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LAMPIRAN

Lampiran 1

Kuesioner Penelitian

Perkenalkan, saya Melinda Alfiani mahasiswi Universitas Binaniaga Indonesia program studi Manajemen Fakultas Ekonomi dan Bisnis. Saat ini saya sedang melakukan penelitian dalam rangka penelitian skripsi “**Pengaruh *Quality of Work Life* dan *Job Satisfaction* terhadap *Employee Engagement* pada Rumah Makan Bebek dan Ayam Goreng X Cabang Bogor**”.

Terkait dengan hal tersebut, saya memohon kesediaan Bapak/Ibu/Saudara/i meluangkan sedikit waktunya untuk mengisi kuesioner ini. Kuesioner ini adalah salah satu sarana untuk memperoleh data yang diperlukan untuk penelitian skripsi. Jawaban dari Bapak/Ibu/Saudara/i berikan tidak akan dinilai benar atau salah. Kerahasiaan data penelitian akan dijamin dan saya mengharapkan informasi dan jawaban yang sesungguhnya dari Bapak/Ibu/Saudara/i sesuai dengan kondisi ditempat kerja. Atas waktu dan kesediaan Bapak/Ibu/Saudara/i saya ucapkan terima kasih.

Hormat saya,

Melinda Alfiani

Identitas Responden

Berilah tanda centang (✓) untuk setiap jawaban yang menurut Anda paling sesuai dengan diri Anda.

- | | | | |
|------------------------|---|--|--|
| 1. Jenis Kelamin | : | <input type="checkbox"/> Pria | <input type="checkbox"/> Wanita |
| 2. Usia | : | <input type="checkbox"/> < 20 Tahun | <input type="checkbox"/> 20-30 Tahun |
| | | <input type="checkbox"/> 31-40 Tahun | <input type="checkbox"/> > 40 Tahun |
| 3. Pendidikan terakhir | : | <input type="checkbox"/> < SMA/Sederajat | <input type="checkbox"/> SMA/Sederajat |
| | | <input type="checkbox"/> D3 | <input type="checkbox"/> S1 |
| 4. Lama Bekerja | : | <input type="checkbox"/> < 1 Tahun | <input type="checkbox"/> 1-5 Tahun |
| | | <input type="checkbox"/> > 5 Tahun | |

A. Petunjuk Umum Pengisian Kuesioner :

1. Sebelum mengisi kuesioner ini, mohon Bapak/Ibu/Saudara/i membaca setiap butir pernyataan dengan cermat, jujur, dan apa adanya.
2. Mohon diisi dengan memberi tanda centang (✓) untuk setiap pernyataan yang sesuai dengan persepsi Anda pada kolom jawaban yang tersedia.
3. Untuk setiap pernyataan hanya diperbolehkan memilih satu alternatif jawaban.
4. Semua pernyataan yang ada, mohon diisi tanpa ada satupun yang terlewat.

B. Keterangan Jawaban

Pernyataan	Nilai
Sangat Setuju (SS)	5
Setuju (S)	4
Netral (N)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

KUESIONER

1. *QUALITY OF WORK LIFE* (KUALITAS KEHIDUPAN KERJA)

No	Pernyataan	1	2	3	4	5
Keterlibatan Karyawan (<i>Employee Participation</i>)						
1	Kerja sama antar karyawan dalam tim.					
2	Kesempatan karyawan untuk memberikan ide.					
3	Keinginan yang diberikan karyawan dalam meningkatkan kualitas kerja tim.					
Pengembangan Karir (<i>Career Development</i>)						
4	Tersedia hak bertukar pendapat dalam menyelesaikan konflik yang dialami.					
5	Tersedia perlindungan jabatan untuk para karyawan.					
6	Tersedia pelatihan kerja karyawan untuk pengembangan karir.					
7	Penilaian kepada karyawan dari dalam perusahaan.					
8	Kesempatan yang diberikan atasan dalam mempromosikan karyawan.					
Penyelesaian Konflik (<i>Conflict Resolution</i>)						
9	Keterbukaan atasan dalam menerima setiap keluhan karyawan.					
10	Kemudahan dalam menyampaikan keluhan karyawan kepada atasan.					

Komunikasi (<i>Communication</i>)						
11	Komunikasi yang baik antara atasan dengan karyawan.					
12	Komunikasi yang baik antar sesama rekan kerja.					
13	Kejelasan penyampaian informasi yang dikeluarkan oleh perusahaan atau atasan mengenai pekerjaan.					
Fasilitas yang Didapat (<i>Wellness</i>)						
14	Tersedia tempat pemeriksaan kesehatan lingkungan perusahaan.					
15	Diadakannya program rekreasi oleh perusahaan.					
Rasa Aman Terhadap Pekerjaan (<i>Job Security</i>)						
16	Program pengaturan pensiun yang dilakukan oleh perusahaan.					
17	Pemberian jaminan kelangsungan pekerjaan sebagai upaya dari tidak adanya pemberhentian pegawai tetap dan rasa aman dalam bekerja.					
Keselamatan Lingkungan Kerja (<i>A Safe Environment</i>)						
18	Tersedia program keselamatan kerja yang dimiliki perusahaan.					
19	Adanya pengamatan dan pemantauan kondisi tempat kerja.					
Kompensasi yang Seimbang (<i>Equitable Compensation</i>)						
20	Jumlah gaji, tunjangan dan <i>benefit</i> yang diberikan kepada karyawan sesuai dengan tugas yang diberikan.					
Rasa Bangga terhadap Institusi (<i>Pride</i>)						
21	Perasaan senang menjadi bagian dari perusahaan.					
22	Menjaga nama baik perusahaan dan memperkenalkan perusahaan kepada orang lain.					
23	Kesetiaan karyawan terhadap perusahaan.					

2. JOB SATISFACTION (KEPUASAN KERJA)

No	Pernyataan	1	2	3	4	5
Gaji						
1	Puas dengan penghargaan yang diperoleh atas prestasi kerja.					
2	Kesesuaian sistem pemberian gaji dengan beban kerja.					
3	Gaji yang diterima setiap bulannya sesuai dengan pekerjaan yang dilakukan.					
4	Kesesuaian penghargaan, bonus, hadiah dari pekerjaan yang lakukan.					
5	Ketepatan waktu dan jumlah dalam pembayaran gaji.					
6	Puas akan besar dan jenis tunjangan yang diterima.					
Pekerjaan itu Sendiri						
7	Kondisi penerangan (lampu/cahaya) diruangan tempat kerja yang sesuai.					
8	Adanya sirkulasi udara yang masuk di tempat kerja.					
9	Kondisi lingkungan kerja yang baik.					
10	Puas dengan ringannya pekerjaan yang diberikan.					
11	Kesesuaian pekerjaan yang diterima dengan pekerjaan yang diinginkan.					
12	Kesesuaian pekerjaan yang diterima dengan kemampuan dan keahlian yang dimiliki.					
13	Kelengkapan sarana peralatan kerja untuk membantu melaksanakan tugas.					
Promosi						
14	Semua karyawan di perusahaan diberikan kesempatan yang sama untuk promosi.					
15	Adanya promosi yang dilakukan oleh perusahaan memotivasi karyawan untuk lebih berkembang dan maju.					

16	Promosi karyawan di perusahaan dilakukan secara objektif.					
17	Perusahaan memberikan kesempatan seluas-luasnya bagi setiap karyawan untuk naik jabatan.					
18	Proses kenaikan jabatan di perusahaan terbuka bagi siapa saja yang berpotensi tanpa diskriminasi.					
Kelompok Kerja						
19	Hubungan terjalin dengan baik antar rekan kerja.					
20	Rekan kerja yang menyenangkan.					
21	Sikap saling mengingatkan antar rekan kerja.					
22	Dukungan dan bantuan dari rekan kerja.					
Pengawasan						
23	Hubungan karyawan dengan atasan terjalin dengan baik.					
24	Kemampuan atasan dalam memimpin.					
25	Kemampuan atasan dalam menilai prestasi kerja karyawan.					
26	Atasan tegas dalam menegakkan aturan kerja.					

3. EMPLOYEE ENGAGEMENT (KETERIKATAN KARYAWAN)

No	Pernyataan	1	2	3	4	5
Vigor						
1	Karyawan menganggap target perusahaan menjadi targetnya.					
2	Selalu berusaha memberikan yang terbaik di setiap penyelesaian pekerjaan yang diberikan.					
3	Bersedia kerja lembur demi menyelesaikan tugas tepat waktu.					
Dedication						
4	Bersedia membantu melakukan pekerjaan yang tidak berhubungan langsung dengan pekerjaan sendiri, namun bermanfaat bagi perusahaan.					

5	Bersedia membantu rekan kerja demi tercapainya tujuan perusahaan.					
6	Selalu memberikan pengetahuan dan keterampilan yang dimiliki demi target yang telah ditetapkan.					
<i>Absorption</i>						
7	Selalu menerima pekerjaan yang akan mengeksplorasi atau mengerahkan seluruh kemampuan.					
8	Tetap bertahan di perusahaan, meskipun ada kesempatan mendapatkan pekerjaan yang sama dari perusahaan lain.					
9	Dapat menyelesaikan target pekerjaan dengan baik walaupun tidak ada instruksi dari manajer/atasan.					

Lampiran 2

Data Tabulasi Kuesioner 30 Responden

No	Quality of Work Life																							Total
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	
1	3	3	4	4	1	4	4	3	2	3	5	4	4	3	4	3	4	3	5	5	5	4	5	85
2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	114
3	4	5	5	3	1	5	5	5	5	5	5	4	4	3	5	3	3	4	5	5	5	5	5	99
4	4	5	4	5	4	4	4	5	5	5	4	4	5	4	4	5	4	4	5	5	5	4	4	102
5	4	5	4	4	5	4	4	4	4	5	4	5	4	4	5	5	4	4	4	4	4	4	4	99
6	4	4	5	4	5	5	4	5	5	4	5	4	5	4	5	5	4	5	5	5	5	5	5	107
7	4	4	4	5	4	5	5	5	4	4	4	5	5	5	4	4	5	5	4	5	5	5	5	105
8	4	5	4	4	4	4	4	5	5	5	4	4	4	4	5	4	4	4	5	5	4	4	4	99
9	4	4	4	4	5	5	4	4	4	4	4	4	5	5	4	4	4	4	5	4	4	5	5	99
10	5	4	5	4	3	4	3	4	4	4	5	5	4	4	4	4	4	5	5	4	4	4	4	96
11	5	4	5	5	4	5	3	5	5	4	4	5	3	3	5	3	5	5	3	5	4	3	4	97
12	3	4	4	5	3	3	4	5	5	4	4	3	3	5	5	3	5	3	4	3	3	5	3	89
13	2	3	3	2	2	2	2	2	2	2	2	2	3	2	2	2	2	2	3	2	3	3	3	53
14	4	5	4	4	4	4	5	4	5	3	5	4	4	5	5	3	4	4	5	4	4	4	5	98
15	5	5	5	5	4	4	3	4	4	5	5	5	5	4	2	5	5	5	4	5	4	5	4	102
16	5	5	5	5	4	5	4	4	4	5	5	5	4	4	4	4	4	5	4	5	5	4	5	104
17	5	4	4	5	5	5	5	4	3	4	4	5	4	4	5	5	5	5	3	5	5	4	5	103
18	4	5	4	3	4	5	4	5	5	4	4	4	5	5	5	4	3	4	4	5	5	5	5	101
19	3	4	4	5	5	5	4	5	5	5	5	3	4	4	4	4	5	3	5	4	4	5	5	100
20	4	4	3	4	5	5	5	5	4	4	3	4	4	4	4	3	4	4	4	4	4	3	5	93
21	5	5	4	5	4	4	5	4	4	5	4	5	4	5	4	5	5	4	4	4	4	4	4	102
22	4	5	5	4	4	4	5	4	5	5	5	4	5	5	5	5	4	4	5	5	5	5	5	107
23	4	4	4	4	4	5	4	5	4	4	4	4	5	5	4	4	4	4	4	4	4	5	4	97
24	4	5	4	4	4	4	5	5	4	5	4	4	4	5	5	4	4	4	4	5	5	5	5	102
25	3	5	5	5	4	5	4	5	4	4	5	3	5	5	3	4	5	3	2	2	4	4	4	93
26	4	4	5	5	4	5	4	4	5	4	5	4	4	4	5	4	5	4	5	4	5	5	5	103
27	4	5	4	4	4	4	5	5	5	4	5	4	5	4	5	4	4	4	4	4	4	5	5	101
28	3	4	4	4	2	1	3	3	3	2	4	3	4	1	4	3	4	3	2	2	3	3	3	68
29	4	4	5	5	4	4	5	4	4	4	5	4	4	4	4	4	4	5	4	4	4	4	4	97
30	3	4	4	3	5	4	4	4	4	4	4	3	4	4	4	4	3	3	4	4	3	4	4	87
Rata-rata Skor	3,97	4,40	4,30	4,27	3,87	4,27	4,17	4,37	4,27	4,17	4,37	4,07	4,27	4,10	4,30	3,93	4,20	4,07	4,17	4,23	4,27	4,30	4,43	96,73

No	Job Satisfaction																								Total		
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	X24		X25	X26
1	5	4	5	5	4	4	5	4	5	4	4	5	4	4	4	4	5	5	5	5	5	4	5	5	4	4	117
2	4	4	5	5	5	3	5	5	5	4	4	4	4	4	4	4	4	5	5	4	5	5	5	5	5	5	117
3	3	3	3	4	5	5	4	5	4	4	5	4	5	5	3	5	5	4	3	4	4	5	4	5	5	4	110
4	4	4	4	4	4	4	4	5	4	4	4	5	5	4	4	4	4	4	4	5	4	5	5	4	4	5	111
5	5	4	4	4	4	4	4	5	4	5	4	5	4	4	5	5	5	4	4	5	4	4	5	5	4	4	114
6	4	3	4	5	4	4	4	4	4	3	3	4	4	3	4	5	5	4	4	4	4	4	4	4	4	4	103
7	4	3	3	3	4	3	3	3	3	5	5	5	5	5	4	5	5	3	3	5	3	3	5	5	4	5	104
8	3	3	3	3	3	4	3	4	3	3	3	3	3	3	3	5	4	4	3	3	4	4	3	5	3	4	89
9	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5	4	5	5	126
10	4	4	4	5	4	4	5	4	5	4	5	4	4	5	4	4	4	5	4	4	5	4	4	5	4	4	112
11	4	4	4	5	5	3	5	4	5	5	3	4	5	3	4	3	5	5	4	4	5	4	4	4	5	4	110
12	4	3	3	3	4	3	3	3	3	4	4	5	4	4	4	5	4	3	3	5	3	4	4	3	4	4	96
13	3	2	4	3	3	4	2	3	2	2	3	4	4	3	4	2	4	2	2	4	2	3	3	3	3	4	78
14	4	3	4	4	5	5	4	4	4	5	5	3	3	5	4	4	4	4	4	3	4	4	5	5	5	4	108
15	5	5	4	4	4	4	4	5	4	5	4	3	3	4	5	4	4	4	5	3	4	5	5	4	4	4	109
16	5	5	5	5	4	4	4	5	5	3	5	5	5	5	5	4	4	5	5	5	5	5	5	5	4	5	122
17	5	5	5	5	5	4	5	3	4	4	5	5	4	5	5	4	4	4	5	5	4	3	5	3	5	5	116
18	5	4	4	5	5	5	4	4	4	4	4	5	5	4	4	4	4	4	4	5	4	4	4	5	5	3	112
19	5	3	4	4	4	3	4	3	4	4	4	4	4	4	5	3	4	4	4	4	4	4	3	4	4	4	101
20	5	5	4	4	4	4	4	4	5	4	4	5	5	4	5	4	5	4	5	4	4	4	3	4	4	5	112
21	5	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	5	5	4	4	4	4	5	4	4	4	109
22	5	4	5	4	5	5	4	5	4	4	5	5	5	5	5	4	4	4	5	5	4	5	5	5	5	4	120
23	5	4	4	4	4	5	4	5	4	5	4	4	5	4	4	5	4	4	4	4	4	5	4	4	4	5	112
24	5	4	5	5	5	5	5	4	5	4	4	5	4	4	5	5	5	5	5	5	5	4	5	5	5	5	123
25	5	4	5	4	5	5	4	4	4	4	5	5	5	5	4	4	4	4	5	5	4	5	5	4	4	3	115
26	5	4	4	4	5	5	4	4	4	4	4	5	4	4	5	5	5	4	4	4	4	4	4	5	5	4	113
27	5	5	4	5	4	5	5	5	5	5	5	4	4	5	5	4	4	5	4	4	5	5	4	3	4	4	117
28	3	2	3	3	4	2	3	1	2	1	3	3	3	3	3	2	3	2	3	3	2	1	4	3	4	3	69
29	5	4	4	5	5	4	4	4	5	5	5	4	5	5	5	5	4	5	5	4	5	4	4	4	4	4	117
30	5	5	5	5	4	5	5	4	5	5	5	5	5	4	5	5	5	5	5	5	5	4	4	5	4	4	123
Rata-rata Skor	4,47	3,83	4,13	4,27	4,33	4,13	4,10	4,07	4,13	4,10	4,23	4,37	4,30	4,20	4,33	4,20	4,33	4,13	4,17	4,30	4,13	4,10	4,37	4,30	4,27	4,20	109,50

No	<i>Employee Engagement</i>									Total
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	
1	5	4	5	5	5	4	4	4	5	41
2	4	4	4	4	4	4	4	4	4	36
3	5	3	3	3	3	3	4	3	3	30
4	5	5	4	5	5	5	5	3	5	42
5	5	5	4	5	5	5	5	3	5	42
6	5	5	5	5	5	5	5	5	5	45
7	5	5	4	5	5	5	5	5	5	44
8	5	5	5	5	5	5	5	5	5	45
9	5	5	4	4	4	4	4	4	4	38
10	5	5	5	5	5	5	5	5	5	45
11	3	4	4	4	4	4	4	3	5	35
12	5	5	4	5	5	4	4	3	4	39
13	3	4	3	4	4	3	3	2	4	30
14	4	5	5	5	5	4	5	5	5	43
15	4	5	5	5	5	4	5	3	4	40
16	5	4	4	5	5	5	4	4	5	41
17	5	5	5	5	4	3	4	4	4	39
18	5	5	5	4	5	4	5	5	4	42
19	5	5	4	4	4	5	5	5	5	42
20	5	5	5	4	4	5	4	5	4	41
21	5	5	4	4	5	5	5	5	5	43
22	5	4	5	4	4	4	4	5	4	39
23	5	4	4	4	5	5	5	5	5	42
24	5	5	4	4	5	4	4	5	4	40
25	5	4	5	4	4	4	5	5	5	41
26	5	4	4	5	4	4	5	4	4	39
27	5	4	4	4	5	5	5	4	4	40
28	2	3	2	4	4	3	2	1	3	24
29	4	4	5	4	3	4	4	4	5	37
30	5	4	4	4	4	4	5	5	5	40
Rata-rata Skor	4,63	4,47	4,27	4,40	4,47	4,27	4,43	4,10	4,47	39,50

Lampiran 3

Output Hasil Olahan SPSS Uji Validitas

1. Quality of Work Life (X₁)

		Correlations																							TOTAL
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23	
X1.1	Pearson Correlation	1	.464**	.477**	.475**	.361*	.490**	.294	.316	.325	.550**	.337	.923**	.230	.334	.286	.571**	.426	.930**	.215	.638**	.474**	.083	.361	.722**
	Sig. (2-tailed)		.010	.008	.008	.050	.006	.114	.089	.079	.002	.069	.000	.221	.072	.126	.001	.019	.000	.254	.000	.008	.661	.050	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.464**	1	.317	.198	.281	.223	.421**	.479**	.626**	.665**	.355	.368**	.416*	.451**	.292	.481**	.190	.349	.127	.309	.305	.269	.229	.591**
	Sig. (2-tailed)	.010		.088	.294	.133	.236	.021	.007	.000	.000	.054	.046	.022	.012	.118	.007	.316	.059	.504	.097	.101	.151	.224	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.477**	.317	1	.413*	.010	.343	.037	.204	.373*	.382**	.781**	.398**	.235	.127	.159	.413*	.319	.517**	.165	.303	.385**	.272	.179	.508**
	Sig. (2-tailed)	.008	.088		.023	.956	.063	.848	.279	.042	.037	.000	.029	.211	.505	.401	.023	.085	.003	.382	.103	.036	.146	.344	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.475**	.198	.413*	1	.360	.319	.259	.348	.246	.404*	.432**	.474**	.128	.330	.084	.422**	.947**	.502**	-.017	.194	.246	.100	.099	.543**
	Sig. (2-tailed)	.008	.294	.023		.051	.085	.167	.059	.190	.027	.017	.008	.500	.075	.659	.020	.000	.005	.930	.304	.191	.599	.602	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.361*	.281	.010	.360	1	.497**	.302	.427**	.433**	.436**	.020	.289	.344	.565**	.194	.625**	.361	.387**	.095	.231	.093	.142	.309	.561**
	Sig. (2-tailed)	.050	.133	.956	.051		.005	.105	.019	.017	.016	.915	.122	.062	.001	.305	.000	.050	.035	.617	.219	.624	.454	.096	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.490**	.223	.343	.319	.497**	1	.446*	.624**	.415*	.555**	.359	.487**	.392**	.578**	.288	.397**	.307	.506**	.362**	.591**	.627**	.395	.728**	.758**
	Sig. (2-tailed)	.006	.236	.063	.085	.005		.014	.000	.023	.001	.051	.006	.032	.001	.123	.030	.099	.004	.049	.001	.000	.031	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.294	.421*	.037	.259	.302	.446*	1	.465**	.334	.427**	.313	.315	.318	.568**	.547**	.352	.229	.351	.307	.411*	.483**	.341	.631**	.629**
	Sig. (2-tailed)	.114	.021	.848	.167	.105	.014		.010	.071	.019	.092	.090	.087	.001	.002	.057	.224	.057	.099	.024	.007	.065	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.316	.479**	.204	.348	.427**	.624**	.465**	1	.730**	.604**	.249	.245	.357	.559**	.469**	.272	.403*	.341	.215	.407*	.330	.430*	.348	.680**
	Sig. (2-tailed)	.089	.007	.279	.059	.019	.000	.010		.000	.000	.185	.192	.053	.001	.009	.146	.027	.065	.254	.026	.075	.018	.060	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.325	.626**	.373*	.246	.433*	.415*	.334	.730**	1	.603**	.391*	.226	.240	.464**	.598**	.331	.282	.310	.439*	.345	.222	.430*	.265	.664**
	Sig. (2-tailed)	.079	.000	.042	.190	.017	.023	.071	.000		.000	.033	.230	.201	.010	.000	.074	.131	.095	.015	.062	.238	.018	.157	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.550**	.665**	.382*	.404*	.436*	.555**	.427**	.604**	.603**	1	.355	.509**	.302	.539**	.272	.650**	.380*	.483**	.434*	.612**	.458*	.442*	.355	.784**
	Sig. (2-tailed)	.002	.000	.037	.027	.016	.001	.019	.000	.000		.054	.004	.105	.002	.146	.000	.038	.007	.017	.000	.011	.015	.054	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.11	Pearson Correlation	.337	.355	.781**	.432*	.020	.359	.313	.249	.391*	.355	1	.322	.380*	.245	.270	.412*	.366**	.363*	.393*	.330	.421*	.458*	.441*	.588**
	Sig. (2-tailed)	.069	.054	.000	.017	.915	.051	.092	.185	.033	.054		.083	.038	.192	.150	.024	.047	.048	.031	.075	.020	.011	.015	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.12	Pearson Correlation	.923**	.368**	.398**	.474**	.289	.487**	.315	.245	.226	.509**	.322	1	.238	.311	.284	.567**	.439**	.895**	.234	.683**	.538**	.088	.397**	.699**
	Sig. (2-tailed)	.000	.046	.029	.008	.122	.006	.090	.192	.230	.004	.083		.205	.094	.129	.001	.015	.000	.212	.000	.002	.645	.030	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	X1.15	X1.16	X1.17	X1.18	X1.19	X1.20	X1.21	X1.22	X1.23	TOTAL
X1.13	Pearson Correlation	.230	.416*	.235	.128	.344	.392*	.318	.357	.240	.302	.380*	.238	1	.461*	-.026	.586**	.170	.291	.226	.296	.457*	.507**	.439*	.532**
	Sig. (2-tailed)	.221	.022	.211	.500	.062	.032	.087	.053	.201	.105	.038	.205		.010	.892	.001	.369	.119	.230	.112	.011	.004	.015	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.14	Pearson Correlation	.334	.451*	.127	.330	.565**	.578**	.568**	.559**	.464*	.539**	.245	.311	.461*	1	.262	.513**	.349	.339	.349	.319	.322	.568**	.408*	.695**
	Sig. (2-tailed)	.072	.012	.505	.075	.001	.001	.001	.001	.010	.002	.192	.094	.010		.162	.004	.058	.067	.058	.086	.082	.001	.025	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.15	Pearson Correlation	.286	.292	.159	.084	.194	.288	.547**	.469**	.598**	.272	.270	.284	-.026	.262	1	.189	.119	.269	.354	.436*	.393*	.252	.431*	.514**
	Sig. (2-tailed)	.126	.118	.401	.659	.305	.123	.002	.009	.000	.146	.150	.129	.892	.162		.317	.531	.151	.055	.016	.032	.178	.017	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.16	Pearson Correlation	.571**	.481**	.413*	.422*	.625**	.397**	.352	.272	.331	.650**	.412*	.567**	.586**	.513**	.189	1	.427**	.591**	.218	.445*	.415*	.413*	.315	.725**
	Sig. (2-tailed)	.001	.007	.023	.020	.000	.030	.057	.146	.074	.000	.024	.001	.001	.004	.317		.019	.001	.248	.014	.023	.023	.090	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.17	Pearson Correlation	.426*	.190	.319	.947**	.361	.307	.229	.403*	.282	.380*	.366*	.439*	.170	.349	.119	.427**	1	.416*	.000	.174	.223	.142	.093	.530**
	Sig. (2-tailed)	.019	.316	.085	.000	.050	.099	.224	.027	.131	.038	.047	.015	.369	.058	.531	.019		.022	1.000	.357	.237	.454	.623	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.18	Pearson Correlation	.930**	.349	.517**	.502**	.387*	.506**	.351	.341	.310	.483**	.363*	.895**	.291	.339	.269	.591**	.416*	1	.222	.647**	.510**	.142	.376*	.734**
	Sig. (2-tailed)	.000	.059	.003	.005	.035	.004	.057	.065	.095	.007	.048	.000	.119	.067	.151	.001	.022		.238	.000	.004	.453	.040	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.19	Pearson Correlation	.215	.127	.165	-.017	.095	.362*	.307	.215	.439*	.434*	.393*	.234	.226	.349	.354	.218	.000	.222	1	.583**	.437*	.477**	.513**	.508**
	Sig. (2-tailed)	.254	.504	.382	.930	.617	.049	.099	.254	.015	.017	.031	.212	.230	.058	.055	.248	1.000	.238		.001	.016	.008	.004	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.20	Pearson Correlation	.638**	.309	.303	.194	.231	.591**	.411*	.407*	.345	.612**	.330	.683**	.296	.319	.436*	.445*	.174	.647**	.583**	1	.754**	.362*	.650**	.736**
	Sig. (2-tailed)	.000	.097	.103	.304	.219	.001	.024	.026	.062	.000	.075	.000	.112	.086	.016	.014	.357	.000	.001		.000	.049	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.21	Pearson Correlation	.474**	.305	.385*	.246	.093	.627**	.483**	.330	.222	.458*	.421*	.538**	.457*	.322	.393*	.415*	.223	.510**	.437*	.754**	1	.398*	.774**	.689**
	Sig. (2-tailed)	.008	.101	.036	.191	.624	.000	.007	.075	.238	.011	.020	.002	.011	.082	.032	.023	.237	.004	.016	.000		.030	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.22	Pearson Correlation	.083	.269	.272	.100	.142	.395*	.341	.430*	.430*	.442*	.458*	.088	.507**	.568**	.252	.413*	.142	.142	.477**	.362*	.398*	1	.441*	.549**
	Sig. (2-tailed)	.661	.151	.146	.599	.454	.031	.065	.018	.018	.015	.011	.645	.004	.001	.178	.023	.454	.453	.008	.049	.030		.015	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X1.23	Pearson Correlation	.361	.229	.179	.099	.309	.728**	.631**	.348	.265	.355	.441*	.397*	.439*	.408*	.431*	.315	.093	.376*	.513**	.650**	.774**	.441*	1	.668**
	Sig. (2-tailed)	.050	.224	.344	.602	.096	.000	.000	.060	.157	.054	.015	.030	.015	.025	.017	.090	.623	.040	.004	.000	.000	.015		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.722**	.591**	.508**	.543**	.561**	.758**	.629**	.680**	.664**	.784**	.588**	.699**	.532**	.695**	.514**	.725**	.530**	.734**	.508**	.736**	.689**	.549**	.668**	1
	Sig. (2-tailed)	.000	.001	.004	.002	.001	.000	.000	.000	.000	.000	.001	.000	.002	.000	.004	.000	.003	.000	.004	.000	.000	.002	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

2. Job Satisfaction (X₂)

		Correlations																										
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	X2.21	X2.22	X2.23	X2.24	X2.25	X2.26	TOTAL
X2.1	Pearson Correlation	1	.755**	.633**	.528**	.337	.411	.535**	.368	.611**	.571**	.437	.517**	.323	.410	.810**	.290	.202	.526**	.774**	.457	.526**	.352	.414	.113	.264	.170	.743**
	Sig. (2-tailed)		.000	.000	.003	.068	.024	.002	.046	.000	.001	.016	.003	.082	.025	.000	.120	.286	.003	.000	.011	.003	.056	.023	.551	.158	.368	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.755**	1	.587**	.634**	.250	.387	.681**	.562**	.753**	.539**	.464**	.393	.324	.405	.667**	.293	.202	.690**	.785**	.324	.690**	.537**	.299	.138	.236	.339	.789**
	Sig. (2-tailed)	.000		.001	.000	.183	.035	.000	.001	.000	.002	.010	.032	.081	.026	.000	.116	.285	.000	.000	.081	.000	.002	.109	.467	.209	.067	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.633**	.587**	1	.680**	.389	.399	.640**	.376	.616**	.190	.352	.460	.274	.298	.587**	.012	.062	.523**	.809**	.490**	.585**	.377	.494**	.189	.341	.265	.692**
	Sig. (2-tailed)	.000	.001		.000	.033	.029	.000	.041	.000	.315	.056	.011	.143	.110	.001	.950	.746	.003	.000	.006	.001	.040	.005	.317	.065	.156	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.528**	.634**	.680**	1	.487**	.338	.872**	.435	.863**	.350	.329	.264	.305	.287	.447	.187	.199	.793**	.708**	.305	.850**	.379	.284	.224	.469**	.183	.748**
	Sig. (2-tailed)	.003	.000	.000		.006	.068	.000	.016	.000	.058	.076	.159	.101	.124	.013	.322	.292	.000	.000	.101	.000	.039	.129	.234	.009	.332	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.337	.250	.389	.487**	1	.324	.524**	.209	.441	.356	.443	.264	.324	.478**	.229	.201	.069	.324	.500**	.243	.393	.257	.453	.228	.910**	.000	.562**
	Sig. (2-tailed)	.068	.183	.033	.006		.081	.003	.268	.015	.054	.014	.159	.081	.008	.223	.286	.716	.081	.005	.196	.032	.170	.012	.227	.000	1.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.411	.387	.399	.338	.324	1	.311	.591**	.365	.377	.466	.266	.288	.424	.297	.457	.205	.332	.320	.228	.384	.599**	.097	.326	.284	.014	.582**
	Sig. (2-tailed)	.024	.035	.029	.068	.081		.095	.001	.047	.040	.009	.156	.123	.019	.111	.011	.276	.073	.085	.226	.036	.000	.612	.079	.129	.942	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.535**	.681**	.640**	.872**	.524**	.311	1	.441	.877**	.507**	.393	.247	.201	.343	.413	.236	.249	.810**	.736**	.265	.865**	.395	.401	.249	.561**	.253	.785**
	Sig. (2-tailed)	.002	.000	.000	.000	.003	.095		.015	.000	.004	.032	.189	.288	.063	.023	.209	.184	.000	.000	.156	.000	.031	.028	.185	.001	.177	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.368	.562**	.376	.435	.209	.591**	.441	1	.607**	.547**	.341	.173	.346	.351	.307	.476**	.232	.591**	.441	.184	.637**	.937**	.299	.426	.226	.349	.712**
	Sig. (2-tailed)	.046	.001	.041	.016	.268	.001	.015		.000	.002	.065	.361	.061	.057	.099	.008	.218	.001	.015	.330	.000	.000	.108	.019	.230	.059	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.611**	.753**	.616**	.863**	.441	.365	.877**	.607**	1	.568**	.444	.309	.388	.404	.526**	.341	.342	.903**	.785**	.274	.952**	.571**	.272	.364	.408	.342	.871**
	Sig. (2-tailed)	.000	.000	.000	.000	.015	.047	.000	.000		.001	.014	.097	.034	.027	.003	.065	.064	.000	.000	.143	.000	.001	.146	.048	.025	.065	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.571**	.539**	.190	.350	.356	.377	.507**	.547**	.568**	1	.509**	.195	.312	.473**	.435	.526**	.394	.553**	.409	.210	.553**	.516**	.371	.244	.320	.259	.692**
	Sig. (2-tailed)	.001	.002	.315	.058	.054	.040	.004	.002	.001		.004	.302	.093	.008	.016	.003	.031	.002	.025	.266	.002	.004	.044	.193	.084	.167	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.11	Pearson Correlation	.437	.464**	.352	.329	.443	.466**	.393	.341	.444	.509**	1	.358	.398	.968**	.406	.369	-.029	.351	.445	.398	.409	.391	.456	.246	.336	.202	.653**
	Sig. (2-tailed)	.016	.010	.056	.076	.014	.009	.032	.065	.014	.004		.052	.029	.000	.026	.045	.880	.057	.014	.029	.025	.033	.011	.189	.070	.285	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.12	Pearson Correlation	.517**	.393	.460	.264	.264	.266	.247	.173	.309	.195	.358	1	.663**	.323	.460	.329	.380	.148	.355	.936**	.207	.212	.285	.173	.252	.299	.548**
	Sig. (2-tailed)	.003	.032	.011	.159	.159	.156	.189	.361	.097	.302	.052		.000	.082	.011	.076	.038	.434	.054	.000	.272	.262	.127	.361	.178	.109	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	X2.12	X2.13	X2.14	X2.15	X2.16	X2.17	X2.18	X2.19	X2.20	X2.21	X2.22	X2.23	X2.24	X2.25	X2.26	TOTAL	
X2.13	Pearson Correlation	.323	.324	.274	.305	.324	.288	.201	.346	.388	.312	.398	.663**	1	.357	.223	.244	.269	.228	.265	.650*	.288	.394*	.051	.151	.219	.257	.518**	
	Sig. (2-tailed)	.082	.081	.143	.101	.081	.123	.288	.061	.034	.093	.029	.000		.052	.236	.195	.150	.226	.157	.000	.123	.031	.787	.427	.245	.170	.003	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.14	Pearson Correlation	.410*	.405*	.298	.287	.478**	.424*	.343	.351	.404*	.473**	.968**	.323	.357	1	.365*	.331	-.088	.306	.405*	.357	.365*	.404*	.491**	.206	.364	.221	.614**	
	Sig. (2-tailed)	.025	.026	.110	.124	.008	.019	.063	.057	.027	.008	.000	.082	.052		.047	.074	.643	.100	.026	.052	.047	.027	.006	.275	.048	.240	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.15	Pearson Correlation	.810**	.667**	.587**	.447*	.229	.297	.413*	.307	.526**	.435*	.406*	.460*	.223	.365*	1	.185	.159	.361	.647**	.372*	.425*	.236	.260	.000	.209	.342	.618**	
	Sig. (2-tailed)	.000	.000	.001	.013	.223	.111	.023	.099	.003	.016	.026	.011	.236	.047		.328	.401	.050	.000	.043	.019	.209	.165	1.000	.268	.064	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.16	Pearson Correlation	.290	.293	.012	.187	.201	.457*	.236	.476**	.341	.526**	.369*	.329	.244	.331	.185	1	.447*	.358	.244	.302	.408*	.479**	.170	.445*	.168	.320	.541**	
	Sig. (2-tailed)	.120	.116	.950	.322	.286	.011	.209	.008	.065	.034	.045	.076	.195	.074	.328	.401	.050	.026	.194	.105	.025	.007	.368	.014	.376	.084	.002	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.17	Pearson Correlation	.202	.202	.062	.199	.069	.205	.249	.232	.342	.394*	-.029	.380*	.269	-.088	.159	.447*	1	.359	.101	.269	.282	.143	.031	.421*	.144	.207	.369**	
	Sig. (2-tailed)	.286	.285	.746	.292	.716	.276	.184	.218	.064	.031	.880	.038	.150	.643	.401	.013		.051	.596	.150	.131	.452	.869	.021	.447	.273	.045	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.18	Pearson Correlation	.526**	.690**	.523**	.793**	.324	.332	.810**	.591**	.903**	.553**	.351	.148	.228	.306	.361	.358	.359	1	.673**	.168	.949**	.552**	.285	.438*	.284	.221	.782**	
	Sig. (2-tailed)	.003	.000	.003	.000	.081	.073	.000	.001	.000	.002	.057	.434	.226	.100	.050	.052	.051		.000	.375	.000	.002	.126	.016	.129	.241	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.19	Pearson Correlation	.774**	.785**	.809**	.708**	.500**	.320	.736**	.441*	.785**	.409*	.445*	.355	.265	.405*	.647**	.244	.101	.673**	1	.324	.723**	.444*	.505**	.248	.402	.271	.802**	
	Sig. (2-tailed)	.000	.000	.000	.000	.005	.085	.000	.015	.000	.025	.014	.054	.157	.026	.000	.194	.596	.000		.081	.000	.014	.004	.186	.028	.147	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.20	Pearson Correlation	.457*	.324	.490**	.305	.243	.228	.265	.184	.274	.210	.398	.936**	.650*	.357	.372*	.302	.269	.168	.324	1	.228	.228	.419*	.151	.219	.257	.537**	
	Sig. (2-tailed)	.011	.081	.006	.101	.196	.226	.156	.330	.143	.266	.029	.000	.000	.052	.043	.105	.150	.375	.081		.226	.227	.021	.427	.245	.170	.002	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.21	Pearson Correlation	.526**	.690**	.585**	.850**	.393*	.384*	.865**	.637**	.952**	.553**	.409*	.207	.288	.365*	.425*	.408*	.282	.949**	.723**	1	.599**	.285	.438*	.356	.290	.838**		
	Sig. (2-tailed)	.003	.000	.001	.000	.032	.036	.000	.000	.000	.002	.025	.272	.123	.047	.019	.025	.131	.000	.000		.226	.000	.126	.016	.054	.121	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.22	Pearson Correlation	.352	.537**	.377*	.379*	.257	.599**	.395*	.937**	.571**	.516**	.391*	.212	.394*	.404*	.236	.479**	.143	.552**	.444*	.228	.599**	1	.286	.317	.214	.281	.691**	
	Sig. (2-tailed)	.056	.002	.040	.039	.170	.000	.031	.000	.001	.004	.033	.262	.031	.027	.209	.007	.452	.002	.014	.227	.000		.126	.088	.257	.133	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.23	Pearson Correlation	.414*	.299	.494**	.284	.453*	.097	.401*	.299	.272	.371*	.456*	.285	.051	.491**	.260	.170	.031	.285	.505**	.419*	.285	.286	1	.255	.448*	.237	.520**	
	Sig. (2-tailed)	.023	.109	.005	.129	.012	.612	.028	.108	.146	.044	.011	.127	.787	.006	.165	.368	.869	.126	.004	.021	.126	.126		.175	.013	.208	.003	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.24	Pearson Correlation	.113	.138	.189	.224	.228	.326	.249	.426*	.364*	.244	.246	.173	.151	.206	.000	.445*	.421*	.438*	.248	.151	.438*	.317	.255	1	.284	.090	.445*	
	Sig. (2-tailed)	.551	.467	.317	.234	.227	.079	.185	.019	.048	.193	.189	.361	.427	.275	1.000	.014	.021	.016	.186	.427	.016	.088	.175		.128	.635	.014	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.25	Pearson Correlation	.264	.236	.341	.469**	.910**	.284	.561**	.226	.408*	.320	.336	.252	.219	.364*	.209	.168	.144	.284	.402*	.219	.356	.214	.448*	.284	1	.136	.523**	
	Sig. (2-tailed)	.158	.209	.065	.009	.000	.129	.001	.230	.025	.084	.070	.178	.245	.048	.268	.376	.447	.129	.028	.245	.054	.257	.013	.128		.475	.003	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
X2.26	Pearson Correlation	.170	.339	.265	.183	.000	.014	.253	.349	.342	.259	.202	.299	.257	.221	.342	.320	.207	.221	.271	.257	.290	.281	.237	.090	.136	1	.402*	
	Sig. (2-tailed)	.368	.067	.156	.332	1.000	.942	.177	.059	.065	.167	.285	.109	.170	.240	.064	.084	.273	.241	.147	.170	.121	.133	.208	.635	.475		.028	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.743**	.789**	.692**	.748**	.562**	.582**	.785**	.712**	.871**	.692**	.653**	.548**	.518**	.614**	.618**	.541**	.369**	.782**	.802**	.537**	.838**	.691**	.520**	.445*	.523**	.402*	1	
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.001	.000	.000	.000	.000	.000	.002	.003	.000	.000	.002	.045	.000	.000	.002	.000	.000	.003	.014	.003	.028		
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

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

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

3. Employee Engagement (Y)

		Correlations									
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	TOTAL
Y.1	Pearson Correlation	1	.440*	.484**	.192	.296	.517**	.667**	.684**	.296	.734**
	Sig. (2-tailed)		.015	.007	.309	.112	.003	.000	.000	.112	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.440*	1	.539**	.526**	.564**	.497**	.522**	.444*	.390*	.736**
	Sig. (2-tailed)	.015		.002	.003	.001	.005	.003	.014	.033	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	.484**	.539**	1	.397*	.242	.328	.546**	.667**	.465**	.735**
	Sig. (2-tailed)	.007	.002		.030	.197	.077	.002	.000	.010	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	.192	.526**	.397*	1	.623**	.336	.320	.046	.428*	.535**
	Sig. (2-tailed)	.309	.003	.030		.000	.069	.085	.809	.018	.002
	N	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.296	.564**	.242	.623**	1	.576**	.447*	.238	.390*	.631**
	Sig. (2-tailed)	.112	.001	.197	.000		.001	.013	.206	.033	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	.517**	.497**	.328	.336	.576**	1	.653**	.526**	.656**	.775**
	Sig. (2-tailed)	.003	.005	.077	.069	.001		.000	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	.667**	.522**	.546**	.320	.447*	.653**	1	.656**	.598**	.842**
	Sig. (2-tailed)	.000	.003	.002	.085	.013	.000		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	.684**	.444*	.667**	.046	.238	.526**	.656**	1	.496**	.785**
	Sig. (2-tailed)	.000	.014	.000	.809	.206	.003	.000		.005	.000
	N	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.296	.390*	.465**	.428*	.390*	.656**	.598**	.496**	1	.712**
	Sig. (2-tailed)	.112	.033	.010	.018	.033	.000	.000	.005		.000
	N	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.734**	.736**	.735**	.535**	.631**	.775**	.842**	.785**	.712**	1
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

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

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

Lampiran 4

Data Tabulasi Kuesioner 100 Responden

No	Quality of Work Life																							Total
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	
1	3	3	4	4	1	4	4	3	2	3	5	4	4	3	4	3	4	3	5	5	5	4	5	85
2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	114
3	4	5	5	3	1	5	5	5	5	5	5	4	4	3	5	3	3	4	5	5	5	5	5	99
4	4	5	4	5	4	4	4	5	5	5	4	4	5	4	4	5	4	5	5	5	5	4	4	102
5	4	5	4	4	5	4	4	4	5	5	4	5	4	4	5	5	4	4	4	4	4	4	4	99
6	4	4	5	4	5	5	4	5	5	4	5	4	5	4	5	5	4	5	5	5	5	5	5	107
7	4	4	4	5	4	5	5	5	4	4	4	5	5	5	4	4	5	5	4	5	5	5	5	105
8	4	5	4	4	4	4	4	5	5	5	4	4	4	4	5	4	4	4	5	5	4	4	4	99
9	4	4	4	4	5	5	4	4	4	4	4	4	5	5	4	4	4	4	5	4	4	5	5	99
10	5	4	5	4	3	4	3	4	4	4	5	5	4	4	4	4	4	5	5	4	4	4	4	96
11	5	4	5	5	4	5	3	5	5	4	4	5	3	3	5	3	5	5	3	5	4	3	4	97
12	3	4	4	5	3	3	4	5	5	4	4	3	3	5	5	3	5	3	4	3	3	5	3	89
13	2	3	3	2	2	2	2	2	2	2	2	2	3	2	2	2	2	2	3	2	3	3	3	53
14	4	5	4	4	4	4	5	4	5	3	5	4	4	5	5	3	4	4	5	4	4	4	5	98
15	5	5	5	5	4	4	3	4	4	5	5	5	5	4	2	5	5	5	4	5	4	5	4	102
16	5	5	5	5	4	5	4	4	4	5	5	5	4	4	4	4	4	5	4	5	5	4	5	104
17	5	4	4	5	5	5	5	4	3	4	4	5	4	4	5	5	5	3	5	5	4	4	5	103
18	4	5	4	3	4	5	4	5	5	4	4	4	5	5	5	4	3	4	4	5	5	5	5	101
19	3	4	4	5	5	5	4	5	5	5	5	3	4	4	4	4	5	3	5	4	4	5	5	100
20	4	4	3	4	5	5	5	5	4	4	3	4	4	4	4	3	4	4	4	4	4	3	5	93
21	5	5	4	5	4	4	5	4	4	5	4	5	4	5	4	5	5	5	4	4	4	4	4	102
22	4	5	5	4	4	4	5	4	5	5	5	4	5	5	5	5	4	4	5	5	5	5	5	107
23	4	4	4	4	4	5	4	5	4	4	4	4	5	5	4	4	4	4	4	4	4	5	4	97
24	4	5	4	4	4	4	5	5	4	5	4	4	4	5	5	4	4	4	5	5	5	5	5	102
25	3	5	5	5	4	5	4	5	4	4	5	3	5	3	4	5	3	2	2	4	4	4	4	93
26	4	4	5	5	4	5	4	4	5	4	5	4	4	4	5	4	5	4	5	4	5	5	5	103
27	4	5	4	4	4	4	5	5	5	4	5	4	5	4	5	4	4	4	4	4	5	5	5	101
28	3	4	4	4	2	1	3	3	3	2	4	3	4	1	4	3	4	3	2	2	3	3	3	68
29	4	4	5	5	4	4	5	4	4	4	5	4	4	4	4	4	4	5	4	4	4	4	4	97
30	3	4	4	3	5	4	4	4	4	4	4	3	4	4	4	4	3	3	4	4	3	4	4	87
31	3	4	4	4	3	4	4	3	5	4	4	4	4	5	4	4	4	5	5	5	4	3	4	93
32	4	3	3	4	4	4	4	3	3	4	4	4	4	4	4	4	5	3	3	4	3	4	4	86
33	5	3	2	4	3	4	4	3	3	3	3	4	4	3	3	5	3	4	5	4	5	5	5	86
34	4	4	3	2	4	3	4	3	3	5	3	5	3	4	3	4	3	4	3	4	3	3	3	80
35	4	4	3	4	5	4	3	3	3	3	5	5	5	2	5	4	4	5	4	3	3	3	3	87
36	5	3	3	4	4	4	5	3	4	3	3	3	4	3	4	3	3	4	5	5	3	3	3	84
37	3	3	5	3	4	4	3	4	4	4	3	3	5	5	5	2	5	3	4	3	4	3	5	87
38	3	3	2	4	5	4	4	4	4	5	3	3	4	3	3	2	3	3	3	5	5	3	3	81
39	4	3	3	3	4	3	4	4	4	4	4	3	3	4	4	5	4	5	3	4	4	4	3	86
40	4	3	3	4	4	3	5	3	5	4	4	4	4	4	4	3	4	4	3	5	5	3	3	88

No	Quality of Work Life																							Total
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	
41	4	4	4	2	3	4	4	3	4	5	3	3	3	5	4	3	3	3	4	4	4	3	4	83
42	5	4	4	4	3	4	4	4	3	2	3	3	3	2	3	3	3	3	4	3	4	3	3	77
43	5	3	4	4	4	4	5	4	4	3	5	5	5	5	5	3	3	3	4	4	5	5	4	94
44	3	4	2	2	3	4	3	4	5	4	5	5	3	5	4	3	3	4	3	3	5	5	4	86
45	5	3	4	5	4	3	5	4	3	4	3	5	3	4	5	3	3	3	5	4	5	5	3	91
46	5	4	3	4	5	4	4	4	3	4	4	3	3	2	4	5	4	4	4	4	4	4	3	88
47	5	4	3	4	5	3	4	3	4	5	4	4	5	2	5	5	4	3	3	3	5	4	5	92
48	4	3	5	5	4	4	3	3	4	3	5	5	5	2	4	2	3	3	4	4	4	3	3	85
49	3	3	4	2	4	3	4	3	4	3	4	3	3	5	5	4	3	4	5	4	5	3	3	84
50	3	2	4	3	4	4	3	3	3	4	3	3	5	4	5	4	4	4	5	3	5	3	3	84
51	4	4	5	4	5	4	2	3	4	4	3	4	5	4	5	3	4	4	5	5	3	3	4	91
52	4	4	3	4	3	4	2	4	4	3	4	3	3	3	5	5	4	4	3	5	4	4	4	86
53	4	3	2	2	3	3	4	4	3	4	3	3	3	3	5	3	5	4	5	4	5	4	3	82
54	3	2	5	3	4	3	5	5	5	3	5	4	3	3	4	3	5	5	4	3	4	4	3	88
55	5	3	4	5	5	3	4	4	3	5	4	3	4	3	4	2	4	4	4	3	5	3	3	87
56	3	2	4	4	4	3	4	4	4	3	4	3	3	4	5	2	4	3	4	5	5	3	3	83
57	4	4	3	3	4	3	4	3	4	5	4	3	4	5	4	5	3	3	5	5	4	5	5	92
58	3	2	4	3	3	4	4	4	4	4	4	3	4	4	5	3	4	3	4	4	5	4	5	87
59	3	3	2	4	3	4	4	3	3	4	4	4	4	4	4	4	3	5	3	4	3	4	3	82
60	3	4	4	4	3	4	3	3	4	4	4	4	4	4	4	4	3	3	4	4	3	4	4	85
61	4	2	3	3	2	3	4	3	4	5	4	5	3	5	5	3	3	3	4	5	3	5	3	84
62	2	4	2	3	1	1	2	2	2	3	2	4	2	1	2	1	1	1	1	2	2	2	1	44
63	5	4	4	5	1	3	3	4	5	3	4	3	3	1	4	1	1	1	3	3	4	5	3	73
64	4	3	4	4	5	3	4	4	4	4	4	4	3	4	5	3	3	3	4	4	4	3	3	86
65	4	3	3	3	4	3	4	3	4	4	4	4	3	4	5	3	4	3	4	4	4	3	3	83
66	3	4	3	4	5	3	5	5	3	4	3	5	5	4	5	3	4	3	4	3	4	3	4	89
67	4	3	4	4	5	4	5	4	4	4	4	4	3	3	5	3	4	4	4	3	3	4	4	89
68	5	3	4	5	3	3	4	5	3	3	3	5	5	4	5	3	3	3	4	3	3	3	3	85
69	5	4	4	3	3	4	5	5	4	4	3	3	5	4	5	3	3	3	4	3	4	4	4	89
70	3	4	3	4	3	4	3	5	4	4	4	4	4	3	3	2	4	3	3	4	4	4	4	83
71	5	3	4	3	3	4	3	3	4	3	3	4	4	4	5	3	3	4	4	3	4	4	4	84
72	4	4	3	3	3	4	4	3	4	5	3	3	4	3	4	3	3	5	4	4	4	4	3	84
73	5	3	5	4	4	5	4	3	4	4	4	4	3	4	4	3	3	4	4	5	3	5	5	92
74	5	3	3	4	4	5	3	3	4	3	5	4	4	4	4	4	3	4	4	3	4	5	5	90
75	5	3	3	4	3	3	4	3	4	4	4	4	4	3	2	2	2	2	2	2	3	3	3	72
76	3	3	3	4	4	4	5	5	4	4	5	5	3	4	5	4	4	4	4	3	3	5	3	91
77	5	3	3	4	3	4	4	3	4	3	3	3	3	4	4	4	3	4	4	4	4	5	4	85
78	3	4	3	4	3	4	3	3	4	3	3	5	4	3	5	4	4	4	3	4	3	3	3	82
79	4	4	3	3	3	4	3	4	4	4	3	3	4	4	4	4	3	4	4	4	4	4	4	85
80	5	4	3	3	4	3	4	3	4	4	3	3	3	3	5	3	4	4	4	4	4	5	3	85

No	Quality of Work Life																							Total
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	
81	4	3	3	4	5	4	4	3	3	4	5	5	5	3	5	5	5	4	5	5	5	5	3	97
82	5	4	4	4	5	3	4	3	3	3	4	4	4	4	3	5	4	4	4	4	4	4	5	91
83	4	3	3	4	4	5	4	4	4	4	5	3	3	4	4	4	3	3	5	4	4	4	5	90
84	3	4	4	4	4	4	3	4	3	5	3	4	4	3	4	4	4	4	3	4	4	4	4	87
85	3	4	3	3	4	4	3	4	4	5	3	3	5	5	5	5	3	5	3	3	5	4	3	89
86	4	4	3	4	3	4	4	3	5	3	4	4	4	3	5	5	3	4	4	4	3	4	3	87
87	3	3	3	4	4	4	3	4	4	4	3	3	3	3	3	4	4	4	3	3	4	3	4	80
88	3	3	3	3	4	5	4	5	5	4	3	5	4	3	4	4	5	3	4	4	4	5	3	90
89	5	3	3	3	4	3	3	4	5	4	3	4	4	3	5	3	4	3	5	4	3	5	5	88
90	3	4	3	4	3	3	4	3	5	4	3	5	4	4	5	3	3	3	3	4	3	5	4	85
91	3	4	4	3	5	4	3	3	3	3	5	4	4	5	3	3	4	4	4	5	4	4	4	88
92	3	4	3	3	2	3	3	4	3	3	4	4	4	2	3	3	4	4	3	3	3	5	3	76
93	3	4	3	3	3	4	4	4	3	3	4	3	5	5	4	3	5	4	4	3	4	3	4	86
94	3	4	5	3	4	4	3	4	4	4	4	4	5	4	5	3	4	5	3	4	3	3	5	90
95	4	4	4	4	3	4	3	3	4	3	4	4	4	4	5	3	3	4	3	3	4	4	3	84
96	3	4	3	4	4	3	3	3	5	4	4	4	3	3	4	4	4	4	3	3	3	4	3	81
97	3	3	3	4	5	3	3	3	5	5	4	4	5	3	5	3	4	4	4	5	3	3	3	87
98	3	4	5	3	4	4	4	4	5	4	3	5	5	3	5	5	4	5	3	3	4	3	3	91
99	3	4	3	4	5	4	3	4	4	4	4	3	3	3	5	4	4	4	4	4	3	5	4	87
100	3	4	3	4	3	4	3	3	4	4	4	4	4	4	3	4	3	4	3	4	4	4	4	84
101	3	4	3	3	4	3	3	3	3	5	5	5	5	4	5	3	4	3	5	5	5	5	3	91
102	3	3	3	4	4	3	3	3	4	3	5	5	3	4	5	3	3	3	3	3	3	5	3	81
103	3	3	3	4	3	4	3	4	5	3	5	4	5	5	3	4	4	3	5	4	5	4	5	91
104	5	5	3	3	5	4	3	3	5	4	4	4	5	5	3	3	3	5	5	3	4	5	4	95
105	3	4	3	3	4	3	4	3	4	4	4	4	5	4	3	4	5	4	5	3	3	5	3	86
106	3	4	3	3	3	3	3	5	5	5	4	4	5	5	5	3	5	5	4	3	5	4	3	92
107	3	5	5	3	3	5	4	5	4	5	5	4	5	4	5	5	5	3	4	5	4	4	5	100
108	3	3	3	3	4	3	3	3	5	4	4	4	5	5	5	5	4	5	5	5	4	4	4	93
109	3	4	3	3	3	3	4	5	5	4	5	4	4	5	5	4	5	5	5	3	5	5	3	95
110	5	4	3	5	3	4	3	4	4	5	4	4	4	4	4	4	5	4	4	3	3	4	4	91
111	3	4	4	3	3	5	3	3	3	4	4	4	4	2	4	2	3	3	3	4	3	4	4	78
112	5	3	3	5	3	3	4	5	4	5	4	5	5	5	4	3	4	5	3	3	5	5	5	96
113	5	3	4	3	4	3	3	4	3	4	4	5	5	5	5	4	3	5	4	5	3	5	5	94
114	3	4	5	3	3	4	3	3	3	3	4	5	5	3	4	4	3	4	4	4	5	5	5	89
115	3	4	3	3	5	4	3	3	5	4	4	5	5	3	5	5	5	3	3	5	5	5	5	95
116	3	3	4	3	3	4	4	3	5	5	5	5	5	5	5	5	4	5	4	3	4	4	5	96
117	4	4	5	3	3	4	3	5	5	5	5	3	5	3	4	3	3	5	3	3	4	3	3	88
118	4	4	3	5	4	4	3	4	5	5	4	5	4	4	4	4	5	5	4	4	4	4	5	97
119	3	3	4	4	3	4	3	3	5	5	4	4	4	4	5	5	4	4	4	3	4	4	5	91
120	5	5	3	5	1	3	3	5	5	5	4	5	3	1	4	1	1	1	3	3	5	5	5	81
Rata-rata Skor	3,83	3,73	3,65	3,77	3,70	3,81	3,74	3,81	4,05	3,98	3,98	4,00	4,06	3,78	4,32	3,59	3,79	3,81	3,91	3,90	4,00	4,08	3,90	89,17

No	Job Satisfaction																										Total
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	X24	X25	X26	
1	5	4	5	5	4	4	5	4	5	4	4	5	4	4	4	4	5	5	5	5	5	4	5	5	4	4	117
2	4	4	5	5	5	3	5	5	5	4	4	4	4	4	4	4	4	5	5	4	5	5	5	5	5	5	117
3	3	3	3	4	5	5	4	5	4	4	5	4	5	5	3	5	5	4	3	4	4	5	4	5	5	4	110
4	4	4	4	4	4	4	4	5	4	4	4	5	5	4	4	4	4	4	4	4	5	4	5	4	4	5	111
5	5	4	4	4	4	4	4	5	4	5	4	5	4	4	5	5	5	4	4	5	4	4	5	5	4	4	114
6	4	3	4	5	4	4	4	4	4	3	3	4	4	3	4	5	5	4	4	4	4	4	4	4	4	4	103
7	4	3	3	3	4	3	3	3	3	5	5	5	5	5	4	5	5	3	3	5	3	3	5	5	4	5	104
8	3	3	3	3	3	4	3	4	3	3	3	3	3	3	3	5	4	4	3	3	4	4	3	5	3	4	89
9	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	5	5	5	5	5	4	5	5	126
10	4	4	4	5	4	4	5	4	5	4	5	4	4	5	4	4	4	5	4	4	5	4	4	5	4	4	112
11	4	4	4	5	5	3	5	4	5	5	3	4	5	3	4	3	5	5	4	4	5	4	4	4	5	4	110
12	4	3	3	3	3	3	3	3	3	3	4	4	5	4	4	5	4	3	3	5	3	4	4	3	4	4	96
13	3	2	4	3	3	4	2	3	2	2	3	4	4	3	4	2	4	2	2	4	2	3	3	3	3	4	78
14	4	3	4	4	5	5	4	4	4	5	5	3	3	5	4	4	4	4	4	3	4	4	5	5	5	4	108
15	5	5	4	4	4	4	4	5	4	5	4	3	3	4	5	4	4	4	5	3	4	5	5	4	4	4	109
16	5	5	5	5	4	4	4	5	5	3	5	5	5	5	5	4	4	5	5	5	5	5	5	5	4	5	122
17	5	5	5	5	5	4	5	3	4	4	5	5	4	5	5	4	4	4	5	5	4	3	5	3	5	5	116
18	5	4	4	5	5	5	4	4	4	4	4	5	5	4	4	4	4	4	4	5	4	4	4	5	5	3	112
19	5	3	4	4	4	3	4	3	4	4	4	4	4	4	5	3	4	4	4	4	4	3	4	4	4	4	101
20	5	5	4	4	4	4	4	4	5	4	4	5	5	4	5	4	5	4	5	4	4	4	4	3	4	4	112
21	5	4	4	4	4	4	4	4	4	5	4	4	4	4	4	4	5	5	4	4	4	4	4	5	4	4	109
22	5	4	5	4	5	5	4	5	4	4	5	5	5	5	5	4	4	4	5	5	4	5	5	5	5	4	120
23	5	4	4	4	4	5	4	5	4	5	4	4	5	4	4	5	4	4	4	4	4	5	4	4	4	5	112
24	5	4	5	5	5	5	5	4	5	4	4	5	4	4	5	5	5	5	5	5	5	4	5	5	5	5	123
25	5	4	5	4	5	5	4	4	4	4	4	5	5	5	4	4	4	4	5	5	4	5	5	4	4	3	115
26	5	4	4	4	5	5	4	4	4	4	4	5	4	4	5	5	5	4	4	4	4	4	4	4	5	4	113
27	5	5	4	5	4	5	5	5	5	5	5	4	4	5	5	4	4	5	4	4	5	4	5	5	4	4	117
28	3	2	3	3	4	2	3	1	2	1	3	3	3	3	3	2	3	2	3	3	3	2	1	4	3	4	69
29	5	4	4	5	5	4	4	4	5	5	5	4	5	5	5	5	4	5	5	4	5	4	4	4	4	4	117
30	5	5	5	5	4	5	5	4	5	5	5	5	5	5	4	5	5	5	5	5	5	5	4	4	5	4	123
31	5	4	4	5	4	4	5	5	4	4	4	5	5	4	5	5	4	4	5	4	4	4	4	5	4	5	115
32	4	3	4	4	4	4	5	4	4	4	3	4	4	4	4	4	4	4	5	3	4	4	5	4	5	4	105
33	3	5	4	4	3	4	4	4	4	3	4	4	4	4	4	4	4	5	4	4	3	4	4	4	4	4	102
34	3	4	4	4	3	4	3	4	5	3	3	5	4	4	4	5	5	4	3	4	5	4	4	3	3	4	101
35	4	4	3	4	5	4	5	5	3	3	4	4	4	4	4	5	4	5	5	4	3	4	4	4	4	4	106
36	4	4	4	4	3	5	4	4	5	3	4	3	3	3	4	4	4	4	4	4	5	3	4	4	4	4	101
37	5	5	5	4	4	4	4	5	4	5	4	3	4	4	4	4	4	5	3	4	4	4	4	4	5	4	110
38	5	2	4	4	5	4	4	5	5	3	5	4	4	5	4	5	4	4	4	4	5	5	4	4	5	4	112
39	5	2	5	4	4	4	4	5	4	4	3	4	4	4	4	5	4	4	4	4	4	3	4	5	4	3	104
40	4	2	4	4	3	3	5	4	5	4	5	4	4	4	4	4	4	5	5	5	5	5	4	4	4	4	107

No	Job Satisfaction																										Total	
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	X24	X25	X26		
41	3	5	3	4	4	4	4	4	4	2	4	4	4	4	4	4	4	5	4	4	5	4	4	3	4	4	102	
42	3	4	3	4	4	4	3	4	4	2	4	5	5	4	4	4	4	5	3	4	4	4	5	3	4	4	101	
43	4	5	3	4	4	4	4	4	5	3	2	4	3	4	4	5	5	5	3	4	3	4	4	3	4	3	100	
44	4	4	5	4	4	4	4	4	4	4	5	5	5	3	4	4	5	5	5	3	5	4	5	5	3	4	5	112
45	4	3	5	4	4	4	3	4	4	4	4	3	3	4	4	4	5	5	4	3	4	3	5	4	4	4	102	
46	3	3	4	4	3	2	4	4	3	4	5	4	4	5	4	5	4	4	3	5	5	4	4	4	4	4	102	
47	4	3	4	4	5	4	4	4	4	3	3	4	5	4	4	5	4	4	3	4	3	5	5	4	4	4	104	
48	3	3	4	5	3	5	4	5	4	3	3	5	4	4	5	4	5	5	4	4	3	4	4	3	5	3	104	
49	4	4	3	4	3	4	4	5	5	5	3	4	4	4	4	4	4	5	4	4	5	4	5	3	4	5	107	
50	4	3	5	4	5	4	4	5	5	3	3	3	3	4	4	5	4	5	4	3	5	4	4	4	5	3	105	
51	4	3	3	4	3	4	4	5	5	3	4	3	4	4	4	4	4	4	3	3	5	4	4	4	4	3	99	
52	4	4	3	4	3	5	4	4	4	4	4	3	5	4	5	4	4	4	3	5	4	4	4	4	4	4	104	
53	5	4	5	4	5	4	4	5	4	4	4	5	4	4	4	5	4	4	3	5	4	4	4	5	4	4	111	
54	5	2	3	4	5	5	4	5	5	5	3	3	5	5	4	5	4	5	4	5	5	3	3	5	5	5	112	
55	4	2	4	4	3	3	3	4	4	3	3	3	4	4	3	4	5	3	4	3	4	4	4	4	4	3	93	
56	3	5	4	4	2	4	4	4	4	4	3	3	4	5	4	5	4	5	4	4	4	4	4	3	4	3	101	
57	3	2	4	5	2	3	4	5	4	3	4	4	5	4	5	5	4	5	4	3	4	5	4	3	4	4	102	
58	4	4	3	4	2	3	4	5	4	4	5	4	4	4	4	5	4	4	3	5	4	5	3	3	4	4	102	
59	4	3	5	4	4	4	4	5	4	4	3	4	4	4	4	4	4	4	3	3	4	3	3	3	4	4	99	
60	4	5	4	4	2	3	4	4	4	4	4	4	5	5	4	4	5	5	3	3	3	3	3	4	3	4	100	
61	3	3	3	3	5	4	4	3	4	1	1	2	4	4	3	5	5	4	4	1	4	4	4	3	4	1	86	
62	2	1	1	1	2	1	3	2	2	1	2	3	2	3	1	2	2	1	3	2	2	3	3	2	2	1	50	
63	3	5	4	4	2	3	4	4	4	3	3	3	4	4	4	4	5	5	4	3	4	4	4	4	3	3	97	
64	3	3	3	3	4	3	4	3	4	2	3	3	3	4	3	5	4	3	4	3	4	4	4	3	4	2	88	
65	3	3	3	3	4	3	4	3	4	2	3	3	3	4	3	5	4	3	3	3	4	3	3	3	4	2	85	
66	3	3	3	4	3	3	4	4	4	3	5	4	5	5	4	4	4	4	3	5	4	3	4	4	4	3	99	
67	3	4	4	4	3	3	4	5	4	3	4	4	4	4	4	4	4	4	4	3	4	3	4	3	4	4	98	
68	3	4	4	4	3	4	4	4	4	5	3	3	4	5	4	4	4	4	4	3	4	4	4	4	4	5	102	
69	4	4	5	4	4	5	4	4	4	4	3	5	4	3	5	4	4	4	4	4	5	4	5	4	4	3	107	
70	4	3	4	4	4	4	5	4	4	3	4	3	3	4	4	4	5	3	5	4	4	4	5	4	4	4	103	
71	4	5	5	4	4	5	5	5	5	3	4	5	4	4	4	4	4	5	5	4	5	5	4	5	4	4	115	
72	3	4	3	4	3	4	4	5	4	5	3	5	4	5	4	3	4	4	4	4	3	5	3	3	5	5	103	
73	4	3	5	4	5	4	4	5	4	3	3	3	4	4	4	5	4	4	4	3	4	4	4	4	5	4	104	
74	3	3	2	2	2	2	3	5	4	3	3	4	4	4	2	2	4	3	3	3	4	4	5	4	4	3	85	
75	3	3	3	3	4	3	2	4	4	3	3	4	3	3	3	4	4	3	2	3	4	3	4	3	4	3	85	
76	3	3	3	4	4	3	5	4	5	4	4	4	5	4	4	4	4	4	5	3	5	4	5	4	4	4	105	
77	4	3	3	4	4	2	4	5	4	2	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	98	
78	4	4	3	4	3	4	3	5	5	4	3	3	4	3	4	4	3	4	3	3	5	5	4	3	4	4	98	
79	3	4	3	5	4	4	4	4	5	5	5	4	4	3	5	4	4	4	4	5	5	5	3	4	4	5	109	
80	4	4	4	5	2	5	4	4	4	4	3	4	4	4	5	5	4	5	4	4	4	3	4	4	4	4	105	

No	Job Satisfaction																										Total
	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16	X17	X18	X19	X20	X21	X22	X23	X24	X25	X26	
81	4	4	4	3	2	3	4	4	5	3	3	4	4	4	3	2	5	4	4	3	5	3	3	4	4	3	94
82	3	5	5	4	4	4	4	4	4	5	5	5	4	4	4	4	5	4	5	4	4	5	4	4	4	5	112
83	3	4	4	5	4	2	5	3	4	3	5	5	5	5	5	4	4	4	5	5	4	5	4	3	4	4	108
84	4	4	5	4	5	4	5	4	5	5	3	4	3	4	4	5	4	4	5	3	5	5	4	4	3	5	110
85	3	4	3	5	5	4	4	3	4	3	4	5	4	4	5	5	4	4	4	4	3	4	4	3	5	4	104
86	4	5	3	5	4	2	4	4	4	4	4	4	5	4	4	5	4	4	5	4	4	3	5	4	4	5	107
87	4	3	3	3	3	3	4	4	2	3	2	3	2	4	3	3	4	3	4	2	2	3	3	4	4	3	81
88	4	4	3	5	4	5	5	4	4	3	4	4	5	4	5	4	5	4	5	3	3	3	4	4	4	3	105
89	3	4	3	4	4	4	4	4	4	4	5	4	4	4	4	5	4	4	4	5	4	4	4	4	4	4	105
90	4	4	4	4	3	4	4	4	4	4	5	4	4	5	5	4	4	4	4	3	4	3	3	4	4	5	104
91	4	4	5	3	4	4	4	4	5	3	4	4	4	4	3	4	4	4	4	3	5	4	4	4	4	3	102
92	3	3	3	3	2	2	3	3	4	3	3	3	4	5	3	2	4	3	3	3	4	4	3	3	4	3	83
93	4	3	3	2	3	4	4	5	4	5	3	3	3	4	3	4	2	3	5	3	5	3	4	4	4	3	94
94	3	3	3	4	3	3	4	3	5	3	4	5	4	3	4	3	3	3	4	4	5	3	4	3	4	3	93
95	3	4	3	4	4	4	4	4	4	5	4	4	4	5	4	4	5	4	4	4	4	3	4	4	4	5	105
96	3	3	3	3	3	3	4	3	4	3	3	3	4	4	3	3	5	3	4	3	4	3	4	3	4	3	88
97	3	3	3	4	5	5	5	4	4	3	3	4	4	4	4	5	4	3	5	3	4	4	4	4	4	3	101
98	3	4	4	4	3	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	5	4	4	4	4	103
99	4	4	3	4	3	4	5	4	4	5	5	5	4	4	4	5	4	5	4	5	4	5	5	4	4	5	112
100	4	4	3	3	3	3	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	3	3	4	3	3	87
101	3	2	3	4	4	4	4	3	4	5	4	4	4	4	4	4	4	2	4	3	4	4	4	3	4	5	97
102	4	3	3	5	3	4	3	4	5	3	3	4	4	4	5	4	5	3	3	3	5	4	5	4	4	3	100
103	4	4	3	5	5	4	5	4	5	3	4	4	4	4	5	5	5	4	5	4	5	3	5	4	5	3	111
104	5	4	3	5	5	4	4	5	4	5	4	4	5	5	5	5	5	4	4	4	4	5	5	5	5	5	118
105	3	3	3	4	4	5	4	3	4	4	4	4	5	4	4	4	4	3	4	4	3	4	5	3	5	4	101
106	3	4	4	4	4	4	4	4	4	5	3	4	4	5	4	4	4	4	4	3	4	4	4	4	4	5	104
107	4	4	4	4	2	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	3	4	4	4	4	5	101
108	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	5	5	4	4	3	4	4	4	4	4	4	106
109	3	4	5	4	5	5	4	3	4	4	4	5	4	4	5	5	4	4	4	3	4	4	4	3	4	4	106
110	5	4	4	4	2	5	5	5	4	5	5	5	4	5	4	4	5	4	5	5	4	4	5	5	5	5	117
111	3	3	4	4	3	4	4	3	4	3	3	3	3	3	4	3	4	3	4	3	4	4	5	3	4	3	91
112	4	4	4	4	2	4	3	4	5	4	5	4	4	4	4	4	4	4	3	5	5	5	5	4	5	4	107
113	4	5	5	5	4	4	5	4	5	4	4	4	5	3	5	4	5	5	4	5	4	5	4	5	4	4	115
114	3	3	4	4	3	3	4	3	4	4	4	4	3	4	4	3	3	3	4	4	4	4	4	3	4	4	94
115	5	5	3	3	5	4	4	5	4	4	4	4	5	5	3	5	5	5	4	4	4	4	5	5	5	4	113
116	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	5	5	4	5	4	105	
117	3	4	4	4	5	3	4	3	4	4	4	4	5	3	4	5	4	4	4	3	4	4	3	3	4	4	100
118	3	4	4	5	5	4	4	4	5	5	5	5	4	5	5	5	4	4	4	5	5	5	4	4	4	5	116
119	3	4	5	4	4	5	5	4	4	4	5	5	5	4	4	4	4	4	5	5	4	4	5	4	4	4	112
120	4	5	4	4	4	4	4	4	4	3	3	5	4	4	4	4	5	5	4	3	4	4	4	4	3	3	103
Rata-rata Skor	3,84	3,69	3,80	4,04	3,81	3,87	4,07	4,09	4,16	3,71	3,87	4,03	4,10	4,12	4,07	4,17	4,23	4,06	3,98	3,88	4,06	4,02	4,15	3,89	4,15	3,90	103,73

No	Employee Engagement									Total
	1	2	3	4	5	6	7	8	9	
1	5	4	5	5	5	4	4	4	5	41
2	4	4	4	4	4	4	4	4	4	36
3	5	3	3	3	3	3	4	3	3	30
4	5	5	4	5	5	5	5	3	5	42
5	5	5	4	5	5	5	5	3	5	42
6	5	5	5	5	5	5	5	5	5	45
7	5	5	4	5	5	5	5	5	5	44
8	5	5	5	5	5	5	5	5	5	45
9	5	5	4	4	4	4	4	4	4	38
10	5	5	5	5	5	5	5	5	5	45
11	3	4	4	4	4	4	4	3	5	35
12	5	5	4	5	5	4	4	3	4	39
13	3	4	3	4	4	3	3	2	4	30
14	4	5	5	5	5	4	5	5	5	43
15	4	5	5	5	5	4	5	3	4	40
16	5	4	4	5	5	5	4	4	5	41
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19	5	5	4	4	4	5	5	5	5	42
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26	5	4	4	5	4	4	5	4	4	39
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28	2	3	2	4	4	3	2	1	3	24
29	4	4	5	4	3	4	4	4	5	37
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31	3	5	5	4	5	5	5	5	4	41
32	5	4	4	4	4	4	4	4	4	37
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35	5	3	5	5	5	5	4	3	5	40
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47	3	3	5	4	4	3	4	3	5	34
48	4	4	4	5	4	5	5	3	4	38
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61	4	3	4	5	3	3	5	3	3	33
62	3	4	4	3	3	2	3	3	3	28
63	4	3	4	5	3	3	3	3	3	31

No	Employee Engagement									Total
	1	2	3	4	5	6	7	8	9	
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65	4	4	3	4	4	4	4	3	4	34
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71	3	3	3	5	4	4	5	5	3	35
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76	4	4	3	3	4	4	4	4	4	34
77	3	3	3	4	4	4	3	3	4	31
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95	3	3	4	5	3	5	5	5	3	36
96	3	4	3	3	3	4	3	3	3	29
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Rata-rata Skor	4,05	4,05	4,09	4,27	4,08	4,18	4,12	3,83	4,24	36,53