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LAMPIRAN 1

KUESIONER PENGARUH MANAJEMEN TALENTA TERHADAP ORGANISASI PEMBELAJAR DAN KETERIKATAN KARYAWAN PT HIPERNET INDODATA KANTOR PUSAT

Yth. Bapak/Ibu Responden

Di Tempat

Perkenalkan saya Adeline Arina, mahasiswa Manajemen dari Sekolah Tinggi Ilmu Ekonomi Indonesia (STEI). Saat ini saya sedang melakukan penelitian untuk menyelesaikan tugas akhir (skripsi) saya dengan judul "Pengaruh Talent Management terhadap Learning Organization dan Employee Engagement pada PT Hipernet Indodata".

Pada kesempatan ini, saya mohon kesediannya dari teman-teman untuk berpartisipasi sebagai responden dari kuesioner ini.

Setiap informasi yang didapatkan dari kuesioner ini murni untuk tujuan akademis dan tidak berpengaruh terhadap responden, dan akan terjamin kerahasiaannya.

Best Regards,

Adeline

I. Data Diri Responden

Nama :

Usia :

Jenis Kelamin :

- Laki-laki
- Perempuan

Posisi Jabatan :

- Staf
- Unit head

- Section head
- Department head
- Vice Of President
- Chief

Pendidikan Terakhir :

- SMP
- SMA/SMK
- Diploma
- S1
- S2

Lama masa kerja :

- Kurang dari 1 tahun
- Lebih dari 1 tahun

II. Petunjuk Pengisian:

Karyawan memilih pilihan yang dirasa paling sesuai dengan penerapan di PT Hipernet Indodata, dengan pilihan jawaban sbb:

- 1 : Sangat Tidak Setuju
- 2 : Tidak Setuju
- 3 : Setuju
- 4 : Sangat Setuju

III. Kuesioner Variabel Manajemen Talenta

No.	Kuesioner Manajemen Talenta	1	2	3	4
1	Perusahaan menarik lebih banyak karyawan bertalenta dengan memberi mendukung komunitas karyawan melalui keterlibatan dalam inisiatif sosial, budaya, atau ekonomi				
2	Perusahaan memiliki strategi rekrutmen yang efektif untuk menarik karyawan terbaik.				

No.	Kuesioner Manajemen Talenta	1	2	3	4
3	Perusahaan memiliki reputasi yang baik untuk menarik karyawan bertalenta				
4	Perusahaan memiliki budaya yang inovatif				
5	Perusahaan memiliki iklim organisasi yang sesuai dengan karyawannya				
6	Perusahaan memiliki lingkungan kerja berkualitas tinggi yang mendorong karyawan mengembangkan kreativitas dan inovasi				
7	Perusahaan memiliki strategi pengembangan karyawan yang efektif sejalan dengan strategi organisasinya				
8	Perusahaan menentukan kebutuhan pelatihan untuk karyawan secara individu				
9	Perusahaan mengidentifikasi area yang dibutuhkan untuk pengembangan pribadi karyawan (misalnya analisis kesenjangan keterampilan)				
10	Perusahaan mengembangkan karyawan melalui sesi pelatihan sesuai dengan bidang pekerjaannya				
11	Perusahaan mengembangkan karyawan bertalenta dengan program pelatihan (training) dan pendampingan (mentoring)				
12	Perusahaan memberikan karyawan peluang pengembangan karier (misalnya pendidikan lanjutan, sertifikasi, beasiswa, dll.)				
13	Perusahaan menyertakan program pengembangan pemimpin dalam job desk setiap pekerjaan				
14	perusahaan mendukung karyawan berpotensi tinggi untuk menjadi pemimpin				
15	Perusahaan membantu para pemimpin menjadi profesional melalui program pengembangan karier				

No.	Kuesioner Manajemen Talenta	1	2	3	4
16	Perusahaan mengembangkan perencanaan suksesi dan mengidentifikasi karyawan berbakat untuk posisi kepemimpinan				
17	Perusahaan menentukan strategi mempertahankan talenta yang paling efektif				
18	Perusahaan membandingkan dengan perusahaan sejenis di dalam maupun luar negeri untuk mengevaluasi strategi retensi talenta				
19	Perusahaan memberikan kompensasi yang sangat kompetitif untuk mempertahankan talenta jangka panjang				
20	Perusahaan memiliki lingkungan belajar yang mendukung dan mendorong kepuasan kerja karyawan				
21	Perusahaan memiliki kondisi kerja yang berkualitas tinggi				
22	Perusahaan memberikan fleksibilitas untuk jam kerja, peran, dan tugas kerja				
23	Perusahaan mendorong pemikiran inovatif dan mempromosikan ide-ide kreatif dari karyawan				
24	Perusahaan menjaga karyawan tetap terlibat dan termotivasi				
25	Perusahaan memberi tugas yang lebih tinggi dari posisi karyawan saat ini untuk meningkatkan kepercayaan diri karyawan				
26	Perusahaan memberi karyawan wewenang dan kebebasan yang cukup untuk secara aktif menyelesaikan pekerjaan mereka				
27	Perusahaan memberi karyawan kesempatan untuk mengembangkan karier mereka				

No.	Kuesioner Manajemen Talenta	1	2	3	4
28	Perusahaan mempertahankan karyawan dengan imbalan finansial, gaji tinggi atau hadiah lainnya				
29	Perusahaan memantau kinerja karyawan dan memberikan saran serta masukan secara teratur dengan cara yang mendorong				
30	Perusahaan menggunakan program pertumbuhan karyawan untuk pengembangan motivasi dan keterlibatan karyawan				

IV. Kuesioner Variabel Organisasi Pembelajaran

No.	Kuesioner Organisasi Pembelajaran	1	2	3	4
1	Perusahaan sangat adaptif dengan metode baru				
2	Adanya tim yang mendukung untuk pembelajaran bersama				
3	Pemimpin mengkomunikasikan tujuan dengan baik agar tim memiliki pemahaman dan persepsi yang sama				
4	Koordinasi kerja antar divisi dalam perusahaan berjalan dengan baik				

V. Kuesioner Variabel Keterikatan Karyawan

No.	Kuesioner Keterikatan Karyawan	1	2	3	4
1	Saya merasa bersemangat di tempat kerja				
2	Saya dapat terus bekerja untuk waktu yang sangat lama dalam suatu waktu				
3	Di pekerjaan saya, saya selalu bertahan, bahkan ketika segala sesuatunya tidak berjalan dengan baik				
4	Ketika saya melakukan pekerjaan saya, saya merasa penuh dengan energi				
5	Dalam pekerjaan saya, saya merasa sangat tangguh secara mental				
6	Saya antusias dalam pekerjaan saya				
7	Saya bangga dengan pekerjaan yang saya lakukan				

No.	Kuesioner Keterikatan Karyawan	1	2	3	4
8	Pekerjaan yang saya lakukan penuh makna dan tujuan				
9	Bagi saya, pekerjaan saya menantang				
10	Saat bekerja, saya melupakan semua hal lain di sekitar saya kecuali pekerjaan saja				
11	Saya merasa sulit melepaskan diri dari pekerjaan saya				
12	Waktu berlalu dengan cepat saat saya bekerja				
13	Saya terbawa suasana saat bekerja				
14	Saya merasa senang ketika saya bekerja dengan intens				

VI. Hasil Pengisian Responden

a) Daya Tarik Talenta

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Total X1
1	4	3	3	3	3	2	18
2	1	1	3	1	3	1	10
3	3	3	3	3	3	3	18
4	4	4	4	3	2	3	20
5	3	3	4	3	4	3	20
6	3	3	3	4	3	4	20
7	3	2	3	3	3	3	17
8	4	3	4	4	4	4	23
9	2	2	2	2	3	3	14
10	3	3	2	2	3	2	15
11	3	3	3	3	3	4	19
12	4	3	3	3	2	2	17
13	3	3	3	3	3	4	19
14	3	2	2	3	3	3	16
15	2	3	3	3	3	2	16
16	3	3	1	3	2	2	14
17	3	4	3	3	3	3	19
18	4	4	4	3	2	4	21
19	3	3	3	3	3	3	18
20	4	4	4	4	4	4	24
21	4	3	3	2	2	2	16
22	2	3	3	2	2	2	14
23	3	3	3	3	3	2	17

No.	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Total X1
24	3	3	3	3	2	2	16
25	2	2	3	2	3	1	13
26	3	2	3	2	3	3	16
27	2	3	3	3	3	2	16
28	2	3	3	2	3	2	15
29	2	3	3	2	3	2	15
30	4	3	3	3	3	3	19
31	2	3	3	3	3	3	17
32	4	3	3	3	3	3	19
33	3	4	4	3	4	4	22
34	4	2	3	4	3	3	19
35	3	2	2	3	2	2	14
36	3	3	4	2	3	3	18
37	3	3	3	3	2	2	16
38	4	2	3	3	3	2	17
39	3	4	4	3	3	4	21
40	1	1	1	1	1	1	6
41	4	2	3	4	4	3	20
42	3	3	3	2	3	4	18
43	4	4	4	4	4	4	24
44	3	4	4	4	4	4	23
45	4	4	3	4	3	3	21
46	3	3	3	4	3	3	19
47	4	3	3	3	3	2	18
48	4	3	3	3	2	2	17
49	3	3	3	3	3	3	18
50	4	2	4	2	3	3	18
51	4	3	4	3	3	3	20
52	4	4	4	4	4	4	24
53	4	4	4	4	4	4	24
54	3	3	4	4	4	2	20
55	4	4	4	4	3	2	21
56	4	4	4	4	4	3	23
57	3	3	3	4	4	4	21
58	4	4	4	4	4	4	24
59	3	3	3	4	4	3	20
60	4	4	4	4	4	3	23

No.	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total X2
41	2	1	1	3	2	2	2	3	2	2	20
42	4	4	4	3	3	3	3	4	4	4	36
43	4	4	4	4	4	4	4	4	4	4	40
44	4	4	3	4	4	4	4	4	4	4	39
45	3	3	3	3	3	3	3	3	3	3	30
46	2	1	2	2	2	2	2	3	2	2	20
47	2	2	2	2	2	2	2	3	2	3	22
48	2	2	2	3	2	2	3	3	2	2	23
49	3	2	2	2	2	2	3	3	3	3	25
50	3	3	3	3	2	4	3	4	3	3	31
51	3	3	3	4	3	3	3	4	3	4	33
52	3	3	3	3	2	4	4	4	4	4	34
53	4	3	4	4	3	4	4	4	4	4	38
54	2	2	2	2	2	3	3	3	3	3	25
55	4	4	4	4	3	1	4	4	4	4	36
56	4	3	3	3	3	3	3	4	3	3	32
57	4	4	4	4	4	4	3	4	4	4	39
58	4	3	3	2	2	3	3	4	4	4	32
59	3	2	2	2	2	3	3	4	3	3	27
60	4	3	3	3	3	2	3	4	3	4	32

c) Retensi Talenta

N o.	X3 .1	X3 .2	X3 .3	X3 .4	X3 .5	X3 .6	X3 .7	X3 .8	X3 .9	X3. 10	X3. 11	X3. 12	X3. 13	X3. 14	Tot al X3
1	4	3	4	3	2	3	2	3	2	3	3	3	3	2	40
2	4	3	3	3	3	2	3	2	1	2	3	3	2	3	37
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
4	4	2	4	4	4	2	3	3	3	4	4	2	3	3	45
5	2	3	2	3	3	3	4	3	2	3	4	4	3	3	42
6	3	3	3	4	3	3	3	4	3	3	3	4	3	4	46
7	3	3	3	3	3	2	3	3	3	3	3	3	3	3	41
8	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
9	3	1	1	4	3	3	3	3	3	4	4	1	1	1	35
10	3	2	3	2	3	3	3	3	3	3	3	3	3	3	40
11	3	3	3	3	3	2	3	3	3	3	4	3	2	2	40
12	2	3	2	2	3	2	3	3	3	3	3	2	3	3	37
13	2	2	2	3	3	4	3	3	3	3	3	3	2	2	38
14	3	2	3	3	3	3	3	3	3	3	3	3	3	3	41
15	3	3	3	3	3	2	3	3	2	4	3	3	2	3	40

N o.	X3 .1	X3 .2	X3 .3	X3 .4	X3 .5	X3 .6	X3 .7	X3 .8	X3 .9	X3. 10	X3. 11	X3. 12	X3. 13	X3. 14	To tal X3
54	3	3	3	3	3	4	4	4	4	4	4	3	3	3	48
55	4	4	4	3	4	4	4	4	4	4	4	2	3	3	51
56	3	3	3	2	2	3	2	3	3	4	3	3	3	2	39
57	4	4	4	4	4	4	3	4	4	4	4	4	4	4	55
58	4	4	4	4	4	4	4	4	4	4	4	4	4	3	55
59	4	3	4	4	3	4	2	3	3	4	4	4	2	2	46
60	4	2	3	2	2	4	3	3	4	4	4	4	3	3	45

d) Organisasi Pembelajaran

No.	Y1.1	Y1.2	Y1.3	Y1.4	Total Y1
1	4	3	3	2	12
2	3	2	2	1	8
3	3	3	3	3	12
4	3	4	3	1	11
5	4	2	4	3	13
6	3	4	3	3	13
7	3	3	3	2	11
8	4	4	4	4	16
9	2	4	3	1	10
10	3	3	3	3	12
11	3	3	4	2	12
12	3	3	3	2	11
13	3	3	3	3	12
14	3	2	2	3	10
15	3	3	4	2	12
16	3	3	3	3	12
17	3	4	4	4	15
18	4	3	4	4	15
19	3	3	2	3	11
20	4	4	4	4	16
21	3	3	2	1	9
22	4	3	3	2	12
23	4	3	3	2	12
24	4	3	3	3	13
25	3	3	3	2	11
26	3	3	2	2	10
27	3	3	3	2	11

No.	Y1.1	Y1.2	Y1.3	Y1.4	Total Y1
28	3	2	2	1	8
29	3	3	2	3	11
30	4	3	4	3	14
31	3	2	3	3	11
32	3	3	3	3	12
33	3	4	4	3	14
34	3	4	4	3	14
35	2	1	1	1	5
36	3	3	3	4	13
37	3	3	2	2	10
38	3	3	2	2	10
39	3	4	4	4	15
40	1	1	1	1	4
41	3	3	2	2	10
42	3	3	4	3	13
43	4	4	4	4	16
44	4	4	4	4	16
45	3	3	3	3	12
46	3	3	3	2	11
47	3	3	2	2	10
48	4	4	3	2	13
49	3	4	3	2	12
50	4	4	4	4	16
51	4	4	4	3	15
52	4	4	4	4	16
53	4	4	4	4	16
54	4	4	4	4	16
55	3	3	4	3	13
56	4	3	3	3	13
57	4	4	4	4	16
58	4	4	4	4	16
59	4	4	3	3	14
60	4	4	4	3	15

e) Keterikatan Karyawan

N o.	Y2 .1	Y2 .2	Y2 .3	Y2 .4	Y2 .5	Y2 .6	Y2 .7	Y2 .8	Y2 .9	Y2. 10	Y2. 11	Y2. 12	Y2. 13	Y2. 14	Tot al Y2
1	3	3	4	2	3	3	2	3	2	3	2	3	2	2	37
2	3	2	3	3	2	3	3	2	4	3	2	2	3	2	37

N o.	Y2 .1	Y2 .2	Y2 .3	Y2 .4	Y2 .5	Y2 .6	Y2 .7	Y2 .8	Y2 .9	Y2. 10	Y2. 11	Y2. 12	Y2. 13	Y2. 14	Tot al Y2
3	3	3	3	3	3	3	3	3	2	3	3	3	2	2	39
4	2	2	3	2	3	2	4	3	4	3	3	3	3	2	39
5	3	4	4	3	4	3	3	4	4	2	3	2	3	3	45
6	3	3	3	4	3	3	3	3	3	2	2	2	2	3	39
7	2	3	3	3	3	3	3	3	3	3	4	3	3	3	42
8	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
9	3	4	4	2	4	3	4	4	3	4	2	4	3	3	47
10	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
11	3	3	3	3	3	3	3	3	3	4	4	4	4	3	46
12	3	2	3	3	3	3	3	3	3	2	2	3	3	3	39
13	3	4	3	3	3	3	3	3	3	2	2	3	3	3	41
14	2	3	3	3	3	2	2	3	3	2	4	4	3	3	40
15	2	3	3	2	2	2	3	3	4	2	3	3	3	3	38
16	3	3	3	3	3	3	3	3	3	3	3	3	4	3	43
17	3	3	3	3	3	3	2	3	3	2	2	2	2	3	37
18	3	4	4	3	3	3	2	3	1	4	1	4	4	3	42
19	3	3	3	3	3	3	3	3	3	3	3	4	3	3	43
20	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
21	3	3	3	4	4	4	4	4	3	1	1	4	3	4	45
22	3	2	3	3	3	3	3	3	2	2	2	3	3	2	37
23	3	3	3	3	3	2	3	2	3	3	3	3	2	3	39
24	2	3	4	2	3	2	3	3	2	3	3	3	2	2	37
25	2	2	3	2	3	2	3	2	2	2	2	3	2	2	32
26	3	2	3	4	3	3	3	3	2	2	2	3	3	3	39
27	2	3	4	2	3	2	3	3	2	2	2	2	2	2	34
28	2	2	3	1	3	1	3	2	2	2	2	2	2	2	29
29	2	3	3	2	3	2	3	2	2	2	2	3	2	2	33
30	4	4	4	4	4	4	4	4	4	4	4	4	1	4	53
31	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
32	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
33	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
34	3	4	4	4	3	4	4	4	4	4	4	4	4	3	53
35	2	2	2	2	2	4	4	4	4	1	1	1	2	1	32
36	2	3	1	3	2	2	3	3	3	1	1	3	4	2	33
37	2	3	3	2	3	2	3	2	2	2	2	3	2	2	33
38	2	2	4	2	3	2	2	2	2	2	2	3	2	2	32
39	3	4	4	3	3	3	4	2	4	2	3	4	4	3	46
40	1	1	1	1	1	1	1	1	1	1	1	1	1	1	14
41	3	2	3	2	3	2	2	3	2	2	1	3	2	2	32

N o.	Y2 .1	Y2 .2	Y2 .3	Y2 .4	Y2 .5	Y2 .6	Y2 .7	Y2 .8	Y2 .9	Y2. 10	Y2. 11	Y2. 12	Y2. 13	Y2. 14	Tot al Y2
42	4	3	4	4	4	4	4	4	3	4	4	4	4	4	54
43	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
44	4	4	4	4	3	4	4	4	4	4	4	4	4	4	55
45	3	3	3	3	3	3	3	3	3	3	2	3	3	3	41
46	3	3	4	3	3	2	4	3	3	2	1	3	3	2	39
47	3	2	3	2	3	2	2	2	2	2	2	2	2	2	31
48	3	4	4	3	3	3	3	3	2	2	2	3	2	2	39
49	3	3	4	4	3	3	4	3	4	4	3	4	4	3	49
50	3	3	4	3	4	3	4	4	3	3	3	4	4	3	48
51	4	3	4	3	4	4	4	4	3	3	3	4	3	3	49
52	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
53	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
54	3	2	4	3	3	3	3	3	3	2	2	3	2	2	38
55	4	4	4	3	3	3	3	3	3	4	4	4	4	4	50
56	3	4	4	3	3	3	3	3	3	2	2	3	2	2	40
57	4	4	4	3	4	3	4	4	4	4	4	4	4	4	54
58	4	4	4	4	4	4	4	4	4	4	4	4	4	4	56
59	4	3	4	3	4	3	3	3	2	2	2	3	3	2	41
60	4	3	4	4	4	4	4	4	3	4	3	3	4	4	52

LAMPIRAN 2

LAMPIRAN 3

I. Analisis Deskriptif Dengan SPSS

Statistics

		X1_total	X2_total	X3_total	Y1_total	Y2_total
N	Valid	60	60	60	60	60
	Missing	0	0	0	0	0
Mean		18.33	28.77	41.80	12.37	42.42
Std. Error of Mean		0.453	0.837	1.149	0.341	1.122
Std. Deviation		3.511	6.487	8.896	2.642	8.691
Variance		12.328	42.080	79.146	6.982	75.535
Minimum		6	10	14	4	14
Maximum		24	40	56	16	56

II. Uji Validitas Data 30 Responden Dengan SPSS

Correlations

		total
X1.1	Pearson Correlation	0.123
	Sig. (2-tailed)	0.517
	N	30
X1.2	Pearson Correlation	.672**
	Sig. (2-tailed)	0.000
	N	30
X1.3	Pearson Correlation	0.176
	Sig. (2-tailed)	0.353
	N	30
X1.4	Pearson Correlation	.533**
	Sig. (2-tailed)	0.002
	N	30
X1.5	Pearson Correlation	.436*
	Sig. (2-tailed)	0.016
	N	30
X1.6	Pearson Correlation	.770**
	Sig. (2-tailed)	0.000

	N	30
X1.7	Pearson Correlation	.403*
	Sig. (2-tailed)	0.027
	N	30
X1.8	Pearson Correlation	.766**
	Sig. (2-tailed)	0.000
	N	30
X2.1	Pearson Correlation	.571**
	Sig. (2-tailed)	0.001
	N	30
X2.2	Pearson Correlation	.636**
	Sig. (2-tailed)	0.000
	N	30
X2.3	Pearson Correlation	.620**
	Sig. (2-tailed)	0.000
	N	30
X2.4	Pearson Correlation	0.346
	Sig. (2-tailed)	0.061
	N	30
X2.5	Pearson Correlation	.629**
	Sig. (2-tailed)	0.000
	N	30
X2.6	Pearson Correlation	.679**
	Sig. (2-tailed)	0.000
	N	30
X2.7	Pearson Correlation	.688**
	Sig. (2-tailed)	0.000
	N	30
X2.8	Pearson Correlation	.562**
	Sig. (2-tailed)	0.001
	N	30
X2.9	Pearson Correlation	.485**
	Sig. (2-tailed)	0.007
	N	30
X2.10	Pearson Correlation	.695**
	Sig. (2-tailed)	0.000
	N	30
X2.11	Pearson Correlation	.704**

	Sig. (2-tailed)	0.000
	N	30
X3.1	Pearson Correlation	.363*
	Sig. (2-tailed)	0.049
	N	30
X3.2	Pearson Correlation	.563**
	Sig. (2-tailed)	0.001
	N	30
X3.3	Pearson Correlation	.413*
	Sig. (2-tailed)	0.023
	N	30
X3.4	Pearson Correlation	.685**
	Sig. (2-tailed)	0.000
	N	30
X3.5	Pearson Correlation	.686**
	Sig. (2-tailed)	0.000
	N	30
X3.6	Pearson Correlation	0.359
	Sig. (2-tailed)	0.051
	N	30
X3.7	Pearson Correlation	0.142
	Sig. (2-tailed)	0.454
	N	30
X3.8	Pearson Correlation	0.328
	Sig. (2-tailed)	0.077
	N	30
X3.9	Pearson Correlation	.362*
	Sig. (2-tailed)	0.049
	N	30
X3.10	Pearson Correlation	.695**
	Sig. (2-tailed)	0.000
	N	30
X3.11	Pearson Correlation	.731**
	Sig. (2-tailed)	0.000
	N	30
X3.12	Pearson Correlation	.729**
	Sig. (2-tailed)	0.000
	N	30

X3.13	Pearson Correlation	.535**
	Sig. (2-tailed)	0.002
	N	30
X3.14	Pearson Correlation	.676**
	Sig. (2-tailed)	0.000
	N	30
X3.15	Pearson Correlation	.395*
	Sig. (2-tailed)	0.031
	N	30
X3.16	Pearson Correlation	.679**
	Sig. (2-tailed)	0.000
	N	30
X3.17	Pearson Correlation	.658**
	Sig. (2-tailed)	0.001
	N	30
Y1.1	Pearson Correlation	0.316
	Sig. (2-tailed)	0.088
	N	30
Y1.2	Pearson Correlation	.432*
	Sig. (2-tailed)	0.017
	N	30
Y1.3	Pearson Correlation	.518**
	Sig. (2-tailed)	0.003
	N	30
Y1.4	Pearson Correlation	.628**
	Sig. (2-tailed)	0.000
	N	30
Y1.5	Pearson Correlation	.624**
	Sig. (2-tailed)	0.000
	N	30
Y2.1	Pearson Correlation	.660**
	Sig. (2-tailed)	0.000
	N	30
Y2.2	Pearson Correlation	.654**
	Sig. (2-tailed)	0.000
	N	30
Y2.3	Pearson Correlation	.411*

	Sig. (2-tailed)	0.024
	N	30
Y2.4	Pearson Correlation	.553**
	Sig. (2-tailed)	0.002
	N	30
Y2.5	Pearson Correlation	.499**
	Sig. (2-tailed)	0.005
	N	30
Y2.6	Pearson Correlation	.598**
	Sig. (2-tailed)	0.000
	N	30
Y2.7	Pearson Correlation	.398*
	Sig. (2-tailed)	0.029
	N	30
Y2.8	Pearson Correlation	0.220
	Sig. (2-tailed)	0.242
	N	30
Y2.9	Pearson Correlation	.574**
	Sig. (2-tailed)	0.001
	N	30
Y2.10	Pearson Correlation	.394*
	Sig. (2-tailed)	0.031
	N	30
Y2.11	Pearson Correlation	.581**
	Sig. (2-tailed)	0.001
	N	30
Y2.12	Pearson Correlation	.478**
	Sig. (2-tailed)	0.008
	N	30
Y2.13	Pearson Correlation	.453*
	Sig. (2-tailed)	0.012
	N	30
Y2.14	Pearson Correlation	.588**
	Sig. (2-tailed)	0.001
	N	30

Y2.15	Pearson Correlation	.646**
	Sig. (2-tailed)	0.000
	N	30
skor_total	Pearson Correlation	1
	Sig. (2-tailed)	
	N	

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

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

III. Uji Reliabilitas Data 30 Responden Dengan SPSS

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	0.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
0.955	56

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	159.03	448.861	0.100	0.956
X1.2	159.53	428.947	0.650	0.954
X1.3	159.40	447.007	0.147	0.956
X1.4	159.53	436.671	0.510	0.955
X1.5	159.40	439.283	0.410	0.955
X1.6	159.67	429.471	0.757	0.954
X1.7	159.57	441.771	0.380	0.955
X1.8	159.80	423.062	0.748	0.953
X2.1	159.63	435.551	0.549	0.955
X2.2	159.77	430.185	0.613	0.954

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.3	159.87	431.430	0.597	0.954
X2.4	159.50	440.879	0.315	0.956
X2.5	159.40	429.214	0.604	0.954
X2.6	159.57	428.254	0.657	0.954
X2.7	159.60	425.352	0.665	0.954
X2.8	159.80	433.545	0.537	0.955
X2.9	159.37	438.447	0.462	0.955
X2.10	159.77	428.185	0.674	0.954
X2.11	159.53	429.085	0.686	0.954
X3.1	159.27	441.651	0.336	0.955
X3.2	159.77	435.840	0.541	0.955
X3.3	159.37	439.551	0.386	0.955
X3.4	159.60	430.041	0.666	0.954
X3.5	159.63	429.620	0.666	0.954
X3.6	159.17	441.868	0.333	0.955
X3.7	158.93	448.409	0.118	0.956
X3.8	159.57	442.185	0.299	0.956
X3.9	159.60	442.455	0.338	0.955
X3.10	159.70	429.941	0.676	0.954
X3.11	159.63	428.171	0.713	0.954
X3.12	159.77	428.323	0.711	0.954
X3.13	159.20	440.028	0.517	0.955
X3.14	159.40	432.455	0.659	0.954
X3.15	159.43	440.047	0.367	0.955
X3.16	159.77	431.220	0.660	0.954
X3.17	159.90	425.886	0.632	0.954
Y1.1	159.17	444.489	0.294	0.955
Y1.2	159.17	441.937	0.412	0.955
Y1.3	159.37	438.723	0.497	0.955
Y1.4	159.43	433.151	0.608	0.954
Y1.5	159.97	427.275	0.595	0.954
Y2.1	159.67	435.609	0.644	0.954
Y2.2	159.47	433.085	0.636	0.954
Y2.3	159.13	443.292	0.393	0.955
Y2.4	159.60	434.248	0.527	0.955
Y2.5	159.33	441.264	0.482	0.955

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.6	159.67	434.437	0.577	0.954
Y2.7	159.70	439.252	0.368	0.955
Y2.8	159.37	446.102	0.194	0.956
Y2.9	159.40	436.593	0.554	0.955
Y2.10	159.63	438.378	0.362	0.955
Y2.11	159.77	432.047	0.556	0.954
Y2.12	159.87	434.533	0.446	0.955
Y2.13	159.37	438.378	0.427	0.955
Y2.14	159.63	433.895	0.565	0.954
Y2.15	159.70	434.079	0.628	0.954

IV. Loading Factor Data 60 Responden Dengan Smart PLS

Variabel	Indikator	Loading Factor
Daya Tarik Talenta (X1)	X1.1	0.683
	X1.2	0.773
	X1.3	0.792
	X1.4	0.803
	X1.5	0.731
	X1.6	0.786
Pengembangan Talenta (X2)	X2.1	0.842
	X2.2	0.838
	X2.3	0.791
	X2.4	0.764
	X2.5	0.748
	X2.6	0.720
	X2.7	0.768
	X2.8	0.704
	X2.9	0.886
	X2.10	0.786
Retensi Talenta (X3)	X3.1	0.763
	X3.2	0.821
	X3.3	0.740
	X3.4	0.824
	X3.5	0.851
	X3.6	0.642
	X3.7	0.864

	X3.8	0.902
	X3.9	0.851
	X3.10	0.780
	X3.11	0.833
	X3.12	0.623
	X3.13	0.833
	X3.14	0.705
Organisasi Pembelajaran (Y1)	Y1.1	0.797
	Y1.2	0.814
	Y1.3	0.900
	Y1.4	0.829
Keterikatan Karyawan (Y2)	Y2.1	0.858
	Y2.2	0.770
	Y2.3	0.691
	Y2.4	0.817
	Y2.5	0.791
	Y2.6	0.827
	Y2.7	0.744
	Y2.8	0.810
	Y2.9	0.671
	Y2.10	0.800
	Y2.11	0.752
	Y2.12	0.790
	Y2.13	0.725
	Y2.14	0.887

V. Composite Reliability Data 60 Responden Dengan SmartPLS

Construct Reliability and Validity

Matrix	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (...)	Copy to Cli
	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)	
Retensi Talenta	0.953	0.957	0.959	0.628	
Keterikatan Karyawan	0.951	0.954	0.957	0.613	
Pengembangan Talenta	0.931	0.937	0.942	0.619	
Daya Tarik Talenta	0.856	0.860	0.893	0.582	
Organisasi Pembelajaran	0.856	0.864	0.902	0.699	

VI. *R Square Coefficient* Dengan SmartPLS

R Square

Matrix	R Square	R Square Adjusted
	R Square	R Square Adjus...
Keterikatan Kar...	0.773	0.756
Organisasi Pe...	0.788	0.776

VII. *Fornell Larcker Criterian* Dengan SmartPLS

Discriminant Validity

Fornell-Larcker Criterio...	Cross Loadings	Heterotrait-Monotrait R...	Heterotrait-Monotrait R...	Copy	
	Daya Tarik Tale...	Keterikatan Kar...	Organisasi Pe...	Pengembanga...	Retensi Talenta
Daya Tarik Talenta	0.763				
Keterikatan Karyawan	0.740	0.783			
Organisasi Pembelajar	0.812	0.772	0.836		
Pengembangan Talenta	0.814	0.773	0.784	0.787	
Retensi Talenta	0.806	0.876	0.864	0.896	0.792

VIII. *Path Coefficients* Dengan SmartPLS

Path Coefficients

Mean, STDEV, T-Values, P-Val...	Confidence Intervals	Confidence Intervals Bias Cor...	Samples	Copy to Clipboard:	Excel Format	R Format
	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (O/...	P Values	
Daya Tarik Talenta -> Keterikatan Karyawan	0.128	0.120	0.110	1.165	0.245	
Daya Tarik Talenta -> Organisasi Pembelajar	0.362	0.367	0.106	3.425	0.001	
Organisasi Pembelajar -> Keterikatan Karyawan	0.008	0.026	0.167	0.046	0.964	
Pengembangan Talenta -> Keterikatan Karyawan	-0.121	-0.115	0.223	0.542	0.588	
Pengembangan Talenta -> Organisasi Pembelajar	-0.119	-0.125	0.164	0.726	0.468	
Retensi Talenta -> Keterikatan Karyawan	0.874	0.862	0.208	4.199	0.000	
Retensi Talenta -> Organisasi Pembelajar	0.679	0.678	0.169	4.019	0.000	

IX. *Indirect Effect* Dengan SmartPLS

Specific Indirect Effects

Mean, STDEV, T-Values, P-Val...	Confidence Intervals	Confidence Intervals Bias Cor...	Samples	Copy to Clipboard:	Excel Format	R Format
	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics (O/...	P Values	
Pengembangan Talenta -> Organisasi Pembelajar -> Keterikatan Karyawan	-0.001	-0.003	0.034	0.027	0.979	
Daya Tarik Talenta -> Organisasi Pembelajar -> Keterikatan Karyawan	0.003	0.010	0.068	0.040	0.968	
Retensi Talenta -> Organisasi Pembelajar -> Keterikatan Karyawan	0.005	0.016	0.117	0.044	0.965	

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