Universitas Indonesia

Instruksi

Berilah tanda silang (X) pada respon jawaban yang paling sesuai dengan kondisi anda saat ini

STS   = Sangat Tidak Setuju   AS   = Agak Setuju

TS   = Tidak Setuju   S   = Setuju

ATS   = Agak tidak setuju   SS   = Sangat Setuju

Contoh :

Pernyataan	STS	TS	ATS	AS	S	SS
Saya senang membaca					X	

Artinya:

Anda setuju bahwa anda senang membaca

Apabila anda salah dalam menuliskan jawaban, maka berikan tanda strip pada jawaban yang salah dan pilihlah jawaban lain yang menurut anda paling sesuai

Contoh:

Pernyataan	STS	TS	ATS	AS	S	SS
Saya senang membaca		X			X	

Berilah tanda silang (X) pada respon jawaban yang paling sesuai dengan kondisi anda saat ini.

BAGIAN I

No	Pernyataan	STS	TS	ATS	AS	S	SS
1	Atasan saya adalah orang yang ahli dalam melakukan pekerjaannya.						
2	Kesempatan untuk promosi di pekerjaan saya sangat kecil.						
3	Saya merasa mendapatkan jumlah imbalan/ gaji yang sesuai atas pekerjaan yang saya lakukan.						
4	Saya tidak puas dengan bonus yang saya terima.						
5	Ketika saya melakukan pekerjaan yang bagus, saya menerima penghargaan yang seharusnya saya terima.						
6	Beberapa peraturan dan prosedur di perusahaan menyulitkan karyawan untuk melakukan pekerjaan yang bagus.						
7	Kadang-kadang saya merasa pekerjaan saya tidak berarti.						
8	Kenaikan gaji terlalu sedikit.						
9	Mereka yang melakukan pekerjaan dengan baik, memiliki kesempatan yang sama/ adil untuk dipromosikan.						
10	Supervisor saya berlaku tidak adil kepada saya.						
11	Bonus yang kami terima sama bagus nya seperti yang di tawarkan oleh organisasi lain.						
12	Saya tidak merasa bahwa pekerjaan yang saya lakukan dihargai.						
13	Tampaknya saya harus bekerja lebih keras karena orang-orang yang bekerja dengan saya tidak kompeten.						
14	Saya senang melakukan pekerjaan saya.						

Lampiran A

A.1 Hasil Reliabilitas

A.1.1 Job Satisfaction Survey

Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded(a)	0	.0
	Total	34	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
.855	.842	36

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
jss1 supervisor f	134.68	394.892	.063	.856
jss2 promotion u	136.06	365.512	.485	.847
jss3 pay f	135.32	373.074	.462	.848
jss4 Fringe benefits u	136.59	382.371	.249	.853
jss5 contingent rewards f	134.41	374.674	.530	.848
jss6 operating condition u	136.06	354.481	.676	.841
jss7 coworker f	134.47	411.408	-.368	.864
jss8 nature of works u	135.94	373.209	.380	.850
jss9 communication f	134.32	398.407	-.048	.859
jss10 pay u	136.71	349.729	.698	.840
jss11 promotion f	134.35	379.023	.483	.849
jss12 supervisor u	135.35	359.205	.708	.842
jss13 Fringe benefits f	135.53	382.923	.222	.854
jss14 contingent rewards u	135.03	378.454	.351	.851
jss15 operating condition f	136.32	432.529	-.667	.874
jss16 coworker u	136.15	381.705	.220	.855
jss17 nature of works f	134.47	386.378	.380	.852

jss 18 communication u	135.09	371.719	.440	.849
jss 19 pay u	135.88	356.289	.608	.843
jss 20 promotion f	135.21	394.290	.036	.858
jss 21 supervisor u	136.09	390.507	.079	.858
jss22 Fringe benefits f	135.68	374.771	.324	.852
jss 23 contingent rewards u	136.21	346.835	.757	.838
jss24 operating condition u	137.26	404.140	-.216	.860
jss 25 coworker f	134.79	393.017	.069	.857
jss 26 nature of works f	134.68	382.771	.393	.851
jss 27 communication u	135.85	367.523	.523	.847
jss28 pay f	135.32	367.377	.433	.849
jss29 promotion f	135.44	371.163	.447	.848
jss30 supervisor f	135.82	394.513	.003	.861
jss31Fringe benefits u	136.50	349.955	.670	.841
jss32 contingent rewards u	135.97	354.272	.651	.842
jss33 operating condition u	135.59	364.856	.613	.845
jss34 coworker u	135.35	371.023	.471	.848
jss35 nature of works f	134.59	379.280	.559	.849
jss36 communication u	135.29	370.517	.473	.848

A.1.2 Work-Family Conflict Scale

Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded(a)	0	.0
	Total	34	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
.812	.828	36

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
wfc1 Strain based WIF f	108.74	247.473	.588	.796
wfc2 Time based WIF u	109.50	263.591	.268	.809
wfc3 Behavior based FIW f	108.62	260.243	.316	.807
wfc4 Time based FIW u	109.65	264.357	.249	.809
wfc5 Strain based WIF f	108.18	265.544	.249	.809
wfc6 Time based WIF u	108.29	284.820	-.200	.828
wfc7 Behavior based FIW f	108.88	252.652	.527	.799
wfc8 Time based FIW u	109.85	263.826	.414	.805
wfc9 Strain based WIF f	108.62	248.607	.547	.798
wfc10 Time based FIW u	110.09	263.053	.529	.804
wfc11 Behavior based FIW f	109.18	245.604	.727	.792
wfc12 Strain based FIW u	109.62	261.819	.407	.805
wfc13 Time based FIW f	109.47	256.014	.525	.801
wfc14 Strain based WIF u	110.06	263.269	.578	.804
wfc15 Behavior based WIF f	109.24	254.731	.502	.801
wfc16 Strain based FIW u	108.97	281.908	-.152	.825
wfc17 Time based FIW f	109.15	255.402	.435	.803
wfc18 Strain based WIF u	107.94	285.936	-.254	.826
wfc19 Behavior based WIF f	108.47	266.499	.177	.812
wfc20 Strain based FIW u	109.26	263.776	.270	.809
wfc21 Time based FIW f	109.53	252.923	.498	.800
wfc22 Strain based WIF u	109.65	264.660	.310	.808
wfc23 Behavior based WIF f	108.26	273.958	.024	.817
wfc24 Time based WIF u	110.00	270.242	.180	.811
wfc25 Time based WIF f	108.94	251.875	.549	.799
wfc26 Behavior based FIW u	109.50	254.561	.577	.799
wfc27 Strain based FIW f	108.88	261.258	.287	.808
wfc28 Behavior based FIW u	109.50	275.530	-.013	.818
wfc29 Time based WIF f	109.09	259.477	.409	.804
wfc30 Behavior based WIF u	109.41	273.037	.062	.815
wfc31 Strain based FIW f	109.00	257.455	.424	.803
wfc32 Behavior based WIF u	109.76	261.701	.343	.806
wfc33 Time based WIF f	108.53	250.681	.482	.800
wfc34 Behavior based WIF u	109.50	272.318	.063	.816

wfc35 Strain based FIW f	108.76	254.307	.494	.801
wfc36 Behavior based FIW u	109.18	280.332	-.119	.824

A.2 Hasil reliabilitas setelah item dihapus

A.2.1 Job Satisfaction Survey

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.890	.890	32

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
jss1 supervisor f	119.53	452.560	.052	.892
jss2 promotion u	120.91	420.750	.486	.886
jss3 pay f	120.18	428.877	.462	.887
jss4 Fringe benefits u	121.44	438.618	.253	.890
jss5 contingent rewards f	119.26	431.958	.498	.886
jss6 operating condition u	120.91	410.083	.658	.882
jss8 nature of works u	120.79	428.653	.387	.888
jss10 pay u	121.56	402.921	.712	.881
jss11 promotion f	119.21	435.320	.480	.887
jss12 supervisor u	120.21	413.805	.711	.882
jss13 Fringe benefits f	120.38	440.183	.211	.891
jss14 contingent rewards u	119.88	433.380	.376	.888
jss16 coworker u	121.00	438.909	.209	.892
jss17 nature of works f	119.32	442.953	.384	.889
jss 18 communication u	119.94	427.633	.437	.887
jss 19 pay u	120.74	409.534	.629	.883
jss 20 promotion f	120.06	450.178	.064	.893
jss 21 supervisor u	120.94	447.209	.086	.894
jss22 Fringe benefits f	120.53	431.651	.311	.890
jss 23 contingent rewards u	121.06	399.815	.771	.879
jss 25 coworker f	119.65	448.538	.104	.892
jss 26 nature of works f	119.53	438.802	.405	.888
jss 27 communication u	120.71	423.002	.522	.885
jss28 pay f	120.18	422.271	.442	.887
jss29 promotion f	120.29	427.123	.443	.887
jss30 supervisor f	120.68	449.619	.036	.896

jss31Fringe benefits u	121.35	403.447	.680	.881
jss32 contingent rewards u	120.82	407.301	.673	.882
jss33 operating condition u	120.44	419.466	.624	.884
jss34 coworker u	120.21	425.684	.489	.886
jss35 nature of works f	119.44	436.133	.539	.887
jss36 communication u	120.15	425.341	.488	.886

A.2.2 Work-family conflict Scale

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.871	.876	31

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
wfc1 Strain based WIF f	91.29	278.335	.547	.863
wfc2 Time based WIF u	92.06	292.602	.287	.870
wfc3 Behavior based FIW f	91.18	289.301	.330	.869
wfc4 Time based FIW u	92.21	297.684	.172	.873
wfc5 Strain based WIF f	90.74	296.564	.223	.871
wfc7 Behavior based FIW f	91.44	284.496	.466	.866
wfc8 Time based FIW u	92.41	293.704	.413	.868
wfc9 Strain based WIF f	91.18	274.877	.605	.862
wfc10 Time based FIW u	92.65	292.357	.548	.866
wfc11 Behavior based FIW f	91.74	273.291	.755	.858
wfc12 Strain based FIW u	92.18	289.907	.455	.866
wfc13 Time based FIW f	92.03	283.120	.587	.863
wfc14 Strain based WIF u	92.62	292.728	.592	.866
wfc15 Behavior based WIF f	91.79	282.593	.538	.864
wfc17 Time based FIW f	91.71	282.275	.492	.865
wfc19 Behavior based WIF f	91.03	296.757	.172	.873
wfc20 Strain based FIW u	91.82	289.968	.356	.868
wfc21 Time based FIW f	92.09	278.871	.573	.863
wfc22 Strain based WIF u	92.21	292.653	.362	.868

wfc23 Behavior based WIF f	90.82	305.665	-.004	.877
wfc24 Time based WIF u	92.56	300.193	.188	.871
wfc25 Time based WIF f	91.50	278.682	.606	.862
wfc26 Behavior based FIW u	92.06	284.421	.562	.864
wfc27 Strain based FIW f	91.44	289.163	.326	.869
wfc29 Time based WIF f	91.65	287.569	.448	.866
wfc30 Behavior based WIF u	91.97	307.181	-.034	.877
wfc31 Strain based FIW f	91.56	282.921	.521	.864
wfc32 Behavior based WIF u	92.32	291.559	.340	.869
wfc33 Time based WIF f	91.09	281.598	.447	.866
wfc34 Behavior based WIF u	92.06	305.572	-.002	.877
wfc35 Strain based FIW f	91.32	278.044	.627	.862
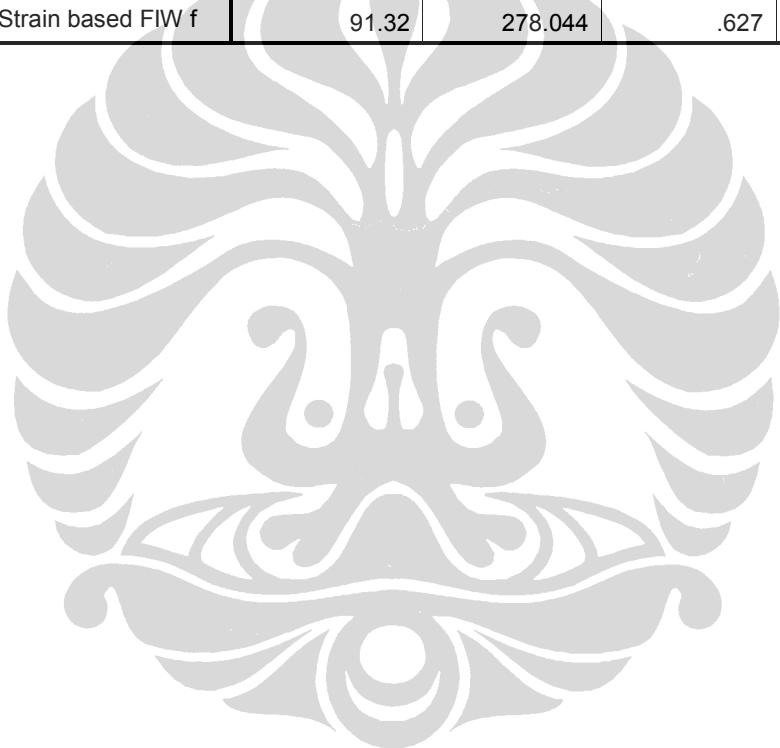
LAMPIRAN B

B.1 Gambaran partisipan

B.1.1 Gambaran partisipan berdasarkan usia

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	eksplorasi	20	21.1	21.1	21.1
	perkembangan (trial)	57	60.0	60.0	81.1
	perkembangan (stabilisasi)	17	17.9	17.9	98.9
	pemeliharaan	1	1.1	1.1	100.0
	Total	95	100.0	100.0	

B.1.2 Gambaran subjek berdasarkan jabatan

pekerjaan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	staff	51	53.7	53.7	53.7
	spg	44	46.3	46.3	100.0
	Total	95	100.0	100.0	

B.1.3 Gambaran responden berdasarkan lama bekerja

lama_kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	perkembangan	24	25.3	25.3	25.3
	lanjutan	63	66.3	66.3	91.6
	pemeliharaan	8	8.4	8.4	100.0
	Total	95	100.0	100.0	

B.1.4 Gambaran responden berdasarkan jumlah jam kerja perhari

jam_kerja1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6	1	1.1	1.1	1.1
	7	5	5.3	5.3	6.3
	8	89	93.7	93.7	100.0
	Total	95	100.0	100.0	

B.1.5 Gambaran responden berdasarkan Jumlah jam kerja perminggu

jam_kerja2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	40-42 jam	24	25.3	25.3	25.3
	>42 jam	71	74.7	74.7	100.0
	Total	95	100.0	100.0	

B.1.6 Gambaran partisipan berdasarkan jumlah anak

jml_anak

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	75	78.9	78.9	78.9
	2	20	21.1	21.1	100.0
	Total	95	100.0	100.0	

B.1.7 Gambaran partisipan berdasarkan usia anak

usia_anak

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	infant&toddlerhood	62	65.3	65.3	65.3
	early childhood	27	28.4	28.4	93.7
	middle childhood	6	6.3	6.3	100.0
	Total	95	100.0	100.0	

B.1.8 Gambaran Partisipan berdasarkan pendidikan

pddkn

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	91	95.8	95.8	95.8
	D3 keatas	4	4.2	4.2	100.0
	Total	95	100.0	100.0	

B.1.9 Gambaran partisipan berdasarkan penghasilan

gaji

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid - 1.000.000	21	22.1	22.1	22.1
1.000.000 - 3.000.000	74	77.9	77.9	100.0
Total	95	100.0	100.0	

B.2 Korelasi konflik kerja-keluarga dan kepuasan kerja

Descriptive Statistics

	Mean	Std. Deviation	N
totalJSS	117.23	21.350	95
totalWFC	93.58	18.722	95

Correlations

		totalJSS	totalWFC
totalJSS	Pearson Correlation	1	-.483**
	Sig. (2-tailed)		.000
	N	95	95
totalWFC	Pearson Correlation	-.483**	1
	Sig. (2-tailed)	.000	
	N	95	95

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

B.3 Hasil tambahan

B.3.1 Arah konflik yang memberikan sumbangan terbanyak dalam hal penurunan kepuasan kerja

Descriptive Statistics

	Mean	Std. Deviation	N
totalJSS	117.23	21.350	95
totalWIF	48.87	10.407	95
totalFIW	44.71	9.786	95

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.487a	.237	.221	18.848

a. Predictors: (Constant), totalFIW, totalWIF

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	168.938	9.910		17.047	.000
	totalWIF	-.718	.269	-.350	-2.672	.009
	totalFIW	-.371	.286	-.170	-1.299	.197

a. Dependent Variable: totalJSS

B.3.2 Bentuk konflik yang paling banyak menyumbang pada penurunan kepuasan kerja

Descriptive Statistics

	Mean	Std. Deviation	N
totalJSS	117.23	21.350	95
TBWIF	15.29	4.424	95
TBFIW	15.41	4.471	95
SBWIF	15.14	4.561	95
SBFIW	14.91	4.903	95
BBWIF	18.44	4.146	95
BBFIW	14.39	3.688	95

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.564[a]	.318	.272	18.222

a. Predictors: (Constant), BBFIW, TBFIW, BBWIF, TBWIF, SBFIW, SBWIF

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	172.037	10.524		16.347	.000
	TBWIF	.214	.566	.044	.378	.707
	TBFIW	-.257	.538	-.054	-.477	.635
	SBWIF	-1.725	.581	-.369	-2.969	.004
	SBFIW	.113	.528	.026	.213	.832
	BBWIF	-.428	.553	-.083	-.774	.441
	BBFIW	-1.515	.609	-.262	-2.485	.015

a. Dependent Variable: totalJSS

B.3.3 Perbedaan konflik-kerja keluarga berdasarkan jumlah jam kerja

Group Statistics

	jam_kerja2	N	Mean	Std. Deviation	Std. Error Mean
totalWFC	40-42 jam	24	98.83	16.784	3.426
	>42 jam	71	91.80	19.117	2.269

B.3.4 Perbedaan **tingkat konflik kerja-keluarga berdasarkan jumlah anak**

Group Statistics

	jml_anak	N	Mean	Std. Deviation	Std. Error Mean
totalWFC	1	75	93.35	18.673	2.156
	2	20	94.45	19.365	4.330

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
totalWFC	Equal variances assumed	.024	.876	-.233	93	.816	-1.103	4.735	-10.507	8.300
	Equal variances not assumed			-.228	29.131	.821	-1.103	4.837	-10.995	8.788

B.3.5 **Perbedaan tingkat konflik kerja-keluarga berdasarkan usia anak**

Descriptives

totalWFC

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
infant&toddlerhood	62	94.02	16.179	2.055	89.91	98.12	65	124
early childhood	27	95.33	22.299	4.291	86.51	104.15	50	150
middle childhood	6	81.17	24.629	10.055	55.32	107.01	43	104
Total	95	93.58	18.722	1.921	89.77	97.39	43	150

B.3.7 **Perbedaan kepuasan kerja berdasarkan tingkat penghasilan**

Group Statistics

	gaji	N	Mean	Std. Deviation	Std. Error Mean
totalJSS	1	21	124.00	22.345	4.876
	2	74	115.31	20.815	2.420

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
totalJSS	Equal variances assumed	1.137	.289	1.661	93	.100	8.689	5.230	-1.697	19.075
	Equal variances not assumed			1.596	30.555	.121	8.689	5.443	-2.419	19.798

B.3.8 Perbedaan kepuasan kerja berdasarkan lama kerja

Descriptives

totalJSS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
perkembangan	24	128.29	21.658	4.421	119.15	137.44	85	154
lanjutan	63	115.19	19.483	2.455	110.28	120.10	80	150
pemeliharaan	8	100.13	20.657	7.303	82.86	117.39	72	134
Total	95	117.23	21.350	2.191	112.88	121.58	72	154

ANOVA

totalJSS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5539.358	2	2769.679	6.830	.002
Within Groups	37309.548	92	405.539		
Total	42848.905	94			

B.3.9 Hubungan kepuasan kerja dengan usia partisipan

Descriptive Statistics

	Mean	Std. Deviation	N
lama_kerja	6.033	3.9753	95
totalJSS	117.23	21.350	95

Correlations

		lama_kerja	totalJSS
lama_kerja	Pearson Correlation	1	-.374**
	Sig. (2-tailed)		.000
	N	95	95
totalJSS	Pearson Correlation	-.374**	1
	Sig. (2-tailed)	.000	
	N	95	95

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