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# Lampiran

Lampiran 1 : Skala Penelitian

Skala *Work Engagement*

No	Pertanyaan	TP	HTP	J	KK	S	SS	S
1.	Di tempat kerja, saya merasa penuh dengan energi							
2.	Saya merasa sangat kuat dan bertenaga mengerjakan pekerjaan saya							
3.	Saat bangun tidur di pagi hari, saya ingin bergegas bekerja							
4.	Saya antusias dengan pekerjaan saya							
5.	Pekerjaan saya menginspirasi saya							
6.	Saat bangun di pagi hari, saya ingin bergegas bekerja							
7.	Saya merasa senang saat saya bekerja secara intensif							
8.	Saya bangga dengan pekerjaan saya							
9.	Saat bekerja, saya terbawa dengan pekerjaan saya							

Skala *Work-Family Conflict*

No	Pertanyaan	STS	TS	S	SS
1.	Saya merasa lebih banyak menghabiskan waktu untuk mengurus pekerjaan di perusahaan dari pada mengurus keluarga				
2.	Saya merasa tidak memiliki waktu lagi pada pagi hari untuk mengurus keluarga karena saya harus masuk kerja				
3.	Saya selalu menyediakan waktu untuk mengurus keluarga sebelum berangkat kerja				
4.	Pekerjaan yang menuntut waktu yang terlalu banyak, membuat saya tidak memiliki waktu untuk merawat keluarga				
5.	Saya tidak memiliki banyak waktu untuk mengikuti perkembangan anak dan anggota keluarga karena tanggung jawab di perusahaan				
6.	Walaupun saya bekerja Full-time, saya merasa masih mampu untuk mengikuti perkembangan anak dan anggota keluarga saya				
7.	Pekerjaan yang terlalu banyak membuat saya tidak berkonsentrasi dengan baik dalam merawat keluarga				
8.	Beban pekerjaan yang terlalu berat membuat saya sangat lelah ketika berada di rumah, sehingga membatasi saya dengan keluarga.				

9.	Saya selalu berkonsentrasi dengan baik dalam menyelesaikan pekerjaan saya diperusahaan maupun di rumah				
10.	Walaupun beban pekerjaan menumpuk, tidak membatasi saya dalam merawat keluarga.				
11.	Kelelahan yang diakibatkan pekerjaan di perusahaan terlalu banyak, membuat saya jarang memperhatikan keluarga				
12.	Pekerjaan di rumah sulit untuk saya laksanakan karena banyaknya kewajiban yang harus saya selesaikan di perusahaan				
13.	Walaupun lelah setelah bekerja seharian, tetapi semua hilang ketika saya mulai melakukan pekerjaan sebagai ibu rumah tangga				
14.	Tuntutan pekerjaan mengakibatkan saya pulang ke rumah dalam keadaan lelah, sehingga saya tidak memiliki cukup energi untuk memenuhi kebutuhan anggota keluarga				
15.	Tanggung Jawab saya untuk perusahaan sama besar dengan tanggung jawab saya untuk keluarga				
16.	Tugas yang diberikan perusahaan menghambat pekerjaan saya di rumah				
17.	Tugas yang diberikan perusahaan kepada saya, sama sekali tidak menghambat pekerjaan saya di rumah				
18.	Perbedaan tanggung jawab membuat saya bingung menentukan sikap yang berbeda pada				

	kedua peran saya yaitu sebagai pegawai di dalam sebuah perusahaan dan sebagai ibu rumah tangga				
19.	Saya sulit menyesuaikan perilaku yang tepat untuk masing-masing peran yang saya jalankan (wanita karir dan ibu rumah tangga) karena keduanya menuntut hal yang berbeda pada waktu yang hampir bersamaan				
20.	Saya bisa berperilaku sesuai dengan tuntutan peran saya				
21.	Saya tidak kesulitan dalam menyesuaikan perilaku yang tepat untuk masing-masing peran yang saya jalankan, walaupun keduanya menuntut hal yang berbeda pada waktu yang bersamaan				
22.	Peran yang berbeda membuat saya tidak kesulitan dalam penempatan diri dan perilaku				





KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN  
UNIVERSITAS HASANUDDIN  
FAKULTAS KEDOKTERAN  
PROGRAM STUDI PSIKOLOGI

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15 April 2021

Nomor : 7764/UN 4.6.8/PT.01.04/2021  
Lampiran : Berkas Proposal  
Perihal : **Permohonan Izin Penelitian**

Kepada

Yth : **Direktur PT. Baruga Asrinusa Development**

Di –

Tempat

Dengan hormat kami sampaikan bahwa Mahasiswa Program Studi Psikologi Fakultas Kedokteran Universitas Hasanuddin yang tersebut dibawah ini :

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bermaksud melakukan penelitian dalam rangka persiapan penulisan Skripsi dengan judul “Hubungan antara *Work-Family Conflict* terhadap *Work Engagement* pada Karyawan Perusahaan X yang melakukan '*Work From Home*'”.

Sehubungan dengan hal tersebut kami mohon kebijaksanaan Bapak/Ibu kiranya berkenan memberikan izin kepada yang bersangkutan untuk melakukan penelitian di Kantor PT Baruga Asribusa Development, dalam kurun waktu 14 hari Kerja.

Atas perkenaan dan kerjasamanya diucapkan terima kasih.

Ketua Pymt

Tembusan :

1. Dekan Fakultas Kedokteran Unhas (Sebagai Laporan)
2. Arsip

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Lampiran 4 : Hasil Uji Validitas dan Reliabilitas Alat Ukur *Work Engagement*

**Correlations**

		Item1	item2	item3	item4	item5	item6	item7	item8	item9	total
Item1	Pearson Correlation	1	.619**	.020	.397**	.188	.673**	.576**	.709**	.299*	.694**
	Sig. (2-tailed)		.000	.876	.001	.141	.000	.000	.000	.017	.000
	N	63	63	63	63	63	63	63	63	63	63
item2	Pearson Correlation	.619**	1	.367**	.514**	.404**	.735**	.463**	.443**	.397**	.765**
	Sig. (2-tailed)	.000		.003	.000	.001	.000	.000	.000	.001	.000
	N	63	63	63	63	63	63	63	63	63	63
item3	Pearson Correlation	.020	.367**	1	.637**	.441**	.342**	.124	.018	.164	.526**
	Sig. (2-tailed)	.876	.003		.000	.000	.006	.331	.891	.198	.000
	N	63	63	63	63	63	63	63	63	63	63
item4	Pearson Correlation	.397**	.514**	.637**	1	.518**	.653**	.356**	.164	.565**	.737**
	Sig. (2-tailed)	.001	.000	.000		.000	.000	.004	.198	.000	.000
	N	63	63	63	63	63	63	63	63	63	63
item5	Pearson Correlation	.188	.404**	.441**	.518**	1	.395**	.296*	.088	.403**	.605**
	Sig. (2-tailed)	.141	.001	.000	.000		.001	.019	.494	.001	.000
	N	63	63	63	63	63	63	63	63	63	63
item6	Pearson Correlation	.673**	.735**	.342**	.653**	.395**	1	.678**	.631**	.611**	.897**
	Sig. (2-tailed)	.000	.000	.006	.000	.001		.000	.000	.000	.000
	N	63	63	63	63	63	63	63	63	63	63
item7	Pearson Correlation	.576**	.463**	.124	.356**	.296*	.678**	1	.840**	.749**	.780**
	Sig. (2-tailed)	.000	.000	.331	.004	.019	.000		.000	.000	.000
	N	63	63	63	63	63	63	63	63	63	63
item8	Pearson Correlation	.709**	.443**	.018	.164	.088	.631**	.840**	1	.471**	.678**
	Sig. (2-tailed)	.000	.000	.891	.198	.494	.000	.000		.000	.000
	N	63	63	63	63	63	63	63	63	63	63
item9	Pearson Correlation	.299*	.397**	.164	.565**	.403**	.611**	.749**	.471**	1	.688**
	Sig. (2-tailed)	.017	.001	.198	.000	.001	.000	.000	.000		.000
	N	63	63	63	63	63	63	63	63	63	63
total	Pearson Correlation	.694**	.765**	.526**	.737**	.605**	.897**	.780**	.678**	.688**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	63	63	63	63	63	63	63	63	63	63

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

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

Reliabilitas WE

**Reliability Statistics**

Cronbach's Alpha	N of Items
.837	9

Lampiran 5 : Hasil Uji Validitas dan Reliabilitas Alat Ukur *Work-Family Conflict*

Correlations

		V1	V2	V3	V4	V5	V6	V7	V8	V9	V10	V11	V12	V13	V14	V15	V16	V17	V18	V19	V20	V21	V22	Total
V1	Pearson Correlation	1	.686**	-.038	.693**	.505**	-.291*	.433**	.518**	.250*	-.054	.574**	.292*	-.255*	.505**	.449**	.152	-.278*	-.161	.189	.143	.002	.063	.581**
	Sig. (2-tailed)		.000	.766	.000	.000	.021	.000	.000	.048	.673	.000	.020	.044	.000	.000	.235	.027	.206	.137	.263	.989	.621	.000
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V2	Pearson Correlation	.686**	1	-.333**	.609**	.555**	-.361**	.507**	.634**	.188	-.328**	.618**	.486**	-.274*	.664**	.624**	.214	-.463**	-.117	.207	.096	-.042	.137	.570**
	Sig. (2-tailed)	.000		.008	.000	.000	.004	.000	.000	.140	.009	.000	.000	.030	.000	.000	.092	.000	.361	.103	.453	.742	.283	.000
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V3	Pearson Correlation	-.038	-.333**	1	-.272*	-.502**	.685**	-.135	-.292*	.575**	.895**	-.386**	-.480**	.590**	-.281*	-.152	-.096	.638**	.063	-.052	.363**	.370**	.344**	.236
	Sig. (2-tailed)	.766	.008		.031	.000	.000	.290	.020	.000	.000	.002	.000	.000	.026	.233	.455	.000	.624	.687	.003	.003	.006	.062
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V4	Pearson Correlation	.693**	.609**	-.272*	1	.568**	-.121	.637**	.734**	.101	-.275*	.713**	.418**	-.477**	.731**	.521**	.163	-.322**	-.133	.179	.238	.084	.278*	.642**
	Sig. (2-tailed)	.000	.000	.031		.000	.345	.000	.000	.433	.029	.000	.001	.000	.000	.000	.202	.010	.300	.162	.060	.511	.027	.000
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V5	Pearson Correlation	.505**	.555**	-.502**	.568**	1	-.419**	.354**	.500**	-.109	-.435**	.570**	.658**	-.453**	.336**	.363**	.122	-.275*	-.064	.205	.106	-.219	.014	.346**
	Sig. (2-tailed)	.000	.000	.000	.000		.001	.004	.000	.396	.000	.000	.000	.000	.007	.003	.340	.029	.618	.107	.410	.084	.913	.005
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V6	Pearson Correlation	-.291*	-.361**	.685**	-.121	-.419**	1	-.026	-.156	.493**	.718**	-.313*	-.398**	.383**	-.213	-.097	.017	.491**	.179	-.114	.426**	.355**	.571**	.261*
	Sig. (2-tailed)	.021	.004	.000	.345	.001		.841	.222	.000	.000	.012	.001	.002	.094	.451	.897	.000	.161	.374	.000	.004	.000	.039
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V7	Pearson Correlation	.433**	.507**	-.135	.637**	.354**	-.026	1	.936**	.365**	-.171	.667**	.600**	-.067	.708**	.506**	.073	-.099	.028	.234	.352**	.171	.285*	.754**
	Sig. (2-tailed)	.000	.000	.290	.000	.004	.841		.000	.003	.181	.000	.000	.603	.000	.000	.570	.441	.828	.065	.005	.179	.024	.000
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V8	Pearson Correlation	.518**	.634**	-.292*	.734**	.500**	-.156	.936**	1	.295*	-.276*	.692**	.706**	-.210	.802**	.522**	.173	-.268**	-.100	.219	.286*	.099	.265*	.736**
	Sig. (2-tailed)	.000	.000	.020	.000	.000	.222	.000		.019	.029	.000	.000	.098	.000	.000	.174	.033	.435	.085	.023	.440	.036	.000
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V9	Pearson Correlation	.250*	.188	.575**	.101	-.109	.493**	.365**	.295*	1	.601**	.075	.124	.538**	.175	.227	.331**	.332**	-.030	.077	.521**	.301*	.466**	.692**
	Sig. (2-tailed)	.048	.140	.000	.433	.396	.000	.003	.019		.000	.558	.333	.000	.170	.074	.008	.008	.814	.548	.000	.016	.000	.000
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V10	Pearson Correlation	-.054	-.328**	.895**	-.275*	-.435**	.718**	-.171	-.276*	.601**	1	-.427**	-.416**	.435**	-.331**	-.045	-.138	.642**	.041	-.236	.372**	.337**	.402**	.222
	Sig. (2-tailed)	.673	.009	.000	.029	.000	.000	.181	.029	.000		.000	.001	.000	.008	.728	.281	.000	.752	.063	.003	.007	.001	.081
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V11	Pearson Correlation	.574**	.618**	-.386**	.713**	.570**	-.313*	.667**	.692**	.075	-.427**	1	.541**	-.291*	.671**	.653**	.184	-.349**	.067	.351**	.233	.013	.140	.610**
	Sig. (2-tailed)	.000	.000	.002	.000	.000	.012	.000	.000	.558	.000		.000	.021	.000	.000	.148	.005	.602	.005	.066	.917	.275	.000
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V12	Pearson Correlation	.292*	.486**	-.480**	.418**	.658**	-.398**	.600**	.706**	.124	-.416**	.541**	1	-.257*	.555**	.369**	.105	-.353**	-.069	.195	.115	-.113	.032	.417**
	Sig. (2-tailed)	.020	.000	.000	.001	.000	.001	.000	.000	.333	.001	.000		.042	.000	.003	.411	.005	.590	.125	.368	.377	.806	.001
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63

V13	Pearson Correlation	-.255*	-.274*	.590**	-.477**	-.453**	.383**	-.067	-.210	.538**	.435**	-.291*	-.257*	1	-.195	-.328**	.300*	.493**	.247	.147	.306*	.182	.027	.152	
	Sig. (2-tailed)	.044	.030	.000	.000	.000	.002	.603	.098	.000	.000	.021	.042		.125	.009	.017	.000	.051	.251	.015	.152	.833	.235	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63
V14	Pearson Correlation	.505**	.664**	-.281*	.731**	.336**	-.213	.708**	.802**	.175	-.331**	.671**	.555**	-.195	1	.400**	.210	-.341**	.030	.449**	.246	.187	.200	.666**	
	Sig. (2-tailed)	.000	.000	.026	.000	.007	.094	.000	.000	.170	.008	.000	.000	.125		.001	.099	.006	.814	.000	.052	.143	.115	.000	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	
V15	Pearson Correlation	.449**	.624**	-.152	.521**	.363**	-.097	.506**	.522**	.227	-.045	.653**	.369**	-.328**	.400**	1	-.052	-.159	-.052	-.019	.177	.019	.274*	.551**	
	Sig. (2-tailed)	.000	.000	.233	.000	.003	.451	.000	.000	.074	.728	.000	.003	.009	.001		.685	.212	.684	.885	.164	.880	.030	.000	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	
V16	Pearson Correlation	.152	.214	-.096	.163	.122	.017	.073	.173	.331**	-.138	.184	.105	.300*	.210	-.052	1	-.409**	-.358**	-.110	.139	.105	.292*	.263*	
	Sig. (2-tailed)	.235	.092	.455	.202	.340	.897	.570	.174	.008	.281	.148	.411	.017	.099	.685		.001	.004	.392	.276	.413	.020	.037	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	
V17	Pearson Correlation	-.278*	-.463**	.638**	-.322**	-.275*	.491**	-.099	-.268*	.332**	.642**	-.349**	-.353**	.493**	-.341**	-.159	-.409**	1	.534**	.274*	.379**	.268*	.081	.127	
	Sig. (2-tailed)	.027	.000	.000	.010	.029	.000	.441	.033	.008	.000	.005	.005	.000	.006	.212	.001		.000	.030	.002	.034	.526	.323	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	
V18	Pearson Correlation	-.161	-.117	.063	-.133	-.064	.179	.028	-.100	-.030	.041	.067	-.069	.247	.030	-.052	-.358**	.534**	1	.590**	.169	.082	-.196	.111	
	Sig. (2-tailed)	.206	.361	.624	.300	.618	.161	.828	.435	.814	.752	.602	.590	.051	.814	.684	.004	.000		.000	.186	.522	.124	.388	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	
V19	Pearson Correlation	.189	.207	-.052	.179	.205	-.114	.234	.219	.077	-.236	.351**	.195	.147	.449**	-.019	-.110	.274*	.590**	1	.207	.162	-.123	.354**	
	Sig. (2-tailed)	.137	.103	.687	.162	.107	.374	.065	.085	.548	.063	.005	.125	.251	.000	.885	.392	.030	.000		.103	.203	.339	.004	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	
V20	Pearson Correlation	.143	.096	.363**	.238	.106	.426**	.352**	.286*	.521**	.372**	.233	.115	.306*	.246	.177	.139	.379**	.169	.207	1	.445**	.680**	.662**	
	Sig. (2-tailed)	.263	.453	.003	.060	.410	.000	.005	.023	.000	.003	.066	.368	.015	.052	.164	.276	.002	.186	.103		.000	.000	.000	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	
V21	Pearson Correlation	.002	-.042	.370**	.084	-.219	.355**	.171	.099	.301*	.337**	.013	-.113	.182	.187	.019	.105	.268*	.082	.162	.445**	1	.594**	.427**	
	Sig. (2-tailed)	.989	.742	.003	.511	.084	.004	.179	.440	.016	.007	.917	.377	.152	.143	.880	.413	.034	.522	.203	.000		.000	.000	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	
V22	Pearson Correlation	.063	.137	.344**	.278*	.014	.571**	.285*	.265*	.466**	.402**	.140	.032	.027	.200	.274*	.292*	.081	-.196	-.123	.680**	.594**	1	.580**	
	Sig. (2-tailed)	.621	.283	.006	.027	.913	.000	.024	.036	.000	.001	.275	.806	.833	.115	.030	.020	.526	.124	.339	.000	.000		.000	
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	
Total	Pearson Correlation	.581**	.570**	.236	.642**	.346**	.261*	.754**	.736**	.692**	.222	.610**	.417**	.152	.666**	.551**	.263*	.127	.111	.354**	.662**	.427**	.580**	1	
	Sig. (2-tailed)	.000	.000	.062	.000	.005	.039	.000	.000	.000	.081	.000	.001	.235	.000	.000	.037	.323	.388	.004	.000	.000	.000		
	N	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	63	

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

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

Reliabilitas WFC

**Reliability Statistics**

Cronbach's Alpha	N of Items
.866	17

Lampiran 6 : Hasil Uji linearitas dan Normalitas

Uji Linearitas

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
transformasiWE * hasil_transformasi	Between Groups	(Combined)	.498	14	.036	4.367	.000
		Linearity	.006	1	.006	.752	.390
		Deviation from Linearity	.492	13	.038	4.645	.000
	Within Groups		.391	48	.008		
Total			.889	62			

Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		63
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	6.05826660
	Most Extreme Differences	
	Absolute	.106
	Positive	.083
	Negative	-.106
Test Statistic		.106
Asymp. Sig. (2-tailed)		.077 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 7 : Hasil Uji Korelasi *Spearman's Rank*

<b>Correlations</b>			Workfamilyconfli	Workengageme
			ct	nt
Spearman's rho	Workfamilyconflict	Correlation Coefficient	1.000	-.115
		Sig. (2-tailed)	.	.371
		N	63	63
	Workengagement	Correlation Coefficient	-.115	1.000
		Sig. (2-tailed)	.371	.
		N	63	63