute | .064 |
| Most Extreme Differences | Positive | .062 |
| | Negative | -.064 |
| Kolmogorov-Smirnov Z | | .705 |
| Asymp. Sig. (2-tailed) | | .702 |

a. Test distribution is Normal.

b. Calculated from data.



Kategorisasi Intensi *Turnover* Karyawan Generasi X

| Kategori | Rumus | Jumlah | Persentase |
|----------|--------------------------|--------|------------|
| Rendah | $X < 16,153$ | 24 | 40% |
| Sedang | $16,153 \leq X < 28,207$ | 33 | 55% |
| Tinggi | $28,207 < X$ | 3 | 5% |

Kategorisasi Intensi *Turnover* Karyawan Generasi Y

| Kategori | Rumus | Jumlah | Persentase |
|----------|--------------------------|--------|------------|
| Rendah | $X < 16,153$ | 1 | 1,66% |
| Sedang | $16,153 \leq X < 28,207$ | 43 | 71,66% |
| Tinggi | $28,207 < X$ | 16 | 26,66% |

Kategorisasi Intensi *Turnover* Karyawan Generasi X dan Y

| Kategori | Rumus | Jumlah | Persentase |
|----------|--------------------------|--------|------------|
| Rendah | $X < 16,153$ | 25 | 21% |
| Sedang | $16,153 \leq X < 28,207$ | 76 | 63% |
| Tinggi | $28,207 < X$ | 19 | 16% |

Kategorisasi *Work Engagement*

| Kategori | Rumus | Jumlah | Persentase |
|----------|-----------------------|--------|------------|
| Rendah | $X < 32,719$ | 20 | 17% |
| Sedang | $32,719 < X < 50,541$ | 77 | 64% |
| Tinggi | $50,541 < X$ | 23 | 19% |

Correlations

| | | totTIS | Aspek_Vigor |
|-------------|---------------------|---------|-------------|
| totTIS | Pearson Correlation | 1 | -.679** |
| | Sig. (1-tailed) | | .000 |
| | N | 120 | 120 |
| Aspek_Vigor | Pearson Correlation | -.679** | 1 |
| | Sig. (1-tailed) | .000 | |
| | N | 120 | 120 |

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

Correlations

| | | totTIS | Aspek_Dedicati on |
|------------------|---------------------|---------|----------------------|
| totTIS | Pearson Correlation | 1 | -.642** |
| | Sig. (1-tailed) | | .000 |
| | N | 120 | 120 |
| Aspek_Dedication | Pearson Correlation | -.642** | 1 |
| | Sig. (1-tailed) | .000 | |
| | N | 120 | 120 |

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

Correlations

| | | totTIS | Aspek_Absorpti on |
|------------------|---------------------|---------|----------------------|
| totTIS | Pearson Correlation | 1 | -.520** |
| | Sig. (1-tailed) | | .000 |
| | N | 120 | 120 |
| Aspek_Absorption | Pearson Correlation | -.520** | 1 |
| | Sig. (1-tailed) | .000 | |
| | N | 120 | 120 |

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



LAMPIRAN E.2

UJI HOMOGENITAS

Group Statistics

| | Generasi | N | Mean | Std. Deviation | Std. Error Mean |
|------------------------|----------|----|-------|----------------|-----------------|
| Hasil Intensi Turnover | Gen X | 60 | 18.73 | 5.575 | .720 |
| | Gen Y | 60 | 25.62 | 4.255 | .549 |

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 | |
| Hasil Intensi Turnover | Equal variances assumed | 2.905 | .091 | -7.603 | 118 | .000 | -6.883 | .905 | -8.676 | -5.090 |
| | Equal variances not assumed | | | -7.603 | 110.322 | .000 | -6.883 | .905 | -8.678 | -5.089 |



LAMPIRAN E.3

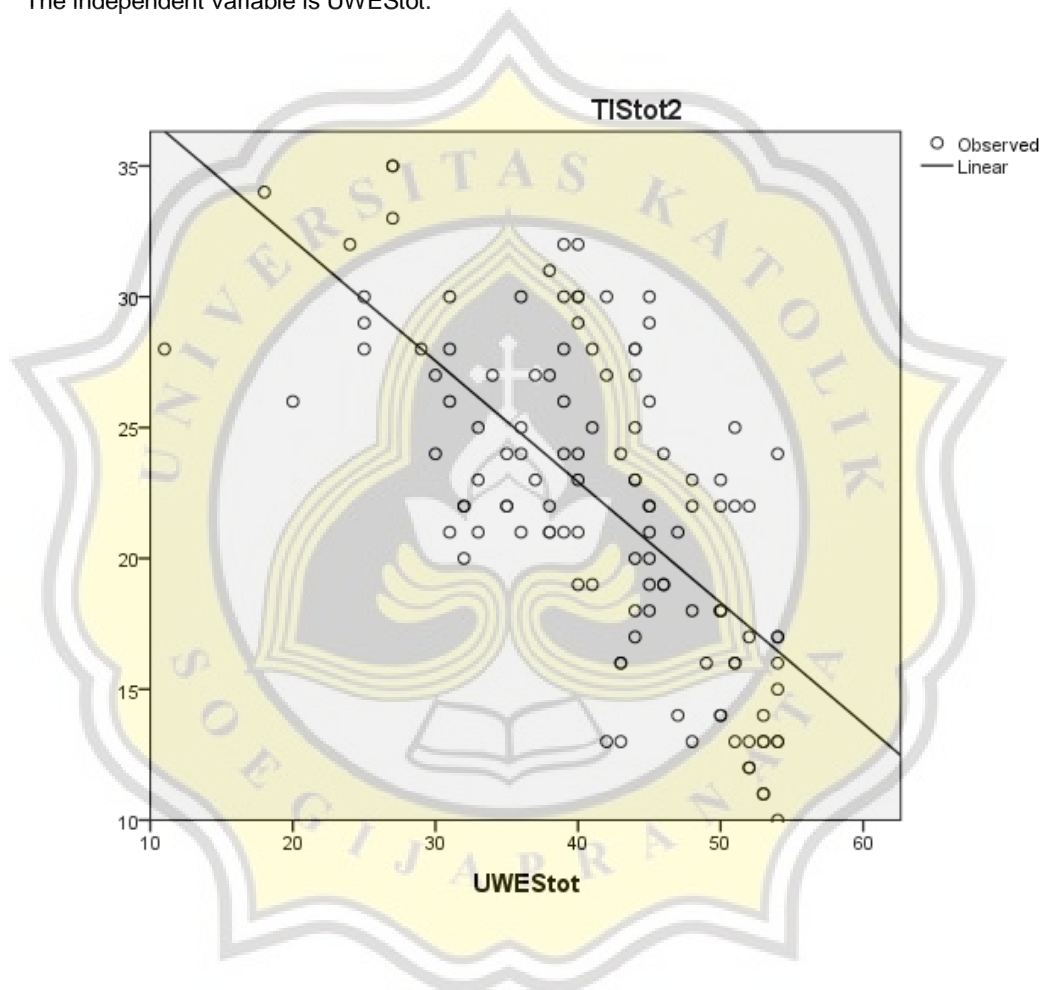
UJI LINIERITAS

Model Summary and Parameter Estimates

Dependent Variable: TlStot2

| Equation | Model Summary | | | | | Parameter Estimates | |
|----------|---------------|---------|-----|-----|------|---------------------|-------|
| | R Square | F | df1 | df2 | Sig. | Constant | b1 |
| Linear | .467 | 103.219 | 1 | 118 | .000 | 41.406 | -.462 |

The independent variable is UWESTot.





LAMPIRAN F
UJI HIPOTESIS

F.1 UJI HIPOTESIS HUBUNGAN *WORK ENGAGEMENT*
TERHADAP INTENSI *TURNOVER* KARYAWAN GENERASI X
DAN Y

F.2. UJI BEDA INTENSI *TURNOVER* KARYAWAN
GENERASI X DAN Y



LAMPIRAN F.1

**UJI HIPOTESIS HUBUNGAN *WORK ENGAGEMENT*
TERHADAP INTENSI *TURNOVER* KARYAWAN GENERASI X
DAN Y**

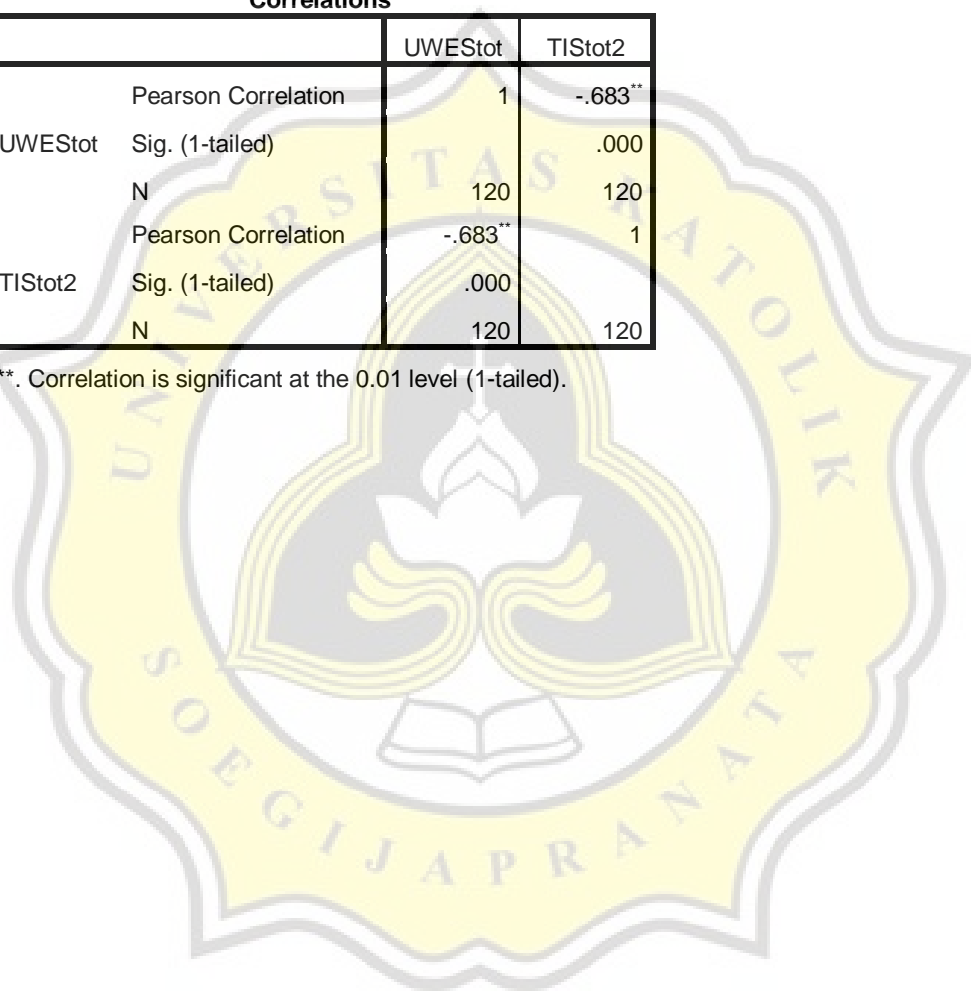
Descriptive Statistics

| | Mean | Std. Deviation | N |
|---------------------|-------|----------------|-----|
| UWES _{tot} | 41.63 | 8.911 | 120 |
| TIS _{tot2} | 22.18 | 6.027 | 120 |

Correlations

| | | UWES _{tot} | TIS _{tot2} |
|---------------------|---------------------|---------------------|---------------------|
| UWES _{tot} | Pearson Correlation | 1 | -.683** |
| | Sig. (1-tailed) | | .000 |
| | N | 120 | 120 |
| TIS _{tot2} | Pearson Correlation | -.683** | 1 |
| | Sig. (1-tailed) | .000 | |
| | N | 120 | 120 |

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





LAMPIRAN F.2.

UJI BEDA INTENSI *TURNOVER* KARYAWAN GENERASI X

DAN Y

Group Statistics

| | Generasi | N | Mean | Std. Deviation | Std. Error Mean |
|------------------------|----------|----|-------|----------------|-----------------|
| Hasil Intensi Turnover | Gen X | 60 | 18.73 | 5.575 | .720 |
| | Gen Y | 60 | 25.62 | 4.255 | .549 |

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 |
| Hasil Intensi Turnover | Equal variances assumed | 2.905 | .091 | -7.603 | 118 | .000 | -6.883 | .905 | -8.676 | -5.090 |
| | Equal variances not assumed | | | -7.603 | 110.322 | .000 | -6.883 | .905 | -8.678 | -5.089 |



LAMPIRAN G

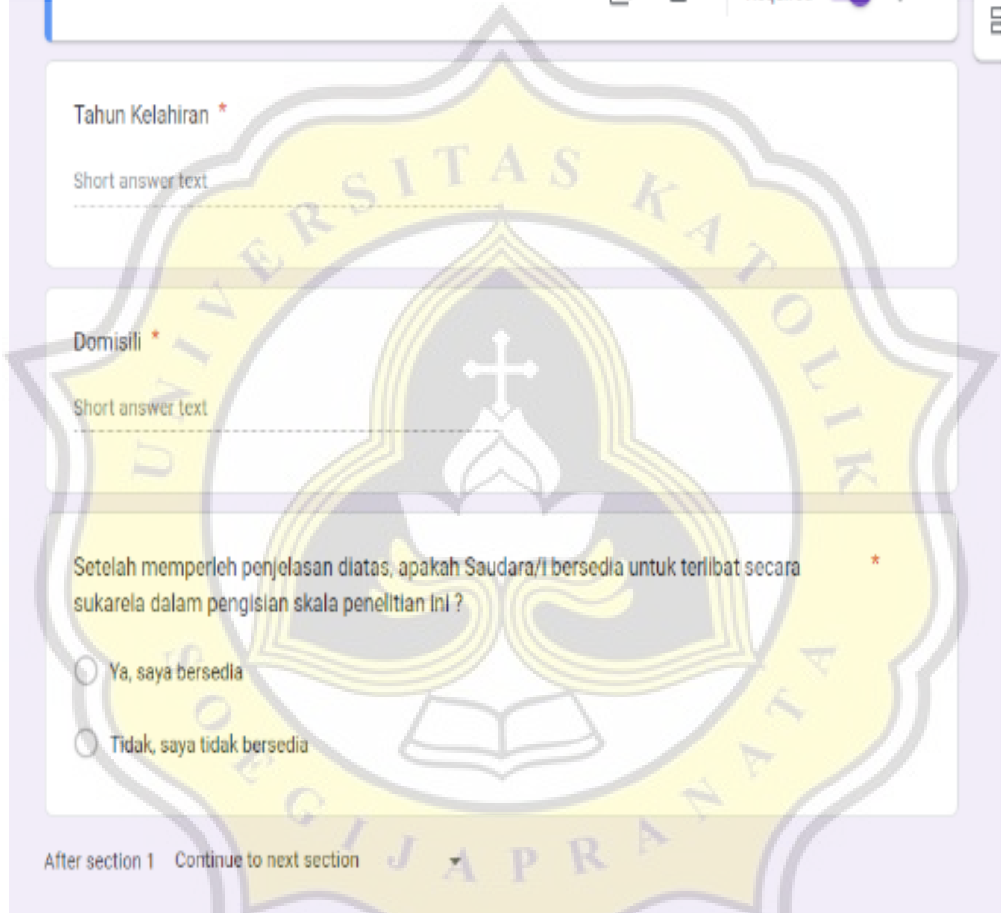
G.1 *INFORMED CONSENT*

G.2 SURAT IJIN PENELITIAN



LAMPIRAN G.1

INFORMED CONSENT



...

Nama/Inisial 📄 = Short answer ▾

Short answer text

📄 🗑️ Required ⋮

Tahun Kelahiran *

Short answer text

Domisili *

Short answer text

Setelah memperleh penjelasan diatas, apakah Saudara/i bersedia untuk terlibat secara sukarela dalam pengisian skala penelitian ini? *

Ya, saya bersedia

Tidak, saya tidak bersedia

After section 1 [Continue to next section](#) ▶



LAMPIRAN G.2.

SURAT IJIN PENELITIAN

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