

Lampiran I Skala Pengukuran Penelitian

Organizational Citizenship Behavior Checklist

Organizational Citizenship Behavior Checklist (OCB-C) 20 Item

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Seberapa sering Anda melakukan hal-hal berikut ini dalam pekerjaan Anda saat ini?	Hampir Tidak Pernah Sesekali Satu atau dua kali sebulan Sekali dua kali seminggu Hampir Setiap hari
1. Mengambilkan makanan untuk orang lain di tempat kerja	1 2 3 4 5
2. Meluangkan waktu untuk memberi saran, melatih, atau membimbing rekan kerja.	1 2 3 4 5
3. Membantu rekan kerja mempelajari keterampilan baru atau berbagi pengetahuan pekerjaan.	1 2 3 4 5
4. Membantu karyawan baru mendapatkan pemahaman akan pekerjaannya.	1 2 3 4 5
5. Menjadi pendengar yang baik ketika seseorang mempunyai masalah pekerjaan.	1 2 3 4 5
6. Menjadi pendengar yang baik ketika seseorang mempunyai masalah pribadi.	1 2 3 4 5
7. Mengubah jadwal liburan, hari kerja, atau shift demi kepentingan rekan kerja.	1 2 3 4 5
8. Menawarkan saran untuk meningkatkan cara menyelesaikan pekerjaan.	1 2 3 4 5
9. Menawarkan saran untuk memperbaiki lingkungan kerja.	1 2 3 4 5
10. Membantu menyelesaikan pekerjaan demi rekan kerja yang harus pulang lebih awal.	1 2 3 4 5
11. Membantu rekan kerja yang kurang mampu mengangkat benda berat yang harus dipindahkan.	1 2 3 4 5
12. Membantu rekan kerja yang mempunyai banyak pekerjaan.	1 2 3 4 5
13. Menjadi sukarelawan untuk tugas kerja tambahan.	1 2 3 4 5
14. Menerima pesan telepon untuk rekan kerja yang tidak hadir atau sibuk.	1 2 3 4 5
15. Mengatakan hal-hal baik tentang atasan di depan orang lain.	1 2 3 4 5
16. Menghentikan makan atau istirahat lainnya untuk menyelesaikan pekerjaan.	1 2 3 4 5
17. Secara sukarela membantu rekan kerja menghadapi pelanggan, vendor, atau rekan kerja yang sulit.	1 2 3 4 5
18. Berusaha keras untuk memberikan dorongan atau penghargaan kepada rekan kerja.	1 2 3 4 5
19. Menghias, meluruskan, atau mempercantik ruang kerja bersama.	1 2 3 4 5
20. Membela rekan kerja yang “direndahkan” atau dijelek-jelekkan oleh rekan kerja atau supervisor lainnya.	1 2 3 4 5

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Big Five Inventory

The Big Five Inventory (BFI)

No	Pernyataan	STS	TS	N	S	SS
1	Senang Berbicara					
2	Cenderung melihat kesalahan yang dilakukan orang lain					
3	Bekerja secara teliti					
4	Mudah sedih					
5	Orijinal, sering mengemukakan ide baru					
6	Senang menyendiri					
7	Senang membantu dan tidak egois					
8	Agak sembarangan atau ceroboh					
9	Santai, dapat menangani stress dengan mudah					
10	Penasaran akan banyak hal					
11	Penuh energi					
12	Sering cek-cok dengan orang lain					
13	Rekan kerja yang dapat diandalkan					
14	Kaku					
15	Cerdik dan pemikir yang mendalam					
16	Membangkitkan semangat					
17	Pemaaf					
18	Cenderung tidak teratur					
19	Mudah khawatir					
20	Penuh imajinasi					
21	Cenderung pendiam					
22	Mudah percaya dengan orang lain					
23	Cenderung malas					
24	Tidak mudah marah					
25	Sering memikirkan hal baru					
26	Tegas					
27	Cenderung tidak hangat dan senang menyendiri					
28	Bekerja sampai tuntas					
29	Mudah emosional					
30	Menghargai seni dan keindahan					
31	Pemalu dan sulit untuk bersantai didepan orang lain					
32	Perhatian dan ramah terhadap hampir semua orang					
33	Bekerja efisien					
34	Tenang walau dalam situasi darurat					
35	Menyukai pekerjaan yang bersifat rutin					
36	Mudah Bergaul					
37	Cenderung tidak ramah					
38	Bekerja secara terencana					
39	Mudah gugup					
40	Suka merenung					
41	Tidak terlalu berminat terhadap seni					
42	Senang bekerja dengan orang lain					
43	Mudah terganggu					
44	Pintar dalam seni, musik atau sastra					

Work-Life Balance Scale

WORK-LIFE BALANCE SCALE

No	Item	1	2	3	4	5
1	Saya tidak dapat berkonsentrasi dalam pekerjaan karena masalah pekerjaan mengurus rumah					
2	Karena beban yang berlebihan sebagai anggota keluarga di rumah, saya lelah secara fisik untuk melaksanakan tanggung jawab pekerjaan saya					
3	Stres yang berasal dari kehidupan pribadi/keluarga membuat saya tidak dapat berkonsentrasi pada pekerjaan saya					
4	Seringkali saya harus menunda pekerjaan karena harus berbagi waktu untuk rumah					
5	Saya bisa lebih konsentrasi dalam pekerjaan karena saya terbebas dari beban keluarga					
6	Saya merasa terlalu lelah untuk melakukan pekerjaan saya setelah mengerjakan semua urusan tanggung jawab pribadi/keluarga saya					
7	Pekerjaan saya terganggu karena saya harus berbagi waktu untuk rumah					
8	Tanggung jawab sebagai anggota keluarga mengganggu aktivitas pekerjaan saya					
9	Saya tidak dapat menyelesaikan tugas saya dengan baik di tempat kerja karena masalah pribadi/keluarga					
10	Karena kesibukan saya dengan kegiatan sosial, saya merasa sulit menyelesaikan pekerjaan tepat waktu					
11	Karena tuntutan pekerjaan yang semakin meningkat, saya harus menunda/mengabaikan banyak kebutuhan pribadi/keluarga					
12	Stres yang timbul akibat pekerjaan saya telah mengurangi kebahagiaan keluarga saya					
13	Karena saya sibuk dengan pekerjaan, saya tidak dapat memberikan perhatian yang baik kepada anggota keluarga saya lainnya					
14	Karena harus menghabiskan lebih banyak waktu untuk kerja, saya sering gagal memenuhi tanggung jawab keluarga					
15	Tuntutan yang timbul dari pekerjaan membuat kehidupan pribadi saya penuh tekanan					
16	Saya menghadapi kesulitan dalam kehidupan pribadi karena pekerjaan saya					
17	Karena rekan kerja yang tidak kooperatif, saya menghadapi kesulitan dalam kehidupan pribadi					
18	Atasan saya yang tidak suportif membuat kehidupan keluarga saya sulit					
19	Pasangan saya merasa tidak nyaman karena keasyikan saya dengan pekerjaan					
20	Karena pekerjaan, saya tidak memberikan perhatian yang layak kepada tanggungan saya di rumah					
21	Mengingat sifat pekerjaan saya, saya merasa semakin sulit untuk mengurus orang tua/mertua saya					
22	Saya merasa sulit mengatur kehidupan pribadi dan keluarga serta tuntutan pekerjaan					
23	Tuntutan pekerjaan yang melelahkan tidak memungkinkan saya untuk menjalani kehidupan pribadi sebagaimana yang saya inginkan					
24	Saya pulang kerja terlalu larut untuk mengurus keluarga					

25	Saya mempunyai masalah kesehatan karena tuntutan pekerjaan yang semakin meningkat						
26	Saya kurang tidur karena jadwal kerja yang padat						
27	Pekerjaan saya membuat saya terlalu lelah untuk mengurus kewajiban pribadi/keluarga						
28	Seringkali saya harus melewatkan acara penting keluarga/sosial karena kesibukan saya dengan pekerjaan						
29	Pekerjaan saya membuat kehidupan pribadi/keluarga saya menyenangkan						
30	Pekerjaan saya memberi saya semangat dan kebahagiaan untuk menjalankan peran pribadi/keluarga						
31	Pekerjaan saya berkontribusi terhadap perkembangan positif kepribadian saya						
32	Pekerjaan saya memberi saya banyak kesempatan untuk menghilangkan ketegangan yang timbul dalam kehidupan pribadi/keluarga						
33	Interaksi saya di tempat kerja membantu saya menjalankan tanggung jawab keluarga saya						
34	Jadwal kerja saya memungkinkan saya merencanakan dan melaksanakan kegiatan keluarga saya secara teratur						
35	Budaya di tempat kerja membantu saya menjalankan tanggung jawab pribadi/keluarga dengan baik						
36	Kehidupan keluarga memberi saya energi dan suasana hati yang lebih baik untuk melaksanakan tugas saya di tempat kerja						
37	Tanggung jawab dan pengalaman keluarga membuat saya tepat waktu dan bertanggung jawab di tempat kerja						
38	Pengalaman mengurus keluarga memberi saya keterampilan yang lebih baik dalam bekerja						
39	Karena sifat suportif dari anggota keluarga, saya dapat meredakan ketegangan yang timbul di tempat kerja						
40	Kehidupan keluarga meningkatkan harga diri saya di tempat kerja						
41	Interaksi dan konsep yang berlaku dalam kehidupan keluarga membuat hubungan saya dengan atasan dan rekan kerja menjadi lebih akrab						
42	Kehidupan pribadi/keluarga membantu saya menjadi lebih berdedikasi dalam bekerja						

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Lampiran II Tabulasi Data *Organizational Citizenship Behavior Checklist*

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Σ	
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130	1	5	5	5	5	5	1	5	2	1	1	1	1	1	1	5	1	1	1	1	49
131	2	2	2	2	5	5	2	2	2	2	4	5	2	2	2	2	2	5	4	3	57
132	1	2	2	2	2	2	2	2	2	1	2	2	2	3	2	2	2	2	1	2	38
133	1	5	5	5	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	48
134	1	5	5	5	5	5	5	5	5	1	1	4	5	1	1	1	3	3	2	1	64
135	1	2	2	2	5	5	5	2	2	2	2	2	2	1	5	5	2	2	2	5	56
136	2	2	5	5	5	2	2	2	3	2	2	2	1	2	2	2	1	2	2	2	48

137	2	2	2	3	5	5	1	2	3	2	5	2	1	2	2	1	2	2	1	5	50
138	2	2	2	2	1	2	1	2	2	1	2	2	2	1	1	2	2	1	5	2	37
139	3	2	2	2	2	4	2	2	2	5	5	5	2	2	2	5	2	2	2	2	55
140	1	2	3	2	2	2	1	1	1	2	2	2	1	2	2	2	1	1	2	1	33
141	2	2	5	5	5	5	1	2	2	2	5	2	1	2	5	5	2	2	5	5	65
142	2	5	5	5	5	4	2	3	2	2	4	2	2	2	5	4	3	3	5	2	67
143	2	4	2	2	5	5	1	2	2	1	2	1	2	2	2	2	1	5	2	2	47
144	4	5	4	4	5	5	3	4	2	2	4	3	4	1	2	4	4	3	5	4	72
145	4	4	5	5	5	5	3	3	4	4	4	4	4	4	4	4	4	5	5	5	85
146	2	2	5	2	3	1	2	2	2	1	4	2	1	2	5	5	2	2	1	2	48
147	1	2	2	2	2	2	1	2	2	2	2	3	2	2	2	2	2	2	2	2	39
148	2	2	2	4	2	5	2	4	4	2	4	4	1	3	2	4	4	4	4	2	61
149	2	4	4	5	4	2	1	2	4	2	2	2	2	2	2	2	2	4	4	4	56
150	2	4	4	4	3	3	1	2	2	4	2	4	3	2	5	3	4	4	4	2	62
151	4	3	2	4	4	4	2	2	2	2	3	4	2	4	3	3	4	2	2	2	58
152	2	2	3	2	3	2	4	2	2	1	2	2	4	4	4	4	2	2	1	1	49
153	1	2	2	2	5	5	1	2	2	2	1	2	5	2	2	2	2	2	4	2	48
154	2	5	5	5	5	5	2	5	2	2	4	4	3	2	3	5	4	4	2	3	72
155	2	4	3	4	4	4	3	3	1	1	5	2	1	1	2	2	3	3	3	4	55
156	1	2	3	5	2	5	2	2	5	5	5	5	2	1	2	2	2	5	5	1	62
157	2	2	2	3	4	4	2	4	3	3	2	2	3	3	3	3	2	2	3	3	55
158	1	2	4	4	4	5	3	4	4	2	1	2	2	2	4	3	3	4	3	2	59
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162	2	2	2	2	5	5	1	2	2	2	2	2	2	2	2	2	2	2	2	2	45
163	1	4	4	4	5	5	1	1	2	1	3	1	2	1	1	1	4	3	1	2	47
164	2	3	2	2	5	5	2	1	2	1	4	1	1	2	5	2	4	5	5	5	59
165	2	5	2	2	5	2	2	3	5	2	2	2	2	4	5	2	5	2	4	5	63
166	2	1	3	2	4	2	1	2	1	3	2	3	3	2	5	5	2	1	2	1	47
167	4	4	4	4	4	4	2	4	4	2	4	2	2	2	2	4	4	3	4	2	65
168	4	3	2	5	4	4	3	3	2	3	2	5	5	1	5	1	5	5	5	5	72
169	2	4	4	4	3	3	1	4	4	4	1	2	5	1	3	5	1	4	2	4	61
170	4	3	2	4	4	5	2	4	4	2	4	3	2	2	2	5	3	2	2	2	61
171	2	5	4	4	5	2	2	3	2	2	2	2	2	2	2	2	2	2	2	2	51
172	1	5	5	5	5	5	3	3	4	4	3	3	3	2	4	3	3	4	4	3	72
173	2	4	4	2	5	5	2	4	4	2	2	2	2	1	2	4	2	4	5	2	60
174	3	4	4	4	5	5	4	4	5	4	4	4	4	3	5	5	4	4	5	5	85
175	2	4	2	5	4	5	2	4	4	2	2	2	5	2	5	4	2	4	5	2	67
176	1	2	4	1	3	4	2	4	3	1	2	2	2	1	1	3	3	2	1	4	46
177	1	2	2	2	2	2	2	5	2	2	1	2	1	2	2	2	1	1	1	1	36
178	2	2	2	2	5	2	1	2	2	2	2	5	1	1	2	5	5	2	5	2	52
179	2	3	3	2	3	3	4	4	3	3	3	2	3	2	3	2	2	3	4	4	58
180	5	2	5	5	5	5	1	5	5	2	2	2	2	1	5	1	1	2	5	5	66
181	1	2	2	2	5	5	3	4	2	2	2	2	2	2	2	5	2	2	2	2	51
182	2	5	2	4	5	5	1	5	4	2	2	2	2	5	5	2	2	4	5	5	69

183	1	4	5	1	5	5	1	2	5	1	5	4	4	5	1	5	5	2	5	5	71
184	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	5	5	5	5	5	54
185	2	2	2	2	2	2	2	2	2	2	2	5	5	5	5	5	2	5	5	5	64
186	1	2	2	2	5	2	1	2	2	2	1	1	2	2	5	5	5	5	5	1	53
187	2	5	4	5	4	4	2	4	5	2	2	5	5	5	5	5	5	5	5	4	83
188	1	4	4	4	5	5	3	4	3	4	5	4	3	3	3	2	4	4	4	4	73
189	4	2	2	3	4	3	4	4	1	4	4	5	4	4	5	2	4	4	5	1	69
190	1	5	5	5	5	5	4	5	5	3	4	4	3	2	4	4	4	5	4	4	81
191	1	2	1	3	5	4	2	4	5	2	2	2	2	5	2	2	2	4	5	2	57
192	4	4	4	4	5	5	2	4	3	2	4	3	2	5	4	4	4	4	4	3	74
193	2	4	2	2	4	4	2	3	2	3	4	4	2	3	4	2	3	4	2	4	60
194	2	1	2	5	2	5	1	4	5	1	5	2	3	1	2	2	2	2	5	5	57
195	2	3	2	2	2	1	1	2	2	1	3	2	2	1	2	3	2	3	2	2	40
196	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	40
197	2	5	5	5	5	4	4	5	5	4	2	4	4	4	4	1	4	5	4	4	80
198	1	5	5	5	5	5	4	5	5	5	5	5	2	3	1	1	4	5	5	5	81
199	4	3	4	4	4	3	2	4	5	4	4	3	4	3	1	4	5	3	3	4	71
200	2	4	4	4	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	46
201	1	5	2	2	2	2	1	2	2	3	2	3	1	1	2	2	3	1	2	2	41
202	4	5	4	3	4	5	2	2	1	2	4	1	2	2	3	5	3	2	1	2	57
203	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	40
204	2	5	5	5	3	2	1	5	5	2	5	5	1	2	1	1	4	4	5	2	65
205	2	3	5	5	4	4	2	3	3	2	2	3	2	1	3	2	2	2	3	2	55

206	4	2	1	3	5	5	1	2	3	2	4	2	3	3	1	1	2	1	3	2	50
207	1	4	4	4	5	5	2	4	4	4	4	4	3	3	5	2	2	2	5	2	69
208	2	4	4	5	5	5	1	2	2	3	5	4	4	4	2	4	1	3	1	2	63
209	2	5	5	5	5	2	1	5	5	2	4	5	2	2	1	2	5	2	5	2	67
210	2	4	4	2	4	4	2	4	2	2	2	2	2	2	3	4	3	2	4	2	56
211	1	3	3	3	4	4	1	2	2	2	1	2	2	1	2	4	2	2	2	2	45
212	4	5	5	4	3	4	3	5	3	4	4	5	3	4	4	4	4	3	2	3	76
213	1	5	5	5	5	4	1	5	2	2	2	2	2	2	5	5	2	2	2	1	60
214	5	3	3	4	5	5	2	3	3	2	5	2	1	2	2	5	2	3	2	3	62
215	2	4	3	2	1	3	3	3	1	4	3	4	3	3	2	2	3	3	4	3	56
216	5	2	2	2	2	2	2	2	2	2	2	2	2	2	2	5	2	2	2	2	46
217	3	4	2	3	2	2	3	2	2	2	4	2	3	2	3	1	2	2	5	2	51
218	2	2	2	5	5	5	2	2	2	4	5	5	3	5	5	5	5	4	2	5	75
219	1	2	2	2	5	5	1	1	2	1	2	1	1	2	2	2	2	2	2	2	40
220	2	5	5	5	5	5	1	5	5	2	2	4	5	2	5	5	5	5	3	2	78
221	2	5	5	5	5	2	1	5	5	2	1	2	1	5	5	5	5	5	1	2	69
222	3	2	2	4	4	5	5	4	2	3	2	1	2	2	5	5	5	2	5	5	68
223	1	2	4	4	4	5	3	2	3	4	2	2	1	1	2	1	2	2	2	2	49
224	4	4	4	3	5	4	3	4	4	3	4	4	3	4	3	3	3	3	2	3	70
225	5	5	2	4	5	4	1	2	3	2	4	2	5	4	2	2	2	5	5	2	66
226	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	39
227	4	4	4	3	5	4	2	3	3	2	4	2	2	3	2	2	3	3	4	2	61
228	2	2	2	2	2	2	2	2	3	3	3	3	3	2	2	3	3	3	3	2	49

229	2	3	5	2	4	3	1	2	3	1	1	2	1	5	1	1	2	1	1	3	44
230	2	4	3	3	5	5	2	4	4	1	1	3	3	1	2	3	2	3	3	4	58
231	2	1	3	1	2	2	2	2	1	1	2	2	1	1	1	2	2	2	1	1	32
232	2	5	4	4	4	2	1	2	4	1	2	2	2	1	4	2	1	4	4	1	52
233	2	2	2	1	4	5	1	3	2	3	2	4	3	1	4	5	4	3	2	2	55
234	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	2	2	2	1	2	38
235	1	5	5	5	5	1	1	5	5	1	1	1	1	4	2	5	5	5	5	1	64
236	1	5	5	2	2	2	5	5	5	2	1	2	2	2	5	1	2	4	3	5	61

Lampiran III Hasil Uji Validitas *Organizational Citizenship Behavior Checklist*

	Item-Total Statistics			
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
OCB1	55.42	183.402	.264	.873
OCB2	54.50	174.991	.482	.866
OCB3	54.51	175.119	.486	.866
OCB4	54.31	174.735	.483	.866
OCB5	53.85	178.008	.405	.869
OCB6	53.97	177.021	.414	.869
OCB7	55.57	182.569	.332	.871
OCB8	54.64	173.158	.563	.863
OCB9	54.82	173.304	.560	.863
OCB10	55.27	174.905	.530	.865
OCB11	54.67	174.961	.472	.867
OCB12	54.87	174.787	.497	.866
OCB13	55.21	176.123	.489	.866
OCB14	55.28	176.073	.491	.866
OCB15	54.86	175.145	.459	.867
OCB16	54.74	179.837	.309	.873
OCB17	54.84	173.163	.548	.864
OCB18	54.70	170.407	.628	.861
OCB19	54.56	175.090	.438	.868
OCB20	54.96	172.428	.569	.863

Lampiran IV Hasil Uji Reliabilitas Organizational Citizenship Behavior Checklist

Cronbach's Alpha	N of Items
.872	20

Lampiran V Tabulasi Data Big Five Inventory

No	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18
1	4	4	5	5	5	5	4	3	4	4	2	4	4	4	2	5	5	4
2	3	2	5	4	3	2	5	3	5	4	5	4	5	4	5	5	5	1
3	3	4	5	4	4	3	4	4	4	2	3	5	4	4	3	4	4	5
4	4	3	4	2	3	3	4	4	3	4	4	4	3	3	4	3	3	4
5	3	4	5	4	4	4	5	4	5	5	4	4	4	4	4	3	4	5
6	4	2	4	2	3	1	3	3	3	4	3	5	3	2	4	3	5	1
7	4	3	5	2	5	2	5	3	3	5	5	3	5	3	5	5	5	3
8	5	3	5	4	5	3	5	4	5	5	5	3	5	5	5	5	5	5
9	5	1	4	2	4	2	5	1	5	5	5	2	5	1	5	5	5	1
10	3	3	3	3	4	1	4	3	4	4	3	3	3	3	4	3	3	4
11	2	4	3	4	2	2	3	5	4	5	1	5	1	2	5	2	4	3
12	4	2	2	4	2	2	4	2	5	5	3	5	2	2	3	3	3	1
13	3	3	5	2	3	1	4	5	3	4	2	5	4	3	4	3	5	5
14	4	5	5	5	4	5	5	5	4	5	5	5	5	5	5	5	5	5
15	1	5	3	3	3	3	4	2	3	3	3	5	3	2	3	3	5	2
16	4	3	4	4	4	4	4	2	4	4	4	4	4	4	4	4	4	2
17	4	3	3	3	4	3	2	3	4	5	4	4	4	3	3	4	5	4
18	3	4	4	4	3	4	5	3	3	4	4	5	2	4	3	3	4	3
19	5	5	5	5	4	5	5	5	5	5	5	5	4	5	5	5	5	5
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21	4	3	3	4	3	3	3	2	5	4	4	2	4	3	3	4	4	2

22	4	3	5	4	4	3	4	4	4	5	4	5	4	4	4	4	4	4
23	3	5	4	5	4	5	4	5	4	4	4	5	4	5	4	4	4	5
24	3	3	4	3	3	2	5	3	4	5	4	4	3	3	3	3	4	3
25	2	4	4	4	3	1	4	2	4	5	3	5	3	4	4	3	5	3
26	3	4	5	3	3	3	5	3	3	5	5	3	3	3	3	5	5	3
27	3	3	4	3	4	3	5	3	3	3	4	4	5	3	5	4	5	1
28	3	3	5	3	3	3	4	4	3	3	3	4	3	4	3	3	5	3
29	3	3	4	3	4	3	4	4	4	4	4	4	4	2	4	4	4	3
30	5	1	5	3	5	3	3	2	2	5	5	2	5	4	5	5	5	1
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32	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
33	3	3	3	1	3	1	5	2	5	5	4	4	5	2	4	4	5	3
34	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
35	3	3	4	4	4	4	4	4	4	4	4	3	3	3	3	3	4	3
36	4	4	4	4	4	4	4	3	4	4	4	3	4	2	4	4	4	3
37	3	4	3	1	3	2	4	2	2	3	3	5	3	3	3	4	4	4
38	3	4	4	3	3	1	3	4	5	3	4	4	3	3	3	4	3	3
39	3	4	3	3	3	3	3	2	4	4	4	3	3	3	3	3	3	2
40	2	4	4	4	4	2	4	4	4	4	4	5	2	4	4	4	4	4
41	3	4	3	1	3	3	3	3	2	5	2	4	3	3	4	2	5	1
42	3	4	4	2	3	2	4	4	2	4	4	5	5	5	4	5	5	5
43	1	4	4	5	4	5	5	5	4	4	4	5	3	4	5	5	5	4
44	3	3	3	3	4	4	3	4	3	2	3	4	3	4	3	3	3	4

45	4	3	5	4	3	3	4	5	3	3	3	4	3	5	4	3	5	5
46	5	3	5	3	5	3	5	4	5	5	5	4	5	4	5	5	5	5
47	3	5	5	3	4	3	5	3	3	3	5	5	5	5	5	5	5	5
48	3	4	4	5	3	4	5	4	5	4	4	5	4	5	3	4	5	3
49	5	4	5	3	5	4	3	5	3	5	4	5	3	4	3	3	3	5
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51	4	3	4	1	3	4	4	2	1	4	5	4	3	4	4	5	5	5
52	2	4	4	5	4	4	4	5	5	3	4	5	3	5	3	4	5	4
53	4	3	4	4	3	4	4	2	4	4	4	4	3	4	4	4	4	2
54	4	3	3	2	3	2	4	3	4	5	3	5	3	3	2	4	5	4
55	3	2	4	4	4	2	4	3	4	4	3	5	4	4	3	3	5	4
56	4	3	4	3	3	3	5	4	4	4	5	3	5	4	4	4	5	3
57	4	4	3	2	4	1	3	3	3	4	3	1	4	1	3	4	4	2
58	5	3	3	1	3	4	5	2	3	3	5	4	3	4	3	5	4	2
59	4	4	5	3	4	2	5	5	4	4	5	2	4	2	5	5	5	5
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62	4	5	5	3	3	3	4	3	4	4	3	3	4	3	4	4	4	3
63	4	3	4	3	3	2	4	3	4	3	4	3	4	3	4	4	4	3
64	3	3	5	3	4	4	5	5	3	4	4	3	5	5	5	5	4	5
65	5	2	3	2	3	3	3	2	3	4	4	4	3	4	3	4	4	4
66	3	4	3	2	3	3	4	2	2	4	4	4	3	4	3	4	4	3
67	4	4	4	3	4	4	4	5	4	4	4	4	3	4	4	4	5	4

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No	X35	X36	X37	X38	X39	X40	X41	X42	X43	X44	$\Sigma X1$	$\Sigma X2$	$\Sigma X3$	$\Sigma X4$	$\Sigma X5$	Σ
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5	2	4	4	5	4	2	3	3	2	2	24	27	39	29	25	144
6	1	3	4	3	1	3	4	3	3	3	15	26	24	18	21	104
7	1	5	3	5	3	3	3	5	3	5	28	28	37	23	28	144
8	1	5	5	4	5	1	3	5	3	3	29	32	40	34	28	163
9	1	5	1	4	2	4	2	5	4	2	24	24	30	21	26	125
10	2	4	3	4	4	4	4	3	4	3	19	23	34	24	23	123
11	4	3	5	3	1	5	5	4	3	4	15	27	31	23	23	119
12	3	3	3	3	2	3	4	3	3	1	18	25	21	27	23	114
13	3	2	1	4	2	5	5	3	3	2	13	21	36	22	25	117
14	4	5	5	5	4	1	5	5	5	5	35	35	44	30	29	173
15	2	5	5	1	3	5	5	4	3	3	22	30	23	20	21	116
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17	2	4	4	3	3	4	3	4	3	2	25	26	31	24	23	129
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19	3	5	5	5	5	1	5	4	5	3	35	34	44	35	28	176
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21	1	5	1	5	1	5	1	5	1	5	23	23	30	22	19	117
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27	3	5	5	4	3	3	5	3	3	5	26	30	32	22	26	136
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109	3	3	3	3	3	2	2	3	4	2	19	24	30	18	18	109
110	2	4	5	5	3	2	4	5	5	4	31	29	42	28	25	155
111	2	4	4	4	2	3	2	4	4	4	25	28	38	22	21	134
112	3	3	4	3	3	3	4	3	3	3	22	22	29	23	21	117
113	2	4	3	4	2	4	3	4	2	4	22	25	26	20	23	116
114	3	4	4	2	2	4	3	4	2	3	18	28	25	21	19	111

115	3	4	4	4	4	3	2	3	2	2	27	26	33	26	23	135
116	2	3	3	4	2	4	4	4	4	3	17	26	29	22	17	111
117	3	3	4	4	3	4	2	3	3	3	20	24	31	21	18	114
118	5	5	5	2	4	5	5	4	4	4	31	34	35	31	29	160
119	4	4	4	4	4	2	4	4	4	4	24	28	36	28	24	140
120	4	4	4	4	4	2	3	2	3	3	27	26	35	28	23	139
121	3	2	3	3	3	3	3	3	3	2	19	22	27	21	19	108
122	2	3	4	4	2	4	2	3	2	2	17	26	28	21	21	113
123	2	4	4	4	4	2	4	4	4	3	29	28	35	29	25	146
124	2	5	5	4	5	1	5	5	4	4	30	31	36	29	26	152
125	2	5	4	4	4	3	3	3	2	3	31	31	35	25	22	144
126	2	3	2	3	4	2	3	3	3	3	23	23	34	26	21	127
127	2	3	4	4	3	2	4	4	3	2	20	27	35	22	19	123
128	3	3	3	3	3	3	3	3	3	3	21	21	27	21	18	108
129	2	3	4	3	2	4	3	4	2	2	21	25	25	15	15	101
130	5	5	5	5	5	1	5	1	5	5	31	27	33	27	30	148
131	3	4	4	4	3	3	4	3	3	3	26	29	35	24	25	139
132	5	3	3	1	4	3	3	4	4	2	26	18	29	26	18	117
133	2	4	4	4	4	2	4	4	4	4	27	28	36	28	24	143
134	5	4	5	5	5	1	5	4	5	4	33	33	45	31	30	172
135	3	5	5	4	3	2	5	4	4	3	29	31	34	26	24	144
136	2	4	4	4	3	3	3	4	2	3	25	28	36	26	23	138
137	3	4	3	3	3	3	3	3	3	3	22	21	29	25	15	112

138	3	4	5	4	3	3	3	4	2	3	30	31	38	26	23	148
139	2	3	3	5	3	4	3	3	2	3	20	22	37	21	25	125
140	3	2	3	3	4	4	3	2	3	2	20	21	27	19	19	106
141	2	5	4	3	3	3	4	4	3	5	27	26	32	24	23	132
142	2	3	4	4	3	3	3	4	3	3	23	27	33	23	23	129
143	2	5	5	4	2	3	4	4	3	4	32	34	32	24	27	149
144	2	4	5	4	3	4	3	4	2	2	24	30	36	25	21	136
145	3	5	3	5	3	2	5	5	2	5	34	31	37	27	27	156
146	3	3	4	3	2	3	4	3	2	2	20	23	28	19	17	107
147	2	4	4	4	4	2	2	4	4	4	26	28	34	28	22	138
148	3	5	5	5	5	1	4	5	1	1	31	31	35	30	26	153
149	4	4	4	4	3	4	4	3	2	2	22	27	31	27	22	129
150	3	5	4	4	1	2	4	4	1	3	24	26	34	22	25	131
151	3	4	5	4	4	3	4	4	4	3	30	30	35	28	20	143
152	3	4	3	3	2	3	3	4	3	3	23	22	30	24	23	122
153	3	4	4	3	3	3	3	4	4	3	20	26	33	22	21	122
154	3	4	4	4	4	4	4	4	2	4	22	28	30	20	26	126
155	4	5	5	5	4	4	5	3	4	5	21	26	40	27	28	142
156	2	5	4	4	3	3	3	3	3	5	26	25	34	23	21	129
157	3	3	4	4	3	4	4	3	4	2	21	26	32	25	24	128
158	2	4	2	5	3	2	3	4	4	3	22	27	38	31	19	137
159	3	2	3	3	2	4	5	3	2	5	17	23	27	17	23	107
160	1	5	5	5	1	3	4	3	3	5	27	26	41	17	25	136

161	4	1	3	3	1	5	3	3	1	2	14	18	26	10	19	87
162	5	5	1	5	1	5	1	5	1	1	23	19	30	7	20	99
163	2	4	2	4	2	3	3	3	2	3	25	24	31	24	22	126
164	4	3	4	4	4	5	3	4	1	2	25	31	20	21	22	119
165	3	4	4	3	3	3	3	5	3	3	27	33	33	26	24	143
166	1	2	5	5	1	3	3	5	1	1	15	32	31	16	21	115
167	4	5	4	4	4	4	4	4	4	4	28	24	37	22	26	137
168	3	4	3	3	3	3	3	3	3	1	27	23	31	22	20	123
169	3	3	3	3	3	4	3	3	3	2	16	20	31	24	20	111
170	3	4	4	3	2	3	3	3	3	3	24	29	28	17	20	118
171	2	3	3	3	3	3	3	3	2	3	28	26	29	29	24	136
172	2	3	3	4	3	3	3	3	3	4	23	21	28	21	19	112
173	5	4	2	5	2	5	3	2	2	2	22	26	37	18	19	122
174	3	3	3	3	2	4	3	3	2	2	21	19	28	16	25	109
175	1	5	5	5	4	3	3	5	4	3	34	34	41	31	25	165
176	2	5	4	4	3	3	5	4	4	3	31	31	36	24	27	149
177	4	3	4	3	3	3	3	3	3	2	20	23	29	20	17	109
178	3	3	3	4	3	3	4	4	2	3	22	26	32	19	21	120
179	2	4	4	4	4	2	4	4	4	4	26	27	37	27	25	142
180	2	4	2	4	4	2	4	4	4	4	26	25	36	28	24	139
181	2	4	4	2	4	2	2	4	2	4	23	26	25	26	21	121
182	4	4	5	5	2	4	5	5	2	4	26	32	33	20	27	138
183	1	5	5	5	4	1	5	5	5	5	31	34	39	31	29	164

184	3	3	5	5	3	4	3	4	4	3	22	28	35	24	22	131
185	3	4	2	4	3	4	3	4	2	2	26	25	33	21	23	128
186	3	4	4	4	3	2	3	5	4	3	26	27	39	25	19	136
187	3	4	4	4	3	3	3	3	3	3	24	26	31	23	23	127
188	4	4	4	4	2	2	5	4	2	4	23	28	29	18	25	123
189	1	4	4	5	2	4	4	5	4	4	21	32	32	15	23	123
190	2	4	4	4	4	4	4	4	4	3	26	29	35	29	25	144
191	3	2	3	3	2	4	3	3	2	3	16	22	30	18	22	108
192	2	4	4	4	4	2	2	4	4	4	26	29	36	28	21	140
193	4	4	4	4	4	2	4	4	4	3	28	28	36	28	23	143
194	4	2	4	4	2	4	2	4	2	3	25	28	32	25	18	128
195	3	5	5	3	4	2	4	3	4	3	27	30	33	23	23	136
196	2	4	4	4	3	4	2	4	3	2	25	27	34	24	20	130
197	1	5	5	5	3	2	3	4	3	3	28	32	33	25	26	144
198	2	5	4	3	4	2	4	3	4	3	24	26	33	30	26	139
199	2	5	1	3	4	1	2	5	3	4	28	26	28	23	19	124
200	2	4	5	4	3	3	4	5	3	3	26	30	32	22	23	133
201	4	4	4	4	3	4	5	3	4	4	25	26	31	25	25	132
202	3	5	4	5	4	5	2	4	1	5	23	28	34	27	18	130
203	4	3	2	2	4	4	4	4	2	4	23	22	26	23	24	118
204	4	4	5	5	2	3	4	1	2	4	23	24	33	21	27	128
205	4	4	4	2	4	4	4	4	4	3	26	28	34	24	25	137
206	4	4	2	4	1	4	5	2	2	4	15	21	29	19	27	111

207	4	5	5	5	3	4	5	4	2	2	31	30	36	25	25	147
208	5	5	5	4	5	2	4	4	2	4	26	29	27	21	26	129
209	3	5	4	4	2	4	5	3	3	4	27	26	37	18	27	135
210	5	3	3	3	4	2	5	4	3	3	23	24	33	21	25	126
211	2	4	4	3	4	4	4	4	4	4	18	28	28	28	20	122
212	1	5	4	4	2	5	2	4	2	4	23	29	28	19	23	122
213	2	4	4	4	4	2	4	4	4	4	26	28	36	26	24	140
214	1	3	3	4	3	4	4	4	3	5	20	28	34	26	21	129
215	1	2	2	5	3	3	4	2	2	2	13	20	34	26	25	118
216	3	3	3	3	3	3	3	3	3	3	21	22	26	23	18	110
217	4	3	3	2	3	4	2	3	3	2	23	21	20	18	16	98
218	2	4	5	5	3	3	3	3	4	3	24	28	43	26	23	144
219	4	4	5	4	3	3	3	4	1	3	24	22	28	18	24	116
220	3	5	5	5	5	4	5	5	5	5	28	34	37	31	29	159
221	2	5	5	5	5	4	5	5	5	5	35	35	41	33	30	174
222	2	5	4	5	1	3	4	5	3	2	30	31	40	18	28	147
223	2	4	4	4	4	4	3	5	4	2	25	29	35	27	22	138
224	2	2	2	5	4	4	4	4	1	2	20	24	35	20	23	122
225	3	2	3	3	2	4	1	4	3	2	19	25	29	18	17	108
226	3	3	3	3	3	3	3	3	3	3	21	21	27	21	18	108
227	2	4	4	4	3	3	3	4	3	3	26	27	31	24	22	130
228	3	3	3	3	3	3	3	3	3	3	21	21	26	22	18	108
229	2	2	4	4	3	2	2	3	3	4	20	21	25	22	18	106

230	4	3	4	1	4	1	4	2	4	4	25	24	24	26	22	121
231	2	3	4	3	3	3	2	2	3	4	23	19	26	21	17	106
232	2	3	4	2	2	2	2	2	4	4	22	24	26	20	15	107
233	2	1	4	3	4	1	5	2	1	3	15	21	22	25	20	103
234	2	1	3	2	2	3	4	3	3	4	20	23	26	23	23	115
235	3	2	4	1	3	2	3	1	2	4	30	22	23	21	24	120
236	2	2	5	1	4	4	5	1	5	1	24	22	22	20	23	111

Lampiran VI Hasil Uji Validitas Big Five Inventory (Putaran 1)

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
BFI1	150.69	292.010	.279	.890
BFI2	150.73	292.539	.273	.890
BFI3	150.16	288.252	.456	.888
BFI4	150.96	284.837	.411	.888
BFI5	150.54	286.836	.500	.887
BFI6	151.15	283.645	.447	.888
BFI7	150.09	289.332	.475	.888
BFI8	150.85	283.633	.511	.887
BFI9	150.52	288.761	.405	.888
BFI10	150.03	292.714	.301	.890
BFI11	150.33	287.943	.449	.888
BFI12	150.30	287.929	.367	.889
BFI13	150.38	289.250	.432	.888
BFI14	150.67	281.906	.543	.886
BFI15	150.39	287.923	.475	.888
BFI16	150.28	285.896	.574	.886
BFI17	150.05	291.040	.343	.889
BFI18	150.76	285.937	.408	.888
BFI19	151.46	291.620	.253	.891
BFI20	150.33	296.300	.166	.892
BFI21	151.24	282.618	.484	.887
BFI22	151.09	302.502	-.052	.895
BFI23	150.73	285.798	.451	.888
BFI24	150.74	289.988	.307	.890
BFI25	150.35	287.489	.520	.887
BFI26	150.38	287.810	.477	.888
BFI27	150.77	285.771	.443	.888

BFI28	150.03	287.540	.449	.888
BFI29	150.93	284.127	.461	.887
BFI30	150.09	289.528	.393	.889
BFI31	150.88	281.365	.546	.886
BFI32	150.26	286.858	.491	.887
BFI33	150.28	285.545	.534	.887
BFI34	150.47	286.174	.474	.887
BFI35	151.55	306.538	-.169	.897
BFI36	150.27	281.679	.608	.885
BFI37	150.27	286.607	.445	.888
BFI38	150.32	285.777	.486	.887
BFI39	151.02	284.889	.471	.887
BFI40	151.04	315.254	-.387	.901
BFI41	150.62	289.879	.334	.889
BFI42	150.46	288.641	.398	.889
BFI43	151.12	286.811	.386	.889
BFI44	150.97	292.301	.234	.891

Lampiran VII Hasil Uji Validitas Big Five Inventory (Putaran 2)

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
BFI3	125.18	262.870	.474	.909
BFI4	125.98	259.821	.417	.910
BFI5	125.56	262.204	.491	.909
BFI6	126.17	258.229	.466	.909
BFI7	125.11	264.294	.478	.909
BFI8	125.87	258.137	.536	.908
BFI9	125.54	263.841	.403	.910
BFI10	125.05	268.385	.270	.912
BFI11	125.36	262.843	.456	.910
BFI12	125.32	262.456	.384	.911
BFI13	125.40	264.429	.427	.910
BFI14	125.69	256.919	.553	.908
BFI15	125.41	263.408	.459	.910
BFI16	125.30	261.173	.570	.908
BFI17	125.07	266.140	.337	.911
BFI18	125.78	260.326	.432	.910
BFI21	126.26	257.471	.497	.909
BFI23	125.75	259.771	.490	.909
BFI24	125.76	264.973	.307	.912
BFI25	125.37	263.018	.503	.909
BFI26	125.40	262.947	.475	.909
BFI27	125.79	260.695	.451	.910
BFI28	125.05	262.649	.449	.910
BFI29	125.95	258.312	.494	.909
BFI30	125.11	265.086	.373	.911
BFI31	125.90	256.990	.538	.908

BFI32	125.28	262.204	.483	.909
BFI33	125.30	260.950	.526	.909
BFI34	125.50	261.468	.469	.909
BFI36	125.29	257.178	.603	.908
BFI37	125.29	261.408	.456	.910
BFI38	125.34	260.873	.488	.909
BFI39	126.04	259.768	.482	.909
BFI41	125.64	265.891	.301	.912
BFI42	125.48	263.570	.402	.910
BFI43	126.14	261.312	.404	.910

Lampiran XIII Hasil Uji Reliabilitas Big Five Inventory**Putaran 1****Reliability Statistics**

Cronbach's Alpha	N of Items
.891	44

Putaran 2**Reliability Statistics**

Cronbach's Alpha	N of Items
.912	36

Lampiran IX Tabulasi Data Work-Life Balance Scale

No	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12	M13	M14	M15	M16	M17	M18	M19	M20	M21	M22
1	5	4	5	5	2	5	4	5	2	5	4	5	2	4	5	4	2	5	2	5	3	4
2	2	2	4	3	4	3	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	4
3	5	5	4	5	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
4	5	5	5	4	3	4	2	3	5	5	4	4	2	1	5	4	5	5	2	4	4	5
5	5	5	5	4	3	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5
6	3	3	2	4	4	3	3	5	1	4	1	3	3	3	1	2	3	1	5	4	4	3
7	3	3	4	5	4	4	4	4	5	4	4	4	4	4	4	5	5	5	5	5	5	5
8	5	1	3	2	2	5	3	2	3	3	2	3	2	4	2	3	3	2	3	2	3	1
9	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	3
10	5	4	4	4	4	4	4	4	5	5	4	4	4	4	4	3	2	5	5	5	4	4
11	4	3	3	4	2	3	5	4	5	5	5	4	2	3	5	4	4	1	1	5	5	2
12	4	4	3	3	3	4	4	3	4	5	2	4	4	4	3	4	3	3	5	5	3	3
13	5	5	4	5	4	4	5	5	5	5	4	5	4	5	2	2	3	2	5	5	2	3
14	4	4	5	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5
15	4	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5
16	5	5	5	5	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
17	4	4	4	4	3	4	4	4	5	5	5	5	5	5	5	5	5	3	5	5	5	5
18	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4
19	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
20	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	5	3	4	4	4
21	5	3	2	3	3	2	3	2	1	1	3	3	3	4	4	3	3	3	2	3	3	3

22	4	4	5	5	5	4	4	4	5	5	5	5	5	5	5	5	5	4	5	5	5	5	4
23	4	4	5	4	3	4	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	4
24	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	5	4	3	3	3	
25	5	5	5	5	4	5	5	5	5	5	2	3	1	3	2	3	5	4	2	3	1	3	
26	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
27	4	4	5	5	3	4	5	5	5	5	4	4	5	5	5	4	4	4	4	5	5	5	
28	4	3	4	5	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4
29	5	4	4	5	3	5	5	5	5	5	4	5	5	5	4	5	5	5	5	5	5	5	
30	1	1	3	1	1	1	1	1	5	1	5	1	1	1	1	1	1	1	5	1	1	1	
31	4	4	2	5	4	3	5	5	3	4	4	3	4	4	2	4	3	5	5	5	5	5	2
32	5	1	1	5	1	1	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
33	4	2	2	5	2	5	5	3	1	1	1	1	1	1	2	2	4	5	2	1	2	2	
34	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
35	4	4	4	4	4	4	4	4	5	5	4	5	4	5	5	5	4	5	5	5	5	5	
36	4	4	4	2	4	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
37	4	3	4	4	5	5	5	5	4	5	5	5	3	4	5	5	5	5	5	5	5	5	
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28	5	4	4	4	4	4	2	2	2	1	3	2	2	2	1	1	2	2	2	2	15 0
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31	4	5	3	5	3	4	2	2	2	2	2	3	2	2	2	2	2	2	2	2	13 4
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11 6	3	4	3	3	4	3	2	3	3	2	1	4	4	4	4	3	1	3	3	2	15 0
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11 8	5	5	5	4	5	4	5	5	5	5	5	4	4	5	4	5	5	5	5	5	19 0
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12 7	5	5	5	4	5	5	4	3	2	2	2	3	3	3	3	2	2	2	1	2	16 2
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13 0	5	5	5	5	5	1	5	5	5	5	5	5	5	5	5	5	5	5	5	5	20 1
13 1	4	4	2	3	3	4	3	3	3	3	2	3	2	3	4	3	4	3	3	3	14 8
13 2	3	3	5	4	2	3	4	4	4	2	2	2	4	2	4	3	2	3	3	2	13 1

13 3	5	5	5	4	5	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	16 9
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13 6	4	4	5	3	4	4	3	3	3	3	2	1	2	2	4	2	2	2	3	3	15 7
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13 8	4	4	4	3	3	4	2	2	2	2	2	2	2	2	2	2	2	2	2	2	13 4
13 9	5	3	5	3	4	3	3	3	4	3	3	3	3	2	3	3	3	2	3	3	15 7
14 0	4	5	3	5	3	5	2	2	2	1	2	2	2	2	1	2	2	2	2	2	13 7
14 1	4	5	4	4	4	4	3	3	3	3	3	3	3	3	3	3	2	2	3	3	15 7
14 2	3	3	4	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	13 4
14 3	5	4	5	4	4	4	3	3	3	3	2	3	3	5	3	3	5	5	3	3	17 7
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14 7	4	4	4	4	4	4	2	2	2	2	2	2	3	2	4	2	2	2	2	2	14 1
14 8	4	4	2	4	1	2	4	4	2	2	4	2	4	4	2	2	4	4	4	4	12 9
14 9	4	4	4	4	4	4	2	2	2	2	2	2	2	3	3	3	3	3	2	3	14 2
15 0	2	3	5	5	4	2	5	5	5	4	3	4	5	5	4	3	5	5	3	4	17 2
15 1	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	3	3	3	3	16 4

19 0	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	5	16 1
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19 2	4	4	4	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	15 0
19 3	4	4	4	4	4	4	3	3	3	2	3	3	3	3	3	3	3	3	3	3	14 9
19 4	3	2	5	4	4	3	3	4	5	5	5	3	5	3	3	3	1	2	1	2	12 8
19 5	4	4	5	4	5	4	1	2	4	2	2	1	2	3	2	3	3	2	4	3	15 5
19 6	5	5	5	5	5	5	2	2	2	2	2	2	2	2	2	2	2	2	2	2	16 2
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19 8	3	2	4	1	1	1	1	1	1	5	5	3	3	3	2	4	4	3	3	3	14 5
19 9	5	2	5	2	3	3	2	4	1	1	4	4	4	5	4	5	4	4	2	3	14 1
20 0	5	5	5	5	5	5	3	3	3	3	3	3	3	3	3	3	3	4	3	3	16 4
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20 2	2	2	4	2	3	1	3	4	2	2	3	4	2	5	5	3	4	2	1	4	12 6
20 3	5	5	5	5	5	5	3	4	3	3	3	3	3	3	3	3	3	1	1	3	17 3
20 4	4	5	4	4	4	4	2	2	2	2	2	2	2	2	2	2	2	2	2	2	13 7
20 5	3	5	5	5	4	5	3	4	4	3	3	3	4	3	3	3	3	3	3	3	16 3
20 6	2	2	5	3	3	3	2	2	2	2	1	2	2	2	4	3	2	3	2	2	12 0
20 7	3	2	4	2	3	2	2	2	4	2	2	1	2	4	3	2	5	4	4	4	12 2
20 8	2	1	3	2	1	5	2	4	1	4	2	2	2	2	2	2	1	2	3	2	10 5

22 8	4	4	4	4	4	4	2	2	2	2	2	2	2	2	2	2	2	2	2	2	13 6
22 9	1	3	3	1	3	1	1	1	1	2	1	2	1	1	3	3	3	3	2	2	10 5
23 0	4	3	4	4	4	2	2	2	2	2	2	4	2	4	4	3	4	4	3	3	13 8
23 1	4	4	4	4	4	4	2	2	2	2	2	3	3	3	3	3	3	3	3	3	14 5
23 2	5	5	5	5	5	5	1	1	1	1	1	1	4	5	5	3	2	3	1	1	16 1
23 3	3	3	4	4	3	5	2	2	5	2	2	4	3	2	3	3	3	5	4	3	14 8
23 4	4	3	4	3	3	3	1	1	1	2	1	1	1	1	2	2	3	1	3	3	13 9
23 5	5	5	5	3	5	5	5	5	5	5	5	3	5	5	1	1	1	5	1	2	17 9
23 6	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	3	4	5	5	3	19 5

Lampiran X Hasil Uji Validitas Work-Life Balance Scale (Putaran 1)

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
WLB1	149.33	526.987	.488	.937
WLB2	149.45	520.794	.542	.937
WLB3	149.42	519.036	.606	.937
WLB4	149.28	524.762	.462	.938
WLB5	149.94	537.179	.147	.940
WLB6	149.48	525.212	.459	.938
WLB7	149.25	522.086	.566	.937
WLB8	149.14	519.678	.575	.937
WLB9	149.20	516.631	.617	.936
WLB10	149.25	518.063	.572	.937
WLB11	149.47	513.867	.627	.936
WLB12	149.24	515.867	.655	.936
WLB13	149.45	512.138	.678	.936
WLB14	149.32	514.984	.667	.936
WLB15	149.47	514.114	.638	.936
WLB16	149.31	513.995	.661	.936
WLB17	149.37	517.553	.590	.937
WLB18	149.15	518.986	.542	.937
WLB19	149.21	525.836	.387	.938
WLB20	149.24	516.999	.654	.936
WLB21	149.22	515.068	.649	.936
WLB22	149.31	513.806	.667	.936
WLB23	149.41	514.720	.615	.936
WLB24	149.39	519.976	.533	.937
WLB25	149.31	520.998	.538	.937
WLB26	149.64	522.834	.427	.938

WLB27	149.43	513.974	.638	.936
WLB28	149.63	523.732	.420	.938
WLB29	150.51	527.145	.337	.939
WLB30	150.28	525.479	.384	.938
WLB31	150.27	521.609	.440	.938
WLB32	150.53	525.501	.381	.938
WLB33	150.48	524.753	.393	.938
WLB34	150.47	525.961	.382	.938
WLB35	150.32	527.045	.365	.938
WLB36	150.21	522.769	.442	.938
WLB37	150.11	523.647	.453	.938
WLB38	150.23	527.516	.378	.938
WLB39	150.19	523.999	.405	.938
WLB40	150.22	523.551	.422	.938
WLB41	150.36	525.439	.378	.938
WLB42	150.22	523.211	.454	.938

Lampiran XI Hasil Uji Validitas Work-Life Balance Scale (Putaran 2)

	Item-Total Statistics			
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
WLB1	145.93	518.336	.487	.939
WLB2	146.06	512.439	.535	.939
WLB3	146.03	510.382	.606	.938
WLB4	145.88	516.199	.459	.939
WLB6	146.08	516.861	.451	.939
WLB7	145.86	513.724	.558	.938
WLB8	145.75	511.476	.565	.938
WLB9	145.81	508.223	.612	.938
WLB10	145.86	509.653	.566	.938
WLB11	146.07	505.548	.621	.938
WLB12	145.84	507.520	.648	.938
WLB13	146.06	503.720	.674	.937
WLB14	145.92	506.573	.662	.938
WLB15	146.08	505.606	.636	.938
WLB16	145.92	505.615	.656	.938
WLB17	145.97	509.123	.585	.938
WLB18	145.75	510.612	.536	.939
WLB19	145.82	517.375	.381	.940
WLB20	145.84	508.643	.647	.938
WLB21	145.83	506.839	.640	.938
WLB22	145.92	505.491	.661	.938
WLB23	146.02	506.451	.608	.938
WLB24	146.00	511.557	.527	.939
WLB25	145.92	512.401	.537	.939
WLB26	146.25	514.214	.426	.939
WLB27	146.04	505.696	.631	.938
WLB28	146.24	515.041	.420	.940

WLB29	147.11	517.744	.351	.940
WLB30	146.89	516.136	.397	.940
WLB31	146.87	512.426	.450	.939
WLB32	147.14	516.265	.392	.940
WLB33	147.09	515.596	.402	.940
WLB34	147.08	516.781	.391	.940
WLB35	146.93	517.888	.374	.940
WLB36	146.81	513.625	.452	.939
WLB37	146.72	514.596	.461	.939
WLB38	146.84	518.476	.385	.940
WLB39	146.79	515.101	.409	.940
WLB40	146.83	514.348	.432	.939
WLB41	146.96	516.164	.390	.940
WLB42	146.83	513.991	.465	.939

Lampiran XII Hasil Uji Reliabilitas Work-Life Balance Scale**Putaran 1****Reliability Statistics**

Cronbach's Alpha	N of Items
.939	42

Putaran 2**Reliability Statistics**

Cronbach's Alpha	N of Items
.940	41

Lampiran XIII Hasil Uji Normalitas Sebaran

BFI-OCB

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		236
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	13.29671615
Most Extreme Differences	Absolute	.040
	Positive	.040
	Negative	-.029
Test Statistic		.040
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

BFI-WLB

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		236
Normal Parameters ^{a,b}	Mean	-2.2713935
	Std. Deviation	21.04050369
Most Extreme Differences	Absolute	.035
	Positive	.025
	Negative	-.035
Test Statistic		.035
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Lampiran XIV Hasil Uji Linearitas

WLB-OCB

ANOVA Table

			Sum of	df	Mean Square	F	Sig.
			Squares				
Organizational Citizenship Behavior * Work Life Balance	Between Groups	(Combined)	13017.520	84	154.970	.721	.950
		Linearity	24.810	1	24.810	.115	.734
		Deviation from Linearity	12992.710	83	156.539	.729	.944
	Within Groups		32443.361	151	214.857		
	Total		45460.881	235			

BFI-OCB

ANOVA Table

			Sum of	df	Mean Square	F	Sig.
			Squares				
Organizational Citizenship Behavior * Big Five Inventory	Between Groups	(Combined)	14021.078	69	203.204	1.073	.353
		Linearity	3912.256	1	3912.256	20.65	.000
		Deviation from Linearity	10108.822	68	148.659	.785	.872
	Within Groups		31439.803	166	189.396		
	Total		45460.881	235			

BFI-WLB**ANOVA Table**

			Sum of				
			Squares	df	Mean Square	F	Sig.
Work	Between	(Combined)	64698.526	69	937.660	2.529	.000
Life	Groups	Linearity	29411.243	1	29411.243	79.337	.000
Balance *		Deviation	35287.283	68	518.931	1.400	.043
Big Five		from					
Inventory		Linearity					
Within Groups			61538.644	166	370.715		
Total			126237.169	235			

Lama Bekerja-BFI-WLB-OCB

ANOVA Table

			Sum of		Mean		
			Squares	df	Square	F	Sig.
Organizational Citizenship Behavior * Lama Bekerja	Between Groups	(Combined)	2924.066	16	182.754	.941	.523
		Linearity	278.043	1	278.043	1.432	.233
		Deviation from Linearity	2646.022	15	176.401	.908	.556
	Within Groups		42536.816	219	194.232		
Total		45460.881	235				
Big Five Inventory * Lama Bekerja	Between Groups	(Combined)	6755.715	16	422.232	1.590	.073
		Linearity	1557.311	1	1557.311	5.865	.016
		Deviation from Linearity	5198.404	15	346.560	1.305	.200
	Within Groups		58150.472	219	265.527		
Total		64906.186	235				
Work Life Balance * Lama Bekerja	Between Groups	(Combined)	19691.898	16	1230.744	2.530	.001
		Linearity	8757.417	1	8757.417	18.001	.000
		Deviation from Linearity	10934.481	15	728.965	1.498	.107
	Within Groups		106545.272	219	486.508		
Total		126237.169	235				
Extraversio n * Lama Bekerja	Between Groups	(Combined)	362.693	16	22.668	1.116	.342
		Linearity	89.571	1	89.571	4.409	.037
		Deviation from Linearity	273.123	15	18.208	.896	.569
	Within Groups		4449.544	219	20.318		
Total		4812.237	235				

Agreeableness * Lama Bekerja	Between Groups	(Combined)	220.018	16	13.751	.989	.470	
		Linearity	27.981	1	27.981	2.011	.158	
		Deviation from Linearity	192.037	15	12.802	.920	.542	
	Within Groups			3046.469	219	13.911		
	Total			3266.487	235			
Conscientiousness * Lama Bekerja	Between Groups	(Combined)	452.067	16	28.254	1.117	.341	
		Linearity	105.593	1	105.593	4.174	.042	
		Deviation from Linearity	346.474	15	23.098	.913	.550	
	Within Groups			5540.488	219	25.299		
	Total			5992.555	235			
Emotional Stability * Lama Bekerja	Between Groups	(Combined)	518.538	16	32.409	1.743	.041	
		Linearity	220.348	1	220.348	11.848	.001	
		Deviation from Linearity	298.190	15	19.879	1.069	.387	
	Within Groups			4072.932	219	18.598		
	Total			4591.470	235			
Openness to Experience * Lama Bekerja	Between Groups	(Combined)	179.871	16	11.242	1.108	.349	
		Linearity	.169	1	.169	.017	.897	
		Deviation from Linearity	179.702	15	11.980	1.181	.288	
	Within Groups			2221.566	219	10.144		
	Total			2401.436	235			

Lampiran XV Hasil Uji Multikolinearitas

BFI-OCB

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Extraversion	.517	1.935
	Agreeableness	.526	1.901
	Conscientiousness	.479	2.089
	Emotional Stability	.565	1.770
	Openness to Experience	.659	1.517

a. Dependent Variable: Organizational Citizenship Behavior

BFI-WLB

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Extraversion	.517	1.935
	Agreeableness	.526	1.901
	Conscientiousness	.479	2.089
	Emotional Stability	.565	1.770
	Openness to Experience	.659	1.517

a. Dependent Variable: Work Life Balance

Lampiran XVI Hasil Uji Heteroskedastitas

BFI-OCB

			Correlations					
			Extrave	Agre	Consci	Emotiona	Openness	ABS_R
			rsion	eable	entious	l Stability	to	ES1
				ness	ness		Experience	
Spearman's rho	Extra version	Correlation	1.000	.584*	.568**	.530**	.481**	.004
		Coefficient		*				
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.950
		N	236	236	236	236	236	236
Agreeableness		Correlation	.584**	1.000	.582**	.462**	.430**	-.037
		Coefficient						
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.571
		N	236	236	236	236	236	236
Conscientiousness		Correlation	.568**	.582*	1.000	.603**	.479**	-.083
		Coefficient		*				
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.201
		N	236	236	236	236	236	236
Emotional Stability		Correlation	.530**	.462*	.603**	1.000	.322**	-.017
		Coefficient		*				
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.795
		N	236	236	236	236	236	236
Openness to Experience		Correlation	.481**	.430*	.479**	.322**	1.000	.049
		Coefficient		*				
		Sig. (2-tailed)	.000	.000	.000	.000	.000	.450
		N	236	236	236	236	236	236

ABS_	Correlation	.004	-.037	-.083	-.017	.049	1.000
RES1	Coefficient						
	Sig. (2-tailed)	.950	.571	.201	.795	.450	.
	N	236	236	236	236	236	236

** . Correlation is significant at the 0.01 level (2-tailed).

BFI-WLB

Correlations

			Extrave	Agre	Consci	Emotiona	Openness	ABS_R
			rsion	eable	entious	l Stability	to	ES2
			ness	ness	ness	Experience		
Spearman's rho	Extrave	Correlation	1.000	.584*	.568**	.530**	.481**	.036
	rsion	Coefficient						
		Sig. (2-tailed)	.	.000	.000	.000	.000	.579
		N	236	236	236	236	236	236
Agreeableness	Correlation	.584**	1.000	.582**	.462**	.430**	.132*	
	Coefficient							
	Sig. (2-tailed)	.000	.	.000	.000	.000	.043	
	N	236	236	236	236	236	236	
Conscientiousness	Correlation	.568**	.582*	1.000	.603**	.479**	-.019	
	Coefficient							
	Sig. (2-tailed)	.000	.000	.	.000	.000	.774	
	N	236	236	236	236	236	236	

Emotional Stability	Correlation	.530**	.462*	.603**	1.000	.322**	.086
	Coefficient						
	Sig. (2-tailed)	.000	.000	.000	.	.000	.190
	N	236	236	236	236	236	236
Openness to Experience	Correlation	.481**	.430*	.479**	.322**	1.000	.143*
	Coefficient						
	Sig. (2-tailed)	.000	.000	.000	.000	.	.028
	N	236	236	236	236	236	236
ABS_RES2	Correlation	.036	.132*	-.019	.086	.143*	1.000
	Coefficient						
	Sig. (2-tailed)	.579	.043	.774	.190	.028	.
	N	236	236	236	236	236	236

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran XVII Hasil Uji Homogenitas

Berdasarkan Jenis Kelamin

Test of Homogeneity of Variances

		Levene			
		Statistic	df1	df2	Sig.
Organization	Based on Mean	5.650	1	234	.018
	Based on Median	5.322	1	234	.022
Behavior	Based on Median and with adjusted df	5.322	1	233.788	.022
	Based on trimmed mean	5.925	1	234	.016
Big Five	Based on Mean	.053	1	234	.819
	Based on Median	.010	1	234	.922
Inventory	Based on Median and with adjusted df	.010	1	232.455	.922
	Based on trimmed mean	.024	1	234	.878
Work Life	Based on Mean	.238	1	234	.626
	Based on Median	.227	1	234	.634
Balance	Based on Median and with adjusted df	.227	1	232.115	.634
	Based on trimmed mean	.228	1	234	.634
Extraversion	Based on Mean	.018	1	234	.893
	Based on Median	.034	1	234	.854
	Based on Median and with adjusted df	.034	1	232.472	.854
	Based on trimmed mean	.022	1	234	.883
Agreeableness	Based on Mean	.070	1	234	.791
	Based on Median	.043	1	234	.836
	Based on Median and with adjusted df	.043	1	234.000	.836
	Based on trimmed mean	.058	1	234	.810
Conscientiousness	Based on Mean	.263	1	234	.609
	Based on Median	.194	1	234	.660

	Based on Median and with adjusted df	.194	1	233.973	.660
	Based on trimmed mean	.238	1	234	.626
Emotional Stability	Based on Mean	3.856	1	234	.051
	Based on Median	3.871	1	234	.050
	Based on Median and with adjusted df	3.871	1	230.065	.050
	Based on trimmed mean	3.979	1	234	.047
Openness to Experience	Based on Mean	.093	1	234	.761
	Based on Median	.092	1	234	.762
	Based on Median and with adjusted df	.092	1	234.000	.762
	Based on trimmed mean	.110	1	234	.741

Berdasarkan Usia

Test of Homogeneity of Variances

		Levene Statistic	df1	df2	Sig.
Organizational	Based on Mean	.380	3	232	.768
	Based on Median	.424	3	232	.736
Citizenship Behavior	Based on Median and with adjusted df	.424	3	230.205	.736
	Based on trimmed mean	.372	3	232	.773
Big Five Inventory	Based on Mean	1.405	3	232	.242
	Based on Median	1.374	3	232	.251
	Based on Median and with adjusted df	1.374	3	221.973	.251
	Based on trimmed mean	1.442	3	232	.231
Work Life Balance	Based on Mean	1.397	3	232	.244
	Based on Median	1.378	3	232	.250
	Based on Median and with adjusted df	1.378	3	225.003	.250
	Based on trimmed mean	1.392	3	232	.246

Extraversio n	Based on Mean	1.608	3	232	.188
	Based on Median	1.637	3	232	.182
	Based on Median and with adjusted df	1.637	3	226.525	.182
	Based on trimmed mean	1.605	3	232	.189
Agreeablen ess	Based on Mean	.100	3	232	.960
	Based on Median	.099	3	232	.961
	Based on Median and with adjusted df	.099	3	225.209	.961
	Based on trimmed mean	.100	3	232	.960
Conscientio usness	Based on Mean	1.966	3	232	.120
	Based on Median	1.782	3	232	.151
	Based on Median and with adjusted df	1.782	3	216.696	.152
	Based on trimmed mean	1.963	3	232	.120
Emotional Stability	Based on Mean	.625	3	232	.599
	Based on Median	.509	3	232	.676
	Based on Median and with adjusted df	.509	3	226.652	.676
	Based on trimmed mean	.634	3	232	.593
Openness to Experience	Based on Mean	.117	3	232	.950
	Based on Median	.085	3	232	.968
	Based on Median and with adjusted df	.085	3	222.707	.968
	Based on trimmed mean	.114	3	232	.952

Berdasarkan Pendidikan

Test of Homogeneity of Variances

		Levene			
		Statistic	df1	df2	Sig.
Organization	Based on Mean	.910	5	229	.476
al Citizenship	Based on Median	.995	5	229	.421
Behavior	Based on Median and with adjusted df	.995	5	220.920	.422
	Based on trimmed mean	.889	5	229	.489
Big Five	Based on Mean	1.140	5	229	.340
Inventory	Based on Median	.684	5	229	.636
	Based on Median and with adjusted df	.684	5	193.034	.636
	Based on trimmed mean	1.113	5	229	.354
Work Life	Based on Mean	1.129	5	229	.346
Balance	Based on Median	1.169	5	229	.325
	Based on Median and with adjusted df	1.169	5	221.952	.325
	Based on trimmed mean	1.137	5	229	.342
Extraversion	Based on Mean	1.354	5	229	.243
	Based on Median	.904	5	229	.479
	Based on Median and with adjusted df	.904	5	168.664	.480
	Based on trimmed mean	1.326	5	229	.254
Agreeableness	Based on Mean	1.244	5	229	.289
	Based on Median	1.145	5	229	.337
	Based on Median and with adjusted df	1.145	5	219.008	.338
	Based on trimmed mean	1.248	5	229	.287
Conscientiousness	Based on Mean	1.062	5	229	.382
	Based on Median	.986	5	229	.427

	Based on Median and with adjusted df	.986	5	210.059	.427
	Based on trimmed mean	1.048	5	229	.390
Emotional Stability	Based on Mean	.566	5	229	.726
	Based on Median	.655	5	229	.658
	Based on Median and with adjusted df	.655	5	218.847	.658
	Based on trimmed mean	.567	5	229	.725
Openness to Experience	Based on Mean	1.390	5	229	.229
	Based on Median	1.209	5	229	.306
	Based on Median and with adjusted df	1.209	5	199.161	.306
	Based on trimmed mean	1.360	5	229	.240

Berdasarkan Status

Test of Homogeneity of Variances

		Levene Statistic	df1	df2	Sig.
Organization	Based on Mean	.124	1	234	.726
al Citizenship Behavior	Based on Median	.114	1	234	.736
	Based on Median and with adjusted df	.114	1	233.416	.736
	Based on trimmed mean	.112	1	234	.738
Big Five Inventory	Based on Mean	.933	1	234	.335
	Based on Median	.791	1	234	.375
	Based on Median and with adjusted df	.791	1	225.402	.375
	Based on trimmed mean	1.017	1	234	.314
Work Life Balance	Based on Mean	.177	1	234	.674
	Based on Median	.201	1	234	.654
	Based on Median and with adjusted df	.201	1	233.363	.654

	Based on trimmed mean	.191	1	234	.662
Extraversion	Based on Mean	.472	1	234	.493
	Based on Median	.434	1	234	.511
	Based on Median and with adjusted df	.434	1	233.210	.511
	Based on trimmed mean	.472	1	234	.493
Agreeableness	Based on Mean	.529	1	234	.468
	Based on Median	.495	1	234	.482
	Based on Median and with adjusted df	.495	1	230.941	.482
	Based on trimmed mean	.515	1	234	.474
Conscientiousness	Based on Mean	.253	1	234	.616
	Based on Median	.144	1	234	.704
	Based on Median and with adjusted df	.144	1	224.080	.704
	Based on trimmed mean	.219	1	234	.641
Emotional Stability	Based on Mean	.034	1	234	.854
	Based on Median	.028	1	234	.868
	Based on Median and with adjusted df	.028	1	233.983	.868
	Based on trimmed mean	.036	1	234	.851
Openness to Experience	Based on Mean	.563	1	234	.454
	Based on Median	.455	1	234	.501
	Based on Median and with adjusted df	.455	1	231.952	.501
	Based on trimmed mean	.562	1	234	.454

Lampiran XVIII Kategorisasi Empirik

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Organizational Citizenship Behavior	236	26	96	57.66	13.909
Big Five Inventory	236	87	180	129.13	16.619
Work Life Balance	236	76	205	149.94	23.177
Extraversion	236	13	35	24.20	4.525
Agreeableness	236	17	35	26.55	3.728
Conscientiousness	236	20	45	32.33	5.050
Emotional Stability	236	7	35	23.42	4.420
Openness to Experience	236	15	30	22.62	3.197
Valid N (listwise)	236				

kategori_Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	5	1.5	2.1	2.1
	Rendah	72	22.0	30.5	32.6
	Sedang	100	30.5	42.4	75.0
	Tinggi	47	14.3	19.9	94.9
	Sangat Tinggi	12	3.7	5.1	100.0
	Total	236	72.0	100.0	
Missing	System	92	28.0		
Total		328	100.0		

kategori_X

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	3	.9	1.3	1.3
	Rendah	68	20.7	28.8	30.1
	Sedang	106	32.3	44.9	75.0
	Tinggi	47	14.3	19.9	94.9
	Sangat Tinggi	12	3.7	5.1	100.0
	Total	236	72.0	100.0	
Missing	System	92	28.0		
Total		328	100.0		

kategori_M

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	6	1.8	2.5	2.5
	Rendah	66	20.1	28.0	30.5
	Sedang	108	32.9	45.8	76.3
	Tinggi	43	13.1	18.2	94.5
	Sangat Tinggi	13	4.0	5.5	100.0
	Total	236	72.0	100.0	
Missing	System	92	28.0		
Total		328	100.0		

kategori_X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	10	3.0	4.2	4.2
	Rendah	53	16.2	22.5	26.7
	Sedang	118	36.0	50.0	76.7
	Tinggi	47	14.3	19.9	96.6
	Sangat Tinggi	8	2.4	3.4	100.0

	Total	236	72.0	100.0
Missing	System	92	28.0	
Total		328	100.0	

kategori_X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	6	1.8	2.5	2.5
	Rendah	65	19.8	27.5	30.1
	Sedang	112	34.1	47.5	77.5
	Tinggi	43	13.1	18.2	95.8
	Sangat Tinggi	10	3.0	4.2	100.0
	Total	236	72.0	100.0	
Missing	System	92	28.0		
Total		328	100.0		

kategori_X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	18	5.5	7.6	7.6
	Rendah	50	15.2	21.2	28.8
	Sedang	109	33.2	46.2	75.0
	Tinggi	49	14.9	20.8	95.8
	Sangat Tinggi	10	3.0	4.2	100.0
	Total	236	72.0	100.0	
Missing	System	92	28.0		
Total		328	100.0		

kategori_X4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	3	.9	1.3	1.3
	Rendah	80	24.4	33.9	35.2
	Sedang	98	29.9	41.5	76.7
	Tinggi	47	14.3	19.9	96.6
	Sangat Tinggi	8	2.4	3.4	100.0
	Total	236	72.0	100.0	
Missing	System	92	28.0		
Total		328	100.0		

kategori_X5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	4	1.2	1.7	1.7
	Rendah	87	26.5	36.9	38.6
	Sedang	104	31.7	44.1	82.6
	Tinggi	31	9.5	13.1	95.8
	Sangat Tinggi	10	3.0	4.2	100.0
	Total	236	72.0	100.0	
Missing	System	92	28.0		
Total		328	100.0		

Lampiran XIX Hasil Uji Regresi Linear Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.377 ^a	.142	.123	13.024	.142	7.601	5	230	.000

a. Predictors: (Constant), Openness to Experience, Emotional Stability, Agreeableness, Extraversion, Conscientiousness

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6447.025	5	1289.405	7.601	.000 ^b
	Residual	39013.856	230	169.625		
	Total	45460.881	235			

a. Dependent Variable: Organizational Citizenship Behavior

b. Predictors: (Constant), Openness to Experience, Emotional Stability, Agreeableness, Extraversion, Conscientiousness

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	22.000	7.201		3.055	.003
	Extraversion	.662	.261	.215	2.534	.012
	Agreeableness	.072	.314	.019	.228	.820
	Conscientiousness	.243	.243	.088	.998	.319
	Emotional Stability	-.495	.256	-.157	-1.935	.054
	Openness to Experience	.950	.327	.218	2.902	.004

a. Dependent Variable: Organizational Citizenship Behavior

Lampiran XX Hasil Uji Korelasi

WLB-OCB

Descriptive Statistics

	Mean	Std. Deviation	N
Organizational Citizenship Behavior	57.66	13.909	236
Work Life Balance	149.94	23.177	236

Correlations

		Organizational Citizenship Behavior	Work Life Balance
Organizational Citizenship Behavior	Pearson Correlation	1	-.023
	Sig. (2-tailed)		.721
	N	236	236
Work Life Balance	Pearson Correlation	-.023	1
	Sig. (2-tailed)	.721	
	N	236	236

BFI(Mayor)-WLB

Correlations

		Work Life Balance	Big Five Inventory
Spearman 's rho	Work Life Balance	Correlation Coefficient	1.000
		Sig. (2-tailed)	.463**
		N	.000
Big Five Inventory		Correlation Coefficient	1.000
		Sig. (2-tailed)	.000
		N	.000

** . Correlation is significant at the 0.01 level (2-tailed).

BFI(Minor)-WLB**Correlations**

			Work Life Balance	Extra versi on	Agre eable ness	Consci entious ness	Emotio nal Stabilit y	Openness to Experience
Spearman 's rho	Work	Correlation	1.000	.362*	.328*	.438**	.398**	.271**
	Life	Coefficient		*	*			
	Balance	Sig. (2-tailed)	.	.000	.000	.000	.000	.000
		N	236	236	236	236	236	236
Extrave rsion	Correlation		.362**	1.000	.584*	.568**	.530**	.481**
	Coefficient				*			
	Sig. (2-tailed)		.000	.	.000	.000	.000	.000
		N	236	236	236	236	236	236
Agreea bleness	Correlation		.328**	.584*	1.000	.582**	.462**	.430**
	Coefficient			*				
	Sig. (2-tailed)		.000	.000	.	.000	.000	.000
		N	236	236	236	236	236	236
Conscie ntiousn ess	Correlation		.438**	.568*	.582*	1.000	.603**	.479**
	Coefficient			*	*			
	Sig. (2-tailed)		.000	.000	.000	.	.000	.000
		N	236	236	236	236	236	236
Emotio nal Stabilit y	Correlation		.398**	.530*	.462*	.603**	1.000	.322**
	Coefficient			*	*			
	Sig. (2-tailed)		.000	.000	.000	.000	.	.000
		N	236	236	236	236	236	236
Openne ss to Experie nce	Correlation		.271**	.481*	.430*	.479**	.322**	1.000
	Coefficient			*	*			
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.
		N	236	236	236	236	236	236

** . Correlation is significant at the 0.01 level (2-tailed).

Extraversion	Pearson Correlation	.136*	.297**	.818*	.372*	1	.596**	.562*	.551**	.491**
	Sig. (2-tailed)	.036	.000	.000	.000		.000	.000	.000	.000
	N	236	236	236	236	236	236	236	236	236
Agreeableness	Pearson Correlation	.093	.225**	.793*	.370*	.596*	1	.592*	.506**	.479**
	Sig. (2-tailed)	.156	.001	.000	.000	.000		.000	.000	.000
	N	236	236	236	236	236	236	236	236	236
Conscientiousness	Pearson Correlation	.133*	.238**	.848*	.431*	.562*	.592**	1	.600**	.513**
	Sig. (2-tailed)	.042	.000	.000	.000	.000	.000		.000	.000
	N	236	236	236	236	236	236	236	236	236
Emotional Stability	Pearson Correlation	.219**	.107	.785*	.420*	.551*	.506**	.600*	1	.382**
	Sig. (2-tailed)	.001	.100	.000	.000	.000	.000	.000		.000
	N	236	236	236	236	236	236	236	236	236
Openness to Experience	Pearson Correlation	-.008	.318**	.691*	.290*	.491*	.479**	.513*	.382**	1
	Sig. (2-tailed)	.898	.000	.000	.000	.000	.000	.000	.000	
	N	236	236	236	236	236	236	236	236	236

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran XXI Hasil Uji Komparasi Berdasarkan Jenis Kelamin

		Ranks		
	Jenis Kelamin	N	Mean Rank	Sum of Ranks
Organizational	Laki-laki	120	125.45	15054.00
Citizenship Behavior	Perempuan	116	111.31	12912.00
	Total	236		

Test Statistics^a

Organizational Citizenship Behavior	
Mann-Whitney U	6126.000
Wilcoxon W	12912.000
Z	-1.591
Asymp. Sig. (2-tailed)	.112

a. Grouping Variable: Jenis Kelamin

Group Statistics					
	Jenis Kelamin	N	Mean	Std. Deviation	Std. Error Mean
Big Five	Laki-laki	120	130.36	16.837	1.537
	Perempuan	116	127.85	16.366	1.520
Inventory	Laki-laki	120	148.05	23.085	2.107
	Perempuan	116	151.90	23.209	2.155
Work Life Balance	Laki-laki	120	24.84	4.457	.407
	Perempuan	116	23.54	4.519	.420
Extraversion	Laki-laki	120	26.25	3.744	.342

Agreeableness	Perempuan	116	26.85	3.703	.344
Conscientiousness	Laki-laki	120	32.01	4.975	.454
	Perempuan	116	32.67	5.126	.476
Emotional Stability	Laki-laki	120	24.26	3.978	.363
	Perempuan	116	22.55	4.697	.436
Openness to Experience	Laki-laki	120	23.00	3.215	.293
	Perempuan	116	22.23	3.144	.292

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Big Five Inventory	Equal variances assumed	.053	.819	1.158	234	.248	2.505	2.162	-1.755	6.765
	Equal variances not assumed			1.159	233.992	.248	2.505	2.161	-1.753	6.763
Work Life Balance	Equal variances assumed	.238	.626	-1.276	234	.203	-3.847	3.014	-9.784	2.091
	Equal variances not assumed			-1.276	233.638	.203	-3.847	3.014	-9.785	2.092

Extraversion	Equal variances assumed	.018	.893	2.222	234	.027	1.299	.584	.147	2.450
	Equal variances not assumed			2.222	233.464	.027	1.299	.584	.147	2.450
Agreeableness	Equal variances assumed	.070	.791	-1.245	234	.215	-.603	.485	-1.559	.352
	Equal variances not assumed			-1.245	233.879	.214	-.603	.485	-1.559	.352
Conscientiousness	Equal variances assumed	.263	.609	-1.010	234	.314	-.664	.657	-1.959	.631
	Equal variances not assumed			-1.010	233.047	.314	-.664	.658	-1.960	.632
Emotional Stability	Equal variances assumed	3.856	.051	3.016	234	.003	1.707	.566	.592	2.821
	Equal variances not assumed			3.007	225.159	.003	1.707	.567	.588	2.825
Openness to Experience	Equal variances assumed	.093	.761	1.853	234	.065	.767	.414	-.049	1.583
	Equal variances not assumed			1.854	233.968	.065	.767	.414	-.048	1.583

Berdasarkan Usia

		Descriptives							
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Organizational Citizenship Behavior	Dibawah 25 tahun	165	58.07	13.961	1.087	55.93	60.22	30	96
	25 - 35 tahun	46	57.15	14.820	2.185	52.75	61.55	26	96
	36 - 45 tahun	12	58.00	12.218	3.527	50.24	65.76	40	74
	Di atas 45 tahun	13	53.92	12.072	3.348	46.63	61.22	40	78
	Total	236	57.66	13.909	.905	55.88	59.44	26	96
Big Five Inventory	Dibawah 25 tahun	165	127.37	15.395	1.198	125.00	129.74	87	180
	25 - 35 tahun	46	130.70	19.039	2.807	125.04	136.35	93	176
	36 - 45 tahun	12	141.67	19.773	5.708	129.10	154.23	109	174
	Di atas 45 tahun	13	134.31	14.625	4.056	125.47	143.15	108	159
	Total	236	129.13	16.619	1.082	127.00	131.26	87	180
Work Life Balance	Dibawah 25 tahun	165	145.78	21.328	1.660	142.50	149.06	76	205
	25 - 35 tahun	46	156.61	26.225	3.867	148.82	164.40	93	202
	36 - 45 tahun	12	167.33	21.740	6.276	153.52	181.15	136	205
	Di atas 45 tahun	13	163.08	19.830	5.500	151.09	175.06	136	203
	Total	236	149.94	23.177	1.509	146.97	152.91	76	205
Extra version	Dibawah 25 tahun	165	23.75	4.361	.339	23.08	24.42	13	35
	25 - 35 tahun	46	24.70	5.193	.766	23.15	26.24	13	35
	36 - 45 tahun	12	27.42	4.078	1.177	24.83	30.01	21	35
	Di atas 45 tahun	13	25.23	3.086	.856	23.37	27.10	21	31

	Total	236	24.20	4.525	.295	23.62	24.78	13	35
Agreeableness	Dibawah 25 tahun	165	26.32	3.619	.282	25.76	26.88	18	35
	25 - 35 tahun	46	26.52	3.828	.564	25.38	27.66	17	35
	36 - 45 tahun	12	28.83	4.019	1.160	26.28	31.39	22	35
	Di atas 45 tahun	13	27.38	4.093	1.135	24.91	29.86	21	34
	Total	236	26.55	3.728	.243	26.07	27.02	17	35
Conscientiousness	Dibawah 25 tahun	165	32.01	4.763	.371	31.28	32.74	20	45
	25 - 35 tahun	46	32.37	6.031	.889	30.58	34.16	20	44
	36 - 45 tahun	12	35.42	5.567	1.607	31.88	38.95	26	45
	Di atas 45 tahun	13	33.46	3.503	.971	31.34	35.58	26	38
	Total	236	32.33	5.050	.329	31.69	32.98	20	45
Emotional Stability	Dibawah 25 tahun	165	22.87	4.348	.338	22.20	23.54	7	35
	25 - 35 tahun	46	23.87	4.529	.668	22.52	25.21	15	35
	36 - 45 tahun	12	26.58	3.895	1.125	24.11	29.06	21	33
	Di atas 45 tahun	13	25.85	3.484	.966	23.74	27.95	21	32
	Total	236	23.42	4.420	.288	22.85	23.99	7	35
Openness to Experience	Dibawah 25 tahun	165	22.41	3.145	.245	21.93	22.90	15	30
	25 - 35 tahun	46	23.24	3.240	.478	22.28	24.20	15	30
	36 - 45 tahun	12	23.42	3.872	1.118	20.96	25.88	18	30
	Di atas 45 tahun	13	22.38	3.015	.836	20.56	24.21	18	29
	Total	236	22.62	3.197	.208	22.21	23.03	15	30

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Organizational Behavior	Between Groups	222.896	3	74.299	.381	.767
	Within Groups	45237.985	232	194.991		
	Total	45460.881	235			
Big Five Inventory	Between Groups	2858.563	3	952.854	3.563	.015
	Within Groups	62047.624	232	267.447		
	Total	64906.186	235			
Work Life Balance	Between Groups	10772.478	3	3590.826	7.215	.000
	Within Groups	115464.692	232	497.693		
	Total	126237.169	235			
Extraversion	Between Groups	182.462	3	60.821	3.048	.029
	Within Groups	4629.776	232	19.956		
	Total	4812.237	235			
Agreeableness	Between Groups	80.290	3	26.763	1.949	.122
	Within Groups	3186.198	232	13.734		
	Total	3266.487	235			
Conscientiousness	Between Groups	147.714	3	49.238	1.954	.122
	Within Groups	5844.841	232	25.193		
	Total	5992.555	235			
Emotional Stability	Between Groups	255.317	3	85.106	4.553	.004
	Within Groups	4336.154	232	18.690		

	Total	4591.470	235			
Openness to Experience	Between Groups	33.098	3	11.033	1.081	.358
	Within Groups	2368.339	232	10.208		
	Total	2401.436	235			

Multiple Comparisons

LSD

Dependent Variable	(I) Usia	(J) Usia	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Organizational Citizenship Behavior	Dibawah 25 tahun	25 - 35 tahun	.921	2.328	.693	-3.67	5.51
		36 - 45 tahun	.073	4.175	.986	-8.15	8.30
		Di atas 45 tahun	4.150	4.023	.303	-3.78	12.08
	25 - 35 tahun	Dibawah 25 tahun	-.921	2.328	.693	-5.51	3.67
		36 - 45 tahun	-.848	4.526	.852	-9.77	8.07
		Di atas 45 tahun	3.229	4.386	.462	-5.41	11.87
	36 - 45 tahun	Dibawah 25 tahun	-.073	4.175	.986	-8.30	8.15
		25 - 35 tahun	.848	4.526	.852	-8.07	9.77
		Di atas 45 tahun	4.077	5.590	.467	-6.94	15.09
	Di atas 45 tahun	Dibawah 25 tahun	-4.150	4.023	.303	-12.08	3.78
		25 - 35 tahun	-3.229	4.386	.462	-11.87	5.41
		36 - 45 tahun	-4.077	5.590	.467	-15.09	6.94
Big Five Inventory	Dibawah 25 tahun	25 - 35 tahun	-3.326	2.727	.224	-8.70	2.05
		36 - 45 tahun	-14.297*	4.890	.004	-23.93	-4.66
		Di atas 45 tahun	-6.938	4.711	.142	-16.22	2.34
	25 - 35 tahun	Dibawah 25 tahun	3.326	2.727	.224	-2.05	8.70
		36 - 45 tahun	-10.971*	5.301	.040	-21.42	-.53
		Di atas 45 tahun	-3.612	5.137	.483	-13.73	6.51
	36 - 45 tahun	Dibawah 25 tahun	14.297*	4.890	.004	4.66	23.93
		25 - 35 tahun	10.971*	5.301	.040	.53	21.42
		Di atas 45 tahun	7.359	6.547	.262	-5.54	20.26

	Di atas	Dibawah 25 tahun	6.938	4.711	.142	-2.34	16.22
	45 tahun	25 - 35 tahun	3.612	5.137	.483	-6.51	13.73
		36 - 45 tahun	-7.359	6.547	.262	-20.26	5.54
Work	Dibawah	25 - 35 tahun	-10.827*	3.720	.004	-18.16	-3.50
Life	25 tahun	36 - 45 tahun	-21.552*	6.670	.001	-34.69	-8.41
Balance		Di atas 45 tahun	-17.295*	6.427	.008	-29.96	-4.63
	25 - 35	Dibawah 25 tahun	10.827*	3.720	.004	3.50	18.16
	tahun	36 - 45 tahun	-10.725	7.231	.139	-24.97	3.52
		Di atas 45 tahun	-6.468	7.007	.357	-20.27	7.34
	36 - 45	Dibawah 25 tahun	21.552*	6.670	.001	8.41	34.69
	tahun	25 - 35 tahun	10.725	7.231	.139	-3.52	24.97
		Di atas 45 tahun	4.256	8.931	.634	-13.34	21.85
	Di atas	Dibawah 25 tahun	17.295*	6.427	.008	4.63	29.96
	45 tahun	25 - 35 tahun	6.468	7.007	.357	-7.34	20.27
		36 - 45 tahun	-4.256	8.931	.634	-21.85	13.34
Extrave	Dibawah	25 - 35 tahun	-.944	.745	.206	-2.41	.52
rsion	25 tahun	36 - 45 tahun	-3.665*	1.336	.007	-6.30	-1.03
		Di atas 45 tahun	-1.479	1.287	.252	-4.01	1.06
	25 - 35	Dibawah 25 tahun	.944	.745	.206	-.52	2.41
	tahun	36 - 45 tahun	-2.721	1.448	.061	-5.57	.13
		Di atas 45 tahun	-.535	1.403	.703	-3.30	2.23
	36 - 45	Dibawah 25 tahun	3.665*	1.336	.007	1.03	6.30
	tahun	25 - 35 tahun	2.721	1.448	.061	-.13	5.57
		Di atas 45 tahun	2.186	1.788	.223	-1.34	5.71
	Di atas	Dibawah 25 tahun	1.479	1.287	.252	-1.06	4.01
	45 tahun	25 - 35 tahun	.535	1.403	.703	-2.23	3.30
		36 - 45 tahun	-2.186	1.788	.223	-5.71	1.34
Agreea	Dibawah	25 - 35 tahun	-.201	.618	.746	-1.42	1.02
bleness	25 tahun	36 - 45 tahun	-2.512*	1.108	.024	-4.70	-.33
		Di atas 45 tahun	-1.063	1.068	.320	-3.17	1.04
	25 - 35	Dibawah 25 tahun	.201	.618	.746	-1.02	1.42
	tahun	36 - 45 tahun	-2.312	1.201	.056	-4.68	.06

Openness to Experience	Dibawah 25 tahun	36 - 45 tahun	-1.005	.955	.294	-2.89	.88	
		Di atas 45 tahun	.028	.920	.976	-1.79	1.84	
	25 - 35 tahun	Dibawah 25 tahun	.827	.533	.122	-.22	1.88	
		36 - 45 tahun	-.178	1.036	.864	-2.22	1.86	
	36 - 45 tahun	Di atas 45 tahun	.855	1.004	.395	-1.12	2.83	
		Dibawah 25 tahun	1.005	.955	.294	-.88	2.89	
		25 - 35 tahun	.178	1.036	.864	-1.86	2.22	
	Di atas 45 tahun	Di atas 45 tahun	1.032	1.279	.421	-1.49	3.55	
		Dibawah 25 tahun	-.028	.920	.976	-1.84	1.79	
		25 - 35 tahun	-.855	1.004	.395	-2.83	1.12	
			36 - 45 tahun	-1.032	1.279	.421	-3.55	1.49

*. The mean difference is significant at the 0.05 level.

Berdasarkan Pendidikan

		Descriptives							
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Organizational	SD/serajat	1	40.00	.	.	.	.	40	40
Citizenship Behavior	SMP/serajat	3	58.67	6.658	3.844	42.13	75.21	51	63
	SMA/serajat	143	57.06	14.490	1.212	54.66	59.45	26	96
	D1/D2/D3	10	55.50	14.864	4.700	44.87	66.13	40	85
	S1/D4	73	58.79	12.757	1.493	55.82	61.77	32	96
	S2	3	58.33	19.502	11.260	9.89	106.78	39	78
	S3	3	70.33	7.095	4.096	52.71	87.96	64	78

	Total	236	57.66	13.909	.905	55.88	59.44	26	96
Big Five Inventory	SD/sederajat	1	149.00	.	.	.	.	149	149
	SMP/sederajat	3	119.33	27.970	16.149	49.85	188.82	98	151
	SMA/sederajat	143	126.50	15.518	1.298	123.93	129.06	87	180
	D1/D2/D3	10	122.30	16.235	5.134	110.69	133.91	100	148
	S1/D4	73	133.53	15.488	1.813	129.92	137.15	101	176
	S2	3	134.00	23.812	13.748	74.85	193.15	107	152
	S3	3	168.33	8.145	4.702	148.10	188.57	159	174
	Total	236	129.13	16.619	1.082	127.00	131.26	87	180
	Work Life Balance	SD/sederajat	1	151.00	151	151
SMP/sederajat		3	140.00	21.656	12.503	86.20	193.80	127	165
SMA/sederajat		143	147.66	22.038	1.843	144.01	151.30	76	205
D1/D2/D3		10	156.20	24.197	7.652	138.89	173.51	119	203
S1/D4		73	152.03	23.493	2.750	146.55	157.51	93	202
S2		3	143.33	21.008	12.129	91.15	195.52	122	164
S3		3	203.33	2.082	1.202	198.16	208.50	201	205
Total		236	149.94	23.177	1.509	146.97	152.91	76	205
Extraversio n		SD/sederajat	1	31.00	31
	SMP/sederajat	3	23.33	4.509	2.603	12.13	34.53	19	28
	SMA/sederajat	143	23.55	4.649	.389	22.78	24.31	13	35

	D1/D2/D3	10	22.50	3.064	.969	20.31	24.69	17	27
	S1/D4	73	25.29	3.846	.450	24.39	26.18	15	35
	S2	3	25.67	7.506	4.333	7.02	44.31	17	30
	S3	3	32.00	3.606	2.082	23.04	40.96	28	35
	Total	236	24.20	4.525	.295	23.62	24.78	13	35
Agreeableness	SD/serajat	1	31.00	.	.	.	.	31	31
	SMP/serajat	3	25.33	5.132	2.963	12.59	38.08	21	31
	SMA/serajat	143	25.99	3.550	.297	25.40	26.57	18	35
	D1/D2/D3	10	24.80	4.872	1.541	21.32	28.28	17	33
	S1/D4	73	27.56	3.399	.398	26.77	28.35	19	34
	S2	3	26.67	4.163	2.404	16.32	37.01	22	30
	S3	3	34.00	1.000	.577	31.52	36.48	33	35
	Total	236	26.55	3.728	.243	26.07	27.02	17	35
Conscientiousness	SD/serajat	1	35.00	.	.	.	.	35	35
	SMP/serajat	3	30.33	10.504	6.064	4.24	56.43	20	41
	SMA/serajat	143	31.90	4.681	.391	31.12	32.67	20	45
	D1/D2/D3	10	30.70	5.498	1.739	26.77	34.63	20	38
	S1/D4	73	33.07	5.205	.609	31.85	34.28	22	44
	S2	3	33.33	5.686	3.283	19.21	47.46	27	38
	S3	3	41.00	4.000	2.309	31.06	50.94	37	45
	Total	236	32.33	5.050	.329	31.69	32.98	20	45
Emotional Stability	SD/serajat	1	27.00	.	.	.	.	27	27

	SMP/sede raja	3	20.33	4.041	2.333	10.29	30.37	18	25
	SMA/sed eraja	143	22.87	4.279	.358	22.16	23.57	7	35
	D1/D2/D 3	10	20.90	4.771	1.509	17.49	24.31	16	32
	S1/D4	73	24.44	4.120	.482	23.48	25.40	15	35
	S2	3	27.00	5.568	3.215	13.17	40.83	21	32
	S3	3	31.67	1.155	.667	28.80	34.54	31	33
	Total	236	23.42	4.420	.288	22.85	23.99	7	35
Openness to Experience	SD/seder aja	1	25.00	.	.	.	.	25	25
	SMP/sede raja	3	20.00	5.292	3.055	6.86	33.14	16	26
	SMA/sed eraja	143	22.20	3.064	.256	21.70	22.71	15	30
	D1/D2/D 3	10	23.40	3.596	1.137	20.83	25.97	18	29
	S1/D4	73	23.18	3.006	.352	22.48	23.88	15	29
	S2	3	21.33	2.309	1.333	15.60	27.07	20	24
	S3	3	29.67	.577	.333	28.23	31.10	29	30
	Total	236	22.62	3.197	.208	22.21	23.03	15	30

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Organizational Citizenship Behavior	Between Groups	990.911	6	165.152	.850	.532
	Within Groups	44469.970	229	194.192		
	Total	45460.881	235			
Big Five Inventory	Between Groups	8238.840	6	1373.140	5.549	.000
	Within Groups	56667.346	229	247.456		

	Total	64906.186	235			
Work Life Balance	Between Groups	10436.081	6	1739.347	3.440	.003
	Within Groups	115801.088	229	505.682		
	Total	126237.169	235			
Extraversion	Between Groups	413.991	6	68.998	3.592	.002
	Within Groups	4398.247	229	19.206		
	Total	4812.237	235			
Agreeableness	Between Groups	341.609	6	56.935	4.458	.000
	Within Groups	2924.878	229	12.772		
	Total	3266.487	235			
Conscientiousness	Between Groups	341.038	6	56.840	2.303	.035
	Within Groups	5651.517	229	24.679		
	Total	5992.555	235			
Emotional Stability	Between Groups	466.789	6	77.798	4.319	.000
	Within Groups	4124.681	229	18.012		
	Total	4591.470	235			
Openness to Experience	Between Groups	233.899	6	38.983	4.119	.001
	Within Groups	2167.537	229	9.465		
	Total	2401.436	235			

Berdasarkan Status Pernikahan

Group Statistics

	Status Pernikahan	N	Mean	Std. Deviation	Std. Error Mean
Organizational	Menikah	43	56.67	13.439	2.049
Citizenship Behavior	Belum Menikah	193	57.88	14.036	1.010
Big Five Inventory	Menikah	43	135.79	18.684	2.849
	Belum Menikah	193	127.64	15.797	1.137
Work Life Balance	Menikah	43	162.30	21.511	3.280
	Belum Menikah	193	147.19	22.681	1.633
Extraversion	Menikah	43	26.02	4.166	.635
	Belum Menikah	193	23.80	4.512	.325
Agreeableness	Menikah	43	27.63	4.047	.617
	Belum Menikah	193	26.31	3.621	.261
Conscientiousness	Menikah	43	34.09	5.489	.837
	Belum Menikah	193	31.94	4.876	.351
Emotional Stability	Menikah	43	25.37	4.403	.671
	Belum Menikah	193	22.98	4.316	.311
Openness to Experience	Menikah	43	22.67	3.483	.531
	Belum Menikah	193	22.61	3.139	.226

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2- tailed)	Mean Diffe rence	Std. Error Diffe rence	95% Confidence Interval of the Difference	
									Lower	Upper
Organizational Citizenship Behavior	Equal variances assumed	.124	.726	-.514	234	.608	-1.206	2.349	-5.835	3.422
	Equal variances not assumed			-.528	64.067	.599	-1.206	2.285	-5.771	3.358
Big Five Inventory	Equal variances assumed	.933	.335	2.955	234	.003	8.148	2.758	2.715	13.581
	Equal variances not assumed			2.656	56.132	.010	8.148	3.068	2.003	14.293
Work Life Balance	Equal variances assumed	.177	.674	3.988	234	.000	15.116	3.790	7.649	22.583
	Equal variances not assumed			4.125	64.516	.000	15.116	3.664	7.797	22.435
Extraversion	Equal variances assumed	.472	.493	2.964	234	.003	2.225	.751	.746	3.704
	Equal variances not assumed			3.119	65.839	.003	2.225	.714	.801	3.650

Agreeableness	Equal variances assumed	.529	.468	2.119	234	.035	1.322	.624	.093	2.552
	Equal variances not assumed			1.973	57.908	.053	1.322	.670	-.019	2.663
Conscientiousness	Equal variances assumed	.253	.616	2.554	234	.011	2.150	.842	.492	3.808
	Equal variances not assumed			2.369	57.672	.021	2.150	.908	.333	3.967
Emotional Stability	Equal variances assumed	.034	.854	3.269	234	.001	2.388	.730	.948	3.827
	Equal variances not assumed			3.227	61.300	.002	2.388	.740	.909	3.867
Openness to Experience	Equal variances assumed	.563	.454	.117	234	.907	.063	.540	-1.001	1.127
	Equal variances not assumed			.109	58.162	.913	.063	.577	-1.092	1.218

Lampiran XXII Hasil Uji Mediasi

BFI (Mayor)-WLB-OCB

Mediation Analysis

Parameter estimates

Direct effects

	Estimate	Std. Error	z-value	p	95% Confidence Interval	
					Lower	Upper
BFI → OCB	0.332	0.058	5.701	< .001	0.218	0.447

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

Indirect effects

	Estimate	Std. Error	z- value	p	95% Confidence Interval	
					Lower	Upper
BFI → WLB → OCB	-0.051	0.019	-2.733	0.006	-0.088	-0.015

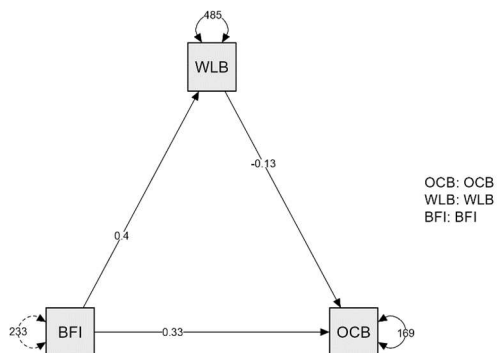
Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

Total effects

	Estimate	Std. Error	z-value	p	95% Confidence Interval	
					Lower	Upper
BFI → OCB	0.281	0.053	5.295	< .001	0.177	0.385

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.

Path plot



BFI (Minor)-WLB-OCB

Mediation Analysis

Parameter estimates

Direct effects

		Estimate	Std. Error	z-value	p	95% Confidence Interval	
						Lower	Upper
Extraversion	→ OCB	0.712	0.254	2.801	0.005	0.214	1.210
Agreeableness	→ OCB	0.135	0.306	0.442	0.658	-0.464	0.735
Conscientiousness	→ OCB	0.346	0.239	1.450	0.147	-0.122	0.815
Emotional Stability	→ OCB	-0.374	0.252	-1.486	0.137	-0.868	0.119
Openness	→ OCB	0.974	0.318	3.063	0.002	0.351	1.597

Note. Delta method standard errors, normal theory confidence intervals, ML estimator.