**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**

