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LAMPIRAN

Lampiran 1 Kuisioner Penelitian

I. Lembaran Persetujuan Menjadi Responden Penelitian

Saya yang bertanda tangan di bawah ini :

Nama :

Umur :

Jenis Kelamin :

Nomor HP :

Dengan ini menyatakan bersedia untuk menjadi responden dalam penelitian yang dilakukan oleh :

Nama : Nafisah Tusadiyah

NIM : 20220208129

Jenis Kelamin : Perempuan

Judul Penelitian : Pengaruh *Work-Life Balance*, *Job Satisfaction* Dan *Workplace Spirituality* terhadap *Organizational Commitment* Guru Non PNS MI Ma'arif di Cilongok

Demikian pernyataan ini saya buat dengan penuh kesadaran dan tanpa paksaan dari pihak mana pun. Saya memahami bahwa partisipasi dalam penelitian ini tidak akan merugikan saya. Saya bersedia menjadi responden dan memberikan informasi yang diperlukan untuk kepentingan penelitian ini.

Purwokerto,.....

Responden,

(.....)

I. Identitas Responden

Nama (Inisial) :

Usia :

Jenis Kelamin : ☐ Laki-laki ☐ Perempuan

Lama Bekerja :

Status Kepegawaian :

☐ PNS

☐ Non-PNS

(Catatan: Penelitian ini khusus untuk tenaga pendidik non-PNS)

Unit Kerja (Madrasah) :

Masa Kerja di Unit Saat Ini:

☐ < 3 Bulan

☐ 3 – 12 Bulan

☐ 1 – 3 Tahun

☐ 3 – 5 Tahun

☐ > 5 Tahun

Status Aktif Mengajar :

☐ Aktif

☐ Tidak Aktif

II. Petunjuk Pengisian

Silakan pilih jawaban yang paling sesuai dengan kondisi yang Saudara/i rasakan dengan memberikan tanda centang (✓) pada kolom yang tersedia.

Keterangan Pilihan Jawaban:

- STS : Sangat Tidak Setuju (Skor 1)
- TS : Tidak Setuju (Skor 2)
- N : Netral / Ragu-ragu (Skor 3)
- S : Setuju (Skor 4)
- SS : Sangat Setuju (Skor 5)

III. Daftar Pertanyaan

No	Item pertanyaan	STS	TS	N	S	SS
WORK LIFE BALANCE						

No	Item pertanyaan	STS	TS	N	S	SS
1.	Saya masih memiliki energi untuk menikmati waktu luang setelah bekerja.					
2.	Pekerjaan saya tidak menghalangi saya untuk menikmati kehidupan pribadi.					
3.	Saya tetap bisa memenuhi kebutuhan pribadi ditengah tuntutan pekerjaan.					
4	Kehidupan pribadi saya tetap berjalan baik meskipun saya bekerja.					
5.	Pekerjaan saya tidak membuat saya melewatkan acara pribadi yang penting.					
6.	Saya merasa lebih bersemangat saat bekerja karena kehidupan pribadi yang menyenangkan.					
7.	Kehidupan pribadi saya tidak mempengaruhi produktivitas saya dalam bekerja.					
8.	Urusan pribadi saya tidak menyita waktu yang dibutuhkan untuk bekerja.					
9.	Saya tetap bisa bekerja secara efektif meski memiliki masalah pribadi.					
10.	Urusan diluar pekerjaan tidak mengganggu konsentrasi saya saat bekerja.					
11.	Saya tetap fokus menyelesaikan pekerjaan tanpa terganggu urusan pribadi.					
12.	Pekerjaan memberi saya energi untuk aktivitas pribadi yang penting.					
13.	Suasana hati saya baik ketika dirumah karena pekerjaan saya.					
14.	Keahlian dari tempat kerja membantu urusan pribadi dirumah.					
15.	Hal positif dikehidupan pribadi meningkatkan mood saya saat bekerja.					
16.	Kehidupan pribadi saya memberikan energi dalam bekerja.					

No	Item pertanyaan	STS	TS	N	S	SS
17.	Waktu santai dirumah membuat saya lebih siap untuk bekerja kembali.					
JOB SATISFACTION						
1.	Pekerjaan saya seperti hobi bagi saya.					
2.	Pekerjaan saya menarik sehingga saya tidak merasa bosan.					
3.	Saya memiliki ketertarikan yang tinggi terhadap pekerjaan saya.					
4.	Saya merasa pekerjaan saya menyenangkan.					
5.	Saya lebih menikmati bekerja daripada waktu luang.					
6.	Saya selalu merasa antusias dalam bekerja.					
7.	Saya cukup puas dengan pekerjaan saya saat ini.					
8.	Saya berangkat kerja dengan penuh semangat.					
9.	Untuk saat ini saya merasa puas dengan pekerjaan saya.					
10.	Pekerjaan saya lebih menarik dari pekerjaan lainnya.					
11.	Saya benar-benar menyukai pekerjaan saya.					
12.	Saya merasa lebih bahagia dalam bekerja dibanding orang lain.					
13.	Saya bersemangat dalam bekerja hampir setiap hari.					
14.	Waktu berlalu cepat ketika saya bekerja.					
15.	Saya lebih menyukai pekerjaan saya dibandingkan orang lainnya.					
16.	Pekerjaan saya menarik untuk dikerjakan.					
17.	Saya benar-benar menikmati pekerjaan saya.					
18.	Saya bangga menjadi bagian dari pekerjaan ini.					
WORKPLACE SPIRITUALITY						

No	Item pertanyaan	STS	TS	N	S	SS
1.	Dalam organisasi saya, terdapat ikatan keluarga yang kuat.					
2.	Dalam organisasi, tercipta semangat kebersamaan yang kuat.					
3.	Terdapat budaya saling mendukung dalam organisasi saya.					
4.	Anggota organisasi saya saling peduli satu sama lain.					
5.	Anggota organisasi tempat saya bekerja memiliki tujuan bersama yang kuat.					
6.	Saya mempercayai nilai-nilai yang di anut oleh organisasi saya.					
7.	Anggota organisasi percaya terhadap masa depan mereka bersama organisasi ini.					
8.	Organisasi tempat saya bekerja menghormati nilai-nilai personal dan spiritual saya.					
9.	Lingkungan kerja mendukung ketenangan batin saya.					
10.	Pemimpin organisasi berupaya agar organisasi memiliki kontribusi bagi masyarakat luas.					
11.	Pekerjaan saya memiliki nilai-nilai penting dalam hidup.					
12.	Pekerjaan saya memberikan manfaat bagi masyarakat luas.					
13.	Saat bekerja saya merasa telah memberikan kontribusi bagi masyarakat.					
14.	Saya bahagia dalam melakukan pekerjaan ini.					
15.	Hampir setiap hari saya merasa bahagia saat datang ketempat kerja.					
16.	Tempat kerja saya menghargai nilai spiritual yang saya yakini.					

No	Item pertanyaan	STS	TS	N	S	SS
17.	Organisasi memberikan kebebasan bagi kehidupan spiritual saya.					
ORGANIZATIONAL COMMITMENT						
1	Saya sangat senang menghabiskan karir saya di organisasi ini.					
2	Saya sering berbagi cerita mengenai kendala di tempat kerja kepada teman/kerabat					
3	Saya merasa masalah dalam organisasi seperti masalah saya sendiri					
4	Saya memiliki ikatan emosional dengan organisasi ini yang tidak bisa dibandingkan dengan organisasi lainnya					
5	Saya merasa telah menjadi bagian dari keluarga di organisasi ini.					
6	Saya memiliki ikatan emosional yang kuat dengan organisasi ini.					
7	Organisasi ini memiliki arti mendalam bagi saya.					
8	Ada rasa kepemilikan yang kuat dalam diri saya saat menjalankan tugas disini					
9	Bagi saya, meninggalkan organisasi ini tanpa persiapan adalah risiko besar					
10	Terasa sangat berat bagi saya untuk meninggalkan organisasi ini walaupun saya ingin.					
11	Keputusan untuk berhenti akan memberikan dampak besar bagi hidup saya.					
12	Keluar dari organisasi sekarang akan memberikan kerugian besar bagi saya					
13	Saya tetap berada di organisasi ini karena saya membutuhkannya					

No	Item pertanyaan	STS	TS	N	S	SS
14	Saya sulit mendapatkan alternatif pekerjaan lain di luar organisasi.					
15	Saya sulit keluar karena tidak banyak peluang di tempat lain					
16	Meninggalkan organisasi ini berarti melepaskan banyak keuntungan yang tidak ada di tempat lain.					
17	Menurut saya fenomena sering berpindah tempat kerja adalah hal yang kurang baik.					
18	Bagi saya, kesetiaan kepada organisasi adalah prinsip yang harus dipegang.					
19	Menurut saya berpindah-pindah tempat kerja terasa tidak etis.					
20	Saya bertahan di organisasi ini karena saya meyakini pentingnya loyalitas.					
21	Saya merasa tidak benar jika saya meninggalkan organisasi demi tawaran yang lebih baik.					
22	Kesetiaan pada satu organisasi adalah nilai yang sangat penting					
23	Bagi saya bekerja di satu organisasi jangka panjang adalah hal yang ideal.					
24	Menurut saya tetap setia pada satu tempat kerja sepanjang karir adalah prinsip yang baik.					

Lampiran 2 Uji Validitas

Uji Validitas Variabel *Work-Life Balance*

		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	Total	X1
X1.1	Pearson Correlation	1	.542**	.238*	.305**	.391**	.316**	.168	.315**	.088	.188	.221*	.343**	.364**	.360**	.201	.234*	.272**	.584**	
	Sig. (2-tailed)		.000	.023	.003	.000	.002	.111	.002	.405	.075	.035	.001	.000	.000	.056	.025	.009	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.2	Pearson Correlation	.542**	1	.412**	.455**	.376**	.491**	.214*	.404**	.080	.108	.342**	.278**	.419**	.222*	.251*	.290**	.358**	.634**	
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.041	.000	.449	.309	.001	.008	.000	.034	.017	.005	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.3	Pearson Correlation	.238*	.412**	1	.484**	.244*	.356**	.082	.211*	.010	.109	.320**	.222*	.280**	.109	.093	.303**	.306**	.500**	
	Sig. (2-tailed)	.023	.000		.000	.020	.001	.439	.044	.929	.304	.002	.035	.007	.303	.381	.003	.003	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.4	Pearson Correlation	.305**	.455**	.484**	1	.552**	.496**	.363**	.389**	.235*	.303**	.459**	.345**	.441**	.346**	.287**	.231*	.279**	.706**	
	Sig. (2-tailed)	.003	.000			.000	.000	.000	.000	.025	.003	.000	.001	.000	.001	.006	.027	.007	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.5	Pearson Correlation	.391**	.376**	.244*	.552**	1	.450**	.396**	.284**	.210*	.114	.396**	.249*	.391**	.338**	.297**	.252*	.218*	.634**	
	Sig. (2-tailed)	.000	.000	.020	.000		.000	.000	.006	.045	.282	.000	.017	.000	.001	.004	.016	.037	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.6	Pearson Correlation	.318**	.491**	.356**	.496**	.450**	1	.373**	.318**	-.013	.063	.484**	.169	.373**	.341**	.307**	.436**	.300**	.636**	
	Sig. (2-tailed)	.002	.000	.001	.000	.000		.000	.002	.904	.556	.000	.109	.000	.001	.003	.000	.004	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.7	Pearson Correlation	.168	.214*	.082	.363**	.396**	.373**	1	.390**	.296**	.358**	.412**	.152	.236*	.202	.216	.136	.197	.512**	
	Sig. (2-tailed)	.111	.041	.439	.000	.000	.000		.000	.004	.000	.000	.149	.024	.054	.038	.199	.082	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.8	Pearson Correlation	.315**	.404**	.211*	.389**	.284**	.318**	.390**	1	.154	.354**	.399**	.190	.388**	.437**	.270**	.286**	.400**	.623**	
	Sig. (2-tailed)	.002	.000	.044	.000	.006	.002	.000		.145	.001	.000	.072	.000	.000	.010	.006	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.9	Pearson Correlation	.088	.080	.010	.235*	.210*	-.013	.296**	.154	1	.332**	.335**	.396**	.172	-.139	.130	.005	-.141	.305**	
	Sig. (2-tailed)	.405	.449	.929	.025	.045	.904	.004	.145		.001	.001	.000	.103	.190	.220	.961	.183	.003	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.10	Pearson Correlation	.188	.108	.109	.303**	.114	.063	.358**	.354**	.332**	1	.485**	.186	.243*	.244*	.017	-.107	.127	.419**	
	Sig. (2-tailed)	.075	.309	.304	.003	.282	.556	.000	.001	.001		.000	.077	.020	.020	.874	.311	.232	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.11	Pearson Correlation	.221*	.342**	.320**	.459**	.396**	.484**	.412**	.399**	.335**	.485**	1	.284**	.445**	.353**	.280**	.231*	.288**	.690**	
	Sig. (2-tailed)	.035	.001	.002	.000	.000	.000	.000	.000	.001	.000		.006	.000	.001	.007	.027	.006	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.12	Pearson Correlation	.343**	.278**	.222*	.345**	.249*	.169	.152	.190	.396**	.186	.284**	1	.453**	.170	.220*	.169	.239*	.524**	
	Sig. (2-tailed)	.001	.008	.035	.001	.017	.109	.149	.072	.000	.077	.006		.000	.106	.036	.118	.022	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.13	Pearson Correlation	.364**	.419**	.280**	.441**	.391**	.373**	.236	.388**	.172	.243*	.445**	.453**	1	.431**	.449**	.363**	.406**	.707**	
	Sig. (2-tailed)	.000	.000	.007	.000	.000	.000	.024	.000	.103	.020	.000	.000		.000	.000	.000	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.14	Pearson Correlation	.360**	.222*	.109	.346**	.336**	.341**	.202	.437**	-.139	.244*	.353*	.170	.431**	1	.480**	.407**	.468**	.604**	
	Sig. (2-tailed)	.000	.034	.303	.001	.001	.001	.054	.000	.190	.020	.001	.106	.000		.000	.000	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.15	Pearson Correlation	.201	.251*	.093	.287**	.297**	.307**	.218*	.270**	.130	.017	.280**	.220*	.449**	.480**	1	.581**	.556**	.565**	
	Sig. (2-tailed)	.056	.017	.381	.006	.004	.003	.038	.010	.220	.874	.007	.036	.000	.000		.000	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.16	Pearson Correlation	.234*	.290**	.303**	.231*	.252*	.438**	.136	.286**	.005	-.107	.231*	.169	.363**	.407**	.581**	1	.527**	.537**	
	Sig. (2-tailed)	.025	.005	.003	.027	.016	.000	.199	.006	.961	.311	.027	.110	.000	.000	.000		.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
X1.17	Pearson Correlation	.272**	.358**	.306**	.279**	.218*	.300**	.197	.400**	-.141	.127	.288**	.239*	.406**	.468**	.556**	.527**	1	.597**	
	Sig. (2-tailed)	.009	.000	.003	.007	.037	.004	.062	.000	.183	.232	.006	.022	.000	.000	.000	.000	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Total X1	Pearson Correlation	.584**	.634**	.500**	.706**	.634**	.635**	.512**	.623**	.305**	.419**	.690**	.524**	.707**	.604**	.565**	.537**	.597**	1	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	

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

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



		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	Total/X2
X2.1	Pearson Correlation	1	.560**	.535*	.419**	.368**	.330**	.171	.124	.412*	.410**	.453*	.426**	.295*	.288**	.350**	.349**	.357**	.392**	.581**
	Sig. (2-tailed)		.000	.000	.000	.000	.001	.105	.242	.000	.000	.000	.000	.004	.006	.001	.001	.001	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91
X2.2	Pearson Correlation	.560*	1	.689**	.662*	.377*	.545*	.372*	.326*	.555*	.598*	.626*	.504*	.511*	.371*	.472*	.637**	.575*	.522*	.785**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91
X2.3	Pearson Correlation	.535*	.689**	1	.625*	.328*	.619*	.422*	.415*	.607*	.586*	.663*	.562*	.560*	.380*	.410*	.500*	.541**	.600*	.792**
	Sig. (2-tailed)		.000	.000	.000	.002	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91
X2.4	Pearson Correlation	.419*	.662*	.625*	1	.384*	.610*	.468*	.368*	.513*	.539*	.680*	.552*	.545*	.469*	.453*	.647**	.692**	.702**	.811**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91
X2.5	Pearson Correlation	.368*	.377*	.328*	.384*	1	.329*	.155	.003	.267*	.312*	.341*	.344*	.205	.458*	.258*	.319*	.299*	.342*	.489*
	Sig. (2-tailed)		.000	.000	.002	.000	.001	.141	.978	.011	.003	.001	.001	.051	.000	.013	.002	.004	.001	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91
X2.6	Pearson Correlation	.330*	.545*	.619*	.610*	.329*	1	.567*	.530*	.557*	.495*	.670*	.482*	.520*	.377*	.369*	.540*	.645*	.578*	.766**
	Sig. (2-tailed)		.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91
X2.7	Pearson Correlation	.171	.372*	.422*	.468*	.155	.567*	1	.392*	.594*	.425*	.588*	.322*	.358*	.200	.342*	.362*	.580*	.468*	.610**
	Sig. (2-tailed)		.105	.000	.000	.000	.141	.000	.000	.000	.000	.000	.002	.000	.057	.001	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91
X2.8	Pearson Correlation	.124	.326*	.415*	.368*	.003	.530*	.392*	1	.625*	.398*	.495*	.228	.446*	.183	.225*	.485*	.482*	.363*	.555**
	Sig. (2-tailed)		.242	.002	.000	.000	.978	.000	.000	.000	.000	.000	.030	.000	.083	.032	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91
X2.9	Pearson Correlation	.412*																		

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



Uji Validitas Variabel *Workplace Spirituality*

		Correlations																			
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	X3.16	X3.17	Total X3		
X3.1	Pearson Correlation	1	.746**	.565**	.441**	.377**	.445**	.303**	.373**	.486**	.162	.205	.044	.256*	.595**	.534**	.311**	.327**	.657**		
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.004	.000	.000	.125	.051	.682	.014	.000	.000	.003	.002	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.2	Pearson Correlation	.746**	1	.723**	.608**	.510**	.489**	.336**	.527**	.482**	.312**	.313**	.061	.319**	.591**	.577**	.347**	.445**	.760**		
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.001	.000	.000	.003	.002	.565	.002	.000	.000	.001	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.3	Pearson Correlation	.565**	.723**	1	.599**	.553**	.513**	.422**	.437**	.426**	.387**	.234*	.131	.356**	.532**	.559**	.351**	.337**	.732**		
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.026	.214	.001	.000	.000	.001	.001	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.4	Pearson Correlation	.441**	.608**	.599**	1	.691**	.594**	.462**	.435**	.319**	.294**	.262*	.176	.213*	.448**	.496**	.421**	.474**	.713**		
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.002	.005	.012	.096	.042	.000	.000	.000	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.5	Pearson Correlation	.377**	.510**	.553**	.691**	1	.609**	.507**	.540**	.450**	.499**	.258*	.249*	.237*	.396**	.481**	.405**	.543**	.743**		
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.014	.017	.024	.000	.000	.000	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.6	Pearson Correlation	.445**	.489**	.513**	.594**	.609**	1	.538**	.556**	.463**	.337**	.365**	.263*	.335**	.455**	.610**	.286**	.360**	.732**		
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.001	.000	.012	.001	.000	.000	.006	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.7	Pearson Correlation	.303**	.336**	.422**	.462**	.507**	.538**	1	.505**	.470**	.326**	.272**	.202	.231*	.316**	.399**	.371**	.383**	.624**		
	Sig. (2-tailed)	.004	.001	.000	.000	.000	.000		.000	.000	.002	.009	.055	.027	.002	.000	.000	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.8	Pearson Correlation	.373**	.527**	.437**	.435**	.540**	.556**	.505**	1	.437**	.460**	.348**	.273*	.337**	.408**	.397**	.412**	.481**	.691**		
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.001	.009	.001	.000	.000	.000	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.9	Pearson Correlation	.486**	.482**	.426**	.319**	.450**	.463**	.470**	.437**	1	.365**	.477**	.287**	.321**	.495**	.583**	.347**	.463**	.703**		
	Sig. (2-tailed)	.000	.000	.000	.002	.000	.000	.000	.000		.000	.000	.006	.002	.000	.000	.001	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.10	Pearson Correlation	.162	.312**	.387**	.294**	.499**	.337**	.326**	.460**	.365**	1	.483**	.363**	.352**	.362**	.329**	.394**	.455**	.593**		
	Sig. (2-tailed)	.125	.003	.000	.005	.000	.001	.002	.000	.000		.000	.000	.001	.000	.001	.000	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.11	Pearson Correlation	.205	.313**	.234*	.262*	.258*	.365**	.272**	.348**	.477**	.483**	1	.545**	.447**	.428**	.378**	.422**	.441**	.585**		
	Sig. (2-tailed)	.051	.002	.026	.012	.014	.000	.009	.001	.000	.000		.000	.000	.000	.000	.000	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.12	Pearson Correlation	.644**	.661**	.131	.176	.249*	.263*	.202	.273**	.287**	.363**	.545**	1	.516**	.290**	.225*	.500**	.296**	.446**		
	Sig. (2-tailed)	.082	.565	.214	.096	.017	.012	.055	.009	.006	.000	.000		.000	.005	.032	.000	.004	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.13	Pearson Correlation	.256*	.319**	.356**	.213*	.237*	.335**	.231*	.337**	.321**	.352**	.447**	.516**	1	.487**	.407**	.274**	.215*	.543**		
	Sig. (2-tailed)	.014	.002	.001	.042	.024	.001	.027	.001	.002	.001	.000	.000	.000	.000	.000	.009	.040	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.14	Pearson Correlation	.595**	.591**	.532**	.448**	.396**	.455**	.316**	.408**	.495**	.362**	.428**	.290**	.487**	1	.628**	.360**	.415**	.730**		
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.002	.000	.000	.000	.000	.005	.000		.000	.000	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.15	Pearson Correlation	.534**	.577**	.559**	.496**	.481**	.610**	.399**	.397**	.583**	.329**	.378**	.225*	.407**	.628**	1	.327**	.451**	.753**		
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.032	.000	.000		.002	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.16	Pearson Correlation	.311**	.347**	.351**	.421**	.405**	.286**	.371**	.412**	.347**	.394**	.422**	.500**	.274**	.360**	.327**	1	.687**	.617**		
	Sig. (2-tailed)	.003	.001	.001	.000	.000	.006	.000	.000	.001	.000	.000	.000	.009	.000	.002		.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
X3.17	Pearson Correlation	.327**	.445**	.337**	.474**	.543**	.360**	.383**	.481**	.463**	.455**	.441**	.298**	.215*	.415**	.451**	.687**	1	.876**		
	Sig. (2-tailed)	.002	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.004	.040	.000	.000	.000	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		
Total X3	Pearson Correlation	.657**	.760**	.732**	.713*	.743**	.732**	.624**	.691**	.703**	.593**	.585**	.448**	.543**	.730**	.753**	.617**	.676**	1		
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91		

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

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



Uji Validitas Variabel *Organizational Commitment*

		Correlations																									
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Total Y	
Y1	Pearson Correlation	1	.471**	.214	.448*	.496*	.488*	.435*	.560*	.389*	.437*	.352*	.426*	.295*	-.142	-.045	.424*	.182	.257*	.176	.480*	.254	.398*	.371*	.462*	.615*	
	Sig. (2-tailed)		.000	.042	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.005	.160	.072	.000	.004	.014	.000	.015	.000	.000	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y2	Pearson Correlation	.471**	1	.194	.328*	.296*	.250*	.323*	.284**	.034	.160	.131	.156	.089	-.324*	-.144	.415**	.168	.175	.236*	.373**	.142	.244*	.171	.274*	.365*	
	Sig. (2-tailed)			.000	.006	.001	.004	.017	.002	.006	.746	.088	.214	.140	.404	.002	.174	.000	.111	.087	.024	.000	.179	.020	.106	.009	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y3	Pearson Correlation	.214*	.194	1	.379*	.254*	.369*	.221*	.205	.022	.161	.172	.182	.325*	.177	.157	.213*	.114	.064	.207*	.184	.243*	.206*	.152	.137	.364*	
	Sig. (2-tailed)				.042	.066	.000	.015	.000	.935	.051	.039	.066	.103	.085	.082	.063	.136	.043	.293	.373	.050	.080	.021	.050	.152	.230
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y4	Pearson Correlation	.448*	.328**	.379*	1	.540**	.725*	.582**	.463**	.379*	.482**	.248*	.313*	.265*	-.060	-.021	.325*	.209*	.282*	.175	.485**	.315**	.491*	.278*	.367*	.624*	
	Sig. (2-tailed)		.000	.001	.000	.000	.000	.000	.000	.000	.000	.019	.002	.011	.573	.840	.002	.047	.012	.097	.000	.002	.000	.000	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y5	Pearson Correlation	.496*	.296*	.254*	.540**	1	.689*	.794*	.552**	.313*	.470**	.321**	.391**	.259*	-.040	-.089	.439*	.250*	.406**	.148	.566**	.303**	.584*	.510**	.493*	.691*	
	Sig. (2-tailed)		.000	.004	.015	.000	.000	.000	.000	.002	.000	.002	.000	.017	.705	.409	.000	.017	.000	.160	.000	.003	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y6	Pearson Correlation	.488*	.257*	.369*	.725*	.689*	1	.687*	.591*	.310*	.440*	.235*	.261*	.332*	-.005	.079	.337*	.316*	.347*	.276*	.528*	.413*	.507*	.394*	.486*	.700*	
	Sig. (2-tailed)		.000	.017	.000	.000	.000	.000	.000	.003	.000	.025	.007	.001	.965	.441	.001	.002	.001	.008	.000	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y7	Pearson Correlation	.635*	.323**	.221*	.582**	.794*	.687**	1	.665**	.433*	.500**	.325*	.402**	.248*	-.118	-.087	.519*	.368**	.515*	.208	.651**	.387**	.666**	.551**	.547**	.758*	
	Sig. (2-tailed)		.000	.002	.035	.000	.000	.000	.000	.000	.000	.000	.000	.000	.018	.265	.410	.000	.000	.000	.001	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y8	Pearson Correlation	.568*	.294*	.325*	.483*	.552**	.591*	.466**	1	.267*	.467**	.274*	.320*	.216*	-.137	-.162	.391*	.234*	.566**	.182	.437**	.291*	.462**	.414*	.457**	.625*	
	Sig. (2-tailed)		.000	.006	.001	.000	.000	.000	.000	.010	.000	.008	.002	.017	.232	.151	.004	.028	.000	.085	.000	.005	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y9	Pearson Correlation	.289*	.034	.022	.379*	.313*	.310*	.433*	.267*	1	.517**	.217*	.215*	.222*	.270*	.303**	.263*	.282*	.379*	.307**	.377**	.282**	.409*	.469*	.324*	.547*	
	Sig. (2-tailed)		.005	.746	.039	.000	.002	.003	.000	.010	.000	.039	.041	.035	.018	.004	.006	.007	.000	.003	.000	.007	.000	.000	.000	.002	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y10	Pearson Correlation	.437*	.189	.181	.482*	.470*	.446*	.500*	.467**	.517**	1	.371**	.421*	.414*	.223*	.175	.444*	.390*	.489*	.316*	.515*	.456**	.512*	.529*	.582*	.729*	
	Sig. (2-tailed)		.000	.088	.086	.000	.000	.000	.000	.000	.000	.000	.000	.000	.034	.096	.000	.000	.000	.038	.000	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y11	Pearson Correlation	.352*	.131	.172	.248*	.321*	.235*	.325*	.274*	.217*	.371*	1	.769*	.256*	.237*	.210*	.281*	.210*	.277*	.062	.276*	.290*	.256*	.168	.245*	.496*	
	Sig. (2-tailed)		.001	.214	.103	.018	.002	.025	.002	.039	.000	.000	.014	.024	.046	.007	.046	.000	.365	.000	.005	.019	.112	.019	.000	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y12	Pearson Correlation	.426*	.156	.182	.313*	.391**	.281*	.402**	.320*	.215*	.421**	.749*	1	.362*	.294*	.223*	.399*	.143	.252*	.136	.364*	.361**	.337*	.228*	.251*	.571*	
	Sig. (2-tailed)		.000	.149	.085	.002	.000	.007	.000	.002	.041	.000	.000	.000	.005	.034	.000	.177	.016	.199	.000	.000	.001	.030	.016	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y13	Pearson Correlation	.295*	.089	.325*	.265*	.250*	.332*	.240*	.296*	.222*	.414*	.266*	.362*	1	.416*	.240*	.391*	.091	.236*	.134	.312*	.079	.206	.308*	.319*	.475*	
	Sig. (2-tailed)		.005	.404	.002	.011	.017	.001	.019	.017	.035	.000	.014	.000	.000	.019	.000	.393	.024	.204	.003	.458	.051	.003	.072	.000	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y14	Pearson Correlation	-.142	-.324**	.177	-.060	-.040	.005	-.118	-.127	.270*	.223*	.237*	.284*	.416**	1	.762**	.125	.106	.055	.141	.062	.261*	.123	.146	.029	.257*	
	Sig. (2-tailed)		.180	.002	.893	.573	.785	.965	.265	.232	.010	.034	.024	.005	.000	.000	.238	.316	.606	.183	.557	.016	.248	.166	.785	.014	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y15	Pearson Correlation	-.045	-.144	.157	-.021	-.088	.079	-.087	-.152	.393*	.175	.210*	.225*	.246*	.762*	1	.236*	.221*	.062	.326*	.039	.306*	.154	.239*	.052	.313*	
	Sig. (2-tailed)		.672	.174	.136	.840	.409	.481	.410	.151	.004	.096	.046	.034	.019	.000	.023	.036	.560	.002	.720	.003	.145	.023	.622	.003	
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y16	Pearson Correlation	.424*	.415**	.213*	.325*	.439*	.337*	.519*	.301*	.393*	.444*	.281*	.390*	.391*	.125	.238*	1	.411*	.380*	.336*	.497*	.251	.463*	.539*	.473*	.698*	
	Sig. (2-tailed)		.000	.009	.043	.002	.000	.001	.000	.004	.006	.000	.007	.000	.020	.023	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y17	Pearson Correlation	.182	.168	.114	.209*	.259*	.316*	.368*	.234*	.282*	.380*	.210*	.143	.091	.106	.221*	.411**	1	.551**	.839*	.479*	.566**	.578**	.507**	.448*	.604*	
	Sig. (2-tailed)		.084	.111	.283	.047	.017	.002	.000	.026	.007	.000	.046	.177	.393	.316	.036	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y18	Pearson Correlation	.215*	.175	.084	.262*	.406*	.347*	.315*	.566*	.319*	.489*	.272*	.295*	.295*	1	.416*	.240*	.391*	.091	.236*	.134	.312*	.079	.206	.308*	.319*	
	Sig. (2-tailed)		.014	.097	.373	.012	.000	.001	.000	.000	.000	.000	.000	.016	.024	.006	.060	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	91	
Y19	Pearson Correlation	.176	.236*	.287*	.175	.148	.278*	.208	.182	.387*	.219*	.092	.136	.134	.141	.326*	.336*	.639*	.411**	1	.451**	.540*	.405*	.420*	.306*	.538*	
	Sig. (2-tailed)		.095	.024	.050	.097	.160	.009	.051	.085	.003	.038	.38														

Lampiran 3 Uji Reliabilitas

Uji Reliabilitas *Work-Life Balance*

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.871	.874	17

Uji Reliabilitas *Job Satisfaction*

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.938	.940	18

Uji Reliabilitas *Workplace Spirituality*

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.921	.921	17

Uji Reliabilitas *Organizational Commitment*

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.919	.921	24

Lampiran 4 Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		91
Normal Parameters ^{a, b}	Mean	.0000000
	Std. Deviation	7.69224432
Most Extreme Differences	Absolute	.086
	Positive	.086
	Negative	-.086
Test Statistic		.086
Asymp. Sig. (2-tailed)		.092 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Lampiran 5 Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14.591	8.167		1.787	.077		
	X1	.254	.193	.159	1.316	.192	.375	2.666
	X2	.272	.148	.232	1.836	.070	.344	2.911
	X3	.563	.174	.397	3.244	.002	.366	2.735

a. Dependent Variable: Y

Lampiran 6 Uji Heterokedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.952	5.619		1.237	.219
	X1	.123	.133	.158	.923	.358
	X2	-.180	.102	-.317	-1.768	.081
	X3	.034	.119	.050	.288	.774

a. Dependent Variable: ABS_RES

Lampiran 7 Uji F

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5852.600	3	1950.867	31.871	.000 ^b
	Residual	5325.356	87	61.211		
	Total	11177.956	90			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

Lampiran 8 Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.591	8.167		1.787	.077
	X1	.254	.193	.159	1.316	.192
	X2	.272	.148	.232	1.836	.070
	X3	.563	.174	.397	3.244	.002

a. Dependent Variable: Y

Lampiran 9 Uji Koefisien Determinasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.724 ^a	.524	.507	7.824	.524	31.871	3	87	.000

a. Predictors: (Constant), X3, X1, X2

Lampiran 10 Hasil Jawaban Kuisioner

Work Life Balance																	Total X1	
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		
4	5	4	4	4	4	5	4	4	3	4	3	3	4	5	5	4	69	
3	4	4	4	4	4	4	3	3	4	3	4	4	4	3	4	4	61	
3	4	4	4	4	4	3	4	4	5	3	4	4	4	3	4	4	65	
4	4	4	4	4	4	4	4	3	4	3	4	4	4	3	5	5	68	
4	4	4	4	4	4	4	4	3	4	3	4	4	4	3	5	5	68	
4	5	4	5	5	5	4	5	4	5	4	3	3	4	4	4	4	72	
3	4	2	4	4	4	4	4	2	2	2	2	4	4	4	4	5	60	
3	4	4	4	3	4	3	4	1	2	2	2	2	5	5	5	5	58	
3	4	4	5	4	4	4	4	5	4	5	4	5	4	5	4	3	71	
2	4	4	4	4	2	3	4	4	4	3	2	2	3	2	4	4	3	54
3	4	4	4	4	4	4	4	3	4	4	4	4	4	2	4	4	64	
2	3	4	4	4	3	3	3	4	4	4	4	4	4	3	4	4	3	60
4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	4	5	71
3	3	3	3	3	2	3	3	2	4	3	2	3	2	2	3	3	2	46
3	3	3	3	3	3	3	3	4	2	4	4	2	3	2	1	3	2	48
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3	4	4	4	4	4	4	4	4	3	3	3	3	4	3	4	4	4	62
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4	4	4	4	4	2	3	3	4	3	4	3	3	3	3	3	3	4	57
4	4	4	4	4	4	3	3	4	4	3	4	2	4	4	5	4	4	64
4	4	3	4	4	4	4	4	5	5	4	4	3	4	4	4	4	4	68
4	4	4	4	3	4	3	4	2	3	3	4	4	4	4	4	4	5	63
5	4	4	4	4	4	4	3	3	4	4	4	4	4	3	4	4	4	66
4	4	3	4	3	4	4	3	3	4	4	4	4	4	4	4	4	4	64
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4	4	4	3	4	3	4	4	4	4	4	4	4	4	3	4	4	4	65
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4	5	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	5	71
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5	4	4	5	5	5	4	4	4	3	3	4	4	4	4	4	4	3	68
4	4	5	5	5	5	4	5	5	5	5	5	4	5	5	5	5	5	81
5	4	4	4	4	5	3	4	4	4	3	3	4	4	4	5	3	4	67
1	2	5	5	4	4	4	4	4	4	3	4	4	3	4	5	5	5	66
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4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	70
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5	4	4	4	4	3	4	3	4	4	3	4	4	3	4	3	4	3	63
3	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	4	4	61
4	3	3	4	4	3	4	3	4	4	3	3	3	3	4	4	4	3	61
4	3	2	4	4	4	4	4	4	4	4	3	3	3	4	4	4	4	62
4	4	4	4	4	4	4	4	4	4	3	4	4	3	3	4	4	4	65
3	4	4	3	2	4	4	4	4	4	4	2	2	3	4	4	4	4	59
3	3	2	4	3	2	3	3	3	4	4	3	4	4	4	4	3	3	56

Job Satisfaction																		Total X2
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	
4	4	4	5	3	3	4	3	3	4	4	3	3	5	3	4	4	5	68
3	3	4	4	3	4	4	4	4	3	4	3	3	4	3	4	4	4	65
3	3	3	4	4	3	4	4	4	3	4	4	3	4	4	3	4	4	65
5	4	5	4	4	4	4	4	4	5	4	4	4	5	4	4	3	4	75
5	4	5	4	4	4	4	4	4	5	4	4	4	5	4	4	3	4	75
4	4	4	4	3	4	3	4	3	2	3	4	4	4	3	3	3	4	63
4	4	4	4	2	4	5	4	4	2	4	4	2	4	4	2	4	4	65
3	2	3	3	3	3	4	4	3	3	3	3	3	2	2	3	3	4	54
5	5	4	4	4	4	4	4	5	5	5	3	3	3	3	4	4	4	73
3	2	2	3	3	2	4	3	3	3	4	3	3	2	4	4	4	4	56
4	4	3	3	4	4	3	4	3	3	3	2	4	4	2	4	3	4	61
2	2	2	3	2	3	1	3	1	2	2	2	2	4	2	3	2	3	41
4	4	4	4	5	4	4	4	5	4	4	4	4	5	4	4	4	4	75
2	2	3	2	2	3	3	5	3	3	3	2	3	3	2	3	3	3	50
3	2	3	2	2	3	3	5	4	3	3	3	3	2	2	3	4	3	53
2	3	3	2	3	3	3	4	3	2	3	2	2	3	2	3	2	3	48
3	3	3	3	2	3	4	5	4	3	3	2	3	3	2	3	3	3	55
2	2	3	3	2	3	3	3	3	3	2	4	3	2	3	2	3	3	50
5	4	4	4	3	4	4	4	4	4	4	3	3	2	2	4	3	4	65
4	2	3	3	3	4	5	4	5	4	4	3	2	4	3	3	4	5	65
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3	3	3	3	2	3	3	4	3	4	3	3	3	3	2	3	3	3	54
4	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	3	4	58
3	4	4	4	2	3	3	3	4	2	3	3	4	4	2	4	4	5	61
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4	3	3	4	4	4	4	4	4	3	4	3	3	4	4	4	4	4	67
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4	4	4	5	4	4	4	3	3	4	4	4	4	4	2	4	4	4	69
5	4	5	5	4	5	4	5	4	5	5	3	4	5	3	4	5	5	80
4	4	4	4	3	4	4	4	4	4	4	3	4	4	3	4	4	3	68
4	4	4	4	3	4	4	4	4	4	4	3	4	5	3	4	4	4	70
3	3	4	3	3	4	4	4	3	4	3	3	3	3	3	4	4	5	63
4	4	4	5	5	4	4	4	4	4	4	4	5	4	4	4	4	4	75
4	4	4	4	3	3	3	3	3	3	4	4	3	4	4	3	4	4	64
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3	4	3	3	2	3	4	4	4	4	3	3	3	3	3	4	3	3	59
1	4	4	4	3	5	5	5	3	4	4	4	4	3	3	4	4	4	68
4	4	4	4	3	4	4	4	4	3	4	3	4	4	4	4	4	4	69
5	4	4	4	3	4	4	5	4	4	4	3	4	4	3	4	4	4	71
3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	54
4	4	4	4	3	4	4	4	4	4	4	4	4	3	4	4	4	4	70
4	4	3	4	4	3	3	3	3	3	3	3	2	4	3	3	3	4	59
4	4	4	3	2	4	5	3	3	4	3	4	4	3	4	3	4	3	64
4	4	4	3	4	3	3	4	4	3	4	3	4	4	3	4	4	4	66
4	3	4	4	4	4	4	4	4	3	4	4	4	4	4	2	4	4	68
3	4	4	4	3	4	4	5	5	4	4	3	4	4	4	3	4	4	70
3	3	3	4	3	4	4	3	4	4	4	4	4	2	3	4	4	4	64
4	4	4	4	3	3	3	3	3	5	4	3	3	2	2	4	3	4	61
4	4	4	4	3	4	3	4	4	3	4	3	3	3	3	4	4	4	65
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4	4	4	4	2	4	3	4	4	4	4	3	4	3	4	4	4	4	67
4	3	4	4	4	4	4	4	4	3	4	4	4	5	4	4	4	4	71
4	4	4	4	4	4	4	4	4	3	4	3	3	4	3	3	4	4	67
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3	5	4	5	3	5	5	5	5	5	5	4	4	5	5	5	5	5	83
3	5	4	5	3	5	5	5	5	5	5	4	4	5	5	5	5	5	83
4	4	4	5	3	5	5	5	5	5	5	4	5	4	3	5	5	5	81
4	5	5	5	3	5	5	5	5	5	5	3	4	4	3	5	5	5	81
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3	4	4	4	3	4	4	3	4	3	4	3	3	4	3	3	4	4	64
3	4	4	4	4	4	3	4	3	4	4	4	3	3	3	4	4	4	66
4	4	5	4	3	5	4	5	5	4	5	4	5	4	4	4	4	5	78
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4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4	4	70
4	4	4	4	3	4	4	4	4	4	4	4	4	5	4	4	4	4	72
5	4	4	4	3	4	4	4	4	4	5	4	5	4	4	4	4	4	74
4	4	4	4	2	2	3	5	4	4	4	4	4	3	3	4	4	4	66
5	5	5	5	4	5	4	5	5	5	5	5	5	5	5	5	5	5	88
3	3	4	3	3	3	4	3	4	3	3	3	3	3	3	3	4	5	60
3	3	3	3	3	3	3	4	4	4	3	3	3	4	3	3	3	3	58
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3	4	4	5	3	5	5	5	5	4	5	3	5	4	3	5	5	5	78
4	4	4	4	4	4	3	4	4	3	4	3	3	3	3	4	4	4	66
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4	4	4	4	5	4	4	4	4	3	3	4	3	4	3	4	4	4	69
2	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	54
4	4	4	4	3	4	3	4	4	3	4	4	3	4	4	4	4	4	68
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2	3	3	3	3	3	3	4	3	2	3	3	3	3	3	3	3	3	53
3	4	3	4	4	3	3	4	3	4	3	3	3	4	3	4	4	4	63
3	3	5	5	3	4	3	5	5	5	4	4	4	4	4	4	4	5	74
4	4	3	4	3	3	3	3	3	4	2	3	4	2	3	4	4	4	60

Workplace Spirituality																	Total X3
X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	X3.16	X3.17	
4	4	4	3	3	4	3	4	5	3	5	4	5	5	4	4	4	68
3	3	4	4	4	4	2	4	4	4	4	5	4	4	4	4	4	65
3	3	3	3	4	4	4	3	4	3	4	4	3	3	3	4	4	59
3	3	3	4	4	4	4	4	3	4	4	4	3	4	3	4	4	62
3	3	3	4	4	4	4	4	3	4	4	4	3	4	3	4	4	62
4	4	3	4	4	4	4	4	4	4	4	5	4	4	4	5	5	70
5	4	4	4	5	4	4	4	5	5	5	5	4	4	4	4	4	74
2	2	3	4	4	4	4	4	4	5	5	5	3	3	3	5	5	65
4	4	5	5	5	5	5	5	4	5	5	5	5	5	4	5	4	80
5	4	4	4	4	4	2	4	4	4	4	4	4	4	3	4	4	66
4	4	4	4	4	4	4	4	5	4	5	5	4	4	4	5	5	73
3	3	3	3	3	3	3	5	4	5	4	4	3	3	3	5	5	62
4	5	4	4	4	4	4	4	4	3	5	5	4	4	4	5	5	72
2	3	4	3	3	3	3	3	2	4	4	4	4	3	2	4	4	55
2	3	4	4	4	4	4	4	2	3	3	4	3	2	2	3	3	54
3	3	4	3	2	3	3	3	2	4	3	4	4	4	2	4	4	55
3	3	3	3	3	3	4	3	4	2	3	3	3	2	3	4	3	52
2	3	4	3	3	3	3	3	4	2	4	4	4	3	3	4	4	57
4	4	4	4	5	4	5	5	5	5	4	4	4	4	3	4	5	73
4	4	4	4	4	4	3	4	4	4	5	5	4	4	2	5	5	69
4	4	4	3	3	3	3	4	3	4	4	4	4	4	3	3	3	60
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3	4	4	4	5	5	4	5	4	5	5	5	4	4	4	5	5	75
5	4	4	5	5	4	4	4	4	4	4	4	4	4	5	4	5	74
4	4	4	3	3	4	4	4	4	4	4	5	5	4	4	4	4	68
5	4	5	4	5	4	3	4	3	4	3	4	4	4	4	4	4	68
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4	5	4	5	5	4	3	4	3	5	5	5	4	4	3	5	5	73
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5	4	4	4	5	5	4	4	4	3	4	4	3	4	4	4	4	69
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4	4	4	4	3	4	3	4	3	4	4	4	3	4	4	4	4	64
5	5	5	5	4	4	5	5	5	5	5	5	5	4	4	5	5	82
5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	84
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4	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	75
3	3	3	4	4	4	3	3	4	4	4	3	3	3	4	2	4	58

Lampiran 11 Nilai T Tabel

d.f.	TINGKAT SIGNIFIKANSI						
dua sisi	20%	10%	5%	2%	1%	0.2%	0.1%
satu sisi	10%	5%	2.5%	1%	0.5%	0.1%	0.05%
80	1.292	1.664	1.990	2.374	2.639	3.195	3.416
81	1.292	1.664	1.990	2.373	2.638	3.194	3.415
82	1.292	1.664	1.989	2.373	2.637	3.193	3.413
83	1.292	1.663	1.989	2.372	2.636	3.191	3.412
84	1.292	1.663	1.989	2.372	2.636	3.190	3.410
85	1.292	1.663	1.988	2.371	2.635	3.189	3.409
86	1.291	1.663	1.988	2.370	2.634	3.188	3.407
87	1.291	1.663	1.988	2.370	2.634	3.187	3.406
88	1.291	1.662	1.987	2.369	2.633	3.185	3.405
89	1.291	1.662	1.987	2.369	2.632	3.184	3.403
90	1.291	1.662	1.987	2.368	2.632	3.183	3.402
91	1.291	1.662	1.986	2.368	2.631	3.182	3.401
92	1.291	1.662	1.986	2.368	2.630	3.181	3.399
93	1.291	1.661	1.986	2.367	2.630	3.180	3.398
94	1.291	1.661	1.986	2.367	2.629	3.179	3.397
95	1.291	1.661	1.985	2.366	2.629	3.178	3.396
96	1.290	1.661	1.985	2.366	2.628	3.177	3.395
97	1.290	1.661	1.985	2.365	2.627	3.176	3.394
98	1.290	1.661	1.984	2.365	2.627	3.175	3.393
99	1.290	1.660	1.984	2.365	2.626	3.175	3.392
100	1.290	1.660	1.984	2.364	2.626	3.174	3.390



Lampiran 12 Nilai F Tabel

Tabel F (0,05 / 5%)										
df2	df1									
	1	2	3	4	5	6	7	8	9	10
81	3,9589	3,1093	2,7173	2,4844	2,3273	2,2127	2,1248	2,0549	1,9976	1,9497
82	3,9574	3,1079	2,7159	2,4830	2,3259	2,2113	2,1234	2,0534	1,9961	1,9482
83	3,9560	3,1065	2,7146	2,4817	2,3245	2,2099	2,1220	2,0520	1,9947	1,9468
84	3,9546	3,1052	2,7132	2,4803	2,3231	2,2086	2,1206	2,0506	1,9933	1,9454
85	3,9532	3,1038	2,7119	2,4790	2,3218	2,2072	2,1193	2,0493	1,9919	1,9440
86	3,9519	3,1026	2,7106	2,4777	2,3205	2,2059	2,1180	2,0480	1,9906	1,9426
87	3,9506	3,1013	2,7094	2,4765	2,3193	2,2047	2,1167	2,0467	1,9893	1,9413
88	3,9493	3,1001	2,7082	2,4753	2,3181	2,2034	2,1155	2,0454	1,9880	1,9400
89	3,9481	3,0989	2,7070	2,4741	2,3169	2,2022	2,1143	2,0442	1,9868	1,9388
90	3,9469	3,0977	2,7058	2,4729	2,3157	2,2011	2,1131	2,0430	1,9856	1,9376
91	3,9457	3,0966	2,7047	2,4718	2,3145	2,1999	2,1119	2,0418	1,9844	1,9364
92	3,9445	3,0954	2,7036	2,4707	2,3134	2,1988	2,1108	2,0407	1,9833	1,9352
93	3,9434	3,0943	2,7025	2,4696	2,3123	2,1977	2,1097	2,0395	1,9821	1,9341
94	3,9423	3,0933	2,7014	2,4685	2,3113	2,1966	2,1086	2,0384	1,9810	1,9329
95	3,9412	3,0922	2,7004	2,4675	2,3102	2,1955	2,1075	2,0374	1,9799	1,9318
96	3,9402	3,0912	2,6994	2,4665	2,3092	2,1945	2,1065	2,0363	1,9789	1,9308
97	3,9391	3,0902	2,6984	2,4655	2,3082	2,1935	2,1054	2,0353	1,9778	1,9297
98	3,9381	3,0892	2,6974	2,4645	2,3072	2,1925	2,1044	2,0343	1,9768	1,9287
99	3,9371	3,0882	2,6965	2,4636	2,3063	2,1915	2,1035	2,0333	1,9758	1,9277



Lampiran 13 Nilai R Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375
91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290
96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226
100	0.1638	0.1946	0.2301	0.2540	0.3211

DAFTAR RIWAYAT HIDUP



Penulis bernama Nafisah Tusadiyah, lahir di Banyumas pada tanggal 9 Juni 2001. Penulis merupakan putri ke dua dari pasangan Bapak Tumiran dan Ibu Siti Khujaemah. Bertempat tinggal di Desa Panembangan RT 02 / RW 02, Kec. Cilongok, Kab. Banyumas dengan contact: 085327877785 dan email nafisahtsdyh@gmail.com.

Penulis menempuh pendidikan di TK Diponegoro 147 Panembangan dan lulus pada tahun 2007, kemudian melanjutkan ke tingkat dasar SD Negeri Panembangan dan lulus pada tahun 2013, kemudian melanjutkan ke tingkat menengah pertama di MTs Ma'arif NU 2 Cilongok dan lulus pada tahun 2016. Jenjang menengah kejuruan diselesaikan pada tahun 2019 di SMK Ma'arif NU 1 Cilongok. Sebelum melanjutkan ke program studi Manajemen Fakultas Sosial Ekonomi dan Humaniora Universitas Nahdlatul Ulama Purwokerto penulis sempat bekerja sampai penulis memilih untuk menjalani masa perkuliahan secara beriringan dengan dunia kerja demi memperluas cakrawala pengalaman. Dinamika ini menjadi sarana pembelajaran yang efektif untuk melatih ketahanan mental, skala prioritas, serta konsistensi dalam menuntaskan seluruh kewajiban akademik di tengah kesibukan yang tinggi.