LAMPIRAN

Lampiran 1. Surat Izin Pengumpulan Data dan Penelitian

PT. EKA TIMUR RAYA

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Paguyangan, 30 Juni 2022

No : 036A/ETR/VI/2022
Hal : Tanggapan Permohonan Izin Penelitian
Lamp : -

Sehubungan dengan permohonan izin pengumpulan data dan penelitian dalam rangka penyusunan tugas akhir (skripsi), mahasiswa:

Nama : **Suhermanto**
NIM : **41218072**
Program Studi : **Manajemen**
Judul Skripsi : Peran Keterlibatan Kerja dalam Memediasi Pengaruh Kepemimpinan Transformasional terhadap Kinerja Karyawan, Komitmen Organisasional dan *Organizational Citizenship Behavior.*

Dengan ini diberitahukan bahwa mahasiswa tersebut diizinkan untuk melaksanakan pengumpulan data dan penelitian di PT Eka Timur Raya II Jawa Tengah. Pelaksanaan selanjutnya supaya mahasiswa yang bersangkutan berkomunikasi langsung dengan Manager HRD-GA.

Demikian kami sampaikan, terima kasih atas kerjasamanya.

PT Eka Timur Raya II

PT. Eka Timur Raya

Yusmar Tantowi
Manager HRD-GA

Lampiran 2. Penentuan Ukuran Sampel

Raosoft®

Sample size calculator

What margin of error can you accept? 5% is a common choice	5 %	The margin of error is the amount of error that you can tolerate. If 90% of respondents answer *yes*, while 10% answer *no*, you may be able to tolerate a larger amount of error than if the respondents are split 50-50 or 45-55. Lower margin of error requires a larger sample size.
What confidence level do you need? Typical choices are 90%, 95%, or 99%	95 %	The confidence level is the amount of uncertainty you can tolerate. Suppose that you have 20 yes-no questions in your survey. With a confidence level of 95%, you would expect that for one of the questions (1 in 20), the percentage of people who answer *yes* would be more than the margin of error away from the true answer. The true answer is the percentage you would get if you exhaustively interviewed everyone. Higher confidence level requires a larger sample size.
What is the population size? If you don't know, use 20000	725	How many people are there to choose your random sample from? The sample size doesn't change much for populations larger than 20,000.
What is the response distribution? Leave this as 50%	50 %	For each question, what do you expect the results will be? If the sample is skewed highly one way or the other,the population probably is, too. If you don't know, use 50%, which gives the largest sample size. See below under **More information** if this is confusing.
Your recommended sample size is	**252**	This is the minimum recommended size of your survey. If you create a sample of this many people and get responses from everyone, you're more likely to get a correct answer than you would from a large sample where only a small percentage of the sample responds to your survey.

Alternate scenarios

With a sample size of	252	252	252	With a confidence level of	90	95	99
Your margin of error would be	**4.99%**	**4.99%**	**4.99%**	Your sample size would need to be	**198**	**252**	**347**

More information

If 50% of all the people in a population of 20000 people drink coffee in the morning, and if you were repeat the survey of 377 people ("Did you drink coffee this morning?") many times, then 95% of the time, your survey would find that between 45% and 55% of the people in your sample answered "Yes".

The remaining 5% of the time, or for 1 in 20 survey questions, you would expect the survey response to more than the margin of error away from the true answer.

When you survey a sample of the population, you don't know that you've found the correct answer, but you do know that there's a 95% chance that you're within the margin of error of the correct answer.

Try changing your sample size and watch what happens to the *alternate scenarios*. That tells you what happens if you don't use the recommended sample size, and how M.O.E and confidence level (that 95%) are related.

To learn more if you're a beginner, read **Basic Statistics: A Modern Approach** and **The Cartoon Guide to Statistics**. Otherwise, look at the **more advanced books**.

In terms of the numbers you selected above, the sample size n and margin of error E are given by

$$x = Z(^{c}/_{100})^{2}r(100-r)$$

$$n = {}^{N\,x}/_{((N-1)E^{2}\,+\,x)}$$

$$E = \mathrm{Sqrt}[{}^{(N\,-\,n)x}/_{n(N-1)}]$$

where N is the population size, r is the fraction of responses that you are interested in, and $Z(c/100)$ is the critical value for the confidence level c.

If you'd like to see how we perform the calculation, view the page source. This calculation is based on the Normal distribution, and assumes you have more than about 30 samples.

About **Response distribution**: If you ask a random sample of 10 people if they like donuts, and 9 of them say, "Yes", then the prediction that you make about the general population is different than it would be if 5 had said, "Yes", and 5 had said, "No". Setting the response distribution to 50% is the most conservative assumption. So just leave it at 50% unless you know what you're doing. The sample size calculator computes the critical value for the normal distribution. Wikipedia has good articles on statistics.

How do you like this web page? ○ **Good as-is** ○ **Could be even better**

Print Done

Sumber: Sample Size Calculator by Raosoft, Inc. (raosoft.com)

Lampiran 3. Kuesioner Penelitian

SURAT PERMOHONAN

Kepada Yth,
Bapak/Ibu Karyawan
PT Eka Timur Raya II Jawa Tengah
di Tempat

Dengan hormat,

Sehubungan dengan pelaksanaan penelitian dalam rangka penyusunan tugas akhir (Skripsi) program sarjana Strata Satu (S1) Universitas Peradaban. Saya bermaksud melakukan pengumpulan data melalui kuesioner penelitian dengan memberikan angket kepada Bapak/Ibu Karyawan PT Eka Timur Raya II Jawa Tengah. Adapun detail penelitian adalah sebagai berikut:

Nama Penulis	:	Suhermanto
NIM	:	41218072
Program Studi	:	Manajemen
Fakultas	:	Ekonomika dan Bisnis
Judul	:	Peran Keterlibatan Kerja dalam Memediasi Pengaruh Kepemimpinan Transformasional terhadap Kinerja Karyawan, Komitmen Organisasional dan *Organizational Citizenship Behavior*.

Seluruh jawaban dalam kuesioner penelitian ini hanya akan digunakan untuk kepentingan penelitian. Privasi dan keamanan data akan dijaga dengan sebaik-baiknya. Oleh sebab itu, saya harap Bapak/Ibu dapat berkenan menjawab dengan sungguh-sungguh, jujur, dan apa adanya tanpa ada tekanan maupun kekhawatiran dari pihak manapun.

Demikian saya sampaikan, terima kasih atas perhatian serta kerelaan waktu dan partisipasinya dalam penelitian ini. Semoga menjadi ladang ibadah yang memberikan pahala kebaikan.

Paguyangan, 5 Juli 2022

Hormat saya,

SUHERMANTO
NIM. 41218072

KUESIONER PENELITIAN

Peran Keterlibatan Kerja dalam Memediasi Pengaruh Kepemimpinan Transformasional terhadap Kinerja Karyawan, Komitmen Organisasional dan *Organizational Citizenship Behavior*

I. Identitas Responden

Berilah tanda centang (✓) pada kolom yang telah disediakan, sesuai dengan identitas pengenal Bapak/Ibu

1. Nama : .....
2. Jenis Kelamin : ☐ Laki-laki ☐ Perempuan
3. Usia : ☐ 18-30 Tahun ☐ 31-45 Tahun
   ☐ 46-55 Tahun ☐ > 55 Tahun
4. Pendidikan : ☐ SMA ☐ DIPLOMA
   ☐ S1 ☐ S2
   ☐ .....
5. Jabatan : ☐ Pelaksana ☐ Staff
   ☐ Spv / Kabag ☐ Manajer
   ☐ .....
6. Lama Bekerja : ☐ < 1 Tahun ☐ 1-5 Tahun
   ☐ 5-10 Tahun ☐ >10 Tahun

Catatan:

- Mohon diisi dengan benar
- Jawaban apapun yang diberikan tidak akan memengaruhi Bapak/Ibu
- Data hanya akan digunakan untuk menyelesaikan penulisan Skripsi

II. Pernyataan Kuesioner

1. Kepemimpinan Transformasional

Berilah tanda (✓) pada salah satu kolom jawaban yang Bapak/Ibu anggap paling tepat dan sesuai dengan keadaan di tempat kerja, berdasarkan kriteria :

STS = Sangat Tidak Setuju
TS = Tidak Setuju
RR = Ragu – Ragu
S = Setuju
SS = Sangat Setuju

No	Pernyataan	STS	TS	RR	S	SS
1.	Pimpinan saya selalu bertindak dengan cara yang membangun rasa hormat saya					
2.	Pimpinan saya selalu menekankan pentingnya memiliki rasa misi kolektif					
3.	Pimpinan saya selalu menanamkan kebanggaan dalam diri saya karena berhubungan dengannya					
4.	Pimpinan saya selalu berbicara tentang nilai dan keyakinan mereka yang paling penting					
5.	Pimpinan saya selalu menampilkan rasa kekuatan dan kepercayaan diri					
6.	Pimpinan saya selalu menentukan pentingnya memiliki tujuan yang kuat					
7.	Pimpinan saya selalu mempertimbangkan konsekuensi moral dan etika dari keputusan					
8.	Pimpinan saya selalu melampaui kepentingan pribadi demi kebaikan kelompok					
9.	Pimpinan saya selalu berbicara optimis tentang masa depan					
10.	Pimpinan saya selalu mengartikulasikan visi masa depan yang meyakinkan					

Kepemimpinan Transformasional (Lanjutan)

Berilah tanda (✓) pada salah satu kolom jawaban yang Bapak/Ibu anggap paling tepat dan sesuai dengan keadaan di tempat kerja, berdasarkan kriteria :

STS = Sangat Tidak Setuju
TS = Tidak Setuju
RR = Ragu – Ragu
S = Setuju
SS = Sangat Setuju

No	Pernyataan	STS	TS	RR	S	SS
11.	Pimpinan saya selalu berbicara dengan antusias tentang apa yang perlu dicapai					
12.	Pimpinan saya selalu mengungkapkan keyakinan bahwa tujuan akan tercapai					
13.	Pimpinan saya selalu mengkaji ulang asumsi kritis untuk mempertanyakan apakah asumsi tersebut tepat					
14.	Pimpinan saya selalu mencari perspektif yang berbeda saat memecahkan masalah					
15.	Pimpinan saya selalu membuat saya melihat masalah dari berbagai sudut					
16.	Pimpinan saya selalu menyarankan cara baru untuk melihat bagaimana menyelesaikan tugas					
17.	Pimpinan saya selalu menghabiskan waktu untuk mengajar dan melatih					
18.	Pimpinan saya selalu memperlakukan saya sebagai individu bukan hanya sebagai anggota kelompok					
19.	Pimpinan saya selalu menganggap saya memiliki kebutuhan, kemampuan, dan aspirasi yang berbeda dari orang lain					
20.	Pimpinan saya selalu membantu saya mengembangkan kemampuan saya					

Catatan:

- Mohon diisi dengan benar
- Jawaban apapun yang diberikan tidak akan memengaruhi Bapak/Ibu
- Data hanya akan digunakan untuk menyelesaikan penulisan Skripsi

2. Kinerja Karyawan

Berilah tanda (✓) pada salah satu kolom jawaban yang Bapak/Ibu anggap paling tepat dan sesuai dengan keadaan di tempat kerja, berdasarkan kriteria :

STS = Sangat Tidak Setuju
TS = Tidak Setuju
RR = Ragu – Ragu
S = Setuju
SS = Sangat Setuju

No	Pernyataan	STS	TS	RR	S	SS
1.	Saya selalu melakukan tugas-tugas sulit dengan benar					
2.	Saya selalu melakukan pekerjaan saya sesuai dengan apa yang diharapkan organisasi.					
3.	Saya selalu merencanakan pelaksanaan pekerjaan saya dengan menentukan tindakan, tenggat waktu, dan prioritas					
4.	Saya selalu merencanakan tindakan sesuai dengan tugas dan rutinitas organisasi					
5.	Saya selalu memanfaatkan peluang yang dapat meningkatkan hasil di tempat kerja.					
6.	Saya selalu mengambil inisiatif untuk meningkatkan hasil di tempat kerja.					
7.	Saya selalu mencari solusi baru untuk masalah yang mungkin muncul dalam pekerjaan saya.					
8.	Saya selalu bekerja keras untuk melakukan tugas-tugas yang diberikan.					
9.	Saya selalu menjalankan tugas dengan memperkirakan hasilnya					
10.	Saya selalu mencoba memperbarui pengetahuan teknis saya untuk melakukan pekerjaan.					

Catatan:

- Mohon diisi dengan benar
- Jawaban apapun yang diberikan tidak akan memengaruhi Bapak/Ibu
- Data hanya akan digunakan untuk menyelesaikan penulisan Skripsi

3. Komitmen Organisasional

Berilah tanda (✓) pada salah satu kolom jawaban yang Bapak/Ibu anggap paling tepat dan sesuai dengan keadaan di tempat kerja, berdasarkan kriteria :

STS = Sangat Tidak Setuju
TS = Tidak Setuju
RR = Ragu – Ragu
S = Setuju
SS = Sangat Setuju

No	Pernyataan	STS	TS	RR	S	SS
1.	Saya akan selalu setia terhadap perusahaan					
2.	Saya ikut merasa bahwa masalah perusahaan adalah masalah saya					
3.	Saya merasa terikat dengan perusahaan					
4.	Saya akan merasa terganggu apabila memutuskan keluar perusahaan					
5.	Saya selalu merasa berkewajiban untuk bertahan di perusahaan					
6.	Saya merasa lebih baik apabila bertahan di perusahaan					

Catatan:

- Mohon diisi dengan benar
- Jawaban apapun yang diberikan tidak akan memengaruhi Bapak/Ibu
- Data hanya akan digunakan untuk menyelesaikan penulisan Skripsi

4. *OCB*

Berilah tanda (✓) pada salah satu kolom jawaban yang Bapak/Ibu anggap paling tepat dan sesuai dengan keadaan di tempat kerja, berdasarkan kriteria :

STS = Sangat Tidak Setuju
TS = Tidak Setuju
RR = Ragu – Ragu
S = Setuju
SS = Sangat Setuju

No	Pernyataan	STS	TS	RR	S	SS
1.	Saya selalu bersedia memberikan bantuan kepada karyawan lain					
2.	Saya selalu berusaha untuk tidak menciptakan masalah					
3.	Saya tidak pernah menyalahgunakan hak					
4.	Saya membutuhkan motivasi positif dari perusahaan dan karyawan lain					
5.	Saya selalu berpikir positif ketika menemukan kesalahan di perusahaan					
6.	Saya selalu berpikir positif tentang perusahaan					
7.	Saya selalu mengikuti perkembangan perusahaan					
8.	Saya selalu memperbarui dan mengembangkan diri demi perusahaan					
9.	Saya selalu hadir dalam pertemuan perusahaan meskipun tidak diwajibkan					
10.	Saya selalu patuh terhadap aturan perusahaan					
11.	Saya tidak pernah mengambil waktu istirahat tambahan					
12.	Saya selalu hadir melebihi jadwal yang telah ditetapkan					

Catatan:

- Mohon diisi dengan benar
- Jawaban apapun yang diberikan tidak akan memengaruhi Bapak/Ibu
- Data hanya akan digunakan untuk menyelesaikan penulisan Skripsi

5. Keterlibatan Kerja

Berilah tanda (✓) pada salah satu kolom jawaban yang Bapak/Ibu anggap paling tepat dan sesuai dengan keadaan di tempat kerja, berdasarkan kriteria :

STS = Sangat Tidak Setuju
TS = Tidak Setuju
RR = Ragu – Ragu
S = Setuju
SS = Sangat Setuju

No	Pernyataan	STS	TS	RR	S	SS
1.	Saya selalu semangat dalam bekerja					
2.	Saya merasa antusias saat bekerja					
3.	Saya selalu menyelesaikan pekerjaan tepat waktu					
4.	Saya selalu menganggap pekerjaan saya penting					
5.	Saya selalu merasa bangga atas pekerjaan saya sekarang					
6.	Saya selalu melakukan yang terbaik untuk pekerjaan					
7.	Saya merasa sulit melepaskan diri dari pekerjaan					
8.	Saya merasa waktu begitu cepat berlalu ketika bekerja					
9.	Saya selalu serius dalam bekerja					

Catatan:

- Mohon diisi dengan benar
- Jawaban apapun yang diberikan tidak akan memengaruhi Bapak/Ibu
- Data hanya akan digunakan untuk menyelesaikan penulisan Skripsi

Lampiran 4. Tabulasi Data Jawaban Responden

1. Variabel Demografi

ID	Gender	Age	Edu	Pos	Exp
1	2	53	3	2	7
2	1	50	2	3	8
3	1	61	1	1	8
4	1	49	2	2	7
5	1	51	2	3	8
6	1	37	2	1	7
7	1	35	1	1	6
8	1	32	2	2	8
9	1	32	2	1	8
10	1	37	2	1	8
11	1	57	2	1	6
12	2	44	2	1	7
13	1	51	4	3	8
14	1	30	2	1	8
15	1	46	2	3	8
16	1	30	1	1	5
17	1	51	2	1	8
18	1	45	2	1	8
19	1	32	2	1	8
20	1	49	2	1	8
21	1	42	2	3	8
22	1	46	1	1	7
23	1	25	1	1	7
24	1	53	2	3	7
25	1	52	2	3	8
26	1	47	2	3	8
27	2	40	1	1	7
28	1	38	2	1	3
29	1	40	2	2	8
30	1	47	2	1	8
31	1	45	2	2	7
32	1	62	1	1	8
33	1	54	1	3	8
34	1	30	2	1	8
35	1	40	1	1	8
36	1	34	1	1	8
37	2	31	2	1	7
38	1	32	1	1	5
39	1	28	2	1	8
40	1	47	2	1	7
41	1	39	2	1	8
42	1	47	2	1	8
43	1	26	1	1	8
44	1	41	1	1	5
45	1	26	2	1	7
46	1	29	2	1	7
47	1	44	2	1	7
48	1	51	2	1	8
49	1	52	2	1	8
50	1	30	1	1	8
51	2	36	2	2	8
52	1	30	2	1	8
53	1	50	1	1	8
54	1	37	2	1	7
55	2	43	2	3	8
56	2	40	1	1	6
57	1	26	1	1	3
58	1	29	1	1	7
59	1	51	2	1	7
60	1	64	2	3	8
61	1	40	2	1	8
62	2	42	2	1	6
63	2	45	1	1	7
64	1	52	2	3	8
65	1	24	2	2	5
66	1	46	2	3	8
67	1	43	2	1	8
68	2	52	1	1	7
69	1	28	2	1	4
70	1	27	1	1	2
71	2	38	2	1	8
72	2	44	2	1	8
73	1	34	4	1	7
74	1	43	1	1	7
75	1	50	2	3	6
76	1	45	2	1	8
77	2	47	1	1	6
78	1	27	1	1	4
79	1	34	1	1	5
80	1	30	2	1	2
81	2	39	2	1	6
82	1	25	1	1	8
83	1	45	4	3	5
84	1	52	4	3	8
85	1	35	1	1	4
86	2	44	2	1	7
87	1	47	2	1	8
88	2	43	2	1	7
89	1	24	2	1	5
90	1	28	1	1	4
91	1	52	2	3	8
92	1	42	2	1	8
93	1	25	1	1	7
94	1	43	2	1	8
95	1	39	2	1	7
96	1	32	2	1	7
97	1	28	2	1	8
98	1	45	2	1	8
99	1	41	2	1	7
100	2	29	2	2	7
101	1	36	2	1	6
102	1	36	2	1	8
103	1	31	1	1	3
104	1	45	2	1	8
105	1	46	2	1	7
106	1	42	2	1	8
107	1	45	2	1	8
108	1	47	2	1	8
109	1	46	2	1	8
110	1	43	2	1	8
111	2	26	2	1	6
112	1	23	1	1	5
113	1	27	2	1	7
114	2	49	3	3	8
115	1	32	4	3	7
116	1	53	2	3	8
117	1	47	2	1	8
118	1	29	1	1	7
119	1	30	2	2	5
120	1	43	2	1	7
121	1	44	2	3	8
122	1	42	2	2	7
123	1	54	2	1	8
124	1	42	2	3	8
125	1	26	2	1	5
126	1	42	1	1	8
127	1	25	1	1	8
128	1	52	2	2	8
129	1	49	3	3	8
130	1	52	2	1	7
131	1	27	2	1	8
132	1	23	1	1	5
133	1	35	2	1	8
134	1	23	2	1	2
135	1	47	2	1	8

ID	Gender	Age	Edu	Pos	Exp
136	1	37	2	1	7
137	1	44	2	1	7
138	1	50	2	1	7
139	1	48	1	1	7
140	1	29	2	1	8
141	1	45	2	1	7
142	1	31	1	1	3
143	1	47	2	1	8
144	1	25	2	1	6
145	1	42	1	1	7
146	1	51	2	3	7
147	1	50	2	1	8
148	2	45	1	1	7
149	1	53	2	1	7
150	1	44	1	1	8
151	1	34	2	1	8
152	1	51	3	3	8
153	1	56	2	1	7
154	2	38	2	1	7
155	1	31	1	1	5
156	1	39	2	1	5
157	1	25	2	1	5
158	1	37	2	1	7
159	1	43	1	1	7
160	1	54	2	3	8
161	1	54	2	2	8
162	1	25	2	1	5
163	1	25	2	1	2
164	1	37	2	1	8
165	1	44	2	1	8
166	1	29	1	1	8
167	1	29	2	1	7
168	1	57	2	1	8
169	1	27	2	2	8
170	1	38	2	1	7
171	1	28	4	1	3
172	1	47	2	3	8
173	1	51	1	1	8
174	1	48	1	1	8
175	2	46	2	1	8
176	1	63	1	1	8
177	1	47	1	1	8
178	1	37	2	1	8
179	1	29	2	1	8
180	1	45	2	3	8
181	1	37	2	1	8
182	1	34	2	1	5
183	1	28	2	1	8
184	1	55	2	3	8
185	1	43	2	1	8
186	1	50	2	3	8
187	1	23	2	1	3
188	1	52	2	1	7
189	1	55	1	1	8
190	1	67	2	1	8
191	1	46	2	1	8
192	1	52	2	3	8
193	1	32	2	2	7
194	2	38	2	1	8
195	1	27	4	3	4
196	1	27	2	1	8
197	1	40	1	2	8
198	1	22	2	1	4
199	1	57	2	3	8
200	1	52	1	1	8
201	1	41	2	1	5
202	1	28	2	1	4
203	1	23	2	1	4
204	1	54	2	1	8
205	1	49	2	1	7
206	1	48	1	1	7
207	1	55	2	1	8
208	1	26	2	1	6
209	1	29	2	1	6
210	1	51	2	3	8
211	1	27	2	1	6
212	1	38	2	1	8
213	1	45	2	1	8
214	1	60	2	3	8
215	1	43	2	1	8
216	1	49	2	1	8
217	2	28	2	1	6
218	1	50	2	1	7
219	1	23	1	1	5
220	1	29	1	1	7
221	1	37	2	1	8
222	1	49	3	3	8
223	1	48	2	3	8
224	2	27	4	1	3
225	1	29	4	3	2
226	1	34	3	1	6
227	1	45	1	1	7
228	1	53	2	1	8
229	1	30	2	1	8
230	1	23	2	1	5
231	1	34	2	1	8
232	2	31	1	1	6
233	2	34	2	1	7
234	1	24	1	1	5
235	1	43	2	1	8
236	1	40	2	1	8
237	1	33	2	1	7
238	1	51	2	3	8
239	1	46	2	2	8
240	1	45	2	1	8
241	1	24	2	1	4
242	1	54	2	1	8
243	1	43	2	1	8
244	1	57	1	3	8
245	1	44	1	1	7
246	1	41	2	1	7
247	1	53	2	3	8
248	1	27	1	2	8
249	1	37	2	1	3
250	1	28	2	1	8
251	1	33	2	2	8
252	1	27	1	1	8

2. Variabel Kepemimpinan Transformasional

ID	TL_1	TL_2	TL_3	TL_4	TL_5
1	4	3	3	3	4
2	3	4	3	4	3
3	4	3	3	4	4
4	4	3	4	4	3
5	4	4	4	4	4
6	4	3	4	4	3
7	3	4	3	4	3
8	4	3	4	4	4
9	4	3	3	3	4
10	3	3	4	3	4
11	3	2	3	2	2
12	2	2	2	2	3
13	3	2	2	2	3
14	2	3	2	3	3
15	2	3	3	2	2
16	2	3	3	2	2
17	2	3	2	3	2
18	2	2	3	3	2
19	2	3	3	3	2
20	2	3	2	3	3
21	2	2	2	2	1
22	2	2	2	2	1
23	2	2	2	2	2
24	2	2	1	2	1
25	2	2	2	1	2
26	2	2	1	2	2
27	2	2	2	1	1
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32	2	2	2	2	1
33	2	2	1	2	1
34	2	2	2	1	2
35	2	1	1	2	2
36	1	1	2	1	1
37	3	1	2	1	2
38	3	2	1	1	3
39	3	3	3	2	3
40	3	2	1	1	1
41	3	3	1	3	3
42	1	2	2	3	3
43	1	2	1	2	1
44	1	1	3	2	2
45	1	2	3	2	2

ID	TL_1	TL_2	TL_3	TL_4	TL_5
46	1	3	1	2	3
47	1	1	3	2	2
48	2	3	1	1	2
49	1	3	1	1	1
50	1	1	1	1	2
51	3	1	3	2	2
52	1	1	1	1	1
53	1	2	3	2	3
54	1	1	3	2	3
55	3	1	3	2	3
56	3	1	3	1	3
57	2	1	3	2	3
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69	2	2	2	3	3
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71	3	3	2	3	3
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85	3	3	3	3	2
86	2	3	3	3	3
87	2	2	2	2	2
88	3	2	2	3	3
89	3	3	2	3	2
90	3	2	2	2	3

ID	TL_1	TL_2	TL_3	TL_4	TL_5
91	3	2	3	3	3
92	3	2	3	2	2
93	3	3	3	3	3
94	5	4	4	4	4
95	4	5	5	4	4
96	4	5	5	4	4
97	4	5	4	4	4
98	4	5	5	5	4
99	5	5	4	4	4
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130	3	4	4	3	3
131	4	3	3	3	3
132	4	4	4	3	3
133	4	4	3	3	4
134	3	4	4	3	3
135	3	3	4	4	4

ID	TL_1	TL_2	TL_3	TL_4	TL_5
136	4	3	4	4	3
137	3	4	3	4	3
138	4	3	3	3	4
139	3	3	3	4	3
140	4	4	4	4	4
141	3	3	4	3	4
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174	4	3	3	3	3
175	3	4	4	3	3
176	3	4	4	3	3
177	3	4	4	4	3
178	4	4	4	3	3
179	2	2	3	3	2
180	4	3	4	4	3

ID	TL_1	TL_2	TL_3	TL_4	TL_5
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183	3	2	2	1	2
184	3	2	3	1	2
185	1	2	2	3	1
186	1	1	1	3	2
187	2	2	1	1	1
188	1	2	2	2	2
189	2	1	2	1	2
190	2	2	3	2	3
191	1	1	2	1	2
192	2	2	2	2	1
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221	3	2	3	2	2
222	3	2	2	3	2
223	2	1	3	2	1
224	3	3	2	2	2
225	2	3	3	2	2

ID	TL_1	TL_2	TL_3	TL_4	TL_5
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227	3	3	2	2	3
228	2	3	3	3	3
229	2	3	3	2	2
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247	3	3	3	3	3
248	3	3	3	3	3
249	3	3	3	3	3
250	3	3	3	3	3
251	3	3	3	3	3
252	3	3	3	3	3

ID	TL_6	TL_7	TL_8	TL_9	TL_10
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6	4	3	4	3	4
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13	2	3	2	2	3
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19	3	3	3	3	3
20	2	2	2	3	2
21	2	1	2	2	2
22	2	2	1	2	1
23	2	1	2	1	2
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32	2	2	1	2	2
33	2	2	2	1	2
34	2	2	2	2	1
35	2	2	2	1	2
36	2	2	1	2	1
37	2	2	1	2	2
38	1	3	3	1	3
39	2	3	3	3	1
40	2	2	2	1	2
41	2	2	2	1	2
42	2	1	1	3	1
43	1	2	1	3	3
44	1	3	1	1	3
45	3	3	2	3	2
46	3	3	2	3	2
47	3	3	2	1	3
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94	4	5	4	5	5
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96	4	4	4	5	4
97	4	5	5	5	4
98	5	5	5	5	5
99	5	4	4	5	4
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104	4	5	5	4	4
105	5	4	5	5	4
106	4	5	5	4	5
107	5	5	5	4	5
108	5	4	4	4	5
109	4	4	4	5	4
110	5	5	4	4	5
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131	4	3	3	3	3
132	4	3	3	3	3
133	3	4	3	3	4
134	3	4	3	3	3
135	3	3	4	4	3

ID	TL_6	TL_7	TL_8	TL_9	TL_10
136	3	3	3	4	4
137	4	3	3	4	3
138	4	4	4	3	3
139	3	4	3	3	4
140	4	4	3	4	3
141	3	4	4	4	3
142	3	3	3	3	4
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166	2	3	3	3	3
167	2	2	2	3	3
168	2	3	2	2	3
169	3	3	2	2	3
170	4	4	4	3	4
171	3	4	3	3	3
172	3	4	3	4	3
173	3	3	4	4	4
174	3	3	4	4	3
175	3	3	4	4	3
176	3	3	3	3	4
177	4	3	4	4	3
178	4	3	4	3	3
179	2	3	3	3	2
180	4	3	4	3	3

ID	TL_6	TL_7	TL_8	TL_9	TL_10
181	4	4	3	3	4
182	4	3	3	3	4
183	3	2	2	3	2
184	3	3	2	3	1
185	1	1	2	2	2
186	1	1	2	1	2
187	2	2	3	3	3
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220	2	2	2	3	2
221	3	2	2	3	2
222	2	3	2	2	2
223	2	2	3	2	3
224	3	3	1	1	3
225	2	3	1	3	3

ID	TL_6	TL_7	TL_8	TL_9	TL_10
226	3	2	3	3	3
227	3	2	3	3	3
228	2	3	3	2	3
229	3	2	3	2	2
230	2	2	2	2	2
231	3	1	3	3	1
232	3	2	3	2	3
233	2	3	2	3	2
234	3	3	1	1	1
235	2	2	3	3	2
236	3	1	3	1	1
237	1	3	3	3	2
238	3	3	3	3	3
239	3	2	3	2	2
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246	4	4	4	4	4
247	3	3	3	3	3
248	3	3	2	2	2
249	3	3	3	2	3
250	3	3	3	2	3
251	3	3	3	2	3
252	3	3	3	3	3

ID	TL_11	TL_12	TL_13	TL_14	TL_15
1	4	4	4	4	3
2	3	4	3	3	3
3	3	3	3	4	4
4	3	4	4	3	4
5	4	3	3	4	4
6	4	3	4	3	4
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18	2	2	2	2	3
19	3	2	2	2	2
20	2	3	2	3	3
21	1	2	1	2	2
22	2	1	2	1	1
23	2	2	2	2	2
24	2	2	2	2	1
25	1	2	2	2	2
26	1	1	2	2	2
27	2	2	1	2	2
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40	2	1	2	2	2
41	2	2	2	2	3
42	3	1	1	3	3
43	3	2	2	3	2
44	2	3	2	3	1
45	1	1	3	3	3

ID	TL_11	TL_12	TL_13	TL_14	TL_15
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47	2	2	3	2	2
48	2	1	2	1	2
49	2	3	3	1	1
50	1	1	1	1	3
51	2	2	2	3	2
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54	2	2	2	2	3
55	2	1	3	3	3
56	1	2	3	1	2
57	3	2	3	2	2
58	2	1	1	1	1
59	1	2	3	1	3
60	2	2	3	3	2
61	3	3	3	2	2
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3. Variabel Kinerja Karyawan

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4. Variabel Komitmen Organisasional

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5. Variabel *OCB*

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ID	OCB_1	OCB_2	OCB_3	OCB_4	OCB_5	OCB_6
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ID	OCB_7	OCB_8	OCB_9	OCB_10	OCB_11	OCB_12
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224	3	4	1	4	2	2
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ID	OCB_7	OCB_8	OCB_9	OCB_10	OCB_11	OCB_12
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229	3	3	2	2	2	2
230	1	1	4	3	3	4
231	2	2	1	1	2	4
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233	3	3	2	2	2	3
234	2	1	3	3	1	4
235	3	4	1	3	3	2
236	1	4	1	1	3	1
237	4	3	2	2	2	1
238	1	4	2	4	2	4
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248	3	2	4	3	1	4
249	2	3	1	4	1	3
250	4	1	1	3	2	1
251	4	2	4	1	3	2
252	1	3	1	1	1	3

6. Variabel Keterlibatan Kerja

ID	WE_1	WE_2	WE_3	WE_4	WE_5
1	4	4	4	4	3
2	4	4	3	4	4
3	3	3	3	3	4
4	4	4	3	3	3
5	4	3	4	3	3
6	3	4	4	3	4
7	3	3	4	4	4
8	4	3	3	3	4
9	4	4	3	3	3
10	4	3	4	4	4
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12	4	4	4	4	4
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14	1	3	2	3	2
15	4	4	4	4	3
16	4	4	3	3	4
17	2	1	3	1	2
18	1	3	1	1	1
19	2	1	1	1	2
20	1	1	3	1	1
21	2	1	1	2	2
22	3	2	2	3	1
23	2	3	3	2	1
24	3	3	3	1	1
25	3	3	2	1	2
26	1	2	3	2	1
27	2	3	1	3	2
28	2	1	3	3	1
29	2	3	1	1	1
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31	2	1	2	1	2
32	1	3	3	1	2
33	2	2	2	3	1
34	3	1	3	3	1
35	1	2	3	1	3
36	2	3	1	1	1
37	3	1	3	3	2
38	3	3	1	3	3
39	4	4	4	4	4
40	1	2	3	3	3
41	3	3	4	4	3
42	4	3	4	4	4
43	3	4	3	4	3
44	3	4	3	3	3
45	3	3	4	4	3

ID	WE_1	WE_2	WE_3	WE_4	WE_5
46	3	3	4	4	3
47	4	4	4	3	4
48	4	4	3	4	4
49	3	4	4	3	4
50	3	4	4	4	4
51	4	4	4	4	3
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71	4	4	3	3	4
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73	4	4	4	3	3
74	4	3	4	4	4
75	3	4	3	4	3
76	3	3	2	3	3
77	4	4	4	4	4
78	2	2	2	3	2
79	2	3	2	2	2
80	2	2	3	2	3
81	3	3	2	3	3
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85	2	3	3	2	2
86	2	2	3	3	2
87	2	3	2	3	3
88	3	3	2	3	2
89	3	3	2	2	2
90	2	2	2	3	2

ID	WE_1	WE_2	WE_3	WE_4	WE_5
91	2	3	3	2	3
92	4	3	4	4	3
93	3	3	3	2	3
94	5	4	4	4	5
95	5	5	4	4	4
96	4	5	4	4	5
97	4	5	4	4	5
98	5	4	4	4	4
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100	4	5	4	4	4
101	4	5	5	5	4
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104	5	4	5	5	4
105	4	5	4	5	5
106	4	4	5	5	4
107	5	4	5	4	4
108	4	5	4	5	5
109	4	5	5	5	5
110	4	5	5	5	4
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112	4	4	3	4	3
113	4	3	4	3	4
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130	2	2	2	2	2
131	2	2	2	2	2
132	2	2	3	2	3
133	3	3	2	3	2
134	3	3	2	3	2
135	2	2	2	2	3

ID	WE_1	WE_2	WE_3	WE_4	WE_5
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137	3	2	2	3	3
138	3	2	2	2	2
139	3	3	2	2	3
140	3	2	2	3	2
141	2	3	3	3	3
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165	2	2	2	3	2
166	3	2	3	2	3
167	2	2	2	3	2
168	3	2	2	3	3
169	3	2	3	2	2
170	3	3	2	2	2
171	3	3	3	3	3
172	3	3	3	2	2
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174	3	2	2	2	2
175	2	3	3	3	3
176	2	3	3	2	3
177	3	2	2	3	3
178	3	3	3	3	3
179	3	3	3	3	3
180	2	3	3	3	2

ID	WE_1	WE_2	WE_3	WE_4	WE_5
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182	3	2	2	2	3
183	2	3	2	2	2
184	2	2	2	2	3
185	2	3	3	3	3
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220	1	1	3	3	2
221	3	2	2	3	2
222	3	2	3	2	2
223	2	2	3	1	1
224	2	2	1	3	1
225	3	3	2	2	2

ID	WE_1	WE_2	WE_3	WE_4	WE_5
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227	3	2	2	2	2
228	2	3	3	2	3
229	2	2	3	2	3
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246	2	3	2	2	1
247	3	3	3	3	2
248	2	2	2	2	3
249	3	2	3	2	2
250	1	2	2	3	1
251	1	3	3	3	2
252	2	2	1	1	1

ID	WE_6	WE_7	WE_8	WE_9
1	4	3	3	4
2	4	4	4	3
3	3	4	4	4
4	4	3	3	4
5	3	3	3	4
6	4	4	4	3
7	3	3	3	3
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9	4	4	4	4
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12	4	4	4	3
13	3	4	4	3
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16	4	3	4	4
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96	5	5	4	5
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103	5	4	4	4
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110	4	5	5	4
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129	3	2	3	2
130	2	2	2	3
131	3	2	3	2
132	2	3	3	3
133	2	3	2	3
134	2	3	3	2
135	2	3	3	3

ID	WE_6	WE_7	WE_8	WE_9
136	2	3	2	2
137	2	2	2	2
138	2	2	2	2
139	2	3	2	2
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141	2	3	3	3
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145	3	3	2	2
146	2	2	2	2
147	2	3	3	2
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150	3	2	3	3
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153	3	3	3	2
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155	2	3	2	2
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163	3	2	2	2
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167	2	2	3	3
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169	3	3	2	3
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174	3	3	2	2
175	2	3	3	2
176	3	2	2	2
177	3	2	2	3
178	3	2	2	3
179	3	2	3	2
180	3	2	2	2

ID	WE_6	WE_7	WE_8	WE_9
181	3	3	2	2
182	2	3	2	2
183	2	3	2	3
184	2	3	3	3
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220	3	3	3	2
221	2	2	3	2
222	2	2	3	3
223	2	1	3	2
224	1	3	2	3
225	2	3	3	1

ID	WE_6	WE_7	WE_8	WE_9
226	3	3	3	3
227	3	2	3	3
228	3	2	3	2
229	3	2	2	3
230	1	3	2	2
231	1	1	2	1
232	1	2	1	2
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236	3	2	2	1
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238	3	2	3	3
239	3	3	3	3
240	2	2	1	1
241	2	2	2	3
242	2	2	2	3
243	3	3	2	2
244	2	1	2	1
245	2	2	1	3
246	1	1	1	3
247	2	3	3	2
248	1	2	2	2
249	3	2	3	1
250	1	1	2	3
251	3	3	1	2
252	2	3	2	1

Lampiran 5. *Output* SPSS Analisis Deskriptif

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	225	89.3	89.3	89.3
	Perempuan	27	10.7	10.7	100.0
	Total	252	100.0	100.0	

Age_Int

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 30 Tahun	65	25.8	25.8	25.8
	31 - 45 Tahun	102	40.5	40.5	66.3
	46 - 55 Tahun	74	29.4	29.4	95.6
	> 55 Tahun	11	4.4	4.4	100.0
	Total	252	100.0	100.0	

Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	60	23.8	23.8	23.8
	SMA	177	70.2	70.2	94.0
	DIPLOMA	6	2.4	2.4	96.4
	SARJANA	9	3.6	3.6	100.0
	Total	252	100.0	100.0	

Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pelaksana	193	76.6	76.6	76.6
	Staff	18	7.1	7.1	83.7
	SPV/Kabag	41	16.3	16.3	100.0
	Total	252	100.0	100.0	

Exp_Int

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 2 Tahun	5	2.0	2.0	2.0
	3 - 5 Tahun	37	14.7	14.7	16.7
	6 - 8 Tahun	210	83.3	83.3	100.0
	Total	252	100.0	100.0	

Lampiran 6. *Output* SPSS Uji *Exploratory Factor Analysis* (*EFA*)

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.957
Bartlett's Test of Sphericity	Approx. Chi-Square	11496.734
	df	1596
	Sig.	.000

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings[a]
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	21.141	37.089	37.089	21.141	37.089	37.089	16.334
2	8.092	14.196	51.285	8.092	14.196	51.285	14.364
3	3.907	6.854	58.138	3.907	6.854	58.138	12.595
4	2.501	4.387	62.525	2.501	4.387	62.525	11.672
5	1.583	2.777	65.302	1.583	2.777	65.302	13.306
6	.880	1.543	66.845				
7	.806	1.414	68.259				
8	.792	1.390	69.649				
9	.740	1.298	70.947				
10	.709	1.245	72.191				
11	.687	1.206	73.397				
12	.660	1.158	74.554				
13	.604	1.059	75.613				
14	.593	1.040	76.654				
15	.584	1.025	77.679				
16	.547	.959	78.638				
17	.527	.924	79.562				
18	.513	.900	80.462				
19	.510	.894	81.357				
20	.502	.880	82.237				
21	.474	.832	83.069				
22	.459	.804	83.873				
23	.448	.787	84.660				
24	.443	.777	85.437				
25	.421	.738	86.176				
26	.391	.686	86.862				
27	.386	.677	87.539				
28	.377	.661	88.200				
29	.362	.635	88.835				
30	.355	.622	89.457				
31	.333	.585	90.042				
32	.330	.579	90.621				
33	.326	.572	91.193				
34	.307	.539	91.732				
35	.298	.523	92.255				
36	.286	.502	92.758				
37	.281	.492	93.250				
38	.271	.475	93.725				
39	.263	.462	94.187				
40	.250	.439	94.626				
41	.248	.436	95.062				
42	.236	.414	95.476				
43	.222	.389	95.865				
44	.214	.375	96.239				
45	.209	.367	96.606				
46	.204	.357	96.963				
47	.197	.345	97.308				
48	.192	.337	97.645				
49	.181	.318	97.963				
50	.172	.302	98.266				
51	.167	.294	98.559				
52	.158	.277	98.836				
53	.153	.269	99.105				
54	.144	.253	99.357				
55	.140	.245	99.602				
56	.125	.219	99.821				
57	.102	.179	100.000				

Extraction Method: Principal Component Analysis.

a. When components are correlated, sums of squared loadings cannot be added to obtain a total variance.

Lampiran 7. *Output* SPSS Uji *Common Method Biases* (*CMB*)

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	21.141	37.089	37.089	21.141	37.089	37.089
2	8.092	14.196	51.285			
3	3.907	6.854	58.138			
4	2.501	4.387	62.525			
5	1.583	2.777	65.302			
6	.880	1.543	66.845			
7	.806	1.414	68.259			
8	.792	1.390	69.649			
9	.740	1.298	70.947			
10	.709	1.245	72.191			
11	.687	1.206	73.397			
12	.660	1.158	74.554			
13	.604	1.059	75.613			
14	.593	1.040	76.654			
15	.584	1.025	77.679			
16	.547	.959	78.638			
17	.527	.924	79.562			
18	.513	.900	80.462			
19	.510	.894	81.357			
20	.502	.880	82.237			
21	.474	.832	83.069			
22	.459	.804	83.873			
23	.448	.787	84.660			
24	.443	.777	85.437			
25	.421	.738	86.176			
26	.391	.686	86.862			
27	.386	.677	87.539			
28	.377	.661	88.200			
29	.362	.635	88.835			
30	.355	.622	89.457			
31	.333	.585	90.042			
32	.330	.579	90.621			
33	.326	.572	91.193			
34	.307	.539	91.732			
35	.298	.523	92.255			
36	.286	.502	92.758			
37	.281	.492	93.250			
38	.271	.475	93.725			
39	.263	.462	94.187			
40	.250	.439	94.626			
41	.248	.436	95.062			
42	.236	.414	95.476			
43	.222	.389	95.865			
44	.214	.375	96.239			
45	.209	.367	96.606			
46	.204	.357	96.963			
47	.197	.345	97.308			
48	.192	.337	97.645			
49	.181	.318	97.963			
50	.172	.302	98.266			
51	.167	.294	98.559			
52	.158	.277	98.836			
53	.153	.269	99.105			
54	.144	.253	99.357			
55	.140	.245	99.602			
56	.125	.219	99.821			
57	.102	.179	100.000			

Extraction Method: Principal Component Analysis.

Lampiran 8. *Output* Amos Uji Validitas Konvergen

Standardized Regression Weights:
(Skripsi 2022 - Model CFA)

			Estimate
TL_1	<---	TL	.797
TL_2	<---	TL	.802
TL_3	<---	TL	.790
TL_4	<---	TL	.811
TL_5	<---	TL	.821
TL_6	<---	TL	.812
TL_7	<---	TL	.807
TL_8	<---	TL	.804
TL_9	<---	TL	.781
TL_10	<---	TL	.789
TL_11	<---	TL	.808
TL_12	<---	TL	.799
TL_13	<---	TL	.797
TL_14	<---	TL	.785
TL_15	<---	TL	.813
TL_16	<---	TL	.795
TL_17	<---	TL	.801
TL_18	<---	TL	.810
TL_19	<---	TL	.772
TL_20	<---	TL	.784
EP_1	<---	EP	.763
EP_2	<---	EP	.724
EP_3	<---	EP	.717
EP_4	<---	EP	.705
EP_5	<---	EP	.716
EP_6	<---	EP	.740
EP_7	<---	EP	.748
EP_8	<---	EP	.713
EP_9	<---	EP	.779
EP_10	<---	EP	.760
OC_1	<---	OC	.838
OC_2	<---	OC	.852
OC_3	<---	OC	.825
OC_4	<---	OC	.837
OC_5	<---	OC	.861
OC_6	<---	OC	.848
OCB_1	<---	OCB	.770
OCB_2	<---	OCB	.751
OCB_3	<---	OCB	.755
OCB_4	<---	OCB	.781
OCB_5	<---	OCB	.794
OCB_6	<---	OCB	.748
OCB_7	<---	OCB	.753
OCB_8	<---	OCB	.755
OCB_9	<---	OCB	.780
OCB_10	<---	OCB	.752
OCB_11	<---	OCB	.775
OCB_12	<---	OCB	.728
WE_1	<---	WE	.785
WE_2	<---	WE	.766
WE_3	<---	WE	.749
WE_4	<---	WE	.787
WE_5	<---	WE	.806
WE_6	<---	WE	.783
WE_7	<---	WE	.807
WE_8	<---	WE	.794
WE_9	<---	WE	.747

Lampiran 9. *Output* Amos Uji AVE, Validitas Diskriminan dan Reliabilitas

Model Validity Measures

Validity Analysis

	CR	AVE	MSV	MaxR(H)	TL	EP	OC	OCB	WE
TL	0.972	0.638	0.178	0.973	**0.799**				
EP	0.922	0.543	0.526	0.923	0.375***	**0.737**			
OC	0.937	0.712	0.526	0.937	0.392***	0.725***	**0.844**		
OCB	0.943	0.581	0.515	0.944	0.365***	0.638***	0.718***	**0.762**	
WE	0.934	0.610	0.305	0.934	0.422***	0.383***	0.521***	0.552***	**0.781**

Validity Concerns

No validity concerns here.

References

Significance of Correlations:
† p < 0.100
* p < 0.050
** p < 0.010
*** p < 0.001

Thresholds From:
Hu, L., Bentler, P.M. (1999), "Cutoff Criteria for Fit Indexes in Covariance Structure Analysis: Conventional Criteria Versus New Alternatives" SEM vol. 6(1), pp. 1-55.

--If you would like to cite this tool directly, please use the following: Gaskin, J., James, M., and Lim, J. (2019), "Master Validity Tool", AMOS Plugin. Gaskination's StatWiki.

Lampiran 10. *Output* Amos Pengukuran *Goodness of Fit* dan Nilai Kovarian

Model Fit Measures

Measure	Estimate	Threshold	Interpretation
CMIN	2134.688	--	--
DF	1532.000	--	--
CMIN/DF	1.393	Between 1 and 3	Excellent
CFI	0.945	>0.95	Acceptable
SRMR	0.103	<0.08	Terrible
RMSEA	0.040	<0.06	Excellent
PClose	1.000	>0.05	Excellent

Your model fit could improve. Based on the standardized residual covariances, we recommend removing WE_9.

Cutoff Criteria*

Measure	Terrible	Acceptable	Excellent
CMIN/DF	> 5	> 3	> 1
CFI	<0.90	<0.95	>0.95
SRMR	>0.10	>0.08	<0.08
RMSEA	>0.08	>0.06	<0.06
PClose	<0.01	<0.05	>0.05

*Note: Hu and Bentler (1999, "Cutoff Criteria for Fit Indexes in Covariance Structure Analysis: Conventional Criteria Versus New Alternatives") recommend combinations of measures. Personally, I prefer a combination of CFI>0.95 and SRMR<0.08. To further solidify evidence, add the RMSEA<0.06.

**If you would like to cite this tool directly, please use the following: Gaskin, J. & Lim, J. (2016), "Model Fit Measures", AMOS Plugin. Gaskination's StatWiki.

Covariances: (Skripsi 2022 - Model SEM)

	M.I.	Par Change
e59 <--> e60	70.356	.224
e58 <--> e60	56.067	.197
e58 <--> e59	84.084	.284
e39 <--> e44	20.768	.114

Lampiran 11. *Output* Amos *Goodness of Fit* Modifikasi Model

Model Fit Measures

Measure	Estimate	Threshold	Interpretation
CMIN	1913.032	--	--
DF	1528.000	--	--
CMIN/DF	1.252	Between 1 and 3	Excellent
CFI	0.965	>0.95	Excellent
SRMR	0.043	<0.08	Excellent
RMSEA	0.032	<0.06	Excellent
PClose	1.000	>0.05	Excellent

Congratulations, your model fit is excellent!

Cutoff Criteria*

Measure	Terrible	Acceptable	Excellent
CMIN/DF	> 5	> 3	> 1
CFI	<0.90	<0.95	>0.95
SRMR	>0.10	>0.08	<0.08
RMSEA	>0.08	>0.06	<0.06
PClose	<0.01	<0.05	>0.05

*Note: Hu and Bentler (1999, "Cutoff Criteria for Fit Indexes in Covariance Structure Analysis: Conventional Criteria Versus New Alternatives") recommend combinations of measures. Personally, I prefer a combination of CFI>0.95 and SRMR<0.08. To further solidify evidence, add the RMSEA<0.06.

**If you would like to cite this tool directly, please use the following: Gaskin, J. & Lim, J. (2016), "Model Fit Measures", AMOS Plugin. Gaskination's StatWiki.

Lampiran 12. *Output* Amos Uji Normalitas

Assessment of normality (Skripsi 2022)

Variable	min	max	skew	c.r.	kurtosis	c.r.
WE_9	1.000	5.000	.165	1.072	-.166	-.538
WE_8	1.000	5.000	.261	1.691	-.136	-.441
WE_7	1.000	5.000	.257	1.668	-.113	-.367
WE_6	1.000	5.000	.255	1.655	-.175	-.568
WE_5	1.000	5.000	.230	1.491	-.183	-.594
WE_4	1.000	5.000	.210	1.359	-.219	-.711
WE_3	1.000	5.000	.203	1.316	-.220	-.712
WE_2	1.000	5.000	.217	1.407	-.159	-.514
WE_1	1.000	5.000	.161	1.041	-.195	-.633
OCB_12	1.000	5.000	.076	.494	-.419	-1.357
OCB_11	1.000	5.000	.212	1.373	-.112	-.364
OCB_10	1.000	5.000	.076	.494	-.518	-1.677
OCB_9	1.000	5.000	-.022	-.144	-.405	-1.313
OCB_8	1.000	5.000	.101	.654	-.500	-1.620
OCB_7	1.000	5.000	.089	.578	-.247	-.802
OCB_6	1.000	5.000	.070	.454	-.429	-1.389
OCB_5	1.000	5.000	.043	.276	-.361	-1.170
OCB_4	1.000	5.000	.076	.493	-.473	-1.534
OCB_3	1.000	5.000	.221	1.431	-.438	-1.420
OCB_2	1.000	5.000	.098	.634	-.409	-1.324
OCB_1	1.000	5.000	.182	1.179	-.318	-1.031
OC_6	1.000	5.000	.325	2.106	-.371	-1.203
OC_5	1.000	5.000	.150	.974	-.402	-1.303
OC_4	1.000	5.000	.235	1.525	-.275	-.891
OC_3	1.000	5.000	.292	1.895	-.168	-.545
OC_2	1.000	5.000	.251	1.629	-.466	-1.510
OC_1	1.000	5.000	.122	.789	-.404	-1.309
EP_10	1.000	5.000	-.004	-.029	-.564	-1.826
EP_9	1.000	5.000	-.111	-.720	-.533	-1.726
EP_8	1.000	5.000	-.105	-.678	-.572	-1.852
EP_7	1.000	5.000	-.035	-.229	-.637	-2.063
EP_6	1.000	5.000	-.197	-1.274	-.594	-1.925
EP_5	1.000	5.000	-.098	-.632	-.594	-1.924
EP_4	1.000	5.000	-.305	-1.979	-.346	-1.120
EP_3	1.000	5.000	-.215	-1.396	-.478	-1.548
EP_2	1.000	5.000	-.215	-1.394	-.619	-2.004
EP_1	1.000	5.000	-.215	-1.392	-.489	-1.583
TL_20	1.000	5.000	.072	.464	-.233	-.757
TL_19	1.000	5.000	.138	.891	-.166	-.537
TL_18	1.000	5.000	.129	.838	-.322	-1.043
TL_17	1.000	5.000	.110	.715	-.295	-.957
TL_16	1.000	5.000	.075	.488	-.353	-1.145
TL_15	1.000	5.000	.161	1.042	-.278	-.902
TL_14	1.000	5.000	.058	.373	-.287	-.930
TL_13	1.000	5.000	.161	1.043	-.264	-.855
TL_12	1.000	5.000	.153	.992	-.215	-.696
TL_11	1.000	5.000	.132	.855	-.276	-.893
TL_10	1.000	5.000	.137	.891	-.203	-.659
TL_9	1.000	5.000	.132	.856	-.266	-.862
TL_8	1.000	5.000	.163	1.055	-.234	-.759
TL_7	1.000	5.000	.198	1.282	-.108	-.349
TL_6	1.000	5.000	.122	.792	-.219	-.710
TL_5	1.000	5.000	.150	.973	-.178	-.578
TL_4	1.000	5.000	.087	.565	-.296	-.959
TL_3	1.000	5.000	.109	.703	-.267	-.865
TL_2	1.000	5.000	.118	.768	-.206	-.667
TL_1	1.000	5.000	.068	.438	-.260	-.843
Multivariate					149.228	14.442

Lampiran 13. *Output* Amos Uji *Outlier*

Observations farthest from the centroid (Mahalanobis distance) (Skripsi 2022)

Observation number	Mahalanobis d-squared	p1	p2
224	111.002	.000	.006
231	110.290	.000	.000
225	108.724	.000	.000
234	108.618	.000	.000
236	103.693	.000	.000
223	103.058	.000	.000
246	102.881	.000	.000
238	100.169	.000	.000
240	98.066	.001	.000
245	97.389	.001	.000
237	97.023	.001	.000
232	95.625	.001	.000
248	94.436	.001	.000
247	93.784	.002	.000
252	93.506	.002	.000
250	91.677	.002	.000
230	90.713	.003	.000
242	90.258	.003	.000
56	87.143	.006	.000
49	87.061	.006	.000
42	85.664	.008	.000
241	84.843	.010	.000
249	81.327	.019	.000
243	78.728	.030	.000
244	77.371	.038	.000
59	76.961	.040	.000
52	75.923	.048	.000
38	75.687	.049	.000
43	75.277	.053	.000
251	75.109	.054	.000
235	74.962	.056	.000
222	74.417	.060	.000
44	73.083	.074	.001
221	73.079	.074	.001
202	72.294	.083	.002
45	71.240	.097	.013
30	71.195	.098	.008
58	70.594	.106	.018
220	70.353	.110	.019
26	69.944	.117	.027
55	69.492	.124	.042
41	69.299	.127	.041
28	68.181	.148	.171
40	68.116	.149	.144
184	68.065	.150	.118
54	67.531	.160	.190
32	67.397	.163	.178
186	66.930	.173	.254
187	65.923	.196	.544
47	64.605	.228	.887

Observation number	Mahalanobis d-squared	p1	p2
14	64.556	.230	.865
63	63.377	.262	.983
20	63.328	.263	.978
23	63.137	.269	.980
24	62.919	.275	.983
183	62.876	.276	.978
46	62.691	.282	.980
233	62.626	.283	.976
35	62.584	.285	.970
50	62.047	.301	.989
203	61.768	.310	.993
228	61.534	.317	.994
37	60.800	.341	.999
31	60.713	.344	.999
48	60.487	.351	.999
53	59.748	.376	1.000
17	59.693	.378	1.000
194	59.507	.384	1.000
104	59.374	.389	1.000
27	59.350	.390	1.000
16	59.028	.401	1.000
208	58.154	.433	1.000
226	58.133	.433	1.000
204	58.124	.434	1.000
218	58.110	.434	1.000
107	58.026	.437	1.000
200	58.004	.438	1.000
199	58.001	.438	1.000
185	57.964	.440	1.000
215	57.788	.446	1.000
111	57.763	.447	1.000
15	57.432	.459	1.000
198	57.226	.467	1.000
57	57.176	.469	1.000
147	57.155	.469	1.000
211	57.011	.475	1.000
229	56.956	.477	1.000
214	56.923	.478	1.000
157	56.902	.479	1.000
25	56.815	.482	1.000
207	56.691	.487	1.000
18	56.404	.497	1.000
201	56.265	.503	1.000
195	56.224	.504	1.000
69	56.164	.506	1.000
106	55.957	.514	1.000
102	55.608	.527	1.000
19	55.518	.531	1.000
173	55.508	.531	1.000
36	55.266	.540	1.000

Lampiran 14. *Output* Amos Estimasi Koefisien Langsung

Regression Weights: (Skripsi 2022 - Modifikasi Model SEM)

			Estimate	S.E.	C.R.	P	Label
WE	<---	TL	.413	.066	6.287	***	
EP	<---	TL	.270	.072	3.729	***	
EP	<---	WE	.289	.076	3.825	***	
OCB	<---	WE	.489	.072	6.757	***	
OC	<---	WE	.502	.081	6.220	***	
OC	<---	TL	.238	.073	3.266	.001	
OCB	<---	TL	.157	.062	2.530	.011	

Standardized Regression Weights: (Skripsi 2022 - Modifikasi Model

			Estimate
WE	<---	TL	.422
EP	<---	TL	.260
EP	<---	WE	.273
OCB	<---	WE	.486
OC	<---	WE	.433
OC	<---	TL	.209
OCB	<---	TL	.159
TL_1	<---	TL	.797
TL_2	<---	TL	.802
TL_3	<---	TL	.790
TL_4	<---	TL	.811
TL_5	<---	TL	.821
TL_6	<---	TL	.812
TL_7	<---	TL	.807
TL_8	<---	TL	.804
TL_9	<---	TL	.781
TL_10	<---	TL	.789
TL_11	<---	TL	.808
TL_12	<---	TL	.799
TL_13	<---	TL	.797
TL_14	<---	TL	.785
TL_15	<---	TL	.813
TL_16	<---	TL	.795
TL_17	<---	TL	.801
TL_18	<---	TL	.810
TL_19	<---	TL	.772
TL_20	<---	TL	.784
EP_1	<---	EP	.763
EP_2	<---	EP	.724
EP_3	<---	EP	.717
EP_4	<---	EP	.705
EP_5	<---	EP	.716

			Estimate
EP_6	<---	EP	.740
EP_7	<---	EP	.748
EP_8	<---	EP	.713
EP_9	<---	EP	.779
EP_10	<---	EP	.760
OC_1	<---	OC	.838
OC_2	<---	OC	.852
OC_3	<---	OC	.825
OC_4	<---	OC	.837
OC_5	<---	OC	.861
OC_6	<---	OC	.848
OCB_1	<---	OCB	.771
OCB_2	<---	OCB	.749
OCB_3	<---	OCB	.741
OCB_4	<---	OCB	.783
OCB_5	<---	OCB	.793
OCB_6	<---	OCB	.751
OCB_7	<---	OCB	.755
OCB_8	<---	OCB	.740
OCB_9	<---	OCB	.783
OCB_10	<---	OCB	.752
OCB_11	<---	OCB	.779
OCB_12	<---	OCB	.729
WE_1	<---	WE	.785
WE_2	<---	WE	.766
WE_3	<---	WE	.749
WE_4	<---	WE	.787
WE_5	<---	WE	.806
WE_6	<---	WE	.782
WE_7	<---	WE	.807
WE_8	<---	WE	.794
WE_9	<---	WE	.747

Lampiran 15. *Output* Amos Estimasi Koefisien Tidak Langsung

Standardized Indirect Effects (Skripsi 2022 - Modifikasi Model SEM)

	TL	WE	OCB	OC	EP
WE	.000	.000	.000	.000	.000
OCB	.205	.000	.000	.000	.000
OC	.183	.000	.000	.000	.000
EP	.115	.000	.000	.000	.000
WE_9	.315	.000	.000	.000	.000
WE_8	.335	.000	.000	.000	.000
WE_7	.341	.000	.000	.000	.000
WE_6	.330	.000	.000	.000	.000
WE_5	.340	.000	.000	.000	.000
WE_4	.332	.000	.000	.000	.000
WE_3	.316	.000	.000	.000	.000
WE_2	.323	.000	.000	.000	.000
WE_1	.331	.000	.000	.000	.000
OCB_12	.266	.355	.000	.000	.000
OCB_11	.284	.379	.000	.000	.000
OCB_10	.274	.366	.000	.000	.000
OCB_9	.285	.381	.000	.000	.000
OCB_8	.270	.360	.000	.000	.000
OCB_7	.275	.367	.000	.000	.000
OCB_6	.273	.365	.000	.000	.000
OCB_5	.289	.386	.000	.000	.000
OCB_4	.285	.381	.000	.000	.000
OCB_3	.270	.360	.000	.000	.000
OCB_2	.273	.365	.000	.000	.000
OCB_1	.281	.375	.000	.000	.000
OC_6	.332	.367	.000	.000	.000
OC_5	.337	.373	.000	.000	.000
OC_4	.328	.362	.000	.000	.000
OC_3	.323	.357	.000	.000	.000
OC_2	.334	.369	.000	.000	.000
OC_1	.328	.362	.000	.000	.000

	TL	WE	OCB	OC	EP
EP_10	.285	.207	.000	.000	.000
EP_9	.292	.212	.000	.000	.000
EP_8	.267	.195	.000	.000	.000
EP_7	.281	.204	.000	.000	.000
EP_6	.278	.202	.000	.000	.000
EP_5	.268	.195	.000	.000	.000
EP_4	.265	.192	.000	.000	.000
EP_3	.269	.196	.000	.000	.000
EP_2	.271	.197	.000	.000	.000
EP_1	.286	.208	.000	.000	.000
TL_20	.000	.000	.000	.000	.000
TL_19	.000	.000	.000	.000	.000
TL_18	.000	.000	.000	.000	.000
TL_17	.000	.000	.000	.000	.000
TL_16	.000	.000	.000	.000	.000
TL_15	.000	.000	.000	.000	.000
TL_14	.000	.000	.000	.000	.000
TL_13	.000	.000	.000	.000	.000
TL_12	.000	.000	.000	.000	.000
TL_11	.000	.000	.000	.000	.000
TL_10	.000	.000	.000	.000	.000
TL_9	.000	.000	.000	.000	.000
TL_8	.000	.000	.000	.000	.000
TL_7	.000	.000	.000	.000	.000
TL_6	.000	.000	.000	.000	.000
TL_5	.000	.000	.000	.000	.000
TL_4	.000	.000	.000	.000	.000
TL_3	.000	.000	.000	.000	.000
TL_2	.000	.000	.000	.000	.000
TL_1	.000	.000	.000	.000	.000

Lampiran 16. Pengujian Sobel (*Sobel Test*)

1. Kepemimpinan Transformasional --> Keterlibatan Kerja --> Kinerja Karyawan

CALCULATION FOR THE SOBEL TEST

An interactive calculation tool for mediation tests

To conduct the Sobel test

Details can be found in Baron and Kenny (1986), Sobel (1982), Goodman (1960), and MacKinnon, Warsi, and Dwyer (1995). Insert the *a*, *b*, s_a, and s_b into the cells below and this program will calculate the critical ratio as a test of whether the indirect effect of the IV on the DV via the mediator is significantly different from zero.

Input:			Test statistic:	Std. Error:	*p*-value:
a	.422	Sobel test:	3.13172943	0.0367867	0.0017378
b	.273	Aroian test:	3.10301616	0.0371271	0.00191559
s_a	.066	Goodman test:	3.16125482	0.03644312	0.00157091
s_b	.076	Reset all	Calculate		

2. Kepemimpinan Transformasional --> Keterlibatan Kerja --> Komitmen Organisasional

CALCULATION FOR THE SOBEL TEST

An interactive calculation tool for mediation tests

To conduct the Sobel test

Details can be found in Baron and Kenny (1986), Sobel (1982), Goodman (1960), and MacKinnon, Warsi, and Dwyer (1995). Insert the *a*, *b*, s_a, and s_b into the cells below and this program will calculate the critical ratio as a test of whether the indirect effect of the IV on the DV via the mediator is significantly different from zero.

Input:			Test statistic:	Std. Error:	*p*-value:
a	.422	Sobel test:	4.10117146	0.04455459	0.00004111
b	.433	Aroian test:	4.07196411	0.04487417	0.00004662
s_a	.066	Goodman test:	4.13101647	0.0442327	0.00003612
s_b	.081	Reset all	Calculate		

3. Kepemimpinan Transformasional --> Keterlibatan Kerja --> *OCB*

CALCULATION FOR THE SOBEL TEST

An interactive calculation tool for mediation tests

To conduct the Sobel test

Details can be found in Baron and Kenny (1986), Sobel (1982), Goodman (1960), and MacKinnon, Warsi, and Dwyer (1995). Insert the *a*, *b*, s_a, and s_b into the cells below and this program will calculate the critical ratio as a test of whether the indirect effect of the IV on the DV via the mediator is significantly different from zero.

Input:			Test statistic:	Std. Error:	*p*-value:
a	.422	Sobel test:	4.64197126	0.04418209	0.00000345
b	.486	Aroian test:	4.61535269	0.04443691	0.00000392
s_a	.066	Goodman test:	4.66905576	0.0439258	0.00000303
s_b	.072	Reset all	Calculate		

Sumber : Interactive Mediation Tests (quantpsy.org)

Lampiran 17. Riwayat Hidup Penulis

RIWAYAT HIDUP PENULIS

Penulis bernama Suhermanto, tinggal di jalan Raya Purwokerto - Bumiayu KM 40 Desa Paguyangan Kecamatan Paguyangan, Kabupaten Brebes Jawa Tengah dan dapat dihubungi melalui email: suhermanto@live.com. Penulis menempuh pendidikan menengah di SMA Negeri 1 Kalitidu Kabupaten Bojonegoro jurusan Ilmu Sosial (IPS) dan lulus pada tahun 2010. Pada tahun 2011 penulis mulai bekerja di perusahaan swasta hingga pada tahun 2018 memutuskan kembali melanjutkan studi ke jenjang Sarjana (S1). Penulis mengambil Program Studi S1 Manajemen di Fakultas Ekonomika dan Bisnis Universitas Peradaban sambil terus bekerja. Meski berkuliah sambil bekerja, penulis tetap aktif dalam kegiatan organisasi mahasiswa dengan menjadi pengurus Badan Eksekutif Mahasiswa (BEM) Fakultas Ekonomika dan Bisnis Universitas Peradaban bidang Pembinaan dan Pengembangan organisasi periode 2019/2020, aktif mengikuti kegiatan kampus merdeka bidang kewirausahaan yang diselenggarakan Direktorat Jenderal Pendidikan Tinggi Kementerian Pendidikan dan Kebudayaan pada tahun 2020 sampai tahun 2021, serta berhasil meraih pendanaan pada program kreativitas mahasiswa (PKM) yang diselenggarakan oleh Direktorat Pembelajaran dan Kemahasiswaan Kementerian Pendidikan dan Kebudayaan pada tahun 2020.