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**Pengaruh Kualitas Kehidupan Kerja terhadap Keseimbangan Kehidupan Kerja dengan Stres Kerja sebagai Pemediasi Studi pada Generasi Z di Perusahaan Rintisan**
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# LAMPIRAN 1

# KUESIONER PENELITIAN

## PENGANTAR

Assalamualaikum Warahmatullahi Wabarakatuh

Mohon Izin perkenalkan saya Puspa Wijayamala Ayu, mahasiswi Magister Managemen, Fakultas Ekonomika Dan Bisnis, Universitas Gadjah Mada.Saat ini saya sedang melakukan penelitian dalam rangka penyusunan tugas akhir (tesis) sebagai salah satu persyaratan yang harus dipenuhi untuk mencapai derajat Magister S-2. Dengan ini memohon kesediaan saudara/i untuk menjadi responden penelitian saya. Adapun kriteria responden pada penelitian sebagai berikut:

1. Individu yang lahir pada tahun 1997-2012 ( generasi Z)
2. Bekerja di perusahaan rintisan/*Start-Up*
3. Memiliki pengalaman kerja lebih dari 6 bulan

Jika saudara/i memenuhi kriteria diatas, dimohon kesediaannya untuk mengisi kuesioner ini. Seluruh informasi dan jawaban yang diberikan oleh saudara/i pada kuesioner ini akan dijamin kerahasiaannya dan hanya akan digunakan untuk keperluan penelitian sesuai dengan etika akademik. Apabila terdapat pertanyaan, masukkan, maupun saran mengenai penelitian ini, silahkan dapat mengirimkannya ke email: puspawijayamalaayu@mail.ugm.ac.id

Sebagai wujud rasa terima kasih dan apresiasi, para responden berkesempatan mendapatkan reward berupa saldo e-wallet senilai total Rp 200.000 untuk 4 orang, bagi responden yang terpilih.

Atas partisipasi saudara/i dalam pendistribusian dan pengisian kuesioner ini dihaturkan terimakasih yang sebesar-besarnya.

Wassalamu’alaikum warahmatullahi wabarakatuh.

Hormat saya,

Puspa Wijayamala Ayu

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## IDENTITAS RESPONDEN

1. Nama/Inisial:
2. Nomor telepon genggam (*digunakan untuk keperluan hadiah pemenang*)
3. Jenis kelamin:
    - Laki-laki
    - Perempuan
4. Tahun kelahiran:
    - 1997-2000
    - 2001-2004
    - 2005-2009
    - 2010-2012
5. Bidang perusahaan rintisan tempat bekerja:
    - *E-commerce*
    - Ekspedisi
    - *Fintech*
    - Industri Pertanian
    - Investasi Digital
    - Jasa Teknologi
    - Kesehatan
    - Logistik
    - Pendidikan
6. Lama Kerja:
    - 6 bulan-1 tahun
    - 1,1 tahun-3 tahun
    - >3 tahun
7. Jam kerja Per-minggu:
    - <40 jam
    - 40-50 jam
    - >50 jam

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## PETUNJUK PENGISIAN KUESIONER

- Saudara/i dimohon untuk membaca, memahami dan mengisi setiap item pertanyaan yang ada dengan baik.
- Jawablah pertanyaan dengan jujur, teliti dan menyesuaikan keadaan yang saudara/i rasakan.
- Pilihlah jawaban yang paling merefleksikan persepsi saudara/i pada setiap pernyataan yang tersedia.
- Instrumen dalam kuesioner ini disusun dengan menggunakan skala likert 1 sampai 5 yang memiliki makna dimulai dari angka terkecil untuk tidak pernah, hingga angka terbesar yang berarti sangat sering.
- Keterangan skala likert sebagai berikut;
  1. Tidak Pernah
  2. Jarang
  3. Kadang-kadang
  4. Sering
  5. Sangat Sering
- Tidak ada pernyataan dan pertanyaan yang dapat dilewatkan dalam kuesioner ini.
- Hasil penelitian ini hanya digunakan untuk kegiatan akademis, serta identitas saudara/i sebagai responden akan dirahasiakan sepenuhnya dan hanya diketahui oleh peneliti.

## KUALITAS KEHIDUPAN KERJA

| No. | Pernyataan | STS | TS | N | S | SS |
|---|---|---|---|---|---|---|
| 1 | Saya dapat bekerja sama dengan divisi lain. | | | | | |
| 2 | Saya dapat berkomunikasi dengan baik dengan atasan saya. | | | | | |
| 3 | Saya berhubungan baik dengan atasan saya. | | | | | |
| 4 | Saya mendapatkan sistem penanganan keluhan yang sangat baik di tempat saya bekerja. | | | | | |
| 5 | Tempat kerja saya sering memberikan program pelatihan untuk karyawan. | | | | | |
| 6 | Saya mendapatkan program pelatihan untuk meningkatkan kualitas kehidupan kerja saya. | | | | | |
| 7 | Saya mendapatkan tunjangan dari tempat saya bekerja. | | | | | |
| 8 | Saya mendapatkan upah lembur di tempat saya bekerja. | | | | | |
| 9 | Saya mendapatkan penghargaan sesuai dengan kinerja. | | | | | |
| 10 | Saya mendapatkan kompensasi (insentif, asuransi, barang dan fasilitas) untuk bekerja pada shift malam. | | | | | |
| 11 | Langkah-langkah keselamatan di tempat saya bekerja diikuti dengan ketat oleh seluruh karyawan. | | | | | |
| 12 | Saya mendapatkan program pemeliharaan kesehatan karyawan yang dilakukan secara berkala di tempat saya bekerja | | | | | |
| 13 | Saya mendapatkan fasilitas asuransi jiwa. | | | | | |
| 14 | Total jam kerja per minggu di tempat saya bekerja masih dalam kategori wajar. | | | | | |
| 15 | Perusahaan saya memberlakukan sistem kerja lembur secara opsional pada saat libur nasional. | | | | | |

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## KESEIMBANGAN KEHIDUPAN KERJA

| No. | Pernyataan | STS | TS | N | S | SS |
|---|---|---|---|---|---|---|
| 1 | Saya memiliki waktu yang cukup untuk berkumpul bersama keluarga, meskipun saya bekerja. | | | | | |
| 2 | Saya memiliki waktu yang cukup untuk mengurus keluarga saya meskipun saya bekerja. | | | | | |
| 3 | Saya mempunyai cukup waktu untuk mengurus tanggungan hari tua meskipun saya bekerja. | | | | | |
| 4 | Saya tidak melewatkan acara-acara sosial yang penting meskipun saya bekerja. | | | | | |
| 5 | Saya dapat menjaga keseimbangan antara pekerjaan dan keluarga dengan jadwal yang sesuai, meskipun saya bekerja. | | | | | |
| 6 | Saya memiliki waktu yang cukup untuk melakukan pemeriksaan kesehatan meskipun saya bekerja. | | | | | |

## STRES KERJA

| **No** | **Pernyataan** | **STS** | **TS** | **N** | **S** | **SS** |
|---|---|---|---|---|---|---|
| 1 | Pekerjaan saya mengharuskan saya mempelajari hal-hal baru. | | | | | |
| 2 | Pekerjaan saya memerlukan tingkat keterampilan yang tinggi. | | | | | |
| 3 | Pekerjaan saya memberikan kebebasan dalam menentukan bagaimana cara saya bekerja. | | | | | |
| 4 | Pekerjaan saya mengharuskan saya melakukan banyak hal berulang kali. | | | | | |
| 5 | Saya mempunyai banyak hal untuk dikatakan tentang apa yang terjadi dalam pekerjaan saya. | | | | | |
| 6 | Saya memiliki pekerjaan yang sangat padat. | | | | | |
| 7 | Saya bebas dari tuntutan pekerjaan yang saling bertentangan yang dibuat orang lain. | | | | | |
| 8 | Keamanan pekerjaan saya terjamin. | | | | | |
| 9 | Pekerjaan saya membutuhkan banyak usaha fisik. | | | | | |
| 10 | Saya dihadapkan oleh permusuhan atau konflik dari orang-orang yang bekerja dengan saya. | | | | | |
| 11 | Atasan saya sangat membantu dalam menyelesaikan pekerjaan. | | | | | |
| 12 | Orang-orang yang bekerja dengan saya sangat membantu dalam menyelesaikan pekerjaan. | | | | | |

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## TRANSLASI *ITEM* KUESIONER

### Quality Work Life / Kualitas Kehidupan Kerja

Walton (1973) dan Sirgy et al. (2001) dalam Aruldoss et al. (2021)

| Five Point Likert Scale | | Skala Likert Lima Poin |
|---|---|---|
| 1 = Strongly Disagree | | 1 = Sangat Tidak Setuju |
| 2 = Disagree | | 2 = Tidak Setuju |
| 3 = Neutral | | 3 = Netral |
| 4 = Agree | | 4 = Setuju |
| 5 = Strongly Agree | | 5 = Sangat Setuju |
| **No.** | ***Item* Jurnal Acuan** | **Penerjemah Tersumpah** |
| 1 | I get cooperation from other departments | Saya memperoleh kerjasama dari departemen lain. |
| 2 | I receive adequate and proper communication from my supervisors | Saya mendapatkan komunikasi dari atasan dengan cukup dan memadai dari atasan saya. |
| 3 | Relationship with immediate supervisors is good | Hubungan dengan atasan saya terjalin dengan baik. |
| 4 | Grievance redressal system is excellent | Sistem penanganan keluhan berjalan dengan baik. |
| 5 | Training programs are frequently conducted | Program pelatihan sering dilakukan. |
| 6 | Training programs are organized to improve the quality of work-life | Program pelatihan diselenggarakan untuk meningkatkan kualitas kehidupan kerja. |
| 7 | I get fringe benefits | Saya mendapat tunjangan tambahan. |
| 8 | Over time wages are provided | Upah lembur disediakan. |
| 9 | Rewards based on performance are given | Penghargaan dinilai berdasarkan kinerja yang diberikan. |
| 10 | Compensation for night shifts is available | Kompensasi untuk shift malam tersedia. |
| 11 | Safety measures are strictly followed in the working environment | Langkah-langkah keselamatan diikuti dengan ketat di lingkungan kerja. |
| 12 | Health maintenance programs are executed systematically | Program pemeliharaan kesehatan dilaksanakan secara sistematis. |
| 13 | Life insurance facilities are available | Fasilitas Asuransi Jiwa tersedia. |
| 14 | Total working hours per week are reasonable | Total jam kerja per minggu cukup wajar. |
| 15 | Over time Work is optional during festival seasons | Pekerjaan lembur adalah opsional selama musim festival. |

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## Work Life Balance / Keseimbangan Kehidupan Kerja

Brough et al. (2009) dalam Aruldoss et al. (2021)

| Five Point Likert Scale | | Skala Likert Lima Poin |
|---|---|---|
| 1 = Strongly Disagree | | 1 = Sangat Tidak Setuju |
| 2 = Disagree | | 2 = Tidak Setuju |
| 3 = Neutral | | 3 = Netral |
| 4 = Agree | | 4 = Setuju |
| 5 = Strongly Agree | | 5 = Sangat Setuju |
| **No.** | ***Item* Jurnal Acuan** | **Penerjemah Tersumpah** |
| 16 | I have an adequate time to spend with the family even if I work | Saya memiliki waktu yang cukup untuk berkumpul bersama keluarga, meskipun saya bekerj. |
| 17 | I have time sufficient time to take care of my children even if I work | Saya memiliki waktu yang cukup untuk mengurus anak-anak saya, meskipun saya bekerja. |
| 18 | I have enough time to take care of elderly dependents even if I work | Saya mempunyai cukup waktu untuk mengurus tanggungan lansia, meskipun saya bekerja. |
| 19 | I am not missing important social occasions even if I work | Saya tidak melewatkan acara-acara sosial yang penting, meskipun saya bekerja. |
| 20 | I can maintain my work and family with a proper schedule even if I work | Saya dapat menjaga keseimbangan antara pekerjaan dan keluarga dengan jadwal yang sesuai, meskipun saya bekerja. |
| 21 | I have enough time to take medical health checkups even if I wor | Saya memiliki waktu yang cukup untuk melakukan pemeriksaan kesehatan, meskipun saya bekerja. |

## Job Stress / Stres Kerja

Karasek's Job Content Questionnaire (JCQ) (Karasek (1985);Park (2007)

| Five Point Likert Scale | Skala Likert Lima Poin |
|---|---|
| 1 = Strongly Disagree | 1 = Sangat Tidak Setuju |
| 2 = Disagree | 2 = Tidak Setuju |
| 3 = Neutral | 3 = Netral |
| 4 = Agree | 4 = Setuju |

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| 5 = Strongly Agree | | 5 = Sangat Setuju |
|---|---|---|
| **No.** | ***Item* Jurnal Acuan** | **Penerjemah Tersumpah** |
| 22 | Your job requires that you learn new things. | Pekerjaan anda mengharuskan anda untuk belajar hal-hal baru. |
| 23 | Your job requires a high level of skill | Pekerjaan anda memerlukan tingkat keterampilan yang tinggi. |
| 24 | Your job allows you freedom to decide how you do your job | Pekerjaan anda memberikan kebebasan untuk menentukan bagaimana cara anda melakukan pekerjaan anda. |
| 25 | Your job requires that you do things over and over | Pekerjaan anda memerlukan anda untuk melakukan hal-hal berulang-ulang. |
| 26 | You have a lot to say about what happens in your job | Anda mempunyai banyak hal untuk dikatakan tentang apa yang terjadi dalam pekerjaan. |
| 27 | Your job is very hectic | Pekerjaan anda sangat padat. |
| 28 | You are free from conflicting demands that others make | Anda bebas dari tuntutan pekerjaan yang saling bertentangan yang dibuat oleh orang lain. |
| 29 | Your job security is good | Keamanan pekerjaan anda terjamin. |
| 30 | Your job requires a lot of physical effort | Pekerjaan anda membutuhkan banyak usaha fisik. |
| 31 | You are exposed to hostility or conflict from the people you work with | Anda dihadapkan pada permusuhan atau konflik dari orang-orang yang bekerja dengan anda. |
| 32 | Your supervisor is helpful in getting the job done | Atasan anda sangat membantu dalam menyelesaikan pekerjaan. |
| 33 | The people you work with are helpful in getting the job done | Orang-orang yang bekerja dengan Anda sangat membantu dalam menyelesaikan pekerjaan. |

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# LAMPIRAN 2

## TABULASI JAWABAN RESPONDEN

## KUALITAS KEHIDUPAN KERJA

| KK1 | KK2 | KK3 | KK4 | KK5 | KK6 | KK7 | KK8 | KK9 | KK10 | KK11 | KK12 | KK13 | KK14 | KK15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 2 | 5 | 3 | 4 | 3 | 3 | 3 |
| 3 | 5 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 5 | 3 | 2 |
| 3 | 5 | 3 | 5 | 3 | 3 | 3 | 3 | 5 | 2 | 3 | 5 | 5 | 3 | 3 |
| 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 4 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 3 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 2 | 2 | 3 |
| 3 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 3 |
| 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 |
| 3 | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 3 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 1 |
| 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 2 |
| 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 3 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 5 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 2 | 5 |
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| 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 |
| 3 | 4 | 5 | 4 | 5 | 2 | 3 | 3 | 1 | 5 | 3 | 4 | 4 | 5 | 5 |
| 4 | 5 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 |
| 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| 2 | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 |
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| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 4 | 3 | 4 | 3 | 2 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 |
| 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 |

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| KK1 | KK2 | KK3 | KK4 | KK5 | KK6 | KK7 | KK8 | KK9 | KK10 | KK11 | KK12 | KK13 | KK14 | KK15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 |
| 3 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 |
| 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 3 | 3 | 5 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 4 |
| 1 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 |
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| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
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| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 4 | 3 | 3 | 5 | 3 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 5 | 4 |
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| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 4 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 |
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| 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 |
| 4 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 |

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| KK1 | KK2 | KK3 | KK4 | KK5 | KK6 | KK7 | KK8 | KK9 | KK10 | KK11 | KK12 | KK13 | KK14 | KK15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
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| 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |
| 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 2 | 2 | 4 |
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| 4 | 3 | 4 | 4 | 5 | 5 | 2 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 5 |
| 4 | 3 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 4 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 |
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| 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 |
| 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 |
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| KK1 | KK2 | KK3 | KK4 | KK5 | KK6 | KK7 | KK8 | KK9 | KK10 | KK11 | KK12 | KK13 | KK14 | KK15 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
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| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 |
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| 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 |
| 4 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
| 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 |
| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 |
| 4 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 |
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| 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 |
| 4 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 |
| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 5 | 5 | 4 |
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| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 3 | 4 |
| 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 |
| 5 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 |

## KESEIMBANGAN KEHIDUPAN KERJA

| KE1 | KE2 | KE3 | KE4 | KE5 | KE6 |
|---|---|---|---|---|---|
| 4 | 4 | 3 | 3 | 4 | 3 |
| 3 | 2 | 2 | 3 | 2 | 3 |
| 3 | 3 | 3 | 3 | 3 | 3 |

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**Pengaruh Kualitas Kehidupan Kerja terhadap Keseimbangan Kehidupan Kerja dengan Stres Kerja sebagai
Pemediasi Studi pada Generasi Z di Perusahaan Rintisan**
Puspa Wijayamala Ayu, Sari Sitalaksmi, M.Mgt., Ph.D
**Universitas Gadjah Mada, 2024 | Diunduh dari http://etd.repository.ugm.ac.id/**

| KE1 | KE2 | KE3 | KE4 | KE5 | KE6 |
|---|---|---|---|---|---|
| 5 | 4 | 4 | 5 | 5 | 4 |
| 4 | 4 | 3 | 3 | 3 | 4 |
| 4 | 5 | 4 | 5 | 4 | 5 |
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| 3 | 2 | 3 | 2 | 3 | 3 |
| 5 | 4 | 4 | 4 | 5 | 4 |
| 3 | 2 | 2 | 3 | 3 | 2 |
| 4 | 3 | 3 | 4 | 4 | 4 |
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| 2 | 3 | 2 | 3 | 3 | 2 |
| 2 | 2 | 3 | 2 | 3 | 3 |
| 3 | 3 | 4 | 4 | 4 | 4 |
| 4 | 4 | 3 | 3 | 3 | 4 |
| 3 | 2 | 3 | 2 | 2 | 2 |
| 3 | 4 | 4 | 3 | 3 | 4 |
| 2 | 2 | 3 | 2 | 3 | 3 |
| 5 | 5 | 4 | 4 | 5 | 5 |
| 4 | 4 | 4 | 3 | 4 | 3 |
| 2 | 2 | 3 | 2 | 2 | 2 |
| 5 | 4 | 4 | 5 | 4 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 |
| 5 | 4 | 4 | 5 | 5 | 5 |
| 5 | 4 | 5 | 5 | 4 | 5 |
| 2 | 1 | 1 | 2 | 1 | 2 |
| 5 | 4 | 4 | 5 | 4 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 |
| 3 | 4 | 3 | 4 | 4 | 3 |
| 2 | 3 | 2 | 3 | 2 | 2 |
| 4 | 3 | 3 | 4 | 4 | 3 |
| 3 | 2 | 2 | 3 | 3 | 2 |
| 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 3 | 3 | 4 | 3 |
| 3 | 2 | 2 | 2 | 3 | 2 |
| 4 | 4 | 4 | 3 | 4 | 4 |
| 2 | 2 | 3 | 2 | 3 | 2 |
| 3 | 2 | 2 | 3 | 2 | 2 |
| 3 | 3 | 4 | 4 | 3 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 |

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| KE1 | KE2 | KE3 | KE4 | KE5 | KE6 |
|---|---|---|---|---|---|
| 2 | 1 | 2 | 1 | 1 | 2 |
| 5 | 4 | 4 | 5 | 5 | 4 |
| 3 | 3 | 3 | 4 | 4 | 3 |
| 5 | 4 | 5 | 4 | 4 | 4 |
| 4 | 5 | 4 | 4 | 5 | 5 |
| 5 | 4 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 4 | 4 | 4 | 3 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 |
| 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 |
| 1 | 2 | 2 | 2 | 2 | 1 |
| 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 5 | 4 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 |
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| 4 | 3 | 4 | 4 | 3 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 |
| 5 | 3 | 3 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 3 | 3 | 3 | 4 | 3 |
| 4 | 4 | 3 | 4 | 3 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 5 | 5 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 |
| 5 | 4 | 5 | 5 | 4 | 4 |
| 3 | 3 | 4 | 4 | 4 | 3 |
| 4 | 4 | 4 | 5 | 5 | 4 |
| 4 | 3 | 3 | 4 | 3 | 3 |
| 2 | 2 | 3 | 3 | 2 | 3 |
| 4 | 4 | 5 | 5 | 3 | 4 |
| 1 | 2 | 1 | 1 | 1 | 2 |
| 3 | 3 | 3 | 4 | 3 | 4 |
| 4 | 4 | 4 | 3 | 4 | 4 |
| 2 | 2 | 3 | 2 | 3 | 3 |
| 4 | 4 | 5 | 5 | 4 | 4 |

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| KE1 | KE2 | KE3 | KE4 | KE5 | KE6 |
|---|---|---|---|---|---|
| 4 | 2 | 4 | 4 | 5 | 5 |
| 4 | 4 | 5 | 5 | 3 | 5 |
| 3 | 4 | 3 | 4 | 4 | 3 |
| 3 | 3 | 2 | 2 | 3 | 3 |
| 4 | 3 | 5 | 5 | 4 | 4 |
| 5 | 4 | 4 | 5 | 5 | 3 |
| 2 | 1 | 2 | 1 | 2 | 1 |
| 4 | 3 | 5 | 5 | 5 | 4 |
| 5 | 4 | 4 | 5 | 4 | 5 |
| 3 | 2 | 3 | 3 | 2 | 2 |
| 4 | 4 | 5 | 4 | 4 | 4 |
| 3 | 2 | 3 | 3 | 2 | 3 |
| 4 | 2 | 5 | 4 | 4 | 5 |
| 4 | 4 | 5 | 4 | 4 | 5 |
| 4 | 2 | 4 | 4 | 5 | 5 |
| 5 | 5 | 2 | 4 | 4 | 5 |
| 4 | 3 | 4 | 3 | 3 | 3 |
| 1 | 2 | 1 | 1 | 1 | 2 |
| 5 | 3 | 4 | 4 | 5 | 4 |
| 5 | 4 | 4 | 5 | 3 | 4 |
| 3 | 4 | 3 | 3 | 4 | 4 |
| 4 | 5 | 5 | 4 | 4 | 5 |
| 5 | 4 | 5 | 5 | 5 | 4 |
| 2 | 3 | 3 | 2 | 3 | 2 |
| 5 | 5 | 4 | 5 | 4 | 5 |
| 4 | 3 | 3 | 3 | 4 | 3 |
| 3 | 2 | 3 | 2 | 3 | 2 |
| 2 | 1 | 2 | 1 | 2 | 1 |
| 3 | 5 | 5 | 3 | 4 | 5 |
| 4 | 4 | 3 | 3 | 4 | 3 |
| 4 | 5 | 5 | 4 | 3 | 4 |
| 4 | 5 | 5 | 2 | 5 | 5 |
| 3 | 3 | 3 | 3 | 3 | 2 |
| 5 | 4 | 5 | 5 | 3 | 5 |
| 3 | 4 | 4 | 3 | 4 | 4 |
| 4 | 5 | 4 | 4 | 5 | 3 |
| 3 | 4 | 4 | 3 | 3 | 4 |
| 5 | 4 | 5 | 5 | 4 | 4 |
| 2 | 3 | 3 | 3 | 2 | 3 |
| 5 | 4 | 4 | 5 | 4 | 5 |

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| KE1 | KE2 | KE3 | KE4 | KE5 | KE6 |
|---|---|---|---|---|---|
| 3 | 2 | 3 | 3 | 3 | 2 |
| 2 | 1 | 1 | 2 | 1 | 2 |
| 4 | 3 | 3 | 4 | 3 | 3 |
| 5 | 3 | 4 | 4 | 5 | 4 |
| 2 | 2 | 2 | 2 | 2 | 2 |
| 5 | 3 | 4 | 4 | 5 | 4 |
| 3 | 2 | 3 | 3 | 3 | 3 |
| 5 | 4 | 5 | 5 | 3 | 4 |
| 2 | 1 | 1 | 1 | 2 | 1 |
| 3 | 2 | 3 | 3 | 2 | 3 |
| 5 | 4 | 4 | 5 | 4 | 5 |
| 5 | 4 | 4 | 5 | 3 | 4 |
| 4 | 4 | 5 | 3 | 4 | 5 |
| 5 | 4 | 4 | 5 | 3 | 4 |
| 4 | 4 | 3 | 3 | 4 | 3 |
| 4 | 5 | 4 | 5 | 3 | 4 |
| 3 | 2 | 2 | 2 | 3 | 2 |
| 5 | 4 | 5 | 3 | 4 | 5 |
| 4 | 5 | 5 | 4 | 3 | 4 |
| 2 | 3 | 3 | 2 | 3 | 3 |
| 3 | 4 | 3 | 3 | 3 | 3 |
| 5 | 3 | 4 | 4 | 5 | 4 |
| 5 | 4 | 4 | 5 | 3 | 4 |
| 3 | 2 | 2 | 3 | 3 | 2 |
| 4 | 5 | 5 | 4 | 3 | 4 |
| 5 | 5 | 4 | 5 | 5 | 5 |

## STRES KERJA

| SK1 | SK2 | SK3 | SK4 | SK5 | SK6 | SK7 | SK8 | SK9 | SK10 | SK11 | SK12 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |
| 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 |
| 1 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 1 |
| 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 |
| 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

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| SK1 | SK2 | SK3 | SK4 | SK5 | SK6 | SK7 | SK8 | SK9 | SK10 | SK11 | SK12 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 |
| 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
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| 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 |
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| 4 | 2 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 3 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 5 |
| 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 |
| 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 2 |
| 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 |
| 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 4 | 4 | 2 | 5 | 3 | 3 | 4 | 4 | 5 | 3 | 4 |
| 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 |
| 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 |
| 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 |
| 2 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 |
| 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 |
| 3 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

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| SK1 | SK2 | SK3 | SK4 | SK5 | SK6 | SK7 | SK8 | SK9 | SK10 | SK11 | SK12 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 2 | 2 | 3 |
| 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 2 | 2 |
| 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 4 | 4 | 3 | 5 | 5 | 3 | 3 | 2 | 5 | 4 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 3 | 5 | 3 | 3 | 3 | 5 | 5 | 3 | 3 | 5 | 3 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 3 | 4 | 2 | 5 | 5 | 1 | 1 | 1 | 3 | 2 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 2 | 1 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 4 |
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| 4 | 3 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 |
| 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 4 | 5 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 3 | 5 | 4 |
| 5 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 5 |
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| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 4 | 3 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 4 |
| 4 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 4 | 5 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 4 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 4 | 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 4 |
| 3 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 4 |
| 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |

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| SK1 | SK2 | SK3 | SK4 | SK5 | SK6 | SK7 | SK8 | SK9 | SK10 | SK11 | SK12 |
|---|---|---|---|---|---|---|---|---|---|---|---|
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| 4 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 |
| 4 | 3 | 4 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 2 | 5 |
| 5 | 3 | 4 | 4 | 5 | 2 | 4 | 4 | 5 | 5 | 3 | 4 |
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| 5 | 3 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 |
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| 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 3 |
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| 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 5 |
| 4 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 5 | 4 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 4 |
| 5 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 |
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| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
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| 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 |
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| 5 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 4 | 4 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |

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| SK1 | SK2 | SK3 | SK4 | SK5 | SK6 | SK7 | SK8 | SK9 | SK10 | SK11 | SK12 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 |
| 4 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 4 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | 3 | 5 |
| 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 |
| 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 4 | 5 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 4 | 5 |
| 5 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 |

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# LAMPIRAN 3

# LUARAN APLIKASI SMART-PLS

**Outer Loadings**

Matrix

| | Keseimbangan Kehidupan Kerja | Kualitas Kehidupan Kerja | Stres Kerja |
|---|---|---|---|
| KE1 | 0.913 | | |
| KE2 | 0.860 | | |
| KE3 | 0.893 | | |
| KE4 | 0.899 | | |
| KE5 | 0.853 | | |
| KE6 | 0.916 | | |
| KK1 | | 0.909 | |
| KK10 | | 0.861 | |
| KK11 | | 0.896 | |
| KK12 | | 0.922 | |
| KK13 | | 0.875 | |

**Outer Loadings**

Matrix

| | Keseimbangan Kehidupan Kerja | Kualitas Kehidupan Kerja | Stres Kerja |
|---|---|---|---|
| KK14 | | 0.861 | |
| KK15 | | 0.908 | |
| KK2 | | 0.872 | |
| KK3 | | 0.915 | |
| KK4 | | 0.897 | |
| KK5 | | 0.826 | |
| KK6 | | 0.872 | |
| KK7 | | 0.908 | |
| KK8 | | 0.897 | |
| KK9 | | 0.839 | |
| SK1 | | | 0.896 |

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**Outer Loadings**

Matrix

| | Keseimbangan Kehidupan Kerja | Kualitas Kehidupan Kerja | Stres Kerja |
|---|---|---|---|
| SK10 | | | 0.830 |
| SK11 | | | 0.868 |
| SK12 | | | 0.865 |
| SK2 | | | 0.822 |
| SK3 | | | 0.899 |
| SK4 | | | 0.870 |
| SK5 | | | 0.792 |
| SK6 | | | 0.857 |
| SK7 | | | 0.854 |
| SK8 | | | 0.880 |
| SK9 | | | 0.884 |

**Construct Reliability and Validity**

Matrix | Cronbach's Alpha | rho_A | Composite Reliability | Average Variance Extracted (AVE)

| | Cronbach's Al... | rho_A | Composite Rel... | Average Varian... |
|---|---|---|---|---|
| Keseimbangan Kehidupan Kerja | 0.947 | 0.948 | 0.958 | 0.791 |
| Kualitas Kehidupan Kerja | 0.980 | 0.981 | 0.982 | 0.782 |
| Stres Kerja | 0.968 | 0.969 | 0.972 | 0.740 |

## Latent Variable Correlation

| | Keseimbangan Kehidupan Kerja | Kualitas Kehidupan Kerja | Stres Kerja |
|---|---|---|---|
| Keseimbangan Kehidupan Kerja | 1.000 | 0.731 | 0.636 |
| Kualitas Kehidupan Kerja | 0.731 | 1.000 | 0.506 |
| Stres Kerja | 0.636 | 0.506 | 1.000 |

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**Construct Crossvalidated Redundancy**

Total | Case1 | Case2 | Case3 | Case4 | Case5 | Case6 | Case7

| | SSO | SSE | $Q^2$ (=1-SSE/SSO) |
|---|---|---|---|
| Keseimbangan Kehidupan Kerja | 900.000 | 461.059 | 0.488 |
| Kualitas Kehidupan Kerja | 2250.000 | 2250.000 | |
| Stres Kerja | 1800.000 | 1464.668 | 0.186 |

**Path Coefficients**

Mean, STDEV, T-Values, P-Values | Confidence Intervals | Confidence Intervals Bias Corrected | Samples | Copy to Clipboard: Excel Format | R Format

| | Original Sampl... | Sample Mean (... | Standard Devia... | T Statistics (\|O... | P Values |
|---|---|---|---|---|---|
| Kualitas Kehidupan Kerja -> Keseimbangan Kehidupan Kerja | 0.550 | 0.541 | 0.094 | 5.848 | 0.000 |
| Kualitas Kehidupan Kerja -> Stres Kerja | 0.506 | 0.509 | 0.087 | 5.827 | 0.000 |
| Stres Kerja -> Keseimbangan Kehidupan Kerja | 0.358 | 0.368 | 0.082 | 4.352 | 0.000 |

**R Square**

Matrix | R Square | R Square Adjusted

| | R Square | R Square Adjus... |
|---|---|---|
| Keseimbangan Kehidupan Kerja | 0.630 | 0.625 |
| Stres Kerja | 0.256 | 0.251 |