

IDENTITAS RESPONDEN

Nama : (boleh tidak diisi)

Umur : tahun

Jenis kelamin : Laki-Laki
 Perempuan

Pendidikan Terakhir : SD SLTA S1
 SLTP D3 Lainnya (Sebutkan):

Masa Kerja : 1 – 5 tahun
 6 – 10 tahun
 11 – 16 tahun

Pedoman pengisian Kuesioner:

Untuk menjawab setiap pertanyaan dalam kuesioner, cukup Bapak/Ibu membubuhkan tanda chck (v) sesuai kotak tanggapan yang Bapak/Ibu anggap paling mewakili kondisi atau realita yang terjadi di Instansi Bapak/Ibu.

Keterangan Jawaban Nilai Skor

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

No	Variabel	Nilai Skor				
		1 STS	2 TS	3 N	4 S	5 SS
I	Stress Kerja					
	a. Tuntutan tugas pekerjaan dari perusahaan membuat saya stress.					
	b. Peran yang kurang jelas dalam struktur pekerjaan membuat saya stress.					
	c. Saya berusaha mengejar beban target yang diberikan atasan, sehingga memacu saya stress.					
	d. Struktur organisasi yang memiliki peran tidak sesuai dengan <i>job description</i> membuat saya stress.					
	e. Gaya pemimpin saat ini cenderung menekankan target yang tinggi, sehingga karyawan mengalami stress kerja					

No	Variabel	Nilai Skor				
		1 STS	2 TS	3 N	4 S	5 SS
II	Komitmen Organisasi					
	a. Saya merasa bahagia dapat diterima kerja pada perusahaan ini					
	b. Saya sangat berat meninggalkan perusahaan ini walaupun terkadang saya menginginkannya					
	c. Saya merasa perusahaan ini telah banyak berjasa bagi hidup saya					
III	Kepuasan Kerja					
	a. Saya sangat senang dengan pekerjaan ini.					
	b. Gaji yang saya terima sudah sesuai dengan tanggung jawab yang diberikan					
	c. Saya mendapatkan kesempatan promosi atas prestasi saya					
	d. Supervisor saya selalu memberikan dukungan pada bawahan					
	e. Saya puas dapat bekerja dengan rekan kerja yang bertanggung jawab					
IV	Intensi Turn Over					
	a. Saya mempunyai pemikiran untuk					

	meninggalkan perusahaan ini.					
	b. Kemungkinan saya untuk meninggalkan perusahaan ini sangat kuat.					
	c. Dalam waktu dekat saya akan meninggalkan perusahaan ini.					
	d. Saya akan meninggalkan perusahaan ini apabila ada kesempatan yang lebih baik					

TABULASI DATA

RES	STRES KERJA					KOMITMEN				KEPUASAN KERJA					INTENSI TURN OVER					
	X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X2.3	X2	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1	Y2.1	Y2.2	Y2.3	Y2.4	Y2
1	5	5	5	5	5	5.0	5	5	5	5.0	5	5	5	5	5.0	2	2	2	2	2.0
2	5	5	5	5	5	5.0	5	5	5	5.0	5	5	5	5	5.0	2	2	2	2	2.0
3	3	3	3	3	3	3.0	3	3	3	3.0	3	3	3	3	3.0	5	5	5	5	5.0
4	5	5	5	5	5	5.0	3	3	3	3.0	5	5	5	5	5.0	5	5	5	5	5.0
5	5	5	5	5	5	5.0	5	5	5	5.0	5	5	5	5	5.0	2	2	2	2	2.0
6	5	5	5	5	5	5.0	5	5	5	5.0	5	5	5	5	5.0	2	2	2	2	2.0
7	5	5	5	5	5	5.0	5	5	5	5.0	5	5	5	5	5.0	2	2	2	2	2.0
8	5	5	4	5	5	4.8	5	5	5	5.0	5	5	5	5	5.0	2	2	2	2	2.0
9	4	3	5	4	4	4.0	4	4	4	4.0	5	5	5	5	5.0	4	4	4	4	4.0
10	5	4	5	4	4	4.4	5	5	5	5.0	5	5	5	5	5.0	4	4	4	4	4.0
11	4	4	3	4	4	3.8	4	4	4	4.0	5	5	5	5	5.0	4	4	4	4	4.0
12	4	4	4	4	4	4.0	3	3	3	3.0	5	5	4	5	4.8	5	5	5	5	5.0
13	4	5	4	4	3	4.0	4	4	4	4.0	4	3	5	4	4.0	5	5	5	5	5.0
14	3	4	4	4	4	3.8	5	5	5	5.0	5	4	5	4	4.4	5	5	5	5	5.0
15	4	4	3	4	4	3.8	3	3	3	3.0	3	3	3	3	3.0	5	5	5	5	5.0
16	4	4	4	3	4	3.8	4	4	4	4.0	4	4	4	4	4.0	5	5	5	5	5.0
17	3	3	3	3	3	3.0	4	4	3	3.7	4	5	4	4	3	4.0	5	5	5	5.0
18	4	4	4	2	2	3.2	5	5	5	5.0	3	4	4	4	3.8	5	5	5	5	5.0
19	5	5	4	5	5	4.8	5	5	5	5.0	4	4	4	4	4.0	3	3	3	3	3.0
20	4	4	3	4	4	3.8	5	5	5	5.0	4	4	4	3	3.8	3	3	3	3	3.0
21	4	4	4	4	4	4.0	4	3	3	3.3	3	3	3	3	3.0	5	5	5	5	5.0
22	4	4	2	2	2	2.8	4	2	4	3.3	4	2	4	2	3.2	5	5	5	5	5.0
23	4	3	3	4	4	3.6	4	3	4	3.7	4	3	4	3	3.6	5	5	5	5	5.0
24	4	4	4	4	4	4.0	3	2	3	2.7	3	2	3	4	3	3.0	5	5	5	5.0
25	4	4	2	2	2	2.8	4	4	3	3.7	4	4	3	3	3.4	5	5	5	5	5.0
26	4	4	4	4	4	4.0	4	5	4	4.3	4	5	4	2	4	3.8	5	5	5	5.0
27	4	4	4	4	5	4.2	4	4	3	3.7	4	4	3	3	3.4	5	5	5	5	5.0
28	5	5	4	5	5	4.8	5	5	4	4.7	5	5	4	4	4.4	4	4	4	4	4.0
29	5	5	5	5	5	5.0	5	5	5	5.0	5	5	5	5	5.0	4	4	4	4	4.0
30	4	4	4	4	4	4.0	4	4	4	4.0	4	4	3	4	3.8	5	5	5	5	5.0
31	4	4	4	4	4	4.0	4	4	4	4.0	4	4	4	4	4.0	5	5	5	5	5.0
32	3	3	4	4	4	3.6	2	4	4	3.3	2	4	4	4	3.6	5	4	4	5	4.5
33	4	2	3	3	4	3.2	3	3	3	3.0	3	3	3	3	3.0	5	4	5	5	4.8
34	2	2	2	2	2	2.0	4	3	4	3.7	4	3	4	4	3.8	5	5	5	5	5.0
35	4	4	4	4	4	4.0	4	4	4	4.0	4	4	4	4	4.0	5	5	5	5	5.0
36	3	4	4	5	4	4.0	5	5	5	5.0	5	5	5	5	5.0	4	3	3	3	3.3
37	4	4	4	4	4	4.0	4	4	4	4.0	4	4	4	4	4.0	5	5	5	5	5.0
38	4	4	4	4	4	4.0	4	4	4	4.0	4	4	4	4	4.0	5	5	5	5	5.0
39	4	4	4	4	2	3.6	4	4	4	4.0	4	4	4	4	4.0	5	4	5	4	4.5
40	4	4	4	4	4	4.0	5	5	5	5.0	4	4	5	5	4.8	5	4	5	5	4.8
41	4	4	4	4	4	4.0	5	5	4	4.7	5	5	4	5	4.6	5	5	5	5	5.0

X1.1
X1.2
X1.3
X1.4
X1.5
X1
X2.1
X2.2
X2.3
X2
Y1.1
Y1.2
Y1.3
Y1.4
Y1.5
Y1
Y2.1
Y2.2
Y2.3
Y2.4
Y2

Frequencies

Statistics

		X1.1	X1.2	X1.3	X1.4	X1.5	Stres Kerja
N	Valid	41	41	41	41	41	41
	Missing	0	0	0	0	0	0
Mean		4.10	4.05	3.90	3.98	3.95	3.9951
Median		4.00	4.00	4.00	4.00	4.00	4.0000
Mode		4	4	4	4	4	4.00
Std. Deviation		.700	.773	.831	.880	.921	.70638
Minimum		2	2	2	2	2	2.00
Maximum		5	5	5	5	5	5.00

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	5	12.2	12.2	14.6
	4	24	58.5	58.5	73.2
	5	11	26.8	26.8	100.0
	Total	41	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.9	4.9	4.9
3	5	12.2	12.2	17.1
4	23	56.1	56.1	73.2
5	11	26.8	26.8	100.0
Total	41	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	7.3	7.3	7.3
3	7	17.1	17.1	24.4
4	22	53.7	53.7	78.0
5	9	22.0	22.0	100.0
Total	41	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	9.8	9.8	9.8
3	4	9.8	9.8	19.5

4	22	53.7	53.7	73.2
5	11	26.8	26.8	100.0
Total	41	100.0	100.0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	12.2	12.2	12.2
3	3	7.3	7.3	19.5
4	22	53.7	53.7	73.2
5	11	26.8	26.8	100.0
Total	41	100.0	100.0	

Frequencies

Statistics

	X2.1	X2.2	X2.3	Komitmen Organisasional
N Valid	41	41	41	41
Missing	0	0	0	0
Mean	4.20	4.12	4.10	4.1415
Median	4.00	4.00	4.00	4.0000
Mode	4	5	4	5.00
Std. Deviation	.782	.900	.768	.75597
Minimum	2	2	3	2.70

Statistics

		X2.1	X2.2	X2.3	Komitmen Organisasional
N	Valid	41	41	41	41
	Missing	0	0	0	0
Mean		4.20	4.12	4.10	4.1415
Median		4.00	4.00	4.00	4.0000
Mode		4	5	4	5.00
Std. Deviation		.782	.900	.768	.75597
Minimum		2	2	3	2.70
Maximum		5	5	5	5.00

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.4	2.4	2.4
	3	6	14.6	14.6	17.1
	4	18	43.9	43.9	61.0
	5	16	39.0	39.0	100.0
	Total	41	100.0	100.0	

X2.2

Mode	4	5	4	5	4	5.00
Std. Deviation	.831	.921	.768	.921	.773	.74937
Minimum	2	2	3	2	3	3.00
Maximum	5	5	5	5	5	5.00

Frequency Table

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	2.4	2.4	2.4
3	9	22.0	22.0	24.4
4	16	39.0	39.0	63.4
5	15	36.6	36.6	100.0
Total	41	100.0	100.0	

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.9	4.9	4.9
3	10	24.4	24.4	29.3
4	13	31.7	31.7	61.0
5	16	39.0	39.0	100.0

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.9	4.9	4.9
	3	10	24.4	24.4	29.3
	4	13	31.7	31.7	61.0
	5	16	39.0	39.0	100.0
	Total	41	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	10	24.4	24.4	24.4
	4	17	41.5	41.5	65.9
	5	14	34.1	34.1	100.0
	Total	41	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.9	4.9	4.9
	3	12	29.3	29.3	34.1
	4	13	31.7	31.7	65.9

5	14	34.1	34.1	100.0
Total	41	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	26.8	26.8	26.8
	4	17	41.5	41.5	68.3
	5	13	31.7	31.7	100.0
Total		41	100.0	100.0	

Frequencies

Statistics

		Y2.1	Y2.2	Y2.3	Y2.4	Intensi Turnover
N	Valid	41	41	41	41	41
	Missing	0	0	0	0	0
Mean		4.15	4.12	4.15	4.15	4.1415
Median		4.00	4.00	4.00	4.00	4.0000
Mode		5	5	5	5	5.00
Std. Deviation		1.014	1.005	1.014	1.014	1.01019
Minimum		2	2	2	2	2.00
Maximum		5	5	5	5	5.00

Frequency Table

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	12.2	12.2	12.2
	3	3	7.3	7.3	19.5
	4	14	34.1	34.1	53.7
	5	19	46.3	46.3	100.0
Total		41	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	12.2	12.2	12.2
	3	3	7.3	7.3	19.5
	4	15	36.6	36.6	56.1
	5	18	43.9	43.9	100.0
	Total	41	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	12.2	12.2	12.2
	3	3	7.3	7.3	19.5
	4	14	34.1	34.1	53.7
	5	19	46.3	46.3	100.0
	Total	41	100.0	100.0	

Y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	12.2	12.2	12.2
	3	3	7.3	7.3	19.5
	4	14	34.1	34.1	53.7

5	19	46.3	46.3	100.0
Total	41	100.0	100.0	

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded ^a	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.909	5

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	15.88	8.860	.750	.895
X1.2	15.93	8.620	.718	.900
X1.3	16.07	8.170	.761	.891
X1.4	16.00	7.550	.858	.870

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	15.88	8.860	.750	.895
X1.2	15.93	8.620	.718	.900
X1.3	16.07	8.170	.761	.891
X1.4	16.00	7.550	.858	.870
X1.5	16.02	7.624	.787	.887

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded ^a	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.914	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	8.22	2.476	.838	.869
X2.2	8.29	2.162	.823	.889
X2.3	8.32	2.522	.835	.873

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded ^a	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.932	5

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	16.15	9.228	.816	.917
Y1.2	16.20	8.961	.768	.928
Y1.3	16.15	9.378	.865	.909
Y1.4	16.29	8.862	.790	.923

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	16.15	9.228	.816	.917
Y1.2	16.20	8.961	.768	.928
Y1.3	16.15	9.378	.865	.909
Y1.4	16.29	8.862	.790	.923
Y1.5	16.20	9.261	.889	.905

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	41	100.0
	Excluded ^a	0	.0
	Total	41	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.999	4

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	12.41	9.149	.999	.997
Y2.2	12.44	9.252	.988	1.000
Y2.3	12.41	9.149	.999	.997
Y2.4	12.41	9.149	.999	.997

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Komitmen Organisasional, Stres Kerja ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.702 ^a	.492	.466	.54780

a. Predictors: (Constant), Komitmen Organisasional, Stres Kerja

b. Dependent Variable: Kepuasan Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.059	2	5.530	18.427	.000 ^a
	Residual	11.403	38	.300		
	Total	22.462	40			

a. Predictors: (Constant), Komitmen Organisasional, Stres Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.059	2	5.530	18.427	.000 ^a
	Residual	11.403	38	.300		
	Total	22.462	40			

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.675	.562		1.201	.237		
	Stres Kerja	-.453	.142	-.427	-3.184	.003	.743	1.346
	Komitmen Organisasional	.378	.133	.381	2.841	.007	.743	1.346

a. Dependent Variable: Kepuasan Kerja

Collinearity Diagnostics^a

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Stres Kerja	Komitmen Organisasional
1	1	2.969	1.000	.00	.00	.00
	2	.016	13.677	.66	.01	.80
	3	.015	14.219	.34	.99	.20

a. Dependent Variable: Kepuasan Kerja

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.9784	4.8282	4.0488	.52581	41
Residual	-.99757	1.18005	.00000	.53393	41
Std. Predicted Value	-2.036	1.482	.000	1.000	41
Std. Residual	-1.821	2.154	.000	.975	41

a. Dependent Variable: Kepuasan Kerja

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Komitmen Organisasional, Stres Kerja ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Intensi Turnover

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.801 ^a	.642	.613	.62863

a. Predictors: (Constant), Kepuasan Kerja, Komitmen Organisasional, Stres Kerja

b. Dependent Variable: Intensi Turnover

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26.198	3	8.733	22.098	.000 ^a
	Residual	14.622	37	.395		
	Total	40.820	40			

a. Predictors: (Constant), Kepuasan Kerja, Komitmen Organisasional, Stres Kerja

b. Dependent Variable: Intensi Turnover

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	9.403	.657		14.304	.000		
Stres Kerja	.414	.184	.289	2.253	.030	.587	1.705
Komitmen Organisasional	-.441	.168	-.330	-2.627	.012	.613	1.632
Kepuasan Kerja	-.440	.186	-.326	-2.361	.024	.508	1.970

a. Dependent Variable: Intensi Turnover

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Stres Kerja	Komitmen Organisasional	Kepuasan Kerja
1	1	3.957	1.000	.00	.00	.00	.00
	2	.017	15.151	.92	.01	.08	.19
	3	.015	16.158	.01	.47	.71	.03
	4	.011	18.967	.07	.52	.20	.78

a. Dependent Variable: Intensi Turnover

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.9285	5.5181	4.1415	.80929	41
Residual	-1.22331	1.18893	.00000	.60460	41
Std. Predicted Value	-1.499	1.701	.000	1.000	41
Std. Residual	-1.946	1.891	.000	.962	41

a. Dependent Variable: Intensi Turnover

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	Unstandardized Residual
N		41	41
Normal Parameters ^a	Mean	.0000000	.0000000
	Std. Deviation	.53392937	.60459832
Most Extreme Differences	Absolute	.130	.085
	Positive	.130	.085
	Negative	-.087	-.080
Kolmogorov-Smirnov Z		.832	.547
Asymp. Sig. (2-tailed)		.494	.926

a. Test distribution is Normal.

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Komitmen Organisasional, Stres Kerja ^a		Enter

a. All requested variables entered.

b. Dependent Variable: ABSUT1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.297 ^a	.088	.040	.33941

a. Predictors: (Constant), Komitmen Organisasional, Stres Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.424	2	.212	1.839	.173 ^a
	Residual	4.378	38	.115		
	Total	4.801	40			

a. Predictors: (Constant), Komitmen Organisasional, Stres Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.424	2	.212	1.839	.173 ^a
	Residual	4.378	38	.115		
	Total	4.801	40			

b. Dependent Variable: ABSUT1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.786	.348		2.257	.030
	Stres Kerja	.066	.088	.135	.749	.459
	Komitmen Organisasional	-.157	.082	-.342	-1.901	.065

a. Dependent Variable: ABSUT1

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja, Komitmen Organisasional, Stres Kerja ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: ABSUT2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.446 ^a	.199	.134	.31777

a. Predictors: (Constant), Kepuasan Kerja, Komitmen Organisasional, Stres Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.929	3	.310	3.066	.040 ^a
	Residual	3.736	37	.101		
	Total	4.665	40			

a. Predictors: (Constant), Kepuasan Kerja, Komitmen Organisasional, Stres Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.929	3	.310	3.066	.040 ^a
	Residual	3.736	37	.101		
	Total	4.665	40			

a. Predictors: (Constant), Kepuasan Kerja, Komitmen Organisasional, Stres Kerja

b. Dependent Variable: ABSUT2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.399	.332		-1.201	.237
	Stres Kerja	.183	.093	.378	1.970	.056
	Komitmen Organisasional	-.017	.085	-.038	-.200	.843
	Kepuasan Kerja	.057	.094	.125	.607	.548

a. Dependent Variable: ABSUT2