

LAMPIRAN WORK ENGAGEMENT

Reliability Statistics

Cronbach's Alpha	N of Items
.899	17

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	65.87	58.436	.727	.887
VAR00002	65.89	58.692	.771	.886
VAR00003	65.93	59.927	.735	.888
VAR00004	66.69	58.674	.577	.893
VAR00005	66.31	59.492	.663	.890
VAR00006	66.04	60.680	.625	.891
VAR00007	65.76	62.871	.570	.894
VAR00008	65.80	60.982	.690	.890
VAR00009	65.73	61.700	.616	.892
VAR00010	66.04	60.907	.603	.892
VAR00011	65.84	61.043	.795	.889
VAR00012	66.02	59.068	.771	.887
VAR00013	66.18	58.377	.712	.888
VAR00014	66.11	58.783	.803	.886
VAR00015	66.47	60.027	.532	.894
VAR00016	66.71	59.528	.459	.899
VAR00017	67.22	73.086	-.326	.932

Putaran 2

Reliability Statistics

Cronbach's Alpha	N of Items
.932	16

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	62.80	63.482	.692	.927
VAR00002	62.82	63.286	.773	.925
VAR00003	62.87	64.391	.755	.925
VAR00004	63.62	63.104	.592	.930
VAR00005	63.24	63.871	.687	.927
VAR00006	62.98	65.204	.641	.928
VAR00007	62.69	67.765	.557	.930
VAR00008	62.73	65.745	.684	.927
VAR00009	62.67	66.409	.619	.929
VAR00010	62.98	65.522	.612	.929
VAR00011	62.78	65.904	.777	.926
VAR00012	62.96	63.953	.748	.925
VAR00013	63.11	63.056	.707	.926
VAR00014	63.04	63.453	.799	.924
VAR00015	63.40	63.836	.597	.930
VAR00016	63.64	63.462	.506	.934

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	72.50	81.698	.365	.777
VAR00002	72.20	87.655	.083	.792
VAR00003	72.73	78.203	.547	.766
VAR00004	72.64	78.795	.546	.767
VAR00005	73.91	82.596	.517	.772
VAR00006	74.02	81.651	.551	.770
VAR00007	71.98	84.534	.262	.783
VAR00008	73.23	81.110	.454	.773
VAR00009	73.11	83.871	.278	.782
VAR00010	73.95	83.021	.492	.773
VAR00011	74.16	83.765	.521	.774
VAR00012	72.77	82.970	.361	.778
VAR00013	73.89	84.429	.383	.778
VAR00014	72.98	78.488	.524	.767
VAR00015	73.59	86.899	.133	.789
VAR00016	73.80	83.655	.380	.777
VAR00017	72.50	81.047	.474	.772
VAR00018	73.50	83.233	.412	.776
VAR00019	73.52	85.186	.294	.781
VAR00020	73.45	83.137	.471	.774
VAR00021	73.61	86.289	.245	.783
VAR00022	73.75	85.029	.351	.779
VAR00023	72.25	88.471	.058	.791
VAR00024	72.55	97.137	-.489	.813

VAR00025	72.95	86.742	.299	.782
VAR00026	73.39	87.126	.148	.787
VAR00027	71.95	91.672	-.141	.802
VAR00028	73.27	87.831	.106	.789
VAR00029	73.48	86.488	.188	.786

Reliability Statistics

Cronbach's Alpha	N of Items
.787	29

PUTARAN 2

Reliability Statistics

Cronbach's Alpha	N of Items
.846	20

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	46.84	68.323	.453	.838
VAR00003	47.07	65.786	.597	.830
VAR00004	46.98	66.302	.600	.830
VAR00005	48.25	71.494	.451	.838
VAR00006	48.36	69.632	.567	.834
VAR00007	46.32	72.734	.245	.848
VAR00008	47.57	69.042	.472	.837
VAR00009	47.45	72.486	.240	.848
VAR00010	48.30	70.957	.505	.837
VAR00011	48.50	72.023	.499	.838
VAR00012	47.11	70.475	.398	.840
VAR00013	48.23	73.203	.317	.843
VAR00014	47.32	65.571	.601	.830
VAR00016	48.14	72.260	.337	.843
VAR00017	46.84	69.207	.477	.837
VAR00018	47.84	71.393	.404	.840
VAR00019	47.86	72.865	.312	.844
VAR00020	47.80	71.980	.407	.840
VAR00022	48.09	72.550	.387	.841
VAR00025	47.30	74.446	.311	.844

PUTARAN 3

Reliability Statistics

Cronbach's Alpha	N of Items
.853	18

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	40.39	59.731	.458	.847
VAR00003	40.61	57.545	.591	.839
VAR00004	40.52	58.162	.585	.839
VAR00005	41.80	62.399	.488	.845
VAR00006	41.91	60.457	.620	.839
VAR00008	41.11	61.080	.431	.847
VAR00010	41.84	62.462	.491	.845
VAR00011	42.05	63.486	.481	.846
VAR00012	40.66	61.904	.393	.849
VAR00013	41.77	64.645	.296	.852
VAR00014	40.86	56.353	.660	.835
VAR00016	41.68	62.780	.396	.849
VAR00017	40.39	61.917	.387	.849
VAR00018	41.39	62.615	.411	.848
VAR00019	41.41	63.503	.360	.850
VAR00020	41.34	63.718	.367	.850
VAR00022	41.64	63.074	.454	.846
VAR00025	40.84	65.114	.367	.850

Reliability Statistics

Cronbach's Alpha	N of Items
.880	32

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	115.82	145.240	.175	.882
VAR00002	115.80	143.209	.387	.878
VAR00003	116.40	140.836	.400	.877
VAR00004	116.44	142.207	.293	.880
VAR00005	116.13	147.391	.068	.883
VAR00006	115.84	140.089	.489	.875
VAR00007	115.84	137.634	.541	.874
VAR00008	115.98	134.659	.513	.874
VAR00009	115.27	137.200	.706	.872
VAR00010	115.24	138.643	.650	.873
VAR00011	116.49	137.528	.385	.878
VAR00012	116.29	134.165	.627	.872
VAR00013	115.96	146.816	.089	.883
VAR00014	115.58	143.113	.429	.877
VAR00015	115.71	139.892	.481	.876
VAR00016	115.89	141.510	.373	.878
VAR00017	117.00	145.273	.127	.884
VAR00018	117.07	144.200	.203	.881
VAR00019	116.42	136.340	.516	.874
VAR00020	116.49	134.528	.591	.872
VAR00021	115.98	146.249	.123	.883
VAR00022	116.07	144.427	.220	.881
VAR00023	116.64	137.780	.498	.875
VAR00024	116.40	137.018	.631	.872

VAR00025	115.69	145.901	.290	.879
VAR00026	115.47	142.027	.441	.877
VAR00027	116.53	135.164	.514	.874
VAR00028	116.31	134.446	.650	.871
VAR00029	115.67	146.636	.141	.881
VAR00030	115.78	145.586	.186	.881
VAR00031	115.82	136.195	.605	.873
VAR00032	115.78	134.949	.719	.870

Reliability Statistics

Cronbach's Alpha	N of Items
.904	23

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
VAR00002	83.07	116.564	.318	.904
VAR00003	83.67	112.682	.450	.901
VAR00004	83.71	113.756	.347	.904
VAR00006	83.11	113.056	.476	.901
VAR00007	83.11	110.646	.541	.899
VAR00008	83.24	105.825	.611	.898
VAR00009	82.53	110.391	.699	.897
VAR00010	82.51	111.346	.667	.897
VAR00011	83.76	109.962	.408	.904
VAR00012	83.56	106.843	.664	.896
VAR00014	82.84	117.271	.287	.904
VAR00015	82.98	113.068	.457	.901
VAR00016	83.16	114.771	.334	.904
VAR00019	83.69	107.628	.611	.898
VAR00020	83.76	107.325	.618	.897
VAR00023	83.91	110.492	.514	.900
VAR00024	83.67	109.955	.642	.897
VAR00025	82.96	119.271	.167	.905
VAR00026	82.73	115.427	.380	.903
VAR00027	83.80	107.073	.577	.899
VAR00028	83.58	107.613	.660	.896
VAR00031	83.09	109.583	.592	.898
VAR00032	83.04	108.180	.724	.895

PUTARAN 3

Reliability Statistics

Cronbach's Alpha	N of Items
.905	22

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00002	78.96	114.907	.309	.905
VAR00003	79.56	110.798	.459	.903
VAR00004	79.60	111.973	.349	.905
VAR00006	79.00	111.364	.473	.902
VAR00007	79.00	108.909	.542	.901
VAR00008	79.13	103.755	.629	.899
VAR00009	78.42	108.704	.697	.898
VAR00010	78.40	109.655	.665	.899
VAR00011	79.64	108.234	.408	.906
VAR00012	79.44	105.071	.668	.897
VAR00014	78.73	115.836	.259	.906
VAR00015	78.87	111.482	.447	.903
VAR00016	79.04	113.225	.321	.906
VAR00019	79.58	105.704	.623	.899
VAR00020	79.64	105.462	.627	.899
VAR00023	79.80	108.845	.510	.902
VAR00024	79.56	108.207	.644	.899
VAR00026	78.62	113.968	.358	.905
VAR00027	79.69	105.265	.583	.900
VAR00028	79.47	105.845	.664	.898
VAR00031	78.98	107.931	.589	.900
VAR00032	78.93	106.473	.725	.897

NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		170
Normal Parameters ^a	Mean	-.0167169
	Std. Deviation	5.04374998
Most Extreme Differences	Absolute	.172
	Positive	.172
	Negative	-.152
Kolmogorov-Smirnov Z		2.238
Asymp. Sig. (2-tailed)		.000

a. Test distribution is Normal.

Indirect effects

								95% Confidence Interval		
				Es ti m at e	St d. Er ro r	z- va lu e	p	Lo w er	U pp er	
Wo rkF am ily Co nfli ct	→	R es ilie nc e	→	Wo rkE ng ag em ent	0. 13 7	0. 02 9	4. 76 7	< .0 01	0. 08 0	0. 19 3

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

Path coefficients

							95% Confidence Interval	
			Esti mat e	St d. Err or	z- val ue	p	Lo we r	Up per
Resilie nce	→	WorkE ngage ment	0.3 01	0.0 40	7.4 78	< . 00 1	0.2 22	0.3 79
WorkF amilyC onflict	→	WorkE ngage ment	- 0.0 41	0.0 43	- 0.9 56	0.3 39	- 0.1 24	0.0 43
WorkF amilyC onflict	→	Resilie nce	0.4 54	0.0 73	6.1 88	< . 00 1	0.3 10	0.5 98

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.