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**LAMPIRAN**

**LAMPIRAN 1**

**KATA PENGANTAR KUESIONER**

Kepada

Yth. Bapak/Ibu/Sdr/i Karyawan

PT. Roda Chakra Kencana

Kota Tegal

Dengan hormat,

Dalam rangka menyelesaikan pendidikan Strata Satu Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal dalam bentuk tugas akhir penyusunan skripsi yang berjudul "**Pengaruh *Work Life Balance* Dan *Work Family Conflict*** **Terhadap Kinerja Karyawan PT. Roda Chakra Kencana Kota Tegal**" dengan ini Saya mohon kesediaan Bapak/Ibu/Sdr/i untuk mengisi kuesioner penelitian ini.

Penelitian ini semata-mata bertujuan untuk keperluan akademis dan penelitian ilmiah khususnya ilmu manajemen. Kerahasiaan data penelitian akan dijamin. Saya mengharapkan informasi dan jawaban yang sesungguhnya dari Bapak/Ibu/Sdr/i sesuai kondisi yang sebenar-benarnya.

Atas kerjasama dan kesediaan Bapak/Ibu/Sdr/i Saya ucapkan terimakasih.

Hormat Saya

Peneliti

Kharisma Nurul Fauziah

**LAMPIRAN 2**

**KUESIONER**

**PENGARUH *WORK LIFE BALANCE* DAN *WORK FAMILY CONFLICT*** **TERHADAP KINERJA KARYAWAN PT. RODA CHAKRA KENCANA KOTA TEGAL**

p

I. PETUNJUK PENGISIAN

1. Kepada Bapak/Ibu/Sdr/i diharapkan untuk menjawab seluruh pertanyaan yang ada dengan jujur dan sebenarnya.
2. Berilah tanda ( √ ) pada kolom yang tersedia dan pilih salah satu jawaban sesuai dengan keadaan yang sebenarnya.
3. Ada 5 (lima) altematif jawaban yaitu

|  |  |  |
| --- | --- | --- |
| **Simbol** | **Kategori** | **Nilai Bobot** |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| N | Netral | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

II. IDENTITAS RESPONDEN

1. Jenis Kelamin :

Laki-laki Perempuan

1. Usia :

20 - 30 Tahun 41 – 50 Tahun

31 – 40 Tahun > 51 Tahun

1. Pendidikan :

SLTA /Sederajat D3/Diploma

S1/Strata 1 S2

1. Masa Kerja :

1 – 5 Tahun > 10 Tahun

5 – 10 Tahun

1. **Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Karyawan memiliki ketrampilan dalam bekerja |  |  |  |  |  |
| 2 | Karyawan mempunyai kemampuan dalam bekerja |  |  |  |  |  |
| 3 | Karyawan mampu menyelesaikan jumlah unit yang telah ditentukan oleh perusahaan |  |  |  |  |  |
| 4 | Karyawan mampu memaksimalkan waktu yang telah ditentukan |  |  |  |  |  |
| 5 | Karyawan mampu memaksimalkan penggunaan tenaga saat bekerja |  |  |  |  |  |
| 6 | Karyawan mampu meminimalkan penggunaan uang saat bekerja |  |  |  |  |  |
| 7 | Karyawan mampu memaksimalkan penggunaan teknologi yang telah diterapkan oleh perusahaan |  |  |  |  |  |
| 8 | Karyawan mampu berkomitmen pada setiap pekerjaan |  |  |  |  |  |

1. ***Work Life Balance* (X1)**

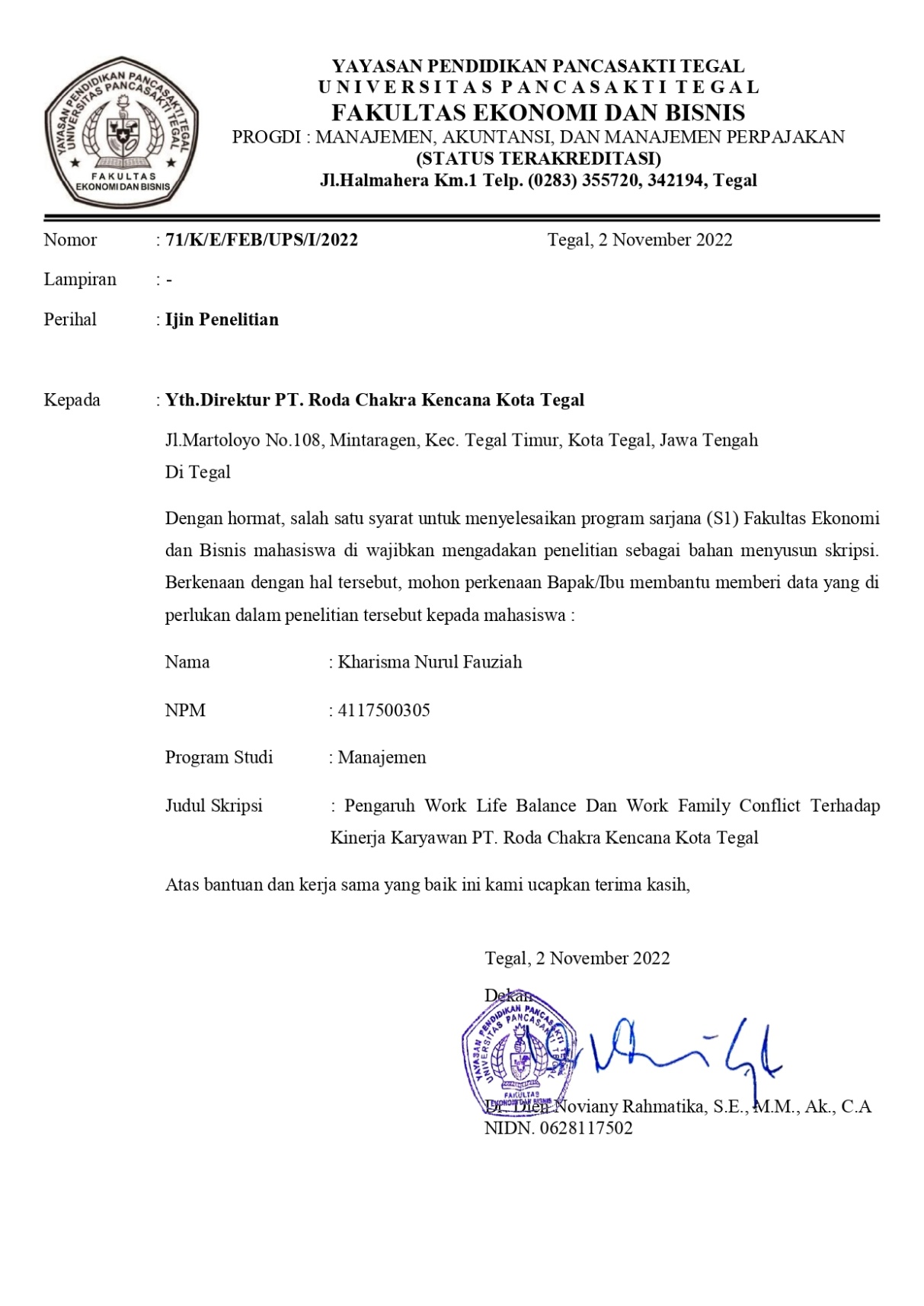
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Karyawan selalu banyak kehilangan waktu untuk menjalani kehidupan keluarga karena pekerjaan |  |  |  |  |  |
| 2 | Aktivitas dalam kehidupan keluarga membuat karyawan sulit melakukan pekerjaan dengan baik |  |  |  |  |  |
| 3 | Karyawan terlibat secara fisik dalam kerja perusahaan |  |  |  |  |  |
| 4 | Karyawan terlibat secara emosional oleh perusahaan |  |  |  |  |  |
| 5 | Karyawan mampu menyisihkan waktu untuk keluarga |  |  |  |  |  |
| 6 | Karyawan terlibat secara emosional dalam keluarga |  |  |  |  |  |
| 7 | Karyawan terlibat secara fisik oleh kegiatan sosial |  |  |  |  |  |
| 8 | Karyawan terlibat secara emosional dalam kegiatan sosial |  |  |  |  |  |
| 9 | Karyawan merasa dapat menyeimbangkan pekerjaan |  |  |  |  |  |
| 10 | Karyawan merasa dapat menyeimbangkan kehidupan diluar pekerjaan |  |  |  |  |  |
| 11 | Karyawan dapat menghabiskan waktu yang cukup dengan keluarga |  |  |  |  |  |
| 12 | Karyawan mendapatkan *quality time* dengan teman-teman |  |  |  |  |  |
| 13 | Karyawan merasa puas bekerja apabila hubungan dengan rekan kerja baik |  |  |  |  |  |
| 14 | Karyawan merasa puas dalam bekerja apabila hasil kerja dihargai |  |  |  |  |  |
| 15 | Karyawan merasa puas dalam bekerja apabila hasil kerja tepat waktu |  |  |  |  |  |

1. ***Work Family Conflict* (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PENILAIAN** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Tekanan waktu membuat karyawan tidak ada waktu untuk kehidupan bermasyarakat |  |  |  |  |  |
| 2 | Tuntutan pekerjaan membuat karyawan tidak ada waktu untuk kehidupan bermasyarakat |  |  |  |  |  |
| 3 | Masalah keluarga menyita waktu dan pekerjaan karyawan |  |  |  |  |  |
| 4 | Karyawan sering merasa lelah setelah pulang kerja |  |  |  |  |  |

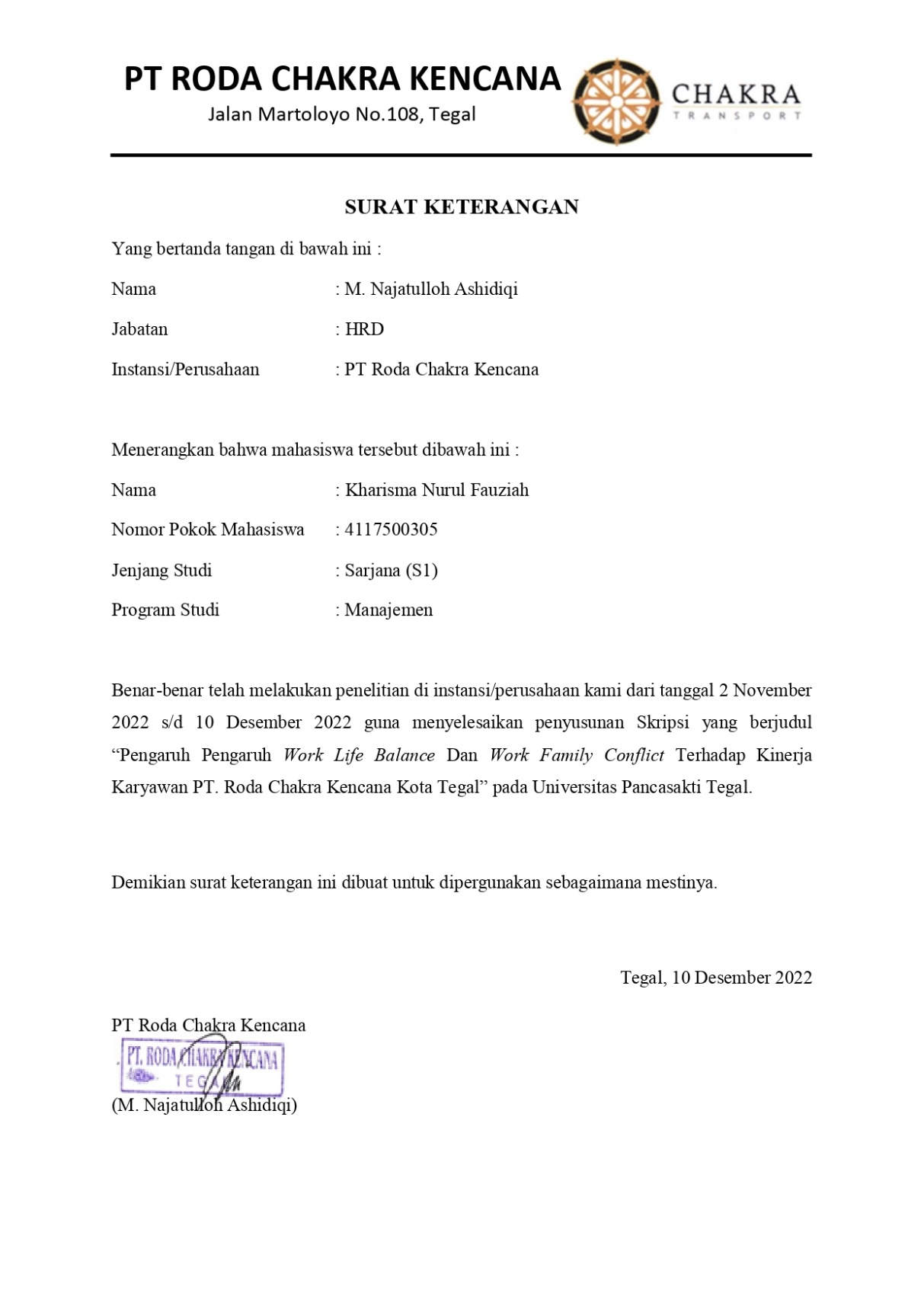
**LAMPIRAN 3**

1. Surat ijin penelitian dari Fakultas Ekonomi Dan Bisnis



**LAMPIRAN 4**

1. Surat balasan ijin penelitian dari PT. Roda Chakra Kencana Kota Tegal



**LAMPIRAN 5**

**TABULASI IDENTITAS RESPONDEN**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Jenis**  **Kelamin** | **Pendidikan** | **Usia** | **Lama Bekerja** |
| 1 | L | SMA | 31-40 Tahun | 5-10 Tahun |
| 2 | L | S1 | 31-40 Tahun | 5-10 Tahun |
| 3 | L | S1 | 31-40 Tahun | 5-10 Tahun |
| 4 | L | SMA | 31-40 Tahun | 1-5 Tahun |
| 5 | L | SMA | 31-40 Tahun | 1-5 Tahun |
| 6 | L | SMA | 31-40 Tahun | 1-5 Tahun |
| 7 | L | DIII | 31-40 Tahun | 5-10 Tahun |
| 8 | L | DIII | 31-40 Tahun | 5-10 Tahun |
| 9 | L | SMA | 41-50 Tahun | 5-10 Tahun |
| 10 | P | SMA | 20-30 Tahun | 1-5 Tahun |
| 11 | L | SMA | 20-30 Tahun | 1-5 Tahun |
| 12 | L | S1 | 31-40 Tahun | 5-10 Tahun |
| 13 | L | SMA | 31-40 Tahun | 1-5 Tahun |
| 14 | L | SMA | 41-50 Tahun | 1-5 Tahun |
| 15 | L | DIII | 31-40 Tahun | 5-10 Tahun |
| 16 | L | SMA | 31-40 Tahun | 5-10 Tahun |
| 17 | P | S1 | 41-50 Tahun | 5-10 Tahun |
| 18 | L | SMA | 31-40 Tahun | 5-10 Tahun |
| 19 | L | SMA | 20-30 Tahun | 1-5 Tahun |
| 20 | L | SMA | 20-30 Tahun | 1-5 Tahun |
| 21 | L | SMA | 20-30 Tahun | 1-5 Tahun |
| 22 | L | S1 | 31-40 Tahun | 5-10 Tahun |
| 23 | P | S1 | 31-40 Tahun | 1-5 Tahun |
| 24 | L | SMA | 31-40 Tahun | 1-5 Tahun |
| 25 | L | DIII | 31-40 Tahun | 5-10 Tahun |
| 26 | L | S1 | 41-50 Tahun | 5-10 Tahun |
| 27 | P | DIII | 20-30 Tahun | 1-5 Tahun |
| 28 | L | SMA | 20-30 Tahun | 1-5 Tahun |
| 29 | L | SMA | 20-30 Tahun | 1-5 Tahun |
| 30 | L | SMA | 20-30 Tahun | 1-5 Tahun |
| 31 | P | SMA | 20-30 Tahun | 1-5 Tahun |
| 32 | L | SMA | 20-30 Tahun | 1-5 Tahun |
| 33 | L | SMA | 20-30 Tahun | 1-5 Tahun |

**LAMPIRAN 6**

**DATA KUESIONER UJI VALIDITAS VARIABEL**

**KINERJA KARYAWAN (Y)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kinerja Karyawan (Y)** | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** |
| 1 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | **35** |
| 2 | 4 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | **31** |
| 3 | 4 | 4 | 2 | 4 | 5 | 4 | 5 | 3 | **31** |
| 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | **33** |
| 5 | 4 | 3 | 4 | 3 | 5 | 5 | 5 | 4 | **33** |
| 6 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | **33** |
| 7 | 4 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | **34** |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **35** |
| 9 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | **35** |
| 10 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | **36** |
| 11 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | **36** |
| 12 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **36** |
| 13 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **36** |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **34** |
| 15 | 3 | 4 | 3 | 3 | 4 | 3 | 5 | 5 | **30** |
| 16 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | **31** |
| 17 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **38** |
| 18 | 3 | 2 | 4 | 4 | 3 | 2 | 5 | 5 | **28** |
| 19 | 3 | 2 | 3 | 3 | 2 | 3 | 5 | 5 | **26** |
| 20 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | **37** |
| 21 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | **36** |
| 22 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | **35** |
| 23 | 3 | 2 | 4 | 4 | 3 | 2 | 5 | 5 | **28** |
| 24 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **36** |
| 25 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | **31** |
| 26 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **38** |
| 27 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | **28** |
| 28 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | **32** |
| 29 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 2 | **30** |
| 30 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | **32** |
| 31 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **39** |
| 32 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | **38** |
| 33 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **38** |

**LAMPIRAN 7**

**DATA KUESIONER UJI VALIDITAS VARIABEL**

***WORK LIFE BALANCE* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** | **X1.15** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **72** |
| 2 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **70** |
| 3 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **72** |
| 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **67** |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **74** |
| 6 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **70** |
| 7 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | **64** |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **75** |
| 9 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **70** |
| 10 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **66** |
| 11 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **71** |
| 12 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **68** |
| 13 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 2 | 5 | 5 | 4 | **66** |
| 14 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **73** |
| 15 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 2 | 4 | 4 | 5 | 5 | 2 | 4 | **62** |
| 16 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | **66** |
| 17 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **69** |
| 18 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **67** |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** | **X1.15** |
| 19 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **70** |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 5 | 4 | **60** |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **64** |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **61** |
| 23 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **72** |
| 24 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **70** |
| 25 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **69** |
| 26 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **69** |
| 27 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **69** |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **67** |
| 29 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | **68** |
| 30 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **70** |
| 31 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **69** |
| 32 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | **61** |
| 33 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **69** |

**LAMPIRAN 8**

**DATA KUESIONER UJI VALIDITAS VARIABEL**

***WORK FAMILY CONFLICT* (X2)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Family Copnflict* (X2)** | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** |
| 1 | 4 | 5 | 5 | 5 | **19** |
| 2 | 5 | 5 | 5 | 5 | **20** |
| 3 | 4 | 4 | 5 | 5 | **18** |
| 4 | 5 | 5 | 5 | 5 | **20** |
| 5 | 5 | 5 | 5 | 5 | **20** |
| 6 | 5 | 5 | 5 | 5 | **20** |
| 7 | 5 | 5 | 5 | 5 | **20** |
| 8 | 5 | 5 | 5 | 5 | **20** |
| 9 | 5 | 5 | 5 | 5 | **20** |
| 10 | 5 | 5 | 5 | 5 | **20** |
| 11 | 5 | 5 | 5 | 5 | **20** |
| 12 | 5 | 5 | 5 | 5 | **20** |
| 13 | 4 | 4 | 4 | 5 | **17** |
| 14 | 5 | 5 | 5 | 5 | **20** |
| 15 | 5 | 5 | 5 | 5 | **20** |
| 16 | 5 | 5 | 5 | 5 | **20** |
| 17 | 4 | 4 | 4 | 4 | **16** |
| 18 | 5 | 5 | 5 | 4 | **19** |
| 19 | 5 | 5 | 4 | 4 | **18** |
| 20 | 5 | 5 | 5 | 5 | **20** |
| 21 | 4 | 4 | 5 | 5 | **18** |
| 22 | 4 | 4 | 4 | 4 | **16** |
| 23 | 5 | 5 | 5 | 5 | **20** |
| 24 | 5 | 5 | 5 | 5 | **20** |
| 25 | 4 | 5 | 5 | 5 | **19** |
| 26 | 5 | 5 | 5 | 5 | **20** |
| 27 | 5 | 5 | 5 | 5 | **20** |
| 28 | 5 | 5 | 5 | 5 | **20** |
| 29 | 5 | 5 | 5 | 5 | **20** |
| 30 | 5 | 5 | 5 | 5 | **20** |
| 31 | 4 | 4 | 5 | 4 | **17** |
| 32 | 4 | 5 | 5 | 4 | **18** |
| 33 | 5 | 5 | 5 | 5 | **20** |

**LAMPIRAN 9**

**DATA PENELITIAN VARIABEL KINERJA KARYAWAN (Y)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kinerja Karyawan (Y)** | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** |
| 1 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | **37** |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **38** |
| 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **38** |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | **37** |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **35** |
| 7 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | **35** |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **39** |
| 9 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **38** |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| 11 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **36** |
| 12 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | **36** |
| 13 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | **36** |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **39** |
| 15 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **38** |
| 16 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **38** |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **40** |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **37** |
| 19 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **35** |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | **38** |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | **37** |
| 22 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | **36** |
| 23 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **36** |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | **38** |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **35** |
| 26 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | **37** |
| 27 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | **37** |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | **36** |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **31** |
| 31 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **34** |
| 32 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **39** |
| 33 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | **37** |

**LAMPIRAN 10**

**DATA PENELITIAN VARIABEL *WORK LIFE BALANCE* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** | **X1.15** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **75** |
| 2 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **72** |
| 3 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 4 | **68** |
| 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **73** |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **69** |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **64** |
| 7 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 1 | 5 | 4 | **62** |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **73** |
| 9 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **73** |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **71** |
| 11 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **71** |
| 12 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **65** |
| 13 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | **68** |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **72** |
| 15 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **71** |
| 16 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | **71** |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **74** |
| 18 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **72** |
| 19 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | **68** |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** | **X1.15** |
| 20 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **70** |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | **67** |
| 22 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **65** |
| 23 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **69** |
| 24 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | **70** |
| 25 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **68** |
| 26 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | **67** |
| 27 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **68** |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | **68** |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **65** |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **62** |
| 31 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **63** |
| 32 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **70** |
| 33 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **66** |

**LAMPIRAN 11**

**DATA PENELITIAN VARIABEL *WORK FAMILY CONFLICT* (X2)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Family Copnflict* (X2)** | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** |
| 1 | 5 | 5 | 5 | 5 | **20** |
| 2 | 5 | 5 | 4 | 5 | **19** |
| 3 | 5 | 4 | 4 | 5 | **18** |
| 4 | 5 | 4 | 4 | 5 | **18** |
| 5 | 5 | 4 | 4 | 5 | **18** |
| 6 | 5 | 4 | 4 | 4 | **17** |
| 7 | 5 | 4 | 5 | 4 | **18** |
| 8 | 5 | 5 | 5 | 5 | **20** |
| 9 | 5 | 5 | 5 | 4 | **19** |
| 10 | 5 | 5 | 5 | 5 | **20** |
| 11 | 5 | 4 | 5 | 4 | **18** |
| 12 | 5 | 5 | 5 | 4 | **19** |
| 13 | 5 | 5 | 5 | 4 | **19** |
| 14 | 5 | 5 | 5 | 5 | **20** |
| 15 | 5 | 5 | 5 | 4 | **19** |
| 16 | 5 | 5 | 5 | 4 | **19** |
| 17 | 5 | 5 | 5 | 5 | **20** |
| 18 | 5 | 5 | 5 | 5 | **20** |
| 19 | 5 | 5 | 5 | 4 | **19** |
| 20 | 5 | 5 | 5 | 5 | **20** |
| 21 | 5 | 5 | 5 | 4 | **19** |
| 22 | 5 | 5 | 5 | 4 | **19** |
| 23 | 5 | 5 | 4 | 4 | **18** |
| 24 | 5 | 5 | 4 | 4 | **18** |
| 25 | 5 | 4 | 4 | 4 | **17** |
| 26 | 5 | 5 | 4 | 4 | **18** |
| 27 | 5 | 4 | 5 | 4 | **18** |
| 28 | 4 | 4 | 5 | 5 | **18** |
| 29 | 4 | 4 | 4 | 4 | **16** |
| 30 | 4 | 4 | 4 | 4 | **16** |
| 31 | 4 | 5 | 4 | 4 | **17** |
| 32 | 4 | 5 | 5 | 5 | **19** |
| 33 | 4 | 5 | 4 | 4 | **17** |

**LAMPIRAN 12**

**HASIL UJI MSI VARIABEL KINERJA KARYAWAN (Y)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kinerja Karyawan (Y)** | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** |
| 1 | 2,775 | 2,636 | 2,622 | 1,000 | 2,538 | 2,604 | 2,176 | 2,604 | **18,955** |
| 2 | 2,775 | 2,636 | 2,622 | 2,622 | 4,038 | 2,604 | 3,721 | 2,604 | **23,622** |
| 3 | 2,775 | 1,000 | 1,000 | 2,622 | 4,038 | 2,604 | 3,721 | 2,604 | **20,364** |
| 4 | 2,775 | 1,000 | 1,000 | 2,622 | 4,038 | 2,604 | 3,721 | 2,604 | **20,364** |
| 5 | 2,775 | 1,000 | 1,000 | 2,622 | 4,038 | 2,604 | 3,721 | 1,000 | **18,760** |
| 6 | 2,775 | 1,000 | 1,000 | 1,000 | 2,538 | 1,000 | 3,721 | 2,604 | **15,638** |
| 7 | 2,775 | 1,000 | 2,622 | 1,000 | 2,538 | 1,000 | 3,721 | 1,000 | **15,657** |
| 8 | 2,775 | 2,636 | 2,622 | 2,622 | 4,038 | 2,604 | 3,721 | 1,000 | **22,019** |
| 9 | 2,775 | 2,636 | 2,622 | 1,000 | 2,538 | 2,604 | 3,721 | 2,604 | **20,500** |
| 10 | 2,775 | 2,636 | 2,622 | 2,622 | 4,038 | 2,604 | 3,721 | 2,604 | **23,622** |
| 11 | 2,775 | 1,000 | 2,622 | 1,000 | 2,538 | 1,000 | 3,721 | 2,604 | **17,260** |
| 12 | 2,775 | 2,636 | 2,622 | 1,000 | 2,538 | 1,000 | 3,721 | 1,000 | **17,293** |
| 13 | 2,775 | 2,636 | 2,622 | 1,000 | 1,000 | 1,000 | 3,721 | 2,604 | **17,358** |
| 14 | 2,775 | 2,636 | 2,622 | 2,622 | 4,038 | 2,604 | 3,721 | 1,000 | **22,019** |
| 15 | 2,775 | 2,636 | 2,622 | 1,000 | 2,538 | 2,604 | 3,721 | 2,604 | **20,500** |
| 16 | 2,775 | 2,636 | 2,622 | 1,000 | 4,038 | 2,604 | 2,176 | 2,604 | **20,455** |
| 17 | 2,775 | 2,636 | 2,622 | 2,622 | 4,038 | 2,604 | 3,721 | 2,604 | **23,622** |
| 18 | 2,775 | 2,636 | 2,622 | 2,622 | 2,538 | 1,000 | 2,176 | 2,604 | **18,974** |
| 19 | 2,775 | 2,636 | 2,622 | 1,000 | 2,538 | 1,000 | 2,176 | 1,000 | **15,748** |
| 20 | 2,775 | 2,636 | 2,622 | 2,622 | 4,038 | 1,000 | 3,721 | 1,000 | **20,415** |
| 21 | 2,775 | 2,636 | 2,622 | 1,000 | 2,538 | 2,604 | 3,721 | 1,000 | **18,896** |
| 22 | 2,775 | 2,636 | 2,622 | 1,000 | 4,038 | 1,000 | 2,176 | 1,000 | **17,248** |
| 23 | 2,775 | 2,636 | 1,000 | 1,000 | 4,038 | 2,604 | 2,176 | 1,000 | **17,229** |
| 24 | 2,775 | 2,636 | 1,000 | 1,000 | 4,038 | 2,604 | 3,721 | 2,604 | **20,378** |
| 25 | 2,775 | 1,000 | 1,000 | 1,000 | 2,538 | 1,000 | 3,721 | 2,604 | **15,638** |
| 26 | 2,775 | 2,636 | 1,000 | 1,000 | 4,038 | 1,000 | 3,721 | 2,604 | **18,774** |
| 27 | 2,775 | 1,000 | 2,622 | 1,000 | 2,538 | 2,604 | 3,721 | 2,604 | **18,864** |
| 28 | 1,000 | 1,000 | 2,622 | 2,622 | 4,038 | 2,604 | 2,176 | 1,000 | **17,063** |
| 29 | 1,000 | 1,000 | 1,000 | 1,000 | 2,538 | 1,000 | 2,176 | 1,000 | **10,715** |
| 30 | 1,000 | 1,000 | 1,000 | 1,000 | 2,538 | 1,000 | 1,000 | 1,000 | **9,538** |
| 31 | 1,000 | 2,636 | 1,000 | 1,000 | 2,538 | 1,000 | 3,721 | 1,000 | **13,895** |
| 32 | 1,000 | 2,636 | 2,622 | 2,622 | 4,038 | 2,604 | 3,721 | 2,604 | **21,847** |
| 33 | 1,000 | 2,636 | 1,000 | 1,000 | 4,038 | 2,604 | 3,721 | 2,604 | **18,603** |

**LAMPIRAN 13**

**HASIL UJI MSI VARIABEL *WORK LIFE BALANCE* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** | **X1.15** |
| 1 | 2,775 | 2,636 | 2,612 | 2,612 | 3,991 | 2,604 | 2,675 | 2,599 | 2,599 | 2,596 | 2,636 | 2,622 | 3,991 | 3,899 | 2,612 | **43,457** |
| 2 | 2,775 | 2,636 | 1,000 | 2,612 | 3,991 | 2,604 | 2,675 | 2,599 | 1,000 | 1,000 | 2,636 | 2,622 | 3,991 | 3,899 | 2,612 | **38,651** |
| 3 | 2,775 | 1,000 | 1,000 | 2,612 | 3,991 | 2,604 | 2,675 | 2,599 | 1,000 | 2,596 | 2,636 | 2,622 | 3,991 | 1,000 | 1,000 | **34,101** |
| 4 | 2,775 | 1,000 | 1,000 | 2,612 | 3,991 | 2,604 | 2,675 | 2,599 | 2,599 | 2,596 | 2,636 | 2,622 | 3,991 | 3,899 | 2,612 | **40,210** |
| 5 | 2,775 | 1,000 | 1,000 | 2,612 | 3,991 | 2,604 | 2,675 | 1,000 | 1,000 | 1,000 | 1,000 | 2,622 | 3,991 | 3,899 | 2,612 | **33,780** |
| 6 | 2,775 | 1,000 | 1,000 | 1,000 | 2,492 | 1,000 | 2,675 | 1,000 | 1,000 | 1,000 | 1,000 | 2,622 | 3,991 | 2,395 | 1,000 | **25,950** |
| 7 | 2,775 | 1,000 | 2,612 | 1,000 | 2,492 | 1,000 | 2,675 | 1,000 | 1,000 | 1,000 | 1,000 | 2,622 | 1,000 | 3,899 | 1,000 | **26,075** |
| 8 | 2,775 | 2,636 | 2,612 | 2,612 | 3,991 | 2,604 | 2,675 | 1,000 | 2,599 | 1,000 | 2,636 | 2,622 | 3,991 | 3,899 | 2,612 | **40,263** |
| 9 | 2,775 | 2,636 | 2,612 | 1,000 | 2,492 | 2,604 | 2,675 | 2,599 | 2,599 | 2,596 | 2,636 | 2,622 | 3,991 | 3,899 | 2,612 | **40,347** |
| 10 | 2,775 | 2,636 | 2,612 | 2,612 | 3,991 | 2,604 | 2,675 | 2,599 | 1,000 | 1,000 | 2,636 | 2,622 | 2,492 | 2,395 | 2,612 | **37,259** |
| 11 | 2,775 | 1,000 | 2,612 | 1,000 | 2,492 | 1,000 | 2,675 | 2,599 | 2,599 | 2,596 | 2,636 | 2,622 | 3,991 | 3,899 | 2,612 | **37,107** |
| 12 | 2,775 | 2,636 | 2,612 | 1,000 | 2,492 | 1,000 | 2,675 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,991 | 2,395 | 1,000 | **27,575** |
| 13 | 2,775 | 2,636 | 2,612 | 1,000 | 1,000 | 1,000 | 2,675 | 2,599 | 2,599 | 1,000 | 2,636 | 2,622 | 2,492 | 3,899 | 1,000 | **32,545** |
| 14 | 2,775 | 2,636 | 2,612 | 2,612 | 3,991 | 2,604 | 2,675 | 1,000 | 2,599 | 2,596 | 2,636 | 2,622 | 2,492 | 2,395 | 2,612 | **38,855** |
| 15 | 2,775 | 2,636 | 2,612 | 1,000 | 2,492 | 2,604 | 2,675 | 2,599 | 1,000 | 2,596 | 2,636 | 1,000 | 3,991 | 3,899 | 2,612 | **37,126** |
| 16 | 2,775 | 2,636 | 2,612 | 1,000 | 3,991 | 2,604 | 1,000 | 2,599 | 2,599 | 2,596 | 2,636 | 1,000 | 3,991 | 2,395 | 2,612 | **37,044** |
| 17 | 2,775 | 2,636 | 2,612 | 2,612 | 3,991 | 2,604 | 2,675 | 2,599 | 2,599 | 2,596 | 2,636 | 2,622 | 2,492 | 3,899 | 2,612 | **41,958** |
| 18 | 2,775 | 2,636 | 2,612 | 2,612 | 2,492 | 1,000 | 2,675 | 2,599 | 1,000 | 2,596 | 2,636 | 2,622 | 3,991 | 3,899 | 2,612 | **38,756** |
| 19 | 2,775 | 2,636 | 2,612 | 1,000 | 2,492 | 1,000 | 1,000 | 1,000 | 2,599 | 1,000 | 2,636 | 2,622 | 2,492 | 3,899 | 2,612 | **32,374** |
| **No.**  **Responden** | ***Work Life Balance* (X1)** | | | | | | | | | | | | | | | **∑** |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** | **X1.15** |
| 20 | 2,775 | 2,636 | 2,612 | 2,612 | 3,991 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,636 | 2,622 | 3,991 | 3,899 | 2,612 | **35,385** |
| 21 | 2,775 | 2,636 | 2,612 | 1,000 | 2,492 | 2,604 | 2,675 | 1,000 | 1,000 | 1,000 | 2,636 | 2,622 | 2,492 | 2,395 | 1,000 | **30,938** |
| 22 | 2,775 | 2,636 | 2,612 | 1,000 | 3,991 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,622 | 2,492 | 2,395 | 1,000 | **27,522** |
| 23 | 2,775 | 2,636 | 1,000 | 1,000 | 3,991 | 2,604 | 1,000 | 1,000 | 2,599 | 2,596 | 2,636 | 2,622 | 3,991 | 2,395 | 1,000 | **33,845** |
| 24 | 2,775 | 2,636 | 1,000 | 1,000 | 3,991 | 2,604 | 2,675 | 2,599 | 2,599 | 2,596 | 2,636 | 1,000 | 2,492 | 2,395 | 2,612 | **35,609** |
| 25 | 2,775 | 1,000 | 1,000 | 1,000 | 2,492 | 1,000 | 2,675 | 2,599 | 1,000 | 1,000 | 2,636 | 2,622 | 3,991 | 3,899 | 2,612 | **32,301** |
| 26 | 2,775 | 2,636 | 1,000 | 1,000 | 3,991 | 1,000 | 1,000 | 2,599 | 2,599 | 2,596 | 1,000 | 1,000 | 2,492 | 3,899 | 1,000 | **30,586** |
| 27 | 2,775 | 1,000 | 2,612 | 1,000 | 2,492 | 2,604 | 2,675 | 2,599 | 1,000 | 1,000 | 1,000 | 1,000 | 3,991 | 3,899 | 2,612 | **32,257** |
| 28 | 1,000 | 1,000 | 2,612 | 2,612 | 3,991 | 2,604 | 1,000 | 1,000 | 2,599 | 2,596 | 2,636 | 1,000 | 2,492 | 3,899 | 1,000 | **32,039** |
| 29 | 1,000 | 1,000 | 1,000 | 1,000 | 2,492 | 1,000 | 1,000 | 1,000 | 2,599 | 2,596 | 2,636 | 1,000 | 3,991 | 3,899 | 1,000 | **27,212** |
| 30 | 1,000 | 1,000 | 1,000 | 1,000 | 2,492 | 1,000 | 1,000 | 1,000 | 2,599 | 1,000 | 1,000 | 1,000 | 2,492 | 3,899 | 1,000 | **22,481** |
| 31 | 1,000 | 2,636 | 1,000 | 1,000 | 2,492 | 1,000 | 2,675 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,492 | 2,395 | 2,612 | **24,301** |
| 32 | 1,000 | 2,636 | 2,612 | 2,612 | 3,991 | 2,604 | 2,675 | 2,599 | 2,599 | 2,596 | 1,000 | 1,000 | 2,492 | 2,395 | 2,612 | **35,420** |
| 33 | 1,000 | 2,636 | 1,000 | 1,000 | 3,991 | 2,604 | 2,675 | 2,599 | 2,599 | 1,000 | 1,000 | 1,000 | 2,492 | 2,395 | 1,000 | **28,990** |

**LAMPIRAN 14**

**HASIL UJI MSI VARIABEL *WORK FAMILY CONFLICT* (X2)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | ***Work Family Copnflict* (X2)** | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** |
| 1 | 2,775 | 2,636 | 2,612 | 2,612 | **10,634** |
| 2 | 2,775 | 2,636 | 1,000 | 2,612 | **9,023** |
| 3 | 2,775 | 1,000 | 1,000 | 2,612 | **7,387** |
| 4 | 2,775 | 1,000 | 1,000 | 2,612 | **7,387** |
| 5 | 2,775 | 1,000 | 1,000 | 2,612 | **7,387** |
| 6 | 2,775 | 1,000 | 1,000 | 1,000 | **5,775** |
| 7 | 2,775 | 1,000 | 2,612 | 1,000 | **7,387** |
| 8 | 2,775 | 2,636 | 2,612 | 2,612 | **10,634** |
| 9 | 2,775 | 2,636 | 2,612 | 1,000 | **9,023** |
| 10 | 2,775 | 2,636 | 2,612 | 2,612 | **10,634** |
| 11 | 2,775 | 1,000 | 2,612 | 1,000 | **7,387** |
| 12 | 2,775 | 2,636 | 2,612 | 1,000 | **9,023** |
| 13 | 2,775 | 2,636 | 2,612 | 1,000 | **9,023** |
| 14 | 2,775 | 2,636 | 2,612 | 2,612 | **10,634** |
| 15 | 2,775 | 2,636 | 2,612 | 1,000 | **9,023** |
| 16 | 2,775 | 2,636 | 2,612 | 1,000 | **9,023** |
| 17 | 2,775 | 2,636 | 2,612 | 2,612 | **10,634** |
| 18 | 2,775 | 2,636 | 2,612 | 2,612 | **10,634** |
| 19 | 2,775 | 2,636 | 2,612 | 1,000 | **9,023** |
| 20 | 2,775 | 2,636 | 2,612 | 2,612 | **10,634** |
| 21 | 2,775 | 2,636 | 2,612 | 1,000 | **9,023** |
| 22 | 2,775 | 2,636 | 2,612 | 1,000 | **9,023** |
| 23 | 2,775 | 2,636 | 1,000 | 1,000 | **7,411** |
| 24 | 2,775 | 2,636 | 1,000 | 1,000 | **7,411** |
| 25 | 2,775 | 1,000 | 1,000 | 1,000 | **5,775** |
| 26 | 2,775 | 2,636 | 1,000 | 1,000 | **7,411** |
| 27 | 2,775 | 1,000 | 2,612 | 1,000 | **7,387** |
| 28 | 1,000 | 1,000 | 2,612 | 2,612 | **7,223** |
| 29 | 1,000 | 1,000 | 1,000 | 1,000 | **4,000** |
| 30 | 1,000 | 1,000 | 1,000 | 1,000 | **4,000** |
| 31 | 1,000 | 2,636 | 1,000 | 1,000 | **5,636** |
| 32 | 1,000 | 2,636 | 2,612 | 2,612 | **8,859** |
| 33 | 1,000 | 2,636 | 1,000 | 1,000 | **5,636** |

**LAMPIRAN 15**

**HASIL UJI VALIDITAS VARIABEL KINERJA KARYAWAN (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Kinerja Karyawan |
| Y.1 | Pearson Correlation | 1 | ,560\*\* | ,295 | ,464\*\* | ,366\* | ,615\*\* | ,040 | ,057 | ,734\*\* |
| Sig. (2-tailed) |  | ,001 | ,095 | ,006 | ,036 | ,000 | ,825 | ,751 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| Y.2 | Pearson Correlation | ,560\*\* | 1 | ,301 | ,079 | ,365\* | ,420\* | -,074 | ,078 | ,622\*\* |
| Sig. (2-tailed) | ,001 |  | ,089 | ,663 | ,037 | ,015 | ,683 | ,665 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| Y.3 | Pearson Correlation | ,295 | ,301 | 1 | ,458\*\* | ,222 | ,244 | ,185 | ,350\* | ,649\*\* |
| Sig. (2-tailed) | ,095 | ,089 |  | ,007 | ,215 | ,172 | ,302 | ,046 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| Y.4 | Pearson Correlation | ,464\*\* | ,079 | ,458\*\* | 1 | ,268 | ,203 | ,385\* | ,338 | ,673\*\* |
| Sig. (2-tailed) | ,006 | ,663 | ,007 |  | ,132 | ,257 | ,027 | ,055 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| Y.5 | Pearson Correlation | ,366\* | ,365\* | ,222 | ,268 | 1 | ,640\*\* | ,109 | -,298 | ,596\*\* |
| Sig. (2-tailed) | ,036 | ,037 | ,215 | ,132 |  | ,000 | ,546 | ,092 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| Y.6 | Pearson Correlation | ,615\*\* | ,420\* | ,244 | ,203 | ,640\*\* | 1 | -,076 | -,177 | ,636\*\* |
| Sig. (2-tailed) | ,000 | ,015 | ,172 | ,257 | ,000 |  | ,673 | ,323 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| Y.7 | Pearson Correlation | ,040 | -,074 | ,185 | ,385\* | ,109 | -,076 | 1 | ,508\*\* | ,391\* |
| Sig. (2-tailed) | ,825 | ,683 | ,302 | ,027 | ,546 | ,673 |  | ,003 | ,025 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| Y.8 | Pearson Correlation | ,057 | ,078 | ,350\* | ,338 | -,298 | -,177 | ,508\*\* | 1 | ,363\* |
| Sig. (2-tailed) | ,751 | ,665 | ,046 | ,055 | ,092 | ,323 | ,003 |  | ,038 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| Kinerja Karyawan | Pearson Correlation | ,734\*\* | ,622\*\* | ,649\*\* | ,673\*\* | ,596\*\* | ,636\*\* | ,391\* | ,363\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,025 | ,038 |  |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |

**LAMPIRAN 16**

**HASIL UJI RELIABILITAS VARIABEL KINERJA KARYAWAN (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 33 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 33 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,722 | 8 |

**LAMPIRAN 17**

**HASIL UJI VALIDITAS VARIABEL *WORK LIFE BALANCE* (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.15 | Work Life Balance |
| X1.1 | Pearson Correlation | 1 | ,576\*\* | ,295 | -,098 | ,151 | -,025 | ,146 | ,392\* | -,158 | ,293 | -,083 | ,084 | ,392\* | -,158 | ,293 | ,414\* |
| Sig. (2-tailed) |  | ,000 | ,095 | ,587 | ,401 | ,889 | ,417 | ,024 | ,381 | ,098 | ,648 | ,641 | ,024 | ,381 | ,098 | ,017 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.2 | Pearson Correlation | ,576\*\* | 1 | ,260 | -,088 | ,213 | -,038 | ,143 | ,102 | ,023 | ,168 | -,055 | ,160 | ,102 | ,023 | ,168 | ,396\* |
| Sig. (2-tailed) | ,000 |  | ,143 | ,627 | ,234 | ,835 | ,427 | ,571 | ,897 | ,351 | ,759 | ,373 | ,571 | ,897 | ,351 | ,022 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.3 | Pearson Correlation | ,295 | ,260 | 1 | ,387\* | -,020 | ,210 | -,072 | ,201 | ,078 | ,216 | -,109 | ,035 | ,201 | ,078 | ,216 | ,395\* |
| Sig. (2-tailed) | ,095 | ,143 |  | ,026 | ,912 | ,240 | ,690 | ,262 | ,667 | ,227 | ,547 | ,848 | ,262 | ,667 | ,227 | ,023 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.4 | Pearson Correlation | -,098 | -,088 | ,387\* | 1 | ,347\* | ,429\* | ,326 | ,333 | ,234 | ,060 | ,253 | ,108 | ,333 | ,234 | ,060 | ,528\*\* |
| Sig. (2-tailed) | ,587 | ,627 | ,026 |  | ,048 | ,013 | ,064 | ,058 | ,189 | ,741 | ,156 | ,551 | ,058 | ,189 | ,741 | ,002 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.5 | Pearson Correlation | ,151 | ,213 | -,020 | ,347\* | 1 | ,357\* | ,302 | ,244 | -,155 | ,111 | ,097 | -,031 | ,244 | -,155 | ,111 | ,362\* |
| Sig. (2-tailed) | ,401 | ,234 | ,912 | ,048 |  | ,041 | ,087 | ,171 | ,389 | ,540 | ,589 | ,864 | ,171 | ,389 | ,540 | ,038 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.6 | Pearson Correlation | -,025 | -,038 | ,210 | ,429\* | ,357\* | 1 | ,152 | ,329 | -,227 | ,072 | ,282 | ,240 | ,329 | -,227 | ,072 | ,380\* |
| Sig. (2-tailed) | ,889 | ,835 | ,240 | ,013 | ,041 |  | ,399 | ,062 | ,204 | ,692 | ,112 | ,179 | ,062 | ,204 | ,692 | ,029 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.7 | Pearson Correlation | ,146 | ,143 | -,072 | ,326 | ,302 | ,152 | 1 | ,544\*\* | ,400\* | -,089 | ,094 | ,080 | ,544\*\* | ,400\* | -,089 | ,538\*\* |
| Sig. (2-tailed) | ,417 | ,427 | ,690 | ,064 | ,087 | ,399 |  | ,001 | ,021 | ,622 | ,602 | ,657 | ,001 | ,021 | ,622 | ,001 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.8 | Pearson Correlation | ,392\* | ,102 | ,201 | ,333 | ,244 | ,329 | ,544\*\* | 1 | ,212 | ,199 | ,253 | ,215 | 1,000\*\* | ,212 | ,199 | ,711\*\* |
| Sig. (2-tailed) | ,024 | ,571 | ,262 | ,058 | ,171 | ,062 | ,001 |  | ,236 | ,266 | ,156 | ,229 | ,000 | ,236 | ,266 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.9 | Pearson Correlation | -,158 | ,023 | ,078 | ,234 | -,155 | -,227 | ,400\* | ,212 | 1 | ,140 | ,178 | -,067 | ,212 | 1,000\*\* | ,140 | ,444\*\* |
| Sig. (2-tailed) | ,381 | ,897 | ,667 | ,189 | ,389 | ,204 | ,021 | ,236 |  | ,437 | ,323 | ,713 | ,236 | ,000 | ,437 | ,010 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.10 | Pearson Correlation | ,293 | ,168 | ,216 | ,060 | ,111 | ,072 | -,089 | ,199 | ,140 | 1 | ,604\*\* | ,161 | ,199 | ,140 | 1,000\*\* | ,534\*\* |
| Sig. (2-tailed) | ,098 | ,351 | ,227 | ,741 | ,540 | ,692 | ,622 | ,266 | ,437 |  | ,000 | ,372 | ,266 | ,437 | ,000 | ,001 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.11 | Pearson Correlation | -,083 | -,055 | -,109 | ,253 | ,097 | ,282 | ,094 | ,253 | ,178 | ,604\*\* | 1 | ,428\* | ,253 | ,178 | ,604\*\* | ,527\*\* |
| Sig. (2-tailed) | ,648 | ,759 | ,547 | ,156 | ,589 | ,112 | ,602 | ,156 | ,323 | ,000 |  | ,013 | ,156 | ,323 | ,000 | ,002 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.12 | Pearson Correlation | ,084 | ,160 | ,035 | ,108 | -,031 | ,240 | ,080 | ,215 | -,067 | ,161 | ,428\* | 1 | ,215 | -,067 | ,161 | ,425\* |
| Sig. (2-tailed) | ,641 | ,373 | ,848 | ,551 | ,864 | ,179 | ,657 | ,229 | ,713 | ,372 | ,013 |  | ,229 | ,713 | ,372 | ,014 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.13 | Pearson Correlation | ,392\* | ,102 | ,201 | ,333 | ,244 | ,329 | ,544\*\* | 1,000\*\* | ,212 | ,199 | ,253 | ,215 | 1 | ,212 | ,199 | ,711\*\* |
| Sig. (2-tailed) | ,024 | ,571 | ,262 | ,058 | ,171 | ,062 | ,001 | ,000 | ,236 | ,266 | ,156 | ,229 |  | ,236 | ,266 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.14 | Pearson Correlation | -,158 | ,023 | ,078 | ,234 | -,155 | -,227 | ,400\* | ,212 | 1,000\*\* | ,140 | ,178 | -,067 | ,212 | 1 | ,140 | ,444\*\* |
| Sig. (2-tailed) | ,381 | ,897 | ,667 | ,189 | ,389 | ,204 | ,021 | ,236 | ,000 | ,437 | ,323 | ,713 | ,236 |  | ,437 | ,010 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| X1.15 | Pearson Correlation | ,293 | ,168 | ,216 | ,060 | ,111 | ,072 | -,089 | ,199 | ,140 | 1,000\*\* | ,604\*\* | ,161 | ,199 | ,140 | 1 | ,534\*\* |
| Sig. (2-tailed) | ,098 | ,351 | ,227 | ,741 | ,540 | ,692 | ,622 | ,266 | ,437 | ,000 | ,000 | ,372 | ,266 | ,437 |  | ,001 |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| Work Life Balance | Pearson Correlation | ,414\* | ,396\* | ,395\* | ,528\*\* | ,362\* | ,380\* | ,538\*\* | ,711\*\* | ,444\*\* | ,534\*\* | ,527\*\* | ,425\* | ,711\*\* | ,444\*\* | ,534\*\* | 1 |
| Sig. (2-tailed) | ,017 | ,022 | ,023 | ,002 | ,038 | ,029 | ,001 | ,000 | ,010 | ,001 | ,002 | ,014 | ,000 | ,010 | ,001 |  |
| N | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 | 33 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | | | | | |

**LAMPIRAN 18**

**HASIL UJI RELIABILITAS VARIABEL *WORK LIFE BALANCE* (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 33 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 33 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,737 | 15 |

**LAMPIRAN 19**

**HASIL UJI VALIDITAS VARIABEL *WORK FAMILY CONFLICT* (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | Work Family Conflict |
| X2.1 | Pearson Correlation | 1 | ,770\*\* | ,398\* | ,417\* | ,839\*\* |
| Sig. (2-tailed) |  | ,000 | ,022 | ,016 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 |
| X2.2 | Pearson Correlation | ,770\*\* | 1 | ,547\*\* | ,389\* | ,858\*\* |
| Sig. (2-tailed) | ,000 |  | ,001 | ,025 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 |
| X2.3 | Pearson Correlation | ,398\* | ,547\*\* | 1 | ,547\*\* | ,752\*\* |
| Sig. (2-tailed) | ,022 | ,001 |  | ,001 | ,000 |
| N | 33 | 33 | 33 | 33 | 33 |
| X2.4 | Pearson Correlation | ,417\* | ,389\* | ,547\*\* | 1 | ,731\*\* |
| Sig. (2-tailed) | ,016 | ,025 | ,001 |  | ,000 |
| N | 33 | 33 | 33 | 33 | 33 |
| Work Family Conflict | Pearson Correlation | ,839\*\* | ,858\*\* | ,752\*\* | ,731\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  |
| N | 33 | 33 | 33 | 33 | 33 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | |

**LAMPIRAN 20**

**HASIL UJI RELIABILITAS VARIABEL *WORK FAMILY CONFLICT* (X2)**

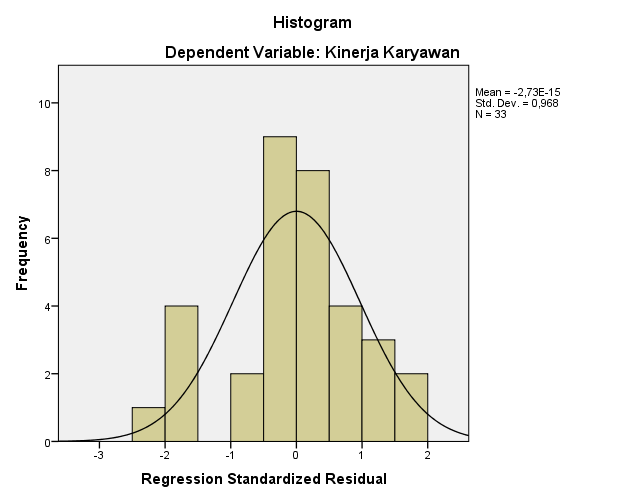
|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 33 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 33 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,804 | 4 |

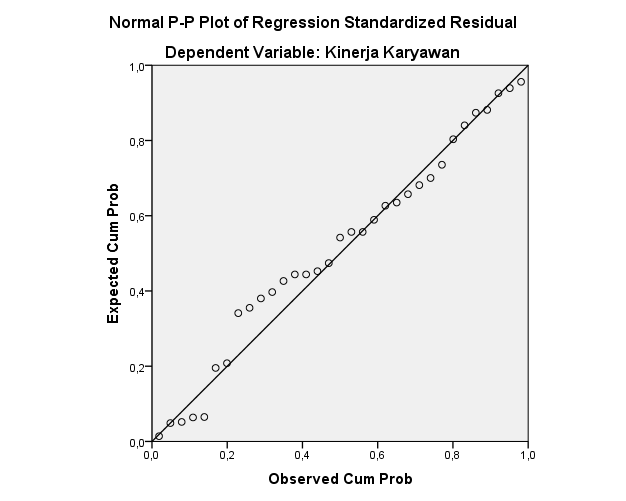
**LAMPIRAN 21**

**HASIL UJI ASUMSI KLASIK**

1. **Uji Normalitas**
   1. **Grafik Histogram**

****

1. **Gambar P-Plot of Regression Standardized Residual**

****

1. **Tabel Kolmogorov – Smirnov**

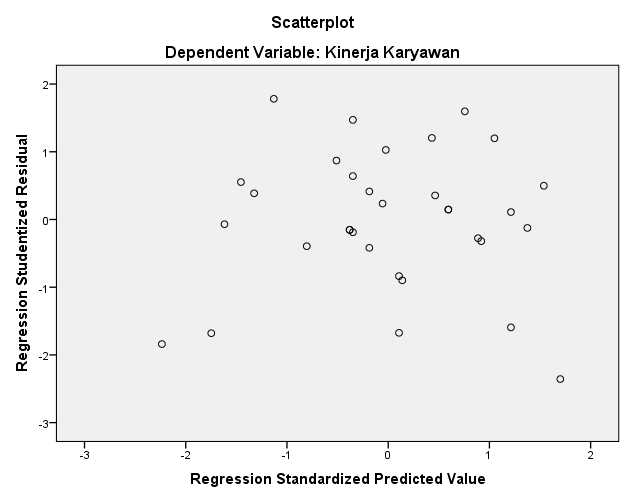
|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 33 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 1,18852130 |
| Most Extreme Differences | Absolute | ,124 |
| Positive | ,093 |
| Negative | -,124 |
| Test Statistic | | ,124 |
| Asymp. Sig. (2-tailed) | | ,200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

1. **Uji Multikolinieritas**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Work Life Balance | ,518 | 1,932 |
| Work Family Conflict | ,518 | 1,932 |
| a. Dependent Variable: Kinerja Karyawan | | | |

1. **Uji Heteroskedastisitas**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | ,652 | 2,684 |  | ,243 | ,810 |
| Work Life Balance | ,060 | ,053 | ,279 | 1,131 | ,267 |
| Work Family Conflict | -,211 | ,161 | -,323 | -1,312 | ,200 |
| a. Dependent Variable: ABRESID | | | | | | |

****

1. **Uji Autokorelasi**

|  |  |
| --- | --- |
| **Runs Test** | |
|  | Unstandardized Residual |
| Test Valuea | ,12915 |
| Cases < Test Value | 16 |
| Cases >= Test Value | 17 |
| Total Cases | 33 |
| Number of Runs | 14 |
| Z | -1,057 |
| Asymp. Sig. (2-tailed) | ,291 |
| a. Median | |

**LAMPIRAN 22**

**HASIL ANALISIS REGRESI LINIER BERGANDA**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients |
| B | Std. Error | Beta |
| 1 | (Constant) | 3,629 | 4,372 |  |
| Work Life Balance | ,275 | ,087 | ,461 |
| Work Family Conflict | ,771 | ,262 | ,428 |
| a. Dependent Variable: Kinerja Karyawan | | | | |

**LAMPIRAN 23**

**HASIL UJI HIPOTESIS**

1. **Uji t (Parsial)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | t | Sig. |
|
| 1 | (Constant) | ,830 | ,413 |
| Work Life Balance | 3,159 | ,004 |
| Work Family Conflict | 2,938 | ,006 |
| a. Dependent Variable: Kinerja Karyawan | | | |

1. **Uji F (Simultan)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 91,706 | 2 | 45,853 | 30,432 | ,000b |
| Residual | 45,203 | 30 | 1,507 |  |  |
| Total | 136,909 | 32 |  |  |  |
| a. Dependent Variable: Kinerja Karyawan | | | | | | |
| b. Predictors: (Constant), Work Family Conflict, Work Life Balance | | | | | | |

**LAMPIRAN 24**

**HASIL KOEFISIEN DETERMINASI**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,818a | ,670 | ,648 | 1,227 |
| a. Predictors: (Constant), Work Family Conflict, Work Life Balance | | | | |
| b. Dependent Variable: Kinerja Karyawan | | | | |

**LAMPIRAN 25**

**Rtabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **N** | **The Level of Significance** | | **N** | **The Level of Significance** | |
| **5%** | **1%** | **5%** | **1%** |
| 3 | 0.997 | 0.999 | 38 | 0.320 | 0.413 |
| 4 | 0.950 | 0.990 | 39 | 0.316 | 0.408 |
| 5 | 0.878 | 0.959 | 40 | 0.312 | 0.403 |
| 6 | 0.811 | 0.917 | 41 | 0.308 | 0.398 |
| 7 | 0.754 | 0.874 | 42 | 0.304 | 0.393 |
| 8 | 0.707 | 0.834 | 43 | 0.301 | 0.389 |
| 9 | 0.666 | 0.798 | 44 | 0.297 | 0.384 |
| 10 | 0.632 | 0.765 | 45 | 0.294 | 0.380 |
| 11 | 0.602 | 0.735 | 46 | 0.291 | 0.376 |
| 12 | 0.576 | 0.708 | 47 | 0.288 | 0.372 |
| 13 | 0.553 | 0.684 | 48 | 0.284 | 0.368 |
| 14 | 0.532 | 0.661 | 49 | 0.281 | 0.364 |
| 15 | 0.514 | 0.641 | 50 | 0.279 | 0.361 |
| 16 | 0.497 | 0.623 | 55 | 0.266 | 0.345 |
| 17 | 0.482 | 0.606 | 60 | 0.254 | 0.330 |
| 18 | 0.468 | 0.590 | 65 | 0.244 | 0.317 |
| 19 | 0.456 | 0.575 | 70 | 0.235 | 0.306 |
| 20 | 0.444 | 0.561 | 75 | 0.227 | 0.296 |
| 21 | 0.433 | 0.549 | 80 | 0.220 | 0.286 |
| 22 | 0.432 | 0.537 | 85 | 0.213 | 0.278 |
| 23 | 0.413 | 0.526 | 90 | 0.207 | 0.267 |
| 24 | 0.404 | 0.515 | 95 | 0.202 | 0.263 |
| 25 | 0.396 | 0.505 | 100 | 0.195 | 0.256 |
| 26 | 0.388 | 0.496 | 125 | 0.176 | 0.230 |
| 27 | 0.381 | 0.487 | 150 | 0.159 | 0.210 |
| 28 | 0.374 | 0.478 | 175 | 0.148 | 0.194 |
| 29 | 0.367 | 0.470 | 200 | 0.138 | 0.181 |
| 30 | 0.361 | 0.463 | 300 | 0.113 | 0.148 |
| 31 | 0.355 | 0.456 | 400 | 0.098 | 0.128 |
| 32 | 0.349 | 0.449 | 500 | 0.088 | 0.115 |
| 33 | 0.344 | 0.442 | 600 | 0.080 | 0.105 |
| 34 | 0.339 | 0.436 | 700 | 0.074 | 0.097 |
| 35 | 0.334 | 0.430 | 800 | 0.070 | 0.091 |
| 36 | 0.329 | 0.424 | 900 | 0.065 | 0.086 |
| 37 | 0.325 | 0.418 | 1000 | 0.062 | 0.081 |

**LAMPIRAN 26**

**Ttabel**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **Df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |

**LAMPIRAN 27**

**Ftabel**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Tabel Uji F** | | | | | | | | |
| ***α =* 0,05** | **df1=(k-1)** | | | | | | | |
| **df2=(n**  **-k- 1)** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| **1** | 161.44  8 | 199,500 | 215.70  7 | 224,583 | 230,162 | 233.98  6 | 236,768 | 238,883 |
| **2** | 18,513 | 19,000 | 19,164 | 19,247 | 19,296 | 19,330 | 19,353 | 19,371 |
| **3** | 10,128 | 9,552 | 9,277 | 9,117 | 9,013 | 8,941 | 8,887 | 8,845 |
| **4** | 7,709 | 6,944 | 6,591 | 6,388 | 6,256 | 6,163 | 6,094 | 6,041 |
| **5** | 6,608 | 5,786 | 5,409 | 5,192 | 5,050 | 4,950 | 4,876 | 4,818 |
| **6** | 5,987 | 5,143 | 4,757 | 4,534 | 4,387 | 4,284 | 4,207 | 4,147 |
| **7** | 5,591 | 4,737 | 4,347 | 4,120 | 3,972 | 3,866 | 3,787 | 3,726 |
| **8** | 5,318 | 4,459 | 4,066 | 3,838 | 3,687 | 3,581 | 3,500 | 3,438 |
| **9** | 5,117 | 4,256 | 3,863 | 3,633 | 3,482 | 3,374 | 3,293 | 3,230 |
| **10** | 4,965 | 4,103 | 3,708 | 3,478 | 3,326 | 3,217 | 3,135 | 3,072 |
| **11** | 4,844 | 3,982 | 3,587 | 3,357 | 3,204 | 3,095 | 3,012 | 2,948 |
| **12** | 4,747 | 3,885 | 3,490 | 3,259 | 3,106 | 2,996 | 2,913 | 2,849 |
| **13** | 4,667 | 3,806 | 3,411 | 3,179 | 3,025 | 2,915 | 2,832 | 2,767 |
| **14** | 4,600 | 3,739 | 3,344 | 3,112 | 2,958 | 2,848 | 2,764 | 2,699 |
| **15** | 4,543 | 3,682 | 3,287 | 3,056 | 2,901 | 2,790 | 2,707 | 2,641 |
| **16** | 4,494 | 3,634 | 3,239 | 3,007 | 2,852 | 2,741 | 2,657 | 2,591 |
| **17** | 4,451 | 3,592 | 3,197 | 2,965 | 2,810 | 2,699 | 2,614 | 2,548 |
| **18** | 4,414 | 3,555 | 3,160 | 2,928 | 2,773 | 2,661 | 2,577 | 2,510 |
| **19** | 4,381 | 3,522 | 3,127 | 2,895 | 2,740 | 2,628 | 2,544 | 2,477 |
| **20** | 4,351 | 3,493 | 3,098 | 2,866 | 2,711 | 2,599 | 2,514 | 2,447 |
| **21** | 4,325 | 3,467 | 3,072 | 2,840 | 2,685 | 2,573 | 2,488 | 2,420 |
| **22** | 4,301 | 3,443 | 3,049 | 2,817 | 2,661 | 2,549 | 2,464 | 2,397 |
| **23** | 4,279 | 3,422 | 3,028 | 2,796 | 2,640 | 2,528 | 2,442 | 2,375 |
| **24** | 4,260 | 3,403 | 3,009 | 2,776 | 2,621 | 2,508 | 2,423 | 2,355 |
| **25** | 4,242 | 3,385 | 2,991 | 2,759 | 2,603 | 2,490 | 2,405 | 2,337 |
| **26** | 4,225 | 3,369 | 2,975 | 2,743 | 2,587 | 2,474 | 2,388 | 2,321 |
| **27** | 4,210 | 3,354 | 2,960 | 2,728 | 2,572 | 2,459 | 2,373 | 2,305 |
| **28** | 4,196 | 3,340 | 2,947 | 2,714 | 2,558 | 2,445 | 2,359 | 2,291 |
| **29** | 4,183 | 3,328 | 2,934 | 2,701 | 2,545 | 2,432 | 2,346 | 2,278 |
| **30** | 4,171 | 3,316 | 2,922 | 2,690 | 2,534 | 2,421 | 2,334 | 2,266 |
| **31** | 4,160 | 3,305 | 2,911 | 2,679 | 2,523 | 2,409 | 2,323 | 2,255 |
| **32** | 4,149 | 3,295 | 2,901 | 2,668 | 2,512 | 2,399 | 2,313 | 2,244 |
| **33** | 4,139 | 3,285 | 2,892 | 2,659 | 2,503 | 2,389 | 2,303 | 2,235 |
| **34** | 4,130 | 3,276 | 2,883 | 2,650 | 2,494 | 2,380 | 2,294 | 2,225 |
| **35** | 4,121 | 3,267 | 2,874 | 2,641 | 2,485 | 2,372 | 2,285 | 2,217 |
| **36** | 4,113 | 3,259 | 2,866 | 2,634 | 2,477 | 2,364 | 2,277 | 2,209 |
| **37** | 4,105 | 3,252 | 2,859 | 2,626 | 2,470 | 2,356 | 2,270 | 2,201 |
| **38** | 4,098 | 3,245 | 2,852 | 2,619 | 2,463 | 2,349 | 2,262 | 2,194 |
| **39** | 4,091 | 3,238 | 2,845 | 2,612 | 2,456 | 2,342 | 2,255 | 2,187 |
| **40** | 4,085 | 3,232 | 2,839 | 2,606 | 2,449 | 2,336 | 2,249 | 2,180 |
| **41** | 4,079 | 3,226 | 2,833 | 2,600 | 2,443 | 2,330 | 2,243 | 2,174 |
| **42** | 4,073 | 3,220 | 2,827 | 2,594 | 2,438 | 2,324 | 2,237 | 2,168 |
| **43** | 4,067 | 3,214 | 2,822 | 2,589 | 2,432 | 2,318 | 2,232 | 2,163 |
| **44** | 4,062 | 3,209 | 2,816 | 2,584 | 2,427 | 2,313 | 2,226 | 2,157 |
| **45** | 4,057 | 3,204 | 2,812 | 2,579 | 2,422 | 2,308 | 2,221 | 2,152 |
| **46** | 4,052 | 3,200 | 2,807 | 2,574 | 2,417 | 2,304 | 2,216 | 2,147 |
| **47** | 4,047 | 3,195 | 2,802 | 2,570 | 2,413 | 2,299 | 2,212 | 2,143 |
| **48** | 4,043 | 3,191 | 2,798 | 2,565 | 2,409 | 2,295 | 2,207 | 2,138 |
| **49** | 4,038 | 3,187 | 2,794 | 2,561 | 2,404 | 2,290 | 2,203 | 2,134 |
| **50** | 4,034 | 3,183 | 2,790 | 2,557 | 2,400 | 2,286 | 2,199 | 2,130 |