

## Lampiran I Skala *Work Engagement*

### SKALA WORK ENGAGEMENT

No.	Dimensi	Indikator	Item
1	<i>Vigor</i>	Energi dan Resiliensi yang tinggi	1. Saat bekerja, Saya merasa penuh dengan energi 4. Saat bekerja, saya merasa kuat dan bersemangat
		Kesediaan untuk menginvestasikan usaha	8. Saat bangun di pagi hari, Saya ingin segera berangkat kerja
		Tidak mudah capai	12. Saya dapat bekerja dalam waktu yang lama
		Keteguhan dalam menghadapi masalah	15. Secara mental, saya sangat tangguh saat bekerja 17. Ketika pekerjaan yang saya lakukan tidak berjalan sesuai rencana, saya terus berusaha untuk menyelesaikannya
2	<i>Dedication</i>	Merasakan Signifikansi dari pekerjaan yang sedang dilakukan	2. Saya paham bahwa pekerjaan yang saya lakukan penuh dengan makna dan tujuan
		Merasa entusias dan bangga akan pekerjaan yang dilakukan	5. Saya antusias dengan pekerjaan saya 10. Saya bangga akan pekerjaan yang saya lakukan
		Merasa terinspirasi dan tertantang dari pekerjaan yang sedang dilakukan	7. Pekerjaan saya membuat saya terinspirasi 13. Bagi saya, pekerjaan yang saya lakukan merupakan tantangan
3	<i>Absorption</i>	Secara penuh dan senang tenggelam dalam pekerjaan	9. Saya senang ketika bekerja secara intens (sungguh-sungguh) 11. Saya tenggelam dalam pekerjaan saya
		Susah untuk melepaskan diri dari pekerjaan sehingga lupa waktu	3. Waktu berlalu cepat saat saya sedang bekerja 16. Kalau sudah bekerja, sulit bagi saya untuk berhenti
		Lupa akan keadaan yang terjadi disekitar saat bekerja	6. Ketika bekerja, saya lupa akan segala hal di sekitar saya 14. Saya merasa terbawa oleh suasana saat sedang bekerja

## Lampiran II Skala *Big Five Personality Traits*

### SKALA *BIG FIVE PERSONALITY TRAITS*

No.	Indikator	Favorable	Unfavorable
1	Openness	5. Orjinal, sering mengemukakan ide baru 10.Penasaran akan banyak hal 15.Cerdik dan pemikir yang mendalam 20.Penuh imajinasi 25.Sering memikirkan hal baru 30.Menghargai seni dan keindahan 40.Suka merenung 44.Pintar dalam seni, music atau sastra	35.Menyukai pekerjaan yang bersifat rutin 41.Tidak terlalu berminat terhadap seni
2	Conscientiousness	3. Bekerja secara teliti 13.Rekan kerja yang dapat diandalkan 28.Bekerja sampai tuntas 33.Bekerja efisien 38.Bekerja secara terencana	8. Agak sembarangan/ ceroboh 18.Cenderung tidak teratur 23.Cenderung malas 43.Mudah terganggu
3	Extraversion	1. Senang Berbicara 11.Penuh energi 16.Membangkitkan semangat 26.Tegas 36. Mudah bergaul	6. Senang Menyendiri 21.Cenderung Pendiam 31.Pemalu dan sulit untuk bersantai
4	Agreeableness	7. Senang membantu dan tidak egois 17.Pemaaf 22.Mudah percaya pada orang lain 32.Perhatian dan ramah pada hampir semua orang 42.Senang bekerja dengan orang lain	2. Cenderung melihat kesalahan orang lain 12.Sering cek-cok dengan orang lain 27.Cenderung tidak hangat dan senang menyendiri 37.Cenderung tidak ramah
5	Neuroticism	4. Mudah sedih 14.Kaku 19.Mudah khawatir 29.Mudah emosional 39.Mudah gugup	9. Santai, dapat menangani stress dengan mudah 24.Tidak mudah marah 34.Tenang walau dalam situasi darurat

### Lampiran III Tabulasi Skala *Work Engagement*

Skala <i>Work Engagement</i>																		
No	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	Total
1	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
2	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
3	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
4	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	4	6	100
5	6	5	5	5	5	5	5	6	6	6	3	3	2	2	3	3	2	72
6	6	6	6	6	6	6	6	6	6	6	6	5	6	6	6	6	6	101
7	5	5	5	6	5	6	5	5	5	6	5	5	5	5	5	5	5	88
8	6	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	86
9	4	4	4	4	4	4	4	4	5	4	4	4	5	4	4	5	4	71
10	6	5	6	6	5	6	6	5	5	6	5	5	5	6	5	5	6	93
11	5	5	5	5	5	6	6	6	5	6	5	5	6	5	5	5	5	90
12	6	5	5	6	6	5	5	5	5	5	6	5	5	5	5	5	6	90
13	4	5	4	6	6	5	5	5	5	6	6	5	6	5	5	5	6	89
14	5	6	5	4	5	6	6	5	6	6	6	5	6	6	5	6	6	94
15	5	6	4	6	5	6	5	4	4	4	5	5	4	5	4	5	5	82
16	5	5	5	5	5	5	5	6	5	5	4	5	4	5	4	5	5	83
17	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	51
18	4	6	6	6	5	5	4	5	4	4	6	6	5	5	5	5	5	86
19	5	6	6	5	6	6	6	6	6	5	6	4	3	3	3	3	3	82
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22	4	4	4	4	4	4	5	6	4	6	4	4	5	5	5	3	3	74
23	3	6	3	5	5	5	4	6	5	6	6	5	5	6	3	5	3	81
24	5	5	6	5	4	5	5	5	4	5	6	6	6	5	6	6	5	89
25	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
26	5	6	6	6	6	5	6	6	6	5	5	5	6	6	6	5	6	96
27	2	6	2	6	6	6	6	6	6	6	6	4	3	3	3	3	3	77
28	6	5	5	4	3	3	4	5	6	3	3	3	3	2	2	2	2	61
29	4	5	4	4	4	6	5	5	5	5	5	5	5	5	5	5	5	82
30	4	4	4	4	5	5	4	5	4	6	4	5	6	5	4	5	5	79
31	4	5	4	4	5	5	4	5	5	5	4	4	6	4	5	5	4	78
32	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	85
33	4	5	5	4	4	4	5	5	5	5	6	6	5	4	5	5	4	81
34	4	5	4	5	5	5	5	5	5	5	4	4	5	5	5	5	5	81
35	6	3	4	5	5	5	5	4	5	4	5	5	6	6	5	6	6	85
36	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
37	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	68
38	5	6	4	6	5	5	4	5	5	5	5	5	4	4	5	5	5	83
39	6	6	6	6	5	5	5	5	5	5	6	5	5	6	6	5	6	93
40	4	5	5	5	5	5	4	5	5	4	5	5	5	5	4	6	5	82

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43	6	6	6	6	6	6	6	6	6	6	6	6	6	5	6	6	6	101
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45	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	69
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47	4	4	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	82
48	3	5	5	5	5	3	5	5	4	5	4	3	5	4	4	5	3	73
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50	5	6	5	5	6	6	5	6	5	5	6	6	6	6	5	6	6	95
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52	2	4	3	4	3	2	4	2	3	4	2	4	3	3	2	4	2	51
53	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
54	5	6	5	6	5	5	6	5	5	6	5	5	5	5	6	5	5	90
55	5	5	5	5	5	5	5	4	6	6	6	5	4	5	5	6	5	87
56	5	5	4	4	5	5	5	4	5	5	5	4	5	4	5	5	4	79
57	6	6	5	5	5	6	5	6	6	5	5	6	5	6	6	5	5	93
58	4	3	4	5	3	4	3	4	5	6	5	5	5	5	6	5	5	77
59	4	5	5	4	6	5	4	5	5	5	4	4	5	5	5	5	5	81
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61	5	5	5	6	6	5	5	6	5	6	5	5	5	6	5	6	6	92
62	5	4	4	5	5	5	4	3	3	5	4	4	4	4	3	4	3	69
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66	5	5	5	6	5	5	5	5	5	5	6	6	6	6	6	6	5	92
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68	5	5	5	5	6	6	5	5	6	5	5	5	6	6	6	5	5	91
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78	5	5	5	5	5	5	5	5	5	5	5	6	5	5	5	6	5	87
79	4	5	5	4	4	5	4	4	5	4	4	4	4	5	4	4	4	73
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81	5	5	6	5	5	4	5	5	6	5	5	6	5	3	3	3	3	79
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83	5	5	5	5	5	5	5	6	6	6	5	5	5	5	5	5	5	88
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89	6	6	5	4	4	5	5	6	4	5	4	5	4	5	4	6	5	83
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91	5	6	5	5	5	6	5	5	6	6	5	5	6	5	5	6	5	91
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93	5	5	5	5	4	5	5	4	5	5	4	5	6	5	5	6	4	83
94	4	5	5	4	5	5	5	5	5	6	5	5	5	5	4	5	5	83
95	5	5	5	5	6	6	6	5	6	6	5	5	5	5	5	6	6	92
96	5	5	5	5	5	5	5	6	6	6	6	6	6	6	6	6	6	95
97	5	5	6	6	5	6	5	5	5	6	5	6	5	5	6	5	5	91
98	6	6	6	6	5	5	6	6	6	6	6	6	6	6	6	6	6	100
99	5	6	6	5	6	5	6	6	6	6	6	5	5	5	5	6	5	94
100	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
101	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
102	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
103	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
104	6	5	5	5	5	5	5	6	6	6	6	6	6	6	6	6	6	96
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106	5	5	5	6	5	6	5	5	5	6	5	5	5	5	5	5	5	88
107	6	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	86
108	4	4	4	4	4	4	4	4	5	4	4	4	5	4	4	5	4	71
109	6	5	6	6	5	6	6	5	5	6	5	5	5	6	5	5	6	93
110	5	5	5	5	5	6	6	6	5	6	5	5	6	5	5	5	5	90
111	6	5	5	6	6	5	5	5	5	5	6	5	5	5	5	5	6	90
112	4	5	4	6	6	5	5	5	5	6	6	5	6	5	5	5	6	89
113	5	6	5	4	5	6	6	5	6	6	6	5	6	6	5	6	6	94
114	5	6	4	6	5	6	5	4	4	4	5	5	4	5	4	5	5	82
115	5	5	5	5	5	5	5	6	5	5	4	5	4	5	4	5	5	83
116	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	51
117	4	6	6	6	5	5	4	5	4	4	6	6	5	5	5	5	5	86
118	5	6	6	5	6	6	6	6	6	5	6	4	5	5	6	5	4	92
119	6	6	6	6	6	5	6	6	6	6	5	5	6	5	5	6	6	97
120	4	6	5	5	5	6	5	5	5	6	5	5	5	5	5	6	5	88
121	4	4	4	4	4	4	5	6	4	6	4	4	5	5	5	5	5	78
122	3	6	3	5	5	5	4	6	5	6	6	5	5	6	6	5	6	87
123	5	5	6	5	4	5	5	5	4	5	6	6	6	5	6	6	5	89
124	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	102
125	5	6	6	6	6	5	6	6	6	5	5	5	6	6	6	5	6	96
126	2	6	2	6	6	6	6	6	6	6	6	6	6	6	6	6	6	94
127	6	5	5	4	3	3	4	5	6	3	3	6	5	5	6	6	5	80
128	5	6	5	4	3	6	6	4	6	6	4	5	6	6	4	1	3	80

**Lampiran IV Tabulasi Skala *Big Five Personality Traits***

Skala <i>Big Five Personality Traits</i>															
No	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
3	4	4	5	5	4	5	5	5	5	5	5	5	4	4	5
4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
5	4	4	5	4	5	5	5	5	5	5	5	5	4	4	5
6	5	5	5	5	5	4	5	5	5	4	5	5	5	5	5
7	5	5	4	5	5	4	5	4	5	4	4	5	5	5	4
8	5	5	5	5	5	5	5	5	5	4	4	4	5	5	5
9	4	4	4	4	4	3	3	4	4	4	3	3	4	4	4
10	4	4	4	4	4	4	5	4	5	5	4	5	4	4	4
11	4	4	4	4	5	4	5	4	4	4	4	4	4	4	4
12	5	5	5	5	4	5	4	5	4	4	4	4	5	5	5
13	4	4	5	4	3	5	5	4	4	3	4	4	4	4	5
14	4	3	4	4	3	3	4	4	4	4	2	3	4	3	4
15	3	3	4	4	3	2	3	3	4	2	4	5	3	3	4
16	5	5	5	4	5	4	4	4	4	4	5	5	5	5	5
17	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
18	4	3	3	4	3	4	3	5	3	2	4	3	4	3	3
19	5	4	5	4	4	5	5	5	3	5	4	5	5	4	5
20	3	3	3	5	4	4	4	4	4	4	4	4	3	3	3
21	4	4	4	4	3	3	5	5	4	3	4	4	4	4	4
22	4	4	5	4	3	3	4	4	3	4	3	4	4	4	5
23	5	5	5	5	5	5	5	5	5	5	1	5	5	5	5
24	4	3	4	3	4	4	3	4	4	4	3	3	4	3	4
25	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
26	5	4	5	4	5	5	5	4	5	4	5	5	5	4	5
27	5	5	5	5	5	1	1	5	5	1	5	5	5	5	5
28	4	5	5	3	5	4	4	4	3	4	3	3	4	5	5
29	4	4	4	4	3	3	3	4	4	4	4	4	4	4	4
30	4	4	3	3	3	2	3	4	3	3	4	4	4	4	3
31	4	4	4	4	4	3	4	4	4	3	4	4	4	4	4
32	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
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35	4	5	4	4	5	5	5	5	5	5	5	5	4	5	4
36	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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38	5	5	5	5	4	4	5	5	5	3	3	5	5	5	5
39	5	4	5	5	5	4	5	5	5	5	5	5	5	4	5
40	5	5	5	4	4	4	5	4	4	4	4	4	5	5	5

41	4	1	2	1	1	3	1	4	1	1	3	1	4	1	2
42	3	4	3	5	5	3	5	5	5	5	5	5	3	4	3
43	5	5	4	4	5	5	5	5	5	5	5	5	5	5	4
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48	4	4	4	3	2	2	4	3	2	2	4	2	4	4	4
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53	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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124	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
125	5	4	5	4	5	5	5	4	5	4	5	5	5	4	5
126	5	5	5	5	5	1	1	5	5	1	5	5	5	5	5
127	4	5	5	3	5	4	4	4	3	4	3	3	4	5	5
128	5	4	2	2	4	2	4	1	1	4	2	2	4	2	5



Skala Big Five Personality Traits																
No	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
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109	4	4	4	5	4	5	5	4	5	4	4	4	4	4	5
110	4	5	4	5	4	4	4	4	4	4	4	5	4	4	4
111	5	4	5	4	5	4	4	4	4	4	4	5	4	5	5
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117	4	3	4	3	5	3	2	4	3	2	4	5	4	3	5
118	4	4	5	5	5	3	5	4	5	4	3	5	4	5	5
119	5	4	4	4	4	4	4	4	4	5	5	5	5	4	4
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125	4	5	5	5	4	5	4	5	5	4	4	4	4	4	4
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127	3	5	4	4	4	3	4	3	3	2	5	5	3	4	2
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Skala <i>Big Five Personality Traits</i>															
No	31	32	33	34	35	36	37	38	39	40	41	42	43	44	Total
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3	5	5	5	5	4	5	5	5	4	5	5	5	5	5	212
4	5	5	5	3	3	4	2	4	4	2	3	3	3	3	199
5	4	4	4	1	1	1	1	2	1	1	1	1	1	1	164
6	5	5	5	4	4	4	3	2	3	4	4	4	4	3	199
7	4	4	4	2	4	3	2	4	4	4	4	4	4	4	189
8	5	5	5	2	2	3	2	2	2	2	3	2	2	3	183
9	4	3	3	2	2	3	4	4	2	5	3	3	5	3	152
10	4	4	4	2	2	4	4	4	4	2	4	2	4	2	175
11	5	4	4	2	4	4	2	2	2	2	1	1	2	4	164
12	4	4	5	3	3	3	2	2	2	3	2	3	2	3	176
13	3	5	5	3	2	3	2	4	4	4	3	4	2	4	168
14	4	4	5	4	4	3	3	4	3	4	4	4	2	3	157
15	4	2	3	5	5	5	5	5	5	5	5	5	5	1	159
16	5	4	4	3	2	3	2	1	2	2	3	2	3	3	174
17	2	2	2	4	5	5	4	5	4	3	5	3	5	3	112
18	2	3	3	4	3	3	4	3	2	3	3	4	4	2	148
19	5	5	4	4	3	3	5	4	5	4	4	4	4	2	190
20	5	4	5	3	3	3	3	2	3	2	3	2	2	4	164
21	5	5	5	2	2	3	5	2	5	2	3	2	5	1	170
22	5	4	4	4	4	2	2	2	2	3	2	2	2	3	152
23	5	1	5	4	4	4	2	3	3	3	3	3	3	5	190
24	4	4	4	2	3	3	2	3	3	2	3	4	3	3	153
25	5	5	5	1	1	5	5	5	1	1	1	1	1	5	192
26	4	4	4	4	4	5	5	5	4	4	4	4	4	4	195
27	5	5	5	1	1	1	1	4	1	1	1	1	1	1	155
28	5	3	1	3	4	3	4	3	4	2	2	1	2	3	155
29	5	4	4	4	4	4	4	5	3	2	2	3	4	3	165
30	3	3	3	3	5	1	3	5	3	1	5	5	3	3	146
31	4	3	4	5	3	4	2	5	2	4	4	4	3	3	165
32	4	4	4	3	4	5	5	5	5	5	5	4	4	3	181
33	4	3	3	3	4	4	2	4	3	4	4	3	4	3	177
34	4	4	4	2	5	1	5	1	4	1	2	5	1	5	162
35	5	5	5	5	4	5	3	4	4	4	4	4	4	4	204
36	5	5	5	4	3	5	3	3	3	2	4	4	4	4	204
37	3	3	3	5	5	5	1	5	4	3	2	3	5	4	141
38	5	3	4	4	4	4	4	4	2	5	4	4	4	3	184
39	5	4	4	3	2	3	4	4	2	3	2	2	2	2	186
40	4	4	4	4	4	4	1	2	1	5	4	1	3	5	173
41	1	2	3	3	3	3	3	3	3	3	3	3	3	3	104
42	5	4	5	3	4	3	4	3	4	1	2	2	2	3	177

43	5	5	5	3	3	3	3	3	3	3	3	3	3	3	192
44	4	5	4	3	5	5	5	5	5	3	2	5	3	5	187
45	3	3	3	1	2	2	1	5	1	1	2	2	1	1	120
46	4	4	4	5	3	4	4	4	4	3	4	3	4	4	170
47	4	4	4	3	4	3	3	4	3	3	4	4	4	2	160
48	4	2	2	2	2	2	2	2	2	2	2	2	2	2	123
49	2	5	5	5	5	5	5	5	5	5	5	2	2	4	164
50	4	5	4	4	5	4	4	5	4	5	4	4	4	4	197
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52	1	2	3	3	2	2	4	5	3	3	3	5	3	4	110
53	5	5	5	3	3	3	3	3	3	3	3	3	3	3	198
54	5	4	5	2	1	1	1	2	1	1	1	1	1	4	167
55	4	4	5	4	3	4	3	5	4	5	5	5	1	1	173
56	3	4	3	5	5	5	5	5	5	5	1	5	5	5	171
57	5	5	5	4	4	4	5	5	4	4	3	3	3	5	197
58	5	4	4	3	5	5	4	5	5	5	2	5	5	5	181
59	4	4	4	3	3	4	2	4	3	4	3	4	2	3	166
60	4	4	4	4	4	3	2	2	3	3	3	2	3	3	156
61	4	4	5	2	2	2	2	4	2	3	4	5	5	4	182
62	5	4	4	5	5	5	5	5	4	4	3	4	5	3	180
63	4	5	4	3	3	3	3	3	4	5	2	4	2	3	184
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72	4	5	4	5	5	4	5	5	5	5	4	5	5	5	194
73	4	4	4	3	2	4	2	2	2	1	4	2	3	2	178
74	5	5	5	1	1	1	2	2	2	2	2	2	2	2	184
75	5	5	5	4	4	4	2	4	2	4	2	2	2	4	166
76	4	4	3	5	5	5	5	5	5	5	5	5	5	5	197
77	4	5	5	2	2	3	2	4	3	4	2	4	3	3	177
78	4	4	4	4	4	3	5	5	4	4	5	5	5	3	179
79	5	5	5	5	5	5	3	5	5	5	5	5	5	5	196
80	5	5	5	4	4	4	5	5	4	3	4	5	3	2	208
81	4	3	4	4	1	1	1	4	1	1	2	4	2	3	156
82	4	4	4	3	5	4	3	3	2	4	3	4	4	3	162
83	5	4	4	4	4	3	2	2	3	4	3	2	2	4	166
84	5	5	5	4	2	2	2	4	3	3	3	4	3	4	176
85	5	5	3	5	3	4	4	4	3	5	4	4	4	3	171
86	5	4	5	5	5	5	1	3	2	4	4	3	3	3	178

87	4	5	5	1	5	3	3	5	5	1	3	5	5	1	189
88	5	5	5	4	4	3	4	2	4	4	2	3	3	2	191
89	4	4	3	3	3	3	4	3	3	3	4	4	4	3	156
90	4	5	4	3	3	3	2	5	5	3	4	3	3	3	181
91	4	4	4	2	3	3	2	2	1	4	2	2	1	5	163
92	5	4	5	5	5	5	5	5	5	4	2	5	5	3	201
93	4	4	5	1	2	1	2	2	2	3	3	2	2	4	157
94	4	5	4	5	2	5	2	5	5	5	5	5	5	5	181
95	5	5	5	5	5	3	3	4	5	3	3	3	4	4	190
96	4	4	4	3	2	2	4	3	3	3	3	3	3	3	182
97	5	5	4	4	4	4	4	2	4	3	2	4	5	3	185
98	4	5	4	3	3	2	5	4	4	2	1	3	4	4	184
99	5	4	4	5	5	5	4	5	5	5	5	5	4	5	204
100	5	5	5	4	4	4	3	4	3	3	4	2	3	4	202
101	5	5	5	4	5	5	5	4	5	5	2	4	4	4	212
102	5	5	5	4	3	4	4	4	4	4	3	4	4	3	200
103	5	5	5	4	4	3	3	4	4	4	4	4	4	3	206
104	4	4	4	3	3	3	3	4	3	5	4	3	4	4	191
105	5	5	5	4	5	5	5	5	3	5	3	2	4	3	196
106	4	4	4	5	5	5	4	4	4	4	4	5	3	4	197
107	5	5	5	4	3	4	4	3	3	3	4	4	3	4	197
108	4	3	3	5	5	5	4	2	4	5	4	3	3	3	153
109	4	4	4	4	4	4	4	4	4	4	4	4	4	3	179
110	5	4	4	2	2	2	2	3	3	3	3	2	4	3	167
111	4	4	5	3	3	3	3	2	3	3	3	3	3	3	175
112	3	5	5	4	2	3	4	5	4	4	3	4	3	3	165
113	4	4	5	5	5	5	5	5	5	5	3	5	4	4	170
114	4	2	3	1	3	1	1	1	1	1	2	1	3	5	126
115	5	4	4	3	4	4	3	4	3	4	3	3	4	3	180
116	5	2	4	4	4	4	5	4	5	4	5	4	4	5	168
117	2	3	3	5	5	5	5	5	5	4	4	4	5	5	165
118	5	5	4	2	4	3	2	4	2	3	5	3	3	4	179
119	5	4	5	5	5	4	4	5	4	5	4	4	4	3	175
120	5	5	5	4	4	4	3	5	3	5	5	5	5	4	185
121	5	4	4	4	4	4	3	4	4	4	4	4	4	2	162
122	5	1	5	5	5	5	4	5	5	4	4	5	4	3	202
123	4	4	4	4	3	3	4	2	3	5	4	5	2	2	159
124	5	5	5	2	3	3	2	4	4	2	1	2	4	4	196
125	4	4	4	3	3	3	3	4	1	3	3	4	1	3	179
126	5	5	5	2	2	2	2	3	2	2	2	2	2	2	164
127	5	3	1	2	2	2	2	3	3	4	4	4	4	2	156
128	2	4	4	5	1	1	1	1	1	1	1	4	1	1	111







X22	Pearson Correlation	.188	.342	.345	.340	.519	.663	.620	.393	.401	1.000	.177	.385	.289	.376
	Sig. (2-tailed)	0.034	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.046	0.000	0.001	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X23	Pearson Correlation	.188	.256	.313	.306	.257	.204	.314	.342	.468	.207	.965	.547	.237	.320
	Sig. (2-tailed)	0.034	0.003	0.000	0.000	0.003	0.021	0.000	0.000	0.000	0.019	0.000	0.000	0.007	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X24	Pearson Correlation	.335	.525	.496	.455	.483	.213	.496	.389	.578	.366	.472	.921	.458	.544
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.016	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X25	Pearson Correlation	.309	.375	.340	.442	.389	.233	.439	.374	.476	.423	.420	.503	.316	.363
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.008	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X26	Pearson Correlation	.335	.513	.525	.464	.490	.322	.381	.479	.506	.371	.322	.576	.372	.615
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X27	Pearson Correlation	.335	.364	.408	.441	.402	.400	.416	.655	.466	.361	.335	.498	.422	.435
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X28	Pearson Correlation	.321	.477	.462	.572	.478	.340	.385	.507	.655	.377	.363	.650	.411	.581
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X29	Pearson Correlation	.329	.332	.343	.280	.466	.411	.377	.404	.409	.408	.323	.427	.429	.345
	Sig. (2-tailed)	0.000	0.000	0.000	0.001	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X30	Pearson Correlation	.360	.372	.331	.472	0.139	0.155	.276	.390	.387	.180	.235	.513	.490	.390
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.117	0.081	0.002	0.000	0.000	0.042	0.008	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X31	Pearson Correlation	.317	.483	.514	.427	.466	.223	.467	.525	.514	.493	.322	.607	.392	.591
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.012	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X32	Pearson Correlation	.258	.426	.434	.356	.303	.302	.380	.342	.360	.361	.499	.409	.384	.463
	Sig. (2-tailed)	0.003	0.000	0.000	0.000	0.000	0.001	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X33	Pearson Correlation	.270	.302	.353	.473	.300	.318	.436	.402	.477	.380	.315	.429	.343	.325
	Sig. (2-tailed)	0.002	0.001	0.000	0.000	0.001	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X34	Pearson Correlation	-0.069	-0.123	-0.082	-0.015	-0.092	0.047	0.084	-0.087	-0.045	0.061	-.179	-0.011	-0.123	-0.105
	Sig. (2-tailed)	0.442	0.165	0.355	0.869	0.303	0.599	0.344	0.326	0.616	0.497	0.043	0.905	0.165	0.239
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X35	Pearson Correlation	-0.053	-0.093	-0.015	0.044	-0.159	0.033	0.059	0.045	0.028	0.066	-0.113	0.036	-0.050	0.018
	Sig. (2-tailed)	0.553	0.299	0.870	0.623	0.073	0.708	0.508	0.614	0.754	0.459	0.203	0.688	0.578	0.838
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X36	Pearson Correlation	-0.033	-0.047	0.024	0.074	0.011	0.172	0.160	0.079	0.138	0.130	-0.071	0.103	-0.032	0.071
	Sig. (2-tailed)	0.707	0.600	0.788	0.409	0.901	0.052	0.072	0.375	0.121	0.144	0.424	0.248	0.718	0.423
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X37	Pearson Correlation	-0.041	-0.116	-0.024	0.026	-0.050	.182	0.067	0.153	0.090	0.086	-0.038	-0.027	-0.032	-0.025
	Sig. (2-tailed)	0.646	0.194	0.789	0.769	0.578	0.040	0.451	0.085	0.312	0.336	0.671	0.764	0.720	0.780
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X38	Pearson Correlation	-.188	-0.125	0.009	-0.008	-0.080	0.039	0.002	-0.029	0.085	0.013	0.107	0.155	-0.146	-0.091
	Sig. (2-tailed)	0.034	0.161	0.917	0.932	0.369	0.661	0.984	0.748	0.341	0.887	0.228	0.081	0.100	0.308
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X39	Pearson Correlation	-0.108	-0.051	-0.081	0.084	-0.130	0.142	0.127	0.075	0.050	0.101	-0.063	0.052	-0.117	-0.013
	Sig. (2-tailed)	0.224	0.568	0.366	0.345	0.142	0.110	0.152	0.403	0.573	0.258	0.477	0.562	0.189	0.887
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X40	Pearson Correlation	-0.095	-0.051	0.042	0.035	-0.046	0.142	0.127	-0.001	0.054	0.079	-0.095	0.019	-0.078	0.062
	Sig. (2-tailed)	0.285	0.568	0.641	0.697	0.604	0.110	0.153	0.987	0.548	0.373	0.284	0.834	0.380	0.490
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X41	Pearson Correlation	-0.170	-0.151	-0.037	0.015	-0.110	0.088	0.093	-0.025	0.002	0.008	-0.123	-0.023	-0.097	-0.114
	Sig. (2-tailed)	0.056	0.089	0.676	0.868	0.217	0.322	0.296	0.777	0.985	0.932	0.168	0.795	0.275	0.201
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X42	Pearson Correlation	-0.009	-0.017	-0.110	0.036	-0.087	0.163	0.047	-0.044	-0.024	0.042	-0.097	0.014	-0.002	-0.081
	Sig. (2-tailed)	0.917	0.852	0.218	0.683	0.330	0.066	0.597	0.619	0.791	0.637	0.278	0.874	0.980	0.365
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X43	Pearson Correlation	-0.051	-0.059	-0.056	0.019	-0.153	0.067	0.046	0.076	0.001	0.011	-0.035	0.096	-0.041	-0.013
	Sig. (2-tailed)	0.565	0.511	0.530	0.828	0.085	0.450	0.608	0.395	0.989	0.904	0.693	0.281	0.645	0.882
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
X44	Pearson Correlation	-0.007	0.061	-0.003	0.146	-0.004	.192	.174	0.047	0.107	0.084	0.051	0.000	0.025	0.087
	Sig. (2-tailed)	0.939	0.496	0.971	0.101	0.961	0.030	0.049	0.601	0.232	0.346	0.564	0.996	0.778	0.330
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128
Big Five Personality Traits	Pearson Correlation	.429	.562	.596	.621	.571	.612	.681	.634	.713	.627	.433	.722	.556	.669
	Sig. (2-tailed)	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	N	128	128	128	128	128	128	128	128	128	128	128	128	128	128

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

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



.389	.358	.518	.675	.603	.449	.437	1	.207	.366	.423	.371	.361	.377	.408	.180
0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.019	0.000	0.000	0.000	0.000	0.000	0.000	0.042
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.241	.367	.337	.247	.344	.299	.466	.207	1	.502	.430	.328	.360	.372	.353	.272
0.006	0.000	0.000	0.005	0.000	0.001	0.000	0.019		0.000	0.000	0.000	0.000	0.000	0.000	0.002
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.532	.525	.475	.230	.458	.459	.623	.366	.502	1	.469	.459	.396	.576	.429	.521
0.000	0.000	0.000	0.009	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.331	.445	.432	.260	.411	.432	.515	.423	.430	.469	1	.428	.467	.512	.567	.397
0.000	0.000	0.000	0.003	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.000	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.432	.535	.586	.348	.475	.435	.536	.371	.328	.459	.428	1	.510	.675	.351	.225
0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.000	0.011
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.364	.488	.506	.448	.448	.664	.481	.361	.360	.396	.467	.510	1	.494	.588	.297
0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000	0.001
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.362	.658	.580	.369	.445	.465	.676	.377	.372	.576	.512	.675	.494	1	.390	.528
0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.000	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.412	.343	.434	.408	.323	.485	.438	.408	.353	.429	.567	.351	.588	.390	1	.251
0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		0.004
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.334	.535	.163	.180	.274	.409	.398	.180	.272	.521	.397	.225	.297	.528	.251	1
0.000	0.000	0.066	0.043	0.002	0.000	0.000	0.042	0.002	0.000	0.000	0.011	0.001	0.000	0.004	
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.467	.468	.564	.265	.534	.518	.552	.493	.324	.542	.494	.591	.566	.554	.403	.272
0.000	0.000	0.000	0.002	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.002
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.440	.444	.299	.304	.371	.375	.382	.361	.515	.396	.488	.461	.330	.510	.407	.410
0.000	0.000	0.001	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.376	.570	.313	.319	.428	.462	.526	.380	.340	.427	.617	.375	.377	.516	.477	.567
0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.038	0.010	-0.112	0.028	0.058	-0.025	-0.007	0.061	-.186	0.005	0.019	-0.014	-0.089	-0.027	-0.002	0.109
0.672	0.909	0.207	0.751	0.519	0.775	0.937	0.497	0.036	0.957	0.828	0.878	0.317	0.762	0.981	0.219
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.064	0.073	-0.075	0.059	0.115	0.010	0.038	0.066	-0.117	-0.033	-0.048	-0.043	-0.004	0.039	-0.065	0.094
0.475	0.415	0.402	0.506	0.196	0.914	0.666	0.459	0.187	0.715	0.587	0.629	0.962	0.659	0.467	0.289
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.021	0.124	0.083	.201	.214	0.030	0.142	0.130	-0.073	0.024	0.068	0.042	0.049	0.136	0.063	0.152
0.817	0.164	0.354	0.023	0.015	0.740	0.110	0.144	0.413	0.786	0.444	0.639	0.582	0.126	0.478	0.086
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.070	0.095	0.000	.194	0.105	0.127	0.091	0.086	-0.032	-0.087	-0.056	-0.065	0.065	0.061	-0.039	0.045
0.434	0.285	0.997	0.029	0.237	0.153	0.308	0.336	0.721	0.328	0.533	0.466	0.463	0.491	0.665	0.616
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.127	0.058	0.003	0.063	0.062	-0.083	0.094	0.013	0.092	0.073	0.013	-0.039	-0.094	0.087	0.006	0.109
0.152	0.518	0.969	0.478	0.486	0.351	0.294	0.887	0.301	0.411	0.887	0.662	0.291	0.330	0.944	0.220
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.136	0.095	-0.079	0.153	.179	0.036	0.054	0.101	-0.059	-0.009	0.056	0.035	0.080	0.071	0.045	0.028
0.125	0.286	0.377	0.084	0.043	0.688	0.546	0.258	0.505	0.924	0.531	0.695	0.367	0.423	0.612	0.757
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
0.004	0.097	0.035	0.169	.179	-0.037	0.068	0.079	-0.097	-0.044	0.023	0.048	-0.017	0.006	-0.038	0.130
0.963	0.277	0.691	0.056	0.043	0.675	0.446	0.373	0.277	0.623	0.798	0.590	0.845	0.944	0.672	0.144
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.086	0.008	-0.053	0.101	0.149	-0.075	0.005	0.008	-0.118	-0.087	-0.030	-0.078	0.043	-0.072	-0.091	-0.009
0.334	0.931	0.551	0.258	0.093	0.400	0.958	0.932	0.185	0.328	0.734	0.382	0.628	0.417	0.307	0.918
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.124	0.002	-0.099	0.153	0.042	-0.024	-0.008	0.042	-0.099	-0.003	-0.020	-0.064	-0.111	0.031	-0.056	0.094
0.163	0.986	0.265	0.084	0.636	0.788	0.928	0.637	0.266	0.970	0.825	0.470	0.213	0.732	0.531	0.290
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.130	0.039	-0.078	0.097	0.102	0.034	0.000	0.011	-0.031	0.041	-0.023	-0.043	0.044	0.061	-0.145	0.114
0.143	0.659	0.379	0.278	0.254	0.706	0.999	0.904	0.729	0.644	0.795	0.627	0.623	0.497	0.102	0.199
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-0.080	0.142	0.037	.205	.202	-0.025	0.078	0.084	0.044	-0.034	0.048	0.055	-0.011	0.067	-0.113	0.163
0.372	0.109	0.675	0.021	0.022	0.784	0.380	0.346	0.620	0.700	0.592	0.536	0.901	0.455	0.203	0.066
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.543	.706	.647	.649	.727	.612	.734	.627	.455	.635	.584	.607	.599	.689	.529	.522
0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128	128

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

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



.493**	.361**	.380**	0.061	0.066	0.130	0.086	0.013	0.101	0.079	0.008	0.042	0.011	0.084	.627**
0.000	0.000	0.000	0.497	0.459	0.144	0.336	0.887	0.258	0.373	0.932	0.637	0.904	0.346	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.324**	.515**	.340**	-.186*	-.0117	-.0073	-.0032	0.092	-.0059	-.0097	-.0118	-.0099	-.0031	0.044	.455**
0.000	0.000	0.000	0.036	0.187	0.413	0.721	0.301	0.505	0.277	0.185	0.266	0.729	0.620	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.542**	.396**	.427**	0.005	-.0033	0.024	-.0087	0.073	-.0009	-.0044	-.0087	-.0003	0.041	-.0034	.635**
0.000	0.000	0.000	0.957	0.715	0.786	0.328	0.411	0.924	0.623	0.328	0.970	0.644	0.700	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.494**	.488**	.617**	0.019	-.0048	0.068	-.0056	0.013	0.056	0.023	-.0030	-.0020	-.0023	0.048	.584**
0.000	0.000	0.000	0.828	0.587	0.444	0.533	0.887	0.531	0.798	0.734	0.825	0.795	0.592	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.591**	.461**	.375**	-.0014	-.0043	0.042	-.0065	-.0039	0.035	0.048	-.0078	-.0064	-.0043	0.055	.607**
0.000	0.000	0.000	0.878	0.629	0.639	0.466	0.662	0.695	0.590	0.382	0.470	0.627	0.536	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.566**	.330**	.377**	-.0089	-.0004	0.049	0.065	-.0094	0.080	-.0017	0.043	-.0111	0.044	-.0011	.599**
0.000	0.000	0.000	0.317	0.962	0.582	0.463	0.291	0.367	0.845	0.628	0.213	0.623	0.901	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.554**	.510**	.516**	-.0027	0.039	0.136	0.061	0.087	0.071	0.006	-.0072	0.031	0.061	0.067	.689**
0.000	0.000	0.000	0.762	0.659	0.126	0.491	0.330	0.423	0.944	0.417	0.732	0.497	0.455	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.403**	.407**	.477**	-.0002	-.0065	0.063	-.0039	0.006	0.045	-.0038	-.0091	-.0056	-.0145	-.0113	.529**
0.000	0.000	0.000	0.981	0.467	0.478	0.665	0.944	0.612	0.672	0.307	0.531	0.102	0.203	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.272**	.410**	.567**	0.109	0.094	0.152	0.045	0.109	0.028	0.130	-.0009	0.094	0.114	0.163	.522**
0.002	0.000	0.000	0.219	0.289	0.086	0.616	0.220	0.757	0.144	0.918	0.290	0.199	0.066	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
1	.364**	.396**	-.0024	0.062	0.087	-.0025	-.0078	0.005	0.031	-.0030	-.0140	0.039	0.027	.625**
0.000	0.000	0.000	0.790	0.484	0.328	0.781	0.379	0.954	0.730	0.737	0.116	0.660	0.763	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.364**	1	.575**	0.028	-.0016	0.074	0.075	0.061	0.120	0.102	-.0079	0.038	-.0014	0.046	.574**
0.000	0.000	0.000	0.753	0.861	0.409	0.398	0.497	0.176	0.254	0.374	0.669	0.871	0.604	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.396**	.575**	1	0.060	-.0027	0.072	-.0021	0.031	0.021	0.034	-.0077	0.027	-.0126	0.065	.567**
0.000	0.000	0.000	0.500	0.761	0.416	0.815	0.728	0.816	0.704	0.389	0.762	0.157	0.465	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-.0024	0.028	0.060	1	.610**	.645**	.402**	.395**	.481**	.618**	.424**	.530**	.414**	.269**	.287**
0.790	0.753	0.500	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.002	0.001
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
0.062	-.0016	-.0027	.610**	1	.649**	.447**	.395**	.551**	.521**	.355**	.442**	.452**	.346**	.317**
0.484	0.861	0.761	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
0.087	0.074	0.072	.645**	.649**	1	.507**	.517**	.553**	.608**	.423**	.365**	.506**	.372**	.439**
0.328	0.409	0.416	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-.0025	0.075	-.0021	.402**	.447**	.507**	1	.438**	.631**	.393**	.313**	.450**	.489**	.241**	.331**
0.781	0.398	0.815	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.006	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-.0078	0.061	0.031	.395**	.395**	.517**	.438**	1	.516**	.426**	.376**	.529**	.468**	.198**	.299**
0.379	0.497	0.728	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.025	0.001
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
0.005	0.120	0.021	.481**	.551**	.553**	.631**	.516**	1	.435**	.416**	.545**	.611**	.268**	.373**
0.954	0.176	0.816	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.002	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
0.031	0.102	0.034	.618**	.521**	.608**	.393**	.426**	.435**	1	.504**	.514**	.456**	.299**	.363**
0.730	0.254	0.704	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.001	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-.0030	-.0079	-.0077	.424**	.355**	.423**	.313**	.376**	.416**	.504**	1	.467**	.493**	.176**	.227**
0.737	0.374	0.389	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.047	0.010
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
-.0140	0.038	0.027	.530**	.442**	.365**	.450**	.529**	.545**	.514**	.467**	1	.511**	0.164	.290**
0.116	0.669	0.762	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.064	0.001
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
0.039	-.0014	-.0126	.414**	.452**	.506**	.489**	.468**	.611**	.456**	.493**	.511**	1	.263**	.311**
0.660	0.871	0.157	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.003	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
0.027	0.046	0.065	.269**	.346**	.372**	.241**	.198**	.268**	.299**	.176**	0.164	.263**	1	.277**
0.763	0.604	0.465	0.002	0.000	0.000	0.006	0.025	0.002	0.001	0.047	0.064	0.003	0.003	0.002
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128
.625**	.574**	.567**	.287**	.317**	.439**	.331**	.299**	.373**	.363**	.227**	.290**	.311**	.277**	1
0.000	0.000	0.000	0.001	0.000	0.000	0.000	0.001	0.000	0.000	0.010	0.001	0.000	0.002	0.000
128	128	128	128	128	128	128	128	128	128	128	128	128	128	128

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

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

## Lampiran VII Hasil Uji Reliabilitas *Work Engagement*

### Reliability Statistics

Cronbach's Alpha	N of Items
.947	17

## Lampiran VIII Hasil Uji Reliabilitas *Big Five Personality Traits*

### Reliability Statistics

Cronbach's Alpha	N of Items
.934	44

## Lampiran IX Hasil Uji Normalitas

Putaran 1

### Tests of Normality

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Extraversion	.087	128	.018	.943	128	.000
Agreeableness	.122	128	.000	.942	128	.000
Conscientiousness	.102	128	.002	.956	128	.000
Neuroticism	.085	128	.024	.961	128	.001
Openness	.071	128	.193	.978	128	.032
<i>WorkEngagement</i>	.085	128	.025	.923	128	.000

a. Lilliefors Significance Correction

Putaran 2

### Tests of Normality

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Extraversion	.084	118	.041	.977	118	.040
Agreeableness	.110	118	.001	.979	118	.063
Conscientiousness	.088	118	.026	.986	118	.255

Neuroticism	.084	118	.042	.977	118	.038
Openness	.084	118	.041	.991	118	.605
<i>WorkEngagement</i>	.070	118	.200*	.968	118	.006

\*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

### Putaran 3

#### Tests of Normality

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Extraversion	.091	116	.019	.971	116	.014
Agreeableness	.110	116	.002	.979	116	.062
Conscientiousness	.089	116	.026	.983	116	.156
Neuroticism	.084	116	.042	.977	116	.043
Openness	.086	116	.034	.991	116	.620
<i>WorkEngagement</i>	.072	116	.199	.968	116	.007

a. Lilliefors Significance Correction

### Putaran 4

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		115
Normal Parameters <sup>a,b</sup>	<i>Mean</i>	.0000000
	<i>Std. Deviation</i>	6.39832332
Most Extreme Differences	<i>Absolute</i>	.065
	<i>Positive</i>	.054
	<i>Negative</i>	-.065
Test Statistic		.065
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

## Lampiran X Hasil Uji Linearitas

### *Work Engagement \* Extraversion*

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WorkEngagement * Extraversion	Between Groups	(Combined)	3488.008	13	268.308	5.997	.000
		Linearity	2846.432	1	2846.432	63.616	.000
		Deviation from Linearity	641.577	12	53.465	1.195	.297
	Within Groups		4519.157	101	44.744		
Total			8007.165	114			

### *Work Engagement \* Agreeableness*

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WorkEngagement * Agreeableness	Between Groups	(Combined)	3195.941	16	199.746	4.069	.000
		Linearity	2543.287	1	2543.287	51.804	.000
		Deviation from Linearity	652.654	15	43.510	.886	.581
	Within Groups		4811.225	98	49.094		
Total			8007.165	114			

### *Work Engagement \* Conscientiousness*

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WorkEngagement * Conscientiousness	Between Groups	(Combined)	3872.448	16	242.028	5.736	.000
		Linearity	2788.178	1	2788.178	66.085	.000
		Deviation from Linearity	1084.270	15	72.285	1.713	.060
	Within Groups		4134.718	98	42.191		
Total			8007.165	114			

### *Work Engagement \* Neuroticism*

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WorkEngagement * Neuroticism	Between Groups	(Combined)	2400.715	15	160.048	2.826	.001
		Linearity	1858.183	1	1858.183	32.812	.000
		Deviation from Linearity	542.532	14	38.752	.684	.785
	Within Groups		5606.450	99	56.631		
Total			8007.165	114			



### Work Engagement \* Openness

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WorkEngagement * Openness	Between Groups	(Combined)	2609.704	20	130.485	2.272	.004
		Linearity	1400.784	1	1400.784	24.395	.000
		Deviation from Linearity	1208.920	19	63.627	1.108	.356
	Within Groups	5397.461	94	57.420			
	Total		8007.165	114			

### Lampiran XI Hasil Uji Multikolinearitas

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients			Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta				Tolerance	VIF
1	(Constant)	30.752	6.960		4.418	.000		
	Extraversion	.902	.325	.365	2.777	.006	.309	3.238
	Agreeableness	.602	.323	.273	1.861	.065	.248	4.026
	Conscientiousness	.599	.322	.251	1.860	.066	.293	3.414
	Neuroticism	-.414	.331	-.181	-1.253	.213	.256	3.904
	Openness	-.076	.222	-.038	-.344	.731	.445	2.249

a. Dependent Variable: WorkEngagement

### Lampiran XII Hasil Uji Heteroscedaticity

Correlations

		Extraversion	Agreeableness	Conscientiousness	Neuroticism	Openness	ABS_RES	
Spearman's rho	Extraversion	Correlation Coefficient	1.000	.739**	.773**	.780**	.613**	-.135
		Sig. (2-tailed)		.000	.000	.000	.000	.150
		N	115	115	115	115	115	115
	Agreeableness	Correlation Coefficient	.739**	1.000	.793**	.824**	.698**	-.138
		Sig. (2-tailed)	.000		.000	.000	.000	.142
		N	115	115	115	115	115	115
	Conscientiousness	Correlation Coefficient	.773**	.793**	1.000	.742**	.663**	-.144
		Sig. (2-tailed)	.000	.000		.000	.000	.125
		N	115	115	115	115	115	115
	Neuroticism	Correlation Coefficient	.780**	.824**	.742**	1.000	.678**	-.085
		Sig. (2-tailed)	.000	.000	.000		.000	.364
		N	115	115	115	115	115	115
	Openness	Correlation Coefficient	.613**	.698**	.663**	.678**	1.000	-.108
		Sig. (2-tailed)	.000	.000	.000	.000		.252
		N	115	115	115	115	115	115
ABS_RES		Correlation Coefficient	-.135	-.138	-.144	-.085	-.108	1.000
		Sig. (2-tailed)	.150	.142	.125	.364	.252	
		N	115	115	115	115	115	115

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

## Lampiran XIII Hasil Uji Klasifikasi

### *Work Engagement*

One-Sample Test						
	Test Value = 51					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
WorkEngagement	48,390	114	0,000	37,817	36,27	39,37

### *Extraversion*

One-Sample Test						
	Test Value = 24					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Extraversion	30,239	114	0,000	9,574	8,95	10,20

### *Agreeableness*

One-Sample Test						
	Test Value = 27					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Agreeableness	27,196	114	0,000	9,643	8,94	10,35

### *Conscientiousness*

One-Sample Test						
	Test Value = 27					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Conscientiousness	31,056	114	0,000	10,191	9,54	10,84

### *Neuroticism*

One-Sample Test						
	Test Value = 24					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Neuroticism	25,439	114	0,000	8,687	8,01	9,36

### *Openness*

One-Sample Test						
	Test Value = 30					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Openness	23,967	114	0,000	9,252	8,49	10,02

## Lampiran XIV Hasil Uji Hipotesis

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Openness, Extraversion, Agreeableness, Conscientiousness, Neuroticism <sup>b</sup>	.	Enter

a. Dependent Variable: *WorkEngagement*

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.646 <sup>a</sup>	.417	.390	6.543

a. Predictors: (Constant), Openness, Extraversion, Agreeableness, Conscientiousness, Neuroticism

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3340.172	5	668.034	15.602	.000 <sup>b</sup>
	Residual	4666.994	109	42.816		
	Total	8007.165	114			

a. Dependent Variable: *WorkEngagement*

b. Predictors: (Constant), Openness, Extraversion, Agreeableness, Conscientiousness, Neuroticism

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	30.752	6.960		4.418	.000
	Extraversion	.902	.325	.365	2.777	.006
	Agreeableness	.602	.323	.273	1.861	.065
	Conscientiousness	.599	.322	.251	1.860	.066
	Neuroticism	-.414	.331	-.181	-1.253	.213
	Openness	-.076	.222	-.038	-.344	.731

a. Dependent Variable: *WorkEngagement*

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Extraversion		Stepwise (Criteria: Probability-of-F-to-enter <= ,050, Probability-of-F-to-remove >= ,100).
2	Conscientiousness		Stepwise (Criteria: Probability-of-F-to-enter <= ,050, Probability-of-F-to-remove >= ,100).

a. Dependent Variable: WorkEngagement

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.596 <sup>a</sup>	.355	.350	6.758
2	.630 <sup>b</sup>	.397	.386	6.566

a. Predictors: (Constant), Extraversion

b. Predictors: (Constant), Extraversion, Conscientiousness

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2846.432	1	2846.432	62.326	.000 <sup>b</sup>
	Residual	5160.733	113	45.670		
	Total	8007.165	114			
2	Regression	3179.264	2	1589.632	36.877	.000 <sup>c</sup>
	Residual	4827.901	112	43.106		
	Total	8007.165	114			

a. Dependent Variable: WorkEngagement

b. Predictors: (Constant), Extraversion

c. Predictors: (Constant), Extraversion, Conscientiousness

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	39.405	6.291		6.264	.000
	Extraversion	1.472	.186	.596	7.895	.000
2	(Constant)	31.524	6.737		4.679	.000
	Extraversion	.859	.285	.348	3.012	.003
	Conscientiousness	.765	.275	.321	2.779	.006

a. Dependent Variable: WorkEngagement

**Excluded Variables<sup>a</sup>**

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance
1	Agreeableness	.274 <sup>b</sup>	2.534	.013	.233	.465
	Conscientiousness	.321 <sup>b</sup>	2.779	.006	.254	.403
	Neuroticism	.051 <sup>b</sup>	.425	.672	.040	.401
	Openness	.084 <sup>b</sup>	.883	.379	.083	.624
2	Agreeableness	.166 <sup>c</sup>	1.334	.185	.126	.347
	Neuroticism	-.065 <sup>c</sup>	-.529	.598	-.050	.356
	Openness	-.010 <sup>c</sup>	-.100	.920	-.010	.543

a. Dependent Variable: WorkEngagement

b. Predictors in the Model: (Constant), Extraversion

c. Predictors in the Model: (Constant), Extraversion, Conscientiousness