

## DAFTAR PUSTAKA

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## LAMPIRAN

### Redaksi Kuisisioner

- I. Petunjuk Pengisian Opini/Kuisisioner
  - a. Bacalah setiap pernyataan dengan teliti, sampai Bapak/Ibu benar-benar memahami intinya.
  - b. Jangan ada pernyataan yang terlewatkan/tidak diisi.
  - c. Berikan jawaban atas setiap pernyataan dengan memilih salah satu dari 5 (lima).
  - d. Alternatif pilihan yang paling cocok dengan keadaan sebenarnya, setiap pilihan.
  - e. Diberikan kode sebagai berikut :  
SS = Sangat Setuju                    5  
S = Setuju                                4  
KS = Kurang Setuju                    3  
TS = Tidak Setuju                      2  
STS = Sangat Tidak Setuju            1
  - f. Cantumkan tanda centang (✓) pada kolom pilihan yang Bapak/Ibu pilih yang kolomnya tersedia di samping kanan dari setiap pernyataan.

### Pernyataan

Kode	Pernyataan	Tanggapan				
		STS	TS	KS	S	SS
X1.1	Karyawan diberi kesempatan untuk terlibat dalam Pelatihan dan Pengembangan					
X1.2	Komunikasi Internal telah dilaksanakan dengan baik kepada semua karyawan					



Kode	Pernyataan	Tanggapan				
		STS	TS	KS	S	SS
X1.3	Penghargaan dan pengakuan diberi kepada karyawan yang produktif					
X1.4	Karyawan diberi kesempatan terlibat dalam proses pengambilan keputusan					
X2.1	Jam kerja yang telah diterapkan dengan baik dapat menunjang terciptanya work life balance					
X2.2	Waktu luang telah dimanfaatkan dengan baik oleh karyawan untuk beristirahat					
X2.3	Karyawan memperoleh dukungan dari tempat kerja untuk menyeimbangkan work life balance					
X2.4	Manajemen stres dapat dilaksanakan dengan baik pada perusahaan ini					
Y1.1	Tingkat stress tinggi ketika menjadi karyawan pada perusahaan ini					
Y1.2	Tingkat absen dan kehadiran karyawan rendah					
Y1.3	Kesejahteraan psikologis dapat dimiliki oleh setiap karyawan					



Kode	Pernyataan	Tanggapan				
		STS	TS	KS	S	SS
Y1.4	Komunikasi dan hubungan antar karyawan sering dilakukan saat bekerja					
Y2.1	Pekerjaan ini secara mental menantang bagi para karyawan					
Y2.2	Kondisi lingkungan kerja yang mendukung proses bekerja					
Y2.3	Gaji atau upah yang pantas diperoleh saat bekerja di perusahaan ini					
Y2.4	Saya memiliki kepribadian yang sesuai dengan pekerjaan					



```

FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 X2.1 X2.2 X2.3
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## Frequencies

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## Frequency Table



**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	26	9.0	9.0	9.0
	2.00	85	29.3	29.3	38.3
	3.00	107	36.9	36.9	75.2
	4.00	71	24.5	24.5	99.7
	5.00	1	.3	.3	100.0
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**X1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	26	9.0	9.0	9.0
	2.00	39	13.4	13.4	22.4
	3.00	153	52.8	52.8	75.2
	4.00	64	22.1	22.1	97.2
	5.00	8	2.8	2.8	100.0
	Total	290	100.0	100.0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	32	11.0	11.0	11.0
	2.00	52	17.9	17.9	29.0
	3.00	127	43.8	43.8	72.8
	4.00	77	26.6	26.6	99.3
	5.00	2	.7	.7	100.0
	Total	290	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	1.00	26	9.0	9.0	9.0
	2.00	132	45.5	45.5	54.5
	3.00	46	15.9	15.9	70.3
	4.00	73	25.2	25.2	95.5
	5.00	13	4.5	4.5	100.0
	Total	290	100.0	100.0	

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	1.7	1.7	1.7
	3.00	50	17.2	17.2	19.0
	4.00	215	74.1	74.1	93.1
	5.00	20	6.9	6.9	100.0
	Total	290	100.0	100.0	

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	1.7	1.7	1.7
	2.00	8	2.8	2.8	4.5
	3.00	169	58.3	58.3	62.8
	4.00	104	35.9	35.9	98.6
	5.00	4	1.4	1.4	100.0
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**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3.00	61	21.0	21.0	21.0



4.00	217	74.8	74.8	95.9
5.00	12	4.1	4.1	100.0
Total	290	100.0	100.0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	1.7	1.7	1.7
	3.00	86	29.7	29.7	31.4
	4.00	193	66.6	66.6	97.9
	5.00	6	2.1	2.1	100.0
	Total	290	100.0	100.0	

**Y1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	1.7	1.7	1.7
	2.00	15	5.2	5.2	6.9
	3.00	174	60.0	60.0	66.9
	4.00	94	32.4	32.4	99.3
	5.00	2	.7	.7	100.0
	Total	290	100.0	100.0	

**Y1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	35	12.1	12.1	12.1
	3.00	163	56.2	56.2	68.3
	4.00	75	25.9	25.9	94.1
	5.00	17	5.9	5.9	100.0
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**Y1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3.00	133	45.9	45.9	45.9



4.00	150	51.7	51.7	97.6
5.00	7	2.4	2.4	100.0
Total	290	100.0	100.0	

**Y1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	1.7	1.7	1.7
	2.00	4	1.4	1.4	3.1
	3.00	160	55.2	55.2	58.3
	4.00	105	36.2	36.2	94.5
	5.00	16	5.5	5.5	100.0
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**Y2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	1.7	1.7	1.7
	2.00	15	5.2	5.2	6.9
	3.00	169	58.3	58.3	65.2
	4.00	97	33.4	33.4	98.6
	5.00	4	1.4	1.4	100.0
	Total	290	100.0	100.0	

**Y2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	32	11.0	11.0	11.0
	3.00	161	55.5	55.5	66.6
	4.00	80	27.6	27.6	94.1
	5.00	17	5.9	5.9	100.0
	Total	290	100.0	100.0	

**Y2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
	3.00	131	45.2	45.2	45.2



4.00	149	51.4	51.4	96.6
5.00	10	3.4	3.4	100.0
Total	290	100.0	100.0	

### Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	1.7	1.7	1.7
	2.00	1	.3	.3	2.1
	3.00	153	52.8	52.8	54.8
	4.00	117	40.3	40.3	95.2
	5.00	14	4.8	4.8	100.0
	Total	290	100.0	100.0	



## RELIABILITY

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## Scale: Employee Engagement (X1)

### Case Processing Summary

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

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.894	.897	4

### Item Statistics

	Mean	Std. Deviation	N
X1.1	2.7793	.92985	290
X1.2	2.9621	.90860	290
X1.3	2.8793	.94992	290
X1.4	2.7069	1.07839	290

### Summary Item Statistics

	Mean	Min	Max	Range	Maximum / Minimum	Variance	N of Items
Item Means	2.832	2.707	2.962	.255	1.094	.013	4



### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	8.5483	6.740	.784	.679	.857
X1.2	8.3655	6.689	.825	.736	.843
X1.3	8.4483	6.684	.774	.620	.860
X1.4	8.6207	6.423	.696	.494	.895

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
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## RELIABILITY

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**Reliability**

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## Scale: Work Life Balance (X2)

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### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.800	.810	4

### Item Statistics

	Mean	Std. Deviation	N
X2.1	3.8621	.54067	290
X2.2	3.3241	.63772	290
X2.3	3.8310	.47323	290
X2.4	3.6724	.60528	290

### Summary Item Statistics

	Mean	Min	Max	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.672	3.324	3.862	.538	1.162	.061	4



### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	10.8276	1.942	.657	.542	.730
X2.2	11.3655	1.928	.503	.290	.813
X2.3	10.8586	2.101	.656	.537	.739
X2.4	11.0172	1.768	.678	.460	.717

### Scale Statistics

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## RELIABILITY

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## Scale: Mental Health (Y1)

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### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.803	.805	4

### Item Statistics

	Mean	Std. Deviation	N
Y1.1	3.2517	.64067	290
Y1.2	3.2552	.74201	290
Y1.3	3.5655	.54314	290
Y1.4	3.4241	.69807	290

### Summary Item Statistics

	Mean	Min	Max	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.374	3.252	3.566	.314	1.097	.023	4



### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1.1	10.2448	2.476	.742	.646	.693
Y1.2	10.2414	2.530	.552	.313	.793
Y1.3	9.9310	3.109	.511	.262	.801
Y1.4	10.0724	2.393	.696	.622	.713

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
13.4966	4.382	2.09340	4



## RELIABILITY

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## Scale: Work Satisfaction (Y2)

### Case Processing Summary

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	Excluded <sup>a</sup>	0	.0
	Total	290	100.0

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

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.814	.816	4

### Item Statistics

	Mean	Std. Deviation	N
Y2.1	3.2759	.66011	290
Y2.2	3.2828	.73662	290
Y2.3	3.5828	.55964	290
Y2.4	3.4621	.67604	290

### Summary Item Statistics

	Mean	Min	Max	Range	Maximum / Minimum	Variance	N of Items
Item Means	3.401	3.276	3.583	.307	1.094	.022	4



### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y2.1	10.3276	2.526	.728	.620	.720
Y2.2	10.3207	2.585	.575	.333	.800
Y2.3	10.0207	3.121	.534	.287	.810
Y2.4	10.1414	2.496	.719	.615	.724

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
13.6034	4.489	2.11879	4





## REGRESSION

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT TOTAL\_Y1

/METHOD=ENTER TOTAL\_X1 TOTAL\_X2.

**Regression**

		Notes
Output Created		03-JUN-2024 02:41:57
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	290
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax	REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT TOTAL_Y1 /METHOD=ENTER TOTAL_X1 TOTAL_X2.	
Cases	Processor Time	00:00:00.01



Elapsed Time	00:00:00.00
Memory Required	3568 bytes
Additional Memory Required for Residual Plots	0 bytes

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	TOTAL_X2, TOTAL_X1 <sup>b</sup>	.	Enter

a. Dependent Variable: TOTAL\_Y1

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.705 <sup>a</sup>	.497	.493	1.49039

a. Predictors: (Constant), TOTAL\_X2, TOTAL\_X1

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	628.993	2	314.497	141.584	.000 <sup>b</sup>
	Residual	637.503	287	2.221		
	Total	1266.497	289			

a. Dependent Variable: TOTAL\_Y1

b. Predictors: (Constant), TOTAL\_X2, TOTAL\_X1



Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.597	.740		3.512	.001
	TOTAL_X1	.290	.026	.467	10.942	.000
	TOTAL_X2	.519	.050	.445	10.421	.000

a. Dependent Variable: TOTAL\_Y1  
REGRESSION



```

/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT TOTAL_Y2
/METHOD=ENTER TOTAL_X1 TOTAL_X2 TOTAL_Y1.

```

## Regression

		Notes
Output Created		03-JUN-2024 02:43:53
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	290
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT TOTAL_Y2 /METHOD=ENTER TOTAL_X1 TOTAL_X2 TOTAL_Y1.
Resources	Processor Time	00:00:00.01
	Elapsed Time	00:00:00.00
	Memory Required	4096 bytes



Additional Required Residual Plots	Memory for	0 bytes
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### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	TOTAL_Y1, TOTAL_X2, TOTAL_X1 <sup>b</sup>	.	Enter

a. Dependent Variable: TOTAL\_Y2

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.972 <sup>a</sup>	.946	.945	.49645

a. Predictors: (Constant), TOTAL\_Y1, TOTAL\_X2, TOTAL\_X1

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1226.907	3	408.969	1659.326	.000 <sup>b</sup>
	Residual	70.490	286	.246		
	Total	1297.397	289			

a. Dependent Variable: TOTAL\_Y2

b. Predictors: (Constant), TOTAL\_Y1, TOTAL\_X2, TOTAL\_X1



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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.250	.252		-.994	.321
	TOTAL_X1	.030	.010	.048	2.871	.004
	TOTAL_X2	.073	.019	.062	3.734	.000
	TOTAL_Y1	.922	.020	.911	46.894	.000

a. Dependent Variable: TOTAL\_Y2

