



LAMPIRAN-LAMPIRAN

Lampiran 1. Daftar Riwayat Hidup



DEA ANNISA RIDZKIANY

089619218081 | annisadea27@gmail.com | www.linkedin.com/in/deaannisa

Dhaya Pesona Blok A2 No. 27, Jombang, Ciputat, Tangerang Selatan

I am a 21 years old Undergraduate Management Student at Universitas Pembangunan Jaya, taking an interest in the field of human resources. I am a very committed, motivated, and organized person with a high sense of professionalism and responsibility. Realizing the importance of self-improvement, I am eager to gain more experience, broaden knowledge, improve skills, and build connections.

Work Experience

GAOTek Inc. - New York, United States of America (USA) Oct 2023 - Dec 2023

Human Resources Team Leader [Remote]

GAOTek Inc., a member of GAO Group, is a leading US & Canada based supplier of test and measurement equipment for fiber optic, telecommunications, networks, PSTN, CATV, environment, chemical and bio-medical test and measurement instruments.

- Led and monitored team's performance
- Created necessary HR procedures and regulations to ensure better performance
- Facilitated team members throughout their work process
- Conducted weekly meeting to discuss performance, targets, and struggles
- Established communication and coordination with the upper management and other parties outside of the team

Human Resources Intern (Recruiter) [Remote]

Sept 2023 - Oct 2023

- Handled job-posting activities online through LinkedIn and other sites
- Handled all sourcing process (includes screening resumes and head hunting)
- Scheduled and conducted interview with shortlisted candidates
- Handled job offering process with selected candidates (includes negotiating work time etc.)
- Handled employee's onboarding process

KUPU.ID (PT Dalligent Solusi Indonesia) - Jakarta Pusat, Indonesia

Sept 2023 - Dec 2023

Freelance Recruiter (Remote)

PT Dalligent Solusi Indonesia is a company that operates in the field of application technology development and has now launched its first product, namely the KUPU application. KUPU is an artificial intelligence-based application that connects employers and job seekers more quickly and effectively.

- Handled job-posting activities online through LinkedIn and other sites according to clients' needs
- Handled all sourcing process (includes screening resumes and head hunting)
- Scheduled and conducted interview with shortlisted candidates
- Submitted selected candidates to clients for user interview and further recruitment process

PT Andalan Auto Prima (Hyundai) - Jakarta Selatan, Indonesia

Jun 2023 - Aug 2023

Human Resources Intern

PT Andalan Auto Prima is a subsidiary of Andalan Motors Group, which is the official and exclusive dealer for the Hyundai brand in Indonesia. The main activity of the company is to distribute and market Hyundai units in various regions in Indonesia.

- Managed employee database and 50+ recruitment files
- Managed, performed, and recorded 100+ employee insurance registration
- Assisted in performance appraisal activities
- Prepared HR-related reports
- Assisted in daily office needs (administration, reports, etc.)

Universitas Pembangunan Jaya - Tangerang Selatan, Indonesia

Sep 2021 - Nov 2021

Data Entry Clerk

Universitas Pembangunan Jaya (UPJ) is a private university in South Tangerang, Banten. UPJ was founded through the long experience of the Jaya Group, which has given birth to various property masterpieces and monumental infrastructure developments in DKI Jaya and 25 cities in Indonesia since 1992.

- Verified students' admission data accuracy and sorted information to prepare source data for computer entry
- Entered new students' data from source documents to campus online system
- Reviewed data entry and checked outputs

Education Level

Universitas Pembangunan Jaya - Tangerang Selatan, Indonesia

Sep 2020 - Present

Undergraduate in Management

Specializing in Human Resources Management (HRM)

GPA 3.73/4.00

Organizational Experience

Himpunan Mahasiswa Manajemen (HMM UPU) - Tangerang Selatan, Indonesia Vice Chairwoman Himpunan Mahasiswa Manajemen is a student organization in Management department of Universitas Pembangunan Jaya. Its main purpose is to improve students' skills, abilities, and welfare, and act as a bridge of communication between students and the campus. <ul style="list-style-type: none">• Set organizational goals• Lead, directed, and managed organization as well as the members• In charge of all organization activities• Made decisions regarding the organization• Monitored and evaluated organizational performance	Sep 2022 - Aug 2023
Program Orientasi Mahasiswa (PRIMA) - Tangerang Selatan, Indonesia Secretary <ul style="list-style-type: none">• Wrote event proposal, letters, MoM, and evaluation reports• Organized documents• Managed committee agendas• Arranged meetings and appointments	Mar 2022 - Mar 2023
Pekan Raya Manajemen 2023 - Tangerang Selatan, Indonesia PIC of the Closing Ceremony (Music Festival) PRM is Himpunan Mahasiswa Manajemen's annual biggest event that consists of several series of events, such as opening, competitions, national seminar, and closing ceremony that features various well-known music stars. The main purpose of this project is to improve student's skills and capabilities, and further increase public awareness and engagement towards Management Department of Universitas Pembangunan Jaya. <ul style="list-style-type: none">• Created theme, concept, timeline, rundown, and plans for the event• Negotiated with prospective guest stars/performers• Coordinated and communicated with all parties involved regarding the event• Distributed jobs and responsibilities for each committee members• Became the Stage Manager of the event• Made sure the event goes according to plan	Sep 2022 - May 2023


Achievements & Other Experience

- Participant in Food Waste to Finish International Summer School 2022 (2022): INTF International Summer School 2022 is a program initiated by IN2FOOD Project that brings together students from several countries to discuss, exchange thoughts, present ideas, and solve problems regarding a particular issue that is food waste.
- Participant in International Summer School 2021 "A Digi-Journey through India, Indonesia, and Germany" (2021): The summer school program is a joint and tailor-made summer school program between Universitas Pembangunan Jaya (Indonesia), University of Cologne (Germany) and Symbiosis (India). It takes all participants to virtually travel the three countries and showcase the cultural aspects as well as recent development from each country. Its main purpose is cultural exchange.
- Presenter on International Conference Babavia Transdisciplinary Symposium 2022 (2022): Dian Nusantoro University held the 2022 Hybrid International Conference Babavia Transdisciplinary Symposium (BTS), which was attended by presenters from around the world. I had the opportunity to present a research that I did with my lecturers in Universitas Pembangunan Jaya, which titled "The Impact of Green Marketing Mix on Brand Image of Unilever Indonesia."
- Presenter on International Student Conference 2022 (2022): IN2FOOD and UNPAR held an International Student Conference in Bali on 25-26 August 2022. This interdisciplinary student conference was attended by students from various universities in Indonesia and Europe. This activity contributes to tackling the problem of food waste through the dissemination of research results and student project activities related to the issue of food waste.
- Achievements (2023): Favorite Winner of Business Case Competition in Management Got Talent 2023 by HMM UPU

Skills

- English, George Mason University 2022 TOEFL PBT Prediction Test Score: 560/877
2023 TOEIC Score: 965/990
- Microsoft Office (Word, Excel, PowerPoint)
- Canva

Lampiran 2. Formulir Pengajuan Skripsi


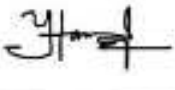

 Universitas Pembangunan Jaya	FORMULIR PENGAJUAN SKRIPSI/TA	SPT-I/03/SOP-28/F-01

Nama Mahasiswa : Dea Annisa Ridzkiany Sukarno
 Prodi/NIM : Manajemen / 2020021091
 Judul Skripsi/TA yang diajukan : Pengaruh Kompensasi, *Work-Life Balance*, dan
 (disusun dalam kalimat singkat, padat, jelas dan menarik minat pembaca) : Kepemimpinan Transformatif terhadap Kepuasan Kerja Karyawan Pada PT Andalan Auto Prima


Telah memenuhi syarat pengajuan Skripsi/TA: (mohon beri tanda V untuk syarat yang relevan)

No	Syarat	Ya	Tidak
1	Jumlah sks lulus (sesuai ketentuan Prodi)	√	
2	Mata kuliah prasyarat (sesuai ketentuan Prodi)	√	
3	IPK minimal 2,00	√	
4	Tidak sedang terkena sanksi akademik/sanksi lainnya	√	
5	Poin JSDP (sesuai ketentuan Prodi)	√	
6	Mengumpulkan Proposal Skripsi (sesuai ketentuan Prodi)	√	
7	MK Skripsi/TA tercantum di BRS semester berjalan	√	

Tangerang Selatan,

Mengajukan,	Menyetujui,	Mengetahui,
		
Dea Annisa Ridzkiany Sukarno	Dr. Yohanes Totok Suyoto, S.S., M.Si., CPMA	Dr. Dede Suleman, S.E., M.M., CMA

Lampiran 3. Formulir Persetujuan Penulisan Skripsi

	FORMULIR PERSETUJUAN PENULISAN SKRIPSI/TA	SPT-I/03/SOP-28/F-02


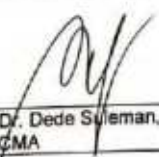
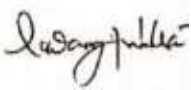
Nama Mahasiswa : Dea Annisa Ridzkiany Sukarno
 Prodi/NIM : Manajemen / 2020021091
 Judul Skripsi/TA yang diajukan : Pengaruh Kompensasi, *Work-Life Balance*, dan Kepemimpinan Transformasional terhadap Kepuasan Kerja Karyawan Pada PT Andalan Auto Prima

Telah disetujui untuk menulis Skripsi/TA.


Dosen Pembimbing Skripsi/TA yang ditugaskan Prodi adalah:

No	Nama	NIDN	JAD
1	Dr. Endang Pitaloka, S.E., M.E.	0415018304	Lektor
2			

Tangerang Selatan,

Menugaskan,	Menyetujui,	Menerima,
		
Teguh Prasetyo, S.E., M.Si., FMA	Dr. Dede Suleman, S.E., M.M., CMA	Dr. Endang Pitaloka, S.E., M.E.


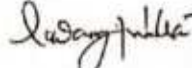
Lampiran 4. Formulir Pembimbingan Skripsi

 Universitas Pembangunan Jaya	FORMULIR PEMBIMBINGAN SKRIPSI/TA	SPT-1/03/SOP 28/T 03
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Nama Mahasiswa : Dea Annisa Ridzkiany Sukarno
 Prodi/NIM : Manajemen / 2020021091
 Judul Skripsi/TA yang diajukan : Pengaruh Kompensasi, *Work-Life Balance*, dan
 Kepemimpinan Transformasional terhadap Kepuasan
 Kerja Karyawan Pada PT Andalan Auto Prima

No	Tanggal	Materi Pembimbingan	Paraf Mhs	Paraf Dosen Pembimbing
1	05 September 2023	Penulisan Bab I dan desain pra survei untuk disebarikan kepada objek penelitian sebagai penguat latar belakang penelitian.	<i>Dea</i>	<i>Dea</i>
2	25 September 2023	Penulisan Bab I Revisi: Perbaiki urutan penulisan latar belakang dan tambahkan data industri dan perusahaan yang diteliti.	<i>Dea</i>	<i>Dea</i>
3	26 September 2023	Penulisan Bab II Revisi: Perbaiki subbab penelitian terdahulu, hapus subbab model penelitian, dan perbaiki subbab kerangka konseptual.	<i>Dea</i>	<i>Dea</i>
4	03 Oktober 2023	Penulisan Bab III Revisi: Pastikan indikator pada tabel definisi operasional sama dengan yang disertakan di Bab II.	<i>Dea</i>	<i>Dea</i>
5	04 Oktober 2023	Pengajuan draft final Bab I - III Revisi: Perbaiki penulisan daftar pustaka.	<i>Dea</i>	<i>Dea</i>
6	06 November 2023	Pengajuan kuesioner penelitian untuk disebarikan kepada sampel. Revisi: Perbaiki bagian data diri responden	<i>Dea</i>	<i>Dea</i>
7	22 November 2023	Penulisan Bab IV Revisi: Tambahkan penjelasan lebih lanjut di setiap akhir interpretasi data.	<i>Dea</i>	<i>Dea</i>
8	26 November 2023	Pengajuan hasil revisi Bab IV	<i>Dea</i>	<i>Dea</i>
9	28 November 2023	Pengajuan Bab V	<i>Dea</i>	<i>Dea</i>

* Jika pembimbingan lebih dari minimal 8 kali, mohon membuat salinan formulir ini

	
Dea Annisa Ridzkiany Sukarno	Dr. Endang Pituloka, S.E., M.E

Lampiran 5. Formulir Pengajuan Sidang Skripsi

	FORMULIR PENGAJUAN SIDANG SKRIPSI/TA	SPT-I/04/SOP-06/JF-01
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Nama Mahasiswa : Dea Annisa Ridzkiany Sukarno
Prodi/NIM : Manajemen / 2020021091
Judul Skripsi/TA : Pengaruh Kompensasi, *Work-Life Balance*, dan
 Kepemimpinan Transformasional terhadap Kepuasan Kerja
 Karyawan Pada PT Andalan Auto Prima
Dosen Pembimbing : 1. Dr. Endang Pitaloka, S.E., M.E
Dosen Penguji : 1. _____ JAD : _____
 : 2. _____ JAD : _____
 : 3. _____ JAD : _____
Jadwal Sidang : Tempat : _____ Hari/Tanggal: _____


Telah memenuhi syarat Sidang Skripsi/TA: (mohon beri tanda V untuk syarat yang relevan)

No	Syarat	Ya	Tidak
1	IPK minimal 2.00	✓	
2	Tidak ada nilai D untuk mata kuliah mayor/inti Prodi	✓	
3	MK Skripsi/TA tercantum di BRS semester berjalan	✓	
4	Lulus minimal 1 mata kuliah KOTA untuk tiap rumpun	✓	
5	SPT-I/03/SOP-28/F-03 Formulir Pembimbingan Skripsi (minimal 8 x)	✓	
6	Poin JSDP (minimal 75% persen dari syarat kelulusan)	✓	
7	Mengumpulkan dokumen Skripsi/TA (sesuai ketentuan Prodi)	✓	

Tangerang Selatan,

Mengajukan	Mengetahui	Memeriksa	Menyetujui
			
Dea Annisa Ridzkiany Sukarno	Dr. Endang Pitaloka, S.E., M.E	Teguh Prasetyo, S.E., M.Si., PMA	Dr. Dede Suleman, S.E., M.M., CMA

Lampiran 6. Formulir Revisi Skripsi

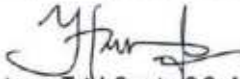
 Universitas Pembangunan Jaya	FORMULIR REVISI SKRIPSI / TA	SPT-I/04/SOP-06/F-05

Nama Mahasiswa : Dea Annisa Ridzkiany Sukarno
Prodi/NIM : Manajemen / 2020021091
Judul Skripsi/TA : Pengaruh Kompensasi, *Work-Life Balance*, dan Kepemimpinan
Transformasional terhadap Kepuasan Kerja Karyawan pada
PT Andalan Auto Prima
Dosen Pembimbing : Dr. Endang Pitaloka, S.E., M.E.
Dosen Penguji : 1. Dr. Yohanes Totok Suyoto, S.S., M.Si., CPMA.
2. Cynthia Sari Dewi, S.E., M.Sc.
Jadwal Sidang : Tempat: Ruang B608 Hari/Tanggal: Jumat, 12 Januari 2024

Revisi yang dilakukan :

- Penyamarkan font penulisan dari awal hingga akhir menggunakan *Times New Roman*
- Memperbaiki penulisan sitasi "et al." menggunakan *italic*
- Menambahkan saran manajerial yang konkrit pada bagian saran praktis

Tangerang Selatan, 17 Januari 2024


Dr. Yohanes Totok Suyoto, S.S., M.Si., CPMA.



FORMULIR REVISI SKRIPSI / TA


SPT-I/04/SOP-06/F-05

Nama Mahasiswa : Dea Annisa Ridzkiany Sukarno
Prodi/NIM : Manajemen / 2020021091
Judul Skripsi/TA : Pengaruh Kompensasi, *Work-Life Balance*, dan Kepemimpinan Transformasional terhadap Kepuasan Kerja Karyawan pada PT Andalan Auto Prima
Dosen Pembimbing : Dr. Endang Pitaloka, S.E., M.E.
Dosen Penguji : 1. Dr. Yohanes Totok Suyoto, S.S., M.Si., CPMA.
2. Cynthia Sari Dewi, S.E., M.Sc.
Jadwal Sidang : Tempat: Ruang B608 Hari/Tanggal: Jumat, 12 Januari 2024

Revisi yang dilakukan :

- Menambahkan saran manajerial yang konkrit pada bagian saran praktis
- Menambahkan kaitan setiap pembahasan antarvariabel dengan *grand theory* yang digunakan
- Menambahkan detail keterangan di bagian karakteristik responden
- Memperbaiki interpretasi Uji Koefisien Determinasi menggunakan *Adjusted R Square*

Tangerang Selatan, 17 Januari 2024


Cynthia Sari Dewi, S.E., M.Sc.

Lampiran 7. Hasil Pra Survei

Variabel	Pernyataan	Jawaban					
		1	2	3	4	5	6
		STS	TS	ATS	AS	S	SS
Kepuasan Kerja	Saya sudah merasa puas dengan pekerjaan yang dijalani saat ini.	0%	36,7%	56,7%	6,7%	0%	0%
	Saya antusias untuk pergi ke kantor setiap harinya dan melaksanakan pekerjaan saya.	0%	23,3%	43,3%	30%	3,3%	0%
	Saya merasa bangga terhadap pekerjaan yang saya miliki.	0%	10%	53,3%	13,3%	10%	13,3%
Kepemimpinan Transformatif	Pemimpin saya senantiasa mendorong saya untuk mengembangkan keterampilan dan memaksimalkan potensi diri saya.	0%	26,7%	60%	13,3%	0%	0%
Work-Life Balance	Saya senang dengan jumlah jam kerja saya.	0%	36,7%	56,7%	6,7%	0%	0%
	Saya memiliki banyak waktu luang bersama keluarga dan teman-teman saya.	0%	33,3%	60%	6,7%	0%	0%

Kompensasi	Kompensasi yang saya terima saat ini sudah sesuai dengan jam kerja dan beban kerja yang diberikan kepada saya.	16,7%	46,7%	33,3%	3,3%	0%	0%
Lingkungan Kerja Nonfisik	Saya memiliki hubungan baik dengan rekan kerja saya.	0%	0%	0%	0%	50%	50%
<i>Self-Efficacy</i>	Saya percaya diri terhadap kemampuan saya dalam menyelesaikan pekerjaan.	0%	13,3%	10%	0%	16,7%	60%



Lampiran 8. Instrumen Penelitian

A. Profil Responden

1. Jenis Kelamin: (....) Pria
(....) Wanita
2. Usia: (....) < 20 Tahun
(....) 21 – 30 Tahun
(....) 31 – 40 Tahun
(....) 41 – 50 Tahun
(....) > 50 Tahun
3. Pendidikan Terakhir: (....) SMA/Sederajat
(....) Diploma
(....) Sarjana
4. Status Kepegawaian: (....) Karyawan Tetap
(....) Karyawan Kontrak
5. Masa Kerja di Perusahaan: (....) < 1 Tahun
(....) > 1 – 2 tahun
(....) > 2 – 4 tahun
(....) > 4 Tahun
6. Penghasilan per Bulan: (....) < Rp5.000.000
(....) > Rp5.000.000 - Rp10.000.000
(....) > Rp10.000.000 - Rp15.000.000
(....) > Rp15.000.000 - Rp20.000.000
(....) > Rp20.000.000

B. Skala Pengukuran

- STS = Sangat Tidak Setuju
TS = Tidak Setuju
ATS = Agak Tidak Setuju
AS = Agak Setuju
S = Setuju
SS = Sangat Setuju

C. Kuesioner Penelitian

Kompensasi (X1)							
No.	Pernyataan	Pilihan Jawaban					
		STS	TS	ATS	AS	S	SS
1	Gaji yang diberikan oleh perusahaan sudah sesuai dengan beban kerja dan jabatan saya.						
2	Gaji yang diberikan oleh perusahaan sudah kompetitif.						
3	Saya menerima bonus yang sebanding dengan pencapaian kerja saya.						
4	Bonus yang saya terima selama setahun terakhir memotivasi saya untuk bekerja dengan lebih baik.						
5	Saya merasa dihargai oleh perusahaan atas kontribusi dan kerja keras saya.						
6	Perusahaan saya sering memberikan penghargaan atau apresiasi kepada karyawan yang meraih pencapaian kerja.						
7	Saya merasa aman dengan kualitas tunjangan kesehatan yang diberikan oleh perusahaan.						
8	Tunjangan kesehatan yang saya terima dari perusahaan memberikan manfaat yang cukup bagi kebutuhan kesehatan saya.						

Work-Life Balance (X2)							
No.	Pernyataan	Pilihan Jawaban					
		STS	TS	ATS	AS	S	SS
1	Saya merasa bahwa saya dapat menyelesaikan pekerjaan saya dengan efektif dan efisien.						
2	Saya mampu menyelesaikan pekerjaan saya tepat waktu.						
3	Saya dapat mengatur beban kerja saya dengan baik.						
4	Beban kerja yang diberikan kepada saya tidak mengganggu kehidupan pribadi saya.						
5	Saya memiliki cukup waktu untuk melakukan hobi dan aktivitas lain yang saya senangi.						
6	Pekerjaan saya masih memungkinkan saya untuk beristirahat dengan maksimal setiap harinya.						
7	Saya memiliki cukup waktu untuk <i>quality time</i> bersama keluarga dan orang-orang yang saya cintai.						
8	Keluarga saya memberikan cukup dukungan terhadap pekerjaan dan kehidupan pribadi saya.						
9	Saya memiliki waktu tidur yang cukup setiap harinya.						
10	Saya masih bisa menyempatkan waktu untuk berolahraga, seperti <i>jogging</i> , bersepeda, dan lain sebagainya.						

Kepemimpinan Transformasional (X3)							
No.	Pernyataan	Pilihan Jawaban					
		STS	TS	ATS	AS	S	SS
1	Pemimpin saya memiliki visi yang kuat tentang perusahaan di masa depan.						
2	Pemimpin saya memiliki nilai-nilai dan prinsip yang saya anggap sebagai teladan.						
3	Pemimpin saya mampu mengkomunikasikan tujuan-tujuan organisasi dengan cara yang menginspirasi.						
4	Pemimpin saya sering menantang saya untuk berpikir kreatif.						
5	Pemimpin saya mendukung pengembangan keterampilan saya dengan memberikan kesempatan pembelajaran atau pelatihan.						
6	Pemimpin saya peduli terhadap kebutuhan dan permasalahan personal saya.						
7	Pemimpin saya memperhatikan kekuatan dan kelemahan saya dalam tim untuk membantu saya berkembang.						

Kepuasan Kerja (Y)							
No.	Pernyataan	Pilihan Jawaban					
		STS	TS	ATS	AS	S	SS
1	Saya merasa puas dengan pekerjaan saya saat ini.						
2	Saya menikmati pekerjaan saya sehari-hari.						
3	Saya merasa puas dengan tingkat kompensasi yang saya terima.						
4	Gaji yang saya terima sudah cukup untuk memenuhi kebutuhan sehari-hari setiap bulannya.						
5	Saya merasa puas dengan peluang promosi dan pengembangan karir di perusahaan.						
6	Saya yakin bahwa promosi diberikan secara adil oleh perusahaan kepada karyawannya.						
7	Saya merasa puas dengan arahan dan bimbingan yang diberikan oleh atasan saya.						
8	Pemimpin saya sering memberikan <i>feedback</i> yang membangun.						
9	Saya merasa puas dengan hubungan yang saya miliki dengan rekan kerja.						
10	Rekan kerja saya sering memberikan dukungan dan bantuan positif dalam menyelesaikan pekerjaan.						

Lampiran 9. Tabulasi Data Variabel Kompensasi (X1)

K1	K2	K3	K4	K5	K6	K7	K8	TOTAL
4	5	6	6	5	5	6	6	43
5	6	6	6	6	6	6	6	47
5	6	5	5	6	5	5	6	43
2	2	1	4	2	2	2	3	18
6	6	1	1	5	6	2	6	33
6	3	6	5	1	4	2	6	33
6	1	6	1	2	3	3	3	25
5	6	6	1	6	6	2	3	35
1	1	4	6	2	6	1	2	23
2	3	1	2	3	1	6	1	19
1	6	3	5	2	2	6	5	30
5	5	4	6	5	1	2	4	32
1	1	4	4	6	3	3	3	25
3	2	1	3	5	2	3	2	21
5	5	6	2	4	2	3	4	31
6	4	5	4	5	3	4	3	34
2	1	6	4	1	5	6	3	28
4	6	2	3	1	6	4	6	32
4	5	2	5	1	5	6	6	34
5	2	3	1	5	6	1	5	28
6	1	3	1	1	3	3	5	23
2	2	3	5	2	4	5	1	24
4	2	3	1	4	6	4	4	28
3	5	5	5	5	6	3	2	34
2	1	6	3	6	6	5	1	30
1	6	2	6	2	4	2	5	28
5	2	4	6	2	6	3	3	31
4	4	4	4	4	4	5	5	34
4	4	4	4	4	4	5	5	34
5	5	5	5	5	5	5	6	41
5	5	5	6	5	5	5	6	42
6	5	5	6	5	5	5	6	43
3	3	3	3	2	2	2	3	21
4	5	4	4	5	4	5	5	36
5	5	5	5	4	5	4	4	37
6	5	6	6	5	5	5	6	44
5	5	5	5	5	5	5	6	41
5	6	6	5	5	6	5	6	44
6	5	6	6	6	5	6	6	46
5	6	6	5	6	5	6	6	45
4	4	4	5	4	4	5	5	35
4	5	4	5	4	5	4	5	36

K1	K2	K3	K4	K5	K6	K7	K8	TOTAL
3	3	2	3	2	2	2	2	19
5	5	5	4	4	5	4	5	37
5	5	5	4	5	4	5	4	37
6	6	6	5	6	6	6	6	47
6	6	6	5	6	6	6	5	46
5	5	4	5	5	5	5	5	39
5	5	6	5	5	6	6	5	43
5	5	4	4	5	4	5	4	36
5	4	6	5	5	6	5	6	42
6	6	5	6	5	6	6	6	46
4	5	4	4	4	5	4	5	35
5	5	5	4	4	4	4	4	35

Lampiran 10. Tabulasi Data Variabel *Work-Life Balance* (X2)

WLB1	WLB2	WLB3	WLB4	WLB5	WLB6	WLB7	WLB8	WLB9	WLB10	TOTAL
5	6	6	6	5	5	5	6	5	6	55
5	6	6	6	6	6	6	6	6	6	59
5	6	6	5	6	5	5	6	5	6	55
6	3	5	1	5	3	5	5	4	5	42
2	3	3	1	3	6	5	4	3	5	35
2	5	2	1	2	2	6	5	3	3	31
2	2	3	4	4	6	1	5	2	3	32
4	3	5	3	5	4	5	6	6	1	42
4	3	3	5	5	4	6	5	2	6	43
4	1	3	5	6	4	1	1	6	2	33
5	2	2	3	5	5	2	4	4	2	34
6	2	3	5	2	1	4	3	5	3	34
3	1	4	1	4	5	4	2	6	1	31
6	2	2	1	6	6	2	6	3	4	38
6	2	3	5	2	2	3	1	6	4	34
5	6	5	5	6	1	6	2	4	5	45
1	3	6	3	3	1	5	5	2	5	34
1	2	2	4	6	1	1	3	5	1	26
1	2	4	6	4	5	6	3	4	3	38
1	1	2	2	3	5	5	3	1	1	24
2	1	5	6	4	4	5	5	6	5	43
5	5	3	6	4	3	1	4	2	1	34
5	4	6	1	5	3	5	2	5	2	38
3	3	5	2	1	6	4	5	4	1	34
5	3	5	1	1	2	1	2	1	6	27
3	1	3	6	1	6	3	1	5	2	31
4	3	5	2	2	4	1	6	1	4	32
5	5	5	4	4	5	4	5	5	4	46
5	5	5	5	5	5	4	5	5	4	48
6	6	6	6	6	6	6	5	6	6	59
6	6	6	6	6	6	6	6	6	5	59
6	6	6	6	6	6	6	6	6	5	59
4	6	6	6	5	3	6	6	4	4	50
3	3	6	5	6	4	6	4	3	5	45
4	5	3	6	5	6	5	6	5	3	48
3	3	6	3	3	6	4	4	5	6	43
4	3	6	5	5	5	4	6	6	3	47
6	6	6	5	6	6	6	5	5	6	57
6	6	5	6	5	6	5	6	6	5	56
5	5	6	6	6	5	5	6	6	5	55
5	4	4	4	5	4	4	4	5	4	43
4	4	4	4	5	5	5	4	5	5	45

WLB1	WLB2	WLB3	WLB4	WLB5	WLB6	WLB7	WLB8	WLB9	WLB10	TOTAL
2	2	2	3	3	2	3	3	2	3	25
4	4	4	5	5	5	5	4	5	5	46
5	4	4	5	5	4	4	4	4	5	44
6	5	5	6	5	5	5	5	6	5	53
5	5	6	6	5	5	5	6	5	5	53
5	4	5	5	4	5	4	4	4	4	44
6	5	5	6	5	5	6	6	6	5	55
5	4	4	4	5	5	5	4	5	4	45
6	5	5	5	5	5	6	5	6	5	53
6	5	5	6	5	6	6	6	5	5	55
4	4	4	5	5	5	4	5	5	5	46
5	4	4	5	4	5	4	5	4	4	44

Lampiran 11. Tabulasi Data Variabel Kepemimpinan Transformasional (X3)

KT1	KT2	KT3	KT4	KT5	KT6	KT7	TOTAL
6	6	6	3	6	5	5	37
6	5	6	6	6	6	6	41
5	6	6	6	5	5	5	38
5	3	4	4	5	2	1	24
5	4	4	2	2	5	4	26
5	5	2	3	6	3	6	30
4	5	2	4	3	3	1	22
6	2	3	5	3	2	4	25
2	4	2	3	3	6	5	25
2	2	4	3	6	3	3	23
2	3	2	5	3	6	2	23
2	5	2	3	6	2	4	24
3	3	1	4	6	3	3	23
6	4	1	3	1	1	1	17
3	4	4	6	4	3	6	30
3	3	3	4	5	3	4	25
3	6	4	6	5	1	2	27
6	5	4	1	6	4	2	28
5	1	2	4	5	1	1	19
3	5	4	1	2	4	3	22
3	1	6	2	2	4	5	23
3	5	4	2	1	2	4	21
4	2	3	3	1	5	4	22
3	4	5	2	2	5	2	23
1	6	1	6	3	5	5	27
3	2	1	3	6	5	5	25
4	3	1	1	4	1	5	19
5	4	4	5	4	4	4	30
5	4	4	5	5	4	4	31
6	5	6	6	5	5	5	38
6	5	5	6	5	5	5	37
6	5	5	6	5	5	5	37
2	2	3	3	2	3	2	17
4	4	5	5	5	4	4	31
4	4	4	4	5	5	5	31
6	5	5	6	6	5	5	38
5	6	5	6	5	6	5	38
6	5	5	6	5	6	5	38
5	6	6	6	6	5	6	40
6	5	5	6	6	5	6	39
5	5	5	4	5	4	5	33
5	4	5	4	5	5	4	32

KT1	KT2	KT3	KT4	KT5	KT6	KT7	TOTAL
2	3	3	3	3	3	2	19
4	5	5	5	4	4	4	31
4	5	4	5	5	4	5	32
5	6	5	5	6	5	5	37
6	5	5	6	6	6	6	40
4	4	4	4	5	5	4	30
6	6	5	5	5	6	6	39
4	5	5	4	4	5	4	31
6	6	6	5	5	6	5	39
5	6	6	5	5	5	6	38
5	5	5	4	5	4	4	32
5	4	4	4	5	5	4	31



Lampiran 12. Tabulasi Data Variabel Kepuasan Kerja (Y)

KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	TOTAL
5	6	5	5	5	5	6	6	5	6	54
5	6	6	6	6	6	6	6	6	6	59
5	6	5	5	6	6	5	5	5	6	54
3	5	5	5	2	1	4	6	6	1	38
2	2	1	4	2	6	2	2	5	3	29
3	1	5	1	4	4	1	2	3	4	28
6	6	3	1	4	5	3	4	1	6	39
3	1	2	4	5	6	1	4	1	3	30
5	5	3	1	4	5	5	6	3	4	41
1	4	6	4	1	2	2	6	2	6	34
6	3	6	2	1	3	3	5	5	1	35
1	2	1	6	3	3	1	3	3	3	26
5	4	2	5	6	1	5	4	6	4	42
5	4	4	2	1	5	4	6	1	2	34
2	3	6	2	5	1	4	2	4	2	31
1	6	6	6	5	5	3	1	6	4	43
6	6	2	6	1	4	2	3	1	4	35
4	5	4	1	1	1	6	1	4	5	32
6	3	6	1	4	2	4	1	4	5	36
1	1	6	1	5	5	1	1	1	2	24
5	1	4	6	6	6	6	3	4	6	47
6	5	2	3	4	2	2	5	1	2	32
2	1	5	4	1	6	6	6	1	5	37
3	5	5	4	1	1	3	4	1	4	31
5	5	4	6	3	6	2	2	6	6	45
3	6	5	1	5	6	5	2	4	1	38
4	5	2	2	3	6	5	6	6	2	41
4	4	5	5	4	5	4	4	5	5	45
4	4	5	5	4	4	4	4	5	5	44
5	5	5	6	5	5	5	5	6	6	53
5	5	5	6	5	5	5	5	6	5	52
5	5	5	6	5	5	5	5	6	6	53
3	3	2	3	2	3	2	3	3	2	26
4	5	5	4	4	5	4	5	4	4	44
5	4	4	5	5	4	5	5	5	5	47
5	5	5	6	5	6	5	6	6	6	55
6	6	6	6	5	6	6	6	5	6	58
5	6	6	5	5	5	6	5	5	6	54
6	5	5	6	5	6	5	6	6	6	56
5	6	6	5	5	6	5	5	6	6	55
4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	40

KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	TOTAL
4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	40
4	4	4	4	4	4	4	4	4	4	40
6	6	5	6	6	6	6	6	5	5	57
5	5	5	6	6	6	5	6	5	6	55
5	4	5	4	5	4	5	4	4	5	45
5	6	6	5	6	5	5	5	6	5	54
5	5	5	5	5	5	5	5	4	5	49
5	5	5	6	6	5	6	6	5	6	55
6	6	5	6	5	6	5	5	5	6	55
5	5	5	4	5	5	4	5	5	4	47
4	5	4	4	5	4	5	4	4	4	43



Lampiran 13. Hasil Uji Statistik Deskriptif

Kompensasi (X1)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
K1	54	1	6	4.30	1.500
K2	54	1	6	4.20	1.675
K3	54	1	6	4.33	1.554
K4	54	1	6	4.24	1.541
K5	54	1	6	4.07	1.612
K6	54	1	6	4.48	1.463
K7	54	1	6	4.22	1.501
K8	54	1	6	4.46	1.538
Valid N (listwise)	54				

Work-Life Balance (X2)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
WLB1	54	1	6	4.30	1.537
WLB2	54	1	6	3.80	1.606
WLB3	54	2	6	4.44	1.355
WLB4	54	1	6	4.33	1.727
WLB5	54	1	6	4.44	1.423
WLB6	54	1	6	4.44	1.513
WLB7	54	1	6	4.37	1.570
WLB8	54	1	6	4.46	1.476
WLB9	54	1	6	4.46	1.488
WLB10	54	1	6	4.04	1.554
Valid N (listwise)	54				

Kepemimpinan Transformasional (X3)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KT1	54	1	6	4.35	1.416
KT2	54	1	6	4.31	1.357
KT3	54	1	6	4.00	1.517
KT4	54	1	6	4.22	1.488
KT5	54	1	6	4.43	1.487
KT6	54	1	6	4.15	1.446
KT7	54	1	6	4.13	1.454
Valid N (listwise)	54				

Kepuasan Kerja (Y)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KK1	54	1	6	4.28	1.420
KK2	54	1	6	4.39	1.497
KK3	54	1	6	4.44	1.369
KK4	54	1	6	4.22	1.701
KK5	54	1	6	4.11	1.562
KK6	54	1	6	4.44	1.562
KK7	54	1	6	4.15	1.485
KK8	54	1	6	4.30	1.537
KK9	54	1	6	4.19	1.649
KK10	54	1	6	4.39	1.535
Valid N (listwise)	54				

Lampiran 14. Hasil Uji Validitas

Kompensasi (X1)

		Correlations								
		K1	K2	K3	K4	K5	K6	K7	K8	KE
K1	Pearson Correlation	1	.403**	.467**	.001	.373*	.312*	.171	.577*	.632**
	Sig. (2-tailed)		.007	.000	.993	.005	.022	.215	.000	.000
	N	54	54	54	54	54	54	54	54	54
K2	Pearson Correlation	.403**	1	.234	.375**	.427**	.275*	.387**	.644**	.729**
	Sig. (2-tailed)	.007		.088	.005	.001	.044	.001	.000	.000
	N	54	54	54	54	54	54	54	54	54
K3	Pearson Correlation	.467**	.234	1	.536**	.404*	.426**	.380**	.289*	.688**
	Sig. (2-tailed)	.000	.088		.013	.000	.001	.005	.034	.000
	N	54	54	54	54	54	54	54	54	54
K4	Pearson Correlation	.001	.375**	.398*	1	.180	.215	.401**	.342*	.544**
	Sig. (2-tailed)	.993	.005	.013		.248	.118	.003	.011	.000
	N	54	54	54	54	54	54	54	54	54
K5	Pearson Correlation	.373*	.427**	.464**	.180	1	.329*	.313*	.245	.642**
	Sig. (2-tailed)	.005	.001	.000	.248		.015	.021	.075	.000
	N	54	54	54	54	54	54	54	54	54
K6	Pearson Correlation	.312*	.275*	.426**	.215	.329*	1	.243	.402**	.607**
	Sig. (2-tailed)	.022	.044	.001	.118	.015		.077	.003	.000
	N	54	54	54	54	54	54	54	54	54
K7	Pearson Correlation	.171	.387**	.380**	.401**	.313*	.243	1	.363**	.623**
	Sig. (2-tailed)	.215	.004	.005	.003	.021	.077		.007	.000
	N	54	54	54	54	54	54	54	54	54
K8	Pearson Correlation	.577**	.644**	.289*	.342*	.245	.402**	.363**	1	.741**
	Sig. (2-tailed)	.000	.000	.034	.011	.075	.003	.007		.000
	N	54	54	54	54	54	54	54	54	54
KE	Pearson Correlation	.632**	.729**	.688**	.544**	.642**	.607**	.623**	.741**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	54	54	54	54	54	54	54	54	54

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

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

BANGUNAN

Work-Life Balance (X2)

Correlations

		WLB1	WLB2	WLB3	WLB4	WLB5	WLB6	WLB7	WLB8	WLB9	WLB10	WLB11
WLB1	Pearson Correlation	1	.867**	.352**	.310*	.370**	.202	.187	.203	.434**	.406**	.626**
	Sig. (2-tailed)		.000	.009	.022	.006	.143	.257	.056	.001	.002	.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB2	Pearson Correlation	.867**	1	.580**	.447**	.470**	.217	.632**	.574**	.301*	.540**	.808**
	Sig. (2-tailed)	.000		.000	.001	.000	.116	.000	.000	.027	.000	.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB3	Pearson Correlation	.352**	.580**	1	.306*	.307*	.215	.489**	.433**	.373**	.308**	.698**
	Sig. (2-tailed)	.009	.000		.024	.024	.119	.000	.001	.003	.000	.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB4	Pearson Correlation	.310*	.447**	.306*	1	.415**	.238	.308*	.257	.489**	.312*	.642**
	Sig. (2-tailed)	.022	.001	.024		.002	.083	.023	.061	.000	.022	.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB5	Pearson Correlation	.370**	.470**	.307*	.415**	1	.248	.339**	.376**	.453**	.291*	.653**
	Sig. (2-tailed)	.006	.000	.024	.002		.070	.012	.006	.001	.033	.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB6	Pearson Correlation	.202	.217	.215	.238	.248	1	.215	.430**	.317*	.188	.501**
	Sig. (2-tailed)	.143	.116	.119	.083	.070		.118	.001	.018	.179	.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB7	Pearson Correlation	.187	.632**	.489**	.308*	.339**	.215	1	.373**	.381**	.451**	.652**
	Sig. (2-tailed)	.257	.000	.000	.023	.012	.118		.006	.007	.001	.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB8	Pearson Correlation	.203	.574**	.433**	.257	.376**	.430**	.373**	1	.133	.387**	.646**
	Sig. (2-tailed)	.056	.000	.001	.061	.006	.001	.008		.340	.004	.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB9	Pearson Correlation	.434**	.301*	.373**	.489**	.453**	.317*	.381**	.133	1	.123	.613**
	Sig. (2-tailed)	.001	.027	.005	.005	.001	.018	.007	.348		.376	.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB10	Pearson Correlation	.406**	.540**	.339**	.312*	.291*	.188	.461**	.387**	.123	1	.663**
	Sig. (2-tailed)	.002	.000	.000	.022	.033	.179	.001	.001	.378		.000
	N	54	54	54	54	54	54	54	54	54	54	54
WLB11	Pearson Correlation	.626**	.808**	.695**	.642**	.653**	.501**	.652**	.646**	.613**	.663**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	54	54	54	54	54	54	54	54	54	54	54

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

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



Kepemimpinan Transformasional (X3)

Correlations

		KT1	KT2	KT3	KT4	KT5	KT6	KT7	KTE
KT1	Pearson Correlation	1	.354**	.509**	.347*	.375**	.250	.298*	.649**
	Sig. (2-tailed)		.009	.000	.010	.005	.068	.029	.000
	N	54	54	54	54	54	54	54	54
KT2	Pearson Correlation	.354**	1	.458**	.422**	.325*	.389**	.419**	.692**
	Sig. (2-tailed)	.009		.000	.001	.017	.004	.002	.000
	N	54	54	54	54	54	54	54	54
KT3	Pearson Correlation	.509**	.458**	1	.376**	.279*	.607**	.428**	.742**
	Sig. (2-tailed)	.000	.000		.005	.043	.000	.001	.000
	N	54	54	54	54	54	54	54	54
KT4	Pearson Correlation	.347*	.472**	.376**	1	.434**	.362**	.405**	.698**
	Sig. (2-tailed)	.010	.001	.005		.001	.007	.002	.000
	N	54	54	54	54	54	54	54	54
KT5	Pearson Correlation	.375**	.325*	.276*	.434**	1	.207	.393**	.629**
	Sig. (2-tailed)	.005	.017	.043	.001		.133	.003	.000
	N	54	54	54	54	54	54	54	54
KT6	Pearson Correlation	.250	.339**	.507**	.362**	.207	1	.547**	.678**
	Sig. (2-tailed)	.068	.004	.000	.007	.133		.000	.000
	N	54	54	54	54	54	54	54	54
KT7	Pearson Correlation	.298*	.419**	.428**	.405**	.393**	.547**	1	.725**
	Sig. (2-tailed)	.029	.002	.001	.002	.003	.000		.000
	N	54	54	54	54	54	54	54	54
KTE	Pearson Correlation	.649**	.692**	.742**	.698**	.629**	.678**	.725**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	54	54	54	54	54	54	54	54

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

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



Kepuasan Kerja (Y)

		Correlations										
		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11
KK1	Pearson Correlation	1	.657**	.081	.208	.309*	.233	.481**	.420**	.278*	.408**	.612**
	Sig. (2-tailed)		.000	.561	.131	.023	.091	.000	.002	.044	.002	.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK2	Pearson Correlation	.607**	1	.265	.314*	.247	.168	.474**	.383**	.413**	.343*	.643**
	Sig. (2-tailed)	.000		.083	.021	.071	.252	.000	.001	.002	.011	.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK3	Pearson Correlation	.081	.265	1	.103	.276*	.100	.394**	.142	.314*	.338*	.461**
	Sig. (2-tailed)	.561	.083		.460	.043	.472	.000	.304	.021	.012	.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK4	Pearson Correlation	.208	.314*	.103	1	.360**	.331*	.293*	.386**	.496**	.652**	.658**
	Sig. (2-tailed)	.131	.021	.460		.008	.014	.032	.004	.000	.000	.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK5	Pearson Correlation	.309*	.247	.276*	.360**	1	.420**	.424**	.135	.475**	.407**	.646**
	Sig. (2-tailed)	.023	.071	.043	.008		.002	.001	.328	.000	.002	.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK6	Pearson Correlation	.233	.168	.100	.331*	.420**	1	.272*	.293*	.233	.383**	.645**
	Sig. (2-tailed)	.091	.252	.472	.014	.002		.047	.034	.083	.004	.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK7	Pearson Correlation	.481**	.474**	.394**	.293*	.424**	.272*	1	.485**	.513**	.479**	.756**
	Sig. (2-tailed)	.000	.000	.003	.032	.001	.047		.000	.000	.000	.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK8	Pearson Correlation	.420**	.383**	.142	.386**	.135	.290*	.485**	1	.194	.288*	.588**
	Sig. (2-tailed)	.002	.004	.304	.004	.329	.094	.000		.160	.036	.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK9	Pearson Correlation	.278*	.413**	.314*	.496**	.475**	.238	.513**	.194	1	.321*	.681**
	Sig. (2-tailed)	.044	.002	.021	.000	.000	.083	.000	.160		.015	.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK10	Pearson Correlation	.408**	.343*	.338*	.652**	.407**	.383**	.478**	.285*	.321*	1	.716**
	Sig. (2-tailed)	.002	.011	.012	.000	.002	.004	.000	.036	.018		.000
	N	54	54	54	54	54	54	54	54	54	54	54
KK11	Pearson Correlation	.612**	.643**	.461**	.653**	.646**	.648**	.758**	.588**	.681**	.716**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	54	54	54	54	54	54	54	54	54	54	54

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

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



Lampiran 15. Hasil Uji Reliabilitas

Kompensasi (X1)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.806	.806	8

Work-Life Balance (X2)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.847	.848	10

Kepemimpinan Transformasional (X3)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.814	.814	7

Kepuasan Kerja (Y)

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.833	.832	10

Lampiran 16. Hasil Uji Asumsi Klasik

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	
N		54	
Normal Parameters ^{a,b}	Mean	.000000	
	Std. Deviation	5.20228416	
Most Extreme Differences	Absolute	.092	
	Positive	.092	
	Negative	-.092	
Test Statistic		.092	
Asymp. Sig. (2-tailed)		.200 ^{c,d}	
Monte Carlo Sig. (2-tailed)	Sig.	.705 ^e	
	99% Confidence Interval	Lower Bound	.693
		Upper Bound	.717

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Based on 10000 sampled tables with starting seed 957002199.

Hasil Uji Multikolinearitas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5.990	3.485		1.719	.092		
Kompensasi	-.058	.205	-.048	-.283	.778	.197	5.074
Worklife_Balance	.350	.118	.357	2.966	.005	.396	2.523
Kepemimpinan_Transformasional	.805	.254	.581	3.171	.003	.172	5.825

a. Dependent Variable: Kepuasan_Kerja

Hasil Uji Heterokedastisitas

Correlations

		X1	X2	X3	Unstandardized Residual	
Spearman's rho	X1	Correlation Coefficient	1.000	.786**	.900**	.050
		Sig. (2-tailed)	.	.000	.000	.721
		N	54	54	54	54
	X2	Correlation Coefficient	.786**	1.000	.773**	.002
		Sig. (2-tailed)	.000	.	.000	.991
		N	54	54	54	54
	X3	Correlation Coefficient	.900**	.773**	1.000	-.021
		Sig. (2-tailed)	.000	.000	.	.883
		N	54	54	54	54
	Unstandardized Residual	Correlation Coefficient	.050	.002	-.021	1.000
		Sig. (2-tailed)	.721	.991	.883	.
		N	54	54	54	54

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

Lampiran 17. Hasil Analisis Regresi Linear Berganda

Hasil Uji Kelayakan Model Regresi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3548.158	3	1182.719	41.228	.000 ^b
	Residual	1434.379	50	28.688		
	Total	4982.537	53			

a. Dependent Variable: Kepuasan_Kerja

b. Predictors: (Constant), Kepemimpinan_Transformasional, Worklife_Balance, Kompensasi

Hasil Analisis Linear Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.990	3.485		1.719	.092
	Kompensasi	-.058	.205	-.048	-.283	.778
	Worklife_Balance	.350	.118	.357	2.966	.005
	Kepemimpinan_Transformasional	.805	.254	.581	3.171	.003

a. Dependent Variable: Kepuasan_Kerja

Lampiran 18. Hasil Uji Hipotesis

Hasil Uji Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.844 ^a	.712	.695	5.356

Hasil Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3548.158	3	1182.719	41.228	.000 ^b
	Residual	1434.379	50	28.688		
	Total	4982.537	53			

a. Dependent Variable: Kepuasan_Kerja

b. Predictors: (Constant), Kepemimpinan_Transformasional, Worklife_Balance, Kompensasi

Hasil Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.990	3.485		1.719	.092
	Kompensasi	-.058	.205	-.048	-.283	.778
	Worklife_Balance	.350	.118	.357	2.966	.005
	Kepemimpinan_Transformasional	.805	.254	.581	3.171	.003

a. Dependent Variable: Kepuasan_Kerja