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LAMPIRAN

Lampiran 1: Skala Penelitian

Skala *Work Engagement*

Keterangan:

STS = Sangat Tidak Setuju

TS = Tidak Setuju

S = Setuju

SS = Sangat Setuju

NO.	PERNYATAAN	STS	TS	S	SS
1.	Saat bekerja saya merasa penuh dengan tenaga				
2.	Saat bekerja saya merasa kuat dan penuh semangat				
3.	Saya antusias dengan pekerjaan saya				
4.	Pekerjaan saya menginspirasi saya				
5.	Saat bangun di pagi hari, saya merasa ingin pergi bekerja				
6.	Saya merasa senang ketika bekerja sungguh-sungguh				
7.	Saya bangga dengan pekerjaan yang saya kerjakan				
8.	Saya terhanyut dalam pekerjaan saya				
9.	Saya terbawa dalam pekerjaan ketika saya bekerja				

Skala *Work Family Balance*

Keterangan:

STS = Sangat Tidak Setuju

TS = Tidak Setuju

S = Setuju

SS = Sangat Setuju

NO.	PERNYATAAN	STS	TS	S	SS
1.	Keluarga menuntut saya untuk lebih banyak menghabiskan waktu bersama mereka				
2.	Setelah selesai bekerja, saya masih bersemangat untuk menghabiskan waktu bersama keluarga				
3.	Saya merasa kecewa atas ketidakmampuan saya mengurus tanggung jawab di pekerjaan dan di keluarga				
4.	Beban pekerjaan membuat saya kurang bisa menikmati waktu di rumah				
5.	Saya dapat menjalankan pekerjaan dengan tenang karena keluarga mengerti tuntutan pekerjaan saya				
6.	Pekerjaan membuat saya mengurangi waktu dan energi untuk keluarga				
7.	Saya bisa menyempatkan diri untuk mengikuti kegiatan di tempat kerja dan acara keluarga				
8.	Kelelahan setelah bekerja membuat saya kurang bersemangat untuk menghabiskan waktu bersama keluarga				
9.	Kesibukan dalam bekerja membuat saya kurang memiliki waktu bersama keluarga				
10.	Saya menikmati setiap waktu yang saya habiskan untuk bekerja dan untuk keluarga				
11.	Saya dapat menjalankan tanggung jawab di rumah tanpa beban				
12.	Saya sulit menyeimbangkan antara waktu kerja dan waktu untuk keluarga				
13.	Kesibukan dalam pekerjaan tidak mengurangi waktu saya dengan keluarga				
14.	Saya merasa lelah dalam menjalankan peran di keluarga				
15.	Pekerjaan seringkali membuat saya harus melewatkan beberapa acara keluarga				
16.	Saya bersyukur dengan kehidupan keluarga dan pekerjaan yang saya lakukan saat ini				
17.	Tanggung jawab di pekerjaan maupun keluarga tetap membuat saya menikmati tugas saya di pekerjaan dan di keluarga				

Lampiran 2: Uji Validitas

Work Family Balance

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.834
Bartlett's Test of Sphericity	Approx. Chi-Square
	960.525
	df
	136
	Sig.
	.000

Anti-image Matrices

		T1	T2	T3	T4	I1	I2	I3	I4	I5	S1	S2	S3	S4	S5	S6	S7	S8
Anti-image Covariance	T1	.453	-.116	-.046	-.030	.078	-.017	-.020	-.123	.057	-.006	.017	-.116	-.056	-.029	-.052	-.046	-.059
	T2	-.116	.504	-.033	-.129	-.017	-.064	-.042	-.061	.043	-.004	-.019	-.097	.053	-.032	-.011	.025	-.001
	T3	-.046	-.033	.513	-.073	.082	-.001	-.015	.074	-.047	.027	-.159	-.117	-.019	-.031	-.044	-.075	.020
	T4	-.030	-.129	-.073	.575	-.023	.009	-.099	-.057	-.063	.066	.065	-.014	-.043	-.004	-.035	-.018	.023
	I1	.078	-.017	.082	-.023	.720	-.106	-.142	.053	.050	.170	.040	-.030	-.127	-.068	-.096	.021	-.026
	I2	-.017	-.064	-.001	.009	-.106	.758	.007	-.110	.003	-.063	.075	.007	-.143	-.051	-.081	.107	-.052
	I3	-.020	-.042	-.015	-.099	-.142	.007	.578	-.088	-.023	.028	-.078	-.090	.065	-.127	.077	-.033	.005
	I4	-.123	-.061	.074	-.057	.053	-.110	-.088	.670	-.061	-.028	-.007	-.033	.043	.038	.108	-.065	.014
	I5	.057	.043	-.047	-.063	.050	.003	-.023	-.061	.484	.079	.026	-.042	-.010	-.077	-.095	-.098	-.253
	S1	-.006	-.004	.027	.066	.170	-.063	.028	-.028	.079	.779	-.171	-.100	-.048	-.083	.054	.097	.005
	S2	.017	-.019	-.159	.065	.040	.075	-.078	-.007	.026	-.171	.717	-.010	-.088	.007	-.016	-.062	-.068
	S3	-.116	-.097	-.117	-.014	-.030	.007	-.090	-.033	-.042	-.100	-.010	.426	-.014	.123	-.061	-.035	-.003
	S4	-.056	.053	-.019	-.043	-.127	-.143	.065	.043	-.010	-.048	-.088	-.014	.677	-.005	-.054	-.088	-.129
	S5	-.029	-.032	-.031	-.004	-.068	-.051	-.127	.038	-.077	-.083	.007	.123	-.005	.600	-.191	-.034	-.093
	S6	-.052	-.011	-.044	-.035	-.096	-.081	.077	.108	-.095	.054	-.016	-.061	-.054	-.191	.594	-.046	.149
	S7	-.046	.025	-.075	-.018	.021	.107	-.033	-.065	-.098	.097	-.062	-.035	-.088	-.034	-.046	.662	.040
	S8	-.059	-.001	.020	.023	-.026	-.052	.005	.014	-.253	.005	-.068	-.003	-.129	-.093	.149	.040	.556
Anti-image Correlation	T1	.887 ^a	-.243	-.095	-.058	.136	-.029	-.040	-.224	.121	-.011	.030	-.264	-.100	-.055	-.100	-.084	-.117
	T2	-.243	.896 ^a	-.066	-.240	-.028	-.104	-.078	-.105	.087	-.006	-.032	-.210	.090	-.058	-.020	.043	-.002
	T3	-.095	-.066	.888 ^a	-.134	.135	-.002	-.027	.126	-.095	.042	-.263	-.249	-.033	-.056	-.080	-.128	.038
	T4	-.058	-.240	-.134	.914 ^a	-.035	.014	-.173	-.092	-.119	.099	.101	-.028	-.069	-.006	-.061	-.030	.041
	I1	.136	-.028	.135	-.035	.645 ^a	-.144	-.220	.077	.085	.227	.056	-.055	-.181	-.103	-.146	.031	-.042
	I2	-.029	-.104	-.002	.014	-.144	.793 ^a	.011	-.155	.004	-.082	.101	.013	-.200	-.075	-.121	.151	-.080
	I3	-.040	-.078	-.027	-.173	-.220	.011	.873 ^a	-.142	-.043	.042	-.121	-.181	.103	-.216	.131	-.053	.010
	I4	-.224	-.105	.126	-.092	.077	-.155	-.142	.828 ^a	-.107	-.038	-.010	-.062	.064	.061	.171	-.098	.023

I5	.121	.087	-.095	-.119	.085	.004	-.043	-.107	.795 ^a	.128	.044	-.093	-.018	-.142	-.176	-.174	-.488
S1	-.011	-.006	.042	.099	.227	-.082	.042	-.038	.128	.509 ^a	-.229	-.174	-.066	-.121	.080	.136	.007
S2	.030	-.032	-.263	.101	.056	.101	-.121	-.010	.044	-.229	.787 ^a	-.017	-.126	.011	-.025	-.090	-.108
S3	-.264	-.210	-.249	-.028	-.055	.013	-.181	-.062	-.093	-.174	-.017	.866 ^a	-.026	.244	-.122	-.067	-.006
S4	-.100	.090	-.033	-.069	-.181	-.200	.103	.064	-.018	-.066	-.126	-.026	.835 ^a	-.009	-.086	-.132	-.210
S5	-.055	-.058	-.056	-.006	-.103	-.075	-.216	.061	-.142	-.121	.011	.244	-.009	.795 ^a	-.320	-.054	-.161
S6	-.100	-.020	-.080	-.061	-.146	-.121	.131	.171	-.176	.080	-.025	-.122	-.086	-.320	.770 ^a	-.073	.259
S7	-.084	.043	-.128	-.030	.031	.151	-.053	-.098	-.174	.136	-.090	-.067	-.132	-.054	-.073	.893 ^a	.066
S8	-.117	-.002	.038	.041	-.042	-.080	.010	.023	-.488	.007	-.108	-.006	-.210	-.161	.259	.066	.718 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
T1	1.000	.650
T2	1.000	.666
T3	1.000	.659
T4	1.000	.577
I1	1.000	.577
I2	1.000	.680
I3	1.000	.495
I4	1.000	.657
I5	1.000	.730
S1	1.000	.713
S2	1.000	.587
S3	1.000	.672
S4	1.000	.526
S5	1.000	.508
S6	1.000	.692
S7	1.000	.565
S8	1.000	.791

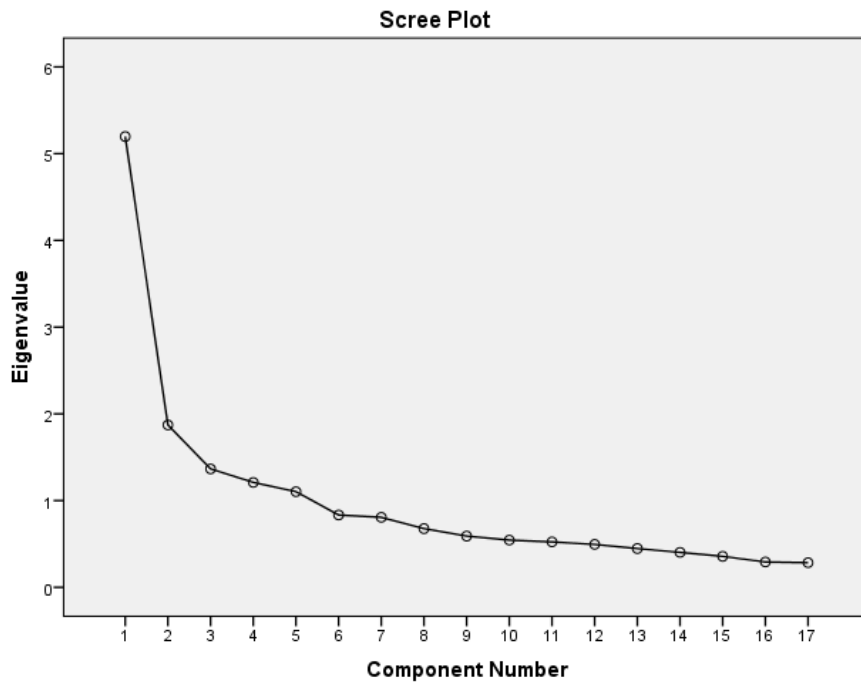
Extraction Method: Principal Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.197	30.571	30.571	5.197	30.571	30.571	3.826	22.505	22.505
2	1.872	11.011	41.582	1.872	11.011	41.582	2.144	12.613	35.118
3	1.366	8.032	49.614	1.366	8.032	49.614	1.987	11.690	46.809

4	1.210	7.115	56.730	1.210	7.115	56.730	1.542	9.069	55.877
5	1.103	6.488	63.217	1.103	6.488	63.217	1.248	7.340	63.217
6	.834	4.908	68.125						
7	.807	4.744	72.869						
8	.677	3.981	76.850						
9	.591	3.474	80.324						
10	.544	3.201	83.525						
11	.524	3.080	86.605						
12	.495	2.910	89.514						
13	.447	2.631	92.146						
14	.403	2.370	94.515						
15	.357	2.099	96.615						
16	.292	1.719	98.333						
17	.283	1.667	100.000						

Extraction Method: Principal Component Analysis.



Component Matrix^a

	Component				
	1	2	3	4	5
T1	.730	-.310	-.120	.088	.013
T2	.677	-.287	-.319	.129	.083
T3	.690	-.200	.163	-.252	.230
T4	.674	-.018	-.329	-.113	-.036

I1	.222	.613	-.315	.164	.161
I2	.376	.264	-.105	.676	.044
I3	.648	-.050	-.248	-.031	-.099
I4	.471	-.368	-.268	.201	-.432
I5	.619	.320	.250	-.198	-.377
S1	.008	-.495	.434	.487	.207
S2	.407	-.298	.537	-.061	.200
S3	.729	-.348	-.085	-.007	.108
S4	.497	.315	.346	.234	.075
S5	.523	.449	.136	.055	.108
S6	.516	.369	-.031	-.110	.527
S7	.579	.010	.110	-.467	-.026
S8	.490	.274	.416	.131	-.534

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

Rotated Component Matrix^a

	Component				
	1	2	3	4	5
T1	.757	.140	.101	.214	.036
T2	.792	-.019	.131	.089	.118
T3	.540	.178	.347	.326	-.331
T4	.687	.156	.222	-.171	-.047
I1	.048	.088	.526	-.412	.347
I2	.231	.194	.265	.051	.719
I3	.648	.211	.145	-.099	.011
I4	.672	.195	-.365	-.018	.181
I5	.263	.769	.190	-.091	-.159
S1	.010	-.104	-.162	.781	.258
S2	.193	.216	.158	.647	-.245
S3	.752	.084	.156	.263	-.074
S4	.099	.481	.425	.243	.214
S5	.155	.421	.542	-.013	.114
S6	.232	.045	.797	.006	-.042
S7	.402	.341	.261	.012	-.468
S8	.117	.871	-.021	.073	.117

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 9 iterations.

Component Transformation Matrix

Component	1	2	3	4	5
1	.787	.456	.391	.144	-.006
2	-.422	.400	.579	-.528	.218
3	-.447	.507	.046	.706	-.206
4	.003	-.005	-.090	.289	.953
5	-.060	-.613	.708	.343	-.040

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Work Engagement

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.794
Bartlett's Test of Sphericity	Approx. Chi-Square
	669.718
	df
	36
	Sig.
	.000

Anti-image Matrices

		V1	V2	V3	D1	D2	D3	A1	A2	A3
Anti-image Covariance	V1	.523	-.227	-.044	-.017	.018	-.028	.003	.017	-.056
	V2	-.227	.365	-.069	-.135	-.014	-.029	-.018	.016	.031
	V3	-.044	-.069	.694	-.072	-.036	.087	-.055	-.168	-.013
	D1	-.017	-.135	-.072	.381	-.176	-.050	.022	.028	.048
	D2	.018	-.014	-.036	-.176	.404	-.008	-.141	-.034	-.073
	D3	-.028	-.029	.087	-.050	-.008	.468	-.242	-.032	-.053
	A1	.003	-.018	-.055	.022	-.141	-.242	.411	.001	.025
	A2	.017	.016	-.168	.028	-.034	-.032	.001	.692	-.314
A3	-.056	.031	-.013	.048	-.073	-.053	.025	-.314	.720	
Anti-image Correlation	V1	.806 ^a	-.520	-.074	-.037	.040	-.057	.005	.029	-.091
	V2	-.520	.802 ^a	-.137	-.361	-.035	-.070	-.047	.031	.061
	V3	-.074	-.137	.863 ^a	-.140	-.068	.152	-.104	-.242	-.018
	D1	-.037	-.361	-.140	.824 ^a	-.449	-.118	.056	.054	.091
	D2	.040	-.035	-.068	-.449	.834 ^a	-.018	-.346	-.065	-.136
	D3	-.057	-.070	.152	-.118	-.018	.792 ^a	-.552	-.056	-.091
	A1	.005	-.047	-.104	.056	-.346	-.552	.779 ^a	.002	.046

A2	.029	.031	-.242	.054	-.065	-.056	.002	.642 ^a	-.444
A3	-.091	.061	-.018	.091	-.136	-.091	.046	-.444	.625 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

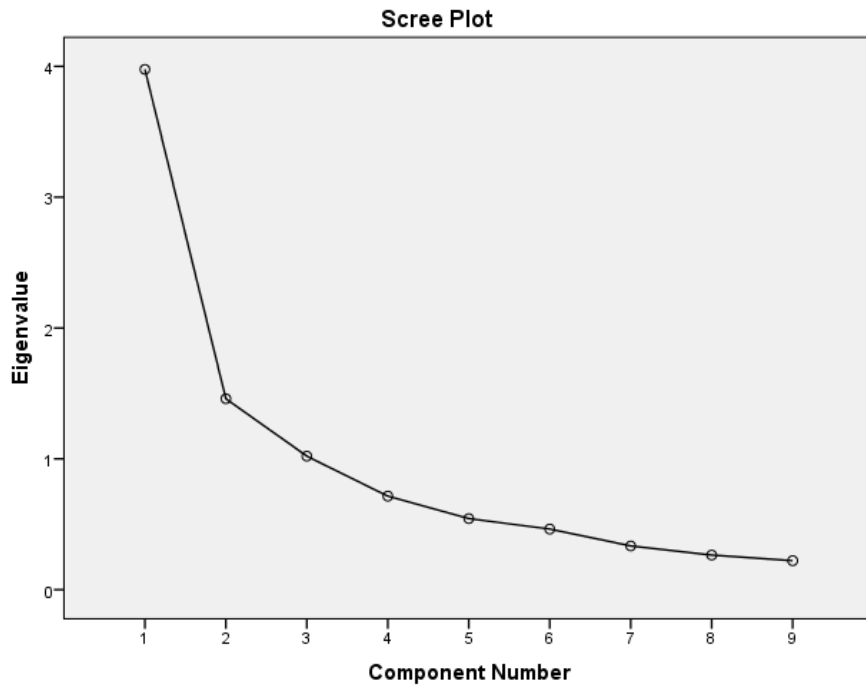
	Initial	Extraction
V1	1.000	.649
V2	1.000	.791
V3	1.000	.590
D1	1.000	.714
D2	1.000	.682
D3	1.000	.781
A1	1.000	.799
A2	1.000	.752
A3	1.000	.699

Extraction Method: Principal
Component Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.977	44.191	44.191	3.977	44.191	44.191	2.497	27.750	27.750
2	1.460	16.221	60.412	1.460	16.221	60.412	2.355	26.172	53.922
3	1.020	11.338	71.751	1.020	11.338	71.751	1.605	17.829	71.751
4	.715	7.946	79.697						
5	.544	6.039	85.736						
6	.463	5.147	90.884						
7	.334	3.716	94.599						
8	.264	2.938	97.538						
9	.222	2.462	100.000						

Extraction Method: Principal Component Analysis.



Component Matrix^a

	Component		
	1	2	3
V1	.668	-.219	.394
V2	.789	-.290	.290
V3	.587	.166	.467
D1	.805	-.240	.090
D2	.807	.006	-.175
D3	.710	-.011	-.526
A1	.751	-.025	-.484
A2	.329	.794	.112
A3	.297	.782	.010

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Rotated Component Matrix^a

	Component		
	1	2	3
V1	.787	.175	.003
V2	.821	.338	-.048

V3	.676	.037	.362
D1	.687	.492	-.022
D2	.447	.670	.182
D3	.150	.865	.097
A1	.211	.863	.099
A2	.093	.079	.858
A3	.007	.133	.825

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser

Normalization.^a

a. Rotation converged in 5 iterations.

Component Transformation Matrix

Component	1	2	3
1	.699	.671	.245
2	-.265	-.075	.961
3	.664	-.737	.126

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser

Normalization.

Lampiran 3: Uji Reliabilitas

Work Family Balance

Case Processing Summary

		N	%
Cases	Valid	178	100.0
	Excluded ^a	0	.0
	Total	178	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.849	16

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2	46.80	27.944	.184	.855
X3	47.05	26.274	.317	.852
X4	47.31	24.497	.631	.831
X5	46.92	26.032	.439	.842
X6	47.53	24.770	.633	.831
X7	47.09	27.687	.326	.847
X8	47.20	26.038	.568	.836
X9	47.38	25.276	.581	.834
X10	46.80	26.467	.455	.841
X11	47.10	26.279	.448	.842
X12	47.16	25.896	.602	.834
X13	47.19	25.263	.576	.834
X14	47.10	26.272	.488	.839
X15	47.76	27.088	.370	.845
X16	46.55	27.300	.419	.843
X17	46.78	26.390	.534	.838

Work Engagement

Case Processing Summary

		N	%
Cases	Valid	178	100.0
	Excluded ^a	0	.0
	Total	178	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.817	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	24.97	7.841	.516	.799
Y2	24.86	7.749	.636	.786
Y3	24.74	7.630	.644	.784
Y4	24.72	7.557	.685	.779
Y5	25.11	7.750	.492	.802
Y6	24.60	7.779	.610	.788
Y7	24.54	7.843	.567	.793
Y8	25.70	8.120	.313	.829
Y9	25.26	8.509	.293	.825

Lampiran 4: Uji Asumsi

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	
N		178	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	2.85619826	
Most Extreme Differences	Absolute	.076	
	Positive	.076	
	Negative	-.048	
Test Statistic		.076	
Asymp. Sig. (2-tailed)		.015 ^c	
Monte Carlo Sig. (2-tailed)	Sig.	.249 ^d	
	99% Confidence Interval	Lower Bound	.238
		Upper Bound	.260

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. Based on 10000 sampled tables with starting seed 926214481.

Uji Linearitas

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Y * X	178	100.0%	0	0.0%	178	100.0%

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Y * X	Between Groups	(Combined)	470.271	27	17.417	2.087	.003
		Linearity	278.378	1	278.378	33.351	.000
		Deviation from Linearity	191.894	26	7.381	.884	.630
Within Groups			1252.049	150	8.347		
Total			1722.320	177			

Lampiran 5: Uji *Bivariate Correlation*

Statistics

		Lama Bekerja	Usia	WE	WFB
N	Valid	178	178	178	178
	Missing	0	0	0	0
Mean		19.99	48.03	28.06	50.25
Std. Deviation		11.969	11.398	3.119	5.434

Correlations

		Lama Bekerja	Usia	WFB	WE
Lama Bekerja	Pearson Correlation	1	.916**	.148*	.002
	Sig. (2-tailed)		.000	.049	.974
	N	178	178	178	178
Usia	Pearson Correlation	.916**	1	.131	.016
	Sig. (2-tailed)	.000		.080	.837
	N	178	178	178	178
WFB	Pearson Correlation	.148*	.131	1	.402**
	Sig. (2-tailed)	.049	.080		.000
	N	178	178	178	178
WE	Pearson Correlation	.002	.016	.402**	1
	Sig. (2-tailed)	.974	.837	.000	
	N	178	178	178	178

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

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

Lampiran 6: Uji Hipotesis

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	WFB ^b	.	Enter

a. Dependent Variable: WE

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.402 ^a	.162	.157	2.864

a. Predictors: (Constant), WFB

b. Dependent Variable: WE

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	278.378	1	278.378	33.931	.000 ^b
	Residual	1443.943	176	8.204		
	Total	1722.320	177			

a. Dependent Variable: WE

b. Predictors: (Constant), WFB

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.466	2.002		8.224	.000
	WFB	.231	.040	.402	5.825	.000

a. Dependent Variable: WE

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	24.31	31.24	28.06	1.254	178
Residual	-7.466	8.226	.000	2.856	178
Std. Predicted Value	-2.990	2.531	.000	1.000	178
Std. Residual	-2.607	2.872	.000	.997	178

a. Dependent Variable: WE

