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Lampiran 1

Kuesioner

Pengaruh *Work Life Balance* Terhadap Kinerja Karyawan Dimediasi Oleh Kepuasan Kerja Pada Karyawan Mitra Jaya Computer

Keberhasilan penelitian ini sangat dibantu oleh peran dan partisipasi saudara/i dalam menilai berbagai pernyataan dikuesioner ini. Peneliti mengucapkan terima kasih atas perhatian dan kerja sama yang baik.

A. IDENTITAS PENELITI

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Universitas : Universitas Muhammadiyah Bengkulu

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B. IDENTITAS RESPONDEN

a. Nama :

b. Jenis Kelamin : ☐ Laki- Laki ☐ Perempuan

c. Usia : a. 20-25 Tahun
b. 26-35 Tahun
c. 36- 50 Tahun

C. PETUNJUK PENGISIAN JAWABAN

Beri jawaban atas pernyataan berikut ini sesuai dengan pendapat dan pengalaman anda, dengan cara memberi tanda (√) pada kolom yang tersedia.
keterangan :

Keterangan	Arti	Bobot Nilai
STS	Sangat Tidak Setuju	1
TS	Tidak Setuju	2
N	Netral	3
S	Setuju	4
SS	Sangat Setuju	5

D. DAFTAR PERNYATAN

1. Variabel *Work Life Balance* (X)

No	Pernyataan	STS	TS	N	S	SS
	Keseimbangan Waktu (*Time Balance*)					
1	Saya percaya bahwa saya memiliki cukup waktu untuk menyelesaikan pekerjaan saya dan beristirahat di luar waktu kerja.					
2	Saya dapat mengatur waktu untuk menghadiri acara keluarga atau kegiatan pribadi tanpa mengganggu pekerjaan saya.					
	Keseimbangan Keterlibatan (*Involvement Balance*)					
3	Saya dapat menikmati waktu bersama teman dan keluarga karena saya tidak terlalu terbebani oleh pekerjaan saya.					
4	Saya percaya bahwa saya memiliki kendali atas seberapa banyak saya terlibat dalam aktivitas pribadi dan pekerjaan saya.					
	Keseimbangan Kepuasan (*Satisfaction Balance*)					
5	Saya percaya bahwa pekerjaan saya membuat saya bahagia tanpa mengurangi kebahagiaan saya di tempat lain.					
6	Perusahaan membantu saya menemukan keseimbangan antara kepuasan kerja dan kebahagiaan pribadi saya.					

2. Variabel Kinerja Karyawan (Y)

No	Pernyataan	STS	TS	N	S	SS
	Kualitas Kerja					
1	Dari waktu ke waktu, saya selalu berusaha meningkatkan kualitas pekerjaan saya.					
2	Kemampuan dan profesionalisme saya tercermin dalam kualitas kerja yang saya buat di Mitra Jaya Computer.					
	Kualitas Kerja					
3	Saya memiliki kemampuan untuk menyelesaikan tugas sesuai dengan tujuan kuantitas yang diberikan.					
4	Saya dapat menyelesaikan tugas dengan mudah.					
	Pelaksanaan Tugas					
5	Saya dapat memprioritaskan tugas dengan baik					

	dan menjalankan pekerjaan dengan lancar di Mitra Jaya Computer.					
6	Saya merasa memiliki kemampuan untuk melaksanakan tugas dengan baik baik dalam tim maupun secara mandiri.					
	Tanggung Jawab					
7	Saya selalu bertanggung jawab atas pekerjaan saya, apakah itu berhasil atau tidak.					
8	Bahkan ketika saya tidak diawasi secara langsung oleh pimpinan di Mitra Jaya Computer, saya selalu memastikan bahwa pekerjaan saya selesai dengan baik.					

3. Variabel Kepuasan Kerja (Y1)

No	Pernyataan	STS	TS	N	S	SS
	Menyenangi dan Mencintai Perkerjaannya					
1	Merasa bahwa pekerjaan saya saat ini bukan hanya sebuah tugas; itu memberi saya kepuasan dan kebanggaan diri.					
2	Saya percaya bahwa tanggung jawab yang diberikan oleh pekerjaan saya memberikan saya kesempatan untuk belajar, berkembang, dan memberikan dampak positif.					
	Moral Kerja					
3	Menciptakan hubungan kerja yang harmonis dan saling mendukung dengan rekan kerja saya di Mitra Jaya Computer, yang menghasilkan suasana kerja yang menyenangkan.					
4	Merasa terhormat dan bangga dapat berkontribusi pada Mitra Jaya Computer, yang memberi saya makna dan nilai dalam perjalanan karier saya.					
	Kedisiplinan					
5	Menghargai pentingnya disiplin dan tanggung jawab, jadi saya selalu tiba tepat waktu di tempat kerja.					
6	Mematuhi semua peraturan dan kebijakan perusahaan sebagai bukti profesionalisme dan integritas saya.					
	Prestasi Kerja					
7	Pekerjaan saya memberi saya banyak kesempatan untuk mencapai tingkat pencapaian yang lebih tinggi dan memotivasi saya untuk					

	terus berkembang dan berinovasi.					
8	Kepercayaan diri saya meningkat sebagai akibat dari keberhasilan saya dalam pekerjaan saya, yang memotivasi saya untuk mencapai hasil yang lebih baik.					

Lampiran 2

TABULASI DATA UJI COBA PENELITIAN VALIDITAS DAN RELIABILITAS

Res	*Work Life Balance* (X)							Kinerja Karyawan (Y)									Kepuasan Kerja (Y1)								
	1	2	3	4	5	6	Tot	1	2	3	4	5	6	7	8	Tot	1	2	3	4	5	6	7	8	Tot
1	4	4	3	4	4	4	23	4	3	4	4	4	3	4	4	30	4	4	3	3	4	4	4	4	30
2	4	5	4	5	5	4	27	5	5	5	4	4	4	5	4	36	5	5	4	5	5	5	4	5	38
3	3	3	3	3	3	3	18	3	3	3	3	3	3	3	3	24	3	3	1	2	3	3	2	3	20
4	3	3	2	3	3	3	17	2	3	2	2	2	3	3	3	20	3	3	2	3	3	3	3	4	24
5	4	4	4	4	4	4	24	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	32
6	4	4	5	4	4	4	25	4	4	5	5	5	5	5	5	38	5	5	5	4	5	5	5	5	39
7	3	2	2	4	3	3	17	3	5	5	5	5	4	5	4	36	4	4	4	4	4	4	5	5	34
8	2	4	3	4	4	4	21	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	32
9	1	2	4	2	1	1	11	2	3	2	2	2	1	1	1	14	1	1	2	3	2	1	4	3	17
10	5	5	5	4	5	5	29	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
11	5	5	4	5	5	4	28	5	5	5	4	5	5	5	5	39	4	5	5	5	5	5	5	5	39
12	5	4	4	5	5	5	28	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
13	3	4	4	3	4	4	22	4	3	4	3	4	4	4	4	30	4	4	4	4	3	4	3	4	30
14	5	4	2	4	5	4	24	4	4	4	4	5	5	5	4	35	4	5	5	4	5	5	3	4	35
15	4	3	4	3	2	2	18	4	4	3	4	5	4	5	5	34	3	2	3	5	4	5	5	4	31
16	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
17	3	3	3	2	3	3	17	5	4	3	3	4	5	5	4	33	4	5	3	4	3	5	5	5	34
18	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
19	5	5	5	5	4	4	28	5	3	3	3	5	3	4	5	31	5	5	4	5	5	5	5	5	39
20	5	5	5	5	5	4	29	4	4	4	4	4	4	5	4	33	5	5	5	5	4	5	5	5	39

Lampiran 3

TABULASI DATA PENELITIAN

PENGARUH *WORK LIFE BALANCE* TERHADAP KINERJA KARYAWAN DIMEDIASI OLEH KEPUASAN KERJA PADA KARYAWAN MITRA JAYA COMPUTER

Res	*Work Life Balance* (X)							Kinerja Karyawan (Y)									Kepuasan Kerja (Y1)								
	1	2	3	4	5	6	Tot	1	2	3	4	5	6	7	8	Tot	1	2	3	4	5	6	7	8	Tot
1	3	2	2	4	3	3	17	3	5	5	5	5	4	5	4	36	4	4	4	4	4	4	5	5	34
2	2	4	3	4	4	4	21	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	32
3	1	2	4	2	1	1	11	2	3	2	2	2	1	1	1	14	1	1	2	3	2	1	4	3	17
4	5	5	5	4	5	5	29	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
5	5	5	4	5	5	4	28	5	5	5	4	5	5	5	5	39	4	5	5	5	5	5	5	5	39
6	5	4	4	5	5	5	28	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
7	3	4	4	3	4	4	22	4	3	4	3	4	4	4	4	30	4	4	4	4	3	4	3	4	30
8	5	4	2	4	5	4	24	4	4	4	4	5	5	5	4	35	4	5	5	4	5	5	3	4	35
9	4	3	4	3	2	2	18	4	4	3	4	5	4	5	5	34	3	2	3	5	4	5	5	4	31
10	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
11	3	3	3	2	3	3	17	5	4	3	3	4	5	5	4	33	4	5	3	4	3	5	5	5	34
12	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
13	5	5	5	5	4	4	28	5	3	3	3	5	3	4	5	31	5	5	4	5	5	5	5	5	39
14	5	5	5	5	5	4	29	4	4	4	4	4	4	5	4	33	5	5	5	5	4	5	5	5	39
15	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
16	3	4	3	3	4	3	20	4	3	4	3	3	3	3	3	26	3	3	3	3	4	3	3	4	26
17	3	2	4	3	4	2	18	4	2	3	4	5	4	3	2	27	2	3	3	4	2	4	3	3	24

18	5	5	5	5	5	3	28	5	5	4	3	3	4	4	4	32	4	4	4	4	5	5	5	5	36
19	4	4	4	3	5	5	25	4	5	5	5	4	5	5	5	38	4	5	5	4	5	5	4	5	37
20	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
21	2	4	4	4	3	3	20	4	3	4	3	5	5	4	3	31	4	4	5	5	4	5	4	4	35
22	4	4	3	4	3	3	21	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	32
23	4	4	5	5	4	4	26	4	5	5	5	5	4	5	4	37	4	4	4	5	4	4	4	4	33
24	4	5	5	5	5	3	27	5	3	4	4	3	5	5	4	33	5	5	5	5	5	5	5	5	40
25	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
26	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
27	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
28	5	5	5	4	5	4	28	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
29	5	5	5	5	5	5	30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	40
30	3	3	2	3	5	3	19	5	3	3	3	3	4	4	3	28	3	3	4	3	3	5	3	3	27

Lampiran Hasil Uji Coba Validitas dan Reliabilitas

Hasil Validitas

Variabel	Item Pernyataan	r tabel	r hitung	Keterangan
Work Life Balance (X1)	1	0.444	0.877	Valid
	2	0.444	0.944	Valid
	3	0.444	0.628	Valid
	4	0.444	0.886	Valid
	5	0.444	0.923	Valid
	6	0.444	0.898	Valid
Kinerja Karyawan (Y)	1	0.444	0.825	Valid
	2	0.444	0.819	Valid
	3	0.444	0.880	Valid
	4	0.444	0.891	Valid
	5	0.444	0.916	Valid
	6	0.444	0.904	Valid
	7	0.444	0.934	Valid
	8	0.444	0.902	Valid
Kepuasan Kerja (Y1)	1	0.444	0.915	Valid
	2	0.444	0.876	Valid
	3	0.444	0.903	Valid
	4	0.444	0.862	Valid
	5	0.444	0.881	Valid
	6	0.444	0.912	Valid
	7	0.444	0.699	Valid
	8	0.444	0.919	Valid

Hasil Uji Reliabilitas

No	Variabel	Cronbach's Alpha	r tabel	Keterangan
1	*Work Life Balance* (X1)	0.92	0.60	Reliabel
2	Kinerja Karyawan (Y)	0.96	0.60	Reliabel
3	Kepuasan Kerja (Y1)	0.95	0.60	Reliabel

Hasil Output Uji Validitas dan Reliabilitas

Variabel *Work Life Balance* (X1)

Hasil Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Total_X1
X1.1	Pearson Correlation	1	.764**	.453*	.764**	.784**	.731**	.877**
	Sig. (2-tailed)		.000	.045	.000	.000	.000	.000
	N	20	20	20	20	20	20	20
X1.2	Pearson Correlation	.764**	1	.639**	.789**	.872**	.814**	.944**
	Sig. (2-tailed)	.000		.002	.000	.000	.000	.000
	N	20	20	20	20	20	20	20
X1.3	Pearson Correlation	.453*	.639**	1	.439	.339	.391	.628**
	Sig. (2-tailed)	.045	.002		.053	.144	.088	.003
	N	20	20	20	20	20	20	20
X1.4	Pearson Correlation	.764**	.789**	.439	1	.826**	.762**	.886**
	Sig. (2-tailed)	.000	.000	.053		.000	.000	.000
	N	20	20	20	20	20	20	20
X1.5	Pearson Correlation	.784**	.872**	.339	.826**	1	.935**	.923**
	Sig. (2-tailed)	.000	.000	.144	.000		.000	.000
	N	20	20	20	20	20	20	20
X1.6	Pearson Correlation	.731**	.814**	.391	.762**	.935**	1	.898**

	Sig. (2-tailed)	.000	.000	.088	.000	.000		.000
	N	20	20	20	20	20	20	20
Total_X1	Pearson Correlation	.877**	.944**	.628**	.886**	.923**	.898**	1
	Sig. (2-tailed)	.000	.000	.003	.000	.000	.000	
	N	20	20	20	20	20	20	20

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

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

Hasil Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.928	.929	6

Variabel Kinerja Karyawan (Y)

Hasil Uji Validitas

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Total_Y
Y.1	Pearson Correlation	1	.586**	.636**	.573**	.759**	.720**	.748**	.809**	.825**
	Sig. (2-tailed)		.007	.003	.008	.000	.000	.000	.000	.000
	N	20	20	20	20	20	20	20	20	20
Y.2	Pearson Correlation	.586**	1	.808**	.797**	.643**	.726**	.714**	.571**	.819**
	Sig. (2-tailed)	.007		.000	.000	.002	.000	.000	.009	.000
	N	20	20	20	20	20	20	20	20	20
Y.3	Pearson Correlation	.636**	.808**	1	.901**	.743**	.733**	.740**	.675**	.880**
	Sig. (2-tailed)	.003	.000		.000	.000	.000	.000	.001	.000
	N	20	20	20	20	20	20	20	20	20
Y.4	Pearson Correlation	.573**	.797**	.901**	1	.816**	.730**	.769**	.732**	.891**
	Sig. (2-tailed)	.008	.000	.000		.000	.000	.000	.000	.000
	N	20	20	20	20	20	20	20	20	20
Y.5	Pearson Correlation	.759**	.643**	.743**	.816**	1	.765**	.851**	.896**	.916**
	Sig. (2-tailed)	.000	.002	.000	.000		.000	.000	.000	.000
	N	20	20	20	20	20	20	20	20	20
Y.6	Pearson Correlation	.720**	.726**	.733**	.730**	.765**	1	.899**	.804**	.904**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000
	N	20	20	20	20	20	20	20	20	20

Y.7	Pearson Correlation	.748**	.714**	.740**	.769**	.851**	.899**	1	.868**	.934**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
	N	20	20	20	20	20	20	20	20	20
Y.8	Pearson Correlation	.809**	.571**	.675**	.732**	.896**	.804**	.868**	1	.902**
	Sig. (2-tailed)	.000	.009	.001	.000	.000	.000	.000		.000
	N	20	20	20	20	20	20	20	20	20
Total_Y	Pearson Correlation	.825**	.819**	.880**	.891**	.916**	.904**	.934**	.902**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	20	20	20	20	20	20	20	20	20

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

Hasil Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.960	.960	8

Variabel Kepuasan Kerja (Y1)

Hasil Uji Validitas

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Total_Y1
Y1.1	Pearson Correlation	1	.922**	.776**	.669**	.812**	.858**	.469*	.834**	.915**
	Sig. (2-tailed)		.000	.000	.001	.000	.000	.037	.000	.000
	N	20	20	20	20	20	20	20	20	20
Y1.2	Pearson Correlation	.922**	1	.771**	.572**	.754**	.817**	.386	.812**	.876**
	Sig. (2-tailed)	.000		.000	.008	.000	.000	.093	.000	.000
	N	20	20	20	20	20	20	20	20	20
Y1.3	Pearson Correlation	.776**	.771**	1	.798**	.807**	.741**	.594**	.754**	.903**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.006	.000	.000
	N	20	20	20	20	20	20	20	20	20
Y1.4	Pearson Correlation	.669**	.572**	.798**	1	.719**	.770**	.752**	.789**	.862**
	Sig. (2-tailed)	.001	.008	.000		.000	.000	.000	.000	.000
	N	20	20	20	20	20	20	20	20	20
Y1.5	Pearson Correlation	.812**	.754**	.807**	.719**	1	.811**	.495*	.711**	.881**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.027	.000	.000
	N	20	20	20	20	20	20	20	20	20
Y1.6	Pearson Correlation	.858**	.817**	.741**	.770**	.811**	1	.543*	.800**	.912**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.013	.000	.000

	N	20	20	20	20	20	20	20	20	20
Y1.7	Pearson Correlation	.469*	.386	.594**	.752**	.495*	.543*	1	.772**	.699**
	Sig. (2-tailed)	.037	.093	.006	.000	.027	.013		.000	.001
	N	20	20	20	20	20	20	20	20	20
Y1.8	Pearson Correlation	.834**	.812**	.754**	.789**	.711**	.800**	.772**	1	.919**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	20	20	20	20	20	20	20	20	20
Total_Y1	Pearson Correlation	.915**	.876**	.903**	.862**	.881**	.912**	.699**	.919**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001	.000	
	N	20	20	20	20	20	20	20	20	20

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

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

Hasil Uji Reliabilitas

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.950	.955	8

Lampiran Hasil Uji Instrument Penelitian

Correlations

		X.1	X.2	X.3	X.4	X.5	X.6	Total_X
X.1	Pearson Correlation	1	.761**	.541**	.742**	.738**	.713**	.890**
	Sig. (2-tailed)		.000	.002	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X.2	Pearson Correlation	.761**	1	.679**	.772**	.728**	.745**	.919**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30
X.3	Pearson Correlation	.541**	.679**	1	.589**	.368*	.448*	.707**
	Sig. (2-tailed)	.002	.000		.001	.045	.013	.000
	N	30	30	30	30	30	30	30
X.4	Pearson Correlation	.742**	.772**	.589**	1	.646**	.654**	.863**
	Sig. (2-tailed)	.000	.000	.001		.000	.000	.000
	N	30	30	30	30	30	30	30
X.5	Pearson Correlation	.738**	.728**	.368*	.646**	1	.774**	.841**
	Sig. (2-tailed)	.000	.000	.045	.000		.000	.000
	N	30	30	30	30	30	30	30
X.6	Pearson Correlation	.713**	.745**	.448*	.654**	.774**	1	.858**
	Sig. (2-tailed)	.000	.000	.013	.000	.000		.000
	N	30	30	30	30	30	30	30

Total_X	Pearson Correlation	.890**	.919**	.707**	.863**	.841**	.858**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30

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

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

```
RELIABILITY
  /VARIABLES=X.1 X.2 X.3 X.4 X.5 X.6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=CORR COV.
```

Reliability

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	Cronbach's Alpha Based on Standardized Items	N of Items
.920	.921	6

Inter-Item Correlation Matrix

	X.1	X.2	X.3	X.4	X.5	X.6
X.1	1.000	.761	.541	.742	.738	.713
X.2	.761	1.000	.679	.772	.728	.745
X.3	.541	.679	1.000	.589	.368	.448
X.4	.742	.772	.589	1.000	.646	.654
X.5	.738	.728	.368	.646	1.000	.774
X.6	.713	.745	.448	.654	.774	1.000

Inter-Item Covariance Matrix

	X.1	X.2	X.3	X.4	X.5	X.6
X.1	1.334	.876	.638	.845	.900	.910
X.2	.876	.993	.690	.759	.766	.821
X.3	.638	.690	1.040	.592	.397	.506
X.4	.845	.759	.592	.971	.672	.713
X.5	.900	.766	.397	.672	1.114	.903
X.6	.910	.821	.506	.713	.903	1.223

```
CORRELATIONS
  /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Total_Y1
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Total_Y1
Y1.1	Pearson Correlation	1	.390*	.450*	.397*	.381*	.707**	.629**	.691**	.682**
	Sig. (2-tailed)		.033	.013	.030	.038	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.2	Pearson Correlation	.390*	1	.812**	.761**	.471**	.544**	.676**	.746**	.816**
	Sig. (2-tailed)	.033		.000	.000	.009	.002	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.3	Pearson Correlation	.450*	.812**	1	.856**	.580**	.701**	.706**	.716**	.874**
	Sig. (2-tailed)	.013	.000		.000	.001	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.4	Pearson Correlation	.397*	.761**	.856**	1	.697**	.676**	.734**	.707**	.876**
	Sig. (2-tailed)	.030	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.5	Pearson Correlation	.381*	.471**	.580**	.697**	1	.620**	.647**	.637**	.753**
	Sig. (2-tailed)	.038	.009	.001	.000		.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.6	Pearson Correlation	.707**	.544**	.701**	.676**	.620**	1	.857**	.697**	.862**

	Sig. (2-tailed)	.000	.002	.000	.000	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.7	Pearson Correlation	.629**	.676**	.706**	.734**	.647**	.857**	1	.856**	.914**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30
Y1.8	Pearson Correlation	.691**	.746**	.716**	.707**	.637**	.697**	.856**	1	.907**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30
Total_Y1	Pearson Correlation	.682**	.816**	.874**	.876**	.753**	.862**	.914**	.907**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

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

```
RELIABILITY
  /VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=CORR COV.
```

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	Cronbach's Alpha Based on Standardized Items	N of Items
.939	.938	8

Inter-Item Correlation Matrix

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8
Y1.1	1.000	.390	.450	.397	.381	.707	.629	.691
Y1.2	.390	1.000	.812	.761	.471	.544	.676	.746
Y1.3	.450	.812	1.000	.856	.580	.701	.706	.716
Y1.4	.397	.761	.856	1.000	.697	.676	.734	.707
Y1.5	.381	.471	.580	.697	1.000	.620	.647	.637
Y1.6	.707	.544	.701	.676	.620	1.000	.857	.697
Y1.7	.629	.676	.706	.734	.647	.857	1.000	.856
Y1.8	.691	.746	.716	.707	.637	.697	.856	1.000

Inter-Item Covariance Matrix

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8
Y1.1	.533	.267	.285	.264	.239	.462	.414	.508
Y1.2	.267	.875	.660	.649	.378	.455	.569	.702
Y1.3	.285	.660	.754	.678	.432	.545	.552	.625
Y1.4	.264	.649	.678	.833	.546	.552	.603	.649
Y1.5	.239	.378	.432	.546	.737	.476	.500	.551
Y1.6	.462	.455	.545	.552	.476	.800	.690	.628
Y1.7	.414	.569	.552	.603	.500	.690	.810	.776
Y1.8	.508	.702	.625	.649	.551	.628	.776	1.013

```
CORRELATIONS
  /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8 Total_Y
  /PRINT=TWOTAIL NOSIG
  /MISSING=PAIRWISE.
```

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Total_Y
Y.1	Pearson Correlation	1	.909**	.846**	.761**	.825**	.745**	.633**	.853**	.958**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.909**	1	.841**	.639**	.751**	.745**	.490**	.820**	.910**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.006	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	.846**	.841**	1	.684**	.806**	.730**	.411*	.663**	.877**

	Sig. (2-tailed)	.000	.000		.000	.000	.000	.024	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	.761**	.639**	.684**	1	.658**	.650**	.716**	.667**	.824**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.825**	.751**	.806**	.658**	1	.656**	.594**	.805**	.887**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	.745**	.745**	.730**	.650**	.656**	1	.447*	.616**	.815**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.013	.000	.000
	N	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	.633**	.490**	.411*	.716**	.594**	.447*	1	.817**	.720**
	Sig. (2-tailed)	.000	.006	.024	.000	.001	.013		.000	.000
	N	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	.853**	.820**	.663**	.667**	.805**	.616**	.817**	1	.900**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	30	30	30	30	30	30	30	30	30
Total_Y	Pearson Correlation	.958**	.910**	.877**	.824**	.887**	.815**	.720**	.900**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

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

```
RELIABILITY
  /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=CORR COV.
```

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	Cronbach's Alpha Based on Standardized Items	N of Items
.949	.951	8

Inter-Item Covariance Matrix

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8
Y.1	.993	.931	.717	.517	.759	.634	.490	.579
Y.2	.931	1.057	.736	.448	.713	.655	.391	.575
Y.3	.717	.736	.723	.397	.632	.531	.271	.384
Y.4	.517	.448	.397	.466	.414	.379	.379	.310
Y.5	.759	.713	.632	.414	.851	.517	.425	.506
Y.6	.634	.655	.531	.379	.517	.731	.297	.359
Y.7	.490	.391	.271	.379	.425	.297	.602	.432
Y.8	.579	.575	.384	.310	.506	.359	.432	.464

Lampiran Tanggapan Responden

```
FREQUENCIES VARIABLES=X.1 X.2 X.3 X.4 X.5 X.6 Total_X
  /STATISTICS=STDDEV VARIANCE RANGE MINIMUM MAXIMUM SEMEAN MEAN MEDIAN MODE SUM
  /ORDER=ANALYSIS.
```

Frequencies

Statistics

		Pernyataan X.1	Pernyataan X.2	Pernyataan X.3	Pernyataan X.4	Pernyataan X.5	Pernyataan X.6	Total_X
N	Valid	30	30	30	30	30	30	30
	Missing	0	0	0	0	0	0	0
Mean		4.10	4.20	4.17	4.17	4.30	3.87	24.80
Std. Error of Mean		.211	.182	.186	.180	.193	.202	.977
Median		5.00	4.50	4.50	4.50	5.00	4.00	27.50
Mode		5	5	5	5	5	5	30
Std. Deviation		1.155	.997	1.020	.986	1.055	1.106	5.352
Variance		1.334	.993	1.040	.971	1.114	1.223	28.648
Range		4	3	3	3	4	4	19
Minimum		1	2	2	2	1	1	11
Maximum		5	5	5	5	5	5	30
Sum		123	126	125	125	129	116	744

Frequency Table

Pernyataan X.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3.3	3.3	3.3
	Tidak Setuju	2	6.7	6.7	10.0
	Netral	6	20.0	20.0	30.0
	Setuju	5	16.7	16.7	46.7
	Sangat Setuju	16	53.3	53.3	100.0
	Total	30	100.0	100.0	

Pernyataan X.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	10.0	10.0	10.0
	Netral	3	10.0	10.0	20.0
	Setuju	9	30.0	30.0	50.0
	Sangat Setuju	15	50.0	50.0	100.0
	Total	30	100.0	100.0	

Pernyataan X.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	10.0	10.0	10.0
	Netral	4	13.3	13.3	23.3
	Setuju	8	26.7	26.7	50.0
	Sangat Setuju	15	50.0	50.0	100.0
	Total	30	100.0	100.0	

Pernyataan X.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	6	20.0	20.0	26.7
	Setuju	7	23.3	23.3	50.0
	Sangat Setuju	15	50.0	50.0	100.0
	Total	30	100.0	100.0	

Pernyataan X.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3.3	3.3	3.3
	Tidak Setuju	1	3.3	3.3	6.7
	Netral	4	13.3	13.3	20.0
	Setuju	6	20.0	20.0	40.0
	Sangat Setuju	18	60.0	60.0	100.0
	Total	30	100.0	100.0	

Pernyataan X.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3.3	3.3	3.3
	Tidak Setuju	2	6.7	6.7	10.0
	Netral	8	26.7	26.7	36.7
	Setuju	8	26.7	26.7	63.3
	Sangat Setuju	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

Total_X

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11	1	3.3	3.3	3.3
	17	2	6.7	6.7	10.0
	18	2	6.7	6.7	16.7
	19	1	3.3	3.3	20.0
	20	2	6.7	6.7	26.7
	21	2	6.7	6.7	33.3
	22	1	3.3	3.3	36.7
	24	1	3.3	3.3	40.0
	25	1	3.3	3.3	43.3
	26	1	3.3	3.3	46.7
	27	1	3.3	3.3	50.0
	28	5	16.7	16.7	66.7
	29	2	6.7	6.7	73.3
	30	8	26.7	26.7	100.0
	Total	30	100.0	100.0	

```
FREQUENCIES VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6 Y1.7 Y1.8 Total_Y1
  /STATISTICS=STDDEV VARIANCE RANGE MINIMUM MAXIMUM SEMEAN MEAN MEDIAN MODE SUM
  /ORDER=ANALYSIS.
```

Frequencies

Statistics

		Pernyataan Y1.1	Pernyataan Y1.2	Pernyataan Y1.3	Pernyataan Y1.4	Pernyataan Y1.5	Pernyataan Y1.6	Pernyataan Y1.7	Pernyataan Y1.8
N	Valid	30	30	30	30	30	30	30	30
	Missing	0	0	0	0	0	0	0	0
Mean		4.47	4.23	4.27	4.17	4.43	4.40	4.50	4.23
Std. Error of Mean		.133	.171	.159	.167	.157	.163	.164	.184
Median		5.00	5.00	4.50	4.00	5.00	5.00	5.00	4.50
Mode		5	5	5	5	5	5	5	5
Std. Deviation		.730	.935	.868	.913	.858	.894	.900	1.006
Variance		.533	.875	.754	.833	.737	.800	.810	1.013
Range		3	3	3	3	3	4	4	4
Minimum		2	2	2	2	2	1	1	1
Maximum		5	5	5	5	5	5	5	5
Sum		134	127	128	125	133	132	135	127

Frequency Table

Pernyataan Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	1	3.3	3.3	6.7
	Setuju	11	36.7	36.7	43.3
	Sangat Setuju	17	56.7	56.7	100.0
	Total	30	100.0	100.0	

Pernyataan Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	7	23.3	23.3	26.7
	Setuju	6	20.0	20.0	46.7
	Sangat Setuju	16	53.3	53.3	100.0
	Total	30	100.0	100.0	

Pernyataan Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	5	16.7	16.7	20.0
	Setuju	9	30.0	30.0	50.0
	Sangat Setuju	15	50.0	50.0	100.0
	Total	30	100.0	100.0	

Pernyataan Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	7	23.3	23.3	26.7
	Setuju	8	26.7	26.7	53.3
	Sangat Setuju	14	46.7	46.7	100.0
	Total	30	100.0	100.0	

Pernyataan Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	4	13.3	13.3	16.7
	Setuju	6	20.0	20.0	36.7

	Sangat Setuju	19	63.3	63.3	100.0
	Total	30	100.0	100.0	

Pernyataan Y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3.3	3.3	3.3
	Netral	2	6.7	6.7	10.0
	Setuju	10	33.3	33.3	43.3
	Sangat Setuju	17	56.7	56.7	100.0
	Total	30	100.0	100.0	

Pernyataan Y1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3.3	3.3	3.3
	Netral	2	6.7	6.7	10.0
	Setuju	7	23.3	23.3	33.3
	Sangat Setuju	20	66.7	66.7	100.0
	Total	30	100.0	100.0	

Pernyataan Y1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3.3	3.3	3.3
	Tidak Setuju	1	3.3	3.3	6.7
	Netral	3	10.0	10.0	16.7
	Setuju	10	33.3	33.3	50.0
	Sangat Setuju	15	50.0	50.0	100.0
	Total	30	100.0	100.0	

Total_Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	14	1	3.3	3.3	3.3
	26	1	3.3	3.3	6.7
	27	1	3.3	3.3	10.0
	28	1	3.3	3.3	13.3
	30	1	3.3	3.3	16.7
	31	2	6.7	6.7	23.3
	32	3	10.0	10.0	33.3
	33	3	10.0	10.0	43.3
	34	1	3.3	3.3	46.7
	35	1	3.3	3.3	50.0

	36	1	3.3	3.3	53.3
	37	1	3.3	3.3	56.7
	38	1	3.3	3.3	60.0
	39	1	3.3	3.3	63.3
	40	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

```
FREQUENCIES VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.6 Y.7 Y.8 Total_Y
  /STATISTICS=STDDEV VARIANCE RANGE MINIMUM MAXIMUM SEMEAN MEAN MEDIAN MODE SUM
  /ORDER=ANALYSIS.
```

Frequencies

Statistics

		Pernyataan Y.1	Pernyataan Y.2	Pernyataan Y.3	Pernyataan Y.4	Pernyataan Y.5	Pernyataan Y.6	Pernyataan Y.7	Pernyataan Y.8
N	Valid	30	30	30	30	30	30	30	30
	Missing	0	0	0	0	0	0	0	0
Mean		4.20	4.33	4.37	4.50	4.33	4.60	4.47	4.53
Std. Error of Mean		.182	.188	.155	.125	.168	.156	.142	.124
Median		4.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Mode		5	5	5	5	5	5	5	5
Std. Deviation		.997	1.028	.850	.682	.922	.855	.776	.681
Variance		.993	1.057	.723	.466	.851	.731	.602	.464
Range		4	4	3	2	3	4	2	2
Minimum		1	1	2	3	2	1	3	3

Maximum	5	5	5	5	5	5	5	5
Sum	126	130	131	135	130	138	134	136

Frequency Table

Pernyataan Y.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3.3	3.3	3.3
	Tidak Setuju	1	3.3	3.3	6.7
	Netral	3	10.0	10.0	16.7
	Setuju	11	36.7	36.7	53.3
	Sangat Setuju	14	46.7	46.7	100.0
	Total	30	100.0	100.0	

Pernyataan Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3.3	3.3	3.3
	Tidak Setuju	1	3.3	3.3	6.7
	Netral	3	10.0	10.0	16.7
	Setuju	7	23.3	23.3	40.0
	Sangat Setuju	18	60.0	60.0	100.0
	Total	30	100.0	100.0	

Pernyataan Y.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	3.3	3.3	3.3
	Netral	4	13.3	13.3	16.7
	Setuju	8	26.7	26.7	43.3
	Sangat Setuju	17	56.7	56.7	100.0
	Total	30	100.0	100.0	

Pernyataan Y.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	9	30.0	30.0	40.0
	Sangat Setuju	18	60.0	60.0	100.0
	Total	30	100.0	100.0	

Pernyataan Y.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	6.7	6.7	6.7
	Netral	3	10.0	10.0	16.7
	Setuju	8	26.7	26.7	43.3
	Sangat Setuju	17	56.7	56.7	100.0
	Total	30	100.0	100.0	

Pernyataan Y.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	3.3	3.3	3.3
	Netral	1	3.3	3.3	6.7
	Setuju	6	20.0	20.0	26.7
	Sangat Setuju	22	73.3	73.3	100.0
	Total	30	100.0	100.0	

Pernyataan Y.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	5	16.7	16.7	16.7
	Setuju	6	20.0	20.0	36.7
	Sangat Setuju	19	63.3	63.3	100.0
	Total	30	100.0	100.0	

Pernyataan Y.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	3	10.0	10.0	10.0
	Setuju	8	26.7	26.7	36.7
	Sangat Setuju	19	63.3	63.3	100.0
	Total	30	100.0	100.0	

Total_Y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17	1	3.3	3.3	3.3
	24	1	3.3	3.3	6.7
	26	1	3.3	3.3	10.0
	27	1	3.3	3.3	13.3

	30	1	3.3	3.3	16.7
	31	1	3.3	3.3	20.0
	32	2	6.7	6.7	26.7
	33	1	3.3	3.3	30.0
	34	2	6.7	6.7	36.7
	35	2	6.7	6.7	43.3
	36	1	3.3	3.3	46.7
	37	1	3.3	3.3	50.0
	39	3	10.0	10.0	60.0
	40	12	40.0	40.0	100.0
	Total	30	100.0	100.0	

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	19	63.3	63.3	63.3
	Perempuan	11	36.7	36.7	100.0
	Total	30	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 25 Tahun	23	76.7	76.7	76.7
	26-35 Tahun	6	20.0	20.0	96.7
	36 - 50 Tahun	1	3.3	3.3	100.0
	Total	30	100.0	100.0	

Lampiran Hasil Output SEM AMOS 23

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model)

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Kepuasan_Kerja	<---	WorkLife_Balance	.562	.117	4.795	***	par_22
Kinerja_Karyawan	<---	Kepuasan_Kerja	2.197	.701	3.134	.002	par_20
Kinerja_Karyawan	<---	WorkLife_Balance	.551	.259	2.129	.033	par_21
X.6	<---	WorkLife_Balance	1.000				
X.5	<---	WorkLife_Balance	1.007	.143	7.028	***	par_1
X.4	<---	WorkLife_Balance	.850	.152	5.597	***	par_2
X.3	<---	WorkLife_Balance	.707	.170	4.166	***	par_3
X.2	<---	WorkLife_Balance	.975	.136	7.187	***	par_4

			Estimate	S.E.	C.R.	P	Label
X.1	<---	WorkLife_Balance	1.070	.166	6.433	***	par_5
Y1.8	<---	Kepuasan_Kerja	1.000				
Y1.7	<---	Kepuasan_Kerja	.802	.136	5.910	***	par_6
Y1.6	<---	Kepuasan_Kerja	1.241	.248	5.005	***	par_7
Y1.5	<---	Kepuasan_Kerja	1.450	.277	5.226	***	par_8
Y1.4	<---	Kepuasan_Kerja	.924	.230	4.020	***	par_9
Y1.3	<---	Kepuasan_Kerja	1.401	.255	5.487	***	par_10
Y.1	<---	Kinerja_Karyawan	1.000				
Y.2	<---	Kinerja_Karyawan	.822	.235	3.501	***	par_11
Y.3	<---	Kinerja_Karyawan	.954	.196	4.876	***	par_12
Y.4	<---	Kinerja_Karyawan	.831	.215	3.863	***	par_13
Y.5	<---	Kinerja_Karyawan	.735	.190	3.870	***	par_14
Y.6	<---	Kinerja_Karyawan	1.038	.190	5.476	***	par_15

			Estimate	S.E.	C.R.	P	Label
Y1.2	<---	Kepuasan_Kerja	1.653	.307	5.379	***	par_16
Y1.1	<---	Kepuasan_Kerja	1.656	.296	5.598	***	par_17
Y.7	<---	Kinerja_Karyawan	1.049	.190	5.520	***	par_18
Y.8	<---	Kinerja_Karyawan	1.100	.214	5.150	***	par_19

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
Kepuasan_Kerja	<---	WorkLife_Balance	.940
Kinerja_Karyawan	<---	Kepuasan_Kerja	1.535
Kinerja_Karyawan	<---	WorkLife_Balance	.644
X.6	<---	WorkLife_Balance	.849
X.5	<---	WorkLife_Balance	.902
X.4	<---	WorkLife_Balance	.795

			Estimate
X.3	<---	WorkLife_Balance	.651
X.2	<---	WorkLife_Balance	.905
X.1	<---	WorkLife_Balance	.868
Y1.8	<---	Kepuasan_Kerja	.753
Y1.7	<---	Kepuasan_Kerja	.562
Y1.6	<---	Kepuasan_Kerja	.830
Y1.5	<---	Kepuasan_Kerja	.882
Y1.4	<---	Kepuasan_Kerja	.795
Y1.3	<---	Kepuasan_Kerja	.917
Y.1	<---	Kinerja_Karyawan	1.022
Y.2	<---	Kinerja_Karyawan	.697
Y.3	<---	Kinerja_Karyawan	.822
Y.4	<---	Kinerja_Karyawan	.762

			Estimate
Y.5	<---	Kinerja_Karyawan	.688
Y.6	<---	Kinerja_Karyawan	.932
Y1.2	<---	Kepuasan_Kerja	.903
Y1.1	<---	Kepuasan_Kerja	.933
Y.7	<---	Kinerja_Karyawan	.936
Y.8	<---	Kinerja_Karyawan	.874

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
e7	<-->	e8	.259	.072	3.579	***	par_23
e18	<-->	e22	-.120	.035	-3.395	***	par_24
e8	<-->	e19	-.069	.026	-2.596	.009	par_25
e13	<-->	e14	-.128	.047	-2.716	.007	par_26
e13	<-->	e24	-.091	.034	-2.643	.008	par_27

			Estimate	S.E.	C.R.	P	Label
e3	<-->	e22	-.080	.046	-1.758	.079	par_28
e5	<-->	e16	-.116	.034	-3.384	***	par_29
e2	<-->	e4	-.070	.052	-1.333	.183	par_30
e6	<-->	e12	-.079	.027	-2.973	.003	par_31
e11	<-->	e14	-.062	.033	-1.868	.062	par_32
e10	<-->	e19	-.033	.028	-1.197	.231	par_33
e9	<-->	e15	-.198	.058	-3.431	***	par_34
e7	<-->	e11	-.061	.017	-3.586	***	par_35
e12	<-->	e13	-.079	.023	-3.479	***	par_36
e7	<-->	e13	-.046	.013	-3.542	***	par_37
e13	<-->	e16	-.140	.037	-3.809	***	par_38
e14	<-->	e16	.166	.068	2.452	.014	par_39
e2	<-->	e22	-.063	.036	-1.759	.079	par_40

			Estimate	S.E.	C.R.	P	Label
e5	<-->	e9	-.053	.023	-2.303	.021	par_41
e2	<-->	e11	-.063	.019	-3.294	***	par_42

Correlations: (Group number 1 - Default model)

			Estimate
e7	<-->	e8	.822
e18	<-->	e22	-.781
e8	<-->	e19	-.242
e13	<-->	e14	-.313
e13	<-->	e24	-.788
e3	<-->	e22	-.278
e5	<-->	e16	-.488
e2	<-->	e4	-.206
e6	<-->	e12	-.417

			Estimate
e11	<-->	e14	-.239
e10	<-->	e19	-.179
e9	<-->	e15	-.822
e7	<-->	e11	-.327
e12	<-->	e13	-.387
e7	<-->	e13	-.156
e13	<-->	e16	-.411
e14	<-->	e16	.445
e2	<-->	e22	-.294
e5	<-->	e9	-.269
e2	<-->	e11	-.361

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label

	Estimate	S.E.	C.R.	P	Label
WorkLife_Balance	.853	.297	2.877	.004	par_43
e24	.036	.019	1.842	.065	par_44
e23	.055	.025	2.164	.030	par_45
e1	.329	.081	4.089	***	par_46
e2	.198	.051	3.859	***	par_47
e3	.358	.092	3.906	***	par_48
e4	.579	.148	3.921	***	par_49
e5	.180	.045	4.021	***	par_50
e6	.319	.087	3.675	***	par_51
e7	.233	.052	4.457	***	par_52
e8	.426	.109	3.923	***	par_53
e9	.212	.054	3.901	***	par_54
e10	.182	.050	3.623	***	par_55

	Estimate	S.E.	C.R.	P	Label
e11	.152	.036	4.186	***	par_56
e12	.113	.030	3.775	***	par_57
e13	.372	.088	4.239	***	par_58
e14	.447	.116	3.868	***	par_59
e15	.274	.074	3.704	***	par_60
e16	.313	.074	4.248	***	par_61
e17	.376	.100	3.765	***	par_62
e18	.102	.032	3.210	.001	par_63
e19	.188	.053	3.564	***	par_64
e20	.125	.036	3.449	***	par_65
e21	.097	.028	3.429	***	par_66
e22	.233	.060	3.859	***	par_67

Matrices (Group number 1 - Default model)

Implied (for all variables) Covariances (Group number 1 - Default model)

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
WorkLife_Balance	.853																								
Kepuasan_Kerja	.480	.305																							
Kinerja_Karyawan	.583	.406	.625																						
Y.8	.641	.446	.687	.989																					
Y.7	.612	.426	.656	.707	.707																				

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y1.1	.794	.505	.672	.739	.705	.962																			
Y1.2	.793	.504	.671	.738	.704	.835	1.022																		
Y.6	.605	.421	.649	.593	.681	.698	.697	.775																	
Y.5	.429	.298	.459	.500	.488	.449	.493	.447	.711																

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y.4	.485	.338	.520	.571	.545	.559	.558	.539	.382	.745															
Y.3	.556	.387	.596	.656	.626	.641	.640	.619	.438	.496	.843														
Y.2	.565	.539	.553	.552	.534	.378	.594	.490	.870																
Y.1	.468	.447	.522	.521	.442	.313	.214	.406	.223	.599															

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y1.3	.672	.427	.569	.625	.597	.708	.706	.590	.418	.473	.542	.468	.362	.712											
Y1.4	.443	.282	.375	.413	.394	.467	.466	.390	.276	.312	.358	.247	.291	.395	.412										
Y1.5	.695	.442	.589	.647	.618	.733	.698	.611	.432	.489	.562	.484	.457	.620	.409	.824									
Y1.6	.595	.379	.504	.554	.529	.627	.626	.523	.370	.419	.283	.414	.391	.530	.350	.549	.682								
Y1.7	.385	.245	.326	.	.	.	.3	.	.	.	.	.	.	.	.	.	.	.							

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y1.8	.480	.305	.406	.358	.342	.405	.506	.338	.239	.271	.311	.268	.253	.343	.226	.355	.304	.623							
X.1	.913	.513	.624	.687	.655	.850	.848	.648	.459	.519	.596	.513	.624	.640	.475	.744	.637	.412	.513	1.296					
X.2	.832	.467	.569	.625	.597	.774	.773	.590	.418	.357	.542	.468	.569	.655	.432	.678	.528	.375	.467	.890	.990				
X.3	.603	.339	.412	.44	.44	.55	.56	.44	.33	.33	.33	.33	.44	.44	.33	.44	.44	.22	.33	.64	.55	1.0			

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
X.4	.725	.408	.496	.546	.336	.611	.674	.285	.036	.433	.933	.392	.125	.755	.136	.921	.211	.722	.396	.766	.888	.062	.974		
X.5	.859	.483	.587	.583	.616	.800	.798	.610	.432	.488	.560	.483	.587	.676	.384	.700	.599	.388	.483	.920	.838	.538	.730	1.063	
X.6	.853	.480	.583	.641	.612	.794	.793	.605	.429	.485	.556	.480	.583	.672	.443	.695	.595	.385	.480	.913	.832	.603	.725	.859	1.182

Implied (for all variables) Correlations (Group number 1 - Default model)

	Work Life_ Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Work Life_ Balance	1.000																								
Kepuasan_ Kerja	.940	1.000																							
Kinerja_Karyawan	.799	.930	1.000																						
Y.8	.698	.813	.874	1.000																					
Y.7	.748	.870	.936	.8	1.																				

	Work Life_ Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
				18	000																				
Y1.1	.877	.933	.867	.758	.811	1.000																			
Y1.2	.849	.903	.840	.734	.786	.842	1.000																		
Y.6	.744	.866	.932	.677	.872	.808	.783	1.000																	
Y.5	.549	.639	.688	.60	.64	.59	.57	.64	1.0																

	Work Life_ Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
				1	4	6	8	1	00																
Y.4	.608	.708	.762	.666	.713	.660	.640	.710	.524	1.000															
Y.3	.656	.764	.822	.718	.769	.712	.690	.766	.565	.626	1.000														
Y.2	.557	.648	.697	.610	.653	.605	.586	.650	.480	.738	.573	1.000													
Y.1	.816	.738	.696	.609	.651	.688	.666	.649	.479	.320	.572	.308	1.00												

	Work Life_ Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y1.3	.862	.917	.853	.746	.798	.855	.829	.795	.586	.649	.701	.595	.555	1.000											
Y1.4	.747	.795	.739	.646	.692	.741	.718	.689	.508	.563	.607	.412	.586	.729	1.000										
Y1.5	.829	.882	.820	.717	.768	.823	.761	.764	.564	.625	.674	.572	.651	.809	.702	1.000									
Y1.6	.780	.830	.772	.675	.722	.774	.750	.719	.531	.588	.373	.538	.612	.762	.660	.733	1.000								

	Work Life_ Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y1.7	.528	.562	.522	.457	.489	.524	.421	.487	.359	.398	.429	.364	.414	.515	.447	.496	.466	1.000							
Y1.8	.708	.753	.700	.612	.655	.702	.680	.653	.482	.533	.575	.488	.475	.691	.469	.665	.625	.870	1.000						
X.1	.868	.816	.694	.606	.649	.761	.737	.646	.477	.528	.570	.484	.709	.666	.649	.720	.678	.458	.615	1.000					
X.2	.905	.850	.723	.632	.676	.793	.768	.673	.497	.416	.594	.504	.738	.780	.676	.750	.642	.478	.640	.786	1.000				
X.3	.651	.612	.520	.4	.4	.5	.5	.4	.3	.3	.4	.3	.5	.5	.4	.5	.5	.3	.4	.5	.5	1.			

	Work Life_ Balance	Kepuasan_Kerja	Kinerja_Karyawan	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
				55	87	71	53	85	58	96	27	63	31	61	87	40	08	44	61	66	89	000			
X.4	.795	.748	.635	.474	.595	.697	.675	.592	.437	.484	.522	.443	.649	.686	.594	.660	.621	.420	.563	.691	.720	.518	1.000		
X.5	.902	.848	.721	.569	.674	.791	.766	.671	.496	.549	.592	.502	.736	.778	.580	.748	.704	.476	.639	.783	.816	.520	.718	1.000	
X.6	.849	.798	.679	.593	.635	.745	.721	.632	.467	.517	.558	.473	.693	.732	.635	.704	.663	.448	.601	.738	.768	.553	.676	.766	1.000

Factor Score Weights (Group number 1 - Default model)

	Y.8	Y.7	Y1.1	Y1.2	Y.6	Y.5	Y.4	Y.3	Y.2	Y.1	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
WorkLife_Balance	-.576	-.095	-.030	-.452	-.769	-.017	.483	-.104	.334	1.493	1.108	.744	-.100	-.101	-1.136	1.744	.124	.037	-.080	-.236	-.206	-.137
Kepuasan_Kerja	.001	-.004	.053	.010	-.003	-.001	.038	.071	.023	.081	.122	.107	.034	.101	-.087	.157	.023	.042	.000	-.005	.022	-.007
Kinerja_Karyawan	.276	.082	-.005	-.026	.403	.015	.005	.060	.030	.027	-.008	.071	-.008	.046	-.057	.085	-.032	-.031	-.003	.041	.064	-.027

Total Effects (Group number 1 - Default model)

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Kepuasan_Kerja	.562	.000	.000
Kinerja_Karyawan	.684	2.197	.000
Y.8	.752	2.416	1.100
Y.7	.717	2.305	1.049

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.1	.931	1.656	.000
Y1.2	.929	1.653	.000
Y.6	.710	2.280	1.038
Y.5	.502	1.614	.735
Y.4	.568	1.826	.831
Y.3	.652	2.096	.954
Y.2	.562	1.807	.822
Y.1	.684	2.197	1.000
Y1.3	.787	1.401	.000
Y1.4	.520	.924	.000
Y1.5	.815	1.450	.000
Y1.6	.698	1.241	.000
Y1.7	.451	.802	.000

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.8	.562	1.000	.000
X.1	1.070	.000	.000
X.2	.975	.000	.000
X.3	.707	.000	.000
X.4	.850	.000	.000
X.5	1.007	.000	.000
X.6	1.000	.000	.000

Standardized Total Effects (Group number 1 - Default model)

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Kepuasan_Kerja	.940	.000	.000
Kinerja_Karyawan	.799	1.535	.000
Y.8	.698	1.342	.874
Y.7	.748	1.437	.936

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.1	.877	.933	.000
Y1.2	.849	.903	.000
Y.6	.744	1.430	.932
Y.5	.549	1.056	.688
Y.4	.608	1.169	.762
Y.3	.656	1.261	.822
Y.2	.557	1.070	.697
Y.1	.816	1.568	1.022
Y1.3	.862	.917	.000
Y1.4	.747	.795	.000
Y1.5	.829	.882	.000
Y1.6	.780	.830	.000
Y1.7	.528	.562	.000

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.8	.708	.753	.000
X.1	.868	.000	.000
X.2	.905	.000	.000
X.3	.651	.000	.000
X.4	.795	.000	.000
X.5	.902	.000	.000
X.6	.849	.000	.000

Direct Effects (Group number 1 - Default model)

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Kepuasan_Kerja	.562	.000	.000
Kinerja_Karyawan	-.551	2.197	.000
Y.8	.000	.000	1.100
Y.7	.000	.000	1.049

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.1	.000	1.656	.000
Y1.2	.000	1.653	.000
Y.6	.000	.000	1.038
Y.5	.000	.000	.735
Y.4	.000	.000	.831
Y.3	.000	.000	.954
Y.2	.000	.000	.822
Y.1	.000	.000	1.000
Y1.3	.000	1.401	.000
Y1.4	.000	.924	.000
Y1.5	.000	1.450	.000
Y1.6	.000	1.241	.000
Y1.7	.000	.802	.000

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.8	.000	1.000	.000
X.1	1.070	.000	.000
X.2	.975	.000	.000
X.3	.707	.000	.000
X.4	.850	.000	.000
X.5	1.007	.000	.000
X.6	1.000	.000	.000

Standardized Direct Effects (Group number 1 - Default model)

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Kepuasan_Kerja	.940	.000	.000
Kinerja_Karyawan	-.644	1.535	.000
Y.8	.000	.000	.874
Y.7	.000	.000	.936

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.1	.000	.933	.000
Y1.2	.000	.903	.000
Y.6	.000	.000	.932
Y.5	.000	.000	.688
Y.4	.000	.000	.762
Y.3	.000	.000	.822
Y.2	.000	.000	.697
Y.1	.000	.000	1.022
Y1.3	.000	.917	.000
Y1.4	.000	.795	.000
Y1.5	.000	.882	.000
Y1.6	.000	.830	.000
Y1.7	.000	.562	.000

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.8	.000	.753	.000
X.1	.868	.000	.000
X.2	.905	.000	.000
X.3	.651	.000	.000
X.4	.795	.000	.000
X.5	.902	.000	.000
X.6	.849	.000	.000

Indirect Effects (Group number 1 - Default model)

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Kepuasan_Kerja	.000	.000	.000
Kinerja_Karyawan	1.235	.000	.000
Y.8	.752	2.416	.000
Y.7	.717	2.305	.000

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.1	.931	.000	.000
Y1.2	.929	.000	.000
Y.6	.710	2.280	.000
Y.5	.502	1.614	.000
Y.4	.568	1.826	.000
Y.3	.652	2.096	.000
Y.2	.562	1.807	.000
Y.1	.684	2.197	.000
Y1.3	.787	.000	.000
Y1.4	.520	.000	.000
Y1.5	.815	.000	.000
Y1.6	.698	.000	.000
Y1.7	.451	.000	.000

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.8	.562	.000	.000
X.1	.000	.000	.000
X.2	.000	.000	.000
X.3	.000	.000	.000
X.4	.000	.000	.000
X.5	.000	.000	.000
X.6	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Kepuasan_Kerja	.000	.000	.000
Kinerja_Karyawan	1.443	.000	.000
Y.8	.698	1.342	.000
Y.7	.748	1.437	.000

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.1	.877	.000	.000
Y1.2	.849	.000	.000
Y.6	.744	1.430	.000
Y.5	.549	1.056	.000
Y.4	.608	1.169	.000
Y.3	.656	1.261	.000
Y.2	.557	1.070	.000
Y.1	.816	1.568	.000
Y1.3	.862	.000	.000
Y1.4	.747	.000	.000
Y1.5	.829	.000	.000
Y1.6	.780	.000	.000
Y1.7	.528	.000	.000

	WorkLife_Balance	Kepuasan_Kerja	Kinerja_Karyawan
Y1.8	.708	.000	.000
X.1	.000	.000	.000
X.2	.000	.000	.000
X.3	.000	.000	.000
X.4	.000	.000	.000
X.5	.000	.000	.000
X.6	.000	.000	.000

	e24	e22	e19	e18	e16	e15	e14	e13	e12	e11	e10	e9	e8	e7	e6	e5	e4	e3	e2
e24	.036																		
e22	.000	.233																	
e19	.000	.000	.188																

	e24	e22	e19	e18	e16	e15	e14	e13	e12	e11	e10	e9	e8	e7	e6	e5	e4	e3	e2
e18	.000	-.120	.000	.102															
e16	.000	.000	.000	.000	.313														
e15	.000	.000	.000	.000	.000	.274													
e14	.000	.000	.000	.000	.166	.000	.447												
e13	-.091	.000	.000	.000	-.140	.000	-.128	.372											
e12	.000	.000	.000	.000	.000	.000	.000	-.079	.113										
e11	.000	.000	.000	.000	.000	.000	-.062	.000	.000	.152									
e10	.000	.000	-.033	.000	.000	.000	.000	.000	.000	.000	.182								
e9	.000	.000	.000	.00	.000	-	.000	.000	.000	.000	.00	.212							

	e24	e22	e19	e18	e16	e15	e14	e13	e12	e11	e10	e9	e8	e7	e6	e5	e4	e3	e2
				0		.198					0								
e8	.000	.000	-.069	.000	.000	.000	.000	.000	.000	.000	.000	.000	.426						
e7	.000	.000	.000	.000	.000	.000	.000	-.046	.000	-.061	.000	.000	.259	.233					
e6	.000	.000	.000	.000	.000	.000	.000	.000	-.079	.000	.000	.000	.000	.000	.319				
e5	.000	.000	.000	.000	-.116	.000	.000	.000	.000	.000	.000	-.053	.000	.000	.000	.180			
e4	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.579		
e3	.000	-.080	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.358	
e2	.000	-.063	.000	.000	.000	.000	.000	.000	.000	-.063	.000	.000	.000	.000	.000	.000	-.070	.000	.198

	M.I.	Par Change

			M.I.	Par Change
e19	<-->	e20	6.993	.057
e15	<-->	e19	5.131	-.037
e12	<-->	e15	4.049	.021
e4	<-->	e11	9.675	.089

	M.I.	Par Change

			M.I.	Par Change
Y.2	<---	Y1.7	4.228	.205
Y1.4	<---	X.3	6.401	.103

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	21		-2.528	9999.000	1304.566	0	9999.000
1	e*	32		-.923	3.133	1037.895	19	.262

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
2	e	22		-1.650	.581	967.647	6	.928
3	e*	19		-4.057	.724	853.485	5	1.061
4	e*	13		-1.832	.182	827.268	6	.727
5	e	13		-1.572	.453	757.858	6	.915
6	e*	8		-.416	.423	700.480	5	.913
7	e*	3		-7.170	.772	646.247	5	.603
8	e	3		-.817	.215	615.071	5	.947
9	e	2		-.602	.679	587.469	5	.532
10	e	2		-.162	.106	575.449	7	.939
11	e	1		-.011	.340	557.720	7	.987
12	e	0	38927.792		.416	546.034	5	.949
13	e	0	32716.449		1.163	540.257	1	.510
14	e	0	69151.169		.408	534.869	1	1.107

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
15	e	0	67990.574		.248	533.904	1	1.134
16	e	0	87789.008		.124	533.665	1	1.176
17	e	0	97517.793		.108	533.620	1	1.136
18	e	0	111647.136		.032	533.616	1	1.074
19	e	0	112537.024		.006	533.616	1	1.012
20	e	0	111715.236		.000	533.616	1	1.000

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	67	533.616	186	.000	2.869
Saturated model	253	.000	0		
Independence model	22	1337.619	231	.000	5.791

Model	RMR	GFI	AGFI	PGFI

Model	RMR	GFI	AGFI	PGFI
Default model	.079	.528	.358	.388
Saturated model	.000	1.000		
Independence model	.524	.101	.015	.092

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.601	.505	.698	.610	.686
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Model	PRATIO	PNFI	PCFI
Default model	.805	.484	.552
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

Model	NCP	LO 90	HI 90
Default model	347.616	282.344	420.528
Saturated model	.000	.000	.000
Independence model	1106.619	995.314	1225.402

Model	FMIN	F0	LO 90	HI 90
Default model	18.401	11.987	9.736	14.501
Saturated model	.000	.000	.000	.000
Independence model	46.125	38.159	34.321	42.255

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.254	.229	.279	.000
Independence model	.406	.385	.428	.000

Model	AIC	BCC	BIC	CAIC
Default model	667.616	1181.282	761.496	828.496

Model	AIC	BCC	BIC	CAIC
Saturated model	506.000	2445.667	860.503	1113.503
Independence model	1381.619	1550.285	1412.445	1434.445

Model	ECVI	LO 90	HI 90	MECVI
Default model	23.021	20.770	25.535	40.734
Saturated model	17.448	17.448	17.448	84.333
Independence model	47.642	43.804	51.738	53.458

Model	HOELTER .05	HOELTER .01
Default model	12	13
Independence model	6	7

Minimization: .023

Miscellaneous: .682

Bootstrap: .000

Total: .705

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	67	533.616	186	.000	2.869
Saturated model	253	.000	0		
Independence model	22	1337.619	231	.000	5.791

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.079	.528	.358	.388
Saturated model	.000	1.000		
Independence model	.524	.101	.015	.092

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.601	.505	.698	.610	.686
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI
Default model	.805	.484	.552
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	347.616	282.344	420.528

Model	NCP	LO 90	HI 90
Saturated model	.000	.000	.000
Independence model	1106.619	995.314	1225.402

FMIN

Model	FMIN	F0	LO 90	HI 90
Default model	18.401	11.987	9.736	14.501
Saturated model	.000	.000	.000	.000
Independence model	46.125	38.159	34.321	42.255

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.254	.229	.279	.000
Independence model	.406	.385	.428	.000

Lampiran Ouput CFA

Estimates (Group number 1 - Default model)

Scalar Estimates (Group number 1 - Default model

Maximum Likelihood Estimates

Regression Weights: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
X.6	<---	WorkLife_Balance	1.000				
X.5	<---	WorkLife_Balance	.962	.150	6.407	***	
X.4	<---	WorkLife_Balance	.685	.145	4.721	***	
X.3	<---	WorkLife_Balance	.863	.202	4.271	***	
X.2	<---	WorkLife_Balance	1.001	.129	7.767	***	
X.1	<---	WorkLife_Balance	1.067	.159	6.700	***	
Y1.8	<---	Kepuasan_Karyawan	1.000				
Y1.7	<---	Kepuasan_Karyawan	.541	.147	3.681	***	

			Estimate	S.E.	C.R.	P	Label
Y1.6	<---	Kepuasan_Karyawan	1.336	.199	6.717	***	
Y1.5	<---	Kepuasan_Karyawan	1.524	.177	8.629	***	
Y1.4	<---	Kepuasan_Karyawan	1.111	.170	6.528	***	
Y1.3	<---	Kepuasan_Karyawan	1.556	.204	7.638	***	
Y.8	<---	Kinerja_Karyawan	1.000				
Y.7	<---	Kinerja_Karyawan	.802	.112	7.128	***	
Y.6	<---	Kinerja_Karyawan	.968	.182	5.312	***	
Y.5	<---	Kinerja_Karyawan	.571	.124	4.619	***	
Y.4	<---	Kinerja_Karyawan	.706	.128	5.499	***	
Y.3	<---	Kinerja_Karyawan	.764	.126	6.061	***	
Y1.2	<---	Kepuasan_Karyawan	1.746	.228	7.647	***	
Y1.1	<---	Kepuasan_Karyawan	1.539	.221	6.952	***	
Y.2	<---	Kinerja_Karyawan	.475	.156	3.043	.002	

			Estimate	S.E.	C.R.	P	Label
Y.1	<---	Kinerja_Karyawan	.525	.087	6.070	***	

Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
X.6	<---	WorkLife_Balance	.838
X.5	<---	WorkLife_Balance	.842
X.4	<---	WorkLife_Balance	.689
X.3	<---	WorkLife_Balance	.696
X.2	<---	WorkLife_Balance	.930
X.1	<---	WorkLife_Balance	.853
Y1.8	<---	Kepuasan_Karyawan	.834
Y1.7	<---	Kepuasan_Karyawan	.406
Y1.6	<---	Kepuasan_Karyawan	.795
Y1.5	<---	Kepuasan_Karyawan	.910

			Estimate
Y1.4	<---	Kepuasan_Karyawan	.821
Y1.3	<---	Kepuasan_Karyawan	.918
Y.8	<---	Kinerja_Karyawan	.954
Y.7	<---	Kinerja_Karyawan	.839
Y.6	<---	Kinerja_Karyawan	.946
Y.5	<---	Kinerja_Karyawan	.645
Y.4	<---	Kinerja_Karyawan	.733
Y.3	<---	Kinerja_Karyawan	.754
Y1.2	<---	Kepuasan_Karyawan	.922
Y1.1	<---	Kepuasan_Karyawan	.845
Y.2	<---	Kinerja_Karyawan	.470
Y.1	<---	Kinerja_Karyawan	.771

Covariances: (Group number 1 - Default model)

			Estimate	S.E.	C.R.	P	Label
Kepuasan_Karyawan	<-->	Kinerja_Karyawan	.367	.126	2.910	.004	
WorkLife_Balance	<-->	Kepuasan_Karyawan	.429	.137	3.138	.002	
WorkLife_Balance	<-->	Kinerja_Karyawan	.569	.202	2.822	.005	
e18	<-->	e21	.252	.081	3.101	.002	
e17	<-->	e21	.097	.074	1.307	.191	
e17	<-->	e18	.277	.083	3.354	***	
e15	<-->	e19	.034	.030	1.153	.249	
e14	<-->	e15	.020	.052	.378	.705	
e13	<-->	e15	-.233	.076	-3.076	.002	
e12	<-->	e18	.073	.025	2.914	.004	
e12	<-->	e15	.062	.024	2.554	.011	
e11	<-->	e16	.087	.023	3.793	***	
e10	<-->	e13	.037	.024	1.562	.118	

			Estimate	S.E.	C.R.	P	Label
e9	<-->	e22	.084	.027	3.087	.002	
e9	<-->	e21	-.071	.059	-1.208	.227	
e9	<-->	e18	-.153	.074	-2.067	.039	
e9	<-->	e17	-.143	.072	-1.979	.048	
e9	<-->	e15	.152	.068	2.225	.026	
e9	<-->	e14	.118	.031	3.809	***	
e8	<-->	e21	.271	.094	2.884	.004	
e8	<-->	e15	-.037	.022	-1.721	.085	
e8	<-->	e11	.095	.040	2.395	.017	
e8	<-->	e12	-.078	.038	-2.037	.042	
e7	<-->	e21	.078	.054	1.444	.149	
e7	<-->	e11	-.012	.023	-.522	.602	
e11	<-->	e12	.013	.023	.562	.574	

			Estimate	S.E.	C.R.	P	Label
e7	<-->	e12	-.094	.030	-3.124	.002	
e7	<-->	e8	.186	.061	3.066	.002	
e22	<-->	WorkLife_Balance	.130	.041	3.164	.002	
e14	<-->	Kepuasan_Karyawan	.111	.044	2.525	.012	
e14	<-->	WorkLife_Balance	.085	.062	1.365	.172	
e9	<-->	e16	.118	.041	2.900	.004	
e5	<-->	e22	-.031	.018	-1.779	.075	
e5	<-->	e17	-.080	.021	-3.716	***	
e4	<-->	e5	.043	.051	.841	.400	
e4	<-->	e19	-.023	.072	-.325	.745	
e3	<-->	e11	-.080	.027	-2.934	.003	
e4	<-->	e11	.144	.067	2.129	.033	

Correlations: (Group number 1 - Default model)

			Estimate
Kepuasan_Karyawan	<-->	Kinerja_Karyawan	.731
WorkLife_Balance	<-->	Kepuasan_Karyawan	.888
WorkLife_Balance	<-->	Kinerja_Karyawan	.682
e18	<-->	e21	.488
e17	<-->	e21	.191
e17	<-->	e18	.734
e15	<-->	e19	.283
e14	<-->	e15	.132
e13	<-->	e15	-2.588
e12	<-->	e18	.323
e12	<-->	e15	.553
e11	<-->	e16	.334
e10	<-->	e13	.338

			Estimate
e9	<-->	e22	.381
e9	<-->	e21	-.155
e9	<-->	e18	-.450
e9	<-->	e17	-.427
e9	<-->	e15	.898
e9	<-->	e14	.444
e8	<-->	e21	.496
e8	<-->	e15	-.185
e8	<-->	e11	.349
e8	<-->	e12	-.329
e7	<-->	e21	.263
e7	<-->	e11	-.082
e11	<-->	e12	.086

			Estimate
e7	<-->	e12	-.725
e7	<-->	e8	.795
e22	<-->	WorkLife_Balance	.360
e14	<-->	Kepuasan_Karyawan	.427
e14	<-->	WorkLife_Balance	.196
e9	<-->	e16	.341
e5	<-->	e22	-.218
e5	<-->	e17	-.367
e4	<-->	e5	.150
e4	<-->	e19	-.074
e3	<-->	e11	-.297
e4	<-->	e11	.433

Variances: (Group number 1 - Default model)

	Estimate	S.E.	C.R.	P	Label
WorkLife_Balance	.803	.261	3.075	.002	
Kepuasan_Karyawan	.290	.083	3.481	***	
Kinerja_Karyawan	.868	.256	3.390	***	
e1	.341	.079	4.314	***	
e2	.305	.069	4.396	***	
e3	.418	.115	3.632	***	
e4	.637	.175	3.641	***	
e5	.126	.050	2.507	.012	
e6	.341	.071	4.777	***	
e7	.127	.038	3.323	***	
e8	.431	.111	3.878	***	
e9	.301	.070	4.312	***	
e10	.139	.028	5.038	***	

	Estimate	S.E.	C.R.	P	Label
e11	.173	.038	4.571	***	
e12	.132	.047	2.822	.005	
e13	.086	.094	.908	.364	
e14	.235	.091	2.584	.010	
e15	.095	.062	1.532	.126	
e16	.397	.091	4.367	***	
e17	.372	.091	4.093	***	
e18	.384	.094	4.062	***	
e19	.156	.039	4.011	***	
e20	.275	.068	4.032	***	
e21	.692	.160	4.338	***	
e22	.163	.033	5.003	***	

Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
Y.1	.595
Y.2	.221
Y1.1	.714
Y1.2	.850
Y.3	.569
Y.4	.537
Y.5	.416
Y.6	.895
Y.7	.704
Y.8	.910
Y1.3	.842
Y1.4	.675
Y1.5	.829

	Estimate
Y1.6	.632
Y1.7	.165
Y1.8	.695
X.1	.728
X.2	.864
X.3	.484
X.4	.474
X.5	.709
X.6	.702

Matrices (Group number 1 - Default model)

Implied Covariances (Group number 1 - Default model)

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y.1	.403																					
Y.2	.217	.888																				
Y1.1	.297	.268	.963																			
Y1.2	.336	.304	.780	1.041																		
Y.3	.348	.567	.431	.489	.890																	
Y.4	.322	.388	.399	.452	.746	.805																
Y.5	.261	.236	.323	.366	.379	.350	.681															
Y.6	.441	.399	.546	.654	.642	.593	.480	.908														
Y.7	.365	.331	.624	.708	.532	.491	.398	.693	.793													
Y.8	.456	.413	.564	.640	.663	.613	.496	.607	.696	.953												
Y1.3	.300	.271	.694	.788	.509	.403	.326	.614	.631	.570	.834											
Y1.4	.214	.194	.496	.563	.311	.288	.320	.394	.451	.407	.514	.531										
Y1	.2	.2	.6	.77	.4	.3	.3	.5	.6	.5	.6	.4	.8									

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
.5	94	66	80	2	27	95	19	41	18	96	87	91	12									
Y1	.3	.1	.5	.67	.2	.2	.3	.6	.6	.4	.6	.4	.5	.8								
.6	42	62	96	7	22	03	98	26	60	90	03	30	90	18								
Y1	.1	.3	.2	.27	.1	.1	.1	.1	.2	.1	.1	.2	.2	.2	.5							
.7	04	65	42	4	52	40	13	55	19	98	66	70	39	10	16							
Y1	.1	.2	.4	.50	.2	.2	.2	.3	.4	.3	.3	.3	.4	.3	.3	.4						
.8	93	52	46	7	80	59	10	55	05	67	57	10	42	87	43	17						
X.	.4	.2	.7	.79	.4	.4	.3	.5	.5	.6	.7	.5	.6	.6	.2	.4	1.2					
1	58	89	04	8	64	29	47	88	78	07	11	08	97	11	47	57	55					
X.	.3	.2	.6	.74	.4	.3	.3	.5	.5	.5	.6	.4	.6	.5	.2	.4	.85	.9				
2	98	71	61	9	36	23	26	52	42	70	68	77	54	73	32	29	8	31				
X.	.3	.2	.5	.62	.3	.3	.2	.4	.4	.4	.5	.5	.5	.4	.2	.3	.73	.7	1.2			
3	70	34	69	3	75	47	81	76	67	91	75	55	64	94	00	70	9	36	35			
X.	.2	.1	.4	.51	.2	.2	.2	.3	.3	.3	.4	.2	.4	.3	.1	.2	.58	.5	.47	.7		
4	94	85	52	3	98	75	23	78	71	90	57	47	48	92	59	94	7	51	5	95		
X.	.4	.2	.6	.72	.4	.3	.3	.5	.5	.5	.6	.4	.6	.5	.2	.4	.82	.7	.66	.5	1.0	
5	13	60	35	0	18	87	13	30	21	48	41	58	28	51	23	12	4	73	7	29	48	
X.	.4	.2	.6	.74	.4	.4	.3	.5	.5	.5	.6	.4	.6	.5	.2	.4	.85	.8	.69	.5	.77	1.1
6	29	71	60	9	35	02	25	51	42	69	67	76	53	73	32	29	7	04	3	50	3	44

Implied Correlations (Group number 1 - Default model)

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y.1	1.000																					
Y.2	.362	1.000																				
Y1.1	.476	.290	1.000																			
Y1.2	.520	.317	.779	1.000																		
Y.3	.582	.638	.466	.508	1.000																	
Y.4	.565	.459	.453	.494	.881	1.000																
Y.5	.498	.303	.398	.435	.487	.473	1.000															
Y.6	.730	.445	.584	.673	.714	.694	.611	1.000														

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y.7	.647	.394	.714	.780	.633	.615	.541	.817	1.000													
Y.8	.736	.448	.589	.643	.720	.699	.616	.652	.800	1.000												
Y1.3	.517	.315	.775	.846	.590	.492	.433	.706	.776	.640	1.000											
Y1.4	.463	.282	.694	.757	.453	.440	.533	.568	.695	.573	.773	1.000										
Y1.5	.513	.313	.769	.839	.502	.488	.429	.630	.770	.677	.835	.748	1.000									
Y1.6	.595	.190	.672	.733	.260	.250	.533	.726	.819	.555	.730	.653	.724	1.000								
Y1.7	.229	.540	.343	.374	.224	.217	.191	.226	.343	.283	.253	.515	.369	.323	1.000							
Y1.8	.470	.415	.704	.769	.460	.447	.393	.577	.705	.582	.606	.659	.759	.663	.739	1.000						

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
X.1	.644	.273	.640	.699	.439	.427	.376	.551	.579	.555	.695	.623	.690	.603	.308	.632	1.000					
X.2	.651	.298	.698	.761	.478	.373	.409	.600	.631	.605	.758	.678	.752	.657	.335	.689	.793	1.000				
X.3	.525	.223	.522	.549	.358	.348	.306	.449	.472	.453	.567	.685	.563	.491	.251	.515	.594	.687	1.000			
X.4	.520	.221	.517	.564	.354	.344	.303	.444	.467	.448	.561	.380	.557	.486	.248	.510	.588	.640	.479	1.000		
X.5	.636	.270	.632	.690	.433	.421	.371	.543	.571	.548	.686	.614	.681	.595	.303	.624	.719	.783	.586	.580	1.000	
X.6	.632	.269	.629	.686	.431	.419	.369	.541	.569	.545	.683	.611	.678	.592	.302	.621	.715	.779	.583	.577	.706	1.000

Residual Covariances (Group number 1 - Default model)

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y.	.1																					

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
1	13																					
Y.2	.041	-.043																				
Y1.1	.210	.285	-.003																			
Y1.2	.175	.218	.120	-.018																		
Y.3	-.073	.071	.182	.122	-.161																	
Y.4	-.066	.240	.168	.092	-.090	.001																
Y.5	-.029	.130	.124	.090	.039	.178	.031															
Y.6	.005	.041	.074	.046	-.115	-.060	-.020	-.135														
Y.7	.035	.219	.076	-.008	.002	.092	.086	-.027	-.009													

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y.8	.035	.266	.256	.115	-.059	.015	.036	.000	.054	.026												
Y1.3	.063	.177	-.001	-.077	.060	.103	.048	-.027	-.081	.011	-.135											
Y1.4	.053	.123	.004	-.129	.022	.096	.096	-.028	-.034	.076	-.131	-.081										
Y1.5	.118	.323	.053	-.083	.151	.117	.036	-.041	-.051	.160	-.076	-.091	.010									
Y1.6	.145	.165	.017	-.043	.118	.164	.009	.001	-.026	.137	-.089	-.064	-.090	-.112								
Y1.7	.145	.092	.232	.104	.124	.182	.118	.092	.147	.293	.096	.097	.172	.077	.066							
Y1.8	.092	.190	.114	.049	.111	.086	.026	-.002	.028	.175	.014	-.010	.047	-.041	.075	.032						
X.1	.129	.388	.143	.035	.143	.221	.176	.005	.139	.303	-.048	.009	.137	.063	.239	.089	.035					
X.	.1	.1	.1	-	.0	.0	-	-	-	.1	-	-	.0	-	.1	.0	-	.0				

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
2	08	82	33	.016	78	44	.079	.098	.075	17	.041	.044	79	.093	41	31	.011	29				
X.3	-.048	.094	-.069	-.245	-.053	-.008	-.053	-.276	-.251	-.064	-.237	-.071	-.153	-.261	.255	-.026	-.123	-.070	-.230			
X.4	.095	.309	.281	.131	.257	.230	.171	.022	.112	.204	.149	.237	.230	.041	.263	.117	.230	.182	.097	.143		
X.5	.147	.170	.072	.080	.168	.130	-.043	.083	.029	.049	.049	-.175	.005	.036	-.063	-.039	.046	-.033	-.283	.121	.029	
X.6	.066	.427	.233	.162	.334	.320	.199	.102	.125	.295	.082	-.043	.091	-.026	.097	.076	.023	-.011	-.204	.138	.101	.038

Standardized Residual Covariances (Group number 1 - Default model)

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y.1	1.068																					
Y.2	.348	-.183																				

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y1.1	1.641	1.594	-.010																			
Y1.2	1.290	1.163	.511	-.067																		
Y.3	-.566	.362	.960	.607	-.690																	
Y.4	-.546	1.387	.937	.487	-.430	.003																
Y.5	-.271	.860	.767	.526	.241	1.168	.176															
Y.6	.039	.223	.366	.210	-.562	-.309	-.117	-.566														
Y.7	.276	1.309	.381	-.038	.009	.529	.553	-.131	-.045													
Y.8	.247	1.423	1.238	.524	-.279	.076	.207	.000	.262	.102												

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Y1.3	.516	1.054	-.005	-.339	.325	.606	.318	-.139	-.422	.054	-.615											
Y1.4	.556	.928	.024	-.748	.156	.721	.761	-.188	-.231	.498	-.839	-.580										
Y1.5	.985	1.956	.257	-.372	.853	.698	.241	-.217	-.272	.810	-.383	-.598	.046									
Y1.6	1.168	1.021	.086	-.203	.723	1.054	.055	.003	-.136	.730	-.470	-.437	-.483	-.520								
Y1.7	1.665	.647	1.674	.713	.960	1.486	1.050	.705	1.172	2.161	.767	.888	1.341	.607	.486							
Y1.8	1.092	1.551	.789	.318	.890	.726	.244	-.013	.213	1.295	.107	-.097	.346	-.313	.696	.289						
X.1	.821	1.909	.590	.135	.665	1.090	.962	.024	.650	1.303	-.207	.048	.600	.285	1.530	.563	.107					
X.2	.799	1.035	.620	-.070	.415	.256	-.495	-.494	-.400	.571	-.199	-.276	.393	-.481	1.039	.219	-.043	.118				

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
X.3	-.326	.473	-.304	-1.020	-.257	-.041	-.298	-1.278	-1.233	-.287	-1.092	-.392	-.715	-1.254	1.670	-.170	-.456	-.289	-.709			
X.4	.800	1.933	1.537	.678	1.553	1.464	1.201	.129	.690	1.153	.857	1.834	1.347	.246	2.147	.977	1.067	.961	.477	.686		
X.5	1.030	.914	.327	.339	.860	.703	-.257	.404	.150	.232	.231	-1.076	.025	.179	-.443	-.270	.176	-.143	-1.157	.616	.105	
X.6	.445	2.204	1.014	.661	1.635	1.657	1.139	.475	.615	1.336	.373	-.254	.422	-.125	.649	.501	.085	-.044	-.799	.677	.405	.127

Factor Score Weights (Group number 1 - Default model)

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
Kinerja_Karyawan	-22.982	-16.150	6.276	10.695	23.015	-18.585	1.928	14.474	5.152	7.079	-18.824	-24.911	10.435	.411	37.557	-52.522	5.711	-5.955	8.872	-1.761	5.758	5.357
Kepuasan_Kar	12.2	8.96	-3.	-6.	-13	9.99	-1.	-6.	-2.	-3.	10.5	14.1	-5.	-.9	-20	29.5	-3.	3.23	-4.	1.09	-3.	-2.

	Y.1	Y.2	Y1.1	Y1.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	X.1	X.2	X.3	X.4	X.5	X.6
yawan	33	2	387	007	.240	2	223	853	832	048	25	66	835	41	.937	13	068	8	955	5	094	878
WorkLife_Balance	20.382	14.446	-5.4800	-9.693	-21.435	16.243	-1.899	-11.174	-4.807	-5.096	16.977	22.672	-9.3981	-1.571	-33.646	47.385	-4.9311	5.5000	-7.9644	1.7422	-4.9722	-4.625

Total Effects (Group number 1 - Default model)

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y.1	.525	.000	.000
Y.2	.475	.000	.000
Y1.1	.000	1.539	.000
Y1.2	.000	1.746	.000
Y.3	.764	.000	.000
Y.4	.706	.000	.000
Y.5	.571	.000	.000
Y.6	.968	.000	.000
Y.7	.802	.000	.000
Y.8	1.000	.000	.000
Y1.3	.000	1.556	.000
Y1.4	.000	1.111	.000
Y1.5	.000	1.524	.000

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y1.6	.000	1.336	.000
Y1.7	.000	.541	.000
Y1.8	.000	1.000	.000
X.1	.000	.000	1.067
X.2	.000	.000	1.001
X.3	.000	.000	.863
X.4	.000	.000	.685
X.5	.000	.000	.962
X.6	.000	.000	1.000

Standardized Total Effects (Group number 1 - Default model)

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y.1	.771	.000	.000
Y.2	.470	.000	.000
Y1.1	.000	.845	.000
Y1.2	.000	.922	.000
Y.3	.754	.000	.000
Y.4	.733	.000	.000
Y.5	.645	.000	.000
Y.6	.946	.000	.000
Y.7	.839	.000	.000
Y.8	.954	.000	.000
Y1.3	.000	.918	.000
Y1.4	.000	.821	.000

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y1.5	.000	.910	.000
Y1.6	.000	.795	.000
Y1.7	.000	.406	.000
Y1.8	.000	.834	.000
X.1	.000	.000	.853
X.2	.000	.000	.930
X.3	.000	.000	.696
X.4	.000	.000	.689
X.5	.000	.000	.842
X.6	.000	.000	.838

Direct Effects (Group number 1 - Default model)

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y.1	.525	.000	.000
Y.2	.475	.000	.000
Y1.1	.000	1.539	.000
Y1.2	.000	1.746	.000
Y.3	.764	.000	.000
Y.4	.706	.000	.000
Y.5	.571	.000	.000
Y.6	.968	.000	.000
Y.7	.802	.000	.000
Y.8	1.000	.000	.000
Y1.3	.000	1.556	.000

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y1.4	.000	1.111	.000
Y1.5	.000	1.524	.000
Y1.6	.000	1.336	.000
Y1.7	.000	.541	.000
Y1.8	.000	1.000	.000
X.1	.000	.000	1.067
X.2	.000	.000	1.001
X.3	.000	.000	.863
X.4	.000	.000	.685
X.5	.000	.000	.962
X.6	.000	.000	1.000

Standardized Direct Effects (Group number 1 - Default model)

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y.1	.771	.000	.000
Y.2	.470	.000	.000
Y1.1	.000	.845	.000
Y1.2	.000	.922	.000
Y.3	.754	.000	.000
Y.4	.733	.000	.000
Y.5	.645	.000	.000
Y.6	.946	.000	.000
Y.7	.839	.000	.000
Y.8	.954	.000	.000

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y1.3	.000	.918	.000
Y1.4	.000	.821	.000
Y1.5	.000	.910	.000
Y1.6	.000	.795	.000
Y1.7	.000	.406	.000
Y1.8	.000	.834	.000
X.1	.000	.000	.853
X.2	.000	.000	.930
X.3	.000	.000	.696
X.4	.000	.000	.689
X.5	.000	.000	.842
X.6	.000	.000	.838

Indirect Effects (Group number 1 - Default model)

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y.1	.000	.000	.000
Y.2	.000	.000	.000
Y1.1	.000	.000	.000
Y1.2	.000	.000	.000
Y.3	.000	.000	.000
Y.4	.000	.000	.000
Y.5	.000	.000	.000
Y.6	.000	.000	.000
Y.7	.000	.000	.000

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y.8	.000	.000	.000
Y1.3	.000	.000	.000
Y1.4	.000	.000	.000
Y1.5	.000	.000	.000
Y1.6	.000	.000	.000
Y1.7	.000	.000	.000
Y1.8	.000	.000	.000
X.1	.000	.000	.000
X.2	.000	.000	.000
X.3	.000	.000	.000
X.4	.000	.000	.000
X.5	.000	.000	.000
X.6	.000	.000	.000

Standardized Indirect Effects (Group number 1 - Default model)

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y.1	.000	.000	.000
Y.2	.000	.000	.000
Y1.1	.000	.000	.000
Y1.2	.000	.000	.000
Y.3	.000	.000	.000
Y.4	.000	.000	.000
Y.5	.000	.000	.000
Y.6	.000	.000	.000

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance
Y.7	.000	.000	.000
Y.8	.000	.000	.000
Y1.3	.000	.000	.000
Y1.4	.000	.000	.000
Y1.5	.000	.000	.000
Y1.6	.000	.000	.000
Y1.7	.000	.000	.000
Y1.8	.000	.000	.000
X.1	.000	.000	.000
X.2	.000	.000	.000
X.3	.000	.000	.000
X.4	.000	.000	.000
X.5	.000	.000	.000
X.6	.000	.000	.000

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance	e22	e21	e19	e18	e17	e16	e15	e14	e13	e12	e11	e10	e9	e8	e7	e5	e4	e3
Kinerja_Karyawan	.868																				
Kepuasan_Karyawan	.367	.290																			
WorkLif	.569	.429	.803																		

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance	e22	e21	e19	e18	e17	e16	e15	e14	e13	e12	e11	e10	e9	e8	e7	e5	e4	e3
e_Balance																					
e22	.000	.000	.130	.163																	
e21	.000	.000	.000	.000	.692																
e19	.000	.000	.000	.000	.000	.156															
e18	.000	.000	.000	.000	.250	.000	.384														
e17	.000	.000	.000	.000	.000	.000	.277	.377													
e16	.000	.000	.000	.000	.000	.000	.000	.000	.397												
e15	.000	.000	.000	.000	.000	.000	.000	.000	.000	.095											
e14	.000	.111	.085	.000	.000	.000	.000	.000	.000	.000	.200										

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance	e22	e21	e19	e18	e17	e16	e15	e14	e13	e12	e11	e10	e9	e8	e7	e5	e4	e3
				0	0	0	0	0	0	20	35										
e13	.000	.000	.000	.000	.000	.000	.000	.000	.000	-.233	.000	.086									
e12	.000	.000	.000	.000	.000	.000	.073	.000	.000	.062	.000	.000	.132								
e11	.000	.000	.000	.000	.000	.000	.000	.000	.087	.000	.000	.000	.013	.173							
e10	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.037	.000	.000	.139						
e9	.000	.000	.000	.084	-.071	.000	-.153	-.143	.118	.152	.118	.000	.000	.000	.000	.301					
e8	.000	.000	.000	.000	.271	.000	.000	.000	.000	-.037	.000	.000	-.078	.095	.000	.000	.431				
e7	.000	.000	.000	.0	.0	.0	.0	.0	.0	.0	.0	.0	-	-	.0	.0	.1	.1			

	Kinerja_Karyawan	Kepuasan_Karyawan	WorkLife_Balance	e22	e21	e19	e18	e17	e16	e15	e14	e13	e12	e11	e10	e9	e8	e7	e5	e4	e3
				000	078	000	000	000	000	000	000	000	.094	.012	000	000	086	027			
e5	.000	.000	.000	-.031	.000	.000	.000	-.080	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.126		
e4	.000	.000	.000	.000	.000	-.023	.000	.000	.000	.000	.000	.000	.000	.144	.000	.000	.000	.000	.043	.637	
e3	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	-.080	.000	.000	.000	.000	.000	.000	.418

	M.I.	Par Change

	M.I.	Par Change

	M.I.	Par Change

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
0	e	35		-2.530	9999.000	1307.875	0	9999.000

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
1	e*	43		-1.874	2.435	1029.575	19	.421
2	e*	42		-3.869	.434	958.521	6	1.010
3	e*	35		-3.231	.306	904.945	4	.906
4	e	34		-5.144	.208	859.680	4	.993
5	e*	25		-3.141	.321	793.251	5	.985
6	e*	22		-2.203	.235	748.962	4	.931
7	e	15		-4.163	.230	708.100	5	.939
8	e	14		-5.035	.525	652.497	10	.810
9	e	9		-13.052	.111	637.794	8	.773
10	e	16		-11.864	.167	618.252	6	.729
11	e	9		-6.790	.027	614.972	7	.636
12	e	12		-6.981	.279	584.457	13	.911
13	e	8		-12.336	.044	578.862	8	.755
14	e	15		-26.843	.155	563.466	9	.771
15	e	8		-9.670	.016	561.590	8	.559
16	e	13		-27.753	.165	544.400	11	.858
17	e	8		-16.052	.023	542.054	8	.550
18	e	12		-20.893	.118	530.420	10	.792
19	e	7		-14.186	.032	527.417	7	.642
20	e	10		-16.152	.105	516.717	8	.850
21	e	6		-6.445	.029	513.501	7	.810
22	e	4		-3.306	.235	493.423	12	.869
23	e	2		-.528	.320	471.539	14	.933

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
24	e	2		-10.633	.035	468.664	5	.871
25	e	1		-.092	.064	464.850	8	.967
26	e	2		-25.440	.065	462.444	6	.682
27	e	1		-.645	.028	460.305	5	.965
28	e	8		-79.912	.237	453.288	6	.821
29	e	2		-.472	.000	452.698	24	.839
30	e	2		-13.812	.064	451.159	25	.692
31	e	0	18233967.554		.027	450.048	5	.900
32	e	2		-12.788	.408	445.326	2	.000
33	e	0	16291031.157		.016	444.476	5	1.029
34	e	2		-28.523	.327	443.721	1	.491
35	e	2		-1.249	.008	442.627	5	1.123
36	e	0	12531178.178		.029	442.327	7	.980
37	e	1		-.066	.049	442.116	3	.000
38	e	1		-.470	.044	441.923	5	.880
39	e	0	25030064.863		.017	441.829	6	.663
40	e	0	15799104.932		.093	441.643	1	1.181
41	e	0	14499640.910		.064	441.544	1	1.085
42	e	2		-.824	.060	441.500	1	.433
43	e	0	14873928.221		.007	441.399	5	1.044
44	e	0	18145914.804		.031	441.370	2	.000
45	e	0	14667599.466		.019	441.329	1	1.255
46	e	0	15077029.573		.019	441.309	2	.000

Iteration		Negative eigenvalues	Condition #	Smallest eigenvalue	Diameter	F	NTries	Ratio
47	e	0	14940620.533		.017	441.286	1	1.340
48	e	0	15422226.389		.021	441.271	1	1.202
49	e	0	15193960.988		.012	441.257	1	1.326

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	82	441.251	171	.000	2.580
Saturated model	253	.000	0		
Independence model	22	1337.619	231	.000	5.791

Model	RMR	GFI	AGFI	PGFI
Default model	.135	.528	.301	.357
Saturated model	.000	1.000		
Independence model	.524	.101	.015	.092

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.670	.554	.768	.670	.756
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Model	PRATIO	PNFI	PCFI
Default model	.740	.496	.559
Saturated model	.000	.000	.000

Model	PRATIO	PNFI	PCFI
Independence model	1.000	.000	.000

Model	NCP	LO 90	HI 90
Default model	270.251	211.999	336.178
Saturated model	.000	.000	.000
Independence model	1106.619	995.314	1225.402

Model	FMIN	F0	LO 90	HI 90
Default model	15.216	9.319	7.310	11.592
Saturated model	.000	.000	.000	.000
Independence model	46.125	38.159	34.321	42.255

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.233	.207	.260	.000
Independence model	.406	.385	.428	.000

Model	AIC	BCC	BIC	CAIC
Default model	605.251	1233.918	720.149	802.149
Saturated model	506.000	2445.667	860.503	1113.503
Independence model	1381.619	1550.285	1412.445	1434.445

Model	ECVI	LO 90	HI 90	MECVI
Default model	20.871	18.862	23.144	42.549
Saturated model	17.448	17.448	17.448	84.333

Model	ECVI	LO 90	HI 90	MECVI
Independence model	47.642	43.804	51.738	53.458

Model	HOELTER .05	HOELTER .01
Default model	14	15
Independence model	6	7

Minimization:	.094
Miscellaneous:	1.071
Bootstrap:	.000
Total:	1.165

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	82	441.251	171	.000	2.580
Saturated model	253	.000	0		
Independence model	22	1337.619	231	.000	5.791

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.135	.528	.301	.357
Saturated model	.000	1.000		
Independence model	.524	.101	.015	.092

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.670	.554	.768	.670	.756
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Parsimony-Adjusted Measures

Model	PRATIO	PNFI	PCFI

Model	PRATIO	PNFI	PCFI
Default model	.740	.496	.559
Saturated model	.000	.000	.000
Independence model	1.000	.000	.000

NCP

Model	NCP	LO 90	HI 90
Default model	270.251	211.999	336.178
Saturated model	.000	.000	.000
Independence model	1106.619	995.314	1225.402

FMIN

Model	FMIN	F0	LO 90	HI 90

Model	FMIN	F0	LO 90	HI 90
Default model	15.216	9.319	7.310	11.592
Saturated model	.000	.000	.000	.000
Independence model	46.125	38.159	34.321	42.255

RMSEA

Model	RMSEA	LO 90	HI 90	PCLOSE
Default model	.233	.207	.260	.000
Independence model	.406	.385	.428	.000

Lampiran Google From Kuesioner Penelitian

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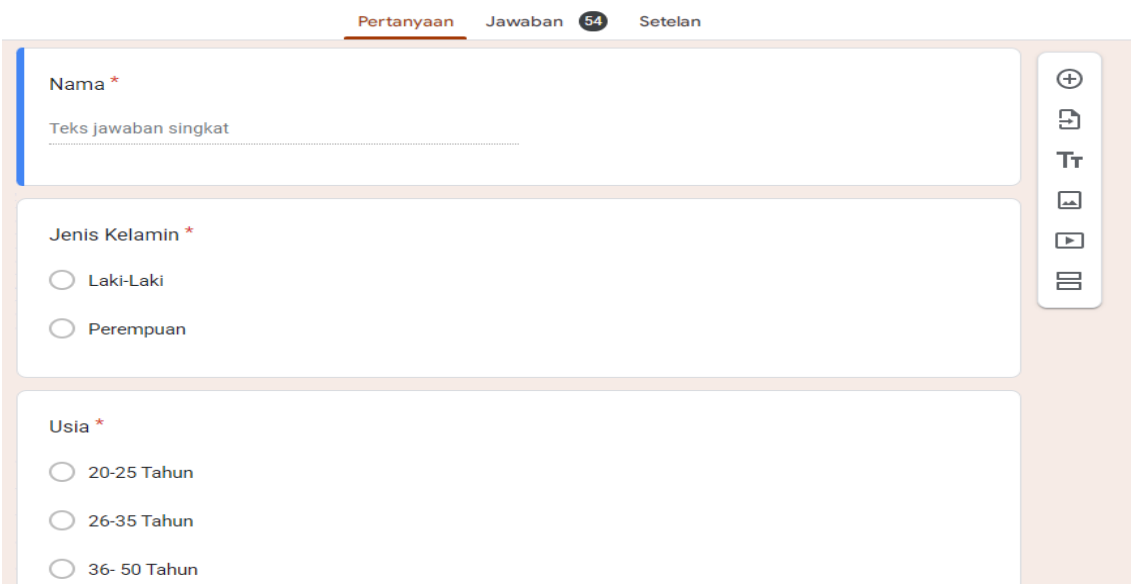

Bagian 2 dari 3

Petunjuk Pengisian Jawaban!

Beri jawaban atas pernyataan berikut ini sesuai dengan pendapat dan pengalaman anda, dengan cara memberi tanda (√) pada kolom yang tersedia.

keterangan :

Keterangan	Arti	Bobot Nilai
STS	Sangat Tidak Setuju	1
TS	Tidak Setuju	2
N	Netral	3
S	Setuju	4
SS	Sangat Setuju	5

Setelah bagian 2 Lanjutkan ke bagian berikut

Pertanyaan Jawaban 54 Setelan

Variabel *Work Life Balance* (X1)

Deskripsi (opsional)

Saya percaya bahwa saya memiliki cukup waktu untuk menyelesaikan pekerjaan saya dan beristirahat di luar waktu kerja *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya dapat mengatur waktu untuk menghadiri acara keluarga atau kegiatan pribadi tanpa mengganggu pekerjaan saya. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya dapat menikmati waktu bersama teman dan keluarga karena saya tidak terlalu terbebani oleh pekerjaan saya. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya percaya bahwa saya memiliki kendali atas seberapa banyak saya terlibat dalam aktivitas pribadi dan pekerjaan saya. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya percaya bahwa pekerjaan saya membuat saya bahagia tanpa mengurangi kebahagiaan saya di tempat lain. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Perusahaan membantu saya menemukan keseimbangan antara kepuasan kerja dan kebahagiaan pribadi saya. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Variabel Kinerja Karyawan (Y)

Deskripsi (opsional)

Dari waktu ke waktu, saya selalu berusaha meningkatkan kualitas pekerjaan saya. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Kemampuan dan profesionalisme saya tercermin dalam kualitas kerja yang saya buat di Mitra Jaya Computer. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya memiliki kemampuan untuk menyelesaikan tugas sesuai dengan tujuan kuantitas yang diberikan. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya dapat menyelesaikan tugas dengan mudah. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya dapat memprioritaskan tugas dengan baik dan menjalankan pekerjaan dengan lancar di Mitra Jaya Computer. . *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya merasa memiliki kemampuan untuk melaksanakan tugas dengan baik baik dalam tim maupun secara mandiri. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya selalu bertanggung jawab atas pekerjaan saya, apakah itu berhasil atau tidak. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Bahkan ketika saya tidak diawasi secara langsung oleh pimpinan di Mitra Jaya Computer, saya selalu memastikan bahwa pekerjaan saya selesai dengan baik. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Variabel Kepuasan Kerja (Y1)

Deskripsi (opsional)

Merasa bahwa pekerjaan saya saat ini bukan hanya sebuah tugas; itu memberi saya kepuasan dan kebanggaan diri. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Saya percaya bahwa tanggung jawab yang diberikan oleh pekerjaan saya memberikan saya kesempatan untuk belajar, berkembang, dan memberikan dampak positif. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Menciptakan hubungan kerja yang harmonis dan saling mendukung dengan rekan kerja saya di Mitra Jaya Computer, yang menghasilkan suasana kerja yang menyenangkan. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Merasa terhormat dan bangga dapat berkontribusi pada Mitra Jaya Computer, yang memberi saya makna dan nilai dalam perjalanan karier saya. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Menghargai pentingnya disiplin dan tanggung jawab, jadi saya selalu tiba tepat waktu di tempat kerja. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Mematuhi semua peraturan dan kebijakan perusahaan sebagai bukti profesionalisme dan integritas saya. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Pekerjaan saya memberi saya banyak kesempatan untuk mencapai tingkat pencapaian yang lebih tinggi dan memotivasi saya untuk terus berkembang dan berinovasi. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju

Kepercayaan diri saya meningkat sebagai akibat dari keberhasilan saya dalam pekerjaan saya, yang memotivasi saya untuk mencapai hasil yang lebih baik. *

	1	2	3	4	5	
Sangat Tidak Setuju	○	○	○	○	○	Sangat Setuju