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APPENDIX

Appendix 1 Research Questioners

Yth. Karyawan/Karyawati

PT. Freeport Indonesia di tempat,

Kuesioner ini disusun untuk menilai Work Life Balance, tingkat kepuasan kerja, serta kinerja karyawan di PT Freeport Indonesia. Seluruh jawaban akan dijaga kerahasiaannya dan hanya digunakan untuk kepentingan penelitian. Mohon berikan jawaban yang paling sesuai dengan pengalaman pribadi Anda.

Waktu Pengisian: Sekitar 5-7 menit.

Petunjuk:

- Bacalah setiap pernyataan dengan saksama.
- Pilih jawaban sesuai dengan kondisi anda:

Sangat Tidak Setuju

Tidak Setuju

Netral

Setuju

Sangat Setuju

Terima kasih atas partisipasi dan bantuan Anda!

Bagian 1: Work Life Balance

1. Saya memiliki cukup waktu untuk keluarga di luar pekerjaan.
2. Saya dapat mengelola tanggung jawab pekerjaan dan kehidupan pribadi dengan baik.
3. Pekerjaan saya tidak mengganggu kehidupan pribadi saya secara berlebihan.
4. Saya memiliki fleksibilitas dalam jadwal kerja saya.
5. Pekerjaan saya berdampak positif terhadap kehidupan di rumah.
6. Saya masih memiliki waktu yang cukup untuk menikmati hobi dan kegiatan pribadi.

Bagian 2: Kepuasan Kerja

1. Saya merasa puas dengan pekerjaan saya secara keseluruhan.
2. Saya merasa dihargai oleh perusahaan.
3. Pekerjaan yang saya jalani sesuai dengan ekspektasi saya.
4. Saya memiliki hubungan kerja yang baik dengan rekan kerja.
5. Saya mendapatkan dukungan yang cukup dari atasan.
6. Saya memiliki kesempatan untuk mengembangkan keterampilan saya di tempat kerja.
7. Saya merasa aman dalam pekerjaan saya.
8. Saya menerima perlakuan yang adil di lingkungan kerja.
9. Nilai-nilai perusahaan sejalan dengan nilai-nilai pribadi saya.

Bagian 3: Kinerja Karyawan

1. Saya menyelesaikan pekerjaan sesuai dengan tenggat waktu yang ditetapkan.
2. Saya menjaga standar kualitas kerja yang tinggi.
3. Saya secara konsisten memenuhi atau melampaui target kerja saya.
4. Saya berkontribusi secara positif dalam tim kerja.
5. Saya dapat menangani tantangan dalam pekerjaan dengan baik.
6. Saya berinisiatif untuk meningkatkan efisiensi kerja.
7. Saya aktif dalam menyelesaikan masalah pekerjaan.
8. Saya memiliki komunikasi yang baik dengan rekan kerja.
9. Saya menunjukkan sikap profesional dalam pekerjaan saya.
10. Saya selalu mematuhi kebijakan serta prosedur perusahaan.

Terima kasih atas partisipasi Anda!

Appendix 2 Respondent's Description

Statistics

		gender	age	tenure	position	department
N	Valid	282	282	282	282	282
	Missing	0	0	0	0	0

gender

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Female	85	30.1	30.1	30.1
Male	197	69.9	69.9	100.0
Total	282	100.0	100.0	

age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 25	5	1.8	1.8	1.8
25 - 34	120	42.6	42.6	44.3
35 - 44	143	50.7	50.7	95.0
More than 45 years old	9	3.2	3.2	98.2
More than 45 years old	5	1.8	1.8	100.0
Total	282	100.0	100.0	

tenure

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 1 year	6	2.1	2.1	2.1
1 - 3 years	100	35.5	35.5	37.6
4 - 6 years	131	46.5	46.5	84.0
More than 6 years	45	16.0	16.0	100.0
Total	282	100.0	100.0	

Appendix 3 Validity Test

Work Life Balance

		Correlations						
		wlb1	wlb2	wlb3	wlb4	wlb5	wl6	Total_wlb
wlb1	Pearson Correlation	1	.066	.324**	.335**	.343**	.370**	.682**
	Sig. (2-tailed)		.268	.000	.000	.000	.000	.000
	N	282	282	282	282	282	282	282
wlb2	Pearson Correlation	.066	1	.110	.196**	.223**	.232**	.478**
	Sig. (2-tailed)	.268		.066	.001	.000	.000	.000
	N	282	282	282	282	282	282	282
wlb3	Pearson Correlation	.324**	.110	1	.190**	.233**	.252**	.587**
	Sig. (2-tailed)	.000	.066		.001	.000	.000	.000
	N	282	282	282	282	282	282	282
wlb4	Pearson Correlation	.335**	.196**	.190**	1	.174**	.335**	.618**
	Sig. (2-tailed)	.000	.001	.001		.003	.000	.000
	N	282	282	282	282	282	282	282
wlb5	Pearson Correlation	.343**	.223**	.233**	.174**	1	.246**	.607**
	Sig. (2-tailed)	.000	.000	.000	.003		.000	.000
	N	282	282	282	282	282	282	282
wl6	Pearson Correlation	.370**	.232**	.252**	.335**	.246**	1	.668**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	282	282	282	282	282	282	282
Total_wlb	Pearson Correlation	.682**	.478**	.587**	.618**	.607**	.668**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	282	282	282	282	282	282	282

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

Job Satisfaction

Correlations

		js1	js2	js3	js4	js5	js6	js7	js8	js9	Total_ js
js1	Pearson Correlati on Sig. (2- tailed) N	1 282	.149* .012 282	.265* .000 282	.290* .000 282	.264* .000 282	.210* .000 282	.296* .000 282	.295* .000 282	.352* .000 282	.608** .000 282
js2	Pearson Correlati on Sig. (2- tailed) N	.149* .012 282	1 .012 282	.047 .429 282	.117* .049 282	.189* .001 282	.197* .001 282	.232* .000 282	.217* .000 282	.173* .004 282	.454** .000 282
js3	Pearson Correlati on Sig. (2- tailed) N	.265* .000 282	.047 .429 282	1 .001 282	.202* .001 282	.257* .000 282	.167* .005 282	.358* .000 282	.283* .000 282	.274* .000 282	.554** .000 282
js4	Pearson Correlati on Sig. (2- tailed) N	.290* .000 282	.117* .049 282	.202* .001 282	1 .001 282	.197* .001 282	.218* .000 282	.400* .000 282	.290* .000 282	.291* .000 282	.607** .000 282
js5	Pearson Correlati on Sig. (2- tailed) N	.264* .000 282	.189* .001 282	.257* .000 282	.197* .001 282	1 .002 282	.185* .000 282	.267* .000 282	.279* .000 282	.251* .000 282	.574** .000 282
js6	Pearson Correlati on Sig. (2- tailed) N	.210* .000 282	.197* .001 282	.167* .005 282	.218* .000 282	.185* .002 282	1 .000 282	.206* .000 282	.185* .002 282	.243* .000 282	.508** .000 282
js7	Pearson Correlati on Sig. (2- tailed) N	.296* .000 282	.232* .000 282	.358* .000 282	.400* .000 282	.267* .000 282	.206* .000 282	1 .002 282	.183* .000 282	.253* .000 282	.636** .000 282

js8	Pearson Correlation	.295*	.217*	.283*	.290*	.279*	.185*	.183*	1	.091	.553**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.002		.127	.000
	N	282	282	282	282	282	282	282	282	282	282
js9	Pearson Correlation	.352*	.173*	.274*	.291*	.251*	.243*	.253*	.091	1	.578**
	Sig. (2-tailed)	.000	.004	.000	.000	.000	.000	.000	.127		.000
	N	282	282	282	282	282	282	282	282	282	282
Total_js	Pearson Correlation	.608*	.454*	.554*	.607*	.574*	.508*	.636*	.553*	.578*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	282	282	282	282	282	282	282	282	282	282

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

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

Employee Performance

Correlations

		ep1	ep2	ep3	ep4	ep5	ep6	ep7	ep8	ep9	ep10	Total_ep
ep1	Pearson Correlation	1	.102	.316**	.255**	.380**	.325**	.343**	.300**	.332**	.286**	.635**
	Sig. (2-tailed)		.088	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	282	282	282	282	282	282	282	282	282	282	282
ep2	Pearson Correlation	.102	1	.132*	.205**	.200**	.166**	.191**	.262**	.130*	.214**	.441**
	Sig. (2-tailed)	.088		.027	.001	.001	.005	.001	.000	.029	.000	.000
	N	282	282	282	282	282	282	282	282	282	282	282
ep3	Pearson Correlation	.316**	.132*	1	.158**	.309**	.282**	.266**	.313**	.220**	.243**	.562**
	Sig. (2-tailed)	.000	.027		.008	.000	.000	.000	.000	.000	.000	.000
	N	282	282	282	282	282	282	282	282	282	282	282
ep4	Pearson Correlation	.255**	.205**	.158**	1	.306**	.266**	.326**	.251**	.191**	.258**	.571**
	Sig. (2-tailed)											
	N	282	282	282	282	282	282	282	282	282	282	282

	Sig. (2-tailed)	.000	.001	.008		.000	.000	.000	.000	.001	.000	.000
	N	282	282	282	282	282	282	282	282	282	282	282
ep5	Pearson Correlation	.380**	.200**	.309**	.306**	1	.354**	.229**	.270**	.281**	.342**	.644**
	Sig. (2-tailed)	.000	.001	.000	.000		.000	.000	.000	.000	.000	.000
	N	282	282	282	282	282	282	282	282	282	282	282
ep6	Pearson Correlation	.325**	.166**	.282**	.266**	.354**	1	.271**	.287**	.274**	.237**	.605**
	Sig. (2-tailed)	.000	.005	.000	.000	.000		.000	.000	.000	.000	.000
	N	282	282	282	282	282	282	282	282	282	282	282
ep7	Pearson Correlation	.343**	.191**	.266**	.326**	.229**	.271**	1	.245**	.206**	.323**	.601**
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000		.000	.001	.000	.000
	N	282	282	282	282	282	282	282	282	282	282	282
ep8	Pearson Correlation	.300**	.262**	.313**	.251**	.270**	.287**	.245**	1	.196**	.247**	.585**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.001	.000	.000
	N	282	282	282	282	282	282	282	282	282	282	282
ep9	Pearson Correlation	.332**	.130*	.220**	.191**	.281**	.274**	.206**	.196**	1	.138*	.516**
	Sig. (2-tailed)	.000	.029	.000	.001	.000	.000	.001	.001		.020	.000
	N	282	282	282	282	282	282	282	282	282	282	282
ep10	Pearson Correlation	.286**	.214**	.243**	.258**	.342**	.237**	.323**	.247**	.138*	1	.572**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.020		.000
	N	282	282	282	282	282	282	282	282	282	282	282
Total_ep	Pearson Correlation	.635**	.441**	.562**	.571**	.644**	.605**	.601**	.585**	.516**	.572**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	282	282	282	282	282	282	282	282	282	282	282

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

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

Appendix 4 Reliability Test

Work Life Balance

Case Processing Summary

		N	%
Cases	Valid	282	100.0
	Excluded ^a	0	.0
	Total	282	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.660	6

Item Statistics

	Mean	Std. Deviation	N
wlb1	4.32	.679	282
wlb2	4.39	.594	282
wlb3	4.38	.671	282
wlb4	4.37	.668	282
wlb5	4.44	.646	282
wlb6	4.24	.648	282

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
wlb1	21.82	3.916	.476	.584
wlb2	21.75	4.659	.252	.661
wlb3	21.76	4.233	.353	.630
wlb4	21.77	4.140	.394	.615
wlb5	21.70	4.210	.388	.617
wlb6	21.89	4.017	.469	.588

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
26.14	5.657	2.378	6

Job Satisfaction

Case Processing Summary

	N	%
Cases Valid	282	100.0
Excluded ^a	0	.0
Total	282	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.732	9

Item Statistics

	Mean	Std. Deviation	N
js1	4.50	.610	282
js2	4.46	.626	282
js3	4.42	.604	282
js4	4.33	.702	282
js5	4.27	.668	282
js6	4.28	.618	282
js7	4.40	.669	282
js8	4.47	.632	282
js9	4.32	.652	282

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
js1	34.95	8.610	.469	.698
js2	34.99	9.199	.282	.729
js3	35.03	8.839	.405	.709
js4	35.12	8.374	.442	.702
js5	35.18	8.602	.411	.708
js6	35.16	8.991	.348	.718
js7	35.05	8.329	.488	.694
js8	34.98	8.779	.396	.710
js9	35.13	8.624	.421	.706

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
39.45	10.661	3.265	9

Employee Performance**Case Processing Summary**

	N	%
Cases Valid	282	100.0
Excluded ^a	0	.0
Total	282	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.774	10

Item Statistics

	Mean	Std. Deviation	N
ep1	4.43	.640	282
ep2	4.41	.591	282
ep3	4.46	.637	282
ep4	4.31	.697	282
ep5	4.39	.673	282
ep6	4.32	.652	282
ep7	4.40	.689	282
ep8	4.38	.644	282
ep9	4.43	.640	282
ep10	4.30	.636	282

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ep1	39.41	11.324	.514	.745
ep2	39.43	12.353	.300	.771
ep3	39.38	11.682	.428	.756
ep4	39.53	11.460	.425	.757
ep5	39.45	11.166	.518	.744
ep6	39.52	11.432	.475	.750
ep7	39.44	11.330	.462	.752
ep8	39.46	11.552	.453	.753
ep9	39.41	11.894	.373	.763
ep10	39.54	11.638	.439	.755

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
43.84	13.950	3.735	10

Appendix 5 Descriptive Analysis Result

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
wlb1	282	2	5	4.32	.679
wlb2	282	2	5	4.39	.594
wlb3	282	1	5	4.38	.671
wlb4	282	2	5	4.37	.668
wlb5	282	1	5	4.44	.646
wl6	282	1	5	4.24	.648
Valid N (listwise)	282				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
js1	282	2	5	4.50	.610
js2	282	1	5	4.46	.626
js3	282	2	5	4.42	.604
js4	282	1	5	4.33	.702
js5	282	1	5	4.27	.668
js6	282	2	5	4.28	.618
js7	282	1	5	4.40	.669
js8	282	1	5	4.47	.632
js9	282	2	5	4.32	.652
Valid N (listwise)	282				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
ep1	282	1	5	4.43	.640
ep2	282	2	5	4.41	.591
ep3	282	2	5	4.46	.637
ep4	282	1	5	4.31	.697
ep5	282	1	5	4.39	.673
ep6	282	2	5	4.32	.652
ep7	282	1	5	4.40	.689
ep8	282	1	5	4.38	.644
ep9	282	2	5	4.43	.640
ep10	282	2	5	4.30	.636
Valid N (listwise)	282				

Appendix 6 Hypothesis Analysis

Hypothesis I (The impact of work life balance to employee performance)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Total_wlb ^b		Enter

a. Dependent Variable: Total_ep

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.780 ^a	.609	.607	2.341

a. Predictors: (Constant), Total_wlb

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2385.294	1	2385.294	435.237	.000 ^b
	Residual	1534.525	280	5.480		
	Total	3919.819	281			

a. Dependent Variable: Total_ep

b. Predictors: (Constant), Total_wlb

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.822	1.541		7.671	.000
	Total_wlb	1.225	.059	.780	20.862	.000

a. Dependent Variable: Total_ep

Hypothesis II (The impact of work life balance to job satisfaction)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Total_wlb ^b	.	Enter

a. Dependent Variable: Total_js

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.808 ^a	.652	.651	1.928

a. Predictors: (Constant), Total_wlb

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1954.364	1	1954.364	525.498	.000 ^b
	Residual	1041.339	280	3.719		
	Total	2995.702	281			

a. Dependent Variable: Total_js

b. Predictors: (Constant), Total_wlb

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.464	1.270		8.243	.000
	Total_wlb	1.109	.048	.808	22.924	.000

a. Dependent Variable: Total_js

Hypothesis III (The impact of job satisfaction to employee performance)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Total_js ^b	.	Enter

- a. Dependent Variable: Total_ep
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852 ^a	.726	.725	1.958

- a. Predictors: (Constant), Total_js

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2846.418	1	2846.418	742.497	.000 ^b
	Residual	1073.401	280	3.834		
	Total	3919.819	281			

- a. Dependent Variable: Total_ep
b. Predictors: (Constant), Total_js

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.389	1.416		3.806	.000
	Total_js	.975	.036	.852	27.249	.000

- a. Dependent Variable: Total_ep

Hypothesis IV (The impact of job satisfaction mediates the relationship between work life balance and employee performance)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Total_js, Total_wlb ^b		Enter

- a. Dependent Variable: Total_ep
b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.866 ^a	.750	.749	1.873

- a. Predictors: (Constant), Total_js, Total_wlb

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2941.428	2	1470.714	419.392	.000 ^b
	Residual	978.391	279	3.507		
	Total	3919.819	281			

- a. Dependent Variable: Total_ep
b. Predictors: (Constant), Total_js, Total_wlb

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.174	1.374		3.038	.003
	Total_wlb	.415	.080	.264	5.205	.000
	Total_js	.731	.058	.639	12.593	.000

- a. Dependent Variable: Total_ep

Appendix 7 University research permit letter



**FAKULTAS BISNIS
DAN EKONOMIKA**
UNIVERSITAS ATMA JAYA YOGYAKARTA

Nomor: 500/Pen/I
Lamp.: -
Hal : Ijin Penelitian, Permohonan Data

27 Maret 2025

Kepada Yth.

Pimpinan PT. Freeport Indonesia
Jl. Mandala Raya Selatan No. 1 Kuala Kencana, Tembagapura Mimika
Papua Tengah Indonesia

Dengan hormat,

Sehubungan dengan penulisan Skripsi yang berjudul **"The Impact of Work Life Balance on Employee Performance as Mediated by Job Satisfaction"** yang dilakukan oleh mahasiswa kami dengan identitas:

Nama : Aivi Apriliani Alvionita
No Mahasiswa/Prodi: 211226338/Manajemen Internasional
No Handphone : 085157589963

Kami mohon Bapak/Ibu berkenan memberikan Ijin Penelitian kepada mahasiswa tersebut untuk mendapatkan data yang diperlukan.

Skripsi yang ditulis oleh mahasiswa ini merupakan karya ilmiah yang memiliki tujuan dan sifat keilmuan. Oleh karenanya tidak akan dipergunakan untuk hal-hal yang merugikan.

Atas perhatian dan bantuannya, kami mengucapkan terima kasih.

Dekan,

Wenefrida Mahestu N. Krisjanti, SE., M.Sc., Ph.D.

Alamat

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