

DAFTAR PUSTAKA

- Ahad, A. al, & Khan, M. R. (2020). Exploring the mediating effect of demographic attributes on the relationship between employee engagement and organizational citizenship behavior. *International Journal of Management and Sustainability*, 9(1), 11–23. <https://doi.org/10.18488/journal.11.2020.91.11.23>
- Al Balushi, A. K., Thumiki, V. R. R., Nawaz, N., Jurcic, A., & Gajenderan, V. (2022). Role of organizational commitment in career growth and turnover intention in public sector of Oman. *PLoS ONE*, 17(5 May). <https://doi.org/10.1371/journal.pone.0265535>
- Ali, Z., Bashir, M., & Mehreen, A. (2019). Managing Organizational Effectiveness through Talent Management and Career Development: The Mediating Role of Employee Engagement. *Journal of Management Sciences*, 6(1), 62–78. <https://doi.org/10.20547/jms.2014.1906105>
- Alshaabani, A., Naz, F., Magda, R., & Rudnák, I. (2021). Impact of perceived organizational support on ocb in the time of covid-19 pandemic in hungary: Employee engagement and affective commitment as mediators. *Sustainability (Switzerland)*, 13(14). <https://doi.org/10.3390/su13147800>
- Bai, J., & Liu, J. (2018). A Study on the Influence of Career Growth on Work Engagement among New Generation Employees. *Open Journal of Business and Management*, 06(02), 300–317. <https://doi.org/10.4236/ojbm.2018.62022>
- Bateman, Thomas S. and Organ, D.W. 1983. Job Satisfaction and the Good Soldier: The Relationship between Affect and Employee “citizenship”. *Academy of Management Journal* 26:587-95
- Benessalah, N. (2020). Advanced Research In Economics And Business Strategy Journal Leveraging Career Development And Management Support To Foster Organizational Citizenship Behavior Among Employees (Vol. 01, Issue 01).
- Bernstrøm, V. H., Alves, D. E., Ellingsen, D., & Ingelsrud, M. H. (2019). Healthy working time arrangements for healthcare personnel and patients: A systematic literature review. In *BMC Health Services Research* (Vol. 19, Issue 1). BioMed Central Ltd. <https://doi.org/10.1186/s12913-019-3993-5>
- Brauner, C., Wöhrmann, A. M., & Michel, A. (2020). Congruence is not everything: a response surface analysis on the role of fit between actual and preferred working time arrangements for work-life balance. *Chronobiology International*, 37(9–10), 1287–1298. <https://doi.org/10.1080/07420528.2020.1803897>
- Byars, Lloyd I. dan Leslie W. Rue. (2004). *Human Resource Management*. 8th edition. New York: McGraw-Hill.

Considerations of circadian impact for defining 'shift work' in cancer studies: IARC Working Group Report, October 2010, Occupational and Environmental Medicine 68(2):154-62

Cooper, E. (2009). Creating a Culture of Professional Development: A Milestone Pathway Tool for Registered Nurses. *The Journal of Continuing Education in Nursing*. Vol. 40 (11), p. 501-509

Dalimunthe L et al. (2020). Pengaruh *Self Efficacy*, *Perceived Organizational Support* dan *Employee Engagement* terhadap *Organizational Citizenship Behavior* pada Perusahaan Daerah Air Minum Kota Padang.

Dayona, G., Rinawati, N., & Studi Magister Manajemen Sekolah Tinggi Ilmu Ekonomi Indonesia Membangun Ji Soekarno Hatta No, P. (2016). Pengaruh Pelatihan Dan Pengembangan Karir Terhadap Employee Engagemnet Di PT. Andalan Finance Indonesia. *Jurnal-Inaba.Hol.Es*, 15(2).

Ferdinand, A. (2006). Metode Penelitian Manajemen, Pedoman Penelitian Untuk Penulisan Skripsi, Tesis, dan Disertasi Ilmu Manajemen. Universitas Diponegoro.

Greenberg, J. And Baron, R.A (2003). Behavior in Organizations Understanding and Managing eh Human Side of Work. New Jersey: Prentice-Hall International

Gutteridge, Thomas G.; Otte, Fred L.; Williamson, Barbara, Organizational Career Development: State of the Practice, Published by American Society for Training and Development, Washington, D.C., 1983

Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis* (7th ed.). SAGE Publication, Inc.

Hair, J., Hult, G. T., Ringle, C. M., & Sarstedt, M. (2017). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) Second Edition (2nd ed.). SAGE Publications, Inc.

Hanim F. (2015). The Linkage between Career Growth, Work Engagement and Organizational Citizenship Behavior: An Insight Farhana Hanim Mohsin. *International Journal of Scientific and Research Publications*, 5(5). www.ijsrp.org

Hayes, B., Bonner, A. and Pryor, J. (2010) Factors Contributing to Nurse Job Satisfaction in the Acute Hospital Setting: A Review of Recent Literature. *Journal of Nursing Management*, 18, 804-814. <https://doi.org/10.1111/j.1365-2834.2010.01131.x>

International Labour Organization (ILO) (2014). Shift Work: <https://publications.iarc.fr/publications/media/download/2956/0a00e61a59afa99ef86b7a62f9d0024a94b5479e.pdf>

Japor, J. E. (2021). Organizational Career Growth: Literature Review and Future Agenda. *International Journal of Business and Administrative Studies*, 7(1). <https://doi.org/10.20469/ijbas.7.10002-1>

Jia-jun, Z., & Hua-ming, S. (2022). The Impact of Career Growth on Knowledge-Based Employee Engagement: The Mediating Role of Affective Commitment and the Moderating Role of Perceived Organizational Support. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.805208>

Kahn, W.A. (1990) 'Psychological conditions of personal engagement and disengagement at work', *Academy of Management Journal*, Vol 33, page 692-724.

Kecklund G, Åkerstedt T, Lowden A. Morning work: effects of early rising on sleep and alertness. *Sleep* 1997;20:215-223.

Kecklund G, Åkerstedt T, Axelsson J, et al. Determinants of the attitude to work and subjective health. In: Isakson K, Hogstedt C, Eriksson C, Theorell T, editors: *Health effects of the new labour*

Korankye, B. (2020). Exploring the Mediating Role of Work Engagement, Career Management and Career Satisfaction among Small and Medium Enterprises in Ghana. *International Journal of Management, Accounting and Economics*, 7(7), 416–434. www.ijmae.com

Korman C., and Eliades A. B. (2010). Evaluation through research of a three-track career ladder program for registered nurses. *Journal of Nurses Staff Development*. 26(6), 260-266.

Lohmoller, J. B. (1989). *Latent Variable Path Modeling With Partial Least Squares*. Springer-Verlag Berlin Heidelberg. <https://doi.org/10.1007/978-3-642-52512-4>

Lowden A, Kecklund G, Axelsson J, et al. Change from an 8-hour shift to a 12-hour shift, attitudes, sleep, sleepiness and performance. *Scand J Work Environ Health* 1998;24(Suppl. 3):69-75.

Marquis, B.L., & Huston, C. J. (2010). *Kepemimpinan dan manajemen keperawatan: teori & aplikasi*, ed 4, alih Bahasa, Widyawati dkk, Editor edisi bahasa Indonesia Egi komara yuda dkk. Jakarta: EGC.

Mondy, R. W. and Noe, R. M.. (2005). *Human Resource Management* (9th ed.). New Jersey: Pearson Education.

Mondy, R. Wayne. 2008. *Manajemen Sumber Daya Manusia*. Jilid 1 Edisi Sepuluh. Jakarta : Erlangga.

Muchinsky, 1997. *An Introduction to Industrial and Organizational Psychology* Edition 5. Publisher. Brooks/Cole. USA

Muchinsky, P. M. 1999. *Psychology applied to work : An introduction to industrial and organizational psychology* (9th ed.). California: Thomson Learning

Naway, F. A., & Haris, I. (2017). International Review of Management and Marketing The Effect of Career Development, Perception of Organizational Justice and Job Satisfaction on Teacher's Organizational Citizenship Behavior. *International Review of Management and Marketing*, 7(2), 17–21. <http://www.econjournals.com>

Nyokatre & Kennedy. (2019). *Shift Work, Employee Engagement and Job Satisfaction*.

Okonkwo, E. A., Olebara, C. R., & Okonkwo, E. A. (n.d.-a). The Moderating Role of Career Growth Prospects in Burnout-Job Involvement Link among Female Nurses. *Issue 3 Ser. II*, 8, 73–79. <https://doi.org/10.9790/1959-0803027379>

Okonkwo, E. A., Olebara, C. R., & Okonkwo, E. A. (n.d.-b). The Moderating Role of Career Growth Prospects in Burnout-Job Involvement Link among Female Nurses. *Issue 3 Ser. II*, 8, 73–79. <https://doi.org/10.9790/1959-0803027379>

Organ, D. W. 2006. *Organizational Citizenship Behavior: The Good Soldier Syndrome*. Lexington, MA: Lexington Books

Organ, D. W., Podsakoff, P. M., dan MacKenzie, S. B. (2006). *Organizational Citizenship Behavior: Its Nature, Antecedents, and Consequences*. <https://doi.org/10.4135/9781452231082>

Pigors, P., Myers C.A., Malm, F.T. (1969). *Management of human resources*. NY: McGraw-Hill Book Co.

Priyatno, D. (2014). *SPSS 22 Pengolah Data Terpraktis* (T. A. Prabawati, Ed.). CV Andi.

Robbins, S.P., 2006. *Perilaku Organisasi, Edisi Lengkap*, Jakarta: PT.INDEKS Kelompok GRAMEDIA

Robbins, Stephen P., Timothy A. Judge. (2016). *Perilaku Organisasi Edisi 16*. Jakarta : Salemba Empat.

Robinson, D., Perryman, S. and Hayday, S. (2004) *The Drivers of Employee Engagement*. Brighton, Institute for Employment Studies.

Robinson, I. (2006) *Human Resource Management in Organisations*. London, CIPD.

Riggio, E. R. (1996). *Introduction to industrial organizational psychology*. New York: Harper Collins Collage Publisher

Riggio, R.E., 2010. Introduction to Industrial / Organizational Psychology. Illinois: Scott Foresman Co.

Risher. (2010). Don't Overlook Frontline Supervisor. *Journal Public Manager*, 39(3).

Saher, N., Matloob, T., & Shabbir, M. S. (2020). Exploring the role of Biradari in career growth: Evidence from public sector organizations of Islamabad. *Journal of Research in Emerging Markets*, 2(3), 13–24. <https://doi.org/10.30585/jrems.v2i3.433>

Saks, Alan M. 2006. "Employee Engagement : Antecedents and Consequences". *Journal of Managerial Psychology*, Vol. 21. No.7. pp. 600-619. Emerald Insight.

Schaufeli, W. B., & Bakker, A. B. (2010). Defining and measuring work engagement: Bringing clarity to the concept. In *Work Engagement: A Handbook of Essential Theory and Research* (pp. 10–24). Psychology Press.

Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and Psychological Measurement*, 66(4), 701–716. <https://doi.org/10.1177/0013164405282471>

Schnake, M., & Dumler, M. P. (1997). Organizational citizenship behavior: The impact of rewards and reward practices. *Journal of Managerial Issues*, 9(2), 216–229

Shaaban, S. (2018). The Impact of Motivation on Organisational Citizenship Behaviour (OCB): The Mediation Effect of Employees' Engagement. *Journal of Human Resource Management*, 6(2), 58–66. <https://doi.org/10.11648/j.XXXX.2018XXXX.XX>

Shahid, M., Murtaza, S., Niazi, M., & Asim, F. (n.d.). The Relationship Between Perceived Organizational Support, Employee Engagement, and Organizational Citizenship Behavior: Application of PLS-SEM Approach. In *Kardan Journal of Economics and Management Sciences* (Vol. 3, Issue 1). <https://kardan.edu.af/Research>

Shi, J., & Li, Y. (n.d.). *A Study on the Correlation between Self-Identity and Career Growth of Nurses with Standardized Training from Medical Colleges and Universities*.

Simonsen, P. (1997). Promoting a development culture in your organization: using career development as a change agent (1 ed. Vol. 1). Palo Alto, California: Davies-Black Publishing.

Smruti Rekha, S., & Sasmita, M. (2019). *Impact of Employee Engagement on Organizational Citizenship Behavior: An Overview Impacto de la participación de los empleados en el comportamiento de la ciudadanía organizacional: una visión general* (Vol. 40, Issue 7).

Sugiyono. (2007). *Statistika Untuk Penelitian*. CV Alfabeta.

Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. CV Alfabeta.

Tayyari F. dan Smith, J. L. (1997). *Occupational Ergonomics: Principles and Applications*, Chaman & Hall, London.

The Influence of Flexible Work Arrangements on Employee Engagement: An Explorative Study. (2018).

Vui-Yee, K., & Kai-Ni, C. (n.d.). Workplace Flexibility and Organisational Citizenship Behaviour: An Investigation of the Mediating Role of Engagement and Moderating Role of Perceived Fairness.

Weng, Q. X. (2010). Career Growth Study: Scale development and validity test. *Management Review*, 22(10), 22–31.

Weng, Q. X., McElroy, J. C., Morrow, P. C., & Liu, R. (2010). The relationship between career growth and organizational commitment. *Journal of Vocational Behavior*, 77(3), 391–400

Weer, C. H., & Greenhaus, J. H. (2020). Managers' Assessments of Employees' Organizational Career Growth Opportunities: The Role of Extra-Role Performance, Work Engagement, and Perceived Organizational Commitment. *Journal of Career Development*, 47(3), 280–295. <https://doi.org/10.1177/0894845317714892>

Wörtler, B., van Yperen, N. W., & Barelds, D. P. H. (2021). Do blended working arrangements enhance organizational attractiveness and organizational citizenship behaviour intentions? An individual difference perspective. *European Journal of Work and Organizational Psychology*, 30(4), 581–599. <https://doi.org/10.1080/1359432X.2020.1844663>

Yang, F., Liu, J., Huang, X., Qian, J., Wang, T., Wang, Z., & Yu, H. (2018). How supervisory support for career development relates to subordinate work engagement and career outcomes: The moderating role of task proficiency. *Human Resource Management Journal*, 28(3), 496–509. <https://doi.org/10.1111/1748-8583.12194>

Yano, S., Lubis, M. R., & Effendy, S. (2021). Hubungan Transformational Leadership Style dan Employee Engagement dengan Organizational Citizenship Behavior Pada Personel Satuan Brigade Mobil Kepolisian Daerah Sumatera Utara. *Tabularasa: Jurnal Ilmiah Magister Psikologi*, 3(2), 115–122. <https://doi.org/10.31289/tabularasa.v3i2.416>

Yolanda Dwi F. (2019). *Pengaruh Pengembangan Karir dan Kepuasan Kerja terhadap Employee Engagement di PT. KLX Bekasi*.

Yoopetch, C., Nimsai, S., & Kongarchapatara, B. (2021). The effects of employee learning, knowledge, benefits, and satisfaction on employee performance and career growth in the hospitality industry. *Sustainability (Switzerland)*, 13(8). <https://doi.org/10.3390/su13084101>

Zhao, R., & Sheng, Y. (2019). The Effect of Leadership Style on Employee Engagement: The Moderating Role of Task Structure. *Open Journal of Social Sciences*, 07(07), 404–420. <https://doi.org/10.4236/jss.2019.77033>

Lampiran 1

PERMOHONAN KESEDIAAN PENGISIAN KUESIONER PENELITIAN

Dengan hormat,

Sehubungan dengan penyelesaian tugas akhir tesis untuk memenuhi persyaratan gelar sarjana Strata 2 (S-2) pada program studi Magister Administrasi Rumah Sakit, Universitas Esa Unggul Jakarta, maka peneliti mengadakan penelitian yang berjudul “Pengaruh *Shift Work* dan *Career Growth* terhadap *Organizational Citizenship Behavior* dengan *Employee Engagement* Sebagai Variabel *Intervening* Pada Perawat di RS. Swasta Kelas B Jakarta Barat”

Saya yang bertanda tangan di bawah ini :

Nama : Hadi Widjaja

NIM : 20200309116

Fakultas/Program Studi : Magister Administrasi Rumah Sakit (MARS)

Dengan ini memohon kesediaan Bapak/Ibu/Saudara untuk mengisi kuesioner ini. Publikasi yang akan diterbitkan hanyalah dalam bentuk statistik total dari sekelompok individu yang menjadi responden. Oleh karena itu jawaban yang terbaik adalah jawaban yang benar-benar menggambarkan kondisi keadaan yang sebenarnya. Atas kesediaan dan perhatian Bapak/Ibu/Saudara saya ucapkan terima kasih.

Hormat Saya,

Hadi Widjaja

Lampiran 2

**LEMBAR PERSETUJUAN SUBJEK PENELITIAN
(INFORMED CONSENT)**

Saya yang bertanda tangan di bawah ini :

Inisial nama :

Pendidikan :

Usia :

Jenis kelamin :

Pekerjaan :

Setelah mendapatkan penjelasan dari peneliti tentang prosedur penelitian, maka saya menyatakan bersedia untuk menjadi responden dan mengisi kuesioner sehubungan dengan penelitian yang dilakukan oleh dr. Hadi Widjaja dengan judul

“PENGARUH *SHIFT WORK* DAN *CAREER GROWTH* TERHADAP *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* DENGAN *EMPLOYEE ENGAGEMENT* SEBAGAI VARIABEL *INTERVENING* PADA PERAWAT DI RS. SWASTA KELAS B JAKARTA BARAT”

Demikian pernyataan ini saya buat dengan sebenarnya tanpa tekanan dari pihak manapun.

Peneliti

Jakarta, Januari 2023

(Hadi Widjaja)

(Responden)

Saksi

(.....)

Lampiran 3

KUESIONER PENELITIAN

Pada kesempatan ini saya selaku peneliti, memohon kesediaan Bapak/Ibu yang telah terpilih sebagai responden untuk dapat mengisi dan menjawab kuesioner penelitian ini. Kebenaran dan kualitas jawaban responden sangat diperlukan agar diperoleh data yang akurat dan objektif bagi penelitian ini. Semua jawaban hanya akan digunakan untuk penulisan tesis dan segala kerahasiaan data responden beserta jawabannya dijamin peneliti. Atas bantuan dan kerjasamanya, kami ucapkan terima kasih.

Petunjuk Pengisian

Berilah tanda silang (X) pada garis kontinum berskala 1 s/d 4 yang berada di sebelah kanan/bawah dari setiap pernyataan/pertanyaan sesuai dengan tingkat kesetuju-an anda atau kondisi yang terjadi, dimulai dari Sangat Tidak Setuju sampai Sangat Setuju.

Sangat Tidak Setuju	Tidak Setuju	Setuju	Sangat Setuju
1	2	3	4

Identitas & Karakteristik Responden

Dalam soal pilihan, pilihlah salah satu jawaban yang paling tepat menurut Anda dengan memberikan tanda silang (X) pada diantara tanda () yang disediakan.

1	Nama		
2	Jenis Kelamin	() Laki-Laki	() Perempuan
3	Usia Responden	() ≤ 30 tahun () 31-40 tahun	() 41-50 tahun () 51 tahun keatas
4	Pendidikan Terakhir	() D3	() S1
5	Lama Bekerja	() 2-3 tahun () > 3-4 tahun	() > 4-5 tahun () > 5 tahun

KUESIONER

A.		SHIFT WORK (X1)			
NO.	INDIKATOR VARIABEL	STS	TS	S	SS
1	Saya mendapat jumlah waktu libur yang sesuai				
2	Saya selalu dapat menggunakan waktu libur saya				
3	Jumlah perawat setiap shift terbagi secara adil dan merata				
4	Waktu selesai-nya shift tepat waktu				
5	Pertukaran shift setiap 1 minggu sekali sesuai dengan kemampuan saya				
6	Arah rotasi shift dari shift pagi dilanjutkan shift sore kemudian shift malam dapat menyesuaikan dengan jam istirahat saya				
7	Jam kerja saya dalam 1 shift tidak lebih dari 8 jam sehari				
8	Jam kerja saya selalu satu shift dalam sehari (tidak double shift)				
9	Perawat yang bertugas sesuai dengan jadwal dinas yang telah dibuat				
B.		CAREER GROWTH (X2)			
NO.	INDIKATOR VARIABEL	STS	TS	S	SS
1	Pimpinan memberikan fasilitas pelatihan sesuai dengan kebutuhan				
2	Pimpinan memberikan kesempatan pendidikan gratis bagi perawat berprestasi				
3	Pimpinan memperhatikan kebutuhan pengembangan keterampilan perawat				
4	Pimpinan melakukan evaluasi kinerja untuk peningkatan ketrampilan perawat				
5	Pimpinan memperhatikan masa kerja perawat untuk peningkatan jabatan				
6	Pimpinan realistis dalam menentukan kesempatan promosi jabatan				
7	Pimpinan terbuka pada hasil kerja perawat dalam menentukan promosi jabatan				
8	Pimpinan peduli pada kinerja perawat dalam menentukan kelayakan promosi jabatan				
9	Pimpinan memberikan jabatan manajerial sesuai tingkat pendidikan				

10	Pimpinan memberikan perubahan jabatan sesuai posisi yang dibutuhkan				
11	Mutasi dilaksanakan dalam rangka menambah pengalaman dan pengetahuan perawat				
C.	EMPLOYEE ENGAGEMENT (Z)				
NO.	INDIKATOR VARIABEL	STS	TS	S	SS
1	Saya siap menerima banyaknya tugas dari pimpinan				
2	Saya bersemangat dalam mewujudkan budaya keselamatan pasien				
3	Saya bersemangat mewujudkan kepuasan pasien				
4	Saya bersemangat dalam bekerja sama dengan interprofessional untuk pelayanan berkualitas				
5	Saya memberikan pelayanan kepada pasien sesuai dengan kebutuhan				
6	Saya mengoptimalkan sumber daya yang disediakan manajemen RS dalam melayani pasien				
7	Saya memberikan pelayanan sesuai waktu yang ditentukan				
8	Saya memberikan pelayanan sesuai dengan standar operasional prosedur				
9	Saya menikmati peranan sebagai perawat				
10	Saya memberikan pengabdian penuh demi tujuan organisasi				
11	Saya menjaga tanggung jawab yang diberikan pimpinan dalam memberikan asuhan keperawatan bagi pasien				
12	Saya menyadari pentingnya kerjasama dalam memberikan pelayanan prima kepada pasien				
D.	ORGANIZATIONAL CITIZENSHIP BEHAVIOR (Y)				
NO.	INDIKATOR VARIABEL	STS	TS	S	SS
1	Saya bersedia membantu rekan kerja yang sedang sibuk (pekerjaannya overload).				
2	Saya bersedia menggantikan tugas karyawan lain ketika yang bersangkutan tidak dapat menjalankan tugas.				
3	Saya bersedia untuk bekerja lembur untuk membantu rekan kerja saya				

	menyelesaikan pekerjaannya tanpa dikenakan gaji lembur				
4	Saya selalu datang lebih awal waktu sebelum jadwal kerja dimulai				
5	Saya memanfaatkan waktu istirahat sebagaimana mestinya.				
6	Saya mematuhi peraturan perusahaan meskipun tidak ada yang mengawasi.				
7	Saya tidak suka mengeluh dalam bekerja.				
8	Saya mudah beradaptasi dengan perubahan yang terjadi dalam perusahaan				
9	Saya selalu menjalin hubungan yang baik dengan teman				
10	Saya selalu terlibat dalam fungsi-fungsi perusahaan				
11	Saya rutin mengikuti kegiatan-kegiatan yang diadakan perusahaan tempat saya bekerja				
12	Saya selalu mengikuti informasi RS, misalnya pengumuman organisasi, memo internal RS				

Lampiran 4

Uji Validitas *Shift Work*

Correlations

		SW1	SW2	SW3	SW4	SW5	SW6	SW7	SW8	SW9	VAR00010
SW1	Pearson Correlation	1	.486**	.468**	.814**	.806**	.374*	.759**	1.000**	.856**	.896**
	Sig. (2-tailed)		.006	.009	.000	.000	.042	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
SW2	Pearson Correlation	.486**	1	.388*	.520**	.553**	.404*	.550**	.486**	.558**	.696**
	Sig. (2-tailed)	.006		.034	.003	.002	.027	.002	.006	.001	.000
	N	30	30	30	30	30	30	30	30	30	30
SW3	Pearson Correlation	.468**	.388*	1	.414*	.509**	.533**	.450**	.468**	.549**	.658**
	Sig. (2-tailed)	.009	.034		.023	.004	.002	.013	.009	.002	.000
	N	30	30	30	30	30	30	30	30	30	30
SW4	Pearson Correlation	.814**	.520**	.414*	1	.639**	.290	.953**	.814**	.853**	.862**
	Sig. (2-tailed)	.000	.003	.023		.000	.121	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
SW5	Pearson Correlation	.806**	.553**	.509**	.639**	1	.645**	.651**	.806**	.749**	.876**
	Sig. (2-tailed)	.000	.002	.004	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
SW6	Pearson Correlation	.374*	.404*	.533**	.290	.645**	1	.303	.374*	.359	.599**
	Sig. (2-tailed)	.042	.027	.002	.121	.000		.103	.042	.052	.000
	N	30	30	30	30	30	30	30	30	30	30
SW7	Pearson Correlation	.759**	.550**	.450**	.953**	.651**	.303	1	.759**	.898**	.867**
	Sig. (2-tailed)	.000	.002	.013	.000	.000	.103		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
SW8	Pearson Correlation	1.000**	.486**	.468**	.814**	.806**	.374*	.759**	1	.856**	.896**
	Sig. (2-tailed)	.000	.006	.009	.000	.000	.042	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30
SW9	Pearson Correlation	.856**	.558**	.549**	.853**	.749**	.359	.898**	.856**	1	.913**
	Sig. (2-tailed)	.000	.001	.002	.000	.000	.052	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30
VAR00010	Pearson Correlation	.896**	.696**	.658**	.862**	.876**	.599**	.867**	.896**	.913**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Uji Validitas Career Growth

Correlations

	CG1	CG2	CG3	CG4	CG5	CG6	CG7	CG8	CG9	CG10	CG11	TOTAL
CG1 Pearson Correlation	1	.253	.368*	.858**	.346	.410*	.221	.961**	.452*	.573**	.276	.763**
CG1 Sig. (2-tailed)		.177	.046	.000	.061	.024	.241	.000	.012	.001	.140	.000
CG1 N	30	30	30	30	30	30	30	30	30	30	30	30
CG2 Pearson Correlation	.253	1	.647**	.328	.626**	.183	.865**	.268	.232	.285	.773**	.702**
CG2 Sig. (2-tailed)	.177		.000	.077	.000	.332	.000	.152	.217	.126	.000	.000
CG2 N	30	30	30	30	30	30	30	30	30	30	30	30
CG3 Pearson Correlation	.368*	.647**	1	.375*	.978**	.160	.551**	.372*	.186	.405*	.584**	.732**
CG3 Sig. (2-tailed)	.046	.000		.041	.000	.397	.002	.043	.324	.026	.001	.000
CG3 N	30	30	30	30	30	30	30	30	30	30	30	30
CG4 Pearson Correlation	.858**	.328	.375*	1	.357	.504**	.294	.892**	.484**	.583**	.358	.801**
CG4 Sig. (2-tailed)	.000	.077	.041		.053	.004	.114	.000	.007	.001	.052	.000
CG4 N	30	30	30	30	30	30	30	30	30	30	30	30
CG5 Pearson Correlation	.346	.626**	.978**	.357	1	.145	.532**	.353	.176	.430*	.561**	.716**
CG5 Sig. (2-tailed)	.061	.000	.000	.053		.443	.003	.056	.352	.018	.001	.000
CG5 N	30	30	30	30	30	30	30	30	30	30	30	30
CG6 Pearson Correlation	.410*	.183	.160	.504**	.145	1	.106	.487**	.894**	.466**	.080	.586**
CG6 Sig. (2-tailed)	.024	.332	.397	.004	.443		.576	.006	.000	.010	.675	.001
CG6 N	30	30	30	30	30	30	30	30	30	30	30	30
CG7 Pearson Correlation	.221	.865**	.551**	.294	.532**	.106	1	.238	.115	.251	.706**	.626**
CG7 Sig. (2-tailed)	.241	.000	.002	.114	.003	.576		.206	.544	.181	.000	.000
CG7 N	30	30	30	30	30	30	30	30	30	30	30	30
CG8 Pearson Correlation	.961**	.268	.372*	.892**	.353	.487**	.238	1	.515**	.563**	.299	.793**
CG8 Sig. (2-tailed)	.000	.152	.043	.000	.056	.006	.206		.004	.001	.108	.000
CG8 N	30	30	30	30	30	30	30	30	30	30	30	30
CG9 Pearson Correlation	.452*	.232	.186	.484**	.176	.894**	.115	.515**	1	.460*	.100	.611**
CG9 Sig. (2-tailed)	.012	.217	.324	.007	.352	.000	.544	.004		.011	.601	.000
CG9 N	30	30	30	30	30	30	30	30	30	30	30	30
CG10 Pearson Correlation	.573**	.285	.405*	.583**	.430*	.466**	.251	.563**	.460*	1	.069	.670**
CG10 Sig. (2-tailed)	.001	.126	.026	.001	.018	.010	.181	.001	.011		.718	.000
CG10 N	30	30	30	30	30	30	30	30	30	30	30	30
CG11 Pearson Correlation	.276	.773**	.584**	.358	.561**	.080	.706**	.299	.100	.069	1	.621**
CG11 Sig. (2-tailed)	.140	.000	.001	.052	.001	.675	.000	.108	.601	.718		.000
CG11 N	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL Pearson Correlation	.763**	.702**	.732**	.801**	.716**	.586**	.626**	.793**	.611**	.670**	.621**	1
TOTAL Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	
TOTAL N	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Uji Validitas *Employee Engagement*

Correlations

		EE1	EE2	EE3	EE4	EE5	EE6	EE7	EE8	EE9	EE10	EE11	EE12	TOTAL
EE1	Pearson Correlation	1	.314	.276	.332	.288	.579**	.649**	.492**	.590**	.667**	.535**	.488**	.726**
	Sig. (2-tailed)		.091	.141	.073	.123	.001	.000	.006	.001	.000	.002	.006	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE2	Pearson Correlation	.314	1	.004	.137	.336	.579**	.377*	.347	.463**	.479**	.769**	.910**	.675**
	Sig. (2-tailed)	.091		.985	.471	.069	.001	.040	.061	.010	.007	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE3	Pearson Correlation	.276	.004	1	.499**	.665**	.245	.358	.285	.682**	.302	.100	-.011	.505**
	Sig. (2-tailed)	.141	.985		.005	.000	.192	.052	.127	.000	.105	.598	.953	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE4	Pearson Correlation	.332	.137	.499**	1	.383*	.149	.139	.373*	.516**	.391*	.280	.230	.520**
	Sig. (2-tailed)	.073	.471	.005		.037	.431	.463	.042	.004	.033	.134	.221	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE5	Pearson Correlation	.288	.336	.665**	.383*	1	.338	.373*	.467**	.695**	.528**	.408*	.358	.681**
	Sig. (2-tailed)	.123	.069	.000	.037		.068	.043	.009	.000	.003	.025	.052	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE6	Pearson Correlation	.579**	.579**	.245	.149	.338	1	.725**	.500**	.565**	.575**	.609**	.669**	.754**
	Sig. (2-tailed)	.001	.001	.192	.431	.068		.000	.005	.001	.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE7	Pearson Correlation	.649**	.377*	.358	.139	.373*	.725**	1	.639**	.527**	.704**	.401*	.457*	.730**
	Sig. (2-tailed)	.000	.040	.052	.463	.043	.000		.000	.003	.000	.028	.011	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE8	Pearson Correlation	.492**	.347	.285	.373*	.467**	.500**	.639**	1	.543**	.864**	.428*	.478**	.747**
	Sig. (2-tailed)	.006	.061	.127	.042	.009	.005	.000		.002	.000	.018	.008	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE9	Pearson Correlation	.590**	.463**	.682**	.516**	.695**	.565**	.527**	.543**	1	.592**	.530**	.530**	.846**
	Sig. (2-tailed)	.001	.010	.000	.004	.000	.001	.003	.002		.001	.003	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE10	Pearson Correlation	.667**	.479**	.302	.391*	.528**	.575**	.704**	.864**	.592**	1	.549**	.598**	.846**
	Sig. (2-tailed)	.000	.007	.105	.033	.003	.001	.000	.000	.001		.002	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE11	Pearson Correlation	.535**	.769**	.100	.280	.408*	.609**	.401*	.428*	.530**	.549**	1	.856**	.762**
	Sig. (2-tailed)	.002	.000	.598	.134	.025	.000	.028	.018	.003	.002		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
EE12	Pearson Correlation	.488**	.910**	-.011	.230	.358	.669**	.457*	.478**	.530**	.598**	.856**	1	.774**
	Sig. (2-tailed)	.006	.000	.953	.221	.052	.000	.011	.008	.003	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.726**	.675**	.505**	.520**	.681**	.754**	.730**	.747**	.846**	.846**	.762**	.774**	1
	Sig. (2-tailed)	.000	.000	.004	.003	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Uji Validitas *Organizational Citizenship Behavior*

Correlations

		OCB1	OCB2	OCB3	OCB4	OCB5	OCB6	OCB7	OCB8	OCB9	OCB10	OCB11	OCB12	TOTAL
OCB1	Pearson Correlation	1	.255	.896**	.330	.371'	.413'	.486**	.451'	.465**	.927**	.323	.557**	.763**
	Sig. (2-tailed)		.173	.000	.075	.043	.023	.006	.012	.010	.000	.082	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB2	Pearson Correlation	.255	1	.197	.401'	.289	.366'	.430'	.300	.317	.239	.659**	.358	.561**
	Sig. (2-tailed)	.173		.296	.028	.122	.047	.018	.107	.088	.203	.000	.052	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB3	Pearson Correlation	.896**	.197	1	.380'	.371'	.413'	.486**	.399'	.521**	.927**	.323	.499**	.757**
	Sig. (2-tailed)	.000	.296		.038	.043	.023	.006	.029	.003	.000	.082	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB4	Pearson Correlation	.330	.401'	.380'	1	.624**	.363'	.408'	.069	.170	.337	.413'	.100	.544**
	Sig. (2-tailed)	.075	.028	.038		.000	.048	.025	.718	.368	.069	.023	.598	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB5	Pearson Correlation	.371'	.289	.371'	.624**	1	.494**	.315	.186	.070	.428'	.360	.099	.539**
	Sig. (2-tailed)	.043	.122	.043	.000		.006	.090	.324	.713	.018	.051	.602	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB6	Pearson Correlation	.413'	.366'	.413'	.363'	.494**	1	.668**	.402'	.431'	.460'	.710**	.464**	.722**
	Sig. (2-tailed)	.023	.047	.023	.048	.006		.000	.028	.018	.011	.000	.010	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB7	Pearson Correlation	.486**	.430'	.486**	.408'	.315	.668**	1	.624**	.778**	.494**	.748**	.722**	.842**
	Sig. (2-tailed)	.006	.018	.006	.025	.090	.000		.000	.000	.006	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB8	Pearson Correlation	.451'	.300	.399'	.069	.186	.402'	.624**	1	.759**	.367'	.582**	.898**	.709**
	Sig. (2-tailed)	.012	.107	.029	.718	.324	.028	.000		.000	.046	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB9	Pearson Correlation	.465**	.317	.521**	.170	.070	.431'	.778**	.759**	1	.379'	.629**	.856**	.750**
	Sig. (2-tailed)	.010	.088	.003	.368	.713	.018	.000	.000		.039	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB10	Pearson Correlation	.927**	.239	.927**	.337	.428'	.460'	.494**	.367'	.379'	1	.350	.453'	.749**
	Sig. (2-tailed)	.000	.203	.000	.069	.018	.011	.006	.046	.039		.058	.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB11	Pearson Correlation	.323	.659**	.323	.413'	.360	.710**	.748**	.582**	.629**	.350	1	.659**	.791**
	Sig. (2-tailed)	.082	.000	.082	.023	.051	.000	.000	.001	.000	.058		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
OCB12	Pearson Correlation	.557**	.358	.499**	.100	.099	.464**	.722**	.898**	.856**	.453'	.659**	1	.783**
	Sig. (2-tailed)	.001	.052	.005	.598	.602	.010	.000	.000	.000	.012	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.763**	.561**	.757**	.544**	.539**	.722**	.842**	.709**	.750**	.749**	.791**	.783**	1
	Sig. (2-tailed)	.000	.001	.000	.002	.002	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

Uji Reliabilitas *Shift Work*

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.929	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
SW1	23.3333	27.540	.865	.914
SW2	23.7000	28.079	.597	.932
SW3	23.7000	29.459	.570	.931
SW4	23.3667	27.275	.819	.916
SW5	23.4667	27.016	.835	.915
SW6	23.5000	29.707	.493	.937
SW7	23.3000	27.252	.825	.916
SW8	23.3333	27.540	.865	.914
SW9	23.2333	27.702	.889	.913

Uji Reliabilitas *Career Growth*

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.892	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
CG1	28.5333	34.257	.694	.878
CG2	28.3333	36.161	.635	.882
CG3	28.2000	35.131	.662	.880
CG4	28.4333	34.047	.744	.874
CG5	28.2333	35.151	.641	.881
CG6	28.4667	36.947	.495	.889
CG7	28.3667	36.516	.540	.887
CG8	28.4667	34.051	.732	.875
CG9	28.3667	36.171	.513	.889
CG10	28.5000	35.983	.590	.884
CG11	28.4333	36.392	.531	.888

Uji Reliabilitas *Employee Engagement*

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.913	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
EE1	31.2000	41.338	.658	.905
EE2	31.2000	41.959	.598	.908
EE3	30.8000	44.786	.422	.915
EE4	31.3333	44.161	.427	.916
EE5	31.0667	42.271	.610	.908
EE6	31.0667	42.685	.707	.904
EE7	31.0667	42.478	.676	.905
EE8	31.1667	41.523	.689	.904
EE9	31.0667	39.168	.801	.898
EE10	31.0333	40.102	.806	.898
EE11	31.1333	41.085	.704	.903
EE12	31.1333	40.947	.718	.903

Uji Reliabilitas *Organizational Citizenship Behavior*

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.910	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
OCB1	31.8667	36.533	.704	.900
OCB2	31.6000	39.214	.478	.910
OCB3	31.8667	36.602	.696	.900
OCB4	31.6667	38.713	.445	.913
OCB5	31.6000	39.421	.454	.911
OCB6	31.5333	37.568	.662	.902
OCB7	31.6000	35.628	.800	.895
OCB8	31.4000	37.007	.638	.903
OCB9	31.4333	37.082	.693	.900
OCB10	31.7667	37.220	.693	.900
OCB11	31.4667	36.464	.739	.898
OCB12	31.3333	37.057	.734	.899

Lampiran 5
Karakteristik Responden

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	6	5.8	5.8	5.8
	Perempuan	98	94.2	94.2	100.0
Total		104	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<= 30 tahun	54	51.9	51.9	51.9
	31-40 tahun	39	37.5	37.5	89.4
	41-50 tahun	11	10.6	10.6	100.0
Total		104	100.0	100.0	

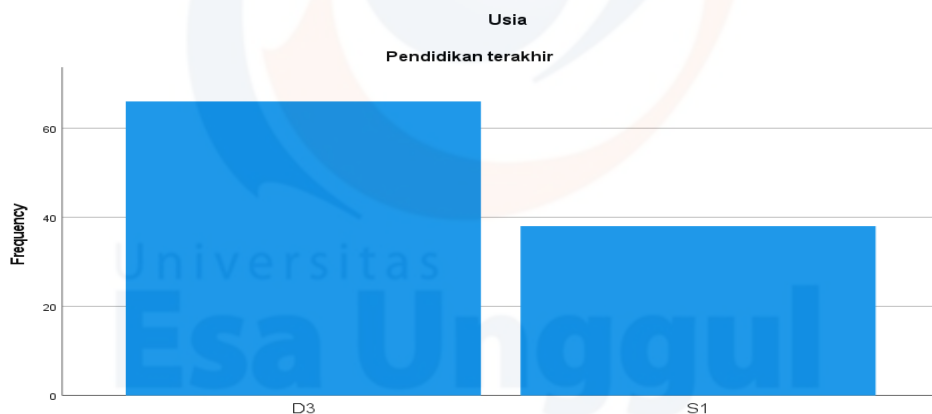
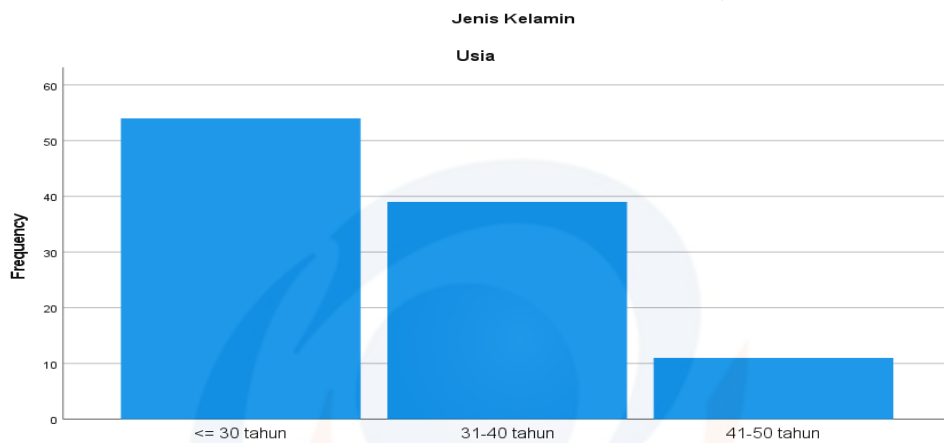
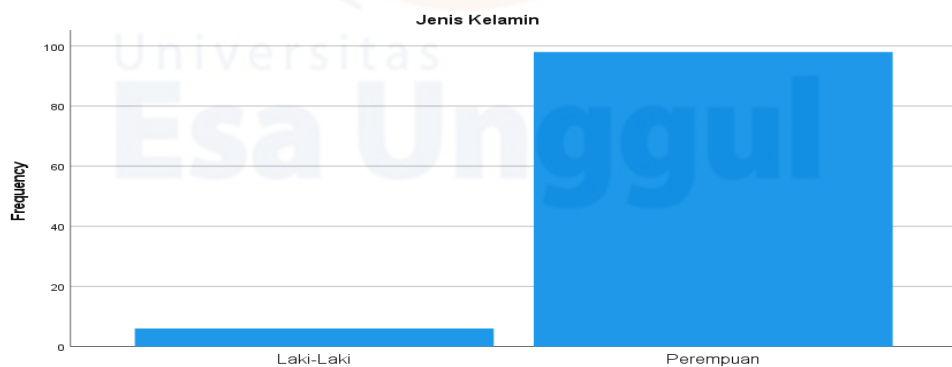
Pendidikan terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	66	63.5	63.5	63.5
	S1	38	36.5	36.5	100.0
Total		104	100.0	100.0	

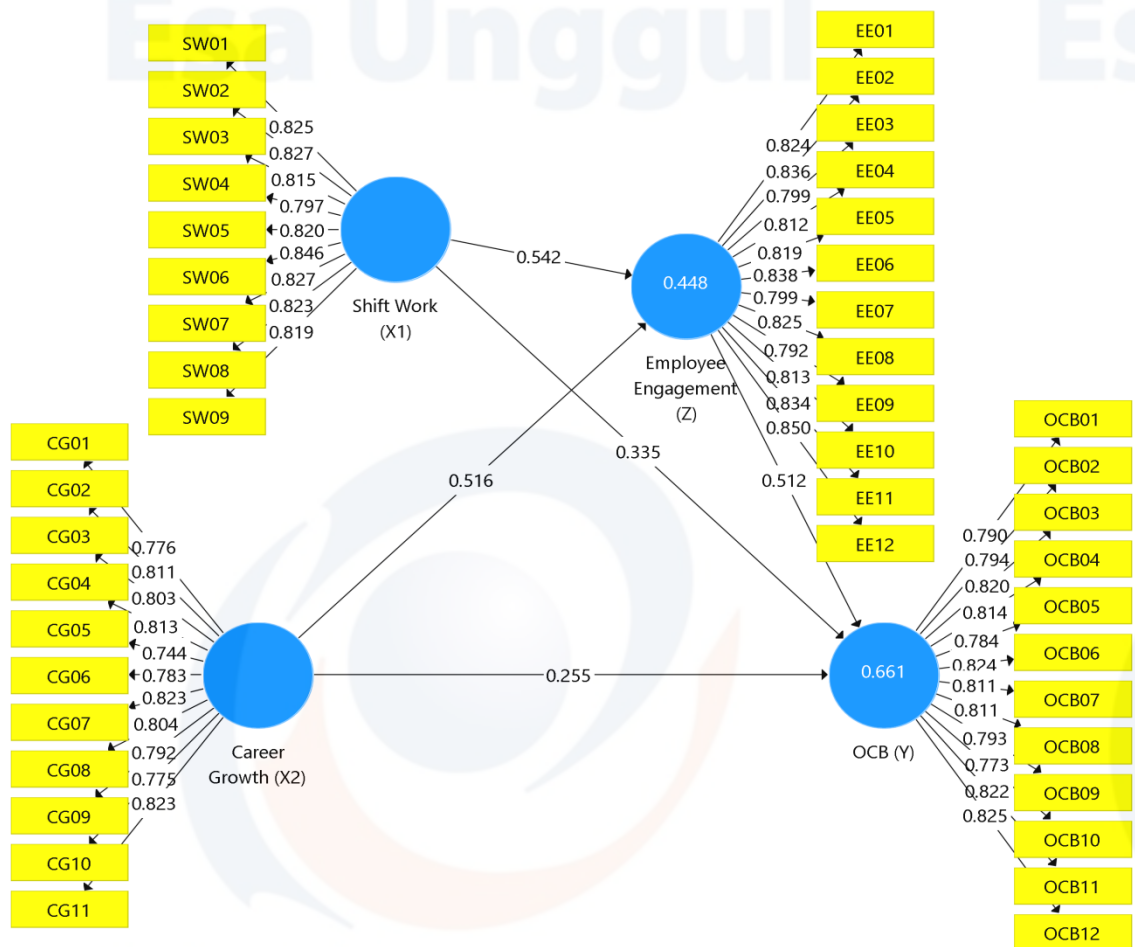
Lama bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	a. 2-3 thn	31	29.8	29.8	29.8
	b. > 3-4 thn	20	19.2	19.2	49.0
	c. > 4-5 thn	13	12.5	12.5	61.5
	d. > 5 tahun	40	38.5	38.5	100.0
Total		104	100.0	100.0	

Bar Chart



Lampiran 6
Hasil Outer Model SEM-PLS



**OUTER
LOADING**

	Career Growth (X2)	Employee Engagement (Z)	OCB (Y)	Shift Work (X1)
CG01	0.776			
CG02	0.811			
CG03	0.803			
CG04	0.813			
CG05	0.744			
CG06	0.783			
CG07	0.823			
CG08	0.804			
CG09	0.792			
CG10	0.775			
CG11	0.823			
EE01		0.824		
EE02		0.836		
EE03		0.799		
EE04		0.812		
EE05		0.819		
EE06		0.838		
EE07		0.799		
EE08		0.825		
EE09		0.792		
EE10		0.813		
EE11		0.834		
EE12		0.850		
OCB01			0.790	
OCB02			0.794	
OCB03			0.820	
OCB04			0.814	
OCB05			0.784	
OCB06			0.824	
OCB07			0.811	
OCB08			0.811	
OCB09			0.793	
OCB10			0.773	
OCB11			0.822	
OCB12			0.825	
SW01				0.825
SW02				0.827
SW03				0.815
SW04				0.797
SW05				0.820
SW06				0.846
SW07				0.827
SW08				0.823
SW09				0.819

Cross Loadings

	Career Growth (X2)	Employee Engagement (Z)	OCB (Y)	Shift Work (X1)
CG01	0,776	0,208	0,252	-0,183
CG02	0,811	0,303	0,307	-0,172
CG03	0,803	0,330	0,333	-0,169
CG04	0,813	0,394	0,340	-0,103
CG05	0,744	0,346	0,291	-0,087
CG06	0,783	0,199	0,235	-0,192
CG07	0,823	0,371	0,343	-0,196
CG08	0,804	0,310	0,304	-0,206
CG09	0,792	0,287	0,321	-0,168
CG10	0,775	0,299	0,283	-0,227
CG11	0,823	0,406	0,389	-0,104
EE01	0,381	0,824	0,597	0,312
EE02	0,253	0,836	0,669	0,430
EE03	0,474	0,799	0,568	0,181
EE04	0,291	0,812	0,657	0,341
EE05	0,411	0,819	0,671	0,352
EE06	0,444	0,838	0,680	0,332
EE07	0,254	0,799	0,530	0,346
EE08	0,318	0,825	0,627	0,352
EE09	0,266	0,792	0,608	0,458
EE10	0,258	0,813	0,556	0,375
EE11	0,330	0,834	0,669	0,424
EE12	0,305	0,850	0,639	0,395
OCB01	0,299	0,621	0,790	0,456
OCB02	0,380	0,559	0,794	0,416
OCB03	0,343	0,650	0,820	0,397
OCB04	0,368	0,606	0,814	0,372
OCB05	0,327	0,628	0,784	0,430
OCB06	0,312	0,558	0,824	0,373
OCB07	0,269	0,649	0,811	0,472
OCB08	0,219	0,611	0,811	0,450
OCB09	0,249	0,642	0,793	0,511
OCB10	0,371	0,559	0,773	0,242
OCB11	0,376	0,663	0,822	0,371
OCB12	0,319	0,602	0,825	0,387
SW01	-0,174	0,281	0,361	0,825
SW02	-0,221	0,303	0,437	0,827
SW03	-0,211	0,320	0,384	0,815
SW04	-0,241	0,332	0,374	0,797
SW05	-0,217	0,329	0,371	0,820
SW06	-0,063	0,494	0,492	0,846
SW07	-0,106	0,416	0,491	0,827
SW08	-0,156	0,329	0,341	0,823
SW09	-0,158	0,370	0,448	0,819

Construct Reliability and Validity

	Cronbach's Alpha	Average Variance Extracted (AVE)
Career Growth (X2)	0.942	0.633
Employee Engagement (Z)	0.956	0.673
OCB (Y)	0.951	0.648
Shift Work (X1)	0.940	0.676

Fornell-Larcker Criterion

	Career Growth (X2)	Employee Engagement (Z)	OCB (Y)	Shift Work (X1)
Career Growth (X2)	0,796			
Employee Engagement (Z)	0,407	0,820		
OCB (Y)	0,396	0,763	0,805	
Shift Work (X1)	0,201	0,438	0,508	0,822

Heterotrait-Monotrait Ratio (HTMT)

	Career Growth (X2)	Employee Engagement (Z)	OCB (Y)	Shift Work (X1)
Career Growth (X2)				
Employee Engagement (Z)	0,414			
OCB (Y)	0,411	0,794		
Shift Work (X1)	0,230	0,450	0,525	

Uji Multikolinearitas (VIF)

	Career Growth (X2)	Employee Engagement (Z)	OCB (Y)	Shift Work (X1)
Career Growth (X2)		1,042	1,524	
Employee Engagement (Z)			1,810	
OCB (Y)				
Shift Work (X1)		1,042	1,575	

Model FIT

	Saturated Model	Estimated Model
SRMR	0,066	0,066
d_ULS	4,331	4,331
d_G	2,572	2,572
Chi-Square	1194,764	1194,764
NFI	0,738	0,738

rms Theta	0,116
-----------	-------

R-Square

	R Square	R Square Adjusted
Employee Engagement (Z)	0,448	0,437
OCB (Y)	0,661	0,651

Path Coefficient Outer Model

	Career Growth (X2)	Employee Engagement (Z)	OCB (Y)	Shift Work (X1)
Career Growth (X2)		0,516	0,255	
Employee Engagement (Z)			0,512	
OCB (Y)				
Shift Work (X1)		0,542	0,335	

Latent Variable Correlation

	Career Growth (X2)	Employee Engagement (Z)	OCB (Y)	Shift Work (X1)
Career Growth (X2)	1,000	0,407	0,396	0,201
Employee Engagement (Z)	0,407	1,000	0,763	0,438
OCB (Y)	0,396	0,763	1,000	0,508
Shift Work (X1)	0,201	0,438	0,508	1,000

Lampiran 7
Path Coefficient

		Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Hasil
H2	Shift Work (X1) → Employee Engagement (Z)	0.542	0.542	0.069	7.889	0.000	Diterima
H3	Career Growth (X2) → Employee Engagement (Z)	0.516	0.522	0.066	7.793	0.000	Diterima
H4	Employee Engagement (Z) → OCB (Y)	0.512	0.506	0.075	6.845	0.000	Diterima
H5	Shift Work (X1) → OCB (Y)	0.335	0.341	0.072	4.636	0.000	Diterima
H6	Career Growth (X2) → OCB (Y)	0.255	0.262	0.084	3.049	0.002	Diterima

Indirect Effects

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Hasil
Career Growth (X2) → Employee Engagement (Z) → OCB (Y)	0.264	0.264	0.050	5.286	0.000	Diterima
Shift Work (X1) → Employee Engagement (Z) → OCB (Y)	0.278	0.274	0.055	5.068	0.000	Diterima