LAMPIRAN

Kuesioner analisis pengaruh Employe Loyalty, Affective Commitment, dan Continuous Commitment terhadap Employee Engagement.

Perkenalkan nama saya Andy Mulia, saya salah satu trainee HRD di Hotel The Park Lane Jakarta sekaligus mahasiswa tingkat akhir di Universitas Multimedia Nusantara. Saat ini saya sedang melakukan penelitian terhadap karyawan Hotel The Park Lane Jakarta dengan judul "Analisis Pengaruh Employee Loyalty, Affective Commitment, dan Continuous Commitment terhadap Employee Engagement".

Saya mohon bantuan para staff untuk berkontribusi dalam mengisi kuesioner ini agar dapat melengkapi informasi dalam penelitian ini. Tidak ada jawaban benar atau salah dalam kuesioner ini, maka dari itu saya berharap para staff dapat mengisi kuesioner ini berdasarkan pendapat pribadi anda.

Terima Kasih

Jenis Kelamin	Laki Laki	Perempuan

Usia Saat Ini	17 th - 21 th	22 th - 26 th	27 th - 31 th	32th - 36th	> 36th

Departemen	HK	FB Service	FB Product	Security	S&M	FO	ENG	Finance

Status Karyawan	Daily Worker	Kontrak	Tetap

Bagian 1 (EE)

No	Pernyataan	Skala				
		STS	TS	N	S	SS
1.	Saya tau apa yang saya harapkan dari pekerjaan saya.					
2.	Saat bekerja, saya memiliki kesempatan untuk melakukan yang terbaik setiap harinya.					
3.	Dalam 90 hari terakhir, saya mendapatkan pujian dari atasan saya karena bekerja dengan baik.					
4.	Atasan saya peduli terhadap saya					
5.	Ada orang di tempat kerja saya yang mendorong perkembangan saya.					
6.	Saat bekerja, pendapat saya di pertimbangkan.					
7.	Saya merasa tujuan perusahaan penting bagi saya.					
8.	Rekan karyawan saya berkomitmen untuk melakukan pekerjaan yang berkualitas.					
9.	Saya memiliki teman baik di tempat kerja.					
10.	Dalam 6 bulan terakhir, seseorang di tempat kerja saya membicarakan kinerja saya.					
11.	Selama 1 tahun ini, saya merasa memiliki kesempatan untuk belajar dan berkembang.					

Bagian 2 (EL)

No	Pernyataan	Skala				
		STS	TS	N	S	SS
1.	Saya merasa kalau masalah perusahaan saya bagian dari masalah saya juga.					
2.	Saya merasa "bagian dari keluarga" di perusahaan ini.					
3.	Salah satu alasan saya tetap bekerja di perusahaan ini karena saya percaya loyalitas itu penting.					
4.	Saya berusaha untuk yakin tentang nilai loyalitas terhadap satu perusahaan.					
5.	Berat bagi saya untuk meninggalkan perusahaan saya walaupun saya mau.					

Bagian 3 (AC)

No	Pernyataan	Skala				
		STS	TS	N	S	SS
1.	Saya merasa senang menghabiskan sisa karir saya di perusahaan ini.					
2.	Saya senang membicarakan perusahaan saya dengan orang luar.					
3.	Saya merasa emosional dengan perusahaan ini.					
4.	Perusahaan ini memiliki arti yang banyak bagi saya.					
5.	Saya merasa senang selama bekerja di perusahaan ini.					

Bagian 4 (CC)

No	Pernyataan	Skala				
		STS	TS	N	S	SS
1.	Kedepannya kehidupan saya akan terganggu jika saya memutuskan untuk meninggalkan perusahaan dalam waktu dekat.					
2.	Sekarang,bertahan di perusahaan saya adalah kebutuhan saya.					
3.	Saya merasa saya memiliki sedikit pilihan untuk meninggalkan perusahaan saya.					
4.	Saya tidak meninggalkan pekerjaan saya yang sekarang karena saya belum mendapat pekerjaan yang baru.					
5.	Saya bekerja disini karena perusahaan ini memiliki benefit yang lebih baik dibandingkan dengan perusahaan yang lain.					

Keterangan :

1. STS : Sangat tidak setuju
2. TS : Tidak setuju
3. N : Netral
4. S : Setuju
5. SS : Sangat setuju

Hasil transkrip in depth interview

In Dept Interview I

Waktu : 12 Maret 2018

Tempat : Lantai B1 Bistro Hotel The Park Lane Jakarta

Narasumber : Kak Cynthia dari departemen Sales and Marketing

A : Andy

C : Kak Cynthia

A : Selamat siang kak,maaf menggangu. Perkenalkan nama saya Andy Mulia, saya anak trainee baru di bagian HRD. Boleh kenalan kak ?

C : Iyaa dek selamat siang. Bole kok nama saya Cynthia. Gak apa-apa kok santai aja. Kalau boleh tau ada apa ya ?

A : Oke kak jadi begini,saat ini saya sedang mengambil skripsi dan sedang melakukan penelitian terhadap karyawan disini. Apakah saya boleh bertanya seputar pekerjaan kakak ? kalau boleh tau sudah berapa lama bekerja disini ?

C : Untuk sekarang ya saya disini kerja seperti biasa, kan sudah ada job desc yang diberikan oleh atasan tentang apa saja yang perlu saya kerjakan. Kalau bekerja si sudah 3 tahun.

A : Oh 3 tahun ya sudah lumayan lama ya. Kalau begitu termasuk loyal juga ya sama hotel

C : Ah tidak juga lah

A : Jadi misalkan ada tawaran dari tempat lain yang memberikan kakak jabatan lebih tinggi dan pengalaman baru, apa kakak akan pindah ?

C : Iya bisa jadi, karena saya juga masih muda dan ingin berkarir lebih lagipula jika berharap level dan pangkat naik di sini akan sangat susah butuh waktu yang lama. Dan jika diberikan kesempatan seperti itu tentunya akan saya terima. Lagian kan kita harus semakin maju dong ya kan ? hehe

A : Iya benar si kak pemikiran seperti itu hehe masih terlalu cepat juga ya kak untuk stay di 1 tempat dalam jangka panjang

C : Benar. Ntar kalau kamu sudah kerja pasti ngerasain kok

A : Iyaa kak. Kalau begitu maaf mengganggu jam istirahat kakak, sekali lagi saya ucapkan terima kasih ya kak.

C : Iya gapapa kok sama-sama ya andy

In Dept Interview II

Waktu : 13 Maret 2018

Tempat : Dapur Riva Kitchen Hotel The Park Lane Jakarta

Narasumber : Ko Hendy dari departemen Riva Kitchen

A : Andy Mulia

H : Ko Hendy

A : Halo selamat siang ko Hendy, apa kabar ? baik ?

H : Siang andy, baik dong. Gimana ada apa ini ?

A : Gini ko, kebetulan kan aku lagi ambil skripsi dan lagi ada penelitian tentang karyawan di hotel ini jadi saya bole minta waktu ko Hendy sebentar ga untuk interview ?

H : Bole kok andy santai saja

A : Oke ko, jadi gini selama bekerja disini ada gak si kendala atau masalah yang dihadapi ?

H : Problem si pasti selalu ada ya, apalagi semakin ke depan kan orang juga berkembang jadi kita harus biasakan diri dan ikut berkembang juga.

A : Kalau untuk specific masalahnya apa bole dijelaskan ? untuk masalah yang sering dialami saja ko

H : Salah satunya ya biasa agak cek cok dengan pak Hengky. Saya sama dia kan ngak gimana cocok dan kadang sedikit berselisih gitu, tapi ya saya si tetap respect sama dia, apalagi dia kan atasan saya.

A : Benar juga ko, saling menghargai sih yang penting. Asalkan kerjaan ko Hendy sekarang baik-baik saja. Tapi apakah dengan adanya perselisihan dengan atasan membuat ko Hendy agak sedikit tidak nyaman dalam bekerja ?

H : Hmm kalau tidak nyaman ya pasti ada, tapi kita harus bekerja secara professional.

A : Oke deh ko kalau gitu terima kasih atas jawabannya dan waktunya ko, have a nice day.

In Dept Interview III

Waktu : 13 Maret 2018

Tempat : Lounge kantor HRD Hotel The Park Lane Jakarta

Narasumber : Kak Nana dari departemen HRD

A : Andy Mulia

N : Ci Nana

A : Selamat siang ci nana, apakah saya boleh minta waktunya sebentar ? kebetulan saya lagi ambil skripsi dan sedang meneliti karyawan di hotel.

N : Oh bole kok andy, mau Tanya apa ?

A : Gimana pekerjaan cici ? apa ada kendala atau problem ?

N : Kerjaan lancer si cuman ya numpuk soalnya kan posisi HR Supervisor masih kosong, jadi sekarang kerjaan kayak double kan.

A : Jadinya sekarang banyak juga ya kerjaan ci, tapi senang tidak sama pekerjaan disini ?

N : Lumayan lah, kalau kerjaan ya harus kita nikmati ngak boleh ngak biar kerjanya gak berat

A : Benar juga. Kalau boleh tau untuk sekarang cici fokus kerja disini terus atau ada coba apply di perusahaan lain ?

N : Sejujurnya sekarang aku lagi apply di perusahaan tempat teman aku kerja, di luar negri cuman masih dalam proses dan sekarang juga lagi nunggu info selanjutnya gimana.

A : Faktornya apa ci kenapa sampai mencari pekerjaan lain ?

N : Faktor utama ya sebenarnya gaji sih, soalnya gaji disini kan standar standar aja, dan kalau mau nunggu gaji naik pasti harus tunggu level naik juga dan pastinya itu akan lama. Sedangkan di tempat teman aku kerja fresh graduate di gaji 2x lipat dari hotel kita dan benefit yang diberikan juga sama dengan hotel ini yaitu asuransi,

A : Lumayan yaa 2x lipat gaji dengan benefit yang sama. Okedeh ci kalau gitu aku doain yang terbaik ya untuk cici semoga kerjaan lancar.

C : Terima kasih Andy.

In Dept Interview IV

Waktu : 13 Maret 2018

Tempat : Lounge kantor HRD Hotel The Park Lane Jakarta

Narasumber : Ci Nana dari departemen FB Service

A : Andy Mulia

C : Ci Nana

A : Selamat Siang Ci Nana, aku mau Tanya dong. Kan tadi aku lihat di meja Pak Ezra kan ada surat peringatan, itu maksudnya gimana ya ci ? bole dijelasin ga ?

C : Oh yang di meja Pak Ezra ya, bulan ini lagi ada karyawan yang kena surat peringatan. Kalau masih di meja berarti karyawan baru aja di kasi surat peringatan dan akan di review kembali.

A : Banyak juga ya ci yang dapat, emang gara-gara apa si mereka pada kena surat peringatan ?

N : Itu kemarin kana da anak trainee yang ga sengaja numpahin kopi ke tamu, jadi pak Dadan di panggil ama Pak Hendra lalu di kasi surat peringatan 1. Terus ada miss komunikasi dari FO ama Room Service soal kamar tamu, jadi kena surat peringatan 1 juga. Masih adalagi sih cuman aku ingatnya itu, kira-kira ada 4 sampai 5 orang gitu sih yang kena bulan ini.

A : Banyak juga ya ci yang kena, tapi kok yang miss communication gitu sampai kena surat peringatan ? apa enggak berlebihan ?

C : Iya sebenarnya agak berlebihan, padahal bisa di kasi peringatan verbal aja sih ngak perlu dikasih surat peringatan 1. Bulan lalu juga ada yang telat masuk kerja gara-gara lupa kalau ada shift kerja itu langsung kena surat peringatan 1 juga.

A : Begitu ya, keras juga ya peraturan disini. Baik lah ci, terima kasih atas penjelasannya.

C : Sama sama.

Uji Validitas Pre Test

1. Employee Engagement

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.856
Bartlett's Test of Sphericity	Approx. Chi-Square	193.433
	df	55
	Sig.	.000

Anti-image Matrices

		Employee Engagement 1	Employee Engagement 2	Employee Engagement 3	Employee Engagement 4	Employee Engagement 5	Employee Engagement 6	Employee Engagement 7	Employee Engagement 8	Employee Engagement 9	Employee Engagement 10	Employee Engagement 11
Anti-image Correlation	Employee Engagement 1	.855[a]	-.267	-.117	.164	.303	-.270	-.228	.143	-.317	-.063	-.104
	Employee Engagement 2	-.267	.885[a]	-.129	-.401	-.161	.048	.035	-.075	.253	-.057	-.174
	Employee Engagement 3	-.117	-.129	.898[a]	-.031	-.141	.325	-.070	-.063	-.214	-.137	-.093
	Employee Engagement 4	.164	-.401	-.031	.834[a]	.269	-.519	-.063	-.259	-.329	.139	.035

Employee Engagement 5	.303	-.161	-.141	.269	.776[a]	-.483	-.214	.103	-.133	-.147	-.141
Employee Engagement 6	-.270	.048	.325	-.519	-.483	.798[a]	-.043	-.017	.138	-.248	-.022
Employee Engagement 7	-.228	.035	-.070	-.063	-.214	-.043	.878[a]	-.524	.190	.050	-.063
Employee Engagement 8	.143	-.075	-.063	-.259	.103	.017	-.524	.849[a]	-.410	-.151	.234
Employee Engagement 9	-.317	.253	-.214	-.329	-.133	.138	.190	-.410	.839[a]	-.087	-.395
Employee Engagement 10	-.063	-.057	-.137	-.139	-.147	-.248	.050	-.151	-.087	.941[a]	-.110
Employee Engagement 11	-.104	-.174	-.093	.035	-.141	-.022	-.063	.234	-.395	-.110	.898[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Employee Engagement 1	1.000	.548
Employee Engagement 2	1.000	.585
Employee Engagement 3	1.000	.419
Employee Engagement 4	1.000	.710
Employee Engagement 5	1.000	.386
Employee Engagement 6	1.000	.590
Employee Engagement 7	1.000	.611
Employee Engagement 8	1.000	.683
Employee Engagement 9	1.000	.729
Employee Engagement 10	1.000	.554
Employee Engagement 11	1.000	.526

Extraction Method: Principal Component Analysis.

Total Variance Explained

	Initial Eigenvalues			Extraction Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.341	57.646	57.646	6.341	57.646	57.646
2	.978	8.889	66.535			
3	.860	7.820	74.355			
4	.635	5.774	80.129			
5	.496	4.512	84.641			
6	.443	4.030	88.671			
7	.436	3.961	92.632			
8	.329	2.995	95.627			
9	.238	2.161	97.788			
10	.134	1.219	99.007			
11	.109	.993	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Employee Engagement 1	.740
Employee Engagement 2	.765
Employee Engagement 3	.648
Employee Engagement 4	.843
Employee Engagement 5	.622
Employee Engagement 6	.768
Employee Engagement 7	.782
Employee Engagement 8	.826
Employee Engagement 9	.854
Employee Engagement 10	.744
Employee Engagement 11	.725

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

2. Employee Loyalty

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.613
Bartlett's Test of Sphericity	Approx. Chi-Square	52.478
	df	10
	Sig.	.000

Anti-image Matrices

		Employee Loyalty 1	Employee Loyalty 2	Employee Loyalty 3	Employee Loyalty 4	Employee Loyalty 5
Anti-image Correlation	Employee Loyalty 1	.537[a]	-.725	-.145	.281	-.390
	Employee Loyalty 2	-.725	.567[a]	-.029	-.249	.215
	Employee Loyalty 3	-.145	-.029	.739[a]	-.507	-.170
	Employee Loyalty 4	.281	-.249	-.507	.591[a]	-.310
	Employee Loyalty 5	-.390	.215	-.170	-.310	.686[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Employee Loyalty 1	1.000	.891
Employee Loyalty 2	1.000	.834
Employee Loyalty 3	1.000	.737
Employee Loyalty 4	1.000	.780
Employee Loyalty 5	1.000	.571

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.681	53.618	53.618	2.681	53.618	53.618	2.013	40.252	40.252
2	1.132	22.637	76.255	1.132	22.637	76.255	1.800	36.003	76.255
3	.610	12.209	88.465						
4	.381	7.628	96.093						
5	.195	3.907	100.000						

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component	
	1	2
Employee Loyalty 1	.747	-.576
Employee Loyalty 2	.728	-.551
Employee Loyalty 3	.773	.373
Employee Loyalty 4	.689	.553
Employee Loyalty 5	.721	.226

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Rotated Component Matrix[a]

	Component	
	1	2
Employee Loyalty 1	.185	.926
Employee Loyalty 2	.187	.894
Employee Loyalty 3	.828	.227
Employee Loyalty 4	.882	.035
Employee Loyalty 5	.692	.303

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 3 iterations.

Component Transformation Matrix

Component	1	2
1	.754	.657
2	.657	-.754

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

3. Affective Commitment

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.812
Bartlett's Test of Sphericity	Approx. Chi-Square	82.218
	df	10
	Sig.	.000

Anti-image Matrices

		Affective Commitment 1	Affective Commitment 2	Affective Commitment 3	Affective Commitment 4	Affective Commitment 5
Anti-image Correlation	Affective Commitment 1	.750[a]	-.723	-.183	-.017	-.219
	Affective Commitment 2	-.723	.747[a]	.074	-.110	-.234
	Affective Commitment 3	-.183	.074	.877[a]	-.080	-.308
	Affective Commitment 4	-.017	-.110	-.080	.940[a]	-.171
	Affective Commitment 5	-.219	-.234	-.308	-.171	.880[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Affective Commitment 1	1.000	.827
Affective Commitment 2	1.000	.803
Affective Commitment 3	1.000	.514
Affective Commitment 4	1.000	.405
Affective Commitment 5	1.000	.779

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.327	66.538	66.538	3.327	66.538	66.538
2	.681	13.628	80.167			
3	.590	11.808	91.974			
4	.282	5.648	97.622			
5	.119	2.378	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Affective Commitment 1	.909
Affective Commitment 2	.896
Affective Commitment 3	.717
Affective Commitment 4	.636
Affective Commitment 5	.882

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

4. Continuous Commitment

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.832
Bartlett's Test of Sphericity	Approx. Chi-Square	79.133
	df	10
	Sig.	.000

Anti-image Matrices

		Continuous Commitment 1	Continuous Commitment 2	Continuous Commitment 3	Continuous Commitment 4	Continuous Commitment 5
Anti-image Correlation	Continuous Commitment 1	.920[a]	-.120	.021	-.096	-.183
	Continuous Commitment 2	-.120	.824[a]	-.523	-.223	-.203
	Continuous Commitment 3	.021	-.523	.782[a]	-.437	.062
	Continuous Commitment 4	-.096	-.223	-.437	.834[a]	-.326
	Continuous Commitment 5	-.183	-.203	.062	-.326	.871[a]

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
Continuous Commitment 1	1.000	.354
Continuous Commitment 2	1.000	.806
Continuous Commitment 3	1.000	.770
Continuous Commitment 4	1.000	.813
Continuous Commitment 5	1.000	.612

Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.355	67.102	67.102	3.355	67.102	67.102
2	.745	14.902	82.004			
3	.488	9.768	91.772			
4	.237	4.736	96.508			
5	.175	3.492	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix[a]

	Component
	1
Continuous Commitment 1	.595
Continuous Commitment 2	.898
Continuous Commitment 3	.877
Continuous Commitment 4	.901
Continuous Commitment 5	.783

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Uji Reliabilitas Pre Test

1. Employee Engagement

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.925	.925	11

2. Employee Loyalty

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.776	.783	5

3. Affective Commitment

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.871	.869	5

4. Continuous Commitment

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.873	.871	5

Uji Validitas Main Test

1. Employee Engagement

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.861
Bartlett's Test of Sphericity	Approx. Chi-Square	1061.048
	df	55
	Sig.	.000

Anti-image Matrices

		Employee Engagement 1	Employee Engagement 2	Employee Engagement 3	Employee Engagement 4	Employee Engagement 5	Employee Engagement 6	Employee Engagement 7	Employee Engagement 8	Employee Engagement 9	Employee Engagement 10	Employee Engagement 11
Anti-image Correlation	Employee Engagement 1	.876[a]	-.220	-.171	.074	.243	-.274	-.257	.216	-.321	-.065	-.169
	Employee Engagement 2	-.220	.895[a]	-.155	-.249	-.242	.095	-.261	-.026	.262	.016	-.172
	Employee Engagement 3	-.171	-.155	.941[a]	.001	-.019	.178	.025	-.075	-.149	-.169	-.125
	Employee Engagement 4	.074	-.249	.001	.831[a]	.227	-.544	.071	-.540	-.228	.173	-.085
	Employee Engagement 5	.243	-.242	-.019	.227	.787[a]	-.413	-.139	.166	-.325	-.137	-.037
	Employee Engagement 6	-.274	.095	.178	-.544	-.413	.793[a]	.046	.111	.208	-.396	-.007
	Employee Engagement 7	-.257	-.261	.025	.071	-.139	.046	.884[a]	-.427	-.150	.023	.240

Employee Engagement 8	.216	-.026	-.075	-.540	.166	.111	-.427	.833[a]	-.237	-.284	.135
Employee Engagement 9	-.321	.262	-.149	-.228	-.325	.208	-.150	-.237	.861[a]	.058	-.396
Employee Engagement 10	-.065	.016	-.169	.173	-.137	-.396	.023	-.284	.058	.899[a]	-.140
Employee Engagement 11	-.169	-.172	-.125	-.085	-.037	-.007	.240	.135	-.396	-.140	.892[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
Employee Engagement 1	.793
Employee Engagement 2	.779
Employee Engagement 3	.700
Employee Engagement 4	.856
Employee Engagement 5	.606
Employee Engagement 6	.760
Employee Engagement 7	.782
Employee Engagement 8	.817
Employee Engagement 9	.858
Employee Engagement 10	.764
Employee Engagement 11	.726

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

2. Employee Loyalty

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.740
Bartlett's Test of Sphericity	Approx. Chi-Square	260.829
	df	10
	Sig.	.000

Anti-image Matrices

		Employee Loyalty 1	Employee Loyalty 2	Employee Loyalty 3	Employee Loyalty 4	Employee Loyalty 5
Anti-image Correlation	Employee Loyalty 1	.688[a]	-.577	-.386	.168	-.082
	Employee Loyalty 2	-.577	.708[a]	.002	-.301	.052
	Employee Loyalty 3	-.386	.002	.759[a]	-.342	-.377
	Employee Loyalty 4	.168	-.301	-.342	.760[a]	-.176
	Employee Loyalty 5	-.082	.052	-.377	-.176	.817[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component 1
Employee Loyalty 1	.804
Employee Loyalty 2	.773
Employee Loyalty 3	.853
Employee Loyalty 4	.720
Employee Loyalty 5	.703

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

3. Affective Commitment

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.768
Bartlett's Test of Sphericity	Approx. Chi-Square	330.380
	df	10
	Sig.	.000

Anti-image Matrices

		Affective Commitment 1	Affective Commitment 2	Affective Commitment 3	Affective Commitment 4	Affective Commitment 5
Anti-image Correlation	Affective Commitment 1	.699[a]	-.652	-.263	.196	-.399
	Affective Commitment 2	-.652	.736[a]	.110	-.289	-.083
	Affective Commitment 3	-.263	.110	.854[a]	-.177	-.198
	Affective Commitment 4	.196	-.289	-.177	.764[a]	-.245
	Affective Commitment 5	-.399	-.083	-.198	-.245	.847[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
Affective Commitment 1	.889
Affective Commitment 2	.860
Affective Commitment 3	.707
Affective Commitment 4	.632
Affective Commitment 5	.866

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

4. Continuous Commitment

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.816
Bartlett's Test of Sphericity	Approx. Chi-Square	388.737
	df	10
	Sig.	.000

Anti-image Matrices

		Continuous Commitment 1	Continuous Commitment 2	Continuous Commitment 3	Continuous Commitment 4	Continuous Commitment 5
Anti-image Correlation	Continuous Commitment 1	.858[a]	.081	-.014	-.168	-.277
	Continuous Commitment 2	.081	.826[a]	-.305	-.267	-.443
	Continuous Commitment 3	-.014	-.305	.796[a]	-.566	.069
	Continuous Commitment 4	-.168	-.267	-.566	.804[a]	-.172
	Continuous Commitment 5	-.277	-.443	.069	-.172	.825[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
Continuous Commitment 1	.595
Continuous Commitment 2	.886
Continuous Commitment 3	.862
Continuous Commitment 4	.906
Continuous Commitment 5	.826

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Uji Reliabilitas Main Test

1. Employee Engagement

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.930	.930	11

2. Employee Loyalty

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.830	.829	5

3. Affective Commitment

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.853	.851	5

4. Continuous Commitment

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.877	.875	5

Regresi Linear Berganda

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Continuous Commitment, Affective Commitmnent, Employee Loyalty[b]	.	Enter

a. Dependent Variable: Employee Engagement

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.890[a]	.793	.788	.23890

a. Predictors: (Constant), Continuous Commitment, Affective Commitmnent, Employee Loyalty

b. Dependent Variable: Employee Engagement

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27.540	3	9.180	160.842	.000[b]
	Residual	7.191	126	.057		
	Total	34.731	129			

a. Dependent Variable: Employee Engagement

b. Predictors: (Constant), Continuous Commitment, Affective Commitmnent, Employee Loyalty

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.235	.173		1.357	.177
	Employee Loyalty	.231	.098	.214	2.360	.020
	Affective Commitmnent	.479	.083	.475	5.752	.000
	Continuous Commitment	.244	.060	.267	4.077	.000

a. Dependent Variable: Employee Engagement

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	.235	.173			
	Employee Loyalty	.231	.098	.214	.199	5.016
	Affective Commitmnent	.479	.083	.475	.241	4.153
	Continuous Commitment	.244	.060	.267	.383	2.611

a. Dependent Variable: Employee Engagement

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.5257	4.6702	3.9385	.46204	130
Std. Predicted Value	-3.058	1.584	.000	1.000	130
Standard Error of Predicted Value	.022	.072	.040	.011	130
Adjusted Predicted Value	2.5489	4.6902	3.9398	.46071	130
Residual	-.34777	.52990	.00000	.23611	130
Std. Residual	-1.456	2.218	.000	.988	130
Stud. Residual	-1.510	2.236	-.003	1.004	130
Deleted Residual	-.37654	.53854	-.00136	.24361	130
Stud. Deleted Residual	-1.517	2.273	-.001	1.009	130
Mahal. Distance	.117	10.686	2.977	2.348	130
Cook's Distance	.000	.051	.008	.010	130
Centered Leverage Value	.001	.083	.023	.018	130

a. Dependent Variable: Employee Engagement