

Data Skala *Work Engagement*

item 1	item 2	item 3	item 4	item 5	item 6	item 7	item 8	item 9	item 10	item 11	item 12	item 13	item 14	item 15	item 16	item 17	item 18	total
2	2	2	2	2	2	3	2	2	2	2	2	2	2	2	2	2	2	37
2	2	2	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	38
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5	4	5	4	7	6	4	6	6	5	6	6	5	5	4	5	5	6	94
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2	7	2	2	2	2	2	3	3	2	2	5	2	3	3	4	1	3	50
3	4	1	2	4	6	2	2	3	2	6	2	8	5	3	1	2	2	58
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1	1	1	1	1	2	2	2	2	1	1	1	2	1	1	1	2	2	25
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3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	54
2	7	2	2	2	2	2	3	3	2	2	5	2	3	3	4	1	3	50
3	4	1	2	4	6	2	2	3	2	6	2	8	5	3	1	2	2	58



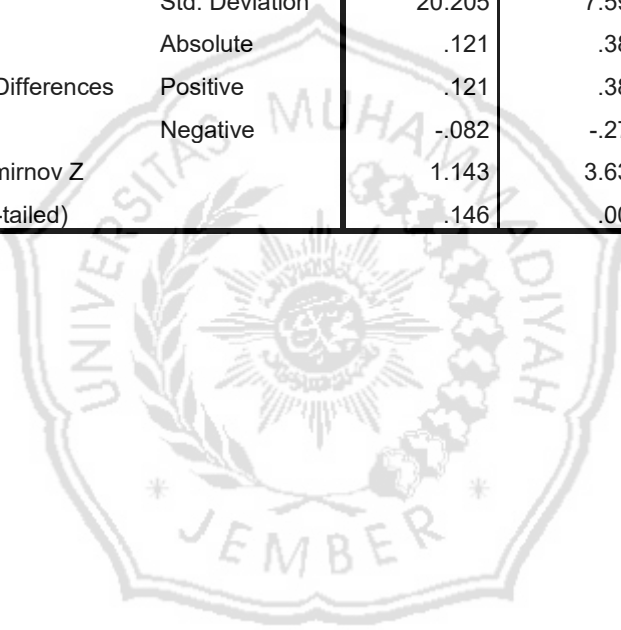
NORMALITAS

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
VAR00001	89	46.16	20.205	18	95
VAR00002	89	176.61	7.597	161	209

One-Sample Kolmogorov-Smirnov Test

		VAR00001	VAR00002
N		89	89
Normal Parameters ^{a,b}	Mean	46.16	176.61
	Std. Deviation	20.205	7.597
	Absolute	.121	.386
Most Extreme Differences	Positive	.121	.386
	Negative	-.082	-.273
Kolmogorov-Smirnov Z		1.143	3.639
Asymp. Sig. (2-tailed)		.146	.000



DESKRIPTIF PER-ASPEK KINERJA

Statistics

		VAR00001	VAR00002	VAR00003	VAR00004
N	Valid	89	89	89	89
	Missing	0	0	0	0
Mean		52.2809	56.42	27.85	47.52
Std. Error of Mean		.76804	.806	.290	.775
Std. Deviation		7.24567	7.601	2.733	7.311
Minimum		32.00	37	21	30
Maximum		62.00	70	35	58

TASK PERFORMANCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	32	1	1.1	1.1	1.1
	37	6	6.7	6.7	7.9
	39	1	1.1	1.1	9.0
	40	1	1.1	1.1	10.1
	43	1	1.1	1.1	11.2
	46	2	2.2	2.2	13.5
	47	2	2.2	2.2	15.7
	48	9	10.1	10.1	25.8
	49	9	10.1	10.1	36.0
	50	3	3.4	3.4	39.3
	52	19	21.3	21.3	60.7
	53	2	2.2	2.2	62.9
	56	3	3.4	3.4	66.3
	57	3	3.4	3.4	69.7
58	2	2.2	2.2	71.9	
60	8	9.0	9.0	80.9	
61	15	16.9	16.9	97.8	
62	2	2.2	2.2	100.0	
Total		89	100.0	100.0	

KONTEXTUAL PERFORMANCE

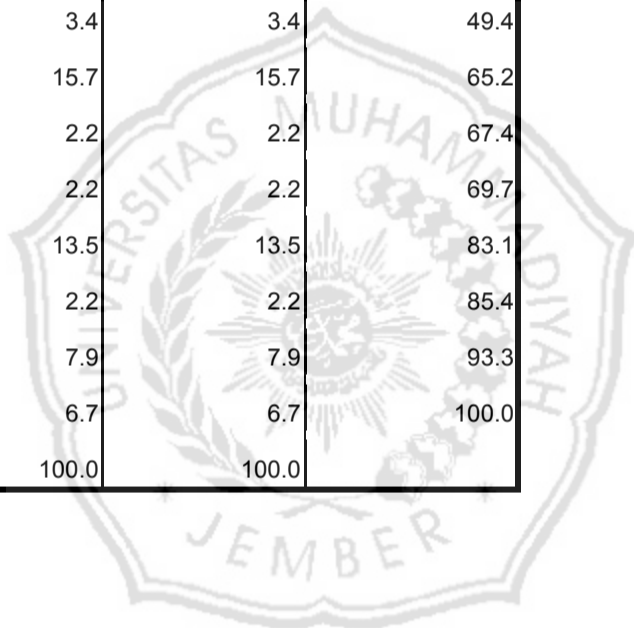
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	37	1	1.1	1.1	1.1
	40	6	6.7	6.7	7.9
	42	1	1.1	1.1	9.0
	43	1	1.1	1.1	10.1
	44	2	2.2	2.2	12.4
	46	1	1.1	1.1	13.5
	49	1	1.1	1.1	14.6
	51	1	1.1	1.1	15.7
	52	4	4.5	4.5	20.2
	54	1	1.1	1.1	21.3
	55	8	9.0	9.0	30.3
	56	26	29.2	29.2	59.6
	58	2	2.2	2.2	61.8
	59	5	5.6	5.6	67.4
	60	10	11.2	11.2	78.7
	61	2	2.2	2.2	80.9
	63	2	2.2	2.2	83.1
	64	1	1.1	1.1	84.3
	65	3	3.4	3.4	87.6
	67	7	7.9	7.9	95.5
	70	4	4.5	4.5	100.0
Total		89	100.0	100.0	

ADAFIVE PERFORMANCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21	1	1.1	1.1	1.1
	22	4	4.5	4.5	5.6
	24	10	11.2	11.2	16.9
	25	2	2.2	2.2	19.1
	27	15	16.9	16.9	36.0
	28	26	29.2	29.2	65.2
	29	6	6.7	6.7	71.9
	30	15	16.9	16.9	88.8
	31	4	4.5	4.5	93.3
	32	3	3.4	3.4	96.6
	33	1	1.1	1.1	97.8
	35	2	2.2	2.2	100.0
Total		89	100.0	100.0	

CONTRAPRODUKTIF WORK BEHAVIOR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30	1	1.1	1.1	1.1
	32	6	6.7	6.7	7.9
	37	3	3.4	3.4	11.2
	39	3	3.4	3.4	14.6
	41	3	3.4	3.4	18.0
	42	4	4.5	4.5	22.5
	43	5	5.6	5.6	28.1
	44	4	4.5	4.5	32.6
	45	7	7.9	7.9	40.4
	46	3	3.4	3.4	43.8
	48	2	2.2	2.2	46.1
	49	3	3.4	3.4	49.4
	50	14	15.7	15.7	65.2
	51	2	2.2	2.2	67.4
	52	2	2.2	2.2	69.7
	53	12	13.5	13.5	83.1
	56	2	2.2	2.2	85.4
	57	7	7.9	7.9	93.3
	58	6	6.7	6.7	100.0
Total		89	100.0	100.0	



VALIDITAS DAN RELIABILITAS WORK ENGAGEMENT

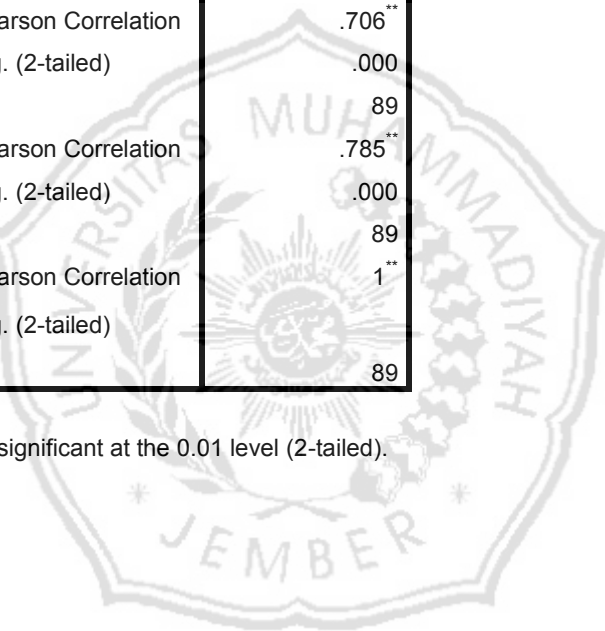
Correlations

		Correlations				
		VAR0000	VAR0000	VAR0000	VAR0000	VAR0000
		1	2	3	4	5
VAR00001	Pearson Correlation	1	.518**	.727**	.537**	.741**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	89	89	89	89	89
VAR00002	Pearson Correlation	.518**	1	.538**	.342**	.458**
	Sig. (2-tailed)	.000		.000	.001	.000
	N	89	89	89	89	89
VAR00003	Pearson Correlation	.727**	.538**	1	.715**	.723**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	89	89	89	89	89
VAR00004	Pearson Correlation	.537**	.342**	.715**	1	.787**
	Sig. (2-tailed)	.000	.001	.000		.000
	N	89	89	89	89	89
VAR00005	Pearson Correlation	.741**	.458**	.723**	.787**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	89	89	89	89	89
VAR00019	Pearson Correlation	.759**	.632**	.747**	.706**	.785**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	89	89	89	89	89

Correlations

		VAR00019
	Pearson Correlation	.759
VAR00001	Sig. (2-tailed)	.000
	N	89
	Pearson Correlation	.632**
VAR00002	Sig. (2-tailed)	.000
	N	89
	Pearson Correlation	.747**
VAR00003	Sig. (2-tailed)	.000
	N	89
	Pearson Correlation	.706**
VAR00004	Sig. (2-tailed)	.000
	N	89
	Pearson Correlation	.785**
VAR00005	Sig. (2-tailed)	.000
	N	89
	Pearson Correlation	1**
VAR00019	Sig. (2-tailed)	
	N	89

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

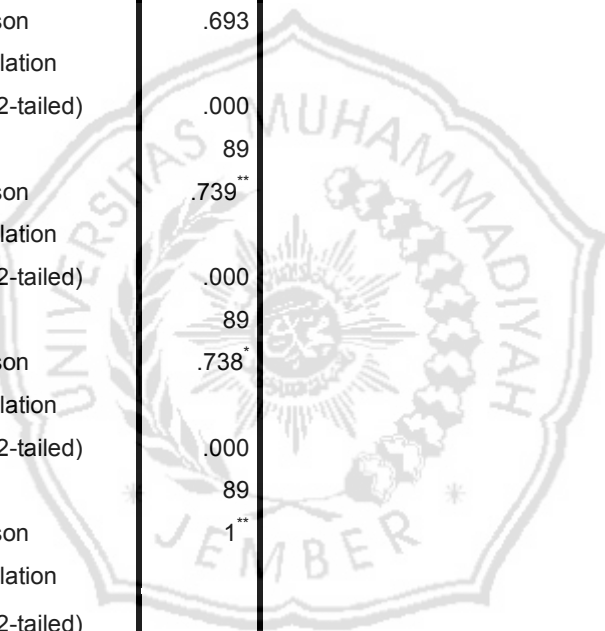


Correlations

		VAR0000	VAR0000	VAR0000	VAR0000	VAR0000
		6	7	8	9	10
VAR00006	Pearson	1	.190	.118	.429**	.211*
	Correlation					
	Sig. (2-tailed)		.074	.272	.000	.047
	N	89	89	89	89	89
VAR00007	Pearson	.190	1	.634**	.411**	.812**
	Correlation					
	Sig. (2-tailed)	.074		.000	.000	.000
	N	89	89	89	89	89
VAR00008	Pearson	.118	.634**	1	.645**	.821**
	Correlation					
	Sig. (2-tailed)	.272	.000		.000	.000
	N	89	89	89	89	89
VAR00009	Pearson	.429**	.411**	.645**	1	.733**
	Correlation					
	Sig. (2-tailed)	.000	.000	.000		.000
	N	89	89	89	89	89
VAR00010	Pearson	.211*	.812**	.821**	.733**	1
	Correlation					
	Sig. (2-tailed)	.047	.000	.000	.000	
	N	89	89	89	89	89
VAR00019	Pearson	.616**	.651**	.693**	.739**	.738**
	Correlation					
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	89	89	89	89	89

Correlations

	VAR000
	19
VAR00006	Pearson Correlation .616
	Sig. (2-tailed) .000
	N 89
VAR00007	Pearson Correlation .651
	Sig. (2-tailed) .000
	N 89
VAR00008	Pearson Correlation .693
	Sig. (2-tailed) .000
	N 89
VAR00009	Pearson Correlation .739**
	Sig. (2-tailed) .000
	N 89
VAR00010	Pearson Correlation .738*
	Sig. (2-tailed) .000
	N 89
VAR00019	Pearson Correlation 1**
	Sig. (2-tailed)
	N 89



		VAR000	VAR000	VAR000	VAR000	VAR000
		11	12	13	14	15
VAR00011	Pearson	1	.415**	.563**	.771**	.645**
	Correlation					
	Sig. (2-tailed)		.000	.000	.000	.000
VAR00012	N	89	89	89	89	89
	Pearson	.415**	1	.075	.451**	.735**
	Correlation					
VAR00013	Sig. (2-tailed)	.000		.486	.000	.000
	N	89	89	89	89	89
	Pearson	.563**	.075	1	.520**	.339**
VAR00014	Correlation					
	Sig. (2-tailed)	.000	.486		.000	.001
	N	89	89	89	89	89
VAR00015	Pearson	.771**	.451**	.520**	1	.802**
	Correlation					
	Sig. (2-tailed)	.000	.000	.000		.000
VAR00016	N	89	89	89	89	89
	Pearson	.645**	.735**	.339**	.802**	1
	Correlation					
VAR00017	Sig. (2-tailed)	.000	.000	.001	.000	
	N	89	89	89	89	89
	Pearson	.445**	.808**	.246*	.646**	.878**
VAR00018	Correlation					
	Sig. (2-tailed)	.000	.000	.020	.000	.000
	N	89	89	89	89	89
VAR00019	Pearson	.315**	.782**	.103	.307**	.630**
	Correlation					
	Sig. (2-tailed)	.003	.000	.338	.003	.000
VAR00020	N	89	89	89	89	89
	Pearson	.532**	.487**	.308**	.509**	.556**
	Correlation					
VAR00021	Sig. (2-tailed)	.000	.000	.003	.000	.000
	N	89	89	89	89	89
	Pearson	.842**	.718**	.583**	.774**	.845**
VAR00022	Correlation					
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	89	89	89	89	89

Correlations

		VAR000	VAR000	VAR000	VAR000
		16	17	18	19
VAR00011	Pearson	.445	.315**	.532**	.842**
	Correlation				
	Sig. (2-tailed)	.000	.003	.000	.000
	N	89	89	89	89
VAR00012	Pearson	.808**	.782	.487	.718**
	Correlation				
	Sig. (2-tailed)	.000	.000	.000	.000
	N	89	89	89	89
VAR00013	Pearson	.246**	.103	.308	.583**
	Correlation				
	Sig. (2-tailed)	.020	.338	.003	.000
	N	89	89	89	89
VAR00014	Pearson	.646**	.307**	.509**	.774
	Correlation				
	Sig. (2-tailed)	.000	.003	.000	.000
	N	89	89	89	89
VAR00015	Pearson	.878**	.630**	.556**	.845**
	Correlation				
	Sig. (2-tailed)	.000	.000	.000	.000
	N	89	89	89	89
VAR00016	Pearson	1**	.594**	.518*	.788**
	Correlation				
	Sig. (2-tailed)		.000	.000	.000
	N	89	89	89	89
VAR00017	Pearson	.594**	1**	.507	.601**
	Correlation				
	Sig. (2-tailed)	.000		.000	.000
	N	89	89	89	89
VAR00018	Pearson	.518**	.507**	1**	.700**
	Correlation				
	Sig. (2-tailed)	.000	.000		.000
	N	89	89	89	89
VAR00019	Pearson	.788**	.601**	.700**	1**
	Correlation				
	Sig. (2-tailed)	.000	.000	.000	
	N	89	89	89	89

Reliability

Case Processing Summary

		N	%
Cases	Valid	89	100.0
	Excluded ^a	0	.0
	Total	89	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.937	18



DESKRIPTIVE WORK ENGAGEMENT

Statistics

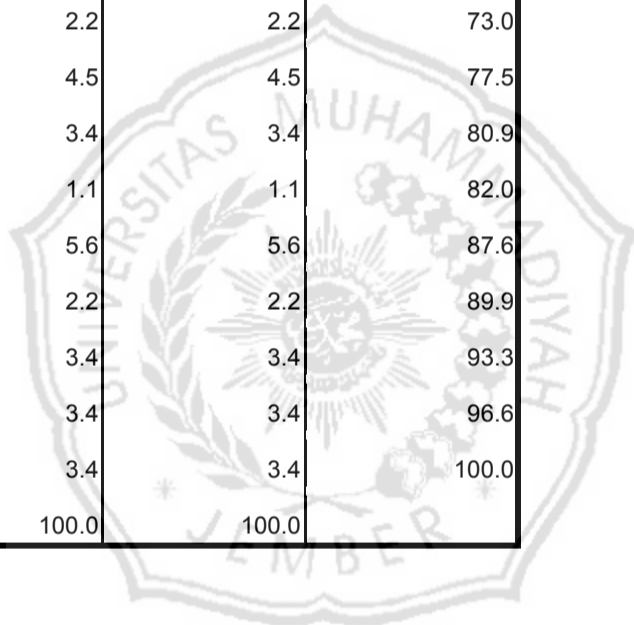
		VAR00005	VAR00006	VAR00007
N	Valid	89	89	89
	Missing	0	0	0
Mean		13.8764	22.3820	9.8989
Std. Deviation		6.17697	11.06027	5.15674
Minimum		6.00	8.00	4.00
Maximum		31.00	44.00	24.00

VIGOR

		Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	6	5	5.6	5.6	5.6	
	7	11	12.4	12.4	18.0	
	8	4	4.5	4.5	22.5	
	9	1	1.1	1.1	23.6	
	10	6	6.7	6.7	30.3	
	11	2	2.2	2.2	32.6	
	12	15	16.9	16.9	49.4	
	13	9	10.1	10.1	59.6	
	14	5	5.6	5.6	65.2	
	15	4	4.5	4.5	69.7	
	16	3	3.4	3.4	73.0	
	17	6	6.7	6.7	79.8	
	18	2	2.2	2.2	82.0	
	20	4	4.5	4.5	86.5	
	21	3	3.4	3.4	89.9	
	24	3	3.4	3.4	93.3	
	28	3	3.4	3.4	96.6	
	31	3	3.4	3.4	100.0	
	Total		89	100.0	100.0	

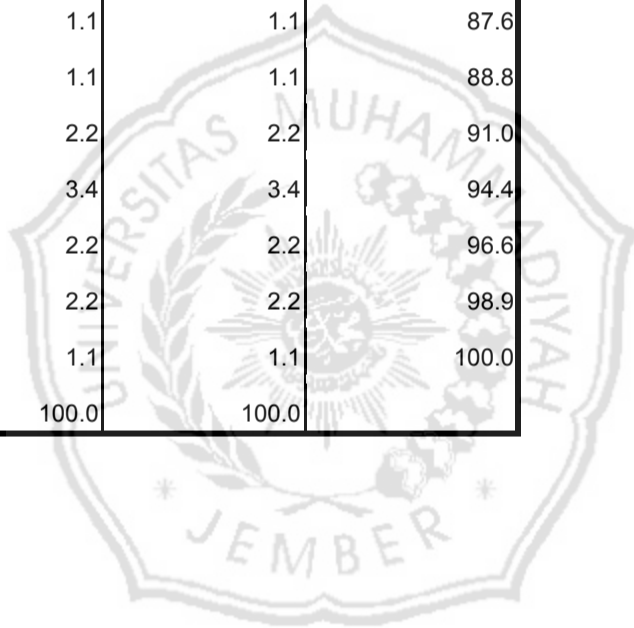
DEDICATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8	7	7.9	7.9	7.9
	10	2	2.2	2.2	10.1
	11	5	5.6	5.6	15.7
	12	3	3.4	3.4	19.1
	14	1	1.1	1.1	20.2
	15	9	10.1	10.1	30.3
	16	11	12.4	12.4	42.7
	17	1	1.1	1.1	43.8
	19	9	10.1	10.1	53.9
	20	4	4.5	4.5	58.4
	22	6	6.7	6.7	65.2
	24	5	5.6	5.6	70.8
	26	2	2.2	2.2	73.0
	30	4	4.5	4.5	77.5
	37	3	3.4	3.4	80.9
	38	1	1.1	1.1	82.0
	39	5	5.6	5.6	87.6
	40	2	2.2	2.2	89.9
	41	3	3.4	3.4	93.3
	43	3	3.4	3.4	96.6
	44	3	3.4	3.4	100.0
Total		89	100.0	100.0	



ABSORPTION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	9	10.1	10.1	10.1
	5	6	6.7	6.7	16.9
	6	7	7.9	7.9	24.7
	7	5	5.6	5.6	30.3
	8	22	24.7	24.7	55.1
	9	9	10.1	10.1	65.2
	10	3	3.4	3.4	68.5
	11	6	6.7	6.7	75.3
	12	3	3.4	3.4	78.7
	13	2	2.2	2.2	80.9
	14	2	2.2	2.2	83.1
	15	3	3.4	3.4	86.5
	16	1	1.1	1.1	87.6
	17	1	1.1	1.1	88.8
	20	2	2.2	2.2	91.0
	21	3	3.4	3.4	94.4
	22	2	2.2	2.2	96.6
	23	2	2.2	2.2	98.9
	24	1	1.1	1.1	100.0
Total		89	100.0	100.0	



HIPOTESA

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.126 ^a	.016	.005	7.324

a. Predictors: (Constant), work_engagement

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	75.002	1	75.002	1.398	.240 ^a
	Residual	4667.110	87	53.645		
	Total	4742.112	88			

a. Predictors: (Constant), work_engagement

b. Dependent Variable: kinerja



Data Skala Kinerja

item 1	item 2	item 3	item 4	item 5	item 6	item 7	item 8	item 9	item 10	item 11	item 12	item 13	item 14	item 15	item 16	item 17	item 18	item 19
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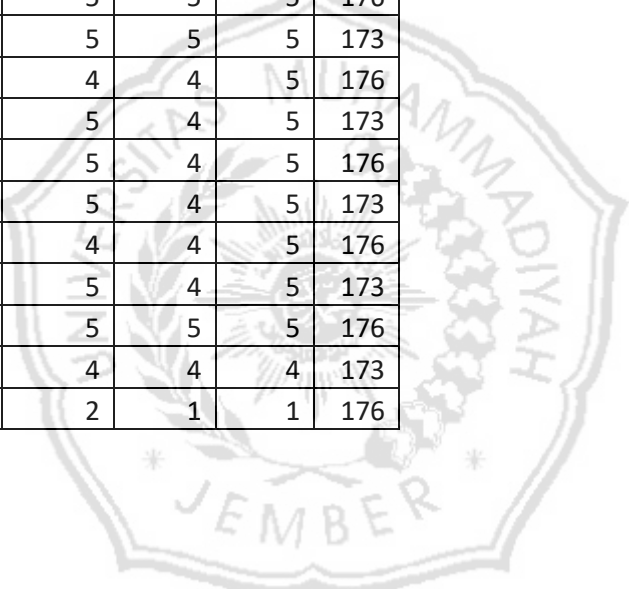
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item 38	item 39	item 40	item 41	item 42	item 43	item 44	item 45	item 46	total
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1	2	4	4	4	2	2	1	1	173
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4	4	4	4	4	5	4	4	5	176
4	4	4	4	4	4	4	4	4	173
4	4	4	4	4	4	4	4	4	176
4	4	5	4	4	3	4	4	3	173
2	2	3	5	3	5	5	2	5	176
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4	5	5	4	4	3	3	4	2	173
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4	4	4	4	4	4	4	4	4	173
4	4	4	4	4	4	4	4	4	176
4	5	5	4	5	4	5	4	4	173
4	4	4	4	4	3	4	4	3	176
5	4	5	4	4	4	5	5	4	173
4	3	4	4	4	4	4	4	4	176
4	3	3	4	4	4	4	4	4	173
3	4	4	4	3	4	4	3	4	176
4	3	4	4	4	4	4	4	4	173

4	5	5	5	5	5	5	4	5	176
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4	4	4	4	4	4	4	4	4	176
5	4	2	4	4	5	5	5	5	173
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5	5	1	5	5	5	5	5	5	173
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4	4	4	4	4	4	4	4	5	176
4	5	3	4	4	4	5	4	5	173
5	4	4	5	5	5	5	5	5	176
4	5	2	4	5	4	4	4	4	173
1	2	4	4	4	2	2	1	1	176



LINIERITAS

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
VAR00002 * VAR00001	89	100.0%	0	0.0%	89	100.0%

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
VAR00002 * VAR00001	Between Groups	(Combined)	2281.003	43	53.047	.853	.699
		Linearity	86.275	1	86.275	1.387	.245
		Deviation from Linearity	2194.727	42	52.255	.840	.714
	Within Groups		2798.233	45	62.183		
	Total		5079.236	88			

Measures of Association

	R	R Squared	Eta	Eta Squared
VAR00002 * VAR00001	-.130	.017	.670	.449

VALIDITAS DAN REABILITAS KINERJA

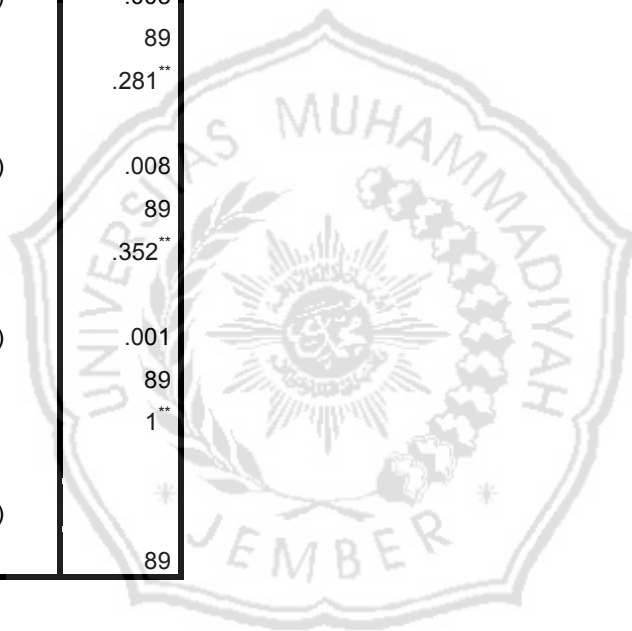
Correlations

Correlations

		VAR0000	VAR0000	VAR0000	VAR0000	VAR0000
		1	2	3	4	5
VAR00001	Pearson Correlation	1	.597**	.449**	.457**	.360**
	Sig. (2-tailed)		.000	.000	.000	.001
	N	89	89	89	89	89
VAR00002	Pearson Correlation	.597**	1	.113	.045	.155
	Sig. (2-tailed)	.000		.290	.674	.148
	N	89	89	89	89	89
VAR00003	Pearson Correlation	.449**	.113	1	.216*	.253*
	Sig. (2-tailed)	.000	.290		.042	.017
	N	89	89	89	89	89
VAR00004	Pearson Correlation	.457**	.045	.216*	1	.773**
	Sig. (2-tailed)	.000	.674	.042		.000
	N	89	89	89	89	89
VAR00005	Pearson Correlation	.360**	.155	.253*	.773**	1
	Sig. (2-tailed)	.001	.148	.017	.000	
	N	89	89	89	89	89
VAR00047	Pearson Correlation	.379**	.329**	.298**	.281**	.352**
	Sig. (2-tailed)	.000	.002	.005	.008	.001
	N	89	89	89	89	89

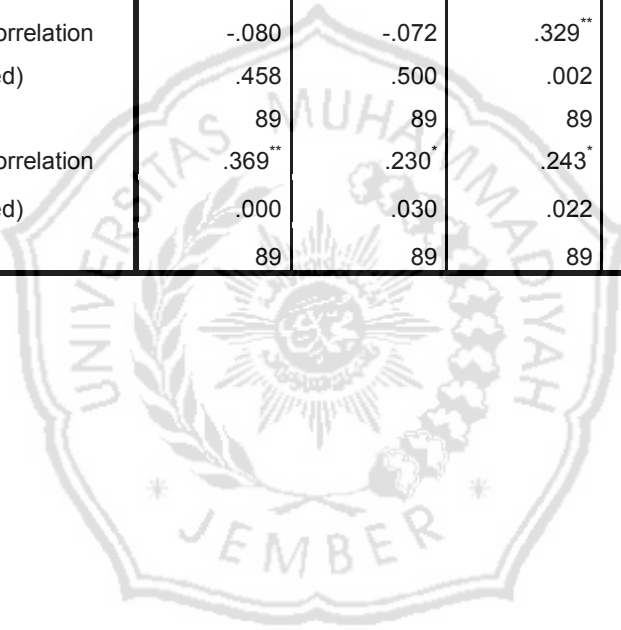
Correlations

		VAR000
		47
VAR00001	Pearson Correlation	.379
	Sig. (2-tailed)	.000
	N	89
VAR00002	Pearson Correlation	.329**
	Sig. (2-tailed)	.002
	N	89
VAR00003	Pearson Correlation	.298**
	Sig. (2-tailed)	.005
	N	89
VAR00004	Pearson Correlation	.281**
	Sig. (2-tailed)	.008
	N	89
VAR00005	Pearson Correlation	.352**
	Sig. (2-tailed)	.001
	N	89
VAR00047	Pearson Correlation	1**
	Sig. (2-tailed)	
	N	89



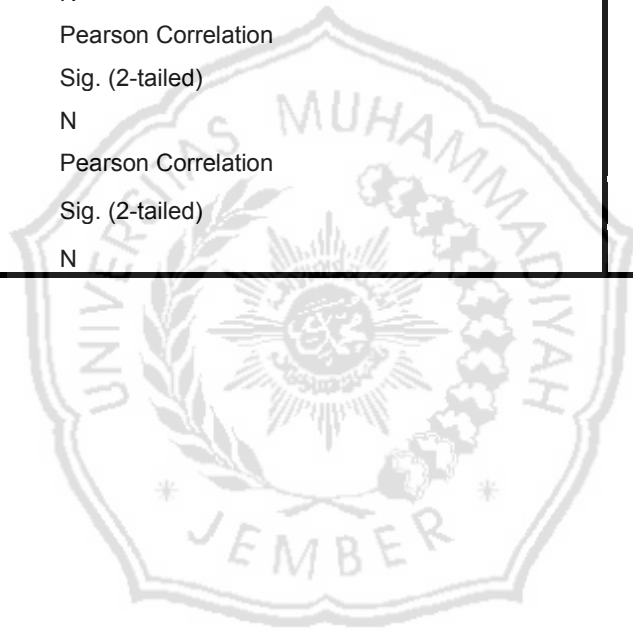
Correlations

		VAR00006	VAR00007	VAR00008	VAR00009	VAR00010
	Pearson Correlation	1	.338**	.077	.472**	-.080
VAR00006	Sig. (2-tailed)		.001	.472	.000	.458
	N	89	89	89	89	89
	Pearson Correlation	.338**	1	.253*	.297**	-.072
VAR00007	Sig. (2-tailed)	.001		.017	.005	.500
	N	89	89	89	89	89
	Pearson Correlation	.077	.253*	1	.242*	.329**
VAR00008	Sig. (2-tailed)	.472	.017		.022	.002
	N	89	89	89	89	89
	Pearson Correlation	.472**	.297**	.242*	1	.043
VAR00009	Sig. (2-tailed)	.000	.005	.022		.686
	N	89	89	89	89	89
	Pearson Correlation	-.080	-.072	.329**	.043	1
VAR00010	Sig. (2-tailed)	.458	.500	.002	.686	
	N	89	89	89	89	89
	Pearson Correlation	.369**	.230*	.243*	.265*	.219*
VAR00047	Sig. (2-tailed)	.000	.030	.022	.012	.039
	N	89	89	89	89	89



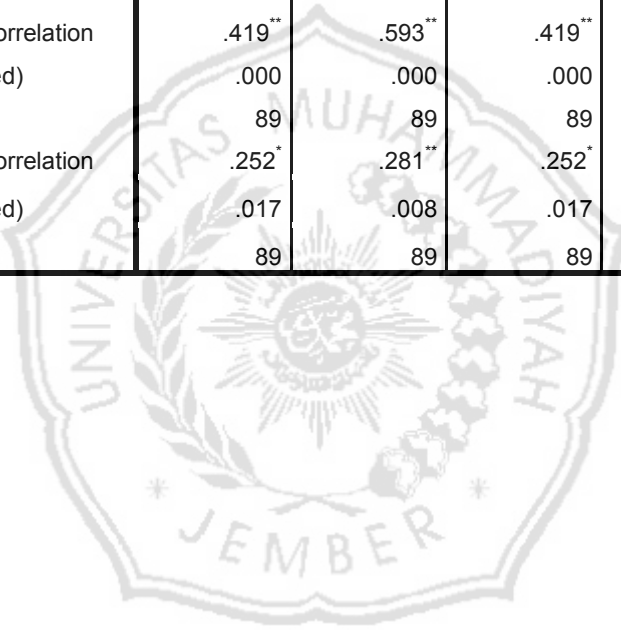
Correlations

		VAR00047
VAR00006	Pearson Correlation	.369
	Sig. (2-tailed)	.000
	N	89
VAR00007	Pearson Correlation	.230**
	Sig. (2-tailed)	.030
	N	89
VAR00008	Pearson Correlation	.243
	Sig. (2-tailed)	.022
	N	89
VAR00009	Pearson Correlation	.265**
	Sig. (2-tailed)	.012
	N	89
VAR00010	Pearson Correlation	.219
	Sig. (2-tailed)	.039
	N	89
VAR00047	Pearson Correlation	1**
	Sig. (2-tailed)	
	N	89



Correlations

		VAR00011	VAR00012	VAR00013	VAR00014	VAR00015
	Pearson Correlation	1	.870**	1.000**	.544**	.419**
VAR00011	Sig. (2-tailed)		.000	.000	.000	.000
	N	89	89	89	89	89
	Pearson Correlation	.870**	1	.870**	.469**	.593**
VAR00012	Sig. (2-tailed)	.000		.000	.000	.000
	N	89	89	89	89	89
	Pearson Correlation	1.000**	.870**	1	.544**	.419**
VAR00013	Sig. (2-tailed)	.000	.000		.000	.000
	N	89	89	89	89	89
	Pearson Correlation	.544**	.469**	.544**	1	.302**
VAR00014	Sig. (2-tailed)	.000	.000	.000		.004
	N	89	89	89	89	89
	Pearson Correlation	.419**	.593**	.419**	.302**	1
VAR00015	Sig. (2-tailed)	.000	.000	.000	.004	
	N	89	89	89	89	89
	Pearson Correlation	.252*	.281**	.252*	.254*	.230*
VAR00047	Sig. (2-tailed)	.017	.008	.017	.016	.030
	N	89	89	89	89	89



Correlations

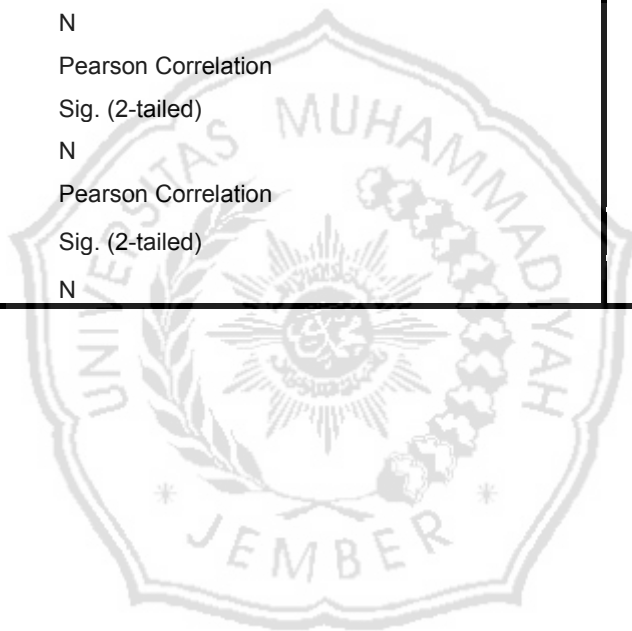
		VAR00047
VAR00011	Pearson Correlation	.252
	Sig. (2-tailed)	.017
	N	89
VAR00012	Pearson Correlation	.281**
	Sig. (2-tailed)	.008
	N	89
VAR00013	Pearson Correlation	.252**
	Sig. (2-tailed)	.017
	N	89
VAR00014	Pearson Correlation	.254**
	Sig. (2-tailed)	.016
	N	89
VAR00015	Pearson Correlation	.230**
	Sig. (2-tailed)	.030
	N	89
VAR00047	Pearson Correlation	1*
	Sig. (2-tailed)	
	N	89

Correlations

		VAR00016	VAR00017	VAR00018	VAR00019	VAR00020
VAR00016	Pearson Correlation	1	.360**	-.016	.389**	.125
	Sig. (2-tailed)		.001	.885	.000	.243
	N	89	89	89	89	89
VAR00017	Pearson Correlation	.360**	1	.321**	.449**	.113
	Sig. (2-tailed)	.001		.002	.000	.290
	N	89	89	89	89	89
VAR00018	Pearson Correlation	-.016	.321**	1	.401**	.366**
	Sig. (2-tailed)	.885	.002		.000	.000
	N	89	89	89	89	89
VAR00019	Pearson Correlation	.389**	.449**	.401**	1	.597**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	89	89	89	89	89
VAR00020	Pearson Correlation	.125	.113	.366**	.597**	1
	Sig. (2-tailed)	.243	.290	.000	.000	
	N	89	89	89	89	89
VAR00047	Pearson Correlation	.327**	.298**	.260*	.379**	.329**
	Sig. (2-tailed)	.002	.005	.014	.000	.002
	N	89	89	89	89	89

Correlations

		VAR00047
VAR00016	Pearson Correlation	.327
	Sig. (2-tailed)	.002
	N	89
VAR00017	Pearson Correlation	.298**
	Sig. (2-tailed)	.005
	N	89
VAR00018	Pearson Correlation	.260
	Sig. (2-tailed)	.014
	N	89
VAR00019	Pearson Correlation	.379**
	Sig. (2-tailed)	.000
	N	89
VAR00020	Pearson Correlation	.329
	Sig. (2-tailed)	.002
	N	89
VAR00047	Pearson Correlation	1**
	Sig. (2-tailed)	
	N	89



Correlations

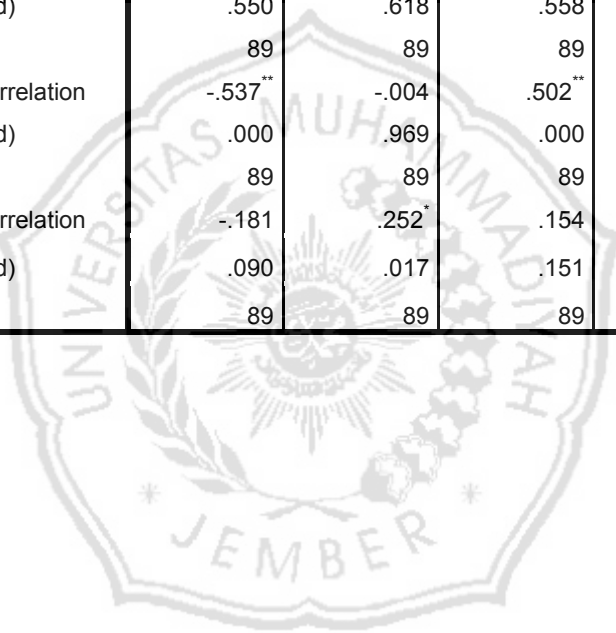
		VAR00021	VAR00022	VAR00023	VAR00024	VAR00025
VAR00021	Pearson Correlation	1	.338**	.805**	.773**	.457**
	Sig. (2-tailed)		.001	.000	.000	.000
	N	89	89	89	89	89
VAR00022	Pearson Correlation	.338**	1	.472**	.385**	.451**
	Sig. (2-tailed)	.001		.000	.000	.000
	N	89	89	89	89	89
VAR00023	Pearson Correlation	.805**	.472**	1	.814**	.581**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	89	89	89	89	89
VAR00024	Pearson Correlation	.773**	.385**	.814**	1	.360**
	Sig. (2-tailed)	.000	.000	.000		.001
	N	89	89	89	89	89
VAR00025	Pearson Correlation	.457**	.451**	.581**	.360**	1
	Sig. (2-tailed)	.000	.000	.000	.001	
	N	89	89	89	89	89
VAR00047	Pearson Correlation	.281**	.265*	.369**	.352**	.379**
	Sig. (2-tailed)	.008	.012	.000	.001	.000
	N	89	89	89	89	89

Correlations

		VAR00047
VAR00021	Pearson Correlation	.281
	Sig. (2-tailed)	.008
	N	89
VAR00022	Pearson Correlation	.265**
	Sig. (2-tailed)	.012
	N	89
VAR00023	Pearson Correlation	.369**
	Sig. (2-tailed)	.000
	N	89
VAR00024	Pearson Correlation	.352**
	Sig. (2-tailed)	.001
	N	89
VAR00025	Pearson Correlation	.379**
	Sig. (2-tailed)	.000
	N	89
VAR00047	Pearson Correlation	1**
	Sig. (2-tailed)	
	N	89

Correlations

		VAR00026	VAR00027	VAR00028	VAR00029	VAR00030
VAR00026	Pearson Correlation	1	.395**	-.529**	-.064	-.537**
	Sig. (2-tailed)		.000	.000	.550	.000
	N	89	89	89	89	89
VAR00027	Pearson Correlation	.395**	1	-.278**	-.054	-.004
	Sig. (2-tailed)	.000		.008	.618	.969
	N	89	89	89	89	89
VAR00028	Pearson Correlation	-.529**	-.278**	1	-.063	.502**
	Sig. (2-tailed)	.000	.008		.558	.000
	N	89	89	89	89	89
VAR00029	Pearson Correlation	-.064	-.054	-.063	1	.399**
	Sig. (2-tailed)	.550	.618	.558		.000
	N	89	89	89	89	89
VAR00030	Pearson Correlation	-.537**	-.004	.502**	.399**	1
	Sig. (2-tailed)	.000	.969	.000	.000	
	N	89	89	89	89	89
VAR00047	Pearson Correlation	-.181	.252*	.154	.262*	.329**
	Sig. (2-tailed)	.090	.017	.151	.013	.002
	N	89	89	89	89	89



Correlations

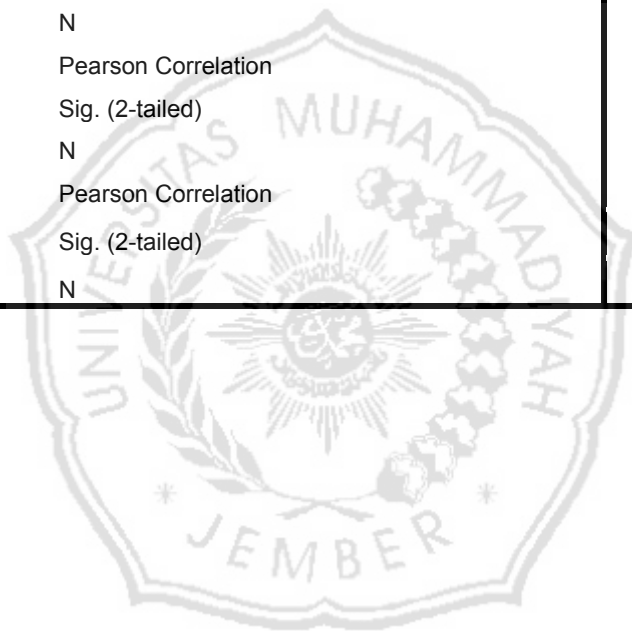
		VAR00047
VAR00026	Pearson Correlation	-.181
	Sig. (2-tailed)	.090
	N	89
VAR00027	Pearson Correlation	.252**
	Sig. (2-tailed)	.017
	N	89
VAR00028	Pearson Correlation	.154**
	Sig. (2-tailed)	.151
	N	89
VAR00029	Pearson Correlation	.262
	Sig. (2-tailed)	.013
	N	89
VAR00030	Pearson Correlation	.329**
	Sig. (2-tailed)	.002
	N	89
VAR00047	Pearson Correlation	1
	Sig. (2-tailed)	
	N	89

Correlations

		VAR00031	VAR00032	VAR00033	VAR00034	VAR00035
VAR00031	Pearson Correlation	1	.189	.336**	.122	.052
	Sig. (2-tailed)		.076	.001	.256	.631
	N	89	89	89	89	89
VAR00032	Pearson Correlation	.189	1	.457**	.223*	.168
	Sig. (2-tailed)	.076		.000	.036	.115
	N	89	89	89	89	89
VAR00033	Pearson Correlation	.336**	.457**	1	.392**	.428**
	Sig. (2-tailed)	.001	.000		.000	.000
	N	89	89	89	89	89
VAR00034	Pearson Correlation	.122	.223*	.392**	1	.403**
	Sig. (2-tailed)	.256	.036	.000		.000
	N	89	89	89	89	89
VAR00035	Pearson Correlation	.052	.168	.428**	.403**	1
	Sig. (2-tailed)	.631	.115	.000	.000	
	N	89	89	89	89	89
VAR00047	Pearson Correlation	.297**	.281**	.379**	.220*	.249*
	Sig. (2-tailed)	.005	.008	.000	.039	.019
	N	89	89	89	89	89

Correlations

		VAR00047
VAR00031	Pearson Correlation	.297
	Sig. (2-tailed)	.005
	N	89
VAR00032	Pearson Correlation	.281
	Sig. (2-tailed)	.008
	N	89
VAR00033	Pearson Correlation	.379**
	Sig. (2-tailed)	.000
	N	89
VAR00034	Pearson Correlation	.220
	Sig. (2-tailed)	.039
	N	89
VAR00035	Pearson Correlation	.249
	Sig. (2-tailed)	.019
	N	89
VAR00047	Pearson Correlation	1**
	Sig. (2-tailed)	
	N	89



Correlations

		VAR00036	VAR00037	VAR00038	VAR00039	VAR00040
VAR00036	Pearson Correlation	1	.474**	.015	-.185	-.273**
	Sig. (2-tailed)		.000	.886	.082	.010
	N	89	89	89	89	89
VAR00037	Pearson Correlation	.474**	1	-.083	-.248*	-.135
	Sig. (2-tailed)	.000		.440	.019	.207
	N	89	89	89	89	89
VAR00038	Pearson Correlation	.015	-.083	1	.647**	-.393**
	Sig. (2-tailed)	.886	.440		.000	.000
	N	89	89	89	89	89
VAR00039	Pearson Correlation	-.185	-.248*	.647**	1	-.152
	Sig. (2-tailed)	.082	.019	.000		.154
	N	89	89	89	89	89
VAR00040	Pearson Correlation	-.273**	-.135	-.393**	-.152	1
	Sig. (2-tailed)	.010	.207	.000	.154	
	N	89	89	89	89	89
VAR00047	Pearson Correlation	.241*	.306**	.352**	.125	-.304**
	Sig. (2-tailed)	.023	.004	.001	.243	.004
	N	89	89	89	89	89

Correlations

		VAR00047
VAR00036	Pearson Correlation	.241
	Sig. (2-tailed)	.023
	N	89
VAR00037	Pearson Correlation	.306**
	Sig. (2-tailed)	.004
	N	89
VAR00038	Pearson Correlation	.352
	Sig. (2-tailed)	.001
	N	89
VAR00039	Pearson Correlation	.125
	Sig. (2-tailed)	.243
	N	89
VAR00040	Pearson Correlation	-.304**
	Sig. (2-tailed)	.004
	N	89
VAR00047	Pearson Correlation	1
	Sig. (2-tailed)	
	N	89

Correlations

		VAR00041	VAR00042	VAR00043	VAR00044	VAR00045
VAR00041	Pearson Correlation	1	-.085	.581**	.457**	.360**
	Sig. (2-tailed)		.427	.000	.000	.001
	N	89	89	89	89	89
VAR00042	Pearson Correlation	-.085	1	.125	.201	.181
	Sig. (2-tailed)	.427		.242	.060	.090
	N	89	89	89	89	89
VAR00043	Pearson Correlation	.581**	.125	1	.805**	.814**
	Sig. (2-tailed)	.000	.242		.000	.000
	N	89	89	89	89	89
VAR00044	Pearson Correlation	.457**	.201	.805**	1	.773**
	Sig. (2-tailed)	.000	.060	.000		.000
	N	89	89	89	89	89
VAR00045	Pearson Correlation	.360**	.181	.814**	.773**	1
	Sig. (2-tailed)	.001	.090	.000	.000	
	N	89	89	89	89	89
VAR00046	Pearson Correlation	.398**	.105	.902**	.870**	.797**
	Sig. (2-tailed)	.000	.326	.000	.000	.000
	N	89	89	89	89	89
VAR00047	Pearson Correlation	.379**	.195	.369**	.281**	.352**
	Sig. (2-tailed)	.000	.067	.000	.008	.001
	N	89	89	89	89	89

Correlations

		VAR00046	VAR00047
VAR00041	Pearson Correlation	.398	.379
	Sig. (2-tailed)	.000	.000
	N	89	89
VAR00042	Pearson Correlation	.105	.195
	Sig. (2-tailed)	.326	.067
	N	89	89
VAR00043	Pearson Correlation	.902**	.369
	Sig. (2-tailed)	.000	.000
	N	89	89
VAR00044	Pearson Correlation	.870**	.281
	Sig. (2-tailed)	.000	.008
	N	89	89
VAR00045	Pearson Correlation	.797**	.352
	Sig. (2-tailed)	.000	.001
	N	89	89
VAR00046	Pearson Correlation	1**	.252
	Sig. (2-tailed)		.017
	N	89	89
VAR00047	Pearson Correlation	.252**	1
	Sig. (2-tailed)	.017	
	N	89	89

Reliability

Case Processing Summary

		N	%
Cases	Valid	89	100.0
	Excluded ^a	0	.0
	Total	89	100.0

Reliability Statistics

Cronbach's Alpha	N of Items
.952	43

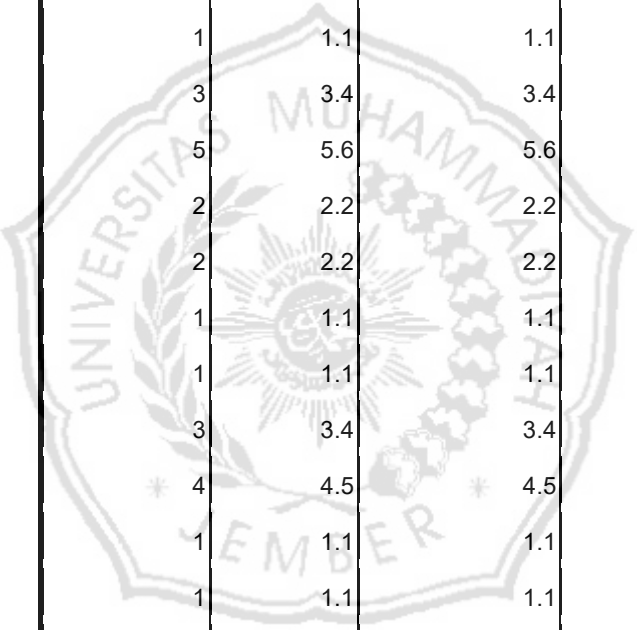
DESKRIPTIF PER VARIABEL

Statistics

		engagement	kinerja
N	Valid	89	89
	Missing	0	0
Mean		46.16	176.46
Std. Error of Mean		2.142	.778
Median		42.00	176.00
Mode		36	173
Std. Deviation		20.205	7.341
Variance		408.225	53.888
Minimum		18	161
Maximum		95	209

engagement

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18	3	3.4	3.4	3.4
	19	2	2.2	2.2	5.6
	20	1	1.1	1.1	6.7
	21	2	2.2	2.2	9.0
	22	1	1.1	1.1	10.1
	24	1	1.1	1.1	11.2
	25	2	2.2	2.2	13.5
	27	1	1.1	1.1	14.6
	28	2	2.2	2.2	16.9
	30	4	4.5	4.5	21.3
	31	5	5.6	5.6	27.0
	33	3	3.4	3.4	30.3
	35	2	2.2	2.2	32.6



36	6	6.7	6.7	39.3
37	1	1.1	1.1	40.4
38	1	1.1	1.1	41.6
39	2	2.2	2.2	43.8
40	2	2.2	2.2	46.1
41	3	3.4	3.4	49.4
42	1	1.1	1.1	50.6
44	3	3.4	3.4	53.9
46	5	5.6	5.6	59.6
47	1	1.1	1.1	60.7
49	3	3.4	3.4	64.0
50	5	5.6	5.6	69.7
53	2	2.2	2.2	71.9
54	2	2.2	2.2	74.2
56	1	1.1	1.1	75.3
57	1	1.1	1.1	76.4
58	3	3.4	3.4	79.8
59	4	4.5	4.5	84.3
62	1	1.1	1.1	85.4
64	1	1.1	1.1	86.5
75	1	1.1	1.1	87.6
76	1	1.1	1.1	88.8
78	1	1.1	1.1	89.9
86	1	1.1	1.1	91.0
87	1	1.1	1.1	92.1
88	1	1.1	1.1	93.3
90	1	1.1	1.1	94.4
92	1	1.1	1.1	95.5
93	1	1.1	1.1	96.6
94	2	2.2	2.2	98.9

95	1	1.1	1.1	100.0
Total	89	100.0	100.0	

kinerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	161	1	1.1	1.1	1.1
	165	1	1.1	1.1	2.2
	169	1	1.1	1.1	3.4
	172	1	1.1	1.1	4.5
	173	39	43.8	43.8	48.3
	176	33	37.1	37.1	85.4
	180	1	1.1	1.1	86.5
	181	1	1.1	1.1	87.6
	183	4	4.5	4.5	92.1
	192	1	1.1	1.1	93.3
	193	1	1.1	1.1	94.4
	198	3	3.4	3.4	97.8
	202	1	1.1	1.1	98.9
	209	1	1.1	1.1	100.0
Total		89	100.0	100.0	