

Lampiran I

Bandar Lampung, Januari 2024

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Desca Aurani Jingga

NPM : 2012110058

Jurusan : S1 Manajemen

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan PT. Perkebunan Nusantara Vii (Persero), Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. **“PENGARUH *EMPLOYEE ENGAGEMENT* DAN *JOB SATISFACTION* TERHADAP *EMPLOYEE PERFORMANCE* PT. PERKEBUNAN NUSANTARA VII (PERSERO)”**. Sehubungan dengan maksud diatas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara. Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Desca Aurani Jingga

NPM.2012110078

PERNYATAAN KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

**PENGARUH *EMPLOYEE ENGAGEMENT* DAN *JOB SATISFACTION*
TERHADAP *EMPLOYEE PERFORMANCE* PT. PERKEBUNAN
NUSANTARA VII (PERSERO)**

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

SS = Sangat Setuju S = Setuju CS = Cukup Setuju

TS = Tidak Setuju STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden : (boleh tidak diisi)
2. Jenis Kelamin : Laki – Laki Perempuan
3. Usia : 17 – 22 tahun 29 – 34 tahun
 23 – 28 tahun > 35 tahun
4. Pendidikan Terakhir : SMA S1
 Diploma S2

DAFTAR PERNYATAAN

<i>Employee Engagement</i>						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
1	Saya bertahan mengerjakan pekerjaan walau menghadapi berbagai kesulitan					
2	Saya bersedia bekerja melebihi dari yang biasa diharapkan untuk membantu perusahaan					
3	Saya merasa bangga menjadi bagian dari perusahaan					
4	Saya menerima segala kondisi pekerjaan yang diberikan oleh perusahaan					
5	Saya memiliki fokus kerja yang tinggi dalam menyelesaikan pekerjaan					
6	Saya senang saat dilibatkan dalam pekerjaan					
7	Saya selalu hadir dalam kegiatan pelaksanaan kerja					

<i>Job Satisfaction</i>						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
1	Upah yang terima sudah sesuai dengan tuntutan pekerjaan yang dibebankan					
2	Upah yang diterima sesuai dengan waktu yang ditentukan					
3	Tugas yang diberikan perusahaan kepada saya sudah sesuai dengan tanggung jawab pekerjaan					
4	Pekerjaan yang dilakukan sesuai dengan latar belakang pendidikan					
5	Kenaikan jabatan di perusahaan dilakukan secara objektif					
6	Frekuensi waktu untuk promosi untuk karyawan dirasakan sudah tepat					
7	Keadilan kebijakan promosi karyawan sudah ditetapkan dengan baik oleh perusahaan					
8	Atasan diperusahaan memberikan pengarahan dalam mengerjakan pekerjaan dengan jelas kepada karyawan					
9	Atasan berlaku adil kepada seluruh karyawan					
10	Sesama rekan kerja memberikan solusi jika terjadi masalah dalam pekerjaan					
11	Kerja sama diantara karyawan terjalin dengan baik					

<i>Employee Performance</i>						
No	Pernyataan	STS (1)	TS (2)	CS (3)	S (4)	SS (5)
1	Saya selalu dapat mencapai standar kualitas kerja yang telah ditetapkan oleh perusahaan					
2	Saya selalu mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat dan teliti					
3	Saya selalu memenuhi target yang telah ditentukan perusahaan					
4	Saya melaksanakan pekerjaan secara maksimal demi tercapainya target perusahaan					
5	Saya dapat dengan mudah menguasai pekerjaan dengan adanya pengetahuan yang dimiliki					
6	Ketrampilan yang dimiliki sesuai dengan tugas pekerjaan saat ini					
7	Saya selalu menyelesaikan pekerjaan tepat waktu					
8	Saya selalu bekerja sesuai dengan prosedur dan jadwal yang ditentukan oleh perusahaan					
9	Saya membuat target waktu untuk penyelesaian pekerjaan dan kegiatan					

Lampiran II (Hasil Jawaban Responden)

No	EE1	EE2	EE3	EE4	EE5	EE6	EE7	Employee_Engagement
1	4	4	5	5	5	4	4	31
2	4	4	5	5	5	5	4	32
3	4	4	5	5	5	4	4	31
4	3	3	5	5	4	5	3	28
5	4	4	5	5	5	4	4	31
6	4	4	4	5	5	5	4	31
7	3	3	4	5	4	4	3	26
8	4	3	5	5	4	5	4	30
9	4	4	5	4	5	4	4	30
10	4	4	4	4	4	4	4	28
11	4	4	4	5	4	5	4	30
12	3	4	5	4	4	4	3	27
13	3	4	4	4	4	4	3	26
14	5	4	4	4	4	4	5	30
15	1	4	4	4	4	4	1	22
16	1	4	4	4	3	4	1	21
17	1	2	2	4	2	4	1	16
18	1	2	2	4	2	4	1	16
19	4	4	4	5	4	4	4	29
20	4	3	4	4	4	5	4	28
21	4	4	5	5	4	5	4	31
22	2	3	4	5	5	4	2	25
23	3	3	4	3	4	4	3	24
24	4	5	5	5	5	3	4	31
25	1	2	2	4	2	4	1	16
26	3	4	4	4	4	4	3	26
27	3	2	4	4	3	3	3	22
28	2	2	3	4	3	2	2	18
29	3	3	4	4	3	3	3	23
30	3	3	4	3	4	4	3	24
31	4	5	5	5	5	4	4	32

No	JS1	JS2	JS3	JS4	JS5	JS6	JS7	JS8	JS9	JS10	JS11	Job_Satisfaction
1	4	4	5	5	5	4	4	4	4	5	4	48
2	4	4	5	5	5	5	5	5	4	4	4	50
3	4	4	5	5	5	4	4	4	4	3	4	46
4	3	3	5	5	4	5	3	5	2	3	3	41
5	4	4	5	5	5	4	4	4	3	3	3	44
6	4	4	4	5	5	5	4	5	4	3	3	46
7	3	3	4	5	4	4	4	4	5	3	3	42
8	4	3	5	5	4	5	4	5	4	3	3	45
9	4	4	5	4	5	4	4	4	4	3	4	45
10	4	4	5	5	5	4	5	5	5	4	4	50
11	4	4	4	5	4	5	3	5	4	3	4	45
12	3	4	5	4	4	4	2	4	2	4	4	40
13	3	4	4	4	4	4	4	4	3	3	3	40
14	5	4	4	4	4	4	5	4	5	2	2	43
15	1	4	4	4	4	4	5	4	5	1	1	37
16	1	4	4	4	3	4	2	4	2	3	3	34
17	1	2	2	4	2	4	4	4	4	2	2	31
18	1	2	2	4	2	4	4	4	4	2	2	31
19	4	4	4	5	4	4	3	4	3	3	3	41
20	4	3	5	5	4	5	3	5	3	4	3	44
21	4	4	5	5	4	5	3	5	3	4	4	46
22	2	3	4	5	5	4	4	4	4	3	4	42
23	3	3	4	3	4	4	3	4	3	3	3	37
24	4	5	5	5	5	3	5	4	4	3	4	47
25	1	2	2	4	2	4	4	4	4	2	2	31
26	3	4	4	4	4	4	4	4	3	3	3	40
27	3	2	4	4	3	3	1	3	2	3	2	30
28	2	2	3	4	3	2	1	2	1	1	2	23
29	3	3	4	4	3	3	3	3	4	4	3	37
30	3	3	4	3	4	4	3	4	3	3	3	37
31	4	5	5	5	5	4	5	4	4	3	4	48

No	EP1	EP2	EP3	EP4	EP5	EP6	EP7	EP8	EP9	Employee_Performance
1	5	5	5	5	5	5	5	5	5	45
2	5	5	5	5	5	5	5	5	5	45
3	5	5	5	5	5	5	5	5	5	45
4	5	4	3	3	3	5	5	3	5	36
5	5	5	3	4	4	5	4	4	4	38
6	5	5	3	4	4	4	5	4	5	39
7	5	4	3	3	3	4	4	4	4	34
8	5	4	3	4	3	5	5	4	5	38
9	4	5	3	4	4	5	4	4	4	37
10	3	3	3	4	4	3	4	4	3	31
11	5	4	3	4	4	4	5	3	5	37
12	4	4	4	3	4	5	4	2	4	34
13	4	4	3	3	4	4	4	4	4	34
14	4	4	3	5	4	4	4	5	4	37
15	4	4	2	1	4	4	4	5	4	32
16	4	3	3	1	4	4	4	2	4	29
17	4	2	2	1	2	2	4	4	4	25
18	4	2	2	1	2	2	4	4	4	25
19	5	4	3	4	4	4	4	3	4	35
20	5	4	4	4	3	5	5	3	5	38
21	5	4	4	4	4	5	5	3	5	39
22	5	5	3	2	3	4	4	4	4	34
23	3	4	3	3	3	4	4	3	4	31
24	5	5	3	4	5	5	3	5	4	39
25	4	2	2	1	2	2	4	4	4	25
26	4	4	3	3	4	4	4	4	4	34
27	4	3	3	3	2	4	3	1	3	26
28	4	3	1	2	2	3	2	1	2	20
29	4	3	4	3	3	4	3	3	3	30
30	3	4	3	3	3	4	4	3	4	31
31	5	5	3	4	5	5	4	5	4	40

Lampiran III (Hasil Uji Deskriptif)

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	19	61.3	61.3	61.3
	Perempuan	12	38.7	38.7	100.0
	Total	31	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	> 35 tahun	15	48.4	48.4	48.4
	17 – 22 tahun	2	6.5	6.5	54.8
	23 – 28 tahun	6	19.4	19.4	74.2
	29 – 34 tahun	8	25.8	25.8	100.0
	Total	31	100.0	100.0	

Pendidikan_Terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma	3	9.7	9.7	9.7
	S1	24	77.4	77.4	87.1
	S2	4	12.9	12.9	100.0
	Total	31	100.0	100.0	

EE1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	16.1	16.1	16.1
	2	2	6.5	6.5	22.6
	3	9	29.0	29.0	51.6
	4	14	45.2	45.2	96.8
	5	1	3.2	3.2	100.0
	Total	31	100.0	100.0	

EE2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	16.1	16.1	16.1
	3	8	25.8	25.8	41.9
	4	16	51.6	51.6	93.5
	5	2	6.5	6.5	100.0
	Total	31	100.0	100.0	

EE3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	9.7	9.7	9.7
3	1	3.2	3.2	12.9
4	16	51.6	51.6	64.5
5	11	35.5	35.5	100.0
Total	31	100.0	100.0	

EE4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.5	6.5	6.5
4	15	48.4	48.4	54.8
5	14	45.2	45.2	100.0
Total	31	100.0	100.0	

EE5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	9.7	9.7	9.7
3	4	12.9	12.9	22.6
4	15	48.4	48.4	71.0
5	9	29.0	29.0	100.0
Total	31	100.0	100.0	

EE6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3.2	3.2	3.2
3	3	9.7	9.7	12.9
4	20	64.5	64.5	77.4
5	7	22.6	22.6	100.0
Total	31	100.0	100.0	

EE7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	16.1	16.1	16.1
2	2	6.5	6.5	22.6
3	9	29.0	29.0	51.6
4	14	45.2	45.2	96.8
5	1	3.2	3.2	100.0
Total	31	100.0	100.0	

JS1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	16.1	16.1	16.1
2	2	6.5	6.5	22.6
3	9	29.0	29.0	51.6
4	14	45.2	45.2	96.8
5	1	3.2	3.2	100.0
Total	31	100.0	100.0	

JS2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	16.1	16.1	16.1
3	8	25.8	25.8	41.9
4	16	51.6	51.6	93.5
5	2	6.5	6.5	100.0
Total	31	100.0	100.0	

JS3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	9.7	9.7	9.7
3	1	3.2	3.2	12.9
4	14	45.2	45.2	58.1
5	13	41.9	41.9	100.0
Total	31	100.0	100.0	

JS4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6.5	6.5	6.5
4	13	41.9	41.9	48.4
5	16	51.6	51.6	100.0
Total	31	100.0	100.0	

JS5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	9.7	9.7	9.7
3	4	12.9	12.9	22.6
4	14	45.2	45.2	67.7
5	10	32.3	32.3	100.0
Total	31	100.0	100.0	

JS6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3.2	3.2	3.2
3	3	9.7	9.7	12.9
4	20	64.5	64.5	77.4
5	7	22.6	22.6	100.0
Total	31	100.0	100.0	

JS7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.5	6.5	6.5
2	2	6.5	6.5	12.9
3	8	25.8	25.8	38.7
4	13	41.9	41.9	80.6
5	6	19.4	19.4	100.0
Total	31	100.0	100.0	

JS8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3.2	3.2	3.2
3	2	6.5	6.5	9.7
4	20	64.5	64.5	74.2
5	8	25.8	25.8	100.0
Total	31	100.0	100.0	

JS9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.2	3.2	3.2
2	4	12.9	12.9	16.1
3	8	25.8	25.8	41.9
4	14	45.2	45.2	87.1
5	4	12.9	12.9	100.0
Total	31	100.0	100.0	

JS10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	6.5	6.5	6.5
2	4	12.9	12.9	19.4
3	18	58.1	58.1	77.4
4	6	19.4	19.4	96.8
5	1	3.2	3.2	100.0
Total	31	100.0	100.0	

JS11

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.2	3.2	3.2
Valid 2	6	19.4	19.4	22.6
Valid 3	13	41.9	41.9	64.5
Valid 4	11	35.5	35.5	100.0
Total	31	100.0	100.0	

EP1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	9.7	9.7	9.7
Valid 4	13	41.9	41.9	51.6
Valid 5	15	48.4	48.4	100.0
Total	31	100.0	100.0	

EP2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	9.7	9.7	9.7
Valid 3	5	16.1	16.1	25.8
Valid 4	14	45.2	45.2	71.0
Valid 5	9	29.0	29.0	100.0
Total	31	100.0	100.0	

EP3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	3.2	3.2	3.2
Valid 2	4	12.9	12.9	16.1
Valid 3	19	61.3	61.3	77.4
Valid 4	4	12.9	12.9	90.3
Valid 5	3	9.7	9.7	100.0
Total	31	100.0	100.0	

EP4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	16.1	16.1	16.1
Valid 2	2	6.5	6.5	22.6
Valid 3	9	29.0	29.0	51.6
Valid 4	11	35.5	35.5	87.1
Valid 5	4	12.9	12.9	100.0
Total	31	100.0	100.0	

EP5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	16.1	16.1	16.1
3	8	25.8	25.8	41.9
Valid 4	13	41.9	41.9	83.9
5	5	16.1	16.1	100.0
Total	31	100.0	100.0	

EP6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	9.7	9.7	9.7
3	2	6.5	6.5	16.1
Valid 4	14	45.2	45.2	61.3
5	12	38.7	38.7	100.0
Total	31	100.0	100.0	

EP7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.2	3.2	3.2
3	3	9.7	9.7	12.9
Valid 4	18	58.1	58.1	71.0
5	9	29.0	29.0	100.0
Total	31	100.0	100.0	

EP8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	6.5	6.5	6.5
2	2	6.5	6.5	12.9
Valid 3	8	25.8	25.8	38.7
4	12	38.7	38.7	77.4
5	7	22.6	22.6	100.0
Total	31	100.0	100.0	

EP9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3.2	3.2	3.2
3	3	9.7	9.7	12.9
Valid 4	18	58.1	58.1	71.0
5	9	29.0	29.0	100.0
Total	31	100.0	100.0	

Lampiran IV (Hasil Uji Validitas)

Correlations

		EE1	EE2	EE3	EE4	EE5	EE6	EE7	Employee_Engagement
EE1	Pearson Correlation	1	.582**	.706**	.399*	.705**	.288	1.000**	.903**
	Sig. (2-tailed)		.001	.000	.026	.000	.116	.000	.000
	N	31	31	31	31	31	31	31	31
EE2	Pearson Correlation	.582**	1	.711**	.394*	.750**	.232	.582**	.783**
	Sig. (2-tailed)	.001		.000	.028	.000	.209	.001	.000
	N	31	31	31	31	31	31	31	31
EE3	Pearson Correlation	.706**	.711**	1	.456**	.831**	.263	.706**	.869**
	Sig. (2-tailed)	.000	.000		.010	.000	.153	.000	.000
	N	31	31	31	31	31	31	31	31
EE4	Pearson Correlation	.399*	.394*	.456**	1	.498**	.337	.399*	.593**
	Sig. (2-tailed)	.026	.028	.010		.004	.064	.026	.000
	N	31	31	31	31	31	31	31	31
EE5	Pearson Correlation	.705**	.750**	.831**	.498**	1	.272	.705**	.882**
	Sig. (2-tailed)	.000	.000	.000	.004		.139	.000	.000
	N	31	31	31	31	31	31	31	31
EE6	Pearson Correlation	.288	.232	.263	.337	.272	1	.288	.447*
	Sig. (2-tailed)	.116	.209	.153	.064	.139		.116	.012
	N	31	31	31	31	31	31	31	31
EE7	Pearson Correlation	1.000**	.582**	.706**	.399*	.705**	.288	1	.903**
	Sig. (2-tailed)	.000	.001	.000	.026	.000	.116		.000
	N	31	31	31	31	31	31	31	31
Employee Engagement	Pearson Correlation	.903**	.783**	.869**	.593**	.882**	.447*	.903**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.012	.000	
	N	31	31	31	31	31	31	31	31

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

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

Correlations

		JS1	JS2	JS3	JS4	JS5	JS6	JS7	JS8	JS9	JS10	JS11	Job_Satisfaction
JS1	Pearson Correlation	1	.582**	.742**	.475**	.718**	.288	.229	.368*	.173	.543**	.581**	.773**
	Sig. (2-tailed)		.001	.000	.007	.000	.116	.216	.042	.351	.002	.001	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS2	Pearson Correlation	.582**	1	.693**	.391*	.757**	.232	.462**	.354	.246	.366*	.591**	.766**
	Sig. (2-tailed)	.001		.000	.030	.000	.209	.009	.051	.182	.043	.000	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS3	Pearson Correlation	.742**	.693**	1	.487**	.826**	.302	.146	.395*	-.004	.642**	.680**	.784**
	Sig. (2-tailed)	.000	.000		.005	.000	.098	.434	.028	.985	.000	.000	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS4	Pearson Correlation	.475**	.391*	.487**	1	.517**	.400*	.316	.494**	.256	.374*	.492**	.661**
	Sig. (2-tailed)	.007	.030	.005		.003	.026	.083	.005	.164	.038	.005	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS5	Pearson Correlation	.718**	.757**	.826**	.517**	1	.263	.429*	.374*	.252	.460**	.690**	.848**
	Sig. (2-tailed)	.000	.000	.000	.003		.152	.016	.038	.172	.009	.000	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS6	Pearson Correlation	.288	.232	.302	.400*	.263	1	.306	.932**	.245	.343	.284	.563**
	Sig. (2-tailed)	.116	.209	.098	.026	.152		.094	.000	.185	.059	.122	.001
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS7	Pearson Correlation	.229	.462**	.146	.316	.429*	.306	1	.437*	.839**	.000	.154	.597**
	Sig. (2-tailed)	.216	.009	.434	.083	.016	.094		.014	.000	1.000	.409	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS8	Pearson Correlation	.368*	.354	.395*	.494**	.374*	.932**	.437*	1	.346	.406*	.396*	.689**
	Sig. (2-tailed)	.042	.051	.028	.005	.038	.000	.014		.056	.023	.028	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS9	Pearson Correlation	.173	.246	-.004	.256	.252	.245	.839**	.346	1	.000	.058	.479**
	Sig. (2-tailed)	.351	.182	.985	.164	.172	.185	.000	.056		1.000	.755	.006
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS10	Pearson Correlation	.543**	.366*	.642**	.374*	.460**	.343	.000	.406*	.000	1	.750**	.633**
	Sig. (2-tailed)	.002	.043	.000	.038	.009	.059	1.000	.023	1.000		.000	.000
	N	31	31	31	31	31	31	31	31	31	31	31	31
JS11	Pearson Correlation	.581**	.591**	.680**	.492**	.690**	.284	.154	.396*	.058	.750**	1	.743**
	Sig. (2-tailed)	.001	.000	.000	.005	.000	.122	.409	.028	.755	.000		.000
	N	31	31	31	31	31	31	31	31	31	31	31	31
Job Satisfaction	Pearson Correlation	.773**	.766**	.784**	.661**	.848**	.563**	.597**	.689**	.479**	.633**	.743**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.006	.000	.000	
	N	31	31	31	31	31	31	31	31	31	31	31	31

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

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

Correlations

		EP1	EP2	EP3	EP4	EP5	EP6	EP7	EP8	EP9	Employee_Performance
EP1	Pearson Correlation	1	.526**	.364*	.409*	.367*	.512**	.449*	.281	.588**	.632**
	Sig. (2-tailed)		.002	.044	.022	.042	.003	.011	.125	.001	.000
	N	31	31	31	31	31	31	31	31	31	31
EP2	Pearson Correlation	.526**	1	.538**	.698**	.755**	.828**	.363*	.429*	.463**	.847**
	Sig. (2-tailed)	.002		.002	.000	.000	.000	.045	.016	.009	.000
	N	31	31	31	31	31	31	31	31	31	31
EP3	Pearson Correlation	.364*	.538**	1	.692**	.616**	.674**	.550**	.251	.550**	.780**
	Sig. (2-tailed)	.044	.002		.000	.000	.000	.001	.173	.001	.000
	N	31	31	31	31	31	31	31	31	31	31
EP4	Pearson Correlation	.409*	.698**	.692**	1	.662**	.693**	.410*	.321	.410*	.818**
	Sig. (2-tailed)	.022	.000	.000		.000	.000	.022	.078	.022	.000
	N	31	31	31	31	31	31	31	31	31	31
EP5	Pearson Correlation	.367*	.755**	.616**	.662**	1	.667**	.372*	.544**	.420*	.828**
	Sig. (2-tailed)	.042	.000	.000	.000		.000	.039	.002	.019	.000
	N	31	31	31	31	31	31	31	31	31	31
EP6	Pearson Correlation	.512**	.828**	.674**	.693**	.667**	1	.377*	.144	.477**	.802**
	Sig. (2-tailed)	.003	.000	.000	.000	.000		.037	.440	.007	.000
	N	31	31	31	31	31	31	31	31	31	31
EP7	Pearson Correlation	.449*	.363*	.550**	.410*	.372*	.377*	1	.393*	.935**	.680**
	Sig. (2-tailed)	.011	.045	.001	.022	.039	.037		.029	.000	.000
	N	31	31	31	31	31	31	31	31	31	31
EP8	Pearson Correlation	.281	.429*	.251	.321	.544**	.144	.393*	1	.435*	.583**
	Sig. (2-tailed)	.125	.016	.173	.078	.002	.440	.029		.015	.001
	N	31	31	31	31	31	31	31	31	31	31
EP9	Pearson Correlation	.588**	.463**	.550**	.410*	.420*	.477**	.935**	.435*	1	.741**
	Sig. (2-tailed)	.001	.009	.001	.022	.019	.007	.000	.015		.000
	N	31	31	31	31	31	31	31	31	31	31
Employee Performance	Pearson Correlation	.632**	.847**	.780**	.818**	.828**	.802**	.680**	.583**	.741**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.001	.000	
	N	31	31	31	31	31	31	31	31	31	31

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

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

Lampiran V (Hasil Uji Reliabilitas)

Case Processing Summary

		N	%
Cases	Valid	31	100.0
	Excluded ^a	0	.0
	Total	31	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.893	7

Case Processing Summary

		N	%
Cases	Valid	31	100.0
	Excluded ^a	0	.0
	Total	31	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.881	11

Case Processing Summary

		N	%
Cases	Valid	31	100.0
	Excluded ^a	0	.0
	Total	31	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.894	9

Lampiran VI (Hasil Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

		Employee_Engagement	Job_Satisfaction	Employee_Performance
N		31	31	31
Normal Parameters ^{a,b}	Mean	26.29	40.68	34.29
	Std. Deviation	4.981	6.585	6.127
Most Extreme Differences	Absolute	.159	.136	.126
	Positive	.126	.090	.092
	Negative	-.159	-.136	-.126
Kolmogorov-Smirnov Z		.885	.760	.703
Asymp. Sig. (2-tailed)		.414	.611	.706

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VII (Hasil Uji Linearitas)

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			1016.304	13	78.177	12.073	.000
Employee_Performance	Between Groups	Linearity	939.758	1	939.758	145.125	.000
		Deviation from Linearity	76.546	12	6.379	.985	.499
Employee_Engagement	Within Groups		110.083	17	6.475		
Total			1126.387	30			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			988.720	14	70.623	8.208	.000
Employee_Performance	Between Groups	Linearity	916.572	1	916.572	106.526	.000
	* Job_Satisfaction	Deviation from Linearity	72.149	13	5.550	.645	.785
Within Groups			137.667	16	8.604		
Total			1126.387	30			

Lampiran VIII (Hasil Uji Multikolinearitas)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	1.353	2.719		.498	.623		
1 Employee_Engagement	.664	.212	.540	3.129	.004	.166	6.042
Job_Satisfaction	.380	.161	.409	2.369	.025	.166	6.042

a. Dependent Variable: Employee_Performance

Lampiran IX (Hasil Uji Regresi Linear Berganda)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Job_Satisfaction, Employee_Engagement ^b		Enter

a. Dependent Variable: Employee_Performance

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.928 ^a	.862	.852	2.356

a. Predictors: (Constant), Job_Satisfaction, Employee_Engagement

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.353	2.719		.498	.623
	Employee_Engagement	.664	.212	.540	3.129	.004
	Job_Satisfaction	.380	.161	.409	2.369	.025

a. Dependent Variable: Employee_Performance

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	970.917	2	485.459	87.431	.000 ^b
	Residual	155.470	28	5.552		
	Total	1126.387	30			

a. Dependent Variable: Employee_Performance

b. Predictors: (Constant), Job_Satisfaction, Employee_Engagement