

Lampiran 1
Jadwal Penelitian

Jadwal Penelitian

Kegiatan Penelitian ini dirancang berlangsung selama lima bulan dengan alokasi waktu seperti tercantum dalam tabel di bawah ini :

NO	Tahap dan Kegiatan Penelitian	2018					2019
		8	9	10	11	12	01
		1.	Persiapan penyusunan proposal penelitian	✓	✓		
2.	Bimbingan penyusunan proposal			✓	✓		
3.	Seminar proposal penelitian					✓	
4.	Pengumpulan data primer dan sekunder					✓	
5.	Pengolahan dan analisis data						✓
6.	Penyusunan laporan hasil penelitian						✓
7.	Ujian skripsi						✓

Lampiran 2
Kuesioner Penelitian

KUESIONER PENELITIAN

Mohon kesediaan Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang berjudul “Pengaruh *job engagement* dan komitmen organisasi terhadap perilaku *withdrawal* Di Universitas Muhammadiyah Gresik”. Penelitian ini dilakukan dalam rangka memenuhi tugas akhir S-1 Manajemen, Fakultas Ekonomi dan Bisnis di Universitas Muhammadiyah Gresik. Atas kesediaan dan kerjasama Bapak/Ibu/Saudara/I saya ucapkan terima kasih.

1. Mohon isi identitas anda dibawah ini :
 - a. Nama Lengkap :
 - b. Jenis kelamin : () Laki-laki () Perempuan
 - c. Usia :Tahun
 - d. Jabatan :
 - e. Status pegawai : Kontrak/Tetap
2. Berilah tanda checklist (\checkmark) pada salah satu jawaban yang sesuai dengan pendapat Bapak/Ibu/Saudara/i.

Pernyataan di bawah ini dengan kode :

SS=Sangat Setuju
S =Setuju
R =Ragu-Ragu
KS=KurangSetuju
STS =Sangat Tidak Setuju

JOB ENGAGEMENT

No	PERTANYAAN	SS	S	KS	TS	STS
1	Saya selalu larut dalam melakukan pekerjaan yang sudah diberikan					
2	Saya menjadi lupa waktu dalam melakukan suatu pekerjaan					
3	Saya dapat total dalam bekerja					
4	Saya tidak dapat memikirkan pekerjaan lain kecuali pekerjaan ini					
5	Saya terikat dengan pekerjaan ini					

KOMITMEN ORGANISASI

No	PERTANYAAN	SS	S	KS	TS	STS
1	Saya ingin tetap menjadi anggota organisasi ini					
2	Saya selalu berusaha keras sesuai yang diinginkan organisasi ini					
3	Saya meyakini nilai dan tujuan organisasi ini					

PERILAKU WITHDRAWAL

No	PERTANYAAN	SS	S	KS	TS	STS
1	Saya khawatir dengan status kepegawaian saya					
2	Saya lebih senang menghabiskan waktu untuk berbincang dengan rekan kerja saya					
3	Saya selalu menyibukan diri seolah olah saya sibuk bekerja					
4	Saya melakukan pekerjaan lain diluar pekerjaan yang sudah diberikan					
5	Saya lebih banyak menggunakan waktu bekerja dengan akses internet di luar pekerjaan					

Lampiran 3
Hasil Tabulasi

NO	Job Engagement (X1)						Komitment Organisasi (X2)				Perilaku Withdrawal (Y)						
	Resp	X11	X12	X13	X14	X15	R	X21	X22	X23	R	Y11	Y12	Y13	Y14	Y15	R
1	4	3	3	3	3	3	3,20	3	3	4	3,33	3	3	3	4	3	3,20
2	3	3	3	3	2	2	2,80	3	3	2	2,67	3	2	2	4	3	2,80
3	3	4	3	3	3	3	3,20	3	2	2	2,33	3	3	2	3	4	3,00
4	4	4	4	4	4	4	4,00	4	4	4	4,00	4	3	4	4	4	3,80
5	4	3	3	3	2	2	3,00	3	3	2	2,67	3	3	3	2	2	2,60
6	3	3	3	3	3	3	3,00	3	3	3	3,00	3	3	3	3	3	3,00
7	3	3	3	4	3	3	3,20	3	2	2	2,33	3	2	2	3	3	2,60
8	4	3	3	4	3	3	3,40	2	2	2	2,00	3	2	2	3	5	3,00
9	5	4	4	4	4	4	4,20	3	2	2	2,33	4	2	2	3	4	3,00
10	4	3	4	4	4	4	3,80	3	3	2	2,67	4	2	2	3	4	3,00
11	4	4	4	4	3	3	3,80	5	3	5	4,33	4	3	5	4	5	4,20
12	4	4	4	3	3	3	3,60	4	4	4	4,00	4	4	4	4	4	4,00
13	3	3	4	5	3	3	3,60	3	3	2	2,67	3	3	3	4	3	3,20
14	5	3	5	3	2	2	3,60	3	2	3	2,67	3	3	3	3	3	3,00
15	4	4	3	3	4	4	3,60	2	2	2	2,00	3	3	2	3	4	3,00
16	4	4	4	4	3	3	3,80	3	3	3	3,00	3	4	3	4	4	3,60
17	4	4	4	4	4	4	4,00	4	4	4	4,00	4	3	4	5	5	4,20
18	4	4	4	4	3	3	3,80	3	4	3	3,33	3	4	3	3	3	3,20
19	3	4	3	3	3	3	3,20	2	2	2	2,00	4	3	4	3	3	3,40
20	4	4	4	4	3	3	3,80	3	3	3	3,00	3	4	3	3	3	3,20
21	3	3	3	3	4	4	3,20	4	4	4	4,00	3	4	4	4	4	3,80
22	3	3	3	4	4	4	3,40	3	3	4	3,33	3	2	2	4	3	2,80
23	3	4	3	4	3	3	3,40	3	4	3	3,33	5	3	5	3	5	4,20
24	1	1	1	1	1	1	1,00	1	1	1	1,00	2	3	1	1	2	1,80
25	4	3	4	3	3	3	3,40	3	3	3	3,00	3	3	3	3	4	3,20
26	2	2	3	3	5	5	3,00	1	1	3	1,67	3	2	1	1	3	2,00
27	3	3	3	3	3	3	3,00	3	3	3	3,00	3	3	3	3	3	3,00
28	3	4	3	4	4	4	3,60	5	4	5	4,67	4	2	5	5	5	4,20
29	4	3	5	5	5	5	4,40	5	5	5	5,00	4	4	4	4	4	4,00
30	3	3	3	4	4	4	3,40	3	2	2	2,33	3	3	2	3	3	2,80
31	4	4	4	3	3	3	3,60	3	3	2	2,67	3	2	2	3	3	2,60
32	4	4	3	3	3	3	3,40	3	4	2	3,00	5	3	4	4	3	3,80

33	3	5	3	3	3	3,40	4	4	4	4,00	2	5	4	5	4	4,00
34	3	4	4	5	4	4,00	4	3	4	3,67	3	4	5	5	4	4,20
35	4	4	4	4	3	3,80	4	4	4	4,00	5	3	4	4	4	4,00
36	5	5	5	5	5	5,00	4	5	4	4,33	5	4	5	4	5	4,60
37	5	4	5	5	4	4,60	4	4	4	4,00	5	4	5	5	4	4,60
38	4	4	4	4	4	4,00	4	3	4	3,67	5	4	4	5	4	4,40
39	5	4	5	5	4	4,60	4	3	4	3,67	5	4	4	4	4	4,20
40	5	5	4	4	4	4,40	5	5	5	5,00	4	5	4	4	5	4,40
41	5	5	4	4	4	4,40	4	4	4	4,00	4	4	5	4	3	4,00
42	5	5	5	5	5	5,00	3	3	4	3,33	4	4	5	4	3	4,00
43	3	4	4	3	4	3,60	3	3	5	3,67	5	4	5	4	4	4,40
44	4	3	4	5	3	3,80	4	4	4	4,00	5	5	4	4	4	4,40
45	4	4	4	4	5	4,20	3	2	4	3,00	5	4	5	5	3	4,40
46	4	4	4	4	4	4,00	4	3	3	3,33	5	4	5	4	4	4,40
47	4	4	4	4	4	4,00	4	4	4	4,00	4	4	5	4	5	4,40
48	3	3	4	3	4	3,40	5	4	4	4,33	5	5	5	4	3	4,40
49	4	5	5	5	4	4,60	4	5	5	4,67	5	4	5	4	5	4,60
50	3	3	3	3	4	3,20	4	5	4	4,33	5	4	4	5	5	4,60
51	4	3	3	3	4	3,40	4	4	4	4,00	5	5	5	4	3	4,40
52	5	4	5	5	4	4,60	4	4	4	4,00	5	5	5	4	4	4,60
53	5	4	5	5	4	4,60	4	4	2	3,33	5	5	3	2	5	4,00
54	4	3	4	5	3	3,80	3	4	3	3,33	5	3	3	2	5	3,60
55	4	4	4	4	5	4,20	4	4	4	4,00	4	4	4	3	4	3,80
56	4	4	4	4	4	4,00	4	4	4	4,00	4	3	4	3	4	3,60
57	4	4	4	4	4	4,00	5	3	3	3,67	4	3	4	4	4	3,80
58	5	4	4	4	4	4,20	4	3	3	3,33	4	4	4	4	4	4,00
59	5	5	5	5	4	4,80	4	4	4	4,00	5	4	5	5	4	4,60
60	5	5	5	5	4	4,80	4	3	2	3,00	4	4	4	3	3	3,60
61	5	5	5	5	5	5,00	4	4	4	4,00	4	5	4	4	4	4,20
62	5	4	5	5	4	4,60	3	4	4	3,67	5	4	4	4	4	4,20
63	4	4	4	4	4	4,00	4	4	4	4,00	5	4	4	4	5	4,40
64	4	4	4	4	4	4,00	4	5	5	4,67	4	4	4	5	5	4,40
65	3	3	4	3	4	3,40	4	4	5	4,33	4	5	5	4	5	4,60
66	4	5	5	5	4	4,60	4	4	5	4,33	4	3	4	4	4	3,80
67	5	4	5	4	5	4,60	4	4	4	4,00	4	3	5	3	4	3,80
68	5	4	5	5	4	4,60	4	4	3	3,67	4	4	4	4	5	4,20
69	4	4	4	4	4	4,00	4	4	3	3,67	4	4	4	4	5	4,20

70	4	3	4	3	4	3,60	5	5	5	5,00	5	3	4	4	5	4,20
71	5	3	4	4	4	4,00	4	4	4	4,00	4	4	4	4	4	4,00
72	4	4	5	4	3	4,00	4	3	3	3,33	4	5	4	4	4	4,20
73	4	3	5	4	4	4,00	5	3	3	3,67	4	3	4	4	4	3,80
74	3	3	4	5	4	3,80	4	4	4	4,00	4	5	5	5	4	4,60
75	3	4	4	5	4	4,00	4	4	3	3,67	5	5	4	3	3	4,00
76	4	4	4	4	3	3,80	3	4	4	3,67	4	3	3	3	5	3,60
77	5	5	5	5	5	5,00	4	5	4	4,33	4	4	4	4	5	4,20
78	5	4	5	5	4	4,60	4	4	5	4,33	5	3	4	5	4	4,20
79	4	4	4	4	4	4,00	5	4	5	4,67	5	3	4	4	4	4,00
80	5	4	5	5	4	4,60	4	4	4	4,00	4	4	4	4	4	4,00
81	5	5	4	4	4	4,40	4	4	4	4,00	4	4	3	4	5	4,00
82	5	5	4	4	4	4,40	4	3	4	3,67	4	3	5	3	4	3,80
83	5	5	5	5	5	5,00	4	4	3	3,67	4	4	5	4	5	4,40
84	3	4	4	3	4	3,60	4	3	3	3,33	4	4	5	4	5	4,40
85	4	3	4	5	3	3,80	4	4	3	3,67	4	3	5	4	4	4,00
86	4	4	4	4	5	4,20	4	4	4	4,00	4	4	5	4	4	4,20
87	4	4	4	4	4	4,00	5	4	5	4,67	4	5	4	5	4	4,40
88	4	4	4	4	4	4,00	4	4	4	4,00	4	5	4	4	5	4,40
89	4	4	4	3	4	3,80	4	4	3	3,67	5	5	4	4	5	4,60
90	5	4	4	4	4	4,20	5	4	3	4,00	5	5	5	4	5	4,80
91	5	4	4	4	4	4,20	4	5	5	4,67	5	5	5	5	4	4,80



Lampiran 4
Data Statistik SPSS 25.0

Frequencies

Statistics

		X11	X12	X13	X14	X15	JobEngagemen t
N	Valid	91	91	91	91	91	91
	Missing	0	0	0	0	0	0

Statistics

		X21	X22	X23	Komitmen	Y1	Y2	Y3
N	Valid	91	91	91	91	91	91	91
	Missing	0	0	0	0	0	0	0

Statistics

		Y4	Y5	Withdrawal
N	Valid	91	91	91
	Missing	0	0	0

Frequency Table



JOB ENGAGEMENT

X11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.1	1.1	1.1
	2.00	1	1.1	1.1	2.2
	3.00	21	23.1	23.1	25.3
	4.00	42	46.2	46.2	71.4
	5.00	26	28.6	28.6	100.0
	Total	91	100.0	100.0	

X12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.1	1.1	1.1
	2.00	1	1.1	1.1	2.2
	3.00	26	28.6	28.6	30.8
	4.00	49	53.8	53.8	84.6
	5.00	14	15.4	15.4	100.0
	Total	91	100.0	100.0	

X13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.1	1.1	1.1
	3.00	20	22.0	22.0	23.1
	4.00	48	52.7	52.7	75.8
	5.00	22	24.2	24.2	100.0
	Total	91	100.0	100.0	

X14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.1	1.1	1.1
	3.00	24	26.4	26.4	27.5
	4.00	41	45.1	45.1	72.5
	5.00	25	27.5	27.5	100.0
	Total	91	100.0	100.0	

X15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.1	1.1	1.1
	2.00	3	3.3	3.3	4.4
	3.00	24	26.4	26.4	30.8
	4.00	52	57.1	57.1	87.9
	5.00	11	12.1	12.1	100.0
	Total	91	100.0	100.0	

KOMITMEN ORGANISASI

X 2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.1	1.1	1.1
	2.80	1	1.1	1.1	2.2
	3.00	4	4.4	4.4	6.6
	3.20	6	6.6	6.6	13.2
	3.40	10	11.0	11.0	24.2
	3.60	9	9.9	9.9	34.1
	3.80	12	13.2	13.2	47.3
	4.00	18	19.8	19.8	67.0
	4.20	7	7.7	7.7	74.7
	4.40	5	5.5	5.5	80.2
	4.60	11	12.1	12.1	92.3
	4.80	2	2.2	2.2	94.5
	5.00	5	5.5	5.5	100.0
	Total		91	100.0	100.0

X 2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	2.2	2.2	2.2
	2.00	3	3.3	3.3	5.5
	3.00	26	28.6	28.6	34.1
	4.00	49	53.8	53.8	87.9
	5.00	11	12.1	12.1	100.0
	Total		91	100.0	100.0

X 2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.1	1.1	1.1
	2.00	15	16.5	16.5	17.6
	3.00	23	25.3	25.3	42.9
	4.00	38	41.8	41.8	84.6
	5.00	14	15.4	15.4	100.0
	Total		91	100.0	100.0

PERILAKU *WITHDRAWAL*

Y 1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.1	1.1	1.1
	1.67	1	1.1	1.1	2.2
	2.00	3	3.3	3.3	5.5
	2.33	4	4.4	4.4	9.9
	2.67	6	6.6	6.6	16.5
	3.00	8	8.8	8.8	25.3
	3.33	11	12.1	12.1	37.4
	3.67	15	16.5	16.5	53.8
	4.00	25	27.5	27.5	81.3
	4.33	8	8.8	8.8	90.1
	4.67	6	6.6	6.6	96.7
	5.00	3	3.3	3.3	100.0
	Total		91	100.0	100.0

Y 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.2	2.2	2.2
	3.00	21	23.1	23.1	25.3
	4.00	40	44.0	44.0	69.2
	5.00	28	30.8	30.8	100.0
	Total		91	100.0	100.0

Y 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	9	9.9	9.9	9.9
	3.00	30	33.0	33.0	42.9
	4.00	35	38.5	38.5	81.3
	5.00	17	18.7	18.7	100.0
	Total		91	100.0	100.0

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	2.2	2.2	2.2
	2.00	10	11.0	11.0	13.2
	3.00	14	15.4	15.4	28.6
	4.00	38	41.8	41.8	70.3
	5.00	27	29.7	29.7	100.0
	Total	91	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	2.2	2.2	2.2
	2.00	3	3.3	3.3	5.5
	3.00	23	25.3	25.3	30.8
	4.00	49	53.8	53.8	84.6
	5.00	14	15.4	15.4	100.0
	Total	91	100.0	100.0	

Y5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.2	2.2	2.2
	3.00	22	24.2	24.2	26.4
	4.00	41	45.1	45.1	71.4
	5.00	26	28.6	28.6	100.0
	Total	91	100.0	100.0	

Withdrawal

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.80	1	1.1	1.1	1.1
	2.00	1	1.1	1.1	2.2
	2.60	3	3.3	3.3	5.5
	2.80	3	3.3	3.3	8.8
	3.00	8	8.8	8.8	17.6
	3.20	5	5.5	5.5	23.1
	3.40	1	1.1	1.1	24.2
	3.60	5	5.5	5.5	29.7
	3.80	9	9.9	9.9	39.6
	4.00	14	15.4	15.4	54.9
	4.20	15	16.5	16.5	71.4
	4.40	15	16.5	16.5	87.9
	4.60	9	9.9	9.9	97.8
	4.80	2	2.2	2.2	100.0
	Total	91	100.0	100.0	

DESCRIPTIVES VARIABLES=JobEngagement Komitmen Withdra
/STATISTICS=MEAN STDDEV MIN MAX.

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
JobEngagement	91	1.00	5.00	3.9077	.61774
Komitmen	91	1.00	5.00	3.5973	.77870
Withdrawal	91	1.80	4.80	3.8637	.64627
Valid N (listwise)	91				

CORRELATIONS

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/VARIABLES=X11 X12 X13 X14 X15 JobEngagement
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE

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Correlations

		X11	X12	X13	X14	X15
X11	Pearson Correlation	1	.604**	.741**	.560**	.381**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	91	91	91	91	91
X12	Pearson Correlation	.604**	1	.552**	.477**	.436**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	91	91	91	91	91
X13	Pearson Correlation	.741**	.552**	1	.735**	.507**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	91	91	91	91	91
X14	Pearson Correlation	.560**	.477**	.735**	1	.471**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	91	91	91	91	91
X15	Pearson Correlation	.381**	.436**	.507**	.471**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	91	91	91	91	91
JobEngagement	Pearson Correlation	.828**	.765**	.887**	.816**	.694**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	91	91	91	91	91

		Correlations
		JobEngagemen t
X11	Pearson Correlation	.828**
	Sig. (2-tailed)	.000
	N	91
X12	Pearson Correlation	.765**
	Sig. (2-tailed)	.000
	N	91
X13	Pearson Correlation	.887**
	Sig. (2-tailed)	.000
	N	91
X14	Pearson Correlation	.816**
	Sig. (2-tailed)	.000
	N	91
X15	Pearson Correlation	.694**
	Sig. (2-tailed)	.000
	N	91
JobEngagement	Pearson Correlation	1
	Sig. (2-tailed)	
	N	91

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

```

CORRELATIONS
/VARIABLES=X21 X22 X23 Komitmen
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

		Correlations			
		X21	X22	X23	Komitmen
X21	Pearson Correlation	1	.680**	.609**	.860**
	Sig. (2-tailed)		.000	.000	.000
	N	91	91	91	91
X22	Pearson Correlation	.680**	1	.641**	.884**
	Sig. (2-tailed)	.000		.000	.000
	N	91	91	91	91
X23	Pearson Correlation	.609**	.641**	1	.874**
	Sig. (2-tailed)	.000	.000		.000
	N	91	91	91	91
Komitmen	Pearson Correlation	.860**	.884**	.874**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	91	91	91	91

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

```

CORRELATIONS
/VARIABLES=Y1 Y2 Y3 Y4 Y5 Withdrawal
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.

```

Correlations

Correlations

		Y1	Y2	Y3	Y4	Y5
Y1	Pearson Correlation	1	.390**	.611**	.365**	.407**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	91	91	91	91	91
Y2	Pearson Correlation	.390**	1	.555**	.385**	.236*
	Sig. (2-tailed)	.000		.000	.000	.025
	N	91	91	91	91	91
Y3	Pearson Correlation	.611**	.555**	1	.618**	.366**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	91	91	91	91	91
Y4	Pearson Correlation	.365**	.385**	.618**	1	.339**
	Sig. (2-tailed)	.000	.000	.000		.001
	N	91	91	91	91	91
Y5	Pearson Correlation	.407**	.236*	.366**	.339**	1
	Sig. (2-tailed)	.000	.025	.000	.001	
	N	91	91	91	91	91
Withdrawal	Pearson Correlation	.744**	.709**	.874**	.735**	.615**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	91	91	91	91	91

Correlations

		Withdrawal
Y1	Pearson Correlation	.744**
	Sig. (2-tailed)	.000
	N	91
Y2	Pearson Correlation	.709**
	Sig. (2-tailed)	.000
	N	91
Y3	Pearson Correlation	.874**
	Sig. (2-tailed)	.000
	N	91
Y4	Pearson Correlation	.735**
	Sig. (2-tailed)	.000
	N	91
Y5	Pearson Correlation	.615**
	Sig. (2-tailed)	.000
	N	91
Withdrawal	Pearson Correlation	1
	Sig. (2-tailed)	
	N	91

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

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

RELIABILITY

```

/VARIABLES=X11 X12 X13 X14 X15 JobEngagement
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.

```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	91	100.0
	Excluded ^a	0	.0
	Total	91	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.905	6

RELIABILITY

```
/VARIABLES=X21 X22 X23 Komitmen
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	91	100.0
	Excluded ^a	0	.0
	Total	91	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.920	4

RELIABILITY

```
/VARIABLES=Y1 Y2 Y3 Y4 Y5 Withdrawal
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	91	100.0
	Excluded ^a	0	.0
	Total	91	100.0

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



Reliability Statistics

Cronbach's Alpha	N of Items
.861	6

REGRESSION

```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Withdrawal
/METHOD=ENTER JobEngagement Komitmen.

```

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Komitmen, JobEngagement ^b		Enter

a. Dependent Variable: Withdrawal

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.824 ^a	.679	.671	.37043

a. Predictors: (Constant), Komitmen, JobEngagement

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.515	2	12.758	92.975	.000 ^b
	Residual	12.075	88	.137		
	Total	37.590	90			

a. Dependent Variable: Withdrawal

b. Predictors: (Constant), Komitmen, JobEngagement



Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.889	.256		3.468	.001
	JobEngagement	.247	.075	.236	3.304	.001
	Komitmen	.558	.059	.673	9.395	.000

a. Dependent Variable: Withdrawal

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Withdrawal	3.8637	.64627	91
JobEngagement	3.9077	.61774	91
Komitmen	3.5973	.77870	91

Correlations

		Withdrawal	JobEngagemen t	Komitmen
Pearson Correlation	Withdrawal	1.000	.597	.799
	JobEngagement	.597	1.000	.536
	Komitmen	.799	.536	1.000
Sig. (1-tailed)	Withdrawal	.	.000	.000
	JobEngagement	.000	.	.000
	Komitmen	.000	.000	.
N	Withdrawal	91	91	91
	JobEngagement	91	91	91
	Komitmen	91	91	91

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Komitmen, JobEngagem ent ^b	.	Enter

a. Dependent Variable: Withdrawal

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.824 ^a	.679	.671	.37043	1.369

a. Predictors: (Constant), Komitmen, JobEngagement

b. Dependent Variable: Withdrawal

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.515	2	12.758	92.975	.000 ^b
	Residual	12.075	88	.137		
	Total	37.590	90			

a. Dependent Variable: Withdrawal

b. Predictors: (Constant), Komitmen, JobEngagement

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.889	.258		3.468	.001
	JobEngagement	.247	.075	.236	3.304	.001
	Komitmen	.558	.059	.673	9.395	.000

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	JobEngagement	.712	1.404
	Komitmen	.712	1.404

a. Dependent Variable: Withdrawal

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	JobEngagemen t	Komitmen
1	1	2.966	1.000	.00	.00	.00
	2	.023	11.351	.35	.03	.84
	3	.011	18.311	.65	.97	.16

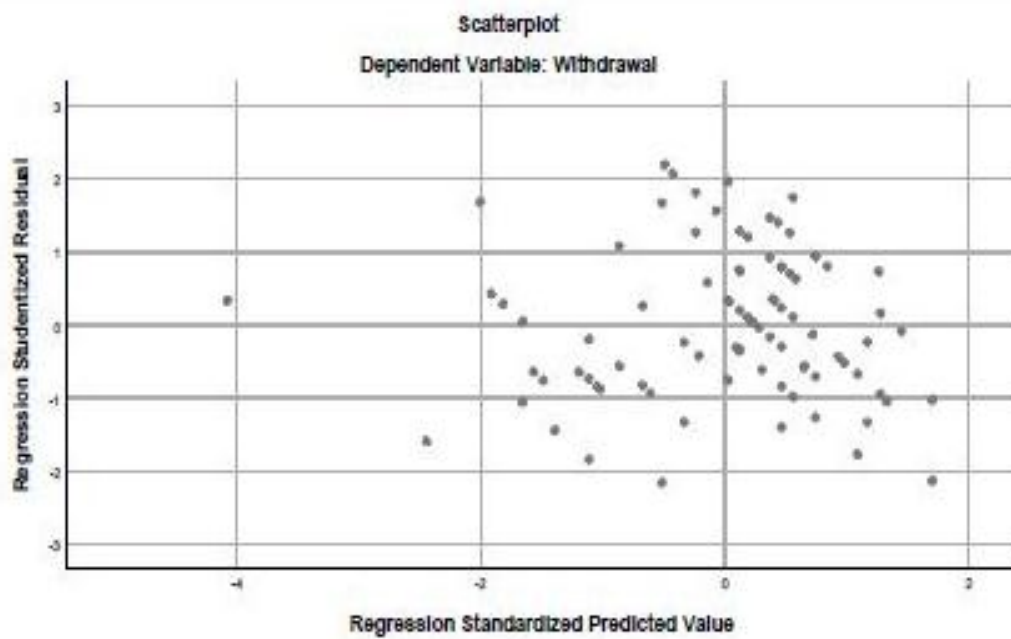
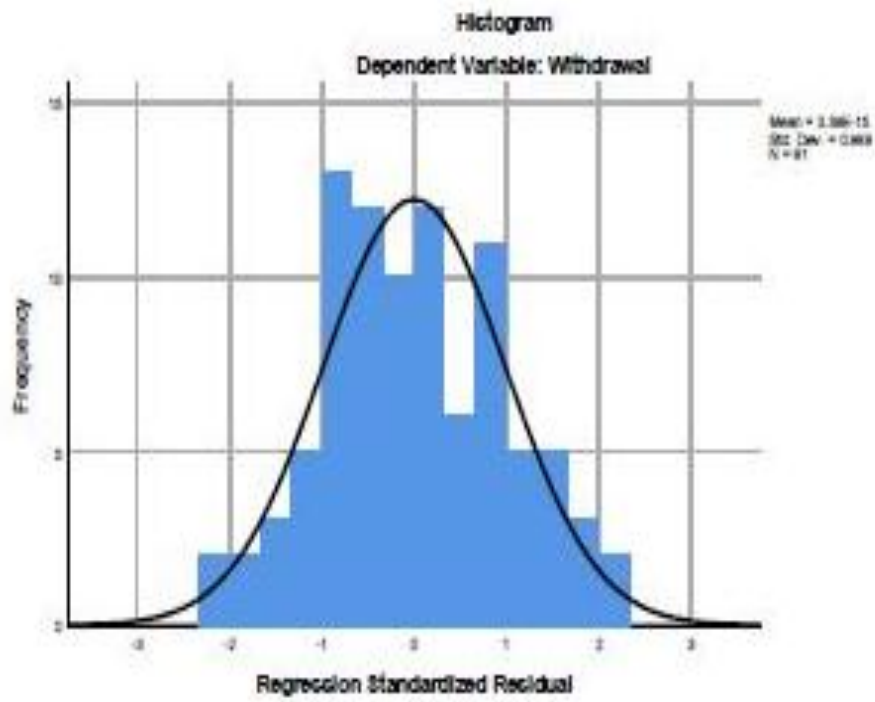
a. Dependent Variable: Withdrawal

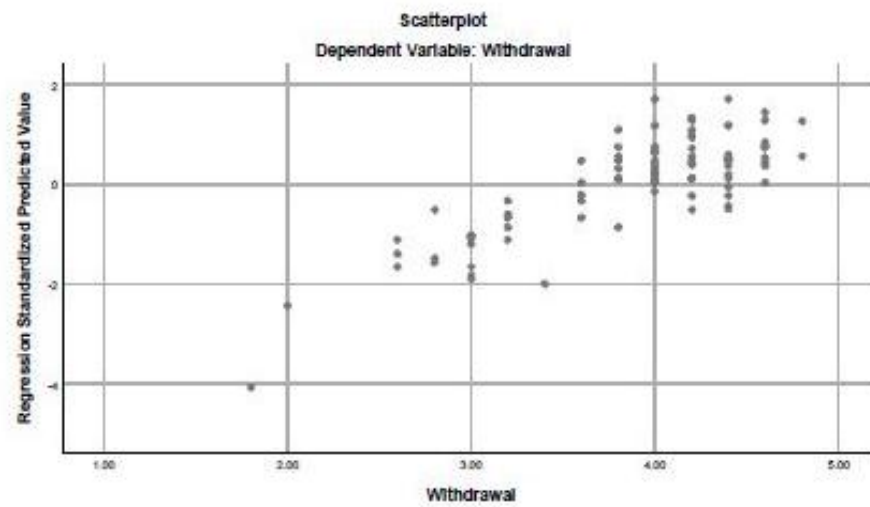
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.6947	4.7685	3.8637	.53245	91
Std. Predicted Value	-4.074	1.699	.000	1.000	91
Standard Error of Predicted Value	.039	.192	.083	.022	91
Adjusted Predicted Value	1.6563	4.8068	3.8646	.53419	91
Residual	-.78897	.79730	.00000	.36629	91
Std. Residual	-2.130	2.152	.000	.989	91
Stud. Residual	-2.150	2.185	-.001	1.004	91
Deleted Residual	-.80679	.82173	-.00090	.37740	91
Stud. Deleted Residual	-2.196	2.234	.000	1.012	91
Mahal. Distance	.023	23.079	1.978	2.738	91
Cook's Distance	.000	.075	.010	.015	91
Centered Leverage Value	.000	.258	.022	.030	91

a. Dependent Variable: Withdrawal

Charts





```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT RES2
  /METHOD=ENTER JobEngagement Komitmen
  /SAVE RESID.

```

Regression

Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.440	.143		3.074	.003
	JobEngagement	-.049	.042	-.147	-1.170	.245
	Komitmen	.015	.033	.055	.440	.661

a. Dependent Variable: RES2

Lampiran 5
Tabel r

DF = n-2	0,1	0,05	0,02	0,01	0,001
	r 0,005	r 0,05	r 0,025	r 0,01	r 0,001
1	0,9877	0,9969	0,9995	0,9999	1,0000
2	0,9000	0,9500	0,9800	0,9900	0,9990
3	0,8054	0,8783	0,9343	0,9587	0,9911
4	0,7293	0,8114	0,8822	0,9172	0,9741
5	0,6694	0,7545	0,8329	0,8745	0,9509
6	0,6215	0,7067	0,7887	0,8343	0,9249
7	0,5822	0,6664	0,7498	0,7977	0,8983
8	0,5494	0,6319	0,7155	0,7646	0,8721
9	0,5214	0,6021	0,6851	0,7348	0,8470
10	0,4973	0,5760	0,6581	0,7079	0,8233
11	0,4762	0,5529	0,6339	0,6835	0,8010
12	0,4575	0,5324	0,6120	0,6614	0,7800
13	0,4409	0,5140	0,5923	0,6411	0,7604
14	0,4259	0,4973	0,5742	0,6226	0,7419
15	0,4124	0,4821	0,5577	0,6055	0,7247
16	0,4000	0,4683	0,5425	0,5897	0,7084
17	0,3887	0,4555	0,5285	0,5751	0,6932
18	0,3783	0,4438	0,5155	0,5614	0,6788
19	0,3687	0,4329	0,5034	0,5487	0,6652
20	0,3598	0,4227	0,4921	0,5368	0,6524
21	0,3515	0,4132	0,4815	0,5256	0,6402
22	0,3438	0,4044	0,4716	0,5151	0,6287
23	0,3365	0,3961	0,4622	0,5052	0,6178
24	0,3297	0,3882	0,4534	0,4958	0,6074
25	0,3233	0,3809	0,4451	0,4869	0,5974
26	0,3172	0,3739	0,4372	0,4785	0,5880
27	0,3115	0,3673	0,4297	0,4705	0,5790
28	0,3061	0,3610	0,4226	0,4629	0,5703
29	0,3009	0,3550	0,4158	0,4556	0,5620
30	0,2960	0,3494	0,4093	0,4487	0,5541
31	0,2913	0,3440	0,4032	0,4421	0,5465
32	0,2869	0,3388	0,3972	0,4357	0,5392
33	0,2826	0,3338	0,3916	0,4296	0,5322
34	0,2785	0,3291	0,3862	0,4238	0,5254
35	0,2746	0,3246	0,3810	0,4182	0,5189
36	0,2709	0,3202	0,3760	0,4128	0,5126
37	0,2673	0,3160	0,3712	0,4076	0,5066
38	0,2638	0,3120	0,3665	0,4026	0,5007
39	0,2605	0,3081	0,3621	0,3978	0,4950
40	0,2573	0,3044	0,3578	0,3932	0,4896
41	0,2542	0,3008	0,3536	0,3887	0,4843
42	0,2512	0,2973	0,3496	0,3843	0,4791

DF = n-2	0,1	0,05	0,02	0,01	0,001
	r 0,005	r 0,05	r 0,025	r 0,01	r 0,001
43	0,2483	0,2940	0,3457	0,3801	0,4742
44	0,2455	0,2907	0,3420	0,3761	0,4694
45	0,2429	0,2876	0,3384	0,3721	0,4647
46	0,2403	0,2845	0,3348	0,3683	0,4601
47	0,2377	0,2816	0,3314	0,3646	0,4557
48	0,2353	0,2787	0,3281	0,3610	0,4514
49	0,2329	0,2759	0,3249	0,3575	0,4473
50	0,2306	0,2732	0,3218	0,3542	0,4432
51	0,2284	0,2706	0,3188	0,3509	0,4393
52	0,2262	0,2681	0,3158	0,3477	0,4354
53	0,2241	0,2656	0,3129	0,3445	0,4317
54	0,2221	0,2632	0,3102	0,3415	0,4280
55	0,2201	0,2609	0,3074	0,3385	0,4244
56	0,2181	0,2586	0,3048	0,3357	0,4210
57	0,2162	0,2564	0,3022	0,3328	0,4176
58	0,2144	0,2542	0,2997	0,3301	0,4143
59	0,2126	0,2521	0,2972	0,3274	0,4110
60	0,2108	0,2500	0,2948	0,3248	0,4079
61	0,2091	0,2480	0,2925	0,3223	0,4048
62	0,2075	0,2461	0,2902	0,3198	0,4018
63	0,2058	0,2441	0,2880	0,3173	0,3988
64	0,2042	0,2423	0,2858	0,3150	0,3959
65	0,2027	0,2404	0,2837	0,3126	0,3931
66	0,2012	0,2387	0,2816	0,3104	0,3903
67	0,1997	0,2369	0,2796	0,3081	0,3876
68	0,1982	0,2352	0,2776	0,3060	0,3850
69	0,1968	0,2335	0,2756	0,3038	0,3823
70	0,1954	0,2319	0,2737	0,3017	0,3798
71	0,1940	0,2303	0,2718	0,2997	0,3773
72	0,1927	0,2287	0,2700	0,2977	0,3748
73	0,1914	0,2272	0,2682	0,2957	0,3724
74	0,1901	0,2257	0,2664	0,2938	0,3701
75	0,1888	0,2242	0,2647	0,2919	0,3678
76	0,1876	0,2227	0,2630	0,2900	0,3655
77	0,1864	0,2213	0,2613	0,2882	0,3633
78	0,1852	0,2199	0,2597	0,2864	0,3611
79	0,1841	0,2185	0,2581	0,2847	0,3589
80	0,1829	0,2172	0,2565	0,2830	0,3568
81	0,1818	0,2159	0,2550	0,2813	0,3547
82	0,1807	0,2146	0,2535	0,2796	0,3527
83	0,1796	0,2133	0,2520	0,2780	0,3507
84	0,1786	0,2120	0,2505	0,2764	0,3487
85	0,1775	0,2108	0,2491	0,2748	0,3468
86	0,1765	0,2096	0,2477	0,2732	0,3449

DF = n-2	0,1	0,05	0,02	0,01	0,001
	r 0,005	r 0,05	r 0,025	r 0,01	r 0,001
87	0,1755	0,2084	0,2463	0,2717	0,3430
88	0,1745	0,2072	0,2449	0,2702	0,3412
89	0,1735	0,2061	0,2435	0,2687	0,3393
90	0,1726	0,2050	0,2422	0,2673	0,3375
91	0,1716	0,2039	0,2409	0,2659	0,3358
92	0,1707	0,2028	0,2396	0,2645	0,3341
93	0,1698	0,2017	0,2384	0,2631	0,3323
94	0,1689	0,2006	0,2371	0,2617	0,3307
95	0,1680	0,1996	0,2359	0,2604	0,3290
96	0,1671	0,1986	0,2347	0,2591	0,3274
97	0,1663	0,1975	0,2335	0,2578	0,3258
98	0,1654	0,1966	0,2324	0,2565	0,3242
99	0,1646	0,1956	0,2312	0,2552	0,3226
100	0,1638	0,1946	0,2301	0,2540	0,3211



Lampiran 6
Tabel t

d.f.	TINGKAT SIGNIFIKANSI							
	dua sisi	20%	10%	5%	2%	1%	0,2%	0,1%
satu sisi	10%	5%	2,5%	1%	0,5%	0,1%	0,05%	
1	3,078	6,314	12,706	31,821	63,657	318,309	636,619	
2	1,886	2,920	4,303	6,965	9,925	22,327	31,599	
3	1,638	2,353	3,182	4,541	5,841	10,215	12,924	
4	1,533	2,132	2,776	3,747	4,604	7,173	8,610	
5	1,476	2,015	2,571	3,365	4,032	5,893	6,869	
6	1,440	1,943	2,447	3,143	3,707	5,208	5,959	
7	1,415	1,895	2,365	2,998	3,499	4,785	5,408	
8	1,397	1,860	2,306	2,896	3,355	4,501	5,041	
9	1,383	1,833	2,262	2,821	3,250	4,297	4,781	
10	1,372	1,812	2,228	2,764	3,169	4,144	4,587	
11	1,363	1,796	2,201	2,718	3,106	4,025	4,437	
12	1,356	1,782	2,179	2,681	3,055	3,930	4,318	
13	1,350	1,771	2,160	2,650	3,012	3,852	4,221	
14	1,345	1,761	2,145	2,624	2,977	3,787	4,140	
15	1,341	1,753	2,131	2,602	2,947	3,733	4,073	
16	1,337	1,746	2,120	2,583	2,921	3,686	4,015	
17	1,333	1,740	2,110	2,567	2,898	3,646	3,965	
18	1,330	1,734	2,101	2,552	2,878	3,610	3,922	
19	1,328	1,729	2,093	2,539	2,861	3,579	3,883	
20	1,325	1,725	2,086	2,528	2,845	3,552	3,850	
21	1,323	1,721	2,080	2,518	2,831	3,527	3,819	
22	1,321	1,717	2,074	2,508	2,819	3,505	3,792	
23	1,319	1,714	2,069	2,500	2,807	3,485	3,768	
24	1,318	1,711	2,064	2,492	2,797	3,467	3,745	
25	1,316	1,708	2,060	2,485	2,787	3,450	3,725	
26	1,315	1,706	2,056	2,479	2,779	3,435	3,707	
27	1,314	1,703	2,052	2,473	2,771	3,421	3,690	
28	1,313	1,701	2,048	2,467	2,763	3,408	3,674	
29	1,311	1,699	2,045	2,462	2,756	3,396	3,659	
30	1,310	1,697	2,042	2,457	2,750	3,385	3,646	
31	1,309	1,696	2,040	2,453	2,744	3,375	3,633	
32	1,309	1,694	2,037	2,449	2,738	3,365	3,622	
33	1,308	1,692	2,035	2,445	2,733	3,356	3,611	
34	1,307	1,691	2,032	2,441	2,728	3,348	3,601	
35	1,306	1,690	2,030	2,438	2,724	3,340	3,591	
36	1,306	1,688	2,028	2,434	2,719	3,333	3,582	
37	1,305	1,687	2,026	2,431	2,715	3,326	3,574	
38	1,304	1,686	2,024	2,429	2,712	3,319	3,566	
39	1,304	1,685	2,023	2,426	2,708	3,313	3,558	
40	1,303	1,684	2,021	2,423	2,704	3,307	3,551	
41	1,303	1,683	2,020	2,421	2,701	3,301	3,544	

d.f.	TINGKAT SIGNIFIKANSI						
dua sisi	20%	10%	5%	2%	1%	0,2%	0,1%
satu sisi	10%	5%	2,5%	1%	0,5%	0,1%	0,05%
42	1,302	1,682	2,018	2,418	2,698	3,296	3,538
43	1,302	1,681	2,017	2,416	2,695	3,291	3,532
44	1,301	1,680	2,015	2,414	2,692	3,286	3,526
45	1,301	1,679	2,014	2,412	2,690	3,281	3,520
46	1,300	1,679	2,013	2,410	2,687	3,277	3,515
47	1,300	1,678	2,012	2,408	2,685	3,273	3,510
48	1,299	1,677	2,011	2,407	2,682	3,269	3,505
49	1,299	1,677	2,010	2,405	2,680	3,265	3,500
50	1,299	1,676	2,009	2,403	2,678	3,261	3,496
51	1,298	1,675	2,008	2,402	2,676	3,258	3,492
52	1,298	1,675	2,007	2,400	2,674	3,255	3,488
53	1,298	1,674	2,006	2,399	2,672	3,251	3,484
54	1,297	1,674	2,005	2,397	2,670	3,248	3,480
55	1,297	1,673	2,004	2,396	2,668	3,245	3,476
56	1,297	1,673	2,003	2,395	2,667	3,242	3,473
57	1,297	1,672	2,002	2,394	2,665	3,239	3,470
58	1,296	1,672	2,002	2,392	2,663	3,237	3,466
59	1,296	1,671	2,001	2,391	2,662	3,234	3,463
60	1,296	1,671	2,000	2,390	2,660	3,232	3,460
61	1,296	1,670	2,000	2,389	2,659	3,229	3,457
62	1,295	1,670	1,999	2,388	2,657	3,227	3,454
63	1,295	1,669	1,998	2,387	2,656	3,225	3,452
64	1,295	1,669	1,998	2,386	2,655	3,223	3,449
65	1,295	1,669	1,997	2,385	2,654	3,220	3,447
66	1,295	1,668	1,997	2,384	2,652	3,218	3,444
67	1,294	1,668	1,996	2,383	2,651	3,216	3,442
68	1,294	1,668	1,995	2,382	2,650	3,214	3,439
69	1,294	1,667	1,995	2,382	2,649	3,213	3,437
70	1,294	1,667	1,994	2,381	2,648	3,211	3,435
71	1,294	1,667	1,994	2,380	2,647	3,209	3,433
72	1,293	1,666	1,993	2,379	2,646	3,207	3,431
73	1,293	1,666	1,993	2,379	2,645	3,206	3,429
74	1,293	1,666	1,993	2,378	2,644	3,204	3,427
75	1,293	1,665	1,992	2,377	2,643	3,202	3,425
76	1,293	1,665	1,992	2,376	2,642	3,201	3,423
77	1,293	1,665	1,991	2,376	2,641	3,199	3,421
78	1,292	1,665	1,991	2,375	2,640	3,198	3,420
79	1,292	1,664	1,990	2,374	2,640	3,197	3,418
80	1,292	1,664	1,990	2,374	2,639	3,195	3,416
81	1,292	1,664	1,990	2,373	2,638	3,194	3,415
82	1,292	1,664	1,989	2,373	2,637	3,193	3,413
83	1,292	1,663	1,989	2,372	2,636	3,191	3,412
84	1,292	1,663	1,989	2,372	2,636	3,190	3,410

d.f.	TINGKAT SIGNIFIKANSI						
dua sisi	20%	10%	5%	2%	1%	0,2%	0,1%
satu sisi	10%	5%	2,5%	1%	0,5%	0,1%	0,05%
85	1,292	1,663	1,988	2,371	2,635	3,189	3,409
86	1,291	1,663	1,988	2,370	2,634	3,188	3,407
87	1,291	1,663	1,988	2,370	2,634	3,187	3,406
88	1,291	1,662	1,987	2,369	2,633	3,185	3,405
89	1,291	1,662	1,987	2,369	2,632	3,184	3,403
90	1,291	1,662	1,987	2,368	2,632	3,183	3,402
91	1,291	1,662	1,986	2,368	2,631	3,182	3,401
92	1,291	1,662	1,986	2,368	2,630	3,181	3,399
93	1,291	1,661	1,986	2,367	2,630	3,180	3,398
94	1,291	1,661	1,986	2,367	2,629	3,179	3,397
95	1,291	1,661	1,985	2,366	2,629	3,178	3,396
96	1,290	1,661	1,985	2,366	2,628	3,177	3,395
97	1,290	1,661	1,985	2,365	2,627	3,176	3,394
98	1,290	1,661	1,984	2,365	2,627	3,175	3,393
99	1,290	1,660	1,984	2,365	2,626	3,175	3,392
100	1,290	1,660	1,984	2,364	2,626	3,174	3,390



Lampiran 7

Surat Izin Penelitian



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FAKULTAS EKONOMI DAN BISNIS
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Nomor : 1276/ II.3.UMG /Man/F/2018
Lampiran : -
Perihal : *Ijin Penelitian Skripsi/ Permohonan Data*

Kepada Yth :
Kepala BSDM Universitas Muhammadiyah Gresik
Jl. Sumatera, 101 GKB - Gresik
Di

Tempat

Assalamu'alaikum Wr. Wb.

Dengan hormat. Berkenaan dengan tugas penulisan Skripsi oleh mahasiswa Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Gresik:

Nama : **Lailatul Istiqomah**
No. Registrasi : 15 312 052
Semester : VII
Alamat : Jl. RA. Kartini, X/32 - Gresik
Judul Skripsi : **Pengaruh Job Engagement Terhadap Komitmen Organisasi Dalam Perilaku With Drawal**

Kami berharap bantuan untuk memberikan kesempatan pada mahasiswa kami dalam melakukan penelitian guna memperoleh bahan-bahan untuk menyusun skripsi pada Perusahaan/Instansi yang Bapak / Ibu pimpin.

Perlu kami sampaikan bahwa bahan-bahan yang diperoleh tidak akan dipergunakan untuk hal-hal yang merugikan Perusahaan / Instansi Bapak / Ibu.

Demikian atas bantuan dan kerjasamanya kami sampaikan banyak terima kasih

Wassalamu'alaikum Wr. Wb.

Gresik, 06 Desember 2018
Ketua Program Studi,



Anita Handayani, S.E., M.S.M.

Tembusan:

1. Yth. Dekan Fakultas Ekonomi dan Bisnis
2. Arsip

REDITASI BAN-PT
4-PT/Akred/S/11/2015
14 November 2015

The Power of Islamic Entrepreneurship

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 FAKULTAS EKONOMI DAN BISNIS
 Jl.Sumatera 101 GKB Gresik, Telp 0813324 6789

DAFTAR PERBAIKAN SKRIPSI UJIAN TINGKAT SARJANA (S-1)
 SEMESTER GASAL 2018/2019

Nama Penyaji : Lailatul Istiqomah
 NIM : 15 312 052
 Program Studi : Manajemen
 Hari / Tanggal : Senin, 07 Januari 2019
 Pembimbing I : Sukaris, SE., M.SM

No.	Uraian	Halaman
1.	Judul Abstrak	ff.
2.	Kata pengantar	
3.	Bab V	

Keterangan :

1. Lembaran ini mohon dibawa dan ditunjukkan kepada dosen pembimbing saat melakukan perbaikan dan pengesahan berkas proposal / skripsi yang telah direvisi.
2. Waktu perbaikan maksimal 1 (satu) bulan, Sejak dilakukan ujian.

Mengetahui,
 Pembimbing I

Sukaris, SE., M.SM



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 Jl. Sumatera 101 GKB Gresik, Telp 0813324 6789

DAFTAR PERBAIKAN SKRIPSI UJIAN TINGKAT SARJANA (S-1)
 SEMESTER GASAL 2018/2019

Nama Penyaji : Lailatul Istiqomah
 NIM : 15 312 052
 Program Studi : Manajemen
 Hari / Tanggal : Senin, 07 Januari 2019
 Penguji II : Maulidyah Amalina Rizqi, S.E., M.M

No.	Uraian	Halaman
1	teori smultan ...? buku apa ?	
2	penulisan seluruhnya (EYD, miring, spasi, daftar pustaka)	
3	Interpretasi Hasil tidak ada	ACU
4	Rekomendasi tidak ada	

Keterangan :

1. Lembaran ini mohon dibawa dan ditunjukkan kepada dosen pembimbing saat melakukan perbaikan dan pengesahan berkas proposal / skripsi yang telah direvisi.
2. Waktu perbaikan maksimal 1 (satu) bulan, Sejak dilakukan ujian.

Mengetahui,
 Penguji II


 Maulidyah Amalina Rizqi, S.E., M.M



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FAKULTAS EKONOMI DAN BISNIS
 Jl. Sumatera 101 GKB Gresik, Telp 0813324 6789

DAFTAR PERBAIKAN SKRIPSI UJIAN TINGKAT SARJANA (S-1)
SEMESTER GASAL 2018/2019

Nama Penyaji : Lailatul Istiqomah
 NIM : 15 312 052
 Program Studi : Manajemen
 Hari / Tanggal : Senin, 07 Januari 2019
 Penguji I : Drs.Ec. Budiyono Pristyadi., MM

No.	Uraian	Halaman
1	Dasar hukum analisis perbandingan	221
2	bab II dan pembahasan total	8

Keterangan :

1. Lembaran ini mohon dibawa dan ditunjukkan kepada dosen pembimbing saat melakukan perbaikan dan pengesahan berkas proposal / skripsi yang telah direvisi.
2. Waktu perbaikan maksimal 1 (satu) bulan, Sejak dilakukan ujian.

Mengetahui,
 Penguji I

Drs.Ec. Budiyono Pristyadi., MM




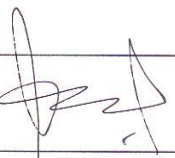
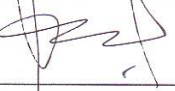

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 Jl.Sumatera 101 GKB Gresik, Telp 0813324 6789

PERSETUJUAN REVISI SKRIPSI

Setelah kami teliti perbaikan revisi skripsi :

Nama : Lailatul Istiqomah
 NIM : 15 312 052
 Program Studi : Manajemen
 Judul Skripsi : Pengaruh Job Engagement dan Komitmen Organisasi Terhadap Perilaku Withdrawal di Universitas Muhammadiyah Gresik

Kami penguji dapat menyetujui perbaikan revisi skripsi tersebut.

Nama Penguji	Tanda tangan persetujuan penguji	Tanggal Persetujuan
1. Sukaris, SE., M.SM	1. 	1 7/2 2019
2. -	2. 	2
3. Drs.Ec. Budiyono Pristyadi., MM3	3. 	3 24/8-2019
4. Maulidyah Amalina Rizqi, S.E., M.M4	4. 	4 27/02-2020

Catatan :
 Setiap mahasiswa/wi mengisi rangkap 2 (dua)



PRODI MANAJEMEN
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UNIVERSITAS MUHAMMADIYAH GRESIK



BERITA ACARA UJIAN SIDANG SKRIPSI
SEMESTER GASAL 2018/2019

Nomer : 094/II.3.UMG/Manajemen/E/2019

Pada hari ini **Senin**, Tanggal **07 Januari 2019**, pukul **14.00 - 15.30**. Telah dilaksanakan Ujian Sidang Skripsi
Pada Mahasiswa :

Nama Mahasiswa : **Lailatul Istiqomah**
NIM : **15 312 052**
Judul Skripsi : **Pengaruh Job Engagement dan Komitmen Organisasi Terhadap Perilaku Withdrawal di Universitas Muhammadiyah Gresik**

Dosen Pembimbing I : **Sukaris, SE., M.SM**
Dosen Pembimbing II : **-**
Penguji I : **Drs.Ec. Budiyono Pristyadi., MM**
Penguji II : **Maulidyah Amalina Rizqi, S.E., M.M**

No	Nama Penguji	Jabatan Penguji	Tanda Tangan
1	Sukaris, SE., M.SM	Ketua	
2	-	Sekretaris	
3	Drs.Ec. Budiyono Pristyadi., MM	Anggota	
4	Maulidyah Amalina Rizqi, S.E., M.M	Anggota	

Berdasarkan hasil Ujian Sidang Skripsi yang telah dilakukan di depan penguji dinyatakan :

Lulus (Diterima / Diterima dengan Perbaikan) atau **Mengulang** atau **Tidak Lulus***)

Mengetahui,
Ketua Program Studi,

Anita Handayani., SE., M.S.M

Gresik, 07 Januari 2019,
Ketua Tim Penguji,

Sukaris, SE., M.SM

Catatan :
*) Coret yang tidak perlu

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1151/SK/BAN-PT/Akred/S/XI/2015
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