1. Hasil Analisis SPSS

Validitas dan Reliabilitas Variabel Kepuasan Kerja

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| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .767 | 19 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 60.6993 | 25.475 | .310 | .759 |
| VAR00002 | 60.8366 | 25.335 | .310 | .759 |
| VAR00003 | 60.6144 | 25.923 | .251 | .763 |
| VAR00004 | 60.5686 | 25.076 | .427 | .752 |
| VAR00005 | 60.6797 | 25.245 | .404 | .754 |
| VAR00006 | 60.7843 | 25.920 | .230 | .764 |
| VAR00007 | 60.5686 | 25.155 | .424 | .753 |
| VAR00008 | 60.6993 | 24.777 | .417 | .752 |
| VAR00009 | 60.5490 | 25.460 | .350 | .757 |
| VAR00010 | 60.7386 | 25.602 | .277 | .761 |
| VAR00011 | 60.7451 | 24.046 | .426 | .750 |
| VAR00012 | 60.7582 | 23.645 | .459 | .747 |
| VAR00013 | 60.6993 | 24.330 | .389 | .753 |
| VAR00014 | 60.7451 | 24.204 | .409 | .751 |
| VAR00015 | 60.7255 | 23.950 | .422 | .750 |
| VAR00016 | 60.7190 | 24.888 | .321 | .759 |
| VAR00017 | 60.7255 | 25.029 | .294 | .761 |
| VAR00018 | 60.7059 | 26.183 | .119 | .775 |
| VAR00019 | 60.7320 | 25.474 | .214 | .768 |

Aitem Gugur (0.25) : 6, 18 dan 19

Validitas dan Reliabilitas Variabel Psychological Well Being

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .910 | 24 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 77.6471 | 80.493 | .504 | .907 |
| VAR00002 | 77.5425 | 80.526 | .553 | .906 |
| VAR00003 | 77.6209 | 81.697 | .430 | .908 |
| VAR00004 | 77.6536 | 80.504 | .504 | .907 |
| VAR00005 | 77.5359 | 81.000 | .503 | .907 |
| VAR00006 | 77.5490 | 82.026 | .476 | .907 |
| VAR00007 | 77.5490 | 81.131 | .494 | .907 |
| VAR00008 | 77.4902 | 82.580 | .427 | .908 |
| VAR00009 | 77.5752 | 80.430 | .585 | .905 |
| VAR00010 | 77.5359 | 79.474 | .632 | .904 |
| VAR00011 | 77.5490 | 80.447 | .579 | .905 |
| VAR00012 | 77.5752 | 78.167 | .729 | .902 |
| VAR00013 | 77.5163 | 81.672 | .477 | .907 |
| VAR00014 | 77.5621 | 81.182 | .517 | .906 |
| VAR00015 | 77.5425 | 79.921 | .595 | .905 |
| VAR00016 | 77.5686 | 81.300 | .499 | .907 |
| VAR00017 | 77.5948 | 81.045 | .501 | .907 |
| VAR00018 | 77.5752 | 82.667 | .358 | .910 |
| VAR00019 | 77.6013 | 81.597 | .435 | .908 |
| VAR00020 | 77.6471 | 80.796 | .487 | .907 |
| VAR00021 | 77.5294 | 81.290 | .486 | .907 |
| VAR00022 | 77.5621 | 82.590 | .418 | .908 |
| VAR00023 | 77.5490 | 80.736 | .563 | .905 |
| VAR00024 | 77.5752 | 78.535 | .698 | .902 |

Aitem Gugur (0.25) : -

Uji Normalitas

|  |  |  |  |
| --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | |
|  | | Kepuasan Kerja | Psychological Well Being |
| N | | 153 | 153 |
| Normal Parametersa,b | Mean | 64.07 | 80.94 |
| Std. Deviation | 5.248 | 9.368 |
| Most Extreme Differences | Absolute | .100 | .101 |
| Positive | .068 | .054 |
| Negative | -.100 | -.101 |
| Test Statistic | | .100 | .101 |
| Asymp. Sig. (2-tailed) | | .001c | .001c |
| a. Test distribution is Normal. | | | |
| b. Calculated from data. | | | |
| c. Lilliefors Significance Correction. | | | |

Uji Linieritas

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Psychological Well Being \* Kepuasan Kerja | Between Groups | (Combined) | 5933.598 | 22 | 269.709 | 4.735 | .000 |
| Linearity | 4702.067 | 1 | 4702.067 | 82.550 | .000 |
| Deviation from Linearity | 1231.531 | 21 | 58.644 | 1.030 | .433 |
| Within Groups | | 7404.873 | 130 | 56.961 |  |  |
| Total | | 13338.471 | 152 |  |  |  |

Uji Hipotesis

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Correlations** | | | | |
|  | | | Kepuasan Kerja | Psychological Well Being |
| Spearman's rho | Kepuasan Kerja | Correlation Coefficient | 1.000 | .581\*\* |
| Sig. (2-tailed) | . | .000 |
| N | 153 | 153 |
| Psychological Well Being | Correlation Coefficient | .581\*\* | 1.000 |
| Sig. (2-tailed) | .000 | . |
| N | 153 | 153 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | |

R Square

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .594a | .353 | .348 | 7.563 |
| a. Predictors: (Constant), Kepuasan Kerja | | | | |

Kategorisasi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation | Variance |
| Kepuasan Kerja | 153 | 52 | 74 | 64.07 | 5.248 | 27.541 |
| Psychological Well Being | 153 | 53 | 96 | 80.94 | 9.368 | 87.753 |
| Valid N (listwise) | 153 |  |  |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Kategori** | **Norma** | **Skor** | |
| **Kepuasan Kerja** | ***Psychological Well Being*** |
| Sangat rendah | X ≤ (µ ˗ 1,5 σ) | ≤ 56 | ≤ 67 |
| Rendah | (µ ˗ 1,5 σ) < X ≤ (µ ˗ 0,5 σ) | 57 – 61 | 68 – 76 |
| Sedang | (µ - 0,5 σ) < X ≤ (µ + 0,5 σ) | 62 – 67 | 77 – 87 |
| Tinggi | (µ - 0,5 σ) < X ≤ (µ + 1,5 σ) | 68 – 72 | 88 – 95 |
| Sangat tinggi | (µ + 1,5 σ) < X | ≥ 72 | ≥ 95 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Kategori | Skor Subjek | | | |
| Kepuasan Kerja | | *Psychological Well Being* | |
| ∑ Karyawan | % | ∑ Karyawan | % |
| Sangat rendah | 17 | 11% | 15 | 10% |
| Rendah | 28 | 18% | 30 | 20% |
| Sedang | 64 | 42% | 69 | 45% |
| Tinggi | 41 | 27% | 32 | 21% |
| Sangat tinggi | 3 | 2% | 7 | 4% |
| Jumlah | 153 | 100 % | 153 | 100 % |