

Appendix 1.1 Questionnaire-Before Validation Test (Indonesian)

KUESIONER

Salam sejahtera bagi para responden yang terhormat. Saya Lindawati, mahasiswa semester akhir Fakultas Ekonomi dan Bisnis dari Universitas Esa Unggul Jakarta. Kuesioner ini dibuat untuk memenuhi persyaratan akademis kelulusan dalam pembuatan skripsi. Karena itu, dimohon kesediaan Anda (Responden) untuk mengisi kuesioner ini dengan jujur sesuai dengan keadaan yang Anda rasakan. Adapun sebagai keterangan tambahan, skripsi saya berjudul *“The Impact of Demographics to Quality of Work Life and Work Life Balance* (Pengaruh Faktor Demografi terhadap Kualitas Kehidupan Kerja dan Keseimbangan Kehidupan Kerja). Sebelum mengisi kuesioner, responden diharapkan untuk membaca petunjuk pengisian terlebih dahulu. Terima Kasih.

I. PETUNJUK PENGISIAN

1. Kuesioner terdiri dari 4 halaman yang berisikan 9 pertanyaan dan 35 pernyataan .
2. Isilah data anda terlebih dahulu; pertanyaan dengan tanda (*) memiliki arti wajib diisi.
3. Berilah tanda silang (X) dan tanda ceklis (√) pada pilihan dan kolom yang sesuai dengan keadaan anda. **(STS = Sangat Tidak Setuju, TS = Tidak Setuju, S = Setuju, dan SS = Sangat Setuju)**
4. Jika Anda ragu-ragu antara 2 pilihan, pilihlah jawaban yang anda kira paling sesuai dengan keadaan anda.
5. Tidak ada jawaban benar atau salah, karena itu pilihlah jawaban yang **JUJUR** sesuai dengan keadaan anda.
6. Seluruh lembar kuesioner menjadi hak penyelenggara kuesioner dan data yang anda isi **TIDAK** akan disebarluaskan.

II. DATA RESPONDEN (Pertanyaan)

1. Nama : _____
2. Umur (*)

a. ≤ 25 tahun	d. 46 – 55 tahun
b. 26 – 35 tahun	e. 56 – 65 tahun

- c. 36 – 45 tahun
f. ≥ 66 tahun
3. Jenis Kelamin (*)
a. Pria
b. Wanita
4. Status Pernikahan (*)
a. Lajang
b. Menikah
c. Pernah Menikah
5. Lama bekerja (*)
a. ≤ 2 tahun
b. 3 – 5 tahun
c. 6 – 10 tahun
d. 10 – 15 tahun
e. 16 – 20 tahun
f. ≥ 21 tahun
6. Tempat tinggal anda (*)
a. Jakarta Utara
b. Jakarta Barat
c. Jakarta Pusat
d. Jakarta Selatan
e. Jakarta Timur
f. Kab. Tangerang
7. Tempat anda bekerja (*)
a. Jakarta Utara
b. Jakarta Barat
c. Jakarta Pusat
d. Jakarta Selatan
e. Jakarta Timur
f. Kab. Tangerang
8. Berapa lama waktu yang anda tempuh dari tempat tinggal menuju ke tempat anda bekerja (*)
a. ≤ 30 menit
b. 31 – 45 menit
c. 46 – 1 jam
d. ≥ 1 jam
9. Kendaraan apa yang anda gunakan untuk bekerja (*)
a. Mobil
b. Sepeda Motor
c. Transportasi umum
d. Lainnya,
-
10. Apakah anda bekerja dalam shift?
a. Ya
d. Tidak

III. PERNYATAAN

Quality of Work Life (Y1)

No.	Pernyataan	Jawaban			
		STS	T S	S	SS
1.	Jabatan saya memberikan rasa aman				
2.	Pekerjaan saya memberikan pengaruh baik terhadap kesehatan saya				
3.	Tempat saya bekerja memiliki kondisi kerja yang baik (dari segi fisik gedung dan bangunan)				
4.	Gaji yang saya dapat sesuai dengan pekerjaan saya				
5.	Fasilitas yang saya dapat sesuai dengan pekerjaan saya				
6.	Bonus yang saya dapat sesuai dengan pekerjaan saya				
7.	Saya merasa aman saat bekerja				
8.	Saya memiliki hubungan yang baik dengan sesama karyawan				
9.	Saya menghargai diri saya sendiri				
10.	Saya berpartisipasi dalam menyuarakan pendapat saya				
11.	Saya puas dengan pekerjaan saya				
12.	Saya puas dengan tempat kerja saya				
13.	Pendapatan saya dapat mencukupi kebutuhan saya sehari-hari				
14.	Sebagai karyawan, saya berpartisipasi secara sukarela dalam berbagai kegiatan kerja				
15.	Tempat saya bekerja menyediakan berbagai pelatihan untuk karyawannya ketika mendapatkan tanggung jawab baru / posisi (jabatan) baru				
16.	Tempat saya bekerja rutin mengadakan pelatihan untuk karyawannya				
17.	Tempat saya bekerja menyemangati karyawannya untuk mendapatkan keterampilan baru				
18.	Tempat saya bekerja menyemangati karyawannya untuk mendapatkan rotasi kerja				
19.	Karyawan tempat saya bekerja dapat berpartisipasi bersama ketika dibutuhkan				
20.	Seluruh karyawan memiliki rasa kerjasama yang tinggi				

Work Life Balance (Y2)

1.	Kehidupan pribadi saya tidak terganggu oleh pekerjaan				
2.	Pekerjaan saya memudahkan saya menikmati kehidupan pribadi saya				
3.	Saya mengutamakan kebutuhan pribadi saya daripada pekerjaan				
4.	Saya mendahulukan untuk menikmati kehidupan pribadi saya daripada pekerjaan				
5.	Saya melewatkan aktivitas pribadi karena pekerjaan				
6.	Saya mudah untuk memisahkan antara kehidupan pribadi dengan pekerjaan				
7.	Saya merasa bahagia dengan jumlah waktu yang saya habiskan untuk kehidupan pribadi saya				
8.	Kehidupan pribadi saya lebih menghabiskan energi dibanding pekerjaan				
9.	Saya merasa terlalu lelah untuk menjadi efektif saat bekerja				
10.	Pekerjaan saya jadi terabaikan karena kehidupan pribadi				
11.	Sangat sulit untuk berkonsentrasi saat bekerja karena persoalan pribadi				
12.	Kehidupan pribadi saya justru sangat menyemangati saya dalam bekerja				
13.	Pekerjaan saya menyemangati saya dalam melakukan aktivitas personal				
14.	Suasana hati saya saat bekerja menjadi lebih baik karena kehidupan pribadi				
15.	Suasana hati saya menjadi lebih baik karena pekerjaan saya				

- End of Questionnaire -

Thank you

Appendix 1.2 Questionnaire -After Validation Test (Indonesian)

KUESIONER

Salam sejahtera bagi para responden yang terhormat. Saya Lindawati, mahasiswa semester akhir Fakultas Ekonomi dan Bisnis dari Universitas Esa Unggul Jakarta. Kuesioner ini dibuat untuk memenuhi persyaratan akademis kelulusan dalam pembuatan skripsi. Karena itu, dimohon kesediaan Anda (Responden) untuk mengisi kuesioner ini dengan jujur sesuai dengan keadaan yang Anda rasakan. Adapun sebagai keterangan tambahan, skripsi saya berjudul *“The Impact of Demographics to Quality of Work Life and Work Life Balance* (Pengaruh Faktor Demografi terhadap Kualitas Kehidupan Kerja dan Keseimbangan Kehidupan Kerja). Sebelum mengisi kuesioner, responden diharapkan untuk membaca petunjuk pengisian terlebih dahulu. Terima Kasih.

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3. Berilah tanda silang (X) dan tanda ceklis (√) pada pilihan dan kolom yang sesuai dengan keadaan anda. **(STS = Sangat Tidak Setuju, TS = Tidak Setuju, S = Setuju, dan SS = Sangat Setuju)**
4. Jika Anda ragu-ragu antara 2 pilihan, pilihlah jawaban yang anda kira paling sesuai dengan keadaan anda.
5. Tidak ada jawaban benar atau salah, karena itu pilihlah jawaban yang **JUJUR** sesuai dengan keadaan anda.
6. Seluruh lembar kuesioner menjadi hak penyelenggara kuesioner dan data yang anda isi **TIDAK** akan disebarluaskan.

II. DATA RESPONDEN (Pertanyaan)

1. Nama : _____
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a. ≤ 25 tahun	d. 46 – 55 tahun
b. 26 – 35 tahun	e. 56 – 65 tahun

- c. 36 – 45 tahun f. ≥ 66 tahun
3. Jenis Kelamin (*)
 a. Pria b. Wanita
4. Status Pernikahan (*)
 a. Lajang b. Menikah c. Pernah Menikah
5. Lama bekerja (*)
 d. ≤ 2 tahun d. 10 – 15 tahun
 e. 3 – 5 tahun e. 16 – 20 tahun
 f. 6 – 10 tahun f. ≥ 21 tahun
6. Tempat tinggal anda (*)
 d. Jakarta Utara d. Jakarta Selatan
 e. Jakarta Barat e. Jakarta Timur
 f. Jakarta Pusat f. Kab. Tangerang
7. Tempat anda bekerja (*)
 a. Jakarta Utara d. Jakarta Selatan
 b. Jakarta Barat e. Jakarta Timur
 c. Jakarta Pusat f. Kab. Tangerang
8. Berapa lama waktu yang anda tempuh dari tempat tinggal menuju ke tempat anda bekerja (*)
 a. ≤ 30 menit c. 46 – 1 jam
 b. 31 – 45 menit d. ≥ 1 jam
9. Kendaraan apa yang anda gunakan untuk bekerja (*)
 a. Mobil c. Transportasi umum
 b. Sepeda Motor d. Lainnya,
-
10. Apakah anda bekerja dalam shift?
 a. Ya d. Tidak

III. PERNYATAAN

Quality of Work Life (Y1)

No.	Pernyataan	Jawaban			
		STS	T S	S	SS
1.	Pekerjaan saya memberikan pengaruh baik terhadap kesehatan saya				
2.	Tempat saya bekerja memiliki kondisi kerja yang baik (dari segi fisik gedung dan bangunan)				
3.	Gaji yang saya dapat sesuai dengan pekerjaan saya				
4.	Fasilitas yang saya dapat sesuai dengan pekerjaan saya				
5.	Bonus yang saya dapat sesuai dengan pekerjaan saya				
6.	Saya berpartisipasi dalam menyuarakan pendapat saya				
7.	Saya puas dengan pekerjaan saya				
8.	Saya puas dengan tempat kerja saya				
9.	Pendapatan saya dapat mencukupi kebutuhan saya sehari-hari				
10.	Tempat saya bekerja menyediakan berbagai pelatihan untuk karyawannya ketika mendapatkan tanggung jawab baru / posisi (jabatan) baru				
11.	Tempat saya bekerja rutin mengadakan pelatihan untuk karyawannya				
12.	Tempat saya bekerja menyemangati karyawannya untuk mendapatkan keterampilan baru				
13.	Tempat saya bekerja menyemangati karyawannya untuk mendapatkan rotasi kerja				
14.	Karyawan tempat saya bekerja dapat berpartisipasi bersama ketika dibutuhkan				

Work Life Balance (Y2)

1.	Kehidupan pribadi saya tidak terganggu oleh pekerjaan				
2.	Pekerjaan saya memudahkan saya menikmati kehidupan pribadi saya				
3.	Saya mengutamakan kebutuhan pribadi saya daripada pekerjaan				
4.	Saya mendahulukan untuk menikmati kehidupan pribadi saya daripada pekerjaan				

5.	Saya merasa bahagia dengan jumlah waktu yang saya habiskan untuk kehidupan pribadi saya				
6.	Kehidupan pribadi saya lebih menghabiskan energi dibanding pekerjaan				
7.	Saya merasa terlalu lelah untuk menjadi efektif saat bekerja				
8.	Pekerjaan saya jadi terabaikan karena kehidupan pribadi				
9.	Sangat sulit untuk berkonsentrasi saat bekerja karena persoalan pribadi				
10.	Pekerjaan saya menyemangati saya dalam melakukan aktivitas personal				
11.	Suasana hati saya menjadi lebih baik karena pekerjaan saya				

- End of Questionnaire -

Thank you

Appendix 2.1 Distribution of the Respondents (30 Respondents)

No.	Demographics		
	1	2	3
1	1	2	1
2	1	2	1
3	1	2	1
4	2	1	2
5	1	1	1
6	1	2	1
7	2	2	1
8	2	2	1
9	1	2	1
10	1	2	1
11	1	1	1
12	2	1	2
13	2	1	1
14	1	2	1
15	3	2	2
16	2	2	2
17	2	1	2
18	2	1	2
19	2	1	1
20	2	2	1
21	3	1	1
22	2	2	2
23	2	2	1
24	2	2	1
25	2	2	1
26	2	2	1
27	1	1	1
28	1	2	1
29	1	2	1
30	2	2	1

No.	Quality of Work Life														Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	3	3	2	2	1	3	2	2	2	1	1	2	2	3	29
2	3	3	3	3	3	3	3	3	2	2	2	2	2	2	36
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
4	3	3	2	2	2	3	2	3	3	4	2	2	2	2	35
5	3	3	3	3	3	3	3	3	2	3	3	3	2	3	40
6	3	4	3	3	3	3	4	3	4	4	4	4	4	3	49
7	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
8	2	4	4	3	3	3	3	3	3	3	3	3	3	3	43
9	3	4	4	3	4	3	3	3	3	3	3	3	3	3	45
10	3	3	3	3	2	4	3	3	3	2	1	3	3	3	39
11	4	4	3	4	3	4	4	4	3	4	4	4	4	4	53
12	3	3	2	3	3	3	4	2	3	3	3	3	3	3	41
13	3	1	1	4	1	4	2	1	1	1	1	1	1	1	23
14	3	3	3	3	3	3	3	2	3	3	3	3	3	3	41
15	2	3	3	3	2	4	3	3	4	3	3	3	3	3	42
16	4	3	3	3	4	4	3	3	4	3	3	3	2	3	45
17	2	3	3	2	2	3	3	3	3	3	3	3	3	3	39
18	2	3	3	3	2	2	2	3	3	3	3	4	4	4	41
19	3	4	3	3	3	3	3	3	3	3	4	3	3	3	44
20	2	4	4	3	3	1	4	3	1	4	4	4	4	4	45
21	4	4	3	4	4	3	4	4	3	3	3	3	3	3	48
22	3	3	4	3	3	3	3	3	3	3	3	3	3	3	43
23	3	3	3	2	3	3	3	3	3	2	2	3	2	3	38
24	3	4	3	3	3	4	4	3	3	3	3	3	3	3	45
25	3	4	3	3	3	4	4	3	3	3	3	3	3	3	45
26	3	4	3	3	3	4	4	3	3	3	3	3	3	3	45
27	2	3	2	3	2	3	3	3	3	2	2	3	3	3	37
28	1	1	2	3	3	2	2	3	2	2	3	4	1	2	31
29	3	3	3	2	3	4	3	3	3	3	3	3	3	3	42
30	2	2	3	3	3	3	2	2	3	3	3	2	2	3	36

No.	Work Life Balance											Total
	1	2	3	4	5	6	7	8	9	10	11	
1	2	2	3	3	2	3	3	2	2	3	3	28
2	3	3	2	3	3	3	3	3	4	2	4	33
3	3	3	3	3	2	2	2	3	3	3	3	30
4	2	2	2	2	2	3	3	2	3	2	3	26
5	2	2	3	3	2	2	2	3	3	3	3	28
6	2	3	4	3	2	2	2	2	2	3	3	28
7	3	3	2	2	2	3	3	2	2	3	3	28
8	2	3	2	2	3	3	3	2	3	3	3	29
9	3	3	3	3	2	4	4	1	1	3	3	30
10	4	3	2	2	2	4	4	1	1	3	3	29
11	4	4	3	3	2	2	1	3	4	4	4	34
12	3	4	4	3	1	2	3	2	3	3	3	31
13	1	1	2	2	4	4	3	1	3	1	1	23
14	3	2	1	2	3	3	2	2	2	3	3	26
15	2	2	4	4	3	3	1	2	3	3	2	29
16	2	3	2	2	2	2	2	2	2	3	3	25
17	3	3	3	3	2	3	2	2	2	3	3	29
18	3	2	4	3	4	3	1	3	2	4	2	31
19	3	3	2	2	2	4	3	2	2	4	3	30
20	4	3	2	2	2	2	4	4	3	3	3	32
21	3	3	2	2	2	3	3	2	2	3	3	28
22	3	3	2	2	2	3	3	2	2	3	3	28
23	2	3	3	3	3	3	2	2	2	3	3	29
24	3	2	1	2	2	3	3	2	2	3	3	26
25	3	2	1	2	2	3	3	2	2	3	3	26
26	3	2	1	2	2	3	3	2	2	3	3	26
27	3	3	3	3	2	2	3	2	2	3	2	28
28	1	1	1	1	3	3	3	1	2	1	2	19
29	3	3	3	3	2	3	2	2	3	3	3	30
30	3	3	3	2	3	3	3	2	2	3	3	30

Appendix 3.1 Validation and Reliability Test Score (30 Respondents)

3.1.1 Quality of Work Life

	VAR0001	VAR0002	VAR0003	VAR0004	VAR0005	VAR0006	VAR0007	VAR0008	VAR0009	VAR0010	VAR0011	VAR0012	VAR0018	VAR0019	VAR0020	VAR0021
VAR00001 Pearson Correlation	1	.488**	.290	.149	.104	.161	.284	-.488**	-.308	.070	.212	.000	.032	.134	.084	.241
Sig. (2-tailed)		.006	.120	.433	.586	.395	.129	.006	.097	.714	.260	1.000	.868	.480	.658	.199
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00002 Pearson Correlation	.488**	1	.398*	.311	-.033	.103	.208	-.143	-.075	.179	.172	.217	.243	.281	.062	.511**
Sig. (2-tailed)	.006		.029	.094	.862	.587	.271	.451	.693	.345	.364	.250	.196	.133	.746	.004
N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

VAR00003	Pearson Correlation	.290	.398*	1	.405*	.152	-.070	.449*	.273	.134	.637**	.613**	.276	.124	.286	.173	.643**
	Sig. (2-tailed)	.120	.029		.026	.422	.713	.013	.145	.480	.000	.000	.140	.515	.125	.361	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00004	Pearson Correlation	.149	.311	.405*	1	.397*	.389*	.310	.178	-.212	.178	.124	.120	.009	.280	.297	.540**
	Sig. (2-tailed)	.433	.094	.026		.030	.034	.095	.347	.260	.347	.515	.528	.962	.134	.111	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00005	Pearson Correlation	.104	-.033	.152	.397*	1	.460*	.121	-.265	-.271	.076	.310	.230	-.103	.159	.183	.368*
	Sig. (2-tailed)	.586	.862	.422	.030		.011	.523	.156	.147	.690	.095	.222	.588	.401	.333	.046
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00006	Pearson Correlation	.161	.103	-.070	.389*	.460*	1	-.069	-.354	-.422*	.000	.246	.119	.018	-.062	-.020	.364*
	Sig. (2-tailed)	.395	.587	.713	.034	.011		.719	.055	.020	1.000	.190	.530	.925	.745	.915	.048
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00007	Pearson Correlation	.284	.208	.449*	.310	.121	-.069	1	.415*	-.212	.237	.314	.360	-.081	-.031	-.164	.288
	Sig. (2-tailed)	.129	.271	.013	.095	.523	.719		.023	.260	.207	.091	.051	.672	.870	.387	.123
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

VAR00008	Pearson Correlation	-.488**	-.143	.273	.178	-.265	-.354	.415*	1	.365*	.388*	.147	.247	.046	.053	-.088	.171
	Sig. (2-tailed)	.006	.451	.145	.347	.156	.055	.023		.047	.034	.437	.187	.808	.779	.644	.365
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00009	Pearson Correlation	-.308	-.075	.134	-.212	-.271	-.422*	-.212	.365*	1	.236	.072	.000	-.010	.146	.048	.041
	Sig. (2-tailed)	.097	.693	.480	.260	.147	.020	.260	.047		.209	.704	1.000	.959	.440	.800	.828
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00010	Pearson Correlation	.070	.179	.637**	.178	.076	.000	.237	.388*	.236	1	.736**	.371*	.324	.053	-.088	.628**
	Sig. (2-tailed)	.714	.345	.000	.347	.690	1.000	.207	.034	.209		.000	.043	.081	.779	.644	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00011	Pearson Correlation	.212	.172	.613**	.124	.310	.246	.314	.147	.072	.736**	1	.496**	.438*	.112	.008	.754**
	Sig. (2-tailed)	.260	.364	.000	.515	.095	.190	.091	.437	.704	.000		.005	.016	.557	.965	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

VAR00012	Pearson Correlation	.000	.217	.276	.120	.230	.119	.360	.247	.000	.371*	.496**	1	.280	.108	-.320	.539**
	Sig. (2-tailed)	1.000	.250	.140	.528	.222	.530	.051	.187	1.000	.043	.005		.133	.570	.084	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00013	Pearson Correlation	.000	.306	.390*	.339	.325	.337	.000	.000	.000	.350	.421*	.354	.397*	.153	.302	.598**
	Sig. (2-tailed)	1.000	.100	.033	.067	.080	.069	1.000	1.000	1.000	.058	.021	.055	.030	.420	.105	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00014	Pearson Correlation	.230	.169	.365*	-.028	-.036	-.195	.182	.193	.436*	.482**	.487**	.292	.262	-.025	-.258	.338
	Sig. (2-tailed)	.221	.373	.047	.883	.851	.302	.336	.308	.016	.007	.006	.117	.162	.895	.169	.067
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00015	Pearson Correlation	.048	.366*	.109	.385*	.330	.665**	-.274	-.209	-.198	.209	.268	.317	.348	.256	.054	.624**
	Sig. (2-tailed)	.803	.047	.567	.036	.075	.000	.144	.267	.294	.267	.152	.088	.060	.172	.776	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00016	Pearson Correlation	-.054	.167	.000	.323	.088	.550**	-.138	-.048	-.150	.143	.191	.096	.252	.042	-.041	.479**
	Sig. (2-tailed)	.776	.379	1.000	.082	.642	.002	.466	.803	.428	.451	.312	.613	.179	.827	.829	.007
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

VAR00017	Pearson Correlation	-.120	.140	-.114	-.065	.095	.240	.074	.016	-.097	.112	.361	.387*	.354	.109	-.019	.447*
	Sig. (2-tailed)	.528	.462	.549	.733	.618	.202	.697	.933	.609	.557	.050	.035	.055	.567	.919	.013
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00018	Pearson Correlation	.032	.243	.124	.009	-.103	.018	-.081	-.046	-.010	.324	.438*	.280	1	.170	.216	.515**
	Sig. (2-tailed)	.868	.196	.515	.962	.588	.925	.672	.808	.959	.081	.016	.133		.370	.253	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00019	Pearson Correlation	.134	.281	.286	.280	.159	-.062	-.031	.053	.146	.053	.112	.108	.170	1	.729**	.465**
	Sig. (2-tailed)	.480	.133	.125	.134	.401	.745	.870	.779	.440	.779	.557	.570	.370		.000	.010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00020	Pearson Correlation	.084	.062	.173	.297	.183	-.020	-.164	-.088	.048	-.088	.008	-.320	.216	.729**	1	.266
	Sig. (2-tailed)	.658	.746	.361	.111	.333	.915	.387	.644	.800	.644	.965	.084	.253	.000		.155
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00021	Pearson Correlation	.241	.511**	.643**	.540**	.368*	.364*	.288	.171	.041	.628**	.754**	.539**	.515**	.465**	.266	1
	Sig. (2-tailed)	.199	.004	.000	.002	.046	.048	.123	.365	.828	.000	.000	.002	.004	.010	.155	
	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).

3.1.2 Validation Test – Work Life Balance

	VAR0001	VAR0002	VAR0003	VAR0004	VAR0005	VAR0006	VAR0007	VAR0008	VAR0009	VAR0010	VAR0011	VAR0012	VAR0013	VAR0014	VAR0015	VAR0016
VAR0001 Pearson Correlation	1	.231	.205	.157	.146	-.204	.440*	.104	-.073	.103	.000	-.306	.257	.360	.073	.435*
VAR0001 Sig. (2-tailed)		.219	.278	.406	.441	.280	.015	.585	.701	.589	1.000	.100	.171	.050	.701	.016
VAR0001 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR0002 Pearson Correlation	.231	1	.128	.095	.216	-.100	-.263	.136	.072	.051	.176	-.241	.504**	.310	.359	.463*
VAR0002 Sig. (2-tailed)	.219		.500	.617	.253	.599	.160	.473	.706	.791	.352	.200	.004	.096	.051	.010
VAR0002 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR0003 Pearson Correlation	.205	.128	1	.785**	-.173	.242	.302	.274	.289	.203	-.071	-.291	.000	-.036	-.202	.534**
VAR0003 Sig. (2-tailed)	.278	.500		.000	.359	.198	.105	.143	.121	.281	.710	.119	1.000	.852	.284	.002
VAR0003 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR0004 Pearson Correlation	.157	.095	.785**	1	-.060	.168	.358	.407*	.286	.249	-.055	-.164	.137	-.158	-.128	.588**
VAR0004 Sig. (2-tailed)	.406	.617	.000		.752	.375	.052	.026	.125	.185	.772	.386	.469	.405	.500	.001
VAR0004 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR0005 Pearson Correlation	.146	.216	-.173	-.060	1	-.464**	-.095	-.345	.136	.144	.223	-.102	.404*	.308	.364*	.251
VAR0005 Sig. (2-tailed)	.441	.253	.359	.752		.010	.617	.062	.472	.448	.237	.593	.027	.098	.048	.181
VAR0005 N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

VAR006	Pearson Correlation	-.204	-.100	.242	.168	-.464**	1	.099	.260	.095	.156	.026	.106	-.385*	-.468**	-.222	.069
	Sig. (2-tailed)	.280	.599	.198	.375	.010		.602	.165	.618	.411	.892	.577	.036	.009	.239	.716
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR007	Pearson Correlation	.440*	-.263	.302	.358	-.095	.099	1	.191	.154	.434*	.058	-.458*	.050	.117	-.083	.379*
	Sig. (2-tailed)	.015	.160	.105	.052	.617	.602		.311	.415	.016	.760	.011	.793	.538	.662	.039
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR008	Pearson Correlation	.104	.136	.274	.407*	-.345	.260	.191	1	.345	.439*	.387*	.084	.333	-.239	.237	.604**
	Sig. (2-tailed)	.585	.473	.143	.026	.062	.165	.311		.062	.015	.035	.658	.073	.204	.208	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

VAR009	Pearson Correlation	-.073	.072	.289	.286	.136	.095	.154	.345	1	.535**	.612**	-.343	.128	.112	.091	.549**
	Sig. (2-tailed)	.701	.706	.121	.125	.472	.618	.415	.062		.002	.000	.064	.502	.556	.633	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR010	Pearson Correlation	.103	.051	.203	.249	.144	.156	.434*	.439*	.535**	1	.450*	-.161	.359	.020	.256	.671**
	Sig. (2-tailed)	.589	.791	.281	.185	.448	.411	.016	.015	.002		.013	.396	.051	.918	.173	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

VAR00011	Pearson Correlation	.000	.176	-.071	-.055	.223	.026	.058	.387*	.612**	.450*	1	.062	.208	.411*	.195	.531**
	Sig. (2-tailed)	1.000	.352	.710	.772	.237	.892	.760	.035	.000	.013		.744	.269	.024	.302	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00012	Pearson Correlation	-.306	-.241	-.291	-.164	-.102	.106	-.458*	.084	-.343	-.161	.062	1	-.125	-.422*	.038	-.250
	Sig. (2-tailed)	.100	.200	.119	.386	.593	.577	.011	.658	.064	.396	.744		.511	.020	.842	.183
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00013	Pearson Correlation	.257	.504**	.000	.137	.404*	-.385*	.050	.333	.128	.359	.208	-.125	1	.157	.766**	.597**
	Sig. (2-tailed)	.171	.004	1.000	.469	.027	.036	.793	.073	.502	.051	.269	.511		.407	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00014	Pearson Correlation	.360	.310	-.036	-.158	.308	-.468**	.117	-.239	.112	.020	.411*	-.422*	.157	1	-.028	.201
	Sig. (2-tailed)	.050	.096	.852	.405	.098	.009	.538	.204	.556	.918	.024	.020	.407		.883	.288
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
VAR00015	Pearson Correlation	.073	.359	-.202	-.128	.364*	-.222	-.083	.237	.091	.256	.195	.038	.766**	-.028	1	.391*
	Sig. (2-tailed)	.701	.051	.284	.500	.048	.239	.662	.208	.633	.173	.302	.842	.000	.883		.033
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

VAR00016	Pearson Correlation	.435*	.463*	.534**	.588**	.251	.069	.379*	.604**	.549**	.671**	.531**	-.250	.597**	.201	.391*	1
	Sig. (2-tailed)	.016	.010	.002	.001	.181	.716	.039	.000	.002	.000	.003	.183	.001	.288	.033	
	N	30	30	30	30	30	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).

3.1.3 Reliability Test – Quality of Work Life

Reliability Statistics

Cronbach's Alpha	N of Items
.811	14

3.1.4 Reliability Test - Work Life Balance

Reliability Statistics

Cronbach's Alpha	N of Items
.737	11

Appendix 3.2 Distribution of the respondents (150 respondents)

No.	Demographics			No.	Demographics			No.	Demographics		
	1	2	3		1	2	3		1	2	3
1	1	2	1	31	2	2	2	61	1	1	3
2	1	2	1	32	2	2	1	62	2	2	1
3	1	2	1	33	2	2	1	63	3	1	2
4	2	1	2	34	2	2	2	64	2	1	1
5	1	1	1	35	1	2	1	65	2	1	1
6	1	2	1	36	1	1	1	66	1	2	1
7	2	2	1	37	1	1	2	67	2	1	3
8	2	2	1	38	2	1	1	68	1	1	1
9	1	2	1	39	2	1	2	69	2	1	2
10	1	2	1	40	1	2	3	70	1	1	1
11	1	1	1	41	1	2	1	71	2	2	1
12	2	1	2	42	1	2	1	72	2	1	1
13	2	1	1	43	1	2	1	73	1	2	1
14	1	2	1	44	2	1	1	74	2	2	2
15	3	2	2	45	1	2	1	75	2	1	1
16	2	2	2	46	1	2	1	76	1	2	1
17	2	1	2	47	1	1	1	77	1	2	1
18	2	1	2	48	2	1	1	78	1	2	1
19	2	1	1	49	1	2	1	79	1	2	1
20	2	2	1	50	1	1	1	80	1	2	1
21	3	1	1	51	1	2	1	81	1	2	1
22	2	2	2	52	2	1	1	82	1	1	1
23	2	2	1	53	2	2	2	83	2	2	1
24	2	2	1	54	1	1	1	84	2	2	2
25	2	2	1	55	1	1	1	85	2	2	2
26	2	2	1	56	2	1	1	86	2	2	1
27	1	1	1	57	1	1	1	87	2	1	1
28	1	2	1	58	1	1	2	88	3	1	2
29	1	2	1	59	1	1	1	89	1	2	1
30	2	2	1	60	2	1	3	90	1	1	1

No.	Demographics			No.	Demographics		
	1	2	3		1	2	3
91	1	2	1	121	4	1	2
92	1	2	1	122	1	2	1
93	3	1	2	123	2	2	1
94	2	2	1	124	2	1	2
95	3	1	1	125	1	2	1
96	2	1	2	126	1	2	1
97	2	2	1	127	1	2	1
98	2	1	1	128	2	1	2
99	2	2	1	129	1	2	2
100	2	2	1	130	2	2	2
101	1	2	1	131	1	1	1
102	2	1	1	132	1	2	1
103	2	2	1	133	2	2	2
104	1	2	1	134	2	2	1
105	1	2	1	135	2	2	1
106	2	1	1	136	3	2	2
107	1	2	1	137	1	2	1
108	2	1	2	138	2	2	3
109	2	2	1	139	1	2	1
110	2	1	1	140	2	2	2
111	1	2	1	141	2	2	1
112	3	1	2	142	1	2	1
113	1	2	1	143	1	2	1
114	1	2	1	144	2	2	1
115	1	2	1	145	1	2	1
116	3	1	2	146	1	2	1
117	3	1	2	147	3	2	1
118	2	1	2	148	1	2	1
119	1	2	1	149	2	1	1
120	2	1	2	150	4	1	2

No.	Quality of Work Life														Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	3	3	2	2	1	3	2	2	2	1	1	2	2	3	29
2	3	3	3	3	3	3	3	3	2	2	2	2	2	2	36
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
4	3	3	2	2	2	3	2	3	3	4	2	2	2	2	35
5	3	3	3	3	3	3	3	3	2	3	3	3	2	3	40
6	3	4	3	3	3	3	4	3	4	4	4	4	4	3	49
7	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
8	2	4	4	3	3	3	3	3	3	3	3	3	3	3	43
9	3	4	4	3	4	3	3	3	3	3	3	3	3	3	45
10	3	3	3	3	2	4	3	3	3	2	1	3	3	3	39
11	4	4	3	4	3	4	4	4	3	4	4	4	4	4	53
12	3	3	2	3	3	3	4	2	3	3	3	3	3	3	41
13	3	1	1	4	1	4	2	1	1	1	1	1	1	1	23
14	3	3	3	3	3	3	3	2	3	3	3	3	3	3	41
15	2	3	3	3	2	4	3	3	4	3	3	3	3	3	42
16	4	3	3	3	4	4	3	3	4	3	3	3	2	3	45
17	2	3	3	2	2	3	3	3	3	3	3	3	3	3	39
18	2	3	3	3	2	2	2	3	3	3	3	4	4	4	41
19	3	4	3	3	3	3	3	3	3	3	4	3	3	3	44
20	2	4	4	3	3	1	4	3	1	4	4	4	4	4	45
21	4	4	3	4	4	3	4	4	3	3	3	3	3	3	48
22	3	3	4	3	3	3	3	3	3	3	3	3	3	3	43
23	3	3	3	2	3	3	3	3	3	2	2	3	2	3	38
24	3	4	3	3	3	4	4	3	3	3	3	3	3	3	45
25	3	4	3	3	3	4	4	3	3	3	3	3	3	3	45
26	3	4	3	3	3	4	4	3	3	3	3	3	3	3	45
27	2	3	2	3	2	3	3	3	3	2	2	3	3	3	37
28	1	1	2	3	3	2	2	3	2	2	3	4	1	2	31
29	3	3	3	2	3	4	3	3	3	3	3	3	3	3	42
30	2	2	3	3	3	3	2	2	3	3	3	2	2	3	36
31	2	4	3	2	3	3	3	2	3	2	3	2	2	2	36
32	4	4	4	3	3	3	3	4	3	3	3	3	2	3	45
33	2	4	3	3	2	3	3	3	3	2	1	2	2	4	37
34	2	3	4	4	3	3	3	3	3	2	2	2	3	3	40
35	3	4	3	3	3	3	3	3	3	3	3	3	3	3	43
36	3	3	3	4	4	3	3	3	3	3	2	2	2	2	40
37	3	3	3	2	2	3	2	3	3	2	2	2	3	3	36
38	3	3	3	3	3	3	3	3	4	3	3	4	4	3	76
39	2	3	2	2	2	4	4	4	3	2	2	3	4	1	38
40	2	4	3	3	3	4	4	4	3	3	3	3	3	4	46
41	2	3	3	3	3	3	3	2	3	2	2	2	2	2	35

42	3	4	3	4	3	4	4	4	4	3	2	3	2	3	46
43	3	4	3	3	2	3	3	3	3	2	2	2	2	3	38
44	3	3	2	3	3	3	4	3	3	2	2	3	3	3	40
45	3	3	3	3	3	3	3	3	3	4	4	4	3	3	45
46	3	3	3	3	3	3	4	3	3	3	3	3	4	4	46
47	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
48	2	3	3	3	3	3	3	3	3	3	2	2	3	3	39
49	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
50	3	2	2	2	3	2	2	3	3	3	2	2	3	3	35
51	3	3	2	2	1	3	2	2	2	1	1	2	2	3	29
52	3	4	3	3	3	3	2	3	3	3	3	3	2	3	41
53	3	3	3	3	3	3	3	3	3	3	3	4	3	3	43
54	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
55	2	2	1	3	1	3	3	2	3	3	3	3	3	2	34
56	3	3	4	4	3	3	3	4	4	3	3	4	4	3	48
57	1	4	1	1	2	3	3	2	4	4	4	4	4	3	40
58	3	3	3	3	3	3	2	2	2	3	2	2	2	3	36
59	2	3	2	3	3	2	3	3	4	3	2	1	2	2	35
60	3	3	1	1	1	3	2	3	3	3	3	3	3	3	35
61	3	3	3	1	1	3	3	3	1	3	3	3	3	3	36
62	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
63	3	3	4	4	4	3	3	3	4	3	3	3	3	3	46
64	3	3	3	3	3	3	3	3	4	3	3	3	3	3	43
65	3	3	4	4	4	4	4	4	4	4	4	4	4	4	54
66	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
67	2	3	3	2	2	3	2	2	3	1	3	3	4	3	36
68	2	2	2	2	2	3	3	2	3	2	2	2	2	3	32
69	2	3	3	3	3	4	4	3	3	3	3	4	4	4	46
70	3	3	4	2	2	4	4	3	2	3	3	4	4	4	45
71	3	3	4	3	4	3	3	3	3	2	2	3	3	2	41
72	3	3	3	3	3	3	4	4	2	3	3	3	3	3	43
73	3	3	3	3	1	4	3	3	1	4	4	4	3	1	40
74	3	3	3	3	3	3	3	3	3	3	3	3	3	4	43
75	3	3	3	3	2	3	1	3	3	4	4	4	3	3	42
76	3	3	3	3	3	3	2	2	2	3	3	3	3	3	39
77	2	4	4	3	3	3	3	3	3	2	2	2	2	3	39
78	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
79	3	3	3	3	3	3	2	2	2	3	3	3	3	3	39
80	3	3	3	3	3	2	2	2	3	3	2	2	2	2	35
81	2	3	3	3	3	3	3	3	2	2	3	3	2	2	37
82	2	3	3	3	3	3	4	3	3	2	2	2	2	4	39
83	2	3	4	3	2	2	2	3	3	2	2	2	2	2	34
84	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
85	3	3	3	3	3	3	3	3	3	3	3	3	2	3	41

130	3	3	3	3	2	3	3	3	3	3	2	2	3	3	39
131	3	3	2	3	2	3	4	4	2	3	2	3	3	3	40
132	3	3	2	2	2	4	2	2	1	2	2	2	2	3	32
133	3	3	3	3	3	3	3	3	2	3	3	3	3	3	41
134	2	3	3	2	2	2	2	2	3	2	2	2	2	3	32
135	3	3	3	3	3	3	3	3	3	3	4	4	4	3	45
136	3	3	3	2	1	3	2	2	3	3	3	3	3	3	37
137	2	3	3	3	2	4	3	3	3	3	3	3	3	3	41
138	3	3	3	3	3	4	3	3	3	3	3	3	3	3	43
139	3	3	3	3	2	3	3	3	2	2	2	2	2	2	35
140	3	3	3	3	2	3	3	3	2	2	2	2	3	2	36
141	3	3	2	3	2	3	3	2	3	3	3	2	2	2	36
142	3	3	2	3	2	3	2	2	2	3	2	2	2	2	33
143	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
144	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
145	3	3	3	3	3	3	3	3	3	3	3	3	3	3	42
146	3	3	2	2	3	4	3	3	3	3	3	3	3	3	41
147	3	3	2	3	2	3	3	3	2	3	3	3	3	3	39
148	2	2	1	1	2	3	2	1	1	2	1	3	2	4	27
149	1	1	1	1	2	3	2	1	1	1	1	1	1	2	19
150	4	3	3	3	2	4	1	3	4	3	3	3	3	3	42

No.	Work Life Balance											Total
	1	2	3	4	5	6	7	8	9	10	11	
1	2	2	3	3	2	3	3	2	2	3	3	28
2	3	3	2	3	3	3	3	3	4	2	4	33
3	3	3	3	3	2	2	2	3	3	3	3	30
4	2	2	2	2	2	3	3	2	3	2	3	26
5	2	2	3	3	2	2	2	3	3	3	3	28
6	2	3	4	3	2	2	2	2	2	3	3	28
7	3	3	2	2	2	3	3	2	2	3	3	28
8	2	3	2	2	3	3	3	2	3	3	3	29
9	3	3	3	3	2	4	4	1	1	3	3	30
10	4	3	2	2	2	4	4	1	1	3	3	29
11	4	4	3	3	2	2	1	3	4	4	4	34
12	3	4	4	3	1	2	3	2	3	3	3	31
13	1	1	2	2	4	4	3	1	3	1	1	23
14	3	2	1	2	3	3	2	2	2	3	3	26
15	2	2	4	4	3	3	1	2	3	3	2	29
16	2	3	2	2	2	2	2	2	2	3	3	25
17	3	3	3	3	2	3	2	2	2	3	3	29
18	3	2	4	3	4	3	1	3	2	4	2	31
19	3	3	2	2	2	4	3	2	2	4	3	30
20	4	3	2	2	2	2	4	4	3	3	3	32
21	3	3	2	2	2	3	3	2	2	3	3	28
22	3	3	2	2	2	3	3	2	2	3	3	28
23	2	3	3	3	3	3	2	2	2	3	3	29
24	3	2	1	2	2	3	3	2	2	3	3	26
25	3	2	1	2	2	3	3	2	2	3	3	26
26	3	2	1	2	2	3	3	2	2	3	3	26
27	3	3	3	3	2	2	3	2	2	3	2	28
28	1	1	1	1	3	3	3	1	2	1	2	19
29	3	3	3	3	2	3	2	2	3	3	3	30

30	3	3	3	2	3	3	3	2	2	3	3	30
31	4	2	3	3	2	4	3	2	1	2	2	28
32	3	4	2	3	3	1	3	2	2	4	4	31
33	3	3	4	4	2	3	3	1	2	2	2	29
34	3	2	2	2	2	3	3	1	2	3	3	26
35	4	3	3	3	2	2	3	2	2	3	3	30
36	3	3	2	2	2	3	3	2	2	3	4	29
37	3	2	1	2	2	3	3	3	3	3	3	28
38	1	4	1	2	3	4	3	2	2	3	3	28
39	4	4	1	1	3	4	3	1	3	3	3	30
40	3	2	3	3	2	4	3	2	1	3	3	29
41	3	2	3	3	2	2	2	3	3	3	3	29
42	2	2	2	2	3	4	3	1	2	3	3	27
43	3	3	2	2	2	3	2	2	2	3	3	27
44	3	3	3	3	2	3	3	2	2	3	3	30
45	3	3	3	2	2	3	3	3	2	3	3	30
46	3	3	3	2	2	3	3	2	2	3	3	29
47	3	3	3	3	2	2	2	3	3	3	3	30
48	2	2	3	3	2	2	2	3	3	3	3	28
49	3	3	3	3	2	2	2	3	3	3	3	30
50	3	3	2	2	2	3	2	3	3	3	3	29
51	2	2	3	3	2	3	3	2	2	3	3	28
52	4	2	2	2	3	1	3	1	2	3	3	26
53	3	3	1	1	1	4	4	1	1	4	4	27
54	3	3	2	2	2	2	3	2	2	3	3	27
55	3	2	3	3	4	4	1	1	4	2	2	29
56	3	2	3	3	2	2	3	2	1	3	3	27
57	1	1	2	2	4	4	1	1	2	2	2	22
58	3	2	2	2	2	3	3	2	2	3	3	27
59	2	2	3	3	2	2	2	3	3	3	3	28
60	3	3	2	2	3	3	2	1	4	1	1	25

61	3	3	1	2	2	4	2	1	3	3	3	27
62	4	3	1	2	2	4	3	2	2	3	3	29
63	2	3	2	2	3	3	3	2	2	3	3	28
64	3	3	2	2	2	2	3	1	1	3	3	25
65	3	3	3	3	2	2	2	2	3	4	4	31
66	3	4	2	2	2	3	3	2	2	3	3	29
67	2	2	2	2	3	3	3	2	3	2	2	26
68	2	2	3	3	3	3	2	2	2	3	3	28
69	3	3	2	2	2	3	3	1	1	4	3	27
70	3	3	3	3	2	3	3	2	2	3	3	30
71	2	3	2	2	2	3	3	2	2	3	3	27
72	3	3	2	2	1	3	4	2	1	3	3	27
73	3	1	1	2	3	3	3	2	2	3	3	26
74	3	3	4	4	1	1	3	2	2	3	3	29
75	3	3	2	2	3	3	3	2	3	2	2	28
76	3	2	2	3	4	3	2	2	2	2	2	27
77	3	3	3	3	2	3	2	3	3	2	3	30
78	2	3	3	3	2	2	2	2	3	3	2	27
79	3	2	3	3	3	2	4	2	2	2	3	29
80	3	2	2	2	2	3	3	2	2	3	3	27
81	2	1	3	3	1	2	1	1	1	1	1	17
82	2	3	2	2	3	3	2	2	3	3	3	28
83	3	3	2	2	2	3	3	3	2	3	3	29
84	2	2	3	3	1	3	3	2	2	3	3	27
85	3	2	2	2	3	3	3	2	2	2	2	26
86	3	3	3	2	2	2	2	2	3	2	3	27
87	4	3	2	2	2	4	4	1	1	3	4	30
88	2	2	4	4	3	3	2	2	2	2	2	28
89	3	3	2	2	3	3	2	3	3	3	3	30
90	2	3	2	2	2	3	3	2	3	3	4	29
91	3	3	2	2	2	3	3	3	3	3	2	29

92	3	2	2	3	1	3	3	2	2	3	3	27
93	3	3	3	3	2	4	4	1	1	3	3	30
94	3	3	3	3	2	3	3	2	2	3	3	30
95	3	3	2	1	2	3	3	1	1	3	3	25
96	4	4	2	1	2	2	3	2	2	4	3	29
97	1	2	1	1	3	4	2	1	1	3	3	22
98	3	3	3	3	2	2	3	2	3	4	3	31
99	3	3	2	3	2	2	2	2	3	3	4	29
100	3	3	2	2	1	3	2	2	2	3	3	26
101	2	2	2	2	3	4	3	1	2	4	2	27
102	3	3	3	4	2	2	2	3	3	3	3	31
103	1	1	3	2	3	3	2	1	1	3	2	22
104	1	1	4	3	1	2	2	3	3	3	3	26
105	3	2	4	4	4	3	1	2	4	4	2	33
106	2	2	2	2	2	4	3	2	2	3	4	28
107	4	3	4	3	2	3	3	1	1	3	4	31
108	2	2	2	2	3	4	4	1	1	2	3	26
109	3	3	2	2	2	2	3	2	3	3	3	28
110	3	3	1	1	3	4	3	2	2	3	2	27
111	3	3	1	2	3	2	3	2	2	3	3	27
112	3	3	2	2	2	3	3	2	2	3	3	28
113	3	3	3	4	2	3	2	2	3	2	2	29
114	2	2	2	3	2	3	3	2	2	3	2	26
115	3	2	2	2	2	4	2	1	3	3	4	28
116	3	2	2	2	2	3	3	2	3	2	3	27
117	3	3	2	2	2	3	3	1	2	3	3	27
118	2	3	2	2	2	3	3	2	2	3	3	27
119	3	2	2	3	3	3	3	2	2	2	4	29
120	4	3	2	2	2	2	3	2	2	3	3	28
121	3	3	2	3	3	3	3	2	2	3	3	30
122	3	3	3	3	2	3	4	1	1	3	3	29

123	3	3	3	3	2	3	2	2	2	3	3	29
124	1	2	1	1	2	3	3	2	2	2	3	22
125	3	2	2	2	3	3	3	2	2	2	2	26
126	2	2	3	3	3	3	2	2	2	2	2	26
127	3	3	3	3	2	2	3	2	2	2	2	27
128	3	2	3	3	2	3	3	2	1	2	2	26
129	4	3	2	3	1	3	3	1	2	3	3	28
130	3	3	4	3	2	3	2	2	1	3	2	28
131	2	4	3	2	1	1	4	1	2	3	3	26
132	4	4	3	3	2	3	3	2	3	2	2	31
133	4	4	4	4	1	1	4	1	1	3	3	30
134	3	3	3	2	3	3	3	2	2	2	2	28
135	4	4	2	3	3	3	3	2	2	2	2	30
136	3	2	2	2	2	3	3	2	3	3	3	28
137	2	3	2	2	1	4	2	1	3	3	4	27
138	2	3	2	3	2	3	3	2	2	3	3	28
139	3	3	4	4	2	3	2	3	3	3	3	33
140	3	3	2	2	3	3	3	2	3	3	3	30
141	3	2	2	2	2	3	3	2	2	3	3	27
142	2	2	3	3	2	3	3	2	2	3	3	28
143	3	3	4	4	1	2	4	2	1	3	1	28
144	3	3	1	1	2	3	3	3	1	4	2	26
145	3	3	3	3	2	3	3	2	2	2	2	28
146	3	2	2	2	2	2	2	3	3	3	3	27
147	3	3	3	2	2	2	3	2	2	3	3	28
148	1	2	1	1	3	4	2	1	3	1	1	20
149	2	2	2	3	3	4	3	1	2	3	2	27
150	4	3	2	2	2	2	3	4	3	3	3	31

Appendix 3.3 Multiple Response Table

Quality of Work Life

Questions	Scale				Total
	1	2	3	4	
1	6	37	96	9	150
2	4	7	110	30	150
3	8	30	95	17	150
4	6	23	108	13	150
5	12	40	85	13	150
6	1	12	109	28	150
7	4	29	90	27	150
8	5	26	101	17	150
9	8	29	93	20	150
10	7	36	91	16	150
11	9	46	81	14	150
12	4	38	86	22	150
13	6	49	77	18	150
14	4	24	106	16	150
Average	6	30	95	19	

Work Life Balance

Questions	Scale				Total
	1	2	3	4	
1	9	33	91	17	150
2	7	50	82	11	150
3	18	68	50	14	150
4	10	72	58	10	150
5	14	92	38	6	150
6	5	35	85	25	150
7	7	41	89	13	150
8	34	92	22	2	150
9	23	78	44	5	150
10	5	27	106	12	150
11	5	32	99	14	150
Average	12	56	70	12	

Appendix 4.1 Output Categorization- Quality of Work Life (3 categorizations)

No.	Score	Interpretation	No.	Score	Interpretation
1	32	Low	40	49	Medium
2	38	Medium	41	38	Medium
3	45	Medium	42	49	Medium
4	37	Medium	43	41	Medium
5	43	Medium	44	43	Medium
6	53	High	45	48	Medium
7	45	Medium	46	50	High
8	46	Medium	47	45	Medium
9	48	Medium	48	42	Medium
10	42	Medium	40	49	Medium
11	57	High	41	38	Medium
12	44	Medium	42	49	Medium
13	24	Low	43	41	Medium
14	44	Medium	44	43	Medium
15	45	Medium	45	48	Medium
16	48	Medium	46	50	High
17	42	Medium	47	45	Medium
18	45	Medium	48	42	Medium
19	47	Medium	49	45	Medium
20	49	High	50	38	Medium
21	51	High	51	32	Low
22	46	Medium	52	44	Medium
23	41	Medium	53	46	Medium
24	48	Medium	54	45	Medium
25	48	Medium	55	35	Medium
26	48	Medium	56	52	High
27	40	Medium	57	43	Medium
28	33	Low	58	39	Medium
29	45	Medium	59	37	Medium
30	39	Medium	60	38	Medium
31	39	Medium	61	39	Medium
32	47	Medium	62	45	Medium
33	41	Medium	63	49	High
34	44	Medium	64	46	Medium
35	46	Medium	65	58	Tinggi
36	42	Medium	66	45	Medium
37	39	Medium	67	38	Medium
38	80	High	68	35	Low
39	39	Medium	69	50	High

No.	Score	Interpretation	No.	Score	Interpretation
70	49	Medium	113	39	Medium
71	43	Medium	114	43	Medium
72	46	Medium	115	48	Medium
73	41	Medium	116	33	Low
74	46	Medium	117	37	Medium
75	45	Medium	118	36	Medium
76	42	Medium	119	42	Medium
77	42	Medium	120	44	Medium
78	45	Medium	121	46	Medium
79	42	Medium	122	48	Medium
80	38	Medium	123	37	Medium
81	40	Medium	124	37	Medium
82	43	Medium	125	35	Medium
83	35	Low	126	35	Medium
84	45	Medium	127	45	Medium
85	43	Medium	128	36	Low
86	35	Low	129	45	Medium
87	50	High	130	42	Medium
88	38	Medium	131	43	Medium
89	46	Medium	132	35	Low
90	48	Medium	133	44	Medium
91	45	Medium	134	35	Low
92	45	Medium	135	49	Medium
93	45	Medium	136	40	Medium
94	46	Medium	137	44	Medium
95	48	Medium	138	46	Medium
96	60	High	139	37	Medium
97	39	Medium	140	39	Medium
98	45	Medium	141	38	Medium
99	49	Medium	142	35	Low
100	52	High	143	45	Medium
101	41	Medium	144	45	Medium
102	42	Medium	145	45	Medium
103	33	Medium	146	44	Medium
104	23	Low	147	42	Medium
105	35	Medium	148	31	Low
106	49	High	149	22	Low
107	51	High	150	45	Medium
108	47	Medium			
109	39	Medium			
110	42	Medium			
111	45	Medium			
112	42	Medium			

4.2 Quality of Work Life – 5 Categorizations

No.	Score	Interpretation	No.	Score	Interpretation
1	32	Low	42	49	High
2	38	Medium	43	41	Medium
3	45	Low	44	43	Medium
4	37	Medium	45	48	High
5	43	Very High	46	50	High
6	53	Medium	47	45	Medium
7	45	Medium	48	42	Medium
8	46	High	49	45	Medium
9	48	Medium	50	38	Low
10	42	Very High	51	32	Very Low
11	57	Medium	52	44	Medium
12	44	Very Low	53	46	Medium
13	24	Medium	54	45	Medium
14	44	Medium	55	35	Low
15	45	High	56	52	High
16	48	Medium	57	43	Medium
17	42	Medium	58	39	Low
18	45	High	59	37	Low
19	47	High	60	38	Low
20	49	High	61	39	Low
21	51	Medium	62	45	Medium
22	46	Medium	63	49	High
23	41	High	64	46	Medium
24	48	Low	65	58	Very High
25	48	High	66	45	Medium
26	48	High	67	38	Low
27	40	Medium	68	35	Low
28	33	Low	69	50	High
29	45	Medium	70	49	High
30	39	Low	71	43	Medium
31	39	Low	72	46	Medium
32	47	High	73	41	Medium
33	41	Medium	74	46	Medium
34	44	Medium	75	45	Medium
35	46	Medium	76	42	Medium
36	42	Medium	77	42	Medium
37	39	Low	78	45	Medium
38	80	Very High	79	42	Medium
39	39	Low	80	38	Low
40	49	High	81	40	Medium
41	38	Low	82	43	Medium

No.	Score	Interpretation	No.	Score	Interpretation
83	35	Low	118	36	Low
84	45	Medium	119	42	Medium
85	43	Medium	120	44	Medium
86	35	Low	121	46	Medium
87	50	High	122	48	High
88	38	Low	123	37	Low
89	46	Medium	124	37	Low
90	48	High	125	35	Low
91	45	Medium	126	35	Low
92	45	Medium	127	45	Medium
93	45	Medium	128	36	Low
94	46	Medium	129	45	Medium
95	48	High	130	42	Medium
96	60	Very High	131	43	Medium
97	39	Low	132	35	Low
98	45	Medium	133	44	Medium
99	49	High	134	35	Low
100	52	High	135	49	High
101	41	Medium	136	40	Medium
102	42	Medium	137	44	Medium
103	33	Very Low	138	46	Medium
104	23	Very Low	139	37	Low
105	35	Low	140	39	Low
106	49	High	141	38	Low
107	51	High	142	35	Low
108	47	High	143	45	Medium
109	39	Low	144	45	Medium
110	42	Medium	145	45	Medium
111	45	Medium	146	44	Medium
112	42	Medium	147	42	Medium
113	39	Low	148	31	Very Low
114	43	Medium	149	22	Very Low
115	48	High	150	45	Medium
116	33	Low			
117	37	Low			

4.3 Work Life Balance 3 Categorizations

No.	Score	Interpretation	No.	Score	Interpretation
1	28	High	42	27	Medium
2	33	High	43	27	Medium
3	30	High	44	30	High
4	26	Medium	45	30	High
5	28	High	46	29	High
6	28	High	47	30	High
7	28	High	48	28	High
8	29	High	49	30	High
9	30	High	50	29	High
10	29	High	51	28	High
11	34	High	52	26	Medium
12	31	High	53	27	Medium
13	23	Low	54	27	Medium
14	26	Medium	55	29	High
15	29	High	56	27	Medium
16	25	Medium	57	22	Low
17	29	High	58	27	Medium
18	31	High	59	28	High
19	30	High	60	25	Medium
20	32	High	61	27	Medium
21	28	High	62	29	High
22	28	High	63	28	High
23	29	High	64	25	Medium
24	26	Medium	65	31	High
25	26	Medium	66	29	High
26	26	Medium	67	26	Medium
27	28	High	68	28	High
28	19	Low	69	27	Medium
29	30	High	70	30	High
30	30	High	71	27	Medium
31	28	High	72	27	Medium
32	31	High	73	26	Medium
33	29	High	74	29	High
34	26	Medium	75	28	High
35	30	High	76	27	Medium
36	29	High	77	30	High
37	28	High	78	27	Medium
38	28	High	79	29	High
39	30	High	80	27	Medium
40	29	High	81	17	Low
41	29	High	82	28	High

No.	Score	Interpretation	No.	Score	Interpretation
83	29	High	118	27	Medium
84	27	Medium	119	29	High
85	26	Medium	120	28	High
86	27	Medium	121	30	High
87	30	High	122	29	High
88	28	High	123	29	High
89	30	High	124	22	Low
90	29	High	125	26	Medium
91	29	High	126	26	Medium
92	27	Medium	127	27	Medium
93	30	High	128	26	Medium
94	30	High	129	28	High
95	25	Medium	130	28	High
96	29	High	131	26	Medium
97	22	Low	132	31	High
98	31	High	133	30	High
99	29	High	134	28	High
100	26	Medium	135	30	High
101	27	Medium	136	28	High
102	31	High	137	27	Medium
103	22	Low	138	28	High
104	26	Medium	139	33	High
105	33	High	140	30	High
106	28	High	141	27	Medium
107	31	High	142	28	High
108	26	Medium	143	28	High
109	28	High	144	26	Medium
110	27	Medium	145	28	High
111	27	Medium	146	27	Medium
112	28	High	147	28	High
113	29	High	148	20	Low
114	26	Medium	149	27	Medium
115	28	High	150	31	High
116	27	Medium			
117	27	Medium			

Appendix 4.4 Work Life Balance (5 Categorizations)

No.	Score	Interpretation	No.	Score	Interpretation
1	28	Medium	42	27	Medium
2	33	Very High	43	27	Medium
3	30	High	44	30	High
4	26	Medium	45	30	High
5	28	Medium	46	29	Medium
6	28	Medium	47	30	High
7	28	Medium	48	28	Medium
8	29	Medium	49	30	High
9	30	High	50	29	Medium
10	29	Medium	51	28	Medium
11	34	Very High	52	26	Medium
12	31	High	53	27	Medium
13	23	Low	54	27	Medium
14	26	Medium	55	29	Medium
15	29	Medium	56	27	Medium
16	25	Low	57	22	Low
17	29	Medium	58	27	Medium
18	31	High	59	28	Medium
19	30	High	60	25	Low
20	32	High	61	27	Medium
21	28	Medium	62	29	Medium
22	28	Medium	63	28	Medium
23	29	Medium	64	25	Low
24	26	Medium	65	31	High
25	26	Medium	66	29	Medium
26	26	Medium	67	26	Medium
27	28	Medium	68	28	Medium
28	19	Very Low	69	27	Medium
29	30	High	70	30	High
30	30	High	71	27	Medium
31	28	Medium	72	27	Medium
32	31	High	73	26	Medium
33	29	Medium	74	29	Medium
34	26	Medium	75	28	Medium
35	30	High	76	27	Medium
36	29	Medium	77	30	High
37	28	Medium	78	27	Medium
38	28	Medium	79	29	Medium
39	30	High	80	27	Medium
40	29	Medium	81	17	Very Low
41	29	Medium	82	28	Medium

No.	Score	Interpretation	No.	Score	Interpretation
83	29	Medium	118	27	Medium
84	27	Medium	119	29	Medium
85	26	Medium	120	28	Medium
86	27	Medium	121	30	High
87	30	High	122	29	Medium
88	28	Medium	123	29	Medium
89	30	High	124	22	Low
90	29	Medium	125	26	Medium
91	29	Medium	126	26	Medium
92	27	Medium	127	27	Medium
93	30	High	128	26	Medium
94	30	High	129	28	Medium
95	25	Low	130	28	Medium
96	29	Medium	131	26	Medium
97	22	Low	132	31	High
98	31	High	133	30	High
99	29	Medium	134	28	Medium
100	26	Medium	135	30	High
101	27	Medium	136	28	Medium
102	31	High	137	27	Medium
103	22	Low	138	28	Medium
104	26	Medium	139	33	Very High
105	33	Very High	140	30	High
106	28	Medium	141	27	Medium
107	31	High	142	28	Medium
108	26	Medium	143	28	Medium
109	28	Medium	144	26	Medium
110	27	Medium	145	28	Medium
111	27	Medium	146	27	Medium
112	28	Medium	147	28	Medium
113	29	Medium	148	20	Very Low
114	26	Medium	149	27	Medium
115	28	Medium	150	31	High
116	27	Medium			
117	27	Medium			

Appendix 4.1 Chi-square Output

4.1.1 Age to Quality of Work Life (3 Categorizations)

Age * QWL_CAT3 Crosstabulation

Count		QWL_CAT3			Total
		1	2	3	
Age	1	8	57	4	69
	2	6	54	9	69
	3	1	7	2	10
	4	0	2	0	2
Total		15	120	15	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.861 ^a	6	.696
Likelihood Ratio	4.190	6	.651
Linear-by-Linear Association	1.858	1	.173
N of Valid Cases	150		

a. 5 cells (41.7%) have expected count less than 5. The minimum expected count is .20.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig. ^a
Nominal by Nominal Contingency Coefficient	.158			.696
Interval by Interval Pearson's R	.112	.077	1.367	.174 ^c
Ordinal by Ordinal Spearman Correlation	.121	.080	1.484	.140 ^c
N of Valid Cases	150			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

4.1.2 Age to Quality of Work Life (5 Categorizations)

Age * QWL_CAT5 Crosstabulation

Count		QWL_CAT5					Total
		1	2	3	4	5	
Age	1	4	18	35	10	2	69
	2	3	17	31	15	3	69
	3	0	3	4	3	0	10
	4	0	0	2	0	0	2
Total		7	38	72	28	5	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.594 ^a	12	.935
Likelihood Ratio	7.066	12	.853
Linear-by-Linear Association	.933	1	.334
N of Valid Cases	150		

a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is .07.

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b
Nominal by Nominal	Contingency Coefficient	.190		
Interval by Interval	Pearson's R	.079	.071	.935
Ordinal by Ordinal	Spearman Correlation	.084	.079	1.028
N of Valid Cases	150			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

4.1.3 Age to Work Life Balance

AGE * WLB_5 Crosstabulation

Count		WLB_5					Total
		1	2	3	4	5	
AGE	1	3	1	49	12	4	69
	2	0	7	45	16	0	68
	3	0	1	9	1	0	11
	4	0	0	0	2	0	2
Total		3	9	103	31	4	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	22.183 ^a	12	.036
Likelihood Ratio	24.217	12	.019
Linear-by-Linear Association	.004	1	.947
N of Valid Cases	150		

a. 15 cells (75.0%) have expected count less than 5. The minimum expected count is .04.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.	
Nominal by Nominal	Phi	.385		.036	
	Cramer's V	.222		.036	
	Contingency Coefficient	.359		.036	
Interval by Interval	Pearson's R	-.005	.084	-.066	.947 ^c
Ordinal by Ordinal	Spearman Correlation	-.033	.081	-.398	.691 ^c
N of Valid Cases		150			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

4.2.1 Gender to Quality of Work Life (3 Categorizations)

GENDER * QWL_CAT3 Crosstabulation

		QWL_CAT3			Total
		1	2	3	
GENDER	1	5	44	10	59
	2	10	76	5	91
Total		15	120	15	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.280 ^a	2	.071
Likelihood Ratio	5.156	2	.076
Linear-by-Linear Association	3.469	1	.063
N of Valid Cases	150		

- a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.90.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig. ^a
Nominal by Nominal Contingency Coefficient	.184			.071
Interval by Interval Pearson's R	-.153	.082	-1.878	.062 ^c
Ordinal by Ordinal Spearman Correlation	-.153	.082	-1.878	.062 ^c
N of Valid Cases	150			
Contingency Coefficient				
N of Valid Cases				

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

4.2.2 Gender to Quality of Work Life (5 Categorizations)

GENDER * QWL_CAT5 Crosstabulation

Count	QWL_CAT5					Total
	1	2	3	4	5	
GENDER 1	2	17	25	11	4	59
2	5	21	47	17	1	91
Total	7	38	72	28	5	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.912 ^a	4	.296
Likelihood Ratio	4.925	4	.295
Linear-by-Linear Association	.454	1	.500
N of Valid Cases	150		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 1.97.

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig. ^a
Nominal by Nominal	Contingency Coefficient	.178			.296
Interval by Interval	Pearson's R	-.055	.083	-.673	.502 ^c
Ordinal by Ordinal	Spearman Correlation	-.027	.084	-.330	.742 ^c
N of Valid Cases		150			
	Contingency Coefficient				
	N of Valid Cases				
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					
c. Based on normal approximation.					

4.2.3 Gender to Work Life Balance (3 Categorizations)

GENDER * WLB Crosstabulation

Count		WLB			Total
		1	2	3	
		GENDER 1	3	20	
GENDER 2	5	30	56	91	
Total		8	50	92	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.022 ^a	2	.989
Likelihood Ratio	.022	2	.989
Linear-by-Linear Association	.000	1	.991
N of Valid Cases	150		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 3.15.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Nominal by Nominal Phi	.012			.989
Cramer's V	.012			.989
Contingency Coefficient	.012			.989
Interval by Interval Pearson's R	.001	.081	.011	.991 ^c
Ordinal by Ordinal Spearman Correlation	.003	.082	.040	.968 ^c
N of Valid Cases	150			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

4.2.4 Gender to Work Life Balance (5 Categorizations)

GENDER * WLB_5 Crosstabulation

Count		WLB_5					Total
		1	2	3	4	5	
GENDER	1	0	6	38	14	1	59
	2	3	3	65	17	3	91
Total		3	9	103	31	4	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.806 ^a	4	.214
Likelihood Ratio	6.797	4	.147
Linear-by-Linear Association	.020	1	.887
N of Valid Cases	150		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is 1.18.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.	
Nominal by Nominal	Phi	.197		.214	
	Cramer's V	.197		.214	
	Contingency Coefficient	.193		.214	
Interval by Interval	Pearson's R	-.012	.080	-.142	.887 ^c
Ordinal by Ordinal	Spearman Correlation	-.003	.083	-.038	.970 ^c
N of Valid Cases		150			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

4.3.1 Marital Status to Quality of Work Life (3 Categorizations)

STATUS * QWL_CAT3 Crosstabulation

Count		QWL_CAT3			Total
		1	2	3	
STATUS	1	13	84	12	109
	2	2	31	3	36
	3	0	5	0	5
Total		15	120	15	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.862 ^a	4	.581
Likelihood Ratio	3.957	4	.412
Linear-by-Linear Association	.119	1	.731
N of Valid Cases	150		

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .50.

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig. ^a
Nominal by Nominal	Contingency Coefficient	.137			.581
Interval by Interval	Pearson's R	.028	.061	.343	.732 ^c
Ordinal by Ordinal	Spearman Correlation	.032	.069	.391	.696 ^c
N of Valid Cases		150			
	Contingency Coefficient				
	N of Valid Cases				
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					
c. Based on normal approximation.					

4.3.2 Marital Status to Quality of Work Life (5 Categorizations)

STATUS * QWL_CAT5 Crosstabulation

Count	QWL_CAT5					Total
	1	2	3	4	5	
STATUS 1	7	23	52	23	4	109
2	0	12	19	4	1	36
3	0	3	1	1	0	5
Total	7	38	72	28	5	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.364 ^a	8	.313
Likelihood Ratio	11.068	8	.198
Linear-by-Linear Association	1.028	1	.311
N of Valid Cases	150		

a. 8 cells (53.3%) have expected count less than 5. The minimum expected count is .17.

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig. ^a
Nominal by Nominal	Contingency Coefficient	.242			.313
Interval by Interval	Pearson's R	-.083	.077	-1.014	.312 ^c
Ordinal by Ordinal	Spearman Correlation	-.102	.079	-1.250	.213 ^c
N of Valid Cases		150			
	Contingency Coefficient				
	N of Valid Cases				
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					
c. Based on normal approximation.					

4.3.3 Marital Status to Work Life Balance (3 Categorizations)

MAR_STATUS * WLB Crosstabulation

Count		WLB			Total
		1	2	3	
MAR_STATUS	1	7	34	68	109
	2	1	13	22	36
	3	0	3	2	5
Total		8	50	92	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.641 ^a	4	.620
Likelihood Ratio	2.834	4	.586
Linear-by-Linear Association	.039	1	.844
N of Valid Cases	150		

a. 4 cells (44.4%) have expected count less than 5. The minimum expected count is .27.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.	
Nominal by Nominal	Phi	.133		.620	
	Cramer's V	.094		.620	
	Contingency Coefficient	.132		.620	
Interval by Interval	Pearson's R	-.016	.076	-.196	.845 ^c
Ordinal by Ordinal	Spearman Correlation	-.026	.081	-.313	.755 ^c
N of Valid Cases	150				

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

4.3.4 Marital Status to Work Life Balance (5 Categorizations)

MAR_STATUS * WLB_5 Crosstabulation

Count		WLB_5					Total
		1	2	3	4	5	
MAR_STATUS	1	3	6	73	23	4	109
	2	0	2	26	8	0	36
	3	0	1	4	0	0	5
Total		3	9	103	31	4	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.614 ^a	8	.690
Likelihood Ratio	7.854	8	.448
Linear-by-Linear Association	.626	1	.429
N of Valid Cases	150		

a. 10 cells (66.7%) have expected count less than 5. The minimum expected count is .10.

Symmetric Measures

	Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Nominal by Nominal Phi	.193			.690
	Cramer's V	.137		.690
	Contingency Coefficient	.190		.690
Interval by Interval Pearson's R	-.065	.069	-.790	.431 ^c
Ordinal by Ordinal Spearman Correlation	-.055	.077	-.672	.503 ^c
N of Valid Cases	150			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.