**Statistik Deskriptif Variabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ***Job Crafting*** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | sedang | 28 | 50.9 | 50.9 | 50.9 |
| tinggi | 27 | 49.1 | 49.1 | 100.0 |
| Total | 55 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ***Psychological Meaningfulness*** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | sedang | 10 | 18.2 | 18.2 | 18.2 |
| tinggi | 45 | 81.8 | 81.8 | 100.0 |
| Total | 55 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ***Work Engagement*** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | sedang | 48 | 87.3 | 87.3 | 87.3 |
| tinggi | 7 | 12.7 | 12.7 | 100.0 |
| Total | 55 | 100.0 | 100.0 |  |

**Statistik Deskriptif Karakteristik Responden**

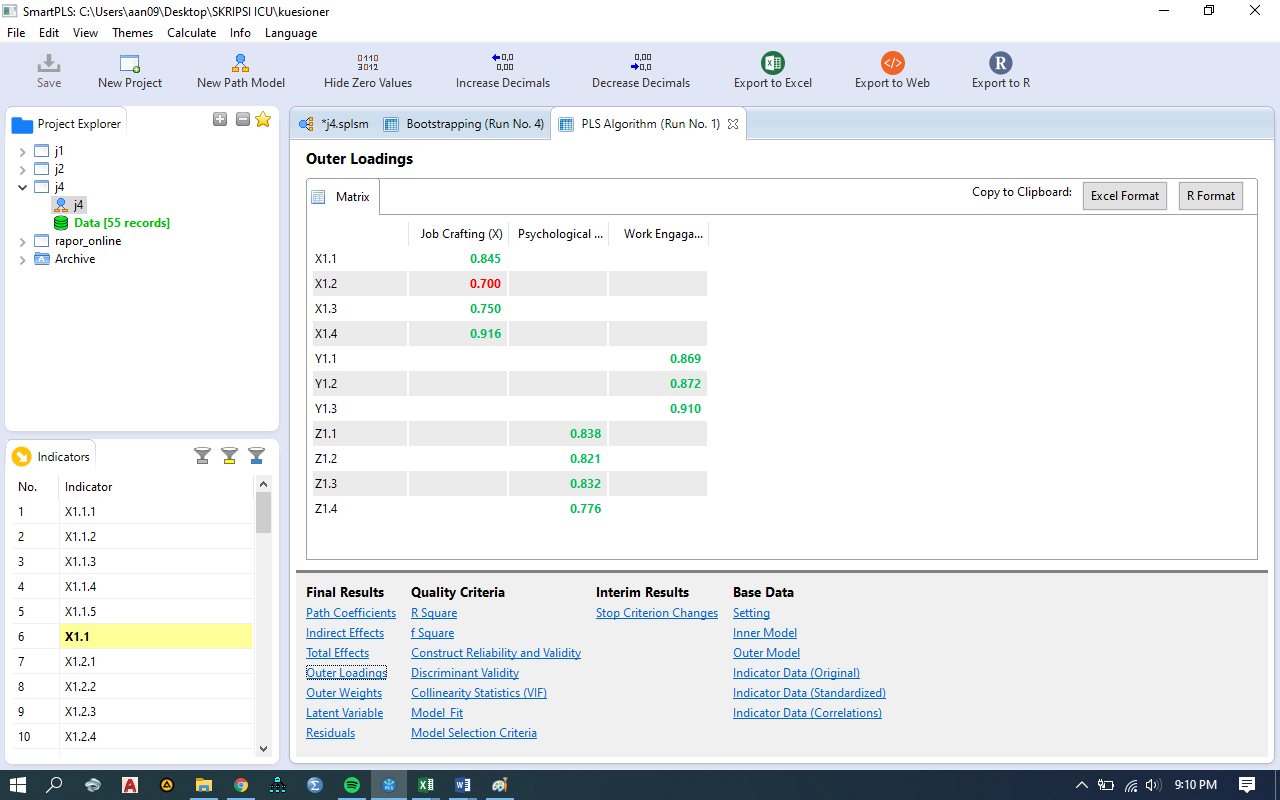
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Usia** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 20-25 tahun | 1 | 1.8 | 1.8 | 1.8 |
| 26-30 tahun | 20 | 36.4 | 36.4 | 38.2 |
| 31-35 tahun | 9 | 16.4 | 16.4 | 54.5 |
| 36-40 tahun | 5 | 9.1 | 9.1 | 63.6 |
| diatas 40 tahun | 20 | 36.4 | 36.4 | 100.0 |
| Total | 55 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Jenis\_Kelamin** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-Laki | 38 | 69.1 | 69.1 | 69.1 |
| Perempuan | 17 | 30.9 | 30.9 | 100.0 |
| Total | 55 | 100.0 | 100.0 |  |

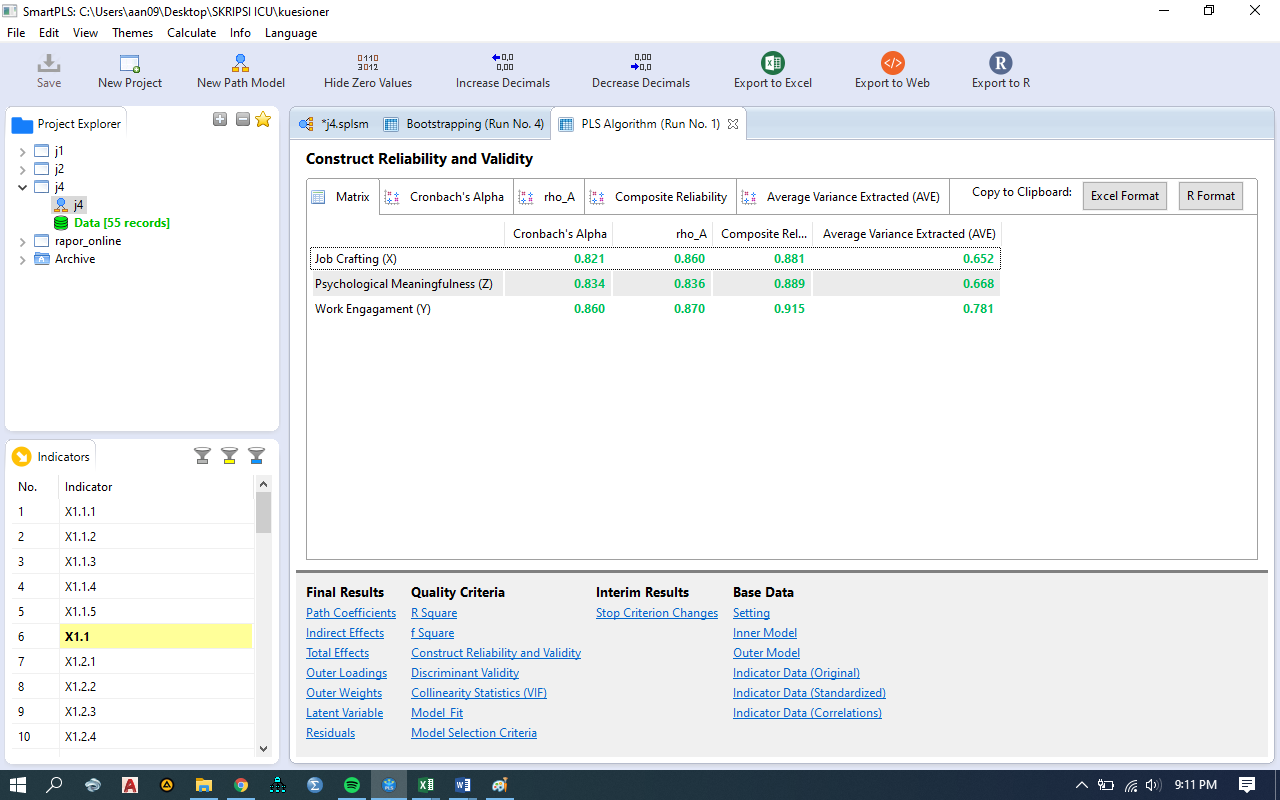
|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Pendidikan\_Terakhir** | | | | | | | | | | |
|  | | | Frequency | Percent | | Valid Percent | | | Cumulative Percent | |
| Valid | S1 | | 53 | 96.4 | | 96.4 | | | 96.4 | |
| S2 | | 1 | 1.8 | | 1.8 | | | 98.2 | |
| D3 | | 1 | 1.8 | | 1.8 | | | 100.0 | |
| Total | | 55 | 100.0 | | 100.0 | | |  | |
| **Masa\_Kerja** | | | | | | | | | | | | |
|  | | | | | | Frequency | | Percent | Valid Percent | | Cumulative Percent | |
| Valid | | | 4-5 tahun | | | 10 | | 18.2 | 18.2 | | 18.2 | |
| diatas 5 tahun | | | 45 | | 81.8 | 81.8 | | 100.0 | |
| Total | | | 55 | | 100.0 | 100.0 | |  | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Divisi** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | sumber daya manusia | 5 | 9.1 | 9.1 | 9.1 |
| Penjualan dan Pemasaran | 7 | 12.7 | 12.7 | 21.8 |
| Satuan Pengawas Internal | 2 | 3.6 | 3.6 | 25.5 |
| Manajemen Produksi dan Jasa | 18 | 32.7 | 32.7 | 58.2 |
| Sekretaris Perusahaan | 8 | 14.5 | 14.5 | 72.7 |
| Operasional dan Restrukturisasi | 3 | 5.5 | 5.5 | 78.2 |
| Manajemen Pemeliharaan dan Supply Chain | 1 | 1.8 | 1.8 | 80.0 |
| Pengadaan | 6 | 10.9 | 10.9 | 90.9 |
| Keuangan | 5 | 9.1 | 9.1 | 100.0 |
| Total | 55 | 100.0 | 100.0 |  |

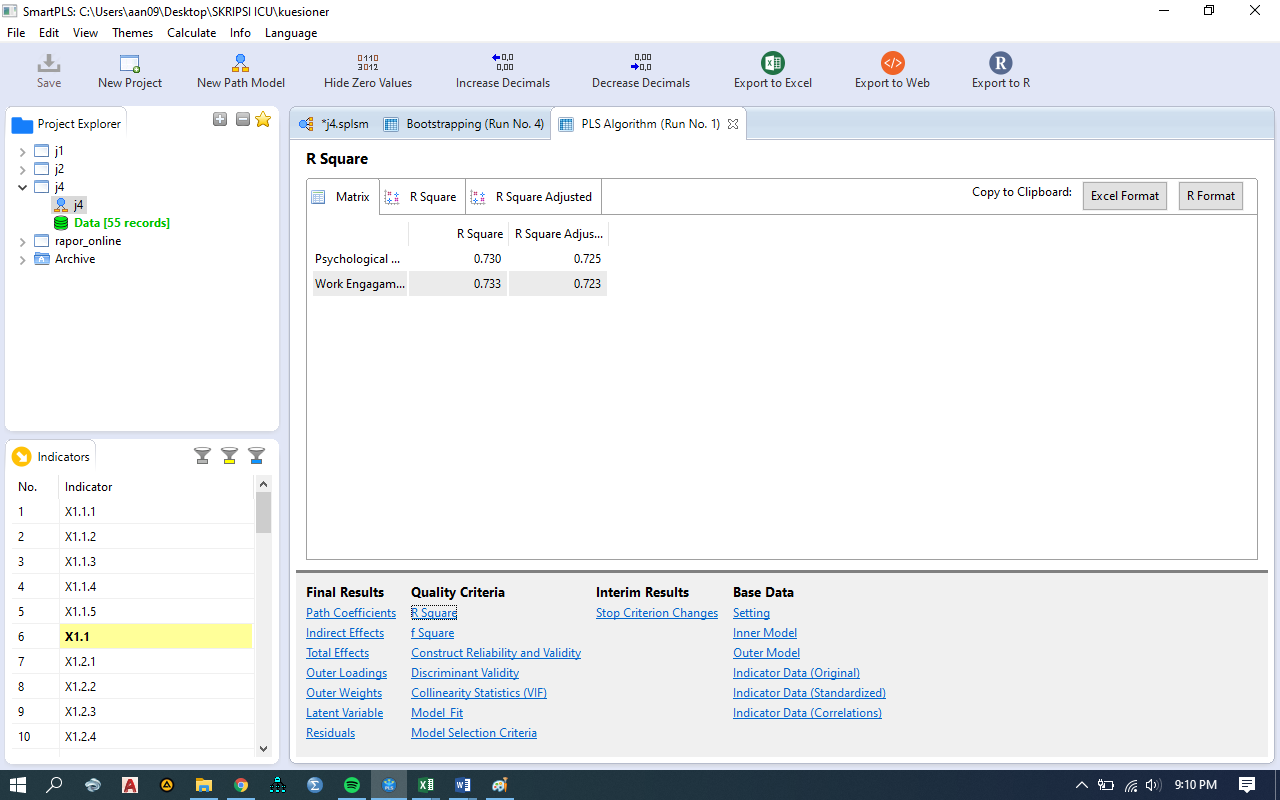
**Outer Loading**



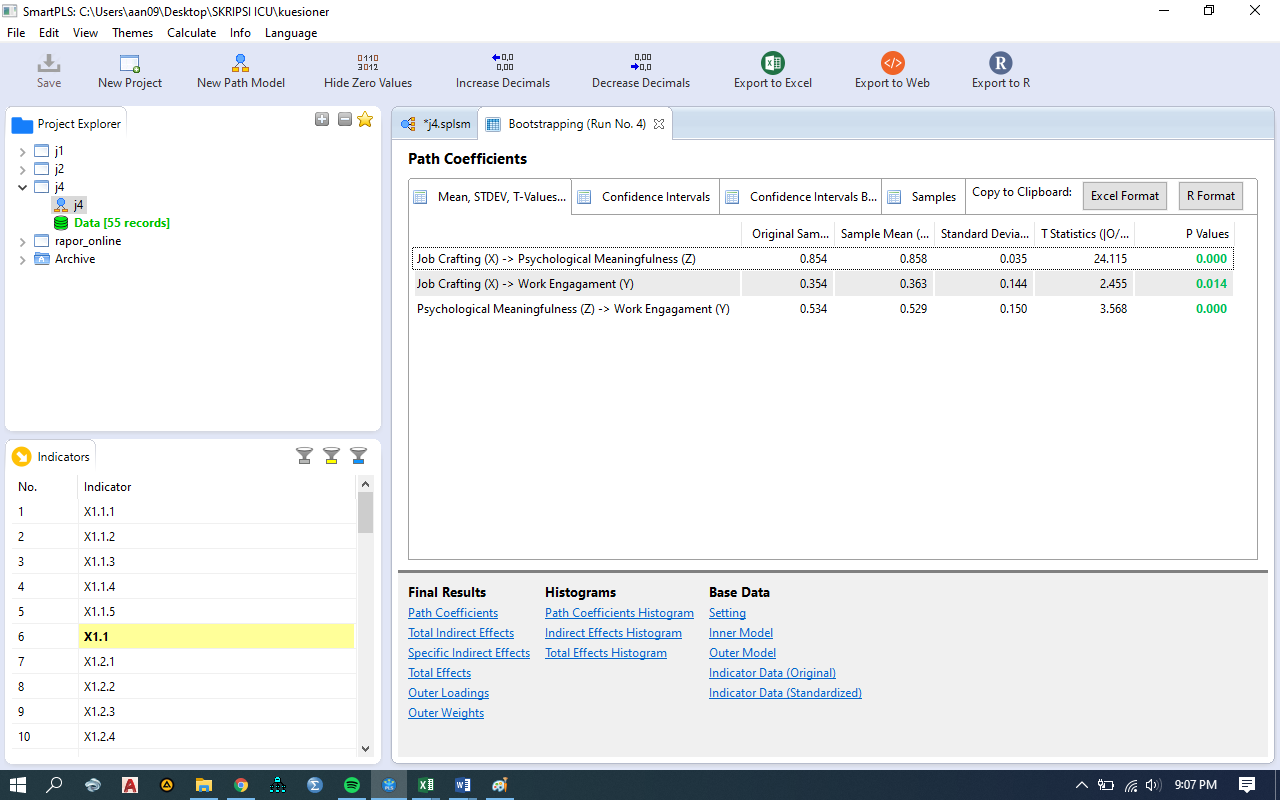
**Construct Validity and Reliability**



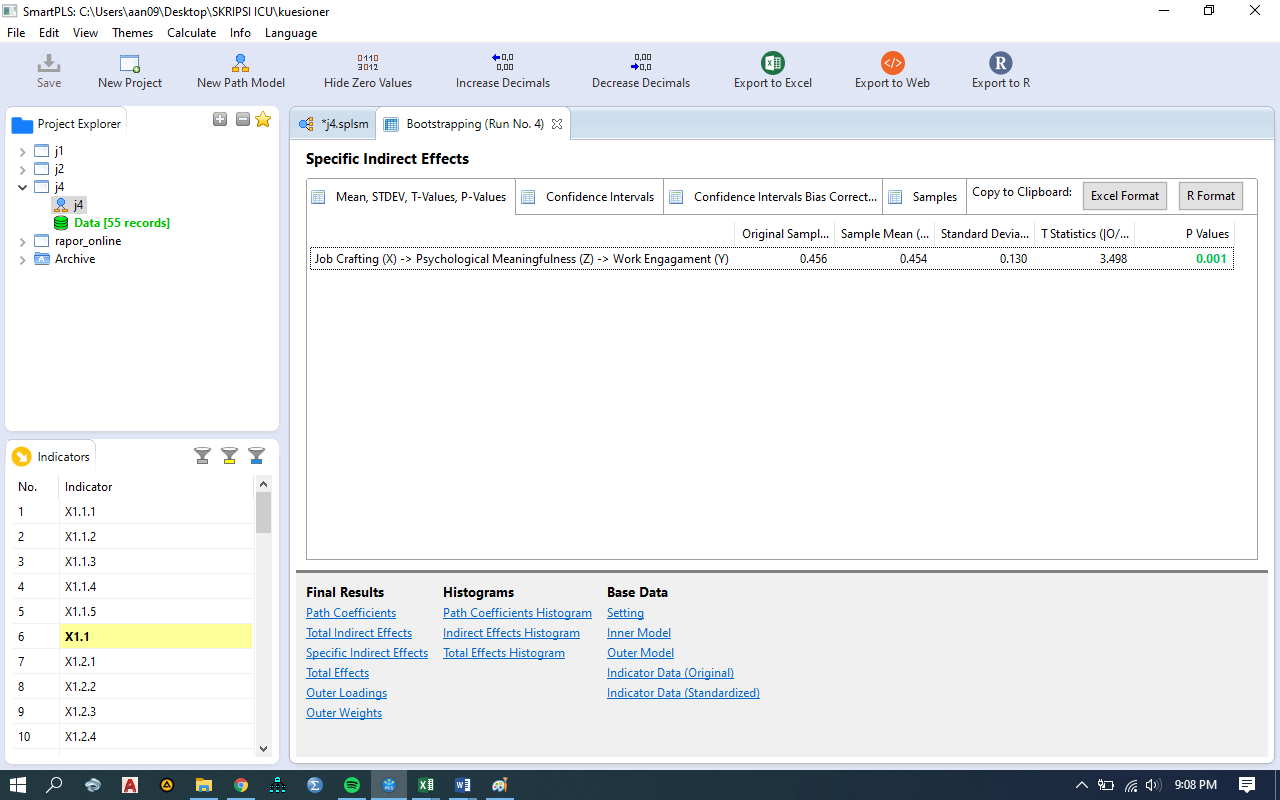
**R-Square**



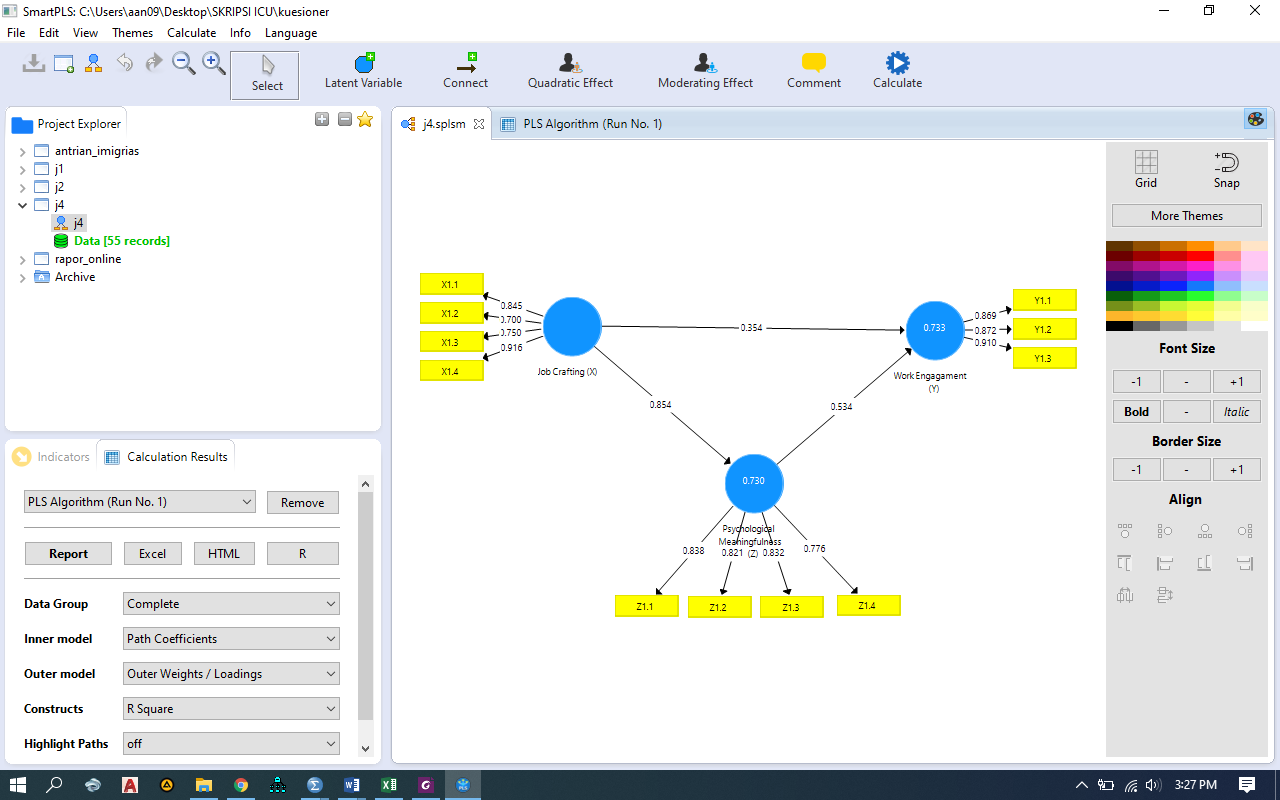
**Path Coefficients**



**Indirect Effect**

**

**Uji Measurement Model**



**Uji Measurement Bootsraping Model**

