**Psychological Capital dan Work Engagement: Kontribusi Hope, Optimism. Resilience, Dan Effycacy Terhadap Work Engagement**

* Mardiah, Zaki Nur Fahmawati

1. **Validitas dan Reliabilitas Psychological Capital**

RELIABILITY

/VARIABLES=A01 A02 A03 A04 A05 A06 A07 A08 A09 A10 A11 A12 A13 A14 A15 A16 A17 A18 A19 A20 A21

A22 A23 A24

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Reliability**

[DataSet1] E:\ARTIKELKUUU\DATA PSYCAP.sav

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 219 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 219 | 100.0 |

|  |
| --- |
| a. Listwise deletion based on all variables in the procedure. |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .867 | 24 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| A01 | 106.12785 | 156.773 | .666 | .856 |
| A02 | 106.15068 | 161.422 | .467 | .861 |
| A03 | 106.26484 | 157.342 | .590 | .857 |
| A04 | 106.13242 | 156.620 | .576 | .858 |
| A05 | 106.23744 | 159.237 | .511 | .860 |
| A06 | 106.03196 | 162.692 | .418 | .862 |
| A07 | 106.45205 | 155.552 | .534 | .858 |
| A08 | 106.10046 | 156.256 | .620 | .856 |
| A09 | 106.21005 | 159.479 | .378 | .864 |
| A10 | 106.14155 | 155.159 | .656 | .855 |
| A11 | 106.24201 | 156.340 | .603 | .857 |
| A12 | 106.13242 | 156.482 | .596 | .857 |
| A13 | 108.03653 | 177.705 | -.173 | .886 |
| A14 | 106.32877 | 160.479 | .491 | .860 |
| A15 | 106.11872 | 160.105 | .474 | .861 |
| A16 | 106.40183 | 156.544 | .526 | .859 |
| A17 | 106.25114 | 157.492 | .557 | .858 |
| A18 | 106.36530 | 156.196 | .526 | .859 |
| A19 | 106.12329 | 158.971 | .531 | .859 |
| A20 | 107.72603 | 167.714 | .065 | .879 |
| A21 | 106.15525 | 157.168 | .601 | .857 |
| A22 | 106.04110 | 156.205 | .626 | .856 |
| A23 | 108.06393 | 174.262 | -.086 | .882 |
| A24 | 106.21461 | 160.252 | .481 | .861 |

RELIABILITY

/VARIABLES=A01 A02 A03 A04 A05 A06 A07 A08 A09 A10 A11 A12 A14 A15 A16 A17 A18 A19 A21 A22 A24

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 219 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 219 | 100.0 |

|  |
| --- |
| a. Listwise deletion based on all variables in the procedure. |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .919 | 21 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| A01 | 96.81735 | 162.444 | .692 | .913 |
| A02 | 96.84018 | 167.328 | .487 | .917 |
| A03 | 96.95434 | 162.493 | .637 | .914 |
| A04 | 96.82192 | 162.303 | .599 | .914 |
| A05 | 96.92694 | 163.930 | .577 | .915 |
| A06 | 96.72146 | 169.119 | .417 | .918 |
| A07 | 97.14155 | 160.627 | .574 | .915 |
| A08 | 96.78995 | 162.295 | .629 | .914 |
| A09 | 96.89954 | 165.494 | .388 | .920 |
| A10 | 96.83105 | 161.242 | .663 | .913 |
| A11 | 96.93151 | 162.431 | .610 | .914 |
| A12 | 96.82192 | 162.762 | .595 | .914 |
| A14 | 97.01826 | 165.954 | .528 | .916 |
| A15 | 96.80822 | 164.899 | .536 | .916 |
| A16 | 97.09132 | 161.175 | .584 | .915 |
| A17 | 96.94064 | 163.441 | .571 | .915 |
| A18 | 97.05479 | 160.694 | .588 | .915 |
| A19 | 96.81279 | 164.997 | .542 | .916 |
| A21 | 96.84475 | 163.581 | .595 | .914 |
| A22 | 96.73059 | 162.822 | .611 | .914 |
| A24 | 96.90411 | 165.326 | .533 | .916 |

1. **Validitas dan Reliabilitas Work Engagement**

RELIABILITY

/VARIABLES=A1 A2 A3 A4 A5 A6 A7 A8 A9 A10 A11 A12 A13 A14 A15 A16 A17

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 219 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 219 | 100.0 |

|  |
| --- |
| a. Listwise deletion based on all variables in the procedure. |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .864 | 17 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| A1 | 64.1142 | 132.450 | .533 | .854 |
| A2 | 64.0046 | 132.995 | .540 | .854 |
| A3 | 64.1644 | 135.266 | .429 | .859 |
| A4 | 64.0913 | 133.148 | .556 | .854 |
| A5 | 63.8858 | 133.028 | .555 | .854 |
| A6 | 64.7443 | 137.687 | .266 | .868 |
| A7 | 64.1005 | 133.210 | .508 | .856 |
| A8 | 64.5890 | 127.656 | .553 | .853 |
| A9 | 64.0411 | 131.122 | .588 | .852 |
| A10 | 63.7078 | 137.630 | .423 | .859 |
| A11 | 64.4795 | 133.810 | .430 | .859 |
| A12 | 64.0822 | 133.452 | .483 | .857 |
| A13 | 64.1142 | 134.138 | .486 | .857 |
| A14 | 64.2511 | 129.629 | .637 | .850 |
| A15 | 63.7443 | 136.824 | .434 | .859 |
| A16 | 64.6849 | 138.336 | .296 | .865 |
| A17 | 63.8311 | 132.499 | .603 | .852 |

RELIABILITY

/VARIABLES=A1 A2 A3 A4 A5 A7 A8 A9 A10 A11 A12 A13 A14 A15 A17

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

**Reliability**

**Scale: ALL VARIABLES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 219 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 219 | 100.0 |

|  |
| --- |
| a. Listwise deletion based on all variables in the procedure. |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .872 | 15 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| A1 | 57.2146 | 111.050 | .565 | .862 |
| A2 | 57.1050 | 112.443 | .537 | .864 |
| A3 | 57.2648 | 115.141 | .402 | .870 |
| A4 | 57.1918 | 111.569 | .597 | .861 |
| A5 | 56.9863 | 112.059 | .570 | .862 |
| A7 | 57.2009 | 112.033 | .529 | .864 |
| A8 | 57.6895 | 107.399 | .554 | .863 |
| A9 | 57.1416 | 110.498 | .594 | .861 |
| A10 | 56.8082 | 116.339 | .436 | .868 |
| A11 | 57.5799 | 114.373 | .384 | .872 |
| A12 | 57.1826 | 112.535 | .492 | .866 |
| A13 | 57.2146 | 112.986 | .503 | .865 |
| A14 | 57.3516 | 109.550 | .626 | .859 |
| A15 | 56.8447 | 116.012 | .429 | .868 |
| A17 | 56.9315 | 111.303 | .630 | .860 |

1. **Uji Asumsi**

GET

FILE='E:\ARTIKELKUUU\OLAH DATA FIX.sav'.

DATASET NAME DataSet1 WINDOW=FRONT.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X

/SAVE RESID.

**Regression**

[DataSet1] E:\ARTIKELKUUU\OLAH DATA FIX.sav

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | PsyCapb | . | Enter |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. All requested variables entered. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .392a | .154 | .150 | 10.47129 |

|  |
| --- |
| a. Predictors: (Constant), PsyCap |
| b. Dependent Variable: Work Engagement |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 4316.427 | 1 | 4316.427 | 39.366 | .000b |
| Residual | 23793.610 | 217 | 109.648 |  |  |
| Total | 28110.037 | 218 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. Predictors: (Constant), PsyCap |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 27.447 | 5.430 |  | 5.055 | .000 |
| PsyCap | .332 | .053 | .392 | 6.274 | .000 |

|  |
| --- |
| a. Dependent Variable: Work Engagement |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 34.4190 | 69.2799 | 61.2237 | 4.44973 | 219 |
| Residual | -28.63573 | 37.58097 | .00000 | 10.44725 | 219 |
| Std. Predicted Value | -6.024 | 1.810 | .000 | 1.000 | 219 |
| Std. Residual | -2.735 | 3.589 | .000 | .998 | 219 |

|  |
| --- |
| a. Dependent Variable: Work Engagement |

NPAR TESTS

/K-S(NORMAL)=RES\_1

/MISSING ANALYSIS.

**NPar Tests**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 219 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 10.44724834 |
| Most Extreme Differences | Absolute | .042 |
| Positive | .042 |
| Negative | -.042 |
| Test Statistic | | .042 |
| Asymp. Sig. (2-tailed) | | .200c,d |

|  |
| --- |
| a. Test distribution is Normal. |
| b. Calculated from data. |
| c. Lilliefors Significance Correction. |
| d. This is a lower bound of the true significance. |

MEANS TABLES=Y BY X

/CELLS=MEAN COUNT STDDEV

/STATISTICS LINEARITY.

**Means**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 29-JUL-2023 13:49:53 |
| Comments | |  |
| Input | Data | E:\ARTIKELKUUU\OLAH DATA FIX.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 219 |
| Missing Value Handling | Definition of Missing | For each dependent variable in a table, user-defined missing values for the dependent and all grouping variables are treated as missing. |
| Cases Used | Cases used for each table have no missing values in any independent variable, and not all dependent variables have missing values. |
| Syntax | | MEANS TABLES=Y BY X  /CELLS=MEAN COUNT STDDEV  /STATISTICS LINEARITY. |
| Resources | Processor Time | 00:00:00,02 |
| Elapsed Time | 00:00:00,02 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Case Processing Summary** | | | | | | |
|  | Cases | | | | | |
| Included | | Excluded | | Total | |
| N | Percent | N | Percent | N | Percent |
| Work Engagement \* PsyCap | 219 | 100.0% | 0 | 0.0% | 219 | 100.0% |

|  |  |  |  |
| --- | --- | --- | --- |
| **Report** | | | |
| Work Engagement | | | |
| PsyCap | Mean | N | Std. Deviation |
| 21.00 | 72.0000 | 1 | . |
| 28.00 | 65.0000 | 1 | . |
| 52.00 | 31.0000 | 1 | . |
| 54.00 | 37.0000 | 1 | . |
| 60.00 | 39.5000 | 2 | 4.94975 |
| 65.00 | 37.5000 | 2 | 2.12132 |
| 70.00 | 39.0000 | 1 | . |
| 74.00 | 36.0000 | 1 | . |
| 80.00 | 61.0000 | 1 | . |
| 82.00 | 55.0000 | 1 | . |
| 85.00 | 51.0000 | 2 | 5.65685 |
| 88.00 | 53.0000 | 1 | . |
| 89.00 | 55.6667 | 3 | 11.15049 |
| 90.00 | 54.2500 | 4 | 16.21471 |
| 91.00 | 52.5000 | 6 | 2.81069 |
| 92.00 | 54.5000 | 4 | 4.04145 |
| 93.00 | 57.5000 | 8 | 9.36559 |
| 94.00 | 52.0000 | 1 | . |
| 95.00 | 65.6667 | 3 | 3.05505 |
| 96.00 | 54.4000 | 5 | 10.83051 |
| 97.00 | 60.5000 | 6 | 7.34166 |
| 98.00 | 65.4000 | 5 | 9.86408 |
| 99.00 | 64.5714 | 7 | 10.06408 |
| 100.00 | 60.7500 | 4 | 9.91211 |
| 101.00 | 61.7500 | 8 | 12.20948 |
| 102.00 | 58.9091 | 11 | 7.73892 |
| 103.00 | 61.9000 | 10 | 13.06777 |
| 104.00 | 62.0833 | 12 | 9.90370 |
| 105.00 | 58.3000 | 10 | 9.76445 |
| 106.00 | 62.5000 | 14 | 9.85081 |
| 107.00 | 65.8571 | 7 | 13.64342 |
| 108.00 | 66.9000 | 10 | 6.15449 |
| 109.00 | 61.0000 | 11 | 10.21763 |
| 110.00 | 65.4000 | 10 | 12.17648 |
| 111.00 | 66.0833 | 12 | 6.09707 |
| 112.00 | 66.2857 | 7 | 9.15995 |
| 113.00 | 62.5000 | 2 | 3.53553 |
| 114.00 | 61.6000 | 5 | 5.41295 |
| 115.00 | 64.4286 | 7 | 16.53136 |
| 116.00 | 73.2000 | 5 | 5.93296 |
| 117.00 | 68.3333 | 3 | 18.58315 |
| 119.00 | 63.5000 | 2 | 24.74874 |
| 120.00 | 72.0000 | 1 | . |
| 126.00 | 90.0000 | 1 | . |
| Total | 61.2237 | 219 | 11.35540 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df |  |  |  |
| Work Engagement \* PsyCap | Between Groups | (Combined) | 9920.380 | 43 |  |  |  |
| Linearity | 4316.427 | 1 |  |  |  |
| Deviation from Linearity | 5603.953 | 42 |  |  |  |
| Within Groups | | 18189.657 | 175 |  |  |  |
| Total | | 28110.037 | 218 |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Measures of Association** | | | | |
|  | R | R Squared | Eta | Eta Squared |
| Work Engagement \* PsyCap | .392 | .154 | .594 | .353 |

SAVE OUTFILE='E:\ARTIKELKUUU\SPSS FIX\UJI ASUMSI.sav'

/COMPRESSED.

1. **Uji Hipotesis**

CORRELATIONS

/VARIABLES=X XD1 XD2 XD3 XD4 Y

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

**Correlations**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 29-JUL-2023 15:00:17 |
| Comments | |  |
| Input | Data | E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 219 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics for each pair of variables are based on all the cases with valid data for that pair. |
| Syntax | | CORRELATIONS  /VARIABLES=X XD1 XD2 XD3 XD4 Y  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE. |
| Resources | Processor Time | 00:00:00,02 |
| Elapsed Time | 00:00:00,03 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | PsyCap | Efficacy | Hope | Resilience |  |  |
| PsyCap | Pearson Correlation | 1 | .909\*\* | .821\*\* | .892\*\* |  |  |
| Sig. (2-tailed) |  | .000 | .000 | .000 |  |  |
| N | 219 | 219 | 219 | 219 |  |  |
| Efficacy | Pearson Correlation | .909\*\* | 1 | .666\*\* | .753\*\* |  |  |
| Sig. (2-tailed) | .000 |  | .000 | .000 |  |  |
| N | 219 | 219 | 219 | 219 |  |  |
| Hope | Pearson Correlation | .821\*\* | .666\*\* | 1 | .630\*\* |  |  |
| Sig. (2-tailed) | .000 | .000 |  | .000 |  |  |
| N | 219 | 219 | 219 | 219 |  |  |
| Resilience | Pearson Correlation | .892\*\* | .753\*\* | .630\*\* | 1 |  |  |
| Sig. (2-tailed) | .000 | .000 | .000 |  |  |  |
| N | 219 | 219 | 219 | 219 |  |  |
| Optimism | Pearson Correlation | .300\*\* | .216\*\* | .381\*\* | .189\*\* |  |  |
| Sig. (2-tailed) | .000 | .001 | .000 | .005 |  |  |
| N | 219 | 219 | 219 | 219 |  |  |
| Work Engagement | Pearson Correlation | .392\*\* | .337\*\* | .297\*\* | .355\*\* |  |  |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |  |
| N | 219 | 219 | 219 | 219 |  |  |

GET

FILE='E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav'.

DATASET NAME DataSet1 WINDOW=FRONT.

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER X.

**REGRESI LINEAAR SEDERHANA (PC-WE)**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 30-JUL-2023 17:12:24 |
| Comments | |  |
| Input | Data | E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 219 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER X. |
| Resources | Processor Time | 00:00:00,03 |
| Elapsed Time | 00:00:00,09 |
| Memory Required | 1436 bytes |
| Additional Memory Required for Residual Plots | 0 bytes |

[DataSet1] E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | PsyCapb | . | Enter |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. All requested variables entered. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .392a | .154 | .150 | 10.47129 |

|  |
| --- |
| a. Predictors: (Constant), PsyCap |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 4316.427 | 1 | 4316.427 | 39.366 | .000b |
| Residual | 23793.610 | 217 | 109.648 |  |  |
| Total | 28110.037 | 218 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. Predictors: (Constant), PsyCap |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 27.447 | 5.430 |  | 5.055 | .000 |
| PsyCap | .332 | .053 | .392 | 6.274 | .000 |

|  |
| --- |
| a. Dependent Variable: Work Engagement |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER XD1.

**REGRESI LINIER SEDERHANA (E-WE)**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 30-JUL-2023 17:12:56 |
| Comments | |  |
| Input | Data | E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 219 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER XD1. |
| Resources | Processor Time | 00:00:00,03 |
| Elapsed Time | 00:00:00,06 |
| Memory Required | 1436 bytes |
| Additional Memory Required for Residual Plots | 0 bytes |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Efficacyb | . | Enter |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. All requested variables entered. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .337a | .114 | .110 | 10.71508 |

|  |
| --- |
| a. Predictors: (Constant), Efficacy |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 3195.622 | 1 | 3195.622 | 27.833 | .000b |
| Residual | 24914.415 | 217 | 114.813 |  |  |
| Total | 28110.037 | 218 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. Predictors: (Constant), Efficacy |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 32.640 | 5.466 |  | 5.971 | .000 |
| Efficacy | .975 | .185 | .337 | 5.276 | .000 |

|  |
| --- |
| a. Dependent Variable: Work Engagement |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER XD2.

**REGRESI LINIER SEDERHANA (H-WE)**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 30-JUL-2023 17:13:16 |
| Comments | |  |
| Input | Data | E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 219 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER XD2. |
| Resources | Processor Time | 00:00:00,09 |
| Elapsed Time | 00:00:00,24 |
| Memory Required | 1436 bytes |
| Additional Memory Required for Residual Plots | 0 bytes |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Hopeb | . | Enter |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. All requested variables entered. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .297a | .088 | .084 | 10.86854 |

|  |
| --- |
| a. Predictors: (Constant), Hope |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2476.875 | 1 | 2476.875 | 20.968 | .000b |
| Residual | 25633.162 | 217 | 118.125 |  |  |
| Total | 28110.037 | 218 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. Predictors: (Constant), Hope |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 37.403 | 5.254 |  | 7.119 | .000 |
| Hope | .744 | .163 | .297 | 4.579 | .000 |

|  |
| --- |
| a. Dependent Variable: Work Engagement |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER XD3.

**REGRESI LINIER SEDERHANA (R-WE)**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 30-JUL-2023 17:18:37 |
| Comments | |  |
| Input | Data | E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 219 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER XD3. |
| Resources | Processor Time | 00:00:00,02 |
| Elapsed Time | 00:00:00,05 |
| Memory Required | 1436 bytes |
| Additional Memory Required for Residual Plots | 0 bytes |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Resilienceb | . | Enter |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. All requested variables entered. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .355a | .126 | .122 | 10.64011 |

|  |
| --- |
| a. Predictors: (Constant), Resilience |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 3543.036 | 1 | 3543.036 | 31.296 | .000b |
| Residual | 24567.001 | 217 | 113.212 |  |  |
| Total | 28110.037 | 218 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. Predictors: (Constant), Resilience |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 35.171 | 4.712 |  | 7.464 | .000 |
| Resilience | 1.087 | .194 | .355 | 5.594 | .000 |

|  |
| --- |
| a. Dependent Variable: Work Engagement |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER XD4.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .045a | .002 | -.003 | 11.36985 |

|  |
| --- |
| a. Predictors: (Constant), Optimism |

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 30-JUL-2023 17:19:22 |
| Comments | |  |
| Input | Data | E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 219 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER XD4. |
| Resources | Processor Time | 00:00:00,02 |
| Elapsed Time | 00:00:00,05 |
| Memory Required | 1436 bytes |
| Additional Memory Required for Residual Plots | 0 bytes |

**REGRESI LINIER BERGANDA (HORE-WE)**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 30-JUL-2023 17:20:23 |
| Comments | |  |
| Input | Data | E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 219 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER XD1 XD2 XD3 XD4. |
| Resources | Processor Time | 00:00:00,03 |
| Elapsed Time | 00:00:00,02 |
| Memory Required | 2308 bytes |
| Additional Memory Required for Residual Plots | 0 bytes |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Optimism, Resilience, Hope, Efficacyb | . | Enter |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. All requested variables entered. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .380a | .144 | .128 | 10.60365 |

|  |
| --- |
| a. Predictors: (Constant), Optimism, Resilience, Hope, Efficacy |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 4048.432 | 4 | 1012.108 | 9.002 | .000b |
| Residual | 24061.605 | 214 | 112.437 |  |  |
| Total | 28110.037 | 218 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. Predictors: (Constant), Optimism, Resilience, Hope, Efficacy |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 30.712 | 6.208 |  | 4.947 | .000 |
| Efficacy | .357 | .300 | .124 | 1.193 | .234 |
| Hope | .273 | .233 | .109 | 1.171 | .243 |
| Resilience | .628 | .305 | .205 | 2.059 | .041 |
| Optimism | -.233 | .259 | -.062 | -.899 | .370 |

|  |
| --- |
| a. Dependent Variable: Work Engagement |

REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Y

/METHOD=ENTER XD4.

**REGRESI LINIER SEDERHANA (O-WE)**

|  |  |  |
| --- | --- | --- |
| **Notes** | | |
| Output Created | | 30-JUL-2023 17:21:44 |
| Comments | |  |
| Input | Data | E:\ARTIKELKUUU\SPSS FIX\UJI HIPOTESIS.sav |
| Active Dataset | DataSet1 |
| Filter | <none> |
| Weight | <none> |
| Split File | <none> |
| N of Rows in Working Data File | 219 |
| Missing Value Handling | Definition of Missing | User-defined missing values are treated as missing. |
| Cases Used | Statistics are based on cases with no missing values for any variable used. |
| Syntax | | REGRESSION  /MISSING LISTWISE  /STATISTICS COEFF OUTS R ANOVA  /CRITERIA=PIN(.05) POUT(.10)  /NOORIGIN  /DEPENDENT Y  /METHOD=ENTER XD4. |
| Resources | Processor Time | 00:00:00,03 |
| Elapsed Time | 00:00:00,02 |
| Memory Required | 1436 bytes |
| Additional Memory Required for Residual Plots | 0 bytes |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Optimismb | . | Enter |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. All requested variables entered. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .045a | .002 | -.003 | 11.36985 |

|  |
| --- |
| a. Predictors: (Constant), Optimism |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 57.692 | 1 | 57.692 | .446 | .505b |
| Residual | 28052.344 | 217 | 129.273 |  |  |
| Total | 28110.037 | 218 |  |  |  |

|  |
| --- |
| a. Dependent Variable: Work Engagement |
| b. Predictors: (Constant), Optimism |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 58.464 | 4.203 |  | 13.911 | .000 |
| Optimism | .171 | .256 | .045 | .668 | .505 |

|  |
| --- |
| a. Dependent Variable: Work Engagement |