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LAMPIRAN

Lampiran 1: Kuesioner Penelitian

KUESIONER PENELITIAN

“Pengaruh *Work-Life Balance* Terhadap *Employee engagement* melalui Kepuasan Kerja Sebagai Variabel Intervening (studi pada karyawan PT. Semen Bosowa Maros)”

Perihal : Permohonan Menjadi Responden

Lampiran : 5 Lembar

Kepada

Karyawan PT. Semen Tonasa Bosowa Maros/Responden

Dengan Hormat,

Sehubung dengan terlaksananya penelitian dalam rangka memenuhi dan menyelesaikan tugas akhir pada penelitian skripsi yang berjudul “Pengaruh *Work-Life Balance* Terhadap *Employee engagement* melalui kepuasan kerja sebagai Variabel Intervening pada PT. Semen Bosowa Maros”. Magister Manajemen pada Universitas Hasanuddin. Maka dengan hormat dan segala kerendahan hati. Peneliti memohon kesediaan responden untuk mengisi kuesioner ini. Atas kesediaan dan kerjasamanya peneliti ucapkan terima kasih yang sebesar-besarnya.

Makassar, 14 Agustus
2022

Nariswhari Arisani Asri
A012211101

PETUNJUK PENGISIAN KUESIONER

1. Mohon kuesioner diisi oleh Bapak/Ibu/Saudara/i untuk menjawab seluruh pernyataan yang telah disediakan.
2. Berilah tanda silang (√) pada kolom jawaban yang tersedia dan pilih sesuai dengan keadaan yang sebenarnya.
3. Dalam menjawab pertanyaan-pertanyaan ini, tidak ada jawaban yang salah. Oleh sebab itu, usahakan agar tidak ada jawaban yang dikosongkan.
4. Saya ucapkan terimakasih banyak kepada Bapak/Ibu/Saudara/i yang telah bersedia menjadi responden guna mensukseskan penelitian ini.

IDENTITAS RESPONDEN

5. Nama :
6. Jenis Kelamin : Laki perempuan
7. Usia :
8. Latar Belakang Pendidikan :
9. Masa Kerja : < 3 Tahun
 4-5 Tahun
 > 6 Tahun

KETERANGAN ALTERNATIF JAWABAN:

- 5 = Sangat Setuju (SS)
- 4 = Setuju (S)
- 3 = Netral (N)
- 2 = Tidak Setuju (TS)
- 1 = Sangat Tidak Setuju (STS)

A. Work-Life Balance (X)

| No | Pernyataan | Jawaban | | | | |
|----|--|---------|---|---|----|-----|
| | | SS | S | N | TS | STS |
| 1. | Menurut anda dalam meningkatkan kinerja tidak harus bekerja full time saja. Anda juga membutuhkan waktu rekreasi bersama keluarga. | | | | | |
| 2. | Dalam meringankan tekanan kerja pada perusahaan, anda begitu membutuhkan waktu bersama keluarga untu menghilangkan sejenak tekanan yang ada. | | | | | |
| 3. | Dengan mengambil cuti untuk melakukan kegiatan positif lain yang dapat membuat keseimbangan waktu bekerja anda menjadi efektif. | | | | | |
| 4. | Anda bekerja sesuai dengan porsi kemampuan yang anda miliki. | | | | | |
| 5. | Semakin tinggi kepuasan anda saat bekerja. Maka akan membuat anda semakin suka atas apa yang anda dikerjakan. | | | | | |
| 6. | Bekerja sesuai dengan begitu menjanjikan membuat anda merasa puas. | | | | | |

B. Employee engagement (Z)

| No | Pernyataan | Jawaban |
|----|------------|---------|
|----|------------|---------|

| | | SS | S | N | TS | STS |
|----|---|-----------|----------|----------|-----------|------------|
| 1. | Anda begitu giat dalam mengerjakan dan menyelesaikan pekerjaan yang anda kerjakan. | | | | | |
| 2. | Jika dalam pekerjaan anda terdapat kesalahan maka anda dengan berani mengakui kesalahan tersebut dan mem[erbaikinya. | | | | | |
| 3. | Sesekali anda memberikan semangat untuk karyawan yang lain. | | | | | |
| 4. | Pada saat mendapat tanggung jawab anda akan begitu bersungguh-sungguh. | | | | | |
| 5. | Menjadikan pekerjaan anda sebagai prioritas utama selama hari kerja berlangsung. | | | | | |
| 6. | Selama bekerja anda menyakini bahwa dengan mengabdian dan memberikan perhatian pada pekerjaan anda merupakan suatu keharusan. | | | | | |

C. Kepuasan Kerja (Y)

| No | Pernyataan | Jawaban | | | | |
|----|--|-----------|----------|----------|-----------|------------|
| | | SS | S | N | TS | STS |
| 1. | Sebagai karyawan memiliki sikap yang tekun dalam bekerja adalah sesuatu hal yang sangat penting dalam memperoleh kepuasan kerja. | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| 2. | Kepuasan kerja akan dirasakan jika telah memberikan usaha terbaik. | | | | | |
| 3. | Dengan memberi motivasi kepada diri sendiri dapat memberi semangat dalam bekerja. | | | | | |
| 4. | Sebagai karyawan anda teramat senang jika mendapat tip tambahan setelah menyelesaikan tanggung jawab yang diberikan. | | | | | |
| 5. | Semakin meningkat kuantitas yang anda berikan maka semakin baik pula kinerja yang anda miliki sehingga anda merasa puas | | | | | |
| 6. | Kepuasan kerja bukan hanya di rasakan dari apa yang diciptakan melainkan juga lingkungan kerja yang memberikan feedback yang pantas. | | | | | |
| 7. | Ketetapan dari setiap tindakan jika melakukan kesalahan bagi siapapun akan diberikan sanksi. | | | | | |
| 8. | Melakukan evaluasi secara mandiri maupun kelompok untuk melihat apa saja yang mesti dievaluasi demi meningkatkan kepuasan kerja. | | | | | |

Lampiran 2: Rekap Jawaban Responden

| No | Work Life Balance | | | | | | Total |
|----|-------------------|----|----|----|----|----|-------|
| | X1 | X2 | X3 | X4 | X5 | X6 | |
| 1 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 2 | 4 | 3 | 4 | 3 | 3 | 3 | 20 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 4 | 3 | 4 | 3 | 3 | 3 | 4 | 20 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 6 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| 7 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 10 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 11 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 15 | 4 | 5 | 4 | 4 | 4 | 5 | 26 |
| 16 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 17 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 20 | 4 | 5 | 5 | 4 | 5 | 5 | 28 |
| 21 | 4 | 5 | 5 | 5 | 4 | 4 | 27 |
| 22 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 23 | 3 | 4 | 4 | 4 | 3 | 3 | 21 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 26 | 3 | 4 | 4 | 4 | 3 | 4 | 22 |
| 27 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 28 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 29 | 4 | 4 | 3 | 3 | 4 | 3 | 21 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 32 | 3 | 4 | 4 | 3 | 3 | 4 | 21 |
| 33 | 3 | 4 | 4 | 3 | 3 | 3 | 20 |
| 34 | 2 | 3 | 3 | 3 | 2 | 3 | 16 |
| 35 | 2 | 3 | 3 | 3 | 3 | 2 | 16 |
| 36 | 3 | 2 | 3 | 2 | 3 | 2 | 15 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 38 | 2 | 3 | 2 | 3 | 2 | 2 | 14 |
| 39 | 3 | 2 | 3 | 3 | 3 | 3 | 17 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 41 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 42 | 4 | 3 | 4 | 4 | 4 | 3 | 22 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 45 | 4 | 4 | 4 | 3 | 4 | 3 | 22 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 48 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 49 | 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 50 | 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 52 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 53 | 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 56 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 57 | 5 | 4 | 5 | 4 | 5 | 5 | 28 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 60 | 5 | 4 | 5 | 4 | 5 | 4 | 27 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 62 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 63 | 5 | 5 | 5 | 4 | 5 | 4 | 28 |
| 64 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 65 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 66 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 67 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 68 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 69 | 5 | 5 | 5 | 4 | 4 | 5 | 28 |
| 70 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 72 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 73 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| 74 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 75 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 76 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 77 | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| 78 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 79 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 80 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 81 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 82 | 4 | 3 | 4 | 4 | 4 | 4 | 23 |
| 83 | 4 | 4 | 4 | 3 | 4 | 4 | 23 |
| 84 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 85 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 86 | 3 | 4 | 4 | 3 | 3 | 3 | 20 |
| 87 | 4 | 4 | 3 | 3 | 4 | 4 | 22 |
| 88 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 89 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 90 | 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 91 | 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 92 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 93 | 4 | 5 | 4 | 5 | 5 | 4 | 27 |

| No | Kepuasan Kerja | | | | | | Total |
|----|----------------|----|----|----|----|----|-------|
| | Z1 | Z2 | Z3 | Z4 | Z5 | Z6 | |
| 1 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 2 | 3 | 3 | 4 | 4 | 3 | 3 | 20 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 4 | 3 | 3 | 3 | 3 | 4 | 3 | 19 |
| 5 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 6 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 7 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 9 | 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 10 | 4 | 5 | 5 | 4 | 4 | 5 | 27 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 12 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 13 | 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 16 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 18 | 4 | 5 | 4 | 5 | 5 | 4 | 27 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 21 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 23 | 3 | 3 | 4 | 3 | 4 | 4 | 21 |
| 24 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 26 | 3 | 4 | 3 | 3 | 4 | 4 | 21 |
| 27 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 28 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 30 | 3 | 4 | 3 | 3 | 3 | 3 | 19 |
| 31 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 32 | 3 | 4 | 3 | 3 | 3 | 4 | 20 |
| 33 | 2 | 3 | 2 | 2 | 3 | 2 | 14 |
| 34 | 3 | 2 | 3 | 3 | 2 | 3 | 16 |
| 35 | 2 | 2 | 2 | 2 | 2 | 2 | 12 |
| 36 | 2 | 2 | 2 | 2 | 2 | 3 | 13 |
| 37 | 3 | 2 | 2 | 3 | 3 | 3 | 16 |
| 38 | 3 | 2 | 2 | 2 | 3 | 2 | 14 |
| 39 | 3 | 2 | 3 | 3 | 3 | 2 | 16 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 41 | 4 | 3 | 4 | 4 | 3 | 4 | 22 |
| 42 | 4 | 3 | 4 | 3 | 4 | 4 | 22 |
| 43 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 44 | 3 | 3 | 4 | 3 | 3 | 3 | 19 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 47 | 3 | 4 | 4 | 3 | 4 | 3 | 21 |
| 48 | 3 | 4 | 4 | 3 | 3 | 3 | 20 |
| 49 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |

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|----|---|---|---|---|---|---|---|----|
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 51 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 52 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 54 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 55 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 57 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 59 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 60 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 62 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 63 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
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| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 68 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 28 |
| 69 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 70 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 26 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 72 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 25 |
| 73 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 74 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 20 |
| 75 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 76 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 19 |
| 77 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 78 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 79 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 20 |
| 80 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 20 |
| 81 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 20 |
| 82 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| 83 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 19 |
| 84 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 85 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 20 |
| 86 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 87 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 88 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 20 |
| 89 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 18 |
| 90 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 20 |
| 91 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 20 |
| 92 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 19 |
| 93 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |

| No | Employee Engagement | | | | | | | | Total |
|----|---------------------|----|----|----|----|----|----|----|-------|
| | Z1 | Z2 | Z3 | Z4 | Z5 | Z6 | Z7 | Z8 | |
| 1 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 |
| 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 28 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 6 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 37 |
| 7 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 35 |
| 8 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 9 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 36 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 11 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 38 |
| 12 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 38 |
| 13 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 36 |
| 14 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 36 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 16 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 37 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 19 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 36 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 21 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 36 |
| 22 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 37 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 24 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 29 |
| 25 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 26 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 28 |
| 27 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 30 |

| | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|----|
| 28 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 28 |
| 29 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 28 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 31 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 29 |
| 32 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 27 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 34 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 21 |
| 35 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 20 |
| 36 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 21 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 38 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 21 |
| 39 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 23 |
| 40 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 41 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 42 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 28 |
| 43 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 44 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 29 |
| 45 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 29 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 47 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 28 |
| 48 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 49 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 35 |
| 50 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 36 |
| 51 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 52 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 37 |
| 53 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 54 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 34 |
| 55 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 56 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 57 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 37 |
| 58 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 59 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 60 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 61 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 36 |
| 62 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 39 |
| 64 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 35 |
| 65 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 36 |
| 66 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 33 |
| 67 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 38 |
| 68 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 69 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 70 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 36 |
| 71 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 72 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 36 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 74 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 29 |
| 75 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 28 |
| 76 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 27 |
| 77 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 29 |
| 78 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 79 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 28 |
| 80 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 81 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 31 |
| 82 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 84 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 30 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 86 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 87 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 30 |
| 88 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 30 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 90 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 91 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 30 |
| 92 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 28 |
| 93 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 35 |

3. Lampiran 3: Frequencies

| | | Statistics | | | | | | WORKLIFEBALANCE |
|--------------------|---------|------------|------|------|------|------|------|-----------------|
| | | X1 | X2 | X3 | X4 | X5 | X6 | |
| N | Valid | 93 | 93 | 93 | 93 | 93 | 93 | 93 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3,87 | 3,90 | 3,97 | 3,90 | 3,89 | 3,92 | 23,46 |
| Std. Error of Mean | | ,083 | ,085 | ,076 | ,080 | ,082 | ,083 | ,436 |
| Median | | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 24,00 |
| Mode | | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| Std. Deviation | | ,797 | ,822 | ,729 | ,767 | ,787 | ,797 | 4,205 |
| Variance | | ,635 | ,675 | ,532 | ,588 | ,619 | ,636 | 17,686 |
| Range | | 3 | 3 | 3 | 3 | 3 | 3 | 16 |
| Minimum | | 2 | 2 | 2 | 2 | 2 | 2 | 14 |
| Maximum | | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| Sum | | 360 | 363 | 369 | 363 | 362 | 365 | 2182 |

Frequency Table

| | | X1 | | | |
|-------|---|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 3,2 | 3,2 | 3,2 |
| | 3 | 27 | 29,0 | 29,0 | 32,3 |
| | 4 | 42 | 45,2 | 45,2 | 77,4 |
| | 5 | 21 | 22,6 | 22,6 | 100,0 |

| | | | | |
|-------|----|-------|-------|--|
| Total | 93 | 100,0 | 100,0 | |
|-------|----|-------|-------|--|

X2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2,2 | 2,2 | 2,2 |
| | 3 | 30 | 32,3 | 32,3 | 34,4 |
| | 4 | 36 | 38,7 | 38,7 | 73,1 |
| | 5 | 25 | 26,9 | 26,9 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

X3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1,1 | 1,1 | 1,1 |
| | 3 | 23 | 24,7 | 24,7 | 25,8 |
| | 4 | 47 | 50,5 | 50,5 | 76,3 |
| | 5 | 22 | 23,7 | 23,7 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

X4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1,1 | 1,1 | 1,1 |
| | 3 | 29 | 31,2 | 31,2 | 32,3 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 4 | 41 | 44,1 | 44,1 | 76,3 |
| | 5 | 22 | 23,7 | 23,7 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

X5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2,2 | 2,2 | 2,2 |
| | 3 | 28 | 30,1 | 30,1 | 32,3 |
| | 4 | 41 | 44,1 | 44,1 | 76,3 |
| | 5 | 22 | 23,7 | 23,7 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

X6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 3,2 | 3,2 | 3,2 |
| | 3 | 24 | 25,8 | 25,8 | 29,0 |
| | 4 | 43 | 46,2 | 46,2 | 75,3 |
| | 5 | 23 | 24,7 | 24,7 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

WORKLIFEBALANCE

| | | Frequency | Percent | Valid Percent | Cumulative Percent | |
|-------|----|-----------|---------|---------------|-----------------------|--|
| Valid | 14 | 1 | 1,1 | 1,1 | 1,1 | |
| | 15 | 1 | 1,1 | 1,1 | 2,2 | |
| | 16 | 2 | 2,2 | 2,2 | 4,3 | |
| | 17 | 1 | 1,1 | 1,1 | 5,4 | |
| | 18 | 13 | 14,0 | 14,0 | 19,4 | |
| | 19 | 2 | 2,2 | 2,2 | 21,5 | |
| | 20 | 4 | 4,3 | 4,3 | 25,8 | |
| | 21 | 4 | 4,3 | 4,3 | 30,1 | |
| | 22 | 10 | 10,8 | 10,8 | 40,9 | |
| | 23 | 7 | 7,5 | 7,5 | 48,4 | |
| | 24 | 14 | 15,1 | 15,1 | 63,4 | |
| | 25 | 4 | 4,3 | 4,3 | 67,7 | |
| | 26 | 3 | 3,2 | 3,2 | 71,0 | |
| | 27 | 5 | 5,4 | 5,4 | 76,3 | |
| | 28 | 10 | 10,8 | 10,8 | 87,1 | |
| | 29 | 2 | 2,2 | 2,2 | 89,2 | |
| | 30 | 10 | 10,8 | 10,8 | 100,0 | |
| | | Total | 93 | 100,0 | 100,0 | |

FREQUENCIES VARIABLES=Z1 Z2 Z3 Z4 Z5 Z6 KEPUASANKERJA

/STATISTICS=STDDEV VARIANCE RANGE MINIMUM MAXIMUM SEMEAN
MEAN MEDIAN MODE SUM

/ORDER=ANALYSIS.

Statistics

| | | Z1 | Z2 | Z3 | Z4 | Z5 | Z6 | KEPUAS ANKERJA |
|--------------------|---------|------|------|------|------|------|------|-------------------|
| N | Valid | 93 | 93 | 93 | 93 | 93 | 93 | 93 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3,49 | 3,68 | 3,63 | 3,51 | 3,67 | 3,62 | 21,60 |
| Std. Error of Mean | | ,064 | ,084 | ,076 | ,066 | ,077 | ,072 | ,384 |
| Median | | 3,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 21,00 |
| Mode | | 3 | 4 | 4 | 4 | 4 | 4 | 18 |
| Std. Deviation | | ,619 | ,810 | ,734 | ,636 | ,742 | ,690 | 3,704 |
| Variance | | ,383 | ,656 | ,539 | ,405 | ,551 | ,476 | 13,720 |
| Range | | 3 | 3 | 3 | 3 | 3 | 3 | 16 |
| Minimum | | 2 | 2 | 2 | 2 | 2 | 2 | 12 |
| Maximum | | 5 | 5 | 5 | 5 | 5 | 5 | 28 |
| Sum | | 325 | 342 | 338 | 326 | 341 | 337 | 2009 |

Frequencies

Variabel kepuasan kerja (Z)

Frequency Table

Z1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|-----------------------|
| Valid | 2 | 3 | 3,2 | 3,2 | 3,2 |
| | 3 | 44 | 47,3 | 47,3 | 50,5 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 4 | 43 | 46,2 | 46,2 | 96,8 |
| | 5 | 3 | 3,2 | 3,2 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Z2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 6 | 6,5 | 6,5 | 6,5 |
| | 3 | 32 | 34,4 | 34,4 | 40,9 |
| | 4 | 41 | 44,1 | 44,1 | 84,9 |
| | 5 | 14 | 15,1 | 15,1 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Z3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 5 | 5,4 | 5,4 | 5,4 |
| | 3 | 33 | 35,5 | 35,5 | 40,9 |
| | 4 | 46 | 49,5 | 49,5 | 90,3 |
| | 5 | 9 | 9,7 | 9,7 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Z4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|--|--|-----------|---------|---------------|--------------------|
|--|--|-----------|---------|---------------|--------------------|

| | | | | | |
|-------|-------|----|-------|-------|-------|
| Valid | 2 | 4 | 4,3 | 4,3 | 4,3 |
| | 3 | 41 | 44,1 | 44,1 | 48,4 |
| | 4 | 45 | 48,4 | 48,4 | 96,8 |
| | 5 | 3 | 3,2 | 3,2 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Z5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 3,2 | 3,2 | 3,2 |
| | 3 | 37 | 39,8 | 39,8 | 43,0 |
| | 4 | 41 | 44,1 | 44,1 | 87,1 |
| | 5 | 12 | 12,9 | 12,9 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Z6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 4 | 4,3 | 4,3 | 4,3 |
| | 3 | 34 | 36,6 | 36,6 | 40,9 |
| | 4 | 48 | 51,6 | 51,6 | 92,5 |
| | 5 | 7 | 7,5 | 7,5 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

KEPUASANKERJA

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 12 | 1 | 1,1 | 1,1 | 1,1 |
| | 13 | 1 | 1,1 | 1,1 | 2,2 |
| | 14 | 2 | 2,2 | 2,2 | 4,3 |
| | 16 | 3 | 3,2 | 3,2 | 7,5 |
| | 18 | 16 | 17,2 | 17,2 | 24,7 |
| | 19 | 9 | 9,7 | 9,7 | 34,4 |
| | 20 | 12 | 12,9 | 12,9 | 47,3 |
| | 21 | 3 | 3,2 | 3,2 | 50,5 |
| | 22 | 2 | 2,2 | 2,2 | 52,7 |
| | 23 | 2 | 2,2 | 2,2 | 54,8 |
| | 24 | 15 | 16,1 | 16,1 | 71,0 |
| | 25 | 14 | 15,1 | 15,1 | 86,0 |
| | 26 | 7 | 7,5 | 7,5 | 93,5 |
| | 27 | 4 | 4,3 | 4,3 | 97,8 |
| | 28 | 2 | 2,2 | 2,2 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

FREQUENCIES VARIABLES=Y1 Y2 Y3 Y4 Y5 Y6 Y7 Y8
EMPLOYEEENGANGEMEN

/STATISTICS=STDDEV VARIANCE RANGE MINIMUM MAXIMUM SEMEAN
MEAN MEDIAN MODE SUM

/ORDER=ANALYSIS.

Frequencies

Variabel employee engangemen (Y)

| | | Statistics | | | | | | | | EMPLOYEEENG ANGEMEN |
|--------------------|---------|------------|------|------|------|------|------|------|------|------------------------|
| | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | |
| N | Valid | 93 | 93 | 93 | 93 | 93 | 93 | 93 | 93 | 93 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3,81 | 4,01 | 4,10 | 4,02 | 3,97 | 3,95 | 3,92 | 3,84 | 31,61 |
| Std. Error of Mean | | ,074 | ,084 | ,078 | ,070 | ,072 | ,072 | ,070 | ,075 | ,500 |
| Median | | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 32,00 |
| Mode | | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| Std. Deviation | | ,711 | ,814 | ,753 | ,675 | ,699 | ,697 | ,679 | ,727 | 4,819 |
| Variance | | ,506 | ,663 | ,567 | ,456 | ,488 | ,486 | ,462 | ,528 | 23,218 |
| Range | | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 20 |
| Minimum | | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 20 |
| Maximum | | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| Sum | | 354 | 373 | 381 | 374 | 369 | 367 | 365 | 357 | 2940 |

Frequency Table

| | | Y1 | | | |
|-------|---|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 2,2 | 2,2 | 2,2 |
| | 3 | 28 | 30,1 | 30,1 | 32,3 |
| | 4 | 49 | 52,7 | 52,7 | 84,9 |
| | 5 | 14 | 15,1 | 15,1 | 100,0 |

| | | | | |
|-------|----|-------|-------|--|
| Total | 93 | 100,0 | 100,0 | |
|-------|----|-------|-------|--|

Y2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 3 | 3,2 | 3,2 | 3,2 |
| | 3 | 21 | 22,6 | 22,6 | 25,8 |
| | 4 | 41 | 44,1 | 44,1 | 69,9 |
| | 5 | 28 | 30,1 | 30,1 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Y3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2,2 | 2,2 | 2,2 |
| | 3 | 16 | 17,2 | 17,2 | 19,4 |
| | 4 | 46 | 49,5 | 49,5 | 68,8 |
| | 5 | 29 | 31,2 | 31,2 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Y4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1,1 | 1,1 | 1,1 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 3 | 17 | 18,3 | 18,3 | 19,4 |
| | 4 | 54 | 58,1 | 58,1 | 77,4 |
| | 5 | 21 | 22,6 | 22,6 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Y5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1,1 | 1,1 | 1,1 |
| | 3 | 21 | 22,6 | 22,6 | 23,7 |
| | 4 | 51 | 54,8 | 54,8 | 78,5 |
| | 5 | 20 | 21,5 | 21,5 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Y6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2,2 | 2,2 | 2,2 |
| | 3 | 19 | 20,4 | 20,4 | 22,6 |
| | 4 | 54 | 58,1 | 58,1 | 80,6 |
| | 5 | 18 | 19,4 | 19,4 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Y7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 2 | 2,2 | 2,2 | 2,2 |
| | 3 | 19 | 20,4 | 20,4 | 22,6 |
| | 4 | 56 | 60,2 | 60,2 | 82,8 |
| | 5 | 16 | 17,2 | 17,2 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

Y8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2 | 1 | 1,1 | 1,1 | 1,1 |
| | 3 | 30 | 32,3 | 32,3 | 33,3 |
| | 4 | 45 | 48,4 | 48,4 | 81,7 |
| | 5 | 17 | 18,3 | 18,3 | 100,0 |
| | Total | 93 | 100,0 | 100,0 | |

EMPLOYEEENGANGEMEN

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----|-----------|---------|---------------|--------------------|
| Valid | 20 | 1 | 1,1 | 1,1 | 1,1 |
| | 21 | 3 | 3,2 | 3,2 | 4,3 |
| | 23 | 1 | 1,1 | 1,1 | 5,4 |
| | 24 | 7 | 7,5 | 7,5 | 12,9 |

| | | | | | | | | | | |
|---|-------------------|------|------|-------|------|---------|---|----|------|-------|
| 1 | ,886 ^a | ,785 | ,783 | 1,725 | ,785 | 333,100 | 1 | 91 | ,000 | 2,155 |
|---|-------------------|------|------|-------|------|---------|---|----|------|-------|

a. Predictors: (Constant), WORKLIFEBALANCE

b. Dependent Variable: KEPUASANKERJA

Uji simultan (Uji F)

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 991,430 | 1 | 991,430 | 333,100 | ,000 ^b |
| | Residual | 270,850 | 91 | 2,976 | | |
| | Total | 1262,280 | 92 | | | |

a. Dependent Variable: KEPUASANKERJA

b. Predictors: (Constant), WORKLIFEBALANCE

Regresi sederhana

Uji Parsial (uji T)

Uji Moltokolienearitas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|-------|-----------------|-----------------------------|------------|---------------------------|--------|------|--------------|---------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 3,288 | 1,019 | | 3,225 | ,002 | | | | | |
| | WORKLIFEBALANCE | ,781 | ,043 | ,886 | 18,251 | ,000 | ,886 | ,886 | ,886 | 1,000 | 1,000 |

a. Dependent Variable: KEPUASANKERJA

Asumsi klasik**Uji normalitas****Regression****x-y****Koefisien Determinan R2****Model Summary^b**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change | |
| 1 | ,838 ^a | ,702 | ,698 | 2,646 | ,702 | 214,029 | 1 | 91 | ,000 | 1,738 |

a. Predictors: (Constant), WORKLIFEBALANCE

b. Dependent Variable: EMPLOYEEENGANGEMEN

Uji simultan (Uji F)**ANOVA^a**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 1498,807 | 1 | 1498,807 | 214,029 | ,000 ^b |
| | Residual | 637,258 | 91 | 7,003 | | |
| | Total | 2136,065 | 92 | | | |

a. Dependent Variable: EMPLOYEEENGANGEMEN

b. Predictors: (Constant), WORKLIFEBALANCE

Regresi sederhana

Uji Parsial (uji T)

Uji Moltokolienearitas

| | | Coefficients ^a | | | | | | | | | | |
|-------|-----------------|-----------------------------|------------|---------------------------|--------|--------------|------------|---------|-------------------------|-----------|-------|--|
| | | Unstandardized Coefficients | | Standardized Coefficients | | Correlations | | | Collinearity Statistics | | | |
| Model | | B | Std. Error | Beta | t | Sig. | Zero-order | Partial | Part | Tolerance | VIF | |
| 1 | (Constant) | 9,095 | 1,563 | | 5,817 | ,000 | | | | | | |
| | WORKLIFEBALANCE | ,960 | ,066 | ,838 | 14,630 | ,000 | ,838 | ,838 | ,838 | 1,000 | 1,000 | |

a. Dependent Variable: EMPLOYEEENGANGEMEN

Regression

z-y

Koefisien Determinan R²

| | | Model Summary ^b | | | | | | | | | |
|-------|-------------------|----------------------------|----------------------------|-------------------|----------|-----|-----|---------------|-------|--|---------------|
| | | R | Std. Error of the Estimate | Change Statistics | | | | | | | Durbin-Watson |
| Model | R | Square | Adjusted R Square | R Square Change | F Change | df1 | df2 | Sig. F Change | | | |
| 1 | ,863 ^a | ,745 | 2,445 | ,745 | 266,413 | 1 | 91 | ,000 | 2,172 | | |

a. Predictors: (Constant), KEPUASANKERJA

b. Dependent Variable: EMPLOYEEENGANGEMEN

Uji simultan (Uji F)

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 1592,206 | 1 | 1592,206 | 266,413 | ,000 ^b |
| | Residual | 543,858 | 91 | 5,976 | | |
| | Total | 2136,065 | 92 | | | |

a. Dependent Variable: EMPLOYEEENGAGEMENT

b. Predictors: (Constant), KEPUASANKERJA

Regresi sederhana

Uji Parsial (uji T)

Uji Multokolienearitas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|-------|---------------|-----------------------------|------------|---------------------------|--------|------|--------------|---------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 7,351 | 1,508 | | 4,875 | ,000 | | | | | |
| | KEPUASANKERJA | 1,123 | ,069 | ,863 | 16,322 | ,000 | ,863 | ,863 | ,863 | 1,000 | 1,000 |

a. Dependent Variable: EMPLOYEEENGAGEMENT

Regression

x-y moderasi Z

Koefisien Determinan R²

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | | |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change | Durbin-Watson |
| 1 | ,877 ^a | ,770 | ,765 | 2,337 | ,770 | 150,562 | 2 | 90 | ,000 | 2,003 |

a. Predictors: (Constant), KEPUASANKERJA, WORKLIFEBALANCE

b. Dependent Variable: EMPLOYEEENGANGEMEN

Uji simultan (Uji F)**ANOVA^a**

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|------------|----------------|----|-------------|---------|-------------------|
| Regression | 1644,543 | 2 | 822,271 | 150,562 | ,000 ^b |
| Residual | 491,522 | 90 | 5,461 | | |
| Total | 2136,065 | 92 | | | |

a. Dependent Variable: EMPLOYEEENGANGEMEN

b. Predictors: (Constant), KEPUASANKERJA, WORKLIFEBALANCE

Regresi Berganda

Uji Parsial (uji T)

Uji Multokolienearitas

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|-------|-----------------------|-----------------------------|------------|---------------------------|-------|------|--------------|---------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 6,683 | 1,458 | | 4,585 | ,000 | | | | | |
| | WORKLI | ,387 | ,125 | ,338 | 3,096 | ,003 | ,838 | ,310 | ,157 | ,215 | 4,660 |
| | FEBALAN NCE | | | | | | | | | | |
| | KEPUAS ANKERJ A | ,734 | ,142 | ,564 | 5,166 | ,000 | ,863 | ,478 | ,261 | ,215 | 4,660 |

a. Dependent Variable: EMPLOYEEENGANGEMEN