

Lampiran 1. Daftar Kuesioner

KUESIONER

PENGARUH PERSEPSI DUKUNGAN ORGANISASI, BEBAN KERJA, DAN JOB SATISFACTION TERHADAP WORK ENGAGEMENT PADA KARYAWAN INDUSTRI PELAYARAN MARINE SERVICE DI CV. BERKAT ABADI BITUNG

Kepada

Yth. Bapak/Ibu/Saudara/i

Karyawan CV. Berkat Abadi Bitung

Di Tempat

Dengan hormat,

Sehubungan dengan penelitian yang saya lakukan, saya mengharapkan kesediaan Bapak/Ibu/Saudara/i untuk meluangkan waktu dalam mengisi kuesioner yang saya lampirkan. Penelitian ini dilakukan sebagai salah satu persyaratan akademis dalam program studi Magister Manajemen, Pascasarjana Universitas Pendidikan Ganesha untuk memperoleh data yang akurat mengenai faktor-faktor yang memengaruhi keterikatan kerja karyawan.

Hasil penelitian diharapkan dapat memberikan kontribusi ilmu pengetahuan serta rekomendasi bagi perusahaan dalam meningkatkan kualitas layanan dan kesejahteraan karyawan.

Pengisian kuesioner ini bersifat rahasia dan hasilnya hanya digunakan untuk keperluan akademik serta pengembangan organisasi. Kesan dan pendapat yang jujur sangat diharapkan untuk keberhasilan penelitian ini. Atas perhatian dan partisipasi Bapak/Ibu/Saudara/i saya ucapkan terima kasih.

Hormat saya,

San Remo Sineri

Petunjuk Pengisian:

1. Jawablah setiap pertanyaan yang tersedia dengan jujur sesuai kondisi Bapak/Ibu/Saudara/i saat ini.
2. Pilihlah jawaban yang paling menggambarkan pendapat atau perasaan Anda dengan memberi tanda centang (✓).
3. Tidak ada jawaban yang benar atau salah, semua jawaban akan membantu penelitian ini.

Identitas Responden:

Mohon mengisi data berikut dengan tepat:

Jenis Kelamin:

- Laki-laki
 Perempuan

Usia Responden:

- < 25 tahun 35-45 tahun
 25-34 tahun > 45 tahun

Pendidikan Terakhir:

- SMA / SMK Sarjana (S1)
 Diploma Pascasarjana (S2/S3)

Lama Bekerja:

- < 1 tahun 4-6 tahun
 1-3 tahun > 6 tahun

Daftar Pernyataan:

Mohon mengisi data berikut dengan tepat:

No	Work Engagement (Y)	Tanggapan Responden				
		STS	TS	N	S	SS
1						
1	Saya selalu berusaha menyelesaikan pekerjaan sesuai target yang ditetapkan perusahaan					
2	Saya selalu mengutamakan ketepatan waktu dalam pekerjaan saya di perusahaan					

No	Work Engagement (Y)	Tanggapan Responden				
		STS	TS	N	S	SS
		1	2	3	4	5
3	Saya merasa terdorong untuk segera menyelesaikan setiap pekerjaan tanpa menunda					
Fokus						
4	Saya selalu berusaha untuk dapat berkonsentrasi penuh saat mengerjakan setiap pekerjaan					
5	Saya dapat menyelesaikan setiap pekerjaan dengan teliti meskipun dalam tekanan					
6	Saya tetap berusaha untuk menjaga ketelitian dalam setiap detail pekerjaan yang dilakukan					
Intensitas						
7	Saya konsisten menyelesaikan pekerjaan sesuai standar yang ditentukan					
8	Saya selalu berusaha untuk menjaga stamina agar hasil pekerjaan menjadi optimal					
9	Saya mampu mempertahankan kualitas hasil kerja meskipun beban kerja cukup tinggi					
Antusiasme						
10	Saya merasa sangat bersemangat ketika menjalankan pekerjaan di perusahaan					
11	Saya menikmati setiap proses pekerjaan yang dilakukan di perusahaan					
12	Saya merasa bahagia ketika dapat menyelesaikan setiap pekerjaan dengan baik					

No	Persepsi Dukungan Organisasi (X ₁)	Tanggapan Responden				
		STS	TS	N	S	SS
		1	2	3	4	5
Penghargaan						
1	Saya percaya perusahaan telah memberikan penghargaan atas hasil kerja saya secara adil					
2	Saya merasa selalu dihormati dan dihargai sebagai bagian penting dari perusahaan					

No	Persepsi Dukungan Organisasi (X ₁)	Tanggapan Responden				
		STS	TS	N	S	SS
		1	2	3	4	5
3	Saya merasa setiap penghargaan yang saya terima memotivasi untuk dapat bekerja lebih baik					
Kepedulian						
4	Saya merasa perusahaan begitu peduli terhadap kebutuhan masing-masing karyawan					
5	Perusahaan selalu memberikan kesempatan pada karyawan untuk menyampaikan aspirasi					
6	Perusahaan memberi dukungan untuk keseimbangan antara pekerjaan dan kehidupan pribadi karyawan					
Kesejahteraan						
7	Saya merasa kesejahteraan karyawan menjadi salah satu perhatian utama perusahaan					
8	Saya merasa perusahaan selalu berusaha mendukung pengembangan diri karyawan					
9	Saya merasa puas dengan fasilitas kesehatan yang diberikan oleh perusahaan					

No	Beban Kerja (X ₂)	Tanggapan Responden				
		STS	TS	N	S	SS
		1	2	3	4	5
Kondisi Pekerjaan						
1	Saya merasa pekerjaan yang dilakukan dalam perusahaan sesuai dengan kemampuan saya					
2	Saya merasa mampu melaksanakan tugas meskipun memiliki tingkat kesulitan tertentu					
3	Saya merasa tantangan dalam pekerjaan sesuai dengan keterampilan yang saya miliki					
Penggunaan Waktu Kerja						
4	Saya merasa mampu untuk dapat memanfaatkan waktu kerja secara efektif					
5	Saya merasa alokasi waktu kerja dalam perusahaan sudah sesuai dengan beban pekerjaan					

No	Beban Kerja (X ₂)	Tanggapan Responden				
		STS	TS	N	S	SS
		1	2	3	4	5
6	Saya merasa waktu kerja yang tersedia cukup untuk dapat menyelesaikan pekerjaan di perusahaan					
Target yang Harus Dicapai						
7	Saya merasa setiap target pekerjaan yang ditetapkan perusahaan cukup realistis					
8	Saya percaya setiap target kerja dapat dicapai oleh karyawan dengan usaha yang optimal					
9	Saya percaya target yang ditetapkan perusahaan dapat mendorong peningkatan kinerja saya					

No	Job Satisfaction (X ₃)	Tanggapan Responden				
		STS	TS	N	S	SS
		1	2	3	4	5
Pekerja Itu Sendiri						
1	Saya merasa pekerjaan yang saya kerjakan di perusahaan sesuai dengan minat saya					
2	Saya merasa pekerjaan yang dipercayakan cukup menantang namun menyenangkan					
3	Saya merasa desain pekerjaan yang saya kerjakan memberikan pengalaman berharga					
Supervisi						
4	Atasan saya di perusahaan selalu memberikan arahan dan bimbingan yang jelas					
5	Komunikasi yang terjalin antara saya dan atasan berjalan lancar dan terbuka					
6	Atasan selalu memberikan motivasi yang membuat saya lebih semangat untuk bekerja					
Rekan Kerja						
7	Hubungan saya dengan rekan kerja sangat baik dan harmonis					
8	Saya merasa didukung oleh rekan kerja dalam menyelesaikan pekerjaan					
9	Saya merasa hubungan harmonis dengan rekan kerja meningkatkan motivasi kerja saya					

No	<i>Job Satisfaction (X₃)</i>	Tanggapan Responden				
		STS	TS	N	S	SS
		1	2	3	4	5
Promosi						
10	Saya merasa perusahaan memberi kesempatan promosi untuk pengembangan karier					
11	Saya merasa sistem promosi pengembangan karier sudah adil dan transparan					
12	Saya sangat termotivasi untuk meningkatkan kinerja demi peluang promosi					
Gaji						
13	Saya merasa gaji yang saya terima sudah sesuai dengan kualitas pekerjaan yang saya hasilkan					
14	Pembayaran gaji karyawan selalu dilakukan tepat waktu dan sesuai perjanjian					
15	Saya merasa puas dengan sistem pemberian gaji yang diterapkan di dalam perusahaan					



Lampiran 2. Hasil Uji Validitas dan Reliabilitas

		Correlations									
		X1.P1	X1.P2	X1.P3	X1.P4	X1.P5	X1.P6	X1.P7	X1.P8	X1.P9	X1
X1.P1	Pearson Correlation	1	.567**	.612**	.520**	.696**	.626**	.462*	.630**	.748**	.792**
	Sig. (2-tailed)		.001	.000	.003	.000	.000	.010	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.P2	Pearson Correlation	.567**	1	.420*	.403*	.464**	.359	.510**	.402*	.663**	.643**
	Sig. (2-tailed)	.001		.021	.027	.010	.051	.004	.028	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.P3	Pearson Correlation	.612**	.420*	1	.723**	.895**	.901**	.463**	.747**	.654**	.872**
	Sig. (2-tailed)	.000	.021		.000	.000	.000	.010	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.P4	Pearson Correlation	.520**	.403*	.723**	1	.787**	.717**	.438*	.693**	.720**	.817**
	Sig. (2-tailed)	.003	.027	.000		.000	.000	.015	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.P5	Pearson Correlation	.696**	.464**	.895**	.787**	1	.882**	.508**	.776**	.796**	.925**
	Sig. (2-tailed)	.000	.010	.000	.000		.000	.004	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.P6	Pearson Correlation	.626**	.359	.901**	.717**	.882**	1	.488**	.707**	.692**	.868**
	Sig. (2-tailed)	.000	.051	.000	.000	.000		.006	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.P7	Pearson Correlation	.462*	.510**	.463**	.438*	.508**	.488**	1	.736**	.567**	.701**
	Sig. (2-tailed)	.010	.004	.010	.015	.004	.006		.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.P8	Pearson Correlation	.630**	.402*	.747**	.693**	.776**	.707**	.736**	1	.664**	.864**
	Sig. (2-tailed)	.000	.028	.000	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.P9	Pearson Correlation	.748**	.663**	.654**	.720**	.796**	.692**	.567**	.664**	1	.884**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000		.000
	N	30	30	30	30	30	30	30	30	30	30
X1	Pearson Correlation	.792**	.643**	.872**	.817**	.925**	.868**	.701**	.864**	.884**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.939	9

		Correlations									
		X2.P1	X2.P2	X2.P3	X2.P4	X2.P5	X2.P6	X2.P7	X2.P8	X2.P9	X2
X2.P1	Pearson Correlation	1	.843**	.788**	.806**	.579**	.672**	.540**	.600**	.514**	.861**
	Sig. (2-tailed)		.000	.000	.000	.001	.000	.002	.000	.004	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.P2	Pearson Correlation	.843**	1	.853**	.957**	.567**	.757**	.510**	.458*	.587**	.886**
	Sig. (2-tailed)	.000		.000	.000	.001	.000	.004	.011	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.P3	Pearson Correlation	.788**	.853**	1	.897**	.534**	.705**	.630**	.499**	.499**	.864**
	Sig. (2-tailed)	.000	.000		.000	.002	.000	.000	.005	.005	.000
	N	30	30	30	30	30	30	30	30	30	30

X2.P4	Pearson Correlation	.806**	.957**	.897**	1	.567**	.798**	.557**	.413*	.587**	.891**
	Sig. (2-tailed)	.000	.000	.000		.001	.000	.001	.023	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.P5	Pearson Correlation	.579**	.567**	.534**	.567**	1	.721**	.605**	.666**	.646**	.793**
	Sig. (2-tailed)	.001	.001	.002	.001		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.P6	Pearson Correlation	.672**	.757**	.705**	.798**	.721**	1	.627**	.589**	.660**	.882**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.P7	Pearson Correlation	.540**	.510**	.630**	.557**	.605**	.627**	1	.736**	.464**	.756**
	Sig. (2-tailed)	.002	.004	.000	.001	.000	.000		.000	.010	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.P8	Pearson Correlation	.600**	.458*	.499**	.413*	.666**	.589**	.736**	1	.482**	.729**
	Sig. (2-tailed)	.000	.011	.005	.023	.000	.001	.000		.007	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.P9	Pearson Correlation	.514**	.587**	.499**	.587**	.646**	.660**	.464**	.482**	1	.740**
	Sig. (2-tailed)	.004	.001	.005	.001	.000	.000	.010	.007		.000
	N	30	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	.861**	.886**	.864**	.891**	.793**	.882**	.756**	.729**	.740**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Reliability Statistics

Cronbach's Alpha	N of Items
.940	9

Correlations

	X3.P1	X3.P2	X3.P3	X3.P4	X3.P5	X3.P6	X3.P7	X3.P8	
X3.P1	Pearson Correlation	1	.675**	.615**	.667**	.614**	.696**	.779**	.746**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P2	Pearson Correlation	.675**	1	.723**	.634**	.627**	.399*	.630**	.871**
	Sig. (2-tailed)	.000		.000	.000	.000	.029	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P3	Pearson Correlation	.615**	.723**	1	.630**	.729**	.506**	.656**	.691**
	Sig. (2-tailed)	.000	.000		.000	.000	.004	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P4	Pearson Correlation	.667**	.634**	.630**	1	.534**	.518**	.631**	.611**
	Sig. (2-tailed)	.000	.000	.000		.002	.003	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P5	Pearson Correlation	.614**	.627**	.729**	.534**	1	.657**	.722**	.648**
	Sig. (2-tailed)	.000	.000	.000	.002		.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P6	Pearson Correlation	.696**	.399*	.506**	.518**	.657**	1	.718**	.498**
	Sig. (2-tailed)	.000	.029	.004	.003	.000		.000	.005
	N	30	30	30	30	30	30	30	30

		Correlations							
		X3.P1	X3.P2	X3.P3	X3.P4	X3.P5	X3.P6	X3.P7	X3.P8
X3.P7	Pearson Correlation	.779**	.630**	.656**	.631**	.722**	.718**	1	.643**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30
X3.P8	Pearson Correlation	.746**	.871**	.691**	.611**	.648**	.498**	.643**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.005	.000	
	N	30	30	30	30	30	30	30	30
X3.P9	Pearson Correlation	.588**	.521**	.707**	.603**	.690**	.616**	.586**	.576**
	Sig. (2-tailed)	.001	.003	.000	.000	.000	.000	.001	.001
	N	30	30	30	30	30	30	30	30
X3.P10	Pearson Correlation	.586**	.601**	.687**	.556**	.658**	.752**	.606**	.619**
	Sig. (2-tailed)	.001	.000	.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P11	Pearson Correlation	.573**	.676**	.665**	.586**	.686**	.726**	.737**	.645**
	Sig. (2-tailed)	.001	.000	.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P12	Pearson Correlation	.785**	.558**	.581**	.596**	.624**	.796**	.731**	.621**
	Sig. (2-tailed)	.000	.001	.001	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P13	Pearson Correlation	.649**	.536**	.623**	.665**	.720**	.642**	.693**	.552**
	Sig. (2-tailed)	.000	.002	.000	.000	.000	.000	.000	.002
	N	30	30	30	30	30	30	30	30
X3.P14	Pearson Correlation	.560**	.720**	.909**	.679**	.767**	.447*	.657**	.676**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.013	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P15	Pearson Correlation	.717**	.733**	.685**	.877**	.624**	.514**	.736**	.709**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.004	.000	.000
	N	30	30	30	30	30	30	30	30
X3	Pearson Correlation	.836**	.797**	.844**	.792**	.841**	.787**	.859**	.816**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30

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

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

		Correlations							
		X3.P9	X3.P10	X3.P11	X3.P12	X3.P13	X3.P14	X3.P15	X3
X3.P1	Pearson Correlation	.588**	.586**	.573**	.785**	.649**	.560**	.717**	.836**
	Sig. (2-tailed)	.001	.001	.001	.000	.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P2	Pearson Correlation	.521**	.601**	.676**	.558**	.536**	.720**	.733**	.797**
	Sig. (2-tailed)	.003	.000	.000	.001	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P3	Pearson Correlation	.707**	.687**	.665**	.581**	.623**	.909**	.685**	.844**
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30

		Correlations							
		X3.P9	X3.P10	X3.P11	X3.P12	X3.P13	X3.P14	X3.P15	X3
X3.P4	Pearson Correlation	.603**	.556**	.586**	.596**	.665**	.679**	.877**	.792**
	Sig. (2-tailed)	.000	.001	.001	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P5	Pearson Correlation	.690**	.658**	.686**	.624**	.720**	.767**	.624**	.841**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P6	Pearson Correlation	.616**	.752**	.726**	.796**	.642**	.447*	.514**	.787**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.013	.004	.000
	N	30	30	30	30	30	30	30	30
X3.P7	Pearson Correlation	.586**	.606**	.737**	.731**	.693**	.657**	.736**	.859**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P8	Pearson Correlation	.576**	.619**	.645**	.621**	.552**	.676**	.709**	.816**
	Sig. (2-tailed)	.001	.000	.000	.000	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P9	Pearson Correlation	1	.784**	.669**	.519**	.521**	.643**	.481**	.782**
	Sig. (2-tailed)		.000	.000	.003	.003	.000	.007	.000
	N	30	30	30	30	30	30	30	30
X3.P10	Pearson Correlation	.784**	1	.801**	.627**	.533**	.640**	.511**	.820**
	Sig. (2-tailed)	.000		.000	.000	.002	.000	.004	.000
	N	30	30	30	30	30	30	30	30
X3.P11	Pearson Correlation	.669**	.801**	1	.502**	.583**	.625**	.587**	.824**
	Sig. (2-tailed)	.000	.000		.005	.001	.000	.001	.000
	N	30	30	30	30	30	30	30	30
X3.P12	Pearson Correlation	.519**	.627**	.502**	1	.576**	.523**	.688**	.798**
	Sig. (2-tailed)	.003	.000	.005		.001	.003	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P13	Pearson Correlation	.521**	.533**	.583**	.576**	1	.771**	.722**	.797**
	Sig. (2-tailed)	.003	.002	.001	.001		.000	.000	.000
	N	30	30	30	30	30	30	30	30
X3.P14	Pearson Correlation	.643**	.640**	.625**	.523**	.771**	1	.746**	.838**
	Sig. (2-tailed)	.000	.000	.000	.003	.000		.000	.000
	N	30	30	30	30	30	30	30	30
X3.P15	Pearson Correlation	.481**	.511**	.587**	.688**	.722**	.746**	1	.832**
	Sig. (2-tailed)	.007	.004	.001	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30
X3	Pearson Correlation	.782**	.820**	.824**	.798**	.797**	.838**	.832**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30

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

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.964	15

		Correlations						
		Y.P1	Y.P2	Y.P3	Y.P4	Y.P5	Y.P6	Y.P7
Y.P1	Pearson Correlation	1	.388 [*]	.595 ^{**}	.334	.585 ^{**}	.437 [*]	.428 [*]
	Sig. (2-tailed)		.034	.001	.071	.001	.016	.018
	N	30	30	30	30	30	30	30
Y.P2	Pearson Correlation	.388 [*]	1	.584 ^{**}	.616 ^{**}	.310	.534 ^{**}	.583 ^{**}
	Sig. (2-tailed)	.034		.001	.000	.095	.002	.001
	N	30	30	30	30	30	30	30
Y.P3	Pearson Correlation	.595 ^{**}	.584 ^{**}	1	.420 [*]	.638 ^{**}	.526 ^{**}	.508 ^{**}
	Sig. (2-tailed)	.001	.001		.021	.000	.003	.004
	N	30	30	30	30	30	30	30
Y.P4	Pearson Correlation	.334	.616 ^{**}	.420 [*]	1	.305	.507 ^{**}	.508 ^{**}
	Sig. (2-tailed)	.071	.000	.021		.101	.004	.004
	N	30	30	30	30	30	30	30
Y.P5	Pearson Correlation	.585 ^{**}	.310	.638 ^{**}	.305	1	.550 ^{**}	.502 ^{**}
	Sig. (2-tailed)	.001	.095	.000	.101		.002	.005
	N	30	30	30	30	30	30	30
Y.P6	Pearson Correlation	.437 [*]	.534 ^{**}	.526 ^{**}	.507 ^{**}	.550 ^{**}	1	.621 ^{**}
	Sig. (2-tailed)	.016	.002	.003	.004	.002		.000
	N	30	30	30	30	30	30	30
Y.P7	Pearson Correlation	.428 [*]	.583 ^{**}	.508 ^{**}	.508 ^{**}	.502 ^{**}	.621 ^{**}	1
	Sig. (2-tailed)	.018	.001	.004	.004	.005	.000	
	N	30	30	30	30	30	30	30
Y.P8	Pearson Correlation	.395 [*]	.414 [*]	.486 ^{**}	.544 ^{**}	.426 [*]	.409 [*]	.321
	Sig. (2-tailed)	.031	.023	.006	.002	.019	.025	.084
	N	30	30	30	30	30	30	30
Y.P9	Pearson Correlation	.682 ^{**}	.563 ^{**}	.654 ^{**}	.438 [*]	.530 ^{**}	.601 ^{**}	.555 ^{**}
	Sig. (2-tailed)	.000	.001	.000	.015	.003	.000	.001
	N	30	30	30	30	30	30	30
Y.P10	Pearson Correlation	.593 ^{**}	.577 ^{**}	.617 ^{**}	.498 ^{**}	.535 ^{**}	.600 ^{**}	.486 ^{**}
	Sig. (2-tailed)	.001	.001	.000	.005	.002	.000	.006
	N	30	30	30	30	30	30	30
Y.P11	Pearson Correlation	.762 ^{**}	.518 ^{**}	.703 ^{**}	.533 ^{**}	.660 ^{**}	.690 ^{**}	.605 ^{**}
	Sig. (2-tailed)	.000	.003	.000	.002	.000	.000	.000
	N	30	30	30	30	30	30	30
Y.P12	Pearson Correlation	.728 ^{**}	.327	.573 ^{**}	.321	.563 ^{**}	.379 [*]	.454 [*]
	Sig. (2-tailed)	.000	.078	.001	.084	.001	.039	.012
	N	30	30	30	30	30	30	30
Y	Pearson Correlation	.763 ^{**}	.691 ^{**}	.798 ^{**}	.656 ^{**}	.726 ^{**}	.745 ^{**}	.710 ^{**}
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30

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

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

		Correlations					
		Y.P8	Y.P9	Y.P10	Y.P11	Y.P12	Y
Y.P1	Pearson Correlation	.395 [*]	.682 ^{**}	.593 ^{**}	.762 ^{**}	.728 ^{**}	.763 ^{**}
	Sig. (2-tailed)	.031	.000	.001	.000	.000	.000
	N	30	30	30	30	30	30
Y.P2	Pearson Correlation	.414 [*]	.563 ^{**}	.577 ^{**}	.518 ^{**}	.327	.691 ^{**}
	Sig. (2-tailed)	.023	.001	.001	.003	.078	.000
	N	30	30	30	30	30	30
Y.P3	Pearson Correlation	.486 ^{**}	.654 ^{**}	.617 ^{**}	.703 ^{**}	.573 ^{**}	.798 ^{**}
	Sig. (2-tailed)	.006	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30
Y.P4	Pearson Correlation	.544 ^{**}	.438 [*]	.498 ^{**}	.533 ^{**}	.321	.656 ^{**}
	Sig. (2-tailed)	.002	.015	.005	.002	.084	.000
	N	30	30	30	30	30	30

		Correlations					
		Y.P8	Y.P9	Y.P10	Y.P11	Y.P12	Y
Y.P5	Pearson Correlation	.426*	.530**	.535**	.660**	.563**	.726**
	Sig. (2-tailed)	.019	.003	.002	.000	.001	.000
	N	30	30	30	30	30	30
Y.P6	Pearson Correlation	.409*	.601**	.600**	.690**	.379*	.745**
	Sig. (2-tailed)	.025	.000	.000	.000	.039	.000
	N	30	30	30	30	30	30
Y.P7	Pearson Correlation	.321	.555**	.486**	.605**	.454*	.710**
	Sig. (2-tailed)	.084	.001	.006	.000	.012	.000
	N	30	30	30	30	30	30
Y.P8	Pearson Correlation	1	.581**	.635**	.581**	.445*	.700**
	Sig. (2-tailed)		.001	.000	.001	.014	.000
	N	30	30	30	30	30	30
Y.P9	Pearson Correlation	.581**	1	.737**	.756**	.698**	.856**
	Sig. (2-tailed)	.001		.000	.000	.000	.000
	N	30	30	30	30	30	30
Y.P10	Pearson Correlation	.635**	.737**	1	.684**	.570**	.833**
	Sig. (2-tailed)	.000	.000		.000	.001	.000
	N	30	30	30	30	30	30
Y.P11	Pearson Correlation	.581**	.756**	.684**	1	.653**	.894**
	Sig. (2-tailed)	.001	.000	.000		.000	.000
	N	30	30	30	30	30	30
Y.P12	Pearson Correlation	.445*	.698**	.570**	.653**	1	.743**
	Sig. (2-tailed)	.014	.000	.001	.000		.000
	N	30	30	30	30	30	30
Y	Pearson Correlation	.700**	.856**	.833**	.894**	.743**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30

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

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.932	12

UNDIKSHA

Lampiran 3. Data Penelitian

No	P1	P2	P3	P4	P5	P6	P7	P8	P9	X1
1	5	4	4	5	4	4	5	4	4	39
2	4	4	3	4	4	4	4	4	3	34
3	3	2	2	3	2	2	3	3	3	23
4	4	4	4	4	4	4	4	4	4	36
5	3	3	3	3	5	1	3	3	3	27
6	3	3	3	3	3	3	3	3	3	27
7	4	4	4	4	4	4	4	4	3	35
8	4	3	3	4	3	3	4	3	3	30
9	4	4	4	4	4	4	4	5	4	37
10	3	3	3	3	3	3	3	3	2	26
11	4	4	4	4	3	4	4	4	4	35
12	3	3	3	3	3	3	3	3	3	27
13	4	4	4	4	5	4	4	4	4	37
14	3	3	3	3	3	3	4	4	3	29
15	3	1	2	3	3	3	3	3	3	24
16	2	3	3	2	2	2	3	3	2	22
17	3	2	2	3	2	3	3	3	2	23
18	4	4	4	4	4	4	4	3	4	35
19	4	4	4	4	4	4	4	3	4	35
20	4	4	3	3	4	4	3	4	5	34
21	4	4	4	4	4	4	4	4	4	36
22	3	4	4	3	3	3	3	3	3	29
23	4	4	4	4	4	4	2	4	3	33
24	3	5	5	3	3	3	3	3	3	31
25	3	2	3	3	3	3	3	3	3	26
26	3	3	2	3	2	2	3	2	2	22
27	1	4	1	1	1	1	2	4	2	17
28	3	3	3	3	3	2	3	3	3	26
29	4	4	4	4	3	4	4	3	4	34
30	4	3	3	3	3	3	3	2	3	27
31	1	2	2	2	2	2	2	2	2	17
32	4	4	4	4	3	4	5	4	4	36
33	2	3	3	3	3	3	4	4	4	29
34	4	4	4	4	4	4	4	4	5	37
35	4	4	4	4	4	4	4	3	4	35
36	4	4	4	4	4	4	4	5	5	38
37	4	4	4	4	2	4	4	4	4	34
38	2	2	2	2	2	2	1	2	1	16
39	4	4	4	4	4	4	4	4	3	35
40	3	4	4	3	4	4	4	3	4	33
41	3	3	3	3	3	5	3	3	4	30

No	P1	P2	P3	P4	P5	P6	P7	P8	P9	X2
1	4	4	4	4	5	4	4	4	4	37
2	3	4	4	4	4	4	3	4	4	34
3	2	2	2	2	2	2	2	2	2	18
4	4	4	4	4	4	4	4	4	4	36
5	4	3	3	1	3	1	5	5	5	30
6	3	1	3	3	1	3	3	1	3	21
7	4	4	4	4	4	4	4	4	4	36
8	3	3	3	3	3	3	3	3	3	27
9	4	4	4	5	5	4	4	5	4	39
10	4	4	4	3	3	3	3	3	3	30
11	4	3	3	4	4	4	4	4	3	33
12	3	3	3	3	3	3	3	3	3	27
13	4	4	4	4	4	4	4	4	4	36
14	3	3	3	3	3	3	3	3	3	27
15	3	4	4	3	2	3	3	2	2	26
16	3	3	2	2	3	2	2	3	3	23
17	2	3	3	2	2	3	2	2	2	21
18	4	5	4	4	4	4	4	4	4	37
19	4	3	3	4	4	4	4	4	4	34
20	5	3	3	3	4	4	4	4	3	33
21	4	4	3	4	4	4	2	4	4	33
22	3	3	3	3	3	3	3	3	3	27
23	4	5	3	4	4	4	5	4	4	37
24	5	4	4	5	5	3	5	5	5	41
25	3	4	4	2	2	3	2	2	3	25
26	3	3	2	3	3	2	2	3	2	23
27	2	3	2	4	4	1	4	4	1	25
28	3	3	3	3	3	3	3	3	3	27
29	3	4	4	4	4	4	4	4	4	35
30	3	3	3	3	3	3	3	3	3	27
31	2	1	2	2	2	2	2	2	2	17
32	4	4	4	3	4	4	4	4	4	35
33	4	4	4	3	3	3	3	3	3	30
34	4	4	5	4	4	4	5	4	4	38
35	4	3	3	3	4	4	4	4	4	33
36	5	4	4	4	4	4	4	4	4	37
37	4	4	4	4	4	4	4	4	1	33
38	2	2	2	2	2	2	2	2	2	18
39	4	4	4	4	4	4	4	4	4	36
40	4	3	3	4	4	4	4	4	4	34
41	3	3	4	3	3	5	3	3	3	30

No	P1	P2	P3	P4	P5	P6	P7	P8
1	3	4	4	3	4	4	4	4
2	4	4	4	4	4	4	4	4
3	2	2	2	2	2	2	2	1
4	4	4	4	4	4	4	4	4
5	3	3	3	4	4	3	3	3
6	1	3	3	3	1	3	3	3
7	4	4	4	4	4	4	4	4
8	3	3	3	3	2	3	3	3
9	4	5	4	4	4	4	4	4
10	3	3	3	3	3	3	4	4
11	4	4	3	4	3	3	3	4
12	2	3	3	3	3	3	3	3
13	4	4	4	4	4	4	4	4
14	4	4	4	4	4	4	4	4
15	3	3	3	4	3	3	4	4
16	3	2	2	3	2	2	2	2
17	2	3	3	2	2	3	3	3
18	4	3	3	4	5	5	5	3
19	4	4	3	3	4	3	3	4
20	5	3	3	3	3	5	3	3
21	4	4	3	3	3	3	3	4
22	3	2	2	3	3	3	3	4
23	4	4	4	5	4	3	3	4
24	3	4	5	4	5	5	4	4
25	3	3	3	4	3	4	4	4
26	3	2	2	3	2	2	2	3
27	2	3	3	3	2	2	2	2
28	3	3	3	3	3	3	3	3
29	4	4	3	3	3	3	3	4
30	2	3	3	3	3	3	3	4
31	1	2	2	2	2	2	2	2
32	4	4	4	4	4	4	4	4
33	4	4	4	4	4	4	4	4
34	4	3	3	4	5	5	5	4
35	4	4	3	4	4	4	3	3
36	5	4	4	4	4	4	4	4
37	4	4	3	4	3	3	4	3
38	2	2	2	2	2	2	2	2
39	4	4	4	4	4	4	4	4
40	4	4	3	3	4	4	3	4
41	3	3	3	4	4	4	4	3

No	P9	P10	P11	P12	P13	P14	P15	X3
1	3	4	3	4	4	2	4	54
2	4	4	4	4	4	4	4	60
3	2	2	2	2	2	2	2	29
4	4	4	4	4	4	3	4	59
5	4	3	4	4	4	3	4	52
6	4	3	3	3	1	3	1	38
7	3	3	4	4	4	4	4	58
8	3	3	3	3	3	3	3	44
9	4	4	4	4	4	4	4	61
10	3	3	3	3	3	3	3	47
11	4	4	4	4	3	3	4	54
12	3	3	3	3	3	3	3	44
13	4	4	5	5	4	5	4	63
14	4	4	4	4	4	4	4	60
15	3	3	3	3	4	3	4	50
16	3	2	3	3	3	2	3	37
17	3	2	3	2	3	3	3	40
18	4	5	4	4	4	4	3	60
19	3	4	4	4	3	3	4	53
20	3	5	3	3	3	3	3	51
21	4	4	3	4	4	3	4	53
22	3	3	3	3	3	2	3	43
23	4	3	4	4	5	4	4	59
24	5	3	3	3	4	5	4	61
25	3	3	3	3	4	3	4	51
26	3	2	2	3	3	3	3	38
27	3	2	2	2	3	3	3	37
28	3	3	3	3	3	3	3	45
29	4	4	3	4	3	3	4	52
30	2	3	2	3	3	3	3	43
31	2	2	1	2	2	1	2	27
32	4	4	4	5	4	4	4	61
33	4	4	4	4	4	4	4	60
34	4	5	4	4	4	4	4	62
35	4	4	3	4	3	3	3	53
36	5	5	4	4	4	5	4	64
37	3	4	4	4	4	3	4	54
38	2	2	2	2	2	2	2	30
39	4	3	4	4	5	4	4	60
40	3	4	4	4	3	3	4	54
41	4	4	3	3	3	2	3	50

No	P1	P2	P3	P4	P5	P6
1	4	3	4	4	4	5
2	4	4	4	3	3	3
3	2	1	1	2	2	2
4	4	4	4	4	4	4
5	4	4	4	3	3	4
6	3	3	3	3	3	3
7	4	4	4	4	4	4
8	5	3	3	3	3	3
9	4	4	3	4	5	5
10	1	3	3	3	3	3
11	4	4	4	4	4	4
12	3	3	3	3	3	3
13	4	4	4	4	4	4
14	3	3	4	4	4	4
15	1	3	3	3	3	3
16	3	4	3	3	3	2
17	3	3	3	2	3	1
18	5	4	4	4	4	4
19	2	4	3	4	3	4
20	5	3	4	4	4	3
21	4	4	4	4	4	4
22	3	4	4	3	3	3
23	3	4	4	4	4	4
24	4	4	5	3	5	4
25	3	3	5	3	3	3
26	2	2	2	3	3	2
27	2	2	2	2	4	3
28	1	3	3	3	3	3
29	3	3	3	4	4	4
30	3	3	2	3	4	2
31	2	2	4	1	2	2
32	4	5	4	4	4	4
33	3	4	4	4	2	4
34	5	4	4	4	4	4
35	4	4	3	4	3	4
36	5	4	5	5	5	4
37	4	4	4	4	3	3
38	2	2	2	2	2	4
39	3	4	4	5	4	4
40	4	4	5	4	3	4
41	3	4	4	3	3	4

No	P7	P8	P9	P10	P11	P12	Y
1	4	4	4	4	4	3	47
2	4	4	4	4	4	4	45
3	2	2	4	3	2	2	25
4	5	4	4	4	3	3	47
5	3	3	4	4	3	3	42
6	3	1	4	1	1	3	31
7	3	3	4	4	3	3	44
8	3	3	3	3	3	3	38
9	4	4	4	4	4	4	49
10	3	3	2	3	3	3	33
11	4	3	3	4	4	2	44
12	3	3	3	3	4	3	37
13	3	3	4	4	4	5	47
14	4	4	4	4	3	4	45
15	3	3	3	3	3	3	34
16	3	3	3	3	3	2	35
17	3	2	1	3	2	3	29
18	4	4	3	4	4	4	48
19	4	4	4	3	3	4	42
20	3	3	3	3	3	3	41
21	2	4	4	4	4	4	46
22	3	3	3	5	3	3	40
23	4	4	4	4	4	4	47
24	4	4	4	4	4	4	49
25	3	3	3	3	3	3	38
26	3	3	3	3	3	2	31
27	4	4	1	4	2	1	31
28	3	3	4	3	3	3	35
29	4	3	3	3	4	4	42
30	2	3	3	3	2	3	33
31	2	2	2	2	1	2	24
32	4	4	4	3	3	5	48
33	4	4	4	4	4	4	45
34	4	2	5	4	4	4	48
35	4	4	4	3	3	4	44
36	5	4	4	4	3	3	51
37	4	4	4	4	4	4	46
38	2	4	2	2	2	2	28
39	4	4	4	4	4	4	48
40	4	4	4	3	3	4	46
41	3	3	3	3	3	3	39

No	X1	X2	X3	Y
1	39	37	54	47
2	34	34	60	45
3	23	18	29	25
4	36	36	59	47
5	27	30	52	42
6	27	21	38	31
7	35	36	58	44
8	30	27	44	38
9	37	39	61	49
10	26	30	47	33
11	35	33	54	44
12	27	27	44	37
13	37	36	63	47
14	29	27	60	45
15	24	26	50	34
16	22	23	37	35
17	23	21	40	29
18	35	37	60	48
19	35	34	53	42
20	34	33	51	41
21	36	33	53	46
22	29	27	43	40
23	33	37	59	47
24	31	41	61	49
25	26	25	51	38
26	22	23	38	31
27	17	25	37	31
28	26	27	45	35
29	34	35	52	42
30	27	27	43	33
31	17	17	27	24
32	36	35	61	48
33	29	30	60	45
34	37	38	62	48
35	35	33	53	44
36	38	37	64	51
37	34	33	54	46
38	16	18	30	28
39	35	36	60	48
40	33	34	54	46
41	30	30	50	39

Lampiran 4. Uji Asumsi Klasik

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		41
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.92562329
Most Extreme Differences	Absolute	.092
	Positive	.071
	Negative	-.092
Test Statistic		.092
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	3.998	1.670		2.393	.022		
	Persepsi Dukungan Organisasi (X1)	.251	.116	.210	2.152	.038	.195	5.129
	Beban Kerja (X2)	.297	.141	.254	2.111	.042	.128	7.822
	Job Satisfaction (X3)	.395	.077	.537	5.153	.000	.171	5.840

a. Dependent Variable: Work Engagement (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	3.053	.981		3.113	.004
	Persepsi Dukungan Organisasi (X1)	-.036	.068	-.191	-.531	.599
	Beban Kerja (X2)	-.010	.083	-.052	-.118	.907
	Job Satisfaction (X3)	-.003	.045	-.026	-.068	.947

a. Dependent Variable: RES_2

Lampiran 5. Regresi Linear Berganda

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Job Satisfaction (X3), Persepsi Dukungan Organisasi (X1), Beban Kerja (X2) ^b		Enter

a. Dependent Variable: Work Engagement (Y)

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.965 ^a	.931	.926	2.002

a. Predictors: (Constant), Job Satisfaction (X3), Persepsi Dukungan Organisasi (X1), Beban Kerja (X2)

b. Dependent Variable: Work Engagement (Y)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2009.874	3	669.958	167.127	.000 ^b
	Residual	148.321	37	4.009		
	Total	2158.195	40			

a. Dependent Variable: Work Engagement (Y)

b. Predictors: (Constant), Job Satisfaction (X3), Persepsi Dukungan Organisasi (X1), Beban Kerja (X2)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	3.998	1.670		2.393	.022
	Persepsi Dukungan Organisasi (X1)	.251	.116	.210	2.152	.038
	Beban Kerja (X2)	.297	.141	.254	2.111	.042
	Job Satisfaction (X3)	.395	.077	.537	5.153	.000

a. Dependent Variable: Work Engagement (Y)

Lampiran 6. Nilai r_{tabel} Pada Sig 0,05 (*Two Tail*)

N	R	N	R	N	R
1	0.997	41	0.301	81	0.216
2	0.950	42	0.297	82	0.215
3	0.878	43	0.294	83	0.213
4	0.811	44	0.291	84	0.212
5	0.754	45	0.288	85	0.211
6	0.707	46	0.285	86	0.210
7	0.666	47	0.282	87	0.208
8	0.632	48	0.279	88	0.207
9	0.602	49	0.276	89	0.206
10	0.576	50	0.273	90	0.205
11	0.553	51	0.271	91	0.204
12	0.532	52	0.268	92	0.203
13	0.514	53	0.266	93	0.202
14	0.497	54	0.263	94	0.201
15	0.482	55	0.261	95	0.200
16	0.468	56	0.259	96	0.199
17	0.456	57	0.256	97	0.198
18	0.444	58	0.254	98	0.197
19	0.433	59	0.252	99	0.196
20	0.423	60	0.250	100	0.195
21	0.413	61	0.248	101	0.194
22	0.404	62	0.246	102	0.193
23	0.396	63	0.244	103	0.192
24	0.388	64	0.242	104	0.191
25	0.381	65	0.240	105	0.190
26	0.374	66	0.239	106	0.189
27	0.367	67	0.237	107	0.188
28	0.361	68	0.235	108	0.187
29	0.355	69	0.234	109	0.187
30	0.349	70	0.232	110	0.186
31	0.344	71	0.230	111	0.185
32	0.339	72	0.229	112	0.184
33	0.334	73	0.227	113	0.183
34	0.329	74	0.226	114	0.182
35	0.325	75	0.224	115	0.182
36	0.320	76	0.223	116	0.181
37	0.316	77	0.221	117	0.180
38	0.312	78	0.220	118	0.179
39	0.308	79	0.219	119	0.179
40	0.304	80	0.217	120	0.178

Lampiran 7. Nilai t_{tabel} Pada Sig 0,05 (*Two Tail*)

N	t	N	t	N	t	N	t
5	3,182	45	2,017	85	1,989	125	1,979
6	2,776	46	2,015	86	1,989	126	1,979
7	2,571	47	2,014	87	1,988	127	1,979
8	2,447	48	2,013	88	1,988	128	1,979
9	2,365	49	2,012	89	1,988	129	1,979
10	2,306	50	2,011	90	1,987	130	1,979
11	2,262	51	2,010	91	1,987	131	1,979
12	2,228	52	2,009	92	1,987	132	1,978
13	2,201	53	2,008	93	1,986	133	1,978
14	2,179	54	2,007	94	1,986	134	1,978
15	2,160	55	2,006	95	1,986	135	1,978
16	2,145	56	2,005	96	1,986	136	1,978
17	2,131	57	2,004	97	1,985	137	1,978
18	2,120	58	2,003	98	1,985	138	1,978
19	2,110	59	2,002	99	1,985	139	1,977
20	2,101	60	2,002	100	1,984	140	1,977
21	2,093	61	2,001	101	1,984	141	1,977
22	2,086	62	2,000	102	1,984	142	1,977
23	2,080	63	2,000	103	1,984	143	1,977
24	2,074	64	1,999	104	1,983	144	1,977
25	2,069	65	1,998	105	1,983	145	1,977
26	2,064	66	1,998	106	1,983	146	1,977
27	2,060	67	1,997	107	1,983	147	1,976
28	2,056	68	1,997	108	1,983	148	1,976
29	2,052	69	1,996	109	1,982	149	1,976
30	2,048	70	1,995	110	1,982	150	1,976
31	2,045	71	1,995	111	1,982	151	1,976
32	2,042	72	1,994	112	1,982	152	1,976
33	2,040	73	1,994	113	1,982	153	1,976
34	2,037	74	1,993	114	1,981	154	1,976
35	2,035	75	1,993	115	1,981	155	1,976
36	2,032	76	1,993	116	1,981	156	1,975
37	2,030	77	1,992	117	1,981	157	1,975
38	2,028	78	1,992	118	1,981	158	1,975
39	2,026	79	1,991	119	1,980	159	1,975
40	2,024	80	1,991	120	1,980	160	1,975
41	2,023	81	1,990	121	1,980	161	1,975
42	2,021	82	1,990	122	1,980	162	1,975
43	2,020	83	1,990	123	1,980	163	1,975
44	2,018	84	1,989	124	1,980	164	1,975

Lampiran 8. Nilai F_{tabel} Pada Sig 0,05 (Two Tail)

df (N2)	df (N1)					
	1	2	3	4	5	6
21	4,325	3,467	3,072	2,840	2,685	2,573
22	4,301	3,443	3,049	2,817	2,661	2,549
23	4,279	3,422	3,028	2,796	2,640	2,528
24	4,260	3,403	3,009	2,776	2,621	2,508
25	4,242	3,385	2,991	2,759	2,603	2,490
26	4,225	3,369	2,975	2,743	2,587	2,474
27	4,210	3,354	2,960	2,728	2,572	2,459
28	4,196	3,340	2,947	2,714	2,558	2,445
29	4,183	3,328	2,934	2,701	2,545	2,432
30	4,171	3,316	2,922	2,690	2,534	2,421
31	4,160	3,305	2,911	2,679	2,523	2,409
32	4,149	3,295	2,901	2,668	2,512	2,399
33	4,139	3,285	2,892	2,659	2,503	2,389
34	4,130	3,276	2,883	2,650	2,494	2,380
35	4,121	3,267	2,874	2,641	2,485	2,372
36	4,113	3,259	2,866	2,634	2,477	2,364
37	4,105	3,252	2,859	2,626	2,470	2,356
38	4,098	3,245	2,852	2,619	2,463	2,349
39	4,091	3,238	2,845	2,612	2,456	2,342
40	4,085	3,232	2,839	2,606	2,449	2,336
41	4,079	3,226	2,833	2,600	2,443	2,330
42	4,073	3,220	2,827	2,594	2,438	2,324
43	4,067	3,214	2,822	2,589	2,432	2,318
44	4,062	3,209	2,816	2,584	2,427	2,313
45	4,057	3,204	2,812	2,579	2,422	2,308
46	4,052	3,200	2,807	2,574	2,417	2,304
47	4,047	3,195	2,802	2,570	2,413	2,299
48	4,043	3,191	2,798	2,565	2,409	2,295
49	4,038	3,187	2,794	2,561	2,404	2,290
50	4,034	3,183	2,790	2,557	2,400	2,286
51	4,030	3,179	2,786	2,553	2,397	2,283
52	4,027	3,175	2,783	2,550	2,393	2,279
53	4,023	3,172	2,779	2,546	2,389	2,275
54	4,020	3,168	2,776	2,543	2,386	2,272
55	4,016	3,165	2,773	2,540	2,383	2,269
56	4,013	3,162	2,769	2,537	2,380	2,266
57	4,010	3,159	2,766	2,534	2,377	2,263
58	4,007	3,156	2,764	2,531	2,374	2,260
59	4,004	3,153	2,761	2,528	2,371	2,257
60	4,001	3,150	2,758	2,525	2,368	2,254