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# L A M P I R A N



## KUESIONER PENELITIAN

**Pengaruh *Non Financial Reward* Terhadap *Employee Engagement* Di Moderasi Oleh *Leadership Support* Di PT Agro Muko Air Bikuk**, Dengan ini saya mohon kesedian Bapak/Ibu untuk mengisi daftar pernyataan dalam daftar kuesioner ini untuk dipergunakan dalam penyelesaian penelitian program studi S1 Manajemen di Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Bengkulu. Akhir kata, saya ucapkan terima kasih kepada responden yang telah bersedia meluangkan waktunya untuk mengisi kuesioner ini.

### A. Identitas Responden

Nama :

Umur : ☐ 20 s/d 30 th ☐ 30 s/d 40 th

☐ 40 s/d 50 th ☐ > 50 th

Jenis Kelamin : ☐ Laki-laki ☐ Perempuan

Masa Kerja : ☐ 1 – 5thn ☐ 5 – 10thn

☐ 10 – 15<sup>th</sup> ☐ >15thn

### B. Petunjuk Pengisian Jawaban

Bacalah setiap pernyataan dengan seksama, Berilah tanda ceklis (✓) pada salah satu kolom disamping item pernyataan yang dianggap paling benar!

SS : Sangat Setuju

S : Setuju

KS : Kurang Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

### C. Daftar Pernyataan

| No.                                     | Pernyataan                                                                                                                                       | SS | S | KS | T<br>S | STS |
|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|----|---|----|--------|-----|
| <b><i>Non Financial Reward (X1)</i></b> |                                                                                                                                                  |    |   |    |        |     |
| <i>Penghargaan Interpersonal</i>        |                                                                                                                                                  |    |   |    |        |     |
| 1.                                      | “Saya merasa mendapatkan pengakuan dan apresiasi secara langsung dari atasan maupun rekan kerja atas kontribusi saya di PT Agro Muko Air Bikuk.” |    |   |    |        |     |
| <i>Promosi</i>                          |                                                                                                                                                  |    |   |    |        |     |
| 2.                                      | “PT Agro Muko Air Bikuk memberikan kesempatan promosi jabatan yang adil sebagai bentuk penghargaan atas kinerja karyawan.”                       |    |   |    |        |     |

| No.                                   | Pernyataan                                                                                                 | SS | S | KS | TS | STS |
|---------------------------------------|------------------------------------------------------------------------------------------------------------|----|---|----|----|-----|
| <b><i>Employee Engagement (Y)</i></b> |                                                                                                            |    |   |    |    |     |
| <i>Vigor</i>                          |                                                                                                            |    |   |    |    |     |
| 1.                                    | “Saya memiliki energi dan semangat tinggi saat menjalankan pekerjaan di PT Agro Muko Air Bikuk.”           |    |   |    |    |     |
| <i>Dedication</i>                     |                                                                                                            |    |   |    |    |     |
| 2.                                    | “Saya merasa bangga dan memiliki keterikatan yang kuat terhadap pekerjaan saya di PT Agro Muko Air Bikuk.” |    |   |    |    |     |
| <i>Absorption</i>                     |                                                                                                            |    |   |    |    |     |
| 3                                     | “Saya sering larut dan fokus sepenuhnya ketika mengerjakan tugas-tugas di PT Agro Muko Air Bikuk.”         |    |   |    |    |     |

| No.                                  | Pernyataan                                                                                                                            | SS | S | KS | TS | STS |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|----|---|----|----|-----|
| <b><i>Leadership Support (Z)</i></b> |                                                                                                                                       |    |   |    |    |     |
| <i>Dukungan Emosional</i>            |                                                                                                                                       |    |   |    |    |     |
| 1.                                   | “Pimpinan di PT Agro Muko Air Bikuk menunjukkan kepedulian dan perhatian terhadap kondisi serta permasalahan kerja yang saya hadapi.” |    |   |    |    |     |

|                            |                                                                                                                                               |  |  |  |  |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|--|
| Dukungan Instrumental      |                                                                                                                                               |  |  |  |  |
| 2.                         | “Pimpinan di PT Agro Muko Air Bikuk menyediakan arahan, fasilitas, dan bantuan yang saya butuhkan untuk menyelesaikan pekerjaan dengan baik.” |  |  |  |  |
| Pemberdayaan (Empowerment) |                                                                                                                                               |  |  |  |  |
| 3                          | “Pimpinan di PT Agro Muko Air Bikuk memberikan kepercayaan dan kewenangan kepada saya untuk mengambil keputusan dalam pelaksanaan pekerjaan.” |  |  |  |  |

–TERIMAKASIH–



Lampiran 1  
Tabulasi Data

| NO | X1 | X2 | Y1 | Y2 | Y3 | M1 | M2 | M3 |
|----|----|----|----|----|----|----|----|----|
| 1  | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 4  |
| 2  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 3  | 4  | 4  | 4  | 4  | 5  | 5  | 4  | 4  |
| 4  | 4  | 4  | 4  | 3  | 3  | 4  | 3  | 3  |
| 5  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 6  | 5  | 5  | 5  | 5  | 4  | 5  | 5  | 5  |
| 7  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 8  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 9  | 4  | 4  | 4  | 4  | 4  | 5  | 4  | 4  |
| 10 | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  |
| 11 | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 4  |
| 12 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 13 | 4  | 5  | 4  | 4  | 4  | 5  | 5  | 5  |
| 14 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 15 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 16 | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  |
| 17 | 5  | 5  | 5  | 4  | 4  | 4  | 4  | 4  |
| 18 | 5  | 5  | 4  | 5  | 4  | 4  | 4  | 4  |
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| 20 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 21 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
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| 23 | 4  | 4  | 4  | 4  | 4  | 3  | 3  | 3  |
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| 25 | 4  | 4  | 3  | 4  | 3  | 3  | 4  | 4  |
| 26 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
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| 31 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
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| 33 | 3  | 3  | 3  | 3  | 3  | 4  | 4  | 4  |
| 34 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |
| 35 | 4  | 4  | 5  | 5  | 5  | 5  | 5  | 4  |
| 36 | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  |

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| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 42 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| 47 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 49 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 51 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 57 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
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| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 66 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 67 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 |
| 68 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 69 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 74 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 75 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 77 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |

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| 79  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 81  | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
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| 83  | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 84  | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 85  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 224 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 225 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 226 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 227 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 228 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 |
| 229 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 |
| 230 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 231 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 232 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 233 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 234 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 235 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 236 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 237 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 238 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 239 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 240 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 241 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |

|     |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|
| 242 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 243 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 244 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 245 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 246 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 247 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 248 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 249 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 250 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 251 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 252 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 253 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 |
| 254 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 255 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 256 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 257 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 258 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 259 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 |
| 260 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 261 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 262 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

Lampiran Validitas dan Reabilitas  
Uji Validitas Konvergen

|     | X       | Y       | M       | M*X     | Type (as defined) | SE    | P value |
|-----|---------|---------|---------|---------|-------------------|-------|---------|
| X1  | (0.891) | -0.045  | -0.049  | 0.090   | Reflective        | 0.053 | <0.001  |
| X2  | (0.891) | 0.045   | 0.049   | -0.090  | Reflective        | 0.053 | <0.001  |
| Y1  | 0.163   | (0.844) | 0.017   | -0.015  | Reflective        | 0.054 | <0.001  |
| Y2  | -0.112  | (0.797) | 0.021   | -0.018  | Reflective        | 0.054 | <0.001  |
| Y3  | -0.057  | (0.843) | -0.037  | 0.032   | Reflective        | 0.054 | <0.001  |
| M1  | 0.094   | -0.014  | (0.891) | -0.089  | Reflective        | 0.053 | <0.001  |
| M2  | -0.054  | -0.044  | (0.844) | 0.133   | Reflective        | 0.054 | <0.001  |
| M3  | -0.045  | 0.059   | (0.850) | -0.038  | Reflective        | 0.054 | <0.001  |
| M*X | 0.000   | 0.000   | 0.000   | (1.000) | Reflective        | 0.052 | <0.001  |

Notes: Loadings are unrotated and cross-loadings are oblique-rotated. SEs and P values are for loadings. P values < 0.05 are desirable for reflective indicators.

## Uji Validitas Diskriminan

Correlations among I.vs. with sq. rts. of AVEs

|     | X       | Y       | M       | M*X     |
|-----|---------|---------|---------|---------|
| X   | (0.891) | 0.558   | 0.428   | 0.277   |
| Y   | 0.558   | (0.828) | 0.471   | 0.193   |
| M   | 0.428   | 0.471   | (0.862) | 0.277   |
| M*X | 0.277   | 0.193   | 0.277   | (1.000) |

Note: Square roots of average variances extracted (AVEs) shown on diagonal.

P values for correlations

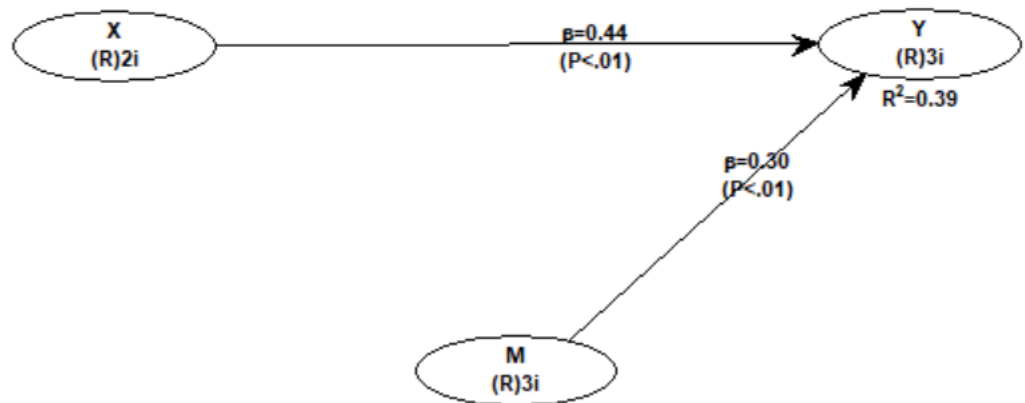
|     | X      | Y      | M      | M*X    |
|-----|--------|--------|--------|--------|
| X   | 1.000  | <0.001 | <0.001 | <0.001 |
| Y   | <0.001 | 1.000  | <0.001 | 0.002  |
| M   | <0.001 | <0.001 | 1.000  | <0.001 |
| M*X | <0.001 | 0.002  | <0.001 | 1.000  |

### Uji Reliabilitas, R-Squared dan Q-Squared

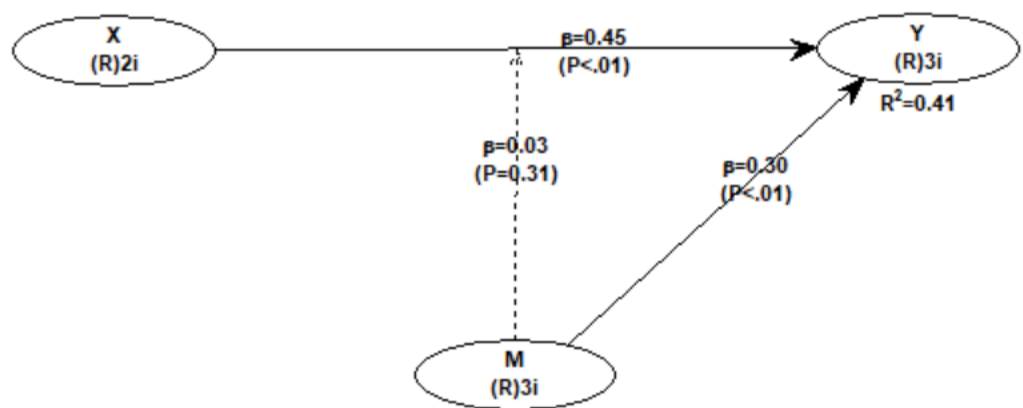
|                   | X      | Y      | M      | M*X    |
|-------------------|--------|--------|--------|--------|
| R-squared         |        | 0.406  |        |        |
| Adj. R-squared    |        | 0.399  |        |        |
| Composite reliab. | 0.885  | 0.868  | 0.897  | 1.000  |
| Cronbach's alpha  | 0.739  | 0.771  | 0.827  | 1.000  |
| Avg. var. extrac. | 0.793  | 0.686  | 0.743  | 1.000  |
| Full collin. VIF  | 1.573  | 1.606  | 1.398  | 1.121  |
| Q-squared         |        | 0.396  |        |        |
| Min               | -3.015 | -2.911 | -2.932 | -2.697 |
| Max               | 3.039  | 2.885  | 2.538  | 5.425  |
| Median            | 0.012  | -0.013 | -0.197 | -0.277 |
| Mode              | 0.012  | -0.013 | -0.197 | -0.277 |
| Skewness          | 0.245  | -0.140 | 0.696  | 3.444  |
| Exc. kurtosis     | 4.397  | 3.000  | 2.057  | 12.469 |
| Unimodal-RS       | Yes    | Yes    | Yes    | Yes    |
| Unimodal-KMV      | Yes    | Yes    | Yes    | Yes    |
| Normal-JB         | No     | No     | No     | No     |
| Normal-RJB        | No     | No     | No     | No     |
| Histogram         | View   | View   | View   | View   |

Notes: Unimodal-RS = Rohatgi-Székely test of unimodality; Unimodal-KMV = Klaassen-Mokveld-van Es test of unimodality; Normal-JB = Jarque-Bera test of normality; Normal-RJB = robust Jarque-Bera test of normality; click on "View" cell to see corresponding histogram.

## Uji Hipotesis Langsung



## Uji Hipotesis Tidak Langsung (Moderasi)



## Koefisien Jalur

| Effect sizes for path coefficients |       |   |       |       |
|------------------------------------|-------|---|-------|-------|
|                                    | X     | Y | M     | M*X   |
| X                                  |       |   |       |       |
| Y                                  | 0.252 |   | 0.146 | 0.007 |
| M                                  |       |   |       |       |
| M*X                                |       |   |       |       |

WarpPLS 7.0 - General SEM analysis results

Close Help

Last changed: 29-Mar-2020 16:45:47  
 Last saved: Never (needs to be saved)  
 Raw data path (directory): D:\Project\  
 Raw data file: tabulasi\_data\_jawaban\_responden.xlsx

**Model fit and quality indices**

Average path coefficient (APC)=0.261, P<0.001  
 Average R-squared (ARS)=0.406, P<0.001  
 Average adjusted R-squared (AARS)=0.399, P<0.001  
 Average block VIF (AVIF)=1.257, acceptable if ≤ 5, ideally ≤ 3.3  
 Average full collinearity VIF (AFVIF)=1.424, acceptable if ≤ 5, ideally ≤ 3.3  
 Tenenhaus GoF (GoF)=0.572, small ≥ 0.1, medium ≥ 0.25, large ≥ 0.36  
 Simpson's paradox ratio (SPR)=1.000, acceptable if ≥ 0.7, ideally = 1  
 R-squared contribution ratio (RSCR)=1.000, acceptable if ≥ 0.9, ideally = 1  
 Statistical suppression ratio (SSR)=1.000, acceptable if ≥ 0.7  
 Nonlinear bivariate causality direction ratio (NLBCDR)=0.667, acceptable if ≥ 0.7

**General model elements**

## Path Coefficients dan P-Value

| Path coefficients |       |   |       |       |
|-------------------|-------|---|-------|-------|
|                   | X     | Y | M     | M*X   |
| X                 |       |   |       |       |
| Y                 | 0.448 |   | 0.304 | 0.031 |
| M                 |       |   |       |       |
| M*X               |       |   |       |       |

| P values |        |   |        |       |
|----------|--------|---|--------|-------|
|          | X      | Y | M      | M*X   |
| X        |        |   |        |       |
| Y        | <0.001 |   | <0.001 | 0.305 |
| M        |        |   |        |       |
| M*X      |        |   |        |       |