PENGARUH KOMITMEN ORGANISASI TERHADAP

EMPLOYEE ENGAGEMENT PADA KARYAWAN ALFAMART

DI MAGELANG DAN TEMANGGUNG

SKRIPSI

Disusun Oleh:

Putri Uswatun Khasanah (19.0801.0007)

PROGRAM STUDI PSIKOLOGI

FAKULTAS PSIKOLOGI DAN HUMANIORA

UNIVERSITAS MUHAMMADIYAH MAGELANG

2023

LAMPIRAN

Lampiran A. kuesioner penelitian

Assalamualaikum Wr. Wb

Perkenalkan, saya Putri Uswatun Khasanah mahasiswi Program Studi Psikologi Fakultas Psikologi dan Humaniora Universitas Muhammadiyah Magelang. Saat ini saya sedang melakukan penelitian untuk kepentingan tugas akhir yang berkaitan dengan komitmen kerja karyawan Alfamart.

Adapun kriteria responden yaitu:

- Karyawan yang bekerja di perusahaan ritel modern (Alfamart)

- Karyawan Alfamart yang bekerja di Magelang/Temanggung

- Sudah bekerja minimal 6 bulan

Apabila Anda memenuhi kriteria tersebut, saya memohon bantuan dan kesediaan Anda untuk mengisi skala ini. Terdapat beberapa pernyataan yang akan disajikan dengan estimasi waktu pengerjaan 5 - 15 menit.

Seluruh informasi yang diberikan dijamin kerahasiaannya dan hanya digunakan untuk kepentingan penelitian.

Wassalamualaikum Wr. Wb.

Apabila ada pertanyaan mengenai penelitian ini, silahkan hubungi saya melalui:

Email: putrius345@gmail.com

1. Identitas responden

Nama (boleh inisial)

Nomor HP

Jenis Kelamin
- o Laki-laki
- o Perempuan

Usia

Bekerja di Alfamart

o   Kabupaten Magelang
o   Kota Magelang
o   Kabupaten Temanggung

Lama Bekerja

o   6 bulan
o   1 tahun
o   2 tahun
o   Lebih dari 2 tahun

Jabatan

o   Crew toko
o   Asisten kepala toko
o   Kepala toko

Saya telah memenuhi kriteria penelitian dan bersedia menjadi partisipan dalam penelitian ini. Saya dengan sukarela mengisi skala ini tanpa tekanan/paksaan dari pihak manapun

o   Ya, saya bersedia

2. Skala *Employee Engagement*

No.	Pertanyaan	Respon				
		SS	S	AS	TS	STS
1.	Saya bersungguh-sungguh untuk menyelesaikan masalah yang berkaitan dengan pekerjaan saya.					
2.	Saya tidak dapat mengerjakan suatu pekerjaan dengan baik.					
3.	Saya tidak mengeluh tentang pekerjaan meskipun saya mengalami kesulitan.					
4.	Ketika diberikan pekerjaan, saya merasa bertanggung jawab untuk menyelesaikan pekerjaan tersebut.					
5.	Saya tidak akan menyerahkan pekerjaan saya kepada rekan kerja walaupun sulit.					
6.	Ketika saya sedang bekerja, saya melupakan semua hal lain di sekitar saya.					
7.	Selalu ada hal baru dalam pekerjaan saya yang membuat saya tertantang.					
8.	Saya tidak bersedia ketika waktu saya tersita hanya untuk menyelesaikan pekerjaan.					

3. Skala komitmen organisasi

No.	Pertanyaan		Respon				
		SS	S	AS	TS	STS
1.	Saya mempunyai rasa memiliki yang kuat terhadap perushaan ini					
2.	Akan sangat merugikan jika saya meninggalkan pekerjaan saat ini.					
3.	Saya menaati semua peraturan perusahaan ini meskipun ada peraturan yang kurang sesuai dengan hati nurani saya.					
4.	Saya akan sangat bahagia menghabiskan sisa karir di perusahaan ini					
5.	Saya berencana untuk bekerja di perusahaan ini dalam jangka waktu yang panjang					
6.	Berfikir bahwa menjadi karyawan yang tetap setia pada sebuah perusahaan meruoakan tindakan yang bijaksana					
7.	Saya tidak peduli dengan peraturan perusahaan karena peraturan itu menghambat pekerjaan saya.					
8.	Saya percaya bahwa segala peraturan yang berlaku di perusahaan ini adalah demi kebaikan semua karyawan					
9.	Saat ini saya tetap bekerja di perusahaan ini karena kebutuhan sekaligus keinginan.					
10.	Saya bersedia menambah jam kerja untuk menyelesaikan pekerjaan					
11.	Saya bekerja seoptimal mungkin demi tercapainya keberhasilan di perusahaan.					

Lampiran B. Hasil Uji Validitas

Validitas aitem skala *employee engagement* dan komitmen organisasi

	Penilai	AA	H	$\sum s$	V	Keterangan
Item 1	Skor	3	3	2	0,25	Gugur

	s	2	2			
Item 2	Skor	4	3	5	0,625	Cukup
	s	3	2			
Item 3	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 4	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 5	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 6	Skor	5	5	8	1	Baik
	s	4	4			
Item 7	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 8	Skor	3	3	4	0,5	Gugur
	s	2	2			
Item 9	Skor	3	3	4	0,5	Gugur
	s	2	2			
Item 10	Skor	1	1	0	0	Gugur
	s	0	0			
Item 11	Skor	3	3	4	0,5	Gugur
	s	2	2			
Item 12	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 13	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 14	Skor	5	5	8	1	Baik
	s	4	4			
Item 15	Skor	4	3	5	0,625	Cukup
	s	3	2			
Item 16	Skor	4	3	5	0,625	Cukup
	s	3	2			
Item 17	Skor	2	2	2	0,25	Gugur

	s	1	1			
Item 18	Skor	2	2	2	0,25	Gugur
	s	1	1			
Item 19	Skor	3	3	4	0,5	Gugur
	s	2	2			
Item 20	Skor	3	3	4	0,5	Gugur
	s	2	2			
Item 21	Skor	5	4	7	0,875	Sudah Baik
	s	4	3			
Item 22	Skor	5	5	8	1	Baik
	s	4	4			
Item 23	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 24	Skor	5	5	8	1	Baik
	s	4	4			
Item 25	Skor	2	2	2	0,25	Gugur
	s	1	1			
Item 26	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 27	Skor	5	4	7	0,875	Sudah Baik
	s	4	3			
Item 28	Skor	4	5	7	0,875	Sudah Baik
	s	3	4			
Item 29	Skor	3	5	6	0,75	Sudah Baik
	s	2	4			
Item 30	Skor	4	5	7	0,875	Sudah Baik
	s	3	4			
Item 31	Skor	5	4	7	0,875	Sudah Baik
	s	4	3			
Item 32	Skor	4	3	5	0,625	Cukup
	s	3	2			
Item 33	Skor	4	3	5	0,625	Cukup

	s	3	2			
Item 34	Skor	4	3	5	0,625	Cukup
	s	3	2			
Item 35	Skor	5	5	8	1	Baik
	s	4	4			
Item 36	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 37	Skor	5	5	8	1	Baik
	s	4	4			
Item 38	Skor	5	5	8	1	Baik
	s	4	4			
Item 39	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 40	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 41	Skor	2	2	2	0,25	Gugur
	s	1	1			
Item 42	Skor	5	5	8	1	Baik
	s	4	4			
Item 43	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 44	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 45	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 46	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			
Item 47	Skor	4	5	7	0,875	Sudah Baik
	s	3	4			
Item 48	Skor	4	4	6	0,75	Sudah Baik
	s	3	3			

Lampiran C. Uji Validitas Pearson

Sebelum Dimodifikasi

Correlations

		y1	y2	y3	y4	y5	y6	y7	y8	y9	y10	y11	y12	y13	y14	y15	y16	x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12
y1	Pearson Correlation	1	.115	-.346*	.082	-.240	.423**	.589**	.082	.083	.154	.606**	.538**	-.328*	-.022	-.346*	.050	.680**	.400*	.023	.083	.235	.448**	.178	-.211	.403**	.353*	.695**	-.135
	Sig. (2-tailed)		.481	.029	.615	.136	.007	<.001	.615	.612	.342	<.001	<.001	.039	.891	.029	.762	<.001	.011	.888	.612	.145	.004	.273	.192	.010	.026	<.001	.407
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y2	Pearson Correlation	.115	1	.564**	.338*	-.179	.201	.204	.338*	.409**	-.035	-.221	.162	.529**	-.017	-.095	.007	.172	.062	.453**	.087	.060	.040	.290	.120	.131	.390*	.049	.484**
	Sig. (2-tailed)	.481		<.001	.033	.269	.213	.207	.033	.009	.830	.171	.319	<.001	.919	.558	.964	.288	.703	.003	.595	.711	.803	.069	.461	.421	.013	.766	.002
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y3	Pearson Correlation	-.346*	.564**	1	.199	-.081	-.296	-.067	.199	.501**	-.155	-.352*	-.088	.679**	-.074	.110	.191	-.142	-.132	.307	.318	.118	-.088	.368*	.476**	-.053	.233	-.238	.541**
	Sig. (2-tailed)	.029	<.001		.218	.619	.064	.681	.218	.001	.340	.026	.590	<.001	.651	.498	.239	.381	.417	.054	.045	.467	.590	.019	.002	.743	.149	.140	<.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y4	Pearson Correlation	.082	.338*	.199	1	.378*	.285	.216	1.000**	.440**	.321*	.058	.402*	.289	.096	-.078	.338*	.447**	.343*	-.021	-.147	.516**	.328*	.029	-.073	.320*	.446**	-.082	-.031
	Sig. (2-tailed)	.615	.033	.218		.016	.075	.180	<.001	.005	.043	.724	.010	.071	.555	.631	.033	.004	.030	.896	.367	<.001	.039	.857	.654	.044	.004	.615	.849
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

51

y5	Pearson Correlation	-.240	-.179	-.081	.378*	1	.344*	-.028	.378*	.218	.341*	-.030	.086	-.025	-.079	.037	.222	.006	.224	-.049	-.090	.384*	.282	-.132	-.094	.135	.135	-.284	-.336*
	Sig. (2-tailed)	.136	.269	.619	.016		.030	.866	.016	.178	.031	.854	.599	.880	.626	.822	.169	.971	.165	.766	.583	.014	.077	.416	.563	.405	.405	.076	.034
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y6	Pearson Correlation	.423**	.201	-.296	.285	.344*	1	.482**	.285	.090	.083	.339*	.430**	-.197	-.148	-.261	.153	.331*	.232	-.047	.178	.406**	.384*	.240	-.126	.399*	.442**	.280	-.182
	Sig. (2-tailed)	.007	.213	.064	.075	.030		.002	.075	.581	.613	.032	.006	.223	.363	.104	.345	.037	.149	.774	.273	.009	.014	.135	.438	.011	.004	.080	.262
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y7	Pearson Correlation	.589**	.204	-.067	.216	-.028	.482**	1	.216	.307	-.159	.523**	.362*	-.138	-.304	-.426**	.152	.396*	.296	.018	.046	.429**	.605**	.024	-.275	.544**	.666**	.417**	-.229
	Sig. (2-tailed)	<.001	.207	.681	.180	.866	.002		.180	.054	.326	<.001	.022	.397	.056	.006	.348	.011	.064	.915	.780	.006	<.001	.881	.086	<.001	<.001	.007	.155
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y8	Pearson Correlation	.082	.338*	.199	1.000**	.378*	.285	.216	1	.440**	.321*	.058	.402*	.289	.096	-.078	.338*	.447**	.343*	-.021	-.147	.516**	.328*	.029	-.073	.320*	.446**	-.082	-.031
	Sig. (2-tailed)	.615	.033	.218	<.001	.016	.075	.180		.005	.043	.724	.010	.071	.555	.631	.033	.004	.030	.896	.367	<.001	.039	.857	.654	.044	.004	.615	.849
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y9	Pearson Correlation	.083	.409**	.501**	.440**	.218	.090	.307	.440**	1	.065	.041	.267	.672**	-.233	-.215	.516**	.186	.250	.261	.268	.468**	.234	.297	.156	.311	.485**	.105	.233
	Sig. (2-tailed)	.612	.009	.001	.005	.178	.581	.054	.005		.689	.802	.095	<.001	.149	.183	<.001	.249	.120	.104	.094	.002	.146	.063	.337	.051	.002	.519	.147

	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y10	Pearson Correlation	.154	-.035	-.155	.321*	.341*	.083	-.159	.321*	.065	1	-.037	.307	-.011	.387*	.294	.059	.219	.287	-.142	.038	-.004	.042	.054	.088	-.038	.182	.043	.048
	Sig. (2-tailed)	.342	.830	.340	.043	.031	.613	.326	.043	.689		.823	.054	.944	.014	.065	.720	.174	.072	.382	.816	.983	.797	.743	.587	.814	.260	.794	.767
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y11	Pearson Correlation	.606**	-.221	-.352*	.058	-.030	.339*	.523**	.058	.041	-.037	1	.619**	-.508**	-.380*	-.604**	.207	.561**	.508**	-.025	-.068	.520**	.678**	-.038	-.233	.598**	.378*	.497**	-.495**
	Sig. (2-tailed)	<.001	.171	.026	.724	.854	.032	<.001	.724	.802	.823		<.001	<.001	.015	<.001	.201	<.001	<.001	.876	.676	<.001	<.001	.814	.147	<.001	.016	.001	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y12	Pearson Correlation	.538**	.162	-.088	.402*	.086	.430**	.362*	.402*	.267	.307	.619**	1	-.090	-.259	-.493**	.347*	.662**	.548**	.007	-.076	.561**	.541**	.159	-.205	.590**	.420**	.434**	-.262
	Sig. (2-tailed)	<.001	.319	.590	.010	.599	.006	.022	.010	.095	.054	<.001		.581	.107	.001	.028	<.001	<.001	.968	.641	<.001	<.001	.327	.205	<.001	.007	.005	.103
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y13	Pearson Correlation	-.328*	.529**	.679**	.289	-.025	-.197	-.138	.289	.672**	-.011	-.508**	-.090	1	.035	.192	.330*	-.284	-.176	.187	.281	.047	-.307	.315*	.443**	-.106	.156	-.275	.641**
	Sig. (2-tailed)	.039	<.001	<.001	.071	.880	.223	.397	.071	<.001	.944	<.001	.581		.829	.235	.037	.076	.278	.249	.079	.774	.054	.047	.004	.515	.336	.086	<.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y14	Pearson Correlation	-.022	-.017	-.074	.096	-.079	-.148	-.304	.096	-.233	.387*	-.380*	-.259	.035	1	.516**	-.343*	-.057	-.244	-.067	.181	-.439**	-.362*	.153	.312*	-.601**	-.437**	-.142	.253
	Sig. (2-tailed)	.891	.919	.651	.555	.626	.363	.056	.555	.149	.014	.015	.107	.829		<.001	.030	.725	.129	.679	.264	.005	.022	.346	.050	<.001	.005	.383	.115

53

		c1	c2	c3	c4	c5	c6	c7	c8	c9	c10	c11	c12	c13	c14	c15	c16	c17	c18	c19	c20	c21	c22	c23	c24	c25	c26	c27	c28
	tailed)																												
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y15	Pearson Correlation	-.346*	-.095	.110	-.078	.037	-.261	-.426**	.078	-.215	.294	-.604**	-.493**	.192	.516**	1	-.129	-.393*	.295	-.191	.030	-.397*	-.572**	.202	.407**	-.491**	-.501**	-.380*	.357*
	Sig. (2-tailed)	.029	.558	.498	.631	.822	.104	.006	.631	.183	.065	<.001	.001	.235	<.001		.429	.012	.065	.238	.857	.011	<.001	.212	.009	.001	<.001	.016	.024
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
y16	Pearson Correlation	.050	.007	.191	.338*	.222	.153	.152	.338*	.516**	.059	.207	.347*	.330*	-.343*	-.129	1	.175	.211	-.035	.080	.563**	.155	.129	-.013	.445**	.307	.189	.071
	Sig. (2-tailed)	.762	.964	.239	.033	.169	.345	.348	.033	<.001	.720	.201	.028	.037	.030	.429		.279	.191	.830	.623	<.001	.340	.427	.935	.004	.054	.244	.661
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x1	Pearson Correlation	.680**	.172	-.142	.447**	.006	.331*	.396*	.447**	.186	.219	.561**	.662**	-.284	-.057	-.393*	.175	1	.674**	-.101	-.062	.511**	.616**	.069	-.351*	.563**	.440**	.522**	-.198
	Sig. (2-tailed)	<.001	.288	.381	.004	.971	.037	.011	.004	.249	.174	<.001	<.001	.076	.725	.012	.279		<.001	.535	.703	<.001	<.001	.673	.026	<.001	.004	<.001	.221
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x2	Pearson Correlation	.400*	.062	-.132	.343*	.224	.232	.296	.343*	.250	.287	.508**	.548**	-.176	-.244	-.295	.211	.674**	1	-.111	-.164	.500**	.551**	-.132	-.305	.685**	.399*	.209	-.200
	Sig. (2-tailed)	.011	.703	.417	.030	.165	.149	.064	.030	.120	.072	<.001	<.001	.278	.129	.065	.191	<.001		.496	.311	.001	<.001	.416	.055	<.001	.011	.195	.216
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x3	Pearson Correlation	.023	.453**	.307	-.021	-.049	-.047	.018	-.021	.261	-.142	-.025	.007	.187	-.067	-.191	-.035	-.101	-.111	1	.012	-.039	-.083	.230	.142	-.169	.026	-.007	.113

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Sig. (2-tailed)	.888	.003	.054	.896	.766	.774	.915	.896	.104	.382	.876	.968	.249	.679	.238	.830	.535	.496		.939	.813	.610	.154	.382	.298	.874	.966	.487
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40		40	40	40	40	40	40	40	40	40
x4	Pearson Correlation	.083	.087	.318*	-.147	-.090	.178	.046	-.147	.268	.038	-.068	-.076	.281	.181	.030	.080	-.062	-.164	.012	1	-.073	-.086	.629**	.597**	-.094	.112	.175	.571**
	Sig. (2-tailed)	.612	.595	.045	.367	.583	.273	.780	.367	.094	.816	.676	.641	.079	.264	.857	.623	.703	.311	.939		.656	.597	<.001	<.001	.562	.493	.280	<.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40		40	40	40	40	40	40	40	40
x5	Pearson Correlation	.235	.060	.118	.516**	.384*	.406**	.429**	.516**	.468**	-.004	.520**	.561**	.047	-.439**	-.397*	.563**	.511**	.500**	-.039	-.073	1	.616**	.105	-.128	.696**	.536**	.171	-.343*
	Sig. (2-tailed)	.145	.711	.467	<.001	.014	.009	.006	<.001	.002	.983	<.001	<.001	.774	.005	.011	<.001	<.001	.001	.813	.656		<.001	.518	.431	<.001	<.001	.291	.030
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40		40	40	40	40	40	40	40
x6	Pearson Correlation	.448**	.040	-.088	.328*	.282	.384*	.605**	.328*	.234	.042	.678**	.541**	-.307	-.362*	.572**	.155	.616**	.551**	-.083	-.086	.616**	1	-.266	-.367*	.738**	.698**	.402*	-.469**
	Sig. (2-tailed)	.004	.807	.590	.039	.077	.014	<.001	.039	.146	.797	<.001	<.001	.054	.022	<.001	.340	<.001	<.001	.610	.597	<.001		.097	.020	<.001	<.001	.010	.002
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40		40	40	40	40	40	40
x7	Pearson Correlation	.178	.290	.368*	.029	-.132	.240	.024	.029	.297	.054	-.038	.159	.315*	.153	.202	.129	.069	-.132	.230	.629**	.105	-.266	1	.710**	-.127	-.026	.141	.481**
	Sig. (2-tailed)	.273	.069	.019	.857	.416	.135	.881	.857	.063	.743	.814	.327	.047	.346	.212	.427	.673	.416	.154	<.001	.518	.097		<.001	.436	.875	.386	.002
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40		40	40	40	40	40
x8	Pearson Corr	-.211	.120	.476**	-.073	-.094	-.126	-.275	-.073	.156	.088	-.233	-.205	.443**	.312*	.407**	-.013	-.351*	-.305	.142	.597**	-.128	-.367*	.710**	1	-.392*	-.188	-.320*	.584**

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Pearson Correlation																												
	Sig. (2-tailed)	.192	.461	.002	.654	.563	.438	.086	.654	.337	.587	.147	.205	.004	.050	.009	.935	.026	.055	.382	<.001	.431	.020	<.001		.012	.246	.044	<.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x9	Pearson Correlation	.403**	.131	-.053	.320*	.135	.399*	.544**	.320*	.311	-.038	.598**	.590**	-.106	-.601**	.491**	.445**	.563**	.685**	-.169	-.094	.696**	.738**	-.127	-.392*	1	.699**	.476**	-.261
	Sig. (2-tailed)	.010	.421	.743	.044	.405	.011	<.001	.044	.051	.814	<.001	<.001	.515	<.001	.001	.004	<.001	<.001	.298	.562	<.001	<.001	.436	.012		<.001	.002	.104
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x10	Pearson Correlation	.353*	.390*	.233	.446**	.135	.442**	.666**	.446**	.485**	-.182	.378*	.420**	.156	-.437**	-.501**	.307	.440**	.399*	.026	.112	.536**	.698**	-.026	-.188	.699**	1	.294	-.037
	Sig. (2-tailed)	.026	.013	.149	.004	.405	.004	<.001	.004	.002	.260	.016	.007	.336	.005	<.001	.054	.004	.011	.874	.493	<.001	<.001	.875	.246	<.001		.065	.820
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x11	Pearson Correlation	.695**	.049	-.238	-.082	-.284	.280	.417**	-.082	.105	-.043	.497**	.434**	-.275	-.142	-.380*	.189	.522**	.209	-.007	.175	.171	.402*	.141	-.320*	.476**	.294	1	-.156
	Sig. (2-tailed)	<.001	.766	.140	.615	.076	.080	.007	.615	.519	.794	.001	.005	.086	.383	.016	.244	<.001	.195	.966	.280	.291	.010	.386	.044	.002	.065		.336
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x12	Pearson Correlation	-.135	.484**	.541**	-.031	-.336*	-.182	-.229	-.031	.233	.048	-.495**	-.262	.641**	.253	.357*	.071	-.198	-.200	.113	.571**	-.343*	-.469**	.481**	.584**	-.261	-.037	-.156	1
	Sig. (2-tailed)	.407	.002	<.001	.849	.034	.262	.155	.849	.147	.767	.001	.103	<.001	.115	.024	.661	.221	.216	.487	<.001	.030	.002	.002	<.001	.104	.820	.336	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40

x13	Pearson Correlation	.038	.653**	.686**	.248	-.234	-.097	-.021	-.248	.458**	.000	-.397*	-.035	.724**	.184	.177	.185	.057	-.076	.155	.491**	.007	-.252	.523**	.479**	-.102	.184	-.049	.803**
	Sig. (2-tailed)	.815	<.001	<.001	.123	.146	.552	.897	.123	.003	1.000	.011	.830	<.001	.256	.274	.253	.725	.641	.341	.001	.967	.117	<.001	.002	.532	.256	.766	<.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x14	Pearson Correlation	.337*	-.084	-.242	.037	.276	.427**	.488**	.037	.030	-.037	.591**	.437**	-.447**	-.535**	-.553**	.161	.520**	.474**	-.276	-.014	.461**	.759**	-.264	-.471**	.712**	.537**	.399*	-.347*
	Sig. (2-tailed)	.034	.607	.132	.820	.084	.006	.001	.820	.854	.819	<.001	.005	.004	<.001	<.001	.320	<.001	.002	.085	.932	.003	<.001	.099	.002	<.001	<.001	.011	.028
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x15	Pearson Correlation	.416**	.345*	.221	-.117	-.238	.212	.180	-.117	.198	.159	.070	.284	.139	.075	-.226	.004	.262	-.030	.269	.588**	-.029	.057	.492**	.219	.008	.160	.383*	.401*
	Sig. (2-tailed)	.008	.029	.170	.473	.139	.188	.266	.473	.222	.329	.668	.076	.392	.644	.160	.980	.102	.856	.093	<.001	.860	.727	.001	.175	.961	.326	.015	.010
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x16	Pearson Correlation	.468**	.329*	.342*	.241	-.250	.003	.323*	.241	.501**	-.049	.231	.251	.276	-.039	-.133	.245	.440**	.215	.408**	.255	.309	.105	.567**	.279	.183	.325*	.248	.299
	Sig. (2-tailed)	.002	.038	.031	.134	.120	.983	.042	.134	<.001	.764	.151	.118	.084	.812	.413	.128	.004	.183	.009	.112	.052	.520	<.001	.082	.259	.041	.123	.061
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x17	Pearson Correlation	.325*	-.049	-.031	.301	.198	.471**	.610**	.301	.358*	-.078	.635**	.511**	-.156	-.353*	-.671**	.261	.413**	.362*	-.052	.227	.578**	.698**	.018	-.209	.573**	.605**	.382*	-.370*
	Sig. (2-tailed)	.041	.764	.850	.059	.220	.002	<.001	.059	.023	.634	<.001	<.001	.338	.026	<.001	.104	.008	.022	.748	.158	<.001	<.001	.911	.195	<.001	<.001	.015	.019

	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x18	Pearson Correlation	.417**	-.111	-.240	.263	.262	.522**	.588**	.263	.195	.071	.584**	.503**	-.326*	-.398*	-.481**	.226	.573**	.461**	-.247	.027	.547**	.758**	-.140	-.452**	.713**	.622**	.493**	-.436**
	Sig. (2-tailed)	.007	.496	.136	.101	.102	<.001	<.001	.101	.229	.661	<.001	<.001	.040	.011	.002	.161	<.001	.003	.125	.870	<.001	<.001	.390	.003	<.001	<.001	.001	.005
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x19	Pearson Correlation	.176	.406**	.488**	.192	-.302	-.188	-.154	.192	.251	.171	-.097	.154	.412**	.183	-.011	.241	.245	.034	.126	.381*	.060	-.065	.330*	.253	.089	.131	.295	.498**
	Sig. (2-tailed)	.278	.009	.001	.234	.058	.246	.343	.234	.118	.291	.551	.343	.008	.258	.946	.135	.128	.837	.440	.015	.713	.692	.037	.115	.587	.419	.064	.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x20	Pearson Correlation	.096	.378*	.440**	.213	-.156	.028	-.159	.213	.398*	.232	-.167	.292	.551**	.063	.103	.364*	.136	-.026	.043	.518**	.102	-.201	.604**	.430**	.055	.056	.153	.556**
	Sig. (2-tailed)	.555	.016	.004	.187	.336	.863	.326	.187	.011	.149	.304	.067	<.001	.699	.527	.021	.404	.873	.791	<.001	.533	.215	<.001	.006	.736	.733	.347	<.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
x21	Pearson Correlation	.266	.234	.263	-.013	-.110	.029	-.069	-.013	.286	.221	-.024	.095	.326*	-.003	.128	.349*	.170	.152	.014	.507**	.048	-.071	.462**	.363*	.121	.086	.224	.640**
	Sig. (2-tailed)	.097	.146	.101	.939	.501	.859	.673	.939	.074	.171	.881	.561	.040	.985	.430	.027	.295	.350	.933	<.001	.767	.663	.003	.021	.457	.599	.164	<.001
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
total	Pearson Correlation	.521**	.513**	.387*	.504**	.065	.425**	.489**	.504**	.679**	.201	.363*	.614**	.347*	-.160	-.315*	.486**	.610**	.458**	.168	.448**	.593**	.485**	.507**	.183	.571**	.663**	.432**	.290
	Sig. (2-	<.001	<.001	.014	<.001	.692	.006	.001	<.001	<.001	.215	.021	<.001	.028	.323	.048	.001	<.001	.003	.300	.004	<.001	.002	<.001	.258	<.001	<.001	.005	.070

58

Setelah Dimodifikasi

Correlations

		x13	x14	x15	x16	x17	x18	x19	x20	x21	total
y1	Pearson Correlation	.038	.337*	.416**	.468**	.325*	.417**	.176	.096	.266	.521**
	Sig. (2-tailed)	.815	.034	.008	.002	.041	.007	.278	.555	.097	<.001
	N	40	40	40	40	40	40	40	40	40	40
y2	Pearson Correlation	.653**	-.084	.345*	.329*	-.049	-.111	.406**	.378*	.234	.513**
	Sig. (2-tailed)	<.001	.607	.029	.038	.764	.496	.009	.016	.146	<.001
	N	40	40	40	40	40	40	40	40	40	40
y3	Pearson Correlation	.686**	-.242	.221	.342*	-.031	-.240	.488**	.440**	.263	.387*
	Sig. (2-tailed)	<.001	.132	.170	.031	.850	.136	.001	.004	.101	.014
	N	40	40	40	40	40	40	40	40	40	40
y4	Pearson Correlation	.248	.037	-.117	.241	.301	.263	.192	.213	-.013	.504**
	Sig. (2-tailed)	.123	.820	.473	.134	.059	.101	.234	.187	.939	<.001
	N	40	40	40	40	40	40	40	40	40	40
y5	Pearson Correlation	-.234	.276	-.238	-.250	.198	.262	-.302	-.156	-.110	.065
	Sig. (2-tailed)	.146	.084	.139	.120	.220	.102	.058	.336	.501	.692
	N	40	40	40	40	40	40	40	40	40	40
y6	Pearson Correlation	-.097	.427**	.212	.003	.471**	.522**	-.188	.028	.029	.425**
	Sig. (2-tailed)	.552	.006	.188	.983	.002	<.001	.246	.863	.859	.006
	N	40	40	40	40	40	40	40	40	40	40
y7	Pearson Correlation	-.021	.488**	.180	.323*	.610**	.588**	-.154	-.159	-.069	.489**
	Sig. (2-tailed)	.897	.001	.266	.042	<.001	<.001	.343	.326	.673	.001
	N	40	40	40	40	40	40	40	40	40	40
y8	Pearson Correlation	.248	.037	-.117	.241	.301	.263	.192	.213	-.013	.504**
	Sig. (2-tailed)	.123	.820	.473	.134	.059	.101	.234	.187	.939	<.001
	N	40	40	40	40	40	40	40	40	40	40
y9	Pearson Correlation	.458**	.030	.198	.501**	.358*	.195	.251	.398*	.286	.679**
	Sig. (2-tailed)	.003	.854	.222	<.001	.023	.229	.118	.011	.074	<.001
	N	40	40	40	40	40	40	40	40	40	40
y10	Pearson Correlation	.000	-.037	.159	-.049	-.078	.071	.171	.232	.221	.201
	Sig. (2-tailed)	1.000	.819	.329	.764	.634	.661	.291	.149	.171	.215

	N	40	40	40	40	40	40	40	40	40	40
y11	Pearson Correlation	-.397*	.591**	.070	.231	.635**	.584**	-.097	-.167	-.024	.363*
	Sig. (2-tailed)	.011	<.001	.668	.151	<.001	<.001	.551	.304	.881	.021
	N	40	40	40	40	40	40	40	40	40	40
y12	Pearson Correlation	-.035	.437**	.284	.251	.511**	.503**	.154	.292	.095	.614**
	Sig. (2-tailed)	.830	.005	.076	.118	<.001	<.001	.343	.067	.561	<.001
	N	40	40	40	40	40	40	40	40	40	40
y13	Pearson Correlation	.724**	-.447**	.139	.276	-.156	-.326*	.412**	.551**	.326*	.347*
	Sig. (2-tailed)	<.001	.004	.392	.084	.338	.040	.008	<.001	.040	.028
	N	40	40	40	40	40	40	40	40	40	40
y14	Pearson Correlation	.184	-.535**	.075	-.039	-.353*	-.398*	.183	.063	-.003	-.160
	Sig. (2-tailed)	.256	<.001	.644	.812	.026	.011	.258	.699	.985	.323
	N	40	40	40	40	40	40	40	40	40	40
y15	Pearson Correlation	.177	-.553**	-.226	-.133	-.671**	-.481**	-.011	.103	.128	-.315*
	Sig. (2-tailed)	.274	<.001	.160	.413	<.001	.002	.946	.527	.430	.048
	N	40	40	40	40	40	40	40	40	40	40
y16	Pearson Correlation	.185	.161	.004	.245	.261	.226	.241	.364*	.349*	.486**
	Sig. (2-tailed)	.253	.320	.980	.128	.104	.161	.135	.021	.027	.001
	N	40	40	40	40	40	40	40	40	40	40
x1	Pearson Correlation	.057	.520**	.262	.440**	.413**	.573**	.245	.136	.170	.610**
	Sig. (2-tailed)	.725	<.001	.102	.004	.008	<.001	.128	.404	.295	<.001
	N	40	40	40	40	40	40	40	40	40	40
x2	Pearson Correlation	-.076	.474**	-.030	.215	.362*	.461**	.034	-.026	.152	.458**
	Sig. (2-tailed)	.641	.002	.856	.183	.022	.003	.837	.873	.350	.003
	N	40	40	40	40	40	40	40	40	40	40
x3	Pearson Correlation	.155	-.276	.269	.408**	-.052	-.247	.126	.043	.014	.168
	Sig. (2-tailed)	.341	.085	.093	.009	.748	.125	.440	.791	.933	.300
	N	40	40	40	40	40	40	40	40	40	40
x4	Pearson Correlation	.491**	-.014	.588**	.255	.227	.027	.381*	.518**	.507**	.448**
	Sig. (2-tailed)	.001	.932	<.001	.112	.158	.870	.015	<.001	<.001	.004
	N	40	40	40	40	40	40	40	40	40	40
x5	Pearson Correlation	.007	.461**	-.029	.309	.578**	.547**	.060	.102	.048	.593**
	Sig. (2-tailed)	.967	.003	.860	.052	<.001	<.001	.713	.533	.767	<.001
	N	40	40	40	40	40	40	40	40	40	40
x6	Pearson Correlation	-.252	.759**	.057	.105	.698**	.758**	-.065	-.201	-.071	.485**
	Sig. (2-tailed)	.117	<.001	.727	.520	<.001	<.001	.692	.215	.663	.002
	N	40	40	40	40	40	40	40	40	40	40
x7	Pearson Correlation	.523**	-.264	.492**	.567**	.018	-.140	.330*	.604**	.462**	.507**

	Sig. (2-tailed)	<.001	.099	.001	<.001	.911	.390	.037	<.001	.003	<.001
	N	40	40	40	40	40	40	40	40	40	40
x8	Pearson Correlation	.479**	-.471**	.219	.279	-.209	-.452**	.253	.430**	.363*	.183
	Sig. (2-tailed)	.002	.002	.175	.082	.195	.003	.115	.006	.021	.258
	N	40	40	40	40	40	40	40	40	40	40
x9	Pearson Correlation	-.102	.712**	.008	.183	.573**	.713**	.089	.055	.121	.571**
	Sig. (2-tailed)	.532	<.001	.961	.259	<.001	<.001	.587	.736	.457	<.001
	N	40	40	40	40	40	40	40	40	40	40
x10	Pearson Correlation	.184	.537**	.160	.325*	.605**	.622**	.131	.056	.086	.663**
	Sig. (2-tailed)	.256	<.001	.326	.041	<.001	<.001	.419	.733	.599	<.001
	N	40	40	40	40	40	40	40	40	40	40
x11	Pearson Correlation	-.049	.399*	.383*	.248	.382*	.493**	.295	.153	.224	.432**
	Sig. (2-tailed)	.766	.011	.015	.123	.015	.001	.064	.347	.164	.005
	N	40	40	40	40	40	40	40	40	40	40
x12	Pearson Correlation	.803**	-.347*	.401*	.299	-.370*	-.436**	.498**	.556**	.640**	.290
	Sig. (2-tailed)	<.001	.028	.010	.061	.019	.005	.001	<.001	<.001	.070
	N	40	40	40	40	40	40	40	40	40	40
x13	Pearson Correlation	1	-.265	.403**	.453**	-.217	-.357*	.650**	.680**	.579**	.531**
	Sig. (2-tailed)		.099	.010	.003	.178	.024	<.001	<.001	<.001	<.001
	N	40	40	40	40	40	40	40	40	40	40
x14	Pearson Correlation	-.265	1	.065	-.117	.522**	.705**	-.178	-.171	.035	.312
	Sig. (2-tailed)	.099		.692	.472	<.001	<.001	.271	.292	.832	.050
	N	40	40	40	40	40	40	40	40	40	40
x15	Pearson Correlation	.403**	.065	1	.508**	.109	.107	.590**	.499**	.598**	.558**
	Sig. (2-tailed)	.010	.692		<.001	.505	.511	<.001	.001	<.001	<.001
	N	40	40	40	40	40	40	40	40	40	40
x16	Pearson Correlation	.453**	-.117	.508**	1	.127	.074	.478**	.375*	.476**	.663**
	Sig. (2-tailed)	.003	.472	<.001		.435	.648	.002	.017	.002	<.001
	N	40	40	40	40	40	40	40	40	40	40

x17	Pearson Correlation	-.217	.522**	.109	.127	1	.778**	-.136	-.079	-.208	.488**
	Sig. (2-tailed)	.178	<.001	.505	.435		<.001	.401	.626	.197	.001
	N	40	40	40	40	40	40	40	40	40	40
x18	Pearson Correlation	-.357*	.705**	.107	.074	.778**	1	-.135	-.140	-.134	.433**
	Sig. (2-tailed)	.024	<.001	.511	.648	<.001		.406	.390	.408	.005
	N	40	40	40	40	40	40	40	40	40	40
x19	Pearson Correlation	.650**	-.178	.590**	.478**	-.136	-.135	1	.691**	.635**	.534**
	Sig. (2-tailed)	<.001	.271	<.001	.002	.401	.406		<.001	<.001	<.001
	N	40	40	40	40	40	40	40	40	40	40
x20	Pearson Correlation	.680**	-.171	.499**	.375*	-.079	-.140	.691**	1	.629**	.574**
	Sig. (2-tailed)	<.001	.292	.001	.017	.626	.390	<.001		<.001	<.001
	N	40	40	40	40	40	40	40	40	40	40
x21	Pearson Correlation	.579**	.035	.598**	.476**	-.208	-.134	.635**	.629**	1	.548**
	Sig. (2-tailed)	<.001	.832	<.001	.002	.197	.408	<.001	<.001		<.001
	N	40	40	40	40	40	40	40	40	40	40
total	Pearson Correlation	.531**	.312	.558**	.663**	.488**	.433**	.534**	.574**	.548**	1
	Sig. (2-tailed)	<.001	.050	<.001	<.001	.001	.005	<.001	<.001	<.001	
	N	40	40	40	40	40	40	40	40	40	40

Correlations

		Employee Engagement	Komitmen organisasi
Employee Engagement	Pearson Correlation	1	.754**
	Sig. (2-tailed)		.000
	N	40	40
Komitmen organisasi	Pearson Correlation	.754**	1

Sig. (2-tailed)		.000	
N		40	40

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

Lampiran D. Hasil Uji Reliabilitas

a. Skala Employee Engagement

Sebelum Dimodifikasi

Reliability Statistics

Cronbach's Alpha	N of Items
.682	13

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1	33.0750	28.430	.142	.689
y2	31.8500	26.387	.326	.662
y3	33.3750	31.984	-.204	.714
y4	31.9000	23.374	.631	.608
y6	32.3500	26.233	.335	.660
y7	32.7250	26.410	.349	.658
y8	31.9000	23.374	.631	.608
y9	31.5000	24.667	.494	.633
y11	33.2500	28.654	.204	.677
y12	32.8750	25.804	.416	.647

y13	33.3750	31.984	-.204	.714
y15	33.1750	29.430	.129	.685
y16	31.9500	24.869	.459	.639

Setelah Dimodifikasi

Reliability Statistics

Cronbach's Alpha	N of Items
.850	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y2	22.5000	29.282	.341	.861
y4	22.5500	24.459	.825	.802
y6	23.0000	28.974	.364	.858
y7	22.6000	25.631	.682	.820
y8	22.5500	24.459	.825	.802
y9	22.1500	26.182	.641	.826
y12	23.5250	29.179	.380	.855
y16	22.6000	25.631	.682	.820

b. Skala Komitmen Organisasi

Sebelum Dimodifikasi

Reliability Statistics

Cronbach's Alpha	N of Items
.778	18

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1	50.3250	60.943	.604	.749
x2	50.3000	61.856	.519	.755
x4	49.9500	63.895	.372	.767
x5	50.2750	61.948	.492	.757
x6	50.9000	65.272	.391	.766
x7	49.6750	69.610	.094	.784
x9	50.3250	60.943	.604	.749
x10	50.3500	61.362	.554	.753
x11	49.5250	63.794	.381	.766
x13	50.6250	65.266	.253	.777
x14	49.7750	62.897	.441	.761
x15	51.0250	68.281	.205	.777
x16	49.5000	66.974	.272	.773
x17	50.9000	65.067	.363	.767
x18	49.7250	62.769	.503	.757
x19	50.8750	69.907	.049	.790
x20	50.8500	71.003	-.003	.791
x21	49.5000	66.974	.272	.773

Setelah Dimodifikasi

Reliability Statistics

Cronbach's Alpha	N of Items
.894	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1	28.7500	50.500	.837	.872
x2	28.7250	53.384	.597	.886
x4	29.3250	55.046	.599	.886
x5	28.7000	53.703	.551	.889
x6	29.3250	55.046	.599	.886
x9	28.7500	50.500	.837	.872
x10	28.7750	52.538	.660	.882
x11	28.7750	50.487	.808	.873
x14	28.2000	56.626	.368	.900
x17	28.7750	52.538	.660	.882
x18	28.1500	57.464	.358	.899

Lampuran E. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		242
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.69823399
Most Extreme Differences	Absolute	.050
	Positive	.050
	Negative	-.043

66

Test Statistic	.050
Asymp. Sig. (2-tailed)	.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

Lampiran F. Hasil Uji Linearitas

ANOVA Table

			Mean Square	F	Sig.
Employee Engagement * Komitmen Organisasi	Between Groups	(Combined)	2.812	.838	.602
		Linearity	14.587	4.345	.038
		Deviation from Linearity	1.635	.487	.898
	Within Groups		3.357		
	Total				

Lampiran G. Hasil uji Regresi Linear Sederhana

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.281[a]	.079	.075	1.594	.079	20.542	1	240	.000

a. Predictors: (Constant), Komitmen organisasi

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

		B	Std. Error		Beta	t	Sig.
1	(Constant)	15.344	1.301			11.793	.000
	Komitmen Organisasi	.244	.054		.281	4.532	.000

a. Dependent Variable: Employee Engagement

Lampiran H. Tabulasi Data

a. *Employee engagement*

No. Responden	1	2	3	4	5	6	7	8
1.	2	4	3	2	3	4	2	5
2.	3	4	4	2	4	4	4	2
3.	2	4	2	2	2	2	2	2
4.	2	5	2	2	2	2	2	4
5.	2	5	2	2	2	2	2	2
6.	2	4	3	2	4	4	3	4
7.	2	5	2	2	5	2	2	5
8.	2	5	3	2	2	3	2	3
9.	2	5	2	2	5	5	2	5
10.	2	5	2	2	2	2	2	4
11.	2	4	3	2	4	4	2	4
12.	2	3	3	2	3	3	2	3
13.	2	2	2	2	3	4	3	3
14.	2	4	4	2	3	2	2	4
15.	2	4	2	2	2	3	2	4
16.	2	3	2	2	3	3	2	4
17.	2	2	2	4	2	4	2	4
18.	2	3	3	2	3	3	2	2
19.	2	2	2	2	2	2	2	3
20.	2	4	2	2	3	2	2	3
21.	2	4	2	2	2	2	2	4
22.	2	5	2	2	2	2	2	4
23.	2	2	2	2	4	4	2	4

24.	2	4	2	2	4	4	2	4
25.	2	4	2	2	4	4	2	4
26.	2	4	2	2	3	3	2	4
27.	2	5	2	2	2	4	2	4
28.	2	5	2	2	2	4	2	4
29.	2	4	2	2	2	2	2	2
30.	2	2	3	2	2	4	2	2
31.	2	4	2	2	2	2	2	2
32.	2	5	2	2	2	4	2	3
33.	2	4	2	2	2	4	2	4
34.	2	5	2	2	2	2	2	4
35.	2	5	2	2	2	4	2	2
36.	2	5	2	2	2	5	2	2
37.	2	5	2	2	2	4	2	5
38.	2	5	2	2	2	4	2	5
39.	2	5	2	2	2	5	2	3
40.	2	5	2	2	2	5	2	2
41.	2	5	2	2	2	5	2	4
42.	2	5	2	2	2	5	3	4
43.	2	5	2	2	2	4	2	3
44.	2	5	2	2	4	5	2	4
45.	2	4	2	2	2	5	2	4
46.	2	4	2	2	3	3	3	4
47.	2	5	2	2	3	2	2	3
48.	2	5	2	2	2	2	2	5
49.	2	5	2	2	2	3	2	4
50.	2	5	2	2	2	3	2	2
51.	2	5	2	2	3	3	2	4
52.	2	4	2	2	2	4	2	4
53.	2	5	2	2	2	2	2	4
54.	2	5	2	2	2	4	2	4
55.	2	5	2	2	2	2	2	4

56.	2	5	2	2	4	4	2	4
57.	2	4	2	2	4	5	2	4
58.	2	5	2	2	2	4	2	4
59.	2	5	2	2	3	4	2	4
60.	2	5	2	2	4	4	2	4
61.	2	4	2	2	2	4	2	4
62.	2	5	2	2	2	4	2	5
63.	2	5	2	2	2	5	2	4
64.	2	5	2	2	2	2	2	5
65.	2	5	2	2	2	2	2	4
66.	2	2	2	2	3	4	3	5
67.	2	5	2	4	4	2	2	2
68.	2	5	2	2	2	2	2	4
69.	2	5	2	2	2	2	2	5
70.	2	3	3	2	2	5	2	2
71.	2	4	3	2	2	2	2	4
72.	2	4	2	2	2	2	2	2
73.	2	4	2	2	3	2	2	4
74.	2	4	2	2	2	2	3	3
75.	2	4	3	2	3	2	3	2
76.	2	4	2	2	2	2	3	4
77.	2	3	2	2	2	2	3	4
78.	2	5	2	2	2	2	2	4
79.	2	5	2	5	2	2	2	2
80.	2	5	2	2	2	2	2	4
81.	2	5	2	2	2	2	2	3
82.	2	5	2	2	2	2	2	2
83.	2	5	2	2	2	2	2	4
84.	2	5	2	2	2	2	2	4
85.	2	5	2	2	2	2	2	2
86.	2	5	2	2	2	2	2	2
87.	2	5	2	2	2	2	2	2

88.	2	5	2	2	2	2	2	2
89.	2	4	2	2	2	2	2	2
90.	2	4	2	2	2	3	2	2
91.	2	4	2	2	2	2	2	2
92.	2	5	2	2	3	2	2	2
93.	2	5	2	2	2	4	2	3
94.	2	5	2	2	2	3	2	3
95.	2	4	2	2	2	3	2	3
96.	2	5	3	3	2	3	2	3
97.	2	4	2	2	2	2	2	3
98.	2	3	2	2	2	2	2	3
99.	2	4	2	2	2	2	2	2
100.	2	5	2	2	2	2	2	2
101.	2	5	2	2	2	2	2	5
102.	2	5	2	2	2	2	2	3
103.	2	4	2	2	2	2	2	2
104.	2	4	2	2	3	4	2	2
105.	2	5	2	2	3	2	2	5
106.	2	4	3	2	3	3	2	4
107.	2	5	2	2	2	4	2	5
108.	2	5	2	2	2	2	2	2
109.	2	4	3	2	2	2	2	3
110.	2	5	2	2	2	2	2	4
111.	2	2	2	2	2	2	2	4
112.	2	2	2	2	2	2	2	2
113.	2	3	2	2	2	2	2	3
114.	2	4	2	2	2	2	2	2
115.	2	3	2	2	2	2	2	3
116.	2	5	2	2	2	2	2	3
117.	2	4	3	2	3	4	2	3
118.	2	5	2	2	3	4	2	3
119.	2	4	2	2	3	4	2	3

120.	2	3	2	2	3	4	2	2
121.	2	5	2	2	3	4	2	3
122.	2	4	3	2	3	4	2	3
123.	2	4	2	2	2	4	2	4
124.	2	5	2	2	3	4	2	3
125.	2	3	2	2	2	2	2	4
126.	2	4	2	2	2	2	2	4
127.	2	5	2	2	2	2	2	5
128.	2	3	2	2	2	5	2	5
129.	2	3	2	2	2	5	2	4
130.	2	5	2	2	2	5	2	4
131.	2	3	3	2	2	5	2	2
132.	2	4	2	2	2	2	2	2
133.	2	2	2	2	2	3	2	2
134.	2	2	2	2	3	4	2	2
135.	2	3	2	2	3	5	2	3
136.	2	3	3	3	3	2	2	5
137.	2	5	2	2	2	2	2	3
138.	2	4	2	2	3	2	2	4
139.	2	5	3	2	3	3	2	2
140.	2	4	2	2	2	4	2	2
141.	2	5	2	2	2	2	2	4
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143.	2	4	2	2	2	2	2	4
144.	2	5	2	2	2	2	2	4
145.	2	3	2	2	2	2	2	4
146.	2	4	2	2	2	4	2	4
147.	2	4	2	2	2	2	3	2
148.	2	4	2	2	2	2	3	2
149.	2	4	2	2	2	2	2	3
150.	2	4	2	2	2	2	2	2
151.	2	5	2	2	2	2	2	4

152.	2	5	2	2	2	2	2	4
153.	2	4	2	2	3	2	2	4
154.	2	2	2	2	3	2	2	2
155.	2	5	2	2	2	2	2	2
156.	2	3	2	2	2	2	2	2
157.	2	4	2	2	2	2	2	4
158.	2	5	2	2	2	2	3	5
159.	2	4	2	2	2	2	2	3
160.	2	4	2	2	2	2	2	5
161.	2	5	2	2	2	2	2	2
162.	2	4	2	2	2	4	3	2
163.	2	2	2	2	2	4	2	4
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166.	2	4	2	2	2	2	2	4
167.	2	2	2	2	2	3	2	3
168.	2	4	2	2	2	2	2	4
169.	2	4	2	2	2	2	2	4
170.	2	4	2	2	2	2	2	4
171.	2	4	2	2	2	2	2	4
172.	2	4	2	2	2	2	2	4
173.	2	2	2	2	2	2	2	4
174.	2	5	2	2	2	4	2	2
175.	2	4	2	2	2	2	2	4
176.	2	4	2	2	2	4	3	4
177.	2	4	2	2	2	2	2	3
178.	2	5	2	2	3	2	2	2
179.	2	4	2	2	2	2	2	4
180.	2	4	2	2	2	2	3	4
181.	2	4	2	2	2	2	2	4
182.	2	2	2	2	2	2	3	2
183.	2	3	2	2	2	3	2	2

184.	2	4	2	2	2	2	2	4
185.	2	3	2	2	2	3	3	2
186.	2	2	2	2	2	2	3	3
187.	2	4	2	2	2	2	2	4
188.	2	4	2	2	2	2	2	4
189.	2	5	2	2	2	3	3	4
190.	2	4	2	2	2	2	2	4
191.	2	4	2	2	2	2	2	4
192.	2	2	2	2	2	2	2	3
193.	2	4	2	2	2	2	3	3
194.	2	3	2	2	2	2	3	3
195.	2	2	2	2	2	2	2	3
196.	2	4	2	2	3	3	2	2
197.	2	4	2	2	2	2	2	4
198.	2	4	2	2	2	2	2	4
199.	2	4	2	2	2	2	2	4
200.	2	4	2	2	2	2	2	4
201.	2	4	2	2	2	2	2	4
202.	2	4	2	2	2	2	2	4
203.	2	4	2	2	2	2	2	4
204.	2	4	2	2	2	2	2	3
205.	2	4	2	2	2	2	2	4
206.	2	2	2	2	2	4	2	2
207.	2	4	2	2	2	2	2	4
208.	2	4	2	2	2	2	2	4
209.	2	4	2	2	2	2	2	4
210.	2	4	2	2	2	2	2	4
211.	2	4	2	2	2	2	2	4
212.	2	4	2	2	2	2	2	4
213.	2	4	2	2	2	2	2	5
214.	2	5	2	2	2	2	2	4
215.	2	5	2	2	2	2	2	5

No.								
216.	2	4	2	2	2	2	2	4
217.	2	4	2	2	2	2	2	4
218.	2	4	2	2	2	2	2	4
219.	2	2	2	2	2	2	2	4
220.	2	5	2	2	2	2	2	5
221.	2	3	2	2	2	2	2	3
222.	2	4	2	2	2	2	2	4
223.	2	4	2	2	2	2	2	4
224.	2	4	2	2	2	2	2	4
225.	2	4	2	2	2	3	3	4
226.	2	4	2	2	2	2	2	4
227.	2	5	2	2	2	2	2	4
228.	2	3	2	2	2	2	2	4
229.	2	5	2	2	2	2	2	4
230.	2	5	2	2	3	2	3	5
231.	2	4	2	2	2	2	3	3
232.	2	2	2	2	2	2	2	2
233.	2	5	2	2	2	4	2	2
234.	2	3	2	2	2	2	2	2
235.	2	4	2	2	2	2	2	4
236.	2	5	2	2	2	2	3	5
237.	2	4	2	2	2	2	2	4
238.	2	3	2	2	2	2	2	2
239.	2	4	2	2	2	2	2	4
240.	2	5	2	2	2	3	2	2
241.	2	5	2	2	2	2	2	2
242.	2	5	2	2	2	2	2	5

b. Komitmen organisasi

No. Responden	1	2	3	4	5	6	7	8	9	10	11

1.	2	3	2	3	3	2	4	2	2	3	2
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81

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