

# KUESIONER

## A. Identitas Responden

Pendidikan terakhir : (1). SD (2). SMP (3). SMA (4). D3  
(5). D4/S1 (6). S2

Distributor :

## B. Pertanyaan Penelitian

Bapak / Ibu / Saudara dapat melengkapi kuesioner ini dengan cara memberi tanda (√) sesuai dengan pendapat masing - masing.

- 1. Sangat Tidak Setuju : STS
- 2. Tidak Setuju : TS
- 3. Netral : N
- 4. Setuju : S
- 5. Sangat Setuju : SS

STS	TS	N	S	SS
√				

*Angka 1 menunjukkan bahwa Bapak / Ibu / Saudara Sangat Tidak Setuju dengan pernyataan diatas, angka 2 menunjukkan tidak setuju, angka 3 menunjukkan netral, angka 4 menunjukkan setuju, sedangkan angka 5 menunjukkan bahwa Bapak / Ibu / Saudara Sangat Setuju dengan pertanyaan di atas*

KOMITMEN ORGANISASI	STS	TS	N	S	SS
Saya memiliki <i>kemauan</i> untuk ikut terlibat dalam permasalahan maupun tantangan dalam bekerja					
<i>Kemauan karyawan</i> seperti apa misalnya?					
Saya memiliki <i>kesetiaan</i> terhadap pekerjaan dan tempat kerja saat ini.					
<i>Kesetiaan karyawan</i> seperti apa misalnya?					

Saya <i>bangga menjadi karyawan</i> dengan pekerjaan dan tempat saya kerja					
<i>Kebanggaan karyawan</i> seperti apakah misalnya?					

PROFESIONALISME MARKETER	STS	TS	N	S	SS
Saya <i>mahir dalam bekerja</i> karena saya profesional					
<i>Kemahiran dalam bekerja</i> seperti apa misalnya?					
Saya selalu <i>siap</i> dalam kondisi pekerjaan yang saya lakukan.					
<i>Kesiapan</i> dalam bekerja apa misalnya?					
Saya mempunyai <i>tanggung jawab</i> yang besar dalam pekerjaan.					
<i>Tanggung jawab</i> seperti apa misalnya?					
Saya mempunyai sikap <i>disiplin</i> dalam bekerja					
<i>Disiplin</i> dalam bekerja seperti apa misalnya?					
Saya mempunyai <i>sikap terampil</i> dalam menyelesaikan masalah dalam pekerjaan					
<i>Sikap keterampilan</i> seperti apa misalnya?					

TURNOVER INTENT	STS	TS	N	S	SS
Saya pernah <i>memikirkan untuk keluar</i> dari pekerjaan.					
<i>Memikirkan untuk keluar</i> seperti apa misalnya?					

Saya <b>mencari alternatif pekerjaan</b> lain.					
<b>Alternatif Pekerjaan</b> seperti apa misalnya?					
Saya <b>berniat untuk keluar</b> dari pekerjaan saat ini.					
Hal apa yang membuat anda <b>berniat untuk keluar</b> ?					

KINERJA SUMBER DAYA MARKETER	STS	TS	N	S	SS
Saya selalu mencapai <b>target penjualan</b> yang tinggi dalam bekerja.					
Berapa KL <b>target penjualan</b> tertinggi anda, dalam bekerja?					
Saya selalu melakukan <b>Visit Customer</b> setiap hari sesuai dengan target yang ditentukan.					
<b>Visit Customer</b> seperti apa yang anda lakukan?					
Saya melakukan report <b>Market Intelligence</b> ktivitas Kompetitor saat sedang Prospek Customer					
<b>Market Intelligence</b> seperti yang anda lakukan?					
Saya selalu mencari customer baru agar masuk kedalam <b>IWA</b> .					
Hal apa yang anda lakukan agar customer masuk kedalam <b>IWA</b> ?					
Saya selalu melakukan <b>coaching</b> ataupun pelatihan baik yang diselenggarakan pertama maupun oleh pihak luar.					
<b>Coaching</b> seperti apa yang sering anda ikuti?					
Saya selalu <b>tepat waktu dalam mengirim laporan</b> harian, mingguan dan bulanan					
Bagaimana cara yang anda lakukan agar tepat waktu dalam mengirim laporan ?					



No	Distributor	Pendidikan Terakhir	Profesionalisme Marketer					TOTAL
1	PT. GPP	SMA	4	4	4	4	4	20
2	PT. GMI	D3	4	4	4	4	4	20
3	PT. SHA	SMA	4	3	4	4	3	18
4	PT. MP	D4/S1	3	3	4	4	3	17
5	PT. TAM	D4/S1	5	5	5	5	5	25
6	PT. GPP	D3	4	4	5	4	4	21
7	PT. IT	SMA	4	4	5	4	4	21
8	PT. SHA	D3	4	4	4	4	4	20
9	PT. HSM	D4/S1	4	4	4	4	5	21
10	PT. TODJ	SMA	4	5	4	4	4	21
11	PT. TGN	D3	3	4	5	4	3	19
12	PT. RMPP	D4/S1	4	4	4	4	3	19
13	PT. HSM	D3	3	5	5	4	4	21
14	PT. RAM	D3	4	4	5	3	4	20
15	PT. IT	D3	3	4	4	4	4	19
16	PT. IT	D3	4	4	4	4	4	20
17	PT. TGN	D3	4	4	4	4	3	19
18	PT. TAM	D3	4	4	4	4	4	20
19	PT. GPP	D4/S1	4	3	4	4	4	19
20	PT. GPP	SMA	4	4	4	4	4	20
21	PT. RMPP	D4/S1	5	5	5	5	5	25
22	PT. SH	D4/S1	4	4	4	4	3	19
23	PT. SH	D3	3	4	4	4	4	19
24	PT. HSM	D4/S1	5	5	4	3	2	19
25	PT. GPP	D4/S1	4	4	3	4	4	19
26	PT. GPP	D4/S1	4	4	4	4	3	19
27	PT. GPP	SMA	4	3	4	4	3	18

28	PT. GMI	D3	3	4	4	4	4	19
29	PT. SHA	D3	3	4	4	4	5	20
30	PT. SHA	SMA	4	4	4	4	4	20
31	PT. HSM	D3	4	4	4	4	4	20
32	PT. GPP	D4/S1	4	2	4	5	4	19
33	PT. GPP	D3	4	4	4	4	2	18
34	PT. GMI	D4/S1	4	4	4	4	5	21
35	PT. IT	D4/S1	4	4	4	4	4	20
36	PT. GPP	D3	4	4	4	4	2	18
37	PT. SHA	D4/S1	3	3	4	4	4	18
38	PT. GMI	D4/S1	4	4	4	4	4	20
39	PT. TAM	D4/S1	5	5	5	5	5	25
40	PT. GPP	D4/S1	4	4	4	4	4	20
41	PT. SHA	D4/S1	4	4	4	4	4	20
42	PT. GPP	D4/S1	5	4	5	5	5	24
43	PT. GPP	D4/S1	4	4	5	5	4	22
44	PT. HSM	D4/S1	5	5	5	5	5	25
45	PT. SHA	SMA	4	4	4	2	2	16
46	PT. TGN	D3	4	4	4	4	4	20
47	PT. GPP	D4/S1	4	4	4	4	4	20
48	PT. HSM	D4/S1	4	4	4	4	4	20
49	PT. GPP	D3	4	4	4	4	4	20
50	PT. GPP	D4/S1	5	4	4	4	4	21
51	PT. HSM	D4/S1	4	4	4	4	4	20
52	PT. MP	D4/S1	4	4	4	4	3	19
53	PT. TGN	D4/S1	4	4	4	4	4	20
54	PT. TGN	D4/S1	5	5	5	5	2	22
55	PT. HSM	D4/S1	4	4	5	5	5	23

56	PT. GPP	D3	5	5	4	5	4	23
57	PT. GPP	D4/S1	5	5	5	5	4	24
58	PT. SHA	D4/S1	4	4	4	4	4	20
59	PT. MP	D3	4	4	4	4	4	20
60	PT. GPP	D3	4	4	4	4	4	20
61	PT. GMI	D3	4	4	4	4	4	20
62	PT. MP	SMA	4	4	4	4	4	20
63	PT. TGN	D4/S1	4	4	4	4	5	21
64	PT. MP	D4/S1	5	4	4	4	4	21
65	PT. MP	D3	4	4	4	4	4	20
66	PT. TAM	D4/S1	4	4	4	4	4	20
67	PT. TAM	D4/S1	4	4	4	4	4	20
68	PT. HSM	D3	5	5	5	5	5	25
69	PT. RMPP	D3	4	4	4	4	5	21
70	PT. RMPP	D4/S1	5	4	5	4	5	23
71	PT. TGN	D4/S1	4	5	4	4	4	21
72	PT. TGN	D3	4	4	4	4	4	20
73	PT. RMPP	D4/S1	5	5	5	5	5	25
74	PT. TODJ	D3	4	5	4	4	5	22
75	PT. RAM	D4/S1	5	5	5	5	5	25
76	PT. HSM	D3	4	4	4	4	4	20
77	PT. TODJ	D3	5	4	4	4	4	21
78	PT. GPP	D4/S1	4	4	4	4	4	20
79	PT. HSM	D4/S1	4	5	5	5	4	23
80	PT. GPP	D4/S1	4	4	4	4	4	20
81	PT. GMI	D4/S1	4	5	4	4	4	21
82	PT. HSM	D4/S1	4	5	5	5	4	23
83	PT. RAM	D4/S1	4	4	4	4	4	20

84	PT. MP	D3	4	4	4	4	4	20
85	PT. MP	D4/S1	4	4	4	4	4	20
86	PT. TGN	D4/S1	5	4	4	5	5	23
87	PT. TGN	D4/S1	4	4	4	4	4	20
88	PT. GPP	D4/S1	4	4	4	4	4	20
89	PT. TGN	D3	4	4	4	4	5	21
90	PT. MP	D3	3	4	5	4	5	21
91	PT. HSM	D4/S1	5	5	4	5	4	23
92	PT. MP	D3	4	4	5	5	5	23
93	PT. SHA	D3	4	4	4	4	4	20
94	PT. SHA	D3	4	4	4	4	4	20
95	PT. SHA	D3	4	4	4	3	3	18
96	PT. SH	D3	5	4	5	5	4	23
97	PT. RAM	D4/S1	5	4	4	4	4	21
98	PT. SHA	D3	4	4	5	4	4	21
99	PT. TODJ	SMA	4	4	4	4	4	20
100	PT. TODJ	D3	5	5	5	5	4	24
101	PT. SHA	D3	4	4	4	4	4	20
102	PT. SH	D3	4	4	4	4	5	21
103	PT. SH	SMA	5	5	5	5	5	25
104	PT. TAM	D4/S1	4	3	4	4	4	19
105	PT. IT	SMA	4	4	4	4	3	19
106	PT. TODJ	D3	4	4	4	4	4	20
107	PT. SH	D3	4	4	4	4	4	20
108	PT. RMPP	D4/S1	5	5	4	5	5	24
109	PT. GPP	D3	5	5	4	4	5	23
110	PT. IT	SMA	4	4	1	1	1	11
111	PT. RAM	D3	4	4	4	4	4	20



112	PT. TGN	SMA	3	3	4	4	4	18
113	PT. RMPP	D3	4	4	5	4	5	22
114	PT. MP	SMA	5	4	5	5	4	23
115	PT. TGN	D4/S1	3	3	4	4	4	18
116	PT. SHA	D4/S1	4	4	5	4	4	21

No	Distributor	Pendidikan Terakhir	Komitmen Organisasi			TOTAL
1	PT. GPP	SMA	4	4	4	12
2	PT. GMI	D3	3	4	4	11
3	PT. SHA	SMA	3	3	2	8
4	PT. MP	D4/S1	4	3	3	10
5	PT. TAM	D4/S1	5	5	5	15
6	PT. GPP	D3	4	4	4	12
7	PT. IT	SMA	5	4	4	13
8	PT. SHA	D3	5	2	4	11
9	PT. HSM	D4/S1	4	4	4	12
10	PT. TODJ	SMA	4	4	4	12
11	PT. TGN	D3	4	2	5	11
12	PT. RMPP	D4/S1	4	3	4	11
13	PT. HSM	D3	4	2	3	9
14	PT. RAM	D3	5	2	4	11
15	PT. IT	D3	5	3	3	11
16	PT. IT	D3	4	3	4	11
17	PT. TGN	D3	5	4	4	13
18	PT. TAM	D3	3	4	4	11
19	PT. GPP	D4/S1	4	4	4	12
20	PT. GPP	SMA	4	4	4	12
21	PT. RMPP	D4/S1	5	4	4	13
22	PT. SH	D4/S1	3	3	3	9
23	PT. SH	D3	3	3	4	10
24	PT. HSM	D4/S1	5	4	4	13
25	PT. GPP	D4/S1	4	4	4	12
26	PT. GPP	D4/S1	4	4	4	12
27	PT. GPP	SMA	5	5	5	15

28	PT. GMI	D3	4	3	3	10
29	PT. SHA	D3	5	4	4	13
30	PT. SHA	SMA	4	4	4	12
31	PT. HSM	D3	2	2	2	6
32	PT. GPP	D4/S1	3	4	3	10
33	PT. GPP	D3	3	4	3	10
34	PT. GMI	D4/S1	2	5	4	11
35	PT. IT	D4/S1	4	4	4	12
36	PT. GPP	D3	4	3	4	11
37	PT. SHA	D4/S1	4	3	4	11
38	PT. GMI	D4/S1	3	4	4	11
39	PT. TAM	D4/S1	5	5	5	15
40	PT. GPP	D4/S1	5	4	4	13
41	PT. SHA	D4/S1	2	5	4	11
42	PT. GPP	D4/S1	4	5	5	14
43	PT. GPP	D4/S1	3	4	4	11
44	PT. HSM	D4/S1	5	5	5	15
45	PT. SHA	SMA	2	2	4	8
46	PT. TGN	D3	4	4	4	12
47	PT. GPP	D4/S1	4	4	4	12
48	PT. HSM	D4/S1	4	4	4	12
49	PT. GPP	D3	4	4	4	12
50	PT. GPP	D4/S1	4	3	4	11
51	PT. HSM	D4/S1	4	4	4	12
52	PT. MP	D4/S1	4	3	3	10
53	PT. TGN	D4/S1	4	4	4	12
54	PT. TGN	D4/S1	4	2	4	10
55	PT. HSM	D4/S1	4	4	4	12

56	PT. GPP	D3	5	5	5	15
57	PT. GPP	D4/S1	5	4	4	13
58	PT. SHA	D4/S1	4	4	3	11
59	PT. MP	D3	4	4	4	12
60	PT. GPP	D3	4	4	4	12
61	PT. GMI	D3	4	4	4	12
62	PT. MP	SMA	4	4	4	12
63	PT. TGN	D4/S1	4	4	4	12
64	PT. MP	D4/S1	4	4	3	11
65	PT. MP	D3	5	4	4	13
66	PT. TAM	D4/S1	4	4	4	12
67	PT. TAM	D4/S1	5	3	5	13
68	PT. HSM	D3	4	4	5	13
69	PT. RMPP	D3	4	4	4	12
70	PT. RMPP	D4/S1	5	5	5	15
71	PT. TGN	D4/S1	4	4	4	12
72	PT. TGN	D3	4	4	4	12
73	PT. RMPP	D4/S1	5	4	4	13
74	PT. TODJ	D3	5	4	4	13
75	PT. RAM	D4/S1	4	5	5	14
76	PT. HSM	D3	4	4	4	12
77	PT. TODJ	D3	5	5	4	14
78	PT. GPP	D4/S1	4	2	4	10
79	PT. HSM	D4/S1	5	5	5	15
80	PT. GPP	D4/S1	4	4	4	12
81	PT. GMI	D4/S1	5	5	4	14
82	PT. HSM	D4/S1	5	5	5	15
83	PT. RAM	D4/S1	2	4	2	8

84	PT. MP	D3	4	4	4	12
85	PT. MP	D4/S1	4	4	4	12
86	PT. TGN	D4/S1	5	5	5	15
87	PT. TGN	D4/S1	4	4	4	12
88	PT. GPP	D4/S1	4	4	4	12
89	PT. TGN	D3	5	4	4	13
90	PT. MP	D3	4	4	4	12
91	PT. HSM	D4/S1	5	4	5	14
92	PT. MP	D3	4	4	4	12
93	PT. SHA	D3	4	3	3	10
94	PT. SHA	D3	5	3	3	11
95	PT. SHA	D3	4	3	2	9
96	PT. SH	D3	4	4	4	12
97	PT. RAM	D4/S1	4	4	4	12
98	PT. SHA	D3	4	4	4	12
99	PT. TODJ	SMA	4	4	4	12
100	PT. TODJ	D3	4	4	5	13
101	PT. SHA	D3	4	4	4	12
102	PT. SH	D3	5	4	4	13
103	PT. SH	SMA	5	5	5	15
104	PT. TAM	D4/S1	4	5	3	12
105	PT. IT	SMA	4	3	3	10
106	PT. TODJ	D3	4	4	4	12
107	PT. SH	D3	4	4	4	12
108	PT. RMPP	D4/S1	5	4	4	13
109	PT. GPP	D3	5	5	5	15
110	PT. IT	SMA	1	1	4	6
111	PT. RAM	D3	5	4	4	13

112	PT. TGN	SMA	4	3	3	10
113	PT. RMPP	D3	5	4	5	14
114	PT. MP	SMA	4	4	3	11
115	PT. TGN	D4/S1	4	5	3	12
116	PT. SHA	D4/S1	4	3	4	11

No	Distributor	Pendidikan Terakhir	Turnover Intens			TOTAL
1	PT. GPP	SMA	2	2	2	6
2	PT. GMI	D3	4	4	4	12
3	PT. SHA	SMA	5	4	4	13
4	PT. MP	D4/S1	4	4	4	12
5	PT. TAM	D4/S1	5	5	5	15
6	PT. GPP	D3	4	4	4	12
7	PT. IT	SMA	1	1	1	3
8	PT. SHA	D3	4	4	4	12
9	PT. HSM	D4/S1	4	4	4	12
10	PT. TODJ	SMA	2	1	1	4
11	PT. TGN	D3	4	4	3	11
12	PT. RMPP	D4/S1	2	2	1	5
13	PT. HSM	D3	4	4	4	12
14	PT. RAM	D3	4	4	4	12
15	PT. IT	D3	4	4	4	12
16	PT. IT	D3	4	4	3	11
17	PT. TGN	D3	2	4	2	8
18	PT. TAM	D3	4	2	2	8
19	PT. GPP	D4/S1	2	3	3	8
20	PT. GPP	SMA	4	3	4	11
21	PT. RMPP	D4/S1	4	4	4	12
22	PT. SH	D4/S1	4	4	4	12
23	PT. SH	D3	4	4	4	12
24	PT. HSM	D4/S1	5	5	5	15
25	PT. GPP	D4/S1	3	4	3	10
26	PT. GPP	D4/S1	3	3	3	9
27	PT. GPP	SMA	4	4	4	12

28	PT. GMI	D3	4	4	4	12
29	PT. SHA	D3	3	4	4	11
30	PT. SHA	SMA	2	2	2	6
31	PT. HSM	D3	4	4	4	12
32	PT. GPP	D4/S1	3	3	2	8
33	PT. GPP	D3	3	3	3	9
34	PT. GMI	D4/S1	2	4	4	10
35	PT. IT	D4/S1	2	2	2	6
36	PT. GPP	D3	2	1	1	4
37	PT. SHA	D4/S1	3	3	4	10
38	PT. GMI	D4/S1	2	1	1	4
39	PT. TAM	D4/S1	3	4	4	11
40	PT. GPP	D4/S1	2	2	2	6
41	PT. SHA	D4/S1	2	3	2	7
42	PT. GPP	D4/S1	2	4	4	10
43	PT. GPP	D4/S1	4	4	2	10
44	PT. HSM	D4/S1	1	1	1	3
45	PT. SHA	SMA	4	2	4	10
46	PT. TGN	D3	2	2	2	6
47	PT. GPP	D4/S1	2	2	2	6
48	PT. HSM	D4/S1	4	4	5	13
49	PT. GPP	D3	4	4	4	12
50	PT. GPP	D4/S1	2	1	5	8
51	PT. HSM	D4/S1	4	4	4	12
52	PT. MP	D4/S1	3	4	3	10
53	PT. TGN	D4/S1	4	4	4	12
54	PT. TGN	D4/S1	5	5	5	15
55	PT. HSM	D4/S1	5	5	5	15



56	PT. GPP	D3	2	1	1	4
57	PT. GPP	D4/S1	3	4	3	10
58	PT. SHA	D4/S1	5	5	5	15
59	PT. MP	D3	4	4	4	12
60	PT. GPP	D3	4	4	4	12
61	PT. GMI	D3	4	4	4	12
62	PT. MP	SMA	3	3	3	9
63	PT. TGN	D4/S1	3	3	3	9
64	PT. MP	D4/S1	4	4	5	13
65	PT. MP	D3	3	3	3	9
66	PT. TAM	D4/S1	4	5	5	14
67	PT. TAM	D4/S1	4	4	4	12
68	PT. HSM	D3	5	5	5	15
69	PT. RMPP	D3	5	5	5	15
70	PT. RMPP	D4/S1	5	4	5	14
71	PT. TGN	D4/S1	5	5	5	15
72	PT. TGN	D3	2	2	2	6
73	PT. RMPP	D4/S1	2	2	2	6
74	PT. TODJ	D3	4	5	5	14
75	PT. RAM	D4/S1	5	5	5	15
76	PT. HSM	D3	2	4	2	8
77	PT. TODJ	D3	3	3	3	9
78	PT. GPP	D4/S1	2	2	2	6
79	PT. HSM	D4/S1	4	5	4	13
80	PT. GPP	D4/S1	4	4	4	12
81	PT. GMI	D4/S1	4	4	4	12
82	PT. HSM	D4/S1	4	5	4	13
83	PT. RAM	D4/S1	4	4	4	12

84	PT. MP	D3	4	4	4	12
85	PT. MP	D4/S1	2	2	2	6
86	PT. TGN	D4/S1	1	1	1	3
87	PT. TGN	D4/S1	2	2	2	6
88	PT. GPP	D4/S1	2	2	4	8
89	PT. TGN	D3	3	3	5	11
90	PT. MP	D3	3	2	1	6
91	PT. HSM	D4/S1	4	4	4	12
92	PT. MP	D3	5	4	4	13
93	PT. SHA	D3	4	4	4	12
94	PT. SHA	D3	4	4	4	12
95	PT. SHA	D3	4	4	3	11
96	PT. SH	D3	4	4	3	11
97	PT. RAM	D4/S1	3	4	3	10
98	PT. SHA	D3	3	2	2	7
99	PT. TODJ	SMA	1	1	1	3
100	PT. TODJ	D3	1	1	1	3
101	PT. SHA	D3	4	4	4	12
102	PT. SH	D3	1	1	1	3
103	PT. SH	SMA	5	5	1	11
104	PT. TAM	D4/S1	3	3	3	9
105	PT. IT	SMA	3	4	4	11
106	PT. TODJ	D3	4	4	4	12
107	PT. SH	D3	4	4	4	12
108	PT. RMPP	D4/S1	3	3	3	9
109	PT. GPP	D3	1	1	1	3
110	PT. IT	SMA	1	5	5	11
111	PT. RAM	D3	2	1	1	4

112	PT. TGN	SMA	4	4	4	12
113	PT. RMPP	D3	1	1	1	3
114	PT. MP	SMA	3	4	3	10
115	PT. TGN	D4/S1	1	4	2	7
116	PT. SHA	D4/S1	4	4	4	12

No	Distributor	Pendidikan Terakhir	Kinerja SDM						TOTAL
1	PT. GPP	SMA	5	5	5	5	4	4	28
2	PT. GMI	D3	5	5	5	5	4	4	28
3	PT. SHA	SMA	4	4	4	5	4	4	25
4	PT. MP	D4/S1	4	4	4	4	4	4	24
5	PT. TAM	D4/S1	5	2	5	5	3	3	23
6	PT. GPP	D3	4	5	5	4	4	5	27
7	PT. IT	SMA	5	5	5	5	4	4	28
8	PT. SHA	D3	4	4	4	4	4	4	24
9	PT. HSM	D4/S1	5	5	5	5	4	4	28
10	PT. TODJ	SMA	5	4	5	5	4	4	27
11	PT. TGN	D3	4	3	4	4	3	4	22
12	PT. RMPP	D4/S1	5	4	4	4	4	4	25
13	PT. HSM	D3	5	2	4	4	4	5	24
14	PT. RAM	D3	5	2	4	4	3	5	23
15	PT. IT	D3	5	2	4	4	4	4	23
16	PT. IT	D3	4	4	4	4	3	3	22
17	PT. TGN	D3	4	4	4	4	4	3	23
18	PT. TAM	D3	5	4	4	4	4	4	25
19	PT. GPP	D4/S1	4	4	4	4	3	4	23
20	PT. GPP	SMA	4	4	4	4	4	4	24
21	PT. RMPP	D4/S1	5	5	5	5	5	4	29
22	PT. SH	D4/S1	3	4	4	4	4	4	23
23	PT. SH	D3	4	4	4	4	4	4	24
24	PT. HSM	D4/S1	4	4	3	4	3	4	22
25	PT. GPP	D4/S1	4	4	4	4	4	4	24
26	PT. GPP	D4/S1	4	4	5	4	4	4	25
27	PT. GPP	SMA	4	4	4	4	3	3	22

28	PT. GMI	D3	4	4	4	3	3	4	22
29	PT. SHA	D3	4	5	5	4	3	4	25
30	PT. SHA	SMA	4	4	4	4	4	4	24
31	PT. HSM	D3	4	4	4	4	4	4	24
32	PT. GPP	D4/S1	4	4	4	4	5	4	25
33	PT. GPP	D3	3	4	4	4	4	4	23
34	PT. GMI	D4/S1	5	4	4	4	4	4	25
35	PT. IT	D4/S1	4	4	4	4	4	4	24
36	PT. GPP	D3	5	5	4	4	4	4	26
37	PT. SHA	D4/S1	4	4	4	4	3	4	23
38	PT. GMI	D4/S1	5	5	5	4	5	5	29
39	PT. TAM	D4/S1	5	5	5	5	5	3	28
40	PT. GPP	D4/S1	5	5	4	4	4	4	26
41	PT. SHA	D4/S1	4	5	4	4	5	5	27
42	PT. GPP	D4/S1	5	5	5	5	5	5	30
43	PT. GPP	D4/S1	5	5	5	5	5	5	30
44	PT. HSM	D4/S1	5	5	5	5	5	5	30
45	PT. SHA	SMA	4	4	4	4	2	2	20
46	PT. TGN	D3	4	4	4	4	4	4	24
47	PT. GPP	D4/S1	5	4	5	4	4	4	26
48	PT. HSM	D4/S1	4	5	4	4	4	4	25
49	PT. GPP	D3	4	4	4	4	4	4	24
50	PT. GPP	D4/S1	5	4	4	4	4	4	25
51	PT. HSM	D4/S1	4	4	4	4	4	4	24
52	PT. MP	D4/S1	4	4	4	4	4	3	23
53	PT. TGN	D4/S1	4	4	4	4	4	4	24
54	PT. TGN	D4/S1	2	3	3	3	3	5	19
55	PT. HSM	D4/S1	5	5	5	5	5	4	29

56	PT. GPP	D3	1	5	5	5	4	4	24
57	PT. GPP	D4/S1	5	5	4	4	4	5	27
58	PT. SHA	D4/S1	5	4	4	4	4	4	25
59	PT. MP	D3	4	4	4	4	4	4	24
60	PT. GPP	D3	4	4	4	4	4	4	24
61	PT. GMI	D3	4	4	4	4	4	4	24
62	PT. MP	SMA	4	4	4	4	4	4	24
63	PT. TGN	D4/S1	5	5	4	5	4	5	28
64	PT. MP	D4/S1	4	5	4	4	4	4	25
65	PT. MP	D3	5	4	4	4	4	4	25
66	PT. TAM	D4/S1	4	4	5	5	4	5	27
67	PT. TAM	D4/S1	5	4	4	4	4	4	25
68	PT. HSM	D3	5	5	5	4	5	5	29
69	PT. RMPP	D3	4	4	5	4	5	5	27
70	PT. RMPP	D4/S1	5	5	4	5	4	5	28
71	PT. TGN	D4/S1	4	5	4	4	4	4	25
72	PT. TGN	D3	4	4	4	4	4	4	24
73	PT. RMPP	D4/S1	4	5	4	4	4	4	25
74	PT. TODJ	D3	5	5	4	5	5	5	29
75	PT. RAM	D4/S1	4	5	5	5	5	4	28
76	PT. HSM	D3	4	4	4	4	4	4	24
77	PT. TODJ	D3	5	4	4	5	5	5	28
78	PT. GPP	D4/S1	4	4	4	4	4	4	24
79	PT. HSM	D4/S1	4	5	4	4	4	3	24
80	PT. GPP	D4/S1	4	4	4	4	4	4	24
81	PT. GMI	D4/S1	4	4	4	4	4	4	24
82	PT. HSM	D4/S1	4	5	4	4	4	3	24
83	PT. RAM	D4/S1	4	4	4	4	4	4	24

84	PT. MP	D3	4	4	4	4	4	4	24
85	PT. MP	D4/S1	4	4	4	4	4	4	24
86	PT. TGN	D4/S1	5	4	4	5	4	4	26
87	PT. TGN	D4/S1	4	4	4	4	4	4	24
88	PT. GPP	D4/S1	4	4	4	4	4	4	24
89	PT. TGN	D3	5	5	4	5	4	4	27
90	PT. MP	D3	4	4	4	4	3	4	23
91	PT. HSM	D4/S1	4	4	4	4	4	4	24
92	PT. MP	D3	4	5	5	5	4	5	28
93	PT. SHA	D3	4	5	4	4	3	3	23
94	PT. SHA	D3	3	3	3	3	3	3	18
95	PT. SHA	D3	3	4	4	4	4	4	23
96	PT. SH	D3	4	4	4	4	4	4	24
97	PT. RAM	D4/S1	4	4	4	4	4	5	25
98	PT. SHA	D3	5	4	4	4	5	5	27
99	PT. TODJ	SMA	5	4	4	4	4	4	25
100	PT. TODJ	D3	5	5	4	5	5	4	28
101	PT. SHA	D3	4	4	4	3	4	4	23
102	PT. SH	D3	5	5	3	4	4	5	26
103	PT. SH	SMA	1	1	5	5	5	5	22
104	PT. TAM	D4/S1	5	4	4	4	4	5	26
105	PT. IT	SMA	3	4	4	4	4	3	22
106	PT. TODJ	D3	4	4	4	4	4	4	24
107	PT. SH	D3	4	4	4	4	4	4	24
108	PT. RMPP	D4/S1	5	4	4	3	4	4	24
109	PT. GPP	D3	5	5	4	4	4	4	26
110	PT. IT	SMA	2	5	4	3	3	3	20
111	PT. RAM	D3	4	4	4	5	4	4	25

112	PT. TGN	SMA	4	4	4	4	4	4	24
113	PT. RMPP	D3	4	4	5	5	4	5	27
114	PT. MP	SMA	4	5	4	3	4	5	25
115	PT. TGN	D4/S1	4	4	3	3	3	3	20
116	PT. SHA	D4/S1	4	4	4	4	4	4	24







## RELIABILITAS

**Case Processing Summary**

		N	%
Cases	Valid	116	100.0
	Excluded <sup>a</sup>	0	.0
	Total	116	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.635	4

## MULTIKOLINIERITAS

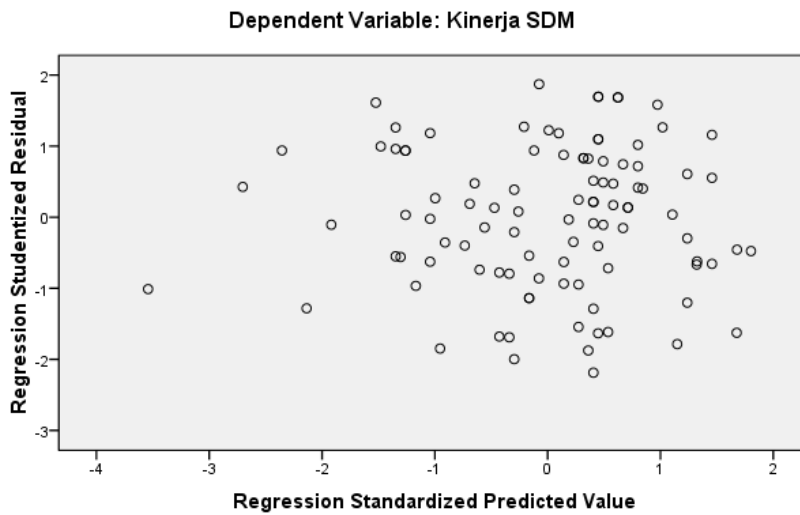
**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	5.611	1.235		4.545	.000					
	Komitmen Organisasi	.372	.226	.310	1.650	.102	.207	.166	.163	.277	3.610
	Profesionalisme Marketer	.147	.134	.114	1.099	.274	.153	.111	.109	.914	1.094
	Turnover Intent	-.189	.226	-.158	-.836	.406	.139	-.085	-.083	.274	3.646

a. Dependent Variable: Kinerja SDM

# HETEROSKEDASTISITAS

Scatterplot

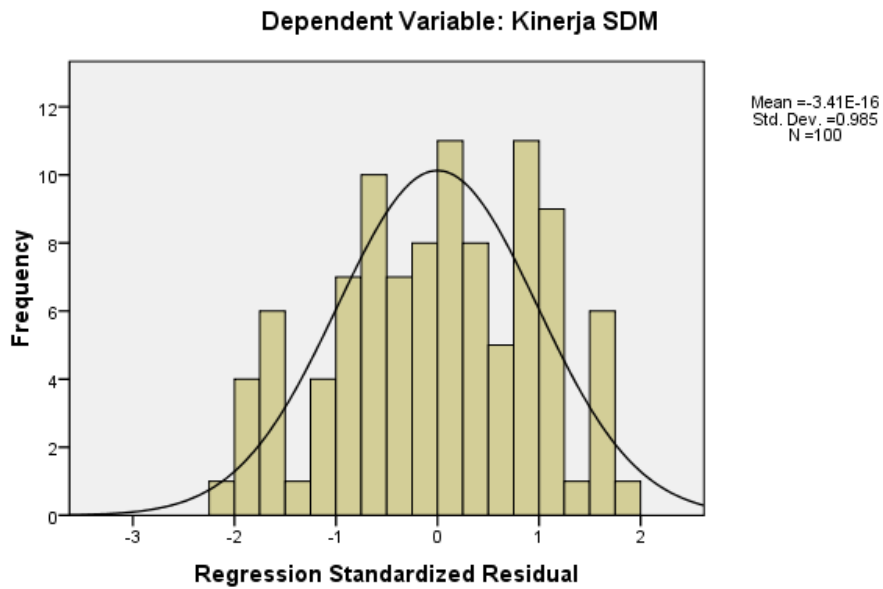


# NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Komitmen Organisasi	Profesionalisme Marketer	Turnover Intent	Kinerja SDM
N		116	116	116	116
Normal Parameters <sup>a</sup>	Mean	9.5000	4.0800	9.5100	7.9500
	Std. Deviation	2.85509	2.65406	2.86214	3.42709
Most Extreme Differences	Absolute	.110	.123	.108	.085
	Positive	.057	.123	.058	.075
	Negative	-.110	-.104	-.108	-.085
Kolmogorov-Smirnov Z		1.095	1.234	1.080	.851
Asymp. Sig. (2-tailed)		.182	.095	.194	.463
a. Test distribution is Normal.					

## Histogram



## REGRESI

# X1 – Y1

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.288 <sup>a</sup>	.083	.074	2.75443

a. Predictors: (Constant), Profesionalisme Marketer

b. Dependent Variable: Turnover Intent

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	67.475	1	67.475	8.894	.004 <sup>a</sup>
	Residual	743.515	114	7.587		
	Total	810.990	115			

a. Predictors: (Constant), Profesionalisme Marketer

b. Dependent Variable: Turnover Intent

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.241	.507		16.257	.000
	Profesionalisme Marketer	.311	.104	.288	2.982	.004

a. Dependent Variable: Turnover Intent

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

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8.2409	10.7294	9.5100	.82557	100
Std. Predicted Value	-1.537	1.477	.000	1.000	100
Standard Error of Predicted Value	.276	.507	.380	.085	100
Adjusted Predicted Value	8.1792	10.8859	9.5130	.82532	100
Residual	-6.79617	5.44806	.00000	2.74048	100
Std. Residual	-2.467	1.978	.000	.995	100
Stud. Residual	-2.481	2.002	.000	1.005	100
Deleted Residual	-6.87325	5.57976	-.00304	2.79695	100
Stud. Deleted Residual	-2.550	2.033	-.002	1.014	100
Mahal. Distance	.001	2.363	.990	.868	100
Cook's Distance	.000	.093	.010	.016	100
Centered Leverage Value	.000	.024	.010	.009	100

a. Dependent Variable: Turnover Intent

# X2 – Y1

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.850 <sup>a</sup>	.722	.719	1.51622

a. Predictors: (Constant), Komitmen Organisasi

b. Dependent Variable: Turnover Intent

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	585.695	1	585.695	254.769	.000 <sup>a</sup>
	Residual	225.295	114	2.299		
	Total	810.990	115			

a. Predictors: (Constant), Komitmen Organisasi

b. Dependent Variable: Turnover Intent

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.417	.529		2.677	.009
	Komitmen Organisasi	.852	.053	.850	15.961	.000

a. Dependent Variable: Turnover Intent

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

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3.1206	13.3436	9.5100	2.43231	100
Std. Predicted Value	-2.627	1.576	.000	1.000	100
Standard Error of Predicted Value	.154	.428	.206	.061	100
Adjusted Predicted Value	3.2176	13.5380	9.5082	2.43477	100
Residual	-6.93596	6.02748	.00000	1.50854	100
Std. Residual	-4.575	3.975	.000	.995	100
Stud. Residual	-4.598	4.105	.001	1.009	100
Deleted Residual	-7.00821	6.42832	.00184	1.55220	100
Stud. Deleted Residual	-5.166	4.489	-.001	1.092	100
Mahal. Distance	.031	6.901	.990	1.314	100
Cook's Distance	.000	.560	.015	.066	100
Centered Leverage Value	.000	.070	.010	.013	100

a. Dependent Variable: Turnover Intent



# X1 , X2 – Y1

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852 <sup>a</sup>	.726	.720	1.51424

a. Predictors: (Constant), Profesionalisme Marketer, Komitmen Organisasi

b. Dependent Variable: Turnover Intent

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	588.576	2	294.288	128.346	.000 <sup>a</sup>
	Residual	222.414	113	2.293		
	Total	810.990	115			

a. Predictors: (Constant), Profesionalisme Marketer, Komitmen Organisasi

b. Dependent Variable: Turnover Intent

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.305	.538		2.425	.017
	Komitmen Organisasi	.835	.055	.833	15.075	.000
	Profesionalisme Marketer	.067	.060	.062	1.121	.026

a. Dependent Variable: Turnover Intent

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

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.9747	13.5295	9.5100	2.43828	100
Std. Predicted Value	-2.680	1.648	.000	1.000	100
Standard Error of Predicted Value	.154	.447	.253	.068	100
Adjusted Predicted Value	3.0677	13.5062	9.5083	2.44072	100
Residual	-6.92218	6.12344	.00000	1.49887	100
Std. Residual	-4.571	4.044	.000	.990	100
Stud. Residual	-4.595	4.183	.001	1.009	100
Deleted Residual	-6.99475	6.55300	.00166	1.55676	100
Stud. Deleted Residual	-5.169	4.597	.000	1.090	100
Mahal. Distance	.031	7.632	1.980	1.608	100
Cook's Distance	.000	.409	.013	.054	100
Centered Leverage Value	.000	.077	.020	.016	100

a. Dependent Variable: Turnover Intent

# X1 – Y2

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.699 <sup>a</sup>	.488	.475	4.7872

a. Predictors: (Constant), Profesionalisme Marketer

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27.072	1	27.072	2.336	.013 <sup>a</sup>
	Residual	1135.678	114	11.589		
	Total	1162.750	115			

a. Predictors: (Constant), Profesionalisme Marketer

b. Dependent Variable: Kinerja SDM

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.146	.627		11.406	.000
	Profesionalisme Marketer	.197	.129	.153	1.528	.030

a. Dependent Variable: Kinerja SDM

# X2 – Y2

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.750 <sup>a</sup>	.562	.538	8.1682

a. Predictors: (Constant), Komitmen Organisasi

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	49.814	1	49.814	4.386	.039 <sup>a</sup>
	Residual	1112.936	114	11.356		
	Total	1162.750	115			

a. Predictors: (Constant), Komitmen Organisasi

b. Dependent Variable: Kinerja SDM

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.590	1.176		4.752	.000
	Komitmen Organisasi	.248	.119	.207	2.094	.039

a. Dependent Variable: Kinerja SDM

# Y1-Y2

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

Model	Variables Entered	Variables Removed	Method
1	Kinerja SDM <sup>a</sup>		. Enter

a. All requested variables entered.

b. Dependent Variable: Turnover Intent

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.309 <sup>a</sup>	.103	.101	1.84895

a. Predictors: (Constant), Kinerja SDM

b. Dependent Variable: Turnover Intent

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15.570	1	15.570	1.918	.016
	Residual	795.420	114	8.117		
	Total	810.990	115			

a. Predictors: (Constant), Kinerja SDM

b. Dependent Variable: Turnover Intent

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.590	.723		11.885	.000
Kinerja SDM	.116	.084	.139	1.385	.019

a. Dependent Variable: Turnover Intent

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

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8.7058	10.2101	9.5100	.39657	100
Std. Predicted Value	-2.028	1.765	.000	1.000	100
Standard Error of Predicted Value	.285	.647	.390	.103	100
Adjusted Predicted Value	8.6875	10.3923	9.5050	.39962	100
Residual	-7.63150	5.06280	.00000	2.83453	100
Std. Residual	-2.679	1.777	.000	.995	100
Stud. Residual	-2.693	1.805	.001	1.005	100
Deleted Residual	-7.71598	5.22516	.00499	2.89172	100
Stud. Deleted Residual	-2.785	1.827	-.001	1.015	100
Mahal. Distance	.000	4.113	.990	1.104	100
Cook's Distance	.000	.092	.010	.016	100
Centered Leverage Value	.000	.042	.010	.011	100

a. Dependent Variable: Turnover Intent

# X1,X2,Y1 – Y2

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

Model	Variables Entered	Variables Removed	Method
1	Turnover Intent, Profesionalisme Marketer, Komitmen Organisasi <sup>a</sup>		. Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja SDM

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.471 <sup>a</sup>	.222	.211	17.899

a. Predictors: (Constant), Turnover Intent, Profesionalisme Marketer, Komitmen Organisasi

b. Dependent Variable: Kinerja SDM

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	69.409	3	23.136	2.031	.015 <sup>a</sup>
	Residual	1093.341	112	11.389		
	Total	1162.750	115			

a. Predictors: (Constant), Turnover Intent, Profesionalisme Marketer, Komitmen Organisasi

b. Dependent Variable: Kinerja SDM

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.611	1.235		4.545	.000
	Komitmen Organisasi	.372	.226	.310	1.650	.021
	Profesionalisme Marketer	.147	.134	.114	1.099	.024
	Turnover Intent	-.189	.226	-.158	-.836	.040

a. Dependent Variable: Kinerja SDM

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

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	4.9844	9.4588	7.9500	.83732	100
Std. Predicted Value	-3.542	1.802	.000	1.000	100
Standard Error of Predicted Value	.343	1.633	.622	.262	100
Adjusted Predicted Value	5.4239	9.7743	7.9662	.84962	100
Residual	-7.28920	6.11385	.00000	3.32323	100
Std. Residual	-2.160	1.812	.000	.985	100
Stud. Residual	-2.187	1.873	-.002	1.003	100
Deleted Residual	-7.47650	6.53308	-.01620	3.45218	100
Stud. Deleted Residual	-2.232	1.898	-.003	1.010	100
Mahal. Distance	.034	22.190	2.970	4.149	100
Cook's Distance	.000	.078	.010	.014	100
Centered Leverage Value	.000	.224	.030	.042	100

a. Dependent Variable: Kinerja SDM



