

(Hasil Uji Coba Alat Ukur *Psychological Capital* dan Komitmen Organisasi)

A.1 Uji Reliabilitas dan Validitas Alat Ukur *Psychological Capital*

A.1.1 Hasil uji reliabilitas sebelum dilakukan penghapusan item:

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.822	.834	24

A.1.2 Hasil uji reliabilitas setelah dilakukan penghapusan item

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.862	.863	21

A.1.3 Hasil uji validitas sebelum dilakukan penghapusan item:

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
psycap1	99.79	150.373	.582	.610	.805
psycap2	99.68	156.254	.473	.414	.811
psycap3	99.77	152.667	.551	.483	.807
psycap4	99.18	159.195	.467	.465	.813
psycap5	99.55	155.223	.464	.426	.811
psycap6	99.41	148.316	.560	.804	.806
psycap7	98.81	160.831	.483	.415	.813
psycap8	99.55	145.047	.593	.797	.803
psycap9	99.35	145.768	.528	.817	.807
psycap10	99.88	157.103	.457	.406	.812
psycap11	98.84	160.145	.430	.405	.814
psycap12	100.32	161.318	.282	.220	.819
psycap13	99.75	163.552	.146	.498	.828
psycap14	99.15	160.667	.400	.426	.815
psycap15	99.25	161.931	.294	.307	.819

psycap16	99.64	159.300	.414	.376	.814
psycap17	99.19	159.847	.462	.422	.813
psycap18	100.20	156.102	.447	.338	.812
psycap19	99.20	161.099	.289	.254	.819
psycap20	101.23	176.901	-.195	.391	.842
psycap21	98.88	159.110	.404	.326	.814
psycap22	98.71	161.906	.418	.443	.815
psycap23	99.97	171.812	-.060	.403	.837
psycap24	98.43	167.661	.182	.274	.822

A.1.4 Hasil uji validitas setelah dilakukan penghapusan item

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
psycap1	89.29	146.448	.591	.605	.850
psycap2	89.18	153.000	.456	.402	.856
psycap3	89.27	148.471	.569	.477	.851
psycap4	88.68	155.867	.449	.457	.856
psycap5	89.05	151.525	.464	.424	.856
psycap6	88.91	143.900	.583	.803	.850
psycap7	88.31	156.807	.496	.393	.856
psycap8	89.05	140.133	.630	.793	.848
psycap9	88.85	141.026	.557	.816	.852
psycap10	89.38	153.072	.468	.403	.855
psycap11	88.34	156.180	.439	.404	.857
psycap12	89.82	157.342	.288	.208	.862
psycap14	88.65	156.559	.414	.420	.857
psycap15	88.75	158.101	.296	.289	.861
psycap16	89.14	155.082	.432	.373	.857
psycap17	88.69	155.753	.477	.417	.856
psycap18	89.70	152.577	.440	.323	.856
psycap19	88.70	157.295	.290	.199	.862
psycap21	88.38	155.430	.401	.325	.858
psycap22	88.21	158.431	.404	.429	.858
psycap24	87.93	164.069	.169	.264	.864

A.2 Uji Reliabilitas dan Validitas Alat Ukur Komitmen Organisasi

A.2.1 Hasil uji reliabilitas komitmen organisasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.671	.684	24

A.2.2 Hasil uji validitas komitmen organisasi

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OC1	82.66	95.330	.288	.	.655
OC9	82.81	103.835	.030	.	.681
OC17	81.88	107.726	-.112	.	.687
OC2	82.69	102.738	.079	.	.675
OC10	82.59	101.023	.144	.	.670
OC18	82.78	99.402	.188	.	.666
OC3	82.41	94.249	.386	.	.645
OC11	83.00	106.710	-.078	.	.692
OC19	82.78	101.660	.117	.	.672
OC4	83.38	100.758	.200	.	.664
OC12	82.38	90.435	.684	.	.621
OC20	82.69	105.512	-.034	.	.687
OC5	81.88	101.790	.118	.	.672
OC13	82.03	90.418	.706	.	.620
OC21	83.16	92.394	.438	.	.639
OC6	82.22	97.596	.318	.	.654
OC14	82.03	90.418	.706	.	.620
OC22	83.00	106.645	-.070	.	.688
OC7	82.63	103.339	.060	.	.677
OC15	83.22	95.596	.338	.	.650
OC23	83.16	97.039	.306	.	.654
OC8	82.28	94.596	.468	.	.640
OC16	83.38	99.984	.219	.	.662
OC24	82.75	99.290	.256	.	.659

LAMPIRAN B

(Hasil Uji Alat Ukur Komitmen Organisasi Pada Saat Field)

B.1 Uji Reliabilitas dan Validitas Alat Ukur Komitmen Organisasi Pada Saat *Field*

B.1.1 Hasil uji reliabilitas komitmen organisasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.761	.772	24

B.1.2 Hasil uji validitas komitmen organisasi

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OC1	93.34	118.433	.365	.335	.749
OC2	93.79	123.018	.188	.272	.761
OC3	93.07	119.862	.444	.372	.747
OC4	95.23	134.660	-.261	.288	.778
OC5	92.87	120.421	.392	.464	.749
OC6	93.41	117.185	.400	.479	.747
OC7	92.79	121.567	.464	.410	.748
OC8	93.26	115.793	.499	.511	.741
OC9	93.11	118.557	.377	.574	.748
OC10	93.45	120.800	.260	.272	.756
OC11	93.65	117.793	.365	.358	.749
OC12	93.06	117.795	.449	.581	.745
OC13	93.11	117.166	.570	.471	.740
OC14	93.32	119.564	.386	.378	.749
OC15	94.30	124.373	.107	.346	.769
OC16	94.13	118.965	.304	.366	.753
OC17	93.47	129.986	-.049	.129	.776
OC18	94.15	121.507	.227	.281	.759
OC19	94.52	122.941	.191	.318	.761

OC20	92.95	119.038	.464	.502	.745
OC21	93.55	116.192	.464	.550	.743
OC22	93.15	118.648	.392	.439	.748
OC23	93.32	120.184	.324	.349	.752
OC24	93.66	126.089	.088	.193	.767

B.2 Uji Reliabilitas dan Validitas Alat Ukur Komitmen Organisasi setelah dilakukan penghapusan item

B.2.1 Hasil uji reliabilitas komitmen organisasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.810	.822	18

B.2.2 Hasil uji validitas komitmen organisasi

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OC1	72.75	97.178	.372	.258	.803
OC3	72.48	98.538	.453	.341	.799
OC5	72.28	98.640	.420	.429	.800
OC6	72.81	96.108	.404	.460	.801
OC7	72.20	99.828	.492	.354	.799
OC8	72.67	94.200	.534	.486	.793
OC9	72.51	97.389	.380	.563	.802
OC10	72.85	99.380	.263	.213	.810
OC11	73.05	96.244	.385	.342	.802
OC12	72.47	96.676	.454	.528	.798
OC13	72.51	96.148	.576	.460	.793
OC14	72.73	98.832	.366	.329	.803
OC16	73.54	98.836	.264	.275	.811
OC18	73.55	99.835	.236	.175	.812
OC20	72.35	97.127	.507	.460	.796
OC21	72.95	95.297	.465	.503	.797

OC22	72.56	97.351	.401	.382	.801
OC23	72.73	98.901	.325	.312	.806

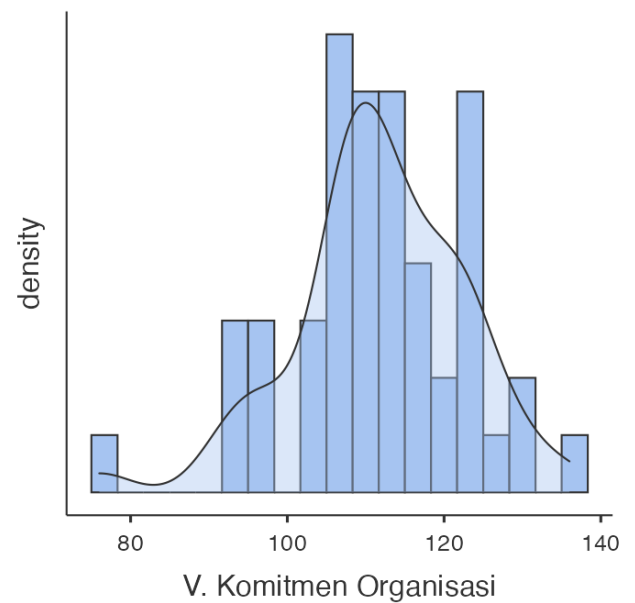
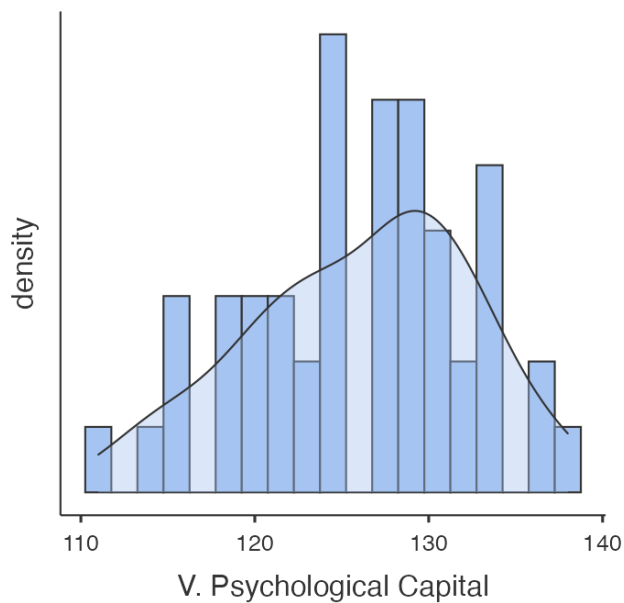
D. Hasil Analisis Jamovi

1. Uji Normalitas

Tabel Uji Normalitas

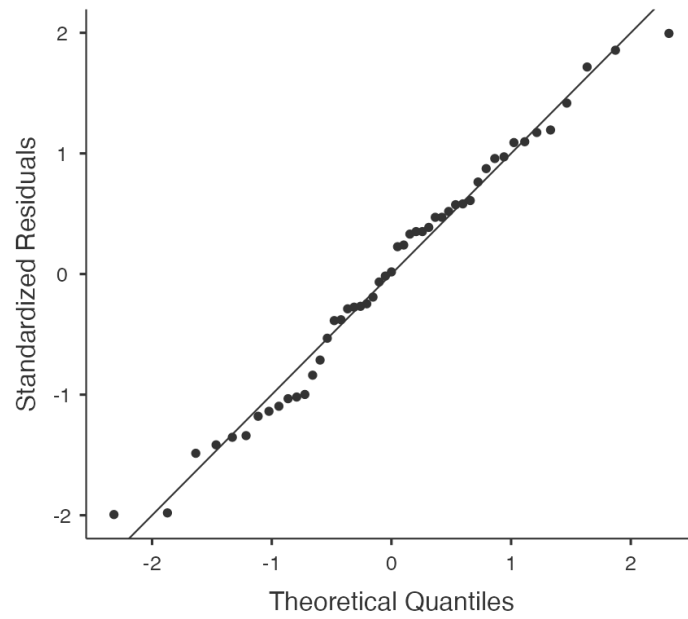
Variabel Keterangan	Mean	SD	P-Value (Shapiro- Wilk)	Keterangan
<i>Psychological Capital</i>	126	6.41	0.309	Normal
Komitmen Organisasi	112	11.0	0.202	Normal

Visualisasi Hasil Uji Normalitas Kedua Variabel



2. Uji Linearitas

visualisasi hasil uji linieritas kedua variabel



3. Uji Hipotesis

Hasil Uji Hipotesis

<i>Variabel</i>	<i>Pearson's rho</i>	<i>p</i>
<i>Psychological Capital</i>	0.431	0.002
Komitmen Organisasi	0.224	0.061