

Lampiran 1

Kuisisioner

Bandar Lampung, 30 April 2018

Hal : Mohon Bantuan Pengisian Kuisisioner

Kepada Yth.

Bapak/Ibu
di-
Tempat.

Dengan Hormat,

Bersama dengan ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada Perum Damri Bandar Lampung, penelitian ini dilakukan dalam rangka penulisan skripsi sebagai salah satu syarat dalam menyelesaikan studi pada program sarjana di IBI Darmajaya dengan konsentrasi Manajemen SDM tentang **“PENGARUH *WORK-FAMILY CONFLICT* DAN MOTIVASI KERJA TERHADAP KINERJA PENGEMUDI BUS PERUSAHAAN UMUM (PERUM) DAMRI KOTA BANDAR LAMPUNG”**

Sehubungan dengan maksud diatas saya sangat mengharapkan bantuan Bapak/Ibu atau Saudara/i untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu Bapak/ibu atau saudara/i diharapkan dapat memberikan jawaban sejujur-jujurnya sesuai dengan keadaan sesungguhnya, dan jawaban tersebut tidak berpengaruh terhadap kondisi Bapak/ibu atau saudara/i.

Demikian permohonan ini saya buat, atas bantuan dan partisipasinya saya ucapkan terimakasih.

Hormat Saya,

Muhammad Kapitan

KUISIONER PENELITIAN

1. PETUNJUK PENGISIAN :

A. Kepada Yth Bapak/Ibu/Sdr/i untuk menjawab seluruh pertanyaan yang ada dengan jujur dan sesuai dengan keadaan yang sebenarnya.

Terdapat alternatif jawaban dengan bobot penilaian sebagai berikut :

SS : Sangat Setuju
S : Setuju
KS : Kurang Setuju
TS : Tidak Setuju
STS : Sangat Tidak Setuju

B. Berilah tanda ceklis (√) salah satu jawaban yang anda anggap paling sesuai.

2. IDENTITAS RESPONDEN

A. **Usia** :

20-29 Tahun
 30-39 Tahun > 50 Tahun
 40-49 Tahun

B. **Tingkat Pendidikan** :

SMP
 SMA
 Diploma
 S1

C. **Lama Kerja** :

0-3Tahun >10 Tahun
 3-5Tahun
 5-10tahun

Variabel *Work Family Conflict* (X₁)

No.	Pernyataan	SS	S	KS	TS	STS
1	Pekerjaan menghalangi waktu untuk bertemu dengan keluarga					
2	Sepulang kerja terlalu letih untuk menjalankan aktivitas bersama dengan istri dan anak-anak					
3	Jam kerja mengurangi waktu bersama dengan anak					
4.	Setiba dirumah dari tempat kerja, pengemudi kehabisan tenaga untuk menjalankan peran sebagai orangtua					
5	Banyak menghabiskan waktu di kantor sehingga tidak dapat lagi mengurus pekerjaan rumah					
6	Saat kembali kerumah, tidak lagi memiliki tenaga untuk mengatur rumah tangga					
7.	Karena tuntutan pekerjaan, menyebabkan sering marah di rumah					
8	Tuntutan urusan keluarga membatasi jumlah jam kerja dikantor					
9.	Kekhawatiran tentang apa yang akan terjadi dirumah, membuat sulit bekerja dengan baik					
10.	Sangat letih mengurus pekerjaan dirumah sehingga membuat kelelahan saat bekerja					

Variabel Motivasi Kerja (X₂)

No.	Pernyataan	SS	S	KS	TS	STS
1.	Pendapatan yang diterima pengemudi sesuai hasil kerja					
2.	Kompensasi yang diberikan perusahaan dapat meningkatkan semangat kerja pengemudi					
3.	Bonus sebagai dorongan pengemudi untuk dapat lebih meningkatkan kinerja					
4.	Bertanggung jawab sepenuhnya dalam melakukan pekerjaan.					
5.	Masukan dan saran rekan kerja terhadap pengemudi dapat menjadi inspirasi					
6.	Pemberian penghargaan diberikan kepada pengemudi yang berprestasi					
7.	Memiliki semangat untuk terus mengembangkan kemampuan di dalam Perusahaan.					
8.	Adanya Apresiasi untuk pengemudi yang telah mencapai target kerja perusahaan					
9.	Perusahaan dapat memberikan penilaian yang tepat terhadap pekerjaan yang dilakukan.					
10.	Kemajuan perusahaan memberikan dorongan untuk berkembang.					

Variabel Kinerja pengemudi (Y)

No.	Pernyataan	SS	S	KS	TS	STS
1.	Pekerjaan yang dilakukan pengemudi telah sesuai dengan hasil yang dicapai sesuai dengan tujuan perusahaan					
2.	Pengemudi dapat mengeluarkan semua kemampuan yang dimiliki untuk menyelesaikan semua pekerjaan.					
3.	Pengemudi menyelesaikan pekerjaan sesuai prosedur yang telah ditetapkan perusahaan					
4.	Hasil pekerjaan memenuhi kriteria yang ditetapkan perusahaan					
5.	Pengemudi menyelesaikan pekerjaan sesuai dengan waktu yang telah ditentukan.					
6.	Target pekerjaan yang diberikan kepada pengemudi telah diselesaikan dengan tepat					
7.	Pengemudi dapat memanfaatkan sarana kantor agar pekerjaan dapat diselesaikan secepatnya					
8.	Pengemudi dapat memaksimalkan segala sumber daya yang ada					
9.	Tugas dan tanggung jawab sesuai dengan kemampuan.					
10.	Pekerjaan diselesaikan dengan memaksimalkan waktu.					

Lampiran 2

Hasil Karakteristik Responden

1. Berdasarkan Usia

USIA				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-29	15	25.4	25.4
	30-39	33	55.9	81.4
	40-49	11	18.6	100.0
	Total	59	100.0	100.0

2. Berdasarkan Pendidikan

PENDIDIKAN				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	11	18.6	18.6
	SMA	27	45.8	64.4
	D3	21	35.6	100.0
	Total	59	100.0	100.0

3. Berdasarkan Lama Kerja

LAMA_KERJA				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-3 TAHUN	13	22.0	22.0
	3-5 TAHUN	36	61.0	83.1
	5-10 TAHUN	10	16.9	100.0
	Total	59	100.0	100.0

Lampiran 3

Hasil Jawaban Responden

1. Berdasarkan Variabel *Work Family Conflict*

WF1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.7	1.7	1.7
3	17	28.8	28.8	30.5
Valid 4	35	59.3	59.3	89.8
5	6	10.2	10.2	100.0
Total	59	100.0	100.0	

WF2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.1	5.1	5.1
3	16	27.1	27.1	32.2
Valid 4	23	39.0	39.0	71.2
5	17	28.8	28.8	100.0
Total	59	100.0	100.0	

WF3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.7	1.7	1.7
3	15	25.4	25.4	27.1
Valid 4	22	37.3	37.3	64.4
5	21	35.6	35.6	100.0
Total	59	100.0	100.0	

WF4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	3.4	3.4	3.4
2	3	5.1	5.1	8.5

	3	13	22.0	22.0	30.5
	4	24	40.7	40.7	71.2
	5	17	28.8	28.8	100.0
	Total	59	100.0	100.0	

WF5

	Frequency	Percent	Valid Percent	Cumulative Percent
	1	1	1.7	1.7
	3	20	33.9	35.6
Valid	4	23	39.0	74.6
	5	15	25.4	100.0
	Total	59	100.0	100.0

WF6

	Frequency	Percent	Valid Percent	Cumulative Percent
	2	6	10.2	10.2
	3	18	30.5	40.7
Valid	4	20	33.9	74.6
	5	15	25.4	100.0
	Total	59	100.0	100.0

WF7

	Frequency	Percent	Valid Percent	Cumulative Percent
	1	4	6.8	6.8
	2	9	15.3	22.0
Valid	3	21	35.6	57.6
	4	19	32.2	89.8
	5	6	10.2	100.0
	Total	59	100.0	100.0

WF8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.4	3.4
	2	6	10.2	13.6

3	24	40.7	40.7	54.2
4	19	32.2	32.2	86.4
5	8	13.6	13.6	100.0
Total	59	100.0	100.0	

WF9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	11.9	11.9	11.9
3	23	39.0	39.0	50.8
Valid 4	22	37.3	37.3	88.1
5	7	11.9	11.9	100.0
Total	59	100.0	100.0	

WF10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	5.1	5.1	5.1
2	10	16.9	16.9	22.0
Valid 3	22	37.3	37.3	59.3
4	17	28.8	28.8	88.1
5	7	11.9	11.9	100.0
Total	59	100.0	100.0	

WORK_FAMILY

	Frequency	Percent	Valid Percent	Cumulative Percent
29	3	5.1	5.1	5.1
30	5	8.5	8.5	13.6
31	3	5.1	5.1	18.6
32	3	5.1	5.1	23.7
33	1	1.7	1.7	25.4
Valid 34	1	1.7	1.7	27.1
35	4	6.8	6.8	33.9
36	3	5.1	5.1	39.0
37	9	15.3	15.3	54.2
38	4	6.8	6.8	61.0
39	10	16.9	16.9	78.0

40	2	3.4	3.4	81.4
41	5	8.5	8.5	89.8
42	2	3.4	3.4	93.2
43	1	1.7	1.7	94.9
44	2	3.4	3.4	98.3
46	1	1.7	1.7	100.0
Total	59	100.0	100.0	

2. Berdasarkan Variabel Motivasi Kerja

M1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.1	5.1	5.1
3	12	20.3	20.3	25.4
Valid 4	21	35.6	35.6	61.0
5	23	39.0	39.0	100.0
Total	59	100.0	100.0	

M2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.7	1.7	1.7
2	1	1.7	1.7	3.4
Valid 3	22	37.3	37.3	40.7
4	21	35.6	35.6	76.3
5	14	23.7	23.7	100.0
Total	59	100.0	100.0	

M3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	13.6	13.6	13.6
Valid 3	18	30.5	30.5	44.1
4	17	28.8	28.8	72.9
5	16	27.1	27.1	100.0

Total	59	100.0	100.0
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M4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.7	1.7	1.7
2	4	6.8	6.8	8.5
Valid 3	25	42.4	42.4	50.8
4	22	37.3	37.3	88.1
5	7	11.9	11.9	100.0
Total	59	100.0	100.0	

M5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.4	3.4	3.4
2	8	13.6	13.6	16.9
Valid 3	30	50.8	50.8	67.8
4	13	22.0	22.0	89.8
5	6	10.2	10.2	100.0
Total	59	100.0	100.0	

M6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	9	15.3	15.3	15.3
3	26	44.1	44.1	59.3
Valid 4	17	28.8	28.8	88.1
5	7	11.9	11.9	100.0
Total	59	100.0	100.0	

M7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.7	1.7	1.7
2	6	10.2	10.2	11.9
Valid 3	28	47.5	47.5	59.3
4	16	27.1	27.1	86.4
5	8	13.6	13.6	100.0

Total	59	100.0	100.0
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M8

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.7	1.7	1.7
2	8	13.6	13.6	15.3
Valid 3	26	44.1	44.1	59.3
4	23	39.0	39.0	98.3
5	1	1.7	1.7	100.0
Total	59	100.0	100.0	

M9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.5	8.5	8.5
3	24	40.7	40.7	49.2
Valid 4	24	40.7	40.7	89.8
5	6	10.2	10.2	100.0
Total	59	100.0	100.0	

M10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	14	23.7	23.7	23.7
3	23	39.0	39.0	62.7
Valid 4	18	30.5	30.5	93.2
5	4	6.8	6.8	100.0
Total	59	100.0	100.0	

MOTIVASI

	Frequency	Percent	Valid Percent	Cumulative Percent
24	1	1.7	1.7	1.7
25	1	1.7	1.7	3.4
26	3	5.1	5.1	8.5
Valid 27	2	3.4	3.4	11.9
29	3	5.1	5.1	16.9
30	2	3.4	3.4	20.3
31	2	3.4	3.4	23.7

32	6	10.2	10.2	33.9
33	4	6.8	6.8	40.7
34	4	6.8	6.8	47.5
35	4	6.8	6.8	54.2
36	3	5.1	5.1	59.3
37	7	11.9	11.9	71.2
38	2	3.4	3.4	74.6
39	4	6.8	6.8	81.4
40	1	1.7	1.7	83.1
41	2	3.4	3.4	86.4
42	1	1.7	1.7	88.1
43	1	1.7	1.7	89.8
44	2	3.4	3.4	93.2
45	2	3.4	3.4	96.6
46	1	1.7	1.7	98.3
48	1	1.7	1.7	100.0
Total	59	100.0	100.0	

3. Berdasarkan Variabel Kinerja

K1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.1	5.1	5.1
3	20	33.9	33.9	39.0
Valid 4	26	44.1	44.1	83.1
5	10	16.9	16.9	100.0
Total	59	100.0	100.0	

K2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.7	1.7	1.7
Valid 3	28	47.5	47.5	49.2
4	21	35.6	35.6	84.7
5	9	15.3	15.3	100.0

Total	59	100.0	100.0
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K3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	3.4	3.4	3.4
2	2	3.4	3.4	6.8
Valid 3	19	32.2	32.2	39.0
4	27	45.8	45.8	84.7
5	9	15.3	15.3	100.0
Total	59	100.0	100.0	

K4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.7	1.7	1.7
3	19	32.2	32.2	33.9
Valid 4	24	40.7	40.7	74.6
5	15	25.4	25.4	100.0
Total	59	100.0	100.0	

K5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.5	8.5	8.5
3	27	45.8	45.8	54.2
Valid 4	18	30.5	30.5	84.7
5	9	15.3	15.3	100.0
Total	59	100.0	100.0	

K6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.7	1.7	1.7
2	3	5.1	5.1	6.8
Valid 3	17	28.8	28.8	35.6
4	25	42.4	42.4	78.0
5	13	22.0	22.0	100.0
Total	59	100.0	100.0	

K7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	8.5	8.5	8.5
3	30	50.8	50.8	59.3
Valid 4	19	32.2	32.2	91.5
5	5	8.5	8.5	100.0
Total	59	100.0	100.0	

K8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	6.8	6.8	6.8
3	27	45.8	45.8	52.5
Valid 4	22	37.3	37.3	89.8
5	6	10.2	10.2	100.0
Total	59	100.0	100.0	

K9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.7	1.7	1.7
2	10	16.9	16.9	18.6
Valid 3	22	37.3	37.3	55.9
4	22	37.3	37.3	93.2
5	4	6.8	6.8	100.0
Total	59	100.0	100.0	

K10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.7	1.7	1.7
2	6	10.2	10.2	11.9
Valid 3	19	32.2	32.2	44.1
4	24	40.7	40.7	84.7
5	9	15.3	15.3	100.0
Total	59	100.0	100.0	

KINERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
27	2	3.4	3.4	3.4
28	1	1.7	1.7	5.1
29	3	5.1	5.1	10.2
30	2	3.4	3.4	13.6
31	1	1.7	1.7	15.3
32	7	11.9	11.9	27.1
33	4	6.8	6.8	33.9
34	3	5.1	5.1	39.0
35	6	10.2	10.2	49.2
36	4	6.8	6.8	55.9
Valid 37	1	1.7	1.7	57.6
38	5	8.5	8.5	66.1
39	6	10.2	10.2	76.3
40	5	8.5	8.5	84.7
41	2	3.4	3.4	88.1
42	2	3.4	3.4	91.5
43	2	3.4	3.4	94.9
46	1	1.7	1.7	96.6
47	1	1.7	1.7	98.3
48	1	1.7	1.7	100.0
Total	59	100.0	100.0	

Lampiran 4

Hasil Uji Validitas

1. Berdasarkan Variabel *Work Family Conflict*

Correlations

		WF1	WF2	WF3	WF4	WF5	WF6	WF7	WF8	WF9	WF10	WORK_F AMILY
WF1	Pearson Correlation	1	.027	.306	.175	.354 [*]	.347 [*]	.382 [*]	-.130	.026	.093	.420 [*]
	Sig. (1-tailed)		.443	.050	.177	.027	.030	.019	.247	.445	.313	.010
	N	30	30	30	30	30	30	30	30	30	30	30
WF2	Pearson Correlation	.027	1	.083	.083	.378 [*]	.472 ^{**}	.174	.526 ^{**}	.317 [*]	.400 [*]	.646 ^{**}
	Sig. (1-tailed)	.443		.331	.332	.020	.004	.178	.001	.044	.014	.000
	N	30	30	30	30	30	30	30	30	30	30	30
WF3	Pearson Correlation	.306	.083	1	.374 [*]	.255	.244	.154	-.056	.338 [*]	.253	.501 ^{**}
	Sig. (1-tailed)	.050	.331		.021	.087	.097	.208	.384	.034	.089	.002
	N	30	30	30	30	30	30	30	30	30	30	30
WF4	Pearson Correlation	.175	.083	.374 [*]	1	.067	-.126	.115	.307 [*]	.175	.167	.401 [*]
	Sig. (1-tailed)	.177	.332	.021		.362	.253	.273	.049	.178	.189	.014
	N	30	30	30	30	30	30	30	30	30	30	30
WF5	Pearson Correlation	.354 [*]	.378 [*]	.255	.067	1	.581 ^{**}	.162	.171	.321 [*]	.148	.630 ^{**}
	Sig. (1-tailed)	.027	.020	.087	.362		.000	.196	.183	.042	.217	.000
	N	30	30	30	30	30	30	30	30	30	30	30
WF6	Pearson Correlation	.347 [*]	.472 ^{**}	.244	-.126	.581 ^{**}	1	.266	.093	.313 [*]	.267	.629 ^{**}
	Sig. (1-tailed)	.030	.004	.097	.253	.000		.078	.312	.046	.077	.000
	N	30	30	30	30	30	30	30	30	30	30	30
WF7	Pearson Correlation	.382 [*]	.174	.154	.115	.162	.266	1	.191	.152	.331 [*]	.519 ^{**}
	Sig. (1-tailed)	.019	.178	.208	.273	.196	.078		.156	.211	.037	.002

	N	30	30	30	30	30	30	30	30	30	30	30
WF8	Pearson Correlation	-.130	.526**	-.056	.307*	.171	.093	.191	1	.231	.324*	.506**
	Sig. (1-tailed)	.247	.001	.384	.049	.183	.312	.156		.110	.040	.002
	N	30	30	30	30	30	30	30	30	30	30	30
WF9	Pearson Correlation	.026	.317*	.338*	.175	.321*	.313*	.152	.231	1	.573**	.636**
	Sig. (1-tailed)	.445	.044	.034	.178	.042	.046	.211	.110		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
WF10	Pearson Correlation	.093	.400*	.253	.167	.148	.267	.331*	.324*	.573**	1	.652**
	Sig. (1-tailed)	.313	.014	.089	.189	.217	.077	.037	.040	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
WORK_	Pearson Correlation	.420*	.646**	.501**	.401*	.630**	.629**	.519**	.506**	.636**	.652**	1
	Sig. (1-tailed)	.010	.000	.002	.014	.000	.000	.002	.002	.000	.000	
FAMILY	N	30	30	30	30	30	30	30	30	30	30	30

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

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

2. Berdasarkan Variabel Motivasi Kerja

Correlations

		M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	MOTIVASI
M1	Pearson Correlation	1	.362*	.489**	.418*	.338*	-.054	.091	.268	.205	.489**	.542**
	Sig. (1-tailed)		.025	.003	.011	.034	.389	.315	.076	.139	.003	.001
	N	30	30	30	30	30	30	30	30	30	30	30
M2	Pearson Correlation	.362*	1	.313*	.333*	.051	.167	.194	.190	.455**	.313*	.508**
	Sig. (1-tailed)	.025		.046	.036	.394	.189	.152	.158	.006	.046	.002
	N	30	30	30	30	30	30	30	30	30	30	30
M3	Pearson Correlation	.489**	.313*	1	.391*	.466**	.479**	.475**	.298	.235	1.000**	.817**
	Sig. (1-tailed)	.003	.046		.016	.005	.004	.004	.055	.106	.000	.000

	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.418*	.333*	.391*	1	.363*	.237	.468**	.396*	.360*	.391*	.673**
M4	Sig. (1-tailed)	.011	.036	.016		.024	.104	.005	.015	.025	.016	.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.338*	.051	.466**	.363*	1	.458**	.428**	.532**	-.032	.466**	.648**
M5	Sig. (1-tailed)	.034	.394	.005	.024		.005	.009	.001	.434	.005	.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	-.054	.167	.479**	.237	.458**	1	.477**	.317*	.176	.479**	.602**
M6	Sig. (1-tailed)	.389	.189	.004	.104	.005		.004	.044	.175	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.091	.194	.475**	.468**	.428**	.477**	1	.431**	.299	.475**	.685**
M7	Sig. (1-tailed)	.315	.152	.004	.005	.009	.004		.009	.054	.004	.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.268	.190	.298	.396*	.532**	.317*	.431**	1	.340*	.298	.619**
M8	Sig. (1-tailed)	.076	.158	.055	.015	.001	.044	.009		.033	.055	.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.205	.455**	.235	.360*	-.032	.176	.299	.340*	1	.235	.495**
M9	Sig. (1-tailed)	.139	.006	.106	.025	.434	.175	.054	.033		.106	.003
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.489**	.313*	1.000**	.391*	.466**	.479**	.475**	.298	.235	1	.817**
M10	Sig. (1-tailed)	.003	.046	.000	.016	.005	.004	.004	.055	.106		.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.542**	.508**	.817**	.673**	.648**	.602**	.685**	.619**	.495**	.817**	1
MOTI	Sig. (1-tailed)	.001	.002	.000	.000	.000	.000	.000	.000	.003	.000	
VASI	N	30	30	30	30	30	30	30	30	30	30	30

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

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

3. Berdasarkan Variabel Kinerja

Correlations

		K1	K2	K3	K4	K5	K6	K7	K8	K9	K10	KINERJA
K1	Pearson Correlation	1	.406 [*]	.239	.313 [*]	.526 ^{**}	.351 [*]	.523 ^{**}	.356 [*]	1.000 ^{**}	.413 [*]	.796 ^{**}
	Sig. (1-tailed)		.013	.102	.046	.001	.029	.002	.027	.000	.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30
K2	Pearson Correlation	.406 [*]	1	.292	.195	.389 [*]	.425 ^{**}	.606 ^{**}	.214	.406 [*]	.391 [*]	.668 ^{**}
	Sig. (1-tailed)	.013		.059	.151	.017	.010	.000	.128	.013	.016	.000
	N	30	30	30	30	30	30	30	30	30	30	30
K3	Pearson Correlation	.239	.292	1	.204	.102	-.047	.392 [*]	.132	.239	.260	.429 ^{**}
	Sig. (1-tailed)	.102	.059		.139	.296	.402	.016	.243	.102	.082	.009
	N	30	30	30	30	30	30	30	30	30	30	30
K4	Pearson Correlation	.313 [*]	.195	.204	1	.298	.451 ^{**}	.524 ^{**}	.558 ^{**}	.313 [*]	-.343 [*]	.545 ^{**}
	Sig. (1-tailed)	.046	.151	.139		.055	.006	.001	.001	.046	.032	.001
	N	30	30	30	30	30	30	30	30	30	30	30
K5	Pearson Correlation	.526 ^{**}	.389 [*]	.102	.298	1	.571 ^{**}	.589 ^{**}	.527 ^{**}	.526 ^{**}	.211	.751 ^{**}
	Sig. (1-tailed)	.001	.017	.296	.055		.000	.000	.001	.001	.131	.000
	N	30	30	30	30	30	30	30	30	30	30	30
K6	Pearson Correlation	.351 [*]	.425 ^{**}	-.047	.451 ^{**}	.571 ^{**}	1	.391 [*]	.576 ^{**}	.351 [*]	-.148	.613 ^{**}
	Sig. (1-tailed)	.029	.010	.402	.006	.000		.016	.000	.029	.217	.000
	N	30	30	30	30	30	30	30	30	30	30	30
K7	Pearson Correlation	.523 ^{**}	.606 ^{**}	.392 [*]	.524 ^{**}	.589 ^{**}	.391 [*]	1	.466 ^{**}	.523 ^{**}	.113	.801 ^{**}
	Sig. (1-tailed)	.002	.000	.016	.001	.000	.016		.005	.002	.277	.000
	N	30	30	30	30	30	30	30	30	30	30	30
K8	Pearson Correlation	.356 [*]	.214	.132	.558 ^{**}	.527 ^{**}	.576 ^{**}	.466 ^{**}	1	.356 [*]	-.027	.650 ^{**}
	Sig. (1-tailed)	.027	.128	.243	.001	.001	.000	.005		.027	.445	.000
	N	30	30	30	30	30	30	30	30	30	30	30
K9	Pearson Correlation	1.000 ^{**}	.406 [*]	.239	.313 [*]	.526 ^{**}	.351 [*]	.523 ^{**}	.356 [*]	1	.413 [*]	.796 ^{**}

	Sig. (1-tailed)	.000	.013	.102	.046	.001	.029	.002	.027		.012	.000
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.413*	.391*	.260	-.343*	.211	-.148	.113	-.027	.413*	1	.361*
K10	Sig. (1-tailed)	.012	.016	.082	.032	.131	.217	.277	.445	.012		.025
	N	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.796**	.668**	.429**	.545**	.751**	.613**	.801**	.650**	.796**	.361*	1
KINER	Sig. (1-tailed)	.000	.000	.009	.001	.000	.000	.000	.000	.000	.025	
JA	N	30	30	30	30	30	30	30	30	30	30	30

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

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

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Lampiran 5

Hasil Uji Realibilitas

1. Berdasarkan Variabel *Work Family Conflict*

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
.754	10

2. Berdasarkan Variabel *Motivasi Kerja*

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
.843	10

3. Berdasarkan Variabel Kinerja

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
.836	10

Lampiran 6

Hasil Uji Linearitas

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
	(Combined)	360.760	16	22.547	.933	.541
KINERJA	Between Linearity	134.856	1	134.856	5.579	.023
*	Groups Deviation	225.904	15	15.060	.623	.839
WORK_F	from Linearity					
AMILY	Within Groups	1015.172	42	24.171		
	Total	1375.932	58			

ANOVA Table

		Sum of Squares	df	Mean Square	F	Sig.
	(Combined)	851.968	22	38.726	2.661	.004
	Between Linearity	422.876	1	422.876	29.055	.000
KINERJA *	Groups Deviation	429.092	21	20.433	1.404	.181
MOTIVASI	from Linearity					
	Within Groups	523.964	36	14.555		
	Total	1375.932	58			

Hasil Uji Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
	(Constant)	10.453	5.184		2.016	.049	
1	WORK_FAMILY	.268	.123	.235	2.179	.034	.978 1.023
	MOTIVASI	.450	.094	.519	4.807	.000	.978 1.023

a. Dependent Variable: KINERJA

Lampiran 7

Hasil Uji Analisis Regresi Linear Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.601 ^a	.361	.339	3.961

a. Predictors: (Constant), MOTIVASI, WORK_FAMILY

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	497.338	2	248.669	15.850	.000 ^b
	Residual	878.594	56	15.689		
	Total	1375.932	58			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), MOTIVASI, WORK_FAMILY

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.453	5.184		2.016	.049
	WORK_FAMILY	.268	.123	.235	2.179	.034
	MOTIVASI	.450	.094	.519	4.807	.000

a. Dependent Variable: KINERJA