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# LAMPIRAN

## **LAMPIRAN**

### **Lampiran 1**

#### Kuesioner

#### **Identitas Peneliti**

Nama : Irma Nafisa

NIM : 4120600308

Jurusan : Manajemen, Universitas Pancasakti Tegal

Assalamualaikum wr. wb.

Dalam rangka pengumpulan data skripsi, saya sebagai peneliti memohon kesediaan Saudara/i untuk menjadi responden dengan mengisi kuesioner penelitian ini. Peneliti menjamin kerahasiaan identitas responden, dan jawaban yang diberikan tidak mempengaruhi penilaian apapun berkaitan dengan diri responden. Dengan demikian, sangat diharapkan Saudara/i mengisi seluruh aitem dengan sejujur-jujurnya.

Sekian permohonan saya. Hasil penelitian akan digunakan sebijaksana mungkin, dan semoga bermanfaat bagi khalayak. Terima kasih atas kerjasama Saudara/i.

Wassalamualaikum wr. Wb

### **Petunjuk Pengisian**

1. Isi kolom identitas dengan lengkap.
2. Perhatikan keterangan pilihan jawaban berikut :
  - SS** : berikan tanda check (v) pada kolom respon **SS** bila Anda **Sangat Sesuai** dengan pernyataan.
  - S** : berikan tanda check (v) pada kolom respon **S** bila Anda Sesuai dengan pernyataan.
  - N** : berikan tanda check (v) pada kolom respon **N** bila Anda **Netral** dengan pernyataan.
  - TS** : berikan tanda check (v) pada kolom respon **TS** bila Anda **Tidak Sesuai** dengan pernyataan.
  - STS** : berikan tanda check (v) pada kolom respon **STS** bila Anda **Sangat Tidak Sesuai** dengan pernyataan.
3. Mohon baca dengan seksama setiap pernyataan.
4. Isi seluruh pernyataan dengan sejujur-jujurnya, dan sangat tidak dianjurkan mengosongkan jawaban.
5. Pengisian diperbolehkan tidak runtut sesuai nomor urut.
6. Setelah selesai, berikan kuesioner ini kepada peneliti.
7. Selamat berpartisipasi dan Terima Kasih atas partisipasi saudara dalam penelitian ini.

**Identitas Responden**

**Nama /Inisial :**.....

**Jenis Kelamin:**.....

- a. Laki-laki
- b. Perempuan

**Usia:**

- a. 20 – 24 Tahun      c. 30 – 34 Tahun      e. 40-44 Tahun      g. > 50 Tahun
- b. 25 – 29 Tahun      d. 35-39 Tahun      f. 45-49 Tahun

**Pendidikan :**

- a. SMA
- b. DIII/DIV
- c. S1/S1Keatas

**Masa Kerja :**

- a. 1 – 5 Tahun
- b. 6 – 10 Tahun
- c. > 10 Tahun

----- SELAMAT MENGERJAKAN -----



**Kuesioner I**  
***Employee Engagement***

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Kompetensi yang saya miliki meningkat disbanding awal saya bekerja disini					
2	Saya tertarik untuk dapat melakukan hal-hal baru pada profesi yang saya tekuni					
3	Saya cenderung perfeksionis pada hasil pekerjaan yang saya lakukan					
4	Saya merasa tidak puas ketika hasil pekerjaan saya masih ada yang kurang					
5	Saya senang berdiskusi dengan rekan kerja saya tentang pekerjaan yang sulit bagi saya					
6	Atasan kerja saya memberikan motivasi ketika saya menghadapi pekerjaan yang sulit					
7	Atasan kerja memberikan saya apresiasi atas proses pekerjaan yang sulit yang saya lakukan					
8	Rekan kerja saya memberikan masukan dan saran terkait pekerjaan yang saya lakukan					
9	Rekan kerja saya mengajari saya untuk menyelesaikan pekerjaan yang belum saya kuasai					
10	Peralatan dan perlengkapan tempat kerja sudah dapat mempermudah saya untuk menyelesaikan pekerjaan saya					

**Kuesioner II**  
***Quality Of Work Life***

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Gaji yang saya terima sesuai dengan Upah Minimum Kabupaten/Kota					
2	Pada tempat kerja saya apresiasi yang didapatkan karyawan didasarkan atas prestasi kerja yang dihasilkan					
3	Tempat kerja saya mengadakan pelatihan yang dapat diikuti oleh karyawan					
4	Saya memiliki peluang untuk naik jabatan atau menduduki suatu jabatan struktural di tempat saya bekerja					
5	Atasan kerja saya tidak pernah membedakan strata, pangkat ataupun golongan ketika memberikan arahan kerja kepada karyawan					
6	Atasan kerja saya mempertimbangkan masukan dan saran yang disampaikan oleh bawahan					
7	Atasan kerja saya memberikan kesempatan ruang dan waktu untuk menyampaikan keluh kesah karyawan					
8	Tempat kerja saya memberikan hak cuti kepada karyawan sesuai dengan peraturan yang berlaku					
9	Saya tidak dipersulit oleh atasan kerja untuk pengambilan hak cuti					
10	Masyarakat sekitar tempat kerja saya merasa puas terhadap pelayanan kesehatan yang kami berikan					

**Kuesioner III**  
***Internal Corporate Social Responsibility***

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Saya tetap menyelesaikan pekerjaan saya meskipun sangat sukar bagi saya					
2	Toleransi waktu dalam penyelesaian pekerjaan saya bukan harapan ketika saya bekerja					
3	Saya merasa puas dengan hasil pekerjaan yang saya lakukan					
4	Saya membagi tugas dengan rekan kerja saya jika terdapat tugas yang berat dari atasan					
5	Saya memiliki cara yang lebih efektif dalam menyelesaikan pekerjaan saya					
6	Tempat kerja saya telah memiliki regulasi untuk kesehatan dan keselamatan kerja karyawan					
7	Tempat kerja saya telah memiliki Alat Pelindung Diri (APD) yang sesuai peraturan kementerian					
8	Tempat kerja saya memiliki sarana dan prosedur dalam menanggulangi masalah psikis maupun internal untuk karyawan					
9	Saya dimudahkan dalam bekerja pada era digital ini					
10	Pembaharuan peraturan kerja ditempat kerja saya dapat mempermudah pekerjaan saya					
11	Menurut saya prosedur untuk melanjutkan pendidikan karyawan sangat mudah					
12	Ruang terbuka di tempat kerja saya telah sesuai dengan peraturan Dinas Kesehatan dan Dinas Lingkungan Hidup					

**Kuesioner IV**  
**Work Life Balance**

No	Pernyataan	Pilihan Jawaban				
		SS	S	N	TS	STS
1	Setelah pulang kerja saya masih bersemangat untuk melakukan berbagai hal lainyang saya inginkan.					
2	Saya dapat melakukan hal-hal pribadi setelah saya pulang kantor					
3	Saya tidak mengabaikan kebutuhan pribadi saya meskipun terdapat tuntutan pekerjaan.					
4	Saya memiliki waktu untuk berolahraga					
5	Saya tidak merasa lelah dan depresi karena pekerjaan saya					
6	Saya biasanya tidak bekerja lebih dari 6 hari dalam 1 minggu					
7	Saya biasanya tidak bekerja lebih dari 12 jam dalam sehari					
8	Pekerjaan saya tetap menyenangkan meskipun banyak hal yang terjadi pada kehidupan pribadi saya					
9	Kehidupan pribadi saya membuat saya merasa siap untuk bekerja dihari berikutnya					
10	Suasana dalam pekerjaan saya mendukung aktivitas yang saya sukai dalam kehidupan pribadi					

**Lampiran 2**

**Jawaban Non Responden Uji Validitas dan Reliabilitas**

*Employee Engagement (Y)*

	Jawaban Aitem Employe Engagement										Total
	1	2	3	4	5	6	7	8	9	10	
1	5	5	5	5	5	5	5	5	5	5	50
2	4	4	4	4	4	4	4	4	4	5	41
3	4	4	4	4	4	4	4	1	4	4	37
4	4	4	4	4	5	5	5	4	4	4	43
5	3	2	3	4	3	4	4	3	2	2	30
6	5	5	5	5	5	5	4	4	5	5	48
7	4	4	4	5	4	5	4	4	4	4	42
8	4	5	5	5	4	3	3	3	2	4	38
9	5	5	5	5	5	5	5	5	5	5	50
10	5	5	3	5	5	5	4	4	4	5	45
11	4	3	4	4	4	2	2	4	4	2	33
12	4	4	5	4	4	3	3	4	4	4	39
13	4	4	5	4	5	4	4	4	5	3	42
14	4	5	5	5	5	4	4	4	4	4	44
15	4	5	5	4	5	4	5	3	4	3	42
16	3	3	3	5	4	3	3	3	3	3	33
17	5	4	4	5	5	4	4	4	5	5	45
18	4	5	4	5	5	5	5	5	5	5	48
19	4	5	5	3	5	5	5	4	3	5	44
20	3	4	3	5	5	3	3	4	4	3	37
21	5	5	5	5	5	5	5	5	5	5	50
22	4	5	5	4	5	3	3	5	4	3	41
23	4	4	4	4	4	4	4	4	4	4	40
24	4	5	4	5	4	4	4	4	5	4	43
25	5	5	5	5	5	5	5	5	5	5	50
26	4	4	3	4	3	4	4	3	3	2	34
27	3	3	3	3	3	3	3	3	3	3	30
28	4	4	4	4	5	4	4	4	4	4	41
29	3	3	3	3	3	3	3	3	3	3	30
30	4	5	5	5	5	5	1	5	5	5	45

### Lampiran 3

#### Jawaban Non Responden Uji Validitas dan Reliabilitas

##### *Quality Of Work Life (X1)*

	Jawaban Aitem Quality Work Life										Total
	1	2	3	4	5	6	7	8	9	10	
1	4	4	5	5	4	5	5	4	5	5	46
2	4	4	4	4	4	4	4	4	5	4	41
3	1	3	3	4	3	4	3	1	1	4	27
4	3	3	4	4	3	4	4	3	4	3	35
5	2	4	4	3	4	3	2	5	4	2	33
6	4	4	5	5	4	5	5	3	3	5	43
7	4	4	4	4	4	4	4	4	3	4	39
8	4	3	2	4	3	4	4	4	5	4	37
9	3	5	4	5	5	5	5	5	5	5	47
10	3	3	5	3	3	3	3	4	4	5	36
11	2	3	1	2	3	2	2	3	3	4	25
12	3	4	4	4	4	4	3	5	4	4	39
13	2	3	2	1	3	1	3	4	3	4	26
14	3	3	4	3	3	3	4	5	5	4	37
15	2	2	3	4	2	4	2	3	3	3	28
16	3	3	3	3	3	3	3	4	2	3	30
17	4	5	4	5	5	5	5	5	5	4	47
18	2	4	4	5	4	5	5	4	4	1	38
19	2	3	1	1	3	1	2	3	4	2	22
20	3	3	3	4	3	4	3	4	4	3	34
21	4	4	5	4	4	4	4	4	3	1	37
22	3	3	3	3	3	3	3	5	5	3	34
23	3	3	4	3	3	3	4	4	4	4	35
24	3	4	4	5	4	5	4	2	4	5	40
25	5	5	5	5	5	5	5	4	5	5	49
26	4	4	4	4	4	4	3	5	3	3	38
27	3	3	3	3	3	3	3	1	2	3	27
28	4	4	5	4	4	4	4	4	4	4	41
29	3	3	4	3	3	3	3	2	1	3	28
30	2	2	5	5	2	5	5	4	3	1	34

**Lampiran 4**

**Jawaban Non Responden Uji Validitas dan Reliabilitas**

*Internal Corporate Social Responsibility (X2)*

	Jawaban Aitem Internal Corporate Social Responsibility												<b>Total</b>
	1	2	3	4	5	6	7	8	9	10	11	12	
1	5	5	5	5	5	5	5	5	5	5	5	5	50
2	4	4	5	4	5	4	4	5	5	4	4	4	44
3	4	4	5	3	3	4	5	2	5	3	3	3	38
4	4	3	3	4	3	3	4	4	4	4	4	4	36
5	3	2	2	3	3	4	4	3	2	2	3	4	28
6	4	5	5	5	5	5	5	5	5	5	5	5	49
7	4	4	5	4	5	4	4	4	4	4	4	4	42
8	5	3	5	3	5	3	3	2	5	3	3	3	37
9	5	5	5	5	5	4	4	4	4	4	4	4	45
10	5	5	5	5	5	5	5	3	5	4	4	5	47
11	4	3	4	4	4	2	2	2	3	2	3	4	30
12	3	2	4	3	4	4	5	4	3	4	4	4	36
13	5	4	2	3	3	4	4	3	2	3	3	3	33
14	4	3	4	5	5	4	4	4	4	4	4	4	41
15	3	2	4	4	5	3	5	4	4	4	4	4	38
16	3	3	3	3	3	3	3	3	3	3	3	3	30
17	4	5	4	5	5	4	4	4	4	4	5	5	43
18	4	5	5	5	5	5	4	5	5	5	5	5	48
19	2	1	5	3	2	2	4	4	5	3	1	1	31
20	4	4	3	3	3	4	4	4	3	4	4	4	36
21	4	3	4	3	3	4	5	4	5	4	4	5	39
22	5	3	3	4	3	3	3	2	3	3	3	3	32
23	3	3	3	3	3	3	4	3	3	3	3	3	31
24	3	3	4	5	4	5	5	4	4	4	4	4	41
25	5	5	5	5	5	5	5	5	5	5	5	5	50
26	3	3	4	4	3	4	3	3	3	3	3	3	33
27	3	3	3	3	3	3	3	3	3	3	3	3	30
28	4	4	4	4	4	4	4	4	4	4	4	4	40
29	2	3	3	3	3	3	5	3	5	5	3	5	35
30	3	3	4	4	4	3	4	5	5	5	4	5	40

**Lampiran 5**

**Jawaban Non Responden Uji Validitas dan Reliabilitas**

***Work Life Balance (X3)***

	Jawaban Aitem Internal Work Life Balance										<b>Total</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	
<b>1</b>	5	5	5	5	5	5	5	5	5	5	50
<b>2</b>	4	4	4	4	4	4	5	4	4	4	41
<b>3</b>	3	5	2	3	3	3	4	4	4	3	34
<b>4</b>	4	4	3	4	3	4	4	4	4	4	38
<b>5</b>	2	4	4	3	2	4	3	2	2	3	29
<b>6</b>	3	4	4	3	3	5	5	4	4	5	40
<b>7</b>	4	4	4	4	2	4	4	4	4	4	38
<b>8</b>	5	4	5	2	3	3	3	3	4	4	36
<b>9</b>	1	2	5	4	4	4	3	3	3	4	33
<b>10</b>	5	5	3	1	3	1	1	3	3	3	28
<b>11</b>	1	3	4	4	2	4	4	3	3	4	32
<b>12</b>	3	3	4	3	3	4	3	4	4	4	35
<b>13</b>	2	4	5	2	4	4	3	4	2	2	32
<b>14</b>	4	4	4	3	4	5	1	4	4	4	37
<b>15</b>	5	5	5	5	3	4	2	4	5	5	43
<b>16</b>	3	3	3	3	3	3	3	3	3	3	30
<b>17</b>	5	4	4	4	4	5	4	4	5	5	44
<b>18</b>	5	5	5	3	5	5	5	4	4	5	46
<b>19</b>	2	3	1	5	4	1	2	3	2	3	26
<b>20</b>	4	4	3	4	3	3	4	4	4	4	37
<b>21</b>	3	4	4	4	3	4	4	3	3	3	35
<b>22</b>	3	3	3	3	2	3	2	3	3	3	28
<b>23</b>	4	4	4	4	3	4	4	4	3	3	37
<b>24</b>	4	3	4	4	3	3	2	3	4	4	34
<b>25</b>	5	5	5	5	5	5	5	5	5	5	50
<b>26</b>	3	4	3	3	3	3	3	3	3	3	31
<b>27</b>	3	3	3	3	3	3	3	3	3	3	30
<b>28</b>	4	4	4	4	4	4	4	4	4	4	40
<b>29</b>	3	3	3	3	3	1	1	1	3	3	24
<b>30</b>	4	4	4	4	4	4	4	3	5	5	41



## Lampiran 6

### Data Uji MSI Non Responden *Employee Engagement* (Y)

1	2	3	4	5	6	7	8	9	10
1.000	1.000	1.000	2.228	3.304	6.000	7.000	8.000	9.000	10.000
4.571	3.831	3.184	3.594	3.304	4.254	4.459	4.539	4.030	3.782
3.195	2.611	2.042	2.228	2.010	3.096	3.271	3.272	2.807	3.782
3.195	2.611	2.042	2.228	2.010	3.096	3.271	1.000	2.807	2.712
3.195	2.611	2.042	2.228	3.304	4.254	4.459	3.272	2.807	2.712
1.986	1.000	1.000	2.228	1.000	3.096	3.271	2.137	1.000	1.000
4.571	3.831	3.184	3.594	3.304	4.254	3.271	3.272	4.030	3.782
3.195	2.611	2.042	3.594	2.010	4.254	3.271	3.272	2.807	2.712
3.195	3.831	3.184	3.594	2.010	2.137	2.291	2.137	1.000	2.712
4.571	3.831	3.184	3.594	3.304	4.254	4.459	4.539	4.030	3.782
4.571	3.831	1.000	3.594	3.304	4.254	3.271	3.272	2.807	3.782
3.195	1.804	2.042	2.228	2.010	1.000	1.575	3.272	2.807	1.000
3.195	2.611	3.184	2.228	2.010	2.137	2.291	3.272	2.807	2.712
3.195	2.611	3.184	2.228	3.304	3.096	3.271	3.272	4.030	1.949
3.195	3.831	3.184	3.594	3.304	3.096	3.271	3.272	2.807	2.712
3.195	3.831	3.184	2.228	3.304	3.096	4.459	2.137	2.807	1.949
1.986	1.804	1.000	3.594	2.010	2.137	2.291	2.137	1.879	1.949
4.571	2.611	2.042	3.594	3.304	3.096	3.271	3.272	4.030	3.782
3.195	3.831	2.042	3.594	3.304	4.254	4.459	4.539	4.030	3.782
3.195	3.831	3.184	1.000	3.304	4.254	4.459	3.272	1.879	3.782
1.986	2.611	1.000	3.594	3.304	2.137	2.291	3.272	2.807	1.949
4.571	3.831	3.184	3.594	3.304	4.254	4.459	4.539	4.030	3.782
3.195	3.831	3.184	2.228	3.304	2.137	2.291	4.539	2.807	1.949
3.195	2.611	2.042	2.228	2.010	3.096	3.271	3.272	2.807	2.712
3.195	3.831	2.042	3.594	2.010	3.096	3.271	3.272	4.030	2.712
4.571	3.831	3.184	3.594	3.304	4.254	4.459	4.539	4.030	3.782
3.195	2.611	1.000	2.228	1.000	3.096	3.271	2.137	1.879	1.000
1.986	1.804	1.000	1.000	1.000	2.137	2.291	2.137	1.879	1.949
3.195	2.611	2.042	2.228	3.304	3.096	3.271	3.272	2.807	2.712
1.986	1.804	1.000	1.000	1.000	2.137	2.291	2.137	1.879	1.949
3.195	3.831	3.184	3.594	3.304	4.254	1.000	4.539	4.030	3.782

## Lampiran 7

### Data Uji MSI Non Responden *Quality Of Work Life* (X1)

1	2	3	4	5	6	7	8	9	10
1.000	1.000	2.237	3.081	4.585	6.000	7.000	8.000	9.000	10.000
3.941	3.404	4.285	4.206	3.484	4.172	3.926	3.029	4.172	4.155
3.941	3.404	3.125	3.081	3.484	3.070	2.919	3.029	4.172	3.064
1.000	2.273	2.237	3.081	2.350	3.070	2.068	1.000	1.000	3.064
2.912	2.273	3.125	3.081	2.350	3.070	2.919	2.145	3.113	2.217
1.995	3.404	3.125	2.175	3.484	2.186	1.000	4.251	3.113	1.640
3.941	3.404	4.285	4.206	3.484	4.172	3.926	2.145	2.298	4.155
3.941	3.404	3.125	3.081	3.484	3.070	2.919	3.029	2.298	3.064
3.941	2.273	1.646	3.081	2.350	3.070	2.919	3.029	4.172	3.064
2.912	4.541	3.125	4.206	4.585	4.172	3.926	4.251	4.172	4.155
2.912	2.273	4.285	2.175	2.350	2.186	2.068	3.029	3.113	4.155
1.995	2.273	1.000	1.550	2.350	1.554	1.000	2.145	2.298	3.064
2.912	3.404	3.125	3.081	3.484	3.070	2.068	4.251	3.113	3.064
1.995	2.273	1.646	1.000	2.350	1.000	2.068	3.029	2.298	3.064
2.912	2.273	3.125	2.175	2.350	2.186	2.919	4.251	4.172	3.064
1.995	1.000	2.237	3.081	1.000	3.070	1.000	2.145	2.298	2.217
2.912	2.273	2.237	2.175	2.350	2.186	2.068	3.029	1.650	2.217
3.941	4.541	3.125	4.206	4.585	4.172	3.926	4.251	4.172	3.064
1.995	3.404	3.125	4.206	3.484	4.172	3.926	3.029	3.113	1.000
1.995	2.273	1.000	1.000	2.350	1.000	1.000	2.145	3.113	1.640
2.912	2.273	2.237	3.081	2.350	3.070	2.068	3.029	3.113	2.217
3.941	3.404	4.285	3.081	3.484	3.070	2.919	3.029	2.298	1.000
2.912	2.273	2.237	2.175	2.350	2.186	2.068	4.251	4.172	2.217
2.912	2.273	3.125	2.175	2.350	2.186	2.919	3.029	3.113	3.064
2.912	3.404	3.125	4.206	3.484	4.172	2.919	1.650	3.113	4.155
5.194	4.541	4.285	4.206	4.585	4.172	3.926	3.029	4.172	4.155
3.941	3.404	3.125	3.081	3.484	3.070	2.068	4.251	2.298	2.217
2.912	2.273	2.237	2.175	2.350	2.186	2.068	1.000	1.650	2.217
3.941	3.404	4.285	3.081	3.484	3.070	2.919	3.029	3.113	3.064
2.912	2.273	3.125	2.175	2.350	2.186	2.068	1.650	1.000	2.217
1.995	1.000	4.285	4.206	1.000	4.172	3.926	3.029	2.298	1.000

## Lampiran 8

### Data Uji MSI Non Responden *Internal Corporate Social Responsibility* (X2)

1	2	3	4	5	6	7	8	9	10	11	12
1.000	1.904	2.052	2.114	4.172	6.000	7.000	8.000	9.000	10.000	11.000	12.000
4.571	4.571	4.003	3.169	4.172	4.339	4.318	4.014	3.905	4.339	4.726	4.386
3.453	3.706	4.003	2.114	4.172	3.162	3.048	4.014	3.905	3.162	3.542	3.227
3.453	3.706	4.003	1.000	2.417	3.162	4.318	1.000	3.905	2.116	2.376	2.201
3.453	2.891	2.052	2.114	2.417	2.116	3.048	2.881	2.854	3.162	3.542	3.227
2.511	1.904	1.000	1.000	2.417	3.162	3.048	1.973	1.000	1.000	2.376	3.227
3.453	4.571	4.003	3.169	4.172	4.339	4.318	4.014	3.905	4.339	4.726	4.386
3.453	3.706	4.003	2.114	4.172	3.162	3.048	2.881	2.854	3.162	3.542	3.227
4.571	2.891	4.003	1.000	4.172	2.116	1.993	1.000	3.905	2.116	2.376	2.201
4.571	4.571	4.003	3.169	4.172	3.162	3.048	2.881	2.854	3.162	3.542	3.227
4.571	4.571	4.003	3.169	4.172	4.339	4.318	1.973	3.905	3.162	3.542	4.386
3.453	2.891	2.912	2.114	3.240	1.000	1.000	1.000	2.061	1.000	2.376	3.227
2.511	1.904	2.912	1.000	3.240	3.162	4.318	2.881	2.061	3.162	3.542	3.227
4.571	3.706	1.000	1.000	2.417	3.162	3.048	1.973	1.000	2.116	2.376	2.201
3.453	2.891	2.912	3.169	4.172	3.162	3.048	2.881	2.854	3.162	3.542	3.227
2.511	1.904	2.912	2.114	4.172	2.116	4.318	2.881	2.854	3.162	3.542	3.227
2.511	2.891	2.052	1.000	2.417	2.116	1.993	1.973	2.061	2.116	2.376	2.201
3.453	4.571	2.912	3.169	4.172	3.162	3.048	2.881	2.854	3.162	4.726	4.386
3.453	4.571	4.003	3.169	4.172	4.339	3.048	4.014	3.905	4.339	4.726	4.386
1.704	1.000	4.003	1.000	1.000	1.000	3.048	2.881	3.905	2.116	1.000	1.000
3.453	3.706	2.052	1.000	2.417	3.162	3.048	2.881	2.061	3.162	3.542	3.227
3.453	2.891	2.912	1.000	2.417	3.162	4.318	2.881	3.905	3.162	3.542	4.386
4.571	2.891	2.052	2.114	2.417	2.116	1.993	1.000	2.061	2.116	2.376	2.201
2.511	2.891	2.052	1.000	2.417	2.116	3.048	1.973	2.061	2.116	2.376	2.201
2.511	2.891	2.912	3.169	3.240	4.339	4.318	2.881	2.854	3.162	3.542	3.227
4.571	4.571	4.003	3.169	4.172	4.339	4.318	4.014	3.905	4.339	4.726	4.386
2.511	2.891	2.912	2.114	2.417	3.162	1.993	1.973	2.061	2.116	2.376	2.201
2.511	2.891	2.052	1.000	2.417	2.116	1.993	1.973	2.061	2.116	2.376	2.201
3.453	3.706	2.912	2.114	3.240	3.162	3.048	2.881	2.854	3.162	3.542	3.227
1.704	2.891	2.052	1.000	2.417	2.116	4.318	1.973	3.905	4.339	2.376	4.386
2.511	2.891	2.912	2.114	3.240	2.116	3.048	4.014	3.905	4.339	3.542	4.386

Lampiran 9

**Data Uji MSI Non Responden *Work Life Balance* (X3)**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
1.000	1.000	2.392	3.682	4.262	6.000	7.000	8.000	9.000	10.000
4.101	4.372	4.571	4.871	4.262	4.155	4.254	5.167	4.254	4.539
3.108	3.128	3.411	3.682	3.299	2.978	4.254	3.802	3.114	3.446
2.343	4.372	1.572	2.607	2.275	2.001	3.202	3.802	3.114	2.376
3.108	3.128	2.392	3.682	2.275	2.978	3.202	3.802	3.114	3.446
1.705	3.128	3.411	2.607	1.000	2.978	2.407	1.575	1.000	2.376
2.343	3.128	3.411	2.607	2.275	4.155	4.254	3.802	3.114	4.539
3.108	3.128	3.411	3.682	1.000	2.978	3.202	3.802	3.114	3.446
4.101	3.128	4.571	1.704	2.275	2.001	2.407	2.556	3.114	3.446
1.000	1.000	4.571	3.682	3.299	2.978	2.407	2.556	2.101	3.446
4.101	4.372	2.392	1.000	2.275	1.000	1.000	2.556	2.101	2.376
1.000	2.052	3.411	3.682	1.000	2.978	3.202	2.556	2.101	3.446
2.343	2.052	3.411	2.607	2.275	2.978	2.407	3.802	3.114	3.446
1.705	3.128	4.571	1.704	3.299	2.978	2.407	3.802	1.000	1.000
3.108	3.128	3.411	2.607	3.299	4.155	1.000	3.802	3.114	3.446
4.101	4.372	4.571	4.871	2.275	2.978	1.776	3.802	4.254	4.539
2.343	2.052	2.392	2.607	2.275	2.001	2.407	2.556	2.101	2.376
4.101	3.128	3.411	3.682	3.299	4.155	3.202	3.802	4.254	4.539
4.101	4.372	4.571	2.607	4.262	4.155	4.254	3.802	3.114	4.539
1.705	2.052	1.000	4.871	3.299	1.000	1.776	2.556	1.000	2.376
3.108	3.128	2.392	3.682	2.275	2.001	3.202	3.802	3.114	3.446
2.343	3.128	3.411	3.682	2.275	2.978	3.202	2.556	2.101	2.376
2.343	2.052	2.392	2.607	1.000	2.001	1.776	2.556	2.101	2.376
3.108	3.128	3.411	3.682	2.275	2.978	3.202	3.802	2.101	2.376
3.108	2.052	3.411	3.682	2.275	2.001	1.776	2.556	3.114	3.446
4.101	4.372	4.571	4.871	4.262	4.155	4.254	5.167	4.254	4.539
2.343	3.128	2.392	2.607	2.275	2.001	2.407	2.556	2.101	2.376
2.343	2.052	2.392	2.607	2.275	2.001	2.407	2.556	2.101	2.376
3.108	3.128	3.411	3.682	3.299	2.978	3.202	3.802	3.114	3.446
2.343	2.052	2.392	2.607	2.275	1.000	1.000	1.000	2.101	2.376
3.108	3.128	3.411	3.682	3.299	2.978	3.202	2.556	4.254	4.539

**Lampiran 10**

**Hasil Uji Validitas *Employee Engagement* (Y)**

		Correlations										
		EG	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	TOTAL
EG	Pearson Correlation	1	,682**	,576**	,495**	,602**	,613**	,458*	,500**	,662**	,698**	,843**
	Sig. (2-tailed)		,000	,001	,005	,000	,000	,011	,005	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	,682**	1	,693**	,482**	,717**	,550**	,345	,509**	,549**	,679**	,836**
	Sig. (2-tailed)	,000		,000	,007	,000	,002	,062	,004	,002	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	,576**	,693**	1	,229	,612**	,326	,211	,465**	,472**	,481**	,679**
	Sig. (2-tailed)	,001	,000		,224	,000	,079	,262	,010	,009	,007	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	,495**	,482**	,229	1	,477**	,365*	,084	,416*	,494**	,443*	,585**
	Sig. (2-tailed)	,005	,007	,224		,008	,047	,659	,022	,006	,014	,001
	N	30	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	,602**	,717**	,612**	,477**	1	,498**	,328	,605**	,669**	,601**	,820**
	Sig. (2-tailed)	,000	,000	,000	,008		,005	,077	,000	,000	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	,613**	,550**	,326	,365*	,498**	1	,623**	,413*	,488**	,710**	,771**
	Sig. (2-tailed)	,000	,002	,079	,047	,005		,000	,023	,006	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	,458*	,345	,211	,084	,328	,623**	1	,144	,244	,375*	,537**
	Sig. (2-tailed)	,011	,062	,262	,659	,077	,000		,447	,193	,041	,002
	N	30	30	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	,500**	,509**	,465**	,416*	,605**	,413*	,144	1	,618**	,492**	,698**
	Sig. (2-tailed)	,005	,004	,010	,022	,000	,023	,447		,000	,006	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	,662**	,549**	,472**	,494**	,669**	,488**	,244	,618**	1	,575**	,778**
	Sig. (2-tailed)	,000	,002	,009	,006	,000	,006	,193	,000		,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	,698**	,679**	,481**	,443*	,601**	,710**	,375*	,492**	,575**	1	,830**
	Sig. (2-tailed)	,000	,000	,007	,014	,000	,000	,041	,006	,001		,000
	N	30	30	30	30	30	30	30	30	30	30	30
TOT	Pearson	,843**	,836**	,679**	,585**	,820**	,771**	,537**	,698**	,778**	,830**	1

AL	Correlation											
	Sig. (2-tailed)	,000	,000	,000	,001	,000	,000	,002	,000	,000	,000	
	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 11

### Hasil Uji Validitas *Quality Of Work Life* (X1)

		Correlations										
		QWL	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
QWL	Pearson Correlation	1	,587**	,496**	,428*	,587**	,428*	,522**	,326	,417*	,381*	,736**
	Sig. (2-tailed)		,001	,005	,018	,001	,018	,003	,079	,022	,038	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,587**	1	,417*	,479**	1,000**	,479**	,511**	,359	,423*	,353	,777**
	Sig. (2-tailed)	,001		,022	,007	,000	,007	,004	,051	,020	,056	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,496**	,417*	1	,682**	,417*	,682**	,638**	,238	,160	,116	,709**
	Sig. (2-tailed)	,005	,022		,000	,022	,000	,000	,205	,398	,542	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	,428*	,479**	,682**	1	,479**	1,000**	,747**	,108	,251	,156	,781**
	Sig. (2-tailed)	,018	,007	,000		,007	,000	,000	,571	,182	,412	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	,587**	1,000*	,417*	,479**	1	,479**	,511**	,359	,423*	,353	,777**
	Sig. (2-tailed)	,001	,000	,022	,007		,007	,004	,051	,020	,056	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	,428*	,479**	,682**	1,000**	,479**	1	,747**	,108	,251	,156	,781**
	Sig. (2-tailed)	,018	,007	,000	,000	,007		,000	,571	,182	,412	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	,522**	,511**	,638**	,747**	,511**	,747**	1	,219	,398*	,216	,801**
	Sig. (2-tailed)	,003	,004	,000	,000	,004	,000		,244	,029	,251	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	,326	,359	,238	,108	,359	,108	,219	1	,653**	-,026	,488**
	Sig. (2-tailed)	,079	,051	,205	,571	,051	,571	,244		,000	,892	,006
	N	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	,417*	,423*	,160	,251	,423*	,251	,398*	,653**	1	,275	,626**
	Sig. (2-tailed)	,022	,020	,398	,182	,020	,182	,029	,000		,142	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	,381*	,353	,116	,156	,353	,156	,216	-,026	,275	1	,439*
	Sig. (2-tailed)	,038	,056	,542	,412	,056	,412	,251	,892	,142		,015
	N	30	30	30	30	30	30	30	30	30	30	30
X1.TOTAL	Pearson Correlation	,736**	,777**	,709**	,781**	,777**	,781**	,801**	,488**	,626**	,439*	1

	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,006	,000	,015	
	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 12

### Hasil Uji Validias *Internal Corporate Social Responsibility* (X2)

		Correlations												
		ICSR	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	TOTAL
ICSR	Pearson Correlation	1	,687**	,288	,433*	,500**	,435*	-,019	,000	,119	,118	,452*	,272	,510**
	Sig. (2-tailed)		,000	,123	,017	,005	,016	,919	1,000	,532	,535	,012	,146	,004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,687**	1	,407*	,627**	,589**	,691**	,220	,335	,327	,505**	,713**	,578**	,769**
	Sig. (2-tailed)	,000		,026	,000	,001	,000	,243	,071	,078	,004	,000	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,288	,407*	1	,517**	,632**	,339	,272	,380*	,778**	,424*	,332	,193	,720**
	Sig. (2-tailed)	,123	,026		,003	,000	,067	,146	,038	,000	,019	,073	,307	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,433*	,627**	,517**	1	,741**	,585**	,219	,511**	,374*	,537**	,703**	,553**	,784**
	Sig. (2-tailed)	,017	,000	,003		,000	,001	,246	,004	,042	,002	,000	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,500**	,589**	,632**	,741**	1	,514**	,228	,452*	,430*	,514**	,738**	,591**	,797**
	Sig. (2-tailed)	,005	,001	,000	,000		,004	,226	,012	,018	,004	,000	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,435*	,691**	,339	,585**	,514**	1	,585**	,489**	,245	,532**	,728**	,576**	,757**
	Sig. (2-tailed)	,016	,000	,067	,001	,004		,001	,006	,191	,002	,000	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	-,019	,220	,272	,219	,228	,585**	1	,493**	,481**	,635**	,436*	,464**	,564**
	Sig. (2-tailed)	,919	,243	,146	,246	,226	,001		,006	,007	,000	,016	,010	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	,000	,335	,380*	,511**	,452*	,489**	,493**	1	,439*	,782**	,656**	,508**	,685**
	Sig. (2-tailed)	1,000	,071	,038	,004	,012	,006	,006		,015	,000	,000	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	,119	,327	,778**	,374*	,430*	,245	,481**	,439*	1	,654**	,320	,372*	,688**
	Sig. (2-	,532	,078	,000	,042	,018	,191	,007	,015		,000	,085	,043	,000





X3.6	Pearson Correlation	,206	,296	,693**	,322	,350	1	,646**	,652**	,514**	,606**	,779**
	Sig. (2-tailed)	,275	,112	,000	,083	,058		,000	,000	,004	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	,162	,342	,325	,384*	,326	,646**	1	,589**	,405*	,470**	,694**
	Sig. (2-tailed)	,391	,064	,079	,036	,079	,000		,001	,027	,009	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	,469**	,542**	,350	,359	,498**	,652**	,589**	1	,591**	,497**	,798**
	Sig. (2-tailed)	,009	,002	,058	,051	,005	,000	,001		,001	,005	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	,726**	,476**	,395*	,408*	,398*	,514**	,405*	,591**	1	,860**	,830**
	Sig. (2-tailed)	,000	,008	,031	,025	,029	,004	,027	,001		,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	,531**	,325	,500**	,487**	,434*	,606**	,470**	,497**	,860**	1	,824**
	Sig. (2-tailed)	,003	,079	,005	,006	,017	,000	,009	,005	,000		,000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	,646**	,604**	,618**	,493**	,614**	,779**	,694**	,798**	,830**	,824**	1
	Sig. (2-tailed)	,000	,000	,000	,006	,000	,000	,000	,000	,000	,000	
	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

##### Uji Realibilitas Variabel *Employee Engagement* (Y)

<i>Reliability Statistics</i>	
Cronbach's Alpha	N of Items
,902	10

Sumber : Olah Data SPSS 2024

#### Lampiran 15

##### Uji Realibilitas Variabel *Quality Of Work Life* (X1)

<i>Reliability Statistics</i>	
Cronbach's Alpha	N of Items
,867	10

Sumber : Olah Data SPSS 2024

#### Lampiran 16

##### Uji Realibilitas Variabel *Internal Corporate Social Responsibility* (X2)

<i>Reliability Statistics</i>	
Cronbach's Alpha	N of Items
,916	12

Sumber : Olah Data SPSS 2024

#### Lampiran 17

##### Uji Realibilitas Variabel *Work Life Balance* (X3)

<i>Reliability Statistics</i>	
Cronbach's Alpha	N of Items
,872	10

Sumber : Olah Data SPSS 2024

**Lampiran 18****Jawaban Responden *Employee Engagement* (Y)**

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10
1	5	5	5	5	5	5	4	5	5	5
2	5	5	4	5	5	5	4	4	5	5
3	5	5	5	5	5	4	5	5	4	5
4	5	5	5	5	4	5	5	5	5	4
5	5	5	5	5	5	5	4	4	4	5
6	5	5	4	4	5	5	4	5	5	4
7	5	5	4	5	5	5	4	4	5	5
8	5	5	5	4	5	4	4	5	4	4
9	5	5	4	5	5	4	5	5	5	4
10	5	5	5	5	4	5	5	4	5	5
11	5	5	5	5	4	5	4	5	4	5
12	5	5	5	5	5	4	4	5	4	5
13	5	5	5	5	5	5	5	5	5	5
14	5	4	5	5	5	5	4	5	4	4
15	5	5	4	5	5	4	4	5	4	5
16	5	5	5	5	4	4	4	5	5	5
17	5	4	5	5	4	5	4	5	4	5
18	4	4	3	4	5	5	5	5	4	5
19	5	5	5	4	5	5	4	5	5	5
20	5	4	5	5	5	4	5	5	5	5
21	5	4	4	5	5	5	5	5	5	5
22	5	5	5	4	5	5	5	4	5	5
23	5	4	4	4	5	5	5	5	4	4
24	5	4	5	5	5	5	4	5	5	5
25	4	4	5	4	5	4	5	5	5	5
26	4	5	5	5	5	4	5	4	5	5
27	4	4	5	5	5	5	5	5	4	4
28	4	3	5	4	5	5	5	5	5	4
29	5	5	4	5	4	4	4	5	5	5
30	5	4	5	5	5	5	4	4	4	4
31	5	4	5	4	5	5	5	5	4	5
32	5	5	5	5	5	5	5	5	5	5
33	5	4	5	5	4	5	5	5	4	4
34	5	4	5	5	5	5	5	3	4	5
35	4	4	5	5	4	4	4	5	5	5

36	4	4	4	5	4	4	5	5	4	4
37	5	5	5	5	5	5	5	5	5	5
38	4	5	5	4	5	4	5	5	4	5
39	4	5	5	5	4	4	5	5	5	5
40	5	4	4	5	5	4	4	5	4	5
41	4	4	5	4	4	5	5	5	5	5
42	5	5	4	5	4	4	5	5	4	4
43	5	4	4	5	5	4	5	4	4	4
44	5	4	5	5	4	4	5	5	5	5
45	5	5	5	5	5	5	4	5	5	5
46	5	5	4	5	5	5	4	4	5	5
47	5	5	5	5	5	4	5	5	4	5
48	5	5	5	5	4	5	5	5	5	4
49	5	5	5	5	5	5	4	4	4	5
50	5	5	4	4	5	5	4	5	5	4
51	5	5	4	5	5	5	4	4	5	5
52	5	5	5	4	5	4	4	5	4	4
53	5	5	4	5	5	4	5	5	5	4
54	5	5	5	5	4	5	5	4	5	5
55	5	5	5	5	4	5	4	5	4	5
56	5	5	5	5	5	4	4	5	4	5
57	5	5	5	5	5	5	5	5	5	5
58	5	4	5	5	5	5	4	5	4	4
59	5	5	4	5	5	4	4	5	4	5
60	5	5	5	5	4	4	4	5	5	5
61	5	4	5	5	4	5	4	5	4	5
62	4	4	3	4	5	5	5	5	4	5
63	5	5	5	4	5	5	4	5	5	5
64	5	4	5	5	5	4	5	5	5	5
65	5	4	4	5	5	5	5	5	5	5
66	5	5	5	4	5	5	5	4	5	5
67	5	4	4	4	5	5	5	5	4	4
68	5	4	5	5	5	5	4	5	5	5
69	4	4	5	4	5	4	5	5	5	5
70	4	5	5	5	5	4	5	4	5	5
71	4	4	5	5	5	5	5	5	4	4
72	4	3	5	4	5	5	5	5	5	4
73	5	5	4	5	4	4	4	5	5	5

Lampiran 19

Jawaban Responden *Quality Of Work Life* (X1)

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10
1	5	5	5	5	5	5	4	5	5	5
2	5	5	4	4	5	5	4	5	5	4
3	5	5	5	5	5	4	5	5	4	5
4	5	5	5	5	4	5	5	5	5	4
5	5	5	5	5	5	5	4	4	4	5
6	5	5	4	4	5	5	4	5	5	4
7	4	4	2	3	4	4	4	5	4	4
8	5	4	5	5	5	5	4	4	4	4
9	5	4	5	4	5	5	5	5	4	5
10	5	4	4	5	5	5	5	5	5	5
11	5	4	5	4	5	5	5	5	4	5
12	4	4	5	4	4	3	3	3	4	3
13	5	5	5	5	5	5	5	5	5	5
14	4	4	5	4	4	5	4	4	4	4
15	4	4	4	4	4	4	3	4	4	5
16	5	5	5	5	4	4	4	5	5	5
17	4	5	5	5	4	4	5	5	5	4
18	4	4	3	4	4	3	4	2	4	4
19	5	4	4	5	5	5	5	5	5	5
20	5	5	5	4	5	5	5	4	5	5
21	5	4	4	4	5	5	5	5	4	4
22	5	4	5	5	5	5	4	5	5	5
23	2	3	2	5	3	3	2	3	4	2
24	4	4	4	4	4	4	3	4	4	5
25	4	4	2	3	3	3	3	2	4	3
26	5	5	4	5	4	5	5	5	4	5
27	4	4	2	2	4	2	4	3	4	4
28	4	4	2	3	4	4	4	5	4	4
29	4	5	5	5	4	4	5	5	5	4
30	4	4	2	2	4	2	4	3	4	4
31	5	5	5	4	5	4	5	5	5	4
32	5	5	5	5	5	5	5	5	5	5
33	4	4	5	5	4	4	5	5	4	4
34	5	5	4	5	4	5	5	5	4	4
35	4	4	5	5	4	4	4	4	4	4

36	4	4	4	5	4	4	5	5	4	4
37	5	5	5	5	5	5	5	5	5	5
38	4	5	5	4	5	4	5	5	4	5
39	4	5	5	5	4	4	5	5	5	5
40	5	4	4	5	4	4	4	5	5	5
41	4	4	5	5	4	4	4	4	4	4
42	5	4	4	5	5	4	4	5	4	5
43	5	4	4	5	5	4	5	4	4	4
44	4	4	4	5	4	4	5	5	4	4
45	5	5	5	5	5	5	4	5	5	5
46	5	5	4	4	5	5	4	5	5	4
47	5	5	5	5	5	4	5	5	4	5
48	5	5	5	5	4	5	5	5	5	4
49	5	5	5	5	5	5	4	4	4	5
50	5	5	4	4	5	5	4	5	5	4
51	4	4	2	3	4	4	4	5	4	4
52	5	4	5	5	5	5	4	4	4	4
53	5	4	5	4	5	5	5	5	4	5
54	5	4	4	5	5	5	5	5	5	5
55	5	4	5	4	5	5	5	5	4	5
56	4	4	5	4	4	3	3	3	4	3
57	5	5	5	5	5	5	5	5	5	5
58	4	4	5	4	4	5	4	4	4	4
59	4	4	4	4	4	4	3	4	4	5
60	5	5	5	5	4	4	4	5	5	5
61	4	5	5	5	4	4	5	5	5	4
62	4	4	3	4	4	3	4	2	4	4
63	5	4	4	5	5	5	5	5	5	5
64	5	5	5	4	5	5	5	4	5	5
65	5	4	4	4	5	5	5	5	4	4
66	5	4	5	5	5	5	4	5	5	5
67	2	3	2	5	3	3	2	3	4	2
68	4	4	4	4	4	4	3	4	4	5
69	4	4	2	3	3	3	3	2	4	3
70	5	5	4	5	4	5	5	5	4	5
71	4	4	2	2	4	2	4	3	4	4
72	4	4	2	3	4	4	4	5	4	4
73	4	5	5	5	4	4	5	5	5	4

## Lampiran 20

### Jawaban Responden *Internal Corporate Social Responsibility* (X2)

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12
1	5	5	5	5	4	5	1	5	1	1	4	5
2	5	5	5	5	5	4	1	5	1	1	4	5
3	5	5	5	5	5	5	3	5	1	2	5	5
4	5	4	5	5	5	5	2	5	2	1	4	4
5	5	5	4	5	5	4	2	5	1	1	4	5
6	5	5	5	5	4	4	2	5	1	1	5	5
7	4	4	5	5	5	5	1	5	1	2	4	4
8	4	3	5	4	5	5	3	5	2	1	5	4
9	5	5	4	5	4	4	2	5	1	1	5	5
10	4	4	5	5	5	4	1	5	1	1	4	4
11	4	5	5	5	4	4	3	5	1	2	5	4
12	5	4	5	5	5	5	1	5	1	1	5	5
13	4	5	5	4	4	5	3	4	1	1	5	5
14	5	5	5	5	4	4	1	5	1	1	5	5
15	4	4	4	5	4	4	3	5	1	1	4	4
16	5	5	4	5	4	4	1	5	1	1	5	5
17	5	4	5	5	5	5	3	4	1	1	4	4
18	5	4	5	4	5	5	3	5	1	2	4	5
19	4	5	5	4	5	4	1	5	1	1	4	5
20	4	4	4	5	4	4	3	5	1	1	4	4
21	5	5	5	5	4	4	3	5	1	1	5	4
22	4	5	5	4	5	4	2	5	2	2	4	5
23	4	5	5	5	4	4	3	5	2	1	5	5
24	5	5	5	5	5	4	2	5	1	1	4	5
25	5	4	5	5	5	5	3	5	1	1	5	5
26	5	4	5	4	5	5	3	5	1	2	4	5
27	5	5	5	5	5	5	2	5	1	1	5	5
28	5	5	5	4	4	5	2	5	1	1	4	4
29	5	4	5	5	5	5	2	3	1	1	4	5
30	5	5	5	5	4	4	2	5	2	2	5	5
31	4	4	4	5	4	4	2	5	1	1	4	4
32	5	4	5	5	5	5	3	5	1	1	5	5
33	4	5	5	4	5	4	3	5	1	1	4	5
34	4	4	5	4	4	5	3	4	2	1	4	4
35	5	5	4	5	4	4	1	5	1	1	4	4

36	5	4	4	5	5	5	1	4	1	1	4	5
37	5	5	5	5	4	5	3	5	1	2	5	5
38	5	4	4	5	4	4	3	5	1	1	5	5
39	4	4	5	4	4	5	1	5	1	1	5	5
40	5	4	4	5	5	4	1	5	1	1	4	5
41	4	4	5	4	4	5	1	5	2	2	5	5
42	5	5	4	5	4	4	3	5	1	1	4	4
43	5	4	4	5	5	4	3	4	1	1	4	4
44	5	4	5	5	4	4	3	5	1	2	5	5
45	5	5	5	5	4	5	1	5	2	1	4	5
46	5	5	5	5	5	4	1	5	1	1	4	5
47	5	5	5	5	5	5	3	5	1	1	5	5
48	5	4	5	5	5	5	2	5	1	2	4	4
49	5	5	4	5	5	4	2	5	1	1	4	5
50	5	5	5	5	4	4	2	5	1	1	5	5
51	4	4	5	5	5	5	1	5	1	1	4	4
52	4	3	5	4	5	5	3	5	2	2	5	4
53	5	5	4	5	4	4	2	5	1	1	5	5
54	4	4	5	5	5	4	1	5	1	1	4	4
55	4	5	5	5	4	4	3	5	1	1	5	4
56	5	4	5	5	5	5	1	5	2	1	5	5
57	4	5	5	4	4	5	3	4	1	1	5	5
58	5	5	5	5	4	4	1	5	1	1	5	5
59	4	4	4	5	4	4	3	5	1	2	4	4
60	5	5	4	5	4	4	1	5	2	1	5	5
61	5	4	5	5	5	5	3	4	1	1	4	4
62	5	4	5	4	5	5	3	5	1	1	4	5
63	4	5	5	4	5	4	1	5	1	2	4	5
64	4	4	4	5	4	4	3	5	1	1	4	4
65	5	5	5	5	4	4	3	5	1	1	5	4
66	4	5	5	4	5	4	2	5	1	1	4	5
67	4	5	5	5	4	4	3	5	2	2	5	5
68	5	5	5	5	5	4	2	5	1	1	4	5
69	5	4	5	5	5	5	3	5	1	1	5	5
70	5	4	5	4	5	5	3	5	1	1	4	5
71	5	5	5	5	5	5	2	5	2	1	5	5
72	5	5	5	4	4	5	2	5	1	1	4	4
73	5	4	5	5	5	5	2	3	1	1	4	5



**Lampiran 21****Jawaban Responden *Work Life Balance* (X3)**

	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10
1	5	5	4	5	4	5	5	5	4	5
2	4	5	5	4	4	5	5	5	5	4
3	5	5	5	5	4	4	4	5	4	5
4	4	5	5	4	4	5	5	5	4	5
5	3	4	5	4	5	5	5	5	4	5
6	4	5	5	5	4	4	5	5	5	4
7	5	4	5	5	5	5	5	5	5	5
8	4	5	5	4	4	5	4	4	5	5
9	4	4	4	4	4	4	5	5	4	4
10	5	5	5	5	4	4	5	5	5	5
11	4	4	5	5	5	4	4	5	4	4
12	5	5	5	4	5	4	5	5	5	4
13	5	5	5	5	4	4	5	5	5	5
14	5	5	5	4	5	5	5	5	5	5
15	5	4	5	5	5	4	5	5	5	4
16	5	5	5	4	4	4	4	5	4	5
17	5	4	4	5	4	4	4	5	5	5
18	5	5	5	5	4	4	4	5	5	4
19	5	5	5	5	5	5	5	5	5	5
20	5	4	4	5	5	4	4	5	5	4
21	5	5	4	4	5	4	4	4	5	5
22	5	5	5	5	5	4	4	4	5	5
23	5	5	5	5	5	5	5	4	4	4
24	5	5	5	5	4	4	5	5	5	4
25	5	5	4	4	4	4	4	5	4	5
26	5	5	4	5	5	5	5	5	5	5
27	4	5	4	4	4	5	4	5	5	5
28	4	4	5	5	4	4	5	5	4	4
29	5	5	4	5	4	5	5	5	4	4
30	5	4	4	4	5	5	4	5	5	5
31	5	4	5	4	5	5	5	5	4	5
32	5	5	5	5	5	5	5	5	5	5
33	5	5	5	4	4	5	5	5	4	4
34	5	4	5	5	5	5	5	3	4	5
35	4	4	5	5	4	4	4	4	4	4

36	4	4	4	5	4	4	5	5	4	4
37	5	5	5	5	5	5	5	5	5	5
38	4	5	5	4	5	4	5	5	4	5
39	4	5	5	5	4	4	5	5	5	5
40	5	5	5	5	5	4	4	5	4	5
41	4	4	5	4	4	5	4	4	4	4
42	5	5	4	5	4	4	5	5	4	4
43	5	4	4	5	5	5	5	4	4	5
44	5	5	5	5	4	5	5	5	5	5
45	5	5	4	5	4	5	5	5	4	5
46	4	5	5	4	4	5	5	5	5	4
47	5	5	5	5	4	4	4	5	4	5
48	4	5	5	4	4	5	5	5	4	5
49	3	4	5	4	5	5	5	5	4	5
50	4	5	5	5	4	4	5	5	5	4
51	5	4	5	5	5	5	5	5	5	5
52	4	5	5	4	4	5	4	4	5	5
53	4	4	4	4	4	4	5	5	4	4
54	5	5	5	5	4	4	5	5	5	5
55	4	4	5	5	5	4	4	5	4	4
56	5	5	5	4	5	4	5	5	5	4
57	5	5	5	5	4	4	5	5	5	5
58	5	5	5	4	5	5	5	5	5	5
59	5	4	5	5	5	4	5	5	5	4
60	5	5	5	4	4	4	4	5	4	5
61	5	4	4	5	4	4	4	5	5	5
62	5	5	5	5	4	4	4	5	5	4
63	5	5	5	5	5	5	5	5	5	5
64	5	4	4	5	5	4	4	5	5	4
65	5	5	4	4	5	4	4	4	5	5
66	5	5	5	5	5	4	4	4	5	5
67	5	5	5	5	5	5	5	4	4	4
68	5	5	5	5	4	4	5	5	5	4
69	5	5	4	4	4	4	4	5	4	5
70	5	5	4	5	5	5	5	5	5	5
71	4	5	4	4	4	5	4	5	5	5
72	4	4	5	5	4	4	5	5	4	4
73	5	5	4	5	4	5	5	5	4	4

**Lampiran 22**

**Data Uji MSI *Employee Engagement* (Y)**

No	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Total
1	2,743	3,963	3,802	2,686	2,686	2,615	1,000	3,915	2,604	2,664	28,677
2	2,743	3,963	2,262	2,686	2,686	2,615	1,000	2,256	2,604	2,664	25,477
3	2,743	3,963	3,802	2,686	2,686	1,000	2,599	3,915	1,000	2,664	27,057
4	2,743	3,963	3,802	2,686	1,000	2,615	2,599	3,915	2,604	1,000	26,926
5	2,743	3,963	3,802	2,686	2,686	2,615	1,000	2,256	1,000	2,664	25,414
6	2,743	3,963	2,262	1,000	2,686	2,615	1,000	3,915	2,604	1,000	23,787
7	2,743	3,963	2,262	2,686	2,686	2,615	1,000	2,256	2,604	2,664	25,477
8	2,743	3,963	3,802	1,000	2,686	1,000	1,000	3,915	1,000	1,000	22,108
9	2,743	3,963	2,262	2,686	2,686	1,000	2,599	3,915	2,604	1,000	25,456
10	2,743	3,963	3,802	2,686	1,000	2,615	2,599	2,256	2,604	2,664	26,931
11	2,743	3,963	3,802	2,686	1,000	2,615	1,000	3,915	1,000	2,664	25,387
12	2,743	3,963	3,802	2,686	2,686	1,000	1,000	3,915	1,000	2,664	25,458
13	2,743	3,963	3,802	2,686	2,686	2,615	2,599	3,915	2,604	2,664	30,275
14	2,743	2,453	3,802	2,686	2,686	2,615	1,000	3,915	1,000	1,000	23,899
15	2,743	3,963	2,262	2,686	2,686	1,000	1,000	3,915	1,000	2,664	23,918
16	2,743	3,963	3,802	2,686	1,000	1,000	1,000	3,915	2,604	2,664	25,376
17	2,743	2,453	3,802	2,686	1,000	2,615	1,000	3,915	1,000	2,664	23,877
18	1,000	2,453	1,000	1,000	2,686	2,615	2,599	3,915	1,000	2,664	20,932
19	2,743	3,963	3,802	1,000	2,686	2,615	1,000	3,915	2,604	2,664	26,991
20	2,743	2,453	3,802	2,686	2,686	1,000	2,599	3,915	2,604	2,664	27,151
21	2,743	2,453	2,262	2,686	2,686	2,615	2,599	3,915	2,604	2,664	27,225
22	2,743	3,963	3,802	1,000	2,686	2,615	2,599	2,256	2,604	2,664	26,931
23	2,743	2,453	2,262	1,000	2,686	2,615	2,599	3,915	1,000	1,000	22,272
24	2,743	2,453	3,802	2,686	2,686	2,615	1,000	3,915	2,604	2,664	27,167
25	1,000	2,453	3,802	1,000	2,686	1,000	2,599	3,915	2,604	2,664	23,722
26	1,000	3,963	3,802	2,686	2,686	1,000	2,599	2,256	2,604	2,664	25,259
27	1,000	2,453	3,802	2,686	2,686	2,615	2,599	3,915	1,000	1,000	23,755
28	1,000	1,000	3,802	1,000	2,686	2,615	2,599	3,915	2,604	1,000	22,220
29	2,743	3,963	2,262	2,686	1,000	1,000	1,000	3,915	2,604	2,664	23,836
30	2,743	2,453	3,802	2,686	2,686	2,615	1,000	2,256	1,000	1,000	22,240
31	2,743	2,453	3,802	1,000	2,686	2,615	2,599	3,915	1,000	2,664	25,476
32	2,743	3,963	3,802	2,686	2,686	2,615	2,599	3,915	2,604	2,664	30,275
33	2,743	2,453	3,802	2,686	1,000	2,615	2,599	3,915	1,000	1,000	23,812
34	2,743	2,453	3,802	2,686	2,686	2,615	2,599	1,000	1,000	2,664	24,247
35	1,000	2,453	3,802	2,686	1,000	1,000	1,000	3,915	2,604	2,664	22,123
36	1,000	2,453	2,262	2,686	1,000	1,000	2,599	3,915	1,000	1,000	18,914

37	2,743	3,963	3,802	2,686	2,686	2,615	2,599	3,915	2,604	2,664	30,275
38	1,000	3,963	3,802	1,000	2,686	1,000	2,599	3,915	1,000	2,664	23,629
39	1,000	3,963	3,802	2,686	1,000	1,000	2,599	3,915	2,604	2,664	25,232
40	2,743	2,453	2,262	2,686	2,686	1,000	1,000	3,915	1,000	2,664	22,408
41	1,000	2,453	3,802	1,000	1,000	2,615	2,599	3,915	2,604	2,664	23,652
42	2,743	3,963	2,262	2,686	1,000	1,000	2,599	3,915	1,000	1,000	22,167
43	2,743	2,453	2,262	2,686	2,686	1,000	2,599	2,256	1,000	1,000	20,684
44	2,743	2,453	3,802	2,686	1,000	1,000	2,599	3,915	2,604	2,664	25,465
45	2,743	3,963	3,802	2,686	2,686	2,615	1,000	3,915	2,604	2,664	28,677
46	2,743	3,963	2,262	2,686	2,686	2,615	1,000	2,256	2,604	2,664	25,477
47	2,743	3,963	3,802	2,686	2,686	1,000	2,599	3,915	1,000	2,664	27,057
48	2,743	3,963	3,802	2,686	1,000	2,615	2,599	3,915	2,604	1,000	26,926
49	2,743	3,963	3,802	2,686	2,686	2,615	1,000	2,256	1,000	2,664	25,414
50	2,743	3,963	2,262	1,000	2,686	2,615	1,000	3,915	2,604	1,000	23,787
51	2,743	3,963	2,262	2,686	2,686	2,615	1,000	2,256	2,604	2,664	25,477
52	2,743	3,963	3,802	1,000	2,686	1,000	1,000	3,915	1,000	1,000	22,108
53	2,743	3,963	2,262	2,686	2,686	1,000	2,599	3,915	2,604	1,000	25,456
54	2,743	3,963	3,802	2,686	1,000	2,615	2,599	2,256	2,604	2,664	26,931
55	2,743	3,963	3,802	2,686	1,000	2,615	1,000	3,915	1,000	2,664	25,387
56	2,743	3,963	3,802	2,686	2,686	1,000	1,000	3,915	1,000	2,664	25,458
57	2,743	3,963	3,802	2,686	2,686	2,615	2,599	3,915	2,604	2,664	30,275
58	2,743	2,453	3,802	2,686	2,686	2,615	1,000	3,915	1,000	1,000	23,899
59	2,743	3,963	2,262	2,686	2,686	1,000	1,000	3,915	1,000	2,664	23,918
60	2,743	3,963	3,802	2,686	1,000	1,000	1,000	3,915	2,604	2,664	25,376
61	2,743	2,453	3,802	2,686	1,000	2,615	1,000	3,915	1,000	2,664	23,877
62	1,000	2,453	1,000	1,000	2,686	2,615	2,599	3,915	1,000	2,664	20,932
63	2,743	3,963	3,802	1,000	2,686	2,615	1,000	3,915	2,604	2,664	26,991
64	2,743	2,453	3,802	2,686	2,686	1,000	2,599	3,915	2,604	2,664	27,151
65	2,743	2,453	2,262	2,686	2,686	2,615	2,599	3,915	2,604	2,664	27,225
66	2,743	3,963	3,802	1,000	2,686	2,615	2,599	2,256	2,604	2,664	26,931
67	2,743	2,453	2,262	1,000	2,686	2,615	2,599	3,915	1,000	1,000	22,272
68	2,743	2,453	3,802	2,686	2,686	2,615	1,000	3,915	2,604	2,664	27,167
69	1,000	2,453	3,802	1,000	2,686	1,000	2,599	3,915	2,604	2,664	23,722
70	1,000	3,963	3,802	2,686	2,686	1,000	2,599	2,256	2,604	2,664	25,259
71	1,000	2,453	3,802	2,686	2,686	2,615	2,599	3,915	1,000	1,000	23,755
72	1,000	1,000	3,802	1,000	2,686	2,615	2,599	3,915	2,604	1,000	22,220
73	2,743	3,963	2,262	2,686	1,000	1,000	1,000	3,915	2,604	2,664	23,836

**Lampiran 23**

**Data Uji MSI *Quality Of Work Life* (X1)**

No	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total
1	4,005	4,249	3,317	3,866	3,878	3,974	2,854	3,603	2,611	4,156	36,514
2	4,005	4,249	2,095	2,559	3,878	3,974	2,854	3,603	2,611	2,759	32,587
3	4,005	4,249	3,317	3,866	3,878	2,699	4,156	3,603	1,000	4,156	34,930
4	4,005	4,249	3,317	3,866	2,426	3,974	4,156	3,603	2,611	2,759	34,968
5	4,005	4,249	3,317	3,866	3,878	3,974	2,854	2,348	1,000	4,156	33,649
6	4,005	4,249	2,095	2,559	3,878	3,974	2,854	3,603	2,611	2,759	32,587
7	2,497	2,723	1,000	1,735	2,426	2,699	2,854	3,603	1,000	2,759	23,297
8	4,005	2,723	3,317	3,866	3,878	3,974	2,854	2,348	1,000	2,759	30,725
9	4,005	2,723	3,317	2,559	3,878	3,974	4,156	3,603	1,000	4,156	33,372
10	4,005	2,723	2,095	3,866	3,878	3,974	4,156	3,603	2,611	4,156	35,067
11	4,005	2,723	3,317	2,559	3,878	3,974	4,156	3,603	1,000	4,156	33,372
12	2,497	2,723	3,317	2,559	2,426	1,813	1,878	1,742	1,000	1,685	21,641
13	4,005	4,249	3,317	3,866	3,878	3,974	4,156	3,603	2,611	4,156	37,816
14	2,497	2,723	3,317	2,559	2,426	3,974	2,854	2,348	1,000	2,759	26,460
15	2,497	2,723	2,095	2,559	2,426	2,699	1,878	2,348	1,000	4,156	24,381
16	4,005	4,249	3,317	3,866	2,426	2,699	2,854	3,603	2,611	4,156	33,787
17	2,497	4,249	3,317	3,866	2,426	2,699	4,156	3,603	2,611	2,759	32,185
18	2,497	2,723	1,575	2,559	2,426	1,813	2,854	1,000	1,000	2,759	21,207
19	4,005	2,723	2,095	3,866	3,878	3,974	4,156	3,603	2,611	4,156	35,067
20	4,005	4,249	3,317	2,559	3,878	3,974	4,156	2,348	2,611	4,156	35,254
21	4,005	2,723	2,095	2,559	3,878	3,974	4,156	3,603	1,000	2,759	30,752
22	4,005	2,723	3,317	3,866	3,878	3,974	2,854	3,603	2,611	4,156	34,988
23	1,000	1,000	1,000	3,866	1,000	1,813	1,000	1,742	1,000	1,000	14,421
24	2,497	2,723	2,095	2,559	2,426	2,699	1,878	2,348	1,000	4,156	24,381
25	2,497	2,723	1,000	1,735	1,000	1,813	1,878	1,000	1,000	1,685	16,331
26	4,005	4,249	2,095	3,866	2,426	3,974	4,156	3,603	1,000	4,156	33,532
27	2,497	2,723	1,000	1,000	2,426	1,000	2,854	1,742	1,000	2,759	19,002
28	2,497	2,723	1,000	1,735	2,426	2,699	2,854	3,603	1,000	2,759	23,297
29	2,497	4,249	3,317	3,866	2,426	2,699	4,156	3,603	2,611	2,759	32,185
30	2,497	2,723	1,000	1,000	2,426	1,000	2,854	1,742	1,000	2,759	19,002
31	4,005	4,249	3,317	2,559	3,878	2,699	4,156	3,603	2,611	2,759	33,836
32	4,005	4,249	3,317	3,866	3,878	3,974	4,156	3,603	2,611	4,156	37,816
33	2,497	2,723	3,317	3,866	2,426	2,699	4,156	3,603	1,000	2,759	29,048
34	4,005	4,249	2,095	3,866	2,426	3,974	4,156	3,603	1,000	2,759	32,135
35	2,497	2,723	3,317	3,866	2,426	2,699	2,854	2,348	1,000	2,759	26,491

36	2,497	2,723	2,095	3,866	2,426	2,699	4,156	3,603	1,000	2,759	27,825
37	4,005	4,249	3,317	3,866	3,878	3,974	4,156	3,603	2,611	4,156	37,816
38	2,497	4,249	3,317	2,559	3,878	2,699	4,156	3,603	1,000	4,156	32,115
39	2,497	4,249	3,317	3,866	2,426	2,699	4,156	3,603	2,611	4,156	33,582
40	4,005	2,723	2,095	3,866	2,426	2,699	2,854	3,603	2,611	4,156	31,038
41	2,497	2,723	3,317	3,866	2,426	2,699	2,854	2,348	1,000	2,759	26,491
42	4,005	2,723	2,095	3,866	3,878	2,699	2,854	3,603	1,000	4,156	30,879
43	4,005	2,723	2,095	3,866	3,878	2,699	4,156	2,348	1,000	2,759	29,529
44	2,497	2,723	2,095	3,866	2,426	2,699	4,156	3,603	1,000	2,759	27,825
45	4,005	4,249	3,317	3,866	3,878	3,974	2,854	3,603	2,611	4,156	36,514
46	4,005	4,249	2,095	2,559	3,878	3,974	2,854	3,603	2,611	2,759	32,587
47	4,005	4,249	3,317	3,866	3,878	2,699	4,156	3,603	1,000	4,156	34,930
48	4,005	4,249	3,317	3,866	2,426	3,974	4,156	3,603	2,611	2,759	34,968
49	4,005	4,249	3,317	3,866	3,878	3,974	2,854	2,348	1,000	4,156	33,649
50	4,005	4,249	2,095	2,559	3,878	3,974	2,854	3,603	2,611	2,759	32,587
51	2,497	2,723	1,000	1,735	2,426	2,699	2,854	3,603	1,000	2,759	23,297
52	4,005	2,723	3,317	3,866	3,878	3,974	2,854	2,348	1,000	2,759	30,725
53	4,005	2,723	3,317	2,559	3,878	3,974	4,156	3,603	1,000	4,156	33,372
54	4,005	2,723	2,095	3,866	3,878	3,974	4,156	3,603	2,611	4,156	35,067
55	4,005	2,723	3,317	2,559	3,878	3,974	4,156	3,603	1,000	4,156	33,372
56	2,497	2,723	3,317	2,559	2,426	1,813	1,878	1,742	1,000	1,685	21,641
57	4,005	4,249	3,317	3,866	3,878	3,974	4,156	3,603	2,611	4,156	37,816
58	2,497	2,723	3,317	2,559	2,426	3,974	2,854	2,348	1,000	2,759	26,460
59	2,497	2,723	2,095	2,559	2,426	2,699	1,878	2,348	1,000	4,156	24,381
60	4,005	4,249	3,317	3,866	2,426	2,699	2,854	3,603	2,611	4,156	33,787
61	2,497	4,249	3,317	3,866	2,426	2,699	4,156	3,603	2,611	2,759	32,185
62	2,497	2,723	1,575	2,559	2,426	1,813	2,854	1,000	1,000	2,759	21,207
63	4,005	2,723	2,095	3,866	3,878	3,974	4,156	3,603	2,611	4,156	35,067
64	4,005	4,249	3,317	2,559	3,878	3,974	4,156	2,348	2,611	4,156	35,254
65	4,005	2,723	2,095	2,559	3,878	3,974	4,156	3,603	1,000	2,759	30,752
66	4,005	2,723	3,317	3,866	3,878	3,974	2,854	3,603	2,611	4,156	34,988
67	1,000	1,000	1,000	3,866	1,000	1,813	1,000	1,742	1,000	1,000	14,421
68	2,497	2,723	2,095	2,559	2,426	2,699	1,878	2,348	1,000	4,156	24,381
69	2,497	2,723	1,000	1,735	1,000	1,813	1,878	1,000	1,000	1,685	16,331
70	4,005	4,249	2,095	3,866	2,426	3,974	4,156	3,603	1,000	4,156	33,532
71	2,497	2,723	1,000	1,000	2,426	1,000	2,854	1,742	1,000	2,759	19,002
72	2,497	2,723	1,000	1,735	2,426	2,699	2,854	3,603	1,000	2,759	23,297
73	2,497	4,249	3,317	3,866	2,426	2,699	4,156	3,603	2,611	2,759	32,185

Lampiran 24

Data Uji MSI *Internal Corporate Sociasl Responsibility* (X2)

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	Total
1	2,632	4,047	2,712	2,698	1,000	2,597	1,000	3,536	1,000	1,000	1,000	2,632	25,853
2	2,632	4,047	2,712	2,698	2,597	1,000	1,000	3,536	1,000	1,000	1,000	2,632	25,853
3	2,632	4,047	2,712	2,698	2,597	2,597	3,085	3,536	1,000	2,743	2,599	2,632	32,876
4	2,632	2,540	2,712	2,698	2,597	2,597	1,991	3,536	2,781	1,000	1,000	1,000	27,084
5	2,632	4,047	1,000	2,698	2,597	1,000	1,991	3,536	1,000	1,000	1,000	2,632	25,133
6	2,632	4,047	2,712	2,698	1,000	1,000	1,991	3,536	1,000	1,000	2,599	2,632	26,846
7	1,000	2,540	2,712	2,698	2,597	2,597	1,000	3,536	1,000	2,743	1,000	1,000	24,423
8	1,000	1,000	2,712	1,000	2,597	2,597	3,085	3,536	2,781	1,000	2,599	1,000	24,906
9	2,632	4,047	1,000	2,698	1,000	1,000	1,991	3,536	1,000	1,000	2,599	2,632	25,134
10	1,000	2,540	2,712	2,698	2,597	1,000	1,000	3,536	1,000	1,000	1,000	1,000	21,083
11	1,000	4,047	2,712	2,698	1,000	1,000	3,085	3,536	1,000	2,743	2,599	1,000	26,418
12	2,632	2,540	2,712	2,698	2,597	2,597	1,000	3,536	1,000	1,000	2,599	2,632	27,542
13	1,000	4,047	2,712	1,000	1,000	2,597	3,085	1,835	1,000	1,000	2,599	2,632	24,506
14	2,632	4,047	2,712	2,698	1,000	1,000	1,000	3,536	1,000	1,000	2,599	2,632	25,854
15	1,000	2,540	1,000	2,698	1,000	1,000	3,085	3,536	1,000	1,000	1,000	1,000	19,858
16	2,632	4,047	1,000	2,698	1,000	1,000	1,000	3,536	1,000	1,000	2,599	2,632	24,143
17	2,632	2,540	2,712	2,698	2,597	2,597	3,085	1,835	1,000	1,000	1,000	1,000	24,696
18	2,632	2,540	2,712	1,000	2,597	2,597	3,085	3,536	1,000	2,743	1,000	2,632	28,073
19	1,000	4,047	2,712	1,000	2,597	1,000	1,000	3,536	1,000	1,000	1,000	2,632	22,523
20	1,000	2,540	1,000	2,698	1,000	1,000	3,085	3,536	1,000	1,000	1,000	1,000	19,858
21	2,632	4,047	2,712	2,698	1,000	1,000	3,085	3,536	1,000	1,000	2,599	1,000	26,307
22	1,000	4,047	2,712	1,000	2,597	1,000	1,991	3,536	2,781	2,743	1,000	2,632	27,038
23	1,000	4,047	2,712	2,698	1,000	1,000	3,085	3,536	2,781	1,000	2,599	2,632	28,088
24	2,632	4,047	2,712	2,698	2,597	1,000	1,991	3,536	1,000	1,000	1,000	2,632	26,844
25	2,632	2,540	2,712	2,698	2,597	2,597	3,085	3,536	1,000	1,000	2,599	2,632	29,627
26	2,632	2,540	2,712	1,000	2,597	2,597	3,085	3,536	1,000	2,743	1,000	2,632	28,073
27	2,632	4,047	2,712	2,698	2,597	2,597	1,991	3,536	1,000	1,000	2,599	2,632	30,040
28	2,632	4,047	2,712	1,000	1,000	2,597	1,991	3,536	1,000	1,000	1,000	1,000	23,514
29	2,632	2,540	2,712	2,698	2,597	2,597	1,991	1,000	1,000	1,000	1,000	2,632	24,399
30	2,632	4,047	2,712	2,698	1,000	1,000	1,991	3,536	2,781	2,743	2,599	2,632	30,369
31	1,000	2,540	1,000	2,698	1,000	1,000	1,991	3,536	1,000	1,000	1,000	1,000	18,765
32	2,632	2,540	2,712	2,698	2,597	2,597	3,085	3,536	1,000	1,000	2,599	2,632	29,627
33	1,000	4,047	2,712	1,000	2,597	1,000	3,085	3,536	1,000	1,000	1,000	2,632	24,608
34	1,000	2,540	2,712	1,000	1,000	2,597	3,085	1,835	2,781	1,000	1,000	1,000	21,549
35	2,632	4,047	1,000	2,698	1,000	1,000	1,000	3,536	1,000	1,000	1,000	1,000	20,912

36	2,632	2,540	1,000	2,698	2,597	2,597	1,000	1,835	1,000	1,000	1,000	2,632	22,531
37	2,632	4,047	2,712	2,698	1,000	2,597	3,085	3,536	1,000	2,743	2,599	2,632	31,279
38	2,632	2,540	1,000	2,698	1,000	1,000	3,085	3,536	1,000	1,000	2,599	2,632	24,721
39	1,000	2,540	2,712	1,000	1,000	2,597	1,000	3,536	1,000	1,000	2,599	2,632	22,615
40	2,632	2,540	1,000	2,698	2,597	1,000	1,000	3,536	1,000	1,000	1,000	2,632	22,634
41	1,000	2,540	2,712	1,000	1,000	2,597	1,000	3,536	2,781	2,743	2,599	2,632	26,139
42	2,632	4,047	1,000	2,698	1,000	1,000	3,085	3,536	1,000	1,000	1,000	1,000	22,997
43	2,632	2,540	1,000	2,698	2,597	1,000	3,085	1,835	1,000	1,000	1,000	1,000	21,387
44	2,632	2,540	2,712	2,698	1,000	1,000	3,085	3,536	1,000	2,743	2,599	2,632	28,175
45	2,632	4,047	2,712	2,698	1,000	2,597	1,000	3,536	2,781	1,000	1,000	2,632	27,633
46	2,632	4,047	2,712	2,698	2,597	1,000	1,000	3,536	1,000	1,000	1,000	2,632	25,853
47	2,632	4,047	2,712	2,698	2,597	2,597	3,085	3,536	1,000	1,000	2,599	2,632	31,134
48	2,632	2,540	2,712	2,698	2,597	2,597	1,991	3,536	1,000	2,743	1,000	1,000	27,046
49	2,632	4,047	1,000	2,698	2,597	1,000	1,991	3,536	1,000	1,000	1,000	2,632	25,133
50	2,632	4,047	2,712	2,698	1,000	1,000	1,991	3,536	1,000	1,000	2,599	2,632	26,846
51	1,000	2,540	2,712	2,698	2,597	2,597	1,000	3,536	1,000	1,000	1,000	1,000	22,680
52	1,000	1,000	2,712	1,000	2,597	2,597	3,085	3,536	2,781	2,743	2,599	1,000	26,649
53	2,632	4,047	1,000	2,698	1,000	1,000	1,991	3,536	1,000	1,000	2,599	2,632	25,134
54	1,000	2,540	2,712	2,698	2,597	1,000	1,000	3,536	1,000	1,000	1,000	1,000	21,083
55	1,000	4,047	2,712	2,698	1,000	1,000	3,085	3,536	1,000	1,000	2,599	1,000	24,676
56	2,632	2,540	2,712	2,698	2,597	2,597	1,000	3,536	2,781	1,000	2,599	2,632	29,323
57	1,000	4,047	2,712	1,000	1,000	2,597	3,085	1,835	1,000	1,000	2,599	2,632	24,506
58	2,632	4,047	2,712	2,698	1,000	1,000	1,000	3,536	1,000	1,000	2,599	2,632	25,854
59	1,000	2,540	1,000	2,698	1,000	1,000	3,085	3,536	1,000	2,743	1,000	1,000	21,601
60	2,632	4,047	1,000	2,698	1,000	1,000	1,000	3,536	2,781	1,000	2,599	2,632	25,923
61	2,632	2,540	2,712	2,698	2,597	2,597	3,085	1,835	1,000	1,000	1,000	1,000	24,696
62	2,632	2,540	2,712	1,000	2,597	2,597	3,085	3,536	1,000	1,000	1,000	2,632	26,330
63	1,000	4,047	2,712	1,000	2,597	1,000	1,000	3,536	1,000	2,743	1,000	2,632	24,266
64	1,000	2,540	1,000	2,698	1,000	1,000	3,085	3,536	1,000	1,000	1,000	1,000	19,858
65	2,632	4,047	2,712	2,698	1,000	1,000	3,085	3,536	1,000	1,000	2,599	1,000	26,307
66	1,000	4,047	2,712	1,000	2,597	1,000	1,991	3,536	1,000	1,000	1,000	2,632	23,514
67	1,000	4,047	2,712	2,698	1,000	1,000	3,085	3,536	2,781	2,743	2,599	2,632	29,831
68	2,632	4,047	2,712	2,698	2,597	1,000	1,991	3,536	1,000	1,000	1,000	2,632	26,844
69	2,632	2,540	2,712	2,698	2,597	2,597	3,085	3,536	1,000	1,000	2,599	2,632	29,627
70	2,632	2,540	2,712	1,000	2,597	2,597	3,085	3,536	1,000	1,000	1,000	2,632	26,330
71	2,632	4,047	2,712	2,698	2,597	2,597	1,991	3,536	2,781	1,000	2,599	2,632	31,821
72	2,632	4,047	2,712	1,000	1,000	2,597	1,991	3,536	1,000	1,000	1,000	1,000	23,514
73	2,632	2,540	2,712	2,698	2,597	2,597	1,991	1,000	1,000	1,000	1,000	2,632	24,399



**Lampiran 25**

**Data Uji MSI *Work Life Balance* (X3)**

No	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Total
1	3,822	2,646	1,000	2,620	1,000	2,599	2,625	3,853	1,000	2,611	23,776
2	2,287	2,646	2,655	1,000	1,000	2,599	2,625	3,853	2,601	1,000	22,267
3	3,822	2,646	2,655	2,620	1,000	1,000	1,000	3,853	1,000	2,611	22,206
4	2,287	2,646	2,655	1,000	1,000	2,599	2,625	3,853	1,000	2,611	22,276
5	1,000	1,000	2,655	1,000	2,601	2,599	2,625	3,853	1,000	2,611	20,944
6	2,287	2,646	2,655	2,620	1,000	1,000	2,625	3,853	2,601	1,000	22,288
7	3,822	1,000	2,655	2,620	2,601	2,599	2,625	3,853	2,601	2,611	26,986
8	2,287	2,646	2,655	1,000	1,000	2,599	1,000	2,146	2,601	2,611	20,545
9	2,287	1,000	1,000	1,000	1,000	1,000	2,625	3,853	1,000	1,000	15,766
10	3,822	2,646	2,655	2,620	1,000	1,000	2,625	3,853	2,601	2,611	25,433
11	2,287	1,000	2,655	2,620	2,601	1,000	1,000	3,853	1,000	1,000	19,016
12	3,822	2,646	2,655	1,000	2,601	1,000	2,625	3,853	2,601	1,000	23,803
13	3,822	2,646	2,655	2,620	1,000	1,000	2,625	3,853	2,601	2,611	25,433
14	3,822	2,646	2,655	1,000	2,601	2,599	2,625	3,853	2,601	2,611	27,013
15	3,822	1,000	2,655	2,620	2,601	1,000	2,625	3,853	2,601	1,000	23,777
16	3,822	2,646	2,655	1,000	1,000	1,000	1,000	3,853	1,000	2,611	20,586
17	3,822	1,000	1,000	2,620	1,000	1,000	1,000	3,853	2,601	2,611	20,506
18	3,822	2,646	2,655	2,620	1,000	1,000	1,000	3,853	2,601	1,000	22,197
19	3,822	2,646	2,655	2,620	2,601	2,599	2,625	3,853	2,601	2,611	28,633
20	3,822	1,000	1,000	2,620	2,601	1,000	1,000	3,853	2,601	1,000	20,497
21	3,822	2,646	1,000	1,000	2,601	1,000	1,000	2,146	2,601	2,611	20,426
22	3,822	2,646	2,655	2,620	2,601	1,000	1,000	2,146	2,601	2,611	23,701
23	3,822	2,646	2,655	2,620	2,601	2,599	2,625	2,146	1,000	1,000	23,714
24	3,822	2,646	2,655	2,620	1,000	1,000	2,625	3,853	2,601	1,000	23,822
25	3,822	2,646	1,000	1,000	1,000	1,000	1,000	3,853	1,000	2,611	18,932
26	3,822	2,646	1,000	2,620	2,601	2,599	2,625	3,853	2,601	2,611	26,978
27	2,287	2,646	1,000	1,000	1,000	2,599	1,000	3,853	2,601	2,611	20,597
28	2,287	1,000	2,655	2,620	1,000	1,000	2,625	3,853	1,000	1,000	19,040
29	3,822	2,646	1,000	2,620	1,000	2,599	2,625	3,853	1,000	1,000	22,165
30	3,822	1,000	1,000	1,000	2,601	2,599	1,000	3,853	2,601	2,611	22,086
31	3,822	1,000	2,655	1,000	2,601	2,599	2,625	3,853	1,000	2,611	23,765
32	3,822	2,646	2,655	2,620	2,601	2,599	2,625	3,853	2,601	2,611	28,633
33	3,822	2,646	2,655	1,000	1,000	2,599	2,625	3,853	1,000	1,000	22,200
34	3,822	1,000	2,655	2,620	2,601	2,599	2,625	1,000	1,000	2,611	22,532
35	2,287	1,000	2,655	2,620	1,000	1,000	1,000	2,146	1,000	1,000	15,708

36	2,287	1,000	1,000	2,620	1,000	1,000	2,625	3,853	1,000	1,000	17,386
37	3,822	2,646	2,655	2,620	2,601	2,599	2,625	3,853	2,601	2,611	28,633
38	2,287	2,646	2,655	1,000	2,601	1,000	2,625	3,853	1,000	2,611	22,278
39	2,287	2,646	2,655	2,620	1,000	1,000	2,625	3,853	2,601	2,611	23,898
40	3,822	2,646	2,655	2,620	2,601	1,000	1,000	3,853	1,000	2,611	23,807
41	2,287	1,000	2,655	1,000	1,000	2,599	1,000	2,146	1,000	1,000	15,687
42	3,822	2,646	1,000	2,620	1,000	1,000	2,625	3,853	1,000	1,000	20,566
43	3,822	1,000	1,000	2,620	2,601	2,599	2,625	2,146	1,000	2,611	22,023
44	3,822	2,646	2,655	2,620	1,000	2,599	2,625	3,853	2,601	2,611	27,032
45	3,822	2,646	1,000	2,620	1,000	2,599	2,625	3,853	1,000	2,611	23,776
46	2,287	2,646	2,655	1,000	1,000	2,599	2,625	3,853	2,601	1,000	22,267
47	3,822	2,646	2,655	2,620	1,000	1,000	1,000	3,853	1,000	2,611	22,206
48	2,287	2,646	2,655	1,000	1,000	2,599	2,625	3,853	1,000	2,611	22,276
49	1,000	1,000	2,655	1,000	2,601	2,599	2,625	3,853	1,000	2,611	20,944
50	2,287	2,646	2,655	2,620	1,000	1,000	2,625	3,853	2,601	1,000	22,288
51	3,822	1,000	2,655	2,620	2,601	2,599	2,625	3,853	2,601	2,611	26,986
52	2,287	2,646	2,655	1,000	1,000	2,599	1,000	2,146	2,601	2,611	20,545
53	2,287	1,000	1,000	1,000	1,000	1,000	2,625	3,853	1,000	1,000	15,766
54	3,822	2,646	2,655	2,620	1,000	1,000	2,625	3,853	2,601	2,611	25,433
55	2,287	1,000	2,655	2,620	2,601	1,000	1,000	3,853	1,000	1,000	19,016
56	3,822	2,646	2,655	1,000	2,601	1,000	2,625	3,853	2,601	1,000	23,803
57	3,822	2,646	2,655	2,620	1,000	1,000	2,625	3,853	2,601	2,611	25,433
58	3,822	2,646	2,655	1,000	2,601	2,599	2,625	3,853	2,601	2,611	27,013
59	3,822	1,000	2,655	2,620	2,601	1,000	2,625	3,853	2,601	1,000	23,777
60	3,822	2,646	2,655	1,000	1,000	1,000	1,000	3,853	1,000	2,611	20,586
61	3,822	1,000	1,000	2,620	1,000	1,000	1,000	3,853	2,601	2,611	20,506
62	3,822	2,646	2,655	2,620	1,000	1,000	1,000	3,853	2,601	1,000	22,197
63	3,822	2,646	2,655	2,620	2,601	2,599	2,625	3,853	2,601	2,611	28,633
64	3,822	1,000	1,000	2,620	2,601	1,000	1,000	3,853	2,601	1,000	20,497
65	3,822	2,646	1,000	1,000	2,601	1,000	1,000	2,146	2,601	2,611	20,426
66	3,822	2,646	2,655	2,620	2,601	1,000	1,000	2,146	2,601	2,611	23,701
67	3,822	2,646	2,655	2,620	2,601	2,599	2,625	2,146	1,000	1,000	23,714
68	3,822	2,646	2,655	2,620	1,000	1,000	2,625	3,853	2,601	1,000	23,822
69	3,822	2,646	1,000	1,000	1,000	1,000	1,000	3,853	1,000	2,611	18,932
70	3,822	2,646	1,000	2,620	2,601	2,599	2,625	3,853	2,601	2,611	26,978
71	2,287	2,646	1,000	1,000	1,000	2,599	1,000	3,853	2,601	2,611	20,597
72	2,287	1,000	2,655	2,620	1,000	1,000	2,625	3,853	1,000	1,000	19,040
73	3,822	2,646	1,000	2,620	1,000	2,599	2,625	3,853	1,000	1,000	22,165

**Lampiran 26**

**Hasil Uji Normalitas**  
*Kolmogorov Smirnov*

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		73
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.60030090
Most Extreme Differences	Absolute	.070
	Positive	.059
	Negative	-.070
Test Statistic		.070
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

Sumber: Olah Data SPSS 2024

**Lampiran 27**

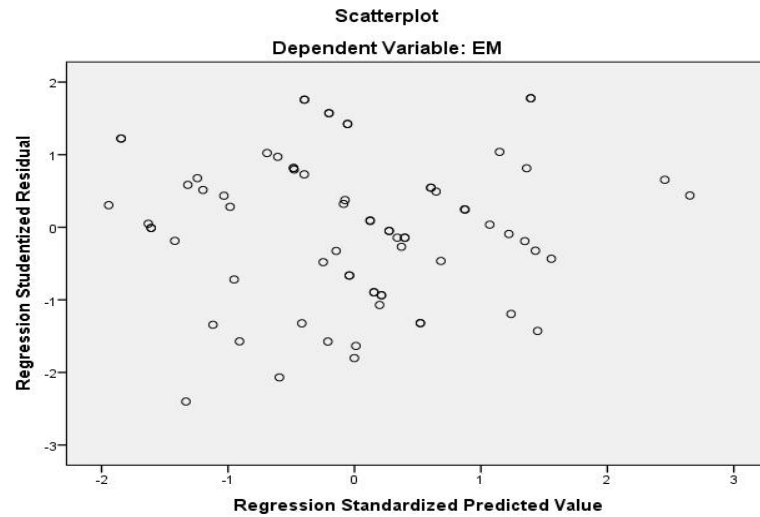
**Hasil Uji Multikolinearitas**

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.216	2.413		2.991	.004		
	WLB	.238	.033	.621	7.157	.000	.886	1.129
	ICSR	.208	.066	.269	3.134	.003	.907	1.103
	QWL	.240	.064	.315	3.780	.000	.959	1.043

Sumber: Olah Data SPSS 2024

## Lampiran 28

### Hasil Uji Heteroskedasdisitas



Sumber : Olah Data SPSS 2024

## Lampiran 29

### Hasil Uji Autokorelasi

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.734 <sup>a</sup>	.539	.519	1.634720	1.978

Sumber : Olah Data SPSS 2024

## Lampiran 30

### Hasil Uji Analisis Regresi Linear Berganda

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.216	2.413		2.991	.004
	QWL	.238	.033	.621	7.157	.000
	ICSR	.208	.066	.269	3.134	.003
	WLB	.240	.064	.315	3.780	.000

Sumber : Olah Data SPSS 2024

### Lampiran 31

#### Hasil Uji Parsial (Uji t)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.216	2.413		2.991	.004
	QWL	.238	.033	.621	7.157	.000
	ICSR	.208	.066	.269	3.134	.003
	WLB	.240	.064	.315	3.780	.000

Sumber : Olah Data SPSS 2024

### Lampiran 32

#### Hasil Uji Simultan (Uji F)

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	215.949	3	71.983	26.937	.000 <sup>b</sup>
	Residual	184.389	69	2.672		
	Total	400.338	72			

Sumber : Olah Data SPSS 2024

### Lampiran 33

#### Hasil Uji Koefisien Determinasi (R<sup>2</sup>)

##### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.734 <sup>a</sup>	.539	.519	1.634720

a. Predictors: (Constant), QWL, ICSR, WLB

Sumber : Olah Data SPSS 2024

Lampiran 34

Data r Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541

Lampiran 35

Data t Tabel  
Titik Persentase Distribusi t

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
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688

df \ Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67805	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526



Lampiran 36

**Data F Tabel**  
**Titik Persentase Distribusi F untuk Probabilitas + 0,05**

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78

## Lampiran 37

### Tabel Durbin Watson

Tabel Durbin-Watson (DW),  $\alpha = 5\%$

n	k=1		k=2		k=3		k=4		k=5	
	dL	dU	dL	dU	dL	dU	dL	dU	dL	dU
71	1.5865	1.6435	1.5577	1.6733	1.5284	1.7041	1.4987	1.7358	1.4685	1.7685
72	1.5895	1.6457	1.5611	1.6751	1.5323	1.7054	1.5029	1.7366	1.4732	1.7688
73	1.5924	1.6479	1.5645	1.6769	1.5360	1.7067	1.5071	1.7375	1.4778	1.7691
74	1.5953	1.6500	1.5677	1.6785	1.5397	1.7079	1.5112	1.7383	1.4822	1.7694
75	1.5981	1.6521	1.5709	1.6802	1.5432	1.7092	1.5151	1.7390	1.4866	1.7698
76	1.6009	1.6541	1.5740	1.6819	1.5467	1.7104	1.5190	1.7399	1.4909	1.7701
77	1.6036	1.6561	1.5771	1.6835	1.5502	1.7117	1.5228	1.7407	1.4950	1.7704
78	1.6063	1.6581	1.5801	1.6851	1.5535	1.7129	1.5265	1.7415	1.4991	1.7708
79	1.6089	1.6601	1.5830	1.6867	1.5568	1.7141	1.5302	1.7423	1.5031	1.7712
80	1.6114	1.6620	1.5859	1.6882	1.5600	1.7153	1.5337	1.7430	1.5070	1.7716
81	1.6139	1.6639	1.5888	1.6898	1.5632	1.7164	1.5372	1.7438	1.5109	1.7720
82	1.6164	1.6657	1.5915	1.6913	1.5663	1.7176	1.5406	1.7446	1.5146	1.7724
83	1.6188	1.6675	1.5942	1.6928	1.5693	1.7187	1.5440	1.7454	1.5183	1.7728
84	1.6212	1.6693	1.5969	1.6942	1.5723	1.7199	1.5472	1.7462	1.5219	1.7732
85	1.6235	1.6711	1.5995	1.6957	1.5752	1.7210	1.5505	1.7470	1.5254	1.7736
86	1.6258	1.6728	1.6021	1.6971	1.5780	1.7221	1.5536	1.7478	1.5289	1.7740
87	1.6280	1.6745	1.6046	1.6985	1.5808	1.7232	1.5567	1.7485	1.5322	1.7745
88	1.6302	1.6762	1.6071	1.6999	1.5836	1.7243	1.5597	1.7493	1.5356	1.7749
89	1.6324	1.6778	1.6095	1.7013	1.5863	1.7254	1.5627	1.7501	1.5388	1.7754
90	1.6345	1.6794	1.6119	1.7026	1.5889	1.7264	1.5656	1.7508	1.5420	1.7758
91	1.6366	1.6810	1.6143	1.7040	1.5915	1.7275	1.5685	1.7516	1.5452	1.7763
92	1.6387	1.6826	1.6166	1.7053	1.5941	1.7285	1.5713	1.7523	1.5482	1.7767
93	1.6407	1.6841	1.6188	1.7066	1.5966	1.7295	1.5741	1.7531	1.5513	1.7772
94	1.6427	1.6857	1.6211	1.7078	1.5991	1.7306	1.5768	1.7538	1.5542	1.7776
95	1.6447	1.6872	1.6233	1.7091	1.6015	1.7316	1.5795	1.7546	1.5572	1.7781
96	1.6466	1.6887	1.6254	1.7103	1.6039	1.7326	1.5821	1.7553	1.5600	1.7785
97	1.6485	1.6901	1.6275	1.7116	1.6063	1.7335	1.5847	1.7560	1.5628	1.7790
98	1.6504	1.6916	1.6296	1.7128	1.6086	1.7345	1.5872	1.7567	1.5656	1.7795
99	1.6522	1.6930	1.6317	1.7140	1.6108	1.7355	1.5897	1.7575	1.5683	1.7799
100	1.6540	1.6944	1.6337	1.7152	1.6131	1.7364	1.5922	1.7582	1.5710	1.7804
101	1.6558	1.6958	1.6357	1.7163	1.6153	1.7374	1.5946	1.7589	1.5736	1.7809
102	1.6576	1.6971	1.6376	1.7175	1.6174	1.7383	1.5969	1.7596	1.5762	1.7813
103	1.6593	1.6985	1.6396	1.7186	1.6196	1.7392	1.5993	1.7603	1.5788	1.7818
104	1.6610	1.6998	1.6415	1.7198	1.6217	1.7402	1.6016	1.7610	1.5813	1.7823
105	1.6627	1.7011	1.6433	1.7209	1.6237	1.7411	1.6038	1.7617	1.5837	1.7827
106	1.6644	1.7024	1.6452	1.7220	1.6258	1.7420	1.6061	1.7624	1.5861	1.7832
107	1.6660	1.7037	1.6470	1.7231	1.6277	1.7428	1.6083	1.7631	1.5885	1.7837
108	1.6676	1.7050	1.6488	1.7241	1.6297	1.7437	1.6104	1.7637	1.5909	1.7841
109	1.6692	1.7062	1.6505	1.7252	1.6317	1.7446	1.6125	1.7644	1.5932	1.7846
110	1.6708	1.7074	1.6523	1.7262	1.6336	1.7455	1.6146	1.7651	1.5955	1.7851
111	1.6723	1.7086	1.6540	1.7273	1.6355	1.7463	1.6167	1.7657	1.5977	1.7855
112	1.6738	1.7098	1.6557	1.7283	1.6373	1.7472	1.6187	1.7664	1.5999	1.7860
113	1.6753	1.7110	1.6574	1.7293	1.6391	1.7480	1.6207	1.7670	1.6021	1.7864
114	1.6768	1.7122	1.6590	1.7303	1.6410	1.7488	1.6227	1.7677	1.6042	1.7869
115	1.6783	1.7133	1.6606	1.7313	1.6427	1.7496	1.6246	1.7683	1.6063	1.7874
116	1.6797	1.7145	1.6622	1.7323	1.6445	1.7504	1.6265	1.7690	1.6084	1.7878
117	1.6812	1.7156	1.6638	1.7332	1.6462	1.7512	1.6284	1.7696	1.6105	1.7883

## Lampiran 38

### Data Pendukung Penelitian

#### HASIL WAWANCARA AWAL PENELITI DI RUMAH SAKIT DKT PAGONGAN TEGAL TANGGAL 1 FEBRUARI 2024

##### A. IDENTITAS NARASUMBER

**Inisial interviewee** : DJK  
**Unit Kerja** : IGD dan Kamar Operasi  
**Status Pegawai** : Pegawai Negeri Sipil (PNS)  
**Pangkat/Gol** : IV B  
**Jabatan** : Kepala Ruang IGD dan Kamar Operasi

##### B. HASIL WAWANCARA :

Banyak perawat baru yang non PNS masih belum lancar dalam tindakan keperawatan dan mereka juga enggan meminta untuk diajari terkait tindakan kepada pasien. Para perawat baru hanya diam apabila perawat senior sedang melakukan tindakan yang sulit kepada pasien.

Di Rumah Sakit DKT Pagongan tidak ada program untuk menyekolahkan karyawan dengan biaya sponsorship dari Rumah Sakit.

Perawat pelaksana unit IGD sering ditegur oleh Kepala Ruang karena sering melakukan kesalahan dalam prosedur kerja pelayanan pasien.

Perawat selaku tim operasi pasien sulit untuk dihubungi apabila harus dilakukan tindakan operasi yang bersifat *Cito* (segera) kepada pasien disaat tengah malam.

Narasumber,

  
(.....)

**HASIL WAWANCARA AWAL PENELITIAN DI RUMAH SAKIT DKT PAGONGAN  
TEGAL TANGGAL 29 JANUARI 2024**

**A. IDENTITAS NARASUMBER**

**Inisial interviewee** : RFN  
**Unit Kerja** : Kantor  
**Status Pegawai** : Pegawai Negeri Sipil (PNS)  
**Pangkat/Gol** : III B  
**Jabatan** : Staff


**B. HASIL WAWANCARA :**

Prospek karier atau jenjang karier di Rumah Sakit DKT Pagongan Tegal tersedia dalam bentuk promosi jabatan. Namun, promosi jabatan ini hanya di berikan untuk pegawai Militer dan PNS-nya saja, yang sebagaimana sesuai dengan ketentuan peraturan dan perundang-undangan yang berlaku. Dan saat ini Rumah Sakit DKT Pagongan Tegal belum bisa menyediakan prospek karier atau jenjang karier untuk pegawai honorer yang sebagaimana mayoritas petugas paramedis adalah pegawai honorer.

Peralatan dan perlengkapan kerja yang ada di Rumah Sakit Pagongan masih belum terlalu lengkap. Salah satu contoh yaitu bahwa di Rumah Sakit Pagongan tidak bisa menerima pasien ICU dan menerima pasien yang memerlukan tindakan operasi besar.

Karyawan Rumah Sakit DKT Pagongan sering diperintahkan untuk berangkat ke rumah sakit ataupun melaksanakan dinas luar meskipun diluar jam kerja pada karyawan tersebut. Meskipun karyawan Rumah Sakit DKT Pagongan sering diperintahkan untuk berangkat ke rumah sakit ataupun melaksanakan dinas luar namun mereka tidak mendapatkan uang lembur untuk kegiatan tersebut. Hal itu karena bagi lingkungan Rumah Sakit Tentara perintah atasan merupakan kewajiban mutlak yang harus dilaksanakan

Narasumber,

  
(RFN)

**PENGAMBILAN DATA AWAL PENELITIAN**  
**DI RUMAH SAKIT DKT PAGONGAN TEGAL TANGGAL 12 FEBRUARI 2024**

**1. Data Pelatihan External Rumah Sakit DKT Pangongan Tahun 2023**

No.	No. SPRIN	Jenis Pelatihan	Ket.
1	Sprin/03/I/2023	Pelatihan Tim RR KB	Terlaksana
	tanggal 02 Januari 2023		
2	Sprin/20/IV/2023	Pelatihan Penyusunan SPJ dan Entry Data dalam Aplikasi New SIGA	Tidak Terlaksana
	tanggal 26 April 2023		
3	Sprin/24/V/2023	Pelatihan PICU NICU	Tidak Terlaksana
	tanggal 17 Mei 2023		
4	Sgas/39/VII/2023	Sosialisasi Persetujuan Teknis dan Surat Kelayakan Operasional Baku Mutu Air Limbah	Terlaksana
	tanggal 18 Juli 2023		
5	Sprin/40/VIII/2023	Pelatihan Orientasi SIHA 2.1	Tidak Terlaksana
	Sprin/41/VIII/2023		
	Sprin/42/VIII/2023		
	Sprin/43/VIII/2023		
	tanggal 06 Agustus 2023		
6	Sprin/47/VIII/2023	Pelatihan SIHA 2.1	Tidak Terlaksana
	tanggal 06 Agustus 2023		
7	Sgas/56/VIII/2023	Pelatihan Petugas Entry Data New SIGA	Tidak Terlaksana
	tanggal 31 Agustus 2023		
8	Sprin/60/IX/2023	Pertemuan Koordinasi Intensif TBC	Terlaksana
	tanggal 20 September 2023		
9	Sgas/70/X/2023	Joint Validation of Community Data With Health Service Facility Data at District Level	Tidak Terlaksana
	tanggal 06 Oktober 2023		
10	Sgas/75/X/2023	Pertemuan Koordinasi Monitoring dan Evaluasi Implementasi Wajib Laporan, Klaim JKN dan Akreditasi terkait Program TBC	Terlaksana
	tanggal 17 Oktober 2023		
11	Sprin/71/X/2023	Kegiatan Kajibanding Audit Maternal Perinatal Surveilens Respon (AMP-SR)	Tidak Terlaksana
	tanggal 12 Oktober 2023		
12	Sgas/82/XI/2023	Pembinaan Praktik Kedokteran	Tidak Terlaksana
	tanggal 01 November 2023		
13	SPT/83/XI/2023	Peningkatan Capaian dan Mutu Pelayanan Imunisasi di Fasilitas Pelayanan Kesehatan	Terlaksana
	tanggal 20 November 2023		

No.	No. SPRIN	Jenis Pelatihan	Ket.
14	SPT/84/XI/2023	Joint Validation of Community Data With Health Service Facility Data at District Level	Terlaksana
	tanggal 22 November 2023		
15	SPT/85/XI/2023	Peningkatan Kapasitas PDP	Tidak Terlaksana
	tanggal 28 November 2023		

## 2. Data Kompetensi Perawat dan Bidan Rumah Sakit DKT Pagongan

No	Ruangan	Jumlah Petugas Paramedis	Kompetensi Profesi	Kesesuaian Kompetensi
1	Ruang Bougenvil	15	Perawat Umum	Sesuai
2	Ruang Anggrek	13	Bidan	Sesuai
3	IGD dan Kamar Operasi	18	Perawat Bedah	Belum Sesuai
4	Farmasi	8	Apoteker dan TTK	Sesuai
5	Rekam medik	1	Rekam Medis	Sesuai
6	Poliklinik	6	Perawat Umum/Bidan	Sesuai
7	Laboratorium	5	Analisis Kesehatan	Sesuai
8	Radiologi	2	Radografer	Sesuai
9	Gizi	2	Ahli Gizi	Sesuai
10	Fisioterapi	2	Fisioterapi	Sesuai
11	Kesling	1	Kesling	Sesuai
Jumlah		73		

Narasumber,


  
 ( R+H )

## HASIL WAWANCARA AWAL PENELITI DI RUMAH SAKIT DKT PAGONGAN

TEGAL TANGGAL 10 JANUARI 2024

### A. IDENTITAS NARASUMBER

**Inisial interviewee** : RFN  
**Unit Kerja** : Kantor  
**Status Pegawai** : Pegawai Negeri Sipil (PNS)  
**Pangkat/Gol** : III B  
**Jabatan** : Staff

### B. HASIL WAWANCARA :

Petugas paramedis RS DKT Pagongan di tempatkan di dua instansi yaitu instansi rawat jalan dan di instansi rawat inap. Jumlah hari kerja yaitu selama 5 hari dalam seminggu serta jam kerja mereka di bagi menjadi 3 shif kerja. Jumlah jam kerja petugas paramedis yaitu 40 jam dalam satu minggu dan normalnya 160 jam dalam sebulan. Namun terdapat regulasi petugas paramedis ini bekerja di waktu maksimal mereka, yaitu sebanyak 182 jam dalam satu bulannya. Hal tersebut karena di rumah sakit kami terdapat aturan piket jaga. Jam piket jaga ini yaitu karyawan masuk jam 15.00 dan pulang jam 07.00 di keesokan harinya. Penggunaan waktu maksimal ini tidak full dalam 1 tahun, paling 7 bulan dan selebihnya menggunakan waktu jam kerja normal.

Narasumber,



KEPALA INSTRUMEN PENELITIAN



## HASIL WAWANCARA AWAL PENELITIAN DI RUMAH SAKIT DKT PAGONGAN

TEGAL TANGGAL 13 JANUARI 2024

### A. IDENTITAS NARASUMBER

Inisial interviewee : RFN

Unit Kerja : Kantor

Status Pegawai : Pegawai Negeri Sipil (PNS)

Pangkat/Gol : III B

Jabatan : Staff

### B. HASIL WAWANCARA :

Tingkatan gaji pokok dan uang jasa pelayanan pada paramedis yang ada di Rumah Sakit DKT Pagongan yang sesuai UMR/UMK dan yang tidak sesuai UMR/UMK yaitu untuk paramedis yang PNS dan TNI sudah di atas UMR/UMK dan berjumlah 16 orang. Untuk dokter umum dan spesialis sudah di atas UMK/UMR dengan jumlah 16 Orang. Untuk karyawan paramedis honorer yang sudah sesuai dengan UMK/UMR yaitu 14 orang. Untuk karyawan paramedis honorer yang belum sesuai atau di bawah UMK/UMR ada 27 orang. Nominal gaji karyawan paramedis yang dibawah UMK/UMR itu 1.600.00 sampai dengan 2.000.000.

Narasumber,



(.....)

## HASIL WAWANCARA AWAL PENELITIAN DI RUMAH SAKIT DKT PAGONGAN TEGAL

TANGGAL 25 MARET 2024

### A. IDENTITAS NARASUMBER

**Inisial Interviewee** : TLN  
**Unit Kerja** : Kantor  
**Status Pegawai** : Pegawai Negeri Sipil  
**Pangkat/Gol** : IV D  
**Jabatan** : Kabid. Keperawatan

### B. HASIL WAWANCARA

Terdapat beberapa perawat ruang bangsal sering tidak menyelesaikan tugas melengkapi data pasien pada rekam medis pasien dan melimpahkan tugas tersebut pada shift selanjutnya. Permasalahan perawat poliklinik yaitu terdapat perawat yang bingung serta kurang cekatan dalam mendampingi dokter spesialis khususnya dalam tindakan pemeriksaan mata.


Permasalahan pada ruang bangsal dan kebidanan yaitu diketahui bahwa masih sering terdapat perawat dan bidan dalam memberikan terapi kepada pasien tidak tepat waktu sesuai jam yang diadviskan/diperintahkan dokter spesialis. Pada permasalahan poliklinik yaitu para dokter spesialis sering mengeluhkan kurangnya persiapan perawat dan bidan dalam mempersiapkan alat dan perlengkapan dalam kegiatan poliklinik khususnya poliklinik kandungan dan poliklinik mata

Narasumber,



(.....)

Surat Izin Penelitian

**YAYASAN PENDIDIKAN PANCASAKTI TEGAL**  
**UNIVERSITAS PANCASAKTI TEGAL**  
**FAKULTAS EKONOMI DAN BISNIS**  
Jalan Halmahera KM 1 Kota Tegal 52121  
Sekretariat : Telp (0283) 355720  
Web : <http://feb.upstegal.ac.id>, email : [feb@upstegal.ac.id](mailto:feb@upstegal.ac.id)

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Nomor : 58/K/E/FEB/UPS/X/2023 Tegal, 17 Oktober 2023  
Lampiran : -  
Perihal : Ijin Penelitian Dan Permintaan Data


Kepada : Yth. Direktur Rumah Sakit DKT Pagongan Kab. Tegal  
Jl. Raya Pagongan, Pepedan, Kecamatan Dukuhturi  
Di – Kab. Tegal

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa diwajibkan mengadakan penelitian sebagai bahan menyusun skripsi.

Berkenaan dengan hal itu, mohon perkenaan Bapak membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:

N a m a : Irma Nafisa  
Npm : 4120600308  
Program Studi : Manajemen  
Judul Skripsi : Pengaruh Quality Of Work Life, Internal Corporate Social Responsibility, Dan Work Life Balance Terhadap Employee Engagement Petugas Paramedis Rumah Sakit DKT Pagongan Kabupaten Tegal.

Atas bantuan dan kerjasama yang baik kami ucapkan terimakasih,

  
D. Rika Noviany R., S.E., M.M., Akt. ICA  
NPM 4120600308

## Surat Balasan Izin Penelitian

DETASEMEN KESEHATAN WILAYAH 04.04.01  
RUMAH SAKIT TK.IV 04.07.01

Tegal, 04 Juni 2024

Nomor : B / 312 / VI / 2024  
Klasifikasi : Biasa  
Lampiran : -  
Perihal : Pemberitahuan

Kepada  
Yth. Dekan Fakultas Ekonomi dan  
Bisnis Universitas Pancasakti

di

Tegal

1. Dasar :

a. Surat Dekan Fakultas Ekonomi dan Bisnis Universitas Pancasakti Nomor 58/K/E/FEB/UPS/X/2023 tanggal 17 Oktober 2023 tentang Ijin Pengambilan Data Penelitian; dan

b. Pertimbangan Kepala dan Staf Rumkit Tk. IV 04.07.01 Tegal.

2. Sehubungan dengan dasar tersebut diatas, dengan ini memberitahukan bahwasannya Kepala Rumah Sakit TK IV 04.07.01 telah menyetujui ijin Pengambilan dan Penelitian atas nama:

a. Nama : Irma Nafisa  
b. NIM : 4120600308  
c. Program : Studi S1 Manajemen  
d. judul Penelitian : **Pengaruh *Quality Of Work Life, Internal Corporate Social Responsibility, Dan Work Life Balance Terhadap Employee Engagement* Petugas Paramedis Rumah Sakit Dkt Pagongan Tegal"**

3. Demikian untuk dimaklumi dan atas perhatiannya kami ucapkan terimakasih.

Kepala Rumah Sakit Tk IV 04.07.01



dr. Budi Muliono, Sp.B

Kapten Ckm NRP 11080092400782

Tembusan :

Paurtuud Rumkit TK IV 04.07.01