

LAMPIRAN 1

**KUESIONER PENELITIAN  
PENGARUH PSYCHOLOGICAL CAPITAL PERCEIVED  
ORGANIZASIONAL SUPPORT DAN SELF-ABILITY TERHADAP JOB  
CREATIVITY DAN KINERJA KARYAWAN BANK RAKYAT INDONESIA  
KABUPATEN SUMENEP**

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**Petunjuk umum :**

- a. Isilah titik-titik yang tersedia.
- b. Pilihlah jawaban yang sesuai dengan hati nurani saudara yang jujur dengan cara memberi tanda centang (√) pada kolom yang telah tersedia dan pilih sesuai dengan keadaan yang sebenarnya.
- c. Ada lima alternatif jawaban, yaitu :

<b>Angka 1.</b>	<b>STS</b>	<b>= Sangat Tidak Setuju</b>
<b>Angka 2.</b>	<b>TS</b>	<b>= Tidak Setuju</b>
<b>Angka 3.</b>	<b>CS</b>	<b>= Cukup Setuju</b>
<b>Angka 4.</b>	<b>S</b>	<b>= Setuju</b>
<b>Angka 5.</b>	<b>SS</b>	<b>= Sangat Setuju</b>

**IDENTITAS RESPONDEN :**

Nama\* : .....

Jabatan Kerja : .....

Jenis Kelamin :  Laki-laki  Perempuan

Umur Saat Ini :  17 – 25 Tahun  
 26 – 35 Tahun  
 36 – 45 Tahun  
 46 – 60 Tahun

Tingkat pendidikan terakhir atau yang anda tempuh saat ini :

SMA  S1  
 Akademi (D3)  S2

\*) *Demi kerahasiaan Saudara, nama boleh tidak diisi*

### VARIABEL BEBAS (X)

No	Pernyataan	Tanggapan				
		STS	TS	CS	S	SS
1	Psychological Capital /modal psikologis (X1)					
X <sub>1.1</sub>	<b>Hope/Harapan:</b> a. Saya selalu berharap menyelesaikan pekerjaan yang ditargetkan dengan tepat waktu					
	b. Saya selalu berharap bisa berprestasi dalam pekerjaan saya					
X <sub>1.2</sub>	<b>Optimism:</b> a. Saya optimis bisa menyelesaikan pekerjaan supaya berhasil					
	b. Saya percaya bahwa saya bisa menyelesaikan semua masalah ditempat kerja					
X <sub>1.3</sub>	<b>Resilience/Ketahanan:</b> a. Saya bisa menghadapi berbagai tantangan kerja dengan tenang					
	b. Saya selalu berupaya untuk bisa menyelesaikan pekerjaan sampai berhasil					
X <sub>1.4</sub>	<b>Self-efficacy:</b> a. Saya percaya saya bisa menyelesaikan pekerjaan yang diberikan kepada saya sampai sukses					
	b. Saya percaya bisa menyelesaikan berbagai tantangan dalam pekerjaan					

No	Pernyataan	Tanggapan				
		STS	TS	CS	S	SS

2	Perceived Organizational Support/ Dukungan organisasi (X2)					
X <sub>2.1</sub>	<b>Organisasi mampu menghargai kontribusi yang karyawan berikan:</b>					
	<b>a.</b> Perusahaan menghargai berbagai kontribusi yang saya diberikan					
	<b>b.</b> Saya memperoleh penilaian yang adil terhadap kontribusi saya dalam bekerja					
X <sub>2.2</sub>	<b>Organisasi peduli terhadap kesejahteraan karyawan:</b>					
	<b>a.</b> Perusahaan memberi imbalan sesuai pencapaian karyawan					
	<b>b.</b> Perusahaan sungguh-sungguh memperhatikan kesejahteraan karyawan di dalam perusahaan					
X <sub>2.3</sub>	<b>Perhatian yang besar yang ditunjukkan oleh organisasi:</b>					
	<b>a.</b> Perusahaan berusaha menciptakan lingkungan kerja yang baik					
	<b>b.</b> Perusahaan selalu mensupport segala sesuatu yang di perlukan karyawan ketika mengambil keputusan					
X <sub>2.4</sub>	<b>Keluhan dari karyawan yang diperhatikan oleh organisasi:</b>					
	<b>a.</b> Perusahaan memberikan bantuan ketika karyawan mengalami masalah					
	<b>b.</b> Perusahaan selalu menindaklanjuti setiap komplain dari karyawan					

No	Pernyataan	Tanggapan				
		STS	TS	CS	S	SS
3	<b>Self-ability / Kemampuan Diri (X3)</b>					
X <sub>3.1</sub>	<b>Pengetahuan (knowledge):</b> a. Saya mampu menggunakan logika dalam menangani persoalan kerja sesuai dengan pengetahuan dan SOP					
	b. Saya mampu mengimplementasikan pengetahuan sesuai dengan pekerjaan					
X <sub>3.2</sub>	<b>Pelatihan (training):</b> a. Pelatihan yang di berikan perusahaan sesuai dengan kebutuhan pekerjaan					
	b. Materi atau pelatihan yang diikuti selalu meningkatkan keterampilan dan kreativitas kerja saya dalam bekerja					
X <sub>3.3</sub>	<b>Pengalaman (experience):</b> a. Saya telah menguasai pekerjaan dan peralatan kerja yang diberikan oleh perusahaan					
	b. Pelatihan dan keterampilan yang diberikan oleh perusahaan dapat menambah pengalaman dalam bekerja					
X <sub>3.4</sub>	<b>Ketrampilan (skill):</b> a. Saya selalu mempertimbangkan sesuatu dalam mengambil keputusan terkait pekerjaan					
	b. Saya mampu menyampaikan ide-ide atau gagasan terkait pekerjaan					

X <sub>3.5</sub>	<b>Kesanggupan kerja:</b> a. Saya dapat menyelesaikan pekerjaan dengan tepat waktu					
	b. Mampu bekerja lembur untuk menyelesaikan tuntutan pekerjaan					

### VARIABEL INTERVENING (Z)

No	Pernyataan	Tanggapan				
		STS	TS	CS	S	SS
1	<b>Job Creativity/Kreativitas Kerja (Z)</b>					
Z <sub>1.1</sub>	<b>Keluwesannya (fleksibilitas) :</b> a. Perusahaan selalu terbuka dengan ide atau gagasan yang baru					
	b. Saya mampu mencari alternatif ide dalam menyelesaikan permasalahan					
Z <sub>1.2</sub>	<b>Keasliannya (originality):</b> a. Saya mampu menemukan gagasan baru yang berasal dari diri saya sendiri dalam menyelesaikan tugas					
	b. Saya mampu mencari cara-cara yang baru dalam memecahkan masalah, walaupun sudah ada cara penyelesaian dengan cara-cara yang lain					
Z <sub>1.3</sub>	<b>Penguraian (elaboration):</b> a. Saya mampu mengembangkan gagasan yang sudah ada sebelumnya					
	b. Saya mampu membaca situasi atau masalah dalam pekerjaan secara detail					

Z <sub>1.4</sub>	<b>Perumusan kembali (redefinition):</b> a. Saya menyusun dan merangkai ide-ide yang sudah ada yang telah diuraikan sebelumnya menjadi satu kesatuan yang baru.					
	b. Saya selalu berfikir membuat ide - ide baru dalam bekerja selama tidak merugikan perusahaan					

### VARIABEL TERIKAT (Y)

No	Pernyataan	Tanggapan				
		STS	TS	CS	S	SS
1	<b>Kinerja Karyawan (Y)</b>					
Y <sub>1.1</sub>	a. <b>Kualitas Kerja :</b> Saya selalu menyelesaikan tugas pekerjaan organisasi dengan tepat waktu, teliti dan rapi.					
	b. Saya melakukann pekerjaan perusahaan dengan kualitas yang baik					
Y <sub>1.2</sub>	a. <b>Kuantitas Kerja :</b> Saya selalu menyelesaikan banyak pekerjaan atau tugas organisasi dalam waktu yang bersamaan.					
	b. Saya bisa mengerjakan pekerjaan perusahaan melebihi tugas saya					
Y <sub>1.3</sub>	a. <b>Tanggung Jawab :</b> Saya selalu mengerjakan tugas dan pekerjaan apapun yang diberikan oleh pimpinan dan menyelesaikannya dengan baik.					
	b. Saya selalu melakukan pekerjaan sesuai prioritas kerja					

Y <sub>1.4</sub>	<b>a. Inisiatif :</b> Saya selalu berinisiatif membantu dalam melaksanakan dan menyelesaikan pekerjaan atau tugas organisasi yang lebih baik.					
	<b>b.</b> saya selalu berfikir membuat hal-hal baru dalam pekerjaan yang lebih baik					
Y <sub>1.5</sub>	<b>a. Kerjasama :</b> Saya selalu bersedia berpartisipasi membantu rekan kerja lainnya dalam menyelesaikan tugas atau pekerjaannya.					
	<b>b.</b> Saya selalu kompak dalam tim kerja					

## LAMPIRAN 2 TABULASI DATA

This image shows a large grid of graph paper, intended for data tabulation. The grid consists of 25 columns and 40 rows. The columns are labeled with letters from A to Y, and the rows are labeled with numbers from 1 to 40. The grid is empty, with no data entered.



## UJI VALIDITAS DAN RELIABILITAS MENGGUNAKAN SPSS

### VALIDITAS VARIABEL X1

		Correlations								
		Psy1	Psy2	Psy3	Psy4	Psy5	Psy6	Psy7	Psy8	Psychological Capital
Psy1	Pearson Correlation	1	.658**	.693**	.647**	.622**	.601**	.552**	.668**	.784**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
Psy2	Pearson Correlation	.658**	1	.768**	.748**	.741**	.662**	.556**	.724**	.843**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
Psy3	Pearson Correlation	.693**	.768**	1	.847**	.793**	.790**	.634**	.802**	.910**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
Psy4	Pearson Correlation	.647**	.748**	.847**	1	.846**	.815**	.755**	.760**	.924**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
Psy5	Pearson Correlation	.622**	.741**	.793**	.846**	1	.883**	.632**	.845**	.912**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
Psy6	Pearson Correlation	.601**	.662**	.790**	.815**	.883**	1	.674**	.766**	.888**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
Psy7	Pearson Correlation	.552**	.556**	.634**	.755**	.632**	.674**	1	.696**	.794**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
	N	84	84	84	84	84	84	84	84	84
Psy8	Pearson Correlation	.668**	.724**	.802**	.760**	.845**	.766**	.696**	1	.899**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	84	84	84	84	84	84	84	84	84
Psychological Capital	Pearson Correlation	.784**	.843**	.910**	.924**	.912**	.888**	.794**	.899**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	84	84	84	84	84	84	84	84	84

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

### RELIABILITAS VARIABEL X1

#### Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded <sup>a</sup>	0	.0
	Total	84	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.797	9

## VALIDITAS VARIABEL X2

		Correlations								
		POS1	POS2	POS3	POS4	POS5	POS6	POS7	POS8	Perceived Organizational Support
POS1	Pearson Correlation	1	.418**	.385**	.318**	.268*	.245*	.441**	.374**	.571**
	Sig. (2-tailed)		.000	.000	.003	.014	.025	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
POS2	Pearson Correlation	.418**	1	.343**	.306**	.325**	.211	.349*	.315**	.574**
	Sig. (2-tailed)	.000		.001	.001	.003	.054	.022	.054	.000
	N	84	84	84	84	84	84	84	84	84
POS3	Pearson Correlation	.385**	.343**	1	.518**	.631**	.513**	.598**	.535**	.773**
	Sig. (2-tailed)	.000	.001		.000	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
POS4	Pearson Correlation	.318**	.306**	.618**	1	.766**	.620**	.624**	.625**	.821**
	Sig. (2-tailed)	.003	.001	.000		.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
POS5	Pearson Correlation	.268*	.325**	.631**	.766**	1	.768**	.742**	.732**	.869**
	Sig. (2-tailed)	.014	.003	.000	.000		.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
POS6	Pearson Correlation	.245*	.211	.513**	.620**	.768**	1	.644**	.499**	.740**
	Sig. (2-tailed)	.025	.054	.000	.000	.000		.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
POS7	Pearson Correlation	.441**	.349*	.598**	.624**	.742**	.644**	1	.755**	.829**
	Sig. (2-tailed)	.000	.022	.000	.000	.000	.000		.000	.000
	N	84	84	84	84	84	84	84	84	84
POS8	Pearson Correlation	.374**	.315**	.535**	.625**	.732**	.499**	.755**	1	.801**
	Sig. (2-tailed)	.000	.004	.000	.000	.000	.000	.000		.000
	N	84	84	84	84	84	84	84	84	84
Perceived Organizational Support	Pearson Correlation	.571**	.574**	.773**	.821**	.869**	.740**	.829**	.801**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	84	84	84	84	84	84	84	84	84

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

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

## RELIABILITAS VARIABEL X2

### Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded <sup>a</sup>	0	.0
	Total	84	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.779	9

## VALIDITAS VARIABEL X3

		Correlations										
		SA1	SA2	SA3	SA4	SA5	SA6	SA7	SA8	SA9	SA10	Self-Efficacy
SA1	Pearson Correlation	1	.677**	.418**	.360**	.369**	.229*	.413**	.330**	.525**	.542**	.684**
	Sig. (2-tailed)		.000	.000	.001	.001	.036	.000	.002	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
SA2	Pearson Correlation	.677**	1	.634**	.461**	.526**	.260*	.511**	.526**	.605**	.573**	.807**
	Sig. (2-tailed)	.000		.000	.000	.000	.017	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
SA3	Pearson Correlation	.418**	.634**	1	.852**	.763**	.193	.485**	.285**	.474**	.566**	.772**
	Sig. (2-tailed)	.000	.000		.000	.000	.078	.000	.009	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
SA4	Pearson Correlation	.360**	.461**	.852**	1	.746**	.113	.413**	.361**	.428**	.490**	.715**
	Sig. (2-tailed)	.001	.000	.000		.000	.306	.000	.001	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
SA5	Pearson Correlation	.369**	.526**	.763**	.746**	1	.231*	.469**	.380**	.483**	.526**	.775**
	Sig. (2-tailed)	.001	.000	.000	.000		.035	.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
SA6	Pearson Correlation	.229*	.260*	.193	.113	.231*	1	.137	.141	.169	.143	.351*
	Sig. (2-tailed)	.036	.017	.078	.308	.035		.214	.202	.124	.195	.001
	N	84	84	84	84	84	84	84	84	84	84	84
SA7	Pearson Correlation	.413**	.511**	.485**	.413**	.469**	.137	1	.732**	.814**	.745**	.770**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.214		.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
SA8	Pearson Correlation	.330**	.526**	.285**	.361**	.380**	.141	.732**	1	.774**	.686**	.701**
	Sig. (2-tailed)	.002	.000	.009	.001	.000	.202	.000		.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
SA9	Pearson Correlation	.525**	.605**	.474**	.428**	.493**	.169	.814**	.774**	1	.828**	.824**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.124	.000	.000		.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
SA10	Pearson Correlation	.542**	.573**	.566**	.490**	.526**	.143	.745**	.686**	.828**	1	.829**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.195	.000	.000	.000		.000
	N	84	84	84	84	84	84	84	84	84	84	84
Self-Efficacy	Pearson Correlation	.684**	.807**	.772**	.715**	.775**	.351**	.770**	.781**	.824**	.829**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	
	N	84	84	84	84	84	84	84	84	84	84	84

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

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

## RELIABILITAS VARIABEL X3

### Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded <sup>a</sup>	0	.0
	Total	84	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.772	11

## VALIDITAS VARIABEL X4

		Correlations								
		JC1	JC2	JC3	JC4	JC5	JC6	JC7	JC8	Job Creativity
JC1	Pearson Correlation	1	.666**	.525**	.418**	.539**	.001	.063	-.025	.552**
	Sig. (2-tailed)		.000	.000	.000	.000	.990	.571	.821	.000
	N	84	84	84	84	84	84	84	84	84
JC2	Pearson Correlation	.666**	1	.731**	.717**	.695**	.204	.235*	.194	.791**
	Sig. (2-tailed)	.000		.000	.000	.000	.062	.031	.077	.000
	N	84	84	84	84	84	84	84	84	84
JC3	Pearson Correlation	.525**	.731**	1	.759**	.807**	.197	.276*	.257*	.810**
	Sig. (2-tailed)	.000	.000		.000	.000	.072	.011	.018	.000
	N	84	84	84	84	84	84	84	84	84
JC4	Pearson Correlation	.418**	.717**	.759**	1	.780**	.306**	.347**	.284**	.831**
	Sig. (2-tailed)	.000	.000	.000		.000	.005	.001	.009	.000
	N	84	84	84	84	84	84	84	84	84
JC5	Pearson Correlation	.539**	.695**	.807**	.780**	1	.126	.176	.108	.751**
	Sig. (2-tailed)	.000	.000	.000	.000		.253	.110	.326	.000
	N	84	84	84	84	84	84	84	84	84
JC6	Pearson Correlation	.001	.204	.197	.306**	.126	1	.671**	.716**	.592**
	Sig. (2-tailed)	.990	.062	.072	.005	.253		.000	.000	.000
	N	84	84	84	84	84	84	84	84	84
JC7	Pearson Correlation	.063	.235*	.276*	.347**	.176	.671**	1	.801**	.644**
	Sig. (2-tailed)	.571	.031	.011	.001	.110	.000		.000	.000
	N	84	84	84	84	84	84	84	84	84
JC8	Pearson Correlation	-.025	.194	.257*	.284**	.108	.716**	.801**	1	.607**
	Sig. (2-tailed)	.821	.077	.018	.009	.326	.000	.000		.000
	N	84	84	84	84	84	84	84	84	84
Job Creativity	Pearson Correlation	.552**	.791**	.810**	.831**	.751**	.592**	.644**	.607**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	84	84	84	84	84	84	84	84	84

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

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

## RELIABILITAS VARIABEL X4

### Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded <sup>a</sup>	0	.0
	Total	84	100.0

a. Listwise deletion based on all variables in the procedure

### Reliability Statistics

Cronbach's Alpha	N of Items
.772	9

## VALIDITAS VARIABEL Y

**Correlations**

		KR1	KR2	KR3	KR4	KR5	KR6	KR7	KR8	KR9	KR10	Kinerja karyawan
KR1	Pearson Correlation	1	.803**	.471**	.150	.372**	.386**	.191	.233*	.127	.203	.562**
	Sig. (2-tailed)		.000	.000	.174	.000	.000	.081	.033	.248	.094	.000
	N	84	84	84	84	84	84	84	84	84	84	84
KR2	Pearson Correlation	.803**	1	.712**	.410**	.553**	.387**	.243*	.325**	.197	.214	.716**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.026	.003	.072	.051	.000
	N	84	84	84	84	84	84	84	84	84	84	84
KR3	Pearson Correlation	.471**	.712**	1	.639**	.522**	.307**	.100	.214	.124	.136	.662**
	Sig. (2-tailed)	.000	.000		.000	.000	.004	.365	.051	.261	.218	.000
	N	84	84	84	84	84	84	84	84	84	84	84
KR4	Pearson Correlation	.150	.410**	.639**	1	.839**	.329**	.070	.325**	.233*	.168	.642**
	Sig. (2-tailed)	.174	.000	.000		.000	.002	.527	.003	.033	.126	.000
	N	84	84	84	84	84	84	84	84	84	84	84
KR5	Pearson Correlation	.372**	.553**	.522**	.839**	1	.547**	.276*	.419*	.334**	.331**	.758**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.011	.000	.002	.002	.000
	N	84	84	84	84	84	84	84	84	84	84	84
KR6	Pearson Correlation	.386**	.387**	.307**	.329**	.547**	1	.429**	.478**	.526**	.592**	.711**
	Sig. (2-tailed)	.000	.000	.004	.002	.000		.000	.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
KR7	Pearson Correlation	.191	.243*	.100	.070	.276*	.429**	1	.740**	.737**	.813**	.630**
	Sig. (2-tailed)	.081	.026	.265	.527	.011	.000		.000	.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
KR8	Pearson Correlation	.233*	.325**	.214	.325**	.419*	.478**	.740**	1	.682**	.756**	.737**
	Sig. (2-tailed)	.033	.003	.051	.003	.000	.000	.000		.000	.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
KR9	Pearson Correlation	.127	.197	.124	.233*	.334**	.526**	.737**	.682**	1	.820**	.673**
	Sig. (2-tailed)	.248	.072	.261	.033	.002	.000	.000	.000		.000	.000
	N	84	84	84	84	84	84	84	84	84	84	84
KR10	Pearson Correlation	.203	.214	.136	.168	.331**	.502**	.813**	.756**	.820**	1	.889**
	Sig. (2-tailed)	.064	.051	.218	.126	.002	.000	.000	.000	.000		.000
	N	84	84	84	84	84	84	84	84	84	84	84
Kinerja karyawan	Pearson Correlation	.562**	.716**	.662**	.642**	.758**	.711**	.633**	.737**	.673**	.689**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	84	84	84	84	84	84	84	84	84	84	84

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

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

## RELIABILITAS VARIABEL Y

### Case Processing Summary

		N	%
Cases	Valid	84	100.0
	Excluded <sup>a</sup>	0	.0
	Total	84	100.0

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

### Reliability Statistics

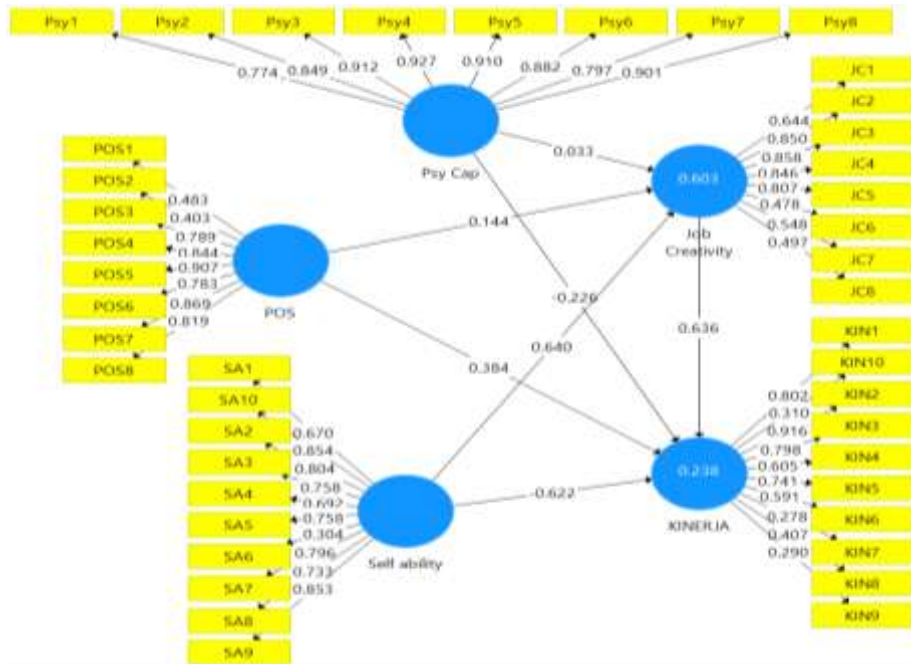
Cronbach's Alpha	N of Items
.764	11

## LAMPIRAN 3 HASIL OLAH DATA

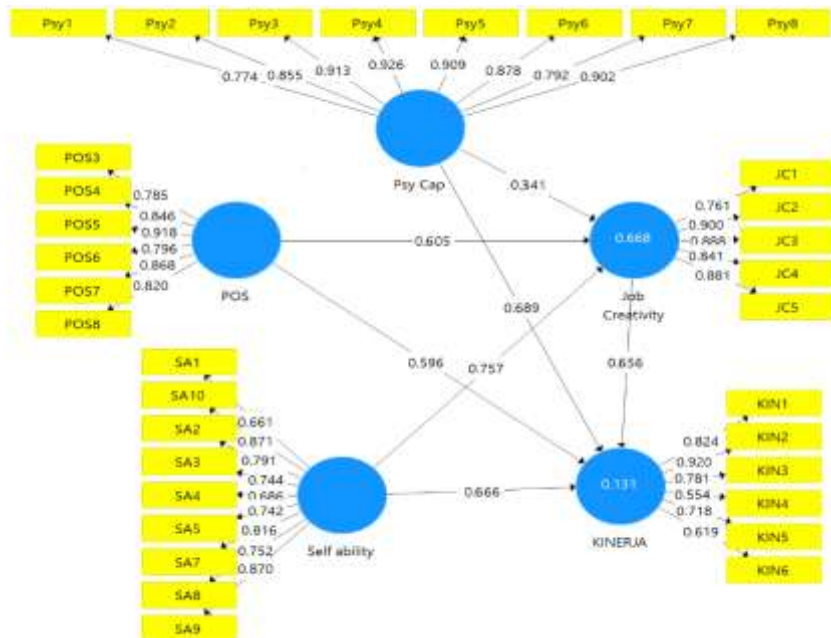
### FAKTOR LOADING SEBELUM DAN SESUDAH DROP INDIKATOR

	Job Creat	KINERJA	POS	Psy Cap	Self ability		Job Creat	KINERJA	POS	Psy Cap	Self ability		Job Creat	KINERJA	POS	Psy Cap	Self ability	
JC1	0.644						JC1	0.741					JC1	0.761				
JC2	0.850						JC2	0.896					JC2	0.900				
JC3	0.858						JC3	0.890					JC3	0.888				
JC4	0.846						JC4	0.853					JC4	0.841				
JC5	0.807						JC5	0.873					JC5	0.881				
JC6	0.478						JC7	0.348					KIN1		0.824			
JC7	0.548						KIN1		0.792				KIN2		0.920			
JC8	0.497						KIN2		0.909				KIN3		0.781			
KIN1		0.802					KIN3		0.799				KIN4		0.554			
KIN10		0.310					KIN4		0.610				KIN5		0.718			
KIN2		0.916					KIN5		0.748				KIN6		0.619			
KIN3		0.798					KIN6		0.610				POS3			0.785		
KIN4		0.605					POS3			0.785			POS4			0.846		
KIN5		0.741					POS4			0.846			POS5			0.918		
KIN6		0.591					POS5			0.918			POS6			0.796		
KIN7		0.278					POS6			0.796			POS7			0.868		
KIN8		0.407					POS7			0.868			POS8			0.820		
KIN9		0.290					POS8			0.819			Psy1				0.774	
POS1			0.483				Psy1				0.774		Psy2				0.855	
POS2			0.403				Psy2				0.854		Psy3				0.913	
POS3			0.789				Psy3				0.913		Psy4				0.926	
POS4			0.844				Psy4				0.926		Psy5				0.909	
POS5			0.907				Psy5				0.909		Psy6				0.878	
POS6			0.783				Psy6				0.879		Psy7				0.792	
POS7			0.869				Psy7				0.793		Psy8				0.902	
POS8			0.819				Psy8				0.901		SA1					0.661
Psy1				0.774			SA1					0.663	SA10					0.871
Psy2				0.849			SA10					0.869	SA2					0.791
Psy3				0.912			SA2					0.793	SA3					0.744
Psy4				0.927			SA3					0.746	SA4					0.686
Psy5				0.910			SA4					0.688	SA5					0.742
Psy6				0.882			SA5					0.745	SA7					0.816
Psy7				0.797			SA7					0.813	SA8					0.752
Psy8				0.901			SA8					0.748	SA9					0.870
SA1					0.670		SA9					0.868						
SA10					0.854													
SA2					0.804													
SA3					0.758													
SA4					0.692													
SA5					0.758													
SA6					0.304													
SA7					0.796													
SA8					0.733													
SA9					0.853													

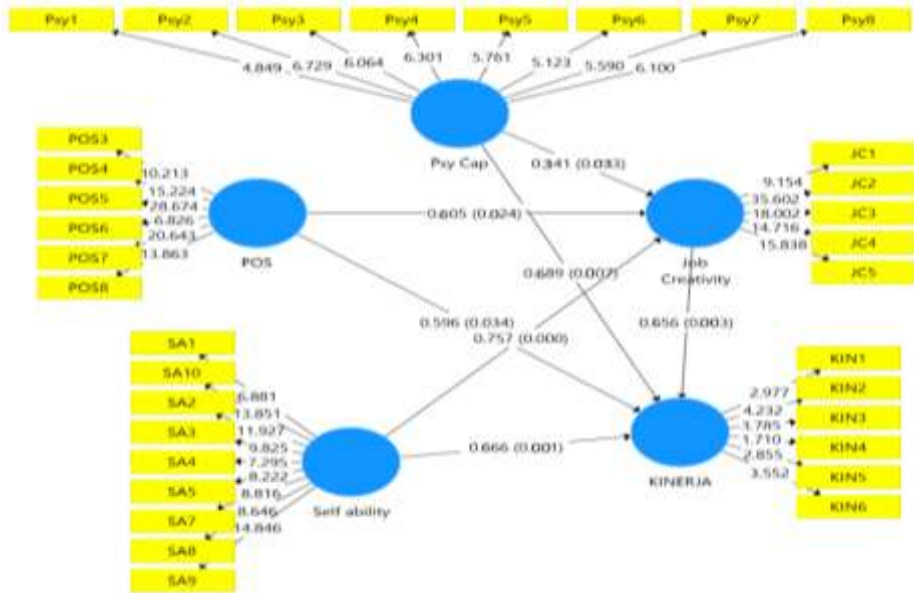
## DIAGRAM JALUR OUTER MODEL SEBELUM DROP INDIKATOR



## DIAGRAM JALUR OUTER MODEL SETELAH DROP INDIKATOR



## DIAGRAM JALUR INNER MODEL



## CONSTRUCT RELIABILITY

	Cronbach's Alpha	RhoA	Composite Reliability	Average Variance Extracted (AVE)
Job Creativity	0.908	0.913	0.932	0.732
Kinerja	0.848	0.903	0.880	0.557
POS	0.916	0.918	0.935	0.705
Psy Cap	0.954	0.965	0.961	0.757
Self ability	0.915	0.920	0.930	0.598

## CROSS LOADING

	Job Creativity	KINERJA	POS	Psy Cap	Self ability
JC1	0.761	-0.035	0.587	0.361	0.720
JC2	0.900	0.071	0.575	0.356	0.762
JC3	0.888	0.120	0.567	0.358	0.689
JC4	0.841	0.125	0.513	0.352	0.570
JC5	0.881	0.023	0.523	0.367	0.614
KIN1	0.130	0.824	0.351	0.208	0.111



KIN2	0.073	0.920	0.255	0.073	0.051
KIN3	0.003	0.781	0.100	-0.106	-0.026
KIN4	0.045	0.554	-0.090	-0.360	-0.039
KIN5	-0.033	0.718	-0.032	-0.260	-0.099
KIN6	0.016	0.619	0.171	0.072	0.022
POS3	0.619	0.178	0.785	0.402	0.643
POS4	0.542	0.246	0.846	0.526	0.547
POS5	0.503	0.254	0.918	0.645	0.643
POS6	0.499	0.174	0.796	0.561	0.578
POS7	0.590	0.183	0.868	0.486	0.728
POS8	0.511	0.159	0.820	0.541	0.665
Psy1	0.286	-0.001	0.395	0.774	0.367
Psy2	0.452	-0.055	0.534	0.855	0.520
Psy3	0.384	0.045	0.575	0.913	0.503
Psy4	0.412	-0.031	0.597	0.926	0.529
Psy5	0.297	-0.010	0.548	0.909	0.416
Psy6	0.254	0.083	0.544	0.878	0.372
Psy7	0.361	0.100	0.520	0.792	0.407
Psy8	0.394	0.007	0.592	0.902	0.457
SA1	0.563	0.008	0.578	0.486	0.661
SA10	0.732	-0.064	0.646	0.450	0.871
SA2	0.638	0.112	0.624	0.449	0.791
SA3	0.572	0.114	0.597	0.468	0.744
SA4	0.514	0.056	0.533	0.442	0.686
SA5	0.598	0.104	0.589	0.430	0.742
SA7	0.613	-0.023	0.592	0.318	0.816
SA8	0.694	0.027	0.511	0.269	0.752
SA9	0.703	-0.072	0.610	0.378	0.870

## R SQUARE

	R Square	R Square Adjusted
Job Creativity	0.668	0.655
KINERJA	0.131	0.087

## UJI HIPOTESIS

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
Psy Cap -> Job Creativity	0.341	0.437	0.100	2.409	0.033
Psy Cap -> KINERJA	0.689	0.496	0.284	2.664	0.007
POS -> Job Creativity	0.605	0.501	0.131	2.801	0.024
POS -> KINERJA	0.596	0.573	0.281	2.121	0.034
Self ability -> Job Creativity	0.757	0.750	0.118	6.398	0.000
Self ability -> KINERJA	0.666	0.559	0.279	3.311	0.001
Job Creativity -> KINERJA	0.656	0.076	0.205	3.276	0.003

## DESKRIPSI JAWABAN RESPONDEN

### 1. VARIABEL PSYCHOLOGICAL CAPITAL

		Statistics								Total
		Psy1	Psy2	Psy3	Psy4	Psy5	Psy6	Psy7	Psy8	X1
N	Valid	84	84	84	84	84	84	84	84	84
	Missing	0	0	0	0	0	0	0	0	0
Mean		3,56	3,63	3,67	3,62	3,69	3,62	3,52	3,65	28,96

### Frequency Table

		Psy1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2,4	2,4	2,4
	2	1	1,2	1,2	3,6

	3	35	41,7	41,7	45,2
	4	40	47,6	47,6	92,9
	5	6	7,1	7,1	100,0
	Total	84	100,0	100,0	

### Psy2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4
	3	35	41,7	41,7	44,0
	4	38	45,2	45,2	89,3
	5	9	10,7	10,7	100,0
	Total	84	100,0	100,0	

### Psy3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4
	3	32	38,1	38,1	40,5
	4	41	48,8	48,8	89,3
	5	9	10,7	10,7	100,0
	Total	84	100,0	100,0	

### Psy4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4
	3	36	42,9	42,9	45,2
	4	37	44,0	44,0	89,3
	5	9	10,7	10,7	100,0
	Total	84	100,0	100,0	

### Psy5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4

	3	29	34,5	34,5	36,9
	4	45	53,6	53,6	90,5
	5	8	9,5	9,5	100,0
	Total	84	100,0	100,0	

### Psy6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4
	3	33	39,3	39,3	41,7
	4	43	51,2	51,2	92,9
	5	6	7,1	7,1	100,0
	Total	84	100,0	100,0	

### Psy7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2,4	2,4	2,4
	2	2	2,4	2,4	4,8
	3	36	42,9	42,9	47,6
	4	38	45,2	45,2	92,9
	5	6	7,1	7,1	100,0
	Total	84	100,0	100,0	

### Psy8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	34	40,5	40,5	41,7
	4	41	48,8	48,8	90,5
	5	8	9,5	9,5	100,0
	Total	84	100,0	100,0	

## 2. VARIABEL PERCEIVED ORGANIZATIONAL SUPPORT

### Statistics

		POS1	POS2	POS3	POS4	POS5	POS6	POS7	POS8	Total X2
N	Valid	84	84	84	84	84	84	84	84	84
	Missing	0	0	0	0	0	0	0	0	0
Mean		3,92	3,62	3,73	3,75	3,88	4,06	4,02	3,94	30,92

### Frequency Table

#### POS1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4
	3	15	17,9	17,9	20,2
	4	54	64,3	64,3	84,5
	5	13	15,5	15,5	100,0
	Total	84	100,0	100,0	

#### POS2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	13	15,5	15,5	16,7
	3	19	22,6	22,6	39,3
	4	35	41,7	41,7	81,0
	5	16	19,0	19,0	100,0
	Total	84	100,0	100,0	

#### POS3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2,4	2,4	2,4
	2	6	7,1	7,1	9,5
	3	12	14,3	14,3	23,8
	4	57	67,9	67,9	91,7
	5	7	8,3	8,3	100,0

Total	84	100,0	100,0
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#### POS4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	5	6,0	6,0	7,1
	3	17	20,2	20,2	27,4
	4	52	61,9	61,9	89,3
	5	9	10,7	10,7	100,0
	Total	84	100,0	100,0	

#### POS5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	3	3,6	3,6	4,8
	3	16	19,0	19,0	23,8
	4	49	58,3	58,3	82,1
	5	15	17,9	17,9	100,0
	Total	84	100,0	100,0	

#### POS6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4
	3	11	13,1	13,1	15,5
	4	50	59,5	59,5	75,0
	5	21	25,0	25,0	100,0
	Total	84	100,0	100,0	

#### POS7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4
	3	11	13,1	13,1	15,5
	4	53	63,1	63,1	78,6
	5	18	21,4	21,4	100,0

Total	84	100,0	100,0
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### POS8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1,2	1,2	1,2
2	4	4,8	4,8	6,0
3	9	10,7	10,7	16,7
4	55	65,5	65,5	82,1
5	15	17,9	17,9	100,0
Total	84	100,0	100,0	

### 3. VARIABEL SELF ABILITY

#### Statistics

	SA1	SA2	SA3	SA4	SA5	SA6	SA7	SA8	SA9	SA10	Total X3
N Valid	84	84	84	84	84	84	84	84	84	84	84
Missing	0	0	0	0	0	0	0	0	0	0	0
Mean	3,82	3,90	3,69	3,68	3,77	4,10	3,98	4,01	3,99	3,96	38,90

#### Frequency Table

##### SA1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2,4	2,4	2,4
2	5	6,0	6,0	8,3
3	9	10,7	10,7	19,0
4	58	69,0	69,0	88,1
5	10	11,9	11,9	100,0
Total	84	100,0	100,0	

##### SA2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1,2	1,2	1,2
2	4	4,8	4,8	6,0
3	9	10,7	10,7	16,7

	4	58	69,0	69,0	85,7
	5	12	14,3	14,3	100,0
	Total	84	100,0	100,0	

### SA3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	2	2,4	2,4	3,6
	3	29	34,5	34,5	38,1
	4	42	50,0	50,0	88,1
	5	10	11,9	11,9	100,0
	Total	84	100,0	100,0	

### SA4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	4	4,8	4,8	6,0
	3	26	31,0	31,0	36,9
	4	43	51,2	51,2	88,1
	5	10	11,9	11,9	100,0
	Total	84	100,0	100,0	

### SA5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	3	3,6	3,6	4,8
	3	20	23,8	23,8	28,6
	4	50	59,5	59,5	88,1
	5	10	11,9	11,9	100,0
	Total	84	100,0	100,0	

### SA6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,2	1,2	1,2
	3	9	10,7	10,7	11,9
	4	55	65,5	65,5	77,4



	5	19	22,6	22,6	100,0
	Total	84	100,0	100,0	

**SA7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	10	11,9	11,9	13,1
	4	62	73,8	73,8	86,9
	5	11	13,1	13,1	100,0
	Total	84	100,0	100,0	

**SA8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4
	3	10	11,9	11,9	14,3
	4	56	66,7	66,7	81,0
	5	16	19,0	19,0	100,0
	Total	84	100,0	100,0	

**SA9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	9	10,7	10,7	11,9
	4	63	75,0	75,0	86,9
	5	11	13,1	13,1	100,0
	Total	84	100,0	100,0	

**SA10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	10	11,9	11,9	13,1
	4	63	75,0	75,0	88,1
	5	10	11,9	11,9	100,0
	Total	84	100,0	100,0	

#### 4. VARIABEL JOB CREATIVITY

		Statistics								Total
		JC1	JC2	JC3	JC4	JC5	JC6	JC7	JC8	Z
N	Valid	84	84	84	84	84	84	84	84	84
	Missing	0	0	0	0	0	0	0	0	0
Mean		3,99	3,83	3,85	3,77	3,90	4,06	4,19	4,05	31,64

#### Frequency Table

		JC1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	11	13,1	13,1	14,3
	4	59	70,2	70,2	84,5
	5	13	15,5	15,5	100,0
	Total	84	100,0	100,0	

		JC2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	3	3,6	3,6	4,8
	3	16	19,0	19,0	23,8
	4	53	63,1	63,1	86,9
	5	11	13,1	13,1	100,0
Total		84	100,0	100,0	

		JC3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	2	1	1,2	1,2	2,4
	3	18	21,4	21,4	23,8
	4	54	64,3	64,3	88,1
	5	10	11,9	11,9	100,0
Total		84	100,0	100,0	

**JC4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2,4	2,4	2,4
	2	3	3,6	3,6	6,0
	3	18	21,4	21,4	27,4
	4	50	59,5	59,5	86,9
	5	11	13,1	13,1	100,0
	Total	84	100,0	100,0	

**JC5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	17	20,2	20,2	21,4
	4	54	64,3	64,3	85,7
	5	12	14,3	14,3	100,0
	Total	84	100,0	100,0	

**JC6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	17	20,2	20,2	21,4
	4	41	48,8	48,8	70,2
	5	25	29,8	29,8	100,0
	Total	84	100,0	100,0	

**JC7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1,2	1,2	1,2
	3	9	10,7	10,7	11,9
	4	47	56,0	56,0	67,9
	5	27	32,1	32,1	100,0
	Total	84	100,0	100,0	

**JC8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2

2	1	1,2	1,2	2,4
3	11	13,1	13,1	15,5
4	51	60,7	60,7	76,2
5	20	23,8	23,8	100,0
Total	84	100,0	100,0	

## 5. VARIABEL KINERJA (Y)

**Statistics**

	KIN 1	KIN 2	KIN 3	KIN 4	KIN 5	KIN 6	KIN 7	KIN 8	KIN 9	KIN1 0	Tota l Y
N Valid	84	84	84	84	84	84	84	84	84	84	84
Missin g	0	0	0	0	0	0	0	0	0	0	0
Mean	4,10	3,98	3,76	3,54	3,82	3,85	4,00	3,98	3,99	4,05	39,0 5

### Frequency Table

**KIN1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1,2	1,2	1,2
3	12	14,3	14,3	15,5
4	49	58,3	58,3	73,8
5	22	26,2	26,2	100,0
Total	84	100,0	100,0	

**KIN2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1,2	1,2	1,2
3	17	20,2	20,2	21,4
4	49	58,3	58,3	79,8
5	17	20,2	20,2	100,0
Total	84	100,0	100,0	

### KIN3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2,4	2,4	2,4
	2	7	8,3	8,3	10,7
	3	14	16,7	16,7	27,4
	4	47	56,0	56,0	83,3
	5	14	16,7	16,7	100,0
	Total	84	100,0	100,0	

#### KIN4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	6,0	6,0	6,0
	2	8	9,5	9,5	15,5
	3	20	23,8	23,8	39,3
	4	39	46,4	46,4	85,7
	5	12	14,3	14,3	100,0
	Total	84	100,0	100,0	

#### KIN5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	7,1	7,1	7,1
	3	17	20,2	20,2	27,4
	4	47	56,0	56,0	83,3
	5	14	16,7	16,7	100,0
	Total	84	100,0	100,0	

#### KIN6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2,4	2,4	2,4
	2	1	1,2	1,2	3,6
	3	17	20,2	20,2	23,8
	4	52	61,9	61,9	85,7
	5	12	14,3	14,3	100,0
	Total	84	100,0	100,0	

#### KIN7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2

	3	12	14,3	14,3	15,5
	4	56	66,7	66,7	82,1
	5	15	17,9	17,9	100,0
	Total	84	100,0	100,0	

#### KIN8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	16	19,0	19,0	20,2
	4	50	59,5	59,5	79,8
	5	17	20,2	20,2	100,0
	Total	84	100,0	100,0	

#### KIN9


		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	16	19,0	19,0	20,2
	4	49	58,3	58,3	78,6
	5	18	21,4	21,4	100,0
	Total	84	100,0	100,0	

#### KIN10


		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1,2	1,2	1,2
	3	11	13,1	13,1	14,3
	4	54	64,3	64,3	78,6
	5	18	21,4	21,4	100,0
	Total	84	100,0	100,0	

## LAMPIRAN 4 BUKTI PROSES PENELITIAN

### 1. Kartu Bimbingan Tesis



**UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA**  
**FAKULTAS EKONOMI DAN BISNIS**  
Kampus II, Simolonegoro 43 Surabaya 60118, Telp (031) 8915209, E-mail: info@untag-sb.ac.id



**KARTU BIMBINGAN TESIS**

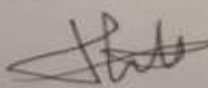
**SEMESTER**  
 Gasal / Genap  
 2021 / 2022

Nama Mahasiswa / NBI : Feri Zain  
 Nama Pembimbing : 1. Dr. Siti Muzandah, MEd, PhD  
 2. Muhammad Sitab, PhD  
 Judul TESIS : Pengaruh Psychology of Capital  
perceived organizational support dan self-efficacy  
terhadap job creativity dan kinerja karyawan BEI Surabaya.  
 Mulai Program Tesis : Semester III Thn. Ak. 2021 Selesai Bimbingan Tanggal \_\_\_\_\_

No.	HARI / TANGGAL	KONSENTRASI		PARAF
		BAB / HAL	KETERANGAN REVISI	
1	Sabtu / 15 maret 2022	Judul	Revisi judul dan variabel	<del>✓</del>
2	Senin / 21 maret 2022	Judul	ACC	<del>✓</del>
3	rabu / 6 april 2022	Bab 1, 2, 3	Revisi	<del>✓</del>
4	Sabtu / 9 april 2022	Bab 1, 2, 3	Revisi	<del>✓</del>
5	Sabtu / 23 april 2022	Bab 1, 2, 3	Revisi	<del>✓</del>
6	rabu / 13 mei 2022	Penyusunan	Revisi	<del>✓</del>
7	Sabtu / 4 juni 2022	Bab 4 dan Penyusunan	ACC Penyusunan	<del>✓</del>
8	Sabtu / 18 juni 2022	Bab 5 dan Bab 6	Revisi	<del>✓</del>
9	Senin / 25 juni 2022	Bab 5 dan Bab 6	ACC	<del>✓</del>
10	Senin / 27 juni 2022	Konsep Paper	ACC	<del>✓</del>

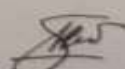
Surabaya, 27 Juni 2022

Pembimbing II,



(Muhammad Sitab, MEd, PhD)

Pembimbing I,



(Dr. Siti Muzandah, MEd, PhD)

## 2. Surat Pernyataan Dari Objek Penelitian

 **T. BANK RAKYAT INDONESIA (Persero), Tbk**  
**KANTOR CABANG SUMENEP**  
Jalan Transjaya No. 134 A Sumenep 69417 Telp. (0328) 668048, 663282  
Faksimile : (0328) 662082

Nomor : B. 145.2 /KC-IX/LVI/07/2022  
Lampiran : -  
Perihal : Surat Keterangan Telah Selesai Melaksanakan Penelitian di BRI Branch Office Sumenep.

Sumenep, 5 Juli 2022

Kepada Yth.  
Dekan Fakultas Ekonomi Dan Bisnis  
Universitas 17 Agustus ( UNTAG )  
Jl. Semolowaru 45 Surabaya  
Di  
**SURABAYA**

---

**Surat Fakultas Ekonomi Dan Bisnis Universitas 17 Agustus Surabaya No.1068/K/FEB/III/2022**  
**Tgl. 23 Maret 2022**

Menunjuk surat tersebut diatas, dengan ini disampaikan bahwa :

Nama : Feri Zain  
NPM : 1262000034  
Jurusan : Manajemen  
Fakultas : Ekonomi Dan Bisnis / Magister Manajemen  
Perguruan Tinggi : Universitas 17 Agustus Surabaya

Telah selesai melaksanakan penelitian di PT. Bank Rakyat Indonesia ( Persero ), Tbk Branch Office Sumenep terhitung mulai tanggal 21 Mei s.d 18 Juni 2022 untuk keperluan penyusunan tesis .

Demikian surat keterangan ini dibuat untuk dapat dipergunakan sebagaimana mestinya.

**PT BANK RAKYAT INDONESIA ( PERSERO ) Tbk**  
**BRANCH OFFICE SUMENEP**

  
Lalu Novizar Rahim  
Pemimpin Cabang

Tindasan:  
1. Feri Zain  
2. Arsip

---

*Amah, Kompeten, Harmonis, Loyal, Kolaborasi*



### 3. Hasil Turnitin

The influence of psychological capital, perceived organizational support, and self-ability on job creativity and employee performance

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