



No Responden

Lampiran 1



KUESIONER PENELITIAN

Kepada Yth :

Bapak/ Saudara

Di Tempat

Dengan Hormat,

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul :

**PENGARUH *WORK-LIFE BALANCE* DAN STRES KERJA TERHADAP *EMPLOYEE*
*ENGAGEMENT***

(Perawat **RSU AZ-ZAHRA KALIREJO)**

DI Kabupaten Lampung Tengah

Bersama ini saya

Nama : Linda Septiani

NPM : 1812110420

Email :

Fakultas/Jurusan : S1 Manajemen

Memohon bantuan bapak/saudara untuk mengisi kuesioner penelitian yang terlampir. Penelitian ini bertujuan untuk mengetahui perbandingan kinerja karyawan sebelum dan sesudah penelitian pada **RSU AZ-ZAHRA KALIREJO**. Jawaban subjektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaanya dan hanya dipergunakan untuk kepentingan penelitian.

Hormat Saya,

Linda Septiani

IDENTIFIKASI RESPONDEN

Nama Responden : (Boleh Tidak Diisi)

Umur : 20-25 Tahun 26-30 Tahun

31-35 Tahun >36 Tahun

Jenis Kelamin : Laki-laki Perempuan

Pendidikan : SMA D3 S1

FORMAT PENGISIAN KUESIONER

Berilah tanda (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini:

SS : Sangat Setuju

- S : Setuju
- N : Netral
- TS : Tidak Setuju.
- STS : Sangat Tidak Setuju

1. *Work-Life Balance*

No	Pernyataan	SS	S	N	TS	STS
1	Saya dapat membagi waktu antara urusan pekerjaan dan urusan pribadi.					

- 2 Kegiatan pekerjaan tidak mengganggu kegiatan pribadi saya.

Involvement balance (keseimbangan keterlibatan)

- 3 Keterlibatan dalam setiap pekerjaan tidak mempengaruhi urusan pribadi saya.
- 4 pekerjaan dan urusan pribadi tidak saling terlibat satu sama lain.

Satisfaction balance (keseimbangan kepuasan)

- 5 Saya saya puas dengan pekerjaan maupun urusan pribadi saya.
- 6 kepuasan yang saya dapat berbeda antara pekerjaan dan urusan pribadi.

2. Stres Kerja

No	Pernyataan	SS	S	N	TS	STS
Tuntutan tugas						
1	Saya selalu dituntut untuk menyelesaikan tugas yang diberikan.					
2	Saya selalu siap diberikan tempat kerja yang berbeda-beda					
Tuntutan peran						
3	Saya selalu dituntut ramah kepada setiap pasien.					
4	Saya selalu dituntut mengerti keluhan yang dirasakan oleh pasien.					
Tuntutan antar pribadi						
5	Saya berusaha memiliki hubungan yang baik antar perawat.					

- 6 Saya berusaha mengerti tentang keinginan rekan kerja.

Struktur organisasi

- 7 Saya berusaha mengerti tugas dan wewenang yang diberikan pimpinan
- 8 Saya selalu mengerjakan tugas sesuai tanggung jawab yang telah diberikan.

Kepemimpinan organisasi

- 9 Pimpinan selalu ikut andil dalam tugas yang dilakukan.
- 10 Pimpinan sering memberikan tugas yang berbeda dengan kemampuan saya.

• Keterikatan Karyawan (*Employee Engagement*)

No	Pernyataan	SS	S	N	TS	STS
----	------------	----	---	---	----	-----

Semangat (*Vigor*)

- | | | | | | | |
|---|--|--|--|--|--|--|
| 1 | Saya selalu bersemangat pada setiap pekerjaan yang diberikan. | | | | | |
| 2 | Saya selalu tertarik terhadap tugas-tugas baru yang diberikan. | | | | | |

Dedikasi (*Dedication*)

- | | | | | | | |
|---|---|--|--|--|--|--|
| 3 | Saya bangga dengan profesi saat ini. | | | | | |
| 4 | Saya selalu terobsesi menjadi baik seperti teman seprofesi. | | | | | |

Penghayatan (*Absorption*)

- | | | | | | | |
|---|---|--|--|--|--|--|
| 5 | Saya selalu merasa senang pada setiap pekerjaan yang dilakukan. | | | | | |
| 6 | Waktu bekerja saya terasa berjalan dengan cepat. | | | | | |

Lampiran 2

No	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Work Life Balance
1	4	4	4	5	4	5	26
2	3	5	5	5	5	4	27
3	4	5	5	4	3	4	25
4	4	4	4	5	3	3	23
5	4	4	4	3	3	3	21
6	2	4	4	3	4	3	20
7	4	4	4	3	4	3	22
8	3	3	3	4	3	3	19
9	5	5	5	4	5	4	28
10	2	3	3	3	2	2	15
11	5	4	4	5	5	4	25
12	4	3	3	2	4	3	22
13	4	4	4	5	4	3	23
14	3	4	3	4	3	3	17
15	3	3	4	4	3	3	19
16	2	4	4	3	2	4	15
17	3	3	4	3	3	3	25
18	3	3	4	2	4	3	19
19	4	4	4	4	4	4	25
20	3	3	2	4	4	3	18
21	4	4	4	5	4	4	20
22	2	2	3	3	3	2	15
23	4	4	3	3	4	4	18
24	3	3	3	4	3	3	18
25	3	3	3	3	4	4	18
26	3	3	4	5	4	5	19
27	5	4	4	2	4	3	19
28	2	2	3	5	3	3	18
29	5	4	5	4	5	4	23
30	4	3	3	4	3	4	17
31	4	4	4	4	4	4	24
32	2	3	2	2	2	3	14
33	3	4	3	3	4	4	21
34	4	5	4	4	3	2	22
35	3	3	3	3	4	3	19
36	4	3	4	4	5	4	24
37	2	4	2	2	3	3	16
38	4	4	4	4	3	4	23

39	3	4	3	3	4	2	19
40	3	3	3	3	4	4	20
41	4	4	4	4	4	5	25
42	4	4	4	4	4	4	24
43	5	5	4	4	2	5	25
44	4	4	4	3	3	3	21
45	5	5	4	4	5	5	28
46	5	5	5	4	5	5	29
47	4	5	4	4	2	5	24
48	4	3	4	3	3	2	19
49	4	5	4	4	4	5	26
50	4	5	5	5	4	4	27
51	5	5	5	5	5	5	30
52	4	4	5	5	2	5	25
53	4	4	4	4	2	3	21
54	5	4	4	4	4	4	25

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Stres Kerja
1	4	4	4	4	5	4	4	4	4	4	41
2	5	3	2	3	4	5	3	2	3	5	35
3	4	3	4	4	4	4	3	4	4	4	38
4	3	3	3	3	3	2	3	3	3	3	29
5	3	3	3	3	3	4	3	3	3	4	32
6	2	3	2	2	3	3	3	3	3	3	27
7	5	4	5	5	3	3	4	5	3	3	40
8	4	2	4	4	3	2	3	4	3	2	31
9	4	4	4	4	4	5	4	4	4	5	42
10	3	3	3	3	2	4	3	3	3	4	31
11	3	3	3	3	4	4	3	3	4	4	34
12	2	3	2	2	3	3	4	2	3	3	27
13	3	3	3	3	3	3	3	3	3	3	30
14	3	4	3	3	3	2	4	3	3	2	30
15	3	3	3	3	3	3	3	3	3	3	30
16	3	3	3	3	4	3	3	4	4	3	33
17	3	4	3	3	3	3	4	3	3	4	33
18	3	3	3	3	3	3	3	3	3	3	30
19	4	4	4	4	4	3	4	4	4	3	38

20	3	2	3	3	3	3	2	3	3	3	28
21	4	4	4	4	4	4	4	4	4	4	40
22	2	3	2	2	2	3	3	2	2	3	24
23	3	4	3	3	4	4	4	3	4	4	36
24	4	5	4	4	3	2	5	4	3	2	36
25	3	3	3	3	4	3	3	3	4	3	32
26	4	3	4	4	5	4	3	4	5	4	40
27	2	4	2	2	3	3	4	2	3	3	28
28	4	4	4	4	3	4	4	4	3	4	38
29	3	4	3	3	4	2	4	3	4	2	32
30	3	3	3	3	4	4	3	3	4	4	34
31	4	4	4	5	4	5	5	5	5	5	46
32	2	2	3	3	4	4	3	3	4	3	31
33	4	4	3	3	3	4	3	4	5	3	36
34	3	3	3	4	3	4	4	3	4	4	35
35	3	3	3	3	2	5	4	4	4	3	34
36	3	3	4	5	5	5	5	4	4	5	43
37	5	4	4	2	4	5	4	5	5	2	40
38	2	2	3	5	4	4	2	3	3	5	33
39	5	4	5	4	3	4	4	3	4	4	40
40	4	3	3	4	3	4	3	4	4	4	36
41	5	4	5	3	5	4	5	5	4	3	43
42	3	4	3	4	3	4	3	4	4	4	36
43	3	3	3	4	3	3	3	4	5	4	35
44	3	3	4	5	3	3	4	4	5	5	39
45	4	3	4	4	4	3	4	5	4	4	39
46	4	4	3	3	4	4	3	5	5	3	38
47	3	3	4	3	3	3	4	5	3	3	34
48	4	4	4	5	4	5	5	5	5	5	46
49	2	2	3	3	4	4	3	3	4	3	31
50	4	4	3	3	3	4	3	4	5	3	36
51	3	3	3	4	3	4	4	3	4	4	35
52	3	3	3	3	2	5	4	4	4	3	34
53	3	3	4	5	5	5	5	4	4	5	43
54	5	4	4	2	4	5	4	5	5	2	40

No	Y1	Y2	Y3	Y4	Y5	Y6	Employee Engagement
1	4	4	4	4	4	5	4 25
2	5	3	2	3	4	4	5 22
3	4	3	4	4	4	4	4 23

4	3	3	3	3	3	2	17
5	3	3	3	3	3	4	19
6	2	3	2	2	3	3	15
7	5	4	5	5	3	3	25
8	4	2	4	4	3	2	19
9	4	4	4	4	4	5	25
10	3	3	3	3	2	4	18
11	3	3	3	3	4	4	20
12	2	3	2	2	3	3	15
13	3	3	3	3	3	3	18
14	3	4	3	3	3	2	18
15	3	3	3	3	3	3	18
16	3	3	3	3	4	3	19
17	3	4	3	3	3	3	19
18	3	3	3	3	3	3	18
19	4	4	4	4	4	3	23
20	3	2	3	3	3	3	17
21	4	4	4	4	4	4	24
22	2	3	2	2	2	3	14
23	3	4	3	3	4	4	21
24	4	5	4	4	3	2	22
25	3	3	3	3	4	3	19
26	4	3	4	4	5	4	24
27	2	4	2	2	3	3	16
28	4	4	4	4	3	4	23
29	3	4	3	3	4	2	19
30	3	3	3	3	4	4	20
31	4	4	4	4	4	5	25
32	4	4	4	4	4	4	24
33	5	5	4	4	2	5	25
34	4	4	4	3	3	3	21
35	5	5	4	4	5	5	28
36	5	5	5	4	5	5	29
37	4	5	4	4	2	5	24
38	4	3	4	3	3	2	19
39	4	5	4	4	4	5	26
40	4	5	5	5	4	4	27
41	5	5	5	5	5	5	30
42	4	4	5	5	2	5	25
43	4	4	4	4	2	3	21
44	5	4	4	4	4	4	25
45	5	4	4	4	5	4	26

46	4	4	4	4	4	4	24
47	4	3	3	3	4	3	20
48	4	4	3	3	4	2	20
49	4	3	4	4	4	4	23
50	3	4	3	3	2	4	19
51	5	3	4	4	4	5	25
52	3	4	2	2	3	3	17
53	4	3	4	4	3	3	21
54	3	4	3	3	3	4	20

Lampiran 3

Jenis_kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	17	31,5	31,5	31,5
	Perempuan	37	68,5	68,5	100,0
	Total	54	100,0	100,0	

Pendidikann

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	38	70,4	70,4	70,4
	S1	16	29,6	29,6	100,0
	Total	54	100,0	100,0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 – 25 Tahun	18	33,3	33,3	33,3
	26 – 30 Tahun	21	38,9	38,9	72,2
	31 - 35 Tahun	10	18,5	18,5	90,7
	>36 Tahun	5	9,3	9,3	100,0
	Total	54	100,0	100,0	

Lampiran 4

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13,0	13,0	13,0
3	14	25,9	25,9	38,9
Valid 4	24	44,4	44,4	83,3
5	9	16,7	16,7	100,0
Total	54	100,0	100,0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3,7	3,7	3,7
3	16	29,6	29,6	33,3
Valid 4	25	46,3	46,3	79,6
5	11	20,4	20,4	100,0
Total	54	100,0	100,0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5,6	5,6	5,6
3	14	25,9	25,9	31,5
Valid 4	29	53,7	53,7	85,2
5	8	14,8	14,8	100,0
Total	54	100,0	100,0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9,3	9,3	9,3
3	15	27,8	27,8	37,0
Valid 4	23	42,6	42,6	79,6
5	11	20,4	20,4	100,0
Total	54	100,0	100,0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13,0	13,0	13,0
3	16	29,6	29,6	42,6
Valid 4	23	42,6	42,6	85,2
5	8	14,8	14,8	100,0
Total	54	100,0	100,0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9,3	9,3	9,3
3	20	37,0	37,0	46,3
Valid 4	19	35,2	35,2	81,5
5	10	18,5	18,5	100,0
Total	54	100,0	100,0	

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13,0	13,0	13,0
3	25	46,3	46,3	59,3
Valid 4	16	29,6	29,6	88,9
5	6	11,1	11,1	100,0
Total	54	100,0	100,0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9,3	9,3	9,3
3	27	50,0	50,0	59,3
Valid 4	21	38,9	38,9	98,1
5	1	1,9	1,9	100,0
Total	54	100,0	100,0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9,3	9,3	9,3
3	28	51,9	51,9	61,1
Valid 4	18	33,3	33,3	94,4
5	3	5,6	5,6	100,0
Total	54	100,0	100,0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	6	11,1	11,1	11,1
3	25	46,3	46,3	57,4

4	16	29,6	29,6	87,0
5	7	13,0	13,0	100,0
Total	54	100,0	100,0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7,4	7,4	7,4
3	25	46,3	46,3	53,7
Valid 4	20	37,0	37,0	90,7
5	5	9,3	9,3	100,0
Total	54	100,0	100,0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	9,3	9,3	9,3
3	17	31,5	31,5	40,7
Valid 4	22	40,7	40,7	81,5
5	10	18,5	18,5	100,0
Total	54	100,0	100,0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3,7	3,7	3,7
3	24	44,4	44,4	48,1
Valid 4	22	40,7	40,7	88,9
5	6	11,1	11,1	100,0
Total	54	100,0	100,0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7,4	7,4	7,4
3	21	38,9	38,9	46,3
Valid 4	20	37,0	37,0	83,3
5	9	16,7	16,7	100,0
Total	54	100,0	100,0	

X2.9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1,9	1,9	1,9
3	19	35,2	35,2	37,0
Valid 4	24	44,4	44,4	81,5
5	10	18,5	18,5	100,0
Total	54	100,0	100,0	

X2.10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	11,1	11,1	11,1
3	22	40,7	40,7	51,9
Valid 4	18	33,3	33,3	85,2
5	8	14,8	14,8	100,0
Total	54	100,0	100,0	

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	7,4	7,4	7,4
3	18	33,3	33,3	40,7
Valid 4	23	42,6	42,6	83,3
5	9	16,7	16,7	100,0
Total	54	100,0	100,0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3,7	3,7	3,7
3	21	38,9	38,9	42,6
Valid 4	23	42,6	42,6	85,2
5	8	14,8	14,8	100,0
Total	54	100,0	100,0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	11,1	11,1	11,1
3	19	35,2	35,2	46,3
Valid 4	24	44,4	44,4	90,7
5	5	9,3	9,3	100,0
Total	54	100,0	100,0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	9,3	9,3	9,3

3	22	40,7	40,7	50,0
4	23	42,6	42,6	92,6
5	4	7,4	7,4	100,0
Total	54	100,0	100,0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13,0	13,0	13,0
3	20	37,0	37,0	50,0
Valid 4	21	38,9	38,9	88,9
5	6	11,1	11,1	100,0
Total	54	100,0	100,0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	13,0	13,0	13,0
3	18	33,3	33,3	46,3
Valid 4	18	33,3	33,3	79,6
5	11	20,4	20,4	100,0
Total	54	100,0	100,0	

Lampiran 5

Work Life Balance

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Work Life Balance
X1.1	Pearson Correlation	1	,554**	,434**	,124	,598**	,401*	,603**
	Sig. (1-tailed)		,001	,008	,257	,000	,014	,000
	N	30	30	30	30	30	30	30
X1.2	Pearson Correlation	,554**	1	,714**	,194	,421*	,443**	,641**
	Sig. (1-tailed)	,001		,000	,153	,010	,007	,000
	N	30	30	30	30	30	30	30
X1.3	Pearson Correlation	,434**	,714**	1	,198	,407*	,414*	,699**
	Sig. (1-tailed)	,008	,000		,147	,013	,011	,000
	N	30	30	30	30	30	30	30
X1.4	Pearson Correlation	,124	,194	,198	1	,195	,441**	,352*
	Sig. (1-tailed)	,257	,153	,147		,151	,007	,028
	N	30	30	30	30	30	30	30
X1.5	Pearson Correlation	,598**	,421*	,407*	,195	1	,455**	,615**
	Sig. (1-tailed)	,000	,010	,013	,151		,006	,000
	N	30	30	30	30	30	30	30
X1.6	Pearson Correlation	,401*	,443**	,414*	,441**	,455**	1	,423**
	Sig. (1-tailed)	,014	,007	,011	,007	,006		,010
	N	30	30	30	30	30	30	30
Work Life Balance	Pearson Correlation	,603**	,641**	,699**	,352*	,615**	,423**	1
	Sig. (1-tailed)	,000	,000	,000	,028	,000	,010	
	N	30	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (1-tailed).

* . Correlation is significant at the 0.05 level (1-tailed).

Stres Kerja

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Stres Kerja
X2.1	Pearson Correlation	1	,240	,753**	,889**	,423**	,327*	,215	,681**	,307*	,306	,807**
	Sig. (1-tailed)		,101	,000	,000	,010	,039	,127	,000	,049	,050	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,240	1	,325*	,314*	,158	-,018	,925**	,284	,133	-,002	,485**
	Sig. (1-tailed)	,101		,040	,045	,202	,461	,000	,064	,242	,496	,003
	N	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,753**	,325*	1	,971**	,336*	,065	,318*	,943**	,408*	,045	,794**
	Sig. (1-tailed)	,000	,040		,000	,035	,366	,043	,000	,013	,407	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,889**	,314*	,971**	1	,388*	,164	,300	,905**	,396*	,143	,847**
	Sig. (1-tailed)	,000	,045	,000		,017	,193	,054	,000	,015	,226	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,423**	,158	,336*	,388*	1	,402*	,103	,354*	,899**	,365*	,679**
	Sig. (1-tailed)	,010	,202	,035	,017		,014	,293	,027	,000	,024	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,327*	-,018	,065	,164	,402*	1	-,125	,033	,358*	,953**	,523**

	Sig. (1-tailed)	,039	,461	,366	,193	,014		,255	,430	,026	,000	,002
	N	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,215	,925**	,318*	,300	,103	-,125	1	,263	,071	-,120	,419*
	Sig. (1-tailed)	,127	,000	,043	,054	,293	,255		,080	,355	,263	,011
	N	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	,681**	,284	,943**	,905**	,354*	,033	,263	1	,435**	,004	,752**
	Sig. (1-tailed)	,000	,064	,000	,000	,027	,430	,080		,008	,492	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	,307*	,133	,408*	,396*	,899**	,358*	,071	,435**	1	,316*	,659**
	Sig. (1-tailed)	,049	,242	,013	,015	,000	,026	,355	,008		,045	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	,306	-,002	,045	,143	,365*	,953**	-,120	,004	,316*	1	,500**
	Sig. (1-tailed)	,050	,496	,407	,226	,024	,000	,263	,492	,045		,002
	N	30	30	30	30	30	30	30	30	30	30	30
Stres Kerja	Pearson Correlation	,807**	,485**	,794**	,847**	,679**	,523**	,419*	,752**	,659**	,500**	1
	Sig. (1-tailed)	,000	,003	,000	,000	,000	,002	,011	,000	,000	,002	
	N	30	30	30	30	30	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (1-tailed).

* . Correlation is significant at the 0.05 level (1-tailed).

Employee Engagement

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Employee Engagement
Y1	Pearson Correlation	1	,240	,753**	,889**	,423**	,327*	,874**
	Sig. (1-tailed)		,101	,000	,000	,010	,039	,000
	N	30	30	30	30	30	30	30

Y2	Pearson Correlation	,240	1	,325*	,314*	,158	-,018	,455**
	Sig. (1-tailed)	,101		,040	,045	,202	,461	,006
	N	30	30	30	30	30	30	30
Y3	Pearson Correlation	,753**	,325*	1	,971**	,336*	,065	,819**
	Sig. (1-tailed)	,000	,040		,000	,035	,366	,000
	N	30	30	30	30	30	30	30
Y4	Pearson Correlation	,889**	,314*	,971**	1	,388*	,164	,889**
	Sig. (1-tailed)	,000	,045	,000		,017	,193	,000
	N	30	30	30	30	30	30	30
Y5	Pearson Correlation	,423**	,158	,336*	,388*	1	,402*	,649**
	Sig. (1-tailed)	,010	,202	,035	,017		,014	,000
	N	30	30	30	30	30	30	30
Y6	Pearson Correlation	,327*	-,018	,065	,164	,402*	1	,490**
	Sig. (1-tailed)	,039	,461	,366	,193	,014		,003
	N	30	30	30	30	30	30	30
Employee Engagement	Pearson Correlation	,874**	,455**	,819**	,889**	,649**	,490**	1
	Sig. (1-tailed)	,000	,006	,000	,000	,000	,003	
	N	30	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (1-tailed).

* . Correlation is significant at the 0.05 level (1-tailed).

Lampiran 6

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,787	6

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,845	10

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,787	6

Lampiran 7

One-Sample Kolmogorov-Smirnov Test

		Work Life Balance	Stres Kerja	Employee Engagement
N		54	54	54
	Mean	21,67	35,22	21,46
Normal Parameters ^{a,b}	Std. Deviation	3,929	5,012	3,725
Most Extreme Differences	Absolute	,122	,086	,116
	Positive	,122	,086	,116
	Negative	-,098	-,071	-,104
Kolmogorov-Smirnov Z		,895	,636	,853
Asymp. Sig. (2-tailed)		,400	,814	,460

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 8

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Employee Engagement * Work Life Balance	Between Groups	(Combined)	251,309	16	15,707	1,200	,313
		Linearity	63,179	1	63,179	4,829	,034
	Within Groups	Deviation from Linearity	188,130	15	12,542	,959	,514
		Total	484,117	37	13,084		
			735,426	53			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Employee Engagement * Stres Kerja	Between Groups	(Combined)	502,093	17	29,535	4,557	,000
		Linearity	396,386	1	396,386	61,157	,000
	Within Groups	Deviation from Linearity	105,707	16	6,607	1,019	,460
		Total	233,333	36	6,481		
			735,426	53			

Lampiran 9

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,736 ^a	,542	,524	2,569

a. Predictors: (Constant), Stres Kerja, Work Life Balance

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,509	2,780		,543	,590
	Work Life Balance	,058	,095	,061	,610	,545
	Stres Kerja	,531	,074	,714	7,132	,000

a. Dependent Variable: Employee Engagement

Lampiran 10

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,442	2,767		5,580	,000
	Work Life Balance	,278	,126	,293	2,211	,031

a. Dependent Variable: Employee Engagement

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,244	2,489		,901	,372
	Stres Kerja	,546	,070	,734	7,797	,000

a. Dependent Variable: Employee Engagement

Lampiran 11

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	398,838	2	199,419	30,216	,000 ^b
	Residual	336,588	51	6,600		
	Total	735,426	53			

a. Dependent Variable: Employee Engagement

b. Predictors: (Constant), Stres Kerja, Work Life Balance

Lampiran 12

Tabel t

Pr df	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490

32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171

Lampiran 13

Titik Persentase Distribusi F untuk Probabilita = 0,05															
df untuk penyebut	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
(N2)															
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.5	19.0	19.1	19.2	19.3	19.3	19.3	19.3	19.3	19.4	19.4	19.4	19.4	19.4	19.4
3	10.1	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11

25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89

df untuk penyebut	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
(N2)	464.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
	474.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
	484.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
	494.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
	504.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
	514.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
	524.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
	534.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
	544.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
	554.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
	564.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
	574.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
	584.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
	594.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
	604.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
	614.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
	624.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
	633.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
	643.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
	653.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
	663.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
	673.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
	683.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
	693.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
	703.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
	713.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
	723.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
	733.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
	743.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
	753.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80

763.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
773.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
783.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
793.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
803.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
813.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
823.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
833.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
843.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
853.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
863.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
873.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
883.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
893.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
903.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78

