Tabel 1. Hasil *Combined Loadings and Cross-Loadings*

(Tahap 1)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | *Leader-Member Exchange* | | | | *Psychological Well-Being* | | | | | | *Work Engagement* | | | |
| *Aff* | *Loy* | *Con* | *Pro* | *Aut* | *Env* | *Per* | *Pos* | *Pur* | *Acc* | *Vig* | *Ded* | *Abs* | Keterangan |
| LMX1 | 0.907 | 0.053 | -0.049 | 0.276 | -0.111 | -0.036 | 0.117 | 0.021 | -0.065 | 0.031 | -0.092 | 0.073 | -0.046 | <0.001 |
| LMX2 | 0.936 | -0.024 | -0.025 | -0.403 | 0.067 | 0.028 | -0.007 | 0.044 | 0.068 | -0.050 | 0.056 | -0.079 | -0.050 | <0.001 |
| LMX3 | 0.951 | -0.027 | 0.072 | 0.134 | 0.040 | 0.007 | -0.105 | -0.063 | -0.006 | 0.019 | 0.033 | 0.007 | 0.094 | <0.001 |
| LMX4 | 0.522 | 0.826 | -0.176 | -0.813 | -0.141 | -0.115 | 0.167 | 0.251 | -0.042 | 0.013 | 0.017 | -0.118 | -0.165 | <0.001 |
| LMX5 | -0.240 | 0.936 | -0.035 | 0.297 | 0.091 | 0.029 | -0.074 | -0.042 | 0.038 | -0.008 | -0.077 | 0.024 | 0.184 | <0.001 |
| LMX6 | -0.218 | 0.944 | 0.189 | 0.417 | 0.034 | 0.072 | -0.072 | -0.177 | -0.001 | -0.003 | 0.061 | 0.080 | -0.038 | <0.001 |
| LMX7 | -0.354 | 0.334 | 0.766 | -0.226 | -0.087 | 0.006 | 0.035 | 0.311 | -0.084 | 0.050 | -0.435 | 0.430 | -0.226 | <0.001 |
| LMX8 | 0.133 | -0.546 | 0.881 | 0.256 | 0.092 | 0.084 | -0.255 | -0.117 | -0.025 | 0.019 | 0.260 | -0.136 | 0.062 | <0.001 |
| LMX9 | 0.175 | 0.256 | 0.880 | -0.060 | -0.016 | -0.089 | 0.225 | -0.154 | 0.098 | -0.062 | 0.118 | -0.239 | 0.135 | <0.001 |
| LMX10 | 0.449 | -0.285 | -0.010 | 0.921 | 0.130 | 0.024 | -0.043 | 0.014 | 0.019 | -0.062 | 0.153 | -0.228 | 0.037 | <0.001 |
| LMX11 | -0.268 | 0.436 | 0.103 | 0.912 | -0.113 | -0.018 | 0.040 | 0.024 | 0.051 | 0.058 | -0.114 | 0.242 | -0.115 | <0.001 |
| LMX12 | -0.175 | -0.139 | -0.088 | 0.966 | -0.017 | -0.006 | 0.003 | -0.036 | -0.067 | 0.004 | -0.039 | -0.011 | 0.073 | <0.001 |
| PWB1 | 0.047 | -0.550 | -0.259 | 0.598 | 0.322 | 0.221 | -0.202 | -0.054 | -0.210 | 0.396 | 0.042 | -0.087 | 0.068 | 0.001 |
| PWB2 | 0.558 | 0.208 | -0.031 | -0.541 | 0.843 | -0.085 | 0.304 | -0.011 | 0.168 | -0.322 | -0.077 | -0.212 | -0.102 | <0.001 |
| PWB3 | -0.575 | 0.003 | 0.129 | 0.312 | 0.845 | 0.000 | -0.226 | 0.032 | -0.088 | 0.170 | 0.061 | 0.244 | 0.076 | <0.001 |
| PWB4 | 0.292 | -0.594 | 0.070 | 0.162 | 0.035 | 0.742 | 0.027 | 0.002 | -0.341 | 0.139 | 0.079 | -0.395 | 0.432 | <0.001 |
| PWB5 | -0.408 | 0.291 | -0.131 | 0.222 | 0.131 | 0.563 | -0.216 | -0.028 | 0.284 | -0.235 | -0.813 | 0.507 | -0.018 | <0.001 |
| PWB6 | 0.017 | 0.349 | 0.027 | -0.309 | -0.126 | 0.793 | 0.128 | 0.018 | 0.117 | 0.037 | 0.504 | 0.010 | -0.391 | <0.001 |
| PWB7 | 0.093 | 0.034 | 0.202 | -0.230 | -0.100 | -0.185 | 0.745 | 0.208 | 0.203 | -0.065 | -0.178 | -0.016 | 0.150 | <0.001 |
| PWB8 | -0.259 | 0.010 | -0.001 | 0.316 | -0.127 | 0.016 | 0.884 | -0.193 | -0.106 | 0.151 | -0.035 | 0.248 | -0.138 | <0.001 |
| PWB9 | 0.217 | -0.047 | -0.202 | -0.146 | 0.252 | 0.167 | 0.740 | 0.021 | -0.078 | -0.115 | 0.221 | -0.281 | 0.014 | <0.001 |
| PWB10 | -0.015 | -0.527 | 0.114 | 0.305 | 0.016 | -0.178 | 0.229 | 0.790 | -0.017 | -0.059 | 0.032 | 0.025 | 0.206 | <0.001 |
| PWB11 | 0.998 | 0.554 | -0.090 | -1.074 | 0.125 | 0.118 | 0.167 | 0.706 | 0.245 | -0.083 | -0.324 | 0.052 | -0.349 | <0.001 |
| PWB12 | -0.977 | 0.037 | -0.038 | 0.729 | -0.143 | 0.081 | -0.422 | 0.709 | -0.225 | 0.148 | 0.286 | -0.079 | 0.117 | <0.001 |
| PWB13 | -0.257 | 0.379 | -0.196 | -0.036 | 0.057 | -0.184 | -0.094 | 0.290 | -0.514 | 0.152 | -0.199 | -0.450 | 0.756 | <0.001 |
| PWB14 | -0.326 | 0.257 | 0.181 | -0.151 | -0.071 | -0.044 | 0.099 | 0.373 | 0.762 | 0.064 | 0.086 | 0.082 | 0.014 | <0.001 |
| PWB15 | 0.152 | -0.001 | -0.312 | 0.126 | 0.109 | -0.080 | -0.161 | -0.177 | 0.766 | 0.038 | -0.219 | -0.383 | 0.493 | <0.001 |
| PWB16 | 0.198 | -0.237 | 0.153 | -0.167 | -0.066 | -0.055 | 0.148 | -0.175 | 0.083 | 0.902 | -0.001 | 0.096 | 0.008 | <0.001 |
| PWB17 | -0.586 | 0.530 | -0.273 | 0.002 | -0.081 | 0.389 | -0.261 | 0.571 | -0.234 | 0.471 | 0.072 | -0.099 | 0.232 | <0.001 |
| PWB18 | 0.118 | -0.044 | -0.012 | 0.181 | 0.119 | -0.160 | -0.012 | -0.134 | 0.043 | 0.829 | -0.040 | -0.049 | -0.141 | <0.001 |
| WE1 | -0.505 | -0.381 | 0.116 | 0.701 | -0.153 | 0.055 | -0.075 | -0.155 | -0.116 | 0.023 | 0.865 | 0.323 | -0.082 | <0.001 |
| WE2 | -0.411 | 0.072 | -0.229 | 0.577 | -0.074 | 0.051 | -0.074 | -0.190 | -0.022 | 0.064 | 0.906 | 0.024 | 0.128 | <0.001 |
| WE3 | -0.329 | -0.013 | -0.170 | 0.663 | 0.075 | -0.087 | -0.126 | -0.124 | -0.046 | 0.079 | 0.873 | -0.070 | 0.110 | <0.001 |
| WE4 | 1.087 | 0.457 | -0.029 | -1.733 | -0.035 | -0.190 | 0.327 | 0.518 | 0.149 | -0.083 | 0.446 | -0.802 | 0.503 | <0.001 |
| WE5 | 1.133 | -0.147 | -0.070 | -1.177 | 0.276 | 0.030 | 0.085 | 0.465 | 0.151 | -0.263 | 0.444 | -0.079 | 0.331 | <0.001 |
| WE6 | 0.140 | 0.177 | 0.386 | -0.531 | 0.035 | 0.070 | 0.075 | -0.030 | 0.035 | 0.009 | 0.774 | 0.197 | -0.663 | <0.001 |
| WE7 | -0.550 | 0.014 | 0.235 | 0.650 | 0.017 | 0.133 | -0.154 | -0.320 | -0.075 | 0.061 | -0.068 | 0.869 | -0.327 | <0.001 |
| WE8 | 0.066 | -0.205 | -0.128 | -0.090 | 0.034 | -0.101 | 0.112 | 0.343 | -0.044 | -0.047 | 0.390 | 0.753 | 0.202 | <0.001 |
| WE9 | 0.582 | -0.464 | -0.072 | -0.034 | -0.043 | -0.052 | 0.071 | 0.025 | 0.257 | -0.059 | 0.151 | 0.867 | 0.050 | <0.001 |
| WE10 | -0.875 | 0.401 | -0.116 | 0.147 | -0.009 | 0.104 | -0.261 | -0.053 | -0.262 | 0.147 | 0.282 | 0.821 | -0.005 | <0.001 |
| WE11 | 0.964 | 0.322 | 0.074 | -0.883 | 0.008 | -0.121 | 0.304 | 0.063 | 0.135 | -0.132 | -0.896 | 0.666 | 0.140 | <0.001 |
| WE12 | 0.192 | -0.104 | 0.346 | -0.337 | 0.224 | 0.103 | 0.007 | 0.308 | 0.168 | -0.186 | -0.127 | 0.270 | 0.599 | <0.001 |
| WE13 | 0.279 | 0.597 | -0.410 | -0.841 | -0.148 | -0.093 | 0.493 | -0.322 | -0.030 | 0.027 | -0.602 | -0.051 | 0.270 | 0.005 |
| WE14 | -0.267 | -0.304 | 0.184 | 0.682 | 0.157 | -0.008 | -0.238 | -0.104 | 0.016 | -0.012 | 0.723 | 0.071 | 0.676 | <0.001 |
| WE15 | -0.059 | -0.212 | -0.028 | 0.381 | -0.002 | 0.004 | -0.417 | 0.049 | 0.065 | 0.101 | 0.253 | -0.159 | 0.852 | <0.001 |
| WE16 | -0.288 | 0.194 | -0.310 | 0.342 | -0.124 | 0.087 | 0.154 | -0.284 | -0.155 | 0.038 | -0.148 | -0.190 | 0.813 | <0.001 |
| WE17 | 0.492 | 0.230 | 0.099 | -1.139 | -0.175 | -0.189 | 0.454 | 0.292 | -0.058 | -0.009 | -0.620 | 0.168 | 0.557 | <0.001 |

Sumber : *Output* WarpPLS 5.0, 2019 (diolah)

Tabel 2. Koefisien Variabel Laten

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Keterangan** | ***Leader-Member Exchange*** | | | | ***Psychological Well-Being*** | | | | | | ***Work Engagement*** | | |
| *Aff* | *Loy* | *Con* | *Pro* | *Aut* | *Env* | *Per* | *Pos* | *Pur* | *Acc* | *Vig* | *Ded* | *Abs* |
| *Composite Reliability* | 0.952 | 0.930 | 0.881 | 0.953 | 0.733 | 0.746 | 0.834 | 0.779 | 0.396 | 0.792 | 0.874 | 0.897 | 0.806 |
| *Cronbach's Alpha* | 0.924 | 0.886 | 0.796 | 0.926 | 0.473 | 0.489 | 0.700 | 0.575 | 0.042 | 0.602 | 0.824 | 0.855 | 0.709 |
| *Average Variances Extracted (AVE)* | 0.868 | 0.816 | 0.713 | 0.871 | 0.509 | 0.499 | 0.628 | 0.542 | 0.477 | 0.575 | 0.554 | 0.638 | 0.431 |

Sumber : *Output* WarpPLS 5.0, 2019 (diolah)

Tabel 3. Koefisien Variabel Laten (Per Dimensi) Setelah Penghapusan

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Keterangan** | ***Leader-Member Exchange*** | | | | ***Psychological Well-Being*** | | | | | | ***Work Engagement*** | | |
| Aff | Loy | Con | Pro | Aut | Env | Per | Pos | Pur | Acc | Vig | Ded | Abs |
| *Composite Reliability* | 0.952 | 0.930 | 0.881 | 0.953 | 0.854 | 0.811 | 0.834 | 0.779 | 0.800 | 0.792 | 0.874 | 0.897 | 0.833 |
| *Cronbach's Alpha* | 0.924 | 0.886 | 0.796 | 0.926 | 0.657 | 0.534 | 0.700 | 0.575 | 0.500 | 0.602 | 0.824 | 0.855 | 0.746 |
| *Average Variances Extracted (AVE)* | 0.868 | 0.816 | 0.713 | 0.871 | 0.745 | 0.682 | 0.628 | 0.542 | 0.667 | 0.575 | 0.554 | 0.638 | 0.510 |

Sumber :*Output*WarpPLS 5.0, 2019 (diolah)

Tabel 4. Hasil *Combined Loadings and Cross Loadings*

(Setelah Penghapusan)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | ***Leader-Member Exchange*** | | | | ***Psychological Well-Being*** | | | | | | ***Work Engagement*** | | | |
| *Aff* | *Loy* | *Con* | *Pro* | *Aut* | *Env* | *Per* | *Pos* | *Pur* | *Acc* | *Vig* | *Ded* | *Abs* | Ket |
| LMX1 | 0.907 | 0.022 | 0.022 | 0.278 | -0.111 | -0.031 | 0.107 | 0.027 | -0.010 | 0.008 | -0.095 | 0.137 | -0.138 | <0.001 |
| LMX2 | 0.936 | 0.016 | -0.077 | -0.396 | 0.064 | 0.039 | -0.003 | 0.039 | 0.013 | -0.034 | 0.053 | -0.118 | 0.013 | <0.001 |
| LMX3 | 0.951 | -0.037 | 0.055 | 0.125 | 0.042 | -0.009 | -0.099 | -0.064 | -0.003 | 0.026 | 0.038 | -0.014 | 0.118 | <0.001 |
| LMX4 | 0.509 | 0.826 | -0.116 | -0.798 | -0.157 | -0.070 | 0.162 | 0.240 | -0.019 | -0.011 | 0.002 | -0.076 | -0.205 | <0.001 |
| LMX5 | -0.221 | 0.936 | -0.093 | 0.283 | 0.105 | -0.012 | -0.065 | -0.034 | -0.002 | 0.022 | -0.047 | -0.035 | 0.238 | <0.001 |
| LMX6 | -0.225 | 0.944 | 0.194 | 0.418 | 0.033 | 0.073 | -0.077 | -0.176 | 0.018 | -0.012 | 0.045 | 0.102 | -0.056 | <0.001 |
| LMX7 | -0.258 | 0.328 | 0.766 | -0.287 | -0.093 | -0.052 | 0.070 | 0.294 | 0.039 | 0.021 | -0.438 | 0.520 | -0.382 | <0.001 |
| LMX8 | 0.138 | -0.544 | 0.881 | 0.262 | 0.102 | 0.070 | -0.260 | -0.113 | -0.026 | 0.028 | 0.254 | -0.160 | 0.101 | <0.001 |
| LMX9 | 0.087 | 0.259 | 0.880 | -0.013 | -0.021 | -0.025 | 0.199 | -0.143 | -0.008 | -0.046 | 0.127 | -0.292 | 0.231 | <0.001 |
| LMX10 | 0.417 | -0.289 | -0.051 | 0.921 | 0.142 | 0.070 | -0.062 | 0.007 | -0.005 | -0.053 | 0.115 | -0.233 | 0.082 | <0.001 |
| LMX11 | -0.277 | 0.457 | 0.086 | 0.912 | -0.111 | -0.064 | 0.042 | 0.045 | 0.003 | 0.072 | -0.037 | 0.182 | -0.092 | <0.001 |
| LMX12 | -0.136 | -0.156 | -0.033 | 0.966 | -0.030 | -0.006 | 0.019 | -0.049 | 0.002 | -0.017 | -0.075 | 0.050 | 0.009 | <0.001 |
| PWB2 | 0.503 | 0.143 | -0.152 | -0.415 | 0.863 | -0.101 | 0.257 | 0.024 | -0.021 | -0.192 | 0.074 | -0.369 | 0.012 | <0.001 |
| PWB3 | -0.503 | -0.143 | 0.152 | 0.415 | 0.863 | 0.101 | -0.257 | -0.024 | 0.021 | 0.192 | -0.074 | 0.369 | -0.012 | <0.001 |
| PWB4 | 0.202 | -0.428 | 0.089 | 0.148 | 0.067 | 0.826 | -0.010 | -0.059 | -0.052 | -0.009 | -0.463 | -0.020 | 0.327 | <0.001 |
| PWB6 | -0.202 | 0.428 | -0.089 | -0.148 | -0.067 | 0.826 | 0.010 | 0.059 | 0.052 | 0.009 | 0.463 | 0.020 | -0.327 | <0.001 |
| PWB7 | 0.281 | -0.007 | 0.362 | -0.390 | -0.163 | -0.303 | 0.745 | 0.156 | 0.325 | -0.086 | -0.076 | 0.077 | -0.097 | <0.001 |
| PWB8 | -0.270 | -0.029 | 0.018 | 0.373 | -0.087 | 0.065 | 0.884 | -0.187 | -0.056 | 0.125 | -0.086 | 0.295 | -0.166 | <0.001 |
| PWB9 | 0.039 | 0.041 | -0.386 | -0.053 | 0.268 | 0.228 | 0.740 | 0.067 | -0.261 | -0.063 | 0.179 | -0.431 | 0.297 | <0.001 |
| PWB10 | 0.005 | -0.551 | 0.078 | 0.290 | 0.009 | -0.178 | 0.244 | 0.790 | -0.066 | -0.039 | 0.052 | -0.053 | 0.305 | <0.001 |
| PWB11 | 1.000 | 0.553 | -0.120 | -1.031 | 0.149 | 0.069 | 0.154 | 0.706 | 0.223 | -0.062 | -0.213 | 0.033 | -0.415 | <0.001 |
| PWB12 | -1.001 | 0.063 | 0.032 | 0.703 | -0.159 | 0.130 | -0.425 | 0.709 | -0.149 | 0.105 | 0.154 | 0.026 | 0.073 | <0.001 |
| PWB14 | -0.298 | 0.167 | 0.204 | -0.097 | -0.070 | 0.076 | 0.106 | 0.275 | 0.817 | 0.003 | 0.076 | 0.212 | -0.144 | <0.001 |
| PWB15 | 0.298 | -0.167 | -0.204 | 0.097 | 0.070 | -0.076 | -0.106 | -0.275 | 0.817 | -0.003 | -0.076 | -0.212 | 0.144 | <0.001 |
| PWB16 | 0.212 | -0.280 | 0.159 | -0.142 | -0.049 | -0.035 | 0.139 | -0.187 | 0.092 | 0.902 | 0.013 | 0.111 | -0.023 | <0.001 |
| PWB17 | -0.578 | 0.521 | -0.269 | 0.074 | 0.022 | 0.564 | -0.321 | 0.510 | -0.004 | 0.472 | -0.294 | 0.160 | 0.136 | <0.001 |
| PWB18 | 0.099 | 0.008 | -0.020 | 0.112 | 0.041 | -0.283 | 0.032 | -0.087 | -0.098 | 0.829 | 0.153 | -0.212 | -0.053 | <0.001 |
| WE1 | -0.531 | -0.319 | 0.099 | 0.669 | -0.164 | 0.033 | -0.063 | -0.143 | -0.132 | 0.015 | 0.865 | 0.288 | -0.018 | <0.001 |
| WE2 | -0.467 | 0.105 | -0.281 | 0.590 | -0.066 | 0.069 | -0.091 | -0.172 | -0.072 | 0.067 | 0.906 | -0.016 | 0.214 | <0.001 |
| WE3 | -0.395 | -0.043 | -0.207 | 0.719 | 0.075 | -0.040 | -0.160 | -0.102 | -0.122 | 0.100 | 0.873 | -0.125 | 0.204 | <0.001 |
| WE4 | 1.242 | 0.480 | 0.047 | -1.909 | -0.081 | -0.272 | 0.444 | 0.469 | 0.205 | -0.084 | 0.446 | -0.754 | 0.387 | <0.001 |
| WE5 | 1.395 | -0.165 | 0.024 | -1.353 | 0.252 | -0.106 | 0.207 | 0.390 | 0.344 | -0.269 | 0.444 | 0.038 | 0.104 | <0.001 |
| WE6 | 0.067 | 0.100 | 0.411 | -0.371 | 0.078 | 0.144 | -0.017 | -0.018 | 0.054 | -0.004 | 0.774 | 0.250 | -0.744 | <0.001 |
| WE7 | -0.658 | 0.015 | 0.215 | 0.757 | 0.037 | 0.233 | -0.223 | -0.312 | -0.073 | 0.037 | -0.144 | 0.869 | -0.298 | <0.001 |
| WE8 | 0.138 | -0.229 | -0.187 | -0.120 | 0.060 | -0.193 | 0.129 | 0.367 | -0.095 | 0.004 | 0.479 | 0.753 | 0.289 | <0.001 |
| WE9 | 0.630 | -0.461 | -0.062 | -0.091 | -0.073 | -0.118 | 0.116 | 0.012 | 0.240 | -0.053 | 0.261 | 0.867 | 0.005 | <0.001 |
| WE10 | -0.965 | 0.411 | -0.127 | 0.214 | 0.011 | 0.194 | -0.316 | -0.035 | -0.256 | 0.130 | 0.155 | 0.821 | 0.053 | <0.001 |
| WE11 | 1.073 | 0.333 | 0.168 | -0.997 | -0.034 | -0.170 | 0.384 | 0.020 | 0.206 | -0.144 | -0.886 | 0.666 | -0.011 | <0.001 |
| WE12 | 0.414 | -0.080 | 0.332 | -0.497 | 0.225 | -0.092 | 0.108 | 0.278 | 0.264 | -0.160 | -0.046 | 0.245 | 0.626 | <0.001 |
| WE14 | -0.384 | -0.261 | 0.064 | 0.736 | 0.154 | 0.057 | -0.266 | -0.087 | -0.129 | 0.023 | 0.699 | -0.034 | 0.753 | <0.001 |
| WE15 | -0.025 | -0.169 | -0.097 | 0.280 | -0.020 | -0.004 | -0.363 | 0.032 | 0.040 | 0.106 | 0.188 | -0.190 | 0.877 | <0.001 |
| WE16 | -0.276 | 0.332 | -0.317 | 0.166 | -0.171 | 0.135 | 0.246 | -0.329 | -0.117 | 0.003 | -0.406 | -0.095 | 0.773 | <0.001 |
| WE17 | 0.562 | 0.294 | 0.159 | -1.308 | -0.228 | -0.183 | 0.555 | 0.250 | -0.027 | -0.027 | -0.740 | 0.240 | 0.472 | <0.001 |

Sumber :*Output*WarpPLS 5.0, 2019 (diolah)

Tabel 5. Koefisien Variabel Laten Setelah Penghapusan

|  |  |  |  |
| --- | --- | --- | --- |
|  | ***Leader-Member Exchange*** | ***Psychological Well-Being*** | ***Work Engagement*** |
| *Composite Reliability* | 0.930 | 0.779 | 0.922 |
| *Cronbach Alpha* | 0.899 | 0.659 | 0.874 |
| *Average Variances Extracted* (AVE) | 0.771 | 0.378 | 0.799 |

Sumber :*Output*WarpPLS 5.0, 2019 (diolah)

Tabel 6. Hasil *Cross Loading*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | ***Leader-Member Exchange*** | | | | ***Psychological Well-Being*** | | | | | | ***Work Engagement*** | | | |
| *Aff* | *Loy* | *Con* | *Pro* | *Aut* | *Env* | *Per* | *Pos* | *Pur* | *Acc* | *Vig* | *Ded* | *Abs* | Ket |
| LMX1 | 0.907 | 0.022 | 0.022 | 0.278 | -0.111 | -0.031 | 0.107 | 0.027 | -0.010 | 0.008 | -0.095 | 0.137 | -0.138 | <0.001 |
| LMX2 | 0.936 | 0.016 | -0.077 | -0.396 | 0.064 | 0.039 | -0.003 | 0.039 | 0.013 | -0.034 | 0.053 | -0.118 | 0.013 | <0.001 |
| LMX3 | 0.951 | -0.037 | 0.055 | 0.125 | 0.042 | -0.009 | -0.099 | -0.064 | -0.003 | 0.026 | 0.038 | -0.014 | 0.118 | <0.001 |
| LMX4 | 0.509 | 0.826 | -0.116 | -0.798 | -0.157 | -0.070 | 0.162 | 0.240 | -0.019 | -0.011 | 0.002 | -0.076 | -0.205 | <0.001 |
| LMX5 | -0.221 | 0.936 | -0.093 | 0.283 | 0.105 | -0.012 | -0.065 | -0.034 | -0.002 | 0.022 | -0.047 | -0.035 | 0.238 | <0.001 |
| LMX6 | -0.225 | 0.944 | 0.194 | 0.418 | 0.033 | 0.073 | -0.077 | -0.176 | 0.018 | -0.012 | 0.045 | 0.102 | -0.056 | <0.001 |
| LMX7 | -0.258 | 0.328 | 0.766 | -0.287 | -0.093 | -0.052 | 0.070 | 0.294 | 0.039 | 0.021 | -0.438 | 0.520 | -0.382 | <0.001 |
| LMX8 | 0.138 | -0.544 | 0.881 | 0.262 | 0.102 | 0.070 | -0.260 | -0.113 | -0.026 | 0.028 | 0.254 | -0.160 | 0.101 | <0.001 |
| LMX9 | 0.087 | 0.259 | 0.880 | -0.013 | -0.021 | -0.025 | 0.199 | -0.143 | -0.008 | -0.046 | 0.127 | -0.292 | 0.231 | <0.001 |
| LMX10 | 0.417 | -0.289 | -0.051 | 0.921 | 0.142 | 0.070 | -0.062 | 0.007 | -0.005 | -0.053 | 0.115 | -0.233 | 0.082 | <0.001 |
| LMX11 | -0.277 | 0.457 | 0.086 | 0.912 | -0.111 | -0.064 | 0.042 | 0.045 | 0.003 | 0.072 | -0.037 | 0.182 | -0.092 | <0.001 |
| LMX12 | -0.136 | -0.156 | -0.033 | 0.966 | -0.030 | -0.006 | 0.019 | -0.049 | 0.002 | -0.017 | -0.075 | 0.050 | 0.009 | <0.001 |
| PWB2 | 0.503 | 0.143 | -0.152 | -0.415 | 0.863 | -0.101 | 0.257 | 0.024 | -0.021 | -0.192 | 0.074 | -0.369 | 0.012 | <0.001 |
| PWB3 | -0.503 | -0.143 | 0.152 | 0.415 | 0.863 | 0.101 | -0.257 | -0.024 | 0.021 | 0.192 | -0.074 | 0.369 | -0.012 | <0.001 |
| PWB4 | 0.202 | -0.428 | 0.089 | 0.148 | 0.067 | 0.826 | -0.010 | -0.059 | -0.052 | -0.009 | -0.463 | -0.020 | 0.327 | <0.001 |
| PWB6 | -0.202 | 0.428 | -0.089 | -0.148 | -0.067 | 0.826 | 0.010 | 0.059 | 0.052 | 0.009 | 0.463 | 0.020 | -0.327 | <0.001 |
| PWB7 | 0.281 | -0.007 | 0.362 | -0.390 | -0.163 | -0.303 | 0.745 | 0.156 | 0.325 | -0.086 | -0.076 | 0.077 | -0.097 | <0.001 |
| PWB8 | -0.270 | -0.029 | 0.018 | 0.373 | -0.087 | 0.065 | 0.884 | -0.187 | -0.056 | 0.125 | -0.086 | 0.295 | -0.166 | <0.001 |
| PWB9 | 0.039 | 0.041 | -0.386 | -0.053 | 0.268 | 0.228 | 0.740 | 0.067 | -0.261 | -0.063 | 0.179 | -0.431 | 0.297 | <0.001 |
| PWB10 | 0.005 | -0.551 | 0.078 | 0.290 | 0.009 | -0.178 | 0.244 | 0.790 | -0.066 | -0.039 | 0.052 | -0.053 | 0.305 | <0.001 |
| PWB11 | 1.000 | 0.553 | -0.120 | -1.031 | 0.149 | 0.069 | 0.154 | 0.706 | 0.223 | -0.062 | -0.213 | 0.033 | -0.415 | <0.001 |
| PWB12 | -1.001 | 0.063 | 0.032 | 0.703 | -0.159 | 0.130 | -0.425 | 0.709 | -0.149 | 0.105 | 0.154 | 0.026 | 0.073 | <0.001 |
| PWB14 | -0.298 | 0.167 | 0.204 | -0.097 | -0.070 | 0.076 | 0.106 | 0.275 | 0.817 | 0.003 | 0.076 | 0.212 | -0.144 | <0.001 |
| PWB15 | 0.298 | -0.167 | -0.204 | 0.097 | 0.070 | -0.076 | -0.106 | -0.275 | 0.817 | -0.003 | -0.076 | -0.212 | 0.144 | <0.001 |
| PWB16 | 0.212 | -0.280 | 0.159 | -0.142 | -0.049 | -0.035 | 0.139 | -0.187 | 0.092 | 0.902 | 0.013 | 0.111 | -0.023 | <0.001 |
| PWB17 | -0.578 | 0.521 | -0.269 | 0.074 | 0.022 | 0.564 | -0.321 | 0.510 | -0.004 | 0.472 | -0.294 | 0.160 | 0.136 | <0.001 |
| PWB18 | 0.099 | 0.008 | -0.020 | 0.112 | 0.041 | -0.283 | 0.032 | -0.087 | -0.098 | 0.829 | 0.153 | -0.212 | -0.053 | <0.001 |
| WE1 | -0.531 | -0.319 | 0.099 | 0.669 | -0.164 | 0.033 | -0.063 | -0.143 | -0.132 | 0.015 | 0.865 | 0.288 | -0.018 | <0.001 |
| WE2 | -0.467 | 0.105 | -0.281 | 0.590 | -0.066 | 0.069 | -0.091 | -0.172 | -0.072 | 0.067 | 0.906 | -0.016 | 0.214 | <0.001 |
| WE3 | -0.395 | -0.043 | -0.207 | 0.719 | 0.075 | -0.040 | -0.160 | -0.102 | -0.122 | 0.100 | 0.873 | -0.125 | 0.204 | <0.001 |
| WE4 | 1.242 | 0.480 | 0.047 | -1.909 | -0.081 | -0.272 | 0.444 | 0.469 | 0.205 | -0.084 | 0.446 | -0.754 | 0.387 | <0.001 |
| WE5 | 1.395 | -0.165 | 0.024 | -1.353 | 0.252 | -0.106 | 0.207 | 0.390 | 0.344 | -0.269 | 0.444 | 0.038 | 0.104 | <0.001 |
| WE6 | 0.067 | 0.100 | 0.411 | -0.371 | 0.078 | 0.144 | -0.017 | -0.018 | 0.054 | -0.004 | 0.774 | 0.250 | -0.744 | <0.001 |
| WE7 | -0.658 | 0.015 | 0.215 | 0.757 | 0.037 | 0.233 | -0.223 | -0.312 | -0.073 | 0.037 | -0.144 | 0.869 | -0.298 | <0.001 |
| WE8 | 0.138 | -0.229 | -0.187 | -0.120 | 0.060 | -0.193 | 0.129 | 0.367 | -0.095 | 0.004 | 0.479 | 0.753 | 0.289 | <0.001 |
| WE9 | 0.630 | -0.461 | -0.062 | -0.091 | -0.073 | -0.118 | 0.116 | 0.012 | 0.240 | -0.053 | 0.261 | 0.867 | 0.005 | <0.001 |
| WE10 | -0.965 | 0.411 | -0.127 | 0.214 | 0.011 | 0.194 | -0.316 | -0.035 | -0.256 | 0.130 | 0.155 | 0.821 | 0.053 | <0.001 |
| WE11 | 1.073 | 0.333 | 0.168 | -0.997 | -0.034 | -0.170 | 0.384 | 0.020 | 0.206 | -0.144 | -0.886 | 0.666 | -0.011 | <0.001 |
| WE12 | 0.414 | -0.080 | 0.332 | -0.497 | 0.225 | -0.092 | 0.108 | 0.278 | 0.264 | -0.160 | -0.046 | 0.245 | 0.626 | <0.001 |
| WE14 | -0.384 | -0.261 | 0.064 | 0.736 | 0.154 | 0.057 | -0.266 | -0.087 | -0.129 | 0.023 | 0.699 | -0.034 | 0.753 | <0.001 |
| WE15 | -0.025 | -0.169 | -0.097 | 0.280 | -0.020 | -0.004 | -0.363 | 0.032 | 0.040 | 0.106 | 0.188 | -0.190 | 0.877 | <0.001 |
| WE16 | -0.276 | 0.332 | -0.317 | 0.166 | -0.171 | 0.135 | 0.246 | -0.329 | -0.117 | 0.003 | -0.406 | -0.095 | 0.773 | <0.001 |
| WE17 | 0.562 | 0.294 | 0.159 | -1.308 | -0.228 | -0.183 | 0.555 | 0.250 | -0.027 | -0.027 | -0.740 | 0.240 | 0.472 | <0.001 |

Sumber :*Output*WarpPLS 5.0, 2019 (diolah)

**INSTRUMEN PENELITIAN**

***PETUNJUK PENGISIAN***

Dalam bagian ini terdapat 47 aitem pernyataan yang harus dijawab. Bapak/Ibu diminta untuk memilih salah satu dari pilihan jawaban yang tersedia dengan memberikan tanda centang (✓) pada salah satu pilihan jawaban yang tersedia. Anda diperkenankan untuk menjawab sesuai kondisi anda, karena tidak ada jawaban benar/salah dalam kuesioner ini.

**BAGIAN 1 : SKALA *LEADER-MEMBER EXCHANGE***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya menyukai pribadi atasan |  |  |  |  |  |
| 2 | Atasan adalah orang yang ingin saya jadikan sahabat |  |  |  |  |  |
| 3 | Atasan saya sangat menyenangkan untuk diajak bekerjasama |  |  |  |  |  |
| 4 | Atasan mendukung keputusan saya, meskipun ia kurang memahami pokok persoalannya |  |  |  |  |  |
| 5 | Atasan akan membela, jika saya ‘diserang’ oleh orang lain |  |  |  |  |  |
| 6 | Atasan akan memperjuangkan, jika saya jujur mengakui kesalahan yang saya perbuat |  |  |  |  |  |
| 7 | Saya bersedia bekerja untuk atasan melebihi uraian pekerjaan saya |  |  |  |  |  |
| 8 | Saya tidak keberatan untuk bekerja keras bagi atasan |  |  |  |  |  |
| 9 | Saya terkesan dengan pengetahuan kerja atasan |  |  |  |  |  |
| 10 | Saya menghormati kompetensi kerja atasan |  |  |  |  |  |
| 11 | Saya mengagumi keahlian profesional atasan |  |  |  |  |  |
| 12 | Saya tidak keberatan untuk bekerja keras bagi atasan |  |  |  |  |  |

**BAGIAN 2 : SKALA *PSYCHOLOGICAL WELL-BEING***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya cenderung terpengaruh dengan orang-orang yang berpendapat kuat. |  |  |  |  |  |
| 2 | Saya yakin dengan pendapat sendiri meski bertentangan dengan pendapat orang pada umumnya |  |  |  |  |  |
| 3 | Saya menilai diri sendiri berdasarkan apa yang saya anggap penting bukan berdasarkan apa yang orang lain anggap penting |  |  |  |  |  |
| 4 | Secara umum saya mampu menguasai situasi yang terjadi |  |  |  |  |  |
| 5 | Tuntutan dalam hidup sering membuat saya sedih |  |  |  |  |  |
| 6 | Saya cukup baik dalam mengelola tanggung jawab kehidupan |  |  |  |  |  |
| 7 | Bagi saya penting untuk memiliki pengalaman baru yang menantang diri sendiri |  |  |  |  |  |
| 8 | Bagi saya hidup adalah proses belajar, berubah dan perkembangan yang berkelanjutan |  |  |  |  |  |
| 9 | Saya menyerah untuk mencoba melakukan perbaikan atau perubahan besar dalam hidup |  |  |  |  |  |
| 10 | Mengelola hubungan dekat adalah sulit dan membuat saya merasa frustasi |  |  |  |  |  |
| 11 | Orang lain menggambarkan saya sebagai sosok yang senang berinteraksi pada orang lain |  |  |  |  |  |
| 12 | Saya tidak banyak memiliki hubungan yang hangat dengan orang lain |  |  |  |  |  |
| 13 | Saya menjalani kehidupan yang mengalir setiap harinya dan tidak terlalu memikirkan masa depan |  |  |  |  |  |
| 14 | Banyak orang berjalan tanpa tujuan di dalam hidup namun saya bukan salah satunya |  |  |  |  |  |
| 15 | Terkadang saya seolah-olah telah melakukan semua yang harus dilakukan dalam hidup |  |  |  |  |  |
| 16 | Saya merasa puas dengan segala hal yang terjadi dalam hidup |  |  |  |  |  |
| 17 | Saya menyukai sebagian besar kepribadian saya |  |  |  |  |  |
| 18 | Saya kecewa terhadap berbagai pencapaian saya dalam hidup |  |  |  |  |  |

**BAGIAN 3 : SKALA *WORK ENGAGEMENT***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Pilihan Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** | |
| 1 | Saya merasa penuh energi saat di tempat kerja |  |  |  |  |  |
| 2 | Saya merasa kuat dan bersemangat dalam bekerja |  |  |  |  |  |
| 3 | Ketika terbangun di pagi hari, saya bersemangat untuk bekerja |  |  |  |  |  |
| 4 | Saya mampu untuk bekerja terus menerus dalam waktu yang sangat lama |  |  |  |  |  |
| 5 | Dalam bekerja, saya tergolong tangguh secara mental |  |  |  |  |  |
| 6 | Saya selalu tekun dalam bekerja |  |  |  |  |  |
| 7 | Pekerjaan saya bermakna dan bertujuan |  |  |  |  |  |
| 8 | Saya bersemangat terhadap pekerjaan |  |  |  |  |  |
| 9 | Pekerjaan menginspirasi saya |  |  |  |  |  |
| 10 | Pekerjaan membanggakan saya |  |  |  |  |  |
| 11 | Pekerjaan saya menantang |  |  |  |  |  |
| 12 | Waktu berlalu begitu cepat ketika saya bekerja |  |  |  |  |  |
| 13 | Ketika bekerja, saya melupakan segala sesuatu yang terjadi di sekitar |  |  |  |  |  |
| 14 | Saya bahagia dengan giat bekerja |  |  |  |  |  |
| 15 | Saya menyatu dengan pekerjaan |  |  |  |  |  |
| 16 | Saya terlarut ketika bekerja |  |  |  |  |  |
| 17 | Sulit untuk melepaskan diri dari pekerjaan saya |  |  |  |  |  |