

IDENTITAS RESPONDEN

1. Jenis Kelamin

Pria

Wanita

2. Umur

< 30 Tahun

41-50 Tahun

21-40 Tahun

> 50 Tahun

3. Masa Kerja

3-8 Tahun

15-20 Tahun

9-14 Tahun

>20 Tahun

Petunjuk Pengisian :

1. Bacalah setiap pertanyaan dengan seksama sebelum menjawab.
2. Anda hanya dapat memberikan satu jawaban di setiap pertanyaan.
3. Isilah kuesioner dengan memberi tanda (√) pada kolom yang tersedia dan pilih sesuai dengan keadaan yang sebenarnya.

Keterangan:

Pernyataan	Skor
Sangat Setuju (SS)	5
Setuju (S)	4
Kurang Setuju (KR)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

No	Pernyataan Untuk <i>Work-Life Balance</i>	SKOR PILIHAN				
		1	2	3	4	5
Jumlah Jam Kerja						
1	Saya sering bekerja lebih lama dan pulang pada malam hari					
Jumlah Jam Lembur						
2	Saya sering membawa pekerjaan ke rumah hampir setiap hari					
Tingkat Jam Kerja di Hari Libur						
3	Saya sering bekerja pada saat weekend					
Konflik Diri						
4	Untuk beristirahat dan melupakan pekerjaan sejenak sangat sulit saya lakukan					
5	Saya khawatir akan efek tekanan pekerjaan yang akan berpengaruh pada kesehatan saya					
Konflik Keluarga						
6	Tidak ada banyak waktu untuk bersosialisasi atau menghabiskan waktu dengan pasangan saya dan bertemu keluarga setiap minggu					
No	Pernyataan Untuk <i>Affective Commitment</i>	SKOR PILIHAN				
		1	2	3	4	5
1	Saya akan merasa senang jika saya dapat menghabiskan sisa karir saya di dalam organisasi ini					
2	Saya sering menceritakan tentang organisasi saya dengan kerabat diluar organisasi					
3	Saya dapat merasakan jika masalah organisasi adalah masalah saya juga					
4	Saya selalu menjadi perwakilan organisasi jika ada rapat dengan organisasi lain					
5	Saya merasa mempunyai ikatan emosional terhadap organisasi ini					
6	Organisasi ini memiliki banyak arti dan sangat berharga untuk saya					
7	Saya mempunyai rasa memiliki pada organisasi ini karena bagi saya organisasi merupakan bagian dari keluarga					
No	Pernyataan Untuk <i>Employees' In-Role Performance</i>	SKOR PILIHAN				
		1	2	3	4	5
<i>Helping Behaviour</i>						
1	Saya pernah dengan senang hati membantu teman yang membutuhkan bantuan tanpa mengharapkan imbalan					
2	Saya bersedia untuk bekerja lembur demi membantu rekan kerja yang masih menyelesaikan pekerjaannya tanpa dikenakan gaji lembur					
<i>Civic Virtue</i>						
3	Saya rutin mengikuti kegiatan-kegiatan yang diadakan di perusahaan lain (tugas dinas)					
<i>Sportmanship</i>						
4	Apabila perusahaan memberlakukan kebijakan baru, saya dapat menyesuaikan diri dan melaksanakan kebijakan perusahaan, walaupun kebijakan tersebut tidak sesuai dengan pendapat saya.					
<i>Organizational Loyalty</i>						
5	Saya tertarik untuk mencari informasi-informasi penting yang dapat bermanfaat bagi perusahaan					
6	Saya selalu mempertimbangkan hal-hal baik untuk kemajuan perusahaan kedepannya					

LAMPIRAN 2: Tabulasi 2A Pre-Test Work-Life Balance

R	No. Pernyataan					
	WL1	WL2	WL3	WL4	WL5	WL7
1	4	3	3	3	3	3
2	4	4	4	4	3	5
3	4	3	3	2	3	4
4	5	4	5	4	4	4
5	4	3	4	3	5	4
6	4	3	4	3	4	4
7	4	3	4	4	4	3
8	4	4	4	4	4	4
9	4	3	2	3	3	2
10	4	3	4	3	4	3
11	4	3	4	3	3	3
12	4	3	3	3	1	2
13	5	4	4	4	5	4
14	5	3	4	3	4	3
15	4	4	4	3	4	4
16	5	3	4	5	4	4
17	5	4	4	4	5	4
18	4	2	4	2	4	2
19	5	5	4	5	4	4
20	5	5	5	5	4	5
21	4	4	4	4	4	4
22	4	3	4	4	4	4
23	4	4	4	4	4	4
24	4	3	4	3	4	4
25	4	4	4	4	4	4
26	4	4	4	4	4	4
27	5	4	4	3	3	3
28	4	4	4	4	4	4
29	4	3	4	4	3	4
30	5	3	5	4	4	5

Tabulasi 2B Pre-Test *Affective Commitment*

R	No. Pernyataan						
	AC1	AC2	AC3	AC4	AC6	AC7	AC8
1	4	4	4	4	4	3	4
2	5	5	4	5	5	4	4
3	4	4	4	4	4	3	4
4	5	4	3	5	5	3	4
5	3	4	3	4	4	2	4
6	4	4	5	5	3	4	5
7	4	4	4	4	4	3	4
8	2	2	4	2	4	2	2
9	2	3	4	5	2	4	5
10	4	4	4	4	4	4	3
11	4	4	4	5	3	5	4
12	3	2	2	4	4	2	3
13	4	4	4	4	3	4	4
14	2	2	5	3	2	3	3
15	4	3	4	4	4	4	3
16	2	2	2	3	3	2	2
17	4	4	4	2	4	4	3
18	4	5	5	4	5	5	5
19	4	4	4	4	3	4	4
20	4	5	4	5	4	5	5
21	2	4	2	3	2	2	4
22	3	4	4	4	4	3	4
23	5	5	4	5	5	4	5
24	4	4	4	4	3	4	4
25	3	3	3	3	2	3	3
26	4	4	4	4	5	4	4
27	2	2	3	2	2	2	3
28	4	5	5	5	5	5	5
29	4	4	4	3	4	4	4
30	2	2	5	3	2	3	3

Tabulasi 2C Pre-Test Employees' In-Role Performance

R	No. Pernyataan					
	WL1	WL2	WL3	WL4	WL5	WL7
1	4	4	4	4	2	4
2	5	5	5	2	4	5
3	4	4	4	2	4	4
4	4	5	5	5	4	5
5	2	2	2	2	2	2
6	4	5	5	4	4	4
7	4	4	4	2	4	4
8	2	2	2	5	5	2
9	4	2	5	2	5	2
10	5	4	4	3	4	4
11	2	4	5	2	4	4
12	2	2	2	2	4	3
13	4	3	4	4	4	4
14	2	2	3	2	2	2
15	4	4	4	2	4	4
16	2	2	2	2	4	2
17	4	4	4	4	4	4
18	3	5	5	2	5	4
19	2	4	4	3	5	4
20	4	4	5	4	5	4
21	2	2	2	2	2	2
22	4	4	4	4	4	4
23	2	5	5	4	4	5
24	4	3	4	4	4	4
25	4	2	3	4	4	3
26	2	4	4	4	4	4
27	4	2	2	3	4	2
28	4	5	5	4	3	4
29	5	4	4	4	5	4
30	3	4	4	5	5	4

LAMPIRAN 3: Hasil 3A Uji Validitas dan Reliabilitas Pre-Test Work-Life Balance

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.763
Bartlett's Test of Sphericity	Approx. Chi-Square	60.608
	df	15
	Sig.	.000

Anti-image Matrices

		WL1	WL2	WL3	WL4	WL5	WL7
Anti-image Covariance	WL1	.666	-.109	-.189	-.120	-.077	.135
	WL2	-.109	.509	.064	-.212	.027	-.138
	WL3	-.189	.064	.470	-.042	-.146	-.202
	WL4	-.120	-.212	-.042	.453	.006	-.112
	WL5	-.077	.027	-.146	.006	.713	-.108
	WL7	.135	-.138	-.202	-.112	-.108	.423
Anti-image Correlation	WL1	.719 ^a	-.187	-.337	-.218	-.112	.254
	WL2	-.187	.754 ^a	.132	-.442	.044	-.298
	WL3	-.337	.132	.745 ^a	-.091	-.252	-.453
	WL4	-.218	-.442	-.091	.803 ^a	.011	-.255
	WL5	-.112	.044	-.252	.011	.852 ^a	-.198
	WL7	.254	-.298	-.453	-.255	-.198	.735 ^a

a. Measures of Sampling Adequacy(MSA)

Reliability Statistics

Cronbach's Alpha	N of Items
.817	6

Hasil 3B Uji Validitas dan Reliabilitas Pre-Test *Affective Commitment*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.703
Bartlett's Test of Sphericity	Approx. Chi-Square	143.030
	df	21
	Sig.	.000

Anti-image Matrices

		AC1	AC2	AC3	AC4	AC6	AC7	AC8
Anti-image Covariance	AC1	.224	-.093	-.015	-.090	-.135	-.052	.066
	AC2	-.093	.183	.090	.090	-.070	-.069	-.122
	AC3	-.015	.090	.375	.100	-.106	-.196	-.100
	AC4	-.090	.090	.100	.270	-.056	-.063	-.152
	AC6	-.135	-.070	-.106	-.056	.422	.102	.056
	AC7	-.052	-.069	-.196	-.063	.102	.253	.024
	AC8	.066	-.122	-.100	-.152	.056	.024	.175
Anti-image Correlation	AC1	.775 ^a	-.457	-.051	-.367	-.439	-.216	.331
	AC2	-.457	.692 ^a	.344	.403	-.251	-.318	-.680
	AC3	-.051	.344	.635 ^a	.314	-.267	-.638	-.392
	AC4	-.367	.403	.314	.680 ^a	-.165	-.240	-.700
	AC6	-.439	-.251	-.267	-.165	.739 ^a	.312	.207
	AC7	-.216	-.318	-.638	-.240	.312	.764 ^a	.114
	AC8	.331	-.680	-.392	-.700	.207	.114	.643 ^a

a. Measures of Sampling Adequacy(MSA)

Reliability Statistics

Cronbach's	
Alpha	N of Items
.902	7

Hasil 3C Uji Validitas dan Reliabilitas Pre-Test *Employees' In-Role Performance*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.753
Bartlett's Test of Sphericity	Approx. Chi-Square	90.693
	df	15
	Sig.	.000

Anti-image Matrices

		EP1	EP3	EP4	EP6	EP7	EP8
Anti-image Covariance	EP1	.768	.041	-.103	-.060	-.021	-.060
	EP3	.041	.138	-.094	.004	.048	-.110
	EP4	-.103	-.094	.270	.064	-.119	-.015
	EP6	-.060	.004	.064	.829	-.164	-.076
	EP7	-.021	.048	-.119	-.164	.829	-.027
	EP8	-.060	-.110	-.015	-.076	-.027	.164
Anti-image Correlation	EP1	.854 ^a	.126	-.226	-.075	-.026	-.169
	EP3	.126	.687 ^a	-.489	.011	.141	-.731
	EP4	-.226	-.489	.813 ^a	.136	-.253	-.071
	EP6	-.075	.011	.136	.761 ^a	-.198	-.207
	EP7	-.026	.141	-.253	-.198	.734 ^a	-.074
	EP8	-.169	-.731	-.071	-.207	-.074	.745 ^a

a. Measures of Sampling Adequacy(MSA)

Reliability Statistics

Cronbach's Alpha	N of Items
.805	6

LAMPIRAN 4: Tabulasi 4A Hasil Kuesioner *Work-Life Balance*

R	WL	WL	WL	WL	WL	WL	R	WL	WL	WL	WL	WL	WL
	1	2	3	4	5	6		1	2	3	4	5	6
1	3	5	5	4	3	5	41	5	4	4	5	5	4
2	4	3	5	5	3	4	42	3	5	4	4	4	4
3	3	4	4	5	3	4	43	4	4	5	4	4	3
4	5	5	4	4	4	5	44	5	4	4	5	5	3
5	5	4	4	3	4	4	45	3	4	3	3	5	3
6	4	5	3	3	5	5	46	3	3	3	5	5	3
7	5	4	5	5	5	5	47	4	3	4	5	5	5
8	3	4	5	3	3	4	48	5	4	5	4	3	4
9	4	3	4	3	5	3	49	5	3	3	3	3	5
10	4	3	3	4	4	4	50	4	3	5	5	4	5
11	4	5	4	3	3	4	51	4	5	3	4	5	4
12	5	5	3	3	5	3	52	5	4	3	3	5	5
13	5	4	4	4	5	5	53	5	3	3	4	5	4
14	5	3	5	3	5	5	54	3	4	4	4	4	3
15	3	4	5	4	4	5	55	3	3	5	4	4	4
16	5	3	4	3	4	3	56	3	3	5	5	3	4
17	4	4	5	3	5	3	57	5	5	3	3	4	5
18	3	5	5	3	5	3	58	3	5	3	5	5	5
19	4	5	5	4	4	4	59	4	5	5	4	3	3
20	5	5	4	3	5	4	60	3	5	5	4	3	4
21	5	5	3	5	5	4	61	4	4	5	4	4	5
22	2	2	2	2	2	2	62	4	4	5	3	3	3
23	3	5	5	3	3	4	63	4	4	3	4	3	5
24	5	3	4	4	4	5	64	3	4	3	4	3	4
25	4	3	5	3	4	3	65	5	5	4	3	4	5
26	4	3	5	4	5	3	66	5	3	3	4	5	4
27	3	3	3	5	3	5	67	5	4	4	5	5	5
28	4	5	4	5	4	3	68	3	4	3	4	5	5
29	5	3	5	4	5	5	69	4	4	3	4	4	4
30	3	3	5	3	5	3	70	5	5	3	3	3	5
31	4	5	4	3	5	5	71	4	5	3	5	4	3
31	4	4	4	3	5	4	72	4	3	3	5	5	3
33	5	5	4	4	5	3	73	4	3	3	5	5	5
34	5	3	3	4	4	5	74	5	3	4	5	3	3
35	3	5	3	5	5	4	75	5	3	3	3	4	5
36	5	5	5	3	3	5	76	5	3	3	5	3	5
37	5	4	5	4	4	4	77	5	5	3	5	5	3
38	5	3	4	4	4	4	78	4	4	4	4	5	5
39	4	5	5	4	3	5	79	4	3	5	5	5	5
40	3	5	5	3	5	5	80	4	4	3	4	5	4

Tabulasi 4B Hasil Kuesioner *Affective Commitment*

R	AC 1	AC 2	AC 3	AC 4	AC 5	AC 6	AC 7	R	AC 1	AC 2	AC 3	AC 4	AC 5	AC 6	AC 7
1	3	3	4	3	5	4	3	41	3	5	5	4	4	4	3
2	3	3	5	4	3	4	5	42	4	5	3	4	3	4	4
3	4	5	4	3	3	4	5	43	3	3	5	3	5	4	3
4	3	3	3	4	5	5	3	44	3	3	5	3	4	3	3
5	5	4	4	4	5	4	3	45	3	5	3	4	3	5	3
6	5	3	5	3	3	5	4	46	3	5	4	5	4	3	3
7	3	4	5	4	3	4	4	47	4	5	4	4	3	5	4
8	5	3	4	3	3	4	5	48	4	5	5	5	5	3	4
9	4	4	5	3	4	4	5	49	3	3	5	4	4	3	3
10	3	5	5	3	4	1	1	50	5	5	5	3	3	4	5
11	4	5	5	4	5	4	3	51	3	5	5	4	4	3	3
12	3	4	3	3	3	3	4	52	5	4	4	3	4	5	5
13	3	4	5	4	4	3	5	53	3	4	3	3	3	5	3
14	4	3	5	5	3	4	4	54	4	4	4	4	3	3	4
15	3	4	3	4	3	5	4	55	3	3	5	4	4	5	3
16	5	5	5	4	4	3	5	56	5	3	4	4	4	4	5
17	5	4	4	4	5	4	4	57	4	5	5	3	5	3	4
18	4	3	3	3	3	5	3	58	5	3	3	3	3	3	5
19	4	3	3	4	3	5	4	59	5	4	5	4	5	5	5
20	5	4	4	3	4	4	5	60	4	5	3	5	5	5	4
21	4	4	4	3	4	3	4	61	5	3	4	3	3	4	5
22	2	2	2	2	2	2	2	62	4	5	5	3	4	3	4
23	4	5	4	5	5	4	3	63	5	5	3	4	3	5	5
24	5	3	3	3	4	5	5	64	4	5	3	4	4	4	4
25	4	3	4	4	5	4	4	65	4	4	3	3	5	5	4
26	5	4	4	3	5	3	3	66	4	5	4	5	5	4	4
27	5	3	5	3	4	4	5	67	4	4	3	4	5	3	4
28	5	3	3	4	5	5	3	68	5	5	5	4	4	3	5
29	3	3	5	4	5	5	5	69	4	4	3	5	3	5	4
30	5	3	4	4	4	5	4	70	3	4	3	3	3	4	3
31	4	5	3	5	5	4	4	71	3	3	5	3	4	3	3
32	5	3	4	5	3	4	5	72	3	5	4	5	4	4	3
33	5	3	5	3	3	5	3	73	5	4	4	3	5	5	5
34	5	4	3	5	5	4	4	74	5	4	4	3	4	4	5
35	5	5	4	3	3	3	5	75	4	5	5	4	3	3	4
36	5	5	5	5	5	3	3	76	3	5	4	3	5	4	3
37	5	4	3	3	3	5	3	77	5	4	3	4	4	5	5
38	4	5	3	4	4	4	5	78	5	4	5	5	5	4	5
39	4	5	5	5	3	5	3	79	5	4	5	5	5	3	5
40	3	3	3	3	5	5	3	80	4	4	3	4	5	4	4

Tabulasi 4C Hasil Kuesioner *Employees' In-Role Performance*

R	EP 1	EP 2	EP 3	EP 4	EP 5	EP 6	R	EP 1	EP 2	EP 3	EP 4	EP 5	EP 6
1	5	3	5	3	3	3	41	5	4	4	5	5	4
2	5	5	3	5	5	4	42	3	5	4	4	4	4
3	5	3	4	5	5	5	43	4	4	5	4	4	3
4	3	4	4	5	5	3	44	5	4	4	5	5	3
5	4	5	3	4	5	4	45	3	4	3	3	5	3
6	3	5	5	4	5	4	46	3	3	3	5	5	3
7	3	3	4	3	5	5	47	4	3	4	5	5	5
8	3	5	5	5	5	5	48	5	4	5	4	3	4
9	3	3	4	5	3	5	49	5	3	3	3	3	5
10	4	4	4	5	4	4	50	4	3	5	5	4	5
11	3	4	5	5	5	4	51	4	5	3	4	5	4
12	5	3	3	4	3	3	52	5	4	3	3	5	5
13	5	5	3	4	5	4	53	5	3	3	4	5	4
14	5	5	4	3	5	5	54	3	4	4	4	4	3
15	4	5	3	4	3	4	55	3	3	5	4	4	4
16	4	3	5	5	5	4	56	3	3	5	5	3	4
17	5	3	5	4	4	4	57	5	5	3	3	4	5
18	5	3	4	3	3	3	58	3	5	3	5	5	5
19	4	4	4	3	3	4	59	4	5	5	4	3	3
20	5	4	5	4	4	3	60	3	5	5	4	3	4
21	5	4	4	4	4	3	61	4	4	5	4	4	5
22	2	2	2	2	2	2	62	4	4	5	3	3	3
23	3	4	4	5	4	5	63	4	4	3	4	3	5
24	4	5	5	3	3	3	64	3	4	3	4	3	4
25	4	3	4	3	4	4	65	5	5	4	3	4	5
26	5	3	5	4	4	3	66	5	3	3	4	5	4
27	3	5	5	3	5	3	67	5	4	4	5	5	5
28	4	3	5	3	3	4	68	3	4	3	4	5	5
29	5	5	3	3	5	4	69	4	4	3	4	4	4
30	4	3	5	3	5	4	70	5	5	3	3	3	5
31	5	4	5	3	3	4	71	4	5	3	5	4	3
31	5	3	5	4	5	4	72	4	3	3	5	5	3
33	5	5	4	5	4	4	73	4	3	3	5	5	5
34	5	4	3	4	3	4	74	5	3	4	5	3	3
35	4	4	3	3	5	5	75	5	3	3	3	4	5
36	5	5	4	5	5	5	76	5	3	3	5	3	5
37	3	4	3	3	5	3	77	5	5	3	5	5	3
38	5	3	3	4	5	3	78	4	4	4	4	5	5
39	3	5	4	5	4	5	79	4	3	5	5	5	5
40	5	4	4	4	3	3	80	4	4	3	4	5	4

LAMPIRAN 5: Hasil 5A Uji Validitas dan Reliabilitas *Work-Life Balance***KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,739
Bartlett's Test of Sphericity	Approx. Chi-Square	64,239
	df	15
	Sig.	,000

Anti-image Matrices

		WL1	WL2	WL3	WL4	WL5	WL6
Anti-image Covariance	WL1	,720	-,037	-,033	-,044	-,223	-,222
	WL2	-,037	,832	-,172	,014	-,134	-,138
	WL3	-,033	-,172	,882	-,091	-,005	-,092
	WL4	-,044	,014	-,091	,821	-,183	-,151
	WL5	-,223	-,134	-,005	-,183	,750	-,009
	WL6	-,222	-,138	-,092	-,151	-,009	,736
Anti-image Correlation	WL1	,722 ^a	-,048	-,041	-,057	-,304	-,304
	WL2	-,048	,755 ^a	-,200	,017	-,170	-,177
	WL3	-,041	-,200	,774 ^a	-,107	-,006	-,114
	WL4	-,057	,017	-,107	,761 ^a	-,233	-,194
	WL5	-,304	-,170	-,006	-,233	,718 ^a	-,012
	WL6	-,304	-,177	-,114	-,194	-,012	,737 ^a

a. Measures of Sampling Adequacy(MSA)

Reliability Statistics

Cronbach's	
Alpha	N of Items
,686	6

Hasil 5B Uji Validitas dan Reliabilitas *Affective Commitment*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,648
Bartlett's Test of Sphericity	Approx. Chi-Square	61,666
	df	21
	Sig.	,000

Anti-image Matrices

		AC1	AC2	AC3	AC4	AC5	AC6	AC7
Anti-image Covariance	AC1	,755	-,109	-,056	-,173	-,083	-,106	-,177
	AC2	-,109	,740	-,137	-,183	-,140	,172	-,165
	AC3	-,056	-,137	,914	-,105	,038	-,039	,038
	AC4	-,173	-,183	-,105	,747	-,130	-,067	,064
	AC5	-,083	-,140	,038	-,130	,817	-,203	,112
	AC6	-,106	,172	-,039	-,067	-,203	,852	-,145
	AC7	-,177	-,165	,038	,064	,112	-,145	,866
Anti-image Correlation	AC1	,733 ^a	-,146	-,067	-,230	-,106	-,132	-,219
	AC2	-,146	,625 ^a	-,167	-,246	-,180	,217	-,207
	AC3	-,067	-,167	,726 ^a	-,127	,044	-,045	,043
	AC4	-,230	-,246	-,127	,714 ^a	-,166	-,083	,080
	AC5	-,106	-,180	,044	-,166	,646 ^a	-,244	,133
	AC6	-,132	,217	-,045	-,083	-,244	,504 ^a	-,169
	AC7	-,219	-,207	,043	,080	,133	-,169	,503 ^a

a. Measures of Sampling Adequacy(MSA)

Reliability Statistics

Cronbach's	
Alpha	N of Items
,606	7

Hasil 5C Uji Validitas dan Reliabilitas *Employees' In-Role Performance*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,781
Bartlett's Test of Sphericity	Approx. Chi-Square	82,945
	df	15
	Sig.	,000

Anti-image Matrices

		EP1	EP2	EP3	EP4	EP5	EP6
Anti-image Covariance	EP1	,868	-,048	-,116	-,058	-,046	-,126
	EP2	-,048	,723	-,022	-,198	-,100	-,134
	EP3	-,116	-,022	,809	-,095	-,217	,091
	EP4	-,058	-,198	-,095	,660	-,138	-,139
	EP5	-,046	-,100	-,217	-,138	,671	-,142
	EP6	-,126	-,134	,091	-,139	-,142	,745
Anti-image Correlation	EP1	,840 ^a	-,061	-,139	-,077	-,060	-,156
	EP2	-,061	,803 ^a	-,029	-,287	-,144	-,182
	EP3	-,139	-,029	,708 ^a	-,130	-,294	,117
	EP4	-,077	-,287	-,130	,789 ^a	-,208	-,198
	EP5	-,060	-,144	-,294	-,208	,776 ^a	-,201
	EP6	-,156	-,182	,117	-,198	-,201	,770 ^a

a. Measures of Sampling Adequacy(MSA)

Reliability Statistics

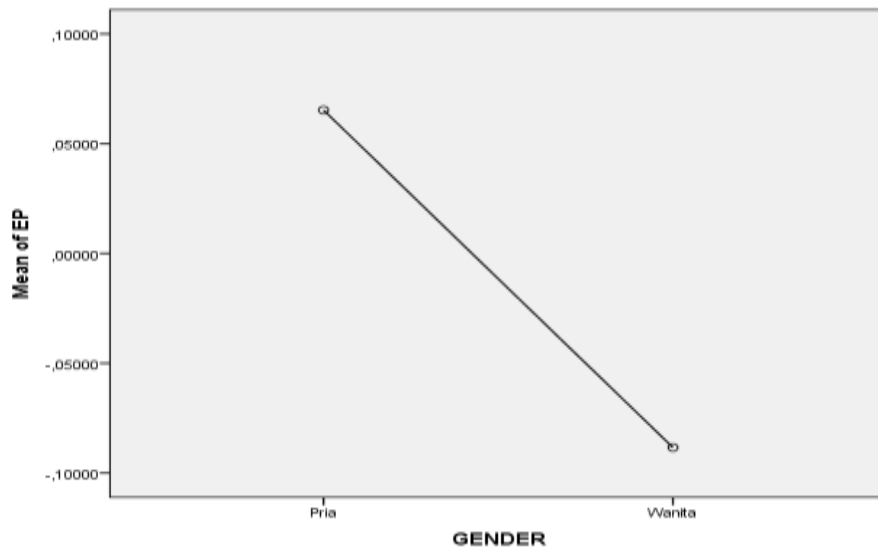
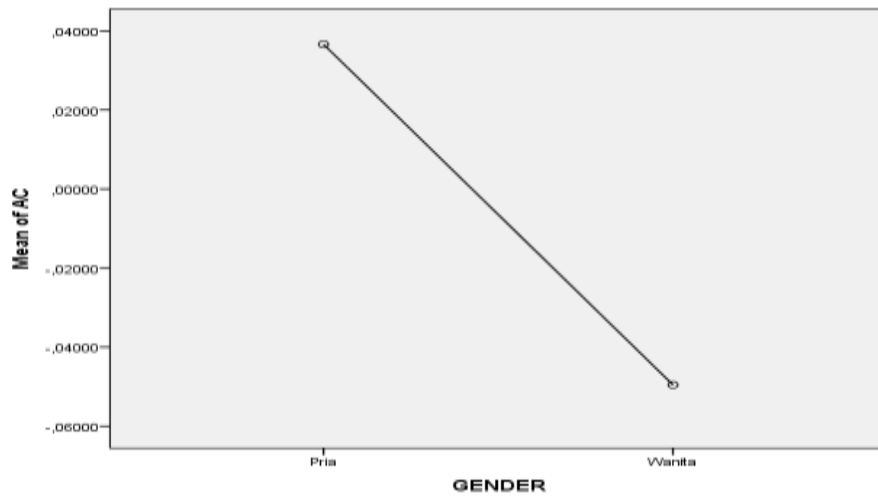
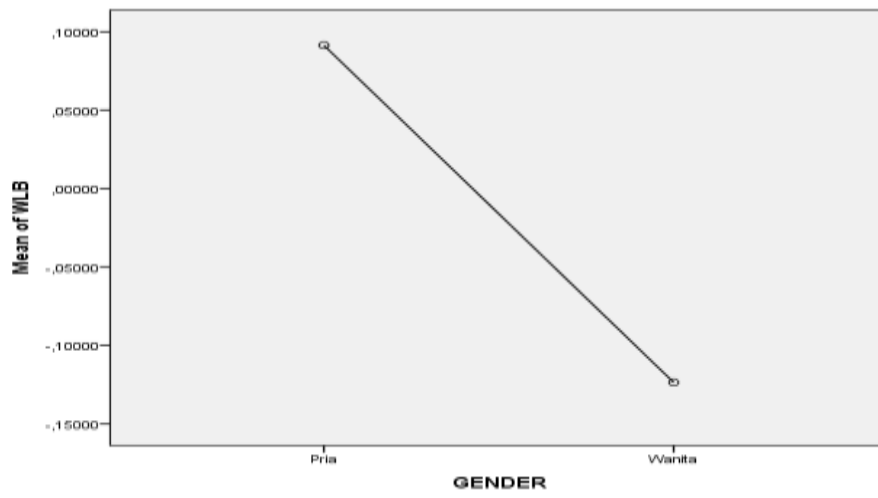
Cronbach's Alpha	N of Items
,702	6

LAMPIRAN 6: Hasil 6A Uji ANOVA *One-Way* Berdasarkan Jenis Kelamin**Test of Homogeneity of Variances**

	Levene Statistic	df1	df2	Sig.
WLB	3,119	1	78	,081
AC	,072	1	78	,790
EP	1,117	1	78	,294

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
WLB	Between Groups	,904	1	,904	,903	,345
	Within Groups	78,096	78	1,001		
	Total	79,000	79			
AC	Between Groups	,145	1	,145	,144	,706
	Within Groups	78,855	78	1,011		
	Total	79,000	79			
EP	Between Groups	,462	1	,462	,459	,500
	Within Groups	78,538	78	1,007		
	Total	79,000	79			



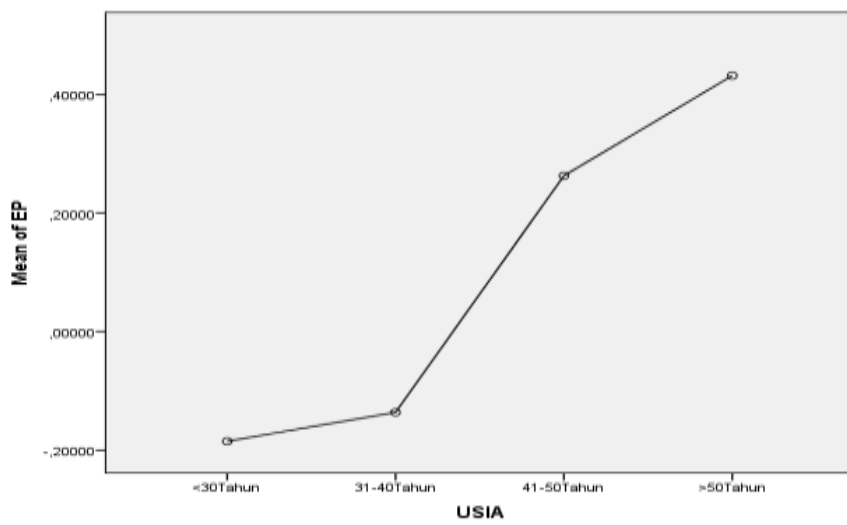
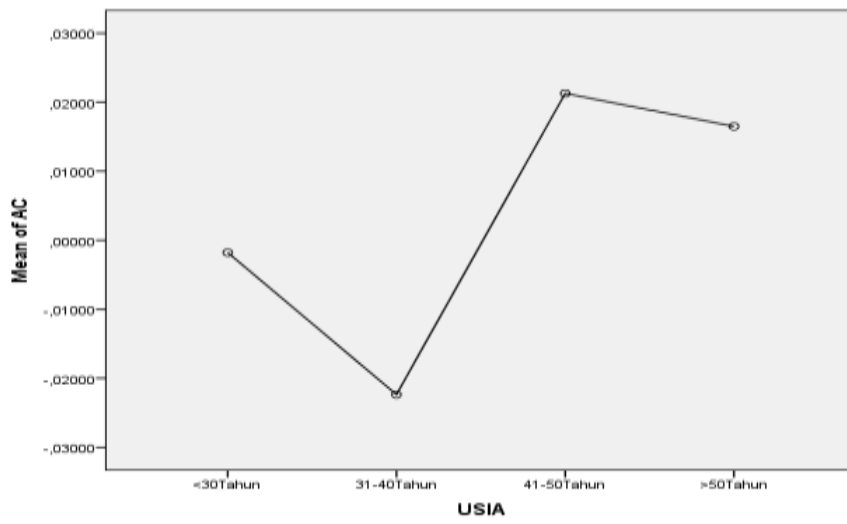
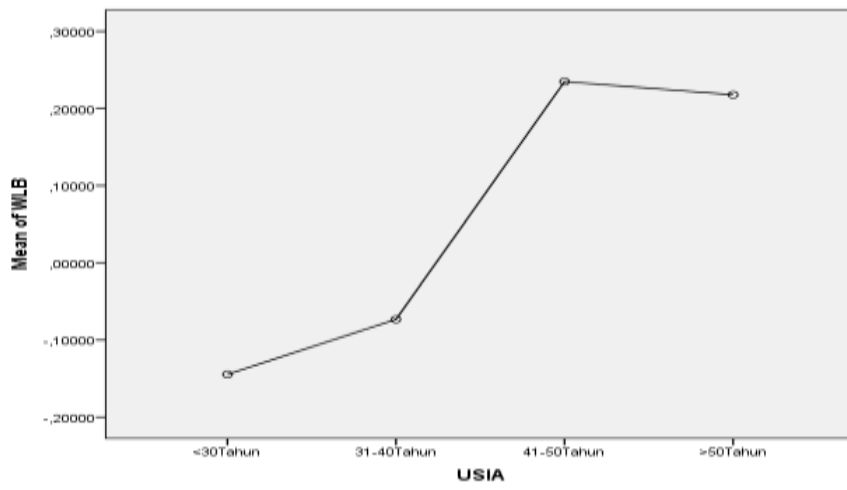
Hasil 6B Uji ANOVA *One-Way* Berdasarkan Usia

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
WLB	1,571	3	76	,203
AC	1,487	3	76	,225
EP	,652	3	76	,584

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
WLB	Between Groups	2,195	3	,732	,724	,541
	Within Groups	76,805	76	1,011		
	Total	79,000	79			
AC	Between Groups	,021	3	,007	,007	,999
	Within Groups	78,979	76	1,039		
	Total	79,000	79			
EP	Between Groups	4,529	3	1,510	1,541	,211
	Within Groups	74,471	76	,980		
	Total	79,000	79			



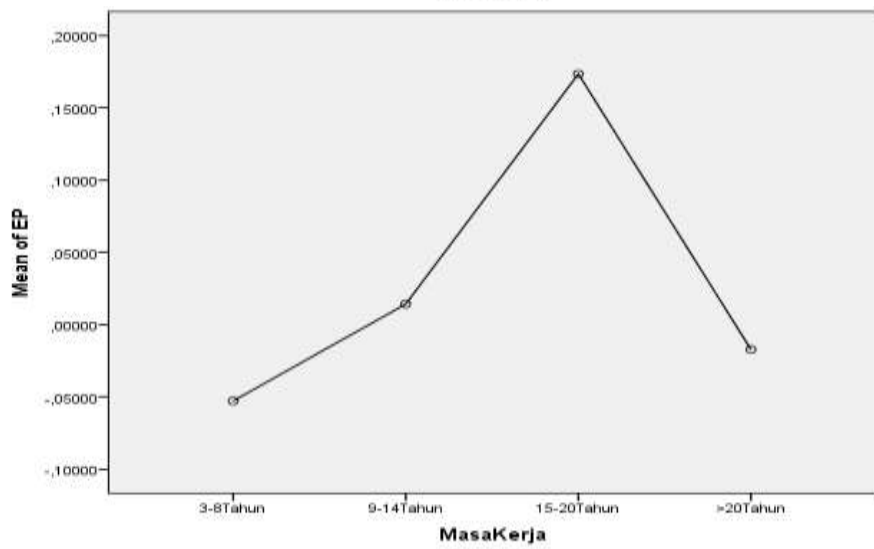
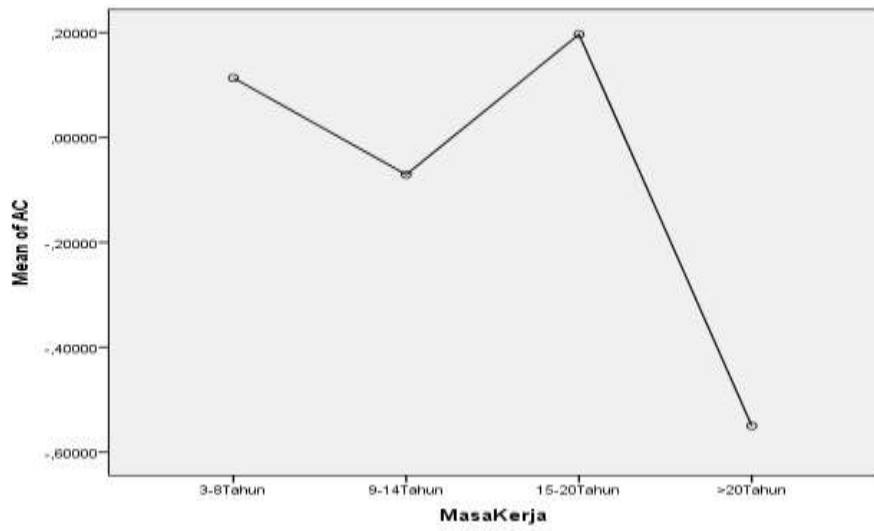
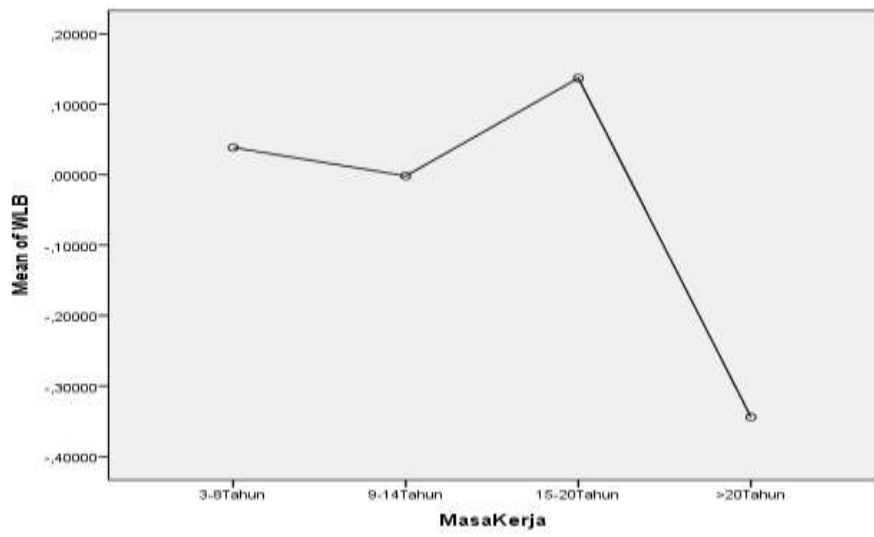
Hasil 6C Uji ANOVA *One-Way* Masa Kerja

Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
WLB	1,867	3	76	,142
AC	1,206	3	76	,313
EP	1,589	3	76	,199

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
WLB	Between Groups	1,191	3	,397	,388	,762
	Within Groups	77,809	76	1,024		
	Total	79,000	79			
AC	Between Groups	3,410	3	1,137	1,143	,337
	Within Groups	75,590	76	,995		
	Total	79,000	79			
EP	Between Groups	,411	3	,137	,133	,940
	Within Groups	78,589	76	1,034		
	Total	79,000	79			



LAMPIRAN 7: Output Hasil *Structural Equation Model* (SEM)

L I S R E L 8.51

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file D:\tes lisrell\TES 1.pr2:

```
Raw Data from file 'D:\tes lisrell\TES1.psf'
Latent Variables AFM EP WLB
Relationships
AC1 = AFM
AC2 = AFM
!AC3 = AFM
AC4 = AFM
AC5 = AFM
!AC6 = AFM
!AC7 = AFM
EP1 = EP
EP2 = EP
EP3 = EP
EP4 = EP
EP5 = EP
EP6 = EP
WL1 = WLB
WL2 = WLB
WL3 = WLB
WL4 = WLB
WL5 = WLB
WL6 = WLB
EP = AFM
AFM = WLB
EP = WLB
set error variance of EP to zero
set error covariance of EP3 to AC5 free
Path Diagram
End of Problem
```

Sample Size = 80

Covariance Matrix

	AC1	AC2	AC4	AC5	EP1	EP2
AC1	0.82					
AC2	0.25	0.84				
AC4	0.27	0.28	0.72			
AC5	0.22	0.22	0.25	0.99		
EP1	0.24	0.12	0.22	0.24	0.97	
EP2	0.26	0.08	0.21	0.29	0.22	0.95
EP3	0.33	0.14	0.18	0.47	0.22	0.19
EP4	0.20	0.12	0.20	0.23	0.23	0.41
EP5	0.28	0.20	0.28	0.23	0.24	0.35
EP6	0.20	0.10	0.29	0.08	0.24	0.33
WL1	0.19	0.17	0.21	0.27	0.32	0.34
WL2	0.22	0.18	0.19	0.24	0.29	0.27
WL3	0.15	0.01	0.17	0.24	0.39	0.17
WL4	0.24	0.09	0.22	0.25	0.28	0.29
WL5	0.19	-0.05	0.21	0.28	0.40	0.23
WL6	0.06	0.23	0.17	0.32	0.38	0.51

Covariance Matrix

	EP3	EP4	EP5	EP6	WL1	WL2
EP3	0.94					
EP4	0.25	0.83				
EP5	0.37	0.39	0.96			
EP6	0.09	0.33	0.33	0.85		
WL1	0.25	0.21	0.43	0.22	0.92	
WL2	0.24	0.26	0.22	0.25	0.22	0.94
WL3	0.41	0.27	0.38	0.32	0.17	0.26
WL4	0.20	0.22	0.30	0.23	0.23	0.14
WL5	0.29	0.20	0.24	0.22	0.39	0.26
WL6	0.23	0.20	0.33	0.30	0.39	0.28

Covariance Matrix

	WL3	WL4	WL5	WL6
WL3	0.96			
WL4	0.18	0.86		
WL5	0.15	0.30	0.97	
WL6	0.23	0.28	0.25	0.95

Number of Iterations = 16

LISREL Estimates (Maximum Likelihood)

Measurement Equations

$$AC1 = 0.50*AFM, \text{ Errorvar.} = 0.56, R^2 = 0.31$$

(0.11)
5.20

$$AC2 = 0.42*AFM, \text{ Errorvar.} = 0.66, R^2 = 0.21$$

(0.14)	(0.12)
2.97	5.66

$$AC4 = 0.55*AFM, \text{ Errorvar.} = 0.41, R^2 = 0.43$$

(0.15)	(0.092)
3.69	4.44

$$AC5 = 0.48*AFM, \text{ Errorvar.} = 0.74, R^2 = 0.24$$

(0.15)	(0.13)
3.14	5.55

$$EP1 = 0.54*EP, \text{ Errorvar.} = 0.68, R^2 = 0.30$$

(0.12)
5.83

$$EP2 = 0.59*EP, \text{ Errorvar.} = 0.61, R^2 = 0.36$$

(0.15)	(0.11)
4.01	5.69

$$EP3 = 0.45*EP, \text{ Errorvar.} = 0.72, R^2 = 0.22$$

(0.13)	(0.12)
3.38	5.99

$$EP4 = 0.51*EP, \text{ Errorvar.} = 0.57, R^2 = 0.31$$

(0.13)	(0.099)
3.82	5.80

$$EP5 = 0.64*EP, \text{ Errorvar.} = 0.55, R^2 = 0.42$$

(0.15)	(0.10)
4.21	5.51

$$EP6 = 0.50*EP, \text{ Errorvar.} = 0.59, R^2 = 0.30$$

(0.13)	(0.10)
3.77	5.83

$$WL1 = 0.56*WLB, \text{ Errorvar.} = 0.61, R^2 = 0.34$$

(0.11)	(0.11)
5.27	5.67

$$WL2 = 0.46*WLB, \text{ Errorvar.} = 0.73, R^2 = 0.23$$

(0.11)	(0.12)
4.13	5.95

$$WL3 = 0.48 * WLB, \text{ Errorvar.} = 0.72, R^2 = 0.24$$

$$\begin{array}{cc} (0.11) & (0.12) \\ 4.32 & 5.91 \end{array}$$

$$WL4 = 0.47 * WLB, \text{ Errorvar.} = 0.64, R^2 = 0.25$$

$$\begin{array}{cc} (0.11) & (0.11) \\ 4.41 & 5.89 \end{array}$$

$$WL5 = 0.49 * WLB, \text{ Errorvar.} = 0.73, R^2 = 0.25$$

$$\begin{array}{cc} (0.11) & (0.12) \\ 4.37 & 5.90 \end{array}$$

$$WL6 = 0.59 * WLB, \text{ Errorvar.} = 0.60, R^2 = 0.36$$

$$\begin{array}{cc} (0.11) & (0.11) \\ 5.45 & 5.61 \end{array}$$

Error Covariance for EP3 and AC5 = 0.25

$$\begin{array}{c} (0.093) \\ 2.71 \end{array}$$

Structural Equations

$$AFM = 0.73 * WLB, \text{ Errorvar.} = 0.47, R^2 = 0.53$$

$$\begin{array}{cc} (0.20) & (0.27) \\ 3.64 & 1.77 \end{array}$$

$$EP = 0.13 * AFM + 0.90 * WLB, R^2 = 1.00$$

$$\begin{array}{cc} (0.22) & (0.25) \\ 0.58 & 3.61 \end{array}$$

Reduced Form Equations

$$AFM = 0.73 * WLB, \text{ Errorvar.} = 0.47, R^2 = 0.53$$

$$\begin{array}{c} (0.20) \\ 3.64 \end{array}$$

$$EP = 1.00 * WLB, \text{ Errorvar.} = 0.0077, R^2 = 0.99$$

$$\begin{array}{c} (0.20) \\ 4.89 \end{array}$$

Correlation Matrix of Independent Variables

$$\begin{array}{c} WLB \\ \text{-----} \\ 1.00 \end{array}$$

Covariance Matrix of Latent Variables

	AFM	EP	WLB
AFM	1.00		
EP	0.78	1.00	
WLB	0.73	1.00	1.00

W_A_R_N_I_N_G: Matrix above is not positive definite

Goodness of Fit Statistics

Degrees of Freedom = 101

Minimum Fit Function Chi-Square = 116.14 (P = 0.14)

Normal Theory Weighted Least Squares Chi-Square = 98.03 (P = 0.57)

Estimated Non-centrality Parameter (NCP) = 0.0

90 Percent Confidence Interval for NCP = (0.0 ; 24.06)

Minimum Fit Function Value = 1.47

Population Discrepancy Function Value (F0) = 0.0

90 Percent Confidence Interval for F0 = (0.0 ; 0.30)

Root Mean Square Error of Approximation (RMSEA) = 0.0

90 Percent Confidence Interval for RMSEA = (0.0 ; 0.055)

P-Value for Test of Close Fit (RMSEA < 0.05) = 0.92

Expected Cross-Validation Index (ECVI) = 2.16

90 Percent Confidence Interval for ECVI = (2.16 ; 2.47)

ECVI for Saturated Model = 3.44

ECVI for Independence Model = 5.31

Chi-Square for Independence Model with 120 Degrees of Freedom = 387.30

Independence AIC = 419.30

Model AIC = 168.03

Saturated AIC = 272.00

Independence CAIC = 473.41

Model CAIC = 286.40

Saturated CAIC = 731.96

Normed Fit Index (NFI) = 0.70

Non-Normed Fit Index (NNFI) = 0.93

Parsimony Normed Fit Index (PNFI) = 0.59

Comparative Fit Index (CFI) = 0.94

Incremental Fit Index (IFI) = 0.95

Relative Fit Index (RFI) = 0.64

Critical N (CN) = 94.17

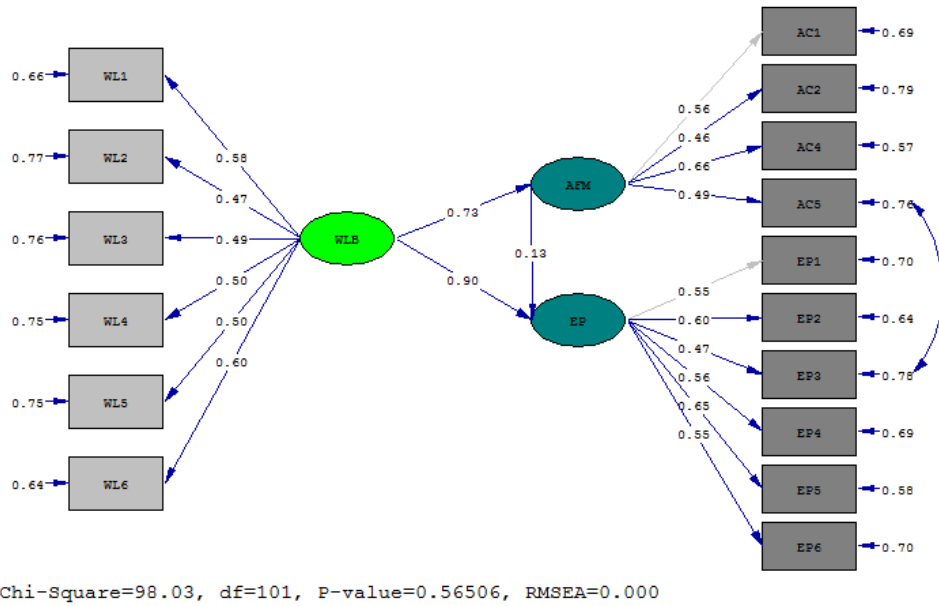
Root Mean Square Residual (RMR) = 0.064

Standardized RMR = 0.070

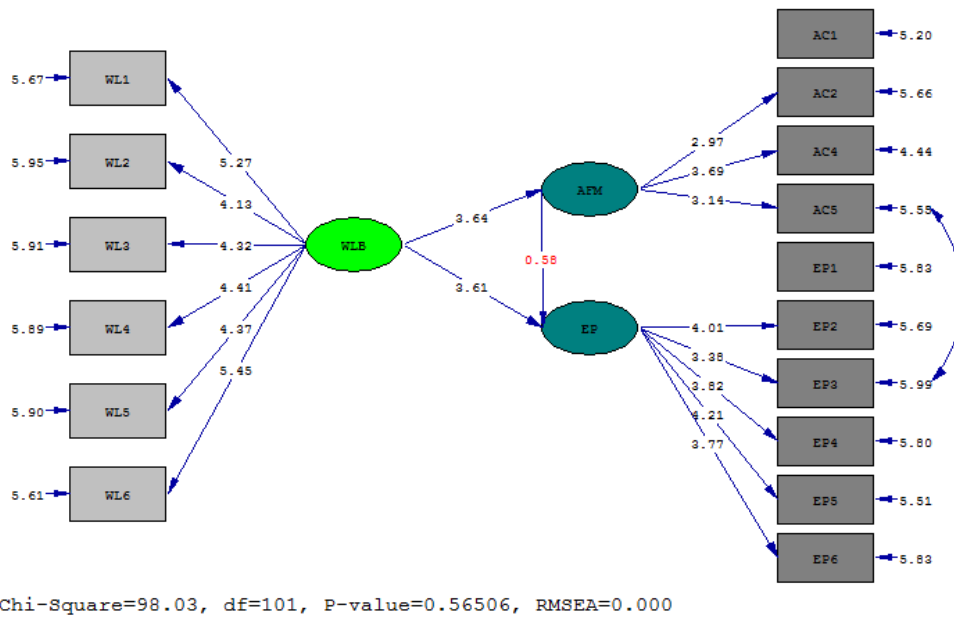
Goodness of Fit Index (GFI) = 0.87

Adjusted Goodness of Fit Index (AGFI) = 0.82

Parsimony Goodness of Fit Index (PGFI) = 0.64



Gambar Path Diagram
Standardized Solution



Gambar Path Diagram
T-Values