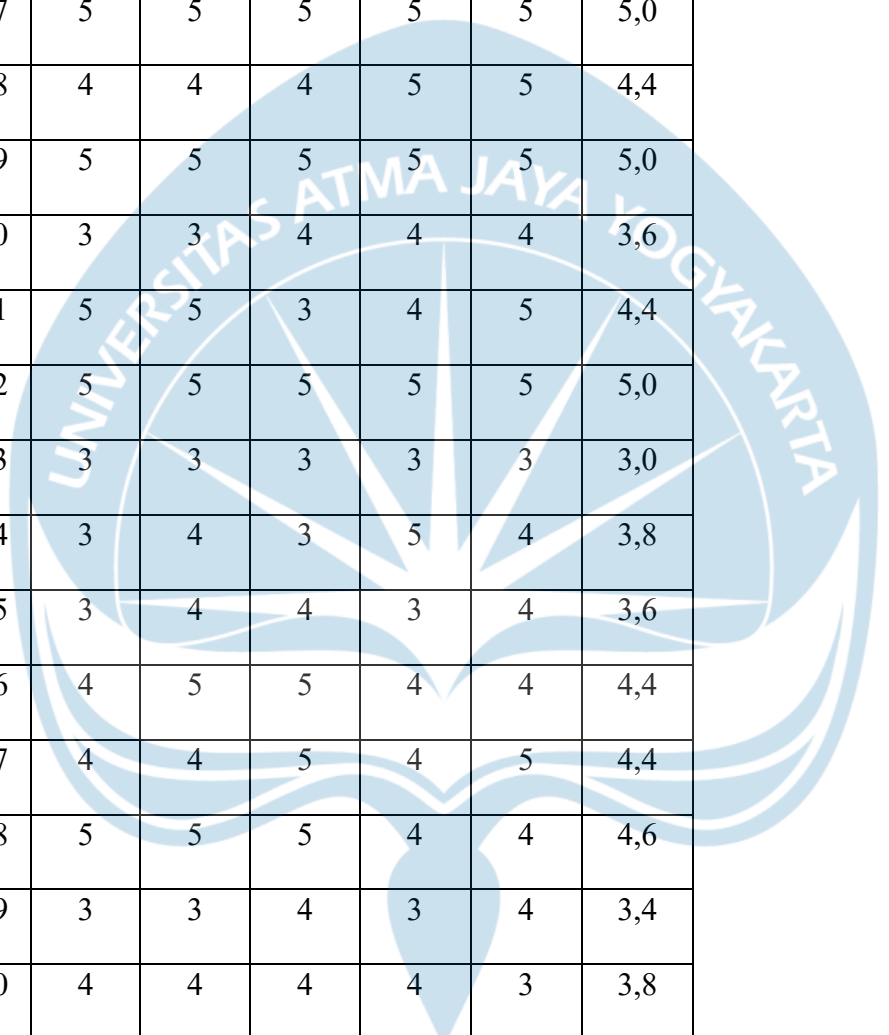
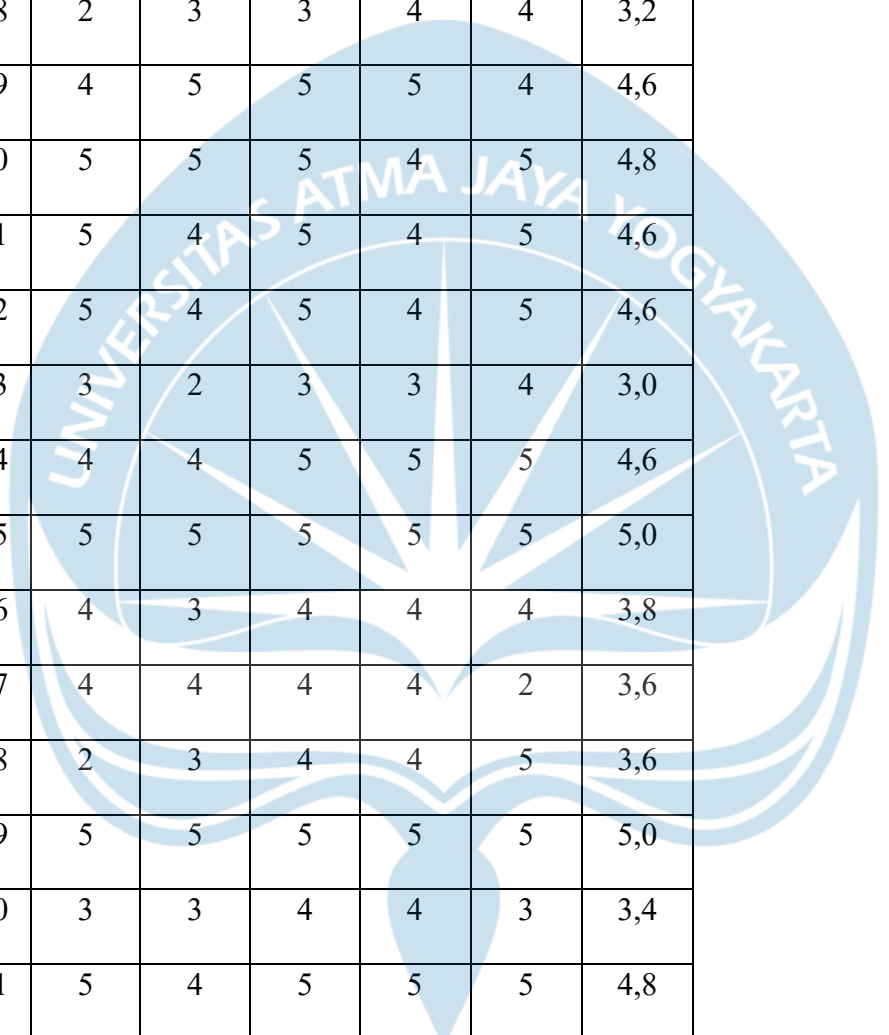
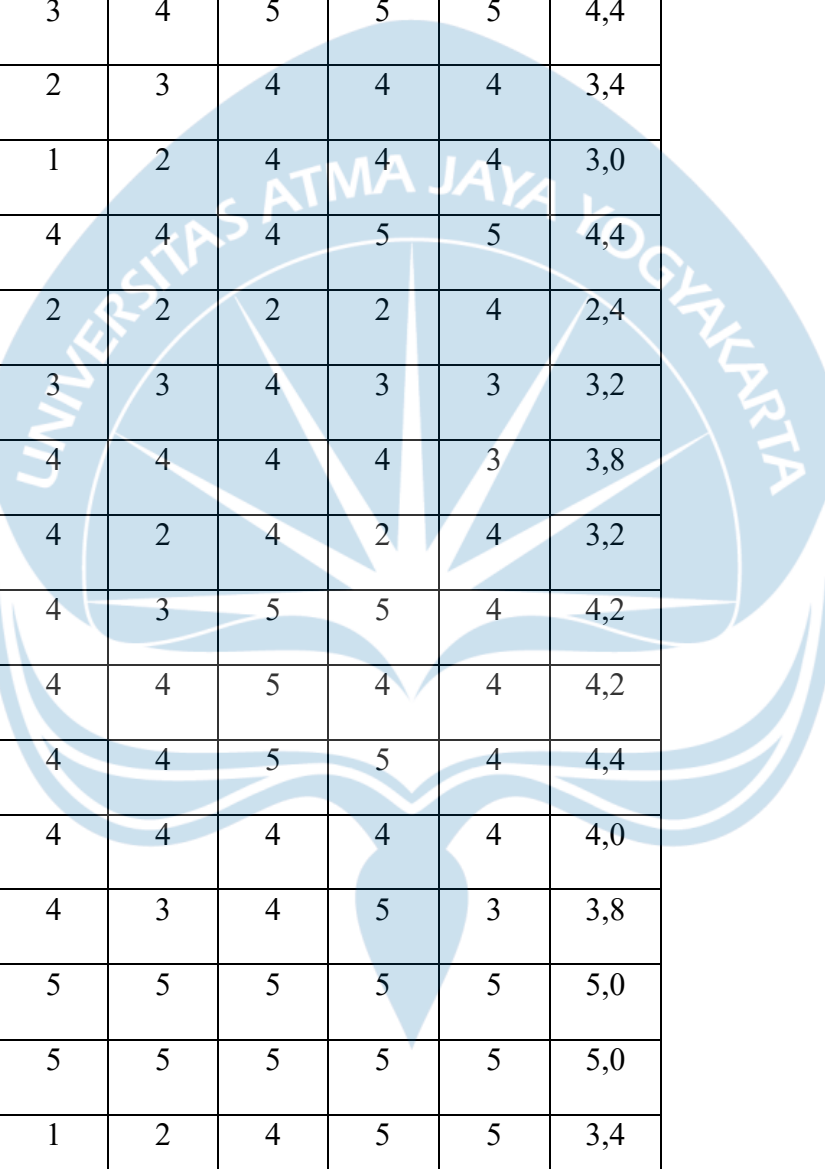




No	X1.1	X1.2	X1.3	X1.4	X1.5	Mean
15	5	4	4	5	4	4,4
16	4	4	5	4	4	4,2
17	5	5	5	5	5	5,0
18	4	4	4	5	5	4,4
19	5	5	5	5	5	5,0
20	3	3	4	4	4	3,6
21	5	5	3	4	5	4,4
22	5	5	5	5	5	5,0
23	3	3	3	3	3	3,0
24	3	4	3	5	4	3,8
25	3	4	4	3	4	3,6
26	4	5	5	4	4	4,4
27	4	4	5	4	5	4,4
28	5	5	5	4	4	4,6
29	3	3	4	3	4	3,4
30	4	4	4	4	3	3,8
31	1	1	4	4	3	2,6
32	4	5	5	5	5	4,8
33	3	4	5	4	5	4,2
34	4	5	5	5	5	4,8
35	4	5	4	5	5	4,6



No	X1.1	X1.2	X1.3	X1.4	X1.5	Mean
36	5	5	5	5	5	5,0
37	4	4	4	3	2	3,4
38	2	3	3	4	4	3,2
39	4	5	5	5	4	4,6
40	5	5	5	4	5	4,8
41	5	4	5	4	5	4,6
42	5	4	5	4	5	4,6
43	3	2	3	3	4	3,0
44	4	4	5	5	5	4,6
45	5	5	5	5	5	5,0
46	4	3	4	4	4	3,8
47	4	4	4	4	2	3,6
48	2	3	4	4	5	3,6
49	5	5	5	5	5	5,0
50	3	3	4	4	3	3,4
51	5	4	5	5	5	4,8
52	4	4	5	4	4	4,2
53	3	4	4	4	3	3,6
54	4	4	4	4	4	4,0
55	1	1	2	2	4	2,0
56	3	3	3	2	2	2,6



No	X1.1	X1.2	X1.3	X1.4	X1.5	Mean
57	4	4	4	4	4	4,0
58	5	5	5	5	5	5,0
59	3	4	5	5	5	4,4
60	2	3	4	4	4	3,4
61	1	2	4	4	4	3,0
62	4	4	4	5	5	4,4
63	2	2	2	2	4	2,4
64	3	3	4	3	3	3,2
65	4	4	4	4	3	3,8
66	4	2	4	2	4	3,2
67	4	3	5	5	4	4,2
68	4	4	5	4	4	4,2
69	4	4	5	5	4	4,4
70	4	4	4	4	4	4,0
71	4	3	4	5	3	3,8
72	5	5	5	5	5	5,0
73	5	5	5	5	5	5,0
74	1	2	4	5	5	3,4
75	2	1	4	4	4	3,0
76	2	1	4	4	4	3,0
77	5	5	5	5	5	5,0

No	X1.1	X1.2	X1.3	X1.4	X1.5	Mean
78	4	4	4	4	2	3,6
79	2	3	3	2	4	2,8
80	3	4	4	4	4	3,8
81	5	4	5	5	5	4,8
82	5	4	5	4	5	4,6
83	4	4	4	4	3	3,8
84	4	3	5	5	4	4,2
85	4	5	5	5	3	4,4
86	4	3	3	3	5	3,6
87	4	3	3	3	3	3,2
88	5	5	5	5	5	5,0
89	4	4	4	4	4	4,0
90	4	4	4	4	4	4,0
91	1	1	1	3	4	2,0
92	5	4	5	5	5	4,8
93	4	4	4	4	4	4,0
94	4	3	5	5	3	4,0
95	3	4	4	4	4	3,8
96	5	5	5	5	5	5,0
97	2	2	4	3	4	3,0
98	4	4	5	5	4	4,4

No	X1.1	X1.2	X1.3	X1.4	X1.5	Mean
99	4	4	5	4	4	4,2
100	3	4	3	4	4	3,6
101	4	5	4	4	4	4,2
102	2	3	3	4	2	2,8
103	5	4	4	4	4	4,2
104	3	3	3	3	4	3,2
105	5	5	5	4	5	4,8
106	4	4	4	5	4	4,2
107	5	5	5	5	4	4,8
108	1	1	3	4	5	2,8
109	3	3	5	5	3	3,8
110	5	5	4	4	5	4,6
111	2	2	4	5	2	3,0
112	3	3	4	4	4	3,6
113	2	2	5	3	1	2,6
114	4	4	4	4	4	4,0
115	4	4	4	4	4	4,0

4. Hasil Kuesioner Variabel *workspace flexibility*

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Mean
1	5	5	5	5	5	5	5,0

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Mean
2	4	3	3	4	3	3	3,3
3	5	5	5	5	5	5	5,0
4	4	4	4	4	4	4	4,0
5	3	3	3	4	4	2	3,2
6	4	4	4	4	4	4	4,0
7	4	4	4	4	4	4	4,0
8	5	5	5	5	5	5	5,0
9	2	2	3	5	5	4	3,5
10	5	5	5	5	5	5	5,0
11	4	4	4	5	4	5	4,3
12	2	5	5	5	4	4	4,2
13	2	4	4	5	4	5	4,0
14	3	4	4	3	4	4	3,7
15	4	4	5	4	5	5	4,5
16	5	5	5	5	5	4	4,8
17	5	5	5	5	5	5	5,0
18	5	5	5	5	5	5	5,0
19	5	5	5	5	5	5	5,0
20	3	3	4	4	4	4	3,7
21	5	5	5	5	5	5	5,0
22	5	5	5	5	5	5	5,0

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Mean
23	3	3	3	3	3	3	3,0
24	5	5	4	5	4	4	4,5
25	3	3	4	5	5	4	4,0
26	4	5	4	5	4	4	4,3
27	3	4	4	4	4	4	3,8
28	5	5	4	4	5	4	4,5
29	5	5	4	5	4	4	4,5
30	4	5	4	5	5	4	4,5
31	4	3	4	4	4	3	3,7
32	5	5	5	5	5	4	4,8
33	5	4	5	5	5	4	4,7
34	5	5	5	5	5	5	5,0
35	4	4	5	5	4	4	4,3
36	5	5	5	5	5	5	5,0
37	4	3	5	4	5	4	4,2
38	4	4	4	4	4	2	3,7
39	5	4	5	4	5	4	4,5
40	5	5	5	5	4	5	4,8
41	4	4	5	4	5	4	4,3
42	4	5	5	5	4	5	4,7
43	4	4	5	5	5	5	4,7

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Mean
44	5	5	5	5	5	5	5,0
45	5	5	5	5	5	5	5,0
46	4	4	5	5	5	4	4,5
47	4	4	4	4	4	5	4,2
48	5	4	4	5	5	5	4,7
49	5	5	5	5	5	5	5,0
50	3	4	3	4	5	4	3,8
51	4	4	5	4	4	4	4,2
52	5	5	4	4	4	4	4,3
53	4	5	4	4	5	5	4,5
54	4	4	5	5	4	4	4,3
55	4	2	4	2	2	5	3,2
56	3	3	4	4	3	3	3,3
57	4	4	5	4	4	4	4,2
58	5	5	5	5	5	5	5,0
59	5	3	5	5	3	3	4,0
60	5	4	4	4	4	4	4,2
61	4	4	4	4	3	4	3,8
62	5	5	4	4	4	4	4,3
63	4	4	4	4	2	5	3,8
64	4	5	4	3	3	4	3,8

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Mean
65	4	4	4	5	4	3	4,0
66	3	3	5	4	4	3	3,7
67	5	5	4	4	4	3	4,2
68	4	5	3	4	5	4	4,2
69	4	4	4	5	4	5	4,3
70	4	4	4	4	4	4	4,0
71	4	5	5	5	4	4	4,5
72	5	5	5	5	5	5	5,0
73	5	5	5	5	5	5	5,0
74	5	5	5	3	5	5	4,7
75	3	4	4	4	3	2	3,3
76	4	4	4	4	4	4	4,0
77	5	5	5	5	5	5	5,0
78	4	4	4	5	4	4	4,2
79	3	3	4	4	5	3	3,7
80	4	4	4	5	5	5	4,5
81	5	5	5	5	5	5	5,0
82	5	4	5	4	5	4	4,5
83	3	3	3	4	4	3	3,3
84	5	5	5	5	5	4	4,8
85	5	5	4	4	4	5	4,5

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Mean
86	5	5	5	5	5	5	5,0
87	3	3	3	4	4	4	3,5
88	5	5	5	5	5	5	5,0
89	4	4	4	4	4	4	4,0
90	5	4	4	4	4	5	4,3
91	3	4	3	3	2	4	3,2
92	5	5	5	5	5	5	5,0
93	4	4	4	4	4	4	4,0
94	5	5	5	5	5	4	4,8
95	3	4	4	4	4	5	4,0
96	5	5	5	5	5	5	5,0
97	5	5	5	5	5	5	5,0
98	5	4	5	5	5	4	4,7
99	4	5	4	4	4	4	4,2
100	4	4	5	4	5	4	4,3
101	4	4	4	4	5	4	4,2
102	5	5	4	5	5	3	4,5
103	5	4	4	4	4	5	4,3
104	3	3	3	3	3	3	3,0
105	5	5	4	5	4	4	4,5
106	4	5	4	4	4	5	4,3

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Mean
107	5	5	5	4	4	5	4,7
108	3	5	3	5	5	5	4,3
109	5	5	5	5	5	4	4,8
110	5	5	5	5	5	5	5,0
111	4	4	4	4	1	2	3,2
112	4	4	4	4	4	4	4,0
113	5	5	3	2	5	5	4,2
114	4	4	4	4	4	4	4,0
115	4	4	4	4	4	4	4,0

5. Hasil Kuesioner Variabel *Functional flexibility*

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Mean
1	5	5	5	5	5	5	5	5,0
2	3	2	3	3	3	2	3	2,7
3	5	5	5	5	5	5	5	5,0
4	4	4	4	4	4	4	4	4,0
5	3	3	5	4	4	3	4	3,7
6	4	4	5	3	4	4	4	4,0
7	4	4	4	4	4	4	4	4,0
8	5	5	5	5	5	5	5	5,0
9	2	2	5	3	4	5	4	3,6

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Mean
10	5	5	5	5	5	5	5	5,0
11	2	4	4	4	4	4	5	3,9
12	3	4	5	5	5	5	5	4,6
13	3	4	5	4	4	5	5	4,3
14	3	3	4	4	3	3	3	3,3
15	5	5	4	5	5	4	4	4,6
16	4	4	5	4	4	4	4	4,1
17	5	5	5	5	5	5	5	5,0
18	4	3	5	4	4	5	4	4,1
19	5	5	5	3	5	5	5	4,7
20	4	2	5	4	4	3	4	3,7
21	4	3	5	5	5	5	5	4,6
22	5	5	5	5	5	5	5	5,0
23	3	3	3	3	3	3	3	3,0
24	2	1	4	4	4	4	5	3,4
25	3	4	3	2	3	3	4	3,1
26	3	5	5	4	5	4	3	4,1
27	3	3	4	4	5	5	5	4,1
28	5	5	5	4	4	4	5	4,6
29	5	5	5	5	5	5	4	4,9
30	3	4	4	3	4	4	4	3,7

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Mean
31	4	4	4	4	4	3	4	3,9
32	4	4	5	5	5	4	4	4,4
33	4	5	5	5	5	5	5	4,9
34	5	5	5	5	5	5	5	5,0
35	4	3	5	3	4	4	3	3,7
36	5	5	5	5	5	5	5	5,0
37	4	3	5	4	3	3	3	3,6
38	4	2	4	4	4	4	4	3,7
39	5	4	5	5	5	5	5	4,9
40	5	5	5	5	5	5	5	5,0
41	3	4	5	4	5	3	4	4,0
42	5	5	4	5	4	5	4	4,6
43	3	4	4	4	4	5	5	4,1
44	3	2	5	5	4	2	5	3,7
45	5	5	5	5	5	5	5	5,0
46	3	3	5	4	5	5	4	4,1
47	4	4	4	5	4	4	4	4,1
48	5	2	5	4	4	3	4	3,9
49	5	5	5	5	5	5	5	5,0
50	3	3	4	4	4	4	4	3,7
51	5	4	5	4	4	5	5	4,6

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Mean
52	4	4	4	4	4	4	4	4,0
53	4	4	5	4	4	4	2	3,9
54	4	5	5	4	4	5	4	4,4
55	2	4	5	5	4	5	4	4,1
56	3	2	5	3	3	3	3	3,1
57	4	5	4	4	4	4	4	4,1
58	5	5	5	5	5	5	5	5,0
59	3	4	4	3	4	4	4	3,7
60	4	2	5	4	5	5	3	4,0
61	2	3	4	3	2	4	4	3,1
62	5	4	5	4	5	5	4	4,6
63	3	2	4	3	3	3	3	3,0
64	5	4	4	5	4	4	4	4,3
65	3	3	5	3	3	4	3	3,4
66	5	4	5	5	4	4	4	4,4
67	2	2	4	3	4	4	4	3,3
68	4	4	5	4	4	4	4	4,1
69	4	5	5	4	5	4	5	4,6
70	4	4	4	4	4	5	4	4,1
71	4	4	5	4	5	5	4	4,4
72	3	2	5	3	4	3	3	3,3

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Mean
73	5	5	5	5	5	5	5	5,0
74	4	4	4	4	5	4	4	4,1
75	4	2	5	4	4	3	3	3,6
76	4	2	5	4	4	4	4	3,9
77	5	5	5	5	5	5	5	5,0
78	4	4	4	5	4	4	4	4,1
79	3	3	4	4	4	3	3	3,4
80	4	4	5	4	4	4	4	4,1
81	5	5	5	5	5	5	5	5,0
82	5	4	5	4	5	4	5	4,6
83	4	3	4	3	4	4	3	3,6
84	4	4	5	4	4	5	5	4,4
85	4	4	5	4	5	5	4	4,4
86	4	3	5	5	5	5	5	4,6
87	3	3	4	3	3	4	3	3,3
88	5	5	5	5	5	5	5	5,0
89	4	4	4	4	4	4	4	4,0
90	4	4	5	4	4	4	5	4,3
91	3	4	5	3	3	3	3	3,4
92	5	5	5	4	4	5	5	4,7
93	4	4	4	4	4	4	4	4,0

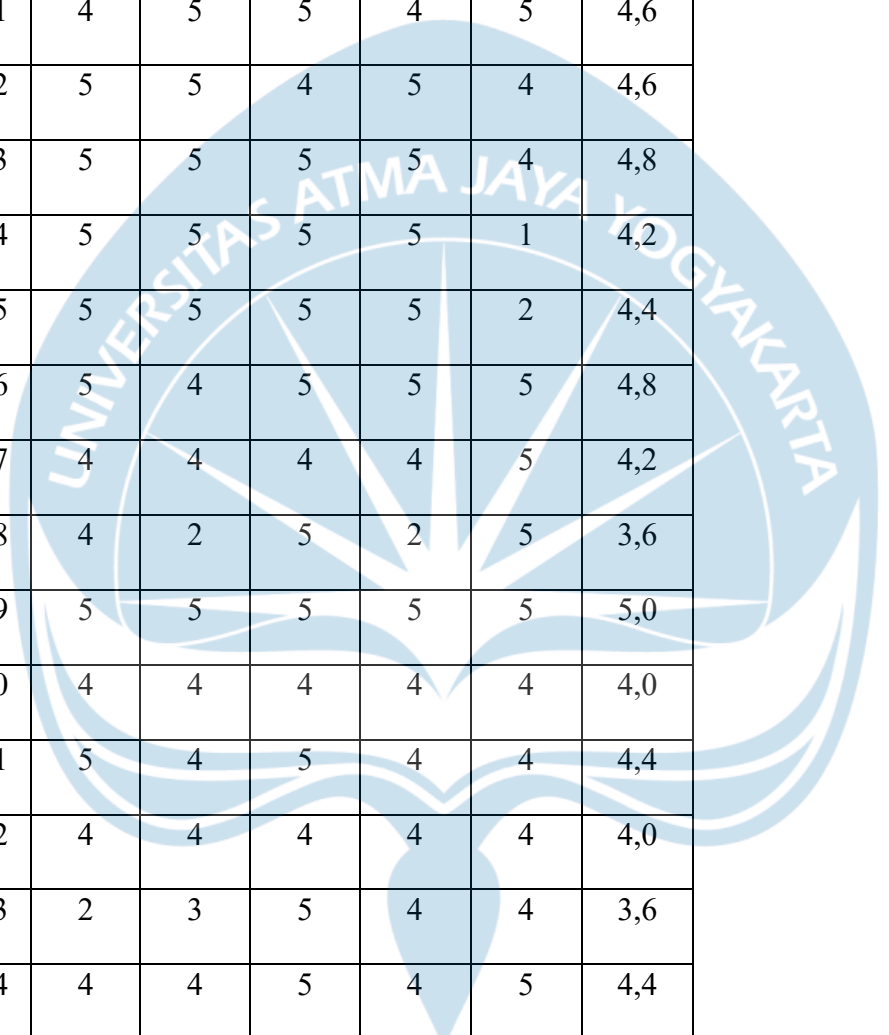
No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Mean
94	4	4	4	4	5	5	4	4,3
95	3	2	4	4	4	4	4	3,6
96	5	5	5	5	5	5	5	5,0
97	3	2	4	3	2	2	2	2,6
98	5	5	4	4	5	5	5	4,7
99	3	4	5	4	5	4	5	4,3
100	5	4	5	4	5	4	4	4,4
101	5	4	5	5	5	5	4	4,7
102	3	1	5	3	4	3	3	3,1
103	4	4	5	4	4	4	4	4,1
104	3	3	3	3	3	3	3	3,0
105	5	4	2	4	5	5	4	4,1
106	4	4	5	4	4	4	4	4,1
107	5	5	4	5	5	5	5	4,9
108	3	3	5	5	3	3	3	3,6
109	4	4	4	4	5	5	4	4,3
110	4	3	4	2	2	4	2	3,0
111	2	4	5	4	4	4	5	4,0
112	2	3	4	4	3	3	4	3,3
113	3	3	5	3	5	5	5	4,1
114	5	4	4	4	4	5	4	4,3

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	Mean
115	4	4	4	4	4	4	4	4,0

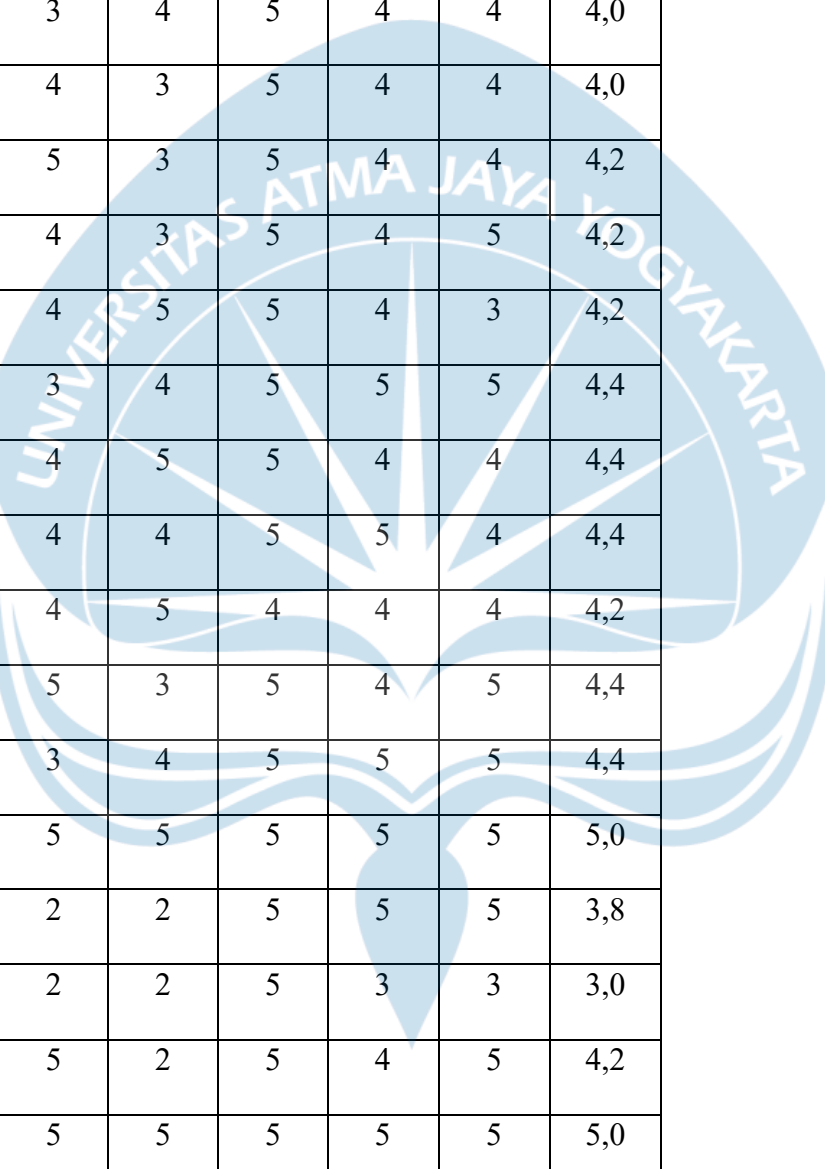
6. Hasil Kuesioner Variabel *Operational flexibility*

No	X4.1	X4.2	X4.3	X4.4	X4.5	Mean
1	5	5	5	5	5	5,0
2	3	2	4	3	3	3,0
3	5	4	5	5	5	4,8
4	4	4	4	4	4	4,0
5	4	4	5	4	4	4,2
6	4	4	4	4	5	4,2
7	4	4	4	4	4	4,0
8	5	5	5	5	5	5,0
9	4	5	5	5	4	4,6
10	5	5	5	5	5	5,0
11	4	4	5	4	4	4,2
12	5	5	5	5	5	5,0
13	3	4	5	5	4	4,2
14	4	4	4	4	3	3,8
15	5	5	5	4	5	4,8
16	4	3	5	4	5	4,2
17	5	5	5	5	5	5,0

No	X4.1	X4.2	X4.3	X4.4	X4.5	Mean
18	5	4	5	5	5	4,8
19	5	5	5	5	5	5,0
20	4	3	5	4	4	4,0
21	5	5	5	5	5	5,0
22	5	5	5	5	5	5,0
23	3	3	3	3	3	3,0
24	3	4	5	5	3	4,0
25	2	4	4	4	5	3,8
26	4	5	5	4	5	4,6
27	5	4	5	4	5	4,6
28	4	4	4	4	4	4,0
29	5	5	5	4	4	4,6
30	4	4	5	4	5	4,4
31	4	4	4	4	4	4,0
32	4	3	5	5	5	4,4
33	5	5	5	5	5	5,0
34	5	5	5	5	5	5,0
35	4	4	5	5	4	4,4
36	5	5	5	5	5	5,0
37	2	3	5	4	5	3,8
38	4	2	4	4	2	3,2



No	X4.1	X4.2	X4.3	X4.4	X4.5	Mean
39	4	4	4	5	4	4,2
40	5	5	4	5	4	4,6
41	4	5	5	4	5	4,6
42	5	5	4	5	4	4,6
43	5	5	5	5	4	4,8
44	5	5	5	5	1	4,2
45	5	5	5	5	2	4,4
46	5	4	5	5	5	4,8
47	4	4	4	4	5	4,2
48	4	2	5	2	5	3,6
49	5	5	5	5	5	5,0
50	4	4	4	4	4	4,0
51	5	4	5	4	4	4,4
52	4	4	4	4	4	4,0
53	2	3	5	4	4	3,6
54	4	4	5	4	5	4,4
55	2	2	5	5	4	3,6
56	4	3	5	4	4	4,0
57	4	5	4	4	4	4,2
58	5	5	5	5	5	5,0
59	3	3	5	5	5	4,2



No	X4.1	X4.2	X4.3	X4.4	X4.5	Mean
60	4	3	5	4	4	4,0
61	3	4	4	4	4	3,8
62	3	4	5	4	4	4,0
63	4	3	5	4	4	4,0
64	5	3	5	4	4	4,2
65	4	3	5	4	5	4,2
66	4	5	5	4	3	4,2
67	3	4	5	5	5	4,4
68	4	5	5	4	4	4,4
69	4	4	5	5	4	4,4
70	4	5	4	4	4	4,2
71	5	3	5	4	5	4,4
72	3	4	5	5	5	4,4
73	5	5	5	5	5	5,0
74	2	2	5	5	5	3,8
75	2	2	5	3	3	3,0
76	5	2	5	4	5	4,2
77	5	5	5	5	5	5,0
78	4	4	4	4	4	4,0
79	4	4	5	4	4	4,2
80	4	4	4	4	4	4,0

No	X4.1	X4.2	X4.3	X4.4	X4.5	Mean
81	5	5	5	5	5	5,0
82	5	4	5	4	5	4,6
83	4	4	4	4	3	3,8
84	3	3	5	5	5	4,2
85	4	5	5	4	4	4,4
86	5	5	5	5	5	5,0
87	4	3	4	4	3	3,6
88	5	5	5	5	5	5,0
89	3	4	4	4	4	3,8
90	4	4	4	5	4	4,2
91	4	3	5	5	4	4,2
92	5	5	5	5	5	5,0
93	3	4	4	4	4	3,8
94	5	3	5	4	5	4,4
95	3	2	5	4	4	3,6
96	5	5	5	5	5	5,0
97	4	2	5	4	4	3,8
98	5	4	5	4	5	4,6
99	3	4	5	5	5	4,4
100	5	4	5	4	4	4,4
101	4	5	4	5	4	4,4

No	X4.1	X4.2	X4.3	X4.4	X4.5	Mean
102	2	3	5	5	3	3,6
103	4	5	4	4	4	4,2
104	3	3	3	3	3	3,0
105	5	5	5	5	2	4,4
106	4	5	4	5	4	4,4
107	5	5	5	4	5	4,8
108	3	2	5	5	5	4,0
109	5	3	5	4	5	4,4
110	2	2	5	5	5	3,8
111	4	4	5	4	4	4,2
112	4	3	4	4	4	3,8
113	5	3	5	5	5	4,6
114	4	4	4	5	4	4,2
115	4	4	5	4	4	4,2

7. Hasil Kuesioner *Employee engagement*

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Mean
1	5	5	5	5	5	5	5	5	5	5,0
2	4	3	3	4	3	3	4	3	3	3,3
3	5	5	5	5	5	5	5	4	4	4,8
4	4	4	4	4	4	4	4	4	4	4,0

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Mean
5	4	4	4	3	3	4	4	4	2	3,6
6	5	5	5	3	5	5	5	5	3	4,6
7	4	4	4	4	4	4	4	4	4	4,0
8	5	5	5	5	5	5	5	5	5	5,0
9	5	5	5	5	4	5	5	5	3	4,7
10	5	5	5	5	5	5	5	5	5	5,0
11	3	3	4	4	4	4	4	5	2	3,7
12	5	5	5	5	5	5	5	5	5	5,0
13	3	3	4	4	5	5	5	4	4	4,1
14	3	4	4	4	3	4	4	4	2	3,6
15	5	4	5	5	5	5	5	5	4	4,8
16	4	4	4	4	4	5	4	5	3	4,1
17	5	5	5	5	5	5	5	5	5	5,0
18	5	5	5	5	5	5	5	5	4	4,9
19	5	5	5	5	5	5	5	5	1	4,6
20	3	2	2	3	2	4	4	5	4	3,2
21	5	5	5	5	3	5	5	5	4	4,7
22	5	5	5	5	5	5	5	5	5	5,0
23	3	3	3	3	3	3	3	3	3	3,0
24	5	5	4	4	5	5	4	4	5	4,6
25	4	3	4	4	4	4	4	3	4	3,8

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Mean
26	4	3	5	4	5	4	5	4	3	4,1
27	5	5	5	4	4	5	5	5	4	4,7
28	4	4	4	5	4	5	4	4	3	4,1
29	5	5	5	5	4	5	4	5	4	4,7
30	5	5	5	5	4	5	5	4	4	4,7
31	4	5	5	3	4	4	4	4	2	3,9
32	5	5	5	5	5	5	5	5	4	4,9
33	5	5	5	5	4	5	5	5	5	4,9
34	5	5	5	5	5	5	5	5	5	5,0
35	5	4	5	4	4	5	5	4	4	4,4
36	5	5	5	5	5	5	5	5	5	5,0
37	4	4	3	3	3	4	4	5	3	3,7
38	4	5	5	4	4	5	4	4	5	4,4
39	5	5	4	4	4	5	5	5	4	4,6
40	5	5	5	5	5	5	4	5	4	4,8
41	4	4	5	4	5	4	5	4	2	4,1
42	4	5	5	5	5	4	4	5	5	4,7
43	5	5	5	5	5	5	5	5	5	5,0
44	5	5	5	5	5	5	5	5	5	5,0
45	5	5	5	5	5	5	5	5	3	4,8
46	4	4	4	5	4	5	4	5	3	4,2

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Mean
47	4	4	4	5	4	4	4	4	2	3,9
48	4	4	3	4	5	4	5	5	5	4,3
49	5	5	5	5	5	5	5	5	5	5,0
50	4	5	5	5	4	4	5	5	3	4,4
51	4	5	4	4	4	5	5	4	4	4,3
52	4	4	4	4	4	4	5	4	3	4,0
53	5	5	5	5	5	5	5	5	4	4,9
54	4	5	5	4	4	4	5	5	2	4,2
55	4	4	4	4	4	4	4	5	2	3,9
56	5	5	3	3	3	4	3	4	3	3,7
57	4	4	4	5	5	4	4	4	4	4,2
58	5	5	5	5	5	5	5	5	5	5,0
59	5	5	5	5	5	5	5	5	1	4,6
60	5	5	5	5	5	5	5	5	3	4,8
61	4	5	5	4	5	4	4	5	4	4,4
62	5	4	5	5	5	4	5	4	3	4,4
63	4	4	4	4	4	4	4	4	3	3,9
64	4	5	5	4	4	5	4	5	2	4,2
65	4	4	4	4	3	4	4	5	4	4,0
66	4	5	5	5	3	4	5	5	4	4,4
67	5	5	5	4	4	4	5	5	5	4,7

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Mean
68	5	5	4	4	5	4	4	4	3	4,2
69	4	5	4	5	5	5	5	4	5	4,7
70	4	4	5	3	4	4	4	4	4	4,0
71	4	4	4	5	4	5	4	5	3	4,2
72	5	5	5	5	5	5	4	5	5	4,9
73	5	5	5	5	5	5	5	5	5	5,0
74	5	5	5	5	4	5	5	4	2	4,4
75	4	4	5	4	4	4	4	4	2	3,9
76	5	5	5	5	5	4	4	5	2	4,4
77	5	5	5	5	5	5	5	5	5	5,0
78	4	5	4	4	4	4	4	4	2	3,9
79	4	4	4	3	3	4	4	4	2	3,6
80	4	4	4	5	4	5	4	5	3	4,2
81	5	5	5	5	5	5	5	5	5	5,0
82	5	4	5	4	5	4	5	4	5	4,6
83	4	4	4	4	4	4	4	4	3	3,9
84	5	5	5	5	5	5	5	5	3	4,8
85	4	5	5	4	5	4	5	4	5	4,6
86	5	5	5	5	5	5	5	5	5	5,0
87	3	4	4	3	4	4	3	4	3	3,6
88	5	5	5	5	5	5	5	5	5	5,0

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Mean
89	4	4	4	4	4	4	4	4	4	4,0
90	4	4	4	4	4	4	4	5	2	3,9
91	5	5	5	5	5	5	5	5	4	4,9
92	5	5	5	5	5	5	4	5	5	4,9
93	4	4	4	4	5	5	4	4	4	4,2
94	4	4	4	5	4	5	4	5	3	4,2
95	4	3	4	4	4	4	4	4	2	3,7
96	5	5	5	5	5	5	5	5	5	5,0
97	4	5	5	5	5	5	5	5	5	4,9
98	5	5	5	5	5	4	5	5	3	4,7
99	5	4	5	4	5	4	5	4	1	4,1
100	4	5	4	4	4	5	4	5	4	4,3
101	5	4	5	4	5	4	5	4	5	4,6
102	5	4	5	4	5	5	5	5	2	4,4
103	5	5	4	4	5	4	4	4	4	4,3
104	3	3	3	3	3	3	3	3	3	3,0
105	4	5	4	5	3	5	5	5	5	4,6
106	4	4	5	5	4	5	4	4	2	4,1
107	5	5	5	5	5	5	5	5	5	5,0
108	5	5	5	5	5	5	5	2	1	4,2
109	4	4	4	5	4	5	4	5	3	4,2

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Mean
110	3	3	2	3	4	4	5	5	5	3,8
111	5	5	5	5	5	5	5	5	4	4,9
112	4	4	4	4	4	4	4	5	3	4,0
113	5	5	5	5	5	5	5	5	5	5,0
114	4	4	5	4	4	4	4	4	2	3,9
115	4	4	4	4	4	4	4	4	4	4,0



Lampiran 4 Hasil Uji Validitas

1. Hasil Uji Validitas Variabel *Working Time Flexibility*

		Correlations					
		X1.1	X1.2	X1.3	X1.4	X1.5	MeanX1
X1.1	Pearson Correlation	1	,814**	,603**	,468**	,363**	,865**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	115	115	115	115	115	115
X1.2	Pearson Correlation	,814**	1	,572**	,528**	,390**	,875**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	115	115	115	115	115	115
X1.3	Pearson Correlation	,603**	,572**	1	,635**	,292**	,775**
	Sig. (2-tailed)	,000	,000		,000	,002	,000
	N	115	115	115	115	115	115
X1.4	Pearson Correlation	,468**	,528**	,635**	1	,380**	,743**
	Sig. (2-tailed)	,000	,000	,000		,000	,000
	N	115	115	115	115	115	115
X1.5	Pearson Correlation	,363**	,390**	,292**	,380**	1	,617**
	Sig. (2-tailed)	,000	,000	,002	,000		,000
	N	115	115	115	115	115	115
MeanX1	Pearson Correlation	,865**	,875**	,775**	,743**	,617**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	115	115	115	115	115	115

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

2. Hasil Uji Validitas Variabel *Workspace Flexibility*

		Correlations					
		X2.1	X2.2	X2.3	X2.4	X2.5	MeanX2
X2.1	Pearson Correlation	1	,636**	,558**	,326**	,392**	,763**
	Sig. (2-tailed)		,000	,000	,000	,000	,000
	N	115	115	115	115	115	115
X2.2	Pearson Correlation	,636**	1	,447**	,419**	,428**	,778**
	Sig. (2-tailed)	,000		,000	,000	,000	,000
	N	115	115	115	115	115	115
X2.3	Pearson Correlation	,558**	,447**	1	,523**	,448**	,756**
	Sig. (2-tailed)	,000	,000		,000	,000	,000
	N	115	115	115	115	115	115
X2.4	Pearson Correlation	,326**	,419**	,523**	1	,501**	,669**
	Sig. (2-tailed)	,000	,000	,000		,000	,002
	N	115	115	115	115	115	115
X2.5	Pearson Correlation	,392**	,428**	,448**	,501**	1	,738**
	Sig. (2-tailed)	,000	,000	,000	,000		,000
	N	115	115	115	115	115	115
X2.6	Pearson Correlation	,410**	,488**	,403**	,284**	,444**	1
	Sig. (2-tailed)	,000	,000	,000	,002	,000	
	N	115	115	115	115	115	115
MeanX2	Pearson Correlation	,763**	,778**	,756**	,669**	,738**	,696**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	115	115	115	115	115	115

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

3. Hasil Uji Validitas Variabel *Functional Flexibility*

		Correlations							
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	MeanX3
X3.1	Pearson Correlation	1	,611**	,244**	,535**	,534**	,481**	,357**	,752**
	Sig. (2-tailed)		,000	,009	,000	,000	,000	,000	,000
	N	115	115	115	115	115	115	115	115
X3.2	Pearson Correlation	,611**	1	,184*	,515**	,520**	,580**	,527**	,791**
	Sig. (2-tailed)	,000		,049	,000	,000	,000	,000	,000
	N	115	115	115	115	115	115	115	115
X3.3	Pearson Correlation	,244**	,184*	1	,355**	,378**	,274**	,294**	,478**
	Sig. (2-tailed)	,009	,049		,000	,000	,003	,001	,000
	N	115	115	115	115	115	115	115	115
X3.4	Pearson Correlation	,535**	,515**	,355**	1	,621**	,464**	,567**	,776**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,000
	N	115	115	115	115	115	115	115	115
X3.5	Pearson Correlation	,534**	,520**	,378**	,621**	1	,666**	,644**	,828**
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,000
	N	115	115	115	115	115	115	115	115
X3.6	Pearson Correlation	,481**	,580**	,274**	,464**	,666**	1	,604**	,783**
	Sig. (2-tailed)	,000	,000	,003	,000	,000		,000	,000
	N	115	115	115	115	115	115	115	115
X3.7	Pearson Correlation	,357**	,527**	,294**	,567**	,644**	,604**	1	,761**
	Sig. (2-tailed)	,000	,000	,001	,000	,000	,000		,000
	N	115	115	115	115	115	115	115	115
MeanX3	Pearson Correlation	,752**	,791**	,478**	,776**	,828**	,783**	,761**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	
	N	115	115	115	115	115	115	115	115

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

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

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

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

4. Hasil Uji Validitas Variabel *Operational Flexibility*

		Correlations					
		X4.1	X4.2	X4.3	X4.4	X4.5	MeanX4
X4.1	Pearson Correlation	1	,557**	,224*	,239*	,205*	,750**
	Sig. (2-tailed)		,000	,016	,010	,028	,000
	N	115	115	115	115	115	115
X4.2	Pearson Correlation	,557**	1	,033	,401**	,104	,732**
	Sig. (2-tailed)	,000		,723	,000	,270	,000
	N	115	115	115	115	115	115
X4.3	Pearson Correlation	,224*	,033	1	,340**	,375**	,501**
	Sig. (2-tailed)	,016	,723		,000	,000	,000
	N	115	115	115	115	115	115
X4.4	Pearson Correlation	,239*	,401**	,340**	1	,224*	,630**
	Sig. (2-tailed)	,010	,000	,000		,016	,000
	N	115	115	115	115	115	115
X4.5	Pearson Correlation	,205*	,104	,375**	,224*	1	,572**
	Sig. (2-tailed)	,028	,270	,000	,016		,000
	N	115	115	115	115	115	115
MeanX4	Pearson Correlation	,750**	,732**	,501**	,630**	,572**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	115	115	115	115	115	115

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

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

5. Hasil Uji Validitas Variabel *Employee Engagement*

		Correlations									
		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	MeanY
Y1.1	Pearson Correlation	1	,706**	,670**	,566**	,594**	,564**	,579**	,337**	,290**	,800**
	Sig. (2-tailed)		,000	,000	,000	,000	,000	,000	,000	,002	,000
	N	115	115	115	115	115	115	115	115	115	115
Y1.2	Pearson Correlation	,706**	1	,660**	,536**	,473**	,570**	,450**	,420**	,307**	,779**
	Sig. (2-tailed)	,000		,000	,000	,000	,000	,000	,000	,001	,000
	N	115	115	115	115	115	115	115	115	115	115
Y1.3	Pearson Correlation	,670**	,660**	1	,580**	,609**	,496**	,562**	,289**	,137	,741**
	Sig. (2-tailed)	,000	,000		,000	,000	,000	,000	,002	,144	,000
	N	115	115	115	115	115	115	115	115	115	115
Y1.4	Pearson Correlation	,566**	,536**	,580**	1	,525**	,640**	,512**	,419**	,281**	,753**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,000	,000	,002	,000
	N	115	115	115	115	115	115	115	115	115	115
Y1.5	Pearson Correlation	,594**	,473**	,609**	,525**	1	,456**	,533**	,241**	,316**	,725**
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,009	,001	,000
	N	115	115	115	115	115	115	115	115	115	115
Y1.6	Pearson Correlation	,564**	,570**	,496**	,640**	,456**	1	,510**	,497**	,333**	,755**
	Sig. (2-tailed)	,000	,000	,000	,000	,000		,000	,000	,000	,000
	N	115	115	115	115	115	115	115	115	115	115
Y1.7	Pearson Correlation	,579**	,450**	,562**	,512**	,533**	,510**	1	,372**	,335**	,728**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000		,000	,000	,000
	N	115	115	115	115	115	115	115	115	115	115
Y1.8	Pearson Correlation	,337**	,420**	,289**	,419**	,241**	,497**	,372**	1	,317**	,589**
	Sig. (2-tailed)	,000	,000	,002	,000	,009	,000	,000		,001	,000
	N	115	115	115	115	115	115	115	115	115	115
Y1.9	Pearson Correlation	,290**	,307**	,137	,281**	,316**	,333**	,335**	,317**	1	,594**
	Sig. (2-tailed)	,002	,001	,144	,002	,001	,000	,000	,001		,000
	N	115	115	115	115	115	115	115	115	115	115
MeanY	Pearson Correlation	,800**	,779**	,741**	,753**	,725**	,755**	,728**	,589**	,594**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	115	115	115	115	115	115	115	115	115	115

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

Lampiran 5 Hasil Uji Reliabilitas

1. Hasil Uji Reliabilitas Variabel *Working Time Flexibility*

Case Processing Summary

		N	%
Cases	Valid	115	100,0
	Excluded ^a	0	,0
	Total	115	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,834	5

2. Hasil Uji Reliabilitas Variabel *Workspace Flexibility*

Case Processing Summary

		N	%
Cases	Valid	115	100,0
	Excluded ^a	0	,0
	Total	115	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,828	6

3. Hasil Uji Reliabilitas Variabel *Functional Flexibility*

Case Processing Summary

		N	%
Cases	Valid	115	100,0
	Excluded ^a	0	,0
	Total	115	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,863	7

4. Hasil Uji Reliabilitas Variabel *Operational Flexibility*

Case Processing Summary

		N	%
Cases	Valid	115	100,0
	Excluded ^a	0	,0
	Total	115	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,636	5

5. Hasil Uji Reliabilitas Variabel *Employee Engagement*

Case Processing Summary

		N	%
Cases	Valid	115	100,0
	Excluded ^a	0	,0
	Total	115	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,860	9

Lampiran 6 Hasil Analisis Deskriptif

1. *Working time flexibility*

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	115	1	5	3,70	1,124
X1.2	115	1	5	3,76	1,081
X1.3	115	1	5	4,22	,781
X1.4	115	2	5	4,17	,794
X1.5	115	1	5	4,10	,908
Valid N (listwise)	115				

2. *Workspace flexibility*

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	115	2	5	4,25	,804
X2.2	115	2	5	4,31	,754
X2.3	115	3	5	4,35	,663
X2.4	115	2	5	4,41	,674
X2.5	115	1	5	4,33	,792
X2.6	115	2	5	4,23	,776
Valid N (listwise)	115				

3. *Functional Flexibility*

	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	115	2	5	3,91	,923
X3.2	115	1	5	3,77	1,037
X3.3	115	2	5	4,57	,609
X3.4	115	2	5	4,09	,744
X3.5	115	2	5	4,23	,753
X3.6	115	2	5	4,21	,811
X3.7	115	2	5	4,14	,782
Valid N (listwise)	115				

4. *Operational Flexibility*

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X4.1	115	2	5	4,10	,888
X4.2	115	2	5	3,97	,964
X4.3	115	3	5	4,70	,495
X4.4	115	2	5	4,40	,604
X4.5	115	1	5	4,30	,805
Valid N (listwise)	115				

5. *Employee Engagement*

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Y1.1	115	3	5	4,43	,623
Y1.2	115	2	5	4,48	,680
Y1.3	115	2	5	4,51	,680
Y1.4	115	3	5	4,42	,675
Y1.5	115	2	5	4,38	,708
Y1.6	115	3	5	4,54	,551
Y1.7	115	3	5	4,51	,568
Y1.8	115	2	5	4,55	,610
Y1.9	115	1	5	3,63	1,180
Valid N (listwise)	115				

Lampiran 7 Hasil Uji Regresi Linear Berganda

1. H1: Terdapat pengaruh *working time flexibility* terhadap *employee engagement* karyawan perusahaan di Jakarta.

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	,854	,276		,003
	X1	-,117	,060	-,173	,053
	X2	,373	,083	,409	,000
	X3	,097	,080	,119	,231
	X4	,464	,103	,461	,000
a. Dependent Variable: Y					

2. H2: Terdapat pengaruh *workspace flexibility* terhadap *employee engagement* karyawan perusahaan di Jakarta.

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	,854	,276		,003
	X1	-,117	,060	-,173	,053
	X2	,373	,083	,409	,000
	X3	,097	,080	,119	,231
	X4	,464	,103	,461	,000
a. Dependent Variable: Y					

3. H3: Terdapat pengaruh *functional flexibility* terhadap *employee engagement* karyawan perusahaan di Jakarta.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,854	,276		3,092	,003
	X1	-,117	,060	-,173	-1,954	,053
	X2	,373	,083	,409	4,504	,000
	X3	,097	,080	,119	1,205	,231
	X4	,464	,103	,461	4,514	,000

a. Dependent Variable: Y

4. H2: Terdapat pengaruh *operational flexibility* terhadap *employee engagement* karyawan perusahaan di Jakarta.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,854	,276		3,092	,003
	X1	-,117	,060	-,173	-1,954	,053
	X2	,373	,083	,409	4,504	,000
	X3	,097	,080	,119	1,205	,231
	X4	,464	,103	,461	4,514	,000

a. Dependent Variable: Y

5. Uji F (Pengujian Model Regresi)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16,922	4	4,230	41,948	,000 ^b
	Residual	11,094	110	,101		
	Total	28,015	114			

a. Dependent Variable: Y

b. Predictors: (Constant), X4, X1, X2, X3

6. Koefisien Determinasi (*Adjusted R*)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,777 ^a	,604	,590	,31757

a. Predictors: (Constant), X4, X1, X2, X3

