

## DAFTAR PUSTAKA

- Adhiyasa, K. A., & Satrya, I. G. B. H. (2021). *The effect of emotional intelligence on organizational commitments with job satisfaction as a mediation variables*.
- Afandi. (2018). Manajemen Sumber Daya Manusia Dalam Instansi Pendidikan. *Didaktis: Jurnal Pendidikan Dan Ilmu Pengetahuan*, 21(1).
- Afridayani, A., & Mu'arif, S. (2021). Efektivitas pembelajaran entrepreneurship dan seminar motivasi untuk meningkatkan minat menjadi entrepreneur. *Scientific Journal Of Reflection: Economic, Accounting, Management and Business*, 4(1), 160–169.
- Aima, H., Adam, R., & Ali, H. (2017). Model of Employee Performance: Competence Analysis and Motivation (Case Study at PT. Bank Bukopin, Tbk Center). *Leadership*, 5(5).
- Akhter, A. (2021). The impact of emotional intelligence, employee empowerment and cultural intelligence on commercial bank employees' job satisfaction. *Banks and Bank Systems*, 16(4), 11.
- Al Khoury, G., Thrassou, A., & Pappasolomou, I. (2020). Emotional intelligence towards customer relationship marketing: The case of retail banking in Lebanon. In *Handbook of Research on Contemporary Consumerism* (pp. 263–284). IGI Global.
- Alismail, D. S. S., Cavaliere, L. P. L., Srinivasan, D. K., Chauhan, D. S., Muda, I., & Gangodkar, D. (2022). The Effect of Emotional Intelligence on Job Satisfaction and Organizational Commitment in the Case of Educational Sector. *Webology*.
- Allen & Meyer. (1990). *Analisis pengaruh kualitas kehidupan kerja terhadap kinerja karyawan dengan komitmen dan kepuasan kerja sebagai intervening variabel (studi pada Perum Pegadaian Kanwil VI Semarang)*. Program Pascasarjana Universitas Diponegoro.
- Allen dan Meyer. (1990a). *Dinamika Relasi Sosial Dalam Proses Meninggalkan Jalan Teror*.
- Allen dan Meyer. (1990b). Pengaruh Modal Psikologi, Kepuasan Kerja dan Stres Kerja Terhadap Komitmen Organisasional (Studi Pada PT. BPR BKK Purwodadi). *SEIKO: Journal of Management & Business*, 5(2), 418–432.
- Alsughayir, A. (2021). The effect of emotional intelligence on organizational commitment: Understanding the mediating role of job satisfaction. *Management Science Letters*.

- Alzoubi, H. M., & Aziz, R. (2021). Does emotional intelligence contribute to quality of strategic decisions? The mediating role of open innovation. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(2), 130.
- Argon, B., & Liana, Y. (2020). Kecerdasan Emosional Terhadap Komitmen. *Jurnal Akuntansi Dan Investasi*, 4(1), 1–14.
- Armstrong, M., & Taylor, S. (2020). *Armstrong's Handbook of Human Resource Management Practice*. Kogan Page Publishers.
- Aruldoss, A., Kowalski, K. B., & Parayitam, S. (2021). The relationship between quality of work life and work-life-balance mediating role of job stress, job satisfaction and job commitment: evidence from India. *Journal of Advances in Management Research*, 18(1), 36–62.
- Azizah, N., Survival, & Mulyono. (2023). The Effect of Work-Life Balance On Organizational Commitment And Its Implications For Job Satisfaction. *Conference on Economic and Business Innovation (CEBI)*.
- Beloor, V., Nanjundeswaraswamy, T. S., & Swamy, D. R. (2017). Employee commitment and quality of work life—A literature review. *The International Journal of Indian Psychology*, 4(2), 175–188.
- Bratton, J., Gold, J., Bratton, A., & Steele, L. (2021). *Human Resource Management*. Bloomsbury Publishing.
- Cherif, F. (2020). The Role of Human Resource Management Practices and Employee Job Satisfaction in Predicting Organizational Commitment in Saudi Arabian Banking Sector. *International Journal of Sociology and Social Policy*, 40(7/8), 529–541.
- Chigeda, F., Ndofirepi, T. M., & Steyn, R. (2022). Continuance in organizational commitment: The role of emotional intelligence, work-life balance support, and work-related stress. *Global Business and Organizational Excellence*, 42(1), 22–38.
- Choi, S., & Lee, J.-M. (2020). The Effect of Work-Life Balance on Organizational Commitment and Organizational Citizenship Behavior: The Mediating Role of Psychological Safety. *Journal of Digital Convergence*, 18, 83–92.
- Darmawan. (2013). Hubungan komitmen organisasi dan kepuasan kerja dengan intensi turnover pada karyawan bidang produksi CV. X. *Psikodimensia*, 13(1), 98.
- DeCenzo, D. A., Robbins, S. P., & Verhulst, S. L. (2016). *Fundamentals of Human Resource Management*. John Wiley & Sons.

- Dessler dalam Widodo. (2015). *ANALISIS PERFORMANCE “FOOD AND BEVERAGE DEPARTMENT” DALAM PENINGKATAN KUALITAS PELAYANAN PADA NOVOTEL MANADO GOLF RESORT AND CONVENTION CENTER*. Politeknik Negeri Manado.
- Dessler, G. (2015). *Human resource management*.
- Dewi, K. S., & Riana, G. (2020). *THE ROLE OF JOB SATISFACTION MEDIATES THE EFFECT OF EMOTIONAL INTELLIGENCE ON ORGANIZATIONAL COMMITMENTS*.
- Dunham, dkk. (1994). Membudayakan nilai-nilai komitmen terhadap pekerjaan dalam upaya menegakkan Etika Profesi. *Dinamika Pendidikan*, 1, 90–101.
- Febby, H., & Noekent, V. (2022). *Effect Work-Life Balance on Organizational Commitment: Is The Role of Organizational Citizenship Behavior?*
- Ganapathi. (2016). *Pengaruh Work Life Balance dan Burnout Terhadap Produktivitas Kerja*.
- Goleman dalam Tokan. (2016). *PENGARUH KECERDASAN EMOSIONAL DAN PENGALAMAN KERJA TERHADAP KEPUASAN KERJA (Suatu Penelitian Terhadap Karyawan Non-Manager PT. Sinar Sosro Kantor Cabang Tasikmalaya)*. UNIVERSITAS SILIWANGI.
- Grace, P. J., & Banu, N. (2015). Machine Learning on Emotional Intelligence and Work Life Balance. *International Journal of Computer Applications*, 116, 36–39.
- Güngör, P. (2011). The relationship between reward management system and employee performance with the mediating role of motivation: A quantitative study on global banks. *Procedia-Social and Behavioral Sciences*, 24, 1510–1520.
- Hameli, K., & Ordun, G. (2022). The mediating role of self-efficacy in the relationship between emotional intelligence and organizational commitment. *European Journal of Management Studies*, 27(1), 75–97.
- Hasan, N. H., & Muafi, M. (2023). The influence of Islamic emotional intelligence and work-life balance on organizational commitment mediated by burnout. *International Journal of Business Ecosystem & Strategy* (2687-2293), 5(1), 1–10.
- Hutagalung, I., Soelton, M., & Octaviani, A. (2020). The role of work life balance for organizational commitment. *Management Science Letters*, 10(15), 3693–3700.
- Imanni dan Witjaksono. (2013). *HUBUNGAN KONTRAK PSIKOLOGIS*

*DENGAN KUALITAS KEHIDUPAN KERJA PADA KARYAWAN.*  
University of Muhammadiyah Malang.

- Irwan, A., Mahfudnurnajamuddin, M., Nujum, S., & Mangkona, S. (2020). The Effect of Leadership Style, Work Motivation and Organizational Culture on Employee Performance Mediated by Job Satisfaction. *International Journal of Multicultural and Multireligious Understanding*, 7(8), 642. <https://doi.org/10.18415/ijmmu.v7i8.2007>
- Jaharuddin, N. S., & Zainol, L. N. (2019). The impact of work-life balance on job engagement and turnover intention. *The South East Asian Journal of Management*, 13(1), 7.
- Johar, S. S. H., & Shah, I. M. (2014). The impact of emotional intelligence on organizational commitment through self-esteem of employee in public sector. *The Business & Management Review*, 4(3), 1.
- Kumarasamy, M. M., Pangil, F., & Isa, M. F. M. (2016). The effect of emotional intelligence on police officers' work-life balance. *International Journal of Police Science & Management*, 18, 184–194.
- Liu, T., Gao, J., Zhu, M., & Jin, S. (2021). Women's work-life balance in hospitality: Examining its impact on organizational commitment. *Frontiers in Psychology*, 12, 625550.
- Lubis, A. S., Lumbanraja, P., Absah, Y., & Silalahi, A. S. (2022). Human Resource Competency 4.0 and Its Impact on Bank Indonesia Employees' Readiness for Transformational Change. *Journal of Organizational Change Management*, 35(4/5), 749–779.
- Lumunon et al. (2019). Peran work-life balance dan kepuasan kerja terhadap kinerja karyawan milenial: studi literatur. *Jurnal Ilmu Manajemen (JIM)*, 8(2), 606–619.
- Mahapatro, B. (2021). *Human Resource Management*. New Age International (P) Ltd.
- Marseno, W. A., & Muafi, M. (2021). The effects of work-life balance and emotional intelligence on organizational commitment mediated by work engagement. *International Journal of Business Ecosystem & Strategy* (2687-2293), 3(2), 1–15.
- Masram dan Mu'ah. (2017). *ANALISA PENGARUH PELATIHAN, DISIPLIN KERJA, DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN BANK MANDIRI KCU JAKARTA CIKINI*. Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta.
- Mathis & Jackson dan Hasibuan. (2012). *TINJAUAN PELAKSANAAN REKRUTMEN KARYAWAN MATAHARI DEPARTEMEN STORE BANDUNG INDAH PLAZA KOTA BANDUNG*. Universitas Widyatama.

- Meilan dalam Sunyoto. (2013). *Sistem Produksi Meja MC 47 dan Manajemen Sumber Daya Manusia di PT Wonojati Wijoyo*.
- Messigah, G. O., & Adeogun, J. O. (2019). Relationship between Emotional Intelligence, Work Life Balance and Organizational Justice (A Study of Guaranty Trust Bank). *International Journal of Research and Innovation in Social Science*, 3(6), 164–167.
- Meyer & Allen dalam Meyer & Hersovitch. (2002). *Hubungan Kepuasan Kerja Dengan Komitmen Organisasi Karyawan Kontrak Di Bank X*.
- Minner Sopiah. (2008). PENGARUH KOMPETENSI, KOMITMEN KARYAWAN DAN MOTIVASI TERHADAP KINERJA PEGAWAI PDAM KOTA SURABAYA DENGAN KOMUNIKASI SEBAGAI VARIABEL INTERVENING. *MAP (Jurnal Manajemen Dan Administrasi Publik)*, 1(04), 506–521.
- Nathaya, A. D., Hidayat, N., & Dalimunthe, S. (2022). The Effect of Emotional Intelligence with Work-Life Balance and Burnout on Job Satisfaction. *Journal of Business and Behavioural Entrepreneurship*.
- Novelia. (2018). *Work Life Balance ditinjau dari modal psikologis pekerja di Perusahaan Garmen Yogyakarta*.
- Nugraha, G., & Adiati, R. P. (2022). Hubungan antara Kecerdasan Emosional dengan Work-life Balance pada Karyawan Startup. *Buletin Riset Psikologi Dan Kesehatan Mental (BRPKM)*, 2(1), 652–657. <https://doi.org/10.20473/brpkm.v2i1.36518>
- Nurjanah, D., & Indawati, N. (2021). Effect of emotional intelligence on employee engagement and job satisfaction with work-life balance as intervening variables in the generation Z in Surabaya. *International Journal of Economics, Management, Business, And Social Science (IJEMBIS)*, 1(3), 316–328.
- Omollo, P. A., & Oloko, M. A. (2015). Effect of motivation on employee performance of commercial banks in Kenya: A case study of Kenya Commercial Bank in Migori County. *International Journal of Human Resource Studies*, 5(2), 87–103.
- Pramesti, G. (2016). *Statistika lengkap secara teori dan aplikasi dengan SPSS 23*. Elex Media Komputindo.
- Praya, S. M. J., Ghosh, A., Isaac, O., & Jesuraj, S. A. V. (2019). The Impact of Emotional Intelligence on Work Life Balance among Pharmacy Professionals in Malaysia. *International Journal of Management and Human Science (IJMHS)*, 3(1), 29–34.
- Prentice, C., Dominique Lopes, S., & Wang, X. (2020). Emotional intelligence or artificial intelligence—an employee perspective. *Journal*

*of Hospitality Marketing & Management*, 29(4), 377–403.

- Puspitasari, A. S., & Darwin, M. (2021). Effect of work-life balance and welfare level on millennial employee performance through work engagement. *International Journal of Science and Society*, 3(1), 334–344.
- Rachmadini, F., & Riyanto, S. (2020). The impact of work-life balance on employee engagement in generation z. *IOSR Journal of Humanities and Social Science*, 25(5), 62–66.
- Richard M. Steers (Sri Kuntjoro, ). (2002). Pengaruh komitmen, Partisipasi, dan Attitude, terhadap Kinerja Manajerial studi kasus pada pemerintah daerah kota Sukabumi. *Jurnal Ekonomak*, 8(2), 48–60.
- Robbins. (2016). Pengaruh Komitmen Organisasi Terhadap Kinerja Pegawai Di Badan Kepegawaian Dan Diklat Daerah Kabupaten Enrekang. *Kajian Ilmiah Mahasiswa Administrasi Publik (KIMAP)*, 2(3), 875–888.
- Robbins dan Judge. (2015). Pengaruh motivasi kerja dan komitmen organisasional terhadap kepuasan kerja pada perawat Rumah Sakit Umum Daerah Bobong. *Kajian Ilmiah Mahasiswa Manajemen*, 6(1), 1–10.
- Robbins, S., Judge, T. A., Millett, B., & Boyle, M. (2013). *Organisational behaviour*. Pearson Higher Education AU.
- Robbins, S. P., Bergman, R., Stagg, I., & Coulter, M. (2014). *Management*. Pearson Australia.
- Sabuhari, R., Sudiro, A., Irawanto, D., & Rahayu, M. (2020). The Effects of Human Resource Flexibility, Employee Competency, Organizational Culture Adaptation and Job Satisfaction on Employee Performance. *Management Science Letters*, 10(8), 1775–1786.
- Saina, Vio, & R. (2016). Pengaruh Pengaturan Kerja yang Fleksibel Terhadap Kinerja Karyawan dengan Work Life Balance sebagai Variabel Mediasi. *Procuratio: Jurnal Ilmiah Manajemen*, 8(3), 308–321.
- Saina et al. (2016). Pengaruh work-life balance, Lingkungan Kerja dan Kompensasi terhadap Kinerja karyawan PT Gunanusa Eramandiri. *Jesya (Jurnal Ekonomi Dan Ekonomi Syariah)*, 4(2), 985–993.
- Salovey Goleman. (2007). *Pengaruh kecerdasan emosional terhadap prestasi belajar matematika siswa*.
- Schein, E. H. (2016). Organizational Culture And Leadership. In *Cognitive Behavioural Therapy Explained*.  
<https://doi.org/10.12968/indn.2006.1.4.73618>

- Siahaan, E. (2017). Antecedents of employee performance and the influence on employee job satisfaction in banking service sector in Indonesia. *Banks & Bank Systems*, 12, No 4, 75–89.
- Singh, J. S. K., & Ahmad, N. B. (2021). Dimensional impact of emotional intelligence on employee performance: an empirical study of the banking sector in Djibouti. *Middle East Journal of Management*, 8(2–3), 157–176.
- Steers (Sopiah, ). (2008). Pengaruh budaya organisasi dan komitmen organisasi terhadap kinerja karyawan. *Jesya (Jurnal Ekonomi Dan Ekonomi Syariah)*, 1(1), 9–25.
- Steers Kuntjoro. (2002). Pengaruh Gaya Kepemimpinan Situasional, Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Pegawai. *Celebes Equilibrium Journal*, 1(02), 1–11.
- Stone, R. J., Cox, A., Gavin, M., & Carpini, J. (2023). *Human Resource Management*. John Wiley & Sons.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta, CV.
- Suharsono. (2004). Pengaruh Nilai Kerja, Kecerdasan Emosional dan Work Life Balance Terhadap Komitmen Karir (Studi Kasus Pada Generasi Y Kota Semarang). *ECONBANK: Journal of Economics and Banking*, 2(2), 109–120.
- Sunyoto. (2013). *Bahan Ajar Manajemen Sumber Daya Manusia (MSDM)*. CV. Sentosa Deli Mandiri.
- Surjono, W., & Firdaus, N. R. (2017). Pengaruh Sistem Akuntansi Keuangan Daerah Terhadap Akuntabilitas Laporan Keuangan Pada Satuan Kerja Dinas Pendapatan dan Pengelolaan Sistem Akuntansi Pemerintahan adalah Pemerintahan Berbasis Akrual dilakukan dilandasi oleh Kerangka Konseptual Akrual dan. *Jurnal Riset Akuntansi & Keuangan*, 5(1), 1357–1368.
- Thrassou, A., Santoro, G., Leonidou, E., Vrontis, D., & Christofi, M. (2020). Emotional intelligence and perceived negative emotions in intercultural service encounters: building and utilizing knowledge in the banking sector. *European Business Review*, 32(3), 359–381.
- Uddin, M., Ali, K. B., Khan, M. A., & Ahmad, A. (2023). Supervisory and co-worker support on the work-life balance of working women in the banking sector: A developing country perspective. *Journal of Family Studies*, 29(1), 306–326.
- Umar dalam Sunyoto. (2013). Pengaruh Work Life Balance Dan Stres Kerja Terhadap Kepuasan Kerja Karyawan (Studi Kuantitatif Di PT KLM

- Garment, Jl. Rancaekek-Majalaya, Kec. Solokan Jeruk, Kab. Bandung, Bandung-Jawabarat). *Jurnal Study and Management Research*, 19(2), 127–135.
- Vuong, B. N., & Suntrayuth, S. (2019). The Impact of Human Resource Management Practices on Employee Engagement and Moderating Role of Gender and Marital Status: An Evidence From The Vietnamese Banking Industry. *Management Science Letters*, 10(7), 2020.
- Vyas & Shrivastava. (2017). Peran work-life balance dan kepuasan kerja terhadap kinerja karyawan milenial: studi literatur. *Jurnal Ilmu Manajemen (JIM)*, 8(2), 606–619.
- Wambui et al. (2017). Peran work-life balance dan kepuasan kerja terhadap kinerja karyawan milenial: studi literatur. *Jurnal Ilmu Manajemen (JIM)*, 8(2), 606–619.
- Wambui et al. (2017). Pengaruh Work-Life Balance, Employee Engagement dan Burnout Terhadap Kepuasan Kerja Karyawan Milenial Kelurahan Kamal Jakarta Barat. *Jurnal Ilmiah Ilmu Manajemen Magister*, 1(1).
- Wilton, N. (2019). An introduction to Human Resource Management. *An Introduction to Human Resource Management*, 1–632.
- Wiradendi Wolor, C., Solikhah, S., Fidhyallah, N. F., & Lestari, D. P. (2020). Effectiveness of e-training, e-leadership, and work life balance on employee performance during COVID-19. *Journal of Asian Finance, Economics and Business*, 7(10).



## LAMPIRAN

**Lampiran 1.Kuisisioner**

Variabel	Pertanyaan	Pilihan Jawaban				
		1	2	3	4	5
Kecerdasan emosional	Saya bisa mengenali emosi saya saat berhadapan dengan situasi yang menantang di tempat kerja.					
	Saya mampu tetap tenang dan mengendalikan emosi saya saat terjadi konflik dengan rekan kerja atau nasabah.					
	Saya termotivasi untuk mencapai atau melampaui target yang ditetapkan oleh bank, meskipun dalam kondisi sulit.					
	Saya peka terhadap kekhawatiran atau kebutuhan nasabah yang tidak diungkapkan secara verbal.					
	Saya efektif dalam membangun hubungan kerjasama yang positif baik dengan rekan kerja maupun nasabah.					
<i>Work life balance</i>	Saya merasa memiliki waktu yang cukup untuk kegiatan pribadi dan keluarga di luar jam kerja.					

	Saya dapat sepenuhnya terlibat baik dalam tugas-tugas kerja maupun kegiatan pribadi tanpa merasa harus mengorbankan satu untuk yang lain.					
	Saya puas dengan cara saya mengelola tuntutan pekerjaan dan kehidupan pribadi saya.					
Komitmen organisasi	Saya merasa emosional terikat dan bangga menjadi bagian dari organisasi ini.					
	Saya merasa perlu untuk tetap berada di organisasi ini karena biaya yang saya anggap akan terjadi jika saya meninggalkannya.					
	Saya merasa berkewajiban untuk tetap di organisasi ini.					

### Lampiran 2. Tabulasi data respondent

NO	X1.1	X1.2	X1.3	X1.4	X1.5	TOTALX1
1	5	5	5	5	5	25
2	4	4	4	4	4	20
3	5	5	5	5	5	25
4	5	5	4	4	4	22
5	4	4	4	4	5	21
6	5	4	4	4	5	22
7	5	5	5	5	5	25
8	5	5	5	5	5	25
9	4	4	4	3	4	19
10	3	4	4	4	4	19
11	5	5	5	5	2	22

12	4	5	5	4	5	23
13	5	5	5	4	5	24
14	5	5	5	5	5	25
15	5	5	5	5	5	25
16	5	5	5	5	5	25
17	5	5	5	5	5	25
18	5	5	5	5	5	25
19	4	5	4	4	4	21
20	4	4	3	4	4	19
21	5	5	5	5	5	25
22	4	4	4	4	3	19
23	5	5	5	5	5	25
24	5	5	5	5	5	25
25	5	5	4	5	5	24
26	5	5	5	5	5	25
27	4	4	4	3	5	20
28	5	5	5	5	5	25
29	4	3	4	3	3	17
30	4	4	5	5	3	21
31	4	4	4	4	4	20
32	4	4	5	3	5	21
33	4	5	5	3	4	21
34	5	5	5	5	5	25

NO	Y1.1	Y1.2	Y1.3	TOTALY1
1	5	5	5	15
2	4	4	3	11
3	5	5	4	14
4	4	5	4	13
5	4	5	4	13
6	3	3	3	9
7	5	5	5	15
8	4	4	4	12
9	4	4	4	12
10	3	4	2	9
11	5	2	3	10
12	5	5	4	14
13	5	5	5	15
14	5	5	5	15
15	5	5	5	15
16	5	5	5	15
17	5	5	5	15
18	4	5	5	14
19	4	4	4	12
20	3	4	4	11

21	5	5	5	15
22	4	4	4	12
23	4	5	4	13
24	5	5	5	15
25	3	3	4	10
26	5	5	5	15
27	4	4	4	12
28	5	5	5	15
29	4	3	4	11
30	4	4	4	12
31	3	4	4	11
32	3	5	3	11
33	3	5	5	13
34	5	5	4	14

NO	Y2.1	Y2.2	Y2.3	TOTALY2
1	5	5	5	15
2	2	4	4	10
3	3	3	3	9
4	2	3	4	9
5	3	4	5	12
6	2	2	4	8
7	5	5	5	15
8	4	4	5	13
9	2	2	4	8
10	4	3	3	10
11	5	2	3	10
12	3	3	3	9
13	5	5	5	15
14	4	3	5	12
15	5	5	5	15
16	2	2	3	7
17	5	5	5	15
18	4	4	4	12
19	3	4	4	11
20	2	4	4	10
21	5	5	5	15
22	2	3	3	8
23	2	5	5	12
24	5	3	5	13
25	2	4	3	9
26	3	3	3	9
27	5	3	4	12
28	5	4	2	11
29	2	3	4	9

30	4	5	4	13
31	4	4	4	12
32	3	3	2	8
33	3	3	5	11
34	3	3	5	11

### Lampiran 3. Correlate

		Correlations					kecerdasan emosional
		X1.1	X1.2	X1.3	X1.4	X1.5	
X1.1	Pearson Correlation	1	.712**	.565**	.712**	.446**	.855**
	Sig. (2-tailed)		.000	.000	.000	.008	.000
	N	34	34	34	34	34	34
X1.2	Pearson Correlation	.712**	1	.656**	.667**	.453**	.863**
	Sig. (2-tailed)	.000		.000	.000	.007	.000
	N	34	34	34	34	34	34
X1.3	Pearson Correlation	.565**	.656**	1	.541**	.345*	.760**
	Sig. (2-tailed)	.000	.000		.001	.046	.000
	N	34	34	34	34	34	34
X1.4	Pearson Correlation	.712**	.667**	.541**	1	.286	.810**
	Sig. (2-tailed)	.000	.000	.001		.101	.000
	N	34	34	34	34	34	34
X1.5	Pearson Correlation	.446**	.453**	.345*	.286	1	.674**
	Sig. (2-tailed)	.008	.007	.046	.101		.000
	N	34	34	34	34	34	34
kecerdasan emosional	Pearson Correlation	.855**	.863**	.760**	.810**	.674**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	34	34	34	34	34	34

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

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

### Correlations

		Y1.1	Y1.2	Y1.3	work life balance
Y1.1	Pearson Correlation	1	.418*	.572**	.801**
	Sig. (2-tailed)		.014	.000	.000
	N	34	34	34	34
Y1.2	Pearson Correlation	.418*	1	.597**	.812**
	Sig. (2-tailed)	.014		.000	.000
	N	34	34	34	34
Y1.3	Pearson Correlation	.572**	.597**	1	.871**
	Sig. (2-tailed)	.000	.000		.000
	N	34	34	34	34
work life balance	Pearson Correlation	.801**	.812**	.871**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	34	34	34	34

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

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

#### Correlations

		Y2.1	Y2.2	Y2.3	komitmen organisasi
Y2.1	Pearson Correlation	1	.434*	.281	.786**
	Sig. (2-tailed)		.010	.107	.000
	N	34	34	34	34
Y2.2	Pearson Correlation	.434*	1	.472**	.807**
	Sig. (2-tailed)	.010		.005	.000
	N	34	34	34	34
Y2.3	Pearson Correlation	.281	.472**	1	.720**
	Sig. (2-tailed)	.107	.005		.000
	N	34	34	34	34
komitmen organisasi	Pearson Correlation	.786**	.807**	.720**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	34	34	34	34

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

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

## Lampiran 4. Reability

### Case Processing Summary (X1)

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.800	6

#### Case Processing Summary (Y1)

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.838	4

#### Case Processing Summary (Y2)

		N	%
Cases	Valid	34	100.0
	Excluded <sup>a</sup>	0	.0
	Total	34	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.811	4

**Lampiran 5. Frequency Table****X1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid ragu ragu	1	2.9	2.9	2.9
setuju	13	38.2	38.2	41.2
sangat setuju	20	58.8	58.8	100.0
Total	34	100.0	100.0	

**X1.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid ragu ragu	1	2.9	2.9	2.9
setuju	11	32.4	32.4	35.3
sangat setuju	22	64.7	64.7	100.0
Total	34	100.0	100.0	

**X1.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid ragu ragu	1	2.9	2.9	2.9
setuju	12	35.3	35.3	38.2
sangat setuju	21	61.8	61.8	100.0
Total	34	100.0	100.0	

**X1.4**



		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ragu ragu	5	14.7	14.7	14.7
	setuju	11	32.4	32.4	47.1
	sangat setuju	18	52.9	52.9	100.0
	Total	34	100.0	100.0	

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.9	2.9	2.9
	ragu ragu	3	8.8	8.8	11.8
	setuju	8	23.5	23.5	35.3
	sangat setuju	22	64.7	64.7	100.0
	Total	34	100.0	100.0	

**Y1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ragu ragu	7	20.6	20.6	20.6
	setuju	12	35.3	35.3	55.9
	sangat setuju	15	44.1	44.1	100.0
	Total	34	100.0	100.0	

**Y1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak setuju	1	2.9	2.9	2.9
	ragu ragu	3	8.8	8.8	11.8
	setuju	10	29.4	29.4	41.2
	sangat setuju	20	58.8	58.8	100.0
	Total	34	100.0	100.0	

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	1	2.9	2.9	2.9
ragu ragu	4	11.8	11.8	14.7
setuju	16	47.1	47.1	61.8
sangat setuju	13	38.2	38.2	100.0
Total	34	100.0	100.0	

Y2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	10	29.4	29.4	29.4
ragu ragu	8	23.5	23.5	52.9
setuju	6	17.6	17.6	70.6
sangat setuju	10	29.4	29.4	100.0
Total	34	100.0	100.0	

Y2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	4	11.8	11.8	11.8
ragu ragu	13	38.2	38.2	50.0
setuju	9	26.5	26.5	76.5
sangat setuju	8	23.5	23.5	100.0
Total	34	100.0	100.0	

Y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid tidak setuju	2	5.9	5.9	5.9

ragu ragu	8	23.5	23.5	29.4
setuju	11	32.4	32.4	61.8
sangat setuju	13	38.2	38.2	100.0
Total	34	100.0	100.0	

### Lampiran 6. Descriptives

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	34	3	5	4.56	.561
X1.2	34	3	5	4.62	.551
X1.3	34	3	5	4.59	.557
X1.4	34	3	5	4.38	.739
X1.5	34	2	5	4.50	.788
Y1.1	34	3	5	4.24	.781
Y1.2	34	2	5	4.44	.786
Y1.3	34	2	5	4.21	.770
Y2.1	34	2	5	3.47	1.212
Y2.2	34	2	5	3.62	.985
Y2.3	34	2	5	4.03	.937
Valid N (listwise)	34				

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	51.130	2	25.565	5.565	.00
	Residual	142.399	31	4.594		
	Total	193.529	33			

a. Dependent Variable: Total\_Y2

b. Predictors: (Constant), Total\_Y1, TOTAL\_X1

### Lampiran 7. Regresi

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.722 <sup>a</sup>	.521	.506	1.360

a. Predictors: (Constant), kecerdasan emosional

b. Dependent Variable: work life balance

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	51.130	2	25.565	5.565	.009 <sup>b</sup>
	Residual	142.399	31	4.594		
	Total	193.529	33			

a. Dependent Variable: Total\_Y2

b. Predictors: (Constant), Total\_Y1, TOTAL\_X1

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.283	2.150		.132	.896
	kecerdasan emosional	.556	.094	.722	5.895	.000

a. Dependent Variable: work life balance

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.514 <sup>a</sup>	.264	.217	2.143

a. Predictors: (Constant), work life balance, kecerdasan emosional

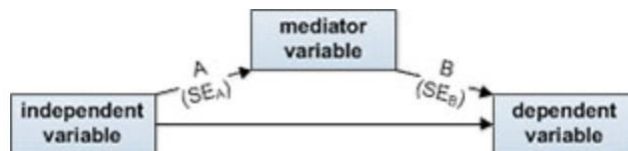
b. Dependent Variable: komitmen organisasi

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.345	3.388		.397	.694
	kecerdasan emosional	.160	.215	.166	.744	.462
	work life balance	.478	.279	.382	1.715	.096

a. Dependent Variable: komitmen organisasi

## Lampiran 8. Kalkulator sobel test



A:  ?

B:  ?

SE<sub>A</sub>:  ?

SE<sub>B</sub>:  ?

**Calculate!**

**Sobel test statistic: 1.64561945**

**One-tailed probability: 0.04992107**

**Two-tailed probability: 0.09984213**