

Lampiran 1

Tabel 1. Penelitian Terdahulu

No	Peneliti	Judul	Hasil
1	Gunalan, M., & Ceylan, A. (2015)	<i>The Mediating Effect of Organizational Support between Job Insecurity and Turnover Intention in Private Hospitals.</i>	<i>Perceived organizational support</i> berpengaruh terhadap <i>turnover intention</i>
2	Haar, J & Brougham, D. (2020)	<i>A Teams Approach towards Job Insecurity, Perceived Organisational Support and Cooperative Norms: A Moderated-Mediation Study of Individual Wellbeing.</i>	<i>Job Insecurity</i> berpengaruh terhadap <i>perceived organizational support</i>
3	Khan, R. U., & Ghufuran, H. (2018).	<i>The Mediating Role of Perceived Organizational Support between Qualitative Job Insecurity, Organizational Citizenship Behavior and Job Performance.</i>	<i>Job Insecurity</i> berpengaruh terhadap <i>perceived organizational support</i>
4	Imhof, S., & Andresen, M. (2017).	<i>German Temporary Agency Workers 'SWB: The Impact of Perceived Organizational Support Provided by Agencies, Employee Relations.</i>	<i>Job insecurity</i> berpengaruh terhadap <i>perceived organizational support</i>
5	Dai, K. L & Qin, X.Y. (2016)	<i>Perceived Organizational Support and Employee Engagement: Based on the Research of Organizational Identification and Organizational Justice.</i>	<i>Perceived organizational Support</i> berpengaruh terhadap <i>employee engagement</i>
6	Nazir, O., & Islam, J. U. (2017).	<i>Enhancing Organizational Commitment and Employee Performance through Employee Engagement: An Empirical Check.</i>	<i>Organizational support</i> berpengaruh terhadap <i>employee engagement</i>

Lampiran 1 (lanjutan)

Tabel 1. Penelitian Terdahulu

No	Peneliti	Nama Judul	Hasil
7	Omar, H. A., Arafah, A. M., Barakat, J. M., Almutairi, R. D., Khurshid, F., & Alsultan, M. S. (2019).	<i>The impact of perceived organizational support and resilience on pharmacists' engagement in their stressful and competitive workplaces in Saudi Arabia.</i>	<i>Perceived organizational support berpengaruh terhadap employee engagement</i>
8	Sihag, P. (2020).	<i>The mediating role of perceived organizational support on psychological capital – employee engagement relationship: a study of Indian IT industry.</i>	<i>Perceived Organizational support berpengaruh terhadap employee engagement</i>
9.	Islam, T., & Ahmed, I. (2018).	<i>Mechanism between perceived organizational support and transfer of training.</i>	<i>Perceived organizational support berpengaruh terhadap job satisfaction</i>
10.	Taylor, R. M., Schminke, M., Soenen, G., & Ambrose, M. L. (2019).	<i>Scalpels Not Machetes: A Call for the Use of Precision Tools in Ethics Research. Business Ethics</i>	<i>Perceived organizational support berpengaruh terhadap job satisfaction.</i>
11.	Ghosh, P., Goel, G., Dutta, T., & Singh, R. (2019).	<i>Turnover intention among liquid knowledge workers: a study of Indian insurance professionals.</i>	<i>Perceived organizational support berpengaruh terhadap turnover intention</i>
12.	Liu, W., Zhao, S., Shi, L., Zhang, Z., Liu, X., Li, L (2018).	<i>Workplace violence, job satisfaction, burnout, perceived organisational support and their effects on turnover intention among Chinese nurses in tertiary hospitals: a cross-sectional study.</i>	<i>Perceived organizational support berpengaruh terhadap turnover intention</i>
13.	Rubel, M. R. B., Hung Kee, D. M., & Rimi, N. N. (2020).	<i>High-performance work practices and medical professionals' work outcomes: the mediating effect of perceived organizational support.</i>	<i>Perceived organizational support berpengaruh terhadap turnover intention</i>

Lampiran 2

Tabel 2. Definisi Operasional Variabel

N0	Original	Translete	Operasionalisasi
A.	Job Insecurity (Brondino <i>et al.</i> , 2020).		
1.	<i>I am insecure about my chances of promotion</i>	Saya tidak yakin tentang peluang saya untuk dipromosikan.	Saya tidak yakin tentang peluang saya untuk dipromosikan.*
2.	<i>I worry about the growth of my salary.</i>	Saya khawatir tentang pertumbuhan gaji saya.	Saya khawatir tentang pertumbuhan gaji saya.*
3.	<i>Chances are my workload will increase in the future</i>	Kemungkinan beban kerja saya akan meningkat di masa mendatang..	Kemungkinan beban kerja saya akan meningkat di masa mendatang.*
4.	<i>I am afraid I might soon have to work in a different location or in a different department.</i>	Saya khawatir saya mungkin akan segera bekerja di lokasi yang berbeda atau di departemen yang berbeda.	Saya khawatir kemungkinan akan segera bekerja di departemen yang berbeda.*
5.	<i>I worry I might get another supervisor in the future.</i>	Saya khawatir saya mungkin akan mendapatkan supervisor lain di masa mendatang.	Saya khawatir saya mungkin akan mendapatkan supervisor lain di masa mendatang.*
6.	<i>I am not sure which colleagues I will be soon cooperating with</i>	Saya tidak yakin dengan rekan kerja mana saya akan segera bekerja sama	Saya tidak yakin dengan rekan kerja mana saya akan segera bekerja sama.*
7.	<i>I feel insecure about the future content of my job.</i>	Saya merasa tidak aman tentang konten pekerjaan saya di masa mendatang.	Saya merasa tidak aman tentang konten pekerjaan saya di masa mendatang.*
8.	<i>I think my work will become less interesting in the future</i>	Saya pikir pekerjaan saya akan menjadi kurang menarik di masa depan	Saya pikir pekerjaan saya akan menjadi kurang menarik di masa depan.*
B.	Perceived organizational support (Eisenberger <i>et al.</i> , 1986).		
1.	The organization values my contribution to its well-being.	Organisasi menghargai kontribusi saya untuk kesejahteraan saya.	Organisasi menghargai kontribusi saya untuk kesejahteraan saya.
2.	Help is available from the organization when I have a problem.	Bantuan tersedia dari organisasi saat saya memiliki masalah.	Organisasi bersedia memberikan bantuan ketika saya memiliki masalah.
3.	The organization is willing to extend itself in order to help me perform my job to the best of my ability.	Organisasi bersedia mengembangkan dirinya untuk membantu saya melakukan pekerjaan saya dengan kemampuan terbaik saya.	Organisasi bersedia mengembangkan dirinya untuk membantu saya melakukan pekerjaan ini melalui kemampuan terbaik dari saya.
4.	My organization takes pride in my accomplishment	Organisasi saya bangga dengan pencapaian saya.	Organisasi saya bangga dengan apa yang sudah saya capai.
5.	My organization really cares about my well-being	Organisasi saya sangat peduli dengan kesejahteraan saya	Organisasi saya sangat peduli dengan kesejahteraan saya.

*kode perhitungan data dibalik

Lampiran 2

Tabel 2. Definisi Operasional Variabel (lanjutan)

No	Original	Translete	Operasionalisasi
6.	My organizations values contributions to its values	Organisasi saya menghargai kontribusi pada nilai-nilainya.	Organisasi saya menghargai kontribusi pada nilai-nilainya.
7.	My organization strongly considers my goals and values	Organisasi saya sangat mempertimbangkan tujuan dan nilai saya.	Organisasi saya sangat mempertimbangkan nilai tujuan yang saya miliki.
8.	My organization shows concern for me	Organisasi saya menunjukkan perhatian kepada saya.	Organisasi menunjukkan perhatiannya kepada saya.
9.	My organization is willing to help me, when I need a special favor	Organisasi saya bersedia membantu saya ketika saya membutuhkan bantuan khusus.	Organisasi bersedia membantu saya ketika saya membutuhkan bantuan khusus.
10.	If given the opportunity, the organization would take advantage of me.	Jika diberi kesempatan, organisasi akan memanfaatkan saya.	Jika diberi kesempatan, organisasi akan memanfaatkan kemampuan saya ini.
11.	The organization shows very little concern for me.	Organisasi menunjukkan perhatian yang sangat kecil bagi saya.	Organisasi menunjukkan perhatian yang sangat kecil bagi saya.*
12.	If I decided to quit, the organization would try to persuade me to stay	Jika saya memutuskan untuk keluar, organisasi akan mencoba membujuk saya untuk tetap tinggal	Jika saya memutuskan untuk keluar, organisasi akan mencoba membujuk saya untuk tetap tinggal
13.	<i>Even if I did the best job possible, the organization would fail to notice.</i>	Bahkan jika saya melakukan pekerjaan terbaik, organisasi akan gagal menyadarinya.	Bahkan jika saya melakukan pekerjaan terbaik, organisasi tidak akan menyadarinya.*
14.	<i>The organization cares more about making a profit than about me.</i>	Organisasi lebih peduli tentang menghasilkan keuntungan daripada tentang saya.	Organisasi lebih peduli bagaimana menghasilkan keuntungan tanpa memikirkan keadaan saya sebagai karyawan.*
15.	<i>The organization is unconcerned about paying me what I deserve.</i>	Organisasi tidak peduli tentang membayar saya apa yang pantas saya terima.	Organisasi tidak peduli terkait bayaran apa yang memang pantas saya dapatkan.*
C. Turnover Intention (Mobley et al., 1978).			
1.	<i>I often think about quitting my current job.</i>	Saya sering berpikir untuk berhenti dari pekerjaan.	Saya sering berpikir untuk berhenti dari pekerjaan.*
2.	<i>I will probably be looking for for alternatives a new job in the next year.</i>	Saya mungkin akan mencari alternatif pekerjaan baru di tahun depan.	Saya mungkin akan mencari alternatif pekerjaan baru di tahun depan.*
3.	<i>As soon as possible, I inten to leave this organization.</i>	Secepatnya, saya bermaksud meninggalkan organisasi ini.	Secepatnya, saya bermaksud meninggalkan organisasi ini.*

*kode perhitungan data dibalik

Lampiran 2

Tabel 2. Definisi Operasional Variabel (lanjutan)

N0	Original	Translete	Operasionalisasi
D. Employee Engagement (Schaufeli & Bakker, 2004)			
Vigor			
1.	<i>At my work, I feel bursting with energy.</i>	Di tempat kerja saya, saya merasa penuh energi.	Saya merasa sangat berenergi saat di tempat kerja.
2.	<i>At my job, I feel strong and vigorous.</i>	Di pekerjaan saya, saya merasa kuat dan kuat.	Saya merasa sangat bersemangat saat bekerja.
3.	<i>When I get up in the morning, I feel like going to work.</i>	Ketika saya bangun di pagi hari, saya merasa ingin bekerja.	Ketika bangun di pagi hari, saya merasa bersemangat ingin bekerja.
4.	<i>I can continue working for very long periods at a time.</i>	Saya dapat terus bekerja untuk waktu yang sangat lama pada suatu waktu.	Saya dapat terus bekerja untu waktu yang sangat lama.
5.	<i>At my job, I am very resilient, mentally.</i>	Di pekerjaan saya, saya sangat ulet, mental.	Saya sangat tekun saat bekerja.
6.	<i>At my work I always persevere, even when things do not go well.</i>	Di pekerjaan saya, saya selalu bertahan, bahkan ketika segala sesuatunya tidak berjalan dengan baik.	Saya dapat bertahan, ketika sesuatu tidak berjalan dengan baik saat bekerja.
Dedication			
7.	<i>I find the work that I do full of meaning and purpose.</i>	Saya menemukan pekerjaan yang saya lakukan penuh dengan makna dan tujuan.	Bagi saya, pekerjaan ini sangat bermakna.
8.	<i>I am enthusiastic about my job.</i>	Saya antusias dengan pekerjaan saya.	Saya antusias dengan pekerjaan saya.
9.	<i>My job inspires me.</i>	Pekerjaan saya menginspirasi saya.	Saya terinspirasi dari pekerjaan saya.
10.	<i>I am proud on the work that I do.</i>	Saya bangga dengan pekerjaan yang saya lakukan.	Saya bangga dengan pekerjaan yang saya lakukan.
11.	<i>To me, my job is challenging.</i>	Bagi saya, pekerjaan saya menantang.	Bagi saya, pekerjaan saya menantang.
Absorption			
12.	<i>Time flies when I'm working.</i>	<i>Time flies when I'm working.</i>	Saya merasa waktu berlalu sangat cepat ketika saya bekerja.
13.	<i>When I am working, I forget everything else around me.</i>	<i>When I am working, I forget everything else around me</i>	Ketika bekerja, saya tidak peduli dengan segala sesuatu yang ada di sekitar saya.
14.	<i>I am immersed in my work.</i>	Saya tenggelam dalam pekerjaan saya.	Saya larut dalam pekerjaan saya.
15.	<i>I feel happy when I am working intensely.</i>	Saya merasa senang ketika saya bekerja dengan intens.	Saya senang saat saya bekerja dengan intens.

Lampiran 2

Tabel 2. Definisi Operasional Variabel (lanjutan)

No	Original	Translete	Operasionalisasi
16.	<i>I get carried away when I'm working.</i>	Saya terbawa suasana saat bekerja.	Saya terbawa suasana saat bekerja.
17.	<i>It is difficult to detach myself from my job.</i>	Sulit untuk melepaskan diri dari pekerjaan saya.	Saya sulit melepaskan diri dari pekerjaan saya.
E.	Job Satisfaction (Cammann <i>et al.</i> , 1979)		
1.	<i>All in all, i am satisfied with my job.</i>	Secara keseluruhan, saya puas dengan pekerjaan saya	Saya puas dengan pekerjaan saya secara keseluruhan.
2.	<i>In general, i like my job</i>	Secara umum, saya menyukai pekerjaan saya	Pada umumnya saya menyukai pekerjaan ini.
3.	<i>In general, I like working here</i>	Secara umum, saya suka bekerja di sini	Pada umumnya saya suka bekerja di sini.

Lampiran 3

Kuesioner Penelitian

Kepada Yth ,Bapak/ Ibu/ Saudara sekalian.
Ditempat.

Saya mahasiswa Fakultas Ekonomi dan Bisnis, Program Studi Magister Manajemen dari Universitas Esa Unggul Indonesia sedang melakukan survey dalam rangka menyelesaikan penulisan tugas akhir (tesis) ini. Kuesioner ini sebagai sarana yang saya gunakan untuk memperoleh data responden penelitian yang diperlukan penulisan tugas akhir (tesis) ini. Semua informasi jawaban yang anda berikan dijamin kerahasiaannya. Atas kesediaannya, saya ucapkan terima kasih salam MRR.

Banyak terimakasih
Salam
MRR

Deskripsi:

1. Identitas

Jenis kelamin : L/ P

Umur (diisi) :

Pendidikan. : S3/ S2/ S1/ D4/ D3/ D1

Tempat tinggal : Jakarta/ Bogor/ Depok/ Tangerang/ Bekasi/ diluar Jabodetabek

Lama bekerja : a. < 4 tahun b. \geq 4 tahun

2. Kuesioner

Saya mohon untuk kesediaan Bapak/Ibu/Saudara sekalian, untuk memberikan pendapat terkait pernyataan-pernyataan berikut dengan cara menyilang kotak pada salah satu nomer yang dapat dipilih pada skala 1 sampai 5. Nomor skala menunjukkan seberapa dekat jawaban Bapak/Ibu/Saudara sekalian dengan pilihan yang tersedia, sebagai berikut:

1. Sangat tidak setuju (STS)
2. Tidak setuju (TS)
3. ASTS (ASTS)
4. Setuju (S)
5. Sangat Setuju (SS)

No	Pernyataan	STS (1)	TS (2)	ASTS (3)	S (4)	SS (5)
1	Saya tidak yakin tentang peluang saya untuk dipromosikan.					
2	Saya khawatir tentang pertumbuhan gaji saya.					
3	Kemungkinan beban kerja saya akan meningkat di masa mendatang.					
4	Saya khawatir kemungkinan akan segera bekerja di departemen yang berbeda.					
5	Saya khawatir saya mungkin akan mendapatkan supervisor lain di masa mendatang.					
6	Saya tidak yakin dengan rekan kerja mana saya					

No	Pernyataan	STS (1)	TS (2)	ASTS (3)	S (4)	SS (5)
	akan segera bekerja sama					
7	Saya merasa tidak aman tentang konten pekerjaan saya di masa mendatang.					
8	Saya pikir pekerjaan saya akan menjadi kurang menarik di masa depan					
9	Organisasi menghargai kontribusi saya untuk kesejahteraan saya.					
10	Bantuan tersedia dari organisasi saat saya memiliki masalah.					
11	Organisasi bersedia mengembangkan dirinya untuk membantu saya melakukan pekerjaan saya dengan kemampuan terbaik saya.					
12	Organisasi saya bangga dengan pencapaian saya.					
13	Organisasi saya sangat peduli dengan kesejahteraan saya					
14	Organisasi saya menghargai kontribusi pada nilai-nilainya					
15	Organisasi saya sangat mempertimbangkan tujuan dan nilai saya					
16	Organisasi saya menunjukkan perhatian kepada saya					
17	Organisasi saya bersedia membantu saya ketika saya membutuhkan bantuan khusus					
18	Jika diberi kesempatan, organisasi akan memanfaatkan saya.					
19	Organisasi menunjukkan perhatian yang sangat kecil bagi saya.					
20	Jika saya memutuskan untuk keluar, organisasi akan mencoba membujuk saya untuk tetap tinggal					
21	Bahkan jika saya melakukan pekerjaan terbaik, organisasi akan gagal menyadarinya.					
22	Organisasi lebih peduli tentang menghasilkan keuntungan daripada tentang saya.					
23	Organisasi tidak peduli tentang membayar saya apa yang pantas saya terima.					
24	Saya sering berpikir untuk berhenti dari pekerjaan					
25	Saya mungkin akan mencari alternatif pekerjaan baru di tahun depan					
26	Secepatnya, saya bermaksud meninggalkan organisasi ini.					
27	Saya merasa sangat berenergi saat di tempat kerja.					
28	Saya merasa sangat bersemangat saat bekerja.					
29	Ketika bangun di pagi hari, saya merasa bersemangat ingin bekerja.					
30	Saya dapat terus bekerja untu waktu yang					

No	Pernyataan	STS (1)	TS (2)	ASTS (3)	S (4)	SS (5)
	sangat lama.					
31	Saya sangat tekun saat bekerja.					
32	Saya dapat bertahan, ketika sesuatu tidak berjalan dengan baik saat bekerja.					
33	Bagi saya, pekerjaan ini sangat bermakna.					
34	Saya antusias dengan pekerjaan saya.					
35	Saya terinspirasi dari pekerjaan saya.					
36	Saya bangga dengan pekerjaan yang saya lakukan.					
37	Bagi saya, pekerjaan saya menantang.					
38	Saya merasa waktu berlalu sangat cepat ketika saya bekerja.					
39	Ketika bekerja, saya tidak peduli dengan segala sesuatu yang ada di sekitar saya.					
40	Saya larut dalam pekerjaan saya.					
41	Saya senang saat saya bekerja dengan intens.					
42	Saya terbawa suasana saat bekerja.					
43	Saya sulit melepaskan diri dari pekerjaan saya.					
44	Secara keseluruhan, saya puas dengan pekerjaan saya.					
45	Secara umum, saya menyukai pekerjaan saya					
46	Secara umum, saya suka bekerja di sini					

Lampiran 4
C. Data Responden

Demografi	Klasifikasi	Jumlah (Responden)	Persentase
Jenis kelamin	Pria	44	21%
	Perempuan	166	79%
Total		210	100%
Usia saat ini	< 30 tahun	137	65%
	31 - 40 tahun	55	26%
	> 41 tahun	18	8%
Total		210	100%
Pendidikan akhir	S3	-	-
	S2	20	9%
	S1	138	66%
	D4	3	1%
	D3	49	24%
	D1	-	-
Total		210	100%

Lampiran 5

A. Output Pretes Uji Validitas dan Relibilitas 30 Responden Variabel *Job Insecurity*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.708
Bartlett's Test of Sphericity	Approx. Chi-Square
	114.902
	df
	28
	Sig.
	.000

Anti-image Matrices

		J11	J12	J13	J14	J15	J16	J17	J18
Anti-image	J11	.647	.050	.086	-.084	.005	-.072	-.156	-.285
Covariance	J12	.050	.211	-.005	-.129	-.033	-.067	.054	-.111
	J13	.086	-.005	.278	-.030	-.142	-.037	-.012	-.095
	J14	-.084	-.129	-.030	.176	-.053	.057	.001	.124
	J15	.005	-.033	-.142	-.053	.213	-.001	-.030	.020
	J16	-.072	-.067	-.037	.057	-.001	.887	-.196	.071
	J17	-.156	.054	-.012	.001	-.030	-.196	.733	-.143
	J18	-.285	-.111	-.095	.124	.020	.071	-.143	.588
	Anti-image	J11	.519 ^a	.136	.203	-.250	.012	-.095	-.227
Correlation	J12	.136	.744 ^a	-.019	-.670	-.157	-.154	.137	-.314
	J13	.203	-.019	.787 ^a	-.135	-.584	-.074	-.026	-.234
	J14	-.250	-.670	-.135	.712 ^a	-.276	.144	.004	.384
	J15	.012	-.157	-.584	-.276	.811 ^a	-.003	-.077	.056
	J16	-.095	-.154	-.074	.144	-.003	.502 ^a	-.243	.098
	J17	-.227	.137	-.026	.004	-.077	-.243	.681 ^a	-.217
	J18	-.462	-.314	-.234	.384	.056	.098	-.217	.412 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
J11	-.153	.753
J12	.909	.073
J13	.879	.119
J14	.922	-.016
J15	.928	.077
J16	.091	.440
J17	-.134	.746
J18	-.070	.757

Extraction Method: Principal Component Analysis.
a. 2 components extracted.

Variabel *Job Insecurity* Iterasi 1

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.774
Bartlett's Test of Sphericity	Approx. Chi-Square
	102.672
	df
	21
	Sig.
	.000

Anti-image Matrices

		J11	J12	J13	J14	J15	J16	J17
Anti-image Covariance	J11	.823	-.005	.054	-.036	.018	-.049	-.301
	J12	-.005	.234	-.026	-.138	-.033	-.060	.031
	J13	.054	-.026	.295	-.012	-.147	-.027	-.038
	J14	-.036	-.138	-.012	.207	-.068	.050	.039
	J15	.018	-.033	-.147	-.068	.213	-.004	-.027
	J16	-.049	-.060	-.027	.050	-.004	.896	-.189
	J17	-.301	.031	-.038	.039	-.027	-.189	.769
Anti-image Correlation	J11	.540 ^a	-.010	.110	-.088	.043	-.057	-.379
	J12	-.010	.804 ^a	-.100	-.627	-.148	-.131	.074
	J13	.110	-.100	.818 ^a	-.050	-.588	-.053	-.081
	J14	-.088	-.627	-.050	.781 ^a	-.323	.116	.097
	J15	.043	-.148	-.588	-.323	.802 ^a	-.009	-.066
	J16	-.057	-.131	-.053	.116	-.009	.575 ^a	-.228
	J17	-.379	.074	-.081	.097	-.066	-.228	.532 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
J11	-.137	.710
J12	.911	.027
J13	.883	.069
J14	.920	-.007
J15	.929	.059
J16	.097	.613
J17	-.119	.806

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Variabel Job Insecurity Iterasi 2

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.789
Bartlett's Test of Sphericity	98.883
df	15
Sig.	.000

Anti-image Matrices

		J12	J13	J14	J15	J16	J17
Anti-image Covariance	J12	.234	-.026	-.139	-.033	-.060	.035
	J13	-.026	.298	-.010	-.151	-.024	-.022
	J14	-.139	-.010	.209	-.068	.048	.030
	J15	-.033	-.151	-.068	.214	-.003	-.024
	J16	-.060	-.024	.048	-.003	.899	-.242
	J17	.035	-.022	.030	-.024	-.242	.898
	Anti-image Correlation	J12	.803 ^a	-.100	-.630	-.147	-.131
J13		-.100	.819 ^a	-.041	-.597	-.047	-.043
J14		-.630	-.041	.785 ^a	-.320	.111	.069
J15		-.147	-.597	-.320	.800 ^a	-.006	-.054
J16		-.131	-.047	.111	-.006	.489 ^a	-.270
J17		.076	-.043	.069	-.054	-.270	.535 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
J12	.913	-.030
J13	.883	.075
J14	.922	-.087
J15	.930	.035
J16	.108	.790
J17	-.096	.801

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Variabel Job Insecurity Iterasi 3

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.802
Bartlett's Test of Sphericity	Approx. Chi-Square
	97.321
	df
	10
	Sig.
	.000

Anti-image Matrices

		J12	J13	J14	J15	J17
Anti-image Covariance	J12	.239	-.029	-.140	-.034	.020
	J13	-.029	.299	-.009	-.151	-.031
	J14	-.140	-.009	.211	-.068	.047
	J15	-.034	-.151	-.068	.214	-.026
	J17	.020	-.031	.047	-.026	.968
Anti-image Correlation	J12	.811 ^a	-.107	-.625	-.149	.042
	J13	-.107	.818 ^a	-.036	-.598	-.057
	J14	-.625	-.036	.789 ^a	-.322	.104
	J15	-.149	-.598	-.322	.798 ^a	-.058
	J17	.042	-.057	.104	-.058	.600 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
J12	.912	-.037
J13	.881	.122
J14	.924	-.049
J15	.930	.085
J17	-.109	.990

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Variabel Job Insecurity Iterasi 4

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.802
Bartlett's Test of Sphericity	Approx. Chi-Square
	97.683
	df
	6
	Sig.
	.000

Anti-image Matrices

		J12	J13	J14	J15
Anti-image Covariance	J12	.239	-.028	-.143	-.033
	J13	-.028	.300	-.008	-.153
	J14	-.143	-.008	.214	-.068
	J15	-.033	-.153	-.068	.214
Anti-image Correlation	J12	.807 ^a	-.105	-.633	-.147
	J13	-.105	.817 ^a	-.030	-.603
	J14	-.633	-.030	.789 ^a	-.318
	J15	-.147	-.603	-.318	.798 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
J12	.911
J13	.884
J14	.923
J15	.932

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.933	.933	4

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Variabel Perceived Organizational Support

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.802
Bartlett's Test of Sphericity	Approx. Chi-Square
	368.960
	df
	105
	Sig.
	.000

Anti-Image Matrices

	POS1	POS2	POS3	POS4	POS5	POS6	POS7	POS8	POS9	POS10	POS11	POS12	POS13	POS14	POS15
Anti-Image Covariance	POS1	.345	-.035	-.051	.000	-.046	-.039	.054	.006	-.002	.010	.041	-.071	.006	-.022
	POS2	-.035	.224	.019	-.001	-.042	.049	-.087	-.094	-.087	.043	-.022	.039	-.006	-.008
	POS3	-.051	.019	.249	-.056	.014	-.021	-.072	.034	-.128	.050	.051	.032	-.025	.024
	POS4	.000	-.001	-.056	.058	-.058	.047	.042	-.022	.060	-.014	-.050	-.011	-.033	-.012
	POS5	-.046	-.042	.014	-.058	.144	-.064	-.012	.018	-.011	.032	.026	.006	.053	-.024
	POS6	-.039	.049	-.021	.047	-.054	.107	-.010	-.054	.012	.034	-.059	-.020	-.033	-.016
	POS7	.054	-.087	-.072	.042	-.012	-.010	.204	.002	.070	-.071	-.025	-.078	-.029	.016
	POS8	.006	-.094	.034	-.022	.018	-.054	.002	.227	-.021	-.090	.039	-.072	.031	.027
	POS9	-.002	-.087	-.128	.060	-.011	.012	.070	-.021	.224	-.047	-.060	-.004	-.013	-.032
	POS10	.010	.043	.050	-.014	.032	.034	-.071	-.090	-.047	.208	-.009	.035	.005	-.093
	POS11	.041	-.022	.051	-.050	.026	-.059	-.025	.039	-.060	-.009	.093	-.012	-.004	.042
	POS12	-.071	.039	.032	-.011	.006	-.020	-.078	-.072	-.004	.035	-.012	.172	-.004	-.016
	POS13	.006	-.006	-.025	-.033	.053	-.033	-.029	.031	-.013	.005	-.004	-.004	.101	-.049
	POS14	-.022	-.008	.024	-.012	-.024	-.016	.016	.027	-.032	-.093	.042	-.016	-.049	.128
	POS15	-.022	-.052	.032	-.014	.075	-.028	.057	-.026	.018	.045	-.027	.020	.012	-.082
Anti-Image Correlation	POS1	.908 ^a	-.127	-.173	-.001	-.206	-.205	.203	.021	-.009	.036	.231	-.290	.032	-.103
	POS2	-.127	.852 ^a	.081	-.011	-.232	.319	-.407	-.416	-.389	.197	-.153	.200	-.040	-.046
	POS3	-.173	.081	.790 ^a	-.466	.075	-.128	-.319	.141	-.541	.221	.336	.152	-.155	.133
	POS4	-.001	-.011	-.466	.690 ^a	-.633	.597	.387	-.189	.523	-.123	-.674	-.114	-.430	-.133
	POS5	-.206	-.232	.075	-.633	.769 ^a	-.514	-.070	.102	-.059	.187	.229	.040	.443	-.174
	POS6	-.205	.319	-.128	.597	-.514	.761 ^a	-.070	-.346	.080	.230	-.597	-.147	-.315	-.139
	POS7	.203	-.407	-.319	.387	-.070	-.070	.793 ^a	.006	.326	-.344	-.184	-.419	-.202	.097
	POS8	.021	-.416	.141	-.189	.102	-.346	.008	.824 ^a	-.093	-.417	.271	-.363	.204	.159
	POS9	-.009	-.389	-.541	.523	-.059	.060	.326	-.093	.765 ^a	-.218	-.419	-.020	-.087	-.192
	POS10	.038	.197	.221	-.123	.187	.230	-.344	-.417	-.218	.730 ^a	-.063	.185	.034	-.571
	POS11	.231	-.153	.336	-.674	.229	-.597	-.184	.271	-.419	-.063	.770 ^a	-.095	-.038	.383
	POS12	-.290	.200	.152	-.114	.040	-.147	-.418	-.363	-.020	.185	-.095	.903 ^a	-.032	-.108
	POS13	.032	-.040	-.155	-.430	.443	-.315	-.202	.204	-.087	.034	-.038	-.032	.875 ^a	-.434
	POS14	-.103	-.046	.133	-.133	-.174	-.139	.097	.159	-.192	-.571	.363	-.108	-.434	.835 ^a
	POS15	-.047	-.140	.081	-.071	.248	-.110	.159	-.070	.048	.124	-.111	.061	.048	-.290

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component		
	1	2	3
POS1	.671	-.336	-.176
POS2	.805	.204	-.068
POS3	.697	-.384	.129
POS4	.745	-.453	.332
POS5	.724	-.527	-.115
POS6	.809	-.093	-.391
POS7	.719	.369	-.366
POS8	.725	.430	-.246
POS9	.715	.328	.012
POS10	.561	.609	.370
POS11	.844	-.166	-.038
POS12	.847	.036	-.329
POS13	.881	-.077	.255
POS14	.809	.135	.403
POS15	.457	.083	.484

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Variabel Perceived Organizational Support Iterasi 1

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.799
Bartlett's Test of Sphericity	Approx. Chi-Square 337.324
	df 91
	Sig. .000

Anti-image Matrices

	POS1	POS2	POS3	POS4	POS5	POS6	POS7	POS8	POS9	POS11	POS12	POS13	POS14	POS15	
Anti-image Covariance	POS1	.346	-.039	-.056	.000	-.049	-.043	.065	.012	-7.171E-5	.042	-.075	.006	-.025	-.025
	POS2	-.039	.233	.010	.002	-.052	.046	-.086	-.085	-.021	.035	-.007	.018	-.065	
	POS3	-.056	.010	.262	-.056	.007	-.032	-.085	.071	-.129	.056	.025	-.027	.072	.022
	POS4	.000	.002	-.056	.059	-.059	.053	.043	-.034	.060	-.051	-.010	-.033	-.027	-.011
	POS5	-.049	-.052	.007	-.059	.150	-.076	-.001	.041	-.004	.029	.001	.055	-.014	.071
	POS6	-.043	.046	-.032	.053	-.076	.112	.002	-.050	.022	-.061	-.028	-.035	-.001	-.038
	POS7	.065	-.066	-.065	.043	-.001	.002	.232	-.040	.064	-.032	-.078	-.031	-.027	.083
	POS8	.012	-.085	.071	-.034	.041	-.050	-.040	.275	-.053	.043	-.071	.040	-.024	-.009
	POS9	-7.171E-5	-.085	-.129	.060	-.004	.022	.064	-.053	.235	-.066	.004	-.013	-.084	.030
	POS11	.042	-.021	.056	-.051	.029	-.061	-.032	.043	-.066	.093	-.011	-.003	.056	-.025
	POS12	-.075	.035	.025	-.010	.001	-.028	-.078	-.071	.004	-.011	.179	-.005	-.001	.013
	POS13	.006	-.007	-.027	-.033	.055	-.035	-.031	.040	-.013	-.003	-.005	.101	-.070	.011
	POS14	-.025	.018	.072	-.027	-.014	-.001	-.027	-.024	-.084	.056	-.001	-.070	.180	-.084
	POS15	-.025	-.065	.022	-.011	.071	-.038	.083	-.008	.030	-.025	.013	.011	-.084	.639
Anti-image Correlation	POS1	.897 ^a	-.137	-.186	.003	-.217	-.219	.231	.040	.000	.234	-.302	.031	-.099	-.052
	POS2	-.137	.865 ^a	.039	.013	-.279	.286	-.369	-.374	-.362	-.144	.170	-.048	.084	-.169
	POS3	-.186	.039	.781 ^a	-.453	.035	-.189	-.266	.263	-.518	.359	.116	-.167	.324	.055
	POS4	.003	.013	-.453	.844 ^a	-.625	.647	.369	-.267	.513	-.688	-.093	-.429	-.250	-.057
	POS5	-.217	-.279	.035	-.625	.761 ^a	-.582	-.006	.201	-.019	.246	.006	.445	-.083	.231
	POS6	-.219	.286	-.189	.647	-.582	.749 ^a	.010	-.283	.137	-.600	-.198	-.332	-.010	-.143
	POS7	.231	-.369	-.266	.369	-.006	.010	.815 ^a	-.159	.273	-.220	-.384	-.202	-.129	.216
	POS8	.040	-.374	.263	-.267	.201	-.283	-.159	.829 ^a	-.208	.270	-.320	.240	-.106	-.020
	POS9	.000	-.362	-.518	.513	-.019	.137	.273	-.208	.741 ^a	-.444	.021	-.082	-.385	.077
	POS11	.234	-.144	.359	-.688	.246	-.600	-.220	.270	-.444	.754 ^a	-.085	-.036	.424	-.104
	POS12	-.302	.170	.116	-.093	.006	-.198	-.384	-.320	.021	-.085	.918 ^a	-.039	-.004	.039
	POS13	.031	-.048	-.167	-.429	.445	-.332	-.202	.240	-.082	-.036	-.039	.856 ^a	-.505	.044
	POS14	-.099	.084	.324	-.250	-.083	-.010	-.129	-.106	-.385	.424	-.004	-.505	.825 ^a	-.269
	POS15	-.052	-.169	.055	-.057	.231	-.143	.216	-.020	.077	-.104	.039	.044	-.269	.844 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component		
	1	2	3
POS1	.687	.199	-.295
POS2	.800	-.249	.102
POS3	.712	.375	-.046
POS4	.753	.555	.048
POS5	.747	.398	-.344
POS6	.825	-.153	-.267
POS7	.709	-.513	-.135
POS8	.709	-.502	-.015
POS9	.702	-.319	.231
POS11	.853	.086	-.017
POS12	.852	-.212	-.229
POS13	.876	.173	.193
POS14	.786	.087	.341
POS15	.452	.083	.692

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Variabel Perceived Organizational Support Iterasi 2

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.798
Bartlett's Test of Sphericity	Approx. Chi-Square
	296.816
	df
	78
	Sig.
	.000

Anti-image Matrices

		POS1	POS2	POS3	POS4	POS6	POS7	POS8	POS9	POS11	POS12	POS13	POS14	POS15	
Anti-image Covariance	POS1	.363	-.064	-.057	-.033	-.108	.068	.028	-.001	.058	-.078	.031	-.032	-.001	
	POS2	-.064	.252	.013	-.034	.033	-.093	-.091	-.093	-.013	.038	.016	.014	-.046	
	POS3	-.057	.013	.262	-.088	-.044	-.065	.072	-.129	.058	.025	-.037	.074	.020	
	POS4	-.033	-.034	-.088	.097	.057	.070	-.031	.097	-.069	-.015	-.024	-.053	.029	
	POS6	-.108	.033	-.044	.057	.170	.002	-.046	.031	-.075	-.042	-.015	-.013	-.004	
	POS7	.068	-.093	-.065	.070	.002	.232	-.041	.064	-.034	-.078	-.038	-.027	.088	
	POS8	.028	-.091	.072	-.031	-.046	-.041	.286	-.054	.039	-.074	.033	-.021	-.030	
	POS9	-.001	-.093	-.129	.097	.031	.064	-.054	.235	-.069	.004	-.014	-.085	.033	
	POS11	.058	-.013	.058	-.069	-.075	-.034	.039	-.069	.099	-.012	-.019	.063	-.044	
	POS12	-.078	.038	.025	-.015	-.042	-.078	-.074	.004	-.012	.179	-.007	-.001	.013	
	POS13	.031	.016	-.037	-.024	-.015	-.038	.033	-.014	-.019	-.007	.126	-.082	-.020	
	POS14	-.032	.014	.074	-.053	-.013	-.027	-.021	-.085	.063	-.001	-.082	.192	-.093	
	POS15	-.001	-.046	.020	.029	-.004	.088	-.030	.033	-.044	.013	-.020	-.093	.675	
	Anti-image Correlation	POS1	.822 ^a	-.211	-.183	-.173	-.435	.235	.088	-.004	.304	-.308	.145	-.120	-.002
		POS2	-.211	.873 ^a	.051	-.215	.158	-.386	-.338	-.383	-.081	.179	.089	.063	-.112
POS3		-.183	.051	.739 ^a	-.553	-.207	-.266	.261	-.518	.362	.116	-.204	.328	.048	
POS4		-.173	-.215	-.553	.635 ^a	.446	.469	-.184	.642	-.707	-.115	-.217	-.389	.115	
POS6		-.435	.158	-.207	.446	.819 ^a	.008	-.208	.155	-.579	-.239	-.101	-.072	-.011	
POS7		.235	-.386	-.266	.469	.008	.788 ^a	-.161	.273	-.225	-.384	-.223	-.130	.223	
POS8		.088	-.338	.261	-.184	-.208	-.161	.860 ^a	-.208	.233	-.328	.172	-.091	-.069	
POS9		-.004	-.383	-.518	.642	.155	.273	-.208	.707 ^a	-.453	.021	-.082	-.398	.084	
POS11		.304	-.081	.362	-.707	-.579	-.225	.233	-.453	.733 ^a	-.089	-.167	.460	-.170	
POS12		-.308	.179	.116	-.115	-.239	-.384	-.328	.021	-.089	.906 ^a	-.046	-.003	.038	
POS13		.145	.089	-.204	-.217	-.101	-.223	.172	-.082	-.167	-.046	.904 ^a	-.525	-.067	
POS14		-.120	.063	.328	-.389	-.072	-.130	-.091	-.398	.460	-.003	-.525	.793 ^a	-.258	
POS15		-.002	-.112	.048	.115	-.011	.223	-.089	.084	-.170	.038	-.067	-.258	.873 ^a	

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
POS1	.666	.109
POS2	.807	-.201
POS3	.701	.400
POS4	.727	.562
POS6	.820	-.202
POS7	.731	-.487
POS8	.724	-.485
POS9	.726	-.202
POS11	.850	.114
POS12	.854	-.241
POS13	.883	.277
POS14	.793	.204
POS15	.465	.264

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Variabel Perceived Organizational Support Iterasi 3

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.793
Bartlett's Test of Sphericity	Approx. Chi-Square
	291.454
	df
	66
	Sig.
	.000

Anti-image Matrices

		POS1	POS2	POS3	POS4	POS6	POS7	POS8	POS9	POS11	POS12	POS13	POS14	
Anti-image Covariance	POS1	.363	-.065	-.057	-.033	-.108	.072	.028	-.001	.059	-.079	.031	-.034	
	POS2	-.065	.256	.015	-.033	.033	-.093	-.095	-.093	-.016	.039	.015	.008	
	POS3	-.057	.015	.263	-.091	-.044	-.072	.073	-.131	.062	.025	-.037	.082	
	POS4	-.033	-.033	-.091	.098	.058	.071	-.030	.097	-.070	-.016	-.024	-.053	
	POS6	-.108	.033	-.044	.058	.170	.002	-.046	.031	-.078	-.042	-.015	-.014	
	POS7	.072	-.093	-.072	.071	.002	.244	-.040	.063	-.031	-.084	-.038	-.017	
	POS8	.028	-.095	.073	-.030	-.046	-.040	.287	-.053	.038	-.074	.032	-.027	
	POS9	-.001	-.093	-.131	.097	.031	.063	-.053	.237	-.070	.004	-.013	-.086	
	POS11	.059	-.016	.062	-.070	-.078	-.031	.038	-.070	.102	-.011	-.021	.063	
	POS12	-.079	.039	.025	-.016	-.042	-.084	-.074	.004	-.011	.179	-.007	.001	
	POS13	.031	.015	-.037	-.024	-.015	-.038	.032	-.013	-.021	-.007	.127	-.091	
	POS14	-.034	.008	.082	-.053	-.014	-.017	-.027	-.086	.063	.001	-.091	.205	
	Anti-image Correlation	POS1	.816 ^a	-.212	-.183	-.174	-.436	.242	.088	-.004	.308	-.308	.145	-.125
		POS2	-.212	.873 ^a	.057	-.205	.158	-.373	-.349	-.377	-.102	.184	.082	.036
POS3		-.183	.057	.727 ^a	-.562	-.207	-.284	.266	-.524	.376	.114	-.202	.353	
POS4		-.174	-.205	-.562	.631 ^a	.450	.458	-.178	.639	-.702	-.120	-.211	-.374	
POS6		-.436	.158	-.207	.450	.813 ^a	.011	-.210	.156	-.590	-.239	-.102	-.077	
POS7		.242	-.373	-.284	.458	.011	.802 ^a	-.150	.262	-.195	-.403	-.214	-.077	
POS8		.088	-.349	.266	-.178	-.210	-.150	.857 ^a	-.204	.225	-.326	.168	-.113	
POS9		-.004	-.377	-.524	.639	.156	.262	-.204	.705 ^a	-.447	.018	-.077	-.391	
POS11		.308	-.102	.376	-.702	-.590	-.195	.225	-.447	.732 ^a	-.084	-.182	.437	
POS12		-.308	.184	.114	-.120	-.239	-.403	-.326	.018	-.084	.902 ^a	-.044	.007	
POS13		.145	.082	-.202	-.211	-.102	-.214	.168	-.077	-.182	-.044	.896 ^a	-.562	
POS14		-.125	.036	.353	-.374	-.077	-.077	-.113	-.391	.437	.007	-.562	.792 ^a	

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
POS1	.668	.138
POS2	.807	-.203
POS3	.707	.461
POS4	.723	.583
POS6	.824	-.176
POS7	.742	-.453
POS8	.725	-.501
POS9	.727	-.203
POS11	.850	.134
POS12	.860	-.213
POS13	.879	.285
POS14	.783	.171

Extraction Method: Principal Component Analysis.
a. 2 components extracted.

Variabel Perceived Organizational Support Iterasi 4

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.846
Bartlett's Test of Sphericity	Approx. Chi-Square 238.675
df	55
Sig.	.000

Anti-image Matrices

	POS1	POS2	POS3	POS6	POS7	POS8	POS9	POS11	POS12	POS13	POS14	
Anti-image Covariance	POS1	.374	-.081	-.131	-.115	.125	.020	.055	.073	-.088	.025	-.062
	POS2	-.081	.267	-.023	.068	-.092	-.113	-.107	-.082	.036	.008	-.011
	POS3	-.131	-.023	.385	.018	-.012	.069	-.102	-.009	.015	-.089	.056
	POS6	-.115	.068	.018	.214	-.063	-.037	-.056	-.089	-.041	-.001	.025
	POS7	.125	-.092	-.012	-.063	.308	-.024	-.015	.050	-.093	-.027	.031
	POS8	.020	-.113	.069	-.037	-.024	.297	-.041	.035	-.083	.027	-.052
	POS9	.055	-.107	-.102	-.056	-.015	-.041	.400	.001	.033	.018	-.066
	POS11	.073	-.082	-.009	-.089	.050	.035	.001	.201	-.045	-.077	.058
	POS12	-.088	.036	.015	-.041	-.093	-.083	.033	-.045	.181	-.011	-.009
	POS13	.025	.008	-.089	-.001	-.027	.027	.018	-.077	-.011	.133	-.126
	POS14	-.062	-.011	.056	.025	.031	-.052	-.066	.058	-.009	-.126	.239
Anti-image Correlation	POS1	.761 ^a	-.257	-.346	-.406	.367	.059	.141	.265	-.337	.113	-.209
	POS2	-.257	.844 ^a	-.072	.287	-.320	-.400	-.327	-.353	.164	.040	-.045
	POS3	-.346	-.072	.855 ^a	.063	-.036	.203	-.260	-.032	.057	-.396	.186
	POS6	-.406	.287	.063	.865 ^a	-.245	-.147	-.191	-.431	-.209	-.008	.110
	POS7	.367	-.320	-.036	-.245	.860 ^a	-.078	-.044	.199	-.395	-.135	.114
	POS8	.059	-.400	.203	-.147	-.078	.874 ^a	-.119	.142	-.356	.135	-.197
	POS9	.141	-.327	-.260	-.191	-.044	-.119	.907 ^a	.002	.124	.077	-.214
	POS11	.265	-.353	-.032	-.431	.199	.142	.002	.829 ^a	-.238	-.473	.264
	POS12	-.337	.164	.057	-.209	-.395	-.356	.124	-.238	.886 ^a	-.071	-.041
	POS13	.113	.040	-.396	-.008	-.135	.135	.077	-.473	-.071	.815 ^a	-.707
	POS14	-.209	-.045	.186	.110	.114	-.197	-.214	.264	-.041	-.707	.811 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
POS1	.664	.247
POS2	.815	-.162
POS3	.682	.570
POS6	.839	-.100
POS7	.772	-.399
POS8	.749	-.495
POS9	.751	-.011
POS11	.831	.093
POS12	.869	-.199
POS13	.858	.315
POS14	.771	.229

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Variabel Perceived Organizational Support Iterasi 5

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.838
Bartlett's Test of Sphericity	Approx. Chi-Square
	218.204
	df
	45
	Sig.
	.000

Anti-image Matrices

		POS1	POS2	POS6	POS7	POS8	POS9	POS11	POS12	POS13	POS14
Anti-image Covariance	POS1	.425	-.102	-.124	.137	.051	.024	.079	-.094	-.007	-.051
	POS2	-.102	.268	.070	-.093	-.114	-.122	-.083	.037	.003	-.008
	POS6	-.124	.070	.214	-.063	-.042	-.055	-.089	-.042	.003	.023
	POS7	.137	-.093	-.063	.309	-.022	-.020	.050	-.093	-.036	.034
	POS8	.051	-.114	-.042	-.022	.310	-.025	.038	-.089	.053	-.067
	POS9	.024	-.122	-.055	-.020	-.025	.429	-.002	.040	-.008	-.057
	POS11	.079	-.083	-.089	.050	.038	-.002	.202	-.045	-.094	.061
	POS12	-.094	.037	-.042	-.093	-.089	.040	-.045	.182	-.009	-.011
	POS13	-.007	.003	.003	-.036	.053	-.008	-.094	-.009	.157	-.138
	POS14	-.051	-.008	.023	.034	-.067	-.057	.061	-.011	-.138	.247
Anti-image Correlation	POS1	.768 ^a	-.302	-.410	.378	.140	.057	.270	-.339	-.028	-.157
	POS2	-.302	.826 ^a	.293	-.324	-.395	-.358	-.356	.169	.013	-.032
	POS6	-.410	.293	.857 ^a	-.244	-.164	-.181	-.430	-.213	.019	.100
	POS7	.378	-.324	-.244	.851 ^a	-.072	-.055	.199	-.394	-.163	.123
	POS8	.140	-.395	-.164	-.072	.861 ^a	-.070	.152	-.376	.240	-.244
	POS9	.057	-.358	-.181	-.055	-.070	.925 ^a	-.006	.144	-.030	-.174
	POS11	.270	-.356	-.430	.199	.152	-.006	.802 ^a	-.237	-.530	.275
	POS12	-.339	.169	-.213	-.394	-.376	.144	-.237	.877 ^a	-.053	-.053
	POS13	-.028	.013	.019	-.163	.240	-.030	-.530	-.053	.810 ^a	-.702
	POS14	-.157	-.032	.100	.123	-.244	-.174	.275	-.053	-.702	.808 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
POS1	.652
POS2	.819
POS6	.845
POS7	.786
POS8	.777
POS9	.746
POS11	.826
POS12	.882
POS13	.841
POS14	.768

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.921	.935	10

Variabel Turnover Intention

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.725
Bartlett's Test of Sphericity	Approx. Chi-Square
	35.623
	df
	3
	Sig.
	.000

Anti-image Matrices

		T11	T12	T13
Anti-image Covariance	T11	.429	-.208	-.212
	T12	-.208	.502	-.139
	T13	-.212	-.139	.495
Anti-image Correlation	T11	.690 ^a	-.448	-.460
	T12	-.448	.748 ^a	-.278
	T13	-.460	-.278	.743 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	
T11		.897
T12		.866
T13		.869

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.851	.851	3

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

**Variabel *Employee Engagement*
*Dimensi Vigor***

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.734
Bartlett's Test of Sphericity	Approx. Chi-Square
	df
	Sig.
	142.345
	15
	.000

Anti-image Matrices

		EE1	EE2	EE3	EE4	EE5	EE6
Anti-image Covariance	EE1	.882	-.140	.042	-.053	.024	-.030
	EE2	-.140	.867	-.043	.043	.100	-.080
	EE3	.042	-.043	.035	-.037	-.046	-.018
	EE4	-.053	.043	-.037	.049	.027	-.005
	EE5	.024	.100	-.046	.027	.239	-.042
	EE6	-.030	-.080	-.018	-.005	-.042	.368
Anti-image Correlation	EE1	.344 ^a	-.160	.237	-.254	.053	-.052
	EE2	-.160	.365 ^a	-.249	.209	.219	-.142
	EE3	.237	-.249	.657 ^a	-.908	-.504	-.162
	EE4	-.254	.209	-.908	.687 ^a	.251	-.037
	EE5	.053	.219	-.504	.251	.831 ^a	-.140
	EE6	-.052	-.142	-.162	-.037	-.140	.961 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
EE1	-.165	.756
EE2	.212	.734
EE3	.975	-.006
EE4	.950	.020
EE5	.900	-.144

EE6	.873	.099
-----	------	------

Extraction Method: Principal Component Analysis.
a. 2 components extracted.

Dimensi Vigor Iterasi 1

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.749
Bartlett's Test of Sphericity	Approx. Chi-Square
	140.836
	df
	10
	Sig.
	.000

Anti-image Matrices

		EE2	EE3	EE4	EE5	EE6
Anti-image Covariance	EE2	.890	-.040	.038	.107	-.087
	EE3	-.040	.037	-.040	-.050	-.018
	EE4	.038	-.040	.052	.031	-.007
	EE5	.107	-.050	.031	.239	-.041
	EE6	-.087	-.018	-.007	-.041	.369
Anti-image Correlation	EE2	.394 ^a	-.220	.176	.231	-.152
	EE3	-.220	.665 ^a	-.903	-.533	-.155
	EE4	.176	-.903	.703 ^a	.273	-.052
	EE5	.231	-.533	.273	.812 ^a	-.138
	EE6	-.152	-.155	-.052	-.138	.962 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrixa

	Component
	1
EE2	.222
EE3	.975
EE4	.953
EE5	.897
EE6	.876

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Dimensi Vigor Iterasi 2

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.773
Bartlett's Test of Sphericity	Approx. Chi-Square
	139.479
	df
	6
	Sig.
	.000

Anti-image Matrices

		EE3	EE4	EE5	EE6
Anti-image Covariance	EE3	.039	-.041	-.050	-.024
	EE4	-.041	.054	.028	-.004
	EE5	-.050	.028	.253	-.033
	EE6	-.024	-.004	-.033	.378
Anti-image Correlation	EE3	.674 ^a	-.900	-.508	-.195

EE4	- .900	.713 ^a	.243	-.026
EE5	-.508	.243	.850 ^a	-.107
EE6	-.195	-.026	-.107	.971 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	
EE3	.976	
EE4	.955	
EE5	.904	
EE6	.873	

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.946	.946	4

Extraction Method:
Principal Component
Analysis.

a. 1 components extracted.

Dimensi Dediction

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.760
Bartlett's Test of Sphericity	Approx. Chi-Square
	85.894
	df
	10
	Sig.
	.000

Anti-image Matrices

		EE7	EE8	EE9	EE10	EE11
Anti-image Covariance	EE7	.215	-.139	-.031	-.114	.055
	EE8	-.139	.280	.012	-.066	.015
	EE9	-.031	.012	.505	-.075	-.287
	EE10	-.114	-.066	-.075	.259	-.080
	EE11	.055	.015	-.287	-.080	.604
Anti-image Correlation	EE7	.732 ^a	-.567	-.095	-.482	.153
	EE8	-.567	.792 ^a	.031	-.243	.036
	EE9	-.095	.031	.758 ^a	-.207	-.520
	EE10	-.482	-.243	-.207	.818 ^a	-.201
	EE11	.153	.036	-.520	-.201	.632 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
EE7	.883	-.359
EE8	.849	-.392
EE9	.721	.517
EE10	.917	-.133
EE11	.520	.767

Extraction Method: Principal
Component Analysis.

a. 2 components extracted.

Dimensi Dediction Iterasi 1

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.729
Bartlett's Test of Sphericity	Approx. Chi-Square	68.646
	df	6
	Sig.	.000

Anti-image Matrices

		EE7	EE8	EE10	EE11
Anti-image Covariance	EE7	.217	-.140	-.125	.052
	EE8	-.140	.280	-.067	.030
	EE10	-.125	-.067	.271	-.175
	EE11	.052	.030	-.175	.828
Anti-image Correlation	EE7	.701 ^a	-.567	-.515	.123
	EE8	-.567	.774 ^a	-.242	.062
	EE10	-.515	-.242	.750 ^a	-.370
	EE11	.123	.062	-.370	.576 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
EE7	.931
EE8	.907
EE10	.930
EE11	.406

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.826	.842	5

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Dimensi Absorbtion

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.553
Bartlett's Test of Sphericity	Approx. Chi-Square	54.395
	df	15
	Sig.	.000

Anti-image Matrices

		EE12	EE13	EE14	EE15	EE16	EE17
Anti-image Covariance	EE12	.638	-.110	.172	-.258	-.018	-.191
	EE13	-.110	.516	-.145	.194	-.248	-.039
	EE14	.172	-.145	.433	-.243	.067	-.255
	EE15	-.258	.194	-.243	.534	-.207	.155
	EE16	-.018	-.248	.067	-.207	.545	-.098
	EE17	-.191	-.039	-.255	.155	-.098	.441
Anti-image Correlation	EE12	.535 ^a	-.192	.327	-.442	-.030	-.361
	EE13	-.192	.626 ^a	-.308	.370	-.468	-.082
	EE14	.327	-.308	.514 ^a	-.504	.138	-.583
	EE15	-.442	.370	-.504	.348 ^a	-.383	.319
	EE16	-.030	-.468	.138	-.383	.671 ^a	-.201
	EE17	-.361	-.082	-.583	.319	-.201	.614 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component	
	1	2
EE12	.595	.449
EE13	.716	-.454
EE14	.733	-.162
EE15	.485	.770
EE16	.755	.083
EE17	.781	-.331

Extraction Method: Principal Component Analysis.
a. 2 components extracted.

Dimensi Absorbtion Iterasi 1

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.739
Bartlett's Test of Sphericity	Approx. Chi-Square
	38.461
	df
	10
	Sig.
	.000

Anti-image Matrices

		EE12	EE13	EE14	EE16	EE17
Anti-image Covariance	EE12	.793	-.023	.091	-.171	-.161
	EE13	-.023	.598	-.089	-.235	-.123
	EE14	.091	-.089	.581	-.042	-.275
	EE16	-.171	-.235	-.042	.639	-.050
	EE17	-.161	-.123	-.275	-.050	.491
Anti-image Correlation	EE12	.726 ^a	-.033	.134	-.241	-.259
	EE13	-.033	.790 ^a	-.150	-.380	-.228
	EE14	.134	-.150	.700 ^a	-.069	-.515
	EE16	-.241	-.380	-.069	.773 ^a	-.090
	EE17	-.259	-.228	-.515	-.090	.712 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
EE12	.551
EE13	.780
EE14	.721
EE16	.739
EE17	.825

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.777	.774	5

Variabel Job Satisfaction

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.709
Bartlett's Test of Sphericity	Approx. Chi-Square
	68.281
	df
	3
	Sig.
	.000

Anti-image Matrices

		JS1	JS2	JS3
Anti-image Covariance	JS1	.447	-.043	-.085
	JS2	-.043	.177	-.136
	JS3	-.085	-.136	.163
Anti-image Correlation	JS1	.896 ^a	-.152	-.313
	JS2	-.152	.665 ^a	-.802
	JS3	-.313	-.802	.647 ^a

a. Measures of Sampling Adequacy(MSA)

Component Matrix^a

	Component
	1
JS1	.875
JS2	.945
JS3	.955

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.915	.916	3

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Lampiran 5
B. Output SEM Lisrel

L I S R E L 8.80
BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file C:\Users\ASUS\Documents\TESIS
MRM\SEM\SEMMRR.pr2:

RAW DATA FROM FILE SEMMRR.PSF
LATENT VARIABLE: JI POS TI EE JS
RELATIONSHIP
JI1 = JI
JI2 = JI
JI3 = JI
JI4 = JI
POS1 = POS
POS2 = POS
POS6 = POS
POS7 = POS
POS8 = POS
POS9 = POS
POS11 = POS
POS12 = POS
POS13 = POS
POS14 = POS
TI1 = TI
TI2 = TI
TI3 = TI
EED1 = EE
EED2 = EE
EED3 = EE
JS1 = JS
JS2 = JS
JS3 = JS
POS = JI
TI EE JS = POS
SET ERROR COVARIANCE OF POS14 AND POS13 FREE
SET ERROR COVARIANCE OF POS2 AND POS1 FREE
SET ERROR COVARIANCE OF POS7 AND POS6 FREE
SET ERROR COVARIANCE OF JS AND EE FREE
SET ERROR COVARIANCE OF JI2 AND EED3 FREE
SET ERROR COVARIANCE OF EED3 AND POS11 FREE

SET ERROR COVARIANCE OF POS13 AND POS12 FREE
 SET ERROR COVARIANCE OF EED3 AND POS12 FREE
 SET ERROR COVARIANCE OF EED1 AND POS11 FREE
 SET ERROR COVARIANCE OF POS11 AND POS9 FREE
 SET ERROR COVARIANCE OF JI2 AND POS12 FREE
 SET ERROR COVARIANCE OF JS1 AND EED3 FREE
 SET ERROR COVARIANCE OF JS3 AND POS9 FREE
 SET ERROR COVARIANCE OF JI4 AND JI2 FREE
 OPTIONS: SC EF
 PATH DIAGRAM
 END OF PROBLEMS
 Sample Size = 210

Covariance Matrix

	POS1	POS2	POS6	POS7	POS8	POS9
POS1	0.89					
POS2	0.63	0.71				
POS6	0.63	0.53	0.87			
POS7	0.60	0.54	0.71	0.89		
POS8	0.59	0.52	0.57	0.64	0.88	
POS9	0.57	0.50	0.54	0.62	0.64	0.93
POS11	0.22	0.21	0.20	0.29	0.30	0.44
POS12	0.61	0.50	0.57	0.58	0.63	0.59
POS13	0.40	0.33	0.43	0.39	0.45	0.42
POS14	0.56	0.46	0.53	0.47	0.50	0.48
TI1	0.11	0.11	0.10	0.06	0.13	0.01
TI2	0.15	0.12	0.12	0.08	0.14	0.08
TI3	0.20	0.13	0.15	0.08	0.18	0.10
EED1	0.21	0.18	0.21	0.31	0.25	0.28
EED2	0.24	0.17	0.28	0.29	0.25	0.26
EED3	0.21	0.21	0.24	0.33	0.28	0.28
JS1	0.38	0.35	0.40	0.47	0.44	0.40
JS2	0.34	0.30	0.36	0.41	0.34	0.41
JS3	0.34	0.30	0.32	0.42	0.36	0.44
JI1	0.26	0.17	0.21	0.22	0.32	0.24
JI2	0.17	0.04	0.13	0.12	0.21	0.13
JI3	0.26	0.15	0.22	0.22	0.28	0.27
JI4	0.28	0.20	0.25	0.29	0.31	0.25

Covariance Matrix

	POS11	POS12	POS13	POS14	TI1	TI2
POS11	1.67					
POS12	0.29	1.13				
POS13	0.13	0.70	1.68			
POS14	0.12	0.61	1.11	1.70		
TI1	0.09	0.18	0.12	-0.03	0.92	
TI2	0.12	0.11	0.06	0.01	0.65	1.01
TI3	0.12	0.20	0.30	0.25	0.64	0.71
EED1	0.39	0.29	0.05	0.05	-0.06	-0.08
EED2	0.14	0.29	-0.01	0.05	-0.03	-0.09
EED3	0.51	0.44	0.02	0.11	-0.03	-0.09

JS1	0.32	0.44	0.15	0.22	0.02	-0.05
JS2	0.26	0.39	0.13	0.17	-0.01	-0.04
JS3	0.29	0.36	0.17	0.23	-0.01	-0.05
J11	0.30	0.52	0.36	0.13	0.24	0.17
J12	0.20	0.10	0.11	0.01	0.04	-0.03
J13	0.23	0.47	0.36	0.21	0.08	0.05
J14	0.27	0.52	0.34	0.15	0.23	0.14

Covariance Matrix

	TI3	EED1	EED2	EED3	JS1	JS2
TI3	1.19					
EED1	-0.12	1.00				
EED2	-0.12	0.71	1.00			
EED3	-0.06	0.68	0.64	1.00		
JS1	-0.03	0.65	0.61	0.72	0.96	
JS2	-0.09	0.62	0.61	0.62	0.73	0.93
JS3	-0.01	0.58	0.56	0.60	0.67	0.71
J11	0.20	0.17	0.03	0.24	0.24	0.22
J12	-0.03	0.27	0.24	0.06	0.21	0.27
J13	0.12	0.20	0.12	0.16	0.27	0.21
J14	0.11	0.25	0.12	0.27	0.28	0.24

Covariance Matrix

	JS3	J11	J12	J13	J14
JS3	0.89				
J11	0.22	1.76			
J12	0.33	0.94	1.79		
J13	0.25	1.09	0.90	1.51	
J14	0.23	1.37	0.84	1.12	1.61

Number of Iterations = 16

LISREL Estimates (Maximum Likelihood)

Measurement Equations

- POS1 = 0.77*POS, Errorvar.= 0.30 , R² = 0.66
 (0.036)
 8.46
 POS2 = 0.66*POS, Errorvar.= 0.27 , R² = 0.62
 (0.040) (0.031)
 16.80 8.73
 POS6 = 0.75*POS, Errorvar.= 0.31 , R² = 0.64
 (0.057) (0.037)
 13.15 8.54
 POS7 = 0.79*POS, Errorvar.= 0.27 , R² = 0.70
 (0.056) (0.033)
 14.00 8.13
 POS8 = 0.80*POS, Errorvar.= 0.25 , R² = 0.72

(0.056) (0.031)
 14.31 8.04
 POS9 = 0.77*POS, Errorvar.= 0.34 , R² = 0.63
 (0.058) (0.039)
 13.19 8.78
 POS11 = 0.35*POS, Errorvar.= 1.56 , R² = 0.073
 (0.088) (0.15)
 3.96 10.34
 POS12 = 0.77*POS, Errorvar.= 0.51 , R² = 0.54
 (0.063) (0.055)
 12.09 9.36
 POS13 = 0.54*POS, Errorvar.= 1.35 , R² = 0.18
 (0.089) (0.13)
 6.09 10.35
 POS14 = 0.65*POS, Errorvar.= 1.27 , R² = 0.25
 (0.088) (0.13)
 7.40 9.94
 TI1 = 0.76*TI, Errorvar.= 0.34 , R² = 0.63
 (0.051)
 6.71
 TI2 = 0.84*TI, Errorvar.= 0.30 , R² = 0.71
 (0.075) (0.055)
 11.18 5.35
 TI3 = 0.84*TI, Errorvar.= 0.48 , R² = 0.59
 (0.078) (0.066)
 10.80 7.26
 EED1 = 0.83*EE, Errorvar.= 0.29 , R² = 0.71
 (0.039)
 7.32
 EED2 = 0.82*EE, Errorvar.= 0.32 , R² = 0.68
 (0.058) (0.040)
 14.08 8.08
 EED3 = 0.79*EE, Errorvar.= 0.34 , R² = 0.65
 (0.056) (0.041)
 14.14 8.25
 JS1 = 0.85*JS, Errorvar.= 0.23 , R² = 0.76
 (0.031)
 7.48
 JS2 = 0.85*JS, Errorvar.= 0.20 , R² = 0.79
 (0.049) (0.028)
 17.37 7.03
 JS3 = 0.80*JS, Errorvar.= 0.24 , R² = 0.73
 (0.049) (0.030)
 16.43 7.88
 JI1 = 1.15*JI, Errorvar.= 0.45 , R² = 0.75
 (0.076) (0.065)
 15.15 6.88
 JI2 = 0.92*JI, Errorvar.= 1.04 , R² = 0.45
 (0.087) (0.12)
 10.64 8.59
 JI3 = 0.96*JI, Errorvar.= 0.60 , R² = 0.61
 (0.073) (0.068)
 13.07 8.84

$JI4 = 1.19 * JI$, Errorvar.= 0.19 , $R^2 = 0.88$
 (0.070) (0.059)
 17.04 3.28
 Error Covariance for POS2 and POS1 = 0.12
 (0.026)
 4.39
 Error Covariance for POS7 and POS6 = 0.12
 (0.028)
 4.19
 Error Covariance for POS11 and POS9 = 0.15
 (0.050)
 3.00
 Error Covariance for POS13 and POS12 = 0.22
 (0.050)
 4.46
 Error Covariance for POS14 and POS13 = 0.72
 (0.10)
 7.07
 Error Covariance for EED1 and POS11 = 0.22
 (0.052)
 4.17
 Error Covariance for EED3 and POS11 = 0.32
 (0.052)
 6.08
 Error Covariance for EED3 and POS12 = 0.15
 (0.030)
 5.00
 Error Covariance for JS1 and EED3 = 0.071
 (0.023)
 3.07
 Error Covariance for JS3 and POS9 = 0.066
 (0.024)
 2.82
 Error Covariance for JI2 and POS12 = -0.20
 (0.055)
 -3.66
 Error Covariance for JI2 and EED3 = -0.20
 (0.046)
 -4.43
 Error Covariance for JI4 and JI2 = -0.18
 (0.057)
 -3.06

Structural Equations

$POS = 0.32 * JI$, Errorvar.= 0.90 , $R^2 = 0.100$
 (0.074) (0.13)
 4.28 6.94
 $TI = 0.18 * POS$, Errorvar.= 0.97 , $R^2 = 0.032$
 (0.078) (0.15)
 2.29 6.27
 $EE = 0.40 * POS$, Errorvar.= 0.84 , $R^2 = 0.16$
 (0.076) (0.12)

5.25 7.23
 JS = 0.59*POS, Errorvar.= 0.65 , R² = 0.35
 (0.073) (0.089)
 8.08 7.33
 Error Covariance for JS and EE = 0.65
 (0.083)
 7.79

Reduced Form Equations

POS = 0.32*JI, Errorvar.= 0.90, R² = 0.100
 (0.074)
 4.28
 TI = 0.057*JI, Errorvar.= 1.00, R² = 0.0032
 (0.028)
 2.04
 EE = 0.13*JI, Errorvar.= 0.98, R² = 0.016
 (0.037)
 3.43
 JS = 0.19*JI, Errorvar.= 0.97, R² = 0.035
 (0.047)
 3.93

Correlation Matrix of Independent Variables

JI

 1.00

Covariance Matrix of Latent Variables

	POS	TI	EE	JS	JI
POS	1.00				
TI	0.18	1.00			
EE	0.40	0.07	1.00		
JS	0.59	0.11	0.88	1.00	
JI	0.32	0.06	0.13	0.19	1.00

Goodness of Fit Statistics

Degrees of Freedom = 212
 Minimum Fit Function Chi-Square = 276.28 (P = 0.0020)
 Normal Theory Weighted Least Squares Chi-Square = 276.52 (P = 0.0019)
 Estimated Non-centrality Parameter (NCP) = 64.52
 90 Percent Confidence Interval for NCP = (25.58 ; 111.57)
 Minimum Fit Function Value = 1.32
 Population Discrepancy Function Value (F0) = 0.31
 90 Percent Confidence Interval for F0 = (0.12 ; 0.53)
 Root Mean Square Error of Approximation (RMSEA) = 0.038
 90 Percent Confidence Interval for RMSEA = (0.024 ; 0.050)
 P-Value for Test of Close Fit (RMSEA < 0.05) = 0.95
 Expected Cross-Validation Index (ECVI) = 1.94
 90 Percent Confidence Interval for ECVI = (1.75 ; 2.16)
 ECVI for Saturated Model = 2.64
 ECVI for Independence Model = 31.74

Chi-Square for Independence Model with 253 Degrees of Freedom = 6586.76

Independence AIC = 6632.76

Model AIC = 404.52

Saturated AIC = 552.00

Independence CAIC = 6732.74

Model CAIC = 682.73

Saturated CAIC = 1751.80

Normed Fit Index (NFI) = 0.96

Non-Normed Fit Index (NNFI) = 0.99

Parsimony Normed Fit Index (PNFI) = 0.80

Comparative Fit Index (CFI) = 0.99

Incremental Fit Index (IFI) = 0.99

Relative Fit Index (RFI) = 0.95

Critical N (CN) = 199.82

Root Mean Square Residual (RMR) = 0.078

Standardized RMR = 0.063

Goodness of Fit Index (GFI) = 0.90

Adjusted Goodness of Fit Index (AGFI) = 0.87

Parsimony Goodness of Fit Index (PGFI) = 0.69

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
TI	EE	8.8	-0.25

Standardized Solution

	LAMBDA-Y			
	POS	TI	EE	JS
POS1	0.77	--	--	--
POS2	0.66	--	--	--
POS6	0.75	--	--	--
POS7	0.79	--	--	--
POS8	0.80	--	--	--
POS9	0.77	--	--	--
POS11	0.35	--	--	--
POS12	0.77	--	--	--
POS13	0.54	--	--	--
POS14	0.65	--	--	--
TI1	--	0.76	--	--
TI2	--	0.84	--	--
TI3	--	0.84	--	--
EED1	--	--	0.83	--
EED2	--	--	0.82	--
EED3	--	--	0.79	--
JS1	--	--	--	0.85
JS2	--	--	--	0.85
JS3	--	--	--	0.80

LAMBDA-X	
JI	
J11	1.15

J12 0.92
 J13 0.96
 J14 1.19

BETA

	POS	TI	EE	JS
POS	--	--	--	--
TI	0.18	--	--	--
EE	0.40	--	--	--
JS	0.59	--	--	--

GAMMA
 JI

POS	0.32
TI	--
EE	--
JS	--

Correlation Matrix of ETA and KSI

	POS	TI	EE	JS	JI
POS	1.00				
TI	0.18	1.00			
EE	0.40	0.07	1.00		
JS	0.59	0.11	0.88	1.00	
JI	0.32	0.06	0.13	0.19	1.00

PSI

	POS	TI	EE	JS
POS	0.90			
TI	--	0.97		
EE	--	--	0.84	
JS	--	--	0.65	0.65

Regression Matrix ETA on KSI (Standardized)

JI

POS	0.32
TI	0.06
EE	0.13
JS	0.19

Completely Standardized Solution

LAMBDA-Y

	POS	TI	EE	JS

POS1	0.81	--	--	--
POS2	0.79	--	--	--
POS6	0.80	--	--	--
POS7	0.84	--	--	--
POS8	0.85	--	--	--
POS9	0.80	--	--	--
POS11	0.27	--	--	--
POS12	0.73	--	--	--
POS13	0.42	--	--	--
POS14	0.50	--	--	--
TI1	--	0.79	--	--
TI2	--	0.84	--	--
TI3	--	0.77	--	--
EED1	--	--	0.84	--
EED2	--	--	0.82	--
EED3	--	--	0.81	--
JS1	--	--	--	0.87
JS2	--	--	--	0.89
JS3	--	--	--	0.86

LAMBDA-X
JI

JI1	0.86
JI2	0.67
JI3	0.78
JI4	0.94

BETA

	POS	TI	EE	JS
POS	--	--	--	--
TI	0.18	--	--	--
EE	0.40	--	--	--
JS	0.59	--	--	--

GAMMA
JI

POS	0.32
TI	--
EE	--
JS	--

Correlation Matrix of ETA and KSI

	POS	TI	EE	JS	JI
POS	1.00				
TI	0.18	1.00			
EE	0.40	0.07	1.00		
JS	0.59	0.11	0.88	1.00	
JI	0.32	0.06	0.13	0.19	1.00

PSI	POS	TI	EE	JS
POS	0.90			
TI	--	0.97		
EE	--	--	0.84	
JS	--	--	0.65	0.65

THETA-EPS	POS1	POS2	POS6	POS7	POS8	POS9
POS1	0.34					
POS2	0.14	0.38				
POS6	--	--	0.36			
POS7	--	--	0.13	0.30		
POS8	--	--	--	--	0.28	
POS9	--	--	--	--	--	0.37
POS11	--	--	--	--	--	0.12
POS12	--	--	--	--	--	--
POS13	--	--	--	--	--	--
POS14	--	--	--	--	--	--
TI1	--	--	--	--	--	--
TI2	--	--	--	--	--	--
TI3	--	--	--	--	--	--
EED1	--	--	--	--	--	--
EED2	--	--	--	--	--	--
EED3	--	--	--	--	--	--
JS1	--	--	--	--	--	--
JS2	--	--	--	--	--	--
JS3	--	--	--	--	--	0.07

THETA-EPS	POS11	POS12	POS13	POS14	TI1	TI2
POS11	0.93					
POS12	--	0.46				
POS13	--	0.17	0.82			
POS14	--	--	0.43	0.75		
TI1	--	--	--	--	0.37	
TI2	--	--	--	--	--	0.29
TI3	--	--	--	--	--	--
EED1	0.17	--	--	--	--	--
EED2	--	--	--	--	--	--
EED3	0.25	0.15	--	--	--	--
JS1	--	--	--	--	--	--
JS2	--	--	--	--	--	--
JS3	--	--	--	--	--	--

THETA-EPS	TI3	EED1	EED2	EED3	JS1	JS2
TI3	0.41					
EED1	--	0.29				

EED2	--	--	0.32		
EED3	--	--	--	0.35	
JS1	--	--	--	0.07	0.24
JS2	--	--	--	--	0.21
JS3	--	--	--	--	--

THETA-EPS
JS3

JS3	0.27
-----	------

THETA-DELTA-EPS

	POS1	POS2	POS6	POS7	POS8	POS9
J11	--	--	--	--	--	--
J12	--	--	--	--	--	--
J13	--	--	--	--	--	--
J14	--	--	--	--	--	--

THETA-DELTA-EPS

	POS11	POS12	POS13	POS14	TI1	TI2
J11	--	--	--	--	--	--
J12	--	-0.14	--	--	--	--
J13	--	--	--	--	--	--
J14	--	--	--	--	--	--

THETA-DELTA-EPS

	TI3	EED1	EED2	EED3	JS1	JS2
J11	--	--	--	--	--	--
J12	--	--	--	-0.15	--	--
J13	--	--	--	--	--	--
J14	--	--	--	--	--	--

THETA-DELTA-EPS

	JS3
J11	--
J12	--
J13	--
J14	--

THETA-DELTA

	J11	J12	J13	J14
J11	0.25			
J12	--	0.55		
J13	--	--	0.39	
J14	--	-0.10	--	0.12

Regression Matrix ETA on KSI (Standardized)

J1

POS	0.32
TI	0.06
EE	0.13
JS	0.19

Total and Indirect Effects

Total Effects of KSI on ETA

JI	

POS	0.32
	(0.07)
	4.28
TI	0.06
	(0.03)
	2.04
EE	0.13
	(0.04)
	3.43
JS	0.19
	(0.05)
	3.93

Indirect Effects of KSI on ETA

JI	

POS	--
TI	0.06
	(0.03)
	2.04
EE	0.13
	(0.04)
	3.43
JS	0.19
	(0.05)
	3.93

Total Effects of ETA on ETA

	POS	TI	EE	JS
	-----	-----	-----	-----
POS	--	--	--	--
TI	0.18	--	--	--
	(0.08)			
	2.29			
EE	0.40	--	--	--
	(0.08)			
	5.25			
JS	0.59	--	--	--
	(0.07)			
	8.08			

Largest Eigenvalue of B*B' (Stability Index) is 0.538

Total Effects of ETA on Y				
	POS	TI	EE	JS
POS1	0.77	--	--	--
POS2	0.66	--	--	--
	(0.04)			
	16.80			
POS6	0.75	--	--	--
	(0.06)			
	13.15			
POS7	0.79	--	--	--
	(0.06)			
	14.00			
POS8	0.80	--	--	--
	(0.06)			
	14.31			
POS9	0.77	--	--	--
	(0.06)			
	13.19			
POS11	0.35	--	--	--
	(0.09)			
	3.96			
POS12	0.77	--	--	--
	(0.06)			
	12.09			
POS13	0.54	--	--	--
	(0.09)			
	6.09			
POS14	0.65	--	--	--
	(0.09)			
	7.40			
TI1	0.14	0.76	--	--
	(0.06)			
	2.29			
TI2	0.15	0.84	--	--
	(0.07)	(0.08)		
	2.29	11.18		
TI3	0.15	0.84	--	--
	(0.07)	(0.08)		
	2.28	10.80		
EED1	0.33	--	0.83	--
	(0.06)			
	5.25			
EED2	0.33	--	0.82	--
	(0.06)	(0.06)		
	5.24	14.08		
EED3	0.32	--	0.79	--
	(0.06)	(0.06)		
	5.19	14.14		
JS1	0.50	--	--	0.85

	(0.06)			
	8.08			
JS2	0.50	--	--	0.85
	(0.06)			(0.05)
	8.14			17.37
JS3	0.47	--	--	0.80
	(0.06)			(0.05)
	7.96			16.43

Indirect Effects of ETA on Y

	POS	TI	EE	JS
	-----	-----	-----	-----
POS1	--	--	--	--
POS2	--	--	--	--
POS6	--	--	--	--
POS7	--	--	--	--
POS8	--	--	--	--
POS9	--	--	--	--
POS11	--	--	--	--
POS12	--	--	--	--
POS13	--	--	--	--
POS14	--	--	--	--
TI1	0.14	--	--	--
	(0.06)			
	2.29			
TI2	0.15	--	--	--
	(0.07)			
	2.29			
TI3	0.15	--	--	--
	(0.07)			
	2.28			
EED1	0.33	--	--	--
	(0.06)			
	5.25			
EED2	0.33	--	--	--
	(0.06)			
	5.24			
EED3	0.32	--	--	--
	(0.06)			
	5.19			
JS1	0.50	--	--	--
	(0.06)			
	8.08			
JS2	0.50	--	--	--
	(0.06)			
	8.14			
JS3	0.47	--	--	--
	(0.06)			
	7.96			

Total Effects of KSI on Y

JI

POS1 0.24
(0.06)
4.28

POS2 0.21
(0.05)
4.25

POS6 0.24
(0.06)
4.26

POS7 0.25
(0.06)
4.29

POS8 0.25
(0.06)
4.30

POS9 0.24
(0.06)
4.26

POS11 0.11
(0.04)
2.96

POS12 0.24
(0.06)
4.25

POS13 0.17
(0.05)
3.62

POS14 0.21
(0.05)
3.85

TI1 0.04
(0.02)
2.04

TI2 0.05
(0.02)
2.04

TI3 0.05
(0.02)
2.04

EED1 0.11
(0.03)
3.43

EED2 0.10
(0.03)
3.43

EED3 0.10
(0.03)
3.43

JS1 0.16
(0.04)
3.93

JS2 0.16
(0.04)

3.94
 JS3 0.15
 (0.04)
 3.92

Standardized Total and Indirect Effects

Standardized Total Effects of KSI on ETA

JI

 POS 0.32
 TI 0.06
 EE 0.13
 JS 0.19

Standardized Indirect Effects of KSI on ETA

JI

 POS --
 TI 0.06
 EE 0.13
 JS 0.19

Standardized Total Effects of ETA on ETA

	POS	TI	EE	JS
POS	--	--	--	--
TI	0.18	--	--	--
EE	0.40	--	--	--
JS	0.59	--	--	--

Standardized Total Effects of ETA on Y

	POS	TI	EE	JS
POS1	0.77	--	--	--
POS2	0.66	--	--	--
POS6	0.75	--	--	--
POS7	0.79	--	--	--
POS8	0.80	--	--	--
POS9	0.77	--	--	--
POS11	0.35	--	--	--
POS12	0.77	--	--	--
POS13	0.54	--	--	--
POS14	0.65	--	--	--
TI1	0.14	0.76	--	--
TI2	0.15	0.84	--	--
TI3	0.15	0.84	--	--
EED1	0.33	--	0.83	--
EED2	0.33	--	0.82	--
EED3	0.32	--	0.79	--
JS1	0.50	--	--	0.85
JS2	0.50	--	--	0.85
JS3	0.47	--	--	0.80

Completely Standardized Total Effects of ETA on Y

	POS	TI	EE	JS
POS1	0.81	--	--	--
POS2	0.79	--	--	--
POS6	0.80	--	--	--
POS7	0.84	--	--	--
POS8	0.85	--	--	--
POS9	0.80	--	--	--
POS11	0.27	--	--	--
POS12	0.73	--	--	--
POS13	0.42	--	--	--
POS14	0.50	--	--	--
TI1	0.14	0.79	--	--
TI2	0.15	0.84	--	--
TI3	0.14	0.77	--	--
EED1	0.34	--	0.84	--
EED2	0.33	--	0.82	--
EED3	0.32	--	0.81	--
JS1	0.51	--	--	0.87
JS2	0.52	--	--	0.89
JS3	0.50	--	--	0.86

Standardized Indirect Effects of ETA on Y

	POS	TI	EE	JS
POS1	--	--	--	--
POS2	--	--	--	--
POS6	--	--	--	--
POS7	--	--	--	--
POS8	--	--	--	--
POS9	--	--	--	--
POS11	--	--	--	--
POS12	--	--	--	--
POS13	--	--	--	--
POS14	--	--	--	--
TI1	0.14	--	--	--
TI2	0.15	--	--	--
TI3	0.15	--	--	--
EED1	0.33	--	--	--
EED2	0.33	--	--	--
EED3	0.32	--	--	--
JS1	0.50	--	--	--
JS2	0.50	--	--	--
JS3	0.47	--	--	--

Completely Standardized Indirect Effects of ETA on Y

	POS	TI	EE	JS
POS1	--	--	--	--
POS2	--	--	--	--
POS6	--	--	--	--

POS7	--	--	--	--
POS8	--	--	--	--
POS9	--	--	--	--
POS11	--	--	--	--
POS12	--	--	--	--
POS13	--	--	--	--
POS14	--	--	--	--
TI1	0.14	--	--	--
TI2	0.15	--	--	--
TI3	0.14	--	--	--
EED1	0.34	--	--	--
EED2	0.33	--	--	--
EED3	0.32	--	--	--
JS1	0.51	--	--	--
JS2	0.52	--	--	--
JS3	0.50	--	--	--

Standardized Total Effects of KSI on Y

Jl

POS1	0.24
POS2	0.21
POS6	0.24
POS7	0.25
POS8	0.25
POS9	0.24
POS11	0.11
POS12	0.24
POS13	0.17
POS14	0.21
TI1	0.04
TI2	0.05
TI3	0.05
EED1	0.11
EED2	0.10
EED3	0.10
JS1	0.16
JS2	0.16
JS3	0.15

Completely Standardized Total Effects of KSI on Y

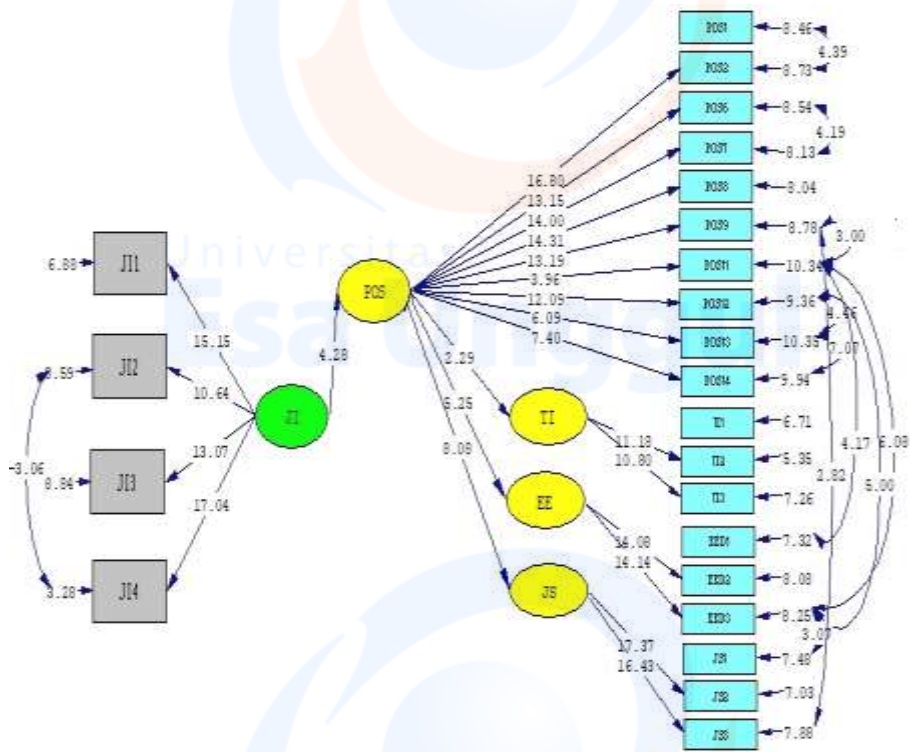
Jl

POS1	0.26
POS2	0.25
POS6	0.25
POS7	0.26
POS8	0.27
POS9	0.25
POS11	0.09
POS12	0.23
POS13	0.13
POS14	0.16

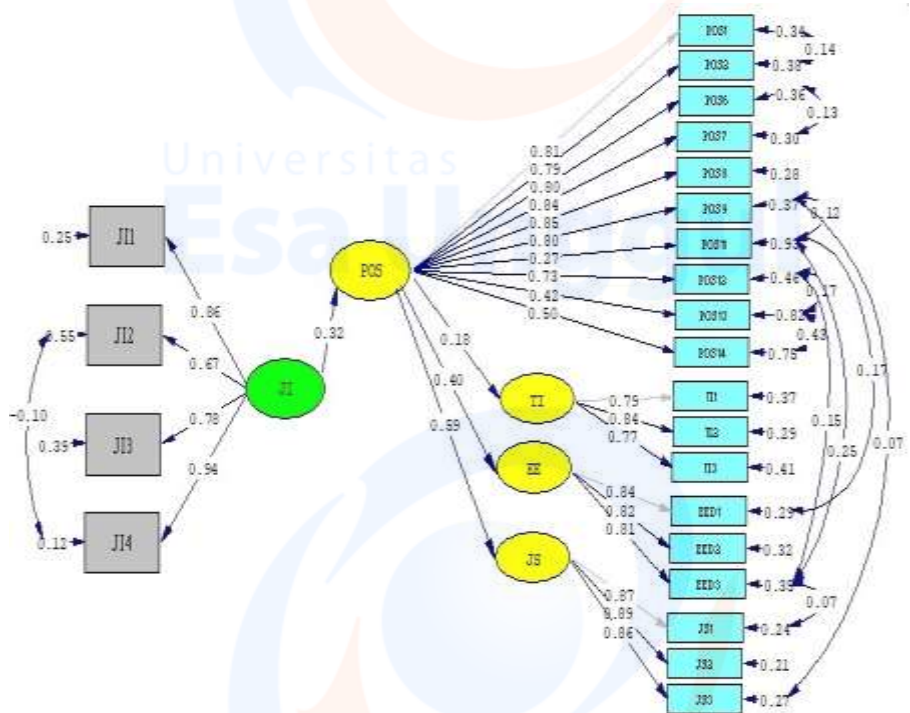
TI1	0.04
TI2	0.05
TI3	0.04
EED1	0.11
EED2	0.10
EED3	0.10
JS1	0.16
JS2	0.16
JS3	0.16

Time used: 0.062 Seconds

Path Diagram T-Value



Path Diagram Standard Solution



Chi-Square=276.52, df=212, P-value=0.00190, RMSEA=0.038

Lampiran 5

C. Data Perhitungan Output SEM

1. Analisis Model Pengukuran

Tabel Hasil Pengukuran Validitas Konstruk

Dimensi	Variabel	Loading Factor	Nilai T	Keterangan
JI1	<i>Job Insecurity</i>	0,86	11,15	Diterima
JI2		0,67	10,64	Diterima
JI3		0,78	13,07	Diterima
JI4		0,94	17,04	Diterima
POS1	<i>Perceived organizational support</i>	0,81		Diterima
POS3		0,79	16,80	Diterima
POS6		0,80	13,15	Diterima
POS7		0,84	14,00	Diterima
POS8		0,85	14,31	Diterima
POS9		0,80	13,19	Diterima
POS11		0,27	3,96	Tidak diterima
POS12		0,73	12,09	Diterima
POS13		0,42	6,09	Tidak diterima
POS14		0,50	7,40	Diterima
TI1	<i>Turnover Intention</i>	0,79		Diterima
TI2		0,84	11,18	Diterima
TI3		0,77	10,80	Diterima
EED1	<i>Employee Engagement</i>	0,84		Diterima
EED2		0,82	14,08	Diterima
EED3		0,81	14,44	Diterima
JS1	<i>Job Satisfaction</i>	0,87		Diterima
JS2		0,89	17,37	Diterima
JS3		0,86	16,43	Diterima

Sumber: hasil uji SEM Lisrel

b. Hasil Pengujian Reliabilitas Konstruk

Tabel Hasil Perhitungan Construct Reliability dan Variance Extracted

Variabel	Standard Loading	Error	Construct Reliability				Variance Extracted								
			Σ Std. Loading	$(\Sigma$ Std. Loading) ²	Σ Error	Nilai CR	Standard Loading ²	Σ (Std. Loading) ²	Nilai VE						
Job Insecurity															
J11	0,86	0,25	3,25	10,56	1,31	0,89	0,74	2,68	0,67						
J12	0,67	0,55					0,45								
J13	0,78	0,39					0,61								
J14	0,94	0,12					0,88								
Perceived Organizational Support															
POS1	0,81	0,34	6,81	46,38	4,99	0,90	0,66	5,02	0,50						
POS3	0,79	0,38					0,62								
POS6	0,80	0,36					0,64								
POS7	0,84	0,30					0,71								
POS8	0,85	0,28					0,72								
POS9	0,80	0,37					0,64								
POS11	0,27	0,93					0,07								
POS12	0,73	0,46					0,53								
POS13	0,42	0,82					0,18								
POS14	0,50	0,75					0,25								
Turnover Intention															
TI1	0,79	0,37					2,4			5,76	1,07	0,84	0,62	1,92	0,64
TI2	0,84	0,29											0,71		
TI3	0,77	0,41											0,59		
Employee Engagement															
EED1	0,84	0,29	2,47	6,10	0,96	0,86	0,71	2,03	0,68						
EED2	0,82	0,32					0,67								
EED3	0,81	0,35					0,66								
Job Satisfaction															
JS1	0,87	0,24	2,62	6,86	0,72	0,91	0,76	2,29	0,76						
JS2	0,89	0,21					0,79								
JS3	0,86	0,27					0,74								

Sumber: hasil uji SEM Lisrel

2. Analisis Uji Struktural

Tabel Persamaan Model Struktural

No	Persamaan Model Struktural
1	$POS = 0.32 * JI$, Errorvar.= 0.90 , $R^2 = 0.100$ (0.074) (0.13) 4.28 6.94
2	$TI = 0.18 * POS$, Errorvar.= 0.97 , $R^2 = 0.032$ (0.078) (0.15) 2.29 6.27
3	$EE = 0.40 * POS$, Errorvar.= 0.84 , $R^2 = 0.16$ (0.076) (0.12) 5.25 7.23
4	$JS = 0.59 * POS$, Errorvar.= 0.65 , $R^2 = 0.35$ (0.073) (0.089) 8.08 7.33

Sumber: hasil uji SEM Lisrel

3. Analisis Kesesuaian Model

Tabel Hasil Analisis Goodness of Fit

Group	Indicator	Value	Keterangan
1	<i>Degree of Freedom</i>	212	<i>Good fit</i>
	<i>Chi Square</i>	276,28	
	<i>NCP</i>	64,52	
	<i>Confidence Interval</i>	25,58 : 111,57	
2	<i>RMSEA</i>	0,038	<i>Good fit</i>
	<i>Confidence Interval</i>	0,024 : 0,050	
	<i>P Value</i>	0,95	
3	<i>ECVI Model</i>	1,94	<i>Good fit</i>
	<i>ECVI Saturated</i>	2,64	
	<i>ECVI Independence</i>	31,74	
	<i>Confidence Interval</i>	1,75 : 2,16	
4	<i>AIC Model</i>	404,52	<i>Good fit</i>
	<i>AIC Saturated</i>	552,00	
	<i>AIC Independence</i>	6632,76	
	<i>CAIC Model</i>	682,73	
	<i>CAIC Saturated</i>	1751,80	
	<i>CAIC Independence</i>	6732,74	
5	<i>NFI</i>	0,96	<i>Good fit</i>
	<i>CFI</i>	0,99	
	<i>NNFI</i>	0,99	
	<i>IFI</i>	0,99	
	<i>RFI</i>	0,95	
	<i>PNFI</i>	0,80	
6	<i>Critical N</i>	199,82	<i>Marginal fit</i>
7	<i>GFI</i>	0,90	<i>Marginal fit</i>
	<i>Standardized RMR</i>	0,063	

Group	Indicator	Value	Keterangan
	AGFI	0,87	
	PGFI	0,69	

Sumber: hasil uji SEM Lisrel

Pengujian 1: *Chi Square*

- Chi Square*. Nilai *Chi Square*: 276,28. Semakin kecil maka model semakin sesuai antara model teori dan data sampel (Nilai *Chi Square* dibagi Nilai *Degree of Freedom*). Nilai idealnya sebesar < 3 adalah *good fit*. Dari hasil pembagi diperoleh nilai 1,30. Hal ini menunjukkan kecocokan yang baik, karena nilai lebih kecil < 3 maka hasil menunjukkan *good fit*.

Pengujian 2: *Root Mean Square Error of Approximation (RMSEA)*

- RMSEA = 0,038, maka kecocokannya adalah mencukupi *good fit*. (Dimana RMSEA $< 0,05$ adalah *close fit*, RMSEA $< 0,08$ adalah *good fit*, RMSEA $< 0,10$ *marginal fit*, dan RMSEA $> 0,10$ *poor-fit*).
- Confidence intervals* digunakan untuk menilai prestasi dari RMSEA *estimates*. Pada output terlihat 90 % *confidence interval* (0,024 : 0,050) berada di sekitar RMSEA.
- P-value for test of good fit* (RMSEA $> 0,05$) = 0,95, untuk penelitian ini nilai dari *p-value* $> 0,05$.

Pengujian 3: *Expected Cross Validation Index (ECVI)*

- ECVI *model* (1,94) dibandingkan dengan ECVI *saturated model* (2,64) dan ECVI *independence model* (31,74).
- ECVI *model* sedikit lebih kecil dari ECVI *saturated model* dan selisihnya jauh lebih besar lagi dari ECVI *independence model*, atau dengan kata lain ECVI *saturated* mendekati ECVI *model* dari pada ECVI *independence model*, serta 90 % *confidence interval* adalah 1,75 : 2,16 maka diperoleh kecocokan yang baik (berada di sekitar ECVI *model*).

Pengujian 4: *Akaike Information Criterion (AIC) dan Consistent Akaike Information Creterion (CAIC)*

- AIC *model* (404,52) dibandingkan dengan AIC *saturated model* (552,00) dan AIC *independence model* (6632,76). AIC *model* sedikit lebih kecil dari AIC *saturated model* dan selisih jauh lebih besar dari AIC *independence model*, maka nilai yang lebih kecil menunjukkan kecocokan yang baik.
- CAIC *model* (628,73) jauh dari CAIC *saturated model* (1751,80) dan lebih jauh lagi dari CAIC *independence* (6732,74) maka nilai yang lebih kecil menunjukkan kecocokan yang baik.

Pengujian 5: *Fit Index*

- Normed Fit Index* (NFI) = 0,96 (diatas 0,90) menunjukkan *good fit*.
- CFI = 0,99 (diatas 0,90) menunjukkan *good fit*.
- Tucker-Lewis Index* atau *Non Normed Fit Index* (NNFI) = 0,99 (diatas 0,90) menunjukkan *good fit*.
- Incremental Fit Index* (IFI) = 0,99 (diatas 0,90) menunjukkan *good fit*.
- Relative Fit Index* (RFI) = 0,95 (diatas 0,90) menunjukkan *good fit*.
- Parsimonius Normed Fit Index* (PNFI) = 0,80 (diatas 0,6) maka dapat digunakan untuk perbandingan model, menunjukkan kecocokan yang baik.

Pengujian 6: Critical N

- a. *Critical N* (CN) = 199,82 < 200, model belum mewakili ukuran sampel data atau *marginal fit* (> 200 maka model sudah mewakili ukuran data atau *good fit*).

Pengujian 7: Goodness of Fit

- a. *Root Mean Square Residual* (RMR) merupakan nilai rata-rata residual yg dihasilkan dari *fitting* antara *variance-covariance matrix* dari model dengan *variance-covariance matrix* dari sampel data.
- b. *Standardized RMR* = 0,063 menunjukkan *marginal fit* (dibawah 0,05 menunjukkan *good fit*).
- c. *Goodness of Fit Index* (GFI) = 0,90 menunjukkan *marginal fit*, diatas 0,90 menunjukkan *good fit* dan *Adjusted Goodness of Fit Index* (AGFI) = 0,87 menunjukkan *marginal fit*, diatas 0,90 menunjukkan *good fit*.
- d. *Parsimony Goodness of Fit Index* (PGFI) = 0,69 mengartikan *good fit* (diatas 0,6 digunakan untuk perbandingan model, menunjukkan *good fit*).

Dari analisis kelompok 1 sampai kelompok 7, hampir semua hasil pengujian memiliki kecocokan yang baik diantaranya yaitu *Chi Square*, *ECVI*, *AIC* dan *CAIC*, dan *Fit Index*. Terdapat hasil berupa *Marginal fit* pada *Critical N* dan *Goodness of Fit*. Serta hasil berupa *Close fit* pada *RMSEA*. Dari hasil analisis di atas, disimpulkan bahwa kecocokan keseluruhan model telah memenuhi syarat atau *good fit*.

Lampiran 6
Hasil Laporan Pengecekan Plagiat

HUBUNGAN JOB INSECURITY TERHADAP PERCIEVED ORGANIZATIONAL SUPPORT DAN TURNOVER INTENTION, EMPLOYEE ENGAGEMENT, JOB SATISFACTION

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JOB INSECURITY RELATIONSHIP TO PERCEIVED ORGANIZATIONAL SUPPORT AND ITS RELATIONSHIPS TO TURNOVER INTENTION, EMPLOYEE ENGAGEMENT, AND JOB SATISFACTION

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Abstract

The nursing profession plays an important role in the progress of the hospital organization. In addition to the high risk of exposure to Covid-19 infection, the uncertainty of threats related to work aspects affects the welfare of nurses which creates job insecurity. This uncertainty triggers turnover intention, low job satisfaction, and employee engagement. The big challenge for organizations is to improve the welfare of nurses to behave and behave positively on the job from perceived job insecurity through perceived organizational support. Therefore, the purpose of this study is to find out how the relationship between job insecurity and perceived organizational support is and how perceived organizational support is on turnover intention, employee engagement, and job satisfaction of nurses during the COVID-19 pandemic. This type of research is deductive with a sample of 210 nurses at hospitals in the region, DKI Jakarta. Collecting data by distributing questionnaires and Structural Equation Model (SEM) as a method of analysis. The results of the study concluded that there was an effect of job insecurity on perceived organizational support and perceived organizational support partially direct effect on turnover intention, employee engagement, and job satisfaction. This research implies that hospital leaders need to pay attention to the welfare of nurses through organizational support such as fairness in the policy system from the distribution of workloads, salaries, rewards, operational hours, and improving work facilities. The presence of support is expected to form a good assessment of nurses to minimize job insecurity so that they are more engaged, satisfied and decrease turnover intention.

HUBUNGAN JOB INSECURITY TERHADAP PERCEIVED ORGANIZATIONAL SUPPORT DAN TURNOVER INTENTION, EMPLOYEE ENGAGEMENT, JOB SATISFACTION

Abstrak

Profesi perawat berperan penting bagi kemajuan organisasi rumah sakit. Selain tingginya risiko keterpaparan infeksi Covid-19, ketidakpastian dari ancaman terkait aspek pekerjaan memengaruhi kesejahteraan perawat yang menimbulkan job insecurity. Ketidakpastian ini memicu *turnover intention*, masalahnya *job satisfaction* dan *employee engagement*. Tantangan

besar bagi organisasi meningkatkan kesejahteraan perawat untuk bersedia dan berperilaku positif pada pekerjaan dari *job insecurity* yang dirasakan melalui *perceived organizational support*. Untuk itu, tujuan penelitian ini adalah mengetahui bagaimana hubungan *job insecurity* terhadap *perceived organizational support* dan bagaimana *perceived organizational support* terhadap *turnover intention*, *employee engagement* serta *job satisfaction* perawat dimasa pandemi *covid 19*. Jenis penelitian ini deduktif dengan jumlah sampel 210 perawat pada Rumah Sakit di wilayah DKI Jakarta. Pengambilan data dengan menyebar kuisioner dan *Structural Equation Model* (SEM) sebagai metode analisis. Hasil penelitian menyimpulkan terdapat pengaruh *job insecurity* terhadap *perceived organizational support* dan *perceived organizational support* berpengaruh langsung secara parsial terhadap *turnover intention*, *employee engagement* serta *job satisfaction*. Implikasi penelitian ini, pimpinan rumah sakit perlu memperbaiki kesejahteraan perawat melalui dukungan organisasional seperti keahlian sistem kebijakan dari pembagian beban kerja, gaji, *reward*, jam operasional, serta meningkatkan fasilitas pekerjaan. Hasilnya dukungan diharapkan membentuk penilaian baik perawat untuk meminimalisir *job insecurity* sehingga mereka lebih *engage*, puas dan menurunkan *turnover intention*.

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INTRODUCTION

The presence of covid-19 causes an authentic crisis for all business industries around the world (Santos & Labragu, 2021). Uncertainty and insecurity in the new normal, pose a further threat to the work of health care professionals and their psychological well-being (Santos & Labragu, 2021). Not only employees, organizations also suffer from various types of problems that arise from employee uncertainty and job insecurity (Khan & Gufran, 2018). During the COVID-19 pandemic, the level of employee turnover intention and engagement is related to their insecurity towards work, for that creating a stable organizational support climate is needed with the hope that the low perception of job insecurity increases engagement and prevents the loss of superior employees (Jung, Jung & Yoon, 2021). To achieve a competitive advantage, employees are an important resource in this regard

(Bowen & Ford, 2002). Strong organizational support can improve employee welfare and positive behavior towards work (Labrague, Petite, Leocadio, Bogaert & Tsaras, 2018). Employees must feel safe first to work effectively, increasing OCB and their performance because of the low perceived job insecurity depending on the presence of perceived organizational support (Khan & Gufran, 2018).

Research on one company in New Zealand, the findings concluded that even though employees are afraid of perceived job insecurity, the presence of work teams and organizations that do various ways to reduce this effect is an organizational support role that contributes greatly to overcoming it (Haar & Brougham, 2020). Furthermore, his research confirmed that there was a significant negative relationship between job insecurity and perceived organizational support (Imhof &

Andresen, 2017; Khan & Gufran, 2018). On the other hand, Gunalan & Ceylan (2015) showed that job insecurity had no significant effect on perceived organizational support and explained that if health workers in Turkey already feel insecure, they no longer care about the support of the organizations they work for. However, one of the results of his research found that perceived organizational support had a significant negative effect on turnover intention (Gunanan & Ceylan, 2015; Liu, Zhao, Shi, et al., 2018; Ghosh, Goel, Dutta & Singh, 2019).

When employees think that the organization pays attention to their contributions, is concerned about their interests and job development, this will reduce turnover intention which leads to high organizational commitment and workability (Liu et al., 2018). Rubel et al. (2020) argue that fostering the enthusiasm of employees to work more engaged and make them continue to work in the organization, this is because the presence of perceived organizational support has been the reason they persist. Several other studies have stated that there is a positive relationship between perceived organizational support and employee engagement (Omara et al. 2019; Nazir & Islam, 2017; Sihag, 2020). The conclusion of other previous research results stated that perceived organizational support significantly affects employee engagement, when employees feel organizational support, employees have strong ties to the organization for that they work harder to achieve organizational goals which shows a higher level of employee involvement (Dai & Qin, 2016).

Employees tend to be more loyal and committed and have greater job satisfaction when they feel secure with the full support of the organization

(Rhoades & Eisenberger, 2002). According to Khan & Gufran (2018) every time employees receive strong support, their socio-emotional needs are met, resulting in job satisfaction and positive work attitudes. The results of previous studies found that high perceived organizational support indicates a high level of employee job satisfaction (Thevanes & Saranraj, 2018; Islam & Ahmed, 2018; Taylor, Schminke, Soenen & Ambrose (2019). In contrast to other empirical evidence found, perceived organizational support does not have a significant relationship with job satisfaction (Labrague et al., 2018). Research reveals whether or not organizational support does not affect the job satisfaction of nurses in the Philippines, they remain satisfied, committed, able to achieve because of their pleasure and love for their work profession. and this contributes to high job satisfaction and intention to continue their current job (Labrague et al., 2018). However, different from previous studies, it is found that there are still rare studies that see how the relationship between job insecurity, perceived organizational support, turnover intention, employee engagement, and job satisfaction is in a research model specifically targeted at nurses during the COVID-19 pandemic. In addition, an exploration of the results of previous research found that there was no consistency. For this reason, this study aims to find out how the relationship between job insecurity and perceived organizational support is, and how it impacts turnover intention, employee engagement, and job satisfaction of nurses during the COVID-19 pandemic.

LITERATURE REVIEW

Job Insecurity

Greenhalgh & Rosenblatt (2010) define job insecurity as an individual

assessment of impotence in maintaining job threats. Job insecurity is a feeling of job insecurity about losing the job itself as quantitative job insecurity while qualitative job insecurity is concern about job features such as deteriorating working conditions, lack of career opportunities, declining salaries and rankings (Hellgren, Sverke & Isaksson, 1999; Swerke & Hellgren, 1999). 2002). Huang, Lee, Ashford, Chen & Ren (2010) define job insecurity as an individual's perception of the extent to which the threat of an important feature of a job makes them insecure and powerless to do something about it. Several aspects of work threats include the possibility that individuals will not get promoted and cannot maintain the wage level which results in anxiety and helplessness (Ashford, Lee & Bobko, 1989).

Perceived Organizational Support

Perceived organizational support is the extent to which individuals believe that organizations value their contribution and care about their welfare (Allen, Armstrong, Reid & Riemenschneider, 2008; Robbins & Judge, 2008), which ultimately results in perceived organizational support creating an obligation between employers and employees to generate profits. both parties (Rhoades & Eisenberger (2002). According to Shore, Shapiro & Tetrick (2012) perceived organizational support is a construction that explains how employees perceive their relationship to the organization.

Turnover Intentions

According to Mathis & Jackson (2010), the turnover intention is the process of an individual who will leave a job position or organization and the position must be replaced. Turnover intention means that within a certain period the employee is likely to leave his job (Liu et al. 2018).

Employee turnover intention harms the organization, especially if it leads to his decision to leave the organization (Manurung & Ratnawati, 2012). Later, Mobley, Horner & Hollingsworth (1978); Tett & Meyer (1993) stated that the turnover intention of an individual's behavior from the intention to voluntarily leave the profession or organization. Mobley et al. (1978) revealed three dimensions of turnover intentions, namely thinking of quitting, intention to search for alternatives and intention to quit.

Employee Engagement

Employee engagement is an individual's positive thinking that has satisfaction, their attitude towards work (Schaufeli & Bakker, 2004). Employee engagement is an employee-organization relationship where employees are fully absorbed and enthusiastic about taking positive actions to advance the interests of the organization's reputation (Dai & Qin, 2016). Another definition adds employee engagement as an individual's involvement both cognitively, physically and even emotionally from his performance for the organization (Saks, 2006). Employee engagement is a feeling of empowerment, enthusiasm, involvement, the commitment that is manifested when individuals work (Mone & London, 2010). Schaufeli & Bakker (2004) have the Utrecht Work Engagement Scale (UWES) to explain the dimensions of employee engagement, namely vigor, dedication and absorption).

Job Satisfaction

Spector (1997) defines job satisfaction as feelings about their work. According to Mathis & Jackson (2010) job satisfaction is a positive emotional state from an individual's evaluation of work experience, but job dissatisfaction arises if their expectations for job aspects are not met. Meanwhile, Robbins, Judge &

Hasham (2012) define job satisfaction as a general attitude of individuals assessing aspects of their work from the demands of individuals interacting with superiors and coworkers, following organizational rules and policies and meeting productivity standards. Luthan (2011) explains that job satisfaction is a positive emotional expression or pleasant thing as a result of an individual's assessment of work or experience

RELATIONSHIP BETWEEN VARIABLES

Job Insecurity Relationship and Perceived Organizational Support

Imhof & Andresen (2017) explain that employees tend to see job insecurity beyond their control and this right has become the responsibility of the organization that employs them. Haar & Brougham (2020) argue that in reducing the detriment of job insecurity felt by employees, it is important for them to highlight the presence of various levels of support received because this forms positive perceptions of employees among colleagues through social information processing which ultimately forms a high perceived organizational support. . In the end, the presence of job insecurity and to create positive subjective perceptions of employees in the organization depends on how the organization's support overcomes these working conditions (Imhof & Andresen, 2017). Several previous research results have revealed that there is a significant negative effect between job insecurity on perceived organizational support in employees (Khan & Ghufra, 2018; Imhof & Andresen, 2017; Haar & Brougham, 2020). From the literature above, the hypotheses that can be proposed are:

H1: High job insecurity means that perceived organizational support is low.

Relationship between Perceived Organizational Support and Turnover Intention

Employees with intentions and thoughts to leave the organization reduces their psychological attachment to the organization (Wardana, Anindita & Indrawati, 2020). The basic reason employees do not leave the organization is because the rewards for the performance contribution from the organizational support they receive can be fair or equal (Liu et al. 2018). The presence of perceived organizational support makes it less likely for employees to intend to leave the organization because perceived organizational support creates an emotional attachment to their organization (Rubel et al. 2020). The effect of perceived organizational support on turnover intention is also in line with several other studies conducted previously (Rubel et al. 2020; Liu et al. 2018; Ghosh et al. 2019; Gunalan & Ceylan, 2015). Based on the literature above, the following hypotheses can be proposed:

H2: High perceived organizational support will reduce turnover intention.

Relationship between Perceived Organizational Support and Employee Engagement

In the current era of globalization, quality human resources are the determinants of indicators for running an organization (Rinto & Syah, 2018). When organizations show caring support for employees, they are willing to reciprocate that support through higher employee engagement because this support creates a sense of responsibility among employees (Nazir & Islam, 2017). Omara et al. (2019) explain that perceived positive organizational support tends to make employees evaluate their resources positively, so

when their resilience is increased, their employee engagement increases. This is in line with several previous studies (Dai & Qin, 2016; Omara et al., 2019; Sihag, 2020; Nazir & Islam, 2017). Based on this, the hypothesis is obtained in this study:

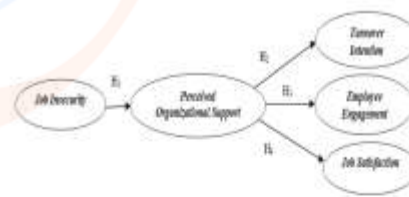
H3: High perceived organizational support will increase employee engagement.

Relationship between Perceived Organizational Support and Job Satisfaction

Decreased job satisfaction and higher levels of work fatigue in employees are caused by employees' negative emotions due to the low level of perceived organizational support (Labrague et al. 2018). Employee job dissatisfaction tends to lead to counterproductive behavior and resistance to leadership (Sidabutar, Syah & Anindita, 2020). Islam & Ahmed (2018) revealed that organizational support provides care and welfare for employees for their contribution, through employee perceptions of organizational support can increase job satisfaction and the presence of organizational support can encourage employees to believe in their abilities. Research by Taylor et al. (2019); Islam & Ahmed (2018); Thevanes & Saranraj (2018) concludes, perceived organizational support has a significant positive effect on job satisfaction. From the description above, the following hypothesis is proposed:

H4: High perceived organizational support will increase job satisfaction.

Based on the description above, the research model is described as follows:



Picture 1
Research Model

RESEARCH METHODOLOGY

This quantitative research is deductive in nature and there are exogenous variables, namely job insecurity, and endogenous variables, namely perceived organizational support, turnover intention, employee engagement and job satisfaction. Survey method by distributing questionnaires for data collection of this research. The Likert scale is used as the measurement score of this study and this study has adopted several theories as a reference for measurement that will be used. The job insecurity variable adopts the theory of Brondino et al. (2020), the measurement of perceived organizational support variables adopted from Eisenberger et al. (1986), the measurement of the turnover intention variable adopted from Mobley et al. (1978), for measuring employee engagement variables adopted from Schaufeli & Bakker (2004) and finally adopted from Cammann et al. (1979) measuring job satisfaction.

The population of this study focused on nurses at hospital X in the Jakarta area and purposive sampling technique was used with sample criteria, namely nurses who had four years of work experience and more than four years at hospital X in the Jakarta area. This research was conducted from June 2020 - June 2021.

The analytical tools used are Structural Equation Model (SEM) and SPSS. According to Hair, Black, Babin &

Anderson (2014) the number of samples in the SEM provisions is at least 5-10 times the number of questionnaires. The number of questionnaire statements in this study was forty-six, so the number of samples used was (46x5) 230 respondents.

However, the total number of respondents used is only 210 out of 230 respondents, due to some unqualified questionnaires.

Validity testing uses confirmatory factor analysis by looking at the Kaiser-Meyer-Olkin (KMO) and Measure of Sampling Adequacy (MSA) values which have a minimum value of 0.5 to 0.9 with one component matrix, meaning that factor analysis is appropriate (Sekaran & Bougie, 2017). In the reliability test by looking at the Cronbach alpha value > 0.6, it shows good reliability.

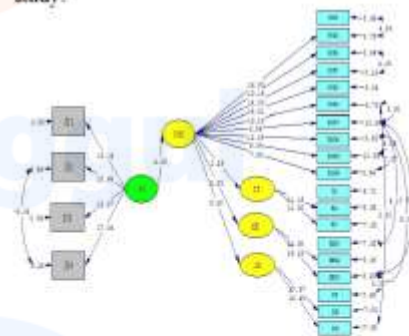
Results

The measurement results of the construct validity test show that all valid indicators on the variable job insecurity, turnover intention, employee engagement, and job satisfaction with a factor loading value (> 0.50), and the t-value is greater than the t-table (1.96,) at the 5% significance level. Meanwhile, it shows invalid results on the variable indicators of perceived organizational support on POS11 (0.27) and POS13 (0.42). Furthermore, the construct reliability test meets the reliability requirements if the CR (Construct Reliability) value is above 0.60 and the VE (Variance Extracted) value is above 0.50 (Hair et al. 2014). On the CR value, all meet the reliable requirements, namely values above 0.60, on job insecurity (0.89), perceived organizational support (0.90), turnover intention (0.84), employee engagement (0.86) and job satisfaction (0.91). While the VE value is said to be reliable if the value is above 0.50, on job insecurity (0.67), perceived organizational support (0.50), turnover

intention (0.64), employee engagement (0.68), and job satisfaction (0.76).

The structural model equation from the results of this study can be seen from the value of R², where each equation functions to show how far the independent variable can explain the dependent variable. The first analysis, POS (perceived organizational support) is influenced by JI (job insecurity) with R² of 0.100. The second analysis, IT (turnover intention) is influenced by POS (perceived organizational support) with R² of 0.032. The third analysis, EE (employee engagement) is influenced by the POS (perceived organizational support) variable with R² of 0.16. Furthermore, in the fourth analysis, JS (job satisfaction) is influenced by the POS (perceived organizational support) variable with R² of 0.35.

Based on the analysis of groups 1 to group 7, all test results have almost a good match including Chi-Square, ECVI, AIC, and CAIC, and Fit Index. There are results in the form of Marginal fit on Critical N and Goodness of Fit, and Close fit results on RMSEA. Thus, it is concluded that the suitability of all models has met the requirements. Furthermore, it can be seen as follows the path diagram of the results of this study:



Picture 2. Path Diagram T-Value

The results of testing the first hypothesis (H1) illustrate that the lower the job insecurity felt by nurses in the current COVID-19 pandemic situation, the higher the level of perceived organizational support they feel. The results of this study corroborate the research results of Khan & Ghufra (2018); Imhof & Andresen (2017); Haar & Brougham (2020) stated that job insecurity influences perceived organizational support. The results of this study indicate that the job insecurity of nurses during the COVID-19 pandemic will be reduced if actual good organizational support is presented. The current COVID-19 pandemic does not only threaten the psychological security of nurses, but also job insecurity over aspects of their work. Even in difficult situations during the pandemic, nurses need to know that the welfare of their work aspects is guaranteed, both in terms of compensation, facilities, workload and allowances, this is a form of support for the leadership of the hospital organization. It is hoped that the high perceived organizational support will affect the positive and affective assessments of nurses to better understand the situation positively and realize that organizations are always ready to help their difficult situation during the Covid 19 pandemic.

The results of testing the second hypothesis (H2) show that the higher the perceived organizational support felt by the nurses, this can reduce the turnover intention of those who work during the COVID-19 pandemic situation. The results of this study corroborate the research results of Rubel et al. (2020); Liu et al. (2018); Gunalan & Ceylan (2015); Ghosh et al. (2019) that perceived organizational support influences turnover intention. Working in this uncertain COVID-19 pandemic situation, nurses almost always feel tired

due to changes in schedules, workloads, financial changes and the need for relentless, little rest time for recovery. For this reason, if it is not balanced with organizational support, this can increase the turnover intention of nurses. On the other hand, the presence of organizational support can affect affective conditions that involve psychological well-being and security to minimize the level of the turnover intention of nurses.

The results of testing the third hypothesis (H3) show that the higher the perceived organizational support felt by nurses when working during the COVID-19 pandemic, the higher their employee engagement can be. The results of this study are in line with the results of research by Dai & Qin (2016); Omara et al., (2019); Nazir & Islam (2017) that perceived organizational support influences employee engagement. The organization should be the one that supports the nurses to give them feedback by becoming closer affective and emotionally to the organization. The presence of moral support, mutual understanding among co-workers as well as material support from the leadership of the hospital organization fosters a sense of togetherness, kinship and nurses' awareness that they are not alone in fighting for the same goals. This condition allows nurses to view their work more meaningfully, generates a deep interest in achieving goals so that they are more engaged in work.

The results of testing the fourth hypothesis (H4) show that the higher the perceived organizational support is, this can increase the job satisfaction of nurses. The results of this study are in line with the results of research by Taylor et al. (2019); Islam & Ahmed (2018) that perceived organizational support influences job satisfaction. If the organization provides appropriate

support and according to the needs of nurses who worked during the Covid 19 pandemic in terms of material and non-material needs, this can lead to satisfaction. Nurses realize that organizational leaders take attitudes and actions that support their safety and well-being considering working in the current COVID-19 pandemic situation. The emergence of a positive perception of organizational support will have an impact on the job satisfaction of the nurses so that they respect the organization and are willing to give their best performance.

CONCLUSION

This study concludes that all hypothetical statements can be accepted that there is a relationship between job insecurity on perceived organizational support and perceived organizational relationship with turnover intention, employee engagement and job satisfaction, respectively. The limitations of this study are limited to discussing job insecurity variables, perceived organizational support, turnover intention, employee engagement and job satisfaction with nurses with regional coverage only in hospitals in DKI Jakarta. Suggestions for further research are to add other variables that can affect turnover intention, employee engagement and job satisfaction, such as other variables that can be suggested, namely servant leadership and to expand the coverage area not only in DKI Jakarta. Furthermore, it is possible that the research respondents filled out a questionnaire based on the ideal conditions that were expected and not the actual conditions that were happening.

This study aims to determine the relationship between job insecurity and perceived organizational support, and how it impacts on turnover intention,

employee engagement and job satisfaction of nurses in the DKI Jakarta area, especially during the COVID-19 pandemic. The managerial implications that can be proposed are by looking at the greatest operational value of perceived organizational support, namely the statement that the organization is willing to assist when I have a problem. First, hospital leaders need to pay attention to the welfare of nurses on aspects of their work through the fairness of the hospital policy system, both from the salary system, workload distribution, rewards, career paths, working hours, ensuring health workers can rest as needed and improving work facilities. they. Second, hospital leaders can build an emergency preparedness incident management system as a command system for hospital capabilities such as the availability of PPE, toiletries, laundry services, free access to periodic health services, housing, transportation and free parking. It is no less important to provide organizational support in the form of free mental health services such as the availability of periodic short forums where nurses can express their concerns to provide peer support and the availability of individual counseling sessions. It is hoped that this support can help nurses minimize job insecurity and the high level of organizational support will lead to positive assessments of nurses so that they are satisfied, increase employee engagement and decrease turnover intention.

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muhammad rizky ramadhan:

Thank you for submitting the manuscript, "JOB INSECURITY RELATIONSHIP TO PERCEIVED ORGANIZATIONAL SUPPORT AND ITS RELATIONSHIPS TO TURNOVER INTENTION, EMPLOYEE ENGAGEMENT, AND JOB SATISFACTION" to JDM (Jurnal Dinamika Manajemen). With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site:

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Lampiran 8 Bio Data Penulis

Sekilas Biodata Penulis



M Rizky Ramadhan, merupakan putera bungsu dari dua bersaudara yang dilahirkan di Jogjakarta 26 Januari 1997 dari keluarga berlatar belakang medis, sejak kecil bercita- cita menjadi orang sukses diluar bidang yang ditekuni kedua orangtuanya. Penulis menempuh pendidikan dasar sampai menengah atas di sekolah negeri dan kolese di Jakarta. Pendidikan S1 di Fakultas Ekonomi membuatnya menekuni bidang *'Trading'*, tetapi kesadaran keinginan tahun tentang ketidak tahuan dibidang manajemen membuatnya meneruskan Pendidikan S2 di Fakultas Ekonomi dan Bisnis, Program Magister Manajemen Universitas Esa Unggul Jakarta, Konsentrasi Manajemen Sumber Daya Manusia, dengan tugas akhir "*HUBUNGAN JOB INSECURITY TERHADAP PERCIEVED ORGANIZATIONAL SUPPORT DAN TURNOVER INTENTION, EMPLOYEE ENGAGEMENT, JOB SATISFACTION*".

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