

LAMPIRAN

Lampiran 1 Sebaran kuesioner alat ukur

LEMBAR PERNYATAAN PERSETUJUAN PARTISIPASI

IDENTITAS DIRI

Nama :

Usia :

Jenis Kelamin :

Pendidikan :

Status Menikah :

Jumlah Anak :

Masa Kerja (Tahun) :

Jarak/Waktu Tempuh ke Tempat Kerja (Km/Menit) :

Jabatan/Divisi :

Tempat Kerja :

Status Kerja :

Pekerjaan Bergerak di Bidang :

Jumlah Karyawan di Tempat Kerja :

Klasifikasi Usaha Berdasarkan di Tempat Kerja :

Dengan ini saya menyatakan persetujuan saya untuk dapat ikut berpartisipasi sebagai responden dalam penelitian yang berjudul “**Hubungan *Psychological Empowerment* dan *Family Supportive Supervisor Behavior* dengan *Work Life Balance* pada Pekerja**”. Saya menyatakan bahwa keikutsertaan saya dalam penelitian ini saya lakukan secara sukarela atau tanpa paksaan dari pihak manapun.

Saya juga memperkenankan kepada peneliti untuk menggunakan data-data yang saya berikan untuk dipergunakan sesuai dengan kepentingan dan tujuan penelitian. Saya menyadari dan memahami bahwa data yang saya berikan dan yang akan digunakan memuat informasi seperti nama lengkap, jabatan, divisi, usia dan informasi lengkap lainnya, hanya saya izinkan untuk diketahui oleh peneliti atau instansi tempat saya bekerja.

Sebagai responden dalam penelitian ini, saya menyetujui untuk mengisi kuesioner penelitian yang diberikan. Saya juga mengizinkan peneliti untuk melakukan dokumentasi saat pengisian kuesioner berlangsung.

Surabaya, 2024

Responden

KUESIONER 1

PETUNJUK PENGISIAN

Berikut ini saudara akan menjumpai sejumlah pernyataan-pernyataan yang saudara jawab dengan cara memberikan tanda silang (X) pada pilihan alternatif jawaban di bawah ini yang benar-benar sesuai menggambarkan diri saudara. Apabila ada pernyataan yang tidak menggambarkan diri saudara, maka pilihlah yang paling mendekati.

ALTERNATIF JAWABAN YANG DISEDIAKAN SEBAGAI BERIKUT;

STS = SANGAT TIDAK SESUAI

TS = TIDAK SESUAI

N = NETRAL

S = SESUAI

SS = SANGAT SESUAI

No	Pernyataan	STS	TS	N	S	SS
1	Pekerjaan saya adalah sangat penting bagi saya					
2	Aktivitas pekerjaan saya secara pribadi bermakna bagi saya					
3	Pekerjaan yang saya lakukan sangat berarti bagi saya					
4	Saya yakin dengan kemampuan saya dalam melakukan pekerjaan saya					
5	Saya yakin akan kemampuan saya dalam melakukan aktivitas kerja					
6	Saya telah menguasai keterampilan yang diperlukan untuk melakukan pekerjaan saya					
7	Saya mempunyai kewenangan yang penting dalam menentukan cara melakukan pekerjaan					
8	Saya dapat memutuskan sendiri bagaimana cara melakukan pekerjaan saya					
9	Saya mandiri dan bebas dalam melakukan pekerjaan saya					
10	Pengaruh saya terhadap apa yang terjadi di departemen saya sangat besar					
11	Saya mempunyai kendali besar atas apa yang terjadi di departemen saya					
12	Saya mempunyai pengaruh yang penting terhadap apa yang terjadi di departemen saya					

KUESIONER 2

PETUNJUK PENGISIAN

Berikut ini saudara akan menjumpai sejumlah pernyataan-pernyataan yang saudara jawab dengan cara memberikan tanda silang (X) pada pilihan alternatif jawaban di

bawah ini yang benar-benar sesuai menggambarkan diri saudara. Apabila ada pernyataan yang tidak menggambarkan diri saudara, maka pilihlah yang paling mendekati.

ALTERNATIF JAWABAN YANG DISEDIAKAN SEBAGAI BERIKUT;

TP = TIDAK PERNAH

JR = JARANG

KK = KADANG-KADANG

S = SERING

SS = SANGAT SERINH

No	Pernyataan	TP	JR	KK	S	SS
1	Atasan saya bersedia mendengarkan permasalahan yang saya alami di pekerjaan ataupun di keluarga					
2	Atasan saya bersedia meluangkan waktu untuk mendengarkan masalah pribadi saya					
3	Saya merasa nyaman ketika saya menceritakan permasalahan kepada atasan saya mengenai pekerjaan ataupun di keluarga					
4	Atasan saya dan saya dapat berkomunikasi dengan baik untuk menyelesaikan konflik yang terjadi antara pekerjaan dan keluarga					
5	Jika saya membutuhkan, atasan saya bersedia memberikan saya kemudahan untuk penjadwalan kerja					
6	Saya dapat mengandalkan atasan saya untuk memastikan bahwa tanggung jawab pekerjaan saya tertangani ketika ada hal yang tidak terduga yang membuat saya tidak dapat menanganinya					

No	Pernyataan	TP	JR	KK	S	SS
7	Atasan saya bekerja secara efektif dengan karyawannya untuk secara kreatif menyelesaikan konflik antara pekerjaan dan keluarga					
8	Atasan saya merupakan model yang baik mengenai keseimbangan antara pekerjaan dan keluarga					
9	Atasan saya memberikan contoh menunjukkan perilaku yang baik tentang cara menyeimbangkan antara pekerjaan dan keluarga					
10	Atasan saya memberikan contoh bagaimana seseorang dapat menjadi sukses di pekerjaan dan keluarga					
11	Atasan saya memikirkan tentang bagaimana pekerjaan pada divisi saya dapat diatur untuk saling menguntungkan baik karyawan maupun perusahaan					
12	Atasan saya meminta saran kepada karyawan terkait hal-hal yang dapat memudahkan karyawan dalam menyeimbangkan tuntutan antara pekerjaan dan keluarga					
13	Atasan saya pandai mengatur tugas pekerjaan di divisi kerja saya sehingga dapat bekerja lebih baik sebagai sebuah tim					
14	Atasan saya mampu mengelola divisi kerjanya sebagai tim yang utuh sehingga kebutuhan anggotanya dapat terpenuhi					

KUESIONER 3

PETUNJUK PENGISIAN

Berikut ini saudara akan menjumpai sejumlah pernyataan-pernyataan yang saudara jawab dengan cara memberikan tanda silang (X) pada pilihan alternatif jawaban di

bawah ini yang benar-benar sesuai menggambarkan diri saudara. Apabila ada pernyataan yang tidak menggambarkan diri saudara, maka pilihlah yang paling mendekati.

ALTERNATIF JAWABAN YANG DISEDIAKAN SEBAGAI BERIKUT;

STS = SANGAT TIDAK SETUJU

TS = TIDAK SETUJU

KS = KURANG SETUJU

S = SETUJU

SS = SANGAT SETUJU

No	Pernyataan	STS	TS	KS	S	SS
1	Saya pulang ke rumah dari tempat kerja dalam keadaan terlalu lelah untuk melakukan berbagai hal-hal yang ingin saya lakukan					
2	Pekerjaan saya membuat saya sulit mempertahankan jenis kehidupan pribadi yang saya inginkan					
3	Saya sering mengabaikan kebutuhan pribadi saya karena tuntutan pekerjaan saya					
4	Kehidupan pribadi saya memburuk karena pekerjaan saya					
5	Saya harus melewatkan aktivitas pribadi yang penting karena waktu yang saya habiskan untuk di tempat kerja					
6	Kehidupan pribadi saya menguras energi yang saya butuhkan, untuk melakukan pekerjaan saya					
7	Pekerjaan saya memburuk karena semua hal yang terjadi dalam kehidupan pribadi saya					

8	Saya akan mendedikasikan lebih banyak waktu untuk bekerja jika tidak banyak hal yang terjadi dalam kehidupan pribadi saya					
9	Saya terlalu lelah untuk bisa efektif di pekerjaan saya karena hal-hal yang terjadi di dalam kehidupan pribadi saya					
10	Saat sedang bekerja, saya mengkhawatirkan hal-hal yang harus saya lakukan di luar pekerjaan					
11	Saya sulit menyelesaikan pekerjaan kantor saya karena saya terlalu kewalahan dengan urusan-urusan pribadi di tempat kerja					
12	Pekerjaan saya memberi saya tenaga untuk melakukan aktivitas di luar pekerjaan yang penting bagi saya					
13	Karena pekerjaan saya, saya memiliki suasana hati yang lebih baik di rumah					
14	Hal yang saya lakukan di tempat kerja membantu saya mengatasi masalah-masalah pribadi dan masalah di rumah					
15	Kegiatan yang saya lakukan dalam kehidupan pribadi saya membuat suasana hati saya menjadi lebih baik di tempat kerja					
16	Kehidupan pribadi saya memberi saya energi untuk melakukan pekerjaan saya					
17	Kehidupan pribadi saya membantu saya menjadi santai dan memberi saya kesiapan untuk melakukan pekerjaan keesokan harinya					

Lampiran 2 Norma skoring variabel *psychological empowerment*

Successive Detail						
Col	Categor y	Freq	Prop	Cum	Densit y	Z Scale

1.000	1.000	6.000	0.021	0.021	0.050	-2.040	1.000
	2.000	12.000	0.041	0.062	0.122	-1.538	1.657
	3.000	21.000	0.072	0.134	0.217	-1.105	2.107
	4.000	151.00 0	0.521	0.655	0.368	0.399	3.117
	5.000	100.00 0	0.345	1.000	0.000		4.477
2.000	1.000	11.000	0.038	0.038	0.083	-1.775	1.000
	2.000	11.000	0.038	0.076	0.143	-1.433	1.587
	3.000	23.000	0.079	0.155	0.238	-1.014	1.969
	4.000	122.00 0	0.421	0.576	0.392	0.191	2.811
	5.000	123.00 0	0.424	1.000	0.000		4.099
3.000	1.000	9.000	0.031	0.031	0.070	-1.866	1.000
	2.000	4.000	0.014	0.045	0.094	-1.697	1.478
	3.000	35.000	0.121	0.166	0.249	-0.972	1.977
	4.000	138.00 0	0.476	0.641	0.374	0.362	2.992
	5.000	104.00 0	0.359	1.000	0.000		4.297
4.000	1.000	6.000	0.021	0.021	0.050	-2.040	1.000
	2.000	16.000	0.055	0.076	0.143	-1.433	1.723
	3.000	46.000	0.159	0.234	0.307	-0.724	2.374
	4.000	116.00 0	0.400	0.634	0.376	0.344	3.236
	5.000	106.00 0	0.366	1.000	0.000		4.437

5.000	1.000	15.000	0.052	0.052	0.106	-1.628	1.000
	2.000	12.000	0.041	0.093	0.167	-1.322	1.585
	3.000	38.000	0.131	0.224	0.299	-0.758	2.036
	4.000	124.00 0	0.428	0.652	0.370	0.390	2.884
	5.000	101.00 0	0.348	1.000	0.000		4.110
6.000	1.000	8.000	0.028	0.028	0.063	-1.918	1.000
	2.000	28.000	0.097	0.124	0.205	-1.155	1.836
	3.000	41.000	0.141	0.266	0.328	-0.626	2.430
	4.000	124.00 0	0.428	0.693	0.351	0.505	3.246
	5.000	89.000	0.307	1.000	0.000		4.445
7.000	1.000	16.000	0.055	0.055	0.112	-1.597	1.000
	2.000	18.000	0.062	0.117	0.197	-1.189	1.648
	3.000	45.000	0.155	0.272	0.332	-0.606	2.149
	4.000	115.00 0	0.397	0.669	0.363	0.437	2.944
	5.000	96.000	0.331	1.000	0.000		4.117
8.000	1.000	16.000	0.055	0.055	0.112	-1.597	1.000
	2.000	22.000	0.076	0.131	0.213	-1.122	1.687
	3.000	53.000	0.183	0.314	0.355	-0.485	2.245
	4.000	117.00 0	0.403	0.717	0.338	0.575	3.062
	5.000	82.000	0.283	1.000	0.000	8.210	4.217
9.000	1.000	5.000	0.017	0.017	0.043	-2.114	1.000
	2.000	24.000	0.083	0.100	0.175	-1.282	1.870

	3.000	45.000	0.155	0.255	0.321	-0.658	2.536
	4.000	118.00 0	0.407	0.662	0.366	0.418	3.366
	5.000	98.000	0.338	1.000	0.000		4.557
10.000	1.000	11.000	0.038	0.038	0.083	-1.775	1.000
	2.000	19.000	0.066	0.103	0.180	-1.262	1.690
	3.000	50.000	0.172	0.276	0.334	-0.595	2.281
	4.000	114.00 0	0.393	0.669	0.363	0.437	3.103
	5.000	96.000	0.331	1.000	0.000		4.271
11.000	1.000	9.000	0.031	0.031	0.070	-1.866	1.000
	2.000	21.000	0.072	0.103	0.180	-1.262	1.737
	3.000	73.000	0.252	0.355	0.372	-0.371	2.490
	4.000	99.000	0.341	0.697	0.349	0.515	3.322
	5.000	88.000	0.303	1.000	0.000		4.407
12.000	1.000	9.000	0.031	0.031	0.070	-1.866	1.000
	2.000	15.000	0.052	0.083	0.153	-1.387	1.659
	3.000	68.000	0.234	0.317	0.356	-0.475	2.386
	4.000	131.00 0	0.452	0.769	0.304	0.735	3.370
	5.000	67.000	0.231	1.000	0.000		4.573

Lampiran 3 Penskalaan variabel *psychological empowerment* setelah outlier

Successive Interval													
Nama	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12	TOTAL
RES1	4.477	2.811	2.992	3.236	2.884	3.246	2.944	3.062	1.870	1.690	3.322	3.370	35.903
RES2	3.117	2.811	2.992	3.236	2.884	3.246	2.149	3.062	3.366	2.281	2.490	2.386	34.020
RES3	3.117	4.099	2.992	3.236	2.884	4.445	2.944	3.062	2.536	3.103	2.490	3.370	38.278
RES4	3.117	2.811	2.992	4.437	2.884	3.246	2.944	3.062	3.366	2.281	2.490	3.370	37.001
RES5	3.117	2.811	2.992	3.236	2.884	3.246	2.944	3.062	3.366	1.690	3.322	3.370	36.039
RES6	3.117	2.811	2.992	4.437	2.884	3.246	2.944	1.687	1.870	3.103	3.322	3.370	35.784
RES7	3.117	2.811	2.992	4.437	2.884	3.246	2.944	2.245	3.366	3.103	3.322	3.370	37.837
RES8	4.477	4.099	4.297	4.437	4.110	3.246	4.117	4.217	3.366	3.103	3.322	3.370	46.161
RES9	3.117	2.811	2.992	3.236	2.884	3.246	2.944	3.062	3.366	3.103	2.490	3.370	36.622
RES10	4.477	2.811	2.992	3.236	2.884	3.246	2.944	4.217	2.536	3.103	2.490	2.386	37.323
RES11	3.117	2.811	2.992	3.236	2.884	3.246	2.944	3.062	3.366	3.103	3.322	3.370	37.453
RES12	3.117	2.811	2.992	3.236	4.110	4.445	2.944	3.062	3.366	2.281	2.490	2.386	37.240
RES13	4.477	2.811	4.297	4.437	4.110	4.445	2.944	3.062	3.366	4.271	3.322	3.370	44.912

RES14	3.117	2.811	2.992	3.236	2.884	3.246	2.944	3.062	3.366	3.103	3.322	3.370	37.453
RES15	3.117	2.811	2.992	3.236	2.884	2.430	2.944	2.245	2.536	2.281	1.737	1.659	30.872
RES16	3.117	2.811	2.992	3.236	2.884	3.246	2.149	3.062	3.366	3.103	2.490	3.370	35.826
RES17	3.117	2.811	1.977	2.374	4.110	4.445	4.117	3.062	2.536	4.271	3.322	2.386	38.527
RES18	3.117	4.099	4.297	2.374	2.036	4.445	2.944	2.245	4.557	3.103	2.490	2.386	38.092
RES19	3.117	2.811	4.297	3.236	4.110	4.445	2.149	3.062	3.366	2.281	4.407	2.386	39.666
RES20	2.107	4.099	2.992	2.374	2.036	3.246	2.149	4.217	4.557	3.103	4.407	2.386	37.673
RES21	3.117	4.099	1.977	2.374	4.110	4.445	2.149	3.062	2.536	4.271	2.490	3.370	38.000
RES22	3.117	4.099	2.992	2.374	4.110	3.246	2.944	2.245	2.536	2.281	3.322	2.386	35.651
RES23	3.117	4.099	2.992	4.437	2.036	2.430	2.149	4.217	4.557	4.271	2.490	2.386	39.182
RES24	3.117	2.811	2.992	2.374	2.884	3.246	2.944	2.245	3.366	2.281	4.407	3.370	36.036
RES25	3.117	1.969	2.992	2.374	4.110	4.445	2.149	3.062	4.557	2.281	4.407	2.386	37.848
RES26	4.477	4.099	2.992	2.374	2.036	2.430	4.117	3.062	4.557	2.281	2.490	4.573	39.487
RES27	4.477	2.811	1.977	4.437	2.884	2.430	2.149	3.062	2.536	3.103	4.407	2.386	36.659
RES28	4.477	2.811	1.977	2.374	2.884	4.445	4.117	3.062	3.366	2.281	2.490	2.386	36.669
RES29	3.117	1.969	4.297	4.437	2.884	2.430	2.149	4.217	3.366	2.281	4.407	2.386	37.940

RES30	4.477	2.811	4.297	3.236	4.110	3.246	2.944	3.062	4.557	4.271	3.322	3.370	43.702
RES31	4.477	2.811	1.977	4.437	2.036	3.246	4.117	2.245	2.536	3.103	2.490	4.573	38.047
RES32	2.107	4.099	4.297	2.374	4.110	2.430	2.944	2.245	4.557	3.103	2.490	3.370	38.126
RES33	3.117	4.099	2.992	2.374	2.884	2.430	4.117	3.062	4.557	4.271	4.407	3.370	41.679
RES34	2.107	2.811	4.297	2.374	2.884	4.445	2.149	4.217	2.536	4.271	3.322	2.386	37.799
RES35	3.117	4.099	4.297	2.374	2.036	2.430	4.117	3.062	4.557	4.271	2.490	2.386	39.235
RES36	3.117	4.099	4.297	3.236	2.884	3.246	4.117	4.217	3.366	3.103	3.322	4.573	43.576
RES37	4.477	4.099	4.297	4.437	2.884	2.430	2.944	2.245	3.366	3.103	2.490	3.370	40.142
RES38	2.107	4.099	2.992	4.437	2.036	4.445	2.944	2.245	4.557	3.103	2.490	2.386	37.842
RES39	4.477	2.811	2.992	2.374	4.110	4.445	2.149	2.245	4.557	4.271	2.490	2.386	39.307
RES40	3.117	2.811	2.992	4.437	4.110	3.246	2.944	4.217	3.366	4.271	3.322	3.370	42.204
RES41	2.107	4.099	4.297	2.374	2.884	4.445	2.944	2.245	4.557	2.281	3.322	2.386	37.939
RES42	4.477	2.811	2.992	4.437	2.036	4.445	2.149	2.245	4.557	3.103	2.490	2.386	38.128
RES43	3.117	4.099	2.992	4.437	2.036	3.246	2.149	3.062	4.557	2.281	2.490	2.386	36.852
RES44	4.477	4.099	2.992	2.374	4.110	2.430	2.149	4.217	3.366	4.271	2.490	2.386	39.362
RES45	2.107	1.969	1.977	4.437	4.110	3.246	2.149	2.245	4.557	4.271	3.322	2.386	36.776

RES46	4.477	2.811	4.297	3.236	4.110	4.445	2.944	3.062	3.366	4.271	4.407	3.370	44.795
RES47	4.477	2.811	1.977	2.374	4.110	2.430	4.117	2.245	4.557	3.103	2.490	4.573	39.263
RES48	2.107	4.099	2.992	3.236	2.036	3.246	4.117	4.217	2.536	2.281	4.407	2.386	37.659
RES49	4.477	2.811	4.297	2.374	2.036	4.445	2.149	3.062	3.366	2.281	2.490	2.386	36.173
RES50	3.117	2.811	1.977	3.236	2.036	3.246	4.117	2.245	3.366	3.103	2.490	3.370	35.113
RES51	4.477	2.811	2.992	2.374	4.110	3.246	2.149	4.217	2.536	3.103	2.490	2.386	36.892
RES52	4.477	4.099	1.977	2.374	2.884	2.430	2.944	2.245	4.557	4.271	2.490	3.370	38.117
RES53	2.107	4.099	1.977	4.437	4.110	3.246	4.117	3.062	4.557	4.271	2.490	2.386	40.859
RES54	3.117	2.811	4.297	2.374	2.884	2.430	2.944	4.217	3.366	2.281	2.490	2.386	35.597
RES55	4.477	2.811	4.297	2.374	4.110	2.430	2.944	2.245	4.557	3.103	2.490	2.386	38.224
RES56	4.477	1.969	2.992	4.437	2.884	2.430	2.149	4.217	3.366	2.281	4.407	2.386	37.995
RES57	3.117	2.811	1.977	2.374	2.884	3.246	2.149	3.062	2.536	2.281	2.490	3.370	32.296
RES58	3.117	1.969	4.297	4.437	2.036	3.246	4.117	2.245	2.536	4.271	2.490	3.370	38.130
RES59	4.477	1.969	4.297	2.374	2.884	2.430	4.117	3.062	2.536	4.271	2.490	3.370	38.276
RES60	4.477	4.099	1.977	4.437	2.036	3.246	4.117	2.245	2.536	3.103	3.322	2.386	37.979
RES61	3.117	1.969	2.992	2.374	4.110	4.445	2.149	4.217	3.366	2.281	2.490	3.370	36.881

RES62	3.117	1.969	1.977	4.437	2.884	3.246	2.149	4.217	3.366	4.271	2.490	2.386	36.509
RES63	2.107	2.811	4.297	2.374	2.884	3.246	2.944	2.245	4.557	3.103	4.407	2.386	37.360
RES64	3.117	2.811	4.297	2.374	2.884	2.430	2.944	4.217	2.536	2.281	2.490	3.370	35.751
RES65	4.477	4.099	1.977	4.437	4.110	2.430	4.117	2.245	2.536	4.271	3.322	2.386	40.406
RES66	3.117	4.099	4.297	2.374	4.110	3.246	4.117	4.217	3.366	3.103	2.490	3.370	41.906
RES67	3.117	1.969	4.297	2.374	4.110	3.246	2.944	2.245	4.557	4.271	2.490	2.386	38.005
RES68	2.107	2.811	1.977	4.437	2.036	3.246	2.149	4.217	2.536	3.103	4.407	3.370	36.396
RES69	4.477	1.969	2.992	2.374	4.110	2.430	2.944	2.245	4.557	4.271	2.490	3.370	38.229
RES70	4.477	2.811	1.977	2.374	4.110	3.246	2.149	2.245	3.366	2.281	4.407	4.573	38.014
RES71	3.117	2.811	4.297	2.374	2.036	2.430	4.117	3.062	2.536	4.271	2.490	2.386	35.926
RES72	3.117	2.811	1.977	4.437	2.884	3.246	2.149	4.217	3.366	2.281	2.490	2.386	35.361
RES73	4.477	2.811	4.297	2.374	2.036	3.246	4.117	2.245	4.557	2.281	2.490	2.386	37.314
RES74	4.477	4.099	2.992	4.437	2.036	2.430	2.149	4.217	3.366	2.281	2.490	4.573	39.547
RES75	3.117	4.099	2.992	4.437	2.036	3.246	2.944	2.245	4.557	2.281	2.490	2.386	36.829
RES76	3.117	2.811	1.977	3.236	4.110	2.430	2.149	3.062	3.366	2.281	4.407	2.386	35.331
RES77	3.117	1.969	2.992	4.437	2.036	3.246	2.149	3.062	3.366	2.281	4.407	2.386	35.447

RES78	3.117	4.099	1.977	4.437	2.884	2.430	4.117	2.245	2.536	4.271	3.322	2.386	37.820
RES79	3.117	4.099	4.297	3.236	4.110	3.246	2.944	4.217	3.366	4.271	3.322	4.573	44.797
RES80	2.107	4.099	2.992	4.437	2.036	2.430	4.117	3.062	2.536	4.271	4.407	2.386	38.880
RES81	3.117	2.811	1.977	3.236	2.036	4.445	4.117	2.245	4.557	2.281	4.407	3.370	38.596
RES82	2.107	4.099	1.977	3.236	4.110	4.445	2.149	2.245	4.557	3.103	2.490	4.573	39.090
RES83	4.477	4.099	2.992	4.437	2.884	4.445	2.944	4.217	3.366	4.271	3.322	4.573	46.027
RES84	4.477	2.811	4.297	2.374	2.036	3.246	4.117	4.217	2.536	2.281	3.322	2.386	38.098
RES85	3.117	4.099	2.992	3.236	4.110	3.246	4.117	2.245	2.536	4.271	4.407	3.370	41.744
RES86	3.117	2.811	4.297	3.236	2.036	3.246	2.944	2.245	4.557	3.103	2.490	3.370	37.451
RES87	2.107	4.099	1.977	2.374	2.884	2.430	4.117	3.062	4.557	3.103	4.407	2.386	37.502
RES88	4.477	2.811	1.977	4.437	2.884	3.246	2.944	2.245	4.557	3.103	2.490	3.370	38.541
RES89	3.117	2.811	4.297	2.374	2.884	2.430	2.149	3.062	4.557	4.271	2.490	2.386	36.828
RES90	3.117	4.099	1.977	4.437	2.884	2.430	2.944	4.217	2.536	2.281	4.407	2.386	37.715
RES91	2.107	2.811	1.977	2.374	2.884	2.430	2.149	3.062	4.557	4.271	4.407	4.573	37.601
RES92	4.477	2.811	1.977	4.437	4.110	3.246	2.149	2.245	2.536	4.271	4.407	2.386	39.051
RES93	3.117	4.099	4.297	3.236	2.884	4.445	2.944	3.062	2.536	2.281	2.490	2.386	37.776

RES94	4.477	1.969	2.992	3.236	4.110	2.430	2.944	4.217	2.536	2.281	4.407	2.386	37.985
RES95	2.107	1.969	2.992	3.236	2.036	3.246	4.117	2.245	2.536	4.271	4.407	3.370	36.530
RES96	4.477	2.811	4.297	4.437	2.884	4.445	4.117	3.062	4.557	3.103	4.407	3.370	45.966
RES97	4.477	1.969	1.977	2.374	2.884	4.445	2.944	2.245	4.557	4.271	2.490	4.573	39.205
RES98	4.477	2.811	1.977	4.437	4.110	2.430	2.149	4.217	2.536	4.271	2.490	4.573	40.479
RES99	4.477	2.811	4.297	2.374	2.036	4.445	2.944	2.245	2.536	3.103	2.490	3.370	37.127
RES100	3.117	4.099	2.992	4.437	2.036	2.430	2.149	2.245	4.557	3.103	2.490	3.370	37.025
RES101	4.477	2.811	4.297	4.437	2.884	2.430	2.944	4.217	4.557	3.103	4.407	3.370	43.934
RES102	4.477	2.811	4.297	2.374	4.110	2.430	2.944	2.245	4.557	2.281	3.322	2.386	38.233
RES103	3.117	2.811	1.977	3.236	2.884	4.445	2.944	4.217	3.366	2.281	4.407	3.370	39.054
RES104	2.107	1.969	4.297	3.236	4.110	3.246	2.149	4.217	2.536	3.103	2.490	3.370	36.831
RES105	2.107	1.969	2.992	4.437	4.110	4.445	4.117	4.217	2.536	4.271	2.490	2.386	40.078
RES106	4.477	2.811	2.992	3.236	4.110	2.430	2.944	4.217	4.557	3.103	4.407	2.386	41.671
RES107	3.117	4.099	2.992	3.236	4.110	4.445	2.944	3.062	3.366	4.271	3.322	4.573	43.537
RES108	4.477	2.811	2.992	2.374	2.884	4.445	4.117	3.062	4.557	4.271	4.407	4.573	44.968
RES109	4.477	2.811	4.297	4.437	4.110	3.246	2.944	3.062	4.557	4.271	4.407	3.370	45.988

RES110	4.477	2.811	4.297	3.236	2.884	3.246	4.117	4.217	4.557	3.103	4.407	3.370	44.720
RES111	4.477	2.811	4.297	3.236	2.884	4.445	2.944	3.062	4.557	3.103	3.322	3.370	42.507
RES112	4.477	4.099	2.992	3.236	2.036	4.445	4.117	4.217	3.366	4.271	2.490	3.370	43.115
RES113	3.117	2.811	4.297	4.437	2.884	3.246	4.117	3.062	4.557	4.271	3.322	3.370	43.490
RES114	3.117	4.099	2.992	4.437	2.036	3.246	2.944	4.217	2.536	3.103	3.322	4.573	40.622
RES115	3.117	4.099	4.297	3.236	2.884	4.445	2.944	4.217	4.557	4.271	3.322	4.573	45.961
RES116	3.117	2.811	4.297	3.236	2.884	4.445	4.117	3.062	3.366	4.271	4.407	3.370	43.381
RES117	3.117	2.811	4.297	4.437	4.110	3.246	2.944	4.217	3.366	3.103	4.407	4.573	44.628
RES118	3.117	2.811	4.297	4.437	2.884	3.246	4.117	3.062	3.366	4.271	3.322	3.370	42.299
RES119	4.477	4.099	2.992	4.437	2.884	3.246	2.944	4.217	3.366	3.103	4.407	4.573	44.745
RES120	4.477	4.099	4.297	4.437	2.884	4.445	2.944	3.062	3.366	3.103	3.322	3.370	43.806
RES121	3.117	2.811	4.297	3.236	2.884	4.445	4.117	3.062	3.366	4.271	3.322	3.370	42.296
RES122	4.477	2.811	4.297	3.236	4.110	3.246	4.117	3.062	4.557	3.103	4.407	3.370	44.791
RES123	4.477	4.099	4.297	3.236	2.884	4.445	4.117	3.062	3.366	4.271	4.407	3.370	46.029
RES124	4.477	2.811	4.297	3.236	4.110	3.246	4.117	3.062	4.557	4.271	3.322	4.573	46.077
RES125	3.117	4.099	2.992	4.437	2.884	4.445	2.944	4.217	3.366	4.271	3.322	4.573	44.668

RES126	3.117	4.099	2.992	4.437	4.110	4.445	2.944	3.062	4.557	3.103	3.322	4.573	44.762
RES127	3.117	2.811	4.297	3.236	4.110	4.445	4.117	3.062	3.366	4.271	3.322	3.370	43.523
RES128	3.117	2.811	2.992	4.437	2.884	4.445	4.117	4.217	3.366	3.103	3.322	3.370	42.182
RES129	3.117	2.811	2.992	4.437	2.884	1.836	2.149	3.062	4.557	3.103	4.407	3.370	38.725
RES130	3.117	4.099	4.297	3.236	2.036	1.836	2.944	4.217	3.366	3.103	4.407	1.659	38.317
RES131	3.117	2.811	4.297	4.437	4.110	1.836	1.000	2.245	3.366	3.103	4.407	3.370	38.099
RES132	3.117	4.099	2.992	4.437	2.036	1.836	1.000	3.062	3.366	4.271	1.737	3.370	35.323
RES133	3.117	2.811	4.297	3.236	2.036	1.836	1.000	3.062	4.557	3.103	4.407	3.370	36.830
RES134	3.117	4.099	2.992	4.437	2.884	3.246	4.117	1.687	1.000	1.690	3.322	3.370	35.961
RES135	3.117	4.099	2.992	1.723	1.000	1.836	2.944	3.062	4.557	3.103	3.322	4.573	36.329
RES136	3.117	4.099	2.992	3.236	4.110	1.836	1.000	4.217	3.366	1.690	3.322	4.573	37.558
RES137	3.117	4.099	2.992	3.236	1.585	1.836	1.000	3.062	4.557	3.103	3.322	3.370	35.279
RES138	4.477	4.099	2.992	3.236	2.036	3.246	4.117	1.000	1.870	3.103	3.322	4.573	38.070
RES139	4.477	2.811	1.977	3.236	1.585	2.430	2.944	3.062	4.557	1.690	1.737	3.370	33.875
RES140	3.117	2.811	2.992	2.374	1.585	4.445	2.944	1.687	1.870	2.281	4.407	4.573	35.086
RES141	3.117	4.099	2.992	3.236	4.110	1.836	1.000	1.687	3.366	4.271	3.322	4.573	37.609

RES142	3.117	4.099	2.992	2.374	4.110	3.246	1.648	1.687	3.366	3.103	1.000	3.370	34.112
RES143	3.117	4.099	1.977	1.723	1.585	2.430	1.648	4.217	3.366	3.103	3.322	3.370	33.958
RES144	3.117	2.811	4.297	3.236	2.884	4.445	1.000	1.687	4.557	2.281	3.322	3.370	37.006
RES145	2.107	2.811	4.297	4.437	4.110	4.445	2.944	4.217	3.366	4.271	3.322	3.370	43.698
RES146	3.117	2.811	4.297	3.236	2.036	4.445	2.944	4.217	4.557	1.690	4.407	3.370	41.126
RES147	3.117	4.099	2.992	3.236	2.036	1.836	1.000	3.062	3.366	4.271	3.322	4.573	36.909
RES148	4.477	2.811	2.992	1.723	2.036	1.836	4.117	3.062	3.366	3.103	4.407	3.370	37.300
RES149	3.117	2.811	4.297	1.723	1.585	1.000	4.117	3.062	3.366	4.271	3.322	3.370	36.041
RES150	3.117	4.099	2.992	4.437	2.884	1.836	1.648	1.000	3.366	3.103	4.407	3.370	36.259
RES151	3.117	4.099	2.992	4.437	2.884	1.836	1.648	4.217	3.366	3.103	4.407	3.370	39.476
RES152	3.117	4.099	2.992	3.236	1.000	1.836	2.944	1.687	3.366	3.103	4.407	4.573	36.360
RES153	3.117	4.099	2.992	1.723	1.000	1.836	2.944	4.217	3.366	3.103	3.322	4.573	36.293
RES154	3.117	4.099	2.992	4.437	2.884	1.836	1.000	3.062	3.366	1.000	3.322	4.573	35.688
RES155	4.477	4.099	4.297	3.236	2.884	3.246	4.117	3.062	1.870	3.103	1.000	1.659	37.049
RES156	4.477	4.099	4.297	3.236	2.884	3.246	1.000	1.687	3.366	4.271	1.737	3.370	37.669
RES157	4.477	2.811	4.297	4.437	4.110	4.445	4.117	1.687	1.000	4.271	1.737	3.370	40.759

RES158	4.477	4.099	4.297	3.236	2.884	4.445	2.944	3.062	4.557	1.000	1.737	1.659	38.396
RES159	4.477	1.000	4.297	3.236	2.884	1.836	4.117	3.062	4.557	1.000	4.407	3.370	38.240
RES160	4.477	2.811	4.297	3.236	4.110	4.445	1.648	4.217	3.366	1.000	1.737	4.573	39.916
RES161	4.477	4.099	2.992	4.437	1.000	3.246	4.117	3.062	1.870	4.271	3.322	1.000	37.893
RES162	4.477	2.811	1.000	4.437	2.884	3.246	4.117	3.062	1.870	3.103	4.407	1.000	36.413
RES163	1.657	4.099	1.000	4.437	1.585	4.445	2.944	3.062	4.557	4.271	3.322	4.573	39.951
RES164	4.477	2.811	4.297	4.437	2.884	1.836	4.117	3.062	3.366	1.000	3.322	1.659	37.267
RES165	1.000	2.811	4.297	1.723	4.110	3.246	4.117	3.062	4.557	1.000	4.407	3.370	37.699
RES166	4.477	2.811	1.000	3.236	4.110	3.246	4.117	1.687	4.557	1.690	3.322	4.573	38.824
RES167	3.117	2.811	2.992	4.437	2.884	4.445	4.117	1.000	1.870	4.271	1.000	4.573	37.517
RES168	4.477	1.000	4.297	1.723	2.884	4.445	2.944	4.217	3.366	4.271	4.407	1.659	39.690
RES169	4.477	1.587	4.297	3.236	1.000	3.246	4.117	1.000	4.557	3.103	4.407	4.573	39.597
RES170	3.117	4.099	2.992	3.236	4.110	3.246	1.648	1.000	1.870	4.271	3.322	3.370	36.280
RES171	3.117	4.099	2.992	4.437	1.000	3.246	1.648	4.217	3.366	1.690	3.322	4.573	37.707
RES172	3.117	4.099	2.992	4.437	4.110	3.246	2.944	3.062	4.557	1.690	1.000	1.659	36.914
RES173	1.657	2.811	2.992	3.236	4.110	3.246	4.117	3.062	4.557	4.271	1.737	1.000	36.795

RES174	3.117	4.099	2.992	3.236	4.110	3.246	1.000	1.687	1.000	3.103	4.407	3.370	35.367
RES175	1.657	1.000	1.478	3.236	4.110	3.246	2.944	4.217	3.366	3.103	4.407	3.370	36.133
RES176	3.117	4.099	1.000	1.723	1.000	3.246	4.117	3.062	4.557	3.103	3.322	4.573	36.918
RES177	4.477	2.811	1.000	3.236	4.110	3.246	4.117	1.687	4.557	3.103	4.407	1.000	37.750
RES178	3.117	4.099	2.992	4.437	2.884	3.246	4.117	3.062	1.870	1.000	1.737	2.386	34.947
RES179	1.000	1.587	1.000	3.236	4.110	3.246	4.117	4.217	3.366	4.271	3.322	3.370	36.841
RES180	4.477	2.811	4.297	3.236	4.110	3.246	4.117	1.000	4.557	4.271	1.000	1.659	38.780
RES181	1.657	1.000	1.478	3.236	4.110	3.246	2.944	4.217	3.366	4.271	3.322	3.370	36.216
RES182	1.657	1.587	2.992	4.437	1.000	3.246	2.944	4.217	3.366	4.271	3.322	3.370	36.409
RES183	4.477	1.587	4.297	3.236	2.884	1.000	4.117	3.062	4.557	4.271	3.322	1.659	38.467
RES184	3.117	4.099	2.992	3.236	4.110	3.246	4.117	3.062	1.870	1.000	1.737	3.370	35.955
RES185	1.657	1.000	2.992	4.437	1.585	3.246	4.117	3.062	3.366	3.103	4.407	3.370	36.341
RES186	3.117	4.099	2.992	1.000	2.884	1.836	2.944	1.687	4.557	3.103	3.322	4.573	36.114
RES187	3.117	4.099	2.992	4.437	2.884	3.246	1.648	1.000	3.366	1.690	3.322	4.573	36.373
RES188	4.477	2.811	4.297	3.236	4.110	1.836	4.117	3.062	4.557	3.103	1.000	1.659	38.264
RES189	3.117	4.099	1.478	1.000	2.884	2.430	2.944	4.217	3.366	3.103	4.407	3.370	36.415

RES190	3.117	2.811	4.297	3.236	2.884	3.246	4.117	1.000	1.870	3.103	1.737	3.370	34.787
RES191	3.117	4.099	2.992	3.236	1.585	1.000	1.648	3.062	4.557	3.103	3.322	4.573	36.293
RES192	1.657	2.811	2.992	1.723	2.884	4.445	2.944	4.217	1.870	3.103	4.407	3.370	36.424
RES193	3.117	4.099	2.992	3.236	4.110	1.836	1.000	2.245	3.366	3.103	4.407	3.370	36.880
RES194	3.117	4.099	2.992	1.723	1.000	1.836	4.117	3.062	3.366	3.103	4.407	3.370	36.192
RES195	1.000	1.587	2.992	3.236	4.110	1.000	2.944	3.062	3.366	3.103	3.322	3.370	33.092
RES196	3.117	4.099	2.992	1.723	2.884	1.000	2.944	3.062	3.366	1.000	3.322	4.573	34.082
RES197	1.657	1.000	1.478	3.236	4.110	3.246	4.117	4.217	4.557	3.103	3.322	4.573	38.614
RES198	3.117	4.099	2.992	3.236	4.110	1.000	1.648	3.062	3.366	1.690	3.322	4.573	36.214
RES199	3.117	4.099	2.992	1.723	1.000	3.246	2.149	3.062	3.366	3.103	4.407	3.370	35.635
RES200	2.107	1.000	2.992	3.236	2.884	4.445	2.944	1.000	3.366	3.103	4.407	3.370	34.854
RES201	4.477	4.099	2.992	3.236	2.884	3.246	4.117	1.000	3.366	4.271	1.737	1.000	36.424
RES202	3.117	2.811	4.297	3.236	4.110	3.246	1.648	1.000	1.870	3.103	3.322	4.573	36.332
RES203	3.117	4.099	2.992	1.723	1.000	3.246	4.117	3.062	3.366	4.271	3.322	1.659	35.974
RES204	3.117	2.811	4.297	3.236	2.884	1.836	2.944	1.000	3.366	1.000	2.490	3.370	32.351
RES205	1.000	1.587	2.992	4.437	4.110	3.246	4.117	3.062	4.557	3.103	4.407	1.000	37.618

RES206	3.117	4.099	2.992	4.437	2.884	3.246	4.117	1.000	1.870	3.103	2.490	4.573	37.928
RES207	3.117	2.811	2.992	3.236	4.110	4.445	4.117	3.062	1.870	3.103	1.000	1.659	35.522
RES208	3.117	2.811	4.297	3.236	1.585	3.246	1.648	1.687	3.366	3.103	4.407	3.370	35.872
RES209	4.477	2.811	2.992	3.236	2.884	4.445	1.000	1.687	3.366	1.690	3.322	3.370	35.280
RES210	4.477	4.099	2.992	3.236	1.585	3.246	4.117	3.062	1.000	1.690	3.322	4.573	37.397
RES211	4.477	2.811	4.297	3.236	2.884	3.246	1.648	1.000	1.000	3.103	4.407	4.573	36.680
RES212	3.117	1.969	2.992	4.437	2.884	3.246	1.648	1.687	1.870	3.103	2.490	3.370	32.814
RES213	3.117	4.099	2.992	1.723	1.000	1.836	2.944	3.062	4.557	3.103	3.322	4.573	36.329
RES214	1.657	1.587	2.992	1.000	2.884	4.445	2.944	4.217	3.366	3.103	4.407	3.370	35.972
RES215	3.117	2.811	4.297	3.236	2.884	3.246	4.117	4.217	1.870	3.103	1.737	1.000	35.635
RES216	3.117	4.099	2.992	3.236	4.110	1.836	2.944	1.687	3.366	3.103	1.000	3.370	34.861
RES217	1.657	1.587	2.992	4.437	2.884	1.000	2.944	3.062	4.557	3.103	3.322	3.370	34.915
RES218	3.117	1.587	4.297	1.000	2.884	4.445	4.117	3.062	4.557	1.000	4.407	3.370	37.841
RES219	3.117	4.099	2.992	1.000	1.585	3.246	4.117	3.062	3.366	4.271	1.737	1.000	33.592
RES220	3.117	4.099	2.992	3.236	4.110	4.445	1.000	4.217	1.870	3.103	1.737	3.370	37.297
RES221	4.477	1.000	2.992	4.437	4.110	1.836	4.117	3.062	4.557	3.103	1.000	3.370	38.061

RES222	3.117	4.099	2.992	4.437	2.884	3.246	1.000	3.062	1.870	1.690	3.322	3.370	35.089
RES223	4.477	4.099	2.992	4.437	2.884	3.246	2.944	1.687	4.557	3.103	1.737	1.000	37.164
RES224	3.117	4.099	4.297	3.236	4.110	3.246	1.648	1.000	1.870	3.103	4.407	3.370	37.502
RES225	3.117	4.099	2.992	4.437	1.000	1.836	4.117	3.062	3.366	4.271	1.737	3.370	37.404
RES226	3.117	1.587	4.297	3.236	2.884	4.445	1.000	3.062	4.557	1.690	4.407	3.370	37.649
RES227	1.657	1.000	2.992	1.723	2.884	4.445	2.944	4.217	3.366	4.271	4.407	3.370	37.276
RES228	3.117	4.099	2.992	4.437	2.884	4.445	1.648	1.000	3.366	1.690	3.322	4.573	37.572

Lampiran 4 Norma skoring variabel *family supportive supervisor behavior*

Successive Detail							
Col	Category	Freq	Prop	Cum	Density	Z	Scale
1.000	1.000	14.000	0.048	0.048	0.100	-1.662	1.000
	2.000	14.000	0.048	0.097	0.171	-1.301	1.612
	3.000	55.000	0.190	0.286	0.340	-0.565	2.186
	4.000	129.000	0.445	0.731	0.330	0.616	3.100
	5.000	78.000	0.269	1.000	0.000		4.304
2.000	1.000	11.000	0.038	0.038	0.083	-1.775	1.000
	2.000	20.000	0.069	0.107	0.184	-1.243	1.701
	3.000	49.000	0.169	0.276	0.334	-0.595	2.288
	4.000	100.000	0.345	0.621	0.381	0.307	3.041
	5.000	110.000	0.379	1.000	0.000		4.179
3.000	1.000	23.000	0.079	0.079	0.148	-1.410	1.000
	2.000	20.000	0.069	0.148	0.231	-1.044	1.649
	3.000	49.000	0.169	0.317	0.356	-0.475	2.123
	4.000	118.000	0.407	0.724	0.334	0.595	2.917
	5.000	80.000	0.276	1.000	0.000		4.074
4.000	1.000	10.000	0.034	0.034	0.076	-1.819	1.000
	2.000	22.000	0.076	0.110	0.188	-1.225	1.736
	3.000	53.000	0.183	0.293	0.344	-0.544	2.362
	4.000	120.000	0.414	0.707	0.344	0.544	3.214
	5.000	85.000	0.293	1.000	0.000		4.387
5.000	1.000	15.000	0.052	0.052	0.106	-1.628	1.000
	2.000	21.000	0.072	0.124	0.205	-1.155	1.683
	3.000	53.000	0.183	0.307	0.351	-0.505	2.248

	4.000	116.000	0.400	0.707	0.344	0.544	3.067
	5.000	85.000	0.293	1.000	0.000		4.222
6.000	1.000	14.000	0.048	0.048	0.100	-1.662	1.000
	2.000	28.000	0.097	0.145	0.228	-1.059	1.757
	3.000	50.000	0.172	0.317	0.356	-0.475	2.332
	4.000	129.000	0.445	0.762	0.309	0.713	3.183
	5.000	69.000	0.238	1.000	0.000		4.378
7.000	1.000	11.000	0.038	0.038	0.083	-1.775	1.000
	2.000	19.000	0.066	0.103	0.180	-1.262	1.690
	3.000	60.000	0.207	0.310	0.353	-0.495	2.339
	4.000	113.000	0.390	0.700	0.348	0.524	3.189
	5.000	87.000	0.300	1.000	0.000		4.335
8.000	1.000	9.000	0.031	0.031	0.070	-1.866	1.000
	2.000	16.000	0.055	0.086	0.157	-1.364	1.673
	3.000	43.000	0.148	0.234	0.307	-0.724	2.246
	4.000	129.000	0.445	0.679	0.358	0.466	3.140
	5.000	93.000	0.321	1.000	0.000		4.371
9.000	1.000	8.000	0.028	0.028	0.063	-1.918	1.000
	2.000	18.000	0.062	0.090	0.162	-1.343	1.714
	3.000	37.000	0.128	0.217	0.294	-0.782	2.266
	4.000	147.000	0.507	0.724	0.334	0.595	3.221
	5.000	80.000	0.276	1.000	0.000		4.512
10.000	1.000	6.000	0.021	0.021	0.050	-2.040	1.000
	2.000	11.000	0.038	0.059	0.117	-1.566	1.638
	3.000	44.000	0.152	0.210	0.288	-0.805	2.278
	4.000	129.000	0.445	0.655	0.368	0.399	3.229

	5.000	100.000	0.345	1.000	0.000		4.477
11.000	1.000	5.000	0.017	0.017	0.043	-2.114	1.000
	2.000	9.000	0.031	0.048	0.100	-1.662	1.618
	3.000	40.000	0.138	0.186	0.268	-0.892	2.259
	4.000	137.000	0.472	0.659	0.367	0.409	3.265
	5.000	99.000	0.341	1.000	0.000		4.550
12.000	1.000	6.000	0.021	0.021	0.050	-2.040	1.000
	2.000	7.000	0.024	0.045	0.094	-1.697	1.558
	3.000	41.000	0.141	0.186	0.268	-0.892	2.181
	4.000	121.000	0.417	0.603	0.385	0.262	3.127
	5.000	115.000	0.397	1.000	0.000		4.380
13.000	1.000	5.000	0.017	0.017	0.043	-2.114	1.000
	2.000	8.000	0.028	0.045	0.094	-1.697	1.596
	3.000	30.000	0.103	0.148	0.231	-1.044	2.152
	4.000	138.000	0.476	0.624	0.379	0.316	3.164
	5.000	109.000	0.376	1.000	0.000		4.484
14.000	1.000	5.000	0.017	0.017	0.043	-2.114	1.000
	2.000	7.000	0.024	0.041	0.089	-1.735	1.573
	3.000	35.000	0.121	0.162	0.245	-0.986	2.176
	4.000	153.000	0.528	0.690	0.353	0.495	3.271
	5.000	90.000	0.310	1.000	0.000		4.612

Lampiran 5 Penskalaan variabel *family supportive supervisor behavior* setelah outlier

Successive Interval															
Nama	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12	A13	A14	TOTAL
RES1	1.000	3.041	1.000	1.000	3.067	3.183	3.189	3.140	3.221	3.229	3.265	3.127	3.164	3.271	37.897
RES2	2.186	2.288	2.917	3.214	2.248	3.183	2.339	3.140	3.221	3.229	3.265	1.558	3.164	3.271	39.221
RES3	3.100	2.288	1.649	2.362	3.067	1.000	3.189	3.140	3.221	3.229	3.265	3.127	3.164	3.271	39.073
RES4	3.100	2.288	1.000	3.214	3.067	3.183	3.189	3.140	4.512	4.477	4.550	3.127	3.164	3.271	45.281
RES5	1.612	1.701	1.649	3.214	3.067	3.183	3.189	3.140	3.221	3.229	3.265	3.127	3.164	3.271	40.031
RES6	3.100	1.000	1.000	1.736	3.067	3.183	3.189	3.140	3.221	4.477	3.265	3.127	4.484	4.612	42.601
RES7	3.100	2.288	1.000	2.362	3.067	3.183	3.189	3.140	3.221	3.229	3.265	3.127	3.164	3.271	40.606
RES8	2.186	2.288	1.000	3.214	3.067	3.183	2.339	3.140	3.221	3.229	3.265	4.380	4.484	4.612	43.608
RES9	3.100	2.288	2.917	3.214	3.067	3.183	3.189	3.140	3.221	3.229	3.265	3.127	3.164	3.271	43.374
RES10	2.186	2.288	2.917	3.214	2.248	3.183	3.189	3.140	2.266	3.229	3.265	2.181	3.164	3.271	39.739
RES11	3.100	3.041	2.123	2.362	3.067	3.183	3.189	3.140	3.221	2.278	3.265	3.127	3.164	3.271	41.532
RES12	1.612	2.288	2.123	2.362	3.067	2.332	3.189	4.371	3.221	3.229	3.265	1.558	2.152	3.271	38.039

RES13	4.304	4.179	4.074	3.214	4.222	3.183	4.335	4.371	4.512	4.477	3.265	3.127	3.164	3.271	53.697
RES14	1.000	1.701	1.649	1.736	3.067	3.183	3.189	4.371	4.512	4.477	4.550	4.380	4.484	4.612	46.911
RES15	3.100	3.041	2.917	3.214	3.067	3.183	3.189	3.140	3.221	3.229	3.265	3.127	3.164	3.271	44.127
RES16	3.100	2.288	2.917	3.214	3.067	3.183	3.189	3.140	3.221	3.229	3.265	3.127	3.164	3.271	43.374
RES17	3.100	4.179	2.917	2.362	2.248	3.183	4.335	3.140	4.512	2.278	3.265	3.127	4.484	2.176	45.306
RES18	4.304	4.179	2.917	4.387	2.248	2.332	4.335	3.140	4.512	2.278	4.550	2.181	2.152	4.612	48.126
RES19	4.304	3.041	2.123	2.362	3.067	4.378	3.189	2.246	3.221	4.477	2.259	3.127	3.164	3.271	44.228
RES20	4.304	3.041	2.123	3.214	2.248	4.378	2.339	4.371	3.221	3.229	2.259	2.181	3.164	4.612	44.683
RES21	4.304	4.179	2.123	2.362	3.067	2.332	4.335	2.246	3.221	4.477	2.259	4.380	3.164	3.271	45.719
RES22	4.304	4.179	2.917	2.362	4.222	3.183	2.339	2.246	3.221	4.477	4.550	2.181	2.152	4.612	46.945
RES23	3.100	4.179	4.074	3.214	2.248	2.332	2.339	4.371	3.221	3.229	2.259	2.181	4.484	4.612	45.842
RES24	2.186	3.041	4.074	2.362	3.067	2.332	2.339	3.140	4.512	4.477	4.550	3.127	4.484	4.612	48.303
RES25	2.186	3.041	2.917	2.362	4.222	2.332	2.339	4.371	2.266	3.229	3.265	3.127	4.484	3.271	43.412
RES26	4.304	3.041	4.074	2.362	2.248	4.378	2.339	3.140	4.512	4.477	2.259	2.181	3.164	4.612	47.091
RES27	3.100	3.041	2.123	2.362	4.222	2.332	3.189	3.140	2.266	4.477	4.550	2.181	3.164	3.271	43.418
RES28	3.100	2.288	2.917	3.214	4.222	2.332	3.189	2.246	3.221	4.477	2.259	4.380	4.484	4.612	46.941

RES29	2.186	4.179	4.074	2.362	3.067	2.332	4.335	2.246	2.266	3.229	3.265	4.380	4.484	3.271	45.675
RES30	3.100	2.288	2.917	4.387	2.248	4.378	4.335	3.140	3.221	3.229	4.550	3.127	4.484	2.176	47.579
RES31	2.186	4.179	2.917	2.362	4.222	4.378	2.339	3.140	4.512	4.477	2.259	2.181	4.484	3.271	46.907
RES32	2.186	2.288	4.074	3.214	2.248	4.378	3.189	2.246	4.512	3.229	2.259	4.380	4.484	3.271	45.956
RES33	2.186	3.041	4.074	3.214	3.067	4.378	3.189	3.140	4.512	3.229	4.550	4.380	4.484	3.271	50.714
RES34	2.186	4.179	2.917	2.362	4.222	3.183	2.339	2.246	4.512	3.229	2.259	4.380	3.164	3.271	44.448
RES35	3.100	4.179	4.074	2.362	3.067	2.332	2.339	4.371	2.266	3.229	4.550	4.380	2.152	4.612	47.013
RES36	3.100	2.288	2.917	4.387	2.248	3.183	2.339	3.140	2.266	4.477	3.265	3.127	2.152	3.271	42.159
RES37	2.186	2.288	2.123	2.362	3.067	3.183	2.339	4.371	3.221	3.229	3.265	4.380	4.484	3.271	43.770
RES38	4.304	3.041	2.123	4.387	2.248	4.378	3.189	2.246	4.512	3.229	4.550	2.181	4.484	2.176	47.048
RES39	4.304	4.179	2.917	3.214	3.067	3.183	4.335	4.371	2.266	2.278	2.259	2.181	3.164	2.176	43.892
RES40	3.100	3.041	2.123	2.362	2.248	3.183	4.335	3.140	2.266	3.229	3.265	2.181	4.484	4.612	43.570
RES41	4.304	2.288	2.917	4.387	2.248	2.332	4.335	3.140	2.266	4.477	4.550	2.181	4.484	3.271	47.179
RES42	3.100	4.179	2.917	3.214	2.248	4.378	2.339	2.246	4.512	4.477	3.265	2.181	2.152	3.271	44.477
RES43	2.186	4.179	2.917	4.387	4.222	2.332	4.335	2.246	3.221	4.477	2.259	4.380	2.152	3.271	46.562
RES44	2.186	4.179	2.123	4.387	4.222	2.332	3.189	4.371	3.221	2.278	4.550	2.181	4.484	4.612	48.315

RES45	2.186	4.179	2.917	3.214	2.248	2.332	2.339	4.371	3.221	3.229	4.550	2.181	4.484	3.271	44.720
RES46	2.186	4.179	4.074	3.214	3.067	2.332	2.339	3.140	4.512	3.229	2.259	3.127	4.484	2.176	44.316
RES47	2.186	4.179	2.917	4.387	2.248	3.183	2.339	4.371	2.266	4.477	3.265	2.181	4.484	3.271	45.753
RES48	3.100	4.179	4.074	3.214	2.248	3.183	2.339	3.140	4.512	2.278	2.259	4.380	4.484	2.176	45.566
RES49	3.100	4.179	2.123	3.214	4.222	2.332	4.335	4.371	3.221	3.229	2.259	4.380	3.164	2.176	46.304
RES50	3.100	4.179	2.917	4.387	2.248	3.183	2.339	4.371	3.221	2.278	3.265	4.380	3.164	3.271	46.303
RES51	4.304	2.288	4.074	2.362	4.222	2.332	3.189	4.371	2.266	3.229	4.550	2.181	4.484	4.612	48.465
RES52	4.304	2.288	2.123	3.214	4.222	2.332	3.189	2.246	4.512	2.278	3.265	4.380	4.484	4.612	47.450
RES53	4.304	4.179	4.074	4.387	2.248	2.332	4.335	2.246	4.512	4.477	2.259	4.380	4.484	2.176	50.392
RES54	4.304	3.041	4.074	2.362	2.248	4.378	3.189	3.140	2.266	4.477	3.265	3.127	2.152	2.176	44.199
RES55	3.100	2.288	4.074	2.362	4.222	3.183	2.339	4.371	2.266	3.229	4.550	2.181	3.164	4.612	45.941
RES56	2.186	2.288	4.074	3.214	2.248	4.378	3.189	2.246	3.221	4.477	3.265	2.181	3.164	3.271	43.400
RES57	3.100	4.179	4.074	2.362	4.222	3.183	2.339	4.371	3.221	2.278	4.550	3.127	2.152	3.271	46.429
RES58	2.186	3.041	4.074	3.214	3.067	2.332	4.335	4.371	2.266	3.229	4.550	4.380	2.152	4.612	47.807
RES59	4.304	2.288	2.917	4.387	2.248	3.183	2.339	4.371	3.221	2.278	4.550	3.127	2.152	3.271	44.635
RES60	2.186	2.288	4.074	4.387	2.248	4.378	4.335	3.140	4.512	2.278	3.265	4.380	2.152	4.612	48.234

RES61	3.100	3.041	2.123	4.387	4.222	2.332	2.339	4.371	3.221	2.278	4.550	2.181	3.164	3.271	44.580
RES62	4.304	4.179	4.074	2.362	2.248	3.183	4.335	3.140	2.266	3.229	2.259	4.380	4.484	2.176	46.619
RES63	4.304	2.288	2.917	4.387	4.222	2.332	4.335	2.246	3.221	3.229	4.550	3.127	2.152	2.176	45.485
RES64	4.304	3.041	2.917	2.362	4.222	3.183	4.335	2.246	3.221	2.278	3.265	2.181	4.484	2.176	44.216
RES65	2.186	4.179	4.074	3.214	2.248	4.378	3.189	2.246	3.221	2.278	2.259	4.380	3.164	3.271	44.285
RES66	2.186	3.041	4.074	2.362	2.248	3.183	4.335	4.371	3.221	4.477	4.550	3.127	3.164	3.271	47.608
RES67	2.186	3.041	2.123	4.387	2.248	4.378	2.339	3.140	4.512	2.278	3.265	4.380	4.484	3.271	46.033
RES68	4.304	2.288	4.074	2.362	3.067	2.332	4.335	2.246	3.221	2.278	4.550	3.127	4.484	4.612	47.280
RES69	2.186	4.179	2.123	3.214	2.248	4.378	2.339	3.140	2.266	4.477	3.265	4.380	4.484	3.271	45.949
RES70	4.304	4.179	2.123	3.214	2.248	3.183	2.339	3.140	2.266	4.477	2.259	4.380	4.484	3.271	45.866
RES71	2.186	3.041	2.123	4.387	3.067	2.332	4.335	3.140	3.221	2.278	3.265	2.181	4.484	4.612	44.652
RES72	3.100	4.179	2.123	3.214	2.248	4.378	3.189	3.140	2.266	3.229	3.265	3.127	2.152	2.176	41.785
RES73	4.304	2.288	2.917	2.362	3.067	4.378	3.189	2.246	2.266	4.477	4.550	4.380	2.152	3.271	45.846
RES74	2.186	2.288	2.123	4.387	3.067	3.183	3.189	4.371	2.266	4.477	3.265	2.181	4.484	3.271	44.738
RES75	4.304	3.041	2.123	3.214	3.067	3.183	2.339	2.246	4.512	3.229	2.259	4.380	3.164	2.176	43.235
RES76	3.100	3.041	2.123	2.362	3.067	2.332	2.339	2.246	3.221	4.477	4.550	3.127	3.164	3.271	42.419

RES77	4.304	2.288	2.917	2.362	4.222	3.183	2.339	2.246	3.221	4.477	4.550	2.181	4.484	4.612	47.387
RES78	4.304	3.041	4.074	2.362	2.248	3.183	4.335	2.246	4.512	4.477	2.259	2.181	3.164	4.612	46.997
RES79	3.100	3.041	2.123	3.214	4.222	2.332	3.189	4.371	3.221	4.477	3.265	4.380	4.484	3.271	48.691
RES80	3.100	4.179	4.074	2.362	3.067	2.332	3.189	4.371	2.266	2.278	4.550	3.127	4.484	2.176	45.555
RES81	4.304	2.288	4.074	2.362	3.067	4.378	2.339	4.371	3.221	2.278	4.550	3.127	3.164	2.176	45.698
RES82	3.100	4.179	2.123	3.214	4.222	2.332	3.189	4.371	2.266	3.229	2.259	4.380	3.164	2.176	44.203
RES83	4.304	3.041	4.074	3.214	2.248	4.378	3.189	4.371	3.221	2.278	3.265	4.380	3.164	3.271	48.398
RES84	3.100	2.288	4.074	4.387	2.248	3.183	2.339	2.246	3.221	2.278	4.550	4.380	3.164	3.271	44.728
RES85	3.100	4.179	2.917	3.214	3.067	4.378	3.189	4.371	3.221	4.477	4.550	4.380	3.164	4.612	52.818
RES86	3.100	4.179	2.917	3.214	2.248	3.183	2.339	4.371	3.221	3.229	2.259	4.380	2.152	3.271	44.062
RES87	4.304	3.041	2.917	4.387	3.067	4.378	2.339	2.246	4.512	2.278	4.550	2.181	4.484	2.176	46.860
RES88	2.186	4.179	4.074	3.214	3.067	4.378	3.189	4.371	3.221	4.477	3.265	4.380	4.484	3.271	51.755
RES89	4.304	4.179	2.917	2.362	2.248	3.183	2.339	3.140	4.512	2.278	3.265	4.380	2.152	3.271	44.531
RES90	3.100	4.179	2.123	2.362	4.222	3.183	2.339	4.371	4.512	2.278	3.265	2.181	3.164	4.612	45.892
RES91	2.186	2.288	2.917	3.214	2.248	3.183	3.189	2.246	2.266	3.229	3.265	4.380	4.484	4.612	43.706
RES92	4.304	4.179	2.917	4.387	2.248	2.332	2.339	4.371	3.221	4.477	2.259	3.127	2.152	4.612	46.924

RES93	4.304	3.041	2.917	3.214	3.067	4.378	3.189	4.371	4.512	4.477	3.265	4.380	3.164	3.271	51.549
RES94	3.100	4.179	2.123	2.362	4.222	3.183	4.335	4.371	4.512	2.278	2.259	3.127	2.152	4.612	46.815
RES95	2.186	3.041	2.917	2.362	2.248	2.332	3.189	2.246	3.221	4.477	4.550	3.127	3.164	4.612	43.670
RES96	4.304	3.041	4.074	3.214	4.222	4.378	3.189	4.371	3.221	4.477	3.265	4.380	3.164	2.176	51.476
RES97	3.100	3.041	4.074	4.387	4.222	2.332	2.339	2.246	4.512	3.229	3.265	2.181	4.484	2.176	45.588
RES98	4.304	3.041	2.123	4.387	4.222	2.332	4.335	4.371	4.512	2.278	4.550	4.380	2.152	2.176	49.163
RES99	2.186	3.041	2.123	4.387	2.248	4.378	2.339	3.140	4.512	2.278	3.265	4.380	2.152	3.271	43.700
RES100	3.100	3.041	4.074	3.214	3.067	2.332	2.339	3.140	3.221	2.278	2.259	4.380	3.164	2.176	41.784
RES101	4.304	4.179	2.917	4.387	3.067	4.378	4.335	3.140	4.512	4.477	3.265	2.181	3.164	4.612	52.917
RES102	2.186	4.179	2.917	2.362	4.222	2.332	4.335	2.246	3.221	2.278	4.550	3.127	4.484	3.271	45.709
RES103	4.304	4.179	2.917	4.387	4.222	2.332	2.339	4.371	3.221	3.229	2.259	4.380	4.484	2.176	48.801
RES104	4.304	3.041	2.123	4.387	2.248	4.378	2.339	4.371	3.221	4.477	3.265	2.181	3.164	2.176	45.675
RES105	4.304	4.179	2.123	4.387	4.222	3.183	4.335	2.246	2.266	2.278	4.550	3.127	4.484	2.176	47.859
RES106	4.304	4.179	2.123	4.387	4.222	3.183	2.339	2.246	4.512	3.229	3.265	3.127	3.164	4.612	48.892
RES107	3.100	4.179	2.917	3.214	4.222	3.183	3.189	4.371	4.512	4.477	3.265	4.380	3.164	3.271	51.444
RES108	3.100	3.041	2.123	3.214	4.222	4.378	3.189	2.246	3.221	2.278	4.550	3.127	3.164	3.271	45.123

RES109	4.304	4.179	4.074	3.214	4.222	3.183	3.189	4.371	3.221	3.229	4.550	4.380	4.484	3.271	53.871
RES110	3.100	3.041	4.074	3.214	4.222	4.378	3.189	3.140	3.221	4.477	3.265	4.380	4.484	3.271	51.457
RES111	3.100	3.041	4.074	3.214	3.067	3.183	4.335	3.140	4.512	3.229	3.265	3.127	4.484	3.271	49.041
RES112	3.100	3.041	2.917	3.214	3.067	3.183	3.189	4.371	3.221	4.477	4.550	3.127	3.164	4.612	49.232
RES113	4.304	3.041	2.917	4.387	3.067	3.183	4.335	4.371	3.221	3.229	4.550	3.127	3.164	4.612	51.507
RES114	3.100	3.041	2.123	3.214	4.222	2.332	4.335	3.140	2.266	3.229	4.550	3.127	4.484	3.271	46.433
RES115	4.304	4.179	4.074	3.214	4.222	3.183	3.189	4.371	3.221	3.229	3.265	3.127	4.484	3.271	51.333
RES116	3.100	3.041	4.074	3.214	3.067	4.378	4.335	3.140	3.221	4.477	3.265	3.127	4.484	4.612	51.535
RES117	3.100	3.041	2.917	4.387	3.067	4.378	3.189	4.371	4.512	4.477	3.265	4.380	3.164	3.271	51.519
RES118	3.100	4.179	2.917	3.214	4.222	4.378	3.189	3.140	4.512	4.477	3.265	3.127	4.484	3.271	51.475
RES119	3.100	4.179	4.074	3.214	3.067	3.183	4.335	3.140	4.512	4.477	4.550	3.127	3.164	4.612	52.732
RES120	2.186	3.041	2.123	4.387	4.222	3.183	3.189	3.140	3.221	3.229	3.265	3.127	3.164	4.612	46.089
RES121	3.100	4.179	2.917	3.214	4.222	3.183	3.189	4.371	4.512	3.229	3.265	4.380	3.164	3.271	50.196
RES122	4.304	3.041	4.074	3.214	4.222	3.183	4.335	3.140	4.512	3.229	4.550	3.127	4.484	3.271	52.686
RES123	3.100	3.041	4.074	4.387	3.067	3.183	3.189	4.371	3.221	4.477	3.265	4.380	4.484	3.271	51.511
RES124	3.100	4.179	2.917	4.387	3.067	4.378	3.189	4.371	3.221	4.477	3.265	4.380	4.484	3.271	52.687

RES125	4.304	4.179	2.917	3.214	4.222	3.183	4.335	3.140	4.512	3.229	4.550	3.127	4.484	3.271	52.666
RES126	4.304	3.041	4.074	4.387	3.067	3.183	3.189	4.371	3.221	3.229	4.550	3.127	3.164	4.612	51.519
RES127	4.304	3.041	4.074	4.387	4.222	3.183	3.189	4.371	3.221	3.229	4.550	3.127	3.164	4.612	52.674
RES128	3.100	3.041	2.123	3.214	3.067	3.183	3.189	4.371	3.221	3.229	3.265	3.127	3.164	3.271	44.564
RES129	2.186	3.041	1.000	4.387	3.067	3.183	4.335	3.140	4.512	1.638	2.259	1.558	4.484	3.271	42.061
RES130	3.100	4.179	2.917	2.362	4.222	3.183	3.189	4.371	3.221	3.229	4.550	3.127	3.164	2.176	46.990
RES131	3.100	4.179	1.000	1.736	3.067	4.378	2.339	1.673	3.221	3.229	4.550	3.127	4.484	3.271	43.353
RES132	4.304	3.041	1.000	1.736	4.222	1.757	3.189	1.673	3.221	4.477	3.265	4.380	3.164	3.271	42.701
RES133	1.612	4.179	1.649	4.387	1.683	4.378	4.335	3.140	3.221	3.229	3.265	3.127	4.484	4.612	47.301
RES134	3.100	4.179	2.917	3.214	1.683	1.000	4.335	1.000	4.512	3.229	3.265	3.127	4.484	3.271	43.315
RES135	3.100	4.179	2.917	1.000	1.683	1.757	3.189	4.371	3.221	4.477	3.265	3.127	3.164	3.271	42.721
RES136	4.304	1.000	1.649	3.214	1.683	3.183	4.335	3.140	3.221	4.477	4.550	4.380	3.164	3.271	45.570
RES137	3.100	4.179	2.917	4.387	3.067	1.757	1.000	3.140	1.714	3.229	4.550	3.127	3.164	3.271	42.601
RES138	4.304	3.041	1.649	2.362	3.067	3.183	1.000	3.140	2.266	4.477	2.259	3.127	1.596	3.271	38.742
RES139	2.186	2.288	2.917	4.387	3.067	1.757	4.335	3.140	3.221	4.477	3.265	4.380	3.164	3.271	45.854
RES140	3.100	2.288	4.074	1.736	3.067	1.757	2.339	3.140	1.714	2.278	3.265	4.380	3.164	4.612	40.914

RES141	3.100	2.288	2.123	2.362	4.222	3.183	3.189	4.371	1.714	3.229	3.265	4.380	3.164	3.271	43.862
RES142	2.186	4.179	2.917	3.214	4.222	1.757	1.000	1.000	2.266	3.229	3.265	4.380	4.484	4.612	42.711
RES143	3.100	2.288	2.917	4.387	2.248	1.757	1.690	3.140	1.714	3.229	4.550	4.380	3.164	3.271	41.835
RES144	3.100	3.041	4.074	1.000	1.683	2.332	3.189	3.140	4.512	3.229	3.265	4.380	3.164	3.271	43.380
RES145	3.100	3.041	1.000	2.362	4.222	4.378	2.339	2.246	2.266	3.229	4.550	4.380	3.164	4.612	44.889
RES146	3.100	4.179	2.917	3.214	1.683	2.332	2.339	1.673	2.266	3.229	2.259	4.380	4.484	3.271	41.325
RES147	3.100	4.179	2.917	2.362	1.683	3.183	4.335	3.140	4.512	3.229	4.550	3.127	4.484	3.271	48.072
RES148	3.100	4.179	2.917	4.387	3.067	3.183	4.335	3.140	3.221	3.229	2.259	1.558	1.596	2.176	42.346
RES149	3.100	4.179	1.649	1.736	2.248	3.183	4.335	3.140	3.221	4.477	3.265	4.380	3.164	3.271	45.347
RES150	3.100	4.179	2.917	3.214	4.222	1.000	1.690	2.246	3.221	3.229	4.550	3.127	4.484	3.271	44.449
RES151	3.100	4.179	1.649	3.214	1.000	1.757	3.189	4.371	3.221	1.638	3.265	3.127	4.484	3.271	41.466
RES152	3.100	4.179	2.917	3.214	4.222	3.183	3.189	1.673	1.000	3.229	3.265	4.380	3.164	3.271	43.986
RES153	3.100	4.179	2.917	1.000	1.683	3.183	1.690	3.140	4.512	3.229	3.265	3.127	3.164	3.271	41.459
RES154	3.100	4.179	2.917	3.214	4.222	4.378	3.189	3.140	1.000	1.638	1.000	3.127	4.484	3.271	42.860
RES155	3.100	3.041	1.649	3.214	1.683	1.757	3.189	3.140	3.221	4.477	4.550	4.380	4.484	3.271	45.157
RES156	1.612	1.701	1.649	3.214	4.222	3.183	4.335	4.371	3.221	3.229	4.550	3.127	4.484	3.271	46.168

RES157	3.100	4.179	2.917	1.736	4.222	1.000	3.189	1.673	4.512	3.229	3.265	4.380	3.164	3.271	43.837
RES158	1.000	1.701	1.000	3.214	4.222	3.183	4.335	3.140	4.512	3.229	3.265	3.127	4.484	3.271	43.683
RES159	3.100	4.179	2.917	3.214	1.000	3.183	1.690	1.673	3.221	4.477	3.265	3.127	4.484	3.271	42.800
RES160	4.304	3.041	4.074	4.387	1.000	4.378	3.189	4.371	1.714	4.477	3.265	4.380	3.164	1.000	46.745
RES161	3.100	4.179	2.917	3.214	3.067	1.000	4.335	3.140	1.714	3.229	3.265	1.000	3.164	4.612	41.935
RES162	3.100	4.179	2.917	1.000	3.067	3.183	4.335	3.140	4.512	1.638	4.550	4.380	1.000	4.612	45.613
RES163	3.100	4.179	2.917	3.214	3.067	1.000	4.335	3.140	1.000	4.477	1.618	3.127	3.164	4.612	42.949
RES164	3.100	4.179	2.917	1.736	3.067	1.000	1.690	4.371	3.221	4.477	3.265	4.380	3.164	4.612	45.178
RES165	4.304	4.179	2.917	4.387	1.000	3.183	1.690	4.371	3.221	4.477	1.000	3.127	4.484	3.271	45.611
RES166	1.000	3.041	2.917	1.736	3.067	4.378	3.189	4.371	1.000	4.477	4.550	3.127	4.484	3.271	44.607
RES167	1.612	1.000	1.000	3.214	4.222	3.183	4.335	4.371	3.221	3.229	4.550	3.127	4.484	3.271	44.818
RES168	3.100	3.041	2.917	4.387	3.067	3.183	4.335	3.140	4.512	3.229	1.618	1.000	3.164	4.612	45.305
RES169	3.100	3.041	1.000	4.387	3.067	4.378	1.690	4.371	1.714	4.477	3.265	4.380	3.164	4.612	46.646
RES170	3.100	4.179	2.917	4.387	3.067	4.378	1.690	1.673	1.714	3.229	4.550	4.380	3.164	3.271	45.698
RES171	3.100	4.179	1.000	4.387	4.222	3.183	4.335	3.140	4.512	3.229	1.618	3.127	4.484	1.000	45.517
RES172	3.100	3.041	4.074	3.214	4.222	4.378	3.189	3.140	3.221	4.477	4.550	1.000	1.596	1.573	44.775

RES173	4.304	1.701	4.074	3.214	4.222	4.378	3.189	4.371	3.221	4.477	1.618	1.000	3.164	4.612	47.545
RES174	3.100	4.179	2.917	2.362	3.067	4.378	1.690	1.000	3.221	4.477	3.265	4.380	4.484	3.271	45.791
RES175	4.304	3.041	2.917	4.387	3.067	3.183	4.335	3.140	3.221	3.229	4.550	1.558	1.000	1.573	43.505
RES176	3.100	4.179	2.917	4.387	3.067	1.757	1.000	3.140	4.512	1.638	3.265	4.380	3.164	4.612	45.119
RES177	1.000	1.701	2.917	4.387	4.222	1.000	4.335	3.140	4.512	3.229	4.550	3.127	4.484	3.271	45.875
RES178	3.100	3.041	4.074	3.214	3.067	1.757	3.189	1.000	1.714	3.229	4.550	3.127	4.484	3.271	42.817
RES179	3.100	3.041	4.074	1.736	1.000	1.757	3.189	4.371	3.221	4.477	3.265	4.380	3.164	4.612	45.388
RES180	3.100	4.179	4.074	3.214	1.683	3.183	1.690	4.371	3.221	4.477	3.265	4.380	1.000	4.612	46.448
RES181	3.100	4.179	2.917	1.736	1.000	1.757	3.189	4.371	3.221	4.477	3.265	4.380	3.164	3.271	44.027
RES182	3.100	4.179	2.917	4.387	3.067	1.757	1.690	3.140	1.000	3.229	4.550	3.127	3.164	4.612	43.918
RES183	3.100	4.179	4.074	1.000	3.067	1.757	4.335	3.140	1.000	3.229	4.550	3.127	4.484	3.271	44.313
RES184	3.100	4.179	2.917	3.214	1.683	1.757	1.000	3.140	3.221	4.477	3.265	3.127	3.164	4.612	42.856
RES185	1.000	1.701	2.917	3.214	1.000	3.183	4.335	3.140	4.512	3.229	3.265	4.380	3.164	4.612	43.652
RES186	3.100	4.179	2.917	3.214	1.683	3.183	4.335	3.140	1.000	3.229	4.550	3.127	4.484	1.000	43.140
RES187	3.100	4.179	2.917	3.214	1.683	1.000	3.189	1.673	4.512	3.229	3.265	4.380	3.164	3.271	42.775
RES188	1.000	1.701	1.000	4.387	3.067	4.378	3.189	4.371	3.221	4.477	3.265	4.380	3.164	3.271	44.871

RES189	3.100	4.179	2.917	3.214	3.067	1.757	1.000	3.140	1.714	3.229	3.265	4.380	4.484	3.271	42.718
RES190	4.304	3.041	2.917	3.214	1.000	1.757	3.189	1.673	4.512	4.477	3.265	3.127	4.484	3.271	44.232
RES191	3.100	4.179	2.917	4.387	3.067	3.183	4.335	3.140	1.714	1.000	1.618	3.127	3.164	4.612	43.543
RES192	3.100	1.701	1.649	3.214	4.222	3.183	4.335	4.371	3.221	4.477	3.265	4.380	3.164	1.000	45.282
RES193	3.100	4.179	2.917	3.214	4.222	1.757	1.000	3.140	1.714	4.477	3.265	3.127	4.484	3.271	43.867
RES194	3.100	4.179	2.917	1.736	1.000	3.183	1.690	3.140	3.221	4.477	3.265	4.380	3.164	3.271	42.722
RES195	4.304	3.041	1.649	1.000	1.683	3.183	4.335	3.140	4.512	3.229	3.265	4.380	3.164	3.271	44.156
RES196	3.100	4.179	2.917	3.214	3.067	4.378	1.690	1.000	3.221	3.229	1.618	3.127	3.164	4.612	42.515
RES197	1.000	3.041	4.074	4.387	3.067	3.183	1.690	3.140	3.221	4.477	4.550	1.000	3.164	4.612	44.605
RES198	3.100	4.179	2.917	4.387	1.000	1.757	3.189	1.673	3.221	4.477	3.265	4.380	3.164	4.612	45.322
RES199	1.612	1.000	2.917	3.214	4.222	1.757	3.189	3.140	4.512	4.477	3.265	3.127	3.164	4.612	44.207
RES200	3.100	3.041	4.074	3.214	1.683	1.000	3.189	1.673	3.221	3.229	4.550	3.127	4.484	3.271	42.856
RES201	4.304	1.000	1.000	4.387	3.067	4.378	3.189	4.371	4.512	1.638	4.550	3.127	3.164	4.612	47.299
RES202	1.612	3.041	4.074	3.214	4.222	3.183	3.189	4.371	3.221	3.229	3.265	3.127	4.484	1.573	45.805
RES203	1.612	1.701	1.000	4.387	3.067	3.183	4.335	3.140	3.221	3.229	4.550	4.380	3.164	4.612	45.581
RES204	1.000	1.701	1.000	3.214	3.067	4.378	3.189	4.371	3.221	3.229	3.265	4.380	4.484	3.271	43.771

RES205	4.304	3.041	4.074	4.387	1.000	3.183	3.189	1.000	3.221	3.229	1.000	3.127	4.484	4.612	43.852
RES206	1.612	1.000	4.074	3.214	3.067	1.000	1.690	3.140	3.221	3.229	4.550	4.380	3.164	3.271	40.610
RES207	1.000	3.041	4.074	3.214	4.222	1.757	1.000	4.371	3.221	4.477	3.265	4.380	3.164	3.271	44.457
RES208	3.100	1.701	1.649	3.214	4.222	3.183	3.189	4.371	4.512	3.229	1.000	3.127	1.596	3.271	41.364
RES209	1.000	3.041	2.917	4.387	1.683	2.332	3.189	3.140	3.221	3.229	3.265	4.380	3.164	4.612	43.561
RES210	4.304	1.701	2.917	4.387	1.000	4.378	4.335	3.140	3.221	1.638	3.265	3.127	4.484	4.612	46.511
RES211	4.304	4.179	4.074	4.387	3.067	3.183	3.189	3.140	3.221	1.638	3.265	1.558	1.596	3.271	44.073
RES212	2.186	2.288	2.123	3.214	3.067	3.183	3.189	3.140	4.512	4.477	4.550	2.181	3.164	3.271	44.543
RES213	4.304	3.041	2.917	4.387	1.683	1.000	3.189	1.673	4.512	3.229	4.550	3.127	3.164	4.612	45.388
RES214	3.100	4.179	2.917	1.000	3.067	1.757	3.189	1.000	3.221	4.477	3.265	4.380	3.164	3.271	41.987
RES215	1.000	1.000	1.649	4.387	3.067	4.378	4.335	3.140	3.221	3.229	4.550	3.127	4.484	3.271	44.838
RES216	1.000	3.041	2.917	1.736	3.067	4.378	1.690	3.140	4.512	4.477	3.265	3.127	3.164	3.271	42.783
RES217	3.100	1.701	2.917	1.000	3.067	3.183	1.000	3.140	3.221	4.477	3.265	3.127	3.164	4.612	40.974
RES218	1.000	3.041	4.074	3.214	4.222	4.378	3.189	3.140	1.714	4.477	1.618	4.380	3.164	4.612	46.223
RES219	3.100	3.041	4.074	4.387	4.222	1.757	1.690	2.246	3.221	1.000	3.265	3.127	3.164	4.612	42.906
RES220	3.100	3.041	1.649	4.387	3.067	1.000	3.189	4.371	3.221	3.229	4.550	3.127	1.000	4.612	43.544

RES221	4.304	3.041	4.074	1.736	1.683	3.183	4.335	3.140	4.512	1.000	3.265	4.380	3.164	4.612	46.429
RES222	3.100	4.179	2.917	3.214	4.222	1.757	1.690	3.140	1.714	3.229	3.265	4.380	3.164	3.271	43.242
RES223	1.612	1.000	2.917	3.214	3.067	4.378	3.189	4.371	3.221	1.000	3.265	4.380	3.164	4.612	43.389
RES224	4.304	3.041	4.074	3.214	1.000	3.183	4.335	3.140	1.714	1.638	4.550	3.127	4.484	3.271	45.075
RES225	3.100	1.701	1.000	1.736	4.222	3.183	4.335	3.140	4.512	4.477	3.265	4.380	3.164	4.612	46.827
RES226	3.100	4.179	2.917	1.736	1.000	3.183	4.335	1.673	3.221	4.477	4.550	4.380	3.164	3.271	45.184
RES227	1.612	4.179	2.917	4.387	1.000	4.378	3.189	4.371	1.714	3.229	4.550	4.380	3.164	3.271	46.340
RES228	3.100	3.041	1.649	4.387	3.067	4.378	3.189	1.673	4.512	1.000	3.265	4.380	4.484	3.271	45.397

Lampiran 6 Norma skoring variabel *work life balance*

Successive Detail							
Col	Category	Freq	Prop	Cum	Density	Z	Scale
1.000	1.000	14.000	0.048	0.048	0.100	-1.662	1.000
	2.000	36.000	0.124	0.172	0.255	-0.945	1.828
	3.000	37.000	0.128	0.300	0.348	-0.524	2.354
	4.000	116.000	0.400	0.700	0.348	0.524	3.077
	5.000	87.000	0.300	1.000	0.000		4.236
2.000	1.000	14.000	0.048	0.048	0.100	-1.662	1.000
	2.000	25.000	0.086	0.134	0.217	-1.105	1.729
	3.000	46.000	0.159	0.293	0.344	-0.544	2.274
	4.000	123.000	0.424	0.717	0.338	0.575	3.091
	5.000	82.000	0.283	1.000	0.000		4.273
3.000	1.000	8.000	0.028	0.028	0.063	-1.918	1.000
	2.000	25.000	0.086	0.114	0.193	-1.207	1.802
	3.000	51.000	0.176	0.290	0.342	-0.554	2.450
	4.000	119.000	0.410	0.700	0.348	0.524	3.287
	5.000	87.000	0.300	1.000	0.000		4.459
4.000	1.000	9.000	0.031	0.031	0.070	-1.866	1.000
	2.000	31.000	0.107	0.138	0.220	-1.090	1.848
	3.000	47.000	0.162	0.300	0.348	-0.524	2.469
	4.000	104.000	0.359	0.659	0.367	0.409	3.201
	5.000	99.000	0.341	1.000	0.000		4.330
5.000	1.000	11.000	0.038	0.038	0.083	-1.775	1.000

	2.000	39.000	0.134	0.172	0.255	-0.945	1.891
	3.000	59.000	0.203	0.376	0.379	-0.316	2.566
	4.000	95.000	0.328	0.703	0.346	0.534	3.278
	5.000	86.000	0.297	1.000	0.000		4.342
6.000	1.000	9.000	0.031	0.031	0.070	-1.866	1.000
	2.000	34.000	0.117	0.148	0.231	-1.044	1.878
	3.000	44.000	0.152	0.300	0.348	-0.524	2.488
	4.000	131.000	0.452	0.752	0.317	0.680	3.324
	5.000	72.000	0.248	1.000	0.000		4.530
7.000	1.000	12.000	0.041	0.041	0.089	-1.735	1.000
	2.000	30.000	0.103	0.145	0.228	-1.059	1.795
	3.000	40.000	0.138	0.283	0.338	-0.575	2.340
	4.000	106.000	0.366	0.648	0.371	0.381	3.051
	5.000	102.000	0.352	1.000	0.000		4.196
8.000	1.000	13.000	0.045	0.045	0.094	-1.697	1.000
	2.000	41.000	0.141	0.186	0.268	-0.892	1.881
	3.000	54.000	0.186	0.372	0.378	-0.325	2.515
	4.000	102.000	0.352	0.724	0.334	0.595	3.234
	5.000	80.000	0.276	1.000	0.000		4.319
9.000	1.000	9.000	0.031	0.031	0.070	-1.866	1.000
	2.000	33.000	0.114	0.145	0.228	-1.059	1.869
	3.000	41.000	0.141	0.286	0.340	-0.565	2.460
	4.000	123.000	0.424	0.710	0.342	0.554	3.250
	5.000	84.000	0.290	1.000	0.000		4.436
10.000	1.000	8.000	0.028	0.028	0.063	-1.918	1.000

	2.000	31.000	0.107	0.134	0.217	-1.105	1.868
	3.000	42.000	0.145	0.279	0.336	-0.585	2.474
	4.000	130.000	0.448	0.728	0.332	0.606	3.310
	5.000	79.000	0.272	1.000	0.000		4.520
11.000	1.000	7.000	0.024	0.024	0.057	-1.975	1.000
	2.000	31.000	0.107	0.131	0.213	-1.122	1.892
	3.000	53.000	0.183	0.314	0.355	-0.485	2.574
	4.000	111.000	0.383	0.697	0.349	0.515	3.365
	5.000	88.000	0.303	1.000	0.000		4.503
12.000	1.000	8.000	0.028	0.028	0.063	-1.918	1.000
	2.000	17.000	0.059	0.086	0.157	-1.364	1.700
	3.000	25.000	0.086	0.172	0.255	-0.945	2.163
	4.000	156.000	0.538	0.710	0.342	0.554	3.139
	5.000	84.000	0.290	1.000	0.000		4.481
13.000	1.000	3.000	0.010	0.010	0.027	-2.314	1.000
	2.000	22.000	0.076	0.086	0.157	-1.364	1.943
	3.000	19.000	0.066	0.152	0.235	-1.029	2.468
	4.000	149.000	0.514	0.666	0.364	0.428	3.402
	5.000	97.000	0.334	1.000	0.000		4.742
14.000	1.000	11.000	0.038	0.038	0.083	-1.775	1.000
	2.000	18.000	0.062	0.100	0.175	-1.282	1.678
	3.000	17.000	0.059	0.159	0.242	-1.000	2.042
	4.000	137.000	0.472	0.631	0.377	0.335	2.889
	5.000	107.000	0.369	1.000	0.000		4.198
15.000	1.000	10.000	0.034	0.034	0.076	-1.819	1.000

	2.000	14.000	0.048	0.083	0.153	-1.387	1.635
	3.000	15.000	0.052	0.134	0.217	-1.105	1.976
	4.000	159.000	0.548	0.683	0.356	0.475	2.959
	5.000	92.000	0.317	1.000	0.000		4.337
16.000	1.000	8.000	0.028	0.028	0.063	-1.918	1.000
	2.000	8.000	0.028	0.055	0.112	-1.597	1.558
	3.000	9.000	0.031	0.086	0.157	-1.364	1.826
	4.000	158.000	0.545	0.631	0.377	0.335	2.897
	5.000	107.000	0.369	1.000	0.000		4.323
17.000	1.000	7.000	0.024	0.024	0.057	-1.975	1.000
	2.000	6.000	0.021	0.045	0.094	-1.697	1.527
	3.000	19.000	0.066	0.110	0.188	-1.225	1.917
	4.000	145.000	0.500	0.610	0.384	0.280	2.961
	5.000	113.000	0.390	1.000	0.000		4.335

Lampiran 7 Penskalaan variabel *work life balance* setelah outlier

Succesive Interval																		
Nama	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12	A13	A14	A15	A16	A17	TOTAL
RES1	1.000	1.000	4.459	4.330	1.891	4.530	1.795	2.515	1.869	1.868	1.892	3.139	3.402	2.889	2.959	2.897	2.961	45.396
RES2	1.828	3.091	3.287	3.201	3.278	3.324	3.051	3.234	3.250	1.868	3.365	3.139	3.402	2.042	2.959	2.897	2.961	50.176
RES3	2.354	2.274	2.450	3.201	2.566	3.324	3.051	2.515	3.250	2.474	2.574	2.163	2.468	2.042	2.959	2.897	2.961	45.522
RES4	2.354	4.273	3.287	3.201	3.278	3.324	4.196	2.515	3.250	2.474	3.365	3.139	3.402	1.678	1.635	4.323	4.335	54.030
RES5	3.077	3.091	3.287	3.201	3.278	3.324	3.051	2.515	3.250	3.310	3.365	3.139	3.402	2.889	2.959	2.897	2.961	52.996
RES6	1.828	3.091	3.287	3.201	1.891	2.488	3.051	1.881	3.250	3.310	3.365	1.700	1.943	1.678	4.337	4.323	4.335	48.957
RES7	2.354	3.091	3.287	3.201	2.566	1.878	3.051	2.515	2.460	1.868	2.574	3.139	3.402	2.889	2.959	2.897	2.961	47.091
RES8	3.077	4.273	3.287	4.330	2.566	3.324	4.196	2.515	4.436	1.868	3.365	3.139	4.742	2.889	4.337	4.323	4.335	61.002
RES9	2.354	3.091	2.450	3.201	2.566	2.488	3.051	2.515	3.250	2.474	3.365	3.139	3.402	2.042	2.959	2.897	2.961	48.204
RES10	1.828	2.274	2.450	2.469	2.566	2.488	2.340	1.881	2.460	2.474	2.574	3.139	3.402	2.889	2.959	2.897	2.961	44.050
RES11	2.354	2.274	2.450	3.201	3.278	2.488	3.051	2.515	2.460	2.474	2.574	2.163	3.402	2.889	2.959	2.897	2.961	46.390
RES12	1.828	3.091	3.287	4.330	3.278	3.324	3.051	2.515	3.250	2.474	3.365	3.139	3.402	2.889	2.959	2.897	2.961	52.040
RES13	3.077	3.091	3.287	4.330	4.342	3.324	3.051	3.234	4.436	3.310	3.365	3.139	3.402	2.889	4.337	4.323	2.961	59.896

RES14	4.236	4.273	4.459	4.330	4.342	4.530	4.196	1.881	4.436	4.520	4.503	3.139	3.402	2.889	2.959	2.897	2.961	63.952
RES15	1.828	2.274	2.450	3.201	2.566	2.488	2.340	1.881	2.460	2.474	3.365	2.163	3.402	2.889	2.959	2.897	2.961	44.596
RES16	1.828	2.274	2.450	2.469	2.566	2.488	3.051	2.515	2.460	2.474	2.574	3.139	3.402	2.889	2.959	2.897	2.961	45.396
RES17	4.236	3.091	3.287	2.469	3.278	4.530	3.051	4.319	2.460	3.310	3.365	4.481	4.742	4.198	4.337	2.897	4.335	62.386
RES18	4.236	3.091	3.287	4.330	4.342	4.530	3.051	3.234	3.250	4.520	2.574	3.139	4.742	4.198	4.337	4.323	4.335	65.519
RES19	3.077	4.273	3.287	4.330	4.342	3.324	3.051	4.319	4.436	3.310	3.365	3.139	3.402	4.198	2.959	4.323	2.961	62.095
RES20	4.236	3.091	3.287	4.330	2.566	3.324	4.196	3.234	4.436	3.310	4.503	4.481	3.402	2.889	4.337	4.323	2.961	62.904
RES21	3.077	2.274	4.459	2.469	3.278	3.324	3.051	4.319	3.250	4.520	2.574	4.481	3.402	4.198	4.337	2.897	2.961	58.872
RES22	4.236	3.091	4.459	3.201	2.566	3.324	4.196	4.319	3.250	2.474	4.503	3.139	4.742	2.889	2.959	2.897	4.335	60.581
RES23	4.236	3.091	4.459	3.201	4.342	3.324	3.051	3.234	4.436	4.520	3.365	4.481	4.742	2.889	4.337	2.897	4.335	64.940
RES24	3.077	3.091	4.459	3.201	4.342	4.530	3.051	3.234	2.460	3.310	3.365	3.139	3.402	2.889	2.959	2.897	2.961	56.366
RES25	3.077	3.091	4.459	2.469	4.342	2.488	3.051	3.234	4.436	4.520	3.365	4.481	4.742	4.198	2.959	2.897	2.961	60.769
RES26	4.236	3.091	4.459	4.330	3.278	4.530	3.051	4.319	3.250	2.474	2.574	4.481	3.402	4.198	2.959	4.323	4.335	63.293
RES27	3.077	2.274	2.450	4.330	3.278	4.530	3.051	2.515	2.460	2.474	3.365	3.139	4.742	2.889	4.337	2.897	2.961	54.769
RES28	3.077	3.091	3.287	4.330	3.278	2.488	2.340	4.319	3.250	2.474	3.365	4.481	4.742	4.198	2.959	2.897	2.961	57.537
RES29	2.354	4.273	3.287	3.201	4.342	3.324	2.340	4.319	3.250	3.310	2.574	3.139	4.742	2.889	2.959	4.323	4.335	58.961

RES30	3.077	3.091	4.459	4.330	3.278	3.324	4.196	3.234	3.250	4.520	3.365	4.481	3.402	2.889	4.337	2.897	2.961	61.090
RES31	3.077	4.273	4.459	2.469	3.278	3.324	3.051	3.234	4.436	2.474	3.365	4.481	3.402	2.889	4.337	2.897	2.961	58.407
RES32	4.236	2.274	3.287	3.201	3.278	3.324	4.196	2.515	3.250	3.310	3.365	4.481	3.402	2.889	2.959	4.323	2.961	57.251
RES33	3.077	4.273	2.450	3.201	4.342	4.530	3.051	2.515	3.250	4.520	3.365	4.481	3.402	2.889	2.959	2.897	4.335	59.539
RES34	3.077	4.273	2.450	3.201	4.342	3.324	4.196	3.234	2.460	4.520	3.365	4.481	3.402	4.198	2.959	4.323	2.961	60.765
RES35	3.077	3.091	4.459	3.201	4.342	4.530	3.051	3.234	2.460	4.520	3.365	3.139	3.402	4.198	4.337	2.897	4.335	61.637
RES36	4.236	3.091	2.450	2.469	3.278	3.324	4.196	3.234	2.460	3.310	4.503	3.139	3.402	4.198	4.337	2.897	2.961	57.483
RES37	3.077	3.091	3.287	2.469	2.566	3.324	4.196	3.234	3.250	3.310	2.574	4.481	3.402	2.889	4.337	4.323	4.335	58.145
RES38	4.236	2.274	3.287	2.469	4.342	3.324	4.196	2.515	3.250	4.520	3.365	4.481	3.402	4.198	2.959	4.323	4.335	61.476
RES39	3.077	3.091	4.459	3.201	3.278	4.530	2.340	2.515	3.250	3.310	3.365	4.481	4.742	2.889	4.337	2.897	2.961	58.724
RES40	2.354	2.274	3.287	4.330	4.342	3.324	3.051	2.515	4.436	2.474	4.503	3.139	4.742	2.889	4.337	2.897	2.961	57.853
RES41	4.236	3.091	4.459	2.469	3.278	3.324	2.340	3.234	4.436	3.310	4.503	4.481	3.402	4.198	2.959	4.323	4.335	62.378
RES42	3.077	4.273	4.459	4.330	3.278	3.324	4.196	2.515	3.250	4.520	4.503	4.481	4.742	4.198	2.959	4.323	2.961	65.390
RES43	3.077	4.273	3.287	3.201	2.566	4.530	3.051	4.319	3.250	3.310	4.503	3.139	4.742	2.889	4.337	4.323	2.961	61.758
RES44	3.077	2.274	4.459	3.201	3.278	4.530	2.340	3.234	4.436	3.310	2.574	4.481	3.402	4.198	4.337	2.897	4.335	60.364
RES45	4.236	4.273	3.287	4.330	2.566	4.530	3.051	2.515	4.436	3.310	2.574	4.481	3.402	2.889	4.337	4.323	4.335	62.876

RES46	3.077	2.274	4.459	4.330	3.278	2.488	2.340	3.234	4.436	3.310	2.574	4.481	3.402	2.889	4.337	2.897	4.335	58.142
RES47	3.077	4.273	2.450	4.330	3.278	2.488	3.051	4.319	2.460	3.310	3.365	4.481	3.402	4.198	2.959	4.323	2.961	58.726
RES48	2.354	3.091	4.459	2.469	2.566	3.324	4.196	3.234	4.436	4.520	3.365	4.481	3.402	2.889	4.337	4.323	2.961	60.405
RES49	3.077	4.273	4.459	2.469	4.342	2.488	4.196	2.515	2.460	3.310	4.503	3.139	4.742	4.198	2.959	4.323	2.961	60.414
RES50	4.236	3.091	3.287	4.330	4.342	3.324	3.051	4.319	3.250	3.310	4.503	3.139	3.402	4.198	4.337	2.897	4.335	63.351
RES51	3.077	4.273	3.287	3.201	2.566	4.530	3.051	4.319	3.250	3.310	2.574	4.481	3.402	4.198	4.337	2.897	4.335	61.090
RES52	4.236	2.274	3.287	4.330	3.278	3.324	4.196	3.234	4.436	3.310	4.503	4.481	3.402	4.198	2.959	4.323	2.961	62.730
RES53	4.236	3.091	3.287	3.201	4.342	3.324	3.051	3.234	3.250	3.310	3.365	4.481	3.402	4.198	4.337	4.323	2.961	61.392
RES54	2.354	3.091	3.287	4.330	4.342	4.530	2.340	3.234	4.436	3.310	3.365	3.139	4.742	4.198	2.959	4.323	2.961	60.938
RES55	4.236	2.274	3.287	4.330	3.278	2.488	3.051	2.515	4.436	3.310	4.503	3.139	4.742	2.889	4.337	2.897	2.961	58.672
RES56	3.077	4.273	3.287	3.201	4.342	3.324	4.196	3.234	4.436	4.520	3.365	3.139	4.742	2.889	4.337	2.897	2.961	62.218
RES57	3.077	2.274	2.450	4.330	3.278	3.324	3.051	4.319	3.250	3.310	3.365	3.139	3.402	4.198	2.959	2.897	4.335	56.958
RES58	3.077	4.273	2.450	2.469	3.278	3.324	4.196	4.319	3.250	4.520	3.365	3.139	4.742	4.198	2.959	4.323	2.961	60.843
RES59	3.077	4.273	2.450	4.330	3.278	4.530	2.340	3.234	4.436	3.310	4.503	4.481	3.402	2.889	4.337	2.897	4.335	62.103
RES60	2.354	4.273	3.287	3.201	4.342	3.324	4.196	2.515	3.250	4.520	4.503	3.139	4.742	2.889	4.337	4.323	2.961	62.155
RES61	4.236	2.274	3.287	3.201	4.342	3.324	4.196	3.234	4.436	3.310	2.574	3.139	4.742	2.889	2.959	2.897	4.335	59.374

RES62	2.354	3.091	4.459	3.201	4.342	4.530	3.051	3.234	4.436	3.310	2.574	3.139	4.742	2.889	2.959	2.897	2.961	58.168
RES63	3.077	2.274	4.459	4.330	2.566	2.488	4.196	4.319	3.250	4.520	4.503	3.139	3.402	4.198	2.959	4.323	2.961	60.963
RES64	2.354	3.091	4.459	3.201	2.566	3.324	3.051	3.234	4.436	4.520	2.574	4.481	4.742	2.889	2.959	2.897	4.335	59.112
RES65	4.236	3.091	3.287	2.469	3.278	3.324	4.196	4.319	3.250	3.310	2.574	4.481	3.402	4.198	4.337	4.323	2.961	61.036
RES66	4.236	3.091	3.287	4.330	4.342	3.324	3.051	4.319	3.250	3.310	4.503	1.700	1.943	2.889	4.337	2.897	4.335	59.143
RES67	4.236	3.091	3.287	4.330	2.566	4.530	2.340	2.515	3.250	4.520	1.892	4.481	3.402	2.889	4.337	4.323	2.961	58.950
RES68	2.354	4.273	3.287	4.330	2.566	3.324	4.196	3.234	2.460	4.520	3.365	4.481	4.742	2.889	4.337	2.897	4.335	61.588
RES69	4.236	2.274	3.287	2.469	4.342	3.324	2.340	4.319	3.250	3.310	4.503	4.481	3.402	4.198	2.959	4.323	2.961	59.977
RES70	4.236	3.091	3.287	3.201	2.566	2.488	2.340	3.234	2.460	2.474	3.365	3.139	3.402	2.889	4.337	4.323	2.961	53.791
RES71	3.077	4.273	3.287	3.201	2.566	3.324	4.196	4.319	3.250	4.520	2.574	3.139	3.402	4.198	2.959	4.323	4.335	60.944
RES72	3.077	3.091	2.450	4.330	3.278	3.324	2.340	2.515	3.250	4.520	3.365	4.481	3.402	4.198	2.959	2.897	2.961	56.438
RES73	3.077	4.273	3.287	4.330	2.566	3.324	4.196	4.319	4.436	3.310	2.574	3.139	4.742	4.198	2.959	4.323	4.335	63.388
RES74	2.354	4.273	3.287	4.330	3.278	4.530	3.051	2.515	4.436	3.310	3.365	3.139	3.402	4.198	2.959	4.323	2.961	59.710
RES75	3.077	3.091	4.459	3.201	3.278	2.488	4.196	3.234	3.250	4.520	3.365	4.481	4.742	2.889	2.959	2.897	4.335	60.463
RES76	3.077	2.274	3.287	4.330	3.278	2.488	2.340	3.234	2.460	2.474	4.503	3.139	3.402	4.198	4.337	4.323	2.961	56.104
RES77	4.236	2.274	2.450	3.201	2.566	4.530	3.051	3.234	3.250	3.310	4.503	3.139	4.742	4.198	4.337	2.897	4.335	60.253

RES78	3.077	3.091	4.459	4.330	2.566	3.324	4.196	2.515	3.250	4.520	2.574	3.139	4.742	4.198	2.959	4.323	2.961	60.224
RES79	3.077	4.273	3.287	3.201	4.342	3.324	4.196	3.234	2.460	3.310	1.892	4.481	3.402	4.198	2.959	2.897	2.961	57.493
RES80	2.354	3.091	4.459	2.469	4.342	3.324	2.340	3.234	3.250	2.474	3.365	3.139	3.402	2.889	4.337	2.897	4.335	55.700
RES81	3.077	3.091	3.287	4.330	2.566	4.530	3.051	3.234	4.436	3.310	2.574	4.481	3.402	2.889	2.959	2.897	2.961	57.074
RES82	3.077	4.273	3.287	4.330	3.278	3.324	4.196	3.234	4.436	3.310	4.503	3.139	4.742	2.889	4.337	4.323	2.961	63.638
RES83	3.077	4.273	4.459	3.201	2.566	3.324	4.196	3.234	4.436	3.310	2.574	4.481	3.402	4.198	4.337	2.897	4.335	62.300
RES84	3.077	4.273	4.459	3.201	4.342	3.324	2.340	4.319	3.250	2.474	3.365	4.481	3.402	4.198	4.337	2.897	4.335	62.076
RES85	3.077	3.091	3.287	4.330	3.278	2.488	3.051	4.319	3.250	2.474	4.503	4.481	3.402	4.198	4.337	4.323	2.961	60.851
RES86	4.236	3.091	4.459	3.201	4.342	4.530	3.051	3.234	4.436	4.520	3.365	1.700	3.402	2.889	4.337	2.897	4.335	62.025
RES87	3.077	4.273	3.287	4.330	3.278	4.530	2.340	4.319	4.436	3.310	3.365	4.481	3.402	4.198	2.959	4.323	2.961	62.869
RES88	3.077	3.091	4.459	4.330	3.278	4.530	4.196	3.234	3.250	3.310	2.574	1.700	3.402	4.198	2.959	2.897	4.335	58.821
RES89	3.077	4.273	3.287	2.469	2.566	3.324	4.196	3.234	3.250	3.310	4.503	4.481	3.402	2.889	4.337	4.323	4.335	61.256
RES90	4.236	2.274	3.287	3.201	4.342	3.324	4.196	2.515	3.250	3.310	4.503	3.139	4.742	4.198	2.959	4.323	2.961	60.759
RES91	3.077	3.091	4.459	3.201	4.342	2.488	2.340	2.515	3.250	3.310	2.574	3.139	3.402	4.198	4.337	2.897	4.335	56.956
RES92	3.077	4.273	3.287	4.330	3.278	4.530	4.196	4.319	2.460	3.310	4.503	4.481	3.402	2.889	2.959	2.897	4.335	62.527
RES93	3.077	4.273	4.459	4.330	2.566	3.324	4.196	3.234	2.460	4.520	4.503	4.481	3.402	2.889	4.337	4.323	2.961	63.334

RES94	4.236	3.091	3.287	4.330	2.566	3.324	4.196	2.515	4.436	3.310	4.503	3.139	4.742	4.198	2.959	2.897	4.335	62.063
RES95	3.077	4.273	4.459	3.201	3.278	3.324	4.196	2.515	2.460	3.310	2.574	1.700	3.402	2.889	4.337	4.323	2.961	56.280
RES96	3.077	2.274	3.287	4.330	3.278	4.530	4.196	3.234	4.436	3.310	2.574	3.139	4.742	2.889	4.337	2.897	4.335	60.865
RES97	2.354	2.274	3.287	2.469	4.342	3.324	4.196	4.319	3.250	4.520	2.574	3.139	3.402	4.198	2.959	2.897	4.335	57.838
RES98	3.077	3.091	4.459	4.330	3.278	4.530	4.196	3.234	4.436	4.520	4.503	3.139	4.742	4.198	2.959	4.323	2.961	65.975
RES99	3.077	4.273	3.287	4.330	4.342	3.324	4.196	4.319	3.250	3.310	4.503	3.139	4.742	4.198	2.959	4.323	2.961	64.532
RES100	3.077	4.273	2.450	3.201	4.342	2.488	3.051	4.319	2.460	3.310	3.365	4.481	3.402	2.889	2.959	2.897	4.335	57.300
RES101	4.236	3.091	2.450	3.201	4.342	3.324	4.196	3.234	3.250	4.520	3.365	3.139	4.742	2.889	4.337	4.323	2.961	61.599
RES102	4.236	3.091	2.450	3.201	2.566	4.530	3.051	2.515	4.436	3.310	4.503	4.481	3.402	4.198	2.959	4.323	2.961	60.213
RES103	3.077	4.273	3.287	4.330	4.342	3.324	3.051	4.319	3.250	3.310	4.503	4.481	4.742	4.198	4.337	4.323	4.335	67.483
RES104	3.077	4.273	3.287	4.330	3.278	3.324	4.196	3.234	4.436	3.310	4.503	3.139	3.402	4.198	2.959	4.323	2.961	62.229
RES105	4.236	3.091	3.287	4.330	4.342	4.530	3.051	3.234	4.436	4.520	4.503	4.481	3.402	4.198	2.959	2.897	2.961	64.457
RES106	4.236	4.273	3.287	3.201	4.342	4.530	3.051	3.234	3.250	3.310	4.503	3.139	4.742	2.889	4.337	2.897	2.961	62.182
RES107	4.236	3.091	4.459	2.469	3.278	3.324	2.340	4.319	3.250	3.310	3.365	3.139	4.742	2.889	2.959	2.897	4.335	58.403
RES108	3.077	4.273	4.459	3.201	3.278	3.324	4.196	4.319	3.250	3.310	3.365	3.139	4.742	4.198	2.959	2.897	4.335	62.323
RES109	3.077	2.274	4.459	3.201	4.342	4.530	4.196	2.515	3.250	2.474	4.503	4.481	4.742	4.198	2.959	4.323	4.335	63.860

RES110	3.077	4.273	2.450	4.330	2.566	3.324	4.196	4.319	3.250	3.310	2.574	3.139	3.402	4.198	4.337	2.897	2.961	58.603
RES111	3.077	2.274	4.459	3.201	4.342	4.530	3.051	4.319	2.460	2.474	2.574	3.139	3.402	4.198	2.959	2.897	4.335	57.692
RES112	3.077	4.273	3.287	3.201	4.342	3.324	3.051	3.234	3.250	3.310	4.503	4.481	4.742	2.889	2.959	4.323	4.335	62.581
RES113	2.354	3.091	2.450	2.469	3.278	2.488	3.051	3.234	4.436	3.310	2.574	3.139	3.402	4.198	2.959	2.897	2.961	52.290
RES114	4.236	3.091	3.287	4.330	4.342	3.324	3.051	4.319	4.436	3.310	4.503	3.139	3.402	4.198	2.959	4.323	1.917	62.166
RES115	4.236	3.091	3.287	2.469	4.342	3.324	3.051	3.234	3.250	3.310	2.574	4.481	3.402	4.198	2.959	2.897	4.335	58.440
RES116	2.354	3.091	3.287	4.330	2.566	2.488	3.051	3.234	4.436	3.310	2.574	3.139	3.402	4.198	2.959	2.897	4.335	55.649
RES117	4.236	2.274	3.287	4.330	4.342	2.488	3.051	3.234	3.250	4.520	2.574	3.139	3.402	4.198	2.959	2.897	4.335	58.516
RES118	3.077	3.091	4.459	3.201	2.566	3.324	3.051	3.234	2.460	3.310	4.503	3.139	3.402	4.198	2.959	2.897	4.335	57.205
RES119	2.354	3.091	3.287	4.330	3.278	4.530	4.196	2.515	3.250	2.474	4.503	3.139	3.402	4.198	4.337	2.897	4.335	60.116
RES120	1.828	4.273	4.459	4.330	4.342	4.530	4.196	2.515	3.250	3.310	2.574	2.163	3.402	2.889	2.959	2.897	2.961	56.879
RES121	3.077	3.091	4.459	4.330	3.278	3.324	2.340	3.234	2.460	3.310	3.365	3.139	3.402	4.198	2.959	2.897	2.961	55.822
RES122	4.236	3.091	4.459	3.201	2.566	4.530	3.051	4.319	3.250	2.474	4.503	4.481	3.402	4.198	2.959	4.323	4.335	63.380
RES123	4.236	3.091	4.459	4.330	2.566	3.324	3.051	4.319	2.460	2.474	3.365	4.481	3.402	4.198	2.959	2.897	4.335	59.947
RES124	4.236	3.091	2.450	4.330	3.278	4.530	3.051	4.319	2.460	4.520	3.365	4.481	3.402	2.889	4.337	2.897	4.335	61.972
RES125	4.236	3.091	2.450	4.330	3.278	2.488	4.196	3.234	4.436	3.310	3.365	4.481	3.402	2.889	4.337	2.897	4.335	60.755

RES126	3.077	3.091	4.459	2.469	2.566	3.324	4.196	4.319	3.250	3.310	4.503	3.139	3.402	4.198	2.959	4.323	4.335	60.920
RES127	3.077	4.273	3.287	3.201	4.342	3.324	3.051	4.319	3.250	2.474	3.365	3.139	4.742	2.889	4.337	4.323	2.961	60.354
RES128	2.354	3.091	1.802	2.469	1.891	3.324	1.795	1.881	1.869	2.474	2.574	3.139	3.402	2.889	4.337	2.897	2.961	45.148
RES129	3.077	4.273	3.287	2.469	4.342	3.324	4.196	3.234	4.436	3.310	4.503	4.481	3.402	2.889	4.337	4.323	2.961	62.843
RES130	3.077	4.273	3.287	4.330	4.342	3.324	3.051	3.234	4.436	4.520	4.503	1.700	1.000	1.000	1.000	1.558	1.527	50.161
RES131	4.236	3.091	4.459	3.201	4.342	4.530	4.196	3.234	4.436	3.310	3.365	3.139	4.742	4.198	2.959	4.323	2.961	64.721
RES132	4.236	3.091	1.802	3.201	4.342	1.000	1.795	4.319	3.250	3.310	4.503	3.139	4.742	2.889	2.959	4.323	4.335	57.237
RES133	4.236	3.091	3.287	3.201	4.342	3.324	2.340	1.881	1.000	3.310	3.365	4.481	3.402	2.889	2.959	4.323	4.335	55.765
RES134	4.236	3.091	3.287	4.330	4.342	3.324	3.051	4.319	3.250	1.868	1.000	1.700	3.402	4.198	2.959	2.897	2.961	54.215
RES135	4.236	3.091	3.287	3.201	3.278	1.878	1.000	1.881	4.436	3.310	4.503	3.139	3.402	4.198	2.959	4.323	2.961	55.082
RES136	4.236	3.091	4.459	3.201	4.342	1.878	1.795	1.000	4.436	3.310	3.365	3.139	3.402	4.198	4.337	1.826	4.335	56.352
RES137	3.077	4.273	4.459	3.201	3.278	1.878	1.795	1.000	4.436	3.310	3.365	3.139	3.402	4.198	4.337	2.897	4.335	56.382
RES138	3.077	3.091	4.459	1.848	2.566	4.530	3.051	1.881	3.250	2.474	2.574	3.139	4.742	2.889	4.337	2.897	2.961	53.767
RES139	3.077	3.091	2.450	1.848	1.891	3.324	4.196	2.515	1.869	3.310	4.503	3.139	2.468	2.889	2.959	2.897	4.335	50.760
RES140	3.077	4.273	1.802	3.201	1.000	2.488	3.051	3.234	4.436	2.474	1.892	3.139	2.468	1.678	2.959	4.323	4.335	49.830
RES141	4.236	3.091	4.459	3.201	4.342	3.324	3.051	4.319	3.250	2.474	1.892	1.700	3.402	2.889	2.959	4.323	2.961	55.874

RES142	3.077	3.091	4.459	3.201	3.278	4.530	1.000	1.881	1.869	1.000	3.365	4.481	3.402	2.889	2.959	1.558	1.000	47.041
RES143	2.354	2.274	3.287	4.330	1.891	1.878	3.051	4.319	3.250	4.520	3.365	3.139	4.742	2.889	4.337	4.323	2.961	56.908
RES144	4.236	3.091	4.459	3.201	4.342	3.324	3.051	4.319	3.250	3.310	1.892	4.481	3.402	1.678	1.000	2.897	2.961	54.895
RES145	1.828	2.274	3.287	3.201	2.566	3.324	2.340	2.515	2.460	3.310	2.574	3.139	2.468	2.042	2.959	2.897	2.961	46.143
RES146	3.077	2.274	4.459	3.201	1.891	3.324	4.196	3.234	1.869	3.310	3.365	3.139	4.742	2.889	4.337	2.897	2.961	55.162
RES147	3.077	4.273	3.287	3.201	1.891	2.488	1.000	3.234	4.436	4.520	3.365	3.139	4.742	2.889	2.959	2.897	4.335	55.733
RES148	3.077	4.273	2.450	1.848	3.278	2.488	1.000	3.234	3.250	2.474	4.503	3.139	4.742	2.889	4.337	2.897	4.335	54.216
RES149	3.077	4.273	3.287	3.201	1.891	1.000	4.196	4.319	3.250	3.310	3.365	3.139	4.742	2.889	2.959	4.323	2.961	56.182
RES150	3.077	4.273	3.287	1.848	1.000	2.488	4.196	3.234	3.250	4.520	3.365	3.139	4.742	2.889	2.959	4.323	2.961	55.551
RES151	4.236	3.091	1.802	1.848	3.278	1.878	4.196	3.234	3.250	4.520	3.365	3.139	3.402	4.198	2.959	2.897	2.961	54.253
RES152	4.236	3.091	3.287	4.330	3.278	4.530	3.051	4.319	3.250	3.310	4.503	3.139	1.943	1.678	1.000	2.897	4.335	56.177
RES153	3.077	4.273	2.450	1.848	1.000	4.530	3.051	3.234	4.436	3.310	4.503	3.139	4.742	2.889	2.959	4.323	2.961	56.725
RES154	4.236	3.091	3.287	4.330	1.891	3.324	3.051	1.881	1.000	4.520	3.365	3.139	3.402	4.198	2.959	2.897	4.335	54.904
RES155	1.828	4.273	1.000	4.330	3.278	3.324	4.196	1.881	3.250	3.310	4.503	3.139	4.742	4.198	4.337	4.323	4.335	60.247
RES156	4.236	4.273	3.287	3.201	1.891	3.324	4.196	3.234	3.250	1.868	4.503	1.700	4.742	2.889	4.337	2.897	4.335	58.163
RES157	4.236	3.091	3.287	4.330	3.278	1.878	4.196	3.234	4.436	4.520	3.365	4.481	3.402	4.198	2.959	1.000	1.527	57.417

RES158	4.236	4.273	3.287	4.330	4.342	3.324	4.196	3.234	3.250	3.310	1.892	1.700	3.402	1.678	4.337	2.897	4.335	58.022
RES159	1.000	1.729	3.287	4.330	3.278	4.530	3.051	1.881	4.436	3.310	3.365	4.481	3.402	4.198	2.959	2.897	2.961	55.093
RES160	4.236	3.091	4.459	3.201	3.278	4.530	1.795	4.319	3.250	4.520	1.000	1.000	1.943	2.889	2.959	4.323	2.961	53.755
RES161	3.077	3.091	4.459	1.848	4.342	3.324	4.196	4.319	3.250	1.000	3.365	4.481	3.402	1.000	2.959	4.323	2.961	55.398
RES162	3.077	1.729	3.287	4.330	3.278	4.530	3.051	4.319	3.250	4.520	3.365	4.481	1.943	1.000	2.959	2.897	4.335	56.350
RES163	4.236	3.091	3.287	4.330	1.000	1.878	4.196	3.234	4.436	3.310	4.503	3.139	1.000	4.198	2.959	4.323	2.961	56.079
RES164	1.828	1.000	1.000	3.201	4.342	3.324	4.196	4.319	3.250	4.520	4.503	4.481	4.742	2.889	2.959	4.323	2.961	57.838
RES165	1.828	4.273	4.459	3.201	4.342	4.530	3.051	3.234	4.436	4.520	3.365	3.139	4.742	2.889	1.000	1.000	2.961	56.970
RES166	4.236	3.091	3.287	4.330	3.278	4.530	4.196	4.319	3.250	3.310	3.365	1.000	1.943	2.889	4.337	1.558	4.335	57.254
RES167	1.000	1.729	1.000	3.201	4.342	3.324	4.196	3.234	4.436	3.310	4.503	3.139	3.402	2.889	4.337	2.897	4.335	55.273
RES168	3.077	4.273	4.459	1.000	1.000	3.324	3.051	3.234	4.436	3.310	4.503	1.000	4.742	2.889	2.959	4.323	1.527	53.106
RES169	3.077	3.091	4.459	4.330	4.342	4.530	3.051	3.234	4.436	3.310	4.503	4.481	3.402	4.198	1.635	1.558	1.000	58.638
RES170	4.236	3.091	3.287	4.330	4.342	3.324	1.795	1.000	3.250	4.520	3.365	3.139	1.943	2.889	4.337	2.897	4.335	56.079
RES171	4.236	4.273	4.459	3.201	3.278	1.000	1.795	4.319	3.250	4.520	4.503	1.000	3.402	4.198	2.959	4.323	2.961	57.679
RES172	1.828	1.000	3.287	3.201	4.342	3.324	1.795	4.319	3.250	4.520	3.365	3.139	4.742	2.889	4.337	2.897	2.961	55.196
RES173	4.236	1.000	3.287	4.330	4.342	3.324	4.196	3.234	4.436	3.310	4.503	3.139	3.402	1.000	1.635	2.897	4.335	56.605

RES174	4.236	3.091	3.287	2.469	1.891	3.324	1.000	3.234	4.436	3.310	3.365	3.139	4.742	2.889	1.635	2.897	4.335	53.279
RES175	3.077	4.273	3.287	3.201	4.342	3.324	4.196	3.234	3.250	4.520	3.365	3.139	4.742	2.889	1.635	1.000	1.527	55.001
RES176	3.077	4.273	3.287	4.330	3.278	4.530	1.795	1.000	1.869	3.310	4.503	3.139	4.742	2.889	4.337	2.897	4.335	57.591
RES177	3.077	3.091	4.459	4.330	3.278	4.530	1.795	4.319	1.869	4.520	3.365	3.139	1.943	2.889	4.337	2.897	4.335	58.173
RES178	3.077	4.273	3.287	3.201	4.342	1.878	1.000	3.234	4.436	3.310	4.503	3.139	4.742	1.678	2.959	4.323	2.961	56.342
RES179	3.077	4.273	3.287	2.469	1.891	1.000	3.051	4.319	3.250	4.520	3.365	3.139	4.742	2.889	2.959	4.323	4.335	56.889
RES180	3.077	4.273	4.459	3.201	4.342	3.324	4.196	4.319	1.000	4.520	4.503	1.700	4.742	4.198	2.959	4.323	1.000	60.136
RES181	3.077	4.273	1.802	1.000	1.891	3.324	4.196	3.234	4.436	3.310	3.365	3.139	4.742	2.889	2.959	2.897	2.961	53.493
RES182	3.077	4.273	1.802	1.000	3.278	3.324	4.196	1.881	3.250	3.310	4.503	3.139	3.402	4.198	2.959	2.897	4.335	54.824
RES183	4.236	3.091	3.287	3.201	1.891	3.324	3.051	1.000	4.436	4.520	4.503	3.139	4.742	2.889	2.959	1.000	2.961	54.229
RES184	3.077	4.273	3.287	1.848	3.278	3.324	4.196	1.881	1.000	3.310	4.503	3.139	3.402	4.198	2.959	4.323	4.335	56.333
RES185	4.236	3.091	3.287	1.848	4.342	3.324	3.051	4.319	3.250	4.520	3.365	4.481	1.943	2.889	1.000	1.558	1.000	51.504
RES186	3.077	1.000	4.459	3.201	3.278	3.324	4.196	3.234	1.869	3.310	4.503	3.139	3.402	4.198	1.000	2.897	4.335	54.421
RES187	3.077	3.091	2.450	4.330	3.278	3.324	3.051	3.234	3.250	4.520	3.365	3.139	4.742	2.889	2.959	4.323	2.961	57.982
RES188	3.077	4.273	3.287	3.201	4.342	3.324	3.051	4.319	3.250	4.520	3.365	3.139	1.943	1.000	2.959	4.323	1.000	54.372
RES189	3.077	3.091	4.459	3.201	2.566	1.878	3.051	4.319	3.250	1.868	3.365	3.139	3.402	4.198	2.959	2.897	4.335	55.056

RES190	3.077	3.091	4.459	3.201	1.891	1.878	1.000	4.319	3.250	3.310	4.503	2.163	3.402	4.198	2.959	4.323	2.961	53.985
RES191	4.236	3.091	4.459	1.848	1.000	3.324	4.196	1.000	3.250	4.520	3.365	4.481	4.742	2.889	2.959	4.323	2.961	56.644
RES192	3.077	1.729	3.287	1.000	1.891	1.000	3.051	4.319	3.250	4.520	3.365	4.481	4.742	2.889	2.959	4.323	2.961	52.843
RES193	3.077	3.091	4.459	1.848	4.342	3.324	3.051	2.515	1.869	1.868	1.000	1.700	3.402	2.889	2.959	2.897	2.961	47.253
RES194	4.236	3.091	1.802	1.000	4.342	3.324	3.051	4.319	3.250	3.310	3.365	4.481	1.943	2.889	2.959	4.323	2.961	54.645
RES195	4.236	3.091	3.287	4.330	3.278	1.878	3.051	1.881	2.460	4.520	3.365	3.139	3.402	4.198	2.959	2.897	4.335	56.306
RES196	3.077	4.273	3.287	1.848	1.000	3.324	4.196	2.515	3.250	4.520	3.365	3.139	4.742	2.889	2.959	4.323	2.961	55.668
RES197	4.236	3.091	1.802	4.330	3.278	4.530	3.051	3.234	4.436	3.310	3.365	4.481	4.742	2.889	1.635	1.000	4.335	57.746
RES198	2.354	3.091	1.802	4.330	3.278	1.878	4.196	3.234	1.869	3.310	3.365	4.481	3.402	2.889	4.337	2.897	4.335	55.046
RES199	4.236	3.091	2.450	1.848	1.891	3.324	4.196	3.234	4.436	3.310	3.365	3.139	3.402	4.198	4.337	2.897	2.961	56.313
RES200	4.236	3.091	3.287	4.330	3.278	1.878	1.000	3.234	1.869	4.520	3.365	3.139	3.402	4.198	2.959	2.897	4.335	55.017
RES201	4.236	3.091	4.459	3.201	4.342	3.324	4.196	4.319	1.869	1.000	1.000	4.481	3.402	4.198	2.959	2.897	4.335	57.310
RES202	4.236	3.091	2.450	1.848	1.891	4.530	3.051	3.234	4.436	3.310	4.503	3.139	3.402	4.198	2.959	2.897	4.335	57.510
RES203	4.236	3.091	3.287	4.330	3.278	1.878	1.000	4.319	3.250	3.310	4.503	3.139	3.402	2.889	2.959	4.323	2.961	56.156
RES204	3.077	4.273	2.450	4.330	3.278	3.324	4.196	1.881	1.869	4.520	3.365	1.700	1.943	2.889	2.959	2.897	4.335	53.285
RES205	4.236	1.729	1.802	4.330	3.278	4.530	4.196	3.234	4.436	3.310	4.503	1.000	4.742	2.889	4.337	4.323	4.335	61.209

RES206	4.236	3.091	3.287	4.330	3.278	3.324	4.196	1.881	1.000	3.310	1.892	3.139	4.742	2.889	4.337	2.897	2.961	54.789
RES207	1.000	1.000	3.287	4.330	3.278	4.530	3.051	4.319	4.436	4.520	3.365	3.139	4.742	1.678	2.959	4.323	2.961	56.917
RES208	3.077	4.273	3.287	3.201	3.278	4.530	3.051	1.881	3.250	3.310	4.503	3.139	1.943	2.889	1.635	2.897	2.961	53.105
RES209	3.077	4.273	3.287	4.330	3.278	3.324	4.196	3.234	3.250	4.520	3.365	3.139	1.943	2.889	1.000	2.897	1.527	53.527
RES210	3.077	3.091	4.459	4.330	1.891	3.324	3.051	4.319	3.250	4.520	4.503	1.000	4.742	4.198	1.635	4.323	2.961	58.674
RES211	1.000	1.000	3.287	3.201	1.891	4.530	4.196	4.319	3.250	4.520	3.365	4.481	4.742	2.889	4.337	2.897	4.335	58.240
RES212	2.354	2.274	3.287	3.201	2.566	2.488	2.340	1.881	1.869	2.474	2.574	3.139	3.402	2.889	2.959	2.897	2.961	45.553
RES213	3.077	4.273	3.287	1.848	1.000	3.324	4.196	3.234	4.436	3.310	3.365	3.139	3.402	1.000	2.959	2.897	4.335	53.081
RES214	4.236	3.091	3.287	4.330	4.342	3.324	1.795	1.000	4.436	3.310	1.892	3.139	3.402	4.198	2.959	4.323	2.961	56.024
RES215	4.236	3.091	4.459	3.201	1.891	1.878	4.196	3.234	4.436	3.310	4.503	4.481	4.742	4.198	2.959	2.897	1.000	58.711
RES216	3.077	4.273	3.287	2.469	3.278	1.878	1.795	1.000	3.250	4.520	4.503	3.139	4.742	2.889	2.959	4.323	2.961	54.344
RES217	1.828	3.091	4.459	3.201	4.342	3.324	3.051	4.319	3.250	3.310	4.503	3.139	3.402	1.678	1.000	2.897	4.335	55.129
RES218	4.236	3.091	4.459	3.201	4.342	4.530	3.051	1.000	3.250	4.520	3.365	3.139	4.742	1.000	1.635	2.897	4.335	56.794
RES219	4.236	3.091	4.459	3.201	3.278	4.530	3.051	4.319	3.250	3.310	1.892	3.139	4.742	2.889	2.959	1.000	1.527	54.874
RES220	1.828	4.273	3.287	3.201	4.342	1.878	4.196	3.234	3.250	4.520	4.503	3.139	4.742	1.000	2.959	4.323	2.961	57.635
RES221	4.236	1.000	4.459	3.201	4.342	3.324	4.196	3.234	4.436	4.520	3.365	4.481	3.402	2.889	1.635	2.897	1.000	56.617

RES222	4.236	3.091	3.287	2.469	1.891	1.878	3.051	4.319	3.250	3.310	4.503	3.139	3.402	1.678	2.959	2.897	4.335	53.695
RES223	3.077	4.273	1.802	1.848	3.278	4.530	3.051	4.319	4.436	3.310	4.503	1.700	4.742	2.889	4.337	2.897	4.335	59.328
RES224	4.236	4.273	4.459	3.201	3.278	4.530	3.051	4.319	3.250	3.310	4.503	1.000	1.943	1.000	2.959	4.323	2.961	56.596
RES225	4.236	3.091	4.459	1.000	1.891	1.878	4.196	3.234	4.436	3.310	3.365	3.139	4.742	2.889	4.337	2.897	4.335	57.434
RES226	3.077	3.091	4.459	3.201	4.342	3.324	4.196	3.234	4.436	3.310	1.892	3.139	4.742	1.678	1.000	2.897	4.335	56.352
RES227	1.000	1.000	4.459	4.330	1.891	3.324	3.051	4.319	3.250	3.310	4.503	4.481	3.402	2.889	2.959	4.323	4.335	56.826
RES228	4.236	1.729	3.287	3.201	4.342	4.530	4.196	3.234	3.250	4.520	3.365	3.139	1.943	4.198	2.959	1.000	2.961	56.088

Lampiran 8 Uji diskriminasi aitem *psychological empowerment*

Reliability Statistics

Cronbach's Alpha	N of Items
.561	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
butir01	35.39110	18.182	.269	.530
butir02	35.62433	18.972	.162	.554
butir03	35.54492	18.115	.274	.529
butir04	35.39120	18.610	.201	.546
butir05	35.75105	18.463	.221	.541
butir06	35.49921	17.862	.296	.523
butir07	35.77847	18.624	.196	.547
butir08	35.77852	18.361	.226	.540
butir09	35.32463	18.642	.194	.547
butir10	35.62414	17.736	.314	.519
butir11	35.54475	18.669	.186	.549
butir12	35.54457	18.551	.202	.546

Lampiran 9 Uji linieritas *psychological empowerment - work life balance*

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WORK LIFE BALANCE * PSYCHOLOGICAL EMPOWERMENT	Between Groups	(Combined)	4202.814	221	19.017	.605	.866
		Linearity	494.594	1	494.594	15.723	.007
		Deviation from Linearity	3708.220	220	16.856	.536	.912
	Within Groups	188.745	6	31.457			
	Total	4391.559	227				

Lampiran 10 Uji reliabilitas *family supportive supervisor behavior*

Reliability Statistics

Cronbach's Alpha	N of Items
.659	14

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
butir01	42.35040	27.108	.295	.640
butir02	42.25208	27.746	.230	.650
butir03	42.56515	26.755	.331	.635
butir04	42.21404	27.212	.283	.642
butir05	42.37896	27.774	.222	.651
butir06	42.35014	27.429	.257	.646
butir07	42.25198	27.024	.302	.639
butir08	42.17282	26.951	.316	.637
butir09	42.12719	27.267	.283	.642
butir10	42.01909	27.481	.261	.645
butir11	41.95293	27.149	.300	.639
butir12	42.01942	27.670	.245	.647
butir13	41.95279	27.052	.317	.637
butir14	41.95280	27.432	.272	.644

Lampiran 11 Uji linieritas *family supportive supervisor behavior – work life balance*

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
WORK LIFE BALANCE * FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR	Between Groups	(Combined)	4343.152	219	19.832	3.278	.036
		Linearity	1003.471	1	1003.471	165.840	.000
		Deviation from Linearity	3339.681	218	15.320	2.532	.077
	Within Groups		48.407	8	6.051		
Total			4391.559	227			

Lampiran 12 Uji reliabilitas *work life balance*

Reliability Statistics

Cronbach's Alpha	N of Items
.800	17

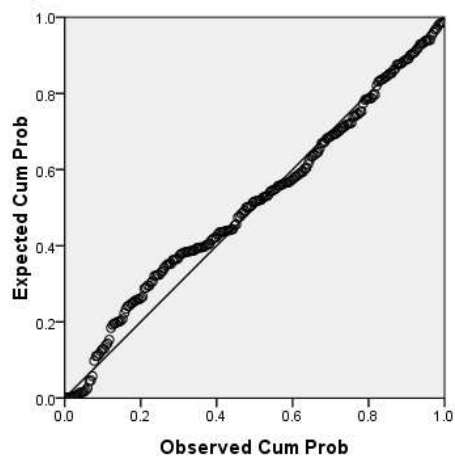
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
butir01	52.21338	50.962	.502	.782
butir02	52.21323	51.807	.435	.787
butir03	51.99020	51.766	.439	.786
butir04	52.03565	52.401	.390	.790
butir05	52.11476	52.431	.382	.790
butir06	52.03557	51.991	.419	.788
butir07	52.14964	51.608	.454	.785
butir08	52.18250	52.063	.410	.788
butir09	52.03563	51.292	.476	.784
butir10	51.98982	50.672	.526	.780
butir11	51.93928	51.541	.455	.785
butir12	51.99028	54.083	.271	.798
butir13	51.63701	53.770	.297	.796
butir14	52.11499	54.045	.275	.797
butir15	52.07665	53.767	.301	.796
butir16	51.98986	54.533	.248	.799
butir17	51.93951	53.757	.305	.795

Lampiran 13 Hasil Uji Normalitas

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: WORK LIFE BALANCE



Lampiran 14 Uji Multikolinieritas

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	PSYCHOLOGICAL EMPOWERMENT	.627	1.596
	FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR	.627	1.596

a. Dependent Variable: WORK LIFE BALANCE

Lampiran 15 Uji Heteroskedastisitas

Correlations

			PSYCHOLOGICAL EMPOWERMENT	FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR	ABS_RES
Spearman's rho	PSYCHOLOGICAL EMPOWERMENT	Correlation Coefficient	1.000	.509**	.089
		Sig. (2-tailed)	.	.000	.182
		N	228	228	228
	FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR	Correlation Coefficient	.509**	1.000	.078
		Sig. (2-tailed)	.000	.	.238
		N	228	228	228
	ABS_RES	Correlation Coefficient	.089	.078	1.000
		Sig. (2-tailed)	.182	.238	.
		N	228	228	228

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

Lampiran 16 Uji Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean	Std. Deviation
PSYCHOLOGICAL EMPOWERMENT	228	30.872	46.161	8.714E3	3.8218E1	2.997536
FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR	228	37.897	53.871	1.037E4	4.5461E1	3.037935
WORK LIFE BALANCE	228	44.050	67.483	1.311E4	5.7483E1	4.398417
Valid N (listwise)	228					

Lampiran 17 Uji Hipotesis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.481 ^a	.232	.225	3.872888

a. Predictors: (Constant), FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR, PSYCHOLOGICAL EMPOWERMENT

Lampiran 18 Lampiran 19 Uji F variabel *psychological empowerment* dan *family supportive supervisor behavior* terhadap *work life balance*

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1016.724	2	508.362	33.892	.000 ^a
	Residual	3374.835	225	14.999		
	Total	4391.559	227			

a. Predictors: (Constant), FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR, PSYCHOLOGICAL EMPOWERMENT

b. Dependent Variable: WORK LIFE BALANCE

Lampiran 19 Uji parsial

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	24.920	4.029		6.185	.000			
	PSYCHOLOGICAL EMPOWERMENT	.102	.108	.069	.940	.348	.336	.063	.055
	FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR	.631	.107	.436	5.900	.000	.478	.385	.345

a. Dependent Variable: WORK LIFE BALANCE

Lampiran 20 Sumbangan Efektif

Correlations

		PSYCHOLOGICAL EMPOWERMENT	FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR	WORK/LIFE BALANCE
PSYCHOLOGICAL EMPOWERMENT	Pearson Correlation	1	.611*	.336*
	Sig. (2-tailed)		.000	.000
	Sum of Squares and Cross-products	2035.646	1263.199	1004.389
	Covariance	8.985	5.565	4.425
	N	228	228	228
FAMILY SUPPORTIVE SUPERVISOR BEHAVIOR	Pearson Correlation	.611*	1	.478*
	Sig. (2-tailed)	.000		.000
	Sum of Squares and Cross-products	1263.199	2094.985	1449.919
	Covariance	5.565	9.229	6.387
	N	228	228	228
WORK/LIFE BALANCE	Pearson Correlation	.336*	.478*	1
	Sig. (2-tailed)	.000	.000	
	Sum of Squares and Cross-products	1004.389	1449.919	4391.559
	Covariance	4.425	6.387	19.346
	N	228	228	228

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

Lampiran 21 Tabel Issac & Michael

N	S			N	S			N	S		
	1%	5%	10%		1%	5%	10%		1%	5%	10%
10	10	10	10	280	197	115	138	2800	537	310	247
15	15	14	14	290	202	158	140	3000	543	312	248
20	19	19	19	300	207	161	143	3500	558	317	251
25	24	23	23	320	216	167	147	4000	569	320	254
30	29	28	27	340	225	172	151	4500	578	323	255
35	33	32	31	360	234	177	155	5000	586	326	257
40	38	36	35	380	242	182	158	6000	598	329	259
45	42	40	39	400	250	186	162	7000	606	332	261
50	47	44	42	420	257	191	165	8000	613	334	263
55	51	48	46	440	265	195	168	9000	618	335	263
60	55	51	49	460	272	198	171	10000	622	336	263
65	59	55	53	480	279	202	173	15000	635	340	266
70	63	58	56	500	285	205	176	20000	642	342	267
80	71	65	62	600	315	221	187	40000	563	345	269
95	75	68	65	650	329	227	191	50000	655	346	269
90	79	72	68	700	341	233	195	75000	658	346	270
95	83	75	71	750	352	238	199	100000	659	347	270
100	87	78	73	800	363	243	202	150000	661	347	270
110	94	84	78	850	373	247	205	200000	661	347	270
120	102	89	83	900	382	251	208	250000	662	348	270
130	109	95	88	950	391	255	211	300000	662	348	270
140	116	100	92	1000	399	258	213	350000	662	348	270
150	122	105	97	1050	414	265	217	400000	662	348	270
160	129	110	101	1100	427	270	221	450000	663	348	270
170	135	114	105	1200	440	275	224	500000	663	348	270
180	142	119	108	1300	450	279	227	550000	663	348	270
190	148	123	112	1400	460	283	229	600000	663	348	270
200	154	127	115	1500	469	286	232	650000	663	348	270
210	160	131	118	1600	477	289	234	700000	663	348	270
220	165	135	122	1700	485	292	235	750000	663	348	271
230	171	139	125	1800	492	294	237	800000	663	348	271
240	176	142	127	1900	498	297	238	850000	663	348	271
250	182	146	130	2000	510	301	241	900000	663	348	271
260	187	149	133	2200	520	304	243	950000	663	348	271
270	192	152	135	2600	529	307	245	1000000	664	349	272

Lampiran 22 F Tabel 228 responden

200	3.8879613	3.0406016	2.6493011	2.4261509	2.2587850	2.1518002	1.4544818	1.3849318	1.3056875
201	3.8876712	3.0403794	2.6490827	2.4311298	2.2589437	2.1515230	1.4542967	1.3846300	1.3053149
204	3.8874467	3.0401544	2.6488634	2.4359309	2.2593425	2.1512464	1.4539045	1.3842911	1.3049458
205	3.8872304	3.0399395	2.6486468	2.4415943	2.2598145	2.1509735	1.4535161	1.3839579	1.3045901
206	3.8869953	3.0397238	2.6484324	2.4475479	2.2603706	2.1507031	1.4531295	1.3836250	1.3042178
207	3.8867744	3.0395085	2.6482200	2.4535071	2.2609249	2.1504354	1.4527447	1.3832932	1.3038588
208	3.8865546	3.0392918	2.6480097	2.4595677	2.2614832	2.1501706	1.4523615	1.3829664	1.3035022
209	3.8863370	3.0390853	2.6478014	2.4658463	2.2621255	2.1499080	1.4519800	1.3826421	1.3031507
210	3.8861214	3.0388769	2.6475951	2.4723419	2.2627659	2.1496483	1.4516012	1.3823215	1.3028015
211	3.8859080	3.0386705	2.6473908	2.4790474	2.2634003	2.1493904	1.4512249	1.3819949	1.3024545
212	3.8856965	3.0384660	2.6471885	2.4859650	2.2640290	2.1491352	1.4508512	1.3816717	1.3021125
213	3.8854871	3.0382635	2.6469881	2.4930944	2.2646549	2.1488824	1.4504790	1.3813519	1.3017728
214	3.8852796	3.0380629	2.6467895	2.4994357	2.2652790	2.1486320	1.4501113	1.3810348	1.3014357
215	3.8850741	3.0378642	2.6465929	2.5059899	2.2659020	2.1483839	1.4497481	1.3807207	1.3011018
216	3.8848705	3.0376673	2.6463980	2.5127640	2.2665209	2.1481381	1.4493897	1.3804095	1.3007709
217	3.8846687	3.0374723	2.6462050	2.5197908	2.2671366	2.1478945	1.4490348	1.3801010	1.3004428
218	3.8844685	3.0372790	2.6460137	2.5270705	2.2677492	2.1476532	1.4486827	1.3797950	1.3001177
219	3.8842709	3.0370876	2.6458243	2.5346139	2.2683594	2.1474141	1.4483339	1.3794925	1.2997958
220	3.8840747	3.0368979	2.6456365	2.5423180	2.2689674	2.1471771	1.4479874	1.3791934	1.2994769
221	3.8838803	3.0367099	2.6454501	2.5501849	2.2695722	2.1469421	1.4476432	1.3788962	1.2991591
222	3.8836876	3.0365237	2.6452662	2.5582155	2.2701747	2.1467096	1.4473011	1.3786012	1.2988431
223	3.8834967	3.0363391	2.6450835	2.5664107	2.2707649	2.1464790	1.4469614	1.3783083	1.2985293
224	3.8833076	3.0361562	2.6449023	2.5747719	2.2713529	2.1462504	1.4466241	1.3780175	1.2982190
225	3.8831203	3.0359750	2.6447231	2.5832999	2.2719387	2.1460239	1.4462891	1.3777286	1.2979119
226	3.8829343	3.0357953	2.6445463	2.5919951	2.2725224	2.1457993	1.4459564	1.3774418	1.2976070
227	3.8827500	3.0356173	2.6443719	2.6008581	2.2731039	2.1455768	1.4456261	1.3771571	1.2973045
228	3.8825674	3.0354408	2.6441995	2.6098981	2.2736832	2.1453564	1.4452981	1.3768745	1.2970041
229	3.8823864	3.0352659	2.6440294	2.6191149	2.2742603	2.1451381	1.4449724	1.3765940	1.2967057
230	3.8822073	3.0350927	2.6438619	2.6285082	2.2748352	2.1449219	1.4446491	1.3763156	1.2964093
231	3.8820295	3.0349206	2.6436967	2.6380792	2.2754079	2.1447076	1.4443281	1.3760391	1.2961149
232	3.8818533	3.0347502	2.6435331	2.6478281	2.2759784	2.1444951	1.4439994	1.3757646	1.2958226
233	3.8816786	3.0345813	2.6433719	2.6577549	2.2765467	2.1442844	1.4436731	1.3754921	1.2955320
234	3.8815054	3.0344141	2.6432130	2.6678592	2.2771129	2.1440754	1.4433491	1.3752216	1.2952430
235	3.8813337	3.0342479	2.6430563	2.6781419	2.2776770	2.1438681	1.4430274	1.3749531	1.2949551
236	3.8811634	3.0340833	2.6429020	2.6886048	2.2782381	2.1436624	1.4427081	1.3746866	1.2946691

Lampiran 23 Data Jumlah Karyawan di Surabaya

KOTA SURABAYA DALAM ANGKA 2024

Tabel 3.2.3 Penduduk Berumur 15 Tahun Ke Atas yang Bekerja Selama Seminggu yang Lalu Menurut Status Pekerjaan Utama dan Jenis Kelamin di Kota Surabaya, 2023
Population 15 Years of Age and Over who Worked During The Previous Week by Main Employment Status and Sex in Surabaya Municipality, 2023

Status Pekerjaan Utama <i>Main Employment Status</i>	Laki-Laki <i>Male</i>	Perempuan <i>Female</i>	Jumlah <i>Total</i>
(1)	(2)	(3)	(4)
Berusaha sendiri <i>Own account worker</i>	181.329	156.426	337.755
Berusaha dibantu buruh tidak tetap/buruh tidak dibayar <i>Employer assisted by temporary worker/unpaid worker</i>	61.050	39.506	100.556
Berusaha dibantu buruh tetap/buruh dibayar <i>Employer assisted by permanent worker/paid worker</i>	38.148	15.381	53.529
Buruh/Karyawan/Pegawai/ <i>Employee</i>	527.195	353.811	881.006
Pekerja bebas <i>Casual worker</i>	5.264	6.351	11.615
Pekerja keluarga/tak dibayar <i>Family worker/unpaid worker</i>	21.075	58.058	79.133
Jumlah/Total	834.061	629.533	1.463.594

Catatan/Note: ...

Sumber/Source: BPS, Survei Angkatan Kerja Nasional (Sakernas) Agustus/BPS-Statistics Indonesia, August National Labor Force Survey

Lampiran 24 Hasil Turnitin

 Page 1 of 81 - Cover Page Submission ID Invald: 1298162674

Fadilla Faiza

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