

LAMPIRAN

I. LEMBARAN KUISONER

A.) Petunjuk Pengisian Kuisioner

- Sangat Setuju (SS) = 5
- Setuju (S) = 4
- Netral (N) = 3
- Tidak Setuju (TS) = 2
- Sangat Tidak Setuju(STS) = 1

1. *Work Life Balance (X₁)*

Menurut McDonald, P., Brown, K., & Bradley, L. (2005)

No.	Pertanyaan	SS	S	N	TS	STS
<i>Time Balance (Keseimbangan Waktu)</i>						
1.	Saya merasa bahwa waktu kerja saya cukup seimbang dengan waktu pribadi.					
2.	Saya memiliki fleksibilitas dalam mengatur jam kerja saya untuk memenuhi kebutuhan pribadi.					
3.	Saya harus membawa pekerjaan ke rumah, yang mengganggu waktu pribadi saya.					
<i>Involvement Balance (Keseimbangan Keterlibatan)</i>						
1.	Saya terlibat dalam pekerjaan tanpa mengabaikan tanggung jawab pribadi.					
2.	Perusahaan memberikan kesempatan yang cukup untuk saya terlibat dalam kegiatan di luar pekerjaan (misalnya, keluarga, hobi, atau komunitas).					
3.	Dukungan dari rekan kerja dan atasan membantu saya menjaga keseimbangan antara keterlibatan di tempat kerja dan kehidupan pribadi.					
<i>Satisfaction Balance (Keseimbangan Kepuasan)</i>						

1.	Saya diberikan kesempatan untuk mengikuti pelatihan atau workshop yang dapat meningkatkan keterampilan.					
2.	Perusahaan mendukung pengembangan keterampilan saya melalui program pendidikan atau pelatihan.					
3.	Saya merasa bahwa pengembangan keterampilan yang saya lakukan berdampak positif pada kinerja di perusahaan.					
Interaksi Sosial di Tempat Kerja						
1.	Saya memiliki hubungan baik dengan rekan kerja di tempat kerja.					
2.	Saya merasa nyaman untuk berkomunikasi dan berbagi ide dengan rekan kerja saya.					
3.	Saya merasa bahwa interaksi sosial di tempat kerja berkontribusi pada suasana kerja yang positif.					
Hak Dalam Jabatan						
1.	Saya memahami hak-hak yang saya miliki dalam jabatan saat ini.					
2.	Saya merasa hak-hak dalam jabatan dihormati dan dipenuhi oleh perusahaan					
3.	Perlindungan terhadap hak-hak pegawai di tempat kerja sudah memadai.					

3. *Work Ability (X₃)*

Menurut Paul Hersey dan Blanchard (2013,27)

No.	Pertanyaan	SS	S	N	TS	STS
Kemampuan Teknis (Technical Skill)						
1.	Saya percaya diri dalam menggunakan keterampilan teknis yang diperlukan untuk pekerjaan saya.					
2.	Saya menerapkan keterampilan teknis dalam menyelesaikan tugas sehari-hari di tempat kerja.					

1.	Kuantitas pekerjaan yang saya selesaikan sesuai dengan target yang ditetapkan.					
2.	Saya bisa bekerja dengan efisien sehingga menyelesaikan banyak pekerjaan.					
3.	Saya sering diberi tugas tambahan karena kemampuan saya menyelesaikan banyak pekerjaan.					
Pelaksanaan Tugas						
1.	Saya mampu menyelesaikan semua tugas yang diberikan dalam waktu yang ditentukan.					
2.	Saya mengikuti prosedur dan standar yang telah ditetapkan saat melaksanakan tugas.					
3.	Saya mendapatkan dukungan yang cukup dari atasan atau rekan kerja dalam melaksanakan tugas.					
Tanggung Jawab						
1.	Saya telah memenuhi tanggung jawab yang diberikan dalam pekerjaan.					
2.	Perusahaan memberikan dukungan yang cukup untuk membantu memenuhi tanggung jawab pekerjaan.					
3.	Pelaksanaan tanggung jawab karyawan berkontribusi pada pencapaian tujuan perusahaan.					

II. TABULASI DATA

Work Life Balance X1									TOTAL
X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	
2	2	3	2	3	2	3	2	3	22
3	4	3	4	4	3	4	3	4	32
3	4	3	3	4	3	4	4	4	32
3	3	3	4	4	4	4	4	4	33
3	3	3	3	3	3	3	3	2	26
4	4	4	4	4	3	3	3	4	33
4	5	4	4	3	4	3	3	4	34
3	3	3	3	5	3	4	3	3	30
3	3	4	3	3	4	4	3	4	31
4	4	4	4	4	3	3	3	4	33
4	3	4	4	4	4	3	3	4	33
3	3	3	3	4	4	4	4	5	33
4	4	4	4	3	4	3	4	3	33
4	4	4	4	3	4	3	3	3	32
3	3	3	4	3	4	4	4	3	31
3	3	4	4	3	4	4	4	4	33
3	3	4	4	3	4	3	4	5	33
4	3	4	3	4	3	4	3	3	31
3	3	4	4	3	3	3	3	3	29
4	3	4	3	3	3	4	3	3	30
3	3	4	4	4	3	4	4	4	33
4	4	4	3	4	3	4	4	4	34
4	4	5	4	5	4	4	4	4	38
4	4	5	2	4	4	5	5	4	37
4	4	4	4	3	4	4	4	3	34
4	5	5	5	5	4	5	4	5	42
3	3	4	4	5	3	5	4	3	34
4	4	3	4	4	4	5	5	5	38
4	5	4	4	5	4	5	4	4	39
5	5	4	4	4	5	4	3	4	38
5	5	4	3	4	4	4	5	5	39
3	4	4	4	3	4	4	4	4	34

5	5	5	5	5	5	5	4	4	43
5	5	4	4	5	4	4	4	4	39
5	5	4	4	4	4	5	5	4	40
5	4	4	4	4	5	5	5	4	40
4	5	4	5	4	4	4	5	4	39
4	5	5	4	4	4	4	4	4	38
5	5	3	5	5	5	4	4	4	40
4	4	3	4	4	4	4	4	4	35
5	5	4	4	4	4	4	4	5	39
5	4	4	4	4	4	4	5	4	38
4	4	4	3	4	3	3	4	4	33
4	4	4	4	4	4	3	3	4	34
5	4	4	4	4	4	4	4	4	37
5	5	3	5	4	4	4	4	4	38
5	4	4	4	3	3	3	3	4	33
4	4	3	4	4	5	5	4	3	36
5	5	4	4	4	4	4	5	4	39

Quality Of Work Life X2															TOTAL
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	
2	3	3	3	3	4	4	3	3	3	2	2	3	2	2	42
5	5	5	5	4	4	5	5	5	5	5	5	4	4	4	70
4	5	3	4	4	4	4	4	4	4	4	4	5	5	5	63
5	4	4	4	4	5	5	5	5	4	4	4	5	4	5	67
4	3	4	3	5	3	3	4	4	3	4	4	5	4	3	56
4	4	5	5	5	5	5	5	5	5	5	5	4	4	4	70
5	5	4	5	4	4	5	5	5	4	4	4	4	5	5	68
4	5	4	4	5	4	4	5	5	4	4	4	5	5	5	67
4	5	4	4	5	4	5	5	4	4	4	5	4	5	5	67
3	4	4	5	5	4	4	4	5	5	5	5	4	5	5	67
4	5	5	4	5	5	4	4	4	5	5	5	4	5	5	69
5	5	5	4	5	4	4	4	4	5	5	5	5	4	5	69
5	4	5	4	5	4	5	4	5	4	5	4	5	4	5	68
5	4	5	4	5	5	5	4	4	4	4	5	4	5	5	68
4	5	5	4	5	4	5	5	4	5	4	5	4	5	5	69
5	5	5	5	5	4	4	4	4	4	4	5	5	5	5	69

4	4	3	4	4	3	4	4	4	4	4	4	4	5	5	60
5	4	4	4	5	4	4	4	4	4	4	4	4	4	4	62
4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	61
3	4	4	4	4	4	4	4	4	4	4	4	3	4	3	57
4	4	4	5	5	5	5	4	5	4	4	4	4	5	4	66
4	4	4	4	5	5	4	4	4	4	5	4	4	4	5	64
4	5	5	5	4	4	4	5	4	5	5	5	4	4	4	67
4	4	5	5	4	4	4	5	5	4	4	4	5	4	4	65
4	3	3	4	4	3	4	4	4	4	3	4	3	4	3	54
5	4	5	4	5	4	5	4	5	4	4	5	4	5	4	67
3	4	5	4	4	3	4	4	5	4	4	4	4	4	4	60
4	5	5	4	4	4	4	4	5	5	5	5	5	5	4	68
4	5	4	5	4	5	4	5	4	5	4	5	4	5	4	67
5	5	4	4	5	4	4	4	4	4	4	4	4	4	4	63
4	5	4	4	5	5	4	4	5	4	5	4	4	4	4	65
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
4	5	4	5	5	5	5	5	5	5	5	5	5	5	5	73
5	4	5	4	5	5	5	5	5	4	4	5	5	5	5	71
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	75
5	5	4	5	5	5	4	4	5	5	5	5	5	5	5	72
5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	71
5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	68
4	5	4	5	5	5	5	5	5	4	4	5	5	4	5	70
5	5	5	5	5	4	4	4	4	5	5	5	5	5	5	71
5	5	5	5	5	4	4	4	4	4	4	4	5	4	5	67
4	5	4	5	5	5	4	4	4	4	4	5	5	5	5	68
5	5	5	5	5	5	5	5	5	5	5	4	5	4	5	73
5	5	5	5	5	5	4	4	4	5	5	5	5	5	5	72
5	5	5	5	5	4	4	4	4	5	5	5	5	4	4	69
5	5	4	4	5	5	4	5	4	5	4	5	4	4	5	68
5	5	4	4	5	5	4	4	4	5	5	5	5	4	4	68
5	5	4	5	5	5	5	5	4	4	4	5	5	5	5	71

Work Ability X3									TOTAL
X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	
3	2	4	2	3	2	3	2	2	23
5	4	5	4	4	4	4	4	4	38
5	5	4	4	4	4	4	4	4	38
4	4	4	5	4	4	3	5	3	36
5	4	3	3	4	4	3	3	3	32
4	4	4	4	4	5	5	5	4	39
4	4	4	5	4	4	5	5	4	39
4	4	4	4	4	4	4	4	4	36
4	4	4	4	4	4	5	4	4	37
4	5	4	5	4	4	4	4	4	38
4	4	4	4	4	5	4	5	5	39
4	4	4	4	4	5	5	4	5	39
4	3	4	5	4	5	5	4	4	38
4	4	4	4	4	4	5	4	5	38
4	4	4	4	3	4	4	3	4	34
4	4	4	4	4	4	5	5	5	39
3	4	4	4	5	4	4	4	3	35
3	3	4	3	4	3	4	3	4	31
4	4	4	4	4	4	4	4	4	36
4	3	4	3	5	3	4	5	3	34
4	4	4	4	4	5	5	4	5	39
4	5	4	4	4	5	4	4	4	38
3	4	4	4	4	5	4	4	4	36
4	4	4	4	4	4	5	5	4	38
4	4	3	4	4	3	4	4	3	33
5	4	4	5	5	4	4	5	5	41
3	4	4	5	4	4	2	4	5	35
4	5	5	5	5	5	4	4	4	41
4	5	4	5	5	5	5	5	5	43
5	4	5	4	3	4	5	5	5	40
4	4	5	5	5	4	5	5	5	42
5	5	4	3	4	4	4	4	5	38
5	5	4	4	4	4	5	5	5	41
5	5	5	5	5	5	5	5	5	45
5	4	5	5	4	5	4	5	4	41

5	5	5	5	5	5	5	5	5	45
5	4	5	4	5	5	5	5	5	43
5	4	4	5	5	4	5	5	4	41
5	4	5	4	5	5	4	5	5	42
5	4	4	4	4	4	4	4	5	38
5	5	5	5	5	4	5	5	5	44
4	5	4	4	4	5	4	5	4	39
4	4	4	5	4	4	4	5	5	39
4	4	4	4	4	5	5	5	5	40
5	5	5	5	4	4	5	5	5	43
5	5	5	4	5	5	5	4	5	43
5	5	5	4	4	4	4	4	4	39
4	4	4	5	5	5	5	5	5	42
5	5	5	5	5	5	5	5	5	45
5	4	4	4	5	5	5	5	5	42

Employee Performance Y												TOTAL
Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	
3	3	2	3	3	2	2	2	3	3	3	3	32
4	4	4	4	5	5	4	4	4	5	4	4	51
4	4	5	5	5	3	4	5	4	5	4	4	52
5	4	4	4	4	5	5	4	4	4	4	4	51
4	4	4	3	5	5	4	3	3	5	3	3	46
4	5	5	5	4	4	4	5	5	5	5	5	56
5	5	4	5	3	3	4	4	5	5	5	5	53
4	4	4	5	3	3	4	4	4	4	5	5	49
5	4	4	5	4	4	4	4	4	5	5	5	53
5	4	5	4	4	3	4	4	5	5	5	5	53
5	4	4	4	3	3	5	5	4	5	5	5	52
5	5	5	4	3	3	4	5	5	5	4	5	53
5	4	5	4	5	3	3	5	4	5	4	5	52
5	5	5	4	4	2	3	4	4	5	5	5	51
4	4	5	5	3	3	4	5	4	5	4	4	50
5	4	5	4	5	3	4	4	4	5	5	5	53
5	4	5	4	4	2	4	4	4	4	4	4	48
4	4	4	4	2	2	4	4	4	4	4	4	44

4	4	5	4	3	2	4	4	4	4	4	4	46
4	3	5	5	5	4	4	4	4	4	4	3	49
5	5	5	4	3	2	4	4	5	5	4	4	50
5	4	4	4	5	4	4	5	5	5	5	4	54
4	5	4	4	4	5	5	4	5	5	5	5	55
4	5	4	4	4	5	4	4	4	5	5	4	52
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5	4	5	5	5	4	5	4	5	5	4	5	56
4	5	4	5	5	3	5	4	5	4	4	4	52
5	5	5	5	5	5	5	5	4	4	5	5	58
4	5	4	5	5	3	5	5	5	5	5	5	56
5	5	5	5	5	5	5	5	5	5	5	5	60
5	5	4	5	4	4	5	5	5	5	5	5	57
5	5	5	5	3	3	5	5	5	5	5	5	56
5	5	5	5	5	5	5	4	4	4	5	5	57
5	4	4	4	5	5	5	5	5	5	5	5	57
5	4	4	4	4	4	5	5	5	5	5	4	54
5	4	4	5	5	5	5	5	5	5	5	5	58
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4	4	5	5	5	3	4	4	4	4	5	5	52
5	5	4	4	4	3	5	5	5	5	5	5	55
5	5	4	5	4	4	5	5	5	4	5	5	56
5	4	5	5	5	3	5	5	4	4	4	4	53
5	4	4	4	5	4	4	5	5	5	4	5	54
5	4	4	5	5	5	4	5	5	5	5	5	57
5	5	5	4	4	4	4	4	5	4	5	5	54

III. HASIL UJI SPSS

UJI INSTRUMEN

UJI VALIDITAS

Work Life Balance (X1)

Correlations											
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	Work Life Balance
X1.1	Pearson Correlation	1	.769**	.222	.407**	.336*	.529**	.222	.409**	.305*	.751**
	Sig. (2-tailed)		<.001	.122	.003	.017	<.001	.121	.003	.031	<.001
	N	50	50	50	50	50	50	50	50	50	50
X1.2	Pearson Correlation	.769**	1	.226	.520**	.411**	.529**	.296*	.443**	.423**	.820**
	Sig. (2-tailed)	<.001		.115	<.001	.003	<.001	.037	.001	.002	<.001
	N	50	50	50	50	50	50	50	50	50	50
X1.3	Pearson Correlation	.222	.226	1	.106	.136	.138	.106	.142	.180	.379**
	Sig. (2-tailed)	.122	.115		.462	.347	.339	.465	.325	.211	.007
	N	50	50	50	50	50	50	50	50	50	50
X1.4	Pearson Correlation	.407**	.520**	.106	1	.278	.525**	.152	.231	.229	.597**
	Sig. (2-tailed)	.003	<.001	.462		.051	<.001	.291	.107	.110	<.001
	N	50	50	50	50	50	50	50	50	50	50
X1.5	Pearson Correlation	.336*	.411**	.136	.278	1	.224	.536**	.298*	.298*	.602*
	Sig. (2-tailed)	.017	.003	.347	.051		.118	<.001	.036	.035	<.001
	N	50	50	50	50	50	50	50	50	50	50
X1.6	Pearson Correlation	.529**	.529**	.138	.525**	.224	1	.432**	.482**	.318*	.722**
	Sig. (2-tailed)	<.001	<.001	.339	<.001	.118		.002	<.001	.024	<.001
	N	50	50	50	50	50	50	50	50	50	50
X1.7	Pearson Correlation	.222	.296*	.106	.152	.536**	.432**	1	.609**	.213	.607**
	Sig. (2-tailed)	.121	.037	.465	.291	<.001	.002		<.001	.137	<.001
	N	50	50	50	50	50	50	50	50	50	50
X1.8	Pearson Correlation	.409**	.443**	.142	.231	.298*	.482**	.609**	1	.432**	.701**
	Sig. (2-tailed)	.003	.001	.325	.107	.036	<.001	<.001		.002	<.001
	N	50	50	50	50	50	50	50	50	50	50
X1.9	Pearson Correlation	.305*	.423**	.180	.229	.298*	.318*	.213	.432**	1	.580**
	Sig. (2-tailed)	.031	.002	.211	.110	.035	.024	.137	.002		<.001
	N	50	50	50	50	50	50	50	50	50	50
Work Life Balance	Pearson Correlation	.751**	.820**	.379**	.597**	.602*	.722**	.607**	.701**	.580**	1
	Sig. (2-tailed)	<.001	<.001	.007	<.001	<.001	<.001	<.001	<.001	<.001	
	N	50	50	50	50	50	50	50	50	50	50

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

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

Quality Of Work Life (X2)

		Correlations															Quality of Work Life
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	
X2.1	Pearson Correlation	1	.488 ^{**}	.461 ^{**}	.368 ^{**}	.520 ^{**}	.346 ^{**}	.359 ^{**}	.334 ^{**}	.202 ^{**}	.336 ^{**}	.412 ^{**}	.430 ^{**}	.511 ^{**}	.380 ^{**}	.490 ^{**}	.678 ^{**}
	Sig. (2-tailed)		<.001	<.001	.008	<.001	.014	.011	.018	.159	.017	.003	.002	<.001	.034	<.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.2	Pearson Correlation	.488 ^{**}	1	.356 ^{**}	.559 ^{**}	.345 ^{**}	.441 ^{**}	.213	.425 ^{**}	.139	.610 ^{**}	.526 ^{**}	.541 ^{**}	.452 ^{**}	.419 ^{**}	.573 ^{**}	.728 ^{**}
	Sig. (2-tailed)		<.001	.011	<.001	.014	.001	.137	.002	.336	<.001	<.001	<.001	.002	<.001	<.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.3	Pearson Correlation	.461 ^{**}	.356 ^{**}	1	.403 ^{**}	.377 ^{**}	.229	.337 ^{**}	.306 ^{**}	.339 ^{**}	.478 ^{**}	.592 ^{**}	.470 ^{**}	.362 ^{**}	.173	.266	.624 ^{**}
	Sig. (2-tailed)		<.001	.011	.004	.007	.110	.018	.031	.016	<.001	<.001	<.001	.012	.229	.062	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.4	Pearson Correlation	.368 ^{**}	.559 ^{**}	.403 ^{**}	1	.244	.430 ^{**}	.383 ^{**}	.481 ^{**}	.383 ^{**}	.543 ^{**}	.458 ^{**}	.482 ^{**}	.339	.366 ^{**}	.397 ^{**}	.682 ^{**}
	Sig. (2-tailed)		<.001	.004	.007	.002	.006	<.001	.006	<.001	<.001	<.001	<.001	.016	.008	.004	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.5	Pearson Correlation	.520 ^{**}	.345 ^{**}	.377 ^{**}	.244	1	.425 ^{**}	.200	.144	.164	.259	.474 ^{**}	.487 ^{**}	.414 ^{**}	.365 ^{**}	.507 ^{**}	.605 ^{**}
	Sig. (2-tailed)		<.001	.014	.007	.007	.002	.164	.320	.254	.069	<.001	<.001	.003	.009	<.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.6	Pearson Correlation	.346 ^{**}	.441 ^{**}	.229	.430 ^{**}	.425 ^{**}	1	.478 ^{**}	.383 ^{**}	.348	.395 ^{**}	.372 ^{**}	.343 ^{**}	.272	.198	.380 ^{**}	.605 ^{**}
	Sig. (2-tailed)		.014	.001	.110	.002	.002	<.001	.005	.082	.005	.008	.015	.056	.168	.007	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.7	Pearson Correlation	.359	.213	.333 ^{**}	.383 ^{**}	.200	.478 ^{**}	1	.610 ^{**}	.509 ^{**}	.200	.144	.224	.075	.237	.346 ^{**}	.530 ^{**}
	Sig. (2-tailed)		.011	.137	.018	.006	.184	<.001	<.001	<.001	.183	.318	.118	.005	.099	.014	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.8	Pearson Correlation	.334	.425 ^{**}	.306 ^{**}	.481 ^{**}	.144	.392 ^{**}	.610 ^{**}	1	.474 ^{**}	.372 ^{**}	.240	.376 ^{**}	.233	.269	.371 ^{**}	.603 ^{**}
	Sig. (2-tailed)		.018	.002	.031	<.001	.320	.005	<.001	<.001	.008	.093	.007	.103	.059	.008	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.9	Pearson Correlation	.202	.139	.339 ^{**}	.383 ^{**}	.164	.248	.509 ^{**}	.474 ^{**}	1	.277	.454 ^{**}	.219	.326	.390 ^{**}	.291 ^{**}	.531 ^{**}
	Sig. (2-tailed)		.159	.336	.016	.006	.254	.002	<.001	<.001	.051	<.001	.127	.020	.034	.041	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.10	Pearson Correlation	.336	.610 ^{**}	.478 ^{**}	.543 ^{**}	.259	.381 ^{**}	.200	.372 ^{**}	.277	1	.763 ^{**}	.675 ^{**}	.245	.336 ^{**}	.374 ^{**}	.708 ^{**}
	Sig. (2-tailed)		<.001	<.001	<.001	.009	.005	.163	.008	.051	<.001	<.001	<.001	.016	.007	<.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.11	Pearson Correlation	.412 ^{**}	.526 ^{**}	.552 ^{**}	.458 ^{**}	.474 ^{**}	.372 ^{**}	.144	.240	.454 ^{**}	.753 ^{**}	1	.582 ^{**}	.454 ^{**}	.328 ^{**}	.449 ^{**}	.738 ^{**}
	Sig. (2-tailed)		.003	<.001	<.001	<.001	.008	.318	.093	<.001	<.001	<.001	<.001	<.001	.020	.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.12	Pearson Correlation	.430 ^{**}	.541 ^{**}	.470 ^{**}	.462 ^{**}	.487 ^{**}	.343 ^{**}	.224	.376 ^{**}	.319	.875 ^{**}	.582 ^{**}	1	.411 ^{**}	.652 ^{**}	.542 ^{**}	.760 ^{**}
	Sig. (2-tailed)		.002	<.001	<.001	<.001	.015	.118	.007	.127	<.001	<.001	<.001	.003	<.001	<.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.13	Pearson Correlation	.511 ^{**}	.452 ^{**}	.352 ^{**}	.339 ^{**}	.414 ^{**}	.272	.075	.233	.328	.245	.454 ^{**}	.411 ^{**}	1	.375 ^{**}	.587 ^{**}	.627 ^{**}
	Sig. (2-tailed)		<.001	.012	.016	.003	.056	.805	.103	.020	.086	<.001	.003	<.001	.007	<.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.14	Pearson Correlation	.300	.419 ^{**}	.173	.369 ^{**}	.365 ^{**}	.198	.237	.269	.300 ^{**}	.338 ^{**}	.328 ^{**}	.653 ^{**}	.375 ^{**}	1	.657 ^{**}	.614 ^{**}
	Sig. (2-tailed)		.034	.002	.229	.009	.009	.168	.098	.059	.034	.016	.020	<.001	.007	<.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
X2.15	Pearson Correlation	.480 ^{**}	.573 ^{**}	.268	.397 ^{**}	.527 ^{**}	.380 ^{**}	.346 ^{**}	.371 ^{**}	.291	.374 ^{**}	.449 ^{**}	.542 ^{**}	.587 ^{**}	.657 ^{**}	1	.748 ^{**}
	Sig. (2-tailed)		<.001	<.001	.062	.004	<.001	.007	.014	.008	.041	.007	.001	<.001	<.001	<.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Quality of Work Life	Pearson Correlation	.678 ^{**}	.728 ^{**}	.624 ^{**}	.682 ^{**}	.605 ^{**}	.605 ^{**}	.530 ^{**}	.603 ^{**}	.531 ^{**}	.700 ^{**}	.738 ^{**}	.760 ^{**}	.627 ^{**}	.614 ^{**}	.748 ^{**}	1
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50

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

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

Work Ability (X3)

		Correlations									
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	Work Ability
X3.1	Pearson Correlation	1	.494**	.451**	.202	.285**	.256	.331**	.391**	.404**	.618**
	Sig. (2-tailed)		<.001	.001	.159	.045	.073	.019	.005	.004	<.001
	N	50	50	50	50	50	50	50	50	50	50
X3.2	Pearson Correlation	.494**	1	.346**	.446**	.306**	.471**	.238	.355**	.443**	.670**
	Sig. (2-tailed)		<.001	.014	.001	.031	<.001	.095	.011	.001	<.001
	N	50	50	50	50	50	50	50	50	50	50
X3.3	Pearson Correlation	.451**	.346**	1	.351**	.341**	.314**	.308**	.335**	.404**	.606**
	Sig. (2-tailed)		.001	.014	.012	.015	.026	.030	.018	.004	<.001
	N	50	50	50	50	50	50	50	50	50	50
X3.4	Pearson Correlation	.202	.446**	.351**	1	.415**	.456**	.275	.590**	.423**	.687**
	Sig. (2-tailed)		.159	.001	.012	.003	<.001	.054	<.001	.002	<.001
	N	50	50	50	50	50	50	50	50	50	50
X3.5	Pearson Correlation	.285**	.306**	.341**	.415**	1	.379**	.314**	.491**	.305**	.613**
	Sig. (2-tailed)		.045	.031	.015	.003	.007	.026	<.001	.031	<.001
	N	50	50	50	50	50	50	50	50	50	50
X3.6	Pearson Correlation	.256	.471**	.314**	.456**	.379**	1	.402**	.459**	.547**	.710**
	Sig. (2-tailed)		.073	<.001	.026	<.001	.007	.004	<.001	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50
X3.7	Pearson Correlation	.331**	.391**	.308**	.275	.314**	.402**	1	.501**	.514**	.649**
	Sig. (2-tailed)		.019	.095	.030	.054	.026	.004	<.001	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50
X3.8	Pearson Correlation	.391**	.355**	.335**	.590**	.491**	.459**	.501**	1	.521**	.771**
	Sig. (2-tailed)		.005	.011	.018	<.001	<.001	<.001	<.001	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50
X3.9	Pearson Correlation	.404**	.443**	.404**	.423**	.305**	.547**	.514**	.521**	1	.764**
	Sig. (2-tailed)		.004	.001	.004	.002	.031	<.001	<.001	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50
Work Ability	Pearson Correlation	.618**	.670**	.606**	.687**	.613**	.710**	.649**	.771**	.764**	1
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50

Employee Performance (Y)

		Correlations												Employee Performance
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	
Y1	Pearson Correlation	1	.183	.327 [*]	.268	.070	.042	.442 ^{**}	.447 ^{**}	.259	.310 [*]	.400 ^{**}	.539 ^{**}	.583 ^{**}
	Sig. (2-tailed)		.204	.020	.060	.630	.771	.001	.001	.069	.029	.004	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y2	Pearson Correlation	.183	1	.250	.214	-.076	.072	.314 [*]	.304 [*]	.551 ^{**}	.240	.499 ^{**}	.507 ^{**}	.534 ^{**}
	Sig. (2-tailed)		.204	.080	.136	.602	.619	.026	.032	<.001	.094	<.001	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y3	Pearson Correlation	.327 [*]	.250	1	.276	.093	-.085	.193	.354 [*]	.112	.245	.212	.259	.429 ^{**}
	Sig. (2-tailed)		.020	.080	.053	.520	.559	.180	.012	.437	.087	.139	.069	.002
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y4	Pearson Correlation	.268	.214	.276	1	.120	.157	.419 ^{**}	.322 [*]	.270	.028	.390 ^{**}	.453 ^{**}	.554 ^{**}
	Sig. (2-tailed)		.060	.136	.053	.407	.276	.002	.023	.058	.845	.005	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y5	Pearson Correlation	.070	-.076	.093	.120	1	.463 ^{**}	.151	.224	.090	.110	.050	-.007	.404 ^{**}
	Sig. (2-tailed)		.630	.602	.520	.407	<.001	.296	.119	.533	.447	.732	.960	.004
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y6	Pearson Correlation	.042	.072	-.085	.157	.463 ^{**}	1	.401 ^{**}	.135	.159	.248	.215	.040	.498 ^{**}
	Sig. (2-tailed)		.771	.619	.559	.276	<.001	.004	.349	.271	.082	.134	.782	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y7	Pearson Correlation	.442 ^{**}	.314 [*]	.193	.419 ^{**}	.151	.401 ^{**}	1	.497 ^{**}	.393 ^{**}	.250	.382 ^{**}	.329 [*]	.694 ^{**}
	Sig. (2-tailed)		.001	.026	.180	.002	.296	.004	<.001	.005	.080	.006	.020	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y8	Pearson Correlation	.447 ^{**}	.304 [*]	.354 [*]	.322 [*]	.224	.135	.497 ^{**}	1	.518 ^{**}	.480 ^{**}	.467 ^{**}	.425 ^{**}	.715 ^{**}
	Sig. (2-tailed)		.001	.032	.012	.023	.119	.349	<.001	<.001	<.001	<.001	.002	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y9	Pearson Correlation	.259	.551 ^{**}	.112	.270	.090	.159	.393 ^{**}	.518 ^{**}	1	.417 ^{**}	.495 ^{**}	.518 ^{**}	.649 ^{**}
	Sig. (2-tailed)		.069	<.001	.437	.058	.533	.271	.005	<.001	.003	<.001	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y10	Pearson Correlation	.310 [*]	.240	.245	.028	.110	.248	.250	.480 ^{**}	.417 ^{**}	1	.332 [*]	.355 [*]	.547 ^{**}
	Sig. (2-tailed)		.029	.094	.087	.845	.447	.082	.080	<.001	.003	.018	.011	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y11	Pearson Correlation	.400 ^{**}	.499 ^{**}	.212	.390 ^{**}	.050	.215	.382 ^{**}	.467 ^{**}	.495 ^{**}	.332 [*]	1	.710 ^{**}	.704 ^{**}
	Sig. (2-tailed)		.004	<.001	.139	.005	.732	.134	.006	<.001	<.001	.018	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Y12	Pearson Correlation	.539 ^{**}	.507 ^{**}	.259	.453 ^{**}	-.007	.040	.329 [*]	.425 ^{**}	.518 ^{**}	.355 [*]	.710 ^{**}	1	.685 ^{**}
	Sig. (2-tailed)		<.001	<.001	.069	<.001	.960	.782	.020	.002	<.001	.011	<.001	<.001
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
Employee Performance	Pearson Correlation	.583 ^{**}	.534 ^{**}	.429 ^{**}	.554 ^{**}	.404 ^{**}	.498 ^{**}	.694 ^{**}	.715 ^{**}	.649 ^{**}	.547 ^{**}	.704 ^{**}	.685 ^{**}	1
	Sig. (2-tailed)		<.001	<.001	.002	<.001	.004	<.001	<.001	<.001	<.001	<.001	<.001	
	N	50	50	50	50	50	50	50	50	50	50	50	50	50
* . Correlation is significant at the 0.05 level (2-tailed).														
** . Correlation is significant at the 0.01 level (2-tailed).														

UJI RELIABILITAS

Work Life Balance(X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.825	9

Work Ability (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
.853	9

Quality Of Work Life (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.904	15

Employee Prfomance (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.804	12

UJI ASUMSI KLASIK

UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.71651661
Most Extreme Differences	Absolute	.081
	Positive	.079
	Negative	-.081
Test Statistic		.081
Asymp. Sig. (2-tailed) ^c		.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.	.564
	99% Confidence Interval	Lower Bound
		Upper Bound
		.552
		.577

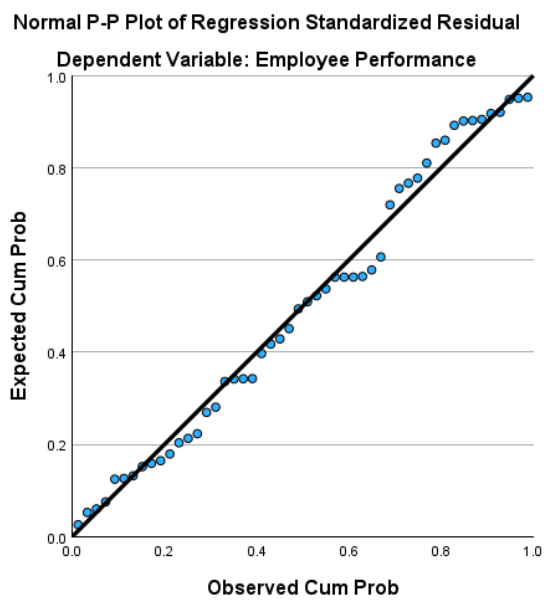
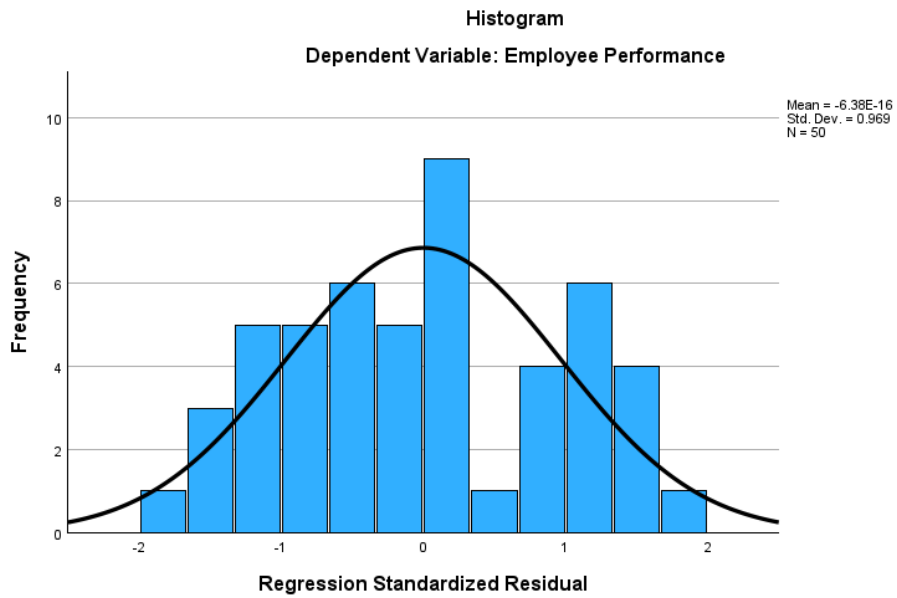
a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 926214481.



UJI MULTIKOLINERITAS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.008	2.895		2.075	.044		
	Work Life Balance	.310	.108	.274	2.862	.006	.332	3.013
	Quality of Work Life	.316	.071	.408	4.445	<.001	.361	2.772
	Work Ability	.376	.137	.329	2.741	.009	.212	4.727

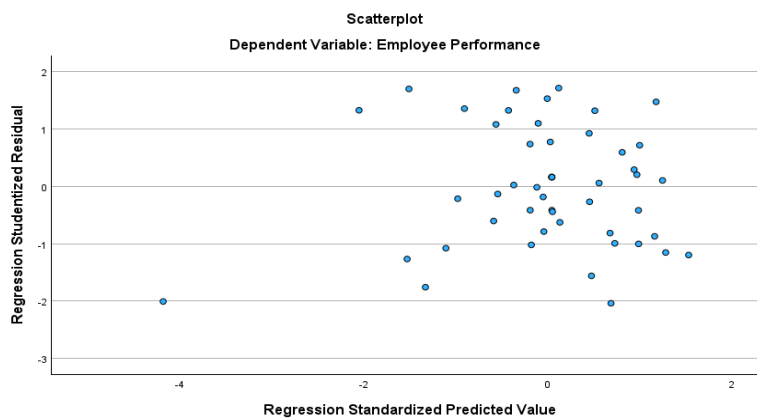
a. Dependent Variable: Employee Performance

UJI HETEROKEDASITAS

Correlations

			Work Life Balance	Quality of Work Life	Work Ability	Unstandardized Residual
Spearman's rho	Work Life Balance	Correlation Coefficient	1.000	.507**	.790**	-.017
		Sig. (2-tailed)		<.001	<.001	.908
		N	50	50	50	50
	Quality of Work Life	Correlation Coefficient	.507**	1.000	.660**	-.097
		Sig. (2-tailed)	<.001		<.001	.501
		N	50	50	50	50
	Work Ability	Correlation Coefficient	.790**	.660**	1.000	-.108
		Sig. (2-tailed)	<.001	<.001		.457
		N	50	50	50	50
	Unstandardized Residual	Correlation Coefficient	-.017	-.097	-.108	1.000
		Sig. (2-tailed)	.908	.501	.457	
		N	50	50	50	50

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



UJI HIPOTESIS

Uji t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.008	2.895		2.075	.044
	Work Life Balance	.310	.108	.274	2.862	.006
	Quality of Work Life	.316	.071	.408	4.445	.000
	Work Ability	.376	.137	.329	2.741	.009

a. Dependent Variable: Employee Performance

Uji Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.927 ^a	.860	.851	1.77161

a. Predictors: (Constant), Work Ability, Quality of Work Life, Work Life Balance

b. Dependent Variable: Employee Performance



PT. SAMPOERNA JAYA BAJA

COIL SERVICE CENTER HOT & COLD ROLLED STEEL

BEKASI : Jl. Raya Narogong TPA Pangkalan 5 No. 9 Bantar Gebang - Bekasi
Telp. (021) 82604608-09, 29566841, 22105561
Fax. (021) 82604607, 8250886

SURABAYA : Jl. Margomulyo III No. 18 Surabaya
Telp. (031) 7495504-06 Fax. (031) 7494213

DISTRIBUTOR



SURAT KETERANGAN TELAH MELAKUKAN PENELITIAN

Yang bertanda tangan di bawah ini :

Nama : Ainur Rofiq

Jabatan : HRD PT. Sampoerna Jaya Baja

Dengan ini menyatakan mahasiswa yang beridentitas :

Nama : Revi Anjelina

NBI : 1212100233

Fakultas : Ekonomi dan Bisnis

Program Studi : Manajemen

Telah selesai melakukan penelitian di PT Sampoerna Jaya Baja Jl. Pergudangan Margomulyo Permai Jl. Margomulyo III No.18, RT.003/RW.001, Tambak Sarioso, Kec.Asem Rowo, Surabaya, Jawa Timur. Terhitung mulai tanggal 01 September – 25 November 2024 untuk memperoleh data penelitian dalam rangka penyusunan skripsi yang berjudul "*Pengaruh Work Life Balance, Quality Of Work Life, Work Ability Terhadap Employee Performance Pada PT. Sampoerna Jaya Baja*"

Demikian surat keterangan ini dibuat dan diberikan kepada yang bersangkutan untuk di gunakan seperlunya.

Surabaya, 25 November 2024
PT. Sampoerna Jaya Baja


PT. SAMPOERNA JAYA BAJA
(Ainur Rofiq)



UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA
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Nama Pembimbing : Prof. Dr. Tri Andjarwati, M.M.

Judul Skripsi : Pengaruh Work Life Balance

Quality Of Work Life, Work Ability

Terhadap Employee Performance Pada PT. Sampurna Jaya Baja

Mulai Program Skripsi : Semester 7 Thn. Ak. Selesai Bimbingan Tanggal.....

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