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LAMPIRAN 1

KUESIONER



PROGRAM DOKTOR ILMU MANAJEMEN
UNIVERSITAS HASANUDDIN
MAKASSAR
2023

KUESIONER PENELITIAN

Kepada

Yth. Ibu/ Sdri Karyawan

Di tempat

Dengan Hormat;

Kuesioner ini merupakan kuesioner yang penulis susun dalam rangka pelaksanaan penelitian. Mohon kesediaan saudara meluangkan waktu untuk membantu saya dengan memberikan informasi terkait penelitian yang saya lakukan. Informasi dari kuesioner ini akan saya gunakan untuk memenuhi salah satu syarat kelulusan dari Program Doktor Ilmu Manajemen di Universitas Hasanuddin. Penelitian ini diharapkan dapat memberikan manfaat bagi pengembangan ilmu pengetahuan serta praktek di dalam perusahaan. Identitas responden dijamin kerahasiaannya dan hasil survey ini hanya akan digunakan untuk kepentingan ilmiah. Tidak ada jawaban salah dan benar dalam kuesioner ini, oleh karena itu, kami mohon jawaban yang diberikan adalah yang benar-benar dirasakan oleh responden.

Peneliti

Dian Intan Tangkeallo

NIM : A013181015

Mahasiswa Program Doktor Ilmu Manajemen

Universitas Hasanuddin

DATA RESPONDEN

Nama/ Alamat E-mail	:	Mohon dituliskan jika bersedia
Usia	: Tahun
Pendidikan	:	<input type="checkbox"/> D1-D3 <input type="checkbox"/> S1 <input type="checkbox"/> S2 <input type="checkbox"/> S3
Status	:	<input type="checkbox"/> Menikah <input type="checkbox"/> Cerai
Memiliki Anak	:	<input type="checkbox"/> Ya <input type="checkbox"/> Tidak
Jumlah Anak	:
Umur Anak	:	Anak 1 Umur Tahun Anak 2 Umur Tahun Anak 3 Umur Tahun Dst
Lama Bekerja	:
Rata-rata waktu untuk bekerja dalam sehari	: Jam
Jam berangkat kerja	: WITA
Rata-rata Jam Pulang Kerja	: WITA
Jam Kantor	: WITA -- WITA
Jumlah hari kerja dalam 1 minggu	: Hari

PETUNJUK PENGISIAN

Berilah tanda (√) pada kolom jawaban yang tersedia sesuai dengan jawaban Ibu/Sdri.

1. Sangat Setuju (SS)
2. Setuju (S)
3. Kurang Setuju (KS)
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

Work Life Balance

Menurut (Fisher et al., 2009), terdapat 2 (dua) dimensi *work life balance*

1. *Demands*
 - a. WIPL (*Work Interference with Personal Life*)
 - b. PLIW (*Personal Life with Interference Work*)
2. *Resources*
 - a. WEPL (*Work Enhancement of Personal Life*)
 - b. PLEW (*Personal Life Enhancement of Work*)

No.	Pernyataan	Pilihan Jawaban				
		SS	S	KS	TS	STS
	WIPL (<i>Work Interference with Personal Life</i>)					

1	Saya pulang ke rumah dari tempat kerja dalam keadaan terlalu lelah untuk melakukan berbagai hal-hal yang ingin saya lakukan (*)					
2	Pekerjaan saya membuat saya sulit mempertahankan jenis kehidupan pribadi yang saya inginkan (*)					
3	Saya sering mengabaikan kebutuhan pribadi saya karena tuntutan pekerjaan saya (*)					
4	Kehidupan pribadi saya memburuk karena pekerjaan saya (*)					
5	Saya harus melewatkan aktivitas pribadi yang penting karena waktu yang saya habiskan untuk di tempat kerja (*)					
PLIW (Personal Life with Interference Work)						
6	Kehidupan pribadi saya menguras energi yang saya butuhkan, untuk melakukan pekerjaan saya (*)					
7	Pekerjaan saya memburuk karena semua hal yang terjadi dalam kehidupan pribadi saya (*)					
8	Saya akan mendedikasikan lebih banyak waktu untuk bekerja jika tidak banyak hal yang terjadi dalam kehidupan pribadi saya					
9	Saya terlalu lelah untuk bisa efektif di pekerjaan saya karena hal-hal yang terjadi di dalam kehidupan pribadi saya (*)					
10	Saat sedang bekerja, saya mengkhawatirkan hal-hal yang harus saya lakukan di luar pekerjaan (*)					
11	Saya sulit menyelesaikan pekerjaan kantor saya karena saya terlalu kewalahan dengan urusan-urusan pribadi di tempat kerja (*)					
PLEW (Personal Life Enhancement of Work)						
12	Pekerjaan saya memberi saya tenaga untuk melakukan aktivitas di luar pekerjaan yang penting bagi saya					
13	Karena pekerjaan saya, saya memiliki suasana hati yang lebih baik di rumah					
14	Hal yang saya lakukan di tempat kerja membantu saya mengatasi masalah-masalah pribadi dan masalah di rumah					

WEPL (Work Enhancement of Personal Life)						
15	Kegiatan yang saya lakukan dalam kehidupan pribadi saya membuat suasana hati saya menjadi lebih baik di tempat kerja					
16	Kehidupan pribadi saya memberi saya energi untuk melakukan pekerjaan saya					
17	Kehidupan pribadi saya membantu saya menjadi santai dan memberi saya kesiapan untuk melakukan pekerjaan keesokan harinya					

Dukungan Sosial

Menurut Sarafino (1998) aspek dukungan sosial antara lain: Dukungan emosional, Dukungan penghargaan, Dukungan instrumental, Dukungan informasi

No.	Pernyataan	Pilihan Jawaban				
		SS	S	KS	TS	STS
Dukungan Emosional						
1	Rekan kerja saya menyemangati saya ketika menghadapi masalah di tempat kerja					
2	Rekan kerja selalu memperhatikan saya pada saat saya menghadapi kesulitan dalam bekerja					
3	Rekan berbagi pengalaman mereka dalam menghadapi masalah ditempat kerja					
4	Rekan kerja bersedia memberikan masukan/sarana untuk meningkatkan kemampuan saya dalam bekerja					
5	Saya mendapatkan perhatian dan rasa nyaman dari atasan atas pekerjaan saya.					
6	Saya selalu mendapatkan support dan spirit dari atasan saya.					
Dukungan Penghargaan						
5	Rekan kerja menghargai hasil kerja saya					
6	Rekan kerja menghargai keberadaan saya di tempat kerja saya					
7	Rekan kerjan menghibur saya jika saya melakukan kesalahan dalam bekerja					
8	Atasan menghargai keberadaan saya di tempat kerja saya					
9	Atasan memberikan pujian saat saya mencapai target kerja					
Dukungan Instrumental						
10	Atasan selalu bersedia memberikan bantuan pada pekerjaan yang sulit saya lakukan					

11	Atasan memberikan saya waktu yang cukup untuk saya mengerjakan pekerjaan					
12	Diperusahaan terdapat fasilitas peminjaman uang jika saya sedang membutuhkannya					
13	Saya mendapat pinjaman alat-alat untuk bekerja dari rekan kerja					
Dukungan Informasi						
14	Jika saya butuh informasi rekan kerja saya membantu memberikan informasi					
15	Rekan kerja saya selalu memberikan informasi terbaru kepada saya.					
16	Ketika saya memerlukan informasi, atasan saya selalu memberikan informasi terbaru kepada saya.					
17	Atasan selalu memberikan informasi tentang cara melakukan tugas dengan benar					

Kepuasan Kerja

Indikator kepuasan kerja menurut Robbins & Judge (2013) Gaji/ Pendapatan yang diterima, kesempatan karir/promosi, sifat/jenis pekerjaan, hubungan dengan atasan, hubungan dengan rekan kerja.

No.	Pernyataan	Pilihan Jawaban				
		SS	S	KS	TS	STS
Pekerjaan / Jenis Pekerjaan						
1	Saya merasa puas dengan pekerjaan saat ini karena sesuai dengan pendidikan/ pengalaman kerja					
2	Saya merasa puas dengan karakteristik pekerjaan saat ini					
3	Saya merasa puas dengan pekerjaan saat ini karena sesuai dengan kemampuan/keahlian sendiri					
Hubungan Dengan Atasan						
4	Saya merasa puas karena atasan mendengarkan saran, kritik dan pendapat karyawan bawahannya					
5	Saya merasa puas karena atasan membantu memberikan solusi saat karyawan sedang ada permasalahan kerja					
6	Saya merasa puas karena atasan memperlakukan karyawan bawahannya dengan baik					

Teman Kerja					
7	Saya merasa puas karena adanya jalinan komunikasi yang baik antara rekan kerja				
8	Saya merasa puas karena rekan kerja memberikan dukungan dan membantu apabila mengalami kesulitan dalam bekerja				
Promosi					
9	Saya merasa puas karena adanya kesempatan promosi jabatan				
10	Saya merasa puas karena adanya tingkat kemajuan karir karyawan				
Gaji atau Upah					
11	Saya merasa puas karena penghasilan dari pekerjaan saat ini dapat mencukupi kebutuhan hidup setiap hari				
12	Saya merasa puas karena perusahaan sudah memberikan gaji karyawan sesuai dengan standart yang berlaku				

Work Engagement

Work Engagement (Schaufeli & Bakker 2004) terdiri atas 3 (tiga) dimensi penyusun yaitu Vigor, Dedication dan Absortion.

No.	Pernyataan	Pilihan Jawaban				
		SS	S	KS	TS	STS
Vigor						
1	Saya bersemangat ketika berangkat bekerja					
2	Saya senang membuat terobosan baru di dalam menjalankan tugas					
3	Saya selalu mengerjakan tugas secara maksimal, serta menjadi contoh yang baik bagi rekan kerja saya					
4	Saya selalu mampu menyelesaikan pekerjaan tepat pada waktunya					
5	Saya menyelesaikan pekerjaan biasanya mendekati tenggat waktu (deadline)					
Dedication						
6	Saya suka menunda-nunda pekerjaan (*)					
7	Saya merasa bahwa pekerjaan/tugas saya adalah sumber inspirasi dalam kehidupan saya					
8	Pekerjaan yang saya lakukan menjadi sebuah tantangan yang harus dijalani					
9	Saya senantiasa berkonsentrasi dengan					

	pekerjaan saya					
10	Saya selalu ingin memberikan kontribusi terbaik pada pekerjaan					
11	Saya selalu berusaha dan memberikan sumbangsih untuk kemajuan instansi					
Absortion						
12	Saya menikmati tugas/pekerjaan saya di kantor					
13	Saya senantiasa ingat kepada pekerjaan/tugas yang harus saya selesaikan					
14	Saya rela mengorbankan waktu istirahat saya dalam rangka menyelesaikan tugas/pekerjaan					
15	Saya tidak selalu menikmati pekerjaan dan posisi yang saya tempati saat ini (*)					
16	Saat bekerja saya selalu tidak sabar menunggu waktu untuk pulang (*)					
17	Saat bekerja saya selalu melihat jam, untuk menunggu waktu pulang (*)					
18	Saya merasa bahagia terhadap pekerjaan yang saya lakukan					
19	Saya merasa waktu berjalan dengan cepat apabila sudah bekerja					

Turnover Intention

Menurut Mobley ada beberapa dimensi tentang intensi turnover yaitu: Pemikiran untuk keluar (Thinking of quitting), Mencari alternatif pekerjaan lain (Intention to search for alternative), Keinginan untuk keluar (Intensi to quit).

No.	Pernyataan	Pilihan Jawaban				
		SS	S	KS	TS	STS
Pemikiran untuk keluar (Thinking of quitting)						
1	Saya sering berfikir untuk meninggalkan pekerjaan saya					
2	Saya mulai berpikir untuk tidak hadir ke tempat kerja					
Mencari alternatif pekerjaan lain (Intention to search for alternative).						
2	Saya sering mencari informasi mengenai pekerjaan lain					
3	Saya sering berfikir untuk memulai atau membuka bisnis sendiri					
Keinginan untuk keluar (Intensi to quit).						
4	Saya berfikir untuk berhenti dari pekerjaan saya					

LAMPIRAN 2

REKAP DATA AMOS



PROGRAM DOKTOR ILMU MANAJEMEN
UNIVERSITAS HASANUDDIN
MAKASSAR
2023

LAMPIRAN 3

FREKUENSI JAWABAN RESPONDEN



PROGRAM DOKTOR ILMU MANAJEMEN
UNIVERSITAS HASANUDDIN
MAKASSAR
2023

Lampiran 3. Frekuensi Jawaban Responden

	Statistics		Mean	Sum
	Valid	Missing		
Usia	200	0	2.5800	516.00
Pendidikan	200	0	2.1350	427.00
Status	200	0	1.3000	260.00
Memiliki anak	200	0	1.2500	250.00
Lama bekerja	200	0	2.4200	484.00
X1.1.1	200	0	3.3600	672.00
X1.1.2	200	0	3.0350	607.00
X1.1.3	200	0	2.9850	597.00
X1.1.4	200	0	2.9250	585.00
X1.1.5	200	0	3.1400	628.00
X1.2.1	200	0	3.0850	617.00
X1.2.2	200	0	2.8750	575.00
X1.2.3	200	0	2.8400	568.00
X1.2.4	200	0	3.0500	610.00
X1.2.5	200	0	2.9800	596.00
X1.2.6	200	0	3.0550	611.00
X1.3.1	200	0	3.3650	673.00
X1.3.2	200	0	3.3950	679.00
X1.3.3	200	0	3.2900	658.00
X1.4.1	200	0	3.3700	674.00
X1.4.2	200	0	3.4100	682.00
X1.4.3	200	0	3.3750	675.00
X2.1.1	200	0	3.7250	745.00
X2.1.2	200	0	3.7500	750.00
X2.1.3	200	0	3.8250	765.00
X2.1.4	200	0	3.8700	774.00
X2.1.5	200	0	3.7800	756.00
X2.1.6	200	0	3.7950	759.00
X2.2.1	200	0	3.9150	783.00
X2.2.2	200	0	4.0200	804.00
X2.2.3	200	0	3.7150	743.00
X2.2.4	200	0	3.9100	782.00
X2.2.5	200	0	3.8100	762.00
X2.3.1	200	0	3.7350	747.00
X2.3.2	200	0	3.7850	757.00
X2.3.3	200	0	3.7700	754.00
X2.3.4	200	0	3.6700	734.00
X2.4.1	200	0	3.7800	756.00
X2.4.2	200	0	3.6900	738.00
X2.4.3	200	0	3.7650	753.00
X2.4.4	200	0	3.7250	745.00
Y1.1.1	200	0	3.2200	644.00
Y1.1.2	200	0	3.4200	684.00
Y1.1.3	200	0	3.3000	660.00
Y1.2.1	200	0	3.3150	663.00
Y1.2.2	200	0	3.3400	668.00
Y1.2.3	200	0	3.4600	692.00
Y1.3.1	200	0	3.4800	696.00

Y1.3.2	200	0	3.4700	694.00
Y1.4.1	200	0	3.3650	673.00
Y1.4.2	200	0	3.3800	676.00
Y1.5.1	200	0	3.3900	678.00
Y1.5.2	200	0	3.3200	664.00
Y2.1.1	200	0	3.6350	727.00
Y2.1.2	200	0	3.6650	733.00
Y2.1.3	200	0	3.6300	726.00
Y2.1.4	200	0	3.7200	744.00
Y2.1.5	200	0	3.5950	719.00
Y2.2.1	200	0	3.4950	699.00
Y2.2.2	200	0	3.5900	718.00
Y2.2.3	200	0	3.6600	732.00
Y2.2.4	200	0	3.7000	740.00
Y2.2.5	200	0	3.6250	725.00
Y2.2.6	200	0	3.6550	731.00
Y2.3.1	200	0	3.6900	738.00
Y2.3.2	200	0	3.6800	736.00
Y2.3.3	200	0	3.6700	734.00
Y2.3.4	200	0	3.7400	748.00
Y2.3.5	200	0	3.7600	752.00
Y2.3.6	200	0	3.6700	734.00
Y2.3.7	200	0	3.6500	730.00
Y2.3.8	200	0	3.6850	737.00
Z.1.1	200	0	1.9300	386.00
Z.1.2	200	0	2.3250	465.00
Z.2.1	200	0	2.1150	423.00
Z.2.2	200	0	2.3350	467.00
Z.3	200	0	2.1400	428.00

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 25 tahun	41	20.5	20.5	20.5
	26-29 tahun	51	25.5	25.5	46.0
	30-39 tahun	71	35.5	35.5	81.5
	40-49 tahun	25	12.5	12.5	94.0
	> 50 tahun	12	6.0	6.0	100.0
	Total	200	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma (D1-D3)	9	4.5	4.5	4.5
	S.1	155	77.5	77.5	82.0
	S.2	36	18.0	18.0	100.0
	Total	200	100.0	100.0	

Status

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Menikah	195	97.5	97.5	97.5
	Janda	5	2.5	2.5	100.0
	Total	200	100.0	100.0	

Memiliki anak

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Ya	150	75.0	75.0	75.0
	Tidak	50	25.0	25.0	100.0
	Total	200	100.0	100.0	

Lama bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1 tahun	41	20.5	20.5	20.5
	2-5 tahun	60	30.0	30.0	50.5
	6-9 tahun	73	36.5	36.5	87.0
	> 10 tahun	26	13.0	13.0	100.0
	Total	200	100.0	100.0	

X1.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	44	22.0	22.0	22.0
	N	71	35.5	35.5	57.5
	S	54	27.0	27.0	84.5
	SS	31	15.5	15.5	100.0
	Total	200	100.0	100.0	

X1.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.5	.5	.5
	TS	70	35.0	35.0	35.5
	N	58	29.0	29.0	64.5
	S	63	31.5	31.5	96.0
	SS	8	4.0	4.0	100.0
	Total	200	100.0	100.0	

X1.1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	72	36.0	36.0	36.0
	N	62	31.0	31.0	67.0
	S	63	31.5	31.5	98.5

	SS	3	1.5	1.5	100.0
	Total	200	100.0	100.0	

X1.1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	7	3.5	3.5	3.5
	TS	60	30.0	30.0	33.5
	N	75	37.5	37.5	71.0
	S	57	28.5	28.5	99.5
	SS	1	.5	.5	100.0
	Total	200	100.0	100.0	

X1.1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	49	24.5	24.5	24.5
	N	76	38.0	38.0	62.5
	S	73	36.5	36.5	99.0
	SS	2	1.0	1.0	100.0
	Total	200	100.0	100.0	

X1.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	66	33.0	33.0	33.0
	N	61	30.5	30.5	63.5
	S	63	31.5	31.5	95.0
	SS	10	5.0	5.0	100.0
	Total	200	100.0	100.0	

X1.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.5	.5	.5
	TS	85	42.5	42.5	43.0
	N	56	28.0	28.0	71.0
	S	54	27.0	27.0	98.0
	SS	4	2.0	2.0	100.0
	Total	200	100.0	100.0	

X1.2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.0	1.0	1.0
	TS	90	45.0	45.0	46.0
	N	53	26.5	26.5	72.5

S	48	24.0	24.0	96.5
SS	7	3.5	3.5	100.0
Total	200	100.0	100.0	

X1.2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	.5	.5	.5
TS	75	37.5	37.5	38.0
N	44	22.0	22.0	60.0
S	73	36.5	36.5	96.5
SS	7	3.5	3.5	100.0
Total	200	100.0	100.0	

X1.2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	75	37.5	37.5	37.5
N	57	28.5	28.5	66.0
S	65	32.5	32.5	98.5
SS	3	1.5	1.5	100.0
Total	200	100.0	100.0	

X1.2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	66	33.0	33.0	33.0
N	64	32.0	32.0	65.0
S	63	31.5	31.5	96.5
SS	7	3.5	3.5	100.0
Total	200	100.0	100.0	

X1.3.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	16	8.0	8.0	8.0
N	100	50.0	50.0	58.0
S	79	39.5	39.5	97.5
SS	5	2.5	2.5	100.0
Total	200	100.0	100.0	

X1.3.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	4	2.0	2.0	2.0
N	113	56.5	56.5	58.5
S	83	41.5	41.5	100.0

Total	200	100.0	100.0
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X1.3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	16	8.0	8.0	8.0
	N	110	55.0	55.0	63.0
	S	74	37.0	37.0	100.0
	Total	200	100.0	100.0	

X1.4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	4.5	4.5	4.5
	N	109	54.5	54.5	59.0
	S	81	40.5	40.5	99.5
	SS	1	.5	.5	100.0
	Total	200	100.0	100.0	

X1.4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2.0	2.0	2.0
	N	110	55.0	55.0	57.0
	S	86	43.0	43.0	100.0
	Total	200	100.0	100.0	

X1.4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	18	9.0	9.0	9.0
	N	91	45.5	45.5	54.5
	S	89	44.5	44.5	99.0
	SS	2	1.0	1.0	100.0
	Total	200	100.0	100.0	

X2.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	14	7.0	7.0	7.0
	N	50	25.0	25.0	32.0
	S	113	56.5	56.5	88.5
	SS	23	11.5	11.5	100.0

Total	200	100.0	100.0
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X2.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	11	5.5	5.5	5.5
	N	60	30.0	30.0	35.5
	S	97	48.5	48.5	84.0
	SS	32	16.0	16.0	100.0
	Total	200	100.0	100.0	

X2.1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	67	33.5	33.5	33.5
	S	101	50.5	50.5	84.0
	SS	32	16.0	16.0	100.0
	Total	200	100.0	100.0	

X2.1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.5	.5	.5
	N	60	30.0	30.0	30.5
	S	103	51.5	51.5	82.0
	SS	36	18.0	18.0	100.0
	Total	200	100.0	100.0	

X2.1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	18	9.0	9.0	9.0
	N	45	22.5	22.5	31.5
	S	100	50.0	50.0	81.5
	SS	37	18.5	18.5	100.0
	Total	200	100.0	100.0	

X2.1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	27	13.5	13.5	13.5
	N	35	17.5	17.5	31.0
	S	90	45.0	45.0	76.0
	SS	48	24.0	24.0	100.0
	Total	200	100.0	100.0	

X2.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	63	31.5	31.5	31.5
	S	91	45.5	45.5	77.0
	SS	46	23.0	23.0	100.0
	Total	200	100.0	100.0	

X2.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	59	29.5	29.5	29.5
	S	78	39.0	39.0	68.5
	SS	63	31.5	31.5	100.0
	Total	200	100.0	100.0	

X2.2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	24	12.0	12.0	12.0
	N	43	21.5	21.5	33.5
	S	99	49.5	49.5	83.0
	SS	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

X2.2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.5	.5	.5
	N	62	31.0	31.0	31.5
	S	91	45.5	45.5	77.0
	SS	46	23.0	23.0	100.0
	Total	200	100.0	100.0	

X2.2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	26	13.0	13.0	13.0
	N	37	18.5	18.5	31.5
	S	86	43.0	43.0	74.5
	SS	51	25.5	25.5	100.0
	Total	200	100.0	100.0	

X2.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	30	15.0	15.0	15.0
	N	39	19.5	19.5	34.5
	S	85	42.5	42.5	77.0
	SS	46	23.0	23.0	100.0
	Total	200	100.0	100.0	

X2.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	2.5	2.5	2.5
	N	62	31.0	31.0	33.5
	S	104	52.0	52.0	85.5
	SS	29	14.5	14.5	100.0
	Total	200	100.0	100.0	

X2.3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	33	16.5	16.5	16.5
	N	30	15.0	15.0	31.5
	S	87	43.5	43.5	75.0
	SS	50	25.0	25.0	100.0
	Total	200	100.0	100.0	

X2.3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	24	12.0	12.0	12.0
	N	49	24.5	24.5	36.5
	S	96	48.0	48.0	84.5
	SS	31	15.5	15.5	100.0
	Total	200	100.0	100.0	

X2.4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	19	9.5	9.5	9.5
	N	47	23.5	23.5	33.0
	S	93	46.5	46.5	79.5
	SS	41	20.5	20.5	100.0
	Total	200	100.0	100.0	

X2.4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	33	16.5	16.5	16.5
	N	31	15.5	15.5	32.0
	S	101	50.5	50.5	82.5
	SS	35	17.5	17.5	100.0
	Total	200	100.0	100.0	

X2.4.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	24	12.0	12.0	12.0
	N	38	19.0	19.0	31.0
	S	99	49.5	49.5	80.5
	SS	39	19.5	19.5	100.0
	Total	200	100.0	100.0	

X2.4.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	24	12.0	12.0	12.0
	N	44	22.0	22.0	34.0
	S	95	47.5	47.5	81.5
	SS	37	18.5	18.5	100.0
	Total	200	100.0	100.0	

Y1.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	45	22.5	22.5	22.5
	N	80	40.0	40.0	62.5
	S	61	30.5	30.5	93.0
	SS	14	7.0	7.0	100.0
	Total	200	100.0	100.0	

Y1.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	36	18.0	18.0	18.0
	N	70	35.0	35.0	53.0
	S	68	34.0	34.0	87.0
	SS	26	13.0	13.0	100.0
	Total	200	100.0	100.0	

Y1.1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	TS	47	23.5	23.5	23.5
	N	73	36.5	36.5	60.0
	S	53	26.5	26.5	86.5
	SS	27	13.5	13.5	100.0
	Total	200	100.0	100.0	

Y1.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	40	20.0	20.0	20.0
	N	78	39.0	39.0	59.0
	S	61	30.5	30.5	89.5
	SS	21	10.5	10.5	100.0
	Total	200	100.0	100.0	

Y1.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	29	14.5	14.5	14.5
	N	88	44.0	44.0	58.5
	S	69	34.5	34.5	93.0
	SS	14	7.0	7.0	100.0
	Total	200	100.0	100.0	

Y1.2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	4.0	4.0	4.0
	N	106	53.0	53.0	57.0
	S	72	36.0	36.0	93.0
	SS	14	7.0	7.0	100.0
	Total	200	100.0	100.0	

Y1.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	25	12.5	12.5	12.5
	N	89	44.5	44.5	57.0
	S	51	25.5	25.5	82.5
	SS	35	17.5	17.5	100.0
	Total	200	100.0	100.0	

Y1.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2.0	2.0	2.0

N	110	55.0	55.0	57.0
S	74	37.0	37.0	94.0
SS	12	6.0	6.0	100.0
Total	200	100.0	100.0	

Y1.4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	38	19.0	19.0	19.0
	N	83	41.5	41.5	60.5
	S	47	23.5	23.5	84.0
	SS	32	16.0	16.0	100.0
	Total	200	100.0	100.0	

Y1.4.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	27	13.5	13.5	13.5
	N	91	45.5	45.5	59.0
	S	61	30.5	30.5	89.5
	SS	21	10.5	10.5	100.0
	Total	200	100.0	100.0	

Y1.5.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	36	18.0	18.0	18.0
	N	77	38.5	38.5	56.5
	S	60	30.0	30.0	86.5
	SS	27	13.5	13.5	100.0
	Total	200	100.0	100.0	

Y1.5.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	41	20.5	20.5	20.5
	N	75	37.5	37.5	58.0
	S	63	31.5	31.5	89.5
	SS	21	10.5	10.5	100.0
	Total	200	100.0	100.0	

Y2.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	17	8.5	8.5	8.5
	N	60	30.0	30.0	38.5

	S	102	51.0	51.0	89.5
	SS	21	10.5	10.5	100.0
	Total	200	100.0	100.0	

Y2.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	24	12.0	12.0	12.0
	N	53	26.5	26.5	38.5
	S	89	44.5	44.5	83.0
	SS	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

Y2.1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	32	16.0	16.0	16.0
	N	43	21.5	21.5	37.5
	S	92	46.0	46.0	83.5
	SS	33	16.5	16.5	100.0
	Total	200	100.0	100.0	

Y2.1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	27	13.5	13.5	13.5
	N	49	24.5	24.5	38.0
	S	77	38.5	38.5	76.5
	SS	47	23.5	23.5	100.0
	Total	200	100.0	100.0	

Y2.1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	30	15.0	15.0	15.0
	N	47	23.5	23.5	38.5
	S	97	48.5	48.5	87.0
	SS	26	13.0	13.0	100.0
	Total	200	100.0	100.0	

Y2.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	27	13.5	13.5	13.5
	N	50	25.0	25.0	38.5
	S	120	60.0	60.0	98.5

	SS	3	1.5	1.5	100.0
	Total	200	100.0	100.0	

Y2.2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	31	15.5	15.5	15.5
	N	45	22.5	22.5	38.0
	S	99	49.5	49.5	87.5
	SS	25	12.5	12.5	100.0
	Total	200	100.0	100.0	

Y2.2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	27	13.5	13.5	13.5
	N	48	24.0	24.0	37.5
	S	91	45.5	45.5	83.0
	SS	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

Y2.2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2.0	2.0	2.0
	N	75	37.5	37.5	39.5
	S	98	49.0	49.0	88.5
	SS	23	11.5	11.5	100.0
	Total	200	100.0	100.0	

Y2.2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	22	11.0	11.0	11.0
	N	52	26.0	26.0	37.0
	S	105	52.5	52.5	89.5
	SS	21	10.5	10.5	100.0
	Total	200	100.0	100.0	

Y2.2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	2.5	2.5	2.5
	N	74	37.0	37.0	39.5
	S	106	53.0	53.0	92.5
	SS	15	7.5	7.5	100.0
	Total	200	100.0	100.0	

Y2.3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	30	15.0	15.0	15.0
	N	48	24.0	24.0	39.0
	S	76	38.0	38.0	77.0
	SS	46	23.0	23.0	100.0
	Total	200	100.0	100.0	

Y2.3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	21	10.5	10.5	10.5
	N	56	28.0	28.0	38.5
	S	89	44.5	44.5	83.0
	SS	34	17.0	17.0	100.0
	Total	200	100.0	100.0	

Y2.3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	28	14.0	14.0	14.0
	N	48	24.0	24.0	38.0
	S	86	43.0	43.0	81.0
	SS	38	19.0	19.0	100.0
	Total	200	100.0	100.0	

Y2.3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	21	10.5	10.5	10.5
	N	53	26.5	26.5	37.0
	S	83	41.5	41.5	78.5
	SS	43	21.5	21.5	100.0
	Total	200	100.0	100.0	

Y2.3.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	4.5	4.5	4.5
	N	68	34.0	34.0	38.5
	S	85	42.5	42.5	81.0
	SS	38	19.0	19.0	100.0
	Total	200	100.0	100.0	

Y2.3.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	20	10.0	10.0	10.0
	N	53	26.5	26.5	36.5
	S	100	50.0	50.0	86.5
	SS	27	13.5	13.5	100.0
	Total	200	100.0	100.0	

Y2.3.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	26	13.0	13.0	13.0
	N	51	25.5	25.5	38.5
	S	90	45.0	45.0	83.5
	SS	33	16.5	16.5	100.0
	Total	200	100.0	100.0	

Y2.3.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	22	11.0	11.0	11.0
	N	60	30.0	30.0	41.0
	S	77	38.5	38.5	79.5
	SS	41	20.5	20.5	100.0
	Total	200	100.0	100.0	

Z.1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	99	49.5	49.5	49.5
	TS	41	20.5	20.5	70.0
	N	35	17.5	17.5	87.5
	S	25	12.5	12.5	100.0
	Total	200	100.0	100.0	

Z.1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	40	20.0	20.0	20.0
	TS	100	50.0	50.0	70.0
	N	22	11.0	11.0	81.0
	S	31	15.5	15.5	96.5
	SS	7	3.5	3.5	100.0
	Total	200	100.0	100.0	

Z.2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	STS	74	37.0	37.0	37.0
	TS	61	30.5	30.5	67.5
	N	38	19.0	19.0	86.5
	S	22	11.0	11.0	97.5
	SS	5	2.5	2.5	100.0
	Total	200	100.0	100.0	

Z2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	54	27.0	27.0	27.0
	TS	73	36.5	36.5	63.5
	N	41	20.5	20.5	84.0
	S	16	8.0	8.0	92.0
	SS	16	8.0	8.0	100.0
	Total	200	100.0	100.0	

Z.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	71	35.5	35.5	35.5
	TS	67	33.5	33.5	69.0
	N	28	14.0	14.0	83.0
	S	31	15.5	15.5	98.5
	SS	3	1.5	1.5	100.0
	Total	200	100.0	100.0	

LAMPIRAN 4

UJI BUTIR ITEM PERNYATAAN



PROGRAM DOKTOR ILMU MANAJEMEN
UNIVERSITAS HASANUDDIN
MAKASSAR
2023

Lampiran 4. Uji Butir Pernyataan Responden

1. Uji Validitas dan Reliabilitas Butir Pernyataan *Work Life Balance*

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.954	17

Item-Total Statistics

	Scale Mean if Item	Scale Variance if Item	Corrected Item-Total	Cronbach's Alpha if
	Deleted	Deleted	Correlation	Item Deleted
X1.1.1	50.1750	91.622	.813	.950
X1.1.2	50.5000	94.101	.734	.951
X1.1.3	50.5500	95.686	.692	.952
X1.1.4	50.6100	96.531	.637	.953
X1.1.5	50.3950	95.104	.794	.950
X1.2.1	50.4500	93.535	.771	.951
X1.2.2	50.6600	95.713	.668	.953
X1.2.3	50.6950	94.504	.709	.952
X1.2.4	50.4850	93.467	.745	.951
X1.2.5	50.5550	94.319	.765	.951
X1.2.6	50.4800	94.753	.725	.951
X1.3.1	50.1700	97.519	.767	.951
X1.3.2	50.1400	99.789	.755	.952
X1.3.3	50.2450	98.769	.740	.952
X1.4.1	50.1650	98.912	.766	.951
X1.4.2	50.1250	99.185	.810	.951
X1.4.3	50.1600	98.396	.704	.952

2. Uji Validitas dan Reliabilitas Dukungan Sosial

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.975	19

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1.1	68.3100	164.587	.832	.974
X2.1.2	68.2850	165.160	.767	.975
X2.1.3	68.2100	165.554	.870	.974
X2.1.4	68.1650	165.747	.840	.974
X2.1.5	68.2550	162.352	.840	.974
X2.1.6	68.2400	159.540	.862	.974
X2.2.1	68.1200	166.227	.767	.975
X2.2.2	68.0150	165.130	.774	.974
X2.2.3	68.3200	163.143	.767	.975
X2.2.4	68.1250	164.944	.827	.974
X2.2.5	68.2250	160.266	.825	.974
X2.3.1	68.3000	161.226	.769	.975
X2.3.2	68.2500	166.148	.795	.974
X2.3.3	68.2650	158.849	.846	.974
X2.3.4	68.3650	162.514	.803	.974
X2.4.1	68.2550	162.543	.801	.974
X2.4.2	68.3450	159.142	.889	.973
X2.4.3	68.2700	161.093	.847	.974
X2.4.4	68.3100	161.883	.811	.974

3. Uji Validitas dan Reliabilitas Kepuasan Kerja

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.965	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1.1	37.2400	67.259	.801	.962
Y1.1.2	37.0400	66.179	.823	.962
Y1.1.3	37.1600	65.683	.813	.962
Y1.2.1	37.1450	66.366	.830	.962
Y1.2.2	37.1200	67.503	.852	.961
Y1.2.3	37.0000	69.518	.833	.962
Y1.3.1	36.9800	65.588	.874	.960
Y1.3.2	36.9900	69.769	.872	.962
Y1.4.1	37.0950	66.107	.793	.963
Y1.4.2	37.0800	67.129	.840	.961
Y1.5.1	37.0700	67.040	.759	.964
Y1.5.2	37.1400	66.201	.835	.961

4. Uji Validitas dan Reliabilitas *Work Engagement*

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.975	19

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y2.1.1	65.8800	170.307	.823	.974
Y2.1.2	65.8500	167.505	.837	.973
Y2.1.3	65.8850	166.836	.824	.974
Y2.1.4	65.7950	165.159	.866	.973
Y2.1.5	65.9200	167.883	.821	.974
Y2.2.1	66.0200	170.432	.865	.973
Y2.2.2	65.9250	167.226	.850	.973
Y2.2.3	65.8550	167.843	.804	.974
Y2.2.4	65.8150	172.403	.816	.974
Y2.2.5	65.8900	169.174	.843	.973
Y2.2.6	65.8600	172.674	.853	.974
Y2.3.1	65.8250	166.024	.814	.974
Y2.3.2	65.8350	167.887	.840	.973
Y2.3.3	65.8450	166.795	.826	.973
Y2.3.4	65.7750	166.849	.850	.973
Y2.3.5	65.7550	171.834	.720	.975
Y2.3.6	65.8450	171.519	.713	.975
Y2.3.7	65.8650	168.871	.767	.974
Y2.3.8	65.8300	169.177	.740	.974

5. Uji Validitas dan Reliabilitas *Turnover Intention*

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	200	100.0
	Excluded ^a	0	.0
	Total	200	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
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.944	5
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Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z.1.1	8.9150	16.339	.888	.925
Z.1.2	8.5200	16.924	.819	.937
Z.2.1	8.7300	16.540	.838	.933
Z.2.2	8.5100	15.769	.859	.930
Z.3	8.7050	16.440	.843	.932

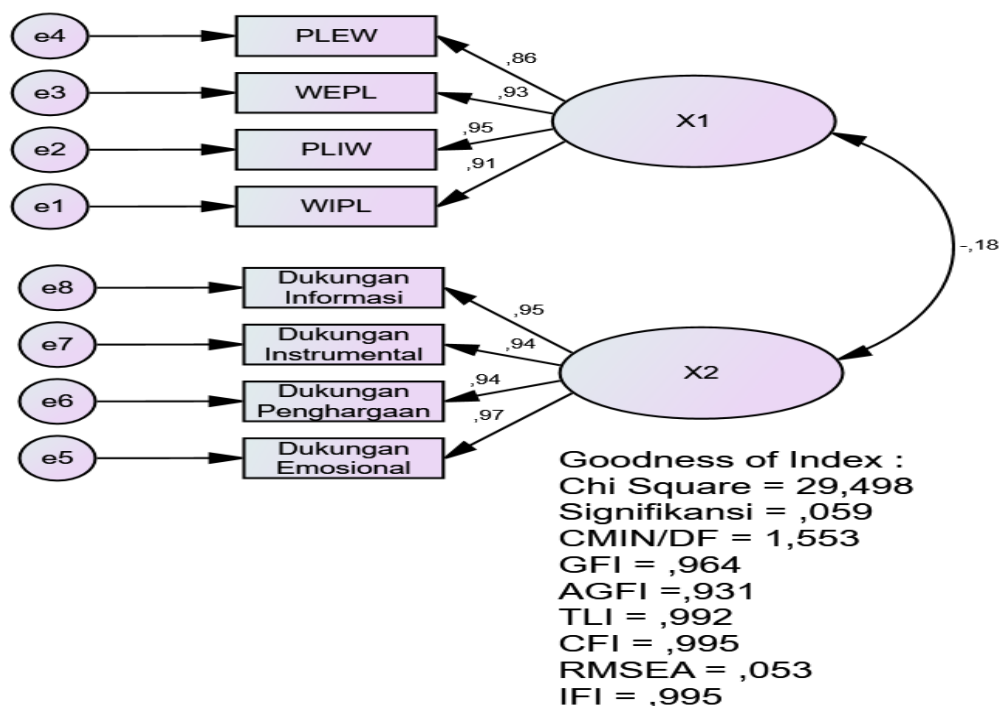
LAMPIRAN 5

UJI KONFIRMATORI FACTOR ANALYSIS (CFA) VARIABEL EKSOGEN



PROGRAM DOKTOR ILMU MANAJEMEN
UNIVERSITAS HASANUDDIN
MAKASSAR
2023

Lampiran 5. Model Construct Eksogen (*Work Life Balance* dan Dukungan Sosial)



Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	17	29,498	19	,059	1,553
Saturated model	36	,000	0		
Independence model	8	2025,072	28	,000	72,324

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,129	,964	,931	,509
Saturated model	,000	1,000		
Independence model	5,448	,298	,097	,232

Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	,985	,979	,995	,992	,995
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,679	,669	,675
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	10,498	,000	29,305
Saturated model	,000	,000	,000
Independence model	1997,072	1853,169	2148,322

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	,148	,053	,000	,147
Saturated model	,000	,000	,000	,000
Independence model	10,176	10,036	9,312	10,796

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,053	,000	,088	,415
Independence model	,599	,577	,621	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	63,498	65,108	119,569	136,569
Saturated model	72,000	75,411	190,739	226,739
Independence model	2041,072	2041,830	2067,459	2075,459

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	,319	,266	,414	,327
Saturated model	,362	,362	,362	,379
Independence model	10,257	9,534	11,017	10,260

Estimates (Group number 1 - Default model)**Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
X1.1 <--- Work_Life_Balance	1,000				
X1.2 <--- Work_Life_Balance	1,250	,052	24,119	***	
X1.3 <--- Work_Life_Balance	,428	,019	22,470	***	
X1.4 <--- Work_Life_Balance	,414	,023	18,402	***	
X2.1 <--- Dukungan_Sosial	1,000				
X2.2 <--- Dukungan_Sosial	,820	,026	32,004	***	
X2.3 <--- Dukungan_Sosial	,724	,023	30,976	***	
X2.4 <--- Dukungan_Sosial	,764	,024	32,496	***	

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
X1.1 <--- Work_Life_Balance	,910
X1.2 <--- Work_Life_Balance	,953
X1.3 <--- Work_Life_Balance	,930
X1.4 <--- Work_Life_Balance	,862
X2.1 <--- Dukungan_Sosial	,972
X2.2 <--- Dukungan_Sosial	,943
X2.3 <--- Dukungan_Sosial	,937
X2.4 <--- Dukungan_Sosial	,945

Estimates (Group number 1 - Default model)**Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Y1.1 <--- Kepuasan_Kerja	1,000				
Y1.2 <--- Kepuasan_Kerja	,887	,035	25,634	***	
Y1.3 <--- Kepuasan_Kerja	,603	,023	26,233	***	
Y1.4 <--- Kepuasan_Kerja	,645	,031	20,651	***	
Y1.5 <--- Kepuasan_Kerja	,645	,031	20,849	***	
Y2.1 <--- Work_Engagement	1,000				
Y2.2 <--- Work_Engagement	1,045	,028	37,029	***	
Y2.3 <--- Work_Engagement	1,454	,047	30,676	***	
Z.3 <--- Turnover_Intention	1,000				
Z.2 <--- Turnover_Intention	1,998	,108	18,430	***	
Z.1 <--- Turnover_Intention	1,987	,097	20,511	***	

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
Y1.1 <--- Kepuasan_Kerja	,936
Y1.2 <--- Kepuasan_Kerja	,936
Y1.3 <--- Kepuasan_Kerja	,942
Y1.4 <--- Kepuasan_Kerja	,876
Y1.5 <--- Kepuasan_Kerja	,879
Y2.1 <--- Work_Engagement	,975
Y2.2 <--- Work_Engagement	,965
Y2.3 <--- Work_Engagement	,935
Z.3 <--- Turnover_Intention	,879
Z.2 <--- Turnover_Intention	,897
Z.1 <--- Turnover_Intention	,958

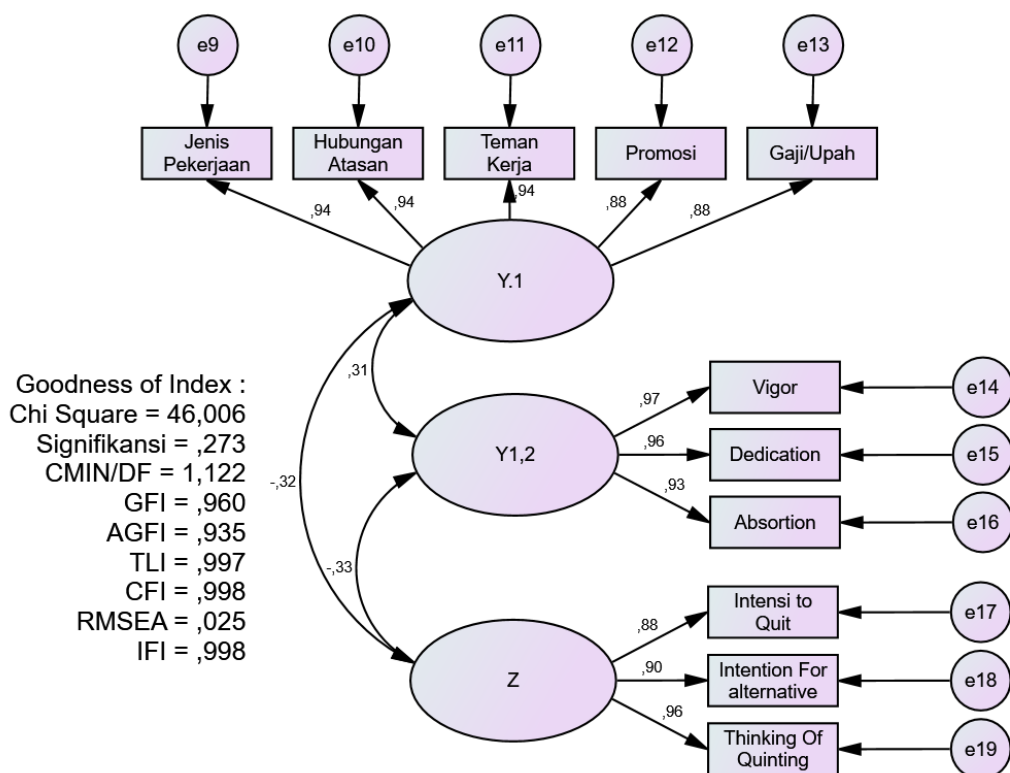
LAMPIRAN 6

UJI KONFIRMATORI FACTOR ANALYSIS (CFA) VARIABEL ENDOGEN



PROGRAM DOKTOR ILMU MANAJEMEN
UNIVERSITAS HASANUDDIN
MAKASSAR
2023

Lampiran 6. Uji Kelayakan Model Endogen (Kepuasan Kerja, *Work Engagement* dan *Turnover Intention*)



Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	25	46,006	41	,273	1,122
Saturated model	66	,000	0		
Independence model	11	2598,471	55	,000	47,245

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,156	,960	,935	,596
Saturated model	,000	1,000		
Independence model	4,726	,275	,130	,229

Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	,982	,976	,998	,997	,998
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,745	,732	,744
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	5,006	,000	25,857
Saturated model	,000	,000	,000
Independence model	2543,471	2380,271	2713,996

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	,231	,025	,000	,130
Saturated model	,000	,000	,000	,000
Independence model	13,058	12,781	11,961	13,638

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,025	,000	,056	,894
Independence model	,482	,466	,498	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	96,006	99,214	178,464	203,464
Saturated model	132,000	140,471	349,689	415,689
Independence model	2620,471	2621,883	2656,752	2667,752

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	,482	,457	,587	,499
Saturated model	,663	,663	,663	,706
Independence model	13,168	12,348	14,025	13,175

Estimates (Group number 1 - Default model)**Scalar Estimates (Group number 1 - Default model)****Maximum Likelihood Estimates****Regression Weights: (Group number 1 - Default model)**

	Estimate	S.E.	C.R.	P	Label
Y1.1 <--- Kepuasan_Kerja	1,000				
Y1.2 <--- Kepuasan_Kerja	,887	,035	25,634	***	
Y1.3 <--- Kepuasan_Kerja	,603	,023	26,233	***	
Y1.4 <--- Kepuasan_Kerja	,645	,031	20,651	***	
Y1.5 <--- Kepuasan_Kerja	,645	,031	20,849	***	
Y2.1 <--- Work_Engagement	1,000				
Y2.2 <--- Work_Engagement	1,045	,028	37,029	***	
Y2.3 <--- Work_Engagement	1,454	,047	30,676	***	
Z.3 <--- Turnover_Intention	1,000				
Z.2 <--- Turnover_Intention	1,998	,108	18,430	***	
Z.1 <--- Turnover_Intention	1,987	,097	20,511	***	

Standardized Regression Weights: (Group number 1 - Default model)

	Estimate
Y1.1 <--- Kepuasan_Kerja	,936
Y1.2 <--- Kepuasan_Kerja	,936
Y1.3 <--- Kepuasan_Kerja	,942
Y1.4 <--- Kepuasan_Kerja	,876
Y1.5 <--- Kepuasan_Kerja	,879
Y2.1 <--- Work_Engagement	,975
Y2.2 <--- Work_Engagement	,965
Y2.3 <--- Work_Engagement	,935
Z.3 <--- Turnover_Intention	,879
Z.2 <--- Turnover_Intention	,897
Z.1 <--- Turnover_Intention	,958

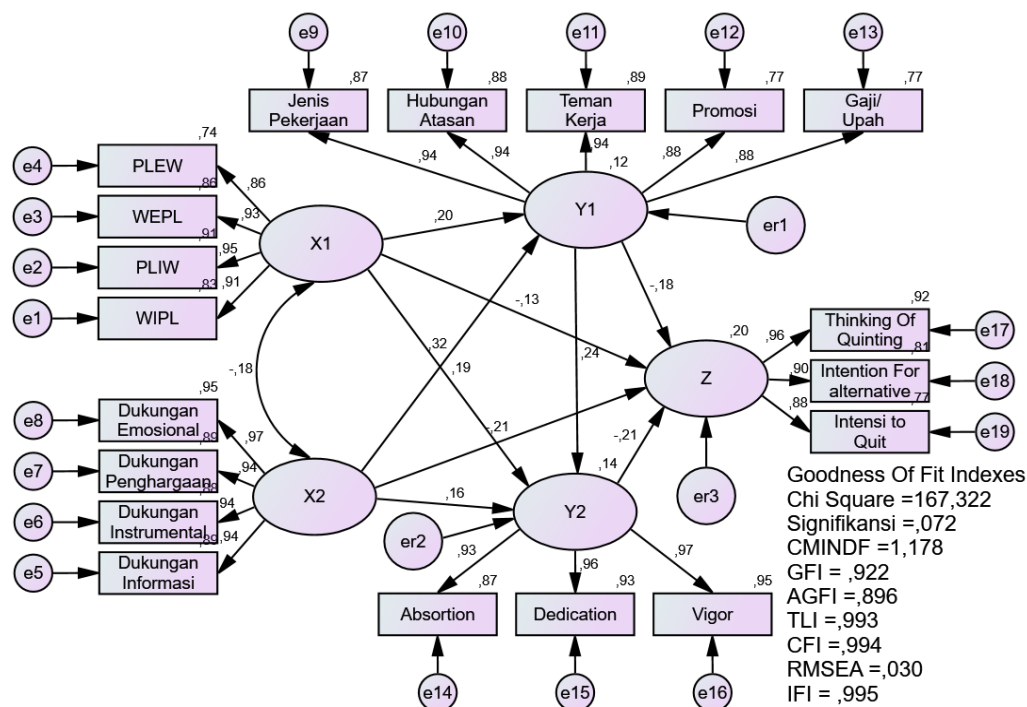
LAMPIRAN 7

ANALISIS STRUCTURAL MODEL



PROGRAM DOKTOR ILMU MANAJEMEN
UNIVERSITAS HASANUDDIN
MAKASSAR
2023

Lampiran 7. Hasil Pengujian Overall Structural Model dalam SEM AMOS



Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	48	167,322	142	,072	1,178
Saturated model	190	,000	0		
Independence model	19	4758,041	171	,000	27,825

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	,309	,922	,896	,689
Saturated model	,000	1,000		
Independence model	3,869	,259	,177	,233

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	,965	,958	,995	,993	,994
Saturated model	1,000		1,000		1,000
Independence model	,000	,000	,000	,000	,000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	,830	,801	,826
Saturated model	,000	,000	,000
Independence model	1,000	,000	,000

NCP

Model	NCP	LO 90	HI 90
Default model	25,322	,000	61,776
Saturated model	,000	,000	,000
Independence model	4587,041	4365,698	4815,628

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	,841	,127	,000	,310
Saturated model	,000	,000	,000	,000
Independence model	23,910	23,050	21,938	24,199

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	,030	,000	,047	,978
Independence model	,367	,358	,376	,000

AIC

Model	AIC	BCC	BIC	CAIC
Default model	263,322	274,048	421,641	469,641
Saturated model	380,000	422,458	1006,680	1196,680
Independence model	4796,041	4800,286	4858,709	4877,709

ECVI

Model	ECVI	LO 90	HI 90	MECVI
Default model	1,323	1,196	1,506	1,377
Saturated model	1,910	1,910	1,910	2,123
Independence model	24,101	22,988	25,249	24,122

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates
Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Kepuasan_Kerja	<---	Work_Life_Balance	,140	,050	2,794	,005	
Kepuasan_Kerja	<---	Dukungan_Sosial	,239	,053	4,466	***	
Work_Engagement	<---	Work_Life_Balance	,226	,084	2,712	,007	
Work_Engagement	<---	Dukungan_Sosial	,200	,091	2,192	,028	
Work_Engagement	<---	Kepuasan_Kerja	,398	,121	3,286	,001	
Turnover_Intention	<---	Kepuasan_Kerja	-,150	,062	-2,425	,015	
Turnover_Intention	<---	Work_Engagement	-,104	,036	-2,860	,004	
Turnover_Intention	<---	Work_Life_Balance	-,074	,042	-1,756	,079	
Turnover_Intention	<---	Dukungan_Sosial	-,134	,046	-2,924	,003	
X1.1	<---	Work_Life_Balance	1,000				
X1.2	<---	Work_Life_Balance	1,248	,052	24,101	***	
X1.3	<---	Work_Life_Balance	,428	,019	22,532	***	
X1.4	<---	Work_Life_Balance	,414	,022	18,443	***	
X2.4	<---	Dukungan_Sosial	1,000				
X2.3	<---	Dukungan_Sosial	,947	,035	27,143	***	
X2.2	<---	Dukungan_Sosial	1,074	,038	27,979	***	
X2.1	<---	Dukungan_Sosial	1,310	,040	32,541	***	
Y1.1	<---	Kepuasan_Kerja	1,000				
Y1.2	<---	Kepuasan_Kerja	,888	,035	25,556	***	
Y1.3	<---	Kepuasan_Kerja	,604	,023	26,186	***	
Y1.4	<---	Kepuasan_Kerja	,646	,031	20,650	***	
Y1.5	<---	Kepuasan_Kerja	,646	,031	20,868	***	
Y2.1	<---	Work_Engagement	1,000				
Y2.2	<---	Work_Engagement	1,044	,028	37,025	***	
Y2.3	<---	Work_Engagement	1,453	,047	30,718	***	
Z.1	<---	Turnover_Intention	1,000				
Z.2	<---	Turnover_Intention	1,007	,046	21,693	***	
Z.3	<---	Turnover_Intention	,503	,025	20,517	***	

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
Kepuasan_Kerja	<---	Work_Life_Balance	,199
Kepuasan_Kerja	<---	Dukungan_Sosial	,317
Work_Engagement	<---	Work_Life_Balance	,193
Work_Engagement	<---	Dukungan_Sosial	,160
Work_Engagement	<---	Kepuasan_Kerja	,239
Turnover_Intention	<---	Kepuasan_Kerja	-,179
Turnover_Intention	<---	Work_Engagement	-,206
Turnover_Intention	<---	Work_Life_Balance	-,125
Turnover_Intention	<---	Dukungan_Sosial	-,212
X1.1	<---	Work_Life_Balance	,910
X1.2	<---	Work_Life_Balance	,952
X1.3	<---	Work_Life_Balance	,930
X1.4	<---	Work_Life_Balance	,862
X2.4	<---	Dukungan_Sosial	,945
X2.3	<---	Dukungan_Sosial	,937
X2.2	<---	Dukungan_Sosial	,943

		Estimate
X2.1	<--- Dukungan_Sosial	,973
Y1.1	<--- Kepuasan_Kerja	,935
Y1.2	<--- Kepuasan_Kerja	,936
Y1.3	<--- Kepuasan_Kerja	,942
Y1.4	<--- Kepuasan_Kerja	,877
Y1.5	<--- Kepuasan_Kerja	,880
Y2.1	<--- Work_Engagement	,975
Y2.2	<--- Work_Engagement	,964
Y2.3	<--- Work_Engagement	,935
Z.1	<--- Turnover_Intention	,957
Z.2	<--- Turnover_Intention	,897
Z.3	<--- Turnover_Intention	,879

Assessment of normality (Group number 1)

Variable	min	max	skew	c.r.	kurtosis	c.r.
Z.3	1,000	5,000	,667	3,852	-,665	-1,919
Z.2	2,000	10,000	,822	4,745	-,223	-,643
Z.1	2,000	9,000	,909	5,249	-,454	-1,311
Y2.3	17,000	39,000	-,355	-2,050	-1,254	-3,620
Y2.2	14,000	29,000	-,460	-2,658	-1,380	-3,983
Y2.1	11,000	25,000	-,419	-2,419	-1,361	-3,929
Y1.5	4,000	10,000	,131	,759	-1,040	-3,003
Y1.4	4,000	10,000	,255	1,472	-1,005	-2,902
Y1.3	4,000	10,000	,346	1,996	-1,198	-3,460
Y1.2	6,000	15,000	,248	1,431	-1,255	-3,623
Y1.1	6,000	15,000	,281	1,621	-1,283	-3,703
X2.1	14,000	29,000	-,571	-3,295	-1,098	-3,169
X2.2	13,000	25,000	-,526	-3,039	-1,207	-3,485
X2.3	9,000	20,000	-,573	-3,307	-,973	-2,808
X2.4	8,000	20,000	-,652	-3,765	-,739	-2,132
X1.4	6,000	13,000	-,072	-,417	-1,044	-3,013
X1.3	7,000	13,000	,212	1,223	-1,276	-3,685
X1.2	12,000	27,000	,479	2,763	-1,174	-3,389
X1.1	9,000	23,000	,283	1,635	-1,239	-3,576
Multivariate					8,748	2,190

Observations farthest from the centroid (Mahalanobis distance) (Group number 1)

Observation number	Mahalanobis d-squared	p1	p2
18	39,434	,004	,540
31	39,085	,004	,213
120	36,769	,008	,241
68	36,662	,009	,100
47	36,255	,010	,049
194	35,190	,013	,052
181	34,265	,017	,058
135	32,763	,026	,143
184	32,709	,026	,079
52	32,405	,028	,058
16	31,640	,034	,085

Observation number	Mahalanobis d-squared	p1	p2
179	31,525	,035	,053
14	31,417	,036	,032
28	31,295	,037	,019
26	30,843	,042	,023
173	30,644	,044	,017
160	30,168	,050	,023
32	29,998	,052	,017
23	29,681	,056	,018
144	29,368	,060	,019
42	28,918	,067	,029
61	26,811	,109	,518
91	26,016	,130	,762
6	25,763	,137	,785
92	25,724	,138	,733
159	25,660	,140	,688
162	25,519	,144	,674
83	25,475	,145	,618
168	25,285	,151	,629
100	25,140	,156	,622
156	24,893	,164	,665
158	24,753	,169	,659
183	24,721	,170	,603
94	24,712	,170	,533
105	24,698	,171	,465
11	24,623	,173	,430
199	24,589	,175	,376
200	24,372	,182	,417
119	24,280	,186	,395
107	24,195	,189	,370
197	24,026	,195	,390
60	23,944	,198	,366
56	23,909	,200	,320
163	23,864	,201	,281
193	23,437	,219	,441
176	23,373	,221	,411
134	23,319	,224	,376
128	23,115	,232	,425
147	23,087	,234	,377
112	23,030	,236	,347
182	22,434	,263	,630
177	22,333	,268	,627
109	22,252	,272	,613
19	22,117	,278	,632
43	22,103	,279	,579
93	22,056	,281	,545
195	22,021	,283	,504
123	21,430	,314	,785
101	21,392	,316	,757
13	21,282	,321	,764

Observation number	Mahalanobis d-squared	p1	p2
70	21,245	,323	,735
64	21,173	,327	,723
174	21,139	,329	,690
125	20,989	,337	,722
17	20,981	,338	,674
104	20,963	,339	,630
55	20,928	,341	,595
140	20,844	,346	,591
146	20,668	,355	,646
117	20,623	,358	,619
127	20,366	,373	,723
148	20,361	,373	,675
63	20,257	,379	,686
187	20,238	,380	,645
131	20,103	,388	,676
165	20,064	,391	,648
98	20,045	,392	,605
139	19,753	,410	,736
161	19,545	,422	,804
46	19,493	,426	,789
138	19,346	,435	,822
20	19,247	,441	,831
76	19,190	,445	,820
111	19,119	,449	,816
90	19,084	,451	,795
27	19,001	,457	,797
180	18,998	,457	,756
57	18,958	,460	,734
74	18,835	,467	,760
196	18,798	,470	,737
171	18,672	,478	,765
157	18,502	,489	,815
37	18,464	,492	,795
136	18,348	,499	,816
143	18,243	,506	,830
150	18,091	,516	,864
126	17,902	,529	,906
110	17,738	,540	,932
99	17,717	,541	,917
54	17,647	,546	,916

Sample Moments (Group number 1)

Sample Covariances (Group number 1)

	Z.3	Z.2	Z.1	Y2.3	Y2.2	Y2.1	Y1.5	Y1.4	Y1.3	Y1.2	Y1.1	X2.1	X2.2	X2.3	X2.4	X1.4	X1.3	X1.2	X1.1	
Z.3	1,230																			
Z.2	1,892	4,718																		
Z.1	1,889	3,775	4,090																	
Y2.3	-2,151	-3,525	-3,464	35,638																
Y2.2	-1,422	-2,366	-2,575	22,370	17,279															
Y2.1	-1,339	-2,275	-2,362	21,436	15,392	15,515														
Y1.5	-,364	-,924	-,786	2,293	1,860	1,786	2,866													
Y1.4	-,379	-1,040	-,860	1,884	1,625	1,492	2,256	2,890												
Y1.3	-,468	-1,053	-,867	2,282	1,846	1,702	2,046	2,127	2,188											
Y1.2	-,611	-1,312	-1,159	3,397	2,782	2,472	3,053	2,999	2,851	4,792										
Y1.1	-,757	-1,653	-1,490	3,548	3,259	2,850	3,463	3,385	3,197	4,772	6,086									
X2.1	-1,094	-2,235	-2,245	5,604	2,440	2,987	2,176	1,820	1,672	2,339	2,290	17,000								
X2.2	-1,007	-2,037	-1,994	5,458	2,647	2,954	1,497	1,349	1,179	1,757	1,652	13,264	12,163							
X2.3	-,739	-1,427	-1,470	3,892	1,614	1,970	1,363	1,240	1,063	1,440	1,413	11,550	9,535	9,578						
X2.4	-,654	-1,432	-1,515	4,077	1,554	2,020	1,718	1,495	1,283	1,885	1,828	12,270	9,945	9,018	10,498					
X1.4	-,177	-,690	-,375	1,806	1,473	1,337	-,150	-,230	-,198	-,237	-,414	-1,010	-,772	-,519	-,649	2,481				
X1.3	-,182	-,547	-,388	1,403	1,269	1,168	-,200	-,258	-,267	-,339	-,488	-1,077	-,844	-,623	-,803	1,957	2,277			
X1.2	-,564	-1,688	-1,066	2,898	3,118	2,758	-,747	-,671	-,719	-,808	1,493	-3,209	-2,342	-2,110	-2,520	5,543	5,706	18,472		
X1.1	-,402	-1,200	-,808	2,662	2,782	2,496	-,894	1,083	-,992	1,239	1,852	-2,632	-1,700	-1,297	-1,917	4,316	4,583	13,556	12,967	

Condition number = 313,549

Eigenvalues

74,581 46,817 27,813 13,528 7,099 2,535 1,961 1,419 1,054 930 912 805 715 613 567 518 334 287 238

Determinant of sample covariance matrix = 139345,971

Modification Indices (Group number 1 - Default model)

Covariances: (Group number 1 - Default model)

		M.I.	Par Change
e14 <-->	Dukungan_Sosial	5,386	1,168
e15 <-->	Dukungan_Sosial	4,686	-,627
e12 <-->	e19	4,124	,073
e11 <-->	e12	4,580	,075
e9 <-->	e14	5,210	-,376
e9 <-->	e15	5,370	,220
e7 <-->	er2	4,776	,722
e5 <-->	e6	4,454	,206
e4 <-->	e18	5,203	-,148
e2 <-->	e6	4,147	-,289
e1 <-->	er1	6,342	,657
e1 <-->	e8	4,050	-,296

Variances: (Group number 1 - Default model)

	M.I.	Par Change

Regression Weights: (Group number 1 - Default model)

		M.I.	Par Change
Z.2 <---	X1.4	6,804	-,126
Y2.3 <---	Dukungan_Sosial	6,610	,140
Y2.3 <---	X2.1	5,782	,096
Y2.3 <---	X2.2	6,180	,118
Y2.3 <---	X2.3	6,151	,132
Y2.3 <---	X2.4	<u>7,218</u>	,137
Y2.2 <---	Dukungan_Sosial	5,335	-,073
Y2.2 <---	X2.1	5,378	-,053
Y2.2 <---	X2.3	4,662	-,066
Y2.2 <---	X2.4	6,277	-,073
X2.4 <---	Z.3	4,355	,158

	M.I.	Par Change
X1.1 <--- Kepuasan_Kerja	5,763	,125
X1.1 <--- Y1.4	6,724	,180
X1.1 <--- Y1.3	5,554	,188
X1.1 <--- Y1.2	4,372	,112
X1.1 <--- Y1.1	5,840	,115

LAMPIRAN 8

UJI CONSTRUCT RELIABILITY



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2023

Lampiran 8. Perhitungan Construct Reliability dan AVE

Variabel penelitian	Indikator	SLF (β)	SLF ²	1-SLF ²	Construct Reliability	AVE
A. <i>Work Life Balance</i>	X1.1	0.910	0.828	0.172	0.953	0.836
	X1.2	0.953	0.908	0.092		
	X1.3	0.930	0.865	0.135		
	X1.4	0.862	0.743	0.257		
B. Dukungan Sosial	X2.1	0.972	0.945	0.055	0.973	0.901
	X2.2	0.943	0.889	0.111		
	X2.3	0.937	0.878	0.122		
	X2.4	0.945	0.893	0.107		
C. Kepuasan Kerja	Y1.1	0.936	0.876	0.124	0.962	0.836
	Y1.2	0.936	0.876	0.124		
	Y1.3	0.942	0.887	0.113		
	Y1.4	0.876	0.767	0.233		
	Y1.5	0.879	0.773	0.227		
D. <i>Work Engagement</i>	Y2.1	0.975	0.951	0.049	0.971	0.919
	Y2.2	0.965	0.931	0.069		
	Y2.3	0.935	0.874	0.126		
E. <i>Turnover Intention</i>	Z.1	0.958	0.918	0.082	0.937	0.832
	Z.2	0.897	0.805	0.195		
	Z.3	0.879	0.773	0.227		

LAMPIRAN 9

UJI SOBEL TEST



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9.1. Uji Sobel Test Pengaruh *Work Life Balance* Terhadap *Turnover Intention* Melalui *Kepuasan Kerja*

Input:		Test statistic:	Std. Error:	p-value:
a	0.199	Sobel test: -2.33697806	0.01524233	0.01944032
b	-0.179	Aroian test: -2.29009446	0.01555438	0.02201584
s _a	0.050	Goodman test: -2.38686427	0.01492376	0.01699276
s _b	0.062	Reset all	Calculate	

9.2. Uji Sobel Test Pengaruh *Dukungan Sosial* Terhadap *Turnover Intention* Melalui *Kepuasan Kerja*

Input:		Test statistic:	Std. Error:	p-value:
a	0.317	Sobel test: -2.60003866	0.02182391	0.00932133
b	-0.179	Aroian test: -2.5710578	0.0220699	0.01013884
s _a	0.053	Goodman test: -2.63002215	0.0215751	0.00853793
s _b	0.062	Reset all	Calculate	

9.3. Uji Sobel Test Pengaruh *Work Balance* Terhadap *Turnover Intention* Melalui *Work Engagement*

Input:		Test statistic:	Std. Error:	p-value:
a	0.193	Sobel test: -2.13216218	0.0186468	0.03299352
b	-0.206	Aroian test: -2.10466549	0.01889041	0.03532044
s _a	0.084	Goodman test: -2.16076552	0.01839996	0.03071346
s _b	0.036	Reset all	Calculate	

9.4. Uji Sobel Test Pengaruh *Dukungan Sosial* Terhadap *Turnover Intention* Melalui *Work Engagement*

Input:		Test statistic:	Std. Error:	p-value:
a	0.160	Sobel test: -1.68069204	0.01961097	0.09282275
b	-0.206	Aroian test: -1.65772143	0.01988271	0.09737371
s _a	0.091	Goodman test: -1.7046448	0.01933541	0.08826069
s _b	0.036	Reset all	Calculate	

Tabel (1). Penentuan Jumlah Sampel dari Populasi yang Diketahui Jumlahnya, Dengan Taraf Kesalahan (*significance level*) 1%, 5% dan 10%

N	s			N	s			N	s		
	1%	5%	10%		1%	5%	10%		1%	5%	10%
10	10	10	10	280	197	155	138	2800	537	310	247
15	15	14	14	290	202	158	140	3000	543	312	248
20	19	19	19	300	207	161	143	3500	558	317	251
25	24	23	23	320	216	167	147	4000	569	320	254
30	29	28	27	340	225	172	151	4500	578	323	255
35	33	32	31	360	234	177	155	5000	586	326	257
40	38	36	35	380	242	182	158	6000	598	329	259
45	42	40	39	400	250	186	162	7000	606	332	261
50	47	44	42	420	257	191	165	8000	613	334	263
55	51	48	46	440	265	195	168	9000	618	335	263
60	55	51	49	460	272	198	171	10000	622	336	263
65	59	55	53	480	279	202	173	15000	635	340	266
70	63	58	56	500	285	205	176	20000	642	342	267
75	67	62	59	550	301	213	182	30000	649	344	268
80	71	65	62	600	315	221	187	40000	663	345	269
85	75	68	65	650	329	227	191	50000	655	346	269
90	79	72	68	700	341	233	195	75000	658	346	270
95	83	75	71	750	352	238	199	100000	659	347	270
100	87	78	73	800	363	243	202	150000	661	347	270
110	94	84	78	850	373	247	205	200000	661	347	270
120	102	89	83	900	382	251	208	250000	662	348	270
130	109	95	88	950	391	255	211	300000	662	348	270
140	116	100	92	1000	399	258	213	350000	662	348	270
150	122	105	97	1100	414	265	217	400000	662	348	270
160	129	110	101	1200	427	270	221	450000	663	348	270
170	135	114	105	1300	440	275	224	500000	663	348	270
180	142	119	108	1400	450	279	227	550000	663	348	270
190	148	123	112	1500	460	283	229	600000	663	348	270
200	154	127	115	1600	469	286	232	650000	663	348	270
210	160	131	118	1700	477	289	234	700000	663	348	270
220	165	135	122	1800	485	292	235	750000	663	348	270
230	171	139	125	1900	492	294	237	800000	663	348	271
240	176	142	127	2000	498	297	238	850000	663	348	271
250	182	146	130	2200	510	301	241	900000	663	348	271
260	187	149	133	2400	520	304	243	950000	663	348	271
270	192	152	135	2600	529	307	245	1000000	663	348	271
								∞	664	349	272