



Universitas Indonesia

LAMPIRAN A GAMBARAN UMUM RESPONDEN

1. USIA

tahapanusia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	43	30,1	30,1	30,1
2	100	69,9	69,9	100,0
Total	143	100,0	100,0	

2. JENIS KELAMIN

GENDER

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid wanita	62	43,4	43,4	43,4
pria	81	56,6	56,6	100,0
Total	143	100,0	100,0	

3. MASA KERJA

tahapmasakerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 2 tahun	9	6,3	6,3	6,3
2-10 tahun	33	23,1	23,1	29,4
>10 tahun	101	70,6	70,6	100,0
Total	143	100,0	100,0	

4. TINGKATAN MANAJERIAL

JABATAN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid penyelia/supervisor	67	46,9	46,9	46,9
manajer madya	55	38,5	38,5	85,3
eksekutif	21	14,7	14,7	100,0
Total	143	100,0	100,0	

5. JENIS PERUSAHAAN

JENISPERUSAHAAN

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid swasta	75	52,4	52,4	52,4
bumn/bumd	33	23,1	23,1	75,5
institusi pemerintahan	33	23,1	23,1	98,6
lain-lain	2	1,4	1,4	100,0
Total	143	100,0	100,0	

6. LAMA PERNIKAHAN

masapernikahan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid <10 tahun	32	22,4	22,4	22,4
10-16 tahun	34	23,8	23,8	46,2
>16 tahun	77	53,8	53,8	100,0
Total	143	100,0	100,0	

7. JUMLAH ANAK

JUMANAK

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	42	29,4	29,4	29,4
2	50	35,0	35,0	64,3
3	43	30,1	30,1	94,4
4	7	4,9	4,9	99,3
5	1	,7	,7	100,0
Total	143	100,0	100,0	

8. USIA ANAK TERKECIL

usiaterkecilanak

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 2 tahun	18	12,6	12,6	12,6
2-5 tahun	38	26,6	26,6	39,2
6-12 tahun	31	21,7	21,7	60,8
13-18 tahun	39	27,3	27,3	88,1
>18 tahun	17	11,9	11,9	100,0
Total	143	100,0	100,0	

9. PEKERJAAN SUAMI/ISTRI

GENDER * PEKERJAANPASANGAN Crosstabulation

			PEKERJAANPASANGAN		Total
			bekerja	tidak bekerja	
GENDER	wanita	Count	59	3	62
		% of Total	41,3%	2,1%	43,4%
	pria	Count	36	45	81
		% of Total	25,2%	31,5%	56,6%
Total		Count	95	48	143
		% of Total	66,4%	33,6%	100,0%

Tingkat Kepuasan Kerja

1. Berdasarkan total skor kepuasan kerja

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
totalJS	143	1,00	6,00	3,5343	1,18602
Valid N (listwise)	143				

2. Berdasarkan rata-rata skor gaji

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
levelpay	143	1,00	5,75	3,5175	1,06300
Valid N (listwise)	143				

3. Berdasarkan rata-rata skor kesempatan promosi

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
levelpromosi	143	1,00	5,25	3,5297	1,01246
Valid N (listwise)	143				

4. Berdasarkan total skor atasan

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
levelatasan	143	1,25	6,00	3,3339	1,20772
Valid N (listwise)	143				

5. Berdasarkan total skor tunjangan

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
levelbonus	143	1,00	5,50	3,6486	,92749
Valid N (listwise)	143				

6. Berdasarkan total skor penghargaan perusahaan

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
levelpenghargaa	143	1,00	5,50	3,1031	1,19135
Valid N (listwise)	143				

7. Berdasarkan total skor prosedur dan peraturan kerja

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
levelprosedur	143	1,00	6,00	3,1136	1,06799
Valid N (listwise)	143				

8. Berdasarkan total skor rekan kerja

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
levelrekankerja	143	2,75	6,00	4,4755	,70168
Valid N (listwise)	143				

9. Berdasarkan total skor sifat pekerjaan

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
levelsifatpekerjaan	143	1,25	6,00	3,5559	1,32866
Valid N (listwise)	143				

10. Berdasarkan total skor komunikasi

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
levelkomunikasi	143	1,00	5,25	3,5297	1,01246
Valid N (listwise)	143				

Hasil Analisis SOK**katSOK**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SOKtinggi	76	53,1	53,1	53,1
SOKrendah	67	46,9	46,9	100,0
Total	143	100,0	100,0	

katWFC

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid time-based	45	31,5	31,5	31,5
strain-based	40	28,0	28,0	59,4
behaviour-based	58	40,6	40,6	100,0
Total	143	100,0	100,0	

ANALISIS HIPOTESIS UTAMA

Univariate Analysis of Variance

Between-Subjects Factors

	Value Label	N
katSOK 1	SOKtinggi	76
	SOKrendah	67
katWFC 1	time-based	45
	strain-based	40
	behaviour-based	58

Descriptive Statistics

Dependent Variable: totalkepuasankerja

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	105,82	11,304	28
	strain-based	163,45	13,117	20
	behaviour-based	146,21	14,372	28
	Total	135,87	27,273	76
SOKrendah	time-based	130,82	15,013	17
	strain-based	90,80	6,826	20
	behaviour-based	99,67	10,090	30
	Total	104,93	18,936	67
Total	time-based	115,27	17,625	45
	strain-based	127,12	38,208	40
	behaviour-based	122,14	26,460	58
	Total	121,37	28,278	143

Tests of Between-Subjects Effects

Dependent Variable: totalkepuasankerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	93807,248 ^a	5	18761,450	130,208	,000
Intercept	2059441,349	1	2059441,349	14292,903	,000
katSOK	33661,935	1	33661,935	233,620	,000
katWFC	1597,137	2	798,569	5,542	,005
katSOK * katWFC	53953,212	2	26976,606	187,223	,000
Error	19740,109	137	144,088		
Total	2220056,000	143			
Corrected Total	113547,357	142			

a. R Squared = ,826 (Adjusted R Squared = ,820)

LAMPIRAN B

Estimated Marginal Means katSOK * katWFC

Estimates

Dependent Variable: totalkepuasankerja

katSOK	katWFC	Mean	Std. Error	95% Confidence Interval	
				Lower Bound	Upper Bound
SOKtinggi	time-based	105,821	2,268	101,336	110,307
	strain-based	163,450	2,684	158,142	168,758
	behaviour-based	146,214	2,268	141,729	150,700
SOKrendah	time-based	130,824	2,911	125,067	136,580
	strain-based	90,800	2,684	85,492	96,108
	behaviour-based	99,667	2,192	95,333	104,000

Post Hoc Tests katWFC

Pairwise Comparisons

Dependent Variable: totalkepuasankerja

katSOK	(I) katWFC	(J) katWFC	Mean Difference (I-J)	Std. Error	Sig. ^a	95% Confidence Interval for Difference ^a	
						Lower Bound	Upper Bound
SOKtinggi	time-based	strain-based	-57,629*	3,514	,000	-64,578	-50,679
		behaviour-based	-40,393*	3,208	,000	-46,737	-34,049
	strain-based	time-based	57,629*	3,514	,000	50,679	64,578
		behaviour-based	17,236*	3,514	,000	10,286	24,185
	behaviour-based	time-based	40,393*	3,208	,000	34,049	46,737
		strain-based	-17,236*	3,514	,000	-24,185	-10,286
SOKrendah	time-based	strain-based	40,024*	3,960	,000	32,193	47,854
		behaviour-based	31,157*	3,644	,000	23,951	38,363
	strain-based	time-based	-40,024*	3,960	,000	-47,854	-32,193
		behaviour-based	-8,867*	3,465	,012	-15,719	-2,015
	behaviour-based	time-based	-31,157*	3,644	,000	-38,363	-23,951
		strain-based	8,867*	3,465	,012	2,015	15,719

Based on estimated marginal means

*. The mean difference is significant at the ,05 level.

a. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

Univariate Tests

Dependent Variable: totalkepuasankerja

katSOK		Sum of Squares	df	Mean Square	F	Sig.
SOKtinggi	Contrast	43490,913	2	21745,456	150,917	,000
	Error	19740,109	137	144,088		
SOKrendah	Contrast	16222,290	2	8111,145	56,293	,000
	Error	19740,109	137	144,088		

Each F tests the simple effects of katWFC within each level combination of the other effects shown. These tests are based on the linearly independent pairwise comparisons among the estimated marginal means.

Post Hoc Tests katWFC

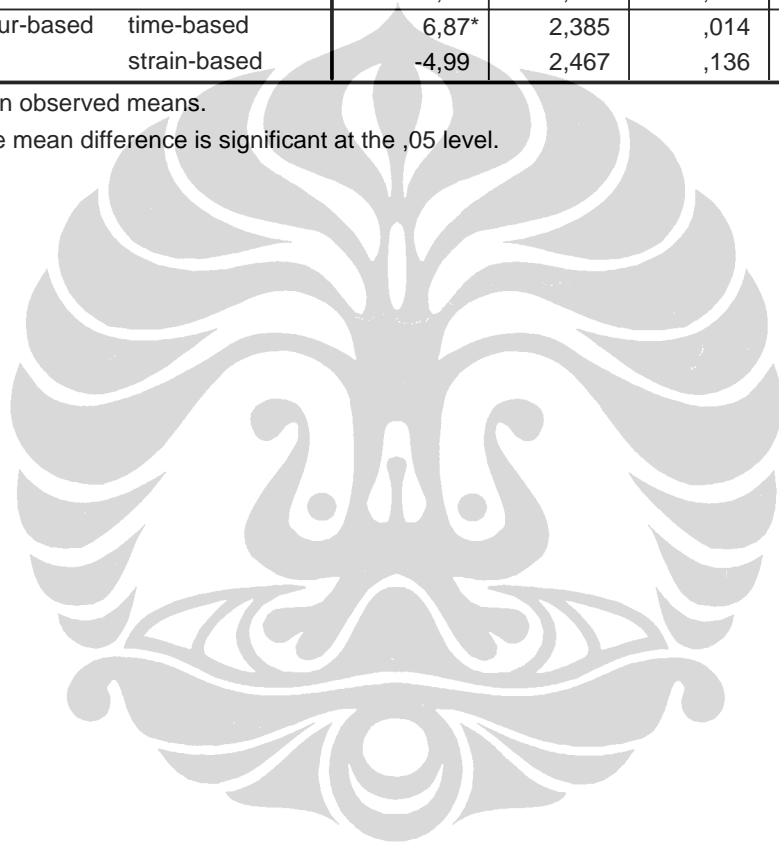
Multiple Comparisons

Dependent Variable: totalkepuasankerja
Bonferroni

(I) katWFC	(J) katWFC	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
time-based	strain-based	-11,86*	2,608	,000	-18,18	-5,54
	behaviour-based	-6,87*	2,385	,014	-12,65	-1,09
strain-based	time-based	11,86*	2,608	,000	5,54	18,18
	behaviour-based	4,99	2,467	,136	-,99	10,97
behaviour-based	time-based	6,87*	2,385	,014	1,09	12,65
	strain-based	-4,99	2,467	,136	-10,97	,99

Based on observed means.

*. The mean difference is significant at the ,05 level.



ANALISIS TAMBAHAN

I. SOK dan WFC terhadap masing-masing dimensi kepuasan kerja

1. GAJI

Descriptive Statistics

Dependent Variable: levelpay

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	2,48	1,004	28
	strain-based	5,14	,469	20
	behaviour-based	4,07	,799	28
	Total	3,77	1,342	76
SOKrendah	time-based	3,37	,366	17
	strain-based	2,95	,772	20
	behaviour-based	3,35	,586	30
	Total	3,24	,624	67
Total	time-based	2,82	,925	45
	strain-based	4,04	1,275	40
	behaviour-based	3,70	,780	58
	Total	3,52	1,097	143

Tests of Between-Subjects Effects

Dependent Variable: levelpay

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	98,759 ^a	5	19,752	37,546	,000
Intercept	1730,729	1	1730,729	3289,889	,000
katSOK	15,533	1	15,533	29,526	,000
katWFC	27,733	2	13,866	26,358	,000
katSOK * katWFC	48,652	2	24,326	46,241	,000
Error	72,072	137	,526		
Total	1940,125	143			
Corrected Total	170,831	142			

a. R Squared = ,578 (Adjusted R Squared = ,563)

2. Kesempatan Promosi

Descriptive Statistics

Dependent Variable: levelpromosi

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	2,81	1,101	28
	strain-based	4,58	,445	20
	behaviour-based	3,91	,681	28
	Total	3,68	1,081	76
SOKrendah	time-based	3,72	,723	17
	strain-based	2,85	,681	20
	behaviour-based	3,49	1,003	30
	Total	3,36	,907	67
Total	time-based	3,16	1,064	45
	strain-based	3,71	1,042	40
	behaviour-based	3,69	,881	58
	Total	3,53	1,012	143

Tests of Between-Subjects Effects

Dependent Variable: levelpromosi

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	50,223 ^a	5	10,045	14,434	,000
Intercept	1731,012	1	1731,012	2487,449	,000
katSOK	5,795	1	5,795	8,328	,005
katWFC	5,704	2	2,852	4,098	,019
katSOK * katWFC	35,658	2	17,829	25,620	,000
Error	95,338	137	,696		
Total	1927,188	143			
Corrected Total	145,561	142			

a. R Squared = ,345 (Adjusted R Squared = ,321)

3. Atasan

Descriptive Statistics

Dependent Variable: levelatasan

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	2,95	,936	28
	strain-based	4,80	,616	20
	behaviour-based	3,65	,831	28
	Total	3,69	1,094	76
SOKrendah	time-based	3,68	1,325	17
	strain-based	2,34	,863	20
	behaviour-based	2,93	1,015	30
	Total	2,94	1,159	67
Total	time-based	3,22	1,142	45
	strain-based	3,57	1,450	40
	behaviour-based	3,28	,991	58
	Total	3,34	1,182	143

Tests of Between-Subjects Effects

Dependent Variable: levelatasan

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	76,676 ^a	5	15,335	17,269	,000
Intercept	1570,421	1	1570,421	1768,453	,000
katSOK	22,789	1	22,789	25,663	,000
katWFC	2,066	2	1,033	1,163	,316
katSOK * katWFC	52,483	2	26,241	29,550	,000
Error	121,659	137	,888		
Total	1796,125	143			
Corrected Total	198,335	142			

a. R Squared = ,387 (Adjusted R Squared = ,364)

4. Tunjangan

Descriptive Statistics

Dependent Variable: levelbonus

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	3,47	1,008	28
	strain-based	3,95	,868	20
	behaviour-based	3,92	,701	28
	Total	3,76	,885	76
SOKrendah	time-based	3,84	,649	17
	strain-based	3,50	1,115	20
	behaviour-based	3,36	,944	30
	Total	3,52	,943	67
Total	time-based	3,61	,899	45
	strain-based	3,73	1,012	40
	behaviour-based	3,63	,875	58
	Total	3,65	,917	143

Tests of Between-Subjects Effects

Dependent Variable: levelbonus

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	8,315 ^a	5	1,663	2,049	,076
Intercept	1842,804	1	1842,804	2270,317	,000
katSOK	1,585	1	1,585	1,952	,165
katWFC	,185	2	,093	,114	,892
katSOK * katWFC	5,805	2	2,902	3,576	,031
Error	111,202	137	,812		
Total	2025,000	143			
Corrected Total	119,517	142			

a. R Squared = ,070 (Adjusted R Squared = ,036)

5. Penghargaan

Descriptive Statistics

Dependent Variable: levelpenghargaa

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	3,17	1,269	28
	strain-based	4,36	,793	20
	behaviour-based	3,96	,694	28
	Total	3,77	1,074	76
SOKrendah	time-based	2,99	,895	17
	strain-based	2,08	,744	20
	behaviour-based	2,16	,570	30
	Total	2,34	,800	67
Total	time-based	3,10	1,135	45
	strain-based	3,22	1,385	40
	behaviour-based	3,03	1,102	58
	Total	3,10	1,191	143

Tests of Between-Subjects Effects

Dependent Variable: levelpenghargaa

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	100,337 ^a	5	20,067	27,165	,000
Intercept	1327,536	1	1327,536	1797,079	,000
katSOK	69,136	1	69,136	93,589	,000
katWFC	,681	2	,341	,461	,631
katSOK * katWFC	25,702	2	12,851	17,397	,000
Error	101,205	137	,739		
Total	1578,563	143			
Corrected Total	201,541	142			

a. R Squared = ,498 (Adjusted R Squared = ,480)

6. Prosedur dan Peraturan Kerja

Descriptive Statistics

Dependent Variable: levelprosedur

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	2,90	,963	28
	strain-based	4,10	,833	20
	behaviour-based	3,59	,570	28
	Total	3,47	,926	76
SOKrendah	time-based	3,94	,899	17
	strain-based	2,08	,574	20
	behaviour-based	2,43	,863	30
	Total	2,71	1,080	67
Total	time-based	3,29	1,060	45
	strain-based	3,09	1,245	40
	behaviour-based	2,99	,934	58
	Total	3,11	1,068	143

Tests of Between-Subjects Effects

Dependent Variable: levelprosedur

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	74,151 ^a	5	14,830	23,137	,000
Intercept	1375,432	1	1375,432	2145,819	,000
katSOK	17,400	1	17,400	27,145	,000
katWFC	4,383	2	2,191	3,419	,036
katSOK * katWFC	52,510	2	26,255	40,960	,000
Error	87,815	137	,641		
Total	1548,313	143			
Corrected Total	161,966	142			

a. R Squared = ,458 (Adjusted R Squared = ,438)

7. Rekan Kerja

Descriptive Statistics

Dependent Variable: levelrekankerja

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	4,31	,728	28
	strain-based	5,03	,451	20
	behaviour-based	4,31	,747	28
	Total	4,50	,737	76
SOKrendah	time-based	4,51	,812	17
	strain-based	4,11	,750	20
	behaviour-based	4,66	,551	30
	Total	4,46	,715	67
Total	time-based	4,39	,759	45
	strain-based	4,57	,766	40
	behaviour-based	4,49	,670	58
	Total	4,48	,724	143

Tests of Between-Subjects Effects

Dependent Variable: levelrekankerja

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	11,187 ^a	5	2,237	4,841	,000
Intercept	2752,517	1	2752,517	5955,159	,000
katSOK	,504	1	,504	1,090	,298
katWFC	,495	2	,248	,536	,586
katSOK * katWFC	10,380	2	5,190	11,228	,000
Error	63,322	137	,462		
Total	2945,563	143			
Corrected Total	74,510	142			

a. R Squared = ,150 (Adjusted R Squared = ,119)

8. Sifat Pekerjaan

Descriptive Statistics

Dependent Variable: levelsifatpekerjaan

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	2,83	,752	28
	strain-based	4,98	,752	20
	behaviour-based	4,90	,734	28
	Total	4,16	1,258	76
SOKrendah	time-based	4,01	,859	17
	strain-based	2,36	,610	20
	behaviour-based	2,57	,912	30
	Total	2,87	1,053	67
Total	time-based	3,28	,976	45
	strain-based	3,67	1,485	40
	behaviour-based	3,69	1,437	58
	Total	3,56	1,329	143

Tests of Between-Subjects Effects

Dependent Variable: levelsifatpekerjaan

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	167,156 ^a	5	33,431	54,837	,000
Intercept	1778,423	1	1778,423	2917,142	,000
katSOK	53,729	1	53,729	88,132	,000
katWFC	2,500	2	1,250	2,051	,133
katSOK * katWFC	97,934	2	48,967	80,320	,000
Error	83,521	137	,610		
Total	2058,875	143			
Corrected Total	250,677	142			

a. R Squared = ,667 (Adjusted R Squared = ,655)

9. Komunikasi

Descriptive Statistics

Dependent Variable: levelkomunikasi

katSOK	katWFC	Mean	Std. Deviation	N
SOKtinggi	time-based	3,17	,940	28
	strain-based	4,76	,604	20
	behaviour-based	3,96	,619	28
	Total	3,88	,973	76
SOKrendah	time-based	3,53	,695	17
	strain-based	2,78	,663	20
	behaviour-based	3,15	,736	30
	Total	3,13	,749	67
Total	time-based	3,31	,866	45
	strain-based	3,77	1,185	40
	behaviour-based	3,54	,791	58
	Total	3,53	,949	143

Tests of Between-Subjects Effects

Dependent Variable: levelkomunikasi

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	55,030 ^a	5	11,006	20,668	,000
Intercept	1729,452	1	1729,452	3247,768	,000
katSOK	22,624	1	22,624	42,487	,000
katWFC	3,614	2	1,807	3,394	,036
katSOK * katWFC	28,331	2	14,166	26,602	,000
Error	72,953	137	,533		
Total	1911,375	143			
Corrected Total	127,983	142			

a. R Squared = ,430 (Adjusted R Squared = ,409)

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Suami Bekerja	59	3.4814	.99386	.12939	3.2224	3.7404	1.00	6.00
Suami Tidak Bekerja	3	3.3333	1.15470	.66667	.4649	6.2018	2.00	4.00
Istri Bekerja	36	3.5278	.99960	.16660	3.1896	3.8660	1.00	6.00
Istri Tidak Bekerja	45	3.6222	1.13396	.16904	3.2815	3.9629	1.00	6.00
Total	143	3.5343	1.03510	.08656	3.3632	3.7054	1.00	6.00

Analisis Rata-Rata Skor Kepuasan Kerja Berdasarkan Data Demografis

1. Jenis Kelamin

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	62	3.4355	.93425	.11865	3.1982	3.6727	1.00	5.00
2	81	3.6099	.94758	.10529	3.4004	3.8194	2.00	6.00
Total	143	3.5343	.94251	.07882	3.3785	3.6901	1.00	6.00

ANOVA

totalJS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.068	1	1.068	1.204	.274
Within Groups	125.074	141	.887		
Total	126.142	142			

2. Usia

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
20-40 tahun	43	3.2326	1.08753	.16585	2.8979	3.5673	1.00	6.00
41-65 tahun	100	3.6640	.98919	.09892	3.4677	3.8603	2.00	6.00
Total	143	3.5343	1.03510	.08656	3.3632	3.7054	1.00	6.00

ANOVA

totalJS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5.597	1	5.597	5.385	.022
Within Groups	146.545	141	1.039		
Total	152.142	142			

3. Masa Kerja

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
< 2 tahun	9	2.5556	.72648	.24216	1.9971	3.1140	2.00	4.00
2-10 tahun	33	3.2727	.76128	.13252	3.0028	3.5427	2.00	5.00
>10 tahun	101	3.7069	1.07464	.10693	3.4948	3.9191	1.00	6.00
Total	143	3.5343	1.03510	.08656	3.3632	3.7054	1.00	6.00

ANOVA

totalJS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	13.889	2	6.945	7.032	.001
Within Groups	138.253	140	.988		
Total	152.142	142			

Multiple Comparisons

Dependent Variable: totalJS
Bonferroni

(I) katmasakerja	(J) katmasakerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
< 2 tahun	2-10 tahun	-.71717	.37370	.171	-1.6227	.1883
	>10 tahun	-1.15138*	.34569	.003	-1.9890	-.3137
2-10 tahun	< 2 tahun	.71717	.37370	.171	-.1883	1.6227
	>10 tahun	-.43420	.19925	.093	-.9170	.0486
>10 tahun	< 2 tahun	1.15138*	.34569	.003	.3137	1.9890
	2-10 tahun	.43420	.19925	.093	-.0486	.9170

*. The mean difference is significant at the .05 level.

4. Tingkatan Manajerial

ANOVA

totalJS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	26.154	2	13.077	14.532	.000
Within Groups	125.988	140	.900		
Total	152.142	142			

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
penyelia/supervisor	67	3.0896	.82996	.10140	2.8871	3.2920	1.00	5.00
manajer madya	55	3.7709	.74875	.10096	3.5685	3.9733	2.00	5.00
eksekutif	21	4.3333	1.01653	.22183	3.8706	4.7961	3.00	6.00
Total	143	3.5343	.94251	.07882	3.3785	3.6901	1.00	6.00

Multiple Comparisons

Dependent Variable: totalJS

Bonferroni

(I) JABATAN	(J) JABATAN	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
penyelia/supervisor	manajer madya	-.68136*	.15099	.000	-1.0472	-.3155
	eksekutif	-1.24378*	.20753	.000	-1.7466	-.7409
manajer madya	penyelia/supervisor	.68136*	.15099	.000	.3155	1.0472
	eksekutif	-.56242*	.21286	.028	-1.0782	-.0466
eksekutif	penyelia/supervisor	1.24378*	.20753	.000	.7409	1.7466
	manajer madya	.56242*	.21286	.028	.0466	1.0782

*. The mean difference is significant at the .05 level.

5. Jenis Perusahaan

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
swasta	75	3.3733	.88185	.10183	3.1704	3.5762	1.00	6.00
bumn/bumd	33	3.6970	1.13150	.19697	3.2958	4.0982	1.00	6.00
institusi pemerintahan	35	3.7257	.93190	.15752	3.4056	4.0458	2.00	5.00
Total	143	3.5343	.96466	.08067	3.3748	3.6937	1.00	6.00

ANOVA

totalJS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.099	2	2.049	2.241	.110
Within Groups	128.043	140	.915		
Total	132.142	142			

6. Lama Pernikahan

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
< 10 tahun	32	3.2188	.70639	.12487	2.9641	3.4734	2.00	5.00
10-16 tahun	34	3.7471	1.11443	.19112	3.3582	4.1359	1.00	6.00
>16 tahun	77	3.5714	1.09338	.12460	3.3233	3.8196	1.00	6.00
Total	143	3.5343	1.03510	.08656	3.3632	3.7054	1.00	6.00

ANOVA

totalJS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.831	2	2.416	2.296	.104
Within Groups	147.311	140	1.052		
Total	152.142	142			

7. Jumlah anak dengan kepuasan kerja

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	42	3.1286	.92744	.14311	2.8396	3.4176	1.00	5.00
2	50	3.6400	.94242	.13328	3.3722	3.9078	2.00	6.00
3	43	3.7674	.89542	.13655	3.4919	4.0430	2.00	6.00
4	7	3.8571	.69007	.26082	3.2189	4.4953	3.00	5.00
5	1	3.0000	3.00	3.00
Total	143	3.5343	.94251	.07882	3.3785	3.6901	1.00	6.00

ANOVA

totalJS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	10.825	4	2.706	3.239	.014
Within Groups	115.317	138	.836		
Total	126.142	142			

8. Usia anak terkecil

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	18	3.5000	.51450	.12127	3.2441	3.7559	3.00	4.00
2	38	3.6579	.78072	.12665	3.4013	3.9145	2.00	5.00
3	31	3.4645	1.18703	.21320	3.0291	3.8999	1.00	6.00
4	39	3.5897	.99255	.15894	3.2680	3.9115	2.00	6.00
5	17	3.2941	1.04670	.25386	2.7560	3.8323	1.00	5.00
Total	143	3.5343	.94251	.07882	3.3785	3.6901	1.00	6.00

ANOVA

totalJS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.853	4	.463	.514	.725
Within Groups	124.289	138	.901		
Total	126.142	142			

9. Pasangan yang bekerja

Descriptives

totalJS

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Suami Bekerja	59	3.4814	.99386	.12939	3.2224	3.7404	1.00	6.00
Suami Tidak Bekerja	3	3.3333	1.15470	.66667	.4649	6.2018	2.00	4.00
Istri Bekerja	36	3.5278	.99960	.16660	3.1896	3.8660	1.00	6.00
Istri Tidak Bekerja	45	3.6222	1.13396	.16904	3.2815	3.9629	1.00	6.00
Total	143	3.5343	1.03510	.08656	3.3632	3.7054	1.00	6.00

ANOVA

totalJS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.636	3	.212	.194	.900
Within Groups	151.506	139	1.090		
Total	152.142	142			

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.636	3	.212	.194	.900
Within Groups	151.506	139	1.090		
Total	152.142	142			

LAMPIRAN C
KUESIONER PENELITIAN
BAGIAN I

Mohon isi semua pernyataan di bawah ini dengan cermat

- Ketika saya melakukan tugas manajerial, maka saya:
 - Berfokus untuk mendapatkan satu tujuan hidup yang paling penting pada suatu waktu
 - Selalu bekerja mencapai beberapa tujuan hidup sekaligus pada saat yang bersamaan
- Ketika saya ingin menjalankan tugas manajerial, maka saya:
 - Telah menyusun tujuan-tujuan saya secara jelas untuk kemudian berfokus menjalankan tujuan-tujuan tersebut
 - Seringkali menyesuaikan tujuan-tujuan saya apabila ada perubahan-perubahan kecil.
- Ketika saya mengelola karir dalam tugas manajerial, maka saya:
 - Selalu mengejar suatu tujuan yang saya inginkan setelah saya selesai mengejar tujuan yang lain
 - Selalu mengejar banyak tujuan dalam waktu yang bersamaan, sehingga saya merasa kewalahan
- Ketika saya melaksanakan tugas manajerial, maka saya:
 - Tahu betul apa yang saya inginkan dan tidak saya inginkan
 - Seringkali tahu yang saya inginkan berdasarkan situasi sekitar saya
- Ketika segalanya berjalan tidak sesuai dengan harapan saya dalam mencapai tujuan, maka:
 - Saya memilih untuk mencoba mengejar semua tujuan hidup saya
 - Saya memilih hanya mengejar satu atau dua tujuan hidup saya yang terpenting

BAGIAN II
ALAT UKUR KONFLIK PEKERJAAN-KELUARGA

Mohon isi seluruh pernyataan di bawah ini dengan cermat

No	Pernyataan	STS	TS	ATS	AS	S	SS
1.	Pekerjaan saya menyita banyak waktu keluarga						

	saya lebih dari yang saya inginkan						
2.	Waktu yang harus saya curahkan untuk pekerjaan saya, menghambat saya untuk melakukan tugas rumah tangga						
3.	Saya harus kehilangan aktivitas keluarga saya akibat jumlah waktu yang harus saya habiskan untuk pekerjaan						
4.	Waktu yang saya habiskan untuk tanggung jawab keluarga mengganggu pekerjaan saya						
5.	Waktu yang saya luangkan untuk keluarga menghilangkan kesempatan untuk beraktivitas di pekerjaan yang dapat menunjang karir saya						
6.	Saya harus kehilangan aktivitas kerja karena jumlah waktu yang saya habiskan untuk tanggung jawab keluarga						
7.	Ketika saya pulang kerumah, saya merasa letih untuk terlibat dalam aktivitas keluarga						
8.	Saya merasa lelah secara emosional ketika pulang bekerja yang mencegah saya untuk berkontribusi pada keluarga saya						
9.	Karena beban pekerjaan, ketika di rumah saya merasa terlalu tertekan untuk melakukan kegiatan yang saya sukai						

BAGIAN III
ALAT UKUR KEPUASAN KERJA

Mohon isi seluruh pernyataan di bawah ini dengan cermat

No	Pernyataan	STS	TS	ATS	AS	S	SS
1..	Saya merasa mendapatkan jumlah imbalan/ gaji yang sesuai atas pekerjaan yang saya lakukan						
2.	Kesempatan untuk promosi di pekerjaan saya sangat kecil						
3.	Atasan saya cukup kompeten dalam melakukan pekerjaannya.						
4.	Saya tidak puas dengan bonus/ insentif/ tunjangan yang saya terima						

