LAMPIRAN

Lampiran 1: Jadwal Penelitian

No.	Kegiatan	Tahun 2023												Tahun 2024																			
		Oktober				November				Desember				Januari – Maret				April				Mei				Juni				Juli			
		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1	Pengajuan outline dan rekomendasi pembimbing																																
.2	Konsultasi awal dan menyusun rencana kegiatan																																
3	Proses bimbingan untuk menyelesaikan proposal																																
4	Seminar Proposal Skripsi																																
5	Revisi Proposal Skrips, persetujuan revisi																																
6	Pengumpulan data dan Pengolahan data																																
7	Proses bimbingan untuk menyelesaikan skripsi																																
8	Seminar Hasil Penelitian, Ujian Skripsi, Revisi Skripsi dan Pengesahan Skripsi																																

Lampiran 2: Kuesioner Penelitian

KUESIONER PENELITIAN

A. PETUNJUK PENGISIAN KUESIONER

1. Isi identitas responden.
2. Pengisian kuesioner ini dilakukan dengan cara memberikan tanda silang (X) pada salah satu jawaban yang menurut anda tepat.
3. Adapun jawaban tersebut terdiri dari:
    - Sangat Tidak Setuju (STS)
    - Tidak Setuju (TS)
    - Tidak Ada Pendapat (TAP)
    - Setuju (S)
    - Sangat Setuju (SS)
4. Setiap pertanyaan hanya memiliki satu jawaban.
5. Periksa kembali jawaban apabila telah selesai mengisi agar tidak terdapat kekeliruan.

B. PERTANYAAN PENELITIAN

No.	Pertanyaan	Alternatif Jawaban				
		SS	S	TAP	TS	STS
Lingkungan Kerja Non-Fisik						
Hubungan dengan atasan						
1	Mendapatkan pengawasan dari atasan pada saat bekerja					
2	Mendapatkan perlakuan baik dari atasan					
3	Mendapatkan perlakuan yang adil dari atasan					
4	Tidak terdapat hubungan kekeluargaan antara karyawan dengan atasan					
Hubungan dengan rekan kerja						
5	Terdapat suasana harmonis dengan rekan kerja					
6	Tidak terdapat hubungan kekeluargaan dengan rekan kerja					
7	Mendapatkan perlakuan baik dari rekan kerja					
Hubungan dengan bawahan						
8	Terdapat suasana yang harmonis dengan bawahan					

9	Tidak terdapat hubungan kekeluargaan dengan bawahan					
10	Mendapatkan perlakuan baik dari bawahan					
Work Life Balance (X2)						
Time Balance (Keseimbangan waktu)						
11	Dapat memanajemen waktu dengan baik					
12	Terbiasa melakukan pekerjaan sesuai dengan waktunya					
13	Tidak memiliki banyak waktu untuk menjalani kehidupan pribadi					
Involvement balance (Keseimbangan Keterlibatan)						
14	Memiliki sikap loyal terhadap pekerjaan yang dijalani					
15	Merasa terganggu oleh masalah/urusan pribadi ketika menyelesaikan tugas/pekerjaan					
Satisfaction balance (Keseimbangan Kepuasan)						
16	Merasa tidak puas bekerja di Asia Plaza Tasikmalaya karena lebih senang menghabiskan waktu untuk pribadi/bersama keluarga					
17	Merasa puas dengan pekerjaan di Asia Plaza Tasikmalaya					
Kepuasan Kerja (Y)						
Kehadiran						
18	Selalu hadir tepat waktu ketika bekerja dan tidak pernah melewatkan kehadiran					
19	Sering tidak hadir bekerja karena merasa tidak puas dengan pekerjaan yang dijalani					
Keinginan pindah						
20	Memiliki keinginan untuk pindah baik pindah divisi/departemen karena tidak puas terhadap pekerjaan saat ini					
21	Memiliki keinginan untuk pindah/resign dari pekerjaan saat ini					
Kinerja Pegawai						
22	Bertanggungjawab terhadap tugas/pekerjaan yang diberikan					
23	Selalu bekerja dengan sungguh-sungguh dan memberikan yang terbaik untuk perusahaan					

24	Menyelesaikan pekerjaan tidak tepat waktu					
Rekan Kerja						
25	Merasa puas terhadap rekan kerja di Asia Plaza Tasikmalaya					
26	Merasa puas dengan sikap rekan kerja di Asia Plaza Tasikmalaya					
	Kenyamanan Kerja					
27	Merasa kurang nyaman ketika melakukan pekerjaan di Asia Plaza Tasikmalaya					
28	Merasa puas terhadap kenyamanan suasana ketika bekerja di Asia Plaza Tasikmalaya					

Terima Kasih kepada seluruh responden yang telah berkontribusi dalam penelitian dengan mengisi kuesioner ini sehingga membantu penelitian mengenai pengaruh lingkungan kerja non-fisik dan *work-life balance* terhadap kepuasan kerja karyawan.

Lampiran 3: Data Ordinal Variabel X1, X2 dan Y

Data Ordinal Variabel Lingkungan Kerja non-fisik (X1)

Responden	Lingkungan Kerja Non-Fisik (X1)										Total
	X1.1	2	3	4	5	6	7	8	9	10	
1	5	4	3	4	3	4	4	3	3	4	37
2	4	4	2	3	4	4	2	3	3	4	33
3	5	4	2	4	4	4	4	3	3	3	36
4	4	3	2	4	4	4	4	3	3	4	35
5	4	4	2	3	3	4	4	3	3	4	34
6	4	4	2	3	3	4	4	3	3	4	34
7	4	4	3	4	4	4	4	4	4	4	39
8	4	4	2	2	4	4	4	4	3	4	35
9	4	4	3	2	4	4	4	3	3	4	35
10	4	4	3	2	4	4	4	2	2	3	32
11	5	4	4	2	4	3	3	3	3	4	35
12	5	5	4	4	4	4	4	3	3	3	39
13	5	4	3	1	4	2	4	3	3	3	32
14	4	4	4	2	4	2	4	2	2	2	30
15	4	4	4	4	4	4	4	4	4	4	40
16	4	4	4	4	2	4	4	2	4	4	36
17	5	5	4	5	4	2	4	2	3	4	38
18	4	4	2	4	2	4	4	2	4	4	34
19	5	4	2	4	2	2	4	2	2	3	30
20	5	4	2	4	4	4	4	3	2	4	36
21	5	4	3	4	2	4	4	3	5	4	38
22	5	4	2	4	4	2	4	2	2	2	31
23	5	4	4	4	4	4	4	3	3	3	38
24	5	4	4	2	4	2	4	4	2	4	35
25	5	5	5	1	5	1	5	4	1	5	37
26	4	4	4	4	4	4	4	4	4	4	40
27	4	4	2	4	4	4	4	4	4	4	38
28	4	4	3	2	4	2	4	3	3	3	32
29	5	4	2	4	4	2	4	2	2	4	33
30	4	4	3	4	4	2	4	2	4	4	35
31	5	4	2	4	4	4	4	2	2	4	35
32	5	4	2	4	4	4	4	2	2	4	35
33	5	4	3	4	4	4	4	2	2	3	35
34	5	4	4	4	2	4	4	2	4	3	36
35	5	4	4	4	4	4	4	2	2	3	36
36	5	4	3	4	3	4	4	2	4	4	37
37	5	4	2	4	4	4	4	2	4	4	37
38	5	4	2	4	4	4	4	2	4	4	37
39	5	4	3	4	4	4	4	2	4	4	38
40	5	4	3	4	4	4	4	2	4	4	38

41	4	4	2	4	3	4	4	2	2	4	33
42	5	4	2	4	2	4	4	2	2	4	33
43	5	4	3	4	3	2	4	2	4	4	35
44	5	4	3	4	3	4	4	2	4	4	37
45	5	4	2	4	3	4	4	2	4	4	36
46	3	4	3	4	3	4	4	2	4	4	35
47	4	4	2	4	2	4	4	2	4	4	34
48	2	4	3	4	4	3	4	2	4	4	34
49	5	4	4	4	4	3	4	2	4	4	38
50	4	4	3	4	3	4	4	2	4	4	36
51	4	4	2	4	3	4	4	2	4	4	35
52	4	4	3	4	4	4	4	2	4	4	37
53	4	4	3	4	4	4	4	2	4	4	37
54	4	4	2	4	4	4	4	2	4	4	36
55	4	4	2	4	4	4	4	2	4	4	36
56	4	4	2	4	4	4	4	2	4	3	35
57	4	4	2	4	4	2	4	2	4	4	34
58	4	4	2	4	4	4	4	2	4	4	36
59	4	4	2	4	4	4	4	2	4	4	36
60	4	4	2	4	4	4	4	2	4	4	36
61	4	4	2	4	3	4	4	2	4	4	35
62	4	4	2	4	4	4	4	2	4	4	36
63	4	4	3	4	4	4	4	2	4	4	37
64	4	4	3	4	4	4	4	2	4	4	37
65	4	4	3	4	4	4	4	2	4	4	37
66	4	4	3	4	4	4	4	2	4	4	37
67	4	4	3	4	4	4	4	2	4	4	37
68	4	4	3	4	4	4	4	2	4	4	37
69	4	4	3	4	4	4	4	2	4	4	37
70	4	4	4	4	3	4	4	2	4	4	37
71	5	4	3	4	4	4	4	2	4	4	38
72	4	4	4	3	4	2	4	2	4	4	35
73	4	4	2	4	2	4	4	2	4	4	34
74	4	4	3	4	4	4	4	2	4	4	37
75	4	4	2	4	3	4	4	2	4	4	35
Total	327	302	209	277	271	270	298	178	258	286	2676

Data Ordinal Variabel *Work-Life Balance* (X2)

Work-Life Balance (X2)							
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	Total
4	4	4	4	4	2	4	26
4	4	2	4	2	4	2	22
4	4	2	4	2	4	2	22
4	4	2	4	2	4	2	22
4	4	2	4	2	4	2	22
4	4	2	4	3	4	3	24
4	4	4	4	2	4	3	25
4	4	4	3	2	4	4	25
4	4	4	4	2	3	4	25
4	4	2	4	2	4	2	22
4	4	4	4	4	5	2	27
4	4	4	4	2	2	4	24
5	4	2	4	4	4	2	25
4	4	2	4	4	2	4	24
4	4	4	4	4	2	4	26
4	4	4	4	4	3	4	27
4	4	4	4	4	4	3	27
4	4	4	4	4	4	3	27
5	5	4	4	3	4	3	28
5	4	4	3	4	4	3	27
4	5	5	4	4	4	2	28
4	4	4	4	4	4	3	27
4	4	4	4	2	2	4	24
5	5	2	4	2	2	4	24
4	4	4	4	2	2	4	24
4	4	4	4	2	2	4	24
4	4	4	4	4	4	2	26
4	4	4	4	4	2	4	26
4	4	4	5	4	3	3	27
4	4	4	4	3	4	4	27
4	4	4	4	4	4	4	28
4	4	4	4	4	4	2	26
5	4	4	3	4	4	2	26
4	4	4	4	4	4	2	26
5	5	4	4	4	4	3	29
5	5	4	4	4	4	3	29
5	4	4	4	4	4	3	28
5	4	5	2	4	4	2	26
5	4	5	4	4	4	2	28
4	5	4	5	4	4	3	29
4	4	4	4	5	4	3	28
4	4	4	4	5	4	3	28

5	4	4	4	5	3	3	28
5	4	4	4	4	4	3	28
4	4	4	4	4	4	3	27
4	4	4	4	4	3	2	25
5	4	4	4	5	4	2	28
4	4	4	4	4	4	3	27
4	4	4	4	4	4	3	27
4	4	4	4	4	4	3	27
4	4	4	4	4	4	3	27
4	4	4	4	4	4	3	27
4	4	4	3	4	4	3	26
4	4	4	4	4	4	3	27
4	4	4	4	4	4	3	27
4	4	4	4	4	4	3	27
4	4	4	4	4	4	2	26
4	4	4	4	4	4	3	27
4	4	4	4	4	4	2	26
4	4	4	5	5	4	3	29
4	4	4	4	4	4	3	27
4	4	4	4	4	4	3	27
4	4	4	5	4	4	3	28
4	4	4	4	4	4	3	27
4	4	4	4	4	4	2	26
4	4	4	4	4	4	3	27
4	4	4	4	4	4	2	26
4	4	4	5	4	4	2	27
4	4	4	4	4	4	3	27
4	4	4	4	4	4	3	27
4	4	4	5	5	4	2	28
4	4	4	4	5	3	4	28
4	4	4	4	4	4	2	26
4	4	4	4	4	4	2	26
4	4	4	4	4	4	2	26
313	306	285	300	278	277	215	1974

Data Ordinal Variabel Kepuasan Kerja (Y)

Kepuasan Kerja (Y)											Total
1	2	3	4	5	6	7	8	9	10	11	
4	4	3	4	4	4	4	4	2	4	2	39
3	4	4	4	4	4	4	2	2	4	4	39
4	4	4	3	4	4	4	4	2	4	2	39
4	4	4	3	4	4	4	4	2	4	3	40
4	3	4	4	4	4	4	4	2	3	2	38
4	2	4	3	4	5	5	4	2	4	2	39
4	3	4	3	4	4	4	4	4	4	4	42
4	2	4	2	4	4	4	4	3	4	3	38
4	2	5	4	5	5	4	4	2	4	4	43
4	4	4	4	4	4	4	2	3	4	2	39
4	3	3	3	4	4	4	4	2	4	2	37
4	2	2	2	4	4	4	4	4	4	4	38
4	1	2	2	4	4	4	4	4	4	3	36
4	4	4	4	4	4	4	4	4	4	4	44
4	2	4	3	4	4	3	4	2	4	2	36
4	3	4	3	4	5	2	4	3	2	3	37
4	2	4	3	4	4	2	4	2	3	3	35
4	4	4	3	4	4	2	3	2	4	3	37
4	3	4	3	4	5	2	3	2	4	3	37
4	2	4	3	4	4	2	3	2	4	2	34
4	3	4	3	4	4	2	2	2	4	2	34
4	2	4	3	4	4	2	4	2	4	2	35
4	2	2	2	4	4	4	4	4	4	4	38
4	2	2	2	4	4	2	4	4	2	4	34
4	2	2	2	5	4	2	4	4	2	4	35
4	2	2	2	4	4	2	4	4	2	4	34
4	2	4	2	4	4	2	4	2	2	4	34
4	2	2	2	4	4	2	4	2	2	4	32
4	2	4	2	4	4	2	4	2	2	4	34
4	2	4	3	4	4	2	3	4	4	2	36
4	4	4	3	4	4	2	4	2	4	4	39
4	2	4	3	4	4	2	4	2	4	2	35
4	2	4	3	4	4	2	4	2	4	2	35
4	2	4	3	4	4	2	4	2	4	2	35
4	3	4	3	4	4	2	4	2	4	2	36
4	3	4	3	4	4	2	2	2	4	2	34
4	2	4	3	4	4	2	2	4	4	2	35
4	2	4	3	4	4	3	2	2	4	2	34
4	2	4	3	4	4	2	4	2	4	2	35
4	2	4	3	4	4	3	3	2	4	2	35
4	2	4	3	4	4	2	2	3	4	3	35
4	3	4	3	4	4	3	4	2	4	2	37

4	2	4	3	4	4	2	4	2	4	3	36
4	2	4	2	4	4	3	4	2	4	3	36
4	4	4	3	4	4	3	4	2	4	3	39
4	4	4	3	4	4	3	4	2	4	4	40
4	2	4	3	4	4	3	4	2	4	3	37
4	3	4	3	4	4	3	4	2	4	2	37
4	2	4	3	4	4	2	4	2	4	3	36
4	3	4	3	4	4	3	3	2	4	3	37
4	2	4	3	4	4	3	2	2	4	3	35
4	3	4	3	4	4	2	4	2	4	3	37
4	2	4	4	4	4	2	4	3	4	3	38
4	3	4	3	4	4	3	3	2	4	3	37
4	3	4	3	4	4	3	4	2	4	3	38
4	3	4	3	4	4	3	4	2	4	3	38
4	2	4	4	4	4	2	4	2	4	2	36
4	2	4	2	4	4	4	4	2	4	2	36
4	2	4	3	4	4	2	4	2	4	2	35
4	3	4	3	4	4	2	4	2	4	2	36
4	2	4	3	4	4	2	4	4	4	2	37
4	4	4	3	4	4	2	4	3	4	2	38
4	2	4	3	4	4	2	4	2	4	2	35
4	2	4	3	4	4	2	4	2	4	2	35
4	2	4	2	4	4	2	4	2	4	2	34
4	2	4	3	4	4	2	4	2	4	2	35
4	2	4	3	4	4	2	2	2	4	3	34
4	4	4	3	4	4	2	4	2	4	2	37
4	2	4	3	4	4	2	3	2	4	3	35
4	2	4	3	4	4	2	4	2	4	3	36
4	2	4	4	4	4	2	4	2	4	3	37
4	4	4	3	4	4	2	2	2	4	3	36
4	2	4	3	4	4	2	2	2	4	2	33
4	2	4	3	4	4	2	4	2	4	2	35
4	2	4	3	4	4	2	2	2	4	2	33
299	191	285	221	302	304	197	268	178	284	203	2732

Lampiran 4: Data Interval Variabel X1, X2 dan Y

Variabel Lingkungan Kerja Non-Fisik (X1)

Lingkungan Kerja Non-Fisik (X1)										Total
X1.1	**X1.2**	**X1.3**	**X1.4**	**X1.5**	**X1.6**	**X1.7**	**X1.8**	**X1.9**	**X1.10**	
4,532	3,511	2,220	3,586	1,866	3,936	3,595	2,377	2,976	3,586	32,185
3,000	3,511	1,000	2,260	3,171	3,936	1,000	2,377	2,976	3,586	26,817
4,532	3,511	1,000	3,586	3,171	3,936	3,595	2,377	2,976	1,987	30,671
3,000	1,000	1,000	3,586	3,171	3,936	3,595	2,377	2,976	3,586	28,227
3,000	3,511	1,000	2,260	1,866	3,936	3,595	2,377	2,976	3,586	28,107
3,000	3,511	1,000	2,260	1,866	3,936	3,595	2,377	2,976	3,586	28,107
3,000	3,511	2,220	3,586	3,171	3,936	3,595	3,255	4,128	3,586	33,988
3,000	3,511	1,000	1,831	3,171	3,936	3,595	3,255	2,976	3,586	29,861
3,000	3,511	2,220	1,831	3,171	3,936	3,595	2,377	2,976	3,586	30,203
3,000	3,511	2,220	1,831	3,171	3,936	3,595	1,000	2,215	1,987	26,466
4,532	3,511	3,236	1,831	3,171	2,700	1,506	2,377	2,976	3,586	29,426
4,532	5,721	3,236	3,586	3,171	3,936	3,595	2,377	2,976	1,987	35,116
4,532	3,511	2,220	1,000	3,171	2,179	3,595	2,377	2,976	1,987	27,548
3,000	3,511	3,236	1,831	3,171	2,179	3,595	1,000	2,215	1,000	24,738
3,000	3,511	3,236	3,586	3,171	3,936	3,595	3,255	4,128	3,586	35,004
3,000	3,511	3,236	3,586	1,000	3,936	3,595	1,000	4,128	3,586	30,578
4,532	5,721	3,236	5,879	3,171	2,179	3,595	1,000	2,976	3,586	35,874
3,000	3,511	1,000	3,586	1,000	3,936	3,595	1,000	4,128	3,586	28,342
4,532	3,511	1,000	3,586	1,000	2,179	3,595	1,000	2,215	1,987	24,605
4,532	3,511	1,000	3,586	3,171	3,936	3,595	2,377	2,215	3,586	31,510
4,532	3,511	2,220	3,586	1,000	3,936	3,595	2,377	6,132	3,586	34,476
4,532	3,511	1,000	3,586	3,171	2,179	3,595	1,000	2,215	1,000	25,789
4,532	3,511	3,236	3,586	3,171	3,936	3,595	2,377	2,976	1,987	32,907
4,532	3,511	3,236	1,831	3,171	2,179	3,595	3,255	2,215	3,586	31,111
4,532	5,721	4,485	1,000	5,290	1,000	6,132	3,255	1,000	5,879	38,295
3,000	3,511	3,236	3,586	3,171	3,936	3,595	3,255	4,128	3,586	35,004
3,000	3,511	1,000	3,586	3,171	3,936	3,595	3,255	4,128	3,586	32,768
3,000	3,511	2,220	1,831	3,171	2,179	3,595	2,377	2,976	1,987	26,846
4,532	3,511	1,000	3,586	3,171	2,179	3,595	1,000	2,215	3,586	28,376
3,000	3,511	2,220	3,586	3,171	2,179	3,595	1,000	4,128	3,586	29,976
4,532	3,511	1,000	3,586	3,171	3,936	3,595	1,000	2,215	3,586	30,133
4,532	3,511	1,000	3,586	3,171	3,936	3,595	1,000	2,215	3,586	30,133
4,532	3,511	2,220	3,586	3,171	3,936	3,595	1,000	2,215	1,987	29,753
4,532	3,511	3,236	3,586	1,000	3,936	3,595	1,000	4,128	1,987	30,511
4,532	3,511	3,236	3,586	3,171	3,936	3,595	1,000	2,215	1,987	30,769
4,532	3,511	2,220	3,586	1,866	3,936	3,595	1,000	4,128	3,586	31,960

4,532	3,511	1,000	3,586	3,171	3,936	3,595	1,000	4,128	3,586	32,046
4,532	3,511	1,000	3,586	3,171	3,936	3,595	1,000	4,128	3,586	32,046
4,532	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	33,265
4,532	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	33,265
3,000	3,511	1,000	3,586	1,866	3,936	3,595	1,000	2,215	3,586	27,295
4,532	3,511	1,000	3,586	1,000	3,936	3,595	1,000	2,215	3,586	27,962
4,532	3,511	2,220	3,586	1,866	2,179	3,595	1,000	4,128	3,586	30,203
4,532	3,511	2,220	3,586	1,866	3,936	3,595	1,000	4,128	3,586	31,960
4,532	3,511	1,000	3,586	1,866	3,936	3,595	1,000	4,128	3,586	30,740
1,506	3,511	2,220	3,586	1,866	3,936	3,595	1,000	4,128	3,586	28,934
3,000	3,511	1,000	3,586	1,000	3,936	3,595	1,000	4,128	3,586	28,342
1,000	3,511	2,220	3,586	3,171	2,700	3,595	1,000	4,128	3,586	28,497
4,532	3,511	3,236	3,586	3,171	2,700	3,595	1,000	4,128	3,586	33,045
3,000	3,511	2,220	3,586	1,866	3,936	3,595	1,000	4,128	3,586	30,428
3,000	3,511	1,000	3,586	1,866	3,936	3,595	1,000	4,128	3,586	29,208
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	1,000	3,586	3,171	3,936	3,595	1,000	4,128	3,586	30,513
3,000	3,511	1,000	3,586	3,171	3,936	3,595	1,000	4,128	3,586	30,513
3,000	3,511	1,000	3,586	3,171	3,936	3,595	1,000	4,128	1,987	28,914
3,000	3,511	1,000	3,586	3,171	2,179	3,595	1,000	4,128	3,586	28,756
3,000	3,511	1,000	3,586	3,171	3,936	3,595	1,000	4,128	3,586	30,513
3,000	3,511	1,000	3,586	3,171	3,936	3,595	1,000	4,128	3,586	30,513
3,000	3,511	1,000	3,586	3,171	3,936	3,595	1,000	4,128	3,586	30,513
3,000	3,511	1,000	3,586	1,866	3,936	3,595	1,000	4,128	3,586	29,208
3,000	3,511	1,000	3,586	3,171	3,936	3,595	1,000	4,128	3,586	30,513
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	3,236	3,586	1,866	3,936	3,595	1,000	4,128	3,586	31,444
4,532	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	33,265
3,000	3,511	3,236	2,260	3,171	2,179	3,595	1,000	4,128	3,586	29,666
3,000	3,511	1,000	3,586	1,000	3,936	3,595	1,000	4,128	3,586	28,342
3,000	3,511	2,220	3,586	3,171	3,936	3,595	1,000	4,128	3,586	31,733
3,000	3,511	1,000	3,586	1,866	3,936	3,595	1,000	4,128	3,586	29,208

Variabel *Work-Life Balance* (X2)

***work-life balance* (X2)**							Total
X2.1	**X2.2**	**X2.3**	**X2.4**	**X2.5**	**X2.6**	**X2.7**	
1,000	1,000	1,523	3,543	4,216	6,000	7,000	24,282
3,301	3,446	2,828	3,543	2,641	1,000	3,491	20,250
3,301	3,446	1,000	3,543	1,000	2,979	1,000	16,270
3,301	3,446	1,000	3,543	1,000	2,979	1,000	16,270
3,301	3,446	1,000	3,543	1,000	2,979	1,000	16,270
3,301	3,446	1,000	3,543	1,000	2,979	1,000	16,270
3,301	3,446	1,000	3,543	1,609	2,979	2,270	18,149
3,301	3,446	2,828	1,783	1,000	2,979	2,270	17,607
3,301	3,446	2,828	3,543	1,000	2,979	3,491	20,588
3,301	3,446	2,828	3,543	1,000	1,668	3,491	19,277
3,301	3,446	1,000	3,543	1,000	2,979	1,000	16,270
3,301	3,446	2,828	3,543	2,641	5,233	1,000	21,992
3,301	3,446	2,828	3,543	1,000	1,000	3,491	18,609
5,056	3,446	1,000	3,543	2,641	2,979	1,000	19,666
3,301	3,446	1,000	3,543	2,641	1,000	3,491	18,422
3,301	3,446	2,828	3,543	2,641	1,000	3,491	20,250
3,301	3,446	2,828	3,543	2,641	1,668	3,491	20,918
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
5,056	5,435	2,828	1,783	1,609	2,979	2,270	21,961
5,056	3,446	2,828	3,543	2,641	2,979	2,270	22,764
3,301	5,435	4,833	3,543	2,641	2,979	1,000	23,733
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	1,000	1,000	3,491	18,609
5,056	5,435	1,000	3,543	1,000	1,000	3,491	20,525
3,301	3,446	2,828	3,543	1,000	1,000	3,491	18,609
3,301	3,446	2,828	3,543	1,000	1,000	3,491	18,609
3,301	3,446	2,828	3,543	2,641	2,979	1,000	19,739
3,301	3,446	2,828	5,425	2,641	1,000	3,491	22,131
3,301	3,446	2,828	3,543	2,641	1,668	2,270	19,697
3,301	3,446	2,828	3,543	1,609	2,979	3,491	21,198
3,301	3,446	2,828	3,543	2,641	2,979	3,491	22,229
3,301	3,446	2,828	1,783	2,641	2,979	1,000	17,978
5,056	3,446	2,828	3,543	2,641	2,979	1,000	21,494
3,301	3,446	2,828	3,543	2,641	2,979	1,000	19,739
5,056	5,435	2,828	3,543	2,641	2,979	2,270	24,753
5,056	5,435	2,828	3,543	2,641	2,979	2,270	24,753

5,056	3,446	2,828	1,000	2,641	2,979	2,270	20,220
5,056	3,446	4,833	3,543	2,641	2,979	1,000	23,499
5,056	3,446	4,833	5,425	2,641	2,979	1,000	25,380
3,301	5,435	2,828	3,543	2,641	2,979	2,270	22,998
3,301	3,446	2,828	3,543	4,216	2,979	2,270	22,584
3,301	3,446	2,828	3,543	4,216	2,979	2,270	22,584
5,056	3,446	2,828	3,543	4,216	1,668	2,270	23,027
5,056	3,446	2,828	3,543	2,641	2,979	2,270	22,764
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	1,668	1,000	18,427
5,056	3,446	2,828	3,543	4,216	2,979	1,000	23,069
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	1,783	2,641	2,979	2,270	19,248
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	1,000	19,739
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	5,425	2,641	2,979	1,000	21,620
3,301	3,446	2,828	3,543	4,216	2,979	2,270	22,584
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	5,425	2,641	2,979	2,270	22,890
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	3,543	2,641	2,979	1,000	19,739
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	5,425	2,641	2,979	1,000	21,620
3,301	3,446	2,828	3,543	2,641	2,979	1,000	19,739
3,301	3,446	2,828	3,543	2,641	2,979	2,270	21,009
3,301	3,446	2,828	5,425	2,641	2,979	2,270	22,890
3,301	3,446	2,828	3,543	4,216	2,979	1,000	21,314
3,301	3,446	2,828	3,543	4,216	1,668	3,491	22,493
3,301	3,446	2,828	3,543	2,641	2,979	1,000	19,739
3,301	3,446	2,828	3,543	2,641	2,979	1,000	19,739

Variabel Kepuasan Kerja (Y)

Kepuasan Kerja (Y)											
Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Total
3,601	5,044	1,542	4,145	1,000	1,000	2,927	2,969	1,000	3,015	1,000	27,243
1,000	5,044	2,979	4,145	1,000	1,000	2,927	1,000	1,000	3,015	3,268	26,378
3,601	5,044	2,979	2,558	1,000	1,000	2,927	2,969	1,000	3,015	1,000	27,092
3,601	5,044	2,979	2,558	1,000	1,000	2,927	2,969	1,000	3,015	2,220	28,312
3,601	4,159	2,979	4,145	1,000	1,000	2,927	2,969	1,000	1,542	1,000	26,322
3,601	2,985	2,979	2,558	1,000	3,150	4,210	2,969	1,000	3,015	1,000	28,466
3,601	4,159	2,979	2,558	1,000	1,000	2,927	2,969	2,955	3,015	3,268	30,431
3,601	2,985	2,979	1,000	1,000	1,000	2,927	2,969	2,283	3,015	2,220	25,979
3,601	2,985	5,354	4,145	3,377	3,150	2,927	2,969	1,000	3,015	3,268	35,791
3,601	5,044	2,979	4,145	1,000	1,000	2,927	1,000	2,283	3,015	1,000	27,994
3,601	4,159	1,542	2,558	1,000	1,000	2,927	2,969	1,000	3,015	1,000	24,770
3,601	2,985	1,000	1,000	1,000	1,000	2,927	2,969	2,955	3,015	3,268	25,720
3,601	1,000	1,000	1,000	1,000	1,000	2,927	2,969	2,955	3,015	2,220	22,687
3,601	5,044	2,979	4,145	1,000	1,000	2,927	2,969	2,955	3,015	3,268	32,903
3,601	2,985	2,979	2,558	1,000	1,000	2,155	2,969	1,000	3,015	1,000	24,261
3,601	4,159	2,979	2,558	1,000	3,150	1,000	2,969	2,283	1,000	2,220	26,919
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	1,542	2,220	22,853
3,601	5,044	2,979	2,558	1,000	1,000	1,000	1,721	1,000	3,015	2,220	25,138
3,601	4,159	2,979	2,558	1,000	3,150	1,000	1,721	1,000	3,015	2,220	26,403
3,601	2,985	2,979	2,558	1,000	1,000	1,000	1,721	1,000	3,015	1,000	21,859
3,601	4,159	2,979	2,558	1,000	1,000	1,000	1,000	1,000	3,015	1,000	22,311
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	2,985	1,000	1,000	1,000	1,000	2,927	2,969	2,955	3,015	3,268	25,720
3,601	2,985	1,000	1,000	1,000	1,000	1,000	2,969	2,955	1,000	3,268	21,778
3,601	2,985	1,000	1,000	3,377	1,000	1,000	2,969	2,955	1,000	3,268	24,155
3,601	2,985	1,000	1,000	1,000	1,000	1,000	2,969	2,955	1,000	3,268	21,778
3,601	2,985	2,979	1,000	1,000	1,000	1,000	2,969	1,000	1,000	3,268	21,802
3,601	2,985	1,000	1,000	1,000	1,000	1,000	2,969	1,000	1,000	3,268	19,823
3,601	2,985	2,979	1,000	1,000	1,000	1,000	2,969	1,000	1,000	3,268	21,802
3,601	2,985	2,979	2,558	1,000	1,000	1,000	1,721	2,955	3,015	1,000	23,814
3,601	5,044	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	3,268	27,433
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	4,159	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	24,280
3,601	4,159	2,979	2,558	1,000	1,000	1,000	1,000	1,000	3,015	1,000	22,311
3,601	2,985	2,979	2,558	1,000	1,000	1,000	1,000	2,955	3,015	1,000	23,093

3,601	2,985	2,979	2,558	1,000	1,000	2,155	1,000	1,000	3,015	1,000	22,293
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	2,985	2,979	2,558	1,000	1,000	2,155	1,721	1,000	3,015	1,000	23,014
3,601	2,985	2,979	2,558	1,000	1,000	1,000	1,000	2,283	3,015	2,220	23,640
3,601	4,159	2,979	2,558	1,000	1,000	2,155	2,969	1,000	3,015	1,000	25,435
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	2,220	24,326
3,601	2,985	2,979	1,000	1,000	1,000	2,155	2,969	1,000	3,015	2,220	23,924
3,601	5,044	2,979	2,558	1,000	1,000	2,155	2,969	1,000	3,015	2,220	27,541
3,601	5,044	2,979	2,558	1,000	1,000	2,155	2,969	1,000	3,015	3,268	28,588
3,601	2,985	2,979	2,558	1,000	1,000	2,155	2,969	1,000	3,015	2,220	25,482
3,601	4,159	2,979	2,558	1,000	1,000	2,155	2,969	1,000	3,015	1,000	25,435
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	2,220	24,326
3,601	4,159	2,979	2,558	1,000	1,000	2,155	1,721	1,000	3,015	2,220	25,408
3,601	2,985	2,979	2,558	1,000	1,000	2,155	1,000	1,000	3,015	2,220	23,513
3,601	4,159	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	2,220	25,500
3,601	2,985	2,979	4,145	1,000	1,000	1,000	2,969	2,283	3,015	2,220	27,197
3,601	4,159	2,979	2,558	1,000	1,000	2,155	1,721	1,000	3,015	2,220	25,408
3,601	4,159	2,979	2,558	1,000	1,000	2,155	2,969	1,000	3,015	2,220	26,656
3,601	4,159	2,979	2,558	1,000	1,000	2,155	2,969	1,000	3,015	2,220	26,656
3,601	2,985	2,979	4,145	1,000	1,000	1,000	2,969	1,000	3,015	1,000	24,694
3,601	2,985	2,979	1,000	1,000	1,000	2,927	2,969	1,000	3,015	1,000	23,476
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	4,159	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	24,280
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	2,955	3,015	1,000	25,062
3,601	5,044	2,979	2,558	1,000	1,000	1,000	2,969	2,283	3,015	1,000	26,448
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	2,985	2,979	1,000	1,000	1,000	1,000	2,969	1,000	3,015	1,000	21,548
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	2,985	2,979	2,558	1,000	1,000	1,000	1,000	1,000	3,015	2,220	22,357
3,601	5,044	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	25,165
3,601	2,985	2,979	2,558	1,000	1,000	1,000	1,721	1,000	3,015	2,220	23,079
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	2,220	24,326
3,601	2,985	2,979	4,145	1,000	1,000	1,000	2,969	1,000	3,015	2,220	25,914
3,601	5,044	2,979	2,558	1,000	1,000	1,000	1,000	1,000	3,015	2,220	24,416
3,601	2,985	2,979	2,558	1,000	1,000	1,000	1,000	1,000	3,015	1,000	21,137
3,601	2,985	2,979	2,558	1,000	1,000	1,000	2,969	1,000	3,015	1,000	23,106
3,601	2,985	2,979	2,558	1,000	1,000	1,000	1,000	1,000	3,015	1,000	21,137

Lampiran 5: Hasil Uji Instrumen

1. Hasil Uji Instrumen Variabel Lingkungan Kerja Non-Fisik (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	Total_X1
X1.1	Pearson Correlation	1	.237*	.144	.038	.017	-.195	.063	.080	-.359**	-.182	.257*
	Sig. (2-tailed)		.041	.217	.743	.886	.093	.593	.494	.002	.119	.026
	N	75	75	75	75	75	75	75	75	75	75	75
X1.2	Pearson Correlation	.237*	1	.390**	.016	.201	-.307**	.301**	.086	-.199	.091	.456**
	Sig. (2-tailed)	.041		.001	.890	.085	.007	.009	.464	.087	.438	.000
	N	75	75	75	75	75	75	75	75	75	75	75
X1.3	Pearson Correlation	.144	.390**	1	-.187	.241*	-.327**	.189	.212	-.054	-.022	.498**
	Sig. (2-tailed)	.217	.001		.108	.037	.004	.104	.068	.644	.854	.000
	N	75	75	75	75	75	75	75	75	75	75	75
X1.4	Pearson Correlation	.038	.016	-.187	1	-.242*	.350**	-.001	-.469**	.406**	.067	.285*
	Sig. (2-tailed)	.743	.890	.108		.036	.002	.990	.000	.000	.568	.013
	N	75	75	75	75	75	75	75	75	75	75	75
X1.5	Pearson Correlation	.017	.201	.241*	-.242*	1	-.277*	.148	.250*	-.270*	.058	.343**
	Sig. (2-tailed)	.886	.085	.037	.036		.016	.206	.031	.019	.622	.003
	N	75	75	75	75	75	75	75	75	75	75	75
X1.6	Pearson Correlation	-.195	-.307**	-.327**	.350**	-.277*	1	-.214	-.097	.377**	.079	.241
	Sig. (2-tailed)	.093	.007	.004	.002	.016		.065	.406	.001	.499	.227
	N	75	75	75	75	75	75	75	75	75	75	75
X1.7	Pearson Correlation	.063	.301**	.189	-.001	.148	-.214	1	.010	-.119	.195	.353**
	Sig. (2-tailed)	.593	.009	.104	.990	.206	.065		.934	.307	.094	.002
	N	75	75	75	75	75	75	75	75	75	75	75

X1.8	Pearson Correlation	.080	.086	.212	-.469**	.250*	-.097	.010	1	-.260*	.086	.287*
	Sig. (2-tailed)	.494	.464	.068	.000	.031	.406	.934		.024	.463	.013
	N	75	75	75	75	75	75	75	75	75	75	75
X1.9	Pearson Correlation	-.359**	-.199	-.054	.406**	-.270*	.377**	-.119	-.260*	1	.263*	.283*
	Sig. (2-tailed)	.002	.087	.644	.000	.019	.001	.307	.024		.023	.014
	N	75	75	75	75	75	75	75	75	75	75	75
X1.10	Pearson Correlation	-.182	.091	-.022	.067	.058	.079	.195	.086	.263*	1	.467**
	Sig. (2-tailed)	.119	.438	.854	.568	.622	.499	.094	.463	.023		.000
	N	75	75	75	75	75	75	75	75	75	75	75
Total_X1	Pearson Correlation	.257*	.456**	.498**	.285*	.343**	.141	.353**	.287*	.283*	.467**	1
	Sig. (2-tailed)	.026	.000	.000	.013	.003	.227	.002	.013	.014	.000	
	N	75	75	75	75	75	75	75	75	75	75	75

*. Correlation is significant at the 0.05 level (2-tailed).
**. Correlation is significant at the 0.01 level (2-tailed).

Uji Validitas Variabel X1

No.	R Tabel	R Hitung	Keterangan
1.	0,1914	0,257	**VALID**
2.	0,1914	0,456	**VALID**
3.	0,1914	0,498	**VALID**
4.	0,1914	0,285	**VALID**
5.	0,1914	0,343	**VALID**
6.	0,1914	0,241	**VALID**
7.	0,1914	0,353	**VALID**
8.	0,1914	0,287	**VALID**
9.	0,1914	0,283	**VALID**
10.	0,1914	0,467	**VALID**

Uji Reabilitas Variabel Lingkungan Kerja Non-Fisik (X1)

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded[a]	0	.0
	Total	75	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.087	10

Uji Reliabilitas menunjukkan nilai X1 menghasilkan 0,087> 0,06 sehingga dapat disimpulkan semua instrumen X1 reliabel.

2. Hasil Uji Instrumen Variabel *Work-Life Balance* (X2)

Hasil Uji Instrumen Variabel X2

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	Total_X2
X2.1	Pearson Correlation	1	.505**	.167	.118	.009	.154	-.311**	.371**
	Sig. (2-tailed)		.000	.151	.312	.936	.187	.007	.001
	N	75	75	75	75	75	75	75	75
X2.2	Pearson Correlation	.505**	1	.145	.110	.192	.222	.221	.263*
	Sig. (2-tailed)	.000		.213	.348	.099	.055	.057	.023
	N	75	75	75	75	75	75	75	75
X2.3	Pearson Correlation	.167	.145	1	.099	.329**	.002	.093	.596**
	Sig. (2-tailed)	.151	.213		.400	.004	.986	.425	.000
	N	75	75	75	75	75	75	75	75

X2.4	Pearson Correlation	-.118	-.110	.099	1	.105	.070	.043	.249
	Sig. (2-tailed)	.312	.348	.400		.371	.551	.715	.678
	N	75	75	75	75	75	75	75	75
X2.5	Pearson Correlation	.009	-.192	.329**	.105	1	.286*	-.010	.641**
	Sig. (2-tailed)	.936	.099	.004	.371		.013	.934	.000
	N	75	75	75	75	75	75	75	75
X2.6	Pearson Correlation	-.154	-.222	.002	-.070	.286*	1	-.231*	.316**
	Sig. (2-tailed)	.187	.055	.986	.551	.013		.046	.006
	N	75	75	75	75	75	75	75	75
X2.7	Pearson Correlation	-.311**	-.221	-.093	-.043	-.010	-.231*	1	.214
	Sig. (2-tailed)	.007	.057	.425	.715	.934	.046		.065
	N	75	75	75	75	75	75	75	75
Total_X2	Pearson Correlation	.371**	.263*	.596**	-.049	.641**	.316**	.214	1
	Sig. (2-tailed)	.001	.023	.000	.678	.000	.006	.065	
	N	75	75	75	75	75	75	75	75

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

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

Uji Validitas Variabel *Work-Life Balance* (X2)

No.	R Tabel	R Hitung	Keterangan
1.	0,1914	0,371	**VALID**
2.	0,1914	0,263	**VALID**
3.	0,1914	0,596	**VALID**
4.	0,1914	0,249	**VALID**
5.	0,1914	0,641	**VALID**
6.	0,1914	0,316	**VALID**
7.	0,1914	0,214	**VALID**

Uji Reabilitas *Work-Life Balance* (X2)

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded[a]	0	.0
	Total	75	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha[a]	N of Items
.079	7

Uji Reliabilitas menunjukkan nilai X2 menghasilkan 0,079> 0,06 sehingga dapat disimpulkan semua instrumen X2 reliabel.

3. Hasil Uji Instrumen Variabel Kepuasan Kerja (Y)

Hasil Uji Instrumen Variabel Kepuasan Kerja (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Total_Y
Y.1	Pearson Correlation	1	.199	.033	.229*	.019	.028	.176	.231*	.062	.043	.191	.272**
	Sig. (2-tailed)		.087	.780	.048	.870	.814	.130	.046	.600	.717	.101	.537
	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.2	Pearson Correlation	-.199	1	.174	.392**	-.111	.002	.212	-.085	-.163	.145	.050	.511**
	Sig. (2-tailed)	.087		.136	.000	.341	.989	.067	.466	.163	.215	.670	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.3	Pearson Correlation	-.033	.174	1	.510**	.095	.275*	-.074	-.165	-.472**	.402**	-.271*	.342**
	Sig. (2-tailed)	.780	.136		.000	.417	.017	.530	.156	.000	.000	.019	.003

	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.4	Pearson Correlation	-.229*	.392**	.510**	1	.018	.134	.100	-.184	-.231*	.384**	-.258*	.504**
	Sig. (2-tailed)	.048	.000	.000		.875	.253	.392	.115	.046	.001	.025	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.5	Pearson Correlation	.019	-.111	.095	.018	1	.329**	.063	.097	.132	-.208	.272*	.330**
	Sig. (2-tailed)	.870	.341	.417	.875		.004	.594	.408	.258	.073	.018	.004
	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.6	Pearson Correlation	.028	.002	.275*	.134	.329**	1	.180	.042	-.022	-.106	.094	.421**
	Sig. (2-tailed)	.814	.989	.017	.253	.004		.123	.719	.850	.367	.422	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.7	Pearson Correlation	-.176	.212	-.074	.100	.063	.180	1	.107	.107	.207	.128	.581**
	Sig. (2-tailed)	.130	.067	.530	.392	.594	.123		.362	.362	.075	.275	.000
	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.8	Pearson Correlation	.231*	-.085	-.165	-.184	.097	.042	.107	1	.041	-.215	.124	.247*
	Sig. (2-tailed)	.046	.466	.156	.115	.408	.719	.362		.725	.065	.291	.033
	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.9	Pearson Correlation	.062	-.163	-.472**	-.231*	.132	-.022	.107	.041	1	-.227	.320**	.253
	Sig. (2-tailed)	.600	.163	.000	.046	.258	.850	.362	.725		.050	.005	.191
	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.10	Pearson Correlation	-.043	.145	.402**	.384**	-.208	-.106	.207	-.215	-.227	1	-.430**	.255*
	Sig. (2-tailed)	.717	.215	.000	.001	.073	.367	.075	.065	.050		.000	.027
	N	75	75	75	75	75	75	75	75	75	75	75	75
Y.11	Pearson Correlation	-.191	.050	-.271*	-.258*	.272*	.094	.128	.124	.320**	-.430**	1	.298**
	Sig. (2-tailed)	.101	.670	.019	.025	.018	.422	.275	.291	.005	.000		.009
	N	75	75	75	75	75	75	75	75	75	75	75	75
Total_Y	Pearson Correlation	-.072	.511**	.342**	.504**	.330**	.421**	.581**	.247*	.153	.255*	.298**	1

	Sig. (2-tailed)	.537	.000	.003	.000	.004	.000	.000	.033	.191	.027	.009	
	N	75	75	75	75	75	75	75	75	75	75	75	75

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

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

Uji Validitas Variabel Y

No.	R Tabel	R Hitung	Keterangan
1.	0,1914	0,272	**VALID**
2.	0,1914	0,511	**VALID**
3.	0,1914	0,342	**VALID**
4.	0,1914	0,504	**VALID**
5.	0,1914	0,330	**VALID**
6.	0,1914	0,421	**VALID**
7.	0,1914	0,581	**VALID**
8.	0,1914	0,247	**VALID**
9.	0,1914	0,253	**VALID**
10.	0,1914	0,255	**VALID**
11.	0,1914	0,298	**VALID**

Uji Reabilitas Variabel Y

Case Processing Summary

		N	%
Cases	Valid	75	100.0
	Excluded[a]	0	.0
	Total	75	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.237	11

Uji Reliabilitas menunjukkan nilai Y menghasilkan 0,237> 0,06 sehingga dapat disimpulkan semua instrumen Y reliabel.

Lampiran 6: Hasil Uji Asumsi Klasik

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		75
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2518.25347447
Most Extreme Differences	Absolute	.093
	Positive	.093
	Negative	-.085
Test Statistic		.093
Asymp. Sig. (2-tailed)		.171[c]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Berdasarkan output yang dihasilkan pada lampiran, diketahui bahwa ketiga variabel berdistribusi normal. Hal ini ditunjukkan dari tabel *One – Sample Kolmogrov – Smirnov* (K-S) Test yang dilihat pada lampiran, nilai Asymp. Sig. (2-talled) > α = 5% yaitu 0,171 > 0,05. Berdasarkan cara pengambilan keputusan sesuai pedoman bahwasannya jika nilai signifikansi residual > 0.05 maka data berdistribusi normal.

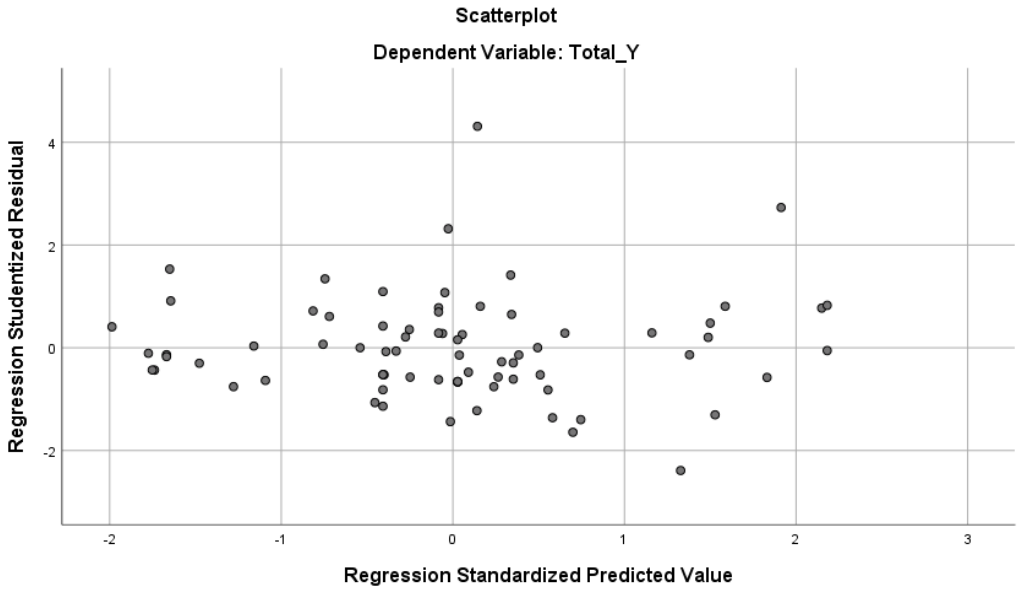
Uji Multikolinearitas

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	38.123	4.156		8.332	.000		
Total_X1	.208	.120	.198	1.740	.004	.383	6.017
Total_X2	.268	.154	.187	1.738	.026	.437	5.319

Berdasarkan output yang dihasilkan pada lampiran, diketahui bahwa nilai TOL (*Tolerance*) untuk variabel Lingkungan Kerja Non-Fisik (X1) sebesar 0,383 > 0,1. Untuk variabel *Work-Life Balance* (X2) sebesar 0,437 > 0,1. Sedangkan untuk nilai VIF pada Variabel Lingkungan kerja non-fisik (X1) sebesar 6,017 < 10, untuk variabel *work-life balance* (X2) sebesar 5,319 < 10. Maka, dapat disimpulkan bahwasannya data dalam penelitian ini tidak terjadi multikolinearitas.

Uji Heteroskedastisitas



Berdasarkan output yang dihasilkan pada lampiran, diketahui bahwasannya tidak ada pola yang jelas (bergelombang, melebar kemudian menyempit) pada gambar *Scatterplots*, serta titik-titik menyebar diatas dan dibawahn angka 0 pada sumbu Y. Maka, dapat disimpulkan bahwasannya data penelitian ini tidak terjadi gejala heteroskedastisitas.

Uji Autokorelasi

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
1	.997[a]	.990	.993	2,552.98965	.990	3.807	2	72	.036	2.403

a. Predictors: (Constant), Total_X2, Total_X1
b. Dependent Variable: Total_Y

Berdasarkan output yang dihasilkan pada lampiran, diketahui nilai DW sebesar 2.403. Berdasarkan tabel DW dengan K=2, n=75 dengan signifikansi 5%, maka dapat diperoleh nilai dL = 1,5709 dan dU= 1,6802. Berdasarkan perhitungan nilai nilai 4-dL = 4 – 1,5709 = 2,4291 dan nilai 4 – dU= 4 – 1,6802 = 2,3198. Kriteria diperoleh 2,3198 ≤ 2,403 ≤ 2,4291. Sesuai dengan pengambilan keputusan, jika nilai DW dibawah -2 sampai +2 berarti tidak ada autokorelasi.

Lampiran 7: Analisis Regresi Linier Berganda

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	38.123	4.156		8.332	.000		
	Total_X1	.208	.120	.198	1.740	.004	.383	6.017
	Total_X2	.268	.154	.187	1.738	.026	.437	5.319

a. Dependent Variable: Total_Y

Lampiran 8: Koefisien Determinasi

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df 2	Sig. F Change	
1	.997[a]	.990	.993	2,552.98965	.990	3.807	2	72	.036	2.403

a. Predictors: (Constant), Total_X2, Total_X1

b. Dependent Variable: Total_Y

Lampiran 9: Uji Hipotesis

UJI F

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45341451.184	2	22670725.592	3.807	.036[b]
	Residual	469278441.563	72	6517756.133		
	Total	514619892.747	74			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X2, Total_X1

UJI T

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	38.123	4.156		8.332	.000
	Total_X1	.208	.120	.198	1.740	.004
	Total_X2	.268	.154	.187	1.738	.026