

## Lampiran

### Lampiran 1. Kuesioner Penelitian

#### ANGKET INSTRUMEN PENELITIAN

##### Petunjuk Pengisian

1. Bapak/Ibu membaca panduan hingga selesai.
2. Sebelum melakukan pengisian kuesioner isi dahulu data identitas.
3. Berilah tanda centang (√) untuk jenis kelamin, usia, pendidikan, dan lama bekerja.
4. Berilah tanda centang (√) untuk setiap butir pertanyaan sesuai dengan diri anda.
5. Baca dan pahami setiap butir-butir pertanyaan.
6. Hanya diperkenankan mengisi **satu** kolom jawaban pertanyaan yang sesuai menurut responden.
7. Pilihlah jawaban berikut (dari skala 1-5). Keterangan sebagai berikut :
  - 1 = STS (Sangat Tidak Setuju)
  - 2 = TS (Tidak Setuju)
  - 3 = KS (Kurang Setuju)
  - 4 = S (Setuju)
  - 5 = SS (Sangat Setuju)
8. Terimakasih atas perhatian dan ketersediaan waktu.

##### Identitas Responden

1. No. Responden : **(\*Diisi oleh peneliti)**
2. Nama Responden :
3. Jenis Kelamin :  Laki- Laki  Perempuan
4. Usia :  20-30 Tahun  30-40 Tahun  
 40-50 Tahun  50-60 Tahun
5. Pendidikan Terakhir :  SD  SMP  
 SMA  Diploma  
 Sarjana (S1)  Magister (S2)
6. Lama Masa Kerja :  < 5 Tahun  < 10 Tahun  
 < 15 Tahun  < 20 Tahun

## Lanjutan Lampiran 1

NO	PERTANYAAN	ALTERNATIF				
		JAWABAN				
	Variabel <i>Work Life Balance</i>	1	2	3	4	5
		STS	TS	KS	S	SS
1	Anda dapat menyeimbangkan tanggung jawab kerja dengan kehidupan pribadi.					
2	Pekerjaan anda sering mengganggu kegiatan pribadi atau keluarga.					
3	Anda sering merasa setres karena tuntutan pekerjaan.					
4	Anda merasa kehidupan kerja mempengaruhi hubungan sosial.					
5	Pekerjaan anda mempengaruhi kesehatan fisik dan mental.					
6	Anda mendapat dukungan dari atasan dalam mencapai keseimbangan kerja.					

## Lanjutan Lampiran 1

NO	PERTANYAAN	ALTERNATIF				
	Variabel Kerjasama	1	2	3	4	5
		STS	TS	KS	S	SS
1	Anda dapat menilai kemampuan tim anda dalam menyelesaikan tugas.					
2	Anda sering berkontribusi pada diskusi tim.					
3	Anda menanggapi ketika ada konflik dalam tim.					
4	Anda sering bekerja dalam tim di tempat kerja.					
5	Tim anda sering bertemu untuk membahas kemajuan kerja.					
6	Anda menilai kerjasama tim dalam meningkatkan kinerja kerja.					
7	Kebersamaan dan dukungan tim dapat meningkatkan kinerja					
8	Tim anda sering mencapai target yang telah ditetapkan					
9	Tim anda merasa inovatif dalam menyelesaikan masalah					

## Lanjutan Lampiran 1

NO	PERTANYAAN	ALTERNATIF				
	Variabel Komunikasi	1	2	3	4	5
		STS	TS	KS	S	SS
1	Anda sering mendapatkan informasi yang cukup untuk menjalankan tugas.					
2	Anda sering menyampaikan informasi penting kepada rekan kerja.					
3	Anda sering berkomunikasi dengan atasan.					
4	Anda dapat mengatasi kesalahpahaman di tempat kerja.					
5	Anda menilai efektivitas pertemuan dapat meningkatkan kinerja.					
6	Di tempat kerja anda komunikasi berperan efektif dalam menyelesaikan masalah .					
7	Anda sering menggunakan komunikasi lisan untuk berkoordinasi.					
8	Anda sering memberikan dan menerima umpan balik.					
9	Anda menilai komunikasi lintas departemen dapat meningkatkan kinerja.					
10	Anda sering kekhilangan informasi saat membuat keputusan.					

## Lanjutan Lampiran 1

NO	PERTANYAAN	ALTERNATIF				
	Variabel Absensi <i>Fingerprint</i>	1	2	3	4	5
		STS	TS	KS	S	SS
1	Kehadiran anda dipengaruhi oleh sistem absensi <i>fingerprint</i>					
2	Sistem absensi <i>fingerprint</i> akurat dalam merekam waktu anda					
3	Anda menghadapi kesulitan saat menggunakan sistem absensi <i>fingerprint</i> .					
4	Anda merasa absensi <i>fingerprint</i> mempengaruhi kinerja anda secara keseluruhan.					
5	Sistem absensi <i>fingerprint</i> menyebabkan penundaan dalam memulai pekerjaan					
6	Anda sering memperbaiki data absensi karena kesalahan pencacatan					

## Lanjutan Lampiran 1

NO	PERTANYAAN	ALTERNATIF JAWABAN				
	Variabel Kinerja	1	2	3	4	5
		STS	TS	KS	S	SS
1	Anda sering kontribusi terhadap kerja tim ditempat kerja					
2	Anda sering mengambil inisiatif diluar tugas-tugas rutin					
3	Anda konsisten dalam mematuhi standard an prosedur kerja					
4	Anda dapat menggunakan waktu kerja secara efisien untuk menyelesaikan tugas-tugas					
5	Anda sering mencapai target kerja yang telah ditetapkan					
6	Anda puas dengan pekerjaan saat ini					
7	Anda sering menangani masalah yang muncul dalam pekerjaan					
8	Anda aktif dalam mengikuti kegiatan pengembangan professional untuk meningkatkan kinerja					

**Lampiran 2** Skor Variabel *Work life balance* ( $X_1$ )

NO	<i>Work life balance</i> ( $X_1$ )						TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
1	5	3	3	3	3	5	22
2	4	3	3	4	3	4	21
3	4	3	3	4	4	4	22
4	4	2	2	2	3	5	18
5	3	3	1	4	4	4	19
6	5	2	2	4	4	4	21
7	5	2	2	2	2	5	18
8	2	2	4	4	2	5	19
9	4	2	3	2	2	4	17
10	5	2	2	2	2	4	17
11	4	4	4	4	4	4	24
12	5	2	2	2	2	5	18
13	4	2	2	2	2	5	17
14	4	1	1	1	2	5	14
15	5	1	2	2	3	3	16
16	4	2	2	3	2	4	17
17	5	2	2	2	2	4	17
18	4	1	3	2	2	4	16
19	5	2	2	2	2	5	18
20	4	3	3	3	2	2	17
21	5	4	1	1	2	4	17
22	4	3	1	4	1	4	17

NO	<i>Work life balance (X<sub>1</sub>)</i>						TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
23	4	2	2	2	2	4	16
24	4	2	2	2	2	4	16
25	5	1	2	2	1	4	15
26	4	2	1	1	3	5	16
27	5	2	2	3	3	5	20
28	4	2	3	3	2	4	18
29	5	1	2	2	1	4	15
30	5	2	2	2	2	4	17
31	4	4	4	4	4	4	24
32	5	2	2	2	2	5	18
33	4	1	1	1	1	4	12
34	2	2	2	2	2	4	14
35	4	3	3	4	4	4	22
36	2	1	1	1	1	2	8
37	4	3	3	3	3	4	20
38	4	3	3	3	3	4	20
39	4	2	2	2	2	4	16
40	5	2	2	2	1	4	16
41	5	2	2	2	2	5	18
42	5	3	3	3	3	4	21
43	5	3	3	3	3	4	21
44	5	3	3	3	3	4	21
45	5	3	3	3	3	4	21

NO	<i>Work life balance (X<sub>1</sub>)</i>						TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
46	5	3	3	3	3	5	22
Σ	198	105	106	117	111	192	829

**Lampiran 3. Skor Variabel Kerjasama ( X<sub>2</sub> )**

NO	Kerjasama ( X <sub>2</sub> )									TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
1	5	4	4	5	5	5	5	4	4	41
2	4	4	4	4	4	4	4	4	4	36
3	4	4	4	5	4	5	4	4	4	38
4	4	5	4	5	5	5	5	5	4	42
5	3	3	3	5	5	3	5	4	4	35
6	4	4	4	4	4	4	4	4	4	36
7	5	5	4	5	5	5	5	5	5	44
8	5	5	4	5	5	5	5	5	5	44
9	3	4	4	4	4	4	4	5	4	36
10	4	4	4	5	5	5	5	5	4	41
11	4	4	4	4	4	4	4	4	4	36
12	5	5	4	5	5	5	5	5	5	44
13	4	5	4	5	5	5	5	5	4	42
14	4	4	4	4	4	4	5	5	5	39
15	4	4	4	5	4	5	5	4	4	39
16	4	5	4	5	4	4	5	4	4	39
17	4	4	4	5	4	5	5	5	4	40
18	2	4	4	4	4	4	5	4	5	36
19	4	4	4	5	5	5	5	5	5	42
20	4	4	4	5	4	3	5	4	4	37
21	5	5	5	5	4	4	5	5	5	43
22	4	4	4	4	4	4	4	4	4	36
23	4	4	5	5	4	4	5	4	4	39

NO	Kerjasama ( X <sub>2</sub> )									TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	
24	4	4	4	4	4	4	4	4	4	36
25	4	4	4	4	3	3	5	4	4	35
26	4	5	4	5	5	5	5	5	4	42
27	5	5	5	4	5	5	5	5	5	44
28	3	4	4	4	4	4	4	4	4	35
29	4	4	4	4	3	4	5	4	4	36
30	5	5	4	5	5	5	5	5	5	44
31	4	4	4	4	4	4	4	4	4	36
32	5	5	4	5	5	5	5	5	5	44
33	5	4	1	4	3	4	5	4	4	34
34	4	4	4	4	4	4	4	4	4	36
35	5	4	4	4	3	4	5	4	2	35
36	4	4	4	5	4	4	5	4	4	38
37	4	4	4	4	4	4	4	4	4	36
38	4	4	4	4	4	4	4	4	4	36
39	5	4	2	5	4	5	5	4	4	38
40	4	4	4	4	3	4	5	4	4	36
41	5	5	4	5	5	5	5	5	5	44
42	4	5	4	4	5	5	4	5	5	41
43	4	5	4	4	5	5	4	5	5	41
44	5	5	5	5	5	5	5	5	5	45
45	4	5	4	4	5	5	4	5	5	41
46	5	5	5	5	5	5	5	5	5	45
Σ	193	200	183	208	198	203	215	205	198	1803

**Lampiran 4** Skor Variabel Komunikasi ( $X_3$ )

NO	Komunikasi ( $X_3$ )										TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	4	5	4	5	5	5	5	5	5	2	45
2	4	4	4	4	4	4	4	4	3	3	38
3	4	4	5	5	4	4	5	4	4	4	43
4	5	5	4	4	5	5	5	4	4	1	42
5	4	3	3	3	4	3	4	4	4	3	35
6	4	4	4	4	4	4	4	4	4	2	38
7	5	4	5	5	4	5	5	4	4	2	43
8	4	5	5	4	3	5	5	5	4	2	42
9	4	4	4	4	4	4	4	4	4	3	39
10	4	4	4	4	4	4	4	4	4	4	40
11	4	4	4	4	4	4	4	3	4	4	39
12	5	4	5	5	4	5	5	4	4	5	46
13	5	5	4	4	5	5	5	4	4	4	45
14	5	4	4	4	4	5	5	4	4	2	41
15	4	4	4	4	4	4	4	4	4	5	41
16	4	4	4	4	4	4	5	4	4	3	40
17	4	4	4	4	4	4	5	5	4	2	40
18	4	4	4	4	4	5	5	4	4	4	42
19	4	5	5	4	4	5	4	4	5	4	44
20	4	4	4	4	3	4	4	4	3	1	35
21	5	5	5	5	5	5	5	5	5	1	46
22	4	4	3	4	4	4	4	4	4	4	39
23	4	4	5	4	4	4	4	4	3	3	39

NO	Komunikasi ( X <sub>3</sub> )										TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
24	4	4	4	4	4	4	4	4	4	3	39
25	4	4	4	4	4	5	4	4	4	2	39
26	5	5	4	4	5	5	5	4	4	1	42
27	5	5	5	5	4	5	5	5	5	4	48
28	4	4	4	4	4	4	4	4	4	3	39
29	4	4	4	4	4	5	4	4	4	2	39
30	5	5	5	5	4	5	5	5	5	4	48
31	4	4	4	4	4	4	4	4	4	4	40
32	5	5	5	5	4	5	5	5	5	4	48
33	4	4	4	4	4	4	5	1	3	2	35
34	4	4	4	4	4	4	4	4	4	2	38
35	2	2	4	3	3	2	3	2	4	4	29
36	4	4	4	4	4	4	4	4	4	2	38
37	4	4	3	4	4	4	5	4	4	3	39
38	4	4	4	4	4	4	5	4	4	3	40
39	5	4	5	4	4	5	5	4	4	4	44
40	4	4	4	4	4	5	4	4	4	2	39
41	5	5	5	5	4	5	5	5	5	5	49
42	5	4	4	4	4	5	5	5	4	4	44
43	5	4	4	4	4	5	5	5	4	4	44
44	5	4	4	4	5	5	4	4	4	2	41
45	5	4	4	4	4	5	5	5	4	4	44
46	5	4	4	4	5	5	4	5	4	4	44
Σ	199	192	193	191	188	205	207	190	187	140	1892

**Lampiran 5** Skor Variabel Absensi *Fingerprint* ( $X_4$ )

NO	Absensi <i>Fingerprint</i> ( $X_4$ )						TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
1	5	2	1	2	1	1	12
2	3	4	3	3	3	3	19
3	5	5	2	5	2	2	21
4	1	4	2	1	2	2	12
5	5	5	1	4	2	2	19
6	4	4	4	4	2	2	20
7	5	5	2	2	2	3	19
8	5	5	2	4	2	2	20
9	4	4	3	2	2	3	18
10	5	3	2	2	2	2	16
11	4	4	4	4	4	4	24
12	5	5	2	2	2	3	19
13	1	2	2	1	2	2	10
14	4	4	2	1	1	2	14
15	4	4	3	4	2	3	20
16	5	2	2	2	2	2	15
17	2	2	2	2	2	2	12
18	3	3	3	2	2	2	15
19	3	3	2	2	1	1	12
20	4	4	3	4	3	3	21
21	5	5	1	1	1	1	14
22	4	4	1	3	1	1	14
23	4	5	4	4	2	4	23

NO	Absensi <i>Fingerprint</i> ( $X_4$ )						TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
24	3	4	2	4	2	5	20
25	4	3	3	2	2	3	17
26	1	1	2	1	3	3	11
27	5	3	3	3	3	4	21
28	2	4	3	2	2	3	16
29	2	4	3	2	2	3	16
30	5	5	5	3	3	2	23
31	4	4	4	4	4	4	24
32	5	5	2	2	2	3	19
33	2	4	2	1	1	1	11
34	4	4	2	2	2	2	16
35	4	5	1	3	2	4	19
36	4	4	4	4	2	4	22
37	4	4	4	2	2	4	20
38	3	2	3	2	2	3	15
39	3	4	2	2	2	1	14
40	4	4	3	2	2	3	18
41	5	5	2	2	2	3	19
42	5	5	1	4	2	2	19
43	5	5	1	4	2	2	19
44	5	5	2	4	2	2	20
45	5	5	1	4	2	2	19
46	5	5	2	4	2	2	20
$\Sigma$	189	201	103	124	95	112	824

**Lampiran 6** Skor Variabel Kinerja (Y)

NO	Kinerja(Y)								TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	
1	5	5	5	5	4	4	5	5	38
2	4	4	4	4	4	4	4	4	32
3	4	2	4	5	5	5	4	5	34
4	4	4	5	5	4	5	5	4	36
5	5	3	4	4	4	4	3	3	30
6	4	4	4	4	4	4	4	4	32
7	5	5	5	4	5	5	5	4	38
8	5	5	5	5	5	5	3	5	38
9	4	4	4	4	4	5	4	4	29
10	4	5	4	4	4	5	4	4	34
11	4	4	4	4	4	4	4	4	32
12	5	5	5	4	5	5	5	4	38
13	4	4	5	5	4	5	5	4	36
14	4	4	5	5	5	5	4	4	36
15	4	4	5	5	5	4	4	5	36
16	4	5	4	4	5	5	4	4	35
17	5	4	5	4	5	5	4	4	36
18	4	4	4	4	5	5	5	4	35
19	5	5	5	5	5	5	5	5	40
20	5	5	4	5	4	4	4	4	35
21	5	5	5	5	5	5	5	5	40
22	4	4	4	4	4	4	5	4	33
23	4	3	5	4	5	4	5	4	34

NO	Kinerja(Y)								TOTAL
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	
24	4	3	4	4	4	4	4	4	31
25	4	4	4	4	4	4	4	4	32
26	4	4	5	5	4	5	5	4	36
27	5	5	5	5	5	5	5	4	39
28	4	4	4	4	4	3	4	4	31
29	4	4	4	4	4	4	4	4	32
30	5	5	5	4	5	5	5	4	38
31	5	5	5	5	5	5	5	5	40
32	5	5	5	4	5	5	5	4	38
33	4	1	4	4	4	5	4	5	31
34	2	2	2	4	4	5	4	4	27
35	4	4	5	5	4	4	4	4	34
36	4	4	4	5	4	4	4	4	33
37	4	3	4	4	4	4	3	4	30
38	4	4	4	4	4	4	4	4	32
39	5	4	5	4	3	5	4	5	35
40	4	4	4	4	4	4	4	4	32
41	5	5	5	4	5	5	5	4	38
42	5	5	5	5	5	5	5	5	40
43	5	5	5	5	5	5	5	5	40
44	5	5	5	5	5	4	4	4	37
45	5	5	5	5	5	5	5	5	40
46	5	5	5	5	5	4	4	5	38
Σ	202	192	207	204	205	209	200	196	1615

**Lampiran 7** Karakteristik Responden Jenis Kelamin**Jenis Kelamin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	46	100.0	100.0	100.0

**Lampiran 8** Karakteristik Responden Berdasarkan Usia

		<b>Usia</b>			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-29	11	23.9	23.9	23.9
	30-39	12	26.1	26.1	50.0
	40-49	17	37.0	37.0	87.0
	50-59	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

**Lampiran 8** Karakteristik Responden Berdasarkan Pendidikan**Pendidikan**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	13	28.3	28.3	28.3
	SMP	9	19.6	19.6	47.8
	SMA	19	41.3	41.3	89.1
	S1	4	8.7	8.7	97.8
	S2	1	2.2	2.2	100.0
	Total		46	100.0	100.0

**Lampiran 9 Karakteristik Responden Berdasarkan Masa Kerja****Masa Kerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<5	29	63.0	63.0	63.0
	<10	14	30.4	30.4	93.5
	<15	3	6.5	6.5	100.0
	Total	46	100.0	100.0	

## Lampiran 10 Deskriptif Variabel *Work life balance*

### Frequencies

#### Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	work life balance
N	Valid	46	46	46	46	46	46	46
	Missing	0	0	0	0	0	0	0
Mean		4.30	2.28	2.30	2.54	2.41	4.17	18.02
Std. Error of Mean		.120	.119	.120	.138	.130	.100	.454
Median		4.00	2.00	2.00	2.00	2.00	4.00	18.00
Mode		4 <sup>a</sup>	2	2	2	2	4	17
Std. Deviation		.813	.807	.813	.936	.884	.677	3.080
Variance		.661	.652	.661	.876	.781	.458	9.488
Range		3	3	3	3	3	3	16
Minimum		2	1	1	1	1	2	8
Maximum		5	4	4	4	4	5	24
Sum		198	105	106	117	111	192	829

a. Multiple modes exist. The smallest value is shown

### Frequency Tabel

#### X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	6.5	6.5	6.5
	Kurang Setuju	1	2.2	2.2	8.7
	Setuju	21	45.7	45.7	54.3
	Sangat Setuju	21	45.7	45.7	100.0

Total	46	100.0	100.0
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**X1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	7	15.2	15.2	15.2
	Tidak Setuju	22	47.8	47.8	63.0
	Kurang Setuju	14	30.4	30.4	93.5
	Setuju	3	6.5	6.5	100.0
	Total	46	100.0	100.0	

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	7	15.2	15.2	15.2
	Tidak Setuju	21	45.7	45.7	60.9
	Kurang Setuju	15	32.6	32.6	93.5
	Setuju	3	6.5	6.5	100.0
	Total	46	100.0	100.0	

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	5	10.9	10.9	10.9
	Tidak Setuju	20	43.5	43.5	54.3
	Kurang Setuju	12	26.1	26.1	80.4
	Setuju	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 10

**X1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	6	13.0	13.0	13.0
	Tidak Setuju	21	45.7	45.7	58.7
	Kurang Setuju	13	28.3	28.3	87.0
	Setuju	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

**X1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	4.3	4.3	4.3
	Kurang Setuju	1	2.2	2.2	6.5
	Setuju	30	65.2	65.2	71.7
	Sangat Setuju	13	28.3	28.3	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 10

**work life balance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8	1	2.2	2.2	2.2
	12	1	2.2	2.2	4.3
	14	2	4.3	4.3	8.7
	15	2	4.3	4.3	13.0
	16	7	15.2	15.2	28.3
	17	9	19.6	19.6	47.8
	18	7	15.2	15.2	63.0
	19	2	4.3	4.3	67.4
	20	3	6.5	6.5	73.9
	21	6	13.0	13.0	87.0
	22	4	8.7	8.7	95.7
	24	2	4.3	4.3	100.0
	Total	46	100.0	100.0	

**Lampiran 11** Deskriptif VariabelKerjasama (X<sub>2</sub>)

## Frequencies

**Statistics**

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	Kerjasama
N	Valid	46	46	46	46	46	46	46	46	46	46
	Missing	0	0	0	0	0	0	0	0	0	0
Mean		4.20	4.35	3.98	4.52	4.30	4.41	4.67	4.46	4.30	39.20
Std. Error of Mean		.096	.078	.096	.074	.098	.091	.070	.074	.087	.507
Median		4.00	4.00	4.00	5.00	4.00	4.00	5.00	4.00	4.00	39.00
Mode		4	4	4	5	4	5	5	4	4	36
Std. Deviation		.654	.526	.649	.505	.662	.617	.474	.504	.591	3.436
Variance		.428	.276	.422	.255	.439	.381	.225	.254	.350	11.805
Range		3	2	4	1	2	2	1	1	3	11
Minimum		2	3	1	4	3	3	4	4	2	34
Maximum		5	5	5	5	5	5	5	5	5	45
Sum		193	200	183	208	198	203	215	205	198	1803

## Frequency Tabel

**X2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.2	2.2	2.2
	Kurang Setuju	3	6.5	6.5	8.7
	Setuju	28	60.9	60.9	69.6
	Sangat Setuju	14	30.4	30.4	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 11

**X2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	1	2.2	2.2	2.2
	Setuju	28	60.9	60.9	63.0
	Sangat Setuju	17	37.0	37.0	100.0
	Total	46	100.0	100.0	

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.2	2.2	2.2
	Tidak Setuju	1	2.2	2.2	4.3
	Kurang Setuju	1	2.2	2.2	6.5
	Setuju	38	82.6	82.6	89.1
	Sangat Setuju	5	10.9	10.9	100.0
	Total	46	100.0	100.0	

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	22	47.8	47.8	47.8
	Sangat Setuju	24	52.2	52.2	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 11

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	22	47.8	47.8	47.8
	Sangat Setuju	24	52.2	52.2	100.0
	Total	46	100.0	100.0	

**X2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	5	10.9	10.9	10.9
	Setuju	22	47.8	47.8	58.7
	Sangat Setuju	19	41.3	41.3	100.0
	Total	46	100.0	100.0	

**X2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	6.5	6.5	6.5
	Setuju	21	45.7	45.7	52.2
	Sangat Setuju	22	47.8	47.8	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 11

**X2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	15	32.6	32.6	32.6
	Sangat Setuju	31	67.4	67.4	100.0
	Total	46	100.0	100.0	

**X2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	25	54.3	54.3	54.3
	Sangat Setuju	21	45.7	45.7	100.0
	Total	46	100.0	100.0	

**X2.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.2	2.2	2.2
	Setuju	29	63.0	63.0	65.2
	Sangat Setuju	16	34.8	34.8	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 11

**Kerjasama**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	34	1	2.2	2.2	2.2
	35	4	8.7	8.7	10.9
	36	13	28.3	28.3	39.1
	37	1	2.2	2.2	41.3
	38	3	6.5	6.5	47.8
	39	4	8.7	8.7	56.5
	40	1	2.2	2.2	58.7
	41	5	10.9	10.9	69.6
	42	4	8.7	8.7	78.3
	43	1	2.2	2.2	80.4
	44	7	15.2	15.2	95.7
	45	2	4.3	4.3	100.0
	Total	46	100.0	100.0	

**Lampiran 12** Deskriptif VariabelKerjasama (X<sub>3</sub>)

Frequencies

**Statistics**

	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	Komunik asi
N Valid	46	46	46	46	46	46	46	46	46	46	46
Missing	0	0	0	0	0	0	0	0	0	0	0
Mean	4.33	4.17	4.20	4.15	4.09	4.46	4.50	4.13	4.07	3.04	41.13
Std. Error of Mean	.088	.084	.080	.069	.068	.097	.081	.110	.072	.167	.578
Median	4.00	4.00	4.00	4.00	4.00	5.00	5.00	4.00	4.00	3.00	40.50
Mode	4	4	4	4	4	5	5	4	4	4	39
Std. Deviation	.598	.570	.542	.470	.463	.657	.548	.749	.490	1.134	3.919
Variance	.358	.325	.294	.221	.214	.431	.300	.560	.240	1.287	15.360
Range	3	3	2	2	2	3	2	4	2	4	20
Minimum	2	2	3	3	3	2	3	1	3	1	29
Maximum	5	5	5	5	5	5	5	5	5	5	49
Sum	199	192	193	191	188	205	207	190	187	140	1892

Frequency Tabel

**X3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.2	2.2	2.2
	Setuju	28	60.9	60.9	63.0
	Sangat Setuju	17	37.0	37.0	100.0
	Total	46	100.0	100.0	

**X3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.2	2.2	2.2
	Kurang Setuju	1	2.2	2.2	4.3
	Setuju	33	71.7	71.7	76.1
	Sangat Setuju	11	23.9	23.9	100.0
	Total	46	100.0	100.0	

**X3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.2	2.2	2.2
	Kurang Setuju	1	2.2	2.2	4.3
	Setuju	33	71.7	71.7	76.1
	Sangat Setuju	11	23.9	23.9	100.0
	Total	46	100.0	100.0	

**X3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	6.5	6.5	6.5
	Setuju	31	67.4	67.4	73.9
	Sangat Setuju	12	26.1	26.1	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 12

**X3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	2	4.3	4.3	4.3
	Setuju	35	76.1	76.1	80.4
	Sangat Setuju	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

**X3.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	6.5	6.5	6.5
	Setuju	36	78.3	78.3	84.8
	Sangat Setuju	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

**X3.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.2	2.2	2.2
	Kurang Setuju	1	2.2	2.2	4.3
	Setuju	20	43.5	43.5	47.8
	Sangat Setuju	24	52.2	52.2	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 12

**X3.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	1	2.2	2.2	2.2
	Setuju	21	45.7	45.7	47.8
	Sangat Setuju	24	52.2	52.2	100.0
	Total	46	100.0	100.0	

**X3.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.2	2.2	2.2
	Tidak Setuju	1	2.2	2.2	4.3
	Kurang Setuju	1	2.2	2.2	6.5
	Setuju	31	67.4	67.4	73.9
	Sangat Setuju	12	26.1	26.1	100.0
	Total	46	100.0	100.0	

**X3.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	4	8.7	8.7	8.7
	Setuju	35	76.1	76.1	84.8
	Sangat Setuju	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 12

**X3.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	4	8.7	8.7	8.7
	Tidak Setuju	13	28.3	28.3	37.0
	Kurang Setuju	9	19.6	19.6	56.5
	Setuju	17	37.0	37.0	93.5
	Sangat Setuju	3	6.5	6.5	100.0
	Total		46	100.0	100.0

## Lanjutan Lampiran 12

**Komunikasi**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	29	1	2.2	2.2	2.2
	35	3	6.5	6.5	8.7
	38	4	8.7	8.7	17.4
	39	10	21.7	21.7	39.1
	40	5	10.9	10.9	50.0
	41	3	6.5	6.5	56.5
	42	4	8.7	8.7	65.2
	43	2	4.3	4.3	69.6
	44	6	13.0	13.0	82.6
	45	2	4.3	4.3	87.0
	46	2	4.3	4.3	91.3
	48	3	6.5	6.5	97.8
	49	1	2.2	2.2	100.0
	Total	46	100.0	100.0	

**Lampiran 13** Deskriptif Variabel Absensi *Fingerprint* ( $X_4$ )

**Statistics**

		X4.1	X4.2	X4.3	X4.4	X4.5	X4.6	Absensi Fingerprint
N	Valid	46	46	46	46	46	46	46
	Missing	0	0	0	0	0	0	0
Mean		3.87	3.89	2.59	2.70	2.07	2.61	17.72
Std. Error of Mean		.180	.159	.157	.167	.095	.144	.570
Median		4.00	4.00	2.00	2.00	2.00	3.00	19.00
Mode		5	4	2	2	2	3	19 <sup>a</sup>
Std. Deviation		1.222	1.080	1.066	1.133	.646	.977	3.868
Variance		1.494	1.166	1.137	1.283	.418	.955	14.963
Range		4	4	4	4	3	4	14
Minimum		1	1	1	1	1	1	10
Maximum		5	5	5	5	4	5	24
Sum		178	179	119	124	95	120	815

a. Multiple modes exist. The smallest value is shown

X4.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	3	6.5	6.5	6.5
	Tidak Setuju	4	8.7	8.7	15.2
	Kurang Setuju	7	15.2	15.2	30.4
	Setuju	14	30.4	30.4	60.9
	Sangat Setuju	18	39.1	39.1	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 13

**X4.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.2	2.2	2.2
	Tidak Setuju	6	13.0	13.0	15.2
	Kurang Setuju	5	10.9	10.9	26.1
	Setuju	19	41.3	41.3	67.4
	Sangat Setuju	15	32.6	32.6	100.0
	Total	46	100.0	100.0	

**X4.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	6	13.0	13.0	13.0
	Tidak Setuju	19	41.3	41.3	54.3
	Kurang Setuju	11	23.9	23.9	78.3
	Setuju	8	17.4	17.4	95.7
	Sangat Setuju	2	4.3	4.3	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 13

**X4.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	6	13.0	13.0	13.0
	Tidak Setuju	19	41.3	41.3	54.3
	Kurang Setuju	5	10.9	10.9	65.2
	Setuju	15	32.6	32.6	97.8
	Sangat Setuju	1	2.2	2.2	100.0
	Total	46	100.0	100.0	

**X4.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	6	13.0	13.0	13.0
	Tidak Setuju	33	71.7	71.7	84.8
	Kurang Setuju	5	10.9	10.9	95.7
	Setuju	2	4.3	4.3	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 13

**X4.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	6	13.0	13.0	13.0
	Tidak Setuju	15	32.6	32.6	45.7
	Kurang Setuju	17	37.0	37.0	82.6
	Setuju	7	15.2	15.2	97.8
	Sangat Setuju	1	2.2	2.2	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 13

**Absensi Fingerprint**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10	1	2.2	2.2	2.2
	11	2	4.3	4.3	6.5
	12	4	8.7	8.7	15.2
	14	4	8.7	8.7	23.9
	15	3	6.5	6.5	30.4
	16	4	8.7	8.7	39.1
	17	3	6.5	6.5	45.7
	18	1	2.2	2.2	47.8
	19	6	13.0	13.0	60.9
	20	6	13.0	13.0	73.9
	21	4	8.7	8.7	82.6
	22	3	6.5	6.5	89.1
	23	3	6.5	6.5	95.7
	24	2	4.3	4.3	100.0
Total		46	100.0	100.0	

### Lampiran 14 Deskriptif Variabel Kinerja (Y)

#### Frequencies

		Statistics								
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Kinerja
N	Valid	46	46	46	46	46	46	46	46	46
	Missing	0	0	0	0	0	0	0	0	0
Mean		4.39	4.17	4.50	4.43	4.46	4.54	4.35	4.26	35.11
Std. Error of Mean		.091	.137	.092	.074	.080	.080	.089	.072	.486
Median		4.00	4.00	5.00	4.00	4.00	5.00	4.00	4.00	35.00
Mode		4	4	5	4	4	5	4	4	38
Std. Deviation		.614	.926	.624	.501	.546	.546	.604	.491	3.295
Variance		.377	.858	.389	.251	.298	.298	.365	.242	10.855
Range		3	4	3	1	2	2	2	2	13
Minimum		2	1	2	4	3	3	3	3	27
Maximum		5	5	5	5	5	5	5	5	40
Sum		202	192	207	204	205	209	200	196	1615

#### Frequency Table

		Y.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.2	2.2	2.2
	Setuju	25	54.3	54.3	56.5
	Sangat Setuju	20	43.5	43.5	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 14

**Y.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	2.2	2.2	2.2
	Tidak Setuju	2	4.3	4.3	6.5
	Kurang Setuju	4	8.7	8.7	15.2
	Setuju	20	43.5	43.5	58.7
	Sangat Setuju	19	41.3	41.3	100.0
	Total	46	100.0	100.0	

**Y.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	2.2	2.2	2.2
	Setuju	20	43.5	43.5	45.7
	Sangat Setuju	25	54.3	54.3	100.0
	Total	46	100.0	100.0	

**Y.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	26	56.5	56.5	56.5
	Sangat Setuju	20	43.5	43.5	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 14

**Y.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	1	2.2	2.2	2.2
	Setuju	23	50.0	50.0	52.2
	Sangat Setuju	22	47.8	47.8	100.0
	Total	46	100.0	100.0	

**Y.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	1	2.2	2.2	2.2
	Setuju	19	41.3	41.3	43.5
	Sangat Setuju	26	56.5	56.5	100.0
	Total	46	100.0	100.0	

**Y.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	3	6.5	6.5	6.5
	Setuju	24	52.2	52.2	58.7
	Sangat Setuju	19	41.3	41.3	100.0
	Total	46	100.0	100.0	

## Lanjutan Lampiran 14

## Y.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kurang Setuju	1	2.2	2.2	2.2
	Setuju	32	69.6	69.6	71.7
	Sangat Setuju	13	28.3	28.3	100.0
	Total	46	100.0	100.0	

## Kinerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	27	1	2.2	2.2	2.2
	30	2	4.3	4.3	6.5
	31	3	6.5	6.5	13.0
	32	7	15.2	15.2	28.3
	33	3	6.5	6.5	34.8
	34	4	8.7	8.7	43.5
	35	4	8.7	8.7	52.2
	36	6	13.0	13.0	65.2
	37	1	2.2	2.2	67.4
	38	8	17.4	17.4	84.8
	39	1	2.2	2.2	87.0
	40	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

**Lampiran 15 Uji Validitas Variabel *Work life balance* ( $X_1$ )**

**Correlations**

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TOTAL
X1.1	Pearson Correlation	1	.069	-.009	-.105	.038	.265	.317 <sup>*</sup>
	Sig. (2-tailed)		.648	.954	.486	.804	.075	.032
	N	46	46	46	46	46	46	46
X1.2	Pearson Correlation	.069	1	.476 <sup>**</sup>	.616 <sup>**</sup>	.611 <sup>**</sup>	-.011	.766 <sup>**</sup>
	Sig. (2-tailed)	.648		.001	.000	.000	.944	.000
	N	46	46	46	46	46	46	46
X1.3	Pearson Correlation	-.009	.476 <sup>**</sup>	1	.625 <sup>**</sup>	.471 <sup>**</sup>	-.018	.707 <sup>**</sup>
	Sig. (2-tailed)	.954	.001		.000	.001	.908	.000
	N	46	46	46	46	46	46	46
X1.4	Pearson Correlation	-.105	.616 <sup>**</sup>	.625 <sup>**</sup>	1	.636 <sup>**</sup>	-.047	.774 <sup>**</sup>
	Sig. (2-tailed)	.486	.000	.000		.000	.755	.000
	N	46	46	46	46	46	46	46
X1.5	Pearson Correlation	.038	.611 <sup>**</sup>	.471 <sup>**</sup>	.636 <sup>**</sup>	1	.100	.797 <sup>**</sup>
	Sig. (2-tailed)	.804	.000	.001	.000		.508	.000
	N	46	46	46	46	46	46	46
X1.6	Pearson Correlation	.265	-.011	-.018	-.047	.100	1	.297 <sup>*</sup>
	Sig. (2-tailed)	.075	.944	.908	.755	.508		.045
	N	46	46	46	46	46	46	46
TOTAL	Pearson Correlation	.317 <sup>*</sup>	.766 <sup>**</sup>	.707 <sup>**</sup>	.774 <sup>**</sup>	.797 <sup>**</sup>	.297 <sup>*</sup>	1
	Sig. (2-tailed)	.032	.000	.000	.000	.000	.045	
	N	46	46	46	46	46	46	46

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

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



X2.7	Pearson Correlation	.354*	.198	-.024	.634*	.111	.167	1	.265	.124	.436**
	Sig. (2-tailed)	.016	.188	.877	.000	.463	.268		.075	.411	.002
	N	46	46	46	46	46	46	46	46	46	46
X2.8	Pearson Correlation	.330*	.730*	.303*	.353*	.707*	.667*	.265	1	.642*	.833**
	Sig. (2-tailed)	.025	.000	.041	.016	.000	.000	.075		.000	.000
	N	46	46	46	46	46	46	46	46	46	46
X2.9	Pearson Correlation	.187	.581*	.249	.201	.609*	.439*	.124	.642*	1	.681**
	Sig. (2-tailed)	.212	.000	.095	.181	.000	.002	.411	.000		.000
	N	46	46	46	46	46	46	46	46	46	46
Kerja sama	Pearson Correlation	.576**	.823*	.420*	.631*	.794*	.778*	.436*	.833*	.681*	1
	Sig. (2-tailed)	.000	.000	.004	.000	.000	.000	.002	.000	.000	
	N	46	46	46	46	46	46	46	46	46	46

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

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



	Sig. (2-tailed)	.000	.002	.648	.102		.002	.078	.136	.071	.241	.003
	N	46	46	46	46	46	46	46	46	46	46	46
X3.6	Pearson Correlation	.800*	.733**	.430*	.562*	.451*	1	.587*	.554*	.389*	-.057	.796**
	Sig. (2-tailed)	.000	.000	.003	.000	.002		.000	.000	.008	.706	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X3.7	Pearson Correlation	.644*	.570**	.337*	.561*	.263	.587*	1	.379*	.290	.000	.673**
	Sig. (2-tailed)	.000	.000	.022	.000	.078	.000		.009	.051	1.000	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X3.8	Pearson Correlation	.548*	.519**	.264	.448*	.223	.554*	.379*	1	.522*	.098	.706**
	Sig. (2-tailed)	.000	.000	.076	.002	.136	.000	.009		.000	.518	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X3.9	Pearson Correlation	.305*	.516**	.369*	.535*	.268	.389*	.290	.522*	1	.235	.667**
	Sig. (2-tailed)	.039	.000	.012	.000	.071	.008	.051	.000		.116	.000
	N	46	46	46	46	46	46	46	46	46	46	46
X3.10	Pearson Correlation	.044	-.115	.166	.112	-.177	-.057	.000	.098	.235	1	.334*

	Sig. (2-tailed)	.771	.446	.269	.457	.241	.706	1.000	.518	.116		.023
	N	46	46	46	46	46	46	46	46	46	46	46
TOTAL	Pearson Correlation	.796*	.766**	.594*	.773*	.422*	.796*	.673*	.706*	.667*	.334*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.003	.000	.000	.000	.000	.023	
	N	46	46	46	46	46	46	46	46	46	46	46

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

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

**Lampiran 18 Uji Validitas Variabel Absensi *Fingerprint* ( $X_4$ )**

**Correlations**

		X4.1	X4.2	X4.3	X4.4	X4.5	X4.6	Absensi Fingerprint
X4.1	Pearson Correlation	1	.461**	.043	.484**	-.017	.031	.603**
	Sig. (2-tailed)		.001	.777	.001	.910	.839	.000
	N	46	46	46	46	46	46	46
X4.2	Pearson Correlation	.461**	1	.153	.390**	-.021	.169	.620**
	Sig. (2-tailed)	.001		.309	.007	.887	.260	.000
	N	46	46	46	46	46	46	46
X4.3	Pearson Correlation	.043	.153	1	.243	.491**	.417**	.591**
	Sig. (2-tailed)	.777	.309		.103	.001	.004	.000
	N	46	46	46	46	46	46	46
X4.4	Pearson Correlation	.484**	.390**	.243	1	.362*	.352*	.771**
	Sig. (2-tailed)	.001	.007	.103		.014	.016	.000
	N	46	46	46	46	46	46	46
X4.5	Pearson Correlation	-.017	-.021	.491**	.362*	1	.569**	.541**
	Sig. (2-tailed)	.910	.887	.001	.014		.000	.000
	N	46	46	46	46	46	46	46
X4.6	Pearson Correlation	.031	.169	.417**	.352*	.569**	1	.623**
	Sig. (2-tailed)	.839	.260	.004	.016	.000		.000
	N	46	46	46	46	46	46	46
TOTAL	Pearson Correlation	.603**	.620**	.591**	.771**	.541**	.623**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	46	46	46	46	46	46	46

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

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



Y.6	Pearson Correlation	.213	.160	.294*	.173	.417**	1	.425**	.288	.522**
	Sig. (2-tailed)	.155	.287	.048	.250	.004		.003	.052	.000
	N	46	46	46	46	46	46	46	46	46
Y.7	Pearson Correlation	.284	.406**	.472*	.223	.384**	.425*	1	.211	.639**
	Sig. (2-tailed)	.056	.005	.001	.136	.008	.003		.158	.000
	N	46	46	46	46	46	46	46	46	46
Y.8	Pearson Correlation	.317*	.142	.363*	.522**	.292*	.288	.211	1	.531**
	Sig. (2-tailed)	.032	.346	.013	.000	.049	.052	.158		.000
	N	46	46	46	46	46	46	46	46	46
TOTAL	Pearson Correlation	.770**	.751**	.838*	.590**	.688**	.522*	.639**	.531*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	46	46	46	46	46	46	46	46	46

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

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

**Lampiran 20 Uji Reabilitas Variabel *Work life balance* ( $X_1$ )**

**Case Processing Summary**

		N	%
Cases	Valid	46	100.0
	Excluded <sup>a</sup>	0	.0
	Total	46	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.683	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	13.72	8.563	.056	.750
X1.2	15.74	6.330	.617	.571
X1.3	15.72	6.607	.531	.602
X1.4	15.48	5.900	.597	.569
X1.5	15.61	5.932	.645	.553
X1.6	13.85	8.710	.080	.729

**Lampiran 21 Uji Reabilitas Variabel Komunikasi (X<sub>2</sub>)**

**Case Processing Summary**

		N	%
Cases	Valid	46	100.0
	Excluded <sup>a</sup>	0	.0
	Total	46	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

**Reliability Statistics**

Cronbach's Alpha	N of Items
.836	9

## Lanjutan Lampiran 21

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	35.00	9.644	.427	.835
X2.2	34.85	9.110	.762	.798
X2.3	35.22	10.352	.247	.855
X2.4	34.67	9.869	.530	.822
X2.5	34.89	8.632	.703	.800
X2.6	34.78	8.885	.690	.802
X2.7	34.52	10.611	.314	.841
X2.8	34.74	9.175	.779	.797
X2.9	34.89	9.388	.571	.817

**Lampiran 22 Uji Reabilitas Variabel Kerjasama(X<sub>3</sub>)****Case Processing Summary**

		N	%
Cases	Valid	46	100.0
	Excluded <sup>a</sup>	0	.0
	Total	46	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.805	10

## Lanjutan Lampiran 22

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	36.80	11.983	.729	.761
X3.2	36.96	12.265	.694	.767
X3.3	36.93	13.129	.493	.788
X3.4	36.98	12.733	.718	.771
X3.5	37.04	14.043	.318	.803
X3.6	36.67	11.691	.721	.759
X3.7	36.63	12.771	.585	.779
X3.8	37.00	11.778	.588	.774
X3.9	37.07	13.040	.588	.781
X3.10	38.09	13.681	.047	.883

**Lampiran 23 Uji Reabilitas Variabel Absensi *Fingerprint* ( $X_4$ )**

**Case Processing Summary**

		N	%
Cases	Valid	46	100.0
	Excluded <sup>a</sup>	0	.0
	Total	46	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.683	6

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X4.1	13.85	10.754	.339	.674
X4.2	13.83	10.947	.399	.646
X4.3	15.13	11.227	.364	.658
X4.4	15.02	9.488	.601	.569
X4.5	15.65	12.676	.406	.655
X4.6	15.11	11.210	.428	.637

**Lampiran 24 Uji Reabilitas Variabel Kinerja (Y)**

**Case Processing Summary**

		N	%
Cases	Valid	46	100.0
	Excluded <sup>a</sup>	0	.0
	Total	46	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.819	8

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	30.72	8.118	.674	.779
Y.2	30.93	7.129	.580	.803
Y.3	30.61	7.799	.766	.764
Y.4	30.67	9.158	.476	.807
Y.5	30.65	8.676	.585	.793
Y.6	30.57	9.273	.386	.817
Y.7	30.76	8.675	.510	.802
Y.8	30.85	9.376	.411	.814

**Lampiran 25 Uji Koefisien Korelasi Parsial (Uji t)**

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.888	3.824		.494	.624
work life balance	.215	.105	.201	2.048	.047
Kerjasama	.560	.139	.584	4.017	.000
Komunikasi	.173	.122	.206	1.422	.162
Absensi Fingerprint	.016	.083	.019	.195	.847

a. Dependent Variable: Kinerja

**Lampiran 26 Uji Koefisien Regresi Linier (Uji F)****ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	323.121	4	80.780	20.032	.000 <sup>b</sup>
	Residual	165.335	41	4.033		
	Total	488.457	45			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Absensi Fingerprint, Komunikasi, work life balance, Kerjasama

**Lampiran 27** Analisis Koefisien Determinasi Parsial Variabel *Work life balance* ( $X_1$ )

**Descriptive Statistics**

	Mean	Std. Deviation	N
work life balance	18.02	3.080	46
Kinerja	35.11	3.295	46
Kerjasama	39.20	3.436	46
Komunikasi	41.13	3.919	46
Absensi Fingerprint	17.72	3.868	46

**Correlations**

Control Variables			work life balance	Kinerja
Kerjasama & Komunikasi & Absensi Fingerprint	work life balance	Correlation	1.000	.305
		Significance (2-tailed)	.	.047
		df	0	41
	Kinerja	Correlation	.305	1.000
		Significance (2-tailed)	.047	.
		df	41	0

**Lampiran 28** Analisis Koefisien Determinasi Parsial Variabel Kerjasama ( $X_2$ )

**Descriptive Statistics**

	Mean	Std. Deviation	N
Kerjasama	39.20	3.436	46
Kinerja	35.11	3.295	46
work life balance	18.02	3.080	46
Komunikasi	41.13	3.919	46
Absensi Fingerprint	17.72	3.868	46

**Correlations**

Control Variables			Kerjasama	Kinerja
work life balance & Komunikasi & Absensi Fingerprint	Kerjasama	Correlation	1.000	.531
		Significance (2-tailed)	.	.000
		df	0	41
	Kinerja	Correlation	.531	1.000
		Significance (2-tailed)	.000	.
		df	41	0

**Lampiran 29** Analisis Koefisien Determinasi Parsial Variabel Komunikasi ( $X_3$ )

**Descriptive Statistics**

	Mean	Std. Deviation	N
Komunikasi	41.13	3.919	46
Kinerja	35.11	3.295	46
work life balance	18.02	3.080	46
Kerjasama	39.20	3.436	46
Absensi Fingerprint	17.72	3.868	46

**Correlations**

Control Variables			Komunikasi	Kinerja
work life balance & Kerjasama & Absensi Fingerprint	Komunikasi	Correlation	1.000	.217
		Significance (2-tailed)	.	.162
		df	0	41
	Kinerja	Correlation	.217	1.000
		Significance (2-tailed)	.162	.
		df	41	0

**Lampiran 30** Analisis Koefisien Determinasi Parsial Variabel Absensi *Fingerprint* ( $X_4$ )

**Descriptive Statistics**

	Mean	Std. Deviation	N
Absensi Fingerprint	17.72	3.868	46
Kinerja	35.11	3.295	46
work life balance	18.02	3.080	46
Kerjasama	39.20	3.436	46
Komunikasi	41.13	3.919	46

**Correlations**

Control Variables			Absensi Fingerprint	Kinerja
work life balance & Kerjasama & Komunikasi	Absensi Fingerprint	Correlation	1.000	.030
		Significance (2-tailed)	.	.847
		df	0	41
	Kinerja	Correlation	.030	1.000
		Significance (2-tailed)	.847	.
		df	41	0

### Lampiran 31 Analisis Koefisien Determinasi Berganda

#### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Absensi Fingerprint, Komunikasi, work life balance, Kerjasama <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja

b. All requested variables entered.

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.813 <sup>a</sup>	.662	.628	2.008

a. Predictors: (Constant), Absensi Fingerprint, Komunikasi, work life balance, Kerjasama

#### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	323.121	4	80.780	20.032	.000 <sup>b</sup>
	Residual	165.335	41	4.033		
	Total	488.457	45			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Absensi Fingerprint, Komunikasi, work life balance, Kerjasama

## Lanjutan Lampiran 31

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.888	3.824		.494	.624
	work life balance	.215	.105	.201	2.048	.047
	Kerjasama	.560	.139	.584	4.017	.000
	Komunikasi	.173	.122	.206	1.422	.162
	Absensi Fingerprint	.016	.083	.019	.195	.847

a. Dependent Variable: Kinerja



**Lampiran 33** Daftar Riwayat Hidup**DAFTAR RIWAYAT HIDUP****Data Pribadi**

Nama : Ichsan Kurnia Saputra  
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Agama : Islam  
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**Pendidikan Formal**

SDN 1 Jatisura : Lulus Tahun 2012  
SMPN 1 Jatiwangi : Lulus Tahun 2015  
SMAN 1 Jatiwangi : Lulus Tahun 2018  
STEI Indonesia Jakarta (Strata-1) : Lulus Tahun 2024

**Pekerjaan (jika sudah bekerja)** :

Nama Perusahaan : Suku Dinas Sumber Daya Air Jakarta Pusat  
Alamat Kantor : Jl. Percetakan Negara V No.1 Jakarta Pusat