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No	Work-Life Balance	SS	S	N	TS	STS
1	Waktu untuk bekerja tidak membatasi saya menjalankan kehidupan pribadi					
2	Beban pekerjaan tidak membuat saya kesulitan menjalani kehidupan pribadi					
3	Saya memiliki cukup waktu untuk menjalankan kehidupan pribadi karena pekerjaan					
4	Urusan pribadi tidak menyita waktu kerja saya					
5	Aktivitas dalam kehidupan pribadi tidak membuat saya sulit melakukan pekerjaan dengan baik					
6	Kepentingan pribadi tidak menyebabkan pekerjaan saya tertunda					
7	Aktivitas dalam kehidupan pribadi mendukung dan memotivasi saya dalam menjalankan pekerjaan					
8	Suasana dalam kehidupan pribadi mendukung aktivitas yang saya sukai dalam pekerjaan					
9	Senang dengan kehidupan pribadi dan pekerjaan yang sekarang dijalani					

No	Kepuasan Kerja	SS	S	N	TS	STS
1	Saya merasa nyaman dengan pekerjaan saya yang sekarang					
2	Saya merasa senang dengan tanggung jawab yang diberikan kepada saya					
3	Saya merasa puas atas gaji yang diberikan karena sesuai dengan tanggung jawab saya dalam bekerja					
4	Saya merasa kebutuhan saya terpenuhi dengan gaji yang diberikan oleh perusahaan					
5	Ada kesempatan promosi yang diberikan perusahaan kepada seluruh karyawan secara adil					
6	Saya merasa bersemangat dalam bekerja karena mendapat dukungan dari atasan					
7	Atasan dapat menjadi teladan bagi saya dalam menjalankan pekerjaan					
8	Saya merasa senang dalam bekerja karena dapat menjalin kerja sama dengan baik antara satu sama lain					
9	Saya merasa senang karena komunikasi yang baik antara satu sama lain					
10	Ketersediaannya informasi yang diperlukan untuk melakukan pekerjaan dengan tepat					
11	Ketersediaannya aset dan peralatan kerja yang diperlukan					

No	Organizational Citizenship Behavior	SS	S	N	TS	STS
1	Bersedia berbagi sumber daya yang dimiliki dengan teman kerja					
2	Bersedia menggantikan rekan kerja yang berhalangan hadir					
3	Bersedia membantu rekan kerja untuk menyelesaikan pekerjaan mereka					
4	Saya bersedia menjalankan kegiatan di luar pekerjaan untuk menguatkan citra perusahaan					
5	Senantiasa meningkatkan keterampilan dalam bekerja agar bisa berkontribusi lebih baik					
6	Bangga mewakili perusahaan dalam berinteraksi dengan pihak lain (konsumen, <i>supplier</i> , pemerintah)					
7	Senantiasa mentaati aturan dan prosedur yang ditetapkan ketika menjalankan pekerjaan					
8	Senantiasa menyelesaikan pekerjaan lebih cepat dari waktu yang ditentukan					
9	Bersedia bekerja melebihi waktu normal jika ada pekerjaan yang harus segera diselesaikan					
10	Bersikap positif terhadap setiap kondisi dan masalah yang terjadi dalam perusahaan					
11	Berperan aktif membantu mencari solusi jika terjadi masalah dalam perusahaan					
12	Tidak banyak menghabiskan waktu untuk mengeluh					
13	Senantiasa menghormati hak rekan kerja dalam menjalankan pekerjaan					
14	Senantiasa berdiskusi dengan rekan kerja sebelum melakukan kegiatan yang berdampak pada mereka					
15	Senantiasa menginformasikan perkembangan hasil pekerjaan ke rekan kerja yang terkait					

E13	Pearson Correlation	.029	.448**	.277	.361*	.242	.329	.010	.494**	.218	.243	.159	.480**	1	.490**	.647**
	Sig. (2-tailed)	.870	.007	.107	.033	.162	.053	.953	.003	.209	.160	.362	.004		.003	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
E14	Pearson Correlation	-.114	.528**	.256	.232	.396*	.239	.169	.478**	.264	.340*	.154	.509**	.490**	1	.645**
	Sig. (2-tailed)	.513	.001	.138	.181	.018	.167	.331	.004	.126	.046	.376	.002	.003		.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
EI	Pearson Correlation	.172	.625**	.439**	.477**	.633**	.569**	.471**	.680**	.496**	.462**	.491**	.673**	.647**	.645**	1
	Sig. (2-tailed)	.325	.000	.008	.004	.000	.000	.004	.000	.002	.005	.003	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

W9	Pearson Correlation	.088	.053	.022	.266	.261	.296	.339*	.608**	1	.447**
	Sig. (2-tailed)	.617	.764	.899	.123	.129	.084	.047	.000		.007
	N	35	35	35	35	35	35	35	35	35	35
WLB	Pearson Correlation	.730**	.793**	.789**	.744**	.704**	.700**	.389*	.530**	.447**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.021	.001	.007	
	N	35	35	35	35	35	35	35	35	35	35

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

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

K9	Pearson Correlation	.479**	.465**	.376*	.390*	.294	.507**	.461**	.747**	1	.520**	.252	.675**
	Sig. (2-tailed)	.004	.005	.026	.021	.086	.002	.005	.000		.001	.143	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35
K10	Pearson Correlation	.625**	.692**	.402*	.610**	.266	.413*	.488**	.730**	.520**	1	.651**	.796**
	Sig. (2-tailed)	.000	.000	.017	.000	.122	.014	.003	.000	.001		.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35
K11	Pearson Correlation	.702**	.554**	.307	.440**	.423*	.509**	.638**	.511**	.252	.651**	1	.757**
	Sig. (2-tailed)	.000	.001	.073	.008	.011	.002	.000	.002	.143	.000		.000
	N	35	35	35	35	35	35	35	35	35	35	35	35
KK	Pearson Correlation	.810**	.798**	.661**	.719**	.618**	.676**	.711**	.788**	.675**	.796**	.757**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35	35	35	35	35	35

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

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

O14	Pearson Correlation	.371*	.316	.096	.160	.214	.256	.268	.265	.297	.351*	.273	.251	.438**	1	.816**	.507**
	Sig. (2-tailed)	.028	.065	.583	.360	.218	.137	.120	.124	.083	.039	.112	.145	.009		.000	.002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
O15	Pearson Correlation	.463**	.292	.051	.233	.273	.253	.328	.404*	.314	.427*	.270	.193	.431**	.816**	1	.541**
	Sig. (2-tailed)	.005	.089	.772	.178	.113	.142	.054	.016	.066	.010	.117	.266	.010	.000		.001
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
OCB	Pearson Correlation	.692**	.814**	.548**	.701**	.665**	.686**	.680**	.699**	.818**	.734**	.776**	.638**	.687**	.507**	.541**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	.001	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

STATISTIK DESKRIPTIF

1. Emosional Intelegence (X1)

E1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	5.7	5.7	5.7
	2.00	2	5.7	5.7	11.4
	4.00	11	31.4	31.4	42.9
	5.00	20	57.1	57.1	100.0
	Total	35	100.0	100.0	

E2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.7	5.7	5.7
	4.00	19	54.3	54.3	60.0
	5.00	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

E3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.9	2.9	2.9
	4.00	10	28.6	28.6	31.4
	5.00	24	68.6	68.6	100.0
	Total	35	100.0	100.0	

E4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.9	2.9	2.9
	4.00	17	48.6	48.6	51.4
	5.00	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

E5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	17.1	17.1	17.1
	4.00	19	54.3	54.3	71.4
	5.00	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

E6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	22.9	22.9	22.9
	4.00	19	54.3	54.3	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

E7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	1	2.9	2.9	2.9
	4.00	8	22.9	22.9	25.7
	5.00	26	74.3	74.3	100.0
	Total	35	100.0	100.0	

E8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	22.9	22.9	22.9
	4.00	19	54.3	54.3	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

E9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.7	5.7	5.7
	4.00	13	37.1	37.1	42.9
	5.00	20	57.1	57.1	100.0
	Total	35	100.0	100.0	

E10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	8.6	8.6	8.6
	4.00	15	42.9	42.9	51.4
	5.00	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

E11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	9	25.7	25.7	31.4
	4.00	14	40.0	40.0	71.4
	5.00	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

E12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	8.6	8.6	8.6
	4.00	13	37.1	37.1	45.7
	5.00	19	54.3	54.3	100.0
	Total	35	100.0	100.0	

E13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	9	25.7	25.7	28.6
	4.00	17	48.6	48.6	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

E14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	4	11.4	11.4	14.3
	4.00	20	57.1	57.1	71.4
	5.00	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
E1	35	1.00	5.00	4.2857	1.12646
E2	35	3.00	5.00	4.3429	.59125
E3	35	3.00	5.00	4.6571	.53922
E4	35	3.00	5.00	4.4571	.56061
E5	35	3.00	5.00	4.1143	.67612
E6	35	3.00	5.00	4.0000	.68599
E7	35	3.00	5.00	4.7143	.51856
E8	35	3.00	5.00	4.0000	.68599
E9	35	3.00	5.00	4.5143	.61220
E10	35	3.00	5.00	4.4000	.65079
E11	35	2.00	5.00	3.9143	.88688
E12	35	3.00	5.00	4.4571	.65722
E13	35	2.00	5.00	3.9143	.78108
E14	35	2.00	5.00	4.1143	.71831
Valid N (listwise)	35				

2. Work-Life Balance

W1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	11.4	11.4	11.4
	2.00	8	22.9	22.9	34.3
	3.00	11	31.4	31.4	65.7
	4.00	10	28.6	28.6	94.3
	5.00	2	5.7	5.7	100.0
	Total	35	100.0	100.0	

W2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	11.4	11.4	11.4
	2.00	12	34.3	34.3	45.7
	3.00	10	28.6	28.6	74.3
	4.00	7	20.0	20.0	94.3
	5.00	2	5.7	5.7	100.0
	Total	35	100.0	100.0	

W3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	14.3	14.3	14.3
	2.00	10	28.6	28.6	42.9
	3.00	10	28.6	28.6	71.4
	4.00	8	22.9	22.9	94.3
	5.00	2	5.7	5.7	100.0
	Total	35	100.0	100.0	

W4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	28.6	28.6	28.6
	2.00	11	31.4	31.4	60.0
	3.00	7	20.0	20.0	80.0
	4.00	6	17.1	17.1	97.1
	5.00	1	2.9	2.9	100.0
	Total	35	100.0	100.0	

W5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	22.9	22.9	22.9
	2.00	10	28.6	28.6	51.4
	3.00	12	34.3	34.3	85.7
	4.00	4	11.4	11.4	97.1
	5.00	1	2.9	2.9	100.0
	Total	35	100.0	100.0	

W6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	22.9	22.9	22.9
	2.00	10	28.6	28.6	51.4
	3.00	10	28.6	28.6	80.0
	4.00	5	14.3	14.3	94.3
	5.00	2	5.7	5.7	100.0
	Total	35	100.0	100.0	

W7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	2.9	2.9	2.9
	2.00	4	11.4	11.4	14.3
	3.00	7	20.0	20.0	34.3
	4.00	15	42.9	42.9	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

W8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	5.7	5.7	5.7
	3.00	7	20.0	20.0	25.7
	4.00	21	60.0	60.0	85.7
	5.00	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

W9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	2.9	2.9	2.9
	2.00	1	2.9	2.9	5.7
	3.00	5	14.3	14.3	20.0
	4.00	19	54.3	54.3	74.3
	5.00	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
W1	35	1.00	5.00	2.9429	1.10992
W2	35	1.00	5.00	2.7429	1.09391
W3	35	1.00	5.00	2.7714	1.13981
W4	35	1.00	5.00	2.3429	1.16171
W5	35	1.00	5.00	2.4286	1.06511
W6	35	1.00	5.00	2.5143	1.17251
W7	35	1.00	5.00	3.7143	1.04520
W8	35	1.00	5.00	3.7714	.91026
W9	35	1.00	5.00	3.9714	.89066
Valid N (listwise)	35				

3. Kepuasan Kerja (Y)

K1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	11.4	11.4	11.4
	4.00	22	62.9	62.9	74.3
	5.00	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

K2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	11.4	11.4	11.4
	4.00	24	68.6	68.6	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

K3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	22.9	22.9	22.9
	4.00	22	62.9	62.9	85.7
	5.00	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

K4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	10	28.6	28.6	28.6
	4.00	20	57.1	57.1	85.7
	5.00	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

K5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	9	25.7	25.7	25.7
	4.00	18	51.4	51.4	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

K6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	14.3	14.3	14.3
	4.00	22	62.9	62.9	77.1
	5.00	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

K7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	8	22.9	22.9	22.9
	4.00	20	57.1	57.1	80.0
	5.00	7	20.0	20.0	100.0
	Total	35	100.0	100.0	

K8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	8.6	8.6	8.6
	4.00	23	65.7	65.7	74.3
	5.00	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

K9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	8.6	8.6	8.6
	4.00	21	60.0	60.0	68.6
	5.00	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

K10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	14.3	14.3	14.3
	4.00	20	57.1	57.1	71.4
	5.00	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

K11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	17.1	17.1	17.1
	4.00	17	48.6	48.6	65.7
	5.00	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
K1	35	3.00	5.00	4.1429	.60112
K2	35	3.00	5.00	4.0857	.56211
K3	35	3.00	5.00	3.9143	.61220
K4	35	3.00	5.00	3.8571	.64820
K5	35	3.00	5.00	3.9714	.70651
K6	35	3.00	5.00	4.0857	.61220
K7	35	3.00	5.00	3.9714	.66358
K8	35	3.00	5.00	4.1714	.56806
K9	35	3.00	5.00	4.2286	.59832
K10	35	3.00	5.00	4.1429	.64820
K11	35	3.00	5.00	4.1714	.70651
Valid N (listwise)	35				

4. Organizational Citizenship Behavior (Z)

O1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	8.6	8.6	8.6
	4.00	23	65.7	65.7	74.3
	5.00	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

O2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	5.7	5.7	5.7
	3.00	12	34.3	34.3	40.0
	4.00	16	45.7	45.7	85.7
	5.00	5	14.3	14.3	100.0
	Total	35	100.0	100.0	

O3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	2.9	2.9	2.9
	3.00	8	22.9	22.9	25.7
	4.00	22	62.9	62.9	88.6
	5.00	4	11.4	11.4	100.0
	Total	35	100.0	100.0	

O4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	11	31.4	31.4	34.3
	4.00	14	40.0	40.0	74.3
	5.00	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

O5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	8.6	8.6	8.6
	4.00	16	45.7	45.7	54.3
	5.00	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

O6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	2	5.7	5.7	8.6
	4.00	19	54.3	54.3	62.9
	5.00	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

O7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.7	5.7	5.7
	4.00	16	45.7	45.7	51.4
	5.00	17	48.6	48.6	100.0
	Total	35	100.0	100.0	

O8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	5	14.3	14.3	17.1
	4.00	19	54.3	54.3	71.4
	5.00	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

O9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	7	20.0	20.0	22.9
	4.00	18	51.4	51.4	74.3
	5.00	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

O10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.7	5.7	5.7
	4.00	20	57.1	57.1	62.9
	5.00	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

O11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	11.4	11.4	11.4
	4.00	18	51.4	51.4	62.9
	5.00	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

O12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	1	2.9	2.9	2.9
	3.00	5	14.3	14.3	17.1
	4.00	15	42.9	42.9	60.0
	5.00	14	40.0	40.0	100.0
	Total	35	100.0	100.0	

O13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	5.7	5.7	5.7
	4.00	17	48.6	48.6	54.3
	5.00	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

O14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	11.4	11.4	11.4
	4.00	19	54.3	54.3	65.7
	5.00	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

O15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	8.6	8.6	8.6
	4.00	20	57.1	57.1	65.7
	5.00	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
O1	35	3.00	5.00	4.1714	.56806
O2	35	2.00	5.00	3.6857	.79600
O3	35	1.00	5.00	3.8000	.75926
O4	35	2.00	5.00	3.8857	.83213
O5	35	3.00	5.00	4.3714	.64561
O6	35	2.00	5.00	4.2571	.70054
O7	35	3.00	5.00	4.4286	.60807
O8	35	2.00	5.00	4.0857	.74247
O9	35	2.00	5.00	4.0000	.76696
O10	35	3.00	5.00	4.3143	.58266
O11	35	3.00	5.00	4.2571	.65722
O12	35	2.00	5.00	4.2000	.79705
O13	35	3.00	5.00	4.4000	.60391
O14	35	3.00	5.00	4.2286	.64561
O15	35	3.00	5.00	4.2571	.61083
Valid N (listwise)	35				

UJI REABILITAS

1. Emotional Intelegence (X1)

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.779	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
E1	55.6000	24.776	-.052	.831
E2	55.5429	22.079	.545	.755
E3	55.2286	23.358	.347	.771
E4	55.4286	23.076	.384	.768
E5	55.7714	21.593	.542	.753
E6	55.8857	21.987	.466	.760
E7	55.1714	23.264	.385	.768
E8	55.8857	21.222	.596	.748
E9	55.3714	22.770	.396	.767
E10	55.4857	22.845	.352	.770
E11	55.9714	21.852	.340	.774
E12	55.4286	21.429	.591	.750
E13	55.9714	20.970	.542	.751
E14	55.7714	21.299	.549	.752

2. Work-Life Balance (X2)

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.836	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
W1	24.2571	31.020	.635	.809
W2	24.4571	30.432	.702	.801
W3	24.4286	30.134	.693	.801
W4	24.8571	30.538	.640	.808
W5	24.7714	31.829	.594	.814
W6	24.6857	31.163	.578	.816
W7	23.4857	35.610	.273	.847
W8	23.4286	34.605	.436	.830
W9	23.2286	35.711	.338	.839

3. Kepuasan Kerja (Y)

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.909	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K1	40.6000	20.776	.762	.896
K2	40.6571	21.114	.752	.897
K3	40.8286	21.617	.584	.905
K4	40.8857	21.045	.647	.902
K5	40.7714	21.417	.520	.909
K6	40.6571	21.526	.601	.904
K7	40.7714	21.005	.636	.902
K8	40.5714	21.134	.738	.897
K9	40.5143	21.610	.602	.904
K10	40.6000	20.541	.741	.897
K11	40.5714	20.429	.687	.900

4. Organizational Citizenship Behavior (Z)

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.915	15

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
O1	58.1714	44.205	.646	.909
O2	58.6571	40.938	.769	.904
O3	58.5429	44.138	.465	.915
O4	58.4571	41.903	.632	.910
O5	57.9714	43.793	.608	.910
O6	58.0857	43.139	.628	.909
O7	57.9143	43.963	.629	.910
O8	58.2571	42.667	.638	.909
O9	58.3429	41.173	.777	.904
O10	58.0286	43.734	.692	.908
O11	58.0857	42.669	.735	.906
O12	58.1429	42.891	.563	.912
O13	57.9429	43.938	.638	.909
O14	58.1143	45.222	.434	.915
O15	58.0857	45.139	.475	.914

MODEL I

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.55280958
Most Extreme Differences	Absolute	.115
	Positive	.071
	Negative	-.115
Test Statistic		.115
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.

2. Uji Multikolinieritas

Coefficients^a

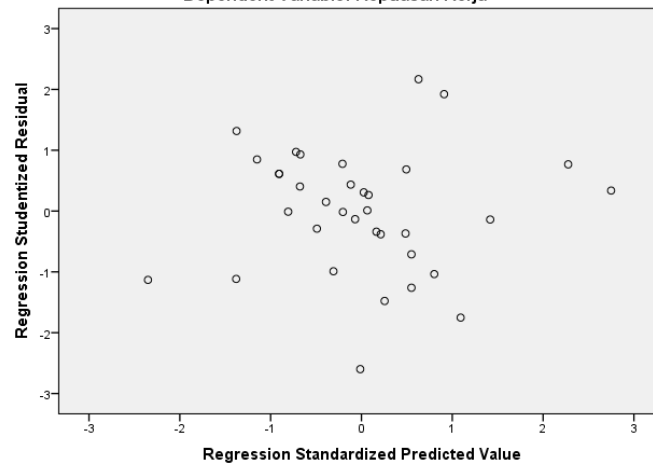
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	11.628	8.453		1.376	.178		
	Emotional Intelegence	.625	.131	.627	4.756	.000	.999	1.001
	Work-Life Balance	-.160	.102	-.207	-1.568	.127	.999	1.001

a. Dependent Variable: Kepuasan Kerja

3. Uji Heteroskedastisitas

Scatterplot

Dependent Variable: Kepuasan Kerja



4. Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.482 ^a	.233	.185	4.377	2.377

a. Predictors: (Constant), Work-Life Balance, Emotional Intelligence

b. Dependent Variable: Kepuasan Kerja

5. Uji Signifikansi Parameter Secara Simultan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	185.822	2	92.911	4.849	.014 ^b
	Residual	613.149	32	19.161		
	Total	798.971	34			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Work-Life Balance, Emotional Intelligence

6. Uji Signifikansi Parameter Secara Individual

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.685	9.120		1.830	.077
	Emotional Intelligence	.454	.164	.472	2.763	.009
	Work-Life Balance	.016	.118	.023	.132	.896

a. Dependent Variable: Kepuasan Kerja

7. Koefisien Determinasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.778 ^a	.606	.369	3.69386

a. Predictors: (Constant), Work-Life Balance, Emotional Intelligence

MODEL II

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.53987132
Most Extreme Differences	Absolute	.108
	Positive	.054
	Negative	-.108
Test Statistic		.108
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.

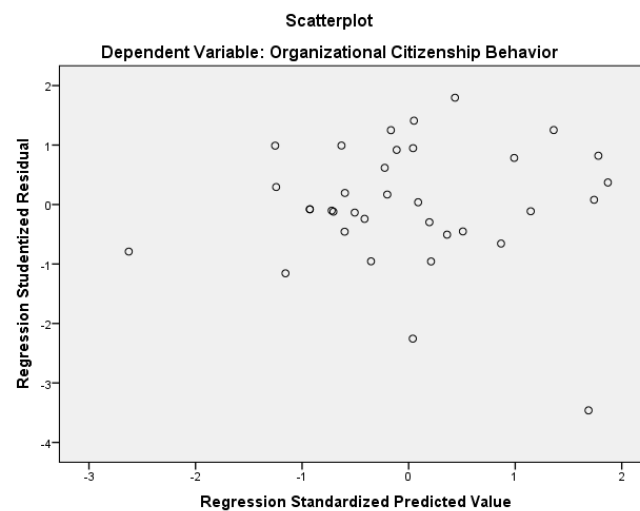
2. Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-4.127	10.698		-.386	.702		
	Emotional Intelegence	1.003	.211	.720	4.749	.000	.585	1.709
	Work-Life Balance	.085	.130	.078	.651	.520	.928	1.078
	Kepuasan Kerja	.091	.217	.065	.421	.677	.556	1.800

a. Dependent Variable: Organizational Citizenship Behavior

3. Uji Heteroskedastisitas



4. Uji Autokorelasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.819 ^a	.670	.638	4.228	2.019

a. Predictors: (Constant), Kepuasan Kerja, Work-Life Balance, Emotional Intelligence

b. Dependent Variable: Organizational Citizenship Behavior

5. Uji Signifikansi Parameter Secara Simultan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1125.715	3	375.238	20.991	.000 ^b
	Residual	554.171	31	17.876		
	Total	1679.886	34			

a. Dependent Variable: Organizational Citizenship Behavior

b. Predictors: (Constant), Kepuasan Kerja, Work-Life Balance, Emotional Intelligence

6. Uji Signifikansi Parameter Secara Individual

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
		1	(Constant)	-8.706		
	Emotional Intelligence	.803	.177	.577	4.551	.000
	Work-Life Balance	.036	.114	.036	.319	.752
	Kepuasan Kerja	.503	.171	.347	2.994	.006

a. Dependent Variable: Organizational Citizenship Behavior

7. Koefisien Determinasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.786 ^a	.670	.419	4.19736

a. Predictors: (Constant), Kepuasan Kerja, Work-Life Balance, Emotional Intelligence