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LAMPIRAN

**Lampiran 1**

**Surat Permohonan Pengisian Kuesioner**

Perihal : Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Work Life Balance*, Upah Kerja dan Umpan Balik Atasan Terhadap Kepuasan Kerja Karyawan Kabupaten Tegal.

Kepada Yth, Bapak/Ibu Karyawan Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Hormat Saya,

Sabrina Khaerun Nisa

**Lampiran 2**

1. **Identitas Responden**

**Kuesioner Penelitian**

* 1. Jenis Kelamin :
     1. Laki-laki
     2. Perempuan
  2. Usia :
     1. 20 - 30 tahun
     2. 31 - 40 tahun
     3. 41 – 50 tahun
     4. > 50 tahun
  3. Tingkat Pendidikan :
     1. SD
     2. SMP
     3. SMA/SMK

1. **Petunjuk Pengisian**
   1. Mohon memberi tanda centang (√) pada jawaban yang Bapak/Ibu anggap paling sesuai
   2. Keterangan alternatif jawaban:

|  |  |  |
| --- | --- | --- |
| a) SS | = | Sangat Setuju |
| b) S | = | Setuju |
| c) N | = | Netral |
| d) TS | = | Tidak Setuju |

e) STS = Sangat Tidak Setuju

# DAFTAR PERNYATAAN KUESIONER

1. **VARIABEL KEPUASAN KERJA (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya bekerja sesuai dengan minat yang  dimiliki |  |  |  |  |  |
| 2 | Saya merasakan ketenangan dalam  melakukan pekerjaan |  |  |  |  |  |
| 3 | Saya mampu menyelesaikan tugas  dengan baik |  |  |  |  |  |
| 4 | Saya bekerja sesuai dengan bakat yang  dimiliki |  |  |  |  |  |
| 5 | Saya bekerja sesuai dengan kemampuan  yang dimiliki |  |  |  |  |  |
| 6 | Saya dapat berinteraksi secara baik  dengan sesama karyawan |  |  |  |  |  |
| 7 | Saya dapat mengungkapkan isi pikiran  kepada atasan |  |  |  |  |  |
| 8 | Atasan dapat berinteraksi baik dengan  saya |  |  |  |  |  |
| 9 | Saya dapat berintreraksi baik dengan  sesama karyawan yang berbeda jenis pekerjaan |  |  |  |  |  |
| 10 | Saya bekerja dengan jam kerja yang  spesifik |  |  |  |  |  |
| 11 | Saya menaati aturan selama jam kerja  atau jam operasional perusahaan |  |  |  |  |  |
| 12 | Saya dapat beristirahat sesuai dengan  waktu istirahat yang telah ditentukan |  |  |  |  |  |
| 13 | Saya bekerja dengan suasana kerja yang  nyaman |  |  |  |  |  |
| 14 | Saya dapat menjaga kondisi kesehatan  dengan baik selama waktu kerja |  |  |  |  |  |
| 15 | Saya mendapatkan upah sesuai dengan  beban kerja yang dikerjakan |  |  |  |  |  |

1. **VARIABEL *WORK LIFE BALANCE* (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya bekerja sesuai dengan jam kerja  yang sudah ditentukan di Mirafix |  |  |  |  |  |
| 2 | Saya dapat menyisihkan waktu di luar  pekerjaan untuk kepentingan pribadi |  |  |  |  |  |
| 3 | Saya dapat melibatkan diri di dalam  pekerjaannya |  |  |  |  |  |
| 4 | Saya memiliki sikap loyalitas dalam  bekerja |  |  |  |  |  |
| 5 | Saya dapat melibatkan diri untuk  kepentingan pribadi |  |  |  |  |  |
| 6 | Saya dapat memenuhi peran dan tanggung jawab di dalam keluarganya |  |  |  |  |  |
| 7 | Saya merasa puas dalam melakukan  pekerjaan |  |  |  |  |  |
| 8 | Saya merasa senang atas pencapaian  hasil kerja |  |  |  |  |  |
| 9 | Saya merasa puas dalam melakukan  kepentingan pribadi |  |  |  |  |  |
| 10 | Saya memiliki rasa senang dalam  melakukan aktivitas di luar pekerjaan |  |  |  |  |  |

# UPAH KERJA (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Besarnya pemberian upah pokok sesuai  dengan peraturan perusahaan |  |  |  |  |  |
| 2 | Upah yang diberikan perusahaan sesuai  dengan kemampuan perusahaan |  |  |  |  |  |
| 3 | Upah yang diberikan perusahaan sesuai dengan peningkatan produktifitas  perusahaan |  |  |  |  |  |
| 4 | Perusahaan memberikan upah secara  adil sesuai pekerjaan |  |  |  |  |  |
| 5 | Perusahaan memberikan kenaikan upah  dengan adil sesuai pekerjaan |  |  |  |  |  |
| 6 | Upah yang diterima sesuai dengan hasil  kerja karyawan |  |  |  |  |  |
| 7 | Upah yang diberikan sesuai dengan  jabatan karyawan |  |  |  |  |  |
| 8 | Upah pokok dari perusahaan sebagian  besar telah memenuhi kebutuhan hidup |  |  |  |  |  |
| 9 | Upah dari perusahaan sudah mencukupi  biaya hidup |  |  |  |  |  |
| 10 | Upah yang diberikan berdasarkan  kebutuhan hidup yang layak |  |  |  |  |  |

1. **UMPAN BALIK (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **STS** | **TS** | **N** | **S** | **SS** |
| 1 | Saya mampu menjalankan tugas  perusahaan dengan baik |  |  |  |  |  |
| 2 | Saya selalu terbuka untuk mencoba hal  baru |  |  |  |  |  |
| 3 | Saya dapat mengonfirmasi masalah  pekerjaan kepada atasan |  |  |  |  |  |
| 4 | Saya memiliki sikap tidak mudah putus asa ketika mendapatkan umpan balik  negative |  |  |  |  |  |
| 5 | Saya berhak untuk mendapatkan  informasi eksternal |  |  |  |  |  |
| 6 | Saya selalu mendapatkan motivasi  positif dari atasan |  |  |  |  |  |
| 7 | Saya dapat meningkatkan motivasi kerja  atas umpan balik yang diterima |  |  |  |  |  |
| 8 | Kurangnya motivasi dapat mengakibatkan menurunnya hasil  kinerja karyawan |  |  |  |  |  |
| 9 | Saya memiliki keterbukaan dalam  lingkup pekerjaan |  |  |  |  |  |
| 10 | Saya memperoleh umpan balik  perusahaan berupa reward |  |  |  |  |  |

**Lampiran 3**

**Hasil wawancara Pada Karyawan UMKM Mirafix Kabupaten Tegal**

Hasil wawancara ini sebagai bukti pernyataan variabel *Work Life Balance*, Upah Kerja dan Umpan Balik Atasan untuk materi pada BAB 1 latar belakang masalah, adapun pertanyaan-pertanyaan yang di tujukan, yaitu:

1. Jadwal jam kerja UMKM Mirafix Kabupaten Tegal yang mengharuskan karyawan untuk berangkat di hari-hari besar atau di tanggal merah, apakah anda masih dapat menyisihkan waktu luang untuk kepentingan pribadi?
2. Pemberian upah perusahaan kepada karyawan UMKM Mirafix Kabupaten Tegal yang masih di bawah UMK Kabupaten Tegal (Rp.2.191.161), apakah sudah memenuhi kebutuhan anda?
3. Bekerja dengan jam kerja yang kurang ideal, apakah upah yang anda terima sebanding dengan tenaga yang telah dikeluarkan?
4. Ketika anda melakukan hasil kerja dengan baik, apakah atasan memberikan apresiasi atau merespon dengan baik?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Responden | Timestamp | Jawaban Pertanyaan 1 | Jawaban Pertanyaan 2 | Jawaban  Pertanyaan 3 | Jawaban Pertanyaan 4 |
| 1 | 20/02/2024  12:15:14 | Tidak, karena setelah pulang dari kerja waktu saya digunakan untuk istirahat yang terkadang juga ada lemburan kerja dari bos. | Tidak, karena saya sudah memiliki istri dan anak dirumah untuk dicukupi kebutuhan nya. | Tidak sebanding, karena waktu kerja yang cukup lama tetapi hanya memperoleh upah yang dibilang  kecil. | Tidak, biasa saja padahal saya sudah bekerja dengan baik |
| 2 | 20/02/2024  12:20:01 | Tidak, saya sulit menyisihkan waktu untuk keluarga dan teman | Tidak, saya kesulitan untuk membagi penghasilan saya | Tidak, belum sebanding | Tidak, padahal saya sering bekerja dengan baik |
| 3 | 20/02/2024  12:20:08 | Tidak | Tidak | Tidak | iya atasan memberikan respon dg  baik |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 4 | 20/02/2024  12:25:07 | masih walaupun sulit bagi waktunya | Kurang | Sebanding | Jarang sekali |
| 5 | 20/02/2024  12:30:34 | Tidak, karena hanya hari hari besar atau tanggal merah kita sebagai karyawan sangat menantikan tanggal tersebut untuk bisa bertemu dengan keluarga atau teman yang jarang kita temui | Cukup | Tidak sebanding | biasa saja, karena atasan sibuk dengan urusan yang lain |
| 6 | 20/02/2024  12:33:10 | bisa. karena kerjanya pagi, jadi bisa meluangkan waktu bersama keluarga atau teman pada malam harinya walaupun waktunya  sedikit | sudah. jika digunakan dengan baik | menurut saya kurang | sering bekerja dengan baik, tapi atasan biasa aja |
| 7 | 20/02/2024  12:35:15 | susah | Belum | kurang sebanding | tidak pernah, walaupun sering bekerja dengan baik |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 8 | 20/02/2024  12:35:22 | susah, apalagi kalo malemnya ada lemburan makin tidak ada waktu | Tidak, tapi saya juga harus belajar menghemat dan gunakan uang itu dengan yang saat itu dibutuhkan saja, utamakan untuk keluarga karena kewajiban kepala rumah tangga | kurang sebanding | Tidak padahal sering bekerja dengan baik |
| 9 | 20/02/2024  12:38:22 | Sedikit susah | Kurang | Tidak | Tidak |
| 10 | 20/02/2024  12:40:29 | Masih, namun tidak banyak | Cukup | Belum sebanding | Iya |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 11 | 20/02/2024  12:43:41 | tidak, karena sudah lelah dg pekerjaan jadi saya butuh refreshing | belum karena kebutuhan saya banyak | menurut saya tidak sebanding | tidak, tetapi saya sering bekerja dengan baik |
| 12 | 20/02/2024  12:45:56 | tidak | Cukup | Tidak | jarang sekali, tetapi saya sering bekerja dengan baik |
| 13 | 20/02/2024  12:46:07 | Bisa, akan tetapi sulit dalam mengatur waktu | kurang memenuhi | Tidak | saya sering bekerja dengan baik, namun respon atasan biasa  saja |
| 14 | 20/02/2024  12:46:14 | Masih tapi harus pintar-pintar ngatur waktu | Belum | Kurang Sebanding | Terkadang |
| 15 | 20/02/2024  12:46:37 | Tidak | Masih kurang | Kurang sebanding | Iya |
| 16 | 20/02/2024  12:48:54 | masih bisa walaupun sedikit | Tidak, karena kebutuhan juga semakin naik | Tidak, seharusnya ada tambahan  upah | Ya |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 17 | 20/02/2024  12:50:39 | Tidak, karena pulang kerja saya sudah cape untuk istirahat | Belum,tapi bagaimanapun harus dibagi dan dirasa cukup, walaupun masih jauh dari kata cukup | Tidak, saya merasa upah terlalu kecil, namun saya tidak punya pilihan lagi untuk bekerja di  yang lain | Iya, atasan memberikan ucapan pujian kepada saya |
| 18 | 20/02/2024  12:51:26 | Tidak | Tidak | Tidak | Pernah tapi jarang sekali, tapi saya sering bekerja dengan baik |
| 19 | 20/02/2024  12:55:18 | Bisa. Karena waktu luang bisa dilakukan ketika sudah selesai bekerja | Sangatlah belum. Apalagi kebutuhan sekarang semakin naik harganya | Tidak sebanding. | Terkadang, tetapi saya sering bekerja dengan baik |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 20 | 20/02/2024  12:56:51 | masih tapi sedikit | belum | tidak sebanding | Jarang sekali |
| 21 | 20/02/2024  12:58:35 | Sedikit susah untuk membagi waktu, apalagi ketika hari libur, seharusnya waktunya utk bersama  keluarga/teman | Belum krna saya kepala rumah tangga banyak yang harus saya bagi | Kurang sebanding | tidak, tetapi saya sering bekerja dengan baik |
| 22 | 20/02/2024  12:59:28 | Masih tapi sedikit | Lumayan kurang | Tidak | Terkadang mengapresiasi |
| 23 | 20/02/2024  20:08:37 | Sedikit | Belum | Tidak | iya tetapi jarang sekali |
| 24 | 21/02/2024  12:30:18 | iya masih walau terkadang waktu bersama keluarga hanya sebentar | tidak, banyak kebutuhan yang harus dipenuhi apa lagi harga pokok sekarang sedang naik | menurut saya masih belum sebanding dengan tenaga yang telah  dikeluarkan | Biasa saja, tetapi saya sering bekerja dengan baik |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 25 | 21/02/2024  12:33:11 | Bisa tapi hanya sebentar | Belum | Tidak sebanding | tidak, hanya memberikan ucapan terimakasih |
| 26 | 21/02/2024  12:35:24 | tidak, karena terkadang waktu bisa bersama keluarga hanya diwaktu hari hari besar contoh anak libur sekolah,  dll | tidak, karena harga kebutuhan pokok sekarang sudah naik semua | Tidak | Tidak |
| 27 | 21/02/2024  12:39:21 | Susah untuk mengatur waktunya | Sudah tetapi hanya pas pasan | Kurang sebanding | Jarang memberikan apresiasi |
| 28 | 21/02/2024  12:42:00 | Masih bisa di jam malam hari nya tetapi sedikit | Tidak | Kurang sebanding | tidak pernah |
| 29 | 21/02/2024  12:42:37 | tidak | Tidak | Tidak | Jarang padahal sering bekerja  dengan baik |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 30 | 21/02/2024  12:44:11 | Tidak | Belum semua | Kurang sebanding | Tidak pernah padahal sering berkerja  dengan baik |
| 31 | 21/02/2024  12:47:49 | masih tapi belum memuaskan | belum karena masih banyak kebutuhan | tidak sebanding | merespon dengan baik tapi kadang terbaikan |
| 32 | 21/02/2024  12:49:57 | Sangat terbatas | Untuk yg masih sendri / belum menikah mungkin masih mencukupi,walaupun pas"an,Klo misal sudah menikah kemungkinan kurang | Seimbang | jarang, tetapi saya sering bekerja dengan baik |
| 33 | 21/02/2024  12:52:19 | Masih bisa untuk membagi waktu dengan keluarga tetapi hanya di jam malam | Cukup, karena saya masih sendiri belum menikah | Tidak, karena waktu yang digunakan untuk bekerja | Tidak, atasan hanya terima beres karena merasa karyawan sudah di upah |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  | sudah sepenuhnya |  |
| 34 | 21/02/2024  12:52:23 | Tidak | Masih kurang | Tidak | Iya |
| 35 | 21/02/2024  12:55:23 | Tidak bisa,karena waktu terbagi untuk hari libur digunakan untukbertani | Belum, karena tidak mencukupi biaya rumah dan anak istri | Masih kurang, tidak mencukupi | Ya, atasan memuji dengan kalimat yang baik |

**Lampiran 4**

**Presentase Jawaban Responden**

**Work Life Balance**

|  |  |  |
| --- | --- | --- |
| **Jawaban Responden** | | |
| **Pertanyaan 1** | **Jumlah** | **Presentase** |
| Tidak | 13 | 37% |
| Bisa | 2 | 6% |
| Susah | 3 | 9% |
| Sedikit  Susah | 5 | 14% |
| Kurang | 12 | 34% |

**Upah Kerja**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Jawaban Responden** | | | | | |
| **Pertanyaan 2** | **Jumlah** | **Presentase** | **Pertanyaan 3** | **Jumlah** | **Presentase** |
| Tidak | 8 | 23% | Sebanding | 2 | 6% |
| Belum | 11 | 54% | Tidak | 23 | 66% |
| Sudah | 2 | 6% | Kurang | 10 | 29% |
| Cukup | 6 |  | | | |

**Umpan Balik Atasan**

|  |  |  |
| --- | --- | --- |
| **Jawaban Responden** | | |
| **Pertanyaan 4** | **Jumlah** | **Presentase** |
| Tidak | 17 | 49% |
| Iya | 7 | 20% |
| Jarang | 11 | 31% |

**Lampiran 5**

# DATA PENELITIAN KEPUASAN KERJA (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** | **Y.14** | **Y.15** |
| **1** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | **67** |
| **2** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | **64** |
| **3** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | **64** |
| **4** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **63** |
| **5** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **67** |
| **6** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **7** | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **64** |
| **8** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | **68** |
| **9** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **71** |
| **10** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | **62** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **11** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **66** |
| **12** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **65** |
| **13** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **67** |
| **14** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | **63** |
| **15** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | **65** |
| **16** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **67** |
| **17** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **68** |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **72** |
| **19** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | **69** |
| **20** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | **68** |
| **21** | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | **67** |
| **22** | 4 | 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **64** |
| **23** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | **65** |
| **24** | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **69** |
| **25** | 4 | 5 | 4 | 4 | 4 | 1 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | **58** |
| **26** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **66** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **27** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **69** |
| **28** | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **68** |
| **29** | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **30** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | **68** |
| **31** | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | **68** |
| **32** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | **67** |
| **33** | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **68** |
| **34** | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | **66** |
| **35** | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | **69** |
| **36** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **68** |
| **37** | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | **67** |
| **38** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **67** |
| **39** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **70** |
| **40** | 4 | 4 | 2 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **63** |
| **41** | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **68** |
| **42** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **70** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **43** | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **68** |
| **44** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **68** |
| **45** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 5 | **63** |
| **46** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 2 | 1 | 4 | **60** |
| **47** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | **67** |
| **48** | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **67** |
| **49** | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 1 | 4 | **63** |
| **50** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **75** |
| **51** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **72** |
| **52** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 1 | 2 | 4 | **64** |
| **53** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **73** |
| **54** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **69** |
| **55** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **64** |
| **56** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 1 | 5 | 4 | **62** |
| **57** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **73** |
| **58** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **73** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **59** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **71** |
| **60** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **62** |
| **61** | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **63** |
| **62** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | **70** |
| **63** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **66** |
| **64** | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **66** |
| **65** | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **66** |
| **66** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | **61** |
| **67** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **61** |
| **68** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **69** |
| **69** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **69** |
| **70** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **63** |

**Lampiran 6**

# DATA PENELITIAN

***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** |
| **1** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **48** |
| **2** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **47** |
| **3** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **5** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **6** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **47** |
| **7** | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **8** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **47** |
| **9** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **10** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **47** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **11** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **47** |
| **12** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **13** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **45** |
| **14** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **45** |
| **15** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **16** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **48** |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **19** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **20** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **47** |
| **21** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **22** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **46** |
| **23** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **45** |
| **24** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **25** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **44** |
| **26** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | **46** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **27** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **28** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **29** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **45** |
| **30** | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **31** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **32** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **33** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **47** |
| **34** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **46** |
| **35** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **47** |
| **36** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | **45** |
| **37** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **47** |
| **38** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **39** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **47** |
| **40** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **46** |
| **41** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **42** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **43** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **44** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **45** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | **45** |
| **46** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **48** |
| **47** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **48** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **49** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **48** |
| **50** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **51** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **47** |
| **52** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **53** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **54** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **55** | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **46** |
| **56** | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **57** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | **46** |
| **58** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **59** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **47** |
| **60** | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **46** |
| **61** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **62** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **63** | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | **45** |
| **64** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **65** | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | **46** |
| **66** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **44** |
| **67** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **68** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **69** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **70** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **46** |

**Lampiran 7**

# DATA PENELITIAN UPAH KERJA (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Upah Kerja (X2)** | | | | | | | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **1** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **2** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **48** |
| **3** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **48** |
| **5** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | **46** |
| **6** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | **46** |
| **7** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **8** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **9** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **10** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | **44** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **11** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | **47** |
| **12** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **13** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | **46** |
| **14** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **48** |
| **15** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | **47** |
| **16** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| **17** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **48** |
| **18** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **19** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **48** |
| **20** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | **47** |
| **21** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | **46** |
| **22** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | **45** |
| **23** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | **48** |
| **24** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | **45** |
| **25** | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | **48** |
| **26** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | **47** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **27** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **48** |
| **28** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | **45** |
| **29** | 4 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | **44** |
| **30** | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | **47** |
| **31** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | **48** |
| **32** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| **33** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **48** |
| **34** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **35** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **36** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **48** |
| **37** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **38** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | **47** |
| **39** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **40** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | **47** |
| **41** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **42** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **43** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **48** |
| **44** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **48** |
| **45** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| **46** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | **47** |
| **47** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **48** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **49** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **48** |
| **50** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **51** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **52** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | **47** |
| **53** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **54** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 5 | **46** |
| **55** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **56** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **57** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **58** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **59** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **60** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **61** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **62** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **63** | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **47** |
| **64** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **65** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | **47** |
| **66** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **67** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **68** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **46** |
| **69** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **48** |
| **70** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **46** |

**Lampiran 8**

# DATA PENELITIAN UMPAN BALIK ATASAN (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Umpan Baik Atasan (X3)** | | | | | | | | | | **∑** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | **46** |
| **2** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | **47** |
| **3** | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | **47** |
| **4** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **45** |
| **5** | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **45** |
| **6** | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **42** |
| **7** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **41** |
| **8** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **45** |
| **9** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **10** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **43** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **11** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | **46** |
| **12** | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **13** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **47** |
| **14** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | **46** |
| **15** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | **47** |
| **16** | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **45** |
| **17** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **46** |
| **18** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **19** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **48** |
| **20** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **49** |
| **21** | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | **45** |
| **22** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **48** |
| **23** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | **47** |
| **24** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **48** |
| **25** | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **43** |
| **26** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **46** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **27** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | **45** |
| **28** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **46** |
| **29** | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **43** |
| **30** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **31** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | **48** |
| **32** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| **33** | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | **48** |
| **34** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | **47** |
| **35** | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **36** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **48** |
| **37** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **38** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **47** |
| **39** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | **48** |
| **40** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **49** |
| **41** | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | **48** |
| **42** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **43** | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | **49** |
| **44** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **49** |
| **45** | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | **46** |
| **46** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | **48** |
| **47** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **46** |
| **48** | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **49** | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **47** |
| **50** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **51** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **52** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **53** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| **54** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | **43** |
| **55** | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **46** |
| **56** | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | **45** |
| **57** | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | **46** |
| **58** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | **48** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **59** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | **46** |
| **60** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | **43** |
| **61** | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **46** |
| **62** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **42** |
| **63** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **45** |
| **64** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **42** |
| **65** | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | **46** |
| **66** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | **42** |
| **67** | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | **45** |
| **68** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | **48** |
| **69** | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **45** |
| **70** | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | **45** |

**Lampiran 9**

# HASIL UJI MSI KEPUASAN KERJA (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Kepuasan Kerja (Y)** | | | | | | | | | | | | | | | **∑** |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** | **Y.14** | **Y.15** |
| **1** | 1,000 | 2,839 | 4,434 | 2,606 | 3,910 | 4,207 | 2,724 | 2,745 | 4,534 | 2,600 | 1,000 | 1,000 | 2,586 | 4,131 | 1,000 | **41,315** |
| **2** | 1,000 | 2,839 | 2,919 | 1,000 | 2,399 | 2,701 | 2,724 | 4,278 | 4,534 | 2,600 | 1,000 | 1,000 | 2,586 | 4,131 | 1,000 | **36,711** |
| **3** | 1,000 | 2,839 | 2,919 | 1,000 | 2,399 | 2,701 | 2,724 | 2,745 | 4,534 | 1,000 | 1,000 | 2,600 | 4,042 | 4,131 | 1,000 | **36,634** |
| **4** | 1,000 | 4,386 | 2,919 | 1,000 | 2,399 | 2,701 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **35,255** |
| **5** | 1,000 | 4,386 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **41,393** |
| **6** | 1,000 | 4,386 | 2,919 | 1,000 | 3,910 | 4,207 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 1,000 | **36,669** |
| **7** | 1,000 | 4,386 | 2,919 | 1,000 | 2,399 | 4,207 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **36,761** |
| **8** | 1,000 | 2,839 | 2,919 | 2,606 | 2,399 | 4,207 | 2,724 | 4,278 | 4,534 | 1,000 | 1,000 | 2,600 | 4,042 | 4,131 | 2,603 | **42,882** |
| **9** | 1,000 | 2,839 | 4,434 | 2,606 | 2,399 | 4,207 | 4,229 | 4,278 | 4,534 | 2,600 | 2,614 | 2,600 | 4,042 | 4,131 | 1,000 | **47,513** |
| **10** | 1,000 | 2,839 | 2,919 | 1,000 | 2,399 | 2,701 | 2,724 | 2,745 | 3,032 | 1,000 | 2,614 | 1,000 | 2,586 | 4,131 | 1,000 | **33,690** |

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| **11** | 1,000 | 2,839 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **39,846** |
| **12** | 1,000 | 2,839 | 2,919 | 2,606 | 3,910 | 4,207 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **38,331** |
| **13** | 1,000 | 4,386 | 2,919 | 1,000 | 3,910 | 2,701 | 2,724 | 2,745 | 3,032 | 2,600 | 2,614 | 1,000 | 4,042 | 4,131 | 2,603 | **41,407** |
| **14** | 1,000 | 2,839 | 2,919 | 1,000 | 2,399 | 2,701 | 2,724 | 2,745 | 3,032 | 2,600 | 1,000 | 1,000 | 4,042 | 4,131 | 1,000 | **35,132** |
| **15** | 1,000 | 4,386 | 2,919 | 1,000 | 3,910 | 2,701 | 2,724 | 4,278 | 4,534 | 1,000 | 1,000 | 1,000 | 4,042 | 2,655 | 1,000 | **38,149** |
| **16** | 1,000 | 4,386 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 2,745 | 3,032 | 2,600 | 1,000 | 1,000 | 2,586 | 2,655 | 1,000 | **41,390** |
| **17** | 1,000 | 2,839 | 2,919 | 1,000 | 2,399 | 4,207 | 2,724 | 4,278 | 4,534 | 2,600 | 2,614 | 2,600 | 4,042 | 4,131 | 1,000 | **42,888** |
| **18** | 2,619 | 4,386 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 2,745 | 3,032 | 2,600 | 2,614 | 2,600 | 4,042 | 2,655 | 2,603 | **49,283** |
| **19** | 2,619 | 4,386 | 2,919 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 3,032 | 2,600 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **44,630** |
| **20** | 2,619 | 4,386 | 4,434 | 2,606 | 3,910 | 2,701 | 4,229 | 1,000 | 3,032 | 1,000 | 2,614 | 2,600 | 4,042 | 2,655 | 1,000 | **42,828** |
| **21** | 1,000 | 2,839 | 1,510 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 3,032 | 2,600 | 2,614 | 1,000 | 2,586 | 2,655 | 2,603 | **41,670** |
| **22** | 1,000 | 1,000 | 4,434 | 2,606 | 2,399 | 2,701 | 4,229 | 4,278 | 4,534 | 2,600 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **39,625** |
| **23** | 2,619 | 4,386 | 4,434 | 2,606 | 3,910 | 2,701 | 2,724 | 2,745 | 1,623 | 2,600 | 1,000 | 1,000 | 2,586 | 2,655 | 1,000 | **38,590** |
| **24** | 1,000 | 2,839 | 2,919 | 2,606 | 3,910 | 4,207 | 2,724 | 2,745 | 4,534 | 2,600 | 2,614 | 2,600 | 4,042 | 4,131 | 1,000 | **44,471** |
| **25** | 1,000 | 4,386 | 2,919 | 1,000 | 2,399 | 1,000 | 1,510 | 1,000 | 4,534 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **30,591** |
| **26** | 1,000 | 2,839 | 2,919 | 1,000 | 3,910 | 4,207 | 4,229 | 4,278 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 4,131 | 2,603 | **39,733** |

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| **27** | 2,619 | 4,386 | 2,919 | 1,000 | 3,910 | 4,207 | 4,229 | 4,278 | 4,534 | 1,000 | 1,000 | 1,000 | 2,586 | 4,131 | 2,603 | **44,401** |
| **28** | 2,619 | 2,839 | 4,434 | 1,000 | 1,000 | 4,207 | 4,229 | 2,745 | 3,032 | 2,600 | 2,614 | 2,600 | 4,042 | 2,655 | 2,603 | **43,220** |
| **29** | 2,619 | 2,839 | 2,919 | 2,606 | 3,910 | 2,701 | 2,724 | 2,745 | 4,534 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 1,000 | **36,837** |
| **30** | 2,619 | 4,386 | 4,434 | 2,606 | 2,399 | 2,701 | 4,229 | 4,278 | 3,032 | 2,600 | 1,000 | 1,000 | 2,586 | 4,131 | 1,000 | **43,001** |
| **31** | 1,000 | 2,839 | 4,434 | 2,606 | 3,910 | 2,701 | 4,229 | 2,745 | 4,534 | 1,000 | 1,000 | 1,000 | 4,042 | 4,131 | 2,603 | **42,773** |
| **32** | 1,000 | 2,839 | 4,434 | 2,606 | 3,910 | 2,701 | 2,724 | 2,745 | 4,534 | 2,600 | 1,000 | 1,000 | 2,586 | 4,131 | 2,603 | **41,412** |
| **33** | 2,619 | 2,839 | 4,434 | 1,000 | 3,910 | 4,207 | 2,724 | 2,745 | 3,032 | 1,000 | 1,000 | 2,600 | 4,042 | 4,131 | 2,603 | **42,886** |
| **34** | 1,000 | 2,839 | 2,919 | 2,606 | 3,910 | 4,207 | 2,724 | 2,745 | 3,032 | 2,600 | 2,614 | 1,000 | 2,586 | 2,655 | 2,603 | **40,040** |
| **35** | 2,619 | 4,386 | 2,919 | 1,000 | 2,399 | 4,207 | 4,229 | 4,278 | 1,623 | 2,600 | 2,614 | 2,600 | 4,042 | 2,655 | 2,603 | **44,776** |
| **36** | 2,619 | 4,386 | 4,434 | 1,000 | 2,399 | 2,701 | 2,724 | 2,745 | 3,032 | 2,600 | 2,614 | 2,600 | 4,042 | 2,655 | 2,603 | **43,155** |
| **37** | 2,619 | 4,386 | 4,434 | 2,606 | 3,910 | 1,510 | 2,724 | 2,745 | 3,032 | 2,600 | 2,614 | 1,000 | 2,586 | 2,655 | 2,603 | **42,024** |
| **38** | 1,000 | 2,839 | 2,919 | 1,000 | 3,910 | 4,207 | 2,724 | 2,745 | 3,032 | 2,600 | 2,614 | 2,600 | 4,042 | 4,131 | 1,000 | **41,364** |
| **39** | 1,000 | 2,839 | 2,919 | 2,606 | 3,910 | 4,207 | 4,229 | 2,745 | 4,534 | 2,600 | 2,614 | 2,600 | 4,042 | 4,131 | 1,000 | **45,976** |
| **40** | 1,000 | 2,839 | 1,000 | 2,606 | 2,399 | 2,701 | 2,724 | 2,745 | 4,534 | 2,600 | 2,614 | 2,600 | 2,586 | 2,655 | 1,000 | **36,604** |
| **41** | 1,000 | 4,386 | 4,434 | 2,606 | 3,910 | 4,207 | 1,000 | 4,278 | 3,032 | 1,000 | 1,000 | 2,600 | 4,042 | 4,131 | 2,603 | **44,229** |
| **42** | 2,619 | 4,386 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 4,131 | 2,603 | **46,021** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **43** | 2,619 | 4,386 | 4,434 | 2,606 | 2,399 | 2,701 | 2,724 | 2,745 | 4,534 | 2,600 | 2,614 | 2,600 | 2,586 | 2,655 | 1,000 | **43,204** |
| **44** | 2,619 | 4,386 | 4,434 | 2,606 | 3,910 | 2,701 | 4,229 | 4,278 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **43,039** |
| **45** | 1,000 | 2,839 | 4,434 | 2,606 | 3,910 | 4,207 | 2,724 | 2,745 | 1,000 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **36,309** |
| **46** | 1,000 | 2,839 | 2,919 | 1,000 | 3,910 | 4,207 | 4,229 | 2,745 | 4,534 | 1,000 | 1,000 | 2,600 | 1,480 | 1,000 | 1,000 | **35,462** |
| **47** | 1,000 | 4,386 | 4,434 | 2,606 | 3,910 | 2,701 | 2,724 | 2,745 | 3,032 | 1,000 | 2,614 | 2,600 | 4,042 | 2,655 | 1,000 | **41,450** |
| **48** | 2,619 | 4,386 | 2,919 | 1,000 | 1,000 | 2,701 | 2,724 | 4,278 | 3,032 | 2,600 | 2,614 | 2,600 | 4,042 | 4,131 | 1,000 | **41,647** |
| **49** | 1,000 | 2,839 | 4,434 | 2,606 | 3,910 | 2,701 | 2,724 | 2,745 | 4,534 | 1,000 | 2,614 | 1,000 | 4,042 | 1,000 | 1,000 | **38,148** |
| **50** | 2,619 | 4,386 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 4,534 | 2,600 | 2,614 | 2,600 | 4,042 | 4,131 | 2,603 | **53,793** |
| **51** | 2,619 | 4,386 | 2,919 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 3,032 | 1,000 | 2,614 | 2,600 | 4,042 | 4,131 | 2,603 | **49,177** |
| **52** | 2,619 | 2,839 | 2,919 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 3,032 | 2,600 | 2,614 | 2,600 | 1,000 | 1,482 | 1,000 | **41,935** |
| **53** | 2,619 | 2,839 | 2,919 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 4,534 | 2,600 | 2,614 | 2,600 | 4,042 | 4,131 | 2,603 | **50,731** |
| **54** | 2,619 | 2,839 | 2,919 | 2,606 | 3,910 | 4,207 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 2,600 | 4,042 | 4,131 | 2,603 | **44,482** |
| **55** | 2,619 | 2,839 | 2,919 | 1,000 | 2,399 | 2,701 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 2,600 | 4,042 | 2,655 | 1,000 | **36,781** |
| **56** | 2,619 | 2,839 | 4,434 | 1,000 | 2,399 | 2,701 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 2,600 | 1,000 | 4,131 | 1,000 | **36,729** |
| **57** | 2,619 | 4,386 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 2,745 | 4,534 | 1,000 | 2,614 | 2,600 | 4,042 | 4,131 | 2,603 | **50,660** |
| **58** | 2,619 | 4,386 | 4,434 | 1,000 | 2,399 | 4,207 | 4,229 | 4,278 | 4,534 | 2,600 | 2,614 | 2,600 | 4,042 | 4,131 | 2,603 | **50,677** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **59** | 2,619 | 4,386 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 3,032 | 1,000 | 2,614 | 2,600 | 2,586 | 2,655 | 2,603 | **47,760** |
| **60** | 1,000 | 2,839 | 2,919 | 1,000 | 2,399 | 2,701 | 2,724 | 2,745 | 4,534 | 1,000 | 1,000 | 1,000 | 2,586 | 4,131 | 1,000 | **33,577** |
| **61** | 1,000 | 4,386 | 2,919 | 1,000 | 2,399 | 2,701 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **35,255** |
| **62** | 1,000 | 4,386 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 4,534 | 2,600 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **46,028** |
| **63** | 1,000 | 4,386 | 2,919 | 1,000 | 3,910 | 4,207 | 4,229 | 4,278 | 4,534 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 1,000 | **39,703** |
| **64** | 1,000 | 4,386 | 2,919 | 1,000 | 2,399 | 4,207 | 4,229 | 4,278 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 4,131 | 2,603 | **39,770** |
| **65** | 1,000 | 2,839 | 2,919 | 2,606 | 2,399 | 4,207 | 2,724 | 4,278 | 3,032 | 1,000 | 1,000 | 1,000 | 4,042 | 4,131 | 2,603 | **39,780** |
| **66** | 1,000 | 2,839 | 4,434 | 2,606 | 2,399 | 4,207 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 1,000 | 2,655 | 1,000 | **35,146** |
| **67** | 1,000 | 2,839 | 2,919 | 1,000 | 2,399 | 2,701 | 2,724 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 4,131 | 1,000 | **32,076** |
| **68** | 1,000 | 2,839 | 4,434 | 2,606 | 3,910 | 4,207 | 4,229 | 2,745 | 3,032 | 1,000 | 1,000 | 2,600 | 4,042 | 4,131 | 2,603 | **44,378** |
| **69** | 1,000 | 2,839 | 2,919 | 2,606 | 3,910 | 4,207 | 4,229 | 4,278 | 4,534 | 2,600 | 1,000 | 2,600 | 2,586 | 2,655 | 2,603 | **44,566** |
| **70** | 1,000 | 4,386 | 2,919 | 1,000 | 3,910 | 2,701 | 2,724 | 2,745 | 3,032 | 1,000 | 1,000 | 1,000 | 2,586 | 2,655 | 2,603 | **35,261** |

**Lampiran 10**

# HASIL UJI MSI

***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** |
| **1** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 1,000 | 1,000 | 2,843 | 3,721 | 3,749 | **26,014** |
| **2** | 1,000 | 1,000 | 1,000 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **24,641** |
| **3** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **4** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 2,162 | 2,277 | **26,668** |
| **5** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 2,277 | **28,227** |
| **6** | 1,000 | 1,000 | 1,000 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **24,641** |
| **7** | 2,666 | 2,676 | 2,716 | 1,000 | 2,874 | 2,843 | 1,000 | 2,843 | 3,721 | 3,749 | **26,087** |
| **8** | 2,666 | 2,676 | 1,000 | 1,000 | 2,874 | 1,000 | 2,843 | 2,843 | 3,721 | 3,749 | **24,371** |
| **9** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **10** | 1,000 | 1,000 | 2,716 | 2,769 | 1,000 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **24,484** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **11** | 1,000 | 1,000 | 1,000 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **24,641** |
| **12** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **13** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 1,000 | 1,000 | 1,000 | 2,162 | 2,277 | **21,139** |
| **14** | 1,000 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 1,000 | 1,000 | 2,162 | 2,277 | **21,317** |
| **15** | 1,000 | 1,000 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **26,357** |
| **16** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **17** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 1,000 | 2,843 | 3,721 | 2,277 | **26,384** |
| **18** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **19** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 2,162 | 2,277 | **26,668** |
| **20** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 1,000 | 2,162 | 2,277 | **24,825** |
| **21** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 2,162 | 2,277 | **26,668** |
| **22** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 1,000 | 1,000 | 2,162 | 2,277 | **22,982** |
| **23** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 1,000 | 1,000 | 1,000 | 2,162 | 2,277 | **21,139** |
| **24** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 2,162 | 2,277 | **26,668** |
| **25** | 1,000 | 1,000 | 1,000 | 2,769 | 2,874 | 2,843 | 2,843 | 1,000 | 2,162 | 2,277 | **19,767** |
| **26** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 1,000 | 2,843 | 1,000 | 2,162 | 2,277 | **22,982** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **27** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 2,162 | 2,277 | **26,668** |
| **28** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 2,277 | **28,227** |
| **29** | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **20,998** |
| **30** | 2,666 | 2,676 | 2,716 | 1,000 | 2,874 | 2,843 | 1,000 | 2,843 | 3,721 | 3,749 | **26,087** |
| **31** | 2,666 | 2,676 | 1,000 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **27,983** |
| **32** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 2,162 | 2,277 | **26,668** |
| **33** | 1,000 | 1,000 | 2,716 | 2,769 | 1,000 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **24,484** |
| **34** | 1,000 | 1,000 | 1,000 | 1,000 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **22,872** |
| **35** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 1,000 | 2,162 | 2,277 | **24,825** |
| **36** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 1,000 | 1,000 | 1,000 | **22,387** |
| **37** | 2,666 | 2,676 | 1,000 | 1,000 | 2,874 | 1,000 | 2,843 | 2,843 | 3,721 | 3,749 | **24,371** |
| **38** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **39** | 1,000 | 1,000 | 2,716 | 2,769 | 1,000 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **24,484** |
| **40** | 1,000 | 1,000 | 1,000 | 1,000 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **22,872** |
| **41** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **42** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **43** | 1,000 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **28,034** |
| **44** | 1,000 | 1,000 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **26,357** |
| **45** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 1,000 | 1,000 | 1,000 | **22,387** |
| **46** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 1,000 | 2,843 | 3,721 | 2,277 | **26,384** |
| **47** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 2,277 | **28,227** |
| **48** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 2,277 | **28,227** |
| **49** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 1,000 | **26,950** |
| **50** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **51** | 1,000 | 1,000 | 1,000 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **24,641** |
| **52** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **53** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **54** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **55** | 1,000 | 1,000 | 2,716 | 1,000 | 1,000 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **22,714** |
| **56** | 2,666 | 2,676 | 2,716 | 1,000 | 2,874 | 2,843 | 1,000 | 2,843 | 3,721 | 3,749 | **26,087** |
| **57** | 2,666 | 2,676 | 1,000 | 1,000 | 2,874 | 1,000 | 2,843 | 2,843 | 3,721 | 2,277 | **22,899** |
| **58** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **59** | 1,000 | 1,000 | 2,716 | 2,769 | 1,000 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **24,484** |
| **60** | 1,000 | 1,000 | 1,000 | 2,769 | 2,874 | 1,000 | 2,843 | 2,843 | 3,721 | 3,749 | **22,799** |
| **61** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **62** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **63** | 2,666 | 2,676 | 1,000 | 1,000 | 2,874 | 1,000 | 2,843 | 2,843 | 2,162 | 2,277 | **21,340** |
| **64** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **65** | 1,000 | 1,000 | 2,716 | 2,769 | 1,000 | 2,843 | 2,843 | 2,843 | 3,721 | 2,277 | **23,011** |
| **66** | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 2,843 | 2,843 | 3,721 | 3,749 | **19,156** |
| **67** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **68** | 2,666 | 2,676 | 2,716 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **29,699** |
| **69** | 2,666 | 2,676 | 2,716 | 1,000 | 1,000 | 2,843 | 2,843 | 2,843 | 3,721 | 3,749 | **26,056** |
| **70** | 2,666 | 1,000 | 1,000 | 2,769 | 2,874 | 2,843 | 2,843 | 2,843 | 2,162 | 2,277 | **23,275** |

**Lampiran 11**

# HASIL UJI MSI UPAH KERJA (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Upah Kerja (X2)** | | | | | | | | | | **∑** |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** |
| **1** | 2,843 | 1,000 | 1,000 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **22,720** |
| **2** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 1,000 | **24,588** |
| **3** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 1,893 | **25,481** |
| **4** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 1,729 | 1,986 | 3,033 | **23,904** |
| **5** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,000 | 1,000 | **22,373** |
| **6** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,000 | 1,000 | **22,373** |
| **7** | 2,843 | 2,950 | 1,000 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **24,670** |
| **8** | 2,843 | 1,000 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **24,670** |
| **9** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **26,620** |
| **10** | 1,000 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 1,729 | 1,000 | 1,000 | **19,043** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **11** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 1,795 | 3,216 | 1,986 | 1,893 | **22,542** |
| **12** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 1,893 | **24,253** |
| **13** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,000 | 1,000 | **22,373** |
| **14** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 1,000 | **24,588** |
| **15** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 1,000 | **23,359** |
| **16** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 3,033 | **25,392** |
| **17** | 2,843 | 2,950 | 1,000 | 1,000 | 1,000 | 1,000 | 3,505 | 3,216 | 3,215 | 3,033 | **22,761** |
| **18** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 1,000 | 3,505 | 3,216 | 3,215 | 3,033 | **24,711** |
| **19** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 1,000 | **24,588** |
| **20** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 1,000 | **23,359** |
| **21** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,000 | 1,000 | **22,373** |
| **22** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 1,729 | 1,000 | 1,000 | **20,886** |
| **23** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 1,000 | 3,505 | 3,216 | 3,215 | 1,893 | **23,572** |
| **24** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 1,795 | 1,000 | 1,000 | 3,033 | **20,479** |
| **25** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 1,000 | 3,216 | 3,215 | 3,033 | **24,115** |
| **26** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 1,000 | 1,986 | 3,033 | **23,176** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **27** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 1,729 | 1,986 | 3,033 | **23,904** |
| **28** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 1,795 | 1,000 | 1,000 | 3,033 | **20,479** |
| **29** | 1,000 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 1,000 | 1,000 | 1,986 | 3,033 | **18,828** |
| **30** | 2,843 | 2,950 | 1,000 | 1,000 | 1,000 | 2,909 | 1,795 | 1,729 | 3,215 | 3,033 | **21,472** |
| **31** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,000 | 3,033 | **24,406** |
| **32** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 3,033 | **25,392** |
| **33** | 1,000 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 3,033 | **23,549** |
| **34** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 1,893 | **24,253** |
| **35** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 1,893 | **24,253** |
| **36** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 1,000 | **24,588** |
| **37** | 2,843 | 1,000 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **24,670** |
| **38** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,000 | 1,893 | **23,266** |
| **39** | 1,000 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **24,778** |
| **40** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,000 | 1,893 | **23,266** |
| **41** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 1,893 | **24,253** |
| **42** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **26,620** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **43** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 1,000 | **24,588** |
| **44** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 1,000 | **24,588** |
| **45** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 3,033 | **25,392** |
| **46** | 2,843 | 2,950 | 1,000 | 1,000 | 1,000 | 1,000 | 3,505 | 3,216 | 3,215 | 1,893 | **21,622** |
| **47** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 1,000 | 3,505 | 3,216 | 3,215 | 3,033 | **24,711** |
| **48** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 1,893 | **25,481** |
| **49** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 1,000 | **24,588** |
| **50** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **26,620** |
| **51** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **26,620** |
| **52** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 1,000 | **23,359** |
| **53** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **26,620** |
| **54** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 1,000 | 1,000 | 3,033 | **22,189** |
| **55** | 1,000 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **24,778** |
| **56** | 2,843 | 2,950 | 1,000 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **24,670** |
| **57** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **26,620** |
| **58** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **26,620** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **59** | 1,000 | 1,000 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **22,828** |
| **60** | 2,843 | 1,000 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **24,670** |
| **61** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 1,893 | **24,253** |
| **62** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **26,620** |
| **63** | 2,843 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 3,505 | 3,216 | 3,215 | 3,033 | **20,811** |
| **64** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **26,620** |
| **65** | 1,000 | 2,950 | 2,950 | 1,000 | 1,000 | 1,000 | 1,795 | 3,216 | 3,215 | 3,033 | **21,158** |
| **66** | 1,000 | 1,000 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 3,215 | 3,033 | **22,828** |
| **67** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 3,216 | 1,986 | 1,893 | **24,253** |
| **68** | 2,843 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 1,795 | 1,729 | 1,986 | 1,893 | **21,055** |
| **69** | 1,000 | 2,950 | 2,950 | 1,000 | 1,000 | 1,000 | 3,505 | 3,216 | 3,215 | 3,033 | **22,868** |
| **70** | 1,000 | 2,950 | 2,950 | 1,000 | 1,000 | 2,909 | 3,505 | 1,729 | 1,986 | 1,893 | **20,922** |

**Lampiran 12**

# HASIL UJI MSI UMPAN BALIK ATASAN (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.**  **Responden** | **Umpan Baik Atasan (X3)** | | | | | | | | | | **∑** |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3.10** |
| **1** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 1,000 | 2,751 | 2,705 | **27,862** |
| **2** | 2,676 | 2,666 | 2,647 | 1,000 | 2,560 | 2,688 | 3,997 | 2,560 | 4,295 | 4,251 | **29,339** |
| **3** | 2,676 | 2,666 | 2,647 | 1,000 | 4,122 | 2,688 | 2,394 | 2,560 | 4,295 | 4,251 | **29,298** |
| **4** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 1,000 | 2,394 | 2,560 | 2,751 | 2,705 | **26,131** |
| **5** | 2,676 | 2,666 | 1,000 | 1,000 | 2,560 | 2,688 | 2,394 | 2,560 | 4,295 | 4,251 | **26,089** |
| **6** | 1,000 | 2,666 | 1,000 | 1,000 | 2,560 | 2,688 | 2,394 | 2,560 | 2,751 | 2,705 | **21,324** |
| **7** | 1,000 | 2,666 | 1,000 | 1,000 | 2,560 | 1,000 | 2,394 | 2,560 | 2,751 | 2,705 | **19,635** |
| **8** | 2,676 | 2,666 | 1,000 | 2,610 | 2,560 | 1,000 | 2,394 | 2,560 | 4,295 | 4,251 | **26,010** |
| **9** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **34,074** |
| **10** | 2,676 | 2,666 | 2,647 | 1,000 | 2,560 | 1,000 | 2,394 | 2,560 | 2,751 | 2,705 | **22,958** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **11** | 1,000 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 2,394 | 4,122 | 2,751 | 2,705 | **27,705** |
| **12** | 1,000 | 2,666 | 1,000 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **30,751** |
| **13** | 1,000 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 2,751 | 2,705 | **29,308** |
| **14** | 2,676 | 2,666 | 1,000 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 2,751 | 1,000 | **27,633** |
| **15** | 2,676 | 2,666 | 2,647 | 1,000 | 4,122 | 2,688 | 3,997 | 4,122 | 2,751 | 2,705 | **29,375** |
| **16** | 2,676 | 1,000 | 2,647 | 2,610 | 4,122 | 2,688 | 2,394 | 2,560 | 2,751 | 2,705 | **26,154** |
| **17** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 2,394 | 2,560 | 2,751 | 2,705 | **27,819** |
| **18** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **34,074** |
| **19** | 1,000 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 2,705 | **30,852** |
| **20** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 2,705 | **32,529** |
| **21** | 2,676 | 2,666 | 1,000 | 1,000 | 2,560 | 2,688 | 3,997 | 4,122 | 2,751 | 2,705 | **26,166** |
| **22** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 2,751 | 2,705 | **30,985** |
| **23** | 2,676 | 1,000 | 1,000 | 2,610 | 4,122 | 2,688 | 3,997 | 2,560 | 4,295 | 4,251 | **29,199** |
| **24** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 2,560 | 2,751 | 4,251 | **30,967** |
| **25** | 1,000 | 2,666 | 2,647 | 1,000 | 2,560 | 2,688 | 2,394 | 2,560 | 2,751 | 2,705 | **22,970** |
| **26** | 1,000 | 1,000 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 2,560 | 2,751 | 4,251 | **27,625** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **27** | 2,676 | 2,666 | 2,647 | 1,000 | 2,560 | 2,688 | 3,997 | 4,122 | 1,000 | 2,705 | **26,061** |
| **28** | 2,676 | 1,000 | 1,000 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 2,751 | 2,705 | **27,672** |
| **29** | 1,000 | 1,000 | 1,000 | 2,610 | 4,122 | 2,688 | 2,394 | 2,560 | 2,751 | 2,705 | **22,830** |
| **30** | 1,000 | 1,000 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **30,732** |
| **31** | 1,000 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 2,394 | 4,122 | 4,295 | 4,251 | **30,794** |
| **32** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 2,751 | 4,251 | **32,530** |
| **33** | 2,676 | 2,666 | 2,647 | 2,610 | 2,560 | 1,000 | 3,997 | 4,122 | 4,295 | 4,251 | **30,823** |
| **34** | 2,676 | 2,666 | 2,647 | 1,000 | 4,122 | 2,688 | 3,997 | 4,122 | 2,751 | 2,705 | **29,375** |
| **35** | 2,676 | 1,000 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **32,408** |
| **36** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 2,560 | 2,751 | 4,251 | **30,967** |
| **37** | 1,000 | 1,000 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **30,732** |
| **38** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 2,560 | 2,751 | 2,705 | **29,422** |
| **39** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 2,560 | 2,751 | 4,251 | **30,967** |
| **40** | 1,000 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **32,397** |
| **41** | 1,000 | 2,666 | 2,647 | 2,610 | 2,560 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **30,835** |
| **42** | 1,000 | 1,000 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **30,732** |

|  |  |  |  |  |  |  |  |  |  |  |  |
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| **43** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 1,000 | 3,997 | 4,122 | 4,295 | 4,251 | **32,385** |
| **44** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 2,751 | 4,251 | **32,530** |
| **45** | 2,676 | 2,666 | 2,647 | 1,000 | 2,560 | 1,000 | 3,997 | 4,122 | 4,295 | 2,705 | **27,668** |
| **46** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 2,560 | 4,295 | 2,705 | **30,966** |
| **47** | 2,676 | 1,000 | 1,000 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 2,751 | 2,705 | **27,672** |
| **48** | 1,000 | 1,000 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **30,732** |
| **49** | 2,676 | 1,000 | 1,000 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 2,705 | **29,216** |
| **50** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **34,074** |
| **51** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **34,074** |
| **52** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **34,074** |
| **53** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **34,074** |
| **54** | 1,000 | 1,000 | 1,000 | 1,000 | 2,560 | 1,000 | 3,997 | 4,122 | 2,751 | 4,251 | **22,681** |
| **55** | 2,676 | 1,000 | 2,647 | 1,000 | 2,560 | 1,000 | 3,997 | 4,122 | 4,295 | 4,251 | **27,548** |
| **56** | 2,676 | 2,666 | 2,647 | 1,000 | 2,560 | 1,000 | 3,997 | 2,560 | 2,751 | 4,251 | **26,107** |
| **57** | 2,676 | 2,666 | 2,647 | 1,000 | 1,000 | 1,000 | 3,997 | 4,122 | 4,295 | 4,251 | **27,653** |
| **58** | 2,676 | 2,666 | 2,647 | 2,610 | 4,122 | 2,688 | 3,997 | 2,560 | 4,295 | 2,705 | **30,966** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **59** | 2,676 | 2,666 | 2,647 | 1,000 | 2,560 | 2,688 | 3,997 | 4,122 | 2,751 | 2,705 | **27,812** |
| **60** | 2,676 | 1,000 | 1,000 | 1,000 | 2,560 | 1,000 | 2,394 | 4,122 | 4,295 | 2,705 | **22,752** |
| **61** | 2,676 | 1,000 | 1,000 | 1,000 | 2,560 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **27,589** |
| **62** | 2,676 | 1,000 | 1,000 | 1,000 | 2,560 | 1,000 | 2,394 | 4,122 | 2,751 | 2,705 | **21,209** |
| **63** | 2,676 | 2,666 | 2,647 | 1,000 | 2,560 | 1,000 | 2,394 | 2,560 | 4,295 | 4,251 | **26,047** |
| **64** | 1,000 | 1,000 | 1,000 | 1,000 | 2,560 | 1,000 | 3,997 | 4,122 | 2,751 | 2,705 | **21,135** |
| **65** | 2,676 | 2,666 | 2,647 | 1,000 | 2,560 | 2,688 | 3,997 | 2,560 | 2,751 | 4,251 | **27,795** |
| **66** | 1,000 | 1,000 | 1,000 | 1,000 | 2,560 | 1,000 | 2,394 | 4,122 | 2,751 | 4,251 | **21,078** |
| **67** | 2,676 | 2,666 | 1,000 | 1,000 | 4,122 | 2,688 | 2,394 | 2,560 | 4,295 | 2,705 | **26,106** |
| **68** | 2,676 | 2,666 | 1,000 | 1,000 | 4,122 | 2,688 | 3,997 | 4,122 | 4,295 | 4,251 | **30,817** |
| **69** | 2,676 | 1,000 | 1,000 | 1,000 | 2,560 | 1,000 | 3,997 | 4,122 | 4,295 | 4,251 | **25,901** |
| **70** | 2,676 | 2,666 | 1,000 | 1,000 | 4,122 | 1,000 | 1,000 | 4,122 | 4,295 | 4,251 | **26,132** |

**Lampiran 13**

# HASIL UJI VALIDITAS VARIABEL KEPUASAN KERJA (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | Kepuasan Kerja |
| Y.1 | Pearson Correlation | 1 | .739\*\* | .585\*\* | -.010 | .098 | .081 | .553\*\* | .636\*\* | .373\* | -.123 | .000 | .081 | .636\*\* | .373\* | -.123 | .521\*\* |
| Sig. (2-  tailed) |  | .000 | .001 | .956 | .605 | .670 | .002 | .000 | .042 | .517 | 1.000 | .670 | .000 | .042 | .517 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .739\*\* | 1 | .583\*\* | .056 | .194 | .110 | .408\* | .932\*\* | .433\* | -.028 | .121 | .110 | .932\*\* | .433\* | -.028 | .658\*\* |
| Sig. (2-  tailed) | .000 |  | .001 | .767 | .305 | .563 | .025 | .000 | .017 | .884 | .524 | .563 | .000 | .017 | .884 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .585\*\* | .583\*\* | 1 | .056 | -.048 | .110 | .181 | .508\*\* | .722\*\* | -.028 | -.121 | .110 | .508\*\* | .722\*\* | -.028 | .531\*\* |
| Sig. (2-  tailed) | .001 | .001 |  | .767 | .799 | .563 | .337 | .004 | .000 | .884 | .524 | .563 | .004 | .000 | .884 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Y.4 | Pearson Correlation | -.010 | .056 | .056 | 1 | .599\*\* | .386\* | .023 | .005 | .098 | .932\*\* | .553\*\* | .386\* | .005 | .098 | .932\*\* | .602\*\* |
| Sig. (2-  tailed) | .956 | .767 | .767 |  | .000 | .035 | .904 | .980 | .607 | .000 | .002 | .035 | .980 | .607 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .098 | .194 | -.048 | .599\*\* | 1 | .487\*\* | .079 | .140 | -.168 | .533\*\* | .949\*\* | .487\*\* | .140 | -.168 | .533\*\* | .585\*\* |
| Sig. (2-  tailed) | .605 | .305 | .799 | .000 |  | .006 | .678 | .462 | .375 | .002 | .000 | .006 | .462 | .375 | .002 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .081 | .110 | .110 | .386\* | .487\*\* | 1 | .157 | .172 | .095 | .439\* | .538\*\* | 1.000\*\* | .172 | .095 | .439\* | .614\*\* |
| Sig. (2-  tailed) | .670 | .563 | .563 | .035 | .006 |  | .407 | .363 | .617 | .015 | .002 | .000 | .363 | .617 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .553\*\* | .408\* | .181 | .023 | .079 | .157 | 1 | .438\* | .236 | .045 | .099 | .157 | .438\* | .236 | .045 | .418\* |
| Sig. (2-  tailed) | .002 | .025 | .337 | .904 | .678 | .407 |  | .015 | .210 | .812 | .604 | .407 | .015 | .210 | .812 | .022 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .636\*\* | .932\*\* | .508\*\* | .005 | .140 | .172 | .438\* | 1 | .489\*\* | .056 | .184 | .172 | 1.000\*\* | .489\*\* | .056 | .690\*\* |
| Sig. (2-  tailed) | .000 | .000 | .004 | .980 | .462 | .363 | .015 |  | .006 | .767 | .329 | .363 | .000 | .006 | .767 | .000 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .373\* | .433\* | .722\*\* | .098 | -.168 | .095 | .236 | .489\*\* | 1 | .144 | -.126 | .095 | .489\*\* | 1.000\*\* | .144 | .545\*\* |
| Sig. (2-  tailed) | .042 | .017 | .000 | .607 | .375 | .617 | .210 | .006 |  | .447 | .508 | .617 | .006 | .000 | .447 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | -.123 | -.028 | -.028 | .932\*\* | .533\*\* | .439\* | .045 | .056 | .144 | 1 | .605\*\* | .439\* | .056 | .144 | 1.000\*\* | .613\*\* |
| Sig. (2-  tailed) | .517 | .884 | .884 | .000 | .002 | .015 | .812 | .767 | .447 |  | .000 | .015 | .767 | .447 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.11 | Pearson Correlation | .000 | .121 | -.121 | .553\*\* | .949\*\* | .538\*\* | .099 | .184 | -.126 | .605\*\* | 1 | .538\*\* | .184 | -.126 | .605\*\* | .602\*\* |
| Sig. (2-  tailed) | 1.000 | .524 | .524 | .002 | .000 | .002 | .604 | .329 | .508 | .000 |  | .002 | .329 | .508 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.12 | Pearson Correlation | .081 | .110 | .110 | .386\* | .487\*\* | 1.000\*\* | .157 | .172 | .095 | .439\* | .538\*\* | 1 | .172 | .095 | .439\* | .614\*\* |
| Sig. (2-  tailed) | .670 | .563 | .563 | .035 | .006 | .000 | .407 | .363 | .617 | .015 | .002 |  | .363 | .617 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.13 | Pearson Correlation | .636\*\* | .932\*\* | .508\*\* | .005 | .140 | .172 | .438\* | 1.000\*\* | .489\*\* | .056 | .184 | .172 | 1 | .489\*\* | .056 | .690\*\* |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Sig. (2-  tailed) | .000 | .000 | .004 | .980 | .462 | .363 | .015 | .000 | .006 | .767 | .329 | .363 |  | .006 | .767 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.14 | Pearson Correlation | .373\* | .433\* | .722\*\* | .098 | -.168 | .095 | .236 | .489\*\* | 1.000\*\* | .144 | -.126 | .095 | .489\*\* | 1 | .144 | .545\*\* |
| Sig. (2-  tailed) | .042 | .017 | .000 | .607 | .375 | .617 | .210 | .006 | .000 | .447 | .508 | .617 | .006 |  | .447 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.15 | Pearson Correlation | -.123 | -.028 | -.028 | .932\*\* | .533\*\* | .439\* | .045 | .056 | .144 | 1.000\*\* | .605\*\* | .439\* | .056 | .144 | 1 | .613\*\* |
| Sig. (2-  tailed) | .517 | .884 | .884 | .000 | .002 | .015 | .812 | .767 | .447 | .000 | .000 | .015 | .767 | .447 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kepuasan Kerja | Pearson Correlation | .521\*\* | .658\*\* | .531\*\* | .602\*\* | .585\*\* | .614\*\* | .418\* | .690\*\* | .545\*\* | .613\*\* | .602\*\* | .614\*\* | .690\*\* | .545\*\* | .613\*\* | 1 |
| Sig. (2-  tailed) | .003 | .000 | .003 | .000 | .001 | .000 | .022 | .000 | .002 | .000 | .000 | .000 | .000 | .002 | .000 |  |
| N | 30 | 30 | 30 | 30 | 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 14**

# 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 | Work Life Balance (X1) |
| X1.1 | Pearson Correlation | 1 | .533\*\* | .949\*\* | .487\*\* | .178 | -.056 | .016 | .237 | .098 | .533\*\* | .676\*\* |
| Sig. (2-tailed) |  | .002 | .000 | .006 | .347 | .771 | .931 | .207 | .605 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .533\*\* | 1 | .605\*\* | .439\* | .290 | .082 | .056 | .136 | .339 | 1.000\*\* | .730\*\* |
| Sig. (2-tailed) | .002 |  | .000 | .015 | .121 | .667 | .767 | .473 | .067 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .949\*\* | .605\*\* | 1 | .538\*\* | .210 | .000 | .061 | .296 | .134 | .605\*\* | .742\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .002 | .265 | 1.000 | .747 | .112 | .480 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.4 | Pearson Correlation | .487\*\* | .439\* | .538\*\* | 1 | .313 | .261 | .172 | .336 | .385\* | .439\* | .711\*\* |
| Sig. (2-tailed) | .006 | .015 | .002 |  | .092 | .164 | .363 | .069 | .035 | .015 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .178 | .290 | .210 | .313 | 1 | .432\* | .071 | .079 | .202 | .290 | .474\*\* |
| Sig. (2-tailed) | .347 | .121 | .265 | .092 |  | .017 | .710 | .679 | .284 | .121 | .008 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | -.056 | .082 | .000 | .261 | .432\* | 1 | .259 | .401\* | .342 | .082 | .435\* |
| Sig. (2-tailed) | .771 | .667 | 1.000 | .164 | .017 |  | .167 | .028 | .064 | .667 | .016 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .016 | .056 | .061 | .172 | .071 | .259 | 1 | .761\*\* | .480\*\* | .056 | .461\* |
| Sig. (2-tailed) | .931 | .767 | .747 | .363 | .710 | .167 |  | .000 | .007 | .767 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .237 | .136 | .296 | .336 | .079 | .401\* | .761\*\* | 1 | .452\* | .136 | .618\*\* |
| Sig. (2-tailed) | .207 | .473 | .112 | .069 | .679 | .028 | .000 |  | .012 | .473 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X1.9 | Pearson Correlation | .098 | .339 | .134 | .385\* | .202 | .342 | .480\*\* | .452\* | 1 | .339 | .588\*\* |
| Sig. (2-tailed) | .605 | .067 | .480 | .035 | .284 | .064 | .007 | .012 |  | .067 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .533\*\* | 1.000\*\* | .605\*\* | .439\* | .290 | .082 | .056 | .136 | .339 | 1 | .730\*\* |
| Sig. (2-tailed) | .002 | .000 | .000 | .015 | .121 | .667 | .767 | .473 | .067 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Work Life Balance (X1) | Pearson Correlation | .676\*\* | .730\*\* | .742\*\* | .711\*\* | .474\*\* | .435\* | .461\* | .618\*\* | .588\*\* | .730\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .008 | .016 | .010 | .000 | .001 | .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 15**

# HASIL UJI VALIDITAS VARIABEL UPAH KERJA (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Upah Kerja (X2) |
| X2.1 | Pearson Correlation | 1 | .480\*\* | .280 | .095 | .151 | .053 | .429\* | .223 | -.170 | -.196 | .408\* |
| Sig. (2-tailed) |  | .007 | .134 | .618 | .425 | .782 | .018 | .237 | .368 | .299 | .025 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .480\*\* | 1 | .583\*\* | .056 | .194 | .110 | -.031 | .055 | .055 | .000 | .484\*\* |
| Sig. (2-tailed) | .007 |  | .001 | .767 | .305 | .563 | .872 | .775 | .775 | 1.000 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .280 | .583\*\* | 1 | .056 | -.048 | .110 | .123 | .055 | .055 | .000 | .428\* |
| Sig. (2-tailed) | .134 | .001 |  | .767 | .799 | .563 | .517 | .775 | .775 | 1.000 | .018 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.4 | Pearson Correlation | .095 | .056 | .056 | 1 | .599\*\* | .386\* | .146 | .018 | .018 | .069 | .503\*\* |
| Sig. (2-tailed) | .618 | .767 | .767 |  | .000 | .035 | .441 | .923 | .923 | .716 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .151 | .194 | -.048 | .599\*\* | 1 | .487\*\* | -.170 | -.056 | .182 | .237 | .546\*\* |
| Sig. (2-tailed) | .425 | .305 | .799 | .000 |  | .006 | .369 | .771 | .335 | .207 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .053 | .110 | .110 | .386\* | .487\*\* | 1 | .385\* | .261 | .261 | .336 | .695\*\* |
| Sig. (2-tailed) | .782 | .563 | .563 | .035 | .006 |  | .035 | .164 | .164 | .069 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .429\* | -.031 | .123 | .146 | -.170 | .385\* | 1 | .494\*\* | -.111 | .000 | .409\* |
| Sig. (2-tailed) | .018 | .872 | .517 | .441 | .369 | .035 |  | .006 | .560 | 1.000 | .025 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .223 | .055 | .055 | .018 | -.056 | .261 | .494\*\* | 1 | .196 | .401\* | .518\*\* |
| Sig. (2-tailed) | .237 | .775 | .775 | .923 | .771 | .164 | .006 |  | .298 | .028 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X2.9 | Pearson Correlation | -.170 | .055 | .055 | .018 | .182 | .261 | -.111 | .196 | 1 | .668\*\* | .462\* |
| Sig. (2-tailed) | .368 | .775 | .775 | .923 | .335 | .164 | .560 | .298 |  | .000 | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | -.196 | .000 | .000 | .069 | .237 | .336 | .000 | .401\* | .668\*\* | 1 | .538\*\* |
| Sig. (2-tailed) | .299 | 1.000 | 1.000 | .716 | .207 | .069 | 1.000 | .028 | .000 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Upah Kerja (X2) | Pearson Correlation | .408\* | .484\*\* | .428\* | .503\*\* | .546\*\* | .695\*\* | .409\* | .518\*\* | .462\* | .538\*\* | 1 |
| Sig. (2-tailed) | .025 | .007 | .018 | .005 | .002 | .000 | .025 | .003 | .010 | .002 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 16**

# HASIL UJI VALIDITAS VARIABEL UMPAN BALIK ATASAN (X3)

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | Umpan Balik (X3) |
| X3.1 | Pearson Correlation | 1 | .416\* | .542\*\* | .573\*\* | .249 | .396\* | .420\* | .683\*\* | .434\* | .205 | .697\*\* |
| Sig. (2-tailed) |  | .022 | .002 | .001 | .185 | .030 | .021 | .000 | .017 | .278 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .416\* | 1 | .640\*\* | .302 | .455\* | .374\* | .673\*\* | .389\* | .329 | .384\* | .738\*\* |
| Sig. (2-tailed) | .022 |  | .000 | .105 | .012 | .042 | .000 | .034 | .075 | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .542\*\* | .640\*\* | 1 | .486\*\* | .474\*\* | .648\*\* | .709\*\* | .487\*\* | .246 | .318 | .805\*\* |
| Sig. (2-tailed) | .002 | .000 |  | .006 | .008 | .000 | .000 | .006 | .189 | .087 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.4 | Pearson Correlation | .573\*\* | .302 | .486\*\* | 1 | .317 | .471\*\* | .549\*\* | .613\*\* | .310 | .400\* | .703\*\* |
| Sig. (2-tailed) | .001 | .105 | .006 |  | .088 | .009 | .002 | .000 | .095 | .028 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .249 | .455\* | .474\*\* | .317 | 1 | .528\*\* | .510\*\* | .504\*\* | .091 | .166 | .615\*\* |
| Sig. (2-tailed) | .185 | .012 | .008 | .088 |  | .003 | .004 | .005 | .631 | .381 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .396\* | .374\* | .648\*\* | .471\*\* | .528\*\* | 1 | .487\*\* | .587\*\* | .279 | .371\* | .719\*\* |
| Sig. (2-tailed) | .030 | .042 | .000 | .009 | .003 |  | .006 | .001 | .136 | .044 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .420\* | .673\*\* | .709\*\* | .549\*\* | .510\*\* | .487\*\* | 1 | .619\*\* | .365\* | .153 | .806\*\* |
| Sig. (2-tailed) | .021 | .000 | .000 | .002 | .004 | .006 |  | .000 | .047 | .420 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .683\*\* | .389\* | .487\*\* | .613\*\* | .504\*\* | .587\*\* | .619\*\* | 1 | .406\* | .390\* | .801\*\* |
| Sig. (2-tailed) | .000 | .034 | .006 | .000 | .005 | .001 | .000 |  | .026 | .033 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| X3.9 | Pearson Correlation | .434\* | .329 | .246 | .310 | .091 | .279 | .365\* | .406\* | 1 | .363\* | .557\*\* |
| Sig. (2-tailed) | .017 | .075 | .189 | .095 | .631 | .136 | .047 | .026 |  | .049 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .205 | .384\* | .318 | .400\* | .166 | .371\* | .153 | .390\* | .363\* | 1 | .522\*\* |
| Sig. (2-tailed) | .278 | .036 | .087 | .028 | .381 | .044 | .420 | .033 | .049 |  | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Umpan Balik (X3) | Pearson Correlation | .697\*\* | .738\*\* | .805\*\* | .703\*\* | .615\*\* | .719\*\* | .806\*\* | .801\*\* | .557\*\* | .522\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | .003 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |

**Lampiran 17**

**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 |

**Lampiran 18**

**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 |
| **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 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **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** |
| **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** | 0.67806 | 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 19**

**Tabel Uji F**

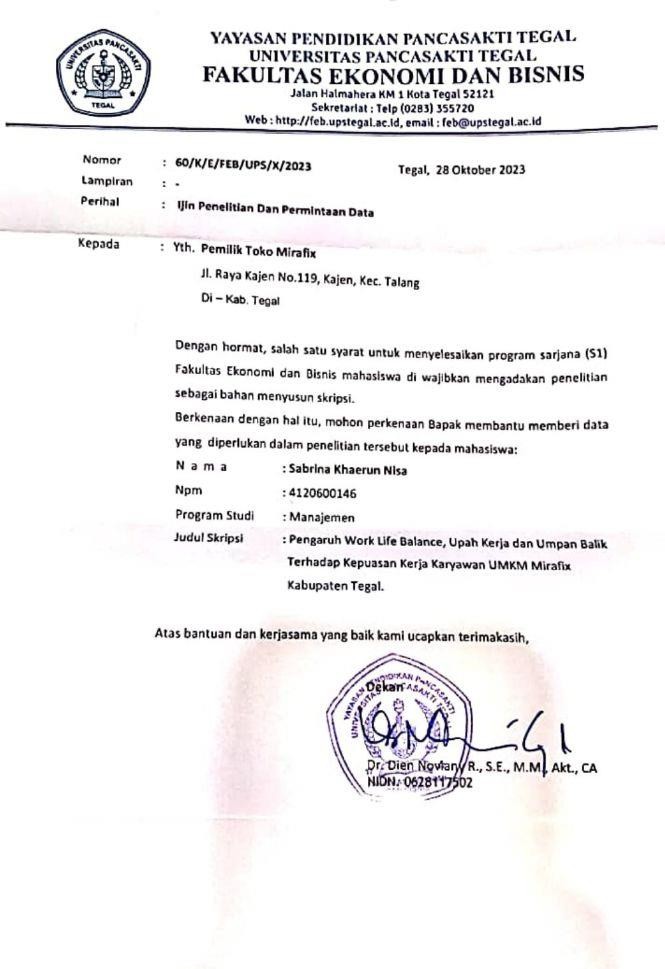
|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***α =***  **0,05** | **df1=(k-1)** | | | | | | | |
| **df2=(n**  **-k- 1)** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** |
| 1 | 161.44  8 | 199,500 | 215.70  7 | 224,583 | 230,162 | 233.98  6 | 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 |
| 51 | 4,030 | 3,179 | 2,786 | 2,553 | 2,397 | 2,283 | 2,195 | 2,126 |
| 52 | 4,027 | 3,175 | 2,783 | 2,550 | 2,393 | 2,279 | 2,192 | 2,122 |
| 53 | 4,023 | 3,172 | 2,779 | 2,546 | 2,389 | 2,275 | 2,188 | 2,119 |
| 54 | 4,020 | 3,168 | 2,776 | 2,543 | 2,386 | 2,272 | 2,185 | 2,115 |
| 55 | 4,016 | 3,165 | 2,773 | 2,540 | 2,383 | 2,269 | 2,181 | 2,112 |
| 56 | 4,013 | 3,162 | 2,769 | 2,537 | 2,380 | 2,266 | 2,178 | 2,109 |
| 57 | 4,010 | 3,159 | 2,766 | 2,534 | 2,377 | 2,263 | 2,175 | 2,106 |
| 58 | 4,007 | 3,156 | 2,764 | 2,531 | 2,374 | 2,260 | 2,172 | 2,103 |
| 59 | 4,004 | 3,153 | 2,761 | 2,528 | 2,371 | 2,257 | 2,169 | 2,100 |
| 60 | 4,001 | 3,150 | 2,758 | 2,525 | 2,368 | 2,254 | 2,167 | 2,097 |
| 61 | 3,998 | 3,148 | 2,755 | 2,523 | 2,366 | 2,251 | 2,164 | 2,094 |
| 62 | 3,996 | 3,145 | 2,753 | 2,520 | 2,363 | 2,249 | 2,161 | 2,092 |
| 63 | 3,993 | 3,143 | 2,751 | 2,518 | 2,361 | 2,246 | 2,159 | 2,089 |
| 64 | 3,991 | 3,140 | 2,748 | 2,515 | 2,358 | 2,244 | 2,156 | 2,087 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 65 | 3,989 | 3,138 | 2,746 | 2,513 | 2,356 | 2,242 | 2,154 | 2,084 |
| 66 | 3,986 | 3,136 | 2,744 | 2,511 | 2,354 | 2,239 | 2,152 | 2,082 |
| 67 | 3,984 | 3,134 | 2,742 | 2,509 | 2,352 | 2,237 | 2,150 | 2,080 |
| 68 | 3,982 | 3,132 | 2,740 | 2,507 | 2,350 | 2,235 | 2,148 | 2,078 |
| 69 | 3,980 | 3,130 | 2,737 | 2,505 | 2,348 | 2,233 | 2,145 | 2,076 |
| 70 | 3,978 | 3,128 | 2,736 | 2,503 | 2,346 | 2,231 | 2,143 | 2,074 |
| 71 | 3,976 | 3,126 | 2,734 | 2,501 | 2,344 | 2,229 | 2,142 | 2,072 |
| 72 | 3,974 | 3,124 | 2,732 | 2,499 | 2,342 | 2,227 | 2,140 | 2,070 |
| 73 | 3,972 | 3,122 | 2,730 | 2,497 | 2,340 | 2,226 | 2,138 | 2,068 |
| 74 | 3,970 | 3,120 | 2,728 | 2,495 | 2,338 | 2,224 | 2,136 | 2,066 |
| 75 | 3,968 | 3,119 | 2,727 | 2,494 | 2,337 | 2,222 | 2,134 | 2,064 |

**Lampiran 20**

**Surat izin penelitian**



**Lampiran 21**

**Surat Balasan Izin Penelitian Perusahaan**

