



LAMPIRAN



LAMPIRAN A
SKALA PENELITIAN
A.1. Skala Kepuasan Kerja
A.2. Skala WLB



A.1. Skala Kepuasan Kerja

Skala 1 (Kepuasan Kerja)

1. Petunjuk Pelaksanaan

Kakak diminta untuk membaca dengan cepat masing-masing pernyataan dari skala penelitian ini, lalu memilih satu dari empat opsi jawaban yang paling merepresentasikan keadaan kakak terkait dengan makna pernyataan tersebut, adapun opsi jawaban sebagai berikut:

STS= Sangat Tidak Setuju

TS = Tidak Setuju

S = Setuju

SS = Sangat Setuju

2. Item Pernyataan

No	Pernyataan	Opsi Jawaban			
		STS	TS	S	SS
1	Saya menyukai bekerja sebagai <i>freelancer</i> karena dapat mengenal banyak teman kerja yang berbeda-beda				
2	Saya merasa kebutuhan saya tercukupi dengan <i>fee</i> sebagai <i>freelancer</i>				
3	Menjadi <i>Freelancer</i> memacu semangat saya, karena pekerjaan yang berubah-ubah				
4	Pendapatan saya tidak menentu setiap bulannya				
5	Saya merasa bekerja sendirian, ketika menyelesaikan <i>project</i> yang saya jalani				
6	Saya merasa tidak tertantang karena saya sudah menguasai semua kemampuan dalam bidang kerja saya saat ini				
7	<i>Fee</i> sebagai <i>freelancer</i> belum memenuhi kebutuhan saya				
8	Saya nyaman dengan suasana kerja saat ini				
9	Saya harus mengeluarkan biaya lebih untuk bekerja di <i>Café</i> atau <i>working space</i> , karena tidak memiliki tempat kerja				
10	Saya memiliki hubungan yang baik dengan rekan kerja <i>se-project</i> saya				
11	Saya puas dengan <i>fee</i> yang saya dapatkan sebagai <i>freelancer</i> sejauh ini				
12	Bekerja sebagai <i>freelancer</i> sudah tidak menantang lagi bagi saya				
13	Saya menikmati menjadi seorang <i>freelance</i> . Karena memiliki target yang berbeda untuk masing-masing <i>project</i> .				

14	Saya dapat mengerjakan pekerjaan dari mana saja				
15	Saya tidak bisa bekerja dalam tim, sehingga lebih menikmati bekerja sendiri				
16	Saya tidak bisa mengendalikan kondisi tempat kerja saya, sehingga seringkali saya terganggu				





A.2. Skala WLB

Skala 2 (WLB)

1. Petunjuk Pelaksanaan

Kakak diminta untuk membaca dengan cepat masing-masing pernyataan dari skala penelitian ini, lalu memilih satu dari empat opsi jawaban yang paling merepresentasikan keadaan kakak terkait dengan makna pernyataan tersebut, adapun opsi jawaban sebagai berikut:

STS= Sangat Tidak Sesuai
 TS = Tidak Sesuai
 S = Sesuai
 SS = Sangat Sesuai

2. Item Pernyataan

No	Pernyataan	Opsi Jawaban			
		STS	TS	S	SS
1	Saya dapat mengatur waktu kerja saya dengan waktu untuk kehidupan pribadi saya dengan baik				
2	Saya sudah mengetahui <i>scope of work</i> untuk setiap <i>project</i> yang saya terima				
3	Saya merasa puas ketika mendapatkan apresiasi positif dari klien mengenai hasil kerja				
4	Saya kesusahan untuk mengatur jam tidur saya, karena pekerjaan saya yang tidak terbatas oleh waktu				
5	Kebanyakan klien saya meminta saya untuk mengerjakan pekerjaan yang bukan bagian saya (tidak sesuai dengan kesepakatan kontrak kerja)				
6	Saya terpaksa menjadi seorang <i>freelancer</i> , karena belum mendapatkan pekerjaan tetap				
7	Saya hanya bisa menerima apabila klien meminta saya mengerjakan pekerjaan tambahan, supaya klien puas				
8	Saya merasa terbebani dengan waktu kerja yang fleksibel				
9	Saya merasa bahwa <i>freelance</i> bukanlah pekerjaan yang bisa saya banggakan				
10	Saya mengerjakan <i>jobdesk</i> yang sesuai dengan kesepakatan kontrak kerja				
11	Saya merasa senang untuk bekerja sebagai <i>freelancer</i> yang sesuai dengan <i>Passion</i> saya				
12	Saya dapat menolak apabila ada pertemuan atau pekerjaan di luar kesepakatan kontrak kerja				



LAMPIRAN B
SUBJEK UJI COBA ALAT UKUR
B.1. Subjek Skala Kepuasan Kerja
B.2. Subjek Skala WLB

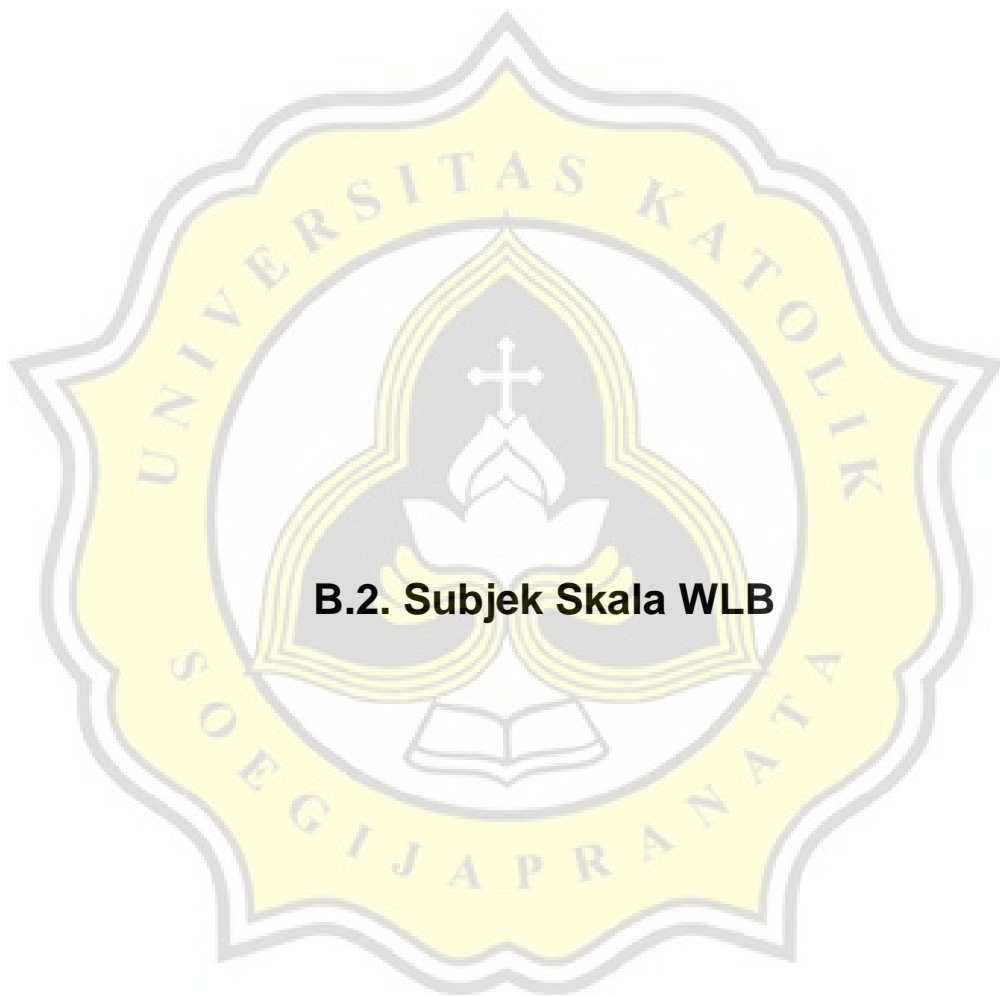


B.1. Subjek Skala Kepuasan Kerja

Subjek	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	YTOT
1	4	4	3	1	1	3	2	3	4	3	2	3	3	3	4	3	46
2	4	4	3	1	4	4	2	3	4	4	3	4	4	3	4	1	52
3	4	4	3	1	2	4	2	2	4	3	2	4	4	2	2	2	45
4	4	4	1	1	1	1	1	2	3	2	1	1	2	3	2	2	31
5	3	4	4	1	2	4	3	4	3	4	3	4	3	4	4	4	54
6	3	3	4	1	3	4	1	4	3	4	4	4	4	4	4	1	51
7	3	4	4	1	4	4	3	4	2	4	4	4	4	4	4	1	54
8	4	4	3	2	4	4	4	3	4	3	3	4	3	4	4	4	57
9	4	4	3	1	2	3	3	4	3	4	3	3	3	3	3	2	48
10	3	4	3	2	3	3	3	4	4	4	3	3	4	3	3	3	52
11	4	4	4	3	3	3	4	4	4	1	4	3	4	4	3	4	56
12	4	4	4	2	3	4	3	4	4	4	4	4	4	4	4	3	59
13	3	3	3	1	2	3	2	3	4	3	3	3	3	3	3	3	45
14	4	3	3	2	3	3	2	3	4	3	2	3	3	3	3	3	47
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16	2	3	2	1	2	3	1	3	3	4	3	3	4	4	3	3	44
17	4	4	3	2	2	2	2	3	4	3	2	3	3	3	4	3	47
18	4	4	3	2	1	2	3	3	4	1	3	2	4	4	3	1	44
19	3	4	2	1	3	3	2	3	3	3	2	1	2	2	1	2	37
20	3	4	3	3	1	4	2	2	1	4	2	4	4	3	3	3	46
21	4	4	4	1	3	4	3	4	4	4	3	3	3	4	4	2	54
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23	3	2	4	1	4	4	1	3	3	4	3	4	4	4	4	2	50
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25	4	4	2	2	3	2	3	4	4	4	3	3	4	3	4	3	52
26	3	4	3	1	3	4	2	3	4	4	2	4	4	4	3	3	51
27	4	4	3	2	3	3	3	2	4	3	2	3	3	3	3	3	48
28	3	2	4	1	3	3	4	3	3	3	2	4	4	4	3	3	49

29	4	2	1	1	1	1	1	2	4	2	2	3	1	3	1	2	31
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31	4	4	3	2	2	3	2	2	4	4	3	3	4	4	1	2	47
32	4	4	4	1	4	3	4	4	4	4	4	4	4	4	4	4	60
33	3	3	3	2	3	3	2	3	4	4	2	3	3	2	4	4	48
34	4	4	4	2	2	3	2	2	4	4	2	2	3	3	3	2	46
35	3	3	3	2	1	1	3	2	3	4	2	1	3	4	3	2	40
36	4	4	4	1	3	3	3	2	4	4	2	3	4	4	3	3	51
37	4	4	2	2	3	3	2	3	4	3	3	3	2	4	3	1	46
38	3	3	4	2	2	3	3	3	4	3	3	3	3	2	4	3	48
39	4	4	2	1	2	1	2	2	4	3	3	3	3	3	3	2	42
40	3	4	2	1	2	3	2	3	3	3	3	4	3	2	3	3	44
41	4	4	3	1	4	4	1	3	3	4	2	4	3	4	4	4	52
42	4	4	2	2	3	4	3	3	4	4	4	3	3	4	4	3	54
43	4	4	3	3	3	3	3	4	4	4	3	3	3	4	3	3	54
44	4	4	1	3	4	4	4	1	4	2	3	2	2	4	1	2	45
45	3	2	1	1	1	4	1	4	3	4	1	4	4	4	1	4	42
46	2	2	4	3	3	4	3	4	2	4	3	4	4	4	4	3	53
47	4	4	4	2	3	4	4	4	4	4	4	4	4	4	4	4	61
48	3	4	3	1	1	4	3	4	3	3	4	4	3	4	2	2	48
49	3	3	2	2	3	3	2	3	3	3	3	3	3	3	3	3	45
50	3	3	3	1	4	3	4	3	3	3	3	3	3	2	4	3	48
51	3	4	3	1	2	4	1	4	3	3	2	4	3	3	3	2	45
52	3	3	2	2	4	3	3	3	3	3	3	3	3	3	3	3	47
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55	3	4	4	4	2	3	4	4	3	4	4	1	2	2	3	4	51
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59	3	3	4	3	1	3	3	1	3	4	2	4	4	4	3	3	48
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62	4	4	4	1	1	2	3	4	4	4	4	3	3	3	1	2	47
63	2	2	4	2	1	2	2	4	2	1	1	4	3	1	3	2	36
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71	3	3	4	2	3	3	3	3	3	3	2	2	2	4	4	3	47
72	3	3	4	1	1	2	2	3	3	2	3	2	3	3	3	2	40
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74	4	4	4	2	4	3	4	3	4	3	4	1	3	3	1	2	49



B.2. Subjek Skala WLB

X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	XTOT
4	4	4	1	1	1	2	1	3	2	3	3	29
4	4	4	3	3	2	2	3	4	4	4	3	40
2	4	4	2	2	2	2	3	1	3	2	3	30
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3	3	3	1	1	1	1	4	4	4	4	4	33
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4	4	4	3	2	4	3	4	4	4	4	4	44
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3	3	3	1	1	2	1	2	2	2	3	2	25
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4	4	4	3	2	3	3	3	3	3	3	3	38
3	3	3	2	1	4	3	2	4	4	4	4	37

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4	4	4	3	2	4	3	4	2	3	3	3	39
3	4	4	2	3	2	2	3	4	2	3	3	35
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4	4	4	3	3	2	2	3	3	3	4	3	38
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3	3	3	1	3	4	2	1	1	3	2	3	29
4	4	4	2	3	3	3	2	3	4	3	4	39
4	4	4	1	3	3	4	1	1	3	2	4	34



LAMPIRAN C

UJI COBA ALAT UKUR

C.1. Uji Validitas & Reliabilitas Skala Kepuasan Kerja

C.2. Uji Validitas & Reliabilitas Skala WLB



C.1. Uji Validitas & Reliabilitas Skala Kepuasan Kerja

Put 1

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	YTOT
Y1	Pearson Correlation	1	,564**	-,152	-,039	,197	,047	,081	-,167	,552**	,220	-,002	,061	-,170	,201	-,080	-,024	,281*
	Sig. (2-tailed)		,000	,196	,740	,093	,694	,490	,155	,000	,060	,986	,603	,148	,085	,498	,838	,015
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y2	Pearson Correlation	,564**	1	-,016	-,018	,138	,190	,147	-,005	,353**	,254*	,131	-,027	,059	,055	-,032	-,066	,350**
	Sig. (2-tailed)	,000		,895	,879	,240	,104	,212	,969	,002	,029	,266	,816	,618	,644	,790	,576	,002
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y3	Pearson Correlation	-,152	-,016	1	,113	,057	,057	,357**	-,408**	-,040	,140	,379**	,018	,414**	,117	,348**	,046	,481**
	Sig. (2-tailed)	,196	,895		,336	,631	,627	,002	,000	,734	,236	,001	,878	,000	,321	,002	,695	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y4	Pearson Correlation	-,039	-,018	,113	1	,075	-,029	,423**	-,005	,034	-,126	,142	-,316**	-,071	,076	,092	,145	,206
	Sig. (2-tailed)	,740	,879	,336		,525	,809	,000	,967	,773	,285	,226	,006	,546	,519	,435	,219	,078
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y5	Pearson Correlation	,197	,138	,057	,075	1	,414**	,313**	,109	,172	,263*	,255*	,095	,031	,199	,263*	,170	,559**
	Sig. (2-tailed)	,093	,240	,631	,525		,000	,007	,354	,143	,024	,028	,422	,795	,089	,023	,149	,000

	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y6	Pearson Correlation	,047	,190	,057	-,029	,414**	1	,068	,122	-,131	,392**	,101	,552**	,243*	,267*	,160	,110	,537**
	Sig. (2-tailed)	,694	,104	,627	,809	,000		,565	,302	,265	,001	,391	,000	,037	,021	,173	,352	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y7	Pearson Correlation	,081	,147	,357**	,423**	,313**	,068	1	,160	,160	-,035	,492**	-,175	,071	,167	,098	,208	,509**
	Sig. (2-tailed)	,490	,212	,002	,000	,007	,565		,172	,174	,769	,000	,136	,546	,155	,404	,075	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y8	Pearson Correlation	-,167	-,005	,408**	-,005	,109	,122	,160	1	-,083	,151	,435**	,087	,239*	,107	,195	,146	,427**
	Sig. (2-tailed)	,155	,969	,000	,967	,354	,302	,172		,482	,198	,000	,459	,040	,366	,097	,213	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y9	Pearson Correlation	,552**	,353**	-,040	,034	,172	-,131	,160	-,083	1	,018	,143	-,155	-,053	,059	,073	,044	,260*
	Sig. (2-tailed)	,000	,002	,734	,773	,143	,265	,174	,482		,880	,225	,187	,653	,615	,535	,711	,025
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y10	Pearson Correlation	,220	,254*	,140	-,126	,263*	,392**	-,035	,151	,018	1	,118	,291*	,211	,278*	,170	,266*	,529**
	Sig. (2-tailed)	,060	,029	,236	,285	,024	,001	,769	,198	,880		,315	,012	,072	,017	,149	,022	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y11	Pearson Correlation	-,002	,131	,379**	,142	,255*	,101	,492**	,435**	,143	,118	1	-,049	,216	,311**	,180	,055	,558**

	Sig. (2-tailed)	,986	,266	,001	,226	,028	,391	,000	,000	,225	,315		,678	,064	,007	,125	,643	,000	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y12	Pearson Correlation	,061	-,027	,018	-,316**	,095	,552**	-,175	,087	-,155	,291*	-,049	1	,408**	,176	,255*	,157	,375**	
	Sig. (2-tailed)	,603	,816	,878	,006	,422	,000	,136	,459	,187	,012	,678		,000	,134	,028	,181	,001	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y13	Pearson Correlation	-,170	,059	,414**	-,071	,031	,243*	,071	,239*	-,053	,211	,216	,408**	1	,254*	,201	,022	,444**	
	Sig. (2-tailed)	,148	,618	,000	,546	,795	,037	,546	,040	,653	,072	,064	,000		,029	,085	,850	,000	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y14	Pearson Correlation	,201	,055	,117	,076	,199	,267*	,167	,107	,059	,278*	,311**	,176	,254*	1	,054	,082	,477**	
	Sig. (2-tailed)	,085	,644	,321	,519	,089	,021	,155	,366	,615	,017	,007	,134	,029		,650	,489	,000	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y15	Pearson Correlation	-,080	-,032	,348**	,092	,263*	,160	,098	,195	,073	,170	,180	,255*	,201	,054	1	,271*	,503**	
	Sig. (2-tailed)	,498	,790	,002	,435	,023	,173	,404	,097	,535	,149	,125	,028	,085	,650		,020	,000	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74
Y16	Pearson Correlation	-,024	-,066	,046	,145	,170	,110	,208	,146	,044	,266*	,055	,157	,022	,082	,271*	1	,403**	
	Sig. (2-tailed)	,838	,576	,695	,219	,149	,352	,075	,213	,711	,022	,643	,181	,850	,489	,020		,000	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74

YTOT	Pearson	,281*	,350**	,481**	,206	,559**	,537**	,509**	,427**	,260*	,529**	,558**	,375**	,444**	,477**	,503**	,403**	1
	Correlation																	
	Sig. (2-tailed)	,015	,002	,000	,078	,000	,000	,000	,000	,025	,000	,000	,001	,000	,000	,000	,000	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74	74

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

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

Case Processing Summary

		N	%
Cases	Valid	74	94,9
	Excluded ^a	4	5,1
	Total	78	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,715	16

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Y1	44,49	31,623	,172	,714
Y2	44,35	30,916	,233	,709
Y3	44,64	29,194	,350	,697
Y4	46,14	32,091	,075	,724
Y5	45,36	28,071	,429	,687
Y6	44,93	28,776	,420	,689
Y7	45,31	28,875	,380	,694
Y8	44,68	30,058	,306	,702
Y9	44,35	31,765	,148	,716
Y10	44,62	28,759	,406	,691
Y11	45,04	28,724	,449	,687
Y12	44,93	30,036	,215	,714
Y13	44,55	30,223	,339	,700
Y14	44,55	29,730	,366	,696
Y15	44,77	28,700	,364	,695
Y16	45,26	29,974	,263	,707

Put 2

		Correlations											
		Y3	Y5	Y6	Y7	Y8	Y10	Y11	Y13	Y14	Y15	Y16	YTOT
Y3	Pearson Correlation	1	,057	,057	,357**	,408**	,140	,379**	,414**	,117	,348**	,046	,481**
	Sig. (2-tailed)		,631	,627	,002	,000	,236	,001	,000	,321	,002	,695	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
Y5	Pearson Correlation	,057	1	,414**	,313**	,109	,263*	,255*	,031	,199	,263*	,170	,559**
	Sig. (2-tailed)	,631		,000	,007	,354	,024	,028	,795	,089	,023	,149	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
Y6	Pearson Correlation	,057	,414**	1	,068	,122	,392**	,101	,243*	,267*	,160	,110	,537**
	Sig. (2-tailed)	,627	,000		,565	,302	,001	,391	,037	,021	,173	,352	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
Y7	Pearson Correlation	,357**	,313**	,068	1	,160	-,035	,492**	,071	,167	,098	,208	,509**
	Sig. (2-tailed)	,002	,007	,565		,172	,769	,000	,546	,155	,404	,075	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
Y8	Pearson Correlation	,408**	,109	,122	,160	1	,151	,435**	,239*	,107	,195	,146	,427**
	Sig. (2-tailed)												
	N												

	Sig. (2-tailed)	,000	,354	,302	,172		,198	,000	,040	,366	,097	,213	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
Y10	Pearson Correlation	,140	,263*	,392**	-,035	,151	1	,118	,211	,278*	,170	,266*	,529**
	Sig. (2-tailed)	,236	,024	,001	,769	,198		,315	,072	,017	,149	,022	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
Y11	Pearson Correlation	,379**	,255*	,101	,492**	,435**	,118	1	,216	,311**	,180	,055	,558**
	Sig. (2-tailed)	,001	,028	,391	,000	,000	,315		,064	,007	,125	,643	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
Y13	Pearson Correlation	,414**	,031	,243*	,071	,239*	,211	,216	1	,254*	,201	,022	,444**
	Sig. (2-tailed)	,000	,795	,037	,546	,040	,072	,064		,029	,085	,850	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
Y14	Pearson Correlation	,117	,199	,267*	,167	,107	,278*	,311**	,254*	1	,054	,082	,477**
	Sig. (2-tailed)	,321	,089	,021	,155	,366	,017	,007	,029		,650	,489	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
Y15	Pearson Correlation	,348**	,263*	,160	,098	,195	,170	,180	,201	,054	1	,271*	,503**
	Sig. (2-tailed)	,002	,023	,173	,404	,097	,149	,125	,085	,650		,020	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74

Y16	Pearson Correlation	,046	,170	,110	,208	,146	,266*	,055	,022	,082	,271*	1	,403**
	Sig. (2-tailed)	,695	,149	,352	,075	,213	,022	,643	,850	,489	,020		,000
	N	74	74	74	74	74	74	74	74	74	74	74	74
YTOT	Pearson Correlation	,481**	,559**	,537**	,509**	,427**	,529**	,558**	,444**	,477**	,503**	,403**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	74	74	74	74	74	74	74	74	74	74	74	74

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

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

Case Processing Summary

		N	%
Cases	Valid	74	94,9
	Excluded ^a	4	5,1
	Total	78	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,730	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y3	29,57	19,646	,435	,701
Y5	30,30	19,527	,403	,706
Y6	29,86	20,310	,366	,711
Y7	30,24	20,132	,362	,712
Y8	29,61	20,433	,390	,708
Y10	29,55	20,196	,367	,711
Y11	29,97	19,643	,487	,695
Y13	29,49	21,075	,353	,714
Y14	29,49	20,911	,340	,715
Y15	29,70	19,773	,372	,711
Y16	30,19	20,895	,265	,726



C.2. Uji Validitas & Reliabilitas Skala WLB

Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	XTOT
X1	Pearson Correlation	1	,590**	,277*	,001	-,083	,026	-,034	,105	-,025	,097	,022	,160	,043
	Sig. (2-tailed)		,000	,017	,996	,484	,825	,776	,375	,834	,412	,852	,174	,715
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X2	Pearson Correlation	,590**	1	,439**	,220	,191	,050	,092	,207	,043	,093	-,053	,149	,231*
	Sig. (2-tailed)	,000		,000	,060	,104	,672	,437	,077	,716	,429	,656	,206	,048
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X3	Pearson Correlation	,277*	,439**	1	,027	,202	-,033	,194	,136	-,038	,044	-,137	-,075	,123
	Sig. (2-tailed)	,017	,000		,822	,085	,782	,097	,248	,745	,710	,244	,525	,296
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X4	Pearson Correlation	,001	,220	,027	1	,390**	,136	,214	,440**	,476**	,199	,227	-,166	,604**
	Sig. (2-tailed)	,996	,060	,822		,001	,249	,067	,000	,000	,090	,052	,158	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X5	Pearson Correlation	-,083	,191	,202	,390**	1	,280*	,263*	,341**	,353**	,400**	,147	-,042	,675**
	Sig. (2-tailed)	,484	,104	,085	,001		,016	,024	,003	,002	,000	,213	,724	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74

X6	Pearson Correlation	,026	,050	-,033	,136	,280*	1	,262*	,297*	,278*	,032	-,027	,030	,427**
	Sig. (2-tailed)	,825	,672	,782	,249	,016		,024	,010	,016	,785	,819	,800	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X7	Pearson Correlation	-,034	,092	,194	,214	,263*	,262*	1	,169	,170	,059	-,021	,049	,411**
	Sig. (2-tailed)	,776	,437	,097	,067	,024	,024		,149	,148	,616	,856	,681	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X8	Pearson Correlation	,105	,207	,136	,440**	,341**	,297*	,169	1	,403**	,202	,271*	-,051	,681**
	Sig. (2-tailed)	,375	,077	,248	,000	,003	,010	,149		,000	,085	,019	,665	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X9	Pearson Correlation	-,025	,043	-,038	,476**	,353**	,278*	,170	,403**	1	,319**	,481**	-,240*	,681**
	Sig. (2-tailed)	,834	,716	,745	,000	,002	,016	,148	,000		,006	,000	,039	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X10	Pearson Correlation	,097	,093	,044	,199	,400**	,032	,059	,202	,319**	1	,352**	,165	,566**
	Sig. (2-tailed)	,412	,429	,710	,090	,000	,785	,616	,085	,006		,002	,159	,000
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X11	Pearson Correlation	,022	-,053	-,137	,227	,147	-,027	-,021	,271*	,481**	,352**	1	,103	,488**
	Sig. (2-tailed)	,852	,656	,244	,052	,213	,819	,856	,019	,000	,002		,383	,000

	N	74	74	74	74	74	74	74	74	74	74	74	74	74
X12	Pearson Correlation	,160	,149	-,075	-,166	-,042	,030	,049	-,051	-,240*	,165	,103	1	,071
	Sig. (2-tailed)	,174	,206	,525	,158	,724	,800	,681	,665	,039	,159	,383		,545
	N	74	74	74	74	74	74	74	74	74	74	74	74	74
XTOT	Pearson Correlation	,043	,231*	,123	,604**	,675**	,427**	,411**	,681**	,681**	,566**	,488**	,071	1
	Sig. (2-tailed)	,715	,048	,296	,000	,000	,000	,000	,000	,000	,000	,000	,545	
	N	74	74	74	74	74	74	74	74	74	74	74	74	74

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

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

Case Processing Summary

		N	%
Cases	Valid	74	94,9
	Excluded ^a	4	5,1
	Total	78	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,696	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	32,14	20,776	,131	,702
X2	31,91	20,361	,324	,681
X3	31,81	21,388	,157	,696
X4	33,68	17,510	,470	,653
X5	33,31	17,340	,502	,647
X6	32,97	18,520	,292	,685
X7	33,30	19,472	,276	,685
X8	33,08	16,569	,526	,640
X9	32,82	16,585	,502	,645
X10	32,41	18,874	,386	,669
X11	32,46	19,512	,311	,680
X12	32,26	21,755	-,016	,716

Put 2

Case Processing Summary

		N	%
Cases	Valid	74	94,9
	Excluded ^a	4	5,1
	Total	78	100,0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
,733	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2	21,16	18,987	,183	,738

X4	22,93	15,297	,527	,687
X5	22,57	15,290	,537	,685
X6	22,23	16,536	,302	,731
X7	22,55	17,566	,272	,730
X8	22,34	14,720	,534	,684
X9	22,08	14,158	,592	,671
X10	21,66	17,131	,360	,717
X11	21,72	17,521	,321	,723

Put 3

Correlations

		X4	X5	X6	X7	X8	X9	X10	X11	XTOT3
X4	Pearson Correlation	1	,390**	,136	,214	,440**	,476**	,199	,227	,663**
	Sig. (2-tailed)		,001	,249	,067	,000	,000	,090	,052	,000
	N	74	74	74	74	74	74	74	74	74
X5	Pearson Correlation	,390**	1	,280*	,263*	,341**	,353**	,400**	,147	,672**
	Sig. (2-tailed)	,001		,016	,024	,003	,002	,000	,213	,000
	N	74	74	74	74	74	74	74	74	74
X6	Pearson Correlation	,136	,280*	1	,262*	,297*	,278*	,032	-,027	,508**
	Sig. (2-tailed)	,249	,016		,024	,010	,016	,785	,819	,000
	N	74	74	74	74	74	74	74	74	74

	N	74	74	74	74	74	74	74	74	74
X7	Pearson Correlation	,214	,263*	,262*	1	,169	,170	,059	-,021	,435**
	Sig. (2-tailed)	,067	,024	,024		,149	,148	,616	,856	,000
	N	74	74	74	74	74	74	74	74	74
X8	Pearson Correlation	,440**	,341**	,297*	,169	1	,403**	,202	,271*	,684**
	Sig. (2-tailed)	,000	,003	,010	,149		,000	,085	,019	,000
	N	74	74	74	74	74	74	74	74	74
X9	Pearson Correlation	,476**	,353**	,278*	,170	,403**	1	,319**	,481**	,750**
	Sig. (2-tailed)	,000	,002	,016	,148	,000		,006	,000	,000
	N	74	74	74	74	74	74	74	74	74
X10	Pearson Correlation	,199	,400**	,032	,059	,202	,319**	1	,352**	,509**
	Sig. (2-tailed)	,090	,000	,785	,616	,085	,006		,002	,000
	N	74	74	74	74	74	74	74	74	74
X11	Pearson Correlation	,227	,147	-,027	-,021	,271*	,481**	,352**	1	,483**
	Sig. (2-tailed)	,052	,213	,819	,856	,019	,000	,002		,000
	N	74	74	74	74	74	74	74	74	74
XTOT3	Pearson Correlation	,663**	,672**	,508**	,435**	,684**	,750**	,509**	,483**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	74	74	74	74	74	74	74	74	74

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

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

Case Processing Summary

		N	%
Cases	Valid	74	94,9
	Excluded ^a	4	5,1
	Total	78	100,0

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

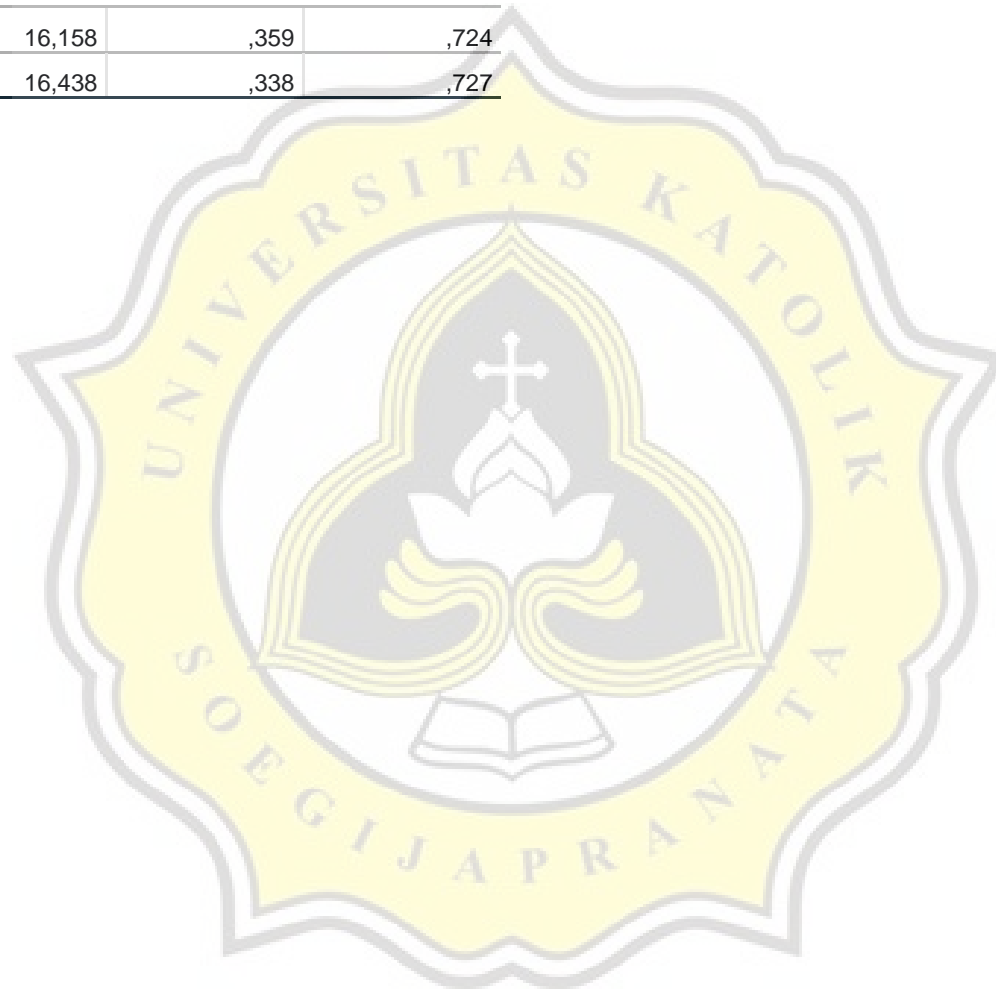
Reliability Statistics

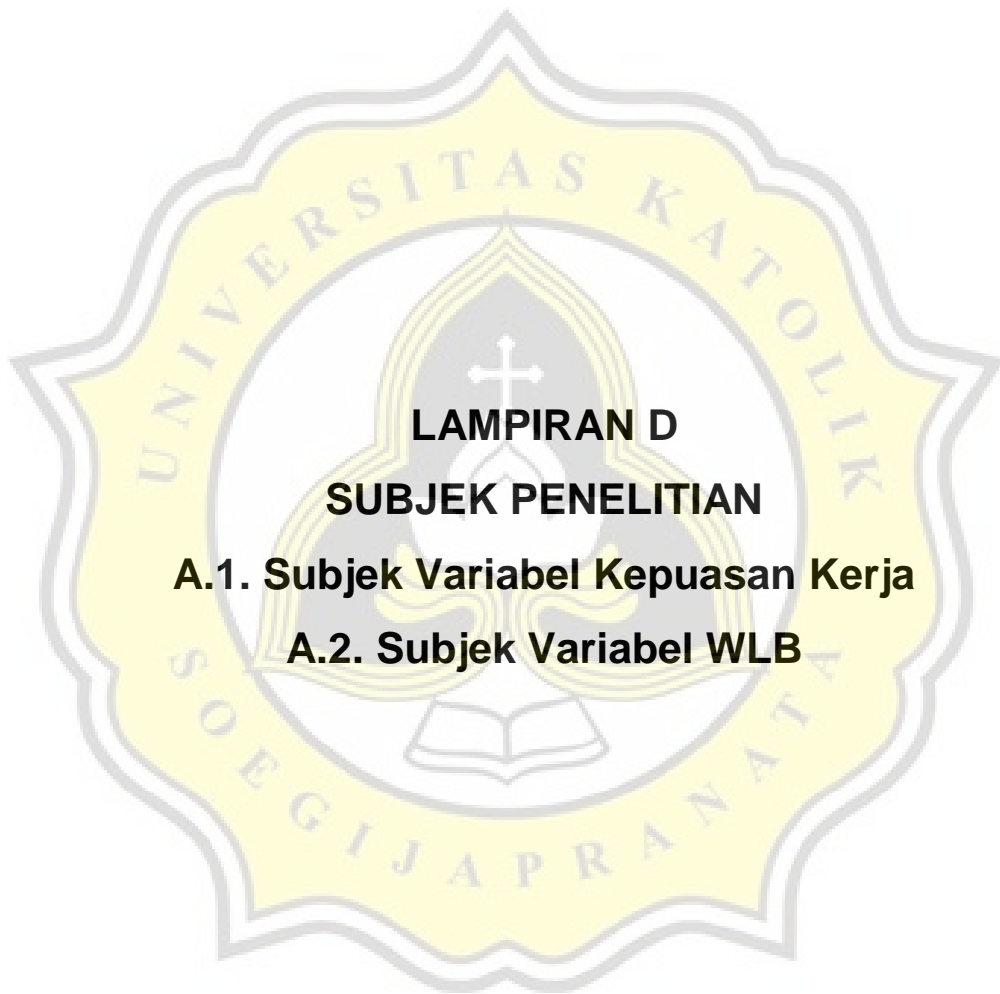
Cronbach's Alpha	N of Items
,738	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X4	19,19	14,457	,513	,694
X5	18,82	14,421	,528	,691
X6	18,49	15,541	,306	,738
X7	18,81	16,594	,268	,738
X8	18,59	13,888	,522	,691
X9	18,34	13,158	,608	,670

X10	17,92	16,158	,359	,724
X11	17,97	16,438	,338	,727





LAMPIRAN D

SUBJEK PENELITIAN

A.1. Subjek Variabel Kepuasan Kerja

A.2. Subjek Variabel WLB

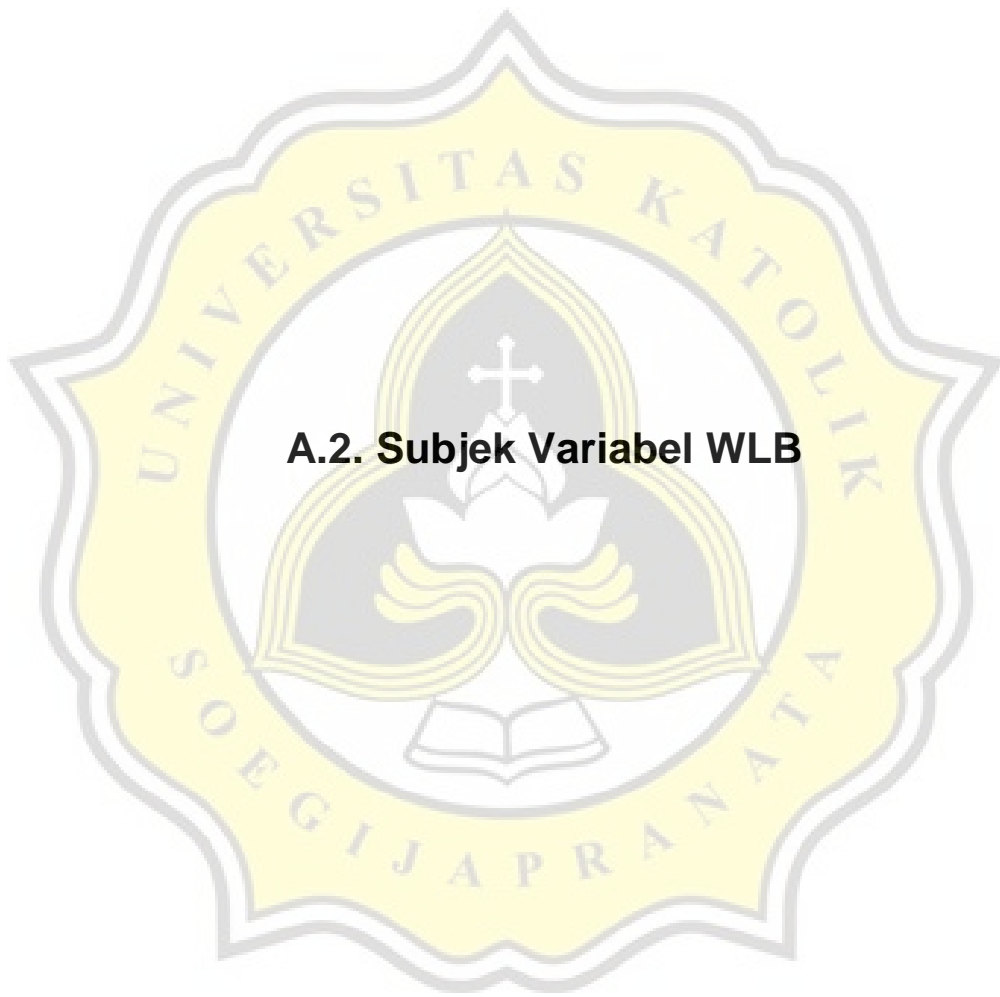


A.1. Subjek Variabel Kepuasan Kerja

Subjek	Y3	Y5	Y6	Y7	Y8	Y10	Y11	Y13	Y14	Y15	Y16	YTOT
1	3	1	3	2	3	3	2	3	3	4	3	30
2	3	4	4	2	3	4	3	4	3	4	1	35
3	3	2	4	2	2	3	2	4	2	2	2	28
4	1	1	1	1	2	2	1	2	3	2	2	18
5	4	2	4	3	4	4	3	3	4	4	4	39
6	4	3	4	1	4	4	4	4	4	4	1	37
7	4	4	4	3	4	4	4	4	4	4	1	40
8	3	4	4	4	3	3	3	3	4	4	4	39
9	3	2	3	3	4	4	3	3	3	3	2	33
10	3	3	3	3	4	4	3	4	3	3	3	36
11	4	3	3	4	4	1	4	4	4	3	4	38
12	4	3	4	3	4	4	4	4	4	4	3	41
13	3	2	3	2	3	3	3	3	3	3	3	31
14	3	3	3	2	3	3	2	3	3	3	3	31
15	4	3	3	3	3	4	3	4	2	4	3	36
16	2	2	3	1	3	4	3	4	4	3	3	32
17	3	2	2	2	3	3	2	3	3	4	3	30
18	3	1	2	3	3	1	3	4	4	3	1	28
19	2	3	3	2	3	3	2	2	2	1	2	25
20	3	1	4	2	2	4	2	4	3	3	3	31
21	4	3	4	3	4	4	3	3	4	4	2	38
22	4	2	3	1	4	4	3	4	4	4	4	37
23	4	4	4	1	3	4	3	4	4	4	2	37
24	2	3	3	1	3	4	1	3	2	3	2	27
25	2	3	2	3	4	4	3	4	3	4	3	35
26	3	3	4	2	3	4	2	4	4	3	3	35
27	3	3	3	3	2	3	2	3	3	3	3	31
28	4	3	3	4	3	3	2	4	4	3	3	36

29	1	1	1	1	2	2	2	1	3	1	2	17
30	3	3	3	2	2	3	2	3	3	3	2	29
31	3	2	3	2	2	4	3	4	4	1	2	30
32	4	4	3	4	4	4	4	4	4	4	4	43
33	3	3	3	2	3	4	2	3	2	4	4	33
34	4	2	3	2	2	4	2	3	3	3	2	30
35	3	1	1	3	2	4	2	3	4	3	2	28
36	4	3	3	3	2	4	2	4	4	3	3	35
37	2	3	3	2	3	3	3	2	4	3	1	29
38	4	2	3	3	3	3	3	3	2	4	3	33
39	2	2	1	2	2	3	3	3	3	3	2	26
40	2	2	3	2	3	3	3	3	2	3	3	29
41	3	4	4	1	3	4	2	3	4	4	4	36
42	2	3	4	3	3	4	4	3	4	4	3	37
43	3	3	3	3	4	4	3	3	4	3	3	36
44	1	4	4	4	1	2	3	2	4	1	2	28
45	1	1	4	1	4	4	1	4	4	1	4	29
46	4	3	4	3	4	4	3	4	4	4	3	40
47	4	3	4	4	4	4	4	4	4	4	4	43
48	3	1	4	3	4	3	4	3	4	2	2	33
49	2	3	3	2	3	3	3	3	3	3	3	31
50	3	4	3	4	3	3	3	3	2	4	3	35
51	3	2	4	1	4	3	2	3	3	3	2	30
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53	4	3	2	3	4	3	2	3	3	3	2	32
54	4	2	2	3	4	2	3	4	3	3	2	32
55	4	2	3	4	4	4	4	2	2	3	4	36
56	4	3	3	3	4	4	3	2	4	3	2	35

57	3	3	3	3	3	2	3	4	4	3	2	33
58	4	3	2	3	4	4	3	4	4	1	3	35
59	4	1	3	3	1	4	2	4	4	3	3	32
60	4	2	2	3	4	3	4	4	4	3	2	35
61	4	2	2	2	4	3	3	4	3	3	3	33
62	4	1	2	3	4	4	4	3	3	1	2	31
63	4	1	2	2	4	1	1	3	1	3	2	24
64	4	2	3	3	3	3	3	4	3	4	1	33
65	3	3	3	3	3	2	3	3	4	4	3	34
66	4	2	3	4	4	4	4	4	4	3	3	39
67	4	2	1	2	3	3	4	3	3	4	4	33
68	4	1	2	2	3	2	3	4	3	4	1	29
69	3	2	2	3	3	1	3	3	2	4	3	29
70	4	4	2	3	4	4	4	3	4	4	4	40
71	4	3	3	3	3	3	2	2	4	4	3	34
72	4	1	2	2	3	2	3	3	3	3	2	28
73	4	2	3	2	4	2	3	4	3	1	1	29
74	4	4	3	4	3	3	4	3	3	1	2	34



A.2. Subjek Variabel WLB

X2	X4	X5	X6	X7	X8	X9	X10	X11	XTOT
4	1	1	1	2	1	3	2	3	18
4	3	3	2	2	3	4	4	4	29
4	2	2	2	2	3	1	3	2	21
3	1	1	1	2	4	1	3	2	18
3	3	3	4	3	4	4	3	4	31
3	1	1	1	1	4	4	4	4	23
4	2	3	2	1	3	2	4	4	25
4	3	2	4	3	4	4	4	4	32
4	2	2	3	2	3	4	4	4	28
4	3	3	2	2	3	3	4	3	27
4	4	4	2	3	4	4	4	3	32
4	3	3	3	3	3	3	3	4	29
3	1	3	3	3	3	3	3	3	25
4	1	1	3	2	3	3	3	4	24
4	3	3	1	3	3	3	3	3	26
3	2	2	3	2	3	3	3	4	25
4	2	2	2	3	2	2	3	3	23
4	1	1	3	2	3	1	2	3	20
4	2	2	2	2	2	1	3	2	20
4	1	2	4	3	3	3	2	3	25
3	2	3	3	3	3	4	4	4	29
4	1	2	2	3	4	2	4	3	25
3	1	1	2	1	2	2	2	3	17
4	2	3	4	4	4	4	4	3	32
4	1	4	2	2	3	1	4	2	23
4	2	3	4	2	3	3	3	4	28
4	3	2	3	3	3	3	3	3	27
3	2	1	4	3	2	4	4	4	27

4	1	1	4	2	2	1	1	1	17
4	3	2	4	3	4	2	3	3	28
4	2	3	2	2	3	4	2	3	25
4	4	4	4	1	4	4	4	4	33
4	3	3	2	2	3	3	3	4	27
3	1	1	1	2	1	2	2	3	16
4	1	1	2	2	2	1	1	3	17
4	1	2	3	3	3	3	4	4	27
4	3	3	4	4	3	3	3	2	29
4	4	3	3	3	3	4	2	3	29
4	2	1	3	2	3	2	2	3	22
4	3	3	1	3	2	4	3	4	27
4	4	2	2	2	4	4	3	4	29
4	3	3	4	3	4	4	4	3	32
4	2	3	2	2	3	4	3	4	27
4	1	1	1	2	1	3	4	4	21
4	1	4	4	1	4	4	4	4	30
4	4	4	2	3	4	3	4	3	31
4	2	3	4	2	3	4	4	4	30
4	3	4	4	4	4	4	4	4	35
4	2	2	3	3	3	4	3	3	27
4	1	4	4	3	1	3	3	2	25
2	2	2	3	2	2	3	2	3	21
4	3	4	4	3	4	4	4	4	34
4	1	2	1	3	1	1	4	4	21
2	2	2	3	2	1	3	4	3	22
3	1	2	3	3	2	2	3	4	23
4	2	2	3	3	1	4	3	3	25

4	3	1	3	1	2	3	3	3	23
4	2	2	2	2	2	2	4	3	23
3	1	2	2	2	2	1	3	4	20
4	2	2	1	1	1	3	4	3	21
4	1	2	2	3	2	3	3	3	23
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3	2	2	2	2	1	2	4	3	21
4	2	1	2	3	1	2	4	3	22
3	1	3	3	2	1	4	3	3	23
4	3	1	4	2	2	3	3	2	24
4	1	3	4	3	3	3	4	3	28
4	1	2	3	1	3	4	4	2	24
4	1	2	2	1	1	1	3	2	17
4	2	3	2	1	1	2	4	4	23
3	2	2	1	3	2	3	3	3	22
3	1	3	4	2	1	1	3	2	20
4	2	3	3	3	2	3	4	3	27
4	1	3	3	4	1	1	3	2	22





LAMPIRAN E
UJI ASUMSI DASAR
E.1. Uji Normalitas
E.2. Uji Linearitas



E.1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

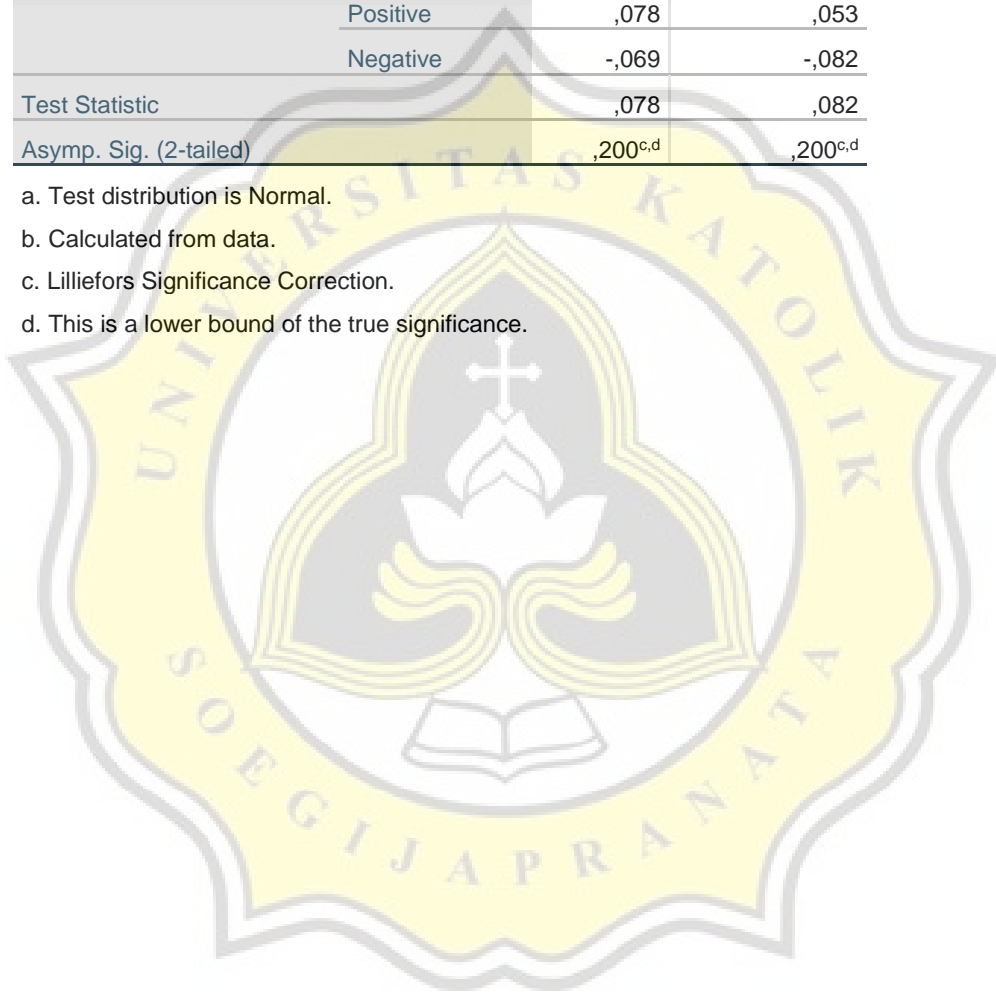
		WLB	Kepuasan Kerja
N		74	74
Normal Parameters ^{a,b}	Mean	21,16	32,80
	Std. Deviation	4,357	4,882
Most Extreme Differences	Absolute	,078	,082
	Positive	,078	,053
	Negative	-,069	-,082
Test Statistic		,078	,082
Asymp. Sig. (2-tailed)		,200 ^{c,d}	,200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

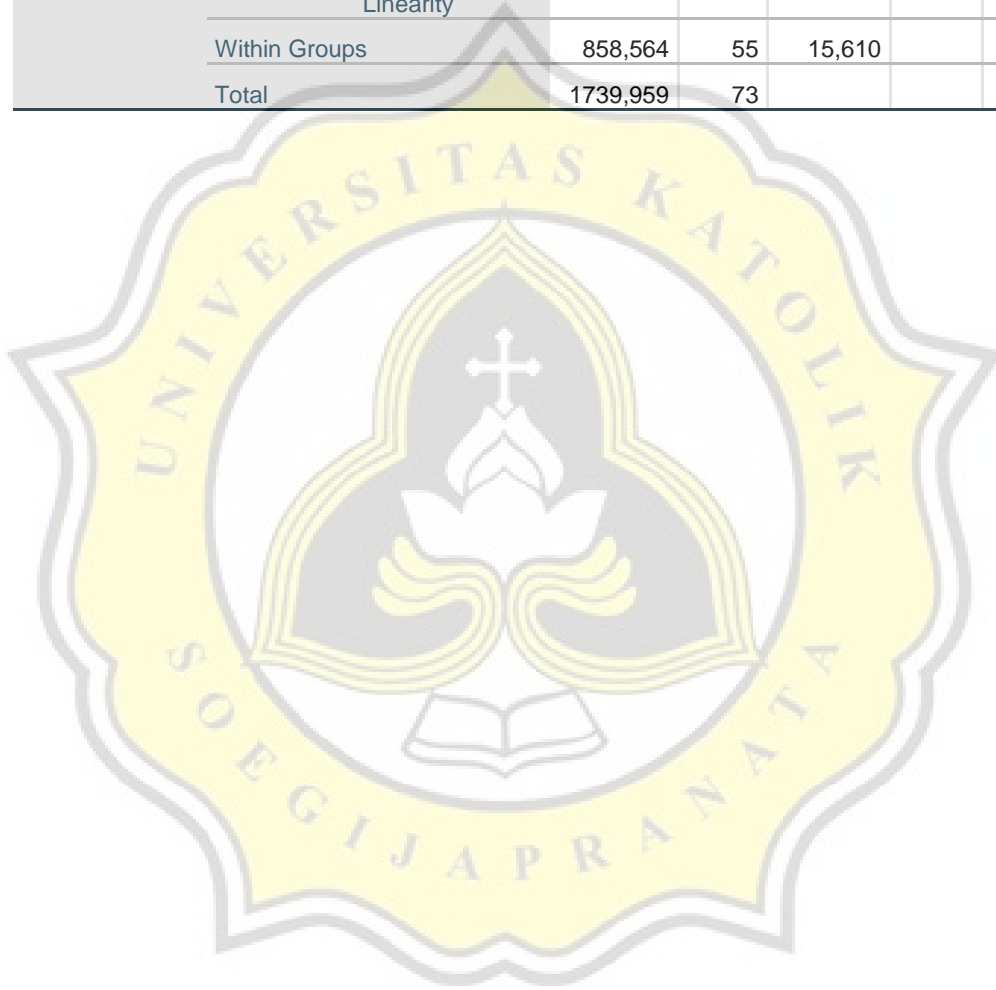




E.2. Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan Kerja * WLB	Between	(Combined)	881,395	18	48,966	3,137	,001
	Groups	Linearity	440,558	1	440,558	28,222	,000
		Deviation from Linearity	440,838	17	25,932	1,661	,080
	Within Groups		858,564	55	15,610		
	Total		1739,959	73			





LAMPIRAN F

UJI HIPOTESIS

F.1. Uji Deskriptif

F.2. Uji Hipotesis

F.3. Uji Korelasi Aspek V. X terhadap Variabel Y



F.1. Uji Deskriptif

usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	22 - 25 Th	61	82,4	82,4	82,4
	26 - 30 Th	11	14,9	14,9	97,3
	31 - 35 Th	2	2,7	2,7	100,0
	Total	74	100,0	100,0	

jenis kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	perempuan	40	54,1	54,1	54,1
	Laki-laki	34	45,9	45,9	100,0
	Total	74	100,0	100,0	

pendidikan terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	30	40,5	40,5	40,5
	D3	5	6,8	6,8	47,3
	S1	36	48,6	48,6	95,9
	S2	3	4,1	4,1	100,0
	Total	74	100,0	100,0	

Lama Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1 Th	14	18,9	18,9	18,9
	1 - 2 Th	33	44,6	44,6	63,5
	3 - 4 Th	19	25,7	25,7	89,2
	> 4 Th	8	10,8	10,8	100,0
	Total	74	100,0	100,0	

Bidang Freelance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Grafik Desain	14	18,9	18,9	18,9
	Photography	15	20,3	20,3	39,2
	Videography	6	8,1	8,1	47,3
	Copywriting	5	6,8	6,8	54,1
	Web Desainer	5	6,8	6,8	60,8
	Data entry	5	6,8	6,8	67,6
	IT	5	6,8	6,8	74,3
	Data Scientist	2	2,7	2,7	77,0
	Event Conceptor	4	5,4	5,4	82,4
	Make Up Artist	2	2,7	2,7	85,1
	Trader	4	5,4	5,4	90,5
	Music	6	8,1	8,1	98,6
	Tour Guide	1	1,4	1,4	100,0
	Total	74	100,0	100,0	

pendapatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1.500.000	16	21,6	21,6	21,6
	1.500.000 - 2.500.000	18	24,3	24,3	45,9
	2.500.000 - 3.500.000	10	13,5	13,5	59,5
	> 3.500.000	30	40,5	40,5	100,0
	Total	74	100,0	100,0	



F.2. Uji Hipotesis

Correlations

		WLB	Kepuasan Kerja
WLB	Pearson Correlation	1	,503**
	Sig. (1-tailed)		,000
	N	74	74
Kepuasan Kerja	Pearson Correlation	,503**	1
	Sig. (1-tailed)	,000	
	N	74	74

** . Correlation is significant at the 0.01 level (1-tailed).





F.3. Uji Korelasi Aspek V. X terhadap Variabel Y

Correlations

		Kepuasan Kerja	WAKTU	KETERLIBATAN	KEPUASAN
Kepuasan Kerja	Pearson Correlation	1	,339**	,396**	,462**
	Sig. (2-tailed)		,003	,000	,000
	N	74	74	74	74
WAKTU	Pearson Correlation	,339**	1	,429**	,514**
	Sig. (2-tailed)	,003		,000	,000
	N	74	74	74	74
KETERLIBATAN	Pearson Correlation	,396**	,429**	1	,435**
	Sig. (2-tailed)	,000	,000		,000
	N	74	74	74	74
KEPUASAN	Pearson Correlation	,462**	,514**	,435**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	74	74	74	74

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



LAMPIRAN G
SURAT IZIN PENELITIAN

N o m o r : 0429/B.7.3/FP/I/2023
Lamp. : -
H a l : **Ijin Penelitian**

Semarang, 18 Januari 2022

Kepada Yth.

**FREELANCER KOTA SEMARANG
SEMARANG
SEMARANG**

Dengan hormat,

Kami mohon bantuan Bapak/Ibu/Saudara/i, untuk berkenan memberikan ijin kepada mahasiswa/i Fakultas Psikologi Unika Soegijapranata Semarang tersebut di bawah ini :

N a m a : RULLY NUR ARDIANSYAH
NIM / NIRM : 16.E1.0229
Tempat /Tgl/Lahir : JAKARTA, 08 JULI 1998
**A l a m a t : JL. TAMAN KLENTENGSAARI II NO. 141,
PEDALANGAN, BANYUMANIK**

Untuk mengadakan penelitian, di SEMARANG dalam rangka penyusunan tugas Skripsi dengan judul **"HUBUNGAN ANTARA WORK-LIFE BALANCE DENGAN KEPUASAN KERJA PADA FREELANCER"**, di bawah bimbingan Dosen Pembimbing Lucia Trisni Widianingtanti S.Psi., M.Si

Demikian atas bantuan serta kerja sama Bapak/Ibu, kami ucapkan terima kasih.

Ka. Progd. Sarjana Psikologi,



Dr. Supartha, M.Si.
NPP:058.I.1992.105

Tembusan :

- Mahasiswa yang bersangkutan



LAMPIRAN H
HASIL PLAGSCAN

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CHARACTER COUNT

49085 Characters

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