



**LAMPIRAN**

**Lampiran 1**  
**Kuesioner Pre-tes**

**KUESIONER SURVEY**

**A. IDENTITAS RESPONDEN**

1. Jenis Kelamin : a. Pria b. Wanita
2. Masa kerja : **(Pilih salah satu dibawah ini)**
  - a. 1-5 tahun c. 10-15 tahun
  - b. 6-10 tahun
3. Pendidikan terakhir : **(Pilih salah satu dibawah ini)**
  - a. SMA c. S2
  - b. S1
4. Usia saat ini : **(Pilih salah satu dibawah ini)**
  - a. < 20 thn d. 41 thn – 50 thn
  - b. 21 thn - 30 thn
  - c. 31 thn - 40 thn

**B. PETUNJUK PENGISIAN**

1. Silakan tentukan pendapat setuju maupun ketidaksetujuan anda terhadap pernyataan pernyataan berikut.
2. Berilak tanda silang terhadap jawaban yang anda anggap paling tepat.
  1. Sangat tidak setuju
  2. Tidak setuju
  3. Kurang Setuju
  4. Setuju
  5. Sangat setuju

**Lampiran 1**  
**Kuesioner *Pre-tes* (lanjutan)**

**C. PERTANYAAN PENELITIAN**

No	Pertanyaan	1	2	3	4	5
1	Tingkat gaji saya sesuai dengan beban pekerjaan.					
2	Pembayaran gaji tepat waktu setiap bulannya.					
3	Kenaikan gaji saya sesuai dengan kinerja.					
4	Kebijakan insentif sesuai dengan janji.					
5	Insentif yang saya terima sesuai dengan kinerja.					
6	Perusahaan memberikan bonus sesuai yang dijanjikan.					
7	Saya mendapatkan fasilitas asuransi kesehatan yang diberikan perusahaan.					
8	Saya tidak mengalami kesulitan untuk mendapatkan hak cuti setiap tahunnya.					
9	Perusahaan memiliki program rekreasi.					
10	Saya memiliki Saya memiliki kesempatan untuk mendapatkan dana pensiun.					
11	Kebijakan promosi yang diberikan perusahaan sangat membantu saya dalam meningkatkan karir saya.					
12	Saya mendapatkan penghargaan dan pengakuan atas prestasi saya.					
13	Saya mengalami keseimbangan penggunaan waktu untuk keluarga.					
14	Mudah bagi saya untuk membagi waktu secara sepadan antara urusan pekerjaan dengan urusan keluarga.					
15	Mudah bagi saya untuk melibatkan diri secara seimbang antara urusan pekerjaan dengan urusan keluarga					
16	Saya dapat memenuhi kewajiban saya dalam keluarga begitupun dengan urusan pekerjaan di kantor.					
17	Saya merasa puas dengan pekerjaan saya begitupun dengan urusan keluarga saya.					
18	Saya merasa puas dengan sifat pekerjaan di organisasi/perusahaan ini.					

**Lampiran 1**  
**Kuesioner *Pre-tes* (lanjutan)**

No	Pertanyaan	1	2	3	4	5
19	Saya merasa puas dengan peluang promosi jabatan yang ada di organisasi/perusahaan ini.					
20	Saya merasa puas dengan gaji yang diberikan oleh organisasi/perusahaan ini.					
21	Saya merasa puas dan nyaman dengan pengawasan yang dilakukan oleh pimpinan di organisasi/perusahaan ini.					
22	Saya merasa puas dengan kondisi hubungan sesama karyawan yang bekerja di organisasi/perusahaan ini.					
23	Tugas dan sasaran pekerjaan yang harus saya jalankan tidak jelas.					
24	Saya tidak mempunyai wewenang dalam melaksanakan tanggung jawab pekerjaan saya.					
25	Saya tidak mengetahui kinerja yang diharapkan perusahaan.					
26	Saya tidak memahami sumbangan pekerjaan saya terhadap pencapaian target perusahaan secara keseluruhan.					
27	Saya mengerjakan tugas diluar tugas utama saya.					
28	Saya tidak mengetahui kepada siapa saya harus melaporkan hasil pekerjaan saya.					
29	Saya tidak mengetahui kepada siapa harus mempertanggungjawabkan hasil pekerjaan saya.					
30	Saya pernah mendapat tugas pekerjaan dari dua atau lebih atasan yang memiliki metode kerja yang berbeda satu sama lain.					
31	Tuntutan terhadap kualitas pekerjaan saya tidak masuk akal.					
32	Tugas-tugas pekerjaan yang diberikan kepada saya terlalu sulit dan kompleks.					

**Lampiran 1**  
**Kuesioner *Pre-tes* (lanjutan)**

No	Pertanyaan	1	2	3	4	5
33	Tugas-tugas yang diberikan rumit.					
34	Perusahaan menuntut tidak sesuai dengan kemampuan yang saya miliki.					
35	Saya tidak mendapat dukungan sosial dari rekan kerja.					
36	Saya mendapat tekanan dari karyawan lain dalam bekerja.					
37	Komunikasi tidak terjalin dengan baik antara karyawan yang satu dengan karyawan lainnya.					
38	Kebutuhan sosial saya tidak terpenuhi di perusahaan ini.					
39	Peraturan di perusahaan menyulitkan saya dalam bekerja.					
40	Setiap karyawan tidak ikut berpartisipasi dalam pengambilan keputusan yang berdampak terhadap nasib karyawan di perusahaan.					
41	Peraturan yang diterapkan di perusahaan ini tidak bisa diikuti oleh karyawan.					
42	Saya merasa dilibatkan dalam setiap urusan menyangkut kepentingan perusahaan.					
43	Atasan saya di perusahaan dalam memimpin menciptakan rasa tegang, cemas dan takut kepada bawahannya.					
44	Atasan saya melakukan pengawasan dengan berlebihan.					
45	Atasan saya tidak perhatian terhadap bawahannya.					

**Terimakasih atas partisipasi saudara dalam mengisi kuesioner ini**



**Lampiran 3**  
**Data Analisa Pre-test**

1. Kompensasi
  - 1.1 Kompensasi dimensi 1

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.465
Bartlett's Test of Sphericity	Approx. Chi-Square	72.840
	df	15
	Sig.	.000

**Anti-image Matrices**

		K1	K2	K3	K4	K5	K6
Anti-image Covariance	K1	.209	-.176	-.150	.107	-.153	.142
	K2	-.176	.305	.013	-.077	.060	-.134
	K3	-.150	.013	.540	-.169	.230	-.218
	K4	.107	-.077	-.169	.792	-.163	.044
	K5	-.153	.060	.230	-.163	.264	-.220
	K6	.142	-.134	-.218	.044	-.220	.467
Anti-image Correlation	K1	.464 <sup>a</sup>	-.698	-.446	.264	-.652	.455
	K2	-.698	.639 <sup>a</sup>	.033	-.157	.212	-.355
	K3	-.446	.033	.275 <sup>a</sup>	-.258	.610	-.434
	K4	.264	-.157	-.258	.482 <sup>a</sup>	-.356	.072
	K5	-.652	.212	.610	-.356	.433 <sup>a</sup>	-.627
	K6	.455	-.355	-.434	.072	-.627	.438 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component	
	1	2
K1	.836	.198
K2	.852	.242
K3	.377	.807
K4	.436	-.293
K5	.768	-.526
K6	.688	-.210

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.571
Bartlett's Test of Sphericity    Approx. Chi-Square	57.449
df	10
Sig.	.000

**Anti-image Matrices**

		K1	K2	K4	K5	K6
Anti-image Covariance	K1	.261	-.216	.081	-.177	.126
	K2	-.216	.306	-.078	.087	-.159
	K4	.081	-.078	.848	-.155	-.032
	K5	-.177	.087	-.155	.420	-.249
	K6	.126	-.159	-.032	-.249	.575
Anti-image Correlation	K1	.523 <sup>a</sup>	-.763	.172	-.535	.325
	K2	-.763	.574 <sup>a</sup>	-.154	.242	-.378
	K4	.172	-.154	.674 <sup>a</sup>	-.259	-.046
	K5	-.535	.242	-.259	.605 <sup>a</sup>	-.507
	K6	.325	-.378	-.046	-.507	.568 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component	
	1	2
K1	.824	-.450
K2	.833	-.341
K4	.438	.749
K5	.829	.121
K6	.689	.328

Extraction Method: Principal Component Analysis.

a. 2 components extracted.



**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.602
Bartlett's Test of Sphericity    Approx. Chi-Square	43.314
df	6
Sig.	.000

**Anti-image Matrices**

		K1	K2	K4	K5
Anti-image Covariance	K1	.292	-.236	.098	-.185
	K2	-.236	.357	-.102	.028
	K4	.098	-.102	.850	-.227
	K5	-.185	.028	-.227	.566
Anti-image Correlation	K1	.565 <sup>a</sup>	-.732	.198	-.454
	K2	-.732	.612 <sup>a</sup>	-.185	.063
	K4	.198	-.185	.491 <sup>a</sup>	-.328
	K5	-.454	.063	-.328	.690 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
K1	.897
K2	.865
K4	.417
K5	.801

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.637
Bartlett's Test of Sphericity    Approx. Chi-Square	39.438
df	3
Sig.	.000

**Anti-image Matrices**

		K1	K2	K5
Anti-image Covariance	K1	.304	-.242	-.185
	K2	-.242	.369	.001
	K5	-.185	.001	.634
Anti-image Correlation	K1	.588 <sup>a</sup>	-.722	-.421
	K2	-.722	.623 <sup>a</sup>	.002
	K5	-.421	.002	.771 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
K1	.932
K2	.884
K5	.783

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

### Lampiran 3

#### Data Analisa Pre-test (lanjutan)

#### 1.2 Kompensasi dimensi 2

##### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.572
Bartlett's Test of Sphericity	Approx. Chi-Square	17.204
	df	6
	Sig.	.009

##### Anti-image Matrices

		K7	K8	K9	K10
Anti-image Covariance	K7	.584	-.357	-.011	-.158
	K8	-.357	.616	-.026	-.015
	K9	-.011	-.026	.943	-.188
	K10	-.158	-.015	-.188	.866
Anti-image Correlation	K7	.548 <sup>a</sup>	-.595	-.014	-.222
	K8	-.595	.552 <sup>a</sup>	-.034	-.020
	K9	-.014	-.034	.629 <sup>a</sup>	-.209
	K10	-.222	-.020	-.209	.674 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

##### Component Matrix<sup>a</sup>

	Component	
	1	2
K7	.845	-.295
K8	.803	-.371
K9	.367	.794
K10	.601	.426

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.514
Bartlett's Test of Sphericity    Approx. Chi-Square	13.499
df	3
Sig.	.004

**Anti-image Matrices**

		K7	K8	K9
Anti-image Covariance	K7	.614	-.378	-.050
	K8	-.378	.616	-.030
	K9	-.050	-.030	.986
Anti-image Correlation	K7	.509 <sup>a</sup>	-.615	-.064
	K8	-.615	.509 <sup>a</sup>	-.039
	K9	-.064	-.039	.799 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
K7	.888
K8	.885
K9	.286

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

1.3 Kompensasi dimensi 3

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	4.824
	df	1
	Sig.	.028

**Anti-image Matrices**

		K11	K12
Anti-image Covariance	K11	.839	-.337
	K12	-.337	.839
Anti-image Correlation	K11	.500 <sup>a</sup>	-.401
	K12	-.401	.500 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
K11	.837
K12	.837

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

2. *Work Life Balance (WLB)*

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.509
Bartlett's Test of Sphericity	Approx. Chi-Square	60.839
	df	10
	Sig.	.000

**Lampiran 3**  
**Data Analisa *Pre-test* (Lanjutan)**

**Anti-image Matrices**

		WLB13	WLB14	WLB15	WLB16	WLB17
Anti-image Covariance	WLB13	.268	-.172	-.052	.122	-.159
	WLB14	-.172	.346	-.166	.014	-.046
	WLB15	-.052	-.166	.575	-.268	.229
	WLB16	.122	.014	-.268	.672	-.240
	WLB17	-.159	-.046	.229	-.240	.307
Anti-image Correlation	WLB13	.600 <sup>a</sup>	-.564	-.132	.288	-.554
	WLB14	-.564	.672 <sup>a</sup>	-.373	.029	-.141
	WLB15	-.132	-.373	.245 <sup>a</sup>	-.432	.544
	WLB16	.288	.029	-.432	.276 <sup>a</sup>	-.529
	WLB17	-.554	-.141	.544	-.529	.506 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component	
	1	2
WLB13	.904	-.156
WLB14	.869	.142
WLB15	.175	.926
WLB16	.385	.438
WLB17	.824	-.380

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.593
Bartlett's Test of Sphericity	Approx. Chi-Square	46.768
	df	6
	Sig.	.000

**Lampiran 3**  
**Data Analisa *Pre-test* (Lanjutan)**

**Anti-image Matrices**

		WLB13	WLB14	WLB16	WLB17
Anti-image Covariance	WLB13	.273	-.221	.123	-.200
	WLB14	-.221	.402	-.091	.034
	WLB16	.123	-.091	.825	-.233
	WLB17	-.200	.034	-.233	.437
Anti-image Correlation	WLB13	.560 <sup>a</sup>	-.668	.259	-.580
	WLB14	-.668	.651 <sup>a</sup>	-.158	.080
	WLB16	.259	-.158	.383 <sup>a</sup>	-.388
	WLB17	-.580	.080	-.388	.640 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
WLB13	.909
WLB14	.852
WLB16	.364
WLB17	.853

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.651
Bartlett's Test of Sphericity	Approx. Chi-Square
	42.138
	df
	3
	Sig.
	.000

**Lampiran 3**  
**Data Analisa *Pre-test* (Lanjutan)**

**Anti-image Matrices**

		WLB13	WLB14	WLB17
Anti-image Covariance	WLB13	.293	-.228	-.209
	WLB14	-.228	.412	.009
	WLB17	-.209	.009	.514
Anti-image Correlation	WLB13	.598 <sup>a</sup>	-.657	-.539
	WLB14	-.657	.666 <sup>a</sup>	.021
	WLB17	-.539	.021	.724 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
WLB13	.938
WLB14	.869
WLB17	.834

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

3. Kepuasan Kerja

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.509
Bartlett's Test of Sphericity	Approx. Chi-Square	50.276
	df	10
	Sig.	.000



**Lampiran 3**  
**Data Analisa *Pre-test* (Lanjutan)**

**Anti-image Matrices**

		KK18	KK19	KK20	KK21	KK22
Anti-image Covariance	KK18	.295	.053	.097	-.198	-.242
	KK19	.053	.562	-.312	-.015	-.103
	KK20	.097	-.312	.567	-.111	-.081
	KK21	-.198	-.015	-.111	.769	.099
	KK22	-.242	-.103	-.081	.099	.313
Anti-image Correlation	KK18	.470 <sup>a</sup>	.130	.238	-.417	-.795
	KK19	.130	.568 <sup>a</sup>	-.553	-.023	-.245
	KK20	.238	-.553	.516 <sup>a</sup>	-.168	-.191
	KK21	-.417	-.023	-.168	.523 <sup>a</sup>	.202
	KK22	-.795	-.245	-.191	.202	.510 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component	
	1	2
KK18	.769	-.551
KK19	.566	.700
KK20	.486	.762
KK21	.552	-.267
KK22	.855	-.229

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.562
Bartlett's Test of Sphericity	Approx. Chi-Square
	18.146
	df
	6
	Sig.
	.006

**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

**Anti-image Matrices**

		KK19	KK20	KK21	KK22
Anti-image Covariance	KK19	.571	-.355	.025	-.164
	KK20	-.355	.601	-.058	-.002
	KK21	.025	-.058	.930	-.210
	KK22	-.164	-.002	-.210	.853
Anti-image Correlation	KK19	.541 <sup>a</sup>	-.606	.034	-.236
	KK20	-.606	.549 <sup>a</sup>	-.078	-.002
	KK21	.034	-.078	.583 <sup>a</sup>	-.235
	KK22	-.236	-.002	-.235	.649 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component	
	1	2
KK19	.841	-.327
KK20	.807	-.360
KK21	.380	.785
KK22	.606	.441

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.513
Bartlett's Test of Sphericity	Approx. Chi-Square
	14.054
	df
	3
	Sig.
	.003

**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

**Anti-image Matrices**

		KK19	KK20	KK21
Anti-image Covariance	KK19	.605	-.377	-.017
	KK20	-.377	.601	-.062
	KK21	-.017	-.062	.985
Anti-image Correlation	KK19	.508 <sup>a</sup>	-.624	-.023
	KK20	-.624	.508 <sup>a</sup>	-.081
	KK21	-.023	-.081	.770 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
KK19	.886
KK20	.892
KK21	.289

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

#### 4. Stres Kerja

##### 4.1 Stres Kerja Dimensi 1

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.802
Bartlett's Test of Sphericity	Approx. Chi-Square	113.934
	df	6
	Sig.	.000

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

**Anti-image Matrices**

		SK23	SK24	SK25	SK26
Anti-image Covariance	SK23	.179	-.120	-.013	-.068
	SK24	-.120	.217	-.064	.021
	SK25	-.013	-.064	.182	-.117
	SK26	-.068	.021	-.117	.197
Anti-image Correlation	SK23	.806 <sup>a</sup>	-.608	-.070	-.361
	SK24	-.608	.802 <sup>a</sup>	-.323	.102
	SK25	-.070	-.323	.808 <sup>a</sup>	-.620
	SK26	-.361	.102	-.620	.792 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
SK23	.942
SK24	.919
SK25	.939
SK26	.926

Extraction Method:

Principal Component

Analysis.

a. 1 components  
extracted.

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

## 4.2 Stres Kerja Dimensi 2

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.634
Bartlett's Test of Sphericity	Approx. Chi-Square
	29.911
	df
	3
	Sig.
	.000

**Anti-image Matrices**

		SK27	SK28	SK29
Anti-image Covariance	SK27	.698	-.208	-.022
	SK28	-.208	.403	-.285
	SK29	-.022	-.285	.476
Anti-image Correlation	SK27	.754 <sup>a</sup>	-.392	-.038
	SK28	-.392	.588 <sup>a</sup>	-.651
	SK29	-.038	-.651	.622 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
SK27	.755
SK28	.911
SK29	.858

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

## 4.3 Stres Kerja Dimensi 3

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.720
Bartlett's Test of Sphericity	Approx. Chi-Square	55.755
	df	6
	Sig.	.000

**Anti-image Matrices**

		SK30	SK31	SK32	SK33
Anti-image Covariance	SK30	.519	-.188	-.004	-.131
	SK31	-.188	.361	-.195	.063
	SK32	-.004	-.195	.315	-.208
	SK33	-.131	.063	-.208	.506
Anti-image Correlation	SK30	.802 <sup>a</sup>	-.433	-.010	-.255
	SK31	-.433	.690 <sup>a</sup>	-.580	.147
	SK32	-.010	-.580	.688 <sup>a</sup>	-.521
	SK33	-.255	.147	-.521	.728 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
SK30	.812
SK31	.863
SK32	.897
SK33	.789

Extraction Method:

Principal Component

Analysis.

a. 1 components

extracted.

### Lampiran 3

#### Data Analisa *Pre-test* (lanjutan)

#### 4.4 Stres Kerja Dimensi 4

##### KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.747
Bartlett's Test of Sphericity	Approx. Chi-Square
	104.982
df	10
Sig.	.000

##### Anti-image Matrices

		SK34	SK35	SK36	SK37	SK38
Anti-image Covariance	SK34	.154	-.062	-.100	-.136	-.007
	SK35	-.062	.392	-.093	.080	-.147
	SK36	-.100	-.093	.417	.092	-.085
	SK37	-.136	.080	.092	.202	-.085
	SK38	-.007	-.147	-.085	-.085	.275
Anti-image Correlation	SK34	.719 <sup>a</sup>	-.252	-.393	-.773	-.034
	SK35	-.252	.789 <sup>a</sup>	-.230	.285	-.447
	SK36	-.393	-.230	.795 <sup>a</sup>	.317	-.250
	SK37	-.773	.285	.317	.630 <sup>a</sup>	-.360
	SK38	-.034	-.447	-.250	-.360	.835 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

##### Component Matrix<sup>a</sup>

	Component
	1
SK34	.920
SK35	.798
SK36	.790
SK37	.802
SK38	.908

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.

**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

## 4.5 Stres Kerja Dimensi 5

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.763
Bartlett's Test of Sphericity	Approx. Chi-Square
	28.245
	df
	6
	Sig.
	.000

**Anti-image Matrices**

		SK39	SK40	SK41	SK42
Anti-image Covariance	SK39	.624	-.057	-.173	-.239
	SK40	-.057	.712	-.215	-.131
	SK41	-.173	-.215	.627	-.120
	SK42	-.239	-.131	-.120	.624
Anti-image Correlation	SK39	.748 <sup>a</sup>	-.085	-.276	-.383
	SK40	-.085	.788 <sup>a</sup>	-.321	-.196
	SK41	-.276	-.321	.764 <sup>a</sup>	-.191
	SK42	-.383	-.196	-.191	.758 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
SK39	.785
SK40	.724
SK41	.795
SK42	.791

Extraction Method:  
Principal Component  
Analysis.

a. 1 components  
extracted.



**Lampiran 3**  
**Data Analisa *Pre-test* (lanjutan)**

## 4.6 Stres Kerja Dimensi 6

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.617
Bartlett's Test of Sphericity    Approx. Chi-Square	40.758
df	3
Sig.	.000

**Anti-image Matrices**

		SK43	SK44	SK45
Anti-image Covariance	SK43	.479	.048	-.229
	SK44	.048	.461	-.232
	SK45	-.229	-.232	.289
Anti-image Correlation	SK43	.656 <sup>a</sup>	.101	-.616
	SK44	.101	.648 <sup>a</sup>	-.635
	SK45	-.616	-.635	.573 <sup>a</sup>

a. Measures of Sampling Adequacy(MSA)

**Component Matrix<sup>a</sup>**

	Component
	1
SK43	.835
SK44	.842
SK45	.941

Extraction Method:

Principal Component

Analysis.

a. 1 components  
extracted.

**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

1. Reliabel Kompensasi Dimensi 1

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.833	.834	3

2. Reliabel Kompensasi Dimensi 2

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.535	.534	3

3. Reliabel Kompensasi Dimensi 3

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.563	.573	2

4. Reliabel *Work Life Balance* (WLB)

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.854	.855	3

5. Reliabel Kepuasan Kerja

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.542	.540	3

**Lampiran 3**  
**Data Analisa Pre-test (lanjutan)**

## 6. Reliabel Stres Kerja Dimensi 1

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.946	.949	4

## 7. Reliabel Stres Kerja Dimensi 2

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.793	.795	3

## 8. Reliabel Stres Kerja Dimensi 3

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.859	.861	4

## 9. Reliabel Stres Kerja Dimensi 4

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.895	.899	5

## 10. Reliabel Stres Kerja Dimensi 5

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.775	.777	4

## 11. Reliabel Stres Kerja Dimensi 6

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.840	.843	3



Lampiran 4  
Data Penelitian (lanjutan)

No	K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	K11	K12	K13	K14	K15	K16	K17	K18	K19	K20	K21	K22	K23	K24	K25	K26	K27	K28	K29	K30	K31	K32	K33	K34	K35	K36	K37	K38	K39	K40					
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## Lampiran 5

### ANOVA

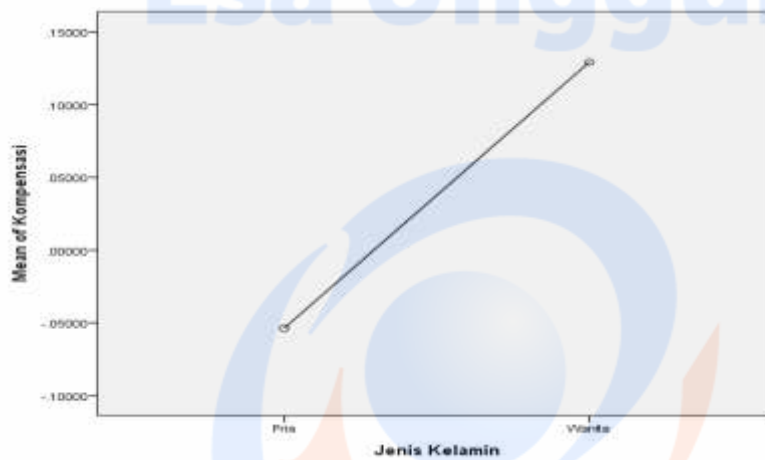
#### 1. Jenis Kelamin

##### Test of Homogeneity of Variances

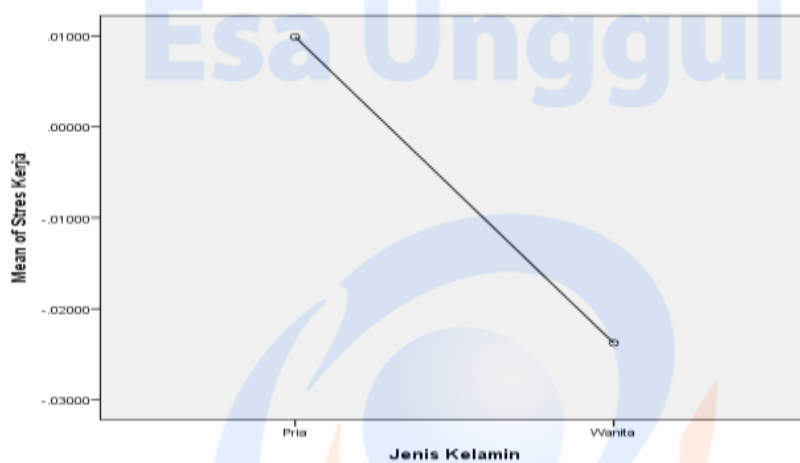
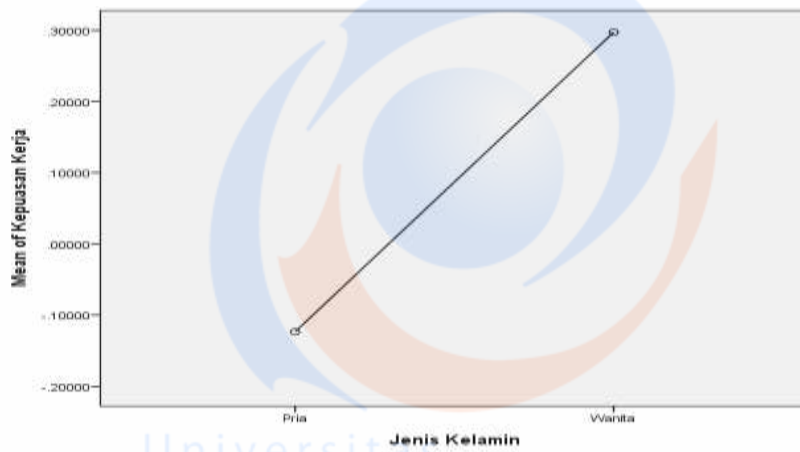
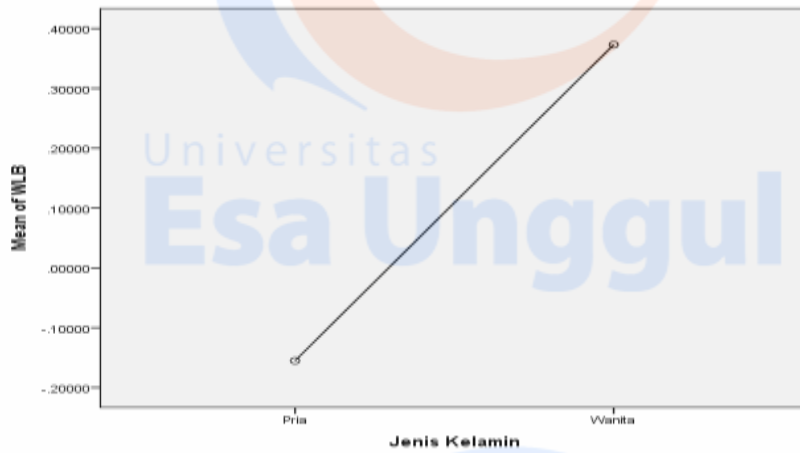
	Levene Statistic	df1	df2	Sig.
Kompensasi	2.650	1	158	.106
WLB	9.199	1	158	.003
Kepuasan Kerja	4.165	1	158	.043
Stres Kerja	.416	1	158	.520

##### ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Kompensasi	Between Groups	1.110	1	1.110	1.111	.294
	Within Groups	157.890	158	.999		
	Total	159.000	159			
WLB	Between Groups	9.259	1	9.259	9.769	.002
	Within Groups	149.741	158	.948		
	Total	159.000	159			
Kepuasan Kerja	Between Groups	5.882	1	5.882	6.069	.015
	Within Groups	153.118	158	.969		
	Total	159.000	159			
Stres Kerja	Between Groups	.038	1	.038	.037	.847
	Within Groups	158.962	158	1.006		
	Total	159.000	159			



Lampiran 5  
ANOVA (lanjutan)





**Lampiran 5**  
**ANOVA (lanjutan)**

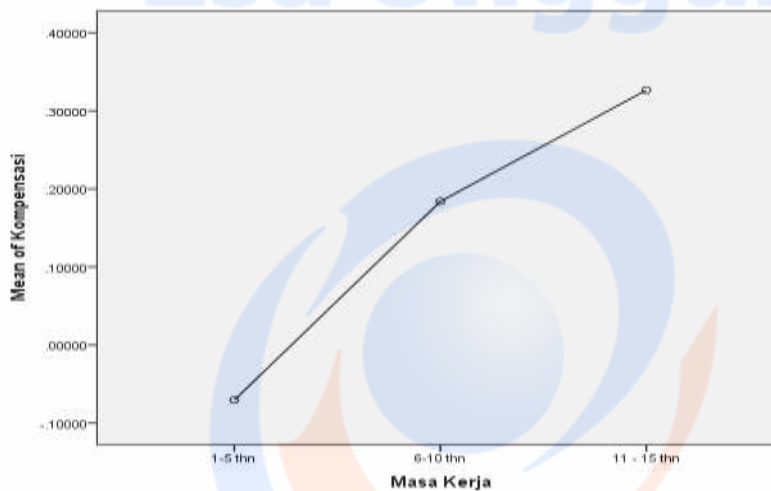
2. Masa Kerja

**Test of Homogeneity of Variances**

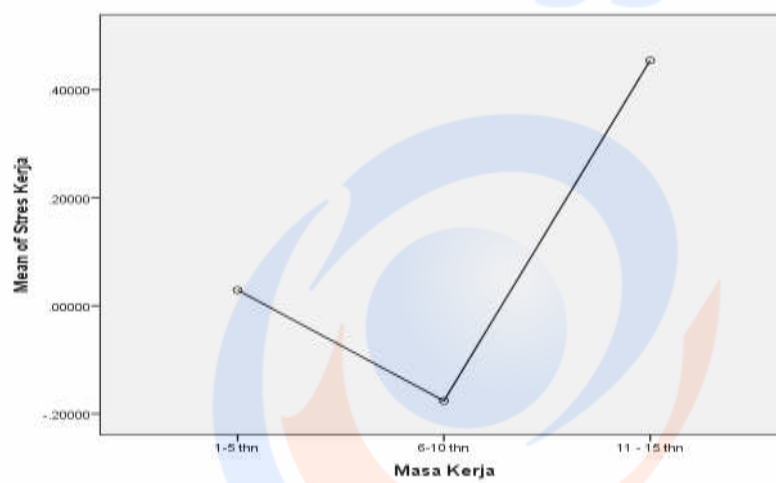
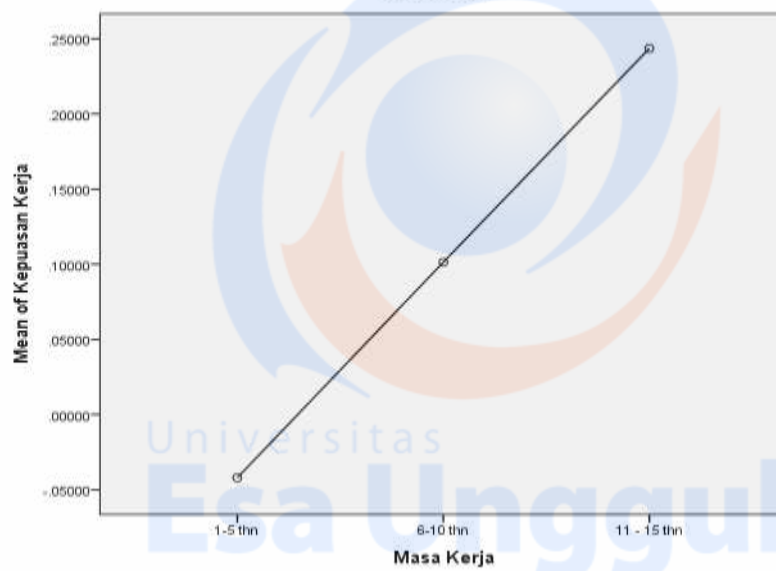
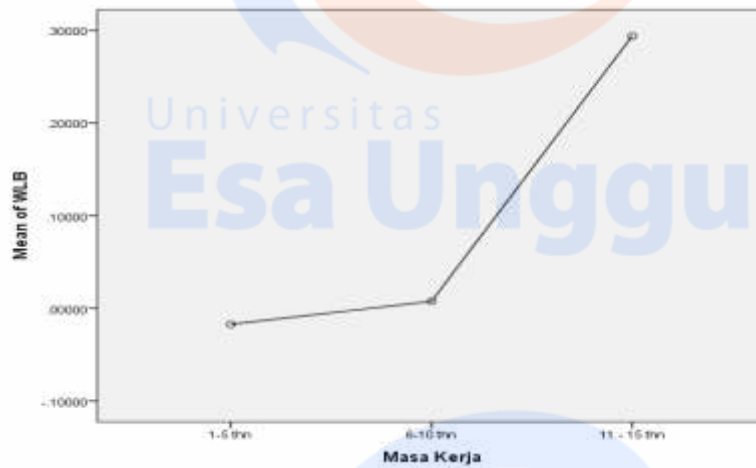
	Levene Statistic	df1	df2	Sig.
Kompensasi	1.023	2	157	.362
WLB	1.199	2	157	.304
Kepuasan Kerja	3.165	2	157	.045
Stres Kerja	.103	2	157	.902

**ANOVA**

		Sum of Squares	df	Mean Square	F	Sig.
Kompensasi	Between Groups	2.413	2	1.207	1.210	.301
	Within Groups	156.587	157	.997		
	Total	159.000	159			
WLB	Between Groups	.555	2	.277	.275	.760
	Within Groups	158.445	157	1.009		
	Total	159.000	159			
Kepuasan Kerja	Between Groups	.926	2	.463	.460	.632
	Within Groups	158.074	157	1.007		
	Total	159.000	159			
Stres Kerja	Between Groups	2.424	2	1.212	1.215	.299
	Within Groups	156.576	157	.997		
	Total	159.000	159			



**Lampiran 5**  
**ANOVA (lanjutan)**



**Lampiran 5**  
**ANOVA (lanjutan)**

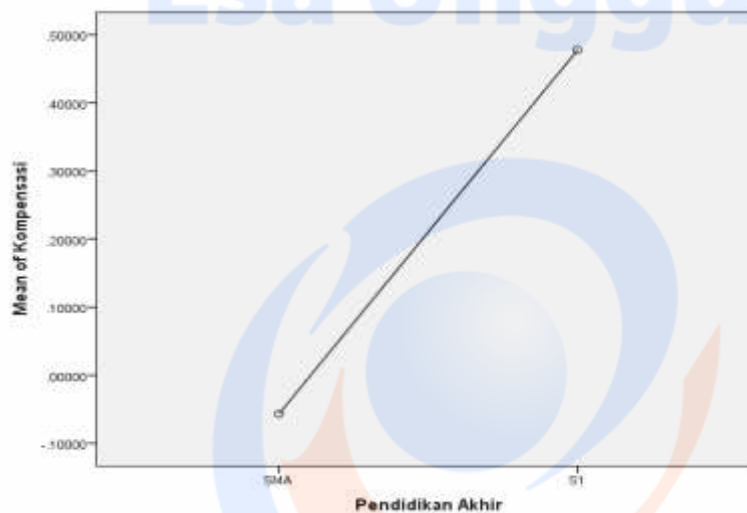
3. Pendidikan Akhir

**Test of Homogeneity of Variances**

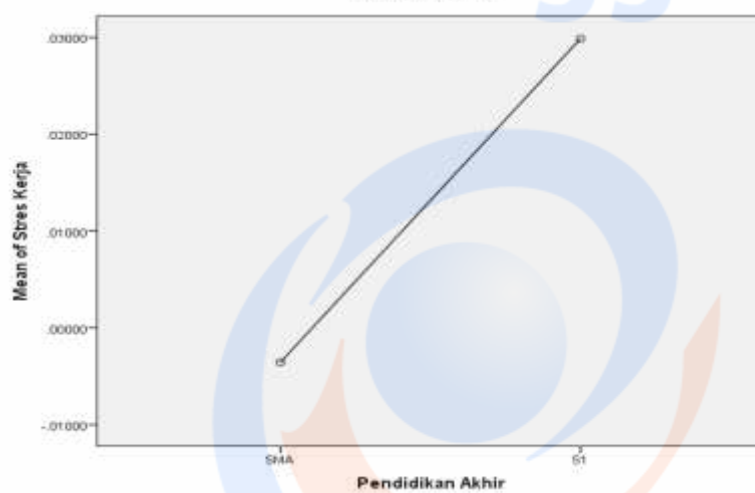
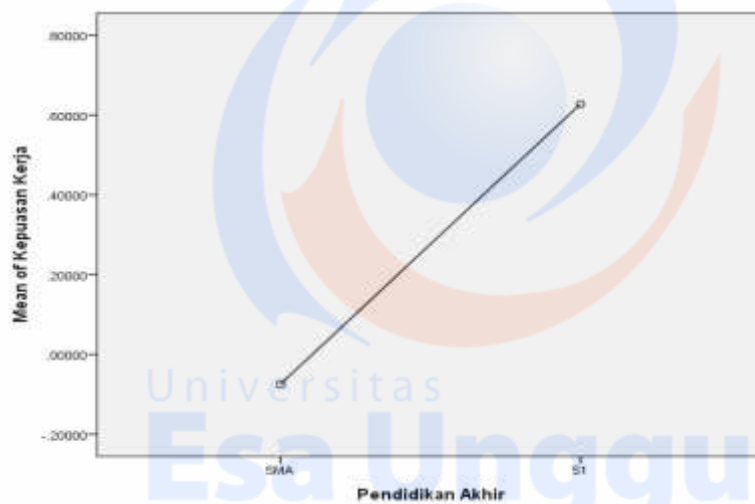
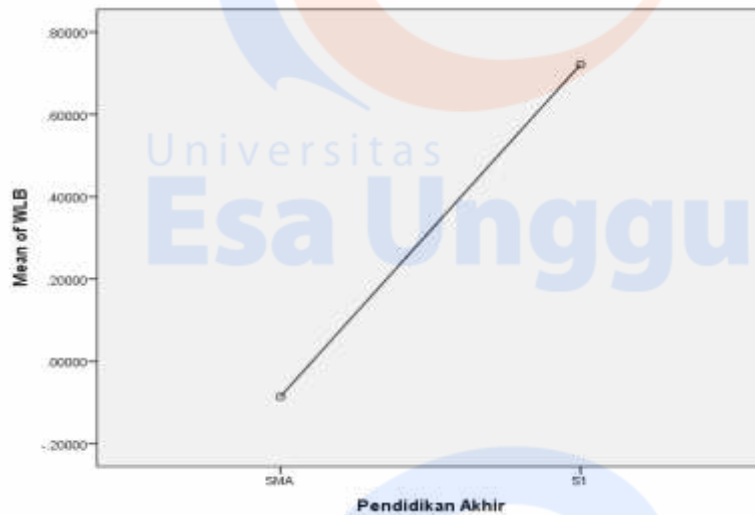
	Levene Statistic	df1	df2	Sig.
Kompensasi	3.895	1	158	.050
WLB	15.451	1	158	.000
Kepuasan Kerja	7.865	1	158	.006
Stres Kerja	4.061	1	158	.046

**ANOVA**

		Sum of Squares	df	Mean Square	F	Sig.
Kompensasi	Between Groups	4.340	1	4.340	4.434	.037
	Within Groups	154.660	158	.979		
	Total	159.000	159			
WLB	Between Groups	9.901	1	9.901	10.492	.001
	Within Groups	149.099	158	.944		
	Total	159.000	159			
Kepuasan Kerja	Between Groups	7.490	1	7.490	7.811	.006
	Within Groups	151.510	158	.959		
	Total	159.000	159			
Stres Kerja	Between Groups	.017	1	.017	.017	.897
	Within Groups	158.983	158	1.006		
	Total	159.000	159			



**Lampiran 5**  
**ANOVA (lanjutan)**



**Lampiran 5**  
**ANOVA (lanjutan)**

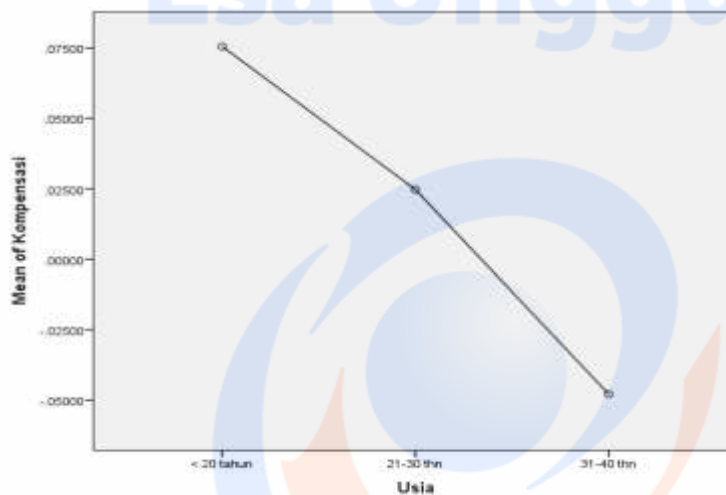
## 4. Usia

**Test of Homogeneity of Variances**

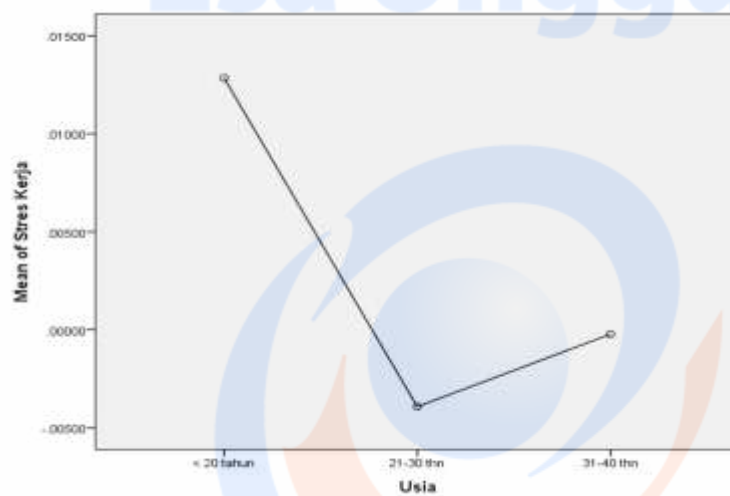
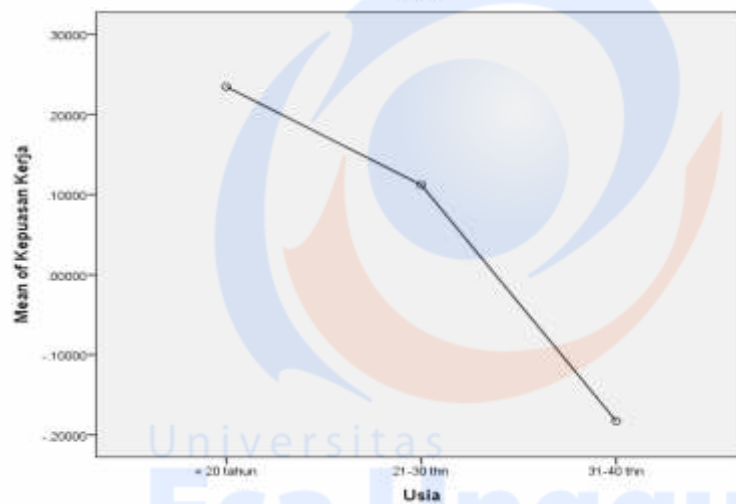
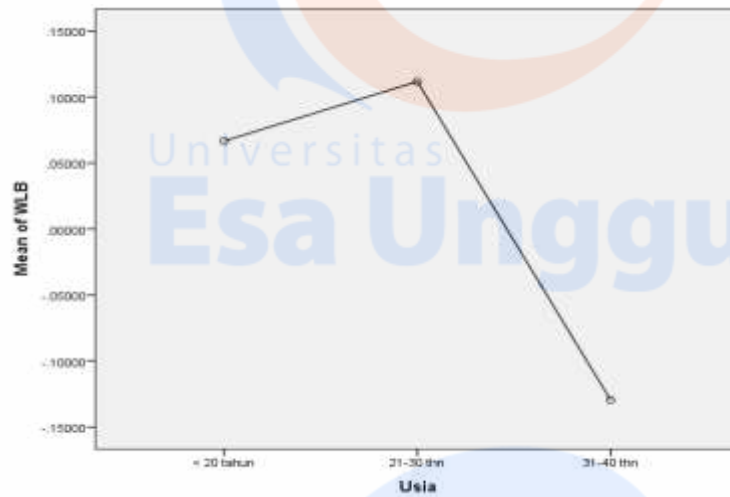
	Levene Statistic	df1	df2	Sig.
Kompensasi	.785	2	157	.458
WLB	.222	2	157	.801
Kepuasan Kerja	.714	2	157	.491
Stres Kerja	1.701	2	157	.186

**ANOVA**

		Sum of Squares	df	Mean Square	F	Sig.
Kompensasi	Between Groups	.328	2	.164	.162	.851
	Within Groups	158.672	157	1.011		
	Total	159.000	159			
WLB	Between Groups	2.119	2	1.060	1.060	.349
	Within Groups	156.881	157	.999		
	Total	159.000	159			
Kepuasan Kerja	Between Groups	4.403	2	2.201	2.235	.110
	Within Groups	154.597	157	.985		
	Total	159.000	159			
Stres Kerja	Between Groups	.005	2	.002	.002	.998
	Within Groups	158.995	157	1.013		
	Total	159.000	159			



**Lampiran 5**  
**ANOVA (lanjutan)**



**Lampiran 6**  
**Hasil Uji Analisa**

DATE: 10/16/2016

TIME: 16:32

Universitas  
**Esa Unggul**  
L I S R E L 8.72  
BY

Karl G. Jöreskog &amp; Dag Sörbom

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KK2 = KK

KK3 = KK

SK1 = SK

SK2 = SK

SK3 = SK  
 SK4 = SK  
 SK5 = SK  
 SK6 = SK  
 SK7 = SK  
 SK8 = SK  
 SK9 = SK  
 SK10 = SK  
 SK11 = SK  
 SK12 = SK  
 SK13 = SK  
 SK14 = SK  
 SK15 = SK  
 SK16 = SK  
 SK17 = SK  
 SK18 = SK  
 SK19 = SK  
 SK20 = SK  
 SK21 = SK  
 SK22 = SK  
 SK23 = SK

SK = KK K WLB  
 KK = K WLB

set error covariance of SK16 and SK12 free  
 set error covariance of SK13 and SK2 free  
 set error covariance of SK11 and SK10 free  
 set error covariance of SK22 and SK4 free  
 set error covariance of K2 and K1 free  
 set error covariance of SK21 and SK11 free  
 set error covariance of SK11 and SK6 free  
 set error covariance of SK23 and SK12 free  
 set error covariance of K6 and KK3 free  
 set error covariance of SK9 and SK7 free  
 set error covariance of SK10 and SK9 free  
 set error covariance of SK22 and SK16 free  
 set error covariance of SK16 and SK4 free  
 set error covariance of K5 and K3 free  
 set error covariance of K4 and KK1 free  
 set error covariance of SK23 and SK14 free  
 set error covariance of SK12 and SK4 free  
 set error covariance of SK19 and SK16 free  
 set error covariance of K1 and SK11 free  
 set error covariance of SK6 and SK5 free  
 set error covariance of K3 and K2 free  
 set error covariance of K3 and K1 free  
 set error covariance of SK8 and SK3 free  
 set error covariance of K4 and SK5 free  
 set error covariance of WLB3 and KK1 free  
 set error covariance of WLB3 and KK3 free  
 set error covariance of K2 and SK16 free  
 set error covariance of K8 and K7 free  
 set error covariance of SK21 and SK10 free



set error covariance of SK23 and SK21 free  
 set error covariance of WLB3 and K8 free  
 set error covariance of SK16 and SK5 free  
 Options: SC  
 Path Diagram  
 End Of Problem

Sample Size = 160

Covariance Matrix

	KK1	KK2	KK3	SK1	SK2
SK3	1.28				
SK4	0.05	0.04	0.09	0.02	0.03
SK5	0.09	0.03	0.05	-0.07	0.02
SK6	0.22	0.25	0.11	-0.02	-0.01
SK7	0.04	-0.12	-0.10	0.02	0.06
SK8	-0.16	-0.16	0.03	0.22	0.00
SK9	0.09	0.05	0.11	0.04	-0.03
SK10	0.04	0.13	-0.02	-0.05	-0.04
SK11	0.17	0.20	0.05	-0.05	-0.05
SK12	-0.04	0.06	0.04	0.07	0.05
SK13	-0.04	0.00	-0.03	0.09	0.18
SK14	-0.06	-0.02	0.05	0.11	0.14
SK15	-0.14	-0.09	-0.04	0.21	0.03
SK16	0.01	0.04	0.02	0.01	0.02
SK17	0.00	-0.07	-0.01	0.11	0.02
SK18	-0.21	-0.18	-0.22	0.06	0.05

0.03	SK19	-0.22	-0.19	-0.20	-0.06	0.03
-0.03	SK20	-0.27	-0.36	-0.21	0.15	0.04
0.47	SK21	-0.01	0.04	-0.03	0.02	0.00
0.04	SK22	0.12	0.14	0.16	0.03	-0.05
0.12	SK23	-0.07	-0.06	0.01	0.14	0.09
-0.08	K1	0.52	0.60	0.41	-0.01	-0.04
-0.06	K2	0.25	0.27	0.21	-0.02	-0.02
-0.16	K3	0.44	0.47	0.30	-0.04	-0.04
-0.03	K4	0.66	0.61	0.29	-0.05	0.03
-0.01	K5	0.58	0.66	0.60	0.05	-0.06
0.11	K6	0.21	0.19	0.47	0.10	0.08
-0.01	K7	0.24	0.30	0.33	0.06	-0.04
-0.02	K8	0.27	0.39	0.41	0.06	-0.07
0.01	WLB1	0.67	0.79	0.67	-0.04	-0.16
-0.06	WLB2	0.66	0.82	0.70	-0.03	-0.13
-0.11	WLB3	0.76	0.79	0.73	-0.10	-0.20

Covariance Matrix

	SK4	SK5	SK6	SK7	SK8
SK9	-----	-----	-----	-----	-----
SK4	0.38				
SK5	-0.02	0.51			
SK6	0.04	0.16	0.44		
SK7	0.07	0.09	0.13	0.46	
SK8	-0.03	-0.13	-0.04	0.03	0.64
SK9	0.02	0.12	0.15	0.16	0.05
SK10	0.00	0.09	0.11	0.01	-0.08
SK11	0.03	0.11	0.20	0.03	-0.03
SK12	0.14	0.02	0.02	0.04	-0.03
SK13	0.00	0.00	0.03	-0.02	0.01

0.02	SK14	0.05	0.01	0.03	0.01	0.05
-0.10	SK15	0.07	-0.21	-0.05	-0.08	0.36
0.03	SK16	0.17	0.04	-0.02	0.03	-0.04
-0.05	SK17	0.05	-0.07	-0.05	-0.05	0.07
0.10	SK18	0.00	0.10	0.00	0.07	0.05
0.01	SK19	0.06	-0.03	0.01	0.01	0.06
0.00	SK20	-0.05	-0.01	-0.10	0.01	-0.01
-0.02	SK21	0.00	-0.06	0.00	-0.02	0.31
0.04	SK22	0.20	0.01	0.08	0.02	-0.01
0.07	SK23	0.12	0.00	0.10	0.08	0.08
0.02	K1	0.12	-0.07	0.20	0.08	-0.14
-0.07	K2	0.10	-0.07	0.10	0.04	-0.09
-0.08	K3	0.12	-0.07	0.10	0.08	-0.16
0.02	K4	0.03	0.16	0.13	0.03	-0.05
0.12	K5	0.01	0.07	0.15	-0.03	-0.03
0.06	K6	0.04	0.10	0.05	-0.04	0.06
0.09	K7	0.12	-0.10	0.09	0.06	-0.05
-0.02	K8	0.14	0.00	0.06	-0.04	-0.06
0.15	WLB1	0.01	0.08	0.17	0.02	-0.05
0.15	WLB2	0.02	0.04	0.15	-0.03	-0.09
0.14	WLB3	0.05	0.16	0.21	-0.01	-0.14

Covariance Matrix

SK15	SK10	SK11	SK12	SK13	SK14
SK10	0.43				
SK11	0.22	0.51			
SK12	0.06	0.06	0.39		
SK13	-0.04	-0.03	0.07	0.31	
SK14	-0.05	0.05	0.05	0.12	0.34

0.82	SK15	-0.17	-0.05	0.08	0.04	0.07
0.02	SK16	0.04	0.04	0.18	0.03	0.01
0.17	SK17	-0.03	0.00	0.04	0.01	0.04
-0.04	SK18	0.03	-0.03	0.08	0.08	0.06
0.03	SK19	-0.02	0.05	0.08	0.04	-0.02
0.10	SK20	0.03	-0.05	-0.03	-0.01	-0.01
0.37	SK21	0.04	0.25	0.01	0.01	0.04
0.04	SK22	-0.01	0.07	0.04	0.00	0.06
0.20	SK23	-0.01	0.09	0.17	0.11	0.13
-0.10	K1	-0.01	-0.08	0.02	0.04	-0.05
-0.04	K2	-0.05	-0.02	0.04	0.02	0.01
-0.11	K3	-0.11	-0.11	0.00	0.01	-0.02
0.03	K4	-0.05	0.10	0.05	0.07	0.02
-0.11	K5	-0.01	0.13	-0.02	-0.07	0.04
-0.04	K6	0.02	0.02	0.06	0.08	0.04
0.04	K7	0.00	-0.07	0.03	-0.01	0.00
0.04	K8	-0.06	-0.07	0.08	0.00	-0.02
-0.13	WLB1	0.09	0.15	-0.01	-0.10	-0.08
-0.12	WLB2	0.08	0.14	-0.02	-0.08	-0.04
-0.20	WLB3	0.08	0.08	0.00	-0.11	-0.12

Covariance Matrix

	SK16	SK17	SK18	SK19	SK20
SK21	-----	-----	-----	-----	-----
SK16	0.33				
SK17	0.08	0.44			
SK18	0.04	-0.01	0.55		
SK19	0.14	0.06	0.14	0.67	
SK20	-0.02	0.07	0.08	0.02	0.70
SK21	0.02	0.09	0.01	0.08	0.00

-0.04	SK22	0.17	0.06	-0.07	0.03	-0.12
0.01	SK23	0.07	0.02	0.06	0.11	0.04
-0.16	K1	0.05	-0.06	-0.27	-0.20	-0.23
-0.12	K2	-0.01	-0.07	-0.16	-0.11	-0.20
-0.17	K3	0.02	-0.07	-0.16	-0.14	-0.17
0.03	K4	-0.03	-0.01	-0.06	-0.19	-0.20
-0.04	K5	0.03	-0.07	-0.15	-0.10	-0.17
0.02	K6	-0.01	-0.04	-0.05	-0.09	-0.12
-0.17	K7	0.06	0.04	-0.11	-0.10	-0.04
-0.17	K8	0.07	0.03	-0.11	-0.12	-0.16
0.07	WLB1	0.01	-0.03	-0.31	-0.20	-0.24
0.01	WLB2	-0.03	-0.06	-0.26	-0.22	-0.23
-0.08	WLB3	-0.01	-0.07	-0.17	-0.22	-0.32

Covariance Matrix

	SK22	SK23	K1	K2	K3
K4	-----	-----	-----	-----	-----
SK22	0.50				
SK23	0.12	0.37			
K1	0.15	-0.02	1.36		
K2	0.16	0.03	0.80	0.87	
K3	0.15	-0.06	0.87	0.65	1.23
K4	0.08	0.03	0.28	0.18	0.35
K5	0.12	-0.01	0.24	0.14	0.16
K6	0.07	0.05	0.24	0.17	0.13
K7	0.22	0.11	0.44	0.32	0.44
K8	0.26	0.04	0.37	0.28	0.46
WLB1	0.21	-0.13	0.56	0.29	0.40
WLB2	0.24	-0.08	0.53	0.30	0.37
WLB3	0.19	-0.14	0.54	0.31	0.42

Covariance Matrix

	K5	K6	K7	K8	WLB1
WLB2	-----	-----	-----	-----	-----
-----					
K5	1.05				
K6	0.27	0.72			
K7	0.17	0.17	0.95		
K8	0.19	0.25	0.38	1.00	
WLB1	0.56	0.42	0.24	0.39	1.35
WLB2	0.63	0.38	0.27	0.38	1.13
1.27					
0.88					
WLB3	0.49	0.29	0.16	0.43	0.93

Covariance Matrix

	WLB3
-----	
WLB3	1.34

Number of Iterations = 48

LISREL Estimates (Maximum Likelihood)

Measurement Equations

- KK1 = 0.84\*KK, Errorvar.= 0.57 , R<sup>2</sup> = 0.55  
(0.078) 7.27
- KK2 = 1.01\*KK, Errorvar.= 0.50 , R<sup>2</sup> = 0.67  
(0.10) (0.082) 9.72 6.08
- KK3 = 0.71\*KK, Errorvar.= 0.71 , R<sup>2</sup> = 0.42  
(0.093) (0.089) 7.69 7.97
- SK1 = 0.29\*SK, Errorvar.= 0.58 , R<sup>2</sup> = 0.13  
(0.067) 8.73
- SK2 = 0.079\*SK, Errorvar.= 0.41 , R<sup>2</sup> = 0.015  
(0.057) (0.046) 1.39 8.90

$$\begin{aligned}
 \text{SK3} &= 0.77 * \text{SK}, \text{ Errorvar.} = 0.39, R^2 = 0.60 \\
 &\quad (0.18) \quad (0.059) \\
 &\quad 4.25 \quad 6.71 \\
 \\
 \text{SK4} &= 0.084 * \text{SK}, \text{ Errorvar.} = 0.37, R^2 = 0.019 \\
 &\quad (0.055) \quad (0.041) \\
 &\quad 1.53 \quad 9.06 \\
 \\
 \text{SK5} &= -0.25 * \text{SK}, \text{ Errorvar.} = 0.47, R^2 = 0.12 \\
 &\quad (0.080) \quad (0.053) \\
 &\quad -3.15 \quad 8.90 \\
 \\
 \text{SK6} &= -0.035 * \text{SK}, \text{ Errorvar.} = 0.42, R^2 = 0.0030 \\
 &\quad (0.056) \quad (0.046) \\
 &\quad -0.64 \quad 9.10 \\
 \\
 \text{SK7} &= -0.041 * \text{SK}, \text{ Errorvar.} = 0.46, R^2 = 0.0036 \\
 &\quad (0.058) \quad (0.052) \\
 &\quad -0.70 \quad 8.91 \\
 \\
 \text{SK8} &= 0.48 * \text{SK}, \text{ Errorvar.} = 0.42, R^2 = 0.35 \\
 &\quad (0.12) \quad (0.052) \\
 &\quad 3.95 \quad 8.03 \\
 \\
 \text{SK9} &= -0.080 * \text{SK}, \text{ Errorvar.} = 0.44, R^2 = 0.014 \\
 &\quad (0.059) \quad (0.049) \\
 &\quad -1.34 \quad 9.03 \\
 \\
 \text{SK10} &= -0.20 * \text{SK}, \text{ Errorvar.} = 0.37, R^2 = 0.099 \\
 &\quad (0.069) \quad (0.041) \\
 &\quad -2.91 \quad 8.90 \\
 \\
 \text{SK11} &= -0.070 * \text{SK}, \text{ Errorvar.} = 0.48, R^2 = 0.0100 \\
 &\quad (0.061) \quad (0.051) \\
 &\quad -1.15 \quad 9.54 \\
 \\
 \text{SK12} &= 0.073 * \text{SK}, \text{ Errorvar.} = 0.37, R^2 = 0.014 \\
 &\quad (0.054) \quad (0.040) \\
 &\quad 1.33 \quad 9.23 \\
 \\
 \text{SK13} &= 0.096 * \text{SK}, \text{ Errorvar.} = 0.30, R^2 = 0.030 \\
 &\quad (0.051) \quad (0.034) \\
 &\quad 1.89 \quad 8.88 \\
 \\
 \text{SK14} &= 0.11 * \text{SK}, \text{ Errorvar.} = 0.33, R^2 = 0.035 \\
 &\quad (0.055) \quad (0.037) \\
 &\quad 1.99 \quad 8.86 \\
 \\
 \text{SK15} &= 0.80 * \text{SK}, \text{ Errorvar.} = 0.19, R^2 = 0.77 \\
 &\quad (0.18) \quad (0.045) \\
 &\quad 4.32 \quad 4.19
 \end{aligned}$$

$$\begin{aligned} \text{SK16} &= 0.049 * \text{SK}, \text{ Errorvar.} = 0.32, R^2 = 0.0072 \\ &\quad (0.049) \quad (0.033) \\ &\quad 0.99 \quad 9.84 \end{aligned}$$

$$\begin{aligned} \text{SK17} &= 0.19 * \text{SK}, \text{ Errorvar.} = 0.40, R^2 = 0.080 \\ &\quad (0.068) \quad (0.046) \\ &\quad 2.74 \quad 8.80 \end{aligned}$$

$$\begin{aligned} \text{SK18} &= 0.014 * \text{SK}, \text{ Errorvar.} = 0.55, R^2 = 0.00034 \\ &\quad (0.063) \quad (0.062) \\ &\quad 0.22 \quad 8.92 \end{aligned}$$

$$\begin{aligned} \text{SK19} &= 0.070 * \text{SK}, \text{ Errorvar.} = 0.66, R^2 = 0.0074 \\ &\quad (0.071) \quad (0.075) \\ &\quad 0.99 \quad 8.91 \end{aligned}$$

$$\begin{aligned} \text{SK20} &= 0.077 * \text{SK}, \text{ Errorvar.} = 0.69, R^2 = 0.0085 \\ &\quad (0.073) \quad (0.078) \\ &\quad 1.06 \quad 8.91 \end{aligned}$$

$$\begin{aligned} \text{SK21} &= 0.48 * \text{SK}, \text{ Errorvar.} = 0.62, R^2 = 0.27 \\ &\quad (0.13) \quad (0.074) \\ &\quad 3.77 \quad 8.44 \end{aligned}$$

$$\begin{aligned} \text{SK22} &= 0.044 * \text{SK}, \text{ Errorvar.} = 0.50, R^2 = 0.0039 \\ &\quad (0.061) \quad (0.056) \\ &\quad 0.73 \quad 8.91 \end{aligned}$$

$$\begin{aligned} \text{SK23} &= 0.22 * \text{SK}, \text{ Errorvar.} = 0.30, R^2 = 0.14 \\ &\quad (0.069) \quad (0.034) \\ &\quad 3.26 \quad 8.83 \end{aligned}$$

$$\begin{aligned} \text{K1} &= 0.62 * \text{K}, \text{ Errorvar.} = 0.95, R^2 = 0.29 \\ &\quad (0.090) \quad (0.11) \\ &\quad 6.87 \quad 8.49 \end{aligned}$$

$$\begin{aligned} \text{K2} &= 0.31 * \text{K}, \text{ Errorvar.} = 0.79, R^2 = 0.11 \\ &\quad (0.077) \quad (0.089) \\ &\quad 4.00 \quad 8.88 \end{aligned}$$

$$\begin{aligned} \text{K3} &= 0.50 * \text{K}, \text{ Errorvar.} = 0.95, R^2 = 0.21 \\ &\quad (0.089) \quad (0.11) \\ &\quad 5.64 \quad 8.44 \end{aligned}$$

$$\begin{aligned} \text{K4} &= 0.60 * \text{K}, \text{ Errorvar.} = 0.67, R^2 = 0.35 \\ &\quad (0.076) \quad (0.082) \\ &\quad 7.94 \quad 8.19 \end{aligned}$$

$$\begin{aligned} \text{K5} &= 0.67 * \text{K}, \text{ Errorvar.} = 0.60, R^2 = 0.43 \\ &\quad (0.078) \quad (0.078) \end{aligned}$$



8.62                      7.65

K6 = 0.33\*K, Errorvar.= 0.60 , R<sup>2</sup> = 0.16  
(0.069)                      (0.070)  
4.84                      8.65

K7 = 0.35\*K, Errorvar.= 0.83 , R<sup>2</sup> = 0.13  
(0.080)                      (0.095)  
4.30                      8.71

K8 = 0.44\*K, Errorvar.= 0.82 , R<sup>2</sup> = 0.19  
(0.081)                      (0.095)  
5.40                      8.62

WLB1 = 1.06\*WLB, Errorvar.= 0.22 , R<sup>2</sup> = 0.84  
(0.072)                      (0.044)  
14.69                      5.00

WLB2 = 1.06\*WLB, Errorvar.= 0.15 , R<sup>2</sup> = 0.88  
(0.069)                      (0.040)  
15.33                      3.82

WLB3 = 0.84\*WLB, Errorvar.= 0.66 , R<sup>2</sup> = 0.52  
(0.080)                      (0.078)  
10.44                      8.47

Error Covariance for SK6 and SK5 = 0.13  
   (0.032)  
   4.26

Error Covariance for SK8 and SK3 = 0.27  
   (0.048)  
   5.69

Error Covariance for SK9 and SK7 = 0.16  
   (0.036)  
   4.48

Error Covariance for SK10 and SK9 = 0.12  
   (0.029)  
   4.13

Error Covariance for SK11 and SK6 = 0.15  
   (0.029)  
   5.24

Error Covariance for SK11 and SK10 = 0.16  
   (0.032)  
   4.95

Error Covariance for SK12 and SK4 = 0.10  
   (0.026)

4.02

Error Covariance for SK13 and SK2 = 0.17  
(0.031)  
5.57

Error Covariance for SK16 and SK4 = 0.16  
(0.027)  
5.87

Error Covariance for SK16 and SK5 = 0.061  
(0.020)  
2.97

Error Covariance for SK16 and SK12 = 0.15  
(0.025)  
6.05

Error Covariance for SK19 and SK16 = 0.10  
(0.028)  
3.68

Error Covariance for SK21 and SK10 = 0.14  
(0.038)  
3.60

Error Covariance for SK21 and SK11 = 0.29  
(0.046)  
6.33

Error Covariance for SK22 and SK4 = 0.19  
(0.036)  
5.39

Error Covariance for SK22 and SK16 = 0.17  
(0.030)  
5.80

Error Covariance for SK23 and SK12 = 0.11  
(0.023)  
4.67

Error Covariance for SK23 and SK14 = 0.078  
(0.024)  
3.33

Error Covariance for SK23 and SK21 = -0.11  
(0.028)  
-3.84

Error Covariance for K1 and SK11 = -0.10  
(0.029)  
-3.52

Error Covariance for K2 and SK16 = -0.06  
(0.020)  
-3.18

Error Covariance for K2 and K1 = 0.61  
(0.086)  
7.06

Error Covariance for K3 and K1 = 0.50  
(0.091)  
5.48

Error Covariance for K3 and K2 = 0.48  
(0.081)  
5.93

Error Covariance for K4 and KK1 = 0.20  
(0.056)  
3.63

Error Covariance for K4 and SK5 = 0.16  
(0.041)  
3.94

Error Covariance for K5 and K3 = -0.11  
(0.052)  
-2.15

Error Covariance for K6 and KK3 = 0.26  
(0.059)  
4.36

Error Covariance for K8 and K7 = 0.25  
(0.069)  
3.61

Error Covariance for WLB3 and KK1 = 0.26  
(0.051)  
5.01

Error Covariance for WLB3 and KK3 = 0.20  
(0.051)  
3.86

Error Covariance for WLB3 and K8 = 0.16  
(0.052)  
3.12

#### Structural Equations

KK = 0.98\*K - 0.024\*WLB, Errorvar.= 0.083 , R<sup>2</sup> = 0.92  
(0.20) (0.19) (0.074)  
4.79 -0.13 1.12

0.049 SK = - 0.48\*KK + 0.61\*K - 0.28\*WLB, Errorvar.= 0.95 , R<sup>2</sup> =

	(0.91)	(1.07)	(0.26)	(0.45)
	-0.53	0.57	-1.07	2.13

Reduced Form Equations

KK = 0.98\*K - 0.024\*WLB, Errorvar.= 0.083, R<sup>2</sup> = 0.92

	(0.20)	(0.19)
	4.79	-0.13

SK = 0.14\*K - 0.27\*WLB, Errorvar.= 0.97, R<sup>2</sup> = 0.030

	(0.24)	(0.23)
	0.58	-1.18

Correlation Matrix of Independent Variables

	K	WLB
K	1.00	
WLB	0.83 (0.05) 17.36	1.00

Covariance Matrix of Latent Variables

	KK	SK	K	WLB
KK	1.00			
SK	-0.12	1.00		
K	0.96	-0.08	1.00	
WLB	0.78	-0.15	0.83	1.00

Goodness of Fit Statistics

Degrees of Freedom = 591  
 Minimum Fit Function Chi-Square = 1116.81 (P = 0.0)  
 Normal Theory Weighted Least Squares Chi-Square = 1027.82  
 (P = 0.0)  
 Estimated Non-centrality Parameter (NCP) = 436.82  
 90 Percent Confidence Interval for NCP = (351.69 ;  
 529.80)  
 Minimum Fit Function Value = 7.02  
 Population Discrepancy Function Value (F0) = 2.75  
 90 Percent Confidence Interval for F0 = (2.21 ;  
 3.33)

0.068                    Root Mean Square Error of Approximation (RMSEA) =  
 0.075)                    90 Percent Confidence Interval for RMSEA = (0.061 ;  
                              P-Value for Test of Close Fit (RMSEA < 0.05) = 0.00

                             Expected Cross-Validation Index (ECVI) = 7.87  
 8.46)                    90 Percent Confidence Interval for ECVI = (7.34 ;

                             ECVI for Saturated Model = 8.84  
                              ECVI for Independence Model = 30.13

Chi-Square for Independence Model with 666 Degrees of Freedom  
 = 4716.41

                             Independence AIC = 4790.41  
                              Model AIC = 1251.82  
                              Saturated AIC = 1406.00  
                              Independence CAIC = 4941.19  
                              Model CAIC = 1708.23  
                              Saturated CAIC = 4270.85

                             Normed Fit Index (NFI) = 0.76  
                              Non-Normed Fit Index (NNFI) = 0.85  
                              Parsimony Normed Fit Index (PNFI) = 0.68  
                              Comparative Fit Index (CFI) = 0.87  
                              Incremental Fit Index (IFI) = 0.87  
                              Relative Fit Index (RFI) = 0.73

                             Critical N (CN) = 96.95

                             Root Mean Square Residual (RMR) = 0.082  
                              Standardized RMR = 0.11  
                              Goodness of Fit Index (GFI) = 0.74  
                              Adjusted Goodness of Fit Index (AGFI) = 0.69  
                              Parsimony Goodness of Fit Index (PGFI) = 0.62

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
SK6	KK	9.0	0.14
SK18	KK	17.6	-0.27
SK19	KK	8.8	-0.20
SK20	KK	17.0	-0.29
SK22	KK	9.4	0.15

Standardized Solution

LAMBDA-Y

-----  
 KK

-----  
 SK

KK1	0.84	--
KK2	1.01	--
KK3	0.71	--
SK1	--	0.29
SK2	--	0.08
SK3	--	0.77
SK4	--	0.08
SK5	--	-0.25
SK6	--	-0.04
SK7	--	-0.04
SK8	--	0.48
SK9	--	-0.08
SK10	--	-0.20
SK11	--	-0.07
SK12	--	0.07
SK13	--	0.10
SK14	--	0.11
SK15	--	0.80
SK16	--	0.05
SK17	--	0.19
SK18	--	0.01
SK19	--	0.07
SK20	--	0.08
SK21	--	0.48
SK22	--	0.04
SK23	--	0.22

## LAMBDA-X

	K	WLB
	-----	-----
K1	0.62	--
K2	0.31	--
K3	0.50	--
K4	0.60	--
K5	0.67	--
K6	0.33	--
K7	0.35	--
K8	0.44	--
WLB1	--	1.06
WLB2	--	1.06
WLB3	--	0.84

## BETA

	KK	SK
	-----	-----
KK	--	--
SK	-0.48	--

## GAMMA

	K	WLB
	-----	-----

KK	0.98	-0.02
SK	0.61	-0.28

Correlation Matrix of ETA and KSI

	KK	SK	K	WLB
KK	1.00			
SK	-0.12	1.00		
K	0.96	-0.08	1.00	
WLB	0.78	-0.15	0.83	1.00

PSI

Note: This matrix is diagonal.

KK	SK
0.08	0.95

Regression Matrix ETA on KSI (Standardized)

	K	WLB
KK	0.98	-0.02
SK	0.14	-0.27

Completely Standardized Solution

LAMBDA-Y

	KK	SK
KK1	0.74	-
KK2	0.82	-
KK3	0.65	-
SK1	-	0.36
SK2	-	0.12
SK3	-	0.77
SK4	-	0.14
SK5	-	-0.34
SK6	-	-0.05
SK7	-	-0.06
SK8	-	0.59
SK9	-	-0.12
SK10	-	-0.31
SK11	-	-0.10
SK12	-	0.12
SK13	-	0.17
SK14	-	0.19
SK15	-	0.88
SK16	-	0.09
SK17	-	0.28

SK18	--	0.02
SK19	--	0.09
SK20	--	0.09
SK21	--	0.52
SK22	--	0.06
SK23	--	0.38

LAMBDA-X

	K	WLB
K1	0.53	--
K2	0.33	--
K3	0.46	--
K4	0.59	--
K5	0.66	--
K6	0.40	--
K7	0.35	--
K8	0.44	--
WLB1	--	0.91
WLB2	--	0.94
WLB3	--	0.72

BETA

	KK	SK
KK	--	--
SK	-0.48	--

GAMMA

	K	WLB
KK	0.98	-0.02
SK	0.61	-0.28

Correlation Matrix of ETA and KSI

	KK	SK	K	WLB
KK	1.00			
SK	-0.12	1.00		
K	0.96	-0.08	1.00	
WLB	0.78	-0.15	0.83	1.00

PSI

Note: This matrix is diagonal.

	KK	SK
	0.08	0.95

THETA-EPS



	KK1	KK2	KK3	SK1	SK2
SK3	-----	-----	-----	-----	-----
-----					
KK1	0.45				
KK2	--	0.33			
KK3	--	--	0.58		
SK1	--	--	--	0.87	
SK2	--	--	--	--	0.98
SK3	--	--	--	--	--
0.40					
SK4	--	--	--	--	--
--					
SK5	--	--	--	--	--
--					
SK6	--	--	--	--	--
--					
SK7	--	--	--	--	--
--					
SK8	--	--	--	--	--
0.34					
SK9	--	--	--	--	--
--					
SK10	--	--	--	--	--
--					
SK11	--	--	--	--	--
--					
SK12	--	--	--	--	--
--					
SK13	--	--	--	--	0.48
--					
SK14	--	--	--	--	--
--					
SK15	--	--	--	--	--
--					
SK16	--	--	--	--	--
--					
SK17	--	--	--	--	--
--					
SK18	--	--	--	--	--
--					
SK19	--	--	--	--	--
--					
SK20	--	--	--	--	--
--					
SK21	--	--	--	--	--
--					
SK22	--	--	--	--	--
--					
SK23	--	--	--	--	--
--					

THETA-EPS

SK9	SK4	SK5	SK6	SK7	SK8
SK4	0.98				
SK5	- -	0.88			
SK6	- -	0.28	1.00		
SK7	- -	- -	- -	1.00	
SK8	- -	- -	- -	- -	0.65
SK9	- -	- -	- -	0.36	- -
SK10	- -	- -	- -	- -	- -
SK11	- -	- -	0.34	- -	- -
SK12	0.28	- -	- -	- -	- -
SK13	- -	- -	- -	- -	- -
SK14	- -	- -	- -	- -	- -
SK15	- -	- -	- -	- -	- -
SK16	0.46	0.15	- -	- -	- -
SK17	- -	- -	- -	- -	- -
SK18	- -	- -	- -	- -	- -
SK19	- -	- -	- -	- -	- -
SK20	- -	- -	- -	- -	- -
SK21	- -	- -	- -	- -	- -
SK22	0.45	- -	- -	- -	- -
SK23	- -	- -	- -	- -	- -

THETA-EPS

SK15	SK10	SK11	SK12	SK13	SK14
SK10	0.90				
SK11	0.35	0.99			
SK12	- -	- -	0.99		
SK13	- -	- -	- -	0.97	
SK14	- -	- -	- -	- -	0.97
SK15	- -	- -	- -	- -	- -

SK16	--	--	0.43	--	--
SK17	--	--	--	--	--
SK18	--	--	--	--	--
SK19	--	--	--	--	--
SK20	--	--	--	--	--
SK21	0.23	0.45	--	--	--
SK22	--	--	--	--	--
SK23	--	--	0.30	--	0.23

THETA-EPS

	SK16	SK17	SK18	SK19	SK20
SK21	-----	-----	-----	-----	-----
SK16	0.99				
SK17	--	0.92			
SK18	--	--	1.00		
SK19	0.22	--	--	0.99	
SK20	--	--	--	--	0.99
SK21	--	--	--	--	--
SK22	0.42	--	--	--	--
SK23	--	--	--	--	--

THETA-EPS

	SK22	SK23
SK22	1.00	
SK23	--	0.86

THETA-DELTA-EPS

	KK1	KK2	KK3	SK1	SK2
SK3	-----	-----	-----	-----	-----
K1	--	--	--	--	--
K2	--	--	--	--	--
K3	--	--	--	--	--

K4	0.18	--	--	--	--
K5	--	--	--	--	--
K6	--	--	0.28	--	--
K7	--	--	--	--	--
K8	--	--	--	--	--
WLB1	--	--	--	--	--
WLB2	--	--	--	--	--
WLB3	0.20	--	0.15	--	--

THETA-DELTA-EPS

	SK4	SK5	SK6	SK7	SK8
SK9	-----	-----	-----	-----	-----
K1	--	--	--	--	--
K2	--	--	--	--	--
K3	--	--	--	--	--
K4	--	0.22	--	--	--
K5	--	--	--	--	--
K6	--	--	--	--	--
K7	--	--	--	--	--
K8	--	--	--	--	--
WLB1	--	--	--	--	--
WLB2	--	--	--	--	--
WLB3	--	--	--	--	--

THETA-DELTA-EPS

	SK10	SK11	SK12	SK13	SK14
SK15	-----	-----	-----	-----	-----
K1	--	-0.12	--	--	--

K2	--	--	--	--	--
K3	--	--	--	--	--
K4	--	--	--	--	--
K5	--	--	--	--	--
K6	--	--	--	--	--
K7	--	--	--	--	--
K8	--	--	--	--	--
WLB1	--	--	--	--	--
WLB2	--	--	--	--	--
WLB3	--	--	--	--	--

THETA-DELTA-EPS

	SK16	SK17	SK18	SK19	SK20
SK21	-----	-----	-----	-----	-----

K1	--	--	--	--	--
K2	-0.12	--	--	--	--
K3	--	--	--	--	--
K4	--	--	--	--	--
K5	--	--	--	--	--
K6	--	--	--	--	--
K7	--	--	--	--	--
K8	--	--	--	--	--
WLB1	--	--	--	--	--
WLB2	--	--	--	--	--
WLB3	--	--	--	--	--

THETA-DELTA-EPS

	SK22	SK23
	-----	-----

K1 -- --  
 K2 -- --  
 K3 -- --  
 K4 -- --  
 K5 -- --  
 K6 -- --  
 K7 -- --  
 K8 -- --  
 WLB1 -- --  
 WLB2 -- --  
 WLB3 -- --

THETA-DELTA

	K1	K2	K3	K4	K5
K6	-----	-----	-----	-----	-----
K1	0.71				
K2	0.56	0.89			
K3	0.40	0.47	0.79		
K4	--	--	--	0.65	
K5	--	--	-0.10	--	0.57
K6	--	--	--	--	--
0.84					
K7	--	--	--	--	--
K8	--	--	--	--	--
WLB1	--	--	--	--	--
WLB2	--	--	--	--	--
WLB3	--	--	--	--	--

THETA-DELTA

	K7	K8	WLB1	WLB2	WLB3
K7	0.87				
K8	0.26	0.81			
WLB1	--	--	0.16		
WLB2	--	--	--	0.12	
WLB3	--	0.14	--	--	0.48

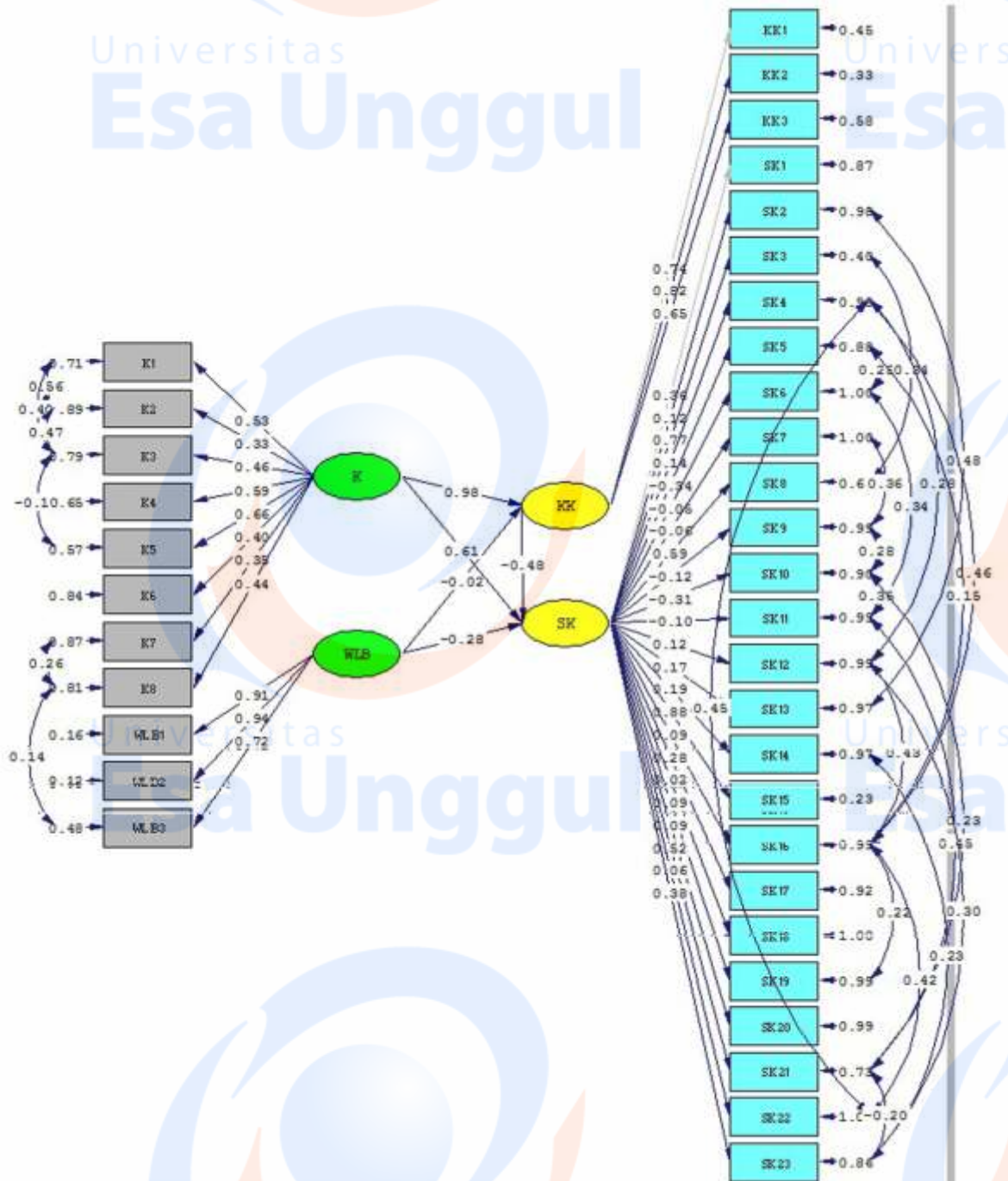
Regression Matrix ETA on KSI (Standardized)

	K	WLB
KK	0.98	-0.02
SK	0.14	-0.27

Time used: 0.312 Seconds

Lampiran 7  
Path Diagram

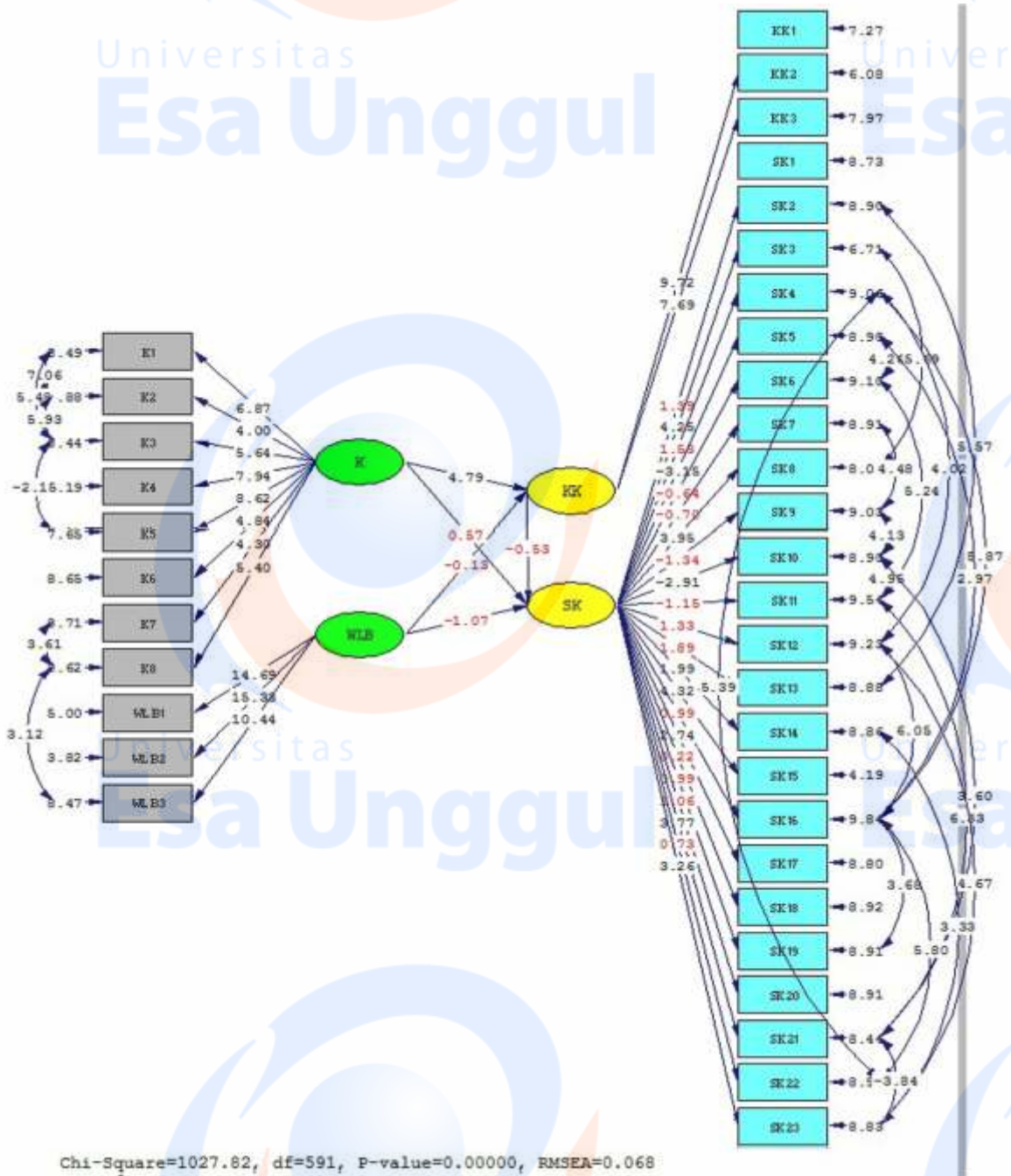
Standard Solution



Chi-Square=1027.82, df=591, P-value=0.00000, RMSEA=0.068

Lampiran 7  
Path Diagram

T-Value





## Lampiran 8 Kuesioner Penelitian

### A. IDENTITAS RESPONDEN

1. Jenis Kelamin : a. Pria b. Wanita
2. Masa kerja : **(Pilih salah satu dibawah ini)**
  - a. 1-5 tahun c. 10-15 tahun
  - b. 6-10 tahun
3. Pendidikan terakhir : **(Pilih salah satu dibawah ini)**
  - a. SMA c. S2
  - b. S1
4. Usia saat ini : **(Pilih salah satu dibawah ini)**
  - a. < 20 thn d. 41 thn – 50 thn
  - b. 21 thn - 30 thn
  - c. 31 thn - 40 thn

### B. PETUNJUK PENGISIAN

1. Silakan tentukan pendapat setuju maupun ketidaksetujuan anda terhadap pernyataan pernyataan berikut.
2. Berilah tanda silang terhadap jawaban yang anda anggap paling tepat.
  1. Sangat tidak setuju
  2. Tidak setuju
  3. Kurang Setuju
  4. Setuju
  5. Sangat setuju

**Lampiran 8**  
**Kuesioner Penelitian**

**C. PERTANYAAN PENELITIAN**

No	Pertanyaan	1	2	3	4	5
1	Tingkat gaji saya sesuai dengan beban pekerjaan.					
2	Pembayaran gaji tepat waktu setiap bulannya.					
3	Insentif yang saya terima sesuai dengan kinerja.					
4	Saya mendapatkan fasilitas asuransi kesehatan yang diberikan perusahaan.					
5	Saya tidak mengalami kesulitan untuk mendapatkan hak cuti setiap tahunnya.					
6	Perusahaan memiliki program rekreasi.					
7	Kebijakan promosi yang diberikan perusahaan sangat membantu saya dalam meningkatkan karir saya.					
8	Saya mendapatkan penghargaan dan pengakuan atas prestasi saya.					
9	Saya mengalami keseimbangan penggunaan waktu untuk keluarga.					
10	Saya memiliki Mudah bagi saya untuk membagi waktu secara sepadan antara urusan pekerjaan dengan urusan keluarga.					
11	Saya merasa puas dengan pekerjaan saya begitupun dengan urusan keluarga saya.					
12	Saya merasa puas dengan peluang promosi jabatan yang ada di perusahaan ini.					
13	Saya merasa puas dengan gaji yang diberikan oleh perusahaan ini.					
14	Saya merasa puas dan nyaman dengan pengawasan yang dilakukan oleh pimpinan di perusahaan ini.					
15	Tugas dan sasaran pekerjaan yang harus saya jalankan tidak jelas.					
16	Saya tidak mempunyai wewenang dalam melaksanakan tanggung jawab pekerjaan saya.					
17	Saya tidak mengetahui kinerja yang diharapkan perusahaan.					
18	Saya tidak memahami sumbangan pekerjaan saya terhadap pencapaian target perusahaan secara keseluruhan.					

**Lampiran 8**  
**Kuesioner Penelitian**

No	Pertanyaan	1	2	3	4	5
19	Saya mengerjakan tugas diluar tugas utama saya.					
20	Saya tidak mengetahui kepada siapa saya harus melaporkan hasil pekerjaan saya.					
21	Saya tidak mengetahui kepada siapa harus mempertanggungjawabkan hasil pekerjaan saya.					
22	Saya pernah mendapat tugas pekerjaan dari dua atau lebih atasan yang memiliki metode kerja yang berbeda satu sama lain.					
23	Tuntutan terhadap kualitas pekerjaan saya tidak masuk akal.					
24	Tugas-tugas pekerjaan yang diberikan kepada saya terlalu sulit dan kompleks.					
25	Tugas-tugas yang diberikan rumit.					
26	Perusahaan menuntut tidak sesuai dengan kemampuan yang saya miliki.					
27	Saya tidak mendapat dukungan sosial dari rekan kerja.					
28	Saya mendapat tekanan dari karyawan lain dalam bekerja.					
29	Komunikasi tidak terjalin dengan baik antara karyawan yang satu dengan karyawan lainnya.					
30	Kebutuhan sosial saya tidak terpenuhi di perusahaan ini.					
31	Peraturan di perusahaan menyulitkan saya dalam bekerja.					
32	Setiap karyawan tidak ikut berpartisipasi dalam pengambilan keputusan yang berdampak terhadap nasib karyawan di perusahaan.					
33	Peraturan yang diterapkan di perusahaan ini tidak bisa diikuti oleh karyawan.					
34	Saya merasa dilibatkan dalam setiap urusan menyangkut kepentingan perusahaan.					
35	Atasan saya di perusahaan dalam memimpin menciptakan rasa tegang, cemas dan takut kepada bawahannya.					
36	Atasan saya melakukan pengawasan dengan berlebihan.					
37	Atasan saya tidak perhatian terhadap bawahannya.					

Curriculum Vitae	
<b>Name</b>	Andi Alianto
<b>Place, Date of birth</b>	Jakarta , 10 january 1991
<b>Age</b>	24
<b>Height and Weight</b>	170cm / 75kg
<b>GPA</b>	3.08
<b>Permanent Address</b>	Jln GG Beringin III NO 64
<b>Postal Address</b>	Jln GG Beringin III NO 64
<b>Cellular Phone #</b>	085711169278
<b>E-mail</b>	Alianto.andi@gmail.com



**Sex** Male

**Religion** Islam

**Nationality** Indonesian **Indonesia ID#** 3173051001910003

**Marital Status** Single

EDUCATION AND TRAINING				
Type of Education	Name of Institution	From Year	To Year	Status
SD (Elementary School)	SDN Tanjung Duren Utara 06 Pagi	1998	2003	Finished
SMP (Middle School)	SMP negeri 88 Slipi	2003	2006	Finished
SMA (High School)	SMA yadika 1 Tanjung Duren	2006	2009	Finished
S1 (University)	Universitas Esa Unggul (Desain Komunikasi Visual)	2009	2013	Finished
S2 (University)	Universitas Esa Unggul (MMSDM)	2015	-	-

Working Resume				
Company Name	Position	From	To	Status
Bank Indonesia (Humas)	Graphic Designer	Oktober 1, 2012	Desember 30, 2012	PKL
Le Moesiek Revole (label Artis)	Graphic Designer	September 1, 2015	Now	Kerja



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