

**LAMPIRAN 12**  
**KATEGORISASI RESPONDEN**

### 1. Kategorisasi Skala Keterlibatan Kerja

No	Kategori	Rumus Norma
		$X \geq \mu + 1.8 \sigma$
1.	Sangat Tinggi	$X \geq 92 + 41.2$ $X \geq 133.4$
		$\mu + 0.6 \sigma \leq X < \mu + 1.8 \sigma$
2.	Tinggi	$92 + 13.8 \leq X < 92 + 41.2$ $105.8 \leq X < 133.4$
		$\mu - 0.6 \sigma \leq X < \mu + 0.6 \sigma$
3.	Sedang	$92 - 13.8 \leq X < 92 + 13.8$ $78.2 \leq X < 105.8$
		$\mu - 1.8 \sigma \leq X < \mu - 0.6 \sigma$
4.	Rendah	$92 - 41.2 \leq X < 92 - 13.8$ $50.6 \leq X < 78.2$
		$X < \mu - 1.8 \sigma$
5.	Sangat Rendah	$X < 92 - 41.2$ $X < 50.6$

### 2. Kategorisasi Skala Keterikatan Kerja

No	Kategori	Rumus Norma
		$X \geq \mu + 1.8 \sigma$
1.	Sangat Tinggi	$X \geq 64 + 28.8$

		$X \geq 92.8$
		$\mu + 0.6 \sigma \leq X < \mu + 1.8 \sigma$
		$64 + 9.6 \leq X < 64 + 28.8$
2.	Tinggi	$73.6 \leq X < 92.8$
		$\mu - 0.6 \sigma \leq X < \mu + 0.6 \sigma$
3.	Sedang	$64 - 9.6 \leq X < 64 + 9.6$
		$54.4 \leq X < 73.6$
		$\mu - 1.8 \sigma \leq X < \mu - 0.6 \sigma$
4.	Rendah	$64 - 28.8 \leq X < 64 - 9.6$
		$36 \leq X < 54.4$
		$X < \mu - 1.8 \sigma$
5.	Sangat Rendah	$X < 64 - 28.8$
		$X < 36$