# **LAMPIRAN**

**KUESIONER PENELITIAN**

## **A. Lampiran 1: Kuesioner**

**“PENGARUH *WORK-LIFE BALANCE*  DAN *WORKLOAD* TERHADAP**

**KINERJA KARYAWAN PADA PT. YAOMBE BANYU LESTARI”**

Saya Yendy Budyanto adalah Mahasiswa dari Kwik Kian Gie School of Business jurusan Manajemen Sumber Daya Manusia. Saat ini saya sedang menyusun skripsi sebagai salah satu syarat untuk memperoleh gelar Sarjana Manajemen dengan judul **“*Pengaruh Work-Life Balance* dan *Workload* terhadap Kinerja Karyawan”**, maka sangat dibutuhkan pendapat dari Bapak/Ibu untuk melengkapi kuesioner ini. Atas bantuannya, saya ucapkan terima kasih.

**Petunjuk Pengisian**

1. Isilah data diri Bapak/Ibu sesuai dengan keadaan yang sebenarnya tentang identitas responden.
2. Berilah tanda centang (✓) pada salah satu pilihan jawaban yang tersedia sesuai dengan kondisi Bapak/Ibu rasakan.
3. Diharapkan untuk tidak menjawab lebih dari satu pilihan jawaban.
4. Pilihan yang tersedia:

STS: Sangat Tidak Setuju S: Setuju

TS: Tidak Setuju SS: Sangat Setuju

RR: Ragu-Ragu

**Identitas Responden**

1. Jenis Kelamin : ( ) Pria ( ) Wanita
2. Usia : ( ) ≤ 20 Tahun ( ) 26-30 Tahun

( ) 21-25 Tahun ( ) ≥ 31 Tahun

1. Lama Bekerja : ( ) 0-5 Bulan ( ) 16-20 Bulan

( ) 6-10 Bulan ( ) 21-53 Bulan

( ) 11-15 Bulan

1. Jabatan :

***Work-life Balance***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **STS** | **TS** | **RR** | **S** | **SS** |
| 1 | Saya bekerja sesuai dengan jam kerja yang sudah ditentukan perusahaan |  |  |  |  |  |
| 2 | Saya merasa bahwa dapat melakukan aktivitas lain diluar jam kerja saya |  |  |  |  |  |
| 3 | Saya merasa bahwa saya memiliki peran dan tanggung jawab terhadap pekerjaan saya |  |  |  |  |  |
| 4 | Saya merasa bahwa saya memiliki peran dan tanggung jawab terhadap keluarga saya |  |  |  |  |  |
| 5 | Saya merasa puas dengan keterlibatan saya terhadap pekerjaan. |  |  |  |  |  |
| 6 | Saya merasa puas dengan keterlibatan saya terhadap keluarga. |  |  |  |  |  |
|  | | | | | | |
| Alasan : | | | | | | |

***Workload***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **STS** | **TS** | **RR** | **S** | **SS** |
| 7 | Saya merasa bahwa saya memahami setiap detail pekerjaan yang didelegasikan |  |  |  |  |  |
| 8 | Saya merasa bahwa saya memahami setiap detail *Standard Operational Procedure* yang diberikan |  |  |  |  |  |
| 9 | Saya merasa waktu yang diberikan perusahaan sudah sesuai dengan pekerjaan atau tanggung jawab saya |  |  |  |  |  |
| 10 | Saya merasa waktu yang diberikan perusahaan untuk menyelesaikan pekerjaan sudah sesuai dengan *Standard Operational Procedure* |  |  |  |  |  |
| 11 | Saya merasa dapat menyelesaikan pekerjaan sesuai dengan waktu dan target yang ditentukan |  |  |  |  |  |
| 12 | Saya merasa dapat menyelesaikan pekerjaan sesuai dengan bobot/volume yang diberikan. |  |  |  |  |  |
|  | | | | | | |
| Alasan : | | | | | | |

**Kinerja Karyawan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **PERNYATAAN** | **STS** | **TS** | **RR** | **S** | **SS** |
| 13 | Saya merasa selalu hadir tepat waktu sesuai jadwal yang ditentukan. |  |  |  |  |  |
| 14 | Saya merasa tidak pernah pergi saat jam kerja tanpa izin perusahaan. |  |  |  |  |  |
| 15 | Saya merasa dapat mencapai tujuan pekerjaan yang telah ditetapkan |  |  |  |  |  |
| 16 | Saya merasa dapat mencapai target pekerjaan yang telah ditetapkan |  |  |  |  |  |
| 17 | Saya merasa bahwa saya selalu bersedia menerima tugas dan tanggung jawab yang diberikan |  |  |  |  |  |
| 18 | Saya merasa bahwa saya selalu menyelesaikan pekerjaan dengan tepat waktu. |  |  |  |  |  |
| 19 | Saya merasa bahwa saya selalu berinisiatif dalam meminta tugas baru dengan tanggung jawab yang lebih baik. |  |  |  |  |  |
| 20 | Saya merasa bahwa saya selalu memberikan ide atau saran untuk peningkatan kualitas pekerjaan |  |  |  |  |  |
| 21 | Saya merasa sanggup bekerja secara mandiri tapi tidak menutup kemungkinan untuk bekerjasama dengan rekan lain dalam menyelesaikan pekerjaan. |  |  |  |  |  |
| 22 | Saya merasa sanggup bekerja secara mandiri tapi tidak menutup kemungkinan untuk bekerjasama dengan atasan dalam menyelesaikan pekerjaan. |  |  |  |  |  |
|  | | | | | | |
| Alasan : | | | | | | |

## **B. Lampiran 2: Hasil Pengumpulan Data**

**Data Profil Responden**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  | |  |
| **Responden** | **Jenis Kelamin** | **Usia** | **Masa Kerja** |
| 1 | Pria | 26-30 tahun | 0-5 bulan |
| 2 | Wanita | 21-25 tahun | 0-5 bulan |
| 3 | Wanita | 21-25 tahun | 0-5 bulan |
| 4 | Wanita | 21-25 tahun | 0-5 bulan |
| 5 | Pria | 21-25 tahun | 0-5 bulan |
| 6 | Pria | ≥ 31 tahun | 0-5 bulan |
| 7 | Pria | 21-25 tahun | 0-5 bulan |
| 8 | Wanita | 21-25 tahun | 0-5 bulan |
| 9 | Pria | ≥ 31 tahun | 0-5 bulan |
| 10 | Pria | ≥ 31 Tahun | 0-5 bulan |
| 11 | Wanita | ≤ 20 tahun | 6-10 Bulan |
| 12 | Wanita | 21-25 tahun | 6-10 Bulan |
| 13 | Pria | 26-30 tahun | 6-10 Bulan |
| 14 | Pria | 21-25 tahun | 6-10 Bulan |
| 15 | Wanita | 21-25 tahun | 6-10 Bulan |
| 16 | Pria | ≥ 31 Tahun | 6-10 Bulan |
| 17 | Pria | ≥ 31 tahun | 11-15 Bulan |
| 18 | Pria | 21-25 tahun | 11-15 Bulan |
| 19 | Pria | ≤ 20 tahun | 11-15 Bulan |
| 20 | Pria | 21-25 tahun | 11-15 Bulan |
| 21 | Pria | 21-25 tahun | 11-15 Bulan |
| 22 | Pria | ≤ 20 tahun | 11-15 Bulan |
| 23 | Pria | 21-25 tahun | 11-15 Bulan |
| 24 | Pria | 21-25 tahun | 11-15 Bulan |
| 25 | Wanita | 21-25 tahun | 11-15 Bulan |
| 26 | Pria | 26-30 tahun | 11-15 Bulan |
| 27 | Pria | ≤ 20 tahun | 11-15 Bulan |
| 28 | Pria | 21-25 tahun | 11-15 Bulan |
| 29 | Pria | 26-30 tahun | 16-20 Bulan |
| 30 | Wanita | 26-30 tahun | 16-20 Bulan |
| 31 | Pria | ≤ 20 tahun | 16-20 Bulan |
| 32 | Pria | ≥ 31 tahun | 16-20 Bulan |
| 33 | Pria | 21-25 tahun | 16-20 Bulan |
| 34 | Pria | ≤ 20 tahun | 16-20 Bulan |
| 35 | Pria | ≤ 20 tahun | 16-20 Bulan |
| 36 | Pria | ≤ 20 tahun | 16-20 Bulan |
| 37 | Pria | ≥ 31 tahun | 16-20 Bulan |
| 38 | Pria | 21-25 tahun | 16-20 Bulan |
| 39 | Pria | 21-25 tahun | 16-20 Bulan |
| 40 | Pria | 21-25 tahun | 16-20 Bulan |
| 41 | Pria | 21-25 tahun | 16-20 Bulan |
| 42 | Pria | 21-25 tahun | 16-20 Bulan |
| 43 | Pria | 21-25 tahun | 21-53 Bulan |
| 44 | Pria | 21-25 tahun | 21-53 Bulan |
| 45 | Pria | ≥ 31 Tahun | 21-53 Bulan |
| 46 | Wanita | ≥ 31 Tahun | 21-53 Bulan |
| 47 | Pria | ≥ 31 Tahun | 21-53 Bulan |
| 48 | Pria | 21-25 tahun | 21-53 Bulan |
| 49 | Pria | 21-25 tahun | 21-53 Bulan |
| 50 | Wanita | 26-30 tahun | 21-53 Bulan |
| 51 | Pria | 26-30 tahun | 21-53 Bulan |
| 52 | Pria | ≥ 31 Tahun | 21-53 Bulan |
| 53 | Pria | ≥ 31 Tahun | 21-53 Bulan |

**Data Jawaban Kuesioner**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| R | WB1 | WB2 | WB3 | WB4 | WB5 | WB6 | WL1 | WL2 | WL3 | WL4 | WL5 | WL6 | KK1 | KK2 | KK3 | KK4 | KK5 | KK6 | KK7 | KK8 | KK9 | KK10 |
| 1 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 4 | 2 | 3 | 4 |
| 2 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 6 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 |
| 8 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 |
| 10 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 |
| 11 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 |
| 12 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 1 | 2 | 2 | 3 | 1 | 5 | 3 |
| 13 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 1 | 1 | 3 | 4 | 1 | 4 | 4 |
| 14 | 4 | 3 | 3 | 1 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 1 | 1 | 4 | 1 | 3 | 3 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 16 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 1 | 4 | 5 | 5 | 5 | 5 | 5 |
| 17 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 |
| 18 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 19 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 |
| 20 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 |
| 21 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 3 |
| 22 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 3 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 5 | 4 |
| 24 | 4 | 1 | 2 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 25 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 3 |
| 26 | 3 | 4 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 27 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 |
| 28 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 3 |
| 29 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 |
| 30 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 5 | 5 | 2 | 2 | 5 | 5 | 3 | 5 | 3 | 3 |
| 31 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 5 | 2 | 2 | 5 | 5 | 3 | 5 | 3 | 3 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 3 | 3 |
| 33 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 34 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 35 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |
| 37 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| 38 | 4 | 4 | 5 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 |
| 39 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 3 |
| 40 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |
| 41 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 42 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 43 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |
| 44 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 45 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 46 | 4 | 2 | 5 | 5 | 4 | 5 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 3 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 |
| 48 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 |
| 49 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| 50 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 51 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 |
| 52 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 |
| 53 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 |

## **C. Lampiran 3: Hasil Pengolahan Data**

**1. Hasil Uji Validitas**

**Hasil Uji Validitas *Work-Life Balance* (X1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | WLB1 | WLB2 | WLB3 | WLB4 | WLB5 | WLB6 | TOTALWLB |
| WLB1 | Pearson Correlation | 1 | .513\*\* | .569\*\* | .472\*\* | .469\*\* | .488\*\* | .749\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLB2 | Pearson Correlation | .513\*\* | 1 | .435\* | .460\*\* | .542\*\* | .542\*\* | .760\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .001 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLB3 | Pearson Correlation | .569\*\* | .435\* | 1 | .534\*\* | .604\*\* | .509\*\* | .810\*\* |
| Sig. (2-tailed) | .000 | .001 |  | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLB4 | Pearson Correlation | .472\*\* | .460\*\* | .534\*\* | 1 | .405\*\* | .360\*\* | .732\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 |  | .003 | .008 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLB5 | Pearson Correlation | .469\*\* | .542\*\* | .604\*\* | .405\*\* | 1 | .470\*\* | .772\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .001 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLB6 | Pearson Correlation | .488\*\* | .542\*\* | .509\*\* | .360\*\* | .470\*\* | 1 | .725\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| TOTALWLB | Pearson Correlation | .749\*\* | .760\*\* | .810\*\* | .732\*\* | .772\*\* | .725\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

**Hasil Uji Validitas *Workload* (X2)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | WLO1 | WLO2 | WLO3 | WLO4 | WLO5 | WLO6 | TOTALWLO |
| WLO1 | Pearson Correlation | 1 | .481\*\* | .580\*\* | .499\*\* | .608\*\* | .657\*\* | .824\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLO2 | Pearson Correlation | .481\*\* | 1 | .596\* | .230\*\* | .655\*\* | .428\*\* | .752\*\* |
| Sig. (2-tailed) | .000 |  | .001 | .098 | .000 | .001 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLO3 | Pearson Correlation | .580\*\* | .596\* | 1 | .454\*\* | .530\*\* | .460\*\* | .787\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .001 | .000 | .001 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLO4 | Pearson Correlation | .499\*\* | .230\*\* | .454\*\* | 1 | .501\*\* | .427\*\* | .641\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLO5 | Pearson Correlation | .608\*\* | .428\*\* | .460\*\* | .427\*\* | .543\*\* | 1 | .843\*\* |
| Sig. (2-tailed) | .000 | .001 | .001 | .001 | .000 |  | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| WLO6 | Pearson Correlation | .657\*\* | .428\*\* | .460\*\* | .427\*\* | .543\*\* | 1 | .763\*\* |
| Sig. (2-tailed) | .000 | .001 | .001 | .001 | .000 |  | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| TOTALWLO | Pearson Correlation | .824\*\* | .752\*\* | .787\*\* | .641\*\* | .843\*\* | .763\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

**Hasil Uji Validitas Kinerja Karyawan(Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | KK1 | KK2 | KK3 | KK4 | KK5 | KK6 | KK7 | KK8 | KK9 | KK10 | TOTALKK |
| KK1 | Pearson Correlation | 1 | .625\*\* | .229\* | .152\*\* | .443\*\* | .509\*\* | .506\*\* | .268\*\* | .415\*\* | .276423 | .654\*\* |
| Sig. (2-tailed) |  | .000 | .099 | .279 | .001 | .000 | .000 | .053 | .002 | .002 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| KK2 | Pearson Correlation | .625\*\* | 1 | .189\*\* | .194\*\* | .481\*\* | .560\*\* | .440\*\* | .407\*\* | .409\*\* | .354\*\* | .678\*\* |
| Sig. (2-tailed) | .000 |  | .176 | .163 | .000 | .000 | .001 | .003 | .002 | .009 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| KK3 | Pearson Correlation | .229\* | .189\*\* | 1 | .207\*\* | .137\*\* | .166\*\* | .477\*\* | .140\*\* | .486\*\* | .545\*\* | .502\*\* |
| Sig. (2-tailed) | .099 | .176 |  | .137 | .326 | .236 | .000 | .318 | .000 | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| KK4 | Pearson Correlation | .152\*\* | .194\*\* | .207\*\* | 1 | .386\* | .285\*\* | .318\*\* | .447\*\* | .206\*\* | .267\*\* | .552\*\* |
| Sig. (2-tailed) | .279 | .163 | .137 |  | .004 | .039 | .020 | .001 | .139 | .053 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| KK5 | Pearson Correlation | .443\*\* | .481\*\* | .137\*\* | .386\* | 1 | .769 | .474\*\* | .691\*\* | .376\*\* | .396\*\* | .790\*\* |
| Sig. (2-tailed) | .001 | .000 | .326 | .004 |  | .000 | .000 | .000 | .005 | .003 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| KK6 | Pearson Correlation | .509\*\* | .560\*\* | .166\*\* | .285\*\* | .769\*\* | 1 | .427\*\* | .725\*\* | .364\*\* | .363 | .783\*\* |
| Sig. (2-tailed) | .000 | .000 | .236 | .039 | .067 |  | .001 | .000 | .007 | .008 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| KK7 | Pearson Correlation | .506\*\* | .440\*\* | .477\*\* | .318\*\* | .474\*\* | .427\*\* | 1 | .340\*\* | .510\*\* | .432 | .709\*\* |
| Sig. (2-tailed) | .000 | .001 | .000 | .020 | .000 | .001 |  | .013 | .000 | .001 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| KK8 | Pearson Correlation | .268\*\* | .407\*\* | .140\*\* | .447\*\* | .691\*\* | .725\*\* | .340\*\* | 1 | .221\*\* | .381\*\* | .721\*\* |
| Sig. (2-tailed) | .053 | .003 | .318 | .001 | .000 | .000 | .013 |  | .111 | .005 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| KK9 | Pearson Correlation | .415\*\* | .409\*\* | .486\*\* | .206\*\* | .376\*\* | .364\*\* | .510\*\* | .221\*\* | 1 | .560\*\* | .652\*\* |
| Sig. (2-tailed) | .002 | .002 | .000 | .139 | .005 | .007 | .001 | .111 |  | .000 | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| KK10 | Pearson Correlation | .423\*\* | .354\*\* | .545\*\* | .267\*\* | .396\*\* | .363\*\* | .432\*\* | .381\*\* | .560 | 1 | .507\*\* |
| Sig. (2-tailed) | .002 | .009 | .000 | .053 | .003 | .008 | .001 | .005 | .000 |  | .000 |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| TOTALKK | Pearson Correlation | .654\*\* | .678\*\* | .502\*\* | .552\*\* | .790\*\* | .783\*\* | .709\*\* | .721\*\* | .652\*\* | .678\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 | 53 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**2. Hasil Uji Reliabilitas**

**Hasil Uji Reliabilitas *Work-Life Balance* (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .848 | 6 |

**Hasil Uji Reliabilitas *Workload* (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .862 | 6 |

**Hasil Uji Reliabilitas Kinerja Karyawan (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .861 | 10 |

**3. Hasil Uji Normalitas Data**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 53 |
| Normal Parametersa,b | Mean | 0E-7 |
| Std. Deviation | .23183371 |
| Most Extreme Differences | Absolute | .063 |
| Positive | .063 |
| Negative | -.041 |
| Kolmogorov-Smirnov Z | | .459 |
| Asymp. Sig. (2-tailed) | | .984 |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |

**4. Hasil Uji Multikolinearitas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2.507 | 2.309 |  | 1.086 | .283 |  |  |
| TOTALWLB | .426 | .161 | .269 | 2.651 | .011 | .307 | 3.258 |
| TOTALWLO | 1.099 | .164 | .681 | 6.699 | .000 | .307 | 3.258 |
| a. Dependent Variable: TOTALKK | | | | | | | | |

**5. Hasil Uji Heteroskedastisitas (Glejser)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | .182 | .136 |  | 1.340 | .186 |
| TOTALWLB | .002 | .009 | .060 | .234 | .816 |
| TOTALWLO | -.002 | .010 | -.055 | -.215 | .830 |
| a. Dependent Variable: Abs\_RES | | | | | | |

**6. Hasil Uji Autokorelasi (Durbin Watson)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .917a | .841 | .835 | 2.364 | 1.771 |
| a. Predictors: (Constant), TOTALWLO, TOTALWLB | | | | | |
| b. Dependent Variable: TOTALKK | | | | | |

**7. Hasil Analisis Regresi Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.507 | 2.309 |  | 1.086 | .283 |
| TOTALWLB | .426 | .161 | .269 | 2.651 | .011 |
| TOTALWLO | 1.099 | .164 | .681 | 6.699 | .000 |
| a. Dependent Variable: TOTALKK | | | | | | |

**8. Hasil Uji t**

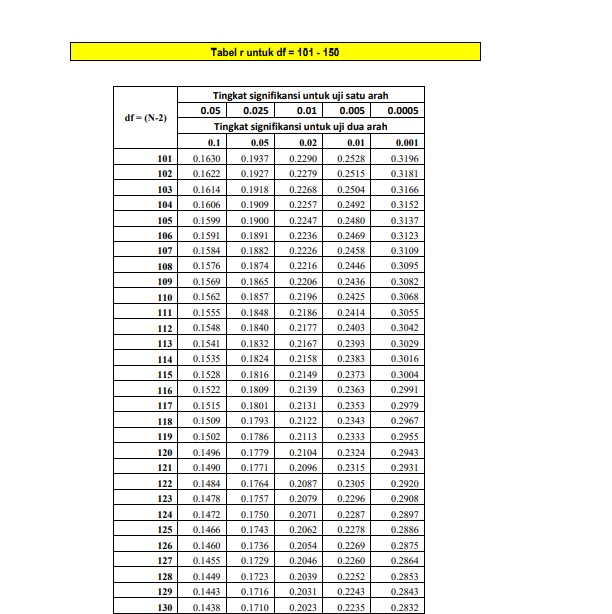
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 2.507 | 2.309 |  | 1.086 | .283 |
| TOTALWLB | .426 | .161 | .269 | 2.651 | .011 |
| TOTALWLO | 1.099 | .164 | .681 | 6.699 | .000 |
| a. Dependent Variable: TOTALKK | | | | | | |

**9. Hasil Uji F**

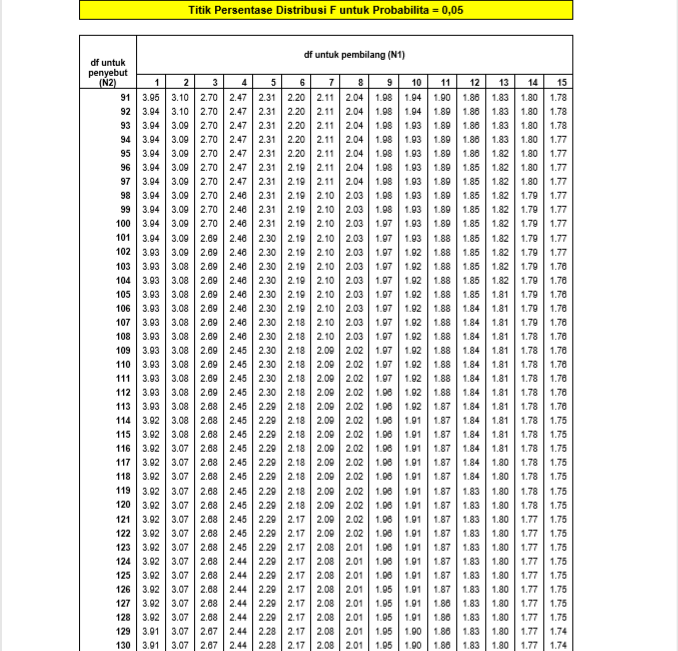
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1483.535 | 2 | 741.768 | 132.703 | .000b |
| Residual | 279.484 | 50 | 5.590 |  |  |
| Total | 1763.019 | 52 |  |  |  |
| a. Dependent Variable: TOTALKK | | | | | | |
| b. Predictors: (Constant), TOTALWLO, TOTALWLB | | | | | | |

**15. Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .917a | .841 | .835 | 2.364 |
| a. Predictors: (Constant), TOTALWLO, TOTALWLB | | | | |

**16. Tabel r**

Diproduksi oleh: Junaidi (<http://junaidichaniago.wordpress.com>)

**17. Tabel F**

Diproduksi oleh: Junaidi (<http://junaidichaniago.wordpress.com>) 2010

## **D. Lampiran 4: Dokumentasi**

**Foto Lampiran 1 (Kepala *Human Resource Division: Ibu Yunita*)**



**Foto Lampiran 2 (Staff Kitchen MKG)**

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**Foto Lampiran 3 (Barista MKG dan SMB)**

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