





KUESIONER PENELITIAN

Kepada Yth.
Bapak/ Ibu/ Sdr/i
Di tempat

Assalamu'alaikum Wr. Wb

Guna memenuhi penulisan laporan Tugas Akhir pada Program Studi Manajemen Fakultas Ekonomi Universitas Muhammadiyah Ponorogo dengan judul “PENGARUH WORK-LIFE BALANCE, KOMPENSASI DAN BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN PADA PT. BPR ARTHAYA ADITAMA UTAMA”.

Maka penulis bermaksud mengumpulkan data dalam bentuk kuesioner. Dengan segala kerendahan hati penulis menyadari akan kesibukan Bapak/ibu/sdr/i sekarang ini. Namun demikian, penulis mengharapkan kesediaan Bapak/ibu/sdr/i untuk dapat membantu kelancaran penyusunan laporan ini dengan mengisi jawaban dikolom jawaban dari pernyataan yang ada pada kuesioner ini.

Atas perhatian dan kesedianya, penulis mengucapkan terima kasih yang sebesar-besarnya. Semoga apa yang Bapak/ibu/sdr/i berikan dapat bermanfaat bagi kita semua.

Wassalamu'alaikum Wr. Wb.

Penulis,

Deny Hendra Wijaya

DATA PRIBADI RESPONDEN

- 1) Nama Responden : (*boleh diisi/tidak*)
- 2) Jenis Kelamin : Pria Wanita
- 3) Umur Responden : < 20 tahun 31-40 tahun
 21-30 tahun > 41 tahun
- 4) Pendidikan Terakhir : SLTP DIPLOMA
 SLTA S1/S2
- 5) Posisi/Jabatan :

Petunjuk Pengisian Kuesioner

1. Kuesioner ini terdiri dari 32 pertanyaan, yang dibagi kedalam 4 (empat) bagian.
2. Bacalah setiap pertanyaan dengan baik dan teliti.
3. Pilih salah satu jawaban yang paling tepat menurut Bapak/ Ibu yaitu dengan cara memberi tanda *check list* (✓) pada kolom jawaban yang tersedia.

Keterangan Jawaban Kuesioner :

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

Work life Balance (X₁)

No.	PERTANYAAN	SS	S	N	TS	STS
1.	Perusahaan tempat saya bekerja memberikan jam kerja yang cukup dan tidak berlebihan					
2.	Saya dapat membagi waktu bekerja dan keluarga					
3.	Saya dapat membagi tanggung jawab antara pekerjaan dan keluarga					
4.	Saya dapat membagi keterlibatan antara pekerjaan dan keluarga					
5.	Saya merasa puas dengan apa yang sudah saya dapatkan selama ini di dalam pekerjaan					
6.	Saya merasa puas sudah berkontribusi di dalam urusan pekerjaan maupun dalam keluarga					

Kompensasi (X₂)

No.	PERTANYAAN	SS	S	N	TS	STS
1.	Saya merasa bahwa gaji/upah yang saya terima sesuai dengan tanggung jawab saya					
2.	Saya merasa bahwa gaji/upah yang saya terima telah layak sesuai yang ditetapkan oleh pemerintah					
3.	Saya menerima insentif apabila saya telah mendapatkan tambahan jam kerja					
4.	Saya merasa bahwa insentif yang diterima sesuai dengan pencapaian kerja selama ini					
5.	Tunjangan keluarga yang saya terima cukup banyak dan sesuai dengan apa yang saya kerjakan					
6.	Saya mendapatkan fasilitas yang memudahkan pekerjaan saya					

Budaya Organisasi (X₃)

No.	PERTANYAAN	SS	S	N	TS	STS
1.	Setiap bekerja saya lebih mengutamakan terhadap pelayanan umum daripada kepentingan pribadi/kelompok					
2.	Saya memotivasi karyawan yang lain untuk bekerja lebih keras lagi agar kinerja meningkat					

3.	Jika timbul permasalahan di tempat kerja selalu diselesaikan bersama-sama					
4.	Saya mampu memberikan ide kreatif untuk kemajuan perusahaan					
5.	Pekerjaan yang dilakukan sesuai dengan prosedur yang telah ditetapkan					
6.	Saya mematuhi aturan yang ada di perusahaan					
7.	Setiap pekerjaan selesai kita mengevaluasi masalah yang ada di perusahaan					
8.	Saya menyampaikan masukan di dalam lingkungan kerja guna memajukan perusahaan					

Kinerja Karyawan (Y)

No.	PERTANYAAN	SS	S	N	TS	STS
1.	Saya mampu menyelesaikan pekerjaan dengan ketelitian yang tinggi.					
2.	Saya mempu menyelesaikan suatu pekerjaan dengan rapi.					
3.	Saya mampu bekerja mencapai/melebihi target.					
4.	Saya mampu menyelesaikan pekerjaan yang diberikan.					
5.	Saya mampu menyelesaikan pekerjaan dengan tepat waktu					
6.	Saya dapat menggunakan waktu dengan efektif & efisien					
7.	Saya mempu meminimalkan kesalahan dalam menyelesaikan pekerjaan					
8.	Saya mampu berinovasi dalam menyelesaikan pekerjaan					
9.	Saya memiliki pengetahuan atas pekerjaan yang saya lakukan.					
10.	Saya mampu mampu bekerja sama dengan rekan kerja yang lain dalam melakukan pekerjaan					



LAMPIRAN 2

HASIL REKAITULASI PENYEBARAN KUESIONER

No.	Nama	Jenis Kelamin	Umur	Pendidikan Terakhir
1	Dani Wiranata Tobari	Laki-Laki	21-30 tahun	S1
2	Irfan Shoim Junia	Laki-Laki	31-40 tahun	S1
3	Donny Asmara	Laki-Laki	>41 tahun	SLTA
4	Maulana Ardi Dwi Fil	Laki-Laki	21-30 tahun	S1
5	Yanuar Hadi Wibowo	Laki-Laki	31-40 tahun	SLTA
6	Arif Dwi Hartono	Laki-Laki	21-30 tahun	Diploma
7	Anita Tri Widyastutik	Perempuan	>41 tahun	Diploma
8	Ina Dwi Charulina	Perempuan	21-30 tahun	SLTA
9	Maya Ratna Rosyta	Perempuan	21-30 tahun	S1
10	Wahyu Priyanto	Laki-Laki	21-30 tahun	S1
11	Nimas Mutiara	Perempuan	31-40 tahun	S1
12	Dewi Novitasari	Perempuan	>41 tahun	S1
13	Emma Puspitasari	Perempuan	21-30 tahun	S1
14	Levi Yuliana Purniawati	Perempuan	>41 tahun	Diploma
15	Sonia Rosha Yolanda	Perempuan	31-40 tahun	Diploma
16	Febri Mardiana	Perempuan	21-30 tahun	S1
17	Wareka Indra Rukmana	Perempuan	>41 tahun	S1
18	Dian Atika Purnama	Perempuan	31-40 tahun	SLTA
19	Yolanita Dwi Prastika	Perempuan	>41 tahun	S1
20	Muhammad Ridho	Laki-Laki	21-30 tahun	S1
21	Yanuar Dwi Pradanar	Laki-Laki	>41 tahun	S1
22	Lisa Agus Ningtiyas	Perempuan	21-30 tahun	S1
23	Untari Rahayuningtiyas	Perempuan	21-30 tahun	S1
24	Rio Bahtiar	Laki-Laki	31-40 tahun	S1
25	Rendra Satya Permana	Laki-Laki	>41 tahun	SLTA
26	Fajar Bagus Alfahrizky	Laki-Laki	21-30 tahun	SLTA
27	Febri Susilo	Laki-Laki	21-30 tahun	Diploma
28	Bayu Resta Resvianto	Laki-Laki	21-30 tahun	S1
29	Bernard Pratama	Laki-Laki	>41 tahun	SLTA
30	Arif Widodo	Laki-Laki	>41 tahun	SLTA
31	Eka Lutfiana	Perempuan	21-30 tahun	S1
32	Kabul Priambadi	Laki-Laki	21-30 tahun	SLTA
33	Mukti Aji Ridwan	Laki-Laki	>41 tahun	Diploma

34	Annas Fatkur Rohman	Laki-Laki	21-30 tahun	SLTA
35	Rokhmad Ferdiansyah	Laki-Laki	>41 tahun	SLTA
36	Zainul Muhtarom	Laki-Laki	31-40 tahun	Diploma
37	Risca Wisda	Perempuan	31-40 tahun	S1
38	Angga Wahyu Widodo	Laki-Laki	21-30 tahun	S1
39	Muhammad Wahyu	Laki-Laki	21-30 tahun	S1
40	Pietter Samba	Laki-Laki	31-40 tahun	S1
41	Agung Nurdianto	Laki-Laki	31-40 tahun	S1
42	Firman Danarsito	Laki-Laki	21-30 tahun	SLTA
43	Diyan Suhandika	Perempuan	>41 tahun	SLTA
44	Sheyla Indrawati	Perempuan	>41 tahun	S1
45	Zainal Arifin	Laki-Laki	21-30 tahun	SLTA
46	Ridwan Syafii	Laki-Laki	31-40 tahun	S1
47	Puguh Anggri Awan	Laki-Laki	31-40 tahun	SLTA
48	Ahmad Sholikin	Laki-Laki	21-30 tahun	SLTA
49	Widya Regita Amnur	Perempuan	31-40 tahun	SLTA
50	Anggi Ayuning Tiyas	Perempuan	31-40 tahun	SLTA
51	Widayanti	Perempuan	21-30 tahun	Diploma
52	Diyah Ayu	Perempuan	31-40 tahun	S1
53	Ardha Andika Putra	Laki-Laki	>41 tahun	SLTA
54	Ahmad Yunianta Eka	Laki-Laki	>41 tahun	S1
55	Andri Dian Kusuma	Laki-Laki	>41 tahun	S1
56	Heru Wahyudi	Laki-Laki	31-40 tahun	S1
57	Riza Ari Kurniawan	Laki-Laki	21-30 tahun	S1
58	Danilla Martiana Didayani	Perempuan	31-40 tahun	S1
59	Ex Markan	Laki-Laki	21-30 tahun	S1
60	Ida Rahayu	Perempuan	21-30 tahun	S1

Work life Balance (X1)							Kompensasi (X2)						
x.1	x.2	x.3	x.4	x.5	x.6	x1	x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2
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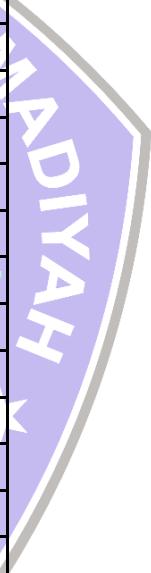
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Budaya Organisasi (X3)								
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Kinerja Karyawan (Y)										
y.1	y.2	y.3	y.4	y.5	y.6	y.7	y.8	y.9	y.10	y
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Frequencies

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Statistics

	Jenis Kelamin Responden	Umur Responden	Pendidikan Terakhir Responden	Posisi/Jabatan Responden
N	Valid	60	60	60
	Missing	0	0	0

Frequency Table

Jenis Kelamin Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	36	60.0	60.0
	Perempuan	24	40.0	40.0
	Total	60	100.0	100.0

Umur Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	>41 tahun	17	28.3	28.3
	21-30 tahun	26	43.3	43.3
	31-40 tahun	17	28.3	28.3
	Total	60	100.0	100.0

Pendidikan Terakhir Responden

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma	8	13.3	13.3
	S1	33	55.0	68.3
	SLTA	19	31.7	100.0
	Total	60	100.0	100.0

Posisi/Jabatan Responden

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Account Officer	10	16.7	16.7	16.7
	Account Officer Mikr	2	3.3	3.3	20.0
	Accounting	1	1.7	1.7	21.7
	Admin Collection	1	1.7	1.7	23.3
	Admin Kredit	1	1.7	1.7	25.0
	Admin Realisasi	1	1.7	1.7	26.7
	Analis Kredit	2	3.3	3.3	30.0
	Collection	5	8.3	8.3	38.3
	Cs I	1	1.7	1.7	40.0
	Cs II	1	1.7	1.7	41.7
	Driver	1	1.7	1.7	43.3
	Head Teller	1	1.7	1.7	45.0
	Kepala Kas Balong	1	1.7	1.7	46.7
	Kepala Kas Danyang	1	1.7	1.7	48.3
	Kepala Kas Jambon	1	1.7	1.7	50.0
	Kepala Kas Jenangan	1	1.7	1.7	51.7
	Kepala Kas Sambit	1	1.7	1.7	53.3
	Kepala Kas Sumoroto	1	1.7	1.7	55.0
	Legal	1	1.7	1.7	56.7
	Pe Audit Internal (S	1	1.7	1.7	58.3
	Pe Bisnis	1	1.7	1.7	60.0
	Pe Credit Collection	1	1.7	1.7	61.7
	Pe Hrgac	1	1.7	1.7	63.3
	Pe Kepatuhan & Manri	1	1.7	1.7	65.0
	Pe Operasional	1	1.7	1.7	66.7
	Security Pusat	1	1.7	1.7	68.3
	Sekretaris	1	1.7	1.7	70.0
	Spv Bisnis	1	1.7	1.7	71.7
	Spv Bisnis Mikro	1	1.7	1.7	73.3
	Spv Hrgac	1	1.7	1.7	75.0
	Spv Operasional	2	3.3	3.3	78.3
	Staff Audit Internal	2	3.3	3.3	81.7
	Staff It	1	1.7	1.7	83.3
	Staff Umum	1	1.7	1.7	85.0
	Teller I	1	1.7	1.7	86.7
	Teller II	1	1.7	1.7	88.3
	Teller Kas Balong	1	1.7	1.7	90.0
	Teller Kas Danyang	1	1.7	1.7	91.7
	Teller Kas Jambon	1	1.7	1.7	93.3
	Teller Kas Jenangan	1	1.7	1.7	95.0
	Teller Kas Sambit	1	1.7	1.7	96.7
	Teller Kas Sumoroto	1	1.7	1.7	98.3
	Teller Kc Madiun	1	1.7	1.7	100.0

Total	60	100.0	100.0	
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FREQUENCIES VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6
/STATISTICS=STDDEV RANGE MINIMUM MAXIMUM MEAN MEDIAN MODE
/ORDER=ANALYSIS.

Frequencies

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Statistics					
	Work life Balance 1	Work life Balance 2	Work life Balance 3	Work life Balance 4	
N	Valid	60	60	60	60
	Missing	0	0	0	0
Mean		4.3500	4.5167	4.2833	4.3833
Median		4.0000	5.0000	4.0000	4.0000
Mode		4.00	5.00	4.00	4.00
Std. Deviation		.63313	.50394	.52373	.49030
Range		2.00	1.00	2.00	1.00
Minimum		3.00	4.00	3.00	4.00
Maximum		5.00	5.00	5.00	5.00

Statistics		
	Work life Balance 5	Work life Balance 6
N	Valid	60
	Missing	0
Mean		4.2833
Median		4.0000
Mode		4.00
Std. Deviation		.66617
Range		2.00
Minimum		3.00
Maximum		5.00

Frequency Table

Work life Balance 1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	8.3	8.3
	4.00	29	48.3	56.7
	5.00	26	43.3	100.0
Total		60	100.0	

Work life Balance 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	29	48.3	48.3	48.3
	5.00	31	51.7	51.7	100.0
	Total	60	100.0	100.0	

Work life Balance 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.3	3.3	3.3
	4.00	39	65.0	65.0	68.3
	5.00	19	31.7	31.7	100.0
	Total	60	100.0	100.0	

Work life Balance 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	37	61.7	61.7	61.7
	5.00	23	38.3	38.3	100.0
	Total	60	100.0	100.0	

Work life Balance 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	11.7	11.7	11.7
	4.00	29	48.3	48.3	60.0
	5.00	24	40.0	40.0	100.0
	Total	60	100.0	100.0	

Work life Balance 6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	23	38.3	38.3	38.3
	5.00	37	61.7	61.7	100.0
	Total	60	100.0	100.0	

FREQUENCIES VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6

/STATISTICS=STDDEV RANGE MINIMUM MAXIMUM MEAN MEDIAN MODE
 /ORDER=ANALYSIS.

Frequencies

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Statistics

		Kompensasi 1	Kompensasi 2	Kompensasi 3	Kompensasi 4
N	Valid	60	60	60	60
	Missing	0	0	0	0
Mean		4.4167	4.5833	4.1667	4.6833
Median		4.0000	5.0000	4.0000	5.0000
Mode		4.00	5.00	4.00	5.00
Std. Deviation		.59065	.56122	.55744	.53652
Range		2.00	2.00	2.00	2.00
Minimum		3.00	3.00	3.00	3.00
Maximum		5.00	5.00	5.00	5.00

Statistics

		Kompensasi 5	Kompensasi 6
N	Valid	60	60
	Missing	0	0
Mean		4.7333	4.2167
Median		5.0000	4.0000
Mode		5.00	4.00
Std. Deviation		.44595	.49030
Range		1.00	2.00
Minimum		4.00	3.00
Maximum		5.00	5.00

Frequency Table**Kompensasi 1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	3	5.0	5.0	5.0
	4.00	29	48.3	48.3	53.3
	5.00	28	46.7	46.7	100.0
	Total	60	100.0	100.0	

Kompensasi 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.3	3.3	3.3
	4.00	21	35.0	35.0	38.3
	5.00	37	61.7	61.7	100.0
	Total	60	100.0	100.0	

Kompensasi 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	5	8.3	8.3	8.3
	4.00	40	66.7	66.7	75.0
	5.00	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

Kompensasi 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.3	3.3	3.3
	4.00	15	25.0	25.0	28.3
	5.00	43	71.7	71.7	100.0
	Total	60	100.0	100.0	

Kompensasi 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	16	26.7	26.7	26.7
	5.00	44	73.3	73.3	100.0
	Total	60	100.0	100.0	

Kompensasi 6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.3	3.3	3.3
	4.00	43	71.7	71.7	75.0
	5.00	15	25.0	25.0	100.0
	Total	60	100.0	100.0	

FREQUENCIES VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8

/STATISTICS=STDDEV RANGE MINIMUM MAXIMUM MEAN MEDIAN MODE
/ORDER=ANALYSIS.

Frequencies

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Statistics

		Budaya Organisasi 1	Budaya Organisasi 2	Budaya Organisasi 3	Budaya Organisasi 4
N	Valid	60	60	60	60
	Missing	0	0	0	0
Mean		4.7833	4.5167	4.4833	4.6167
Median		5.0000	5.0000	4.0000	5.0000
Mode		5.00	5.00	4.00	5.00
Std. Deviation		.41545	.67627	.50394	.49030
Range		1.00	2.00	1.00	1.00
Minimum		4.00	3.00	4.00	4.00
Maximum		5.00	5.00	5.00	5.00

Statistics

		Budaya Organisasi 5	Budaya Organisasi 6	Budaya Organisasi 7	Budaya Organisasi 8
N	Valid	60	60	60	60
	Missing	0	0	0	0
Mean		4.5000	4.6333	4.4333	4.7167
Median		5.0000	5.0000	4.5000	5.0000
Mode		5.00	5.00	5.00	5.00
Std. Deviation		.70109	.55132	.62073	.45442
Range		2.00	2.00	2.00	1.00
Minimum		3.00	3.00	3.00	4.00
Maximum		5.00	5.00	5.00	5.00

Frequency Table**Budaya Organisasi 1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	13	21.7	21.7
	5.00	47	78.3	100.0
Total		60	100.0	100.0

Budaya Organisasi 2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	6	10.0	10.0
	4.00	17	28.3	38.3
	5.00	37	61.7	100.0
Total		60	100.0	100.0

Budaya Organisasi 3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	31	51.7	51.7	51.7
	5.00	29	48.3	48.3	100.0
	Total	60	100.0	100.0	

Budaya Organisasi 4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	23	38.3	38.3	38.3
	5.00	37	61.7	61.7	100.0
	Total	60	100.0	100.0	

Budaya Organisasi 5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	7	11.7	11.7	11.7
	4.00	16	26.7	26.7	38.3
	5.00	37	61.7	61.7	100.0
	Total	60	100.0	100.0	

Budaya Organisasi 6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	2	3.3	3.3	3.3
	4.00	18	30.0	30.0	33.3
	5.00	40	66.7	66.7	100.0
	Total	60	100.0	100.0	

Budaya Organisasi 7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.00	4	6.7	6.7	6.7
	4.00	26	43.3	43.3	50.0
	5.00	30	50.0	50.0	100.0
	Total	60	100.0	100.0	

Budaya Organisasi 8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	17	28.3	28.3	28.3
	5.00	43	71.7	71.7	100.0
	Total	60	100.0	100.0	

FREQUENCIES VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10
 /STATISTICS=STDDEV RANGE MINIMUM MAXIMUM MEAN MEDIAN MODE
 /ORDER=ANALYSIS.

Frequencies

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Statistics

		Kinerja Karyawan 1	Kinerja Karyawan 2	Kinerja Karyawan 3	Kinerja Karyawan 4
N	Valid	60	60	60	60
	Missing	0	0	0	0
Mean		4.6833	4.6667	4.7833	4.7000
Median		5.0000	5.0000	5.0000	5.0000
Mode		5.00	5.00	5.00	5.00
Std. Deviation		.46910	.47538	.41545	.46212
Range		1.00	1.00	1.00	1.00
Minimum		4.00	4.00	4.00	4.00
Maximum		5.00	5.00	5.00	5.00

Statistics

		Kinerja Karyawan 5	Kinerja Karyawan 6	Kinerja Karyawan 7	Kinerja Karyawan 8
N	Valid	60	60	60	60
	Missing	0	0	0	0
Mean		4.8000	4.7167	4.6833	4.5833
Median		5.0000	5.0000	5.0000	5.0000
Mode		5.00	5.00	5.00	5.00
Std. Deviation		.40338	.45442	.46910	.49717
Range		1.00	1.00	1.00	1.00
Minimum		4.00	4.00	4.00	4.00
Maximum		5.00	5.00	5.00	5.00

Statistics

		Kinerja Karyawan 9	Kinerja Karyawan 10
N	Valid	60	60
	Missing	0	0
Mean		4.7333	4.7833
Median		5.0000	5.0000
Mode		5.00	5.00
Std. Deviation		.44595	.41545
Range		1.00	1.00
Minimum		4.00	4.00
Maximum		5.00	5.00

Frequency Table

Kinerja Karyawan 1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4.00	19	31.7	31.7	31.7
5.00	41	68.3	68.3	100.0
Total	60	100.0	100.0	

Kinerja Karyawan 2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4.00	20	33.3	33.3	33.3
5.00	40	66.7	66.7	100.0
Total	60	100.0	100.0	

Kinerja Karyawan 3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4.00	13	21.7	21.7	21.7
5.00	47	78.3	78.3	100.0
Total	60	100.0	100.0	

Kinerja Karyawan 4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4.00	18	30.0	30.0	30.0
5.00	42	70.0	70.0	100.0
Total	60	100.0	100.0	

Kinerja Karyawan 5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4.00	12	20.0	20.0	20.0
5.00	48	80.0	80.0	100.0
Total	60	100.0	100.0	

Kinerja Karyawan 6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 4.00	17	28.3	28.3	28.3
5.00	43	71.7	71.7	100.0
Total	60	100.0	100.0	

Kinerja Karyawan 7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	19	31.7	31.7	31.7
	5.00	41	68.3	68.3	100.0
	Total	60	100.0	100.0	

Kinerja Karyawan 8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	25	41.7	41.7	41.7
	5.00	35	58.3	58.3	100.0
	Total	60	100.0	100.0	

Kinerja Karyawan 9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	16	26.7	26.7	26.7
	5.00	44	73.3	73.3	100.0
	Total	60	100.0	100.0	

Kinerja Karyawan 10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4.00	13	21.7	21.7	21.7
	5.00	47	78.3	78.3	100.0
	Total	60	100.0	100.0	

CORRELATIONS

/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Correlations

		Work life Balance 1	Work life Balance 2	Work life Balance 3
Work life Balance 1	Pearson Correlation	1	.539**	.667**
	Sig. (2-tailed)		.000	.000
	N	60	60	60
Work life Balance 2	Pearson Correlation	.539**	1	.528**
	Sig. (2-tailed)	.000		.000
	N	60	60	60
Work life Balance 3	Pearson Correlation	.667**	.528**	1
	Sig. (2-tailed)	.000	.000	
	N	60	60	60
Work life Balance 4	Pearson Correlation	.379**	.763**	.428**
	Sig. (2-tailed)	.003	.000	.001
	N	60	60	60
Work life Balance 5	Pearson Correlation	.846**	.415**	.592**
	Sig. (2-tailed)	.000	.001	.000
	N	60	60	60
Work life Balance 6	Pearson Correlation	.297*	.224	.311*
	Sig. (2-tailed)	.021	.086	.016
	N	60	60	60
Work life Balance	Pearson Correlation	.865**	.755**	.795**
	Sig. (2-tailed)	.000	.000	.000
	N	60	60	60

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

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

Correlations

		Work life Balance 4	Work life Balance 5	Work life Balance 6
Work life Balance 1	Pearson Correlation	.379**	.846**	.297*
	Sig. (2-tailed)	.003	.000	.021
	N	60	60	60
Work life Balance 2	Pearson Correlation	.763**	.415**	.224
	Sig. (2-tailed)	.000	.001	.086
	N	60	60	60
Work life Balance 3	Pearson Correlation	.428**	.592**	.311*
	Sig. (2-tailed)	.001	.000	.016
	N	60	60	60
Work life Balance 4	Pearson Correlation	1	.336**	.281*
	Sig. (2-tailed)		.009	.030
	N	60	60	60
Work life Balance 5	Pearson Correlation	.336**	1	.094
	Sig. (2-tailed)	.009		.475
	N	60	60	60
Work life Balance 6	Pearson Correlation	.281*	.094	1
	Sig. (2-tailed)	.030	.475	
	N	60	60	60
Work life Balance	Pearson Correlation	.688**	.765**	.526**
	Sig. (2-tailed)	.000	.000	.000
	N	60	60	60

Correlations

		Work life Balance 1	Work life Balance 2	Work life Balance 3
Work life Balance 1	Pearson Correlation	1	.539**	.667**
	Sig. (2-tailed)		.000	.000
	N	60	60	60
Work life Balance 2	Pearson Correlation	.539**	1	.528**
	Sig. (2-tailed)	.000		.000
	N	60	60	60
Work life Balance 3	Pearson Correlation	.667**	.528**	1
	Sig. (2-tailed)	.000	.000	
	N	60	60	60
Work life Balance 4	Pearson Correlation	.379**	.763**	.428**
	Sig. (2-tailed)	.003	.000	.001
	N	60	60	60
Work life Balance 5	Pearson Correlation	.846**	.415**	.592**
	Sig. (2-tailed)	.000	.001	.000
	N	60	60	60
Work life Balance 6	Pearson Correlation	.297*	.224	.311*
	Sig. (2-tailed)	.021	.086	.016
	N	60	60	60
Work life Balance	Pearson Correlation	.865**	.755**	.795**
	Sig. (2-tailed)	.000	.000	.000
	N	60	60	60

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

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

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



Correlations

		Work life Balance
Work life Balance 1	Pearson Correlation	.865**
	Sig. (2-tailed)	.000
	N	60
Work life Balance 2	Pearson Correlation	.755**
	Sig. (2-tailed)	.000
	N	60
Work life Balance 3	Pearson Correlation	.795**
	Sig. (2-tailed)	.000
	N	60
Work life Balance 4	Pearson Correlation	.688**
	Sig. (2-tailed)	.000
	N	60
Work life Balance 5	Pearson Correlation	.765**
	Sig. (2-tailed)	.000
	N	60
Work life Balance 6	Pearson Correlation	.526**
	Sig. (2-tailed)	.000
	N	60
Work life Balance	Pearson Correlation	1
	Sig. (2-tailed)	
	N	60

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

CORRELATIONS

```
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6 X2  
/PRINT=TWOTAIL NOSIG  
/MISSING=PAIRWISE.
```

Correlations

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Correlations

		Kompensasi 1	Kompensasi 2	Kompensasi 3	Kompensasi 4
Komp ensasi 1	Pearson Correlation Sig. (2-tailed)		.226 .083	.159 .224	.103 .436
N		60	60	60	60
Komp ensasi 2	Pearson Correlation Sig. (2-tailed)	.226 .083	1 60	.024 .856	.399** .002
N		60	60	60	60
Komp ensasi 3	Pearson Correlation Sig. (2-tailed)	.159 .224	.024 .856	1 60	.045 .732
N		60	60	60	60
Komp ensasi 4	Pearson Correlation Sig. (2-tailed)	.103 .436	.399** .002	.045 .732	1
N		60	60	60	60
Komp ensasi 5	Pearson Correlation Sig. (2-tailed)	.622** .000	.293* .023	.157 .231	.420** .001
N		60	60	60	60
Komp ensasi 6	Pearson Correlation Sig. (2-tailed)	.034 .796	.272* .035	.148 .258	.265* .041
N		60	60	60	60
Komp ensasi	Pearson Correlation Sig. (2-tailed)	.607** .000	.618** .000	.471** .000	.607** .000
N		60	60	60	60

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

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



Correlations

		Kompensasi 5	Kompensasi 6	Kompensasi
Kompensasi 1	Pearson Correlation	.622**	.034	.607**
	Sig. (2-tailed)	.000	.796	.000
	N	60	60	60
Kompensasi 2	Pearson Correlation	.293*	.272*	.618**
	Sig. (2-tailed)	.023	.035	.000
	N	60	60	60
Kompensasi 3	Pearson Correlation	.157	.148	.471**
	Sig. (2-tailed)	.231	.258	.000
	N	60	60	60
Kompensasi 4	Pearson Correlation	.420**	.265*	.607**
	Sig. (2-tailed)	.001	.041	.000
	N	60	60	60
Kompensasi 5	Pearson Correlation	1	.269*	.747**
	Sig. (2-tailed)		.038	.000
	N	60	60	60
Kompensasi 6	Pearson Correlation	.269*	1	.530**
	Sig. (2-tailed)	.038		.000
	N	60	60	60
Kompensasi	Pearson Correlation	.747**	.530**	1
	Sig. (2-tailed)	.000	.000	
	N	60	60	60

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

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

CORRELATIONS

/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8 X3

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav



Correlations

		Budaya Organisasi 1	Budaya Organisasi 2	Budaya Organisasi 3
Budaya Organisasi 1	Pearson Correlation	1	-.017	.104
	Sig. (2-tailed)		.897	.430
	N	60	60	60
Budaya Organisasi 2	Pearson Correlation	-.017	1	.200
	Sig. (2-tailed)	.897		.126
	N	60	60	60
Budaya Organisasi 3	Pearson Correlation	.104	.200	1
	Sig. (2-tailed)	.430	.126	
	N	60	60	60
Budaya Organisasi 4	Pearson Correlation	.334**	-.006	.077
	Sig. (2-tailed)	.009	.964	.561
	N	60	60	60
Budaya Organisasi 5	Pearson Correlation	.436**	.340**	.312*
	Sig. (2-tailed)	.000	.008	.015
	N	60	60	60
Budaya Organisasi 6	Pearson Correlation	.461**	.108	.222
	Sig. (2-tailed)	.000	.413	.089
	N	60	60	60
Budaya Organisasi 7	Pearson Correlation	.370**	-.139	.511**
	Sig. (2-tailed)	.004	.291	.000
	N	60	60	60
Budaya Organisasi 8	Pearson Correlation	.208	.154	.164
	Sig. (2-tailed)	.111	.242	.210
	N	60	60	60
Budaya Organisasi	Pearson Correlation	.620**	.432**	.599**
	Sig. (2-tailed)	.000	.001	.000
	N	60	60	60

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

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



Correlations

		Budaya Organisasi 4	Budaya Organisasi 5	Budaya Organisasi 6
Budaya Organisasi 1	Pearson Correlation	.334**	.436**	.461**
	Sig. (2-tailed)	.009	.000	.000
	N	60	60	60
Budaya Organisasi 2	Pearson Correlation	-.006	.340**	.108
	Sig. (2-tailed)	.964	.008	.413
	N	60	60	60
Budaya Organisasi 3	Pearson Correlation	.077	.312*	.222
	Sig. (2-tailed)	.561	.015	.089
	N	60	60	60
Budaya Organisasi 4	Pearson Correlation	1	-.074	.600**
	Sig. (2-tailed)		.574	.000
	N	60	60	60
Budaya Organisasi 5	Pearson Correlation	-.074	1	.132
	Sig. (2-tailed)	.574		.316
	N	60	60	60
Budaya Organisasi 6	Pearson Correlation	.600**	.132	1
	Sig. (2-tailed)	.000	.316	
	N	60	60	60
Budaya Organisasi 7	Pearson Correlation	.277*	.117	.274*
	Sig. (2-tailed)	.032	.374	.034
	N	60	60	60
Budaya Organisasi 8	Pearson Correlation	.341**	-.133	.187
	Sig. (2-tailed)	.008	.311	.152
	N	60	60	60
Budaya Organisasi	Pearson Correlation	.523**	.543**	.647**
	Sig. (2-tailed)	.000	.000	.000
	N	60	60	60

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

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



Correlations

		Budaya Organisasi 7	Budaya Organisasi 8	Budaya Organisasi
Budaya Organisasi 1	Pearson Correlation	.370**	.208	.620**
	Sig. (2-tailed)	.004	.111	.000
	N	60	60	60
Budaya Organisasi 2	Pearson Correlation	-.139	.154	.432**
	Sig. (2-tailed)	.291	.242	.001
	N	60	60	60
Budaya Organisasi 3	Pearson Correlation	.511**	.164	.599**
	Sig. (2-tailed)	.000	.210	.000
	N	60	60	60
Budaya Organisasi 4	Pearson Correlation	.277*	.341**	.523**
	Sig. (2-tailed)	.032	.008	.000
	N	60	60	60
Budaya Organisasi 5	Pearson Correlation	.117	-.133	.543**
	Sig. (2-tailed)	.374	.311	.000
	N	60	60	60
Budaya Organisasi 6	Pearson Correlation	.274*	.187	.647**
	Sig. (2-tailed)	.034	.152	.000
	N	60	60	60
Budaya Organisasi 7	Pearson Correlation	1	.322*	.599**
	Sig. (2-tailed)		.012	.000
	N	60	60	60
Budaya Organisasi 8	Pearson Correlation	.322*	1	.456**
	Sig. (2-tailed)	.012		.000
	N	60	60	60
Budaya Organisasi	Pearson Correlation	.599**	.456**	1
	Sig. (2-tailed)	.000	.000	
	N	60	60	60

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

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

CORRELATIONS

```
/VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10 Y
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
```

Correlations

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Correlations

		Kinerja Karyawan 1	Kinerja Karyawan 2	Kinerja Karyawan 3
Kinerja Karyawan 1	Pearson Correlation	1	.127	.338*
	Sig. (2-tailed)		.335	.008
	N	60	60	60
Kinerja Karyawan 2	Pearson Correlation	.127	1	.486**
	Sig. (2-tailed)	.335		.000
	N	60	60	60
Kinerja Karyawan 3	Pearson Correlation	.338**	.486**	1
	Sig. (2-tailed)	.008	.000	
	N	60	60	60
Kinerja Karyawan 4	Pearson Correlation	.336**	.000	.097
	Sig. (2-tailed)	.009	1.000	.460
	N	60	60	60
Kinerja Karyawan 5	Pearson Correlation	.197	.530**	.344**
	Sig. (2-tailed)	.131	.000	.007
	N	60	60	60
Kinerja Karyawan 6	Pearson Correlation	.208	-.131	.208
	Sig. (2-tailed)	.111	.319	.111
	N	60	60	60
Kinerja Karyawan 7	Pearson Correlation	.307*	.279*	.338**
	Sig. (2-tailed)	.017	.031	.008
	N	60	60	60
Kinerja Karyawan 8	Pearson Correlation	.297*	-.024	.376**
	Sig. (2-tailed)	.021	.856	.003
	N	60	60	60
Kinerja Karyawan 9	Pearson Correlation	.643**	-.107	.232
	Sig. (2-tailed)	.000	.418	.075
	N	60	60	60
Kinerja Karyawan 10	Pearson Correlation	-.010	.143	.214
	Sig. (2-tailed)	.939	.276	.100
	N	60	60	60
Kinerja Karyawan	Pearson Correlation	.652**	.424**	.672**
	Sig. (2-tailed)	.000	.001	.000
	N	60	60	60

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

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

Correlations

		Kinerja Karyawan 4	Kinerja Karyawan 5	Kinerja Karyawan 6
Kinerja Karyawan 1	Pearson Correlation	.336**	.197	.208
	Sig. (2-tailed)	.009	.131	.111
	N	60	60	60
Kinerja Karyawan 2	Pearson Correlation	.000	.530**	-.131
	Sig. (2-tailed)	1.000	.000	.319
	N	60	60	60
Kinerja Karyawan 3	Pearson Correlation	.097	.344**	.208
	Sig. (2-tailed)	.460	.007	.111
	N	60	60	60
Kinerja Karyawan 4	Pearson Correlation	1	.036	.153
	Sig. (2-tailed)		.783	.242
	N	60	60	60
Kinerja Karyawan 5	Pearson Correlation	.036	1	-.129
	Sig. (2-tailed)	.783		.324
	N	60	60	60
Kinerja Karyawan 6	Pearson Correlation	.153	-.129	1
	Sig. (2-tailed)	.242	.324	
	N	60	60	60
Kinerja Karyawan 7	Pearson Correlation	-.055	.018	.447*
	Sig. (2-tailed)	.678	.892	.000
	N	60	60	60
Kinerja Karyawan 8	Pearson Correlation	.111	.085	.294*
	Sig. (2-tailed)	.400	.521	.023
	N	60	60	60
Kinerja Karyawan 9	Pearson Correlation	.510**	-.113	.374**
	Sig. (2-tailed)	.000	.390	.003
	N	60	60	60
Kinerja Karyawan 10	Pearson Correlation	.450**	.344**	.208
	Sig. (2-tailed)	.000	.007	.111
	N	60	60	60
Kinerja Karyawan	Pearson Correlation	.493**	.411**	.499**
	Sig. (2-tailed)	.000	.001	.000
	N	60	60	60

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

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

Correlations

		Kinerja Karyawan 7	Kinerja Karyawan 8	Kinerja Karyawan 9
Kinerja Karyawan 1	Pearson Correlation	.307*	.297*	.643*
	Sig. (2-tailed)	.017	.021	.000
	N	60	60	60
Kinerja Karyawan 2	Pearson Correlation	.279*	-.024	-.107
	Sig. (2-tailed)	.031	.856	.418
	N	60	60	60
Kinerja Karyawan 3	Pearson Correlation	.338**	.376**	.232
	Sig. (2-tailed)	.008	.003	.075
	N	60	60	60
Kinerja Karyawan 4	Pearson Correlation	-.055	.111	.510**
	Sig. (2-tailed)	.678	.400	.000
	N	60	60	60
Kinerja Karyawan 5	Pearson Correlation	.018	.085	-.113
	Sig. (2-tailed)	.892	.521	.390
	N	60	60	60
Kinerja Karyawan 6	Pearson Correlation	.447**	.294*	.374**
	Sig. (2-tailed)	.000	.023	.003
	N	60	60	60
Kinerja Karyawan 7	Pearson Correlation	1	.224	.157
	Sig. (2-tailed)		.085	.232
	N	60	60	60
Kinerja Karyawan 8	Pearson Correlation	.224	1	.331**
	Sig. (2-tailed)	.085		.010
	N	60	60	60
Kinerja Karyawan 9	Pearson Correlation	.157	.331**	1
	Sig. (2-tailed)	.232	.010	
	N	60	60	60
Kinerja Karyawan 10	Pearson Correlation	-.010	.212	.232
	Sig. (2-tailed)	.939	.104	.075
	N	60	60	60
Kinerja Karyawan	Pearson Correlation	.518**	.556**	.617**
	Sig. (2-tailed)	.000	.000	.000
	N	60	60	60

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

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

Correlations

		Kinerja Karyawan 10	Kinerja Karyawan
Kinerja Karyawan 1	Pearson Correlation	-.010	.652**
	Sig. (2-tailed)	.939	.000
	N	60	60
Kinerja Karyawan 2	Pearson Correlation	.143	.424**
	Sig. (2-tailed)	.276	.001
	N	60	60
Kinerja Karyawan 3	Pearson Correlation	.214	.672**
	Sig. (2-tailed)	.100	.000
	N	60	60
Kinerja Karyawan 4	Pearson Correlation	.450**	.493**
	Sig. (2-tailed)	.000	.000
	N	60	60
Kinerja Karyawan 5	Pearson Correlation	.344**	.411**
	Sig. (2-tailed)	.007	.001
	N	60	60
Kinerja Karyawan 6	Pearson Correlation	.208	.499**
	Sig. (2-tailed)	.111	.000
	N	60	60
Kinerja Karyawan 7	Pearson Correlation	-.010	.518**
	Sig. (2-tailed)	.939	.000
	N	60	60
Kinerja Karyawan 8	Pearson Correlation	.212	.556**
	Sig. (2-tailed)	.104	.000
	N	60	60
Kinerja Karyawan 9	Pearson Correlation	.232	.617**
	Sig. (2-tailed)	.075	.000
	N	60	60
Kinerja Karyawan 10	Pearson Correlation	1	.503**
	Sig. (2-tailed)		.000
	N	60	60
Kinerja Karyawan	Pearson Correlation	.503*	1
	Sig. (2-tailed)	.000	
	N	60	60

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

RELIABILITY

```
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.
```

Reliability

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Cases Valid	60	100.0
Excluded ^a	0	.0
Total	60	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.817	6

RELIABILITY

```
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
```

Reliability

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Cases Valid	60	100.0
Excluded ^a	0	.0
Total	60	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.619	6

RELIABILITY

```
/VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.5 X3.6 X3.7 X3.8  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
```

Reliability

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Cases Valid	60	100.0
Excluded ^a	0	.0
Total	60	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.655	8

RELIABILITY

```
/VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Y1.9 Y1.10  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
/SUMMARY=TOTAL.
```

Reliability

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Scale: ALL VARIABLES

Case Processing Summary

	N	%
Cases Valid	60	100.0
Excluded ^a	0	.0
Total	60	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.721	10

REGRESSION

/DESCRIPTIVES MEAN STDDEV CORR SIG N
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y
/METHOD=ENTER X1 X2 X3
/SCATTERPLOT=(*ZPRED ,*SRESID)
/RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID)
/SAVE RESID.

Regression

[DataSet1] D:\skripsi new\Deny Hendra file\BAB\Untitled1.sav

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Karyawan	47.1333	2.41090	60
Work life Balance	26.3167	2.54779	60
Kompensasi	26.7333	1.92104	60
Budaya Organisasi	36.683	2.4251	60

Correlations

		Kinerja Karyawan	Work life Balance
Pearson Correlation	Kinerja Karyawan	1.000	.581
	Work life Balance	.581	1.000
	Kompensasi	.765	.475
	Budaya Organisasi	.683	.365
Sig. (1-tailed)	Kinerja Karyawan	.	.000
	Work life Balance	.000	.
	Kompensasi	.000	.000
	Budaya Organisasi	.000	.002
N	Kinerja Karyawan	60	60
	Work life Balance	60	60
	Kompensasi	60	60
	Budaya Organisasi	60	60

Correlations

		Kompensasi	Budaya Organisasi
Pearson Correlation	Kinerja Karyawan	.765	.683
	Work life Balance	.475	.365
	Kompensasi	1.000	.626
	Budaya Organisasi	.626	1.000
Sig. (1-tailed)	Kinerja Karyawan	.000	.000
	Work life Balance	.000	.002
	Kompensasi	.	.000
	Budaya Organisasi	.000	.
N	Kinerja Karyawan	60	60
	Work life Balance	60	60
	Kompensasi	60	60
	Budaya Organisasi	60	60

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Budaya Organisasi, Work life Balance, Kompensasi ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja Karyawan

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.839 ^a	.704	.688	1.34733

a. Predictors: (Constant), Budaya Organisasi, Work life Balance, Kompensasi

Kompensasi

b. Dependent Variable: Kinerja Karyawan

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	241.276	3	80.425	44.304	.000 ^a
	Residual	101.657	56	1.815		
	Total	342.933	59			

a. Predictors: (Constant), Budaya Organisasi, Work life Balance, Kompensasi

b. Dependent Variable: Kinerja Karyawan



Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1	(Constant)	14.426	2.904		4.967
	Work life Balance	.240	.079	.254	3.055
	Kompensasi	.568	.124	.453	4.569
	Budaya Organisasi	.305	.093	.307	3.275

a. Dependent Variable: Kinerja Karyawan

Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1	(Constant)	
	Work life Balance	.767
	Kompensasi	.539
	Budaya Organisasi	.603

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Work life Balance
1	1	3.990	1.000	.00	.00
	2	.005	27.119	.08	.95
	3	.003	39.452	.82	.02
	4	.002	49.017	.10	.03

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

Model	Dimension	Variance Proportions	
		Kompensasi	Budaya Organisasi
1	1	.00	.00
	2	.02	.06
—	3	.36	.07
	4	.63	.87

a. Dependent Variable: Kinerja Karyawan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	42.2825	50.5815	47.1333	2.02223	60
Std. Predicted Value	-2.399	1.705	.000	1.000	60
Standard Error of Predicted Value	.212	.560	.337	.085	60
Adjusted Predicted Value	42.4669	50.6289	47.1378	2.01897	60
Residual	-2.64994	2.19800	.00000	1.31263	60
Std. Residual	-1.967	1.631	.000	.974	60
Stud. Residual	-2.068	1.665	-.002	1.009	60
Deleted Residual	-2.92895	2.37630	-.00442	1.40954	60
Stud. Deleted Residual	-2.132	1.693	-.004	1.022	60
Mahal. Distance	.472	9.200	2.950	2.013	60
Cook's Distance	.000	.113	.019	.028	60
Centered Leverage Value	.008	.156	.050	.034	60

a. Dependent Variable: Kinerja Karyawan

Charts

