LAMPIRAN

KUESIONER PENELITIAN

1. KARAKTERISTIK RESPONDEN :

   a. Jenis Kelamin : : Laki-Laki ☐ Perempuan ☐

   b. Usia : 18-25 Th ☐ 34 Th 3☐ 45 Th >☐ h ☐

   c. Masa Kerja : ☐ 1Th ☐ 2Th ☐ ermanen

2. PETUNJUK PENGISIAN

   Jawablah pertanyaan berikut dengan memberikan tanda (√) pada kolom jawaban yang telah disediakan. Setiap jawaban memiliki skor sebagai berikut:

   a. Sangat setuju (SS) : 5

   b. Setuju (S) : 4

   c. Netral (N) : 3

   d. Tidak setuju (TS) : 2

   e. Sangat tidak setuju (STS) : 1

No.	QUALITY OF WORK LIFE (X1)	STS	TS	N	S	SS
1.	Perusahaan memberikan jaminan kesehatan pada karyawan.					
2.	Uang tunjangan yang diberikan oleh perusahaan sesuai dengan masa kerja karyawan.					
3.	Karyawan mendapatkan hari libur/ cuti bulanan pada karyawan perempuan (cuti haid)					
4.	Karyawan merasa mendapatkan penghargaan disaat mereka melakukan loyalitas pada perusahaan untuk pengembangan karier.					

Lampiran :

NO.	KEPUASAN KERJA(X2)	STS	TS	N	S	SS
1.	Gaji yang saya terima seimbang dengan tugas yang saya krjakan.					
2.	Pergaulan rekan-rekan kerja yang dapat menunjang produktivitas saya.					
3.	Pemberitahuan secara langsung dari supervesor sangat jelas.					
4.	Saya yakin dapat menyelesaikan tugas-tugas yang diberikan oleh atasan, GL,LL ataupun supervesor dan meneger.					

N0.	Emploeyee Engagement (Keterikatan Kerja)	STS	TS	N	S	SS
1.	Saya bangga dengan pekerjaan yang saya lakukan					
2.	Saya merasa terikat dengan pekerjaan saya					
3.	Saya tidak mudah menyerah ketika ada kesulitan dalam pekerjaan saya.					
4.	Perusahaanmemberikankenaikangajisecaraberkalaminimalsetingkatlajuinflasi setiap tahun					
5.	Koordinasi antar departemen di perusahaan saya berjalan lancar.					

X1.1	X1.2	X1.3	X1.4	Total_X1	X2.1	X2.2	X2.3	X2.4	Total_X2	Y.1	Y.2	Y.3	Y.4	Y.5	Total_Y
5	5	5	4	19	4	5	5	4	18	4	5	5	5	5	24
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```
CORRELATIONS
  /VARIABLES=X1.1 X1.2 X1.3 X1.4 Total_X1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=X1.1 X1.2 X1.3 X1.4 Total_X1 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,08
	Elapsed Time	00:00:00,12

Correlations

		X1.1	X1.2	X1.3	X1.4	Total_X1
X1.1	Pearson Correlation	1	,159*	,083	,100	,555**
	Sig. (2-tailed)		,038	,281	,193	,000
	N	170	170	170	170	170
X1.2	Pearson Correlation	,159*	1	,025	,246**	,550**
	Sig. (2-tailed)	,038		,742	,001	,000

	N	170	170	170	170	170
X1.3	Pearson Correlation	,083	,025	1	,196*	,517**
	Sig. (2-tailed)	,281	,742		,010	,000
	N	170	170	170	170	170
X1.4	Pearson Correlation	,100	,246**	,196*	1	,731**
	Sig. (2-tailed)	,193	,001	,010		,000
	N	170	170	170	170	170
Total_X1	Pearson Correlation	,555**	,550**	,517**	,731**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	170	170	170	170	170

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

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

```
CORRELATIONS
  /VARIABLES=X2.1 X2.2 X2.3 X2.4 Total_X2
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Notes

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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.

Syntax		CORRELATIONS /VARIABLES=X2.1 X2.2 X2.3 X2.4 Total_X2 /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,06

Correlations

		X2.1	X2.2	X2.3	X2.4	Total_X2
X2.1	Pearson Correlation	1	,329**	,221**	,459**	,680**
	Sig. (2-tailed)		,000	,004	,000	,000
	N	170	170	170	170	170
X2.2	Pearson Correlation	,329**	1	,061	,254**	,585**
	Sig. (2-tailed)	,000		,428	,001	,000
	N	170	170	170	170	170
X2.3	Pearson Correlation	,221**	,061	1	,437**	,698**
	Sig. (2-tailed)	,004	,428		,000	,000
	N	170	170	170	170	170
X2.4	Pearson Correlation	,459**	,254**	,437**	1	,765**
	Sig. (2-tailed)	,000	,001	,000		,000
	N	170	170	170	170	170
Total_X2	Pearson Correlation	,680**	,585**	,698**	,765**	1
	Sig. (2-tailed)	,000	,000	,000	,000	
	N	170	170	170	170	170

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

```
CORRELATIONS
  /VARIABLES=Y1 Y2 Y3 Y4 Y5 TotalY
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

Notes

Output Created		11-AUG-2021 01:10:52
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Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS /VARIABLES=Y1 Y2 Y3 Y4 Y5 TotalY /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,03

Correlations

		Y1	Y2	Y3	Y4	Y5	TotalY
Y1	Pearson Correlation	1	,037	,198**	,173*	-,162*	,511**
	Sig. (2-tailed)		,632	,010	,024	,034	,000
	N	170	170	170	170	170	170
Y2	Pearson Correlation	,037	1	,085	,134	,060	,450**
	Sig. (2-tailed)	,632		,269	,081	,438	,000
	N	170	170	170	170	170	170
Y3	Pearson Correlation	,198**	,085	1	,106	,062	,568**
	Sig. (2-tailed)	,010	,269		,169	,422	,000
	N	170	170	170	170	170	170
Y4	Pearson Correlation	,173*	,134	,106	1	-,157*	,494**
	Sig. (2-tailed)	,024	,081	,169		,040	,000
	N	170	170	170	170	170	170

Y5	Pearson Correlation	-,162*	,060	,062	-,157*	1	,420**
	Sig. (2-tailed)	,034	,438	,422	,040		,000
	N	170	170	170	170	170	170
TotalY	Pearson Correlation	,511**	,450**	,568**	,494**	,420**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	
	N	170	170	170	170	170	170

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

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

```
RELIABILITY
  /VARIABLES=X1.1 X1.2 X1.3 X1.4
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Notes

Output Created		11-AUG-2021 01:21:32
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	170
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.

Syntax		RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,02

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	170	100,0
	Excluded[a]	0	,0
	Total	170	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,385	4

```
RELIABILITY
  /VARIABLES=X2.1 X2.2 X2.3 X2.4
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Notes

Output Created		11-AUG-2021 01:22:20
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	170
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,03
	Elapsed Time	00:00:00,06

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	170	100,0
	Excluded[a]	0	,0
	Total	170	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,594	4

```
RELIABILITY
  /VARIABLES=Y1 Y2 Y3 Y4 Y5
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

Notes

Output Created		11-AUG-2021 01:23:06
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	170
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=Y1 Y2 Y3 Y4 Y5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,00

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	170	100,0
	Excluded[a]	0	,0
	Total	170	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,163	5

Warning # 849 in column 23. Text: in_ID
The LOCALE subcommand of the SET command has an invalid parameter. It could not be mapped to a valid backend locale.

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

Regression

Notes

Output Created		11-AUG-2021 01:37:55
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	170
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.

Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID.
Resources	Processor Time	00:00:05,69
	Elapsed Time	00:00:04,13
	Memory Required	1644 bytes
	Additional Memory Required for Residual Plots	904 bytes
Variables Created or Modified	RES_1	Unstandardized Residual

[DataSet0]

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X2, X1[b]	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,268[a]	,072	,061	1,69945

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37,359	2	18,680	6,468	,002[b]
	Residual	482,317	167	2,888		
	Total	519,676	169			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients				
		B	Std. Error	Beta	t	Sig.		
1	(Constant)	18,320	2,197		8,339	,000		
	X1	,283	,081	,260	3,487	,001		
	X2	-,063	,088	-,054	-,721	,472		

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Constant)	X1	X2
1	1	2,990	1,000	,00	,00	,00
	2	,008	19,492	,00	,59	,36
	3	,002	35,834	1,00	,40	,64

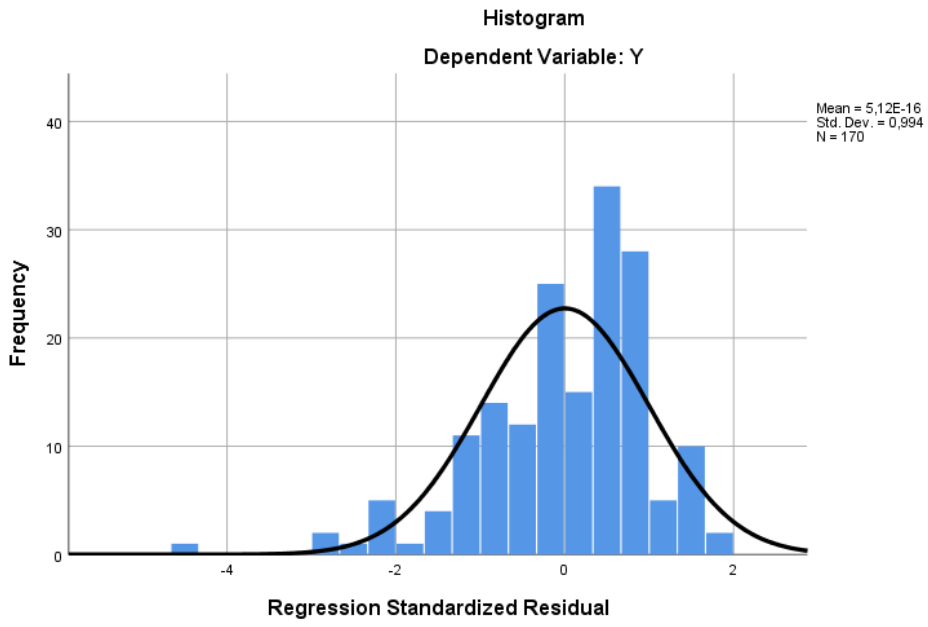
a. Dependent Variable: Y

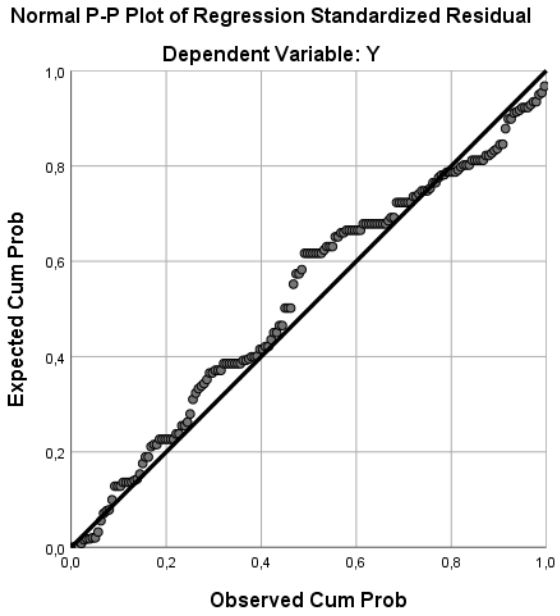
Residuals Statistics[a]

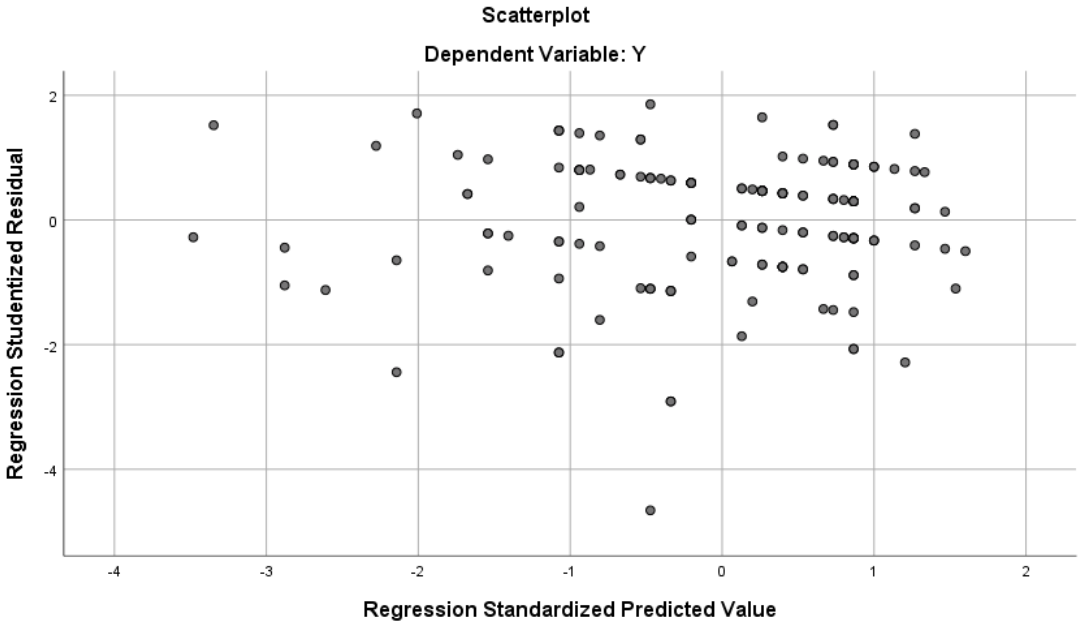
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	20,4515	22,8411	22,0882	,47017	170
Std. Predicted Value	-3,481	1,601	,000	1,000	170
Standard Error of Predicted Value	,140	,576	,213	,075	170
Adjusted Predicted Value	20,3181	23,1287	22,0899	,47754	170
Residual	-7,86604	3,13396	,00000	1,68936	170
Std. Residual	-4,629	1,844	,000	,994	170
Stud. Residual	-4,659	1,856	,000	1,004	170
Deleted Residual	-7,96886	3,17493	-,00165	1,72500	170
Stud. Deleted Residual	-4,980	1,870	-,004	1,019	170
Mahal. Distance	,152	18,420	1,988	2,525	170
Cook's Distance	,000	,226	,007	,020	170
Centered Leverage Value	,001	,109	,012	,015	170

a. Dependent Variable: Y

Charts




Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y
Expected Cum Prob
Observed Cum Prob
0,0
0,2
0,4
0,6
0,8
1,0


Scatterplot
Dependent Variable: Y
Regression Studentized Residual
Regression Standardized Predicted Value
2
0
-2
-4
-3
-1
1

```
Warning # 849 in
column 23.  Text:
in_ID
The LOCALE
subcommand of the
SET command has an
invalid parameter.
It could
not be mapped to a
valid backend
locale.

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF
OUTS R ANOVA COLLIN
TOL
  /CRITERIA=PIN(.05)
POUT(.10)
  /NOORIGIN
  /DEPENDENT Y
  /METHOD=ENTER X1
X2

/SCATTERPLOT=(*SRESI
D ,*ZPRED)
  /RESIDUALS
HISTOGRAM(ZRESID)
NORMPROB(ZRESID)
  /SAVE RESID.
```

Regression

Notes

Output Created		11-AUG-2021 02:45:31
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	170
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.

	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y /METHOD=ENTER X1 X2 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID) /SAVE RESID.
Resources	Processor Time	00:00:05,61
	Elapsed Time	00:00:03,75
	Memory Required	1644 bytes
	Additional Memory Required for Residual Plots	904 bytes
Variables Created or Modified	RES_1	Unstandardized Residual

[DataSet0]

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X2, X1[b]		Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,268[a]	0,072	0,061	1,69945

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37,359	2	18,680	6,468	,002[b]
	Residual	482,317	167	2,888		
	Total	519,676	169			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Stat	
		B	Std. Error	Beta	t	Sig.	Tolerance	V
1	(Constant)	18,320	2,197		8,339	0,000		
	X1	0,283	0,081	0,260	3,487	0,001	0,998	
	X2	-0,063	0,088	-0,054	-0,721	0,472	0,998	

a. Dependent Variable: Y

Collinearity Diagnostics[a]

Model		Eigenvalue	Condition Index	Variance Proportions (Constant)	X1	X2
1	1	2,990	1,000	0,00	0,00	0,00
	2	0,008	19,492	0,00	0,59	0,36
	3	0,002	35,834	1,00	0,40	0,64

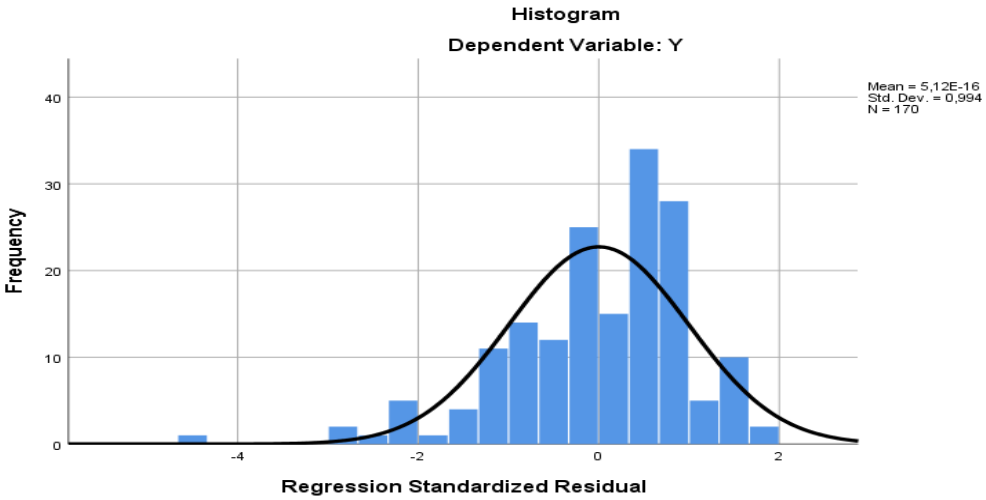
a. Dependent Variable: Y

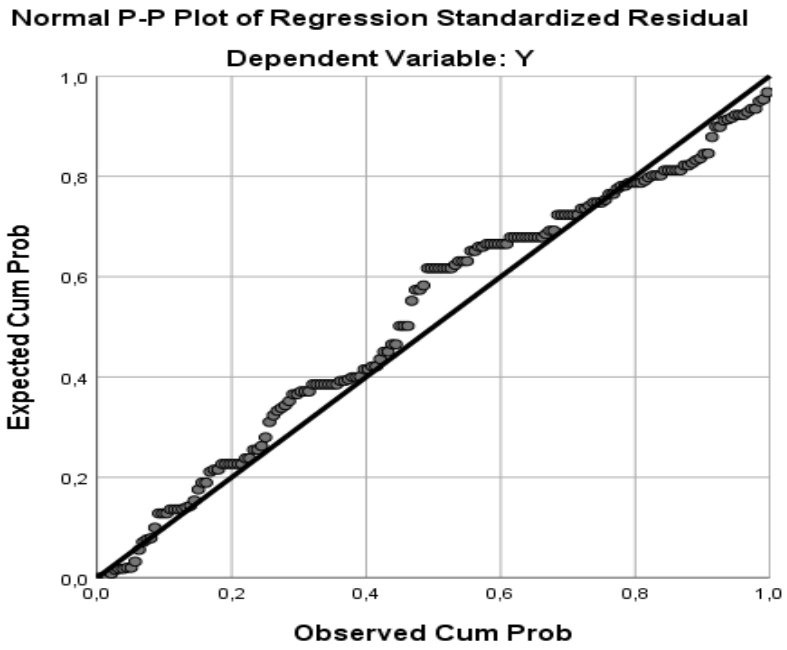
Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	20,4515	22,8411	22,0882	0,47017	170
Std. Predicted Value	-3,481	1,601	0,000	1,000	170
Standard Error of Predicted Value	0,140	0,576	0,213	0,075	170
Adjusted Predicted Value	20,3181	23,1287	22,0899	0,47754	170
Residual	-7,86604	3,13396	0,00000	1,68936	170
Std. Residual	-4,629	1,844	0,000	0,994	170
Stud. Residual	-4,659	1,856	0,000	1,004	170
Deleted Residual	-7,96886	3,17493	-0,00165	1,72500	170
Stud. Deleted Residual	-4,980	1,870	-0,004	1,019	170
Mahal. Distance	0,152	18,420	1,988	2,525	170
Cook's Distance	0,000	0,226	0,007	0,020	170
Centered Leverage Value	0,001	0,109	0,012	0,015	170

a. Dependent Variable: Y

Charts


Histogram
Dependent Variable: Y
Mean = 5,12E-16
Std. Dev. = 0,994
N = 170
Frequency
40
30
20
10
0
-4
-2
0
2
Regression Standardized Residual


Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Y
Expected Cum Prob
Observed Cum Prob
0,0
0,2
0,4
0,6
0,8
1,0

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Total_X1[b]		Enter

a. Dependent Variable: Total_Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,263[a]	0,069	0,063	1,697

a. Predictors: (Constant), Total_X1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	35,858	1	35,858	12,451	,001[b]
	Residual	483,819	168	2,880		
	Total	519,676	169			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	17,111	1,417		12,078	0,000
	Total_X1	0,286	0,081	0,263	3,529	0,001

a. Dependent Variable: Total_Y

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Total_X2[b]		Enter

a. Dependent Variable: Total_Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,066[a]	0,004	-0,002	1,755

a. Predictors: (Constant), Total_X2

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,244	1	2,244	0,729	,395[b]
	Residual	517,432	168	3,080		
	Total	519,676	169			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X2

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	23,508	1,669		14,085	0,000
	Total_X2	-0,077	0,090	-0,066	-0,854	0,395

a. Dependent Variable: Total_Y