**Lampiran 9 : Tabulasi Data Responden Variabel *Work Family Conflict* (X1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nama | X1.1.1 | X1.1.2 | X1.2.1 | X1.2.2 | X1.3.1 | X1.3.2 | X1.4 | X1.5 |
| Eka fitriana | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 |
| TRI KENYO DANIAR | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 |
| NUR VADHILLAH | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 |
| Istika purnomosari | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Arta Sapta Rini. S. Kep., Ns | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 |
| Ike fitri irawati | 2 | 3 | 2 | 1 | 2 | 3 | 2 | 2 |
| Ayu dyah lestari | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 |
| Arum | 3 | 1 | 2 | 2 | 3 | 2 | 2 | 2 |
| Atika Damayanti | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
| Kholishotun nufus | 2 | 1 | 2 | 2 | 3 | 1 | 3 | 2 |
| As | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Choiriyah | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 |
| Shandy | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 |
| beliya | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Ayu | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Octy sriwijayanti | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 |
| Elyatul ulya | 3 | 2 | 1 | 3 | 3 | 2 | 3 | 3 |
| Sri | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Disty | 3 | 1 | 2 | 2 | 2 | 1 | 2 | 2 |
| Umi Kalsum | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 2 |
| Annisa | 2 | 2 | 1 | 3 | 1 | 3 | 1 | 2 |
| Bila | 3 | 1 | 2 | 1 | 2 | 2 | 2 | 2 |
| Zahra | 2 | 1 | 1 | 1 | 3 | 2 | 1 | 2 |
| Salsabilla | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Venna | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 1 |
| AMEL | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 |
| aurel | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 |
| YOSIDA | 1 | 1 | 1 | 1 | 2 | 2 | 3 | 1 |
| Sandra | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 |
| Sesarina | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 1 |
| Alifa Mardiana | 1 | 2 | 1 | 1 | 3 | 2 | 3 | 3 |
| Gita Kusuma | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 1 |
| Nitya | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 2 |
| Intan friday | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 |
| suci | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 |
| kamilla | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 |
| ais | 2 | 1 | 2 | 1 | 3 | 3 | 2 | 1 |
| Wati | 1 | 2 | 1 | 2 | 1 | 1 | 3 | 1 |
| Yuliani | 2 | 2 | 2 | 3 | 2 | 1 | 2 | 1 |
| Rere Ayu | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| Rinayus | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 |
| Birissilla | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 1 |
| Aisya Az-Zahra | 2 | 1 | 2 | 1 | 2 | 1 | 1 | 2 |
| Mariolin Zakiyah | 1 | 2 | 1 | 3 | 1 | 1 | 1 | 1 |
| Tiara Putri | 1 | 1 | 1 | 2 | 3 | 1 | 3 | 1 |
| Ayu Ruri | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 |

**Lampiran 10 : Tabulasi Data Responden Variabel *Emotional Exhaustion* (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nama | X2.1.1 | X2.1.2 | X2.1.3 | X2.2.1 | X2.2.2 | X2.2.3 | X2.3.1 | X2.3.2 | X2.3.3 | X2.4 | X2.5 |
| Eka fitriana | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 1 |
| TRI KENYO DANIAR | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 2 |
| NUR VADHILLAH | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| Istika purnomosari | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |
| Arta Sapta Rini. S. Kep., Ns | 3 | 1 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 |
| Ike fitri irawati | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 2 |
| Ayu dyah lestari | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 |
| Arum | 1 | 2 | 2 | 1 | 2 | 2 | 3 | 2 | 3 | 3 | 2 |
| Atika Damayanti | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 |
| Kholishotun nufus | 1 | 1 | 2 | 3 | 1 | 2 | 1 | 1 | 1 | 1 | 1 |
| As | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Choiriyah | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Shandy | 1 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 3 | 1 | 3 |
| beliya | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| Ayu | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 2 | 1 |
| Octy sriwijayanti | 2 | 1 | 3 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 3 |
| Elyatul ulya | 2 | 3 | 3 | 2 | 1 | 3 | 3 | 2 | 3 | 3 | 3 |
| Sri | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 |
| Disty | 2 | 1 | 2 | 3 | 1 | 3 | 3 | 2 | 2 | 2 | 3 |
| Umi Kalsum | 1 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 1 | 3 | 3 |
| Annisa | 1 | 2 | 2 | 1 | 2 | 2 | 3 | 3 | 2 | 3 | 3 |
| Bila | 1 | 2 | 2 | 1 | 2 | 2 | 3 | 1 | 2 | 3 | 2 |
| Zahra | 1 | 1 | 2 | 1 | 1 | 2 | 3 | 2 | 2 | 3 | 3 |
| Salsabilla | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 3 |
| Venna | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 |
| AMEL | 1 | 1 | 3 | 1 | 1 | 2 | 2 | 3 | 1 | 2 | 3 |
| aurel | 1 | 2 | 3 | 1 | 2 | 1 | 2 | 3 | 3 | 2 | 3 |
| YOSIDA | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 1 |
| Sandra | 1 | 1 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 |
| Sesarina | 1 | 1 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 |
| Alifa Mardiana | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 1 | 3 | 1 |
| Gita Kusuma | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 3 | 1 | 2 |
| Nitya | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 |
| Intan friday | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 |
| suci | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 2 | 1 |
| kamilla | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 |
| ais | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 3 | 2 | 2 |
| Wati | 2 | 1 | 3 | 2 | 1 | 3 | 3 | 2 | 3 | 2 | 3 |
| Yuliani | 1 | 2 | 3 | 1 | 1 | 1 | 3 | 3 | 3 | 1 | 3 |
| Rere Ayu | 2 | 1 | 2 | 3 | 2 | 1 | 3 | 1 | 2 | 2 | 2 |
| Rinayus | 1 | 2 | 3 | 1 | 1 | 2 | 3 | 2 | 2 | 2 | 3 |
| Birissilla | 1 | 2 | 1 | 1 | 1 | 2 | 3 | 1 | 2 | 2 | 1 |
| Aisya Az-Zahra | 1 | 1 | 1 | 1 | 1 | 2 | 3 | 1 | 1 | 2 | 3 |
| Mariolin Zakiyah | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 3 |
| Tiara Putri | 1 | 1 | 3 | 1 | 2 | 2 | 3 | 2 | 3 | 3 | 3 |
| Ayu Ruri | 2 | 1 | 2 | 1 | 1 | 2 | 3 | 1 | 2 | 2 | 2 |

**Lampiran 12 : Tabulasi Data Responden Variabel *Organizational Commitment* (Z1)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nama | Z1.1.1 | Z1.1.2 | Z1.2.1 | Z1.2.2 | Z1.2.3 | Z1.3.1 | Z1.3.2 | Z1.3.3 |
| Eka fitriana | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 5 |
| TRI KENYO DANIAR | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| NUR VADHILLAH | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| Istika purnomosari | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| Arta Sapta Rini. S. Kep., Ns | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| Ike fitri irawati | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 4 |
| Ayu dyah lestari | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Arum | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| Atika Damayanti | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Kholishotun nufus | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 4 |
| As | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| Choiriyah | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| Shandy | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| beliya | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| Ayu | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Octy sriwijayanti | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Elyatul ulya | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| Sri | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Disty | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 5 |
| Umi Kalsum | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 |
| Annisa | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Bila | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| Zahra | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 |
| Salsabilla | 5 | 3 | 5 | 3 | 3 | 5 | 3 | 3 |
| Venna | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| AMEL | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| aurel | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| YOSIDA | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| Sandra | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 |
| Sesarina | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| Alifa Mardiana | 5 | 4 | 3 | 5 | 4 | 4 | 5 | 4 |
| Gita Kusuma | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| Nitya | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 3 |
| Intan friday | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 3 |
| suci | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| kamilla | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| ais | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| Wati | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 |
| Yuliani | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| Rere Ayu | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| Rinayus | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 |
| Birissilla | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 |
| Aisya Az-Zahra | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| Mariolin Zakiyah | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| Tiara Putri | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| Ayu Ruri | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 |

**Lampiran 13 : Tabulasi Data Responden Kinerja Karyawan (Y1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nama | Y1.1.1 | Y1.1.2 | Y1.2.1 | Y1.2.2 | Y1.3.1 | Y1.3.2 | Y1.4.1 | Y1.4.2 | Y1.5 | Y1.6.1 | Y1.6.2 | Y1.7 |
| Eka fitriana | 3 | 3 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 3 |
| TRI KENYO DANIAR | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 |
| NUR VADHILLAH | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| Istika purnomosari | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 |
| Arta Sapta Rini. S. Kep., Ns | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
| Ike fitri irawati | 3 | 3 | 4 | 5 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 4 |
| Ayu dyah lestari | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Arum | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 |
| Atika Damayanti | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 |
| Kholishotun nufus | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| As | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Choiriyah | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| Shandy | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 |
| beliya | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Ayu | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| Octy sriwijayanti | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| Elyatul ulya | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 |
| Sri | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| Disty | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| Umi Kalsum | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 |
| Annisa | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 |
| Bila | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 5 |
| Zahra | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| Salsabilla | 5 | 3 | 3 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 |
| Venna | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| AMEL | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 3 |
| aurel | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 4 |
| YOSIDA | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 |
| Sandra | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 |
| Sesarina | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 |
| Alifa Mardiana | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 |
| Gita Kusuma | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| Nitya | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 |
| Intan friday | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 |
| suci | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| kamilla | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 |
| ais | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 |
| Wati | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 |
| Yuliani | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 4 | 5 | 4 | 3 |
| Rere Ayu | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 |
| Rinayus | 3 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 |
| Birissilla | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 3 |
| Aisya Az-Zahra | 3 | 5 | 3 | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 |
| Mariolin Zakiyah | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 |
| Tiara Putri | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 |
| Ayu Ruri | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |

**Lampiran 14 : Statistik Deskriptif Karakteristik Responden**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Usia** | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | | Frequency | | | | Percent | | | | Valid Percent | | | | Cumulative Percent | | | |
| Valid | | ≤25 | | | | 3 | | | | 6.5 | | | | 6.5 | | | | 6.5 | | | |
| 26-35 | | | | 34 | | | | 73.9 | | | | 73.9 | | | | 80.4 | | | |
| 36-45 | | | | 8 | | | | 17.4 | | | | 17.4 | | | | 97.8 | | | |
| ≥46 | | | | 1 | | | | 2.2 | | | | 2.2 | | | | 100.0 | | | |
| Total | | | | 46 | | | | 100.0 | | | | 100.0 | | | |  | | | |
| **Pendidikan Terakhir** | | | | | | | | | | | | | | | | | | | | |
|  | | | | | Frequency | | | | Percent | | | | Valid Percent | | | | Cumulative Percent | | | |
| Valid | | D3 | | | 11 | | | | 23.9 | | | | 23.9 | | | | 23.9 | | | |
| S1 | | | 35 | | | | 76.1 | | | | 76.1 | | | | 100.0 | | | |
| Total | | | 46 | | | | 100.0 | | | | 100.0 | | | |  | | | |
| **Lama Masa Kerja** | | | | | | | | | | | | | | | | | | | |
|  | | | | Frequency | | | | Percent | | | | Valid Percent | | | | Cumulative Percent | | | |
| Valid | <6 | | | 25 | | | | 54.3 | | | | 54.3 | | | | 54.3 | | | |
| 6-10 | | | 17 | | | | 37.0 | | | | 37.0 | | | | 91.3 | | | |
| >10 | | | 4 | | | | 8.7 | | | | 8.7 | | | | 100.0 | | | |
| Total | | | 46 | | | | 100.0 | | | | 100.0 | | | |  | | | |
| **Jabatan Departemen** | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | | | Frequency | | | | Percent | | | | Valid Percent | | | | Cumulative Percent | | | |
| Valid | | | perawat | | | | 46 | | | | 100.0 | | | | 100.0 | | | | 100.0 | | | |

**Lampiran 15 : Statistik Deskriptif Karakteristik *Work Family Conflict*** (X1)

|  |  |  |
| --- | --- | --- |
| **Statistics** | | |
| kategori\_x1 | | |
| N | Valid | 46 |
| Missing | 0 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **kategori\_x1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | rendah | 42 | 91.3 | 91.3 | 91.3 |
| sedang | 4 | 8.7 | 8.7 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

**Lampiran 16 : Statistik Deskriptif Karakteristik *Emotional Exhaustion (X2)***

|  |  |  |
| --- | --- | --- |
| **Statistics** | | |
| kategori\_x1 | | |
| N | Valid | 46 |
| Missing | 0 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **kategori\_x1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | rendah | 42 | 91.3 | 91.3 | 91.3 |
| sedang | 4 | 8.7 | 8.7 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

**Lampiran 17 : Statistik Deskriptif Karakteristik *Organizational Commitment (Z1)***

|  |  |  |
| --- | --- | --- |
| **Statistics** | | |
| kategori\_z1 | | |
| N | Valid | 46 |
| Missing | 0 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **kategori\_z1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | sedang | 7 | 15.2 | 15.2 | 15.2 |
| tinggi | 39 | 84.8 | 84.8 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

**Lampiran 18 : Statistik Deskriptif Karakteristik Kinerja Karyawan (Y1)**

|  |  |  |
| --- | --- | --- |
| **Statistics** | | |
| kategori\_y1 | | |
| N | Valid | 46 |
| Missing | 0 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **kategori\_y1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | rendah | 5 | 10.9 | 10.9 | 10.9 |
| sedang | 34 | 73.9 | 73.9 | 84.8 |
| tinggi | 7 | 15.2 | 15.2 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

**Lampiran 19:Tabel Deskriptif**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| X1 | 46 | 5.00 | 14.00 | 9.0978 | 2.07798 |
| X2 | 46 | 6.33 | 13.67 | 9.9348 | 1.86934 |
| Z1 | 46 | 9.33 | 15.00 | 12.2826 | 1.37026 |
| Y1 | 46 | 21.00 | 35.00 | 28.5978 | 3.59880 |
| Valid N (listwise) | 46 |  |  |  |  |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| X1.1.1 | 46 | 1 | 3 | 1.76 | .705 |
| X1.1.2 | 46 | 1 | 3 | 1.54 | .546 |
| X1.2.1 | 46 | 1 | 3 | 1.72 | .621 |
| X1.2.2 | 46 | 1 | 3 | 1.93 | .646 |
| X1.3.1 | 46 | 1 | 3 | 2.00 | .730 |
| X1.3.2 | 46 | 1 | 3 | 1.76 | .639 |
| X1.4 | 46 | 1 | 3 | 1.98 | .683 |
| X1.5 | 46 | 1 | 3 | 1.76 | .639 |
| X2.1.1 | 46 | 1 | 3 | 1.39 | .537 |
| X2.1.2 | 46 | 1 | 3 | 1.50 | .548 |
| X2.1.3 | 46 | 1 | 3 | 2.00 | .699 |
| X2.2.1 | 46 | 1 | 3 | 1.67 | .668 |
| X2.2.2 | 46 | 1 | 2 | 1.54 | .504 |
| X2.2.3 | 46 | 1 | 3 | 1.96 | .665 |
| X2.3.1 | 46 | 1 | 3 | 2.35 | .706 |
| X2.3.2 | 46 | 1 | 3 | 1.89 | .674 |
| X2.3.3 | 46 | 1 | 3 | 2.26 | .713 |
| X2.4 | 46 | 1 | 3 | 2.17 | .643 |
| X2.5 | 46 | 1 | 3 | 2.24 | .736 |
| Z1.1.1 | 46 | 3 | 5 | 4.00 | .667 |
| Z1.1.2 | 46 | 3 | 5 | 3.96 | .665 |
| Z1.2.1 | 46 | 3 | 5 | 4.22 | .664 |
| Z1.2.2 | 46 | 3 | 5 | 4.20 | .619 |
| Z1.2.3 | 46 | 3 | 5 | 4.17 | .643 |
| Z1.3.1 | 46 | 3 | 5 | 4.02 | .745 |
| Z1.3.2 | 46 | 3 | 5 | 4.11 | .674 |
| Z1.3.3 | 46 | 3 | 5 | 4.20 | .719 |
| Y1.1.1 | 46 | 3 | 5 | 4.04 | .815 |
| Y1.1.2 | 46 | 3 | 5 | 4.11 | .795 |
| Y1.2.1 | 46 | 3 | 5 | 3.96 | .788 |
| Y1.2.2 | 46 | 3 | 5 | 4.43 | .688 |
| Y1.3.1 | 46 | 3 | 5 | 4.11 | .795 |
| Y1.3.2 | 46 | 3 | 5 | 4.11 | .737 |
| Y1.4.1 | 46 | 3 | 5 | 3.96 | .815 |
| Y1.4.2 | 46 | 3 | 5 | 4.17 | .677 |
| Y1.5 | 46 | 3 | 5 | 4.20 | .654 |
| Y1.6.1 | 46 | 3 | 5 | 4.09 | .784 |
| Y1.6.2 | 46 | 3 | 5 | 4.17 | .709 |
| Y1.7 | 46 | 3 | 5 | 3.83 | .797 |
| Valid N (listwise) | 46 |  |  |  |  |

**Lampiran 20 :Tabel Deskriptif Variabel *Work Family Conflict***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 18 | 39.1 | 39.1 | 39.1 |
| 2 | 21 | 45.7 | 45.7 | 84.8 |
| 3 | 7 | 15.2 | 15.2 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 22 | 47.8 | 47.8 | 47.8 |
| 2 | 23 | 50.0 | 50.0 | 97.8 |
| 3 | 1 | 2.2 | 2.2 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 17 | 37.0 | 37.0 | 37.0 |
| 2 | 25 | 54.3 | 54.3 | 91.3 |
| 3 | 4 | 8.7 | 8.7 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 11 | 23.9 | 23.9 | 23.9 |
| 2 | 27 | 58.7 | 58.7 | 82.6 |
| 3 | 8 | 17.4 | 17.4 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.3.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 12 | 26.1 | 26.1 | 26.1 |
| 2 | 22 | 47.8 | 47.8 | 73.9 |
| 3 | 12 | 26.1 | 26.1 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.3.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 16 | 34.8 | 34.8 | 34.8 |
| 2 | 25 | 54.3 | 54.3 | 89.1 |
| 3 | 5 | 10.9 | 10.9 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 11 | 23.9 | 23.9 | 23.9 |
| 2 | 25 | 54.3 | 54.3 | 78.3 |
| 3 | 10 | 21.7 | 21.7 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 16 | 34.8 | 34.8 | 34.8 |
| 2 | 25 | 54.3 | 54.3 | 89.1 |
| 3 | 5 | 10.9 | 10.9 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

**Lampiran 21 :Tabel Deskriptif Variabel *Emotional Exhaustion***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 29 | 63.0 | 63.0 | 63.0 |
| 2 | 16 | 34.8 | 34.8 | 97.8 |
| 3 | 1 | 2.2 | 2.2 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 24 | 52.2 | 52.2 | 52.2 |
| 2 | 21 | 45.7 | 45.7 | 97.8 |
| 3 | 1 | 2.2 | 2.2 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.1.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 11 | 23.9 | 23.9 | 23.9 |
| 2 | 24 | 52.2 | 52.2 | 76.1 |
| 3 | 11 | 23.9 | 23.9 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 20 | 43.5 | 43.5 | 43.5 |
| 2 | 21 | 45.7 | 45.7 | 89.1 |
| 3 | 5 | 10.9 | 10.9 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 21 | 45.7 | 45.7 | 45.7 |
| 2 | 25 | 54.3 | 54.3 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.2.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 11 | 23.9 | 23.9 | 23.9 |
| 2 | 26 | 56.5 | 56.5 | 80.4 |
| 3 | 9 | 19.6 | 19.6 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.3.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 6 | 13.0 | 13.0 | 13.0 |
| 2 | 18 | 39.1 | 39.1 | 52.2 |
| 3 | 22 | 47.8 | 47.8 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.3.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 13 | 28.3 | 28.3 | 28.3 |
| 2 | 25 | 54.3 | 54.3 | 82.6 |
| 3 | 8 | 17.4 | 17.4 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.3.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 7 | 15.2 | 15.2 | 15.2 |
| 2 | 20 | 43.5 | 43.5 | 58.7 |
| 3 | 19 | 41.3 | 41.3 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 6 | 13.0 | 13.0 | 13.0 |
| 2 | 26 | 56.5 | 56.5 | 69.6 |
| 3 | 14 | 30.4 | 30.4 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 8 | 17.4 | 17.4 | 17.4 |
| 2 | 19 | 41.3 | 41.3 | 58.7 |
| 3 | 19 | 41.3 | 41.3 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

**Lampiran 22 : Tabel Deskriptif Variabel *Organizational Commitment***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Z1.1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 10 | 21.7 | 21.7 | 21.7 |
| 4 | 26 | 56.5 | 56.5 | 78.3 |
| 5 | 10 | 21.7 | 21.7 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Z1.1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 11 | 23.9 | 23.9 | 23.9 |
| 4 | 26 | 56.5 | 56.5 | 80.4 |
| 5 | 9 | 19.6 | 19.6 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Z1.2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 6 | 13.0 | 13.0 | 13.0 |
| 4 | 24 | 52.2 | 52.2 | 65.2 |
| 5 | 16 | 34.8 | 34.8 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Z1.2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 5 | 10.9 | 10.9 | 10.9 |
| 4 | 27 | 58.7 | 58.7 | 69.6 |
| 5 | 14 | 30.4 | 30.4 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Z1.2.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 6 | 13.0 | 13.0 | 13.0 |
| 4 | 26 | 56.5 | 56.5 | 69.6 |
| 5 | 14 | 30.4 | 30.4 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **1.3.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 12 | 26.1 | 26.1 | 26.1 |
| 4 | 21 | 45.7 | 45.7 | 71.7 |
| 5 | 13 | 28.3 | 28.3 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Z1.3.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 8 | 17.4 | 17.4 | 17.4 |
| 4 | 25 | 54.3 | 54.3 | 71.7 |
| 5 | 13 | 28.3 | 28.3 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Z1.3.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 8 | 17.4 | 17.4 | 17.4 |
| 4 | 21 | 45.7 | 45.7 | 63.0 |
| 5 | 17 | 37.0 | 37.0 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

**Lampiran 22 : Tabel Deskriptif Variabel Kinerja Karyawan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 14 | 30.4 | 30.4 | 30.4 |
| 4 | 16 | 34.8 | 34.8 | 65.2 |
| 5 | 16 | 34.8 | 34.8 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 12 | 26.1 | 26.1 | 26.1 |
| 4 | 17 | 37.0 | 37.0 | 63.0 |
| 5 | 17 | 37.0 | 37.0 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 15 | 32.6 | 32.6 | 32.6 |
| 4 | 18 | 39.1 | 39.1 | 71.7 |
| 5 | 13 | 28.3 | 28.3 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 5 | 10.9 | 10.9 | 10.9 |
| 4 | 16 | 34.8 | 34.8 | 45.7 |
| 5 | 25 | 54.3 | 54.3 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.3.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 12 | 26.1 | 26.1 | 26.1 |
| 4 | 17 | 37.0 | 37.0 | 63.0 |
| 5 | 17 | 37.0 | 37.0 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.3.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 10 | 21.7 | 21.7 | 21.7 |
| 4 | 21 | 45.7 | 45.7 | 67.4 |
| 5 | 15 | 32.6 | 32.6 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.4.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 16 | 34.8 | 34.8 | 34.8 |
| 4 | 16 | 34.8 | 34.8 | 69.6 |
| 5 | 14 | 30.4 | 30.4 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.4.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 7 | 15.2 | 15.2 | 15.2 |
| 4 | 24 | 52.2 | 52.2 | 67.4 |
| 5 | 15 | 32.6 | 32.6 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

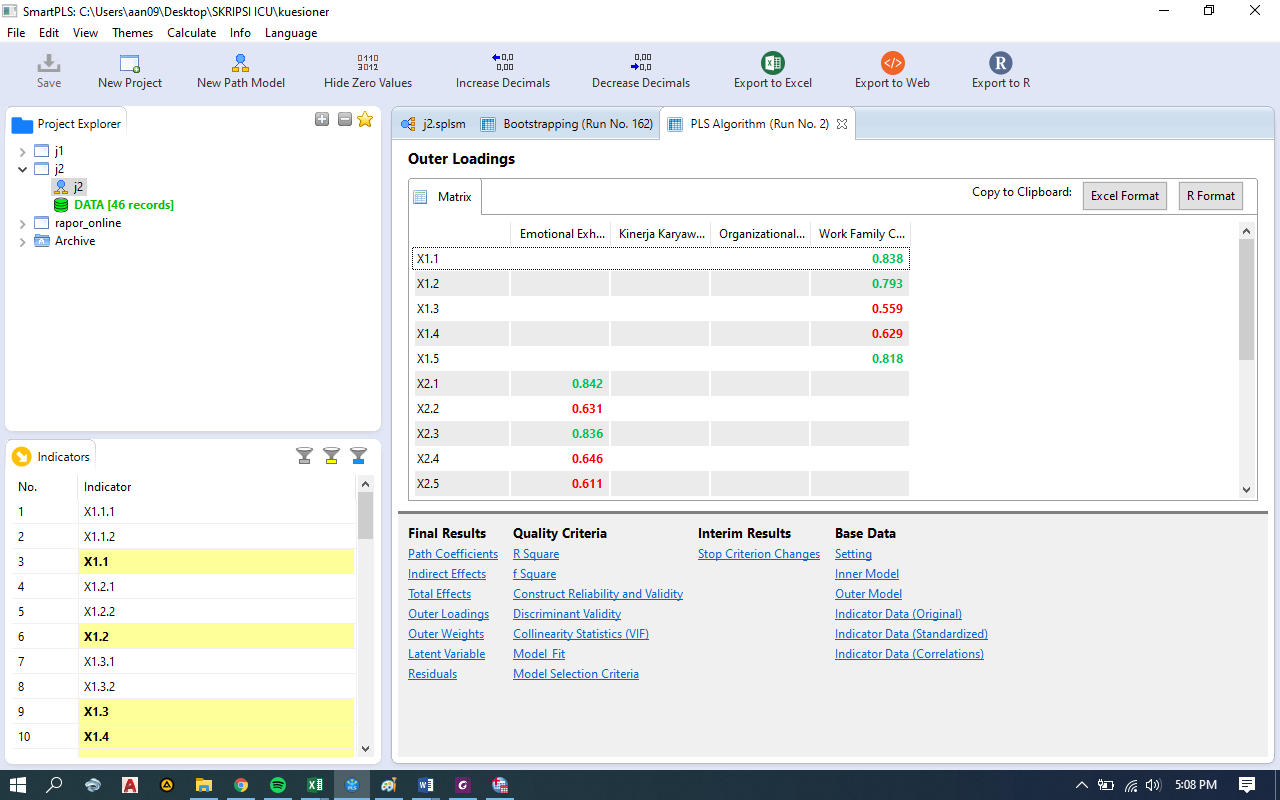
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 6 | 13.0 | 13.0 | 13.0 |
| 4 | 25 | 54.3 | 54.3 | 67.4 |
| 5 | 15 | 32.6 | 32.6 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

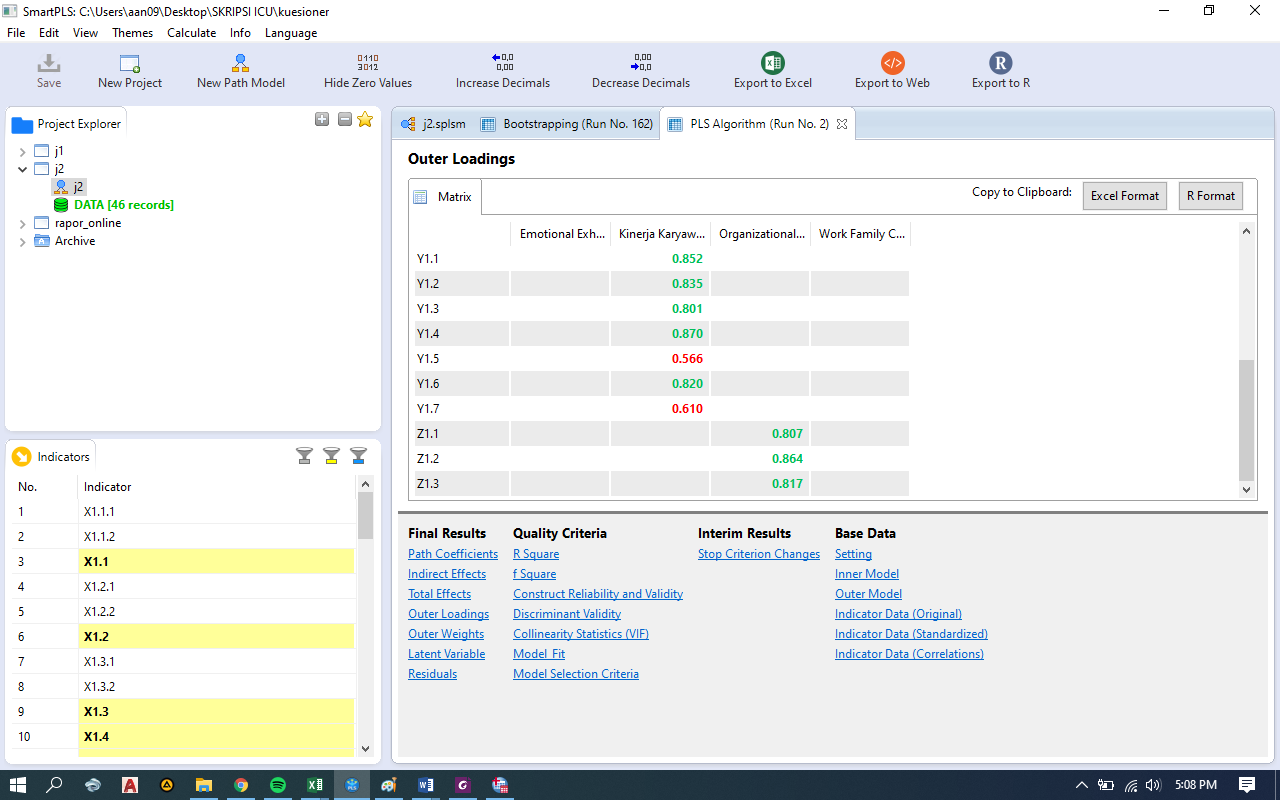
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.6.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 12 | 26.1 | 26.1 | 26.1 |
| 4 | 18 | 39.1 | 39.1 | 65.2 |
| 5 | 16 | 34.8 | 34.8 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.6.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 8 | 17.4 | 17.4 | 17.4 |
| 4 | 22 | 47.8 | 47.8 | 65.2 |
| 5 | 16 | 34.8 | 34.8 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

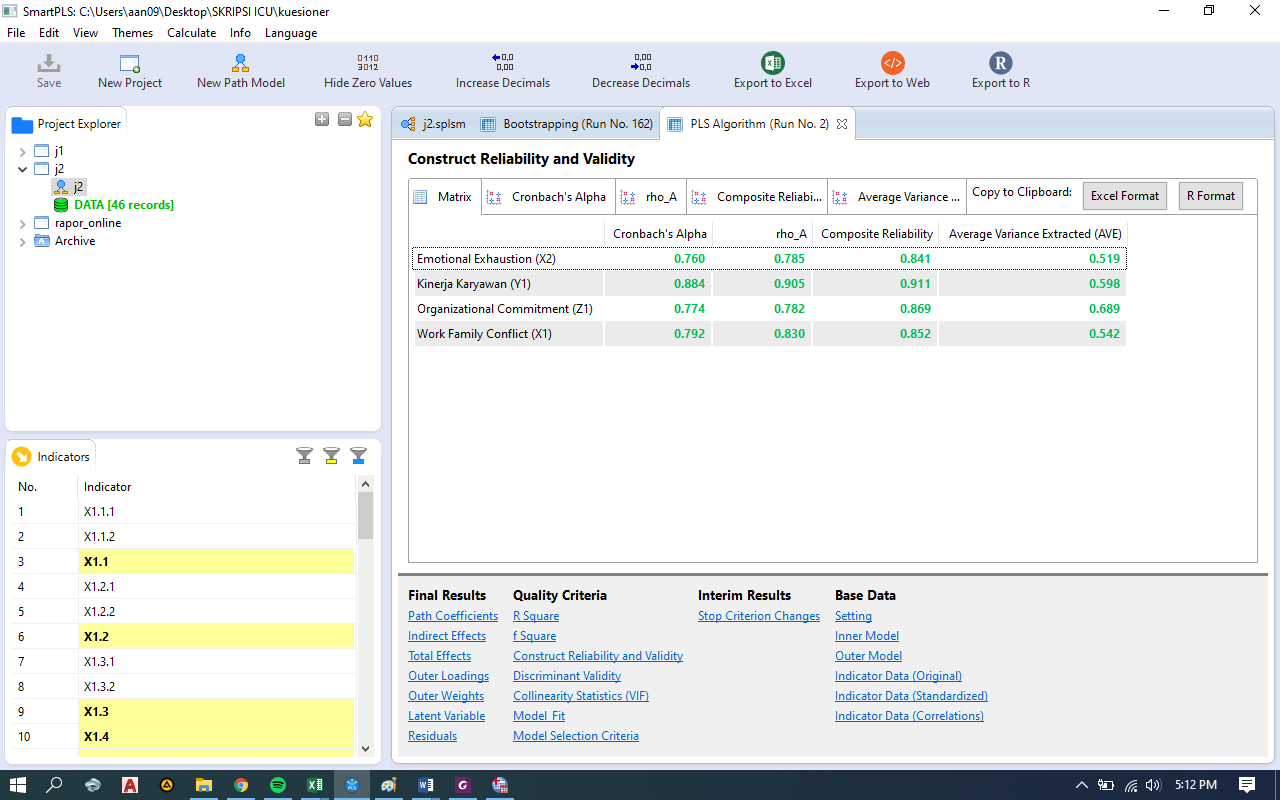
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y1.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 3 | 19 | 41.3 | 41.3 | 41.3 |
| 4 | 16 | 34.8 | 34.8 | 76.1 |
| 5 | 11 | 23.9 | 23.9 | 100.0 |
| Total | 46 | 100.0 | 100.0 |  |

**Lampiran 24 : *Outter Loading***

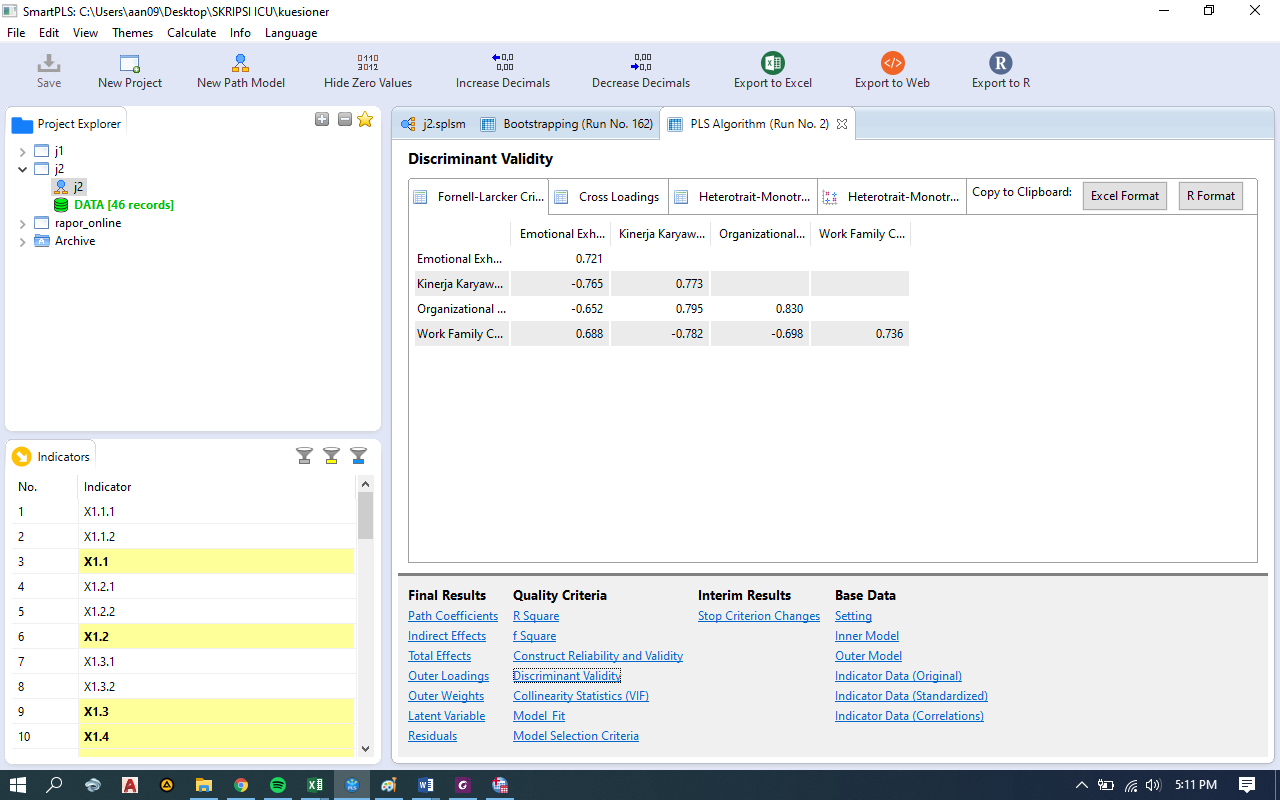
****



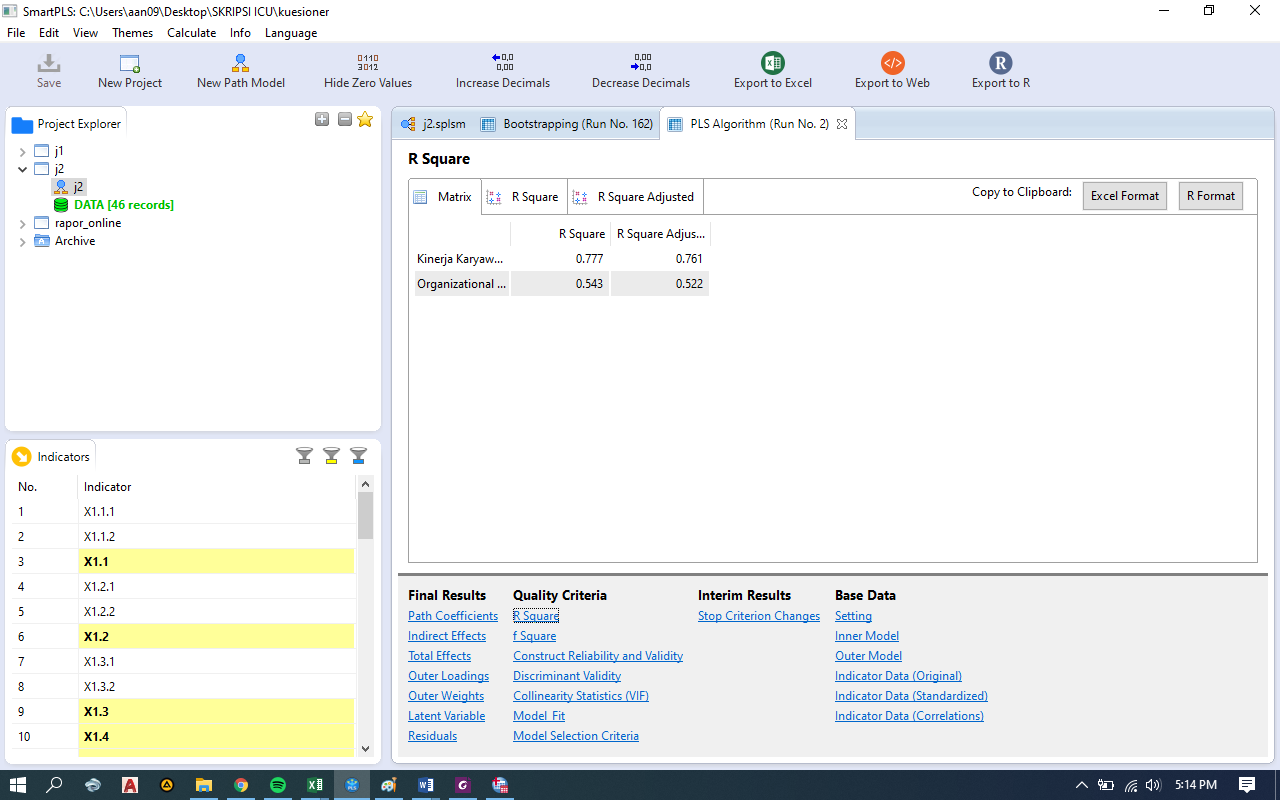
**Lampiran 25 : *Composite Reliability, Cronbach’s Alpha* dan AVE**



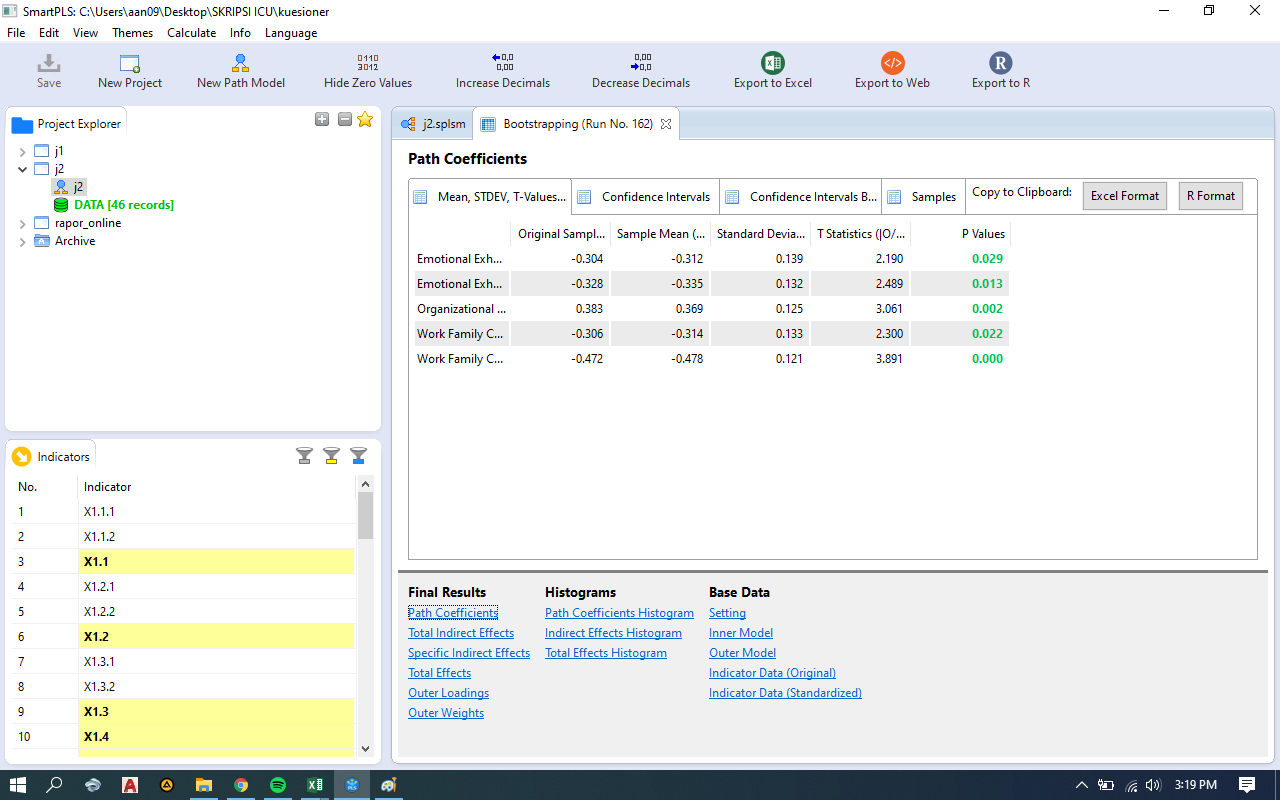
**Lampiran 26 : *Discriminant Validity***

****

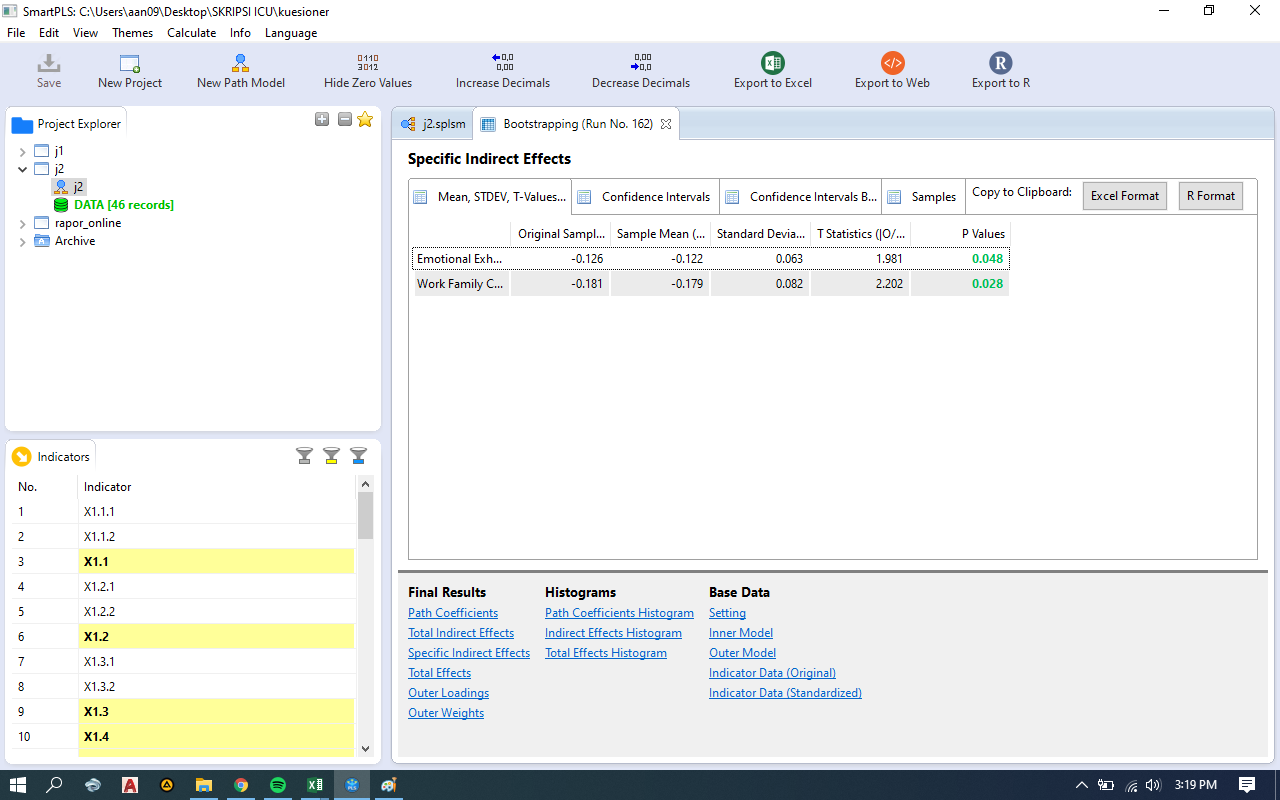
**Lampiran 27 : *R Square***



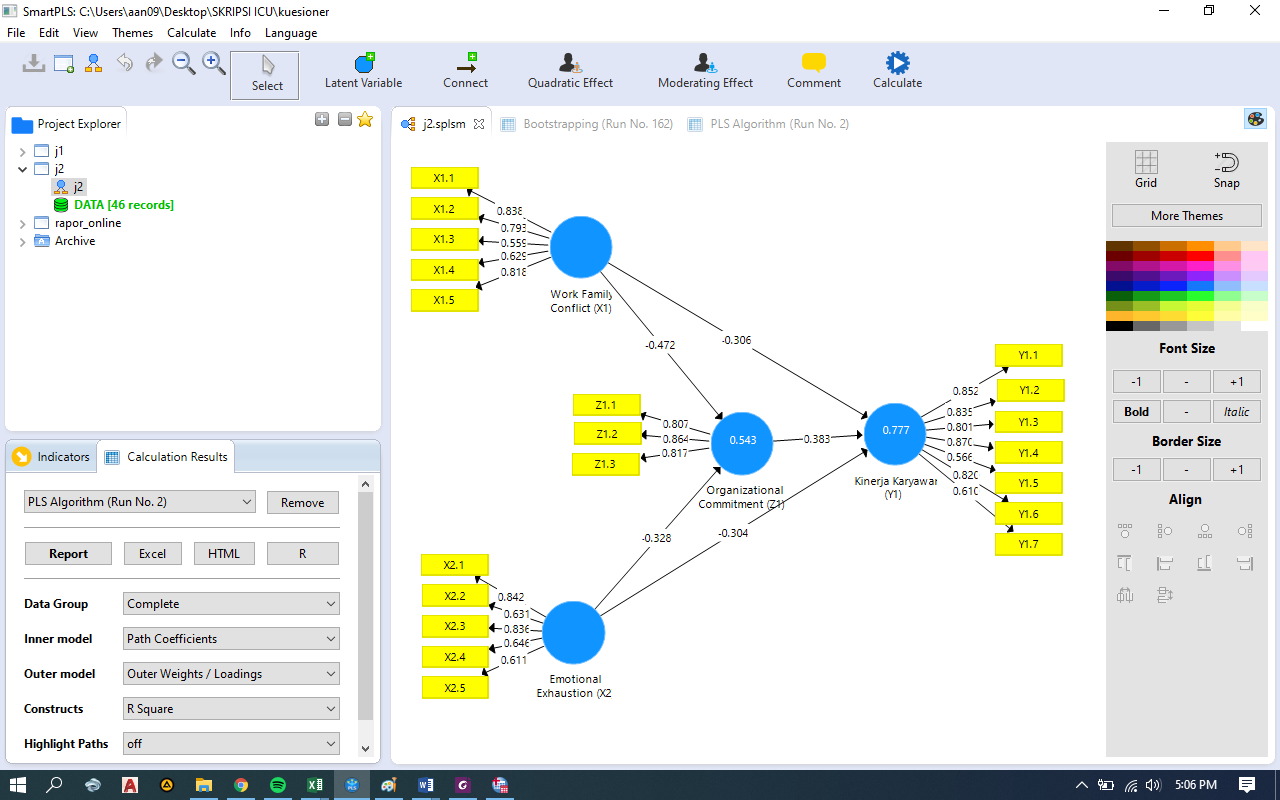
**Lampiran 28 : *Path Coefficients***



**Lampiran 29 : *Indirect Effect***



**Lampiran 30 : Uji *Measurement Model***



**Lampiran 31 : Uji *Measurement Bootstrapping Model***

