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LAMPIRAN

Reliability *Work-Family Conflict*

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Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	67	87.0
	Excluded[a]	10	13.0
	Total	77	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.917	.917	12

Inter-Item Correlation Matrix

	wfc1	wfc2	wfc3	wfc4	wfc5	wfc6	wfc7	wfc8	wfc9	wfc10	wfc11	wfc12
wfc1	1.000	.391	.310	.291	.342	.437	.495	.503	.407	.369	.544	.479
wfc2	.391	1.000	.623	.608	.501	.310	.572	.681	.431	.203	.613	.639
wfc3	.310	.623	1.000	.613	.546	.399	.656	.655	.358	.247	.597	.641
wfc4	.291	.608	.613	1.000	.537	.484	.640	.552	.427	.386	.455	.593
wfc5	.342	.501	.546	.537	1.000	.660	.585	.555	.282	.067	.420	.570
wfc6	.437	.310	.399	.484	.660	1.000	.500	.449	.235	.177	.325	.464
wfc7	.495	.572	.656	.640	.585	.500	1.000	.704	.449	.376	.615	.652
wfc8	.503	.681	.655	.552	.555	.449	.704	1.000	.584	.322	.669	.681
wfc9	.407	.431	.358	.427	.282	.235	.449	.584	1.000	.549	.407	.503
wfc10	.369	.203	.247	.386	.067	.177	.376	.322	.549	1.000	.328	.289
wfc11	.544	.613	.597	.455	.420	.325	.615	.669	.407	.328	1.000	.722

Inter-Item Correlation Matrix

	wfc1	wfc2	wfc3	wfc4	wfc5	wfc6	wfc7	wfc8	wfc9	wfc10	wfc11	wfc12
wfc1	1.000	.391	.310	.291	.342	.437	.495	.503	.407	.369	.544	.479
wfc2	.391	1.000	.623	.608	.501	.310	.572	.681	.431	.203	.613	.639
wfc3	.310	.623	1.000	.613	.546	.399	.656	.655	.358	.247	.597	.641
wfc4	.291	.608	.613	1.000	.537	.484	.640	.552	.427	.386	.455	.593
wfc5	.342	.501	.546	.537	1.000	.660	.585	.555	.282	.067	.420	.570
wfc6	.437	.310	.399	.484	.660	1.000	.500	.449	.235	.177	.325	.464
wfc7	.495	.572	.656	.640	.585	.500	1.000	.704	.449	.376	.615	.652
wfc8	.503	.681	.655	.552	.555	.449	.704	1.000	.584	.322	.669	.681
wfc9	.407	.431	.358	.427	.282	.235	.449	.584	1.000	.549	.407	.503
wfc10	.369	.203	.247	.386	.067	.177	.376	.322	.549	1.000	.328	.289
wfc11	.544	.613	.597	.455	.420	.325	.615	.669	.407	.328	1.000	.722
wfc12	.479	.639	.641	.593	.570	.464	.652	.681	.503	.289	.722	1.000

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Inter-Item Correlations	.480	.067	.722	.656	10.837	.022	12

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
27.4627	107.313	10.35920	12

Reliability *Big-Five Personality (Extraversion)*

Case Processing Summary

		N	%
Cases	Valid	67	87.0
	Excluded[a]	10	13.0
	Total	77	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.509	.535	8

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Inter-Item Correlations	.126	-.306	.452	.758	-1.477	.040	8

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
19.4776	9.829	3.13513	8

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RELIABILITY
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  /SCALE('ALL VARIABLES') ALL
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/STATISTICS=DESCRIPTIVE SCALE CORR

/SUMMARY=TOTAL CORR.
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Reliability *Big-Five Personality (Agreeablenness)*

Case Processing Summary

		N	%
Cases	Valid	67	87.0
	Excluded[a]	10	13.0
	Total	77	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.548	.571	9

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Inter-Item Correlations	.129	-.366	.590	.956	-1.611	.064	9

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
23.8209	14.180	3.76558	9

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  /MODEL=ALPHA
  /STATISTICS=DESCRIPTIVE SCALE CORR

  /SUMMARY=TOTAL CORR.
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Reliability *Big-Five Personality (Concientiousness)*

Case Processing Summary

		N	%
Cases	Valid	67	87.0
	Excluded[a]	10	13.0
	Total	77	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.262	.306	9

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Inter-Item Correlations	.047	-.318	.391	.709	-1.229	.038	9

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
26.8657	8.391	2.89668	9

Reliability *Big-Five Personality (Neuroticsm)*

Case Processing Summary

		N	%
Cases	Valid	67	87.0
	Excluded[a]	10	13.0
	Total	77	100.0

Case Processing Summary

		N	%
Cases	Valid	67	87.0
	Excluded[a]	10	13.0
	Total	77	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.199	.313	8

Item Statistics

	Mean	Std. Deviation	N
big16	2.2687	1.35492	67

big21	2.6269	1.40169	67
big26	3.5075	.74616	67
big31	3.6418	.71141	67
big36	3.6119	.85201	67
big41	3.5224	.85914	67
big46	3.4478	.90927	67
big51	3.0896	1.20267	67

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25.7164	10.418	3.22775	8

Reliability *Big-Five Personality (Openness)*

Case Processing Summary

		N	%
Cases	Valid	67	87.0
	Excluded[a]	10	13.0
	Total	77	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.577	.620	10

Summary Item Statistics

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Inter-Item Correlations	.140	-.413	.494	.907	-1.198	.059	10

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24.0149	14.197	3.76786	10

Reliability *Career Self-Efficacy*

PUTARAN PERTAMA

Case Processing Summary

		N	%
Cases	Valid	67	87.0
	Excluded[a]	10	13.0
	Total	77	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.855	.852	20

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
51.4925	147.405	12.14106	20

PUTARAN KEDUA

Case Processing Summary

		N	%
Cases	Valid	67	87.0
	Excluded[a]	10	13.0
	Total	77	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.864	.865	18

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
46.4328	141.037	11.87590	18

Explore (Uji Normalitas)

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
WFC	67	100.0%	0	.0%	67	100.0%
Eks	67	100.0%	0	.0%	67	100.0%
Agree	67	100.0%	0	.0%	67	100.0%
Consc	67	100.0%	0	.0%	67	100.0%
Neuro	67	100.0%	0	.0%	67	100.0%
Openness	67	100.0%	0	.0%	67	100.0%
CDSE	67	100.0%	0	.0%	67	100.0%

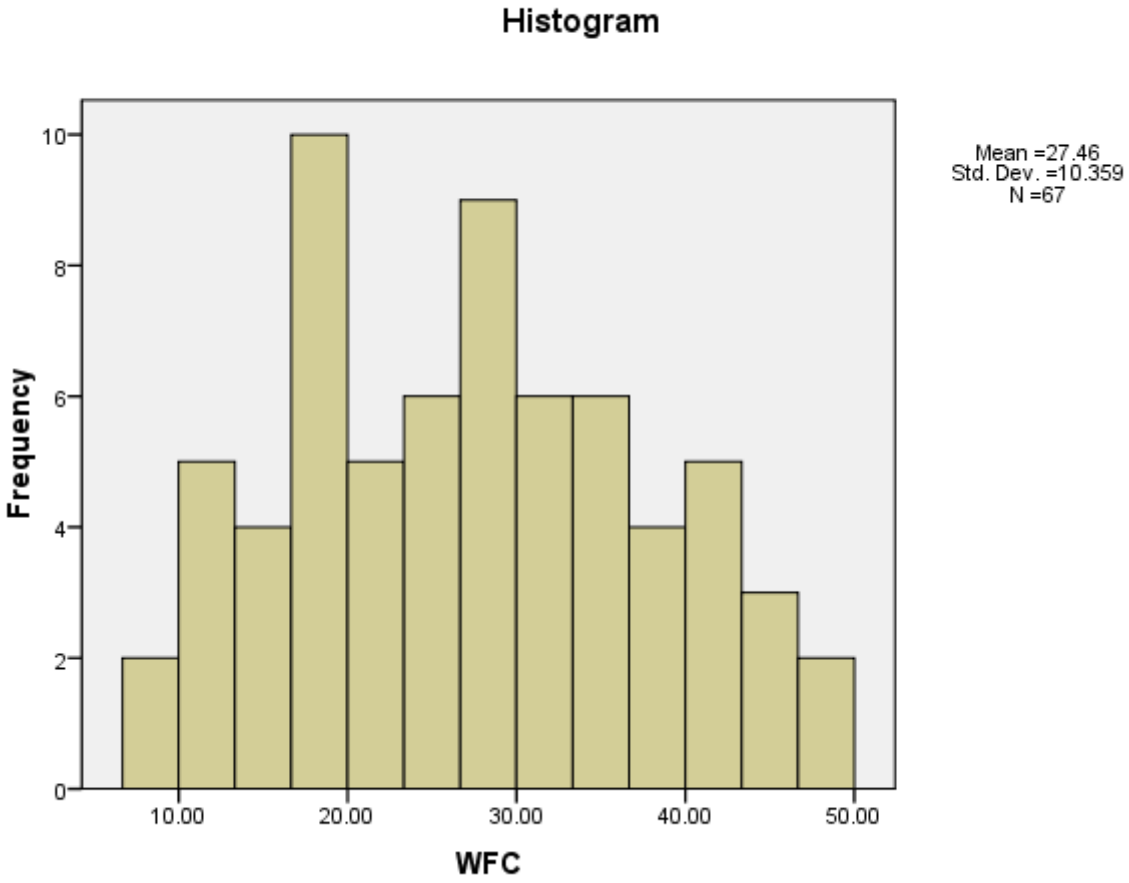
Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
WFC	.078	67	.200*	.973	67	.161
Eks	.088	67	.200*	.969	67	.098
Agree	.161	67	.000	.966	67	.067
Consc	.159	67	.000	.929	67	.001
Neuro	.115	67	.029	.956	67	.019
Openness	.107	67	.053	.940	67	.003
CDSE	.076	67	.200*	.963	67	.046

a. Lilliefors Significance Correction

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

Work-Family Conflict



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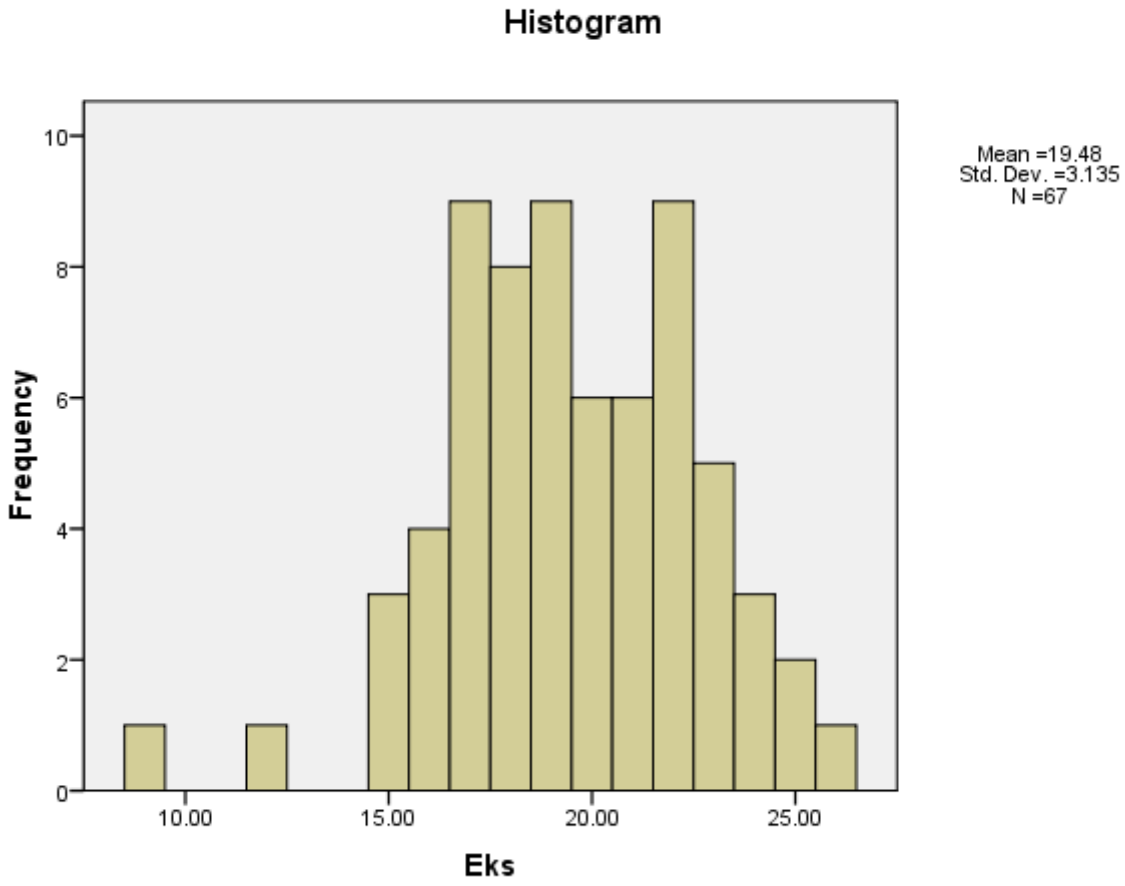

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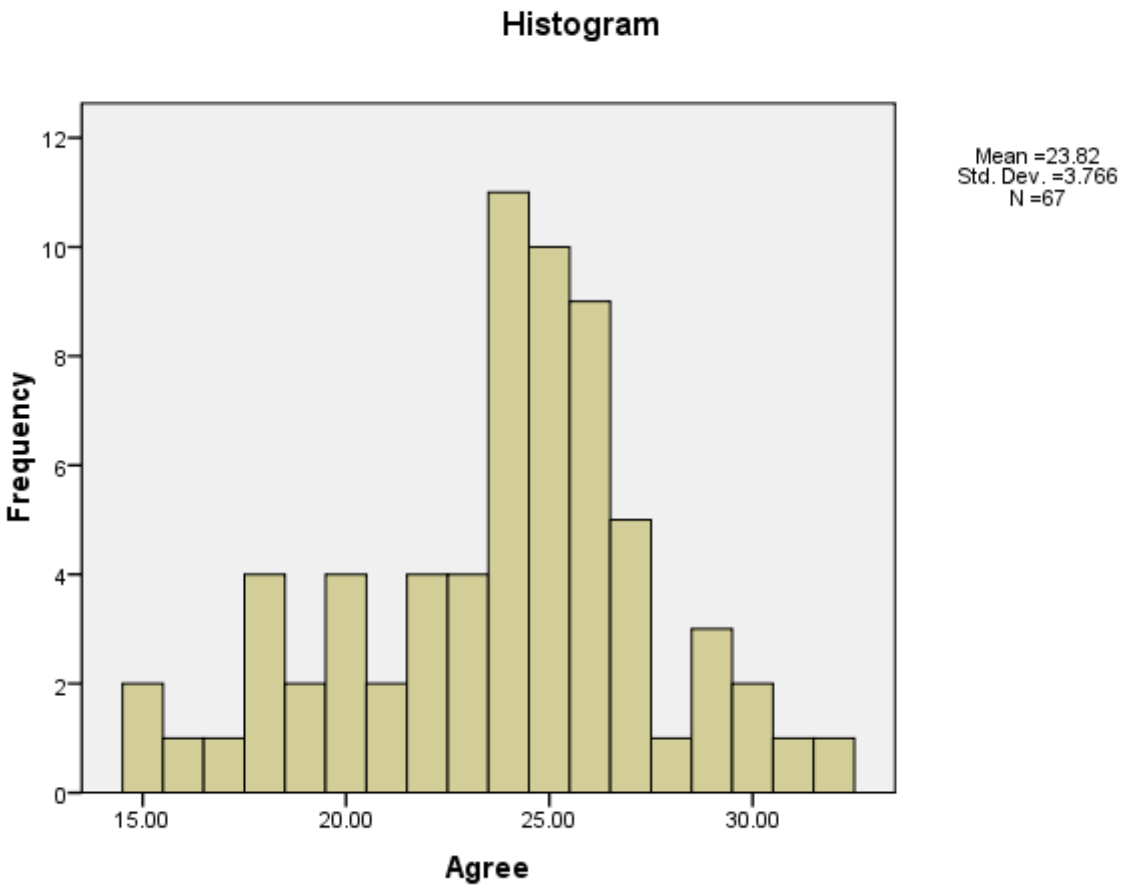

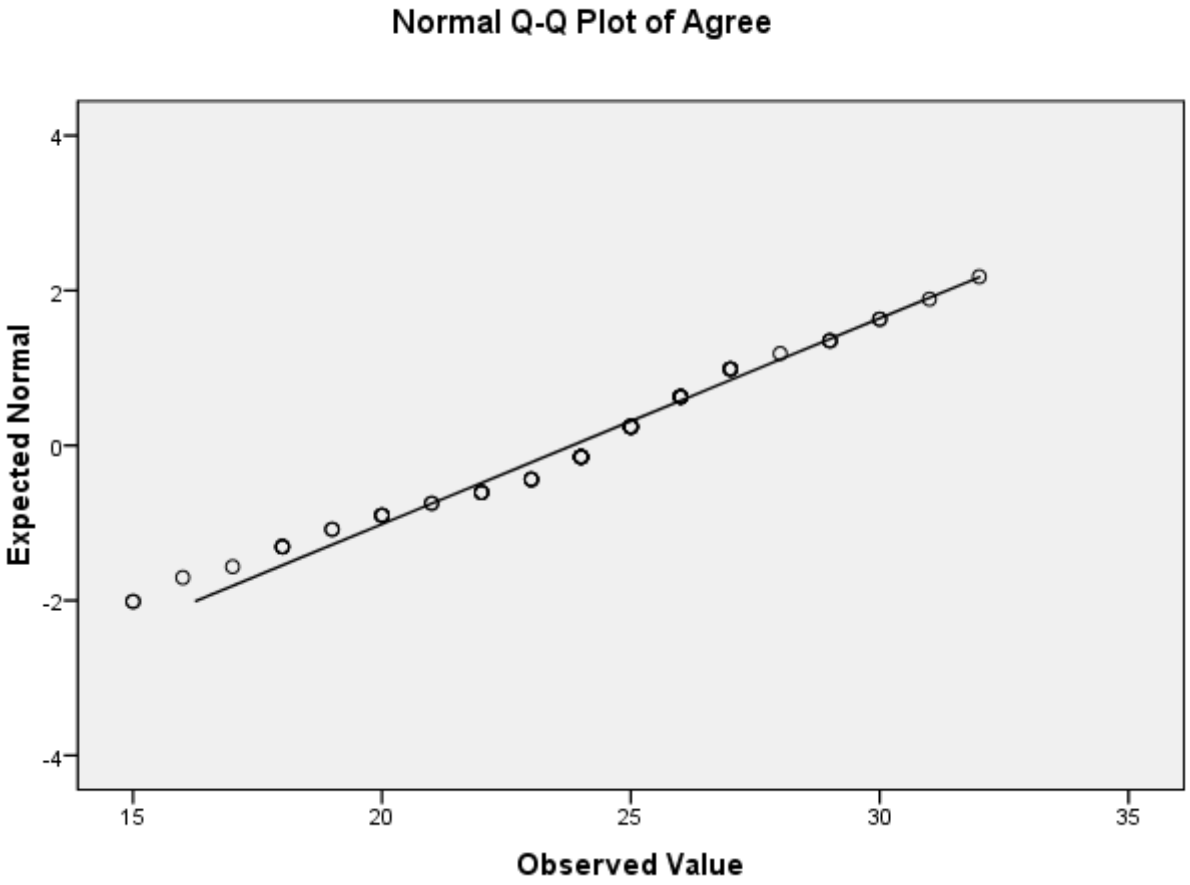
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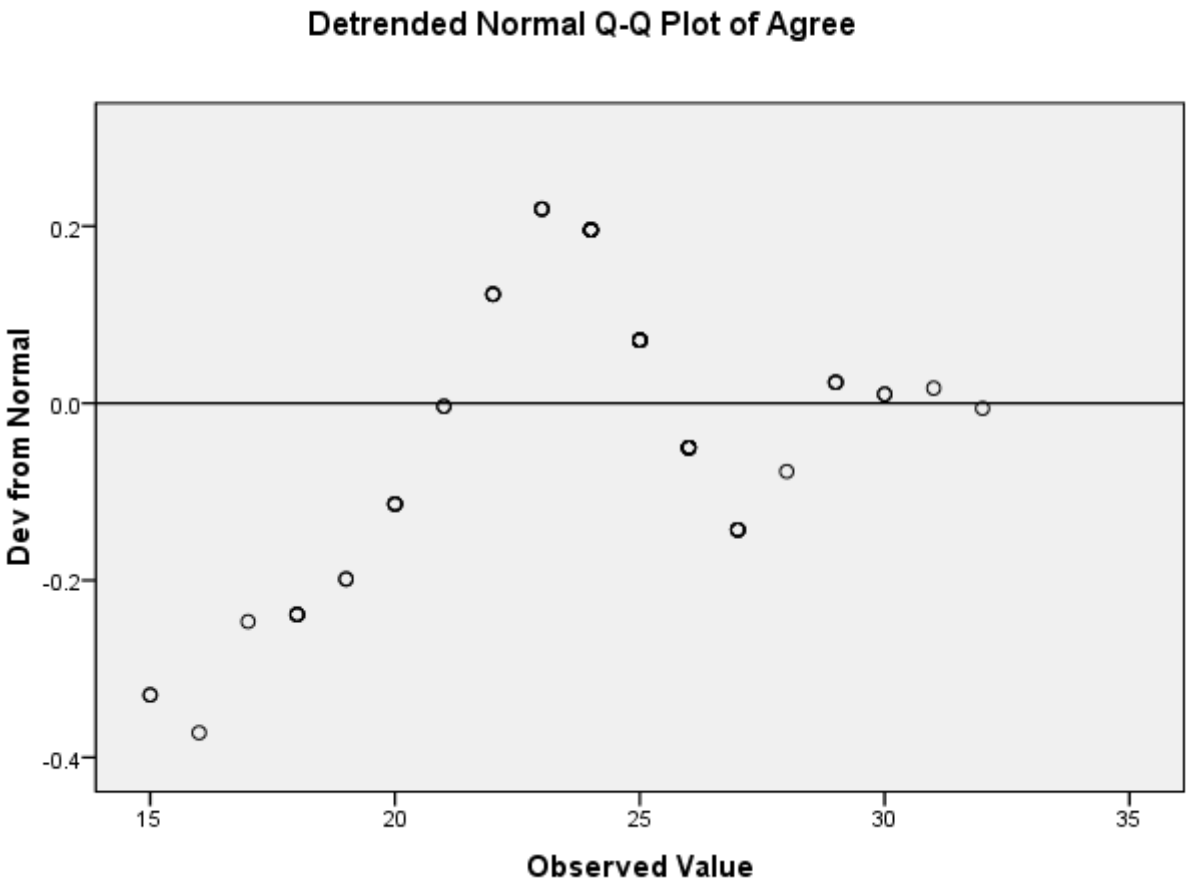
-2
-4
15
20
25
30
35
Observed Value


Detrended Normal Q-Q Plot of Agree
Dev from Normal
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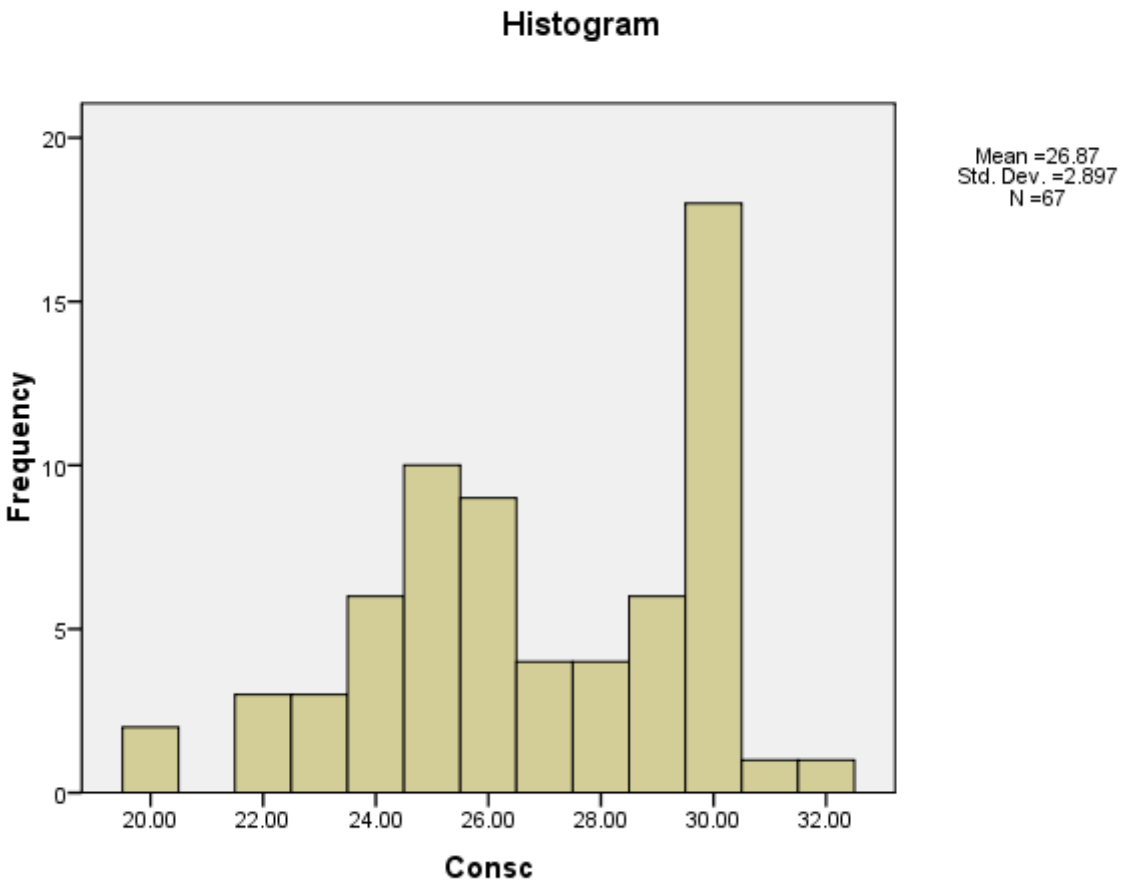
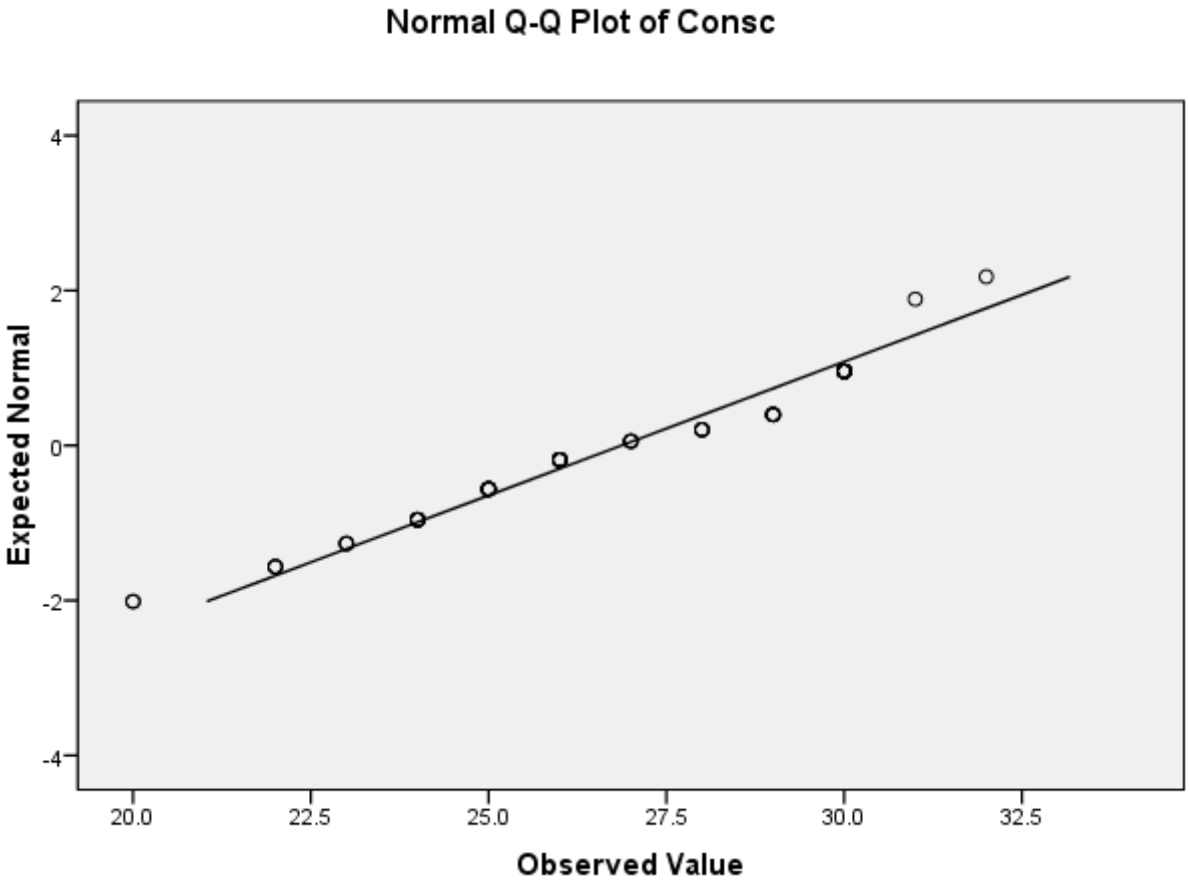
-0.4
15
20
25
30
35
Observed Value

Conscientiousness




Normal Q-Q Plot of Consc
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-2
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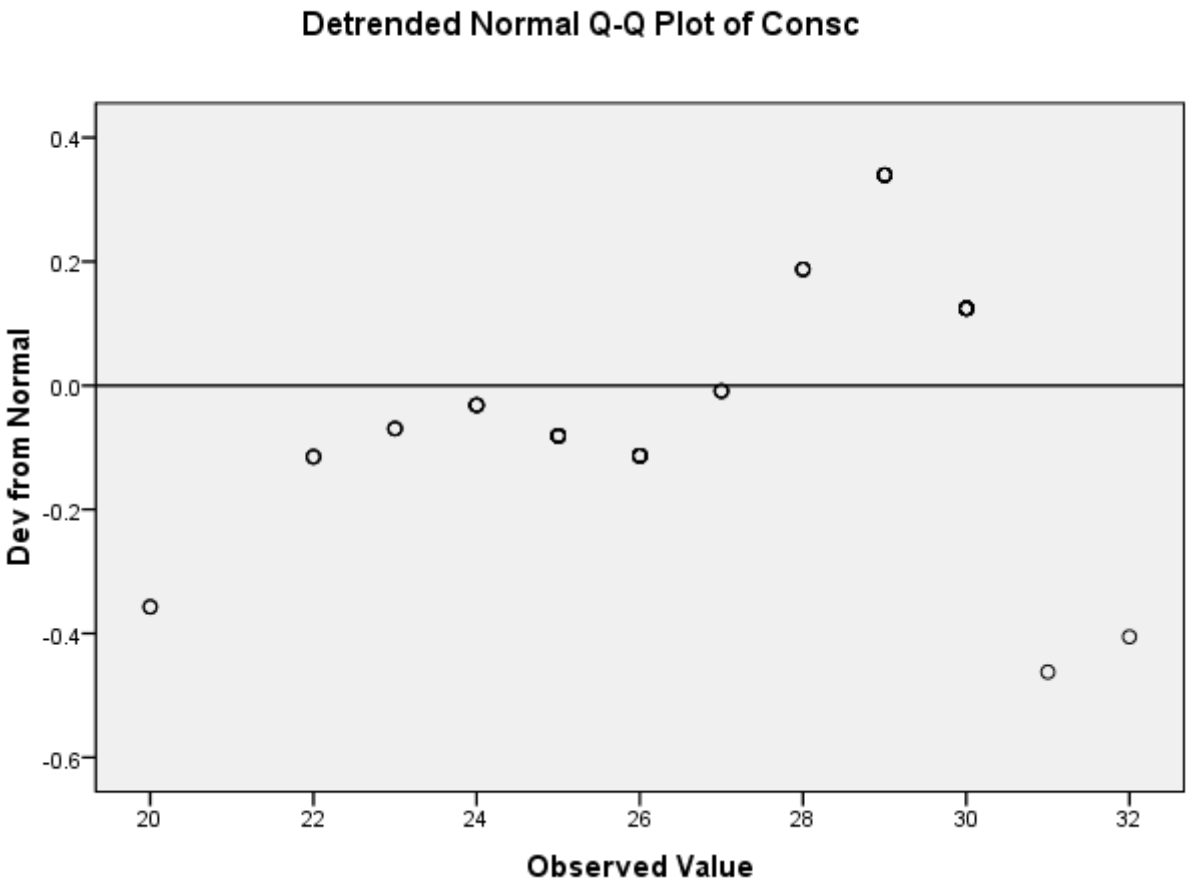
27.5
30.0
32.5
Observed Value


Detrended Normal Q-Q Plot of Consc
Dev from Normal
0.4
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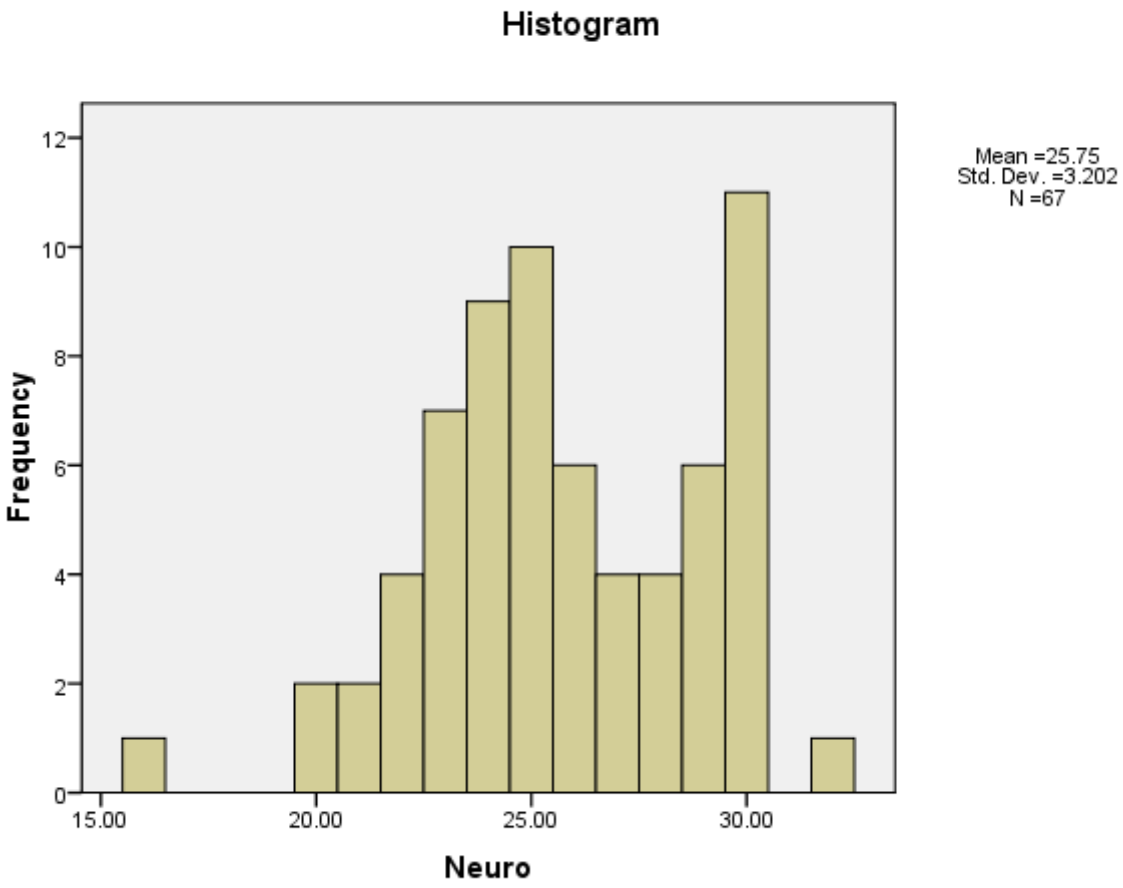
20
22
24
26
28
30
32
Observed Value

Neuroticm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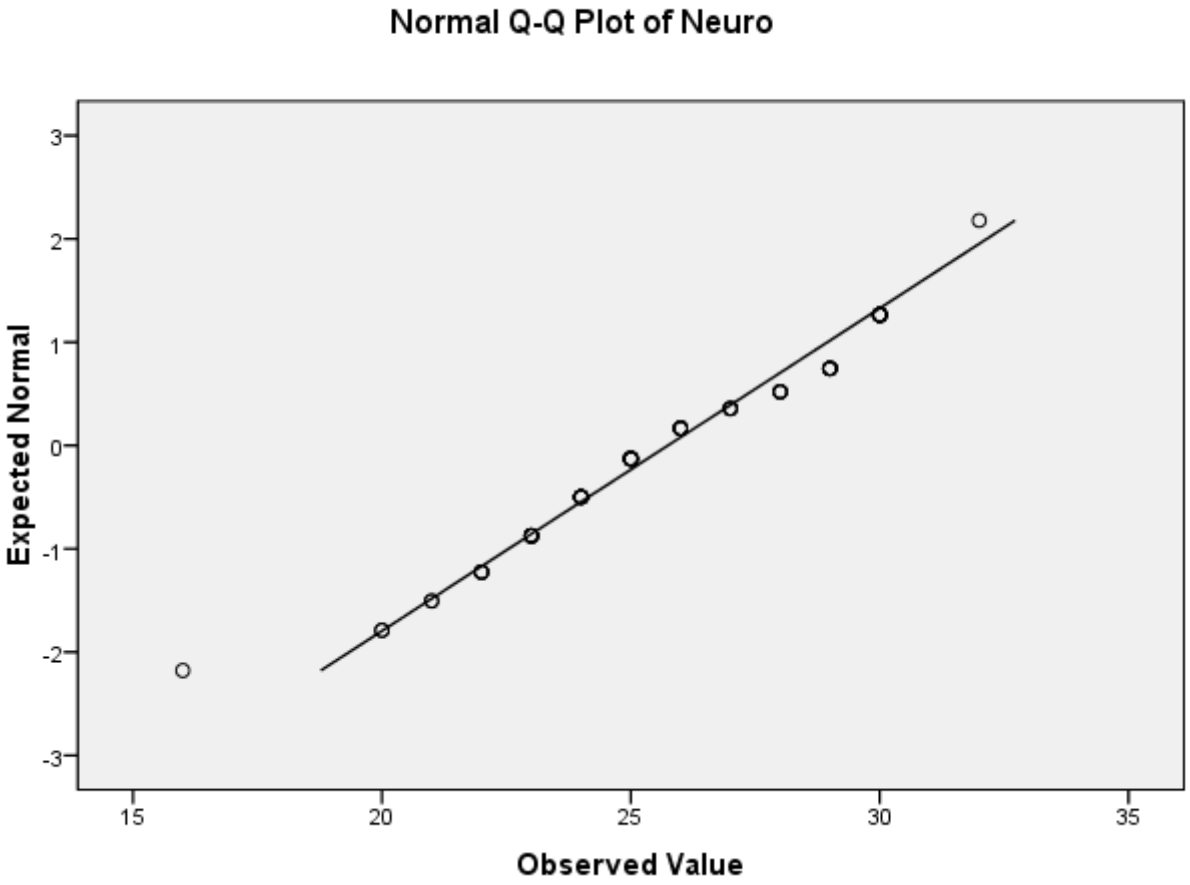
25.00
30.00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-2
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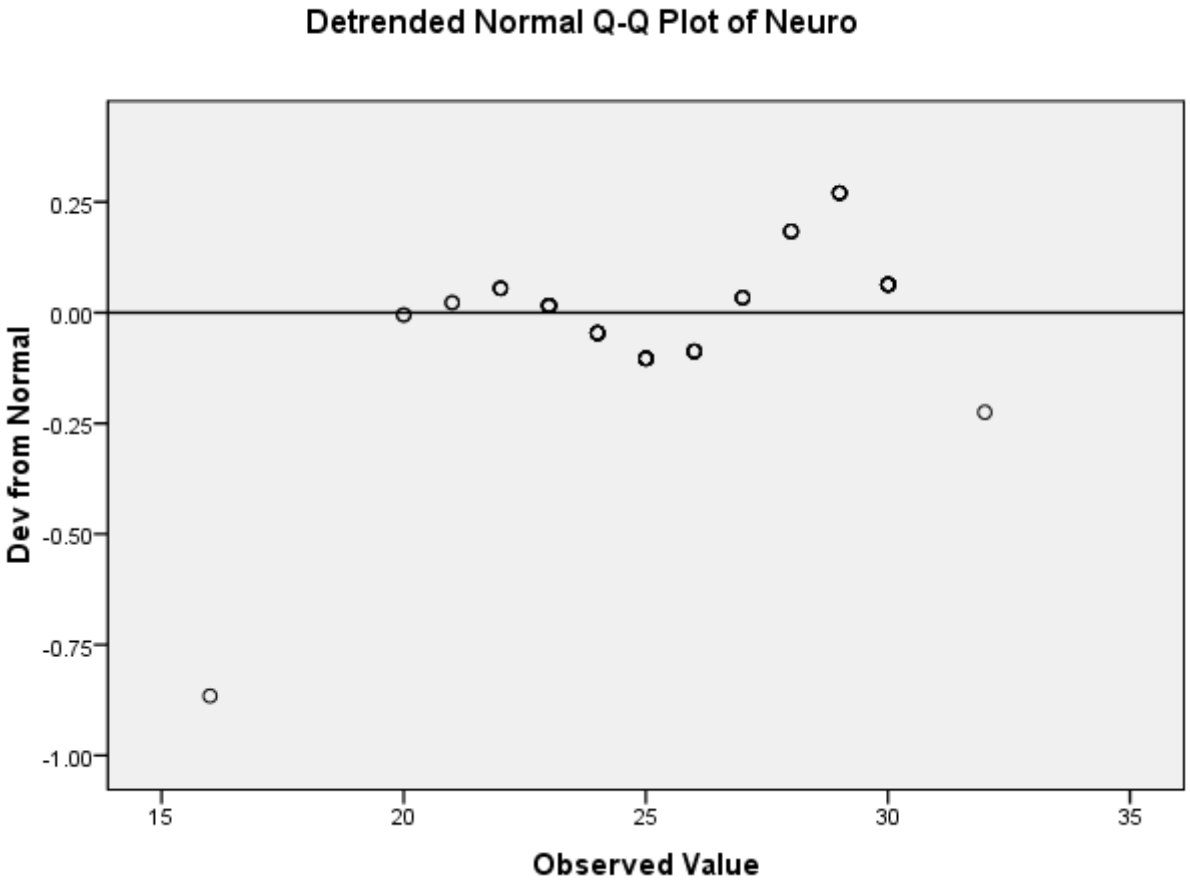
30
35
Observed Value


Detrended Normal Q-Q Plot of Neuro
Dev from Normal
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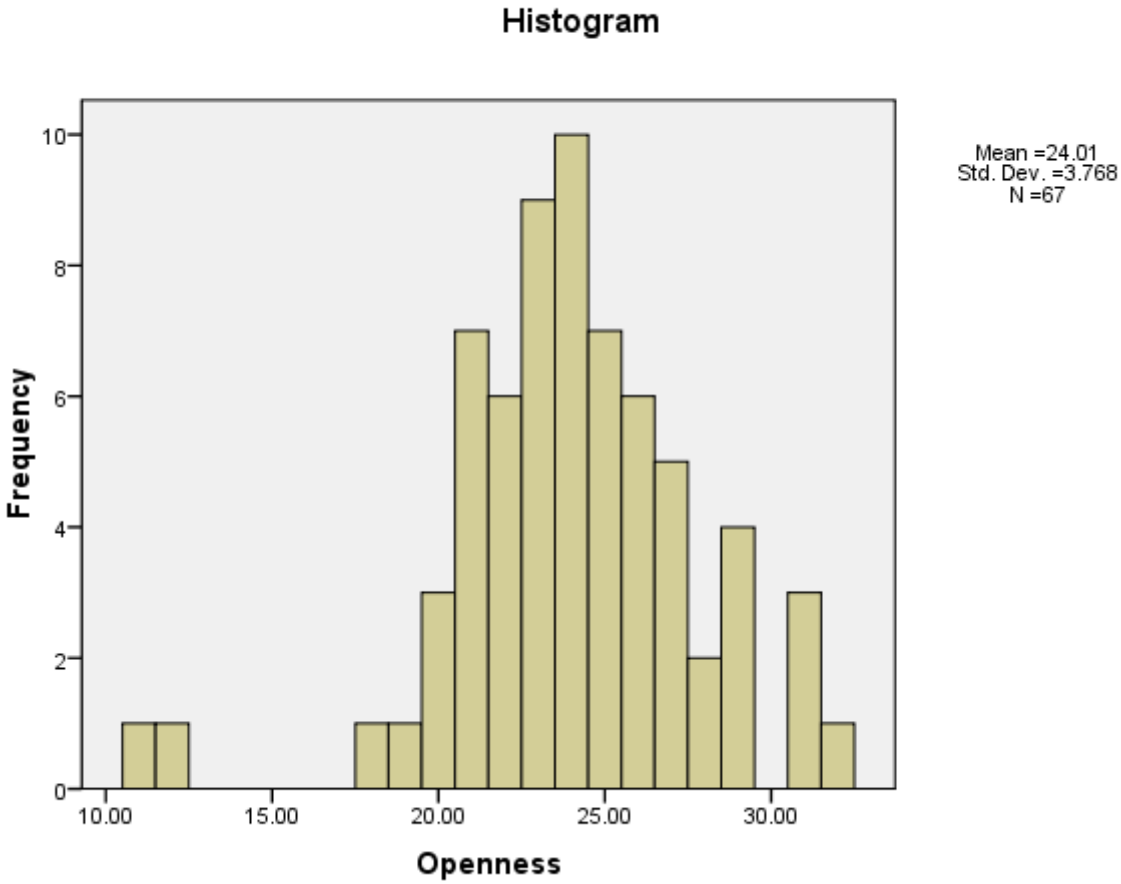
25
30
35
Observed Value

Openness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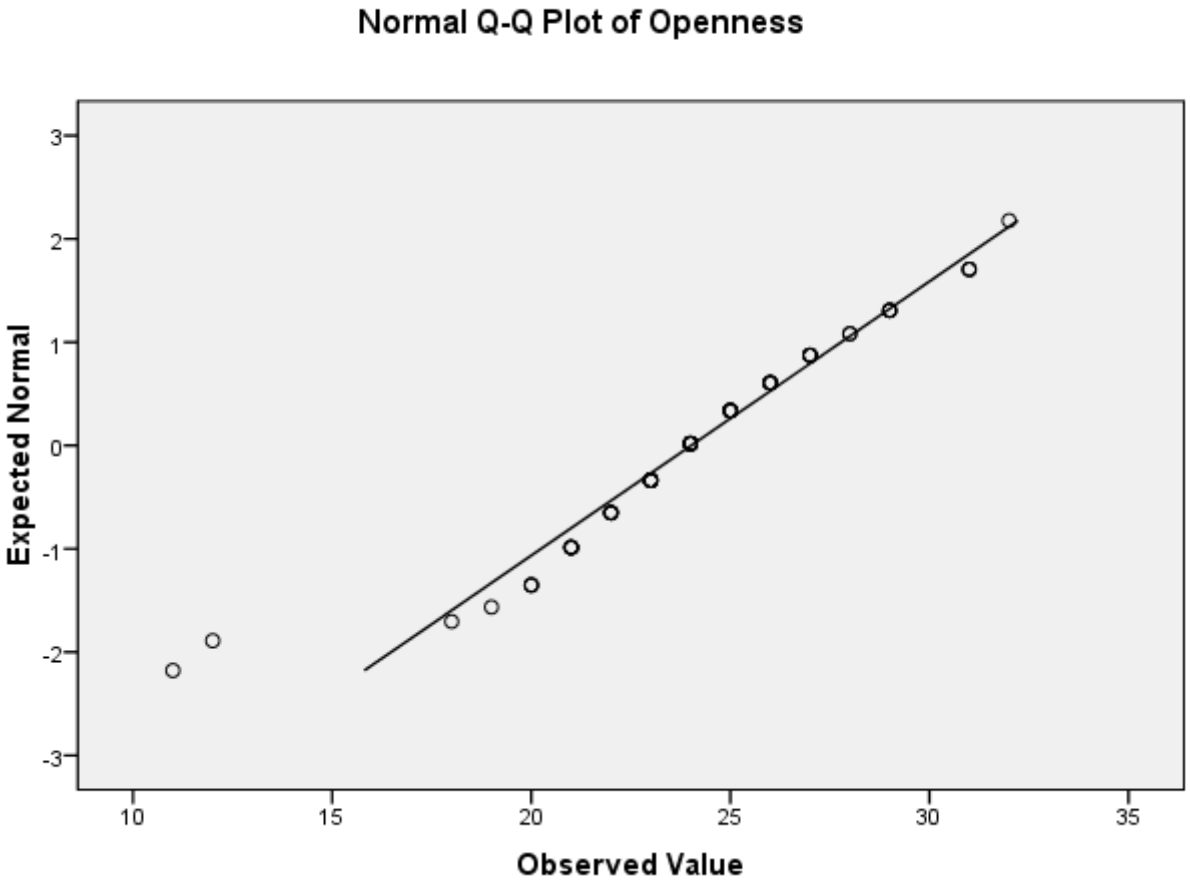
20.00
25.00
30.00
Openness


Normal Q-Q Plot of Openness
Expected Normal
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0
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-2
-3
10
15
20
25
30
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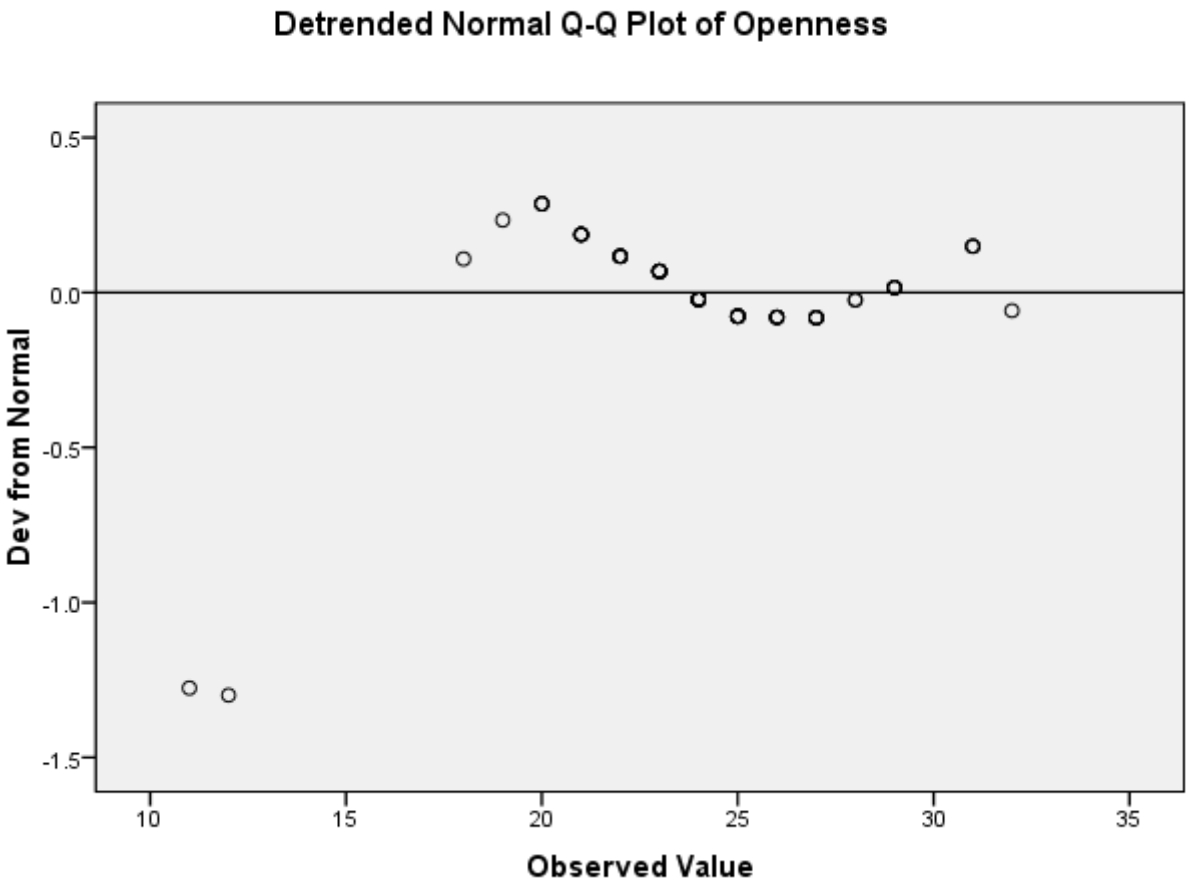
Observed Value


Detrended Normal Q-Q Plot of Openness
Dev from Normal
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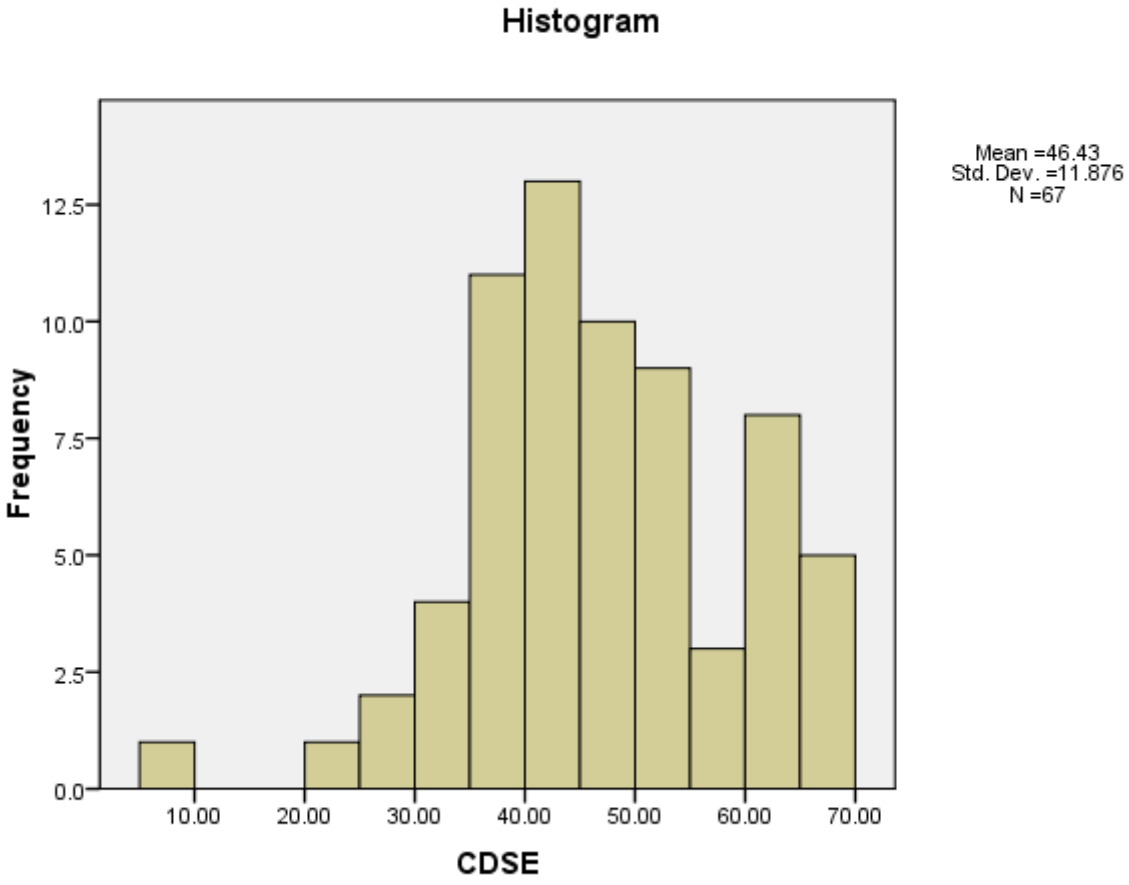
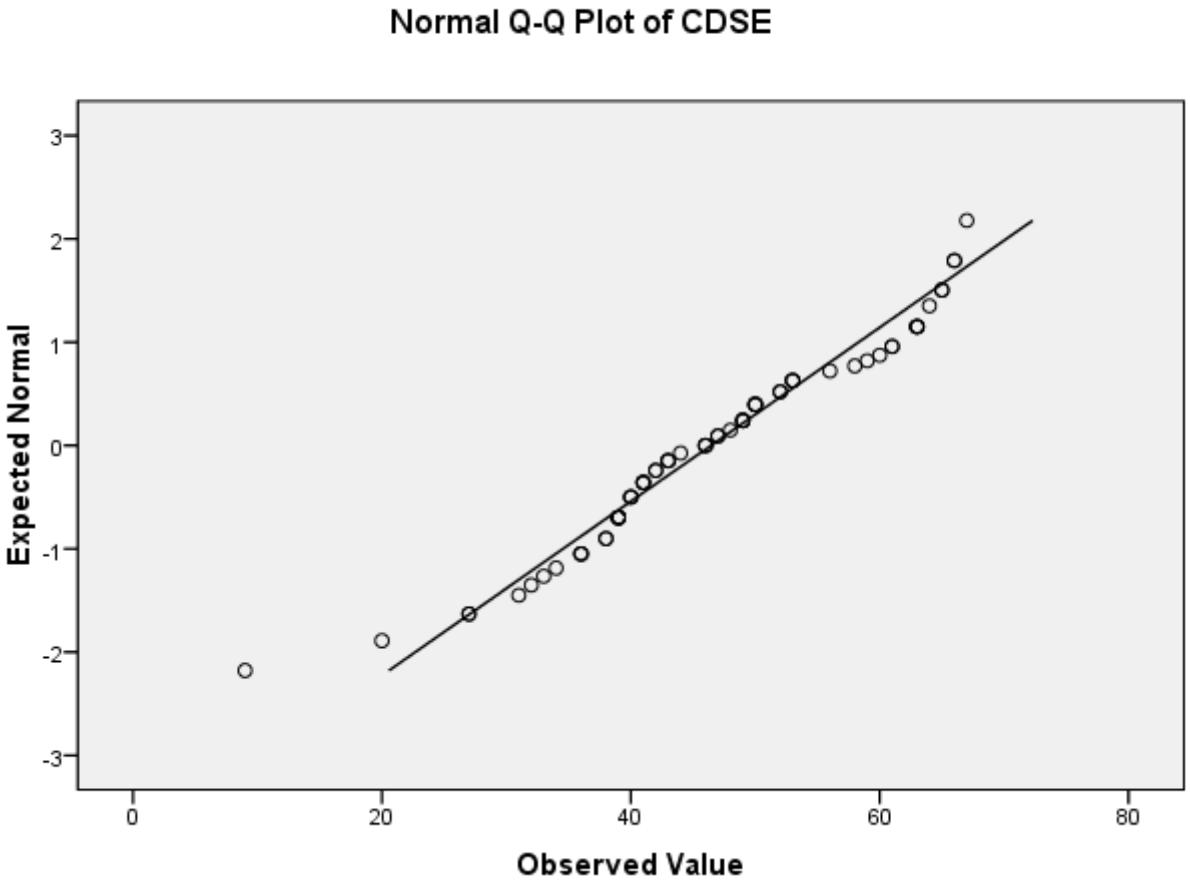
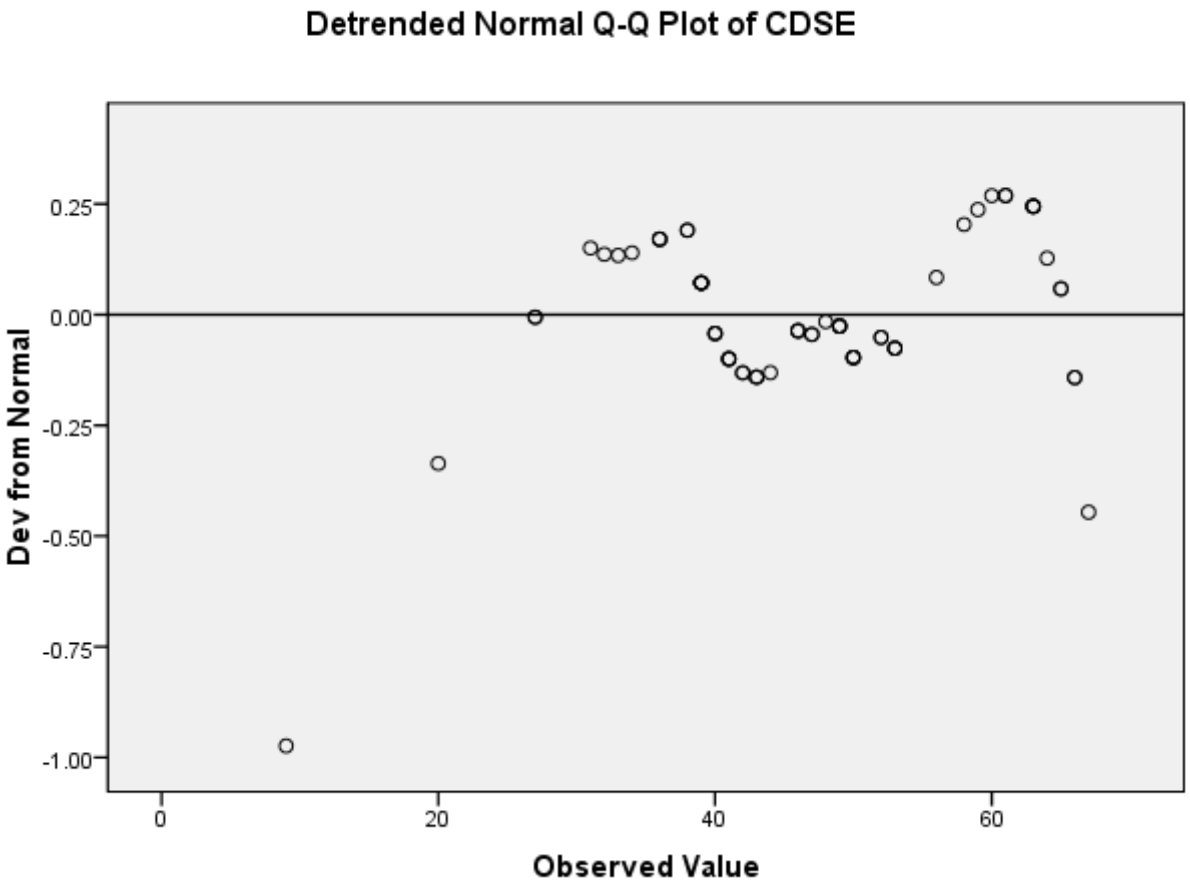
-1.5
10
15
20
25
30
35
Observed Value

Career Decision Self-Efficacy




Normal Q-Q Plot of CDSE
Expected Normal
3
2
1
0
-1
-2
-3
0
20
40
60
80
Observed Value


Detrended Normal Q-Q Plot of CDSE
Dev from Normal
0.25
0.00
-0.25
-0.50
-0.75
-1.00
0
20
40
60
Observed Value

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
CDSE * WFC	Between Groups	(Combined)	4291.748	31	138.443	.966	.537
		Linearity	.421	1	.421	.003	.957
		Deviation from Linearity	4291.327	30	143.044	.998	.499
	Within Groups		5016.700	35	143.334		
	Total		9308.448	66			

Measures of Association

	R	R Squared	Eta	Eta Squared
CDSE * WFC	.007	.000	.679	.461

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
CDSE * Eks	Between Groups	(Combined)	2299.956	13	176.920	1.338	.222
		Linearity	47.669	1	47.669	.360	.551
		Deviation from Linearity	2252.287	12	187.691	1.419	.187

	Within Groups	7008.492	53	132.236		
	Total	9308.448	66			

Measures of Association

	R	R Squared	Eta	Eta Squared
CDSE * Eks	-.072	.005	.497	.247

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
CDSE * Agree	Between Groups	(Combined)	2748.139	17	161.655	1.207	.294
		Linearity	72.899	1	72.899	.544	.464
		Deviation from Linearity	2675.240	16	167.203	1.249	.268
	Within Groups		6560.309	49	133.884		
	Total		9308.448	66			

Measures of Association

	R	R Squared	Eta	Eta Squared
CDSE * Agree	.088	.008	.543	.295

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
CDSE * Consc	Between Groups	(Combined)	2003.976	11	182.180	1.372	.213
		Linearity	806.014	1	806.014	6.069	.017
		Deviation from Linearity	1197.961	10	119.796	.902	.538
	Within Groups		7304.472	55	132.809		
	Total		9308.448	66			

Measures of Association

	R	R Squared	Eta	Eta Squared
CDSE * Consc	-.294	.087	.464	.215

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
CDSE * Neuro	Between Groups	(Combined)	2881.899	12	240.158	2.018	.040
		Linearity	1056.782	1	1056.782	8.880	.004
		Deviation from Linearity	1825.117	11	165.920	1.394	.203
	Within Groups		6426.549	54	119.010		
	Total		9308.448	66			

Measures of Association

	R	R Squared	Eta	Eta Squared
CDSE * Neuro	-.337	.114	.556	.310

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
CDSE * Openness	Between Groups	(Combined)	2590.049	15	172.670	1.311	.231
		Linearity	6.073	1	6.073	.046	.831

	Deviation from Linearity	2583.977	14	184.570	1.401	.187
Within Groups		6718.398	51	131.733		
Total		9308.448	66			

Measures of Association

	R	R Squared	Eta	Eta Squared
CDSE * Openness	-.026	.001	.527	.278

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
CDSE	46.4328	11.87590	67
WFC	27.4627	10.35920	67
Eks	19.4776	3.13513	67
Agree	23.8209	3.76558	67
Consc	26.8657	2.89668	67
Neuro	25.7463	3.20200	67

Descriptive Statistics

	Mean	Std. Deviation	N
CDSE	46.4328	11.87590	67
WFC	27.4627	10.35920	67
Eks	19.4776	3.13513	67
Agree	23.8209	3.76558	67
Consc	26.8657	2.89668	67
Neuro	25.7463	3.20200	67
Openness	24.0149	3.76786	67

Correlations

		CDSE	WFC	Eks	Agree	Consc	Neuro	Openness
Pearson Correlation	CDSE	1.000	.007	-.072	.088	.294	-.337	-.026
	WFC	.007	1.000	.207	-.087	-.184	-.129	.263
	Eks	-.072	.207	1.000	.549	.091	.097	.569
	Agree	.088	-.087	.549	1.000	.089	.116	.385
	Consc	-.294	-.184	.091	.089	1.000	.330	-.033
	Neuro	-.337	-.129	.097	.116	.330	1.000	.221

	Openness	-.026	.263	.569	.385	-.033	.221	1.000
Sig. (1-tailed)	CDSE	.	.478	.282	.238	.008	.003	.419
	WFC	.478	.	.046	.241	.068	.148	.016
	Eks	.282	.046	.	.000	.233	.218	.000
	Agree	.238	.241	.000	.	.236	.176	.001
	Consc	.008	.068	.233	.236	.	.003	.395
	Neuro	.003	.148	.218	.176	.003	.	.036
	Openness	.419	.016	.000	.001	.395	.036	.
N	CDSE	67	67	67	67	67	67	67
	WFC	67	67	67	67	67	67	67
	Eks	67	67	67	67	67	67	67
	Agree	67	67	67	67	67	67	67
	Consc	67	67	67	67	67	67	67
	Neuro	67	67	67	67	67	67	67
	Openness	67	67	67	67	67	67	67

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.433[a]	.188	.106	11.22711

a. Predictors: (Constant), Openness, Consc, WFC, Neuro, Agree, Eks

b. Dependent Variable: CDSE

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1745.574	6	290.929	2.308	.045[a]
	Residual	7562.874	60	126.048		
	Total	9308.448	66			

a. Predictors: (Constant), Openness, Consc, WFC, Neuro, Agree, Eks

b. Dependent Variable: CDSE