

LAMPIRAN

Lampiran 1 Kuesioner Penelitian

KUISIONER PENELITIAN

Kepada bapak/ibu/sdr yang terhormat, saya Nur Lailatul Hidayah mahasiswi semester 8 Fakultas Psikologi Universitas 17 Agustus 1945 Surabaya. Saat ini saya sedang menyelesaikan tugas akhir skripsi. Saya mohon kesediaan bapak/ibu/sdr untuk meluangkan sedikit waktu mengisi kuisisioner ini. Kuisisioner ini dibuat untuk penelitian semata. Jawaban yang bapak/ibu/sdr berikan tidak akan mempengaruhi kedudukan atau jabatan. Semua informasi yang bapak/ibu/sdr berikan dalam penelitian ini bersifat rahasia. Jawaban yang bapak/ibu/sdr berikan tidak akan dinilai benar atau salah, pilihlah jawaban yang sesuai dan menggambarkan kondisi bapak/ibu/sdr saat ini dengan jujur dan pastikan tidak ada pernyataan yang terlewat. Terima kasih atas kesediaan anda meluangkan waktu dan mengisi kuisisioner ini.

Identitas Responden

Nama (boleh inisial) :

Jenis Kelamin : L / P

Usia :

Lama Kerja :

Departemen :

Petunjuk Pengisian:

Kuisisioner ini terdiri atas 2 bagian, yaitu bagian I dan bagian II. Berilah tanda (√) pada kotak jawaban yang tersedia sesuai dengan jawaban bapak/ibu/sdr.

BAGIAN I

Saat bekerja, saya merasa bersemangat

Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saya menyadari pekerjaan yang saya lakukan sangat berarti dan bermanfaat

Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saat saya bekerja, saya merasa waktu berlalu begitu cepat

Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saat bekerja, saya merasa kuat

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saya sangat antusias terhadap pekerjaan saya

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Pekerjaan saya, memberi ide-ide baru untuk dikembangkan

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Ketika saya bangun dipagi hari, saya tidak sabar untuk berangkat ke tempat kerja

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saya merasa senang ketika banyak pekerjaan yang harus saya kerjakan

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saya bangga dengan pekerjaan yang saya lakukan

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saya larut dalam pekerjaan saya

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saat bekerja, saya cenderung lupa waktu

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Bagi saya, pekerjaan saya sangat menantang

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saya terbawa suasana ketika bekerja

 Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saya selalu dapat menghadapi tekanan pekerjaan

Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Sulit bagi saya untuk berpaling dari pekerjaan saya saat ini

Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Saya selalu tekun dalam bekerja, walaupun banyak hal tidak berjalan dengan baik

Tidak pernah Jarang Kadang-kadang Sering Sangat sering Selalu

Bagian II

Saya senang dengan apa yang telah terjadi dalam hidup saya

Sangat tidak setuju Tidak setuju Netral Setuju Sangat setuju

Saya berbagi dengan orang lain

Sangat tidak setuju Tidak setuju Netral Setuju Sangat setuju

Saya ikut bertanggung jawab atas situasi yang terjadi di tempat tinggal saya

Sangat tidak setuju Tidak setuju Netral Setuju Sangat setuju

Saya menjalani hidup dengan tujuan yang jelas

Sangat tidak setuju Tidak setuju Netral Setuju Sangat setuju

Menurut saya, penting untuk memiliki pengalaman baru yang lebih menantang

Sangat tidak setuju Tidak setuju Netral Setuju Sangat setuju

Saya merasa kecewa dengan prestasi yang saya dapatkan dalam hidup

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Saya sulit mempertahankan hubungan yang akrab dengan orang lain

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Saya cenderung terpengaruh oleh pendapat orang-orang

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Tuntutan kehidupan sehari-hari sering membuat saya kecewa

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Saya tidak terlalu memikirkan masa depan

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Saya menyerah untuk melakukan perubahan dalam hidup saya

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Saya menyukai sebagian besar aspek kehidupan pribadi saya

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Saya pandai mengelola kehidupan sehari-hari saya

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Bagi saya, hidup adalah proses pembelajaran, perubahan, dan pertumbuhan yang berkelanjutan

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Saya merasa tidak ada yang perlu dilakukan lagi dalam hidup saya

Sangat tidak setuju

Tidak setuju

Netral

Setuju

Sangat setuju

Lampiran 2 Tabulasi Data Skala *Work Engagement*

| No. Subjek | Nomor Aitem | | | | | | | | | | | | | | | | |
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| No. Subjek | Nomor Aitem | | | | | | | | | | | | | | | |
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| No. Subjek | Nomor Aitem | | | | | | | | | | | | | | | | |
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Lampiran 3 Tabulasi Data Skala *Psychological Well-Being*

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| 139 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 |
| 140 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 |
| 141 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 142 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 5 |
| 143 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 |
| 144 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 4 |
| 145 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 146 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 |
| 147 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 148 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 |
| 149 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 150 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
| 151 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 152 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 153 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 3 | 5 | 5 |
| 154 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 5 |
| 155 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 156 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 3 |
| 157 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 5 | 3 |
| 158 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 |
| 159 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |

| No. Subjek | Nomor Aitem | | | | | | | | | | | | | | |
|------------|-------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 160 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 161 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 5 | 3 | 5 |
| 162 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 163 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 164 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 |
| 165 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 |
| 166 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 |
| 167 | 3 | 5 | 3 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 |
| 168 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 |
| 169 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 4 |
| 170 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 171 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 |
| 172 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 |
| 173 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 174 | 5 | 5 | 5 | 5 | 5 | 2 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 175 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 176 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 177 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 2 | 3 | 4 | 5 |
| 178 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 179 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 180 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 181 | 5 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 182 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 183 | 5 | 5 | 4 | 5 | 5 | 5 | 2 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 |
| 184 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 4 |
| 185 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 186 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 5 | 5 | 3 | 3 | 4 | 4 |
| 187 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 5 |
| 188 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 5 | 5 |
| 189 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 190 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 191 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 1 | 5 |
| 192 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 |
| 193 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 194 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 |
| 195 | 4 | 3 | 4 | 5 | 5 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 5 |
| 196 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 197 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 |
| 198 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 199 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 4 |

Lampiran 4 Output Validitas dan Reliabilitas *Skala Psychological Well-Being*

Skala *Psychological Well-Being* Putaran 1

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 222 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 222 | 100.0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .821 | 18 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Aitem01 | 67.7387 | 35.397 | .531 | .805 |
| Aitem02 | 67.7297 | 37.040 | .371 | .814 |
| Aitem03 | 68.3874 | 37.379 | .231 | .823 |
| Aitem04 | 67.8829 | 36.448 | .462 | .809 |
| Aitem05 | 67.6306 | 35.944 | .551 | .805 |
| Aitem06 | 67.8468 | 36.519 | .426 | .811 |
| Aitem07 | 68.0721 | 34.755 | .534 | .804 |
| Aitem08 | 68.0360 | 36.388 | .398 | .812 |
| Aitem09 | 68.1441 | 37.083 | .331 | .816 |
| Aitem10 | 68.1216 | 35.791 | .499 | .807 |
| Aitem11 | 67.7207 | 36.012 | .443 | .810 |
| Aitem12 | 67.6351 | 34.966 | .660 | .799 |
| Aitem13 | 67.9730 | 34.904 | .606 | .801 |
| Aitem14 | 68.4955 | 38.161 | .096 | .837 |
| Aitem15 | 68.1982 | 36.205 | .456 | .809 |
| Aitem16 | 67.5676 | 36.437 | .435 | .811 |
| Aitem17 | 68.4955 | 38.495 | .115 | .830 |
| Aitem18 | 67.6351 | 36.115 | .498 | .807 |

Skala Psychological Well-Being Putaran 2

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 222 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 222 | 100.0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .855 | 15 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Aitem01 | 57.2387 | 29.088 | .536 | .844 |
| Aitem02 | 57.2297 | 30.395 | .403 | .851 |
| Aitem04 | 57.3829 | 30.038 | .469 | .848 |
| Aitem05 | 57.1306 | 29.607 | .554 | .843 |
| Aitem06 | 57.3468 | 30.056 | .439 | .849 |
| Aitem07 | 57.5721 | 28.255 | .570 | .842 |
| Aitem08 | 57.5360 | 29.680 | .444 | .849 |
| Aitem09 | 57.6441 | 30.637 | .333 | .855 |
| Aitem10 | 57.6216 | 29.386 | .512 | .845 |
| Aitem11 | 57.2207 | 29.449 | .474 | .847 |
| Aitem12 | 57.1351 | 28.570 | .687 | .836 |
| Aitem13 | 57.4730 | 28.992 | .560 | .843 |
| Aitem15 | 57.6982 | 30.058 | .427 | .850 |
| Aitem16 | 57.0676 | 30.036 | .440 | .849 |
| Aitem18 | 57.1351 | 29.665 | .516 | .845 |

Lampiran 5 Output Validitas dan Reliabilitas Skala Work Engagement

Skala *Work Engagement* Putaran 1

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 222 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 222 | 100.0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .859 | 17 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Aitem01 | 64.3604 | 106.820 | .574 | .847 |
| Aitem02 | 63.9369 | 109.163 | .572 | .848 |
| Aitem03 | 65.1577 | 109.346 | .501 | .850 |
| Aitem04 | 64.9054 | 109.263 | .475 | .851 |
| Aitem05 | 64.3649 | 105.943 | .630 | .845 |
| Aitem06 | 66.6441 | 117.542 | .140 | .865 |
| Aitem07 | 65.4595 | 110.313 | .469 | .852 |
| Aitem08 | 65.6261 | 104.434 | .632 | .844 |
| Aitem09 | 65.5270 | 107.662 | .532 | .849 |
| Aitem10 | 64.0631 | 106.629 | .588 | .846 |
| Aitem11 | 65.5225 | 107.726 | .489 | .851 |
| Aitem12 | 65.9595 | 109.397 | .411 | .855 |
| Aitem13 | 65.0721 | 107.108 | .518 | .849 |
| Aitem14 | 65.9054 | 109.389 | .422 | .854 |
| Aitem15 | 65.3468 | 111.585 | .341 | .858 |
| Aitem16 | 65.2117 | 109.625 | .398 | .855 |
| Aitem17 | 64.9009 | 110.687 | .416 | .854 |

Skala Work Engagement Putaran 2

Case Processing Summary

| | | N | % |
|-------|-----------------------|-----|-------|
| Cases | Valid | 222 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 222 | 100.0 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .865 | 16 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|---------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Aitem01 | 61.7568 | 102.185 | .597 | .853 |
| Aitem02 | 61.3333 | 104.658 | .589 | .854 |
| Aitem03 | 62.5541 | 105.370 | .491 | .858 |
| Aitem04 | 62.3018 | 104.746 | .490 | .858 |
| Aitem05 | 61.7613 | 101.341 | .652 | .850 |
| Aitem07 | 62.8559 | 106.088 | .470 | .859 |
| Aitem08 | 63.0225 | 100.239 | .637 | .851 |
| Aitem09 | 62.9234 | 103.121 | .549 | .855 |
| Aitem10 | 61.4595 | 102.150 | .604 | .853 |
| Aitem11 | 62.9189 | 103.984 | .471 | .859 |
| Aitem12 | 63.3559 | 106.212 | .370 | .864 |
| Aitem13 | 62.4685 | 102.902 | .521 | .856 |
| Aitem14 | 63.3018 | 105.669 | .402 | .862 |
| Aitem15 | 62.7432 | 107.187 | .348 | .865 |
| Aitem16 | 62.6081 | 105.606 | .390 | .863 |
| Aitem17 | 62.2973 | 106.337 | .422 | .861 |

Lampiran 6 Output Uji Normalitas

Case Processing Summary

| | Cases | | | | | |
|------|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| UWES | 222 | 100.0% | 0 | 0.0% | 222 | 100.0% |

Descriptives

| | | Statistic | Std. Error |
|------|-------------------------------------|--|------------|
| | Mean | 66.64 | .728 |
| | 95% Confidence Interval for Mean | Lower Bound 65.21 Upper Bound 68.08 | |
| | 5% Trimmed Mean | 66.69 | |
| | Median | 67.00 | |
| | Variance | 117.542 | |
| UWES | Std. Deviation | 10.842 | |
| | Minimum | 41 | |
| | Maximum | 94 | |
| | Range | 53 | |
| | Interquartile Range | 15 | |
| | Skewness | .000 | .163 |
| | Kurtosis | -.456 | .325 |

Tests of Normality

| | Kolmogorov-Smirnov ^a | | | Shapiro-Wilk | | |
|------|---------------------------------|-----|-------|--------------|-----|------|
| | Statistic | df | Sig. | Statistic | df | Sig. |
| UWES | .044 | 222 | .200* | .993 | 222 | .405 |

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

a. Lilliefors Significance Correction

Lampiran 7 Output Uji Linieritas Hubungan

Case Processing Summary

| | Cases | | | | | |
|---|----------|---------|----------|---------|-------|---------|
| | Included | | Excluded | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Work Engagement * Psychological Well-Being | 222 | 100.0% | 0 | 0.0% | 222 | 100.0% |

Report

Work Engagement

| <i>Psychological Well-Being</i> | Mean | N | Std. Deviation |
|---------------------------------|-------|-----|----------------|
| 46 | 50.00 | 1 | . |
| 48 | 69.00 | 1 | . |
| 49 | 53.00 | 1 | . |
| 51 | 65.50 | 2 | 17.678 |
| 52 | 62.17 | 6 | 10.362 |
| 53 | 63.83 | 6 | 8.232 |
| 54 | 57.00 | 5 | 7.969 |
| 55 | 66.10 | 10 | 8.863 |
| 56 | 63.58 | 12 | 6.626 |
| 57 | 63.65 | 17 | 9.387 |
| 58 | 62.07 | 15 | 10.964 |
| 59 | 64.43 | 14 | 10.097 |
| 60 | 63.00 | 17 | 8.551 |
| 61 | 64.40 | 10 | 9.383 |
| 62 | 76.44 | 9 | 12.084 |
| 63 | 64.68 | 19 | 11.392 |
| 64 | 65.00 | 9 | 10.075 |
| 65 | 65.67 | 12 | 8.553 |
| 66 | 70.83 | 12 | 14.844 |
| 67 | 71.44 | 9 | 8.202 |
| 68 | 69.86 | 7 | 7.313 |
| 69 | 73.33 | 6 | 5.610 |
| 70 | 68.40 | 5 | 13.649 |
| 71 | 80.00 | 6 | 4.147 |
| 72 | 84.67 | 3 | 2.517 |
| 73 | 69.00 | 1 | . |
| 74 | 80.75 | 4 | 6.397 |
| 75 | 72.33 | 3 | 18.903 |
| Total | 66.64 | 222 | 10.842 |

ANOVA Table

| | | | Sum of Squares | df | Mean Square |
|--|----------------|--------------------------|----------------|--------|-------------|
| Work Engagement * Psychological Well-Being | Between Groups | (Combined) | 6721.903 | 27 | 248.959 |
| | | Linearity | 3719.375 | 1 | 3719.375 |
| | | Deviation from Linearity | 3002.528 | 26 | 115.482 |
| | Within Groups | 19254.984 | 194 | 99.252 | |
| | Total | 25976.887 | 221 | | |

ANOVA Table

| | | | F | Sig. |
|--|----------------|--------------------------|--------|------|
| Work Engagement * Psychological Well-Being | Between Groups | (Combined) | 2.508 | .000 |
| | | Linearity | 37.474 | .000 |
| | | Deviation from Linearity | 1.164 | .276 |
| | Within Groups | | | |
| | Total | | | |

Measures of Association

| | R | R Squared | Eta | Eta Squared |
|---|------|-----------|------|-------------|
| Work Engagement * Psychological Well-Being | .378 | .143 | .509 | .259 |

Lampiran 8 Output Uji Korelasi Product Moment

Correlations

| | | Psychological_WellBeing | Work_Engagement |
|-------------------------|---------------------|-------------------------|-----------------|
| Psychological_WellBeing | Pearson Correlation | 1 | .378** |
| | Sig. (2-tailed) | | .000 |
| | N | 222 | 222 |
| Work_Engagement | Pearson Correlation | .378** | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 222 | 222 |

Lampiran 9 Perhitungan Kategorisasi Skala *Work Engagement*

Statistics

Work_Engagement

| | | |
|----------------|---------|--------|
| N | Valid | 222 |
| | Missing | 0 |
| Mean | | 66.64 |
| Median | | 67.00 |
| Mode | | 59 |
| Std. Deviation | | 10.842 |

Keterangan:

X = Total skor tiap subjek

M = Mean

SD = Std. Deviation

| Kategori | Nilai |
|---------------|--|
| Sangat Rendah | $X \leq M - 1,5SD$ $X < 66,64 - 1,5 * 10,842$ $X < 50,38$ |
| Rendah | $M - 1,5SD < X \leq M - 0,5SD$ $66,64 - 1,5 * 10,842 < X < 66,64 - 0,5 * 10,842$ $50,38 < X < 61,22$ |
| Sedang | $M - 0,5SD < X \leq M + 0,5SD$ $66,64 - 0,5 * 10,842 < X < 66,64 + 0,5 * 10,842$ $61,22 < X < 72,06$ |
| Tinggi | $M + 0,5SD < X \leq M + 1,5SD$ $66,64 + 0,5 * 10,842 < X < 66,64 + 1,5 * 10,842$ $72,06 < X < 82,90$ |
| Sangat tinggi | $X > M + 1,5SD$ $X > 66,64 + 1,5 * 10,842$ $X > 82,90$ |

Lampiran 10 Perhitungan Kategorisasi Skala *Psychological Well-Being*

Statistics

Psychological_Well_Being

| | | |
|----------------|---------|-------|
| N | Valid | 222 |
| | Missing | 0 |
| Mean | | 61.46 |
| Median | | 61.00 |
| Mode | | 63 |
| Std. Deviation | | 5.799 |

Keterangan:

X = Total skor tiap subjek

M = Mean

SD = Std. Deviation

| Kategori | Nilai |
|---------------|--|
| Sangat Rendah | $X \leq M - 1,5SD$ $X < 61,46 - 1,5 * 5,80$ $X < 52,76$ |
| Rendah | $M - 1,5SD < X \leq M - 0,5SD$ $61,46 - 1,5 * 5,80 < X < 61,46 - 0,5 * 5,80$ $52,76 < X < 58,56$ |
| Sedang | $M - 0,5SD < X \leq M + 0,5SD$ $61,46 - 0,5 * 5,80 < X < 61,46 + 0,5 * 5,80$ $58,56 < X < 64,35$ |
| Tinggi | $M + 0,5SD < X \leq M + 1,5SD$ $61,46 + 0,5 * 5,80 < X < 61,46 + 1,5 * 5,80$ $64,35 < X < 70,15$ |
| Sangat tinggi | $X > M + 1,5SD$ $X > 61,46 + 1,5 * 5,80$ $X > 70,15$ |

Lampiran 11 Surat Ijin Penelitian



YAYASAN PERGURUAN 17 AGUSTUS 1945 SURABAYA
UNIVERSITAS 17 AGUSTUS 1945 SURABAYA
FAKULTAS PSIKOLOGI

Jl. Semolowaru No. 45 Surabaya 60119
 Telp. (031) 5990029 ; 5931800 psw. 276, 253, 274 / Fax. (031) 5990029
 Homepage : www.untag-sby.ac.id ; E-mail : psikologi@untag-sby.ac.id

Nomor : 0367/K/F.Psi/V/2020
 Lampiran : 1 (satu) berkas Proposal
 Perihal : Ijin Mendapatkan Data

18 Mei 2020

Yth. Direktur RS. Premier Surabaya
 Jalan Nginden Intan
 di
 Surabaya

Sehubungan dengan penyusunan karya ilmiah Skripsi pada mahasiswa strata satu (S-1) Fakultas Psikologi Universitas 17 Agustus 1945 Surabaya, mohon diperkenankan untuk mengadakan penelitian pada RS. Premier Surabaya yang Bapak/Ibu pimpin. Adapun mahasiswa tersebut adalah:

Nama : Nur Lailatul Hidayah
 NPM : 1511600005
 Alamat : Pelemwatu Rt.10, RW.05, Menganti, Gresik

Judul Skripsi : Hubungan Psychology Well – Being dengan Work Engagement pada Karyawan RS. Premier Surabaya

Demikian surat permohonan ini disampaikan, atas perhatian dan kerjasamanya diucapkan terima kasih.

Dekan



Dr. Suroso, M.S., Psikolog
 NPP. 20510.87.0122

Lampiran 12 Surat Keterangan Sudah Melakukan Penelitian



**RS Premier
Surabaya**

SURAT KETERANGAN

No. 227/RSPS/HRD/VII/2020

Yang bertanda tangan di bawah ini, menerangkan bahwa :

| | |
|-------------|--|
| Nama | : Nur Lailatul Hidayah |
| NPM | : 1511600005 |
| Fakultas | : Psikologi |
| Universitas | : Universitas 17 Agustus 1945 Surabaya |

Bahwa nama mahasiswa tersebut di atas telah melaksanakan pengambilan data di RS Premier Surabaya dalam rangka penelitian tugas akhir dengan judul "Hubungan *Psychological Well-Being* dengan *Work Engagement* Pada Karyawan Rumah Sakit Premier Surabaya"

Demikian surat keterangan ini dibuat untuk dapat dipergunakan sebagaimana mestinya.

Surabaya, 08 Juli 2020



Rahmadi Mulyo Widiyanto, S.H., M.Hum
Manajer Sumber Daya Manusia

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Fax: +62-31 599 3214
Email: rspremier.surabaya@ramsayhealth.co.id
www.ramsaysimedarby.com

Lampiran 13 Hasil Turnitin Jurnal

[Skip to Main Content](#)

Psychological Well-Being dan Work Engagement Pada Karyawan Rumah Sakit

by N N

| | | | |
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Psychological Well-Being dan Work Engagement Pada Karyawan Rumah Sakit

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