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**LAMPIRAN**

**Lampiran 1. Lembar Kuesioner**

**LEMBAR KUESIONER**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Work Life Balance*, Lingkungan Kerja, Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Di PT. PLN (Persero) Unit Pelaksana Pelayanan Pelanggan (UP3) Tegal.

Kepada Yth,

Sdr/i Responden

Di Tempat

Dengan Hormat,

Berhubungan dengan penyelesaian tugas akhir sebagai mahasiswa Program Strata Satu (S1) Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal maka saya :

Nama : Nisa Apriliani

NIM : 4118500058

Fakultas : Ekonomi dan Bisnis (Program Studi Manajemen)

Adapun data yang kami sajikan adalah sesuai dengan kondisi yang dirasakan saudara sekarang ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan dalam penelitian. Setiap respon jawaban yang diberikan adalah bantuan yang sangat membantu dalam penelitian ini.

Atas perhatian dan bantuannya yang sangat berharga, kami mengucapkan terima kasih.

Tegal, 2023

Hormat Saya,

Nisa Apriliani

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin
2. Laki-laki
3. Perempuan
4. Usia
5. 21 tahun - 30 tahun
6. 30 tahun - 40 tahun
7. > 40 tahun
8. Pendidikan Terakhir
9. SMA/ Sederajat
10. D3
11. S1

**Petunjuk Pengisian**

Berikan tanda check list () pada pilihan salah satu jawaban yang sesuai dengan pendapat saudara.

**Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1. | Pekerjaan menarik sehingga tidak membosankan |  |  |  |  |  |
| 2. | Mengerjakan pekerjaan yang monoton |  |  |  |  |  |
| 3. | Selalu bertanggung jawab terhadap pekerjaan yang dikerjaakan |  |  |  |  |  |
| 4. | Pekerjaan yang diberikan tidak sesuai dengan kemampuan yang dimiliki |  |  |  |  |  |
| 5. | Gaji yang diterima sesuai dengan standar yang berlaku |  |  |  |  |  |
| 6. | Setiap karyawan memiliki peluang promosi dalam pekerjaan |  |  |  |  |  |
| 7. | Karyawan memiliki kesempatan untuk mengembangkan kemampuan dan keterampilan yang dimiliki |  |  |  |  |  |
| 8. | Pimpinan selalu memberikan bantuan setiap ada masalah |  |  |  |  |  |
| 9. | Pimpinan memberikan dukungan dan motivasi kepada setiap karyawan |  |  |  |  |  |
| 10. | Dapat berkomunikasi baik dengan rekan kerja untuk mencapai tujuan organisasi |  |  |  |  |  |
| 11. | Antar karyawan dapat bekerja sama dengan baik untuk menyelesaikan pekerjaan |  |  |  |  |  |

***Work life balance* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1. | Jumlah jam kerja yang diperoleh sesuai dengan ketentuan dan standar yang berlaku di perusahaan |  |  |  |  |  |
| 2. | Jumlah waktu istirahat bekerja yang diperoleh sesuai dengan ketentuan dan standar yang berlaku di perusahaan |  |  |  |  |  |
| 3. | Jumlah waktu bekerja dan istirahat sudah seimbang |  |  |  |  |  |
| 4. | Mampu membagi waktu antara pekerjaan dan waktu untuk keluarga |  |  |  |  |  |
| 5. | Bekerja secara profesional tanpa membawa urusan pribadi ke dalam pekerjaan |  |  |  |  |  |
| 6. | Berperan aktif dalam kegiatan di dalam dan luar pekerjaan |  |  |  |  |  |
| 7. | Memiliki rasa tanggung jawab dan loyal terhadap pekerjaan dan perusahaan |  |  |  |  |  |
| 8. | Peran antara pekerjaan dan keluarga saling mendukung |  |  |  |  |  |
| 9. | Merasa puas dengan apa yang sudah didapatkan selama ini dalam pekerjaan |  |  |  |  |  |
| 10. | Keluarga mendukung karir dan pekerjaan |  |  |  |  |  |

**Lingkungan kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1. | Penerangan di tempat kerja baik |  |  |  |  |  |
| 2. | Penerangan yang ada di ruang kerja telah sesuai dengan kebutuhan |  |  |  |  |  |
| 3. | Lingkungan kerja tenang dan tidak bising |  |  |  |  |  |
| 4. | Keamanan ditempat kerja membuat bekerja dengan nyaman |  |  |  |  |  |
| 5. | Adanya petugas keamanan dilingkungan perusahaan membuat merasa aman |  |  |  |  |  |
| 6. | Terciptanya hubungan yang harmonis antar karyawan maupun karyawan dengan atasan |  |  |  |  |  |
| 7. | Menganggap rekan kerja seperti keluarga sendiri |  |  |  |  |  |
| 8. | Terjalinnya hubungan yang baik dan saling membantu antar karyawan sehingga pekerjaan dapat selesai lebih cepat |  |  |  |  |  |
| 9. | Lingkungan kerja yang kondusif mendukung kelancaran pelaksanaan pekerjaan |  |  |  |  |  |
| 10. | Peralatan kerja dapat digunakan dengan kondisi baik, layak dan memadai untuk mendukung menyelesaikan pekerjaan |  |  |  |  |  |

**Budaya organisasi (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | STS | TS | N | S | SS |
| 1. | Pimpinan memberikan kebebasan pada setiap karyawan dalam mengungkapakan pendapatnya |  |  |  |  |  |
| 2. | Pimpinan memberikan kebebasan pada setiap karyawan dalam menciptakan ide-ide baru dalam melakukan pekerjaan untuk memajukan perusahaan |  |  |  |  |  |
| 3. | Berani mengambil resiko dalam pengambilan keputusan yang berhubungan dengan pekerjaan |  |  |  |  |  |
| 4. | Mencapai target tanpa melupakan sistem dan prosedur |  |  |  |  |  |
| 5. | Hasil pekerjaan merupakan tolak ukur penilaian kinerja karyawan dalam perusahaan |  |  |  |  |  |
| 6. | Memberi dan menerima informasi yang benar sesama karyawan untuk kepentingan bersama |  |  |  |  |  |
| 7. | Memiliki kemauan yang kuat dalam menjalankan tugas |  |  |  |  |  |
| 8. | Perusahaan memberikan penghargaan, kenaikan gaji atau promosi didasarkan pada prestasi kerja karyawan |  |  |  |  |  |
| 9. | Mempertimbangkan pada suatu detail yang teliti terhadap pekerjaan |  |  |  |  |  |
| 10. | Menekankan pada hasil kerja , tetapi tetap memperhatikan proses kerja untuk mencapai hasil yang optimal |  |  |  |  |  |

**Lampiran 2. Tabulasi Uji Coba Intrumen Variabel Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode resp | Kepuasan Kerja | | | | | | | | | | | Y |
| KK.1 | KK.2 | KK.3 | KK.4 | KK.5 | KK.6 | KK.7 | KK.8 | KK.9 | KK.10 | KK.11 |
| R-01 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 48 |
| R-02 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 47 |
| R-03 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 47 |
| R-04 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 50 |
| R-05 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 47 |
| R-06 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 53 |
| R-07 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 45 |
| R-08 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| R-09 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 40 |
| R-10 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 48 |
| R-11 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| R-12 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 42 |
| R-13 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 42 |
| R-14 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 52 |
| R-15 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 46 |
| R-16 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 48 |
| R-17 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 53 |
| R-18 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 52 |
| R-19 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 52 |
| R-20 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 48 |
| R-21 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 45 |
| R-22 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 36 |
| R-23 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 51 |
| R-24 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 47 |
| R-25 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 44 |
| R-26 | 4 | 4 | 4 | 5 | 3 | 5 | 2 | 5 | 4 | 4 | 5 | 45 |
| R-27 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| R-28 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| R-29 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 52 |
| R-30 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 50 |

**Lampiran 3. Tabulasi Uji Coba Intrumen Variabel *Work Life Balance***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode resp | *Work Life Balance* | | | | | | | | | | X1 |
| WLB.1 | WLB.2 | WLB.3 | WLB.4 | WLB.5 | WLB.6 | WLB.7 | WLB.8 | WLB.9 | WLB.10 |
| R-01 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 38 |
| R-02 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| R-03 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| R-04 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| R-05 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 39 |
| R-06 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 43 |
| R-07 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 42 |
| R-08 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| R-09 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| R-10 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 5 | 41 |
| R-11 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 39 |
| R-12 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 35 |
| R-13 | 5 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 40 |
| R-14 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 46 |
| R-15 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R-16 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 41 |
| R-17 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
| R-18 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| R-19 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 47 |
| R-20 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| R-21 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 37 |
| R-22 | 4 | 3 | 3 | 3 | 3 | 5 | 3 | 5 | 4 | 4 | 37 |
| R-23 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| R-24 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 41 |
| R-25 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| R-26 | 5 | 3 | 4 | 3 | 5 | 3 | 5 | 5 | 4 | 3 | 40 |
| R-27 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 44 |
| R-28 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 38 |
| R-29 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 45 |
| R-30 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |

**Lampiran 4. Tabulasi Uji Coba Intrumen Variabel Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode resp | Lingkungan Kerja | | | | | | | | | | X2 |
| LK.1 | LK.2 | LK.3 | LK.4 | LK.5 | LK.6 | LK.7 | LK.8 | LK.9 | LK.10 |
| R-01 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 41 |
| R-02 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 38 |
| R-03 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 42 |
| R-04 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| R-05 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| R-06 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| R-07 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 41 |
| R-08 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| R-09 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 38 |
| R-10 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| R-11 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| R-12 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 40 |
| R-13 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 40 |
| R-14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 48 |
| R-15 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| R-16 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| R-17 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 46 |
| R-18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| R-19 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 43 |
| R-20 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 45 |
| R-21 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 40 |
| R-22 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| R-23 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 44 |
| R-24 | 4 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 43 |
| R-25 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 43 |
| R-26 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| R-27 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 41 |
| R-28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R-29 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| R-30 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 44 |

**Lampiran 5. Tabulasi Uji Coba Intrumen Variabel Budaya Organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode resp | Budaya Organisasi | | | | | | | | | | X3 |
| BO.1 | BO.2 | BO.3 | BO.4 | BO.5 | BO.6 | BO.7 | BO.8 | BO.9 | BO.10 |
| R-01 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 43 |
| R-02 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 38 |
| R-03 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 42 |
| R-04 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| R-05 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| R-06 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-07 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 41 |
| R-08 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| R-09 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 34 |
| R-10 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| R-11 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 46 |
| R-12 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 39 |
| R-13 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 44 |
| R-14 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| R-15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R-16 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 45 |
| R-17 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 47 |
| R-18 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 45 |
| R-19 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 45 |
| R-20 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 46 |
| R-21 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 44 |
| R-22 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 36 |
| R-23 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| R-24 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 40 |
| R-25 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 36 |
| R-26 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 43 |
| R-27 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 41 |
| R-28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R-29 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 42 |
| R-30 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |

**Lampiran 6. Hasil MSI Intrumen Uji Coba Variabel Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode resp | Kepuasan Kerja | | | | | | | | | | | Y |
| Succesive Interval | | | | | | | | | | |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 |
| R-01 | 5,621 | 4,000 | 4,423 | 4,458 | 4,378 | 4,549 | 4,227 | 5,412 | 5,522 | 4,336 | 5,602 | 52,529 |
| R-02 | 4,000 | 4,000 | 4,423 | 5,905 | 4,378 | 4,549 | 4,227 | 4,114 | 5,522 | 5,705 | 4,000 | 50,824 |
| R-03 | 4,000 | 5,711 | 4,423 | 4,458 | 4,378 | 4,549 | 4,227 | 5,412 | 4,204 | 4,336 | 5,602 | 51,300 |
| R-04 | 5,621 | 5,711 | 4,423 | 5,905 | 5,782 | 4,549 | 5,318 | 5,412 | 3,000 | 4,336 | 5,602 | 55,660 |
| R-05 | 5,621 | 5,711 | 4,423 | 4,458 | 4,378 | 4,549 | 4,227 | 4,114 | 4,204 | 4,336 | 5,602 | 51,623 |
| R-06 | 5,621 | 5,711 | 5,846 | 5,905 | 4,378 | 6,030 | 4,227 | 5,412 | 5,522 | 5,705 | 5,602 | 59,961 |
| R-07 | 4,000 | 4,000 | 4,423 | 4,458 | 5,782 | 4,549 | 3,262 | 4,114 | 5,522 | 4,336 | 4,000 | 48,446 |
| R-08 | 4,000 | 4,000 | 3,000 | 4,458 | 4,378 | 4,549 | 4,227 | 4,114 | 4,204 | 4,336 | 4,000 | 45,266 |
| R-09 | 4,000 | 4,000 | 3,000 | 4,458 | 4,378 | 3,000 | 4,227 | 4,114 | 3,000 | 3,000 | 4,000 | 41,176 |
| R-10 | 5,621 | 4,000 | 4,423 | 5,905 | 5,782 | 4,549 | 3,262 | 3,000 | 5,522 | 5,705 | 5,602 | 53,372 |
| R-11 | 4,000 | 4,000 | 4,423 | 4,458 | 4,378 | 4,549 | 5,318 | 5,412 | 5,522 | 5,705 | 5,602 | 53,368 |
| R-12 | 4,000 | 4,000 | 4,423 | 4,458 | 4,378 | 4,549 | 3,262 | 3,000 | 4,204 | 4,336 | 4,000 | 44,610 |
| R-13 | 5,621 | 4,000 | 4,423 | 4,458 | 4,378 | 4,549 | 3,262 | 3,000 | 3,000 | 3,000 | 5,602 | 45,293 |
| R-14 | 4,000 | 4,000 | 5,846 | 5,905 | 5,782 | 6,030 | 5,318 | 5,412 | 5,522 | 5,705 | 4,000 | 57,521 |
| R-15 | 4,000 | 4,000 | 4,423 | 4,458 | 4,378 | 6,030 | 3,262 | 4,114 | 5,522 | 5,705 | 4,000 | 49,893 |
| R-16 | 5,621 | 5,711 | 4,423 | 4,458 | 5,782 | 4,549 | 3,262 | 5,412 | 4,204 | 4,336 | 5,602 | 53,360 |
| R-17 | 5,621 | 4,000 | 5,846 | 5,905 | 5,782 | 6,030 | 5,318 | 5,412 | 5,522 | 5,705 | 4,000 | 59,142 |
| R-18 | 4,000 | 4,000 | 5,846 | 5,905 | 5,782 | 6,030 | 5,318 | 5,412 | 5,522 | 5,705 | 4,000 | 57,521 |
| R-19 | 5,621 | 4,000 | 5,846 | 5,905 | 5,782 | 6,030 | 5,318 | 5,412 | 5,522 | 3,000 | 5,602 | 58,039 |
| R-20 | 5,621 | 5,711 | 4,423 | 4,458 | 4,378 | 4,549 | 5,318 | 4,114 | 4,204 | 4,336 | 5,602 | 52,713 |
| R-21 | 5,621 | 5,711 | 4,423 | 4,458 | 4,378 | 4,549 | 3,262 | 4,114 | 4,204 | 4,336 | 4,000 | 49,056 |
| R-22 | 4,000 | 4,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,262 | 3,000 | 3,000 | 3,000 | 4,000 | 36,262 |
| R-23 | 4,000 | 4,000 | 5,846 | 5,905 | 5,782 | 4,549 | 5,318 | 5,412 | 5,522 | 5,705 | 4,000 | 56,040 |
| R-24 | 4,000 | 4,000 | 5,846 | 4,458 | 4,378 | 6,030 | 4,227 | 5,412 | 4,204 | 4,336 | 4,000 | 50,891 |
| R-25 | 4,000 | 4,000 | 4,423 | 4,458 | 4,378 | 4,549 | 3,262 | 4,114 | 4,204 | 4,336 | 5,602 | 47,326 |
| R-26 | 4,000 | 4,000 | 4,423 | 5,905 | 3,000 | 6,030 | 2,000 | 5,412 | 4,204 | 4,336 | 5,602 | 48,913 |
| R-27 | 4,000 | 4,000 | 5,846 | 4,458 | 4,378 | 4,549 | 4,227 | 4,114 | 4,204 | 4,336 | 4,000 | 48,111 |
| R-28 | 4,000 | 4,000 | 4,423 | 3,000 | 3,000 | 4,549 | 4,227 | 4,114 | 4,204 | 4,336 | 4,000 | 43,853 |
| R-29 | 4,000 | 4,000 | 5,846 | 5,905 | 5,782 | 6,030 | 5,318 | 5,412 | 5,522 | 5,705 | 4,000 | 57,521 |
| R-30 | 4,000 | 4,000 | 5,846 | 5,905 | 5,782 | 6,030 | 5,318 | 5,412 | 4,204 | 4,336 | 4,000 | 54,834 |

**Lampiran 7. Hasil MSI Intrumen Uji Coba Variabel *Work Life Balance***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode resp | *work life balance* | | | | | | | | | | X1 |
| Succesive Interval | | | | | | | | | |
| WLB.1 | WLB.2 | WLB.3 | WLB.4 | WLB.5 | WLB.6 | WLB.7 | WLB.8 | WLB.9 | WLB.10 |
| R-01 | 4,223 | 4,423 | 4,641 | 4,116 | 5,466 | 3,000 | 3,000 | 4,248 | 4,139 | 3,000 | 40,256 |
| R-02 | 5,471 | 4,423 | 4,641 | 4,116 | 4,159 | 5,685 | 5,308 | 5,580 | 5,318 | 5,632 | 50,332 |
| R-03 | 4,223 | 4,423 | 4,641 | 4,116 | 5,466 | 4,269 | 4,091 | 4,248 | 5,318 | 4,309 | 45,102 |
| R-04 | 3,000 | 5,846 | 4,641 | 5,250 | 5,466 | 5,685 | 4,091 | 4,248 | 5,318 | 5,632 | 49,176 |
| R-05 | 3,000 | 4,423 | 4,641 | 4,116 | 4,159 | 5,685 | 5,308 | 3,000 | 3,137 | 4,309 | 41,776 |
| R-06 | 3,000 | 4,423 | 6,172 | 4,116 | 5,466 | 4,269 | 5,308 | 5,580 | 5,318 | 3,000 | 46,652 |
| R-07 | 4,223 | 4,423 | 4,641 | 3,000 | 4,159 | 5,685 | 5,308 | 4,248 | 5,318 | 4,309 | 45,312 |
| R-08 | 4,223 | 4,423 | 4,641 | 4,116 | 4,159 | 4,269 | 5,308 | 4,248 | 4,139 | 4,309 | 43,833 |
| R-09 | 4,223 | 4,423 | 3,000 | 4,116 | 4,159 | 4,269 | 4,091 | 4,248 | 3,137 | 4,309 | 39,973 |
| R-10 | 5,471 | 5,846 | 4,641 | 3,000 | 3,000 | 4,269 | 4,091 | 5,580 | 3,137 | 5,632 | 44,666 |
| R-11 | 3,000 | 4,423 | 4,641 | 5,250 | 5,466 | 4,269 | 4,091 | 3,000 | 3,137 | 4,309 | 41,585 |
| R-12 | 3,000 | 4,423 | 4,641 | 3,000 | 3,000 | 4,269 | 4,091 | 4,248 | 2,000 | 4,309 | 36,980 |
| R-13 | 5,471 | 4,423 | 4,641 | 3,000 | 3,000 | 5,685 | 3,000 | 4,248 | 4,139 | 5,632 | 43,239 |
| R-14 | 4,223 | 5,846 | 6,172 | 5,250 | 5,466 | 5,685 | 5,308 | 4,248 | 5,318 | 3,000 | 50,515 |
| R-15 | 5,471 | 4,423 | 4,641 | 3,000 | 4,159 | 4,269 | 4,091 | 4,248 | 4,139 | 4,309 | 42,749 |
| R-16 | 4,223 | 5,846 | 4,641 | 4,116 | 4,159 | 5,685 | 4,091 | 5,580 | 3,137 | 3,000 | 44,476 |
| R-17 | 4,223 | 5,846 | 6,172 | 5,250 | 5,466 | 5,685 | 5,308 | 4,248 | 4,139 | 4,309 | 50,645 |
| R-18 | 3,000 | 5,846 | 6,172 | 5,250 | 5,466 | 5,685 | 4,091 | 5,580 | 5,318 | 4,309 | 50,716 |
| R-19 | 5,471 | 5,846 | 6,172 | 5,250 | 5,466 | 4,269 | 5,308 | 5,580 | 4,139 | 4,309 | 51,810 |
| R-20 | 5,471 | 4,423 | 4,641 | 5,250 | 4,159 | 4,269 | 5,308 | 5,580 | 5,318 | 5,632 | 50,050 |
| R-21 | 4,223 | 4,423 | 4,641 | 3,000 | 4,159 | 5,685 | 3,000 | 4,248 | 3,137 | 3,000 | 39,515 |
| R-22 | 4,223 | 3,000 | 3,000 | 3,000 | 3,000 | 5,685 | 3,000 | 5,580 | 4,139 | 4,309 | 38,936 |
| R-23 | 5,471 | 5,846 | 4,641 | 5,250 | 5,466 | 5,685 | 5,308 | 4,248 | 5,318 | 5,632 | 52,864 |
| R-24 | 4,223 | 4,423 | 6,172 | 4,116 | 5,466 | 4,269 | 4,091 | 4,248 | 3,137 | 4,309 | 44,453 |
| R-25 | 5,471 | 4,423 | 4,641 | 3,000 | 4,159 | 4,269 | 4,091 | 3,000 | 4,139 | 4,309 | 41,501 |
| R-26 | 5,471 | 3,000 | 4,641 | 3,000 | 5,466 | 3,000 | 5,308 | 5,580 | 4,139 | 3,000 | 42,605 |
| R-27 | 4,223 | 4,423 | 4,641 | 4,116 | 4,159 | 5,685 | 5,308 | 5,580 | 4,139 | 5,632 | 47,905 |
| R-28 | 4,223 | 3,000 | 4,641 | 4,116 | 4,159 | 5,685 | 3,000 | 3,000 | 4,139 | 4,309 | 40,271 |
| R-29 | 4,223 | 5,846 | 6,172 | 5,250 | 5,466 | 5,685 | 3,000 | 5,580 | 4,139 | 4,309 | 49,670 |
| R-30 | 3,000 | 5,846 | 6,172 | 5,250 | 5,466 | 5,685 | 5,308 | 5,580 | 5,318 | 5,632 | 53,257 |

**Lampiran 8. Hasil MSI Intrumen Uji Coba Variabel Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode resp | lingkungan kerja | | | | | | | | | | X2 |
| Succesive Interval | | | | | | | | | |
| LK.1 | LK.2 | LK.3 | LK.4 | LK.5 | LK.6 | LK.7 | LK.8 | LK.9 | LK.10 |
| R-01 | 3,000 | 3,000 | 4,411 | 3,000 | 5,449 | 6,030 | 5,220 | 5,632 | 4,676 | 4,458 | 44,876 |
| R-02 | 3,000 | 3,000 | 4,411 | 3,000 | 4,101 | 4,549 | 5,220 | 3,000 | 6,193 | 4,458 | 40,932 |
| R-03 | 4,059 | 4,177 | 4,411 | 5,663 | 5,449 | 4,549 | 5,220 | 3,000 | 4,676 | 4,458 | 45,662 |
| R-04 | 4,059 | 4,177 | 5,847 | 5,663 | 5,449 | 6,030 | 5,220 | 5,632 | 6,193 | 5,905 | 54,176 |
| R-05 | 5,198 | 4,177 | 3,000 | 4,288 | 4,101 | 4,549 | 5,220 | 4,309 | 4,676 | 4,458 | 43,976 |
| R-06 | 5,198 | 5,426 | 5,847 | 5,663 | 5,449 | 6,030 | 5,220 | 5,632 | 6,193 | 4,458 | 55,116 |
| R-07 | 3,000 | 3,000 | 4,411 | 4,288 | 3,000 | 6,030 | 5,220 | 5,632 | 4,676 | 5,905 | 45,163 |
| R-08 | 3,000 | 4,177 | 5,847 | 5,663 | 5,449 | 4,549 | 5,220 | 4,309 | 4,676 | 4,458 | 47,348 |
| R-09 | 3,000 | 4,177 | 5,847 | 4,288 | 5,449 | 3,000 | 3,000 | 3,000 | 4,676 | 4,458 | 40,896 |
| R-10 | 4,059 | 3,000 | 4,411 | 4,288 | 4,101 | 6,030 | 5,220 | 5,632 | 6,193 | 5,905 | 48,840 |
| R-11 | 5,198 | 4,177 | 4,411 | 4,288 | 4,101 | 6,030 | 5,220 | 5,632 | 6,193 | 5,905 | 51,156 |
| R-12 | 3,000 | 4,177 | 4,411 | 4,288 | 5,449 | 4,549 | 3,000 | 4,309 | 4,676 | 5,905 | 43,765 |
| R-13 | 4,059 | 4,177 | 4,411 | 4,288 | 3,000 | 4,549 | 4,050 | 4,309 | 6,193 | 4,458 | 43,494 |
| R-14 | 5,198 | 5,426 | 5,847 | 5,663 | 5,449 | 6,030 | 5,220 | 5,632 | 6,193 | 3,000 | 53,659 |
| R-15 | 4,059 | 3,000 | 4,411 | 4,288 | 4,101 | 4,549 | 4,050 | 4,309 | 4,676 | 4,458 | 41,902 |
| R-16 | 5,198 | 4,177 | 4,411 | 4,288 | 5,449 | 6,030 | 5,220 | 5,632 | 6,193 | 5,905 | 52,504 |
| R-17 | 5,198 | 5,426 | 5,847 | 5,663 | 5,449 | 4,549 | 4,050 | 4,309 | 4,676 | 5,905 | 51,073 |
| R-18 | 5,198 | 5,426 | 5,847 | 5,663 | 4,101 | 4,549 | 4,050 | 4,309 | 4,676 | 4,458 | 48,278 |
| R-19 | 5,198 | 5,426 | 5,847 | 5,663 | 5,449 | 4,549 | 4,050 | 3,000 | 4,676 | 3,000 | 46,859 |
| R-20 | 4,059 | 5,426 | 5,847 | 5,663 | 5,449 | 6,030 | 4,050 | 4,309 | 3,000 | 5,905 | 49,739 |
| R-21 | 4,059 | 4,177 | 4,411 | 4,288 | 4,101 | 6,030 | 3,000 | 3,000 | 4,676 | 5,905 | 43,649 |
| R-22 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 4,549 | 4,050 | 4,309 | 4,676 | 4,458 | 37,042 |
| R-23 | 5,198 | 5,426 | 5,847 | 5,663 | 5,449 | 4,549 | 3,000 | 4,309 | 4,676 | 4,458 | 48,575 |
| R-24 | 4,059 | 5,426 | 5,847 | 5,663 | 5,449 | 3,000 | 3,000 | 3,000 | 6,193 | 5,905 | 47,543 |
| R-25 | 3,000 | 4,177 | 4,411 | 4,288 | 5,449 | 4,549 | 5,220 | 4,309 | 6,193 | 5,905 | 47,502 |
| R-26 | 5,198 | 5,426 | 4,411 | 5,663 | 5,449 | 4,549 | 4,050 | 4,309 | 6,193 | 5,905 | 51,154 |
| R-27 | 4,059 | 4,177 | 5,847 | 4,288 | 4,101 | 4,549 | 3,000 | 4,309 | 6,193 | 4,458 | 44,981 |
| R-28 | 4,059 | 4,177 | 4,411 | 4,288 | 4,101 | 4,549 | 4,050 | 4,309 | 4,676 | 4,458 | 43,079 |
| R-29 | 5,198 | 5,426 | 4,411 | 4,288 | 4,101 | 4,549 | 4,050 | 4,309 | 4,676 | 4,458 | 45,467 |
| R-30 | 5,198 | 5,426 | 5,847 | 5,663 | 5,449 | 4,549 | 3,000 | 4,309 | 4,676 | 4,458 | 48,575 |

**Lampiran 9. Hasil MSI Intrumen Uji Coba Variabel Budaya Organisasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Kode resp | budaya organisasi | | | | | | | | | | X3 |
| Succesive Interval | | | | | | | | | |
| BO.1 | BO.2 | BO.3 | BO.4 | BO.5 | BO.6 | BO.7 | BO.8 | BO.9 | BO.10 |
| R-01 | 5,621 | 4,000 | 4,423 | 3,000 | 3,000 | 4,471 | 5,580 | 5,278 | 5,607 | 5,553 | 46,533 |
| R-02 | 4,000 | 4,000 | 4,423 | 3,000 | 3,000 | 4,471 | 3,000 | 4,093 | 4,243 | 5,553 | 39,783 |
| R-03 | 4,000 | 5,711 | 4,423 | 5,278 | 4,059 | 4,471 | 4,248 | 3,000 | 4,243 | 5,553 | 44,985 |
| R-04 | 5,621 | 5,711 | 4,423 | 4,093 | 4,059 | 4,471 | 5,580 | 5,278 | 5,607 | 5,553 | 50,396 |
| R-05 | 5,621 | 5,711 | 4,423 | 5,278 | 5,198 | 5,926 | 5,580 | 5,278 | 5,607 | 4,196 | 52,819 |
| R-06 | 5,621 | 5,711 | 5,846 | 5,278 | 5,198 | 5,926 | 5,580 | 5,278 | 5,607 | 5,553 | 55,598 |
| R-07 | 4,000 | 4,000 | 4,423 | 3,000 | 3,000 | 3,000 | 5,580 | 5,278 | 5,607 | 5,553 | 43,441 |
| R-08 | 4,000 | 4,000 | 3,000 | 3,000 | 3,000 | 3,000 | 4,248 | 4,093 | 4,243 | 4,196 | 36,780 |
| R-09 | 4,000 | 4,000 | 3,000 | 4,093 | 3,000 | 4,471 | 3,000 | 3,000 | 3,000 | 3,000 | 34,564 |
| R-10 | 5,621 | 4,000 | 4,423 | 4,093 | 4,059 | 4,471 | 5,580 | 5,278 | 5,607 | 5,553 | 48,685 |
| R-11 | 4,000 | 4,000 | 4,423 | 4,093 | 5,198 | 5,926 | 5,580 | 5,278 | 5,607 | 5,553 | 49,658 |
| R-12 | 4,000 | 4,000 | 4,423 | 3,000 | 3,000 | 4,471 | 4,248 | 3,000 | 5,607 | 5,553 | 41,302 |
| R-13 | 5,621 | 4,000 | 4,423 | 4,093 | 4,059 | 4,471 | 5,580 | 4,093 | 5,607 | 5,553 | 47,500 |
| R-14 | 4,000 | 4,000 | 5,846 | 5,278 | 5,198 | 5,926 | 4,248 | 5,278 | 4,243 | 4,196 | 48,212 |
| R-15 | 4,000 | 4,000 | 4,423 | 4,093 | 4,059 | 4,471 | 4,248 | 4,093 | 4,243 | 4,196 | 41,826 |
| R-16 | 5,621 | 5,711 | 4,423 | 4,093 | 5,198 | 4,471 | 5,580 | 3,000 | 5,607 | 5,553 | 49,258 |
| R-17 | 5,621 | 4,000 | 5,846 | 5,278 | 5,198 | 5,926 | 5,580 | 4,093 | 4,243 | 5,553 | 51,338 |
| R-18 | 4,000 | 4,000 | 5,846 | 5,278 | 5,198 | 4,471 | 4,248 | 5,278 | 4,243 | 5,553 | 48,114 |
| R-19 | 5,621 | 4,000 | 5,846 | 5,278 | 5,198 | 5,926 | 4,248 | 5,278 | 3,000 | 4,196 | 48,591 |
| R-20 | 5,621 | 5,711 | 4,423 | 4,093 | 4,059 | 4,471 | 5,580 | 5,278 | 5,607 | 5,553 | 50,396 |
| R-21 | 5,621 | 5,711 | 4,423 | 4,093 | 4,059 | 4,471 | 5,580 | 3,000 | 5,607 | 5,553 | 48,118 |
| R-22 | 4,000 | 4,000 | 3,000 | 3,000 | 3,000 | 3,000 | 4,248 | 4,093 | 4,243 | 4,196 | 36,780 |
| R-23 | 4,000 | 4,000 | 5,846 | 5,278 | 5,198 | 4,471 | 4,248 | 4,093 | 4,243 | 4,196 | 45,573 |
| R-24 | 4,000 | 4,000 | 5,846 | 5,278 | 4,059 | 4,471 | 4,248 | 3,000 | 3,000 | 4,196 | 42,098 |
| R-25 | 4,000 | 4,000 | 4,423 | 3,000 | 3,000 | 3,000 | 3,000 | 4,093 | 5,607 | 3,000 | 37,123 |
| R-26 | 4,000 | 4,000 | 4,423 | 5,278 | 5,198 | 4,471 | 4,248 | 5,278 | 5,607 | 3,000 | 45,502 |
| R-27 | 4,000 | 4,000 | 5,846 | 4,093 | 4,059 | 5,926 | 4,248 | 3,000 | 4,243 | 4,196 | 43,611 |
| R-28 | 4,000 | 4,000 | 4,423 | 4,093 | 4,059 | 4,471 | 4,248 | 4,093 | 4,243 | 4,196 | 41,826 |
| R-29 | 4,000 | 4,000 | 5,846 | 5,278 | 5,198 | 4,471 | 3,000 | 4,093 | 4,243 | 4,196 | 44,325 |
| R-30 | 4,000 | 4,000 | 5,846 | 5,278 | 5,198 | 4,471 | 4,248 | 4,093 | 4,243 | 4,196 | 45,573 |

**Lampiran 10. Hasil Uji Validitas Variabel Kepuasan Kerja**

| **Correlations** | | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | item\_1 | item\_2 | item\_3 | item\_4 | item\_5 | item\_6 | item\_7 | item\_8 | item\_9 | item\_10 | item\_11 | total |
| item\_1 | Pearson Correlation | 1 | ,549\*\* | ,325 | ,389\* | ,259 | ,261 | ,158 | ,199 | ,069 | ,595\*\* | ,242 | ,651\*\* |
| Sig. (2-tailed) |  | ,002 | ,080 | ,033 | ,166 | ,164 | ,406 | ,293 | ,687 | ,000 | ,155 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_2 | Pearson Correlation | ,549\*\* | 1 | ,591\*\* | ,749\*\* | ,644\*\* | -,029 | -,188 | -,178 | ,146 | ,633\*\* | ,172 | ,611\*\* |
| Sig. (2-tailed) | ,002 |  | ,001 | ,000 | ,000 | ,880 | ,319 | ,347 | ,395 | ,000 | ,315 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_3 | Pearson Correlation | ,325 | ,591\*\* | 1 | ,605\*\* | ,529\*\* | ,770\*\* | ,508\*\* | ,578\*\* | ,538\*\* | ,465\*\* | ,221 | ,773\*\* |
| Sig. (2-tailed) | ,080 | ,001 |  | ,000 | ,003 | ,000 | ,004 | ,001 | ,002 | ,010 | ,196 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_4 | Pearson Correlation | ,389\* | ,749\*\* | ,605\*\* | 1 | ,653\*\* | ,617\*\* | ,396\* | ,512\*\* | ,492\*\* | ,515\*\* | ,118 | ,787\*\* |
| Sig. (2-tailed) | ,033 | ,000 | ,000 |  | ,000 | ,000 | ,030 | ,004 | ,006 | ,004 | ,494 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_5 | Pearson Correlation | ,259 | ,644\*\* | ,529\*\* | ,653\*\* | 1 | ,360 | ,521\*\* | ,389\* | ,436\* | ,358 | -,276 | ,702\*\* |
| Sig. (2-tailed) | ,166 | ,000 | ,003 | ,000 |  | ,050 | ,003 | ,033 | ,016 | ,052 | ,103 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_6 | Pearson Correlation | ,261 | -,029 | ,770\*\* | ,617\*\* | ,360 | 1 | ,273 | ,587\*\* | ,554\*\* | ,484\*\* | -,012 | ,715\*\* |
| Sig. (2-tailed) | ,164 | ,880 | ,000 | ,000 | ,050 |  | ,144 | ,001 | ,002 | ,007 | ,944 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_7 | Pearson Correlation | ,158 | -,188 | ,508\*\* | ,396\* | ,521\*\* | ,273 | 1 | ,539\*\* | ,299 | ,305 | -,020 | ,605\*\* |
| Sig. (2-tailed) | ,406 | ,319 | ,004 | ,030 | ,003 | ,144 |  | ,002 | ,108 | ,101 | ,907 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_8 | Pearson Correlation | ,199 | -,178 | ,578\*\* | ,512\*\* | ,389\* | ,587\*\* | ,539\*\* | 1 | ,386\* | ,345 | ,150 | ,728\*\* |
| Sig. (2-tailed) | ,293 | ,347 | ,001 | ,004 | ,033 | ,001 | ,002 |  | ,035 | ,062 | ,381 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_9 | Pearson Correlation | ,069 | ,146 | ,538\*\* | ,492\*\* | ,436\* | ,554\*\* | ,299 | ,386\* | 1 | ,754\*\* | ,149 | ,660\*\* |
| Sig. (2-tailed) | ,687 | ,395 | ,002 | ,006 | ,016 | ,002 | ,108 | ,035 |  | ,000 | ,385 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_10 | Pearson Correlation | ,595\*\* | ,633\*\* | ,465\*\* | ,515\*\* | ,358 | ,484\*\* | ,305 | ,345 | ,754\*\* | 1 | ,316 | ,624\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,010 | ,004 | ,052 | ,007 | ,101 | ,062 | ,000 |  | ,061 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_11 | Pearson Correlation | ,242 | ,172 | ,221 | ,118 | -,276 | -,012 | -,020 | ,150 | ,149 | ,316 | 1 | ,358\* |
| Sig. (2-tailed) | ,155 | ,315 | ,196 | ,494 | ,103 | ,944 | ,907 | ,381 | ,385 | ,061 |  | ,032 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | ,651\*\* | ,611\*\* | ,773\*\* | ,787\*\* | ,702\*\* | ,715\*\* | ,605\*\* | ,728\*\* | ,660\*\* | ,624\*\* | ,358\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,032 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |

**Lampiran 11. Hasil Uji Validitas Variabel *Work Life Balance***

| **Correlations** | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | item\_1 | item\_2 | item\_3 | item\_4 | item\_5 | item\_6 | item\_7 | item\_8 | item\_9 | item\_10 | total |
| item\_1 | Pearson Correlation | 1 | -,123 | -,205 | -,285 | -,254 | -,169 | ,081 | ,146 | ,044 | ,242 | ,560 |
| Sig. (2-tailed) |  | ,504 | ,260 | ,114 | ,161 | ,354 | ,659 | ,425 | ,812 | ,182 | ,006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_2 | Pearson Correlation | -,123 | 1 | ,559\*\* | ,598\*\* | ,368\* | ,322 | ,232 | ,245 | ,193 | ,202 | ,694\*\* |
| Sig. (2-tailed) | ,504 |  | ,001 | ,000 | ,045 | ,083 | ,217 | ,191 | ,306 | ,283 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_3 | Pearson Correlation | -,205 | ,559\*\* | 1 | ,523\*\* | ,621\*\* | ,116 | ,297 | ,210 | ,281 | -,123 | ,629\*\* |
| Sig. (2-tailed) | ,260 | ,001 |  | ,003 | ,000 | ,543 | ,111 | ,264 | ,133 | ,516 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_4 | Pearson Correlation | -,285 | ,598\*\* | ,523\*\* | 1 | ,700\*\* | ,239 | ,319 | ,109 | ,409\* | ,182 | ,731\*\* |
| Sig. (2-tailed) | ,114 | ,000 | ,003 |  | ,000 | ,204 | ,086 | ,565 | ,025 | ,336 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_5 | Pearson Correlation | -,254 | ,368\* | ,621\*\* | ,700\*\* | 1 | -,125 | ,283 | ,031 | ,439\* | -,253 | ,544\*\* |
| Sig. (2-tailed) | ,161 | ,045 | ,000 | ,000 |  | ,510 | ,130 | ,871 | ,015 | ,177 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_6 | Pearson Correlation | -,169 | ,322 | ,116 | ,239 | -,125 | 1 | -,014 | ,027 | ,241 | ,313 | ,363\* |
| Sig. (2-tailed) | ,354 | ,083 | ,543 | ,204 | ,510 |  | ,941 | ,888 | ,199 | ,092 | ,049 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_7 | Pearson Correlation | ,081 | ,232 | ,297 | ,319 | ,283 | -,014 | 1 | ,208 | ,373\* | ,161 | ,563\*\* |
| Sig. (2-tailed) | ,659 | ,217 | ,111 | ,086 | ,130 | ,941 |  | ,271 | ,042 | ,394 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_8 | Pearson Correlation | ,146 | ,245 | ,210 | ,109 | ,031 | ,027 | ,208 | 1 | ,276 | ,109 | ,463\* |
| Sig. (2-tailed) | ,425 | ,191 | ,264 | ,565 | ,871 | ,888 | ,271 |  | ,140 | ,568 | ,010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_9 | Pearson Correlation | ,044 | ,193 | ,281 | ,409\* | ,439\* | ,241 | ,373\* | ,276 | 1 | ,234 | ,690\*\* |
| Sig. (2-tailed) | ,812 | ,306 | ,133 | ,025 | ,015 | ,199 | ,042 | ,140 |  | ,213 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_10 | Pearson Correlation | ,242 | ,202 | -,123 | ,182 | -,253 | ,313 | ,161 | ,109 | ,234 | 1 | ,396\* |
| Sig. (2-tailed) | ,182 | ,283 | ,516 | ,336 | ,177 | ,092 | ,394 | ,568 | ,213 |  | ,030 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | ,561 | ,694\*\* | ,629\*\* | ,731\*\* | ,544\*\* | ,363\* | ,563\*\* | ,463\* | ,690\*\* | ,396\* | 1 |
| Sig. (2-tailed) | ,006 | ,000 | ,000 | ,000 | ,002 | ,049 | ,001 | ,010 | ,000 | ,030 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 12. Hasil Uji Validitas Variabel Lingkungan Kerja**

| **Correlations** | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | item\_1 | item\_2 | item\_3 | item\_4 | item\_5 | item\_6 | item\_7 | item\_8 | item\_9 | item\_10 | total |
| item\_1 | Pearson Correlation | 1 | ,698\*\* | ,241 | ,546\*\* | ,180 | ,141 | ,848\*\* | ,169 | ,178 | -,035 | ,601\*\* |
| Sig. (2-tailed) |  | ,000 | ,199 | ,002 | ,341 | ,458 | ,000 | ,371 | ,329 | ,849 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_2 | Pearson Correlation | ,698\*\* | 1 | ,616\*\* | ,792\*\* | ,517\*\* | -,183 | ,588\*\* | -,154 | -,016 | ,046 | ,568\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,003 | ,333 | ,000 | ,416 | ,931 | ,802 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_3 | Pearson Correlation | ,241 | ,616\*\* | 1 | ,710\*\* | ,566\*\* | -,095 | -,146 | -,060 | ,110 | ,079 | ,520\*\* |
| Sig. (2-tailed) | ,199 | ,000 |  | ,000 | ,001 | ,616 | ,425 | ,755 | ,550 | ,668 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_4 | Pearson Correlation | ,546\*\* | ,792\*\* | ,710\*\* | 1 | ,571\*\* | -,060 | ,074 | -,053 | -,109 | -,182 | ,679\*\* |
| Sig. (2-tailed) | ,002 | ,000 | ,000 |  | ,001 | ,752 | ,687 | ,783 | ,551 | ,320 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_5 | Pearson Correlation | ,180 | ,517\*\* | ,566\*\* | ,571\*\* | 1 | -,068 | ,161 | -,061 | ,154 | -,081 | ,550\*\* |
| Sig. (2-tailed) | ,341 | ,003 | ,001 | ,001 |  | ,722 | ,378 | ,751 | ,400 | ,658 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_6 | Pearson Correlation | ,141 | -,183 | -,095 | -,060 | -,068 | 1 | ,688\*\* | ,725\*\* | ,062 | -,042 | ,483\*\* |
| Sig. (2-tailed) | ,458 | ,333 | ,616 | ,752 | ,722 |  | ,000 | ,000 | ,736 | ,817 | ,007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_7 | Pearson Correlation | ,848\*\* | ,588\*\* | ,233\* | ,074 | ,161 | ,688\*\* | 1 | ,251 | ,289 | ,064 | ,803\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,024 | ,687 | ,378 | ,000 |  | ,167 | ,108 | ,728 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_8 | Pearson Correlation | ,169 | -,154 | -,060 | -,053 | -,061 | ,725\*\* | ,251 | 1 | ,069 | -,090 | ,537\*\* |
| Sig. (2-tailed) | ,371 | ,416 | ,755 | ,783 | ,751 | ,000 | ,167 |  | ,706 | ,623 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_9 | Pearson Correlation | ,178 | -,016 | ,110 | -,109 | ,154 | ,062 | ,289 | ,069 | 1 | ,134 | ,396\* |
| Sig. (2-tailed) | ,329 | ,931 | ,550 | ,551 | ,400 | ,736 | ,108 | ,706 |  | ,465 | ,025 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_10 | Pearson Correlation | -,035 | ,046 | ,079 | -,182 | -,081 | -,042 | ,064 | -,090 | ,134 | 1 | ,789\*\* |
| Sig. (2-tailed) | ,849 | ,802 | ,668 | ,320 | ,658 | ,817 | ,728 | ,623 | ,465 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | ,601\*\* | ,568\*\* | ,520\*\* | ,679\*\* | ,550\*\* | ,483\*\* | ,803\*\* | ,537\*\* | ,396\* | ,789\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,001 | ,003 | ,000 | ,002 | ,007 | ,000 | ,002 | ,025 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 13. Hasil Uji Validitas Variabel Budaya Organisasi**

| **Correlations** | | | | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | item\_1 | item\_2 | item\_3 | item\_4 | item\_5 | item\_6 | item\_7 | item\_8 | item\_9 | item\_10 | total |
| item\_1 | Pearson Correlation | 1 | ,562\*\* | ,049 | ,096 | ,213 | ,336 | ,726\*\* | ,288 | ,428\* | ,484\*\* | ,696\*\* |
| Sig. (2-tailed) |  | ,001 | ,798 | ,613 | ,259 | ,069 | ,000 | ,123 | ,018 | ,007 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_2 | Pearson Correlation | ,562\*\* | 1 | -,081 | ,179 | ,196 | ,172 | ,483\*\* | -,006 | ,416\* | ,385\* | ,537\*\* |
| Sig. (2-tailed) | ,001 |  | ,670 | ,344 | ,300 | ,363 | ,007 | ,973 | ,022 | ,036 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_3 | Pearson Correlation | ,049 | -,081 | 1 | ,688\*\* | ,676\*\* | ,572\*\* | ,006 | ,129 | -,215 | ,085 | ,513\*\* |
| Sig. (2-tailed) | ,798 | ,670 |  | ,000 | ,000 | ,001 | ,975 | ,498 | ,254 | ,657 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_4 | Pearson Correlation | ,096 | ,179 | ,688\*\* | 1 | ,863\*\* | ,605\*\* | ,028 | ,126 | -,319 | -,142 | ,544\*\* |
| Sig. (2-tailed) | ,613 | ,344 | ,000 |  | ,000 | ,000 | ,883 | ,506 | ,086 | ,455 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_5 | Pearson Correlation | ,213 | ,196 | ,676\*\* | ,863\*\* | 1 | ,664\*\* | ,229 | ,290 | -,033 | ,011 | ,713\*\* |
| Sig. (2-tailed) | ,259 | ,300 | ,000 | ,000 |  | ,000 | ,223 | ,120 | ,862 | ,955 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_6 | Pearson Correlation | ,336 | ,172 | ,572\*\* | ,605\*\* | ,664\*\* | 1 | ,261 | ,186 | -,091 | ,145 | ,665\*\* |
| Sig. (2-tailed) | ,069 | ,363 | ,001 | ,000 | ,000 |  | ,163 | ,324 | ,634 | ,446 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_7 | Pearson Correlation | ,726\*\* | ,483\*\* | ,006 | ,028 | ,229 | ,261 | 1 | ,367\* | ,614\*\* | ,653\*\* | ,736\*\* |
| Sig. (2-tailed) | ,000 | ,007 | ,975 | ,883 | ,223 | ,163 |  | ,046 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_8 | Pearson Correlation | ,288 | -,006 | ,129 | ,126 | ,290 | ,186 | ,367\* | 1 | ,342 | ,136 | ,498\*\* |
| Sig. (2-tailed) | ,123 | ,973 | ,498 | ,506 | ,120 | ,324 | ,046 |  | ,065 | ,473 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_9 | Pearson Correlation | ,428\* | ,416\* | -,215 | -,319 | -,033 | -,091 | ,614\*\* | ,342 | 1 | ,441\* | ,430\* |
| Sig. (2-tailed) | ,018 | ,022 | ,254 | ,086 | ,862 | ,634 | ,000 | ,065 |  | ,015 | ,018 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| item\_10 | Pearson Correlation | ,484\*\* | ,385\* | ,085 | -,142 | ,011 | ,145 | ,653\*\* | ,136 | ,441\* | 1 | ,537\*\* |
| Sig. (2-tailed) | ,007 | ,036 | ,657 | ,455 | ,955 | ,446 | ,000 | ,473 | ,015 |  | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | ,696\*\* | ,537\*\* | ,513\*\* | ,544\*\* | ,713\*\* | ,665\*\* | ,736\*\* | ,498\*\* | ,430\* | ,537\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,002 | ,004 | ,002 | ,000 | ,000 | ,000 | ,005 | ,018 | ,002 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 14. Hasil Uji Reliabilitas Variabel Kepuasan Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** |  |
| Cronbach's Alpha | N of Items |
| ,814 | 11 |

**Lampiran 15. Hasil Uji Reliabilitas** **Variabel *Work Life Balance***

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,794 | 10 |

**Lampiran 16. Hasil Uji Reliabilitas Variabel Lingkungan Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,737 | 10 |

**Lampiran 17. Hasil Uji Reliabilitas Variabel Budaya Organisasi**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,787 | 10 |

**Lampiran 18. Tabulasi Penelitian Variabel Kepuasan Kerja**

| Kode resp | Kepuasan Kerja | | | | | | | | | | | Y |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| KK.1 | KK.2 | KK.3 | KK.4 | KK.5 | KK.6 | KK.7 | KK.8 | KK.9 | KK.10 | KK.11 |
| R-01 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 43 |
| R-02 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 47 |
| R-03 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 46 |
| R-04 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 48 |
| R-05 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 51 |
| R-06 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 47 |
| R-07 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 53 |
| R-08 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 45 |
| R-09 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| R-10 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 42 |
| R-11 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 48 |
| R-12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 35 |
| R-13 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 54 |
| R-14 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 51 |
| R-15 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 43 |
| R-16 | 5 | 3 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 45 |
| R-17 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| R-18 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| R-19 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 54 |
| R-20 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 50 |
| R-21 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 44 |
| R-22 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 47 |
| R-23 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 42 |
| R-24 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 48 |
| R-25 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 52 |
| R-26 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 47 |
| R-27 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| R-28 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 47 |
| R-29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 52 |
| R-30 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 45 |
| R-31 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| R-32 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 41 |
| R-33 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 3 | 40 |
| R-34 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 48 |
| R-35 | 4 | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| R-36 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 42 |
| R-37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 45 |
| R-38 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 43 |
| R-39 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 41 |
| R-40 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 51 |
| R-41 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 45 |
| R-42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 54 |
| R-43 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 44 |
| R-44 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 3 | 3 | 4 | 5 | 44 |
| R-45 | 5 | 3 | 5 | 2 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| R-46 | 4 | 2 | 4 | 2 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 40 |
| R-47 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 43 |
| R-48 | 4 | 5 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 5 | 3 | 44 |
| R-49 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 5 | 4 | 38 |
| R-50 | 3 | 5 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 39 |
| R-51 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 45 |
| R-52 | 3 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 39 |
| R-53 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 42 |
| R-54 | 3 | 4 | 4 | 2 | 4 | 2 | 2 | 3 | 5 | 5 | 2 | 36 |
| R-55 | 4 | 4 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 46 |
| R-56 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 45 |
| R-57 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 48 |
| R-58 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 3 | 50 |
| R-59 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 34 |
| R-60 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 47 |

**Lampiran 19. Tabulasi Penelitian Variabel *Work Life Balance***

| Kode resp | *Work Life Balance* | | | | | | | | | | X1 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| WLB.1 | WLB.2 | WLB.3 | WLB.4 | WLB.5 | WLB.6 | WLB.7 | WLB.8 | WLB.9 | WLB.10 |
| R-01 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| R-02 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 38 |
| R-03 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| R-04 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| R-05 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| R-06 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 39 |
| R-07 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 43 |
| R-08 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 42 |
| R-09 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| R-10 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| R-11 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 5 | 41 |
| R-12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| R-13 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| R-14 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 46 |
| R-15 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 37 |
| R-16 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| R-17 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| R-18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| R-19 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 43 |
| R-20 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| R-21 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| R-22 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 40 |
| R-23 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| R-24 | 3 | 4 | 3 | 3 | 2 | 5 | 5 | 5 | 5 | 4 | 39 |
| R-25 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 47 |
| R-26 | 4 | 5 | 5 | 4 | 2 | 5 | 4 | 4 | 5 | 3 | 41 |
| R-27 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 43 |
| R-28 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 42 |
| R-29 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| R-30 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 45 |
| R-31 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |
| R-32 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| R-33 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 36 |
| R-34 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 5 | 3 | 3 | 38 |
| R-35 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 39 |
| R-36 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| R-37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R-38 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 38 |
| R-39 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| R-40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-41 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 45 |
| R-42 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 47 |
| R-43 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 34 |
| R-44 | 5 | 5 | 5 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 45 |
| R-45 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| R-46 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 2 | 4 | 3 | 35 |
| R-47 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 3 | 41 |
| R-48 | 3 | 5 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | 3 | 38 |
| R-49 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 5 | 3 | 5 | 39 |
| R-50 | 2 | 4 | 2 | 4 | 2 | 4 | 5 | 3 | 4 | 3 | 33 |
| R-51 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 39 |
| R-52 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 38 |
| R-53 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 36 |
| R-54 | 3 | 5 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 31 |
| R-55 | 5 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 39 |
| R-56 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 38 |
| R-57 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 44 |
| R-58 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 4 | 45 |
| R-59 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |
| R-60 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 40 |

**Lampiran 20. Tabulasi Penelitian Variabel Lingkungan Kerja**

| Kode resp | Lingkungan Kerja | | | | | | | | | | X2 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| LK.1 | LK.2 | LK.3 | LK.4 | LK.5 | LK.6 | LK.7 | LK.8 | LK.9 | LK.10 |
| R-01 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| R-02 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 33 |
| R-03 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| R-04 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| R-05 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |
| R-06 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R-07 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 47 |
| R-08 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| R-09 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| R-10 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| R-11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-12 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| R-13 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| R-14 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 44 |
| R-15 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 45 |
| R-16 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| R-17 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 44 |
| R-18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-19 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 46 |
| R-20 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 41 |
| R-21 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 45 |
| R-22 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 3 | 4 | 40 |
| R-23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R-24 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| R-25 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| R-26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| R-27 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| R-28 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| R-29 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| R-30 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 45 |
| R-31 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| R-32 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| R-33 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| R-34 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| R-35 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| R-36 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |
| R-37 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| R-38 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| R-39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R-40 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 38 |
| R-41 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| R-42 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| R-43 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 37 |
| R-44 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 4 | 35 |
| R-45 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 37 |
| R-46 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 31 |
| R-47 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| R-48 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| R-49 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| R-50 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 44 |
| R-51 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| R-52 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| R-53 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 45 |
| R-54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-56 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 38 |
| R-57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| R-58 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 43 |
| R-59 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 5 | 4 | 3 | 42 |
| R-60 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 40 |

**Lampiran 21. Tabulasi Penelitian Variabel Budaya Organisasi**

| Kode resp | Budaya Organisasi | | | | | | | | | | X3 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| BO.1 | BO.2 | BO.3 | BO.4 | BO.5 | BO.6 | BO.7 | BO.8 | BO.9 | BO.10 |
| R-01 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| R-02 | 3 | 3 | 4 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 41 |
| R-03 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 38 |
| R-04 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 42 |
| R-05 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| R-06 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| R-07 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| R-08 | 3 | 3 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 41 |
| R-09 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| R-10 | 3 | 4 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 38 |
| R-11 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 44 |
| R-12 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 34 |
| R-13 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| R-14 | 5 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 41 |
| R-15 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
| R-16 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 40 |
| R-17 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| R-18 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| R-19 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 40 |
| R-20 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| R-21 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 39 |
| R-22 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 39 |
| R-23 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 36 |
| R-24 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 41 |
| R-25 | 5 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 39 |
| R-26 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 5 | 4 | 40 |
| R-27 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 37 |
| R-28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| R-29 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 46 |
| R-30 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| R-31 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| R-32 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 32 |
| R-33 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 41 |
| R-34 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 3 | 4 | 45 |
| R-35 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| R-36 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 44 |
| R-37 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 37 |
| R-38 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 44 |
| R-39 | 3 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 38 |
| R-40 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| R-41 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 45 |
| R-42 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 47 |
| R-43 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 40 |
| R-44 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 3 | 41 |
| R-45 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| R-46 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| R-47 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 44 |
| R-48 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 43 |
| R-49 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 40 |
| R-50 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 41 |
| R-51 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 45 |
| R-52 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 39 |
| R-53 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 42 |
| R-54 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 2 | 2 | 35 |
| R-55 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 43 |
| R-56 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 44 |
| R-57 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 42 |
| R-58 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| R-59 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 38 |
| R-60 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |

**Lampiran 22. Hasil MSI Variabel Kepuasan Kerja**

| Kode resp | Kepuasan Kerja | | | | | | | | | | | Y |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | | |
| KK.1 | KK.2 | KK.3 | KK.4 | KK.5 | KK.6 | KK.7 | KK.8 | KK.9 | KK.10 | KK.11 |
| R-01 | 4,236 | 4,279 | 4,284 | 2,975 | 4,213 | 4,158 | 4,016 | 5,391 | 4,287 | 2,941 | 4,213 | 44,992 |
| R-02 | 5,550 | 4,279 | 4,284 | 3,909 | 4,213 | 4,158 | 4,016 | 5,391 | 5,587 | 2,941 | 5,545 | 49,873 |
| R-03 | 4,236 | 4,279 | 4,284 | 5,067 | 4,213 | 4,158 | 4,016 | 4,203 | 5,587 | 4,004 | 4,213 | 48,258 |
| R-04 | 4,236 | 5,646 | 4,284 | 3,909 | 4,213 | 4,158 | 4,016 | 5,391 | 4,287 | 5,339 | 5,545 | 51,024 |
| R-05 | 5,550 | 5,646 | 4,284 | 5,067 | 5,545 | 4,158 | 5,422 | 5,391 | 3,000 | 5,339 | 5,545 | 54,948 |
| R-06 | 5,550 | 5,646 | 4,284 | 3,909 | 4,213 | 4,158 | 4,016 | 4,203 | 4,287 | 4,004 | 5,545 | 49,815 |
| R-07 | 5,550 | 5,646 | 5,578 | 5,067 | 4,213 | 5,498 | 4,016 | 5,391 | 5,587 | 5,339 | 5,545 | 57,430 |
| R-08 | 4,236 | 4,279 | 4,284 | 3,909 | 5,545 | 4,158 | 2,817 | 4,203 | 5,587 | 4,004 | 4,213 | 47,234 |
| R-09 | 4,236 | 4,279 | 3,143 | 3,909 | 4,213 | 4,158 | 4,016 | 4,203 | 4,287 | 5,339 | 4,213 | 45,995 |
| R-10 | 4,236 | 4,279 | 3,143 | 3,909 | 4,213 | 2,993 | 4,016 | 4,203 | 3,000 | 5,339 | 4,213 | 43,543 |
| R-11 | 5,550 | 4,279 | 4,284 | 5,067 | 5,545 | 4,158 | 2,817 | 3,000 | 5,587 | 5,339 | 5,545 | 51,171 |
| R-12 | 3,000 | 3,049 | 3,143 | 2,975 | 3,049 | 2,993 | 2,817 | 3,000 | 3,000 | 5,339 | 3,049 | 35,415 |
| R-13 | 5,550 | 5,646 | 4,284 | 5,067 | 5,545 | 5,498 | 5,422 | 5,391 | 5,587 | 5,339 | 5,545 | 58,875 |
| R-14 | 4,236 | 4,279 | 5,578 | 3,909 | 5,545 | 4,158 | 5,422 | 5,391 | 5,587 | 5,339 | 5,545 | 54,990 |
| R-15 | 4,236 | 4,279 | 4,284 | 2,975 | 4,213 | 4,158 | 4,016 | 3,000 | 4,287 | 5,339 | 4,213 | 44,999 |
| R-16 | 5,550 | 3,049 | 5,578 | 2,000 | 5,545 | 4,158 | 4,016 | 4,203 | 4,287 | 5,339 | 4,213 | 47,938 |
| R-17 | 4,236 | 4,279 | 4,284 | 3,909 | 4,213 | 4,158 | 5,422 | 5,391 | 5,587 | 4,004 | 5,545 | 51,028 |
| R-18 | 3,000 | 3,049 | 4,284 | 3,909 | 4,213 | 4,158 | 4,016 | 4,203 | 4,287 | 5,339 | 4,213 | 44,670 |
| R-19 | 5,550 | 5,646 | 5,578 | 5,067 | 5,545 | 5,498 | 4,016 | 5,391 | 5,587 | 5,339 | 5,545 | 58,763 |
| R-20 | 5,550 | 5,646 | 5,578 | 5,067 | 5,545 | 4,158 | 5,422 | 4,203 | 4,287 | 4,004 | 4,213 | 53,673 |
| R-21 | 4,236 | 4,279 | 4,284 | 3,909 | 4,213 | 2,993 | 4,016 | 4,203 | 4,287 | 5,339 | 4,213 | 45,970 |
| R-22 | 5,550 | 5,646 | 5,578 | 3,909 | 4,213 | 5,498 | 4,016 | 4,203 | 4,287 | 2,941 | 4,213 | 50,053 |
| R-23 | 4,236 | 4,279 | 4,284 | 2,975 | 4,213 | 4,158 | 4,016 | 3,000 | 4,287 | 4,004 | 4,213 | 43,664 |
| R-24 | 4,236 | 4,279 | 3,143 | 5,067 | 5,545 | 5,498 | 5,422 | 5,391 | 5,587 | 2,000 | 5,545 | 51,714 |
| R-25 | 5,550 | 5,646 | 5,578 | 3,909 | 5,545 | 5,498 | 5,422 | 5,391 | 5,587 | 4,004 | 4,213 | 56,343 |
| R-26 | 5,550 | 4,279 | 5,578 | 3,909 | 4,213 | 4,158 | 4,016 | 4,203 | 4,287 | 4,004 | 5,545 | 49,742 |
| R-27 | 4,236 | 4,279 | 4,284 | 2,975 | 4,213 | 4,158 | 4,016 | 4,203 | 4,287 | 4,004 | 4,213 | 44,867 |
| R-28 | 5,550 | 4,279 | 5,578 | 3,909 | 5,545 | 5,498 | 4,016 | 4,203 | 3,000 | 4,004 | 4,213 | 49,795 |
| R-29 | 5,550 | 5,646 | 5,578 | 5,067 | 5,545 | 5,498 | 5,422 | 4,203 | 4,287 | 5,339 | 4,213 | 56,348 |
| R-30 | 5,550 | 5,646 | 5,578 | 2,975 | 3,049 | 2,993 | 5,422 | 3,000 | 3,000 | 5,339 | 5,545 | 48,098 |
| R-31 | 4,236 | 4,279 | 3,143 | 2,975 | 3,049 | 4,158 | 4,016 | 4,203 | 4,287 | 5,339 | 4,213 | 43,898 |
| R-32 | 4,236 | 4,279 | 3,143 | 3,909 | 4,213 | 2,993 | 4,016 | 3,000 | 4,287 | 4,004 | 4,213 | 42,291 |
| R-33 | 4,236 | 3,049 | 4,284 | 3,909 | 4,213 | 4,158 | 2,817 | 3,000 | 3,000 | 5,339 | 3,049 | 41,054 |
| R-34 | 4,236 | 4,279 | 4,284 | 3,909 | 5,545 | 5,498 | 4,016 | 5,391 | 4,287 | 4,004 | 5,545 | 50,994 |
| R-35 | 4,236 | 4,279 | 4,284 | 2,000 | 5,545 | 4,158 | 4,016 | 4,203 | 4,287 | 5,339 | 4,213 | 46,559 |
| R-36 | 4,236 | 4,279 | 4,284 | 2,975 | 4,213 | 4,158 | 4,016 | 3,000 | 4,287 | 4,004 | 4,213 | 43,664 |
| R-37 | 4,236 | 4,279 | 4,284 | 3,909 | 4,213 | 4,158 | 4,016 | 4,203 | 4,287 | 5,339 | 4,213 | 47,136 |
| R-38 | 4,236 | 4,279 | 4,284 | 3,909 | 4,213 | 2,993 | 4,016 | 4,203 | 4,287 | 4,004 | 4,213 | 44,635 |
| R-39 | 4,236 | 4,279 | 3,143 | 3,909 | 4,213 | 2,993 | 4,016 | 3,000 | 4,287 | 4,004 | 4,213 | 42,291 |
| R-40 | 5,550 | 4,279 | 5,578 | 3,909 | 5,545 | 5,498 | 5,422 | 5,391 | 5,587 | 2,941 | 5,545 | 55,246 |
| R-41 | 5,550 | 5,646 | 5,578 | 2,975 | 3,049 | 2,993 | 5,422 | 3,000 | 3,000 | 5,339 | 5,545 | 48,098 |
| R-42 | 5,550 | 5,646 | 5,578 | 5,067 | 5,545 | 5,498 | 5,422 | 5,391 | 5,587 | 4,004 | 5,545 | 58,833 |
| R-43 | 4,236 | 5,646 | 4,284 | 2,975 | 4,213 | 5,498 | 5,422 | 4,203 | 4,287 | 2,941 | 3,049 | 46,754 |
| R-44 | 5,550 | 5,646 | 5,578 | 2,975 | 3,049 | 2,993 | 5,422 | 3,000 | 3,000 | 4,004 | 5,545 | 46,762 |
| R-45 | 5,550 | 3,049 | 5,578 | 2,000 | 5,545 | 4,158 | 4,016 | 4,203 | 4,287 | 4,004 | 4,213 | 46,603 |
| R-46 | 4,236 | 2,000 | 4,284 | 2,000 | 5,545 | 4,158 | 4,016 | 4,203 | 3,000 | 2,941 | 5,545 | 41,928 |
| R-47 | 4,236 | 4,279 | 5,578 | 5,067 | 4,213 | 4,158 | 4,016 | 3,000 | 3,000 | 4,004 | 3,049 | 44,599 |
| R-48 | 4,236 | 5,646 | 3,143 | 3,909 | 3,049 | 5,498 | 5,422 | 3,000 | 4,287 | 5,339 | 3,049 | 46,579 |
| R-49 | 3,000 | 4,279 | 4,284 | 2,975 | 3,049 | 4,158 | 2,000 | 3,000 | 3,000 | 5,339 | 4,213 | 39,297 |
| R-50 | 3,000 | 5,646 | 3,143 | 3,909 | 2,000 | 4,158 | 4,016 | 3,000 | 4,287 | 4,004 | 3,049 | 40,212 |
| R-51 | 5,550 | 4,279 | 4,284 | 2,000 | 4,213 | 5,498 | 4,016 | 4,203 | 4,287 | 4,004 | 5,545 | 47,878 |
| R-52 | 3,000 | 3,049 | 4,284 | 2,975 | 4,213 | 2,000 | 4,016 | 4,203 | 4,287 | 4,004 | 4,213 | 40,243 |
| R-53 | 4,236 | 3,049 | 5,578 | 2,975 | 4,213 | 4,158 | 4,016 | 3,000 | 3,000 | 5,339 | 4,213 | 43,777 |
| R-54 | 3,000 | 4,279 | 4,284 | 2,000 | 4,213 | 2,000 | 2,000 | 3,000 | 5,587 | 5,339 | 2,000 | 37,701 |
| R-55 | 4,236 | 4,279 | 2,000 | 3,909 | 5,545 | 4,158 | 4,016 | 5,391 | 4,287 | 5,339 | 5,545 | 48,706 |
| R-56 | 5,550 | 4,279 | 4,284 | 5,067 | 4,213 | 4,158 | 2,817 | 4,203 | 4,287 | 4,004 | 4,213 | 47,073 |
| R-57 | 3,000 | 4,279 | 5,578 | 5,067 | 4,213 | 4,158 | 5,422 | 5,391 | 4,287 | 5,339 | 4,213 | 50,946 |
| R-58 | 5,550 | 5,646 | 5,578 | 3,909 | 5,545 | 5,498 | 5,422 | 4,203 | 5,587 | 4,004 | 3,049 | 53,992 |
| R-59 | 3,000 | 3,049 | 3,143 | 2,975 | 3,049 | 2,993 | 2,817 | 3,000 | 3,000 | 4,004 | 3,049 | 34,079 |
| R-60 | 3,000 | 4,279 | 4,284 | 5,067 | 5,545 | 4,158 | 4,016 | 4,203 | 5,587 | 5,339 | 4,213 | 49,690 |

**Lampiran 23. Hasil MSI Variabel *Work Life Balance***

| Kode resp | *work life balance* | | | | | | | | | | X1 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | |
| WLB.1 | WLB.2 | WLB.3 | WLB.4 | WLB.5 | WLB.6 | WLB.7 | WLB.8 | WLB.9 | WLB.10 |
| R-01 | 4,392 | 4,205 | 4,478 | 3,000 | 4,207 | 4,160 | 4,349 | 4,240 | 4,141 | 4,564 | 41,735 |
| R-02 | 4,392 | 4,205 | 4,478 | 4,310 | 5,450 | 3,000 | 3,258 | 4,240 | 4,141 | 3,364 | 40,837 |
| R-03 | 5,611 | 4,205 | 4,478 | 4,310 | 4,207 | 5,407 | 5,579 | 5,488 | 5,397 | 5,830 | 50,511 |
| R-04 | 4,392 | 4,205 | 4,478 | 4,310 | 5,450 | 4,160 | 4,349 | 4,240 | 5,397 | 4,564 | 45,544 |
| R-05 | 3,295 | 5,484 | 4,478 | 5,578 | 5,450 | 5,407 | 4,349 | 4,240 | 5,397 | 5,830 | 49,507 |
| R-06 | 3,295 | 4,205 | 4,478 | 4,310 | 4,207 | 5,407 | 5,579 | 3,179 | 3,000 | 4,564 | 42,223 |
| R-07 | 3,295 | 4,205 | 5,644 | 4,310 | 5,450 | 4,160 | 5,579 | 5,488 | 5,397 | 3,364 | 46,891 |
| R-08 | 4,392 | 4,205 | 4,478 | 3,000 | 4,207 | 5,407 | 5,579 | 4,240 | 5,397 | 4,564 | 45,469 |
| R-09 | 4,392 | 4,205 | 4,478 | 4,310 | 4,207 | 4,160 | 5,579 | 4,240 | 4,141 | 4,564 | 44,275 |
| R-10 | 4,392 | 4,205 | 3,397 | 4,310 | 4,207 | 4,160 | 4,349 | 4,240 | 3,000 | 4,564 | 40,823 |
| R-11 | 5,611 | 5,484 | 4,478 | 3,000 | 3,106 | 4,160 | 4,349 | 5,488 | 3,000 | 5,830 | 44,505 |
| R-12 | 3,295 | 3,000 | 3,397 | 3,000 | 3,106 | 3,000 | 3,258 | 3,179 | 3,000 | 3,364 | 31,598 |
| R-13 | 5,611 | 5,484 | 5,644 | 4,310 | 4,207 | 5,407 | 5,579 | 5,488 | 5,397 | 4,564 | 51,692 |
| R-14 | 5,611 | 5,484 | 4,478 | 4,310 | 4,207 | 5,407 | 5,579 | 5,488 | 5,397 | 4,564 | 50,525 |
| R-15 | 4,392 | 3,000 | 3,397 | 3,000 | 3,106 | 4,160 | 3,258 | 5,488 | 5,397 | 4,564 | 39,761 |
| R-16 | 4,392 | 5,484 | 5,644 | 4,310 | 4,207 | 5,407 | 4,349 | 5,488 | 5,397 | 5,830 | 50,508 |
| R-17 | 5,611 | 4,205 | 4,478 | 4,310 | 5,450 | 4,160 | 5,579 | 4,240 | 4,141 | 4,564 | 46,737 |
| R-18 | 4,392 | 4,205 | 4,478 | 4,310 | 4,207 | 4,160 | 4,349 | 4,240 | 4,141 | 3,364 | 41,845 |
| R-19 | 5,611 | 5,484 | 5,644 | 4,310 | 4,207 | 5,407 | 4,349 | 4,240 | 4,141 | 3,364 | 46,758 |
| R-20 | 5,611 | 5,484 | 5,644 | 5,578 | 4,207 | 5,407 | 5,579 | 5,488 | 5,397 | 5,830 | 54,225 |
| R-21 | 4,392 | 4,205 | 3,397 | 4,310 | 3,106 | 4,160 | 4,349 | 4,240 | 4,141 | 4,564 | 40,863 |
| R-22 | 4,392 | 4,205 | 4,478 | 3,000 | 4,207 | 5,407 | 4,349 | 4,240 | 4,141 | 4,564 | 42,983 |
| R-23 | 4,392 | 3,000 | 3,397 | 3,000 | 4,207 | 4,160 | 3,258 | 4,240 | 4,141 | 4,564 | 38,359 |
| R-24 | 3,295 | 4,205 | 3,397 | 3,000 | 2,000 | 5,407 | 5,579 | 5,488 | 5,397 | 4,564 | 42,332 |
| R-25 | 5,611 | 5,484 | 5,644 | 5,578 | 5,450 | 5,407 | 3,258 | 5,488 | 5,397 | 4,564 | 51,882 |
| R-26 | 4,392 | 5,484 | 5,644 | 4,310 | 2,000 | 5,407 | 4,349 | 4,240 | 5,397 | 3,364 | 44,588 |
| R-27 | 4,392 | 4,205 | 4,478 | 4,310 | 5,450 | 4,160 | 5,579 | 4,240 | 5,397 | 4,564 | 46,774 |
| R-28 | 4,392 | 5,484 | 4,478 | 5,578 | 4,207 | 4,160 | 5,579 | 3,179 | 4,141 | 4,564 | 45,762 |
| R-29 | 5,611 | 5,484 | 5,644 | 5,578 | 4,207 | 5,407 | 5,579 | 5,488 | 5,397 | 5,830 | 54,225 |
| R-30 | 5,611 | 5,484 | 5,644 | 4,310 | 3,106 | 5,407 | 3,258 | 5,488 | 5,397 | 5,830 | 49,535 |
| R-31 | 3,295 | 3,000 | 3,397 | 3,000 | 3,106 | 4,160 | 4,349 | 4,240 | 4,141 | 4,564 | 37,251 |
| R-32 | 3,295 | 4,205 | 4,478 | 3,000 | 4,207 | 4,160 | 4,349 | 4,240 | 4,141 | 4,564 | 40,638 |
| R-33 | 4,392 | 4,205 | 3,397 | 4,310 | 3,106 | 4,160 | 3,258 | 3,179 | 4,141 | 4,564 | 38,711 |
| R-34 | 3,295 | 3,000 | 5,644 | 5,578 | 4,207 | 3,000 | 4,349 | 5,488 | 3,000 | 3,364 | 40,924 |
| R-35 | 4,392 | 4,205 | 4,478 | 3,000 | 4,207 | 4,160 | 5,579 | 5,488 | 3,000 | 3,364 | 41,871 |
| R-36 | 4,392 | 3,000 | 3,397 | 3,000 | 4,207 | 4,160 | 3,258 | 4,240 | 4,141 | 4,564 | 38,359 |
| R-37 | 4,392 | 4,205 | 4,478 | 4,310 | 4,207 | 4,160 | 4,349 | 4,240 | 4,141 | 4,564 | 43,045 |
| R-38 | 4,392 | 4,205 | 3,397 | 4,310 | 3,106 | 4,160 | 4,349 | 4,240 | 4,141 | 4,564 | 40,863 |
| R-39 | 3,295 | 4,205 | 4,478 | 3,000 | 4,207 | 4,160 | 4,349 | 4,240 | 4,141 | 4,564 | 40,638 |
| R-40 | 5,611 | 5,484 | 5,644 | 5,578 | 5,450 | 5,407 | 5,579 | 5,488 | 5,397 | 5,830 | 55,468 |
| R-41 | 5,611 | 5,484 | 5,644 | 4,310 | 3,106 | 5,407 | 3,258 | 5,488 | 5,397 | 5,830 | 49,535 |
| R-42 | 5,611 | 5,484 | 5,644 | 5,578 | 5,450 | 5,407 | 4,349 | 5,488 | 5,397 | 3,364 | 51,772 |
| R-43 | 4,392 | 3,000 | 3,397 | 3,000 | 3,106 | 3,000 | 4,349 | 4,240 | 3,000 | 4,564 | 36,048 |
| R-44 | 5,611 | 5,484 | 5,644 | 4,310 | 3,106 | 5,407 | 3,258 | 5,488 | 5,397 | 5,830 | 49,535 |
| R-45 | 4,392 | 5,484 | 5,644 | 4,310 | 4,207 | 5,407 | 4,349 | 5,488 | 5,397 | 5,830 | 50,508 |
| R-46 | 3,295 | 4,205 | 4,478 | 3,000 | 5,450 | 3,000 | 4,349 | 2,000 | 4,141 | 3,364 | 37,281 |
| R-47 | 5,611 | 4,205 | 3,397 | 3,000 | 5,450 | 5,407 | 5,579 | 3,179 | 5,397 | 3,364 | 44,589 |
| R-48 | 3,295 | 5,484 | 3,397 | 3,000 | 4,207 | 3,000 | 5,579 | 5,488 | 4,141 | 3,364 | 40,955 |
| R-49 | 4,392 | 3,000 | 3,397 | 5,578 | 4,207 | 3,000 | 4,349 | 5,488 | 3,000 | 5,830 | 42,240 |
| R-50 | 2,000 | 4,205 | 2,000 | 4,310 | 2,000 | 4,160 | 5,579 | 3,179 | 4,141 | 3,364 | 34,937 |
| R-51 | 4,392 | 3,000 | 4,478 | 3,000 | 4,207 | 4,160 | 4,349 | 4,240 | 5,397 | 4,564 | 41,787 |
| R-52 | 4,392 | 4,205 | 5,644 | 4,310 | 4,207 | 3,000 | 4,349 | 3,179 | 4,141 | 3,364 | 40,791 |
| R-53 | 4,392 | 3,000 | 4,478 | 4,310 | 3,106 | 4,160 | 3,258 | 4,240 | 3,000 | 4,564 | 38,507 |
| R-54 | 3,295 | 5,484 | 3,397 | 4,310 | 3,106 | 3,000 | 2,000 | 3,179 | 3,000 | 2,000 | 32,770 |
| R-55 | 5,611 | 5,484 | 4,478 | 3,000 | 3,106 | 4,160 | 3,258 | 4,240 | 4,141 | 4,564 | 42,042 |
| R-56 | 5,611 | 4,205 | 5,644 | 4,310 | 4,207 | 3,000 | 4,349 | 3,179 | 3,000 | 3,364 | 40,868 |
| R-57 | 4,392 | 5,484 | 4,478 | 4,310 | 5,450 | 5,407 | 5,579 | 5,488 | 4,141 | 3,364 | 48,093 |
| R-58 | 5,611 | 4,205 | 5,644 | 5,578 | 5,450 | 5,407 | 4,349 | 3,179 | 5,397 | 4,564 | 49,384 |
| R-59 | 3,295 | 3,000 | 3,397 | 3,000 | 3,106 | 3,000 | 3,258 | 3,179 | 4,141 | 4,564 | 33,939 |
| R-60 | 3,295 | 5,484 | 4,478 | 4,310 | 3,106 | 3,000 | 4,349 | 4,240 | 5,397 | 5,830 | 43,488 |

**Lampiran 24. Hasil MSI Variabel Lingkungan Kerja**

| Kode resp | lingkungan kerja | | | | | | | | | | X2 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | |
| LK.1 | LK.2 | LK.3 | LK.4 | LK.5 | LK.6 | LK.7 | LK.8 | LK.9 | LK.10 |
| R-01 | 3,000 | 4,296 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 3,000 | 4,613 | 41,581 |
| R-02 | 3,000 | 3,000 | 3,000 | 4,339 | 3,000 | 3,000 | 2,000 | 4,596 | 4,426 | 4,613 | 34,974 |
| R-03 | 3,000 | 4,296 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 43,007 |
| R-04 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 4,508 | 5,830 | 6,099 | 5,851 | 6,117 | 56,845 |
| R-05 | 4,162 | 4,296 | 4,404 | 5,731 | 4,394 | 4,508 | 3,137 | 4,596 | 4,426 | 4,613 | 44,267 |
| R-06 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 44,169 |
| R-07 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 5,851 | 6,117 | 53,943 |
| R-08 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 3,000 | 4,613 | 42,744 |
| R-09 | 5,426 | 5,650 | 4,404 | 4,339 | 4,394 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 54,082 |
| R-10 | 4,162 | 4,296 | 5,819 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 5,851 | 6,117 | 51,326 |
| R-11 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 58,309 |
| R-12 | 5,426 | 5,650 | 4,404 | 4,339 | 5,815 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 55,502 |
| R-13 | 4,162 | 5,650 | 4,404 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 4,426 | 6,117 | 49,839 |
| R-14 | 4,162 | 5,650 | 4,404 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 4,426 | 6,117 | 49,839 |
| R-15 | 5,426 | 5,650 | 4,404 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 4,426 | 6,117 | 51,103 |
| R-16 | 4,162 | 5,650 | 4,404 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 5,851 | 6,117 | 51,264 |
| R-17 | 5,426 | 4,296 | 5,819 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 49,660 |
| R-18 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 58,309 |
| R-19 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 4,426 | 6,117 | 52,518 |
| R-20 | 5,426 | 4,296 | 5,819 | 4,339 | 3,000 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 45,454 |
| R-21 | 4,162 | 4,296 | 4,404 | 4,339 | 5,815 | 5,973 | 4,431 | 6,099 | 5,851 | 6,117 | 51,487 |
| R-22 | 4,162 | 4,296 | 4,404 | 4,339 | 5,815 | 5,973 | 3,137 | 4,596 | 3,000 | 4,613 | 44,334 |
| R-23 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 44,169 |
| R-24 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,137 | 3,000 | 3,000 | 3,000 | 30,137 |
| R-25 | 4,162 | 4,296 | 4,404 | 3,000 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 42,831 |
| R-26 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 5,973 | 4,431 | 4,596 | 4,426 | 4,613 | 45,634 |
| R-27 | 4,162 | 4,296 | 4,404 | 3,000 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 42,831 |
| R-28 | 5,426 | 4,296 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 45,433 |
| R-29 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 51,465 |
| R-30 | 5,426 | 4,296 | 5,819 | 4,339 | 4,394 | 5,973 | 5,830 | 4,596 | 4,426 | 6,117 | 51,216 |
| R-31 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 51,465 |
| R-32 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 51,014 |
| R-33 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 51,465 |
| R-34 | 4,162 | 3,000 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 42,873 |
| R-35 | 5,426 | 5,650 | 5,819 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 6,117 | 49,706 |
| R-36 | 3,000 | 4,296 | 3,000 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 41,603 |
| R-37 | 5,426 | 5,650 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 46,786 |
| R-38 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 5,973 | 4,431 | 4,596 | 4,426 | 4,613 | 45,634 |
| R-39 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 44,169 |
| R-40 | 4,162 | 4,296 | 4,404 | 4,339 | 4,394 | 4,508 | 3,137 | 3,000 | 3,000 | 6,117 | 41,357 |
| R-41 | 5,426 | 4,296 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 45,433 |
| R-42 | 5,426 | 5,650 | 4,404 | 4,339 | 4,394 | 4,508 | 4,431 | 4,596 | 4,426 | 6,117 | 48,290 |
| R-43 | 3,000 | 4,296 | 4,404 | 4,339 | 4,394 | 3,000 | 3,137 | 4,596 | 4,426 | 4,613 | 40,205 |
| R-44 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 5,973 | 3,137 | 3,000 | 5,851 | 4,613 | 37,572 |
| R-45 | 3,000 | 3,000 | 4,404 | 4,339 | 4,394 | 4,508 | 3,137 | 4,596 | 4,426 | 4,613 | 40,416 |
| R-46 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,137 | 3,000 | 3,000 | 4,613 | 31,749 |
| R-47 | 4,162 | 5,650 | 5,819 | 5,731 | 5,815 | 5,973 | 4,431 | 6,099 | 5,851 | 6,117 | 55,647 |
| R-48 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 5,973 | 4,431 | 6,099 | 5,851 | 6,117 | 56,911 |
| R-49 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 5,973 | 4,431 | 6,099 | 5,851 | 6,117 | 56,911 |
| R-50 | 3,000 | 4,296 | 4,404 | 4,339 | 5,815 | 5,973 | 5,830 | 6,099 | 4,426 | 6,117 | 50,298 |
| R-51 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 51,014 |
| R-52 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 4,508 | 4,431 | 4,596 | 4,426 | 4,613 | 51,014 |
| R-53 | 5,426 | 4,296 | 5,819 | 4,339 | 4,394 | 5,973 | 4,431 | 6,099 | 5,851 | 4,613 | 51,241 |
| R-54 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 58,309 |
| R-55 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 58,309 |
| R-56 | 3,000 | 3,000 | 3,000 | 3,000 | 4,394 | 4,508 | 5,830 | 4,596 | 4,426 | 6,117 | 41,871 |
| R-57 | 5,426 | 5,650 | 5,819 | 5,731 | 5,815 | 5,973 | 5,830 | 6,099 | 5,851 | 6,117 | 58,309 |
| R-58 | 4,162 | 3,000 | 4,404 | 5,731 | 4,394 | 5,973 | 4,431 | 6,099 | 5,851 | 4,613 | 48,658 |
| R-59 | 4,162 | 4,296 | 5,819 | 5,731 | 4,394 | 5,973 | 3,137 | 6,099 | 4,426 | 3,000 | 47,037 |
| R-60 | 4,162 | 4,296 | 4,404 | 5,731 | 4,394 | 4,508 | 3,137 | 4,596 | 4,426 | 4,613 | 44,267 |

**Lampiran 25. Hasil MSI Variabel Budaya Organisasi**

| Kode resp | budaya organisasi | | | | | | | | | | X3 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Succesive Interval | | | | | | | | | |
| BO.1 | BO.2 | BO.3 | BO.4 | BO.5 | BO.6 | BO.7 | BO.8 | BO.9 | BO.10 |
| R-01 | 4,202 | 4,289 | 4,448 | 4,271 | 4,138 | 4,338 | 3,000 | 4,286 | 4,207 | 4,364 | 41,542 |
| R-02 | 3,000 | 3,000 | 4,448 | 3,000 | 5,362 | 5,696 | 5,475 | 5,598 | 4,207 | 4,364 | 44,150 |
| R-03 | 3,000 | 3,000 | 4,448 | 3,000 | 4,138 | 4,338 | 5,475 | 3,000 | 5,579 | 4,364 | 40,341 |
| R-04 | 4,202 | 4,289 | 4,448 | 5,629 | 5,362 | 4,338 | 5,475 | 3,000 | 4,207 | 4,364 | 45,313 |
| R-05 | 4,202 | 4,289 | 5,883 | 5,629 | 5,362 | 5,696 | 5,475 | 5,598 | 5,579 | 5,751 | 53,464 |
| R-06 | 5,443 | 4,289 | 3,000 | 4,271 | 4,138 | 4,338 | 5,475 | 4,286 | 4,207 | 4,364 | 43,811 |
| R-07 | 5,443 | 5,611 | 5,883 | 5,629 | 5,362 | 5,696 | 5,475 | 5,598 | 5,579 | 4,364 | 54,640 |
| R-08 | 3,000 | 3,000 | 4,448 | 4,271 | 3,000 | 5,696 | 5,475 | 5,598 | 4,207 | 5,751 | 44,446 |
| R-09 | 3,000 | 4,289 | 5,883 | 5,629 | 5,362 | 4,338 | 5,475 | 4,286 | 4,207 | 4,364 | 46,833 |
| R-10 | 3,000 | 4,289 | 5,883 | 4,271 | 5,362 | 3,000 | 3,000 | 3,000 | 4,207 | 4,364 | 40,376 |
| R-11 | 4,202 | 3,000 | 4,448 | 4,271 | 4,138 | 5,696 | 5,475 | 5,598 | 5,579 | 5,751 | 48,157 |
| R-12 | 3,000 | 4,289 | 4,448 | 3,000 | 4,138 | 4,338 | 3,000 | 3,000 | 2,992 | 3,092 | 35,296 |
| R-13 | 5,443 | 5,611 | 4,448 | 5,629 | 4,138 | 5,696 | 5,475 | 5,598 | 5,579 | 5,751 | 53,367 |
| R-14 | 5,443 | 4,289 | 5,883 | 4,271 | 3,000 | 3,000 | 3,000 | 4,286 | 5,579 | 5,751 | 44,502 |
| R-15 | 4,202 | 5,611 | 5,883 | 5,629 | 5,362 | 5,696 | 5,475 | 4,286 | 4,207 | 4,364 | 50,715 |
| R-16 | 4,202 | 4,289 | 4,448 | 4,271 | 3,000 | 4,338 | 4,176 | 4,286 | 5,579 | 4,364 | 42,953 |
| R-17 | 5,443 | 5,611 | 4,448 | 5,629 | 4,138 | 4,338 | 4,176 | 4,286 | 4,207 | 5,751 | 48,027 |
| R-18 | 4,202 | 5,611 | 4,448 | 5,629 | 4,138 | 5,696 | 4,176 | 4,286 | 4,207 | 4,364 | 46,756 |
| R-19 | 5,443 | 4,289 | 3,000 | 4,271 | 3,000 | 3,000 | 4,176 | 5,598 | 5,579 | 4,364 | 42,720 |
| R-20 | 5,443 | 4,289 | 4,448 | 5,629 | 5,362 | 4,338 | 4,176 | 4,286 | 5,579 | 5,751 | 49,302 |
| R-21 | 4,202 | 4,289 | 5,883 | 3,000 | 4,138 | 3,000 | 5,475 | 3,000 | 4,207 | 4,364 | 41,558 |
| R-22 | 4,202 | 3,000 | 4,448 | 4,271 | 3,000 | 3,000 | 4,176 | 5,598 | 5,579 | 4,364 | 41,637 |
| R-23 | 4,202 | 3,000 | 4,448 | 3,000 | 4,138 | 3,000 | 4,176 | 4,286 | 4,207 | 3,092 | 37,548 |
| R-24 | 3,000 | 4,289 | 4,448 | 4,271 | 3,000 | 4,338 | 4,176 | 5,598 | 5,579 | 5,751 | 44,450 |
| R-25 | 5,443 | 3,000 | 3,000 | 4,271 | 3,000 | 4,338 | 3,000 | 5,598 | 5,579 | 4,364 | 41,592 |
| R-26 | 4,202 | 4,289 | 3,000 | 5,629 | 3,000 | 4,338 | 4,176 | 4,286 | 5,579 | 4,364 | 42,863 |
| R-27 | 3,000 | 3,000 | 4,448 | 4,271 | 3,000 | 4,338 | 3,000 | 4,286 | 4,207 | 5,751 | 39,300 |
| R-28 | 4,202 | 4,289 | 4,448 | 4,271 | 4,138 | 4,338 | 4,176 | 4,286 | 4,207 | 4,364 | 42,719 |
| R-29 | 5,443 | 5,611 | 4,448 | 4,271 | 5,362 | 4,338 | 4,176 | 5,598 | 5,579 | 5,751 | 50,577 |
| R-30 | 5,443 | 3,000 | 4,448 | 4,271 | 4,138 | 4,338 | 4,176 | 3,000 | 4,207 | 4,364 | 41,384 |
| R-31 | 3,000 | 5,611 | 5,883 | 5,629 | 4,138 | 5,696 | 5,475 | 4,286 | 4,207 | 4,364 | 48,288 |
| R-32 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 3,000 | 4,207 | 4,364 | 32,570 |
| R-33 | 4,202 | 4,289 | 4,448 | 4,271 | 5,362 | 5,696 | 4,176 | 4,286 | 4,207 | 3,092 | 44,029 |
| R-34 | 4,202 | 5,611 | 5,883 | 5,629 | 5,362 | 4,338 | 5,475 | 5,598 | 2,992 | 4,364 | 49,453 |
| R-35 | 4,202 | 5,611 | 4,448 | 4,271 | 5,362 | 4,338 | 5,475 | 4,286 | 4,207 | 5,751 | 47,951 |
| R-36 | 4,202 | 5,611 | 5,883 | 5,629 | 5,362 | 4,338 | 5,475 | 4,286 | 4,207 | 3,092 | 48,084 |
| R-37 | 4,202 | 3,000 | 3,000 | 4,271 | 5,362 | 3,000 | 3,000 | 4,286 | 4,207 | 4,364 | 38,692 |
| R-38 | 4,202 | 4,289 | 5,883 | 5,629 | 5,362 | 4,338 | 5,475 | 4,286 | 4,207 | 4,364 | 48,035 |
| R-39 | 3,000 | 5,611 | 5,883 | 3,000 | 3,000 | 4,338 | 4,176 | 3,000 | 4,207 | 4,364 | 40,579 |
| R-40 | 5,443 | 4,289 | 4,448 | 5,629 | 5,362 | 5,696 | 5,475 | 5,598 | 5,579 | 5,751 | 53,270 |
| R-41 | 5,443 | 5,611 | 5,883 | 4,271 | 5,362 | 4,338 | 5,475 | 4,286 | 5,579 | 3,092 | 49,340 |
| R-42 | 5,443 | 5,611 | 5,883 | 5,629 | 4,138 | 4,338 | 5,475 | 5,598 | 4,207 | 5,751 | 52,072 |
| R-43 | 4,202 | 4,289 | 4,448 | 5,629 | 3,000 | 3,000 | 4,176 | 4,286 | 4,207 | 5,751 | 42,988 |
| R-44 | 5,443 | 4,289 | 4,448 | 4,271 | 4,138 | 5,696 | 4,176 | 3,000 | 5,579 | 3,092 | 44,132 |
| R-45 | 4,202 | 4,289 | 5,883 | 5,629 | 4,138 | 4,338 | 4,176 | 4,286 | 5,579 | 5,751 | 48,271 |
| R-46 | 3,000 | 4,289 | 4,448 | 4,271 | 4,138 | 4,338 | 4,176 | 4,286 | 4,207 | 4,364 | 41,517 |
| R-47 | 5,443 | 5,611 | 5,883 | 4,271 | 5,362 | 4,338 | 5,475 | 4,286 | 2,992 | 4,364 | 48,025 |
| R-48 | 4,202 | 4,289 | 5,883 | 4,271 | 5,362 | 5,696 | 4,176 | 5,598 | 2,992 | 4,364 | 46,833 |
| R-49 | 4,202 | 4,289 | 4,448 | 4,271 | 4,138 | 3,000 | 4,176 | 4,286 | 5,579 | 4,364 | 42,753 |
| R-50 | 4,202 | 4,289 | 4,448 | 4,271 | 5,362 | 4,338 | 5,475 | 4,286 | 2,992 | 4,364 | 44,027 |
| R-51 | 4,202 | 5,611 | 4,448 | 5,629 | 5,362 | 4,338 | 5,475 | 5,598 | 4,207 | 4,364 | 49,233 |
| R-52 | 4,202 | 4,289 | 4,448 | 5,629 | 3,000 | 4,338 | 4,176 | 3,000 | 4,207 | 4,364 | 41,652 |
| R-53 | 4,202 | 4,289 | 5,883 | 4,271 | 5,362 | 4,338 | 5,475 | 4,286 | 4,207 | 3,092 | 45,405 |
| R-54 | 3,000 | 4,289 | 4,448 | 5,629 | 4,138 | 5,696 | 3,000 | 3,000 | 2,000 | 2,000 | 37,199 |
| R-55 | 5,443 | 5,611 | 5,883 | 5,629 | 4,138 | 4,338 | 4,176 | 4,286 | 4,207 | 3,092 | 46,802 |
| R-56 | 5,443 | 5,611 | 5,883 | 5,629 | 4,138 | 5,696 | 4,176 | 4,286 | 2,992 | 4,364 | 48,218 |
| R-57 | 4,202 | 5,611 | 4,448 | 4,271 | 4,138 | 5,696 | 5,475 | 4,286 | 2,992 | 4,364 | 45,482 |
| R-58 | 5,443 | 4,289 | 4,448 | 4,271 | 5,362 | 5,696 | 5,475 | 5,598 | 4,207 | 4,364 | 49,153 |
| R-59 | 3,000 | 4,289 | 4,448 | 5,629 | 4,138 | 4,338 | 4,176 | 3,000 | 4,207 | 3,092 | 40,316 |
| R-60 | 4,202 | 4,289 | 4,448 | 5,629 | 4,138 | 5,696 | 4,176 | 4,286 | 5,579 | 5,751 | 48,194 |

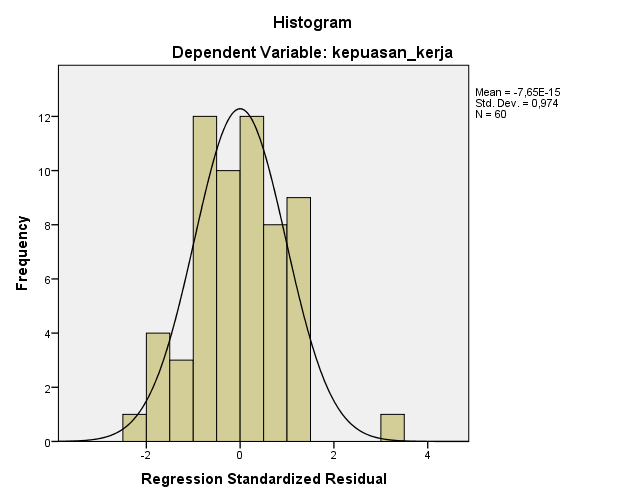
**Lampiran 26. Output Hasil SPSS**

Analisis deskriPT.if statistik

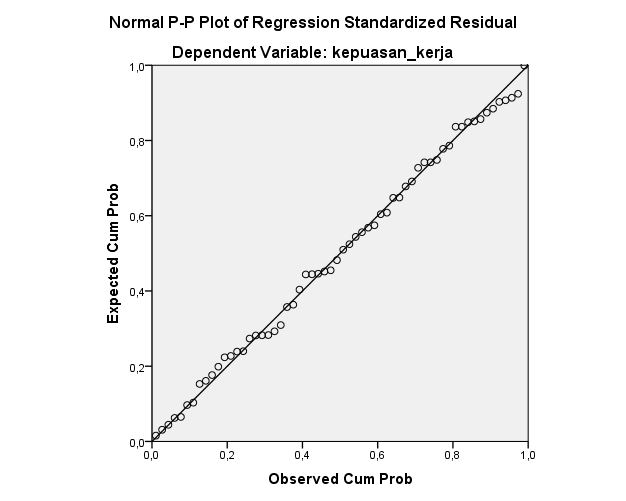
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **DescriPT.ive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| kepuasan\_kerja | 60 | 34,079 | 58,875 | 47,71243 | 5,601966 |
| work\_life\_balance | 60 | 31,598 | 55,468 | 43,83515 | 5,509062 |
| lingkungan\_kerja | 60 | 30,137 | 58,309 | 47,96342 | 6,530565 |
| budaya\_organisasi | 60 | 32,570 | 54,640 | 45,04837 | 4,619813 |
| Valid N (listwise) | 60 |  |  |  |  |

Uji multikolinieritas

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 5,778 | 5,494 |  | 1,052 | ,297 |  |  |
| work\_life\_balance | ,654 | ,087 | ,644 | 7,513 | ,000 | ,780 | 1,281 |
| lingkungan\_kerja | ,160 | ,067 | ,184 | 2,390 | ,020 | ,985 | 1,015 |
| budaya\_organisasi | ,352 | ,104 | ,290 | 3,402 | ,001 | ,785 | 1,273 |
| a. Dependent Variable: kepuasan\_kerja | | | | | | | | |

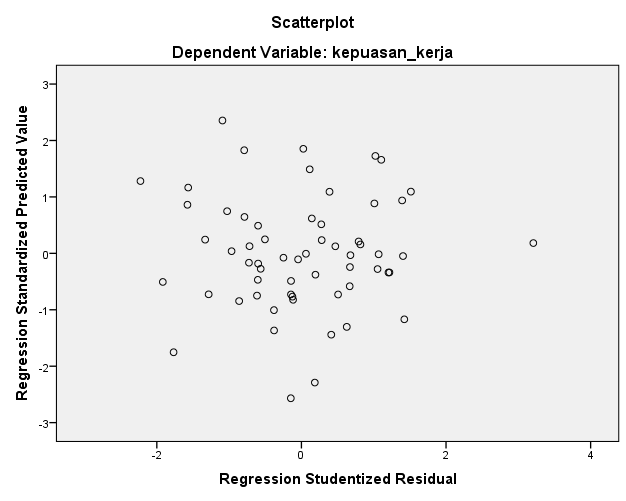
Uji normalitas

\



|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 60 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 3,17228012 |
| Most Extreme Differences | Absolute | ,054 |
| Positive | ,054 |
| Negative | -,043 |
| Test Statistic | | ,054 |
| Asymp. Sig. (2-tailed) | | ,200c,d |
| a. Test distribution is Normal. | | |

Uji heteroskedastisitas



Uji regresi linier berganda

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5,778 | 5,494 |  | 1,052 | ,297 |
| work\_life\_balance | ,654 | ,087 | ,644 | 7,513 | ,000 |
| lingkungan\_kerja | ,160 | ,067 | ,184 | 2,390 | ,020 |
| budaya\_organisasi | ,352 | ,104 | ,290 | 3,402 | ,001 |
| a. Dependent Variable: kepuasan\_kerja | | | | | | |

Uji koefisien determinasi

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,824a | ,679 | ,662 | 3,256143 |
| a. Predictors: (Constant), budaya\_organisasi, lingkungan\_kerja, work\_life\_balance | | | | |

Uji F simultan

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1257,801 | 3 | 419,267 | 39,544 | ,000b |
| Residual | 593,738 | 56 | 10,602 |  |  |
| Total | 1851,539 | 59 |  |  |  |
| a. Dependent Variable: kepuasan\_kerja | | | | | | |
| b. Predictors: (Constant), budaya\_organisasi, lingkungan\_kerja, work\_life\_balance | | | | | | |

Uji t parsial

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5,778 | 5,494 |  | 1,052 | ,297 |
| work\_life\_balance | ,654 | ,087 | ,644 | 7,513 | ,000 |
| lingkungan\_kerja | ,160 | ,067 | ,184 | 2,390 | ,020 |
| budaya\_organisasi | ,352 | ,104 | ,290 | 3,402 | ,001 |
| a. Dependent Variable: kepuasan\_kerja | | | | | | |

**Lampiran 27. Distribusi Nilai rtabel**

