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LAMPIRAN

KUESIONER

Responden yang terhormat,

Saya adalah mahasiswa Pasca Sarjana Magister Manajemen Universitas Hasanuddin yang sedang melakukan penelitian tentang “Analisis Pengaruh *Flexible Work Arrangement* Terhadap *Work-Life Balance* dan *Turnover Intention* Melalui Komitmen Organisasi pada Karyawan Perbankan Generasi Y di Kota Makassar” studi kasus pada PT Bank Negara Indonesia (Persero) Tbk. Cabang Makassar. Dalam rangka pengumpulan data untuk sebuah penelitian dan kepentingan ilmiah, saya mohon partisipasi dan kesediaan responden dalam menjawab kuesioner ini. Hasil pengisian data personal akan kami jaga kerahasiaannya untuk menjaga privasi responden.

Akhir kata saya ucapkan terima kasih kepada responden yang telah bersedia meluangkan waktu untuk mengisis kuesioner ini.

Hormat Saya,

Lulu Angraini Ridwan

Petunjuk Pengisian

1. Mohon memberikan tanda centang (✓) pada jawaban yang anda anggap paling benar
2. Setiap pertanyaan hanya membutuhkan satu jawaban saja
3. Mohon memberikan jawaban yang sebenar-benarnya
4. Ada lima alternatif jawaban yaitu:
 - STS : Sangat Tidak Setuju
 - TS : Tidak Setuju
 - KS : Kurang Setuju
 - S : Setuju
 - SS : Sangat Setuju

Karakteristik Responden

Nama (boleh tidak diisi) :

Jenis kelamin :

Usia :

Pendidikan Terakhir :

Masa Kerja :

A. Variabel Fleksibilitas Jam Kerja/*Flexible Work Arrangement*

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|---|-----|----|----|---|----|
| 1 | Saya dapat memilih waktu bekerja (mulai dan selesai), sesuai koridor yang disetujui | | | | | |
| 2 | Saya tidak pulang melebihi jam kerja | | | | | |
| 3 | Saya dapat berbagi pekerjaan di antara para staf paruh waktu. Misalnya satu pekerjaan penuh waktu dapat dikerjakan oleh dua staf paruh waktu. | | | | | |
| 4 | Saya tidak dapat memilih untuk bekerja dari rumah atau lokasi lain. Perlu dipastikan adanya standard minimum dalam hal: peralatan bekerja, komputer, komunikasi, ruangan yang terpisah di rumah, dsb. | | | | | |

B. Variabel *Work-life Balance*

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|--|-----|----|----|---|----|
| 1 | Setelah pulang kerja saya masih bersemangat untuk melakukan berbagai hal lain yang saya inginkan | | | | | |
| 2 | Pekerjaan membuat saya memudahkan untuk mempertahankan kehidupan pribadi yang saya inginkan | | | | | |
| 3 | Saya tidak mengabaikan kebutuhan pribadi saya meskipun terdapat tuntutan pekerjaan | | | | | |
| 4 | Kehidupan pribadi saya membahagiakan karena pekerjaan | | | | | |

| | | | | | | |
|----|--|--|--|--|--|--|
| | saya | | | | | |
| 5 | Saya tidak melewatkan berbagai kegiatan pribadi meskipun banyaknya waktu yang tersita oleh pekerjaan | | | | | |
| 6 | Kehidupan pribadi saya tidak menguras tenaga yang saya butuhkan untuk bekerja | | | | | |
| 7 | Pekerjaan saya tetap menyenangkan meskipun banyak hal yang terjadi pada kehidupan pribadi saya | | | | | |
| 8 | Jika waktu saya habis tersita untuk berbagai kegiatan pribadi maka saya tidak dapat mengabdikan lebih banyak waktu untuk pekerjaan | | | | | |
| 9 | Saya tetap bersemangat untuk bekerja secara lebih efektif meskipun berbagai hal yang terjadi dalam kehidupan pribadi | | | | | |
| 10 | Saat bekerja, saya tidak lagi mengkhawatirkan berbagai hal lain yang perlu saya lakukan di luar pekerjaan. (Contoh: hobi, organisasi masyarakat, komunitas, merawat orang tua, keluarga) | | | | | |
| 11 | Saya jarang menemui kesulitan saat menyelesaikan pekerjaan di kantor akibat terlalu sibuk dengan urusan pribadi | | | | | |
| 12 | Pekerjaan saya tidak mendorong saya untuk melakukan berbagai hal penting di luar pekerjaan | | | | | |
| 13 | Pekerjaan saya membuat saya merasa lebih baik saat di rumah | | | | | |
| 14 | Hal-hal yang saya kerjakan di kantor justru membantu saya menghadapi masalah pribadi | | | | | |
| 15 | Saya merasa lebih baik saat di kantor karena segala hal yang terjadi dalam kehidupan pribadi | | | | | |
| 16 | Kehidupan pribadi saya memberikan kekuatan atau semangat dalam bekerja | | | | | |
| 17 | Kehidupan pribadi saya membantu saya merasa siap untuk bekerja di hari berikutnya | | | | | |

C. Variabel Komitmen Organisasi

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|---|-----|----|----|---|----|
| 1 | Saya senang bekerja di perusahaan ini hingga pensiun | | | | | |
| 2 | Saya senang membicarakan hal positif tentang perusahaan | | | | | |
| 3 | Masalah perusahaan adalah masalah saya juga | | | | | |
| 4 | Tetap bekerja dalam perusahaan karena pilihan bekerja di tempat lain terbatas | | | | | |
| 5 | Merasa lebih banyak kerugian daripada manfaat jika keluar dari pekerjaan | | | | | |
| 6 | Tetap bekerja dalam perusahaan karena perusahaan lain belum tentu memberi benefit yang lebih baik | | | | | |
| 7 | Loyalitas pada perusahaan adalah faktor penting | | | | | |
| 8 | Berpindah pekerjaan karena tawaran yang lebih baik merupakan hal yang tidak benar | | | | | |
| 9 | Saya merasa bersalah jika berpindah perusahaan | | | | | |

D. Variabel *Turnover Intention*

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|---|-----|----|----|---|----|
| 1 | Saya tidak berpikir untuk keluar dari pekerjaan | | | | | |
| 2 | Saya sering berpikir untuk keluar dari pekerjaan | | | | | |
| 3 | Saya kemungkinan akan mencari pekerjaan baru tahun depan | | | | | |
| 4 | Saya akan tetap bekerja disini sampai beberapa tahun lagi | | | | | |
| 5 | Secepatnya saya akan meninggalkan perusahaan ini | | | | | |
| 6 | Saya tidak akan meninggalkan perusahaan ini | | | | | |

LAMPIRAN 2

DISTRIBUSI TABEL FREKUENSI VARIABEL PENELITIAN

1. FLEXIBLE WORK ARRANGEMENT (X)

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| X1 | 37 | 1 | 4 | 2,08 | 1,115 |
| X2 | 37 | 2 | 4 | 3,35 | ,889 |
| X3 | 37 | 2 | 4 | 3,32 | ,669 |
| X4 | 37 | 1 | 2 | 1,51 | ,507 |
| Valid N (listwise) | 0 | | | | |

2. WORK-LIFE BALANCE (Y1)

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| Y1.1 | 37 | 2 | 5 | 3,95 | ,941 |
| Y1.2 | 37 | 3 | 5 | 3,76 | ,683 |
| Y1.3 | 37 | 3 | 5 | 3,54 | ,558 |
| Y1.4 | 37 | 2 | 4 | 3,16 | ,688 |
| Y1.5 | 37 | 3 | 5 | 3,73 | ,693 |
| Y1.6 | 37 | 2 | 4 | 3,46 | ,605 |
| Y1.7 | 37 | 2 | 5 | 3,51 | ,651 |
| Y1.8 | 37 | 1 | 3 | 1,86 | ,822 |
| Y1.9 | 37 | 3 | 5 | 3,95 | ,815 |
| Y1.10 | 37 | 3 | 5 | 3,62 | ,639 |
| Y1.11 | 37 | 3 | 6 | 3,89 | ,875 |
| Y1.12 | 37 | 1 | 4 | 2,24 | ,863 |
| Y1.13 | 37 | 2 | 4 | 3,03 | ,726 |
| Y1.14 | 37 | 2 | 5 | 3,46 | ,691 |
| Y1.15 | 37 | 2 | 5 | 3,43 | ,689 |
| Y1.16 | 37 | 3 | 5 | 3,92 | ,722 |
| Y1.17 | 37 | 3 | 5 | 4,19 | ,616 |
| Valid N (listwise) | 37 | | | | |

3. KOMITMEN ORGANISASI (Y2)

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| Y2.1 | 37 | 2 | 4 | 3,08 | ,640 |
| Y2.2 | 37 | 3 | 5 | 3,84 | ,800 |
| Y2.3 | 37 | 2 | 5 | 3,57 | ,728 |
| Y2.4 | 37 | 1 | 4 | 2,30 | ,878 |
| Y2.5 | 37 | 1 | 4 | 2,43 | ,647 |
| Y2.6 | 37 | 2 | 5 | 3,84 | ,834 |
| Y2.7 | 37 | 3 | 5 | 4,22 | ,672 |
| Y2.8 | 37 | 1 | 3 | 1,84 | ,727 |
| Y2.9 | 37 | 1 | 3 | 1,95 | ,664 |
| Valid N (listwise) | 37 | | | | |

4. TURNOVER INTENTION (Y3)

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| Y3.1 | 37 | 1 | 3 | 2,43 | ,689 |
| Y3.2 | 37 | 3 | 5 | 3,51 | ,607 |
| Y3.3 | 37 | 3 | 5 | 4,35 | ,716 |
| Y3.4 | 37 | 2 | 5 | 3,57 | ,689 |
| Y3.5 | 37 | 2 | 4 | 2,46 | ,558 |
| Y3.6 | 37 | 2 | 3 | 2,57 | ,502 |
| Valid N (listwise) | 37 | | | | |

FREQUENCY TABLE ITEM VARIABLE

1. FLEXIBLE WORK ARRANGEMENT (X)

X.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 14 | 37,8 | 37,8 | 37,8 |
| | TS | 13 | 35,1 | 35,1 | 73,0 |
| | N | 3 | 8,1 | 8,1 | 81,1 |
| | S | 7 | 18,9 | 18,9 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

X.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 20 | 54,1 | 54,1 | 54,1 |
| | N | 10 | 27,0 | 27,0 | 81,1 |
| | S | 7 | 18,9 | 18,9 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

X.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 4 | 10,8 | 10,8 | 10,8 |
| | N | 17 | 45,9 | 45,9 | 56,8 |
| | S | 16 | 43,2 | 43,2 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

X.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 18 | 48,6 | 48,6 | 48,6 |
| | TS | 19 | 51,4 | 51,4 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

2. WORK-LIFE BALANCE (Y1)

Y1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | TS | 2 | 5,4 | 5,4 | 5,4 |
| | N | 11 | 29,7 | 29,7 | 35,1 |
| | S | 11 | 29,7 | 29,7 | 64,9 |
| | SS | 13 | 35,1 | 35,1 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | N | 14 | 37,8 | 37,8 | 37,8 |
| | S | 18 | 48,6 | 48,6 | 86,5 |
| | SS | 5 | 13,5 | 13,5 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | N | 18 | 48,6 | 48,6 | 48,6 |
| | S | 18 | 48,6 | 48,6 | 97,3 |
| | SS | 1 | 2,7 | 2,7 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | TS | 6 | 16,2 | 16,2 | 16,2 |
| | N | 19 | 51,4 | 51,4 | 67,6 |
| | S | 12 | 32,4 | 32,4 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | N | 15 | 40,5 | 40,5 | 40,5 |
| | S | 17 | 45,9 | 45,9 | 86,5 |
| | SS | 5 | 13,5 | 13,5 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | TS | 2 | 5,4 | 5,4 | 5,4 |
| | N | 16 | 43,2 | 43,2 | 48,6 |
| | S | 19 | 51,4 | 51,4 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | TS | 1 | 2,7 | 2,7 | 2,7 |
| | N | 18 | 48,6 | 48,6 | 51,4 |
| | S | 16 | 43,2 | 43,2 | 94,6 |
| | SS | 2 | 5,4 | 5,4 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | STS | 15 | 40,5 | 40,5 | 40,5 |
| | TS | 12 | 32,4 | 32,4 | 73,0 |
| | N | 10 | 27,0 | 27,0 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | N | 13 | 35,1 | 35,1 | 35,1 |
| | S | 13 | 35,1 | 35,1 | 70,3 |
| | SS | 11 | 29,7 | 29,7 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | N | 17 | 45,9 | 45,9 | 45,9 |
| | S | 17 | 45,9 | 45,9 | 91,9 |
| | SS | 3 | 8,1 | 8,1 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.11

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | N | 14 | 37,8 | 37,8 | 37,8 |
| | S | 15 | 40,5 | 40,5 | 78,4 |
| | SS | 6 | 16,2 | 16,2 | 94,6 |
| | 6 | 2 | 5,4 | 5,4 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | STS | 9 | 24,3 | 24,3 | 24,3 |
| | TS | 11 | 29,7 | 29,7 | 54,1 |
| | N | 16 | 43,2 | 43,2 | 97,3 |
| | S | 1 | 2,7 | 2,7 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | TS | 9 | 24,3 | 24,3 | 24,3 |
| | N | 18 | 48,6 | 48,6 | 73,0 |
| | S | 10 | 27,0 | 27,0 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | TS | 2 | 5,4 | 5,4 | 5,4 |
| | N | 18 | 48,6 | 48,6 | 54,1 |
| | S | 15 | 40,5 | 40,5 | 94,6 |
| | SS | 2 | 5,4 | 5,4 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | TS | 2 | 5,4 | 5,4 | 5,4 |
| | N | 19 | 51,4 | 51,4 | 56,8 |
| | S | 14 | 37,8 | 37,8 | 94,6 |
| | SS | 2 | 5,4 | 5,4 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | N | 11 | 29,7 | 29,7 | 29,7 |
| | S | 18 | 48,6 | 48,6 | 78,4 |
| | SS | 8 | 21,6 | 21,6 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

Y1.17

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| | N | 4 | 10,8 | 10,8 | 10,8 |
| | S | 22 | 59,5 | 59,5 | 70,3 |
| | SS | 11 | 29,7 | 29,7 | 100,0 |
| Valid | Total | 37 | 100,0 | 100,0 | |

3. KOMITMEN ORGANISASI (Y2)**Y2.1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 6 | 16,2 | 16,2 | 16,2 |
| | Netral | 22 | 59,5 | 59,5 | 75,7 |
| | Setuju | 9 | 24,3 | 24,3 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 15 | 40,5 | 40,5 | 40,5 |
| | Setuju | 13 | 35,1 | 35,1 | 75,7 |
| | Sangat Setuju | 9 | 24,3 | 24,3 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 2 | 5,4 | 5,4 | 5,4 |
| | Netral | 15 | 40,5 | 40,5 | 45,9 |
| | Setuju | 17 | 45,9 | 45,9 | 91,9 |
| | Sangat Setuju | 3 | 8,1 | 8,1 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 8 | 21,6 | 21,6 | 21,6 |
| | Tidak Setuju | 12 | 32,4 | 32,4 | 54,1 |
| | Netral | 15 | 40,5 | 40,5 | 94,6 |
| | Setuju | 2 | 5,4 | 5,4 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y2.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 2 | 5,4 | 5,4 | 5,4 |
| | Tidak Setuju | 18 | 48,6 | 48,6 | 54,1 |
| | Netral | 16 | 43,2 | 43,2 | 97,3 |
| | Setuju | 1 | 2,7 | 2,7 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y2.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 4 | 10,8 | 10,8 | 10,8 |
| | Netral | 4 | 10,8 | 10,8 | 21,6 |
| | Setuju | 23 | 62,2 | 62,2 | 83,8 |
| | Sangat Setuju | 6 | 16,2 | 16,2 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y2.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Netral | 5 | 13,5 | 13,5 | 13,5 |
| | Setuju | 19 | 51,4 | 51,4 | 64,9 |
| | Sangat Setuju | 13 | 35,1 | 35,1 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y2.8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 13 | 35,1 | 35,1 | 35,1 |
| | Tidak Setuju | 17 | 45,9 | 45,9 | 81,1 |
| | Netral | 7 | 18,9 | 18,9 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y2.9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------------|-----------|---------|---------------|--------------------|
| Valid | Sangat Tidak Setuju | 9 | 24,3 | 24,3 | 24,3 |
| | Tidak Setuju | 21 | 56,8 | 56,8 | 81,1 |
| | Netral | 7 | 18,9 | 18,9 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

4. TURNOVER INTENTION (Y3)**Y3.1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 4 | 10,8 | 10,8 | 10,8 |
| | TS | 13 | 35,1 | 35,1 | 45,9 |
| | N | 20 | 54,1 | 54,1 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | N | 20 | 54,1 | 54,1 | 54,1 |
| | S | 15 | 40,5 | 40,5 | 94,6 |
| | SS | 2 | 5,4 | 5,4 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y3.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 14 | 37,8 | 37,8 | 37,8 |
| | TS | 18 | 48,6 | 48,6 | 86,5 |
| | N | 5 | 13,5 | 13,5 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y3.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 2,7 | 2,7 | 2,7 |
| | N | 17 | 45,9 | 45,9 | 48,6 |
| | S | 16 | 43,2 | 43,2 | 91,9 |
| | SS | 3 | 8,1 | 8,1 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y3.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 21 | 56,8 | 56,8 | 56,8 |
| | N | 15 | 40,5 | 40,5 | 97,3 |
| | S | 1 | 2,7 | 2,7 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

Y3.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 16 | 43,2 | 43,2 | 43,2 |
| | N | 21 | 56,8 | 56,8 | 100,0 |
| | Total | 37 | 100,0 | 100,0 | |

LAMPIRAN 3

HASIL OUTPUT SPSS

UJI ALIDITAS VARIABEL

| No. | Item | r hitung | r tabel | Keputusan |
|---|-------|----------|---------|-----------|
| <i>Flexible Work Arrangement (X)</i> | | | | |
| 1 | X.1 | 0,767 | 0,325 | Valid |
| 2 | X.2 | 0,564 | 0,325 | Valid |
| 3 | X.3 | 0,651 | 0,325 | Valid |
| 4 | X.4 | 0,593 | 0,325 | Valid |
| <i>Work-Life Balance (Y1)</i> | | | | |
| 1 | Y1.1 | 0,438 | 0,325 | Valid |
| 2 | Y1.2 | 0,484 | 0,325 | Valid |
| 3 | Y1.3 | 0,381 | 0,325 | Valid |
| 4 | Y1.4 | 0,418 | 0,325 | Valid |
| 5 | Y1.5 | 0,567 | 0,325 | Valid |
| 6 | Y1.6 | 0,540 | 0,325 | Valid |
| 7 | Y1.7 | 0,479 | 0,325 | Valid |
| 8 | Y1.8 | 0,652 | 0,325 | Valid |
| 9 | Y1.9 | 0,541 | 0,325 | Valid |
| 10 | Y1.10 | 0,355 | 0,325 | Valid |
| 11 | Y1.11 | 0,353 | 0,325 | Valid |
| 12 | Y1.12 | 0,604 | 0,325 | Valid |
| 13 | Y1.13 | 0,557 | 0,325 | Valid |
| 14 | Y1.14 | 0,484 | 0,325 | Valid |
| 15 | Y1.15 | 0,571 | 0,325 | Valid |
| 16 | Y1.16 | 0,529 | 0,325 | Valid |
| 17 | Y1.17 | 0,491 | 0,325 | Valid |
| <i>Komitmen Organisasi (Y2)</i> | | | | |
| 1 | Y2.1 | 0,796 | 0,325 | Valid |
| 2 | Y2.2 | 0,763 | 0,325 | Valid |
| 3 | Y2.3 | 0,811 | 0,325 | Valid |
| 4 | Y2.4 | 0,742 | 0,325 | Valid |
| 5 | Y2.5 | 0,762 | 0,325 | Valid |
| 6 | Y2.6 | 0,811 | 0,325 | Valid |
| 7 | Y2.7 | 0,470 | 0,325 | Valid |
| 8 | Y2.8 | 0,710 | 0,325 | Valid |
| 9 | Y2.9 | 0,696 | 0,325 | Valid |
| <i>Turnover Intention (Y3)</i> | | | | |
| 1 | Y3.1 | 0,799 | 0,325 | Valid |
| 2 | Y3.2 | 0,756 | 0,325 | Valid |
| 3 | Y3.3 | 0,355 | 0,325 | Valid |
| 4 | Y3.4 | 0,668 | 0,325 | Valid |
| 5 | Y3.5 | 0,778 | 0,325 | Valid |

| | | | | |
|---|------|-------|-------|-------|
| 6 | Y3.6 | 0,774 | 0,325 | Valid |
|---|------|-------|-------|-------|

UJI RELIABILITAS VARIABEL

1. Flexible Work Arrangement (X)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,742 | 4 |

2. Work-Life Balance (Y1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,808 | 17 |

3. Komitmen Organisasi (Y2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,902 | 9 |

4. Turnover Intention (Y3)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,921 | 6 |

UJI ANALISIS LINIER BERGANDA

1. Persamaan 1

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,715 ^a | ,511 | ,497 | ,93236 |

a. Predictors: (Constant), FWA

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 31,845 | 1 | 31,845 | 36,633 | ,000 ^b |
| | Residual | 30,425 | 35 | ,869 | | |
| | Total | 62,270 | 36 | | | |

a. Dependent Variable: WLB

b. Predictors: (Constant), FWA

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | -49,125 | 10,136 | | -4,847 | ,000 |
| | FWA | ,550 | ,091 | ,715 | 6,053 | ,000 |

a. Dependent Variable: WLB

2. Persamaan 2

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,689 ^a | ,475 | ,445 | ,92099 |

a. Predictors: (Constant), WLB, FWA

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 26,133 | 2 | 13,067 | 15,405 | ,000 ^b |
| | Residual | 28,840 | 34 | ,848 | | |
| | Total | 54,973 | 36 | | | |

a. Dependent Variable: KO

b. Predictors: (Constant), WLB, FWA

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 42,309 | 2,765 | | 15,300 | ,000 |
| | FWA | ,481 | ,119 | ,512 | 4,040 | ,000 |
| | WLB | ,210 | ,071 | ,372 | 2,940 | ,006 |

a. Dependent Variable: KO

3. Persamaan 3

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,836 ^a | ,699 | ,671 | ,82932 |

a. Predictors: (Constant), KO, WLB, FWA

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 52,601 | 3 | 17,534 | 25,494 | ,000 ^b |
| | Residual | 22,696 | 33 | ,688 | | |
| | Total | 75,297 | 36 | | | |

a. Dependent Variable: TO

b. Predictors: (Constant), KO, WLB, FWA

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 82,538 | 7,017 | | 11,762 | ,000 |
| | FWA | ,613 | ,131 | ,557 | 4,669 | ,000 |
| | WLB | -,088 | ,043 | -,200 | -2,065 | ,047 |
| | KO | ,448 | ,138 | ,383 | 3,249 | ,003 |

a. Dependent Variable: TO