

# APPENDIX

**Appendix 1 Research Questionnaire**

Dear,

Employees of SMA Muhammadiyah in Yogyakarta City

In Yogyakarta

Sincerely,

Hereby I :

Name : Anggita Aulia Mufidawati

Student Number : 20160410046

Department : Manajemen

Currently conducting research in order to complete the final thesis with the title "THE INFLUENCE OF DISTRIBUTIVE JUSTICE, PROCEDURAL JUSTICE, AND RELIGIOSITY ON EMPLOYEE ENGAGEMENT WITH MILLENNIAL-NON MILLENNIAL AS A MODERATION VARIABLE IN SMA MUHAMMADIYAH IN YOGYAKARTA CITY." To fulfill the needs of the research, I asked Mr / Mrs to be able to take the time to fill out this research questionnaire.

Hopefully the participation that you provide can be beneficial for the benefit of science. For your cooperation and participation, thank you very much.

Best regards,

(Anggita Aulia Mufidawati)

**A. Respondent Identity**

1. Name :
2. Age :
3. Length of Work :
4. Gender :

**B. Filling out the Questionnaire**

Fill out the following questionnaire based on the choice of answers that you think is the most appropriate, by putting a (√) in the column provided.

Explanation:

1 = Strongly Disagree

2 = Disagree

3 = Netral

4 = Agree

5 = Strongly Agree

**1. Employee Engagement**

No	Statement	1	2	3	4	5
1.	When I work, I feel filled with energy.					
2.	I do the work I do with meaning and purpose.					
3.	I feel that time passes quickly when I work.					
4.	When doing my work, I feel strong.					
5.	I do my work enthusiastically.					
6.	When I work, I forget everything around me.					

7.	My work inspires me.					
8.	When I wake up in the morning, I feel like going to work right away.					
9.	I feel happy when I work intensely.					
10.	I am proud of the work that I do.					
11.	I feel immersed in my work.					
12.	I can continue to work for a very long time at a time.					
13.	For me, my job is challenging.					
14.	I get carried away when I work.					
15.	At my job, mentally, I am very resilient.					
16.	It's hard to get away from my job.					
17.	At my workplace, I always survive, even when things are not going well.					

## 2. Distributive Justice

No	Statement	1	2	3	4	5
1.	Do your (results) reflect the efforts you have made in your work?					
2.	Are your (results) appropriate for the work you have completed?					
3.	Do your (results) reflect what you have contributed to the organization?					
4.	Do your (results) match your job, given your performance?					

## 3. Procedural Justice

No.	Statement	1	2	3	4	5
1.	Can you express your views and feelings during the procedure?					

2.	Do you have an influence on (the results) achieved by the procedure?					
3.	Has the procedure been applied consistently?					
4.	Is the procedure free of bias?					
5.	Is the procedure based on accurate information?					
6.	Can you appeal the results achieved by the procedure?					
7.	Has the procedure upheld ethical & moral standards?					

#### 4. Religiosity

No	Statement	1	2	3	4	5
1.	Would you say that someone's religious commitment gives a certain purpose in life that cannot be had?					
2.	I have a feeling that religion provides security.					
3.	I have a great fear after doing something that is forbidden by my religion.					
4.	I feel tempted by the devil.					
5.	All religions emphasize that belief usually includes some experience of closeness with God. I have certain times when I become close to God.					
6.	Do you believe in a Divine God, Creator of the Universe, who knows our innermost thoughts & feelings, and to whom one day we will be responsible?					
7.	I believe that Muhammad is the last prophet of God.					
8.	I believe that the Qur'an is the Word of God & everything it says is true.					
9.	I believe that God is the Most Merciful who does not need repentance.					

10.	I used to go to the mosque every day.					
11.	I often read the Koran & other religious literature.					
12.	I believe that it is possible for individuals to develop a comprehensive religious life apart from the Mosque.					
13.	I pray especially in times of stress and or need, but not much.					
14.	I always try to avoid small & big sins as ordered by my religion.					
15.	I have all the basic & necessary knowledge about my religion.					
16.	I have enough religious knowledge about fair and unjust income.					
17.	I am fully aware of Muhammad's rights to me and I always obey him.					
18.	I am fully aware of the religious rights of others towards me & I always obey them.					
19.	I have never tried to seize other human rights as taught by my religion.					
20.	I followed the teachings of the Qur'an.					
21.	I am accustomed to giving charity (even small amounts) to those who deserve it.					
22.	I always avoid embarrassing others because my religion does not allow me to do it.					
23.	I know everyone who lives in my neighborhood & I respect them.					

## Appendix 2 Tabulation of Respondent Data

### A. Employee Engagement

R	EE																
	V 1	V 2	V 3	V 4	V 5	V 6	D 1	D 2	D 3	D 4	D 5	A 1	A 2	A 3	A 4	A 5	A 6
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## B. Distributive Justice

R	DJ			
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204	3	3	3	3
205	2	3	2	3
206	4	4	4	4

### C. Procedural Justice

R	PJ						
	I1	I2	R1	CON1	COR1	A1	ES1
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159	4	4	4	3	4	5	5	5	4	4	3	4	2	3	3	3	3	4	3	4	3	3	4
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164	4	5	2	2	5	5	5	5	5	5	4	5	5	4	5	4	5	3	4	5	4	5	5
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166	3	5	5	5	5	5	5	5	4	4	4	4	2	4	5	4	4	4	4	4	1	4	4
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204	3	4	5	3	3	5	5	5	5	5	3	5	3	5	4	4	5	4	4	5	4	4	4
205	1	5	5	3	5	5	5	5	5	4	5	1	1	5	3	3	5	4	5	5	5	5	5
206	4	5	5	3	5	5	5	5	5	4	3	4	1	4	4	4	4	4	5	5	4	4	4

### Appendix 3 Respondent Characteristic

#### Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	94	45,6	45,6	45,6
	Perempuan	112	54,4	54,4	100,0
	Total	206	100,0	100,0	

#### Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18	1	,5	,5	,5
	19	2	1,0	1,0	1,5
	20	3	1,5	1,5	2,9
	21	4	1,9	1,9	4,9
	22	8	3,9	3,9	8,7
	23	9	4,4	4,4	13,1
	24	12	5,8	5,8	18,9
	25	8	3,9	3,9	22,8
	26	11	5,3	5,3	28,2
	27	11	5,3	5,3	33,5
	28	3	1,5	1,5	35,0
	29	2	1,0	1,0	35,9
	30	7	3,4	3,4	39,3
	31	5	2,4	2,4	41,7
	32	1	,5	,5	42,2
	33	3	1,5	1,5	43,7
	34	3	1,5	1,5	45,1
	35	3	1,5	1,5	46,6
	36	2	1,0	1,0	47,6
	37	2	1,0	1,0	48,5
	38	1	,5	,5	49,0
	40	2	1,0	1,0	50,0

41	13	6,3	6,3	56,3
42	4	1,9	1,9	58,3
43	12	5,8	5,8	64,1
44	4	1,9	1,9	66,0
45	2	1,0	1,0	67,0
47	10	4,9	4,9	71,8
48	2	1,0	1,0	72,8
49	2	1,0	1,0	73,8
50	16	7,8	7,8	81,6
51	4	1,9	1,9	83,5
52	2	1,0	1,0	84,5
53	6	2,9	2,9	87,4
54	6	2,9	2,9	90,3
55	6	2,9	2,9	93,2
56	4	1,9	1,9	95,1
57	8	3,9	3,9	99,0
59	2	1,0	1,0	100,0
Total	206	100,0	100,0	

#### Length of Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	39	18,9	18,9	18,9
	3	20	9,7	9,7	28,6
	4	14	6,8	6,8	35,4
	5	10	4,9	4,9	40,3
	6	2	1,0	1,0	41,3
	7	1	,5	,5	41,7
	8	9	4,4	4,4	46,1
	9	5	2,4	2,4	48,5
	10	3	1,5	1,5	50,0
	11	3	1,5	1,5	51,5
	14	2	1,0	1,0	52,4
	15	8	3,9	3,9	56,3
	16	4	1,9	1,9	58,3

17	4	1,9	1,9	60,2
18	7	3,4	3,4	63,6
19	7	3,4	3,4	67,0
20	6	2,9	2,9	69,9
21	2	1,0	1,0	70,9
22	6	2,9	2,9	73,8
23	6	2,9	2,9	76,7
24	2	1,0	1,0	77,7
25	18	8,7	8,7	86,4
27	10	4,9	4,9	91,3
28	2	1,0	1,0	92,2
30	2	1,0	1,0	93,2
31	4	1,9	1,9	95,1
32	2	1,0	1,0	96,1
33	4	1,9	1,9	98,1
36	4	1,9	1,9	100,0
Total	206	100,0	100,0	



## Appendix 4 Validity Test

### Validity Test with Kaiser Meyer-Olkin Measure from Adequacy Sampling Method

#### Communalities Employee

##### Engagement

	Initial	Extraction
Vigor1	1,000	,684
Vigor2	1,000	,511
Vigor3	1,000	,445
Vigor4	1,000	,702
Vigor5	1,000	,562
Vigor6	1,000	,611
Dedication1	1,000	,696
Dedication2	1,000	,724
Dedication3	1,000	,648
Dedication4	1,000	,711
Dedication5	1,000	,642
Absorption1	1,000	,511
Absorption2	1,000	,735
Absorption3	1,000	,730
Absorption4	1,000	,692
Absorption5	1,000	,598
Absorption6	1,000	,772

Extraction Method: Principal Component Analysis.

#### Communalities Distributive Justice

	Initial	Extraction
Need1	1,000	,667
Equity1	1,000	,789
Equity2	1,000	,746
Equality1	1,000	,813

Extraction Method: Principal Component Analysis.

**Communalities Procedural Justice**

	Initial	Extraction
Impartiality1	1,000	,678
Impartiality2	1,000	,539
Representativeness1	1,000	,547
Consistently1	1,000	,583
Correctability1	1,000	,668
Accuracy1	1,000	,575
EthicalStandard	1,000	,550

Extraction Method: Principal Component Analysis.

**Communalities Religiosity**

	Initial	Extraction
Experiential1	1,000	,524
Experiential2	1,000	,744
Experiential3	1,000	,741
Experiential4	1,000	,500
Experiential5	1,000	,531
Ideological1	1,000	,830
Ideological2	1,000	,879
Ideological3	1,000	,536
Ideological4	1,000	,586
Ritualistic1	1,000	,681
Ritualistic2	1,000	,509
Ritualistic3	1,000	,628
Ritualistic4	1,000	,700
Intellectual1	1,000	,569
Intellectual2	1,000	,784
Intellectual3	1,000	,769
Intellectual4	1,000	,693
Intellectual5	1,000	,670
Consequential1	1,000	,715
Consequential2	1,000	,693
Consequential3	1,000	,666
Consequential4	1,000	,826
Consequential5	1,000	,801

Extraction Method: Principal Component  
Analysis.

## Appendix 5 Reliability Test

### Reliability Test with Cronbach Alpha

#### Reliability Statistics Employee Engagement

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,892	,895	16

#### Reliability Statistics Distributive Justice

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,916	,916	4

#### Reliability Statistics Procedural Justice

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,743	,753	7

#### Reliability Statistics Religiosity

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,837	,857	23

## Appendix 6 Descriptive Statistics

**Descriptive Statistics Employee Engagement**

	N	Minimum	Maximum	Mean	Std. Deviation
Vigor1	206	2	5	4,08	,620
Vigor2	206	2	5	3,68	,754
Vigor3	206	1	5	3,59	,888
Vigor4	204	1	5	3,15	1,056
Vigor5	206	2	5	3,71	,790
Vigor6	206	1	5	3,40	1,030
Dedication1	206	2	5	4,27	,562
Dedication2	206	2	5	3,98	,680
Dedication3	206	2	5	3,63	,808
Dedication4	206	1	5	4,04	,877
Dedication5	206	1	5	3,45	1,029
Absorption1	204	2	5	4,06	,737
Absorption2	206	1	5	2,58	1,008
Absorption3	206	1	5	3,83	,894
Absorption4	206	1	5	3,24	1,100
Absorption5	206	1	5	3,40	1,006
Absorption6	206	1	5	3,39	,976
Valid N (listwise)	202				

**Descriptive Statistics Distributive Justice**

	N	Minimum	Maximum	Mean	Std. Deviation
Need1	206	1	5	3,45	,835
Equity1	206	1	5	3,40	,893
Equity2	206	1	5	3,38	,862
Equality1	206	1	5	3,48	,909
Valid N (listwise)	206				

**Descriptive Statistics Procedural Justice**

	N	Minimum	Maximum	Mean	Std. Deviation
Impartiality1	206	1	5	3,47	,717
Impartiality2	206	1	5	3,36	,848
Representativeness1	206	2	5	3,46	,696
Consistently1	206	2	5	3,29	,798
Correctability1	206	1	5	3,02	,861
Accuracy1	206	1	5	3,40	,783
EthicalStandard	206	1	5	3,54	,695
Valid N (listwise)	206				

**Descriptive Statistics Religiosity**

	N	Minimum	Maximum	Mean	Std. Deviation
Experiential1	205	1	5	3,73	,920
Experiential2	206	2	5	4,21	,874
Experiential3	204	1	5	4,21	,913
Experiential4	206	1	5	3,17	1,157
Experiential5	206	2	5	4,57	,679
Ideological1	206	3	5	4,91	,322
Ideological2	204	3	5	4,93	,290
Ideological3	206	1	5	4,84	,531
Ideological4	206	1	5	4,06	1,032
Ritualistic1	206	1	5	3,68	,979
Ritualistic2	206	1	5	3,63	,953
Ritualistic3	206	1	5	3,06	1,240
Ritualistic4	205	1	5	2,34	1,379
Intellectual1	206	1	5	4,20	,761
Intellectual2	206	1	5	3,75	,780
Intellectual3	206	2	5	3,65	,756
Intellectual4	206	1	5	3,85	,777
Intellectual5	206	1	5	3,85	,827
Consequential1	206	1	5	4,22	,806
Consequential2	206	2	5	4,72	,581
Consequential3	206	1	5	4,15	,912
Consequential4	206	1	5	4,30	,835
Consequential5	206	2	5	4,32	,729
Valid N (listwise)	200				

## Appendix 7 Classic Assumption Test

### Multicollinearity Test with VIF Test & Tolerance

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	,584	,309		1,890	,060		
DJ	,178	,049	,247	3,643	,000	,632	1,582
PJ	,356	,080	,321	4,447	,000	,556	1,800
R	,305	,086	,219	3,537	,001	,759	1,318

a. Dependent Variable: EE

### Heteroscedasticity Test with Glejser Test

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	,608	,184		3,311	,001		
DJ	-,012	,029	-,035	-,399	,690	,632	1,582
PJ	-,016	,048	-,032	-,344	,731	,556	1,800
R	-,044	,051	-,069	-,862	,390	,759	1,318

a. Dependent Variable: AbsUt

## Normality Test with Kolmogorov-Smirnov Test

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		206
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	,42059639
Most Extreme Differences	Absolute	,044
	Positive	,044
	Negative	-,040
Test Statistic		,044
Asymp. Sig. (2-tailed)		,200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

## Appendix 8 Hypothesis Test

### 1. Testing the Effect of Independent Variables on Dependent Variable

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,644 <sup>a</sup>	,414	,405	7,203

a. Predictors: (Constant), R, DJ, PJ

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	7407,889	3	2469,296	47,593	,000 <sup>b</sup>
	Residual	10480,519	202	51,884		
	Total	17888,408	205			

a. Dependent Variable: EE

b. Predictors: (Constant), R, DJ, PJ

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,921	5,251		1,890	,060
	DJ	,758	,208	,247	3,643	,000
	PJ	,864	,194	,321	4,447	,000
	R	,225	,064	,219	3,537	,001

a. Dependent Variable: EE



**2. Test Results of the Role of Millennial Non-Millennial Moderate the Influence of Distributive Justice, Procedural Justice, and Religiosity on Employee Engagement with Split Sample and Multiple Regression Analysis Techniques**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,688 <sup>a</sup>	,473	,457	,430

a. Predictors: (Constant), R, PJ, DJ

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	,150	,443		,339	,736
	DJ	,159	,081	,206	1,967	,050
	PJ	,448	,121	,370	3,693	,000
	R	,346	,123	,243	2,818	,006

a. Dependent Variable: EE

**Model Summary<sup>a</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,587 <sup>a</sup>	,345	,325	,418

a. Predictors: (Constant), R, DJ, PJ

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,138	,471		2,417	,017
DJ	,180	,065	,271	2,782	,006
PJ	,297	,111	,299	2,690	,008
R	,224	,132	,161	1,691	,004

a. Dependent Variable: EE