

Lampiran 1. Kuesioner

PENGARUH ROTASI PEKERJAAN, KOMITMEN ORGANISASI DAN WORK-LIFE BALANCE TERHADAP PRODUKTIVITAS PEGAWAI PT. SUMATRA MULTIMEDIA SOLUSI BANDAR LAMPUNG

A. TATA CARA PENGISIAN KUESIONER

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

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

- a. Kami mohon anda bersedia mengisi pertanyaan ini sesuai dengan keadaan yang sebenarnya.
- b. Jawablah semua pertanyaan dibawah ini tanpa ada yang terlewati
- c. Tidak ada penilaian benar atau salah pada jawaban yang dipilih.
- d. Isilah identitas anda dengan benar dan kerahasiaan anda dijamin.

B. IDENTITAS RESPONDEN

- a. Nama Responden : (tidak wajib diisi)
- b. Umur* : 20-25 Tahun 31-35 Tahun
 26-30 Tahun 36-40 Tahun
 > 40 Tahun
- c. Jenis Kelamin* : Laki-laki Perempuan
- d. Status* : Sudah menikah Belum menikah
- e. Departemen* : Marketing SDM
: Keuangan Administrasi
 Lainnya
- f. Masa Kerja* : <1 tahun 1-3 tahun
 4-6 tahun > 6 tahun
- g. Pendidikan* : SMA Diploma III
 Strata 1 Strata 2

(*) Wajib diisi

NO	Pertanyaan	SS	S	N	TS	STS
Rotasi Pekerjaan (X₁)						
Pengalaman kerja						
1	Rotasi kerja dapat menambah pengalaman kerja					
2	Saya percaya rotasi pekerjaan adalah salah satu jenis pelatihan kerja					
Pengetahuan						
3	Rotasi pekerjaan dapat memperluas pengetahuan saya di bagian lain					
4	Rotasi pekerjaan meningkatkan pengetahuan kerja di perusahaan					
Kebutuhan organisasi						
5	Saya percaya rotasi pekerjaan adalah sistem dari perusahaan yang sangat baik					
6	Rotasi pekerjaan merupakan program perusahaan dalam meningkatkan produktivitas kerja pegawainya					

NO	Pertanyaan	SS	S	N	TS	STS
Komitmen Organisasional (X₂)						
Komitmen Afektif						
1	Saya sangat senang menghabiskan sisa karir dengan organisasi ini					
2	Saya senang mendiskusikan organisasi dengan orang di luar organisasi					
Komitmen Kontinuitas						
3	Saya tidak takut jika berhenti dari pekerjaan, jika tidak ada alternatif pekerjaan lain					
4	Saya sangat sulit meninggalkan organisasi ini					
Komitmen Normatif						
5	Saya tidak percaya seseorang harus selalu setia pada organisasinya					
6	Keluar dari satu organisasi ke organisasi lain sama sekali tidak terlihat etis bagi saya					

NO	Pertanyaan	SS	S	N	TS	STS
Work-LifeBalance (X₃)						
Keseimbangan waktu pekerjaan						
1	Tersedia cukup waktu bagi saya untuk melakukan kegiatan rekreasi					
2	Saya tidak perlu bekerja lembur karena saya biasa menyelesaikan pekerjaan pada jam kerja					
Keseimbangan waktu keluarga						
3	Saya mempunyai cukup waktu untuk keluarga saya					
4	Saya mempunyai cukup waktu untuk teman-teman saya					
Keseimbangan waktu sosial						
5	Saya menghargai manfaat sosial yang ditawarkan organisasi					
6	Saya membutuhkan keseimbangan waktu kerja dengan hidup bermasyarakat					

NO	Pertanyaan	SS	S	N	TS	STS
Produktivitas Pegawai (Y)						
Kuantitas pekerjaan yang dilakukan						
1	Saya melakukan banyak pekerjaan setiap hari					
2	Saya menyelesaikan banyak tugas dengan cepat dan efisien					
Pemenuhan target						
3	Saya mempunyai standar penyelesaian tugas yang tinggi.					
4	Saya mampu mencapai target yang ditetapkan perusahaan					
Kualitas hasil kerja						
5	Saya selalu melampaui target tim kami.					
6	Kualitas hasil kerja saya dapat dipertanggungjawabkan					

Lampiran Rekapitulasi Pengisian Kuesioner

No	Rotasi Pekerjaan (X1)						Jml
	1	2	3	4	5	6	
1	4	3	5	5	3	5	25
2	5	4	4	5	5	5	28
3	4	4	4	4	4	4	24
4	5	4	3	4	5	4	25
5	5	5	4	4	4	4	26
6	4	5	1	5	5	5	25
7	1	5	4	5	4	5	24
8	5	5	4	5	5	5	29
9	4	4	4	5	4	5	26
10	4	4	4	4	4	4	24
11	3	4	5	5	5	5	27
12	5	5	4	5	4	5	28
13	4	4	4	5	4	5	26
14	4	4	4	4	5	4	25
15	4	4	5	5	5	5	28
16	4	4	3	4	4	4	23
17	4	4	4	4	4	4	24
18	4	4	4	4	4	4	24
19	1	1	2	1	2	1	8
20	2	4	3	2	4	2	17
21	4	4	4	4	4	4	24
22	4	4	4	4	4	4	24
23	5	4	4	5	5	5	28
24	4	4	5	4	5	4	26
25	4	4	4	4	5	4	25
26	5	5	5	4	5	4	28
27	4	3	3	5	3	5	23
28	4	5	3	3	5	3	23
29	4	5	4	4	5	4	26
30	3	4	4	4	5	4	24
31	4	5	5	5	4	5	28
32	5	5	5	5	5	5	30
33	5	4	4	4	4	4	25
34	5	5	5	5	5	5	30
35	3	3	3	3	3	3	18

No	Komitmen Organisasi (X2)						Jml
	1	2	3	4	5	6	
1	4	5	4	5	5	5	28
2	4	4	4	4	4	5	25
3	4	5	5	5	4	4	27
4	4	4	4	5	3	4	24
5	5	5	5	4	4	4	27
6	5	5	5	1	1	5	22
7	5	4	4	1	1	5	20
8	4	4	4	4	4	5	25
9	4	4	4	4	4	5	25
10	5	5	5	3	4	4	26
11	5	5	5	5	5	5	30
12	5	5	3	1	2	5	21
13	4	5	5	4	4	5	27
14	5	5	5	4	4	4	27
15	4	4	4	4	5	5	26
16	4	4	5	4	3	4	24
17	4	4	4	4	4	4	24
18	1	4	4	1	4	4	18
19	4	3	4	2	2	1	16
20	1	4	4	4	3	2	18
21	4	4	4	4	4	4	24
22	4	1	1	1	1	4	12
23	4	4	4	4	4	5	25
24	5	5	5	4	5	4	28
25	5	5	5	5	4	4	28
26	5	3	4	4	5	4	25
27	3	3	5	4	3	5	23
28	4	5	4	4	3	3	23
29	5	4	5	3	4	4	25
30	5	4	5	4	4	4	26
31	5	5	5	5	5	5	30
32	5	5	4	5	5	5	29
33	5	5	5	5	4	4	28
34	4	4	4	3	5	5	25
35	5	5	5	5	3	3	26

No	<i>Work-life Balance (X3)</i>						Jml
	1	2	3	4	5	6	
1	5	4	5	5	5	5	29
2	4	4	3	3	3	3	20
3	5	5	5	5	5	5	30
4	4	4	5	5	5	5	28
5	5	5	4	3	4	4	25
6	5	5	5	4	4	3	26
7	5	5	4	5	5	5	29
8	4	4	3	4	4	4	23
9	4	4	5	5	5	5	28
10	5	5	5	4	5	4	28
11	5	5	2	4	5	5	26
12	5	5	4	5	4	5	28
13	5	5	2	5	5	5	27
14	5	5	4	5	3	5	27
15	4	4	5	5	5	5	28
16	4	5	4	5	4	4	26
17	4	4	5	3	2	5	23
18	2	1	3	3	2	4	15
19	3	4	3	3	4	3	20
20	4	4	2	5	3	3	21
21	4	4	3	5	5	4	25
22	5	4	4	2	2	2	19
23	4	4	4	2	5	4	23
24	5	5	4	3	4	3	24
25	5	5	5	5	5	4	29
26	3	4	2	4	3	3	19
27	3	5	5	5	3	4	25
28	5	4	5	4	5	4	27
29	4	5	5	4	3	3	24
30	4	5	5	4	5	3	26
31	5	5	3	5	3	4	25
32	5	4	3	4	5	5	26
33	5	5	2	3	1	3	19
34	4	4	3	3	4	4	22
35	5	5	3	2	3	3	21

No	Produktivitas Pegawai (Y)						Jml
	1	2	3	4	5	6	
1	4	5	4	5	5	5	28
2	4	4	4	4	4	5	25
3	4	5	5	5	4	4	27
4	4	4	4	5	3	4	24
5	5	5	5	4	4	4	27
6	5	5	5	1	1	5	22
7	5	5	5	5	4	5	29
8	4	4	4	4	4	5	25
9	4	4	4	4	4	5	25
10	5	5	5	3	4	4	26
11	5	5	5	5	5	5	30
12	5	5	5	4	4	5	28
13	4	5	5	4	4	5	27
14	5	5	5	4	4	4	27
15	4	4	4	4	5	5	26
16	4	4	5	4	3	4	24
17	4	4	4	4	4	4	24
18	3	2	1	1	4	4	15
19	4	3	4	2	2	1	16
20	1	4	4	4	3	2	18
21	4	4	4	4	4	4	24
22	4	5	4	5	4	4	26
23	4	4	4	4	4	5	25
24	5	5	5	4	5	4	28
25	5	5	5	5	4	4	28
26	5	3	4	4	5	4	25
27	3	3	5	4	3	5	23
28	4	5	4	4	3	3	23
29	5	4	5	3	4	4	25
30	5	4	5	4	4	4	26
31	5	5	5	5	5	5	30
32	5	5	4	5	5	5	29
33	5	5	5	5	4	4	28
34	4	4	4	3	5	5	25
35	5	5	5	5	3	3	26

Lampiran Pengolahan Data Dengan SPSS

Correlations

		Correlations						
		VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	VAR00006	Rotasi_pekerjaan
VAR00001	Pearson Correlation	1	.471**	.324	.517**	.471**	.517**	.742**
	Sig. (2-tailed)		.004	.057	.001	.004	.001	.000
	N	35	35	35	35	35	35	35
VAR00002	Pearson Correlation	.471**	1	.304	.513**	.691**	.513**	.750**
	Sig. (2-tailed)	.004		.076	.002	.000	.002	.000
	N	35	35	35	35	35	35	35
VAR00003	Pearson Correlation	.324	.304	1	.462**	.304	.462**	.630**
	Sig. (2-tailed)	.057	.076		.005	.076	.005	.000
	N	35	35	35	35	35	35	35
VAR00004	Pearson Correlation	.517**	.513**	.462**	1	.404*	1.000**	.865**
	Sig. (2-tailed)	.001	.002	.005		.016	.000	.000
	N	35	35	35	35	35	35	35
VAR00005	Pearson Correlation	.471**	.691**	.304	.404*	1	.404*	.697**
	Sig. (2-tailed)	.004	.000	.076	.016		.016	.000
	N	35	35	35	35	35	35	35
VAR00006	Pearson Correlation	.517**	.513**	.462**	1.000**	.404*	1	.865**
	Sig. (2-tailed)	.001	.002	.005	.000	.016		.000
	N	35	35	35	35	35	35	35
Rotasi_pekerjaan	Pearson Correlation	.742**	.750**	.630**	.865**	.697**	.865**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35

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

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

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.851	6

Item Statistics

	Mean	Std. Deviation	N
VAR00001	3.9714	1.01419	35
VAR00002	4.1429	.80961	35
VAR00003	3.9143	.88688	35
VAR00004	4.2286	.91026	35
VAR00005	4.3143	.75815	35
VAR00006	4.2286	.91026	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	20.8286	11.146	.589	.838
VAR00002	20.6571	11.938	.638	.826
VAR00003	20.8857	12.457	.467	.857
VAR00004	20.5714	10.664	.786	.796
VAR00005	20.4857	12.492	.578	.837
VAR00006	20.5714	10.664	.786	.796

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24.8000	16.165	4.02054	6

Correlations

		Correlations						Komitmen_organisasi
		VAR00008	VAR00009	VAR00010	VAR00011	VAR00012	VAR00013	
VAR00008	Pearson Correlation	1	.329	.259	.157	.073	.262	.510**
	Sig. (2-tailed)		.054	.134	.366	.676	.129	.002
	N	35	35	35	35	35	35	35
VAR00009	Pearson Correlation	.329	1	.664**	.398*	.359*	.177	.717**
	Sig. (2-tailed)	.054		.000	.018	.034	.309	.000
	N	35	35	35	35	35	35	35
VAR00010	Pearson Correlation	.259	.664**	1	.473**	.373*	.010	.684**
	Sig. (2-tailed)	.134	.000		.004	.027	.953	.000
	N	35	35	35	35	35	35	35
VAR00011	Pearson Correlation	.157	.398*	.473**	1	.675**	.038	.763**
	Sig. (2-tailed)	.366	.018	.004		.000	.830	.000
	N	35	35	35	35	35	35	35
VAR00012	Pearson Correlation	.073	.359*	.373*	.675**	1	.266	.754**
	Sig. (2-tailed)	.676	.034	.027	.000		.123	.000
	N	35	35	35	35	35	35	35
VAR00013	Pearson Correlation	.262	.177	.010	.038	.266	1	.429*
	Sig. (2-tailed)	.129	.309	.953	.830	.123		.010
	N	35	35	35	35	35	35	35
Komitmen_organisasi	Pearson Correlation	.510**	.717**	.684**	.763**	.754**	.429*	1
	Sig. (2-tailed)	.002	.000	.000	.000	.000	.010	
	N	35	35	35	35	35	35	35

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.716	6

Item Statistics

	Mean	Std. Deviation	N
VAR00008	4.2571	.98048	35
VAR00009	4.2857	.85994	35
VAR00010	4.3429	.80231	35
VAR00011	3.6857	1.30094	35
VAR00012	3.6857	1.15737	35
VAR00013	4.2286	.91026	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00008	20.2286	12.417	.289	.722
VAR00009	20.2000	11.282	.580	.644
VAR00010	20.1429	11.714	.549	.657
VAR00011	20.8000	9.282	.555	.642
VAR00012	20.8000	9.871	.573	.634
VAR00013	20.2571	13.138	.213	.738

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24.4857	15.375	3.92107	6

Correlations

		Correlations						Work_life_balance
		VAR00015	VAR00016	VAR00017	VAR00018	VAR00019	VAR00020	
VAR00015	Pearson Correlation	1	.659**	.112	.099	.260	.175	.542**
	Sig. (2-tailed)		.000	.521	.572	.131	.316	.001
	N	35	35	35	35	35	35	35
VAR00016	Pearson Correlation	.659**	1	.157	.245	.195	.000	.535**
	Sig. (2-tailed)	.000		.366	.156	.262	1.000	.001
	N	35	35	35	35	35	35	35
VAR00017	Pearson Correlation	.112	.157	1	.216	.322	.214	.576**
	Sig. (2-tailed)	.521	.366		.213	.059	.216	.000
	N	35	35	35	35	35	35	35
VAR00018	Pearson Correlation	.099	.245	.216	1	.435**	.564**	.695**
	Sig. (2-tailed)	.572	.156	.213		.009	.000	.000
	N	35	35	35	35	35	35	35
VAR00019	Pearson Correlation	.260	.195	.322	.435**	1	.503**	.755**
	Sig. (2-tailed)	.131	.262	.059	.009		.002	.000
	N	35	35	35	35	35	35	35
VAR00020	Pearson Correlation	.175	.000	.214	.564**	.503**	1	.662**
	Sig. (2-tailed)	.316	1.000	.216	.000	.002		.000
	N	35	35	35	35	35	35	35
Work_life_balance	Pearson Correlation	.542**	.535**	.576**	.695**	.755**	.662**	1
	Sig. (2-tailed)	.001	.001	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35

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

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.694	6

Item Statistics

	Mean	Std. Deviation	N
VAR00015	4.3714	.77024	35
VAR00016	4.4286	.77784	35
VAR00017	3.8286	1.09774	35
VAR00018	4.0286	1.01419	35
VAR00019	3.9429	1.13611	35
VAR00020	4.0000	.87447	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00015	20.2286	10.593	.364	.672
VAR00016	20.1714	10.617	.353	.675
VAR00017	20.7714	9.652	.316	.695
VAR00018	20.5714	8.958	.498	.628
VAR00019	20.6571	8.114	.557	.604
VAR00020	20.6000	9.600	.488	.635

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24.6000	13.012	3.60718	6

Correlations

Correlations

		VAR00022	VAR00023	VAR00024	VAR00025	VAR00026	VAR00027	Produktivitas_pegawai
VAR00022	Pearson Correlation	1	.501**	.513**	.172	.237	.291	.664**
	Sig. (2-tailed)		.002	.002	.324	.171	.090	.000
	N	35	35	35	35	35	35	35
VAR00023	Pearson Correlation	.501**	1	.659**	.520**	.134	.211	.745**
	Sig. (2-tailed)	.002		.000	.001	.443	.224	.000
	N	35	35	35	35	35	35	35
VAR00024	Pearson Correlation	.513**	.659**	1	.404*	-.073	.107	.633**
	Sig. (2-tailed)	.002	.000		.016	.676	.541	.000
	N	35	35	35	35	35	35	35
VAR00025	Pearson Correlation	.172	.520**	.404*	1	.451**	.188	.720**
	Sig. (2-tailed)	.324	.001	.016		.007	.278	.000
	N	35	35	35	35	35	35	35
VAR00026	Pearson Correlation	.237	.134	-.073	.451**	1	.462**	.590**
	Sig. (2-tailed)	.171	.443	.676	.007		.005	.000
	N	35	35	35	35	35	35	35
VAR00027	Pearson Correlation	.291	.211	.107	.188	.462**	1	.586**
	Sig. (2-tailed)	.090	.224	.541	.278	.005		.000
	N	35	35	35	35	35	35	35
Produktivitas_pegawai	Pearson Correlation	.664**	.745**	.633**	.720**	.590**	.586**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	35	35	35	35	35	35	35

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

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

Reliability**Scale: ALL VARIABLES****Case Processing Summary**

		N	%
Cases	Valid	35	100.0
	Excluded ^a	0	.0
	Total	35	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.731	6

Item Statistics

	Mean	Std. Deviation	N
VAR00022	4.3143	.83213	35
VAR00023	4.3714	.77024	35
VAR00024	4.4286	.77784	35
VAR00025	4.0000	1.02899	35
VAR00026	3.9143	.88688	35
VAR00027	4.2286	.91026	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00022	20.9429	8.585	.490	.686
VAR00023	20.8857	8.339	.615	.655
VAR00024	20.8286	8.911	.463	.695
VAR00025	21.2571	7.667	.516	.678
VAR00026	21.3429	8.879	.379	.718
VAR00027	21.0286	8.852	.367	.722

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25.2571	11.667	3.41573	6

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Produktivitas_pegawai
N		35
Normal Parameters ^{a,b}	Mean	25.2571
	Std. Deviation	3.41573
Most Extreme Differences	Absolute	.185
	Positive	.097
	Negative	-.185
Test Statistic		.185
Asymp. Sig. (2-tailed)		.381 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Means

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Produktivitas_pegawai * Rotasi_pekerjaan	35	100.0%	0	0.0%	35	100.0%
Produktivitas_pegawai * Komitmen_organisasi	35	100.0%	0	0.0%	35	100.0%
Produktivitas_pegawai * Work_life_balance	35	100.0%	0	0.0%	35	100.0%

Produktivitas_pegawai * Rotasi_pekerjaan

Report

Produktivitas_pegawai

Rotasi_pekerjaan	Mean	N	Std. Deviation
8.00	16.0000	1	.
17.00	18.0000	1	.
18.00	26.0000	1	.
23.00	23.3333	3	.57735
24.00	24.6250	8	4.20671
25.00	26.1667	6	2.56255
26.00	26.4000	5	1.34164
27.00	30.0000	1	.
28.00	26.5000	6	2.07364
29.00	25.0000	1	.
30.00	27.0000	2	2.82843
Total	25.2571	35	3.41573

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_pegawai * Rotasi_pekerjaan	Between Groups (Combined)	202.611	10	20.261	2.506	.032
	Linearity	143.466	1	143.466	17.741	.308
	Deviation from Linearity	59.145	9	6.572	.813	.610
Within Groups		194.075	24	8.086		
Total		396.686	34			

Measures of Association

	R	R Squared	Eta	Eta Squared
Produktivitas_pegawai * Rotasi_pekerjaan	.601	.362	.715	.511

Produktivitas_pegawai * Komitmen_organisasi

Report

Produktivitas_pegawai

Komitmen_organisasi	Mean	N	Std. Deviation
12.00	26.0000	1	.
16.00	16.0000	1	.
18.00	16.5000	2	2.12132
20.00	29.0000	1	.
21.00	28.0000	1	.
22.00	22.0000	1	.
23.00	23.0000	2	.00000
24.00	24.0000	4	.00000
25.00	25.0000	7	.00000
26.00	26.0000	4	.00000
27.00	27.0000	4	.00000
28.00	28.0000	4	.00000
29.00	29.0000	1	.
30.00	30.0000	2	.00000
Total	25.2571	35	3.41573

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_pegawai * Komitmen_organisasi	Between Groups	(Combined)	392.186	13	30.168	140.785	.168
		Linearity	175.199	1	175.199	817.596	.671
		Deviation from Linearity	216.987	12	18.082	84.384	.655
	Within Groups		4.500	21	.214		
	Total		396.686	34			

Measures of Association

	R	R Squared	Eta	Eta Squared
Produktivitas_pegawai * Komitmen_organisasi	.665	.442	.994	.989

Produktivitas_pegawai * Work_life_balance

Report

Produktivitas_pegawai

Work_life_balance	Mean	N	Std. Deviation
15.00	15.0000	1	.
19.00	26.3333	3	1.52753
20.00	20.5000	2	6.36396
21.00	22.0000	2	5.65685
22.00	25.0000	1	.
23.00	24.6667	3	.57735
24.00	26.5000	2	2.12132
25.00	26.0000	4	3.16228
26.00	26.2000	5	3.34664
27.00	25.6667	3	2.30940
28.00	25.8000	5	1.48324
29.00	28.3333	3	.57735
30.00	27.0000	1	.
Total	25.2571	35	3.41573

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Produktivitas_pegawai * Work_life_balance	Between Groups	(Combined)	219.419	12	18.285	2.269	.461
		Linearity	109.006	1	109.006	13.528	.132
		Deviation from Linearity	110.413	11	10.038	1.246	.317
	Within Groups		177.267	22	8.058		
Total			396.686	34			

Measures of Association

	R	R Squared	Eta	Eta Squared
Produktivitas_pegawai * Work_life_balance	.524	.275	.744	.553

Frequency Table

VAR00001

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	5.7	5.7	5.7
	Tidak Setuju	1	2.9	2.9	8.6
	Netral	3	8.6	8.6	17.1
	Setuju	19	54.3	54.3	71.4
	Sangat Setuju	10	28.6	28.6	100.0
	Total	35	100.0	100.0	

VAR00002

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Netral	3	8.6	8.6	11.4
	Setuju	20	57.1	57.1	68.6
	Sangat Setuju	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

VAR00003

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Tidak Setuju	1	2.9	2.9	5.7
	Netral	6	17.1	17.1	22.9
	Setuju	19	54.3	54.3	77.1
	Sangat Setuju	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

VAR00004

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Tidak Setuju	1	2.9	2.9	5.7
	Netral	2	5.7	5.7	11.4
	Setuju	16	45.7	45.7	57.1
	Sangat Setuju	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

VAR00005

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.9	2.9	2.9
	Netral	3	8.6	8.6	11.4
	Setuju	15	42.9	42.9	54.3
	Sangat Setuju	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

VAR00006

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Tidak Setuju	1	2.9	2.9	5.7
	Netral	2	5.7	5.7	11.4
	Setuju	16	45.7	45.7	57.1
	Sangat Setuju	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

VAR00008

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	5.7	5.7	5.7
	Netral	1	2.9	2.9	8.6
	Setuju	16	45.7	45.7	54.3
	Sangat Setuju	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

VAR00009

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Netral	3	8.6	8.6	11.4
	Setuju	15	42.9	42.9	54.3
	Sangat Setuju	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

VAR00010

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Netral	1	2.9	2.9	5.7
	Setuju	17	48.6	48.6	54.3
	Sangat Setuju	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

VAR00011

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	5	14.3	14.3	14.3
	Tidak Setuju	1	2.9	2.9	17.1
	Netral	3	8.6	8.6	25.7
	Setuju	17	48.6	48.6	74.3
	Sangat Setuju	9	25.7	25.7	100.0
	Total	35	100.0	100.0	

VAR00012

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	3	8.6	8.6	8.6
	Tidak Setuju	2	5.7	5.7	14.3
	Netral	6	17.1	17.1	31.4
	Setuju	16	45.7	45.7	77.1
	Sangat Setuju	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

VAR00013

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Tidak Setuju	1	2.9	2.9	5.7
	Netral	2	5.7	5.7	11.4
	Setuju	16	45.7	45.7	57.1
	Sangat Setuju	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

VAR00015

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.9	2.9	2.9
	Netral	3	8.6	8.6	11.4
	Setuju	13	37.1	37.1	48.6
	Sangat Setuju	18	51.4	51.4	100.0
	Total	35	100.0	100.0	

VAR00016

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Setuju	16	45.7	45.7	48.6
	Sangat Setuju	18	51.4	51.4	100.0
	Total	35	100.0	100.0	

VAR00017

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	14.3	14.3	14.3
	Netral	9	25.7	25.7	40.0
	Setuju	8	22.9	22.9	62.9
	Sangat Setuju	13	37.1	37.1	100.0
	Total	35	100.0	100.0	

VAR00018

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	8.6	8.6	8.6
	Netral	8	22.9	22.9	31.4
	Setuju	9	25.7	25.7	57.1
	Sangat Setuju	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

VAR00019

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Tidak Setuju	3	8.6	8.6	11.4
	Netral	8	22.9	22.9	34.3
	Setuju	8	22.9	22.9	57.1
	Sangat Setuju	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

VAR00020

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.9	2.9	2.9
	Netral	10	28.6	28.6	31.4
	Setuju	12	34.3	34.3	65.7
	Sangat Setuju	12	34.3	34.3	100.0
	Total	35	100.0	100.0	

VAR00022

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Netral	2	5.7	5.7	8.6
	Setuju	16	45.7	45.7	54.3
	Sangat Setuju	16	45.7	45.7	100.0
	Total	35	100.0	100.0	

VAR00023

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.9	2.9	2.9
	Netral	3	8.6	8.6	11.4
	Setuju	13	37.1	37.1	48.6
	Sangat Setuju	18	51.4	51.4	100.0
	Total	35	100.0	100.0	

VAR00024

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Setuju	16	45.7	45.7	48.6
	Sangat Setuju	18	51.4	51.4	100.0
	Total	35	100.0	100.0	

VAR00025

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	2	5.7	5.7	5.7
	Tidak Setuju	1	2.9	2.9	8.6
	Netral	3	8.6	8.6	17.1
	Setuju	18	51.4	51.4	68.6
	Sangat Setuju	11	31.4	31.4	100.0
	Total	35	100.0	100.0	

VAR00026

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Tidak Setuju	1	2.9	2.9	5.7
	Netral	6	17.1	17.1	22.9
	Setuju	19	54.3	54.3	77.1
	Sangat Setuju	8	22.9	22.9	100.0
	Total	35	100.0	100.0	

VAR00027

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.9	2.9	2.9
	Tidak Setuju	1	2.9	2.9	5.7
	Netral	2	5.7	5.7	11.4
	Setuju	16	45.7	45.7	57.1
	Sangat Setuju	15	42.9	42.9	100.0
	Total	35	100.0	100.0	

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Work_life_balance, Rotasi_pekerjaan, Komitmen_organisasi ^b		Enter

a. Dependent Variable: Produktivitas_pegawai

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.778 ^a	.605	.567	2.24870

a. Predictors: (Constant), Work_life_balance, Rotasi_pekerjaan,

Komitmen_organisasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	239.929	3	79.976	15.816	.000 ^b
	Residual	156.757	31	5.057		
	Total	396.686	34			

a. Dependent Variable: Produktivitas_pegawai

b. Predictors: (Constant), Work_life_balance, Rotasi_pekerjaan, Komitmen_organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.314	3.296		1.005	.323
	Rotasi_pekerjaan	.301	.112	.355	2.698	.011
	Komitmen_organisasi	.311	.124	.357	2.516	.017
	Work_life_balance	.279	.118	.294	2.356	.025

a. Dependent Variable: Produktivitas_pegawai

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Work_life_balance, Rotasi_pekerjaan, Komitmen_organisasi ^b		Enter

a. Dependent Variable: Produktivitas_pegawai

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.778 ^a	.605	.567	2.24870	2.202

a. Predictors: (Constant), Work_life_balance, Rotasi_pekerjaan, Komitmen_organisasi

b. Dependent Variable: Produktivitas_pegawai

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	239.929	3	79.976	15.816	.000 ^b
	Residual	156.757	31	5.057		
	Total	396.686	34			

a. Dependent Variable: Produktivitas_pegawai

b. Predictors: (Constant), Work_life_balance, Rotasi_pekerjaan, Komitmen_organisasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.314	3.296		1.005	.323		
	Rotasi_pekerjaan	.301	.112	.355	2.698	.011	.738	1.355
	Komitmen_organisasi	.311	.124	.357	2.516	.017	.633	1.581
	Work_life_balance	.279	.118	.294	2.356	.025	.817	1.224

a. Dependent Variable: Produktivitas_pegawai

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Rotasi_pekerjaan	Komitmen_organisasi	Work_life_balance
1	1	3.961	1.000	.00	.00	.00	.00
	2	.018	14.760	.03	.50	.02	.41
	3	.012	18.139	.32	.13	.80	.00
	4	.009	21.454	.65	.38	.18	.59

a. Dependent Variable: Produktivitas_pegawai

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	16.2745	28.6181	25.2571	2.65645	35
Residual	-5.32329	6.42849	.00000	2.14720	35
Std. Predicted Value	-3.381	1.265	.000	1.000	35
Std. Residual	-2.367	2.859	.000	.955	35

a. Dependent Variable: Produktivitas_pegawai