

**PENGARUH KONFLIK PERAN TERHADAP  
KEINGINAN PINDAH KERJA MELALUI KOMITMEN  
ORGANISASI DAN KEPUASAN KERJA  
(Studi Pada PT. Pujitu Jaya Makmur Semarang)**

Dalam rangka penyelesaian Skripsi Program S1 Fakultas Ekonomi Program Studi Manajemen pada Universitas Islam Sultan Agung Semarang, saya mengharapkan bantuan dan kesediaan anda dalam proses penyelesaian skripsi.

Tujuan penelitian semata untuk tujuan ilmiah yaitu pengetrapan teori dan praktek di lapangan, maka kami mengharapkan anda menjawab sesuai dengan kehendak diri kita masing-masing, dengan mengisi titik-titik dan memberi tanda silang (X) pada setiap pertanyaan pilihan. Atas bantuannya kami ucapkan terima kasih.

**IDENTITAS RESPONDEN**

1. Nama : .....
2. Jenis Kelamin :
  - a. Laki-laki
  - b. Perempuan
3. Umur : ..... tahun
4. Masa Kerja :
  - a. 1- 3 tahun
  - b. 3-10 tahun
  - c. > 10 tahun

<b>Keterangan :</b>		<b>Skor</b>
SS	: Sangat Setuju	= 5
S	: Setuju	= 4
CS	: Cukup Setuju	= 3
TS	: Tidak Setuju	= 2
STS	: Sangat Tidak Setuju	= 1

No.	Pernyataan	STS	TS	CS	S	SS
		1	2	3	4	5
<b>I.</b>	<b>KONFLIK PERAN</b>					
1.	Saya bekerja dengan dua atau lebih kelompok yang beroperasi secara berbeda.					
2.	Saya melakukan pekerjaan yang cenderung diterima oleh satu pihak tetapi tidak diterima oleh pihak lain					
3.	Saya menerima penugasan tanpa sumber daya dan bahan yang cukup untuk melaksanakannya					
4.	Saya melakukan kegiatan yang sebenarnya tidak perlu					
5.	Saya bekerja dengan pedoman dan kebijakan yang tidak sesuai					

No.	Pernyataan	STS	TS	CS	S	SS
		1	2	3	4	5
<b>II.</b>	<b>KOMITMEN ORGANISASI</b>					
1.	Saya senang menjalin kerjasama dengan karyawan lain dalam menyelesaikan masalah di perusahaan.					
2.	Menurut saya, nilai ekonomi yang saya rasakan selama bekerja di perusahaan sesuai dengan harapan saya.					
3.	Saya akan berusaha tetap bekerja di perusahaan untuk alasan moral atau etis dalam bekerja.					

No.	Pernyataan	STS	TS	CS	S	SS
		1	2	3	4	5
<b>III.</b>	<b>KEPUASAN KERJA</b>					
1.	Gaji karyawan cukup dan sesuai dengan tanggung jawab di organisasi					
2.	Tunjangan karyawan cukup banyak					
3.	Jika karyawan melaksanakan pekerjaan dengan baik, karyawan akan dipromosikan					
4.	Karyawan puas dengan tingkat kemajuannya					
5.	Karyawan merasa senang dengan tingkat tanggung jawab dalam pekerjaannya.					

No.	Pernyataan	STS	TS	CS	S	SS
		1	2	3	4	5
<b>IV.</b>	<b>KEINGINAN PINDAH KERJA</b>					
1.	Keinginan saya untuk berpindah ke perusahaan lain cukup tinggi.					
2.	Saya merasa kurang cocok dengan pekerjaan yang saya dijalani.					
3.	Lingkungan perusahaan kurang baik, mendorong saya berkeinginan pindah kerja.					
4.	Dalam beberapa bulan terakhir saya berpikir serius untuk mencari pekerjaan lain.					
5.	Di masa mendatang, saya akan mempertimbangkan pekerjaan lain selain di perusahaan yang saat ini.					

----- *Sekian dan terima kasih atas partisipasi anda* -----

**Jenis Kelamin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	28	49.1	49.1	49.1
	Perempuan	29	50.9	50.9	100.0
	Total	57	100.0	100.0	

**Umur**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	23	1	1.8	1.8	1.8
	24	2	3.5	3.5	5.3
	25	2	3.5	3.5	8.8
	26	3	5.3	5.3	14.0
	27	3	5.3	5.3	19.3
	28	2	3.5	3.5	22.8
	29	2	3.5	3.5	26.3
	30	2	3.5	3.5	29.8
	31	6	10.5	10.5	40.4
	32	2	3.5	3.5	43.9
	33	4	7.0	7.0	50.9
	34	4	7.0	7.0	57.9
	35	3	5.3	5.3	63.2
	36	4	7.0	7.0	70.2
	37	4	7.0	7.0	77.2
	39	3	5.3	5.3	82.5
	40	2	3.5	3.5	86.0
	41	3	5.3	5.3	91.2
	42	1	1.8	1.8	93.0
	43	1	1.8	1.8	94.7
44	1	1.8	1.8	96.5	
45	1	1.8	1.8	98.2	
47	1	1.8	1.8	100.0	
Total		57	100.0	100.0	

**Masa Kerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-3 tahun	6	10.5	10.5	10.5
	3-10 tahun	5	8.8	8.8	19.3
	Kurang dari 1 tahun	7	12.3	12.3	31.6
	Lebih dari 10 tahun	39	68.4	68.4	100.0
	Total	57	100.0	100.0	

**Frequency Table****x1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	14.0	14.0	14.0
	2.00	22	38.6	38.6	52.6
	3.00	10	17.5	17.5	70.2
	4.00	10	17.5	17.5	87.7
	5.00	7	12.3	12.3	100.0
	Total	57	100.0	100.0	

**x1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	5	8.8	8.8	8.8
	2.00	22	38.6	38.6	47.4
	3.00	12	21.1	21.1	68.4
	4.00	10	17.5	17.5	86.0
	5.00	8	14.0	14.0	100.0
	Total	57	100.0	100.0	

**x1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	18	31.6	31.6	38.6
	3.00	18	31.6	31.6	70.2
	4.00	9	15.8	15.8	86.0
	5.00	8	14.0	14.0	100.0
	Total	57	100.0	100.0	

**x1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	14.0	14.0	14.0
	2.00	17	29.8	29.8	43.9
	3.00	14	24.6	24.6	68.4
	4.00	9	15.8	15.8	84.2
	5.00	9	15.8	15.8	100.0
	Total	57	100.0	100.0	

**x1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	11	19.3	19.3	19.3
	2.00	23	40.4	40.4	59.6
	3.00	8	14.0	14.0	73.7
	4.00	8	14.0	14.0	87.7
	5.00	7	12.3	12.3	100.0
	Total	57	100.0	100.0	

**y1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	7	12.3	12.3	19.3
	3.00	13	22.8	22.8	42.1
	4.00	17	29.8	29.8	71.9
	5.00	16	28.1	28.1	100.0
	Total	57	100.0	100.0	

**y1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	6	10.5	10.5	10.5
	2.00	10	17.5	17.5	28.1
	3.00	14	24.6	24.6	52.6
	4.00	15	26.3	26.3	78.9
	5.00	12	21.1	21.1	100.0
	Total	57	100.0	100.0	

**y1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	7	12.3	12.3	12.3
	2.00	9	15.8	15.8	28.1
	3.00	10	17.5	17.5	45.6
	4.00	20	35.1	35.1	80.7
	5.00	11	19.3	19.3	100.0
	Total	57	100.0	100.0	

**y2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	6	10.5	10.5	10.5
	2.00	13	22.8	22.8	33.3
	3.00	9	15.8	15.8	49.1
	4.00	18	31.6	31.6	80.7
	5.00	11	19.3	19.3	100.0
	Total	57	100.0	100.0	

**y2.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	6	10.5	10.5	10.5
	2.00	14	24.6	24.6	35.1
	3.00	7	12.3	12.3	47.4
	4.00	17	29.8	29.8	77.2
	5.00	13	22.8	22.8	100.0
	Total	57	100.0	100.0	

**y2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	10	17.5	17.5	17.5
	2.00	8	14.0	14.0	31.6
	3.00	10	17.5	17.5	49.1
	4.00	19	33.3	33.3	82.5
	5.00	10	17.5	17.5	100.0

Total	57	100.0	100.0
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**y2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	14.0	14.0	14.0
	2.00	11	19.3	19.3	33.3
	3.00	10	17.5	17.5	50.9
	4.00	22	38.6	38.6	89.5
	5.00	6	10.5	10.5	100.0
	Total	57	100.0	100.0	

**y2.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	8	14.0	14.0	14.0
	2.00	12	21.1	21.1	35.1
	3.00	11	19.3	19.3	54.4
	4.00	14	24.6	24.6	78.9
	5.00	12	21.1	21.1	100.0
	Total	57	100.0	100.0	

**y3.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.5	3.5	3.5
	2.00	13	22.8	22.8	26.3
	3.00	15	26.3	26.3	52.6
	4.00	15	26.3	26.3	78.9
	5.00	12	21.1	21.1	100.0
	Total	57	100.0	100.0	

**y3.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	11	19.3	19.3	26.3
	3.00	15	26.3	26.3	52.6
	4.00	22	38.6	38.6	91.2



5.00	5	8.8	8.8	100.0
Total	57	100.0	100.0	

**y3.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	2	3.5	3.5	3.5
	2.00	14	24.6	24.6	28.1
	3.00	16	28.1	28.1	56.1
	4.00	15	26.3	26.3	82.5
	5.00	10	17.5	17.5	100.0
	Total	57	100.0	100.0	

**y3.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	15	26.3	26.3	33.3
	3.00	15	26.3	26.3	59.6
	4.00	13	22.8	22.8	82.5
	5.00	10	17.5	17.5	100.0
	Total	57	100.0	100.0	

**y3.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	4	7.0	7.0	7.0
	2.00	14	24.6	24.6	31.6
	3.00	15	26.3	26.3	57.9
	4.00	12	21.1	21.1	78.9
	5.00	12	21.1	21.1	100.0
	Total	57	100.0	100.0	

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	11.3684	20.630	.879	.935
x1.2	11.2281	20.572	.921	.928
x1.3	11.1404	21.516	.875	.936
x1.4	11.2281	20.858	.825	.944
x1.5	11.5263	20.932	.815	.946

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y1.1	6.6316	6.344	.850	.950
y1.2	6.9298	5.816	.908	.905
y1.3	6.8947	5.739	.906	.907

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y2.1	12.7895	24.205	.906	.941
y2.2	12.7544	24.403	.847	.951
y2.3	12.8596	23.623	.904	.941
y2.4	12.9298	24.995	.873	.946
y2.5	12.8772	24.145	.858	.949

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
y3.1	12.9474	18.194	.848	.932
y3.2	13.1053	18.703	.858	.931
y3.3	13.0351	18.499	.837	.934
y3.4	13.1579	17.528	.881	.926
y3.5	13.0877	17.724	.828	.936

## Reliability Var. Konflik Peran (X)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	57	100.0
	Excluded <sup>a</sup>	0	.0
	Total	57	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.950	5

## Reliability Var. Komitmen Organisasi (Y1)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	57	100.0
	Excluded <sup>a</sup>	0	.0
	Total	57	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.946	3

## Reliability Var. Kepuasan Kerja (Y2)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	57	100.0
	Excluded <sup>a</sup>	0	.0
	Total	57	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.956	5

## Reliability Var. Keinginan Pindah Kerja (Y3)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	57	100.0
	Excluded <sup>a</sup>	0	.0
	Total	57	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.945	5

## Regresi Model Pertama

**Descriptive Statistics**

	Mean	Std. Deviation	N
Komitmen Organisasi	3.4091	1.20562	57
Konflik Peran	2.8246	1.13583	57

**Correlations**

		Komitmen Organisasi	Konflik Peran
Pearson Correlation	Komitmen Organisasi	1.000	-.888
	Konflik Peran	-.888	1.000
Sig. (1-tailed)	Komitmen Organisasi	.	.000
	Konflik Peran	.000	.
N	Komitmen Organisasi	57	57
	Konflik Peran	57	57

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Konflik Peran <sup>b</sup>	.	Enter

a. Dependent Variable: Komitmen Organisasi

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.888 <sup>a</sup>	.789	.786	.55836

a. Predictors: (Constant), Konflik Peran

b. Dependent Variable: Komitmen Organisasi

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.250	1	64.250	206.085	.000 <sup>b</sup>
	Residual	17.147	55	.312		
	Total	81.397	56			

a. Dependent Variable: Komitmen Organisasi

b. Predictors: (Constant), Konflik Peran

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	6.073	.200		30.403
	Konflik Peran	-.943	.066	-.888	-14.356

**Coefficients<sup>a</sup>**

Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	.000		
	Konflik Peran	.000	1.000	1.000

a. Dependent Variable: Komitmen Organisasi

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Konflik Peran
1	1	1.929	1.000	.04	.04
	2	.071	5.210	.96	.96

a. Dependent Variable: Komitmen Organisasi

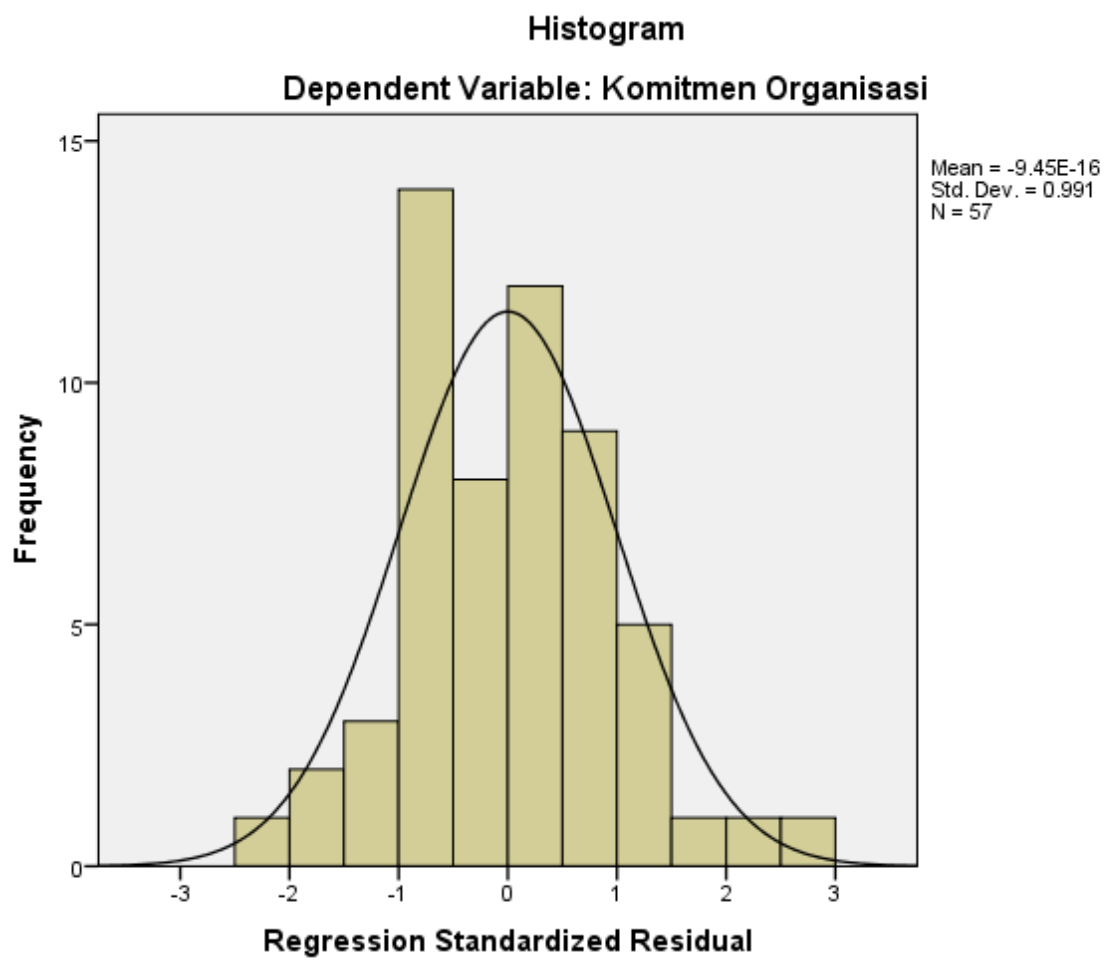
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation
Predicted Value	1.3576	5.1298	3.4091	1.07113
Std. Predicted Value	-1.915	1.606	.000	1.000
Standard Error of Predicted Value	.074	.161	.102	.025
Adjusted Predicted Value	1.3900	5.1610	3.4110	1.07063
Residual	-1.29089	1.42632	.00000	.55335
Std. Residual	-2.312	2.554	.000	.991
Stud. Residual	-2.333	2.578	-.002	1.007
Deleted Residual	-1.31488	1.45242	-.00183	.57181
Stud. Deleted Residual	-2.436	2.724	.001	1.027
Mahal. Distance	.000	3.668	.982	.991
Cook's Distance	.000	.114	.017	.023

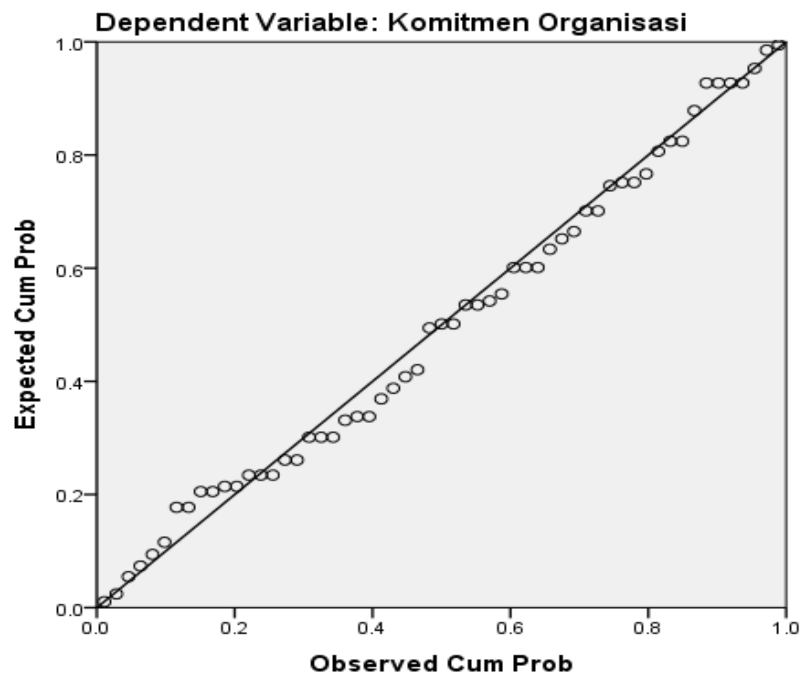
Centered Leverage Value	.000	.066	.018	.018
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a. Dependent Variable: Komitmen Organisasi

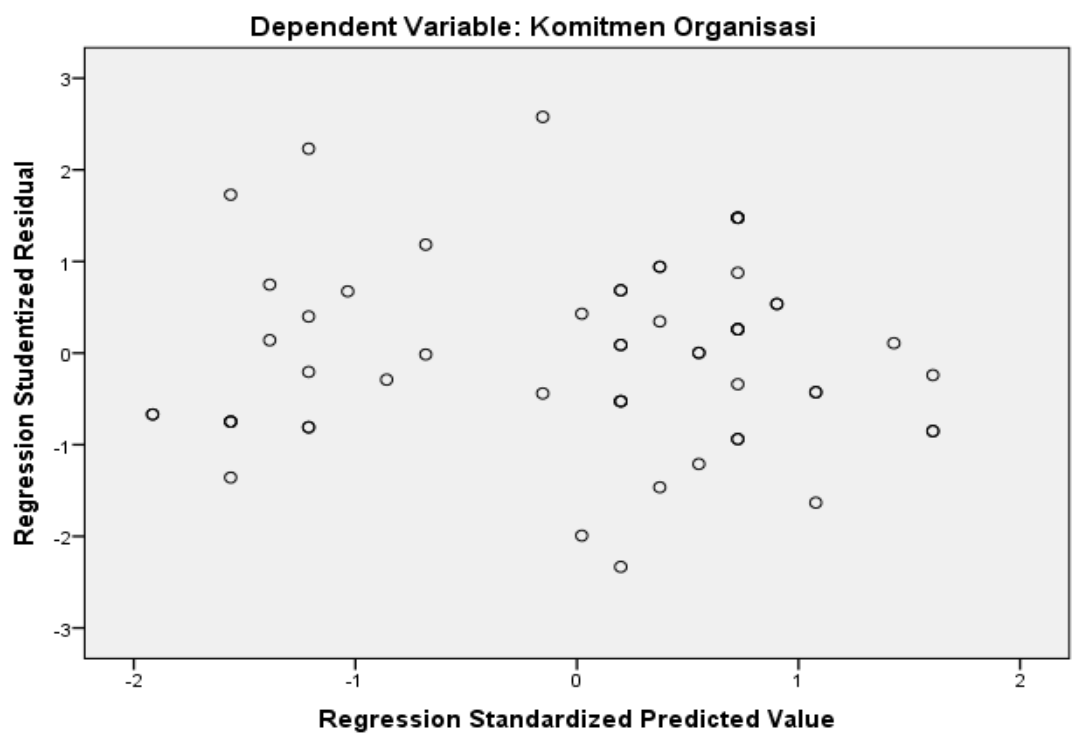
## Charts



**Normal P-P Plot of Regression Standardized Residual**



**Scatterplot**





## Regresi Model Kedua

### Descriptive Statistics

	Mean	Std. Deviation	N
Kepuasan Kerja	3.2105	1.22499	57
Konflik Peran	2.8246	1.13583	57

### Correlations

		Kepuasan Kerja	Konflik Peran
Pearson Correlation	Kepuasan Kerja	1.000	-.846
	Konflik Peran	-.846	1.000
Sig. (1-tailed)	Kepuasan Kerja	.	.000
	Konflik Peran	.000	.
N	Kepuasan Kerja	57	57
	Konflik Peran	57	57

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Konflik Peran <sup>b</sup>	.	Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.846 <sup>a</sup>	.715	.710	.65964

a. Predictors: (Constant), Konflik Peran

b. Dependent Variable: Kepuasan Kerja

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	60.102	1	60.102	138.128	.000 <sup>b</sup>
	Residual	23.932	55	.435		
	Total	84.034	56			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Konflik Peran

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	5.787	.236		24.523
	Konflik Peran	-.912	.078	-.846	-11.753

**Coefficients<sup>a</sup>**

Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	.000		
	Konflik Peran	.000	1.000	1.000

a. Dependent Variable: Kepuasan Kerja

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Konflik Peran
1	1	1.929	1.000	.04	.04
	2	.071	5.210	.96	.96

a. Dependent Variable: Kepuasan Kerja

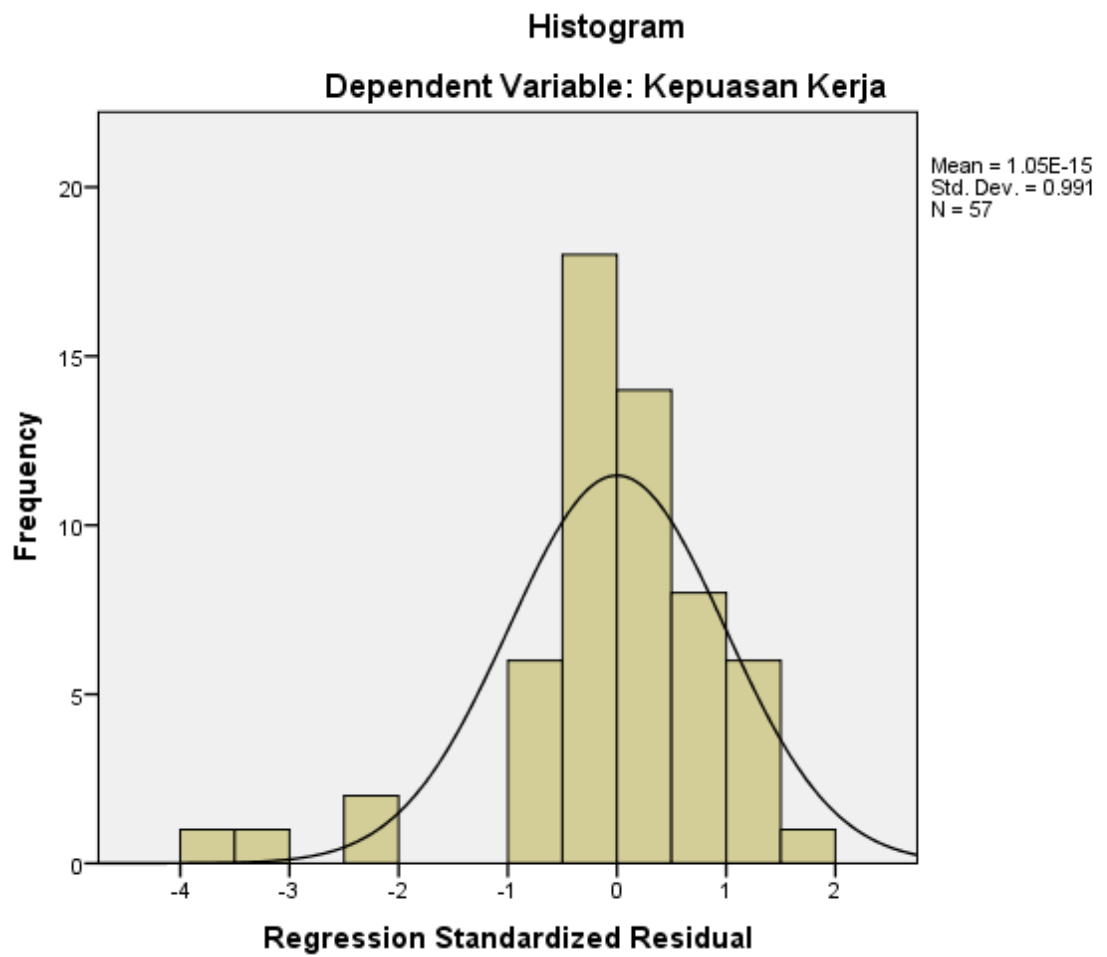
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation
Predicted Value	1.2263	4.8747	3.2105	1.03598
Std. Predicted Value	-1.915	1.606	.000	1.000
Standard Error of Predicted Value	.087	.190	.120	.029
Adjusted Predicted Value	1.2106	4.9069	3.2102	1.03688
Residual	-2.39777	1.00884	.00000	.65372
Std. Residual	-3.635	1.529	.000	.991
Stud. Residual	-3.672	1.578	.000	1.004
Deleted Residual	-2.44680	1.07458	.00029	.67080
Stud. Deleted Residual	-4.188	1.601	-.015	1.062
Mahal. Distance	.000	3.668	.982	.991
Cook's Distance	.000	.138	.013	.024

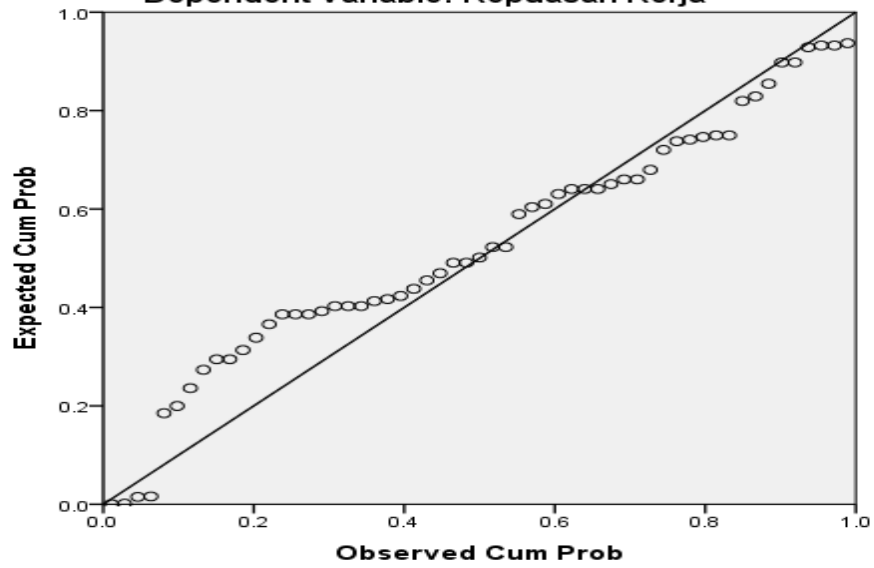
Centered Leverage Value	.000	.066	.018	.018
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a. Dependent Variable: Kepuasan Kerja

## Charts

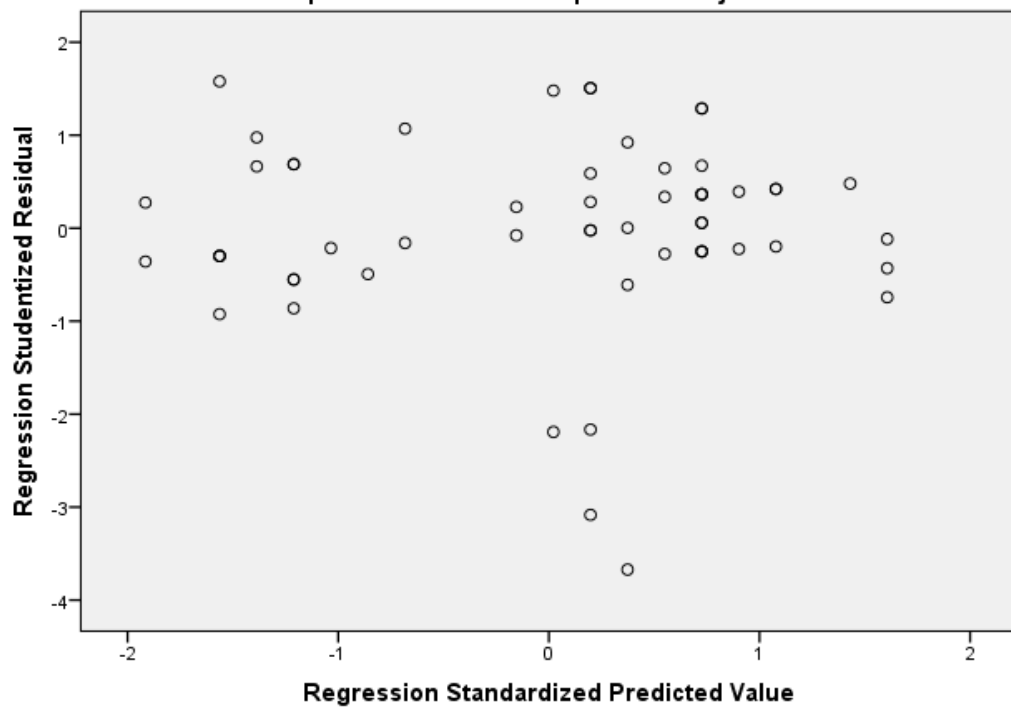


**Normal P-P Plot of Regression Standardized Residual**  
**Dependent Variable: Kepuasan Kerja**



**Scatterplot**

**Dependent Variable: Kepuasan Kerja**



## Regresi Model Ketiga

### Descriptive Statistics

	Mean	Std. Deviation	N
Keinginan Pindah Kerja	3.2667	1.05718	57
Konflik Peran	2.8246	1.13583	57
Komitmen Organisasi	3.4091	1.20562	57
Kepuasan Kerja	3.2105	1.22499	57

### Correlations

		Keinginan Pindah Kerja	Konflik Peran
Pearson Correlation	Keinginan Pindah Kerja	1.000	.889
	Konflik Peran	.889	1.000
	Komitmen Organisasi	-.880	-.888
	Kepuasan Kerja	-.874	-.846
Sig. (1-tailed)	Keinginan Pindah Kerja	.	.000
	Konflik Peran	.000	.
	Komitmen Organisasi	.000	.000
	Kepuasan Kerja	.000	.000
N	Keinginan Pindah Kerja	57	57
	Konflik Peran	57	57
	Komitmen Organisasi	57	57
	Kepuasan Kerja	57	57

### Correlations

		Komitmen Organisasi	Kepuasan Kerja
Pearson Correlation	Keinginan Pindah Kerja	-.880	-.874
	Konflik Peran	-.888	-.846
	Komitmen Organisasi	1.000	.812
	Kepuasan Kerja	.812	1.000
Sig. (1-tailed)	Keinginan Pindah Kerja	.000	.000
	Konflik Peran	.000	.000
	Komitmen Organisasi	.	.000
	Kepuasan Kerja	.000	.
N	Keinginan Pindah Kerja	57	57
	Konflik Peran	57	57

Komitmen Organisasi	57	57
Kepuasan Kerja	57	57

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Komitmen Organisasi, Konflik Peran <sup>b</sup>		Enter

a. Dependent Variable: Keinginan Pindah Kerja

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.929 <sup>a</sup>	.863	.856	.40156

a. Predictors: (Constant), Kepuasan Kerja, Komitmen Organisasi, Konflik Peran

b. Dependent Variable: Keinginan Pindah Kerja

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	54.041	3	18.014	111.713	.000 <sup>b</sup>
	Residual	8.546	53	.161		
	Total	62.587	56			

a. Dependent Variable: Keinginan Pindah Kerja

b. Predictors: (Constant), Kepuasan Kerja, Komitmen Organisasi, Konflik Peran

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	4.482	.695		6.445
	Konflik Peran	.271	.116	.292	2.334
	Komitmen Organisasi	-.289	.100	-.330	-2.889
	Kepuasan Kerja	-.310	.085	-.360	-3.665

Coefficients<sup>a</sup>

Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	.000		
	Konflik Peran	.023	.165	6.056
	Komitmen Organisasi	.006	.198	5.052
	Kepuasan Kerja	.001	.268	3.737

a. Dependent Variable: Keinginan Pindah Kerja

Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	Konflik Peran
1	1	3.660	1.000	.00	.00
	2	.313	3.419	.00	.04
	3	.022	12.769	.00	.00
	4	.004	29.832	1.00	.95

Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Variance Proportions	
		Komitmen Organisasi	Kepuasan Kerja
1	1	.00	.00
	2	.01	.02
	3	.45	.78
	4	.54	.20

a. Dependent Variable: Keinginan Pindah Kerja

Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation
Predicted Value	1.8107	5.2393	3.2667	.98235
Std. Predicted Value	-1.482	2.008	.000	1.000
Standard Error of Predicted Value	.055	.229	.101	.033
Adjusted Predicted Value	1.8197	5.2634	3.2584	.98448

Residual	-1.26967	.73515	.00000	.39065
Std. Residual	-3.162	1.831	.000	.973
Stud. Residual	-3.210	2.093	.009	1.018
Deleted Residual	-1.30875	1.02298	.00825	.42979
Stud. Deleted Residual	-3.543	2.165	.004	1.047
Mahal. Distance	.049	17.203	2.947	2.874
Cook's Distance	.000	.527	.027	.074
Centered Leverage Value	.001	.307	.053	.051

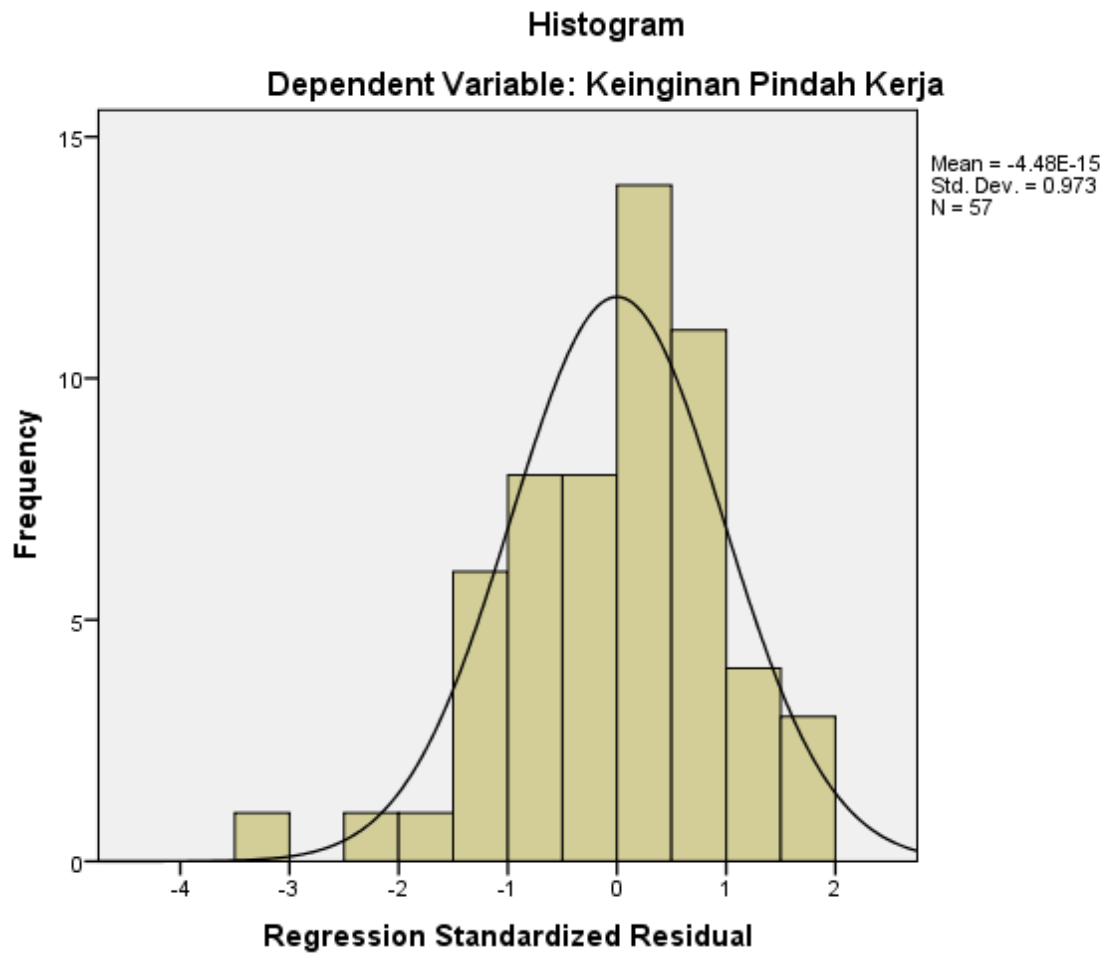
**Residuals Statistics<sup>a</sup>**

	N
Predicted Value	57
Std. Predicted Value	57
Standard Error of Predicted Value	57
Adjusted Predicted Value	57
Residual	57
Std. Residual	57
Stud. Residual	57
Deleted Residual	57
Stud. Deleted Residual	57
Mahal. Distance	57
Cook's Distance	57
Centered Leverage Value	57

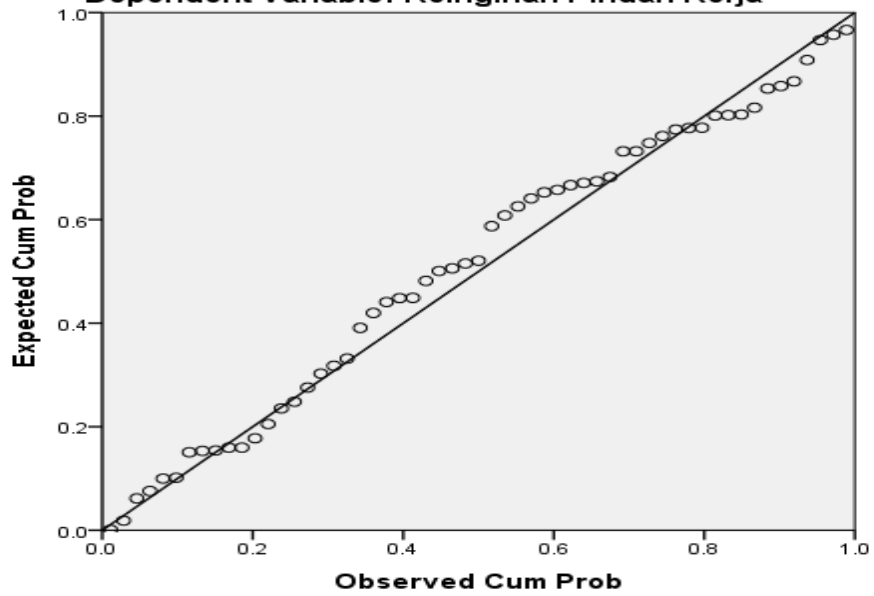
a. Dependent Variable: Keinginan Pindah Kerja



## Charts



**Normal P-P Plot of Regression Standardized Residual**  
Dependent Variable: Keinginan Pindah Kerja



**Scatterplot**  
Dependent Variable: Keinginan Pindah Kerja

