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BERITA ACARA BIMBINGAN SKRIPSI

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Nama	:	Syekhal Al kaFFi
Prodi / NIM	:	Manajemen / 1615·00024
Judul Skripsi	:	Pengaruh work engagement dan Penyesuaian diri terhadap komitmen organisasi karyawan CV. Mega Jaya di surabaya
Dosen Pembimbing	:	Dr. Fachrudy AsJ'ari, S.Psi, M.M.
Periode Kepembimbingan	:	30 September 2019 s/d 30 Maret 2020

URAIAN KEGIATAN KEPEMBIMBINGAN :

NO	TANGGAL	MATERI BIMBINGAN	KET.	TANDA TANGAN
	08 - oktober - 2019	Judul	Acc	
	07 - November - 2019	Bab I	Revisi	
	23 - Desember - 2019	Bab 1, 2, 3	Revisi	
	31 - Desember - 2019	Bab 1, 2, 3	Acc Bab 1-2	
	2 - Januari - 2020	Bab 1, 2, 3	Acc Bab 3	
	20 - Januari - 2020	Revisi 1, 2, 3 (sempro) dan kuesioner	Acc	
	23 - Januari - 2020	Kuesioner	Acc	

Bimbingan selesai pada tanggal :

Dosen Pembimbing,   Mahasiswa,

BERITA ACARA BIMBINGAN REVISI SKRIPSI

Nama Mahasiswa	: Syekhal Al Kaffi
NIM	: 161500024
Program Studi	: Manajemen
Judul Skripsi	: Pengaruh Work Engagement dan Penyesuaian Diri Terhadap Komitmen Organisasi Karyawan CV. Mega Jaya di Surabaya
Tanggal Ujian Skripsi	: 28 Juli 2020
Dosen Penguji	: 1.Drs. R. Bambang Dwi Haryanto, S.E.,M.M
	2. Nurdina, S.E., M.S.A

No	Tanggal	Materi Konsultasi	Paraf Penguji	
			Penguji I	Penguji II
1	05 Agustus 2020	Bab I, II, III, IV, V (Revisi)		
2	06 Agustus 2020	Bab I, II dan V (Revisi)		
3	10 Agustus 2020	Bab I, II dan V (Revisi)		
4	11 Agustus 2020	Bab IV dan V (Revisi)		
5	12 Agustus 2020	Bab V (ACC)		
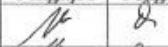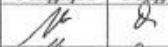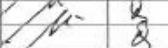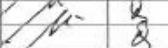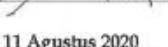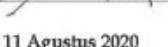
Surabaya, 11 Agustus 2020

Dosen Penguji I

R. Bambang Dwi Haryanto, Drs., S.E., M.M
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Dosen Penguji II

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Lampiran   : -

Perihal   : Ijin Penelitian dan Pengambilan Data

Kepada Yth:

Bapak/Ibu HRD

CV Mega Jaya

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di -

    Surabaya

Sesuai kurikulum Fakultas Ekonomi Universitas PGRI Adi Buana Surabaya, maka mahasiswa wajib menulis Skripsi/Tugas Akhir dalam bentuk Laporan Penelitian dan Artikel Ilmiah. Berkaitan dengan hal tersebut mohon perkenan Bapak/Ibu untuk memberikan ijin penelitian kepada mahasiswa kami yang tersebut dibawah ini :

Nama   : Syekhal Al Kaffi

NIM   : 161500024

Prodi   : Manajemen

Judul Skripsi : Pengaruh Work Engagement dan Penyesuaian Diri Terhadap Komitmen
                 Organisasi Karyawan CV. Mega Jaya

Demikian atas perkenan serta kebijaksanaan Bapak/Ibu kami sampaikan terima kasih.

                                      Surabaya, 17 Desember 2019

                                        D e k a n,

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Mahasiswa Universitas PGRI ADI BUANA Surabaya Untuk Melaksanakan Studi
Orientasi Mahasiswa Di Perusahaan Kami

SURABAYA , 23 DESEMBER 2019
PIMPINAN
CV. MEGA JAYA
SURABAYA
(SUYANTO)

BERITA ACARA UJIAN PROPOSAL SKRIPSI

Pada hari ini Senin tanggal 06 bulan 01 tahun 2020 bertempat di Fakultas Ekonomi Universitas PGRI Adi Buana Surabaya telah dilaksanakan Ujian Proposal Skripsi Semester Ganjil / Genap *) Tahun Akademik 20____/20

Nama Mahasiswa	:	Syekhal Al Kaffi
NIM	:	161500024
Program Studi	:	Manajemen
Judul Proposal	:	Pengaruh Work Engagement dan Penyesuaian Diri terhadap Komitmen Organisasi Karyawan CV. Mega Jaya di Surabaya

Dihadiri oleh :

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2	161500152	Reza Ardiansyah	
3	161500128	Arif Priantoro	
4	161500191	Idea Iman Simanjuntak	
5	161500147	Nindia Dwi Aprileani	
6	161500185	Dilla Safitri	
7	161500044	Sopyan Hadi	
8	161500027	Deni Subiantoro	
9	161500050	Dinda Hajjun Syaffilah	
10	161500022	Winarasari	
11	161500021	Dwi Anna A.	
12	161500109	Susi Susanti	
13	161500045	Roselma Ramy R.	
14	161500036	Devi Elisya Faddilah	
15	161500125	Dika Nur Ramadhonti	

Surabaya, 06 - Januari - 2020

Penguji : Sutomo Wahyu P.

Pembimbing : Ferlinda A.

Lampiran Lampiran SPSS 24

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	Total_X1
X1.1	Pearson Correlation	1	,155	,340**	,054	,301**	,243*	,220*	,431**	,454**
	Sig. (2-tailed)		,129	,001	,597	,003	,016	,030	,000	,000
	N	98	98	98	98	98	98	98	98	98
X1.2	Pearson Correlation	,155	1	,383**	,333**	,265**	,445**	,344**	,343**	,623**
	Sig. (2-tailed)	,129		,000	,001	,008	,000	,001	,001	,000
	N	98	98	98	98	98	98	98	98	98
X1.3	Pearson Correlation	,340**	,383**	1	,309**	,644**	,245*	,451**	,398**	,693**
	Sig. (2-tailed)	,001	,000		,002	,000	,015	,000	,000	,000
	N	98	98	98	98	98	98	98	98	98
X1.4	Pearson Correlation	,054	,333**	,309**	1	,064	,378**	,457**	,301**	,592**
	Sig. (2-tailed)	,597	,001	,002		,530	,000	,000	,003	,000
	N	98	98	98	98	98	98	98	98	98
X1.5	Pearson Correlation	,301**	,265**	,644**	,064	1	,306**	,302**	,430**	,618**
	Sig. (2-tailed)	,003	,008	,000	,530		,002	,003	,000	,000
	N	98	98	98	98	98	98	98	98	98
X1.6	Pearson Correlation	,243*	,445**	,245*	,378**	,306**	1	,417**	,308**	,663**
	Sig. (2-tailed)	,016	,000	,015	,000	,002		,000	,002	,000
	N	98	98	98	98	98	98	98	98	98
X1.7	Pearson Correlation	,220*	,344**	,451**	,457**	,302**	,417**	1	,235*	,640**
	Sig. (2-tailed)	,030	,001	,000	,000	,003	,000		,020	,000
	N	98	98	98	98	98	98	98	98	98
X1.8	Pearson Correlation	,431**	,343**	,398**	,301**	,430**	,308**	,235*	1	,637**
	Sig. (2-tailed)	,000	,001	,000	,003	,000	,002	,020		,000
	N	98	98	98	98	98	98	98	98	98
Total_X1	Pearson Correlation	,454**	,623**	,693**	,592**	,618**	,663**	,640**	,637**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	98	98	98	98	98	98	98	98	98

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

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	Total_X2
X2.1	Pearson Correlation	1	,193	,319**	,232*	,139	,246*	,318**	,271**	,549**
	Sig. (2-tailed)		,057	,001	,021	,172	,015	,001	,007	,000
	N	98	98	98	98	98	98	98	98	98
X2.2	Pearson Correlation	,193	1	,244*	,413**	,304**	,305**	,389**	,397**	,655**
	Sig. (2-tailed)	,057		,015	,000	,002	,002	,000	,000	,000
	N	98	98	98	98	98	98	98	98	98
X2.3	Pearson Correlation	,319**	,244*	1	,331**	,177	,130	,339**	,458**	,593**
	Sig. (2-tailed)	,001	,015		,001	,081	,203	,001	,000	,000
	N	98	98	98	98	98	98	98	98	98
X2.4	Pearson Correlation	,232*	,413**	,331**	1	,208*	,266**	,458**	,408**	,676**
	Sig. (2-tailed)	,021	,000	,001		,039	,008	,000	,000	,000
	N	98	98	98	98	98	98	98	98	98
X2.5	Pearson Correlation	,139	,304**	,177	,208*	1	,521**	,190	,235*	,555**
	Sig. (2-tailed)	,172	,002	,081	,039		,000	,061	,020	,000
	N	98	98	98	98	98	98	98	98	98
X2.6	Pearson Correlation	,246*	,305**	,130	,266**	,521**	1	,342**	,151	,597**
	Sig. (2-tailed)	,015	,002	,203	,008	,000		,001	,137	,000
	N	98	98	98	98	98	98	98	98	98
X2.7	Pearson Correlation	,318**	,389**	,339**	,458**	,190	,342**	1	,368**	,682**
	Sig. (2-tailed)	,001	,000	,001	,000	,061	,001		,000	,000
	N	98	98	98	98	98	98	98	98	98
X2.8	Pearson Correlation	,271**	,397**	,458**	,408**	,235*	,151	,368**	1	,664**
	Sig. (2-tailed)	,007	,000	,000	,000	,020	,137	,000		,000
	N	98	98	98	98	98	98	98	98	98
Total_X2	Pearson Correlation	,549**	,655**	,593**	,676**	,555**	,597**	,682**	,664**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	98	98	98	98	98	98	98	98	98

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

*. Correlation is significant at the 0.05 level (2-tailed).

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Total_Y
Y.1	Pearson Correlation	1	-,035	,088	,153	,237*	,231*	,255*	,161	,480**
	Sig. (2-tailed)		,729	,389	,132	,019	,022	,011	,114	,000
	N	98	98	98	98	98	98	98	98	98
Y.2	Pearson Correlation	-,035	1	,107	-,079	,044	,043	,052	,063	,270**
	Sig. (2-tailed)	,729		,293	,440	,670	,678	,609	,536	,007
	N	98	98	98	98	98	98	98	98	98
Y.3	Pearson Correlation	,088	,107	1	-,083	,146	,074	,083	-,148	,321**
	Sig. (2-tailed)	,389	,293		,419	,150	,468	,417	,146	,001
	N	98	98	98	98	98	98	98	98	98
Y.4	Pearson Correlation	,153	-,079	-,083	1	,266**	,421**	,350**	,116	,496**
	Sig. (2-tailed)	,132	,440	,419		,008	,000	,000	,256	,000
	N	98	98	98	98	98	98	98	98	98
Y.5	Pearson Correlation	,237*	,044	,146	,266**	1	,404**	,769**	,296**	,732**
	Sig. (2-tailed)	,019	,670	,150	,008		,000	,000	,003	,000
	N	98	98	98	98	98	98	98	98	98
Y.6	Pearson Correlation	,231*	,043	,074	,421**	,404**	1	,571**	,251*	,702**
	Sig. (2-tailed)	,022	,678	,468	,000	,000		,000	,013	,000
	N	98	98	98	98	98	98	98	98	98
Y.7	Pearson Correlation	,255*	,052	,083	,350**	,769**	,571**	1	,264**	,766**
	Sig. (2-tailed)	,011	,609	,417	,000	,000	,000		,009	,000
	N	98	98	98	98	98	98	98	98	98
Y.8	Pearson Correlation	,161	,063	-,148	,116	,296**	,251*	,264**	1	,495**
	Sig. (2-tailed)	,114	,536	,146	,256	,003	,013	,009		,000
	N	98	98	98	98	98	98	98	98	98
Total_Y	Pearson Correlation	,480**	,270**	,321**	,496**	,732**	,702**	,766**	,495**	1
	Sig. (2-tailed)	,000	,007	,001	,000	,000	,000	,000	,000	
	N	98	98	98	98	98	98	98	98	98

*. Correlation is significant at the 0.05 level (2-tailed).

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

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3,1	3,1	3,1
	KS	29	29,6	29,6	32,7
	S	61	62,2	62,2	94,9
	SS	5	5,1	5,1	100,0
	Total	98	100,0	100,0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	KS	41	41,8	41,8	43,9
	S	50	51,0	51,0	94,9
	SS	5	5,1	5,1	100,0
	Total	98	100,0	100,0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	KS	25	25,5	25,5	27,6
	S	65	66,3	66,3	93,9
	SS	6	6,1	6,1	100,0
	Total	98	100,0	100,0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	TS	3	3,1	3,1	5,1
	KS	36	36,7	36,7	41,8
	S	50	51,0	51,0	92,9
	SS	7	7,1	7,1	100,0
	Total	98	100,0	100,0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	KS	23	23,5	23,5	24,5
	S	61	62,2	62,2	86,7
	SS	13	13,3	13,3	100,0
	Total	98	100,0	100,0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	3,1	3,1	3,1
	KS	38	38,8	38,8	41,8
	S	50	51,0	51,0	92,9
	SS	7	7,1	7,1	100,0
	Total	98	100,0	100,0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	KS	26	26,5	26,5	28,6
	S	63	64,3	64,3	92,9
	SS	7	7,1	7,1	100,0
	Total	98	100,0	100,0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	KS	23	23,5	23,5	24,5
	S	67	68,4	68,4	92,9
	SS	7	7,1	7,1	100,0
	Total	98	100,0	100,0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	5,1	5,1	5,1
	KS	31	31,6	31,6	36,7
	S	51	52,0	52,0	88,8
	SS	11	11,2	11,2	100,0
	Total	98	100,0	100,0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	4,1	4,1	4,1
	KS	38	38,8	38,8	42,9
	S	46	46,9	46,9	89,8
	SS	10	10,2	10,2	100,0
	Total	98	100,0	100,0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	KS	34	34,7	34,7	36,7
	S	53	54,1	54,1	90,8
	SS	9	9,2	9,2	100,0
	Total	98	100,0	100,0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	9	9,2	9,2	10,2
	KS	40	40,8	40,8	51,0
	S	43	43,9	43,9	94,9
	SS	5	5,1	5,1	100,0
	Total	98	100,0	100,0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	24	24,5	24,5	24,5
	S	50	51,0	51,0	75,5
	SS	24	24,5	24,5	100,0
	Total	98	100,0	100,0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	KS	32	32,7	32,7	34,7
	S	48	49,0	49,0	83,7
	SS	16	16,3	16,3	100,0
	Total	98	100,0	100,0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	5,1	5,1	5,1
	KS	28	28,6	28,6	33,7
	S	57	58,2	58,2	91,8
	SS	8	8,2	8,2	100,0
	Total	98	100,0	100,0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	9,2	9,2	9,2
	KS	32	32,7	32,7	41,8
	S	51	52,0	52,0	93,9
	SS	6	6,1	6,1	100,0
	Total	98	100,0	100,0	

Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	KS	27	27,6	27,6	28,6
	S	60	61,2	61,2	89,8
	SS	10	10,2	10,2	100,0
	Total	98	100,0	100,0	

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	KS	51	52,0	52,0	53,1
	S	41	41,8	41,8	94,9
	SS	5	5,1	5,1	100,0
	Total	98	100,0	100,0	

Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	6,1	6,1	6,1
	KS	30	30,6	30,6	36,7
	S	51	52,0	52,0	88,8
	SS	11	11,2	11,2	100,0
	Total	98	100,0	100,0	

Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	1	1,0	1,0	2,0
	KS	41	41,8	41,8	43,9
	S	50	51,0	51,0	94,9
	SS	5	5,1	5,1	100,0
	Total	98	100,0	100,0	

Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	KS	29	29,6	29,6	30,6
	S	56	57,1	57,1	87,8
	SS	12	12,2	12,2	100,0
	Total	98	100,0	100,0	

Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	2,0	2,0	2,0
	KS	31	31,6	31,6	33,7
	S	53	54,1	54,1	87,8
	SS	12	12,2	12,2	100,0
	Total	98	100,0	100,0	

Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	1,0	1,0	1,0
	KS	30	30,6	30,6	31,6
	S	62	63,3	63,3	94,9
	SS	5	5,1	5,1	100,0
	Total	98	100,0	100,0	

Y.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	9,2	9,2	9,2
	KS	29	29,6	29,6	38,8
	S	52	53,1	53,1	91,8
	SS	8	8,2	8,2	100,0
	Total	98	100,0	100,0	

Case Processing Summary

		N	%
Cases	Valid	98	100,0
	Excluded[a]	0	,0
	Total	98	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,789	8

Case Processing Summary

		N	%
Cases	Valid	98	100,0
	Excluded[a]	0	,0
	Total	98	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,773	8

Case Processing Summary

		N	%
Cases	Valid	98	100,0
	Excluded[a]	0	,0
	Total	98	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,624	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	85,00	63,278	,425	,871
X1.2	85,10	62,835	,466	,869
X1.3	84,93	61,840	,609	,866
X1.4	85,11	62,307	,412	,871
X1.5	84,82	62,048	,542	,867
X1.6	85,07	62,459	,467	,869
X1.7	84,93	62,727	,493	,869
X1.8	84,88	62,253	,592	,867
X2.1	85,00	62,124	,443	,870
X2.2	85,06	62,635	,407	,871
X2.3	84,99	62,072	,510	,868
X2.4	85,27	61,248	,494	,869
X2.5	84,69	61,204	,556	,867
X2.6	84,90	62,051	,454	,870
X2.7	85,00	62,041	,484	,869
X2.8	85,14	60,928	,543	,867
Y.1	84,89	64,596	,285	,874
Y.2	85,18	67,904	-,045	,882
Y.3	85,01	66,484	,063	,882
Y.4	85,11	63,523	,369	,872
Y.5	84,89	60,266	,704	,863
Y.6	84,93	62,562	,442	,870
Y.7	84,97	61,370	,686	,864
Y.8	85,09	62,311	,405	,871

One-Sample Kolmogorov-Smirnov Test

|		Unstandardiz ed Residual
N		98
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	2,22313317
Most Extreme Differences	Absolute	,059
	Positive	,059
	Negative	-,050
Test Statistic		,059
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.

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Total_Y
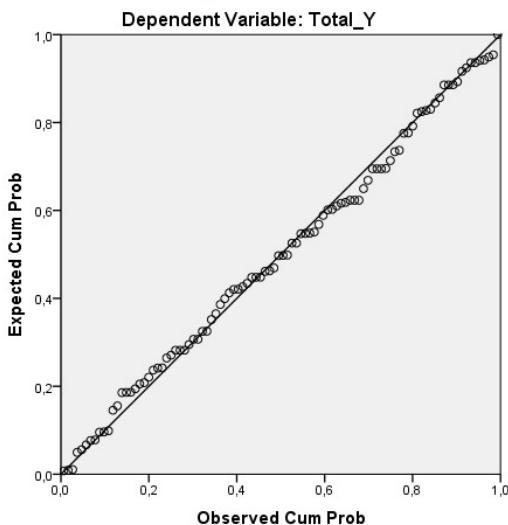
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,611[a]	,373	,360	2,246

a. Predictors: (Constant), Penyesuaian_Diri(X2), Work_Engagement(X1)

b. Dependent Variable: Komitmen_Organisasi(Y)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	285,054	2	142,527	28,243	,000[b]
	Residual	479,405	95	5,046		
	Total	764,459	97			

a. Dependent Variable: Komitmen_Organisasi(Y)

b. Predictors: (Constant), Penyesuaian_Diri(X2), Work_Engagement(X1)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,921	2,254		5,732	,000
	Work_Engagement(X1)	,278	,097	,310	2,879	,005
	Penyesuaian_Diri(X2)	,282	,084	,361	3,352	,001

a. Dependent Variable: Komitmen_Organisasi(Y)

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	23,29	34,22	29,48	1,714	98
Residual	-5,445	8,270	,000	2,223	98
Std. Predicted Value	-3,610	2,764	,000	1,000	98
Std. Residual	-2,424	3,681	,000	,990	98

a. Dependent Variable: Komitmen_Organisasi(Y)

Scatterplot

Dependent Variable: Komitmen_Organisasi(Y)
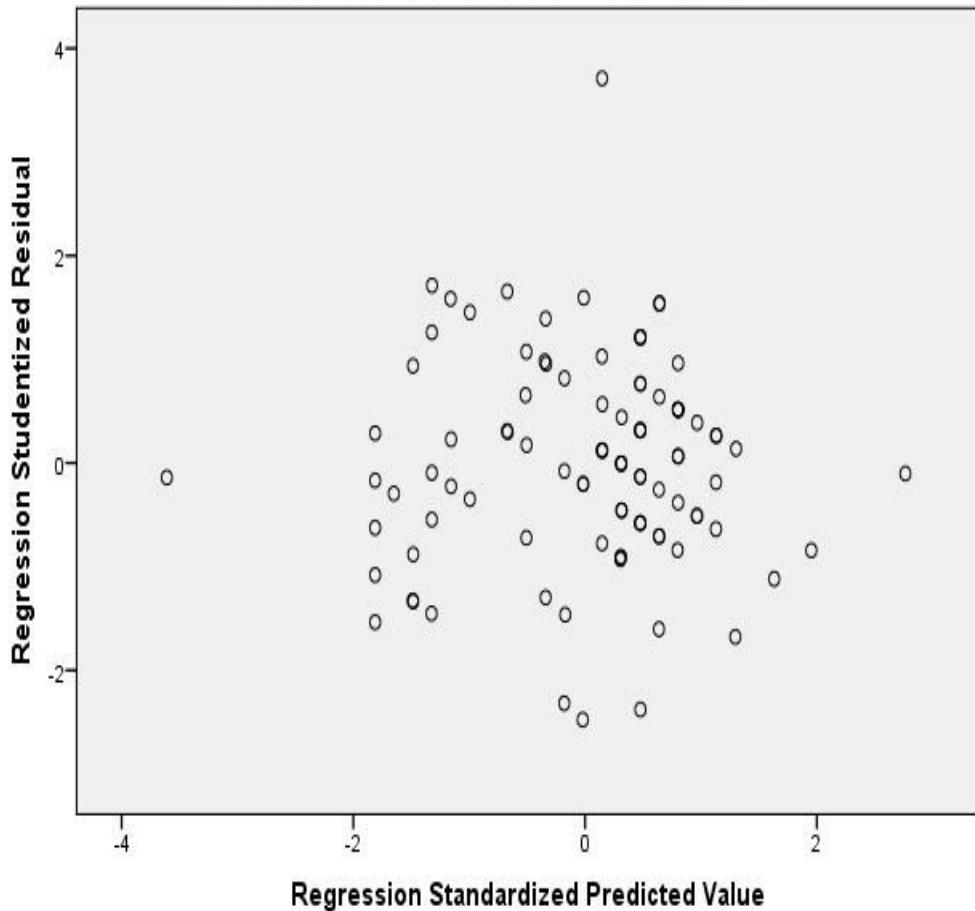
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12,921	2,254		5,732	,000		
	Work_Engagement(X1)	,278	,097	,310	2,879	,005	,570	1,755
	Penyesuaian_Diri(X2)	,282	,084	,361	3,352	,001	,570	1,755

a. Dependent Variable: Komitmen_Organisasi(Y)

Runs Test

	Unstandardized Residual
Test Value[a]	-,01446
Cases < Test Value	49
Cases >= Test Value	49
Total Cases	98
Number of Runs	48
Z	-,406
Asymp. Sig. (2-tailed)	,685

a. Median